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IOWA'S POLICE DEPARTMENTS

VOLUME II:  
A PROFILE OF  
THEIR PERSONNEL

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

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## INTRODUCTION

This report represents the second in a four-part series, entitled "Iowa's Police Departments," and is a continuation of statistical work being done for the Iowa Association of Chiefs of Police and Peace Officers, Inc.

In responding to the Association's need for data, the Iowa Statistical Analysis Center (SAC) conducted an extensive survey of the 332 municipal police departments in Iowa.<sup>1</sup> A lengthy, technical data form (see Appendix I of Volume I) was initially distributed in March, 1981, to all agencies with full-time, paid police officers. Accompanying this survey was a letter of endorsement from the Iowa Police Chiefs' Association. Those not responding were sent follow-up letters in June and again, in September (see Appendix II of Volume I). In some cases telephone calls were also made to nonparticipants by the Association's Executive Board in order to draw additional responses. Ultimately, 190 law enforcement agencies submitted surveys.

In December of 1981, Volume I of this series was released, with more than 400 copies distributed to police departments and other interested agencies. The report provided data on the manpower, budgets, salaries, and benefits of the 190 departments participating in the survey to date. Since release of that initial report, 12 additional agencies have submitted survey forms to permit inclusion of their data in subsequent reports (Volumes II-IV). The following table shows the response rate of departments serving various populations:

### RESPONSE RATE

Cities of 5,000 population or more----	100% (67 of 67)
Cities of 2,000 - 4,999 population----	73% (57 of 78)
Cities of less than 2,000 population--	42% (78 of 187)

(202 of 332)

Volume II of this series provides a profile of all personnel (sworn, civilian, full and part-time) serving the 202 responding police departments. In addition to data on personnel strength and departmental positions, it also examines employee characteristics, such as age, experience, and education, and other departmental information, such as staff turnover and educational benefits. As in Volume I, data are arranged in descending order by population<sup>2</sup>.

A listing of all departments responding to this survey appears in Appendix III of this report; all others (non-participants) can be found 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.

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

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TABLE 1

FULL-TIME POSITIONS (AUTHORIZED AND FILLED)  
IN IOWA'S POLICE DEPARTMENTS (JULY 1, 1980)

CITY	POPULATION	AUTHORIZED POSITIONS			FILLED POSITIONS		
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL
Des Moines	191,003	354 (4) <sup>N</sup>	107 (11) <sup>N</sup>	461 (15) <sup>N</sup>	343 (8) <sup>J</sup>	91 (1) <sup>J</sup>	434 (9) <sup>J</sup>
Cedar Rapids	110,243	156	44	200	156	44	200
Davenport	103,264	141	70	211	141	70	211
Sioux City	82,003	112	37 (4) <sup>N</sup>	149 (4) <sup>N</sup>	112	34	146
Waterloo	75,985	138 (2) <sup>N</sup>	21	159 (2) <sup>N</sup>	136 (1) <sup>J</sup>	21 (3) <sup>J</sup>	157 (4) <sup>J</sup>
Dubuque	62,321	78	10	88	78	10	88
Council Bluffs	56,449	96	23	119	94	23	117
Iowa City	50,508	50	13	63	50	13	63
Ames	45,775	48	11 (1) <sup>N</sup>	59 (1) <sup>N</sup>	48	10	58
Cedar Falls	36,322	46 (2) <sup>N</sup>	7	53 (2) <sup>N</sup>	44	7	51
Clinton	32,828	45	3	48	45	3	48
Mason City	30,144	44	18 (3) <sup>N</sup>	62 (3) <sup>N</sup>	45	15 (1) <sup>J</sup>	60 (1) <sup>J</sup>
Burlington	29,529	36	15	51	36	15	51
Fort Dodge	29,423	49	4	53	49	4	53
Ottumwa	27,381	35	4 (1) <sup>N</sup>	39 (1) <sup>N</sup>	35	4	39
Bettendorf	27,381	32 (2) <sup>N</sup>	11	43 (2) <sup>N</sup>	31	11	42
Marshalltown	26,938	42	6 (1) <sup>N</sup>	48 (1) <sup>N</sup>	42	6	48
Muscatine	23,467	32	3	35	32	3	35
West Des Moines	21,894	29 (1) <sup>N</sup>	6 (1) <sup>N</sup>	35 (2) <sup>N</sup>	25	6	31
Marion	19,474	23	7	30	23	7	30
Urbandale	17,869	26	6	32	26	6	32
Ankeny	15,429	19	7	26	19	7	26

CITY	POPULATION	AUTHORIZED POSITIONS			FILLED POSITIONS		
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL
Newton	15,292	27	6	33	27	6	33
Keokuk	13,536	26 (1) <sup>N</sup>	7	33 (1) <sup>N</sup>	25	7	32
Fort Madison	13,520	25	6	31	25	6	31
Boone	12,602	16	1	17	16	1	17
Spencer	11,726	18	8	26	18	8	26
Indianola	10,843	11	2	13	11	2	13
Oskaloosa	10,629	17	4	21	16	5	21
Carroll	9,705	15	8	23	15	8	23
Fairfield	9,428	11	4	15	11	4	15
Grinnell	8,868	11	1 (1) <sup>N</sup>	12 (1) <sup>N</sup>	11	1	12
Storm Lake	8,814	13	1	14	13	1	14
Charles City	8,778	13	3	16	13	3	16
Webster City	8,572	14	4	18	14	4	18
Waverly	8,444	12 (1) <sup>N</sup>	1	13 (1) <sup>N</sup>	12	1	13
Creston	8,429	10	3	13	10	3	13
Pella	8,349	9	4	13	9	4	13
LeMars	8,276	13	0	13	13	0	13
Knoxville	8,143	11	4	15	11	4	15
Decorah	7,991	12 (1) <sup>N</sup>	6	18 (1) <sup>N</sup>	12	6	18
Atlantic	7,789	13 (1) <sup>N</sup>	0	13 (1) <sup>N</sup>	13	0	13
Coralville	7,687	16	2	18	16	2	18
Oelwein	7,564	10	5	15	10	5	15
Estherville	7,518	12	4 (1) <sup>N</sup>	16 (1) <sup>N</sup>	12	4	16
Clear Lake	7,458	13	6	19	13	6	19
Mount Pleasant	7,322	11	5	16	11	5	16
Perry	7,053	10	5	15	10	5	15

CITY	POPULATION	AUTHORIZED POSITIONS			FILLED POSITIONS		
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL
Cherokee	7,004	10	4	14	10	4	14
Red Oak	6,810	10	4	14	10	4	14
Denison	6,675	11	6	17	11	6	17
Washington	6,584	9	0	9	9	0	9
Centerville	6,558	12	5	17	12	5	17
Independence	6,392	11	4	15	11	4	15
Maquoketa	6,313	9	3	12	9	3	12
Algona	6,289	9	4	13	9	4	13
Shenandoah	6,274	9	0	9	9	0	9
Iowa Falls	6,174	11	4	15	11	4	15
Nevada	5,912	5	1	6	5	1	6
Clive	5,906	8	4	12	8	4	12
Altoona	5,764	8 (1) <sup>N</sup>	0	8 (1) <sup>N</sup>	8	0	8
Windsor Heights	5,632	11	5	16	11	5	16
Clarinda	5,458	9	1	10	9	1	10
Harlan	5,357	8 (1) <sup>N</sup>	0	8 (1) <sup>N</sup>	8	0	8
Glenwood	5,280	7	5	12	7	5	12
Vinton	5,040	7	0	7	7	0	7
Sheldon	5,003	6	4	10	6	4	10
Chariton	4,987	9	5	14	9	5	14
Anamosa	4,958	5	1 (1) <sup>N</sup>	6 (1) <sup>N</sup>	5	1	6
Manchester	4,942	8	0	8	8	0	8
Jefferson	4,854	8	0	8	8	0	8
Hiawatha	4,825	3 (1) <sup>N</sup>	0	3 (1) <sup>N</sup>	2	0	2
Humboldt	4,794	8	0	8	8	0	8
Camanche	4,725	6	0	6	6	0	6



CITY	POPULATION	AUTHORIZED POSITIONS			FILLED POSITIONS		
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL
Hampton	4,630	8	5	13	8	5	13
Emmetsburg	4,621	7	0	7	7	0	7
Sioux Center	4,588	5	0	5	5	0	5
DeWitt	4,512	6	0	6	6	0	6
Forest City	4,270	7	1	8	7	1	8
Albia	4,184	6	4	10	6	4	10
Winterset	4,021	5	0	5	5	0	5
Waukon	3,983	6	0	6	6	0	6
Spirit Lake	3,976	6 (1) <sup>N</sup>	4	10 (1) <sup>N</sup>	5	4	9
New Hampton	3,940	6	0	6	6	0	6
Cresco	3,860	7 (1) <sup>N</sup>	5	12 (1) <sup>N</sup>	7	5	12
Dyersville	3,825	5	3	8	5	3	8
Osceola	3,750	8	0	8	8	0	8
Osage	3,718	6	0	6	6	0	6
Monticello	3,641	6 (1) <sup>N</sup>	3	9 (1) <sup>N</sup>	6	3	9
Pleasant Hill	3,493	6	0	6	6	0	6
Carter Lake	3,438	5	0	5	5	0	5
Eldridge	3,279	5	0	5	5	0	5
Eldora	3,063	5	0	5	5	0	5
Clarion	3,060	6	0	6	6	0	6
Sac City	3,000	5	0	5	5	0	5
Garner	2,908	5	0	5	5	0	5
Belle Plaine	2,903	4	0	4	4	0	4
Grundy Center	2,880	4	0	4	4	0	4
Bloomfield	2,849	6 (1) <sup>N</sup>	0	6 (1) <sup>N</sup>	5	0	5
Audubon	2,841	4	1	5	4	1	5

CITY	POPULATION	AUTHORIZED POSITIONS			FILLED POSITIONS		
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL
West Union	2,783	5	0	5	5	0	5
Story City	2,762	3	0	3	3	0	3
West Liberty	2,723	4	0	4	4	0	4
Rock Rapids	2,693	3	0	3	3	0	3
Norwalk	2,676	4	0	4	4	0	4
Johnston	2,617	7 (1) <sup>N</sup>	0	7 (1) <sup>N</sup>	6	1	7
Wilton	2,502	3 (1) <sup>N</sup>	0	3 (1) <sup>N</sup>	2	0	2
Bellevue	2,450	5	0	5	5	0	5
Toledo	2,445	4	0	4	4	0	4
Guttenberg	2,428	4	0	4	4	0	4
Sergeant Bluff	2,416	4	0	4	4	0	4
Pocahontas	2,352	4	0	4	4	0	4
Jesup	2,343	3	0	3	3	0	3
Sumner	2,335	5	0	5	3	0	3
LaPorte City	2,324	3	0	3	3	0	3
Marengo	2,308	4	0	4	4	0	4
Rockwell City	2,276	4	0	4	4	0	4
Hudson	2,267	3	0	3	3	0	3
Greenfield	2,243	3	0	3	3	0	3
Britt	2,185	3	0	3	3	0	3
Milford	2,076	3	0	3	3	0	3
New London	2,043	5	0	5	5	0	5
Williamsburg	2,033	3	0	3	3	0	3
Lake Mills	2,006	4	0	4	4	0	4
Manson	1,924	4	0	4	4	0	4
Ackley	1,900	2	0	2	2	0	2

CITY	POPULATION	AUTHORIZED POSITIONS			FILLED POSITIONS		
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL
West Branch	1,867	4	0	4	2	0	2
Nashua	1,846	4	0	4	4	0	4
Corydon	1,818	2	0	2	2	0	2
Reinbeck	1,808	2	0	2	2	0	2
Hull	1,714	3	0	3	3	0	3
Guthrie Center	1,713	3	0	3	3	0	3
Bedford	1,692	2	0	2	2	0	2
Stuart	1,650	2	0	2	2	0	2
Denver	1,647	3 (1) <sup>N</sup>	0	3 (1) <sup>N</sup>	3	0	3
Manning	1,609	4	0	4	4	0	4
Laurens	1,606	3	0	3	3	0	3
Remsen	1,592	3	0	3	3	0	3
Durant	1,583	1	0	1	1	0	1
Logan	1,540	2	0	2	2	0	2
Pleasantville	1,531	2	0	2	2	0	2
Monona	1,530	2 (1) <sup>N</sup>	0	2 (1) <sup>N</sup>	2	0	2
Mitchellville	1,530	2	0	2	2	0	2
Akron	1,517	3	0	3	3	0	3
Fayette	1,515	3	0	3	3	0	3
Brooklyn	1,509	2	0	2	2	0	2
Shell Rock	1,478	1	0	1	1	0	1
Strawberry Point	1,463	1	0	1	1	0	1
Lisbon	1,458	2	0	2	2	0	2
Buffalo	1,441	3	0	3	3	0	3
Columbus Junction	1,429	2	0	2	2	0	2
Sanborn	1,398	2	0	2	2	0	2

CITY	POPULATION	AUTHORIZED POSITIONS			FILLED POSITIONS		
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL
Epworth	1,380	1	0	1	1	0	1
Lenox	1,338	2	0	2	2	0	2
Odebolt	1,299	2	0	2	2	0	2
State Center	1,292	2	0	2	2	0	2
Bondurant	1,283	2	1	3	2	0	2
Buffalo Creek	1,233	1	0	1	1	0	1
Lansing	1,181	2	0	2	2	0	2
Mechanicsville	1,166	1	0	1	1	0	1
Armstrong	1,153	2	0	2	2	0	2
Aurelia	1,143	1	0	1	1	0	1
Earlham	1,140	2	0	2	2	0	2
Conrad	1,133	1	0	1	1	0	1
Preston	1,120	2	0	2	2	0	2
Fredericksburg	1,075	2	0	2	2	0	2
Calmar	1,053	2	0	2	2	0	2
Arnolds Park	1,051	2	0	2	2	0	2
Victor	1,046	2 (1) <sup>N</sup>	0	2 (1) <sup>N</sup>	2	0	2
Seymour	1,036	1	0	1	1	0	1
DeSoto	1,035	1	0	1	1	0	1
Aplington	1,027	1	0	1	1	0	1
Manilla	1,020	1	0	1	1	0	1
Danville	994	1	0	1	1	0	1
Dike	987	1	0	1	1	0	1
Fairbank	980	2	0	2	2	0	2
Exira	978	2	0	2	2	0	2
Grand Junction	970	1	0	1	1	0	1

CITY	POPULATION	AUTHORIZED POSITIONS			FILLED POSITIONS		
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL
Baxter	951	1	0	1	1	0	1
Dayton	941	1	1	2	1	1	2
Treynor	920	1	0	1	1	0	1
Newell	913	1	0	1	1	0	1
Walnut	897	1	0	1	1	0	1
Adair	883	1	0	1	1	0	1
Hubbard	852	1	0	1	1	0	1
Hedrick	847	2 (1) <sup>N</sup>	0	2 (1) <sup>N</sup>	2	0	2
Janesville	840	1	0	1	1	0	1
Fontanelle	805	1	0	1	1	0	1
Dows	771	1	0	1	1	0	1
Kanawha	756	2 (1) <sup>N</sup>	0	2 (1) <sup>N</sup>	2	0	2
Merrill	737	1	0	1	1	0	1
Dunkerton	718	1	0	1	1	0	1
Burt	689	3	0	3	1	0	1
Lehigh	654	1	0	1	1	0	1
Coggon	639	1	0	1	1	0	1
Gilmore City	626	1	0	1	1	0	1
Richland	600	1	0	1	1	0	1
Maynard	561	1	0	1	1	0	1
Lawler	534	1	0	1	1	0	1
Ellsworth	480	1	0	1	1	0	1
Farnhamville	461	1	0	1	1	0	1
Salix	429	1	0	1	1	0	1
TOTALS:		2,596 (29) <sup>N</sup>	621 (25) <sup>N</sup>	3,217 (54) <sup>N</sup>	2,562 (9) <sup>J</sup>	599 (5) <sup>J</sup>	3,161 (14) <sup>J</sup>

Explanation of Footnotes:

N New positions are shown in parentheses.  
 J Jail positions are shown in parentheses.



