

WHITE RIVER TWP FIRE DEPARTMENT

2010 Salary & Benefits Survey



Map depicts 9 county, 34-department survey area

5/14/2010

White River Twp Fire Department

2010 Salary Survey

GENERAL SUMMARY

2010 Salaries (All Departments)				
Job Title	Mean	Median	Range	Mean change from 2009
Fire Chief:	\$ 71,376	\$ 72,586	\$46,209 - \$107,246	0.8%
Deputy Chief:	\$ 64,825	\$ 66,658	\$42,900 - \$81,790	0.0%
Assistant Chief:	\$ 62,694	\$ 65,977	\$20,000 - \$96,251	-7.1%
Division Chief:	\$ 64,687	\$ 65,977	\$42,062 - \$86,855	1.6%
Battalion Chief:	\$ 60,893	\$ 63,847	\$15,000- \$79,905	-1.0%
Captain:	\$ 55,911	\$ 58,309	\$33,000 - \$71,789	1.6%
Lieutenant:	\$ 52,040	\$ 54,535	\$31,000 - \$65,799	0.8%
Engineer:	\$ 54,751	\$ 53,533	\$51,192 - \$60,904	0.3%
3rd Year Firefighter:	\$ 45,918	\$ 46,300	\$30,000 - \$58,005	0.2%
2nd Year Firefighter:	\$ 41,867	\$ 42,860	\$29,000 - \$51,025	-0.4%
1st Year Firefighter:	\$ 37,651	\$ 38,240	\$25,000 - \$49,088	1.6%
Admin Asst:	\$ 36,357	\$ 37,285	\$28,000 - \$43,890	2.0%
Pension Base:	\$ 49,953	\$ 51,651	\$38,238 - \$62,935	1.8%

Employee PERF Contributions		
PERF Status	No of Depts	% of Total
Did not report	5	17%
Non-PERF Dept	1	3%
Employee pays 0%	5	17%
Employee pays 3%	4	14%
Employee pays 4%	3	10%
Employee pays 5%	0	0%
Employee pays 6%	16	55%
Total	34	

Clothing Allowance		
System	No of Depts	% of Total
Did not report	5	14%
Quartermaster	9	26%
Per-Employee Stipend	20	57%
Total	34	

Clothing Allowance Per-Employee Stipend	
Range	\$200 - \$1,400
Mean	\$629
Median	\$600
Mode	\$800

Paramedic			
System	No of Depts	Mean	Range
Did not report	5	n/a	n/a
No system or no medics	4	n/a	n/a
Salary-based	7	\$45,675	\$40,000 - \$52,456
Per-Employee Stipend	18	\$3,073	\$1,750 - \$4,209
Total	34		

White River Twp Fire Department 2009 Salary Survey

GENERAL SUMMARY

2009 Salaries (All Departments)				
Job Title	Mean	Median	Range	Mean change from 2008
Fire Chief:	\$ 70,782	\$ 71,757	\$46,209 - \$100,179	3.3%
Deputy Chief:	\$ 64,797	\$ 64,351	\$42,900 - \$79,761	2.2%
Assistant Chief:	\$ 67,480	\$ 68,874	\$43,185 - \$89,651	7.9%
Division Chief:	\$ 63,690	\$ 65,691	\$42,062 - \$80,003	3.2%
Battalion Chief:	\$ 61,479	\$ 63,860	\$44,000 - \$76,100	2.1%
Captain:	\$ 55,049	\$ 57,005	\$33,000 - \$68,370	3.0%
Lieutenant:	\$ 51,623	\$ 54,520	\$31,000 - \$61,577	3.7%
Engineer:	\$ 54,612	\$ 54,621	\$51,192 - \$58,004	4.2%
3rd Year Firefighter:	\$ 45,843	\$ 46,163	\$30,000 - \$55,273	4.3%
2nd Year Firefighter:	\$ 42,044	\$ 42,241	\$29,000 - \$49,088	3.1%
1st Year Firefighter:	\$ 37,076	\$ 37,969	\$25,000 - \$49,088	2.3%
Admin Asst:	\$ 35,654	\$ 36,961	\$15,194 - \$46,000	3.9%
Pension Base:	\$ 49,072	\$ 50,441	\$38,000 - \$59,000	2.3%

Employee PERF Contributions		
PERF Status	No of Depts	% of Total
Did not report	1	3%
Non-PERF Dept	2	6%
Employee pays 0%	7	20%
Employee pays 3%	6	17%
Employee pays 4%	1	3%
Employee pays 5%	0	0%
Employee pays 6%	18	51%
Total	35	

Clothing Allowance		
System	No of Depts	% of Total
Did not report	1	3%
Quartermaster	9	26%
Per-Employee Stipend	25	71%
Total	35	

Clothing Allowance Per-Employee Stipend	
Range	\$200 - \$1,400
Mean	\$594
Median	\$500
Mode	\$600

Paramedic			
System	No of Depts	Mean	Range
Did not report	1	n/a	n/a
No system or no medics	7	n/a	n/a
Salary-based	7	\$44,810	\$39,828 - \$49,939
Per-Employee Stipend	20	\$3,148	\$1,750 - \$4,000
Total	35		

White River Twp Fire Department

2008 Salary Survey

GENERAL SUMMARY

2008 Salaries (All Departments)				
Job Title	Mean	Median	Range	Mean change from 2007
Fire Chief:	\$ 68,521	\$ 70,445	\$44,432 - \$96,882	4.2%
Deputy Chief:	\$ 63,404	\$ 64,301	\$41,250 - \$90,598	4.7%
Assistant Chief:	\$ 62,558	\$ 66,453	\$41,685 - \$82,834	1.5%
Division Chief:	\$ 61,714	\$ 63,500	\$40,561 - \$83,164	4.0%
Battalion Chief:	\$ 60,219	\$ 62,000	\$41,344 - \$76,334	2.3%
Captain:	\$ 53,443	\$ 55,962	\$33,000 - \$68,901	3.4%
Lieutenant:	\$ 49,788	\$ 52,618	\$31,000 - \$60,358	3.1%
Engineer:	\$ 52,433	\$ 51,407	\$48,322 - \$60,056	2.4%
3rd Year Firefighter:	\$ 43,938	\$ 44,588	\$30,000 - \$54,384	2.9%
2nd Year Firefighter:	\$ 40,770	\$ 41,250	\$29,000 - \$47,689	2.4%
1st Year Firefighter:	\$ 36,233	\$ 36,719	\$25,000 - \$43,912	1.9%
Admin Asst:	\$ 34,313	\$ 35,651	\$27,040 - \$42,611	-0.3%
Pension Base:	\$ 47,983	\$ 48,678	\$35,156 - \$58,500	5.9%

Employee PERF Contributions		
PERF Status	No of Depts	% of Total
Did not report	1	3%
Non-PERF Dept	3	9%
Employee pays 0%	7	20%
Employee pays 3%	6	17%
Employee pays 4%	1	3%
Employee pays 5%	0	0%
Employee pays 6%	17	49%
Total	35	

Clothing Allowance		
System	No of Depts	% of Total
Did not report	1	3%
Quartermaster	9	26%
Per-Employee Stipend	25	71%
Total	35	

Clothing Allowance Per-Employee Stipend	
Range	\$200 - \$1,400
Mean	\$582
Median	\$500
Mode	\$600

Paramedic			
System	No of Depts	Mean	Range
Did not report	1	n/a	n/a
No system or no medics	7	n/a	n/a
Salary-based	7	\$43,791	\$38,356 - \$48,910
Per-Employee Stipend	20	\$3,070	\$1,750 - \$4,000
Total	35		

White River Twp Fire Department 2007 Salary Survey

GENERAL SUMMARY

2007 Salaries (All Departments)			
Job Title	Mean	Median	Range
Fire Chief:	\$ 65,737	\$ 66,330	\$43,392 - \$94,060
Deputy Chief:	\$ 60,578	\$ 62,120	\$40,210 - \$89,373
Assistant Chief:	\$ 61,621	\$ 63,099	\$39,918 - \$80,421
Division Chief:	\$ 59,324	\$ 61,965	\$38,897 - \$75,327
Battalion Chief:	\$ 58,874	\$ 61,068	\$37,595 - \$70,739
Captain:	\$ 51,682	\$ 53,871	\$32,000 - \$64,800
Lieutenant:	\$ 48,280	\$ 51,246	\$30,000 - \$58,600
Engineer:	\$ 51,185	\$ 51,638	\$47,756 - \$54,423
3rd Year Firefighter:	\$ 42,718	\$ 43,155	\$29,000 - \$52,800
2nd Year Firefighter:	\$ 39,826	\$ 40,170	\$28,000 - \$48,500
1st Year Firefighter:	\$ 35,552	\$ 35,950	\$25,000 - \$45,700
Admin Asst:	\$ 34,410	\$ 34,840	\$27,416 - \$41,370
Pension Base:	\$ 45,297	\$ 46,789	\$32,000 - \$53,620

Employee PERF Contributions		
PERF Status	No of Depts	% of Total
Did not report	0	0%
Non-PERF Dept	2	14%
Employee pays 0%	10	25%
Employee pays 3%	7	14%
Employee pays 4%	1	2%
Employee pays 5%	1	2%
Employee pays 6%	15	43%
Total	36	

Clothing Allowance		
System	No of Depts	% of Total
Did not report	0	0%
Quartermaster	9	25%
Per-Employee Stipend	27	75%
Total	36	

Clothing Allowance Per-Employee Stipend	
Range	\$200 - \$1,400
Mean	\$583
Median	\$550
Mode	\$600

Paramedic			
System	No of Depts	Mean	Range
Did not report	0	0%	n/a
No system or no medics	10	n/a	n/a
Salary-based	7	\$41,635	\$36,000 - \$45,170
Per-Employee Stipend	19	\$2,913	\$1,500 - \$4,000
Total	36		

White River Twp Fire Department 2006 Salary Survey

GENERAL SUMMARY

2006 Salaries (All Departments)			
Job Title	Mean	Median	Range
Fire Chief:	\$ 64,230	\$ 63,882	\$42,352 - \$91,885
Deputy Chief:	\$ 58,416	\$ 58,760	\$39,170 - \$89,373
Assistant Chief:	\$ 57,978	\$ 57,977	\$38,775 - \$78,079
Division Chief:	\$ 58,777	\$ 60,948	\$38,229 - \$75,327
Battalion Chief:	\$ 57,050	\$ 58,417	\$36,500 - \$69,088
Captain:	\$ 49,873	\$ 50,813	\$31,000 - \$62,313
Lieutenant:	\$ 46,750	\$ 48,022	\$29,000 - \$56,360
Engineer:	\$ 50,667	\$ 51,076	\$45,223 - \$53,585
3rd Year Firefighter:	\$ 41,259	\$ 41,146	\$28,000 - \$50,810
2nd Year Firefighter:	\$ 38,286	\$ 38,737	\$27,000 - \$44,806
1st Year Firefighter:	\$ 34,063	\$ 34,026	\$25,000 - \$43,504
Admin Asst:	\$ 32,745	\$ 34,128	\$26,111 - \$40,165
Pension Base:	\$ 43,204	\$ 45,000	\$32,000 - \$49,826

Employee PERF Contributions		
PERF Status	No of Depts	% of Total
Did not report	0	0%
Non-PERF Dept	5	14%
Employee pays 0%	9	25%
Employee pays 3%	5	14%
Employee pays 4%	1	2%
Employee pays 5%	1	2%
Employee pays 6%	15	43%
Total	36	

Clothing Allowance		
System	No of Depts	% of Total
Did not report	0	0%
Quartermaster	9	25%
Per-Employee Stipend	27	75%
Total	36	

Clothing Allowance Per-Employee Stipend	
Range	\$150 - \$1,400
Mean	\$565
Median	\$500
Mode	\$600

Paramedic			
System	No of Depts	Mean	Range
Did not report	0	0%	n/a
No system or no medics	10	n/a	n/a
Salary-based	7	\$40,399	\$35,000 - \$45,008
Per-Employee Stipend	19	\$2,952	\$1,500 - \$4,000
Total	36		

White River Twp Fire Department 2005 Salary Survey

GENERAL SUMMARY

2005 Salaries (All Departments)			
Job Title	Mean	Median	Range
Fire Chief:	\$ 61,620	\$ 61,828	\$41,000 - \$88,547
Deputy Chief:	\$ 57,593	\$ 57,880	\$37,818 - \$86,152
Assistant Chief:	\$ 56,419	\$ 56,210	\$37,645 - \$72,800
Division Chief:	\$ 56,441	\$ 56,000	\$37,431 - \$78,220
Battalion Chief:	\$ 55,603	\$ 55,711	\$37,115 - \$68,589
Captain:	\$ 48,096	\$ 49,326	\$30,000 - \$61,621
Lieutenant:	\$ 45,250	\$ 46,440	\$28,000 - 55,499
Engineer:	\$ 47,418	\$ 48,149	\$38,257 - \$52,386
3rd Year Firefighter:	\$ 39,685	\$ 39,882	\$28,000 - \$48,410
2nd Year Firefighter:	\$ 36,983	\$ 37,354	\$26,000 - \$42,802
1st Year Firefighter:	\$ 32,992	\$ 33,292	\$24,000 - \$39,647
Admin Asst:	\$ 31,938	\$ 32,604	\$24,150 - \$35,235
Pension Base:	\$ 41,703	\$ 42,603	\$31,054 - \$49,960

Employee PERF Contributions		
PERF Status	No of Depts	% of Total
Did not report	0	0%
Non-PERF Dept	3	9%
Employee pays 0%	9	26%
Employee pays 3%	6	18%
Employee pays 4%	1	2%
Employee pays 5%	1	2%
Employee pays 6%	15	43%
Total	35	

Clothing Allowance		
System	No of Depts	% of Total
Did not report	0	0%
Quartermaster	9	26%
Per-Employee Stipend	26	74%
Total	35	

Clothing Allowance Per-Employee Stipend	
Range	\$150 - \$1,400
Mean	\$560
Median	\$500
Mode	\$600

Paramedic			
System	No of Depts	Mean	Range
Did not report	0	n/a	n/a
No system or no medics	10	n/a	n/a
Salary-based	5	\$38,598	\$34,000 - \$42,608
Per-Employee Stipend	20	\$2,651	\$1,000 - \$3,500
Total	35		

White River Twp Fire Department

2004 Salary Survey

GENERAL SUMMARY

2004 Salaries (All Departments)			
Job Title	Mean	Median	Range
Fire Chief:	\$ 60,093	\$ 60,222	\$39,960 - \$82,264
Deputy Chief:	\$ 55,158	\$ 55,450	\$36,779 - \$78,390
Assistant Chief:	\$ 53,954	\$ 55,185	\$36,547 - \$80,327
Division Chief:	\$ 54,456	\$ 55,677	\$36,341 - \$71,173
Battalion Chief:	\$ 53,453	\$ 54,089	\$36,034 - \$64,124
Captain:	\$ 46,482	\$ 47,092	\$31,755 - \$57,650
Lieutenant:	\$ 43,609	\$ 44,785	\$29,000 - \$52,555
3rd Year Firefighter:	\$ 38,328	\$ 38,451	\$28,000 - \$46,549
2nd Year Firefighter:	\$ 35,522	\$ 35,500	\$26,000 - \$42,215
1st Year Firefighter:	\$ 31,919	\$ 32,350	\$20,000 - \$42,759
Admin Asst:	\$ 31,347	\$ 31,643	\$25,243 - \$37,081

Employee PERF Contributions		
PERF Status	No of Depts	% of Total
Did not report	0	0%
Non-PERF Dept	5	7%
Employee pays 0%	7	10%
Employee pays 1%	1	2%
Employee pays 2%	0	0%
Employee pays 3%	6	10%
Employee pays 5%	1	2%
Employee pays 6%	16	27%
Total	36	

Clothing Allowance		
System	No of Depts	% of Total
Did not report	0	0%
Quartermaster	7	10%
Per-Employee Stipend	29	45%
Total	36	

Clothing Allowance Per-Employee Stipend	
Range	\$150 - \$1800
Mean	\$624
Median	\$600
Mode	\$600

Paramedic		
System	No of Depts	Average
Did not report	0	n/a
No system or no medics	13	n/a
Salary-based	5	\$38,018
Per-Employee Stipend	18	\$2,683
Total	36	

GENERAL SUMMARY

2003 Salaries (All Departments)			
Job Title	Mean	Median	Range
Fire Chief:	\$ 58,762	\$ 58,686	\$38,796 - \$82,264
Deputy Chief:	\$ 53,487	\$ 53,113	\$35,707 - \$78,390
Assistant Chief:	\$ 51,914	\$ 53,279	\$35,484 - \$80,327
Division Chief:	\$ 52,277	\$ 53,943	\$35,283 - \$71,173
Battalion Chief:	\$ 51,314	\$ 51,203	\$34,984 - \$62,256
Captain:	\$ 44,230	\$ 42,700	\$30,755 - \$55,970
Lieutenant:	\$ 42,072	\$ 41,765	\$28,000 - \$52,555
3rd Year Firefighter:	\$ 37,083	\$ 36,379	\$25,000 - \$45,193
2nd Year Firefighter:	\$ 34,112	\$ 33,995	\$24,000 - \$43,072
1st Year Firefighter:	\$ 30,829	\$ 30,700	\$22,500 - \$37,732
Admin Asst:	\$ 30,176	\$ 30,842	\$23,866 - \$36,719

Employee PERF Contributions		
PERF Status	No of Depts	% of Total
Did not report	7	20%
Non-PERF Dept	3	8%
Employee pays 0%	7	20%
Employee pays 2%	1	2%
Employee pays 3%	5	14%
Employee pays 5%	1	2%
Employee pays 6%	12	34%

Clothing Allowance		
System	No of Depts	% of Total
Did not report	2	5%
Quartermaster	9	25%
Per-Employee Stipend	25	70%

Clothing Allowance Per-Employee Stipend	
Range	\$200 - \$1400
Mean	\$570
Median	\$500
Mode	\$500

White River Twp Fire Department

Salary Survey - General Information

Data Collection Interview

Year of Survey: **2010**

Disclaimer

This information is deemed reliable and accurate, but as errors can and do occur, this information shall be used for internal management use only and at the risk of the user. The White River Twp Fire Department is simply the supplier of information and shall not be held liable for any errant or erroneous data. All information herein was collected by the Salary & Benefits team at the White River Twp Fire Department for use in determining mean wages and other key benefit data. This information is being shared with each of the participating departments as a courtesy and only to the contact party identified in the survey. All information will remain confidential and only available to those said individuals. All data will be available via a private link to a page on the White River Twp Fire Department's web site to facilitate this data disbursement. The link will remain active and updated as necessary to correct any errors or fill in missing information.

