

88880

IOWA'S POLICE DEPARTMENTS

VOLUME 1:  
THEIR MANPOWER, BUDGETS  
SALARIES AND BENEFITS

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

Prepared by:

STATISTICAL ANALYSIS CENTER  
Office for Planning and Programming  
523 East 12th Street  
Des Moines, Iowa 50319

December, 1981

IOWA'S POLICE DEPARTMENTS

VOLUME 1:  
THEIR MANPOWER, BUDGETS  
SALARIES AND BENEFITS

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

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

December, 1981

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 of Planning  
and Programming

to the National Criminal Justice Reference Service (NCJRS).  
Further reproduction outside of the NCJRS system requires permission of the copyright owner.

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.  
Data Coordinator.....Daryl R. Fischer, Ph.D.  
Technical Assistance Planner.....Marcia L. Cohan, M.S.\*  
Programmer Analyst.....Gail Bontrager, M.P.A.\*\*  
Research Analyst.....Fu-Hau Yu, M.S.  
Statistical Assistant.....Lettie Prell  
Secretary.....Joyce L. Samo

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

This report was published through financial assistance provided by the Law Enforcement Assistance Administration, U.S. Dept. of Justice, through Grant No. 80-BJ-CX-0021 and 81-BJ-CX-0009. Points of view or opinions contained herein do not necessarily represent the official position or policies of the U.S. Dept. of Justice.

TABLE OF CONTENTS

	<u>Page</u>
INTRODUCTION.....	1
<b>MANPOWER</b>	
Table 1. Actual Number of Full-Time Officers by Rank in Iowa's Police Departments (July 1, 1980).....	3
<b>BUDGETS</b>	
Table 2. Iowa Police Departments' Budgets for Fiscal Year 1980 (July 1, 1980 to June 30, 1981).....	13
<b>SALARIES</b>	
Table 3. Authorized Salaries of Full-Time Officers in Iowa's Police Departments (July 1, 1980).....	21
Table 4. Number of Full-Time Officers by Salary Range in Iowa's Police Departments (July 1, 1980).....	29
<b>BENEFITS</b>	
Table 5. Earned Leave and Overtime Compensation Given by Iowa's Police Departments (1981).....	39
Table 6. Other Personnel Benefits Provided by Iowa's Police Departments (1981).....	49
Table 7. Pensions, Unions, and "Moonlighting" Policy of Iowa's Police Departments (1981).....	59
 <b>APPENDICES</b>	
Appendix I. Survey Instrument (Iowa Police Departments' Technical Data Form).....	67
Appendix II. Letters of Endorsement from the Iowa Association of Chiefs of Police and Peace Officers, Inc.....	85
Appendix III. Survey Participants.....	89
Appendix IV. Survey Nonparticipants.....	91

## INTRODUCTION

This report is the first volume of a four-part series, entitled "Iowa's Police Departments." It developed in response to a request from the Iowa Association of Chiefs of Police and Peace Officers, Inc. for statistics on individual police department's policies and activities.

In responding to the Association's need for data, the Iowa Statistical Analysis Center (SAC) conducted an extensive survey of municipal police departments throughout the state (332).<sup>1</sup> A lengthy, technical data form (see Appendix I) was initially distributed in March, 1981, to all agencies with full-time, paid police officers. Accompanying this form was a letter of endorsement from the Iowa Police Chiefs' Association, encouraging their participation in the survey within 14 working days of its receipt (see Appendix II). Those not responding were sent follow-up letters in June and again, in September (see Appendix II). In some cases telephone calls were also made to nonparticipants to draw additional responses. The following table gives the response rate of police departments serving various populations:

### RESPONSE RATE

Cities of 5,000 population or more----	100%	(67 of 67)
Cities of 2,000 - 4,999 population----	71%	(55 of 78)
Cities of less than 2,000 population---	37%	(68 of 187)

While the response rate of cities over 2,000 population was satisfactory, that of the less populous communities was still disappointing. Given the need to release this information in a timely fashion, the Police Chiefs' Association Executive Board approved immediate publication and distribution of this report. Continual effort will be expended in drawing responses from the less populous communities.

Volume I of this series provides statistics on the manpower, budgets, salaries and benefits of the 190 police departments which participated in this survey. Data are arranged in descending order by population<sup>2</sup>, with the largest municipalities appearing first on each table.

A listing of all departments participating in this survey appears in Appendix III while those not responding is given in Appendix IV.

---

<sup>1</sup>The actual number of police departments eligible to be surveyed, i.e. those with full-time officers, was drawn from two sources: 1) large cities--those with a population of 2,500 or more, and 2) small cities--less than 2,500 population but identified as having full-time capabilities (see SAC report, Results of the 1980 Survey of Small Iowa Cities (N=833 to Determine Their Law Enforcement Capabilities, February, 1981).

<sup>2</sup>Population figures were taken from the 1980 final report by the U.S. Census Bureau.

Preceding page blank

TABLE 1  
 ACTUAL NUMBER OF FULL-TIME OFFICERS BY RANK  
 IN IOWA'S POLICE DEPARTMENTS (JULY 1, 1980)

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
Des Moines	191,003	257 <sup>a</sup>	57	18	7	3	1	343
Cedar Rapids	110,243	125 <sup>b</sup>	8	10	8	4	1	156
Davenport	103,264	69	50 <sup>c</sup>	12	8 <sup>d</sup>	1 <sup>e</sup>	1	141
Sioux City	82,003	72	22	10	5	2	1	112
Waterloo	75,985	84	33	8	8	2	1	136
Dubuque	62,321	62	8	0	7	0	1	78
Council Bluffs	56,449	63	20	7	3	0	1	94
Iowa City	50,508	37	8	0	3	1	1	50
Ames	45,775	38 <sup>f</sup>	5	0	4	0	1	48
Cedar Falls	36,322	27	7	0	7	2	1	44
Clinton	32,828	26	11	0	7	0	1	45
Mason City	30,144	29	3	8	4	0	1	45
Burlington	29,529	26	0	3	5	1	1	36
Fort Dodge	29,423	30	5	6	5	2	1	49
Ottumwa	27,381	19	5	4	2	0	1	31
Bettendorf	27,381	24	4	0	5	1	1	35
Marshalltown	26,938	20	8	8 <sup>g</sup>	4	1	1	42
Muscatine	23,467	24	0	3	3	1	1	32
West Des Moines	21,894	17	5	2	0	0	1	25
Marion	19,474	12	7 <sup>h</sup>	2	1	0	1	23
Urbandale	17,869	18	4	3	0	0	1	26
Ankeny	15,429	13	3	1	1	0	1	19
Newton	15,292	17	4	4	0	1	1	27
Keokuk	13,536	15	4	0	4	1	1	25
Fort Madison	13,520	16	3	0	4	1	1	25

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
Boone	12,602	10	0	0	4	1	1	16
Spencer	11,726	12	0	1	4	0	1	18
Indianola	10,843	7	2	0	0	1	1	11
Oskaloosa	10,629	11	2	0	2	0	1	16
Carroll	9,705	10	0	0	3	1	1	15
Fairfield	9,428	7	2	1	0	0	1	11
Grinnell	8,868	8	2	0	0	0	1	11
Storm Lake	8,814	8	0	4	0	0	1	13
Charles City	8,778	9	0	2	0	1	1	13
Webster City	8,572	7	5	0	1	0	1	14
Waverly	8,444	7	3	1	0	0	1	12
Creston	8,429	5	2	0	1	1	1	10
Pella	8,349	6	1	0	0	1	1	9
LeMars	8,276	8	2	1	1	0	1	13
Knoxville	8,143	6	3	0	0	1	1	11
Decorah	7,991	7	2	0	0	2	1	12
Atlantic	7,789	8	2	1	0	1	1	13
Coralville	7,687	12	2	1	0	0	1	16
Oelwein	7,564	6	2	0	0	1	1	10
Estherville	7,518	7	0	0	4	0	1	12
Clear Lake	7,458	9	2	0	0	1	1	13
Mount Pleasant	7,322	6	3	1	0	0	1	11
Perry	7,053	5	3	0	0	1	1	10
Cherokee	7,004	6	2	0	1	0	1	10
Red Oak	6,810	5	2	1	0	1	1	10
Denison	6,675	8	0	2	0	0	1	11
Washington	6,584	5	2	0	0	1	1	9



<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
Centerville	6,558	7	3	0	0	1	1	12
Independence	6,392	6	3	1	0	0	1	11
Maquoketa	6,313	6	0	0	0	2	1	9
Algona	6,289	6	1	0	0	1	1	9
Shenandoah	6,274	7	0	0	0	1	1	9
Iowa Falls	6,174	7	2	0	1	0	1	11
Nevada	5,912	4	0	0	0	0	1	5
Clive	5,906	7	0	0	0	0	1	8
Altoona	5,764	6	0	1	0	0	1	8
Windsor Heights	5,632	6	3	0	0	1	1	11
Clarinda	5,458	5	2	0	0	1	1	9
Harlan	5,357	6	0	0	0	1	1	8
Glenwood	5,280	4	0	2	0	0	1	7
Vinton	5,040	4	0	1	1	0	1	7
Sheldon	5,003	4	0	0	0	1	1	6
Chariton	4,987	6	2	0	0	0	1	9
Anamosa	4,958	4	0	0	0	0	1	5
Manchester	4,942	5	2	0	0	0	1	8
Jefferson	4,854	5	1	0	1	0	1	8
Hiawatha	4,825	2	0	0	0	0	V	2
Humboldt	4,794	6	0	0	0	1	1	8
Camanche	4,725	3	1	0	0	1	1	6
Emmetsburg	4,621	5	0	0	0	1	1	7
Sioux Center	4,588	3	1	0	0	0	1	5
DeWitt	4,512	3	1	1	0	0	1	6
Forest City	4,270	5	0	0	0	1	1	7
Albia	4,184	3	1	0	0	1	1	6



<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
Winterset	4,021	3	0	0	0	1	1	5
Spirit Lake	3,976	4	0	0	0	0	1	5
New Hampton	3,940	5	0	0	0	0	1	6
Cresco	3,860	4	1	0	0	1	1	7
Dyersville	3,825	4	0	0	0	0	1	5
Osceola	3,750	5	1	1	0	0	1	8
Osage	3,718	4	0	0	0	1	1	6
Monticello	3,641	3	1	0	1	0	1	6
Pleasant Hill	3,493	4	1	0	0	0	1	6
Carter Lake	3,438	3	1	0	0	0	1	5
Eldridge	3,279	3	1	0	0	0	1	5
Eldora	3,063	2	1	0	1	0	1	5
Clarion	3,060	3	2	0	0	0	1	6
Sac City	3,000	4	0	0	0	0	1	5
Garner	2,908	4	0	0	0	0	1	5
Belle Plaine	2,903	2	0	0	0	1	1	4
Grundy Center	2,880	1	1	0	1	0	1	4
Bloomfield	2,849	2	1	1	0	0	1	5
Audubon	2,841	3	0	0	0	0	1	4
West Union	2,783	3	1	0	0	0	1	5
Story City	2,762	2	0	0	0	0	1	3
West Liberty	2,723	2	0	0	0	1	1	4
Rock Rapids	2,693	2	0	0	0	0	1	3
Norwalk	2,676	3	0	0	0	0	1	4
Johnston	2,617	4	1	0	0	0	1	6
Wilton	2,502	1	0	0	0	1	P	2
Bellevue	2,450	3	0	0	0	1	1	5

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
Toledo	2,445	2	0	0	0	1	1	4
Guttenberg	2,428	2	1	0	0	0	1	4
Sergeant Bluff	2,416	2	1	0	0	0	1	4
Pocahontas	2,352	1	1	0	0	1	1	4
Jesup	2,343	2	0	0	0	0	1	3
Sumner	2,335	1	1	0	0	0	1	3
LaPorte City	2,324	2	0	0	0	0	1	3
Marengo	2,308	2	0	0	0	1	1	4
Rockwell City	2,276	2	0	0	0	1	1	4
Hudson	2,267	1	0	0	0	1	1	3
Greenfield	2,243	1	0	0	0	1	1	3
Britt	2,185	2	0	0	0	0	1	3
Milford	2,076	2	0	0	0	0	1	3
New London	2,043	4	0	0	0	0	1	5
Williamsburg	2,033	1	0	0	0	1	1	3
Lake City	2,006	3	0	0	0	0	1	4
Manson	1,924	2	0	0	0	1	1	4
Ackley	1,900	1	0	0	0	0	1	2
West Branch	1,867	0	0	0	0	1	1	2
Nashua	1,846	3	0	0	0	0	1	4
Corydon	1,818	1	1	0	0	0	V	2
Reinbeck	1,808	1	0	0	0	0	1	2
Hull	1,714	2	0	0	0	0	1	3
Guthrie Center	1,713	2	0	0	0	0	1	3
Denver	1,647	2	0	0	0	0	1	3
Manning	1,609	2	0	0	1	0	1	4
Laurens	1,605	1	0	0	0	1	1	3

8.

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
Remsen	1,592	1	0	0	1	0	1	3
Durant	1,583	0	0	0	0	0	1	1
Logan	1,540	0	0	0	0	1	1	1
Pleasantville	1,531	0	0	0	0	1	1	2
Monona	1,530	1	0	0	0	0	1	2
Mitchellville	1,530	1	0	0	0	0	1	2
Akron	1,517	2	0	0	0	0	1	3
Fayette	1,515	2	0	0	0	0	1	3
Brooklyn	1,509	2	0	0	0	0	V	2
Shell Rock	1,478	0	0	0	0	0	1	1
Strawberry Point	1,463	0	0	0	0	0	1	1
Lisbon	1,458	1	0	0	0	0	1	2
Buffalo	1,441	1	1	0	0	0	1	3
Columbus Junction	1,429	1	0	0	0	0	1	2
Sanborn	1,398	0	0	0	0	1	1	2
Epworth	1,380	1	0	0	0	0	V	1
Lenox	1,338	1	0	0	0	0	1	2
Odebolt	1,299	0	0	0	0	1	1	2
State Center	1,292	1	0	0	0	0	1	2
Bondurant	1,283	1	0	0	0	0	1	2
Lansing	1,181	1	0	0	0	0	1	2
Mechanicsville	1,166	0	0	0	0	0	1	1
Armstrong	1,153	1	0	0	0	0	1	2
Earlham	1,140	1	0	0	0	0	1	2
Conrad	1,133	0	0	0	0	0	1	1
Preston	1,120	1	0	0	0	0	1	2
Fredericksburg	1,075	1	0	0	0	0	1	2

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
Calmar	1,053	0	0	0	0	1	1	2
Arnolds Park	1,051	1	0	0	0	0	1	2
Victor	1,046	1	0	0	0	0	1	2
Seymour	1,036	0	0	0	0	0	1	1
DeSoto	1,035	0	0	0	0	0	1	1
Aplington	1,027	0	0	0	0	0	1	1
Dike	987	0	0	0	0	0	1	1
Fairbank	980	1	0	0	0	0	1	2
Exira	978	1	0	0	0	0	1	2
Baxter	951	0	0	0	0	0	1	1
Treynor	920	0	0	0	0	0	1	1
Newell	913	0	0	0	0	0	1	1
Walnut	897	1	0	0	0	0	V	1
Adair	883	0	0	0	0	0	1	1
Hubbard	852	0	0	0	0	0	1	1
Hedrick	847	1	0	0	0	0	1	2
Fontanelle	805	0	0	0	0	0	1	1
Dows	771	0	0	0	0	0	1	1
Merrill	737	0	0	0	0	0	1	1
Dunkerton	718	0	0	0	0	0	1	1
Burt	689	0	0	0	0	0	1	1
Lehigh	654	0	0	0	0	0	1	1
Coggon	639	1	0	0	0	0	P	1
Gilmore City	626	0	0	0	0	0	1	1
Richland	600	0	0	0	0	0	1	1
Maynard	561	0	0	0	0	0	1	1
Lawler	534	0	0	0	0	0	1	1

10.

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
Ellsworth	480	0	0	0	0	0	1	1
Farnhamville	461	0	0	0	0	0	1	1
Salix	429	0	0	0	0	0	1	1

Explanation of Footnotes:

V Chief's position is vacant.

P Chief's position is part-time.

a 257 = 225 Patrol Officers and 32 Detectives

b 125 = 102 Patrol Officers and 23 Detectives

c 50 = 24 Sergeants and 26 Corporals

d 8 = 5 Captains and 3 Majors

e 1 Lt. Colonel

f 38 = 32 Patrol Officers and 6 Detectives

g 8 Corporals

h 7 = Sergeants and 4 Detectives

Preceding page blank

TABLE 2  
IOWA POLICE DEPARTMENTS' BUDGETS  
FOR FISCAL YEAR 1980 (JULY 1, 1980 TO JUNE 30, 1981)

CITY	POPULATION	DEPARTMENTAL BUDGET					INCOMING FEDERAL FUNDS					
		SALARIES & BENEFITS*	TRAINING*	OPERATING EXPENSES	CAPITAL OUTLAY	OTHER	TOTAL	LEAA	ASAP	REVENUE SHARING	OTHER	TOTAL
Des Moines	191,003	9,670,135	25,760	2,171,396	81,942	0	11,949,233	43,498	123,067	0	317,253 <sup>a</sup>	483,818
Cedar Rapids	110,243	3,562,859 <sup>#</sup>	4,536	339,078	0	0	3,906,473	497	58,528	144,087	0	203,112
Davenport	103,264	3,771,360	7,000	337,100	202,300	0	4,317,760	64,546	51,436	127,230	0	243,212
Sioux City	82,003	4,125,851	29,803	755,100	0	0	4,910,754	119,148	55,710	0	54,600 <sup>b</sup>	229,458
Waterloo	75,985	2,971,696	8,000	356,775	134,100	874,742	4,345,313	71,818	0	162,000	36,692 <sup>c</sup>	270,510
Dubuque	62,321	2,357,843	9,497	283,611	20,000	0	2,670,951	0	50,345	498,791	0	549,136
Council Bluffs	56,449	1,752,034	12,000	664,196	88,000	200,093	2,716,323	0	0	0	0	0
Iowa City	50,508	1,204,274	22,000	193,106	66,770	0	1,486,150	0	0	150,000	0	150,000
Ames	45,775	1,054,600	6,780	185,838	62,624	252,062	1,561,904	0	0	0	0	0
Cedar Falls	36,322	1,004,723	6,875	184,200	12,396	0	1,208,194	0	0	0	0	0
Clinton	32,828	878,791	5,000	99,802	39,000	0	1,022,593	7,048	0	29,718	0	36,766
Mason City	30,144	1,073,340	4,000	35,510	0	0	1,112,850	0	0	0	0	0
Burlington	29,529	533,912	9,300	346,642	0	0	889,854	0	27,000	75,938	0	102,938
Fort Dodge	29,423	812,000	8,000	168,400	52,000	0	1,040,400	0	0	230,000	0	230,000
Ottumwa	27,381	767,192	6,000	142,955	41,850	0	957,997	0	0	0	0	0
Bettendorf	27,381	781,292	5,151	82,144	32,645	0	901,232	0	0	173,102	0	173,102
Marshalltown	26,938	890,350	22,000	288,296	17,000	0	1,217,646	0	4,029	104,641	0	108,670
Muscatine	23,467	741,700	7,000	51,000	53,880	15,350	868,930	0	0	0	0	0
West Des Moines	21,894	861,845	2,800	83,120	47,288	0	995,053	0	0	0	0	0
Marion	19,474	643,525	4,500	93,025	33,215	0	774,325	6,348	10,500	33,000	0	49,848
Urbandale	17,869	678,605	7,500	128,705	68,000	0	882,810	0	0	1,500	0	1,500
Ankeny	15,429	473,519	8,500	102,700	20,500	0	605,219	2,800	0	21,700	0	24,500
Newton	15,292	527,000	2,000	140,600	5,500	0	675,100	0	0	30,500	0	30,500
Keokuk	13,536	449,244	7,000	55,350	33,000	135,122	679,716	0	0	0	39,800 <sup>d</sup>	39,800
Fort Madison	13,520	502,081	12,000	41,665	37,533	148,473	741,752	0	0	37,533	0	37,533
Boone	12,602	365,000	2,500	61,800	0	0	429,300	0	0	20,000	0	20,000
Spencer	11,726	371,360	2,150	102,800	0	0	476,310	0	0	0	0	0
Indianola	10,843	200,000	5,000	147,350	0	0	352,350	0	0	0	0	0
Oskaloosa	10,629	342,541	1,500	49,150	29,500	0	422,691	0	0	26,531	0	26,531
Carroll	9,705	238,257	4,800	63,527	0	0	306,584	1,436	0	32,720	0	34,156
Fairfield	9,428	260,232	1,800	46,156	20,500	0	328,688	0	0	0	0	0

