

107677



**IOWA POLICE DEPARTMENTS:
FY 1985 REPORT**

**Volume One:
Cities Greater Than 5,000 Population**

for the
Executive Board
of the
Iowa Association of Chiefs of Police
and Peace Officers, Inc.

Prepared by:
THE IOWA STATISTICAL ANALYSIS CENTER
Office for Planning and Programming
523 East 12th Street
Des Moines, Iowa 50319

September, 1984



107677

107677

U.S. Department of Justice
National Institute of Justice

This document has been reproduced exactly as received from the person or organization originating it. Points of view or opinions stated in this document are those of the authors and do not necessarily represent the official position or policies of the National Institute of Justice.

Permission to reproduce this copyrighted material has been granted by
Iowa Office for Planning and Programming

to the National Criminal Justice Reference Service (NCJRS).

Further reproduction outside of the NCJRS system requires permission of the copyright owner.



**IOWA POLICE DEPARTMENTS:
FY 1985 REPORT**

**Volume One:
Cities Greater Than 5,000 Population**

for the
Executive Board
of the
Iowa Association of Chiefs of Police
and Peace Officers, Inc.

Prepared by:
THE IOWA STATISTICAL ANALYSIS CENTER
Office for Planning and Programming
523 East 12th Street
Des Moines, Iowa 50319

September, 1984

NCJRS

NOV 3 1987

ACQUISITIONS

State of Iowa
Office for Planning and Programming
523 East 12th Street
Des Moines, Iowa 50319

Dr. Edward J. Stanek, Director

STATISTICAL ANALYSIS CENTER

Director.....Paul Stageberg, M.A.
Research Manager.....Daryl R. Fischer, Ph.D.
***Justice Systems Analyst.....Marcia L. Cohan, M.S.
**Programmer Analyst.....Frank A. Poduska, M.S.
Research Analyst.....Paul R. Oberg, B.A.
Research Analyst.....Laura A. Weinstein, B.A.
*Statistical Assistant.....Lorelle Uggerby, M.B.A.
Statistical Assistant.....Dan J. Davis, B.A.
Secretary.....Barbara Hartman

***Survey Coordinator/Author
**Data Processing Assistant
*Survey Assistant

Special appreciation is extended to the Iowa Association of Chiefs of Police and Peace Officers, Inc. and in particular, to Asst. Chief Don E. Knox, Jr. for their continual support of this project.

TABLE OF CONTENTS

	<u>Page</u>
INTRODUCTION.....	1.
Listing of Police Departments in the Report.....	3.
 BUDGET	
Table 1. Police Departments' Budgets (FY 1985).....	5.
 MANPOWER	
Table 2. Number of Full-Time Police Officers by Rank (July 1, 1984).....	11.
Table 3. Number of Part-Time Employees, and Reserves (July 1, 1984).....	17.
Table 4. Sex and Race of Full-Time Employees by Position (July 1, 1984).....	21.
Table 5. Number of Full-Time Female Employees by Function (July 1, 1984).....	33.
Table 6. Length of Employment of Full-Time Police Officers (July 1, 1984).....	39.
 SALARIES	
Table 7. Authorized Salaries of Full-Time Police Officers (FY 1985).....	45.
Table 8. Number of Full-Time Police Officers by Salary Range (July 1, 1984).....	51.
 BENEFITS	
Table 9. Types of Insurance Paid by Police Departments (FY 1985).....	57.
Table 10. Vacation, Sick, and Holiday Policies of Police Departments (FY 1985).....	63.
Table 11. Supplemental Pay and Clothing/Equipment Allowance for Police Officers (FY 1985).....	69.
Table 12. Overtime Compensation and "Moonlighting" Policies of Police Departments (FY 1985).....	79.
 COLLECTIVE BARGAINING	
Table 13. Collective Bargaining Units of Police Departments (July 1, 1984).....	85.
 WORKLOAD/OPERATIONS	
Table 14. Calls for Service and Investigations Conducted by Police Departments (During 1983).....	91.
Table 15. Computerized Operations of Police Departments (July 1, 1984).....	95.
Table 16. Policies and Procedures of Police Departments (July 1, 1984).....	101.
 EQUIPMENT	
Table 17. Number of Vehicles Used by Police Departments (July 1, 1984).....	107.
Table 18. Types of Weapons Used by Police Departments (July 1, 1984).....	113.
Table 19. Technical Equipment Owned by Police Departments (July 1, 1984).....	119.
Table 20. Communications and Audio-Visual Equipment Owned by Police Departments (July 1, 1984)....	125.
 ATTRITION	
Table 21. Profile and Turnover Rate of Full-Time Police Officers (During FY 1984).....	131.

APPENDICES

Page

Appendix I. Letters of Endorsement from the Iowa Association of Chiefs of Police and Peace Officers, Inc.....	143.
Appendix II. Survey Instrument (for Fiscal Year 1985).....	147.

INTRODUCTION

For the fifth consecutive year, the Iowa Association of Chiefs of Police and Peace Officers, Inc. has authorized the Iowa Statistical Analysis Center (SAC) to survey all police departments in the state. The design of the survey is based on input from police chiefs throughout the state as well as the Executive Board members of the Association. While some information is collected annually (departmental budgets, personnel salaries, benefits, workload, etc.), other data are gathered less frequently (departmental policies, personnel characteristics, etc.)

The cooperation of the law enforcement community continues to be exceptional each year, and largely is responsible for the success of this survey, and subsequent report. More than 200 police departments have participated each year, with this year's effort drawing even more than in previous years (230 respondents). In addition, the survey was expanded this year to include the three university police departments as well as the State Fair Patrol, all of which employ full-time police officers. With the overwhelming majority of departments participating, the Association is provided information on a statewide basis which can be used for lobbying, research, planning, etc. Similarly, the individual police chiefs can use the data for making comparisons with other agencies, making it a valuable tool at the time of contract negotiations.

The survey instrument for fiscal year 1985 (July 1, 1984 - June 30, 1985) contains many of the same questions that have been posed in previous years. Effort is made to refine each question so that all departments understand the intent of the question, thereby standardizing the information. Reflecting specific concerns of this year are questions regarding standard operating procedures, longevity and shift differential schedules, and additional questions on computerization.

The methodology for surveying Iowa's police departments remained unchanged from last year. In July, the questionnaire was mailed to the 308 departments employing full-time, sworn police officers (304 municipal, three university, and one State Fair Patrol). Accompanying the survey was a letter of endorsement from the Iowa Association of Chiefs of Police and Peace Officers, Inc. With a response date set for July 18, this initial effort drew responses from 165 agencies. (See Appendix I for the coverletter and Appendix II for the survey instrument.)

A follow-up effort was then undertaken, with a second letter of support (Appendix I) and another copy of the survey mailed to the departments that had not replied. Although the second cut-off date was August 3, the SAC accepted surveys returned as late as August 10. To ensure that information from all departments be contained in this annual report (to be released at the Association's Conference at the beginning of September), only questionnaires received by August 10 could be used. As part of the follow-up effort, the SAC staff personally telephoned many police chiefs to encourage their participation. This second phase of surveying brought an additional 65 responses, for a grand total of 230. The response rate is broken down as follows:

<u>Population</u>	<u>Response Rate</u>
Cities of 5,000 or more.....	100% (72/72)
Cities between 2,000 - 4,999....	87% (67/77)
Cities less than 2,000.....	58% (92/160)
TOTAL.....	75% (230/308)

An on-going problem in attempting to survey all police departments with at least one full-time officer is drawing responses from Iowa's smallest communities (cities less than 2,000 population). There continues to be a change in the actual number of cities eligible to be surveyed as some of the smallest will be under contract with their sheriff for law enforcement protection one year and then hire a full-time officer during the following year. To correct the problem in identifying the cities that may have changed from one type of protection to another, the SAC telephones police chiefs serving cities under 1,000 that may not have participated in the survey recently.

Given the massive amount of data collected from each department, it was again decided to publish the information in a two-volume series. Volume I contains information on Iowa's larger cities (over 5,000 population) while Volume II presents data on the smaller communities (5,000 or less residents).

The policy of the SAC has always been to collect survey data directly from each police department. In the case where there may be erroneous or incomplete information, the SAC staff telephone each agency to clarify data. Approximately 95% of the departments surveyed were called this year. All data contained in both volumes of this report were verified with the original survey prior to release. If errors are found in this publication, they are a result of incorrect reporting by a department, not display errors by the SAC.

As in previous years' publications, the agencies are arranged in descending order by population, with the largest cities appearing first. This method of presentation allows the departments to make comparisons with other agencies of comparable size. Population figures are taken from the 1982 preliminary estimates from the U.S. Census Bureau with four exceptions: the three university and one state fair patrol agency which supply their own figures.

When appropriate, subtotals for each table appear on the last page, with footnotes appearing thereafter. Anyone interested in statewide totals would need to combine figures from both Volumes I and II, or may contact the SAC for such information.

The Iowa Association of Chiefs of Police and Peace Officers, Inc. as well as the Iowa Statistical Analysis Center (SAC) would like to thank the police chiefs throughout the state for their continued support and participation in this project. Without their assistance, the collection and publication of this information would not be possible.

SURVEY PARTICIPANTS (72)
 CITIES GREATER THAN 5,000 POPULATION
 (100% RESPONSE RATE)

<u>CITY</u>	<u>POPULATION</u>	<u>RANK</u>	<u>SQUARE MILES</u>	<u>MILES TO PATROL</u>	<u>CITY</u>	<u>POPULATION</u>	<u>RANK</u>	<u>SQUARE MILES</u>	<u>MILES TO PATROL</u>
DES MOINES	191,506	1	68	800	URBANDALE	19,010	23	4	76
CEDAR RAPIDS	109,086	2	55	580	ANKENY	15,801	24	13	85
DAVENPORT	103,799	3	60	450	NEWTON	15,162	25	8	80
SIOUX CITY	82,095	4	52	252	KEOKUK	13,524	26	9	210
WATERLOO	76,399	5	63	580	FORT MADISON	13,192	27	11	88
DUBUQUE	61,209	6	24	271	U. N. I.	13,100	28	5	12
COUNCIL BLUFFS	56,694	7	42	302	BOONE	12,555	29	10	90
IOWA CITY	51,559	8	27	356	SPENCER	11,593	30	10	76
AMES	45,747	9	30	140	OSKALOOSA	10,995	31	4	100
CEDAR FALLS	36,206	10	29	175	INDIANOLA	10,760	32	8	77
U. OF I.	33,800	11	3	60	CARROLL	9,607	33	5	65
CLINTON	32,437	12	35	175	FAIRFIELD	9,459	34	4	64
I. S. U.	31,000	13	2	23	STORM LAKE	8,819	35	15	100
MASON CITY	30,157	14	29	190	GRINNELL	8,698	36	4	88
BURLINGTON	29,090	15	13	133	CHARLES CITY	8,678	37	5	58
FORT DODGE	28,857	16	.	214	WEBSTER CITY	8,587	38	8	57
BETTENDORF	27,561	17	21	140	WAVERLY	8,506	39	11	66
MARSHALLTOWN	27,221	18	15	146	PELLA	8,500	40	4	39
OTTUMWA	26,950	19	16	159	CRESTON	8,351	41	8	96
MUSCATINE	24,218	20	16	158	KNOXVILLE	8,175	42	5	.
WEST DES MOINES	21,976	21	25	104	LE MARS	8,045	43	5	.
MARION	19,897	22	9	83	DECORAH	8,020	44	6	50

<u>CITY</u>	<u>POPULATION</u>	<u>RANK</u>	<u>SQUARE MILES</u>	<u>MILES TO PATROL</u>	<u>CITY</u>	<u>POPULATION</u>	<u>RANK</u>	<u>SQUARE MILES</u>	<u>MILES TO PATROL</u>
ATLANTIC	7,920	45	8	56	ANAMOSA	5,097	70	3	22
CORALVILLE	7,878	46	8	36	HIAWATHA	5,035	71	3	18
CLEAR LAKE	7,529	47	.	55	SHELDON	5,010	72	6	43
OELWEIN	7,501	48	5	29					
ESTHERVILLE	7,440	49	5	52					
MOUNT PLEASANT	7,209	50	6	58					
DENISON	6,911	51	6	55					
PERRY	6,848	52	6	68					
CHEROKEE	6,788	53	6	35					
WASHINGTON	6,739	54	3	47					
RED OAK	6,702	55	4	48					
CENTERVILLE	6,492	56	4	50					
INDEPENDENCE	6,463	57	4	50					
MAQUOKETA	6,407	58	2	36					
ALGONA	6,285	59	5	52					
SHENANDOAH	6,220	60	8	36					
CLIVE	6,213	61	3	32					
IOWA FALLS	6,127	62	4	.					
ALTOONA	6,100	63	17	26					
NEVADA	5,960	64	3	43					
WINDSOR HEIGHTS	5,605	65	3	28					
GLENWOOD	5,503	66	2	23					
HARLAN	5,297	67	5	60					
CLARINDA	5,231	68	5	52					
CHARITON	5,098	69	3	66					

TABLE 1

POLICE DEPARTMENTS' BUDGETS (FY 1985)*

All of the 72 police departments (three serving state universities and 69 serving cities of 5,000 or more residents) supplied budgetary information for fiscal year 1985 (July 1, 1984 through June 30, 1985). The total budget reported by these agencies, which serve approximately 1.56 million people, is \$91,968,796, an increase over FY 1984 of approximately 6.8%.

Of the \$91 million appropriated for law enforcement services, approximately 83% (\$77 million) is earmarked for salaries and benefits. These departments spend a higher percentage of their budgets on salaries and benefits than agencies serving municipalities of less than 5,000 population, which allocated approximately 73% for salaries and benefits.

While there is a strong relationship between an agency's budget and the size of the city served, in many instances the budgets for two departments serving comparably-sized cities are disparate, in part because of differing numbers of personnel, dissimilar salary structures, and the variety of services potentially provided by these agencies. Budgets also may not correlate highly with municipalities' crime rates, as many law enforcement services are directed at problems only marginally associated with crime, or may involve efforts intended to prevent crime.

Another 13% (\$12 million) of the total amount is appropriated for operating expenses for fiscal year 1985, with the remaining 4% (\$4 million) distributed among the other categories (training, capital outlay, and other).

Of the 72 departments included here, fifteen experienced decreases in budget for FY 1985 from FY 1984. Departments reporting decreases include Sioux City, Clinton, Marshalltown, Ottumwa, Boone, Carroll, Knoxville, Estherville, Mount Pleasant, Washington, Algona, Altoona, Harlan, Hiawatha, and Sheldon. Of these, only Marshalltown also reported a decrease in the previous fiscal year (FY 1984).

There was also great variation in the per capita costs reported by these agencies, as shown below. While there was a relationship between city size and per capita cost, this relationship did not hold true for departments serving cities between 25,000 and 49,999 population:

<u>Population</u>	<u>Low Budget</u>	<u>Average Budget</u>	<u>High Budget</u>	<u>Per Capita Cost</u>
100,000 or more	\$6,275,458	\$10,239,919	\$17,183,102	\$75.97
50,000 - 99,999	\$2,068,791	\$4,029,012	\$5,669,254	\$61.03
25,000 - 49,999	\$800,550	\$1,409,080	\$2,151,874	\$44.41
10,000 - 24,999	\$476,300	\$842,884	\$1,267,826	\$54.30
5,000 - 9,999	\$133,385	\$366,165	\$835,017	\$52.11
<u>TOTAL 5,000 and over</u>	<u>\$133,385</u>	<u>\$1,277,344</u>	<u>\$17,183,102</u>	<u>\$58.80</u>

TABLE 1

POLICE DEPARTMENTS' BUDGETS (FY 1985)*

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER</u>	<u>TOTAL</u>
DES MOINES	191,506	\$14,032,624	\$18,700	\$3,046,753	\$85,025	.	\$17,183,102
CEDAR RAPIDS	109,086	\$5,592,990	\$5,720	\$491,348	\$185,400	.	\$6,275,458
DAVENPORT	103,799	\$6,181,329	\$8,000	\$732,787	\$267,740	\$71,340 ^a	\$7,261,196
SIOUX CITY	82,095	\$4,756,321	\$20,275	\$836,687	\$3,200	.	\$5,616,483
WATERLOO	76,399	\$4,982,294	\$20,000	\$489,520	\$177,440	.	\$5,669,254
DUBUQUE	61,209	\$2,794,874	\$12,026	\$253,850	\$83,825	.	\$3,144,575
COUNCIL BLUFFS	56,694	\$2,828,673	\$8,000	\$707,911	\$101,375	.	\$3,645,959
IOWA CITY	51,559	\$1,715,012	\$16,650	\$167,984	\$169,145	.	\$2,068,791
AMES	45,747	\$1,849,031	\$6,087	\$272,387	\$24,369	.	\$2,151,874
CEDAR FALLS	36,206	\$1,478,125	\$12,227	\$150,638	\$89,195	.	\$1,730,185
U. OF I.	33,800	\$950,189	.	\$194,480	.	.	\$1,144,669
CLINTON	32,437	\$1,100,000	\$4,000	\$7,000	\$32,000	.	\$1,143,000
I. S. U.	31,000	\$720,000	\$2,550	\$78,000	.	.	\$800,550
MASON CITY	30,157	\$1,235,386	\$4,000	\$155,885	\$51,000	\$15,000 ^b	\$1,461,271
BURLINGTON	29,090	\$1,110,842	\$9,100	\$169,705	.	.	\$1,289,647
FORT DODGE	28,857	\$1,384,448	\$20,000	\$325,249	\$44,800	.	\$1,774,497
BETTENDORF	27,561	\$1,389,369	\$6,000	\$163,892	\$42,000	.	\$1,601,261
MARSHALLTOWN	27,221	\$1,154,500	\$16,400	\$66,750	\$145,600	.	\$1,383,250
OTTUMWA	26,950	\$878,877	\$3,000	\$104,700	\$33,100	.	\$1,019,677
MUSCATINE	24,218	\$969,900	\$15,000	\$118,100	\$109,940	.	\$1,212,940
WEST DES MOINES	21,976	\$1,107,611	\$8,000	\$98,415	\$53,800	.	\$1,267,826
MARION	19,897	\$831,090	\$10,165	\$178,695	\$14,000	.	\$973,950
URBANDALE	19,010	\$973,635	\$9,100	\$195,150	\$33,400	.	\$1,211,285

*FY 1985 (July 1, 1984 - June 30, 1985)

^aDebt Service^bMiscellaneous Expenses

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER</u>	<u>TOTAL</u>
ANKENY	15,801	\$642,401	\$1,950	\$138,510	\$10,000	.	\$792,861
NEWTON	15,162	\$854,001	\$4,000	\$114,863	\$58,500	.	\$1,031,364
KEOKUK	13,524	\$756,096	\$3,000	\$138,460	\$30,000	.	\$927,556
FORT MADISON	13,192	\$787,686	\$3,500	\$83,433	\$17,500	.	\$892,119
U. N. I.	13,100	\$539,500	.	\$22,000	\$16,000	.	\$577,500
BOONE	12,555	\$436,650	\$1,250	\$62,650	\$5,000	.	\$505,550
SPENCER	11,593	\$432,600	\$2,200	\$56,900	\$48,000	\$13,900 ^a	\$553,600
OSKALOOSA	10,995	\$446,393	\$6,500	\$58,250	\$20,000	\$3,500 ^b	\$534,643
INDIANOLA	10,760	\$367,800	\$1,500	\$93,000	\$14,000	.	\$476,300
CARROLL	9,607	\$321,623	\$3,000	\$23,000	\$18,000	.	\$365,623
FAIRFIELD	9,459	\$319,132	\$3,500	\$92,373	.	.	\$415,005
STORM LAKE	8,819	\$317,685	\$1,500	\$81,393	\$11,000	.	\$411,578
GRINNELL	8,698	\$337,378	\$3,515	\$328,381	\$68,200	.	\$737,474
CHARLES CITY	8,678	\$402,369	\$3,000	\$35,655	\$11,450	.	\$452,474
WEBSTER CITY	8,587	\$460,115	\$6,000	\$56,560	\$22,025	.	\$544,700
WAVERLY	8,506	\$443,978	\$1,000	\$67,114	\$21,000	.	\$533,092
PELLA	8,500	\$319,800	.	\$52,000	\$18,500	.	\$390,300
CRESTON	8,351	\$275,192	\$750	\$27,750	\$16,050	.	\$319,742
KNOXVILLE	8,175	\$306,800	\$1,000	\$30,350	.	.	\$338,150
LE MARS	8,045	\$258,008	\$1,500	\$47,664	\$2,000	.	\$309,172
DECORAH	8,020	\$384,435	\$7,000	\$113,750	\$25,000	.	\$530,185
ATLANTIC	7,920	\$301,643	\$3,300	\$58,599	\$22,000	\$67,476 ^a	\$453,018
CORALVILLE	7,878	\$612,975	\$8,500	\$106,672	\$103,250	\$3,620 ^a	\$835,017
CLEAR LAKE	7,529	\$412,612	\$1,750	\$42,630	\$72,300	.	\$529,292
OELWEIN	7,501	\$285,200	\$2,000	\$38,550	\$11,000	.	\$336,750
ESTHERVILLE	7,440	\$351,400	\$5,500	\$55,150	\$8,500	.	\$420,550

^a Miscellaneous Expenses

^b Contributions

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER</u>	<u>TOTAL</u>
MOUNT PLEASANT	7,209	\$227,354	\$1,500	\$23,700	\$11,400	.	\$263,954
DENISON	6,911	\$267,911	\$3,000	\$31,000	\$10,500	.	\$312,411
PERRY	6,848	\$249,800	\$3,200	\$57,350	\$18,423	.	\$328,773
CHEROKEE	6,788	\$206,392	\$2,920	\$32,869	\$2,970	.	\$245,151
WASHINGTON	6,739	\$192,591	\$1,800	\$38,304	\$32,028	.	\$264,723
RED OAK	6,702	\$219,700	.	\$32,400	\$11,700	.	\$263,800
CENTERVILLE	6,492	\$269,450	\$3,000	\$68,450	\$10,200	.	\$351,100
INDEPENDENCE	6,463	\$286,370	\$9,000	\$57,800	\$18,400	.	\$371,570
MAQUOKETA	6,407	\$278,877	\$3,600	\$72,661	\$18,900	.	\$374,038
ALGONA	6,285	\$251,000	\$1,000	\$38,900	\$26,500	.	\$317,400
SHENANDOAH	6,220	\$197,121	\$1,000	\$24,505	\$10,700	\$1,000 ^a	\$234,326
CLIVE	6,213	\$356,205	\$1,900	\$67,160	\$26,950	\$13,000 ^b	\$465,215
IOWA FALLS	6,127	\$323,301	\$2,000	\$51,010	\$22,513	.	\$398,824
ALTOONA	6,100	\$170,500	\$5,000	\$103,500	\$16,600	.	\$295,600
NEVADA	5,960	\$142,796	\$4,000	\$20,225	\$12,500	.	\$179,521
WINDSOR HEIGHTS	5,605	\$423,300	\$1,000	\$14,100	.	.	\$438,400
GLENWOOD	5,503	\$186,420	\$1,500	\$59,900	\$23,000	.	\$270,820
HARLAN	5,297	\$183,000	\$1,700	\$56,000	\$20,300	.	\$261,000
CLARINDA	5,231	\$256,706	\$200	\$24,110	\$2,300	.	\$304,016
CHARITON	5,098	\$273,000	\$3,000	\$59,600	\$12,000	.	\$347,600
ANAMOSA	5,097	\$121,000	\$300	\$14,000	\$13,000	.	\$148,300
HIAWATHA	5,035	\$123,600	\$3,912	\$27,042	.	.	\$154,554
SHELDON	5,010	\$105,312	\$600	\$19,473	\$8,000	.	\$133,385
TOTALS:		\$76,702,298	\$366,847	\$12,025,602	\$2,724,503	\$188,836	\$91,968,796

^aMiscellaneous Expenses

^bContingency Fund

TABLE 2
NUMBER OF FULL-TIME POLICE OFFICERS
BY RANK (JULY 1, 1984)

The 72 cities cited in Volume I of this series (those with populations of 5,000 or greater) employed 2,212 of Iowa's municipal law enforcement officers as of July 1, 1984. The five largest communities, those over 75,000 population, have at least 100 or more officers, with the three next largest cities (50,000-75,000 residents) reporting between 50 and 100 sworn personnel in their departments. The remaining 60 cities (with less than 50,000 population) employ fewer than 50 officers per agency. A closer examination of this last group shows that with only one exception, cities under 10,000 have no more than 15 full-time employees.

A breakdown by rank of more than 2,000 officers represented in this table is as follows: patrol officer - 1,180; detective (civil service) - 102; sergeant - 329; lieutenant - 126; captain - 119; asst. chief - 42 and chief - 72. In addition, there are 242 officers with other ranks; matron - 4; senior patrol officer - 145; master patrol officer - 51; corporal - 36; identification technician - 1; superintendent of identification - 1; and major - 4. These figures show a marked decrease in the number of detectives from FY 84, and increases in sergeants and lieutenants.

As expected, the mid-level management positions (ranks of captain and lieutenant) were found primarily among the larger departments, with over half of the cities (39) employing captains, and 32 departments with lieutenants on their staffs. First line supervisory officers (sergeants) were identified in most (58 of the 72) agencies, while less than one-third (21) of the departments indicated having detectives on their force.

TABLE 2
 NUMBER OF FULL-TIME POLICE OFFICERS
 BY RANK (JULY 1, 1984)

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
DES MOINES	191,506	2 ^m 79	136 ^{spo} 29	59	18	7	3	1	334
CEDAR RAPIDS	109,086	99	24	10	10	7	4	1	155
DAVENPORT	103,799	72	26 ^c .	24	13	5	3 ^{maj} 1	1	145
SIOUX CITY	82,095	27	45 ^{mpo} .	20	9	5	1	1	108
WATERLOO	76,399	90	.	27	9	5	2	1	134
DUBUQUE	61,209	55	6	7	.	7	.	1	76
COUNCIL BLUFFS	56,694	60	1	20	6	3	.	1	91
IOWA CITY	51,559	42	.	8	.	2	1	1	54
AMES	45,747	32	6	5	.	4	.	1	48
CEDAR FALLS	36,206	21	6 ^{spo} 1 ^{mpo} .	9	.	6	2	1	46
U. OF I.	33,800	13	3	6	3	1	1	1	28
CLINTON	32,437	19	7 ^c 4	6	.	7	.	1	44
I. S. U.	31,000	15	.	5	3	.	1	1	25
MASON CITY	30,157	28	5	2	3	3	1 ^{sid} .	1	43
BURLINGTON	29,090	20	4	.	4	3	1	1	33
FORT DODGE	28,857	26	.	5	6	5	2	1	45
BETTENDORF	27,561	17	.	6	4	2	.	1	30
MARSHALLTOWN	27,221	25	3 ^c .	3	4	4	1	1	41
OTTUMWA	26,950	22	2	5	.	4	2	1	36
MUSCATINE	24,218	22	.	3	3	2	1	1	32
WEST DES MOINES	21,976	20	.	4	2	1	.	1	28

^m Matron ^{spo} Senior Patrol Officer ^{mpo} Master Patrol Officer ^c Corporal ^{sid} Supt. of ID ^{maj} Major

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
MARION	19,897	12	4	3	1 ^{idt}	2	1	1	23
URBANDALE	19,010	17	2	4	3	.	.	1	28
ANKENY	15,801	8	2 ^{mpo}	4	3	1	1	1	20
NEWTON	15,162	16	.	4	3	.	1	1	25
KEOKUK	13,524	1 ^m 14	.	5	.	4	1 ^{maj}	1	26
FORT MADISON	13,192	17	.	3	.	4	.	1	25
U. N. I.	13,100	11	.	4	.	.	1	1	17
BOONE	12,555	9	.	.	.	4	1	1	15
SPEACER	11,593	12	1	.	1	3	.	1	18
OSKAHOUSA	10,995	9	1	.	3	1	.	1	15
INDIANOLA	10,760	7	.	2	.	.	1	1	11
CARROLL	9,607	9	.	1	.	3	.	1	14
FAIRFIELD	9,459	6	.	3	.	1	1	1	12
STORM LAKE	8,819	7	.	.	4	1	.	1	13
GRINNELL	8,698	7	1	2	.	.	.	1	11
CHARLES CITY	8,678	8	1	.	2	1	.	1	13
WEBSTER CITY	8,587	7	.	5	.	1	.	1	14
WAVERLY	8,506	8	1	2	.	.	1	1	13
PELLA	8,500	6	.	1	.	.	1	1	9
CRESTON	8,351	4	.	2	.	1	1	1	9
KNOXVILLE	8,175	7	.	2	.	.	1	1	11
LE MARS	8,045	4	2 ^{sps}	2	1	1	.	1	11
DECORAH	8,020	7	.	2	.	2	.	1	12
ATLANTIC	7,920	8	.	2	1	1	.	1	13
CORALVILLE	7,878	14	.	3	1	.	.	1	19
CLEAR LAKE	7,529	1 ^m 7	1	2	.	.	1	1	13
OELWEIN	7,501	5	.	3	.	.	1	1	10

m
Matronsps
Senior Patrol Officermpo
Master Patrol Officeridt
ID Technicianmaj
Major

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
ESTHERVILLE	7,440	7	.	.	.	4	.	1	12
MOUNT PLEASANT	7,209	7	.	2	1	.	.	1	11
DENISON	6,911	6	.	2	1	1	.	1	11
PERRY	6,848	6	.	2	.	.	1	1	10
CHEROKEE	6,788	6	.	2	.	.	1	1	10
WASHINGTON	6,739	5	.	3	.	.	.	1	9
RED OAK	6,702	. 1 ^{spo}	3 ^{mpo}	3	1	.	1	1	10
CENTERVILLE	6,492	6	.	3	.	.	1	1	11
INDEPENDENCE	6,463	6	.	3	1	.	.	1	11
MAQUOKETA	6,407	6	.	2	.	.	.	1	9
ALGONA	6,285	6	1	2	.	.	.	1	10
SHENANDOAH	6,220	8	.	.	.	.	.	1	9
CLIVE	6,213	8	.	.	.	.	.	1	9
IOWA FALLS	6,127	7	.	2	.	1	.	1	11
ALTOONA	6,100	4	1	.	1	.	.	1	7
NEVADA	5,960	6	.	.	.	.	.	1	7
WINDSOR HEIGHTS	5,605	6	.	3	.	.	1	1	11
GLENWOOD	5,503	4	.	.	2	.	.	1	7
HARLAN	5,297	5	.	1	.	.	1	1	8
CLARINDA	5,231	6	.	2	.	.	1	1	10
CHARITON	5,098	5	.	2	.	.	.	1	8
ANAMOSA	5,097	4	.	.	.	.	.	1	5
HIAWATHA	5,035	2	.	1	.	.	.	1	4
SHELDON	5,010	4	.	.	.	.	1	1	6

TOTALS: 1,180 102 329 126 119 42 72 1,970
 Other Ranks: m=4 spo=145 mpo=51 c=36 idt=1 sid=1 maj=4 +242
 GRAND TOTAL: 2,212

TABLE 3
NUMBER OF PART-TIME EMPLOYEES,
AND RESERVES (JULY 1, 1984)

In addition to their full-time sworn personnel, many police departments in Iowa make use of part-time (sworn and unsworn) personnel and reserves, as shown in Table 3. Departments serving cities of more than 5,000 population report the employment of 216 part-time personnel and the existence of 389 reserves.

As shown below, there is sometimes a relationship between city size and the use of part-time personnel and reserves:

<u>Population</u>	<u>Percent of Depts with Part-time staff</u>		<u>Percent of Depts. with Reserves</u>
	<u>Sworn</u>	<u>Unsworn</u>	
100,000 or over	0.0	66.7	33.3
50,000 - 99,999	0.0	60.0	60.0
25,000 - 49,999	0.0	63.6	45.5
10,000 - 24,999	7.7	69.2	46.2
7,500 - 9,999	25.0	75.0	68.8
<u>5,000 - 7,499</u>	<u>29.2</u>	<u>58.3</u>	<u>41.7</u>
TOTAL	16.7	65.3	50.0

The only clear relationship in the table above pertains to the use of sworn part-time personnel, which is clearly more prevalent in the smaller cities than in the larger. Unsworn part-time personnel appear to be used with similar frequency regardless of city size. In the case of reserves, there appears to be no consistent pattern, with the smallest cities (in this report) and the largest cities less likely than the other categories to report reserves.

The number of part-time personnel and/or reserves does not seem to be clearly related to the size of the city served. Of those cities reporting the use of part-time personnel, the highest average number of such personnel is found in cities between 25,000 and 49,999 population (average 13.6 part-time civilians). The average number of part-time civilians in all other categories ranges only from 2.0 (cities 100,000 or over) to 4.3 (cities 50,000-99,999). In the case of reserves, the larger cities tend to have a higher average number of reserves, with the cities between 50,000 and 99,999 population showing the highest average number of reserves.