TABLE 2  
PART-TIME PERSONNEL (PAID, UNPAID AND RESERVES)  
IN IOWA'S POLICE DEPARTMENTS (JULY 1, 1980)

CITY	POPULATION	PAID POSITIONS			UNPAID POSITIONS			RESERVES/AUXILIARIES	
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL	AUTHORIZED	FILLED
Des Moines	191,003	0	2	2	0	0	0	35	15
Cedar Rapids	110,243	0	6	6	0	0	0	0	0
Davenport	103,264	0	0	0	0	0	0	0	0
Sioux City	82,003	0	4	4	0	5	5	0	0
Waterloo	75,985	0	1	1	0	0	0	35	28
Dubuque	62,321	0	0	0	0	30	30	40	30
Council Bluffs	56,449	0	0	0	0	0	0	14	14
Iowa City	50,508	0	2	2	0	0	0	0	0
Ames	45,775	0	10	10	0	10	10	0	0
Cedar Falls	36,322	0	0	0	0	0	0	0	0
Clinton	32,828	0	0	0	0	0	0	0	26
Mason City	30,144	0	0	0	0	0	0	0	0
Burlington	29,529	0	9	9	0	0	0	12	12
Fort Dodge	29,423	0	1	1	0	0	0	0	0
Ottumwa	27,381	0	2	2	0	0	0	0	0
Bettendorf	27,381	0	14	14	0	0	0	0	0
Marshalltown	26,938	0	0	0	0	0	0	20	15
Muscatine	23,467	0	1	1	0	0	0	0	0
West Des Moines	21,894	0	0	0	0	0	0	15	13
Marion	19,474	0	3	3	0	0	0	12	11
Urbandale	17,869	0	0	0	0	0	0	15	8
Ankeny	15,429	0	6	6	0	0	0	0	0

CITY	POPULATION	PAID POSITIONS			UNPAID POSITIONS			RESERVES/AUXILIARIES	
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL	AUTHORIZED	FILLED
Newton	15,292	0	0	0	0	0	0	15	13
Keokuk	13,536	0	1	1	0	1	1	0	0
Fort Madison	13,520	0	2	2	0	11	11	0	11
Boone	12,602	2	0	2	0	0	0	0	0
Spencer	11,726	0	0	0	0	0	0	0	0
Indianola	10,843	0	4	4	0	0	0	0	0
Oskaloosa	10,629	0	0	0	0	0	0	18	13
Carroll	9,705	0	0	0	0	0	0	0	0
Fairfield	9,428	0	2	2	0	0	0	25	20
Grinnell	8,868	10	0	10	0	0	0	10	10
Storm Lake	8,814	0	0	0	0	0	0	0	0
Charles City	8,778	0	3	3	0	0	0	7	7
Webster City	8,572	0	1	1	0	0	0	15	12
Waverly	8,444	0	0	0	0	0	0	35	26
Creston	8,429	0	1	1	0	0	0	0	0
Pella	8,349	0	3	3	0	0	0	20	14
LeMars	8,276	0	0	0	0	0	0	0	0
Knoxville	8,143	0	0	0	0	0	0	15	12
Decorah	7,991	11	2	13	0	0	0	15	11
Atlantic	7,789	0	0	0	0	0	0	25	13
Coralville	7,687	0	0	0	0	0	0	25	6
Oelwein	7,564	2	7	9	0	0	0	10	10
Estherville	7,518	0	0	0	0	0	0	15	11
Clear Lake	7,458	0	1	1	0	0	0	15	5
Mount Pleasant	7,322	0	0	0	0	0	0	10	4
Perry	7,053	0	2	2	0	0	0	0	0

CITY	POPULATION	PAID POSITIONS			UNPAID POSITIONS			RESERVES/AUXILIARIES	
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL	AUTHORIZED	FILLED
Cherokee	7,004	0	4	4	10	0	10	12	10
Red Oak	6,810	0	0	0	0	0	0	0	0
Denison	6,675	0	0	0	0	0	0	0	0
Washington	6,584	0	1	1	0	0	0	20	20
Centerville	6,558	0	0	0	0	0	0	0	0
Independence	6,392	0	2	2	0	0	0	0	0
Maquoketa	6,313	0	5	5	0	0	0	5	5
Algona	6,289	0	0	0	0	0	0	0	0
Shenandoah	6,274	2	0	2	0	0	0	0	0
Iowa Falls	6,174	0	1	1	0	0	0	9	8
Nevada	5,912	2	0	2	0	0	0	0	0
Clive	5,906	0	0	0	0	0	0	0	0
Altoona	5,764	3	0	3	0	0	0	6	6
Windsor Heights	5,632	0	0	0	0	0	0	0	0
Clarinda	5,458	0	0	0	0	0	0	0	0
Harlan	5,357	0	2	2	0	0	0	0	0
Glenwood	5,280	2	0	2	0	0	0	30	30
Vinton	5,040	1	1	2	0	0	0	0	0
Sheldon	5,003	2	2	4	0	0	0	8	2
Chariton	4,987	0	5	5	0	0	0	0	0
Anamosa	4,958	3	0	3	0	0	0	0	0
Manchester	4,942	0	0	0	0	0	0	1	1
Jefferson	4,854	0	2	2	0	0	0	0	0
Hiawatha	4,825	4	0	4	0	0	0	0	0
Humboldt	4,794	0	0	0	0	7	7	8	7
Camanche	4,725	0	0	0	0	0	0	0	0

CITY	POPULATION	PAID POSITIONS			UNPAID POSITIONS			RESERVES/AUXILIARIES	
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL	AUTHORIZED	FILLED
Hampton	4,630	6	2	8	0	0	0	6	6
Emmetsburg	4,621	1	0	1	0	0	0	10	5
Sioux Center	4,588	0	0	0	0	0	0	0	0
DeWitt	4,512	0	0	0	0	0	0	10	10
Forest City	4,270	0	0	0	0	0	0	24	16
Albia	4,184	0	2	2	0	0	0	0	0
Winterset	4,021	0	0	0	0	0	0	0	0
Waukon	3,983	0	0	0	0	0	0	0	0
Spirit Lake	3,976	0	1	1	0	0	0	0	0
New Hampton	3,940	0	0	0	0	0	0	0	0
Cresco	3,860	1	1	2	0	0	0	1	1
Dyersville	3,825	0	2	2	0	0	0	0	4
Osceola	3,750	0	0	0	0	0	0	0	0
Osage	3,718	0	0	0	0	0	0	0	0
Monticello	3,641	0	2	2	0	0	0	0	0
Pleasant Hill	3,493	0	5	5	0	0	0	0	0
Carter Lake	3,438	0	1	1	0	0	0	0	0
Eldridge	3,279	0	1	1	0	0	0	2	0
Eldora	3,063	0	0	0	0	10	10	10	5
Clarion	3,060	0	0	0	0	0	0	0	0
Sac City	3,000	0	0	0	0	0	0	17	10
Garner	2,908	0	0	0	0	0	0	8	5
Belle Plaine	2,903	2	0	2	0	0	0	3	3
Grundy Center	2,880	12	0	12	0	0	0	15	12
Bloomfield	2,849	3	0	3	0	0	0	0	0
Audubon	2,841	0	0	0	0	0	0	0	0

CITY	POPULATION	PAID POSITIONS			UNPAID POSITIONS			RESERVES/AUXILIARIES	
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL	AUTHORIZED	FILLED
West Union	2,783	0	0	0	0	0	0	0	0
Story City	2,762	1	0	1	0	0	0	5	3
West Liberty	2,723	2	0	2	0	0	0	7	0
Rock Rapids	2,693	1	0	1	0	0	0	0	0
Norwalk	2,676	0	1	1	0	0	0	0	0
Johnston	2,617	0	0	0	3	0	3	6	3
Wilton	2,502	9	0	9	0	0	0	0	0
Bellevue	2,450	8	0	8	0	0	0	0	0
Toledo	2,445	0	0	0	0	0	0	0	0
Guttenberg	2,428	1	3	4	0	0	0	0	0
Sergeant Bluff	2,416	0	0	0	0	0	0	0	0
Pocahontas	2,352	3	0	3	0	0	0	3	3
Jesup	2,343	0	2	2	0	0	0	0	0
Sumner	2,335	2	0	2	0	0	0	0	0
LaPorte City	2,324	0	3	3	0	0	0	0	0
Marengo	2,308	0	0	0	0	0	0	0	0
Rockwell City	2,276	4	0	4	0	0	0	20	15
Hudson	2,267	1	0	1	0	0	0	0	0
Greenfield	2,243	0	0	0	0	0	0	0	0
Britt	2,185	3	0	3	0	0	0	3	3
Milford	2,076	0	0	0	0	0	0	0	0
New London	2,043	0	0	0	0	0	0	0	0
Williamsburg	2,033	1	0	1	0	0	0	0	0
Lake Mills	2,006	1	0	1	0	0	0	0	0
Manson	1,924	1	0	1	0	0	0	0	0
Ackley	1,900	0	0	0	0	0	0	10	0



CITY	POPULATION	PAID POSITIONS			UNPAID POSITIONS			RESERVES/AUXILIARIES	
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL	AUTHORIZED	FILLED
West Branch	1,867	2	0	2	0	0	0	0	0
Nashua	1,846	0	0	0	0	0	0	0	0
Corydon	1,818	0	1	1	1	0	1	2	2
Reinbeck	1,808	0	1	1	0	0	0	0	0
Hull	1,714	4	0	4	0	0	0	0	0
Guthrie Center	1,713	0	0	0	0	0	0	0	0
Bedford	1,692	0	0	0	0	0	0	0	0
Stuart	1,650	0	0	0	0	0	0	20	12
Denver	1,647	2	0	2	0	0	0	0	0
Manning	1,609	0	0	0	0	1	1	0	0
Laurens	1,606	0	0	0	0	0	0	0	0
Remsen	1,592	0	2	2	0	0	0	0	0
Durant	1,583	3	0	3	0	0	0	0	0
Logan	1,540	2	0	2	0	0	0	0	0
Pleasantville	1,531	2	0	2	0	0	0	0	0
Monona	1,530	1	0	1	0	0	0	0	0
Mitchellville	1,530	0	0	0	0	0	0	0	0
Akron	1,517	1	0	1	0	0	0	2	0
Fayette	1,515	1	0	1	0	0	0	0	0
Brooklyn	1,509	5	0	5	0	0	0	10	1
Shell Rock	1,478	1	0	1	0	0	0	4	0
Strawberry Point	1,463	2	0	2	0	0	0	4	4
Lisbon	1,458	1	0	1	0	0	0	6	2
Buffalo	1,441	0	0	0	0	0	0	4	4
Columbus Junction	1,429	3	0	3	0	0	0	0	0
Sanborn	1,398	3	0	3	0	0	0	5	5

CITY	POPULATION	PAID POSITIONS			UNPAID POSITIONS			RESERVES/AUXILIARIES	
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL	AUTHORIZED	FILLED
Epworth	1,380	1	0	1	0	0	0	0	0
Lenox	1,338	0	2	2	0	0	0	0	0
Odebolt	1,299	0	0	0	0	0	0	0	0
State Center	1,292	1	0	1	0	0	0	0	0
Bondurant	1,283	0	1	1	0	0	0	0	0
Buffalo Creek	1,233	0	0	0	0	0	0	0	0
Lansing	1,181	1	0	1	0	0	0	12	12
Mechanicsville	1,166	2	0	2	0	0	0	0	0
Armstrong	1,153	2	0	2	0	0	0	0	0
Aurelia	1,143	5	0	5	0	0	0	0	0
Earlham	1,140	0	0	0	0	0	0	3	3
Conrad	1,133	1	0	1	1	0	1	1	0
Preston	1,120	0	0	0	0	0	0	0	0
Fredericksburg	1,075	1	0	1	0	0	0	8	8
Calmar	1,053	0	0	0	0	0	0	0	0
Arnolds Park	1,051	4	0	4	1	0	1	0	0
Victor	1,046	0	0	0	0	0	0	0	0
Seymour	1,036	1	0	1	0	0	0	0	0
DeSoto	1,035	0	0	0	0	0	0	0	0
Aplington	1,027	1	0	1	0	0	0	0	0
Manilla	1,020	0	0	0	2	0	2	0	0
Danville	994	3	0	3	0	0	0	0	0
Dike	987	0	0	0	0	0	0	2	0
Fairbank	980	1	0	1	0	0	0	5	5
Exira	978	0	0	0	0	0	0	2	0
Grand Junction	970	0	0	0	0	0	0	0	0

CITY	POPULATION	PAID POSITIONS			UNPAID POSITIONS			RESERVES/AUXILIARIES	
		SWORN	CIVILIAN	TOTAL	SWORN	CIVILIAN	TOTAL	AUTHORIZED	FILLED
Baxter	951	0	0	0	0	0	0	0	0
Dayton	941	2	1	3	0	0	0	0	0
Treynor	920	1	0	1	0	0	0	2	1
Newell	913	2	0	2	0	0	0	0	0
Walnut	897	0	0	0	0	0	0	0	0
Adair	883	3	0	3	2	0	2	4	4
Hubbard	852	0	0	0	0	0	0	0	0
Hedrick	847	0	0	0	0	0	0	0	0
Janesville	840	1	0	1	0	0	0	1	1
Fontanelle	805	2	0	2	0	0	0	3	3
Dows	771	1	0	1	0	0	0	0	0
Kanawha	756	0	0	0	0	0	0	0	0
Merrill	737	1	0	1	0	0	0	0	0
Dunkerton	718	1	0	1	0	0	0	0	0
Burt	689	2	0	2	0	0	0	0	0
Lehigh	654	2	0	2	0	0	0	0	0
Coggon	639	1	0	1	0	0	0	0	0
Gilmore City	626	1	0	1	1	0	1	1	1
Richland	600	0	0	0	0	0	0	0	0
Maynard	561	0	0	0	0	0	0	0	0
Lawler	534	1	0	1	0	0	0	0	0
Ellsworth	480	0	0	0	1	0	1	0	0
Farnhamville	461	1	0	1	0	0	0	0	0
Salix	429	0	0	0	0	0	0	0	0

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TABLE 3

ALL FULL-TIME EMPLOYEES CATEGORIZED BY POSITION  
IN IOWA'S POLICE DEPARTMENTS (JULY 1, 1980)

CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Des Moines	191,003	4	25	57	257	29	37	25	434
Cedar Rapids	110,243	5	18	10	123	9	29	6	200
Davenport	103,264	5	17	24	95	12	25	33	211
Sioux City	82,003	3	15	22	72	21	13	0	146
Waterloo	75,985	3	16	33	84	4	17	0	157
Dubuque	62,321	1	7	8	62	4	3	3	88
Council Bluffs	56,449	1	10	20	63	1	22	0	117
Iowa City	50,508	2	3	8	37	3	10	0	63
Ames	45,775	1	4	5	38	4	3	3	58
Cedar Falls	36,322	3	7	7	27	0	7	0	51
Clinton	32,828	1	7	11	26	0	3	0	48
Mason City	30,144	1	12	3	29	6	6	3	60
Burlington	29,529	2	8	0	26	6	9	0	51
Fort Dodge	29,423	3	11	5	30	0	4	0	53
Ottumwa	27,381	2	5	4	24	1	3	0	39
Bettendorf	27,381	1	6	5	19	7	4	0	42
Marshalltown	26,938	2	4	16	20	3	3	0	48
Muscatine	23,467	2	6	0	24	3	0	0	35
West Des Moines	21,894	1	2	5	17	5	1	0	31
Marion	19,474	1	3	7	12	5	2	0	30
Urbandale	17,869	1	4	4	18	0	6	0	32
Ankeny	15,429	1	2	3	13	5	2	0	26
Newton	15,292	2	4	4	17	1	3	2	33

CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Keokuk	13,536	2	4	4	15	5	2	0	32
Fort Madison	13,520	2	4	3	16	4	2	0	31
Boone	12,602	2	4	0	10	0	1	0	17
Spencer	11,726	1	5	0	12	5	1	2	26
Indianola	10,843	2	0	2	7	1	1	0	13
Oskaloosa	10,629	1	2	2	11	3	1	1	21
Carroll	9,705	2	3	0	10	5	1	2	23
Fairfield	9,428	1	1	2	7	4	0	0	15
Grinnell	8,868	1	0	2	8	0	0	1	12
Storm Lake	8,814	1	4	0	8	0	1	0	14
Charles City	8,778	2	2	0	9	3	0	0	16
Webster City	8,572	1	1	5	7	4	0	0	18
Waverly	8,444	1	1	3	7	0	1	0	13
Creston	8,429	2	1	2	5	3	0	0	13
Pella	8,349	2	0	1	6	4	0	0	13
LeMars	8,276	1	2	2	8	0	0	0	13
Knoxville	8,143	2	0	3	6	4	0	0	15
Decorah	7,991	3	0	2	7	2	3	1	18
Atlantic	7,789	2	1	2	8	0	0	0	13
Coralville	7,687	1	1	2	12	0	2	0	18
Oelwein	7,564	2	0	2	6	4	0	1	15
Estherville	7,518	1	4	0	7	4	0	0	16
Clear Lake	7,458	2	0	2	9	4	1	1	19
Mount Pleasant	7,322	1	1	3	6	5	0	0	16
Perry	7,053	2	0	3	5	5	0	0	15
Cherokee	7,004	1	1	2	6	4	0	0	14



CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Red Oak	6,810	2	1	2	5	4	0	0	14
Denison	6,675	1	2	0	8	6	0	0	17
Washington	6,584	2	0	2	5	0	0	0	9
Centerville	6,558	2	0	3	7	0	5	0	17
Independence	6,392	1	1	3	6	3	1	0	15
Maquoketa	6,313	3	0	0	6	3	0	0	12
Algona	6,289	2	1	1	5	4	0	0	13
Shenandoah	6,274	2	0	0	7	0	0	0	9
Iowa Falls	6,174	1	1	2	7	4	0	0	15
Nevada	5,912	1	0	0	4	0	1	0	6
Clive	5,906	1	0	3	4	3	1	0	12
Altoona	5,764	1	1	0	6	0	0	0	8
Windsor Heights	5,632	1	0	4	6	5	0	0	16
Clarinda	5,458	2	0	2	5	0	1	0	10
Harlan	5,357	2	0	0	6	0	0	0	8
Glenwood	5,280	1	2	0	4	4	1	0	12
Vinton	5,040	1	2	0	4	0	0	0	7
Sheldon	5,003	2	0	0	4	4	0	0	10
Chariton	4,987	1	0	2	6	4	1	0	14
Anamosa	4,958	1	0	0	4	0	1	0	6
Manchester	4,942	1	0	2	5	0	0	0	8
Jefferson	4,854	1	1	1	5	0	0	0	8
Hiawatha	4,825	0	0	0	2	0	0	0	2
Humboldt	4,794	2	0	0	6	0	0	0	8
Camanche	4,725	2	0	1	3	0	0	0	6
Hampton	4,630	1	1	1	5	4	1	0	13

CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Emmetsburg	4,621	2	0	0	5	0	0	0	7
Sioux Center	4,588	1	0	1	3	0	0	0	5
DeWitt	4,512	1	1	1	3	0	0	0	6
Forest City	4,270	2	0	0	5	0	1	0	8
Albia	4,184	2	0	1	3	4	0	0	10
Winterset	4,021	2	0	0	3	0	0	0	5
Waukon	3,983	2	0	0	4	0	0	0	6
Spirit Lake	3,976	1	0	0	4	4	0	0	9
New Hampton	3,940	1	0	0	5	0	0	0	6
Cresco	3,860	2	0	1	4	5	0	0	12
Dyersville	3,825	1	0	0	4	3	0	0	8
Osceola	3,750	1	1	1	5	0	0	0	8
Osage	3,718	2	0	0	4	0	0	0	6
Monticello	3,641	1	1	1	3	3	0	0	9
Pleasant Hill	3,493	1	0	1	4	0	0	0	6
Carter Lake	3,438	1	0	1	3	0	0	0	5
Eldridge	3,279	1	0	1	3	0	0	0	5
Eldora	3,063	1	1	1	2	0	0	0	5
Clarion	3,060	1	0	2	3	0	0	0	6
Sac City	3,000	1	0	0	4	0	0	0	5
Garner	2,908	1	0	0	4	0	0	0	5
Belle Plaine	2,903	1	1	0	2	0	0	0	4
Grundy Center	2,880	1	1	1	1	0	0	0	4
Bloomfield	2,849	1	1	1	2	0	0	0	5
Audubon	2,841	1	0	0	3	0	0	1	5
West Union	2,783	1	0	1	3	0	0	0	5

CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Story City	2,762	1	0	0	2	0	0	0	3
West Liberty	2,723	2	0	0	2	0	0	0	4
Rock Rapids	2,693	1	0	0	2	0	0	0	3
Norwalk	2,676	1	0	0	3	0	0	0	4
Johnston	2,617	1	0	1	4	1	0	0	7
Wilton	2,502	1	0	0	1	0	0	0	2
Bellevue	2,450	2	0	0	3	0	0	0	5
Toledo	2,445	2	0	0	2	0	0	0	4
Guttenberg	2,428	1	0	1	2	0	0	0	4
Sergeant Bluff	2,416	1	0	1	2	0	0	0	4
Pocahontas	2,352	2	0	1	1	0	0	0	4
Jesup	2,343	1	0	0	2	0	0	0	3
Sumner	2,335	1	0	1	1	0	0	0	3
LaPorte City	2,324	1	0	0	2	0	0	0	3
Marerigo	2,308	2	0	0	2	0	0	0	4
Rockwell City	2,276	2	0	0	2	0	0	0	4
Hudson	2,267	2	0	0	1	0	0	0	3
Greenfield	2,243	2	0	0	1	0	0	0	3
Britt	2,185	1	0	0	2	0	0	0	3
Milford	2,076	1	0	0	2	0	0	0	3
New London	2,043	1	0	0	4	0	0	0	5
Williamsburg	2,033	2	0	0	1	0	0	0	3
Lake Mills	2,006	1	0	0	3	0	0	0	4
Manson	1,924	2	0	0	2	0	0	0	4
Ackley	1,900	1	0	0	1	0	0	0	2
West Branch	1,867	2	0	0	0	0	0	0	2

CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Nashua	1,846	1	0	0	3	0	0	0	4
Corydon	1,818	0	0	1	1	0	0	0	2
Reinbeck	1,808	1	0	0	1	0	0	0	2
Hull	1,714	1	0	0	2	0	0	0	3
Guthrie Center	1,713	1	0	0	2	0	0	0	3
Bedford	1,692	0	0	0	2	0	0	0	2
Stuart	1,650	1	0	0	1	0	0	0	2
Denver	1,647	1	0	0	2	0	0	0	3
Manning	1,609	1	1	0	2	0	0	0	4
Laurens	1,606	2	0	0	1	0	0	0	3
Remsen	1,592	1	1	0	1	0	0	0	3
Durant	1,583	1	0	0	0	0	0	0	1
Logan	1,540	2	0	0	0	0	0	0	2
Pleasantville	1,531	1	0	0	1	0	0	0	2
Monona	1,530	1	0	0	1	0	0	0	2
Mitchellville	1,530	1	0	0	1	0	0	0	2
Akron	1,517	1	0	0	2	0	0	0	3
Fayette	1,515	1	0	0	2	0	0	0	3
Brooklyn	1,509	0	0	0	2	0	0	0	2
Shell Rock	1,478	1	0	0	0	0	0	0	1
Strawberry Point	1,463	1	0	0	0	0	0	0	1
Lisbon	1,458	1	0	0	1	0	0	0	2
Buffalo	1,441	1	0	1	1	0	0	0	3
Columbus Junction	1,429	1	0	0	1	0	0	0	2
Sanborn	1,398	2	0	0	0	0	0	0	2
Epworth	1,380	0	0	0	1	0	0	0	1

CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Lenox	1,338	1	0	0	1	0	0	0	2
Odebolt	1,299	2	0	0	0	0	0	0	2
State Center	1,292	1	0	0	1	0	0	0	2
Bondurant	1,283	1	0	0	1	0	0	0	2
Buffalo Creek	1,233	1	0	0	0	0	0	0	1
Lansing	1,181	1	0	0	1	0	0	0	2
Mechanicsville	1,166	1	0	0	0	0	0	0	1
Armstrong	1,153	1	0	0	1	0	0	0	2
Aurelia	1,143	1	0	0	0	0	0	0	1
Earlham	1,140	1	0	0	1	0	0	0	2
Conrad	1,133	1	0	0	0	0	0	0	1
Preston	1,120	1	0	0	1	0	0	0	2
Fredericksburg	1,075	1	0	0	1	0	0	0	2
Calmar	1,053	2	0	0	0	0	0	0	2
Arnolds Park	1,051	1	0	0	1	0	0	0	2
Victor	1,046	1	0	0	1	0	0	0	2
Seymour	1,036	1	0	0	0	0	0	0	1
DeSoto	1,035	1	0	0	0	0	0	0	1
Aplington	1,027	1	0	0	0	0	0	0	1
Manilla	1,020	1	0	0	0	0	0	0	1
Danville	994	1	0	0	0	0	0	0	1
Dike	987	1	0	0	0	0	0	0	1
Fairbank	980	1	0	0	1	0	0	0	2
Exira	978	1	0	0	1	0	0	0	2
Grand Junction	970	1	0	0	0	0	0	0	1
Baxter	951	1	0	0	0	0	0	0	1

CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Dayton	941	1	0	0	0	1	0	0	2
Treynor	920	1	0	0	0	0	0	0	1
Newell	913	1	0	0	0	0	0	0	1
Walnut	897	0	0	0	1	0	0	0	1
Adair	883	1	0	0	0	0	0	0	1
Hubbard	852	1	0	0	0	0	0	0	1
Hedrick	847	1	0	0	1	0	0	0	2
Janesville	840	1	0	0	0	0	0	0	1
Fontanelle	805	1	0	0	0	0	0	0	1
Dows	771	1	0	0	0	0	0	0	1
Kanawha	756	1	0	0	1	0	0	0	2
Merrill	737	1	0	0	0	0	0	0	1
Dunkerton	718	1	0	0	0	0	0	0	1
Burt	689	1	0	0	0	0	0	0	1
Lehigh	654	1	0	0	0	0	0	0	1
Coggon	639	0	0	0	1	0	0	0	1
Gilmore City	626	1	0	0	0	0	0	0	1
Richland	600	1	0	0	0	0	0	0	1
Maynard	561	1	0	0	0	0	0	0	1
Lawler	534	1	0	0	0	0	0	0	1
Ellsworth	480	1	0	0	0	0	0	0	1
Farnhamville	461	1	0	0	0	0	0	0	1
Salix	429	1	0	0	0	0	0	0	1



Explanation of Footnotes:

- a Top Administration - Chief and Asst. Chief
- b General Command - Captain and Lieutenant
- c First Line Supervisory - Sergeant
- d First Line Officers - Patrol Officer, Jailer, Matron and Bailiff
- e Professional/Technical Civilian Personnel - Legal Adviser, Unsworn Admin. Assistant, Dispatcher and Lab. Technician
- f Other Civilian Personnel - Secretary, Clerk and Maintenance Staff
- g All Others - Police Cadet, Meter Maid, etc.



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TABLE 4

FEMALE, FULL-TIME EMPLOYEES CATEGORIZED BY POSITION  
IN IOWA'S POLICE DEPARTMENTS (JULY 1, 1980)\*

CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Des Moines	191,003	-	-	2	8	6	36	7	59
Cedar Rapids	110,243	-	-	-	-	6	22	6	34
Davenport	103,264	-	-	-	11	11	25	33	80
Sioux City	82,003	-	-	-	1	18	10	-	29
Waterloo	75,985	-	-	-	7	3	14	-	24
Dubuque	62,321	-	-	-	2	3	3	3	11
Council Bluffs	56,449	-	-	-	5	-	14	-	19
Iowa City	50,508	-	-	-	3	2	10	-	15
Ames	45,775	-	-	-	1	4	3	3	11
Cedar Falls	36,322	-	-	-	-	-	7	-	7
Clinton	32,828	-	-	-	-	-	3	-	3
Mason City	30,144	-	-	-	-	5	1	3	9
Burlington	29,529	-	-	-	2	3	5	-	10
Fort Dodge	29,423	-	-	-	1	-	4	-	5
Ottumwa	27,381	-	-	-	-	-	2	-	2
Bettendorf	27,381	-	-	-	-	7	4	-	11
Marshalltown	26,938	-	-	-	1	3	3	-	7
Muscatine	23,467	-	-	-	1	3	-	-	4
West Des Moines	21,894	-	-	-	-	2	1	-	3
Marion	19,474	-	-	-	-	5	2	-	7
Urbandale	17,869	-	-	-	1	-	4	-	5
Ankeny	15,429	-	-	-	3	4	2	-	9

CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Newton	15,292	-	-	-	1	1	3	2	7
Keokuk	13,536	-	-	-	-	2	1	-	3
Fort Madison	13,520	-	-	-	1	4	2	-	7
Boone	12,602	-	-	-	-	-	1	-	1
Spencer	11,726	-	-	-	-	4	1	2	7
Indianola	10,843	-	-	-	-	-	1	-	1
Oskaloosa	10,629	-	-	-	1	2	1	1	5
Carroll	9,705	-	-	-	1	3	1	2	7
Fairfield	9,428	-	-	-	-	4	-	-	4
Grinnell	8,868	-	-	-	-	-	-	1	1
Storm Lake	8,814	-	-	-	-	-	1	-	1
Webster City	8,572	-	-	-	-	2	-	-	2
Waverly	8,444	-	-	-	-	-	1	-	1
Creston	8,429	-	-	-	1	1	-	-	2
Knoxville	8,143	-	-	-	-	4	-	-	4
Decorah	7,991	-	-	-	-	-	2	1	3
Atlantic	7,789	-	-	-	1	-	-	-	1
Coralville	7,687	-	-	-	2	-	2	-	4
Estherville	7,518	-	-	-	-	3	-	-	3
Clear Lake	7,458	-	-	-	-	2	1	1	4
Mount Pleasant	7,322	-	-	-	-	4	-	-	4
Perry	7,053	-	-	-	-	5	-	-	5
Cherokee	7,004	-	-	-	-	4	-	-	4
Red Oak	6,810	-	-	-	-	4	-	-	4
Denison	6,675	-	-	-	-	5	-	-	5
Centerville	6,558	-	-	-	-	-	2	-	2

CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Independence	6,392	-	-	-	-	3	1	-	4
Algona	6,289	-	-	-	-	3	-	-	3
Iowa Falls	6,174	-	-	-	-	3	-	-	3
Nevada	5,912	-	-	-	-	-	1	-	1
Clive	5,906	-	-	-	-	2	1	-	3
Windsor Heights	5,632	-	-	-	-	4	-	-	4
Glenwood	5,280	-	-	-	-	4	1	-	5
Sheldon	5,003	-	-	-	-	3	-	-	3
Chariton	4,987	-	-	-	1	3	1	-	5
Anamosa	4,958	-	-	-	-	-	1	-	1
Hampton	4,630	-	-	-	-	4	1	-	5
Albia	4,184	-	-	-	-	3	-	-	3
Spirit Lake	3,976	-	-	-	-	4	-	-	4
Cresco	3,860	-	-	-	-	3	-	-	3
Dyersville	3,825	-	-	-	-	2	-	-	2
Monticello	3,641	-	-	-	-	3	-	-	3
Johnston	2,617	-	-	-	1	1	-	-	2
Dayton	941	-	-	-	-	1	-	-	1
TOTALS:		0	0	2	57	185	202	65	511

Explanation of Footnotes:

\* Those departments not listed in this table indicated not having any female employees.

a-g (See Table 3 for definitions.)

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TABLE 5  
MINORITY, FULL-TIME EMPLOYEES CATEGORIZED BY POSITION  
IN IOWA'S POLICE DEPARTMENTS (JULY 1, 1980)\*

CITY	POPULATION	TOP <sup>a</sup> ADMIN.	GEN. <sup>b</sup> COMMAND	1ST LINE <sup>c</sup> SUPERV.	1ST LINE <sup>d</sup> OFFICERS	PRO./TECH. <sup>e</sup> CIVILIANS	OTHER <sup>f</sup> CIVILIANS	ALL <sup>g</sup> OTHERS	TOTAL
Des Moines	191,003	-	1	-	11 (1) <sup>F</sup>	1	1 (1) <sup>F</sup>	2	16 (2) <sup>F</sup>
Cedar Rapids	110,243	-	-	-	1	-	-	-	1
Davenport	103,264	-	-	-	4 (1) <sup>F</sup>	-	-	2 (2) <sup>F</sup>	6 (3) <sup>F</sup>
Sioux City	82,003	-	-	1	2	2 (2) <sup>F</sup>	2 (1) <sup>F</sup>	-	7 (3) <sup>F</sup>
Waterloo	75,985	-	-	1	3	-	3 (3) <sup>F</sup>	-	7 (3) <sup>F</sup>
Council Bluffs	56,449	-	-	-	3	1	-	-	4
Iowa City	50,508	-	-	-	1	-	-	-	1
Ames	45,775	-	-	-	1	-	1 (1) <sup>F</sup>	-	2 (1) <sup>F</sup>
Clinton	32,828	-	-	-	1	-	-	-	1
Burlington	29,529	-	-	-	1	-	-	-	1
Fort Dodge	29,423	-	-	-	1	-	-	-	1
Muscatine	23,467	-	-	-	1	-	-	-	1
Keokuk	13,536	-	1	-	-	-	-	-	1
Mount Pleasant	7,322	-	-	1	-	-	-	-	1
Washington	6,584	-	-	-	1	-	-	-	1
Altoona	5,764	-	-	-	1	-	-	-	1
Toledo	2,445	-	-	-	1	-	-	-	1
TOTALS:		0	2	3	33 (2) <sup>F</sup>	4 (2) <sup>F</sup>	7 (6) <sup>F</sup>	4 (2) <sup>F</sup>	53 (12) <sup>F</sup>

Explanation of Footnotes:

\* Those departments not listed in this table indicated not having any minority (non-white) employees.

a-g (See Table 3 for definitions.)

