

PROFESSIONAL FIRE FIGHTERS OF NORTH CAROLINA



1995 - 1996

FIRE DEPARTMENT SURVEY

**PROFESSIONAL FIRE FIGHTERS
OF
NORTH CAROLINA**

David R. Anders
President

Richard L. O'Brien
Secretary/Treasurer

District Vice-Presidents

Jerry Wiggins
Eastern

Barry Shoaf
Central

Slim Pickens
Western

Trustees

Eddie Murray

Shawn Oke

Jeff Smith

(This page intentionally left blank)

TABLE OF CONTENTS

Introduction Page 1

Copy of Survey Pages 2 - 5

Results of Questions 1 - 6e2 Page 6

Results of Questions 7 - 18 Page 7

Results of Questions 19 - 24 Page 8

Results of Questions 25a - 25c3 Page 9

Results of Questions 25d1 - 27c Page 10

Results of Questions 28a - 30c Page 11

Results of Questions 31a - 32c Page 12

Results of Questions 33a - 36 Page 13

Results of Questions 37 - 47 Page 14

Comments Page 15

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. Currently, 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.

Fire department administrators filled out all but six of the surveys. The data collected for the remaining surveys came from documents published by those cities.

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. Forty-two of the forty-seven surveys mailed were returned.

A copy of the PFFNC Survey is reproduced on pages 2 through 5. This is followed by the Survey data that was returned. Any area left blank indicates there was no answer provided on the returned survey. 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

(This page intentionally left blank)

PROFESSIONAL FIRE FIGHTERS
OF NORTH CAROLINA

Fire Department Survey

Name of city: _____

Submitted by: _____ Title: _____

Address: _____ City: _____

Zipcode: _____ Phone: () _____

NOTE: Everyone submitting completed survey questionnaires will receive a copy of the summary.

Please return by the week of October 16, 1995.

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

Feel free to use extra sheets of paper for comments to explain your answers.

- | | |
|---|--|
| 1. What is the population of the city the fire department protects? _____ | 8. How many fire companies are there in the department? _____ |
| 2. What is the 1995-1996 budget of the fire department? _____ | 9. Has the department adopted minimum manning standards to keep companies in service? (Circle one) |
| 3. What is the department's allocated training budget for 1995-1996? _____ | a. Yes |
| 4. How many fire stations are there in the department? _____ | b. No |
| 5. What is the total number of fire department personnel? | 10. If the answer to # 9 is "Yes", what is the minimum per |
| a. Uniformed? _____ | engine company? _____ |
| b. Civilian? _____ | ladder company? _____ |
| c. Volunteer? _____ | other? (specify) _____ |
| 6. What is the total number of personnel in each of the following categories? | 11. Does the department provide fire responder, emergency medical services to the public? (Circle one) |
| a. Administrative/Office? _____ | a. Yes |
| b. Fire Suppression? _____ | b. No |
| c. Fire Prevention/Inspections? _____ | 12. Does the department have certified EMT's riding engine companies? (Circle one) |
| d. Fire Investigations? _____ | a. Yes |
| e. Other? _____ | b. No |
| 7. Does the department conduct fire company inspections with certified Level I inspectors? (Circle one) | 13. If the answer to # 12 is "Yes", does the city provide incentive pay? (Circle one) |
| a. Yes | a. Yes |
| b. No | 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
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
- 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. Is your department presently involved in the following specialized training? (Circle one each)
- | | | |
|----------------------|-----|----|
| a. Trench Rescue | Yes | No |
| b. Water Rescue | Yes | No |
| c. High Angle Rescue | Yes | No |

23. What is the weekly salary of a fire fighter trainee in the department? _____
24. Does the department have more than one level in the fire fighter rank after basic training? (Circle one)
- a. Yes
- b. No
25. What are the titles and minimum and maximum annual salaries of the department's fire fighter rank levels after basic training?
- | Title | Min. Salary | Max. Salary |
|-------|-------------|-------------|
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |
26. Does the department have a separate rank for fire equipment operators? (Circle one)
- a. Yes
- b. No
27. If the answer to # 26 is "Yes", list position title and the minimum and maximum annual salary.
- Title _____
- Minimum Salary _____
- Maximum Salary _____
28. What is the title and minimum and maximum annual salary of the fire company officer's position?
- Title _____
- Minimum Salary _____
- Maximum Salary _____
29. 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
30. If the answer to # 29 is "Yes", what is the title and minimum and maximum annual salary.
- Title _____
- Minimum Salary _____
- Maximum Salary _____

31. What is the position title, and minimum and maximum annual salary of the department's district or battalion fire chief (commander)?

Title _____

Minimum Salary _____

Maximum Salary _____

32. What is the position title, and minimum and maximum annual salary of the fire suppression chiefs (commander)? (Works 8 hour shifts)

Title _____

Minimum Salary

Maximum Salary

33. If there are other Fire Suppression Chiefs below the rank of Department Chief, list position title and annual salary.

Title _____

Minimum Salary

Maximum Salary

34. Does the city provide longevity pay? (Circle one)

- Yes
- No

35. If the answer to # 34 is "Yes", what is the formula?

- 1-4 years
- 5-9 years
- 10-14 years
- 15-19 years
- 20-25 years
- 25-29 years

36. If the answer to # 34 is "Yes", how is the longevity paid?
(Circle one)

- a. Annually
b. Each pay cycle
c. Other (specify)

37. Does the department pay Social Security on fire fighters? (Circle one)

- Yes
- No

38. Does your city pay Social Security on 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

39. Does your city pay for the hospitalization and health care coverage for fire fighter retirees? (Circle one)

- Yes
- No

40. Does your city self-insure their hospitalization and health care insurance for employees and their families?
(Circle one)

- Yes
- No

41. Does your city self-insure their workers' compensation insurance coverage? (Circle one)

- Yes
- No

42. Does your department contribute to a 401-(k) or other supplemental retirement for fire fighters? (Circle one)

- Yes
- No

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

44. If the answer to # 42 is "Yes", does it require the employee to contribute? (Circle one)

- Yes
- No

45. If the answer to # 44 is "Yes", what is the fire fighter's contribution?

QUESTIONS CONTINUE ON NEXT PAGE

46. Does your city contribute to a 401-(k) or other supplemental retirement for the general employees?
(Circle one)

- Yes
- No

47. If the answer to # 46 is "Yes", what percentage of payroll is contributed? _____

COMMENTS

(Please be sure to identify the question number being commented upon)

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

1995 - 1996 PFFNC SURVEY RESULTS

Question	1	2	3	4	5a	5b	5c	6a	6b	6c	6d	6e1	6e2
----------	---	---	---	---	----	----	----	----	----	----	----	-----	-----