CITY	POPULATION	DEPARTMENTAL BUDGET					INCOMING FEDERAL FUNDS					
		SALARIES & BENEFITS*	TRAINING*	OPERATING EXPENSES	CAPITAL OUTLAY	OTHER	TOTAL	LEAA	ASAP	REVENUE SHARING	OTHER	TOTAL
Grinnell	8,868	256,061	1,200	12,953	7,200	0	277,414	0	0	6,400	0	6,400
Storm Lake	8,814	252,258	1,500	32,050	17,500	34,152	337,460	0	0	0	0	0
Charles City	8,778	290,831	700	27,850	0	0	319,381	0	0	0	0	0
Webster City	8,572	368,497	0	56,900	10,575	0	435,972	0	0	0	0	0
Waverly	8,444	261,044	2,500	71,083	14,700	0	349,327	0	0	0	0	0
Creston	8,429	238,000	2,500	42,000	0	0	282,500	0	0	0	0	0
Pella	8,349	NA	NA	NA	NA	NA	272,000	0	0	0	0	0
LeMars	8,275	196,412	1,000	49,348	10,000	0	256,760	0	0	8,000	0	8,000
Knoxville	8,143	220,000	0	52,605	0	0	272,605	0	0	0	0	0
Decorah	7,991	249,000	2,000	68,500	0	6,000	325,500	0	0	0	0	0
Atlantic	7,789	203,791	1,500	25,875	0	0	231,166	0	0	0	0	0
Coralville	7,687	403,472	5,000	134,519	24,950	0	567,941	0	0	0	0	0
Oelwein	7,564	220,689	2,500	24,850	9,500	0	257,539	39,000	0	0	0	39,000
Estherville	7,518	281,018	3,500	19,850	2,390	94,117	400,875	0	0	100,000	0	100,000
Clear Lake	7,458	305,050	850	41,295	30,183	0	377,378	0	0	26,990	0	26,990
Mount Pleasant	7,322	NA	NA	NA	NA	NA	269,572	0	0	0	0	0
Perry	7,053	207,000	2,000	68,000	0	0	277,000	0	0	0	0	0
Cherokee	7,004	210,701	1,050	18,000	0	10,000	239,751	0	0	0	0	0
Red Oak	6,810	165,800	900	28,700	0	0	195,400	0	0	0	0	0
Denison	6,675	288,000	3,000	9,000	0	0	300,000	0	0	0	0	0
Washington	6,584	152,291	700	18,185	0	0	171,176	0	0	7,500	0	7,500
Centerville	6,558	215,560	1,000	61,250	5,000	0	282,810	0	0	0	0	0
Independence	6,392	208,423	2,000	45,759	11,300	0	267,482	664	0	0	0	664
Maquoketa	6,313	211,805	1,760	45,395	9,635	0	268,595	0	0	0	0	0
Algona	6,289	211,980	1,000	45,325	0	0	258,305	0	0	2,000	0	2,000
Shenandoah	6,274	NA	NA	NA	NA	NA	204,881	0	0	18,000	0	18,000
Iowa Falls	6,174	203,900	1,000	17,400	8,000	0	230,300	0	0	0	0	0
Nevada	5,912	91,700	2,000	16,000	0	0	109,700	0	0	0	0	0
Clive	5,906	249,663	2,505	51,766	20,100	9,500	333,534	21,800	0	35,000	0	56,800
Altoona	5,764	199,900	1,500	50,500	8,000	0	259,900	0	0	0	0	0
Windsor Heights	5,632	248,000	850	NA	13,500	0	267,350	0	0	0	0	0
Clarinda	5,458	120,700	2,000	17,000	0	0	139,700	0	0	0	0	0
Harlan	5,357	130,000	600	1,100	0	27,815	159,515	386	0	0	0	386



CITY	POPULATION	DEPARTMENTAL BUDGET						INCOMING FEDERAL FUNDS				
		SALARIES & BENEFITS*	TRAINING*	OPERATING EXPENSES	CAPITAL OUTLAY	OTHER	TOTAL	LEAA	ASAP	REVENUE SHARING	OTHER	TOTAL
Glenwood	5,280	127,421	800	45,400	3,000	32,000	208,621	1,091	0	0	0	1,091
Vinton	5,040	177,001	1,200	27,150	9,200	0	214,551	0	0	15,713	0	15,713
Sheldon	5,003	99,001	500	19,802	0	0	119,303	0	0	0	0	0
Chariton	4,987	195,000	1,500	100,880	0	0	297,380	0	0	0	0	0
Anamosa	4,958	90,000	300	23,800	0	0	114,100	0	0	0	0	0
Manchester	4,942	161,000	1,300	17,000	0	7,000	186,300	0	0	15,500	0	15,500
Jefferson	4,854	132,385	900	24,825	8,000	0	166,110	0	0	0	0	0
Hiawatha	4,825	61,935	2,574	9,624	14,347	0	88,480	0	0	470	0	470
Humboldt	4,794	117,870	750	23,500	9,500	23,228	174,848	0	0	0	0	0
Camanche	4,725	102,200	4,000	64,430	0	0	170,630	0	0	10,000	0	10,000
Emmetsburg	4,621	133,815	450	24,700	0	7,900	166,865	0	0	0	0	0
Sioux Center	4,588	108,160	0	11,675	3,590	0	123,425	0	0	0	0	0
DeWitt	4,512	96,000	1,200	12,000	0	0	109,200	0	0	0	0	0
Forest City	4,270	131,468	700	24,190	6,210	0	162,568	0	0	206	750 <sup>e</sup>	956
Albia	4,184	135,589	0	17,100	8,600	0	161,289	0	0	28,000	0	28,000
Winterset	4,021	NA	NA	NA	NA	NA	119,675	0	0	0	0	0
Spirit Lake	3,976	160,612	1,000	31,350	10,300	0	203,262	0	0	10,300	0	10,300
New Hampton	3,940	90,000	1,300	32,443	4,000	0	127,743	0	0	0	0	0
Cresco	3,860	107,458	1,100	19,800	8,000	0	136,358	0	0	0	0	0
Dyersville	3,825	125,734	910	21,540	4,000	0	152,184	600	0	0	0	600
Osceola	3,750	NA	NA	NA	NA	NA	169,643	0	0	0	0	0
Osage	3,718	110,419	700	37,112	8,500	0	156,731	0	0	0	0	0
Monticello	3,641	120,000	1,250	38,660	0	0	159,910	0	0	0	0	0
Pleasant Hill	3,493	140,643	750	72,933	0	0	214,326	0	0	0	0	0
Carter Lake	3,438	104,739	1,250	54,567	0	0	160,556	277	0	7,500	0	7,777
Eldridge	3,279	116,890	1,400	25,500	1,000	0	144,790	0	0	0	0	0
Eldora	3,063	76,000	750	29,360	5,500	0	111,610	1,500	0	0	0	1,500
Clarion	3,060	102,042	1,250	18,283	0	0	121,575	0	0	0	0	0
Sac City	3,000	87,403	1,000	14,925	0	10,000	113,328	0	0	10,000	0	10,000
Garner	2,908	71,560	700	10,000	1,000	24,909	108,169	6,193	0	7,000	0	13,193
Belle Plaine	2,903	NA	NA	NA	NA	NA	NA	0	0	0	0	0
Grundy Center	2,880	56,486	800	16,000	0	2,000	75,286	0	0	3,000	0	3,000
Bloomfield	2,849	NA	NA	NA	NA	NA	104,600	0	0	0	0	0

CITY	POPULATION	DEPARTMENTAL BUDGET					INCOMING FEDERAL FUNDS					
		SALARIES & BENEFITS*	TRAINING*	OPERATING EXPENSES	CAPITAL OUTLAY	OTHER	TOTAL	LEAA	ASAP	REVENUE SHARING	OTHER	TOTAL
Audubon	2,841	45,863	500	10,198	0	0	56,561	0	0	19,966	0	19,966
West Union	2,783	86,742	500	25,905	0	0	113,147	0	0	0	0	0
Story City	2,762	58,650	775	18,400	75	0	77,900	0	0	725	0	725
West Liberty	2,723	74,898	1,000	14,155	0	0	90,053	0	0	0	0	0
Rock Rapids	2,693	48,402	0	19,200	0	0	67,602	0	0	0	0	0
Norwalk	2,676	65,774	50	28,634	0	0	94,458	0	0	0	0	0
Johnston	2,617	110,982	450	1,240	0	0	112,672	0	0	0	0	0
Wilton	2,502	54,000	1,000	13,716	6,000	0	74,716	0	0	0	0	0
Bellevue	2,450	91,246	1,000	10,500	0	0	102,746	0	0	0	0	0
Toledo	2,445	60,220	500	19,145	0	0	79,865	0	0	0	0	0
Guttenberg	2,428	79,407	1,300	13,065	0	0	93,772	662	0	0	0	662
Sergeant Bluff	2,416	62,830	1,000	13,822	0	0	77,652	0	0	0	0	0
Pocahontas	2,352	66,000	1,100	15,865	0	0	82,965	0	0	0	0	0
Jesup	2,343	47,000	1,008	24,000	0	0	72,008	519	0	18,833	0	19,352
Sumner	2,335	58,460	942	16,875	6,000	0	82,277	0	0	0	0	0
LaPorte City	2,324	83,643	300	16,750	6,000	574	107,267	530	0	15,440	0	15,970
Marengo	2,308	49,300	0	7,800	0	0	57,100	0	0	0	0	0
Rockwell City	2,276	56,852	1,000	12,300	1,500	850	72,502	450	0	0	0	450
Hudson	2,267	57,500	250	7,540	1,500	6,500	73,290	0	0	0	0	0
Greenfield	2,243	41,720	1,000	8,000	0	0	50,720	0	0	0	0	0
Britt	2,185	43,000	2,400	10,325	1,500	0	57,225	0	0	0	0	0
Milford	2,076	48,303	300	18,209	9,268	0	76,080	0	0	6,000	0	6,000
New London	2,043	92,000	1,000	15,000	0	0	108,000	0	0	0	0	0
Williamsburg	2,033	50,000	300	15,000	0	0	65,300	0	0	0	0	0
Lake City	2,006	57,940	400	8,330	6,000	500	73,170	0	0	0	0	0
Manson	1,924	63,608	350	7,450	8,000	0	79,408	0	0	0	0	0
Ackley	1,900	35,000	750	10,500	0	0	46,250	0	0	0	0	0
West Branch	1,867	NA	NA	NA	NA	NA	NA	0	0	0	0	0
Nashua	1,846	64,156	0	7,270	5,000	0	76,426	0	0	0	0	0
Corydon	1,818	25,086	0	6,300	6,000	0	37,386	0	0	0	0	0
Reinbeck	1,808	30,500	175	14,710	5,000	0	50,385	0	0	0	0	0
Hull	1,714	39,088	150	77,800	0	0	117,038	0	0	6,000	0	6,000
Guthrie Center	1,713	64,493	339	12,225	316	0	77,373	0	0	0	0	0

CITY	POPULATION	DEPARTMENTAL BUDGET					INCOMING FEDERAL FUNDS					
		SALARIES & BENEFITS*	TRAINING*	OPERATING EXPENSES	CAPITAL OUTLAY	OTHER	TOTAL	LEAA	ASAP	REVENUE SHARING	OTHER	TOTAL
Denver	1,647	48,300	500	9,500	0	18,998	77,298	480	0	0	0	480
Manning	1,609	68,566	1,200	18,950	0	0	88,716	0	0	0	0	0
Laurens	1,606	52,304	3,431	15,971	0	0	71,706	0	0	5,000	0	5,000
Remsen	1,592	51,000	0	6,000	3,000	5,000	65,000	0	0	0	0	0
Durant	1,583	19,750	200	6,000	2,500	0	28,450	0	0	0	0	0
Logan	1,540	28,285	0	9,750	0	0	38,035	0	0	0	0	0
Pleasantville	1,531	25,000	1,000	500	0	0	26,500	0	0	0	0	0
Monona	1,530	35,412	0	4,269	0	0	39,681	0	0	0	0	0
Mitchellville	1,530	34,971	200	10,000	150	0	45,321	0	1,000	0	0	1,000
Akron	1,517	60,629	500	12,600	4,500	0	78,229	0	0	0	0	0
Fayette	1,515	45,396	485	9,700	6,140	0	61,721	0	0	0	0	0
Brooklyn	1,509	26,034	315	9,555	315	0	36,219	0	0	0	0	0
Shell Rock	1,478	24,173	0	5,984	8,095	0	38,252	0	0	0	0	0
Strawberry Point	1,463	22,000	1,000	10,610	0	0	33,610	0	0	0	0	0
Lisbon	1,458	38,483	500	12,740	1,100	0	52,823	0	0	0	0	0
Buffalo	1,441	56,416	0	0	4,000	17,422	77,838	0	0	0	0	0
Columbus Junction	1,429	34,130	300	10,037	4,000	0	48,467	0	0	0	0	0
Sanborn	1,398	28,680	0	16,320	0	0	45,000	0	0	0	0	0
Epworth	1,380	14,899	0	3,000	0	0	17,899	0	0	0	0	0
Lenox	1,338	30,000	0	5,000	2,000	0	37,000	0	0	12,085	0	12,085
Odebolt	1,299	40,000	100	12,000	0	0	52,100	2,500	0	0	0	2,500
State Center	1,292	26,504	150	5,935	618	0	33,207	0	0	22,000	0	22,000
Bondurant	1,283	38,000	0	19,000	0	0	57,000	0	0	0	0	0
Lansing	1,181	NA	NA	NA	NA	NA	NA	0	0	0	0	0
Mechanicsville	1,166	NA	NA	NA	NA	NA	NA	0	0	0	0	0
Armstrong	1,153	31,000	1,000	11,000	0	0	43,000	0	0	0	0	0
Earlham	1,140	30,000	0	8,000	0	0	38,000	0	0	0	0	0
Conrad	1,133	NA	NA	NA	NA	NA	NA	0	0	0	0	0
Preston	1,120	33,031	72	5,114	0	0	38,217	0	0	0	0	0
Fredericksburg	1,075	27,100	0	500	0	0	27,600	0	0	1,000	0	1,000
Calmar	1,053	NA	NA	NA	NA	NA	32,000	0	0	0	0	0
Arnolds Park	1,051	24,320	100	24,555	0	0	48,975	0	0	0	0	0
Victor	1,046	35,000	500	11,100	0	5,400	52,000	0	0	0	0	0

CITY	POPULATION	DEPARTMENTAL BUDGET					INCOMING FEDERAL FUNDS					
		SALARIES & BENEFITS*	TRAINING*	OPERATING EXPENSES	CAPITAL OUTLAY	OTHER	TOTAL	LEAA	ASAP	REVENUE SHARING	OTHER	TOTAL
Seymour	1,036	10,969	0	4,150	0	0	15,119	0	0	0	0	0
DeSoto	1,035	12,000	200	8,000	0	3,800	24,000	0	0	0	0	0
Aplington	1,027	13,800	0	500	0	0	14,300	0	0	4,000	0	4,000
Dike	987	NA	NA	NA	NA	NA	13,800	0	0	0	0	0
Fairbank	980	NA	NA	NA	NA	NA	40,000	0	0	0	0	0
Exira	978	34,596	350	11,139	0	0	46,085	0	0	0	0	0
Baxter	951	14,880	0	5,120	300	0	20,300	0	0	0	0	0
Treynor	920	NA	NA	NA	NA	NA	60,000	800	0	0	0	800
Newell	913	NA	NA	NA	NA	NA	NA	0	0	0	0	0
Walnut	897	15,848	0	5,700	0	0	21,548	0	0	0	0	0
Adair	883	16,000	0	12,000	0	0	28,000	0	0	8,888	0	8,888
Hubbard	852	NA	NA	NA	NA	NA	NA	0	0	0	0	0
Hedrick	847	22,700	0	13,300	0	0	36,000	0	0	0	0	0
Fontanelle	805	NA	NA	NA	NA	NA	NA	0	0	0	0	0
Dows	771	9,677	0	16,430	0	0	26,107	0	0	0	0	0
Merrill	737	15,760	0	9,428	0	0	25,188	0	0	0	0	0
Dunkerton	718	19,571	100	9,000	0	0	28,671	860	0	0	0	860
Burt	689	NA	NA	NA	NA	NA	26,000	0	0	0	0	0
Lehigh	654	16,432	0	3,500	0	3,700	23,632	0	0	0	0	0
Coggon	639	10,000	300	0	0	0	10,300	0	0	500	0	500
Gilmore City	626	16,199	0	4,725	0	0	20,924	0	0	450	0	450
Richland	600	NA	NA	NA	NA	NA	NA	0	0	0	0	0
Maynard	561	13,800	0	9,000	0	0	22,800	0	0	0	0	0
Lawler	534	NA	NA	NA	NA	NA	NA	0	0	0	0	0
Ellsworth	480	19,045	0	5,000	0	0	24,045	969	0	9,343	0	10,312
Farnhamville	461	NA	NA	NA	NA	NA	NA	0	0	0	0	0
Salix	429	NA	NA	NA	NA	NA	16,000	0	0	0	0	0

## Explanation of Footnotes:

\* Expenditures in these two categories have been combined by some departments. They are shown under the Salaries and Benefits category.