F Female employees are shown in parentheses..



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TABLE 6  
AGE RANGE OF FULL-TIME OFFICERS  
IN IOWA'S POLICE DEPARTMENTS (JULY 1, 1980)

CITY	POPULATION	YOUNGER THAN 25 YRS.	25 YRS.- 29 YRS.	30 YRS.- 39 YRS.	40 YRS.- 49 YRS.	50 YRS.- 59 YRS.	60 YRS. OR OLDER	TOTAL
Des Moines	191,003	23	69	152*	72	27	0	343
Cedar Rapids	110,243	13	29	59*	34	21	0	156
Davenport	103,264	15	30	51*	28	17	0	141
Sioux City	82,003	1	25	46*	26	11	3	112
Waterloo	75,985	12	28	62*	25	9	0	136
Dubuque	62,321	9	18	27*	12	12	0	78
Council Bluffs	56,449	14	32*	28	15	5	0	94
Iowa City	50,508	5	7	20*	15	3	0	50
Ames	45,775	5	15*	14	10	3	1	48
Cedar Falls	36,322	7	9	21*	5	2	0	44
Clinton	32,828	5	9	18*	9	4	0	45
Mason City	30,144	1	8	11	14*	10	1	45
Burlington	29,529	4	10	11*	9	2	0	36
Fort Dodge	29,423	3	12	22*	9	3	0	49
Ottumwa	27,381	4	9	14*	6	2	0	35
Bettendorf	27,381	7	12*	7	3	2	0	31
Marshalltown	26,938	9	9	16*	5	3	0	42
Muscatine	23,467	4	12*	7	6	3	0	32
West Des Moines	21,894	1	9	10*	4	1	0	25
Marion	19,474	1	9*	9*	4	0	0	23
Urbandale	17,869	10*	7	7	1	1	0	26
Ankeny	15,429	6	7*	3	2	1	0	19
Newton	15,292	2	5	10*	8	2	0	27

39.

40.

CITY	POPULATION	YOUNGER THAN 25 YRS.	25 YRS.- 29 YRS.	30 YRS.- 39 YRS.	40 YRS.- 49 YRS.	50 YRS.- 59 YRS.	60 YRS. OR OLDER	TOTAL
Keokuk	13,536	4	4	9*	7	1	0	25
Fort Madison	13,520	2	8*	5	8*	2	0	25
Boone	12,602	2	3	6*	5	0	0	16
Spencer	11,726	4	5	7*	2	0	0	18
Indianola	10,843	1	3	2	4*	1	0	11
Oskaloosa	10,629	4	5	6*	1	0	0	16
Carroll	9,705	3	5*	2	4	1	0	15
Fairfield	9,428	1	1	3*	3*	3*	0	11
Grinnell	8,868	2	2	4*	2	1	0	11
Storm Lake	8,814	3	4*	4*	2	0	0	13
Charles City	8,778	0	0	9*	0	4	0	13
Webster City	8,572	0	1	7*	4	2	0	14
Waverly	8,444	0	8*	3	1	0	0	12
Creston	8,429	1	3*	3*	3*	0	0	10
Pella	8,349	0	2	6*	1	0	0	9
LeMars	8,276	1	2	5*	2	2	1	13
Knoxville	8,143	1	2	4*	3	1	0	11
Decorah	7,991	3*	1	3*	2	3*	0	12
Atlantic	7,789	1	3	8*	0	1	0	13
Coralville	7,687	3	4	9*	0	0	0	16
Oelwein	7,564	5*	1	1	2	1	0	10
Estherville	7,518	4*	2	3	3	0	0	12
Clear Lake	7,458	0	0	11*	1	1	0	13
Mount Pleasant	7,322	0	7*	0	2	2	0	11
Perry	7,053	2	4*	4*	0	0	0	10
Cherokee	7,004	1	5*	2	2	0	0	10



CITY	POPULATION	YOUNGER THAN 25 YRS.	25 YRS.- 29 YRS.	30 YRS.- 39 YRS.	40 YRS.- 49 YRS.	50 YRS.- 59 YRS.	60 YRS. OR OLDER	TOTAL
Red Oak	6,810	1	3	5*	0	1	0	10
Denison	6,675	1	3*	3*	3*	1	0	11
Washington	6,584	0	3	1	4*	1	0	9
Centerville	6,558	0	4	6*	1	1	0	12
Independence	6,392	5*	2	0	2	2	0	11
Maquoketa	6,313	1	3*	3*	2	0	0	9
Algona	6,289	2	2	2	3*	0	0	9
Shenandoah	6,274	3*	1	2	2	1	0	9
Iowa Falls	6,174	0	9*	2	0	0	0	11
Nevada	5,912	0	1	1	3*	0	0	5
Clive	5,906	1	3*	3*	1	0	0	8
Altoona	5,764	2	4*	1	1	0	0	8
Windsor Heights	5,632	3*	3*	2	2	1	0	11
Clarinda	5,458	2	3*	2	2	0	0	9
Harlan	5,357	1	3	4*	0	0	0	8
Glenwood	5,280	0	1	4*	2	0	0	7
Vinton	5,040	1	2*	1	1	2*	0	7
Sheldon	5,003	3*	0	1	1	1	0	6
Chariton	4,987	4	3	0	2	0	0	9
Anamosa	4,958	1	3	1	0	0	0	5
Manchester	4,942	3	3	2	0	0	0	8
Jefferson	4,854	1	5	0	1	1	0	8
Hiawatha	4,825	0	1	1	0	0	0	2
Humboldt	4,794	0	0	2	5	1	0	8
Camanche	4,725	1	2	0	3	0	0	6
Hampton	4,630	1	0	4	3	0	0	8

<u>CITY</u>	<u>POPULATION</u>	<u>YOUNGER THAN 25 YRS.</u>	<u>25 YRS.- 29 YRS.</u>	<u>30 YRS.- 39 YRS.</u>	<u>40 YRS.- 49 YRS.</u>	<u>50 YRS.- 59 YRS.</u>	<u>60 YRS. OR OLDER</u>	<u>TOTAL</u>
Emmetsburg	4,621	2	4	1	0	0	0	7
Sioux Center	4,588	1	3	0	0	1	0	5
DeWitt	4,512	0	4	2	0	0	0	6
Forest City	4,270	0	4	3	0	0	0	7
Albia	4,184	2	1	3	0	0	0	6
Winterset	4,021	0	2	0	2	1	0	5
Waukon	3,983	0	1	3	0	2	0	6
Spirit Lake	3,976	2	2	0	1	0	0	5
New Hampton	3,940	1	2	1	1	1	0	6
Cresco	3,860	2	2	1	1	1	0	7
Dyersville	3,825	4	0	1	0	0	0	5
Osceola	3,750	4	2	1	0	1	0	8
Osage	3,718	1	1	0	2	2	0	6
Monticello	3,641	0	1	1	4	0	0	6
Pleasant Hill	3,493	0	2	1	3	0	0	6
Carter Lake	3,438	1	2	1	1	0	0	5
Eldridge	3,279	0	2	1	2	0	0	5
Eldora	3,063	2	2	0	1	0	0	5
Clarion	3,060	0	4	0	1	1	0	6
Sac City	3,000	1	3	0	1	0	0	5
Garner	2,908	2	2	1	0	0	0	5
Belle Plaine	2,903	2	0	1	0	1	0	4
Grundy Center	2,880	2	1	0	1	0	0	4
Bloomfield	2,849	2	0	1	1	0	1	5
Audubon	2,841	2	0	2	0	0	0	4
West Union	2,783	2	0	1	2	0	0	5

CITY	POPULATION	YOUNGER THAN 25 YRS.	25 YRS.- 29 YRS.	30 YRS.- 39 YRS.	40 YRS.- 49 YRS.	50 YRS.- 59 YRS.	60 YRS. OR OLDER	TOTAL
Story City	2,762	1	0	2	0	0	0	3
West Liberty	2,723	2	0	0	0	1	1	4
Rock Rapids	2,693	0	1	0	0	2	0	3
Norwalk	2,676	0	1	3	0	0	0	4
Johnston	2,617	3	0	1	2	0	0	6
Wilton	2,502	1	0	0	1	0	0	2
Bellevue	2,450	3	0	0	1	1	0	5
Toledo	2,445	1	0	1	0	1	1	4
Guttenberg	2,428	1	1	1	0	1	0	4
Sergeant Bluff	2,416	0	2	1	1	0	0	4
Pocahontas	2,352	1	1	2	0	0	0	4
Jesup	2,343	0	0	3	0	0	0	3
Sumner	2,335	1	1	0	1	0	0	3
LaPorte City	2,324	1	1	0	1	0	0	3
Marengo	2,308	0	3	0	1	0	0	4
Rockwell City	2,276	0	4	0	0	0	0	4
Hudson	2,267	1	1	0	1	0	0	3
Greenfield	2,243	0	0	2	0	1	0	3
Britt	2,185	1	0	1	0	1	0	3
Milford	2,076	2	0	1	0	0	0	3
New London	2,043	1	1	1	1	1	0	5
Williamsburg	2,033	1	2	0	0	0	0	3
Lake Mills	2,006	2	2	0	0	0	0	4
Manson	1,924	0	2	0	1	0	1	4
Ackley	1,900	1	0	0	1	0	0	2
West Branch	1,867	1	1	0	0	0	0	2

<u>CITY</u>	<u>POPULATION</u>	<u>YOUNGER THAN 25 YRS.</u>	<u>25 YRS.- 29 YRS.</u>	<u>30 YRS.- 39 YRS.</u>	<u>40 YRS.- 49 YRS.</u>	<u>50 YRS.- 59 YRS.</u>	<u>60 YRS. OR OLDER</u>	<u>TOTAL</u>
Nashua	1,846	1	2	0	1	0	0	4
Corydon	1,818	0	1	1	0	0	0	2
Reinbeck	1,808	0	0	0	1	1	0	2
Hull	1,714	3	0	0	0	0	0	3
Guthrie Center	1,713	1	0	1	1	0	0	3
Bedford	1,692	0	0	1	0	1	0	2
Stuart	1,650	0	1	0	1	0	0	2
Denver	1,647	2	0	1	0	0	0	3
Manning	1,609	2	0	1	0	1	0	4
Laurens	1,606	0	2	1	0	0	0	3
Remsen	1,592	1	2	0	0	0	0	3
Durant	1,583	0	1	0	0	0	0	1
Logan	1,540	1	0	0	0	1	0	2
Pleasantville	1,531	0	1	0	1	0	0	2
Monona	1,530	0	1	0	0	1	0	2
Mitchellville	1,530	0	1	0	1	0	0	2
Akron	1,517	1	1	1	0	0	0	3
Fayette	1,515	1	0	0	0	2	0	3
Brooklyn	1,509	0	0	0	1	1	0	2
Shell Rock	1,478	1	0	0	0	0	0	1
Strawberry Point	1,463	0	0	1	0	0	0	1
Lisbon	1,458	0	0	2	0	0	0	2
Buffalo	1,441	0	1	2	0	0	0	3
Columbus Junction	1,429	0	0	2	0	0	0	2
Sanborn	1,398	1	1	0	0	0	0	2
Epworth	1,380	0	1	0	0	0	0	1

<u>CITY</u>	<u>POPULATION</u>	<u>YOUNGER THAN 25 YRS.</u>	<u>25 YRS.- 29 YRS.</u>	<u>30 YRS.- 39 YRS.</u>	<u>40 YRS.- 49 YRS.</u>	<u>50 YRS.- 59 YRS.</u>	<u>60 YRS. OR OLDER</u>	<u>TOTAL</u>
Lenox	1,338	1	0	1	0	0	0	2
Odebolt	1,299	0	1	1	0	0	0	2
State Center	1,292	0	0	1	1	0	0	2
Bondurant	1,283	1	0	1	0	0	0	2
Buffalo Creek	1,233	0	0	0	1	0	0	1
Lansing	1,181	0	0	0	1	1	0	2
Mechanicsville	1,166	0	0	1	0	0	0	1
Armstrong	1,153	1	0	1	0	0	0	2
Aurelia	1,143	0	0	0	0	1	0	1
Earlham	1,140	0	2	0	0	0	0	2
Conrad	1,133	0	0	1	0	0	0	1
Preston	1,120	0	1	1	0	0	0	2
Fredericksburg	1,075	0	0	1	0	0	1	2
Calmar	1,053	1	0	1	0	0	0	2
Arnolds Park	1,051	0	0	2	0	0	0	2
Victor	1,046	1	0	1	0	0	0	2
Seymour	1,036	0	1	0	0	0	0	1
DeSoto	1,035	0	1	0	0	0	0	1
Aplington	1,027	1	0	0	0	0	0	1
Manilla	1,020	0	0	1	0	0	0	1
Danville	994	0	1	0	0	0	0	1
Dike	987	0	0	0	0	1	0	1
Fairbank	980	1	0	1	0	0	0	2
Exira	978	1	1	0	0	0	0	2
Grand Junction	970	0	0	1	0	0	0	1
Baxter	951	0	0	0	1	0	0	1

<u>CITY</u>	<u>POPULATION</u>	<u>YOUNGER THAN 25 YRS.</u>	<u>25 YRS.- 29 YRS.</u>	<u>30 YRS.- 39 YRS.</u>	<u>40 YRS.- 49 YRS.</u>	<u>50 YRS.- 59 YRS.</u>	<u>60 YRS. OR OLDER</u>	<u>TOTAL</u>
Dayton	941	0	0	1	0	0	0	1
Treynor	920	0	0	1	0	0	0	1
Newell	913	0	0	0	1	0	0	1
Walnut	897	0	1	0	0	0	0	1
Adair	883	1	0	0	0	0	0	1
Hubbard	852	0	0	0	0	1	0	1
Hedrick	847	0	1	1	0	0	0	2
Janesville	840	1	0	0	0	0	0	1
Fontanelle	805	0	0	0	1	0	0	1
Dows	771	0	0	1	0	0	0	1
Kanawha	756	1	0	1	0	0	0	2
Merrill	737	0	0	1	0	0	0	1
Dunkerton	718	1	0	0	0	0	0	1
Burt	689	0	0	1	0	0	0	1
Lehigh	654	0	0	1	0	0	0	1
Coggon	639	1	0	0	0	0	0	1
Gilmore City	626	0	0	0	0	1	0	1
Richland	600	0	0	0	0	0	1	1
Maynard	561	1	0	0	0	0	0	1
Lawler	534	0	1	0	0	0	0	1
Ellsworth	480	1	0	0	0	0	0	1
Farnhamville	461	0	1	0	0	0	0	1
Salix	429	0	0	1	0	0	0	1
TOTAL:		336	631	888	479	216	12	2,562

## Explanation of Footnote:

\* Most frequent response for cities of 5,000 population or more.

