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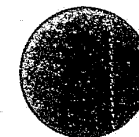
**IOWA POLICE DEPARTMENTS:
FY 1985 REPORT**

**Volume Two:
Cities of 5,000 Population or Less**

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

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

September, 1984



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

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INTRODUCTION

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

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

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

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

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

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

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

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

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

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

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

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

SURVEY PARTICIPANTS (158)
CITIES LESS THAN 5,000 POPULATION
(67% RESPONSE RATE)

CITY	POPULATION	RANK	SQUARE MILES	MILES TO PATROL	CITY	POPULATION	RANK	SQUARE MILES	MILES TO PATROL
MANCHESTER	4,952	1	3	23	OSAGE	3,572	23	2	33
VINTON	4,914	2	6	72	STATE FAIR PATROL	3,500	24	1	10
CAMANCHE	4,876	3	8	50	ELDRIDGE	3,489	25	20	30
EVANSDALE	4,805	4	9	50	WEST BURLINGTON	3,407	26	5	23
ORANGE CITY	4,769	5	6	.	MOUNT VERNON	3,300	27	6	39
JEFFERSON	4,693	6	5	.	ONAWA	3,138	28	3	45
HUMBOLDT	4,669	7	11	35	CARLISLE	3,119	29	40	20
DE WITT	4,573	8	5	40	MISSOURI VALLEY	3,064	30	3	22
SIOUX CENTER	4,524	9	5	25	TIPTON	3,029	31	4	19
EMMETSBURG	4,496	10	4	44	LE CLAIRE	2,984	32	10	22
EAGLE GROVE	4,192	11	36	80	TAMA	2,937	33	4	56
ALBIA	4,110	12	2	45	GARNER	2,915	34	3	27
SPIRIT LAKE	3,938	13	3	28	GRUNDY CENTER	2,892	35	1	22
NEW HAMPTON	3,934	14	10	88	ADEL	2,880	36	4	21
DYERSVILLE	3,927	15	3	22	SAC CITY	2,871	37	5	85
WINTERSET	3,894	16	5	60	BLOOMFIELD	2,834	38	30	20
WAUKON	3,857	17	1	36	AUDUBON	2,814	39	2	18
OSCEOLA	3,802	18	.	.	JOHNSTON	2,809	40	16	33
CRESCO	3,789	19	12	30	NORWALK	2,794	41	2	16
PLEASANT HILL	3,736	20	4	17	STORY CITY	2,749	42	2	23
MONTICELLO	3,599	21	11	28	WEST LIBERTY	2,743	43	4	20
CARTER LAKE	3,587	22	2	18	WILTON	2,713	44	4	20

CITY	POPULATION	RANK	SQUARE MILES	MILES TO PATROL	CITY	POPULATION	RANK	SQUARE MILES	MILES TO PATROL
ROCK VALLEY	2,710	45	1	20	MANSON	1,880	70	4	22
ROCK RAPIDS	2,629	46	4	30	CORNING	1,864	71	1	17
BELMOND	2,470	47	2	30	MONROE	1,821	72	5	47
TOLEDO	2,428	48	10	22	NASHUA	1,773	73	6	22
GUTTENBERG	2,400	49	.	.	ALTA	1,742	74	4	15
JESUP	2,395	50	3	25	REINBECK	1,727	75	2	25
SUMNER	2,341	51	2	26	DENVER	1,702	76	2	20
LA PORTE CITY	2,327	52	1	25	GUTHRIE CENTER	1,687	77	2	35
POCAHONTAS	2,327	53	3	45	STUART	1,628	78	.	54
MARENGO	2,312	54	3	40	ELKADER	1,623	79	2	11
MADRID	2,297	55	5	37	DURANT	1,573	80	1	15
LAKE MILLS	2,266	56	2	25	REMSEN	1,564	81	.	11
COLFAX	2,260	57	5	30	LAURENS	1,542	82	4	20
WAUKEE	2,242	58	2	12	PLEASANTVILLE	1,536	83	3	20
HUDSON	2,236	59	12	5	LOGAN	1,521	84	4	50
ROCKWELL CITY	2,209	60	4	30	MONONA	1,519	85	5	25
MILFORD	2,177	61	6	9	AKRON	1,514	86	6	15
BRITT	2,175	62	4	30	LISBON	1,504	87	2	15
GREENFIELD	2,146	63	4	15	BUFFALO	1,496	88	10	25
NEW LONDON	2,081	64	.	18	COLUMBUS JUNCTION	1,446	89	2	14
NORTHWOOD	2,061	65	3	7	BLUE GRASS	1,444	90	4	17
WILLIAMSBURG	2,011	66	2	21	FAYETTE	1,431	91	6	25
LAKE CITY	1,960	67	5	56	STRAWBERRY POINT	1,427	92	4	7
CASCADE	1,926	68	1	.	WOODBINE	1,424	93	1	19
ACKLEY	1,902	69	3	24	DALLAS CENTER	1,374	94	4	20

<u>CITY</u>	<u>POPULATION</u>	<u>RANK</u>	<u>SQUARE MILES</u>	<u>MILES TO PATROL</u>	<u>CITY</u>	<u>POPULATION</u>	<u>RANK</u>	<u>SQUARE MILES</u>	<u>MILES TO PATROL</u>
LENOX	1,313	95	2	16	VICTOR	1,022	120	1	12
GREENE	1,306	96	10	40	FAIRBANK	1,009	121	3	30
BONDURANT	1,297	97	5	45	MANILLA	1,003	122	1	6
DUNLAP	1,283	98	4	16	AFTON	986	123	6	70
LAKE VIEW	1,277	99	9	30	CALMAR	979	124	4	25
STATE CENTER	1,269	100	1	16	TREYNOR	977	125	2	6
TRIPOLI	1,238	101	2	.	MELCHER	967	126	3	7
MARCUS	1,197	102	4	.	SLOAN	967	127	5	10
PANORA	1,192	103	.	.	BAXTER	950	128	.	8
WOODWARD	1,173	104	2	35	WEST BEND	932	129	.	10
SHEFFIELD	1,164	105	4	10	EXIRA	924	130	6	25
LANSING	1,155	106	4	25	DONNELSON	922	131	.	.
WEST POINT	1,137	107	1	9	NEWELL	918	132	6	38
MECHANICSVILLE	1,136	108	1	15	DAYTON	912	133	.	.
JEWELL	1,134	109	2	.	WALNUT	886	134	2	14
EARLHAM	1,129	110	1	10	POMEROY	884	135	1	.
ALLISON	1,119	111	1	28	SIOUX RAPIDS	883	136	.	21
EDDYVILLE	1,114	112	1	28	HAZLETON	880	137	.	18
PRESTON	1,112	113	.	10	JANESVILLE	867	138	4	6
ARNOLDS PARK	1,098	114	1	15	ADAIR	864	139	2	10
CONRAD	1,090	115	4	.	FONDA	863	140	1	12
DE SOTO	1,072	116	1	8	EVERLY	781	141	15	4
WINFIELD	1,070	117	1	78	STRATFORD	757	142	50	50
FREDERICKSBURG	1,066	118	1	.	ROLFE	752	143	.	10
APLINGTON	1,036	119	4	13	FONTANELLE	751	144	3	8

<u>CITY</u>	<u>POPULATION</u>	<u>RANK</u>	<u>SQUARE MILES</u>	<u>MILES TO PATROL</u>	
HARTFORD	737	145	1	7	||
VAN METER	735	146	1	2	||
CARNAVILLO	716	147	2	9	||
MERRILL	705	148	1	7	||
SHELBY	674	149	.	7	||
BURT	672	150	1	6	||
GILMAN	632	151	.	7	||
GILMORE CITY	619	152	1	16	||
OKOBOJI	599	153	2	5	||
TITONKA	586	154	.	15	||
CLERMONT	582	155	1	8	||
LAWLER	539	156	2	2	||
FARNHAMVILLE	442	157	1	9	||
RENWICK	424	158	1	7	||

TABLE 1
POLICE DEPARTMENTS' BUDGETS (FY 1985) *

Table 1 presents information on the budgets of 158 police departments serving Iowa cities of less than 5,000 population for Fiscal Year 1985. Information is presented pertaining to total budget, salaries and benefits, training budgets, operating expenses, capital outlay, and miscellaneous expenses. The total budget for these agencies, which serve 316,714 people, is \$14,630,679.

As expected from the variety of cities in Iowa having populations under 5,000, there is great variation in budget in the law enforcement agencies serving these cities. Even within population categories (e.g., cities between 4,000 and 4,999), one sees great variation, as shown in the table below:

<u>Population</u>	<u>Low Budget</u>	<u>High Budget</u>	<u>Average Budget</u>	<u>Percent of Change*</u>	<u>Per Capita Cost</u>
4,000 - 4,999	\$154,235	\$343,460	\$230,799	+13.8	\$49.84
3,000 - 3,999	104,247	268,041	185,303	-3.2	52.02
2,500 - 2,999	92,000	257,300	129,843	-1.4	46.07
2,000 - 2,499	63,300	149,312	96,735	+4.2	42.84
1,000 - 1,999	21,050	130,000	59,221	-0.3	42.65
Under 1,000	16,500	64,500	31,711	+1.8	40.39

* Change in average budget from FY 84 to FY 85.

As was the case in the previous fiscal year, there is sometimes great similarity between different population categories. The greatest similarity in FY85 is between the cities between 2,500 - 2,999 population and those between 3,000 - 3,999. While the average budget in these two categories is not similar, the low and high budgets are strikingly close. Both these categories, as well, reported small decreases in average budget in FY85. Regardless of the difference in average budget, it is clear that the departments serving cities between 2,500 and 2,999 population tend to resemble departments serving municipalities between 3,000 - 3,999.

There is a strong relationship between the average budget and the size of the community served. This is shown most clearly in comparing the average budgets of cities under 1,000 population and those in the next largest category. This is also shown in the per capita cost column, which shows little variation in average cost from one group to another. The per capita costs for these cities, however, tend to be lower than in cities over 5,000 population, which cost \$58.80 per capita, compared with \$46.20 for the cities included here. Most of the money within these departments is spent for salaries and benefits. Overall, at least 73% of these budgets is spent on salaries and benefits, (up from 68% last year) and the figure

would be higher if data were able to be broken down for each department. (Several cities could only give total figures). The next largest expense category is operating expenses, which includes at least 16% of the total. Less than 1% of these budgets is spent on training, however. For comparative purposes, the cities over 5,000 population (found in Volume 1) spend about 83% of their budgets on salaries and benefits, and another 13% on operating expenses.

TABLE 1

POLICE DEPARTMENTS' BUDGETS (FY 1985) *

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER</u>	<u>TOTAL</u>
MANCHESTER	4,952	\$298,285	\$800	\$31,575	\$12,800	.	\$343,460
VINTON	4,914	\$225,412	\$1,000	\$20,725	\$325	.	\$247,462
CAMANCHE	4,876	\$151,882	\$2,000	\$39,628	\$16,250	.	\$209,760
EVANSDALE	4,805	\$274,433	\$1,500	\$52,230	\$12,600	.	\$340,763
ORANGE CITY	4,769	.	.	.	.	.	\$250,000
JEFFERSON	4,693	\$166,901	\$1,200	\$31,530	\$12,004	.	\$211,635
HUMBOLDT	4,669	\$167,524	\$750	\$57,566	\$15,150	.	\$240,990
DE WITT	4,573	\$125,586	\$1,200	\$70,734	\$11,700	.	\$209,220
SIOUX CENTER	4,524	\$132,150	.	\$14,585	\$7,500	.	\$154,235
EMMETSBURG	4,496	\$140,946	\$1,000	\$35,969	.	.	\$177,915
EAGLE GROVE	4,192	\$119,000	\$1,000	\$40,000	\$20,000	.	\$180,000
ALBIA	4,110	\$160,045	\$800	\$21,300	\$22,000	.	\$204,145
SPIRIT LAKE	3,938	\$168,140	\$1,000	\$34,737	\$10,800	\$2,500 ^a	\$217,177
NEW HAMPTON	3,934	\$135,215	\$1,500	\$15,482	\$11,750	.	\$163,947
DYERSVILLE	3,927	\$172,296	\$1,500	\$23,325	\$11,500	.	\$208,621
WINTERSET	3,894	\$165,945	\$1,250	\$21,130	.	.	\$188,325
WAUKON	3,857	\$110,500	\$2,500	\$11,725	\$12,000	.	\$136,725
OSCEOLA	3,802	\$224,440	\$1,200	\$33,401	\$9,000	.	\$268,041
CRESCO	3,789	\$160,340	\$1,600	\$38,300	\$12,000	.	\$212,240
PLEASANT HILL	3,736	\$203,969	\$1,000	\$37,715	\$21,594	.	\$264,278
MONTICELLO	3,599	\$159,000	\$1,500	\$19,250	\$10,000	.	\$189,750
CARTER LAKE	3,587	\$151,983	\$2,000	\$63,402	\$3,732	.	\$221,117
OSAGE	3,572	\$116,314	\$1,500	\$53,560	\$1,000	.	\$172,374

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

^a Miscellaneous Expenses

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER</u>	<u>TOTAL</u>
STATE FAIR PATROL	3,500	\$90,000	\$7,000	\$82,000	\$16,000	. |	\$195,000
ELDRIDGE	3,489	\$139,530	\$800	\$27,494	\$12,500	. |	\$180,324
WEST BURLINGTON	3,407	\$132,723	\$3,000	\$68,186	\$54,689	. |	\$258,598
MOUNT VERNON	3,300	\$101,222	.	\$26,656	.	. |	\$127,878
ONAWA	3,138	\$102,000	.	\$50,000	\$25,500	. |	\$177,500
CARLISLE	3,119	\$103,099	\$600	\$26,415	.	. |	\$130,114
MISSOURI VALLEY	3,064	\$83,305	\$785	\$20,157	.	. |	\$104,247
TIPTON	3,029	\$88,240	\$300	\$2,960	\$13,000	. |	\$104,500
LE CLAIRE	2,984	\$204,963	\$2,750	\$6,824	\$42,763	. |	\$257,300
TAMA	2,937	\$85,557	\$1,200	\$22,332	\$11,000	\$1,859 ^a |	\$121,948
GARNER	2,915	\$120,254	\$1,000	\$23,450	\$1,000	. |	\$145,704
GRUNDY CENTER	2,892	\$88,847	\$200	\$8,900	\$8,500	. |	\$106,447
ADEL	2,880	\$82,600	\$1,500	\$10,500	\$8,000	. |	\$102,600
SAC CITY	2,871	\$93,500	\$1,000	\$14,970	\$15,000	. |	\$124,470
BLOOMFIELD	2,834	\$100,167	\$1,000	\$3,500	\$10,300	. |	\$114,967
AUDUBON	2,814	\$81,276	.	\$30,490	\$12,000	. |	\$123,766
JOHNSTON	2,809	\$154,147	\$800	\$3,000	\$13,385	. |	\$171,332
NORWALK	2,794	\$112,984	\$400	\$25,685	\$12,000	. |	\$151,069
STORY CITY	2,749	\$77,282	\$1,891	\$20,690	\$300	. |	\$100,163
WEST LIBERTY	2,743	.	.	.	.	. |	\$116,916
WILTON	2,713	\$76,000	\$1,500	\$15,500	\$5,000	. |	\$98,000
ROCK VALLEY	2,710	\$91,479	.	\$21,980	\$7,500	. |	\$120,959
ROCK RAPIDS	2,629	\$75,300	\$250	\$14,250	\$2,200	. |	\$92,000
BELMOND	2,470	\$73,000	\$5,000	\$15,000	\$9,000	. |	\$102,000
TOLEDO	2,428	\$82,725	\$200	\$13,650	.	. |	\$96,575
GUTTENBERG	2,400	\$102,845	\$600	\$14,595	.	. |	\$118,040

^a Miscellaneous Expenses

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER</u>	<u>TOTAL</u>
JESUP	2,395	\$69,335	\$1,500	\$31,100	.	. |	\$101,935
SUMNER	2,341	\$69,620	\$550	\$25,885	\$2,000	. |	\$98,055
LA PORTE CITY	2,327	\$107,963	\$250	\$15,185	\$11,500	. |	\$134,898
POCAHONTAS	2,327	\$87,500	\$1,000	\$14,465	\$14,500	. |	\$117,465
MARENGO	2,312	\$83,000	\$3,000	\$10,250	\$6,000	. |	\$102,250
MADRID	2,297	\$77,700	\$1,000	\$6,050	\$10,000	. |	\$94,750
LAKE MILLS	2,266	\$90,746	.	\$19,110	\$7,312	. |	\$117,168
COLFAX	2,260	\$56,800	\$1,000	\$4,000	\$1,500	. |	\$63,300
WAUKEE	2,242	\$94,140	\$700	\$54,472	.	. |	\$149,312
HUDSON	2,236	\$64,000	\$250	\$1,500	.	. |	\$65,750
ROCKWELL CITY	2,209	\$79,367	\$300	\$15,420	.	. |	\$95,087
MILFORD	2,177	\$51,769	\$300	\$23,845	\$2,500	. |	\$78,414
BRITT	2,175	\$65,145	\$700	\$10,000	\$4,000	. |	\$79,845
GREENFIELD	2,146	\$53,300	.	\$9,100	\$5,000	. |	\$67,400
NEW LONDON	2,081	\$60,400	\$2,000	\$15,300	\$12,100	. |	\$89,800
NORTHWOOD	2,061	\$54,700	.	\$11,200	\$3,500	. |	\$69,400
WILLIAMSBURG	2,011	\$73,200	\$1,000	\$13,550	\$5,500	. |	\$93,250
LAKE CITY	1,960	\$61,809	\$400	\$12,160	\$7,700	. |	\$82,069
CASCADE	1,926	\$96,857	\$100	\$8,125	\$4,000	. |	\$109,082
ACKLEY	1,902	\$42,514	\$400	\$10,600	\$500	. |	\$54,014
MANSON	1,880	\$75,534	\$800	\$11,350	\$12,400	. |	\$100,084
CORNING	1,864	\$75,500	.	\$45,500	\$9,000	. |	\$130,000
MONROE	1,821	.	.	.	.	. |	\$66,560
NASHUA	1,773	\$79,498	\$600	\$8,570	.	. |	\$88,668
ALTA	1,742	\$49,000	\$250	\$7,885	\$4,000	. |	\$61,135
REINBECK	1,727	\$47,345	\$175	\$8,480	\$9,000	. |	\$65,000

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER</u>	<u>TOTAL</u>
DENVER	1,702	\$86,425	\$2,000	\$9,350	\$2,000	\$750 ^a	\$100,525
GUTHRIE CENTER	1,687	\$66,450	\$500	\$9,500	\$10,500	.	\$86,950
STUART	1,628	\$37,050	.	\$10,700	\$4,000	.	\$51,750
ELKADER	1,623	\$73,060	.	\$16,100	\$9,000	.	\$98,160
DURANT	1,573	\$30,872	\$100	\$5,450	\$10,000	.	\$46,422
REMSEN	1,564	\$65,167	\$500	\$11,100	\$3,000	.	\$79,767
LAURENS	1,542	\$60,000	\$5,000	\$20,000	\$10,000	\$10,000 ^a	\$105,000
PLEASANTVILLE	1,536	\$38,500	.	\$6,070	\$5,000	.	\$49,570
LOGAN	1,521	\$20,900	\$500	\$6,500	\$2,500	.	\$30,400
MONONA	1,519	\$38,811	.	\$12,725	.	.	\$51,536
AKRON	1,514	\$62,000	\$1,000	\$9,500	\$3,500	.	\$76,000
LISBON	1,504	\$34,455	\$500	\$12,300	\$3,000	.	\$50,255
BUFFALO	1,496	\$88,656	\$840	\$15,625	\$15,000	.	\$120,121
COLUMBUS JUNCTION	1,446	\$51,406	\$300	\$13,520	\$6,000	.	\$71,226
BLUE GRASS	1,444	\$55,500	\$400	\$15,500	\$4,000	.	\$75,400
FAYETTE	1,431	\$58,685	\$300	\$14,928	\$400	.	\$74,313
STRAWBERRY POINT	1,427	\$23,000	\$250	\$14,285	\$2,800	.	\$40,335
WOODBINE	1,424	\$44,820	\$200	\$11,500	\$9,000	.	\$67,520
DALLAS CENTER	1,374	\$35,440	\$200	\$5,620	\$2,000	.	\$43,260
LENOX	1,313	\$36,600	.	\$16,997	.	.	\$53,597
GREENE	1,306	\$25,700	.	\$5,025	\$5,000	.	\$35,725
BONDURANT	1,297	\$33,540	\$200	\$27,250	.	.	\$60,990
DUNLAP	1,283	\$32,200	\$500	\$10,000	\$1,000	.	\$43,700
LAKE VIEW	1,277	\$69,447	\$500	\$15,000	\$1,400	.	\$86,347
STATE CENTER	1,269	\$23,500	.	\$11,115	.	.	\$34,615
TRIPOLI	1,238	\$34,073	.	\$4,800	\$1,000	.	\$39,873

^a Miscellaneous Expenses

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER</u>	<u>TOTAL</u>
MARCUS	1,197	\$35,600	\$150	\$7,020	.	.	\$42,770
PANORA	1,192	\$34,379	.	\$4,353	\$8,700	.	\$47,432
WOODWARD	1,173	\$33,140	.	\$10,660	.	.	\$43,800
SHEFFIELD	1,164	\$26,523	.	\$7,860	\$2,000	.	\$36,383
LANSING	1,155	\$45,800	.	.	\$7,000	.	\$52,800
WEST POINT	1,137	\$26,777	.	\$9,245	\$10,000	.	\$46,022
MECHANICSVILLE	1,136	\$25,172	.	\$5,605	\$150	.	\$30,927
JEWELL	1,134	\$28,220	.	\$4,400	\$2,000	.	\$34,620
EARLHAM	1,129	\$40,400	\$400	\$9,300	.	.	\$50,100
ALLISON	1,119	\$31,518	\$300	\$5,140	\$3,500	.	\$40,458
EDDYVILLE	1,114	\$23,500	\$1,000	\$11,000	.	.	\$35,500
PRESTON	1,112	.	.	.	.	.	\$45,000
ARNOLDS PARK	1,098	\$49,059	\$300	\$16,880	\$7,000	.	\$73,239
CONRAD	1,090	.	.	.	.	.	\$40,000
DE SOTO	1,072	\$16,350	\$400	\$4,300	.	.	\$21,050
WINFIELD	1,070	\$22,000	.	\$6,900	.	.	\$28,900
FREDERICKSBURG	1,066	\$44,053	.	\$6,947	.	.	\$51,000
APLINGTON	1,036	\$40,491	.	\$6,509	\$3,000	.	\$50,000
VICTOR	1,022	\$41,432	\$300	\$4,460	.	.	\$46,192
FAIRBANK	1,009	\$27,887	\$500	\$12,800	.	.	\$41,187
MANILLA	1,003	\$19,250	\$500	\$6,300	\$3,000	.	\$29,050
AFTON	986	\$35,684	.	\$4,350	\$5,000	.	\$45,034
CALMAR	979	\$25,200	.	\$6,200	.	.	\$31,400
TREYNOR	977	.	.	.	.	.	\$27,000
MELCHER	967	\$20,280	.	.	\$5,360	.	\$25,640
SLOAN	967	\$24,800	\$4,000	\$8,850	\$1,500	.	\$39,150

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER</u>	<u>TOTAL</u>
BAXTER	950	\$22,700	.	\$4,000	\$300	.	\$27,000
WEST BEND	932	\$25,000	.	\$3,000	\$6,000	.	\$34,000
EXIRA	924	\$43,000	\$500	\$10,200	\$6,000	.	\$59,700
DONNELSON	922	\$25,000	.	\$3,000	\$4,500	.	\$32,500
NEWELL	918	\$22,000	\$500	\$3,000	\$2,000	.	\$27,500
DAYTON	912	\$28,162	.	\$6,640	.	.	\$34,802
WALNUT	886	\$17,909	\$500	\$5,400	\$4,000	.	\$27,809
POMEROY	884	\$24,270	\$500	\$7,410	\$1,000	.	\$33,180
SIOUX RAPIDS	883	\$21,772	.	\$3,200	.	\$400 ^a	\$25,372
HAZLETON	880	\$25,300	\$150	\$7,800	\$3,000	.	\$36,250
JANESVILLE	867	\$22,573	\$100	\$10,000	\$5,000	.	\$37,673
ADAIR	864	\$21,013	.	\$4,725	\$2,300	.	\$28,038
FONDA	863	\$24,346	.	\$4,400	.	.	\$28,746
EVERLY	781	\$27,000	.	\$5,000	\$10,000	.	\$42,000
STRATFORD	757	\$25,000	.	\$4,600	.	.	\$29,000
ROLFE	752	\$13,607	\$2,070	\$9,018	.	.	\$24,695
FONTANELLE	751	\$30,475	.	\$8,610	\$2,000	.	\$41,085
HARTFORD	737	\$16,500	\$100	\$5,295	\$1,100	.	\$22,995
VAN METER	735	\$18,700	.	\$2,550	\$800	.	\$22,050
GARNAVILLO	716	\$30,000	\$500	\$2,000	\$4,000	.	\$36,500
MERRILL	705	\$16,053	.	\$1,899	.	.	\$17,952
SHELBY	674	\$23,240	.	\$5,925	\$7,500	.	\$36,665
BURT	672	\$19,744	\$500	\$2,454	\$2,000	.	\$24,698
GILMAN	632	\$16,900	\$50	\$6,311	.	.	\$23,261
GILMORE CITY	619	\$19,404	.	\$6,200	.	.	\$25,604
OKOBOJI	599	\$48,050	\$750	\$10,700	\$5,000	.	\$64,500

^a Miscellaneous Expenses

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER</u>	<u>TOTAL</u>
TITONKA	586	\$19,500	\$500	\$4,520	\$6,000	.	\$30,520
CLERMONT	582	\$18,500	.	\$4,600	.	.	\$23,100
LAWLER	539	\$22,100	.	\$900	.	.	\$23,000
FARNHAMVILLE	442	\$20,285	\$600	\$10,300	\$5,500	.	\$36,685
RENWICK	424	.	.	.	.	.	\$16,500
TOTALS:		\$10,691,968	\$104,811	\$2,362,751	\$891,664	\$15,509	\$14,630,679*

NOTE: THE ABOVE SUBTOTALS DO NOT ADD UP TO THE GRAND TOTAL* AS SEVEN DEPARTMENTS WERE UNABLE TO PROVIDE A BREAKDOWN OF THEIR TOTAL FY '85 BUDGET.

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

Cities included in this volume employed 470 officers on July 1, 1984, with the bulk of these officers being either patrol officers (N=229) or chiefs (N=158). The number of full-time police officers, by rank, is presented in Table 2. As in Table 1, this information is also presented below according to the size of the cities served by departments submitting information.

<u>Number of Depts.</u>	<u>Population</u>	<u>Fewest Number of Officers</u>	<u>Most Number of Officers</u>	<u>Average Number of Officers</u>
12	4,000 - 4,999	4	8	6.7
19	3,000 - 3,999	4	8	5.5
15	2,500 - 2,999	3	7	4.4
20	2,000 - 2,499	3	5	3.6
56	1,000 - 1,999	1	4	1.9
36	Under 1,000	1	2	1.1

There is some tendency for suburban cities in Polk County to have somewhat larger departments than other cities of similar size, as Johnston and Pleasant Hill each possess more officers than all other cities of similar size.

The most common rank found among these departments is Patrol Officer, with 229 officers employed by these 158 cities (average of 1.4). Forty-six departments do not report a rank of patrol officer. The rank of Chief, however, is found in all departments a change from FY 84, when five departments reported no one filling the position of Chief of Police.

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

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
MANCHESTER	4,952	5	.	2	.	.	.	1	8
VINTON	4,914	4	.	.	1	1	.	1	7
CAMANCHE	4,876	3	.	1	.	.	1	1	6
EVANSDALE	4,805	5	.	1	.	.	.	1	7
ORANGE CITY	4,769	3	.	.	.	.	.	1	4
JEFFERSON	4,693	4	.	2	.	1	.	1	8
HUMBOLDT	4,669	5	.	1	.	.	1	1	8
DE WITT	4,573	1	2 ^c .	1	1	.	.	1	6
SIOUX CENTER	4,524	3	.	1	.	.	.	1	5
EMMETSBURG	4,496	4	.	1	.	.	1	1	7
EAGLE GROVE	4,192	3	.	2	.	.	1	1	7
ALBIA	4,110	5	.	.	.	.	1	1	7
SPIRIT LAKE	3,938	4	.	.	.	1	.	1	6
NEW HAMPTON	3,934	4	.	.	.	.	1	1	6
DYERSVILLE	3,927	3	.	.	.	.	1	1	5
WINTERSET	3,894	4	.	.	.	.	.	1	5
WAUKON	3,857	6	.	.	.	.	.	1	7
OSCEOLA	3,802	4	.	1	1	.	.	1	7
CRESCO	3,789	4	.	1	.	.	1	1	7
PLEASANT HILL	3,736	6	.	.	1	.	.	1	8
MONTICELLO	3,599	4	.	.	.	.	1	1	6

^cCorporal

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
CARTER LAKE	3,587	4	.	1	.	.	.	1	6
OSAGE	3,572	4	.	.	.	.	1	1	6
STATE FAIR PATROL	3,500	1	.	1	1	.	.	1	4
ELDRIDGE	3,489	2	1 ^c .	1	.	.	.	1	5
WEST BURLINGTON	3,407	4	.	1	.	.	.	1	6
MOUNT VERNON	3,300	2	.	1	.	.	.	1	4
ONAWA	3,138	3	.	1	.	.	.	1	5
CARLISLE	3,119	. 2 ^{spo}	.	1	.	.	.	1	4
MISSOURI VALLEY	3,064	3	.	.	.	.	.	1	4
TIPTON	3,029	2	.	.	.	.	1	1	4
LE CLAIRE	2,984	3	.	1	.	.	.	1	5
TAMA	2,937	2	.	1	.	.	.	1	4
GARNER	2,915	3	.	1	.	.	.	1	5
GRUNDY CENTER	2,892	1	.	1	.	1	.	1	4
ADEL	2,880	3	.	.	.	.	.	1	4
SAC CITY	2,871	2	.	.	.	1	.	1	4
BLOOMFIELD	2,834	3	.	.	1	.	1	1	6
AUDUBON	2,814	3	.	.	.	.	.	1	4
JOHNSTON	2,809	4	.	1	1	.	.	1	7
NORWALK	2,794	3	.	1	.	.	.	1	5
STORY CITY	2,749	. 2 ^{spo}	.	.	.	.	.	1	3
WEST LIBERTY	2,743	2	.	.	.	.	1	1	4
WILTON	2,713	3	.	.	.	.	.	1	4
ROCK VALLEY	2,710	1	.	1	1	.	.	1	4
ROCK RAPIDS	2,629	2	.	.	.	.	.	1	3
BELMOND	2,470	3	.	.	.	.	.	1	4
TOLEDO	2,428	2	.	.	.	.	1	1	4

^cCorporal^{spo}Senior Patrol Officer

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
GUTTENBERG	2,400	2	.	1	.	.	.	1	4
JESUP	2,395	1	.	1	.	.	.	1	3
SUMNER	2,341	3	.	.	.	.	.	1	4
LA PORTE CITY	2,327	2	.	.	.	.	.	1	3
POCAHONTAS	2,327	1	.	1	.	.	1	1	4
MARENGO	2,312	2	.	.	.	.	1	1	4
MADRID	2,297	2 1 ^{spo}	.	.	.	.	.	1	4
LAKE MILLS	2,266	3	.	.	.	.	.	1	4
COLFAX	2,260	2	.	.	.	.	1	1	4
WAUKEE	2,242	3	.	.	.	.	.	1	4
HUDSON	2,236	1	.	.	.	.	1	1	3
ROCKWELL CITY	2,209	3	.	.	.	.	1	1	5
MILFORD	2,177	2	.	.	.	.	.	1	3
BRITT	2,175	2	.	.	.	.	.	1	3
GREENFIELD	2,146	1	.	.	.	.	1	1	3
NEW LONDON	2,081	2	.	.	.	.	.	1	3
NORTHWOOD	2,061	2	.	.	.	.	.	1	3
WILLIAMSBURG	2,011	1	.	.	.	.	1	1	3
LAKE CITY	1,960	2	.	.	.	.	.	1	3
CASCADE	1,926	1	.	.	.	.	1	1	3
ACKLEY	1,902	1	.	.	.	.	.	1	2
MANSON	1,880	2	.	.	.	.	1	1	4
CORNING	1,864	3	.	.	.	.	.	1	4
MONROE	1,821	1	.	.	.	.	.	1	2
NASHUA	1,773	2	.	.	.	.	.	1	3
ALTA	1,742	1	.	.	.	.	.	1	2

^{spo}Senior Patrol Officer

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
REINBECK	1,727	.	.	.	.	1	.	1	2
DENVER	1,702	2	.	.	.	.	.	1	3
GUTHRIE CENTER	1,687	2	.	.	.	.	.	1	3
STUART	1,628	1	.	.	.	.	.	1	2
ELKADER	1,623	1	.	.	.	.	1	1	3
DURANT	1,573	.	.	.	.	.	.	1	1
REMSEN	1,564	1	.	.	.	1	.	1	3
LAURENS	1,542	1	.	.	.	.	1	1	3
PLEASANTVILLE	1,536	1	.	.	.	.	.	1	2
LOGAN	1,521	.	.	.	.	.	.	1	1
MONONA	1,519	.	.	.	.	.	.	1	1
AKRON	1,514	1	.	1	.	.	.	1	3
LISBON	1,504	.	.	.	.	.	.	1	1
BUFFALO	1,496	1	.	1	.	.	.	1	3
COLUMBUS JUNCTION	1,446	1	.	.	.	.	.	1	2
BLUE GRASS	1,444	1	.	.	.	.	.	1	2
FAYETTE	1,431	.	.	2	.	.	.	1	3
STRAWBERRY POINT	1,427	.	.	.	.	.	.	1	1
WOODBINE	1,424	1	.	.	.	.	.	1	2
DALLAS CENTER	1,374	.	.	.	.	.	.	1	1
LENOX	1,313	1	.	.	.	.	.	1	2
GREENE	1,306	.	.	.	.	.	.	1	1
BONDURANT	1,297	1	.	.	.	.	.	1	2
DUNLAP	1,283	1	.	.	.	.	.	1	2
LAKE VIEW	1,277	2	.	.	.	.	.	1	3
STATE CENTER	1,269	.	.	.	.	.	.	1	1
TRIPOLI	1,238	.	.	.	.	.	.	1	1

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
MARCUS	1,197	1	.	.	.	.	.	1	2
PANORA	1,192	1	.	.	.	.	.	1	2
WOODWARD	1,173	.	.	.	.	.	.	1	1
SHEFFIELD	1,164	.	.	.	.	.	.	1	1
LANSING	1,155	2	.	.	.	.	.	1	3
WEST POINT	1,137	.	.	.	.	.	.	1	1
MECHANICSVILLE	1,136	.	.	.	.	.	.	1	1
JEWELL	1,134	.	.	.	.	.	.	1	1
EARLHAM	1,129	1	.	.	.	.	.	1	2
ALLISON	1,119	.	.	.	.	.	.	1	1
EDDYVILLE	1,114	.	.	.	.	.	.	1	1
PRESTON	1,112	.	.	.	.	.	.	1	1
ARNOLDS PARK	1,098	1	.	.	.	.	.	1	2
CONRAD	1,090	.	.	.	.	.	.	1	1
DE SOTO	1,072	.	.	.	.	.	.	1	1
WINFIELD	1,070	.	.	.	.	.	.	1	1
FREDERICKSBURG	1,066	1	.	.	.	.	.	1	2
APLINGTON	1,036	1	.	.	.	.	.	1	2
VICTOR	1,022	1	.	.	.	.	.	1	2
FAIRBANK	1,009	.	.	.	.	.	.	1	1
MANILLA	1,003	.	.	.	.	.	.	1	1
AFTON	986	1	.	.	.	.	.	1	2
CALMAR	979	.	.	.	.	.	.	1	1
TREYNOR	977	.	.	.	.	.	.	1	1
MELCHER	967	.	.	.	.	.	.	1	1
SLOAN	967	.	.	.	.	.	.	1	1

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
BAXTER	950	.	.	.	.	.	.	1	1
WEST BEND	932	.	.	.	.	.	.	1	1
EXIRA	924	1	.	.	.	.	.	1	2
DONNELSON	922	.	.	.	.	.	.	1	1
NEWELL	918	.	.	.	.	.	.	1	1
DAYTON	912	.	.	.	.	.	.	1	1
WALNUT	886	.	.	.	.	.	.	1	1
POMEROY	884	.	.	.	.	.	.	1	1
SIOUX RAPIDS	883	.	.	.	.	.	.	1	1
HAZLETON	880	.	.	.	.	.	.	1	1
JAMESVILLE	867	.	.	.	.	.	.	1	1
ADAIR	864	.	.	.	.	.	.	1	1
FONDA	863	.	.	.	.	.	.	1	1
EVERLY	781	.	.	.	.	.	.	1	1
STRATFORD	757	.	.	.	.	.	.	1	1
ROLFE	752	.	.	.	.	.	.	1	1
FONTANELLE	751	1	.	.	.	.	.	1	2
HARTFORD	737	.	.	.	.	.	.	1	1
VAN METER	735	.	.	.	.	.	.	1	1
GARNAVILLO	716	.	.	.	.	.	.	1	1
MERRILL	705	.	.	.	.	.	.	1	1
SHELBY	674	.	.	.	.	.	.	1	1
BURT	672	.	.	.	.	.	.	1	1
GILMAN	632	.	.	.	.	.	.	1	1
GILMORE CITY	619	.	.	.	.	.	.	1	1
OKOBOJI	599	1	.	.	.	.	.	1	2
TITONKA	586	.	.	.	.	.	.	1	1

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>
CLERMONT	582	.	.	.	.	.	.	1	1
LAWLER	539	.	.	.	.	.	.	1	1
FARNHAMVILLE	442	.	.	.	.	.	.	1	1
RENWICK	424	.	.	.	.	.	.	1	1

TOTALS: 229 0 35 8 7 25 158 462

Other Ranks: Corporals = 3 Senior Patrol Officers = 5 +8

GRAND TOTAL: 470

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

In addition to their full-time sworn personnel, many police departments in Iowa make use of part-time (sworn and unsworn) personnel and reserves, as shown in Table 3. Departments serving cities of less than 5,000 population report the employment of 154 part-time personnel and the existence of 247 reserves.