NA Not Available

FY Fiscal Year (Apr. 1 - Mar. 31)

a HUD

b Arson Grant (\$50,000) and DOT funds (\$4,600)

# Due to the \$8.10/\$1,000 limit in the General Fund, certain other personal service costs (health, Workmen's Comp and FICA) are budgeted in the Trust and Agency Fund.

c CETA

d Highway Safety

e Private Foundation

Preceding page blank

TABLE 3  
 AUTHORIZED SALARIES OF FULL-TIME OFFICERS  
 IN IOWA'S POLICE DEPARTMENTS (JULY 1, 1980)

CITY	POPULATION	PATROL OFFICER		SERGEANT		LIEUTENANT		CAPTAIN		ASST. CHIEF		CHIEF	
		Low	High	Low	High	Low	High	Low	High	Low	High	Low	High
Des Moines	191,003	15,180 <sup>d</sup>	17,421 <sup>d</sup>	16,723	20,069	18,259	21,934	20,508	24,733	25,967	32,907	31,107	39,818
*Cedar Rapids	110,243	12,344	16,120	19,448	20,321	20,321	22,339	21,340	23,400	23,400	25,750	28,288	31,075
*Davenport	103,264	13,406	16,650	16,650	18,022	18,022	19,896	20,952	26,136	23,000 <sup>b</sup>	33,000 <sup>b</sup>	28,000	38,000
Sioux City	82,003	14,483	17,082	-	19,166	-	22,040	-	25,060	-	27,615	-	30,500
Waterloo	75,985	13,068	17,296	-	18,312	-	19,638	-	20,809	20,134	24,414	25,724	29,973
Dubuque	62,321	12,602	14,453	15,448	17,062	-	-	18,399	19,788	-	-	21,057	26,058
Council Bluffs	56,449	11,952	15,360	14,340	16,416	15,780	18,060	17,364	19,872	-	-	-	25,324
Iowa City	50,508	13,315	20,115	21,915	23,145	-	-	23,145	25,750	25,480	27,750	32,376	37,716
*Ames	45,775	13,389	16,186	-	19,332	-	-	-	21,429	-	-	-	29,282
Cedar Falls	36,322	13,270	16,138	15,724	17,956	-	-	17,956	20,495	19,552	27,060	23,545	32,593
Clinton	32,828	12,573	17,207	16,545	17,895	-	-	-	19,200	-	-	-	23,600
Mason City	30,144	-	15,036	-	15,876	-	16,464	-	17,052	-	-	-	22,000
Burlington	29,529	13,596	15,828	-	-	17,544	20,856	18,672	21,900	20,868	23,746	22,224	25,032
Fort Dodge	29,423	12,313	15,724	14,976	16,515	16,515	18,220	18,220	20,092	21,091	22,152	-	23,254
Ottumwa	27,381	14,064	16,824	15,792	18,972	20,760	24,612	23,328	27,696	-	-	-	26,870
Bettendorf	27,381	12,562	13,822	14,200	14,830	-	-	15,561	16,191	16,112	17,312	17,700	18,300
Marshalltown	26,938	13,801	15,660	16,202	17,956	- <sup>c</sup>	16,202 <sup>c</sup>	17,873	19,798	19,752	21,882	23,782	26,350
Muscatine	23,467	13,442	14,768	-	-	15,366	16,068	15,710	19,639	16,497	20,621	20,051	25,065
West Des Moines	21,894	15,038	18,797	19,737	20,676	20,700	21,450	-	-	-	-	-	28,000 <sup>e</sup>
Marion	19,474	12,860	13,560	13,870 <sup>d</sup>	14,570 <sup>d</sup>	18,060	18,760	19,117	21,999	-	-	21,500	28,500
Urbandale	17,869	13,800	16,120	17,200	19,120	20,000	21,760	-	-	-	-	-	25,500
Ankeny	15,429	12,594	16,376	17,507	18,560	20,140	21,192	22,771	23,825	25,405	26,456	26,720	27,774
Newton	15,292	12,565	17,473	17,112	18,012	18,864	19,764	-	-	20,760	21,660	22,704	23,604
Keokuk	13,536	14,000	15,000	-	16,000	-	-	-	17,000	-	18,000	-	22,000
Fort Madison	13,520	12,120	14,468	-	17,232	-	-	-	18,708	-	19,704	-	21,072
Boone	12,602	14,664	18,240	-	-	-	-	19,800	20,328	20,400	21,108	22,500	23,220
Spencer	11,726	15,213	17,178	-	-	19,901	20,981	21,254	22,334	-	-	25,500	26,580
Indianola	10,843	11,690	14,934	15,241	15,653	-	-	-	-	-	16,649	-	20,267
Oskaloosa	10,629	12,505	14,381	13,130	15,100	-	-	13,787	15,855	-	-	18,475	21,247
Carroll	9,705	11,664	15,276	-	-	-	-	15,636	16,836	16,428	17,688	19,980	21,504
Fairfield	9,428	12,000	14,421	-	15,996	-	17,385	-	-	-	-	18,942	21,500
Grinnell	8,868	12,605	13,541	-	17,151	-	-	-	-	-	-	-	20,268

CITY	POPULATION	PATROL OFFICER		SERGEANT		LIEUTENANT		CAPTAIN		ASST. CHIEF		CHIEF	
		Low	High	Low	High	Low	High	Low	High	Low	High	Low	High
Storm Lake	8,814	11,981	14,248	-	-	14,601	14,976	-	-	-	-	-	17,825
Charles City	8,778	15,132	16,954	-	-	-	17,664	-	-	-	18,218	20,196	22,296
Webster City	8,572	13,308	14,232	14,688	15,576	-	-	16,032	17,100	-	-	-	18,500
Waverly	8,444	12,840	14,562	14,933	15,543	15,843	19,580	-	-	-	-	18,070	21,969
Creston	8,429	-	13,200	-	14,000	-	-	-	15,000	-	17,000	-	21,000
Pella	8,349	15,787	16,500	16,250	17,000	-	-	-	-	20,000	22,000	25,000	27,800
LeMars	8,276	12,540	14,677	-	15,300	-	16,087	-	17,907	-	-	-	19,851
Knoxville	8,143	15,236	15,444	16,146	16,666	-	-	-	-	-	17,316	-	19,136
Decorah	7,991	13,306	14,120	14,578	14,808	-	-	-	-	17,000	18,500	-	21,500
Atlantic	7,789	-	14,016	-	14,736	-	15,432	-	-	-	16,632	-	20,076
Coralville	7,687	13,080	17,184	-	18,384	-	19,008	-	-	-	-	-	22,560
Oelwein	7,564	12,461	14,338	13,894	15,221	-	-	-	-	-	16,800	-	18,500
Estherville	7,518	11,386	11,440	-	-	-	-	13,505	14,275	-	-	-	20,000
Clear Lake	7,458	-	14,414	-	15,770	-	-	-	-	-	19,300	-	22,400
Mount Pleasant	7,322	12,708	13,374	-	14,580	-	15,204	-	-	-	-	-	17,950
Perry	7,053	12,400	14,400	14,600	15,020	-	-	-	-	-	16,250	-	17,250
Cherokee	7,004	13,000	14,600	-	15,100	-	15,350	-	17,500	-	-	-	20,000
Red Oak	6,810	10,400	12,444	-	13,186	-	13,832	-	-	-	14,364	-	17,046
Denison	6,675	-	15,900	-	-	-	17,500	-	-	-	-	-	20,500
Washington	6,584	-	14,410	-	14,950	-	-	-	-	-	15,490	-	16,570
Centerville	6,558	11,000	12,100	13,860	14,520	-	-	-	-	-	16,000	-	19,800
Independence	6,392	12,665	14,151	14,492	14,997	-	16,640	-	-	-	-	-	17,199
Maquoketa	6,313	12,000	16,808	-	-	-	-	-	-	16,894	17,119	-	18,350
Algona	6,289	11,400	13,740	-	14,040	-	-	-	-	-	15,840	-	17,280
Shenandoah	6,274	11,088	13,000	-	-	-	-	-	-	-	13,000	15,000	15,500
Iowa Falls	6,174	12,625	13,080	-	13,603	-	-	-	14,061	-	-	-	16,195
Nevada	5,912	-	17,484	-	-	-	-	-	-	-	-	-	19,038
Clive	5,906	13,600	17,300	-	-	-	-	-	-	-	-	-	21,921
Altoona	5,764	-	14,464	-	-	-	18,181	-	-	-	-	-	20,106
Windsor Heights	5,632	14,124	16,948	-	18,643	-	-	-	-	-	-	-	20,598
Clarinda	5,458	10,400	12,000	12,000	13,000	-	-	-	-	13,000	13,500	15,000	16,500
Harlan	5,357	13,920	14,592	-	-	-	-	-	-	-	15,312	-	17,952
Glenwood	5,280	11,556	12,636	-	-	-	13,716	-	-	-	-	-	16,416
Vinton	5,040	12,147	12,646	-	-	12,730	13,894	13,416	15,122	-	-	-	18,700



CITY	POPULATION	PATROL OFFICER		SERGEANT		LIEUTENANT		CAPTAIN		ASST. CHIEF		CHIEF	
		Low	High	Low	High	Low	High	Low	High	Low	High	Low	High
Sheldon	5,003	-	11,160	-	-	-	-	-	-	-	13,944	-	14,868
Chariton	4,987	12,168	15,924	13,572	16,872	-	-	-	-	-	-	-	18,200
Anamosa	4,958	12,396	13,295	-	-	-	-	-	-	-	-	-	14,920
Manchester	4,942	13,500	14,500	-	16,000	-	-	-	-	-	-	-	18,500
Jefferson	4,854	9,600	12,540	-	13,920	-	-	-	14,460	-	-	-	18,360
Hiawatha	4,825	11,461	13,478	-	-	-	-	-	-	-	-	V	V
Humboldt	4,794	-	14,452	-	-	-	-	-	-	-	15,030	-	15,608
Camanche	4,725	12,500	16,000	16,000	17,400	-	-	-	-	16,800	18,400	17,800	19,400
Emmetsburg	4,621	13,608	16,059	-	-	-	-	-	-	-	17,125	-	19,877
Sioux Center	4,588	14,000	15,500	-	16,000	-	-	-	-	-	-	-	16,800
DeWitt	4,512	-	15,000	-	16,100	-	16,500	-	-	-	-	-	20,000
Forest City	4,270	11,003	13,582	-	-	-	-	-	-	12,022	14,476	12,709	15,309
Albia	4,184	-	13,596	-	13,596	-	-	-	-	-	14,630	-	16,001
Winterset	4,021	12,116	13,327	-	-	-	-	-	-	-	14,014	-	17,500
Spirit Lake	3,976	13,022	13,758	-	-	-	-	-	-	-	-	18,500	19,500
New Hampton	3,940	10,000	12,000	-	-	-	-	-	-	-	-	18,000	19,500
Cresco	3,860	13,500	14,200	13,700	14,400	-	-	-	-	14,800	15,700	16,789	18,100
Dyersville	3,825	11,418	12,596	-	-	-	-	-	-	-	-	16,000	18,000
Osceola	3,750	-	13,700	-	14,500	-	14,500	-	-	-	-	14,000	15,000
Osage	3,718	12,000	14,500	-	-	-	-	-	-	-	15,500	-	16,600
Monticello	3,641	-	14,800	-	14,800	-	-	-	14,800	-	-	-	16,500
Pleasant Hill	3,493	-	14,590	-	16,978	-	-	-	-	-	-	-	20,000
Carter Lake	3,438	10,800	12,600	11,400	13,200	-	-	-	-	-	-	12,720	15,000
Eldridge	3,279	13,634	15,679	15,582	17,917	-	-	-	-	-	-	19,478	22,398
Eldora	3,063	11,400	13,800	11,800	14,500	-	-	12,000	15,000	-	-	-	18,040
Clarion	3,060	-	13,848	-	14,295	-	-	-	-	-	-	-	17,167
Sac City	3,000	9,790	11,544	-	-	-	-	-	-	-	-	-	16,040
Garner	2,908	12,720	14,520	-	-	-	-	-	-	-	-	-	16,024
Belle Plaine	2,903	12,700	13,200	-	-	-	-	-	-	13,056	14,100	15,300	17,200
Grundy Center	2,880	12,665	12,677	12,665	12,691	-	-	13,860	13,896	-	-	16,560	16,584
Bloomfield	2,849	-	8,294	-	9,100	-	9,100	-	-	-	-	12,979	14,077
Audubon	2,841	11,100	11,499	-	-	-	-	-	-	-	-	-	16,296
West Union	2,783	10,296	13,041	-	13,728	-	-	-	-	-	-	-	13,520
Story City	2,762	12,500	16,400	-	-	-	-	-	-	-	-	16,500	17,000



CITY	POPULATION	PATROL OFFICER		SERGEANT		LIEUTENANT		CAPTAIN		ASST. CHIEF		CHIEF	
		Low	High	Low	High	Low	High	Low	High	Low	High	Low	High
West Liberty	2,723	-	10,535	-	-	-	-	-	-	-	14,092	-	15,429
Rock Rapids	2,693	-	13,000	-	-	-	-	-	-	-	-	-	16,000
Norwalk	2,676	11,572	13,005	-	-	-	-	-	-	-	-	-	16,727
Johnston	2,617	12,415	14,873	15,847	18,406	-	-	-	-	-	-	21,800	24,000
Wilton	2,502	-	14,040	-	-	-	-	-	-	-	15,600	P	P
Belleve	2,450	10,000	13,325	-	-	-	-	-	-	10,000	13,625	12,000	16,000
Toledo	2,445	12,000	12,800	-	-	-	-	-	-	-	13,000	-	15,660
Guttenberg	2,428	-	12,105	-	13,605	-	-	-	-	-	-	-	15,073
Sergeant Bluff	2,416	8,500	10,000	12,000	14,000	-	-	-	-	-	-	15,000	19,000
Pocahontas	2,352	11,828	12,613	-	13,405	-	-	-	-	-	14,194	-	15,772
Jesup	2,343	11,400	12,600	-	-	-	-	-	-	-	-	-	15,111
Sumner	2,335	14,400	15,180	-	15,180	-	-	-	-	-	-	-	16,380
LaPorte City	2,324	14,568	15,540	-	-	-	-	-	-	-	-	-	18,600
Marengo	2,308	-	13,250	-	-	-	-	-	-	-	13,750	-	15,500
Rockwell City	2,276	11,400	11,990	-	-	-	-	-	-	13,500	13,750	14,000	14,500
Hudson	2,267	12,500	13,018	-	-	-	-	-	-	-	14,565	-	18,450
Greenfield	2,243	-	12,120	-	-	-	-	-	-	-	13,600	-	16,000
Britt	2,185	10,800	12,600	-	-	-	-	-	-	-	-	-	13,800
Milford	2,076	11,356	12,303	-	-	-	-	-	-	-	-	13,696	14,055
New London	2,043	14,400	18,000	-	-	-	-	-	-	-	-	18,700	22,000
Williamsburg	2,033	-	14,000	-	-	-	-	-	-	-	14,500	-	16,750
Lake City	2,006	11,250	12,250	-	-	-	-	-	-	-	-	-	14,600
Manson	1,924	-	13,278	-	-	-	-	-	-	-	14,417	-	14,812
Ackley	1,900	9,600	12,000	-	-	-	-	-	-	-	-	13,200	13,800
West Branch	1,867	-	-	-	-	-	-	-	-	-	14,000	-	16,000
Nashua	1,846	12,000	13,500	-	-	-	-	-	-	-	-	-	14,500
Corydon	1,818	-	10,600	-	12,900	-	-	-	-	-	-	-	V V
Reinbeck	1,808	9,000	12,000	-	-	-	-	-	-	-	-	10,000	15,000
Hull	1,714	-	13,000	-	-	-	-	-	-	-	-	10,000	13,000
Guthrie Center	1,713	11,000	13,300	-	-	-	-	-	-	-	-	-	15,800
Denver	1,647	14,600	15,100	-	-	-	-	-	-	-	-	-	16,500
Manning	1,609	10,200	10,800	-	-	-	-	13,200	14,400	-	-	15,500	16,800
Laurens	1,606	10,000	12,750	-	-	-	-	-	-	11,750	12,750	14,750	16,750
Remsen	1,592	-	13,900	-	-	-	-	-	14,400	-	-	-	14,900

CITY	POPULATION	PATROL OFFICER		SERGEANT		LIEUTENANT		CAPTAIN		ASST. CHIEF		CHIEF	
		Low	High	Low	High	Low	High	Low	High	Low	High	Low	High
Durant	1,583	-	-	-	-	-	-	-	-	-	-	-	15,400
Logan	1,540	-	-	-	-	-	-	-	-	-	12,185	-	14,400
Pleasantville	1,531	-	-	-	-	-	-	-	-	-	12,000	-	13,000
Monona	1,530	-	12,870	-	-	-	-	-	-	-	-	-	13,260
Mitchellville	1,530	11,500	17,500	-	-	-	-	-	-	-	-	12,500	19,500
Akron	1,517	12,600	13,500	-	-	-	-	-	-	-	-	-	14,400
Fayette	1,515	-	11,532	-	-	-	-	-	-	-	-	-	13,260
Brooklyn	1,509	11,800	13,608	-	-	-	-	-	-	-	-	V	V
Shell Rock	1,478	-	-	-	-	-	-	-	-	-	-	9,850	13,700
Strawberry Point	1,463	-	-	-	-	-	-	-	-	-	-	-	13,200
Lisbon	1,458	-	13,440	-	-	-	-	-	-	-	-	-	16,800
Buffalo	1,441	-	14,788	13,748	15,828	-	-	-	-	-	-	15,038	17,118
Columbus Junction	1,429	-	12,000	-	-	-	-	-	-	-	-	-	13,074
Sanborn	1,398	-	-	-	-	-	-	-	-	-	12,780	-	15,900
Epworth	1,380	-	17,400	-	-	-	-	-	-	-	-	V	V
Lenox	1,338	11,000	12,000	-	-	-	-	-	-	-	-	12,000	14,000
Odebolt	1,299	-	-	-	-	-	-	-	-	-	13,200	-	13,800
State Center	1,292	10,400	11,440	-	-	-	-	-	-	-	-	10,400	13,728
Bondurant	1,283	-	13,800	-	-	-	-	-	-	-	-	-	16,800
Lansing	1,181	-	11,440	-	-	-	-	-	-	-	-	-	13,312
Mechanicsville	1,166	-	-	-	-	-	-	-	-	-	-	-	13,200
Armstrong	1,153	9,600	10,800	-	-	-	-	-	-	-	-	12,000	13,200
Earlham	1,140	-	11,700	-	-	-	-	-	-	-	-	-	13,500
Conrad	1,133	-	-	-	-	-	-	-	-	-	-	-	16,000
Preston	1,120	-	11,232	-	-	-	-	-	-	-	-	-	13,312
Fredericksburg	1,075	13,300	13,800	-	-	-	-	-	-	-	-	-	15,400
Calmar	1,053	-	-	-	-	-	-	-	-	-	11,400	-	12,000
Arnolds Park	1,051	-	12,600	-	-	-	-	-	-	-	-	-	13,843
Victor	1,046	-	11,250	-	-	-	-	-	-	-	-	-	15,450
Seymour	1,036	-	-	-	-	-	-	-	-	-	-	-	9,720
DeSoto	1,035	-	-	-	-	-	-	-	-	-	-	9,000	12,000
Aplington	1,027	-	-	-	-	-	-	-	-	-	-	-	13,800
Dike	987	-	-	-	-	-	-	-	-	-	-	-	13,800
#Fairbank	980	-	12,000	-	-	-	-	-	-	-	-	-	14,000

CITY	POPULATION	PATROL OFFICER		SERGEANT		LIEUTENANT		CAPTAIN		ASST. CHIEF		CHIEF	
		Low	High	Low	High	Low	High	Low	High	Low	High	Low	High
Exira	978	-	11,000	-	-	-	-	-	-	-	-	-	12,000
Baxter	951	-	-	-	-	-	-	-	-	-	-	-	12,000 15,600
Treynor	920	-	-	-	-	-	-	-	-	-	-	-	12,000 15,000
Newell	913	-	-	-	-	-	-	-	-	-	-	-	12,000 17,000
Walnut	897	-	14,200	-	-	-	-	-	-	-	-	V	V
Adair	883	-	-	-	-	-	-	-	-	-	-	-	11,600 12,600
Hubbard	852	-	-	-	-	-	-	-	-	-	-	-	- 12,000
Hedrick	847	7,200	8,000	-	-	-	-	-	-	-	-	-	12,500 13,200
Fontanelle	805	-	-	-	-	-	-	-	-	-	-	-	- 13,000
Dows	771	-	-	-	-	-	-	-	-	-	-	-	- 12,000
Merrill	737	-	-	-	-	-	-	-	-	-	-	-	12,000 14,400
Dunkerton	718	-	-	-	-	-	-	-	-	-	-	-	11,500 16,500
Burt	689	-	-	-	-	-	-	-	-	-	-	-	10,000 11,000
Lehigh	654	-	-	-	-	-	-	-	-	-	-	-	- 12,840
Coggon	639	-	9,600	-	-	-	-	-	-	-	-	-	P P
Gilmore City	626	-	-	-	-	-	-	-	-	-	-	-	- 13,624
Richland	600	-	-	-	-	-	-	-	-	-	-	-	- 12,000
Maynard	561	-	-	-	-	-	-	-	-	-	-	-	- 13,800
Lawler	534	-	-	-	-	-	-	-	-	-	-	-	12,000 13,500
Ellsworth	480	-	-	-	-	-	-	-	-	-	-	-	- 15,257
Farnhamville	461	-	-	-	-	-	-	-	-	-	-	-	- 10,050
Salix	429	-	-	-	-	-	-	-	-	-	-	-	10,000 16,000

Explanation of Footnotes:

\* Cities with other full-time officers not shown in the table:

City	Position	Low	High
Cedar Rapids	- Detectives	-	18,304
Davenport	- Majors	18,000	28,000
	- Corporals	15,382	17,322
Ames	- Detectives	-	17,041
Algona	- Sr. Patrol Officer	-	15,840

# Reflects 1981 salaries (Fairbank Police Department was not established until after July 1, 1980).

V Chief's position is vacant.

P Chief's position is part-time.

(FY) Davenport's fiscal year (Apr. 1 - Mar. 31)

b Reflects Lt. Col.'s salary.

c Reflects Corporal's salaries.

d Includes Detectives' salaries.