TABLE 3

NUMBER OF PART-TIME EMPLOYEES,
AND RESERVES (JULY 1, 1984)

CITY	POPULATION	SWORN	CIVILIAN	TOTAL	RESERVES*	CITY	POPULATION	SWORN	CIVILIAN	TOTAL	RESERVES*
DES MOINES	191,506	.	.	.	15	MUSCATINE	24,218	.	.	.	.
CEDAR RAPIDS	109,086	.	3	3	.	WEST DES MOINES	21,976	.	3	3	11
DAVENPORT	103,799	.	1	1	.	MARION	19,897	.	4	4	8
SIOUX CITY	82,095	.	5	5	.	URBANDALE	19,010	.	.	.	14
WATERLOO	76,399	.	6	6	26	ANKENY	15,801	.	1	1	.
DUBUQUE	61,209	.	.	.	20	NEWTON	15,162	.	.	.	14
COUNCIL BLUFFS	56,694	.	.	.	12	KEOKUK	13,524	.	2	2	.
IOWA CITY	51,559	.	2	2	.	FORT MADISON	13,192	.	2	2	9
AMES	45,747	.	21	21	.	U. N. I.	13,100	.	1	1	.
CEDAR FALLS	36,206	.	.	.	.	BOONE	12,555	2	2	4	.
U. OF I.	33,800	.	18	18	2	SPENCER	11,593	.	.	.	.
CLINTON	32,437	.	.	.	22	OSKALOOSA	10,995	.	1	1	3
I. S. U.	31,000	.	21	21	.	INDIANOLA	10,760	.	4	4	.
MASON CITY	30,157	.	19	19	7	CARROLL	9,607	.	2	2	.
BURLINGTON	29,090	.	11	11	13	FAIRFIELD	9,459	.	4	4	16
FORT DODGE	28,857	.	.	.	.	STORM LAKE	8,819	.	3	3	.
BETTENDORF	27,561	.	2	2	.	GRINNELL	8,698	.	1	1	15
MARSHALLTOWN	27,221	.	.	.	15	CHARLES CITY	8,678	.	4	4	6
OTTUMWA	26,950	.	3	3	.	WEBSTER CITY	8,587	.	1	1	12

*A reserve officer is a nonregular, sworn member of a department who assumes peace officer status only when called on duty, and who is under the supervision or direction of a regular officer.

TABLE 4
SEX AND RACE OF FULL-TIME EMPLOYEES
BY POSITION (JULY 1, 1984)

At the beginning of fiscal year 1985 (July 1, 1984), there were 2,817 full-time employees of Iowa's police departments cited in Volume I of this report (cities of 5,000 or greater population). About 78% were sworn officers (2,212), while the remaining 22% (605) had civilian status.

In terms of sex and racial composition of sworn employees, nearly all (97%) are male, 2,143 of 2,217. Of male officers, 98.1% are classified as white, with only 1.9% (40) as non-white. (For purposes of the survey, "non-white" was defined as American Indian, Black, Oriental, or Hispanic). A closer examination of the non-white male officers reveals that only five of the 40 are in some type of supervisory position. (In comparing these data with that collected for fiscal year in 1984, there has been no substantial change in either the percent of male officers or the number that are non-white).

Of the 513 women staffing police departments in cities of 5,000 or more residents, 69 (13%) are sworn officers, and only three of those 69 are non-white. The number of women police officers accounts for only about 3% of all sworn personnel, with only seven of the officers filling a supervisory position. According to the survey data, there are no female, non-white officers in a supervisory role in these departments.

Approximately 67% of female police officers are employed in cities of 50,000 population or more, and another 20% in cities of 10,000 residents or more. Very few of the smaller cities employ women in the capacity of peace officer, a conclusion drawn in last year's report.

TABLE 4

SEX AND RACE OF FULL-TIME EMPLOYEES
BY POSITION (JULY 1, 1984)

CITY	POPULATION		SWORN				CIVILIAN			SWORN/CIV. TOTAL	
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS		TOTAL
DES MOINES	191,506	TOTAL:	4	25	88	217	334	35	74	109	443
(MALE WHITE)		M W:	(4)	(24)	(85)	(198)	(311)	(20)	(12)	(32)	(343)
(MALE NON-WHITE)		M N-W:	(0)	(1)	(0)	(10)	(11)	(1)	(16)	(17)	(28)
(FEMALE WHITE)		F W:	(0)	(0)	(3)	(6)	(9)	(14)	(40)	(54)	(63)
(FEMALE NON-WHITE)		F N-W:	(0)	(0)	(0)	(3)	(3)	(0)	(6)	(6)	(9)
CEDAR RAPIDS	109,086	TOTAL:	5	17	34	99	155	12	30	42	197
(MALE WHITE)		M W:	(5)	(16)	(33)	(94)	(148)	(5)	(11)	(16)	(164)
(MALE NON-WHITE)		M N-W:	(0)	(1)	(0)	(1)	(2)	(1)	(0)	(1)	(3)
(FEMALE WHITE)		F W:	(0)	(0)	(1)	(4)	(5)	(6)	(19)	(25)	(30)
DAVENPORT	103,799	TOTAL:	5	18	50	72	145	12	17	29	174
(MALE WHITE)		M W:	(5)	(18)	(49)	(59)	(131)	(0)	(0)	(0)	(131)
(MALE NON-WHITE)		M N-W:	(0)	(0)	(0)	(4)	(4)	(0)	(0)	(0)	(4)
(FEMALE WHITE)		F W:	(0)	(0)	(1)	(9)	(10)	(12)	(17)	(29)	(39)
SIOUX CITY	82,095	TOTAL:	2	14	20	72	108	20	20	40	148
(MALE WHITE)		M W:	(2)	(14)	(19)	(67)	(102)	(5)	(2)	(7)	(109)
(MALE NON-WHITE)		M N-W:	(0)	(0)	(1)	(2)	(3)	(1)	(0)	(1)	(4)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(3)	(3)	(13)	(18)	(31)	(34)
(FEMALE NON-WHITE)		F N-W:	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)	(1)
WATERLOO	76,399	TOTAL:	3	14	27	90	134	13	14	27	161
(MALE WHITE)		M W:	(3)	(14)	(27)	(81)	(125)	(5)	(0)	(5)	(130)
(MALE NON-WHITE)		M N-W:	(0)	(0)	(0)	(3)	(3)	(0)	(0)	(0)	(3)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(6)	(6)	(8)	(12)	(20)	(26)
(FEMALE NON-WHITE)		F N-W:	(0)	(0)	(0)	(0)	(0)	(0)	(2)	(2)	(2)
DUBUQUE	61,209	TOTAL:	1	7	13	55	76	3	6	9	85
(MALE WHITE)		M W:	(1)	(7)	(13)	(53)	(74)	(1)	(1)	(2)	(76)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(2)	(2)	(2)	(5)	(7)	(9)

CITY	POPULATION		S W O R N				C I V I L I A N			SWORN/CIV. TOTAL	
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS		TOTAL
COUNCIL BLUFFS	56,694	| TOTAL:	1	9	21	60	| 91	1	25	| 26	| 117
(MALE WHITE)		| M W:	(1)	(9)	(21)	(54)	| (85)	(0)	(11)	| (11)	| (96)
(MALE NON-WHITE)		| M N-W:	(0)	(0)	(0)	(2)	| (2)	(1)	(0)	| (1)	| (3)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(4)	| (4)	(0)	(14)	| (14)	| (18)
IOWA CITY	51,559	| TOTAL:	2	2	8	42	| 54	4	10	| 14	| 68
(MALE WHITE)		| M W:	(2)	(2)	(8)	(36)	| (48)	(0)	(0)	| (0)	| (48)
(MALE NON-WHITE)		| M N-W:	(0)	(0)	(0)	(2)	| (2)	(0)	(0)	| (0)	| (2)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(4)	| (4)	(4)	(10)	| (14)	| (18)
AMES	45,747	| TOTAL:	1	4	5	38	| 48	8	4	| 12	| 60
(MALE WHITE)		| M W:	(1)	(4)	(5)	(36)	| (46)	(1)	(0)	| (1)	| (47)
(MALE NON-WHITE)		| M N-W:	(0)	(0)	(0)	(1)	| (1)	(0)	(0)	| (0)	| (1)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(7)	(4)	| (11)	| (12)
CEDAR FALLS	36,206	| TOTAL:	3	6	9	28	| 46	6	2	| 8	| 54
(MALE WHITE)		| M W:	(3)	(6)	(9)	(27)	| (45)	(0)	(0)	| (0)	| (45)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(5)	(2)	| (7)	| (8)
(FEMALE NON-WHITE)		| F N-W:	(0)	(0)	(0)	(0)	| (0)	(1)	(0)	| (1)	| (1)
U. OF I.	33,800	| TOTAL:	2	4	9	13	| 28	4	9	| 13	| 41
(MALE WHITE)		| M W:	(2)	(4)	(9)	(10)	| (25)	(3)	(4)	| (7)	| (32)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(3)	| (3)	(1)	(5)	| (6)	| (9)
CLINTON	32,437	| TOTAL:	1	7	17	19	| 44	0	5	| 5	| 49
(MALE WHITE)		| M W:	(1)	(7)	(17)	(18)	| (43)	(0)	(2)	| (2)	| (45)
(MALE NON-WHITE)		| M N-W:	(0)	(0)	(0)	(1)	| (1)	(0)	(0)	| (0)	| (1)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(0)	(3)	| (3)	| (3)
I. S. U.	31,000	| TOTAL:	2	3	5	15	| 25	4	3	| 7	| 32
(MALE WHITE)		| M W:	(2)	(3)	(5)	(14)	| (24)	(0)	(2)	| (2)	| (26)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(4)	(1)	| (5)	| (6)

S W O R N

C I V I L I A N

CITY	POPULATION		S W O R N				C I V I L I A N			SWORN/CIV. TOTAL	
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS		TOTAL
MASON CITY	30,157	TOTAL:	1	7	7	28	43	5	9	14	57
(MALE WHITE)		M W:	(1)	(7)	(7)	(27)	(42)	(1)	(5)	(6)	(48)
(MALE NON-WHITE)		M N-W:	(0)	(0)	(0)	(1)	(1)	(0)	(0)	(0)	(1)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(0)	(0)	(4)	(4)	(8)	(8)
BURLINGTON	29,090	TOTAL:	2	7	4	20	33	6	5	11	44
(MALE WHITE)		M W:	(2)	(7)	(4)	(18)	(31)	(1)	(0)	(1)	(32)
(MALE NON-WHITE)		M N-W:	(0)	(0)	(0)	(1)	(1)	(0)	(0)	(0)	(1)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(1)	(1)	(5)	(5)	(10)	(11)
FORT DODGE	28,857	TOTAL:	3	11	5	26	45	0	5	5	50
(MALE WHITE)		M W:	(3)	(11)	(5)	(24)	(43)	(0)	(0)	(0)	(43)
(MALE NON-WHITE)		M N-W:	(0)	(0)	(0)	(1)	(1)	(0)	(0)	(0)	(1)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(1)	(1)	(0)	(5)	(5)	(6)
BETTENDORF	27,561	TOTAL:	1	6	6	17	30	8	2	10	40
(MALE WHITE)		M W:	(1)	(6)	(6)	(17)	(30)	(0)	(0)	(0)	(30)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(0)	(0)	(8)	(2)	(10)	(10)
MARSHALLTOWN	27,221	TOTAL:	2	8	6	25	41	7	3	10	51
(MALE WHITE)		M W:	(2)	(8)	(6)	(23)	(39)	(0)	(0)	(0)	(39)
(MALE NON-WHITE)		M N-W:	(0)	(0)	(0)	(1)	(1)	(0)	(0)	(0)	(1)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(1)	(1)	(7)	(3)	(10)	(11)
OTTUMWA	26,950	TOTAL:	3	4	7	22	36	1	3	4	40
(MALE WHITE)		M W:	(3)	(4)	(7)	(22)	(36)	(1)	(1)	(2)	(38)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(0)	(0)	(0)	(2)	(2)	(2)
MUSCATINE	24,218	TOTAL:	2	2	6	22	32	6	3	9	41
(MALE WHITE)		M W:	(2)	(2)	(6)	(18)	(28)	(1)	(0)	(1)	(29)
(MALE NON-WHITE)		M N-W:	(0)	(0)	(0)	(2)	(2)	(0)	(0)	(0)	(2)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(2)	(2)	(5)	(3)	(8)	(10)

S W O R N

C I V I L I A N

CITY	POPULATION		S W O R N				C I V I L I A N			SWORN/CIV. TOTAL	
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS		TOTAL
WEST DES MOINES	21,976	TOTAL:	1	3	4	20	28	4	4	8	36
		(MALE WHITE)	(1)	(2)	(4)	(20)	(27)	(1)	(2)	(3)	(30)
		(MALE NON-WHITE)	(0)	(1)	(0)	(0)	(1)	(0)	(0)	(0)	(1)
		(FEMALE WHITE)	(0)	(0)	(0)	(0)	(0)	(3)	(2)	(5)	(5)
MARION	19,897	TOTAL:	1	3	7	12	23	4	2	6	29
		(MALE WHITE)	(1)	(3)	(7)	(12)	(23)	(2)	(0)	(2)	(25)
		(FEMALE WHITE)	(0)	(0)	(0)	(0)	(0)	(2)	(2)	(4)	(4)
URBANDALE	19,010	TOTAL:	1	3	6	18	28	4	3	7	35
		(MALE WHITE)	(1)	(3)	(5)	(17)	(26)	(3)	(1)	(4)	(30)
		(FEMALE WHITE)	(0)	(0)	(1)	(1)	(2)	(1)	(2)	(3)	(5)
ANKENY	15,801	TOTAL:	1	2	7	10	20	6	0	6	26
		(MALE WHITE)	(1)	(2)	(6)	(9)	(18)	(0)	(0)	(0)	(18)
		(FEMALE WHITE)	(0)	(0)	(1)	(1)	(2)	(6)	(0)	(6)	(8)
NEWTON	15,162	TOTAL:	2	3	4	16	25	0	6	6	31
		(MALE WHITE)	(2)	(3)	(4)	(16)	(25)	(0)	(0)	(0)	(25)
		(FEMALE WHITE)	(0)	(0)	(0)	(0)	(0)	(0)	(6)	(6)	(6)
KEOKUK	13,524	TOTAL:	2	4	5	15	26	3	3	6	32
		(MALE WHITE)	(1)	(4)	(5)	(14)	(24)	(2)	(1)	(3)	(27)
		(MALE NON-WHITE)	(1)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	(1)
		(FEMALE WHITE)	(0)	(0)	(0)	(1)	(1)	(1)	(2)	(3)	(4)
FORT MADISON	13,192	TOTAL:	1	4	3	17	25	4	2	6	31
		(MALE WHITE)	(1)	(4)	(3)	(15)	(23)	(0)	(0)	(0)	(23)
		(MALE NON-WHITE)	(0)	(0)	(0)	(1)	(1)	(0)	(0)	(0)	(1)
		(FEMALE WHITE)	(0)	(0)	(0)	(1)	(1)	(4)	(2)	(6)	(7)

S W O R N

C I V I L I A N

CITY	POPULATION		S W O R N				C I V I L I A N			SWORN/CIV. TOTAL	
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS		TOTAL
U. N. I.	13,100	| TOTAL:	2	0	4	11	17	3	5	8	25
(MALE WHITE)		| M W:	(2)	(0)	(4)	(10)	(16)	(1)	(1)	(2)	(18)
(MALE NON-WHITE)		| M N-W:	(0)	(0)	(0)	(0)	(0)	(0)	(1)	(1)	(1)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	(1)	(2)	(3)	(5)	(6)
BOONE	12,555	| TOTAL:	2	4	0	9	15	2	1	3	18
(MALE WHITE)		| M W:	(2)	(4)	(0)	(9)	(15)	(0)	(0)	(0)	(15)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(2)	(1)	(3)	(3)
SPENCER	11,593	| TOTAL:	1	4	1	12	18	6	1	7	25
(MALE WHITE)		| M W:	(1)	(4)	(1)	(12)	(18)	(2)	(0)	(2)	(20)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(4)	(1)	(5)	(5)
OSKALOOSA	10,995	| TOTAL:	1	4	1	9	15	6	0	6	21
(MALE WHITE)		| M W:	(1)	(4)	(1)	(9)	(15)	(3)	(0)	(3)	(18)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(3)	(0)	(3)	(3)
INDIANOLA	10,760	| TOTAL:	2	0	2	7	11	0	2	2	13
(MALE WHITE)		| M W:	(2)	(0)	(2)	(7)	(11)	(0)	(0)	(0)	(11)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(0)	(2)	(2)	(2)
CARROLL	9,607	| TOTAL:	1	3	1	9	14	5	4	9	23
(MALE WHITE)		| M W:	(1)	(3)	(1)	(8)	(13)	(3)	(0)	(3)	(16)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	(1)	(2)	(4)	(6)	(7)
FAIRFIELD	9,459	| TOTAL:	2	1	3	6	12	5	0	5	17
(MALE WHITE)		| M W:	(2)	(1)	(3)	(6)	(12)	(0)	(0)	(0)	(12)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(5)	(0)	(5)	(5)
STORM LAKE	8,819	| TOTAL:	1	5	0	7	13	0	2	2	15
(MALE WHITE)		| M W:	(1)	(5)	(0)	(7)	(13)	(0)	(0)	(0)	(13)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(0)	(2)	(2)	(2)

CITY	POPULATION		S W O R N				TOTAL	C I V I L I A N		TOTAL	SWORN/CIV. TOTAL
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS		PRO./TECH. CIVILIAN	OTHER CIVILIANS		
GRINNELL	8,698	| TOTAL:	1	0	3	7	| 11	0	1	| 1	12
(MALE WHITE)		| M W:	(1)	(0)	(3)	(7)	| (11)	(0)	(0)	| (0)	(11)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(0)	(1)	| (1)	(1)
CHARLES CITY	8,678	| TOTAL:	1	3	1	8	| 13	3	0	| 3	16
(MALE WHITE)		| M W:	(1)	(3)	(1)	(8)	| (13)	(2)	(0)	| (2)	(15)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(0)	| (1)	(1)
WEBSTER CITY	8,587	| TOTAL:	1	1	5	7	| 14	4	0	| 4	18
(MALE WHITE)		| M W:	(1)	(1)	(5)	(7)	| (14)	(1)	(0)	| (1)	(15)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(3)	(0)	| (3)	(3)
WAVERLY	8,506	| TOTAL:	2	0	3	8	| 13	0	1	| 1	14
(MALE WHITE)		| M W:	(2)	(0)	(3)	(8)	| (13)	(0)	(0)	| (0)	(13)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(0)	(1)	| (1)	(1)
PELLA	8,500	| TOTAL:	2	0	1	6	| 9	4	0	| 4	13
(MALE WHITE)		| M W:	(2)	(0)	(1)	(6)	| (9)	(1)	(0)	| (1)	(10)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(3)	(0)	| (3)	(3)
CRESTON	8,351	| TOTAL:	2	1	2	4	| 9	4	0	| 4	13
(MALE WHITE)		| M W:	(2)	(1)	(2)	(4)	| (9)	(3)	(0)	| (3)	(12)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(0)	| (1)	(1)
KNOXVILLE	8,175	| TOTAL:	2	0	2	7	| 11	4	0	| 4	15
(MALE WHITE)		| M W:	(2)	(0)	(2)	(7)	| (11)	(0)	(0)	| (0)	(11)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(4)	(0)	| (4)	(4)
LE MARS	8,045	| TOTAL:	1	2	2	6	| 11	0	0	| 0	11
(MALE WHITE)		| M W:	(1)	(2)	(2)	(6)	| (11)	(0)	(0)	| (0)	(11)

S W O R N

C I V I L I A N

CITY	POPULATION		S W O R N				C I V I L I A N			SWORN/CIV. TOTAL	
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS		TOTAL
DECORAH	8,020	| TOTAL:	1	2	2	7	| 12	3	2	5	| 17
(MALE WHITE)		| M W:	(1)	(2)	(2)	(6)	| (11)	(1)	(0)	(1)	| (12)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(2)	(2)	(4)	| (5)
ATLANTIC	7,920	| TOTAL:	1	2	2	8	| 13	4	0	4	| 17
(MALE WHITE)		| M W:	(1)	(2)	(2)	(7)	| (12)	(1)	(0)	(1)	| (13)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(3)	(0)	(3)	| (4)
CORALVILLE	7,878	| TOTAL:	1	1	3	14	| 19	0	2	2	| 21
(MALE WHITE)		| M W:	(1)	(1)	(3)	(12)	| (17)	(0)	(0)	(0)	| (17)
(MALE NON-WHITE)		| M N-W:	(0)	(0)	(0)	(1)	| (1)	(0)	(0)	(0)	| (1)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(0)	(2)	(2)	| (3)
CLEAR LAKE	7,529	| TOTAL:	2	0	3	8	| 13	4	2	6	| 19
(MALE WHITE)		| M W:	(2)	(0)	(3)	(7)	| (12)	(0)	(0)	(0)	| (12)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(4)	(2)	(6)	| (7)
OELWEIN	7,501	| TOTAL:	2	0	3	5	| 10	5	0	5	| 15
(MALE WHITE)		| M W:	(2)	(0)	(3)	(5)	| (10)	(0)	(0)	(0)	| (10)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(5)	(0)	(5)	| (5)
ESTHERVILLE	7,440	| TOTAL:	1	4	0	7	| 12	0	0	0	| 12
(MALE WHITE)		| M W:	(1)	(4)	(0)	(7)	| (12)	(0)	(0)	(0)	| (12)
MOUNT PLEASANT	7,209	| TOTAL:	1	1	2	7	| 11	6	1	7	| 18
(MALE WHITE)		| M W:	(1)	(1)	(2)	(7)	| (11)	(0)	(1)	(1)	| (12)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(6)	(0)	(6)	| (6)
DENISON	6,911	| TOTAL:	1	2	2	6	| 11	6	1	7	| 18
(MALE WHITE)		| M W:	(1)	(2)	(2)	(6)	| (11)	(1)	(0)	(1)	| (12)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(5)	(1)	(6)	| (6)

S W O R N

C I V I L I A N

CITY	POPULATION		S W O R N				C I V I L I A N			SWORN/CIV. TOTAL	
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS		TOTAL
PERRY	6,848	| TOTAL:	2	0	2	6	10	4	0	4	14
(MALE WHITE)		| M W:	(2)	(0)	(2)	(6)	(10)	(0)	(0)	(0)	(10)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(4)	(0)	(4)	(4)
CHEROKEE	6,788	| TOTAL:	2	0	2	6	10	1	0	1	11
(MALE WHITE)		| M W:	(2)	(0)	(2)	(6)	(10)	(0)	(0)	(0)	(10)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)	(1)
WASHINGTON	6,739	| TOTAL:	1	0	3	5	9	0	1	1	10
(MALE WHITE)		| M W:	(1)	(0)	(3)	(5)	(9)	(0)	(1)	(1)	(10)
RED OAK	6,702	| TOTAL:	2	1	3	4	10	4	0	4	14
(MALE WHITE)		| M W:	(2)	(1)	(3)	(4)	(10)	(0)	(0)	(0)	(10)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(4)	(0)	(4)	(4)
CENTERVILLE	6,492	| TOTAL:	2	0	3	6	11	5	0	5	16
(MALE WHITE)		| M W:	(2)	(0)	(3)	(6)	(11)	(2)	(0)	(2)	(13)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(3)	(0)	(3)	(3)
INDEPENDENCE	6,463	| TOTAL:	1	1	3	6	11	1	0	1	12
(MALE WHITE)		| M W:	(1)	(1)	(3)	(6)	(11)	(0)	(0)	(0)	(11)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)	(1)
MAQUOKETA	6,407	| TOTAL:	1	0	2	6	9	3	0	3	12
(MALE WHITE)		| M W:	(1)	(0)	(2)	(6)	(9)	(0)	(0)	(0)	(9)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(3)	(0)	(3)	(3)
ALGONA	6,285	| TOTAL:	1	0	3	6	10	4	1	5	15
(MALE WHITE)		| M W:	(1)	(0)	(3)	(6)	(10)	(1)	(0)	(1)	(11)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(3)	(1)	(4)	(4)

S W O R N

C I V I L I A N

CITY	POPULATION		S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS	TOTAL	
SHENANDOAH	6,220	TOTAL:	1	0	0	8	9	1	0	1	10
	(MALE WHITE)	M W:	(1)	(0)	(0)	(8)	(9)	(0)	(0)	(0)	(9)
	(FEMALE WHITE)	F W:	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)	(1)
CLIVE	6,213	TOTAL:	1	0	0	8	9	4	0	4	13
	(MALE WHITE)	M W:	(1)	(0)	(0)	(8)	(9)	(2)	(0)	(2)	(11)
	(FEMALE WHITE)	F W:	(0)	(0)	(0)	(0)	(0)	(2)	(0)	(2)	(2)
IOWA FALLS	6,127	TOTAL:	1	1	2	7	11	4	1	5	16
	(MALE WHITE)	M W:	(1)	(1)	(2)	(7)	(11)	(2)	(1)	(3)	(14)
	(FEMALE WHITE)	F W:	(0)	(0)	(0)	(0)	(0)	(2)	(0)	(2)	(2)
ALTOONA	6,100	TOTAL:	1	1	1	4	7	1	0	1	8
	(MALE WHITE)	M W:	(1)	(1)	(1)	(3)	(6)	(0)	(0)	(0)	(6)
	(MALE NON-WHITE)	M N-W:	(0)	(0)	(0)	(1)	(1)	(0)	(0)	(0)	(1)
	(FEMALE WHITE)	F W:	(0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)	(1)
NEVADA	5,960	TOTAL:	1	0	0	6	7	0	0	0	7
	(MALE WHITE)	M W:	(1)	(0)	(0)	(6)	(7)	(0)	(0)	(0)	(7)
WINDSOR HEIGHTS	5,605	TOTAL:	2	0	3	6	11	5	0	5	16
	(MALE WHITE)	M W:	(2)	(0)	(3)	(6)	(11)	(1)	(0)	(1)	(12)
	(FEMALE WHITE)	F W:	(0)	(0)	(0)	(0)	(0)	(4)	(0)	(4)	(4)
GLENWOOD	5,503	TOTAL:	1	2	0	4	7	0	1	1	8
	(MALE WHITE)	M W:	(1)	(2)	(0)	(4)	(7)	(0)	(0)	(0)	(7)
	(FEMALE WHITE)	F W:	(0)	(0)	(0)	(0)	(0)	(0)	(1)	(1)	(1)
HARLAN	5,297	TOTAL:	2	0	1	5	8	0	1	1	9
	(MALE WHITE)	M W:	(2)	(0)	(1)	(5)	(8)	(0)	(0)	(0)	(8)
	(FEMALE WHITE)	F W:	(0)	(0)	(0)	(0)	(0)	(0)	(1)	(1)	(1)

CITY	POPULATION	S W O R N					C I V I L I A N			SWORN/CIV. TOTAL	
		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS	TOTAL		
CLARINDA	5,231	TOTAL:	2	0	2	6	10	4	1	5	15
(MALE WHITE)		M W:	(2)	(0)	(2)	(6)	(10)	(0)	(0)	(0)	(10)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(0)	(0)	(4)	(1)	(5)	(5)
CHARITON	5,098	TOTAL:	1	0	2	5	8	4	1	5	13
(MALE WHITE)		M W:	(1)	(0)	(2)	(5)	(8)	(1)	(0)	(1)	(9)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(0)	(0)	(3)	(1)	(4)	(4)
ANAMOSA	5,097	TOTAL:	1	0	0	4	5	0	1	1	6
(MALE WHITE)		M W:	(1)	(0)	(0)	(4)	(5)	(0)	(0)	(0)	(5)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(0)	(0)	(0)	(1)	(1)	(1)
HIAWATHA	5,035	TOTAL:	1	0	1	2	4	0	0	0	4
(MALE WHITE)		M W:	(1)	(0)	(1)	(2)	(4)	(0)	(0)	(0)	(4)
SHELDON	5,010	TOTAL:	2	0	0	4	6	4	0	4	10
(MALE WHITE)		M W:	(2)	(0)	(0)	(4)	(6)	(1)	(0)	(1)	(7)
(FEMALE WHITE)		F W:	(0)	(0)	(0)	(0)	(0)	(3)	(0)	(3)	(3)

TOTALS:	TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS	TOTAL	SWORN/CIV. TOTAL
MALE WHITE	117	240	456	1,290	2,103	81	59	140	2,243
MALE NON-WHITE	1	3	1	35	40	4	17	21	61
FEMALE WHITE	-	-	7	59	66	216	218	434	500
FEMALE NON-WHITE	-	-	-	3	3	2	8	10	13
GRAND TOTAL:	118	243	464	1,387	2,212	303	302	605	2,817

Top Admin. - Chief, Asst. Chief Gen. Command - Capt., Lt. First Line Supervisory - Sgt., Detective, Corporal
First Line Officers - Patrol Officer, Jailer, Matron Professional/Technical Civilian - Dispatchers, Admin. Assts., etc.
Other Civilians - Secretaries, Clerks, Maintenance Staff

TABLE 5

NUMBER OF FULL-TIME FEMALE EMPLOYEES
BY FUNCTION (JULY 1, 1984)

Included in Table 5 is a breakdown of all full-time employees of departments serving cities of 5,000 population or greater at the beginning of fiscal year 1985. As previously mentioned in Table 4, the overwhelming majority of women employees (438 of 513, or 85%) have civilian status, with nearly all working inside the department as dispatchers, secretaries, matrons, etc.

In terms of female employees serving in a sworn capacity, only one-third (26) of the agencies reported employing sworn officers -- a sharp contrast to the 72 (100%) agencies with women who are unsworn employees. Of those departments with female police officers, 52 of 75 are working for the eight largest municipalities (cities greater than 50,000 population).

In terms of function, over 85% (64 of 75) of female officers are assigned to patrol or investigations, with the other eleven performing a variety of functions, e.g., parking enforcement, jail duties, animal control, communications, etc. Only four departments reported having assigned any sworn female employees to duties other than patrol or investigations.

TABLE 5

NUMBER OF FULL-TIME FEMALE EMPLOYEES
BY FUNCTION (JULY 1, 1984)

CITY	POPULATION	SWORN			CIVILIAN			TOTAL		
		PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE
DES MOINES	191,506	9	3 (2 ^j)	12	.	60 (1 ^j)	60	9	63 (3 ^j)	72
CEDAR RAPIDS	109,086	5	6	11	.	19	19	5	25	30
DAVENPORT	103,799	10	.	10	.	29	29	10	29	39
SIOUX CITY	82,095	3	.	3	7	25	32	10	25	35
WATERLOO	76,399	6	.	6	.	22 (2 ^j)	22	6	22 (1 ^j)	28
DUBUQUE	61,209	2	.	2	.	7	7	2	7	9
COUNCIL BLUFFS	56,694	4	.	4	.	14	14	4	14	18
IOWA CITY	51,559	4	.	4	.	14	14	4	14	18
AMES	45,747	1	.	1	.	11	11	1	11	12
CEDAR FALLS	36,206	1	.	1	.	8	8	1	8	9
U. OF I.	33,800	3	.	3	3	3	6	6	3	9
CLINTON	32,437	.	.	.	.	3	3	.	3	3
I. S. U.	31,000	1	.	1	.	5	5	1	5	6
MASON CITY	30,157	.	.	.	.	8	8	.	8	8
BURLINGTON	29,090	1	.	1	.	10	10	1	10	11
FORT DODGE	28,857	1	.	1	.	5	5	1	5	6
BETTENDORF	27,561	.	.	.	.	10	10	.	10	10
MARSHALLTOWN	27,221	1	.	1	.	10	10	1	10	11
OTTUMWA	26,950	.	.	.	.	2	2	.	2	2
MUSCATINE	24,218	2	.	2	.	8	8	2	8	10
WEST DES MOINES	21,976	.	.	.	.	5	5	.	5	5

* Other functions include: Parking Enforcement, Animal Control, Communications, Secretarial Work, and ^jJail Assignment.

CITY	POPULATION	S W O R N			C I V I L I A N			T O T A L		
		PATROL OR INVESTIGATE	OTHER FUNCTIONS *	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER FUNCTIONS *	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER FUNCTIONS *	TOTAL FEMALE
MARION	19,897	.	.	.	.	4	4	.	4	4
URBANDALE	19,010	2	.	2	.	3	3	2	3	5
ANKENY	15,801	2	.	2	.	6	6	2	6	8
NEWTON	15,162	.	.	.	.	6	6	.	6	6
KEOKUK	13,524	.	1	1	.	3 (1 ^j)	3	.	4 (1 ^j)	4
FORT MADISON	13,192	1	.	1	.	6	6	1	6	7
U. N. I.	13,100	1	.	1	.	5	5	1	5	6
BOONE	12,555	.	.	.	.	3	3	.	3	3
SPENCER	11,593	.	.	.	.	5	5	.	5	5
OSKALOOSA	10,995	.	.	.	.	3	3	.	3	3
INDIANOLA	10,760	.	.	.	.	2	2	.	2	2
CARROLL	9,607	1	.	1	.	6	6	1	6	7
FAIRFIELD	9,459	.	.	.	.	5	5	.	5	5
STORM LAKE	8,819	.	.	.	.	2	2	.	2	2
GRINNELL	8,698	.	.	.	.	1	1	.	1	1
CHARLES CITY	8,678	.	.	.	.	1	1	.	1	1
WEBSTER CITY	8,587	.	.	.	.	3	3	.	3	3
WAVERLY	8,506	.	.	.	.	1	1	.	1	1
PELLA	8,500	.	.	.	.	3	3	.	3	3
CRESTON	8,351	.	.	.	.	1	1	.	1	1
KNOXVILLE	8,175	.	.	.	.	4	4	.	4	4
DECORAH	8,020	1	.	1	.	4	4	1	4	5
ATLANTIC	7,920	1	.	1	.	3	3	1	3	4
CORALVILLE	7,878	1	.	1	.	2	2	1	2	3
CLEAR LAKE	7,529	.	1	1	.	6	6	.	7	7

*Other functions include: Parking Enforcement, Animal Control, Communications, Secretarial Work, and ^jJail Assignment.

