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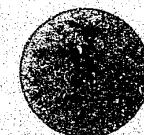


IOWA SHERIFFS' DEPARTMENTS: FY 1985 REPORT

for the
Executive Board
of the
Iowa State Sheriffs'
and Deputies' Association

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

November, 1984



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NCJRS

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ACQUISITIONS

for the
Executive Board
of the
Iowa State Sheriffs'
and Deputies' Association

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U.S. Department of Justice
National Institute of Justice

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INTRODUCTION

For the third year, the Iowa State Sheriffs' and Deputies' Association has authorized the Iowa Statistical Analysis Center (SAC) to survey all sheriffs' departments in the state. The actual design of the survey is based on input from Iowa sheriffs as well as the Executive Board members of the Association.

The survey instrument for fiscal year 1985 (July 1, 1984 - June 30, 1985) contains many of the same questions posed in previous years (departmental budgets, personnel salaries, benefits, attrition, etc.). However, there are a series of new questions, reflecting current concerns, but never before included in the questionnaire (standard operating procedures, civil papers, ambulance/rescue services, etc.). Effort is made to refine each question so that all departments understand exactly the intent of each question, thereby standardizing the information.

The methodology for surveying Iowa sheriffs' departments remains unchanged from last year. In July, a survey was designed and distributed to each of the 99 county sheriffs, requesting that they submit current information on their departments by August 17. Accompanying the questionnaire was also a letter of endorsement from the President of the Iowa State Sheriffs' and Deputies' Association. This initial effort drew responses from three-fourths (74 of the 99) counties. (See Appendices for a copy of the letter and survey instrument.)

To draw additional responses, a follow-up effort was then undertaken, with a second letter of support and another copy of the same questionnaire sent to the 25 departments not yet responding. This follow-up effort brought in another 8 surveys by the cut-off date (September 19), thereby increasing the total number of respondents to 82 sheriffs.

At this point the Board Members of the Association personally telephoned the remaining 17 sheriffs' departments, encouraging their participation. With this final phase of surveying, 14 more sheriffs responded, increasing the grand total to 96 participants. Only three departments did not participate in the surveying effort this year.

The cooperation of the law enforcement community continues to be exceptional, and largely is responsible for the success of this project. With the overwhelming majority of departments participating in the survey, the Association is provided with current information on statewide basis which can be used for lobbying, research, planning, etc. In addition, the individual sheriffs can use the data for drawing comparisons with other agencies, making this a valuable tool for negotiating with their county boards of supervisors.

In conducting the survey, the policy of the Statistical Analysis Center has always been to collect data directly from each department. In the case where information submitted by the individual sheriffs appears to be erroneous or incomplete, the SAC telephoned each agency to clarify or correct their responses. With only one exception, all 96 departments were called this year. To minimize the possibility of any errors in the report,

all information contained in this publication is verified with the original survey, prior to its release. Therefore, if errors are found in this publication, they are a result of incorrect reporting by a department, not errors on the part of the SAC staff.

As in previous publications, information for each department is arranged in descending order by county population, with the largest counties appearing first. This format is favored by the sheriffs as it allows them to make comparisons with other agencies of comparable size, should they wish. (Population figures are taken from the 1982 preliminary estimates of the U.S. Bureau of Census.)

Within this current report is departmental information displayed in 23 tables. Each table is preceded by a brief narrative, summarizing its contents, as well as an explanation of any footnotes. Statewide totals (excluding the three nonparticipating counties) can be found on the last page of each table.

The Iowa State Sheriffs' and Deputies' Association, with the Iowa Statistical Analysis Center would like to thank the sheriffs' departments for their continued support and participation in this project. Without their assistance, the publication of this information would not be possible.

SURVEY PARTICIPANTS (9 6)
(9 7 % RESPONSE RATE)

COUNTY	POPULATION	RANK	MILES TO PATROL	COUNTY	POPULATION	RANK	MILES TO PATROL
POLK	307,000	1	578 sq. mi.	FAYETTE	25,200	24	1,100
LINN	169,200	2	1,120	BREMER	25,000	25	912
SCOTT	161,700	3	1,470	PLYMOUTH	24,500	26	863
BLACK HAWK	138,500	4	760	BENTON	23,400	27	1,350
WOODBURY	101,100	5	1,319	BUCHANAN	23,100	28	625
DUBUQUE	92,700	6	1,000	CARROLL	22,800	29	990
POTTAWATTAMIE	87,100	7	1,984	MAHASKA	22,800	30	989
JOHNSON	84,000	8	850	JACKSON	22,400	31	750
STORY	72,800	9	576	WINNESHIEK	22,000	32	1,100
CLINTON	56,900	10	695 sq. mi.	HARDIN	21,700	33	1,178
CERRO GORDO	48,400	11	960	KOSSUTH	21,600	34	1,655
DES MOINES	45,700	12	680	CLAYTON	21,000	35	1,200
WEBSTER	45,200	13	1,035	BUENA VISTA	20,900	36	576
LEE	42,900	14	858	JONES	20,400	37	1,091
MARSHALL	42,000	15	1,000	WASHINGTON	20,100	38	1,129
MUSCATINE	41,700	16	850	CLAY	19,300	39	1,040
WAPELLO	39,700	17	750	FLOYD	19,300	40	1,000
JASPER	36,200	18	1,377	TAMA	19,300	41	1,172
WARREN	35,300	19	1,150	CRAWFORD	19,200	42	720
SIOUX	31,100	20	1,500	POWESHIEK	19,100	43	900
MARION	30,100	21	961	DELAWARE	18,900	44	1,009
DALLAS	29,500	22	1,000	PAGE	18,900	45	525
BOONE	26,100	23	977	HENRY	18,700	46	746

Note: Appanoose, Audubon, and Decatur Counties did not participate in the survey.

COUNTY	POPULATION	RANK	MILES TO PATROL
CEDAR	18,500	47	1,091
HAMILTON	17,700	48	1,000
BUTLER	17,600	49	960
O BRIEN	17,000	50	2,304
CASS	17,000	51	910
JEFFERSON	16,400	52	648
HARRISON	16,200	53	1,163
CHEROKEE	16,000	54	2,400
WRIGHT	16,000	55	962
DICKINSON	15,700	56	720
CHICKASAW	15,300	57	2,016
IOWA	15,300	58	1,210
ALLAMAKEE	15,000	59	1,100
SHELBY	14,800	60	1,050
GRUNDY	14,100	61	1,000
UNION	13,900	62	710
SAC	13,800	63	1,200
HANCOCK	13,700	64	765
HILLS	13,600	65	784
CALHOUN	13,300	66	1,000
MONTGOMERY	13,200	67	730
EMMET	13,200	68	700
FRANKLIN	12,800	69	1,123
LYON	12,800	70	2,376
KEOKUK	12,700	71	1,090

COUNTY	POPULATION	RANK	MILES TO PATROL
WINNEBAGO	12,700	72	720
MADISON	12,600	73	970
PALO ALTO	12,500	74	943
LOUISA	12,200	75	640
MITCHELL	12,100	76	846
HUMBOLDT	12,100	77	721
GREENE	11,900	78	1,050
GUTHRIE	11,700	79	1,500
MONONA	11,500	80	1,204
POCAHONTAS	11,100	81	1,076
HOWARD	11,000	82	753
LUCAS	10,400	83	715
FREMONT	9,300	84	640 sq.mi.
ADAIR	9,300	85	1,103
DAVIS	9,200	86	862
MONROE	9,100	87	720
WORTH	9,000	88	746
IDA	8,800	89	905
CLARKE	8,800	90	600
VAN BUREN	8,600	91	755
TAYLOR	8,500	92	927
OSCEOLA	8,200	93	1,008
WAYNE	8,100	94	1,000
RINGGOLD	6,000	95	910
ADAMS	5,600	96	780

TABLE 1
SHERIFFS' DEPARTMENTS' BUDGETS (FY 1985)

Table 1 presents fiscal year 1985 appropriations for sheriffs' departments (excluding the jails). Budget figures were provided by each of the 96 sheriffs participating in this survey, and totalled more than \$39 million dollars. With only one exception, all agencies supplied line item breakdowns (salaries, training, operating expenses, capital outlay, and other).

Of the \$39 million appropriation, approximately 72% (\$28 million) is earmarked for salaries and benefits. This figure may be slightly high as some counties included their expenses for personnel training (a separate line item) in this category.

The next largest appropriation for Iowa sheriffs' departments was operating expenses, with another 19% (\$7 million) appearing in this line item for fiscal year 1985. The remaining 9% (\$4 million) is distributed among three categories--training, capital outlay, and other, with the majority of this amount to be used for capital outlay.

It is obvious, when receiving individual departmental budgets, that there is a direct relationship between the size of the county and amount of appropriations. For example, seven of the eight largest counties show fiscal year budgets in excess of one million dollars. This represents departmental budgets alone and does not include the additional funds for jail operation, appearing in Table 2. (If one were to combine both the departmental and jail budgets, each of the eight largest counties well exceeds a budget of one million dollars). In contrast, the majority of Iowa's smallest counties show total budgets (departmental and jail) under \$200,000.

Per capita expenses vary widely from county to county, but show some general relationship to the population of the county. The highest per capita department cost is \$50.37, and the lowest \$6.45 per person, with the average being \$13.70.

The breakdown by population shows that per capita costs are higher in counties with very large and very small population, and are significantly lower in mid-sized counties. A breakdown of population groups is on the following page.

<u>County size</u>	<u>Number of Depts</u>	<u>Total Population</u>	<u>Combined Total Budgets (Dept & Jail)</u>	<u>Per Capita Cost</u>
100,000+	5	877,500	\$17,353,246	\$19.78
50,000-99,999	5	393,500	\$5,858,867	\$14.97
30,000-49,999	11	438,300	\$6,381,216	\$14.56
20,000-29,999	17	392,500	\$6,562,524	\$16.72
15,000-19,999	21	366,400	\$6,979,952	\$19.05
10,000-14,999	24	303,700	\$6,213,939	\$20.46
Under 10,000	13	108,500	\$2,956,070	\$27.24
<hr/>				
Total	96	2,880,400	\$52,335,814	\$18.17 State Average

TABLE 1

SHERIFFS' DEPARTMENTS' BUDGETS (FY 1985) *

COUNTY	POPULATION	SALARIES & BENEFITS	TRAINING	OPERATING EXPENSES	CAPITAL OUTLAY	OTHER	TOTAL
POLK	307,000	\$2,551,226	\$4,350	\$361,600	\$148,832	.	\$3,066,008
LINN	169,200	\$2,344,090	\$14,673	\$176,200	\$238,164	.	\$2,773,127
SCOTT	161,700	\$1,661,941	\$14,000	\$273,555	\$45,000	.	\$1,994,496
BLACK HAWK	138,500	\$1,542,222	\$15,640	\$233,485	\$137,765	.	\$1,929,112
WOODBURY	101,100	\$996,031	\$11,000	\$187,450	\$63,800	.	\$1,258,281
DUBUQUE	92,700	\$834,447	\$7,680	\$222,930	\$40,000	.	\$1,105,057
POTTAWATTAMIE	87,100	\$565,086	\$4,075	\$184,325	\$116,650	.	\$870,136
JOHNSON	84,000	\$832,347	\$2,750	\$128,016	\$61,500	.	\$1,024,613
STORY	72,800	\$316,039	\$6,980	\$72,840	\$73,590	.	\$469,449
CLINTON	56,900	\$522,027	\$2,000	\$32,950	\$95,000	.	\$651,977
CERRO GORDO	48,400	\$457,341	\$6,000	\$138,955	\$3,500	.	\$605,796
DES MOINES	45,700	\$401,670	\$1,700	\$76,775	\$53,001	.	\$533,146
WEBSTER	45,200	\$442,772	\$10,000	\$34,600	\$55,000	.	\$542,372
LEE	42,900	\$313,402	\$5,000	\$98,225	\$45,000	.	\$461,627
MARSHALL	42,000	\$387,549	\$1,350	\$29,625	\$3,000	.	\$421,524
MUSCATINE	41,700	\$288,112	\$3,000	\$166,997	.	.	\$458,109
WAPELLO	39,700	\$161,251	\$500	\$95,307	.	.	\$257,058
JASPER	36,200	\$244,889	\$1,000	\$28,500	\$55,930	.	\$330,319
WARREN	35,300	\$328,050	\$2,500	\$84,225	\$17,000	\$18,200 ^a	\$449,975
SIOUX	31,100	\$253,908	\$3,500	\$69,165	\$27,010	.	\$353,583
MARION	30,100	\$178,150	\$4,500	\$45,150	\$28,000	.	\$255,800
DALLAS	29,500	\$342,800	\$1,000	\$70,700	\$6,000	.	\$420,500
BOONE	26,100	\$161,118	\$1,110	\$33,976	\$17,840	.	\$214,044

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

^aServing of papers

<u>COUNTY</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>
FAYETTE	25,200	\$151,301	\$900	\$99,085	\$40,200	.	\$291,486
BREMER	25,000	\$173,585	\$2,000	\$123,659	\$27,500	.	\$326,744
PLYMOUTH	24,500	\$210,354	\$5,000	\$87,173	\$62,000	.	\$364,527
BENTON	23,400	\$353,972	\$7,100	\$135,060	\$30,000	.	\$526,132
BUCHANAN	23,100	\$240,126	\$2,000	\$72,478	\$26,000	.	\$340,604
CARROLL	22,800	\$234,245	\$2,600	\$52,670	\$22,000	.	\$311,515
MAHASKA	22,800	\$102,900	\$1,000	\$127,495	.	.	\$231,395
JACKSON	22,400	\$157,830	\$1,400	\$29,525	\$19,600	.	\$208,355
WINNESHIEK	22,000	\$252,197	\$3,200	\$99,900	.	.	\$355,297
HARDIN	21,700	\$197,340	\$4,150	\$129,490	\$18,000	.	\$348,980
KOSSUTH	21,600	\$199,406	\$6,000	\$40,438	\$20,000	.	\$265,844
CLAYTON	21,000	\$157,258	\$1,900	\$16,750	\$36,000	.	\$211,908
BUENA VISTA	20,900	\$175,224	.	\$324,877	.	.	\$500,101
JONES	20,400	\$189,404	\$500	\$144,562	.	.	\$334,466
WASHINGTON	20,100	\$304,821	\$2,200	\$151,721	\$33,400	.	\$492,142
CLAY	19,300	\$148,734	.	\$132,401	.	.	\$281,135
FLOYD	19,300	\$193,265	\$1,000	\$37,435	\$21,000	.	\$252,700
TAMA	19,300	\$282,662	\$800	\$60,921	\$22,600	.	\$366,983
CRAWFORD	19,200	\$112,665	\$3,000	\$177,965	\$52,500	.	\$346,130
POWESHIEK	19,100	\$144,707	\$400	\$74,792	\$21,000	.	\$240,899
DELAWARE	18,900	\$205,000	\$800	\$129,200	\$40,000	.	\$375,000
PAGE	18,900	\$144,217	\$5,000	\$78,700	\$33,000	.	\$260,917
HENRY	18,700	\$166,114	\$1,900	\$55,025	\$101,000	\$65,250 ^b	\$389,289
CEDAR	18,500	\$195,243	\$2,000	\$59,981	\$27,900	.	\$285,124
HAMILTON	17,700	\$177,942	\$2,500	\$97,675	\$18,000	.	\$296,117
BUTLER	17,600	\$214,483	\$2,500	\$22,420	\$40,000	.	\$279,403