City	Population	Fire Department Budget	Training Budget	Number of Fire Stations	Number of Personnel			Number of Personnel in					
					Uniform	Civilian	Vol	Adm	Suppress	Prevent	Investigation	Other	What Other
Nags Head	2,000 ^c	\$927,916	\$2,500	3	9	1	45	3	30	11	1		
Kill Devil Hills	4,836 ^c	\$950,805	\$13,000	1	17	1	30	3	37	2	2	10	Support
Edenton	5,300	\$377,000	\$5,500	1	8		18	1	25	2	1		
Mount Airy	8,000	\$840,591	\$16,000	2	17	1	12	2	15			1	Training & Safety
Southern Pines	9,232			1	16		22	2	16	2	1		
Hendersonville	10,000	\$733,000		1	17		15	2	15	5 ^c	1 ^c		
Rockingham	10,115	\$596,583	\$7,000	2	16		16	2	31	5	3		
Kernersville	13,000	\$1,764,353	\$11,000	2	37	4		3	34	4			
Hamlet	14,500	\$383,000	\$3,000	1	9		21	1	7	1			
Elizabeth City	16,000	\$1,650,000	\$15,000	2	39	2		4	34	3			
Lenoir	16,000	\$2,094,461	\$100,215	2	57			7	50	1	1		
Morehead City	16,000	\$576,600		2	13		25	1	35	2			
Shelby	16,000	\$1,778,000	\$8,000	2	41	1	15	3	36	2	1		
Albemarle	16,000	\$1,500,000	\$5,000	3	41		4	4	36	1	1		
Henderson	16,300	\$1,336,865	\$6,000	2	34	1	7	4	30	1			
Lexington	16,848	\$2,110,481	\$6,520	3	48	1	10 ^c	3	45	1			
Morganton	17,000	\$4,206,278	\$32,350	2	78	14	20	18	81	3	4		81 includes 20 volunteers
Asheboro	18,000	\$1,714,392	\$3,250 ^c	2	38	1	4	2	33	3		1	Training
Sanford	20,000	\$2,000,000	\$8,000	3	46	1	3	2	44	1			
Monroe	20,000	\$4,420,000	\$15,000	3	92	11		5	72	2	2		

Question	1	2	3	4	5a	5b	5c	6a	6b	6c	6d	6e1	6e2
----------	---	---	---	---	----	----	----	----	----	----	----	-----	-----

City	Population	Fire Department Budget	Training Budget	Number of Fire Stations	Number of Personnel			Number of Personnel in					
					Uniform	Civilian	Vol	Adm	Suppress	Prevent	Investigation	Other	What Other
Statesville	21,386	\$2,247,708	\$12,312	3	54	2		4	48	3	1		
Salisbury	23,087	\$2,383,483	\$108,754	3	62	2		5	54	3 ^c		2	Training
Kinston	26,500	\$2,403,800	\$208,600	3	63	2		5	55	1		4	Training
Hickory	30,000	\$4,473,732	\$34,196	6	106	4	56	5	93	6	4	2	Training
Jacksonville	35,000	\$2,654,423	\$9,960	3	65	1	20	6	60			7	Fire Inspection
Wilson	37,000	\$4,244,160	\$82,720	5	80	1		4	73	4		1	Fire Maintenance
Burlington	40,000	\$3,200,000	\$40,000	5	79	2		9	72	3 ^c			
Concord	44,000	\$4,887,284	\$18,500	6 ^c	113 ^c	4	25	3	105	4	1	4	Training & Supply Services
Chapel Hill	49,000	\$2,703,584	\$16,405	4	53	2	6 ^c	4	48	2		1	Mechanic
Goldsboro	52,000	\$3,502,221	\$10,000	4	83	1		4	78	1		1	EMS
Rocky Mount	54,900	\$5,181,454	\$130,147	6	126	3		2	119	5		3	Training
Gastonia	56,164	\$5,218,044		7	129	2		4	121	4		2	Training
Wilmington	60,000	\$5,354,870	\$15,000	7	127	5		1	1	4	2	1	Secretary
Asheville	67,403	\$8,173,547	\$81,576	10	184	4		6	175	6	1		
Cary	70,000	\$4,404,257	\$13,000	5	106	3		2	99	5		3	
High Point	75,000	\$6,500,000	\$119,139	10	179	3		6	161	10 ^c		5	Shop/Alarm
Fayetteville	91,212	\$8,100,000 ^c	\$40,122	7	156	4		8 ^c	144	5	^c	3	Training
Durham	146,404	\$12,575,340		12	225	10		9	222	6	4	3	Fleet maintenance
Winston-Salem	164,108	\$11,541,910	\$6,320	17	258	8		10	249	4	1	2	Maintenance
Greensboro	192,330	\$17,749,560	\$305,175	16	365	13		15	339	14		6	Training ^c
Raleigh	240,000	\$15,691,400	\$357,166	20	374	1		10	343	14	8		
Charlotte	455,000	\$38,533,553	\$569,583	30	725	75		16	719	20	6	17	Communications ^c

Question	7	8	9	10a	10b	10c	10d	11	12	13	14	15	16	17	18
City	Cert Insp	Number of fire companies	Minimum Manning	Minimum Manning				Emerg Medical Service	EMT's	Inc Pay?	Defib	1001 Cert	Cert Level	Haz Mat	Inc Pay?
				Engine	Ladder	Other	What Other								
Nags Head	Y	1	Y	3	4			Y	Y	N	N	Y	FF II	N	
Kill Devil Hills	N	4	Y	5	5			Y	Y ^c	N	N	Y	FF II	Y ^c	N
Edenton	N	2	N					N	N		N	Y	FF II	N	
Mount Airy	N	2	N					N	N		N	Y	FF II	N	
Southern Pines	N	1	Y	3				Y	Y	N	Y	Y	FF II	N	
Hendersonville	N	3	N					Y	Y ^c	N	N	Y	FF II	N	
Rockingham	Y	3	N					N	Y	Y	N	Y	FF II	N	
Kernersville	N	3	Y	3	2			Y	Y	N	Y	Y	FF II	N	N
Hamlet	Y	3	N					Y	Y ^c	Y	Y	Y	FF II	N	
Elizabeth City	Y	3	Y	3	2	2	Squad	N	Y	N	N	Y	FF II	N	
Lenoir	Y	4	N					Y	Y	N	N	Y	FF II	N	
Morehead City	N		N					N	Y ^c	Y	N	Y	FF II	N	
Shelby	Y	2	Y	4				N	N		N	Y	FF II	Y	N
Albemarle	Y	3	Y	2	5	2		Y	Y	N	Y	Y	FF II	N	
Henderson	N	2	N					Y	Y	Y	Y	Y	FF II	N	
Lexington	Y	4	Y	3	3			N	Y	N	Y	Y	FF II	N	
Morganton	N		N					N	N		N	Y	FF II	N	
Asheboro	N	3	Y	3 ^c	1			Y	Y	Y ^c	N	Y	FF II	N	
Sanford	N	3	Y	3 ^c		2	Equip Truck	N	Y ^c	N	N	Y	FF II	N	
Monroe	N	4	N					N	N		N	Y	FF I	N	
Statesville	N	3	Y	4	0			N	Y	Y	N	Y	FF II	N	