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

<u>City Population</u>	<u>Percent of Depts. with Part-Time Staff</u>		<u>Percent of Depts. with Reserves</u>
	<u>Sworn</u>	<u>Unsworn</u>	
4,000 - 4,999	16.7	50.0	41.7
3,000 - 3,999	21.1	26.3	31.6
2,500 - 2,999	46.7	26.7	60.0
2,000 - 2,499	15.0	15.0	25.0
1,000 - 1,999	60.7	1.8	48.2
<u>Under 1,000</u>	<u>52.8</u>	<u>8.3</u>	<u>30.6</u>
TOTAL Under 5,000	53.2	39.9	39.9

The strongest relationship in the table above is between the existence of sworn, part-time personnel, and city size. It is apparent that in the smallest city categories, part-time personnel constitute a significant part of the sworn workforce. The opposite tends to be true, however, with unsworn personnel, who tend to be found in the larger cities covered in this volume.

There is no strong relationship between the number of reserves and part-time personnel in a given department and the size of the city served. This is similar to the case in cities of more than 5,000 population.

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

CITY	POPULATION	SWORN	CIVILIAN	TOTAL	RESERVES*	CITY	POPULATION	SWORN	CIVILIAN	TOTAL	RESERVES*
MANCHESTER	4,952	.	1	1	.	PLEASANT HILL	3,736	.	.	.	.
VINTON	4,914	.	.	.	.	MONTICELLO	3,599	.	2	2	.
CAMANCHE	4,876	.	.	.	.	CARTER LAKE	3,587	.	1	1	.
EVANSDALE	4,805	1	2	3	.	OSAGE	3,572	.	.	.	.
ORANGE CITY	4,769	1	.	1	.	FAIR PATROL	3,500	.	.	.	35 #
JEFFERSON	4,693	.	1	1	2	ELDRIDGE	3,489	3	.	3	.
HUMBOLDT	4,669	.	.	.	5	WEST BURLINGTON	3,407	1	.	1	5
DE WITT	4,573	.	.	.	8	MOUNT VERNON	3,300	.	.	.	7
SIOUX CENTER	4,524	.	1	1	.	ONAWA	3,138	.	.	.	.
EMMETSBURG	4,496	.	1	1	7	CARLISLE	3,119	1	.	1	.
EAGLE GROVE	4,192	.	.	.	3	MISSOURI VALLEY	3,064	.	.	.	.
ALBIA	4,110	.	2	2	.	TIPTON	3,029	.	.	.	4
SPIRIT LAKE	3,938	.	1	1	.	LE CLAIRE	2,984	2	4	6	.
NEW HAMPTON	3,934	.	.	.	.	TAMA	2,937	5	5	10	1
DYERSVILLE	3,927	.	2	2	3	GARNER	2,915	.	.	.	9
WINTERSET	3,894	.	.	.	.	GRUNDY CENTER	2,892	.	.	.	13
WAUKON	3,857	.	1	1	8	ADEL	2,880	.	.	.	.
OSCEOLA	3,802	.	.	.	.	SAC CITY	2,871	.	.	.	3
CRESCO	3,789	1	.	1	.	BLOOMFIELD	2,834	1	4	5	.

Mounted patrol.

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

<u>CITY</u>	<u>POPULATION</u>	<u>SWORN</u>	<u>CIVILIAN</u>	<u>TOTAL</u>	<u>RESERVES</u> *	<u>CITY</u>	<u>POPULATION</u>	<u>SWORN</u>	<u>CIVILIAN</u>	<u>TOTAL</u>	<u>RESERVES</u> *
AUDUBON	2,814	.	.	| .	1	NEW LONDON	2,081	1	.	| 1	.
JOHNSTON	2,809	.	.	| .	3	NORTHWOOD	2,061	.	.	| .	1
NORWALK	2,794	.	1	| 1	.	WILLIAMSBURG	2,011	.	.	| .	.
STORY CITY	2,749	1	.	| 1	4	LAKE CITY	1,960	2	.	| 2	.
WEST LIBERTY	2,743	1	.	| 1	1	CASCADE	1,926	1	1	| 2	.
WILTON	2,713	2	.	| 2	.	ACKLEY	1,902	.	.	| .	.
ROCK VALLEY	2,710	.	.	| .	2	MANSON	1,880	.	.	| .	2
ROCK RAPIDS	2,629	3	.	| 3	.	CORNING	1,864	.	.	| .	4
BELMOND	2,470	.	.	| .	12	MONROE	1,821	1	.	| 1	.
TOLEDO	2,428	.	4	| 4	.	NASHUA	1,773	.	.	| .	.
GUTTENBERG	2,400	.	.	| .	3	ALTA	1,742	.	.	| .	.
JESUP	2,395	.	.	| .	2	REINBECK	1,727	1	.	| 1	.
SUMNER	2,341	.	2	| 2	.	DENVER	1,702	1	.	| 1	.
LA PORTE CITY	2,327	.	3	| 3	.	GUTHRIE CENTER	1,687	.	.	| .	.
POCAHONTAS	2,327	.	.	| .	.	STUART	1,628	.	.	| .	2
MARENGO	2,312	.	.	| .	.	ELKADER	1,623	.	.	| .	2
MADRID	2,297	.	.	| .	.	DURANT	1,573	2	.	| 2	.
LAKE MILLS	2,266	.	.	| .	.	REMSEN	1,564	.	.	| .	.
COLFAX	2,260	.	.	| .	.	LAURENS	1,542	1	.	| 1	.
WAUKEE	2,242	.	.	| .	.	PLEASANTVILLE	1,536	1	.	| 1	.
HUDSON	2,236	1	.	| 1	.	LOGAN	1,521	1	.	| 1	4
ROCKWELL CITY	2,209	.	.	| .	.	MONONA	1,519	.	.	| .	2
MILFORD	2,177	1	.	| 1	.	AKRON	1,514	2	.	| 2	3
BRITT	2,175	.	.	| .	1	LISBON	1,504	2	.	| 2	2
GREENFIELD	2,146	.	.	| .	.	BUFFALO	1,496	1	.	| 1	5

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

CITY	POPULATION	SWORN	CIVILIAN	TOTAL	RESERVES *	CITY	POPULATION	SWORN	CIVILIAN	TOTAL	RESERVES *
COLUMBUS JNCT.	1,446	2	.	2	1	ARNOLDS PARK	1,098	2	.	2	.
BLUE GRASS	1,444	4	.	4	5	CONRAD	1,090	.	.	.	2
FAYETTE	1,431	1	.	1	.	DE SOTO	1,072	.	.	.	2
STRAWBERRY PT.	1,427	4	.	4	.	WINFIELD	1,070	3	.	3	.
WOODBINE	1,424	2	.	2	.	FREDERICKSBURG	1,066	.	.	.	.
DALLAS CENTER	1,374	1	.	1	.	APLINGTON	1,036	.	.	.	2
LENOX	1,313	.	.	.	2	VICTOR	1,022	.	.	.	.
GREENE	1,306	1	.	1	2	FAIRBANK	1,009	1	.	1	1
BONDURANT	1,297	3	.	3	4	MANILLA	1,003	.	.	.	.
DUNLAP	1,283	.	.	.	1	AFTON	986	.	.	.	.
LAKE VIEW	1,277	2	.	2	.	CALMAR	979	1	.	1	.
STATE CENTER	1,269	1	.	1	.	TREYNOR	977	.	.	.	.
TRIPOLI	1,238	1	.	1	.	MELCHER	967	2	.	2	3
MARCUS	1,197	.	.	.	.	SLOAN	967	2	.	2	.
PANDORA	1,192	1	.	1	.	BAXTER	950	.	.	.	.
WOODWARD	1,173	.	.	.	1	WEST BEND	932	4	.	4	.
SHEFFIELD	1,164	1	.	1	2	EXIRA	924	.	.	.	1
LANSING	1,155	.	.	.	12	DONNELSON	922	.	.	.	4
WEST POINT	1,137	3	.	3	2	NEWELL	918	1	.	1	1
MECHANICSVILLE	1,136	2	.	2	1	DAYTON	912	2	1	3	.
JEWELL	1,134	1	.	1	.	WALNUT	886	.	.	.	.
EARLHAM	1,129	.	.	.	3	POMEROY	884	1	.	1	.
ALLISON	1,119	2	.	2	.	SIOUX RAPIDS	883	.	.	.	.
EDDYVILLE	1,114	1	.	1	12	HAZLETON	880	.	.	.	2
PRESTON	1,112	1	.	1	4	JANESVILLE	867	1	.	1	1

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

<u>CITY</u>	<u>POPULATION</u>	<u>SWORN</u>	<u>CIVILIAN</u>	<u>TOTAL</u>	<u>RESERVES</u>
ADAIR	864	3	.	3	.
FONDA	863	1	.	1	1
EVERLY	781	1	.	1	.
STRATFORD	757	1	.	1	.
ROLFE	752	1	2	3	1
FONTANELLE	751	.	.	.	.
HARTFORD	737	1	.	1	.
VAN METER	735	.	.	.	.
GARNAVILLO	716	.	.	.	2
MERRILL	705	1	.	1	.
SHELBY	674	1	.	1	.
BURT	672	.	.	.	.
GILMAN	632	.	.	.	.
GILMORE CITY	619	1	.	1	.
OKOBOJI	599	.	.	.	.
TITONKA	586	.	2	2	.
CLERMONT	582	.	.	.	.
LAWLER	539	2	.	2	.
FARNHAMVILLE	442	1	.	1	1
RENWICK	424	.	.	.	2
TOTALS:		110	44	154	247

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

TABLE 4

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

As of July 1, 1984, there were 504 full-time employees in the departments included in Volume 2 of this report (those serving cities of less than 5,000 population). About 93% of these (470) were sworn officers, with the remainder possessing civilian status. A higher percentage of personnel in these small city departments is sworn than in the large-city departments found in Volume I (78%).

As was the case in the large departments, nearly all sworn personnel in these departments are male (99%). Only three of these (1%) were non-white. One of these three, however, occupies a top administrative position, unlike the five sworn female officers, who are all first line officers.

While a small percentage of the sworn force consists of women, a substantial percentage of the civilians employed by these departments are female. Of the 34 civilian employees, 20 (95%) are females (all of whom are white). The remaining 51 civilians are white males. These departments employ only three non-white males in any capacity, and no non-white females. Very few cities of less than 50,000 population in Iowa employ women in peace officer status, and only 19 departments (12%) in cities less than 5,000 population employ women in any capacity.

TABLE 4

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

CITY	POPULATION		SWORN				TOTAL	CIVILIAN		TOTAL	SWORN/CIV. TOTAL
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS		PRO./TECH. CIVILIAN	OTHER CIVILIANS		
MANCHESTER	4,952	| TOTAL:	1	0	2	5	| 8	4	1	| 5	| 13
(MALE WHITE)		| M W:	(1)	(0)	(2)	(5)	| (8)	(0)	(0)	| (0)	| (8)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(4)	(1)	| (5)	| (5)
VINTON	4,914	| TOTAL:	1	2	0	4	| 7	0	0	| 0	| 7
(MALE WHITE)		| M W:	(1)	(2)	(0)	(4)	| (7)	(0)	(0)	| (0)	| (7)
CAMANCHE	4,876	| TOTAL:	2	0	1	3	| 6	0	0	| 0	| 6
(MALE WHITE)		| M W:	(2)	(0)	(1)	(3)	| (6)	(0)	(0)	| (0)	| (6)
EVANSDALE	4,805	| TOTAL:	1	0	1	5	| 7	3	0	| 3	| 10
(MALE WHITE)		| M W:	(1)	(0)	(1)	(5)	| (7)	(0)	(0)	| (0)	| (7)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(3)	(0)	| (3)	| (3)
ORANGE CITY	4,769	| TOTAL:	1	0	0	3	| 4	0	0	| 0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(0)	(0)	| (0)	| (4)
JEFFERSON	4,693	| TOTAL:	1	1	2	4	| 8	0	0	| 0	| 8
(MALE WHITE)		| M W:	(1)	(1)	(2)	(4)	| (8)	(0)	(0)	| (0)	| (8)
HUMBOLDT	4,669	| TOTAL:	2	0	1	5	| 8	0	0	| 0	| 8
(MALE WHITE)		| M W:	(2)	(0)	(1)	(5)	| (8)	(0)	(0)	| (0)	| (8)

S W O R N

C I V I L I A N

CITY	POPULATION		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS	TOTAL	SWORN/CIV. TOTAL
DE WITT	4,573	| TOTAL:	1	1	3	1	6	0	0	0	6
(MALE WHITE)		| M W:	(1)	(1)	(3)	(1)	(6)	(0)	(0)	(0)	(6)
SIoux CENTER	4,524	| TOTAL:	1	0	1	3	5	0	0	0	5
(MALE WHITE)		| M W:	(1)	(0)	(1)	(3)	(5)	(0)	(0)	(0)	(5)
EMMETSBURG	4,496	| TOTAL:	2	0	1	4	7	0	1	1	8
(MALE WHITE)		| M W:	(2)	(0)	(1)	(3)	(6)	(0)	(0)	(0)	(6)
(MALE NON-WHITE)		| M N-W:	(0)	(0)	(0)	(1)	(1)	(0)	(0)	(0)	(1)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(0)	(1)	(1)	(1)
EAGLE GROVE	4,192	| TOTAL:	2	0	2	3	7	0	1	1	8
(MALE WHITE)		| M W:	(2)	(0)	(2)	(3)	(7)	(0)	(0)	(0)	(7)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(0)	(1)	(1)	(1)
ALBIA	4,110	| TOTAL:	2	0	0	5	7	1	4	5	12
(MALE WHITE)		| M W:	(2)	(0)	(0)	(5)	(7)	(1)	(0)	(1)	(8)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(0)	(4)	(4)	(4)
SPIRIT LAKE	3,938	| TOTAL:	1	1	0	4	6	0	1	1	7
(MALE WHITE)		| M W:	(1)	(1)	(0)	(4)	(6)	(0)	(0)	(0)	(6)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(0)	(1)	(1)	(1)
NEW HAMPTON	3,934	| TOTAL:	2	0	0	4	6	0	0	0	6
(MALE WHITE)		| M W:	(2)	(0)	(0)	(4)	(6)	(0)	(0)	(0)	(6)
DYERSVILLE	3,927	| TOTAL:	2	0	0	3	5	3	0	3	8
(MALE WHITE)		| M W:	(2)	(0)	(0)	(3)	(5)	(1)	(0)	(1)	(6)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	(0)	(2)	(0)	(2)	(2)

S W O R N

C I V I L I A N

CITY	POPULATION		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS	TOTAL	SWORN/CIV. TOTAL
WINTERSET	3,894	| TOTAL:	1	0	0	4	| 5	2	0	2	| 7
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(1)	(0)	(1)	| (5)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(1)	(0)	(1)	| (2)
WAUKON	3,857	| TOTAL:	1	0	0	6	| 7	0	0	0	| 7
(MALE WHITE)		| M W:	(1)	(0)	(0)	(6)	| (7)	(0)	(0)	(0)	| (7)
OSCEOLA	3,802	| TOTAL:	1	1	1	4	| 7	0	0	0	| 7
(MALE WHITE)		| M W:	(1)	(1)	(1)	(4)	| (7)	(0)	(0)	(0)	| (7)
CRESCO	3,789	| TOTAL:	2	0	1	4	| 7	0	0	0	| 7
(MALE WHITE)		| M W:	(2)	(0)	(1)	(4)	| (7)	(0)	(0)	(0)	| (7)
PLEASANT HILL	3,736	| TOTAL:	1	1	0	6	| 8	0	0	0	| 8
(MALE WHITE)		| M W:	(1)	(1)	(0)	(5)	| (7)	(0)	(0)	(0)	| (7)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(0)	(0)	(0)	| (1)
MONTICELLO	3,599	| TOTAL:	2	0	0	4	| 6	3	0	3	| 9
(MALE WHITE)		| M W:	(2)	(0)	(0)	(4)	| (6)	(0)	(0)	(0)	| (6)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(3)	(0)	(3)	| (3)
CARTER LAKE	3,587	| TOTAL:	1	0	1	4	| 6	0	0	0	| 6
(MALE WHITE)		| M W:	(1)	(0)	(1)	(3)	| (5)	(0)	(0)	(0)	| (5)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(0)	(0)	(0)	| (1)
OSAGE	3,572	| TOTAL:	2	0	0	4	| 6	0	0	0	| 6
(MALE WHITE)		| M W:	(2)	(0)	(0)	(4)	| (6)	(0)	(0)	(0)	| (6)
STATE FAIR PATROL	3,500	| TOTAL:	1	1	1	1	| 4	0	2	2	| 6
(MALE WHITE)		| M W:	(1)	(1)	(1)	(1)	| (4)	(0)	(0)	(0)	| (4)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(0)	(2)	(2)	| (2)

S W O R N

C I V I L I A N

<u>CITY</u>	<u>POPULATION</u>		<u>TOP</u> <u>ADMIN.</u>	<u>GLN.</u> <u>COMMAND</u>	<u>1ST LINE</u> <u>SUPERV.</u>	<u>1ST LINE</u> <u>OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH.</u> <u>CIVILIAN</u>	<u>OTHER</u> <u>CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV.</u> <u>TOTAL</u>
ELDRIDGE	3,489	| TOTAL:	1	0	2	2	| 5	0	0	0	| 5
(MALE WHITE)		| M W:	(1)	(0)	(2)	(2)	| (5)	(0)	(0)	(0)	| (5)
WEST BURLINGTON	3,407	| TOTAL:	1	0	1	4	| 6	0	1	1	| 7
(MALE WHITE)		| M W:	(1)	(0)	(1)	(4)	| (6)	(0)	(0)	(0)	| (6)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(0)	(1)	(1)	| (1)
MOUNT VERNON	3,300	| TOTAL:	1	0	1	2	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(1)	(2)	| (4)	(0)	(0)	(0)	| (4)
ONAWA	3,138	| TOTAL:	1	0	1	3	| 5	0	0	0	| 5
(MALE WHITE)		| M W:	(1)	(0)	(1)	(2)	| (4)	(0)	(0)	(0)	| (4)
(MALE NON-WHITE)		| M N-W:	(0)	(0)	(0)	(1)	| (1)	(0)	(0)	(0)	| (1)
CARLISLE	3,119	| TOTAL:	1	0	1	2	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(1)	(2)	| (4)	(0)	(0)	(0)	| (4)
MISSOURI VALLEY	3,064	| TOTAL:	1	0	0	3	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(0)	(0)	(0)	| (1)
TIPTON	3,029	| TOTAL:	2	0	0	2	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(2)	(0)	(0)	(2)	| (4)	(0)	(0)	(0)	| (4)
LE CLAIRE	2,984	| TOTAL:	1	0	1	3	| 5	2	0	2	| 7
(MALE WHITE)		| M W:	(1)	(0)	(1)	(3)	| (5)	(0)	(0)	(0)	| (5)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(2)	(0)	(2)	| (2)
TAMA	2,937	| TOTAL:	1	0	1	2	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(1)	(2)	| (4)	(0)	(0)	(0)	| (4)

S W O R N

C I V I L I A N

CITY	POPULATION		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS	TOTAL	SWORN/CIV. TOTAL
GARNER	2,915	| TOTAL:	1	0	1	3	| 5	0	0	0	| 5
(MALE WHITE)		| M W:	(1)	(0)	(1)	(3)	| (5)	(0)	(0)	(0)	| (5)
GRUNDY CENTER	2,892	| TOTAL:	1	1	1	1	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(1)	(1)	(1)	| (4)	(0)	(0)	(0)	| (4)
ADEL	2,880	| TOTAL:	1	0	0	3	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(0)	(0)	(0)	| (4)
SAC CITY	2,871	| TOTAL:	1	1	0	2	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(1)	(0)	(2)	| (4)	(0)	(0)	(0)	| (4)
BLOOMFIELD	2,834	| TOTAL:	2	1	0	3	| 6	0	0	0	| 6
(MALE WHITE)		| M W:	(2)	(1)	(0)	(3)	| (6)	(0)	(0)	(0)	| (6)
AUDUBON	2,814	| TOTAL:	1	0	0	3	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(0)	(0)	(0)	| (4)
JOHNSTON	2,809	| TOTAL:	1	1	1	4	| 7	0	1	1	| 8
(MALE WHITE)		| M W:	(1)	(1)	(1)	(3)	| (6)	(0)	(0)	(0)	| (6)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(0)	(1)	(1)	| (2)
NORWALK	2,794	| TOTAL:	1	0	1	3	| 5	0	0	0	| 5
(MALE WHITE)		| M W:	(1)	(0)	(1)	(3)	| (5)	(0)	(0)	(0)	| (5)
STORY CITY	2,749	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)

S W O R N

C I V I L I A N

<u>CITY</u>	<u>POPULATION</u>		<u>TOP ADMIN.</u>	<u>GEN. COMMAND</u>	<u>1ST LINE SUPERV.</u>	<u>1ST LINE OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH. CIVILIAN</u>	<u>OTHER CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV. TOTAL</u>
WEST LIBERTY	2,743	| TOTAL:	2	0	0	2	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(2)	(0)	(0)	(2)	| (4)	(0)	(0)	(0)	| (4)
WILTON	2,713	| TOTAL:	1	0	0	3	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(0)	(0)	(0)	| (4)
ROCK VALLEY	2,710	| TOTAL:	1	1	1	1	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(1)	(1)	(1)	| (4)	(0)	(0)	(0)	| (4)
ROCK RAPIDS	2,629	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
BELMOND	2,470	| TOTAL:	1	0	0	3	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(0)	(0)	(0)	| (4)
TOLEDO	2,428	| TOTAL:	2	0	0	2	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
(MALE NON-WHITE)		| M N-W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
GUTTENBERG	2,400	| TOTAL:	1	0	1	2	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(1)	(2)	| (4)	(0)	(0)	(0)	| (4)
JESUP	2,395	| TOTAL:	1	0	1	1	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(1)	(1)	| (3)	(0)	(0)	(0)	| (3)
SUMNER	2,341	| TOTAL:	1	0	0	3	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(0)	(0)	(0)	| (4)

SWORN

CIVILIAN

<u>CITY</u>	<u>POPULATION</u>		<u>TOP</u> <u>ADMIN.</u>	<u>GEN.</u> <u>COMMAND</u>	<u>1ST LINE</u> <u>SUPERV.</u>	<u>1ST LINE</u> <u>OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH.</u> <u>CIVILIAN</u>	<u>OTHER</u> <u>CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV.</u> <u>TOTAL</u>
LA PORTE CITY	2,327	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
POCAHONTAS	2,327	| TOTAL:	2	0	1	1	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(2)	(0)	(1)	(1)	| (4)	(0)	(0)	(0)	| (4)
MARENGO	2,312	| TOTAL:	2	0	0	2	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(2)	(0)	(0)	(2)	| (4)	(0)	(0)	(0)	| (4)
MADRID	2,297	| TOTAL:	1	0	0	3	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(0)	(0)	(0)	| (4)
LAKE MILLS	2,266	| TOTAL:	1	0	0	3	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(0)	(0)	(0)	| (4)
COLFAX	2,260	| TOTAL:	2	0	0	2	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(2)	(0)	(0)	(2)	| (4)	(0)	(0)	(0)	| (4)
WAUKEE	2,242	| TOTAL:	1	0	0	3	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(0)	(0)	(0)	| (4)
HUDSON	2,236	| TOTAL:	2	0	0	1	| 3	0	0	0	| 3
(MALE WHITE)		M W:	(2)	(0)	(0)	(1)	(3)	(0)	(0)	(0)	(3)
ROCKWELL CITY	2,209	TOTAL:	2	0	0	3	5	0	0	0	5
(MALE WHITE)		M W:	(2)	(0)	(0)	(3)	(5)	(0)	(0)	(0)	(5)

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C I V I L I A N

CITY	POPULATION		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS	TOTAL	SWORN/CIV. TOTAL
MILFORD	2,177	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
BRITT	2,175	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
GREENFIELD	2,146	| TOTAL:	2	0	0	1	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(2)	(0)	(0)	(1)	| (3)	(0)	(0)	(0)	| (3)
NEW LONDON	2,081	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
NORTHWOOD	2,061	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
WILLIAMSBURG	2,011	| TOTAL:	2	0	0	1	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(2)	(0)	(0)	(1)	| (3)	(0)	(0)	(0)	| (3)
LAKE CITY	1,960	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
CASCADE	1,926	| TOTAL:	2	0	0	1	| 3	0	0	0	| 3
(MALE WHITE)		M W:	(2)	(0)	(0)	(1)	(3)	(0)	(0)	(0)	(3)
ACKLEY	1,902	TOTAL:	1	0	0	1	2	0	0	0	2
(MALE WHITE)		M W:	(1)	(0)	(0)	(1)	(2)	(0)	(0)	(0)	(2)

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C I V I L I A N

<u>CITY</u>	<u>POPULATION</u>		<u>TOP ADMIN.</u>	<u>GEN. COMMAND</u>	<u>1ST LINE SUPERV.</u>	<u>1ST LINE OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH. CIVILIAN</u>	<u>OTHER CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV. TOTAL</u>
MANSON	1,880	| TOTAL:	2	0	0	2	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(2)	(0)	(0)	(2)	| (4)	(0)	(0)	(0)	| (4)
CORNING	1,864	| TOTAL:	1	0	0	3	| 4	0	0	0	| 4
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(0)	(0)	(0)	| (4)
MONROE	1,821	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)
NASHUA	1,773	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
ALTA	1,742	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)
REINBECK	1,727	| TOTAL:	1	1	0	0	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(1)	(0)	(0)	| (2)	(0)	(0)	(0)	| (2)
DENVER	1,702	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
GUTHRIE CENTER	1,687	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		M W:	(1)	(0)	(0)	(2)	(3)	(0)	(0)	(0)	(3)
STUART	1,628	TOTAL:	1	0	0	1	2	0	0	0	2
(MALE WHITE)		M W:	(1)	(0)	(0)	(1)	(2)	(0)	(0)	(0)	(2)

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C I V I L I A N

<u>CITY</u>	<u>POPULATION</u>		<u>TOP ADMIN.</u>	<u>GEN. COMMAND</u>	<u>1ST LINE SUPERV.</u>	<u>1ST LINE OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH. CIVILIAN</u>	<u>OTHER CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV. TOTAL</u>
ELKADER	1,623	| TOTAL:	2	0	0	1	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(2)	(0)	(0)	(1)	| (3)	(0)	(0)	(0)	| (3)
DURANT	1,573	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
REMSEN	1,564	| TOTAL:	1	1	0	1	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(1)	(0)	(1)	| (3)	(0)	(0)	(0)	| (3)
LAURENS	1,542	| TOTAL:	2	0	0	1	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(2)	(0)	(0)	(1)	| (3)	(0)	(0)	(0)	| (3)
PLEASANTVILLE	1,536	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)
LOGAN	1,521	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
MONONA	1,519	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
AKRON	1,514	| TOTAL:	1	0	1	1	| 3	0	0	0	| 3
(MALE WHITE)		M W:	(1)	(0)	(1)	(1)	(3)	(0)	(0)	(0)	(3)
LISBON	1,504	TOTAL:	1	0	0	0	1	0	0	0	1
(MALE WHITE)		M W:	(1)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	(1)

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C I V I L I A N

<u>CITY</u>	<u>POPULATION</u>		<u>TOP ADMIN.</u>	<u>GEN. COMMAND</u>	<u>1ST LINE SUPERV.</u>	<u>1ST LINE OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH. CIVILIAN</u>	<u>OTHER CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV. TOTAL</u>
BUFFALO	1,496	| TOTAL:	1	0	1	1	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(1)	(1)	| (3)	(0)	(0)	(0)	| (3)
COLUMBUS JUNCTION	1,446	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)
BLUE GRASS	1,444	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)
FAYETTE	1,431	| TOTAL:	1	0	2	0	| 3	2	0	2	| 5
(MALE WHITE)		| M W:	(1)	(0)	(2)	(0)	| (3)	(1)	(0)	(1)	| (4)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(0)	(1)	| (1)
STRAWBERRY POINT	1,427	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
WOODBINE	1,424	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)
DALLAS CENTER	1,374	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
LENOX	1,313	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		M W:	(1)	(0)	(0)	(1)	(2)	(0)	(0)	(0)	(2)
GREENE	1,306	TOTAL:	1	0	0	0	1	0	1	1	2
(MALE WHITE)		M W:	(1)	(0)	(0)	(0)	(1)	(0)	(1)	(1)	(2)

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C I V I L I A N

<u>CITY</u>	<u>POPULATION</u>		<u>TOP ADMIN.</u>	<u>GEN. COMMAND</u>	<u>1ST LINE SUPERV.</u>	<u>1ST LINE OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH. CIVILIAN</u>	<u>OTHER CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV. TOTAL</u>
BONDURANT	1,297	| TOTAL:	1	0	0	1	| 2	0	0	0 |	2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0) |	(2)
DUNLAP	1,283	| TOTAL:	1	0	0	1	| 2	0	0	0 |	2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0) |	(2)
LAKE VIEW	1,277	| TOTAL:	1	0	0	2	| 3	0	0	0 |	3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0) |	(3)
STATE CENTER	1,269	| TOTAL:	1	0	0	0	| 1	0	0	0 |	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0) |	(1)
TRIPOLI	1,238	| TOTAL:	1	0	0	0	| 1	0	0	0 |	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0) |	(1)
MARCUS	1,197	| TOTAL:	1	0	0	1	| 2	0	0	0 |	2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0) |	(2)
PANORA	1,192	| TOTAL:	1	0	0	1	| 2	0	0	0 |	2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0) |	(2)
WOODWARD	1,173	| TOTAL:	1	0	0	0	| 1	0	0	0 |	1
(MALE WHITE)		M W:	(1)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	(1)
SHEFFIELD	1,164	TOTAL:	1	0	0	0	1	0	0	0	1
(MALE WHITE)		M W:	(1)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	(1)

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C I V I L I A N

<u>CITY</u>	<u>POPULATION</u>		<u>TOP ADMIN.</u>	<u>GEN. COMMAND</u>	<u>1ST LINE SUPERV.</u>	<u>1ST LINE OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH. CIVILIAN</u>	<u>OTHER CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV. TOTAL</u>
LANSING	1,155	| TOTAL:	1	0	0	2	| 3	0	0	0	| 3
(MALE WHITE)		| M W:	(1)	(0)	(0)	(2)	| (3)	(0)	(0)	(0)	| (3)
WEST POINT	1,137	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
MECHANICSVILLE	1,136	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
JEWELL	1,134	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
EARLHAM	1,129	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)
ALLISON	1,119	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
EDDYVILLE	1,114	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
PRESTON	1,112	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		M W:	(1)	(0)	(0)	(0)	(1)	(0)	(0)	(0)	(1)
ARNOLDS PARK	1,098	TOTAL:	1	0	0	1	2	0	0	0	2
(MALE WHITE)		M W:	(1)	(0)	(0)	(1)	(2)	(0)	(0)	(0)	(2)

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C I V I L I A N

<u>CITY</u>	<u>POPULATION</u>		<u>TOP</u> <u>ADMIN.</u>	<u>GEN.</u> <u>COMMAND</u>	<u>1ST LINE</u> <u>SUPERV.</u>	<u>1ST LINE</u> <u>OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH.</u> <u>CIVILIAN</u>	<u>OTHER</u> <u>CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV.</u> <u>TOTAL</u>
CONRAD	1,090	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
DE SOTO	1,072	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
WINFIELD	1,070	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
FREDERICKSBURG	1,066	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)
APLINGTON	1,036	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)
VICTOR	1,022	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)
FAIRBANK	1,009	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
MANILLA	1,003	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
AFTON	986	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)

S W O R N

C I V I L I A N

<u>CITY</u>	<u>POPULATION</u>		<u>TOP ADMIN.</u>	<u>GEN. COMMAND</u>	<u>1ST LINE SUPERV.</u>	<u>1ST LINE OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH. CIVILIAN</u>	<u>OTHER CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV. TOTAL</u>
CALMAR	979	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
TREYNOR	977	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
MELCHER	967	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
SLOAN	967	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
BAXTER	950	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
WEST BEND	932	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
EXIRA	924	| TOTAL:	1	0	0	1	| 2	0	0	0	| 2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	(0)	| (2)
DONNELLSON	922	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)
NEWELL	918	| TOTAL:	1	0	0	0	| 1	0	0	0	| 1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	(0)	| (1)

S W O R N

C I V I L I A N

<u>CITY</u>	<u>POPULATION</u>		<u>TOP ADMIN.</u>	<u>GEN. COMMAND</u>	<u>1ST LINE SUPERV.</u>	<u>1ST LINE OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH. CIVILIAN</u>	<u>OTHER CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV. TOTAL</u>
DAYTON	912	| TOTAL:	1	0	0	0	| 1	1	0	| 1	2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(0)	| (1)	(1)
WALNUT	886	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
POMEROY	884	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
SIOUX RAPIDS	883	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
HAZLETON	880	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
JANESVILLE	867	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
ADAIR	864	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
FONDA	863	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
EVERLY	781	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)

S W O R N

C I V I L I A N

<u>CITY</u>	<u>POPULATION</u>		<u>TOP ADMIN.</u>	<u>GEN. COMMAND</u>	<u>1ST LINE SUPERV.</u>	<u>1ST LINE OFFICERS</u>	<u>TOTAL</u>	<u>PRO./TECH. CIVILIAN</u>	<u>OTHER CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV. TOTAL</u>
STRATFORD	757	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
ROLFE	752	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
FONTANELLE	751	| TOTAL:	1	0	0	1	| 2	0	0	| 0	2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	| (0)	(2)
HARTFORD	737	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
VAN METER	735	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
GARNAVILLO	716	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
MERRILL	705	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
SHELBY	674	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
BURT	672	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)

CITY	POPULATION		S W O R N				C I V I L I A N				SWORN/CIV. TOTAL
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS	TOTAL	
GILMAN	632	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
GILMORE CITY	619	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
OKOBOJI	599	| TOTAL:	1	0	0	1	| 2	0	0	| 0	2
(MALE WHITE)		| M W:	(1)	(0)	(0)	(1)	| (2)	(0)	(0)	| (0)	(2)
TITONKA	586	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
CLERMONT	582	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
LAWLER	539	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
FARNHAMVILLE	442	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
RENWICK	424	| TOTAL:	1	0	0	0	| 1	0	0	| 0	1
(MALE WHITE)		| M W:	(1)	(0)	(0)	(0)	| (1)	(0)	(0)	| (0)	(1)
TOTALS:			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	1ST LINE OFFICERS	TOTAL	PRO./TECH. CIVILIAN	OTHER CIVILIANS	TOTAL	SWORN/CIV. TOTAL
MALE WHITE			182	15	38	227	462	4	1	5	467
MALE NON-WHITE			1	-	-	2	3	-	-	-	3
FEMALE WHITE			-	-	-	5	5	17	12	29	34
FEMALE NON-WHITE			-	-	-	-	-	-	-	-	-
GRAND TOTAL:			183	15	38	234	470	21	13	34	504

TABLE 5
NUMBER OF FULL-TIME FEMALE EMPLOYEES
BY FUNCTION (JULY 1, 1984)

Because of the large number of departments serving cities with less than 5,000 population which do not currently have any female employees, Table 5 includes only those departments that have indicated employing women. Only 17 of the 158 respondents (or 11%) employ women full-time in either sworn or civilian capacities.

Of the female employees, the majority serve as civilians: 27 of 32 (84%) are used for civilian functions. Of the five women with sworn status, all are involved in patrol or investigative functions. These percentages correspond to those in cities over 5,000 population, where 15% of female employees are sworn, and 85% of those who are sworn (64 of 75) are involved primarily in investigative or patrol functions.

The likelihood of employing women in departments serving small cities varies greatly according to the size of the department. The table below illustrates this:

<u>City Size</u>	<u>Percent of Departments Employing Women</u>	<u>Percent of Full-Time Employees that are Women</u>
4,000 - 4,999	41.6%	17.5%
3,000 - 3,999	42.1%	11.4%
2,000 - 2,999	5.7%	2.9%
1,000 - 1,999	1.8%	0.93%
Under 1,000	2.8%	2.5%
<u>TOTAL</u>	10.8%	6.8%

A comparison can also be made between these figures and information presented in Volume I for cities from 5,000 population to 10,000. Of the 35 cities in Iowa in that population range, all 35 employ women, who make up 26% of the work force in those departments.

TABLE 5

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

CITY	POPULATION	SWORN			CIVILIAN			TOTAL		
		PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE
MANCHESTER	4,952	.	.	.	.	5 (1 ^j)	5	.	5 (1 ^j)	5
EVANS DALE	4,805	.	.	.	.	3	3	.	3	3
EMMETSBURG	4,496	.	.	.	.	1	1	.	1	1
EAGLE GROVE	4,192	.	.	.	.	1	1	.	1	1
ALBIA	4,110	.	.	.	.	4	4	.	4	4
SPIRIT LAKE	3,938	.	.	.	.	1	1	.	1	1
DYERSVILLE	3,927	.	.	.	.	2	2	.	2	2
WINTERSET	3,894	1	.	1	.	1	1	1	1	2
PLEASANT HILL	3,736	1	.	1	.	.	.	1	.	1
MONTICELLO	3,599	.	.	.	.	3	3	.	3	3
CARTER LAKE	3,587	1	.	1	.	.	.	1	.	1
WEST BURLINGTON	3,407	.	.	.	.	1	1	.	1	1
MISSOURI VALLEY	3,064	1	.	1	.	.	.	1	.	1
LE CLAIRE	2,984	.	.	.	.	2	2	.	2	2
JOHNSTON	2,809	1	.	1	.	1	1	1	1	2
FAYETTE	1,431	.	.	.	.	1	1	.	1	1
DAYTON	912	.	.	.	.	1	1	.	1	1
TOTALS:		5	0	5	0	27 (1 ^j)	27	5	27 (1 ^j)	32

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

NOTE: THIS TABLE ONLY PRESENTS CITIES (OF LESS THAN 5,000 POPULATION) WITH FULL-TIME FEMALE EMPLOYEES OF POLICE DEPTS. THOSE NOT APPEARING REPORT NO WOMEN EMPLOYEES ON THEIR DEPARTMENTS WHO ARE FULL-TIME.