^bMiscellaneous Expenses

<u>COUNTY</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>
O BRIEN	17,000	\$266,610	\$1,600	\$65,287	\$116,000	.	\$449,497
CASS	17,000	\$114,283	\$1,000	\$34,775	\$18,000	.	\$168,058
JEFFERSON	16,400	\$114,403	.	\$51,958	\$71,300	.	\$237,661
HARRISON	16,200	\$103,924	\$900	\$14,650	\$40,650	.	\$160,124
CHEROKEE	16,000	\$188,110	\$2,500	\$180,669	.	.	\$371,279
WRIGHT	16,000	\$140,352	\$500	\$39,075	\$16,200	.	\$196,127
DICKINSON	15,700	\$186,030	\$1,000	\$66,365	\$27,500	.	\$280,895
CHICKASAW	15,300	\$182,762	\$300	\$5,800	\$28,450	.	\$217,312
IOWA	15,300	\$259,100	\$2,500	\$8,400	\$22,300	\$6,000 ^c	\$298,300
ALLAMAKEE	15,000	\$232,895	\$2,000	\$55,498	\$26,000	.	\$316,393
SHELBY	14,800	\$112,649	\$2,420	\$20,995	\$11,862	.	\$147,926
GRUNDY	14,100	\$192,052	\$2,400	\$40,896	\$18,000	.	\$253,348
UNION	13,900	\$75,350	\$800	\$48,500	\$18,000	.	\$142,650
SAC	13,800	\$201,342	\$4,000	\$71,980	\$20,000	.	\$297,322
HANCOCK	13,700	\$141,720	\$3,000	\$27,319	\$57,608	.	\$229,647
MILLS	13,600	\$199,733	\$2,500	\$82,466	\$46,000	.	\$330,699
CALHOUN	13,300	\$183,452	\$1,510	\$72,363	\$21,000	.	\$278,325
MONTGOMERY	13,200	\$123,000	\$2,500	\$113,362	\$17,000	.	\$255,862
EMMET	13,200	\$121,025	\$1,500	\$15,200	\$35,000	.	\$172,725
FRANKLIN	12,800	\$177,369	\$3,000	\$43,650	\$22,500	.	\$246,519
LYON	12,800	\$130,951	\$600	\$67,625	\$32,000	.	\$231,176
KEOKUK	12,700	\$161,380	\$1,400	\$13,900	\$27,000	.	\$203,680
WINNEBAGO	12,700	\$154,382	\$2,750	\$41,142	\$9,000	.	\$207,274
MADISON	12,600	\$128,950	\$1,200	\$56,847	\$18,800	.	\$205,797
PALO ALTO	12,500	\$126,638	\$2,000	\$5,700	\$20,190	.	\$154,528

^cSpecial Investigations

<u>COUNTY</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>
LOUISA	12,200	\$211,100	\$3,500	\$146,043	\$10,000	.	\$370,643
MITCHELL	12,100	\$157,605	\$1,500	\$32,300	.	.	\$191,405
HUMBOLDT	12,100	\$142,320	\$3,500	\$34,600	\$11,120	.	\$191,540
GREENE	11,900	\$174,810	.	\$55,230	\$11,000	.	\$241,040
GUTHRIE	11,700	\$177,231	\$1,350	\$33,187	.	.	\$211,768
MONONA	11,500	\$158,662	\$900	\$13,260	\$36,000	.	\$208,822
POCAHONTAS	11,100	\$198,654	\$1,900	\$38,221	\$24,800	.	\$263,575
HOWARD	11,000	\$93,443	\$3,550	\$39,320	\$22,000	.	\$158,313
LUCAS	10,400	\$79,040	\$1,700	\$28,900	\$12,000	.	\$121,640
FREMONT	9,300	.	.	.	.	.	\$169,535
ADAIR	9,300	\$128,187	\$2,000	\$23,300	\$20,000	.	\$173,487
DAVIS	9,200	\$75,291	\$1,500	\$54,968	.	.	\$131,759
MONROE	9,100	\$110,232	\$1,500	\$31,550	\$9,500	.	\$152,782
WORTH	9,000	\$213,851	\$600	\$51,575	\$12,000	.	\$278,026
IDA	8,800	\$357,693	\$1,250	\$64,300	\$20,000	.	\$443,243
CLARKE	8,800	\$131,820	\$1,500	\$27,800	\$9,000	.	\$170,120
VAN BUREN	8,600	\$77,740	\$700	\$22,170	\$5,930	.	\$106,540
TAYLOR	8,500	\$110,002	\$500	\$35,500	\$5,000	.	\$151,002
OSCEOLA	8,200	\$281,460	\$3,300	\$43,265	\$41,600	.	\$369,625
WAYNE	8,100	\$66,740	\$1,000	\$6,000	\$11,000	.	\$84,740
RINGGOLD	6,000	\$80,085	\$1,400	\$19,670	\$7,000	.	\$108,155
ADAMS	5,600	\$129,013	\$1,100	\$38,130	.	.	\$168,243
TOTALS:	2,880,400	\$28,384,904	\$262,288	\$7,490,660	\$3,051,592	\$89,450	\$39,448,429

(Note: the totals for each column do not add up to the grand total of \$39,448,429 as one department, Fremont County, did not provide a breakdown by line item but only gave its total budget.)

TABLE 2
COUNTY JAIL BUDGETS (FY 1985)

Jail budgets for FY 1985 are found in Table 2. Of the 96 sheriffs' departments providing data for this survey, 93 operate their own jail, with one of those (Lucas County) in the process of closing.

Jail budgets are broken down in a manner similar to Table 1, with figures provided for specific line items: salaries and benefits, training, operating expenses, capital outlay, and other. The combined jail budgets for the 92 departments providing data is approximately \$13 million. About two-thirds of this amount (\$9 million) is allocated for salaries and benefits for jail staff. Another 30% is earmarked for operating expenses and the balance is divided among the three remaining categories (training, capital outlay, and other).

TABLE 2
COUNTY JAIL BUDGETS (FY 1985)*

COUNTY	POPULATION	SALARIES & BENEFITS	TRAINING	OPERATING EXPENSES	CAPITAL OUTLAY	OTHER	TOTAL
POLK	307,000	\$1,920,256	\$2,035	\$326,924	\$1,164	\$126,682 ^a	\$2,377,061
LINN	169,200	\$1,183,833	\$6,670	\$256,313	\$19,000	.	\$1,465,816
SCOTT	161,700	\$947,825	\$4,500	\$305,379	.	.	\$1,257,704
BLACK HAWK	138,500	\$630,245	\$2,500	\$136,350	.	.	\$769,095
WOODBURY	101,100	\$326,796	\$1,750	\$134,000	.	.	\$462,546
DUBUQUE	92,700	\$221,429	\$2,320	\$74,988	.	.	\$298,737
POTTAWATTAMIE	87,100	\$425,257	\$1,000	\$48,296	\$9,200	.	\$483,753
JOHNSON	84,000	\$425,814	\$2,750	\$57,340	.	.	\$485,904
STORY	72,800	\$156,288	\$1,400	\$72,230	.	.	\$229,918
CLINTON	56,900	\$230,348	\$1,000	\$37,975	.	.	\$269,323
CERRO GORDO	48,400	\$178,914	.	\$33,450	.	.	\$212,364
DES MOINES	45,700	\$155,326	\$1,000	\$32,173	.	.	\$188,499
WEBSTER	45,200	\$161,118	\$1,000	\$52,600	.	.	\$214,718
LEE	42,900	\$220,240	\$5,800	\$76,800	.	.	\$302,840
MARSHALL	42,000	\$65,037	.	\$44,725	.	.	\$109,762
MUSCATINE	41,700	\$64,539	.	\$68,920	.	.	\$133,459
WAPELLO	39,700	\$68,227	\$250	\$126,085	.	.	\$194,562
JASPER	36,200	\$96,764	.	\$58,200	.	.	\$154,964
WARREN	35,300	\$25,704	\$200	\$46,750	\$3,300	.	\$75,954
SIOUX	31,100	\$27,527	\$1,000	\$39,658	.	.	\$68,185
MARION	30,100	\$24,100	.	\$32,500	.	.	\$56,600
DALLAS	29,500	\$20,600	\$200	\$37,900	.	.	\$58,700
BOONE	26,100	.	.	.	.	.	No Jail

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

^aMedical Expenses

<u>COUNTY</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>
FAYETTE	25,200	.	.	.	.	.	No Jail
BREMER	25,000	\$23,000	\$1,000	\$17,032	\$1,000	.	\$42,032
PLYMOUTH	24,500	\$5,000	.	\$35,000	.	.	\$40,000
BENTON	23,400	\$1,000	\$300	\$28,700	.	.	\$30,000
BUCHANAN	23,100	\$45,100	\$500	\$17,391	.	.	\$62,991
CARROLL	22,800	\$47,020	\$300	\$19,200	.	.	\$66,520
MAHASKA	22,800	\$50,700	\$600	\$36,376	.	.	\$87,676
JACKSON	22,400	\$60,344	\$400	\$20,710	\$2,650	.	\$84,104
WINNEBAGO	22,000	.	.	\$17,550	.	.	\$17,550
HARDIN	21,700	\$4,500	\$1,200	\$20,097	.	.	\$25,797
KOSSUTH	21,600	.	.	\$50,000	.	.	\$50,000
CLAYTON	21,000	\$2,000	\$1,375	\$39,175	.	.	\$42,550
BUENA VISTA	20,900	.	.	\$76,126	.	.	\$76,126
JONES	20,400	.	.	\$33,103	.	.	\$33,103
WASHINGTON	20,100	\$34,938	\$200	\$66,197	.	.	\$101,335
CLAY	19,300	.	.	\$39,756	.	.	\$39,756
FLOYD	19,300	\$43,680	\$500	\$13,350	.	.	\$57,530
TAMA	19,300	.	.	\$40,300	.	\$1,500 ^b	\$41,800
CRAWFORD	19,200	.	.	\$20,000	.	.	\$20,000
POWESHIEK	19,100	.	\$200	\$25,358	.	.	\$25,558
DELAWARE	18,900	\$10,000	\$100	\$33,900	\$1,000	.	\$45,000
PAGE	18,900	\$38,312	\$2,000	\$52,250	\$20,000	.	\$112,562
HENRY	18,700	\$18,903	\$400	.	.	\$28,875 ^b	\$48,178
CEDAR	18,500	\$51,971	\$1,200	\$34,700	\$1,000	.	\$88,871
HAMILTON	17,700	.	.	.	.	.	No Jail
BUTLER	17,600	\$7,000	\$1,000	\$17,150	.	.	\$25,150

^bMiscellaneous Expenses

<u>COUNTY</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>
O BRIEN	17,000	\$4,849	.	\$22,035	.	.	\$26,884
CASS	17,000	\$8,500	.	\$22,850	.	.	\$31,350
JEFFERSON	16,400	\$68,173	.	\$68,600	\$300	.	\$137,073
HARRISON	16,200	\$7,630	\$500	\$20,850	.	.	\$28,980
CHEROKEE	16,000	.	.	\$34,021	.	.	\$34,021
WRIGHT	16,000	\$5,100	.	\$27,390	\$3,000	.	\$35,490
DICKINSON	15,700	\$2,270	.	\$28,550	\$2,000	.	\$32,820
CHICKASAW	15,300	\$26,582	.	\$14,500	.	.	\$41,082
IOWA	15,300	.	.	\$22,940	.	.	\$22,940
ALLAMAKEE	15,000	\$4,843	.	\$10,221	\$500	.	\$15,564
SHELBY	14,800	\$10,088	.	\$14,399	\$1,500	.	\$25,987
GRUNDY	14,100	\$268	.	\$24,800	\$7,000	.	\$32,068
UNION	13,900	\$58,300	.	\$18,000	.	.	\$76,300
SAC	13,800	\$9,906	\$100	\$45,700	\$1,000	.	\$56,706
HANCOCK	13,700	\$1,819	.	\$7,000	.	.	\$8,819
MILLS	13,600	\$17,674	\$1,000	\$24,200	\$2,000	.	\$44,874
CALHOUN	13,300	\$4,680	.	\$4,974	.	.	\$9,654
MONTGOMERY	13,200	.	.	\$25,425	.	.	\$25,425
EMMET	13,200	\$56,270	\$500	\$47,500	\$5,000	.	\$109,270
FRANKLIN	12,800	\$26,575	.	\$31,880	.	.	\$58,455
LYON	12,800	\$24,000	\$600	\$11,200	.	.	\$35,800
KEOKUK	12,700	.	.	\$12,800	.	.	\$12,800
WINNEBAGO	12,700	.	.	\$6,600	.	.	\$6,600
MADISON	12,600	\$80,157	\$750	\$27,934	\$3,500	.	\$112,341
PALO ALTO	12,500	.	.	\$22,264	.	.	\$22,264