Note: ^c indicates a comment on Page 15

Question	7	8	9	10a	10b	10c	10d	11	12	13	14	15	16	17	18
City	Cert Insp	Number of fire companies	Minimum Manning	Minimum Manning				Emerg Medical Service	EMT's	Inc Pay?	Defib	1001 Cert	Cert Level	Haz Mat	Inc Pay?
				Engine	Ladder	Other	What Other								
Salisbury	N	4	Y	3	2	2	Tanker	N	Y	N	N	Y	FF II	Y	Y
Kinston	N	4	Y	3	3			Y	Y	N	N	N		N	
Hickory	Y	7	Y	4 ^c	3			N	N ^c	N	N	Y	FF II	N ^c	
Jacksonville	N	9	N					N	Y	N	N	Y	FF II	N	
Wilson	Y	21	Y	3	2	2		Y	Y	N	N	Y	FF II	N	
Burlington	Y	5	N					Y	Y	N	Y	Y	FF II	N	
Concord	N	7	Y	3	5			Y	Y	N	N	Y		N	
Chapel Hill	Y	4	Y	3	3			Y	Y	N	Y	Y	FF II	Y ^c	N
Goldsboro	Y	5	N ^c					Y	Y	N	Y	Y	FF II	N	
Rocky Mount	Y	10	N					N	Y	N	N	Y	FF II	N	
Gastonia	N	9	Y	3	3			N	Y	N	N	Y	FF II	Y	Y
Wilmington	N	10	N					Y	Y	N	N	Y	FF II	Y	N
Asheville	Y	13	Y	3	3			Y	Y	Y	Y	Y	FF II	Y	Y
Cary	N	8	Y	4	4			Y	Y	N	N	Y	FF II	N	
High Point	N	14	Y	3	3	2	Squad	Y	Y	N	N	Y	FF II	N	
Fayetteville	N	14 ^c	Y	3 ^c	1	2	Squads	Y	Y	Y ^c	N	Y	FF II	Y	Y
Durham	N	16	Y	3	3	3	Rescue	Y	Y	N	N ^c	Y	FF II	Y	Y
Winston-Salem	Y	17	Y	3	2			N	N	N	N	Y	FF II	Y	Y
Greensboro	Y	23	Y	3	3	2	Squads	Y	Y	N	Y	Y	FF II	Y	Y
Raleigh	N	27 ^c	N					Y	Y	N	Y	N		Y	Y
Charlotte	N	45	Y	4	4	4	Rescue Squad	Y	Y	N	Y	Y	FF II	Y	Y

Note: ^c indicates a comment on Page 15

Question	19	20	21	22	23	24		
City	Educ Incent Pay	Formula for incentive pay	If Auto Rescue, what equipment	Specialized Training			Trainee Salary	More than 1 level
				Trench	Water	High Angle		
Nags Head	N		Amkus Systems (2)	N	Y	N	\$400.00 ^c	N
Kill Devil Hills	N		Amkus hydraulic rescue	Y ^c	Y	Y	\$416.90	Y
Edenton	N		N	N	N	N	\$355.00	N
Mount Airy	N		N				\$393.75	N
Southern Pines			Variety	Y	N	N		N
Hendersonville	Y	5 % for level 3 fire inspectors	N	N	N	N		Y
Rockingham	Y	Pay steps advancement	N	N	N	N	\$321.17	Y
Kernersville	N		N	N	N	Y	\$400.23	N
Hamlet	Y	No formula. usually set amount \$200-\$300	Hydraulic tool,chain, jackets	Y			\$300.00	Y
Elizabeth City	N		Holmatro tool	Y	N	N	\$396.00	Y
Lenoir	Y	No formula. Set up by past chief	Hurst tool	N	N	N	\$327.00	Y
Morehead City	Y		Lukas	N	N	N		
Shelby	Y	5%	Gator	N			\$348.00	
Albemarle	N		Hurst tool		Y	Y	\$368.40	Y
Henderson	Y	10 % increase for EMT-I certification	Hurst	N	N	N	\$353.00	N
Lexington	N		Hurst	Y	N	Y	\$322.69	Y
Morganton	Y	5 % for each PSO level	N	N	N	N	\$417.37	Y
Asheboro	Y	8.5%	N	N	N	N	\$385.00	Y
Sanford	N		N	N	N	N	\$400.00	Y
Monroe	N		Auto, Confined Space	Y	N	N	\$457.00	Y
Statesville	N		N	N	N	Y	\$371.36	N

Note: ^c indicates a comment on Page 15

Question	19	20	21	22	23	24		
City	Educ Incent Pay	Formula for incentive pay	If Auto Rescue, what equipment	Specialized Training			Trainee Salary	More than 1 level
				Trench	Water	High Angle		
Salisbury	N		Auto extrication	N	N	Y	\$324.37	Y
Kinston	Y	Assoc \$500;Bachelor \$1000;Master\$1500	Confined space,trench,air crash ^c	Y	Y	N	\$351.00	Y
Hickory	N		N	N	N	N	\$351.00	Y
Jacksonville	N		N	Y	N	N	\$330.67	Y
Wilson	Y	Reimbursed up to \$800/year	Manual tools	Y	N	Y	\$386.71	Y
Burlington	Y	5% Annual Salary	Hurst tool	Y	N	Y	\$410.00	Y
Concord	N		Hydraulic & air tools ^c	N	Y ^c	N	\$398.78	N
Chapel Hill	N		N	N	N	N	\$412.15	Y
Goldsboro	N		Holmatro & air bag	N	N	N	\$345.00	N
Rocky Mount	Y	Assoc \$15, Bach \$20, Master \$25 [*]	Auto-trench	Y		Y	\$381.00	N
Gastonia	Y	AA degree 10%, BA additional 8%	N	N	N	N	\$362.00	Y
Wilmington	N		Hurst tools, other	N	Y	Y	\$443.50	Y
Asheville	N		Extraction, high angle,confined space	Y	Y	Y	\$378.00	Y
Cary	N		Confined space, high angle	Y	Y	Y	\$401.00	N
High Point	Y	Assoc \$50, Bachelor \$100/month	Lukas, Maxi-Norce, Lift Bags	Y	Y	Y	\$417.19	Y
Fayetteville	N		Hurst, Vetter	Y	Y	Y	\$393.92	N
Durham	N		Y	Y	Y	Y	\$403.55	Y
Winston-Salem	N		N	Y	N	N	\$360.64	N
Greensboro	Y	1 time 5%,2 yr degree;1 time 10%,4-yr degree	Auto;heavy,water,highlevel,tre	Y	Y	Y	\$407.54	Y
Raleigh	N		Hurst & other equipment	Y	N	Y	\$425.35	Y
Charlotte	Y	5% for a 2 or 4 yr degree	Y	Y	Y	Y	\$440.00	Y