CITY	POPULATION	S W O R N			C I V I L I A N			T O T A L		
		PATROL OR INVESTIGATE	OTHER*	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER*	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER*	TOTAL FEMALE
OELWEIN	7,501	.	.	.	.	5	5	.	5	5
MOUNT PLEASANT	7,209	.	.	.	.	6	6	.	6	6
DENISON	6,911	.	.	.	.	6	6	.	6	6
PERRY	6,848	.	.	.	.	4	4	.	4	4
CHEROKEE	6,788	.	.	.	.	1	1	.	1	1
RED OAK	6,702	.	.	.	.	4	4	.	4	4
CENTERVILLE	6,492	.	.	.	.	3	3	.	3	3
INDEPENDENCE	6,463	.	.	.	.	1	1	.	1	1
MAQUOKETA	6,407	.	.	.	.	3	3	.	3	3
ALGONA	6,285	.	.	.	.	4	4	.	4	4
SHENANDOAH	6,220	.	.	.	.	1	1	.	1	1
CLIVE	6,213	.	.	.	.	2	2	.	2	2
IOWA FALLS	6,127	.	.	.	.	2	2	.	2	2
ALTOONA	6,100	.	.	.	.	1	1	.	1	1
WINDSOR HEIGHTS	5,605	.	.	.	.	4	4	.	4	4
GLENWOOD	5,503	.	.	.	.	1	1	.	1	1
HARLAN	5,297	.	.	.	.	1	1	.	1	1
CLARINDA	5,231	.	.	.	.	5	5	.	5	5
CHARITON	5,098	.	.	.	.	4	4	.	4	4
ANAMOSA	5,097	.	.	.	.	1	1	.	1	1
SHELDON	5,010	.	.	.	.	3	3	.	3	3
TOTALS:		64	11 (2 ^j)	75	10	428 (4 ^j)	438	74	439 (6 ^j)	513

* Other functions include: Parking Enforcement, Animal Control, Communications, Secretarial Work, and ^jJail Assignment.

TABLE 6
 LENGTH OF EMPLOYMENT
 OF FULL-TIME POLICE OFFICERS (JULY 1, 1984)

The reduction of turnover in departmental personnel, and the retention of experienced law enforcement personnel, have long been considered important in developing and maintaining professionalism in police agencies. Maintaining low rates of turnover is an important fiscal matter, as well, given the requirement that Iowa peace officers receive training from the Iowa Law Enforcement Academy, with costs running several thousand dollars for salary, mileage, and training expenses. High turnover, particularly in smaller departments, has the potential to cause numerous budget problems.

The table below shows the median length of employment for officers for each of the city groups found in both volumes I and II.

<u>POPULATION SIZE</u>	<u>MEDIAN LENGTH OF EMPLOYMENT (Years)</u>
100,000 and over	12.6
50,000 - 99,999	12.6
25,000 - 49,999	9.9
10,000 - 24,999	8.8
7,500 - 9,999	8.7
5,000 - 7,499	5.0
<u>TOTAL 5,000 and over</u>	<u>10.4</u>
4,000 - 4,999	4.5
3,000 - 3,999	5.6
2,500 - 2,999	3.9
2,000 - 2,499	4.4
1,000 - 1,999	4.4
Under 1,000	3.8
<u>Total under 5,000</u>	<u>4.4</u>
<u>TOTAL ALL CITIES</u>	<u>9.1</u>

The table shows clearly that a relationship exists between city size and the median length of employment of its police officers, but only in cities of 5,000 or greater population. In cities of less than 5,000 population, there is (apparently) random variation in the median length of officer employment, with cities of every size showing shorter median employment than cities exceeding 7,500 population.

One encouraging note in Table 6 is that the mode length of employment (the largest single group of officers) is between five and nine years, both for small cities and for larger ones. Twenty-six percent of the officers in large cities have been employed in the current agency between five and nine years, as are 31% of the officers serving smaller cities. On the other hand, 52% of the officers in larger cities have been employed ten years or longer, while this is the case only 13% of the times in smaller municipalities.

There is some support, then, for the notion that smaller cities exhibit higher turnover rates than the larger cities. This possibility is examined in Table 21.

TABLE 6

LENGTH OF EMPLOYMENT
OF FULL-TIME POLICE OFFICERS (JULY 1, 1984)

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER 1 YR.</u>	<u>1-2 YRS.</u>	<u>3-4 YRS.</u>	<u>5-9 YRS.</u>	<u>10-14 YRS.</u>	<u>15-19 YRS.</u>	<u>20-24 YRS.</u>	<u>25+ YRS.</u>	<u>TOTAL</u>
DES MOINES	191,506	17	.	9	88	77	74	40	29	334
CEDAR RAPIDS	109,086	9	8	6	34	40	25	20	13	155
DAVENPORT	103,799	5	4	12	51	29	22	9	13	145
SIOUX CITY	82,095	7	7	9	14	29	18	16	8	108
WATERLOO	76,399	6	6	4	27	37	29	15	10	134
DUBUQUE	61,209	3	.	12	18	14	11	7	11	76
COUNCIL BLUFFS	56,694	2	9	11	14	27	11	9	8	91
IOWA CITY	51,559	4	3	.	10	21	15	.	1	54
AMES	45,747	3	2	2	17	8	8	4	4	48
CEDAR FALLS	36,206	4	1	10	9	10	1	10	1	46
U. OF I.	33,800	.	6	1	8	7	3	3	.	28
CLINTON	32,437	.	1	3	15	14	1	7	3	44
I. S. U.	31,000	2	.	7	7	4	3	1	1	25
MASON CITY	30,157	.	5	.	9	12	8	3	6	43
BURLINGTON	29,090	.	.	2	10	6	11	4	.	33
FORT DODGE	28,857	.	.	5	20	5	9	2	4	45
BETTENDORF	27,561	2	2	5	8	9	3	1	.	30
MARSHALLTOWN	27,221	1	2	8	15	4	8	1	2	41
OTTUMWA	26,950	1	2	3	15	5	8	2	.	36
MUSCATINE	24,218	1	5	7	9	5	1	3	1	32
WEST DES MOINES	21,976	4	2	2	10	5	2	3	.	28
MARION	19,897	1	.	1	9	8	3	1	.	23
URBAN DALE	19,010	.	.	6	11	5	6	.	.	28

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER 1 YR.</u>	<u>1-2 YRS.</u>	<u>3-4 YRS.</u>	<u>5-9 YRS.</u>	<u>10-14 YRS.</u>	<u>15-19 YRS.</u>	<u>20-24 YRS.</u>	<u>25+ YRS.</u>	<u>TOTAL</u>
ANKENY	15,801	1	4	1	8	3	3	.	.	20
NEWTON	15,162	1	.	2	4	10	7	1	.	25
KEOKUK	13,524	.	1	10	3	4	4	3	1	26
FORT MADISON	13,192	.	3	5	3	4	6	2	2	25
U. N. I.	13,100	2	1	3	3	5	2	1	.	17
BOONE	12,555	2	.	.	4	2	3	3	1	15
SPENCER	11,593	1	2	1	10	1	1	2	.	18
OSKALOOSA	10,995	6	3	3	3	.	.	.	.	15
INDIANOLA	10,760	.	1	2	.	2	4	2	.	11
CARROLL	9,607	1	2	3	2	4	2	.	.	14
FAIRFIELD	9,459	1	.	2	3	2	1	2	1	12
STORM LAKE	8,819	2	.	1	5	3	2	.	.	13
GRINNELL	8,698	.	1	.	5	3	2	.	.	11
CHARLES CITY	8,678	.	2	1	2	3	3	.	2	13
WEBSTER CITY	8,587	.	1	1	1	4	5	1	1	14
WAVERLY	8,506	1	.	.	8	1	3	.	.	13
PELLA	8,500	2	.	.	3	4	.	.	.	9
CRESTON	8,351	.	.	.	5	2	1	1	.	9
KNOXVILLE	8,175	.	.	2	4	3	1	1	.	11
LE MARS	8,045	2	.	.	3	2	4	.	.	11
DECORAH	8,020	.	2	3	.	2	3	2	.	12
ATLANTIC	7,920	4	1	1	3	1	.	.	.	13
CORALVILLE	7,878	4	.	5	6	3	1	.	.	19
CLEAR LAKE	7,529	1	2	.	5	4	1	.	.	13
OELWEIN	7,501	.	.	4	4	.	1	.	1	10
ESTHERVILLE	7,440	1	3	.	4	.	2	.	2	12
MOUNT PLEASANT	7,209	2	3	2	4	.	.	.	.	11

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER 1 YR.</u>	<u>1-2 YRS.</u>	<u>3-4 YRS.</u>	<u>5-9 YRS.</u>	<u>10-14 YRS.</u>	<u>15-19 YRS.</u>	<u>20-24 YRS.</u>	<u>25+ YRS.</u>	<u>TOTAL</u>
DENISON	6,911	1	3	3	1	2	1	.	.	11
PERRY	6,848	3	.	2	3	1	1	.	.	10
CHEROKEE	6,788	1	.	1	4	2	.	2	.	10
WASHINGTON	6,739	3	2	2	2	.	.	.	.	9
RED OAK	6,702	1	1	3	3	2	.	.	.	10
CENTERVILLE	6,492	.	3	2	4	1	1	.	.	11
INDEPENDENCE	6,463	1	3	1	3	2	1	.	.	11
MAQUOKETA	6,407	.	.	2	3	2	1	.	1	9
ALGONA	6,285	2	2	3	2	.	1	.	.	10
SHENANDOAH	6,220	1	.	.	2	4	.	2	.	9
CLIVE	6,213	2	1	1	2	1	1	1	.	9
IOWA FALLS	6,127	6	.	4	1	.	.	.	.	11
ALTOONA	6,100	1	.	1	2	2	.	1	.	7
NEVADA	5,960	.	1	2	2	1	1	.	.	7
WINDSOR HEIGHTS	5,605	.	1	8	1	.	1	.	.	11
GLENWOOD	5,503	.	1	2	3	.	.	1	.	7
HARLAN	5,297	.	1	3	2	2	.	.	.	8
CLARINDA	5,231	.	2	4	3	1	.	.	.	10
CHARITON	5,098	.	2	1	5	.	.	.	.	8
ANAMOSA	5,097	.	.	1	3	1	.	.	.	5
HIAWATHA	5,035	.	1	1	1	1	.	.	.	4
SHELDON	5,010	.	3	1	.	.	.	2	.	6
TOTALS:		128	127	225	585	478	351	191	127	2,212

TABLE 7
AUTHORIZED SALARIES
OF FULL-TIME POLICE OFFICERS (FY 1985)

The 72 police departments serving cities of over 5,000 population reported a large number of salary levels for their sworn personnel by rank. All cities reported salary levels for patrol officers and chiefs, with only two departments having no ranks in between, and three having only one rank (sergeant, lieutenant, or captain) in between.

Salary data were submitted in two forms. Larger cities, especially, tended to have salary ranges for positions. Other cities, particularly the smaller cities, had single figures for positions, without ranges. The trend in FY 85 is toward more cities establishing ranges for positions, rather than having a single, set salary figure. In some cities, however, the reverse is true.

Not surprisingly, the larger departments tended to have the greatest number of ranks: all cities serving a population of over 15,000 had at least five different ranks of officers.

In the discussion of the various ranks, three different averages were computed. The first is for all departments providing only a single salary (not a range); the second and third represent all other agencies reporting a low and high salary range for any given position.

Patrol Officer. All departments reported salary data for patrol officers. Of these six (8.3%) supplied only single figures, with the average of this group being \$16,372 per year. The other 66 departments offered an average pay scale of \$16,208 to \$19,610. For those cities offering ranges, the minimum salary ranged from \$12,896 to \$20,476, and the maximum from \$15,000 to \$25,622. For cities offering set salaries, the minimum was \$13,582, and the maximum \$17,916.

Detective. Twenty-one departments reported having the civil service rank of detective. Six departments offered a single figure (average = \$20,583), while the remaining fifteen offered an average range of \$18,497 to \$21,698. For departments offering single figures, the lowest and highest salaries were \$17,570 and \$25,321, respectively. For cities offering ranges, the minimum varied from \$15,490 to \$22,235, while the maximum ranged from \$17,300 to \$26,291.

Sergeant. Of the 59 departments listing pay scales for the rank of sergeant, 21 offered single salary figures. The range of these figures was from \$15,121 to \$28,836, with an average of \$19,780. The 38 departments reporting ranges for sergeant showed an average range of \$19,155 to \$22,464. Minimums in these ranges ran from \$15,490 to \$23,987. Maximum ranged from \$17,849 to \$30,493.

Lieutenant. Thirty-one departments reported figures for lieutenants, with 13 of these reporting single figures. Those with set salaries ranged from \$15,724 to \$29,535, with an average of \$22,587. Those reporting ranges showed minimums ranging from \$17,313 to \$27,546 and maximums from \$19,219 to \$33,034. The average range for these cities was \$21,689 to \$25,204.

Captain. As was the case for other ranks between patrol officer and chief, captains were most often reported for the larger departments. Thirty-nine cities reported having the rank of captain, with 13 offering single salary figures. Salaries for those offering single figures averaged \$23,354, with a range from \$18,528 to \$32,795. The average range of the remaining departments was \$22,922 to \$26,775. Minimum salaries ranged from \$18,178 to \$30,493. Maximums ran from \$18,576 to \$35,574.

Assistant Chief. Thirteen cities offered single salary figures for assistant chiefs, ranging from \$16,473 to \$36,142. The average for this group was \$22,071. The nineteen cities offering ranges reported an average range of \$22,993 to \$30,255. Minimum salaries ranged from \$17,530 to \$34,897, and maximums from \$20,076 to \$44,223.

Chief. All departments reported salary figures for chiefs, with 41 showing single figures, which ranged from \$19,534 to \$44,800 and averaged \$26,764. Departments showing ranges for chiefs reported averages of \$25,379 to \$31,435. Of those departments with ranges, minimums ran from \$17,297 to \$41,804. Maximums varied between \$18,162 and \$53,511.

In making comparisons among departments, the reader is encouraged to exercise caution. Although this report presents information only for departments serving cities having populations of greater than 5,000, there is considerable difference in the smallest and largest departments contained within the report. Comparisons should be made primarily among departments of similar size. Comparisons within ranks should also be made with care, as the duties and qualifications for individual positions may vary considerably from one department to another.

TABLE 7

AUTHORIZED SALARIES
OF FULL-TIME POLICE OFFICERS (FY 1985) *

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
# DES MOINES	191,506	19,360-23,222	20,484-24,597	22,474-26,971	24,538-29,477	27,560-33,238	34,897-44,223	41,804-53,511
+ CEDAR RAPIDS	109,086	15,953-20,612	22,235-26,291	23,899-26,728	24,960-27,955	26,208-29,328	28,745-32,240	34,736-38,937
# DAVENPORT	103,799	20,476-25,216	-	23,837-26,799	25,176-33,034	27,113-35,574	31,442-41,255	44,800
# SIOUX CITY	82,095	19,738-22,332	-	25,682	29,535	32,795	36,142	27,842-45,535
+ WATERLOO	76,399	17,014-22,610	-	23,899	27,546-28,678	30,097-31,546	33,244-34,700	43,326
+ DUBUQUE	61,209	19,835-21,487	21,642-22,754	21,444-27,372	-	23,649-30,180	-	30,180-38,542
COUNCIL BLFS.	56,694	16,644-20,760	19,152-21,384	21,312-22,836	25,116	27,636	-	40,524
IOWA CITY	51,559	17,534-25,397	-	23,525-30,493	-	25,438-32,801	25,438-34,861	34,798-46,904
AMES	45,747	18,368-22,207	21,181-23,382	23,275-30,347	-	26,478-33,134	-	32,591-46,850
# CEDAR FALLS	36,206	18,262-22,193	-	21,632-24,710	-	23,124-31,971	25,352-35,108	30,543-42,290
U. OF I.	33,800	14,821-19,532	15,490-20,460	15,490-20,460	17,695-24,265	19,720-31,270	23,110-36,970	25,020-40,010
# CLINTON	32,437	16,334-22,356	19,110-24,180	19,110-24,180	-	25,200	-	30,300
I. S. U.	31,000	14,821-19,532	-	15,490-20,460	17,695-24,265	-	21,112-31,026	24,728-36,742
# MASON CITY	30,157	16,293-18,779	21,634	20,825	21,634	22,411	-	27,492
BURLINGTON	29,090	17,052-19,860	17,052-19,860	-	21,720-25,704	23,076-26,964	25,716-29,184	27,360-30,720
FORT DODGE	28,857	16,578-20,155	-	17,410-21,154	19,198-23,338	20,259-24,627	22,339-27,144	24,627-29,931
BETTENDORF	27,561	20,172-25,622	-	28,836	29,084	30,493-31,027	-	35,020
# MARSHALLTOWN	27,221	14,144-21,486	-	19,427-24,036	20,430-25,092	21,430-26,448	23,176-29,176	28,515-35,026
OTTUMWA	26,950	15,036-16,596	18,528	17,008	-	18,528	19,776-20,076	22,044
MUSCATINE	24,218	17,118-20,072	-	18,103-22,615	18,995-23,729	20,994-26,180	22,003-27,461	25,456-31,806
W. DES MOINES	21,976	17,243-22,846	-	23,987-25,129	27,039	30,174	-	37,630
+ MARION	19,897	15,423-19,630	20,796	21,170-21,805	22,965-23,654	26,735-27,537	-	35,535-36,600

* FY 1985 (July 1, 1984 - June 30, 1985)

Salaries of other ranks, and + Other information - see last page of table.

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
# URBANDALE	19,010	17,561-21,076	17,561-21,076	21,801-24,967	24,995-28,247	-	-	33,286
# ANKENY	15,801	16,196-22,033	16,196-22,033	23,355-24,575	26,050-27,270	28,907-30,127	-	35,000
NEWTON	15,162	15,384-20,712	-	22,174-23,728	24,317-26,018	-	26,644-28,506	29,032-31,062
# KEOKUK	13,524	16,191-18,979	-	20,875	-	21,965	-	27,000
FORT MADISON	13,192	14,100-18,350	-	18,163-21,660	-	19,536-23,297	-	21,730-25,914
U. N. I.	13,100	14,821-19,532	-	15,490-20,460	-	-	20,526-30,980	24,021-36,773
BOONE	12,555	16,873-22,332	-	-	-	23,208-24,184	23,844-24,744	26,026-26,926
SPENCER	11,593	17,676-19,958	25,321	-	23,122	24,694	-	29,782
OSKALOOSA	10,995	14,956-17,676	15,703-18,560	16,488-19,488	17,313-20,463	18,178-21,486	-	23,201-27,424
INDIANOLA	10,760	14,495-19,656	-	20,496-21,644	-	-	22,358	26,508
CARROLL	9,607	14,472-17,928	-	17,460-18,816	-	18,348-19,740	-	23,808-25,620
FAIRFIELD	9,459	17,916	-	19,793	-	22,097	23,300	25,042
STORM LAKE	8,819	12,896-18,740	-	-	17,388-19,219	18,740-19,697	-	27,747
GRINNELL	8,698	16,236-19,740	17,935-20,184	21,936	-	-	-	24,847
CHARLES CITY	8,678	17,550-18,465	19,650	-	20,570	21,178	-	26,166
WEBSTER CITY	8,587	15,392-18,325	-	18,325-19,323	-	19,677-20,862	-	25,126
WAVERLY	8,506	15,616-17,596	18,716-22,408	18,716-22,408	-	-	20,668-24,728	23,627-28,351
PÉLLA	8,500	14,500-18,304	-	17,200-18,678	-	-	19,300-21,400	22,500-29,000
CRESTON	8,351	15,004	-	15,789	-	16,369	17,226	21,186
KNOXVILLE	8,175	17,654-17,888	-	18,772-19,240	-	-	19,994	20,352
# LE MARS	8,045	15,204-17,472	-	18,512-20,238	19,427-21,257	21,424-23,420	-	23,900-25,100
DECORAH	8,020	16,150-17,866	-	18,750	-	20,250	-	25,500
ATLANTIC	7,920	17,438	-	18,270	19,089	20,311	-	23,544
CORALVILLE	7,878	16,043-23,100	-	23,820-24,774	25,422	-	-	29,070
# CLEAR LAKE	7,529	17,094	17,570	17,570	-	-	21,539	24,712

Salaries of other ranks - see last page of table.

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
OELWEIN	7,501	15,942-18,342	-	18,926-19,473	-	-	23,121	23,077
ESTHERVILLE	7,440	15,600-16,760	-	-	-	18,336-18,576	-	23,500
MT. PLEASANT	7,209	15,745-16,494	-	18,200	18,907	-	-	23,483
DENISON	6,911	15,000-17,283	-	17,500-18,500	-	18,494-19,500	-	21,650-23,000
PERRY	6,848	16,154-18,154	-	19,108	-	-	20,248	22,280
CHEROKEE	6,788	17,200	-	17,900	-	-	21,400	23,700
WASHINGTON	6,739	15,600-19,000	-	19,200-20,400	-	-	-	24,500
# RED OAK	6,702	13,582	-	15,121	15,724	-	16,473	19,534
CENTERVILLE	6,492	13,203-16,365	-	16,966-17,849	-	-	19,517	23,400
INDEPENDENCE	6,463	14,727-16,859	-	17,247	19,690	-	-	19,734
MAQUOKETA	6,407	14,583-19,281	-	16,678-19,881	-	-	-	20,558-25,633
ALGONA	6,285	17,000-17,300	17,000-17,300	18,000	-	-	-	23,000
SHENANDOAH	6,220	14,000-15,000	-	-	-	-	-	20,000
CLIVE	6,213	16,511-23,104	-	-	-	-	-	29,663
IOWA FALLS	6,127	14,070-16,402	-	16,998	-	18,743-23,429	-	21,974-27,468
ALTOONA	6,100	16,300-18,250	18,000-21,000	-	20,000-22,000	-	-	23,370-24,500
NEVADA	5,960	15,750-19,763	-	-	-	-	-	19,763-21,318
WINDSOR HGTS.	5,605	17,651-21,299	-	23,299	-	-	23,299	26,203
GLENWOOD	5,503	17,368-17,784	-	-	18,694	-	-	22,048
HARLAN	5,297	15,958-17,530	-	17,530-19,625	-	-	17,530-21,062	20,560-24,839
CLARINDA	5,231	16,640-17,888	-	19,656-19,968	-	-	22,308	23,390
CHARITON	5,098	16,164-19,728	-	17,088-21,840	-	-	-	22,296
ANAMOSA	5,097	15,594-16,374	-	-	-	-	-	17,297-18,162
HIAWATHA	5,035	15,787-17,430	-	20,280	-	-	-	21,500
SHELDON	5,010	15,514-16,762	-	-	-	-	19,101-19,341	19,975-20,215

Salaries of other ranks:

Des Moines: Senior Patrol Officer (\$20,484-\$24,597), and Matron (\$19,360-\$23,222).
 Davenport: Major (\$29,197-\$38,309), and Corporal (\$22,749-\$25,994).
 Sioux City: Master Patrol Officer (\$23,449).
 Cedar Falls: Master Patrol Officer (\$20,529-\$23,441), and Senior Patrol Officer (\$21,632-\$24,710).
 Clinton: Corporal (\$18,375-\$23,250).
 Mason City: Superintendent of Identification (\$22,411).
 Marshalltown: Corporal (\$21,798).
 Urbandale: Identification Technician (\$22,580-\$24,821).
 Ankeny: Master Patrol Officer (\$16,196-\$22,033).
 Keokuk: Major (\$24,050), and Matron (\$13,850).
 LeMars: Senior Patrol Officer (\$17,617-\$19,281).
 Clear Lake: Matron (\$12,401).
 Red Oak: Senior Patrol Officer (\$14,830), and Master Patrol Officer (\$14,539).

+ Other information: Unless indicated below, salaries were effective at the beginning of the fiscal year (July, 1984).

Cedar Rapids: 2% salary increase in Jan., 1985 (not shown in report).
 Waterloo: Ranks of Asst. Chief, Capt., and Lt. - maximum salary (shown in report) will be effective in Jan., 1985.
 Dubuque: Salaries (shown in report) will be effective in Sept., 1984.
 Marion: Ranks of Patrol Officer and Detective - salaries (shown in report) will be effective in Jan., 1985.
 Higher Ranks - salaries (shown in report) will be effective in Feb., 1985.

TABLE 8

NUMBER OF FULL-TIME POLICE OFFICERS
BY SALARY RANGE (JULY 1, 1984)

This table presents the number of full-time sworn officers by salary range as of July 1, 1984. In general, salaries of police employees appear to be directly related to the size of the city in which they serve, with the largest cities generally offering higher wages. This is shown in the table below:

<u>Population</u>	<u>Median Salary</u>	<u>Percent Change from FY 1984</u>	<u>Population</u>	<u>Median Salary</u>	<u>Percent Change from FY 1984</u>
100,000 and over	\$23,867	+2.7	4,000 - 4,999	\$18,535	+4.5
50,000 - 99,999	\$23,278	+5.1	3,000 - 3,999	\$17,777	+4.9
25,000 - 49,999	\$20,657	+2.6	2,500 - 2,999	\$17,916	+9.3
10,000 - 24,999	\$20,292	+2.6	2,000 - 2,499	\$16,654	+2.2
7,500 - 9,999	\$18,838	+2.9	1,000 - 1,999	\$16,421	+3.2
5,000 - 7,499	\$17,557	+3.0	Under 1,000	\$15,654	+6.1
TOTAL 5,000 and over	\$21,955		TOTAL under 5,000	\$17,099	+3.6

MEDIAN FOR ALL CITIES: \$21,053

With only one exception, the median salary for each city group is higher than the next-smallest group, the one exception being that police employees serving cities between 2,500 and 2,999 show a slightly higher median salary than employees in the next-largest city group.

Increases in median pay were noted in every one of the city groups presented in the table, with the largest percentage increases found in cities from 3,000-3,999 (+9.3%) and cities of less than 1,000 population (+6.1%). Among the larger cities, officers serving cities from 50,000 - 99,999 showed the greatest rise in median pay (+5.1%).

The table below shows the percentage of officers in each salary range:

<u>City Population</u>	<u>Under 12,500</u>	<u>12,500- 14,999</u>	<u>15,000 17,499</u>	<u>17,500 19,999</u>	<u>20,000 22,499</u>	<u>22,500 24,999</u>	<u>25,000 29,999</u>	<u>30,000 or above</u>
5,000+	0.0	1.9	9.9	18.9	24.6	25.9	14.4	4.4
5,000-	2.1	16.2	37.9	31.3	10.2	1.9	0.4	0.0

It is clear that the bulk of the officers serving cities of 5,000 population or more earn between \$20,000 and \$24,999 per year, with the largest group of these in the top half of this division. This is similar to the finding last year. Among the cities of less than 5,000 population, most officers earn between \$15,000 and \$19,999 per year, with the majority of these falling in the lower half of this division. Only one officer serving these smaller cities earns more than \$25,000 per year, while almost one officer out of five in the larger cities does so.

TABLE 8

NUMBER OF FULL-TIME POLICE OFFICERS
BY SALARY RANGE (JULY 1, 1984)

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER \$12,500</u>	<u>\$12,500- \$14,999</u>	<u>\$15,000- \$17,499</u>	<u>\$17,500- \$19,999</u>	<u>\$20,000- \$22,499</u>	<u>\$22,500- \$24,999</u>	<u>\$25,000- \$29,999</u>	<u>\$30,000 OR MORE</u>	<u>TOTAL</u>
DES MOINES	191,506	.	.	.	.	16	230	77	11	334
CEDAR RAPIDS	109,086	.	.	9	8	87	19	27	5	155
DAVENPORT	103,799	.	.	.	.	29	59	39	18	145
SIOUX CITY	82,095	.	.	.	2	47	23	29	7	108
WATERLOO	76,399	.	.	.	.	15	102	9	8	134
DUBUQUE	61,209	.	.	.	.	55	6	7	8	76
COUNCIL BLUFFS	56,694	.	.	2	22	37	20	9	1	91
IOWA CITY	51,559	.	.	.	7	.	.	35	12	54
AMES	45,747	.	.	.	3	30	6	5	4	48
CEDAR FALLS	36,206	.	.	.	4	23	10	7	2	46
U. OF I.	33,800	.	6	4	5	9	1	2	1	28
CLINTON	32,437	.	.	.	22	14	.	7	1	44
I. S. U.	31,000	.	4	12	3	1	3	1	1	25
MASON CITY	30,157	.	.	5	23	14	.	1	.	43
BURLINGTON	29,090	.	.	.	24	.	.	4	5	33
FORT DODGE	28,857	.	.	4	18	10	10	3	.	45
BETTENDORF	27,561	.	.	.	.	9	6	12	3	30
MARSHALLTOWN	27,221	.	1	.	4	20	6	9	1	41
OTTUMWA	26,950	.	.	27	6	3	.	.	.	36
MUSCATINE	24,218	.	.	3	19	3	5	1	1	32
WEST DES MOINES	21,976	.	.	3	2	15	.	6	2	28

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER \$12,500</u>	<u>\$12,500- \$14,999</u>	<u>\$15,000- \$17,499</u>	<u>\$17,500- \$19,999</u>	<u>\$20,000- \$22,499</u>	<u>\$22,500- \$24,999</u>	<u>\$25,000- \$29,999</u>	<u>\$30,000 OR MORE</u>	<u>TOTAL</u>
MARION	19,897.	.	.	1	15	3	2	1	1	23
URBANDALE	19,010	.	.	.	6	13	5	3	1	28
ANKENY	15,801	.	.	3	3	8	3	1	2	20
NEWTON	15,162	.	.	.	14	1	4	4	2	25
KEOKUK	13,524	.	1	.	14	9	1	1	.	26
FORT MADISON	13,192	.	.	2	4	14	4	1	.	25
U. N. I.	13,100	.	4	5	5	1	1	1	.	17
BOONE	12,555	.	.	.	2	7	5	1	.	15
SPENCER	11,593	.	.	.	12	.	4	2	.	18
OSKALOOSA	10,995	.	7	4	3	.	1	.	.	15
INDIANOLA	10,760	.	.	3	4	3	.	1	.	11
CARROLL	9,607	.	2	5	6	.	.	1	.	14
FAIRFIELD	9,459	.	.	.	9	1	1	1	.	12
STORM LAKE	8,819	.	1	2	9	.	.	1	.	13
GRINNELL	8,698	.	.	.	7	3	1	.	.	11
CHARLES CITY	8,678	.	.	.	9	3	.	1	.	13
WEBSTER CITY	8,587	.	.	.	11	2	.	1	.	14
WAVERLY	8,506	.	.	.	8	3	1	1	.	13
PELLA	8,500	.	2	.	5	1	.	1	.	9
CRESTON	8,351	.	.	8	.	1	.	.	.	9
KNOXVILLE	8,175	.	.	.	10	1	.	.	.	11
LE MARS	8,045	.	.	4	4	2	1	.	.	11
DECORAH	8,020	.	.	2	7	2	.	1	.	12
ATLANTIC	7,920	.	.	8	3	1	1	.	.	13
CORALVILLE	7,878	.	.	4	.	1	12	2	.	19
CLEAR LAKE	7,529	1	.	7	3	1	1	.	.	13

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER</u> <u>\$12,500</u>	<u>\$12,500-</u> <u>\$14,999</u>	<u>\$15,000-</u> <u>\$17,499</u>	<u>\$17,500-</u> <u>\$19,999</u>	<u>\$20,000-</u> <u>\$22,499</u>	<u>\$22,500-</u> <u>\$24,999</u>	<u>\$25,000-</u> <u>\$29,999</u>	<u>\$30,000</u> <u>OR MORE</u>	<u>TOTAL</u>
OELWEIN	7,501	.	.	.	8	.	2	.	.	10
ESTHERVILLE	7,440	.	.	7	4	.	1	.	.	12
MOUNT PLEASANT	7,209	.	.	7	3	.	1	.	.	11
DENISON	6,911	.	.	6	4	.	1	.	.	11
PERRY	6,848	.	.	.	8	2	.	.	.	10
CHEROKEE	6,788	.	.	6	2	1	1	.	.	10
WASHINGTON	6,739	.	.	5	3	.	1	.	.	9
RED OAK	6,702	.	4	5	1	.	.	.	.	10
CENTERVILLE	6,492	.	1	5	4	.	1	.	.	11
INDEPENDENCE	6,463	.	1	8	2	.	.	.	.	11
MAQUOKETA	6,407	.	.	2	4	3	.	.	.	9
ALGONA	6,285	.	.	7	2	.	1	.	.	10
SHENANDOAH	6,220	.	1	7	1	.	.	.	.	9
CLIVE	6,213	.	.	2	1	3	2	1	.	9
IOWA FALLS	6,127	.	7	2	1	1	.	.	.	11
ALTOONA	6,100	.	.	3	1	2	1	.	.	7
NEVADA	5,960	.	.	1	5	1	.	.	.	7
WINDSOR HEIGHTS	5,605	.	.	.	1	5	4	1	.	11
GLENWOOD	5,503	.	.	2	4	1	.	.	.	7
HARLAN	5,297	.	.	1	5	1	1	.	.	8
CLARINDA	5,231	.	.	5	3	1	1	.	.	10
CHARITON	5,098	.	.	2	4	2	.	.	.	8
ANAMOSA	5,097	.	.	4	1	.	.	.	.	5
HIAWATHA	5,035	.	.	2	.	2	.	.	.	4
SHELDON	5,010	.	.	4	1	1	.	.	.	6
TOTALS:		1	42	220	418	544	572	318	97	2,212

TABLE 9

TYPES OF INSURANCE PAID
BY POLICE DEPARTMENTS (FY 1985)

Iowa police departments report a wide variety of insurance plans for their officers (designated in Table 9 as OFF) and their families (FAM). These various types of insurance are paid, in some cases, in full (F) or in part (P) by the agencies themselves, thereby reducing the financial burden on each officer. There is no clear relationship between the size of the municipality and the type of available insurance package, although the smaller departments tend to offer fewer options.

