

**PROFESSIONAL FIRE FIGHTERS  
OF  
NORTH CAROLINA**



**1993**

**FIRE DEPARTMENT SURVEY**

**PROFESSIONAL FIRE FIGHTERS  
OF  
NORTH CAROLINA**

**David R. Anders**  
President

**Richard L. O'Brien**  
Secretary/Treasurer

**District Vice-Presidents**

Paul Smith  
Eastern

Barry Shoaf  
Central

Slim Pickens  
Western

**Trustees**

William R. Burchette

Shawn Oke

Everette A. Passaly

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# INTRODUCTION

Fire fighting today remains one of the most dangerous professions in North Carolina. In addition to the danger, the services we provide are more complex than anytime during our history. We are being asked to do more as fire fighters than most of us dreamed of 20 years ago. Fire departments often increase services and training for those services year by year.

This PFFNC publication provides a look at different sizes of fire departments in North Carolina and services offered by each. We have also included the salary ranges of different fire suppression ranks and a limited comparison of fire fighter retirement benefits to other city employees.

This is not intended to be an individual study for any department. This survey provides professional fire fighters an opportunity to review their own department and compare the data collected from others. Thirty-four of the forty-two surveys mailed were returned.

A copy of the PFFNC Survey is reproduced on pages 2-4. Comparing it to the 1991 Survey, the number of questions were increased from 32 to 46. This is followed by the Survey data that was returned. We have listed each fire department according to the population of each city, as reported, for easy comparison.

This publication offers the fire fighters in North Carolina the opportunity to compare the operations of their fire department and their compensations with departments of both similar and different sizes. Hopefully, it will stir the imagination and ultimately be used to improve services and enhance fire fighter benefits.

David R. Anders  
President

Richard L. O'Brien  
Secretary/Treasurer

PROFESSIONAL FIRE FIGHTERS  
OF NORTH CAROLINA

Fire Department Survey

Name of city: \_\_\_\_\_

Submitted by: \_\_\_\_\_ Title: \_\_\_\_\_

Street: \_\_\_\_\_ City: \_\_\_\_\_

State: \_\_\_\_\_ Zip: \_\_\_\_\_ Phone: (     ) \_\_\_\_\_

If you would like a copy of the data from this survey, please check here ☐

Please return by the week of October 10, 1993.

Please answer "N/A", if the question does not apply to your department.

1. What is the population of the city the fire department protects ? \_\_\_\_\_

2. What is the 1993-1994 budget of the fire department ? \_\_\_\_\_

3. What is the department's allocated training budget for 1993-1994 ? \_\_\_\_\_

4. How many fire stations are there in the department ? \_\_\_\_\_

5. What is the total number of fire department personnel ?  
a. Uniformed ? \_\_\_\_\_  
b. Civilian ? \_\_\_\_\_  
c. Volunteer ? \_\_\_\_\_

6. What is the total number of personnel in each of the following categories ?  
a. Administration/Office ? \_\_\_\_\_  
b. Fire Suppression ? \_\_\_\_\_  
c. Fire Prevention/Inspections ? \_\_\_\_\_  
d. Fire Investigations ? \_\_\_\_\_  
e. Other ? \_\_\_\_\_

7. Does the department conduct fire company inspections with certified Level I inspectors? (Circle one)  
a. Yes  
b. No
8. How many fire companies are there in the department ? \_\_\_\_\_

9. Has the department adopted minimum manning standards ? (Circle one)  
a. Yes  
b. No

10. If the answer to # 9 is "Yes", what is the minimum per company ?  
Engine company ? \_\_\_\_\_  
Ladder company ? \_\_\_\_\_  
Other ? (specify) \_\_\_\_\_

11. Does the department provide first responder, emergency medical services to the public ? (Circle one)  
a. Yes  
b. No

12. Does the department have certified EMT's riding engine companies ? (Circle one)  
a. Yes  
b. No

13. If the answer to #12 is "Yes", does the city provide incentive pay ? (Circle one)  
a. Yes  
b. No

14. Does the department use defibrillators ? (Circle one)  
a. Yes  
b. No

15. Does the department participate in the NFPA 1001 Firefighter Certification Program with the NC State Fire Commission ? (Circle one)  
a. Yes  
b. No

16. If the answer to # 15 is "Yes", indicate the level of Certification. (Circle one)  
a. FF I  
b. FF II  
c. FF III

17. Does the department have a hazardous materials incident response team ? (Circle one)  
a. Yes  
b. No

18. If the answer to #17 is "Yes", is there incentive pay for participants ? (Circle one)  
a. Yes  
If "Yes", how much? \_\_\_\_\_  
b. No

19. Does the department provide incentive pay for levels of formal or special education ? (Circle one)  
a. Yes  
b. No

20. If the answer to #19 is "Yes", please give the formula. \_\_\_\_\_

21. Is the department equipped for auto extrication and other rescue ? (Circle one)  
a. Yes  
If Yes, give type. \_\_\_\_\_  
b. No

22. What is the weekly salary of a firefighter trainee in the department ? \_\_\_\_\_

23. Does the department have more than one level in the firefighter rank after basic training ? (Circle one)  
a. Yes  
b. No

24. What are the titles, and minimum and maximum annual salaries of the department's firefighter rank levels after basic training ?  
Title                      Min. Sal                      Max. Sal  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

25. Do you have a separate rank for fire equipment operators ? (Circle one)  
a. Yes  
b. No

26. If the answer to #25 is "Yes", list position title, and minimum and maximum annual salary.  
Title \_\_\_\_\_  
Min Salary \_\_\_\_\_  
Max. Salary \_\_\_\_\_

27. What is the title, and minimum and maximum annual salary of the fire company officer position?  
Title \_\_\_\_\_  
Min. Salary \_\_\_\_\_  
Max. Salary \_\_\_\_\_

28. Does the department have more than one classification for the fire company officer's position, such as Shift Captain ? (Circle one)  
a. Yes  
b. No