Preceding page blank

TABLE 4  
 NUMBER OF FULL-TIME OFFICERS BY SALARY RANGE  
 IN IOWA'S POLICE DEPARTMENTS (JULY 1, 1980)

CITY	POPULATION	\$8,999 Or Less	\$9,000- \$9,999	\$10,000- \$11,999	\$12,000- \$14,999	\$15,000- \$19,999	\$20,000 Or More	FULL-TIME OFFICERS
Des Moines	191,003	0	0	0	0	314	29	343
Cedar Rapids	110,243	0	0	0	25	109	22	156
Davenport	103,264	0	0	0	69	62	10	141
Sioux City	82,003	0	0	0	2	92	18	112
Waterloo	75,985	0	0	0	3	121	12	136
Dubuque	62,321	0	0	0	62	15	1	78
Council Bluffs	56,449	0	0	4	55	34	1	94
Iowa City	50,508	0	0	0	0	27	23	50
Ames	45,775	0	0	0	12	31	5	48
Cedar Falls	36,322	0	0	0	9	27	8	44
Clinton	32,828	0	0	0	25	19	1	45
Mason City	30,144	0	0	0	0	44	1	45
Burlington	29,529	0	0	0	26	8	2	36
Fort Dodge	29,423	0	0	0	30	15	4	49
Ottumwa	27,381	0	0	0	12	12	7	31
Bettendorf	27,381	0	0	0	27	8	0	35
Marshalltown	26,938	0	0	0	3	37	2	42
Muscatine	23,467	0	0	0	24	7	1	32
West Des Moines	21,894	0	0	0	0	17	8	25
Marion	19,474	0	0	0	7	14	2	23
Urbandale	17,869	0	0	0	15	7	4	26
Ankeny	15,429	0	0	0	13	3	3	19
Newton	15,292	0	0	0	3	22	2	27
Keokuk	13,536	0	0	0	10	14	1	25
Fort Madison	13,520	0	0	0	16	8	1	25

CITY	POPULATION	\$8,999 Or Less	\$9,000- \$9,999	\$10,000- \$11,999	\$12,000- \$14,999	\$15,000- \$19,999	\$20,000 Or More	FULL-TIME OFFICERS
Boone	12,602	0	0	0	1	13	2	16
Spencer	11,726	0	0	0	0	13	5	18
Indianola	10,843	0	0	1	6	3	1	11
Oskaloosa	10,629	0	0	0	14	2	0	16
Carroll	9,705	0	0	4	6	4	1	15
Fairfield	9,428	0	0	0	7	4	0	11
Grinnell	8,868	0	0	0	8	2	1	11
Storm Lake	8,814	0	0	1	11	1	0	13
Charles City	8,778	0	0	0	0	12	1	13
Webster City	8,572	0	0	0	12	2	0	14
Waverly	8,444	0	0	0	7	4	1	12
Creston	8,429	0	0	0	8	1	1	10
Pella	8,349	0	0	0	0	8	1	9
LeMars	8,276	0	0	0	9	4	0	13
Knoxville	8,143	0	0	0	0	11	0	11
Decorah	7,991	0	0	0	9	2	1	12
Atlantic	7,789	0	0	0	10	2	1	13
Coralville	7,687	0	0	0	2	13	1	16
Oelwein	7,564	0	0	0	0	7	3	10
Estherville	7,518	0	0	4	7	0	1	12
Clear Lake	7,458	0	0	0	9	3	1	13
Mount Pleasant	7,322	0	0	0	9	2	0	11
Perry	7,053	0	0	0	7	3	0	10
Cherokee	7,004	0	0	0	6	3	1	10
Red Oak	6,810	0	0	0	9	1	0	10
Denison	6,675	0	0	0	0	10	1	11
Washington	6,584	0	0	0	8	1	0	9

<u>CITY</u>	<u>POPULATION</u>	<u>\$8,999 Or Less</u>	<u>\$9,000- \$9,999</u>	<u>\$10,000- \$11,999</u>	<u>\$12,000- \$14,999</u>	<u>\$15,000- \$19,999</u>	<u>\$20,000 Or More</u>	<u>FULL-TIME OFFICERS</u>
Centerville	6,558	0	0	7	3	2	0	12
Independence	6,392	0	0	4	5	2	0	11
Maquoketa	6,313	0	0	0	2	7	0	9
Algona	6,289	0	0	0	6	3	0	9
Shenandoah	6,274	0	0	2	6	1	0	9
Iowa Falls	6,174	0	0	0	10	1	0	11
Nevada	5,912	0	0	0	0	5	0	5
Clive	5,906	0	0	0	3	4	1	8
Altoona	5,764	0	0	0	2	5	1	8
Windsor Heights	5,632	0	0	0	3	7	1	11
Clarinda	5,458	0	0	5	3	1	0	9
Harlan	5,357	0	0	0	6	2	0	8
Glenwood	5,280	0	0	3	3	1	0	7
Vinton	5,040	0	0	0	6	1	0	7
Sheldon	5,003	0	0	4	2	0	0	6
Chariton	4,987	0	0	0	6	3	0	9
Anamosa	4,958	0	0	0	5	0	0	5
Manchester	4,942	0	0	0	4	4	0	8
Jefferson	4,854	0	1	1	5	1	0	8
Hiawatha	4,825	0	0	0	2	0	0	2
Humboldt	4,794	0	0	0	6	2	0	8
Camanche	4,725	0	0	0	3	3	0	6
Emmetsburg	4,621	0	0	0	5	2	0	7
Sioux Center	4,588	0	0	0	1	4	0	5
DeWitt	4,512	0	0	0	0	5	1	6
Forest City	4,270	0	0	0	5	2	0	7
Albia	4,184	0	0	0	5	1	0	6

<u>CITY</u>	<u>POPULATION</u>	<u>\$8,999 Or Less</u>	<u>\$9,000- \$9,999</u>	<u>\$10,000- \$11,999</u>	<u>\$12,000- \$14,999</u>	<u>\$15,000- \$19,999</u>	<u>\$20,000 Or More</u>	<u>FULL-TIME OFFICERS</u>
Winterset	4,021	0	0	0	4	1	0	5
Spirit Lake	3,976	0	0	0	4	1	0	5
New Hampton	3,940	0	0	5	0	1	0	6
Cresco	3,860	0	0	0	5	2	0	7
Dyersville	3,825	0	0	1	3	1	0	5
Osceola	3,750	0	0	0	7	1	0	8
Osage	3,718	0	0	0	4	2	0	6
Monticello	3,641	0	0	0	5	1	0	6
Pleasant Hill	3,493	0	0	0	5	0	1	6
Carter Lake	3,438	0	0	3	1	1	0	5
Eldridge	3,279	0	0	0	1	3	1	5
Eldora	3,063	0	0	0	4	1	0	5
Clarion	3,060	0	0	0	5	1	0	6
Sac City	3,000	0	0	3	1	1	0	5
Garner	2,908	0	0	0	4	1	0	5
Belle Plaine	2,903	0	0	0	3	1	0	4
Grundy Center	2,880	0	0	0	3	1	0	4
Bloomfield	2,849	2	2	0	1	0	0	5
Audubon	2,841	0	0	0	3	1	0	4
West Union	2,783	0	0	1	4	0	0	5
Story City	2,762	0	0	0	2	1	0	3
West Liberty	2,723	0	0	2	1	1	0	4
Rock Rapids	2,693	0	0	0	2	1	0	3
Norwalk	2,676	0	0	1	2	1	0	4
Johnston	2,617	0	0	0	4	1	1	6
Wilton	2,502	0	0	0	1	1	0	2
Bellevue	2,450	0	0	0	4	1	0	5



<u>CITY</u>	<u>POPULATION</u>	<u>\$8,999 Or Less</u>	<u>\$9,000- \$9,999</u>	<u>\$10,000- \$11,999</u>	<u>\$12,000- \$14,999</u>	<u>\$15,000- \$19,999</u>	<u>\$20,000 Or More</u>	<u>FULL-TIME OFFICERS</u>
Toledo	2,445	0	0	0	3	1	0	4
Guttenberg	2,428	0	0	0	3	1	0	4
Sergeant Bluff	2,416	2	0	1	0	1	0	4
Pocahontas	2,352	0	0	0	3	1	0	4
Jesup	2,343	0	0	0	2	1	0	3
Sumner	2,335	0	0	0	0	3	0	3
LaPorte City	2,324	0	0	0	1	2	0	3
Marengo	2,308	0	0	0	3	1	0	4
Rockwell City	2,276	0	0	2	2	0	0	4
Hudson	2,267	0	0	0	2	1	0	3
Greenfield	2,243	0	0	0	2	1	0	3
Britt	2,185	0	0	1	2	0	0	3
Milford	2,076	0	0	0	3	0	0	3
New London	2,043	0	0	0	0	4	1	5
Williamsburg	2,033	0	0	0	2	1	0	3
Lake City	2,006	0	0	3	1	0	0	4
Manson	1,924	0	0	0	4	0	0	4
Ackley	1,900	0	0	0	2	0	0	2
West Branch	1,867	0	0	0	1	1	0	2
Nashua	1,846	0	0	0	4	0	0	4
Corydon	1,818	0	0	1	1	0	0	2
Reinbeck	1,808	0	0	0	1	1	0	2
Hull	1,714	0	0	0	3	0	0	3
Guthrie Center	1,713	0	0	1	1	1	0	3
Denver	1,647	0	0	0	1	2	0	3
Manning	1,609	0	0	2	1	1	0	4
Laurens	1,606	0	0	0	2	1	0	3

CITY	POPULATION	\$8,999 Or Less	\$9,000- \$9,999	\$10,000- \$11,999	\$12,000- \$14,999	\$15,000- \$19,999	\$20,000 Or More	FULL-TIME OFFICERS
Remsen	1,592	0	0	1	2	0	0	3
Durant	1,583	0	0	0	0	1	0	1
Logan	1,540	0	0	0	2	0	0	2
Pleasantville	1,531	0	0	0	2	0	0	2
Monona	1,530	0	0	0	2	0	0	2
Mitchellville	1,530	0	0	0	1	1	0	2
Akron	1,517	0	0	0	3	0	0	3
Fayette	1,515	0	0	2	1	0	0	3
Brooklyn	1,509	0	0	1	1	0	0	2
Shell Rock	1,478	0	1	0	0	0	0	1
Strawberry Point	1,463	0	0	0	1	0	0	1
Lisbon	1,458	0	0	0	1	1	0	2
Buffalo	1,441	0	0	0	1	2	0	3
Columbus Junction	1,429	0	0	0	2	0	0	2
Sanborn	1,398	0	0	0	1	1	0	2
Epworth	1,380	0	0	0	0	1	0	1
Lenox	1,338	0	0	1	1	0	0	2
Odebolt	1,299	0	0	0	2	0	0	2
State Center	1,292	0	0	1	1	0	0	2
Bondurant	1,283	0	0	0	1	0	1	2
Lansing	1,181	0	0	1	1	0	0	2
Mechanicsville	1,166	0	0	0	1	0	0	1
Armstrong	1,153	0	0	1	1	0	0	2
Earlham	1,140	0	0	1	1	0	0	2
Conrad	1,133	0	0	0	0	1	0	1
Preston	1,120	0	0	1	1	0	0	2
Fredericksburg	1,075	0	0	0	1	1	0	2

<u>CITY</u>	<u>POPULATION</u>	<u>\$8,999 Or Less</u>	<u>\$9,000- \$9,999</u>	<u>\$10,000- \$11,999</u>	<u>\$12,000- \$14,999</u>	<u>\$15,000- \$19,999</u>	<u>\$20,000 Or More</u>	<u>FULL-TIME OFFICERS</u>
Calmar	1,053	0	0	1	1	0	0	2
Arnolds Park	1,051	0	0	0	2	0	0	2
Victor	1,046	0	0	1	0	1	0	2
Seymour	1,036	0	1	0	0	0	0	1
DeSoto	1,035	0	0	1	0	0	0	1
Aplington	1,027	0	0	0	1	0	0	1
Dike	987	0	0	0	1	0	0	1
#Fairbank	980	0	0	0	2	0	0	2
Exira	978	0	0	1	1	0	0	2
Baxter	951	0	0	0	0	1	0	1
Treynor	920	0	0	0	1	0	0	1
Newell	913	0	0	0	0	1	0	1
Walnut	897	0	0	0	1	0	0	1
Adair	883	0	0	1	0	0	0	1
Hubbard	852	0	0	0	1	0	0	1
Hedrick	847	1	0	0	1	0	0	2
Fontanelle	805	0	0	0	1	0	0	1
Dows	771	0	0	0	1	0	0	1
Merrill	737	0	0	0	1	0	0	1
Dunkerton	718	0	0	1	0	0	0	1
Burt	689	0	0	1	0	0	0	1
Lehigh	654	0	0	0	1	0	0	1
Coggon	639	0	1	0	0	0	0	1
Gilmore City	626	0	0	0	1	0	0	1
Richland	600	0	0	0	1	0	0	1
Maynard	561	0	0	0	1	0	0	1
Lawler	534	0	0	0	1	0	0	1

<u>CITY</u>	<u>POPULATION</u>	<u>\$8,999 Or Less</u>	<u>\$9,000- \$9,999</u>	<u>\$10,000- \$11,999</u>	<u>\$12,000- \$14,999</u>	<u>\$15,000- \$19,999</u>	<u>\$20,000 Or More</u>	<u>FULL-TIME OFFICERS</u>
Ellsworth	480	0	0	0	0	1	0	1
Farnhamville	461	0	0	1	0	0	0	1
Salix	429	0	0	0	1	0	0	1

## Explanation of Footnote:

# Reflects 1981 salaries. (Fairbank Police Department was not established until after July 1, 1980.)

Preceding page blank

TABLE 5  
EARNED LEAVE AND OVERTIME COMPENSATION  
GIVEN BY IOWA'S POLICE DEPARTMENTS (1981)

CITY	POPULATION	VACATION DAYS*					SICK DAYS*	HOLIDAYS*	OVERTIME COMPENSATION		
		After 1 Yr.	After 5 Yrs.	After 10 Yrs.	After 15 Yrs.	After 20 Yrs.			COMP. TIME	PAID OVERTIME	OTHER
Des Moines	191,003	10	10	15	20	25	12	10	X	X	-
Cedar Rapids	110,243	5	10	15	20	25	12	13	X	X	-
Davenport	103,264	10	10	15	20	20	15	11	X	X	-
Sioux City	82,003	5	10	15	20	25	18	11	X	X	-
Waterloo	75,985	6	12	18	24	30	20	11	X	X	D
Dubuque	62,321	10	15	20	20	20	12	10	X	X	-
Council Bluffs	56,449	10	10	15	20	25	#	10	X	X	-
Iowa City	50,508	12	15	18	20	24	12	11	X	X	-
Ames	45,775	10	10	15	20	20	12	11	X	X	-
Cedar Falls	36,322	12	12	18	24	30	19	10	X	X	-
Clinton	32,828	5	15	20	20	25	14	10	X	X	-
Mason City	30,144	6	12	18	24	24	N	11	-	X	-
Burlington	29,529	7	14	21	28	35	24	10	-	X	-
Fort Dodge	29,423	7	14	20	25	25	30	11	X	X	-
Ottumwa	27,381	10	15	15	20	20	35 <sup>a</sup>	9	X	X	-
Bettendorf	27,381	10	15	15	20	20	24	11	X	X	-
Marshalltown	26,938	5	10	15	20	20	13	10	X	X	-
Muscatine	23,467	5	15	15	20	25	15	10	X	X	-
West Des Moines	21,894	10	15	20	20	25	12	8	X	X	-
Marion	19,474	10	13	16	20	21	18 <sup>b</sup>	12	X	X	-
Urbandale	17,869	10	10	15	20	25	12	10	X	X	-
Ankeny	15,429	12	18	24	30	30	18	6	X	X	-
Newton	15,292	5	10	10	15	20	18	9	X	X	-
Keokuk	13,536	6	12	18	24	30	12	10	X	X	-

40.

CITY	POPULATION	VACATION DAYS*					SICK DAYS*	HOLIDAYS*	OVERTIME COMPENSATION		
		After 1 Yr.	After 5 Yrs.	After 10 Yrs.	After 15 Yrs.	After 20 Yrs.			COMP. TIME	PAID OVERTIME	OTHER
Fort Madison	13,520	5	15	15	20	25	18	10	X	X	-
Boone	12,602	6	18	24	24	24	18	10	-	X	-
Spencer	11,726	6	12	18	24	24	12	7	X	-	-
Indianola	10,843	12	13	16	20	20	7	10	-	X	-
Oskaloosa	10,629	5	10	15	15	20	12	10	X	X	-
Carroll	9,705	5	10	10	15	20	30	8	X	X	-
Fairfield	9,428	10	15	15	20	20	12	9	X	-	-
Grinnell	8,868	5	10	15	20	20	12	10	X	-	-
Storm Lake	8,814	5	12	15	17	20	12	10	X	X	-
Charles City	8,778	5	10	15	20	25	12	8	X	X	-
Webster City	8,572	10	10	15	15	20	12	9	X	X	-
Waverly	8,444	10	10	15	15	20	12	9	-	X	-
Creston	8,429	10	10	15	20	20	18	10	-	X	-
Pella	8,349	14	21	28	28	28	12	10	-	X	-
LeMars	8,276	6	12	15	18	20	12	8	X	X	-
Knoxville	8,143	5	20	25	25	25	18	8	-	X	-
Decorah	7,991	7	14	21	28	28	12	9	X	X	-
Atlantic	7,789	10	10	15	15	15	10	8	X	X	-
Coralville	7,687	5	10	15	15	15	18	11	X	X	-
Oelwein	7,564	6	12	18	18	24	18	9	X	X	-
Estherville	7,518	5	10	15	20	20	7	9	-	X	-
Clear Lake	7,458	7	14	21	28	28	18	10	-	X	-
Mount Pleasant	7,322	10	15	15	20	25	12	9	X	X	-
Perry	7,053	10	10	15	20	20	20	11	X	-	-
Cherokee	7,004	5	10	15	20	-	12	9	-	X	-
Red Oak	6,810	10	15	20	-	-	24	0	X	X	-

CITY	POPULATION	VACATION DAYS*					SICK DAYS*	HOLIDAYS*	OVERTIME COMPENSATION		
		After 1 Yr.	After 5 Yrs.	After 10 Yrs.	After 15 Yrs.	After 20 Yrs.			COMP. TIME	PAID OVERTIME	OTHER
Denison	6,675	5	10	15	15	15	24	7	X	-	-
Washington	6,584	10	10	15	15	20	12	8	X	X	-
Centerville	6,558	5	10	15	15	20	12	7	X	X	-
Independence	6,392	5	13	15	18	20	24	10	-	X	-
Maquoketa	6,313	5	12	17	20	20	24	11	X	X	-
Algona	6,289	5	10	15	20	20	10	7	X	-	-
Shenandoah	6,274	18	18	24	30	30	7	9	X	X	-
Iowa Falls	6,174	14	21	21	28	28	15	10	X	X	-
Nevada	5,912	5	10	15	15	20	12	7	X	X	-
Clive	5,906	10	15	20	20	20	12	8	X	X	-
Altoona	5,764	5	10	15	20	20	12	8 <sup>c</sup>	X	X	-
Windsor Heights	5,632	10	10	15	15	20	12	8	X	X	-
Clarinda	5,458	10	12	15	20	20	24	10	X	-	-
Harlan	5,357	5	10	15	15	15	12	8	X	X	-
Glenwood	5,280	6	15	24	24	24	30	10	X	X	-
Vinton	5,040	5	10	15	20	20	12	10	X	X	-
Sheldon	5,003	6	12	12	18	18	6	7	X	-	-
Chariton	4,987	10	15	20	20	20	12	9	X	X	-
Anamosa	4,958	5	10	15	15	20	18	9	X	X	-
Manchester	4,942	10	10	15	15	20	12	9	X	X	-
Jefferson	4,854	5	13	15	15	15	12	7	X	-	-
Hiawatha	4,825	10	10	15	20	25	13	10	X	X	-
Humboldt	4,794	5	10	15	15	15	5 <sup>d</sup>	9	-	-	-
Camanche	4,725	10	15	20	20	25	30	11	-	X	-
Emmetsburg	4,621	7	14	21	21	21	12	8	X	-	-
Sioux Center	4,588	6	12	12	18	18	6	7	-	X	-



CITY	POPULATION	VACATION DAYS*					SICK DAYS*	HOLIDAYS*	OVERTIME COMPENSATION		
		After 1 Yr.	After 5 Yrs.	After 10 Yrs.	After 15 Yrs.	After 20 Yrs.			COMP. TIME	PAID OVERTIME	OTHER
DeWitt	4,512	5	15	20	20	25	15	9	X	X	-
Forest City	4,270	5	10	15	15	20	10	8	X	X	-
Albia	4,184	5	10	15	15	15	12	9	X	-	-
Winterset	4,021	6	12	18	24	24	12	10	X	X	-
Spirit Lake	3,976	10	10	15	15	20	12	9	-	X	-
New Hampton	3,940	5	10	15	15	20	6	6	-	X	-
Cresco	3,860	5	10	12	15	20	24	11	X	X	-
Dyersville	3,825	5	10	15	15	15	12	7	-	X	-
Osceola	3,750	14	21	21	21	21	20	8	X	X	-
Osage	3,718	7	14	21	21	28	12	0	X	X	-
Monticello	3,641	5	14	14	21	21	12	7	X	X	-
Pleasant Hill	3,493	5	10	20	-	-	12	9	X	-	-
Carter Lake	3,438	5	10	15	15	15	10	8	-	X	-
Eldridge	3,279	5	10	15	15	15	12	7	X	X	-
Eldora	3,063	6	12	18	18	18	12	7	X	-	-
Clarion	3,060	5	10	15	15	15	10	7	X	-	-
Sac City	3,000	5	10	15	20	20	12	11	-	X	-
Garner	2,908	5	10	-	-	-	12	8	X	X	-
Belle Plaine	2,903	14	-	-	-	-	12	0	X	-	-
Grundy Center	2,880	7	14	21	21	28	9	8	-	X	-
Bloomfield	2,849	5	10	15	15	20	12	8	X	X	-
Audubon	2,841	5	10	15	20	20	15	9	X	X	-
West Union	2,783	12	12	16	21	26	12	9	-	-	S
Story City	2,762	5	10	10	10	10	12	7	X	-	-
West Liberty	2,723	5	15	15	20	20	7	8	-	X	-
Rock Rapids	2,693	6	12	18	24	-	30	0	-	X	-