Police departments mentioned in this volume provide a wide variety of insurance coverage for their officers. Typically, most of the departments (66 or 92%) provide coverage for life insurance, while all 72 report paying for hospitalization. Eighty-nine percent (64) offer accident/disability insurance; 85% (61) pay coverage for false arrest; 82% (59) provide workman's compensation; and 57% (41) reimburse officers for prescriptions/drugs. Regarding other types of insurance, fewer departments (38%) pay for dental insurance, and only 11% reimburse their employees for optometric expenses. Of the 72 cities surveyed, only four (Bettendorf, Indianola, Waverly, and Independence) indicated providing coverage (full or partial) for all types of insurance.

Insurance benefits for families of officers are much more limited. Only two types of insurance coverage are listed by at least half of the departments. Hospitalization is provided to family members by 94% (68) of the departments, and prescription drug insurance, by 51% (37) of the agencies. All other types of insurance coverage are much more limited for family members. Only four departments provide vision coverage-- all partial--and only 18 (25%) have dental insurance for families.

Of the major areas of insurance coverage (life, hospitalization, accident/disability, false arrest, and workman's compensation) for police officers, most cities take full financial responsibility for premium costs. Less than 15% of the departments require partial payment by officers for premiums. Coverage for prescription/drugs, dental, and optometric insurance for officers (as well as family members) are more frequently offered as a shared-cost plan, i.e., with partial payment required by departmental employees. No data were collected regarding the dollar value of various insurance plans or the percentage paid by the department in the case of partial coverage. In certain instances, departments provide partial coverage for line officers, for example hospital and accident insurance, and full coverage for supervisory employees.

TABLE 9

TYPES OF INSURANCE PAID
BY POLICE DEPARTMENTS (FY 1985)*

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
DES MOINES	191,506	F	F	F	F	F	F	P	P	F	F				
CEDAR RAPIDS	109,086	F		F	F	F		P	P	F				F	F
DAVENPORT	103,799	F		F	P	F	P	P	P	P	P	P			F
SIOUX CITY	82,095	F		F	F			P	P	P	P				
WATERLOO	76,399	F	F	F	F	F	F	F	F	F	F	P		F	
DUBUQUE	61,209	F		F	F	F		F	F	F					
COUNCIL BLUFFS	56,694		P	F	P										F
IOWA CITY	51,559	F		F	F	F								F	
AMES	45,747	F		F	P		P	P	P					F	F
CEDAR FALLS	36,206	F	P	F	P	F	P	F	P					F	F
U. OF I.	33,800		P		P		P							F	F
CLINTON	32,437	F		F	F	F	F	P	P	P	P			F	
I. S. U.	31,000		P		P		P							F	P
MASON CITY	30,157	F	F	F	F	F								F	
BURLINGTON	29,090	F		F	F	F				F	F			F	
FORT DODGE	28,857	F		F	F	F		F	F	F	F			F	
BETTENDORF	27,561	F		F	F	F	F	P	P	P	P	P		F	F
MARSHALLTOWN	27,221		P		P		P	P	P	P	P			F	F
OTTUMWA	26,950	F	F	F	F	F		F	F	P				F	F
MUSCATINE	24,218	F		F	P	F	P			F	P				F
WEST DES MOINES	21,976	F		F	F					F				F	F

* FY 1985 (July 1, 1984 - June 30, 1985)

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
MARION	19,897	F	|	F	| F		|		|		|		|	F	F
URBANDALE	19,010	F	|	F	| F	F	|	P	| P		|		|	F	F
ANKENY	15,801	F	|	F	| P	F	|		|	F	|		|	F	
NEWTON	15,162	F	| F	F	| F	F	| F	F	| F	F	| F		|	F	F
KEOKUK	13,524	F	| P	F	| P	F	| P		|		|		|	F	F
FORT MADISON	13,192	F	|	F	| P	F	| F	P	| P		|		|	F	
U. N. I.	13,100	F	|		| P	F	|		|		|		|		F
BOONE	12,555	F	|	F	| F	F	|	P	| P		|		|	F	
SPENCER	11,593	F	|	F	| F	F	| F	F	| F		|		|	F	F
OSKALOOSA	10,995		|	F	| F		| P	P	| P		|		|	F	F
INDIANOLA	10,760	F	|	F	| F	F	|	P	| P	P	| P	P	| P	F	F
CARROLL	9,607		| P		| P	F	|		|		|		|		F
FAIRFIELD	9,459	F	|		| P	F	|	P	| P		|		|		F
STORM LAKE	8,819	F	|	F	| F	F	| F	F	| F		|		|	F	F
GRINNELL	8,698	F	|	F	| P	F	| P		|		|		|	F	F
CHARLES CITY	8,678	F	|	F	| F	F	|	P	| P		|		|	F	F
WEBSTER CITY	8,587	F	|	F	| P	F	|		|		|		|	F	F
WAVERLY	8,506	F	|	F	| F	F	|	F	| F	P	|	P	|	F	F
PELLA	8,500	F	|	F	| P	F	|		|		|		|	F	F
CRESTON	8,351	F	|	F	| F	F	|	P	| P		|		|		F
KNOXVILLE	8,175	F	|		| P	F	|	P	| P		|		|	F	F
LE MARS	8,045	F	| P	F	| P	F	| P		|	F	| P		|	F	F
DECORAH	8,020		|	F	| P	F	| P	P	| P		|		|	F	F
ATLANTIC	7,920	F	|	F	|	F	|	F	|	F	|		|	F	F
CORALVILLE	7,878	F	|	F	| F	F	|		|		|		|	F	F
CLEAR LAKE	7,529	F	|	F	| F	F	| F		|		|	P	|	F	F

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
OELWEIN	7,501	F	F	F	F	F		F						F	F
ESTHERVILLE	7,440	F		F	P	F	P							F	
MOUNT PLEASANT	7,209	F		F	P	F								F	F
DENISON	6,911	F	F	F	F	F								F	F
PERRY	6,848	F	F	F	F	F								F	F
CHEROKEE	6,788			F	F	F								F	F
WASHINGTON	6,739	F		P	P	P	P							F	F
RED OAK	6,702			P	P	P	P							F	F
CENTERVILLE	6,492	F		F	F	F		F	F	F	F			F	F
INDEPENDENCE	6,463	F	F	F	F	F	F	F	P	F	P	F	P	F	F
MAQUOKETA	6,407			P	P	F	F	P	P			P	P	F	F
ALGONA	6,285	F		F	P	F	P							F	F
SHENANDOAH	6,220	F		F	F									F	F
CLIVE	6,213	F		F	F	F		P	P	F				F	F
IOWA FALLS	6,127	F	F	F	F	F	F	P	P					F	F
ALTOONA	6,100			F	F	F	F	P	P	F				F	F
NEVADA	5,960	F		F				F						F	F
WINDSOR HEIGHTS	5,605	F	P	F	F	F	P	F	F	P	P			F	F
GLENWOOD	5,503	F	P	F	F			F	F	F	F			F	F
HARLAN	5,297	P		F	F	F		P	P	P	P			F	F
CLARINDA	5,231	F		F	F	F	F	F	F					F	F
CHARITON	5,098	F		F	P									F	F
ANAMOSA	5,097	F		F	F	F	F								F
HIAWATHA	5,035	F		F	P	F	P							F	F
SHELDON	5,010	F		F		F		F						F	F
TOTALS: (F)		60	10	62	41	57	15	18	12	17	7	1	0	61	58
(P)		6	6	10	27	7	16	23	25	10	11	7	4	0	1
GRANDTOTAL:		66	16	72	68	64	31	41	37	27	18	8	4	61	59

TABLE 10
VACATION, SICK, AND HOLIDAY POLICIES
OF POLICE DEPARTMENTS (FY 1985)

There is a wide range of vacation policies offered by Iowa police departments, as displayed in Table 10. Not surprisingly, all cities represented in this table increase the hours of accumulated vacation given through longevity with the departments. This can range from 40 hours of paid vacation (after 1 year of employment) -- a policy reported by one-third (28) of the departments -- up to 240 hours (after 20 years of employment) -- mentioned by three agencies.

In reviewing policies regarding sick leave, all cities in this report have a formal plan, and nearly all (68 of 72) allow accrual of sick leave from year to year. However, the maximum number of hours that can be carried over from year to year varies considerably; 17 of the departments have no maximum limitation on hours of sick leave accrual.

All 72 departments have a policy defining a fixed number of sick leave hours earned annually by all officers, four varying by length of employment.

In terms of paid holidays, all cities have a designated number of days earned annually. In general, the larger cities offer more paid holidays, with the ten largest cities providing at least 10 or more days per year. The average number of paid holidays in cities over 5,000 is 9.7 days per year.

TABLE 10

VACATION, SICK, AND HOLIDAY POLICIES
OF POLICE DEPARTMENTS (FY 1985)*

CITY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS)			PAID HOLIDAYS	
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.	FORMAL PLAN	ANNUAL ACCUM.	ACC R U A L ALLOWED		NOT ALLOWED
DES MOINES	191,506	80	80	80	120	120	160	200	X	96	NO MAX.	-	10
CEDAR RAPIDS	109,086	40	80	80	120	120	160	200	X	96	NO MAX.	-	13
DAVENPORT	103,799	80	80	80	120	120	160	200	X	132	NO MAX.	-	13
SIOUX CITY	82,095	80	80	80	120	120	160	200	X	144	1,480	-	12
WATERLOO	76,399	48	96	96	144	144	192	240	X NP	96	72	-	11
DUBUQUE	61,209	80	80	120	120	160	160	160	X	96	920	-	10
# COUNCIL BLUFFS	56,694	80	80	80	120	120	160	200	X	#1,440	-	X	11
IOWA CITY	51,559	96	96	120	120	144	168	192	X	96	1,440	-	11
AMES	45,747	80	80	80	120	120	120	160	X	96	NO MAX.	-	10
CEDAR FALLS	36,206	80	80	80	120	120	160	200	X	144	NO MAX.	-	11
U. OF I.	33,800	104	104	144	144	144	184	200	X	144	NO MAX.	-	8
CLINTON	32,437	120	120	120	120	160	160	200	X	112	720	-	10
I. S. U.	31,000	80	80	120	120	120	160	176	X	144	NO MAX.	-	9
MASON CITY	30,157	50	98	98	98	98	196	248	X	990	-	X	11
BURLINGTON	29,090	56	112	112	168	168	168	224	X	192	1,440	-	10
# FORT DODGE	28,857	40	80	80	120	160	200	200	X NP	#112	1,200	-	11
BETTENDORF	27,561	80	80	120	120	120	160	160	X	280	1,400	-	9
MARSHALLTOWN	27,221	40	80	80	120	120	160	160	X	104	1,040	-	10
OTTUMWA	26,950	80	80	120	120	120	160	160	X	192	NO MAX.	-	10
MUSCATINE	24,218	40	80	120	120	120	160	200	X	120	1,120	-	10

* FY 1985 (July 1, 1984 - June 30, 1985)

Variation in sick leave policies - see last page of this table.

NP New policy.

CITY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS)				
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.	FORMAL PLAN	ANNUAL ACCUM.	ACCRUAL ALLOWED	NOT ALLOWED	PAID HOLIDAYS
WEST DES MOINES	21,976	80	80	120	120	120	160	200	X	96 |	960	-	9
# MARION	19,897	80	80	80	120	120	160	200	X	# 144 |	960	-	12 ½
URBANDALE	19,010	80	80	80	120	120	160	200	X	96 |	1,200	-	10 ½
ANKENY	15,801	80	80	120	120	160	200	200	X	144 |	200	-	6
NEWTON	15,162	50	100	100	150	150	200	200	X	240 |	1,500	-	10
KEOKUK	13,524	48	48	144	144	192	192	240	X	96 |	1,232	-	10
FORT MADISON	13,192	80	80	120	120	120	160	200	X	168 |	1,160	-	10
U. N. I.	13,100	40	40	120	120	120	160	176	X	144 |	NO MAX.	-	11
BOONE	12,555	42	84	126	126	170	170	170	X	144 |	NO MAX.	-	10
SPENCER	11,593	48	96	96	96	144	192	192	X	96 |	NO MAX.	-	7
OSKALOOSA	10,995	40	80	80	80	120	120	160	X	96 |	960	-	10
INDIANOLA	10,760	78	104	104	104	130	156	156	X	96 |	-	X	10
CARRÓLL	9,607	40	80	80	80	120	120	160	X	240 |	720	-	7
FAIRFIELD	9,459	80	80	120	120	120	160	160	X	720 |	720	-	9
STORM LAKE	8,819	40	80	96	104	120	136	160	X	96 |	960	-	10
GRINNELL	8,698	40	80	80	80	120	160	160	X	96 |	720	-	10
CHARLES CITY	8,678	40	80	80	80	120	160	160	X	96 |	960	-	9
WEBSTER CITY	8,587	80	80	80	120	120	160	160	X	96 |	960	-	9
WAVERLY	8,506	40	80	80	120	120	160	160	X	96 |	1,040	-	10
PELLA	8,500	40	80	80	120	120	120	160	X	96 |	880	-	10
CRESTON	8,351	96	96	96	144	144	192	240	X	144 |	960	-	10
KNOXVILLE	8,175	40	80	80	80	120	120	160	X	144 |	NO MAX.	-	9
LÉ MARS	8,045	40	80	80	80	120	120	180	X	96 |	NO MAX.	-	8
DECORAH	8,020	40	80	80	80	120	160	200	X	96 |	960	-	10
ATLANTIC	7,920	80	80	80	120	160	160	160	X	96 |	NO MAX.	-	8

#Variation in sick leave policies - see last page of this table.

CITY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS)				
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.	FORMAL PLAN	ANNUAL ACCUM.	ACCRUAL ALLOWED	NOT ALLOWED	PAID HOLIDAYS
CORALVILLE	7,878	48	96	120	120	144	192	216	X	144 |	960	-	11
CLEAR LAKE	7,529	40	80	80	120	120	160	200	X	144 |	800	-	10
OELWEIN	7,501	48	96	96	144	144	192	240	X	144 |	880	-	10
# ESTHERVILLE	7,440	40	40	80	120	120	160	200	X	#96 |	120	-	9½
MOUNT PLEASANT	7,209	80	80	120	120	120	160	200	X	96 |	720	-	9
DENISON	6,911	40	80	120	120	120	120	120	X	144 |	480	-	9
# PERRY	6,848	80	80	80	120	120	160	160	X	#160 |	-	X	11
CHEROKEE	6,788	48	96	96	144	144	192	192	X	96 |	720	-	9
WASHINGTON	6,739	40	80	80	120	120	160	160	X	96 |	200	-	8
RED OAK	6,702	40	80	80	120	120	160	160	X	192 |	480	-	10
CENTERVILLE	6,492	40	80	80	80	120	120	160	X	120 |	960	-	8
INDEPENDENCE	6,463	40	80	104	104	120	144	160	X	192 |	960	-	10
MAQUOKETA	6,407	44	88	104	126	135	180	180	X	192 |	288	-	10
ALGONA	6,285	40	80	80	80	120	120	160	X	80 |	800	-	8
SHENANDOAH	6,220	80	80	80	80	88	96	96	X	40 |	240	-	9
CLIVE	6,213	80	80	120	120	160	160	160	X	96 |	NO MAX.	-	9
IOWA FALLS	6,127	96	96	96	144	144	192	192	X	144 |	960	-	10
ALTOONA	6,100	80	80	80	120	120	160	160	X	96 |	NO MAX.	-	9
NEVADA	5,960	40	80	80	80	120	120	160	X	96 |	960	-	10
WINDSOR HEIGHTS	5,605	80	80	120	120	160	160	200	X	96 |	NO MAX.	-	8
GLENWOOD	5,503	40	80	104	120	160	160	160	X	240 |	800	-	11
HARLAN	5,297	40	80	80	80	120	120	120	X	96 |	1,152	-	8
CLARINDA	5,231	80	80	96	104	120	160	160	X	192 |	960	-	10
CHARITON	5,098	80	80	120	120	160	160	160	X	96 |	960	-	10

#Variation in sick leave policies - see last page of this table.

CITY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS)				PAID HOLIDAYS
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.	FORMAL PLAN	ANNUAL ACCUM.	ACC R U A L ALLOWED	NOT ALLOWED	
ANAMOSA	5,097	40	80	80	80	120	120	160	X	180	1,800	-	9
HIAWATHA	5,035	40	80	80	120	120	120	200	X	96	960	-	13
SHELDON	5,010	54	54	108	108	108	162	162	X	54	810	-	7
TOTALS:								72			68	4	

#Variation in sick leave policies:

Council Bluffs: 1,440 hours (180 days) per illness, with officers drawing 80% pay.

Fort Dodge: Non-union members draw 144 hours annually; union members draw 112 hrs. (1st yr.), 240 hrs. (2-4 yr.), 480 hrs. (5-8 yr.), and 720 hrs. (9+ yr.).

Marion: 144 hrs. (1-4 yr.), and 96 hrs. (5+ yrs.).

Estherville: 96 hrs. (1-5 yr.), 144 hrs. (6-10 yr.), 192 hrs. (11-15 yr.), and 288 hrs. (16+ yrs.).

Perry: 160 hrs. (1-4 yr.), 360 hrs. (5-9 yr.), and 480 hrs. (10+ yrs.).

TABLE 11

SUPPLEMENTAL PAY AND CLOTHING/EQUIPMENT ALLOWANCE
FOR POLICE OFFICERS (FY 1985)

Table 11 presents the current policies of Iowa's police agencies regarding supplemental pay and clothing/equipment allowances for full-time officers. Most of the 72 cities listed in this table provide some type of reimbursement for court time, by means of paid overtime (88%, or 63 agencies) or compensatory time (74%, or 53 departments), with the majority of cities offering both.

Reimbursement policies for officers working in a variety of other situations were also examined. Only 22 (31%) provide supplemental pay for officers working nights (a policy more common among the larger cities), while only three agencies reported increasing salaries of officers assigned to special duty. Encouragingly, there are a large number of cities (68%) that report increasing their officers' salaries based on longevity with the department.*

Departmental policies on clothing and equipment are also examined in this table. All departments indicated providing uniforms for their officers, and a large number (64%) also furnish weapons. Many (88%) also provide other types of equipment, e.g., handcuffs, leather goods, etc., with only three departments providing cash allowances for equipment.

Policies pertaining to uniform cleaning allowances vary considerably, with allowances for cleaning provided more frequently for plain clothes officers than for uniformed personnel (40 agencies vs. 24, respectively). As might be expected, clothing allowances for plain clothes officers are found more frequently in large agencies, which are more likely to employ non-uniformed officers.

* Longevity and shift differential schedules vary from department to department, both in amount of compensation, and how it is calculated. These schedules do not lend themselves to comparison, but are included in a list immediately after Table 11.

TABLE 11

SUPPLEMENTAL PAY AND CLOTHING/EQUIPMENT ALLOWANCE
FOR POLICE OFFICERS (FY 1985)*

CITY	POPULATION	SUPPLEMENTAL PAY				CLOTHING/EQUIPMENT ALLOWANCE						
		COURT TIME	^{**} LONGEVITY	NIGHT DUTY	SPECIAL DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLTHS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT	
DES MOINES	191,506	\$ C	X	-	-	X	-	X	-	X	-	
CEDAR RAPIDS	109,086	\$ C	X	-	X ^a	X	X	X	X	X	-	
DAVENPORT	103,799	\$ C	-	X	X ^b	X	-	-	-	-	-	
SIOUX CITY	82,095	\$ C	X	X	-	X	-	X	X	X	-	
WATERLOO	76,399	\$ C	X	X	-	X	X	X	X	X	-	
DUBUQUE	61,209	\$ C	X	X	-	X	-	X	X	X	-	
COUNCIL BLUFFS	56,694	\$ C	X	X	X ^c	X	X	X	X	X	-	
IOWA CITY	51,559	\$ C	X	X	-	X	X	X	X	X	-	
AMES	45,747	\$ C	X	X	-	X	-	X	X	X	-	
CEDAR FALLS	36,206	\$ C	X	X	-	X	X	X	X	X	-	
U. OF I.	33,800	\$ C	-	X	-	X	X	X	-	X	-	
CLINTON	32,437	\$ C	X	-	-	X	-	X	X	X	-	
I. S. U.	31,000	\$ C	-	X	-	X	-	-	-	X	-	
MASON CITY	30,157	\$ C	X	X	-	X	X	X	X	X	-	
BURLINGTON	29,090	\$ C	X	-	-	X	-	X	X	X	-	
FORT DODGE	28,857	\$ C	-	X	-	X	X	X	-	X	-	
BETTENDORF	27,561	\$ C	-	X	-	X	-	-	-	X	-	
MARSHALLTOWN	27,221	\$ -	X	-	-	X	-	X	-	X	-	
OTTUMWA	26,950	\$ C	X	X	-	X	-	X	-	X	-	
MUSCATINE	24,218	\$ C	X	X	-	X	X	X	X	X	-	

* Fiscal Year 1985 (July 1, 1984 - June 30, 1985) ** Reimbursement for Court Time: Extra Pay (\$) and/or Comp. Time (C).
Special duty pay: ^aBomb Unit, Helicopter Duty, or SPAN (SWAT) ^bShooting Incentive ^cMotorcycle Patrol

CITY	POPULATION	SUPPLEMENTAL PAY				CLOTHING / EQUIPMENT ALLOWANCE					
		COURT TIME	LONGEVITY	NIGHT DUTY	SPECIAL DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLTHS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE-EQUIPMENT
WEST DES MOINES	21,976	\$ -	X	-	-	X	-	X	-	X	-
MARION	19,897	\$ -	X	-	-	X	-	X	-	-	-
URBANDALE	19,010	\$ C	X	-	-	X	X	X	-	X	-
ANKENY	15,801	\$ C	X	X	-	X	-	X	-	X	-
NEWTON	15,162	\$ C	-	-	-	X	X	-	X	X	-
KEOKUK	13,524	\$ C	X	-	-	X	-	X	X	X	-
FORT MADISON	13,192	\$ C	X	-	-	X	-	X	-	X	-
U. N. I.	13,100	\$ C	-	X	-	X	X	X	-	X	-
BOONE	12,555	\$ -	X	-	-	X	-	X	-	X	-
SPENCER	11,593	\$ -	X	-	-	X	-	-	X	X	-
OSKALOOSA	10,995	\$ C	X	-	-	X	-	X	X	X	-
INDIANOLA	10,760	\$ C	-	-	-	X	-	-	-	X	-
CARROLL	9,607	\$ C	-	-	-	X	-	-	X	X	-
FAIRFIELD	9,459	\$ -	-	-	-	X	-	X	X	X	-
STORM LAKE	8,819	\$ C	X	-	-	X	-	-	X	X	-
GRINNELL	8,698	- C	X	-	-	X	X	X	-	X	X
CHARLES CITY	8,678	\$ C	X	X	-	X	X	X	X	-	-
WEBSTER CITY	8,587	\$ C	X	X	-	X	X	X	X	X	-
WAVERLY	8,506	\$ -	X	-	-	X	-	X	X	X	-
PELLA	8,500	\$ -	-	-	-	X	-	-	X	X	-
CRESTON	8,351	\$ -	X	-	-	X	X	-	-	X	X
KNOXVILLE	8,175	\$ C	X	X	-	X	-	-	X	X	-
LE MARS	8,045	\$ C	-	-	-	X	X	-	-	-	X
DECORAH	8,020	\$ C	X	-	-	X	X	X	X	X	-
ATLANTIC	7,920	\$ C	-	-	-	X	-	-	X	X	-

CITY	POPULATION	SUPPLEMENTAL PAY					CLOTHING / EQUIPMENT ALLOWANCE					
		COURT TIME	LONGEVITY	NIGHT DUTY	SPECIAL DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLTHS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE-EQUIPMENT	
CORALVILLE	7,878	- C	-	X	-	X	X	X	X	X	-	
CLEAR LAKE	7,529	\$ -	X	-	-	X	-	X	-	-	-	
OELWEIN	7,501	\$ -	X	X	-	X	X	-	X	X	-	
ESTHERVILLE	7,440	\$ -	X	-	-	X	-	-	X	X	-	
MOUNT PLEASANT	7,209	\$ C	-	-	-	X	-	-	X	X	-	
DENISON	6,911	- C	X	-	-	X	-	-	X	X	-	
PERRY	6,848	- C	X	-	-	X	-	-	-	-	X	
CHEROKEE	6,788	\$ -	X	-	-	X	-	-	X	X	-	
WASHINGTON	6,739	\$ -	-	-	-	X	X	X	X	X	-	
RED OAK	6,702	\$ -	-	-	-	X	-	-	-	X	-	
CENTERVILLE	6,492	- -	-	-	-	X	-	X	X	X	-	
INDEPENDENCE	6,463	\$ C	X	-	-	X	-	X	X	X	-	
MAQUOKETA	6,407	\$ C	-	-	-	X	X	-	X	X	-	
ALGONA	6,285	- C	-	-	-	X	-	-	X	X	X	
SHENANDOAH	6,220	- C	-	-	-	X	-	-	X	X	-	
CLIVE	6,213	\$ -	-	-	-	X	-	-	-	-	X	
IOWA FALLS	6,127	\$ C	X	-	-	X	X	-	X	X	-	
ALTOONA	6,100	\$ C	X	-	-	X	-	X	-	-	-	
NEVADA	5,960	\$ C	X	-	-	X	-	X	X	X	-	
WINDSOR HEIGHTS	5,605	\$ -	X	-	-	X	-	X	-	X	-	
GLENWOOD	5,503	\$ C	-	-	-	X	X	-	X	X	-	
HARLAN	5,297	\$ -	X	-	-	X	-	-	X	X	-	
CLARINDA	5,231	- C	X	-	-	X	-	-	X	X	-	
CHARITON	5,098	\$ C	X	-	-	X	-	-	X	X	-	
ANAMOSA	5,097	\$ C	X	-	-	X	-	-	X	X	-	

CITY	POPULATION	SUPPLEMENTAL PAY					CLOTHING/EQUIPMENT ALLOWANCE					
		COURT TIME	** LONGEVITY	NIGHT DUTY	SPECIAL DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLTHS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT	
HIAWATHA	5,035	\$ C	X	-	-	X	-	-	-	-	-	
SHELDON	5,010	- C	X	-	-	X	-	-	X	X	-	
TOTALS:		63 53	49	22	3	72	24	40	46	63	6	

** Reimbursement for Court Time: Extra Pay (\$) and/or Compensatory Time (C).

LONGEVITY PAY SCHEDULES (FY 1985)

<u>CITY</u>	<u>POPULATION</u>	
DES MOINES	191,506	\$225/yr after 5 yrs; \$465/yr after 10; \$690/yr after 14; \$1,135/yr after 22 yrs; \$1,350 after 26 yrs.
CEDAR RAPIDS	109,086	\$20/mo. after 5 years; Additional \$20/mo. for each 5 yrs to maximum \$100/mo.
SIOUX CITY	82,095	\$24/mo for each 5 yrs.
WATERLOO	76,399	\$20/mo after 3 yrs; \$40/mo after 6; \$60/mo after 9 yrs; Additional \$10/mo each 3 yrs to maximum \$130/mo.
DUBUQUE	61,209	Barg. unit: \$8.25 biweekly after 6 yrs; Additional \$8.25 biweekly each 6 yrs to maximum \$41.25 biweekly. Non-barg. unit: 1% gross salary biweekly after 6 yrs; Additional 1% each 6 yrs to maximum 5%.
COUNCIL BLUFFS	56,694	Barg. unit: \$177/yr after 5 yrs; \$368/yr after 10; \$552/yr after 14 yrs; \$744/yr after 18; \$940/yr after 22 yrs. Non-barg. unit: 1% base salary after 5 yrs; Additional 1% each 4 yrs thereafter.
IOWA CITY	51,559	\$275/yr after 5 yrs; \$350/yr after 10; \$450/yr after 15; \$550/yr after 20 yrs.
AMES	45,747	\$100/yr after 5 yrs; Additional \$20/yr to maximum \$500/yr.
CEDAR FALLS	36,206	\$12/mo after 5 yrs; \$22/mo after 8 yrs; Additional \$10/mo each 3 yrs thereafter.
CLINTON	32,437	\$5/mo for each 5 yrs.
MASON CITY	30,157	\$25/mo after 5 yrs; Additional \$25/mo for each 5 yrs to maximum \$100/mo.
BURLINGTON	29,090	\$300/yr after 5 yrs; \$400/yr after 10; \$500/yr after 15 yrs; \$700/yr after 20; \$800/yr after 25 yrs.
MARSHALLTOWN	27,221	Barg. unit: \$.20/hr after 10 yrs; \$.30/hr after 15; \$.35/hr after 20 yrs Non-barg. unit: \$.30/hr after 3 yrs; \$.60/hr after 5; \$.75/hr after 10 yrs; \$.90/hr after 15 yrs; \$1.05/hr after 20; \$1.15/hr after 25 yrs.

<u>CITY</u>	<u>POPULATION</u>	
OTTUMWA	26,950	\$25/mo for each 5 yrs.
MUSCATINE	24,218	\$13/mo for each 5 yrs.
WEST DES MOINES	21,976	\$144/yr for each 5 yrs.
MARION	19,897	\$300/yr after 5 yrs; \$400/yr after 10; \$500/yr after 15; \$700/yr after 20 yrs.
URBANDALE	19,010	1% base salary after 5yrs; Additional 1% each 5 yrs to maximum 5%.
ANKENY	15,801	\$180/yr.
KEOKUK	13,524	\$180/yr after 5yrs; \$420/yr after 10; \$570/yr after 15 yrs; \$800/yr after 20; \$900/yr after 25 yrs; \$1,200/yr after 30 yrs.
FORT MADISON	13,192	Barg. unit: \$15/mo after 5yrs; Additional \$10/mo each 5 yrs to maximum \$45/mo Non-barg. unit: \$20/mo after 5 yrs; Additional \$10/mo each 5 yrs to max. \$60/mo.
BOONE	12,555	\$3/mo after 3 yrs; Additional \$3/mo for each yr thereafter.
OSKALOOSA	10,995	\$5/mo after 5 yrs; Additional \$5/mo each yr to maximum \$100/mo.
STORM LAKE	8,819	\$72/yr after 3 yrs; \$120/yr after 5; \$204/yr after 10 yrs; \$300/yr after 15; \$396/yr after 20 yrs; \$480/yr after 25 yrs.
GRINNELL	8,698	Patrol: \$.05/hr for each 5 yrs Supervisor: \$.07/hr for each 5 yrs.
CHARLES CITY	8,678	\$20/mo after 4 yrs; Additional \$10/mo for each 4 yrs to maximum \$80/mo.
WEBSTER CITY	8,587	\$4/mo for each yr.
WAVERLY	8,506	\$35/yr after 4 yrs.
CRESTON	8,351	\$50/yr for each yr to maximum \$750/yr.
KNOXVILLE	8,175	\$10/mo after 6 mo.; \$25/mo after 1 yr; \$40/mo after 18 mo.; \$55/mo after 2 yrs; \$70/mo after 3 yrs; \$100/mo after 5; \$110/mo after 7 yrs; \$130/mo after 10; \$140/mo after 12 yrs; \$145/mo after 15; \$155/mo after 17; \$165/mo after 20 yrs.