FAX Numbers

Department Name	Fax Number
Avon Fire Department	(317) 272-2733
Bargersville Fire Department	(317) 422-1762
Beech Grove Fire Department	(317) 782-4952
Brown Twp Fire Department	(317) 831-8697
Brownsburg Fire Territory	(317) 852-1119
Buck Creek Fire Department	(317) 894-6887
Carmel Fire Department	(317) 571-4244
Cicero Fire Department	(317) 984-7309
Danville Fire Department	(317) 745-3022
Decatur Twp Fire Department	(317) 856-1426
Edinburgh Fire Department	(812) 526-3521
Fishers Fire Department	(317) 595-3210
Franklin Fire Department	(317) 346-1228
Franklin Twp Fire Department	(317) 472-0399
Greenfield Fire Territory	(317) 477-4431
Greenwood Fire Department	(317) 887-5627
Indianapolis Fire Department	(317) 327-6043
Lawrence Fire Department	(317) 549-4827

Department Name	Fax Number
Lawrence Twp Fire Department	(317) 845-4930
Lebanon Fire Department	(765) 483-0739
Martinsville Fire Department	(765) 349-4915
Mooresville Fire Department	(317) 831-9542
Noblesville Fire Department	(317) 776-6376
Pike Twp Fire Department	(317) 347-5870
Pittsboro Fire Department	(317) 892-4123
Plainfield Fire Department	(317) 838-3716
Shelbyville Fire Department	(317) 392-5121
Sheridan Fire Department	(317) 758-2503
Speedway Fire Department	(317) 240-1324
Sugar Creek Twp Fire Department	(317) 861-2070
Wayne Twp Fire Department	(317) 248-4655
Westfield Fire Department	(317) 867-0841
White River Twp Fire Department	(317) 888-9426
Zionsville Fire Department	(317) 733-3022

White River Twp Fire Department

Salary Survey - General Information

E-Mail Addresses

Avon Fire Department	jrrubeck@avonfd.org
Bargersville Fire Department	jwhite@bcfd.net
Beech Grove Fire Department	james.pierce@beechgrove.com
Brown Township Fire Department	alhornaday@aol.com
Brownsburg Fire Territory	otruue@brownsburgfire.org
Buck Creek Twp Fire Department	des7859@yahoo.com
Carmel Fire Department	jjunker@ci.carmel.in.us
Cicero Fire Department	cwoodruff@cicerofire.org
Danville Fire Department	apike@danvillefire.org
Decatur Twp Fire Department	dhenson@decaturfire.org
Edinburgh Fire Department	edinburghfire@hotmail.com
Fishers Fire Department	lottb@fishers.in.us
Franklin Fire Department	jrhoades@franklin-in.gov
Franklin Twp Fire Department	rweasner@franklintwpfire.org
Greenfield Fire Department	jroberts@greenfieldin.org
Greenwood Fire Department	sipesje@greenwood.in.gov
Indianapolis Fire Department	58003@indygov.org
Lawrence Fire Department	dcarlson@cityoflawrence.org
Lawrence Twp Fire Department	bwisehart@lawtwp.org
Lebanon Fire Department	lebfire2@yahoo.com
Martinsville Fire Department	fire@martinsville.in.gov
Mooreville Fire Department	admin@moorevillefire.net
Noblesville Fire Department	klgilliam@noblesville.in.us
Pike Twp Fire Department	mebyrns@pikefire.com
Pittsboro Fire Department	jwestrich@pittsborofire.org
Plainfield Fire Department	banderson@plainfieldfire.com
Shelbyville Fire Department	tanderson@cityofshelbyvillein.com
Sheridan Fire Department	
Speedway Fire Department	mwatson@speedwayfire.net
Sugar Creek Twp Fire Department	gmorganthall@sugarcreektwp.com
Wayne Twp Fire Department	larry-alcorn@waynfire.org
Westfield Fire Department	jlemons@westfield.in.gov
White River Twp Fire Department	jthacker@wrtfd.org
Zionsville Fire Department	chiefvangorder@zionsvillefire.com

2010	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Pension Base
Avon	75,705	68289	n/a	65,405	63,860	n/a	56,135	51,882	n/a	n/a	49,576	46,930	44,950	39,770	n/a	n/a	n/a	n/a
Bargersville	80,830	n/a	n/a	65,230	n/a	55,330	49,550	n/a	n/a	n/a	n/a	46,985	40,170	32,000	n/a	n/a	n/a	46,988
Beech Grove	75,976	n/a	n/a	70,976	63,476	57,976	55,976	54,476	n/a	n/a	n/a	53,476	50,863	43,450	n/a	n/a	n/a	52,863
Brown Twp	59,000	n/a	n/a	n/a	n/a	46,000	40,200	n/a	40,000	n/a	n/a	35,500	33,500	31,500	n/a	n/a	n/a	39,000
Brownsburg	75,190	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	48,250	45,500	40,000	36,000	32,000	40,000	n/a	n/a	55,488
Buck Creek	58,500	52,000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	43,900	41,900	39,900	37,900	35,900	n/a	n/a	n/a	42,900
Carmel	99,787	n/a	85,320	75,048	75,048	68,124	61,200	57,738	n/a	54,276	50,658	48,848	47,039	45,230	43,890	36,966	39,359	54,276
Cicero	54,900	n/a	46,970	45,320	45,320	n/a	41,921	n/a	41,023	n/a	39,020	n/a	38,767	33,400	28,000	n/a	n/a	40,967
Danville	53,108	n/a	20,000	47,764		46,512	n/a	n/a	45,955	n/a	n/a	43,086	43,086	38,729	n/a	n/a	n/a	43,086
Decatur Twp	69,615	63,240	n/a	n/a	n/a	58,641	57,141	n/a	n/a	n/a	53,580	45,000	40,000	35,000	39,870	28,000	n/a	53,580
Edinburgh	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Fishers	86,000	80,559	n/a	74,462	69,873	63,378	n/a	n/a	n/a	50,787	49,021	47,318	43,017	39,106	31,973	n/a	29,036	54,748
Franklin	60,259	54,968	n/a	n/a	n/a	50,477	47,989	n/a	n/a	n/a	n/a	n/a	44,881		32,975	n/a	n/a	n/a
Franklin Twp	82,400	76,632	n/a	73,130	70,040	66,744	60,358	n/a	n/a	n/a	n/a	54,384	47,689	42,024	n/a	n/a	n/a	55,204
Greenfield	61,525	53,525	n/a	53,525	50,525	47,525	46,525	n/a	n/a	44,525	43,025	41,525	38,589	35,793	33,131	n/a	n/a	41,525
Greenwood	71,166	n/a	n/a	65,088	n/a	61,744	58,212	n/a	n/a	n/a	n/a	51,147	44,672	39,366	37,608	n/a	n/a	52,647
Indianapolis	107,246	n/a	96,251	86,855	79,905	71,789	64,656	60,904	41,993	n/a	n/a	58,005	41,368	36,874	n/a	n/a	n/a	62,935
Lawrence	70,176	66,658	n/a	65,435	63,847	59,591	55,782	52,590	n/a	n/a	n/a	51,651	43,957	39,091	39,395	n/a	n/a	51,651
Lawrence Twp	77,518	69,495	73,112	n/a	58,878	56,410	54,064	51,349	n/a	n/a	47,770	41,193	36,016	30,909	38,141	n/a	30,384	44,193
Lebanon	55,500	50,500	n/a	n/a	48,000	46,000	44,500	n/a	n/a	n/a	n/a	43,000	43,000	38,000	n/a	n/a	n/a	43,000
Martinsville	46,209	42,900	n/a	n/a	n/a	41,634	40,936	n/a	n/a	n/a	n/a	40,246	40,246	38,246	n/a	n/a	n/a	42,746
Mooreville	50,860	n/a	43,185	42,062	n/a	37,944	37,091	n/a	n/a	n/a	n/a	36,238	36,238	33,243	n/a	n/a	n/a	38,238
Noblesville	82,452	57,865	68,874	65,977	63,539	58,676	55,007	51,192	n/a	49,620	49,504	46,300	46,300	38,234	36,961	n/a	n/a	51,904
Pike Twp	85,903	81,790	n/a	77,916	70,832	64,825	61,963	n/a	n/a	n/a	n/a	56,124	51,025	47,797	38,826	35,008	35,008	60,342
Pittsboro	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	47,000	44,500	38,000	34,000	30,000	n/a	n/a	n/a	59,050
Plainfield	68,926	n/a	57,923	n/a	55,590	53,028	49,533	n/a	47,495	n/a	n/a	44,437	38,875	35,381	29,744	n/a	n/a	47,438
Shelbyville	63,000	58,500	n/a	51,950	51,950	48,851	47,350	n/a	n/a	42,483	41,304	41,304	41,304	39,337	n/a	n/a	30,165	48,778
Sheridan	47,000	n/a	n/a	n/a	n/a	33,000	31,000	n/a	n/a	n/a	n/a	30,000	29,000	25,000	n/a	n/a	n/a	n/a
Speedway	80,796	n/a	72,608	69,181	70,105	65,105	60,105	57,105	n/a	n/a	n/a	55,105	46,086	42,273	n/a	n/a	n/a	50,400
Sugar Creek Twp	61,718	n/a	n/a	49,628	47,628	46,928	43,928	n/a	n/a	n/a	n/a	42,428	36,614	34,460	n/a	n/a	n/a	44,428
Wayne Twp	83,886	79,886	n/a	75,386	71,886	66,255	61,137	58,700	50,800	n/a	n/a	56,378	48,696	38,956	31,800	29,000	n/a	57,461
Westfield	87,676	76,690	n/a	68,956	77,611	69,643	65,799	n/a	52,456	51,109	n/a	47,689	42,860	39,381	n/a	36,961	n/a	61,000
White River Twp	74,005	n/a	n/a	69,139	65,848	59,864	54,520	51,571	n/a	n/a	n/a	49,471	45,807	42,415	36,721	n/a	32,723	n/a
Zionsville	77,200	68,520	n/a	n/a	n/a	63,500	54,550	n/a	n/a	51,790	51,790	51,790	49,088	49,088	42,670	n/a	n/a	51,790

	FC	DC	AC	DV C	BC	CP	LT	EN	PA	5 FF	4FF	3FF	2FF	1FF	AA	AA	Rec	PB
Mean	71,376	64,825	62,694	64,687	63,188	55,911	52,040	54,751	45,675	48,374	46,704	45,918	41,867	37,561	36,357	33,187	32,779	49,953

2010	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Pension Base
Median	72,586	66,658	68,874	65,977	63,854	58,309	54,535	53,533	45,955	48,935	47,770	46,300	42,860	38,240	37,285	35,008	31,554	51,651
Highest	107,246	81,790	96,251	86,855	79,905	71,789	65,799	60,904	52,456	54,276	53,580	58,005	51,025	49,088	43,890	36,966	39,359	62,935
Lowest	46,209	42,900	20,000	42,062	45,320	33,000	31,000	51,192	40,000	42,483	39,020	30,000	29,000	25,000	28,000	28,000	29,036	38,238

Clothing Allowance	Paramedic stipend
n/a	3,000
600	n/a
800	1,750
200	n/a
n/a	3,500
600	3,000
n/a	4,000
600	n/a
n/a	n/a
350	2,500
n/a	n/a
n/a	3,000
800	3,000
n/a	3,000
n/a	3,500
800	n/a
400	n/a
400	3,000
450	3,000
500	n/a
1,400	n/a
500	n/a
600	4,000
400	4,209
n/a	2,500
750	n/a
400	2,900
500	n/a
1,000	2,000
500	3,000
800	n/a
n/a	n/a
700	2,600
n/a	4,000

611	3,073
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Clothing Allowance	Paramedic stipend
600	3,000
1,400	4,209
200	1,750

2009	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Pension Base
Avon	75,705	68289	n/a	65,405	63,860	n/a	56,135	51,882	n/a	n/a	49,576	46,930	44,950	39,770	n/a	n/a	n/a	n/a
Bargersville	80,830	n/a	n/a	65,230	n/a	55,330	49,550	n/a	n/a	n/a	n/a	46,985	40,170	32,000	n/a	n/a	n/a	46,988
Beech Grove	77,419	n/a	n/a	74,019	61,919	56,419	54,419	52,919	n/a	n/a	n/a	51,919	48,441	42,184	n/a	n/a	n/a	50,441
Brown Twp	57,550	n/a	n/a	n/a	n/a	45,000	39,200	n/a	40,000	n/a	n/a	35,500	33,500	31,500	n/a	n/a	n/a	38,000
Brownsburg	78,950	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	50,000	47,000	43,000	39,000	34,000	46,000	n/a	n/a	57,500
Buck Creek	58,500	52,000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	43,900	41,900	39,900	37,900	35,900	n/a	n/a	n/a	42,900
Carmel	99,787	n/a	85,320	75,048	75,048	68,124	61,200	57,738	n/a	54,276	50,658	48,848	47,039	45,230	43,890	36,966	39,359	54,276
Cicero	53,300	n/a	45,298	44,000	44,000	n/a	40,700	n/a	39,828	n/a	37,883	n/a	37,267	33,400	28,000	n/a	n/a	39,467
Danville	53,108	n/a	n/a	46,828	n/a	45,600	n/a	n/a	45,054	n/a	n/a	42,241	42,241	37,969	n/a	n/a	n/a	42,241
Decatur Twp	68,250	62,000	n/a	n/a	n/a	57,591	56,091	n/a	n/a	n/a	52,530	45,000	40,000	35,000	39,088	30,000	n/a	52,530
Edinburgh	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Fishers	86,000	79,761	n/a	73,036	68,680	63,378	60,359	n/a	n/a	50,787	49,021	47,318	43,017	39,106	37,545	31973	28,749	54,748
Franklin	60,259	54,968	n/a	n/a	n/a	50,477	47,989	n/a	n/a	n/a	n/a	n/a	44,881		32,975	n/a	n/a	n/a
Franklin Twp	82,400	76,632	n/a	73,130	70,040	66,744	60,358	n/a	n/a	n/a	n/a	54,384	47,689	42,024	n/a	n/a	n/a	55,204
Greenfield	61,525	53,525	n/a	53,525	50,525	47,525	46,525	n/a	n/a	44,525	43,025	41,525	38,589	35,793	33,131	n/a	n/a	41,525
Greenwood	71,166	n/a	n/a	65,088	n/a	61,744	58,212	n/a	n/a	n/a	n/a	51,147	44,672	39,366	37,608	n/a	n/a	52,647
Indianapolis	100,179	79,413	89,651	80,003	76,100	68,370	61,577	58,004	41,993	n/a	n/a	55,243	41,368	36,874	n/a	n/a	n/a	59,000
Lawrence	67,800	64,351	n/a	63,151	n/a	58,423	54,622	51,568	n/a	n/a	n/a	50,638	43,095	38,325	42,425	n/a	n/a	50,638
Lawrence Twp	86,612	77,648	81,690	68,545	65,787	63,028	60,408	57,374	n/a	n/a	53,374	46,026	n/a	28,963	42,616	n/a	33,949	46,026
Lebanon	55,500	50,600	n/a	n/a	48,000	46,000	44,500	n/a	n/a	n/a	n/a	43,000	43,000	38,000	n/a	n/a	n/a	43,000
Martinsville	46,209	42,900	n/a	n/a	n/a	41,634	40,936	n/a	n/a	n/a	n/a	40,246	40,246	38,246	n/a	n/a	n/a	42,746
Mooreville	50,860	n/a	43,185	42,062	n/a	37,944	37,091	n/a	n/a	n/a	n/a	36,238	36,238	33,243	n/a	n/a	n/a	38,238
Noblesville	82,452	57,865	68,874	65,977	63,539	58,676	55,007	51,192	n/a	49,620	49,504	46,300	46,300	38,234	36,961	n/a	35,131	n/a
Perry Twp	72,347	67,019	n/a	n/a	67,019	61,864	56,708	n/a	n/a	n/a	n/a	51,553	47,429	33,239	29,222	n/a	23,850	51,553
Pike Twp	81,812	77,895	n/a	74,206	67,459	61,738	59,012	n/a	n/a	n/a	n/a	53,451	48,595	45,521	36,977	33,341	33,341	57,543
Pittsboro	70,000	n/a	65,000	n/a	n/a	51,000	50,000	n/a	n/a	47,000	44,000	38,000	34,000	30,000	n/a	n/a	n/a	54,050
Plainfield	68,926	n/a	55,692	n/a	55,590	53,028	49,533	n/a	47,495	n/a	n/a	44,437	38,875	35,381	29,744	n/a	n/a	47,438
Shelbyville	60,628	55,228	n/a	51,512	51,512	48,412	46,912	n/a	n/a	42,213	41,041	41,041	41,041	39,087	n/a	n/a	29,914	48,467
Sheridan	47,000	n/a	n/a	n/a	n/a	33,000	31,000	n/a	n/a	n/a	n/a	30,000	29,000	25,000	n/a	n/a	n/a	n/a
Speedway	79,371	n/a	72,608	69,181	n/a	63,302	60,246	56,322	n/a	n/a	n/a	54,322	48,634	39,254	n/a	n/a	n/a	50,400
Sugar Creek Twp	60,508	n/a	n/a	48,796	46,796	45,796	43,096	n/a	n/a	n/a	n/a	41,596	35,896	33,784	15,194	n/a	n/a	41,596
Wayne Twp	83,811	78,933	n/a	72,577	70,476	64,956	59,938	57,549	49,939	n/a	n/a	55,273	47,741	38,192	30,658	27,980	n/a	57,461
Westfield	76,606	63,600	n/a	60,720	55,909	53,010	49,930	n/a	49,360	46,330	n/a	43,667	41,729	37,428	36,000	n/a	n/a	54,684
White River Twp	74,005	n/a	n/a	69,139	65,848	59,864	54,520	51,571	n/a	n/a	n/a	49,471	45,807	42,415	36,721	n/a	32,723	n/a
Zionsville	77,200	68,520	n/a	n/a	n/a	63,500	54,550	n/a	n/a	51,790	51,790	51,790	49,088	49,088	42,670	n/a	n/a	51,790