CITY	POPULATION	VACATION DAYS*					SICK DAYS*	HOLIDAYS*	OVERTIME COMPENSATION		
		After 1 Yr.	After 5 Yrs.	After 10 Yrs.	After 15 Yrs.	After 20 Yrs.			COMP. TIME	PAID OVERTIME	OTHER
Norwalk	2,676	5	10	15	15	15	12	9	X	X	-
Johnston	2,617	10	15	20	20	20	12	10	-	X	-
Wilton	2,502	7	14	14	14	14	6	0	X	-	-
Bellevue	2,450	5	15	20	20	20	18	8	X	X	-
Toledo	2,445	5	10	15	15	15	12	7	X	-	-
Guttenberg	2,428	5	10	10	15	20	12	9	X	-	-
Sergeant Bluff	2,416	5	10	15	15	20	12	8	X	-	-
Pocahontas	2,352	5	10	15	20	25	12	7	X	-	-
Jesup	2,343	7	14	14	21	21	12	9	-	-	-
Sumner	2,335	6	12	12	12	12	6	8	-	X	-
LaPorte City	2,324	6	12	18	18	18	12	8	-	X	-
Marengo	2,308	5	10	15	15	15	12	0	-	X	-
Rockwell City	2,276	5	10	15	20	20	24	8	X	-	-
Hudson	2,267	5	10	15	15	15	5	9	-	X	-
Greenfield	2,243	5	10	15	15	15	30	9	-	X	-
Britt	2,185	5	10	10	10	10	12	7	X	X	-
Milford	2,076	10	10	15	15	15	6	7	-	-	-
New London	2,043	5	10	10	15	20	5 <sup>e</sup>	8	-	X	-
Williamsburg	2,033	5	15	20	-	-	12	0	-	-	-
Lake City	2,006	5	10	15	20	25	24	0	-	-	-
Manson	1,924	7	14	21	21	28	27	9	-	X	-
Ackley	1,900	10	10	15	20	20	10	7	-	X	-
West Branch	1,867	10	15	20	20	20	12	9	X	X	-
Nashua	1,846	5	10	10	10	10	6	7	-	-	-
Corydon	1,818	5	10	15	15	15	6	7	-	X	-
Reinbeck	1,808	7	14	14	14	14	N	6	X	-	-

44.

CITY	POPULATION	VACATION DAYS*					SICK DAYS*	HOLIDAYS*	OVERTIME COMPENSATION		
		After 1 Yr.	After 5 Yrs.	After 10 Yrs.	After 15 Yrs.	After 20 Yrs.			COMP. TIME	PAID OVERTIME	OTHER
Hull	1,714	7	7	14	14	14	18	8	-	-	-
Guthrie Center	1,713	5	10	-	-	-	5	0	X	-	-
Denver	1,647	5	10	-	-	-	10	11	X	-	-
Manning	1,609	14	14	14	14	14	14	0	-	-	-
Laurens	1,606	6	12	12	12	18	6	7	-	X	-
Remsen	1,592	7	7	14	14	14	10	7	-	X	-
Durant	1,583	10	10	10	10	10	8	10	-	-	-
Logan	1,540	5	15	20	20	20	7	7	X	-	-
Pleasantville	1,531	14	-	-	-	-	N	7	X	-	-
Monona	1,530	10	15	15	15	15	N	0	-	-	-
Mitchellville	1,530	5	10	15	20	20	15	7	-	X	-
Akron	1,517	5	10	15	15	15	24	7	X	X	-
Fayette	1,515	7	14	21	21	21	12	0	X	X	-
Brooklyn	1,509	7	14	14	21	21	12	6	X	-	-
Shell Rock	1,478	7	-	-	-	-	N	7	X	X	-
Strawberry Point	1,463	7	14	14	14	14	N	0	X	-	-
Lisbon	1,458	5	10	15	15	20	7	7	-	X	-
Buffalo	1,441	5	10	15	20	25	30	9	X	-	-
Columbus Junction	1,429	14	21	21	21	21	7	7	X	-	-
Sanborn	1,398	5	10	10	15	20	6	0	-	-	-
Epworth	1,380	14	14	21	21	28	18	12	X	X	-
Lenox	1,338	7	14	14	14	14	7	7	X	-	-
Odebolt	1,299	5	10	10	10	10	6	6	-	X	E
State Center	1,292	5	10	15	15	20	6	6	X	-	S
Bondurant	1,283	10	15	-	-	-	12	8	X	-	-
Lansing	1,181	4	.8	8	8	8	6	0	X	-	-

CITY	POPULATION	VACATION DAYS*					SICK DAYS*	HOLIDAYS*	OVERTIME COMPENSATION		
		After 1 Yr.	After 5 Yrs.	After 10 Yrs.	After 15 Yrs.	After 20 Yrs.			COMP. TIME	PAID OVERTIME	OTHER
Mechanicsville	1,166	10	-	-	-	-	N	7	X	X	-
Armstrong	1,153	5	10	15	15	15	12	0	X	X	-
Earlham	1,140	7	14	14	14	14	3	7	X	X	-
Conrad	1,133	5	10	15	15	15	N	4	-	-	-
Preston	1,120	10	10	15	15	15	24	8	-	-	-
Fredericksburg	1,075	5	10	10	15	20	N	0	X	-	-
Calmar	1,053	5	5	5	5	5	N	0	-	-	-
Arnolds Park	1,051	5	10	15	15	15	6	0	-	-	-
Victor	1,046	7	-	-	-	-	12	7	X	-	-
Seymour	1,036	7	7	7	7	7	7	6	-	-	-
DeSoto	1,035	7	21	21	21	21	6	0	X	-	-
Aplington	1,027	14	14	14	14	14	N	0	-	-	-
Dike	987	7	14	-	-	-	24	0	-	X	-
Fairbank	980	5	10	15	-	-	5	0	-	-	-
Exira	978	7	14	14	14	14	12	7	X	-	-
Baxter	951	0	0	0	0	0	N	0	X	-	-
Treynor	920	14	-	-	-	-	5	8	-	-	S
Newell	913	7	14	-	-	-	12	0	-	-	-
Walnut	897	7	14	24	29	34	7	9	-	X	-
Adair	883	7	14	-	-	-	6	7	-	-	-
Hubbard	852	14	14	14	14	14	10	8	X	-	-
Hedrick	847	5	15	20	20	20	6	8	X	-	-
Fontanelle	805	7	7	7	7	7	7	7	-	-	-
Dows	771	7	14	-	-	-	N	0	-	-	-
Merrill	737	5	-	-	-	-	N	0	-	-	-
Dunkerton	718	7	14	21	21	21	5	5	-	-	S

CITY	POPULATION	VACATION DAYS*					SICK DAYS*	HOLIDAYS*	OVERTIME COMPENSATION		
		After 1 Yr.	After 5 Yrs.	After 10 Yrs.	After 15 Yrs.	After 20 Yrs.			COMP. TIME	PAID OVERTIME	OTHER
Burt	689	7	14	14	14	14	12	8	X	X	-
Lehigh	654	5	10	10	10	10	11	7	-	-	-
Coggon	639	7	14	14	14	14	5	0	X	-	-
Gilmore City	626	5	10	15	15	15	5	0	-	-	-
Richland	600	14	-	-	-	-	N	0	-	-	-
Maynard	561	3	4	4	4	4	4	9	X	-	-
Lawler	534	7	14	21	28	35	N	0	-	-	-
Ellsworth	480	0	0	0	0	0	N	0	-	-	-
Farnhamville	461	14	28	35	35	35	24	6	-	-	-
Salix	429	10	-	-	-	-	N	0	X	-	-

## Explanation of Footnotes:

\* Vacation, sick days and holidays are rounded off to the next highest number. For example, 8.5 holidays is presented in this table as 9.

# Earns up to 180 calendar days with 80% pay.

D Double time after 4 hours.

E Extra time at \$4 per hour.

N Based on need.

S Straight time.

With only a few exceptions (footnoted below) departments give the same number of sick days or holidays regardless of the length of service.

- a Bettendorf: 35 (after 1 yr.), 18 (after 5 yrs. or more)  
 b Marion: 18 (after 1 yr.), 12 (after 5 yrs. or more)  
 c Altoona: 8 (after 1 yr.), 10 (after 5 yrs. or more)  
 d Humboldt: 5 (after 1 yr.), 30 (after 5 yrs. or more)  
 e New London: 5 (after 1 yr.), 10 (after 5 yrs.), 30 (after 15 yrs. or more)

Preceding page blank

TABLE 6  
OTHER PERSONNEL BENEFITS  
PROVIDED BY IOWA'S POLICE DEPARTMENTS (1981)

CITY	POPULATION	TYPES OF INSURANCE							SUPPLEMENTAL PAY			CLOTHING/EQUIPMENT ALLOWANCE				Other *
		Life	Hospital	Accident/ Disability	False Arrest	Workmen's Compensation	Dental	Vision	Paid Court Time	Extra Pay- Hazardous Duty	Extra Pay- Night Duty	Uniform Allowance	Cleaning Allowance	Non-Uniform Clothing Allowance	Equipment Allowance	
Des Moines	191,003	X	X	X	X <sup>b</sup>	X <sup>b</sup>	X		X			X		X	X <sup>b</sup>	
Cedar Rapids	110,243	X	X		X				X	X		X	X	X	X	X <sup>c</sup>
Davenport	103,264	X	X			X			X		X	X		X		
Sioux City	82,003	X	X			X	X		X		X	X		X		
Waterloo	75,985	X	X	X	X		X		X		X		X	X		X <sup>d</sup>
Dubuque	62,321	X	X	X					X		X	X		X		
Council Bluffs	56,449	X	X			X			X	X	X	X	X	X		
Iowa City	50,508	X	X	X	X				X		X			X		
Ames	45,775	X	X	X		X			X		X			X		
Cedar Falls	36,322	X	X	X	X	X	X		X		X		X	X		
Clinton	32,828		X		X	X			X			X		X		
Mason City	30,144	X	X	X	X				X		X	X	X	X		
Burlington	29,529	X	X	X	X		X		X					X		
Fort Dodge	29,423		X		X		X	X	X	X	X	X	X	X		
Ottumwa	27,381	X	X	X		X	X		X		X		X	X	X	X <sup>e</sup>
Bettendorf	27,381	X	X	X	X	X			X		X		X	X		
Marshalltown	26,933	X	X	X	X		X		X			X	X	X		
Muscatine	23,467	X	X	X	X		X		X		X	X		X	X	
West Des Moines	21,894	X	X	X	X	X	X		X			X		X	X <sup>b</sup>	
Marion	19,474	X	X	X	X				X			X		X		
Urbandale	17,869	X	X	X	X				X			X	X	X	X	
Ankeny	15,429	X	X	X	X	X	X <sup>f</sup>		X		X		X	X	X	X <sup>g</sup>
Newton	15,292	X	X	X	X		X		X			X		X	X	X <sup>h</sup>
Keokuk	13,536	X	X	X	X	X			X			X		X		
Fort Madison	13,520	X	X			X			X			X		X		
Boone	12,602	X	X	X	X				X			X		X		
Spencer	11,726	X	X	X	X	X			X			X		X	X	

CITY	POPULATION	TYPES OF INSURANCE							SUPPLEMENTAL PAY			CLOTHING/EQUIPMENT ALLOWANCE				Other *
		Life	Hospital	Accident/ Disability	False Arrest	Workmen's Compensation	Dental	Vision	Paid Court Time	Extra Pay- Hazardous Duty	Extra Pay- Night Duty	Uniform Allowance	Cleaning Allowance	Non-Uniform Clothing Allowance	Equipment Allowance	
Indianola	10,843	X	X	X		X			X			X	X			X
Oskaloosa	10,629		X	X					X							
Carroll	9,705		X													
Fairfield	9,428	X	X	X	X	X										X
Grinnell	8,868	X	X	X	X				X			X	X	X		
Storm Lake	8,814	X	X	X	X	X			X			X				X
Charles City	8,778	X	X	X	X	X			X		X	X	X			
Webster City	8,572	X	X		X	X			X		X			X	X	
Waverly	8,444	X	X	X	X	X	X		X			X		X	X	
Creston	8,429	X	X	X		X			X			X	X		X	
Pella	8,349	X	X	X	X	X			X			X			X	
LeMars	8,276	X	X	X	X	X						X			X	
Knoxville	8,143	X	X	X	X	X			X		X				X	
Decorah	7,991	X	X	X	X	X			X			X	X	X	X	
Atlantic	7,789	X	X	X	X	X	X		X			X				
Coralville	7,687	X	X	X	X	X			X		X		X	X	X	
Oelwein	7,564	X	X		X	X			X			X			X	
Estherville	7,518	X	X	X	X	X			X					X	X	
Clear Lake	7,458	X	X	X	X	X		X	X			X				
Mount Pleasant	7,322	X	X	X	X	X			X			X				
Perry	7,053	X	X	X	X	X					X				X <sup>h</sup>	
Cherokee	7,004	X	X	X	X	X			X			X			X	
Red Oak	6,810		X	X	X	X			X			X			X	
Denison	6,675	X	X	X		X						X			X	
Washington	6,584	X	X		X	X			X			X			X	
Centerville	6,558	X	X	X		X	X		X			X			X	
Independence	6,392	X	X	X	X	X	X		X			X		X	X	X <sup>h</sup>
Maquoketa	6,313		X		X	X		X	X			X	X	X	X	
Algona	6,289	X	X	X		X						X				



CITY	POPULATION	TYPES OF INSURANCE							SUPPLEMENTAL PAY			CLOTHING/EQUIPMENT ALLOWANCE				Other*
		Life	Hospital	Accident/ Disability	False Arrest	Workmen's Compensation	Dental	Vision	Paid Court Time	Extra Pay- Hazardous Duty	Extra Pay- Night Duty	Uniform Allowance	Cleaning Allowance	Non-Uniform Clothing Allowance	Equipment Allowance	
Shenandoah	6,274	X	X	X	X	X						X			X	
Iowa Falls	6,174	X	X		X	X			X			X	X	X	X	
Nevada	5,912	X	X		X	X			X			X			X	
Clive	5,906	X	X	X	X	X			X			X				
Altoona	5,764		X	X	X	X	X		X			X		X		
Windsor Heights	5,632	X	X	X	X	X			X			X		X	X	
Clarinda	5,458	X	X	X	X	X			X			X			X	
Harlan	5,357	X	X	X	X	X	X		X			X			X	
Glenwood	5,280	X	X		X	X	X		X			X	X			
Vinton	5,040		X	X	X	X		X		X		X	X		X	
Sheldon	5,003	X	X		X	X						X				
Chariton	4,987	X	X	X	X	X			X			X	X	X	X	
Anamosa	4,958	X	X	X		X			X			X				
Manchester	4,942	X	X		X	X			X			X	X	X	X	
Jefferson	4,854	X	X	X	X	X			X			X				
Hiawatha	4,825	X	X	X	X	X			X			X				
Humboldt	4,794		X			X					X	X				
Camanche	4,725	X	X	X	X	X			X			X			X	
Emmetsburg	4,621	X	X	X	X	X	X		X			X			X	
Sioux Center	4,588	X	X	X	X	X			X			X			X	
DeWitt	4,512	X	X	X	X				X			X	X	X	X	
Forest City	4,270	X	X	X	X	X						X			X	
Albia	4,184	X	X	X	X	X						X	X		X	
Winterset	4,021	X	X	X		X	X	X	X			X				
Spirit Lake	3,976	X	X	X	X	X			X			X				
New Hampton	3,940		X	X	X	X		X		X		X			X	
Cresco	3,860		X	X		X			X			X	X		X	
Dyersville	3,825	X	X	X	X	X	X		X			X			X	
Osceola	3,750		X		X	X			X			X	X			

CITY	POPULATION	TYPES OF INSURANCE							SUPPLEMENTAL PAY			CLOTHING/EQUIPMENT ALLOWANCE				Other *
		Life	Hospital	Accident/ Disability	False Arrest	Workmen's Compensation	Dental	Vision	Paid Court Time	Extra Pay- Hazardous Duty	Extra Pay- Night Duty	Uniform Allowance	Cleaning Allowance	Non-Uniform Clothing Allowance	Equipment Allowance	
Osage	3,718		X		X	X			X			X			X	
Monticello	3,641	X	X	X	X	X			X			X			X	
Pleasant Hill	3,493	X	X	X	X	X	X		X			X			X	
Carter Lake	3,438		X	X		X			X			X				
Eldridge	3,279	X	X	X	X	X	X		X			X	X		X	X <sup>h</sup>
Eldora	3,063		X		X	X						X				
Clarion	3,060	X	X	X		X						X				
Sac City	3,000		X		X	X			X			X			X	
Garner	2,908	X	X	X	X	X	X		X			X			X	
Belle Plaine	2,903		X			X	X					X	X		X	
Grundy Center	2,880	X	X	X	X	X						X			X	X <sup>k</sup>
Bloomfield	2,849	X	X	X	X	X			X			X			X	
Audubon	2,841	X	X		X	X	X					X	X		X	
West Union	2,783	X	X	X	X	X			X			X				
Story City	2,762		X	X		X						X				
West Liberty	2,723	X	X	X	X	X			X			X	X		X	
Rock Rapids	2,693		X	X	X	X	X		X			X			X	
Norwalk	2,676	X	X	X	X	X						X				
Johnston	2,617	X	X	X	X	X			X			X				
Wilton	2,502	X	X	X		X						X				
Bellevue	2,450		X		X	X	X		X			X				
Toledo	2,445	X	X	X	X	X						X			X	
Guttenberg	2,428	X	X		X	X						X			X	
Sergeant Bluff	2,416	X	X			X						X			X	
Pocahontas	2,352		X		X	X			X			X			X	
Jesup	2,343	X	X		X	X						X				
Sumner	2,335	X	X	X	X	X			X				X			
LaPorte City	2,324	X	X	X	X	X					X	X				
Marengo	2,308	X	X	X	X	X			X		X				X	

CITY	POPULATION	TYPES OF INSURANCE							SUPPLEMENTAL PAY			CLOTHING/EQUIPMENT ALLOWANCE				Other*
		Life	Hospital	Accident/ Disability	False Arrest	Workmen's Compensation	Dental	Vision	Paid Court Time	Extra Pay- Hazardous Duty	Extra Pay- Night Duty	Uniform Allowance	Cleaning Allowance	Non-Uniform Clothing Allowance	Equipment Allowance	
Rockwell City	2,276		X	X	X	X	X				X					
Hudson	2,267	X	X	X	X	X					X				X	
Greenfield	2,243		X	X	X	X		X			X					
Britt	2,185		X		X	X		X			X	X		X		
Milford	2,076	X	X		X	X		X			X					
New London	2,043		X	X	X	X		X		X	X			X		
Williamsburg	2,033	X	X	X	X	X		X			X			X		
Lake City	2,006	X	X	X	X	X	X				X					
Manson	1,924	X	X	X	X	X					X					
Ackley	1,900	X	X		X	X		X			X					
West Branch	1,867		X		X	X		X			X			X		
Nashua	1,846	X	X			X					X			X		
Corydon	1,818	X	X			X		X		X	X	X		X		
Reinbeck	1,808	X	X	X		X					X			X		
Hull	1,714		X			X					X		X	X		
Guthrie Center	1,713		X		X	X					X					
Denver	1,647	X	X	X		X		X			X					
Manning	1,609	X	X	X	X	X	X				X				X	
Laurens	1,606	X	X	X	X	X		X			X					
Remsen	1,592	X	X	X		X					X					
Durant	1,583		X		X	X					X			X		
Logan	1,540	X	X		X	X		X			X			X		
Pleasantville	1,531	X	X	X	X	X	X				X					
Monona	1,530	X	X			X					X					
Mitchellville	1,530	X	X		X	X		X			X	X	X	X		
Akron	1,517	X	X	X	X	X		X			X			X		
Fayette	1,515	X	X	X	X	X		X			X	X		X		
Brooklyn	1,509		X		X	X										
Shell Rock	1,478		X	X	X	X		X			X					



**CONTINUED**

**1 OF 2**

CITY	POPULATION	TYPES OF INSURANCE						SUPPLEMENTAL PAY			CLOTHING/EQUIPMENT ALLOWANCE				
		Life	Hospital	Accident/ Disability	False Arrest	Workmen's Compensation	Dental	Vision	Paid Court Time	Extra Pay- Hazardous Duty	Extra Pay- Night Duty	Uniform Allowance	Cleaning Allowance	Non-Uniform Clothing Allowance	Equipment Allowance
Walnut	897	X	X	X	X	X					X			X	
Adair	883		X		X	X					X				
Hubbard	852			X	X	X					X			X	
Hedrick	847	X	X		X	X					X				
Fontanelle	805		X	X		X					X			X	
Dows	771		X <sup>n</sup>			X					X				
Merrill	737		X	X	X	X									X <sup>o</sup>
Dunkerton	718	X	X	X	X	X					X				
Burt	689	X	X	X	X	X		X			X		X	X	
Lehigh	654	X	X		X	X					X				
Coggon	639				X	X									
Gilmore City	626		X	X	X	X		X						X	
Richland	600					X		X			X				
Maynard	561	X	X	X	X	X	X	X			X			X	
Lawler	534	X	X		X	X									
Ellsworth	480			X	X	X		X							
Farnhamville	461	X	X	X	X	X		X							
Salix	429	X	X	X	X	X		X	X	X	X	X	X		

Explanation of Footnotes:

\* If benefits are cited in other sections of this report, they are omitted here, e.g. holiday pay, overtime compensation, etc.