29. If the answer to #28 is "Yes", what is the title, and minimum and maximum annual salary ?  
Title \_\_\_\_\_  
Min. Salary \_\_\_\_\_  
Max. Salary \_\_\_\_\_

30. What is the position title, and minimum and maximum annual salary of the department's district or battalion fire chief (commander) ? Works 24 hour shifts and commands major incidents ?  
Title \_\_\_\_\_  
Min. Salary \_\_\_\_\_  
Max. Salary \_\_\_\_\_

31. What is the position title, and minimum and maximum annual salary of the fire suppression chiefs (commander) ? Works 8 hour shifts.  
Title \_\_\_\_\_  
Min. Salary \_\_\_\_\_  
Max. Salary \_\_\_\_\_

32. If there are other Fire Suppression Chiefs below the rank of Department Chief, list position title and annual salary.  
Title \_\_\_\_\_  
Min. Salary \_\_\_\_\_  
Max. Salary \_\_\_\_\_

33. Does the city provide longevity pay ? (Circle one)  
a. Yes  
b. No

34. If the answer to # 33 is "Yes", what is the formula?  
a. 1-4 years \_\_\_\_\_  
b. 5-9 years \_\_\_\_\_  
c. 10-14 years \_\_\_\_\_  
d. 15-19 years \_\_\_\_\_  
e. 20-24 years \_\_\_\_\_  
f. 25-29 years \_\_\_\_\_  
g. Other (Specify) \_\_\_\_\_

35. How is the Longevity paid ? (Circle one)  
a. Annually  
b. Each pay cycle  
c. Other (Specify) \_\_\_\_\_

36. Does the department pay Social Security on Fire Fighters ? (Circle one)  
a. Yes  
b. No  
c. Medicare only

37. Does your city pay Social Security of the following employees ?  
a. Police (Circle one)  
i. Yes  
ii. No  
iii. Medicare only  
b. General employees (Circle one)  
i. Yes  
ii. No  
iii. Medicare only

Comments: \_\_\_\_\_

38. Does your city pay for the hospitalization and health care coverage for fire fighter retirees ? (Circle one)  
a. Yes  
b. No

39. Does your city self-insure their hospitalization and health care insurance coverage for employees and their families ? (Circle one)  
a. Yes  
b. No

40. Does your city self-insure their worker's compensation insurance coverage ? (Circle one)  
a. Yes  
b. No

41. Does your department contribute to a 401-(k) or other supplemental retirement for fire fighters ? (Circle one)  
a. Yes  
b. No

42. If the answer to # 41 is "Yes", what percentage of payroll is contributed ? \_\_\_\_\_

43. If your department contributes to a 401-(k) or supplemental retirement plan for fire fighters, do they require the employee to contribute ? (Circle one)  
a. Yes  
b. No

44. If the answer to # 43 is "Yes", what is the fire fighters' contribution ? \_\_\_\_\_

45. Does your city contribute to a 401-(k) or other supplemental retirement for the general employees? (Circle one)  
a. Yes  
b. No

46. If the answer to # 45 is "Yes", what percentage of payroll is contributed ? \_\_\_\_\_

SURVEY DATA

Question #	1	2	3	4	5a	5b	5c
	Number of Personnel						
City	Popu- lation	Department Budget	Training Budget	Number of fire stations	Uniformed	Civilian	Volunteer
Kill Devil Hills	<sup>1</sup> 4,500	\$750,000		1	15	1	15
Morehead City	7,500	\$534,000	\$3,000	2	13		25
Southern Pines	9,232	\$751,544	\$7,500	1	16		27
Kernersville	12,000	\$1,440,490	\$11,000	2	31	1	<sup>2</sup> 5
Reidsville	15,500	\$560,000		1	23	1	20
Shelby	15,535	\$1,759,520	\$6,000	2	41	1	16
Lenoir	16,000	\$1,825,723	\$37,737	2	55	1	
Albemarle	16,000	\$1,568,972	\$6,500	3	41	1	9
Henderson	16,000	\$1,180,410	\$5,000	2	33	1	7
Lexington	17,000	\$2,172,735	\$10,750	3	51 <sup>3</sup>		
Elizabeth City	17,000	\$1,200,000	\$14,250	2	33	5	
Thomasville	17,200	\$1,583,508	\$6,000	3	50		
Sanford	20,000	\$1,900,000	\$6,150	3	37		3
New Bern	22,000	\$2,100,000	\$23,000	4	34	1	35
Statesville	23,000	\$2,107,409	\$9,752	3	54		
Kinston	28,000	\$2,280,801	\$137,352	4	66		
Hickory	29,300	\$3,830,375	\$24,031	6	100	3	21
Concord	32,000	\$5,100,000	\$10,000	5	99	2	
Wilson	38,000	\$3,919,770	\$26,680	5	88		
Burlington	40,000	\$3,000,000		5	77	2	
Goldsboro	44,055	\$2,812,500	\$8,162	4	80	2	
Greenville	50,000	\$4,665,549	\$3,216	4	125		
Rocky Mount	50,000	\$4,702,188	\$103,619	6	127	2	
Gastonia	55,000	\$4,469,482	\$91,889	7	129	2	
Cary	56,500	\$4,004,341	\$12,500	4	89	3	
Asheville	63,842	\$8,077,646	\$79,651	9	182	5	
High Point	72,000	\$6,500,000	\$40,943	10	183	2	
Fayetteville	75,500	\$6,200,000	\$14,000	7	150	4	
Wilmington	120,284	\$4,852,910	\$9,020	6	123	5	
Durham	150,000			12	225	6	
Winston-Salem	161,554	\$10,890,280	\$13,500	17	259	8	
Greensboro	186,000	\$16,000,000	\$287,000	16	351	12	
Raleigh	225,000	\$14,956,868	\$292,542	19	370	10	
Charlotte	443,481	\$29,000,000	\$586,761	30	735	76	

<sup>1</sup> Population 40,000 in the summer. <sup>2</sup> Part-time/Temporary <sup>3</sup> Plus up to 11 part time

