

Mississippi Fire Departments Responses											STENNIS INSTITUTE 2017 FIRST RESPONDERS SURVEY																							
Title	Survey Results					Percentiles					Number of Responses	BENEFITS																						
	MEAN	Median	Mode	Min	Max	25	50	75	90	Insurance Benefits						Retirement																		
											Health	Ratio	Disability	Ratio	Life	Ratio	Dental	Ratio	Vision	Ratio	401 K	Ratio	PERS	Ratio										
Fire Chief	\$58,243	\$59,790	2100 <sup>a</sup>	\$2,100	\$88,400	\$49,380	\$59,790	\$78,275	\$86,880	20	64%	14/22	41%	9/22	73%	16/22	59%	13/22	56%	12/22	0	0/22	46%	10/22										
Tenure	7.93	5	3	2	22	3	5	13.75	17.80		Employer Paid Health						Employee Paid Spouse/Family Health						Tuition Remission											
Deputy Chief	\$59,476	\$59,152	39500 <sup>a</sup>	\$39,500	\$80,100	\$40,451	\$59,152	\$78,825	N/I	4	32%						0						0/22											
Tenure	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	2	Employer Paid Disability						Employee Paid Life						457(b) Deferred Comp Plan											
Battalion Chief	\$54,578	\$50,140	37726 <sup>a</sup>	\$37,726	\$81,285	\$43,412	\$50,140	\$67,826	\$78,500	12	0						9%						2/22											
Tenure	5	3.25	2 <sup>a</sup>	2	12	2	3	7.75	12		Employer Paid Life						Employee Paid Spouse/Family Life						Longevity Pay											
Fire Marshall	\$51,795	\$50,000	33321 <sup>a</sup>	\$33,321	\$68,000	\$44,242	\$50,000	\$59,000	\$67,724	11	9%						2/22						4.5%											
Tenure	5	3	2 <sup>a</sup>	1	15	2	3	8	14		Employer Paid Dental						Employee Paid Dental						Cafeteria Health Plan											
Captain	\$45,354	\$41,829	39370 <sup>a</sup>	\$34,803	\$62,050	\$39,370	\$41,829	\$51,790	\$60,615	16	4.5%						1/22						4.5%											
Tenure	9	10	10 <sup>a</sup>	2	20	4	10	13	17		Employer Paid Vision						Employee Paid Vision						AFLAC											
Lieutenant	\$42,239	\$39,071	32488 <sup>a</sup>	\$32,488	\$55,421	\$37,250	\$39,071	\$48,276	\$55,295	12	0						0/22						32%											
Tenure	7	8	4 <sup>a</sup>	1	14	4	8	10	13		Employee Paid Spouse/Family Dental						27%						6/22											
Sergeant	\$37,389	\$34,354	28000 <sup>a</sup>	\$28,000	\$48,793	\$31,420	\$34,354	\$46,000	\$48,340	11	Employee Paid Spouse/Family Vision						32%						7/22											
Tenure	5	5	8 <sup>a</sup>	1	8	3	5	8	8		ISSUES																							
Fire Apparatus Driver/Operator	\$38,484	\$37,000	28000 <sup>a</sup>	\$28,000	\$50,000	\$29,710	\$37,000	\$48,000	N/I	5	Competitive salaries for recruitment & retention						Generational issues with younger workers																	
Tenure	7	8	4 <sup>a</sup>	4	10	4	8	9	N/I		Staff shortages to answer (increased) call volume						Nobody wants to be a fireman/paid or volunteer																	
Firefighter	\$32,620	\$31,280	26000 <sup>a</sup>	\$25,000	\$45,000	\$28,625	\$31,280	\$36,432	\$44,405	16	Insufficient Applicant Pool						Aging volunteers in rural communities																	
Tenure	5	4	2 <sup>a</sup>	2	12	2	4	6	11		Identifying qualified leaders to address attrition						Funding for equipment and technology upgrades																	
Firefighter/ EMT	\$36,419	\$36,380	29731 <sup>a</sup>	\$29,731	\$47,000	\$30,820	\$36,380	\$40,000	N/I	7	Funding for administrative support						Funding for Fire Trucks																	
Tenure	3	3	2 <sup>a</sup>	1	5	2	3	4	N/I		SUGGESTIONS																							
Firefighter/EMT Paramedic	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	0	A property tax credit similar to the car tag tax credit could help recruit and retain volunteers						Funding Board needs to sit down with Fire Dept to develop understanding of Fire Service needs																	
Tenure	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I		Raise local taxes						Institute a separate millage tax for fire service																	
Fire Training Officer	\$50,773	\$48,461	39072 <sup>a</sup>	\$39,072	\$68,000	\$43,186	\$48,461	\$56,639	\$65,917	12																								
Tenure	5	4	4 <sup>a</sup>	1	12	2	4	8	11																									
Admin Assistant	\$38,575	\$34,629	30160 <sup>a</sup>	\$30,160	\$61,334	\$30,793	\$34,629	\$43,672	\$60,201	10																								
Tenure	4	3	2	1	18	2	3	5	17																									