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

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

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

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

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

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

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

TABLE 6

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

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER 1 YR.</u>	<u>1-2 YRS.</u>	<u>3-4 YRS.</u>	<u>5-9 YRS.</u>	<u>10-14 YRS.</u>	<u>15-19 YRS.</u>	<u>20-24 YRS.</u>	<u>25+ YRS.</u>	<u>TOTAL</u>
MANCHESTER	4,952	1	2	2	3	.	.	.	.	8
VINTON	4,914	1	.	.	3	.	2	1	.	7
CAMANCHE	4,876	.	.	3	.	.	2	1	.	6
EVANSDALE	4,805	2	.	1	4	.	.	.	.	7
ORANGE CITY	4,769	.	.	1	2	1	.	.	.	4
JEFFERSON	4,693	3	2	1	1	1	.	.	.	8
HUMBOLDT	4,669	3	.	3	1	1	.	.	.	8
DE WITT	4,573	1	.	1	3	1	.	.	.	6
SIOUX CENTER	4,524	1	1	.	1	2	.	.	.	5
EMMETSBURG	4,496	4	1	1	1	.	.	.	.	7
EAGLE GROVE	4,192	3	1	1	.	2	.	.	.	7
ALBIA	4,110	1	2	1	.	3	.	.	.	7
SPIRIT LAKE	3,938	.	.	1	4	.	1	.	.	6
NEW HAMPTON	3,934	4	.	1	1	.	.	.	.	6
DYERSVILLE	3,927	.	.	1	3	1	.	.	.	5
WINTERSET	3,894	1	.	.	1	2	1	.	.	5
WAUKON	3,857	2	1	.	3	1	.	.	.	7
OSCEOLA	3,802	1	3	1	2	.	.	.	.	7
CRESCO	3,789	.	.	2	4	1	.	.	.	7
PLEASANT HILL	3,736	1	1	4	1	.	1	.	.	8
MONTICELLO	3,599	.	1	3	2	.	.	.	.	6
CARTER LAKE	3,587	1	2	1	2	.	.	.	.	6
OSAGE	3,572	1	.	.	2	.	1	1	1	6

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER 1 YR.</u>	<u>1-2 YRS.</u>	<u>3-4 YRS.</u>	<u>5-9 YRS.</u>	<u>10-14 YRS.</u>	<u>15-19 YRS.</u>	<u>20-24 YRS.</u>	<u>25+ YRS.</u>	<u>TOTAL</u>
STATE FAIR PATROL	3,500	.	.	2	2	.	.	.	.	4
ELDRIDGE	3,489	.	.	1	2	1	.	.	1	5
WEST BURLINGTON	3,407	1	1	2	2	.	.	.	.	6
MOUNT VERNON	3,300	1	.	1	2	.	.	.	.	4
ONAWA	3,138	1	.	.	2	2	.	.	.	5
CARLISLE	3,119	.	1	.	3	.	.	.	.	4
MISSOURI VALLEY	3,064	.	2	1	1	.	.	.	.	4
TIPTON	3,029	.	.	1	2	.	1	.	.	4
LE CLAIRE	2,984	2	1	2	.	.	.	.	.	5
TAMA	2,937	1	3	.	.	.	.	.	.	4
GARNER	2,915	.	1	1	3	.	.	.	.	5
GRUNDY CENTER	2,892	.	1	.	3	.	.	.	.	4
ADEL	2,880	1	2	.	1	.	.	.	.	4
SAC CITY	2,871	1	1	1	.	.	.	1	.	4
BLOOMFIELD	2,834	1	1	2	.	1	.	.	1	6
AUDUBON	2,814	.	.	.	3	.	1	.	.	4
JOHNSTON	2,809	1	.	4	1	1	.	.	.	7
NORWALK	2,794	2	.	.	2	1	.	.	.	5
STORY CITY	2,749	.	1	1	1	.	.	.	.	3
WEST LIBERTY	2,743	1	.	2	1	.	.	.	.	4
WILTON	2,713	1	.	2	.	1	.	.	.	4
ROCK VALLEY	2,710	2	1	.	.	.	1	.	.	4
ROCK RAPIDS	2,629	1	.	1	1	.	.	.	.	3
BELMOND	2,470	1	.	.	3	.	.	.	.	4
TOLEDO	2,428	2	.	.	1	1	.	.	.	4
GUTTENBERG	2,400	1	1	2	.	.	.	.	.	4
JESUP	2,395	1	.	2	.	.	.	.	.	3

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER 1 YR.</u>	<u>1-2 YRS.</u>	<u>3-4 YRS.</u>	<u>5-9 YRS.</u>	<u>10-14 YRS.</u>	<u>15-19 YRS.</u>	<u>20-24 YRS.</u>	<u>25+ YRS.</u>	<u>TOTAL</u>
SUMNER	2,341	2	1	.	.	1	.	.	.	4
LA PORTE CITY	2,327	1	.	.	1	1	.	.	.	3
POCAHONTAS	2,327	.	1	1	1	1	.	.	.	4
MARENGO	2,312	.	2	.	1	.	1	.	.	4
MADRID	2,297	2	.	2	.	.	.	.	.	4
LAKE MILLS	2,266	2	1	.	.	.	1	.	.	4
COLFAX	2,260	.	1	2	1	.	.	.	.	4
WAUKEE	2,242	1	1	.	2	.	.	.	.	4
HUDSON	2,236	.	1	.	1	.	1	.	.	3
ROCKWELL CITY	2,209	.	2	1	2	.	.	.	.	5
MILFORD	2,177	1	.	.	2	.	.	.	.	3
BRITT	2,175	.	1	.	1	.	1	.	.	3
GREENFIELD	2,146	.	.	1	1	1	.	.	.	3
NEW LONDON	2,081	1	.	.	2	.	.	.	.	3
NORTHWOOD	2,061	.	.	2	.	.	.	1	.	3
WILLIAMSBURG	2,011	.	.	1	2	.	.	.	.	3
LAKE CITY	1,960	1	1	1	.	.	.	.	.	3
CASCADE	1,926	.	.	.	1	.	.	2	.	3
ACKLEY	1,902	.	.	1	1	.	.	.	.	2
MANSON	1,880	1	.	1	1	.	.	.	1	4
CORNING	1,864	1	1	2	.	.	.	.	.	4
MONROE	1,821	1	.	1	.	.	.	.	.	2
NASHUA	1,773	.	2	1	.	.	.	.	.	3
ALTA	1,742	.	1	.	1	.	.	.	.	2
REINBECK	1,727	.	.	.	2	.	.	.	.	2
DENVER	1,702	.	1	1	1	.	.	.	.	3
GUTHRIE CENTER	1,687	1	1	1	.	.	.	.	.	3

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER 1 YR.</u>	<u>1-2 YRS.</u>	<u>3-4 YRS.</u>	<u>5-9 YRS.</u>	<u>10-14 YRS.</u>	<u>15-19 YRS.</u>	<u>20-24 YRS.</u>	<u>25+ YRS.</u>	<u>TOTAL</u>
STUART	1,628	.	2	.	.	.	.	.	.	2
ELKADER	1,623	.	1	.	2	.	.	.	.	3
DURANT	1,573	.	.	.	1	.	.	.	.	1
REMSEN	1,564	.	.	.	3	.	.	.	.	3
LAURENS	1,542	2	.	.	1	.	.	.	.	3
PLEASANTVILLE	1,536	.	1	.	1	.	.	.	.	2
LOGAN	1,521	.	.	.	1	.	.	.	.	1
MONONA	1,519	.	1	.	.	.	.	.	.	1
AKRON	1,514	2	.	.	1	.	.	.	.	3
LISBON	1,504	.	.	.	1	.	.	.	.	1
BUFFALO	1,496	1	1	.	1	.	.	.	.	3
COLUMBUS JUNCTION	1,446	.	.	1	1	.	.	.	.	2
BLUE GRASS	1,444	1	.	1	.	.	.	.	.	2
FAYETTE	1,431	.	.	.	2	.	1	.	.	3
STRAWBERRY POINT	1,427	.	.	1	.	.	.	.	.	1
WOODBINE	1,424	.	.	2	.	.	.	.	.	2
DALLAS CENTER	1,374	.	.	.	.	1	.	.	.	1
LENOX	1,313	.	2	.	.	.	.	.	.	2
GREENE	1,306	1	.	.	.	.	.	.	.	1
BONDURANT	1,297	1	.	.	1	.	.	.	.	2
DUNLAP	1,283	1	.	1	.	.	.	.	.	2
LAKE VIEW	1,277	.	.	1	1	1	.	.	.	3
STATE CENTER	1,269	1	.	.	.	.	.	.	.	1
TRIPOLI	1,238	.	.	1	.	.	.	.	.	1
MARCUS	1,197	1	.	1	.	.	.	.	.	2
PANORA	1,192	.	.	.	2	.	.	.	.	2
WOODWARD	1,173	1	.	.	.	.	.	.	.	1

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER 1 YR.</u>	<u>1-2 YRS.</u>	<u>3-4 YRS.</u>	<u>5-9 YRS.</u>	<u>10-14 YRS.</u>	<u>15-19 YRS.</u>	<u>20-24 YRS.</u>	<u>25+ YRS.</u>	<u>TOTAL</u>
SHEFFIELD	1,164	.	.	.	1	.	.	.	.	1
LANSING	1,155	.	.	.	3	.	.	.	.	3
WEST POINT	1,137	.	.	.	1	.	.	.	.	1
MECHANICSVILLE	1,136	.	.	.	1	.	.	.	.	1
JEWELL	1,134	.	.	.	1	.	.	.	.	1
EARLHAM	1,129	.	.	1	1	.	.	.	.	2
ALLISON	1,119	.	.	1	.	.	.	.	.	1
EDDYVILLE	1,114	.	.	1	.	.	.	.	.	1
PRESTON	1,112	.	1	.	.	.	.	.	.	1
ARNOLDS PARK	1,098	.	.	.	2	.	.	.	.	2
CONRAD	1,090	.	.	.	.	1	.	.	.	1
DE SOTO	1,072	1	.	.	.	.	.	.	.	1
WINFIELD	1,070	.	.	.	1	.	.	.	.	1
FREDERICKSBURG	1,066	.	1	1	.	.	.	.	.	2
APLINGTON	1,036	.	1	.	1	.	.	.	.	2
VICTOR	1,022	1	.	1	.	.	.	.	.	2
FAIRBANK	1,009	1	.	.	.	.	.	.	.	1
MANILLA	1,003	.	.	.	1	.	.	.	.	1
AFTON	986	.	.	2	.	.	.	.	.	2
CALMAR	979	.	1	.	.	.	.	.	.	1
TREYNOR	977	.	.	.	1	.	.	.	.	1
MELCHER	967	1	.	.	.	.	.	.	.	1
SLOAN	967	.	1	.	.	.	.	.	.	1
BAXTER	950	.	.	1	.	.	.	.	.	1
WEST BEND	932	.	.	.	.	1	.	.	.	1
EXIRA	924	.	.	2	.	.	.	.	.	2
DONNELLSON	922	.	.	.	.	1	.	.	.	1

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER 1 YR.</u>	<u>1-2 YRS.</u>	<u>3-4 YRS.</u>	<u>5-9 YRS.</u>	<u>10-14 YRS.</u>	<u>15-19 YRS.</u>	<u>20-24 YRS.</u>	<u>25+ YRS.</u>	<u>TOTAL</u>
NEWELL	918	.	.	1	.	.	.	.	.	1
DAYTON	912	.	.	1	.	.	.	.	.	1
WALNUT	886	.	.	.	1	.	.	.	.	1
POMEROY	884	.	1	.	.	.	.	.	.	1
SIOUX RAPIDS	883	.	1	.	.	.	.	.	.	1
HAZLETON	880	.	.	.	1	.	.	.	.	1
JANESVILLE	867	1	.	.	.	.	.	.	.	1
ADAIR	864	.	1	.	.	.	.	.	.	1
FONDA	863	.	1	.	.	.	.	.	.	1
EVERLY	781	.	.	1	.	.	.	.	.	1
STRATFORD	757	1	.	.	.	.	.	.	.	1
ROLFE	752	1	.	.	.	.	.	.	.	1
FONTANELLE	751	.	2	.	.	.	.	.	.	2
HARTFORD	737	.	1	.	.	.	.	.	.	1
VAN METER	735	.	1	.	.	.	.	.	.	1
GARNAVILLO	716	.	.	1	.	.	.	.	.	1
MERRILL	705	1	.	.	.	.	.	.	.	1
SHELBY	674	.	.	1	.	.	.	.	.	1
BURT	672	.	.	.	.	.	1	.	.	1
GILMAN	632	.	1	.	.	.	.	.	.	1
GILMORE CITY	619	.	.	.	1	.	.	.	.	1
OKOBOJI	599	.	.	.	2	.	.	.	.	2
TITONKA	586	.	.	.	.	1	.	.	.	1
CLERMONT	582	.	.	1	.	.	.	.	.	1
LAWLER	539	.	.	.	1	.	.	.	.	1
FARNHAMVILLE	442	.	.	.	1	.	.	.	.	1
RENWICK	424	.	.	1	.	.	.	.	.	1
TOTALS:		88	74	102	144	34	17	7	4	470

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

As is the case with comparisons made in previous tables, there is a relationship between the size of the city served by a police department and the salary levels of individuals employed by those departments. While this relationship is not as strong as in the previous fiscal year, it is still evident.

The table below presents information by population grouping for departments having a single salary figure for the position in question (as opposed to a salary range). Average figures are given when more than two departments in that population group indicated having single-salary figures:

AVERAGES FOR DEPARTMENTS GIVING SINGLE SALARIES

<u>City Size</u>	<u>Patrol Officer</u>	<u>Sergeant</u>	<u>Assistant Chief</u>	<u>Chief</u>
4,000 - 4,999	\$18,274	\$18,935	\$18,971	\$21,453
3,000 - 3,999	\$15,839	\$18,436	\$17,880	\$21,042
2,500 - 2,999	--	\$17,222	--	\$20,421
2,000 - 2,499	\$14,905	\$16,562	\$16,056	\$19,170
1,000 - 1,999	\$15,308	--	\$16,467	\$17,669
Under 1,000	\$12,310	--	--	\$15,392

There is also a relationship between city size and the salary ranges offered:

DEPARTMENTS PROVIDING SALARY RANGES

<u>City Size</u>	<u>PATROL OFFICER</u>		<u>CHIEF</u>	
	<u>Low Range</u>	<u>High Range</u>	<u>Low Range</u>	<u>High Range</u>
4,000 - 4,999	\$11,400-\$17,152	\$13,800-\$19,496	\$16,500-\$22,500	\$19,000-\$26,100
3,000 - 3,999	\$12,200-\$17,000	\$14,100-\$21,000	\$14,130-\$20,214	\$17,820-\$25,000
2,500 - 2,999	\$11,900-\$17,576	\$15,000-\$19,200	---	---
2,000 - 2,499	\$12,468-\$16,550	\$14,000-\$19,469	\$10,000-\$20,500	\$14,000-\$25,000
1,000 - 1,999	\$9,000-\$19,150	\$13,500-\$19,600	\$12,000-\$18,500	\$13,000-\$24,000
Under 1,000	---	---	---	---

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

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
MANCHESTER	4,952	16,620-18,389	-	18,803	-	-	-	22,050
VINTON	4,914	18,836	-	-	21,250	21,750	-	22,000
CAMANCHE	4,876	18,491	-	19,510	-	-	20,633	21,736
EVANSDALE	4,805	15,288-18,408	-	19,905	-	-	-	20,832
ORANGE CITY	4,769	20,000	-	-	-	-	-	21,000
JEFFERSON	4,693	11,400-13,800	-	16,920	-	18,180	-	20,940
HUMBOLDT	4,669	18,300	-	18,700	-	-	19,050	21,580
# DE WITT	4,573	17,152-19,496	-	20,157	20,488	-	-	24,592
SIOUX CENTER	4,524	18,000	-	19,200	-	-	-	20,600
EMMETSBURG	4,496	15,770-17,887	-	18,287	-	-	19,008	21,903
EAGLE GROVE	4,192	14,820-15,500	-	14,800-16,400	-	-	16,980-17,900	19,200-21,500
ALBIA	4,110	16,018	-	-	-	-	17,191	18,746
SPIRIT LAKE	3,938	16,245-18,615	-	-	-	18,615-21,295	-	25,255
NEW HAMPTON	3,934	12,200-16,400	-	-	-	-	18,500-19,500	19,500-21,500
DYERSVILLE	3,927	17,000-18,433	-	-	-	-	18,594	21,953
WINTERSET	3,894	16,094-18,181	-	-	-	-	-	20,500
WAUKON	3,857	13,208-15,184	-	-	-	-	-	19,884-21,132
OSCEOLA	3,802	16,281	-	17,069	19,364	-	-	20,820
CRESCO	3,789	15,745-16,265	-	15,745-16,265	-	-	16,880-17,400	19,880-20,400
PLEASANT HILL	3,736	14,540-17,998	-	-	19,400	-	-	22,000-24,900
MONTICELLO	3,599	17,160	-	-	-	-	17,680	20,134
CARTER LAKE	3,587	13,200-15,324	-	15,804-18,240	-	-	-	22,008-25,224

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

Salaries of other ranks - see last page of table.

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
OSAGE	3,572	16,640-18,980	-	-	-	-	19,380	21,840
FAIR PATROL	3,500	13,000-16,000	-	13,000-16,000	14,000-17,000	-	-	16,500-19,000
# ELDRIDGE	3,489	16,800-21,000	-	18,600-22,000	-	-	-	22,500-26,100
W. BURLINGTON	3,407	16,835-18,706	-	19,750	-	-	-	22,586
MOUNT VERNON	3,300	13,973-16,025	-	17,837	-	-	-	21,000
ONAWA	3,138	15,800	-	18,320	-	-	-	21,400
# CARLISLE	3,119	-	-	19,203	-	-	-	20,280
MO. VALLEY	3,064	14,113	-	-	-	-	-	16,182
TIPTON	3,029	12,500-14,100	-	-	-	-	15,865	20,550
LE CLAIRE	2,984	17,451-17,971	-	19,552	-	-	-	22,500
TAMA	2,937	14,008-15,460	-	15,250-16,270	-	-	-	16,500-17,820
GARNER	2,915	16,140-17,940	-	17,340-19,014	-	-	-	20,214-22,500
GRUNDY CENTER	2,892	16,286	-	16,494	-	17,805	-	20,779
ADEL	2,880	11,900-12,735	-	-	-	-	-	18,180-19,750
SAC CITY	2,871	13,000-16,000	-	-	-	18,900	-	19,750
BLOOMFIELD	2,834	12,064-15,516	-	-	12,064-15,516	-	12,064-17,596	14,950-21,205
AUDUBON	2,814	13,814-15,530	-	-	-	-	-	14,130-18,330
JOHNSTON	2,809	13,000-18,000	-	14,000-19,500	15,000-21,000	-	-	18,000-25,000
NORWALK	2,794	14,030-16,558	-	17,640	-	-	-	21,296
# STORY CITY	2,749	14,825-17,150	-	-	-	-	-	20,100-22,100
WEST LIBERTY	2,743	12,000-15,000	-	-	-	-	16,500-16,800	17,000-19,000
WILTON	2,713	17,000-19,200	-	-	-	-	-	20,000
ROCK VALLEY	2,710	15,200	-	15,200	16,000	-	-	18,200
ROCK RAPIDS	2,629	17,576-19,198	-	-	-	-	-	19,198-20,280
BELMOND	2,470	16,550-18,000	-	-	-	-	-	20,500

Salaries of other ranks - see last page of table.

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
TOLEDO	2,428	13,000-14,000	-	-	-	-	16,000	18,000
GUTTENBERG	2,400	15,425	-	17,147	-	-	-	19,333
JESUP	2,395	14,000	-	16,500	-	-	-	18,900
SUMNER	2,341	16,440-17,040	-	-	-	-	-	18,420
LA PORTE CITY	2,327	16,000-18,772	-	-	-	-	-	23,024
POCAHONTAS	2,327	13,953-15,095	-	16,038	-	-	16,981	18,868
MARENGO	2,312	14,500	-	-	-	-	15,570	17,460
# MADRID	2,297	17,000-17,400	-	-	-	-	-	20,000
LAKE MILLS	2,266	12,468-15,900	-	-	-	-	-	18,600
COLFAX	2,260	15,013-16,652	-	-	-	-	16,652-17,852	17,617-18,500
WAUKEE	2,242	13,500-16,954	-	-	-	-	-	18,677
HUDSON	2,236	14,307	-	-	-	-	14,691	19,828
ROCKWELL CITY	2,209	15,160	-	-	-	-	16,052	17,835
MILFORD	2,177	14,000-16,365	-	-	-	-	-	17,100-19,313
BRITT	2,175	14,440-15,600	-	-	-	-	-	16,320
GREENFIELD	2,146	14,446	-	-	-	-	15,098	18,660
NEW LONDON	2,081	15,000-19,469	-	-	-	-	-	21,632
NORTHWOOD	2,061	14,000-15,000	-	-	-	-	-	18,000
WILLIAMSBURG	2,011	16,500	-	-	-	-	18,000	21,000
LAKE CITY	1,960	16,412	-	-	-	-	-	18,266
CASCADE	1,926	17,093	-	-	-	-	18,287	18,637
ACKLEY	1,902	14,500-16,500	-	-	-	-	-	16,500-18,000
MANSON	1,880	16,782	-	-	-	-	18,151	18,626
CORNING	1,864	14,787-16,636	-	-	-	-	-	18,176

Salaries of other ranks - see last page of table.

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
MONROE	1,821	14,955	-	-	-	-	-	19,895
NASHUA	1,773	14,200-18,000	-	-	-	-	-	16,200-19,800
ALTA	1,742	15,000	-	-	-	-	-	20,000
REINBECK	1,727	-	-	-	-	16,000-16,960	-	17,000-17,960
DENVER	1,702	19,150-19,600	-	-	-	-	-	23,327
GUTHRIE CTR.	1,687	12,500-16,500	-	-	-	-	-	15,800-16,500
STUART	1,628	13,600	-	-	-	-	-	16,100
ELKADER	1,623	12,636	-	-	-	-	13,680	15,480
DURANT	1,573	-	-	-	-	-	-	18,000
REMSEN	1,564	14,267-15,267	-	-	-	14,392-15,392	-	14,800-16,392
LAURENS	1,542	14,750	-	-	-	-	15,750	18,950
PLEASANTVILLE	1,536	9,000-18,000	-	-	-	-	-	10,000-20,000
LOGAN	1,521	-	-	-	-	-	-	14,882
MONONA	1,519	-	-	-	-	-	-	15,860-19,000
AKRON	1,514	13,200-14,400	-	15,600-15,900	-	-	-	17,000-17,500
LISBON	1,504	-	-	-	-	-	-	19,578
BUFFALO	1,496	16,640	-	19,156	-	-	-	21,777
COLUMBUS JCT.	1,446	15,613	-	-	-	-	-	16,199
BLUE GRASS	1,444	16,000	-	-	-	-	-	19,760
FAYETTE	1,431	-	-	15,770-16,548	-	-	-	18,984-19,933
STRAWBERRY PT.	1,427	-	-	-	-	-	-	13,200
WOODBINE	1,424	13,000-16,000	-	-	-	-	-	16,600
DALLAS CENTER	1,374	-	-	-	-	-	-	18,900
LENOX	1,313	13,500-14,500	-	-	-	-	-	15,000-15,500

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE</u> <u>(CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>
		<u>LOW - HIGH</u>	<u>LOW - HIGH</u>	<u>LOW - HIGH</u>	<u>LOW - HIGH</u>	<u>LOW - HIGH</u>	<u>LOW - HIGH</u>	<u>LOW - HIGH</u>
GREENE	1,306	-	-	-	-	-	-	15,500
BONDURANT	1,297	16,380	-	-	-	-	-	19,500
DUNLAP	1,283	14,500	-	-	-	-	-	15,000
LAKE VIEW	1,277	15,800	-	-	-	-	-	19,000
STATE CENTER	1,269	-	-	-	-	-	-	16,300
TRIPOLI	1,238	-	-	-	-	-	-	18,000
MARCUS	1,197	11,500-13,500	-	-	-	-	-	12,500-14,500
PANORA	1,192	14,213	-	-	-	-	-	16,260
WOODWARD	1,173	-	-	-	-	-	-	16,000
SHEFFIELD	1,164	-	-	-	-	-	-	17,000
LANSING	1,155	14,784-16,400	-	-	-	-	-	14,784-15,000
WEST POINT	1,137	-	-	-	-	-	-	17,136
MECHANICSVILLE	1,136	-	-	-	-	-	-	15,800-17,500
JEWELL	1,134	-	-	-	-	-	-	20,500-25,000
EARLHAM	1,129	14,940	-	-	-	-	-	17,040
ALLISON	1,119	-	-	-	-	-	-	15,000-15,800
EDDYVILLE	1,114	-	-	-	-	-	-	16,000-17,000
PRESTON	1,112	-	-	-	-	-	-	12,000-17,000
ARNOLDS PARK	1,098	16,737	-	-	-	-	-	18,196
CONRAD	1,090	-	-	-	-	-	-	18,600
DE SOTO	1,072	-	-	-	-	-	-	15,000-16,000
WINFIELD	1,070	-	-	-	-	-	-	14,800
FREDERICKSBURG	1,066	16,000	-	-	-	-	-	17,000
APLINGTON	1,036	12,792	-	-	-	-	-	16,747

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
VICTOR	1,022	13,500-14,875	-	-	-	-	-	15,500-17,500
FAIRBANK	1,009	-	-	-	-	-	-	13,000-17,000
MANILLA	1,003	-	-	-	-	-	-	12,800-14,000
AFTON	986	13,520	-	-	-	-	-	14,560
CALMAR	979	-	-	-	-	-	-	14,500
TREYNOR	977	-	-	-	-	-	-	12,500-19,074
MELCHER	967	-	-	-	-	-	-	15,800
SLOAN	967	-	-	-	-	-	-	14,000-15,500
BAXTER	950	-	-	-	-	-	-	18,540
WEST BEND	932	-	-	-	-	-	-	14,200
EXIRA	924	13,489	-	-	-	-	-	13,747
DONNELSON	922	-	-	-	-	-	-	16,800
NEWELL	918	-	-	-	-	-	-	15,500
DAYTON	912	-	-	-	-	-	-	12,000-16,120
WALNUT	886	-	-	-	-	-	-	15,400
POMEROY	884	-	-	-	-	-	-	13,936-15,678
SIOUX RAPIDS	883	-	-	-	-	-	-	16,936
HAZLETON	880	-	-	-	-	-	-	16,275
JANESVILLE	867	-	-	-	-	-	-	14,539-21,237
ADAIR	864	-	-	-	-	-	-	15,700
FONDA	863	-	-	-	-	-	-	16,750
EVERLY	781	-	-	-	-	-	-	18,000-24,000
STRATFORD	757	-	-	-	-	-	-	17,000
ROLFE	752	-	-	-	-	-	-	13,607-16,000

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
FONTANELLE	751	9,921	-	-	-	-	-	14,998
HARTFORD	737	-	-	-	-	-	-	16,322-16,500
VAN METER	735	-	-	-	-	-	-	12,000-13,000
GARNAVILLO	716	-	-	-	-	-	-	14,210
MERRILL	705	-	-	-	-	-	-	12,300-16,000
SHELBY	674	-	-	-	-	-	-	15,120
BURT	672	-	-	-	-	-	-	14,000
GILMAN	632	-	-	-	-	-	-	15,225
GILMORE CITY	619	-	-	-	-	-	-	15,308
+ OKOBOJI	599	16,500-17,750	-	-	-	-	-	18,500-19,500
TITONKA	586	-	-	-	-	-	-	13,500-17,500
CLERMONT	582	-	-	-	-	-	-	14,560
LAWLER	539	-	-	-	-	-	-	13,500-15,500
FARNHAMVILLE	442	-	-	-	-	-	-	14,875-15,900
RENWICK	424	-	-	-	-	-	-	13,500

Salaries of other ranks:

DeWitt: Corporal (\$19,826).
Eldridge: Corporal (\$17,400-\$19,826).
Carlisle: Senior Patrol Officer (\$18,338-\$19,087).
Story City: Senior Patrol Officer (\$17,900-\$19,950).
Madrid: Senior Patrol Officer (\$17,800).

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

Okoboji: Salaries (shown in report) will be effective in Jan., 1985.

TABLE 8
NUMBER OF FULL-TIME POLICE OFFICERS
BY SALARY RANGE (JULY 1, 1984)

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

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

MEDIAN FOR ALL CITIES: \$21,053

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

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

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

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

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

TABLE 8
NUMBER OF FULL-TIME POLICE OFFICERS
BY SALARY RANGE (JULY 1, 1984)

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER \$12,500</u>	<u>\$12,500- \$14,999</u>	<u>\$15,000- \$17,499</u>	<u>\$17,500- \$19,999</u>	<u>\$20,000- \$22,499</u>	<u>\$22,500- \$24,999</u>	<u>\$25,000- \$29,999</u>	<u>\$30,000 OR MORE</u>	<u>TOTAL</u>
MANCHESTER	4,952	.	.	3	4	1	.	.	.	8
VINTON	4,914	.	.	.	4	3	.	.	.	7
CAMANCHE	4,876	.	.	.	4	2	.	.	.	6
EVANSDALE	4,805	.	.	2	4	1	.	.	.	7
ORANGE CITY	4,769	.	.	.	.	4	.	.	.	4
JEFFERSON	4,693	3	1	2	1	1	.	.	.	8
HUMBOLDT	4,669	.	.	.	7	1	.	.	.	8
DE WITT	4,573	.	.	1	2	2	1	.	.	6
SIOUX CENTER	4,524	.	.	2	2	1	.	.	.	5
EMMETSBURG	4,496	.	.	1	5	1	.	.	.	7
EAGLE GROVE	4,192	.	2	3	1	1	.	.	.	7
ALBIA	4,110	.	.	6	1	.	.	.	.	7
SPIRIT LAKE	3,938	.	.	.	5	.	.	1	.	6
NEW HAMPTON	3,934	.	.	4	1	1	.	.	.	6
DYERSVILLE	3,927	.	.	1	3	1	.	.	.	5
WINTERSET	3,894	.	.	3	1	1	.	.	.	5
WAUKON	3,857	.	3	3	.	1	.	.	.	7
OSCEOLA	3,802	.	.	5	1	1	.	.	.	7
CRESCO	3,789	.	.	6	.	1	.	.	.	7
PLEASANT HILL	3,736	.	1	.	6	.	1	.	.	8
MONTICELLO	3,599	.	.	.	5	1	.	.	.	6

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER</u> <u>\$12,500</u>	<u>\$12,500-</u> <u>\$14,999</u>	<u>\$15,000-</u> <u>\$17,499</u>	<u>\$17,500-</u> <u>\$19,999</u>	<u>\$20,000-</u> <u>\$22,499</u>	<u>\$22,500-</u> <u>\$24,999</u>	<u>\$25,000-</u> <u>\$29,999</u>	<u>\$30,000</u> <u>OR MORE</u>	<u>TOTAL</u>
CARTER LAKE	3,587	.	3	1	1	.	1	.	.	6
OSAGE	3,572	.	.	4	1	1	.	.	.	6
STATE FAIR PATROL	3,500	.	3	.	1	.	.	.	.	4
ELDRIDGE	3,489	.	.	.	2	2	1	.	.	5
WEST BURLINGTON	3,407	.	.	.	4	1	1	.	.	6
MOUNT VERNON	3,300	.	2	.	1	1	.	.	.	4
ONAWA	3,138	.	.	3	1	1	.	.	.	5
CARLISLE	3,119	.	.	.	3	1	.	.	.	4
MISSOURI VALLEY	3,064	.	3	1	.	.	.	.	.	4
TIPTON	3,029	.	2	1	.	1	.	.	.	4
LE CLAIRE	2,984	.	.	.	4	.	1	.	.	5
TAMA	2,937	.	1	3	.	.	.	.	.	4
GARNER	2,915	.	.	1	3	.	1	.	.	5
GRUNDY CENTER	2,892	.	.	2	1	1	.	.	.	4
ADEL	2,880	2	1	.	1	.	.	.	.	4
SAC CITY	2,871	.	1	1	2	.	.	.	.	4
BLOOMFIELD	2,834	.	.	1	4	1	.	.	.	6
AUDUBON	2,814	.	.	3	1	.	.	.	.	4
JOHNSTON	2,809	.	.	3	2	1	.	1	.	7
NORWALK	2,794	.	2	1	1	1	.	.	.	5
STORY CITY	2,749	.	.	.	2	1	.	.	.	3
WEST LIBERTY	2,743	.	2	1	1	.	.	.	.	4
WILTON	2,713	.	.	1	2	1	.	.	.	4
ROCK VALLEY	2,710	.	.	3	1	.	.	.	.	4
ROCK RAPIDS	2,629	.	.	.	2	1	.	.	.	3
BELMOND	2,470	.	.	2	1	1	.	.	.	4

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER</u> <u>\$12,500</u>	<u>\$12,500-</u> <u>\$14,999</u>	<u>\$15,000-</u> <u>\$17,499</u>	<u>\$17,500-</u> <u>\$19,999</u>	<u>\$20,000-</u> <u>\$22,499</u>	<u>\$22,500-</u> <u>\$24,999</u>	<u>\$25,000-</u> <u>\$29,999</u>	<u>\$30,000</u> <u>OR MORE</u>	<u>TOTAL</u>
TOLEDO	2,428	.	2	1	1	.	.	.	.	4
GUTTENBERG	2,400	.	.	3	1	.	.	.	.	4
JESUP	2,395	.	1	1	1	.	.	.	.	3
SUMNER	2,341	.	.	3	1	.	.	.	.	4
LA PORTE CITY	2,327	.	.	1	1	.	1	.	.	3
POCAHONTAS	2,327	.	.	3	1	.	.	.	.	4
MARENGO	2,312	.	2	2	.	.	.	.	.	4
MADRID	2,297	.	.	2	1	1	.	.	.	4
LAKE MILLS	2,266	1	1	1	1	.	.	.	.	4
COLFAX	2,260	.	.	2	2	.	.	.	.	4
WAUKEE	2,242	.	2	1	1	.	.	.	.	4
HUDSON	2,236	.	2	.	1	.	.	.	.	3
ROCKWELL CITY	2,209	.	.	4	1	.	.	.	.	5
MILFORD	2,177	1	.	1	1	.	.	.	.	3
BRITT	2,175	.	1	2	.	.	.	.	.	3
GREENFIELD	2,146	.	1	1	1	.	.	.	.	3
NEW LONDON	2,081	.	.	1	1	1	.	.	.	3
NORTHWOOD	2,061	.	.	2	1	.	.	.	.	3
WILLIAMSBURG	2,011	.	.	1	1	1	.	.	.	3
LAKE CITY	1,960	.	2	.	1	.	.	.	.	3
CASCADE	1,926	.	.	1	2	.	.	.	.	3
ACKLEY	1,902	.	.	1	1	.	.	.	.	2
MANSON	1,880	.	.	2	2	.	.	.	.	4
CORNING	1,864	.	1	2	1	.	.	.	.	4
MONROE	1,821	.	1	.	1	.	.	.	.	2

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER \$12,500</u>	<u>\$12,500- \$14,999</u>	<u>\$15,000- \$17,499</u>	<u>\$17,500- \$19,999</u>	<u>\$20,000- \$22,499</u>	<u>\$22,500- \$24,999</u>	<u>\$25,000- \$29,999</u>	<u>\$30,000 OR MORE</u>	<u>TOTAL</u>
NASHUA	1,773	.	.	.	3	.	.	.	.	3
ALTA	1,742	.	.	1	.	1	.	.	.	2
REINBECK	1,727	.	.	1	1	.	.	.	.	2
DENVER	1,702	.	.	.	2	.	1	.	.	3
GUTHRIE CENTER	1,687	.	1	2	.	.	.	.	.	3
STUART	1,628	.	1	1	.	.	.	.	.	2
ELKADER	1,623	.	2	1	.	.	.	.	.	3
DURANT	1,573	.	.	.	1	.	.	.	.	1
REMSEN	1,564	.	.	3	.	.	.	.	.	3
LAURENS	1,542	.	1	1	1	.	.	.	.	3
PLEASANTVILLE	1,536	.	1	1	.	.	.	.	.	2
LOGAN	1,521	.	1	.	.	.	.	.	.	1
MONONA	1,519	.	.	.	1	.	.	.	.	1
AKRON	1,514	.	1	2	.	.	.	.	.	3
LISBON	1,504	.	.	.	1	.	.	.	.	1
BUFFALO	1,496	.	.	1	1	1	.	.	.	3
COLUMBUS JUNCTION	1,446	.	.	2	.	.	.	.	.	2
BLUE GRASS	1,444	.	.	1	1	.	.	.	.	2
FAYETTE	1,431	.	.	2	1	.	.	.	.	3
STRAWBERRY POINT	1,427	.	1	.	.	.	.	.	.	1
WOODBINE	1,424	.	.	2	.	.	.	.	.	2
DALLAS CENTER	1,374	.	.	.	1	.	.	.	.	1
LENOX	1,313	.	1	1	.	.	.	.	.	2
GREENE	1,306	.	.	1	.	.	.	.	.	1
BONDURANT	1,297	.	.	1	1	.	.	.	.	2