Use the back of this page if necessary

Question #	6a	6b	6c	6d	6	6	7
City	Number of Personnel by category						Company Certified Inspectors
	Adm/ Office	Fire Suppression	Fire Prevent/ Inspect	Fire Investigator	Other Category	Other number	
Kill Devil Hills	1	15		1			No
Morehead City	1	34	3	2			No
Southern Pines	2	13	1				No
Kernersville	3	28	1				No
Reidsville	2	18	2	1	Training	1	No
Shelby	4	36	2	2			No
Lenoir	4	50	1		Training	1	No
Albemarle	2	39	1				Yes
Henderson	2	30	1 <sup>1</sup>				No
Lexington	3	48					Yes
Elizabeth City	4	33	1				No
Thomasville	3	45	1		Training	1	No
Sanford	4	32	1				No
New Bern	2	65	2 <sup>1</sup>		Training	1	No
Statesville	4	46	4 <sup>1</sup>				No
Kinston	10	53	3			2	No
Hickory	9	87	6 <sup>1</sup>		Maint- enance	1	Yes
Concord	5	90	4		Training Mechanic	1 1	No
Wilson	3	78	4			3	Yes
Burlington	3	69	2	1		2	No
Goldsboro	2	78	1		Training	1	Yes
Greenville	5	118	1	1			Yes
Rocky Mount	2	120	4½		Training	2½	Yes
Gastonia	5	120	4		Training	2	No
Cary	5	82	5				No
Asheville	9	171	5	1			Yes
High Point	9	162	6		Shop & Comm	6	No
Fayetteville	6	150	5 <sup>1</sup>				
Wilmington	6	123	3	4	Mechanics	3	No
Durham	6	217	8				No
Winston-Salem	10	249	4	2	Shop	2	Yes
Greensboro	10	335	12 <sup>1</sup>		Garage Training	4 4	Yes
Raleigh	20	350	11	8	Shop	3	No
Charlotte	47	726	19	6		19	Yes

<sup>1</sup> Doubles as Fire Investigator

Question #	8	9	10a	10b	10c	11	12
City	Number of fire companies	Min Mann	Min. Pers. Engine Company	Min. Pers. Ladder Company	Min. Pers. Other	First Respond	Certified EMT's
Kill Devil Hills	3	No	3			Yes	Yes
Morehead City		No				No	No
Southern Pines	2	Yes	3			Yes	Yes
Kernersville	3	Yes	2	2		No	Yes
Reidsville	3	Yes	3		2 <sup>8</sup>	Yes	Yes
Shelby	2	No				No	Yes
Lenoir	5	No				Yes	Yes
Albemarle	3	Yes	2	2	2 <sup>1</sup>	Yes	Yes
Henderson	6	No				No	Yes
Lexington	4	Yes	3	3		Yes	Yes
Elizabeth City	2	Yes	3	3	2 <sup>2</sup>	Yes	Yes
Thomasville	4	No				No	No
Sanford	9	No				No	Yes
New Bern		No				No	Yes
Statesville	3	Yes	4			No	No
Kinston	4	Yes	4	4		Yes	Yes
Hickory	7	Yes	4	3	1 <sup>3</sup>	No	Yes
Concord	9	Yes	3	3	2 <sup>4</sup>	Yes	Yes
Wilson	7	Yes	4	3	2 <sup>4</sup>	Yes	Yes
Burlington	5	No	3	2	1 <sup>5</sup>	Yes	Yes
Goldsboro	5	Yes	3		2 <sup>6</sup>		
Greenville	6	No				Yes	Yes
Rocky Mount	10	No				No	No
Gastonia	9	No				No	No
Cary	4	No				Yes	Yes
Asheville	13	Yes	3	3		Yes	Yes
High Point	14	Yes	3	3	2 <sup>4</sup>	Yes	Yes
Fayetteville	8	Yes	3	1	2 <sup>6</sup>	Yes	Yes
Wilmington	10	No				No	No
Durham	18	No	3	3		Yes	No
Winston-Salem	20	Yes	3	2		No	No
Greensboro	23	Yes	3	4		No	Yes
Raleigh	27	No				Yes	Yes
Charlotte	40	Yes	4	4	6 <sup>7</sup>	Yes	Yes

<sup>1</sup> Medic Unit; Engine Company E-3 minimum is 3

<sup>2</sup> Rescue 2, Tanker 1

<sup>3</sup> Batt. 1

<sup>4</sup> Squad - 2

<sup>5</sup> Utility Trk 1

<sup>6</sup> Rescue Squad

<sup>7</sup> Squad - 6

<sup>8</sup> EMS

Question #	13	14	15	16a	16b	16c	17	18
				Level of Certification				
	EMT incentive pay	Defib's	Fire Fighter Certification	FF I	FF II	FF III	Hazardous Response Team	Hazardous Response Incentive
City								
Kill Devil Hills	No	No	Yes	Yes	Yes	Yes	No	
Morehead City	No	No	Yes	Yes	Yes	Yes	No	
Southern Pines	No	Yes	Yes	Yes	Yes	Yes	No	
Kernersville	No	No	Yes	Yes	Yes	Yes	No	
Reidsville	No	No	Yes	Yes	Yes	Yes	No	
Shelby	No	No	Yes	Yes	Yes	Yes	No	
Lenoir	No	No	Yes	Yes	Yes	Yes	No	
Albemarle	No	No	Yes	Yes	Yes	Yes	No	
Henderson	Yes	Yes	Yes	Yes	Yes	Yes	No	
Lexington	No	No	Yes	Yes	Yes	Yes	No	
Elizabeth City	No	No	Yes	Yes	Yes	Yes	No	
Thomasville	No	No	Yes	Yes	Yes	Yes	No	
Sanford	No	No	Yes	Yes	Yes	Yes	No	
New Bern	No	No	Yes	Yes	Yes	Yes	No	
Statesville	No	No	Yes	Yes	No	No	No	
Kinston	No	No	Yes	Yes	No	No	No	
Hickory	No	No	Yes	Yes	Yes	Yes	Yes	Merit Raise
Concord	No	No	Yes	Yes	Yes	Yes	No	
Wilson	No	No	Yes	Yes	Yes	Yes	Yes	No
Burlington	No	No	Yes	Yes	Yes	Yes	No	
Goldsboro	No	Yes	Yes	Yes	Yes	No	No	
Greenville	Yes <sup>1</sup>	Yes	Yes	Yes	Yes	No	No	
Rocky Mount	No	No	Yes	Yes	No <sup>2</sup>	No	No	
Gastonia	Yes	No	Yes	Yes	No	No	Yes	10% Captains 5% Others
Cary	No	No	Yes	Yes	Yes	Yes	No	
Asheville	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
High Point	No	No	Yes	Yes	Yes	Yes	Yes	No
Fayetteville	No	No	Yes	Yes	Yes	Yes	Yes	5%
Wilmington	No	No	Yes	Yes	Yes	Yes	Yes	No
Durham	No	No	Yes	Yes	No	No	Yes	5%
Winston-Salem	No	No	Yes	Yes	Yes	Yes	Yes	\$100/mo
Greensboro	Yes	No	Yes	Yes	Yes	No	Yes	5%
Raleigh	No	Yes	No				Yes	5%
Charlotte	Yes	Yes	Yes	Yes	Yes	Yes	Yes	5%