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TABLE 7

LAW ENFORCEMENT EXPERIENCE OF FULL-TIME OFFICERS  
IN IOWA'S POLICE DEPARTMENTS (JULY 1, 1980)

CITY	POPULATION	LESS THAN 1 YR.	1 YR.- 2 YRS.	3 YRS.- 4 YRS.	5 YRS.- 9 YRS.	10 YRS.- 14 YRS.	15 YRS.- 19 YRS.	20 YRS. OR MORE	TOTAL
Des Moines	191,003	11	35	43	75	92*	47	40	343
Cedar Rapids	110,243	8	17	17	41*	23	19	31	156
Davenport	103,264	3	17	24	35*	29	11	22	141
Sioux City	82,003	4	0	8	37*	28	12	23	112
Waterloo	75,985	2	16	13	41*	38	10	16	136
Dubuque	62,321	1	10	10	17	18*	7	15	78
Council Bluffs	56,449	9	15	10	26*	15	9	10	94
Iowa City	50,508	0	0	7	20*	13	7	3	50
Ames	45,775	2	11*	7	7	7	4	10	48
Cedar Falls	36,322	5	9	2	11*	11*	4	2	44
Clinton	32,828	4	3	3	10	14*	5	6	45
Mason City	30,144	0	3	7	10	4	8	13*	45
Burlington	29,529	4	2	1	9	10*	9	1	36
Fort Dodge	29,423	4	9	9	10*	5	8	4	49
Ottumwa	27,381	3	9*	4	7	7	2	3	35
Bettendorf	27,381	3	4	5	13*	4	1	1	31
Marshalltown	26,938	4	13*	3	8	9	2	3	42
Muscatine	23,467	4	5	3	11*	1	5	3	32
West Des Moines	21,894	0	6*	4	6*	5	4	0	25
Marion	19,474	0	6*	6*	6*	4	0	1	23
Urbandale	17,869	2	3	10*	4	6	0	1	26
Ankeny	15,429	3	5*	2	5*	3	1	0	19
Newton	15,292	1	3	2	11*	3	4	3	27



CITY	POPULATION	LESS THAN 1 YR.	1 YR.- 2 YRS.	3 YRS.- 4 YRS.	5 YRS.- 9 YRS.	10 YRS.- 14 YRS.	15 YRS.- 19 YRS.	20 YRS. OR MORE	TOTAL
Keokuk	13,536	6*	5	1	4	5	3	1	25
Fort Madison	13,520	2	2	2	6*	6*	3	4	25
Boone	12,602	1	2	3	1	6*	2	1	16
Spencer	11,726	1	2	3	6*	3	2	1	18
Indianola	10,843	1	1	1	5*	2	1	0	11
Oskaloosa	10,629	1	3	7*	5	0	0	0	16
Carroll	9,705	3	3	0	4*	2	1	2	15
Fairfield	9,428	0	2	0	3*	1	3*	2	11
Grinnell	8,868	3*	1	1	3*	2	1	0	11
Storm Lake	8,814	0	5*	0	5*	2	1	0	13
Charles City	8,778	1	1	1	4*	1	2	3	13
Webster City	8,572	1	0	1	3	5*	2	2	14
Waverly	8,444	2	2	4*	2	2	0	0	12
Creston	8,429	0	0	2	3*	3*	1	1	10
Pella	8,349	0	1	5*	3	0	0	0	9
LeMars	8,276	0	3	0	4*	4*	2	0	13
Knoxville	8,143	1	3*	0	3*	2	1	1	11
Decorah	7,991	0	1	2	2	1	3*	3*	12
Atlantic	7,789	2	6*	1	2	1	1	0	13
Coralville	7,687	3	2	4	6*	0	1	0	16
Oelwein	7,564	1	4*	2	1	0	1	1	10
Estherville	7,518	1	4*	2	3	0	2	0	12
Clear Lake	7,458	0	2	1	9*	1	0	0	13
Mount Pleasant	7,322	0	0	9*	0	1	0	1	11
Perry	7,053	1	3*	2	2	2	0	0	10
Cherokee	7,004	1	0	3	4*	0	1	1	10

CITY	POPULATION	LESS THAN 1 YR.	1 YR.- 2 YRS.	3 YRS.- 4 YRS.	5 YRS.- 9 YRS.	10 YRS.- 14 YRS.	15 YRS.- 19 YRS.	20 YRS. OR MORE	TOTAL
Red Oak	6,810	0	3	2	5*	0	0	0	10
Denison	6,675	1	1	1	5*	2	1	0	11
Washington	6,584	1	2	3*	1	2	0	0	9
Centerville	6,558	2	1	3	5*	1	0	0	12
Independence	6,392	1	4*	1	3	2	0	0	11
Maquoketa	6,313	2*	0	2*	2*	0	1	2*	9
Algona	6,289	3*	2	1	0	1	0	2	9
Shenandoah	6,274	3*	1	1	2	2	0	0	9
Iowa Falls	6,174	3	4*	3	1	0	0	0	11
Nevada	5,912	0	0	0	4*	0	1	0	5
Clive	5,906	0	2*	1	2*	2*	0	1	8
Altoona	5,764	1	3*	2	1	0	1	0	8
Windsor Heights	5,632	2	0	6*	0	3	0	0	11
Clarinda	5,458	3*	2	3*	0	1	0	0	9
Harlan	5,357	0	5*	0	2	1	0	0	8
Glenwood	5,280	0	3*	1	2	1	0	0	7
Vinton	5,040	0	2	2	0	0	3*	0	7
Sheldon	5,003	3*	0	0	0	1	2	0	6
Chariton	4,987	1	3	3	1	0	1	0	9
Anamosa	4,958	1	2	1	1	0	0	0	5
Manchester	4,942	0	4	3	1	0	0	0	8
Jefferson	4,854	0	0	0	8	0	0	0	8
Hiawatha	4,825	0	2	0	0	0	0	0	2
Humboldt	4,794	0	0	2	2	2	1	1	8
Camanche	4,725	2	1	0	0	2	1	0	6
Hampton	4,630	2	0	2	2	2	0	0	8

CITY	POPULATION	LESS THAN 1 YR.	1 YR.- 2 YRS.	3 YRS.- 4 YRS.	5 YRS.- 9 YRS.	10 YRS.- 14 YRS.	15 YRS.- 19 YRS.	20 YRS. OR MORE	TOTAL
Emmetsburg	4,621	4	2	1	0	0	0	0	7
Sioux Center	4,588	1	0	0	3	0	1	0	5
DeWitt	4,512	0	1	4	1	0	0	0	6
Forest City	4,270	0	1	3	2	1	0	0	7
Albia	4,184	2	2	0	2	0	0	0	6
Winterset	4,021	0	2	0	1	0	1	1	5
Waukon	3,983	0	0	2	3	0	1	0	6
Spirit Lake	3,976	0	3	1	0	0	1	0	5
New Hampton	3,940	0	3	0	1	0	1	1	6
Cresco	3,860	1	1	2	3	0	0	0	7
Dyersville	3,825	1	3	0	1	0	0	0	5
Osceola	3,750	0	4	1	2	0	1	0	8
Osage	3,718	1	0	1	0	1	1	2	6
Monticello	3,641	0	1	5	0	0	0	0	6
Pleasant Hill	3,493	0	2	0	0	4	0	0	6
Carter Lake	3,438	3	1	1	0	0	0	0	5
Eldridge	3,279	0	1	2	1	0	0	1	5
Eldora	3,063	0	1	3	1	0	0	0	5
Clarion	3,060	0	2	1	2	0	0	1	6
Sac City	3,000	2	2	0	0	0	0	1	5
Garner	2,908	1	1	1	2	0	0	0	5
Belle Plaine	2,903	0	2	0	1	1	0	0	4
Grundy Center	2,880	0	2	1	0	1	0	0	4
Bloomfield	2,849	2	0	1	1	0	0	1	5
Audubon	2,841	0	0	3	0	0	1	0	4
West Union	2,783	1	0	4	0	0	0	0	5

<u>CITY</u>	<u>POPULATION</u>	<u>LESS THAN 1 YR.</u>	<u>1 YR.- 2 YRS.</u>	<u>3 YRS.- 4 YRS.</u>	<u>5 YRS.- 9 YRS.</u>	<u>10 YRS.- 14 YRS.</u>	<u>15 YRS.- 19 YRS.</u>	<u>20 YRS. OR MORE</u>	<u>TOTAL</u>
Story City	2,762	1	1	1	0	0	0	0	3
West Liberty	2,723	2	1	0	0	0	0	1	4
Rock Rapids	2,693	0	0	1	0	0	0	2	3
Norwalk	2,676	0	2	1	1	0	0	0	4
Johnston	2,617	0	2	1	2	1	0	0	6
Wilton	2,502	1	0	0	1	0	0	0	2
Bellevue	2,450	1	0	2	0	2	0	0	5
Toledo	2,445	0	0	1	1	1	0	1	4
Guttenberg	2,428	2	1	1	0	0	0	0	4
Sergeant Bluff	2,416	0	1	1	1	0	0	1	4
Pocahontas	2,352	0	1	2	1	0	0	0	4
Jesup	2,343	0	1	1	1	0	0	0	3
Sumner	2,335	0	2	0	1	0	0	0	3
LaPorte City	2,324	0	1	0	1	1	0	0	3
Marengo	2,308	0	2	1	0	1	0	0	4
Rockwell City	2,276	0	1	2	1	0	0	0	4
Hudson	2,267	0	1	0	1	0	1	0	3
Greenfield	2,243	0	0	1	1	1	0	0	3
Britt	2,185	0	1	0	1	1	0	0	3
Milford	2,076	0	3	0	0	0	0	0	3
New London	2,043	0	2	0	2	0	0	1	5
Williamsburg	2,033	0	2	1	0	0	0	0	3
Lake Mills	2,006	2	1	1	0	0	0	0	4
Manson	1,924	0	0	2	1	0	0	1	4
Ackley	1,900	0	1	0	0	1	0	0	2
West Branch	1,867	0	1	1	0	0	0	0	2

<u>CITY</u>	<u>POPULATION</u>	<u>LESS THAN 1 YR.</u>	<u>1 YR.- 2 YRS.</u>	<u>3 YRS.- 4 YRS.</u>	<u>5 YRS.- 9 YRS.</u>	<u>10 YRS.- 14 YRS.</u>	<u>15 YRS.- 19 YRS.</u>	<u>20 YRS. OR MORE</u>	<u>TOTAL</u>
Nashua	1,846	1	1	1	1	0	0	0	4
Corydon	1,818	0	0	0	1	1	0	0	2
Reinbeck	1,808	0	0	0	0	1	0	1	2
Hull	1,714	0	2	1	0	0	0	0	3
Guthrie Center	1,713	1	0	2	0	0	0	0	3
Bedford	1,692	0	2	0	0	0	0	0	2
Stuart	1,650	2	0	0	0	0	0	0	2
Denver	1,647	1	1	1	0	0	0	0	3
Manning	1,609	1	1	0	1	0	1	0	4
Laurens	1,606	0	2	0	1	0	0	0	3
Remsen	1,592	0	1	1	1	0	0	0	3
Durant	1,583	0	0	1	0	0	0	0	1
Logan	1,540	0	1	0	0	0	0	1	2
Pleasantville	1,531	0	0	1	1	0	0	0	2
Monona	1,530	1	1	0	0	0	0	0	2
Mitchellville	1,530	0	0	0	2	0	0	0	2
Akron	1,517	0	2	0	1	0	0	0	3
Fayette	1,515	0	1	1	1	0	0	0	3
Brooklyn	1,509	1	0	0	0	0	0	1	2
Shell Rock	1,478	1	0	0	0	0	0	0	1
Strawberry Point	1,463	0	0	1	0	0	0	0	1
Lisbon	1,458	0	1	0	1	0	0	0	2
Buffalo	1,441	0	0	1	2	0	0	0	3
Columbus Junction	1,429	0	0	0	2	0	0	0	2
Sanborn	1,398	0	1	1	0	0	0	0	2
Epworth	1,380	0	0	1	0	0	0	0	1

CITY	POPULATION	LESS THAN 1 YR.	1 YR.- 2 YRS.	3 YRS.- 4 YRS.	5 YRS.- 9 YRS.	10 YRS.- 14 YRS.	15 YRS.- 19 YRS.	20 YRS. OR MORE	TOTAL
Lenox	1,338	1	0	1	0	0	0	0	2
Odebolt	1,299	0	1	0	0	1	0	0	2
State Center	1,292	0	1	1	0	0	0	0	2
Bondurant	1,283	0	0	2	0	0	0	0	2
Buffalo Creek	1,233	0	1	0	0	0	0	0	1
Lansing	1,181	0	0	1	1	0	0	0	2
Mechanicsville	1,166	0	0	1	0	0	0	0	1
Armstrong	1,153	0	1	1	0	0	0	0	2
Aurelia	1,143	0	0	0	0	0	1	0	1
Earlham	1,140	0	1	1	0	0	0	0	2
Conrad	1,133	0	0	0	1	0	0	0	1
Preston	1,120	1	1	0	0	0	0	0	2
Fredericksburg	1,075	1	0	0	0	0	1	0	2
Calmar	1,053	1	1	0	0	0	0	0	2
Arnolds Park	1,051	0	0	2	0	0	0	0	2
Victor	1,046	1	0	0	1	0	0	0	2
Seymour	1,036	0	1	0	0	0	0	0	1
DeSoto	1,035	0	1	0	0	0	0	0	1
Aplington	1,027	0	1	0	0	0	0	0	1
Manilla	1,020	0	0	0	1	0	0	0	1
Danville	994	0	0	0	1	0	0	0	1
Dike	987	0	0	0	0	1	0	0	1
Fairbank	980	1	0	0	0	1	0	0	2
Exira	978	1	1	0	0	0	0	0	2
Grand Junction	970	0	1	0	0	0	0	0	1
Baxter	951	1	0	0	0	0	0	0	1

CITY	POPULATION	LESS THAN 1 YR.	1 YR.- 2 YRS.	3 YRS.- 4 YRS.	5 YRS.- 9 YRS.	10 YRS.- 14 YRS.	15 YRS.- 19 YRS.	20 YRS. OR MORE	TOTAL
Dayton	941	1	0	0	0	0	0	0	1
Treynor	920	0	1	0	0	0	0	0	1
Newell	913	0	1	0	0	0	0	0	1
Walnut	897	0	1	0	0	0	0	0	1
Adair	883	0	0	1	0	0	0	0	1
Hubbard	852	0	0	0	1	0	0	0	1
Hedrick	847	1	0	1	0	0	0	0	2
Janesville	840	1	0	0	0	0	0	0	1
Fontanelle	805	0	1	0	0	0	0	0	1
Dows	771	0	1	0	0	0	0	0	1
Kanawha	756	1	1	0	0	0	0	0	2
Merrill	737	0	1	0	0	0	0	0	1
Dunkerton	718	0	1	0	0	0	0	0	1
Burt	689	0	0	0	0	1	0	0	1
Lehigh	654	0	0	0	0	1	0	0	1
Coggon	639	1	0	0	0	0	0	0	1
Gilmore City	626	0	0	0	1	0	0	0	1
Richland	600	0	0	0	0	0	1	0	1
Maynard	561	0	0	1	0	0	0	0	1
Lawler	534	1	0	0	0	0	0	0	1
Ellsworth	480	0	1	0	0	0	0	0	1
Farnhamville	461	0	0	1	0	0	0	0	1
Salix	429	0	1	0	0	0	0	0	1

Explanation of Footnote:

\* Most frequent response for cities of 5,000 population or more.



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TABLE 8  
 TURNOVER OF FULL-TIME OFFICERS  
 IN IOWA'S POLICE DEPARTMENTS (FISCAL YEAR 1980)\*

CITY	POPULATION	DEATH	RESIGNATION	RETIREMENT	DISMISSAL	TOTAL TURNOVER	TOTAL OFFICERS	TURNOVER RATE
Des Moines	191,003	0	3	0	1	4	343	1%
Cedar Rapids	110,243	0	4	2	2	8	156	5%
Davenport #	103,264	0	4	2	2	8	141	6%
Sioux City	82,003	0	5	5	0	10	112	9%
Waterloo	75,985	0	2	3	0	5	136	4%
Dubuque	62,321	0	5	2	0	7	78	9%
Council Bluffs	56,449	0	6	0	0	6	94	6%
Iowa City	50,508	0	0	0	0	0	50	0
Ames	45,775	0	1	0	0	1	48	2%
Cedar Falls	36,322	0	4	0	1	5	44	11%
Clinton	32,828	0	0	0	0	0	45	0
Mason City	30,144	0	0	2	1	3	45	7%
Burlington	29,529	0	0	1	1	2	36	6%
Fort Dodge	29,423	0	1	2 <sup>a</sup>	0	3	49	6%
Ottumwa	27,381	0	1	1	0	2	35	6%
Bettendorf	27,381	0	2	0	0	2	31	6%
Marshalltown	26,938	0	6	0	1	7	42	17%
Muscatine	23,467	0	3	1	0	4	32	13%
West Des Moines	21,894	0	0	1	0	1	25	4%
Marion	19,474	0	0	0	0	0	23	0
Urbandale	17,869	0	1	1	0	2	26	8%
Ankeny	15,429	0	2	0	1	3	19	16%
Newton	15,292	1	0	0	0	1	27	4%

<u>CITY</u>	<u>POPULATION</u>	<u>DEATH</u>	<u>RESIGNATION</u>	<u>RETIREMENT</u>	<u>DISMISSAL</u>	<u>TOTAL TURNOVER</u>	<u>TOTAL OFFICERS</u>	<u>TURNOVER RATE</u>
Keokuk	13,536	0	0	3	1	4	25	16%
Fort Madison	13,520	0	3	0	0	3	25	12%
Boone	12,602	0	0	0	0	0	16	0
Spencer	11,726	0	2	0	0	2	18	11%
Indianola	10,843	0	1	0	0	1	11	9%
Oskaloosa	10,629	0	1	2	0	3	16	19%
Carroll	9,705	0	3	0	0	3	15	20%
Fairfield	9,428	0	0	0	1	1	11	9%
Grinnell	8,868	0	3	1	0	4	11	36%
Storm Lake	8,814	0	0	0	0	0	13	0
Charles City	8,778	0	0	1	0	1	13	8%
Webster City	8,572	0	1	0	0	1	14	7%
Waverly	8,444	0	2	0	0	2	12	17%
Creston	8,429	0	1	0	0	1	10	10%
Pella	8,349	0	0	0	0	0	9	0
LeMars	8,276	0	1	0	1	2	13	15%
Knoxville	8,143	0	0	1	0	1	11	9%
Decorah	7,991	0	0	0	0	0	12	0
Atlantic	7,789	1	1	1	0	3	13	23%
Coralville	7,687	0	0	0	0	0	16	0
Oelwein	7,564	0	0	0	1	1	10	10%
Estherville	7,518	0	1	0	1	2	12	17%
Clear Lake	7,458	0	0	0	0	0	13	0
Mount Pleasant	7,322	0	1	0	0	1	11	9%
Perry	7,053	0	2	0	1	3	10	30%
Cherokee	7,004	0	1	0	0	1	10	10%