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER</u> <u>\$12,500</u>	<u>\$12,500-</u> <u>\$14,999</u>	<u>\$15,000-</u> <u>\$17,499</u>	<u>\$17,500-</u> <u>\$19,999</u>	<u>\$20,000-</u> <u>\$22,499</u>	<u>\$22,500-</u> <u>\$24,999</u>	<u>\$25,000-</u> <u>\$29,999</u>	<u>\$30,000</u> <u>OR MORE</u>	<u>TOTAL</u>
DUNLAP	1,283	.	1	1	.	.	.	.	.	2
LAKE VIEW	1,277	.	.	2	1	.	.	.	.	3
STATE CENTER	1,269	.	.	1	.	.	.	.	.	1
TRIPOLI	1,238	.	.	.	1	.	.	.	.	1
MARCUS	1,197	1	1	.	.	.	.	.	.	2
PANORA	1,192	.	1	1	.	.	.	.	.	2
WOODWARD	1,173	.	.	1	.	.	.	.	.	1
SHEFFIELD	1,164	.	.	1	.	.	.	.	.	1
LANSING	1,155	.	2	1	.	.	.	.	.	3
WEST POINT	1,137	.	.	1	.	.	.	.	.	1
MECHANICSVILLE	1,136	.	.	1	.	.	.	.	.	1
JEWELL	1,134	.	.	.	.	1	.	.	.	1
EARLHAM	1,129	.	1	1	.	.	.	.	.	2
ALLISON	1,119	.	.	1	.	.	.	.	.	1
EDDYVILLE	1,114	.	.	1	.	.	.	.	.	1
PRESTON	1,112	.	.	1	.	.	.	.	.	1
ARNOLDS PARK	1,098	.	.	1	1	.	.	.	.	2
CONRAD	1,090	.	.	.	1	.	.	.	.	1
DE SOTO	1,072	.	.	1	.	.	.	.	.	1
WINFIELD	1,070	.	1	.	.	.	.	.	.	1
FREDERICKSBURG	1,066	.	.	2	.	.	.	.	.	2
APLINGTON	1,036	.	1	1	.	.	.	.	.	2
VICTOR	1,022	.	1	1	.	.	.	.	.	2
FAIRBANK	1,009	.	.	1	.	.	.	.	.	1
MANILLA	1,003	.	1	.	.	.	.	.	.	1

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER</u> <u>\$12,500</u>	<u>\$12,500-</u> <u>\$14,999</u>	<u>\$15,000-</u> <u>\$17,499</u>	<u>\$17,500-</u> <u>\$19,999</u>	<u>\$20,000-</u> <u>\$22,499</u>	<u>\$22,500-</u> <u>\$24,999</u>	<u>\$25,000-</u> <u>\$29,999</u>	<u>\$30,000</u> <u>OR MORE</u>	<u>TOTAL</u>
AFTON	986	.	2	.	.	.	.	.	.	2
CALMAR	979	.	1	.	.	.	.	.	.	1
TREYNOR	977	.	.	.	1	.	.	.	.	1
MELCHER	967	.	.	1	.	.	.	.	.	1
SLOAN	967	.	.	1	.	.	.	.	.	1
BAXTER	950	.	.	.	1	.	.	.	.	1
WEST BEND	932	.	1	.	.	.	.	.	.	1
EXIRA	924	.	2	.	.	.	.	.	.	2
DONNELSON	922	.	.	1	.	.	.	.	.	1
NEWELL	918	.	.	1	.	.	.	.	.	1
DAYTON	912	.	.	1	.	.	.	.	.	1
WALNUT	886	.	.	1	.	.	.	.	.	1
POMEROY	884	.	.	1	.	.	.	.	.	1
SIOUX RAPIDS	883	.	.	1	.	.	.	.	.	1
HAZLETON	880	.	.	1	.	.	.	.	.	1
JANESVILLE	867	.	.	1	.	.	.	.	.	1
ADAIR	864	.	.	1	.	.	.	.	.	1
FONDA	863	.	.	1	.	.	.	.	.	1
EVERLY	781	.	.	.	.	1	.	.	.	1
STRATFORD	757	.	.	1	.	.	.	.	.	1
ROLFE	752	.	1	.	.	.	.	.	.	1
FONTANELLE	751	1	1	.	.	.	.	.	.	2
HARTFORD	737	.	.	1	.	.	.	.	.	1
VAN METER	735	.	1	.	.	.	.	.	.	1
GARNAVILLO	716	.	1	.	.	.	.	.	.	1

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER \$12,500</u>	<u>\$12,500- \$14,999</u>	<u>\$15,000- \$17,499</u>	<u>\$17,500- \$19,999</u>	<u>\$20,000- \$22,499</u>	<u>\$22,500- \$24,999</u>	<u>\$25,000- \$29,999</u>	<u>\$30,000 OR MORE</u>	<u>TOTAL</u>
MERRILL	705	1	.	.	.	.	.	.	.	1
SHELBY	674	.	.	1	.	.	.	.	.	1
BURT	672	.	1	.	.	.	.	.	.	1
GILMAN	632	.	.	1	.	.	.	.	.	1
GILMORE CITY	619	.	.	1	.	.	.	.	.	1
OKOBOJI	599	.	.	1	1	.	.	.	.	2
TITONKA	586	.	.	1	.	.	.	.	.	1
CLERMONT	582	.	1	.	.	.	.	.	.	1
LAWLER	539	.	.	1	.	.	.	.	.	1
FARNHAMVILLE	442	.	.	1	.	.	.	.	.	1
RENWICK	424	.	1	.	.	.	.	.	.	1
TOTALS:		10	76	178	147	48	9	2	0	470

TABLE 9
TYPES OF INSURANCE PAID
BY POLICE DEPARTMENTS (FY 1985)

Iowa police departments report a wide variety of insurance plans for their officers (designated in Table 9 as OFF) and their families (FAM). These various types of insurance are paid, in some cases, in full (F) or in part (P) by the agencies themselves, thereby reducing the financial burden of each officer. Unlike the case in many of the previous tables, there is no clear relationship between the size of the municipality and the type of available insurance package offered by departments.

Hospital insurance is the benefit offered most often to employees and their families, with 153 of the 158 departments (97%) offering hospital insurance for officers. Most of these (141 of the 153, or 92%) pay the officer's hospital insurance in full. Most of the departments also offer insurance for families, with 94 departments paying the entire cost of family policies, and another 32 partially paying for such coverage.

A vast majority of the departments also provide workman's compensation insurance (155 of the 158), while false arrest insurance is also offered by many departments (141 of 158, or 89%).

Life insurance and accident/disability insurance are also offered by many of the departments but not as frequently as hospital insurance. Life insurance is offered by 118 departments (75%), and accident/disability by 122 (77%). These are much less frequently available to family members, however.

In the case of other types of insurance, (prescription drug, dental and vision), the departments serving larger communities are more likely to offer coverage. In other words, officers in larger departments are more likely to be covered by these policies. Over half of the departments do cover at least a portion of prescription drug expenses for officers, and most of these (86%) include some family coverage as well. Dental and vision insurance are much less frequently available, and those departments that do provide such coverage are more likely to offer only partial payment, rather than full coverage.

TABLE 9
TYPES OF INSURANCE PAID
BY POLICE DEPARTMENTS (FY 1985) *

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
MANCHESTER	4,952	F	|	F	| F	F	| F		|		|		|	F	F
VINTON	4,914	F	|	F	| P	F	|	P	| P	P	|	P	|	F	F
CAMANCHE	4,876	F	| F	F	| F	F	|	F	| F		|		|	F	F
EVANSDALE	4,805	F	|	F	| F		|	F	| F	F	| F		|	F	F
ORANGE CITY	4,769	F	| P	F	| P	F	| P	F	| P		|		|	F	F
JEFFERSON	4,693	F	| P	F	| P	F	| P	F	| P		|		|	F	F
HUMBOLDT	4,669	F	|	F	|		|		|		|		|	F	F
DE WITT	4,573	F	|	F	| F	F	| F	P	| P		|		|	F	F
SIOUX CENTER	4,524		|	F	| F	F	| F	F	| F		|		|	F	F
EMMETSBURG	4,496	F	|	F	| F	F	| F		|	F	| F		|	F	F
EAGLE GROVE	4,192	F	|	F	|	F	|	F	| F	F	| P	F	| P	F	F
ALBIA	4,110	F	|	F	| F	P	|	P	| P		|		|	F	F
SPIRIT LAKE	3,938	F	|	F	|	F	|		|	F	|		|	F	F
NEW HAMPTON	3,934	F	|	F	| F	F	|	P	| P		|	F	|	F	F
DYERSVILLE	3,927	F	|	F	| P	F	|	F	| P	F	| P		|	F	F
WINTERSET	3,894	F	|	F	| P	F	| P	F	| P	F	| P		|		F
WAUKON	3,857		|	F	| P	F	|		|		|		|	F	F
OSCEOLA	3,802	F	| F	F	| F	F	| F	F	| F		|		|	F	F
CRESCO	3,789	P	|	F	| F		|	P	| P		|		|	F	F
PLEASANT HILL	3,736	F	|	F	| F	F	|		|	F	| F		|	F	F
MONTICELLO	3,599	F	|	F	| P	F	|	P	| P	F	| P		|	F	F

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

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
CARTER LAKE	3,587		I	F	I	P			I		I		I	F	F
OSAGE	3,572		I	F	I	F			I		I		I	F	F
STATE FAIR PATROL	3,500	F	I	F	I		F	I			I		I		F
ELDRIDGE	3,489	F	I	F	I	F	I	F		P	I	P		F	F
WEST BURLINGTON	3,407	F	I	F	I	F		F	P	I	P		I	F	F
MOUNT VERNON	3,300	F	I	F	I	F	I	F	F	I	F	P	I	P	F
ONAWA	3,138	F	I	P	F	I	P	F	I	P	F	I	P	F	F
CARLISLE	3,119	F	I	F	F	I	F	F	I	F	F	I		F	F
MISSOURI VALLEY	3,064	F	I		F	I	P	F	I	P		F	I	P	F
TIPTON	3,029	F	I		P	I	P	F	I	P		I		F	F
LE CLAIRE	2,984	F	I		F	I	F	F	I	F	I			F	F
TAMA	2,937	F	I	P	F	I	F	F	I	P	P			P	F
GARNER	2,915	F	I		F	I	F		I	F	I			F	F
GRUNDY CENTER	2,892	F	I	P	F	I	F	F	I	F				F	F
ADEL	2,880	F	I	F	F	I	F	P	I	P	P	I	P	F	F
SAC CITY	2,871		I		F	I	F	F	I					F	F
BLOOMFIELD	2,834	F	I		F	I			F	I				F	F
AUDUBON	2,814		I		F	I	F		I	F	I	F		F	F
JOHNSTON	2,809	F	I		F	I	F	F	I	P	I	P	P	F	F
NORWALK	2,794	F	I		F	I		F	I	P			P	F	F
STORY CITY	2,749	F	I		F	I	F		I					F	F
WEST LIBERTY	2,743	F	I	F		P	I	P	P	I				F	F
WILTON	2,713	F	I	F	F	I	F	F	I	F					F
ROCK VALLEY	2,710		I		I				I						
ROCK RAPIDS	2,629	F	I	F	F	I	F	F	I	F				F	F
BELMOND	2,470		I		F	I	F	F	I	P	P			F	F

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
TOLEDO	2,428	F	| F	F	| F		|	F	| F		|		|	F	| F
GUTTENBERG	2,400	F	|	F	| P		|	F	| P		|		|	F	| F
JESUP	2,395	F	|	F	| F	F	|	P	| P		|		|	F	| F
SUMNER	2,341	F	| F	F	| F	F	|		|		|		|	F	| F
LA PORTE CITY	2,327	F	| F	F	| F	F	|	F	| F		|		|	F	| F
POCAHONTAS	2,327		|	F	| P		|		|		|		|	F	| F
MARENGO	2,312	P	|	F	| F	P	|	P	| P	P	| P		|	F	| F
MADRID	2,297		|	F	| P	F	| P		|		|		|	F	| F
LAKE MILLS	2,266	F	| F	F	| F	F	| F	F	| F	F	| F	F	| F	F	| F
COLFAX	2,260	F	| F		| P	F	| F		|		| P	P	| P	F	| F
WAUKEE	2,242	F	|	F	| F	F	|	F	| F		|		|	F	| F
HUDSON	2,236	P	| P	P	| P	P	| P	P	| P	P	| P		|	P	| P
ROCKWELL CITY	2,209	F	|	F	| F	F	|	F	| F	F	| F	F	| F	F	| F
MILFORD	2,177	F	|	F	|	F	|		|		|		|	F	| F
BRITT	2,175		|	F	|	F	|		|		|		|	F	| F
GREENFIELD	2,146	F	|	F	| F	F	| F	F	| F		|		|	F	| F
NEW LONDON	2,081		|	F	| F	F	| F	P	| P		|		|	F	| F
NORTHWOOD	2,061	P	| P	F	| F		|		|		|		|	F	| F
WILLIAMSBURG	2,011	F	|		| P	P	| P		|		|		|	F	| F
LAKE CITY	1,960	F	| F	F	| F	F	| F		|	F	| F		|	F	| F
CASCADE	1,926	F	| F	F	| F	F	| F		|		|		|		| F
ACKLEY	1,902		|	F	|		|		|		|		|	F	| F
MANSON	1,880	F	|	F	|	F	|		|		|		|	F	| F
CORNING	1,864	F	|	F	| F		|		|		|		|	F	| F
MONROE	1,821	F	|	F	|	F	|		|		|		|	F	| F

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
NASHUA	1,773	F	|	F	| F	F	|	P	| P	F	| F	|	|	F	F
ALTA	1,742	F	|	P	| P	F	| F	P	| P	|	|	|	|	F	F
REINBECK	1,727	F	|	F	| F	F	| F	|	|	|	|	|	|	F	F
DENVER	1,702	F	| P	F	| P	F	|	|	|	|	|	|	|	F	F
GUTHRIE CENTER	1,687	|	|	F	| F	|	|	|	|	|	|	|	|	F	F
STUART	1,628	F	|	F	| F	F	| F	P	| P	|	|	|	|	F	F
ELKADER	1,623	|	|	F	| F	|	|	F	|	|	|	|	|	F	F
DURANT	1,573	|	|	F	|	|	|	P	|	|	|	|	|	F	F
REMSEN	1,564	F	| F	F	| F	F	| F	F	| F	|	|	|	|	F	F
LAURENS	1,542	F	|	F	| F	F	| F	F	| F	|	|	|	|	F	F
PLEASANTVILLE	1,536	P	|	F	|	F	|	P	|	P	|	|	|	F	F
LOGAN	1,521	P	|	F	| F	|	|	|	|	|	|	|	|	F	F
MONONA	1,519	F	|	F	|	F	|	P	|	|	|	|	|	F	F
AKRON	1,514	F	| P	F	| P	F	|	|	|	|	|	|	|	F	F
LISBON	1,504	F	|	F	| F	|	|	F	| F	F	| F	|	|	F	F
BUFFALO	1,496	P	|	F	| F	F	|	|	|	P	| P	|	|	F	F
COLUMBUS JUNCTION	1,446	|	|	F	| F	F	| F	F	| F	|	|	|	|	F	F
BLUE GRASS	1,444	|	|	P	| P	P	|	|	|	|	|	|	|	F	F
FAYETTE	1,431	F	|	F	|	F	|	|	|	|	|	|	|	F	F
STRAWBERRY POINT	1,427	|	|	P	|	|	|	P	|	|	|	|	|	F	F
WOODBINE	1,424	F	|	F	| F	F	| F	|	|	F	| F	|	|	|	|
DALLAS CENTER	1,374	P	|	F	| F	F	| F	P	| P	F	| F	|	|	F	F
LENOX	1,313	|	|	F	| F	F	| F	F	| F	|	|	|	|	F	F
GREENE	1,306	P	|	F	| F	F	| F	F	| F	F	| F	P	|	F	F
BONDURANT	1,297	F	| P	F	| P	F	| P	F	| P	F	| P	F	| P	F	F
DUNLAP	1,283	F	|	F	| F	F	| F	F	| F	F	| P	F	| P	F	F

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
LAKE VIEW	1,277	F	P	F	P	F		F	P						F
STATE CENTER	1,269	F	F	F	F	F	F							F	F
TRIPOLI	1,238			F	F	F	F	P	P					F	F
MARCUS	1,197													F	F
PANORA	1,192	F	F	P	P										F
WOODWARD	1,173			F	F	P								F	F
SHEFFIELD	1,164			F	F	F	F	P	P					F	F
LANSING	1,155			P	P	P	P								F
WEST POINT	1,137	F		F	F	F		P	P					F	F
MECHANICSVILLE	1,136	F	F	F	F	F	F							F	F
JEWELL	1,134	F	P	F	F	F	P							F	F
EARLHAM	1,129	F		F		F								F	F
ALLISON	1,119	F	F	F	F	F		F	F					F	F
EDDYVILLE	1,114	F	F	F	F	F	F	P	P			P	P	F	F
PRESTON	1,112	F	F	F	F	F	F	F	F	F	F			F	F
ARNOLDS PARK	1,098	F	P	F	P	F	P	F	P					F	F
CONRAD	1,090	F		F	F	F	F							F	F
DE SOTO	1,072	F		F	F	F	F			F				F	F
WINFIELD	1,070	F		F	F	F		P	P					F	F
FREDERICKSBURG	1,066			F	F			F	F					F	F
APLINGTON	1,036	F	P	F	P	F	P							F	F
VICTOR	1,022	F	F	F	F	F	F								F
FAIRBANK	1,009	F		F	F	F	F							F	F
MANILLA	1,003	F		F	F	F	F							F	F
AFTON	986			P	P										P

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
CALMAR	979		|		|		|		|		|		|	F	F
TREYNOR	977		|	F	| F		|		|		|		|		F
MELCHER	967		|	F	|	F	|		|		|		|	F	F
SLOAN	967	F	|	F	| F	F	| F	F	| F		|		|	F	F
BAXTER	950	F	|	F	| F	F	|	F	| F		|		|	F	F
WEST BEND	932	F	|	F	| F	F	| F		|		|		|		
EXIRA	924	F	| F	F	| F	F	| F	F	| F		|		|	F	F
DONNELLSON	922	F	| F	F	| F	F	| F		|		|		|	F	F
NEWELL	918		|	F	|	F	|		|		|		|	F	F
DAYTON	912	F	| F	F	| F	F	|		|		|		|	F	F
WALNUT	886	F	| P	F	| F	F	| F	F	| F		|		|	F	F
POMEROY	884	F	| F	F	| F		|		|		|		|	F	F
SIOUX RAPIDS	883		|	F	| F		|		|		|		|	F	F
HAZLETON	880	F	| P	F	| F	F	| P	F	| F	F	| F	P	| P	F	F
JANESVILLE	867	F	| F	F	|	F	|		|	F	| F		|	F	F
ADAIR	864	F	|	F	|	F	|	F	|		|		|	F	F
FONDA	863		|		|		|		|		|		|	F	F
EVERLY	781	P	| P	P	| P	P	| P	P	| P		|		|	F	F
STRATFORD	757	F	| P	F	| P	F	| P		|		|		|		F
ROLFE	752	F	|	F	| P	F	|		|		|		|		F
FONTANELLE	751		|	F	|	F	|		|		|		|	F	F
HARTFORD	737	F	| F	F	| F	F	| F		|	F	| F	F	| F	F	F
VAN METER	735		|		|		|		|		|		|	F	F
GARNAVILLO	716		|	F	| F		|		|		|		|	F	F
MERRILL	705	F	|	F	| F	F	|	F	| P	F	|	F	|	F	F
SHELBY	674	F	| F	F	| F	F	| F	F	| F		|		|	F	F

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
BURT	672	F	F	F	F	F		P	P					F	F
GILMAN	632			F	F									F	F
GILMORE CITY	619			F										F	F
OKOBOJI	599			F		F									F
TITONKA	586	F		F		F		P						F	F
CLERMONT	582			F	F									F	F
LAWLER	539	F	P	F	F	F	P							F	F
FARNHAMVILLE	442	F		F		F		F						F	F
RENWICK	424	F		F		F									F
TOTALS: (F)		108	31	141	94	112	49	46	32	29	18	9	3	139	153
(P)		10	19	12	32	10	18	35	38	10	15	9	9	2	2
GRANDTOTAL:		118	50	153	126	122	67	81	70	39	33	18	12	141	155

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

As shown in Table 10, there is great variation among departments serving cities of less than 5,000 population in vacation allotments, sick leave, and the number of paid holidays offered officers. The most common vacation allotment after one year of employment in these departments is forty hours, offered by 99 departments (63%). Most of these departments increase vacation time to 80 hours after the second year.

The most frequent vacation allotment after 20 years in these departments is 160 hours, with 49 departments reporting that figure. Another 43 departments report a 120 hour allotment after 20 years.

Comparison of the larger and smaller cities in this table shows generally that the larger ones more frequently offer increasing vacation through 15 or 20 years. In departments in cities over 4,000 population, for example, one reaches peak vacation after 7 years, five after 10 years, two after 15 years, and four after 20 years. With the cities of less than 1,000 population, however, the breakdown is this: one reaches maximum after one year, eight after two years, six after five years, one after seven years, eleven after ten years, five after fifteen years, and four after twenty. Part of this disparity is due to the fact that many smaller departments have not developed policies to deal with officers who might remain with them for fifteen or twenty years.

Inspection of the table will show that a few departments offer vacation allotments well above those offered in others. In some cases, these allotments can be misleading, as they take the place of paid holidays and sick leave.

One item on the table which does tend to correlate with city size is the existence of a formal sick leave plan. All cities except one over 2,000 population have such plans, while 19 of the 92 cities below that population have no sick leave policy.

Great variation occurs in the annual accumulation of sick leave from one department to another. As noted above, a number of departments offer no paid sick leave. Of those that do, the range of hours varies from 40 to 720. The largest number, however, offer 96 hours (44 departments), with another 14 offering 48 hours and 37 offering more than 96 hours. Possible accumulation of sick leave also varies markedly, with 15 departments having no limit, one having a limit of only 35 hours, and two departments allowing accrual of only 40 hours. Smaller cities tend to have somewhat lower limits than the larger ones.

Great variation also occurs in the granting of paid holidays, with the range varying from none (19 departments) to 11 (ten departments). The average number of holidays is 7.1 per department.

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

CITY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS)				PAID HOLIDAYS
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.	FORMAL PLAN	ANNUAL ACCUM.	ACC R U A L ALLOWED	NOT ALLOWED	
MANCHESTER	4,952	80	80	80	80	120	120	160	X	96	150	-	11
VINTON	4,914	45	90	99	117	144	180	180	X	108	810	-	11
CAMANCHE	4,876	80	80	120	120	160	160	200	X	240	960	-	11
EVANSDALE	4,805	40	80	120	120	160	160	160	X	144	1,920	-	10
ORANGE CITY	4,769	40	80	80	80	120	160	160	X	144	1,440	-	7
JEFFERSON	4,693	40	80	104	104	120	120	120	X	96	480	-	7
HUMBOLDT	4,669	40	80	80	80	120	120	160	X	720	-	X	8
DE WITT	4,573	40	80	120	120	160	160	200	X	120	720	-	10
SIOUX CENTER	4,524	48	96	96	96	144	144	144	X	48	240	-	7
EMMETSBURG	4,496	40	80	80	120	120	120	120	X	672	240	-	7
EAGLE GROVE	4,192	40	80	80	120	160	160	160	X	96	NO MAX.	-	7
ALBIA	4,110	80	80	80	80	120	120	120	X	96	480	-	8
SPIRIT LAKE	3,938	40	80	80	80	120	120	160	X	96	768	-	9
NEW HAMPTON	3,934	40	80	80	80	80	120	160	X	96	960	-	9
DYERSVILLE	3,927	40	40	80	80	120	120	120	X	96	720	-	8
WINTERSET	3,894	48	96	96	144	144	144	192	X	96	120	-	10
WAUKON	3,857	40	80	80	80	120	120	160	X	120	960	-	9
OSCEOLA	3,802	80	80	80	120	120	120	120	X	72	720	-	10
CRESCO	3,789	40	80	80	96	120	120	160	X	240	1,280	-	11
PLEASANT HILL	3,736	40	80	120	120	160	160	160	X	96	960	-	9

* Fiscal Year 1985 (July 1, 1984 - June 30, 1985)

CITY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS)				PAID HOLIDAYS
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.	FORMAL PLAN	ANNUAL ACCUM.	ACC R U A L ALLOWED	NOT ALLOWED	
MONTICELLO	3,599	40	80	80	80	120	120	120	X	96	NO MAX.	-	7
CARTER LAKE	3,587	40	80	80	96	120	160	160	X	80	40	-	9
OSAGE	3,572	40	80	80	80	120	120	160	X	96	480	-	9
STATE FAIR PATROL	3,500	80	80	120	120	120	160	176	X	144	NO MAX.	-	11
ELDRIDGE	3,489	40	40	80	80	120	120	120	-	.	-	-	7
WEST BURLINGTON	3,407	48	96	96	96	112	192	192	X	192	1,120	-	.
MOUNT VERNON	3,300	40	80	80	80	120	160	160	X	140	900	-	9
ONAWA	3,138	40	80	80	80	120	120	160	X	96	960	-	.
CARLISLE	3,119	80	80	120	120	120	160	160	X	96	720	-	10
MISSOURI VALLEY	3,064	40	80	80	96	104	144	184	X	96	720	-	8
TIPTON	3,029	48	96	96	96	144	144	192	X	96	NO MAX.	-	8
LE CLAIRE	2,984	80	80	120	120	160	200	200	X	48	240	-	8
TAMA	2,937	40	80	80	120	120	160	160	X	90	720	-	10
GARNER	2,915	45	90	135	135	135	135	135	X	108	810	-	8
GRUNDY CENTER	2,892	40	80	80	120	120	160	160	X	72	720	-	9
ADEL	2,880	80	80	120	120	120	120	160	X	96	480	-	9
SAC CITY	2,871	40	80	80	120	120	160	160	X	190	900	-	9
BLOOMFIELD	2,834	40	40	120	120	120	120	160	X	96	240	-	8
# AUDUBON	2,814	40	80	80	120	120	160	160	X	# 120	960	-	9
JOHNSTON	2,809	80	80	120	120	160	200	200	X	96	960	-	10
NORWALK	2,794	40	80	80	80	120	120	120	X	96	240	-	8
# STORY CITY	2,749	40	80	80	80	120	160	160	X	96	# 720	-	10
WEST LIBERTY	2,743	40	80	80	80	120	160	160	X	56	-	X	7
WILTON	2,713	40	80	88	96	120	160	160	X	48	480	-	8
ROCK VALLEY	2,710	48	96	96	96	96	144	144	X	96	240	-	7

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

CITY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS)		ACCRUAL NOT ALLOWED		PAID HOLIDAYS
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.	FORMAL PLAN	ANNUAL ACCUM.	ALLOWED		
ROCK RAPIDS	2,629	52	104	104	104	104	104	156	X	144 |	760	-	9
BELMOND	2,470	40	80	80	80	120	120	120	X	360 |	720	-	7
TOLEDO	2,428	40	80	80	80	120	120	160	X	112 |	720	-	7
GUTTENBERG	2,400	40	80	80	80	120	160	160	X	96 |	480	-	10
JESUP	2,395	40	80	80	80	80	120	120	X	96 |	960	-	8
SUMNER	2,341	48	96	144	144	144	144	144	X	96 |	480	-	8
LA PORTE CITY	2,327	48	96	96	96	144	144	144	X	96 |	1,080	-	7
POCAHONTAS	2,327	50	50	100	100	150	200	200	X	60 |	600	-	7 1/2
MARENGO	2,312	40	80	120	120	160	160	160	X	96 |	105	-	11
MADRID	2,297	80	80	120	120	160	200	240	X	144 |	NO MAX.	-	11
LAKE MILLS	2,266	50	100	100	100	150	200	250	X	60 |	NO MAX.	-	8
COLFAX	2,260	40	80	120	120	160	160	160	X	176 |	176	-	9
WAUKEE	2,242	40	80	120	120	120	160	160	X	96 |	240	-	9
HUDSON	2,236	56	112	112	178	178	178	234	X	56 |	NO MAX.	-	9
ROCKWELL CITY	2,209	40	80	80	80	120	120	160	X	192 |	720	-	9
MILFORD	2,177	40	40	80	80	120	120	120	X	96 |	192	-	7
BRITT	2,175	50	100	100	100	100	150	150	X	120 |	120	-	7
GREENFIELD	2,146	40	80	80	80	120	120	120	X	240 |	720	-	11
NEW LONDON	2,081	40	80	80	80	120	120	160	X	56 |	720	-	8
NORTHWOOD	2,061	40	80	80	80	120	120	120	X	80 |	40	-	8
WILLIAMSBURG	2,011	40	80	120	120	120	160	160	X	108 |	NO MAX.	-	.
LAKE CITY	1,960	50	100	100	100	150	150	200	X	300 |	900	-	.
CASCADE	1,926	44	88	112	112	132	156	176	X	64 |	240	-	7
ACKLEY	1,902	84	84	84	84	126	168	168	X	90 |	270	-	7

CITY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS)				PAID HOLIDAYS
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.	FORMAL PLAN	ANNUAL ACCUM.	ACC R U A L ALLOWED	NOT ALLOWED	
MANSON	1,880	40	80	80	80	120	160	160	X	216	-	X	8
CORNING	1,864	40	80	80	96	120	160	160	X	96	720	-	7
MONROE	1,821	50	100	100	100	150	150	150	X	70	140	-	7
NASHUA	1,773	40	80	80	80	80	80	80	-	.	-	-	8
ALTA	1,742	45	90	90	90	135	135	135	X	45	-	X	.
REINBECK	1,727	56	112	112	112	168	168	168	X	48	-	X	7
DENVER	1,702	45	90	135	135	135	135	135	X	80	480	-	9
GUTHRIE CENTER	1,687	40	80	120	120	160	160	160	X	40	160	-	7
STUART	1,628	80	80	120	120	120	160	200	-	.	-	-	7
ELKADER	1,623	48	96	96	96	144	144	144	X	56	240	-	7
DURANT	1,573	40	80	120	120	120	120	120	X	56	NO MAX.	-	9
REMSEN	1,564	40	80	80	80	120	120	120	X	300	800	-	8 ½
LAURENS	1,542	72	144	144	144	144	216	216	-	.	-	-	6
PLEASANTVILLE	1,536	40	80	80	120	120	120	120	X	48	60	-	10
LOGAN	1,521	40	80	80	80	120	120	120	-	.	-	-	7
MONONA	1,519	40	80	80	80	120	120	120	X	96	384	-	.
AKRON	1,514	40	80	80	80	120	120	120	X	144	NO MAX.	-	9
LISBON	1,504	50	100	100	100	150	150	200	X	60	900	-	7
BUFFALO	1,496	40	40	120	120	120	160	200	X	96	720	-	11
COLUMBUS JUNCTION	1,446	40	80	120	120	120	120	120	X	40	240	-	7
BLUE GRASS	1,444	40	40	80	80	120	120	120	X	40	-	X	6
FAYETTE	1,431	40	80	80	96	120	120	120	X	96	360	-	10
STRAWBERRY POINT	1,427	40	80	80	80	80	80	80	X	80	240	-	.
WOODBINE	1,424	45	90	90	90	90	90	90	X	70	35	-	7
DALLAS CENTER	1,374	44	44	88	88	132	132	132	X	68	765	-	6

CITY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS)				PAID HOLIDAYS
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.	FORMAL PLAN	ANNUAL ACCUM.	ACCRUAL ALLOWED	NOT ALLOWED	
LENOX	1,313	40	80	80	80	80	80	80	X	80 |	NO MAX.	-	7
GREENE	1,306	40	80	120	120	160	160	160	X	96 |	-	X	.
BONDURANT	1,297	80	80	120	120	160	160	160	X	96 |	720	-	8
DUNLAP	1,283	40	80	80	80	120	120	120	-	. |	-	-	10
LAKE VIEW	1,277	40	80	80	80	80	120	120	X	96 |	480	-	8
STATE CENTER	1,269	40	80	120	120	120	120	120	X	48 |	480	-	9
TRIPOLI	1,238	45	90	90	90	90	90	90	-	. |	-	-	.
MARCUS	1,197	56	56	112	112	168	168	232	-	. |	-	-	7
PANORA	1,192	80	80	80	80	120	160	200	X	96 |	960	-	8
WOODWARD	1,173	80	80	120	120	160	160	160	X	160 |	720	-	9
SHEFFIELD	1,164	40	80	80	80	120	120	120	X	48 |	-	X	7
LANSING	1,155	40	80	80	80	120	120	120	X	60 |	1,080	-	7
WEST POINT	1,137	80	80	80	80	120	120	160	X	96 |	720	-	10
MECHANICSVILLE	1,136	56	112	112	112	112	112	112	X	80 |	-	X	7
JEWELL	1,134	40	80	120	120	120	120	120	X	96 |	720	-	10
EARLHAM	1,129	40	80	80	80	80	80	80	X	96 |	240	-	7
ALLISON	1,119	40	80	80	80	120	120	120	X	64 |	720	-	8
EDDYVILLE	1,114	40	40	80	120	120	120	120	X	288 |	-	X	8
PRESTON	1,112	40	80	80	80	120	120	120	X	192 |	720	-	7
ARNOLDS PARK	1,098	48	48	96	96	144	144	144	X	48 |	192	-	8
CONRAD	1,090	40	80	80	80	120	120	120	X	56 |	-	X	5
DE SOTO	1,072	40	80	120	120	120	120	120	X	144 |	-	X	7
WINFIELD	1,070	40	80	80	120	120	120	160	X	45 |	-	X	7
FREDERICKSBURG	1,066	44	88	88	88	132	132	176	-	. |	-	-	7

CITY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS)				PAID HOLIDAYS
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.	FORMAL PLAN	ANNUAL ACCUM.	ACC R U A L ALLOWED	NOT ALLOWED	
APLINGTON	1,036	45	90	90	135	135	135	180	X	45	-	X	7
VICTOR	1,022	40	80	80	80	80	80	80	X	96	720	-	9
FAIRBANK	1,009	40	80	120	120	160	160	160	-	.	-	-	9
MANILLA	1,003	40	80	80	80	80	80	80	X	80	360	-	7
# AFTON	986	40	80	80	80	120	160	160	X	#48	1,440	-	8
CALMAR	979	40	80	80	80	120	120	120	-	.	-	-	.
TREYNOR	977	40	80	88	104	120	120	120	X	40	480	-	9
MELCHER	967	80	80	120	120	120	160	160	X	80	NO MAX.	-	6
SLOAN	967	45	90	90	90	135	135	135	X	30	270	-	6
BAXTER	950	40	80	120	120	120	120	120	-	.	-	-	.
WEST BEND	932	80	80	80	120	120	120	160	X	96	NO MAX.	-	7
EXIRA	924	40	80	80	80	120	120	160	X	96	480	-	7
DONNELLSON	922	40	80	80	80	120	120	120	X	120	840	-	7
NEWELL	918	40	80	80	80	80	80	80	X	240	-	X	7
DAYTON	912	40	80	80	80	80	160	160	X	96	360	-	9
WALNUT	886	48	96	96	96	144	144	144	X	56	NO MAX.	-	9
POMEROY	884	40	80	80	80	80	120	120	X	48	360	-	7
SIOUX RAPIDS	883	40	80	120	120	160	160	160	-	.	-	-	5
HAZLETON	880	80	80	80	80	80	80	80	-	.	-	-	7
JANESVILLE	867	40	40	80	80	80	80	80	X	48	NO MAX.	-	7
ADAIR	864	40	80	120	120	120	120	120	X	48	240	-	7
FONDA	863	40	80	80	80	80	80	80	-	.	-	-	.
EVERLY	781	180	180	300	300	300	300	300	-	.	-	-	7
STRATFORD	757	40	80	80	80	95	95	95	X	86	-	X	7
ROLFE	752	41	80	80	120	120	120	120	X	48	160	-	6

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

CITY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS)				PAID HOLIDAYS
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.	FORMAL PLAN	ANNUAL ACCUM.	ACC R U A L ALLOWED	NOT ALLOWED	
FONTANELLE	751	40	40	80	80	80	120	120	X	120	720	-	7
HARTFORD	737	80	80	120	120	160	160	160	X	144	-	X	11
VAN METER	735	40	80	80	80	80	80	80	-	.	-	-	.
GARNAVILLO	716	45	90	90	90	90	90	90	X	108	270	-	8
MERRILL	705	56	112	168	168	168	168	168	-	.	-	-	.
SHELBY	674	40	80	80	80	80	80	80	-	.	-	-	.
BURT	672	40	80	80	80	80	80	80	X	40	240	-	8
GILMAN	632	40	80	80	80	80	80	80	X	48	-	X	6
GILMORE CITY	619	40	80	80	80	120	120	120	X	80	-	X	.
OKOBOJI	599	56	112	112	112	168	168	168	X	80	480	-	.
TITONKA	586	40	80	80	80	120	120	120	X	96	-	X	7
# CLERMONT	582	40	40	80	80	80	80	80	X	#40	-	X	6
LAWLER	539	40	80	80	80	120	120	160	-	.	-	-	.
FARNHAMVILLE	442	45	45	90	90	135	135	180	X	40	120	-	7
RENWICK	424	40	80	80	80	80	80	80	X	68	240	-	.
TOTALS:									138		117	21	

#Variation in sick leave policies:

Audubon: 120 hrs. (1st yr.), and 240 hrs. (2+ yr.).

Story City: 720 hrs. accrual (1-10 yr.), and 960 (11+ yr.).

Afton: 48 hrs. (1-2 yr.), and 96 hrs. (3+ yr.).