FC DC AC DV C BC CP LT EN PA 5 FF 4FF 3FF 2FF 1FF AA AA Rec PB

2009	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Pension Base
Mean	70,782	64,797	67,480	63,690	61,479	55,049	51,623	54,612	44,810	48,044	47,023	45,843	42,044	37,076	35,654	32,052	32,127	49,072
Median	71,757	64,351	68,874	65,691	63,860	57,005	54,520	54,621	45,054	48,310	49,021	46,163	42,241	37,969	36,961	31,973	33,032	50,441
Highest	100,179	79,761	89,651	80,003	76,100	68,370	61,577	58,004	49,939	54,276	53,374	55,273	49,088	49,088	46,000	36,966	39,359	59,000
Lowest	46,209	42,900	43,185	42,062	44,000	33,000	31,000	51,192	39,828	42,213	37,883	30,000	29,000	25,000	15,194	27,980	23,850	38,000

Clothing Allowance	Paramedic stipend
n/a	4,000
600	n/a
800	1,750
200	n/a
n/a	3,500
600	3,000
n/a	4,000
600	n/a
n/a	n/a
350	2,500
n/a	n/a
n/a	3,000
800	3,000
n/a	3,000
750	3,500
800	n/a
400	n/a
400	3,000
450	3,000
500	n/a
1,400	n/a
500	n/a
600	4,000
250	3,000
400	3,707
n/a	2,500
750	n/a
400	2,900
500	n/a
1,000	n/a
500	3,000
600	n/a
n/a	n/a
700	2,600
n/a	4,000

Clothing Allowance	Paramedic stipend
594	3,148
600	3,000
1,400	4,000
200	1,750

2008	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Pension Base	Clothing Allowance	Paramedic stipend	
Avon	73,500	66,300	n/a	63,500	62,000	n/a	54,500	50,371	n/a	n/a	48,132	45,564	43,638	40,155	n/a	n/a	n/a	n/a	n/a	3,000	
Bargersville	79,375	n/a	n/a	63,675	n/a	53,675	47,895	n/a	n/a	n/a	n/a	45,619	40,170	32,000	n/a	n/a	n/a	45,619	600	n/a	
Beech Grove	76,457	n/a	n/a	n/a	60,407	59,907	54,407	51,407	n/a	50,407	n/a	n/a	46,578	40,955	n/a	n/a	n/a	48,678	800	1,750	
Brown Twp	56,550	n/a	n/a	n/a	n/a	44,000	38,200	n/a	40,000	n/a	n/a	35,500	33,500	31,500	n/a	n/a	n/a	38,000	200	n/a	
Brownsburg	75,190	64,250	n/a	61,250	n/a	n/a	n/a	n/a	n/a	48,250	45,500	40,000	36,000	32,000	40,000	n/a	n/a	n/a	51,332	n/a	3,500
Buck Creek	58,500	52,000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	43,900	41,900	39,900	37,900	35,900	n/a	n/a	n/a	42,900	600	3,000	
Carmel	96,882	n/a	82,834	72,861	72,861	66,138	59,417	56,056	n/a	52,694	49,181	47,424	45,668	43,912	42,611	35,888	38,213	52,694	n/a	4,000	
Cicero	51,520	n/a	42,735	41,344	41,344	n/a	39,574	n/a	38,356	n/a	37,609	36,210	35,156	33,400	27,040	n/a	n/a	35,156	600	n/a	
Danville	51,562	n/a	n/a	45,464	n/a	44,272	n/a	n/a	43,741	n/a	n/a	41,011	41,011	36,863	n/a	n/a	n/a	n/a	n/a	n/a	
Decatur Twp	65,000	58,500	n/a	n/a	n/a	56,561	55,061	n/a	n/a	n/a	51,500	45,000	40,000	35,000	37,169	32,792	n/a	51,500	300	2,000	
Edinburgh	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	
Fishers	85,000	74,000	n/a	69,377	67,511	64,321	59,468	n/a	n/a	50,036	48,297	46,619	42,381	38,722	n/a	31369	27,566	53,939	n/a	3,000	
Franklin	57,941	52,854	n/a	n/a	n/a	48,536	46,144	n/a	n/a	n/a	n/a	n/a	41,898	40,898	27,532	n/a	n/a	41,898	800	3,000	
Franklin Twp	82,400	76,632	n/a	73,130	70,040	66,744	60,358	n/a	n/a	n/a	n/a	54,384	47,689	42,024	n/a	n/a	n/a	55,204	n/a	3,000	
Greenfield	58,888	48,031	n/a	n/a	n/a	43,950	41,689	n/a	n/a	39,548	39,548	39,548	37,798	35,002	n/a	n/a	n/a	39,548	750	3,188	
Greenwood	68,102	n/a	n/a	62,286	n/a	59,086	55,706	n/a	n/a	n/a	n/a	48,945	44,438	39,366	35,986	n/a	n/a	50,445	800	n/a	
Indianapolis	94,619	90,598	n/a	83,164	76,334	68,901	59,209	55,773	41,993	n/a	n/a	53,118	41,368	36,874	n/a	n/a	n/a	56,279	400	n/a	
Lawrence	67,800	64,351	n/a	63,151	61,595	55,542	51,816	48,322	n/a	n/a	n/a	48,322	41,250	36,574	36,498	n/a	n/a	48,322	400	3,000	
Lawrence Twp	84,089	75,386	79,310	66,548	63,870	61,192	58,618	55,702	n/a	n/a	51,819	44,685	n/a	28,119	41,375	n/a	32,960	44,685	450	3,000	
Lebanon	52,913	47,154	n/a	n/a	44,354	42,453	41,815	n/a	n/a	n/a	n/a	40,547	40,547	32,815	n/a	n/a	n/a	40,547	500	n/a	
Martinsville	44,432	41,250	n/a	n/a	n/a	40,033	39,362	n/a	n/a	n/a	n/a	38,698	38,698	37,798	n/a	n/a	n/a	41,198	1,400	n/a	
Mooresville	49,359	n/a	41,685	40,561	n/a	36,443	35,590	n/a	n/a	n/a	n/a	34,737	34,737	31,742	n/a	n/a	n/a	36,737	500	n/a	
Noblesville	80,051	56,181	66,882	64,064	61,181	56,172	52,969	49,183	n/a	47,698	47,582	44,437	44,437	37,148	n/a	35,880	34,112	49,582	600	3,750	
Perry Twp	70,445	65,257	n/a	n/a	65,257	60,238	55,220	n/a	n/a	n/a	n/a	50,198	46,182	32,366	28,454	n/a	23,223	50,998	250	3,000	
Pike Twp	77,916	74,186	n/a	70,672	64,297	58,798	56,202	n/a	n/a	n/a	n/a	49,432	46,281	43,323	35,216	31,753	31,753	53,326	400	3,707	
Pittsboro	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	42,000	38,000	34,000	30,000	n/a	n/a	n/a	48,875	n/a	2,500	
Plainfield	67,574	n/a	58,006	n/a	52,590	50,581	48,572	n/a	46,562	n/a	n/a	43,563	38,118	34,681	29,161	n/a	n/a	46,564	750	n/a	
Shelbyville	58,628	54,028	n/a	50,312	50,312	47,212	45,712	n/a	n/a	41,918	39,781	39,781	39,781	37,887	n/a	n/a	28,714	46,980	400	2,900	
Sheridan	47,000	n/a	n/a	n/a	n/a	33,000	31,000	n/a	n/a	n/a	n/a	30,000	29,000	25,000	n/a	n/a	n/a	n/a	500	n/a	
Speedway	72,534	n/a	66,453	62,953	n/a	55,962	53,000	49,215	n/a	n/a	n/a	48,215	42,634	36,169	n/a	n/a	n/a	48,459	1,000	n/a	
Sugar Creek Twp	56,000	n/a	n/a	48,082	46,082	45,082	42,082	n/a	n/a	n/a	n/a	40,582	35,020	32,960	n/a	n/a	n/a	40,582	500	3,000	
Wayne Twp	81,370	76,634	n/a	70,483	68,423	63,064	58,192	55,872	48,910	n/a	n/a	53,663	46,350	37,080	29,766	27,166	n/a	56,751	350	n/a	
Westfield	71,595	60,000	n/a	56,000	51,781	48,856	46,628	n/a	46,977	44,491	n/a	44,491	41,503	40,024	27,438	27,438	n/a	51,637	n/a	n/a	
White River Twp	74,005	70,482	n/a	67,125	63,930	58,120	52,835	n/a	n/a	n/a	n/a	48,030	44,473	41,180	35,651	n/a	31,770	50,030	700	2,600	
Zionsville	74,000	n/a	n/a	n/a	n/a	61,000	52,400	n/a	n/a	49,790	49,790	49,790	47,200	42,480	40,800	n/a	n/a	48,500	n/a	4,000	

2008	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Pension Base	Clothing Allowance	Paramedic stipend
Mean	68,521	63,404	62,558	61,714	60,219	53,443	49,788	52,433	43,791	46,873	45,588	43,938	40,770	36,233	34,313	31,755	31,039	47,321	582	3,045
Median	70,445	64,301	66,453	63,500	62,000	55,962	52,618	51,407	43,741	47,974	47,582	44,588	41,250	36,719	35,651	31,753	31,762	48,500	500	3,000
Highest	96,882	90,598	82,834	83,164	76,334	68,901	60,358	56,056	48,910	52,694	51,819	54,384	47,689	43,912	42,611	35,888	38,213	56,751	1,400	4,000
Lowest	44,432	41,250	41,685	40,561	41,344	33,000	31,000	48,322	38,356	39,548	37,609	30,000	29,000	25,000	27,040	27,166	23,223	35,156	200	1,750

2007	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Pension Base
Avon	66,330	62,120	n/a	60,057	58,811	n/a	51,833	48,434	n/a	n/a	46,281	43,812	41,960	37,000	n/a	n/a	n/a	n/a
Bargersville	77,438	n/a	n/a	61,738	n/a	51,738	46,500	n/a	n/a	n/a	n/a	44,290	40,170	32,000	n/a	n/a	n/a	44,290
Beech Grove	63,939	58,989	n/a	n/a	56,439	53,431	51,437	49,939	n/a	n/a	n/a	48,939	45,221	39,718	n/a	n/a	n/a	47,727
Brown Twp	55,750	n/a	n/a	n/a	n/a	42,500	37,700	n/a	36,000	n/a	n/a	34,000	32,000	30,000	n/a	n/a	n/a	32,000
Brownsburg	66,700	63,000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	45,500	39,500	34,000	30,500	34,100	n/a	n/a	50,050
Buck Creek	56,000	49,000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	43,900	41,900	39,900	37,900	35,900	n/a	n/a	n/a	40,900
Carmel	94,060	n/a	80,421	67,475	70,739	64,212	57,696	54,423	n/a	51,159	47,749	46,043	44,338	42,633	41,370	33,682	37,100	51,159
Cicero	49,844	n/a	39,918	39,376	37,595	n/a	35,535	n/a	36,533	n/a	36,514	35,434	34,402	33,400	n/a	n/a	n/a	34,402
Danville	51,562	n/a	PT	45,464	n/a	44,272	n/a	n/a	43,741	n/a	n/a	41,011	41,011	36,863	n/a	n/a	n/a	41,011
Decatur Twp	62,905	56,000	n/a	n/a	n/a	54,061	52,561	n/a	n/a	n/a	49,000	45,000	40,000	35,000	36,086	31,837	n/a	49,000
Edinburgh	57,445	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Fishers	72,176	66,432	n/a	63,618	61,068	57,591	n/a	n/a	n/a	46,273	43,425	40,576	37,727	33,863	29,151	n/a	n/a	n/a
Franklin	56,253	51,314	47,122	n/a	n/a	44,800	43,275	n/a	n/a	n/a	n/a	n/a	41,898	40,898	n/a	n/a	26,730	41,898
Franklin Twp	80,000	74,400	n/a	71,000	68,000	64,800	58,600	n/a	n/a	n/a	n/a	52,800	46,300	40,800	n/a	n/a	n/a	53,620
Greenfield	53,888	48,031	n/a	n/a	n/a	43,950	41,589	n/a	n/a	39,548	39,548	39,548	37,798	35,002	n/a	n/a	n/a	39,548
Greenwood	65,926	n/a	n/a	60,296	n/a	51,198	55,926	n/a	n/a	n/a	n/a	47,381	43,018	38,108	39,836	n/a	n/a	48,381
Indianapolis	91,885	89,373	n/a	n/a	69,088	61,813	56,360	53,337	n/a	n/a	n/a	50,810	n/a	n/a	n/a	n/a	n/a	53,143
Lawrence	67,800	64,351	n/a	63,151	61,595	55,542	51,816	48,322	n/a	n/a	n/a	48,322	41,250	36,574	36,498	n/a	n/a	48,322
Lawrence Twp	81,545	73,109	77,327	n/a	61,996	59,318	56,907	53,962	n/a	n/a	50,212	45,890	n/a	27,300	40,170	n/a	32,000	n/a
Lebanon	51,124	45,559	n/a	n/a	42,854	41,017	40,401	n/a	n/a	n/a	n/a	39,176	39,176	31,705	n/a	n/a	n/a	39,176
Martinsville	43,392	40,210	n/a	n/a	n/a	38,993	38,322	n/a	n/a	n/a	n/a	37,658	37,658	36,758	35,226	n/a	n/a	40,158
Mooresville	47,695	n/a	40,021	38,897	n/a	34,779	33,926	n/a	n/a	n/a	n/a	33,073	33,073	30,078	n/a	n/a	n/a	35,073
Noblesville	77,718	54,557	64,933	62,192	59,404	54,541	51,425	47,756	n/a	46,300	46,184	43,155	43,155	37,148	34,840	n/a	33,113	48,184
Perry Twp	70,445	63,542	n/a	n/a	63,542	58,655	53,768	n/a	n/a	n/a	n/a	48,878	44,968	38,573	27,706	n/a	22,612	49,678
Pike Twp	74,061	n/a	73,642	68,196	62,376	57,085	54,565	see	n/a	n/a	n/a	47,992	44,933	42,090	34,190	30,828	30,828	51,814
Pittsboro	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	42,500	40,000	34,000	30,000	n/a	n/a	n/a	48,875
Plainfield	65,910	n/a	58,006	n/a	51,018	49,008	46,999	n/a	44,990	n/a	n/a	42,486	37,186	33,808	28,433	n/a	n/a	45,486
Shelbyville	54,650	50,250	n/a	48,600	48,600	45,600	44,050	n/a	n/a	39,811	38,733	38,733	38,733	36,937	n/a	n/a	25,500	44,203
Sheridan	46,000	n/a	n/a	n/a	n/a	32,000	30,000	n/a	n/a	n/a	n/a	29,000	28,000	25,000	n/a	n/a	n/a	n/a
Speedway	68,517	n/a	63,099	60,354	n/a	53,871	51,246	47,848	n/a	n/a	n/a	46,848	41,430	35,115	n/a	n/a	n/a	47,048
Sugar Creek Twp	56,000	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	39,900	38,000	36,000	34,000	32,000	n/a	n/a	n/a	39,400
Warren Twp	83,647	n/a	n/a	75,327	69,087	62,313	56,360	53,585	45,008	n/a	50,810	46,915	44,586	39,274	36,888	n/a	31,044	49,960
Wayne Twp	79,000	74,402	74,402	68,430	66,430	61,227	56,497	54,245	40,000	n/a	n/a	52,100	45,000	36,000	29,830	28,621	n/a	52,100
Westfield	68,841	n/a	58,939	50,475	49,789	46,977	44,835	n/a	45,170	42,780	n/a	39,907	39,628	34,831	27,416	26,383	n/a	45,780
White River Twp	69,654	66,337	n/a	63,178	60,170	53,881	48,983	n/a	n/a	n/a	n/a	44,530	41,232	38,178	33,727	n/a	28,934	46,530
Zionsville	72,700	n/a	n/a	n/a	n/a	59,600	51,000	n/a	n/a	n/a	n/a	n/a	48,500	45,700	39,500	n/a	n/a	n/a

2007	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Pension Base
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Mean	65,737	60,578	61,621	59,324	58,874	51,682	48,280	51,185	41,635	43,709	44,025	42,718	39,826	35,552	34,410	30,270	29,762	45,297
Median	66,330	62,120	63,099	61,965	61,068	53,871	51,246	51,638	43,741	43,340	44,463	43,155	40,170	35,950	34,840	30,828	30,828	46,789
Highest	94,060	89,373	80,421	75,327	70,739	64,800	58,600	54,423	45,170	51,159	50,810	52,800	48,500	45,700	41,370	33,682	37,100	53,620
Lowest	43,392	40,210	39,918	38,897	37,595	32,000	30,000	47,756	36,000	39,548	36,514	29,000	28,000	25,000	27,416	26,383	22,612	32,000

Other	Clothing Allowance	Paramedic stipend
30,000	n/a	3,000
n/a	600	n/a
n/a	800	1,500
n/a	200	n/a
29,800	n/a	3,500
n/a	600	3,000
n/a	n/a	4,000
n/a	600	n/a
n/a	n/a	n/a
n/a	300	2,000
n/a	n/a	n/a
n/a	n/a	3,000
n/a	800	2,500
n/a	n/a	3,000
n/a	750	3,188
30,550	800	n/a
n/a	401	n/a
n/a	400	3,000
n/a	450	3,000
n/a	500	n/a
n/a	1,400	n/a
n/a	500	n/a
38,771	600	3,750
n/a	250	3,000
n/a	400	n/a
n/a	n/a	2,500
n/a	750	n/a
n/a	400	2,900
n/a	500	n/a
n/a	1,000	n/a
n/a	500	3,000
n/a	600	n/a
n/a	350	n/a
n/a	n/a	n/a
n/a	700	2,600
n/a	n/a	n/a

Other	Clothing Allowance	Paramedic stipend
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32,280	583	2,913
30,275	550	3,000
38,771	1,400	4,000
29,800	200	1,500