Note: ^c indicates a comment on Page 15

Question	25a1	25a2	25a3	25b1	25b2	25b3	25c1	25c2	25c3			
City	Title	Minimum Salary	Median Salary	Maximum Salary	Title	Minimum Salary	Median Salary	Maximum Salary	Title	Minimum Salary	Median Salary	Maximum Salary
Nags Head	FF	\$21,000	\$24,000	\$27,000								
Kill Devil Hills	FF I	\$21,679	\$28,216	\$33,635	FF II	\$22,763	\$29,040	\$35,317				
Edenton	Engineer/Fire F	\$18,500	\$22,900	\$27,300								
Mount Airy	Fire Fighter	\$18,900	\$23,600	\$28,300								
Southern Pines	Fire Fighter/EMT	\$18,067	\$25,467	\$32,867								
Hendersonville	FF I	\$17,807	\$21,484	\$25,161	FF II	\$19,632	\$23,686	\$27,740	FF III	\$21,644	\$26,114	\$30,583
Rockingham	FF I	\$18,435	\$22,242	\$26,048	FF II	\$19,368	\$23,368	\$27,367				
Kernersville	Fire Fighter	\$21,330	\$26,450	\$31,569								
Hamlet	FF-I	\$16,235	\$19,588	\$22,941	FF-II	\$17,920	\$21,622	\$25,324				
Elizabeth City	Fire Fighter	\$20,612	\$25,324	\$30,035								
Lenoir	FF II	\$17,886	\$20,977	\$24,067								
Morehead City												
Shelby	FF I/II	\$18,096	\$20,343	\$22,589	FF IV	\$18,096	\$21,520	\$24,944				
Albemarle	FF I	\$19,157	\$23,796	\$28,434	FF II	\$20,134	\$25,002	\$29,869	FF III	\$21,154	\$26,271	\$31,387
Henderson	FF/EMT-I	\$19,218	\$23,307	\$27,396								
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
Morganton	PSO I	\$22,785	\$28,482	\$34,179	PSO II	\$23,924	\$29,906	\$35,888	Senior	\$25,120	\$31,401	\$37,682
Asheboro	FF I	\$20,009	\$23,747	\$27,485	FF II	\$20,010	\$24,435	\$28,859	FF III	\$20,060	\$25,181	\$30,302
Sanford	FF I	\$20,470	\$25,429	\$30,388	FF II	\$21,481	\$26,685	\$31,889	FF III	\$22,571	\$28,039	\$33,506
Monroe												
Statesville	Fire Fighter	\$19,320	\$23,495	\$27,670								

Note: ^c indicates a comment on Page 15

Question	25a1	25a2	25a3	25b1	25b2	25b3	25c1	25c2	25c3			
City	Title	Minimum Salary	Median Salary	Maximum Salary	Title	Minimum Salary	Median Salary	Maximum Salary	Title	Minimum Salary	Median Salary	Maximum Salary
Salisbury	Specialist I	\$16,867	\$20,648	\$24,428	Specialist II	\$18,618	\$22,792	\$26,965				
Kinston	F C Spec	\$18,255	\$22,024	\$25,792	F C Spec I	\$19,167	\$23,125	\$27,082	F C Spec II	\$21,132	\$25,495	\$29,858
Hickory	FF I	\$18,268	\$20,170	\$22,071	FF II	\$19,183	\$21,180	\$23,176	FF III	\$20,140	\$22,238	\$24,336
Jacksonville	FF I	\$18,925	\$22,759	\$26,593	FF II	\$19,858	\$23,897	\$27,935	FF III	\$20,849	\$25,092	\$29,334
Wilson	FF	\$20,109	\$25,044	\$29,978								
Burlington	Fire Fighter	\$19,716	\$24,210	\$28,704								
Concord	Fire Fighter	\$20,738	\$26,146	\$31,554								
Chapel Hill	FF I	\$21,432	\$26,354	\$31,275	FF II	\$22,504	\$27,672	\$32,839				
Goldsboro	Fire Fighter	\$19,613	\$21,965	\$24,317								
Rocky Mount	Fire Fighter	\$19,792	\$23,751	\$27,710								
Gastonia	FF I	\$18,815	\$24,020	\$29,224	FF II	\$20,696	\$26,422	\$32,147				
Wilmington	FF II	\$19,780	\$24,231	\$28,681								
Asheville	FF	\$19,656	\$25,938	\$32,219	FF-Intermediate	\$20,654	\$27,248	\$33,842	FF-Senior	\$21,694	\$28,631	\$35,568
Cary	Fire Fighter	\$20,841	\$25,064	\$29,286								
High Point	FF I	\$21,694	\$27,745	\$33,795	FF II	\$22,794	\$29,151	\$35,507	FF III	\$23,947	\$30,624	\$37,300
Fayetteville	Fire Fighter	\$20,484	\$25,608	\$30,732								
Durham	FF I	\$20,984	\$25,892	\$30,799	FF II	\$21,875	\$27,033	\$32,191				
Winston-Salem	FF	\$21,461	\$25,830	\$30,198								
Greensboro	FF I	\$21,192	\$26,976	\$32,760	FF II	\$23,388	\$29,754	\$36,120				
Raleigh	FF I	\$21,575	\$26,925	\$32,275	1st Class FF	\$22,654	\$28,272	\$33,889	Senior FF	\$24,987	\$29,438	\$33,889
Charlotte	F F I	\$24,006	\$28,893	\$33,779	F F II	\$26,466	\$31,854	\$37,241				