<u>COUNTY</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>
LOUISA	12,200	\$5,863	.	\$26,900	.	.	\$32,763
MITCHELL	12,100	\$535	.	\$17,750	\$100	.	\$18,385
HUMBOLDT	12,100	\$27,400	\$1,050	\$20,000	\$500	\$12,823 ^b	\$61,773
GREENE	11,900	.	.	\$10,000	.	.	\$10,000
GUTHRIE	11,700	.	.	\$19,557	.	.	\$19,557
MONONA	11,500	\$7,645	.	\$11,500	\$1,300	.	\$20,445
POCAHONTAS	11,100	\$1,200	.	\$9,979	.	.	\$11,179
HOWARD	11,000	\$60,700	\$700	\$24,850	.	.	\$86,250
LUCAS	10,400	.	.	.	.	.	Closing Jail
FREMONT	9,300	.	.	.	.	.	\$28,500
ADAIR	9,300	\$10,288	\$2,325	\$18,900	\$16,000	.	\$47,513
DAVIS	9,200	\$72,544	.	\$31,972	.	.	\$104,516
MONROE	9,100	\$6,497	\$500	\$27,200	\$3,400	.	\$37,597
WORTH	9,000	\$1,100	.	\$6,900	.	.	\$8,000
IDA	8,800	\$3,300	.	\$2,900	.	.	\$6,200
CLARKE	8,800	.	.	\$20,350	.	.	\$20,350
VAN BUREN	8,600	\$46,760	\$300	\$27,000	\$1,400	.	\$75,460
TAYLOR	8,500	\$535	.	\$16,000	.	.	\$16,535
OSCEOLA	8,200	\$11,347	.	\$20,500	.	.	\$31,847
WAYNE	8,100	.	.	\$7,000	.	.	\$7,000
RINGGOLD	6,000	.	.	.	.	.	\$50,000
ADAMS	5,600	\$5,395	.	\$8,900	\$1,000	.	\$15,295
TOTALS:		\$8,698,448	\$54,975	\$3,777,768	\$107,814	\$169,880	\$12,887,385

^bMiscellaneous Expenses

(Note: the totals for each column do not add up to the grand total of \$12,887,385 as two departments, Fremont and Ringgold Counties, did not provide a breakdown by line item but only gave total budgets.)

TABLE 3
NUMBER OF SHERIFFS AND FULL-TIME DEPUTIES
BY RANK (JULY 1, 1984)

The 96 counties in this report employed 1,067 full-time sworn personnel in Iowa's sheriffs' departments. Seven of the eight largest counties have at least 32 or more deputies, with the six next largest counties reporting between 13 and 25 sworn personnel on their departments. The remaining 82 counties (with population of 42,000 or less) employ 15 or less officers per agency. A closer examination of this last group shows that with only one exception, counties under 20,000 have no more than 10 full-time sworn employees.

A breakdown by rank of the more than 1,000 officers represented in this table is as follows: deputies - 654; detectives (civil service) - 36; sergeants - 85; lieutenants - 43; captains - 15; chief deputies - 78; and sheriffs - 96.

As expected, the mid-level management positions (ranks of captain and lieutenant) were found primarily among the larger departments, with only 12 sheriffs' departments employing captains, and 20 departments with lieutenants on their staffs. First line supervisory officers (sergeants) were identified in a few more (28) of the agencies, while only 15 agencies indicated having detectives.

A number of other ranks were mentioned by departments as being sworn positions, e.g. civil deputy, jailer, second deputy, etc. The totals for these positions appear on the last page of this table.

TABLE 3

NUMBER OF SHERIFFS AND FULL-TIME DEPUTIES
BY RANK (JULY 1, 1984)

COUNTY	POPULATION	DEPUTY	DETECTIVE	SERGEANT	LIEUTENANT	CAPTAIN	CHIEF DEPUTY	SHERIFF	TOTAL
POLK	307,000	84	10	12	8	3 ^{sd}	1 ^{bc}	2	121
LINN	169,200	57	3	14	4	2 ^{sd}	.	1	82
SCOTT	161,700	20	2	7	4	3	1	1	38
BLACK HAWK	138,500	34	4	8	4	1	.	1	52
WOODBURY	101,100	21	.	4	.	2	1	1	29
DUBUQUE	92,700	3 ^{cd} 9 ^j 12	2	4	.	1	1	1	33
POTTAWATTAMIE	87,100	24	3	3	2	.	1	1	34
JOHNSON	84,000	26	2	1	1	1	1	1	33
STORY	72,800	17	1	2	3	.	1	1	25
CLINTON	56,900	11	2	3	2	1	1	1	21
CERRO GORDO	48,400	2 ^j 12	.	.	2	.	.	1	17
DES MOINES	45,700	10	1	2	.	.	1	1	15
WEBSTER	45,200	6	2	1	2	.	1	1	13
LEE	42,900	13 ^j 9	1 ^{cj} .	.	.	.	1	1	25
MARSHALL	42,000	7	.	.	.	.	1	1	9
MUSCATINE	41,700	9	1	3	.	.	1	1	15
WAPELLO	39,700	5	.	.	.	.	1	1	7
JASPER	36,200	6	.	.	.	.	1	1	8
WARREN	35,300	6	.	2	.	1	1	1	11
SIOUX	31,100	7	.	1	1	.	.	1	10
MARION	30,100	5	.	.	.	.	1	1	7

Other Ranks: ^{cd} Civil Deputy ^j Jailer/Matron ^{cj} Chief Jailer ^{sd} Second Deputy ^{bc} Bailiff Coordinator

<u>COUNTY</u>	<u>POPULATION</u>	<u>DEPUTY</u>	<u>DETECTIVE</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>CHIEF DEPUTY</u>	<u>SHERIFF</u>	<u>TOTAL</u>
DALLAS	29,500	5	.	.	.	.	1	1	7
BOONE	26,100	5	1	.	.	.	1	1	8
FAYETTE	25,200	1 ^{cd}	1	2	1	.	.	1	6
BREMER	25,000	7	.	.	1	.	1	1	10
PLYMOUTH	24,500	3	.	1	.	.	1	1	6
BENTON	23,400	1 ^{cd}	4	1	.	1 ^{sd}	1	1	9
BUCHANAN	23,100	4	.	3	.	1	.	1	9
CARROLL	22,800	7	.	.	.	.	1	1	9
MAHASKA	22,800	1 ^{cd} 4 ^j	3	.	.	.	1	1	10
JACKSON	22,400	4	.	.	.	.	1	1	6
WINNESHIEK	22,000	5	.	.	.	.	1	1	7
HARDIN	21,700	1 ^{cd}	4	1	.	.	1	1	8
KOSSUTH	21,600	5	.	1	.	.	1	1	8
CLAYTON	21,000	5	.	.	.	.	1	1	7
BUENA VISTA	20,900	6	.	.	.	.	1	1	8
JONES	20,400	5	.	.	.	.	1	1	7
WASHINGTON	20,100	2 ^j	7	2	1	.	1	1	14
CLAY	19,300	4	.	.	.	.	1	1	6
FLOYD	19,300	4	.	.	2	.	.	1	7
TAMA	19,300	6	.	.	.	.	1	1	8
CRAWFORD	19,200	4	.	1	.	.	1	1	7
POWESHIEK	19,100	1 ^{cd}	3	.	.	.	1	1	6
DELAWARE	18,900	6	.	2	.	.	1	1	10
PAGE	18,900	1 ^{cd}	4	.	.	.	1	1	7
HENRY	18,700	4	.	.	.	1	.	1	6
CLDAR	18,500	3	.	.	.	.	.	1	4

Other Ranks: ^{cd} Civil Deputy ^j Jailer/Matron ^{sd} Second Deputy

<u>COUNTY</u>	<u>POPULATION</u>	<u>DEPUTY</u>	<u>DETECTIVE</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>CHIEF DEPUTY</u>	<u>SHERIFF</u>	<u>TOTAL</u>
HAMILTON	17,700	6	.	.	.	.	.	1	7
BUTLER	17,600	2	.	.	1	.	1	1	5
O BRIEN	17,000	5	.	.	.	.	1	1	7
CASS	17,000	4	.	.	.	.	1	1	6
JEFFERSON	16,400	3	.	.	.	.	.	1	4
HARRISON	16,200	1 ^j 2	.	.	.	.	1	1	5
CHEROKEE	16,000	4	.	.	.	.	.	1	5
WRIGHT	16,000	3	.	.	.	.	1	1	5
DICKINSON	15,700	5	.	.	.	.	1	1	7
CHICKASAW	15,300	3	.	.	.	.	1	1	5
IOWA	15,300	4	.	1	1	1	.	1	8
ALLAMAKEE	15,000	5	.	.	.	.	1	1	7
SHELBY	14,800	2	.	.	.	.	1	1	4
GRUNDY	14,100	3	.	.	.	.	.	1	4
UNION	13,900	4 ^j 2	.	.	.	.	1	1	8
SAC	13,800	1 ^{cd} 2	.	.	1	1	.	1	6
HANCOCK	13,700	1 ^{cd} 4	.	.	.	.	1	1	7
MILLS	13,600	2 ^j 3	.	.	.	.	1	1	7
CALHOUN	13,300	3	.	.	.	.	1	1	5
MONTGOMERY	13,200	2	.	.	.	.	1	1	4
EMMET	13,200	3	.	1	.	.	1	1	6
FRANKLIN	12,800	2	1	1	.	sd 1	.	1	6
LYON	12,800	4	.	.	1	.	1	1	7
KEOKUK	12,700	4	.	.	.	.	1	1	6
WINNEBAGO	12,700	2	.	.	.	.	1	1	4

Other Ranks: ^{cd} Civil Deputy ^j Jailer/Matron ^{sd} Second Deputy

<u>COUNTY</u>	<u>POPULATION</u>	<u>DEPUTY</u>	<u>DETECTIVE</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>CHIEF DEPUTY</u>	<u>SHERIFF</u>	<u>TOTAL</u>
MADISON	12,600	3	.	.	.	.	1	1	5
PALO ALTO	12,500	3	.	.	.	.	1	1	5
LOUISA	12,200	6	.	1	1	.	1	1	10
MITCHELL	12,100	5	.	.	.	.	.	1	6
HUMBOLDT	12,100	2	.	.	1	.	1	1	6
GREENE	11,900	2	.	.	.	.	1	1	4
GUTHRIE	11,700	2	.	.	.	.	1	1	4
MONONA	11,500	3	.	1	.	.	.	1	6
POCAHONTAS	11,100	2	.	.	.	.	1	1	4
HOWARD	11,000	3	.	.	.	.	1	1	5
LUCAS	10,400	1	.	.	.	.	1	1	3
FREMONT	9,300	3	.	.	.	.	1	1	5
ADAIR	9,300	1	.	.	.	.	1	1	4
DAVIS	9,200	.	.	.	.	.	1	1	2
MONROE	9,100	3	.	.	.	.	1	1	5
WORTH	9,000	4	.	.	.	.	.	1	5
IDA	8,800	9	.	.	.	.	1	1	11
CLARKE	8,800	1	.	.	.	.	1	1	3
VAN BUREN	8,600	3	.	.	.	.	.	1	4
TAYLOR	8,500	.	.	.	.	.	1	1	2
OSCEOLA	8,200	6	.	.	.	.	1	1	8
WAYNE	8,100	2	.	.	.	.	1	1	4
RINGGOLD	6,000	1	.	.	.	.	1	1	3
ADAMS	5,600	1	.	.	.	.	1	1	3
TOTALS:		654	36	85	43	15	78	96	1,007

Other Ranks: ^{cd} Civil Deputy=14 ^j Jailer/Matron=37 ^{cj} Chief Jailer=1 ^{sd} Second Deputy=7 ^{bc} Bailiff Coord=1 + 60

GRAND TOT. 1,067

TABLE 4
NUMBER OF SHERIFFS AND FULL-TIME DEPUTIES
BY AGE RANGE (JULY 1, 1984)

Appearing in Table 4 is a distribution of sworn personnel in Iowa sheriffs' departments by age range. At the beginning of this fiscal year (July 1, 1984), the data show that approximately 69% (736) of the 1,067 officers are less than 40 years old, with the average age of all officers computed at about 33 years.

A further examination of this table reveals that the largest concentration of deputies (63%) fall in a 15-year span. (25 - 39 years). Of the total number of sworn personnel in sheriffs' departments, roughly half (45%) are between 25 and 35 years of age, with slightly more of this group in their early thirties rather than late twenties.

At the other end of the age continuum, figures show that about 13% (143) of officers are at least 50 years of age. Of this group, there appears to be a relatively large number of older officers employed by the largest counties in the state. This finding is not surprising given the more attractive pension and retirement packages provided by the larger departments. Relatively few officers (36 or 3%) are 60 years of age or older, with only eight having reached the age of 65.