2006	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Other
Avon	63,777	n/a	59,731	57,747	56,549	n/a	49,839	n/a	n/a	n/a	44,501	42,127	40,346	31,050	n/a	n/a	n/a	n/a
Bargersville	67,600	n/a	n/a	60,000	n/a	50,000	46,500	n/a	n/a	n/a	n/a	43,000	39,000	32,000	n/a	n/a	n/a	n/a
Beech Grove	62,514	n/a	n/a	n/a	55,014	52,014	50,014	48,014	n/a	47,514	n/a	n/a	n/a	43,504	n/a	n/a	n/a	n/a
Brown Twp	54,750	n/a	n/a	n/a	n/a	41,500	36,700	n/a	35,000	n/a	n/a	33,000	31,000	29,000	n/a	n/a	n/a	n/a
Brownsburg	64,089	58,760	n/a	n/a	56,325	52,500	51,000	n/a	n/a	n/a	43,599	41,078	37,296	30,500	35,000	n/a	22,145	n/a
Buck Creek	n/a	47,700	n/a	n/a	n/a	n/a	n/a	n/a	n/a	42,140	40,080	38,020	35,960	33,900	n/a	n/a	n/a	n/a
Carmel	91,320	n/a	78,079	63,327	68,679	60,264	56,006	51,076	n/a	49,669	46,358	44,702	43,047	41,391	40,165	32,701	36,019	n/a
Cicero	48,392	n/a	38,775	38,229	36,500	n/a	34,500	n/a	35,469	n/a	35,450	34,402	33,400	31,900	n/a	n/a	n/a	n/a
Danville	50,551	n/a	n/a	44,573	n/a	43,404	n/a	n/a	42,884	n/a	n/a	40,207	40,207	36,141	n/a	n/a	n/a	n/a
Decatur Twp	60,427	52,000	n/a	n/a	n/a	49,061	47,561	n/a	n/a	n/a	45,000	40,000	35,000	31,000	34,665	30,583	n/a	n/a
Edinburgh	57,445	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Fishers	68,811	62,285	n/a	60,558	58,131	54,821	53,431	n/a	n/a	45,589	42,782	39,967	37,169	33,363	n/a	27,749	26,979	n/a
Franklin	55,753	50,814	46,622	n/a	n/a	44,300	42,775	n/a	n/a	n/a	n/a	n/a	41,398	40,398	n/a	n/a	26,230	n/a
Franklin Twp	72,600	67,000	n/a	64,000	61,050	55,650	51,150	n/a	n/a	n/a	n/a	46,650	40,635	36,000	n/a	n/a	n/a	n/a
Greenfield	53,038	47,181	n/a	n/a	n/a	43,100	40,739	n/a	n/a	38,698	38,698	38,698	36,948	34,152	n/a	n/a	n/a	n/a
Greenwood	63,556	n/a	n/a	58,128	n/a	55,141	51,987	n/a	n/a	n/a	n/a	45,677	41,471	36,736	33,583	n/a	n/a	n/a
Indianapolis	91,885	89,373	n/a	n/a	69,088	61,813	56,360	53,337	n/a	n/a	n/a	50,810	n/a	n/a	n/a	n/a	n/a	n/a
Lawrence	66,185	63,355	n/a	62,153	60,595	54,545	50,820	n/a	n/a	n/a	n/a	45,825	40,250	35,575	35,500	n/a	n/a	n/a
Lawrence Twp	79,170	70,980	n/a	62,660	60,190	57,590	55,250	52,390	n/a	n/a	48,750	40,170	n/a	26,390	n/a	n/a	n/a	n/a
Lebanon	49,395	44,018	n/a	n/a	41,405	39,630	39,035	n/a	n/a	n/a	n/a	37,651	37,651	30,633	n/a	n/a	n/a	n/a
Martinsville	42,352	39,170	n/a	n/a	n/a	37,953	37,282	n/a	n/a	n/a	n/a	36,618	36,618	35,718	34,186	n/a	n/a	n/a
Mooresville	46,695	n/a	39,020	n/a	n/a	33,779	32,926	n/a	n/a	n/a	n/a	32,073	32,073	29,078	n/a	n/a	n/a	n/a
Noblesville	73,514	n/a	57,977	55,474	53,290	50,727	46,534	45,223	n/a	43,796	43,447	41,904	41,904	37,128	n/a	33,488	n/a	n/a
Perry Twp	70,445	62,296	n/a	n/a	62,296	57,505	52,714	n/a	n/a	n/a	n/a	47,920	44,806	30,897	27,163	n/a	22,169	n/a
Pike Twp	74,061	n/a	71,400	66,210	60,559	55,422	52,976	n/a	n/a	n/a	n/a	46,594	43,624	40,836	33,194	29,930	29,930	n/a
Pittsboro	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	41,200	36,000	30,000	n/a	n/a	n/a	n/a
Plainfield	63,986	n/a	56,238	n/a	49,445	47,378	45,310	n/a	43,214	n/a	n/a	41,146	37,186	33,808	27,497	n/a	n/a	n/a
Shelbyville	51,952	47,552	n/a	46,752	46,752	43,652	42,152	n/a	n/a	38,515	37,473	37,473	34,737	34,737	n/a	n/a	25,500	n/a
Sheridan	45,000	n/a	n/a	n/a	n/a	31,000	29,000	n/a	n/a	n/a	n/a	28,000	27,000	25,000	n/a	n/a	n/a	n/a
Speedway	63,626	56,638	58,340	n/a	n/a	50,813	48,483	n/a	n/a	n/a	n/a	44,437	39,151	34,258	n/a	n/a	n/a	n/a
Sugar Creek Twp	56,243	n/a	n/a	n/a	n/a	46,000	41,900	n/a	n/a	39,900	38,000	36,000	34,000	32,000	n/a	n/a	n/a	n/a
Warren Twp	83,647	n/a	n/a	75,327	69,087	62,313	56,360	53,585	45,008	n/a	50,810	46,915	44,586	39,274	35,814	n/a	30,140	n/a
Washington Twp	80,332	n/a	75,712	70,194	66,689	59,956	53,963	n/a	n/a	n/a	n/a	48,411	42,188	36,875	n/a	n/a	n/a	n/a
Wayne Twp	74,250	69,552	n/a	63,480	61,480	58,027	53,297	51,045	39,000	n/a	n/a	48,900	42,000	33,000	28,683	25,116	n/a	n/a
Westfield	68,841	n/a	55,866	47,844	46,515	43,888	41,887	n/a	42,215	39,981	n/a	38,745	38,474	34,831	26,111	24,102	n/a	n/a
White River Twp	67,625	64,405	n/a	61,338	58,417	52,312	47,556	n/a	n/a	n/a	n/a	43,233	40,031	37,066	34,128	n/a	28,091	n/a

2006	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Other
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Mean	64,230	58,416	57,978	58,777	57,050	49,873	46,750	50,667	40,399	42,867	42,688	41,259	38,286	34,063	32,745	29,096	27,467	n/a
Median	63,882	58,760	57,977	60,948	58,417	50,813	48,022	51,076	42,215	42,140	43,447	41,146	38,737	34,026	34,128	29,930	26,979	n/a
Highest	91,885	89,373	78,079	75,327	69,088	62,313	56,360	53,585	45,008	49,669	50,810	50,810	44,806	43,504	40,165	33,488	36,019	0
Lowest	42,352	39,170	38,775	38,229	36,500	31,000	29,000	45,223	35,000	38,515	35,450	28,000	27,000	25,000	26,111	24,102	22,145	0

2005	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Other
Avon	60,192	n/a	55,984	54,000	52,454	n/a	48,154	n/a	n/a	n/a	n/a	42,996	38,982	30,000	30,160	n/a	28,080	n/a
Beech Grove	63,180	n/a	56,130	n/a	52,130	50,880	46,880	46,880	n/a	46,130	46,130	46,130	42,625	37,480	n/a	n/a	n/a	n/a
Brown Twp	54,740	n/a	n/a	n/a	n/a	40,500	35,700	n/a	34,000	n/a	n/a	32,000	30,000	28,000	n/a	n/a	n/a	n/a
Brownsburg	60,461	n/a	58,290	n/a	54,905	52,500	51,000	n/a	n/a	n/a	42,330	39,882	36,210	30,500	35,000	n/a	22,145	30,000
Buck Creek	n/a	n/a	47,700	n/a	n/a	n/a	n/a	n/a	n/a	40,913	39,913	36,913	34,913	32,913	n/a	n/a	n/a	n/a
Carmel	77,478	n/a	69,062	60,643	64,802	57,838	52,773	49,418	n/a	46,835	43,503	41,950	40,396	38,842	38,193	30,411	34,970	n/a
Cicero	42,770	n/a	37,645	37,431	37,115	n/a	n/a	n/a	34,442	n/a	33,370	32,470	n/a	30,606	n/a	n/a	n/a	n/a
Danville	48,144	n/a	n/a	40,950	n/a	n/a	n/a	n/a	n/a	n/a	n/a	38,292	38,292	34,420	n/a	n/a	n/a	n/a
Decatur Twp	54,934	47,277	n/a	n/a	n/a	43,680	42,180	n/a	n/a	39,619	37,955	31,134	29,210	27,588	33,332	29,407	n/a	n/a
Edinburgh	55,772	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	42,005
Fishers	68,872	61,784	n/a	58,229	55,895	52,224	51,875	n/a	n/a	44,290	40,566	37,841	35,116	32,391	26,428	n/a	24,213	n/a
Franklin	54,129	49,334	n/a	45,264	n/a	43,010	41,529	n/a	n/a	n/a	n/a	n/a	40,192	39,192	n/a	n/a	25,466	n/a
Franklin Twp	69,500	n/a	n/a	56,000	53,000	49,000	46,000	n/a	n/a	n/a	n/a	42,500	36,200	29,500	n/a	n/a	n/a	n/a
Greenfield	49,554	43,895	n/a	n/a	n/a	39,952	37,671	n/a	n/a	35,698	35,698	35,698	35,698	32,997	n/a	n/a	n/a	n/a
Greenwood	61,704	n/a	n/a	53,536	n/a	51,535	50,473	n/a	n/a	n/a	n/a	44,347	40,263	35,668	32,605	n/a	n/a	n/a
Indianapolis	88,547	86,152	n/a	78,220	68,589	61,621	55,499	52,386	n/a	n/a	n/a	48,410	41,368	36,874	n/a	n/a	n/a	n/a
Lawrence	65,685	62,855	n/a	61,653	60,095	54,045	50,320	n/a	n/a	n/a	n/a	45,325	39,750	35,075	35,000	n/a	n/a	29,000
Lawrence Twp	76,828	68,858	n/a	60,819	58,394	55,905	53,606	50,812	n/a	n/a	47,226	39,500	30,000	25,000	37,453	n/a	n/a	n/a
Lebanon	48,984	43,764	n/a	n/a	n/a	41,228	39,298	38,257	n/a	n/a	n/a	36,850	36,850	29,741	n/a	n/a	n/a	n/a
Martinsville	41,000	37,818	n/a	n/a	n/a	36,601	35,930	n/a	n/a	n/a	n/a	35,226	35,226	34,266	30,148	n/a	n/a	n/a
Mooresville	45,676	n/a	38,001	n/a	n/a	32,760	31,907	n/a	n/a	n/a	n/a	31,054	31,054	28,059	n/a	n/a	n/a	36,878
Noblesville	68,460	n/a	56,289	53,851	51,746	49,242	44,961	n/a	n/a	42,515	41,467	41,467	41,467	37,128	30,909	35,235	n/a	36,234
Perry Twp	68,393	62,572	n/a	n/a	60,482	55,830	51,179	n/a	n/a	n/a	n/a	46,524	42,802	36,716	26,732	n/a	21,523	n/a
Pike Twp	71,904	n/a	69,320	64,282	58,795	53,808	51,433	n/a	n/a	n/a	n/a	45,237	42,353	39,647	31,613	29,201	29,201	n/a
Pittsboro	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	40,000	35,000	29,000	n/a	n/a	n/a	n/a
Plainfield	61,828	n/a	54,340	n/a	47,727	45,718	43,709	n/a	41,699	n/a	n/a	39,690	36,021	32,673	27,289	n/a	n/a	n/a
Shelbyville	51,161	46,761	n/a	45,962	45,961	42,861	41,361	n/a	n/a	36,759	35,738	35,738	34,037	34,037	n/a	n/a	25,500	n/a
Sheridan	44,000	n/a	n/a	n/a	n/a	30,000	28,000	n/a	n/a	n/a	n/a	28,000	26,000	24,000	n/a	n/a	n/a	n/a
Speedway	62,378	55,527	57,196	n/a	n/a	49,326	47,287	n/a	n/a	n/a	n/a	43,566	38,383	33,586	n/a	n/a	n/a	n/a
Sugar Creek Twp	54,080	n/a	n/a	n/a	n/a	41,200	38,200	n/a	n/a	37,500	38,000	36,000	34,000	32,000	n/a	n/a	n/a	n/a
Warren Twp	81,247	n/a	n/a	72,927	66,687	59,913	53,960	51,185	42,608	n/a	48,410	44,515	42,186	36,874	34,771	n/a	29,262	n/a
Washington Twp	77,242	72,872	72,800	67,494	64,124	57,650	51,887	n/a	n/a	n/a	n/a	46,549	40,565	35,456	32,604	n/a	28,387	49,217
Wayne Twp	75,132	66,552	63,442	59,488	58,480	53,277	48,547	46,295	37,850	n/a	n/a	44,150	39,050	32,000	27,580	24,150	24,150	24,500
Westfield	65,890	n/a	53,660	46,098	45,160	42,610	40,667	n/a	40,986	38,816	n/a	37,616	37,354	33,817	n/a	n/a	n/a	n/a
White River Twp	63,587	57,880	n/a	55,527	55,527	50,079	45,526	44,108	n/a	n/a	n/a	42,048	38,865	35,682	33,134	n/a	27,273	n/a

2005	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Other
Mean	61,620	57,593	56,419	56,441	55,603	48,096	45,250	47,418	38,598	40,908	40,793	39,685	36,983	32,992	31,938	29,681	26,681	35,405
Median	61,828	57,880	56,210	56,000	55,711	49,326	46,440	48,149	39,418	40,266	40,566	39,882	37,354	33,292	32,604	29,407	26,387	36,234
Highest	88,547	86,152	72,800	78,220	68,589	61,621	55,499	52,386	42,608	46,835	48,410	48,410	42,802	39,647	38,193	35,235	34,970	49,217
Lowest	41,000	37,818	37,645	37,431	37,115	30,000	28,000	38,257	34,000	35,698	33,370	28,000	26,000	24,000	26,428	24,150	21,523	24,500

2004	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Other
Mean	60,093	55,158	56,826	54,456	53,453	46,482	43,609	45,753	38,018	39,252	40,369	38,328	35,522	31,919	31,347	27,210	26,739	36,562
Median	60,222	55,450	55,768	55,677	54,089	47,092	44,785	47,783	39,792	38,929	39,739	38,451	35,500	32,350	31,643	27,209	26,312	36,387
Highest	82,264	78,390	80,327	71,173	64,124	57,650	52,555	49,816	40,969	45,471	46,548	46,549	42,215	42,759	37,081	31,471	33,951	49,217
Lowest	39,960	36,779	36,547	36,341	36,034	31,755	29,000	37,143	33,000	34,998	34,998	28,000	26,000	20,000	25,243	23,000	20,600	26,600

2003	Fire Chief	Deputy Chief	Assistant Chief	Division Chief	Battalion Chief	Captain	Lieutenant	Engineer	Paramedic	5th Yr Firefighter	4th Yr Firefighter	3rd Yr Firefighter	2nd Yr Firefighter	1st Yr Firefighter	Admin Asst	Admin Asst	Receptionist	Other
Mean	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
Median	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
Highest	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!
Lowest	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!	#REF!