<u>CITY</u>	<u>POPULATION</u>	<u>DEATH</u>	<u>RESIGNATION</u>	<u>RETIREMENT</u>	<u>DISMISSAL</u>	<u>TOTAL TURNOVER</u>	<u>TOTAL OFFICERS</u>	<u>TURNOVER RATE</u>
Red Oak	6,810	0	0	0	0	0	10	0
Denison	6,675	0	0	0	1	1	11	9%
Washington	6,584	0	2	0	0	2	9	22%
Centerville	6,558	0	1	0	0	1	12	8%
Independence	6,392	0	3	0	0	3	11	27%
Maquoketa	6,313	0	2	0	0	2	9	22%
Algona	6,289	0	2	0	0	2	9	22%
Shenandoah	6,274	0	2	0	1	3	9	33%
Iowa Falls	6,174	0	2	0	0	2	11	18%
Nevada	5,912	0	0	0	0	0	5	0
Clive	5,906	0	0	0	0	0	8	0
Altoona	5,764	0	0	0	0	0	8	0
Windsor Heights	5,632	0	1	0	0	1	11	9%
Clarinda	5,458	0	0	0	1	1	9	11%
Harlan	5,357	0	0	0	1	1	8	13%
Glenwood	5,280	0	0	0	0	0	7	0
Vinton	5,040	0	0	0	0	0	7	0
Sheldon	5,003	0	2	0	0	2	6	33%
Chariton	4,987	0	1	0	0	1	9	11%
Anamosa	4,958	0	1	0	0	1	5	20%
Manchester	4,942	0	1	0	0	1	8	13%
Jefferson	4,854	0	2	0	1	3	8	38%
Hiawatha	4,825	0	0	0	0	0	2	0
Humboldt	4,794	0	2	0	0	2	8	25%
Camanche	4,725	1	0	0	1	2	6	33%
Hampton	4,630	0	1	0	0	1	8	13%

<u>CITY</u>	<u>POPULATION</u>	<u>DEATH</u>	<u>RESIGNATION</u>	<u>RETIREMENT</u>	<u>DISMISSAL</u>	<u>TOTAL TURNOVER</u>	<u>TOTAL OFFICERS</u>	<u>TURNOVER RATE</u>
Emmetsburg	4,621	0	1	0	0	1	7	14%
Sioux Center	4,588	0	1	0	0	1	5	20%
DeWitt	4,512	0	0	0	0	0	6	0
Forest City	4,270	0	0	0	0	0	7	0
Albia	4,184	0	2	0	0	2	6	33%
Winterset	4,021	0	2	0	0	2	5	40%
Waukon	3,983	0	0	0	0	0	6	0
Spirit Lake	3,976	0	0	0	0	0	5	0
New Hampton	3,940	0	2	0	0	2	6	33%
Cresco	3,860	0	1	0	0	1	7	14%
Dyersville	3,825	0	2	0	0	2	5	40%
Osceola	3,750	0	1	0	0	1	8	13%
Osage	3,718	0	0	0	0	0	6	0
Monticello	3,641	0	1	0	1	2	6	33%
Pleasant Hill	3,493	0	1	0	0	1	6	17%
Carter Lake	3,438	0	6	0	1	7	5	140%
Eldridge	3,279	0	0	0	1	1	5	20%
Eldora	3,063	0	1	0	0	1	5	20%
Clarion	3,060	0	0	0	0	0	6	0
Sac City	3,000	0	2	0	0	2	5	40%
Garner	2,908	0	0	0	1	1	5	20%
Belle Plaine	2,903	0	3	0	1	4	4	100%
Grundy Center	2,880	0	1	0	0	1	4	25%
Bloomfield	2,849	0	1	0	0	1	5	20%
Audubon	2,841	0	0	0	0	0	4	0
West Union	2,783	0	1	0	0	1	5	20%

<u>CITY</u>	<u>POPULATION</u>	<u>DEATH</u>	<u>RESIGNATION</u>	<u>RETIREMENT</u>	<u>DISMISSAL</u>	<u>TOTAL TURNOVER</u>	<u>TOTAL OFFICERS</u>	<u>TURNOVER RATE</u>
Story City	2,762	0	1	0	0	1	3	33%
West Liberty	2,723	0	2	0	2	4	4	100%
Rock Rapids	2,693	0	0	0	0	0	3	0
Norwalk	2,676	0	1	0	0	1	4	25%
Johnston	2,617	0	1	0	0	1	6	17%
Wilton	2,502	0	1	0	1	2	2	100%
Bellevue	2,450	0	1	0	0	1	5	20%
Toledo	2,445	0	0	0	0	0	4	0
Guttenberg	2,428	0	2	0	1	3	4	75%
Sergeant Bluff	2,416	0	1	0	1	2	4	50%
Pocahontas	2,352	0	1	0	0	1	4	25%
Jesup	2,343	0	0	0	1	1	3	33%
Sumner	2,335	0	2	0	0	2	3	67%
LaPorte City	2,324	0	0	0	0	0	3	0
Marengo	2,308	0	1	0	0	1	4	25%
Rockwell City	2,276	0	3	0	0	3	4	75%
Hudson	2,267	0	1	0	0	1	3	33%
Greenfield	2,243	0	1	0	0	1	3	33%
Britt	2,185	0	0	0	1	1	3	33%
Milford	2,076	0	0	0	0	0	3	0
New London	2,043	0	0	0	0	0	5	0
Williamsburg	2,033	0	0	0	0	0	3	0
Lake Mills	2,006	0	0	0	0	0	4	0
Manson	1,924	0	0	0	0	0	4	0
Ackley	1,900	0	2	0	1	3	2	150%
West Branch	1,867	0	0	0	0	0	2	0

<u>CITY</u>	<u>POPULATION</u>	<u>DEATH</u>	<u>RESIGNATION</u>	<u>RETIREMENT</u>	<u>DISMISSAL</u>	<u>TOTAL TURNOVER</u>	<u>TOTAL OFFICERS</u>	<u>TURNOVER RATE</u>
Nashua	1,846	0	1	0	0	1	4	25%
Corydon	1,818	0	0	0	0	0	2	0
Reinbeck	1,808	0	0	0	0	0	2	0
Hull	1,714	0	0	0	0	0	3	0
Guthrie Center	1,713	0	1	0	0	1	3	33%
Bedford	1,692	0	2	0	0	2	2	100%
Stuart	1,650	0	3	0	1	4	2	200%
Denver	1,647	0	2	0	0	2	3	67%
Manning	1,609	1	1	1	0	3	4	75%
Laurens	1,606	0	0	0	0	0	3	0
Remsen	1,592	0	0	0	0	0	3	0
Durant	1,583	0	0	0	0	0	1	0
Logan	1,540	0	0	0	1	1	2	50%
Pleasantville	1,531	0	0	0	0	0	2	0
Monona	1,530	0	0	0	0	0	2	0
Mitchellville	1,530	0	1	0	0	1	2	50%
Akron	1,517	0	2	0	1	3	3	100%
Fayette	1,515	0	4	0	0	4	3	133%
Brooklyn	1,509	0	1	0	0	1	2	50%
Shell Rock	1,478	0	1	0	1	2	1	200%
Strawberry Point	1,463	0	0	0	1	1	1	100%
Lisbon	1,458	0	0	0	1	1	2	50%
Buffalo	1,441	0	2	0	0	2	3	67%
Columbus Junction	1,429	0	1	0	0	1	2	50%
Sanborn	1,398	0	0	0	1	1	2	50%
Epworth	1,380	0	0	0	0	0	1	0

<u>CITY</u>	<u>POPULATION</u>	<u>DEATH</u>	<u>RESIGNATION</u>	<u>RETIREMENT</u>	<u>DISMISSAL</u>	<u>TOTAL TURNOVER</u>	<u>TOTAL OFFICERS</u>	<u>TURNOVER RATE</u>
Lenox	1,338	0	1	0	0	1	2	50%
Odebolt	1,299	0	0	0	0	0	2	0
State Center	1,292	0	0	0	0	0	2	0
Bondurant	1,283	0	0	0	0	0	2	0
Buffalo Creek	1,233	0	0	0	0	0	1	0
Lansing	1,181	0	0	0	0	0	2	0
Mechanicsville	1,166	0	2	0	0	2	1	200%
Armstrong	1,153	0	1	0	1	2	2	100%
Aurelia	1,143	0	0	0	0	0	1	0
Earlham	1,140	0	0	0	0	0	2	0
Conrad	1,133	0	0	0	0	0	1	0
Preston	1,120	0	1	0	0	1	2	50%
Fredericksburg	1,075	0	3	1	3	7	2	350%
Calmar	1,053	0	2	0	0	2	2	100%
Arnolds Park	1,051	0	0	0	0	0	2	0
Victor	1,046	0	1	0	0	1	2	50%
Seymour	1,036	0	0	0	0	0	1	0
DeSoto	1,035	0	0	0	0	0	1	0
Aplington	1,027	0	0	0	0	0	1	0
Manilla	1,020	0	0	0	0	0	1	0
Danville	994	0	0	0	0	0	1	0
Dike	987	0	0	0	0	0	1	0
Fairbank	980	0	3	0	0	3	2	150%
Exira	978	0	2	0	0	2	2	100%
Grand Junction	970	0	0	0	0	0	1	0
Baxter	951	0	2	0	0	2	1	200%



<u>CITY</u>	<u>POPULATION</u>	<u>DEATH</u>	<u>RESIGNATION</u>	<u>RETIREMENT</u>	<u>DISMISSAL</u>	<u>TOTAL TURNOVER</u>	<u>TOTAL OFFICERS</u>	<u>TURNOVER RATE</u>
Dayton	941	0	0	0	1	1	1	100%
Treynor	920	0	0	0	0	0	1	0
Newell	913	0	0	0	0	0	1	0
Walnut	897	0	0	0	0	0	1	0
Adair	883	0	0	0	1	1	1	100%
Hubbard	852	0	0	0	0	0	1	0
Hedrick	847	0	0	0	1	1	2	50%
Janesville	840	0	1	0	0	1	1	100%
Fontanelle	805	0	0	0	0	0	1	0
Dows	771	0	1	0	0	1	1	100%
Kanawha	756	0	0	0	0	0	2	0
Merrill	737	0	0	0	0	0	1	0
Dunkerton	718	0	1	0	0	1	1	100%
Burt	689	0	0	0	0	0	1	0
Lehigh	654	0	0	0	0	0	1	0
Coggon	639	0	1	0	0	1	1	100%
Gilmore City	626	0	0	0	0	0	1	0
Richland	600	0	0	1	0	1	1	100%
Maynard	561	0	0	0	0	0	1	0
Lawler	534	0	0	0	0	0	1	0
Ellsworth	480	0	0	0	0	0	1	0
Farnhamville	461	0	0	0	2	2	1	200%
Salix	429	0	0	0	0	0	1	0
TOTAL:		4	193	35	51	283	2,562	11%

Explanation of Footnotes:

\* July 1, 1979 - June 30, 1980  
# April 1, 1979 - March 31, 1980

a One officer retired and the other left the department with a medical pension.

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TABLE 9  
EDUCATIONAL LEVEL OF FULL-TIME OFFICERS  
IN IOWA'S POLICE DEPARTMENTS (JULY 1, 1980)

CITY	POPULATION	LESS THAN HIGH SCHOOL	HIGH SCHOOL OR GED	SOME COLLEGE	2 YRS. COLLEGE	4 YRS. COLLEGE	GRAD. DEGREE	TOTAL
Des Moines	191,003	NA	NA	NA	NA	NA	NA	343
Cedar Rapids	110,243	0	66 (42%)	16 (10%)	33 (21%)	37 (24%)	4 (3%)	156
Davenport	103,264	0	68 (48%)	28 (20%)	21 (15%)	22 (16%)	2 (1%)	141
Sioux City	82,003	NA	NA	NA	NA	NA	NA	112
Waterloo	75,985	NA	NA	NA	NA	NA	NA	136
Dubuque	62,321	1 (1%)	50 (64%)	0	13 (17%)	12 (15%)	2 (3%)	78
Council Bluffs	56,449	0	6 (6%)	21 (22%)	25 (27%)	40 (43%)	2 (2%)	94
Iowa City	50,508	0	7 (14%)	15 (30%)	8 (16%)	17 (34%)	3 (6%)	50
Ames	45,775	0	8 (17%)	14 (29%)	23 (48%)	3 (6%)	0	48
Cedar Falls	36,322	2 (5%)	7 (16%)	24 (55%)	5 (11%)	6 (14%)	0	44
Clinton	32,828	0	3 (7%)	22 (49%)	10 (22%)	10 (22%)	0	45
Mason City	30,144	NA	NA	NA	NA	NA	NA	45
Burlington	29,529	0	5 (14%)	16 (44%)	5 (14%)	10 (28%)	0	36
Fort Dodge	29,423	0	21 (43%)	15 (31%)	13 (27%)	0	0	49
Ottumwa	27,381	0	9 (26%)	23 (66%)	1 (3%)	1 (3%)	1 (3%)	35
Bettendorf	27,381	0	7 (23%)	7 (23%)	2 (6%)	13 (42%)	2 (6%)	31
Marshalltown	26,938	0	10 (24%)	19 (45%)	8 (19%)	4 (10%)	1 (2%)	42
Muscatine	23,467	0	14 (44%)	2 (6%)	10 (31%)	6 (19%)	0	32
West Des Moines	21,894	0	7 (28%)	9 (36%)	9 (36%)	0	0	25
Marion	19,474	0	8 (35%)	5 (22%)	8 (35%)	2 (9%)	0	23
Urbandale	17,869	0	11 (42%)	5 (19%)	3 (12%)	7 (27%)	0	26
Ankeny	15,429	0	0	6 (32%)	5 (26%)	8 (42%)	0	19
Newton	15,292	0	5 (18%)	14 (52%)	0	8 (30%)	0	27

<u>CITY</u>	<u>POPULATION</u>	<u>LESS THAN HIGH SCHOOL</u>	<u>HIGH SCHOOL OR GED</u>	<u>SOME COLLEGE</u>	<u>2 YRS. COLLEGE</u>	<u>4 YRS. COLLEGE</u>	<u>GRAD. DEGREE</u>	<u>TOTAL</u>
Keokuk	13,536	1 (4%)	4 (16%)	12 (48%)	8 (32%)	0	0	25
Fort Madison	13,520	0	2 (8%)	6 (24%)	7 (28%)	10 (40%)	0	25
Boone	12,602	0	6 (38%)	0	8 (50%)	2 (13%)	0	16
Spencer	11,726	0	12 (67%)	0	2 (11%)	4 (22%)	0	18
Indianola	10,843	0	8 (73%)	1 (9%)	0	0	2 (18%)	11
Oskaloosa	10,629	0	0	14 (88%)	1 (6%)	1 (6%)	0	16
Carroll	9,705	2 (13%)	2 (13%)	6 (40%)	3 (20%)	2 (13%)	0	15
Fairfield	9,428	NA	NA	NA	NA	NA	NA	11
Grinnell	8,868	0	6 (55%)	5 (46%)	0	0	0	11
Storm Lake	8,814	0	6 (46%)	4 (31%)	2 (15%)	1 (8%)	0	13
Charles City	8,778	0	10 (77%)	0	2 (15%)	1 (8%)	0	13
Webster City	8,572	1 (7%)	12 (86%)	1 (7%)	0	0	0	14
Waverly	8,444	0	7 (58%)	1 (8%)	3 (25%)	1 (8%)	0	12
Creston	8,429	0	6 (60%)	4 (40%)	0	0	0	10
Pella	8,349	0	6 (67%)	2 (22%)	0	1 (11%)	0	9
LeMars	8,276	0	4 (31%)	5 (38%)	4 (31%)	0	0	13
Knoxville	8,143	0	8 (73%)	2 (18%)	0	0	1 (9%)	11
Decorah	7,991	0	9 (75%)	2 (17%)	1 (8%)	0	0	12
Atlantic	7,789	0	2 (15%)	6 (46%)	4 (31%)	1 (8%)	0	13
Coralville	7,687	0	3 (19%)	5 (31%)	3 (19%)	5 (31%)	0	16
Oelwein	7,564	0	6 (60%)	4 (40%)	0	0	0	10
Estherville	7,518	0	7 (58%)	1 (8%)	4 (33%)	0	0	12
Clear Lake	7,458	0	9 (69%)	4 (31%)	0	0	0	13
Mount Pleasant	7,322	0	0	7 (64%)	2 (18%)	0	2 (18%)	11
Perry	7,053	0	6 (60%)	2 (20%)	2 (20%)	0	0	10
Cherokee	7,004	0	3 (30%)	2 (20%)	5 (50%)	0	0	10