<u>CITY</u>	<u>POPULATION</u>	
DECORAH	8,020	\$15/mo after 5 yrs; Additional \$15/mo for each 5 yrs.
CLEAR LAKE	7,529	\$25/mo for each 5 yrs to maximum \$100/mo.
OELWEIN	7,501	\$20/mo after 3 yrs; \$35/mo after 5; \$42.50/mo after 10 yrs; \$60/mo after 15; Additional \$12.50/mo for each 5 yrs to maximum \$85/mo.
ESTHERVILLE	7,440	\$240/yr after 5 yrs; Additional \$120/yr for each 5 yrs to maximum \$480/yr.
DENISON	6,911	\$15/mo after 5 yrs; Additional \$10/mo for each 5 yrs to maximum \$45/mo.
PERRY	6,848	\$1/mo per yr of service, after 3 yrs.
CHEROKEE	6,788	less than 2 yrs college: \$.25/hr for each 3 yrs 2 yr college degree: \$.30/hr for each 3 yrs 4 yr college degree: \$.35/hr for each 3 yrs.
INDEPENDENCE	6,463	\$10/mo for each 5 yrs.
IOWA FALLS	6,127	\$5/mo after 5 yrs; \$10/mo after 10; \$25/mo after 15 yrs.
ALTOONA	6,100	1% base salary after 5 yrs; Additional 1% every 5 yrs to maximum 4%.
WINDSOR HEIGHTS	5,605	\$5/yr after 5 yrs.
HARLAN	5,297	\$15/mo after 5 yrs; \$30/mo after 10 yrs.
CLARINDA	5,231	\$10/mo after 5 yrs; Additional \$5/mo for each 5 yrs to maximum \$25/mo.
CHARITON	5,098	\$15/mo after 5 yrs; Additional \$15/mo for each 5 yrs to maximum \$45/mo.
ANAMOSA	5,097	\$10/mo after 5 yrs; \$20/mo after 10 yrs; \$30/mo after 15 yrs.
SHELDON	5,010	\$5/mo after 5yrs; Additional \$5/mo for each 5 yrs.

78.
S H I F T D I F F E R E N T I A L P A Y S C H E D U L E S (F Y 1 9 8 5)

<u>CITY</u>	<u>POPULATION</u>	
DAVENPORT	103,799	\$.10/hr 3pm - 11pm; \$.15/hr 11pm - 7am
SIOUX CITY	82,095	\$.25/hr 3pm - 11pm; \$.35/hr 11pm - 7am
WATERLOO	76,399	\$.35/hr 3pm - 11pm; \$.45/hr 11pm - 7am
DUBUQUE	61,209	\$.10/hr 3pm - 11pm; \$.20/hr 11pm - 7am
COUNCIL BLUFFS	56,694	\$16.66/mo 3pm - 11pm; \$16.66/mo 11pm - 7am
IOWA CITY	51,599	\$.05/hr 3pm - 11pm; \$.10/hr 11pm - 7am
AMES	45,747	\$300/yr 3pm - 11pm; \$475/yr 11pm - 7am
CEDAR FALLS	36,206	\$9/mo 2:25pm - 10:45pm; \$27/mo 10:45pm - 6:45am
I.S.U.	31,000	\$.25/hr 6pm - midnight; \$.30/hr midnight - 6am (minimum of 4 hrs)
MASON CITY	30,157	\$.10/hr 5pm - 11pm; \$.20/hr 11pm - 6am
FORT DODGE	28,857	\$.32/hr 8pm - 4am
BETTENDORF	27,561	\$.20/hr 3pm - 11pm; \$.30/hr 11pm - 7am
OTTUMWA	26,950	\$.22/hr 5pm - 6am
MUSCATINE	24,218	\$.15/hr 2pm - 10pm; \$.25/hr 10pm - 6am
ANKENY	15,801	\$.13/hr 3pm - 11pm; \$.23/hr 11pm - 7am; \$.17/hr split shift (3 days each)
U.N.I.	13,100	\$.25/hr 3pm - 11pm; \$.27/hr 7:30pm - 3:30am; \$.30/hr 11pm - 7am
WEBSTER CITY	8,587	\$.20/hr 4am - 12 noon; \$.30/hr 8pm - 4 am
KNOXVILLE	8,175	\$.25/hr 6pm - 6am
CORALVILLE	7,878	\$.15/hr 3pm - 11pm; \$.20/hr 11pm - 7am
OELWEIN	7,501	\$.10/hr 3pm - 11pm; \$.15/hr 11pm - 7am

TABLE 12

OVERTIME COMPENSATION AND "MOONLIGHTING" POLICIES
OF POLICE DEPARTMENTS (FY 1985)*

Table 12 shows that 70 of 72 departments (97%) provide some type of compensation -- either compensatory time, cash, or both -- for officers who work overtime. Fifty-eight agencies offer compensatory time to line officers, while 55 provide such reimbursement for supervisory personnel. Eighty-nine percent (64) of the departments offer paid overtime to line officers, while 42 agencies will pay overtime to supervisors. Even though both types of compensation are available to officers, it is difficult to determine by examining the table which type is used more often.

In terms of "moonlighting" policies, all 72 departments allow their sworn officers to seek secondary employment. Nearly ninety percent (64) indicate that there are one or more restrictions on officers working a second job. Fifty-two departments (72%) restrict the type of employment, and require departmental notification. Of these 52, over three-fourths also have to approve the second job before an officer may begin employment. Approximately one-fourth of the agencies (20) restrict the number of hours officers may work outside the department.

In general, secondary employment must not interfere with the primary responsibility of law enforcement service, in part because being a peace officer is regarded as a 24-hour-a-day status rather than just a "job". Because there must not be any conflict with the position of police officer--either in terms of the number of hours worked, physical expenditure, or type and place of employment--limitations are placed on employment which might be seen as either conflicting with or demeaning a peace officer's status. In some cases, departments indicated placing additional restrictions on officers who "moonlight", such as forbidding the use of city equipment, or wearing a uniform while on another job. In terms of insurance coverage, over half (61%) reported covering officers by city insurance if their second job is police-related.

TABLE 12

OVERTIME COMPENSATION AND "MOONLIGHTING" POLICIES
OF POLICE DEPARTMENTS (FY 1985)*

CITY	POPULATION	OVERTIME COMP.			"MOONLIGHTING" (ADDITIONAL EMPLOYMENT)					
		COMP. ** TIME	PAID ** OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED # BY CITY INSURANCE
DES MOINES	191,506	L S	- -	--	| X	| X	-	X	X	| X
CEDAR RAPIDS	109,086	L S	L S	1.5X	| X	| -	-	-	-	| -
DAVENPORT	103,799	L S	L S	1.5X	| X	| -	-	X	X	| X
SIOUX CITY	82,095	L S	L S	1.5X	| X	| X	-	X	X	| -
WATERLOO	76,399	L S	L S	1.5X	| X	| X	-	X	-	| X
DUBUQUE	61,209	L -	L -	1.5X	| X	| X	X	X	X	| -
COUNCIL BLUFFS	56,694	L S	L S	1.5X	| X	| X	X	X	X	| -
IOWA CITY	51,559	L S	L -	1.5X	| X	| X	-	X	-	| X
AMES	45,747	L S	L -	1.5X	| X	| X	-	X	-	| X
CEDAR FALLS	36,206	L S	L S	1.5X	| X	| X	-	X	-	| X
U. OF I.	33,800	L S	L S	1.5X	| X	| -	-	-	-	| -
CLINTON	32,437	L S	L S	1.5X	| X	| X	-	X	X	| -
I. S. U.	31,000	L S	L S	1.5X	| X	| X	-	X	-	| -
MASON CITY	30,157	- S	L -	1.5X	| X	| X	-	-	-	| X
BURLINGTON	29,090	- S	L -	1.5X	| X	| X	-	X	X	| X
FORT DODGE	28,857	L S	L -	1.5X	| X	| X	-	X	-	| X
BETTENDORF	27,561	L S	L S	1.5X	| X	| X	X	X	X	| X
MARSHALLTOWN	27,221	L -	L -	1.5X	| X	| X	-	X	X	| X
OTTUMWA	26,950	L S	L S	1.5X	| X	| X	-	-	-	| -
MUSCATINE	24,218	L S	L -	1.5X	| X	| X	X	X	X	| -
WEST DES MOINES	21,976	L S	L S	1.5X	| X	| X	-	-	-	| X

* Fiscal Year 1985 (July 1, 1984 - June 30, 1985) ** Comp. or Paid Overtime: for Line (L) and/or Supervisory (S) Officers.
Full peace officer status when second job is related to law enforcement.

CITY	POPULATION	OVERTIME COMP.			"MOONLIGHTING" (ADDITIONAL EMPLOYMENT)						
		COMP. TIME	PAID OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY CITY INSURANCE	
MARION	19,897	L S	L S	1.5X	| X	| X	-	X	X	| X	
URBANDALE	19,010	L S	L S	1.5X	| X	| X	-	X	X	| X	
ANKENY	15,801	L S	L S	1.5X	| X	| X	X	X	X	| X	
NEWTON	15,162	L S	L S	1.5X	| X	| X	X	X	X	| -	
KEOKUK	13,524	L S	L S	1.5X	| X	| -	-	-	-	| X	
FORT MADISON	13,192	L S	L -	1.5X	| X	| X	-	X	-	| -	
U. N. I.	13,100	L -	L -	1.5X	| X	| -	-	-	-	| -	
BOONE	12,555	- S	L -	1.5X	| X	| X	-	-	-	| X	
SPENCER	11,593	L S	- -	--	| X	| -	-	X	X	| X	
OSKALOOSA	10,995	L S	L S	1.5X	| X	| -	-	X	-	| X	
INDIANOLA	10,760	- S	L -	1.5X	| X	| X	-	X	X	| X	
CARROLL	9,607	L S	L S	1.5X	| X	| X	-	X	X	| X	
FAIRFIELD	9,459	- -	- -	--	| X	| -	-	X	-	| -	
STORM LAKE	8,819	L S	L S	1.5X	| X	| -	-	X	X	| X	
GRINNELL	8,698	L -	L -	1.5X	| X	| -	X	X	X	| X*	
CHARLES CITY	8,678	L S	L S	1.5X	| X	| X	X	X	X	| X	
WEBSTER CITY	8,587	L S	L S	1.5X	| X	| -	-	X	X	| X	
WAVERLY	8,506	- S	L -	1.5X	| X	| -	-	-	-	| -	
PELLA	8,500	- -	L S	1.5X	| X	| -	X	-	-	| -	
CRESTON	8,351	L S	L S	1.5X	| X	| X	-	X	-	| X	
KNOXVILLE	8,175	L S	L S	1X	| X	| X	-	-	-	| -	
LE MARS	8,045	L -	L -	1.5X	| X	| X	X	X	X	| -	
DECORAH	8,020	L S	L -	1.5X	| X	| X	X	X	-	| X	

* If within city limits.

CITY	POPULATION	OVERTIME COMP.			" MOONLIGHTING" (ADDITIONAL EMPLOYMENT)						
		COMP. TIME	PAID OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY CITY INSURANCE	
ATLANTIC	7,920	L S	L S	1.5X	| X |	X	-	X	X	| -	
CORALVILLE	7,878	L S	L S	1.5X	| X |	X	-	X	X	| -	
CLEAR LAKE	7,529	- -	L S	1.5X	| X |	X	-	-	-	| X	
OELWEIN	7,501	L S	L -	1.5X	| X |	X	X	-	-	| -	
ESTHERVILLE	7,440	- -	L S	1.5X	| X |	X	-	-	-	| -	
MOUNT PLEASANT	7,209	L S	L S	1.5X	| X |	X	X	X	X	| -	
DENISON	6,911	- -	- -	--	| X |	X	X	X	X	| X	
PERRY	6,848	L S	- -	--	| X |	X	X	X	X	| X	
CHEROKEE	6,788	- -	L S	1.5X	| X |	X	-	X	X	| X	
WASHINGTON	6,739	L S	L S	1.5X	| X |	X	X	X	X	| X	
RED OAK	6,702	- -	L S	1.5X	| X |	-	-	X	X	| -	
CENTERVILLE	6,492	L S	L -	1.5X	| X |	-	-	X	X	| X	
INDEPENDENCE	6,463	L S	L S	1.5X	| X |	X	X	X	X	| X	
MAQUOKETA	6,407	L S	L S	1.5X	| X |	X	X	-	-	| X	
ALGONA	6,285	L S	- -	--	| X |	X	X	X	X	| X	
SHENANDOAH	6,220	L -	- -	--	| X |	X	-	X	X	| X	
CLIVE	6,213	L -	L -	1.5X	| X |	X	-	-	-	| -	
IOWA FALLS	6,127	L S	L S	1.5X	| X |	-	-	X	-	| X	
ALTOONA	6,100	- -	L S	1.5X	| X |	X	-	X	X	| X*	
NEVADA	5,960	L S	L S	1.5X	| X |	-	-	-	-	| X	
WINDSOR HEIGHTS	5,605	L S	L S	1.5X	| X |	X	-	-	-	| X	
GLENWOOD	5,503	L S	L -	1.5X	| X |	X	-	X	X	| -	
HARLAN	5,297	- -	L S	1.5X	| X |	X	X	X	X	| X	

* If within city limits.

CITY	POPULATION	OVERTIME COMP.			"MOONLIGHTING" * (ADDITIONAL EMPLOYMENT)					
		COMP. ** TIME	PAID ** OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED # BY CITY INSURANCE
CLARINDA	5,231	L S	L -	1.5X	| X	| X	-	X	X	| -
CHARITON	5,098	L S	L S	1.5X	| X	| X	-	X	X	| -
ANAMOSA	5,097	L -	L -	1.5X	| X	| -	-	-	-	| -
HIAWATHA	5,035	L S	L S	1.5X	| X	| -	-	X	X	| X
SHELDON	5,010	L S	- -	--	| X	| -	-	-	-	| X
TOTALS:		58 55	64 42		72	52	20	52	40	44

** Compensatory or Paid Overtime: for Line (L) and/or Supervisory (S) Officers.

Full peace officer status when second job is related to law enforcement.

TABLE 13
COLLECTIVE BARGAINING UNITS
OF POLICE DEPARTMENTS (JULY 1, 1984)

Table 13 examines the status of collective bargaining among law enforcement agencies, identifying both current and potential members as well as those departments which have withdrawn their membership from unions. Of the 72 police departments cited in this report, 46 (64%) indicated current membership of their officers with some type of union. Not surprisingly, the majority of law enforcement agencies with union affiliation are found in larger cities, as evidenced by the fact that all cities of at least 12,000 population have union members on their police forces.

A closer examination of the 46 agencies with collective bargaining representation shows that half (23) have officers belonging to local labor/teamsters unions, while 18 are affiliated with city/private unions. Only five departments indicate having membership with some type of police union.

Of the remaining 26 agencies (of 72) that are not affiliated with a collective bargaining unit, two indicated some intent on the part of their officers to join a union in the near future. One city (Carroll) expressed interest in membership with a city or private group, while the other municipality (Maquoketa) was uncertain as to the type of union its officers may join.

There has apparently been occasional dissatisfaction on the part of officers with union activities in some cities, as three departments (Spencer, Maquoketa, and Decorah) indicate their collective bargaining units have been dissolved or decertified. All three had former affiliation with a local labor/teamsters union, but only one (Decorah) has since formed another unit (city/private membership).

In addition to departments that have dissolved or decertified their bargaining units, four others have changed membership from one affiliation to another. Two departments, Ames and Fort Maddison, were both formerly affiliated with SECO but have since changed to either a police union (Ames officers) or a local labor/teamsters union (Fort Madison). Two other agencies (West Des Moines and Windsor Heights) currently have membership with a local labor/teamsters union, but report former affiliation with other collective bargaining units: West Des Moines with a local police union, and Windsor Heights with a city/private union.

Of the forty-six departments affiliated with a collective bargaining unit, all have line officers as union members. Thirty (65%) also allow detectives to be members, while 48% (22) and 46% (21) encourage union membership by dispatchers and sergeants respectively. Other ranks that are occasionally part of a collective bargaining unit include meter attendant, matron, lieutenant, corporal, assistant chief, and captain.

Approximately two-thirds (31) of these departments indicate that benefits are the same for bargaining and non-bargaining personnel, while the remaining 15 agencies reported some differences in benefits. These differences included such things as a deferred compensation program for non-bargaining members (supervisors), as well as additional life insurance, better longevity payments, etc. While some of the 15 departments reported better benefits for supervisory officers, others cited improved benefits for the non-supervisory personnel, e.g. more clothing/cleaning allowance, overtime and shift differential pay, etc. (If interested in the individual responses from these 15 agencies, please contact the author of this report.)

The last information appearing in Table 13 refers to representation of non-bargaining unit members. Of the 46 departments with collective bargaining units, only six (13%) have a policy for determining who represents their non-bargaining unit personnel. Representation is generally by the chief of police and/or assistant chief, or is provided by the city personnel director.

TABLE 13

COLLECTIVE BARGAINING UNITS
OF POLICE DEPARTMENTS (JULY 1, 1984)

CITY	POPULATION	UNIONS		CONTRACT				RANKS INCLUDED						BENEFITS--SAME FOR BARG. AND NON-BARG. UNIT MEMBERS	DEPT. W/POLICY TO DETERMINE WHO REPRESENTS NON-BARG. UNIT MEMBERS	
		CURRENT MEMBER	LOCAL LABOR/TEAMSTERS	POLICE	CITY/PRIVATE	LENGTH OF CONTRACT (IN YRS.)	EXPIRATION DATE	DISPATCHER	MATRON	OFFICER	DETECTIVE	SERGEANT	OTHER			
DES MOINES	191,506	X	-	-	X	2	06/85	-	X	X	X	-	-	-	-	-
CEDAR RAPIDS	109,086	X	X	-	-	1	06/85	X	-	X	X	-	X	^b	X	-
DAVENPORT	103,799	X	-	-	X	2	06/86	X	-	X	X	X	-	-	X	-
SIOUX CITY	82,095	X	-	X	-	2	06/85	-	-	X	X	X	X	^a	X	X
WATERLOO	76,399	X	-	-	X	3	06/87	-	-	X	X	X	-	-	-	X
DUBUQUE	61,209	X	-	-	X	1	06/85	X	-	X	X	-	X	^b	-	-
COUNCIL BLUFFS	56,694	X	-	X	-	1	06/85	-	-	X	X	-	-	-	X	-
IOWA CITY	51,559	X	-	-	X	1	06/85	-	-	X	-	-	-	-	-	X
AMES	45,747	X	-	X	-	2	06/85	X	X	X	X	-	X	^b	X	-
CEDAR FALLS	36,206	X	X	-	-	3	06/85	X	-	X	X	X	X	^b	-	X
U. OF I.	33,800	X	X	-	-	2	06/85	X	-	X	X	X	-	-	X	-
CLINTON	32,437	X	-	-	X	1	06/85	-	-	X	X	X	-	-	X	-
I. S. U.	31,000	X	X	-	-	2	06/85	-	-	X	X	X	-	-	X	-
MASON CITY	30,157	X	X	-	-	1	06/85	X	-	X	-	-	X	^b	-	-
BURLINGTON	29,090	X	-	X	-	3	06/86	X	-	X	X	-	-	-	-	-
FORT DODGE	28,857	X	X	-	-	2	06/85	-	-	X	X	X	X	^a	-	-
BETTENDORF	27,561	X	-	-	X	3	06/87	-	-	X	-	X	-	-	X	-
MARSHALLTOWN	27,221	X	X	-	-	1	06/85	X	-	X	-	-	X	^c	-	-

^a Lieutenant

^b Meter Attendant

^c Corporal

CITY	POPULATION	UNIONS					CONTRACT		RANKS INCLUDED					BENEFITS--SAME FOR BARG. AND NON-BARG. UNIT MEMBERS	DEPT. W/POLICY TO DETERMINE WHO REPRESENT NON-BARG. UNIT MEMBERS		
		CURRENT MEMBER	LOCAL LABOR/ TEAMSTERS	POLICE	CITY/ PRIVATE	LENGTH OF CONTRACT (IN YRS.)	EXPIRATION DATE	DISPATCHER	MATRON	OFFICER	DETECTIVE	SERGEANT	OTHER				
KNOXVILLE	8,175	-	-	-	-			-	-	-	-	-	-	-	-	-	-
LE MARS	8,045	-	-	-	-			-	-	-	-	-	-	-	-	-	-
DECORAH	8,020	X	-	-	X	3	06/85	X	-	X	-	-	-	X ^b	-	X	-
ATLANTIC	7,920	-	-	-	-			-	-	-	-	-	-	-	-	-	-
CORALVILLE	7,878	X	-	-	X	3	06/85	-	-	X	X	-	-	-	-	-	-
CLEAR LAKE	7,529	X	X	-	-	2	06/85	X	X	X	X	X	-	-	X	X	X
OELWEIN	7,501	X	-	-	X	2	06/86	X	-	X	-	X	X ^b	-	X	X	-
ESTHERVILLE	7,440	X	-	-	X	1	06/85	-	-	X	-	-	X ^d	-	X	-	-
MOUNT PLEASANT	7,209	-	-	-	-			-	-	-	-	-	-	-	-	-	-
DENISON	6,911	-	-	-	-			-	-	-	-	-	-	-	-	-	-
PERRY	6,848	-	-	-	-			-	-	-	-	-	-	-	-	-	-
CHEROKEE	6,788	X	-	-	X	1	06/85	-	-	X	-	X	-	-	X	-	-
WASHINGTON	6,739	X	X	-	-	1	06/85	-	-	X	-	-	-	-	-	-	-
RED OAK	6,702	-	-	-	-			-	-	-	-	-	-	-	-	-	-
CENTERVILLE	6,492	X	-	X	-	2	06/86	-	-	X	X	X	-	-	X	-	-
INDEPENDENCE	6,463	-	-	-	-			-	-	-	-	-	-	-	-	-	-
^P MAQUOKETA	6,407	^P -	-	-	-			-	-	-	-	-	-	-	-	-	-
ALGONA	6,285	-	-	-	-			-	-	-	-	-	-	-	-	-	-
SHENANDOAH	6,220	-	-	-	-			-	-	-	-	-	-	-	-	-	-
CLIVE	6,213	-	-	-	-			-	-	-	-	-	-	-	-	-	-
IOWA FALLS	6,127	X	X	-	-	1	06/85	X	-	X	-	X	-	-	X	-	-
ALTOONA	6,100	X	X	-	-	3	06/86	-	-	X	X	-	-	-	X	-	-

^P=Potential Membership by Maquoketa Officers with a city/private union.

CITY	POPULATION	UNIONS					CONTRACT					RANKS INCLUDED					BENEFITS--SAME FOR BARG. AND NON-BARG. UNIT MEMBERS	DEPT. W/POLICY TO DETERMINE WHO REPRESENT NON-BARG. UNIT MEMBER
		CURRENT MEMBER	LOCAL LABOR/ TEAMSTERS	POLICE	CITY/ PRIVATE	LENGTH OF CONTRACT (IN YRS.)	EXPIRATION DATE	DISPATCHER	MATRON	OFFICER	DETECTIVE	SERGEANT	OTHER					
OTTUMWA	26,950	X	X	-	-	2	06/86	-	-	X	X	X	X ^{d, e}	X	-			
MUSCATINE	24,218	X	X	-	-	2	06/85	X	-	X	X	-	-	-	-			
W. DES MOINES	21,976	X	X	-	-	2	06/86	X	-	X	-	-	X ^f	X	-			
MARION	19,897	X	-	-	X	1	06/85	X	-	X	X	-	-	-	-			
URBANDALE	19,010	X	X	-	-	2	06/85	X	-	X	X	-	-	-	-			
ANKENY	15,801	X	X	-	-	2	06/85	X	-	X	X	-	-	X	-			
NEWTON	15,162	X	-	-	X	2	06/86	-	-	X	-	-	X ^b	X	-			
KEOKUK	13,524	X	-	-	X	2	06/85	X	-	X	X	-	X ^b	X	-			
FORT MADISON	13,192	X	X	-	-	1	06/85	X	-	X	X	-	-	-	-			
W. N. I.	13,100	X	X	-	-	2	06/85	-	-	X	X	X	-	X	-			
BOONE	12,555	X	-	-	X	2	07/85	-	-	X	-	-	X ^{b, d}	X	-			
SPENCER	11,593	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
OSKALOOSA	10,995	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
INDIANOLA	10,760	X	-	-	X	1	06/85	-	-	X	-	-	-	X	-			
^P CARROLL	9,607	^P -	-	-	-	-	-	-	-	-	-	-	-	-	-			
FAIRFIELD	9,459	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
STORM LAKE	8,819	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
GRINNELL	8,698	X	X	-	-	2	06/86	-	-	X	X	-	-	X	-			
CHARLES CITY	8,678	X	X	-	-	2	06/85	X	-	X	X	X	-	X	-			
WEBSTER CITY	8,587	X	-	-	X	2	06/85	-	-	X	X	X	-	X	-			
WAVERLY	8,506	X	X	-	-	3	06/85	-	-	X	X	X	-	X	X			
PELLA	8,500	-	-	-	-	-	-	-	-	-	-	-	-	-	-			
CRESTON	8,351	X	X	-	-	1	06/85	X	-	X	-	X	X ^d	X	-			

^b Meter Attendant

^d Captain

^e Asst. Chief

^f Animal Control

^P=Potential Membership by Carroll Officers. (Undecided which bargaining unit)

CITY	POPULATION	UNIONS				CONTRACT		RANKS INCLUDED					BENEFITS--SAME FOR BARG. AND NON-BARG. UNIT MEMBERS	DEPT. W/POLICY TO DETERMINE WHO REPRESENTS NON-BARG. UNIT MEMBERS	
		CURRENT MEMBER	LOCAL LABOR/ TEAMSTERS	POLICE	CITY/ PRIVATE	LENGTH OF CONTRACT (IN YRS.)	EXPIRATION DATE	DISPATCHER	MATRON	OFFICER	DETECTIVE	SERGEANT			OTHER
NEVADA	5,960	-	-	-	-			-	-	-	-	-	-	-	-
WINDSOR HGTS.	5,605	X	X	-	-	2	06/86	-	-	X	-	X	-	-	X
GLENWOOD	5,503	-	-	-	-			-	-	-	-	-	-	-	-
HARLAN	5,297	-	-	-	-			-	-	-	-	-	-	-	-
CLARINDA	5,231	-	-	-	-			-	-	-	-	-	-	-	-
CHARITON	5,098	-	-	-	-			-	-	-	-	-	-	-	-
ANAMOSA	5,097	-	-	-	-			-	-	-	-	-	-	-	-
HIAWATHA	5,035	-	-	-	-			-	-	-	-	-	-	-	-
SHELDON	5,010	-	-	-	-			-	-	-	-	-	-	-	-
TOTALS:		46	23	5	18	1 yr.=15 2 yr.=23 3+yr.=8		22	3	46	30	21	17	31	6

Other Ranks:

- Lieutenants=2
- Meter Attendants=10
- Corporals=1
- Captains=4
- Asst. Chiefs=1
- Animal Control Personnel=1

TABLE 14

CALLS FOR SERVICE AND INVESTIGATIONS CONDUCTED
BY POLICE DEPARTMENTS (DURING 1983)*

Table 14 presents the number of calls for service and investigations conducted by police departments during calendar year 1983. Sixty-two of the 72 agencies (86%) supplied data regarding calls for service, totaling more than 1,000,000 for the year.

Data pertaining to investigations were apparently more difficult to obtain, as approximately fifteen of the departments were unable to provide any information, and numerous departments could not break down preliminary and follow-up investigations, thereby limiting the opportunity to draw inferences from available figures.

There appears to be some relationship between the size of law enforcement agencies and the number of calls for service or investigations. Generally, the largest cities account for most of the calls, although there is a wide variation in responses received from individual agencies. This is undoubtedly due to the lack of standard definition of calls for service.

TABLE 1.4

CALLS FOR SERVICE AND INVESTIGATIONS CONDUCTED
BY POLICE DEPARTMENTS (DURING 1983) *

CITY	POPULATION	INVESTIGATIONS			CITY	POPULATION	INVESTIGATIONS				
		CALLS FOR SERVICE	PRELIM.	FOLLOW-UP			TOTAL	CALLS FOR SERVICE	PRELIM.	FOLLOW-UP	TOTAL
DES MOINES	191,506	186,000	47,042	34,073	81,115	MUSCATINE	24,218	16,325	.	.	.
CEDAR RAPIDS	109,086	18,383	21,530	3,600	25,130	WEST DES MOINES	21,976	14,800	3,776	1,500	5,276
DAVENPORT	103,799	72,819	20,663	8,877	29,540	MARION	19,897	.	2,404	430	2,834
SIOUX CITY	82,095	49,576	3,577	2,492	6,069	URBANDALE	19,010	14,266	7,956	1,263	9,219
WATERLOO	76,399	33,885	.	.	12,704	ANKENY	15,801	99,147	9,500	1,000	10,500
DUBUQUE	61,209	27,486	.	.	.	NEWTON	15,162	7,441	.	.	.
COUNCIL BLUFFS	56,694	26,536	3,978	1,236	5,214	KEOKUK	13,524	1,948	115	66	181
IOWA CITY	51,559	71,000	2,542	1,692	4,234	FORT MADISON	13,192	8,998	1,508	.	.
AMES	45,747	.	5,713	1,801	7,514	U. N. I.	13,100	3,500	433	375	808
CEDAR FALLS	36,206	19,050	2,265	1,557	3,822	BOONE	12,555	9,852	441	127	568
U. OF I.	33,800	12,439	3,906	790	4,696	SPENCER	11,593	11,020	.	.	7,108
CLINTON	32,437	18,911	2,460	.	2,460	OSKALOOSA	10,995	6,215	1,231	1,231	2,462
I. S. U.	31,000	2,738	1,988	643	2,631	INDIANOLA	10,760	844	.	.	.
MASON CITY	30,157	16,406	3,756	1,000	4,756	CARROLL	9,607	11,240	1,893	1,540	3,433
BURLINGTON	29,090	24,750	.	.	.	FAIRFIELD	9,459	8,219	100	100	200
FORT DODGE	28,857	.	.	.	.	STORM LAKE	8,819	7,882	1,643	.	1,643
BETTENDORF	27,561	20,335	3,522	755	4,277	GRINNELL	8,698	3,789	277	212	489
MARSHALLTOWN	27,221	15,069	5,466	.	5,466	CHARLES CITY	8,678	7,646	1,261	189	1,450
OTTUMWA	26,950	14,722	3,355	.	3,355	WEBSTER CITY	8,587	5,345	317	61	378

* Calendar Year 1983 (Jan. 1 - Dec. 31)

I N V E S T I G A T I O N S						I N V E S T I G A T I O N S					
CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW-UP	TOTAL	CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW-UP	TOTAL
WAVERLY	8,506	375	419	.	419	CLIVE	6,213	3,371	1,019	.	1,019
PELLA	8,500	.	.	.	.	IOWA FALLS	6,127	6,000	184	184	368
CRESTON	8,351	2,714	462	184	646	ALTOONA	6,100	.	980	361	1,341
KNOXVILLE	8,175	6,593	657	320	977	NEVADA	5,960	3,704	264	58	322
LE MARS	8,045	1,872	582	0	582	WINDSOR HEIGHTS	5,605	18,000	828	225	1,053
DECORAH	8,020	5,467	1,040	0	1,040	GLENWOOD	5,503	2,415	344	192	536
ATLANTIC	7,920	4,109	2,400	1,000	3,400	HARLAN	5,297	6,000	133	46	179
CORALVILLE	7,878	13,818	1,405	573	1,978	CLARINDA	5,231	.	510	.	510
CLEAR LAKE	7,529	7,185	.	.	.	CHARITON	5,098	2,173	1,031	533	1,564
OELWEIN	7,501	9,855	252	0	252	ANAMOSA	5,097	.	.	.	.
ESTHERVILLE	7,440	4,977	1,287	.	.	HIAWATHA	5,035	4,110	519	150	669
MOUNT PLEASANT	7,209	.	547	.	547	SHELDON	5,010	.	.	.	.
DENISON	6,911	2,999	56	15	71						
PERRY	6,848	6,413	.	232	.						
CHEROKEE	6,788	4,800	350	.	.						
WASHINGTON	6,739	1,787	144	72	216						
RED OAK	6,702	.	.	.	.		
CENTERVILLE	6,492	4,471	1,838	300	2,138						
INDEPENDENCE	6,463	5,442	2,138	.	2,138						
MAQUOKETA	6,407	6,400	107	.	107						
ALGONA	6,285	4,100	865	209	1,074						
SHENANDOAH	6,220	1,500	500	250	750						

NOTE: TOTALS WERE NOT COMPUTED FOR THIS TABLE AS MANY DEPARTMENTS DID NOT PROVIDE DATA.