<sup>1</sup> Only to EMT-I & EMT AI

<sup>2</sup> FF II level by mid-year

Question #	19	20	21	22	23
	Incentive Pay/ Education	Incentive Pay/Formula	Rescue Equipment	Trainee Salary	More than one level of Fire Fighter rank
City					
Kill Devil Hills	No		Hurst tool, air bags	\$385.00	No
Morehead City	Yes	5%	Lukas tool		No
Southern Pines	No		Auto extrication, industrial accidents	\$317.00	No
Kernersville	No		No	\$333.00	Yes
Reidsville	No		No		No
Shelby	Yes	5%	Auto and confined space	\$320.00	No
Lenoir	No		Hurst tools and other rescue tools	\$327.58	Yes
Albemarle	No		Hurst tools and Cecil's rig	\$359.60	Yes
Henderson	No		Hurst tools	\$391.00	No
Lexington	No		Hurst tool & other assorted hydraulic tools	N/A	Yes
Elizabeth City	Yes	unknown, chief's discretion	Rescue vehicle with all necessary equipment	\$338.60	Yes
Thomasville	No		No	\$319.14	Yes
Sanford	No		No	\$384.62	Yes
New Bern	No		No	\$355.38	Yes
Statesville	No		No	\$392.00	No
Kinston	No		No		No
Hickory	Yes	5%	No	\$321.52	Yes
Concord	No		No	\$375.00	No
Wilson	Yes	5%	No	\$379.13	Yes
Burlington	Yes	2½%(2-yr),5%(4-yr)	No	\$357.69	No
Goldsboro	No		Holmatro, air bags	\$342.31	No
Greenville	No <sup>1</sup>		Auto & Rope Rescue	\$350.00	Yes
Rocky Mount	Yes	AAS \$15 bi-weekly BS \$30 bi-weekly	Squads	\$354.98	No
Gastonia	No		No	\$304.50	No
Cary	No		Yes		No
Asheville	No		Auto, Trench, Water	\$360.00	Yes
High Point	Yes	\$100/mo(4-yr) \$50/mo(2-yr)	Auto, high level, water	\$376.48	Yes
Fayetteville	No		Hurst tool	\$356.00	Yes
Wilmington	No		Hurst(2 sets)	\$349.79	Yes
Durham	No		Hurst tool, high lead confined space		Yes
Winston-Salem	No		No	\$360.00	No
Greensboro	Yes	\$450/yr	Hurst tool	\$472.80	Yes
Raleigh	No		Hurst tool, heavy rescue equipment	\$409.00	Yes



Question #	19	20	21	22	23
City	Incentive Pay/Education	Incentive Pay/Formula	Rescue Equipment	Trainee Salary	More than one level of Fire Fighter rank
Charlotte	Yes	5%(2-yr);10%(4-yr)	Hydr tools,? cutting equipment	\$406.53	Yes

<sup>1</sup> Will pay for schools and 50% of books

Question #	24			
City	Title	Min Salary	Mid-Salary	Max Salary
Kill Devil Hills	FF	\$21,000	\$24,500	\$28,000
Morehead City	N/A			
Southern Pines	FF/EMT	\$17,366	\$24,479	\$31,591
Kernersville	FF I	\$17,358	\$20,892	\$24,425
	FF II	\$18,214	\$21,921	\$25,627
Reidsville	FF/Driver	\$19,497	\$23,466	\$27,434
Shelby	FF-Prob	\$16,692	\$19,006	\$21,320
	FF I	\$16,692	\$19,006	\$21,320
	FF II	\$16,692	\$19,006	\$21,320
	FF III	\$16,692	\$19,006	\$21,320
Lenoir	FF I	\$17,034	\$19,999	\$22,963
	FF II	\$17,886	\$20,977	\$24,067
Albemarle	FF I	\$18,699	\$18,928	\$19,156
	FF II	\$19,635	\$20,394	\$21,153
	FF III	\$20,633	\$22,880	\$25,126
Henderson	FF/EMT	\$17,770	\$21,210	\$24,649
	FF/EMT I	\$18,596	\$22,207	\$25,818
Lexington	FF I	\$16,700	\$20,100	\$23,500
	FF II	\$18,400	\$22,100	\$25,800
	FF III	\$20,400	\$24,500	\$28,600
Elizabeth City	Uncertified	\$17,607	\$20,843	\$24,079
	Certified	\$20,004	\$23,693	\$27,382
Thomasville	FF I	\$16,595	\$20,267	\$23,938
	FF II	\$17,426	\$21,281	\$25,135
Sanford	FF I	\$20,000		
	FF II	\$21,000		
	FF III	\$22,000		
New Bern	FF I	\$19,274	\$25,278	\$31,282
	FF II	\$20,237	\$26,535	\$32,833
	FF III	\$21,235	\$27,825	\$34,414
Statesville	FF	\$19,305	\$23,292	\$27,279
Kinston	FF I	\$16,845	\$19,710	\$22,574
	FF II	\$17,687	\$20,695	\$23,703
	FF III	\$18,572	\$21,730	\$24,888
Hickory	FF I	\$16,719	\$18,459	\$20,199
	FF II	\$17,556	\$19,383	\$21,210
	FF III	\$18,432	\$20,352	\$22,271
Concord	FF	\$19,739	\$24,898	\$30,056
Wilson	FF	\$19,715	\$24,553	\$29,390
Burlington	N/A			