Avon Fire Department311 Production Drive
Avon, IN 46123

Phone Number:	(317) 272-2155
Fax Number:	(317) 272-2733
Contact Name:	Chief Blair
Population Served:	36,000

District Area (sq miles):	36
Number of Stations:	3
2009 Total Call Volume:	3455
Daily Staffing (FT / PT / Office):	19 / 0 / 9

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$73,500	\$75,705	\$75,705	
Deputy Chief:	\$66,300	\$68,289	\$68,289	
Assistant Chief:	n/a	n/a	n/a	
Division Chief:	\$63,500	\$65,405	\$65,405	
Battalion Chief:	\$62,000	\$63,860	\$63,860	
Captain:	n/a	n/a	n/a	
Lieutenant:	\$54,500	\$56,135	\$56,135	
Engineer:	\$50,371	\$51,882	\$51,882	
Paramedic:	3000 off.	same	\$3,000	4000 non eng/non off.
5th Year Firefighter:	n/a		n/a	
4th Year Firefighter:	\$48,132	\$49,576	\$49,576	
3rd Year Firefighter:	\$45,564	\$46,930	\$46,930	
2nd Year Firefighter:	\$43,638	\$44,950	\$44,950	
1st Year Firefighter:	\$40,155		\$39,770	Prob: 39,770
Human Resources Rep:	n/a		n/a	Recruit: 34,590
EMS Billing:	\$32,400		\$34,924	8.50 16.03/hr. range
Other	\$33,583		\$34,590	Recruit while attending academy

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	n/a	n/a	n/a	Quartermaster
Tuition Allowance:	n/a	n/a	n/a	
Holiday Pay (per shift):	\$100	\$100	n/a	4 - 24hr. Floating Holidays
Vacation Hours:	n/a			See below for PTO schedule
Sick Hours:	n/a			See below for PTO schedule
Perfect Attendance Hours:	n/a	n/a	24	Starting 2011
Personal Leave Hours:	n/a			See below for PTO schedule
Raise Over Prior Year:	4.0%	3.0%	0%	
401K Employer Contribution:	18%	19%	19%	
Pension Base Salary:	n/a	n/a	n/a	

Retirement Package:	<input checked="" type="checkbox"/> Civilian	<input type="checkbox"/> 77 Fund	Share (Employer/Employee):	0 / 0
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E-mail Address to Send Survey Results: jrrubeck@avonfd.org

PTO Schedule	Admin	Shift	
Less than 1 Year:	4.61	10.12	sick 6 - 24 hr shifts/yr
1Year completed:	4.61	11.08	to max of 60. used for
2 Years completed:	4.61	12.01	extended off duty illness or
4 Years completed:	6.15	13.86	injury after 2 PTO days used.
6 Years completed:	7.70	15.70	
11-20 Years completed:	9.23	17.54	

Bargersville Fire Department

89 S Baldwin St
Bargersville, IN 46106

Phone Number: (317) 422-5187
 Fax Number: (317) 422-1762
 Contact Name: Chief James White
 Population Served: 14,000

District Area (sq miles): 64
 Number of Stations: 2
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 2 / 7 / 4

ALL SALARY & BEFNEFITS FIGURES ARE ANNUAL

	2008	2008	2010	Notes
Fire Chief:	\$79,375	\$80,830		
Deputy Chief:	n/a			
Operations/Prevention Chief:	n/a			
Division Chief:	\$63,675	\$65,230		
District Commander:	n/a			
Captain:	\$53,675	\$55,330		
Lieutenant:	\$47,895	\$49,550		
Engineer:	n/a			
Paramedic:	n/a			
5th Year Firefighter:	n/a			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$45,619	\$46,985		
2nd Year Firefighter:	\$40,170	\$40,170		
1st Year Firefighter:	\$32,000	\$32,000		
Administrative Asst:	n/a			
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$600	\$600		
Tuition Allowance:	n/a	n/a		
Holiday Pay (per shift):	\$100	\$100		
Vacation Hours:	144	144		
Sick Hours:	144	144		
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	n/a			
Raise Over Prior Year:	n/a			
Pension Base Salary:	\$45,619	\$46,988		
Other:	n/a			

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 27 / 0

E-mail Address to Send Survey Results: jwhite@bcfd.net

Notes:

Beech Grove Fire Department

330 E. Churchman Ave
Beech Grove, IN 46107

Phone Number: (317) 782-4940
 Fax Number: (317) 782-4952
 Contact Name: Chief Jim Pierce
 Population Served: 14,800

District Area (sq miles): 7
 Number of Stations: 2
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 13 / 0 / 1

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2008	2010	Notes
Fire Chief:	\$76,457	\$77,419	\$75,976	
Deputy Chief:	n/a			
Operations/Prevention Chief:	\$71,901	\$74,019	\$70,976	Exec. Officer
	n/a			
Battalion Chief:	\$60,407	\$61,919	\$63,476	
Captain:	\$59,907	\$56,419	\$57,976	
Lieutenant:	\$54,407	\$54,419	\$55,976	
Engineer:	\$51,407	\$52,919	\$54,476	Operators, EMT-Ps, EMTs
Paramedic:	n/a			\$1,750 Stipend, EMT's: \$750 Stipend
5th Year Firefighter:	\$50,407			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	n/a	\$51,919	\$53,476	
2nd Year Firefighter:	\$46,578	\$48,441	\$50,863	
1st Year Firefighter:	\$40,955	\$42,184	\$43,450	
Administrative Asst:	n/a			
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			Prevention, EMS Supervisor: \$1,500 Stipend

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$800	\$800	\$800	
Tuition Allowance:	n/a			1,000 Bachelors / 500 associates
Holiday Pay (per shift):	n/a			
Vacation Hours:	n/a			
Sick Hours:	n/a			
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	n/a			
Raise Over Prior Year:	n/a			
Pension Base Salary:	\$48,678	\$50,441	\$52,863	
Other:	n/a			

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 22.5% / 3%

E-mail Address to Send Survey Results: james.pierce@beechgrove.com

Notes: Bachelor's Degree: \$1,000
 Associate's Degree: \$500

Brown Twp Fire Department

471 Old State Road 67 North
Mooresville, IN 46158

Phone Number: (317) 831-1734
 Fax Number: (317) 831-8697
 Contact Name: Trustee Al Hornaday
 Population Served: 22,400

District Area (sq miles): 80
 Number of Stations: 2
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 5 / 0 / 2
 *6 on weekend

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$56,550	\$57,550	\$59,000	
Deputy Chief:	n/a			
Assistant Chief:	n/a			
Division Chief:	n/a			
Battalion Chief:	n/a			
Captain:	\$44,000	\$45,000	\$46,000	varies, \$3,000 additional
Lieutenant:	\$38,200	\$39,200	\$40,200	varies, \$1,000 additional
Engineer:	n/a			
Paramedic:	\$40,000	\$40,000	\$40,000	
5th Year Firefighter:	n/a			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$35,500	\$35,500	\$35,500	
2nd Year Firefighter:	\$33,500	\$33,500	\$35,500	
1st Year Firefighter:	\$31,500	\$31,500	\$31,500	
Administrative Asst:	n/a			
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$200	\$200	\$200	
Tuition Allowance:				considered on individual basis
Holiday Pay (per shift):	COMP	COMP	COMP	
Vacation Hours:				Depends on length of service.
Sick Hours:	72	72	72	
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	n/a			
Raise Over Prior Year:	\$1,500	\$1,000	\$1,000	
Pension Base Salary:		\$38,000	\$39,000	
Other:	n/a			

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 19.5% / 6%

E-mail Address to Send Survey Results: alhornaday@aol.com

Notes:

Brownsburg Fire Territory

470 E. Northfield Dr.
Brownsburg, IN 46112

Phone Number:	(317) 852-1190
Fax Number:	(317) 852-1119
Contact Name:	Chief True
Population Served:	38,000

District Area (sq miles):	52
Number of Stations:	3
2009 Total Call Volume:	2,991
Daily Staffing (FT / PT / Office):	26 / 4 / 10

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$75,190	\$78,950	\$75,190	
Deputy Chief:	\$64,250			\$16,000
Assistant Chief:	n/a			
Division Chief:	\$61,250			\$13,000
Battalion Chief:	n/a			\$11,000
Captain:	n/a			\$7,000
Lieutenant:	n/a			\$5,000
Engineer:	n/a			\$2,000
Paramedic:	n/a			\$3,500 stipend
5th Year Firefighter:	\$48,250	\$50,000	\$48,250	
4th Year Firefighter:	\$45,500	\$47,000	\$45,500	
3rd Year Firefighter:	\$40,000	\$43,000	\$40,000	
2nd Year Firefighter:	\$36,000	\$39,000	\$36,000	
1st Year Firefighter:	\$32,000	\$34,000	\$32,000	
Administrative Asst:	\$40,000	\$46,000	\$40,000	
Administrative Asst:	n/a		n/a	
Receptionist:	n/a		n/a	
EMS Billing Agent:	\$28,000	\$30,000	\$28,000	

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	QM	QM	QM	
Tuition Allowance:	varies	varies	varies	Ivy-Tech Assoc degree & all fire classes
Holiday Pay (per shift):	\$100	\$100	\$100	
Vacation Hours:	varies	varies	varies	See below for vacation schedule
Sick Hours:	96	96	96	
Perfect Attendance Hours:	n/a		n/a	
Personal Leave Hours:	72	72	72	
Raise Over Prior Year:	6.0%	3.6%	0.0%	
Pension Base Salary:	\$51,332	\$57,500	\$55,488	

Retirement Package:	<input checked="" type="checkbox"/> Civilian	<input checked="" type="checkbox"/> 77 Fund		Share (Employer/Employee): 25.5% / 0%
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E-mail Address to Send Survey Results: otrue@brownsburgfire.org

Vacation Schedule

Hire thru 6 months:	None
7 months thru 1 year:	2 shifts
2 year thru 3 years:	4 shifts
4 years thru 6 years:	6 shifts
7 years thru 9 years:	8 shifts
10 years thru 12 years:	10 shifts
13 years thru 15 years:	12 shifts
16 years thru retirement:	14 shifts

Shift

None
2 shifts
4 shifts
6 shifts
8 shifts
10 shifts
12 shifts
14 shifts

Admin

Hire thru 6 months:	None
7 months thru 1 year:	40 hours
2 year thru 5 years:	80 hours
6 years thru 10 years:	120 hours
11 years thru 20 years:	160 hours
21 years or more:	200 hours

**Maximum Carry over year to year 96 hours
Admin. Carry over 120 hours**

Civilian Retirement - - - Civ. PERF
6.5% employer 3% employee

Buck Creek Fire Department6031 W. Station Way
Greenfield, IN 46140

Phone Number: (317) 894-4564
 Fax Number: (317) 894-6887
 Contact Name: Chief David Sutherlin
 Population Served: 10,000

District Area (sq miles): 37
 Number of Stations: 2
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 04/02/02

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$58,500	\$58,500		Career Chief.
Deputy Chief:	\$52,000	\$52,000		Career Asst. Chief
Assistant Chief:	n/a			Volunteer Asst Chief
Division Chief:	n/a			
Battalion Chief:	n/a			
Captain:	n/a			\$1500 Annual bonus
Lieutenant:	n/a			\$500 Annual bonus
Engineer:	n/a			
Paramedic:	n/a			\$3000 Bonus
5th Year Firefighter:	\$43,900	\$43,900		\$1000 Bonus for FFI/II & \$1000 Bonus for EMT
4th Year Firefighter:	\$41,900	\$41,900		\$1000 Bonus for FFI/II & \$1000 Bonus for EMT
3rd Year Firefighter:	\$39,900	\$39,900		\$1000 Bonus for FFI/II & \$1000 Bonus for EMT
2nd Year Firefighter:	\$37,900	\$37,900		\$1000 Bonus for FFI/II & \$1000 Bonus for EMT
1st Year Firefighter:	\$35,900	\$35,900		\$1000 Bonus for FFI/II & \$1000 Bonus for EMT
Administrative Asst:	n/a			
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$600	\$600		
Tuition Allowance:	varies	varies		As needed
Holiday Pay (per shift):	Double Pay	Double Pay		About \$16. - \$23. /hr bonus.
Vacation Hours:	6-8 days	6-8 days		
Sick Hours:	6 days	6 days		Up to 24 day total
Perfect Attendance Hours:	1 day	1 day		24 Hours
Personal Leave Hours:	2 days	2 days		48 Hours
Raise Over Prior Year:	3.2%	0.0%		3% may be added at end of year per job review
Pension Base Salary:	\$42,900	\$42,900		
Other:	n/a	n/a		

Retirement Package: Civilian 77 Fund Please see notes below

E-mail Address to Send Survey Results: des7859@yahoo.com

Notes:

Retirement Package notes: 1-3 yr employee pays 6%, 3-5 yrs 3%, 5 years 0 %

Carmel Fire Department

2 Carmel Civic Square
Carmel, IN 46032

Phone Number:	(317) 571-2600
Fax Number:	(317) 571-4244
Contact Name:	Jean Junker
Population Served:	68,677

District Area (sq miles):	51
Number of Stations:	6
2009 Total Call Volume:	4932
Daily Staffing (FT / PT / Office):	47 / 1 / 20

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$96,882	\$99,787	\$99,787	
Deputy Chief:	n/a	n/a	n/a	
Assistant Chief:	\$82,834	\$85,320	\$85,320	
Division Chief:	\$72,861	\$75,048	\$75,048	
Battalion Chief:	\$72,861	\$75,048	\$75,048	
Captain:	\$66,138	\$68,124	\$68,124	
Lieutenant:	\$59,417	\$61,200	\$61,200	
Engineer:	\$56,056	\$57,738	\$57,738	
Paramedic:	—n/a>			Specialty pay - up to \$4000 annually.
5th Year Firefighter:	\$52,694	\$54,276	\$54,276	Completion of 4 years = 1st class firefighter
4th Year Firefighter:	\$49,181	\$50,658	\$50,658	
3rd Year Firefighter:	\$47,424	\$48,848	\$48,848	
2nd Year Firefighter:	\$45,668	\$47,039	\$47,039	
1st Year Firefighter:	\$43,912	\$45,230	\$45,230	
Administrative Asst:	\$42,611	\$43,890	\$43,890	
Administrative Asst:	\$35,888	\$36,966	\$36,966	
Receptionist:	\$38,213	\$39,359	\$39,359	
Other:	n/a	n/a	n/a	

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	QM	QM	QM	
Tuition Allowance:			same	7(3 hr credit) college courses per yr - career related or part of a diploma or degree
Holiday Pay (per shift):	\$13/hr	\$13/hr	\$13/hr	
Vacation Hours:	varies	varies	varies	
Sick Hours:	720	720	720	
Perfect Attendance Hours:	Yes	Yes	Yes	
Personal Leave Hours:	n/a	n/a	n/a	
Raise Over Prior Year:	3%-6.96%	3%-6.82%	0%	unless not at highest in grade
Pension Base Salary:	\$52,694	\$54,276	\$54,276	
Other:	n/a	n/a	n/a	

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 21% / 4.5%

E-mail Address to Send Survey Results: jjunker@carmel.in.gov

Vacation Schedule

1Year completed:
5 Years completed:

Admin

75 hours
112.5 hours

Shift

144 hours
216 hours

Longevity:

\$220/yr 1st 10 yrs
\$280/yr for yrs 11-25

13 Years completed:	150 hours	288 hours
20 Years completed:	172.5 hours	312 hours

Cicero Fire Department

1359 Stringtown Pike, P.O. Box 477
Cicero, IN 46034-0477

Phone Number:	(317) 984-4575
Fax Number:	(317) 984-7309
Contact Name:	Chief Peachey
Population Served:	5,000 Fire/13,000 Medical

District Area (sq miles):	104
Number of Stations:	1
2009 Total Call Volume:	846
Daily Staffing (FT / V / PT / Office):	3 / 5 / 1 / 1

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$51,250	\$53,300	\$54,900	
Deputy Chief:	n/a			
Assistant Chief:	\$42,735	\$45,298	\$46,970	
Division Chief:	\$41,344	\$44,000	\$45,320	
Battalion Chief:	\$41,344	\$44,000	\$45,320	
Captain:	n/a			
Lieutenant:	\$39,574	\$40,700	\$41,921	
Engineer:	n/a			
Paramedic:	\$38,356	\$39,828	\$41,023	4 year FF
5th Year Firefighter:	n/a			
4th Year Firefighter:	\$37,609	\$37,883	\$39,020	
3rd Year Firefighter:	\$36,210			
2nd Year Firefighter:	\$35,156	\$37,267	\$38,767	
1st Year Firefighter:	\$33,400	\$33,400	\$33,400	
Administrative Asst:	\$13	\$14	\$14	Paid hourly
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$600	\$600	\$600	
Tuition Allowance:	varies	varies	varies	All training fees paid by department
Holiday Pay (per shift):	n/a	n/a	n/a	
Vacation Hours:	varies			See vacation schedule below
Sick Hours:	7 shifts	10 shifts	10 shifts	Accumulate up to 90 days
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	n/a	3 shifts	3 shifts	
Raise Over Prior Year:	5% to 7%	5% to 7%	3%	two year for parity with police
Pension Base Salary:	\$35,156	\$39,467	\$40,967	plus 20 years longevity
Other:				

Retirement Package:	<input checked="" type="checkbox"/> Civilian	<input type="checkbox"/> 77 Fund	77 Fund	Share (Employer/Employee): 19.5% / 6%
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E-mail Address to Send Survey Results: cwoodruff@cicerofire.org

Vacation Schedule	Shift
1st Year:	40 hours
2nd thru 4th years:	80 hours
5th thru 14 years:	120 hours
15th year thru 20 years:	160 hours
add 24 hours for every year after 20 years	

Danville Fire Department

77 N. Kentucky Ave
Danville, IN 46122

Phone Number: (317) 745-3008
 Fax Number: (317) 745-3022
 Contact Name: Chief Mark Morgan
 Population Served: 13,000

District Area (sq miles): 112
 Number of Stations: 2
 2009 Total Call Volume: 1,618
 Daily Staffing (FT / PT / Office): 3 / 4 / 2

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$51,562	\$53,108	n/a	
Deputy Chief:	n/a	n/a	n/a	
Assistant Chief:	n/a	PT	\$20,000	\$15,300 year
Division Chief:	\$45,464	\$46,828	\$47,764	EMS
Battalion Chief:	n/a	PT	\$15,000	\$12,240 (Training Division Chief)
Captain:	\$44,272	\$45,600	\$46,512	
Lieutenant:	n/a	n/a		
Engineer:	n/a	n/a		
Paramedic:	\$43,741	\$45,054	\$45,955	
5th Year Firefighter:	n/a	n/a		
4th Year Firefighter:	n/a	n/a		
3rd Year Firefighter:	\$41,011	\$42,241	\$43,086	
2nd Year Firefighter:	\$41,011	\$42,241	\$43,086	
1st Year Firefighter:	\$36,863	\$37,969	\$38,729	(6 months)
Administrative Asst:	n/a	PT	PT	\$10.40 Hr.
Administrative Asst:	n/a	n/a		
Receptionist:	n/a	n/a		

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	varies	varies		Provided
Tuition Allowance:	varies	varies		100% as approved
Holiday Pay (per shift):	varies	varies	108	104 comp hours
Vacation Hours:	96	96	96	
Sick Hours:	120	120	120	Max 360
Perfect Attendance Hours:	n/a	n/a		
Personal Leave Hours:	48	48	48	
Raise Over Prior Year:	2%	3%	2%	
Pension Base Salary:	\$41,011	\$42,241	\$43,086	
Other:	n/a	n/a		

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 19.5% / 6%

E-mail Address to Send Survey Results: apike@danvillefire.org

Notes:

77 Fund started 10/1/08

Decatur Twp Fire Department5410 S. High School Road
Indianapolis, IN 46221

Phone Number:	(317) 856-5400
Fax Number:	(317) 856-1426
Contact Name:	Chief Henson
Population Served:	32,000

District Area (sq miles):	33.3
Number of Stations:	3
2009 Total Call Volume:	3,829
Daily Staffing (FT / PT / Office):	21 / 1 / 4

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$65,000	\$68,250	\$69,615	
Deputy Chief:	\$58,500	\$62,000	\$63,240	Plus Longevity
Deputy Chief:	n/a	n/a	n/a	
Division Chief:	n/a	n/a	n/a	
Battalion Chief:	n/a	n/a	n/a	
Captain:	\$56,561	\$57,591	\$58,641	Plus Longevity
Lieutenant:	\$55,061	\$56,091	\$57,141	Plus Longevity
Engineer:	n/a	\$50,000		500 Stipend
Paramedic:	\$2,000	\$2,500	\$2,500	2,500 Stipend
5th Year Firefighter:	n/a	n/a		
4th Year Firefighter:	\$51,500	\$52,530	\$53,580	
3rd Year Firefighter:	\$45,000	\$45,000	\$45,000	
2nd Year Firefighter:	\$40,000	\$40,000	\$40,000	
1st Year Firefighter:	\$35,000	\$35,000	\$35,000	
Administrative Asst:	\$37,169	\$39,088	\$39,870	
Administrative Asst:	\$32,792	\$30,000	\$28,000	
Receptionist:	n/a	n/a	n/a	
Other:	n/a	n/a	n/a	

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$300	\$350	\$350	
Tuition Allowance:	varies	varies	varies	if budget allows
Holiday Pay (per shift):	\$100	\$100	\$100	9 holidays total
Vacation Hours:	120	120	120	(1-7 Yrs 120) (8-15 Yrs 192) (15 ↑216)
Sick Hours:	144	144	144	
Perfect Attendance Hours:	n/a	na	na	
Personal Leave Hours:	72	72	72	
Raise Over Prior Year:	5.1%	2.0%	2.0%	4th yr. FF only
Pension Base Salary:	\$51,500	\$52,530	\$53,580	plus \$1,750.00 - 20 yr. longevity
Other:	n/a	n/a	n/a	

Retirement Package: Civilian 77 Fund **77 fund** Share (Employer/Employee): 22% / 3%

E-mail Address to Send Survey Results: dhenson@decaturfire.org

Notes:

Longevity salary

\$250 after 5 years

\$100 yr added each year completed.