Note: ^c indicates a comment on Page 15

Question	25d1	25d2	25d3	26	27a	27b	27c		
City	Title	Minimum Salary	Median Salary	Maximum Salary	Equip Oper	Title	Min Salary	Median Salary	Max Salary
Nags Head					N				
Kill Devil Hills					N ^c				
Edenton					Y	Engineer/Fire Fighter	\$18,500	\$22,900	\$27,300
Mount Airy					Y	Fire Engineer	\$20,846	\$26,058	\$31,269
Southern Pines					N				
Hendersonville					Y	Driver/2nd Lieutenant			
Rockingham					Y	Engineer	\$20,349	\$24,551	\$28,752
Kernersville					Y	Fire Equipment Operator	\$22,397	\$27,773	\$33,148
Hamlet					N				
Elizabeth City					Y	Engineer	\$22,734	\$27,924	\$33,113
Lenoir					N				
Morehead City					Y	Fire Equipment Operator	\$18,943	\$24,532	\$30,121
Shelby					Y	Sargeant/Engineer	\$18,100	\$21,522	\$24,944
Albemarle					N				
Henderson					Y	Fire Engineer/EMT-I	\$20,145	\$24,442	\$28,738
Lexington					Y	Fire Sergeant	\$20,400	\$24,500	\$28,600
Morganton	Master	\$26,376	\$32,971	\$39,566	N				
Asheboro					N				
Sanford					N				
Monroe					Y	Fire Equipment Operator	\$22,643	\$28,467	\$34,291
Statesville					Y	Fire Engineer	\$22,406	\$27,229	\$32,052

Note: ^c indicates a comment on Page 15

Question	25d1	25d2	25d3	26	27a	27b	27c		
City	Title	Minimum Salary	Median Salary	Maximum Salary	Equip Oper	Title	Min Salary	Median Salary	Max Salary
Salisbury					Y	Engineer	\$20,049	\$24,544	\$29,038
Kinston	F C Spec III	\$23,297	\$28,108	\$32,918	N				
Hickory					Y	Fire App. Operator	\$21,148	\$23,350	\$25,551
Jacksonville					Y	Fire Driver I	\$21,889	\$26,346	\$30,793
						Fire Driver II	\$23,007	\$27,883	\$32,758
Wilson					Y	Fire Fighter Engineer	\$22,170	\$27,611	\$33,052
Burlington					Y	Engineer	\$21,528	\$26,430	\$31,332
Concord					Y	Engineer	\$22,901	\$28,871	\$34,840
Chapel Hill					Y	Fire Equipment Operator	\$24,810	\$30,508	\$36,205
Goldsboro					Y	Fire Engineer	\$24,317	\$27,418	\$30,518
Rocky Mount					Y	Fire Engineer	\$24,227	\$29,073	\$33,919
Gastonia					Y	Driver/Engineer	\$32,147	\$35,169	\$38,191
Wilmington					Y	Driver Operator	\$21,831	\$26,745	\$31,658
Asheville					N				
Cary					Y	Engineer	\$24,107	\$29,016	\$33,924
High Point					Y	Fire Equipment Operator	\$25,159	\$32,175	\$39,191
Fayetteville					Y	Lieutenant	\$24,636	\$30,798	\$36,960
Durham					Y	Fire Driver	\$23,284	\$28,843	\$34,401
Winston-Salem					Y	Fire Engineer	\$24,636	\$29,651	\$34,665
Greensboro					Y	Fire Equipment Operator	\$25,800	\$32,826	\$39,852
Raleigh					Y	Lieutenant	\$23,787	\$29,685	\$35,583
Charlotte					Y	Fire Fighter/Engineer	\$33,779	\$37,419	\$41,058

Note: ^c indicates a comment on Page 15

Question	28a	28b	28c	29	30a	30b	30c
----------	-----	-----	-----	----	-----	-----	-----

City	Company Officer Title	Minimum Salary	Median Salary	Maximum Salary	Shift Capt	Title	Minimum Salary	Median Salary	Maximum Salary
Nags Head	See #29				Y	Shift Supervisor	\$21,000	\$24,000	\$27,000
Kill Devil Hills	Captain	\$25,096	\$32,017	\$38,937	N				
Edenton	Lieutenant	\$21,405	\$26,515	\$31,625	N				
Mount Airy	Captain	\$22,900	\$28,687	\$34,473	N				
Southern Pines	Lieutenant	\$18,983	\$26,759	\$34,534	Y	Captain, Fire Prevention	\$19,942	\$28,110	\$36,278
Hendersonville	Captain	\$32,000	\$33,000	\$34,000	N				
Rockingham	Lieutenant	\$22,461	\$27,099	\$31,737	N				
Kernersville	Fire Captain	\$24,693	\$30,619	\$36,545	N				
Hamlet	Lieutenant	\$19,780	\$23,858	\$27,935	Y	Captain	\$20,782	\$25,075	\$29,368
Elizabeth City	Captain	\$25,064	\$30,784	\$36,504	N				
Lenoir	Lieutenant	\$19,720	\$23,127	\$26,534	Y	Captain	\$22,827	\$27,849	\$32,871
Morehead City	Lieutenant	\$19,890	\$25,758	\$31,626	Y	Captain	\$23,025	\$29,819	\$36,612
Shelby	Lieutenant	\$22,045	\$26,213	\$30,381	Y	Captain	\$24,326	\$28,931	\$33,536
Albemarle	Fire Captain	\$23,338	\$29,006	\$34,674	N				
Henderson	Fire Lieutenant/EMT-I	\$23,135	\$28,101	\$33,067	Y	Fire Captain/EMT-I	\$24,234	\$29,441	\$34,648
Lexington	Fire Company Officer	\$22,700	\$27,300	\$31,900	N				
Morganton	PSO Sergeant	\$26,371	\$31,124	\$35,876	N				
Asheboro	Captain	\$24,382	\$28,895	\$33,408	N				
Sanford	Lieutenant	\$24,885	\$30,914	\$36,942	Y	Captain	\$27,409	\$34,049	\$40,689
Monroe	PSO Sergeant	\$26,212	\$27,954	\$29,695		PSO Lieutenant	\$28,899	\$36,332	\$43,764
Statesville	Captain	\$24,170	\$29,558	\$34,946	N				

Note: ° indicates a comment on Page 15

Question	28a	28b	28c	29	30a	30b	30c
----------	-----	-----	-----	----	-----	-----	-----