a. Multiple modes exist. The smallest value is shown

As of July 20, 2017 Stennis has received responses from 22 Mississippi Fire Departments. If your municipality has not responded and wishes to be included, please contact Claudette Jones for a survey form.

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Responding Fire Departments:

- |            |                  |                        |
|------------|------------------|------------------------|
| Biloxi     | Jackson          | Ridgeland              |
| Booneville | Louisville       | Silver Creek Volunteer |
| Brandon    | New Albany       | Smithville             |
| Columbus   | Ocean Springs    | Southaven              |
| Corinth    | Oktibbeha County | Sturgis                |
| Gautier    | Olive Branch     | Walls                  |
| Grenada    | Philadelphia     | West Point             |
| Horn Lake  |                  |                        |

Responding Police Departments:

- |              |             |                     |            |
|--------------|-------------|---------------------|------------|
| Biloxi       | Hattiesburg | Mantachie           | Petal      |
| Blue Springs | Hernando    | McComb              | Ridgeland  |
| Burnsville   | Kosciusko   | Meadville           | Starkville |
| Crowder      | Long Beach  | Montecello          | Sturgis    |
| Gautier      | Lucedale    | MS State University | Woodville  |
| Gulfport     | Madison     | Olive Branch        |            |
| Guntown      | Magnolia    | Pelahatchie         |            |