Clermont: 40 hrs. (1st yr.), 48 hrs. (2nd yr.), and 54 hrs. (3+ yr.)

TABLE 11

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

Table 11 presents the current policies of Iowa's small city police agencies regarding supplemental pay and clothing/equipment allowance for full-time officers. Summaries pertaining to each of these are presented below:

As was the case in many of the earlier tables, there is a relationship between city size and provisions for court time reimbursement, as shown below :

PERCENTAGE OF DEPARTMENTS OFFERING COMPENSATION
FOR COURT TIME

Population	Court time Reimbursement		
	Cash	Comp. Time	Total %
4,000-4,999	67	42	83
3,000-3,999	79	47	89
2,500-2,999	60	40	73
2,000-2,499	50	40	75
1,000-1,999	36	32	59
Under 1,000	22	28	39
TOTAL	44	35	63

As seen in the table, the larger the city, the more likely it is to offer some type of reimbursement (the one exception being that cities between 3,000 and 3,999 are slightly more likely to offer such provisions than the next-largest city category). It is also evident that providing overtime pay is more common than the provision of compensatory time.

With reference to longevity pay, only 29 of these departments (18%) offered this benefit, as opposed to 49 of the 72 largest cities (68%). As shown in Tables 6 and 21, the larger cities are more likely to retain experienced staff. Nine of these small cities offer supplemental pay for night duty, while only one offers it for special duty.*

Most departments (96%) in the smaller cities provide uniform (or cash allowances) to their officers (151 of 158) while few provide cleaning allowances (28, or 18%). While cleaning allowances were found infrequently, allowances for clothing other than uniforms was even rarer; only five of the departments among these small cities offered such an inducement.

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

One area in which these smaller cities compare favorably with the larger cities is in furnishing weapons and other equipment (57% of the small cities, 64% in larger cities). Small cities frequently furnish other equipment, as well, with 115 of 158 agencies (73%) doing so. Small cities are more likely to provide cash equipment allowances when compared with the larger municipalities: 20% of the small cities do so, compared with only 4% of the large cities.

TABLE 11

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

CITY	POPULATION	SUPPLEMENTAL PAY				CLOTHING/EQUIPMENT ALLOWANCE					
		COURT TIME	** LONGEVITY	NIGHT DUTY	SPECIAL DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLTHS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT
MANCHESTER	4,952	\$ C	X	-	-	X	X	X	X	X	-
VINTON	4,914	\$ C	X	X	-	X	-	-	X	X	-
CAMANCHE	4,876	\$ -	X	-	-	X	-	-	X	X	-
EVANSDALE	4,805	\$ -	X	X	-	X	X	-	X	X	-
ORANGE CITY	4,769	- -	-	-	-	X	-	-	X	X	-
JEFFERSON	4,693	\$ -	-	-	-	X	-	-	-	X	-
HUMBOLDT	4,669	\$ -	-	X	-	X	X	-	X	X	-
DE WITT	4,573	\$ C	X	-	-	X	X	X	X	X	-
SIOUX CENTER	4,524	\$ -	-	-	-	X	-	-	X	X	-
EMMETSBURG	4,496	- C	-	-	-	X	-	-	X	X	X
EAGLE GROVE	4,192	- C	X	-	-	X	-	-	X	X	-
ALBIA	4,110	- -	X	-	-	X	-	-	X	X	-
SPIRIT LAKE	3,938	\$ -	-	-	-	X	-	-	X	X	-
NEW HAMPTON	3,934	\$ -	-	X	-	X	X	-	X	X	X
DYERSVILLE	3,927	\$ C	X	-	-	X	-	-	X	X	-
WINTERSET	3,894	\$ C	-	-	-	X	-	-	-	-	-
WAUKON	3,857	\$ -	X	X	-	X	X	X	X	X	-
OSCEOLA	3,802	\$ C	-	-	-	X	-	-	-	X	X
CRESCO	3,789	\$ C	X	-	-	X	X	-	X	X	-
PLEASANT HILL	3,736	- C	-	-	-	X	-	-	-	X	-

* Fiscal Year 1985 (July 1, 1984 - June 30, 1985)

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

SUPPLEMENTAL PAY						CLOTHING / EQUIPMENT ALLOWANCE					
CITY	POPULATION	COURT TIME	LONGEVITY	NIGHT DUTY	SPECIAL DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLTHS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT
MONTICELLO	3,599	\$ C	X	-	-	X	-	-	X	X	X
CARTER LAKE	3,587	\$ C	X	-	-	-	X	-	-	-	-
OSAGE	3,572	\$ -	X	X	-	X	-	-	-	X	-
STATE FAIR PATROL	3,500	- C	-	X	-	X	-	-	-	X	-
ELDRIDGE	3,489	\$ C	X	-	-	X	X	-	X	X	-
WEST BURLINGTON	3,407	\$ -	-	-	-	X	-	-	X	X	-
MOUNT VERNON	3,300	\$ -	-	-	-	X	-	-	-	X	X
ONAWA	3,138	- -	-	-	-	X	-	-	-	-	X
CARLISLE	3,119	- -	X	-	-	X	-	-	-	-	X
MISSOURI VALLEY	3,064	\$ -	-	-	-	X	-	-	X	X	-
TIPTON	3,029	\$ -	-	-	-	X	X	-	X	X	-
LE CLAIRE	2,984	\$ -	X	-	-	X	-	-	-	X	-
TAMA	2,937	\$ C	-	-	-	X	-	-	-	X	-
GARNER	2,915	\$ -	X	-	X ^a	X	-	-	-	X	-
GRUNDY CENTER	2,892	- -	X	-	-	X	-	-	X	X	-
ADEL	2,880	\$ C	-	-	-	X	X	-	X	X	-
SAC CITY	2,871	- C	X	-	-	X	-	-	X	X	X
BLOOMFIELD	2,834	\$ C	-	-	-	X	-	-	-	X	-
AUDUBON	2,814	\$ C	-	-	-	X	X	-	X	X	-
JOHNSTON	2,809	- -	X	-	-	X	-	-	-	-	X
NORWALK	2,794	- -	-	-	-	X	-	-	-	-	-
STORY CITY	2,749	\$ -	X	-	-	X	-	-	X	X	-
WEST LIBERTY	2,743	- -	-	-	-	X	-	-	X	X	-
WILTON	2,713	- C	-	-	-	X	-	-	-	-	-
ROCK VALLEY	2,710	\$ -	-	-	-	X	-	-	X	X	-

Special duty pay: ^aUnusual investigations.

SUPPLEMENTAL PAY						CLOTHING / EQUIPMENT ALLOWANCE					
<u>CITY</u>	<u>POPULATION</u>	<u>COURT TIME</u>	<u>LONGEVITY</u>	<u>NIGHT DUTY</u>	<u>SPECIAL DUTY</u>	<u>UNIFORM (OR CASH) PROVIDED</u>	<u>CLEANING ALLOWANCE UNIFORM</u>	<u>CLOTHING ALLOWANCE PL. CLTHS</u>	<u>WEAPONS FURNISHED</u>	<u>OTHER EQUIPMENT FURNISHED</u>	<u>CASH ALLOWANCE- EQUIPMENT</u>
ROCK RAPIDS	2,629	\$ -	-	-	-	X	-	-	X	X	-
BELMOND	2,470	\$ -	X	-	-	X	-	-	X	X	-
TOLEDO	2,428	- -	-	-	-	X	-	-	X	X	-
GUTTENBERG	2,400	\$ C	X	-	-	X	-	-	X	X	-
JESUP	2,395	- C	-	-	-	X	-	-	X	X	-
SUMNER	2,341	\$ -	-	-	-	X	X	-	X	X	-
LA PORTE CITY	2,327	- -	-	X	-	X	X	-	-	X	-
POCAHONTAS	2,327	\$ -	-	-	-	X	-	-	X	X	-
MARENGO	2,312	\$ -	-	-	-	X	-	-	X	X	-
MADRID	2,297	- C	X	-	-	X	-	-	-	X	X
LAKE MILLS	2,266	- -	-	-	-	X	-	-	X	X	X
COLFAX	2,260	\$ -	-	-	-	X	-	-	-	X	-
WAUKEE	2,242	\$ C	X	-	-	X	-	-	-	-	-
HUDSON	2,236	- -	-	-	-	X	-	-	X	X	-
ROCKWELL CITY	2,209	- C	-	-	-	X	-	-	-	-	-
MILFORD	2,177	- -	-	-	-	X	-	-	X	X	-
BRITT	2,175	\$ C	-	-	-	X	X	-	X	X	-
GREENFIELD	2,146	\$ -	-	-	-	X	-	-	-	-	-
NEW LONDON	2,081	- C	-	X	-	X	-	-	-	-	X
NORTHWOOD	2,061	\$ -	-	-	-	X	-	-	X	X	-
WILLIAMSBURG	2,011	- C	-	-	-	X	-	-	-	-	X
LAKE CITY	1,960	\$ -	-	-	-	X	-	-	X	-	-
CASCADE	1,926	\$ -	X	-	-	X	-	-	X	X	-
ACKLEY	1,902	- -	-	-	-	X	-	-	X	-	-
MANSON	1,880	- -	-	-	-	X	-	-	-	-	-

CITY	POPULATION	SUPPLEMENTAL PAY				CLOTHING / EQUIPMENT ALLOWANCE					
		COURT TIME	LONGEVITY	NIGHT DUTY	SPECIAL DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLTHS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT
CORNING	1,864	\$ -	-	-	-	X	-	-	X	X	-
MONROE	1,821	- C	-	-	-	X	X	-	-	X	-
NASHUA	1,773	- -	-	-	-	X	-	-	X	X	-
ALTA	1,742	- -	-	-	-	X	-	-	X	X	-
REINBECK	1,727	- -	-	-	-	X	-	-	X	X	-
DENVER	1,702	- C	-	-	-	X	X	-	X	X	-
GUTHRIE CENTER	1,687	\$ -	-	-	-	X	X	-	-	-	-
STUART	1,628	- -	-	-	-	X	X	-	-	X	-
ELKADER	1,623	\$ -	-	-	-	X	-	-	-	X	-
DURANT	1,573	\$ C	-	-	-	X	-	-	-	X	-
REMSEN	1,564	\$ C	-	-	-	X	-	-	-	-	-
LAURENS	1,542	\$ -	-	-	-	X	-	-	X	X	-
PLEASANTVILLE	1,536	- C	-	-	-	X	-	-	-	X	X
LOGAN	1,521	\$ -	-	-	-	-	-	-	X	X	-
MONONA	1,519	- -	-	-	-	X	X	X	X	X	-
AKRON	1,514	\$ C	-	-	-	X	-	-	X	X	-
LISBON	1,504	\$ -	-	-	-	X	-	-	X	X	-
BUFFALO	1,496	\$ -	-	-	-	X	-	-	X	-	-
COLUMBUS JUNCTION	1,446	- C	-	-	-	X	-	-	X	-	X
BLUE GRASS	1,444	- C	-	-	-	X	-	-	-	-	-
FAYETTE	1,431	- -	X	-	-	X	X	-	-	X	-
STRAWBERRY POINT	1,427	- -	-	-	-	X	-	-	-	-	-
WOODBINE	1,424	\$ -	-	-	-	X	-	-	X	X	X
DALLAS CENTER	1,374	- C	-	-	-	X	-	-	-	-	-
LENOX	1,313	- -	-	-	-	X	X	-	X	X	-

SUPPLEMENTAL PAY							CLOTHING / EQUIPMENT ALLOWANCE					
CITY	POPULATION	COURT TIME	LONGEVITY	NIGHT DUTY	SPECIAL DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLTHS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT	
GREENE	1,306	- C	-	-	-	X	-	-	X	X	-	
BONDURANT	1,297	- C	-	-	-	X	-	-	-	-	-	
DUNLAP	1,283	- -	-	-	-	X	-	-	X	-	X	
LAKE VIEW	1,277	- -	-	-	-	X	-	-	X	X	-	
STATE CENTER	1,269	- -	X	-	-	X	-	-	X	X	-	
TRIPOLI	1,238	- C	-	-	-	-	-	-	-	-	-	
MARCUS	1,197	\$ -	-	-	-	X	-	-	-	-	-	
PANORA	1,192	- -	-	-	-	X	-	-	X	X	-	
WOODWARD	1,173	- -	-	-	-	X	-	-	-	-	X	
SHEFFIELD	1,164	- -	-	-	-	X	-	-	-	-	-	
LANSING	1,155	- C	-	-	-	X	-	-	-	X	-	
WEST POINT	1,137	- -	-	-	-	X	X	-	X	X	X	
MECHANICSVILLE	1,136	\$ -	-	-	-	X	-	-	-	-	-	
JEWELL	1,134	\$ -	-	-	-	X	-	-	X	X	-	
EARLHAM	1,129	\$ C	-	-	-	X	-	-	-	-	-	
ALLISON	1,119	- -	-	-	-	X	X	-	X	X	X	
EDDYVILLE	1,114	\$ -	-	-	-	X	-	-	X	X	-	
PRESTON	1,112	- -	-	-	-	X	-	-	X	X	-	
ARNOLDS PARK	1,098	- -	X	-	-	X	X	-	X	X	X	
CONRAD	1,090	- -	-	-	-	X	-	-	X	X	-	
DE SOTO	1,072	- C	-	-	-	X	-	-	-	X	-	
WINFIELD	1,070	\$ -	-	-	-	X	-	-	-	-	-	
FREDERICKSBURG	1,066	- C	-	-	-	X	-	-	X	X	-	
APLINGTON	1,036	- -	-	-	-	-	-	-	-	-	-	
VICTOR	1,022	- C	-	-	-	X	-	-	-	X	-	

SUPPLEMENTAL PAY

CLOTHING / EQUIPMENT ALLOWANCE

<u>CITY</u>	<u>POPULATION</u>	<u>COURT TIME</u>	<u>LONGEVITY</u>	<u>NIGHT DUTY</u>	<u>SPECIAL DUTY</u>	<u>UNIFORM (OR CASH) PROVIDED</u>	<u>CLEANING ALLOWANCE UNIFORM</u>	<u>CLOTHING ALLOWANCE PL. CLTHS</u>	<u>WEAPONS FURNISHED</u>	<u>OTHER EQUIPMENT FURNISHED</u>	<u>CASH ALLOWANCE- EQUIPMENT</u>
FAIRBANK	1,009	\$ C	-	-	-	X	-	-	X	X	-
MANILLA	1,003	- -	-	-	-	X	-	-	X	X	-
AFTON	986	\$ -	-	-	-	X	-	-	-	-	-
CALMAR	979	- -	-	-	-	X	-	-	X	X	-
TREYNOR	977	\$ -	-	-	-	X	-	-	-	X	X
MELCHER	967	- -	-	-	-	X	-	-	X	X	X
SLOAN	967	\$ C	-	-	-	-	-	-	X	X	-
BAXTER	950	- C	-	-	-	X	-	-	X	X	X
WEST BEND	932	- -	-	-	-	X	-	-	-	-	-
EXIRA	924	- -	-	-	-	X	-	-	-	-	X
DONNELSON	922	- -	-	-	-	X	-	-	-	-	-
NEWELL	918	- -	-	-	-	X	-	-	X	X	-
DAYTON	912	- -	-	-	-	X	-	-	-	-	-
WALNUT	886	\$ C	-	-	-	X	-	-	X	X	-
POMEROY	884	\$ -	-	-	-	X	-	-	-	X	-
SIOUX RAPIDS	883	- -	-	-	-	X	-	-	-	X	-
HAZLETON	880	- -	-	-	-	X	X	-	-	X	X
JANESVILLE	867	- C	-	-	-	X	X	-	-	-	-
ADAIR	864	- -	-	-	-	X	-	-	X	X	X
FONDA	863	- -	-	-	-	-	-	-	X	-	-
EVERLY	781	- -	-	-	-	X	-	-	X	X	X
STRATFORD	757	\$ C	-	-	-	X	-	-	-	-	-
ROLFE	752	- C	-	-	-	X	-	-	X	X	X
FONTANELLE	751	- -	-	-	-	X	-	-	X	X	-
HARTFORD	737	- C	-	-	-	X	-	-	X	X	-

CITY	POPULATION	SUPPLEMENTAL PAY				CLOTHING / EQUIPMENT ALLOWANCE						
		COURT TIME	LONGEVITY	NIGHT DUTY	SPECIAL DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLTHS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE-EQUIPMENT	
VAN METER	735	-	-	-	-	X	-	-	-	-	-	
GARNAVILLO	716	-	-	-	-	X	-	-	-	X	-	
MERRILL	705	-	-	-	-	X	X	-	-	X	X	
SHELBY	674	-	-	-	-	X	-	-	-	X	-	
BURT	672	-	-	-	-	X	-	-	X	X	-	
GILMAN	632	-	C	-	-	X	-	-	X	X	-	
GILMORE CITY	619	\$	-	-	-	X	-	-	X	X	-	
OKOBOJI	599	-	-	-	-	X	-	-	X	X	-	
TITONKA	586	-	C	-	-	X	-	-	-	X	-	
CLERMONT	582	\$	-	-	-	-	-	-	-	-	-	
LAWLER	539	-	-	-	-	X	-	X	-	X	-	
FARNHAMVILLE	442	-	C	-	-	X	-	-	X	X	X	
RENWICK	424	-	-	-	-	X	-	-	-	-	-	
TOTALS:		70	56	29	9	1	151	28	5	90	115	31

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

LONGEVITY PAY SCHEDULES (FY 1985)

<u>CITY</u>	<u>POPULATION</u>	
STORY CITY	2,749	\$100/yr after 5 yrs; Additional \$100/yr for each 5 yrs to maximum \$500/yr.
BELMOND	2,470	\$5/mo after 2 yrs; Additional \$5/mo each yr to maximum \$50/mo.
GUTTENBERG	2,400	\$4/mo after 2 yrs; Additional \$4/mo every 2 yrs to maximum \$60/mo
MADRID	2,297	\$3/mo for each yr.
WAUKEE	2,242	\$.02/hr for each yr after 2 yrs.
CASCADE	1,926	\$10/mo after 5 yrs; Additional \$5/mo for each 5 yrs to maximum \$25/mo.
FAYETTE	1,431	7% base salary after 2 yrs.
STATE CENTER	1,269	\$10/yr after 1 yr; \$15/yr after 3 yrs; \$20/yr after 10 yrs.
ARNOLDS PARK	1,098	1% base salary after 3 yrs; Additional 1% after 8 yrs.

SHIFT DIFFERENTIAL PAY SCHEDULES (FY 1985)

<u>CITY</u>	<u>POPULATION</u>	
VINTON	4,914	\$.20/hr 5pm - 7am
CAMANCHE	4,876	\$.10/hr 3pm - 11pm; \$.12/hr 7pm - 3am; \$.15/hr 11pm - 7am
HUMBOLDT	4,669	\$.25/hr 6pm - 6am
NEW HAMPTON	3,934	\$.25/hr 6pm - 6am
WAUKON	3,857	\$.10/hr 11pm - 7am
OSAGE	3,572	\$.15/hr 9pm - 6am
STATE FAIR PATROL	3,500	\$.25/hr 6pm - midnight; \$.30/hr midnight - 6am (minimum of 4 hrs)
NEW LONDON	2,081	\$.10/hr 6pm - shift end

TABLE 12

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

Compensation for overtime work is another area in which police departments serving those cities of less than 5,000 population differ from the large departments. While nearly all of the larger departments provide some form of compensation for overtime, 50 of these smaller cities (32%) do not. Like the larger cities, provisions for compensatory time are more common than for paid overtime for supervisory personnel; 59 departments allow compensatory time for supervisors, but only 43 will pay cash overtime. For line officers, 74 departments (47%) pay cash overtime, and 63 offer compensatory time.

Also similar to the larger departments, these departments tend to allow their officers to work second jobs. This "moonlighting" is permitted in 146 of these departments (92%), with 65 putting no restriction on an officer's second job. Larger cities are more likely to restrict such employment.

The types of restrictions placed on secondary employment vary greatly. Fifty of the departments (32%) restrict the type of employment; seventeen (11%) restrict the number of hours. Departments are more likely to require notification when officers hold second jobs (51%), and/or require approval by the department preceding employment (37%). Generally speaking, the departments serving cities of more than 5,000 population tend to place more restrictions on secondary employment than smaller cities, perhaps because the larger cities tend to have higher pay scales. With the lower average pay in the smaller departments, officers may be more likely to seek secondary employment.

While more than half the departments serving large cities provided city insurance when officers were working off-duty in law enforcement-related work, less than half the smaller cities do so. It is possible that this difference is accounted for by the fewer opportunities for off-duty law enforcement-related work in smaller municipalities.

TABLE 12

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

CITY	POPULATION	OVERTIME COMP.			"MOONLIGHTING" (ADDITIONAL EMPLOYMENT)							COVERED [#] BY CITY INSURANCE
		COMP. TIME**	PAID OVERTIME**	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL			
MANCHESTER	4,952	L S	L S	1X	| X	| X	X	X	X	| -	NP	
VINTON	4,914	L -	L -	1.5X	| X	| X	-	X	X	| X		
CAMANCHE	4,876	- -	L -	1.5X	| X	| -	-	-	-	| -		
EVANSDALE	4,805	- S	L -	1.5X	| ~ NP	| -	-	-	-	| -		
ORANGE CITY	4,769	- -	L -	1.5X	| X	| -	-	X	-	| X		
JEFFERSON	4,693	L S	- -	--	| X	| -	-	X	-	| X		
HUMBOLDT	4,669	- -	- -	--	| X	| X	X	X	X	| X		
DE WITT	4,573	L S	L S	1.5X	| X	| -	-	-	-	| -		
SIOUX CENTER	4,524	- S	L -	1X	| X	| -	-	X	X	| X		
EMMETSBURG	4,496	L -	- -	--	| X	| X	-	X	X	| X		
EAGLE GROVE	4,192	L -	L -	1X	| X	| -	-	X	X	| X		
ALBIA	4,110	- -	- -	--	| X	| X	-	X	X	| -		
SPIRIT LAKE	3,938	- -	L S	1.5X	| X	| X	-	X	X	| -		
NEW HAMPTON	3,934	- S	L -	1.5X	| X	| X	X	X	X	| -		
DYERSVILLE	3,927	- S	L -	1X	| X	| -	-	X	X	| -		
WINTERSET	3,894	- S	L -	1.5X	| X	| -	-	-	-	| X		
WAUKON	3,857	L S	L S	1.5X	| X	| -	-	-	-	| -		
OSCEOLA	3,802	L S	L -	1.5X	| X	| X	X	X	X	| X		
CRESCO	3,789	L S	L S	1.5X	| X	| X	-	-	-	| X		
PLEASANT HILL	3,736	L -	L -	1.5X	| X	| X	X	X	X	| -		
MONTICELLO	3,599	L S	L S	1.5X	| X	| X	-	X	X	| X		

*Fiscal Year 1985 (July 1, 1984 - June 30, 1985) **Comp. or Paid Overtime: for Line (L) and/or Supervisory (S) Officers.
 #Full peace officer status when second job is related to law enforcement. NP No policy.

OVERTIME COMP.					"MOONLIGHTING" (ADDITIONAL EMPLOYMENT)						
CITY	POPULATION	COMP. TIME	PAID OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY CITY INSURANCE	
CARTER LAKE	3,587	L S	L S	1.5X	| X	| X	X	X	X	| -	
OSAGE	3,572	L S	- -	--	| X	| X	X	X	X	| X	
STATE FAIR PATROL	3,500	L -	L -	1.5X	| X	| -	-	X	X	| -	
ELDRIDGE	3,489	L S	L S	1.5X	| X	| -	-	X	X	| X	
WEST BURLINGTON	3,407	- -	L S	1.5X	| X *	| X	X	X	X	| X	
MOUNT VERNON	3,300	- -	L S	1.5X	| X	| -	-	X	-	| -	
ONAWA	3,138	L S	- -	1X	| X	| -	-	-	-	| -	
CARLISLE	3,119	- -	- -	--	| X	| -	-	X	-	| X	
MISSOURI VALLEY	3,064	- -	L S	1X	| X	| -	-	X	-	| -	
TIPTON	3,029	- -	L S	1.5X	| X	| X	X	X	-	| -	
LE CLAIRE	2,984	- -	L S	1.5X	| X	| -	-	-	-	| X	
TAMA	2,937	L S	- -	--	| X	| X	-	X	X	| -	
GARNER	2,915	L S	L -	1X	| X	| X	-	X	-	| X	
GRUNDY CENTER	2,892	- -	L S	1X	| X	| X	X	X	X	| -	
ADEL	2,880	- S	L -	1.5X	| X	| -	-	-	-	| X	
SAC CITY	2,871	- S	L -	2X	| X	| -	-	X	X	| -	
BLOOMFIELD	2,834	- -	L -	1.5X	| X	| -	-	-	-	| X	
AUDUBON	2,814	L S	L S	1.5X	| X	| -	-	X	X	| -	
JOHNSTON	2,809	- S	L -	1.5X	| X	| X	-	-	-	| X	
NORWALK	2,794	L S	- -	--	| X	| X	-	X	-	| X	
STORY CITY	2,749	L -	- -	--	| X	| X	-	X	-	| -	
WEST LIBERTY	2,743	- -	L S	1X	| X	| X	-	X	X	| -	
WILTON	2,713	- -	- -	--	| X	| -	-	-	-	| X	

* If within city limits.

OVERTIME COMP.					"MOONLIGHTING" (ADDITIONAL EMPLOYMENT)						
CITY	POPULATION	COMP. TIME	PAID OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY CITY INSURANCE	
ROCK VALLEY	2,710	- -	L S	3/4X	| X	| -	-	X	X	| X	
ROCK RAPIDS	2,629	L -	L S	1X	| X	| -	-	-	-	| -	
BELMOND	2,470	- -	- -	--	| X	| X	-	X	X	| X	
TOLEDO	2,428	- -	- -	--	| X	| -	-	X	-	| X	
GUTTENBERG	2,400	L S	L S	1.5X	| X	| X	X	X	X	| X	
JESUP	2,395	L S	- -	--	| X	| -	-	X	-	| X	
SUMNER	2,341	- -	L S	1X	| X	| -	-	-	-	| X	
LA PORTE CITY	2,327	- -	L S	1X	| X	| X	-	-	-	| X	
POCAHONTAS	2,327	L S	L S	1X	| X	| X	X	X	X	| X	
MARENGO	2,312	- -	L S	1.5X	| X	| -	-	-	-	| -	
MADRID	2,297	L -	L -	1.5X	| X	| X	-	X	X	| -	
LAKE MILLS	2,266	- -	- -	--	| X	| -	-	-	-	| X	
COLFAX	2,260	- -	L -	1.5X	| X	| -	-	X	X	| -	
WAUKEE	2,242	L -	L -	1.5X	| X	| -	-	X	-	| X	
HUDSON	2,236	- -	L -	1.5X	| X	| -	-	-	-	| X	
ROCKWELL CITY	2,209	L S	- -	--	| X	| X	X	X	X	| X	
MILFORD	2,177	L S	- -	--	| X	| X	-	X	X	| -	
BRITT	2,175	- -	L -	1X	| X	| -	-	X	-	| X	
GREENFIELD	2,146	- S	L -	1X	| X	| X	-	X	X	| -	
NEW LONDON	2,081	L S	- -	--	| X	| X	-	X	X	| X	
NORTHWOOD	2,061	- -	L -	1X	| X	| X	-	X	X	| -	
WILLIAMSBURG	2,011	- -	- -	--	| X	| X	-	-	-	| X	
LAKE CITY	1,960	- -	- -	--	| X	| -	-	-	-	| X	

OVERTIME COMP.					"MOONLIGHTING" (ADDITIONAL EMPLOYMENT)						COVERED BY CITY INSURANCE
CITY	POPULATION	COMP. TIME	PAID OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL		
CASCADE	1,926	- -	L S	1X	| X	| X	X	X	X	| X	
ACKLEY	1,902	- -	- -	--	| X	| X	-	X	X	| -	
MANSON	1,880	- -	L S	1.5X	| X	| -	-	X	-	| X	
CORNING	1,864	- -	L S	1.5X	| X	| X	-	X	X	| -	
MONROE	1,821	L S	L -	1X	| X	| X	-	-	-	| -	
NASHUA	1,773	- -	- -	--	| X	| -	-	X	-	| -	
ALTA	1,742	- -	- -	--	| -	| -	-	-	-	| -	
REINBECK	1,727	L -	- -	--	| X	| -	-	-	-	| -	
DENVER	1,702	L -	- -	--	| X	| -	-	X	-	| -	
GUTHRIE CENTER	1,687	- -	- -	--	| -	| -	-	-	-	| -	
STUART	1,628	- -	- -	--	| X	| -	-	-	-	| -	
ELKADER	1,623	- -	- -	--	| - NP	| -	-	-	-	| - NP	
DURANT	1,573	L S	L S	1.5X	| X	| -	-	X	-	| X	
REMSEN	1,564	- -	L S	1X	| X	| -	-	-	-	| X	
LAURENS	1,542	- -	L S	2X	| X	| -	-	X	X	| X	
PLEASANTVILLE	1,536	L S	- -	--	| X	| -	-	X	-	| X	
LOGAN	1,521	- -	L S	1.5X	| X	| -	-	-	-	| -	
MONONA	1,519	- -	- -	--	| X	| X	-	X	X	| X	
AKRON	1,514	L S	L S	1.5X	| X	| -	-	X	X	| -	
LISBON	1,504	- -	L S	1X	| X	| -	-	-	-	| X	
BUFFALO	1,496	- -	L S	1.5X	| X	| -	-	X	X	| -	
COLUMBUS JUNCTION	1,446	L S	- -	--	| X	| -	-	-	-	| -	
BLUE GRASS	1,444	L S	- -	--	| X	| -	-	X	X	| -	

NP
No policy.

OVERTIME COMP.					"MOONLIGHTING" (ADDITIONAL EMPLOYMENT)					
CITY	POPULATION	COMP. TIME	PAID OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY CITY INSURANCE
FAYETTE	1,431	L S	L -	1.5X	| -	| -	-	-	-	| -
STRAWBERRY POINT	1,427	- -	- -	--	| X	| -	-	X	X	| -
WOODBINE	1,424	L -	- -	--	| X	| -	-	-	-	| -
DALLAS CENTER	1,374	L S	- -	--	| X	| X	-	X	X	| -
LENOX	1,313	- -	- -	--	| X	| -	-	X	-	| X
GREENE	1,306	L S	- -	--	| X	| X	-	X	X	| -
BONDURANT	1,297	- -	- -	--	| X	| -	-	X	X	| -
DUNLAP	1,283	- -	- -	--	| X	| -	-	-	-	| -
LAKE VIEW	1,277	L S	L -	1X	| X	| -	-	X	-	| X
STATE CENTER	1,269	L S	- -	--	| X	| -	-	-	-	| X
TRIPOLI	1,238	L S	- -	--	| X	| -	-	X	X	| -
MARCUS	1,197	- -	L -	1X	| X	| -	-	-	-	| X
PANORA	1,192	- -	L S	1X	| X	| -	-	-	-	| -
WOODWARD	1,173	- -	- -	--	| -	| -	-	-	-	| -
SHEFFIELD	1,164	- -	- -	--	| -	| -	-	-	-	| -
LANSING	1,155	- -	L -	1.5X	| X	| -	-	-	-	| -
WEST POINT	1,137	- -	- -	--	| -	| -	-	-	-	| -
MECHANICSVILLE	1,136	- -	- -	--	| X	| X	-	-	-	| X
JEWELL	1,134	- -	L S	1.5X	| X	| -	-	X	X	| X
EARLHAM	1,129	L S	L S	1X	| X	| -	-	X	X	| X*
ALLISON	1,119	- -	- -	--	| X	| -	-	-	-	| -
EDDYVILLE	1,114	- -	- -	--	| X**	| -	-	-	-	| X
PRESTON	1,112	L S	- -	--	| X	| X	X	X	X	| X

* If within city limits and in uniform.

** If within five miles of city limits.

OVERTIME COMP.					"MOONLIGHTING" (ADDITIONAL EMPLOYMENT)					
CITY	POPULATION	COMP. TIME	PAID OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY CITY INSURANCE
ARNOLDS PARK	1,098	- -	- -	--	| X	| -	-	-	-	| X
CONRAD	1,090	- -	- -	--	| X	| -	-	-	-	| -
DE SOTO	1,072	L S	- -	--	| X	| -	X	X	X	| -
WINFIELD	1,070	L S	- -	--	| X	| -	-	X	X	| X
FREDERICKSBURG	1,066	L S	- -	--	| X	| -	-	-	-	| X
APLINGTON	1,036	L S	- -	--	| X	| X	-	-	-	| -
VICTOR	1,022	- -	- -	--	| X	| X	-	-	-	| -
FAIRBANK	1,009	- -	- -	--	| X	| -	-	-	-	| X
MANILLA	1,003	- -	- -	--	| -	| -	-	-	-	| -
AFTON	986	- -	L S	1.5X	| X	| -	-	-	-	| -
CALMAR	979	- -	- -	--	| X	| -	-	-	-	| -
TREYNOR	977	- -	L -	1.5X	| X	| X	-	X	-	| -
MELCHER	967	L S	L S	1.5X	| X	| -	-	-	-	| X
SLOAN	967	L S	L S	1X	| X	| -	-	X	-	| -
BAXTER	950	- -	- -	--	| -	| -	-	-	-	| -
WEST BEND	932	- -	- -	--	| -	| -	-	-	-	| -
EXIRA	924	L S	L S	1.5X	| X	| X	-	X	X	| X
DONNELLSON	922	- -	- -	--	| X	| -	X	-	-	| X*
NEWELL	918	- -	- -	--	| X	| -	-	X	X	| -
DAYTON	912	- -	- -	--	| X	| X	-	-	-	| X
WALNUT	886	L S	L S	1.5X	| X	| -	-	-	-	| -
POMEROY	884	- -	L S	1X	| X	| -	-	-	-	| X
SIOUX RAPIDS	883	- -	- -	--	| X	| -	-	-	-	| -

* If within city limits.

OVERTIME COMP.					"MOONLIGHTING" (ADDITIONAL EMPLOYMENT)						
CITY	POPULATION	COMP. TIME	PAID OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY CITY INSURANCE	
HAZLETON	880	- -	- -	--	| X |	-	-	-	-	| -	
JANESVILLE	867	L S	- -	--	| X |	-	-	-	-	| X	
ADAIR	864	- -	- -	--	| X |	-	-	-	-	| X	
FONDA	863	- -	- -	--	| - |	-	-	-	-	| -	
EVERLY	781	- -	- -	--	| X |	-	-	-	-	| X	
STRATFORD	757	L S	L S	1.5X	| X |	-	-	X	X	| X	
ROLFE	752	L S	- -	--	| X |	-	-	X	X	| -	
FONTANELLE	751	L -	L -	1X	| X |	X	-	-	-	| -	
HARTFORD	737	- -	- -	--	| X |	-	-	-	-	| X	
VAN METER	735	- -	- -	--	| X |	-	-	-	-	| X	
GARNAVILLO	716	L S	- -	--	| X |	-	-	-	-	| X	
MERRILL	705	- -	- -	--	| X |	-	-	-	-	| -	
SHELBY	674	- -	- -	--	| X |	X	-	-	-	| -	
BURT	672	L S	- -	--	| X |	-	-	-	-	| X	
GILMAN	632	L S	- -	--	| X |	-	-	-	-	| -	
GILMORE CITY	619	- -	- -	--	| X |	-	-	X	X	| X	
OKOBOJI	599	- -	- -	--	| X |	X	-	-	-	| -	
TITONKA	586	- -	- -	--	| X |	-	-	-	-	| -	
CLERMONT	582	- -	- -	--	| X |	-	-	-	-	| -	
LAWLER	539	- -	- -	--	| X |	-	-	-	-	| -	
FARNHAMVILLE	442	L S	- -	--	| X |	-	-	-	-	| X	
RENWICK	424	- -	- -	--	| X |	-	-	X	X	| -	
TOTALS:		63 59	74 43		146	50	17	80	58	74	

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

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

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

Table 13 departs from the format used in previous tables, and lists only the 20 departments covered by collective bargaining, as well as six others indicating potential membership in the near future.

The largest group of current bargaining units is associated with local labor or teamster units, with seventeen of the 20 current member agencies in that group. Only one is associated with city or private labor unions, and two others have membership with a police union.

Of the departments which indicate interest in applying for bargaining representation, the majority (5 of 6) indicate indecision regarding the type of unit they might form. The remaining agency indicates the likelihood of joining a local labor/teamsters union.

Not surprisingly, Iowa's smaller police departments are less likely than their counterparts in larger cities to be associated with collective bargaining units. Of the 72 departments serving a population greater than 5,000, 46 are current members of collective bargaining units, and another two report being potential members. Representation by local labor/teamsters unions is also most common among the larger cities.

Only two cities with populations below 5,000 have at some point dissolved or decertified membership with unions. Bloomfield and West Liberty both have terminated a contract with a local labor/teamsters unit in the past.

Of the 20 collective bargaining units in cities under 5,000, twelve have contracts of one year, seven of two years, and only one of three or more years. All twenty unions have line officers as members, seven departments have sergeants, and three have detectives or dispatchers as members of their bargaining units.

Only one of the twenty unions reports different benefits for bargaining and non-bargaining unit members. Vinton indicated that only employees in the bargaining unit receive overtime pay. Two cities also have a policy for determining who represents non-bargaining unit personnel. In one instance, department heads are responsible, and in the other, the mayor represents non-union employees.