Question #	24			
City	Title	Min Salary	Mid-Salary	Max Salary
Goldsboro	FF	\$17,800	\$21,400	\$25,000
Greenville	Probation FF	\$18,200	\$22,214	\$26,228
	Fire Rescue II	\$19,302	\$23,972	\$28,642
Rocky Mount	FF	\$18,459	\$22,152	\$25,845
Gastonia	FF	\$16,328	\$22,482	\$25,636
Cary	FF	\$19,843	\$23,879	\$27,914
Asheville	FF I	\$18,720	\$23,244	\$27,768
	FF Intermediate	\$19,656	\$24,419	\$29,182
	FF Senior	\$20,654	\$25,657	\$30,659
High Point	FF I	\$19,577	\$25,036	\$30,495
	FF II	\$20,568	\$26,304	\$32,040
	FF III	\$21,610	\$27,637	\$33,664
Fayetteville	FF I	\$18,547	\$22,906	\$27,264
	FF II	\$18,547	\$22,906	\$27,264
	FF III	\$18,547	\$22,906	\$27,264
Wilmington	FF I	\$18,189	\$21,827	\$25,465
	FF II	\$19,111	\$22,933	\$26,755
	FF III	\$20,079	\$24,095	\$28,111
Durham				
Winston-Salem	FF	\$19,656	\$26,039	\$32,422
Greensboro	FF	\$22,008	\$27,342	\$32,676
Raleigh	1st Class FF	\$22,320	\$27,648	\$32,976
	Senior FF	\$23,435	\$28,618	\$33,800
Charlotte	FF I	\$21,140	\$25,089	\$29,037
	FF II	\$22,186	\$26,338	\$30,489

Question #	25	26a	26b	26c	
City	Fire Equipment Operator	Title	Minimum Salary	Mid- Salary	Maximum Salary
Kill Devil Hills	No				
Morehead City	Yes	Fire Equipment Operator	\$17,945	\$23,240	\$28,535
Southern Pines	No				
Kernersville	Yes	Fire Equipment Operator	\$19,139	\$23,014	\$26,889
Reidsville	No				
Shelby	Yes	Engineer	\$18,356	\$20,956	\$23,556
Lenoir	No				
Albemarle	No				
Henderson	Yes	Fire Engineer	\$19,492	\$23,287	\$27,082
Lexington	Yes	Sergeant	\$20,400	\$24,500	\$28,600
Elizabeth City	Yes	Engineer	\$23,115	\$27,844	\$31,673
Thomasville	Yes	Apparatus Engineer	\$17,426	\$21,281	\$25,135
Sanford	No				
New Bern	No				
Statesville	Yes	Engineer	\$20,284	\$24,473	\$28,662

Question #	25	26a	26b	26c	
City	Fire Equipment Operator	Title	Minimum Salary	Mid- Salary	Maximum Salary
Kinston	No				
Hickory	Yes	Apparatus Operator	\$19,354	\$21,369	\$23,384
Concord	Yes	Firefighter Engineer	\$21,798	\$27,487	\$33,176
Wilson	Yes	Firefighter Engineer	\$21,736	\$27,070	\$32,404
Burlington	Yes				
Goldsboro	Yes	Fire Engineer	\$19,600	\$23,800	\$28,000
Greenville	Yes	Fire Rescue II	\$23,000	\$25,500	\$28,000
Rocky Mount	Yes	Fire Engineer	\$22,494	\$26,994	\$31,494
Gastonia	Yes	Fire Engineer	\$18,200	\$23,413	\$28,626
Cary	Yes	Engineer	\$22,942	\$27,643	\$32,344
Asheville	No				
High Point	Yes	FEO I	\$22,702	\$29,034	\$35,365
		FEO II	\$23,852	\$30,505	\$37,158
Fayetteville	Yes	Lieutenant	\$23,678	\$29,243	\$34,807
Wilmington	Yes	Driver/ Operator	\$21,093	\$25,312	\$29,530
Durham	Yes				
Winston-Salem	Yes	Engineer	\$22,516	\$29,926	\$37,336
Greensboro	Yes	FEO	\$24,312	\$30,192	\$36,072
Raleigh	Yes	Lieutenant	\$23,435	\$29,463	\$35,440
Charlotte	Yes	Engineer	\$25,695	\$30,495	\$35,295

Question #	27a	27	27	27
City	Fire Company Officer Position	Minimum Salary	Mid-Salary	Maximum Salary
Kill Devil Hills	Supervisor	\$25,000	\$27,000	\$29,000
Morehead City	Captain	\$21,812	\$28,249	\$34,685
Southern Pines	Captain	\$19,168	\$27,019	\$34,869
Kernersville	Captain	\$21,089	\$25,375	\$29,661
Reidsville	Captain	\$23,699	\$28,524	\$33,348
Shelby	Station Captain	\$22,412	\$25,532	\$28,652
Lenoir	Shift Captain	\$22,827	\$27,849	\$32,871
Albemarle	Captain	\$22,776	\$25,605	\$28,433
Henderson	Lieutenant	\$22,380	\$26,771	\$31,162
Lexington	Captain	\$22,700	\$27,300	\$31,900
Elizabeth City	Captain	\$25,462	\$30,186	\$34,910
Thomasville	Aerial Co.-Lieutenant	\$20,173	\$24,637	\$29,097
	Engine Co.-Captain	\$22,240	\$27,160	\$32,079
Sanford	Captain	\$23,000	\$26,000	\$29,000
New Bern	Captain	\$25,812	\$33,740	\$41,667
Statesville	Captain	\$24,115	\$29,095	\$34,075
Kinston				
Hickory	Captain I	\$21,337	\$23,559	\$25,780