TABLE 4

NUMBER OF SHERIFFS AND FULL - TIME DEPUTIES
BY AGE RANGE (JULY 1, 1984)

COUNTY	POPULATION	UNDER 25 YRS.	25-29 YRS.	30-34 YRS.	35-39 YRS.	40-44 YRS.	45-49 YRS.	50-54 YRS.	55-59 YRS.	60-64 YRS.	65+ YRS.	TOTAL
POLK	307,000	6	22	32	17	17	8	10	3	4	2	121
LINN	169,200	6	21	19	21	6	4	1	1	2	1	82
SCOTT	161,700	.	2	8	10	7	4	1	2	2	2	38
BLACK HAWK	138,500	2	24	11	5	4	2	1	3	.	.	52
WOODBURY	101,100	4	5	5	6	1	3	3	1	1	.	29
DUBUQUE	92,700	2	7	9	2	5	2	2	1	3	.	33
POTTAWATTAMIE	87,100	2	14	5	6	1	2	1	1	2	.	34
JOHNSON	84,000	3	6	12	8	3	.	1	.	.	.	33
STORY	72,800	3	8	7	4	1	.	.	2	.	.	25
CLINTON	56,900	.	3	5	8	2	.	.	3	.	.	21
CERRO GORDO	48,400	2	7	3	2	1	.	1	1	.	.	17
DES MOINES	45,700	.	2	5	4	2	.	.	1	.	1	15
WEBSTER	45,200	1	1	4	4	.	1	2	.	.	.	13
LEE	42,900	2	8	5	5	1	1	1	2	.	.	25
MARSHALL	42,000	.	2	3	2	.	.	1	1	.	.	9
MUSCATINE	41,700	2	4	4	1	1	.	2	1	.	.	15
WAPELLO	39,700	.	.	4	.	.	1	1	.	1	.	7
JASPER	36,200	.	.	2	2	1	2	1	.	.	.	8
WARREN	35,300	.	1	4	3	3	.	.	.	.	.	11
SIOUX	31,100	2	4	2	.	2	.	.	.	.	.	10
MARION	30,100	.	.	2	1	.	1	.	.	3	.	7
DALLAS	29,500	.	2	1	1	1	2	.	.	.	.	7

<u>COUNTY</u>	<u>POPULATION</u>	<u>UNDER 25 YRS.</u>	<u>25-29 YRS.</u>	<u>30-34 YRS.</u>	<u>35-39 YRS.</u>	<u>40-44 YRS.</u>	<u>45-49 YRS.</u>	<u>50-54 YRS.</u>	<u>55-59 YRS.</u>	<u>60-64 YRS.</u>	<u>65+ YRS.</u>	<u>TOTAL</u>
BOONE	26,100	.	3	1	.	1	.	1	2	.	.	8
FAYETTE	25,200	.	1	1	2	.	.	.	.	2	.	6
BREMER	25,000	1	4	.	1	4	.	.	.	.	.	10
PLYMOUTH	24,500	.	1	2	1	.	.	2	.	.	.	6
BENTON	23,400	1	2	2	2	2	.	.	.	.	.	9
BUCHANAN	23,100	1	5	1	.	1	.	1	.	.	.	9
CARROLL	22,800	.	2	3	.	2	.	1	1	.	.	9
MAHASKA	22,800	.	.	.	5	.	1	2	2	.	.	10
JACKSON	22,400	.	.	.	1	3	.	2	.	.	.	6
WINNESHIEK	22,000	.	1	1	4	.	.	1	.	.	.	7
HARDIN	21,700	.	1	1	3	.	3	.	.	.	.	8
KOSSUTH	21,600	1	2	2	1	1	1	.	.	.	.	8
CLAYTON	21,000	.	.	3	3	1	.	.	.	.	.	7
BUENA VISTA	20,900	.	4	.	2	.	1	.	.	1	.	8
JONES	20,400	1	1	3	.	1	.	.	1	.	.	7
WASHINGTON	20,100	2	10	.	.	.	1	1	.	.	.	14
CLAY	19,300	.	2	2	.	.	2	.	.	.	.	6
FLOYD	19,300	1	.	2	1	1	.	.	2	.	.	7
TAMA	19,300	.	.	2	1	2	1	1	1	.	.	8
CRAWFORD	19,200	.	3	.	.	3	1	.	.	.	.	7
POWESHIEK	19,100	.	1	1	1	1	.	1	1	.	.	6
DELAWARE	18,900	1	.	4	3	.	1	.	.	1	.	10
PAGE	18,900	.	1	2	1	1	2	.	.	.	.	7
HENRY	18,700	.	.	3	2	1	.	.	.	.	.	6
CEDAR	18,500	.	.	1	.	1	1	.	1	.	.	4
HAMILTON	17,700	.	2	.	2	.	1	2	.	.	.	7

COUNTY	POPULATION	UNDER 25 YRS.	25-29 YRS.	30-34 YRS.	35-39 YRS.	40-44 YRS.	45-49 YRS.	50-54 YRS.	55-59 YRS.	60-64 YRS.	65+ YRS.	TOTAL
BUTLER	17,600	.	1	2	1	.	.	1	.	.	.	5
O BRIEN	17,000	2	2	1	.	.	1	.	1	.	.	7
CASS	17,000	.	2	.	2	1	1	.	.	.	.	6
JEFFERSON	16,400	.	.	1	2	.	.	1	.	.	.	4
HARRISON	16,200	1	.	1	.	1	.	1	1	.	.	5
CHEROKEE	16,000	.	.	2	.	.	1	.	2	.	.	5
WRIGHT	16,000	.	1	1	.	.	1	2	.	.	.	5
DICKINSON	15,700	.	.	3	2	1	.	1	.	.	.	7
CHICKASAW	15,300	.	1	2	2	.	.	.	.	.	.	5
IOWA	15,300	.	.	4	2	1	1	.	.	.	.	8
ALLAMAKEE	15,000	1	1	1	2	1	1	.	.	.	.	7
SHELBY	14,800	.	.	2	.	1	.	.	.	.	1	4
GRUNDY	14,100	.	.	3	.	.	.	.	1	.	.	4
UNION	13,900	2	.	.	4	.	1	1	.	.	.	8
SAC	13,800	.	.	2	1	1	1	.	1	.	.	6
HANCOCK	13,700	.	3	1	1	2	.	.	.	.	.	7
MILLS	13,600	1	.	3	1	2	.	.	.	.	.	7
CALHOUN	13,300	1	2	.	.	.	1	.	1	.	.	5
MONTGOMERY	13,200	.	.	1	.	.	1	2	.	.	.	4
EMMET	13,200	1	.	2	2	1	.	.	.	.	.	6
FRANKLIN	12,800	.	.	2	1	1	2	.	.	.	.	6
LYON	12,800	2	2	.	2	.	.	.	.	.	1	7
KLOKUK	12,700	.	.	1	3	.	.	.	1	1	.	6
WINNEBAGO	12,700	.	.	1	.	1	.	1	1	.	.	4
MADISON	12,600	1	.	.	4	.	.	.	.	.	.	5

<u>COUNTY</u>	<u>POPULATION</u>	<u>UNDER</u> <u>25 YRS.</u>	<u>25-29</u> <u>YRS.</u>	<u>30-34</u> <u>YRS.</u>	<u>35-39</u> <u>YRS.</u>	<u>40-44</u> <u>YRS.</u>	<u>45-49</u> <u>YRS.</u>	<u>50-54</u> <u>YRS.</u>	<u>55-59</u> <u>YRS.</u>	<u>60-64</u> <u>YRS.</u>	<u>65+</u> <u>YRS.</u>	<u>TOTAL</u>
PALO ALTO	12,500	1	.	.	1	1	.	1	1	.	.	5
LOUISA	12,200	.	5	.	4	.	1	.	.	.	.	10
MITCHELL	12,100	.	.	3	.	1	1	.	.	1	.	6
HUMBOLDT	12,100	.	.	1	.	.	5	.	.	.	.	6
GREENE	11,900	.	1	1	1	.	.	.	1	.	.	4
GUTHRIE	11,700	.	1	1	.	1	1	.	.	.	.	4
MONONA	11,500	1	1	2	1	.	.	.	.	1	.	6
POCAHONTAS	11,100	.	3	.	1	.	.	.	.	.	.	4
HOWARD	11,000	.	1	3	.	1	.	.	.	.	.	5
LUCAS	10,400	.	.	2	1	.	.	.	.	.	.	3
FREMONT	9,300	.	2	.	1	1	1	.	.	.	.	5
ADAIR	9,300	.	.	1	.	2	.	.	.	1	.	4
DAVIS	9,200	.	.	.	.	.	1	1	.	.	.	2
MONROE	9,100	.	2	2	.	1	.	.	.	.	.	5
WORTH	9,000	.	1	1	1	1	1	.	.	.	.	5
IDA	8,800	.	4	3	1	.	.	.	2	1	.	11
CLARKE	8,800	.	.	1	.	1	.	1	.	.	.	3
VAN BUREN	8,600	.	1	.	2	1	.	.	.	.	.	4
TAYLOR	8,500	.	.	.	1	.	.	.	1	.	.	2
OSCEOLA	8,200	.	4	.	.	3	1	.	.	.	.	8
WAYNE	8,100	.	2	1	.	1	.	.	.	.	.	4
RINGGOLD	6,000	.	.	.	.	.	.	1	1	1	.	3
ADAMS	5,600	.	1	1	.	1	.	.	.	.	.	3
TOTALS:		60	233	248	195	115	73	58	49	28	8	1,067

TABLE 5
NUMBER OF SHERIFFS AND FULL-TIME DEPUTIES
BY EDUCATION LEVEL (JULY 1, 1984)

Information on the current educational level of sheriffs and deputies is displayed in Table 5. Since the report of the President's Crime Commission in 1967, education for peace officers has received more emphasis and considered a useful tool in performing law enforcement duties. This becomes apparent when examining the following table as over half (51%) of sworn personnel in Iowa sheriffs' departments have college coursework, and 323 (30%) have received either a two or four-year degree.

The most frequent level of education reported by the 96 counties is high school (or G.E.D.), with 523 (49%) falling in this category. Another 20% (217) of all officers have some college (less than 2 years) while approximately the same percent (20% or 214) indicate 2 years of college. Of the remaining 109 officers with additional college education, 98 (9%) currently have a four year degree and another 11 (1%) have graduate work and may be working toward a master's or doctoral degree.

TABLE 5

NUMBER OF SHERIFFS AND FULL-TIME DEPUTIES
BY EDUCATIONAL LEVEL (JULY 1, 1984)

COUNTY	POPULATION	LESS THAN HIGH SCHOOL	HIGH SCHOOL OR G.E.D.	LESS THAN 2 YRS. COLLEGE	2 YRS. COLLEGE	4 YRS. COLLEGE	GRADUATE WORK	TOTAL
POLK	307,000	.	43	34	28	15	1	121
LINN	169,200	.	45	11	11	15	.	82
SCOTT	161,700	.	.	26	7	3	2	38
BLACK HAWK	138,500	.	30	.	19	3	.	52
WOODBURY	101,100	.	10	7	5	6	1	29
DUBUQUE	92,700	.	25	2	1	2	3	33
POTTAWATTAMIE	87,100	.	12	13	7	2	.	34
JOHNSON	84,000	.	9	8	5	9	2	33
STORY	72,800	.	7	4	13	1	.	25
CLINTON	56,900	.	14	.	3	4	.	21
CERRO GORDO	48,400	.	1	5	8	3	.	17
DES MOINES	45,700	.	7	3	2	2	1	15
WEBSTER	45,200	.	4	6	3	.	.	13
LEE	42,900	.	18	6	.	1	.	25
MARSHALL	42,000	1	6	.	2	.	.	9
MUSCATINE	41,700	.	4	3	5	2	1	15
WAPELLO	39,700	.	4	2	1	.	.	7
JASPER	36,200	.	5	2	.	1	.	8
WARREN	35,300	.	7	1	2	1	.	11
SIOUX	31,100	.	3	1	2	4	.	10
MARION	30,100	.	.	5	2	.	.	7
DALLAS	29,500	.	4	2	1	.	.	7

<u>COUNTY</u>	<u>POPULATION</u>	<u>LESS THAN HIGH SCHOOL</u>	<u>HIGH SCHOOL OR G.E.D.</u>	<u>LESS THAN 2 YRS. COLLEGE</u>	<u>2 YRS. COLLEGE</u>	<u>4 YRS. COLLEGE</u>	<u>GRADUATE WORK</u>	<u>TOTAL</u>
BOONE	26,100	.	2	3	3	.	.	8
FAYETTE	25,200	.	4	.	2	.	.	6
BREMER	25,000	.	7	.	1	2	.	10
PLYMOUTH	24,500	.	5	.	1	.	.	6
BENTON	23,400	.	3	.	4	2	.	9
BUCHANAN	23,100	.	1	3	3	2	.	9
CARROLL	22,800	.	6	1	2	.	.	9
MAHASKA	22,800	.	7	1	2	.	.	10
JACKSON	22,400	.	.	5	1	.	.	6
WINNESHIEK	22,000	.	7	.	.	.	.	7
HARDIN	21,700	.	6	.	2	.	.	8
KOSSUTH	21,600	.	3	.	2	3	.	8
CLAYTON	21,000	.	3	1	2	1	.	7
BUENA VISTA	20,900	.	7	.	1	.	.	8
JONES	20,400	.	4	2	1	.	.	7
WASHINGTON	20,100	.	10	3	1	.	.	14
CLAY	19,300	.	4	.	2	.	.	6
FLOYD	19,300	.	4	1	2	.	.	7
TAMA	19,300	.	8	.	.	.	.	8
CRAWFORD	19,200	.	7	.	.	.	.	7
POWESHIEK	19,100	.	6	.	.	.	.	6
DELAWARE	18,900	.	.	7	2	1	.	10
PAGE	18,900	.	5	.	2	.	.	7
HENRY	18,700	.	5	1	.	.	.	6
CEDAR	18,500	.	2	2	.	.	.	4
HAMILTON	17,700	.	6	.	.	1	.	7

<u>COUNTY</u>	<u>POPULATION</u>	<u>LESS THAN HIGH SCHOOL</u>	<u>HIGH SCHOOL OR G.E.D.</u>	<u>LESS THAN 2 YRS. COLLEGE</u>	<u>2 YRS. COLLEGE</u>	<u>4 YRS. COLLEGE</u>	<u>GRADUATE WORK</u>	<u>TOTAL</u>
BUTLER	17,600	.	2	.	2	1	.	5
O BRIEN	17,000	.	6	.	1	.	.	7
CASS	17,000	.	6	.	.	.	.	6
JEFFERSON	16,400	.	4	.	.	.	.	4
HARRISON	16,200	.	3	.	2	.	.	5
CHEROKEE	16,000	1	4	.	.	.	.	5
WRIGHT	16,000	.	5	.	.	.	.	5
DICKINSON	15,700	.	1	3	3	.	.	7
CHICKASAW	15,300	.	.	1	3	1	.	5
IOWA	15,300	.	5	.	2	1	.	8
ALLAMAKEE	15,000	.	6	.	1	.	.	7
SHELBY	14,800	.	.	1	2	1	.	4
GRUNDY	14,100	.	2	.	2	.	.	4
UNION	13,900	.	6	2	.	.	.	8
SAC	13,800	1	.	4	1	.	.	6
HANCOCK	13,700	.	6	.	1	.	.	7
MILLS	13,600	.	5	1	1	.	.	7
CALHOUN	13,300	.	4	.	1	.	.	5
MONTGOMERY	13,200	.	3	.	1	.	.	4
EMMET	13,200	.	.	2	4	.	.	6
FRANKLIN	12,800	.	3	2	1	.	.	6
LYON	12,800	.	3	2	1	1	.	7
KEOKUK	12,700	.	1	4	1	.	.	6
WINNEBAGO	12,700	.	3	1	.	.	.	4
MADISON	12,600	.	3	1	1	.	.	5