Township Trustee picking up more of employee and family health benefit.

Edinburgh Fire Department

P.O. Box 55
Edinburgh, IN 46124

Phone Number: (812) 526-3536
 Fax Number: (812) 526-3521
 Contact Name: Chief Allen Smith
 Population Served: 4,800

District Area (sq miles): 30
 Number of Stations: 2
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 2 / 0 / 0

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	n/a	n/a		3%
Deputy Chief:	n/a	n/a		
Assistant Chief:	n/a	n/a		
Division Chief:	n/a	n/a		
Battalion Chief:	n/a	n/a		
Captain:	n/a	n/a		
Lieutenant:	n/a	n/a		
Engineer:	n/a	n/a		
Paramedic:	n/a	n/a		
5th Year Firefighter:	n/a	n/a		
4th Year Firefighter:	n/a	n/a		
3rd Year Firefighter:	n/a	n/a		
2nd Year Firefighter:	n/a	n/a		
1st Year Firefighter:	n/a	n/a		
Administrative Asst:	n/a	n/a		
Administrative Asst:	n/a	n/a		
Receptionist:	n/a	n/a		
Training / Inspector:	n/a	n/a		3%

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	n/a	n/a		(up to)
Tuition Allowance:	n/a	n/a		Fire-related classes paid for
Holiday Pay (per shift):	n/a	n/a		Time off for 12 days - paid
Vacation Hours:	n/a	n/a		2 weeks/yr (10 days)
Sick Hours:	n/a	n/a		6 days/yr accrue to 12 days
Perfect Attendance Hours:	n/a	n/a		
Personal Leave Hours:	n/a	n/a		1 day per quarter
Raise Over Prior Year:	n/a	n/a		Typically is 1-3% per year
Pension Base Salary:	n/a	n/a		
Other:	n/a	n/a		

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 3% / 1-10%

E-mail Address to Send Survey Results: edinburghfire@hotmail.com

Notes: Did not report 2008

Fishers Fire Department

2 Municipal Drive
Fishers, IN 46038

Phone Number:	(317) 595-3200
Fax Number:	(317) 595-3210
Contact Name:	Chief Brian Lott
Population Served:	75,000

District Area (sq miles):	52
Number of Stations:	5
2009 Total Call Volume:	3908
Daily Staffing (FT / PT / Office):	37 / 1 / 18

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$85,000	\$86,000	\$86,000	
Deputy Chief:	\$74,000	\$79,761	\$80,559	
Assistant Chief:	n/a			
Division Chief:	\$69,377	\$73,036	\$74,462	
Battalion Chief:	\$67,511	\$68,680	\$69,873	
Captain:	\$62,941	\$63,378	\$63,378	← Shift Captain Staff Captain 66,546
Lieutenant:	\$59,468	\$60,359		
Engineer:	n/a			
Paramedic:	n/a			\$3,000 added to salary
5th Year Firefighter:	\$50,036	\$50,787	\$50,787	
4th Year Firefighter:	\$48,297	\$49,021	\$49,021	
3rd Year Firefighter:	\$46,619	\$47,318	\$47,318	
2nd Year Firefighter:	\$42,381	\$43,017	\$43,017	Hazmat \$500.
1st Year Firefighter:	\$38,722	\$39,106	\$39,106	TRT \$500.
Office Manager:	\$38,721	\$37,545	\$37,920	Chauffeur \$500.
Administrative Asst:	\$31,369	\$31,973	\$31,973	
Receptionist:	\$27,566	\$28,749	\$29,036	full time
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	QM			
Tuition Allowance:	varies			approval
Holiday Pay (per shift):				272 PTO hrs.
Vacation Hours:	0			
Sick Hours:	unlimited	unlimited		
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	n/a			
Raise Over Prior Year:			1%	If still in steps
Pension Base Salary:	\$53,939	\$54,748	\$54,748	
Other:				

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 22.5% / 3%

E-mail Address to Send Survey Results: lottb@fishers.in.us

Notes: We have gone from five steps to seven steps.

\$52,615.00 6th yr. firefighter
\$54,748.00 7th yr. firefighter

Franklin Fire Department1701 N. Main Street
Franklin, IN 46131

Phone Number: (317) 736-3650
 Fax Number: (317) 346-1228
 Contact Name: Chief Jim Reese
 Population Served: 22,000

District Area (sq miles): 22.5
 Number of Stations: 2
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 14 / 0 / 3

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$57,941	\$60,259	\$60,259	
Deputy Chief:	\$52,854	\$54,968	\$54,968	
Assistant Chief:	n/a	n/a		
Division Chief:	n/a	n/a		
Battalion Chief:	n/a	n/a		
Captain:	\$48,536	\$50,477	\$50,477	
Lieutenant:	\$46,144	\$47,989	\$47,989	
Engineer:	n/a			
Paramedic:	n/a			\$3,000 stipend
5th Year Firefighter:	n/a			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	n/a			
2nd Year Firefighter:	n/a	\$44,881		
1st Year Firefighter:	n/a	n/a		
Administrative Asst:	\$27,532	\$32,975	\$32,975	100 per yr longevity/Max. \$1000.00 after 10 yrs
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a	\$40,000	\$35,000	code enforcement civilian 2/23/09

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$800	\$800	\$800	
Tuition Allowance:	n/a			Ivy Tech - one course per semester
Holiday Pay (per shift):	\$80	\$80	\$80	
Vacation Hours:	n/a			Vacation schedule varies per employee
Sick Hours:	72	72	72	
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	n/a			Comp time earned - max 480
Raise Over Prior Year:	n/a	4%	0%	
Pension Base Salary:	n/a			
Other:	n/a			

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 19.5% / 6%

E-mail Address to Send Survey Results: jrhoades@franklin-in.gov

Notes:

- Other tuition by request through approval process
 The Chief is Jim Reese - 346-2220
 Deputy Chief is Justin Lollar - 346-1221

Seals Private Ambulance Service as of 4/5/10

Franklin Twp Fire Department

6231 S. Arlington Ave
Indianapolis, IN 46237

Phone Number: (317) 780-1700
 Fax Number: (317) 472-0399
 Contact Name: Chief Randy Weasner
 Population Served: 36,000

District Area (sq miles): 33
 Number of Stations: 5
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 30 / 0 / 09
 includes civilians

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$82,400	\$82,400		
Deputy Chief:	\$76,632	\$76,632		
Division Chief Support Services	n/a	\$57,925		
Division Chief:	\$73,130	\$73,130		
Fire Prevention Captain	\$0	\$70,130		
Battalion Chief	\$70,040	\$70,040		
Captain	\$66,744	\$66,744		
Lieutenant	\$60,358	\$60,358		
Paramedic:	n/a			\$3,000 stipend
5th Year Firefighter:	n/a			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$54,384	\$54,384		
2nd Year Firefighter:	\$47,689	\$47,689		
1st Year Firefighter:	\$42,024	\$42,024		
Support Services Technician	n/a	\$42,436		
Quartermaster	n/a	\$50,861		

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER 3rd

Clothing Allowance:	QM	QM		
Tuition Allowance:	n/a	n/a		
Holiday Pay (per shift):	\$100	\$100		
Vacation Hours:	168	144		
Sick Hours:	96	96		
Perfect Attendance Hours:	24	0		
Personal Leave Hours:	24	24		
Raise Over Prior Year:	3%	0%		fire/civilian emp. 3%
Pension Base Salary:	\$55,204	\$55,204		
Other:	\$1,200	\$1,200		Dive Stack Pay

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 27% / 0%

E-mail Address to Send Survey Results: rweasner@franklintwpfire.org

Notes: Alternate Email: dcivils@franklintwpfire.org
 Partial Kelly Days added in 2009

Greenfield Fire Territory

17 South Street
Greenfield, IN 46140

Phone Number: (317) 477-4430
 Fax Number: (317) 477-4431
 Contact Name: Chief James Roberts
 Population Served: 25,000

District Area (sq miles): 56
 Number of Stations: 2
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 13 / 0 / 6

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$58,888	\$61,525	\$61,525	
Deputy Chief:	\$48,031	\$53,525	\$53,525	
Assistant Chief:	n/a	n/a	n/a	
Division Chief:	n/a	\$53,525	\$53,525	
Battalion Chief:	n/a	\$50,525	\$50,525	
Captain:	\$43,950	\$47,525	\$47,525	
Lieutenant:	\$41,689	\$46,525	\$46,525	
Engineer:	n/a			
Paramedic:	\$3,188	\$3,500	\$3,500	added to base
5th Year Firefighter:	\$39,548	\$44,525	\$44,525	
4th Year Firefighter:	\$39,548	\$43,025	\$43,025	
3rd Year Firefighter:	\$39,548	\$41,525	\$41,525	
2nd Year Firefighter:	\$37,798	\$38,589	\$38,589	
1st Year Firefighter:	\$35,002	\$35,793	\$35,793	
Administrative Asst:	n/a	\$33,131	\$33,131	
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:				Quartermaster
Tuition Allowance:	n/a	n/a	n/a	
Holiday Pay (per shift):	n/a			Time & a half for Christmas & Thanksgiving
Vacation Hours:	varies			See schedule below
Sick Hours:	84			
Perfect Attendance Hours:	none			
Personal Leave Hours:	72			
Raise Over Prior Year:			0%	on base
Pension Base Salary:	\$39,548	\$41,525	\$41,525	
Other:	n/a			

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 19.5% / 6%

E-mail Address to Send Survey Results: roberts@greenfieldin.org

Vacation Schedule

Hire thru 1 year:	72 hours	10 years:	216 hours
2 - 5 years:	144 hours	11 years:	228 hours
6 years:	156 hours	12 years:	240 hours
7 years:	168 hours	13 years:	252 hours
8 years:	188 hours	14 years:	264 hours
9 years:	192 hours	15 years and over:	288 hours

Greenwood Fire Department155 E. Main Street
Greenwood, IN 46143

Phone Number: (317) 882-2599
 Fax Number: (317) 887-5627
 Contact Name: Chief James Sipes
 Population Served: 49,600

District Area (sq miles): 28
 Number of Stations: 4
 2009 Total Call Volume: 5268
 Daily Staffing (FT / PT / Office): 8 / 11 / 8

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$68,102	\$71,166	\$71,166	
Deputy Chief:	n/a	n/a	n/a	
Assistant Chief:	n/a	n/a	n/a	
Division Chief:	\$62,286	\$65,088	\$65,088	
Battalion Chief:	n/a	n/a	n/a	
Captain:	\$59,086	\$61,744	\$61,744	
Lieutenant:	\$55,706	\$58,212	\$58,212	
Engineer:	n/a	n/a	n/a	
Paramedic:	n/a	n/a	n/a	
5th Year Firefighter:	n/a	n/a	n/a	
4th Year Firefighter:	n/a	n/a	n/a	
3rd Year Firefighter:	\$48,945	\$51,147	\$51,147	
2nd Year Firefighter:	\$44,438	\$44,672	\$46,437	
1st Year Firefighter:	\$39,366	\$39,366	\$41,137	
Administrative Asst:	\$35,986	\$37,608	\$37,608	
Administrative Asst:	n/a	n/a	n/a	
Receptionist:	n/a	n/a	n/a	
Other:	\$31,558	\$32,978	\$32,978	Records Clerk

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$800	\$800	\$800	
Tuition Allowance:	100%	100%	100%	GFD pays 100% for Ivy Tech Fire Science
Holiday Pay (per shift):	\$100	\$100	\$100	
Vacation Hours:	0-384	0-384	0-384	PTO varies w/ amt of seniority (yrs employed)
Sick Hours:	n/a	n/a	n/a	PTO is inclusive of all paid hrs off
Perfect Attendance Hours:	n/a	n/a	n/a	
Personal Leave Hours:	n/a	n/a	n/a	
Raise Over Prior Year:	3.3%	4.5%	4.5%	
Pension Base Salary:	\$50,445	\$52,647	\$52,647	
Other:	n/a	n/a	n/a	

Retirement Package: Civilian 77 Fund same Share (Employer/Employee): 19.5% / 6%

E-mail Address to Send Survey Results: sipesje@greenwood.in.gov

Notes:

Indianapolis Fire Department

50 N. Alabama Street
Indianapolis, IN 462

Phone Number: (317) 327-6041
 Fax Number: (317) 327-6043
 Contact Name:
 Population Served: 763,000

District Area (sq miles):
 Number of Stations:
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office):

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$94,619	\$100,179	\$107,246	
Deputy Chief:	\$90,598	\$79,413	n/a	base
Assistant Chief:	n/a	\$89,651	\$96,251	base
Division Chief:	\$83,164	\$80,003	\$86,855	base
Battalion Chief:	\$76,334	\$76,100	\$79,905	base
Captain:	\$68,901	\$68,370	\$71,789	base
Lieutenant:	\$59,209	\$61,577	\$64,656	(\$53,960 - \$56,360) Base c
Engineer:	\$55,773	\$58,004	\$60,904	(\$50,937 - \$53,337) Base c
Paramedic:	\$41,993	\$41,993	\$41,993	
5th Year Firefighter:	n/a			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$53,118	\$55,243	\$58,005	Base only
2nd Year Firefighter:	\$41,368	\$41,368	\$41,368	Base
1st Year Firefighter:	\$36,874	\$36,874	\$36,874	Base
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$400	\$400	\$400	
Tuition Allowance:	varies	varies		Based on credit hours (Civilian O
Holiday Pay (per shift):	\$100	\$11.07	\$11.62	\$11.62 per hr worked on hc
Vacation Hours:	240	240	240	120 - 240
Sick Hours:	96	96	96	if in annual program
Perfect Attendance Hours:	n/a	32	32	Admin firefighters only
Personal Leave Hours:	n/a	n/a	n/a	
Raise Over Prior Year:	3%	4%	5%	
Pension Base Salary:	\$56,279	\$59,000	\$62,935	
Other:	n/a			

Retirement Package: Civilian 77 Fund 37 Fund same Share (Employer/Employee

E-mail Address to Send Survey Results: 58003@indygov.org

Notes:

Lawrence Fire Department

4455 McCoy Street
Lawrence, IN 46226

Phone Number:	(317) 547-4371
Fax Number:	(317) 549-4827
Contact Name:	David Carlson
Population Served:	43,000

District Area (sq miles):	21
Number of Stations:	4
2009 Total Call Volume:	5427
Daily Staffing (FT / PT / Office):	21 / 2 / 2

*** 71 merit, 2 civilian, 18 civilian EMS full-time*

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$67,800	\$67,800	\$70,176	
Deputy Chief:	\$64,351	\$64,351	\$66,658	
Assistant Chief:	n/a	n/a		
Division Chief:	\$63,151	\$63,151	\$65,435	
Battalion Chief:	\$61,595		\$63,847	
Captain:	\$55,542	\$58,423	\$59,591	
Lieutenant:	\$51,816	\$54,622	\$55,782	
Engineer:	\$48,322	\$51,568	\$52,590	
Paramedic:	\$3,000		\$3,000	\$3,000 stipend
5th Year Firefighter:	n/a			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$48,322	\$50,638	\$51,651	
2nd Year Firefighter:	\$41,250	\$43,095	\$43,957	
1st Year Firefighter:	\$36,574	\$38,325	\$39,091	
Administrative Asst:	\$36,498	\$42,425	\$39,395	
Billing Clerk:	\$30,498	\$33,529	\$33,529	

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$400	\$400	\$400	
Tuition Allowance:	\$0			Tuition paid on inv. For Fire Science
Holiday Pay (per shift):	n/a		96	hours
Vacation Hours:	96	120		see below
Sick Hours:	120	120	120	10 / month
Perfect Attendance Hours:	24	24		
Personal Leave Hours:	n/a		24	2 / month w/o being sick
Raise Over Prior Year:	3.0%	3.0%	2.0%	Chief 1.5%
Longevity:	\$100/yr		100 yr	Max \$1,800
Pension Base Salary:	\$48,322	\$50,638	\$51,651	

Retirement Package:	<input type="checkbox"/> Civilian	<input checked="" type="checkbox"/> 77 Fund	Share (Employer/Employee):	100% City Pays
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E-mail Address to Send Survey Results: dcarlson@cityoflawrence.org

Notes:

- NAVI Diver: \$1,000
- Arson Inv: \$1,000
- Training officer tech pay: \$1,000
- P.I. - \$1000
- 2nd Tech Pay - \$500 Total 2 \$1500.