City	Company Officer Title	Minimum Salary	Median Salary	Maximum Salary	Shift Capt	Title	Minimum Salary	Median Salary	Maximum Salary
Salisbury	Captain	\$22,131	\$27,092	\$32,053	Y	Training Captain	\$22,131	\$27,092	\$32,053
Kinston	Fire Captain	\$24,461	\$29,513	\$34,564	N				
Hickory	Fire Captain I	\$23,315	\$25,742	\$28,169	Y	Fire Captain II Fire Captain III	\$24,483 \$25,706	\$27,032 \$28,382	\$29,581 \$31,058
Jacksonville	Fire Company Officer	\$25,340	\$30,487	\$35,634	Y	Swing Company Officer	\$25,340	\$30,487	\$35,634
Wilson	Fire Lieutenant	\$23,278	\$28,992	\$34,705	Y	Fire Captain	\$25,664	\$31,963	\$38,262
Burlington	Captain	\$26,856	\$32,952	\$39,048	N				
Concord	Fire Captain	\$30,784	\$38,813	\$46,841	N				
Chapel Hill	Captain	\$28,722	\$35,317	\$41,912	N				
Goldsboro	Lieutenant	\$30,518	\$33,976	\$37,433	N				
Rocky Mount	Fire Captain	\$30,140	\$36,169	\$42,198	N				
Gastonia	Captain	\$35,362	\$38,686	\$42,010	N				
Wilmington	Fire Lieutenant	\$24,098	\$29,520	\$34,942	Y	Senior Captain	\$27,947	\$34,235	\$40,523
Asheville	Captain	\$25,168	\$33,207	\$41,246	Y	Senior Captain °	\$25,168	\$33,207	\$41,246
Cary	Captain	\$29,328	\$36,317	\$43,305	N				
High Point	Fire Commander I	\$29,174	\$37,312	\$45,450	Y	Fire Commander II	\$36,050	\$41,900	\$47,750
Fayetteville	Captain	\$27,420	\$34,272	\$41,124	N				
Durham	Captain	\$27,800	\$34,493	\$41,185	Y	Haz-Mat Captain	\$28,217	\$35,174	\$42,131
Winston-Salem	Platoon Supervisor	\$29,615	\$39,633	\$49,650	N				
Greensboro	Captain	\$31,368	\$39,924	\$48,480	N				
Raleigh	Captain	\$27,536	\$35,394	\$43,252	N				
Charlotte	Fire Captain	\$41,058	\$44,294	\$47,530	N				

Note: ° indicates a comment on Page 15

Question	31a	31b	31c	32a	32b	32c		
City	District or Battalion Title	Minimum Salary	Median Salary	Maximum Salary	Fire Suppression Chiefs Title	Minimum Salary	Median Salary	Maximum Salary
Nags Head								
Kill Devil Hills								
Edenton								
Mount Airy								
Southern Pines					Deputy Chief	\$22,015	\$31,032	\$40,048
Hendersonville					Assistant Chief	\$38,000	\$40,000	\$42,000
Rockingham								
Kernersville	District Commander	\$25,927	\$32,150	\$38,372	Assistant Fire Chief	\$31,515	\$39,079	\$46,642
Hamlet								
Elizabeth City	Battalion Chief	\$29,016	\$35,641	\$42,265				
Lenoir								
Morehead City								
Shelby	Commander	\$26,863	\$31,938	\$37,012	Assistant Chief	\$29,635	\$35,253	\$40,871
Albemarle	Battalion Chief	\$27,061	\$33,644	\$40,227	Fire Chief	\$38,293	\$47,560	\$56,826
Henderson					Assistant Fire Chief	\$25,398	\$30,872	\$36,346
Lexington	Fire Shift Commander	\$28,600	\$34,300	\$40,000				
Morganton	PSO Captain	\$30,929	\$38,367	\$45,805				
Asheboro	Assistant Chief	\$28,155	\$33,415	\$38,674				
Sanford					Assistant Chief	\$31,743	\$39,433	\$47,123
Monroe	PSO Captain	\$31,861	\$40,056	\$48,250	PSO Assistant Chief	\$38,727	\$48,688	\$58,649
Statesville	Shift Commander	\$28,139	\$33,252	\$38,364	Deputy Fire Chief	\$30,757	\$36,903	\$43,048

Note: ^c indicates a comment on Page 15

Question	31a	31b	31c	32a	32b	32c		
City	District or Battalion Title	Minimum Salary	Median Salary	Maximum Salary	Fire Suppression Chiefs Title	Minimum Salary	Median Salary	Maximum Salary
Salisbury	Battalion Chief-Fire Control	\$26,965	\$33,010	\$39,054	Assistant Fire Chief	\$31,271	\$38,281	\$45,291
Kinston	Battalion Commander	\$26,970	\$32,539	\$38,107	Assistant Chief of Operations	\$34,420	\$41,528	\$48,635
Hickory	Battalion Chief	\$29,759	\$33,276	\$36,792	Operations Chief	\$32,808	\$36,684	\$40,560
Jacksonville	Platoon Cmdr/Ass't Chief	\$29,335	\$35,284	\$41,232	Deputy Fire Chief	\$32,156	\$38,698	\$45,240
Wilson	Battalion Chief/Shift Comdr	\$29,710	\$37,002	\$44,293	Deputy Chief	\$32,755	\$40,794	\$48,832
Burlington	Battalion Chief	\$30,648	\$37,608	\$44,568	Operations Chief	\$33,480	\$41,064	\$48,648
Concord	Battalion Chief	\$33,987	\$42,848	\$51,709				
Chapel Hill	Asst Ch (Shift Cmdr)	\$33,249	\$40,884	\$48,518	Deputy Fire Chief	\$34,911	\$42,928	\$50,944
Goldsboro	Assistant Chief	\$32,433	\$38,323	\$44,213				
Rocky Mount	Operations - District Chief	\$42,557	\$51,070	\$59,583	Assistant Fire Chief	\$47,062	\$58,828	\$70,594
Gastonia	Division Chief	\$46,679	\$48,546	\$50,413	Ass't Chief/Operations Chief	\$51,346	\$53,401	\$55,455
Wilmington	Battalion Chief	\$29,362	\$37,437	\$45,511	Assistant Chief	\$32,410	\$41,323	\$50,236
Asheville	District Chief	\$30,659	\$40,446	\$50,232	District Chief in Charge	\$30,659	\$40,446	\$50,232
Cary	Battalion Chief	\$32,344	\$40,082	\$47,819	Assistant Chief on Shift	\$35,672	\$44,200	\$52,728
High Point	Battalion Chief	\$35,549	\$45,463	\$55,377	Assistant Chief	\$35,549	\$45,463	\$55,377
Fayetteville	Battalion Commander	\$31,524	\$39,408	\$47,292	Assistant Chief	\$37,716	\$47,142	\$56,568
Durham	Battalion Chief	\$30,799	\$38,472	\$46,145	Assistant Fire Chief	\$37,622	\$47,176	\$56,730
Winston-Salem	District Commander	\$32,585	\$43,360	\$54,134	District Chief	\$33,571	\$45,292	\$57,013
Greensboro	Battalion Chief	\$34,836	\$44,772	\$54,708	Assistant Chief	\$39,360	\$50,592	\$61,824
Raleigh	District Chief	\$31,876	\$40,973	\$50,069	Battalion Chief (24 hour)	\$35,144	\$46,553	\$57,961
Charlotte	Battalion Chief	\$49,906	\$52,464	\$55,022	Deputy Chief	\$67,652		