TABLE 15
COMPUTERIZED OPERATIONS
OF POLICE DEPARTMENTS (JULY 1, 1984)

Table 15 provides information on computerized operations of police departments in cities greater than 5,000 population. Four of five agencies report having terminals linked to the Iowa or NCIC System, while about 29% (21) mentioned having other terminals located in their agencies.

Of those law enforcement operations that could be automated, only payroll was cited frequently, with over half (47) of the agencies indicating computerization of their payroll operations. It is evident from the data that larger departments more frequently had access to computer resources than smaller agencies.

In terms of future plans to provide additional computerization, over one-third (28) of the agencies mentioned an intent to automate in the near future, with some expanding (rather than setting up) computerized functions. Twenty-three agencies expressed a need for technical assistance with respect to computerization, while 22 departments volunteered to provide assistance when requested.

TABLE 15

COMPUTERIZED OPERATIONS
OF POLICE DEPARTMENTS (JULY 1, 1984)

CITY	POPULATION	TERMINALS		FUNCTIONS										FUTURE PLANS		TECHNICAL ASSISTANCE			
		NCIC/ IOWA	OTHERS	PAYROLL	OFFENSES	INCIDENT- NAME	PROPERTY	U.C.R.	ARRESTS	JUVENILE	CALLS - SERVICE	TRAFFIC CITATIONS	WARRANTS	PERSONNEL	EXPAND CURRENT	PLANNING NEW STAGES OF DEVELOPMENT *	WILL PROVIDE ASSISTANCE	WOULD LIKE ASSISTANCE	
DES MOINES	191,506	X	X	X	X	-	X	X	X	X	-	X	X	X	X	X	1,2,3	-	-
CEDAR RAPIDS	109,086	X	X	X	X	X	X	X	X	-	X	X	X	X	X	X		X	-
DAVENPORT	103,799	X	X	X	X	X	-	X	X	-	X	X	X	X	X	X	1,2,3	-	-
SIOUX CITY	82,095	X	X	-	-	X	-	X	X	-	-	-	X	-	X	X	1,2,3	X	X
WATERLOO	76,399	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	1,2,3	X	-
DUBUQUE	61,209	X	-	X	-	-	-	-	-	-	-	-	-	-	X	X	1	-	X
COUNCIL BLUFFS	56,694	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-		-	-
IOWA CITY	51,559	X	X	X	-	-	X	-	-	-	-	-	X	-	X	X	1,2	X	-
AMES	45,747	X	-	X	X	X	X	-	-	-	-	-	-	X	-	-		-	-
CEDAR FALLS	36,206	X	X	-	X	X	X	X	X	X	-	-	X	-	X	X	1	X	-
U. OF I.	33,800	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
CLINTON	32,437	X	X	X	-	-	-	-	-	-	-	-	X	-	-	-		X	-
I. S. U.	31,000	X	X	X	-	-	-	-	-	-	-	-	-	X	X	X	1,2,3	X	-
MASON CITY	30,157	X	-	X	X	-	X	X	X	X	-	-	X	-	X	X	2	X	X
BURLINGTON	29,090	X	X	X	-	-	-	-	-	-	-	-	-	-	X	X	2,3	X	X
FORT DODGE	28,857	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-		-	-
BETTENDORF	27,561	X	X	-	X	X	X	X	X	-	X	-	X	X	-	-		-	-
MARSHALLTOWN	27,221	X	X	X	X	X	X	X	X	X	-	-	-	-	X	X	1,2,3	X	X
OTTUMWA	26,950	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-		X	X

*Stages of Development: 1-Decided functions to automate, 2-Compared programs, 3-Decided or purchased equipment.

CITY	POPULATION	TERMINALS		FUNCTIONS										FUTURE PLANS			TECHNICAL ASSISTANCE		
		NCIC/ IOWA	OTHERS	PAYROLL	OFFENSES	INCIDENT- NAME	PROPERTY	U.C.R.	ARRESTS	JUVENILE	CALLS - SERVICE	TRAFFIC CITATIONS	WARRANTS	PERSONNEL	EXPAND CURRENT	PLANNING NEW	STAGES OF DEVELOPMENT *	WILL PROVIDE ASSISTANCE	WOULD LIKE ASSISTANCE
MUSCATINE	24,218	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WEST DES MOINES	21,976	X	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1	-	X
MARION	19,897	X	X	X	X	-	X	-	-	-	X	X	-	X	X	1	X	X	
URBANDALE	19,010	X	X	X	X	X	X	X	X	X	-	X	X	X	X	1,2,3	X	X	
ANKENY	15,801	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
NEWTON	15,162	X	-	X	-	-	-	-	-	-	-	-	-	-	X	1,2,3	-	-	
KEOKUK	13,524	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
FORT MADISON	13,192	X	-	X	-	-	-	-	-	-	-	-	-	-	X	X	-	X	
U. N. I.	13,100	-	-	X	-	-	X	-	-	-	-	-	X	-	-	-	-	-	
BOONE	12,555	X	-	X	-	-	-	-	-	-	-	-	-	-	X	X	3	-	X
SPENCER	11,593	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
OSKALOOSA	10,995	X	-	X	-	-	-	-	-	-	-	-	-	-	X	-	-	X	-
INDIANOLA	10,760	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	X	-	
CARROLL	9,607	X	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1,2,3	-	X
FAIRFIELD	9,459	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
STORM LAKE	8,819	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X
GRINNELL	8,698	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CHARLES CITY	8,678	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
WEBSTER CITY	8,587	X	X	X	-	-	-	-	-	-	-	-	-	-	X	X	3	-	X
WAVERLY	8,506	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PELLA	8,500	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CRESTON	8,351	X	-	X	-	-	-	-	-	-	-	-	-	-	X	X	2	-	X
KNOXVILLE	8,175	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

*Stages of Development: 1-Decided functions to automate, 2-Compared programs, 3-Decided or purchased equipment.

CITY	POPULATION	TERMINALS		FUNCTIONS										FUTURE PLANS			TECHNICAL ASSISTANCE			
		NCIC/ IOWA	OTHERS	PAYROLL	OFFENSES	INCIDENT- NAME	PROPERTY	U.C.R.	ARRESTS	JUVENILE	CALLS - SERVICE	TRAFFIC CITATIONS	WARRANTS	PERSONNEL	EXPAND CURRENT	PLANNING NEW	STAGES OF * DEVELOPMENT	WILL PROVIDE ASSISTANCE	WOULD LIKE ASSISTANCE	
LE MARS	8,045	-	-	X	-	-	-	-	-	-	-	-	-	-	X	X	1,2,3	X	X	
DECORAH	8,020	X	X	X	X	X	X	X	X	X	X	X	X	X	X	-	-	X	-	
ATLANTIC	7,920	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CORALVILLE	7,878	-	X	X	X	X	X	X	X	X	X	X	X	-	-	-	-	X	-	
CLEAR LAKE	7,529	X	-	X	-	-	-	-	-	-	-	-	-	-	X	X	1,2,3	-	-	
OELWEIN	7,501	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
ESTHERVILLE	7,440	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	
MOUNT PLEASANT	7,209	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
DENISON	6,911	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
PERRY	6,848	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CHEROKEE	6,788	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	
WASHINGTON	6,739	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
RED OAK	6,702	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CENTERVILLE	6,492	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
INDEPENDENCE	6,463	X	-	X	-	-	-	X	-	-	-	-	-	-	-	-	-	X	-	
MAQUOKETA	6,407	X	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1	-	X	
ALGONA	6,285	X	X	X	-	-	-	-	-	-	-	-	-	-	X	X	1	-	X	
SHENANDOAH	6,220	-	X	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
CLIVE	6,213	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
IOWA FALLS	6,127	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	
ALTOONA	6,100	X	X	X	X	X	-	X	X	-	-	X	X	-	X	X	1	3	X	-
NEVADA	5,960	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

*Stages of Development: 1-Decided functions to automate, 2-Compared programs, 3-Decided or purchased equipment.

CITY	POPULATION	TERMINALS		FUNCTIONS										FUTURE PLANS			TECHNICAL ASSISTANCE		
		INCIC/IOWA	OTHERS	PAYROLL	OFFENSES	INCIDENT-NAME	PROPERTY	U. C. R.	ARRESTS	JUVENILE	CALLS - SERVICE	TRAFFIC CITATIONS	WARRANTS	PERSONNEL	EXPAND CURRENT	PLANNING NEW	STAGES OF DEVELOPMENT *	WILL PROVIDE ASSISTANCE	WOULD LIKE ASSISTANCE
WINDSOR HEIGHTS	5,605	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GLENWOOD	5,503	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HARLAN	5,297	-	-	X	-	-	X	-	-	-	-	-	X	X	X	1	X	X	-
CLARINDA	5,231	X	X	X	-	-	-	-	-	-	-	-	-	X	X	2,3	X	X	-
CHARITON	5,098	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ANAMOSA	5,097	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HIAWATHA	5,035	-	-	X	-	-	-	-	-	-	-	-	-	X	-	-	-	-	-
SHELDON	5,010	-	-	X	-	-	-	-	-	-	-	-	X	-	-	-	-	-	-
TOTALS:		56	21	47	14	12	15	14	13	8	9	8	14	13	28	28		22	23

* Stages of Development: 1-Decided functions to automate, 2-Compared programs, 3-Decided or purchased equipment.

NOTE: THIS SAME TABLE APPEARING IN VOLUME TWO (CITIES OF LESS THAN 5,000 POPULATION) ONLY LISTS CITIES THAT ANSWERED "YES" TO QUESTIONS ADDRESSING COMPUTERIZATION. THOSE NOT APPEARING IN VOLUME TWO DO NOT HAVE COMPUTER TERMINALS, COMPUTERIZED FUNCTIONS, OR ANY PLANS TO AUTOMATE IN THE NEAR FUTURE.

TABLE 16
POLICIES AND PROCEDURES
OF POLICE DEPARTMENTS (JULY 1, 1984)

Another trend in the development of professional police agencies has been the preparation and adoption of policy manuals governing officer behavior, secondary employment of officers, replacement of equipment, and a host of other concerns.

Table 16 contains information pertaining to the existence of such policy manuals in agencies serving cities over 5,000 population, the frequency of manual updating, and the existence of written policies covering replacement of vehicles and equipment. In a reversal of the situation in some other tables, there is no distinct relationship between city size and the existence of specific policies in these police departments, save the fact that all departments serving cities over 25,000 population have such manuals. The frequency of policy updating, similarly, shows no trends relating to city size, as is also the case for replacement policies for vehicles and equipment.

Totals at the conclusion of the table show that 88.9% of the cities included here have policy manuals, with most of these (66.7%) updated on a continuing basis. Most agencies, as well, have policies pertaining to the replacement of marked (80.6%) and unmarked (56.9%) vehicles. Fewer agencies report written policies covering the replacement of communications gear (26.4%) and office (20.8%) and technical equipment (18.1%).

TABLE 16

POLICIES AND PROCEDURES
OF POLICE DEPARTMENTS (JULY 1, 1984)

CITY	POPULATION	DEPTS. W/ MANUAL	S O P O R P O L I C Y M A N U A L					P O L I C Y F O R R E P L A C E M E N T					
			U P D A T I N G			V E H I C L E S *		E Q U I P M E N T					
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY	WILL LOAN A COPY TO OTHER DEPTS.	MARKED CARS	UNMARKED CARS	COMMUNI- CATIONS	OFFICE	TECH- NICAL	
DES MOINES	191,506	X	-	-	X	-	X	A M	A M	X	-	X	
CEDAR RAPIDS	109,086	X	-	-	X	-	X	- M	- M	-	-	-	
DAVENPORT	103,799	X	-	-	X	-	X	- M	A -	X	-	X	
SIOUX CITY	82,095	X	-	-	X	-	X	- M	- M	-	-	-	
WATERLOO	76,399	X	-	-	X	-	X	- M	- -	-	-	-	
DUBUQUE	61,209	X	-	-	X	-	X	- M	- M	X	-	-	
COUNCIL BLUFFS	56,694	X	-	-	X	-	-	- -	- -	-	-	-	
IOWA CITY	51,559	X	-	X	-	-	X	- M	A -	X	X	-	
AMES	45,747	X	-	-	X	-	X	- M	- M	-	-	-	
CEDAR FALLS	36,206	X	X	-	-	-	X	A -	A -	X	X	X	
U. OF I.	33,800	X	-	-	-	X	X	- -	- -	-	-	-	
CLINTON	32,437	X	-	-	-	X	X	A -	A -	-	-	-	
I. S. U.	31,000	X	-	-	-	X	X	A M	A M	-	X	X	
MASON CITY	30,157	X	-	-	X	-	X	A -	- M	-	-	-	
BURLINGTON	29,090	X	-	-	X	-	X	- M	- M	-	-	-	
FORT DODGE	28,857	X	-	-	X	-	-	- -	- -	-	-	-	
BETTENDORF	27,561	X	X	-	-	-	X	A -	- -	-	-	-	
MARSHALLTOWN	27,221	X	-	-	X	-	X	- M	A -	-	-	-	
OTTUMWA	26,950	X	-	-	-	X	X	- -	- -	-	-	-	
MUSCATINE	24,218	X	-	-	X	-	X	- -	- -	-	-	-	
WEST DES MOINES	21,976	-	-	-	-	-	-	A -	- M	-	-	-	

*Policy for replacing vehicles (Marked or Unmarked Cars): Based on Age (A), Miles (M), or both (A M).

S O P O R P O L I C Y M A N U A L

P O L I C Y F O R R E P L A C E M E N T

CITY	POPULATION	DEPTS. W/ MANUAL	U P D A T I N G					WILL LOAN A COPY TO OTHER DEPTS.	V E H I C L E S *		E Q U I P M E N T		
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY	MARKED CARS		UNMARKED CARS	COMMUNI- CATIONS	OFFICE	TECH- NICAL	
MARION	19,897	-	-	-	-	-	-	-	-	-	-	-	-
URBANDALE	19,010	X	-	-	X	-	-	X	- M	- M	X	X	X
ANKENY	15,801	X	-	-	X	-	-	X	-	-	-	-	-
NEWTON	15,162	X	X	-	-	-	-	X	- M	A -	X	X	X
KEOKUK	13,524	X	-	-	X	-	-	X	- M	- M	-	-	-
FORT MADISON	13,192	X	-	-	-	X	-	X	- M	- M	-	-	-
U. N. I.	13,100	-	-	-	-	-	-	-	- M	-	-	-	-
BOONE	12,555	X	-	-	X	-	-	X	- M	A -	-	-	-
SPENCER	11,593	X	-	-	X	-	-	X	-	-	-	-	-
OSKALOOSA	10,995	X	-	-	X	-	-	X	A -	- M	-	-	-
INDIANOLA	10,760	X	-	-	X	-	-	X	- M	-	X	X	-
CARROLL	9,607	X	X	-	-	-	-	X	- M	-	-	-	-
FAIRFIELD	9,459	X	X	-	-	-	-	X	A -	A -	-	-	-
STORM LAKE	8,819	X	-	-	X	-	-	X	A -	-	-	-	-
GRINNELL	8,698	X	-	-	X	-	-	X	A -	A -	-	-	-
CHARLES CITY	8,678	X	-	-	X	-	-	X	- M	- M	X	X	X
WEBSTER CITY	8,587	X	-	-	X	-	-	X	- M	- M	X	X	-
WAVERLY	8,506	X	-	-	X	-	-	X	A -	A -	-	-	-
PELLA	8,500	X	-	-	X	-	-	X	A -	- M	-	-	-
CRESTON	8,351	X	-	-	X	-	-	X	A -	-	X	X	X
KNOXVILLE	8,175	X	-	-	X	-	-	X	- M	-	-	-	-
LE MAÏS	8,045	X	X	-	-	-	-	X	- M	-	X	X	X
DECORAH	8,020	X	-	-	X	-	-	X	-	-	-	-	-
ATLANTIC	7,920	X	-	-	X	-	-	X	A -	A -	-	-	-
CORALVILLE	7,878	X	-	-	X	-	-	X	-	-	-	-	-

*Policy for replacing vehicles (Marked or Unmarked Cars): Based on Age (A), Miles (M), or both (A M).

S O P O R P O L I C Y M A N U A L

P O L I C Y F O R R E P L A C E M E N T

CITY	POPULATION	DEPTS. W/ MANUAL	U P D A T I N G				WILL LOAN A COPY TO OTHER DEPTS.	V E H I C L E S *		E Q U I P M E N T		
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY		MARKED CARS	UNMARKED CARS	COMMUNI- CATIONS	OFFICE	TECH- NICAL
CLEAR LAKE	7,529	X	-	-	X	-	X	A -	A -	-	-	-
OELWEIN	7,501	-	-	-	-	-	-	A -	-	-	-	-
ESTHERVILLE	7,440	X	-	-	X	-	X	- M	- M	-	-	-
MOUNT PLEASANT	7,209	X	-	-	X	-	X	- M	- M	X	-	-
DENISON	6,911	X	-	-	X	-	X	- M	-	-	-	-
PERRY	6,848	X	-	-	X	-	X	-	-	-	-	-
CHEROKEE	6,788	X	-	-	X	-	X	A -	A -	-	-	-
WASHINGTON	6,739	X	-	-	X	-	X	- M	- M	X	-	-
RED OAK	6,702	X	-	-	X	-	X	A -	-	-	-	-
CENTERVILLE	6,492	X	-	-	X	-	X	- M	- M	-	-	-
INDEPENDENCE	6,463	X	-	-	X	-	X	A M	A M	-	-	-
MAQUOKETA	6,407	-	-	-	-	-	-	A -	-	X	X	X
ALGONA	6,285	X	-	-	X	-	X	- M	A -	-	-	-
SHENANDOAH	6,220	X	-	-	X	-	X	A -	-	X	X	-
CLIVE	6,213	X	-	-	X	-	X	- M	A -	-	-	-
IOWA FALLS	6,127	-	-	-	-	-	-	A -	-	-	-	-
ALTOONA	6,100	X	-	-	X	-	X	A -	-	X	X	X
NEVADA	5,960	X	-	-	X	-	-	A -	- M	-	-	-
WINDSOR HEIGHTS	5,605	X	-	-	X	-	X	- M	- M	-	-	-
GLENWOOD	5,503	X	-	-	-	X	X	- M	A -	-	-	-
HARLAN	5,297	X	X	-	-	-	X	- M	A -	X	X	X
CLARINDA	5,231	X	-	-	X	-	X	-	-	-	-	-
CHARITON	5,098	X	-	-	-	X	-	- M	- M	-	-	-
ANAMOSA	5,097	-	-	-	-	-	-	-	-	-	-	-

*Policy for replacing vehicles (Marked or Unmarked Cars): Based on Age (A), Miles (M), or both (A M).

CITY	POPULATION	DEPTS. W/ MANUAL	S O P O R P O L I C Y M A N U A L				P O L I C Y F O R R E P L A C E M E N T						
			U P D A T I N G				V E H I C L E S *		E Q U I P M E N T				
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY	WILL LOAN A COPY TO OTHER DEPTS.	MARKED CARS	UNMARKED CARS	COMMUNI- CATIONS	OFFICE	TECH- NICAL	
HIAWATHA	5,035	X	X	-	-	-	X	A -	- -	X	X	X	
SHELDON	5,010	-	-	-	-	-	-	- -	- -	-	-	-	
TOTALS:		64	8	1	48	7	60	A M 23 32	A M 17 21	19	15	13	
								(both) <u>3</u>	<u>3</u>				
								TOTAL <u>26 35</u>	<u>20 24</u>				

*Policy for replacing vehicles (Marked or Unmarked Cars): Based on Age (A), Miles (M), or both (A M).

TABLE 17
NUMBER OF VEHICLES OWNED
BY POLICE DEPARTMENTS (JULY 1, 1984)

Table 17 presents a breakdown of the number and type of vehicles used by individual departments in law enforcement work. As might be expected the data show that marked cars (owned by the departments) comprise nearly half of all vehicles (451 of 908 owned vehicles), while unmarked cars (291) represent about one-third of that group. While all 72 departments reported having marked patrol cars, 16 do not have unmarked cars at their disposal. One department leases rather than owns vehicles, and three others lease vehicles in addition to owning others. There are 13 total leased vehicles, of which seven are marked cars, four are unmarked cars, and two are unspecified.

The next largest category of vehicles consisted of motorcycles (two-wheel), with 35 reported by 16 departments, while a number of privately-owned cars (11 in all) were used by only 6 agencies.

There are a number of other types of specified vehicles used by police agencies, e.g., animal control vans, parking enforcement vehicles, etc. While most of the large departments (cities over 10,000 population) possess such vehicles, only 11 of the 32 smaller agencies report doing so.

TABLE 17

NUMBER OF VEHICLES OWNED
BY POLICE DEPARTMENTS (JULY 1, 1984)

CITY	POPULATION	CARS- MARKED	CARS- UNMARKED	CARS- PERSONAL*	JEeps/ TRUCKS	MOTOR- CYCLES	SCOOTERS	A.C.V. [#]	VANS	OTHER ⁺	TOTAL
DES MOINES	191,506	48	61	.	22	10	.	8	9	5 ^a	163
CEDAR RAPIDS	109,086	34	17	.	5	.	6	.	3	.	65
DAVENPORT	103,799	28	22	.	.	2	.	1	2	1 ^b	56
SIOUX CITY	82,095	27	23	.	1	2	.	.	3	1 ^c	57
WATERLOO	76,399	20	18	.	.	3	.	.	1	1 ^d	43
DUBUQUE	61,209	12	5	.	.	1	3	.	.	.	21
COUNCIL BLUFFS	56,694	24	21	.	2	4	.	.	.	.	51
IOWA CITY	51,559	12	6	.	2	.	.	1	.	.	21
AMES	45,747	8	5	.	.	.	2	1	.	.	16
CEDAR FALLS	36,206	10	5	.	.	.	.	.	.	.	15
U. OF I.	33,800	.	.	.	.	.	.	.	.	5 ^d	5
CLINTON	32,437	7	2	.	.	.	2	1	1	1 ^d	14
I. S. U.	31,000	4	2	.	.	.	.	.	.	.	6
MASON CITY	30,157	9	8	.	1	.	1	1	1	.	21
BURLINGTON	29,090	8	4	.	.	.	.	1	1	.	14
FORT DODGE	28,857	7	5	.	.	2	2	.	.	.	16
BETTENDORF	27,561	11	7	.	.	.	.	1	1	1 ^e	21
MARSHALLTOWN	27,221	7	6	.	1	.	.	.	1	.	15
OTTUMWA	26,950	5	2	.	1	.	.	1	.	1 ^e	10
MUSCATINE	24,218	6	4	.	.	2	.	1	.	.	13
WEST DES MOINES	21,976	6	6	3	1	.	.	1	.	.	17
MARION	19,897	6	5	.	.	.	.	.	.	1 ^a	12

*Privately-Owned Vehicles

[#]Animal Control Vehicles

⁺Other Vehicles - see last page of this table.

CITY	POPULATION	CARS-MARKED	CARS-UNMARKED	CARS- [*] PERSONAL	JEEPS/TRUCKS	MOTOR-CYCLES	SCOOTERS	A.C.V. [#]	VANS	OTHER ⁺	TOTAL
URBANDALE	19,010	6	5	2	.	1	.	.	.	.	14
ANKENY	15,801	6	4	.	.	.	.	.	1	.	11
NEWTON	15,162	5	2	.	.	.	.	1	.	.	8
KEOKUK	13,524	6	1	.	.	.	1	1	.	.	9
FORT MADISON	13,192	4	3	.	.	1	.	1	.	.	9
U. N. I.	13,100	3	.	.	1	2	.	.	.	.	6
BOONE	12,555	3	1	.	.	.	.	.	.	.	4
SPENCER	11,593	4	2	.	1	.	.	.	.	.	7
OSKALOOSA	10,995	3	2	.	.	.	.	1	1	.	7
INDIANOLA	10,760	4	.	.	.	.	.	.	.	.	4
CARROLL	9,607	4	1	.	.	1	.	.	.	.	6
FAIRFIELD	9,459	2	2	.	.	.	.	.	.	.	4
STORM LAKE	8,819	3	.	1	.	.	.	.	.	.	4
GRINNELL	8,698	3	1	.	.	.	.	.	.	.	4
CHARLES CITY	8,678	2	1	.	.	.	.	.	.	.	3
WEBSTER CITY	8,587	2	1	.	.	.	1	1	.	.	5
WAVERLY	8,506	3	2	.	.	.	.	.	.	.	5
PELLA	8,500	2	1	.	.	.	.	.	.	.	3
CRESTON	8,351	3	.	.	.	1	.	.	.	.	4
KNOXVILLE	8,175	4	.	.	.	.	.	.	.	.	4
LE MARS	8,045	3	.	.	.	.	.	1	.	.	4
DECORAH	8,020	3	1	.	.	.	.	.	.	.	4
ATLANTIC	7,920	3	1	.	.	.	.	.	.	.	4
CORALVILLE	7,878	5	3	1	.	.	.	1	.	.	10
CLEAR LAKE	7,529	.	.	.	.	.	.	1	.	6 ^d	7
OELWEIN	7,501	3	.	.	.	.	.	.	.	.	3
ESTHERVILLE	7,440	2	1	.	.	.	.	.	.	.	3

* Privately-owned vehicles

Animal Control Vehicles

+ Other Vehicles - see last page of this table.

CITY	POPULATION	CARS-MARKED	CARS-UNMARKED	CARS- [*] PERSONAL	JEeps/TRUCKS	MOTOR-CYCLES	SCOOTERS	A.C.V. [#]	VANS	OTHER ⁺	TOTAL
MOUNT PLEASANT	7,209	2	2	.	.	1	.	.	.	|	5
DENISON	6,911	3	1	.	1	.	.	.	.	|	5
PERRY	6,848	3	.	.	.	.	.	.	.	|	3
CHEROKEE	6,788	2	1	.	.	.	.	.	.	|	3
WASHINGTON	6,739	2	2	.	.	1	.	.	.	|	5
RED OAK	6,702	2	1	.	.	.	.	.	.	|	3
CENTERVILLE	6,492	3	2	.	1	1	.	.	.	|	7
INDEPENDENCE	6,463	3	1	.	.	.	.	.	.	|	4
MAQUOKETA	6,407	3	.	.	.	.	1	.	.	|	4
ALGONA	6,285	4	1	.	.	.	.	.	.	|	5
SHENANDOAH	6,220	3	.	.	.	.	.	.	.	|	3
CLIVE	6,213	2	2	.	.	.	.	.	.	|	4
IOWA FALLS	6,127	3	.	.	.	.	.	.	.	|	3
ALTOONA	6,100	4	2	3	.	.	.	.	.	|	9
NEVADA	5,960	2	1	.	.	.	.	.	.	|	3
WINDSOR HEIGHTS	5,605	3	1	1	.	.	.	.	.	|	5
GLENWOOD	5,503	2	1	.	.	.	.	.	.	|	3
HARLAN	5,297	2	1	.	.	.	.	.	.	|	3
CLARINDA	5,231	3	1	.	.	.	.	.	.	|	4
CHARITON	5,098	2	2	.	.	.	.	.	.	|	4
ANAMOSA	5,097	2	.	.	.	.	.	.	.	|	2
HIAWATHA	5,035	4	.	.	.	.	.	.	.	|	4
SHELDON	5,010	2	.	.	.	.	.	.	.	|	2
TOTALS:		451	291	11	40	35	19	26	25	23	921

⁺Other Vehicles:

^aASAP Vehicle
^bTwo-Wheel Cycle
for Bike Patrol

^cTrailer
^dLeased Vehicle
^eBoat and Trailer

^{*}Privately-Owned Vehicles

[#]Animal Control Vehicles

TABLE 18
TYPES OF WEAPONS USED
BY POLICE DEPARTMENTS (JULY 1, 1984)

Table 18 provides information pertaining to weapons used, owned, or authorized by the 72 agencies included in this volume of the report. Presented in the table is an indication of the caliber of ammunition authorized for use by police agencies, and a listing of the various types of weapons which they own.

The vast majority of agencies serving the cities of 5,000 or more residents use either .357 (54 agencies) or .38 revolvers (47 agencies), with many allowing both in law enforcement work.

Only three of the 72 departments reported specifying usage of .44 caliber ammunition, and only five agencies authorize .45 caliber ammunition. Of these five, four use automatics, and one, a revolver. Nine departments authorize use of 9 mm ammunition (5 automatic, one revolver, and three either a revolver or automatic). Two agencies stated that their officers may use any caliber weapon, as no particular one is authorized by the department.

Departmental ownership of weapons varies depending on the types of weapon. Nearly all agencies (69, or 96%) reported owning shotguns, while 53 (74%) have sidearms, 35 (49%) have tranquilizer rifles, and 48 (67%) own other rifles. One agency reported owning no type of firearm, seven one type, and 14 two types. The remaining 50 (69%) own either three (30 agencies) or four (20 agencies) types of weapons. There is a slight tendency for departments in larger cities to own more weapon types.

For the first time, departments at the three state universities (University of Iowa, Iowa State University, and the University of Northern Iowa) have been included in this report. Officers with each of these agencies do not regularly carry weapons, although all are authorized to do so should the need arise.

TABLE 18

TYPES OF WEAPONS USED
BY POLICE DEPARTMENTS (JULY 1, 1984)

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT					CAN USE ANY TYPE	WEAPONS OWNED BY DEPT.				
		.357	.38	.44	.45	9MM.		SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN	
DES MOINES	191,506	-	REV.	-	-	-	-	X	for trng.	X	X	X
CEDAR RAPIDS	109,086	REV.	REV.	-	-	-	-	X	-	X	X	
DAVENPORT	103,799	REV.	REV.	-	-	-	-	-	X	X	X	
SIOUX CITY	82,095	REV.	REV.	-	-	-	-	X	-	X	X	
WATERLOO	76,399	-	REV.	-	-	-	-	X	-	X	X	
DUBUQUE	61,209	-	REV.	-	-	-	-	X	-	X	X	
COUNCIL BLUFFS	56,694	-	REV.	-	-	-	-	X	X	X	X	
IOWA CITY	51,559	REV.	-	-	-	-	-	X	X	X	X	
AMES	45,747	-	REV.	-	-	-	-	X	X	X	X	
CEDAR FALLS	36,206	-	REV.	-	-	-	-	X	-	X	X	
*U. OF I.	33,800	-	-	-	-	-	-	X	-	-	X	
CLINTON	32,437	REV.	-	-	-	-	-	X	X	X	X	
*I. S. U.	31,000	-	-	-	-	-	-	-	-	-	-	
MASON CITY	30,157	REV.	REV.	-	-	-	-	X	X	X	X	
BURLINGTON	29,090	-	REV.	-	-	-	-	X	X	X	X	
FORT DODGE	28,857	REV.	REV.	-	-	-	-	X	-	X	X	
BETTENDORF	27,561	-	REV.	-	-	-	-	-	X	X	X	
MARSHALLTOWN	27,221	REV.	REV.	-	-	-	-	X	-	X	X	
OTTUMWA	26,950	REV.	REV.	-	-	-	-	-	-	X	X	
MUSCATINE	24,218	REV.	REV.	-	R/A	R/A	-	X	X	X	X	
WEST DES MOINES	21,976	REV.	REV.	-	-	-	-	-	X	X	X	

REV. (Revolver), AUTO. (Automatic), R/A (Revolver or Automatic)

*Officers do not carry weapons.

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT					CAN USE ANY TYPE	WEAPONS OWNED BY DEPT.			
		.357	.38	.44	.45	9MM.		SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN
MARION	19,897	REV.	REV.	-	-	AUTO	-	-	X	X	
URBANDALE	19,010	REV.	REV.	-	-	-	-	X	X	-	X
ANKENY	15,801	REV.	REV.	-	-	-	-	-	-	-	X
NEWTON	15,162	-	REV.	-	-	-	-	X	X	X	X
KEOKUK	13,524	REV.	-	-	-	-	-	-	X	X	X
FORT MADISON	13,192	REV.	REV.	-	-	-	-	X	X	X	X
*U. N. I.	13,100	-	-	-	-	-	-	X	-	-	-
BOONE	12,555	R/A	R/A	-	-	R/A	-	X	X	X	X
SPENCER	11,593	REV.	-	-	-	-	-	X	X	X	X
OSKALOOSA	10,995	REV.	REV.	AUTO	AUTO	AUTO	-	X	X	X	X
INDIANOLA	10,760	REV.	REV.	-	-	-	-	-	-	-	X
CARROLL	9,607	REV.	-	-	-	-	-	X	-	X	X
FAIRFIELD	9,459	REV.	-	-	-	-	-	X	X	-	X
STORM LAKE	8,819	REV.	-	-	-	-	-	X	-	-	X
GRINNELL	8,698	-	-	-	-	-	X	-	-	X	X
CHARLES CITY	8,678	REV.	-	-	-	-	-	X	X	-	X
WEBSTER CITY	8,587	REV.	REV.	-	-	-	-	X	-	-	X
WAVERLY	8,506	REV.	REV.	-	-	-	-	X	-	X	X
PELLA	8,500	REV.	-	-	-	-	-	X	-	-	X
CRESTON	8,351	REV.	REV.	-	-	-	-	-	X	X	X
KNOXVILLE	8,175	REV.	REV.	REV.	-	-	-	X	X	-	X
LE MARS	8,045	-	-	-	-	-	X	-	-	-	X
DECORAH	8,020	REV.	REV.	-	-	-	-	X	X	X	X
ATLANTIC	7,920	REV.	REV.	-	-	-	-	X	-	-	X
CORALVILLE	7,878	REV.	REV.	-	-	-	-	X	-	X	X

REV. (Revolver), AUTO. (Automatic), R/A (Revolver or Automatic)

*Officers do not carry weapons.