- |  |   |
|--|---|
| a Self-insured   | i Badges, nameplates and handcuffs      |
| b Excludes weapon  | j Includes family coverage              |
| c Longevity pay  | k Accidental eye glasses breakage       |
| d Replace/repair personal property damaged in line of duty | l One-half payment of original uniform  |
| e Safety equipment   | m Personal car plan                     |
| f Coverage for nonunion members only                       | n Partial payment of hospital insurance |
| g Acting Sergeant's pay                                    | o Gas allowance                         |
| h Prescription insurance                                   |   |

Preceding page blank

TABLE 7  
PENSIONS, UNIONS, AND "MOONLIGHTING" POLICY  
OF IOWA'S POLICE DEPARTMENTS (1981)

CITY	POPULATION	PENSION SYSTEMS		COLLECTIVE BARGAINING		ADDITIONAL EMPLOYMENT					
		IPERS	Chap. 410 Iowa Code	Chap. 411 Iowa Code	Already Unionized	Intend to Unionize	Allowed	Not Restricted	Employment Restricted	Hours Restricted	Other
Des Moines	191,003			X	X	X			X		
Cedar Rapids	110,243			X	X	X			X		
Davenport	103,264			X	X	X			X		
Sioux City	82,003			X	X	X			X		
Waterloo	75,985			X	X	X			X	X	
Dubuque	62,321			X	X	X			X	X	
Council Bluffs	56,449	X		X	X	X			X		
Iowa City	50,508			X	X	X					x <sup>a</sup>
Ames	45,775			X	X	X			X		
Cedar Falls	36,322			X	X	X			X		
Clinton	32,828			X	X	X			X		
Mason City	30,144			X	X	X	X				
Burlington	29,529			X	X	X		X	X		x <sup>b</sup>
Fort Dodge	29,423			X	X	X	X				
Ottumwa	27,381			X	X	X	X				
Bettendorf	27,381			X	X	X			X	X	
Marshalltown	26,938			X	X	X			X		
Muscatine	23,467			X	X	X					x <sup>c</sup>
West Des Moines	21,894			X	X	X	X				
Marion	19,474			X	X	X		X	X		
Urbandale	17,869			X	X	X			X		
Ankeny	15,429			X	X	X			X	X	
Newton	15,292			X	X	X			X	X	
Keokuk	13,536			X	X	X			X	X	
Fort Madison	13,520			X	X	X					x <sup>d</sup>
Boone	12,602			X	X	X	X				
Spencer	11,726			X		X			X		
Indianola	10,843	X		X	X	X			X		
Oskaloosa	10,629			X		X				X	
Carroll	9,705			X		X			X	X	
Fairfield	9,428			X		X			X		



60.

CITY	POPULATION	PENSION SYSTEMS		COLLECTIVE BARGAINING		ADDITIONAL EMPLOYMENT				Other	
		IPERS	Chap. 410 Iowa Code	Chap. 411 Iowa Code	Already Unionized	Intend to Unionize	Allowed	Not Restricted	Employment Restricted		Hours Restricted
Grinnell	8,868			X	X			X			X <sup>a</sup>
Storm Lake	8,814			X				X			
Charles City	8,778			X	X			X		X	
Webster City	8,572			X	X		X	X			
Waverly	8,444	X			X			X			X <sup>e</sup>
Creston	8,429			X	X			X		X	
Pella	8,349	X				X		X			
LeMars	8,276			X				X			X <sup>a</sup>
Knoxville	8,143		X					X			X <sup>a</sup>
Decorah	7,991			X	X			X		X	
Atlantic	7,789	X									
Coralville	7,687	X			X			X		X	
Oelwein	7,564			X	X			X		X	
Estherville	7,518			X	X			X		X	
Clear Lake	7,458	X			X			X		X	
Mount Pleasant	7,322	X						X		X	
Perry	7,053	X	X					X		X	
Cherokee	7,004	X			X			X		X	
Red Oak	6,810	X						X		X	
Denison	6,675	X						X		X	
Washington	6,584	X					X	X			
Centerville	6,558			X	X			X		X	
Independence	6,392		X					X			X <sup>a</sup>
Maquoketa	6,313			X				X		X	
Algona	6,289	X	X					X		X	
Shenandoah	6,274	X						X		X	
Iowa Falls	6,174	X				X		X		X	
Nevada	5,912	X					X	X			
Clive	5,906			X				X		X	X <sup>a</sup>
Altoona	5,764	X			X			X		X	
Windsor Heights	5,632	X	X					X		X	
Clarinda	5,458	X						X		X	
Harlan	5,357	X					X	X			

CITY	POPULATION	IPERS	PENSION SYSTEMS		COLLECTIVE BARGAINING		ADDITIONAL EMPLOYMENT				
			Chap. 410 Iowa Code	Chap. 411 Iowa Code	Already Unionized	Intend to Unionize	Allowed	Not Restricted	Employment Restricted	Hours Restricted	Other
Glenwood	5,280	X					X		X		
Vinton	5,040	X					X	X			
Sheldon	5,003	X					X	X			
Chariton	4,987	X					X		X		
Anamosa	4,958	X					X	X			
Manchester	4,942	X					X		X		
Jefferson	4,854	X				X			X		
Hiawatha	4,825	X							X		
Humboldt	4,794	X					X		X	X	
Camanche	4,725			X			X	X			
Emmetsburg	4,621	X					X		X		
Sioux Center	4,588	X					X			X	
DeWitt	4,512			X			X	X			
Forest City	4,270	X				X		X			
Albia	4,184	X					X		X		
Winterset	4,021	X			X		X	X			
Spirit Lake	3,976	X					X		X		
New Hampton	3,940	X			X		X	X			
Cresco	3,860	X			X		X	X			
Dyersville	3,825	X					X			X	
Osceola	3,750	X					X		X		
Osage	3,718	X					X				
Monticello	3,641	X					X	X			
Pleasant Hill	3,493	X			X		X		X		
Carter Lake	3,438	X					X				X <sup>d</sup>
Eldridge	3,279	X					X		X		
Eldora	3,063	X					X	X			
Clarion	3,060	X					X			X	
Sac City	3,000	X			X		X	X			
Garner	2,908	X					X		X		
Belle Plaine	2,903	X					X	X			
Grundy Center	2,880	X					X				X <sup>a</sup>
Bloomfield	2,849	X			X	X	X	X			

CITY	POPULATION	IPERS	PENSION SYSTEMS		COLLECTIVE BARGAINING		ADDITIONAL EMPLOYMENT					
			Chap. 410 Iowa Code	Chap. 411 Iowa Code	Already Unionized	Intend to Unionize	Allowed	Not Restricted	Employment Restricted	Hours Restricted	Other	
Audubon	2,841	X					X		X			
West Union	2,783	X					X				X	
Story City	2,762	X					X		X			
West Liberty	2,723	X			X		X		X			
Rock Rapids	2,693	X			X		X	X				
Norwalk	2,676	X					X					x <sup>a</sup>
Johnston	2,617	X										
Wilton	2,502	X					X	X				
Bellevue	2,450	X										
Toledo	2,445	X					X				X	
Guttenberg	2,428	X										
Sergeant Bluff	2,416	X					X		X			
Pocahontas	2,352	X					X					x <sup>d</sup>
Jesup	2,343	X					X	X				
Sumner	2,335	X					X	X				
LaPorte City	2,324	X					X		X			
Marengo	2,308	X					X	X				
Rockwell City	2,276	X					X	X				
Hudson	2,267	X					X	X				
Greenfield	2,243	X					X		X			
Britt	2,185	X					X	X				
Milford	2,076	X					X	X				
New London	2,043	X					X		X			
Williamsburg	2,033	X					X		X			
Lake City	2,006	X					X		X			
Manson	1,924	X					X	X				
Ackley	1,900	X										
West Branch	1,867	X					X	X				
Nashua	1,846	X					X		X			
Corydon	1,818	X					X	X				
Reinbeck	1,808	X										
Hull	1,714	X										
Guthrie Center	1,713	X					X	X				

CITY	POPULATION	IPERS	PENSION SYSTEMS		COLLECTIVE BARGAINING		ADDITIONAL EMPLOYMENT				
			Chap. 410 Iowa Code	Chap. 411 Iowa Code	Already Unionized	Intend to Unionize	Allowed	Not Restricted	Employment Restricted	Hours Restricted	Other
Denver	1,647	X					X				X <sup>a</sup>
Manning	1,609	X					X	X			
Laurens	1,606	X					X		X		
Remsen	1,592	X					X	X			
Durant	1,583	X					X	X			
Logan	1,540	X					X		X		
Pleasantville	1,531	X					X	X			
Monona	1,530	X					X	X			
Mitchellville	1,530	X					X	X			
Akron	1,517	X					X				X
Fayette	1,515										
Brooklyn	1,509						X	X			
Shell Rock	1,478	X									
Strawberry Point	1,463	X									
Lisbon	1,458	X				X					X
Buffalo	1,441	X					X	X			
Columbus Junction	1,429	X					X	X			
Sanborn	1,398	X					X				X <sup>c</sup>
Epworth	1,380	X					X		X		
Lenox	1,338	X					X		X		X
Odebolt	1,299	X					X	X			
State Center	1,292	X			X		X	X			
Bondurant	1,283	X				X		X			
Lansing	1,181	X									
Mechanicsville	1,166	X					X	X			
Armstrong	1,153	X					X		X		X
Earlham	1,140	X					X	X			
Conrad	1,133	X					X	X			
Preston	1,120	X									
Fredericksburg	1,075	X									
Calmar	1,053	X					X	X			
Arnolds Park	1,051	X					X	X			
Victor	1,046	X					X		X		X

CITY	POPULATION	IPERS	PENSION SYSTEMS		COLLECTIVE BARGAINING		ADDITIONAL EMPLOYMENT					
			Chap. 410 Iowa Code	Chap. 411 Iowa Code	Already Unionized	Intend to Unionize	Allowed	Not Restricted	Employment Restricted	Hours Restricted	Other	
Seymour	1,036	X					X	X				
DeSoto	1,035	X					X	X				x <sup>a</sup>
Aplington	1,027	X					X	X				
Dike	987	X			X		X	X				
Fairbank	980	X										
Exira	978	X					X				X	
Baxter	951	X					X			X		
Treynor	920	X					X		X			
Newell	913	X					X	X				
Walnut	897	X					X	X				
Adair	883	X					X	X				
Hubbard	852	X					X	X				
Hedrick	847	X					X					x <sup>f</sup>
Fontanelle	805	X										
Dows	771	X										
Merrill	737	X			X		X	X				
Dunkerton	718	X					X	X				
Burt	689	X					X	X				
Lehigh	654	X					X					x <sup>a</sup>
Coggon	639	X					X	X				
Gilmore City	626	X					X	X				
Richland	600	X					X	X				
Maynard	561	X					X	X				
Lawler	534	X				X	X	X				
Ellsworth	480	X					X	X				
Farnhamville	461	X					X	X				
Salix	429	X					X				X	

Explanation of Footnotes:

- a Does not interfere with police duties.
- b Must inform the department.
- c No other law enforcement job.

- d Approval by the department.
- e Not covered by city insurance.
- f No liquor-related job.



**IOWA POLICE DEPARTMENTS'  
TECHNICAL DATA FORM**

1 2 3  
(Do not complete)  
County Number  
4 5

**SALARY**

1. What is the actual number of full-time sworn employees in your department as of July 1, 1980 and what is the authorized salary range for the following:

	Number of Full-Time Positions	Lowest Salary	Highest Salary
a. Chief	1	\$ 7,000 - 11,000	to \$ 12,000 - 16,000
b. Assistant Chief	6	18,000 - 22,000	to 23,000 - 27,000
c. Captain	17	30,000 - 34,000	to 35,000 - 39,000
d. Lieutenant	28 29	42,000 - 46,000	to 47,000 - 51,000
e. Sergeant	40 41	54,000 - 58,000	to 59,000 - 63,000
f. Patrol Officer	52 53	67,000 - 71,000	to 72,000 - 76,000
g. TOTAL	64 66	77 79	

68.

2. How many full-time sworn personnel in your department were in the following salary ranges as of July 1, 1980? (THE TOTAL HERE SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1g.)

a. Less than \$7,999	6	8
b. \$8,000 - \$8,999	9	11
c. \$9,000 - \$9,999	12	14
d. \$10,000 - \$11,999	15	17
e. \$12,000 - \$14,999	18	20
f. \$15,000 - \$19,999	21	23
g. \$20,000 and over	24	26
h. TOTAL	27	29

Card  
1  
80

**PERSONNEL BENEFITS**

3. Indicate whether your department provides any of the following benefits to full-time sworn personnel. (CIRCLE ONE NUMBER ON EACH LINE)

	YES	NO	
	1	2	
a. Retirement	1	2	30
b. Life insurance	1	2	31
c. Hospital insurance	1	2	32
d. Dental insurance	1	2	33
e. Vision insurance	1	2	34
f. Accident/disability insurance	1	2	35
g. False arrest insurance	1	2	36
h. Workmen's compensation	1	2	37
i. Paid court time	1	2	38
j. Extra pay for hazardous duty	1	2	39
k. Extra pay for night duty	1	2	40
l. Cleaning allowance	1	2	41
m. Clothing allowance for plain clothes officers	1	2	42
n. Uniform allowance	1	2	43
o. Equipment allowance (guns, belts, etc.)	1	2	44
p. Other (SPECIFY)	1	2	45

4. During fiscal year 1981\* (July 1, 1980 through June 30, 1981) how many working days will be earned by a sworn officer in your department after specified years of service for the following:

	After 1 yr.	After 5 yrs.	After 10 yrs.	After 15 yrs.	After 20 yrs.
a. Vacation days	46 47	48 49	50 51	52 53	54 55
b. Sick days	56 57	58 59	60 61	62 63	64 65
c. Holidays	66 67	68 69	70 71	72 73	74 75

\* Note: In most instances a fiscal year is from July 1 through June 30. If your department operates on a different fiscal year schedule please specify and answer questions based on your fiscal year.



5. What type of compensation is provided by your department for sworn officers who work overtime? (CIRCLE ONE NUMBER ON EACH LINE)

	YES	NO	
a. Compensatory time . . . . .	1	2	76
b. Paid overtime . . . . .	1	2	77
c. Other (SPECIFY) _____	1	2	78

6. Does your department permit full-time sworn personnel to have a second job?

Yes . . . . .	1	
No (Skip to Question 8) . . . . .	2	79

Card  
2  
80

7. If YES, what, if any, limitations are placed on sworn officers in your department who routinely work a second job?

a. Department restricts the type of employment . . . . .	1	
b. Department limits the number of hours of employment . . . . .	2	
c. Other (SPECIFY) _____	3	6
d. No limitations . . . . .	4	

70.

8. Under what pension system is your police department at the current time?

a. IPERS (Iowa Public Employees' Retirement System) . . . . .	1	
b. Chapter 410 of the Iowa Code . . . . .	2	
c. Chapter 411 of the Iowa Code . . . . .	3	
d. Other (SPECIFY) _____	4	7

DEPARTMENTAL BUDGET

9. What is your departmental budget in dollars (INCLUDING MONEY FOR OPERATION OF JAIL) for fiscal year 1981 (July 1, 1980 through June 30, 1981) in each of the following categories? (INCLUDE FEDERAL FUNDS IF THEY ARE PART OF YOUR BUDGET)

a. Personnel salaries and benefits . . . . .	\$	8	14
b. Personnel training . . . . .		15	20
c. Operating expenses (supplies, equipment, contractual services, etc.) . . . . .		21	27
d. Capital outlay (construction, land, etc.) . . . . .		28	34
e. Other (SPECIFY) _____		35	41
f. TOTAL . . . . .	\$	42	48

3.

10. List the amount of federal funds your department received for fiscal year 1980 (July 1, 1979 through June 30, 1980) from each of the following:

a. LEAA . . . . .	\$	49	55
b. DOT . . . . .		56	62
c. ASAP . . . . .		63	69
d. Revenue Sharing Unit . . . . .		70	76
e. Other (SPECIFY) _____		6	12
f. TOTAL . . . . .	\$	13	19

Card  
3  
80

11. Does your department contract for jail services?

Yes . . . . .	1	
No (Skip to Question 13) . . . . .	2	20

12. If YES, what is your daily cost per prisoner? (GIVE IN DOLLARS AND CENTS)

\$	21	25
----	----	----

71.

DEPARTMENTAL MANPOWER

13. What is the total number of full-time personnel positions that are authorized in your department budget during fiscal year 1981 (July 1, 1980 through June 30, 1981)?

	Number of Departmental Personnel (Excluding Jail)	Number of Jail Personnel	Total Number
a. Sworn positions . . . . .	26 28	29 30	31 33
b. Unsworn positions . . . . .	34 36	37 38	39 41
c. TOTAL . . . . .	42 44	45 46	47 49

14. How many of these were new positions authorized as of July 1, 1980?

	Number of Departmental Personnel (Excluding Jail)	Number of Jail Personnel	Total Number
a. Sworn positions . . . . .	50 52	53 54	55 57
b. Unsworn positions . . . . .	58 60	61 62	63 65
c. TOTAL . . . . .	66 68	69 70	71 73

\* See note on page 2.

4.

Card  
4  
80



15. What was the total number of full-time personnel actually employed in your department as of July 1, 1980? (THE TOTAL IN 15a. SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1g.)