<u>COUNTY</u>	<u>POPULATION</u>	<u>LESS THAN HIGH SCHOOL</u>	<u>HIGH SCHOOL OR G.E.D.</u>	<u>LESS THAN 2 YRS. COLLEGE</u>	<u>2 YRS. COLLEGE</u>	<u>4 YRS. COLLEGE</u>	<u>GRADUATE WORK</u>	<u>TOTAL</u>
PALO ALTO	12,500	.	1	2	2	.	.	5
LOUISA	12,200	.	3	3	2	2	.	10
MITCHELL	12,100	.	4	1	1	.	.	6
HUMBOLDT	12,100	.	5	.	1	.	.	6
GREENE	11,900	.	1	2	1	.	.	4
GUTHRIE	11,700	.	2	2	.	.	.	4
MONONA	11,500	1	.	.	4	1	.	6
POCAHONTAS	11,100	.	3	1	.	.	.	4
HOWARD	11,000	.	5	.	.	.	.	5
LUCAS	10,400	.	.	3	.	.	.	3
FREMONT	9,300	.	3	1	1	.	.	5
ADAIR	9,300	.	2	1	.	1	.	4
DAVIS	9,200	.	2	.	.	.	.	2
MONROE	9,100	.	1	1	2	1	.	5
WORTH	9,000	.	5	.	.	.	.	5
IDA	8,800	.	8	.	2	1	.	11
CLARKE	8,800	.	3	.	.	.	.	3
VAN BUREN	8,600	.	4	.	.	.	.	4
TAYLOR	8,500	.	.	.	1	1	.	2
OSCEOLA	8,200	.	5	2	1	.	.	8
WAYNE	8,100	.	2	1	1	.	.	4
RINGGOLD	6,000	.	3	.	.	.	.	3
ADAMS	5,600	.	.	2	1	.	.	3
TOTALS:		4	523	217	214	98	11	1,067

TABLE 6
SEX AND RACE OF FULL-TIME EMPLOYEES
BY POSITION (JULY 1, 1984)

At the beginning of fiscal year 1985 (July 1, 1984), the 96 responding sheriffs' offices reported 1,687 full-time employees. About 63% were sworn officers (1,067), while the remaining 37% (620) had civilian status.

In terms of sex and racial composition of sworn employees, nearly all (93%) are male, 991 of 1,067. Of male officers, 99% are classified as white, with only 1% (10) as non-white. (For purposes of the survey, "non-white" was defined as American Indian, Black, Oriental, or Hispanic). A closer examination of the non-white male officers reveals that only one of the 10 is in some type of supervisory position.

Of the 486 women staffing these officer, 71 (16%) are sworn officers, all white. The number of women officers accounts for only about 7% of all sworn personnel, with only five of the officers filling supervisory positions. According to the survey data, there are no female, non-white officers in these departments.

Approximately 66% of female police officers are employed in counties of 25,000 population or more, and another 31% in counties of 10,000 residents or more. Only two of the smallest counties employ women in the capacity of sworn officer.

TABLE 6

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

COUNTY	POPULATION	SWORN					CIVILIAN			SWORN/CIV. TOTAL
		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
POLK	307,000	TOTAL: 6	8	22	85	121	21	11	32	153
(MALE WHITE)		M W: (6)	(8)	(21)	(72)	(107)	(1)	(7)	(8)	(115)
(MALE NON-WHITE)		M N-W: (0)	(0)	(1)	(4)	(5)	(0)	(0)	(0)	(5)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(9)	(9)	(19)	(4)	(23)	(32)
(FEMALE NON-WHITE)		F N-W: (0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)	(1)
LINN	169,200	TOTAL: 2	4	17	59	82	11	19	30	112
(MALE WHITE)		M W: (2)	(4)	(15)	(54)	(75)	(1)	(3)	(4)	(79)
(MALE NON-WHITE)		M N-W: (0)	(0)	(0)	(1)	(1)	(0)	(0)	(0)	(1)
(FEMALE WHITE)		F W: (0)	(0)	(2)	(4)	(6)	(10)	(15)	(25)	(31)
(FEMALE NON-WHITE)		F N-W: (0)	(0)	(0)	(0)	(0)	(0)	(1)	(1)	(1)
SCOTT	161,700	TOTAL: 2	7	9	20	38	10	65	75	113
(MALE WHITE)		M W: (2)	(7)	(8)	(14)	(31)	(0)	(35)	(35)	(66)
(MALE NON-WHITE)		M N-W: (0)	(0)	(0)	(3)	(3)	(0)	(11)	(11)	(14)
(FEMALE WHITE)		F W: (0)	(0)	(1)	(3)	(4)	(9)	(12)	(21)	(25)
(FEMALE NON-WHITE)		F N-W: (0)	(0)	(0)	(0)	(0)	(1)	(7)	(8)	(8)
BLACK HAWK	138,500	TOTAL: 1	5	12	34	52	12	9	21	73
(MALE WHITE)		M W: (1)	(5)	(11)	(33)	(50)	(0)	(3)	(3)	(53)
(MALE NON-WHITE)		M N-W: (0)	(0)	(0)	(0)	(0)	(1)	(1)	(2)	(2)
(FEMALE WHITE)		F W: (0)	(0)	(1)	(1)	(2)	(11)	(3)	(14)	(16)
(FEMALE NON-WHITE)		F N-W: (0)	(0)	(0)	(0)	(0)	(0)	(2)	(2)	(2)
WOODBURY	101,100	TOTAL: 2	2	4	21	29	5	35	40	69
(MALE WHITE)		M W: (2)	(2)	(4)	(18)	(26)	(0)	(21)	(21)	(47)
(MALE NON-WHITE)		M N-W: (0)	(0)	(0)	(0)	(0)	(0)	(3)	(3)	(3)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(3)	(3)	(4)	(9)	(13)	(16)
(FEMALE NON-WHITE)		F N-W: (0)	(0)	(0)	(0)	(0)	(1)	(2)	(3)	(3)
DUBUQUE	92,700	TOTAL: 2	1	6	24	33	2	6	8	41
(MALE WHITE)		M W: (2)	(1)	(6)	(18)	(27)	(0)	(5)	(5)	(32)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(6)	(6)	(2)	(1)	(3)	(9)

For definitions - see last page of this table.

COUNTY	POPULATION	S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
POTTAWATTAMIE	87,100	TOTAL: 2	2	6	24	34	3	19	22	56
(MALE WHITE)		M W: (2)	(2)	(6)	(23)	(33)	(0)	(11)	(11)	(44)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(1)	(1)	(3)	(8)	(11)	(12)
JOHNSON	84,000	TOTAL: 2	2	3	26	33	4	12	16	49
(MALE WHITE)		M W: (2)	(2)	(2)	(25)	(31)	(0)	(2)	(2)	(33)
(FEMALE WHITE)		F W: (0)	(0)	(1)	(1)	(2)	(4)	(10)	(14)	(16)
STORY	72,800	TOTAL: 2	3	3	17	25	3	5	8	33
(MALE WHITE)		M W: (2)	(3)	(3)	(15)	(23)	(0)	(0)	(0)	(23)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(2)	(2)	(3)	(5)	(8)	(10)
CLINTON	56,900	TOTAL: 2	3	5	11	21	4	4	8	29
(MALE WHITE)		M W: (2)	(3)	(5)	(11)	(21)	(0)	(0)	(0)	(21)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(0)	(0)	(4)	(4)	(8)	(8)
CERRO GORDO	48,400	TOTAL: 1	2	0	14	17	3	13	16	33
(MALE WHITE)		M W: (1)	(2)	(0)	(13)	(16)	(0)	(5)	(5)	(21)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(1)	(1)	(3)	(8)	(11)	(12)
DES MOINES	45,700	TOTAL: 2	0	3	10	15	3	11	14	29
(MALE WHITE)		M W: (2)	(0)	(3)	(9)	(14)	(0)	(7)	(7)	(21)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(1)	(1)	(3)	(4)	(7)	(8)
WEBSTER	45,200	TOTAL: 2	2	3	6	13	2	14	16	29
(MALE WHITE)		M W: (2)	(2)	(3)	(5)	(12)	(0)	(8)	(8)	(20)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(1)	(1)	(2)	(6)	(8)	(9)
LEE	42,900	TOTAL: 2	1	0	22	25	3	0	3	28
(MALE WHITE)		M W: (2)	(1)	(0)	(16)	(19)	(0)	(0)	(0)	(19)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(6)	(6)	(3)	(0)	(3)	(9)

COUNTY	POPULATION		S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
MARSHALL	42,000	| TOTAL:	2	0	0	7	| 9	2	8	| 10	19
(MALE WHITE)		| M W:	(2)	(0)	(0)	(5)	| (7)	(0)	(4)	| (4)	(11)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(2)	| (2)	(2)	(4)	| (6)	(8)
MUSCATINE	41,700	| TOTAL:	2	0	4	9	| 15	1	3	| 4	19
(MALE WHITE)		| M W:	(2)	(0)	(4)	(9)	| (15)	(0)	(3)	| (3)	(18)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(0)	| (1)	(1)
WAPELLO	39,700	| TOTAL:	2	0	0	5	| 7	3	4	| 7	14
(MALE WHITE)		| M W:	(2)	(0)	(0)	(5)	| (7)	(0)	(4)	| (4)	(11)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(3)	(0)	| (3)	(3)
JASPER	36,200	| TOTAL:	2	0	0	6	| 8	1	0	| 1	9
(MALE WHITE)		| M W:	(2)	(0)	(0)	(5)	| (7)	(0)	(0)	| (0)	(7)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(1)	(0)	| (1)	(2)
WARREN	35,300	| TOTAL:	2	1	2	6	| 11	2	0	| 2	13
(MALE WHITE)		| M W:	(2)	(1)	(2)	(6)	| (11)	(0)	(0)	| (0)	(11)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(2)	(0)	| (2)	(2)
SIOUX	31,100	| TOTAL:	1	1	1	7	| 10	1	6	| 7	17
(MALE WHITE)		| M W:	(1)	(1)	(1)	(7)	| (10)	(0)	(5)	| (5)	(15)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(1)	| (2)	(2)
MARION	30,100	| TOTAL:	2	0	0	5	| 7	1	0	| 1	8
(MALE WHITE)		| M W:	(2)	(0)	(0)	(4)	| (6)	(0)	(0)	| (0)	(6)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(1)	(0)	| (1)	(2)
DALLAS	29,500	| TOTAL:	2	0	0	5	| 7	2	5	| 7	14
(MALE WHITE)		| M W:	(2)	(0)	(0)	(4)	| (6)	(0)	(2)	| (2)	(8)
(MALE NON-WHITE)		| M N-W:	(0)	(0)	(0)	(1)	| (1)	(0)	(0)	| (0)	(1)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(2)	(3)	| (5)	(5)

COUNTY	POPULATION		S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
BOONE	26,100	| TOTAL:	2	0	1	5	| 8 |	0	0	| 0 |	8
(MALE WHITE)		| M W:	(2)	(0)	(1)	(4)	| (7) |	(0)	(0)	| (0) |	(7)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1) |	(0)	(0)	| (0) |	(1)
FAYETTE	25,200	| TOTAL:	1	1	2	2	| 6 |	0	0	| 0 |	6
(MALE WHITE)		| M W:	(1)	(1)	(2)	(1)	| (5) |	(0)	(0)	| (0) |	(5)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1) |	(0)	(0)	| (0) |	(1)
BREMER	25,000	| TOTAL:	2	1	0	7	| 10 |	1	0	| 1 |	11
(MALE WHITE)		| M W:	(2)	(1)	(0)	(7)	| (10) |	(0)	(0)	| (0) |	(10)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(0)	| (1) |	(1)
PLYMOUTH	24,500	| TOTAL:	2	0	1	3	| 6 |	1	5	| 6 |	12
(MALE WHITE)		| M W:	(2)	(0)	(1)	(3)	| (6) |	(0)	(3)	| (3) |	(9)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(2)	| (3) |	(3)
BENTON	23,400	| TOTAL:	2	0	1	6	| 9 |	2	3	| 5 |	14
(MALE WHITE)		| M W:	(2)	(0)	(1)	(5)	| (8) |	(0)	(0)	| (0) |	(8)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1) |	(2)	(3)	| (5) |	(6)
BUCHANAN	23,100	| TOTAL:	1	1	3	4	| 9 |	2	2	| 4 |	13
(MALE WHITE)		| M W:	(1)	(1)	(3)	(4)	| (9) |	(0)	(0)	| (0) |	(9)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(2)	(2)	| (4) |	(4)
CARROLL	22,800	| TOTAL:	2	0	0	7	| 9 |	0	2	| 2 |	11
(MALE WHITE)		| M W:	(2)	(0)	(0)	(6)	| (8) |	(0)	(2)	| (2) |	(10)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1) |	(0)	(0)	| (0) |	(1)
MAHASKA	22,800	| TOTAL:	2	0	0	8	| 10 |	1	0	| 1 |	11
(MALE WHITE)		| M W:	(2)	(0)	(0)	(7)	| (9) |	(0)	(0)	| (0) |	(9)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1) |	(1)	(0)	| (1) |	(2)