TABLE 13

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

CITY	POPULATION	UNIONS		CONTRACT				RANKS INCLUDED						BENEFITS--SAME FOR BARG. AND NON-BARG. UNIT MEMBERS	DEPT. W/POLICY TO DETERMINE WHO REPRESENTS NON-BARG. UNIT MEMBERS
		CURRENT MEMBER	LOCAL LABOR/ TEAMSTERS	POLICE	CITY/ PRIVATE	LENGTH OF CONTRACT (IN YRS.)	EXPIRATION DATE	DISPATCHER	MATRON	OFFICER	DETECTIVE	SERGEANT	OTHER		
VINTON	4,914	X	X	-	-	1	06/85	-	-	X	-	-	-	-	X
EVANSDALE	4,805	X	X	-	-	1	06/85	X	-	X	-	X	-	X	-
HUMBOLDT	4,669	X	X	-	-	1	*	-	X	X	X	X	X ^{a,b,c}	X	-
NEW HAMPTON	3,934	X	X	-	-	2	06/85	-	-	X	-	-	-	X	-
WINTERSET	3,894	X	X	-	-	2	06/86	-	-	X	-	-	X ^{a,d}	X	-
WAUKON	3,857	X	X	-	-	2	06/86	-	-	X	-	-	-	X	-
CRESCO	3,789	X	X	-	-	1	06/85	-	-	X	-	X	X ^e	X	-
PLEASANT HILL	3,736	X	X	-	-	2	06/85	X	-	X	X	X	-	X	X
FAIR PATROL	3,500	X	X	-	-	2	06/85	-	-	X	-	X	X ^b	X	-
W. BURLINGTON	3,407	X	X	-	-	3	06/87	-	-	X	-	-	-	X	-
MOUNT VERNON	3,300	X	X	-	-	1	06/85	-	-	X	-	X	X ^f	X	-
ADEL	2,880	X	X	-	-	1	06/85	-	-	X	-	-	-	X	-
SAC CITY	2,871	X	-	X	-	1	06/85	-	-	X	X	-	X ^c	X	-
ROCK RAPIDS	2,629	X	X	-	-	2	06/85	-	-	X	-	-	-	X	-
GUTTENBERG	2,400	X	X	-	-	1	06/85	X	-	X	-	X	-	X	-
COLFAX	2,260	X	X	-	-	2	06/85	-	-	X	-	-	-	X	-
LISBON	1,504	X	X	-	-	1	06/85	-	-	X	-	-	-	X	-
GREENE	1,306	X	-	-	X	1	06/85	-	-	X	-	-	-	X	-

*Expiration date is undetermined as contract is not drawn/approved yet.

128.

CITY	POPULATION	UNIONS				CONTRACT	RANKS INCLUDED							BENEFITS--SAME FOR BARG. AND NON-BARG. UNIT MEMBERS	DEPT. W/POLICY TO DETERMINE WHO REPRESENT NON-BARG. UNIT MEMBERS
		CURRENT MEMBER	LOCAL LABOR/ TEAMSTERS	POLICE	CITY/ PRIVATE	LENGTH OF CONTRACT (IN YRS.)	EXPIRATION DATE	DISPATCHER	MATRON	OFFICER	DETECTIVE	SERGEANT	OTHER		
BONDURANT	1,297	X	X	-	-	1	02/85	-	-	X	-	-	-	X	-
LAKE VIEW	1,277	X	-	-	X	1	06/85	-	-	X	-	-	-	X	-
TOTALS:		20	17	1	2	1 yr.=12 2 yr.=7 3 yr.=1		3	1	20	3	7	6	19	2

Other Ranks:

- ^a Meter Attendant=2 depts.
- ^b Lieutenant=2
- ^c Captain=2
- ^d Animal Control Personnel=1
- ^e Asst. Chief=1
- ^f Chief of Police=1

Departments with interest in forming a collective bargaining unit in the near future:

Carter Lake Pocahontas *Waukee Remsen Sloan Fonda

(*Only Waukee has indicated interest in a specific type of unit, i.e. a local labor/teamsters union.)

NOTE: THIS TABLE ONLY PRESENTS CITIES (OF LESS THAN 5,000 POPULATION) WITH CURRENT/POTENTIAL MEMBERSHIP IN A COLLECTIVE BARGAINING UNIT. THOSE NOT APPEARING REPORT NO CURRENT AFFILIATION OR INTEREST IN FORMING SUCH A UNIT IN THE NEAR FUTURE.

TABLE 14

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

Table 14 presents the number of calls for service and investigations conducted by police departments during calendar year 1983. Of the 158 departments, 123 (78%) supplied data regarding calls for service.

Figures pertaining to investigations were provided more often this year than previously. For 1983, 121 of 158 (77%) agencies provided some information, although the disparity in figures and the infrequency in breaking down preliminary and follow-up investigations make it difficult to draw any conclusions.

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

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TABLE 14

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

INVESTIGATIONS						INVESTIGATIONS					
CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL	CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL
MANCHESTER	4,952	4,777	800	470	1,270	PLEASANT HILL	3,736	1,360	860	400	1,260
VINTON	4,914	5,475	2,000	1,000	3,000	MONTICELLO	3,599	872	364	117	481
CAMANCHE	4,876	6,605	362	0	362	CARTER LAKE	3,587	.	.	.	.
EVANSDALE	4,805	4,035	549	293	842	OSAGE	3,572	1,975	95	90	185
ORANGE CITY	4,769	193	.	.	92	FAIR PATROL	3,500	1,800	350	25	375
JEFFERSON	4,693	1,859	101	.	101	ELDRIDGE	3,489	3,100	2,000	1,800	3,800
HUMBOLDT	4,669	3,600	200	200	400	WEST BURLINGTON	3,407	2,183	989	253	1,242
DE WITT	4,573	2,482	720	360	1,080	MOUNT VERNON	3,300	1,192	210	.	.
SIOUX CENTER	4,524	947	360	300	660	ONAWA	3,138	1,500	1,200	400	1,600
EMMETSBURG	4,496	2,555	.	.	.	CARLISLE	3,119	1,062	132	104	236
EAGLE GROVE	4,192	8,900	433	100	533	MISSOURI VALLEY	3,064	1,200	400	50	450
ALBIA	4,110	1,095	220	80	300	TIPTON	3,029	1,560	325	85	410
SPIRIT LAKE	3,938	4,115	237	0	237	LE CLAIRE	2,984	2,349	.	.	.
NEW HAMPTON	3,934	.	.	.	.	TAMA	2,937	380	186	186	372
DYERSVILLE	3,927	.	.	.	101	GARNER	2,915	1,716	181	.	.
WINTERSET	3,894	.	.	157	157	GRUNDY CENTER	2,892	842	51	40	91
WAUKON	3,857	3,009	131	91	222	ADEL	2,880	1,460	1,000	500	1,500
OSCEOLA	3,802	8,752	321	171	492	SAC CITY	2,871	1,300	900	0	900
CRESCO	3,789	1,355	360	213	573	BLOOMFIELD	2,834	330	52	0	52

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

I N V E S T I G A T I O N S						I N V E S T I G A T I O N S					
CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL	CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL
AUDUBON	2,814	311	184	39	223	MILFORD	2,177	700	48	0	48
JOHNSTON	2,809	2,300	2,300	900	3,200	BRITT	2,175	.	34	0	34
NORWALK	2,794	497	58	.	58	GREENFIELD	2,146	1,759	36	23	59
STORY CITY	2,749	975	125	50	175	NEW LONDON	2,081	855	.	.	.
WEST LIBERTY	2,743	150	50	50	100	NORTHWOOD	2,061	.	.	.	.
WILTON	2,713	.	.	.	.	WILLIAMSBURG	2,011	645	39	39	78
ROCK VALLEY	2,710	.	.	.	.	LAKE CITY	1,960	2,067	107	.	107
ROCK RAPIDS	2,629	.	.	.	.	CASCADE	1,926	73	42	19	61
BELMOND	2,470	2,410	70	20	90	ACKLEY	1,902	.	.	.	.
TOLEDO	2,428	231	75	75	150	MANSON	1,880	966	83	.	83
GUTTENBERG	2,400	.	.	.	.	CORNING	1,864	.	111	.	.
JESUP	2,395	.	116	97	213	MONROE	1,821	415	40	.	40
SUMNER	2,341	.	302	137	439	NASHUA	1,773	2,869	93	.	93
LA PORTE CITY	2,327	425	37	10	47	ALTA	1,742	200	15	15	30
POCAHONTAS	2,327	1,510	61	0	61	REINBECK	1,727	272	200	.	200
MARENGO	2,312	776	78	.	78	DENVER	1,702	1,300	85	40	125
MADRID	2,297	12,143	363	158	521	GUTHRIE CENTER	1,687	940	33	8	41
LAKE MILLS	2,266	550	.	.	.	STUART	1,628	438	107	58	165
COLFAX	2,260	911	65	20	85	ELKADER	1,623	159	61	.	61
WAUKEE	2,242	1,046	154	150	344	DURANT	1,573	547	147	64	211
HUDSON	2,236	110	35	35	70	REMSEN	1,564	1,000	150	35	185
ROCKWELL CITY	2,209	.	.	.	.	LAURENS	1,542	180	60	45	105

I N V E S T I G A T I O N S						I N V E S T I G A T I O N S					
CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL	CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL
PLEASANTVILLE	1,536	1,100	500	150	650	SHEFFIELD	1,164	.	.	.	.
LOGAN	1,521	500	25	25	50	LANSING	1,155	750	6	6	12
MONONA	1,519	47	27	0	27	WEST POINT	1,137	.	4	.	4
AKRON	1,514	500	50	45	95	MECHANICSVILLE	1,136	.	.	.	.
LISBON	1,504	473	293	242	535	JEWELL	1,134	.	.	.	.
BUFFALO	1,496	.	64	.	64	EARLHAM	1,129	538	20	0	20
COLUMBUS JUNCT.	1,446	100	134	0	134	ALLISON	1,119	.	5	.	5
BLUE GRASS	1,444	.	16	.	16	EDDYVILLE	1,114	721	157	101	258
FAYETTE	1,431	1,211	25	25	50	PRESTON	1,112	120	10	10	20
STRAWBERRY PT.	1,427	140	.	.	.	ARNOLDS PARK	1,098	908	.	.	.
WOODBINE	1,424	400	134	.	134	CONRAD	1,090	.	.	.	.
DALLAS CENTER	1,374	1,150	.	.	.	DE SOTO	1,072	.	.	.	.
LENOX	1,313	150	0	150	150	WINFIELD	1,070	650	9	6	15
GREENE	1,306	200	113	51	164	FREDERICKSBURG	1,066	.	.	.	.
BONDURANT	1,297	500	.	.	.	APLINGTON	1,036	168	46	0	46
DUNLAP	1,283	60	20	8	28	VICTOR	1,022	82	44	44	88
LAKE VIEW	1,277	1,700	250	.	250	FAIRBANK	1,009	300	100	85	185
STATE CENTER	1,269	88	53	20	73	MANILLA	1,003	542	28	.	28
TRIPOLI	1,238	510	5	.	5	AFTON	986	240	60	50	110
MARCUS	1,197	40	20	15	35	CALMAR	979	200	40	10	50
PANORA	1,192	.	.	.	.	TREYNOR	977	300	29	20	49
WOODWARD	1,173	.	.	.	.	MELCHER	967	187	33	11	44

I N V E S T I G A T I O N S						I N V E S T I G A T I O N S					
CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL	CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL
SLOAN	967	779	87	32	119	SHELBY	674	60	15	.	15
BAXTER	950	10	1	0	1	BURT	672	330	.	.	.
WEST BEND	932	2,000	650	.	650	GILMAN	632	.	.	.	.
EXIRA	924	.	.	.	.	GILMORE CITY	619	22	16	10	26
DONNELLSON	922	.	.	.	.	OKOBOJI	599	459	93.	0	93
NEWELL	918	120	40	15	55	TITONKA	586	50	25	.	25
DAYTON	912	.	.	.	.	CLERMONT	582	.	0	0	0
WALNUT	886	748	62	14	76	LAWLER	539	100	90	0	90
POMEROY	884	412	40	13	53	FARNHAMVILLE	442	83	7	2	9
SIOUX RAPIDS	883	.	.	.	.	RENWICK	424	200	36	.	36
HAZLETON	880	2,015	40	15	55						
JANESVILLE	867	162	.	.	.						
ADAIR	864	12	3	3	6						
FONDA	863	.	.	.	.		
EVERLY	781	303	53	32	85						
STRATFORD	757	4	0	0	0						
ROLFE	752	311	139	100	239						
FONTANELLE	751	50	8	2	10						
HARTFORD	737	306	41	41	82						
VAN METER	735	27	4	2	6						
GARNAVILLO	716	43	19	7	26						
MERRILL	705	.	.	.	.		

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

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

Table 15 lists only those departments which indicate use of computers for one or more departmental functions. Some of the agencies reported computerized functions though their sheriff's department, but only those reporting in-house capabilities are included here.

Seventeen of these departments (11% of the total) maintain NCIC or Iowa System terminals, the most frequent computer usage among these departments. Such terminals are found in about 80% of the departments in cities with a population greater than 5,000.

Other computer applications are found much less often than the NCIC or Iowa System terminals. Twenty-eight agencies (18%) have computerized payroll functions. No other application is used by more than three departments, although twenty-one departments report planning to implement some computer functions in the near future, and twenty-four expressed a desire for technical assistance with computerization.

TABLE 15

COMPUTERIZED OPERATIONS
OF POLICE DEPARTMENTS (JULY 1, 1984)

COMPUTERIZED OPERATIONS OF POLICE DEPARTMENTS (JULY 1, 1984)															FUTURE PLANS			TECHNICAL ASSISTANCE	
CITY	POPULATION	TERMINALS		FUNCTIONS											EXPAND CURRENT	PLANNING NEW	* STAGES OF DEVELOPMENT	WILL PROVIDE ASSISTANCE	WOULD LIKE ASSISTANCE
		NCIC/ IOWA	OTHERS	PAYROLL	OFFENSES	INCIDENT- NAME	PROPERTY	U.C.R.	ARRESTS	JUVENILE	CALLS - SERVICE	TRAFFIC CITATIONS	WARRANTS	PERSONNEL					
MANCHESTER	4,952	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	
EVANSDALE	4,805	X	-	-	X	X	X	X	X	X	X	X	X	X	X	X	1,2,3	X	X
JEFFERSON	4,693	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HUMBOLDT	4,669	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SIOUX CENTER	4,524	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EMMETSBURG	4,496	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EAGLE GROVE	4,192	X	-	-	-	-	-	-	-	-	-	-	-	-	X	X	3	X	X
ALBIA	4,110	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SPIRIT LAKE	3,938	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NEW HAMPTON	3,934	-	-	X	-	-	-	X	-	-	-	-	-	-	-	-	-	-	-
DYERSVILLE	3,927	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WINTERSET	3,894	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OSCEOLA	3,802	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1,2,3	-	X
CRESCO	3,789	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PLEASANT HILL	3,736	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X
MONTICELLO	3,599	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
OSAGE	3,572	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELDRIDGE	3,489	-	-	X	-	-	-	-	-	-	-	-	-	-	X	X	1 3	-	X
WEST BURLINGTON	3,407	X	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1	-	X

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

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CITY	POPULATION	TERMINALS		FUNCTIONS										FUTURE PLANS			TECHNICAL ASSISTANCE		
		NCIC/ IOWA	OTHERS	PAYROLL	OFFENSES	INCIDENT- NAME	PROPERTY	U.C.R.	ARRESTS	JUVENILE	CALLS - SERVICE	TRAFFIC CITATIONS	WARRANTS	PERSONNEL	EXPAND CURRENT	PLANNING NEW	* STAGES OF DEVELOPMENT	WILL PROVIDE ASSISTANCE	WOULD LIKE ASSISTANCE
MOUNT VERNON	3,300	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	2	-	X
MISSOURI VALLEY	3,064	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TIPTON	3,029	-	-	X	-	-	-	-	-	-	-	-	-	X	-	-	-	-	-
LE CLAIRE	2,984	X	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1,2,3	-	X
TAMA	2,937	-	X	X	-	-	-	-	-	-	-	-	-	-	X	X	1	-	X
GARNER	2,915	X	-	-	-	-	-	-	-	-	-	-	-	-	-	X	2	-	X
ADEL	2,880	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X
SAC CITY	2,871	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X
BLOOMFIELD	2,834	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JOHNSTON	2,809	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NORWALK	2,794	-	X	X	X	X	X	-	X	X	X	-	-	-	X	X	1 3	X	X
WEST LIBERTY	2,743	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	X	-
GUTTENBERG	2,400	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
POCAHONTAS	2,327	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MADRID	2,297	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	X
WAUKEE	2,242	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HUDSON	2,236	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X
ROCKWELL CITY	2,209	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	-	-	X
MILFORD	2,177	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1	-	X
WILLIAMSBURG	2,011	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LAKE CITY	1,960	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CORNING	1,864	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DENVER	1,702	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1,2	-	X

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

CITY	POPULATION	TERMINALS		FUNCTIONS										FUTURE PLANS			TECHNICAL ASSISTANCE		
		INCIC/ IOWA	OTHERS	PAYROLL	OFFENSES	INCIDENT- NAME	PROPERTY	U.C.R.	ARRESTS	JUVENILE	CALLS - SERVICE	TRAFFIC CITATIONS	WARRANTS	PERSONNEL	EXPAND CURRENT	PLANNING NEW	STAGES OF * DEVELOPMENT	WILL PROVIDE ASSISTANCE	WOULD LIKE ASSISTANCE
REMSEN	1,564	-	-	X	-	-	-	-	-	-	-	-	-	-	X	X	1,2,3	X	X
LAURENS	1,542	-	X	X	-	-	-	-	-	-	-	-	-	-	-	X		-	X
FAYETTE	1,431	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X		-	X
LAKE VIEW	1,277	-	-	X	-	-	-	-	-	-	-	-	-	-	X	X	3	X	X
PANORA	1,192	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-		-	-
FREDERICKSBURG	1,066	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1	-	-
FAIRBANK	1,009	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
TREYNOR	977	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	X
JANESVILLE	867	-	X	X	-	-	-	-	X	-	X	X	-	X	-	-		-	-
EVERLY	781	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1	-	-
FONTANELLE	751	X	X	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-
GARNAVILLO	716	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1	-	-
TITONKA	586	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	1	-	-
TOTALS:		17	5	28	2	2	2	2	3	2	2	2	1	3	7	21		6	24

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

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

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

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

Table 16 contains information pertaining to the existence of such policy manuals in agencies serving cities under 5,000 population, the frequency of manual updating, and whether departments are willing to loan their manual to other agencies. In addition, departments indicate the existence of written policies covering replacement of vehicles (marked and unmarked cars) as well as various types of equipment (communications, office, and technical).

An examination of this table shows that approximately two-thirds (100) of the 158 cities have SOP (Standard Operating Procedures) or policy manuals, with nearly all cities over 2,000 reporting such. Of that number, 61% have manuals that are continually updated, with another 23% indicating an annual process of updating, and 2%, a semi-annual process. Only 14% report no specific policy for updating their policy and procedures manual. Of those with departmental manuals, three-fourths (72%) are willing to provide a loan copy to other agencies.

Other totals provided in Table 16 show that approximately two-thirds (93 agencies) have a specific policy for replacing their marked cars, with the majority of that group basing replacement on age. Only 23 report a policy for replacement of their unmarked cars, not surprising as the majority of smaller departments do not own unmarked vehicles.

Few departments report written policies covering the replacement of communications gear (14.6%) or office (8.2%) or technical equipment (8.9%).

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

S O P O R P O L I C Y M A N U A L								P O L I C Y F O R R E P L A C E M E N T				
CITY	POPULATION	DEPTS. W/ MANUAL	U P D A T I N G				WILL LOAN A COPY TO OTHER DEPTS.	V E H I C L E S *		E Q U I P M E N T		
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY		MARKED CARS	UNMARKED CARS	COMMUNI- CATIONS	OFFICE	TECH- NICAL
MANCHESTER	4,952	X	-	-	X	-	-	A -	A -	X	-	X
VINTON	4,914	X	-	-	X	-	X	A -	- -	-	-	-
CAMANCHE	4,876	-	-	-	-	-	-	A -	- -	-	-	-
EVANSDALE	4,805	X	-	-	X	-	X	- -	- -	-	-	-
ORANGE CITY	4,769	X	-	-	X	-	X	- M	- M	-	-	-
JEFFERSON	4,693	X	-	-	X	-	X	A -	- -	-	-	-
HUMBOLDT	4,669	X	-	-	X	-	X	A -	A -	X	-	-
DE WITT	4,573	-	-	-	-	-	-	A -	A -	-	-	-
SIOUX CENTER	4,524	X	X	-	-	-	X	A -	A -	X	X	X
EMMETSBURG	4,496	X	-	-	X	-	X	A -	- -	X	X	X
EAGLE GROVE	4,192	X	-	-	X	-	X	A -	- -	X	-	X
ALBIA	4,110	-	-	-	-	-	-	- -	- -	-	-	-
SPIRIT LAKE	3,938	X	-	-	X	-	-	- M	- -	-	-	-
NEW HAMPTON	3,934	X	-	-	X	-	X	- M	- -	X	X	X
DYERSVILLE	3,927	X	X	-	-	-	X	A -	- -	-	-	-
WINTERSET	3,894	X	-	-	X	-	-	- -	- -	-	-	-
WAUKON	3,857	X	-	-	X	-	X	A -	A -	X	X	X
OSCEOLA	3,802	X	X	-	-	-	X	A -	- -	X	X	X
CRESCO	3,789	X	-	X	-	-	X	- -	- -	-	-	-
PLEASANT HILL	3,736	X	-	-	-	X	X	- -	- -	-	-	-
MONTICELLO	3,599	X	-	-	X	-	X	A -	- -	-	-	-

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

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

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

CITY	POPULATION	DEPTS. W/ MANUAL	U P D A T I N G					WILL LOAN A COPY TO OTHER DEPTS.	V E H I C L E S		E Q U I P M E N T		
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY	MARKED CARS		UNMARKED CARS	COMMUNI- CATIONS	OFFICE	TECH- NICAL	
CARTER LAKE	3,587	X	-	-	-	X	X	- -	- -	-	-	-	
OSAGE	3,572	-	-	-	-	-	-	- M	- M	-	-	-	
STATE FAIR PATROL	3,500	X	-	-	X	-	X	- -	- -	-	-	-	
ELDRIDGE	3,489	X	-	-	X	-	-	- M	- M	-	-	-	
WEST BURLINGTON	3,407	X	-	-	X	-	X	A -	A -	-	-	-	
MOUNT VERNON	3,300	X	-	-	X	-	X	A -	- -	-	-	-	
ONAWA	3,138	X	-	-	X	-	-	A -	- -	-	-	-	
CARLISLE	3,119	X	-	-	X	-	X	A -	A -	-	-	-	
MISSOURI VALLEY	3,064	X	-	-	-	X	X	- M	- -	-	-	-	
TIPTON	3,029	X	X	-	-	-	X	A -	A -	X	X	X	
LE CLAIRE	2,984	X	-	-	X	-	X	- M	- -	-	-	-	
TAMA	2,937	X	-	-	X	-	-	- M	- -	-	-	-	
GARNER	2,915	X	-	-	X	-	X	- M	- M	-	-	-	
GRUNDY CENTER	2,892	X	-	-	X	-	X	- -	- -	-	-	-	
ADEL	2,880	X	-	-	-	X	X	A -	- -	-	-	-	
SAC CITY	2,871	X	X	-	-	-	X	A -	- -	X	X	X	
BLOOMFIELD	2,834	X	-	-	X	-	X	A -	- -	-	-	-	
AUDUBON	2,814	-	-	-	-	-	-	- M	- -	-	-	-	
JOHNSTON	2,809	X	-	-	X	-	X	A -	A -	-	-	X	
NORWALK	2,794	X	X	-	-	-	X	A -	A -	-	-	-	
STORY CITY	2,749	X	-	-	X	-	X	- M	- -	-	-	-	
WEST LIBERTY	2,743	X	-	-	X	-	X	A -	A -	X	-	-	
WILTON	2,713	X	X	-	-	-	X	A -	A -	-	-	-	
ROCK VALLEY	2,710	-	-	-	-	-	-	A -	- -	X	X	X	
ROCK RAPIDS	2,629	-	-	-	-	-	-	- M	- -	-	-	-	

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

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

CITY	POPULATION	DEPTS. W/ MANUAL	U P D A T I N G				WILL LOAN A COPY TO OTHER DEPTS.	V E H I C L E S		E Q U I P M E N T		
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY		MARKED CARS	UNMARKED CARS	COMMUNI- CATIONS	OFFICE	TECH- NICAL
BELMOND	2,470	X	-	-	X	-	X	A -	- -	-	-	-
TOLEDO	2,428	X	X	-	-	-	-	- -	- -	-	-	-
GUTTENBERG	2,400	X	-	-	X	-	-	A -	- M	-	-	-
JESUP	2,395	X	-	-	X	-	-	- M	- -	-	-	-
SUMNER	2,341	X	-	-	X	-	X	- M	- -	-	-	-
LA PORTE CITY	2,327	X	X	-	-	-	X	A -	- -	-	-	-
POCAHONTAS	2,327	X	-	-	-	X	X	A -	- -	-	-	-
MARENGO	2,312	-	-	-	-	-	-	- -	- -	-	-	-
MADRID	2,297	X	-	-	X	-	X	A -	- -	-	-	-
LAKE MILLS	2,266	X	-	-	X	-	-	A -	- -	X	-	-
COLFAX	2,260	X	X	-	-	-	X	A -	- -	-	-	-
WAUKEE	2,242	X	-	-	-	X	X	- M	- -	-	-	-
HUDSON	2,236	X	-	-	X	-	X	- -	- -	-	-	-
ROCKWELL CITY	2,209	X	-	-	X	-	-	- -	- -	-	-	-
MILFORD	2,177	X	-	-	X	-	X	- M	- -	X	-	-
BRITT	2,175	X	-	-	-	X	X	A -	- -	-	-	-
GREENFIELD	2,146	X	-	-	X	-	X	- M	- -	-	-	-
NEW LONDON	2,081	X	-	-	X	-	X	A -	A -	-	-	-
NORTHWOOD	2,061	-	-	-	-	-	-	- -	- -	-	-	-
WILLIAMSBURG	2,011	X	-	-	-	X	-	A M	A M	X	-	-
LAKE CITY	1,960	X	-	-	X	-	X	A -	- -	-	-	-
CASCADE	1,926	X	X	-	-	-	-	A -	- -	-	-	-
ACKLEY	1,902	-	-	-	-	-	-	A -	- -	-	-	-
MANSON	1,880	-	-	-	-	-	-	A -	A -	-	-	-

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

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

CITY	POPULATION	DEPTS. W/ MANUAL	U P D A T I N G				WILL LOAN A COPY TO OTHER DEPTS.	V E H I C L E S		E Q U I P M E N T		
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY		MARKED CARS	UNMARKED CARS	COMMUNI- CATIONS	OFFICE	TECH- NICAL
CORNING	1,864	X	-	-	X	-	X	- M	- -	-	-	-
MONROE	1,821	-	-	-	-	-	-	A -	- -	-	-	-
NASHUA	1,773	X	X	-	-	-	X	- -	- -	-	-	-
ALTA	1,742	-	-	-	-	-	-	A -	- -	-	-	-
REINBECK	1,727	X	-	-	-	X	-	A -	- -	-	-	-
DENVER	1,702	-	-	-	-	-	-	- M	- -	-	-	-
GUTHRIE CENTER	1,687	-	-	-	-	-	-	A -	- -	-	-	-
STUART	1,628	-	-	-	-	-	-	- -	- -	-	-	-
ELKADER	1,623	X	-	-	X	-	X	A -	- -	-	-	-
DURANT	1,573	-	-	-	-	-	-	- M	- -	-	-	-
REMSEN	1,564	-	-	-	-	-	-	A -	- -	X	X	X
LAURENS	1,542	X	X	-	-	-	X	A -	- -	-	-	-
PLEASANTVILLE	1,536	X	-	-	-	X	-	- M	- -	-	-	-
LOGAN	1,521	-	-	-	-	-	-	- -	- -	-	-	-
MONONA	1,519	-	-	-	-	-	-	A -	- -	-	-	-
AKRON	1,514	X	-	-	X	-	X	- M	- -	X	X	-
LISBON	1,504	-	-	-	-	-	-	A -	- -	-	-	-
BUFFALO	1,496	X	-	-	X	-	-	- -	- -	-	-	-
COLUMBUS JUNCTION	1,446	-	-	-	-	-	-	A -	- -	-	-	-
BLUE GRASS	1,444	X	-	-	X	-	-	- -	- -	-	-	-
FAYETTE	1,431	-	-	-	-	-	-	- -	- -	-	-	-
STRAWBERRY POINT	1,427	-	-	-	-	-	-	A -	- -	-	-	-
WOODBINE	1,424	X	-	-	-	X	-	- M	- -	-	-	-
DALLAS CENTER	1,374	X	X	-	-	-	X	A -	- -	-	-	-
LENOX	1,313	X	X	-	-	-	X	- -	- -	-	-	-

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

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

CITY	POPULATION	DEPTS. W/ MANUAL	U P D A T I N G				WILL LOAN A COPY TO OTHER DEPTS.	V E H I C L E S		E Q U I P M E N T		
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY		MARKED CARS	UNMARKED CARS	COMMUNI- CATIONS	OFFICE	TECH- NICAL
GREENE	1,306	X	-	-	X	-	X	A -	A -	X	-	-
BONDURANT	1,297	X	-	-	X	-	X	- -	- -	X	X	-
DUNLAP	1,283	X	-	X	-	-	X	- -	- -	-	-	-
LAKE VIEW	1,277	-	-	-	-	-	-	- M	- -	-	-	-
STATE CENTER	1,269	X	-	-	X	-	-	- -	- -	-	-	-
TRIPOLI	1,238	-	-	-	-	-	-	- -	- -	-	-	-
MARCUS	1,197	X	-	-	-	X	-	A -	A -	-	-	-
PANORA	1,192	-	-	-	-	-	-	- -	- -	-	-	-
WOODWARD	1,173	-	-	-	-	-	-	- -	- -	-	-	-
SHEFFIELD	1,164	-	-	-	-	-	-	- -	- -	-	-	-
LANSING	1,155	X	-	-	X	-	-	A -	- -	-	-	-
WEST POINT	1,137	X	X	-	-	-	X	- -	- -	-	-	-
MECHANICSVILLE	1,136	X	X	-	-	-	X	A -	- -	-	-	-
JEWELL	1,134	-	-	-	-	-	-	A -	- -	-	-	-
EARLHAM	1,129	X	-	-	X	-	X	- M	- -	-	-	-
ALLISON	1,119	-	-	-	-	-	-	- -	- -	-	-	-
EDDYVILLE	1,114	X	-	-	X	-	X	- -	- -	-	-	-
PRESTON	1,112	X	X	-	-	-	X	- -	- -	-	-	-
ARNOLDS PARK	1,098	X	-	-	X	-	-	A -	- -	-	-	-
CONRAD	1,090	-	-	-	-	-	-	- -	- -	-	-	-
DE SOTO	1,072	-	-	-	-	-	-	- -	- -	-	-	-
WINFIELD	1,070	X	X	-	-	-	X	- -	- -	-	-	-
FREDERICKSBURG	1,066	X	-	-	X	-	-	- -	- -	-	-	-
APLINGTON	1,036	-	-	-	-	-	-	A -	- -	-	-	-

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

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

CITY	POPULATION	DEPTS. W/ MANUAL	U P D A T I N G				WILL LOAN A COPY TO OTHER DEPTS.	V E H I C L E S		E Q U I P M E N T		
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY		MARKED CARS	UNMARKED CARS	COMMUNI- CATIONS	OFFICE	TECH- NICAL
VICTOR	1,022	X	X	-	-	-	X	-	-	-	-	-
FAIRBANK	1,009	X	-	-	X	-	-	-	-	-	-	-
MANILLA	1,003	X	-	-	X	-	X	-	-	-	-	-
AFTON	986	X	-	-	-	X	X	-	-	-	-	-
CALMAR	979	-	-	-	-	-	-	-	-	-	-	-
TREYNOR	977	-	-	-	-	-	-	-	-	-	-	-
MELCHER	967	X	-	-	X	-	-	-	-	-	-	-
SLOAN	967	-	-	-	-	-	-	-	-	-	-	-
BAXTER	950	-	-	-	-	-	-	-	-	-	-	-
WEST BEND	932	X	X	-	-	-	-	-	-	X	-	-
EXIRA	924	X	-	-	X	-	X	-	-	-	-	-
DONNELSON	922	-	-	-	-	-	-	A	-	-	-	-
NEWELL	918	X	-	-	X	-	X	-	-	-	-	-
DAYTON	912	-	-	-	-	-	-	-	-	-	-	-
WALNUT	886	-	-	-	-	-	-	A	-	-	-	-
POMEROY	884	-	-	-	-	-	-	-	-	-	-	-
SIOUX RAPIDS	883	X	-	-	-	X	X	-	-	-	-	-
HAZLETON	880	X	-	-	X	-	-	-	-	-	-	-
JANESVILLE	867	-	-	-	-	-	-	A	-	X	X	X
ADAIR	864	X	X	-	-	-	X	-	-	-	-	-
FONDA	863	-	-	-	-	-	-	-	-	X	-	-
EVERLY	781	X	-	-	X	-	X	A	-	-	-	-
STRATFORD	757	X	X	-	-	-	X	-	M	X	X	X
ROLFE	752	X	-	-	X	-	X	A	-	-	-	-
FONTANELLE	751	X	-	-	X	-	X	-	-	-	-	-

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

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

CITY	POPULATION	DEPTS. W/ MANUAL	U P D A T I N G				WILL LOAN A COPY TO OTHER DEPTS.	V E H I C L E S *		E Q U I P M E N T		
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY		MARKED CARS	UNMARKED CARS	COMMUNI- CATIONS	OFFICE	TECH- NICAL
HARTFORD	737	-	-	-	-	-	-	-	-	-	-	-
VAN METER	735	-	-	-	-	-	-	-	-	-	-	-
GARNAVILLO	716	-	-	-	-	-	-	A	-	-	-	-
MERRILL	705	-	-	-	-	-	-	-	-	-	-	-
SHELBY	674	-	-	-	-	-	-	-	-	-	-	-
BURT	672	-	-	-	-	-	-	-	-	-	-	-
GILMAN	632	-	-	-	-	-	-	-	-	-	-	-
GILMORE CITY	619	X	X	-	-	-	-	-	-	-	-	-
OKOBOJI	599	-	-	-	-	-	-	A	-	-	-	-
TITONKA	586	-	-	-	-	-	-	-	-	-	-	-
CLERMONT	582	-	-	-	-	-	-	-	-	-	-	-
LAWLER	539	-	-	-	-	-	-	-	-	-	-	-
FARNHAMVILLE	442	-	-	-	-	-	-	-	-	-	-	-
RENWICK	424	-	-	-	-	-	-	-	-	-	-	-
TOTALS:		100	23	2	61	14	72	A M 65 26	A M 16 5	23	13	14
							(both)	1	1			
							TOTAL	66 27	17 6			

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

TABLE 17

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

Table 17 presents a breakdown of the number and types of vehicles used by individual departments serving cities of less than 5,000 population in Iowa. All departments report city-owned vehicles, but a substantial number (121 of 158) of the departments do not have access to unmarked cars.

As might be expected, these smaller departments are more likely than their large counterparts to make use of personally-owned vehicles. Twenty-one departments use personally-owned vehicles, with 44 such vehicles being available.

No other types of vehicles were reported as being used by more than five agencies. These five make use of motorcycles, jeeps and trucks, animal control vehicles, vans, and in one case, snowmobiles.

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

CITY	POPULATION	CARS- MARKED	CARS- UNMARKED	CARS- PERSONAL*	JEEPS/ TRUCKS	MOTOR- CYCLES	SCOOTERS	A.C.V. [#]	VANS	OTHER ⁺	TOTAL
MANCHESTER	4,952	3	1	.	.	.	.	1	.	|	5
VINTON	4,914	2	1	.	.	.	.	.	.	|	3
CAMANCHE	4,876	2	.	.	.	.	.	.	.	|	2
EVANSDALE	4,805	6	1	.	.	.	.	.	.	|	7
ORANGE CITY	4,769	2	1	.	.	.	.	.	.	|	3
JEFFERSON	4,693	2	1	.	.	.	.	.	1	|	4
HUMBOLDT	4,669	3	1	1	.	1	.	.	.	|	6
DE WITT	4,573	3	1	.	.	.	.	.	.	|	4
SIOUX CENTER	4,524	2	1	.	.	.	.	.	.	|	3
EMMETSBURG	4,496	2	.	.	.	.	.	.	1	|	3
EAGLE GROVE	4,192	2	.	.	1	.	.	.	.	2 ^a|	5
ALBIA	4,110	2	.	.	.	.	.	.	.	|	2
SPIRIT LAKE	3,938	2	.	.	.	.	.	.	.	|	2
NEW HAMPTON	3,934	2	.	.	.	.	.	.	.	|	2
DYERSVILLE	3,927	2	.	.	.	.	.	.	.	|	2
WINTERSET	3,894	2	.	.	.	.	.	1	.	|	3
WAUKON	3,857	2	1	.	.	.	.	.	.	|	3
OSCEOLA	3,802	2	.	1	.	.	.	.	.	|	3
CRESO	3,789	2	1	.	.	.	.	.	.	|	3
PLEASANT HILL	3,736	3	1	.	.	.	.	.	.	|	4
MONTICELLO	3,599	2	.	.	.	.	.	.	.	|	2
CARTER LAKE	3,587	4	.	2	.	.	.	1	.	|	7

*Privately-Owned Vehicles

[#]Animal Control Vehicles

⁺Other Vehicles - see last page of this table.