	Number of Departmental Personnel (Excluding Jail)	Number of Jail Personnel	Total Number
a. Sworn positions . . . . .	6 — 8	9 — 10	11 — 13
b. Unsworn positions . . . . .	14 — 16	17 — 18	19 — 21
c. TOTAL . . . . .	22 — 24	25 — 26	27 — 29

16. What was the total number of part-time paid personnel actually employed in your department as of July 1, 1980?

	Number of Departmental Personnel (Excluding Jail)	Number of Jail Personnel	Total Number
a. Sworn positions . . . . .	30 — 32	33 — 34	35 — 37
b. Unsworn positions . . . . .	38 — 40	41 — 42	43 — 45
c. TOTAL . . . . .	46 — 48	49 — 50	51 — 53

17. Please indicate the number of part-time unpaid personnel in your department as of July 1, 1980?

	Number of Departmental Personnel (Excluding Jail)	Number of Jail Personnel	Total Number
a. Sworn positions . . . . .	54 — 56	57 — 58	59 — 61
b. Unsworn positions . . . . .	62 — 64	65 — 66	67 — 69
c. TOTAL . . . . .	70 — 72	73 — 74	75 — 77

Card  
5  
80

18. How many reserve and auxiliary unit officers are available to your department?

a. Number of authorized positions . . . . .	6 — 7
b. Number of filled positions . . . . .	8 — 9

ENTRANCE REQUIREMENTS

19. Does your department use any of the following entry requirements for sworn personnel? (CIRCLE ONE NUMBER ON EACH LINE)

	YES	NO	
a. Age (18 years and over) . . . . .	1	2	10
b. Height - minimum requirement . . . . .	1	2	11
c. Height - maximum requirement . . . . .	1	2	12
d. Weight - minimum requirement . . . . .	1	2	13
e. Weight - maximum requirement . . . . .	1	2	14
f. Eyesight . . . . .	1	2	15
g. Physical agility test . . . . .	1	2	16
h. Written test . . . . .	1	2	17
i. Law enforcement experience . . . . .	1	2	18
j. Oral interview . . . . .	1	2	19
k. Psychological exam . . . . .	1	2	20
l. Polygraph . . . . .	1	2	21
m. Residence inside city limits . . . . .	1	2	22
n. Other (SPECIFY) _____	1	2	23

20. What is the minimum education your department requires of new recruits? (CIRCLE ONLY ONE NUMBER)

Less than high school . . . . .	1	
High school diploma or GED . . . . .	2	
Some college but no degree . . . . .	3	
AA or AS degree . . . . .	4	
BA or BS degree . . . . .	5	
Other (SPECIFY) _____	6	
No minimum required . . . . .	7	24

PROMOTIONAL REQUIREMENTS

21. What, if any, educational requirements does your department have for promotion?

High school diploma or GED . . . . .	1	Captain	25
One year of college . . . . .	2		
A.A. or A.S. degree . . . . .	3	Lieutenant	26
B.A. or B.S. degree . . . . .	4		
Other (SPECIFY) _____	5	Sergeant	27
No minimum required . . . . .	6		

72.

73.

IN-SERVICE TRAINING

22. Is in-service training required or optional for your sworn departmental personnel?

	<u>Required</u>	<u>Optional</u>	
a. Full-time sworn personnel . . . . .	1	2	<u>28</u>
b. Part-time sworn personnel . . . . .	1	2	<u>29</u>

23. List the number of full-time sworn officers in your department who received formal in-service training (not OJT, basic or roll call) in the last fiscal year\* (July 1, 1979 through June 30, 1980). (PLEASE BE SURE TO ENTER IN THE FIRST COLUMN THE NUMBER WHO RECEIVED NO IN-SERVICE TRAINING DURING THE LAST FISCAL YEAR.)

	<u>Received None</u>		<u>1-16 Hours</u>		<u>17-39 Hours</u>		<u>40 Hours or More</u>	
a. Top Administration/Top Management (Chief and Asst. Chiefs) . . . . .	30	31	32	33	34	35	36	37
b. General Command/ Middle Level Management (Captains and Lieutenants) . . . . .	38	39	40	41	42	43	44	45
c. First Line Supervisory (Sergeants) . . . . .	46	47	48	49	50	51	52	53
d. First Line Law Enforcement Officers/Custodial Officers (Patrol Officers, Jailers, Matrons and Bailiffs) . . . . .	54	55	56	57	58	59	60	61
e. Any Others . . . . .	62	63	64	65	66	67	68	69
f. TOTAL . . . . .	6	8	9	11	12	14	15	17

Card  
6  
80

24. Was in-service training provided to your departmental personnel during the last fiscal year?

Yes . . . . .	1	
No (Skip to Question 24) . . . . .	2	<u>18</u>

\* See note on page 2.

25. Who provided the in-service training that your departmental personnel received last fiscal year and what was the subject area?

	<u>YES</u>	<u>NO</u>	<u>Subject Area</u>	
a. Departmental personnel . . . . .	1	2		<u>19</u>
b. Iowa Law Enforcement Academy . . . . .	1	2		<u>20</u>
c. Eastman Kodak Company . . . . .	1	2		<u>21</u>
d. National schools . . . . .	1	2		<u>22</u>
e. Other (SPECIFY) _____	1	2		<u>23</u>

EQUIPMENT

26. What caliber of weapon is authorized by your department? Please check whether the weapon is a revolver or automatic.

	<u>YES</u>	<u>NO</u>	<u>REVOLVER</u>		<u>AUTOMATIC</u>	
a. .357 . . . . .	1	2	<u>24</u>		<u>25</u>	
b. .38 . . . . .	1	2	<u>26</u>		<u>27</u>	
c. .44 . . . . .	1	2	<u>28</u>		<u>29</u>	
d. .45 . . . . .	1	2	<u>30</u>		<u>31</u>	
e. Other (SPECIFY) _____	1	2	<u>32</u>		<u>33</u>	

27. Does your department own any of the following types of equipment?

	<u>YES</u>	<u>NO</u>	
a. Sidearms . . . . .	1	2	<u>34</u>
b. Rifles . . . . .	1	2	<u>35</u>
c. Shotguns . . . . .	1	2	<u>36</u>
d. Gas grenade launchers . . . . .	1	2	<u>37</u>
e. Gas projectiles . . . . .	1	2	<u>38</u>
f. Gas guns . . . . .	1	2	<u>39</u>
g. Gas masks . . . . .	1	2	<u>40</u>
h. Fingerprint kits . . . . .	1	2	<u>41</u>
i. Fingerprint cameras . . . . .	1	2	<u>42</u>
j. Polygraph equipment . . . . .	1	2	<u>43</u>
k. Riot helmets . . . . .	1	2	<u>44</u>
l. Riot batons . . . . .	1	2	<u>45</u>
m. Movie projectors . . . . .	1	2	<u>46</u>

27. (Continued)	<u>YES</u>	<u>NO</u>	
n. Movie cameras . . . . .	1	2	<u>47</u>
o. General purpose cameras . . . . .	1	2	<u>48</u>
p. Video tape recorders . . . . .	1	2	<u>49</u>
q. Dictating equipment . . . . .	1	2	<u>50</u>
r. Copy equipment . . . . .	1	2	<u>51</u>
s. Tape recorders . . . . .	1	2	<u>52</u>
t. Mace cannisters . . . . .	1	2	<u>53</u>
u. Bullet-proof vests . . . . .	1	2	<u>54</u>
v. Other _____	1	2	<u>55</u>

28. List the number of vehicles used by your department:

a. Marked cars owned by your department . . . . .	<u>56</u>	<u>58</u>
b. Unmarked cars owned by your department . . . . .	<u>59</u>	<u>61</u>
c. Privately owned cars . . . . .	<u>62</u>	<u>64</u>
d. Motorcycles . . . . .	<u>65</u>	<u>66</u>
e. Other (SPECIFY) _____	<u>67</u>	<u>68</u>

76.

29. Does your department have a schedule for replacing any of the following?  
(CIRCLE ONE NUMBER ON EACH LINE)

	<u>YES</u>	<u>NO</u>	<u>YES BASED ON AGE</u>	<u>YES BASED ON MILES</u>
a. Communications equipment . . . . .	1	2		<u>6</u>
b. Office equipment . . . . .	1	2		<u>7</u>
c. Marked vehicles . . . . .	2		3	4
d. Unmarked vehicles . . . . .	2		3	4

Card  
7  
80

TRAINING NEW PERSONNEL

30. Who provides entry-level training for full-time sworn personnel in your department?

a. Iowa Law Enforcement Academy . . . . .	<u>YES</u> 1	<u>NO</u> 2	
b. Departmental staff . . . . .	1	2	<u>10</u>
c. Other (SPECIFY) _____	1	2	<u>11</u>
			<u>12</u>

31. What type of departmental training is provided?

	<u>YES</u>	<u>NO</u>	
a. Entry-level personnel are assigned to patrol with senior officers . . . . .	1	2	<u>13</u>
b. Formalized classroom instruction . . . . .	1	2	<u>14</u>
c. Motor vehicle safety program . . . . .	1	2	<u>15</u>
d. Field training officer program . . . . .	1	2	<u>16</u>
e. Other (SPECIFY) _____	1	2	<u>17</u>

32. Estimate the average number of entry-level trainee hours per recruit?

	<u>18</u>	<u>20</u>
--	-----------	-----------

33. Do your recruits complete a minimum basic training program by the Iowa Law Enforcement Academy (or a municipal police department academy) before being assigned to a one-man patrol car?

Yes, always . . . . .	1	
Yes, occasionally . . . . .	2	
No . . . . .	3	<u>21</u>

DEPARTMENTAL ACTIVITIES

34. How many total trips for service did your department record in calendar year 1980 (January 1, 1980 through December 31, 1980)?

a. Complaints . . . . .	<u>22</u>	<u>25</u>
b. Arrests for other police jurisdictions . . . . .	<u>26</u>	<u>29</u>
c. Assists for other police jurisdictions . . . . .	<u>30</u>	<u>33</u>
d. Emergency calls . . . . .	<u>34</u>	<u>37</u>
e. Alarm systems - actual . . . . .	<u>38</u>	<u>41</u>
f. Alarm systems - false . . . . .	<u>42</u>	<u>45</u>

77.

34. (Continued)

g. Other assists . . . . .	46	49
h. Information . . . . .	50	53
i. TOTAL CALLS . . . . .	54	57

35. How many of the following investigations did your department conduct during calendar year 1980?

a. Patrol investigations . . . . .	58	61
b. Service investigations . . . . .	62	65
c. TOTAL INVESTIGATIONS . . . . .	66	69

36. Please give the number of full-time personnel (both sworn and unsworn) in your department assigned specifically to duty-positions performing the following functions: (INCLUDE HERE ALL FULL-TIME PERSONNEL IN THE FUNCTION IN WHICH THEY SPEND 50% (OR MORE) OF THEIR TIME — DO NOT COUNT AN INDIVIDUAL MORE THAN ONCE.) (THE TOTALS HERE SHOULD BE THE SAME AS THOSE IN 15a. and 15b.)

	<u>Sworn</u>	<u>Unsworn</u>
a. Top administrative functions . . . . .	70 71	72 73
b. Legal advice functions . . . . .	74 75	76 77
c. Administrative assistance functions (not secretaries or clerical support) . . . . .	6 7	8 9
d. Training functions . . . . .	10 11	12 13
e. Planning functions . . . . .	14 15	16 17
f. Personnel functions . . . . .	18 19	20 21
g. Internal affairs/Inspection functions . . . . .	22 23	24 25
h. Traffic control/accident investigation . . . . .	26 28	29 31
i. General patrol (other than traffic) . . . . .	32 34	35 37
j. Lock-up and/or jail functions . . . . .	38 39	40 41
k. Bailiff/court liaison . . . . .	42 43	44 45
l. Civil process . . . . .	46 47	48 49
m. Narcotics control . . . . .	50 51	52 53
n. Vice control . . . . .	54 55	56 57

Card  
8  
80

36. (Continued)

	<u>Sworn</u>	<u>Unsworn</u>
o. Intelligence/organized crime control . . . . .	58 59	60 61
p. General investigative functions . . . . .	62 63	64 65
q. Crime prevention . . . . .	66 67	68 69
r. Crime laboratory functions . . . . .	70 71	72 73
s. Community relations/services functions . . . . .	74 75	76 77
t. School liaison functions . . . . .	6 7	8 9
u. Juvenile enforcement functions . . . . .	10 11	12 13
v. Communication/dispatching functions . . . . .	14 15	16 17
w. Records systems/data processing . . . . .	18 19	20 21
x. General secretarial/clerical functions . . . . .	22 23	24 25
y. Maintenance . . . . .	26 27	28 29
z. Other (SPECIFY) . . . . .	30 31	32 33
aa. TOTAL . . . . .	34 36	37 39

Card  
9  
80

79.

EMPLOYEE CHARACTERISTICS

37. Please indicate the length of law enforcement service of full-time sworn personnel in your department as of July 1, 1980. (THE TOTAL HERE SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1g.)

a. Less than 1 year . . . . .	40	42
b. 1 year up to (but not including) 3 years . . . . .	43	45
c. 3 years up to 5 years . . . . .	46	48
d. 5 years up to 10 years . . . . .	49	51
e. 10 years up to 15 years . . . . .	52	54
f. 15 years up to 20 years . . . . .	55	57
g. 20 years and over . . . . .	58	60
h. TOTAL . . . . .	61	63

38. Please give the number of full-time sworn personnel in your department as of July 1, 1980 whose ages fall within the following ranges. (THE TOTAL HERE SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1g.)

a. Under 25 years of age . . . . .	64	66	
b. 25 up to (but not including) 30 years of age . . . . .	67	69	
c. 30 up to 40 years of age . . . . .	70	72	
d. 40 up to 50 years of age . . . . .	73	75	
e. 50 up to 60 years of age . . . . .	76	78	
f. Over 60 years of age . . . . .	6	8	
g. TOTAL . . . . .	9	11	

Card  
1 0  
79 80

39. Please give the total number of full-time personnel, both sworn and unsworn, in your department as of July 1, 1980 for each of the following sex and race distributions. (THE GRAND TOTAL HERE SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 15c.)

	Male White	Male Non-White	Female White	Female Non-White	Total
a. Top Admin./Top Management (Chief and Asst. Chief) . . . . .	12 13	14 15	16 17	18 19	20 22
b. General Command/Middle Level Management (Captains and Lieutenants) . . . . .	23 24	25 26	27 28	29 30	31 33
c. First Line Supervisory (Sergeants) . . . . .	34 35	36 37	38 39	40 41	42 44
d. First Line Law Enforcement Officers/Custodial Officers (Patrol Officers, Jailers, Matrons and Bailiffs) . . . . .	45 47	48 49	50 51	52 53	54 56
e. Professional and Technical Civilian Personnel (Legal Advisers, Unsworn Administrative Assistants, Dispatchers and Laboratory Technicians) . . . . .	57 59	60 61	62 63	64 65	66 68
f. Other Civilian Personnel/ Support Personnel (Secretaries, Clerks and Maintenance Staff) . . . . .	6 8	9 10	11 12	13 14	15 17
g. All Others (Police Cadets, Meter Maids, etc.) . . . . .	18 20	21 22	23 24	25 26	27 29
h. TOTAL . . . . .	30 32	33 34	35 36	37 38	

Card  
1 1  
79 80

i. GRAND TOTAL . . . . . 39 41

40. How many full-time sworn personnel in your department as of July 1, 1980 had completed the following levels of education? (THE GRAND TOTAL HERE SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1g.)

	Less Than High School	High School or GED	Some College No Degree	Two-Year Degree	Four-Year Degree	Grad. Degree	Total
a. *Top Administration/Top Management . . . . .	42 43	44 46	47 49	50 52	53 54	55 56	57 59
b. *General Command/Middle Level Management . . . . .	60 61	62 64	65 67	68 70	71 72	73 74	75 77
c. *First Line Supervisory . . . . .	6 7	8 10	11 13	14 16	17 18	19 20	21 23
d. *First Line Law Enforcement Officers/Custodial Officers . . . . .	24 25	26 28	29 31	32 34	35 36	37 38	39 41
e. *Professional and Technical Civilian . . . . .	42 43	44 46	47 49	50 52	53 54	55 56	57 59
f. *Other Civilian Personnel/Support Personnel . . . . .	60 61	62 64	65 67	68 70	71 72	73 74	75 77
g. All Others . . . . .	6 7	8 10	11 13	14 16	17 18	19 20	21 23
h. TOTAL . . . . .	24 25	26 28	29 31	32 34	35 36	37 38	

Card  
1 2  
79 80

Card  
1 3  
79 80

i. GRAND TOTAL . . . . . 39 41

41. How many full-time sworn personnel in your department are now enrolled in an education or college program?

	High School or GED	Two-Year Degree	Four-Year Degree	Grad. Degree
a. *Top Administration/Top Management . . . . .	42 43	44 45	46 47	48 49
b. *Gen. Command/Mid. Level Management . . . . .	50 51	52 53	54 55	56 57
c. *First Line Supervisory . . . . .	58 59	60 61	62 63	64 65
d. *First Line Law Enforcement Officers/Custodial Officers . . . . .	66 67	68 69	70 71	72 73

\* See definitions on page 13.

Card  
1 4  
79 80

41. (Continued)

	High School or GED	Two-Year Degree	Four-Year Degree	Grad. Degree
e. *Professional and Technical Civilian Personnel . . . . .	6 7	8 9	10 11	12 13
f. *Other Civilian Personnel/ Support Personnel . . . . .	14 15	16 17	18 19	20 21
g. Any Others . . . . .	22 23	24 25	26 27	28 29
h. TOTAL . . . . .	30 31	32 33	34 35	36 37

42. Are any of the following educational benefits provided for members of your department? (CIRCLE ONE NUMBER ON EACH LINE)

	Yes	No	
a. Adjusting schedules to facilitate class attendance . . . . .	1	2	38
b. Allowing time off with pay to attend class . . . . .	1	2	39
c. Departmental or city/county subsidies for books and tuition . . . . .	1	2	40
d. Increasing pay based upon number of accumulated college credits or degrees . . . . .	1	2	41
e. Using formal academic education as part of the basis for promotions . . . . .	1	2	42

EMPLOYEE VACANCIES/TURNOVER

43. How many full-time sworn personnel left your department during the previous fiscal year (July 1, 1979 through June 30, 1980) for the following reasons:

a. Death . . . . .	43	45
b. Resignation . . . . .	46	48
c. Retirement . . . . .	49	51
d. Dismissal . . . . .	52	54
e. Other (SPECIFY) _____ . . . . .	55	57
h. TOTAL . . . . .	58	60

\* See definitions on page 13.

DEPARTMENTAL BARGAINING UNITS

44. Are the patrol officers in your department organized under a collective bargaining unit?

Yes (Skip to Question 46) . . . . .	1
No . . . . .	2
	61

45. If NO, is there some intent for them to unionize in the near future?

Yes . . . . .	1
No . . . . .	2
	62

CRIME PREVENTION CAPABILITIES

46. Does your department currently have an active crime prevention program?

Yes . . . . .	1
No (Skip to Question 48) . . . . .	2
	63

47. If YES, indicate if your department has any of the following programs:

	YES	NO	
a. Operation ID . . . . .	1	2	64
b. Neighborhood Watch . . . . .	1	2	65
c. Burglary Program . . . . .	1	2	66
d. Vandalism Program . . . . .	1	2	67
e. Larceny-Theft Program . . . . .	1	2	68
f. Citizen Involvement Program . . . . .	1	2	69
g. School Program (Elem, Jr. or Sr. High) . . . . .	1	2	70
h. Other (SPECIFY) _____ . . . . .	1	2	71

48. If NO, is your department planning to establish a crime prevention program in the near future?

Yes . . . . .	1
No . . . . .	2
	72

Card  
1 5  
79 80

Official Authorized to Complete  
This Questionnaire

THANK YOU FOR YOUR ASSISTANCE

83.





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

\*\*\*\*\*

## APPENDIX II

### LETTERS OF ENDORSEMENT

March 4, 1981

Dear Chief Administrator:

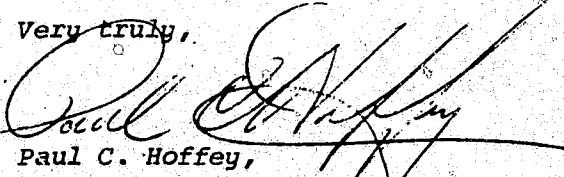
You are again asked to complete the attached form and forward to me as soon as possible. The response to the OPINION SURVEY circulated to you late last year was good, and is now stored in the computer under the direction of the Statistical Analysis Center of the Office for Planning and Programming in Des Moines. The results are being tallied and analyzed, with distribution back to you upon final completion of the whole process.

The TECHNICAL DATA SURVEY before you at this time is the last of our two-part series which are designed to give all of us more information about Iowa Police and their departments, both large and small, than ever before collected and disseminated. The information compiled from both surveys will benefit you in many ways. It will describe to you how other Chiefs feel about various police related issues and functions, and it will also provide comparison of salaries, benefits, personnel, training and equipments. Additionally, this information will serve as an invaluable aid to the Association in support of our legislative proposals each year.

Please respond within fourteen (14) working days so that we may remain on schedule. Send your completed survey to:

Chief Paul C. HOFFEY  
Cedar Falls Police Department  
220 Clay Street  
Cedar Falls, Iowa 50613

Very truly,

  
Paul C. HOFFEY,  
President

PCH/mlc

85.