Question #	27a	27	27	27
City	Fire Company Officer Position	Minimum Salary	Mid-Salary	Maximum Salary
Concord	Captain	\$29,307	\$36,951	\$44,595
Wilson	Captain	\$25,161	\$31,337	\$37,512
Burlington				
Goldsboro	Lieutenant	\$22,700	\$27,740	\$32,780
Greenville	Lieutenant	\$25,982	\$32,252	\$38,522
Rocky Mount	Fire Captain	\$27,874	\$33,450	\$39,026
Gastonia	Captain	\$19,292	\$24,804	\$30,316
Cary	Captain	\$27,913	\$33,613	\$39,312
Asheville	Captain	\$23,952	\$29,760	\$35,568
High Point	Commander I	\$25,058	\$32,049	\$39,039
	Commander II	\$27,660	\$35,376	\$43,092
Fayetteville	Captain	\$27,411	\$33,853	\$40,295
Wilmington	Lieutenant	\$32,283	\$32,440	\$32,596
Durham				
Winston-Salem	Platoon Supervisor	\$27,092	\$35,828	\$44,564
Greensboro	Captain	\$26,820	\$33,312	\$39,804
Raleigh	Captain	\$27,130	\$35,160	\$43,139
Charlotte	Captain	\$33,556	\$39,302	\$45,047

Question #	28	29a	29	29	29
City	Additional company's officer position	Title	Minimum Salary	Mid-Salary	Maximum Salary
Kill Devil Hills	No				
Morehead City	No				
Southern Pines	No				
Kernersville	No				
Reidsville	No				
Shelby	Yes				
Lenoir	No				
Albemarle	No				
Henderson	Yes	Captain	\$23,441	\$28,047	\$32,652
Lexington	No				
Elizabeth City	No				
Thomasville	Yes	see #27			
Sanford	No				
New Bern	No				
Statesville	No				
Kinston	No				
Hickory	Yes	Captain II	\$22,406	\$24,739	\$27,071
		Captain III	\$23,526	\$25,974	\$28,423
Concord	No				
Wilson	No				

Question #	28	29a	29		29
City	Additional company's officer position	Title	Minimum Salary	Mid-Salary	Maximum Salary
Burlington	No				
Goldsboro	No				
Greenville	Yes	Captain	\$30,098	\$37,388	\$44,678
Rocky Mount	No				
Gastonia	No				
Cary	No				
Asheville	No				
High Point	Yes	see #27			
Fayetteville	No				
Wilmington	Yes	Captain <sup>1</sup>			
Durham	No				
Winston-Salem	No				
Greensboro	No				
Raleigh	No				
Charlotte	No				

<sup>1</sup> Headquarter's Shift Captain receives 2½% more salary

Question #	30a	30b	30c	
City	District or Battalion Chief	Minimum Salary	Mid-Salary	Maximum Salary
Kill Devil Hills				
Morehead City				
Southern Pines				
Kernersville	District Commander	\$23,264	\$28,004	\$32,744
Reidsville				
Shelby	Shift Commander	\$24,752	\$28,184	\$31,616
Lenoir	Assistant Fire Chief	\$26,426	\$32,240	\$38,053
Albemarle	Battalion Chief	\$26,395	\$28,891	\$31,387
Henderson				
Lexington	Assistant Chief	\$28,600	\$34,300	\$40,000
Elizabeth City	Battalion Chief	\$29,448	\$34,924	\$40,400
Thomasville	Shift Commander	\$22,240	\$27,160	\$32,079
Sanford				
New Bern				
Statesville	Shift Commander	\$26,611	\$32,109	\$37,606
Kinston	Fire Commander	\$23,703	\$27,734	\$31,764
Hickory	Battalion Chief	\$27,234	\$30,452	\$33,670
Concord	Battalion Chief	\$32,365	\$41,413	\$50,461
Wilson	Battalion Chief	\$29,127	\$36,276	\$43,424
Burlington	Battalion Chief			
Goldsboro	Assistant Chief	\$26,300	\$32,100	\$37,900

Question #	30a	30b	30c	
City	District or Battalion Chief	Minimum Salary	Mid-Salary	Maximum Salary
Greenville	Battalion Chief	\$32,218	\$40,768	\$49,317
Rocky Mount	District Chief	\$37,171	\$46,007	\$54,843
Gastonia	Division Chief	\$23,946	\$30,784	\$37,622
Cary	Battalion Chief	\$30,784	\$37,076	\$43,368
Asheville	District Chief	\$29,182	\$36,254	\$43,326
High Point	Fire Battalion Chief	\$32,078	\$41,027	\$49,975
Fayetteville	Battalion Chief	\$33,319	\$41,149	\$48,979
Wilmington	Battalion Chief	\$28,369	\$35,462	\$42,554
Durham				
Winston-Salem	District Commander	\$29,744	\$39,182	\$48,620
Greensboro	Battalion Chief	\$32,628	\$40,548	\$48,468
Raleigh	District Chief	\$31,406	\$40,064	\$48,721
Charlotte	Battalion Chief	\$43,948	\$48,048	\$52,147

Question #	31a	31b	31c	
City	Fire Suppression Chief	Minimum Salary	Mid-Salary	Maximum Salary
Kill Devil Hills	Assistant Chief	\$32,000	\$33,500	\$35,000
Morehead City				
Southern Pines	Deputy Chief	\$21,160	\$29,827	\$38,493
Kernersville	Assistant Chief	\$25,661	\$30,871	\$36,080
Reidsville				
Shelby	Assistant Chief			
Lenoir				
Albemarle	Same as # 30			
Henderson	Assistant Chief	\$24,566	\$29,409	\$34,252
Lexington				
Elizabeth City	Operations Commander	\$31,434	\$37,288	\$43,142
Thomasville	Deputy Chief	\$27,733	\$33,363	\$38,993
Sanford				
New Bern				
Statesville				
Kinston	Assistant Chief	\$27,439	\$32,105	\$36,771
Hickory	Operations Chief	\$30,025	\$33,573	\$37,120
Concord				
Wilson	Deputy Chief	\$32,113	\$39,994	\$47,874
Burlington				
Goldsboro				
Greenville				
Rocky Mount	District Chief-Planning & Training	\$34,800	\$41,762	\$48,724