<u>CITY</u>	<u>POPULATION</u>	<u>CARS- MARKED</u>	<u>CARS- UNMARKED</u>	<u>CARS- PERSONAL</u>	<u>JEEPS/ TRUCKS</u>	<u>MOTOR- CYCLES</u>	<u>SCOOTERS</u>	<u>A.C.V.</u>	<u>VANS</u>	<u>OTHER</u>	<u>TOTAL</u>
OSAGE	3,572	2	1	.	.	.	.	.	.	.	3
STATE FAIR PATROL	3,500	2	.	.	.	.	.	.	.	.	2
ELDRIDGE	3,489	2	1	5	.	.	.	.	.	.	8
WEST BURLINGTON	3,407	2	1	1	.	.	.	.	.	.	4
MOUNT VERNON	3,300	2	.	.	.	.	.	.	.	.	2
ONAWA	3,138	2	.	.	.	.	.	.	.	.	2
CARLISLE	3,119	1	1	.	.	.	.	.	.	.	2
MISSOURI VALLEY	3,064	2	.	.	.	.	.	.	.	.	2
TIPTON	3,029	1	1	.	.	.	.	.	.	.	2
LE CLAIRE	2,984	4	1	.	.	.	.	.	.	.	5
TAMA	2,937	2	.	1	.	.	.	1	.	.	4
GARNER	2,915	2	1	2	.	.	.	.	1	.	6
GRUNDY CENTER	2,892	1	.	.	.	.	.	.	.	.	1
ADEL	2,880	2	.	.	.	.	.	.	.	.	2
SAC CITY	2,871	3	.	.	.	.	.	.	.	.	3
BLOOMFIELD	2,834	2	1	.	.	.	.	.	.	.	3
AUDUBON	2,814	1	.	.	.	.	.	.	.	.	1
JOHNSTON	2,809	4	2	.	.	.	.	.	.	.	6
NORWALK	2,794	1	1	1	.	.	.	.	.	.	3
STORY CITY	2,749	1	.	.	.	.	.	.	.	.	1
WEST LIBERTY	2,743	1	1	.	.	.	.	.	.	.	2
WILTON	2,713	1	1	1	.	.	.	.	.	.	3
ROCK VALLEY	2,710	2	.	.	.	.	.	.	.	.	2
ROCK RAPIDS	2,629	2	.	.	.	.	.	.	.	.	2
BELMOND	2,470	2	4	4	.	.	.	.	.	.	10
TOLEDO	2,428	2	.	.	.	.	.	.	.	.	2
GUTTENBERG	2,400	1	1	.	.	.	.	.	.	.	2

<u>CITY</u>	<u>POPULATION</u>	<u>CARS- MARKED</u>	<u>CARS- UNMARKED</u>	<u>CARS- PERSONAL</u>	<u>JEEPS/ TRUCKS</u>	<u>MOTOR- CYCLES</u>	<u>SCOOTERS</u>	<u>A.C.V.</u>	<u>VANS</u>	<u>OTHER</u>	<u>TOTAL</u>
JESUP	2,395	2	.	1	.	.	.	.	.	.	3
SUMNER	2,341	2	.	.	.	.	.	.	.	.	2
LA PORTE CITY	2,327	2	.	.	.	.	.	.	.	.	2
POCAHONTAS	2,327	1	.	.	1	.	.	.	.	.	2
MARENGO	2,312	1	.	.	.	.	.	.	.	.	1
MADRID	2,297	2	.	.	.	.	.	.	.	.	2
LAKE MILLS	2,266	2	.	1	.	.	.	.	.	.	3
COLFAX	2,260	2	.	.	.	.	.	.	.	.	2
WAUKEE	2,242	2	1	.	.	.	.	.	.	.	3
HUDSON	2,236	1	.	.	.	.	.	.	.	.	1
ROCKWELL CITY	2,209	1	.	.	.	.	.	.	.	.	1
MILFORD	2,177	2	.	.	.	.	.	.	.	.	2
BRITT	2,175	2	.	.	.	.	.	.	.	.	2
GREENFIELD	2,146	1	.	1	.	.	.	.	.	.	2
NEW LONDON	2,081	1	1	.	.	.	.	.	.	.	2
NORTHWOOD	2,061	2	.	.	.	.	.	.	.	.	2
WILLIAMSBURG	2,011	1	1	.	.	.	.	.	.	.	2
LAKE CITY	1,960	1	.	.	.	.	.	.	.	.	1
CASCADE	1,926	1	.	.	.	.	.	.	.	.	1
ACKLEY	1,902	1	.	.	.	.	.	.	.	.	1
MANSON	1,880	1	1	.	.	.	.	.	.	.	2
CORNING	1,864	2	.	2	.	.	.	.	.	.	4
MONROE	1,821	1	.	.	.	.	.	.	.	.	1
NASHUA	1,773	1	1	.	.	.	.	.	.	.	2
ALTA	1,742	1	.	.	.	.	.	.	.	.	1
REINBECK	1,727	1	.	.	.	.	.	.	.	.	1
DENVER	1,702	2	.	.	.	.	.	.	.	.	2

<u>CITY</u>	<u>POPULATION</u>	<u>CARS- MARKED</u>	<u>CARS- UNMARKED</u>	<u>CARS- PERSONAL</u>	<u>JEeps/ TRUCKS</u>	<u>MOTOR- CYCLES</u>	<u>SCOOTERS</u>	<u>A.C.V.</u>	<u>VANS</u>	<u>OTHER</u>	<u>TOTAL</u>
WOODWARD	1,173	1	.	.	.	.	.	.	.	.	1
SHEFFIELD	1,164	1	.	.	.	.	.	.	.	.	1
LANSING	1,155	1	.	.	.	.	.	.	.	.	1
WEST POINT	1,137	1	.	.	.	.	.	.	.	.	1
MECHANICSVILLE	1,136	1	.	.	.	.	.	.	.	.	1
JEWELL	1,134	1	.	.	.	.	.	.	.	.	1
EARLHAM	1,129	1	.	.	.	.	.	.	.	.	1
ALLISON	1,119	1	.	.	.	.	.	.	.	.	1
EDDYVILLE	1,114	2	.	.	.	.	.	.	.	.	2
PRESTON	1,112	1	.	.	.	.	.	.	.	.	1
ARNOLDS PARK	1,098	2	.	.	.	.	.	.	.	.	2
CONRAD	1,090	1	.	.	.	.	.	.	.	.	1
DE SOTO	1,072	1	.	.	.	.	.	.	.	.	1
WINFIELD	1,070	1	.	3	.	.	.	.	.	.	4
FREDERICKSBURG	1,066	1	.	2	.	.	.	.	.	.	3
APLINGTON	1,036	1	.	.	.	.	.	.	.	.	1
VICTOR	1,022	2	.	.	.	.	.	.	.	.	2
FAIRBANK	1,009	1	.	1	.	.	.	.	.	.	2
MANILLA	1,003	1	.	1	.	.	.	.	.	.	2
AFTON	986	1	.	.	.	.	.	.	.	.	1
CALMAR	979	1	.	.	.	.	.	.	.	.	1
TREYNOR	977	1	.	.	.	.	.	.	.	.	1
MELCHER	967	1	.	.	.	.	.	.	.	.	1
SLOAN	967	1	.	.	.	.	.	.	.	.	1
BAXTER	950	1	.	.	.	.	.	.	.	.	1
WEST BEND	932	1	.	.	.	.	.	.	.	.	1
EXIRA	924	1	.	2	1	.	.	.	.	.	4

[illegible]

<u>CITY</u>	<u>POPULATION</u>	<u>CARS- MARKED</u>	<u>CARS- UNMARKED</u>	<u>CARS- PERSONAL</u> [*]	<u>JEEPS/ TRUCKS</u>	<u>MOTOR- CYCLES</u>	<u>SCOOTERS</u>	<u>A.C.V.</u> [#]	<u>VANS</u>	<u>OTHER</u> ⁺	<u>TOTAL</u>
RENWICK	424	1	.	.	.	.	.	.	.	1	1
TOTALS:		237	41	44	5	2	0	5	3	2	339

⁺Other Vehicles: ^aSnowmobiles ^{*}Privately-Owned Vehicles [#]Animal Control Vehicles

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

Table 18 provides information pertaining to weapons used, owned, or authorized by the 158 agencies included in this volume of the report. Presented in the table is an indication of the caliber of ammunition authorized for use by police agencies, and a listing of the various types of weapons which they own.

More than half of the agencies (101, or 64%) serving these cities permit the use of .357 ammunition, with all but two of these specifying the use of revolvers. Another 58 specify the use of .38 revolvers (with some of these agencies also permitting use of .357 ammunition). Most of the remaining agencies permit officers to use any type of ammunition (44 agencies).

The use of ammunition of other calibers is rare in Iowa. Only two of these departments specified use of .44 ammunition (while three of the large-city departments used such equipment). Nine millimeter ammunition and .45 caliber ammunition were also seldom used (by eleven departments each). All of the departments specifying these authorize use of automatic weapons, and one allows either a revolver or an automatic weapon.

Departmental ownership of weapons varies depending on the type of weapon. Most of the agencies (144, or 91%) report owning shotguns (compared to 96% of the large-city departments), while 115 (73%) own sidearms (versus 74% for large departments), 30 own tranquilizer rifles (19%, vs. 49% of the large departments), and 41 (26%) own other rifles (compared to 67% of the large departments). The frequency of ownership of these weapons tends to vary, again, by the size of the department and community served. The smaller departments included in this volume are less likely to own firearms than are the larger units, a pattern holding true for each type of weapon.

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

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT						CAN USE ANY TYPE	WEAPONS OWNED BY DEPT.			
		.357	.38	.44	.45	9MM.			SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN
MANCHESTER	4,952	-	REV.	-	-	-	-	-	X	-	X	X
VINTON	4,914	-	REV.	-	-	-	-	-	X	-	X	X
CAMANCHE	4,876	REV.	-	-	-	-	-	-	X	-	-	X
EVANSDALE	4,805	REV.	-	-	-	-	-	-	X	-	-	X
ORANGE CITY	4,769	-	REV.	-	-	-	-	-	X	-	-	X
JEFFERSON	4,693	REV.	REV.	-	-	-	-	-	X	X	-	X
HUMBOLDT	4,669	REV.	REV.	-	-	-	-	-	X	-	X	X
DE WITT	4,573	REV.	REV.	-	-	-	-	-	X	-	-	X
SIOUX CENTER	4,524	-	REV.	-	-	-	-	-	X	-	X	X
EMMETSBURG	4,496	REV.	-	-	-	-	-	-	X	-	X	X
EAGLE GROVE	4,192	REV.	REV.	-	-	-	-	-	X	X	-	X
ALBIA	4,110	REV.	-	-	-	AUTO	-	-	X	-	X	X
SPIRIT LAKE	3,938	REV.	REV.	-	-	-	-	-	X	-	-	X
NEW HAMPTON	3,934	REV.	-	-	-	-	-	-	X	X	-	X
DYERSVILLE	3,927	REV.	REV.	-	-	-	-	-	X	-	-	X
WINTERSET	3,894	-	-	-	-	-	-	X	-	X	X	X
WAUKON	3,857	REV.	-	-	-	-	-	-	X	X	X	X
OSCEOLA	3,802	-	REV.	-	-	-	-	-	-	-	X	X
CRESCO	3,789	REV.	REV.	-	AUTO	-	-	-	X	-	-	X
PLEASANT HILL	3,736	REV.	REV.	-	-	-	-	-	-	X	X	X
MONTICELLO	3,599	REV.	-	-	-	-	-	-	X	X	-	X

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

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT					CAN USE ANY TYPE	WEAPONS OWNED BY DEPT.			
		<u>.357</u>	<u>.38</u>	<u>.44</u>	<u>.45</u>	<u>9MM.</u>		<u>SIDEARMS</u>	<u>TRANQUILIZER RIFLE</u>	<u>OTHER RIFLES</u>	<u>SHOTGUN</u>
CARTER LAKE	3,587	-	-	-	-	-	X	-	-	-	X
OSAGE	3,572	REV.	REV.	-	-	-	-	X	X	-	X
STATE FAIR PATROL	3,500	REV.	REV.	-	AUTO	-	-	-	-	-	X
ELDRIDGE	3,489	REV.	-	-	-	-	-	X	-	-	X
WEST BURLINGTON	3,407	REV.	-	-	-	-	-	X	-	X	X
MOUNT VERNON	3,300	REV.	-	-	-	-	-	X	-	-	X
ONAWA	3,138	REV.	REV.	-	-	AUTO	-	-	X	-	X
CARLISLE	3,119	-	-	-	-	-	X	-	-	-	X
MISSOURI VALLEY	3,064	REV.	-	-	-	-	-	X	-	-	X
TIPTON	3,029	REV.	REV.	-	-	-	-	X	-	-	X
LE CLAIRE	2,984	REV.	-	-	-	-	-	X	-	-	X
TAMA	2,937	-	-	-	-	-	X	X	-	-	X
GARNER	2,915	REV.	-	-	AUTO	AUTO	-	X	-	X	X
GRUNDY CENTER	2,892	REV.	-	-	-	-	-	X	-	-	X
ADEL	2,880	REV.	REV.	-	-	-	-	-	-	-	X
SAC CITY	2,871	REV.	-	-	-	-	-	X	-	-	X
BLOOMFIELD	2,834	REV.	REV.	-	-	-	-	X	-	-	X
AUDUBON	2,814	REV.	-	-	-	-	-	X	X	-	X
JOHNSTON	2,809	REV.	REV.	-	AUTO	AUTO	-	X	X	-	X
NORWALK	2,794	REV.	REV.	-	-	AUTO	-	X	-	-	X
STORY CITY	2,749	-	-	-	-	-	X	X	-	X	X
WEST LIBERTY	2,743	REV.	REV.	-	-	-	-	X	-	-	X
WILTON	2,713	REV.	REV.	-	-	-	-	-	-	-	X
ROCK VALLEY	2,710	REV.	REV.	-	-	-	-	X	-	-	-
ROCK RAPIDS	2,629	REV.	-	-	-	-	-	X	-	X	X

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT					CAN USE ANY TYPE	WEAPONS OWNED BY DEPT.			
		.357	.38	.44	.45	9MM.		SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN
BELMOND	2,470	-	-	-	-	-	X	X	X	X	X
TOLEDO	2,428	REV.	REV.	-	-	-	-	X	-	-	X
GUTTENBERG	2,400	-	-	-	-	-	X	X	X	X	X
JESUP	2,395	REV.	-	-	-	-	-	X	X	X	X
SUMNER	2,341	REV.	REV.	-	-	-	-	X	-	X	X
LA PORTE CITY	2,327	REV.	REV.	-	-	-	-	X	-	-	X
POCAHONTAS	2,327	-	-	-	-	-	X	X	X	X	X
MARENGO	2,312	REV.	-	-	-	-	-	X	-	-	X
MADRID	2,297	-	-	-	-	-	X	-	X	-	X
LAKE MILLS	2,266	REV.	REV.	-	-	R/A	-	X	-	-	X
COLFAX	2,260	REV.	REV.	-	-	-	-	X	-	-	X
WAUKEE	2,242	REV.	-	-	-	-	-	X	-	-	X
HUDSON	2,236	AUTO.	-	-	REV.	-	-	X	X	-	X
ROCKWELL CITY	2,209	-	-	-	-	-	X	X	-	-	X
MILFORD	2,177	REV.	REV.	-	-	REV.	-	X	-	X	X
BRITT	2,175	-	REV.	-	-	-	-	X	-	-	X
GREENFIELD	2,146	REV.	REV.	-	-	-	-	-	-	-	X
NEW LONDON	2,081	-	REV.	-	AUTO	AUTO	-	X	X	-	X
NORTHWOOD	2,061	-	REV.	-	-	-	-	X	-	-	X
WILLIAMSBURG	2,011	-	-	-	-	-	X	-	X	-	X
LAKE CITY	1,960	REV.	REV.	-	-	-	-	X	-	X	X
CASCADE	1,926	REV.	REV.	-	-	-	-	X	-	-	X
ACKLEY	1,902	REV.	-	-	-	-	-	X	-	-	X
MANSON	1,880	REV.	REV.	-	-	-	-	-	-	X	X

<u>CITY</u>	<u>POPULATION</u>	<u>CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT</u>						<u>CAN USE ANY TYPE</u>	<u>WEAPONS OWNED BY DEPT.</u>			
		<u>.357</u>	<u>.38</u>	<u>.44</u>	<u>.45</u>	<u>9MM.</u>			<u>SIDEARMS</u>	<u>TRANQUILIZER RIFLE</u>	<u>OTHER RIFLES</u>	<u>SHOTGUN</u>
CORNING	1,864	REV.	REV.	-	-	-	-	-	X	-	X	X
MONROE	1,821	REV.	REV.	-	-	-	-	-	X	-	-	X
NASHUA	1,773	REV.	-	-	-	-	-	-	X	-	X	X
ALTA	1,742	-	-	-	-	-	-	X	X	-	X	X
REINBECK	1,727	REV.	REV.	-	-	-	-	-	X	-	-	X
DENVER	1,702	REV.	-	-	-	-	-	-	X	-	-	X
GUTHRIE CENTER	1,687	-	-	-	-	-	-	X	-	-	X	X
STUART	1,628	-	-	-	-	-	-	X	-	-	-	X
ELKADER	1,623	REV.	-	REV.	AUTO	-	-	-	-	X	-	X
DURANT	1,573	-	-	-	-	-	-	X	-	-	-	X
REMSEN	1,564	REV.	REV.	-	-	AUTO	-	-	-	-	-	X
LAURENS	1,542	REV.	-	-	-	-	-	-	X	-	X	X
PLEASANTVILLE	1,536	-	-	-	-	-	-	X	-	X	-	X
LOGAN	1,521	REV.	-	-	-	-	-	-	X	X	X	X
MONONA	1,519	-	-	-	-	-	-	X	X	-	-	X
AKRON	1,514	-	-	-	-	-	-	X	X	-	X	X
LISBON	1,504	REV.	-	-	-	-	-	-	X	-	-	X
BUFFALO	1,496	REV.	-	-	-	-	-	-	X	-	X	X
COLUMBUS JUNCTION	1,446	REV.	-	-	-	-	-	-	X	-	-	X
BLUE GRASS	1,444	REV.	-	-	-	-	-	-	-	X	-	X
FAYETTE	1,431	-	-	-	-	-	-	X	-	X	X	X
STRAWBERRY POINT	1,427	REV.	-	-	AUTO	-	-	-	-	-	-	X
WOODBINE	1,424	REV.	-	-	-	-	-	-	X	X	-	X
DALLAS CENTER	1,374	-	-	-	-	-	-	X	-	-	X	X

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT						CAN USE ANY TYPE	WEAPONS OWNED BY DEPT.			
		.357	.38	.44	.45	9MM.			SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN
LENOX	1,313	REV.	-	-	-	-	-	-	X	-	-	X
GREENE	1,306	-	-	-	-	-	-	X	X	-	X	X
BONDURANT	1,297	REV.	REV.	-	-	-	-	-	-	-	-	X
DUNLAP	1,283	REV.	-	-	-	-	-	-	X	-	X	X
LAKE VIEW	1,277	REV.	-	-	-	-	-	-	X	-	X	X
STATE CENTER	1,269	REV.	-	-	-	-	-	-	-	-	-	-
TRIPOLI	1,238	-	-	-	-	-	-	X	X	-	-	X
MARCUS	1,197	REV.	-	-	-	-	-	-	X	-	-	X
PANORA	1,192	-	REV.	-	-	-	-	-	X	-	X	-
WOODWARD	1,173	-	-	-	-	-	-	X	-	-	-	X
SHEFFIELD	1,164	REV.	-	-	-	-	-	-	-	-	-	X
LANSING	1,155	-	-	-	-	-	-	X	X	-	-	X
WEST POINT	1,137	-	-	-	-	-	-	X	X	-	-	-
MECHANICSVILLE	1,136	REV.	REV.	-	-	-	-	-	-	-	-	-
JEWELL	1,134	REV.	REV.	-	-	-	-	-	X	X	-	X
EARLHAM	1,129	REV.	-	-	AUTO	-	-	-	X	-	-	X
ALLISON	1,119	-	-	-	-	-	-	X	X	-	-	X
EDDYVILLE	1,114	REV.	REV.	-	-	-	-	-	X	-	-	X
PRESTON	1,112	-	REV.	-	-	-	-	-	X	-	-	X
ARNOLDS PARK	1,098	REV.	-	-	-	-	-	-	X	X	X	X
CONRAD	1,090	REV.	-	-	-	-	-	-	X	-	-	X
DE SOTO	1,072	-	-	-	-	-	-	X	-	-	-	X
WINFIELD	1,070	-	-	-	-	-	-	X	-	-	-	X
FREDERICKSBURG	1,066	REV.	-	-	-	-	-	-	X	-	-	X

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT						CAN USE ANY TYPE	WEAPONS OWNED BY DEPT.			
		.357	.38	.44	.45	9MM.			SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN
APLINGTON	1,036	REV.	-	-	-	-	-	-	X	-	-	X
VICTOR	1,022	REV.	-	-	AUTO	-	-	-	X	-	-	-
FAIRBANK	1,009	-	-	-	-	-	X	-	X	-	-	X
MANILLA	1,003	REV.	REV.	-	-	-	-	-	X	-	-	X
AFTON	986	-	-	-	-	-	X	-	-	-	-	X
CALMAR	979	REV.	-	-	-	-	-	-	X	-	-	X
TREYNOR	977	REV.	-	-	-	-	-	-	X	X	-	X
MELCHER	967	-	REV.	-	-	-	-	-	X	X	-	X
SLOAN	967	REV.	REV.	-	-	-	-	-	X	-	-	X
BAXTER	950	REV.	-	-	-	-	-	-	X	-	-	X
WEST BEND	932	REV.	-	-	-	-	-	-	-	-	-	X
EXIRA	924	-	-	-	-	-	X	-	-	-	-	X
DONNELSON	922	-	-	-	-	-	X	-	-	X	-	X
NEWELL	918	-	-	-	-	-	X	-	X	-	X	X
DAYTON	912	REV.	REV.	-	-	-	-	-	-	-	-	X
WALNUT	886	-	-	-	-	-	X	-	X	-	-	X
POMEROY	884	-	-	-	-	-	X	-	X	-	-	X
SIOUX RAPIDS	883	-	-	-	-	-	X	-	-	-	X	X
HAZLETON	880	-	-	-	-	-	X	-	-	-	-	-
JANESVILLE	867	-	-	-	-	-	X	-	-	-	-	X
ADAIR	864	-	-	-	-	-	X	-	X	-	-	-
FONDA	863	REV.	-	-	-	-	-	-	X	-	-	X
EVERLY	781	REV.	-	-	-	-	-	-	X	-	-	X
STRATFORD	757	REV.	REV.	-	-	-	-	-	X	-	-	X

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT						CAN USE ANY TYPE	WEAPONS OWNED BY DEPT.			
		.357	.38	.44	.45	9MM.			SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN
ROLFE	752	-	REV.	-	-	-	-	-	X	-	X	X
FONTANELLE	751	AUTO.	REV.	-	-	-	-	-	X	-	-	-
HARTFORD	737	REV.	REV.	-	-	AUTO	-	-	X	-	-	X
VAN METER	735	REV.	-	-	-	-	-	-	-	-	-	X
GARNAVILLO	716	-	-	-	-	-	X	-	X	-	-	X
MERRILL	705	REV.	-	-	-	-	-	-	-	-	-	-
SHELBY	674	REV.	REV.	-	-	-	-	-	-	-	-	X
BURT	672	REV.	-	-	-	-	-	-	X	-	-	-
GILMAN	632	-	-	-	-	-	X	-	X	-	-	X
GILMORE CITY	619	REV.	-	-	-	-	-	-	X	-	X	X
OKOBOJI	599	REV.	REV.	REV.	AUTO	AUTO	-	-	X	-	-	X
TITONKA	586	-	REV.	-	-	-	-	-	X	-	-	X
CLERMONT	582	-	-	-	-	-	X	-	-	-	-	-
LAWLER	539	-	-	-	-	-	X	-	-	-	-	-
FARNHAMVILLE	442	-	-	-	-	-	X	-	X	-	-	-
RENWICK	424	REV.	-	-	-	-	-	-	X	-	-	X
TOTALS:		101	58	2	11	11	44		115	30	41	144
REV.		99	58	2	1	1						
AUTO.		2	-	-	10	9						
R/A		-	-	-	-	1						

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

TABLE 19

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

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

The equipment listed in the table ranges from types used in everyday activities -- radar units, fingerprint kits, breath analysis equipment -- to those used only rarely -- polygraph equipment, gas grenade launchers, and bomb equipment.

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

As was the case in Volume I, the larger a department, the more likely it is to possess any given type of equipment. This was true for all types of equipment except radar units, which were owned by over 96% of departments. Mace cannisters and fingerprint kits were also frequently owned, with 122 (77%) and 96 (73%) departments, respectively, owning these. Riot batons and bulletproof vests, owned frequently by the larger departments, are also often owned by the small agencies (67% for riot batons, and 65% for bulletproof vests).

All other equipment was owned by fewer than half the small-city departments surveyed, with polygraph equipment, gas grenade launchers, gas guns, canine units, and bomb equipment owned by fewer than ten departments.

TABLE 19

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

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVUI BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MACE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
MANCHESTER	4,952	X	X	-	-	X	-	-	-	X	X	X	X	X	X	-	-
VINTON	4,914	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
CAMANCHE	4,876	X	X	X	-	X	-	-	-	X	-	X	X	X	-	-	-
EVANSDALE	4,805	X	X	-	-	-	-	-	-	-	X	X	X	X	X	-	-
ORANGE CITY	4,769	X	X	X	-	X	-	-	-	-	-	-	X	X	X	-	-
JEFFERSON	4,693	X	X	-	-	X	-	-	-	-	X	X	X	X	X	-	-
HUMBOLDT	4,669	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
DE WITT	4,573	X	X	-	-	-	-	-	-	X	-	X	X	X	X	-	-
SIOUX CENTER	4,524	X	X	-	-	X	-	-	-	-	-	-	X	-	X	-	-
EMMETSBURG	4,496	X	X	-	-	X	-	-	-	X	-	-	X	X	X	-	-
EAGLE GROVE	4,192	X	X	X	-	-	-	-	-	-	-	-	-	-	-	-	-
ALBIA	4,110	X	X	-	-	-	X	X	X	X	-	X	X	X	-	-	-
SPIRIT LAKE	3,938	X	X	-	-	-	-	-	-	-	-	X	X	X	X	-	-
NEW HAMPTON	3,934	X	X	X	-	-	-	X	-	-	-	X	X	X	X	-	-
DYERSVILLE	3,927	X	X	-	-	-	-	-	-	X	-	-	X	X	X	-	-
WINTERSET	3,894	X	X	X	-	X	-	-	-	-	-	X	-	-	X	-	-
WAUKON	3,857	X	X	X	-	X	-	-	-	-	-	-	X	X	X	-	-

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVU BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MACE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
OSCEOLA	3,802	X	X	X	-	-	-	-	-	-	X	-	X	X	X	-	-
CRESCO	3,789	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
PLEASANT HILL	3,736	X	X	-	-	-	-	-	-	-	X	-	X	X	X	-	-
MONTICELLO	3,599	X	X	-	-	-	-	-	-	-	-	X	-	X	X	-	-
CARTER LAKE	3,587	X	X	-	-	-	-	X	-	-	-	X	-	X	-	-	-
OSAGE	3,572	X	X	X	-	-	-	-	-	X	X	X	X	X	X	-	-
STATE FAIR PATROL	3,500	X	X	-	-	-	-	-	-	-	-	-	-	-	X	-	-
ELDRIDGE	3,489	X	X	-	-	X	-	X	-	X	X	-	-	X	X	-	-
WEST BURLINGTON	3,407	X	X	X	-	-	X	X	-	X	-	X	X	X	X	-	-
MOUNT VERNON	3,300	X	X	-	-	X	-	-	-	-	-	-	X	X	X	-	-
ONAWA	3,138	X	X	X	-	-	-	-	-	-	-	-	X	X	X	-	-
CARLISLE	3,119	X	X	-	-	X	-	-	-	-	-	-	X	X	X	-	-
MISSOURI VALLEY	3,064	X	X	-	-	X	-	X	-	X	-	X	X	X	X	-	-
TIPTON	3,029	X	-	-	-	-	-	-	-	X	-	X	X	X	X	-	-
LE CLAIRE	2,984	X	X	-	-	X	-	-	-	-	-	X	X	X	-	-	X
TAMA	2,937	X	X	X	-	-	-	X	-	X	-	X	X	X	X	-	X
GARNER	2,915	X	X	X	-	X	X	X	X	X	X	-	X	X	X	-	-
GRUNDY CENTER	2,892	X	X	-	-	-	-	-	-	-	X	X	X	X	X	-	-
ADEL	2,880	X	X	-	-	-	-	-	-	-	-	-	-	X	-	-	-

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVUI BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MACE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
SAC CITY	2,871	X	X	-	X	X	-	-	-	-	X	X	X	X	X	-	X
BLOOMFIELD	2,834	X	X	-	-	-	-	X	X	-	-	X	X	X	X	-	-
AUDUBON	2,814	X	X	-	-	-	-	-	-	-	-	-	-	-	X	-	-
JOHNSTON	2,809	X	X	-	-	-	-	-	-	X	X	X	X	X	X	-	-
NORMALK	2,794	X	X	-	-	-	-	-	-	-	X	X	X	X	X	-	-
STORY CITY	2,749	X	X	-	-	X	-	-	-	X	X	X	X	X	X	-	-
WEST LIBERTY	2,743	X	X	-	-	-	-	-	-	-	-	X	X	X	X	-	-
HILTON	2,713	X	X	-	-	X	-	-	-	-	-	-	-	-	-	-	-
ROCK VALLEY	2,710	X	X	-	-	-	-	-	-	-	-	-	X	-	X	-	-
ROCK RAPIDS	2,629	X	X	-	-	-	-	-	-	X	-	-	X	X	X	-	-
BELMOND	2,470	X	X	-	-	-	-	-	-	X	-	X	X	-	X	-	-
TOLEDO	2,428	X	X	-	-	-	-	-	-	-	-	X	X	X	X	-	-
GUTTENBERG	2,400	X	X	X	-	-	-	-	-	X	-	X	X	X	X	-	-
JESUP	2,395	X	X	-	-	-	-	X	-	-	-	X	X	X	X	-	-
SUMNER	2,341	X	X	-	-	-	-	-	-	-	-	-	X	X	X	-	-
LA PORTE CITY	2,327	X	X	-	-	-	-	-	-	-	-	X	X	X	X	-	-
POCAHONTAS	2,327	X	X	-	-	-	-	-	-	X	-	X	X	X	X	-	-
MARENGO	2,312	X	-	-	-	X	-	-	-	-	X	X	X	-	X	-	-
MADRID	2,297	X	X	-	-	-	-	-	-	-	-	-	X	X	-	-	-

[illegible]

<u>CITY</u>	<u>POPULATION</u>	<u>RADAR UNIT</u>	<u>FINGERPRINT KIT</u>	<u>FINGERPRINT CAMERA</u>	<u>POLYGRAPH EQUIPMENT</u>	<u>OMVUI BREATH ANALYSIS EQUIP.</u>	<u>GAS GRENADE LAUNCHER</u>	<u>GAS PROJECTILE</u>	<u>GAS GUN</u>	<u>GAS MASK</u>	<u>OXYGEN UNIT</u>	<u>RIOT HELMET</u>	<u>RIOT BATON</u>	<u>BULLETPROOF VEST</u>	<u>MACE CANNISTER</u>	<u>BOMB TECH. EQUIPMENT</u>	<u>CANINE UNIT</u>
REINBECK	1,727	X	X	-	-	-	-	-	-	-	-	-	X	X	X	-	-
DENVER	1,702	X	X	-	-	-	-	-	-	-	-	X	X	X	X	-	X
GUTHRIE CENTER	1,687	X	X	-	-	X	-	-	-	X	-	-	-	-	-	-	-
STUART	1,628	X	X	-	-	-	-	-	-	-	-	-	X	X	-	-	-
ELKADER	1,623	-	X	-	-	-	-	-	-	-	-	X	-	X	X	-	-
DURANT	1,573	X	-	-	-	-	-	-	-	-	-	-	X	X	-	-	-
REMSEN	1,564	X	X	X	-	-	-	-	-	-	-	X	X	-	-	-	-
LAURENS	1,542	X	X	-	-	-	-	-	-	X	-	X	X	-	X	-	-
PLEASANTVILLE	1,536	X	X	-	-	X	-	-	-	-	-	-	X	-	X	-	-
LOGAN	1,521	X	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MONONA	1,519	X	-	-	-	-	-	-	-	X	-	X	X	X	X	-	-
AKRON	1,514	X	X	-	-	-	-	-	-	X	-	X	X	-	X	-	-
LISBON	1,504	X	X	-	-	-	-	-	-	-	-	-	-	X	-	-	-
BUFFALO	1,496	X	X	-	-	-	-	-	-	-	-	-	-	X	X	-	-
COLUMBUS JUNCTION	1,446	X	-	-	-	-	-	-	-	-	-	-	X	X	X	-	-
BLUE GRASS	1,444	X	X	-	-	-	-	-	-	-	-	-	-	X	X	-	-
FAYETTE	1,431	X	X	-	-	-	-	-	-	-	X	X	-	X	X	-	-
STRAWBERRY POINT	1,427	X	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOODBINE	1,424	X	X	-	-	-	-	-	-	-	-	-	X	X	X	-	-

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVUI BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MACE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
PRESTON	1,112	X	X	-	-	-	-	-	-	-	-	-	-	X	X	-	-
ARNOLDS PARK	1,098	X	X	-	-	-	-	-	-	X	X	X	X	X	X	-	-
CONRAD	1,090	X	-	-	-	-	-	-	-	-	-	-	X	X	X	-	X
DE SOTO	1,072	X	-	-	-	-	-	-	-	-	-	-	-	-	X	-	-
WINFIELD	1,070	X	X	-	-	-	-	-	-	-	-	-	X	X	X	-	-
FREDERICKSBURG	1,066	X	X	-	-	-	-	-	-	X	-	-	X	X	X	-	-
APLINGTON	1,036	X	-	-	-	-	-	-	-	-	-	-	X	X	-	-	-
VICTOR	1,022	X	X	-	-	-	X	-	-	X	X	-	X	X	X	-	-
FAIRBANK	1,009	X	-	X	-	-	-	-	-	-	-	X	X	-	-	-	-
MANILLA	1,003	X	-	-	-	-	-	-	-	-	-	X	-	X	-	-	-
AFTON	986	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CALMAR	979	X	X	-	-	-	-	-	-	-	-	-	-	X	X	-	-
TREYNOR	977	X	X	-	-	-	-	-	-	X	-	X	X	X	X	-	-
MELCHER	967	X	X	-	-	-	-	-	-	-	-	-	-	X	X	-	-
SLOAN	967	X	X	-	-	-	-	-	-	-	-	-	-	X	X	-	-
BAXTER	950	-	-	-	-	-	-	-	-	-	-	X	X	-	X	-	-
WEST BEND	932	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EXIRA	924	X	X	-	-	-	-	-	-	-	-	-	X	X	-	-	-
DONNELLSON	922	X	X	-	-	-	-	X	-	-	-	-	-	-	X	-	-

[illegible]

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVUI BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MACE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
GILMAN	632	X	-	-	-	-	-	-	-	-	-	-	-	-	X	-	-
GILMORE CITY	619	X	-	-	-	-	-	-	-	-	-	-	X	X	X	-	-
OKOBOJI	599	X	-	-	-	-	-	-	-	-	X	X	X	X	X	-	-
TITONKA	586	X	-	-	-	-	-	-	-	-	X	-	X	-	X	-	-
CLERMONT	582	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LAWLER	539	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FARNHAMVILLE	442	X	-	-	-	-	-	-	-	-	-	-	X	-	-	-	-
RENNICK	424	X	-	-	-	-	-	-	-	-	-	-	-	-	X	-	-
TOTALS:		152	115	18	3	30	3	18	8	38	31	62	106	102	122	0	7

TABLE 20

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

A listing of communications and audio-visual equipment owned by police departments is included in Table 20. The types of equipment noted in the table are self-explanatory: communications gear (two-way police car radio, hand-held police radio), visual equipment (slide and movie projectors, movie and general purpose cameras, video tape recorders, and copying equipment) and audio gear (tape recorders and dictating equipment).

As has been seen in many of the previous tables, the likelihood that a department will own any particular piece of equipment included in this table depends to some degree on the size of the city served, with the exception of two-way police car radios, which are operated by nearly all (157 of 158) departments. Almost every department, 155 of 158, also possesses a hand-held police radio, the three that do not being small departments.

General purpose cameras, tape recorders, and copying equipment are the only other types of equipment owned by more than half of the departments. These are owned by 118 (75%), 94 (59%), and 90 (57%) departments respectively. Dictating equipment, slide projectors, and movie cameras were reported as being owned by fewer than ten agencies.