<u>CITY</u>	<u>POPULATION</u>	<u>LESS THAN HIGH SCHOOL</u>	<u>HIGH SCHOOL OR GED</u>	<u>SOME COLLEGE</u>	<u>2 YRS. COLLEGE</u>	<u>4 YRS. COLLEGE</u>	<u>GRAD. DEGREE</u>	<u>TOTAL</u>
Red Oak	6,810	0	3 (30%)	3 (30%)	3 (30%)	1 (10%)	0	10
Denison	6,675	1 (9%)	6 (55%)	0	2 (18%)	2 (18%)	0	11
Washington	6,584	0	0	9 (100%)	0	0	0	9
Centerville	6,558	0	9 (75%)	1 (8%)	1 (8%)	1 (8%)	0	12
Independence	6,392	2 (18%)	0	4 (36%)	5 (46%)	0	0	11
Maquoketa	6,313	0	4 (44%)	5 (56%)	0	0	0	9
Algona	6,289	0	8 (89%)	0	0	1 (11%)	0	9
Shenandoah	6,274	0	6 (67%)	2 (22%)	1 (11%)	0	0	9
Iowa Falls	6,174	0	4 (36%)	1 (9%)	6 (55%)	0	0	11
Nevada	5,912	0	2 (40%)	2 (40%)	1 (20%)	0	0	5
Clive	5,906	0	2 (25%)	4 (50%)	2 (25%)	0	0	8
Altoona	5,764	0	6 (75%)	2 (25%)	0	0	0	8
Windsor Heights	5,632	0	5 (46%)	4 (36%)	0	2 (18%)	0	11
Clarinda	5,458	0	6 (67%)	3 (33%)	0	0	0	9
Harlan	5,357	0	6 (75%)	0	2 (25%)	0	0	8
Glenwood	5,280	0	0	7 (100%)	0	0	0	7
Vinton	5,040	0	7 (100%)	0	0	0	0	7
Sheldon	5,003	2 (33%)	2 (33%)	0	2 (33%)	0	0	6
Chariton	4,987	0	3 (33%)	2 (22%)	4 (44%)	0	0	9
Anamosa	4,958	0	3 (60%)	1 (20%)	1 (20%)	0	0	5
Manchester	4,942	0	0	6 (75%)	1 (13%)	1 (13%)	0	8
Jefferson	4,854	3 (38%)	0	3 (38%)	1 (13%)	1 (13%)	0	8
Hiawatha	4,825	0	0	1 (50%)	1 (50%)	0	0	2
Humboldt	4,794	0	5 (63%)	3 (38%)	0	0	0	8
Camanche	4,725	0	3 (50%)	2 (33%)	0	0	1 (17%)	6
Hampton	4,630	0	6 (75%)	1 (13%)	1 (13%)	0	0	8

<u>CITY</u>	<u>POPULATION</u>	<u>LESS THAN HIGH SCHOOL</u>	<u>HIGH SCHOOL OR GED</u>	<u>SOME COLLEGE</u>	<u>2 YRS. COLLEGE</u>	<u>4 YRS. COLLEGE</u>	<u>GRAD. DEGREE</u>	<u>TOTAL</u>
Emmetsburg	4,621	0	6 (86%)	1 (14%)	0	0	0	7
Sioux Center	4,588	0	1 (20%)	1 (20%)	3 (60%)	0	0	5
DeWitt	4,512	0	4 (67%)	2 (33%)	0	0	0	6
Forest City	4,270	0	1 (14%)	2 (29%)	2 (29%)	2 (29%)	0	7
Albia	4,184	0	0	5 (83%)	1 (17%)	0	0	6
Winterset	4,021	0	4 (80%)	0	1 (20%)	0	0	5
Waukon	3,983	0	6 (100%)	0	0	0	0	6
Spirit Lake	3,976	0	0	2 (40%)	2 (40%)	1 (20%)	0	5
New Hampton	3,940	1 (17%)	5 (83%)	0	0	0	0	6
Cresco	3,860	1 (14%)	3 (43%)	0	2 (29%)	1 (14%)	0	7
Dyersville	3,825	0	4 (80%)	1 (20%)	0	0	0	5
Osceola	3,750	0	6 (75%)	1 (13%)	0	1 (13%)	0	8
Osage	3,718	0	4 (67%)	2 (33%)	0	0	0	6
Monticello	3,641	0	5 (83%)	0	1 (17%)	0	0	6
Pleasant Hill	3,493	0	3 (50%)	2 (33%)	1 (17%)	0	0	6
Carter Lake	3,438	0	0	4 (80%)	1 (20%)	0	0	5
Eldridge	3,279	0	2 (40%)	3 (60%)	0	0	0	5
Eldora	3,063	0	4 (80%)	1 (20%)	0	0	0	5
Clarion	3,060	0	3 (50%)	3 (50%)	0	0	0	6
Sac City	3,000	0	3 (60%)	0	2 (40%)	0	0	5
Garner	2,908	0	2 (40%)	0	3 (60%)	0	0	5
Belle Plaine	2,903	0	1 (25%)	0	2 (50%)	1 (25%)	0	4
Grundy Center	2,880	0	2 (50%)	1 (25%)	1 (25%)	0	0	4
Bloomfield	2,849	0	5 (100%)	0	0	0	0	5
Audubon	2,841	0	3 (75%)	1 (25%)	0	0	0	4
West Union	2,783	0	4 (80%)	0	0	0	1 (20%)	5

<u>CITY</u>	<u>POPULATION</u>	<u>LESS THAN HIGH SCHOOL</u>	<u>HIGH SCHOOL OR GED</u>	<u>SOME COLLEGE</u>	<u>2 YRS. COLLEGE</u>	<u>4 YRS. COLLEGE</u>	<u>GRAD. DEGREE</u>	<u>TOTAL</u>
Story City	2,762	0	0	1 (33%)	1 (33%)	1 (33%)	0	3
West Liberty	2,723	0	4 (100%)	0	0	0	0	4
Rock Rapids	2,693	0	3 (100%)	0	0	0	0	3
Norwalk	2,676	0	1 (25%)	1 (25%)	2 (50%)	0	0	4
Johnston	2,617	0	3 (50%)	1 (17%)	2 (33%)	0	0	6
Wilton	2,502	0	2 (100%)	0	0	0	0	2
Bellevue	2,450	0	5 (100%)	0	0	0	0	5
Toledo	2,445	0	2 (50%)	2 (50%)	0	0	0	4
Guttenberg	2,428	0	3 (75%)	1 (25%)	0	0	0	4
Sergeant Bluff	2,416	0	0	4 (100%)	0	0	0	4
Pocahontas	2,352	0	1 (25%)	2 (50%)	0	1 (25%)	0	4
Jesup	2,343	0	2 (67%)	1 (33%)	0	0	0	3
Sumner	2,335	0	0	1 (33%)	1 (33%)	1 (33%)	0	3
LaPorte City	2,324	0	3 (100%)	0	0	0	0	3
Marengo	2,308	0	0	4 (100%)	0	0	0	4
Rockwell City	2,276	0	2 (50%)	2 (50%)	0	0	0	4
Hudson	2,267	0	2 (67%)	1 (33%)	0	0	0	3
Greenfield	2,243	0	1 (33%)	2 (67%)	0	0	0	3
Britt	2,185	0	3 (100%)	0	0	0	0	3
Milford	2,076	0	3 (100%)	0	0	0	0	3
New London	2,043	0	5 (100%)	0	0	0	0	5
Williamsburg	2,033	0	1 (33%)	2 (67%)	0	0	0	3
Lake Mills	2,006	0	2 (50%)	1 (25%)	1 (25%)	0	0	4
Manson	1,924	0	4 (100%)	0	0	0	0	4
Ackley	1,900	0	1 (50%)	0	1 (50%)	0	0	2
West Branch	1,867	0	1 (50%)	1 (50%)	0	0	0	2



CITY	POPULATION	LESS THAN HIGH SCHOOL	HIGH SCHOOL OR GED	SOME COLLEGE	2 YRS. COLLEGE	4 YRS. COLLEGE	GRAD. DEGREE	TOTAL
Nashua	1,846	0	0	1 (25%)	2 (50%)	1 (25%)	0	4
Corydon	1,818	0	1 (50%)	0	1 (50%)	0	0	2
Reinbeck	1,808	0	2 (100%)	0	0	0	0	2
Hull	1,714	0	0	0	3 (100%)	0	0	3
Guthrie Center	1,713	1 (33%)	2 (67%)	0	0	0	0	3
Bedford	1,692	2 (100%)	0	0	0	0	0	2
Stuart	1,650	0	2 (100%)	0	0	0	0	2
Denver	1,647	0	2 (67%)	0	1 (33%)	0	0	3
Manning	1,609	0	2 (50%)	1 (25%)	1 (25%)	0	0	4
Laurens	1,606	0	2 (67%)	0	1 (33%)	0	0	3
Remsen	1,592	1 (33%)	0	2 (67%)	0	0	0	3
Durant	1,583	0	0	0	0	1 (100%)	0	1
Logan	1,540	0	1 (50%)	1 (50%)	0	0	0	2
Pleasantville	1,531	0	2 (100%)	0	0	0	0	2
Monona	1,530	0	1 (50%)	0	0	1 (50%)	0	2
Mitchellville	1,530	0	2 (100%)	0	0	0	0	2
Akron	1,517	0	1 (33%)	2 (67%)	0	0	0	3
Fayette	1,515	0	1 (33%)	1 (33%)	1 (33%)	0	0	3
Brooklyn	1,509	0	1 (50%)	1 (50%)	0	0	0	2
Shell Rock	1,478	0	0	1 (100%)	0	0	0	1
Strawberry Point	1,463	0	1 (100%)	0	0	0	0	1
Lisbon	1,458	0	0	2 (100%)	0	0	0	2
Buffalo	1,441	0	0	3 (100%)	0	0	0	3
Columbus Junction	1,429	0	0	1 (50%)	0	1 (50%)	0	2
Sanborn	1,398	0	2 (100%)	0	0	0	0	2
Epworth	1,380	0	0	1 (100%)	0	0	0	1

CITY	POPULATION	LESS THAN HIGH SCHOOL	HIGH SCHOOL OR GED	SOME COLLEGE	2 YRS. COLLEGE	4 YRS. COLLEGE	GRAD. DEGREE	TOTAL
Lenox	1,338	0	2 (100%)	0	0	0	0	2
Odebolt	1,299	0	0	1 (50%)	0	1 (50%)	0	2
State Center	1,292	0	1 (50%)	0	1 (50%)	0	0	2
Bondurant	1,283	0	1 (50%)	1 (50%)	0	0	0	2
Buffalo Creek	1,233	0	1 (100%)	0	0	0	0	1
Lansing	1,181	0	1 (50%)	0	0	1 (50%)	0	2
Mechanicsville	1,166	0	0	1 (100%)	0	0	0	1
Armstrong	1,153	0	0	1 (50%)	1 (50%)	0	0	2
Aurelia	1,143	1 (100%)	0	0	0	0	0	1
Earlham	1,140	0	0	0	1 (50%)	1 (50%)	0	2
Conrad	1,133	0	1 (100%)	0	0	0	0	1
Preston	1,120	0	1 (50%)	1 (50%)	0	0	0	2
Fredericksburg	1,075	0	2 (100%)	0	0	0	0	2
Calmar	1,053	0	1 (50%)	1 (50%)	0	0	0	2
Arnolds Park	1,051	0	1 (50%)	1 (50%)	0	0	0	2
Victor	1,046	0	1 (50%)	0	0	1 (50%)	0	2
Seymour	1,036	0	1 (100%)	0	0	0	0	1
DeSoto	1,035	0	1 (100%)	0	0	0	0	1
Aplington	1,027	0	0	0	1 (100%)	0	0	1
Manilla	1,020	0	0	1 (100%)	0	0	0	1
Danville	994	0	1 (100%)	0	0	0	0	1
Dike	987	1 (100%)	0	0	0	0	0	1
Fairbank	980	2 (100%)	0	0	0	0	0	2
Exira	978	0	2 (100%)	0	0	0	0	2
Grand Junction	970	0	0	1 (100%)	0	0	0	1
Baxter	951	1 (100%)	0	0	0	0	0	1

CITY	POPULATION	LESS THAN HIGH SCHOOL	HIGH SCHOOL OR GED	SOME COLLEGE	2 YRS. COLLEGE	4 YRS. COLLEGE	GRAD. DEGREE	TOTAL
Dayton	941	0	1 (100%)	0	0	0	0	1
Treynor	920	0	0	1 (100%)	0	0	0	1
Newell	913	0	1 (100%)	0	0	0	0	1
Walnut	897	0	0	1 (100%)	0	0	0	1
Adair	883	0	0	1 (100%)	0	0	0	1
Hubbard	852	0	1 (100%)	0	0	0	0	1
Hedrick	847	0	1 (50%)	1 (50%)	0	0	0	2
Janesville	840	0	0	1 (100%)	0	0	0	1
Fontanelle	805	1 (100%)	0	0	0	0	0	1
Dows	771	0	1 (100%)	0	0	0	0	1
Kanawha	756	0	2 (100%)	0	0	0	0	2
Merrill	737	0	1 (100%)	0	0	0	0	1
Dunkerton	718	0	0	0	1 (100%)	0	0	1
Burt	689	0	0	1 (100%)	0	0	0	1
Lehigh	654	0	1 (100%)	0	0	0	0	1
Coggon	639	0	1 (100%)	0	0	0	0	1
Gilmore City	626	1 (100%)	0	0	0	0	0	1
Richland	600	0	1 (100%)	0	0	0	0	1
Maynard	561	0	0	1 (100%)	0	0	0	1
Lawler	534	0	1 (100%)	0	0	0	0	1
Ellsworth	480	0	0	0	0	1 (100%)	0	1
Farnhamville	461	0	0	1 (100%)	0	0	0	1
Salix	429	0	1 (100%)	0	0	0	0	1

Explanation of Footnote:

NA Not Available

Note: In some instances the percents in each row do not total 100%; this is due to rounding-off error.

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TABLE 10  
EDUCATIONAL BENEFITS PROVIDED TO FULL-TIME OFFICERS  
IN IOWA'S POLICE DEPARTMENTS (1981)

<u>CITY</u>	<u>POPULATION</u>	<u>ADJUSTING<sup>a</sup> SCHEDULES</u>	<u>TIME OFF<sup>b</sup> WITH PAY</u>	<u>BOOKS/TUITION<sup>c</sup> SUBSIDIZED</u>	<u>PAY<sup>d</sup> INCREASE</u>	<u>BASIS FOR<sup>e</sup> PROMOTIONS</u>
Des Moines	191,003	X		X	X	X
Cedar Rapids	110,243					
Davenport	103,264			X	X	X
Sioux City	82,003				X	
Waterloo	75,985					
Dubuque	62,321	X			X	
Council Bluffs	56,449				X	
Iowa City	50,508	X				
Ames	45,775			X	X	X
Cedar Falls	36,322	X				
Clinton	32,828	X	X	X	X	
Mason City	30,144				X	X
Burlington	29,529	X	X			X
Fort Dodge	29,423				X	
Ottumwa	27,381	X				X
Bettendorf	27,381	X		X		
Marshalltown	26,938	X				
Muscatine	23,467	X	X		X	
West Des Moines	21,894			X		
Marion	19,474					X
Urbandale	17,869	X			X	X
Ankeny	15,429			X	X	X

80.