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT					CAN USE ANY TYPE	WEAPONS OWNED BY DEPT.			
		.357	.38	.44	.45	9MM.		SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN
CLEAR LAKE	7,529	-	REV.	AUTO	AUTO	-	-	-	-	X	X
OELWEIN	7,501	REV.	REV.	-	-	-	-	X	X	X	X
ESTHERVILLE	7,440	REV.	-	-	-	-	-	X	X	X	X
MOUNT PLEASANT	7,209	REV.	-	-	-	-	-	-	X	-	X
DENISON	6,911	REV.	REV.	-	-	AUTO	-	X	-	X	X
PERRY	6,848	REV.	REV.	-	-	-	-	-	X	X	X
CHEROKEE	6,788	REV.	-	-	AUTO	AUTO	-	X	-	-	X
WASHINGTON	6,739	REV.	-	-	-	-	-	X	-	-	X
RED OAK	6,702	-	REV.	-	-	-	-	-	-	-	X
CENTERVILLE	6,492	REV.	-	-	-	-	-	X	X	X	X
INDEPENDENCE	6,463	-	REV.	-	-	-	-	X	X	X	X
MAQUOKETA	6,407	REV.	REV.	-	-	-	-	X	-	X	X
ALGONA	6,285	REV.	-	-	-	-	-	X	-	X	X
SHENANDOAH	6,220	REV.	REV.	-	-	REV.	-	X	X	X	X
CLIVE	6,213	REV.	REV.	-	-	-	-	X	-	X	X
IOWA FALLS	6,127	REV.	REV.	-	-	-	-	X	-	X	X
ALTOONA	6,100	REV.	REV.	-	-	R/A	-	X	X	X	X
NEVADA	5,960	REV.	REV.	-	-	-	-	X	X	-	X
WINDSOR HEIGHTS	5,605	REV.	REV.	-	-	-	-	X	-	X	X
GLENWOOD	5,503	REV.	REV.	-	AUTO	-	-	X	X	-	X
HARLAN	5,297	REV.	REV.	-	-	-	-	-	-	-	X
CLARINDA	5,231	REV.	REV.	-	-	AUTO	-	X	-	X	X
CHARITON	5,098	REV.	-	-	-	-	-	X	-	X	X
ANAMOSA	5,097	REV.	-	-	-	-	-	-	X	-	-

REV. (Revolver), AUTO. (Automatic), R/A (Revolver/Automatic)

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT					WEAPONS OWNED BY DEPT.					
		.357	.38	.44	.45	9MM.	CAN USE ANY TYPE	SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN	
HIAWATHA	5,035	REV.	-	-	-	-	-	-	X	-	X	
SHELDON	5,010	REV.	-	-	-	-	-	X	-	-	X	
TOTALS:			55	48	3	5	9	2	53	35	48	69
		REV.	54	47	1	-	1					
		AUTO.	-	-	2	4	5					
		R/A	1	1	-	1	3					

REV. (Revolver), AUTO. (Automatic), R/A (Revolver/Automatic)

TABLE 19

TECHNICAL EQUIPMENT OWNED
BY POLICE DEPARTMENTS (JULY 1, 1984)

Table 19, showing specialized equipment owned by police departments, is presented to assist agencies in identifying others with equipment which they themselves might occasionally need but do not own. This table also gives an indication of the extent to which local police departments maintain and use various types of specialized equipment.

The equipment listed in the table ranges from types used in everyday activities -- radar units, fingerprint kits, breath analysis equipment -- to those used only rarely -- polygraph equipment, gas grenade launchers, and bomb equipment. The purposes of equipment displayed in this table include detection (radar units, breath analysis equipment, polygraph units, canine units), identification (fingerprint kits and cameras), weapons (gas grenade launchers, gas projectiles, gas guns, mace cannisters), and protective devices (gas masks, oxygen units, riot helmets, riot batons, bulletproof vests, bomb equipment).

This table includes only equipment purchased by local departments. In some instances, there was mention that individual officers owned some the items listed, but that they were not the property of the department. Thus, an indication that a department does not own specific type of equipment does not necessarily mean that it does not have access to such equipment.

Typically, the larger a department, the more likely it is to possess any given type of equipment. The only items owned by each of the 72 agencies are radar and fingerprint kits. More than 80% of the agencies, however, also noted owning riot helmets, riot batons, bulletproof vests, and mace cannisters. Ten or fewer agencies reported owning bomb equipment, canine units, and polygraph equipment, the latter in large part because polygraph services can be obtained from the state Division of Criminal Investigation. Over half of the 158 departments responding report owning every other type of equipment listed, with the exception of oxygen units, which are owned by nearly one quarter of the departments.

TABLE 19

TECHNICAL EQUIPMENT OWNED
BY POLICE DEPARTMENTS (JULY 1, 1984)

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVI BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MACE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
DES MOINES	191,506	X	X	X	X	X	X	X	X	X	-	X	X	X	X	X	-
CEDAR RAPIDS	109,086	X	X	X	X	X	X	X	X	X	-	X	X	X	X	X	-
DAVENPORT	103,799	X	X	X	-	X	X	X	X	X	-	X	X	X	-	-	X
SIOUX CITY	82,095	X	X	X	X	X	X	X	X	X	-	X	X	-	X	-	X
WATERLOO	76,399	X	X	X	-	-	X	X	X	X	X	X	X	X	X	X	-
DUBUQUE	61,209	X	X	X	X	X	X	X	X	X	-	X	X	X	X	-	-
COUNCIL BLUFFS	56,694	X	X	X	X	X	X	X	X	X	-	X	X	X	X	-	-
IOWA CITY	51,559	X	X	X	X	-	X	X	X	X	-	X	X	X	-	-	-
AMES	45,747	X	X	X	-	X	X	X	X	X	-	X	X	X	X	-	-
CEDAR FALLS	36,206	X	X	X	-	X	X	X	X	X	-	X	X	X	X	X	X
U. OF I.	33,800	X	X	-	-	-	X	X	-	X	-	X	X	X	X	-	-
CLINTON	32,437	X	X	-	X	X	X	-	X	X	-	X	X	X	X	-	-
I. S. U.	31,000	X	X	-	-	-	-	-	-	-	-	X	X	X	X	-	-
MASON CITY	30,157	X	X	X	-	X	X	X	X	X	-	X	X	X	X	-	X
BURLINGTON	29,090	X	X	X	X	X	X	X	-	X	-	X	X	X	X	-	-
FORT DODGE	28,857	X	X	X	-	-	-	X	X	X	-	X	X	X	X	-	-
BETTENDORF	27,561	X	X	X	-	-	X	X	X	X	-	X	X	X	X	-	-

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVUI BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MACE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
MARSHALLTOWN	27,221	X	X	X	-	X	X	X	X	X	-	-	X	X	-	-	X
OTTUMWA	26,950	X	X	X	-	-	-	X	X	-	-	X	X	X	X	-	X
MUSCATINE	24,218	X	X	-	-	-	X	X	X	X	X	X	X	X	X	-	-
WEST DES MOINES	21,976	X	X	X	-	X	X	X	X	X	X	X	X	X	X	-	-
MARION	19,897	X	X	X	-	-	X	X	X	X	-	X	X	X	X	-	-
URBANDALE	19,010	X	X	X	X	-	X	X	X	X	-	X	X	X	X	-	-
ANKENY	15,801	X	X	X	-	X	X	X	X	X	-	X	X	X	X	-	-
NEWTON	15,162	X	X	-	-	X	X	X	X	X	-	X	X	X	X	-	-
KEOKUK	13,524	X	X	-	-	X	X	X	-	X	-	X	X	X	X	-	-
FORT MADISON	13,192	X	X	X	-	X	-	X	X	X	-	X	X	X	X	-	-
U. N. I.	13,100	X	X	-	-	-	-	-	-	-	-	X	X	X	-	-	-
BOONE	12,555	X	X	X	-	X	X	X	X	X	X	X	X	X	X	-	-
SPENCER	11,593	X	X	-	-	X	X	X	X	X	X	X	X	X	X	X	-
OSKALOOSA	10,995	X	X	X	-	-	-	X	-	-	-	X	X	X	X	-	-
INDIANOLA	10,760	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
CARROLL	9,607	X	X	X	-	X	X	X	X	-	-	X	X	X	X	-	-
FAIRFIELD	9,459	X	X	X	-	X	X	X	X	X	-	X	X	X	X	-	-
STORM LAKE	8,819	X	X	X	-	X	X	X	X	X	-	X	X	X	X	-	-
GRINNELL	8,698	X	X	-	X	-	-	X	-	-	X	X	X	X	X	-	-

<u>CITY</u>	<u>POPULATION</u>	<u>RADAR UNIT</u>	<u>FINGERPRINT KIT</u>	<u>FINGERPRINT CAMERA</u>	<u>POLYGRAPH EQUIPMENT</u>	<u>OMVUI BREATH ANALYSIS EQUIP.</u>	<u>GAS GRENADE LAUNCHER</u>	<u>GAS PROJECTILE</u>	<u>GAS GUN</u>	<u>GAS MASK</u>	<u>OXYGEN UNIT</u>	<u>RIOT HELMET</u>	<u>RIOT BATON</u>	<u>BULLETPROOF VEST</u>	<u>MACE CANNISTER</u>	<u>BOMB TECH. EQUIPMENT</u>	<u>CANINE UNIT</u>
CHARLES CITY	8,678	X	X	-	-	X	X	X	X	X	X	X	X	X	X	-	-
WEBSTER CITY	8,587	X	X	X	-	X	X	X	-	-	-	X	X	X	X	-	-
WAVERLY	8,506	X	X	X	-	X	X	X	X	X	-	X	X	X	X	-	-
PELLA	8,500	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
CRESTON	8,351	X	X	-	-	X	-	-	-	-	-	X	X	X	-	-	-
KNOXVILLE	8,175	X	X	-	-	X	-	-	-	X	-	X	X	X	X	-	X
LE MARS	8,045	X	X	-	-	-	-	-	-	X	-	X	X	X	X	-	-
DECORAH	8,020	X	X	X	-	X	X	-	X	X	-	-	X	X	X	-	-
ATLANTIC	7,920	X	X	X	-	X	-	-	-	-	-	X	X	X	X	-	-
CORALVILLE	7,878	X	X	X	-	-	-	X	X	X	X	X	X	X	X	-	-
CLEAR LAKE	7,529	X	X	X	-	X	X	X	X	X	X	X	X	X	-	-	-
OELWEIN	7,501	X	X	X	-	X	-	-	-	-	-	X	X	X	X	-	-
ESTHERVILLE	7,440	X	X	-	-	-	-	-	-	X	X	X	X	X	X	-	-
MOUNT PLEASANT	7,209	X	X	-	-	X	-	-	-	X	-	-	X	X	X	-	-
DENISON	6,911	X	X	-	-	X	X	X	-	X	-	X	X	X	X	-	-
PERRY	6,848	X	X	-	-	-	-	-	-	-	X	-	-	-	-	-	-
CHEROKEE	6,788	X	X	X	-	X	-	X	-	X	-	X	X	X	X	-	X
WASHINGTON	6,739	X	X	X	-	X	-	-	-	-	-	-	X	X	X	-	-
RED OAK	6,702	X	X	-	-	-	-	-	-	-	-	-	-	X	-	-	-

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVI BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MACE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
CENTERVILLE	6,492	X	X	X	-	X	X	X	-	X	X	X	X	X	X	-	-
INDEPENDENCE	6,463	X	X	-	-	X	X	X	-	X	-	X	X	X	X	-	-
MAQUOKETA	6,407	X	X	-	-	X	-	X	X	X	-	X	X	X	-	-	-
ALCONA	6,285	X	X	X	-	X	-	X	X	X	X	X	X	X	X	-	-
SHENANDOAH	6,220	X	X	-	-	-	-	-	X	X	X	X	X	X	X	-	-
CLIVE	6,213	X	X	-	-	-	-	X	X	X	X	X	X	X	X	-	-
IOWA FALLS	6,127	X	X	-	-	X	X	X	-	X	X	X	X	X	X	-	-
ALTOONA	6,100	X	X	X	-	-	X	X	X	X	-	X	X	X	X	-	-
NEVADA	5,960	X	X	X	-	-	-	-	-	-	-	X	X	X	X	-	-
WINDSOR HEIGHTS	5,605	X	X	-	-	-	X	X	-	X	X	X	X	-	X	-	-
GLENWOOD	5,503	X	X	-	-	X	-	-	X	-	-	X	X	X	X	-	-
HARLAN	5,297	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
CLARINDA	5,231	X	X	-	-	-	-	X	-	X	-	-	-	X	X	-	-
CHARITON	5,098	X	X	X	-	-	X	X	-	X	-	X	X	-	X	-	-
AMAMOSA	5,097	X	X	-	-	-	-	-	-	X	-	X	X	X	X	-	-
HIAWATHA	5,035	X	X	-	-	X	-	-	-	-	-	X	X	X	-	-	-
SHELDON	5,010	X	X	-	-	-	-	-	-	-	-	X	X	X	X	-	-

TOTALS: 72 72 41 10 45 39 49 38 50 16 65 65 68 65 61 6 8

TABLE 20

COMMUNICATIONS AND AUDIO-VISUAL EQUIPMENT OWNED
BY POLICE DEPARTMENTS (JULY 1, 1984)

A listing of communications and audio-visual equipment owned by police departments is included in the following table. The types of equipment noted in this table are self-explanatory: communications gear (two-way police car radio, hand-held police radio), visual equipment (slide projectors, movie projectors, movie cameras, general purpose cameras, video tape recorders, and copying equipment) and audio gear (tape recorders and dictating equipment).

As mentioned in previous tables, the number of departments owning specific types of equipment varies considerably, and the larger agencies are more likely to possess specific items than their counterparts in the smaller communities. Each of the 72 departments included here reported owning both two-way police radios and hand-held police radios. Nearly all (70) of those surveyed also own general purpose cameras and tape recorders, and over half own slide projectors (39), movie projectors (44), dictating equipment (51), and copying equipment (63). In contrast, only about one-fourth (21 agencies) indicated owning movie cameras.

Generally speaking, the equipment most often purchased by law enforcement agencies is that which is most frequently used in either communications or case investigations. Types of equipment that are least likely to be owned by police agencies (movie cameras, video tape recorders, slide and movie projectors) may be helpful in case investigations, and may make officers more productive, but probably are not essential to such activities.

TABLE 20

COMMUNICATIONS AND AUDIO-VISUAL EQUIPMENT OWNED
BY POLICE DEPARTMENTS (JULY 1, 1984)

<u>CITY</u>	<u>POPULATION</u>	<u>POLICE CAR RADIO (2-WAY)</u>	<u>HAND-HELD POLICE RADIO</u>	<u>SLIDE PROJECTOR</u>	<u>MOVIE PROJECTOR</u>	<u>MOVIE CAMERA</u>	<u>GEN. PURPOSE CAMERA</u>	<u>VIDEO TAPE RECORDER</u>	<u>TAPE RECORDER</u>	<u>DICTATING EQUIPMENT</u>	<u>COPYING EQUIPMENT</u>
DES MOINES	191,506	X	X	X	X	X	X	X	X	X	X
CEDAR RAPIDS	109,086	X	X	X	X	X	X	X	X	X	X
DAVENPORT	103,799	X	X	X	X	X	X	X	X	X	X
SIOUX CITY	82,095	X	X	X	X	X	X	X	X	-	X
WATERLOO	76,399	X	X	X	X	X	X	X	X	X	X
DUBUQUE	61,209	X	X	X	X	-	X	X	X	X	X
COUNCIL BLUFFS	56,694	X	X	X	X	X	X	X	X	X	X
IOWA CITY	51,559	X	X	X	X	-	X	-	X	X	X
AMES	45,747	X	X	-	-	-	X	X	X	X	-
CEDAR FALLS	36,206	X	X	X	X	X	X	X	X	X	X
U. OF I.	33,800	X	X	-	-	-	X	X	X	X	X
CLINTON	32,437	X	X	X	X	X	X	X	X	X	X
I. S. U.	31,000	X	X	X	-	-	X	-	X	-	X
MASON CITY	30,157	X	X	X	X	-	X	X	X	X	X
BURLINGTON	29,090	X	X	X	X	-	X	X	X	X	X
FORT DODGE	28,857	X	X	X	X	-	X	X	X	X	X
BETTENDORF	27,561	X	X	X	X	-	X	X	X	X	X

<u>CITY</u>	<u>POPULATION</u>	<u>POLICE CAR RADIO (2-WAY)</u>	<u>HAND-HELD POLICE RADIO</u>	<u>SLIDE PROJECTOR</u>	<u>MOVIE PROJECTOR</u>	<u>MOVIE CAMERA</u>	<u>GEN. PURPOSE CAMERA</u>	<u>VIDEO TAPE RECORDER</u>	<u>TAPE RECORDER</u>	<u>DICTATING EQUIPMENT</u>	<u>COPYING EQUIPMENT</u>
MARSHALLTOWN	27,221	X	X	X	X	X	X	X	X	X	X
OTTUMWA	26,950	X	X	-	X	X	X	X	X	X	X
MUSCATINE	24,218	X	X	-	X	-	X	X	X	X	X
WEST DES MOINES	21,976	X	X	X	X	-	X	-	X	X	X
MARION	19,897	X	X	X	X	X	X	X	X	X	X
URBANDALE	19,010	X	X	X	X	X	X	X	X	X	X
ANKENY	15,801	X	X	X	X	-	X	-	X	X	X
NEWTON	15,162	X	X	X	-	-	X	-	X	X	X
KEOKUK	13,524	X	X	X	X	X	X	X	X	X	X
FORT MADISON	13,192	X	X	-	X	X	X	X	X	X	-
U. N. I.	13,100	X	X	-	-	-	X	X	X	-	-
BOONE	12,555	X	X	X	X	-	X	-	X	X	X
SPENCER	11,593	X	X	-	X	-	X	X	X	-	X
OSKALOOSA	10,995	X	X	X	X	X	X	X	X	X	X
INDIANOLA	10,760	X	X	-	-	-	X	-	X	-	X
CARROLL	9,607	X	X	X	X	-	X	-	X	X	X
FAIRFIELD	9,459	X	X	-	-	-	X	-	X	-	X
STORM LAKE	8,819	X	X	-	-	-	X	-	X	X	X
GRINNELL	8,698	X	X	-	-	-	X	-	X	X	X

<u>CITY</u>	<u>POPULATION</u>	<u>POLICE CAR RADIO (2-WAY)</u>	<u>HAND-HELD POLICE RADIO</u>	<u>SLIDE PROJECTOR</u>	<u>MOVIE PROJECTOR</u>	<u>MOVIE CAMERA</u>	<u>GEN. PURPOSE CAMERA</u>	<u>VIDEO TAPE RECORDER</u>	<u>TAPE RECORDER</u>	<u>DICTATING EQUIPMENT</u>	<u>COPYING EQUIPMENT</u>
CHARLES CITY	8,678	X	X	X	X	-	X	X	X	X	-
WEBSTER CITY	8,587	X	X	X	X	X	X	-	-	-	X
WAVERLY	8,506	X	X	X	X	-	X	-	X	-	X
PELLA	8,500	X	X	X	X	-	X	-	X	X	X
CRESTON	8,351	X	X	-	X	-	X	X	-	X	X
KNOXVILLE	8,175	X	X	-	-	-	X	-	X	-	X
LE MARS	8,045	X	X	-	-	-	X	-	X	-	X
DECORAH	8,020	X	X	X	X	-	X	X	X	X	X
ATLANTIC	7,920	X	X	X	X	-	X	-	X	X	X
CORALVILLE	7,878	X	X	X	-	-	X	-	X	X	X
CLEAR LAKE	7,529	X	X	X	-	X	X	X	X	X	X
OELWEIN	7,501	X	X	-	-	-	X	-	X	-	X
ESTHERVILLE	7,440	X	X	-	X	-	X	-	X	X	X
MOUNT PLEASANT	7,209	X	X	-	X	-	X	-	X	-	X
DENISON	6,911	X	X	-	X	-	X	-	X	X	X
PERRY	6,848	X	X	-	-	-	X	-	X	-	X
CHEROKEE	6,788	X	X	-	-	-	X	-	X	X	X
WASHINGTON	6,739	X	X	-	-	-	X	-	X	-	X
RED OAK	6,702	X	X	-	-	-	X	-	X	X	-

CITY	POPULATION	POLICE CAR RADIO (2-WAY)	HAND-HELD POLICE RADIO	SLIDE PROJECTOR	MOVIE PROJECTOR	MOVIE CAMERA	GEN. PURPOSE CAMERA	VIDEO TAPE RECORDER	TAPE RECORDER	DICTATING EQUIPMENT	COPYING EQUIPMENT
CENTERVILLE	6,492	X	X	X	X	X	X	X	X	X	X
INDEPENDENCE	6,463	X	X	-	-	-	X	X	X	X	X
MAQUOKETA	6,407	X	X	X	-	-	X	-	X	-	X
ALGONA	6,285	X	X	-	X	X	X	X	X	X	X
SHENANDOAH	6,220	X	X	-	-	-	-	-	X	-	X
CLIVE	6,213	X	X	-	-	-	X	-	X	X	X
IOWA FALLS	6,127	X	X	X	X	X	X	-	X	X	X
ALTOONA	6,100	X	X	X	X	-	X	X	X	X	X
NEVADA	5,960	X	X	-	-	-	X	-	X	-	-
WINDSOR HEIGHTS	5,605	X	X	X	X	-	X	-	X	X	-
GLENWOOD	5,503	X	X	-	-	-	X	-	X	-	X
HARLAN	5,297	X	X	X	X	X	X	X	X	X	X
CLARINDA	5,231	X	X	-	X	-	X	-	X	X	X
CHARITON	5,098	X	X	-	-	-	X	-	X	X	X
ANAMOSA	5,097	X	X	-	-	-	X	-	X	-	X
HIAWATHA	5,035	X	X	-	-	-	-	-	X	-	-
SHELDON	5,010	X	X	-	-	-	X	-	X	-	-
TOTALS:		72	72	39	44	21	70	34	70	51	63

TABLE 21

PROFILE AND TURNOVER RATE
OF FULL-TIME POLICE OFFICERS (DURING FY 1984) *

The turnover (attrition) rate and profile of officers leaving police departments during the previous fiscal year are presented in Table 21. In order to interpret the information contained in this table, a brief explanation of figures is given.

The totals appearing in each column refer to the number of officers leaving a department during fiscal year 1984 for one of several reasons -- death, dismissal, resignation, retirement, or disability. The "X's" immediately below that number are designations for each officer who left, with the first number in parentheses indicating the number of years with that department; the second number signifies the total number of years the officer served in law enforcement, including employment with other agencies.

In reviewing Table 21, the data show that in FY 1984 there were 139 full-time officers who left police departments which serve cities of 5,000 population or more. This an increase from the 108 officers who left these departments in the previous fiscal year. In cities of less than 5,000 population, 108 officers left during FY 1984, compared with 86 the previous fiscal year. This may be somewhat misleading, however, since more departments reported this year (230, versus 202 departments last year, total).

Rates of attrition are shown in the following table:

<u>Population Size</u>	<u>Number of Officers</u>	<u>Number Leaving</u>	<u>Turnover Rate</u>
100,000 or more	634	31	4.9
50,000 - 99,999	463	21	4.5
25,000 - 49,999	419	31	5.0
10,000 - 24,999	283	23	8.1
7,500 - 9,999	197	14	7.1
5,000 - 7,499	216	29	13.4
<u>TOTAL 5,000 or more</u>	<u>2212</u>	<u>139</u>	<u>6.3</u>
4,000 - 4,999	80	22	27.5
3,000 - 3,999	105	18	17.1
2,500 - 2,999	66	16	24.2
2,000 - 2,499	72	18	25.0
1,000 - 1,199	107	28	26.2
Under 1,000	40	6	15.0
<u>TOTAL Under 5,000</u>	<u>470</u>	<u>108</u>	<u>23.0</u>
<u>TOTAL ALL CITIES</u>	<u>2,682</u>	<u>247</u>	<u>9.2</u>

The primary reason for attrition in both large and small cities was resignation, with 60.4% of the turnover in departments serving cities of 5,000 population or more due to this factor, and 68.5% in the cities of less than 5,000 population. Dismissal was the next most frequent reason for departure (14.4% in large cities, 24.1% in small). The only other reason accounting for more than ten percent of attrition was ordinary retirement, which accounted for 12.9% of attrition in the larger cities. Retirement and disability, generally, were responsible for more attrition in large cities than in cities under 5,000 population.

The three most common reasons for turnover -- discharge, resignation, and retirement -- were analyzed with reference to the size of the cities served by departments. As expected, there was great variation in the extent to which each of these factors influenced local departments. Again using data grouped by the size of the city served, it was evident that each of the large city groups (cities 5,000 or greater) showed less than 2.0% turnover in personnel due to discharge. In the smaller city groups, 2.5% of personnel in cities less than 1,000 left due to termination -- the lowest percentage in the small city category -- with 10% of personnel leaving cities between 4,000-4,999 due to termination. Thus, dismissal is a more frequent turnover in smaller cities.

A similar finding occurred when looking at resignation, although the "splitting point" relating to this factor occurred at cities with population of 7,500 or more. Staff turnover due to resignation amounted to 3.0% in departments in cities of 7,500 or greater, while in the cities of less population, resignations resulted in turnover of 14.3%.

There appeared to be no relationship between the city size and the likelihood of an officer's retirement. Only one city grouping (cities between 2,500 and 2,999) showed turnover due to retirement at more than 2.0%. There were no retirements in cities below this size.

TABLE 21
 PROFILE AND TURNOVER RATE
 OF FULL-TIME POLICE OFFICERS (DURING FY 1984) *

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER#		
										FY 84	FY 83	FY 82
DES MOINES	191,506	-	-	9 X (19/19) 2X (7/7) X (5/5) X (1/1) 4X (0/0)	1 X (17/17)	3 2X (26/26) X (25/25)	-	2 X (18/18) X (16/16)	15	4%	2%	3%
CEDAR RAPIDS	109,086	1 X (3/3)	-	2 2X (4/4)	-	3 X (32/32) X (31/31) X (29/29)	-	-	6	4%	7%	6%
DAVENPORT	103,799	-	2 X (8/8) X (3/3)	5 X (8/8) X (7/7) X (6/6) X (5/5) X (4/4)	-	3 X (36/36) X (34/34) X (33/33)	-	-	10	7%	2%	1%
SIOUX CITY	82,095	-	-	2 X (12/12) X (11/11)	-	3 X (39/39) X (30/30) X (29/29)	-	-	5	5%	5%	4%
WATERLOO	76,399	-	3 3X (1/1)	3 X (11/11) X (4/4) X (1/1)	-	-	-	-	6	4%	8%	2%
DUBUQUE	61,209	-	1 X (11/11)	-	-	-	-	-	1	1%	3%	4%

Explanation of Footnotes - see last page of this table

*FY 1984 (July 1, 1983 - June 30, 1984)

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER#		
										FY 84	FY 83	FY 82
COUNCIL BLUFFS	56,694	-	-	4 X (5/5) X (2/2) 2X (1/1)	-	-	1 X (5/5)	-	5	5%	6%	16%
IOWA CITY	51,559	-	1 X (15/15)	1 X (1/1)	-	1 X (32/32)	-	1 X (8/10)	4	7%	0	2%
AMES	45,747	-	-	-	-	2 X (32/32) X (28/28)	-	-	2	4%	3%	2%
CEDAR FALLS	36,206	-	-	3 X (9/9) X (4/4) X (3/3)	1 X (17/17)	-	-	-	4	9%	2%	2%
UNIV. OF IOWA	33,800	-	-	4 X (3/3) X (2/2) X (1/7) X (1/5)	-	-	-	-	4	14%	NA	NA
CLINTON	32,437	-	-	-	-	-	-	1 X (23/23)	1	2%	0	2%
IOWA STATE UNIV.	31,000	-	-	1 X (4/4)	-	-	1 X (20/20)	-	2	8%	NA	NA
MASON CITY	30,157	-	-	-	-	-	-	-	0	0	9%	2%
BURLINGTON	29,090	-	2* X (4/4) X (2/2)	-	-	-	-	-	2	6%	6%	3%
FORT DODGE	28,857	-	1 X (12/12)	-	-	-	1 X (11/11)	-	2	4%	0	4%
BETTENDCRF	27,561	-	1 X (9/9)	-	-	-	-	-	1	3%	7%	3%

* Lay-offs due to budget reduction

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER #		
										FY 84	FY 83	FY 82
MARSHALLTOWN	27,221	-	X 1 (1/1)	X 1 (1/1)	-	-	-	-	2	5%	12%	14%
OTTUMWA	26,950	-	-	X 1 (6/6)	-	-	-	-	1	3%	0	0
MUSCATINE	24,218	-	X 1 (4/27)	X 1 (9/9)	-	-	-	X 1 (3/3)	3	9%	6%	13%
WEST DES MOINES	21,976	-	X 1 (5/5)	X 1 (3/3)	-	X 1 (23/23)	-	-	3	11%	4%	12%
MARION	19,897	-	-	-	-	-	-	X 1 (28/28)	1	4%	0	0
URBANDALE	19,010	-	-	-	-	-	-	-	0	0	0	0
ANKENY	15,801	-	-	-	-	-	-	-	0	0	5%	11%
NEWTON	15,162	-	-	X 1 (6/6)	-	X 2 (22/22) X (14/24)	-	-	3	12%	8%	7%
KEOKUK	13,524	-	-	-	-	-	-	-	0	0	4%	4%
FORT MADISON	13,192	-	-	-	-	-	-	-	0	0	8%	4%
UNIV. OF NO. IOWA	13,100	-	-	-	X 1 (18/18)	-	-	-	1	6%	NA	NA
BOONE	12,555	-	-	X 3 (6/6) X (5/5) X (2/12)	-	-	-	-	3	20%	6%	6%
SPENCER	11,593	-	-	X 2 (10/10) X (0/0)	-	-	-	-	2	11%	11%	6%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER #		
										FY 84	FY 83	FY 82
OSKALOOSA	10,995	-	3 X (4/6) X (4/4) X (1/1)	2 X (1/10) X (1/1)	-	-	-	1 X (15/20)	6	40%	18%	17%
INDIANOLA	10,760	-	-	1 X (10/10)	-	-	-	-	1	9%	9%	18%
CARROLL	9,607	-	-	1 X (24/24)	-	-	-	-	1	7%	7%	0
FAIRFIELD	9,459	-	-	-	-	-	-	-	0	0	0	8%
STORM LAKE	8,819	-	-	1 X (3/3)	-	-	-	-	1	23%	0	0
GRINNELL	8,698	-	-	-	-	-	-	-	0	0	9%	0
CHARLES CITY	8,678	-	-	-	-	-	-	-	0	0	15%	8%
WEBSTER CITY	8,587	-	-	-	-	-	-	-	0	0	0	8%
WAVERLY	8,506	-	-	-	-	-	-	-	0	0	0	0
PELLA	8,500	-	-	2 X (10/10) X (10/10)	-	-	-	-	2	22%	0	0
CRESTON	8,351	-	-	-	-	-	-	-	0	0	0	0
KNOXVILLE	8,175	-	-	-	-	-	-	-	0	0	9%	9%
LeMARS	8,045	-	-	-	1 X (19/19)	-	-	-	1	9%	0	8%
DECORAH	8,020	-	-	-	-	-	-	-	0	0	17%	8%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER#		
										FY 84	FY 83	FY 82
ATLANTIC	7,920	-	-	5 X (5/10) X (3/13) X (3/5) X (2/12) X (1/9)	-	-	-	-	5	38%	15%	14%
CORALVILLE	7,878	-	-	2 X (1/3) X (0/0)	-	-	-	-	2	11%	0	6%
CLEAR LAKE	7,529	-	-	2 X (8/9) X (4/5)	-	-	-	-	2	15%	7%	8%
OELWEIN	7,501	-	-	-	-	-	-	-	0	0	0	0
ESTHERVILLE	7,440	-	1 X (0/0)	1 X (4/4)	-	-	-	-	2	17%	17%	7%
MT. PLEASANT	7,209	-	-	2 X (8/8) X (7/7)*	1 X (25/25)	-	-	-	3	27%	9%	9%
DENISON	6,911	-	-	-	1 X (6/6)	-	-	-	1	9%	27%	18%
PERRY	6,848	-	1 X (4/5)	2 X (2/4) X (2/2)	-	-	-	-	3	30%	0	30%
CHEROKEE	6,788	-	-	1 X (4/6)	-	-	-	-	1	10%	0	0
WASHINGTON	6,739	-	-	1 X (3/3)	-	-	-	-	1	11%	33%	0
RED OAK	6,702	-	-	2 X (4/6) X (0/0)	-	-	-	-	2	20%	11%	11%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER #		
										FY 84	FY 83	FY 82
CENTERVILLE	6,492	-	-	2 X (5/10) X (3/7)	-	-	-	-	2	18%	9%	8%
INDEPENDENCE	6,463	-	-	-	-	-	-	-	0	0	9%	18%
MAQUOKETA	6,407	-	-	1 X (3/8)	-	-	-	-	1	11%	0	10%
ALGONA	6,285	-	-	4 X (2/2) X (2/2) X (1/1) X (1/1)	-	-	-	-	4	40%	17%	30%
SHENANDOAH	6,220	-	-	1 X (1/1)	-	-	-	-	1	11%	11%	0
CLIVE	6,213	-	-	1 X (4/4)	-	-	-	-	1	11%	13%	11%
IOWA FALLS	6,127	-	1 X (4/4)	3 X (5/7) X (4/4) X (2/4)	-	-	-	-	4	36%	40%	30%
ALTOONA	6,100	-	-	1 X (7/10)	-	-	-	-	1	14%	0	14%
NEVADA	5,960	-	-	-	-	-	-	-	0	0	17%	0
WINDSOR HEIGHTS	5,605	-	-	-	-	-	-	-	0	0	0	9%
GLENWOD	5,503	-	-	-	-	-	-	-	0	0	0	14%
HARLAN	5,297	-	-	2 2X (1/1)	-	-	-	-	2	25%	13%	25%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER#		
										FY 84	FY 83	FY 82
CLARINDA	5,231	-	-	-	-	-	-	-	0	0	10%	44%
CHARITON	5,098	-	-	-	-	-	-	-	0	0	13%	25%
ANAMOSA	5,097	-	-	-	-	-	-	-	0	0	0	0
HIAWATHA	5,035	-	-	-	-	-	-	-	0	0	25%	0
SHELDON	5,010	-	-	-	-	-	-	-	0	0	0	33%
TOTALS:		1	20	84	6	18	3	7	139			

Explanation of Footnotes:

#The turnover rates were calculated by dividing the total number of full-time sworn officers for any given department into the total number who left that department during a particular fiscal year.