- 1-3 yrs 96 hrs
- 4-7 yrs 168 hrs
- 8-15 yrs 240 hrs
- 16-19 yrs 336 hrs
- 20+ yrs 384 hrs

Education Bonus Schedule

- 30hrs CEU - \$250
- AS or 60hrs CEU - \$500
- 90hrs CEU - \$750
- BA or BS - \$1,000
- MA - \$1,500

Lawrence Twp Fire Department6260 E. 86th Street
Indianapolis, IN 46250

Phone Number:	(317) 845-4933
Fax Number:	(317) 845-4930
Contact Name:	AC Brian Wisehart
Population Served:	105,000

District Area (sq miles):	25
Number of Stations:	4
2009 Total Call Volume:	5,052
Daily Staffing (FT / PT / Office):	37 / 1 / 14

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$84,089	\$86,612	\$77,518	
Deputy Chief:	\$75,386	\$77,648	\$69,495	
Assistant Chief:	\$79,310	\$81,690	\$73,112	
Division Chief:	\$66,548	\$68,545		
Battalion Chief:	\$63,870	\$65,787	\$58,878	
Captain:	\$61,192	\$63,028	\$56,410	
Lieutenant:	\$58,618	\$60,408	\$54,064	
Engineer:	\$55,702	\$57,374	\$51,349	
Paramedic:	n/a			position pay plus 3,000
5th Year Firefighter:	n/a			
4th Year Firefighter:	\$51,819	\$53,374	\$47,770	Corporal
3rd Year Firefighter:	\$44,685	\$46,026	\$41,193	PFC
2nd Year Firefighter:	n/a		\$36,016	PVT
1st Year Firefighter:	\$28,119	\$28,963	\$30,909	Probation \$25,922.
Administrative Asst:	\$41,375	\$42,616	\$38,141	
Receptionist:	\$32,960	\$33,949	\$30,384	
Corporal:	n/a			See 4th year

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$450	\$450	\$450	
Tuition Allowance:	n/a			
Holiday Pay (per shift):	\$140	\$140	\$140	
Vacation Hours:	n/a			Varies by seniority
Sick Hours:	n/a			Accrues at 24hrs/mo w/ max at 720hrs
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	n/a			
Raise Over Prior Year:	3%	3%		
Pension Base Salary:	\$44,685	\$46,026	\$44,193	PFC & Longevity Max
Other:	\$ 15.00	\$ 30.00	\$ 10.00	Ride-out pay

Retirement Package:	<input type="checkbox"/> Civilian	<input checked="" type="checkbox"/> 77 Fund	Share (Employer/Employee): 21% / 6%
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E-mail Address to Send Survey Results: bwisehart@lawtwp.org**Notes:**

Lebanon Fire Department

201 E. Main Street
Lebanon, IN 46052

Phone Number:	(765) 482-8831
Fax Number:	(765) 483-0739
Contact Name:	Chief Ted Caldwell
Population Served:	14,000

District Area (sq miles):	12
Number of Stations:	2
2009 Total Call Volume:	2169
Daily Staffing (FT / PT / Office):	8 / 0 / 2

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$52,913	\$55,500	\$55,500	
Deputy Chief:	\$47,154	\$50,600	\$50,500	
Assistant Chief:	n/a			
Division Chief:	n/a			
Battalion Chief:	\$44,354	\$48,000	\$48,000	
Captain:	\$42,453	\$46,000	\$46,000	
Lieutenant:	\$41,815	\$44,500	\$44,500	
Paramedic:	n/a			
5th Year Firefighter:	n/a			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$40,547	\$43,000	\$43,000	
2nd Year Firefighter:	\$40,547	\$43,000	\$43,000	
1st Year Firefighter:	\$32,815	\$38,000	\$38,000	
Administrative Asst:	n/a			
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$500	\$500	\$500	
Tuition Allowance:	n/a	n/a		
Holiday Pay (per shift):	n/a	na		
Vacation Hours:	varies	varies		See vacation schedule below
Sick Hours:	96	120	120	
Perfect Attendance Hours:	144			
Personal Leave Hours:	240	240	240	
Raise Over Prior Year:	3.5%	varies	0%	
Pension Base Salary:	\$40,547	\$43,000	\$43,000	
Other:	n/a	n/a		

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 21% / 6%

E-mail Address to Send Survey Results: lebfire2@yahoo.com

Vacation Schedule

0-6 Months:	1 week
1 year - 8 years:	2 weeks
8 years - 15 years:	3 weeks
15 years - 25 years:	4 weeks
25 years and above:	5 weeks

Martinsville Fire Department

59 S. Jefferson Street
Martinsville, IN 46151

Phone Number: (765) 342-2343
 Fax Number: (765) 349-4915
 Contact Name: Chief Terry Anderson
 Population Served: 13,000

District Area (sq miles): 12
 Number of Stations: 1
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 6 / 0 / 2

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$44,432	\$46,209		(+ 125.yr. longevity up to 20 yrs service for all FD members)
Deputy Chief:	\$41,250	\$42,900		
Assistant Chief:	n/a	n/a		
Division Chief:	n/a	n/a		
Battalion Chief:	n/a	na		
Captain:	\$40,033	\$41,634		
Lieutenant:	\$39,362	\$40,936		
Engineer:	n/a	n/a		
Paramedic:	n/a	n/a		
5th Year Firefighter:	n/a	n/a		
4th Year Firefighter:	n/a	n/a		
3rd Year Firefighter:	\$38,698	\$40,246		
2nd Year Firefighter:	\$38,698	\$40,246		
1st Year Firefighter:	\$37,798	\$38,246		
Administrative Asst:	\$36,266	same		Shared by 4 Departments (my share \$6,287.)
Administrative Asst:	n/a	n/a		
Receptionist:	n/a	n/a		
Other:	n/a	n/a		

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$1,400	\$1,400		
Tuition Allowance:	varies	varies		Classes ok'd by Chief, incl mileage, meals, room
Holiday Pay (per shift):	\$100	\$100		Holidays start 7am (shift start) 7 holidays
Vacation Hours:	varies	varies		See below
Sick Hours:	216	216		Minimum 12 Hrs at a time
Perfect Attendance Hours:	n/a	n/a		
Personal Leave Hours:	96	96		
Raise Over Prior Year:	3%	4%		
Other:	\$1,622	\$1,622		Health Ins paid by FD per FF
Other:	\$13,740	\$13,740		Health Ins paid by city per FF
Pension Base Salary:	\$41,198	\$42,746		First class FF pay plus \$2500 longevity
Retirement Package:	<input type="checkbox"/> Civilian	<input checked="" type="checkbox"/> 77 Fund	77 fund	Share (Employer/Employee): 21% / 6%

E-mail Address to Send Survey Results: fire@martinsville.in.gov

Vacation Schedule

1 year:	3 days	12 years:	11 days
2 years:	7 days	15 years:	12 days
3 years:	8 days	18 years:	13 days
6 years:	9 days	21 years:	14 days
9 years:	10 days	24+ years:	15 days

Note
* Each day is 24hrs

Mooresville Fire Department26 S. Indiana Street
Mooresville, IN 46158

Phone Number:	(317) 831-5354	District Area (sq miles):	6.21
Fax Number:	(317) 831-9542	Number of Stations:	1
Contact Name:	Tim Medsker	2009 Total Call Volume:	
Population Served:	11,000	Daily Staffing (FT / PT / Office):	3 / 2 / 3

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$49,359	\$50,860	\$50,860	
Deputy Chief:	n/a			
Assistant Chief:	\$41,685	\$43,185	\$43,185	
Division Chief:	\$40,561	\$42,062	\$42,062	Inspection/Code Enforcement Chief
Battalion Chief:	n/a			
Captain:	\$36,443	\$37,944	\$37,944	
Lieutenant:	\$35,590	\$37,091	\$37,091	
Engineer:	n/a			
Paramedic:	n/a			
5th Year Firefighter:	n/a			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$34,737	\$36,238	\$36,238	
2nd Year Firefighter:	\$34,737	\$36,238	\$36,238	
1st Year Firefighter:	\$31,742	\$33,243	\$33,243	
Administrative Asst:	n/a			
Administrative Asst:	n/a			
Receptionist:	n/a			
Inspector:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$500	\$500	\$500	
Tuition Allowance:	n/a			
Holiday Pay (per shift):	n/a			
Vacation Hours:	same	same	same	56hrs + 8hrs for each yr served up to 240
Sick Hours:	80			
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	24	24	24	
Raise Over Prior Year:	\$1,664			
Holiday Hours:	72	96	96	
Longevity Pay:	same	same	same	\$500 for ea 5yrs of service - \$2000 max
Pension Base Salary:	\$36,737	\$38,238	\$38,238	

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 21% / 6%

E-mail Address to Send Survey Results: admin@mooresvillefire.net

Notes:

Please email results to address listed, either Excel or PDF will be fine.

Noblesville Fire Department

135 S. 9th Street
Noblesville, IN 46060

Phone Number: (317) 776-6336
 Fax Number: (317) 776-6376
 Contact Name:
 Population Served: 40,000

District Area (sq miles): 50
 Number of Stations: 6
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 31 / 0 / 12

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$80,051	\$82,452	\$82,452	
Deputy Chief:	\$56,181	\$57,865	\$57,865	title is not Deputy Chief - title is Inspector
Assistant Chief:	\$66,882	\$68,874	\$68,874	(x 2)
Division Chief:	\$64,064	\$65,977	\$65,977	(x 4)
Battalion Chief:	\$61,181	\$63,539	\$63,539	(x3)
Captain:	\$56,172	\$58,676	\$58,676	
Lieutenant:	\$52,969	\$55,007	\$55,007	
Engineer:	\$49,183	\$51,192	\$51,192	
Paramedic:	n/a			\$4,000 stipend
5th Year Firefighter:	\$47,698	\$49,620	\$49,620	
4th Year Firefighter:	\$47,582	\$49,504	\$49,504	
3rd Year Firefighter:	\$44,437	\$46,300	\$46,300	
2nd Year Firefighter:	\$44,437	\$46,300	\$46,300	
1st Year Firefighter:	\$37,148	\$38,234	\$38,234	
Office Manager:	\$38,875	\$40,040	\$40,040	
Administrative Asst:	\$35,880	\$36,961	\$36,961	
Secretary:	\$34,112	\$35,131	\$35,131	
Billing Clerk:	\$38,771	\$39,936	\$39,936	

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$600	\$600	\$600	
Tuition Allowance:	All Paid	none	none	Paid 100% for approved courses w/ 'B' or higher
Holiday Pay (per shift):	\$10/hr	\$10/hr	\$10/hr	3 additional days/year
Vacation Hours:	n/a			9 Days
Sick Hours:	120			cumulative
Perfect Attendance Hours:	n/a	n/a	n/a	
Personal Leave Hours:	n/a	n/a	8	
Raise Over Prior Year:	3%	3%	0%	
Pension Base Salary:	\$49,582		\$51,904	
Other:	n/a			

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 21% / 4.5%

E-mail Address to Send Survey Results: klgilliam@noblesville.in.us

Notes: Please email results to above email address.

Perry Twp Fire Department

4925 S. Shelby Street
Indianapolis, IN 46227

Phone Number:	(317) 788-4813
Fax Number:	(317) 788-4820
Contact Name:	Chief R. Zickler
Population Served:	92,838

District Area (sq miles):	45.8
Number of Stations:	4
2009 Total Call Volume:	9410
Daily Staffing (FT / PT / Office):	34 / 0 / 10

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$70,445	\$72,347		
Deputy Chief:	\$65,257	\$67,019		+ \$2,196.00 in incentive pay
Assistant Chief:	n/a			
Division Chief:	n/a			
Battalion Chief:	\$65,257	\$67,019		
Captain:	\$60,238	\$61,864		
Lieutenant:	\$55,220	\$56,708		
Engineer:	n/a			+ \$1,540 in incentive pay
Paramedic:	n/a			\$3,000 stipend for medic, \$700 for EMT
5th Year Firefighter:	n/a			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$50,198	\$51,553		
2nd Year Firefighter:	\$46,182	\$47,429		
1st Year Firefighter:	\$32,366	\$33,239		Recruit \$31,515.00
Administrative Asst:	\$28,454	\$29,222		
Administrative Asst:	n/a			
Receptionist:	\$23,223	\$23,850		
Civilian Inspector / Plans:	n/a			
Civilian Mechanic:	\$36,145	\$37,120		
Civilian Fire Inspector:	\$34,965	\$35,909		
Civilian PIO / PEO:	\$34,965			
Civilian Quartermaster:	\$30,039	\$30,850		
Civilian Computer Systems:	\$29,692	\$30,493		
Civilian Jr. Mechanic:	\$25,675	\$26,368		

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$250	\$250		
Tuition Allowance:	n/a			Varies on a case-by-case basis
Holiday Pay (per shift):	\$100	\$100		
Vacation Hours:	216	240		plus full Kelly day
Sick Hours:	n/a			60 running calendar days
Perfect Attendance Hours:	72			
Personal Leave Hours:	48			
Raise Over Prior Year:	2.7%	2.7%		
Pension Base Salary:	\$50,998	\$51,553		Twp pays 6% of PERF

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 27% / 0%

E-mail Address to Send Survey Results: futrell@perryfire.com

Pike Twp Fire Department

Indianapolis, IN

Phone Number:	(317) 347-5860
Fax Number:	(317) 347-5870
Contact Name:	Margo Byrns
Population Served:	74,182

District Area (sq miles):	44
Number of Stations:	5
2009 Total Call Volume:	8663
Daily Staffing (FT / PT / Office):	49 / 1 / 4

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$77,916	\$81,812	\$85,903	
Deputy Chief:	\$74,186	\$77,895	\$81,790	
Assistant Chief:	n/a	n/a		
Division Chief:	\$70,672	\$74,206	\$77,916	
Battalion Chief:	\$64,297	\$67,459	\$70,832	
Captain:	\$58,798	\$61,738	\$64,825	
Lieutenant:	\$56,202	\$59,012	\$61,963	
Engineer:	see	see		stipend 2,806
Paramedic:	notes	notes		stipend 4,209
Diver:	notes	notes		stipend 1,403
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$49,432	\$53,451	\$56,124	FF III
2nd Year Firefighter:	\$46,281	\$48,595	\$51,025	FF II
1st Year Firefighter:	\$43,323	\$45,521	\$47,797	FF I
Administrative Asst:	\$35,216	\$36,977	\$38,826	Executive Assistant
Administrative Asst:	\$31,753	\$33,341	\$35,008	
Receptionist:	\$31,753	\$33,341	\$35,008	
HazMat Tech:	n/a	n/a		

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$400	\$400	\$400	
Tuition Allowance:	n/c	n/c	n/c	\$200 per year up to \$800 max.
Holiday Pay (per shift):	\$100	\$100	\$100	
Vacation Hours:	n/a			3 duty days 3rd yr FF
Sick Hours:	n/a	n/a	n/a	
Perfect Attendance Hours:	24	24	24	
Personal Leave Hours:	24	24	24	
Raise Over Prior Year:	3%	5%	5%	
Pension Base Salary:	\$53,326	\$57,543	\$60,342	
Other:	\$40/day	\$80/day	\$80/day	Ambulance Ride-Out

Retirement Package: Civilian 77 Fund 25.5 Share (Employer/Employee): 25.5% / 0%

E-mail Address to Send Survey Results: mebyrns@pikefire.com

Notes:

Please email results in Excel format

Pittsboro Fire Department

400 E. Main St.
Pittsboro, IN 46167

Phone Number:	(317) 892-4386
Fax Number:	(317) 892-4123
Contact Name:	
Population Served:	9,000

District Area (sq miles):	33
Number of Stations:	1
2009 Total Call Volume:	720
Daily Staffing (FT / PT / Office):	10/30/2pt

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$20,000	\$23,000	\$22,000	
Deputy Chief:	n/a			
Assistant Chief:	\$14,000	\$18,000	\$16,000	
Division Chief:	n/a			
Battalion Chief:	n/a			
Captain:	\$4,000	\$4,000	\$4,000	
Lieutenant:	\$3,000	\$3,000	\$3,000	
Engineer:	n/a			
Paramedic:	\$2,500	\$2,500	\$2,500	
5th Year Firefighter:	n/a	\$47,000	\$47,000	
4th Year Firefighter:	\$42,000	\$44,000	\$44,500	
3rd Year Firefighter:	\$38,000	\$38,000	\$38,000	
2nd Year Firefighter:	\$34,000	\$34,000	\$34,000	
1st Year Firefighter:	\$30,000	\$30,000	\$30,000	
Administrative Asst:	n/a			
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	paid			Budgeted line item
Tuition Allowance:	paid			Budgeted line item
Holiday Pay (per shift):	\$100	\$100	\$100	
Vacation Hours:	144	144	144	4-6 yrs service receives 144
Sick Hours:	96	96	96	(24 HRS/ QTR.)
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	72	72	72	ETO (Earned Time Off) - See below
Raise Over Prior Year:	n/a	\$2,000		switched to 5 year base
Pension Base Salary:	\$48,875	\$54,050	\$59,050	
Other:	0.75%	0.75%	0.75%	per year longevity

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 23% / 4%

E-mail Address to Send Survey Results: jwestrich@pittsborofire.org

Notes:

\$10.00 Reserve firefighter/Reserve Medic \$13.00 paid hourly
3 ETO days are given yearly, but are taken away 1 shift at a time for discipline or sick days used.