Note: ^c indicates a comment on Page 15

Question	33a	33b	33c	34	35a	35b	35c	35d	35e	35f	36	
City	Other Fire Suppression Chief's Title	Minimum Salary	Median Salary	Maximum Salary	Long Pay	Formula for Longevity Pay						How Paid
						1-4	5-9	10-14	15-19	20-25	25-29	
Nags Head	Deputy Fire Chief	\$29,899	\$34,877	\$39,855	T	0 %	2%	4%	6%			annually
Kill Devil Hills	Deputy Chief	\$30,505	\$38,917	\$47,328	Y	1 %	2.5%	3.5%	4%	4.5%	5%	annually
Edenton					N							
Mount Airy					N							
Southern Pines					N							
Hendersonville					Y	None	1 %	1.5 %	2 %	2.5 %		annually
Rockingham					Y			10-20 yrs 1.5%				annually
Kernersville					N							
Hamlet	Chief	\$27,953	\$33,725	\$39,497	N							
Elizabeth City	Assistant Chief	\$31,990	\$39,291	\$46,592	N							
Lenoir	Deputy Chief	\$26,426	\$32,240	\$38,053	N							
Morehead City					Y	\$100	\$200	\$300	\$400	\$500		annually
Shelby	Fire Administrative Officer	\$26,863	\$31,938	\$37,012	Y		\$200	\$300	\$400			annually
Albemarle	Fire Marshall	\$23,338	\$29,006	\$34,674	Y	1-4: 1 %	5-10: 2%	10-15: 3%	15-20: 4%	20 or more: 5%		annually
Henderson	Ass't Fire Ch/EMT-I	\$26,610	\$32,356	\$38,101								
Lexington	Fire Administrative Officer	\$32,200	\$38,700	\$45,200	Y	1.75 %	2%	2.5%	3%	3%	3%	annually
Morganton	PSO Major	\$33,670	\$42,082	\$50,494	Y	2 %	3%	3%	4%	4%	4%	annually
Asheboro					Y		2.5%	2.5%	2.5%	2.5%		Each pay cycle
Sanford					Y		2%	3%	4%	5%		annually
Monroe					N							
Statesville					Y	c	\$25 for each yr after 5 yrs					annually
Salisbury					N							

Question	33a	33b	33c	34	35a	35b	35c	35d	35e	35f	36	
City	Other Fire Suppression Chief's Title	Minimum Salary	Median Salary	Maximum Salary	Long Pay	Formula for Longevity Pay						How Paid
						1-4	5-9	10-14	15-19	20-25	25-29	
Kinston	Deputy Fire Chief	\$37,948	\$45,784	\$53,620	Y		1.5%	2%	2.5%	3%	3.5% 30+ yrs 4%	annually
Hickory	Deputy Chief	\$32,808	\$36,684	\$40,560	Y		2.5 %	4.5 %	6 %	7.5 %	Max. \$ 1,000	annually
Jacksonville							\$40 per year					annually
Wilson					Y		5-10 2.5%	10-15 3.5%	15-20 4%	20-25 4.5%	25-30 5%	annually
Burlington					Y		1 %	2 %	3 %	4 %	5 %	annually
Concord					Y	3-8 2 %	9-13 3 %	14-19 4 %	20+ 5 %			annually
Chapel Hill					Y	1-5 yr	\$400	10-15 yr \$550	\$700	\$850	\$850	annually
Goldsboro	Ass't Chief of Training	\$32,433	\$38,323	\$44,213	Y		2.5 %	3 %	3.5 %	4 %		annually
Rocky Mount	Prevention & Training-D C	\$37,753	\$45,305	\$52,857	Y		2.5 %	4 %	5 %	6 %	6.5%	annually
Gastonia					N							
Wilmington					N							
Asheville					N							
Cary	Deputy Chief	\$39,312	\$48,714	\$58,115	N							
High Point	District Chief	\$37,348	\$47,764	\$58,179	N							
Fayetteville	Deputy Chief	\$43,368	\$54,210	\$65,052	Y		2.5 %	4.5 %	6 %	7.5 %		Each pay cycle
Durham	Ass't Chief(Fire Marshall)	\$35,973	\$45,070	\$54,167	Y		2.5 %	4.5 %	6 %	20+ 7.5 %	cap of \$1,500	annually
Winston-Salem	Deputy Chief	\$41,974	\$56,701	\$71,427	Y		2.5 %	4.5 %	6 %	7.5 %		annually
Greensboro	Deputy Chief	\$44,340	\$57,336	\$70,332	Y ^c		2.5 %	4.5 %	6 %	7.5 %	7.5 %	annually
Raleigh	Assistant Chief	\$38,746	\$51,325	\$63,903	Y		2.25 %	4.5 %	4.5 %	4.5 %	4.5 %	annually
Charlotte					Y			1 %	2 %	3 %	4 %	annually

Question	37	38a	38b	39	40	41	42	43	44	45	46	47
City	Soc Sec	City pay for Police?	City pay for General?	City pay for Health-Care?	City self- insure Health-Care?	City self- insure Work Comp?	401-(k)	Percentage	Require Employee	Percentage	401(k) General Employees	Percentage
Nags Head	Y	Y	Y	N	N	N	Y	3 %	N		Y	3 %
Kill Devil Hills	Y	Y	Y	N	Y	Y	Y	3 %	N		Y	3 %
Edenton	Y	Y	Y	Y	N	N	N				N	
Mount Airy	Y	Y	Y	N		N	N				N	
Southern Pines	Y	Y	Y	N	N	N	N				N	
Hendersonville	Y	Y	Y	Y ^c	N	N	N				N	
Rockingham	Y	Y	Y	N	N	N	N				N	
Kernersville	Y	Y	Y	Y	N	N	N				N	
Hamlet	Y	Y	Y	Y	N	Y	Y ^c	\$50 month	N	FF choice	N	
Elizabeth City	N	N	N	Y	N	N	Y	varies	N		Y	5 %
Lenoir	Y	Y	Y	Y ^c	Y	Y	N				N	
Morehead City	Y	Y	Y	N	N	N	N				N	
Shelby	Y	Y	Y	Y ^c	Y ^c	N	Y	5 %	N		Y	5 %
Albemarle	Y	Y	Y	N	N	Y	N				N	
Henderson	Y	Y	Y	Y	N	N	N				N	
Lexington	Y	Y	Y	Y	Y	N	Y	2 %	N		Y	2 % ^c
Morganton	Y	Y	Y	Y ^c	N	N	Y	5 %	N		N	
Asheboro	Y	N	Y	Y	N	N	N				N	
Sanford	Y	Y	Y	Y	N	N	N				N	
Monroe	Y	Y	Y	Y	N	Y	Y	5 %	N		Y	5 %
Statesville	Y	Y	Y	Y	Y	Y	N				N	
Salisbury	N	Y	Y	N	Y	Y	N				N	