Mississippi Police Departments Responses											STENNIS INSTITUTE 2017 FIRST RESPONDERS SURVEY													
Title	Survey Results					Percentiles				Number of Responses	BENEFITS													
	MEAN	Median	Mode	Min	Max	25	50	75	90		Insurance Benefits						Retirement							
Chief	\$63,413	\$57,460	42000 <sup>a</sup>	\$25,000	\$109,200	\$43,375	\$57,460	\$86,500	\$100,007	24	Health	Ratio	Disability	Ratio	Life	Ratio	Dental	Ratio	Vision	Ratio	401 K	Ratio	PERS	Ratio
Tenure	7.57	5	8	1	25	2.50	5	9.25	23.60	21	70%	19/27	37%	10/27	63%	17/27	63%	17/27	56%	15/27	0	0/27	78%	21/27
Deputy or Assistant Chief	\$61,121	\$69,742	20000 <sup>a</sup>	\$20,000	\$80,078	\$46,390	\$69,742	\$78,503	\$80,035	10	Employer Paid Health			Employee Paid Spouse/Family Health			Tuition Remission							
Tenure	6.80	5	1 <sup>a</sup>	1	20	0.88	5	12.25	19.60		30%	7/27			41%			11/27		3.7%		1/27		
Major	\$60,487	\$68,149	40285 <sup>a</sup>	\$40,285	\$73,028	\$40,285	\$68,149	N/I	N/I	3	Employer Paid Disability			Employee Paid Life			AVG Amt N/I							
Tenure	6.67	6	4 <sup>a</sup>	4	10	4	6	N/I	N/I		3.70%	1/27			15%			4/27		3.7%		1/27		
Captain	\$50,262	\$51,249	24960 <sup>a</sup>	\$24,960	\$74,961	\$38,900	\$51,249	\$62,424	\$66,935	16	Employer Paid Life			Employee Paid Spouse/Family Life			Longevity Pay							
Tenure	4.91	3	1	1	23	1	3	7.00	13.75		26%	7/27			11%			3/27		3.7%		1/27		
Lieutenant	\$46,262	\$49,915	40000 <sup>a</sup>	\$22,880	\$73,778	\$36,700	\$49,915	\$53,601	\$61,907	16	Employer Paid Dental			Employee Paid Dental			Cafeteria Health Plan Options							
Tenure	5.84	5	1 <sup>a</sup>	1	23	1	5	6.75	18.80		0%	1/27			44%			12/27		11%		3/27		
Sergeant	\$41,171	\$44,790	23606 <sup>a</sup>	\$23,606	\$51,300	\$33,087	\$44,790	\$48,702	\$50,348	16	Employer Paid Vision			Employee Paid Vision			AFLAC							
Tenure	4.63	4	5 <sup>a</sup>	1	14	1.50	4	5	12.25		3.70%	27-Jan			37%			10/27		N/I		N/I		
DUI Sergeant	\$38,427	\$36,878	34403 <sup>a</sup>	\$34,403	\$44,000	\$34,403	\$36,878	N/I	N/I	3	Employer Paid Spouse/Family Dental			Employee Paid Spouse/Family Dental										
Tenure	3.67	4	2 <sup>a</sup>	2	5	2	4	N/I	N/I		37%				37%			10/27						
Corporal	\$41,459	\$41,800	34403 <sup>a</sup>	\$34,403	\$48,837	\$35,428	\$41,800	\$47,491	N/I	8	Employer Paid Spouse/Family Vision			Employee Paid Spouse/Family Vision										
Tenure	5.45	5	5 <sup>a</sup>	2	9	3.25	5	8	N/I		37%				37%			10/27						
Police Officer/ Investigator	\$36,316	\$35,250	20000 <sup>a</sup>	\$20,000	\$51,125	\$30,707	\$35,250	\$44,482	\$49,066	18	ISSUES													
Tenure	5.03	3	3	1	15	2	3	7	14.10		Recruitment, Retention & Manpower Consistency					More responsibility without meaningful compensation								
Officer (Certified)	\$31,861	\$34,319	26360 <sup>a</sup>	\$26,360	\$34,903	\$26,360	\$34,319	N/I	N/I	3	Budget Restraints					Short-staffing & lack of administrative support								
Tenure	2	2	1 <sup>a</sup>	1	3	1	2	N/I	N/I		Attrition & Retirement					Short-staffing with limited overtime pay leading to limited service								
Officer (Uncertified)	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	1	Manning Demands (particularly for events)					Funding for equipment and technology upgrades								
Tenure	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I	N/I		High Turnover/ officers leaving for more money					Pay career salaries to facilitate recruitment and retention								
Property & Evidence Clerk	\$29,930	\$29,930	26360 <sup>a</sup>	\$26,360	\$33,500	\$26,360	\$29,930	N/I	N/I	2	SUGGESTIONS													
Tenure	1.50	1.50	1 <sup>a</sup>	1	2	1	1.50	N/I	N/I		Make Public Safety funding a priority					Fund overtime to address short-staffing								
Dispatch Manager	\$35,530	\$32,419	26360 <sup>a</sup>	\$26,360	\$47,811	\$26,360	\$32,419	N/I	N/I	3	Competitive pay for recruitment and retention					Fund equipment purchases								
Tenure	4	4	1 <sup>a</sup>	1	7	1	4	N/I	N/I		Establish career path/raise structure to promote retention					Prioritize the collection on old fines and outstanding debts by convicted offenders to fund adequate budgets for salaries, training & equipment								
Security Officer	\$26,439	\$29,210	12000 <sup>a</sup>	\$12,000	\$35,335	\$14,980	\$29,210	\$35,126	N/I	4														
Tenure	3.50	4	4 <sup>a</sup>	1	5	1.75	4	4.75	N/I															
Staff Support Technician 3	\$38,454	\$37,823	21923 <sup>a</sup>	\$21,923	\$52,318	\$28,665	\$37,823	\$50,554	\$52,300	10														
Tenure	9.30	10	10 <sup>a</sup>	2	26	3	10	12	24.90															
Support Services Clerk	\$30,273	\$30,154	20840 <sup>a</sup>	\$20,840	\$40,539	\$25,309	\$30,154	\$36,135	\$40,119	10														
Tenure	4.70	4	4 <sup>a</sup>	1	10	2	4	7	9.80															
Radio Operator Records Clerk	\$29,321	\$28,419	20280 <sup>a</sup>	\$20,280	\$42,000	\$26,000	\$28,419	\$32,281	\$39,838	15														
Tenure	5.72	6	6 <sup>a</sup>	3	10	4	6	7	9.10															
Animal Control Officer	\$29,527	\$29,455	23400 <sup>a</sup>	\$23,400	\$35,960	\$26,799	\$29,455	\$31,298	\$35,773	12														
Tenure	4.58	3	6 <sup>a</sup>	0.5	12	2.25	3	7.38	11.10															

a. Multiple modes exist. The smallest value is shown

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The John C. Stennis Institute of Government performs a threefold mission: (1) to enhance the efficiency and effectiveness of Mississippi state and local governments through basic and applied research, training, technical assistance, and service; (2) to provide technical assistance and research for both rural development in Mississippi and regional activities in the Southeast; (3) and to promote civic education and citizen involvement in the political process.

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