Question #	31a	31b	31c	
City	Fire Suppression Chief	Minimum Salary	Mid-Salary	Maximum Salary
Gastonia				
Cary	Assistant Chief	\$33,945	\$40,872	\$47,798
Asheville	Assistant Chief	\$32,219	\$40,019	\$47,819
High Point	Fire District Chief	\$35,409	\$45,285	\$55,160
Fayetteville	Assistant Chief	\$38,571	\$47,635	\$56,699
Wilmington	Assistant Chief	\$31,314	\$39,143	\$46,971
Durham				
Winston-Salem	District Chief	\$30,732	\$40,950	\$51,168
Greensboro	Assistant Chief	\$37,356	\$47,034	\$56,712
Raleigh	Assistant Chief	\$38,174	\$50,178	\$62,181
Charlotte	Senior Deputy Chief	\$62,400	\$70,200	\$78,000

Question #	32a	32		32
City	Other Fire Suppression Chiefs	Minimum Salary	Mid- Salary	Maximum Salary
Kill Devil Hills				
Morehead City				
Southern Pines				
Kernersville				
Reidsville				
Shelby				
Lenoir				
Albemarle				
Henderson	Assistant Fire Chief/EMT I	\$25,737	\$30,822	\$35,906
Lexington	Assistant Chief	\$28,600	\$34,300	\$40,000
Elizabeth City				
Thomasville				
Sanford				
New Bern				
Statesville				
Kinston				
Hickory	Battalion Chief of Training	\$27,234	\$30,452	\$33,670
Concord	Training Div. Chief/ Fire Prevention Chief	\$33,987	\$42,858	\$51,730
Wilson				
Burlington	Operations Chief			
Goldsboro				
Greenville				
Rocky Mount	Assistant Chief	\$44,673	\$55,841	\$67,009
Gastonia	Chief of Operations	\$30,940	\$39,858	\$48,776

Question #	32a	32	32	32
City	Other Fire Suppression Chiefs	Minimum Salary	Mid-Salary	Maximum Salary
Cary				
Asheville				
High Point				
Wilmington				
Durham				
Winston-Salem	Deputy Chief	\$38,428	\$51,272	\$64,116
Greensboro	Deputy Chief	\$42,564	\$54,036	\$65,508
Raleigh	Battalion Chief	\$34,625	\$45,513	\$56,400
Charlotte	Deputy Chief	\$57,200	\$65,000	\$72,800

Question #	33	34a	34b	34c	34d	34	34f	34g	35
City	Longevity Paid?	1-4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25-29 yrs	Other	How Paid?
Kill Devil Hills	Yes		2½%	3%	4%	5%	6%	1	Annually
Morehead City	Yes	\$100	\$200	\$300	\$400	\$500	\$500		Annually
Southern Pines	No								
Kernersville	No								
Reidsville	Yes <sup>2</sup>								Annually
Shelby	Yes		\$200	\$300	\$400	\$400	\$400		Annually
Lenoir	Yes	1%	1½%	2%	2½%	3%	3%		Annually
Albemarle	Yes	1%	2%	3%	4%	5%	5%		Annually
Henderson	No								
Lexington	Yes <sup>15</sup>	1¾%	2%	2½%					Annually
Elizabeth City	No <sup>3</sup>								
Thomasville	Yes <sup>4</sup>								Annually
Sanford	Yes		2%	3%	4%	5%	5%		Annually
New Bern	Yes		2½%		2½%		2½%		Annually
Statesville	Yes <sup>5</sup>								Annually
Kinston	Yes		1½%	2%	2½%	3%	3½%	6	Annually
Hickory	Yes <sup>7</sup>		2½%	4½%	6%	7½%			Annually
Concord	Yes <sup>8</sup>								
Wilson	Yes		2½%	3½%	4%	4½%			Annually
Burlington	Yes								Annually
Goldsboro	Yes		2%	2½%	3%				Annually
Greenville	Yes <sup>9</sup>		2½%	3½%	4%	5%	5%		Annually
Rocky Mount	Yes		2½%	4%	5%	6%	6½%		Annually
Gastonia	Yes	<sup>10</sup> \$10	<sup>10</sup> \$15	<sup>10</sup> \$20	<sup>10</sup> \$25				Pay Cycle
Cary	No								
Asheville	Yes		\$100	\$200	\$300	\$400	\$400		Annually
High Point	Yes <sup>11</sup>		2½%	4½%	6%	7½%			Annually
Fayetteville	Yes		2½%	4½%	6%	7½%	7½%		Pay Cycle
Wilmington	Yes <sup>12</sup>		1¼%	2½%	3½%	4¼%	5%		Annually



Question #	33	34a	34b	34c	34d	34	34f	34g	35
	Long- evity Paid?	1-4 yrs	5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25- 29 yrs	Oth er	How Paid?
City									
Durham	Yes		2%	4%	6%				Annually <sup>13</sup>
Winston-Salem	Yes		2½%	4½%	6%	7½%	7½%		Annually
Greensboro	Yes	2½%	4½%	6%	7½%				Annually
Raleigh	Yes		2¼%	4½%	4½%	4½%	4½%		Annually
Charlotte <sup>14</sup>	No								