Note: ^c indicates a comment on Page 15

Question	37	38a	38b	39	40	41	42	43	44	45	46	47
City	Soc Sec	City pay for Police?	City pay for General?	City pay for Health-Care?	City self- insure Health-Care?	City self- insure Work Comp?	401-(k)	Percentage	Require Employee	Percentage	401(k) General Employees	Percentage
Kinston	Y	Y	Y	N	Y	Y	N				N	
Hickory	Y	Y	Y	Y	Y	Y	N				N	
Jacksonville	Y	Y	Y	N			N				N	
Wilson	Y	Y	Y	Y	Y	Y	Y	2 %	N		Y	2 %
Burlington	N		N	Y	Y	Y	Y	5 %	N		Y	5 %
Concord	Y	Y	Y	N	Y	Y	N				N	
Chapel Hill	Y	Y	Y	Y	N	Y	Y	5 %	N		Y	5%
Goldsboro	N	N	N	N	Y	Y	N	N/A			N	
Rocky Mount	Y	Y	Y	Y	Y	Y	Y	2 %	N		Y	2%
Gastonia	N	Medicare only		Y	N	N	N				N	
Wilmington	N	N	Y	N	N	Y	N				Y	6%
Asheville	N	Y	Y	Y	Y	Y	N				N	
Cary	N			Y	N	Y	Y	5 %	N		Y	5% bi-weekly
High Point	Y	Y	Y	N	Y	Y	N				N	
Fayetteville	Y	Y	Y	Y ^c	Y	Y	N				N	
Durham	N	Y	Y	Y	N	Y	Y	5 %	N		Y	5%
Winston-Salem	Y	N	Y	Y	N	Y	N				N	
Greensboro	N	Medicare only	Y	N	Y	Y	Y	5 %	Y	minmium 3 %	Y	2 %
Raleigh	Y	Y	Y	Y ^c	Y	Y	Y ^c	up to 1 %	Y		N	
Charlotte	N	Y	Y	Y	Y	Y	N				N	

Note: ^c indicates a comment on Page 15

Question	Comment
City	Comment
Nags Head	Q1. 30,000 in season. Q23. More or less
Kill Devil Hills	Q1. 50,000 in season. Q12. Some have taken EMT training on their own. Q17. All paid personnel are trained to Operations level Haz Mat. Q22. Currently training for Confined Space rescue & plan to implement High Angle Training. Basic water rescue training is planned to supplement towns water rescue contractor. Q26. All paid personnel are required to be department-certified on all apparatus.
Edenton	
Mount Airy	
Southern Pines	
Hendersonville	Q6c dual roles with fire suppression. Q6d. Chief does investigations. Q12. In some cases, but not always. Q39. Until age 65.
Rockingham	
Kernersville	
Hamlet	Q12. All paid members are EMT-D. Q42. For employees prior to 1990
Elizabeth City	
Lenoir	Q32. Works 24 hour shifts. Q39. 50%.
Morehead City	Q12. Not all are EMT's
Shelby	Q22. Confined space. Q39. For employees with 22 years of service. Q40. NC League
Albemarle	
Henderson	
Lexington	Q5c. Part-time. Q47. 2% for all except law enforcement (5%)
Morganton	Morganton operates a full public safety department with officers being cross-trained in police and fire. Q39: 80%
Asheboro	Q3. Supplies only-salary, travel, fees & other items paid through other accounts. Q10. Planning to improve this item. Q13. Certifications used to earn steps in pay plan.
Sanford	Q12. On some but not all
Monroe	Monroe operates a full public safety department with officers being cross-trained in police and fire
Statesville	Q10. 0 on 2nd alarm. Q25. plus FLSA overtime after 52 hours. Q35. after the first five years.
Salisbury	Q6. Fire Prevention/Inspections & Investigations are combined. Q11. We do not provide standard first responder service, but we do have what we call a "Critical Response Program" that responds mutual aid with EMS on life threatening calls ONLY when EMS needs assistance or is not available.

Question	Comment
City	Comment
Kinston	Q 21. additional tools
Hickory	Q 10. Department has minimum standard but, on occasion, will go below. Q 12. We have EMT's, but not recognized. Q 17. Has Hazmat training w/equip. but not used properly. Q30. 50% after 30 years. Q 35f. new formula: 5-9 \$500;10-14 \$650;15-19 \$800; 20+ \$1,000.
Jacksonville	Q45. Police only
Wilson	Q47. 2% other employees
Burlington	Q6c. Fire investigations are conducted by fire prevention.
Concord	Q4. Currently only 5 stations; 6 before 12/31/95. Q5. Currently only 97 F F/ 3 reserves. Q8. 6 staffed at this time. Q16. Most certified at FF III level(old certification). Q21. Bids have just been put out for this equipment. Q22. Only water rescue.
Chapel Hill	Q5c. Reserves. Q17. Participates in a County-wide team. Q39. Forumla: after 5 yrs 25%; after 10 yrs 50%; after 15 yrs 75%; after 20 yrs 100%
Goldsboro	Q9. They do maintain no less than 3 on engine & truck companies.
Rocky Mount	Q7. Department has 6 certified FF's that assist Prevention in making inspections. Q8. 6 engine, 2 squads, 1 platform & 1 quint. Q9. Testing workable solutions. Q11. On occasion, stabilize until the county arrives. Q20. Paid bi-weekly.
Gastonia	
Wilmington	
Asheville	Q30. Same pay grade as captain plus 5 % increase. Q32.Same pay grade as District Chief plus 5 % increase.
Cary	
High Point	Q6c. Inspectors do investigations
Fayetteville	Q2. Includes 911 communications division. Q6a. 4 uniformed, 4 civilian. Q6d. Routine investigations by on-shift personnel. Prevention investigates major or complex incidents. Q8. 8 engines, 2 aerial, 3 squads, 1 rescue. Q10. Engines at stations w/o squads are 4, stations w/engine & squad or rescue have 5 personnel minimum aerals are drive to scene and a squad or other company is assigned. Q13. City provides incentive pay to EMT's assigned to squads, but not engines. Q39. To age 65 & if no other coverage.
Durham	Q14. Seeking provider status at this time
Winston-Salem	
Greensboro	Q6e. Fire garage 4 personnel. Q34. Employees hired after 7/1/94—5-9 yrs:1 %, 10-14 yrs: 2 %, 15-19 yrs: 3 %, 20-25 yrs: 4 %, 25-29 yrs: 5 %.
Raleigh	Q8. 20 engine, 2 rescue, 5 aerals. Q39. Up to age 65. Q42. Supplemental not 401(k).
Charlotte	Q6e. Training 8, Shop 8.

notes

notes

notes