COUNTY	POPULATION		S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
JACKSON	22,400	| TOTAL:	2	0	0	4	| 6 |	1	3	| 4 |	10
(MALE WHITE)		| M W:	(2)	(0)	(0)	(4)	| (6) |	(0)	(3)	| (3) |	(9)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(0)	| (1) |	(1)
WINNESHIEK	22,000	| TOTAL:	2	0	0	5	| 7 |	1	0	| 1 |	8
(MALE WHITE)		| M W:	(2)	(0)	(0)	(5)	| (7) |	(0)	(0)	| (0) |	(7)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(0)	| (1) |	(1)
HARDIN	21,700	| TOTAL:	2	0	1	5	| 8 |	1	2	| 3 |	11
(MALE WHITE)		| M W:	(2)	(0)	(1)	(4)	| (7) |	(0)	(0)	| (0) |	(7)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1) |	(1)	(2)	| (3) |	(4)
KOSSUTH	21,600	| TOTAL:	2	0	1	5	| 8 |	1	0	| 1 |	9
(MALE WHITE)		| M W:	(2)	(0)	(1)	(4)	| (7) |	(0)	(0)	| (0) |	(7)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1) |	(1)	(0)	| (1) |	(2)
CLAYTON	21,000	| TOTAL:	2	0	0	5	| 7 |	1	0	| 1 |	8
(MALE WHITE)		| M W:	(2)	(0)	(0)	(5)	| (7) |	(0)	(0)	| (0) |	(7)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(0)	| (1) |	(1)
BUENA VISTA	20,900	| TOTAL:	2	0	0	6	| 8 |	0	0	| 0 |	8
(MALE WHITE)		| M W:	(2)	(0)	(0)	(5)	| (7) |	(0)	(0)	| (0) |	(7)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1) |	(0)	(0)	| (0) |	(1)
JONES	20,400	| TOTAL:	2	0	0	5	| 7 |	1	4	| 5 |	12
(MALE WHITE)		| M W:	(2)	(0)	(0)	(5)	| (7) |	(0)	(1)	| (1) |	(8)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(3)	| (4) |	(4)
WASHINGTON	20,100	| TOTAL:	2	1	2	9	| 14 |	1	4	| 5 |	19
(MALE WHITE)		| M W:	(2)	(1)	(2)	(9)	| (14) |	(0)	(1)	| (1) |	(15)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(3)	| (4) |	(4)

COUNTY	POPULATION	S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
CLAY	19,300	TOTAL: 2	0	0	4	6	1	0	1	7
(MALE WHITE)		M W: (2)	(0)	(0)	(4)	(6)	(0)	(0)	(0)	(6)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)	(1)
FLOYD	19,300	TOTAL: 1	2	0	4	7	1	3	4	11
(MALE WHITE)		M W: (1)	(2)	(0)	(4)	(7)	(0)	(1)	(1)	(8)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(0)	(0)	(1)	(2)	(3)	(3)
TAMA	19,300	TOTAL: 2	0	0	6	8	1	3	4	12
(MALE WHITE)		M W: (2)	(0)	(0)	(5)	(7)	(0)	(0)	(0)	(7)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(1)	(1)	(1)	(3)	(4)	(5)
CRAWFORD	19,200	TOTAL: 2	0	1	4	7	2	0	2	9
(MALE WHITE)		M W: (2)	(0)	(1)	(4)	(7)	(1)	(0)	(1)	(8)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)	(1)
POWESHIEK	19,100	TOTAL: 2	0	0	4	6	0	3	3	9
(MALE WHITE)		M W: (2)	(0)	(0)	(3)	(5)	(0)	(2)	(2)	(7)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(1)	(1)	(0)	(1)	(1)	(2)
DELAWARE	18,900	TOTAL: 2	0	2	6	10	1	1	2	12
(MALE WHITE)		M W: (2)	(0)	(2)	(4)	(8)	(0)	(0)	(0)	(8)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(2)	(2)	(1)	(1)	(2)	(4)
PAGE	18,900	TOTAL: 2	0	0	5	7	0	3	3	10
(MALE WHITE)		M W: (2)	(0)	(0)	(4)	(6)	(0)	(0)	(0)	(6)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(1)	(1)	(0)	(3)	(3)	(4)
HENRY	18,700	TOTAL: 1	1	0	4	6	1	6	7	13
(MALE WHITE)		M W: (1)	(1)	(0)	(4)	(6)	(0)	(0)	(0)	(6)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(0)	(0)	(1)	(6)	(7)	(7)

COUNTY	POPULATION		S W O R N				C I V I L I A N				SWORN/CIV. TOTAL
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
CEDAR	18,500	| TOTAL:	1	0	0	3	| 4 |	2	10	| 12 |	16
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4) |	(0)	(2)	| (2) |	(6)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(2)	(8)	| (10) |	(10)
HAMILTON	17,700	| TOTAL:	1	0	0	6	| 7 |	1	0	| 1 |	8
(MALE WHITE)		| M W:	(1)	(0)	(0)	(6)	| (7) |	(0)	(0)	| (0) |	(7)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(0)	| (1) |	(1)
BUTLER	17,600	| TOTAL:	2	1	0	2	| 5 |	1	5	| 6 |	11
(MALE WHITE)		| M W:	(2)	(1)	(0)	(2)	| (5) |	(0)	(3)	| (3) |	(8)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(2)	| (3) |	(3)
O BRIEN	17,000	| TOTAL:	2	0	0	5	| 7 |	1	5	| 6 |	13
(MALE WHITE)		| M W:	(2)	(0)	(0)	(5)	| (7) |	(0)	(1)	| (1) |	(8)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(4)	| (5) |	(5)
CASS	17,000	| TOTAL:	2	0	0	4	| 6 |	1	1	| 2 |	8
(MALE WHITE)		| M W:	(2)	(0)	(0)	(3)	| (5) |	(0)	(0)	| (0) |	(5)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1) |	(1)	(1)	| (2) |	(3)
JEFFERSON	16,400	| TOTAL:	1	0	0	3	| 4 |	1	5	| 6 |	10
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4) |	(0)	(5)	| (5) |	(9)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(0)	| (1) |	(1)
HARRISON	16,200	| TOTAL:	2	0	0	3	| 5 |	0	6	| 6 |	11
(MALE WHITE)		| M W:	(2)	(0)	(0)	(2)	| (4) |	(0)	(0)	| (0) |	(4)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1) |	(0)	(6)	| (6) |	(7)
CHEROKEE	16,000	| TOTAL:	1	0	0	4	| 5 |	1	5	| 6 |	11
(MALE WHITE)		| M W:	(1)	(0)	(0)	(4)	| (5) |	(0)	(1)	| (1) |	(6)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0) |	(1)	(4)	| (5) |	(5)

COUNTY	POPULATION	S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
WRIGHT	16,000	| TOTAL: 2	0	0	3	| 5 |	1	8	| 9 |	14
(MALE WHITE)		| M W: (2)	(0)	(0)	(3)	| (5) |	(0)	(2)	| (2) |	(7)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(6)	| (7) |	(7)
DICKINSON	15,700	| TOTAL: 2	0	0	5	| 7 |	1	4	| 5 |	12
(MALE WHITE)		| M W: (2)	(0)	(0)	(5)	| (7) |	(0)	(0)	| (0) |	(7)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(4)	| (5) |	(5)
CHICKASAW	15,300	| TOTAL: 2	0	0	3	| 5 |	1	4	| 5 |	10
(MALE WHITE)		| M W: (2)	(0)	(0)	(3)	| (5) |	(0)	(1)	| (1) |	(6)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(3)	| (4) |	(4)
IOWA	15,300	| TOTAL: 1	2	1	4	| 8 |	1	2	| 3 |	11
(MALE WHITE)		| M W: (1)	(2)	(1)	(4)	| (8) |	(0)	(0)	| (0) |	(8)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(2)	| (3) |	(3)
ALLAMAKEE	15,000	| TOTAL: 2	0	0	5	| 7 |	1	4	| 5 |	12
(MALE WHITE)		| M W: (2)	(0)	(0)	(5)	| (7) |	(0)	(1)	| (1) |	(8)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(3)	| (4) |	(4)
SHELBY	14,800	| TOTAL: 2	0	0	2	| 4 |	1	1	| 2 |	6
(MALE WHITE)		| M W: (2)	(0)	(0)	(2)	| (4) |	(0)	(0)	| (0) |	(4)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(1)	| (2) |	(2)
GRUNDY	14,100	| TOTAL: 1	0	0	3	| 4 |	4	0	| 4 |	8
(MALE WHITE)		| M W: (1)	(0)	(0)	(3)	| (4) |	(0)	(0)	| (0) |	(4)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(4)	(0)	| (4) |	(4)
UNION	13,900	| TOTAL: 2	0	0	6	| 8 |	0	0	| 0 |	8
(MALE WHITE)		| M W: (2)	(0)	(0)	(4)	| (6) |	(0)	(0)	| (0) |	(6)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(2)	| (2) |	(0)	(0)	| (0) |	(2)

COUNTY	POPULATION	S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
SAC	13,800	TOTAL: 1	2	0	3	6	0	4	4	10
(MALE WHITE)		M W: (1)	(2)	(0)	(2)	(5)	(0)	(3)	(3)	(8)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(1)	(1)	(0)	(1)	(1)	(2)
HANCOCK	13,700	TOTAL: 2	0	0	5	7	0	0	0	7
(MALE WHITE)		M W: (2)	(0)	(0)	(4)	(6)	(0)	(0)	(0)	(6)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(1)	(1)	(0)	(0)	(0)	(1)
MILLS	13,600	TOTAL: 2	0	0	5	7	2	4	6	13
(MALE WHITE)		M W: (2)	(0)	(0)	(3)	(5)	(0)	(1)	(1)	(6)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(2)	(2)	(1)	(3)	(4)	(6)
(FEMALE NON-WHITE)		F N-W: (0)	(0)	(0)	(0)	(0)	(1)	(0)	(1)	(1)
CALHOUN	13,300	TOTAL: 2	0	0	3	5	1	4	5	10
(MALE WHITE)		M W: (2)	(0)	(0)	(3)	(5)	(0)	(2)	(2)	(7)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(0)	(0)	(1)	(2)	(3)	(3)
MONTGOMERY	13,200	TOTAL: 2	0	0	2	4	1	4	5	9
(MALE WHITE)		M W: (2)	(0)	(0)	(1)	(3)	(0)	(0)	(0)	(3)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(1)	(1)	(1)	(4)	(5)	(6)
EMMET	13,200	TOTAL: 2	0	1	3	6	1	5	6	12
(MALE WHITE)		M W: (2)	(0)	(1)	(3)	(6)	(0)	(0)	(0)	(6)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(0)	(0)	(1)	(5)	(6)	(6)
FRANKLIN	12,800	TOTAL: 1	1	2	2	6	1	0	1	7
(MALE WHITE)		M W: (1)	(1)	(2)	(1)	(5)	(0)	(0)	(0)	(5)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(1)	(1)	(1)	(0)	(1)	(2)
LYON	12,800	TOTAL: 2	0	0	5	7	1	4	5	12
(MALE WHITE)		M W: (2)	(0)	(0)	(5)	(7)	(0)	(1)	(1)	(8)
(FEMALE WHITE)		F W: (0)	(0)	(0)	(0)	(0)	(1)	(3)	(4)	(4)

COUNTY	POPULATION	S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
KEOKUK	12,700	| TOTAL: 2	0	0	4	| 6 |	0	3	| 3 |	9
(MALE WHITE)		| M W: (2)	(0)	(0)	(3)	| (5) |	(0)	(0)	| (0) |	(5)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(1)	| (1) |	(0)	(3)	| (3) |	(4)
WINNEBAGO	12,700	| TOTAL: 2	0	0	2	| 4 |	1	3	| 4 |	8
(MALE WHITE)		| M W: (2)	(0)	(0)	(2)	| (4) |	(0)	(1)	| (1) |	(5)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(2)	| (3) |	(3)
MADISON	12,600	| TOTAL: 2	0	0	3	| 5 |	1	3	| 4 |	9
(MALE WHITE)		| M W: (2)	(0)	(0)	(3)	| (5) |	(0)	(0)	| (0) |	(5)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(3)	| (4) |	(4)
PALO ALTO	12,500	| TOTAL: 2	0	0	3	| 5 |	1	6	| 7 |	12
(MALE WHITE)		| M W: (2)	(0)	(0)	(3)	| (5) |	(0)	(2)	| (2) |	(7)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(4)	| (5) |	(5)
LOUISA	12,200	| TOTAL: 2	1	1	6	| 10 |	1	4	| 5 |	15
(MALE WHITE)		| M W: (2)	(1)	(1)	(5)	| (9) |	(0)	(3)	| (3) |	(12)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(1)	| (1) |	(1)	(1)	| (2) |	(3)
MITCHELL	12,100	| TOTAL: 1	0	0	5	| 6 |	1	0	| 1 |	7
(MALE WHITE)		| M W: (1)	(0)	(0)	(5)	| (6) |	(0)	(0)	| (0) |	(6)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(0)	| (1) |	(1)
HUMBOLDT	12,100	| TOTAL: 2	1	0	3	| 6 |	0	2	| 2 |	8
(MALE WHITE)		| M W: (2)	(1)	(0)	(2)	| (5) |	(0)	(2)	| (2) |	(7)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(1)	| (1) |	(0)	(0)	| (0) |	(1)
GRENE	11,900	| TOTAL: 2	0	0	2	| 4 |	1	4	| 5 |	9
(MALE WHITE)		| M W: (2)	(0)	(0)	(2)	| (4) |	(0)	(2)	| (2) |	(6)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(2)	| (3) |	(3)

COUNTY	POPULATION	S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
		TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
GUTHRIE	11,700	| TOTAL: 2	0	0	2	| 4 |	1	4	| 5 |	9
(MALE WHITE)		| M W: (2)	(0)	(0)	(2)	| (4) |	(0)	(0)	| (0) |	(4)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(4)	| (5) |	(5)
MONONA	11,500	| TOTAL: 1	0	1	4	| 6 |	0	5	| 5 |	11
(MALE WHITE)		| M W: (1)	(0)	(1)	(4)	| (6) |	(0)	(3)	| (3) |	(9)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(0)	(2)	| (2) |	(2)
POCAHONTAS	11,100	| TOTAL: 2	0	0	2	| 4 |	1	4	| 5 |	9
(MALE WHITE)		| M W: (2)	(0)	(0)	(2)	| (4) |	(0)	(0)	| (0) |	(4)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(4)	| (5) |	(5)
HOWARD	11,000	| TOTAL: 2	0	0	3	| 5 |	1	0	| 1 |	6
(MALE WHITE)		| M W: (2)	(0)	(0)	(3)	| (5) |	(1)	(0)	| (1) |	(6)
LUCAS	10,400	| TOTAL: 2	0	0	1	| 3 |	1	0	| 1 |	4
(MALE WHITE)		| M W: (2)	(0)	(0)	(1)	| (3) |	(0)	(0)	| (0) |	(3)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(0)	| (1) |	(1)
FREMONT	9,300	| TOTAL: 2	0	0	3	| 5 |	0	4	| 4 |	9
(MALE WHITE)		| M W: (2)	(0)	(0)	(3)	| (5) |	(0)	(0)	| (0) |	(5)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(0)	(4)	| (4) |	(4)
ADAIR	9,300	| TOTAL: 2	0	0	2	| 4 |	0	2	| 2 |	6
(MALE WHITE)		| M W: (2)	(0)	(0)	(1)	| (3) |	(0)	(0)	| (0) |	(3)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(1)	| (1) |	(0)	(2)	| (2) |	(3)
DAVIS	9,200	| TOTAL: 2	0	0	0	| 2 |	1	2	| 3 |	5
(MALE WHITE)		| M W: (2)	(0)	(0)	(0)	| (2) |	(0)	(1)	| (1) |	(3)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(1)	| (2) |	(2)