NA Total years of law enforcement service were not available.

Note: Years of experience (departmental or total) are rounded off to the nearest whole number. For example, an officer with 15 months experience is coded as "1", while an officer with 20 months is designated with a "2". Anyone with less than 6 months experience is coded as "0".

APPENDICES



Iowa Association of Chiefs of Police and Peace Officers, Inc.

PRESIDENT

SGT. KARLTON E. DYKE
1933 Howard Ave
Waterloo Iowa 50702
(319) 234-2729-R
(319) 291-4346-O

VICE PRESIDENTS

SGT. MICHAEL R. EMERSON
2211 J Street SW
Cedar Rapids Iowa 52404
(319) 366-1616-R
(319) 398-5150-O

LT. ROBERT C. NOBLE
1215 River Vista
Des Moines Iowa 50315
(515) 288-1808-R
(515) 283-4853-O

CHIEF ROBERT D. KRUSE

711 Circle Dr
Conrad Iowa 50621
(515) 366-2402-R
(515) 366-2323-O

CHIEF FRANK A. JOHNSON

1226 Glenview Circle
Fairfield Iowa 52556
(515) 472-8122-R
(515) 472-4146-O

SECRETARY

CHIEF NICK J. SULENTIC
1147 East Pierce St
Council Bluffs Iowa 51501
or
P O Box 482
Council Bluffs Iowa 51502
(712) 323-3784-R

TREASURER

SGT. BOYD J. SPAULDING
1011 Buckwater Dr E
Scour City Iowa 51106
(712) 239-2271-R
(712) 279-6359-O

TRUSTEES

CHIEF PAUL HOFFEY
422 N Ellor
Cedar Falls Iowa 50613
(319) 277-6679-R
(319) 268-0425-O

A/C CHIEF DON KNOX

1444 S E King
Des Moines Iowa 50320
(515) 282-3940-R
(515) 283-4864-O

SUPT. ID WARREN A. TILTON

307 North Adams Ave
Mason City Iowa 50401
(515) 424-3606-R
(515) 423-3512 Ex1 26-O

LEGISLATIVE COMMITTEE

HOWARD EIDE, CHAIRMAN

1201 Chautauqua Park Way
Des Moines Iowa 50314
(515) 243-6531-R
LT. KAYNE B. ROBINSON
3100 St Johns Rd
Des Moines Iowa 50312
(515) 279-9453-R
(515) 283-4884-O

RESEARCH COMMITTEE

CHIEF GERALD P. DONOVAN

1416 35th St
Scour City Iowa 51106
(712) 255-1756-R
(712) 279-6353-O

CHIEF KENNETH HUCK

1243 Ravenwood No 9
Vratelec Iowa 50702
(319) 233-1833-R
(319) 291-4345-O

CHIEF THEODORE A. BEHNE

R R 3, Box 126C
Burlington Iowa 52601
(319) 753-2192-R
(319) 753-6355-O

CHIEF BRUCE A. KANN

833 Park Ave
Story City Iowa 50248
(515) 733-2897-R
(515) 733-2646-O

PUBLICATION CHAIRMAN

LT. RICHARD J. STEELY

7025 Prairie Ave
Urbandale Iowa 50322
(515) 276-1093-R
(515) 278-3914-O

RESPONSE REQUESTED BY JULY 18

June 29, 1984

Glen E. Mart
Marshal
State Center Police Department
City Hall
118 East Main Street
State Center, IA 50247

Dear Marshal Mart:

At the beginning of each fiscal year, the Iowa Association of Chiefs of Police and Peace Officers, Inc., with the Iowa Statistical Analysis Center, attempts to survey every police department in the state. Some information addressed in the survey is considered beneficial if collected annually (salary, benefits, budget, etc.) while other data is needed only periodically (hiring practices, training, equipment, etc.).

Each year the cooperation from the law enforcement community has been exceptional and in large measure, assures the success of these projects. Responses from more than 220 departments provides the Association with information never before compiled on a statewide basis but needed for our liaison with the Iowa Legislature. In addition, the reports have proven valuable to many police chiefs who indicate using the data for comparative purposes with other agencies.

At this time, we are again asking for your assistance in providing us with information for this 1985 fiscal year, beginning July 1. Your personal cooperation will help ensure that figures pertaining to your own department are both current and accurate.

The results of this FY '85 surveying effort will be published and made available to participating departments in September. The report will be given to all police chiefs attending the Association's annual conference; those not attending will automatically receive the publication by mail.

Given our timeline, we ask that you please complete the enclosed survey and return it BY JULY 18. Your immediate response will allow time for editing, organizing, and publishing information on your department so that it may be included in this annual report.

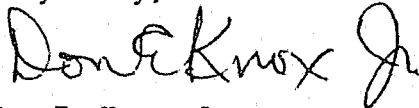
PISTOL SHOOT
JUNE 2-3
1984 CEDAR RAPIDS

143.

If you have any questions or need assistance responding, feel free to contact me by telephone or at the address given below. The Association appreciates your support in the past and use this medium to thank you for completing the survey. Our desire is to continue providing you with the most current and valuable information available, and with your continued assistance, this can be achieved.

Permit me to thank you in advance for your cooperation.

Very truly,



Don E. Knox, Jr.
Trustee

DEK/dj

Enc.

PLEASE RETURN SURVEY BY JULY 18 TO:

Asst. Chief Don E. Knox, Jr.
Des Moines Police Department
East 1st and Court Avenue
Des Moines, Iowa 50309

(515) 283-4864



Iowa Association of Chiefs of Police and Peace Officers, Inc.

PRESIDENT

SGT. KARLTON E. DYKE
1933 Howard Ave
Waterloo Iowa 50702
(319) 234-2729-R
(319) 291-4346-O

VICE PRESIDENTS

SGT. MICHAEL R. EMERSON
2211 J Street SW
Cedar Rapids Iowa 52404
(319) 366-1616-P
(319) 398-5150-O

LT. ROBERT C. NOBLE

1215 River Vista
Des Moines Iowa 50315
(515) 265-1608-R
(515) 283-4353-O

CHIEF ROBERT D. KRAUSE

711 Circle Dr
Conrad Iowa 50621
(515) 366-2402-P
(515) 365-2323-O

CHIEF FRANK A. JOHNSON

1225 Glenview Circle
Fairfield Iowa 52556
(515) 472-6122-R
(515) 472-4146-O

SECRETARY

CHIEF NICK J. SULENTIC
1147 East Pierce St
Council Bluffs Iowa 51501
P O Box 362
Council Bluffs Iowa 51502
(712) 323-3764-P

TREASURER

SGT. BOYD J. SPAULDING
1011 Buchanan Dr E
St Charles Iowa 51106
(712) 255-2211-R
(712) 275-4359-C

TRUSTEES

CHIEF PAUL HOFFEY
422 N E St
Cedar Falls Iowa 50613
(319) 277-6279-R
(319) 266-1426-O

AIC CHIEF DON KNOX

1444 S E King
Des Moines Iowa 50320
(515) 262-3940-R
(515) 283-4364-C

SUPT. ID WARREN A. TILTON

307 North Adams Ave
Mason City Iowa 50401
(515) 424-3806-P
(515) 423-3512 Ext 26-C

LEGISLATIVE COMMITTEE

HOWARD EIDE, CHAIRMAN
1201 Chelwood Park Way
Des Moines Iowa 50314
(515) 243-4351-P

LT. KAYNE B. ROBINSON

3101 S. Jones St
Des Moines Iowa 50312
(515) 278-2453-R
(515) 263-4664-O

RESEARCH COMMITTEE

CHIEF GERALD P. DONOVAN
1415 35th St
St Charles Iowa 51106
(712) 255-1756-P
(712) 275-2323-O

CHIEF KENNETH HUCK

1243 Riverwood Inc 9
Waterloo Iowa 50702
(319) 235-1213-P
(319) 291-4345-C

CHIEF THEODORE A. BEHNE

P R 3 Box 126C
Burlington Iowa 52601
(319) 753-1921-P
(319) 753-2355-C

CHIEF BRUCE A. KANN

533 Park Ave
Storm City Iowa 50246
(515) 733-2897-R
(515) 733-2646-C

PUBLICATION CHAIRMAN

LT. RICHARD J. STEELY
7025 Prairie Ave
Urbandale Iowa 50322
(515) 276-1291-R
(515) 276-1291-C

RESPONSE REQUESTED BY AUGUST 3

July 23, 1984

Chief of Police
City Hall
112 NE 4th Street
Melcher, IA 50163:

Dear Chief:

This month, the Iowa Association of Chiefs of Police and Peace Officers, Inc., in cooperation with the Iowa Statistical Analysis Center, attempted to survey all police departments. As of today, approximately 150 police chiefs have responded to this questionnaire.

Over the years the cooperation from the law enforcement community has always been exceptional. Responses from more than 200 departments each year provides the Association with information never before compiled on a statewide basis, but necessary for our liaison with the Iowa Legislature, and valuable to you for comparisons with other agencies.

As your department has not as yet responded to this FY'85 survey, we are contacting you and asking your reconsideration in answering. A copy of the survey form is enclosed for your convenience.

We realize that some questions may not pertain to your department but would appreciate your patience in passing over those sections. The same survey instrument is mailed to all departments, regardless of size.

In order to release the report by early September, surveys can only be received until August 3. Your response by that date will allow time for editing, organizing, and publishing of your department's information. A copy of this FY'85 report will automatically be mailed to all who answer this survey.

If you have any questions, feel free to contact me. The Association wishes to thank you in advance for your participation.

Very truly,

Don E. Knox, Jr.
Don E. Knox, Jr.
Trustee

PLEASE RETURN SURVEYS TO:

Asst. Chief Don E. Knox, Jr.
Des Moines Police Department
East 1st and Court Avenue
Des Moines, IA 50309

PISTOL SHOOT
JUNE 2-3
1984 CEDAR RAPIDS

145.

SURVEY OF
IOWA POLICE DEPARTMENTS
FOR FISCAL YEAR 1985

Name of person completing this form: _____

Police Department _____ Telephone: () _____

GENERAL DIRECTIONS

1. PLEASE COMPLETE THIS SURVEY AND RETURN IT BY AUG. 3 TO:

Asst. Chief Don E. Knox, Jr.
Des Moines Police Department
East 1st and Court Avenue
Des Moines, Ia. 50309

2. This survey is designed to collect current information on all municipal law enforcement agencies in Iowa. It includes a variety of questions considered essential for strengthening law enforcement, e.g. salaries, fringe benefits, manpower strength, etc.
3. Your response to this instrument will be considered an official report of your police department. INFORMATION ON YOUR DEPARTMENT WILL BE INCLUDED IN THE ANNUAL REPORT TO BE RELEASED IN SEPTEMBER. As a participating agency, you will automatically receive a copy of this publication.
4. This questionnaire has been designed for fast completion. All questions should be answered IN PENCIL by doing one of the following:
- a. Circling a code number opposite an answer, not the answer itself.
- Example: Yes. . 1 No. . .2
- b. Writing a number on each series of lines, making sure the lines to the right are completed first.
- Example: $\frac{\quad}{21} - \frac{356}{25}$ for "356"
- c. Skipping questions that are not applicable, as in the case of the smaller departments.
5. Please ignore the numbers below the lines and in the margin of each page. These are card and column indicators to be used in data processing.
6. Please answer questions carefully. If you need any assistance, please call Asst. Chief Don Knox at (515) 283-4864.

SURVEY OF
IOWA POLICE DEPARTMENTS
FOR FISCAL YEAR 1985
 (July 1, 1984 - June 30, 1985)

ID. 1
 Pop. 4
 County No. 10

(Leave above columns blank.)

SALARY

1. Indicate the ACTUAL NUMBER OF FULL-TIME SWORN EMPLOYEES in your department AS OF JULY 1, 1984. WHAT IS THE FY '85 AUTHORIZED BASE PAY for each rank.

If possible, please give the MINIMUM BASE PAY (Step 1) and the MAXIMUM BASE PAY (Highest Step) rather than only the current salaries.

If the FY '85 salaries are effective other THAN JULY 1, give the date which they will go into effect. _____

	<u>Full-Time Positions</u>	<u>Minimum Base Pay</u>	<u>Maximum Base Pay</u>	
a. Chief	12	\$ _____	\$ _____	
b. Asst. Chief	23	_____	_____	
c. Captain.....	34	_____	_____	
d. Lieutenant.....	45	_____	_____	
e. Sergeant.....	57	_____	_____	CARD
f. Detective (Civil Service)..	4	_____	_____	0/
g. Patrol Officer.....	16	_____	_____	80
Other Ranks (such as Lt. Col., Major, Corporal, Master/Senior Patrol Officer, Matron, etc.)				
h. _____...	29	_____	_____	
i. _____...	41	_____	_____	
j. TOTAL.....	53			

2. How many FULL-TIME SWORN PERSONNEL in your department are in the following BASE PAY SALARY RANGES for fiscal year 1985? (THE TOTAL HERE SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1-j.)

a. Under \$12,500.....	_____	
b. \$12,500 - \$14,999.....	56	
c. \$15,000 - \$17,499.....	58	
d. \$17,500 - \$19,999.....	60	
e. \$20,000 - \$22,499.....	62	
f. \$22,500 - \$24,999.....	64	
g. \$25,000 - \$29,999.....	67	
h. \$30,000 and over.....	70	
i. TOTAL.....	73	CARD
	76	1
		80

PERSONNEL BENEFITS

3. For fiscal year 1985, will your department PAY FOR any of the following types of insurance for its officers or their families? (CIRCLE TWO NUMBERS ON EACH LINE, INDICATING IF IT PROVIDES FULL PAYMENT, PARTIAL PAYMENT, OR NONE.)

Insurance	FOR OFFICERS			FOR FAMILIES			
	FULL	PARTIAL	NONE	FULL	PARTIAL	NONE	
a. Life	1	2	3	1	2	3	4
b. Hospital	1	2	3	1	2	3	6
c. Accident/Disability	1	2	3	1	2	3	8
d. Prescription/Drugs	1	2	3	1	2	3	10
e. Dental	1	2	3	1	2	3	12
f. Vision	1	2	3	1	2	3	14
g. False Arrest	1	2	3	-	-	-	16
h. Workmen's Compensation	1	2	3	-	-	-	17

149.

4. Indicate if your department provides any of the following BENEFITS TO ITS FULL-TIME SWORN PERSONNEL during fiscal year 1985.

	YES	NO	
a. Extra pay for time in court.....	1	2	
b. Comp. time for time in court.....	1	2	18
c. Extra pay for longevity with dept. (If yes, attach longevity schedule).....	1	2	20
d. Extra pay for night duty (If yes, attach shift differential schedule).....	1	2	
e. Uniform provided (or cash allowance).....	1	2	
f. Cleaning allowance for uniforms.....	1	2	
g. Clothing allowance for plain clothes officers.....	1	2	
h. Weapons furnished.....	1	2	25
i. Other equipment furnished (handcuffs, leather goods, etc.).....	1	2	
j. Cash allowance for equipment.....	1	2	
k. Special duty pay (such as motorcycle patrol, bomb unit, helicopter duty, etc.).....			
SPECIFY _____	1	2	28

VACATION

5. How many HOURS OF PAID VACATION will be granted to your full-time officers during fiscal year 1985?

<u>Years of Service</u>	<u>Hours of Paid Vacation</u>
After 1 year.....	29
After 2 years.....	32
After 5 years.....	35
After 7 years.....	38
After 10 years.....	41
After 15 years.....	44
After 20 years.....	47

SICK LEAVE

6. Does your department have a formal sick leave plan?

- Yes.....1
- No (Skip to Question 9).....2

50

7. How many HOURS OF SICK LEAVE will be earned by officers during fiscal year 1985? (IF HOURS VARY, depending on LENGTH OF EMPLOYMENT, specify below.)

_____ hours
51

Number of hours varies: _____

54

8. Is there a MAXIMUM NUMBER WHICH MAY BE ACCRUED (CARRIED OVER) from year to year?

- Yes, there is a maximum number accrued.....1 (____ hrs.)
- No, there is no maximum (unlimited).....2
- No, accrual is not allowed.....3

5

HOLIDAYS

9. How many PAID HOLIDAYS will your department grant during the fiscal year 1985?

_____ days
59

150.

OTHER BENEFITS

10. What type of compensation is provided to officers who work OVERTIME?

	LINE OFFICERS	SUPERV. OFFICERS	NONE
Compensatory time (TIME).....	1	2	3
Paid overtime (CASH).....	1	2	3

61

11. If PAID OVERTIME is given, which of the following rates is used most often by your department? (For regular overtime, not holidays)

- a. Double Time.....1
- b. Time and One-Half.....2
- c. Straight Time.....3
- d. Other _____..4

12. Does your department permit its officers to work a SECOND JOB?

- Yes.....1
- No (Skip to Question 15).....2

13. IF YES, what LIMITATIONS are placed on sworn officers who routinely work a second job? (NOTE AS MANY AS APPLICABLE.)

- a. Type of employment restricted.....1
- b. Number of hours limited.....2
- c. Department must be notified.....3
- d. Department must grant approval.....4
- e. Other _____5
- f. NO LIMITATIONS.....6

65

14. Do your officers have full peace officer status (covered by city insurance) when working a second job if it is related to law enforcement work?

- Yes.....1
- No.....2

151.

EQUIPMENT

15. What CALIBER OF AMMUNITION IS AUTHORIZED by your department? Also indicate the TYPE OF WEAPON(S) which may be used.

	<u>REVOLVER</u>	<u>AUTOMATIC</u>	
a. .357	1	2	<u>67</u>
b. .38	1	2	—
c. .44	1	2	—
d. .45	1	2	<u>70</u>
e. 9 mm	1	2	—
f. Other _____ ...	1	2	—
g. NONE SPECIFICALLY AUTHORIZED - UP TO CHIEF'S DISCRETION			—

16. List the NUMBER OF VEHICLES used by your department.

a. Marked cars (owned by department)....	<u>74</u>	—	
b. Unmarked cars (owned by department)..	<u>76</u>	—	
c. Privately-owned cars	<u>78</u>	—	CARD
d. Jeeps and trucks	<u>4</u>	—	<u>2</u>
e. Motorcycles (two-wheel)	<u>6</u>	—	
f. Scooters (three-wheel)	—	—	
g. Animal control vehicles	—	—	
h. Vans (crime prevention and others)...	<u>10</u>	—	
Other vehicles (such as leased cars, trailers, paddy wagons, boats)			
i. _____	—	—	
j. _____	—	—	
k. TOTAL	<u>13</u>	—	

17. Does your department have a SCHEDULE (POLICY) FOR REPLACING VEHICLES?

	<u>YES - BASED ON AGE</u>	<u>YES - BASED ON MILES</u>	<u>NO</u>	
a. Marked cars	1	2	3	—
b. Unmarked cars	1	2	3	<u>17</u>

152.

18. Does your department own the following?

	<u>YES</u>	<u>NO</u>
a. Sidearm.....	1	2
b. Tranquilizer Rifle.....	1	2
c. Other Rifle.....	1	2
d. Shotgun.....	1	2
e. Police Car Radio (Two Way).....	1	2
f. Hand-Held Police Radio.....	1	2
g. Radar Unit.....	1	2
h. Fingerprint Kit.....	1	2
i. Fingerprint Camera.....	1	2
j. Polygraph Equipment.....	1	2
k. OMVUI Breath Analysis Equipment.....	1	2
l. Gas Grenade Launcher.....	1	2
m. Gas Projectile.....	1	2
n. Gas Gun.....	1	2
o. Gas Mask.....	1	2
p. Oxygen Unit.....	1	2
q. Riot Helmet.....	1	2
r. Riot Baton.....	1	2
s. Bulletproof Vest.....	1	2
t. Mace Cannister.....	1	2
u. Bomb Technical Equipment.....	1	2
v. Slide Projector.....	1	2
w. Movie Projector.....	1	2
x. Movie Camera.....	1	2
y. General Purpose Camera.....	1	2
z. Video Tape Recorder.....	1	2
aa. Tape Recorder.....	1	2
bb. Dictating Equipment.....	1	2
cc. Copy Equipment.....	1	2
dd. Canine Unit.....	1	2

18
20
25
30
35
40
45
50

153.

19. Does your department also have a SCHEDULE (POLICY) FOR REPLACING EQUIPMENT?

	<u>YES</u>	<u>NO</u>
a. Communications equipment	1	2
b. Office equipment	1	2
c. Technical equipment	1	2

50

BUDGET

20. What is your PROPOSED DEPARTMENTAL BUDGET FOR FISCAL YEAR 1985 (July 1, 1984, to June 30, 1985)? Include Federal Funds if they are part of your budget. ROUND OFF FIGURES TO THE NEAREST DOLLAR.

a. Personnel salaries and benefits (reserves, pensions, etc.).....	\$	51	,	---	,	---	,	---
b. Personnel training.....					59	,	---	,
c. Operating expenses (utilities, contractual services, revenue sharing, etc.)				64	,	---	,	---
d. Capital outlay (vehicle, construction, land, etc.).....					71	,	---	,
e. Other (SPECIFY) _____					4	,	---	,
f. TOTAL.....	\$	10	,	---	,	---	,	---

CARD
3
80

PERSONNEL

21. Please give the SEX AND RACE OF FULL-TIME PERSONNEL, both sworn and civilian, in your department as of July 1, 1984. (*THE LAST TOTAL IN 21-f SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1-j).

154.

	Male <u>White</u>	Male <u>Non-White #</u>	Female <u>White</u>	Female <u>Non-White #</u>	<u>TOTAL</u>
a. Top Administration (Chief, Asst. Chief).....	18	---	---	---	---
b. General Command (Captain, Lieutenant).....	23	---	---	---	---
c. Supervisory (Sergeant, Detective, Corporal)	29	---	---	---	---
d. Line Officers (Patrol Officers).....	35	---	---	---	---
e. Other Sworn Personnel (Jailer, Matrons, Bailiffs)....	45	---	---	---	---
f. TOTAL - SWORN PERSONNEL.	50	---	---	---	---
g. Technical Civilians (Legal Advisers, Admin. Assts, Radio Operators, Lab. Tech.)...	62	---	---	---	---
h. Other Civilian Personnel (Gen. Secretarial, Clerks, Maintenance Staff).....	70	---	---	---	---
i. TOTAL - CIVILIANS.....	4	---	---	---	---

CARD
4
80

#Non-White includes American Indian, Black, Oriental, and Hispanic.

22. Indicate the LENGTH OF EMPLOYMENT OF FULL-TIME SWORN PERSONNEL in your department as of July 1, 1984. (THE TOTAL SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1-j.)

a. Less than 1 year.....	12	---
b. 1 - 2 years.....	14	---
c. 3 - 4 years.....	16	---
d. 5 - 9 years.....	18	---
e. 10 - 14 years.....	20	---
f. 15 - 19 years.....	22	---
g. 20 - 24 years.....	24	---
h. 25 years or more.....	26	---
i. TOTAL.....	28	---

23. How many of your FULL-TIME FEMALE PERSONNEL are assigned to:

	<u>FULL-TIME SWORN</u>	<u>FULL-TIME CIVILIAN</u>	<u>TOTAL</u>
a. Patrol or investigations.....	31	---	---
b. Jail duty.....	37	---	---
c. Other functions..... (Parking enf., communications, secretarial work, etc.)	43	---	---
d. TOTAL.....	49	---	---

24. How many PART-TIME PERSONNEL (both male and female) are currently working for your department? (Do not include reserves).

	<u>PART-TIME SWORN</u>	<u>PART-TIME CIVILIAN</u>	<u>TOTAL</u>
a. Paid employees.....	55	---	---
b. Unpaid employees..... (interns, volunteers, etc.)	61	---	---
c. TOTAL.....	67	---	---

25. How many RESERVES are currently with your department? (A RESERVE officer is a nonregular, sworn member of a department who assumes peace officer status only when called on duty, and who is under supervision/direction of a regular officer.)

WORKLOAD

26. What is the total number of SQUARE MILES of your jurisdiction?

75 _____ Square Miles

27. What is the total MILES OF STREETS in your patrol area?

77 _____ Miles

CARD
5
80

28. How many CALLS FOR SERVICE did your department make DURING CALENDAR YEAR 1983?

4 _____, _____ Calls for Service

This is defined as:

- 1) A call by a citizen to a police department or officer initiating a police action/service OTHER THAN INFORMATION
- 2) An incident observed by an officer resulting in police action/service even though no citizen reported it.

29. What policy is used by your department in COUNTING CALLS FOR SERVICE?

- a. Counting the number of OFFICERS (OR UNITS) sent to the scene of an incident.....1
- b. Counting the number of INCIDENTS only.....2
- c. Other _____ ..3

10

30. How many INVESTIGATIONS were conducted by your agency DURING CALENDAR YEAR 1983? (Do not include those counted in Question 28 on Calls for Service.)

- a. Preliminary Investigations-- involving a case report..... 11 _____
- *b. Follow-up Investigations-- involving a case report..... 16 _____
- c. TOTAL..... 21 _____

* In the larger departments, follow-up investigations are performed by non-uniformed officers, e.g. detectives/investigators.

156.

COMPUTERIZED OPERATIONS

31. Does your department currently house--

	<u>YES</u>	<u>NO</u>
a. Computer terminals linked to the Iowa System.....	1	2
b. Other terminals (not linked to the Iowa System).....	1	2

26

32. Are any functions of your department (including payroll) computerized?

Yes.....1

No (Skip to Question 36),.....2

33. Indicate which functions are currently automated.

	<u>Yes</u>	<u>NO</u>
a. Payroll.....	1	2
b. Offenses.....	1	2
c. Incident-Name.....	1	2
d. Property.....	1	2
e. Uniform Crime Report.....	1	2
f. Arrests.....	1	2
g. Juvenile.....	1	2
h. Calls for Service.....	1	2
i. Traffic Citations/Warnings.....	1	2
j. Warrants.....	1	2
k. Personnel.....	1	2

30

35

Other functions (case investigations, fleet management, C.A.D., etc.)

l. _____

m. _____

n. _____

40

34. Does your department plan on EXPANDING its computerized functions during the next year?

Yes.....1

No.....2

35. Would you be willing to OFFER TECHNICAL ASSISTANCE to other police departments planning to automate?

Yes.....1

No.....2

44

36. Is your agency PLANNING to computerize any functions during the next year?

YES.....1

NO (Skip to Question 39).....2

45

37. If YES, at what STAGE OF DEVELOPMENT is your agency:

YES

NO

a. Have decided which functions to automate..... 1 2

b. Have compared computerized programs (evaluated software)... 1 2

c. Have decided/purchased equipment (hardware)..... 1 2

38. Would you LIKE TECHNICAL ASSISTANCE from other police departments that are working toward computerized functions?

YES.....1

NO.....2

POLICIES AND PROCEDURES

39. Does your department have SOP (Standard Operating Procedures) or Policy Manual?

YES.....1

NO (Skip to Question 42).....2

50

40. What provisions do you have FOR UPDATING the Manual?

a. Updated annually.....1

b. Updated semi-annually.....2

c. Updating is an on-going process.....3

d. THERE ARE NO PROVISIONS FOR UPDATING...4

41. Would you be willing to provide a LOAN COPY of your Manual to other agencies?

YES.....1

NO.....2

52

158.

COLLECTIVE BARGAINING

42. Are police officers in your department organized under a COLLECTIVE BARGAINING UNIT at the current time?

- Yes.....1
- No (Skip to Question 44).....2

53

43. IF YES, specify the TYPE OF UNION.

- a. Local Labor/teamsters union (such as AFSCME).....1
- b. Police union (such as FOP, Fraternal Order of Police).....2
- c. City (private) union.....3

44. IF NO, is there SOME INTENT for your officers to form a collective bargaining unit in the near future?

- Yes.....1
- No (Skip to Question 46).....2

55

45. What type of unit are they MOST LIKELY TO FORM?

- a. Local Labor/teamsters union (such as AFSCME).....1
- b. Police union (such as FOP, Fraternal Order of Police).....2
- c. City (private) union.....3
- d. Not determined.....4

159.

46. Has a bargaining unit in your department ever been DISSOLVED OR DECERTIFIED?

- Yes (SPECIFY) _____.....1
- No.....2

47. Has a bargaining unit in your department ever CHANGED AFFILIATION from one union to another?

- Yes (Former Union) _____.....1
- No.....2

58

48. What is the LENGTH of your current collective bargaining contract?

- a. 1 year.....1
- b. 2 years.....2
- c. 3 years or more.....3

59

49. When does the current contract EXPIRE? _____, _____
(Month) (Year)

60

50. What ranks are part of the collective bargaining unit?

	<u>YES</u>	<u>NO</u>		<u>YES</u>	<u>NO</u>
a. Police Officer.....1	2		f. Sergeant.....1	2	
b. Detective/Invest.....1	2		g. Lieutenant.....1	2	
c. Dispatcher.....1	2		h. Captain.....1	2	
d. Matron.....1	2		i. _____		
e. Meter Attendant.....1	2		j. _____		

63
65
67
69
71

51. Are benefits THE SAME for bargaining and non-bargaining unit members?

- Yes (Skip to Question 53)...1
- No2

73

52. If NO, what benefits are provided to NON-BARGAINING UNIT MEMBERS?

53. Does your department have a policy for determining WHO REPRESENTS the NON-BARGAINING UNIT PERSONNEL? (Bargaining Committee or other)

- Yes.....1
- No (Skip to Question 55)...2

75

54. If YES, please explain the policy.

CARD
6
80

160.

ATTRITION

55. For EACH FULL-TIME OFFICER who left your police department during FISCAL YEAR 1984 (July 1, 1983 - June 30, 1984), do the following:

- a. Place a checkmark in the column corresponding to the reason for leaving the department.
- b. Indicate the number of years the officer worked for your department.
- c. Give the total number of years the officer worked in law enforcement (including experience from other departments).

Note: Round off months to the nearest year. For example, 15 months should be coded as 1 year, 20 months as 2 years, etc. Less than 6 months should be coded as 0.

Officer No.	Death	Dismissal	Resignation (not vested)	Retirement (vested)	Retirement (ordinary)	Disability (off-duty)	Disability (on-duty)	YRS. WITH THE DEPT.	TOTAL YRS. OF LAW ENF. SERVICE
No. 1	4								
No. 2	15								
No. 3	26								
No. 4	37								
No. 5	48								
No. 6	59								
No. 7	4								
No. 8	15								
No. 9	26								
No. 10	37								
No. 11	48								
No. 12	59								
No. 13	4								
No. 14	15								
No. 15	26								
TOTALS	37								

CARD
7
80

CARD
8
80

CARD
9
80

161.

OFFICIAL AUTHORIZED TO COMPLETE
THIS QUESTIONNAIRE

44 (Leave blank.) 60

THANK YOU FOR YOUR ASSISTANCE

Survey was designed by the STATISTICAL ANALYSIS CENTER, 523 E. 12th, Des Moines, Ia. 50319.