<u>CITY</u>	<u>POPULATION</u>	<u>ADJUSTING<sup>a</sup> SCHEDULES</u>	<u>TIME OFF<sup>b</sup> WITH PAY</u>	<u>BOOKS/TUITION<sup>c</sup> SUBSIDIZED</u>	<u>PAY<sup>d</sup> INCREASE</u>	<u>BASIS FOR<sup>e</sup> PROMOTIONS</u>
Newton	15,292	X			X	
Keokuk	13,536	X	X	X		
Fort Madison	13,520	X		X	X	
Boone	12,602	X	X	X		X
Spencer	11,726	X				
Indianola	10,843	X	X	X		
Oskaloosa	10,629	X	X	X		X
Carroll	9,705	X	X			X
Fairfield	9,428			X		
Grinnell	8,868	X		X		
Storm Lake	8,814	X				
Charles City	8,778	X				
Webster City	8,572					
Waverly	8,444	X				X
Creston	8,429				X	
Pella	8,349					
LeMars	8,276	X	X			
Knoxville	8,143	X	X			
Decorah	7,991	X				
Atlantic	7,789	X				
Coralville	7,687					
Oelwein	7,564		X			
Estherville	7,518	X		X		
Clear Lake	7,458	X		X	X	
Mount Pleasant	7,322					X
Perry	7,053	X				

<u>CITY</u>	<u>POPULATION</u>	<u>ADJUSTING<sup>a</sup> SCHEDULES</u>	<u>TIME OFF<sup>b</sup> WITH PAY</u>	<u>BOOKS/TUITION<sup>c</sup> SUBSIDIZED</u>	<u>PAY<sup>d</sup> INCREASE</u>	<u>BASIS FOR<sup>e</sup> PROMOTIONS</u>
Cherokee	7,004	X	X		X	
Red Oak	6,810	X				
Denison	6,675	X				X
Washington	6,584					
Centerville	6,558	X	X	X		
Independence	6,392	X	X	X		X
Maquoketa	6,313	X			X	
Algona	6,289	X	X <sup>f</sup>	X		
Shenandoah	6,274	X	X	X	X	X
Iowa Falls	6,174					
Nevada	5,912	X	X	X		
Clive	5,906	X		X		
Altoona	5,764			X		
Windsor Heights	5,632					
Clarinda	5,458	X		X		
Harlan	5,357				X	
Glenwood	5,280					
Vinton	5,040	X	X	X		
Sheldon	5,003	X	X	X		
Chariton	4,987					
Anamosa	4,958	X				
Manchester	4,942	X				
Jefferson	4,854	X				
Hiawatha	4,825	X				
Humboldt	4,794					
Camanche	4,725					



82.

<u>CITY</u>	<u>POPULATION</u>	<u>ADJUSTING<sup>a</sup></u> <u>SCHEDULES</u>	<u>TIME OFF<sup>b</sup></u> <u>WITH PAY</u>	<u>BOOKS/TUITION<sup>c</sup></u> <u>SUBSIDIZED</u>	<u>PAY<sup>d</sup></u> <u>INCREASE</u>	<u>BASIS FOR<sup>e</sup></u> <u>PROMOTIONS</u>
Hampton	4,630	X				
Emmetsburg	4,621	X	X	X		
Sioux Center	4,588					
Dewitt	4,512	X				
Forest City	4,270	X				
Albia	4,184	X	X	X		X
Winterset	4,021	X				
Waukon	3,983	X	X			
Spirit Lake	3,976					
New Hampton	3,940	X	X			
Cresco	3,860	X	X	X		X
Dyersville	3,825					
Osceola	3,750	X	X	X		
Osage	3,718	X	X <sup>f</sup>	X	X	X
Monticello	3,641	X			X	
Pleasant Hill	3,493	X	X	X		
Carter Lake	3,438	X	X	X	X	X
Eldridge	3,279	X	X	X		
Eldora	3,063					
Clarion	3,060	X	X	X		X
Sac City	3,000					
Garner	2,908	X				
Belle Plaine	2,903	X				
Grundy Center	2,880	X	X			
Bloomfield	2,849					
Audubon	2,841	X				



<u>CITY</u>	<u>POPULATION</u>	<u>ADJUSTING<sup>a</sup></u> <u>SCHEDULES</u>	<u>TIME OFF<sup>b</sup></u> <u>WITH PAY</u>	<u>BOOKS/TUITION<sup>c</sup></u> <u>SUBSIDIZED</u>	<u>PAY<sup>d</sup></u> <u>INCREASE</u>	<u>BASIS FOR<sup>e</sup></u> <u>PROMOTIONS</u>
West Union	2,783	X	X	X		X
Story City	2,762	X				
West Liberty	2,723	X	X	X		
Rock Rapids	2,693					
Norwalk	2,676	X				
Johnston	2,617	X				X
Wilton	2,502					
Bellevue	2,450		X			
Toledo	2,445	X	X	X		
Guttenberg	2,428					
Sergeant Bluff	2,416					X
Pocahontas	2,352	X	X			
Jesup	2,343					
Sumner	2,335	X		X		
LaPorte City	2,324	X				
Marengo	2,308	X	X	X	X	
Rockwell City	2,276	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					
Williamsburg	2,033					
Lake Mills	2,006	X		X		X
Manson	1,924	X	X	X		
Ackley	1,900					

84.

<u>CITY</u>	<u>POPULATION</u>	<u>ADJUSTING<sup>a</sup> SCHEDULES</u>	<u>TIME OFF<sup>b</sup> WITH PAY</u>	<u>BOOKS/TUITION<sup>c</sup> SUBSIDIZED</u>	<u>PAY<sup>d</sup> INCREASE</u>	<u>BASIS FOR<sup>e</sup> PROMOTIONS</u>
West Branch	1,867	X	X	X		
Nashua	1,846	X				
Corydon	1,818	X	X	X		X
Reinbeck	1,808					
Hull	1,714	X				
Guthrie Center	1,713	X	X	X	X	
Bedford	1,692	X	X			
Stuart	1,650	X	X			
Denver	1,647	X	X	X		
Manning	1,609	X	X			X
Laurens	1,606	X				
Remsen	1,592	X		X		X
Durant	1,583					
Logan	1,540	X				
Pleasantville	1,531					
Monona	1,530					
Mitchellville	1,530		X	X		X
Akron	1,517		X	X		X
Fayette	1,515					
Brooklyn	1,509					
Shell Rock	1,478	X	X	X		
Strawberry Point	1,463					
Lisbon	1,458	X		X		
Buffalo	1,441					
Columbus Junction	1,429					
Sanborn	1,398	X	X	X		

<u>CITY</u>	<u>POPULATION</u>	<u>ADJUSTING<sup>a</sup> SCHEDULES</u>	<u>TIME OFF<sup>b</sup> WITH PAY</u>	<u>BOOKS/TUITION<sup>c</sup> SUBSIDIZED</u>	<u>PAY<sup>d</sup> INCREASE</u>	<u>BASIS FOR<sup>e</sup> PROMOTIONS</u>
Epworth	1,380					
Lenox	1,338					
Odebolt	1,299	X				X
State Center	1,292					
Bondurant	1,283					
Buffalo Creek	1,233					
Lansing	1,181					
Mechanicsville	1,166					
Armstrong	1,153	X	X	X	X	X
Aurelia	1,143	X	X			
Earlham	1,140	X				
Conrad	1,133					
Preston	1,120					
Fredericksburg	1,075					
Calmar	1,053					
Arnolds Park	1,051	X	X	X		
Victor	1,046	X				
Seymour	1,036			X		
DeSoto	1,035	X	X			
Aplington	1,027	X				
Manilla	1,020	X				
Danville	994		X			
Dike	987					
Fairbank	980	X			X	
Exira	978	X	X	X		X
Grand Junction	970					

86.

<u>CITY</u>	<u>POPULATION</u>	<u>ADJUSTING<sup>a</sup></u> <u>SCHEDULES</u>	<u>TIME OFF<sup>b</sup></u> <u>WITH PAY</u>	<u>BOOKS/TUITION<sup>c</sup></u> <u>SUBSIDIZED</u>	<u>PAY<sup>d</sup></u> <u>INCREASE</u>	<u>BASIS FOR<sup>e</sup></u> <u>PROMOTIONS</u>
Baxter	951	X	X	X		
Dayton	941		X		X	X
Treynor	920	X	X	X		
Newell	913					
Walnut	897					
Adair	883	X				X
Hubbard	852					
Hedrick	847	X		X		
Janesville	840					
Fontanelle	805					
Dows	771					
Kanawha	756	X				
Merrill	737					
Dunkerton	718					
Burt	689	X	X	X		
Lehigh	654	X				
Coggon	639	X				X
Gilmore City	626	X	X	X		X
Richland	600		X			
Maynard	561		X			
Lawler	534		X			
Ellsworth	480		X	X		
Farnhamville	461	X	X	X		
Salix	429	X	X	X	X	X

Explanation of Footnotes:

- a Adjusting schedules to facilitate class attendance.
- b Allowing time off with pay to attend class.
- c Departmental or city/county subsidizes for books and tuition.
- d Increasing pay based upon number of accumulated college credits or degrees.
- e Using formal academic education as part of the basis for promotions.
- f Granting comp. time to attend class.

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TABLE 11  
COLLEGE ENROLLMENT OF FULL-TIME OFFICERS  
IN IOWA'S POLICE DEPARTMENTS (1981)\*

CITY	POPULATION	2 YR. DEGREE					4 YR. DEGREE					GRAD. DEGREE					Grand Total
		Top Admin.	Gen. Command	1st Line Supervisory	1st Line Officers	Total	Top Admin.	Gen. Command	1st Line Supervisory	1st Line Officers	Total	Top Admin.	Gen. Command	1st Line Supervisory	1st Line Officers	Total	
Cedar Rapids	110,243	-	-	-	6	6	1	-	3	6	10	-	-	-	1	1	17
Dubuque	62,321	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	1
Iowa City	50,508	-	-	-	-	-	-	-	-	7	7	-	-	1	4	5	12
Ames	45,775	-	-	-	4	4	-	-	-	-	-	-	-	-	-	-	4
Cedar Falls	36,322	-	-	-	-	-	-	-	-	2	2	-	2	-	-	2	4
Clinton	32,828	-	-	-	6	6	-	1	2	5	8	1	-	-	-	1	15
Burlington	29,529	-	1	-	-	1	-	-	-	8	8	1	-	-	-	1	10
Bettendorf	27,381	-	-	-	-	-	-	-	-	2	2	1	-	-	-	1	3
Marshalltown	26,938	-	-	-	1	1	-	-	-	-	-	-	-	-	1	1	2
Muscatine	23,467	-	-	-	1	1	-	-	-	-	-	-	-	1	4	5	6
West Des Moines	21,894	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1
Marion	19,474	-	-	-	1	1	-	-	-	1	1	-	-	-	-	-	2
Urbandale	17,869	1	-	-	4	5	-	2	-	-	2	-	-	1	-	1	8
Ankeny	15,429	-	-	-	5	5	-	-	2	-	2	-	-	1	-	1	8
Newton	15,292	-	-	-	2	2	-	-	-	1	1	-	-	-	-	-	3
Fort Madison	13,520	-	-	-	1	1	-	-	-	-	-	1	1	-	-	2	3
Boone	12,602	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1
Oskaloosa	10,629	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1



CITY	POPULATION	2 YR. DEGREE					4 YR. DEGREE					GRAD. DEGREE					Grand Total
		Top Admin.	Gen. Command	1st Line Supervisory	1st Line Officers	Total	Top Admin.	Gen. Command	1st Line Supervisory	1st Line Officers	Total	Top Admin.	Gen. Command	1st Line Supervisory	1st Line Officers	Total	
Carroll	9,705	-	1	-	2	3	-	-	-	-	-	-	-	-	-	-	3
Storm Lake	8,814	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1
Charles City	8,778	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
Waverly	8,444	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1
LeMars	8,276	1	-	-	-	1	-	-	1	-	1	-	-	-	-	-	2
Knoxville	8,143	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	1
Atlantic	7,789	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1
Coralville	7,687	-	-	-	-	-	-	-	-	1	1	1	-	-	-	1	2
Clear Lake	7,458	1	-	-	1	2	-	-	2	-	2	-	-	-	-	-	4
Red Oak	6,810	-	-	-	1	1	-	1	-	-	1	-	-	-	-	-	2
Maquoketa	6,313	1	-	-	2	3	-	-	-	-	-	-	-	-	-	-	3
Clive	5,906	-	-	1	2	3	-	-	-	1	1	-	-	-	-	-	4
Altoona	5,764	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1
Harlan	5,357	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1
Glenwood	5,280	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1
Pleasant Hill	3,493	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	2
Eldridge	3,279	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1
Belle Plaine	2,903	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1
Story City	2,762	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	1
Norwalk	2,676	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1
Johnston	2,617	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1
Sergeant Bluff	2,416	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	1



CITY	POPULATION	2 YR. DEGREE					4 YR. DEGREE					GRAD. DEGREE					Grand Total
		Top Admin.	Gen. Command	1st Line Supervisory	1st Line Officers	Total	Top Admin.	Gen. Command	1st Line Supervisory	1st Line Officers	Total	Top Admin.	Gen. Command	1st Line Supervisory	1st Line Officers	Total	
Sumner	2,335	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	1
West Branch	1,867	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Nashua	1,846	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	2
Hull	1,714	-	-	-	-	-	1	-	-	1	2	-	-	-	-	-	2
Lisbon	1,458	1	-	-	1	2	-	-	-	-	-	-	-	-	-	-	2
Grand Junction	970	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Adair	883	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Dunkerton	718	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1

Explanation of Footnote:

\* In responding to the survey many of the departments indicated that this information was not available. Those departments not listed in this table were either not able to provide this data or indicated that no officers were enrolled in a college degree program.

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APPENDIX III  
SURVEY PARTICIPANTS (202)

City	Population	City	Population	City	Population
Des Moines	191,003	LeMars	8,276	Sioux Center	4,588
Cedar Rapids	110,243	Knoxville	8,143	DeWitt	4,512
Davenport	103,264	Decorah	7,991	Forest City	4,270
Sioux City	82,003	Atlantic	7,789	Albia	4,184
Waterloo	75,985	Coralville	7,687	Winterset	4,021
Dubuque	62,321	Oelwein	7,564	Waukon	3,983
Council Bluffs	56,449	Estherville	7,518	Spirit Lake	3,976
Iowa City	50,508	Clear Lake	7,458	New Hampton	3,940
Ames	45,775	Mount Pleasant	7,322	Cresco	3,860
Cedar Falls	36,322	Perry	7,053	Dyersville	3,825
Clinton	32,828	Cherokee	7,004	Osceola	3,750
Mason City	30,144	Red Oak	6,810	Osage	3,718
Burlington	29,529	Denison	6,675	Monticello	3,641
Fort Dodge	29,423	Washington	6,584	Pleasant Hill	3,493
Bettendorf	27,381	Centerville	6,558	Carter Lake	3,438
Ottumwa	27,381	Independence	6,392	Eldridge	3,279
Marshalltown	26,938	Maquoketa	6,313	Eldora	3,063
Muscatine	23,467	Algona	6,289	Clarion	3,060
West Des Moines	21,894	Shenandoah	6,274	Sac City	3,000
Marion	19,474	Iowa Falls	6,174	Garner	2,908
Urbandale	17,869	Nevada	5,912	Belle Plaine	2,903
Ankeny	15,429	Clive	5,903	Grundy Center	2,880
Newton	15,292	Altoona	5,764	Bloomfield	2,849
Keokuk	13,536	Windsor Heights	5,632	Audubon	2,841
Fort Madison	13,520	Clarinda	5,458	West Union	2,783
Boone	12,602	Harlan	5,357	Story City	2,762
Spencer	11,726	Glenwood	5,280	West Liberty	2,723
Indianola	10,843	Vinton	5,040	Rock Rapids	2,693
Oskaloosa	10,629	Sheldon	5,003	Norwalk	2,676
Carroll	9,705	Chariton	4,987	Johnston	2,617
Fairfield	9,428	Anamosa	4,958	Wilton	2,502
Grinnell	8,868	Manchester	4,942	Bellevue	2,450
Storm Lake	8,814	Jefferson	4,854	Toledo	2,445
Charles City	8,778	Hiawatha	4,825	Guttenberg	2,428
Webster City	8,572	Humboldt	4,794	Sergeant Bluff	2,416
Waverly	8,444	Camanche	4,725	Pocahontas	2,352
Creston	8,429	Hampton	4,630	Jesup	2,343
Pella	8,349	Emmetsburg	4,621	Sumner	2,335

<u>City</u>	<u>Population</u>
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
Bedford	1,692
Stuart	1,650
Denver	1,647
Manning	1,609
Laurens	1,606
Remsen	1,592
Durant	1,583
Logan	1,540
Pleasantville	1,531
Monona	1,530
Mitchellville	1,530
Akron	1,517

<u>City</u>	<u>Population</u>
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
Buffalo Center	1,233
Lansing	1,181
Mechanicsville	1,166
Armstrong	1,153
Aurelia	1,143
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
DeSoto	1,035
Aplington	1,027
Manilla	1,020

<u>City</u>	<u>Population</u>
Danville	994
Dike	987
Fairbank	980
Exira	978
Grand Junction	970
Baxter	951
Dayton	941
Treynor	920
Newell	913
Walnut	897
Adair	883
Hubbard	852
Hedrick	847
Janesville	840
Fontanelle	805
Dows	771
Kanawaha	756
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 (130)

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

<u>City</u>	<u>Population</u>
Garnavillo	723
Carson	716
Murray	703
Wyoming	702
Anthon	687
Dexter	678
Thompson	668
Shelby	665
Mystic	665
Hospers	655
Gilman	642

<u>City</u>	<u>Population</u>
Ventura	614
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**