COUNTY	POPULATION		S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
			TOP ADMIN.	GEN. COMMAND	1ST LINE SUPERV.	OTHER OFFICERS	TOTAL	SECRETARY CLERICAL	OTHER CIVILIANS	TOTAL	
MONROE	9,100	| TOTAL:	2	0	0	3	| 5	0	0	| 0	5
(MALE WHITE)		| M W:	(2)	(0)	(0)	(2)	| (4)	(0)	(0)	| (0)	(4)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(1)	| (1)	(0)	(0)	| (0)	(1)
WORTH	9,000	| TOTAL:	1	0	0	4	| 5	1	4	| 5	10
(MALE WHITE)		| M W:	(1)	(0)	(0)	(4)	| (5)	(1)	(4)	| (5)	(10)
IDA	8,800	| TOTAL:	2	0	0	9	| 11	1	2	| 3	14
(MALE WHITE)		| M W:	(2)	(0)	(0)	(9)	| (11)	(0)	(2)	| (2)	(13)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(0)	| (1)	(1)
CLARKE	8,800	| TOTAL:	2	1	0	0	| 3	1	2	| 3	6
(MALE WHITE)		| M W:	(2)	(1)	(0)	(0)	| (3)	(0)	(0)	| (0)	(3)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(2)	| (3)	(3)
VAN BUREN	8,600	| TOTAL:	1	0	0	3	| 4	1	5	| 6	10
(MALE WHITE)		| M W:	(1)	(0)	(0)	(3)	| (4)	(0)	(4)	| (4)	(8)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(1)	| (2)	(2)
TAYLOR	8,500	| TOTAL:	2	0	0	0	| 2	1	3	| 4	6
(MALE WHITE)		| M W:	(2)	(0)	(0)	(0)	| (2)	(0)	(1)	| (1)	(3)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(2)	| (3)	(3)
OSCEOLA	8,200	| TOTAL:	2	0	0	6	| 8	1	4	| 5	13
(MALE WHITE)		| M W:	(2)	(0)	(0)	(6)	| (8)	(0)	(0)	| (0)	(8)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(4)	| (5)	(5)
WAYNE	8,100	| TOTAL:	2	0	0	2	| 4	1	3	| 4	8
(MALE WHITE)		| M W:	(2)	(0)	(0)	(2)	| (4)	(0)	(1)	| (1)	(5)
(FEMALE WHITE)		| F W:	(0)	(0)	(0)	(0)	| (0)	(1)	(2)	| (3)	(3)

<u>COUNTY</u>	<u>POPULATION</u>	<u>S W O R N</u>					<u>C I V I L I A N</u>			<u>SWORN/CIV. TOTAL</u>
		<u>TOP ADMIN.</u>	<u>GEN. COMMAND</u>	<u>1ST LINE SUPERV.</u>	<u>OTHER OFFICERS</u>	<u>TOTAL</u>	<u>SECRETARY CLERICAL</u>	<u>OTHER CIVILIANS</u>	<u>TOTAL</u>	
RINGGOLD	6,000	| TOTAL: 2	0	0	1	| 3 |	1	3	| 4 |	7
(MALE WHITE)		| M W: (2)	(0)	(0)	(1)	| (3) |	(0)	(3)	| (3) |	(6)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(1)	(0)	| (1) |	(1)
ADAMS	5,600	| TOTAL: 2	0	0	1	| 3 |	0	6	| 6 |	9
(MALE WHITE)		| M W: (2)	(0)	(0)	(1)	| (3) |	(0)	(0)	| (0) |	(3)
(MALE NON-WHITE)		| M N-W: (0)	(0)	(0)	(0)	| (0) |	(0)	(1)	| (1) |	(1)
(FEMALE WHITE)		| F W: (0)	(0)	(0)	(0)	| (0) |	(0)	(5)	| (5) |	(5)
<u>TOTALS:</u>		<u>TOP ADMIN.</u>	<u>GEN. COMMAND</u>	<u>1ST LINE SUPERV.</u>	<u>OTHER OFFICERS</u>	<u>TOTAL</u>	<u>SECRETARY CLERICAL</u>	<u>OTHER CIVILIANS</u>	<u>TOTAL</u>	<u>SWORN/CIV. TOTAL</u>
MALE WHITE	M W:	177	60	115	629	| 981	5	190	| 195	1,176
MALE NON-WHITE	M N-W:	-	-	1	9	| 10	1	16	| 17	27
FEMALE WHITE	F W:	-	-	5	71	| 76	154	238	| 392	468
FEMALE NON-WHITE	F N-W:	-	-	-	-	| -	4	12	| 16	16
GRAND TOTALS:		177	60	121	709	| 1,067	164	456	| 620	1,687

Definitions: Non-White includes American Indian, Black, Oriental, and Hispanic persons.

Top Admin. - Sheriff, Chief Deputy Gen. Command - Capt., Lt. First Line Superv. - Sgt., Detective, Corporal

Other Officers - Deputy and Other Sworn Personnel (in some instances, this includes jailer, dispatcher, civil deputy).

Secretarial/Clerical - Secretary, Clerk Other Civilians - in some instances, this includes dispatcher, civil deputy, and office deputy. This category represents all civilians not included in in the Secretarial/Clerical group.

TABLE 7
LENGTH OF EMPLOYMENT
OF FULL-TIME SWORN OFFICERS (JULY 1, 1984)

The reduction of turnover in departmental personnel, and the retention of experienced officers have long been considered important in developing and maintaining professionalism in law enforcement agencies. Maintaining low rates of turnover is an important fiscal matter, as well, given the requirements 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.

Table 7 addresses the length of employment of full-time sworn officers of 96 (of the 99) Iowa sheriffs' departments. An examination of this table shows that the largest group of officers (382 or 36%) have been employed with their departments between 5-9 years. When adding the totals directly before and after that number (194 employed 3-4 years, and 198 between 10-14 years), one can conclude that approximately three-fourths (72%) of all sworn employees of sheriffs' departments have been with their agencies from 3-14 years.

The departments also have on their staffs about 20% of deputies (196) with less than 2 years of law enforcement service. At the other end of the employment scale, the data show that only 9% (97) of all law enforcement officers have been employed with their own agencies 15 or more years and of this number, 17 have more than 25 years of service with their current departments.

TABLE 7

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

COUNTY	POPULATION	UNDER 1 YR.	1-2 YRS.	3-4 YRS.	5-9 YRS.	10-14 YRS.	15-19 YRS.	20-24 YRS.	25+ YRS.	TOTAL
POLK	307,000	22	4	11	45	28	5	4	2	121
LINN	169,200	15	8	13	18	21	7	.	.	82
SCOTT	161,700	.	.	5	23	7	1	1	1	38
BLACK HAWK	138,500	3	6	13	18	7	4	1	.	52
WOODBURY	101,100	6	3	3	9	6	2	.	.	29
DUBUQUE	92,700	1	2	5	15	7	3	.	.	33
POTTAWATTAMIE	87,100	.	5	9	16	1	1	2	.	34
JOHNSON	84,000	1	2	7	15	7	1	.	.	33
STORY	72,800	3	4	1	12	4	.	.	1	25
CLINTON	56,900	1	2	4	6	5	1	1	1	21
CERRO GORDO	48,400	3	4	5	3	.	.	2	.	17
DES MOINES	45,700	.	1	1	6	6	.	1	.	15
WEBSTER	45,200	.	1	1	3	6	2	.	.	13
LEE	42,900	4	4	5	10	1	.	.	1	25
MARSHALL	42,000	.	.	5	2	1	1	.	.	9
MUSCATINE	41,700	.	2	2	6	4	.	1	.	15
WAPELLO	39,700	.	1	1	3	1	1	.	.	7
JASPER	36,200	1	.	1	3	1	2	.	.	8
WARREN	35,300	1	.	2	5	3	.	.	.	11
SIOUX	31,100	.	4	5	1	.	.	.	.	10
MARION	30,100	2	.	1	.	1	1	2	.	7
DALLAS	29,500	.	2	1	3	1	.	.	.	7
BOONE	26,100	1	1	1	2	3	.	.	.	8

<u>COUNTY</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>
FAYETTE	25,200	.	1	1	2	.	.	1	1	6
BREMER	25,000	1	1	.	6	2	.	.	.	10
PLYMOUTH	24,500	1	.	.	2	3	.	.	.	6
BENTON	23,400	.	2	3	2	1	1	.	.	9
BUCHANAN	23,100	2	.	4	2	1	.	.	.	9
CARROLL	22,800	.	.	1	5	2	.	1	.	9
MAHASKA	22,800	.	.	8	1	.	1	.	.	10
JACKSON	22,400	.	.	.	3	2	1	.	.	6
WINNESHIEK	22,000	.	1	.	2	3	.	1	.	7
HARDIN	21,700	.	1	1	3	2	.	1	.	8
KOSSUTH	21,600	1	2	.	2	2	1	.	.	8
CLAYTON	21,000	1	.	2	2	2	.	.	.	7
BUENA VISTA	20,900	.	1	1	4	1	.	.	1	8
JONES	20,400	1	1	2	1	2	.	.	.	7
WASHINGTON	20,100	2	2	8	1	1	.	.	.	14
CLAY	19,300	.	.	.	4	1	.	1	.	6
FLOYD	19,300	1	1	.	2	1	1	.	1	7
TAMA	19,300	2	.	.	4	2	.	.	.	8
CRAWFORD	19,200	1	.	2	2	1	.	1	.	7
POWESHIEK	19,100	.	.	1	2	1	1	.	1	6
DELAWARE	18,900	1	1	3	4	.	.	1	.	10
PAGE	18,900	.	1	3	1	2	.	.	.	7
HENRY	18,700	1	1	2	2	.	.	.	.	6
CEDAR	18,500	.	.	.	2	2	.	.	.	4
HAMILTON	17,700	.	.	1	3	1	1	.	1	7
BUTLER	17,600	.	1	1	2	1	.	.	.	5
O BRIEN	17,000	.	1	1	3	2	.	.	.	7

<u>COUNTY</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>
CASS	17,000	1	.	3	1	.	.	.	1	6
JEFFERSON	16,400	.	.	.	1	2	.	1	.	4
HARRISON	16,200	.	.	2	2	.	1	.	.	5
CHEROKEE	16,000	.	1	.	2	1	.	1	.	5
WRIGHT	16,000	.	.	.	4	1	.	.	.	5
DICKINSON	15,700	.	1	1	5	.	.	.	.	7
CHICKASAW	15,300	.	.	1	2	2	.	.	.	5
IOWA	15,300	2	.	2	2	2	.	.	.	8
ALLAMAKEE	15,000	1	.	1	2	3	.	.	.	7
SHELBY	14,800	.	.	.	2	1	.	.	1	4
GRUNDY	14,100	.	.	1	3	.	.	.	.	4
UNION	13,900	.	4	1	1	1	1	.	.	8
SAC	13,800	.	1	1	.	2	1	.	1	6
HANCOCK	13,700	.	.	.	6	1	.	.	.	7
MILLS	13,600	1	1	1	2	2	.	.	.	7
CALHOUN	13,300	1	1	1	1	.	1	.	.	5
MONTGOMERY	13,200	.	.	.	1	1	1	.	1	4
EMMET	13,200	1	1	1	2	1	.	.	.	6
FRANKLIN	12,800	.	.	1	1	4	.	.	.	6
LYON	12,800	.	3	1	3	.	.	.	.	7
KEOKUK	12,700	.	1	1	1	1	.	1	1	6
WINNEBAGO	12,700	1	1	.	.	.	2	.	.	4
MADISON	12,600	1	1	1	2	.	.	.	.	5
PALO ALTO	12,500	.	1	2	1	1	.	.	.	5
LOUISA	12,200	.	.	5	2	3	.	.	.	10
MITCHELL	12,100	.	.	.	4	.	1	.	1	6

<u>COUNTY</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>
HUMBOLDT	12,100	.	.	2	2	1	1	.	.	6
GREENE	11,900	.	.	1	1	1	1	.	.	4
GUTHRIE	11,700	.	1	1	1	1	.	.	.	4
MONONA	11,500	.	1	2	3	.	.	.	.	6
POCAHONTAS	11,100	2	.	1	1	.	.	.	.	4
HOWARD	11,000	1	.	1	2	1	.	.	.	5
LUCAS	10,400	1	.	2	.	.	.	.	.	3
FREMONT	9,300	.	1	.	3	1	.	.	.	5
ADAIR	9,300	.	.	1	3	.	.	.	.	4
DAVIS	9,200	.	.	.	1	1	.	.	.	2
MONROE	9,100	.	.	1	3	.	.	1	.	5
WORTH	9,000	.	1	2	2	.	.	.	.	5
IDA	8,800	.	1	2	6	1	.	1	.	11
CLARKE	8,800	.	.	.	2	.	1	.	.	3
VAN BUREN	8,600	1	1	1	.	1	.	.	.	4
TAYLOR	8,500	1	.	.	.	.	1	.	.	2
OSCEOLA	8,200	1	2	1	2	2	.	.	.	8
WAYNE	8,100	1	1	1	1	.	.	.	.	4
RINGGOLD	6,000	.	.	.	1	.	2	.	.	3
ADAMS	5,600	.	.	1	2	.	.	.	.	3
TOTALS:		96	100	194	382	198	53	27	17	1,067

TABLE 8
NUMBER OF FULL - TIME EMPLOYEES
BY FUNCTION (JULY 1, 1984)

The 96 sheriffs' departments responding to this survey report a total of 1,687 full-time employees as of July 1, 1984. Approximately two-thirds of this number (1,067) are in sworn positions, with the remainder (620) being civilians.