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

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

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

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

TABLE 20

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

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TABLE 20

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

<u>CITY</u>	<u>POPULATION</u>	<u>POLICE CAR RADIO (2-WAY)</u>	<u>HAND-HELD POLICE RADIO</u>	<u>SLIDE PROJECTOR</u>	<u>MOVIE PROJECTOR</u>	<u>MOVIE CAMERA</u>	<u>GEN. PURPOSE CAMERA</u>	<u>VIDEO TAPE RECORDER</u>	<u>TAPE RECORDER</u>	<u>DICTATING EQUIPMENT</u>	<u>COPYING EQUIPMENT</u>
MANCHESTER	4,952	X	X	-	-	-	X	-	X	-	X
VINTON	4,914	X	X	-	-	-	X	-	X	-	-
CAMANCHE	4,876	X	X	-	-	-	X	-	-	-	X
EVANSDALE	4,805	X	X	-	-	-	X	-	X	X	-
ORANGE CITY	4,769	X	X	-	-	-	X	-	X	-	X
JEFFERSON	4,693	X	X	-	-	-	X	X	X	-	X
HUMBOLDT	4,669	X	X	X	X	-	X	-	X	-	X
DE WITT	4,573	X	X	-	-	-	X	-	X	-	-
SIOUX CENTER	4,524	X	X	X	X	-	X	-	X	-	X
EMMETSBURG	4,496	X	X	-	X	-	X	-	X	-	X
EAGLE GROVE	4,192	X	X	-	-	-	-	X	X	-	X
ALBIA	4,110	X	X	-	-	-	X	X	X	X	-
SPIRIT LAKE	3,938	X	X	-	-	-	X	-	X	-	X
NEW HAMPTON	3,934	X	X	-	-	-	X	-	-	-	X
DYERSVILLE	3,927	X	X	-	-	-	X	-	X	-	X
WINTERSET	3,894	X	X	-	-	-	X	X	X	-	-
WAUKON	3,857	X	X	-	-	-	X	-	X	-	-

<u>CITY</u>	<u>POPULATION</u>	<u>POLICE CAR RADIO (2-WAY)</u>	<u>HAND-HELD POLICE RADIO</u>	<u>SLIDE PROJECTOR</u>	<u>MOVIE PROJECTOR</u>	<u>MOVIE CAMERA</u>	<u>GEN. PURPOSE CAMERA</u>	<u>VIDEO TAPE RECORDER</u>	<u>TAPE RECORDER</u>	<u>DICTATING EQUIPMENT</u>	<u>COPYING EQUIPMENT</u>
OSCEOLA	3,802	X	X	X	X	X	X	X	X	-	X
CRESCO	3,789	X	X	X	X	-	X	X	X	-	X
PLEASANT HILL	3,736	X	X	-	X	-	X	-	X	X	-
MONTICELLO	3,599	X	X	-	-	X	X	X	X	-	X
CARTER LAKE	3,587	X	X	-	-	-	X	-	X	-	-
OSAGE	3,572	X	X	-	-	-	X	-	X	-	-
STATE FAIR PATROL	3,500	X	X	-	-	-	X	-	X	-	-
ELDRIDGE	3,489	X	X	-	-	-	X	-	X	-	X
WEST BURLINGTON	3,407	X	X	-	-	-	X	-	X	X	X
MOUNT VERNON	3,300	X	X	-	-	-	X	-	X	-	X
ONAWA	3,138	X	X	-	-	-	X	-	X	-	X
CARLISLE	3,119	X	X	X	-	-	X	-	X	-	X
MISSOURI VALLEY	3,064	X	X	-	-	-	X	-	X	-	X
TIPTON	3,029	X	X	-	X	-	X	-	X	-	X
LE CLAIRE	2,984	X	X	-	X	-	X	-	X	-	X
TAMA	2,937	X	X	-	X	-	-	X	X	X	X
GARNER	2,915	X	X	-	-	-	X	-	X	-	X
GRUNDY CENTER	2,892	X	X	-	-	-	X	-	-	-	-
ADEL	2,880	X	X	-	-	-	X	-	-	-	-

<u>CITY</u>	<u>POPULATION</u>	<u>POLICE CAR RADIO (2-WAY)</u>	<u>HAND-HELD POLICE RADIO</u>	<u>SLIDE PROJECTOR</u>	<u>MOVIE PROJECTOR</u>	<u>MOVIE CAMERA</u>	<u>GEN. PURPOSE CAMERA</u>	<u>VIDEO TAPE RECORDER</u>	<u>TAPE RECORDER</u>	<u>DICTATING EQUIPMENT</u>	<u>COPYING EQUIPMENT</u>
SAC CITY	2,871	X	X	-	-	-	-	-	X	-	X
BLOOMFIELD	2,834	X	X	-	-	-	X	-	X	-	X
AUDUBON	2,814	X	X	-	-	-	X	-	X	-	-
JOHNSTON	2,809	X	X	-	-	-	X	-	-	-	X
NORWALK	2,794	X	X	X	X	-	X	X	X	X	X
STORY CITY	2,749	X	X	-	-	-	X	-	X	-	-
WEST LIBERTY	2,743	X	X	-	-	-	X	-	X	-	X
WILTON	2,713	X	X	-	-	-	-	-	-	-	X
ROCK VALLEY	2,710	X	X	-	-	-	X	-	-	-	X
ROCK RAPIDS	2,629	X	X	-	-	-	X	-	-	-	-
BELMOND	2,470	X	X	X	X	X	X	X	X	-	X
TOLEDO	2,428	X	X	-	-	-	X	-	X	-	X
GUTTENBERG	2,400	X	X	-	-	-	X	-	X	-	X
JESUP	2,395	X	X	-	-	-	X	-	X	-	X
SUMNER	2,341	X	X	-	-	-	X	-	-	-	-
LA PORTE CITY	2,327	X	X	-	-	-	X	-	X	-	X
POCAHONTAS	2,327	X	X	-	-	-	X	-	X	X	-
MARENGO	2,312	X	X	-	-	-	X	-	-	-	X
MADRID	2,297	X	X	-	-	-	X	-	X	-	X

<u>CITY</u>	<u>POPULATION</u>	<u>POLICE CAR RADIO (2-WAY)</u>	<u>HAND-HELD POLICE RADIO</u>	<u>SLIDE PROJECTOR</u>	<u>MOVIE PROJECTOR</u>	<u>MOVIE CAMERA</u>	<u>GEN. PURPOSE CAMERA</u>	<u>VIDEO TAPE RECORDER</u>	<u>TAPE RECORDER</u>	<u>DICTATING EQUIPMENT</u>	<u>COPYING EQUIPMENT</u>
LAKE MILLS	2,266	X	X	-	-	-	-	-	-	-	-
COLFAX	2,260	X	X	-	-	-	X	-	-	-	-
WAUKEE	2,242	X	X	-	-	-	X	-	X	-	-
HUDSON	2,236	X	X	-	-	-	X	-	-	-	X
ROCKWELL CITY	2,209	X	X	-	-	-	X	-	X	-	X
MILFORD	2,177	X	X	-	-	-	X	-	X	X	X
BRITT	2,175	X	X	-	-	-	X	-	X	-	X
GREENFIELD	2,146	X	X	-	-	-	X	-	X	-	X
NEW LONDON	2,081	X	X	-	-	-	X	-	X	-	-
NORTHWOOD	2,061	X	X	-	-	-	X	-	-	-	X
WILLIAMSBURG	2,011	X	X	-	-	-	X	-	X	-	-
LAKE CITY	1,960	X	X	-	-	-	X	-	X	-	X
CASCADE	1,926	X	X	-	-	-	-	-	X	-	X
ACKLEY	1,902	X	X	-	-	-	X	-	X	-	-
MANSON	1,880	X	X	-	-	-	X	-	X	-	-
CORNING	1,864	X	X	-	-	-	X	-	X	-	-
MONROE	1,821	X	X	-	-	-	X	-	X	-	-
NASHUA	1,773	X	X	-	-	-	-	-	-	-	-
ALTA	1,742	X	X	-	-	-	X	-	X	-	X

<u>CITY</u>	<u>POPULATION</u>	<u>POLICE CAR RADIO (2-WAY)</u>	<u>HAND-HELD POLICE RADIO</u>	<u>SLIDE PROJECTOR</u>	<u>MOVIE PROJECTOR</u>	<u>MOVIE CAMERA</u>	<u>GEN. PURPOSE CAMERA</u>	<u>VIDEO TAPE RECORDER</u>	<u>TAPE RECORDER</u>	<u>DICTATING EQUIPMENT</u>	<u>COPYING EQUIPMENT</u>
REINBECK	1,727	X	X	-	-	-	-	-	X	-	-
DENVER	1,702	X	X	-	-	-	X	-	X	-	X
GUTHRIE CENTER	1,687	X	X	-	-	-	X	-	-	-	-
STUART	1,628	X	X	-	-	-	X	-	X	-	X
ELKADER	1,623	X	X	-	-	-	X	-	-	-	X
DURANT	1,573	X	X	-	-	-	-	-	-	-	X
REMSEN	1,564	X	X	-	-	-	X	-	X	-	X
LAURENS	1,542	X	X	-	-	-	X	-	X	-	X
PLEASANTVILLE	1,536	X	X	-	-	-	-	-	-	-	-
LOGAN	1,521	X	X	-	-	-	X	-	X	-	X
MONONA	1,519	X	X	-	-	-	X	-	-	-	X
AKRON	1,514	X	X	-	-	-	X	-	X	-	-
LJSBON	1,504	X	X	-	-	-	X	-	X	-	X
BUFFALO	1,496	X	X	-	-	-	X	-	X	-	X
COLUMBUS JUNCTION	1,446	X	X	-	-	-	X	-	-	-	X
BLUE GRASS	1,444	X	X	-	-	-	X	-	X	-	X
FAYETTE	1,431	X	X	-	-	-	X	-	X	-	X
STRAWBERRY POINT	1,427	X	X	-	-	-	X	-	X	-	X
WOODBINE	1,424	X	X	-	-	-	X	-	X	-	X

<u>CITY</u>	<u>POPULATION</u>	<u>POLICE CAR RADIO (2-WAY)</u>	<u>HAND-HELD POLICE RADIO</u>	<u>SLIDE PROJECTOR</u>	<u>MOVIE PROJECTOR</u>	<u>MOVIE CAMERA</u>	<u>GEN. PURPOSE CAMERA</u>	<u>VIDEO TAPE RECORDER</u>	<u>TAPE RECORDER</u>	<u>DICTATING EQUIPMENT</u>	<u>COPYING EQUIPMENT</u>
DALLAS CENTER	1,374	X	X	-	-	-	X	-	-	-	X
LENOX	1,313	X	X	-	-	-	X	-	X	-	X
GREENE	1,306	X	X	-	-	-	X	X	X	-	X
BONDURANT	1,297	X	X	-	-	-	X	-	-	-	-
DUNLAP	1,283	X	X	-	-	-	X	-	X	-	-
LAKE VIEW	1,277	X	X	-	-	-	-	-	X	-	-
STATE CENTER	1,269	X	X	-	-	-	X	-	-	-	-
TRIPOLI	1,238	X	X	-	-	-	-	-	-	-	X
MARCUS	1,197	X	X	-	-	-	X	-	-	-	X
PANORA	1,192	X	X	-	-	-	-	-	-	-	-
WOODWARD	1,173	X	X	-	-	-	X	-	-	-	X
SHEFFIELD	1,164	X	X	-	-	-	-	-	X	-	-
LANSING	1,155	X	X	-	-	-	X	-	X	-	-
WEST POINT	1,137	X	-	-	-	-	X	-	X	-	X
MECHANICSVILLE	1,136	X	X	-	-	-	X	-	-	X	X
JEWELL	1,134	X	X	-	-	-	X	-	X	-	X
EARLHAM	1,129	X	X	-	-	-	X	-	-	-	X
ALLISON	1,119	X	X	-	-	-	-	-	-	-	-
EDDYVILLE	1,114	X	X	-	X	-	X	-	X	-	X

<u>CITY</u>	<u>POPULATION</u>	<u>POLICE CAR RADIO (2-WAY)</u>	<u>HAND-HELD POLICE RADIO</u>	<u>SLIDE PROJECTOR</u>	<u>MOVIE PROJECTOR</u>	<u>MOVIE CAMERA</u>	<u>GEN. PURPOSE CAMERA</u>	<u>VIDEO TAPE RECORDER</u>	<u>TAPE RECORDER</u>	<u>DICTATING EQUIPMENT</u>	<u>COPYING EQUIPMENT</u>
PRESTON	1,112	X	-	-	-	-	X	-	-	-	X
ARNOLDS PARK	1,098	X	X	-	X	-	X	-	X	-	X
CONRAD	1,090	X	X	-	-	-	-	-	-	-	-
DE SOTO	1,072	X	X	-	-	-	-	-	-	-	-
WINFIELD	1,070	X	X	-	-	-	X	-	-	-	X
FREDERICKSBURG	1,066	X	X	-	-	-	-	-	X	-	X
APLINGTON	1,036	X	X	-	-	-	-	-	-	-	-
VICTOR	1,022	X	X	-	-	-	X	-	X	-	-
FAIRBANK	1,009	X	X	-	-	-	X	-	-	-	X
MANILLA	1,003	-	-	-	-	-	-	-	-	-	-
AFTON	986	X	X	-	-	-	-	-	-	-	-
CALMAR	979	X	X	-	-	-	-	-	X	-	X
TREYNOR	977	X	X	-	-	-	-	-	-	-	X
MELCHER	967	X	X	-	-	-	-	-	-	-	X
SLOAN	967	X	X	-	-	-	X	-	-	-	-
BAXTER	950	X	X	-	-	-	X	-	X	-	-
WEST BEND	932	X	X	-	-	-	-	-	-	-	-
EXIRA	924	X	X	-	-	-	-	-	-	-	-
DONNELLSON	922	X	X	-	-	-	X	-	X	-	X

<u>CITY</u>	<u>POPULATION</u>	<u>POLICE CAR RADIO (2-WAY)</u>	<u>HAND-HELD POLICE RADIO</u>	<u>SLIDE PROJECTOR</u>	<u>MOVIE PROJECTOR</u>	<u>MOVIE CAMERA</u>	<u>GEN. PURPOSE CAMERA</u>	<u>VIDEO TAPE RECORDER</u>	<u>TAPE RECORDER</u>	<u>DICTATING EQUIPMENT</u>	<u>COPYING EQUIPMENT</u>
NEWELL	918	X	X	-	-	-	X	-	X	-	-
DAYTON	912	X	X	-	-	-	-	-	-	-	-
WALNUT	886	X	X	-	-	-	X	-	-	-	X
POMEROY	884	X	X	-	-	-	X	-	-	-	X
SIOUX RAPIDS	883	X	X	-	-	-	X	-	X	-	-
HAZLETON	880	X	X	-	-	-	X	-	-	-	-
JANESVILLE	867	X	X	-	-	-	X	-	-	-	-
ADAIR	864	X	X	-	-	-	X	-	-	-	-
FONDA	863	X	X	-	-	-	X	-	-	-	-
EVERLY	781	X	X	-	-	-	-	-	X	-	-
STRATFORD	757	X	X	-	-	-	X	-	-	-	X
ROLFE	752	X	X	-	-	-	-	-	-	-	-
FONTANELLE	751	X	X	-	-	-	-	-	-	-	X
HARTFORD	737	X	X	X	-	-	X	-	X	-	X
VAN METER	735	X	X	-	-	-	-	-	-	-	-
GARNAVILLO	716	X	X	-	-	-	X	-	X	-	-
MERRILL	705	X	X	X	X	-	-	-	-	-	X
SHELBY	674	X	X	-	-	-	-	-	-	-	-
BURT	672	X	X	-	-	-	-	-	-	-	-

CITY	POPULATION	POLICE CAR RADIO (2-WAY)	HAND-HELD POLICE RADIO	SLIDE PROJECTOR	MOVIE PROJECTOR	MOVIE PROJECTOR	MOVIE CAMERA	GEN. PURPOSE CAMERA	VIDEO TAPE RECORDER	TAPE RECORDER	DICTATING EQUIPMENT	COPYING EQUIPMENT
GILMAN	632	X	X	-	-	-	-	-	-	-	-	X
GILMORE CITY	619	X	X	-	-	-	-	X	-	X	-	-
OKOBOJI	599	X	X	-	-	-	-	-	-	-	-	X
TITONKA	586	X	X	-	-	-	-	-	-	-	-	-
CLERMONT	582	X	X	-	-	-	-	-	-	-	-	-
LAWLER	539	X	X	-	-	-	-	-	-	-	-	-
FARNHAMVILLE	442	X	X	-	-	-	-	-	-	-	-	-
RENWICK	424	X	X	-	-	-	-	X	-	X	-	-
TOTALS:		157	155	9	14	3	118	11	94	9	90	

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

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

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

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

Rates of attrition are shown in the following table:

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

TABLE 21

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

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY OFF-DUTY	DISABILITY ON-DUTY	TOTAL	TURNOVER #		
										FY 84	FY 83	FY 82
MANCHESTER	4,952	-	-	1 X (2/5)	-	-	-	-	1	13%	13%	0
VINTON	4,914	-	1 X (1/1)	-	-	-	-	-	1	14%	14%	0
CAMANCHE	4,876	-	-	-	-	-	-	-	0	0	0	0
EVANSDALE	4,805	-	-	1 X (2/2)	-	-	-	-	1	14%	0	0
ORANGE CITY	4,769	-	-	-	-	-	-	-	0	0	0	0
JEFFERSON	4,693	-	2 X (7/7) X (1/1)	2 X (6/6) X (4/4)	-	-	-	-	4	50%	13%	25%
HUMBOLDT	4,669	-	-	2 X (6/14) X (3/4)	1 X (20/26)	-	-	-	3	38%	0	13%
DE WITT	4,573	-	-	1 X (5/5)	-	-	-	-	1	17%	0	0
SIOUX CENTER	4,524	-	-	2 X (2/4) X (1/2)	-	-	-	-	2	40%	20%	NA
EMMETSBURG	4,496	-	1 X (3/NA)	2 X (7/NA) X (4/4)	-	-	-	1 X (6/NA)	4	57%	0	43%

Explanation of Footnotes - see last page of this table.

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

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER #		
										FY 84	FY 83	FY 82
EAGLE GROVE	4,192	-	3 X (2/4) X (1/10) X (1/1)	-	-	-	-	-	3	43%	NA	14%
ALBIA	4,110	-	1 X (3/3)	1 X (2/2)	-	-	-	-	2	29%	17%	0
SPIRIT LAKE	3,938	-	-	-	-	-	-	-	0	0	0	0
NEW HAMPTON	3,934	1 X (17/17)	-	1 X (2/2)	-	1 X (25/25)	-	-	3	50%	NA	0
DYKESVILLE	3,927	-	-	-	-	-	-	-	0	0	0	0
WINTERSSET	3,894	-	-	1 X (5/5)	-	1 X (24/24)	-	-	2	40%	0	0
WAUKON	3,857	-	1 X (0/0)	1 X (9/9)	-	-	-	-	2	29%	29%	17%
OSCEOLA	3,802	-	-	2 X (5/5) X (2/2)	-	-	-	-	2	29%	0	25%
CRESCO	3,789	-	-	-	-	-	-	-	0	0	0	0
PLEASANT HILL	3,736	-	1 X (10/10)	-	-	-	-	-	1	13%	13%	NA
MONTICELLO	3,599	-	-	-	-	-	-	-	0	0	33%	50%
CARTER LAKE	3,587	-	1 X (0/1)	3 X (1/5) X (1/2) X (0/2)	-	-	-	-	4	67%	75%	67%
OSAGE	3,572	-	-	1 X (1/2)	-	-	-	-	1	17%	33%	0
STATE FAIR PATROL	3,500	-	-	-	-	-	-	-	0	0	NA	NA

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER #		
										FY 84	FY 83	FY 82
ELDRIDGE	3,489	-	-	-	-	-	-	-	0	0	0	0
WEST BURLINGTON	3,407	-	-	-	-	-	-	-	0	0	33%	0
MOUNT VERNON	3,300	-	-	-	-	-	-	-	0	0	25%	NA
ONAWA	3,138	-	-	2 X (4/NA) X (1/NA)	-	-	-	-	2	40%	20%	60%
CARLISLE	3,119	-	-	-	-	-	-	-	0	0	25%	NA
MISSOURI VALLEY	3,064	-	-	1 X (4/5)	-	-	-	-	1	25%	NA	NA
TIPTON	3,029	-	-	-	-	-	-	-	0	0	NA	NA
LE CLAIRE	2,984	-	1 X (1/1)	1 X (9/9)	-	-	-	-	2	40%	NA	NA
TAMA	2,937	-	-	1 X (2/3)	-	-	-	-	1	25%	100%	50%
GARNER	2,915	-	-	-	-	-	-	-	0	0	NA	0
GRUNDY CENTER	2,892	-	-	-	-	-	-	-	0	0	0	25%
ADEL	2,880	-	-	2 X (4/5) X (2/3)	-	-	-	-	2	50%	NA	NA
SAC CITY	2,871	-	-	1 X (4/6)	-	-	-	-	1	25%	40%	40%
BLOOMFIELD	2,834	-	1 X (8/8)	1 X (2/2)	-	-	-	-	2	33%	0	14%
AUDUBON	2,814	-	-	-	-	-	-	-	0	0	0	0
JOHNSTON	2,809	-	-	1 X (2/5)	-	-	-	-	1	14%	0	57%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER #		
										FY 84	FY 83	FY 82
NORWALK	2,794	-	-	1 X (3/3)	-	-	-	-	1	20%	0	0
STORY CITY	2,749	-	-	-	-	-	-	-	0	0	33%	33%
WEST LIBERTY	2,743	-	2 2X (0/0)	1 X (0/0)	-	-	-	-	3	75%	50%	25%
WILTON	2,713	-	-	-	-	-	-	-	0	0	0	0
ROCK VALLEY	2,710	-	-	1 X (3/10)	-	1 X (15/15)	-	-	2	50%	33%	0
ROCK RAPIDS	2,629	-	-	-	1 X (32/32)	-	-	-	1	33%	NA	0
BELMOND	2,470	-	1 X (10/10)	-	-	-	-	-	1	25%	NA	NA
TOLEDO	2,428	-	-	1 X (1/1)	-	-	-	-	1	25%	50%	0
GUTTENBERG	2,400	-	-	1 X (8/16)	-	-	-	+	1	25%	0	25%
JESUP	2,395	-	-	1 X (3/3)	-	-	-	-	1	33%	0	100%
SUMNER	2,341	1 X (4/4)	1 X (1/3)	-	-	-	-	-	2	50%	67%	0
LA PORTE CITY	2,327	-	-	1 X (2/5)	-	-	-	-	1	33%	0	33%
POCAHONTAS	2,327	-	-	-	-	-	-	-	0	0	25%	25%
MARENGO	2,312	-	-	2 X (5/5) X (2/2)	-	-	-	-	2	50%	25%	0
MADRID	2,297	-	1 X (3/5)	1 X (3/6)	-	-	-	-	2	50%	25%	50%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER #		
										FY 84	FY 83	FY 82
LAKE MILLS	2,266	-	-	2 2X (5/5)	-	-	-	-	2	50%	50%	0
COLFAX	2,260	-	-	-	-	-	-	-	0	0	NA	NA
WAUKEE	2,242	-	-	1 X (2/2)	-	-	-	-	1	25%	NA	NA
HUDSON	2,236	-	-	-	-	-	-	-	0	0	33%	33%
ROCKWELL CITY	2,209	-	-	-	-	-	-	-	0	0	20%	0
MILFORD	2,177	-	-	1 X (6/7)	-	-	-	-	1	33%	0	0
BRITT	2,175	-	-	-	-	-	-	-	0	0	NA	NA
GREENFIELD	2,146	-	-	-	-	-	-	-	0	0	NA	0
NEW LONDON	2,081	-	1 X (0/0)	1 X (0/0)	-	-	-	-	2	67%	0	150%
NORTHWOOD	2,061	-	-	1 X (2/NA)	-	-	-	-	1	33%	0	67%
WILLIAMSBURG	2,011	-	-	-	-	-	-	-	0	0	0	50%
LAKE CITY	1,960	-	-	1 X (3/3)	-	-	-	-	1	33%	33%	67%
CASCADE	1,926	-	-	-	-	-	-	-	0	0	NA	0
ACKLEY	1,902	-	-	-	-	-	-	-	0	0	0	0
MANSON	1,880	-	-	1 X (2/2)	-	-	-	-	1	25%	25%	25%
CORNING	1,864	-	-	1 X (4/6)	-	-	-	-	1	25%	25%	NA
MONROE	1,821	-	1 X (4/5)	-	-	-	-	-	1	50%	NA	NA

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION	202.				TOTAL	TURNOVER #		
					RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)		FY 84	FY 83	FY 82
NASHUA	1,773	-	-	-	-	-	-	-	0	0	66%	75%
ALTA	1,742	-	-	-	-	-	-	-	0	0	50%	NA
REINBECK	1,727	-	-	-	-	-	-	-	0	0	0	0
DENVER	1,702	-	-	-	-	-	-	-	0	0	0	33%
GUTHRIE CENTER	1,687	-	-	1 X (6/8)	-	-	-	-	1	33%	0	NA
STUART	1,628	-	-	-	-	-	-	-	0	0	NA	NA
ELKADER	1,623	-	-	-	-	-	-	-	0	0	NA	0
DURANT	1,573	-	-	-	-	-	-	-	0	0	NA	NA
REMSEN	1,564	-	-	-	-	-	-	-	0	0	0	0
LAURENS	1,542	-	-	2 X (3/5) X (1/2)	-	-	-	-	2	67%	33%	33%
PLEASANTVILLE	1,536	-	-	-	-	-	-	-	0	0	50%	0
LOGAN	1,521	-	-	1 X (2/25)	-	-	-	-	1	100%	200%	50%
MONONA	1,519	-	-	1 X (3/3)	-	-	-	-	1	100%	NA	50%
AKRON	1,514	-	-	3 X (4/5) X (1/1) X (0/0)	-	-	-	-	3	100%	0	67%
LISBON	1,504	-	-	1 X (8/8)	-	-	-	-	1	100%	100%	0
BUFFALO	1,496	-	-	1 X (4/6)	-	-	-	-	1	33%	33%	33%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER #		
										FY 84	FY 83	FY 82
COLUMBUS JUNCTION	1,446	-	-	-	-	-	-	-	0	0	0	0
BLUE GRASS	1,444	-	-	1 X (2/10)	-	-	-	-	1	50%	50%	100%
FAYETTE	1,431	-	-	-	-	-	-	-	0	0	0	NA
STRAWBERRY POINT	1,427	-	-	1 X (3/9)	-	-	-	-	1	100%	0	100%
WOODBINE	1,424	-	-	-	-	-	-	-	0	0	NA	NA
DALLAS CENTER	1,374	-	-	-	-	-	-	-	0	0	NA	0
LENOX	1,313	-	-	-	-	-	-	-	0	0	NA	0
GREENE	1,306	-	1 X (3/3)	-	-	-	-	-	1	100%	0	0
BONDURANT	1,297	-	1 X (5/5)	-	-	-	-	-	1	50%	0	0
DUNLAP	1,283	-	-	1 X (1/1)	-	-	-	-	1	50%	100%	100%
LAKE VIEW	1,277	-	-	-	-	-	-	-	0	0	0	NA
STATE CENTER	1,269	-	-	1 X (4/NA)	-	-	-	-	1	100%	0	0
TRIPOLI	1,238	-	-	-	-	-	-	-	0	0	100%	100%
MARCUS	1,197	-	2 2X (0/0)	1 X (2/2)	-	-	-	-	3	150%	NA	NA
PANORA	1,192	-	-	-	-	-	-	-	0	0	NA	NA
WOODWARD	1,173	-	-	1 X (2/2)	-	-	-	-	1	100%	NA	NA
SHEFFIELD	1,164	-	-	-	-	-	-	-	0	0	NA	NA
LANSING	1,155	-	-	-	-	-	-	-	0	0	0	0

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION	204.				TOTAL	TURNOVER #		
					RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)		FY 84	FY 83	FY 82
WEST POINT	1,137	-	-	-	-	-	-	-	0	0	NA	NA
MECHANICSVILLE	1,136	-	-	1 X (9/9)	-	-	-	-	1	100%	NA	NA
JEWELL	1,134	-	-	-	-	-	-	-	0	0	0	0
EARLHAM	1,129	-	-	-	-	-	-	-	0	0	0	0
ALLISON	1,119	-	-	-	-	-	-	-	0	0	NA	0
EDDYVILLE	1,114	-	-	-	-	-	-	-	0	0	NA	NA
PRESTON	1,112	-	-	-	-	-	-	-	0	0	NA	100%
ARNOLDS PARK	1,098	-	-	-	-	-	-	-	0	0	0	50%
CONRAD	1,090	-	-	-	-	-	-	-	0	0	0	0
DE SOTO	1,072	-	-	1 X (3/5)	-	-	-	-	1	100%	NA	NA
WINFIELD	1,070	-	-	-	-	-	-	-	0	0	NA	NA
FREDERICKSBURG	1,066	-	-	-	-	-	-	-	0	0	0	50%
APLINGTON	1,036	-	-	-	-	-	-	-	0	0	50%	0
VICTOR	1,022	-	-	1 X (4/10)	-	-	-	-	1	50%	0	0
FAIRBANK	1,009	-	1 X (2/6)	-	-	-	-	-	1	100%	50%	0
MANILLA	1,003	-	-	-	-	-	-	-	0	0	0	0
AFTON	986	-	-	-	-	-	-	-	0	0	NA	0
CALMAR	979	-	-	-	-	-	-	-	0	0	100%	0
TREYMOR	977	-	-	-	-	-	-	-	0	0	0	100%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER #		
										FY 84	FY 83	FY 82
MELCHER	967	-	-	1 X (0/3)	-	-	-	-	1	100%	NA	NA
SLOAN	967	-	-	-	-	-	-	-	0	0	200%	NA
BAXTER	950	-	-	-	-	-	-	-	0	0	0	0
WEST BEND	932	-	-	-	-	-	-	-	0	0	0	0
EXIRA	924	-	-	-	-	-	-	-	0	0	0	0
DONNELSON	922	-	-	-	-	-	-	-	0	0	0	0
NEWELL	918	-	-	-	-	-	-	-	0	0	NA	50%
DAYTON	912	-	-	-	-	-	-	-	0	0	NA	0
WALNUT	886	-	-	-	-	-	-	-	0	0	NA	0
POMEROY	884	-	-	-	-	-	-	-	0	0	100%	NA
SIOUX RAPIDS	883	-	-	-	-	-	-	-	0	0	0	NA
HAZLETON	880	-	-	-	-	-	-	-	0	0	NA	NA
JANESVILLE	867	-	-	1 X (4/4)	-	-	-	-	1	100%	0	0
ADAIR	864	-	-	1 X (1/10)	-	-	-	-	1	100%	100%	0
FONDA	863	-	-	-	-	-	-	-	0	0	NA	NA
EVERLY	781	-	-	-	-	-	-	-	0	0	NA	NA
STRATFORD	757	-	-	1 X (10/10)	-	-	-	-	1	100%	NA	NA
ROLFE	752	-	-	1 X (2/3)	-	-	-	-	1	100%	0	100%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER #		
										FY 84	FY 83	FY 82
FONTANELLE	751	-	-	-	-	-	-	-	0	0	100%	0
HARTFORD	737	-	-	-	-	-	-	-	0	0	100%	200%
VAN METER	735	-	-	-	-	-	-	-	0	0	NA	NA
GARNAVILLO	716	-	-	-	-	-	-	-	0	0	NA	NA
MERRILL	705	-	1 X (1/5)	-	-	-	-	-	1	100%	NA	0
SHELBY	674	-	-	-	-	-	-	-	0	0	NA	NA
BURT	672	-	-	-	-	-	-	-	0	0	0	0
GILMAN	632	-	-	-	-	-	-	-	0	0	100%	0
GILMORE CITY	619	-	-	-	-	-	-	-	0	0	0	0
OKOBOJI	599	-	-	-	-	-	-	-	0	0	NA	0
TITONKA	586	-	-	-	-	-	-	-	0	0	NA	0
CLERMONT	582	-	-	-	-	-	-	-	0	0	0	NA
LAWLER	539	-	-	-	-	-	-	-	0	0	NA	0
FARNHAMVILLE	442	-	-	-	-	-	-	-	0	0	0	NA
RENWICK	424	-	-	-	-	-	-	-	0	0	NA	0
TOTALS		2	26	74	2	3	0	1	108			

Explanation of Footnotes:

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

NA Not Available

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

APPENDICES



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RESPONSE REQUESTED BY JULY 18

June 29, 1984

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

Dear Marshal Mart:

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

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

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

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

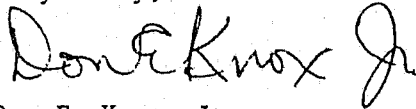
Given our timeline, we ask that you please complete the enclosed survey and return it BY JULY 18. Your immediate response will allow time for editing, organizing, and publishing information on your department so that it may be included in this annual report.

PISTOL SHOOT
JUNE 2-3
1984 CEDAR RAPIDS

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

Permit me to thank you in advance for your cooperation.

Very truly,



Don E. Knox, Jr.
Trustee

DEK/dj

Enc.

PLEASE RETURN SURVEY BY JULY 18 TO:

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

(515) 283-4864



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

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RESPONSE REQUESTED BY AUGUST 3

July 23, 1984

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

Dear Chief:

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

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

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

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

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

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

Very truly,

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

PLEASE RETURN SURVEYS TO:

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

PISTOL SHOOT
JUNE 2-3
1984 CEDAR RAPIDS

SURVEY OF
IOWA POLICE DEPARTMENTS
FOR FISCAL YEAR 1985

Name of person completing this form: _____

Police Department _____ Telephone: () _____

GENERAL DIRECTIONS

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

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

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

SURVEY OF

IOWA POLICE DEPARTMENTS

FOR FISCAL YEAR 1985

(July 1, 1984 - June 30, 1985)

ID. 1

Pop. 4

County No. 10

(Leave above columns blank.)

SALARY

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

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

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

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

CARD
0
80

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

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

CARD
1
80

PERSONNEL BENEFITS

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

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

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

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

VACATION

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

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

SICK LEAVE

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

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

50

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

51 — — hours

Number of hours varies: _____

54

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

Yes, there is a maximum number accrued.....1 (56 — — hrs.)
No, there is no maximum (unlimited).....2
No, accrual is not allowed.....3

55

HOLIDAYS

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

59 — — days

OTHER BENEFITS

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

	LINE OFFICERS	SUPERV. OFFICERS	NONE	
Compensatory time (TIME).....	1	2	3	
Paid overtime (CASH).....	1	2	3	61

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

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

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

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

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

- a. Type of employment restricted.....1
- b. Number of hours limited.....2
- c. Department must be notified.....3
- d. Department must grant approval.....4
- e. Other.....5
- f. NO LIMITATIONS.....6

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

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

EQUIPMENT

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

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

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

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

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

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

18. Does your department own the following?

	<u>YES</u>	<u>NO</u>	
a. Sidearm.....	1	2	
b. Tranquilizer Rifle.....	1	2	18
c. Other Rifle.....	1	2	
d. Shotgun.....	1	2	20
e. Police Car Radio (Two Way).....	1	2	
f. Hand-Held Police Radio.....	1	2	
g. Radar Unit.....	1	2	
h. Fingerprint Kit.....	1	2	
i. Fingerprint Camera.....	1	2	25
j. Polygraph Equipment.....	1	2	
k. OMVUI Breath Analysis Equipment.....	1	2	
l. Gas Grenade Launcher.....	1	2	
m. Gas Projectile.....	1	2	
n. Gas Gun.....	1	2	30
o. Gas Mask.....	1	2	
p. Oxygen Unit.....	1	2	
q. Riot Helmet.....	1	2	
r. Riot Baton.....	1	2	
s. Bulletproof Vest.....	1	2	35
t. Mace Cannister.....	1	2	
u. Bomb Technical Equipment.....	1	2	
v. Slide Projector.....	1	2	
w. Movie Projector.....	1	2	
x. Movie Camera.....	1	2	40
y. General Purpose Camera.....	1	2	
z. Video Tape Recorder.....	1	2	
aa. Tape Recorder.....	1	2	
bb. Dictating Equipment.....	1	2	
cc. Copy Equipment.....	1	2	45
dd. Canine Unit.....	1	2	

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

	<u>YES</u>	<u>NO</u>	
a. Communications equipment	1	2	
b. Office equipment	1	2	
c. Technical equipment	1	2	50

BUDGET

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

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

CARD
3
80

PERSONNEL

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

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

CARD
4
80

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

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

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

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

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

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

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

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

WORKLOAD

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

75 — Square Miles

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

77 — Miles

CARD
5
80

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

4 — , — — Calls for Service

This is defined as:

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

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

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

10

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

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

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

COMPUTERIZED OPERATIONS

31. Does your department currently house-- YES NO

- a. Computer terminals linked to the Iowa System..... 1 2
- b. Other terminals (not linked to the Iowa System)..... 1 2

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

- Yes.....1
- No (Skip to Question 36),.....2

33. Indicate which functions are currently automated.

- | | <u>Yes</u> | <u>NO</u> |
|---|------------|-----------|
| a. Payroll..... | 1 | 2 |
| b. Offenses..... | 1 | 2 |
| c. Incident-Name..... | 1 | 2 |
| d. Property..... | 1 | 2 |
| e. Uniform Crime Report..... | 1 | 2 |
| f. Arrests..... | 1 | 2 |
| g. Juvenile..... | 1 | 2 |
| h. Calls for Service..... | 1 | 2 |
| i. Traffic Citations/Warnings..... | 1 | 2 |
| j. Warrants..... | 1 | 2 |
| k. Personnel..... | 1 | 2 |
| Other functions (case investigations, fleet management, C.A.D., etc.) | | |
| l. _____ | | |
| m. _____ | | |
| n. _____ | | |

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

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

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

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

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

YES.....1

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

45

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

YES

NO

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

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

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

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

YES.....1

NO.....2

POLICIES AND PROCEDURES

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

YES.....1

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

50

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

a. Updated annually.....1

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

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

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

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

YES.....1

NO.....2

52

COLLECTIVE BARGAINING

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

Yes.....1

No (Skip to Question 44).....2

53

43. IF YES, specify the TYPE OF UNION.

a. Local Labor/teamsters union (such as AFSCME).....1

b. Police union (such as FOP, Fraternal Order of Police).....2

c. City (private) union.....3

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

Yes.....1

No (Skip to Question 46).....2

55

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

a. Local Labor/teamsters union (such as AFSCME).....1

b. Police union (such as FOP, Fraternal Order of Police).....2

c. City (private) union.....3

d. Not determined.....4

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

Yes (SPECIFY).....1

No.....2

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

Yes (Former Union).....1

No.....2

58

225.

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

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

59

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

60

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

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

63

65

67

69

71

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

Yes (Skip to Question 53)...1

No2

73

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

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

Yes.....1

No (Skip to Question 55)...2

75

54. If YES, please explain the policy.

ATTRITION

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

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

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

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

CARD
7
80 227.

CARD
8
80

OFFICIAL AUTHORIZED TO COMPLETE
THIS QUESTIONNAIRE

44 (Leave blank.) 60

CARD
9
80

THANK YOU FOR YOUR ASSISTANCE

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