Preceding page blank

- RESIDENT**  
CHIEF PAUL HOFFEY  
2 N. Ellen  
Cedar Falls, Iowa 50613  
10/277-6670-R  
10/268-0426-O
- VICE PRESIDENTS**  
CHIEF DON KNOX  
44 S.E. King  
Des Moines, Iowa 50320  
15/282-3940-R  
15/283-4873-O
- CHIEF ROBERT E. STANDLEY  
O. Box 5159  
Oralville, Iowa 52241  
10/354-2052-R  
10/354-1100-O
- ST. KARLTON E. DYKE  
133 Howard Ave.  
Waterloo, Iowa 50702  
10/234-2728-R  
10/291-4346-O
- ST. MICHAEL R. EMERSON  
211 J. Street SW.  
Cedar Rapids, Iowa 52404  
10/368-1818-R  
10/398-5150-O
- SECRETARY**  
CHIEF NICK J. SULENTIC  
47 East Pierce St.  
Council Bluffs, Iowa 51501  
12/323-3764-R
- TREASURER**  
JOHN NERSEN  
8 River Drive East  
Ivanport, Iowa 52803  
12/324-2253-R  
10/326-1641-O
- JUSTICES**  
ST. RICHARD E. ZOECKLER  
2 W. 4th Apt. 5  
Ivanport, Iowa 52801  
10/324-8862-R  
10/328-7979-O
- ST. BOYD J. SPAULDING  
11 Buckwalter Dr. E.  
Dux City, Iowa 51108  
12/239-2271-R  
12/279-6359-O
- CHIEF WAYNE WOODS  
20 100th St.  
Bandale, Iowa 50322  
0/278-8837-R  
0/278-3011-O
- LEGISLATIVE COMMITTEE**  
WARD BIDE, CHAIRMAN  
01 Chautauque Park Way  
Des Moines, Iowa 50314  
0/243-6531-R
- RESEARCH COMMITTEE**  
ROBERT C. NOBLE, CHAIRMAN  
19 Ball Ave.  
Des Moines, Iowa 50315  
0/296-1778-R  
0/283-4674-O
- OFFICER BECKY I. NEUZIL  
2 Upland Drive  
Des Moines, Iowa 52240  
0/337-2030-R  
0/354-1800-O
- ST. ID WARREN A. TILTON  
7 North Adams Ave.  
Des Moines, Iowa 50401  
0/424-3608-R  
0/423-3512 Ext. 36-O
- CAPTAIN LORAS A. JAEGER  
35 Cherrywood Dr.  
Cedar Falls, Iowa 50613  
10/288-0653-R  
10/288-1788-O
- CHIEF ADM. JOHN SCHAFFNER  
24 8th Ave. S.E.  
Des Moines, Iowa 50008  
0/987-2244-R  
0/281-8421-O
- BULLETIN EDITOR**  
DICK STEEL  
25 Prairie Ave.  
Bandale, Iowa 50322  
0/278-1063-R  
0/278-3011-O

**PISTOL SHOOT**  
June 6-7 1981  
Cedar Rapids



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

\*\*\*\*\*

**PRESIDENT**  
**CHIEF PAUL HOFFEY**  
 422 N. Ellen  
 Cedar Falls, Iowa 50613  
 (319) 277-6879-R  
 (319) 268-0426-O

**VICE PRESIDENTS**  
**CHIEF DON KNOX**  
 1444 S.E. King  
 Des Moines, Iowa 50320  
 (515) 282-3940-R  
 (515) 283-4873-O

**CHIEF ROBERT E. STANDLEY**  
 P.O. Box 5150  
 Coralville, Iowa 52241  
 (319) 354-2082-R  
 (319) 354-1100-O

**SGT. KARLTON E. DYKE**  
 1833 Howard Ave.  
 Waterloo, Iowa 50702  
 (319) 234-2729-R  
 (319) 291-4346-O

**SGT. MICHAEL R. EMERSON**  
 2211 J. Street SW  
 Cedar Rapids, Iowa 52404  
 (319) 398-1818-R  
 (319) 398-5150-O

**SECRETARY**  
**CHIEF NICK J. BULENTIC**  
 1147 East Pierce St.  
 Council Bluffs, Iowa 51501  
 (712) 323-3784-R

**TREASURER**  
**LT. JOHN IVERSEN**  
 818 River Drive East  
 Davenport, Iowa 52803  
 (319) 324-2253-R  
 (319) 328-1641-O

**TRUSTEES**  
**SGT. RICHARD B. ZOECKLER**  
 409 W. 4th Apt. 5  
 Davenport, Iowa 52801  
 (319) 324-8892-R  
 (319) 328-7979-O

**SGT. BOYD J. SPAULDING**  
 1011 Buckwalter Dr. E.  
 Sioux City, Iowa 51108  
 (712) 239-2271-R  
 (712) 279-6356-O

**CHIEF WAYNE WOODS**  
 4200 100th St.  
 Urbandale, Iowa 50322  
 (515) 278-8937-R  
 (515) 278-3911-O

**LEGISLATIVE COMMITTEE**  
**HOWARD EIDE, CHAIRMAN**  
 201 Chautauque Park Way  
 Des Moines, Iowa 50314  
 (515) 243-8531-R

**RESEARCH COMMITTEE**  
**LT. ROBERT C. NOBLE, CHAIRMAN**  
 1119 Bell Ave.  
 Des Moines, Iowa 50315  
 (515) 288-1778-R  
 (515) 283-4874-O

**OFFICER BECKY L. NEUZIL**  
 422 Upland Drive  
 Iowa City, Iowa 52240  
 (319) 337-2039-R  
 (319) 354-1800-O

**SUPT. ID WARREN A. TILTON**  
 307 North Adams Ave.  
 Mason City, Iowa 50401  
 (515) 424-3806-R  
 (515) 423-3512 Ext. 35-O

**CAPTAIN LORAS A. JAEGER**  
 1005 Cherrywood Dr.  
 Cedar Falls, Iowa 50613  
 (319) 268-0953-R  
 (319) 268-1786-O

**CHIEF ADM. JOHN SCHAFFNER**  
 1404 8th Ave. S.E.  
 Altoona, Iowa 50009  
 (515) 987-2244-R  
 (515) 281-8421-O

**BULLETIN EDITOR**  
**LT. DICK STEELY**  
 7025 Prairie Ave.  
 Urbandale, Iowa 50322  
 (515) 278-1083-R  
 (515) 278-3911-O

June 4, 1981

Dear Chief Administrator:

On December 9, 1980, a letter was sent to all Iowa police departments with full-time capabilities, requesting their cooperation in completing an OPINION SURVEY, designed to learn the opinions of chiefs on a wide variety of police-related issues. Your willingness to participate in this effort resulted in the completion of a Preliminary Report which was distributed to the more than 200 cities responding to this survey. Please be assured that a Final Report, containing a brief narrative as well as data from other departments which more recently responded, will be finished and distributed to you next month.

More recently, a TECHNICAL DATA SURVEY, designed to collect specific information about the large as well as the small departments, was also distributed by this Association. As the last of our two-part series, this technical survey is intended to provide comparisons of individual department's salaries, benefits, personnel, training, equipment, etc. It will also make available information never before compiled but definitely needed for our liaison with the Iowa Legislature. Upon completion of this second survey, a report will be written and distributed to all survey participants.

As your department has not yet participated in this second effort, we have enclosed another copy of this TECHNICAL DATA SURVEY. We ask your reconsideration in either personally responding (or assigning someone from your department to respond) within 14 working days and returning the form to my address given below.

Feel free to contact me if you have any questions about either survey. Your cooperation is most appreciated.

Very truly,

Paul C. Hoffey,  
President

Send to: Paul C. Hoffey,  
 President, IACP&PO  
 220 Clay Street  
 Cedar Falls, Iowa 50613  
 (Phone: 319-268-0426)

**PISTOL SHOOT**  
 June 6-7 1981  
 Cedar Rapids

**ANNUAL CONFERENCE — September 9, 10, 11 - 1981**  
 Holiday Inn Motel - Hiway 218 - 5826 University Avenue, Cedar Falls Iowa 50613 - Phone (319) 277-2230



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

\*\*\*\*\*

**RESIDENT**  
**CHIEF PAUL HOFFEY**  
 22 N. Ellen  
 Cedar Falls, Iowa 50613  
 (319) 277-6879-R  
 (319) 268-0426-O

**ICE PRESIDENTS**  
**CHIEF DON KNOX**  
 1444 S.E. King  
 Des Moines, Iowa 50320  
 (515) 282-3940-R  
 (515) 283-4873-O

**CHIEF ROBERT E. STANDLEY**  
 P.O. Box 5150  
 Coralville, Iowa 52241  
 (319) 354-2082-R  
 (319) 354-1100-O

**SGT. KARLTON E. DYKE**  
 1833 Howard Ave.  
 Waterloo, Iowa 50702  
 (319) 234-2729-R  
 (319) 291-4346-O

**SGT. MICHAEL R. EMERSON**  
 2211 J. Street SW  
 Cedar Rapids, Iowa 52404  
 (319) 398-1818-R  
 (319) 398-5150-O

**SECRETARY**  
**CHIEF NICK J. BULENTIC**  
 1147 East Pierce St.  
 Council Bluffs, Iowa 51501  
 (712) 323-3784-R

**TREASURER**  
**LT. JOHN IVERSEN**  
 818 River Drive East  
 Davenport, Iowa 52803  
 (319) 324-2253-R  
 (319) 328-1641-O

**TRUSTEES**  
**SGT. RICHARD B. ZOECKLER**  
 409 W. 4th Apt. 5  
 Davenport, Iowa 52801  
 (319) 324-8892-R  
 (319) 328-7979-O

**SGT. BOYD J. SPAULDING**  
 1011 Buckwalter Dr. E.  
 Sioux City, Iowa 51108  
 (712) 239-2271-R  
 (712) 279-6356-O

**CHIEF WAYNE WOODS**  
 4200 100th St.  
 Urbandale, Iowa 50322  
 (515) 278-8937-R  
 (515) 278-3911-O

**LEGISLATIVE COMMITTEE**  
**HOWARD EIDE, CHAIRMAN**  
 201 Chautauque Park Way  
 Des Moines, Iowa 50314  
 (515) 243-8531-R

**RESEARCH COMMITTEE**  
**LT. ROBERT C. NOBLE, CHAIRMAN**  
 1119 Bell Ave.  
 Des Moines, Iowa 50315  
 (515) 288-1778-R  
 (515) 283-4874-O

**OFFICER BECKY L. NEUZIL**  
 422 Upland Drive  
 Iowa City, Iowa 52240  
 (319) 337-2039-R  
 (319) 354-1800-O

**SUPT. ID WARREN A. TILTON**  
 307 North Adams Ave.  
 Mason City, Iowa 50401  
 (515) 424-3806-R  
 (515) 423-3512 Ext. 35-O

**CAPTAIN LORAS A. JAEGER**  
 1005 Cherrywood Dr.  
 Cedar Falls, Iowa 50613  
 (319) 268-0953-R  
 (319) 268-1786-O

**CHIEF ADM. JOHN SCHAFFNER**  
 1404 8th Ave. S.E.  
 Altoona, Iowa 50009  
 (515) 987-2244-R  
 (515) 281-8421-O

**BULLETIN EDITOR**  
**LT. DICK STEELY**  
 7025 Prairie Ave.  
 Urbandale, Iowa 50322  
 (515) 278-1083-R  
 (515) 278-3911-O

September, 1981

Dear Chief Administrator:

The Iowa Association of Chiefs of Police and Peace Officers, Inc., and the Iowa Statistical Analysis Center, are pleased to announce the release of the first of two reports, entitled, RESULTS OF THE 1980-81 OPINION SURVEY OF IOWA'S MUNICIPAL POLICE DEPARTMENTS.

I wish to take this opportunity to thank you for your participation in this effort. The assistance of the 249 Iowa police departments responding to this survey has helped the Association learn the opinions of police administrators throughout the state.

The Statistical Analysis Center is also in the final stages of data collection for the second report dealing with technical information. When released, this report will provide us with much needed material never before compiled. It will contain data from individual police agencies relating to budgets, personnel, salaries, equipment, and other important areas of police operations and management.

Our records show that your department has not yet responded to the Technical Data Survey. If, after reading the enclosed report, you wish to participate in this second effort, please complete the enclosed survey and return it to me before September 30. If you have any questions, please feel free to contact me. Permit me to thank you in advance for your cooperation in this matter.

Paul C. Hoffey,  
President

PCH/mic

SEND TO: THE IOWA ASSOCIATION OF CHIEFS OF POLICE  
 AND PEACE OFFICERS, INC.  
 220 Clay Street  
 Cedar Falls, Iowa 50613

Phone: (319) 268-0426

**PISTOL SHOOT**  
 June 6-7 1981

**ANNUAL CONFERENCE — September 9, 10, 11 - 1981**



APPENDIX III  
SURVEY PARTICIPANTS (190)

<u>City</u>	<u>Population</u>	<u>City</u>	<u>Population</u>	<u>City</u>	<u>Population</u>
Des Moines	191,003	Pella	8,349	Emmetsburg	4,621
Cedar Rapids	110,243	LeMars	8,276	Sioux Center	4,588
Davenport	103,264	Knoxville	8,143	DeWitt	4,512
Sioux City	82,003	Decorah	7,991	Forest City	4,270
Waterloo	75,985	Atlantic	7,789	Albia	4,184
Dubuque	62,321	Coralville	7,687	Winterset	4,021
Council Bluffs	56,449	Oelwein	7,564	Spirit Lake	3,976
Iowa City	50,508	Estherville	7,518	New Hampton	3,940
Ames	45,775	Clear Lake	7,458	Cresco	3,860
Cedar Falls	36,322	Mount Pleasant	7,322	Dyersville	3,825
Clinton	32,828	Perry	7,053	Osceola	3,750
Mason City	30,144	Cherokee	7,004	Osage	3,718
Burlington	29,529	Red Oak	6,810	Monticello	3,641
Fort Dodge	29,423	Washington	6,675	Pleasant Hill	3,493
Ottumwa	27,381	Centerville	6,584	Carter Lake	3,438
Bettendorf	27,381	Independence	6,558	Eldridge	3,279
Marshalltown	26,938	Maquoketa	6,392	Eldora	3,063
Muscatine	23,467	Algona	6,313	Clarion	3,060
West Des Moines	21,894	Shenandoah	6,289	Sac City	3,000
Marion	19,474	Iowa Falls	6,274	Garner	2,908
Urbandale	17,869	Nevada	6,174	Belle Plaine	2,903
Ankeny	15,429	Clive	5,912	Grundy Center	2,880
Newton	15,292	Altoona	5,906	Bloomfield	2,849
Keokuk	13,536	Windsor Heights	5,764	Audubon	2,841
Fort Madison	13,520	Clarinda	5,632	West Union	2,783
Boone	12,602	Harlan	5,458	Story City	2,762
Spencer	11,726	Glenwood	5,357	West Liberty	2,723
Indianola	10,843	Vinton	5,280	Rock Rapids	2,693
Oskaloosa	10,629	Sheldon	5,040	Norwalk	2,676
Carroll	9,705	Chariton	5,003	Johnston	2,617
Fairfield	9,428	Anamosa	4,987	Wilton	2,502
Grinnell	8,868	Manchester	4,958	Bellevue	2,450
Storm Lake	8,814	Jefferson	4,854	Toledo	2,445
Charles City	8,778	Hiawatha	4,854	Guttenberg	2,428
Webster City	8,572	Humboldt	4,825	Sergeant Bluff	2,416
Waverly	8,444	Camanche	4,794	Pocahontas	2,352
Creston	8,429		4,725	Jesup	2,343

Preceding page blank

<u>City</u>	<u>Population</u>
Sumner	2,335
LaPorte City	2,324
Marengo	2,308
Rockwell City	2,276
Hudson	2,267
Greenfield	2,243
Britt	2,185
Milford	2,076
New London	2,043
Williamsburg	2,033
Lake City	2,006
Manson	1,924
Ackley	1,900
West Branch	1,867
Nashua	1,846
Corydon	1,818
Reinbeck	1,808
Hull	1,714
Guthrie Center	1,713
Denver	1,647
Manning	1,609
Laurens	1,606
Remsen	1,592
Durant	1,583
Logan	1,540
Pleasantville	1,531
Monona	1,530

<u>City</u>	<u>Population</u>
Mitchellville	1,530
Akron	1,517
Fayette	1,515
Brooklyn	1,509
Shell Rock	1,478
Strawberry Point	1,463
Lisbon	1,458
Buffalo	1,441
Columbus Junction	1,429
Sanborn	1,398
Epworth	1,380
Lenox	1,338
Odebolt	1,299
State Center	1,292
Bondurant	1,283
Lansing	1,181
Mechanicsville	1,166
Armstrong	1,153
Earlham	1,140
Conrad	1,133
Preston	1,120
Fredericksburg	1,075
Calmar	1,053
Arnolds Park	1,051
Victor	1,046
Seymour	1,036

<u>City</u>	<u>Population</u>
DeSoto	1,035
Aplington	1,027
Dike	987
Fairbank	980
Exira	978
Baxter	951
Treynor	920
Newell	913
Wainut	897
Adair	883
Hubbard	852
Hedrick	847
Fontanelle	805
Dows	771
Merrill	737
Dunkerton	718
Burt	689
Lehigh	654
Coggon	639
Gilmore City	626
Richland	600
Maynard	561
Lawler	534
Ellsworth	480
Farnhamville	461
Salix	429

APPENDIX IV  
SURVEY NONPARTICIPANTS (142)

<u>City</u>	<u>Population</u>	<u>City</u>	<u>Population</u>	<u>City</u>	<u>Population</u>
Evansdale	4,798	Manley	1,496	Montrose	1,038
Hampton	4,630	Mapleton	1,495	Keota	1,034
Orange City	4,588	Montezuma	1,485	Manilla	1,020
Eagle Grove	4,324	Postville	1,475	Rockford	1,012
Waukon	3,983	Woodbine	1,463	Danville	994
West Burlington	3,371	Coon Rapids	1,448	Alton	986
Mount Vernon	3,325	Villisca	1,434	Afton	985
Onawa	3,283	Blue Grass	1,377	Sloan	978
Missouri Valley	3,107	Dunlap	1,374	Donnellson	972
Carlisle	3,073	Dallas Center	1,360	Grand Junction	970
Tipton	3,055	Dysart	1,355	Redfield	959
Tama	2,968	Greene	1,332	Melcher	953
LeClaire	2,899	Sidney	1,308	McGregor	945
Adel	2,846	Lake View	1,291	West Bend	941
Hawarden	2,722	Farley	1,287	Dayton	941
Rock Valley	2,706	Tripoli	1,280	Correctionville	935
Belmond	2,505	Moville	1,273	Graettinger	923
Sigourney	2,330	Malvern	1,244	Sioux Rapids	897
Lake Mills	2,281	Buffalo Center	1,233	Pomeroy	895
Madrid	2,281	Paullina	1,224	Readlyn	858
Waukee	2,227	Sheffield	1,224	Janesville	840
Colfax	2,211	Woodward	1,212	Schaller	832
Northwood	2,193	Panora	1,211	Ossian	829
Parkersburg	1,968	Kingsley	1,209	Sabula	824
Ogden	1,953	Marcus	1,206	Stratford	806
Corning	1,939	Griswold	1,176	What Cheer	803
Mount Ayr	1,938	Anita	1,153	Roife	796
Cascade	1,912	Jewell Junction	1,145	Goldfield	789
Monroe	1,875	Aurelia	1,143	Shellsburg	771
Alta	1,720	West Point	1,133	Ruthven	769
Hartley	1,700	Allison	1,132	Moulton	762
Bedford	1,692	Lake Park	1,123	Hartford	761
Elkader	1,688	Eddyville	1,116	Kanawha	756
Polk City	1,658	St. Ansgar	1,100	Scranton	748
Stuart	1,650	Gowrie	1,089	Van Meter	747
Hamburg	1,597	Winfield	1,042	Albion	739
Nora Springs	1,572	Rockwell	1,039	Olin	735

<u>City</u>	<u>Population</u>
Garnavillo	723
Carson	716
Murray	703
Wyoming	702
Antho	687
Dexter	678
Thompson	668
Shelby	665
Mystic	665
Hospers	655

<u>City</u>	<u>Population</u>
Gilman	642
New Albin	609
Titonka	607
Clermont	602
Oxford Junction	600
Okoboji	559
Churdan	540
Stacyville	538
Ute	479
Plainfield	469

<u>City</u>	<u>Population</u>
Rudd	460
Irwin	427
Renwick	410
Miles	398
Fenton	394
Everly	348
Auburn	320
Rippey	304
Halbur	229
Ledyard	215

**END**