Plainfield Fire Department

4010 Clarks Creek Road
Plainfield, IN 46166

Phone Number:	(317) 839-6939
Fax Number:	(317) 838-3716
Contact Name:	Chief B. Anderson
Population Served:	30,000

District Area (sq miles):	40
Number of Stations:	2
2009 Total Call Volume:	4217
Daily Staffing (FT / PT / Office):	22 / 0 / 6

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$67,574	\$68,926	\$68,926	
Deputy Chief:	n/a			
Assistant Chief:	\$58,006	\$55,692	\$57,923	
Division Chief:	n/a			
Battalion Chief:	\$52,590	\$55,590	\$55,590	
Captain:	\$50,581	\$53,028	\$53,028	
Lieutenant:	\$48,572	\$49,533	\$49,533	
Engineer:	n/a			
Paramedic:	\$46,562	\$47,495	\$47,495	
5th Year Firefighter:	n/a			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$43,563	\$44,437	\$44,437	
2nd Year Firefighter:	\$38,118	\$38,875	\$38,875	
1st Year Firefighter:	\$34,681	\$35,381	\$35,381	
Administrative Secretary:	\$29,161	\$29,744	\$29,744	
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$750	\$750	\$750	
Tuition Allowance:	n/a			
Holiday Pay (per shift):	\$75	\$75	\$75	
Vacation Hours:	n/a			
Sick Hours:	n/a			
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	336	336	336	
Raise Over Prior Year:	2.5%	2.0%	0.0%	No 2010 Pay Increase
Pension Base Salary:	\$46,564	\$47,438	\$47,438	
Other:	n/a			

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 19.5% / 6%

E-mail Address to Send Survey Results: banderson@plainfieldfire.com

Notes:

Longevity : Maximum \$3,000 at 20 years

Shelbyville Fire Department

40 W. Broadway Street
Shelbyville, IN 46176

Phone Number: (317) 392-5119
 Fax Number: (317) 392-5121
 Contact Name: Chief Todd Anderson
 Population Served: 18,000 / 40,000
 (fire / EMS)

District Area (sq miles): 40 / 450 (fire/EMS)
 Number of Stations: 3
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 19 / 0 / 5

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$58,628	\$60,628	\$63,000	Range = \$52,187 to 63174
Deputy Chief:	\$54,028	\$55,228	\$58,500	Range = \$47,587 to 58,574
EMS Chief:	\$51,828	\$53,028	\$57,500	Range = \$45,387 to 56,374
Division Chief:	\$50,312	\$51,512	\$51,950	Range = \$45,387 to 56,374
Battalion Chief:	\$50,312	\$51,512	\$51,950	Range = \$45,387 to 56,374
Captain:	\$47,212	\$48,412	\$48,851	Range = \$42,287 to 53,274
Lieutenant:	\$45,712	\$46,912	\$47,350	Range = \$40,787 to 51,774
Engineer:	n/a			
Paramedic:	n/a			\$2,900 stipend
5th Year Firefighter:	\$41,918	\$42,213	\$42,483	
4th Year Firefighter:	\$39,781	\$41,041	\$41,304	
3rd Year Firefighter:	\$39,781	\$41,041	\$41,304	
2nd Year Firefighter:	\$39,781	\$41,041	\$41,304	
1st Year Firefighter:	\$37,887	\$39,087	\$39,337	
Administrative Asst:	n/a			
Administrative Asst:	n/a			
Receptionist:	\$28,714	\$29,914	\$30,165	
Other:	n/a			Fire Inspector = \$31,000

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$400	\$400	\$400	
Tuition Allowance:	varies	varies	varies	Based on grade. An 'A' would get 100%
Holiday Pay (per shift):	n/a	\$0	\$0	\$600 per year - moved to base
Vacation Hours:	varies	varies	varies	Based on years of service
Sick Hours:	120	120	120	Unexcused
Perfect Attendance Hours:	n/a	n/a	n/a	
Personal Leave Hours:	48	48	48	
Raise Over Prior Year:	\$1,200	\$1,200	\$250	note: longevity increases below *
Pension Base Salary:	\$46,980	\$48,467	\$48,778	
Other:	n/a	n/a	n/a	

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 21% / 6%

E-mail Address to Send Survey Results: tanderson@cityofshelbyvillein.com

Notes:

- EMT stipend: \$1,000
- Adv EMT stipend: \$1,500
- Paramedic stipend: \$2,900

Longevity:

- 5% after 3 yrs
- 8% after 5 yrs
- 13% after 10 yrs
- 17% after 15 yrs

- *24% after 20 yrs. Increased 1% each
- *27% after 25 yrs. Increased 1% each
- *29% after 30 yrs. Increased 1% each

Sheridan Fire Department

506 S. Main Street
Sheridan, IN 46069

Phone Number: (317) 758-4561
 Fax Number: (317) 758-2503
 Contact Name: Chief Brett Merriman
 Population Served: 7,000

District Area (sq miles): 97
 Number of Stations: 1
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 4 / 0 / 0

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$47,000	\$47,000		
Deputy Chief:	n/a			
Assistant Chief:	n/a			
Division Chief:	n/a			
Battalion Chief:	n/a			
Captain:	\$33,000	\$33,000		
Lieutenant:	\$31,000	\$31,000		
Engineer:	n/a			
Paramedic:	n/a			
5th Year Firefighter:	n/a			
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$30,000	\$30,000		
2nd Year Firefighter:	\$29,000	\$29,000		
1st Year Firefighter:	\$25,000	\$25,000		
Administrative Asst:	n/a			
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$500	\$500		
Tuition Allowance:	n/a			
Holiday Pay (per shift):	n/a			
Vacation Hours:	168	168		
Sick Hours:	360	360		
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	120	120		
Raise Over Prior Year:	0%	0%		
Pension Base Salary:	n/a			
Other:	n/a			

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 0% / 0%

E-mail Address to Send Survey Results:

Speedway Fire Department1410 N. Lynhurst Drive
Speedway, IN 46224

Phone Number: (317) 244-9543
 Fax Number: (317) 240-1324
 Contact Name: Chief Mark Watson
 Population Served: 14,500

District Area (sq miles): 8
 Number of Stations: 2
 2009 Total Call Volume:
 Daily Staffing (FT / PT / Office): 10 / 0 / 4

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$72,534	\$79,371	\$80,796	add \$2,000. EMT
Deputy Chief:	n/a	n/a		
Assistant Chief:	\$66,453	\$72,608		
Division Chief:	\$62,953	\$69,181		
Battalion Chief:	n/a	n/a	\$70,105	
Captain:	\$55,962	\$63,302	\$65,105	
Lieutenant:	\$53,000	\$60,246	\$60,105	
Engineer:	\$49,215	\$56,322	\$57,105	
Paramedic:	n/a	n/a		
5th Year Firefighter:	n/a	n/a		
4th Year Firefighter:	n/a	n/a		
3rd Year Firefighter:	\$48,215	\$54,322	\$55,105	
2nd Year Firefighter:	\$42,634	\$48,634	\$46,086	
1st Year Firefighter:	\$36,169	\$39,254	\$42,273	
Administrative Asst:	n/a			
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a			

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$1,000	\$1,000	\$1,000	
Tuition Allowance:	Yes	Yes	Yes	Books & class paid for passing grade
Holiday Pay (per shift):	\$100	\$100	\$100	(2 shifts receive)
Vacation Hours:				Varies 2 weeks to 6 weeks
Sick Hours:				3 per year for shift, 6 per year for office
Perfect Attendance Hours:	2day/yr	2day/yr	2day/yr	1-day every 6 months
Personal Leave Hours:	2 days	4 days	4 days	
Raise Over Prior Year:	3.0%	12.0%		9% Chief Officers
Longevity:	100yr	200yr	200yr	
Pension Base Salary:	\$48,459	\$50,400		

Retirement Package: Civilian 77 Fund 77 Fund Share (Employer/Employee): 21% / 6%

E-mail Address to Send Survey Results: mwatson@speedwayfire.net

Notes: Salary figures are Base + emt bonus of \$2,000
 Members are required to be EMT's
 Salaries do not include longevity

Sugar Creek Twp Fire Department3545 S. 600 W.
New Palestine, IN 46163

Phone Number: (317) 861-5721
 Fax Number: (317) 861-2070
 Contact Name: Chief Gerald Morganthall
 Population Served: 14,084

District Area (sq miles): 36
 Number of Stations: 2
 2009 Total Call Volume: 1114
 Daily Staffing (FT / PT / Office): 8 / 0 / 4

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$56,000	\$60,508	\$61,718	(Base + Lieutenant thru Battalion Chief
VOL Deputy Chief:	n/a	\$4,000	n/a	Merit. Total of 5200 + Base
VOL Assistant Chief:	n/a	\$4,000	\$4,000	Division = 2000, Asst 1000, Dep 1000 = 4000)
Division Chief:	\$48,082	\$48,796	\$49,628	
Battalion Chief:	\$46,082	\$46,796	\$47,628	
Captain:	\$45,082	\$45,796	\$46,928	
Lieutenant:	\$42,082	\$43,096	\$43,928	\$1500 over FF
Engineer:	n/a	n/a	n/a	
Paramedic:	n/a	n/a	n/a	\$3000 above FF/EMT
5th Year Firefighter:	n/a	n/a	n/a	
4th Year Firefighter:	n/a	n/a	n/a	
3rd Year Firefighter:	\$40,582	\$41,596	\$42,428	
2nd Year Firefighter:	\$35,020	\$35,896	\$36,614	
1st Year Firefighter:	\$32,960	\$33,784	\$34,460	
Administrative Asst:	\$14,820	\$15,194	\$15,491	30 hours per week
Administrative Asst:	n/a	n/a	n/a	
Receptionist:	n/a	n/a	n/a	
Life Safety Educator	n/a	\$31,980	\$32,620	30 hours per week

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$500	\$500	\$500	
Tuition Allowance:	\$2,000	\$2,000	\$2,000	
Holiday Pay (per shift):	\$120	120	120	Taxes
Vacation Hours:	120	120	120	(1-5 120) (6-10 144) (10-15 168) (16+ 240)
Sick Hours:	108	108	108	Accumulate up to 216
Perfect Attendance Hours:	n/a	n/a	n/a	
Personal Leave Hours:	24	24	24	24hrs ea 6 mo w/o using sick up to 72hrs
Raise Over Prior Year:	3%	2.5%	2.0%	
Pension Base Salary:	\$40,582	\$41,596	\$44,428	
Other:	n/a	n/a	n/a	

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 21% / 6%

E-mail Address to Send Survey Results: GMORGANTHALL@sugarcreektwp.com

Notes:

- Total of 30 career employees of which 7 are paramedics. Total of 10 volunteers.

Wayne Twp Fire Department

700 N. High School Road
Indianapolis, IN 46214

Phone Number:	(317) 247-8501
Fax Number:	(317) 248-4655
Contact Name:	Larry Alcorn
Population Served:	90,000

District Area (sq miles):	36
Number of Stations:	5
2009 Total Call Volume:	11159
Daily Staffing (FT / PT / Office):	42 / 0 / 17
Includes Shop	

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$81,370	\$83,811	\$83,886	
Deputy Chief:	\$76,634	\$78,933	\$79,886	
Division Chief:	\$70,483	\$72,577	\$75,386	
Battalion Chief:	\$68,423	\$70,476	\$71,886	
Captain:	\$63,064	\$64,956	\$66,255	
Lieutenant:	\$58,192	\$59,938	\$61,137	
Engineer:	\$55,872	\$57,549	\$58,700	
Paramedic:	\$48,910	\$49,939	\$50,800	3rd year (civilian EMS)
5th Year Firefighter:	n/a	n/a	n/a	
4th Year Firefighter:	n/a	n/a	n/a	
3rd Year Firefighter:	\$53,663	\$55,273	\$56,378	
2nd Year Firefighter:	\$46,350	\$47,741	\$48,696	
1st Year Firefighter:	\$37,080	\$38,192	\$38,956	
Administrative Asst:	n/a	n/a	n/a	
Administrative Asst:	\$29,766	\$30,658	\$31,800	
Administrative Asst:	\$27,166	\$27,980	\$29,000	
EMT:	\$33,946	\$34,625	\$35,250	3rd year (civilian EMS)

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$350	\$600	\$800	
Tuition Allowance:	n/a			
Holiday Pay (per shift):	\$100			\$8./hr. for each hour worked
Vacation Hours:	144	144	120	Full Kelly Days in 2010
Sick Hours:	144	144	144	Up to 1400 total hours
Perfect Attendance Hours:	48			PA check of \$350 every 6 mo.
Personal Leave Hours:	n/a			48 hrs Family Emergency Leave
Raise Over Prior Year:	n/a			
Pension Base Salary:	\$56,751	\$57,461		
Other:	n/a			

Retirement Package:	<input type="checkbox"/> Civilian	<input checked="" type="checkbox"/> 77 Fund	Share (Employer/Employee):	27% / 0%
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E-mail Address to Send Survey Results: larry-alcorn@waynefire.org

Westfield Fire Department17535 Dartown Road
Westfield, IN 46074

Phone Number: (317) 896-2704
 Fax Number: (317) 867-0841
 Contact Name: Dep Chief Jason Lemons
 Population Served: 30,000

District Area (sq miles): 56
 Number of Stations: 2
 2009 Total Call Volume: 2400
 Daily Staffing (FT / PT / Office): 13 / 0 / 9

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$71,595	\$76,606	\$87,676	Base Salary
Deputy Chief:	\$60,000	\$63,600	\$76,690	Base Salary
	n/a			Base Salary
Division Chief:	\$56,000	\$60,720	\$68,956	Base Salary
Battalion Chief:	\$51,781	\$ 55,909	\$77,611	Base Salary
Captain:	\$48,856	\$ 53,010	\$69,643	Base Salary
Lieutenant:	\$46,628	\$ 49,930	\$65,799	Base Salary
Engineer:	n/a			
Paramedic:	\$46,977	\$ 49,360	\$52,456	Civilian Paramedic
5th Year Firefighter:	\$44,491	\$ 46,330	\$51,109	Base Salary
4th Year Firefighter:	n/a			
3rd Year Firefighter:	\$44,491	\$ 43,667	\$47,689	Base Salary
2nd Year Firefighter:	\$41,503	\$ 41,729	\$42,860	Base Salary
1st Year Firefighter:	\$40,024	\$ 37,428	\$39,381	Base Salary
Office Manager:	\$27,438	\$36,000	\$39,600	fire budget
Administrative Asst:	\$27,438		\$36,961	fire budget

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	Q-mast	Q-mast	Q-mast	Issued as needed
Tuition Allowance:	Yes	Yes	Yes	
Holiday Pay (per shift):	4 Days	4 Days	4 Days	4-24 Hr Floating Holiday (Company FF)
Vacation Hours:	6-18	6-18	6-18	24 hr day / As a 5th yr firefighter
Sick Hours:	96	96	96	240 hours maximum
Perfect Attendance Hours:	11	24	24	24 Firefighter/ Paramedic
Personal Leave Hours:	8	8	8	
Raise Over Prior Year:	4%	4%		See Below
Pension Base Salary:	\$51,637	\$54,684	\$61,000	
Other:	3,000	4,500	4,500	Max 20 years

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 19% / 6%

E-mail Address to Send Survey Results: westfield.in.gov

Notes:

Our City Mayor gave us parity with surrounding fire departments, plan 3%.
 So each rank did not receive an equal percentage in a raise other than the 3%.
 Question (317) 804-3303.

White River Twp Fire Department850 S. Mullinix Road
Greenwood, IN 46143

Phone Number: (317) 888-8337
 Fax Number: (317) 888-9426
 Contact Name: Adm Chief J. Thacker
 Population Served: 37,000

District Area (sq miles): 22
 Number of Stations: 3
 2009 Total Call Volume: 1978
 Daily Staffing (FT / PT / Office): 10 / 8 / 8

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$74,005	\$74,005	\$74,005	
Staff Battalion Chief:	\$67,125	\$69,139	\$69,139	
Shift Battalion Chief:	\$63,930	\$65,848	\$65,848	
Captain:	\$58,120	\$59,864	\$59,864	
Lieutenant:	\$52,835	\$54,420	\$54,420	
Engineer:				\$2,100 Stipend
Paramedic:				\$2,600 Stipend
5th Year Firefighter:				
4th Year Firefighter:				
3rd Year Firefighter:	\$48,030	\$49,471	\$49,471	
2nd Year Firefighter:	\$44,473	\$45,807	\$45,807	
1st Year Firefighter:	\$41,180	\$42,415	\$42,415	
Administrative Asst:	\$35,651	\$36,721	\$36,721	
Receptionist:	\$31,770	\$32,723	\$32,723	

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	\$700	\$700	\$700	
Tuition Allowance:	\$1,600	\$1,600	\$1,600	
Holiday Pay (per shift):	\$100	\$100	\$100	
Vacation Hours:	120	120	120	
Sick Hours:	144	144	144	
Perfect Attendance Hours:	48	48	48	
Personal Leave Hours:	48	48	48	
Raise Over Prior Year:	7%	3%	0%	
Education Leave Hours:	48	48	48	
Pension Base Salary:	50,030	51,471	51,471	

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 25.5% / 0%

E-mail Address to Send Survey Results: jthacker@wrtfd.org

Notes:

Zionsville Fire Department

P.O. Box 459
Zionsville, IN 46077

Phone Number:	(317) 873-5358
Fax Number:	(317) 733-3022
Contact Name:	Chief VanGorder
Population Served:	30,000

District Area (sq miles):	52
Number of Stations:	2
2009 Total Call Volume:	
Daily Staffing (FT / PT / Office):	10 / 1 / 4

ALL SALARY & BENEFITS FIGURES ARE ANNUAL

	2008	2009	2010	Notes
Fire Chief:	\$74,000	\$77,200	\$77,200	
Deputy Chief:	n/a	\$68,520	\$68,520	
Assistant Chief:	n/a			
Division Chief:	n/a			
Battalion Chief:	n/a			
Captain:	\$61,000	\$63,500	\$63,500	
Lieutenant:	\$52,400	\$54,550	\$54,550	
Engineer:	n/a			
Paramedic:	\$4,000	\$4,000	\$4,000	Annual 1/2 July 1/2 December
5th Year Firefighter:	\$49,790	\$51,790	\$51,790	
4th Year Firefighter:	\$49,790	\$51,790	\$51,790	
3rd Year Firefighter:	\$49,790	\$51,790	\$51,790	
2nd Year Firefighter:	\$47,200	\$49,088	\$49,088	
1st Year Firefighter:	\$42,480	\$49,088	\$49,088	
Administrative Asst:	\$40,800	\$42,670	\$42,670	
Administrative Asst:	n/a			
Receptionist:	n/a			
Other:	n/a	\$58,200	\$58,200	EMS Lieutenant

TREAT BENEFITS AS 3rd, 4th, or 5th YEAR FIREFIGHTER

Clothing Allowance:	n/a			
Tuition Allowance:	n/a			
Holiday Pay (per shift):	n/a	\$100	\$100	
Vacation Hours:	see notes			
Sick Hours:	see notes			
Perfect Attendance Hours:	n/a			
Personal Leave Hours:	n/a			
Raise Over Prior Year:	n/a			
Education Leave Hours:	n/a			
Pension Base Salary:	n/a	51,790	51,790	

Retirement Package: Civilian 77 Fund Share (Employer/Employee): 19.5% / 6%

E-mail Address to Send Survey Results: chiefvangorder@zionsvillefire.com

Notes:

Paid Time Off Schedule (PTO)

- 1st year: 3 duty days (72 hrs)
- 2-5 years: 5 duty days (120 hrs)
- 5-10 years: 7 duty days (168 hrs)
- 10-15 years: 9 duty days (216 hrs)
- 15+ years: 11 duty days (264 hrs)