- <sup>1</sup> 7% after 30 yrs
- <sup>2</sup> \$50 per year of service
- <sup>3</sup> Can accumulate more vacation time
- <sup>4</sup> 1-6 yrs, 1%; 6-12 yrs, 2½%; 12-20 yrs, 4%; after 20 yrs, 5½
- <sup>5</sup> \$25 per year's service after 5 years.
- <sup>6</sup> 30 years or more, 4%
- <sup>7</sup> \$2,000 max before 1989; \$1,000 max after 1989
- <sup>8</sup> 3-8 yrs, 2%; 9-13 yrs, 3%; 14-19 yrs, 4%; 20 yrs +, 5%
- <sup>9</sup> No longevity if hired after 7/1/83
- <sup>10</sup> Bi-weekly
- <sup>11</sup> Discontinued for hires after July, 1982
- <sup>12</sup> 7½% after 30 years
- <sup>13</sup> at Christmas
- <sup>14</sup> eliminated 10 years ago. Employees hired prior to 1981 receive longevity.
- <sup>15</sup> In 1992 longevity was capped at 2½%, any one receiving more continued at that old rate

Question #	36	36	37a	37a	37b	37b
	Fire Soc Sec	Fire Medicare only	Police Soc Sec	Police Medicare only	General Soc Sec	General Medicare only
City						
Kill Devil Hills	Yes		Yes		Yes	
Morehead City	Yes		Yes		Yes	
Southern Pines	Yes		Yes		Yes	
Kernersville	Yes		Yes		Yes	
Reidsville	Yes		Yes		Yes	
Shelby	Yes		Yes		Yes	
Lenoir	Yes		Yes		Yes	
Albemarle	Yes		Yes		Yes	
Henderson	Yes		Yes		Yes	
Lexington	Yes		Yes		Yes	
Elizabeth City	No	Yes				
Thomasville	Yes		Yes		Yes	
Sanford	Yes		Yes		Yes	
New Bern	Yes		Yes		Yes	
Statesville	Yes		Yes		Yes	
Kinston	No	Yes	No	Yes	No	Yes
Hickory	Yes		Yes		Yes	
Concord	Yes		Yes		Yes	
Wilson	Yes		Yes		Yes	
Burlington	Yes		Yes		Yes	
Goldsboro	No	Yes	Yes		Yes	
Greenville	Yes		Yes		Yes	

Question #	36	36	37a	37a	37b	37b
	Fire Soc Sec	Fire Medicare only	Police Soc Sec	Police Medicare only	General Soc Sec	General Medicare only
City						
Rocky Mount	Yes		Yes		Yes	
Gastonia	No	Yes	No	Yes	Yes	
Cary	Yes		Yes		Yes	
Asheville	No	Yes <sup>1</sup>	Yes <sup>2</sup>		Yes	
High Point	Yes		Yes		Yes	
Fayetteville	Yes		Yes		Yes	
Wilmington	No	Yes	No	Yes	Yes	
Durham	No	Yes	Yes		Yes	
Winston-Salem	Yes		No	Yes	Yes	
Greensboro	No	Yes	No		Yes	
Raleigh	Yes		Yes		Yes	
Charlotte	No	Yes	Yes		Yes	

<sup>1</sup> For Firefighters hired after 4/1/86

<sup>2</sup> For Police hired after 1/1/80

Question #	38	39	40	41	42	43	44	45	46
	FF Health Care	Self Insure Health Care	Self Insure Workers Comp	Sup- Retire- ment	Sup- Retire- ment, Dept %age	FF Contri- bution required	FF contri- bution %age	Sup- retirement general employee	%age Contri- bution general
City									
Kill Devil Hills	No	Yes	No	Yes	3%	No		Yes	3%
Morehead City	No	No	No	No		No		No	
Southern Pines	No	No	No	No		No		No	
Kernersville	Yes	No	No	No		No		No	
Reidsville	No	Yes	Yes	No				No	
Shelby	Yes	No	No	Yes	5%	No		Yes	5%
Lenoir	No	Yes	Yes	No		No		Yes	
Albemarle	No	Yes	Yes	No		No		No	
Henderson	Yes	No	No	No		No		No	
Lexington	Yes	Yes		Yes	2½%	No		Yes	
Elizabeth City	Yes	No	Yes	Yes	1½%	No		Yes	1½%
Thomasville	No	No	No	No		No		No	
Sanford	Yes	Yes	No	No		No		No	
New Bern	Yes	No	Yes	Yes	5%	No		Yes	5%
Statesville	No	Yes	Yes	No		No		Yes	5%
Kinston	No	No	Yes	No		No		No	
Hickory	Yes <sup>4</sup>	Yes	No	No		No		No	
Concord	No	No	Yes	No		No		No	
Wilson	No <sup>1</sup>	Yes	Yes	Yes	2%	No		Yes	2%
Burlington	Yes	No	Yes	Yes	5%	No		Yes	5%
Goldsboro	No	No	No	No		No		No	
Greenville	Yes	No	No	No				No	
Rocky Mount	Yes	Yes	Yes	No		No		Yes	2%

Question #	38	39	40	41	42	43	44	45	46
City	FF Health Care	Self Insure Health Care	Self Insure Workers Comp	Sup- Retire- ment	Sup- Retire- ment, Dept %age	FF Contri- bution required	FF contri- bution %age	Sup- retirement general employee	%age Contri- bution general
Gastonia	Yes	No	Yes	Yes	1%	No		No	
Cary	Yes	No	Yes	Yes	5%	No		Yes	5%
Asheville	Yes	Yes	Yes	No				No	
High Point	No	Yes	Yes	No		No		No	
Fayetteville	No	Yes <sup>2</sup>	?	No		No		No	
Wilmington	No	Yes	No	No		No		No	
Durham	No	No	No	Yes	2%	No			
Winston-Salem	Yes	Yes	Yes	No				No	
Greensboro	Yes	Yes	Yes	Yes	3%	Yes	3% <sup>3</sup>	Yes	2%
Raleigh	No	Yes	Yes	Yes	1¼%	Yes	Min. ¾%	Yes	1¾%
Charlotte	Yes	Yes	Yes	No		No		No	

<sup>1</sup> Employees & retirees pay \$10/mo and the city pays the rest

<sup>2</sup> Premium for family coverage

<sup>3</sup> The city will match up to 3% but the firefighter can contribute more. This is an annuity program, not a 401(k)

<sup>4</sup> 50% after 30 years service