In terms of assignment, three of every four (1,266) full-time staff are working in the department while one-fourth (421) are assigned primarily to the jail. Very few (4) departments in counties under 30,000 population have deputies specifically in the jail. This is not surprising as the smaller departments do not have enough manpower to assign their deputies primarily to jail duty. Often this function is performed by civilian personnel in these less populous counties.

Of the 1,266 individuals working in the department (rather than the jail), 70% (882) are sworn officers and 30% (384) are civilians. Again, in the smaller counties, a much larger percent of staff assigned to the department have civilian status while in the larger counties, the majority of employees are sworn personnel.

TABLE 8
NUMBER OF FULL-TIME EMPLOYEES
BY FUNCTION (JULY 1, 1984)

COUNTY	POPULATION	SWORN			CIVILIAN			TOTAL		
		DEPARTMENT	JAIL	TOTAL	DEPARTMENT	JAIL	TOTAL	DEPARTMENT	JAIL	TOTAL
POLK	307,000	62	59	121	21	11	32	83	70	153
LINN	169,200	50	32	82	14	16	30	64	48	112
SCOTT	161,700	38	.	38	33	42	75	71	42	113
BLACK HAWK	138,500	33	19	52	14	7	21	47	26	73
WOODBURY	101,100	29	.	29	22	18	40	51	18	69
DUBUQUE	92,700	24	9	33	8	.	8	32	9	41
POTTAWATTAMIE	87,100	28	6	34	4	18	22	32	24	56
JOHNSON	84,000	22	11	33	9	7	16	31	18	49
STORY	72,800	18	7	25	8	.	8	26	7	33
CLINTON	56,900	16	5	21	4	4	8	20	9	29
CERRO GORDO	48,400	14	3	17	3	13	16	17	16	33
DES MOINES	45,700	14	1	15	5	9	14	19	10	29
WEBSTER	45,200	13	.	13	4	12	16	17	12	29
LEE	42,900	11	14	25	3	.	3	14	14	28
MARSHALL	42,000	9	.	9	6	4	10	15	4	19
MUSCATINE	41,700	14	1	15	1	3	4	15	4	19
WAPELLO	39,700	7	.	7	3	4	7	10	4	14
JASPER	36,200	8	.	8	1	.	1	9	.	9
WARREN	35,300	10	1	11	1	1	2	11	2	13
SIOUX	31,100	9	1	10	1	6	7	10	7	17
MARION	30,100	7	.	7	1	.	1	8	.	8

COUNTY	POPULATION	S W O R N			C I V I L I A N			T O T A L		
		DEPARTMENT	JAIL	TOTAL	DEPARTMENT	JAIL	TOTAL	DEPARTMENT	JAIL	TOTAL
DALLAS	29,500	7	.	7	6	1	7	13	1	14
BOONE	26,100	8	.	8	.	.	.	8	.	8
FAYETTE	25,200	6	.	6	.	.	.	6	.	6
BREMER	25,000	9	1	10	1	.	1	10	1	11
PLYMOUTH	24,500	6	.	6	6	.	6	12	.	12
BENTON	23,400	9	.	9	2	3	5	11	3	14
BUCHANAN	23,100	9	.	9	2	2	4	11	2	13
CARROLL	22,800	9	.	9	.	2	2	9	2	11
MAHASKA	22,800	6	4	10	1	.	1	7	4	11
JACKSON	22,400	6	.	6	1	3	4	7	3	10
WINNESHIEK	22,000	7	.	7	1	.	1	8	.	8
HARDIN	21,700	8	.	8	3	.	3	11	.	11
KOSSUTH	21,600	8	.	8	1	.	1	9	.	9
CLAYTON	21,000	6	1	7	1	.	1	7	1	8
BUENA VISTA	20,900	8	.	8	.	.	.	8	.	8
JONES	20,400	7	.	7	4	1	5	11	1	12
WASHINGTON	20,100	12	2	14	5	.	5	17	2	19
CLAY	19,300	6	.	6	1	.	1	7	.	7
FLOYD	19,300	7	.	7	1	3	4	8	3	11
TAMA	19,300	8	.	8	4	.	4	12	.	12
CRAWFORD	19,200	7	.	7	2	.	2	9	.	9
POWESHIEK	19,100	6	.	6	3	.	3	9	.	9
DELAWARE	18,900	10	.	10	1	1	2	11	1	12
PAGE	18,900	7	.	7	.	3	3	7	3	10
HENRY	18,700	6	.	6	7	.	7	13	.	13

<u>COUNTY</u>	<u>POPULATION</u>	<u>SWORN</u>			<u>CIVILIAN</u>			<u>TOTAL</u>		
		<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>
CEDAR	18,500	4	.	4	8	4	12	12	4	16
HAMILTON	17,700	7	.	7	1	.	1	8	.	8
BUTLER	17,600	5	.	5	6	.	6	11	.	11
O BRIEN	17,000	7	.	7	6	.	6	13	.	13
CASS	17,000	6	.	6	1	1	2	7	1	8
JEFFERSON	16,400	4	.	4	1	5	6	5	5	10
HARRISON	16,200	4	1	5	4	2	6	8	3	11
CHEROKEE	16,000	5	.	5	6	.	6	11	.	11
WRIGHT	16,000	5	.	5	7	2	9	12	2	14
DICKINSON	15,700	7	.	7	5	.	5	12	.	12
CHICKASAW	15,300	5	.	5	5	.	5	10	.	10
IOWA	15,300	8	.	8	3	.	3	11	.	11
ALLAMAKEE	15,000	6	1	7	5	.	5	11	1	12
SHELBY	14,800	4	.	4	1	1	2	5	1	6
GRUNDY	14,100	4	.	4	4	.	4	8	.	8
UNION	13,900	4	4	8	.	.	.	4	4	8
SAC	13,800	6	.	6	3	1	4	9	1	10
HANCOCK	13,700	7	.	7	.	.	.	7	.	7
MILLS	13,600	5	2	7	6	.	6	11	2	13
CALHOUN	13,300	5	.	5	5	.	5	10	.	10
MONTGOMERY	13,200	4	.	4	1	4	5	5	4	9
EMMET	13,200	6	.	6	6	.	6	12	.	12
FRANKLIN	12,800	6	.	6	1	.	1	7	.	7
LYON	12,800	7	.	7	4	1	5	11	1	12
KEOKUK	12,700	6	.	6	.	3	3	6	3	9

<u>COUNTY</u>	<u>POPULATION</u>	<u>S W O R N</u>			<u>C I V I L I A N</u>			<u>T O T A L</u>		
		<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>
WINNEBAGO	12,700	4	.	4	4	.	4	8	.	8
MADISON	12,600	5	.	5	1	3	4	6	3	9
PALO ALTO	12,500	5	.	5	7	.	7	12	.	12
LOUISA	12,200	10	.	10	5	.	5	15	.	15
MITCHELL	12,100	6	.	6	1	.	1	7	.	7
HUMBOLDT	12,100	6	.	6	.	2	2	6	2	8
GREENE	11,900	4	.	4	5	.	5	9	.	9
GUTHRIE	11,700	4	.	4	5	.	5	9	.	9
MONONA	11,500	6	.	6	.	5	5	6	5	11
POCAHONTAS	11,100	4	.	4	4	1	5	8	1	9
HOWARD	11,000	5	.	5	1	.	1	6	.	6
LUCAS	10,400	3	.	3	1	.	1	4	.	4
FREMONT	9,300	5	.	5	.	4	4	5	4	9
ADAIR	9,300	4	.	4	2	.	2	6	.	6
DAVIS	9,200	2	.	2	3	.	3	5	.	5
MONROE	9,100	5	.	5	.	.	.	5	.	5
WORTH	9,000	5	.	5	5	.	5	10	.	10
IDA	8,800	11	.	11	3	.	3	14	.	14
CLARKE	8,800	3	.	3	3	.	3	6	.	6
VAN BUREN	8,600	4	.	4	6	.	6	10	.	10
TAYLOR	8,500	2	.	2	4	.	4	6	.	6
OSCEOLA	8,200	8	.	8	5	.	5	13	.	13
WAYNE	8,100	4	.	4	4	.	4	8	.	8
RINGGOLD	6,000	3	.	3	1	3	4	4	3	7
ADAMS	5,600	3	.	3	6	.	6	9	.	9
TOTALS:		882	185	1,067	384	236	620	1,266	421	1,687

TABLE 9
NUMBER OF PART-TIME EMPLOYEES
BY FUNCTION, AND RESERVES (JULY 1, 1984)

In addition to their full-time sworn officers, many departments also employ part-time (both sworn and civilian) personnel, and reserves. Table 9 shows that only 20 departments employ part-time sworn personnel, but that 73 have part-time civilians on their staff. The departments employ a total of 40 sworn officers on a part-time basis, of these 26 are assigned primarily to the department, and 14 to the jail.

There are nearly 5 times as many part-time civilians employed (197), and they are divided nearly evenly between department (95) and jail (102) assignments.

Over half (50) of the 96 departments indicate that they also have reserve officers at their disposal. They account for a total number of 847 reserves.

There is apparently no relationship between population of a county and use of part-time personnel or reserves, although part-time sworn personnel are found somewhat more frequently in the larger counties.

TABLE 9

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

COUNTY	POPULATION	SWORN			CIVILIAN			TOTAL			RESERVES
		DEPARTMENT	JAIL	TOTAL	DEPARTMENT	JAIL	TOTAL	DEPARTMENT	JAIL	TOTAL	
POLK	307,000	5	3	8	3	.	3	8	3	11	27
LINN	169,200	1	1	2	1	5	6	2	6	8	28
SCOTT	161,700	.	.	.	.	.	.	.	.	.	40
BLACK HAWK	138,500	.	.	.	.	4	4	.	4	4	22
WOODBURY	101,100	.	.	.	.	.	.	.	.	.	55
DUBUQUE	92,700	.	4	4	3	.	3	3	4	7	.
POTTAWATTAMIE	87,100	.	.	.	.	1	1	.	1	1	15
JOHNSON	84,000	.	.	.	.	2	2	.	2	2	.
STORY	72,800	.	.	.	.	2	2	.	2	2	30
CLINTON	56,900	.	1	1	.	1	1	.	2	2	9
CERRO GORDO	48,400	.	.	.	.	5	5	.	5	5	.
DES MOINES	45,700	.	.	.	1	5	6	1	5	6	18
WEBSTER	45,200	1	.	1	1	2	3	2	2	4	25
LEE	42,900	.	.	.	.	4	4	.	4	4	.
MARSHALL	42,000	.	2	2	.	.	.	.	2	2	.
MUSCATINE	41,700	.	.	.	.	.	.	.	.	.	20
WAPELLO	39,700	.	.	.	.	7	7	.	7	7	17
JASPER	36,200	.	.	.	1	3	4	1	3	4	10
WARREN	35,300	.	.	.	.	.	.	.	.	.	.
SIOUX	31,100	1	.	1	.	1	1	1	1	2	.
MARION	30,100	.	.	.	3	.	3	3	.	3	25

<u>COUNTY</u>	<u>POPULATION</u>	<u>SWORN</u>			<u>CIVILIAN</u>			<u>TOTAL</u>			<u>RESERVES</u>
		<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	
DALLAS	29,500	.	.	| .	2	.	| 2	2	.	| 2	| .
BOONE	26,100	.	.	| .	1	.	| 1	1	.	| 1	| .
FAYETTE	25,200	.	.	| .	.	.	| .	.	.	| .	| .
BREMER	25,000	.	.	| .	.	.	| .	.	.	| .	| .
PLYMOUTH	24,500	5	.	| 5	4	5	| 9	9	5	| 14	| 5
BENTON	23,400	.	.	| .	4	.	| 4	4	.	| 4	| 7
BUCHANAN	23,100	.	.	| .	.	4	| 4	.	4	| 4	| 1
CARROLL	22,800	.	1	| 1	.	1	| 1	.	2	| 2	| .
MAHASKA	22,800	.	.	| .	1	.	| 1	1	.	| 1	| 43
JACKSON	22,400	.	.	| .	.	2	| 2	.	2	| 2	| .
WINNEBAGO	22,000	.	.	| .	1	.	| 1	1	.	| 1	| .
HARDIN	21,700	2	.	| 2	4	.	| 4	6	.	| 6	| 1
KOSSUTH	21,600	.	.	| .	.	.	| .	.	.	| .	| 18
CLAYTON	21,000	.	.	| .	.	.	| .	.	.	| .	| 6
BUENA VISTA	20,900	.	.	| .	1	1	| 2	1	1	| 2	| ..
JONES	20,400	2	.	| 2	5	3	| 8	7	3	| 10	| .
WASHINGTON	20,100	.	.	| .	.	1	| 1	.	1	| 1	| 21
CLAY	19,300	.	.	| .	1	.	| 1	1	.	| 1	| .
FLOYD	19,300	.	.	| .	.	5	| 5	.	5	| 5	| 18
TAMA	19,300	.	.	| .	4	.	| 4	4	.	| 4	| 8
CRAWFORD	19,200	.	.	| .	.	.	| .	.	.	| .	| .
POWESHIEK	19,100	.	.	| .	.	2	| 2	.	2	| 2	| 6
DELAWARE	18,900	.	.	| .	.	1	| 1	.	1	| 1	| 10
PAGE	18,900	1	1	| 2	.	.	| .	1	1	| 2	| .
HENRY	18,700	.	.	| .	.	.	| .	.	.	| .	| 12

<u>COUNTY</u>	<u>POPULATION</u>	<u>S W O R N</u>			<u>C I V I L I A N</u>			<u>T O T A L</u>			<u>RESERVES</u>
		<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	
CEDAR	18,500	.	.	| .	1	2	| 3	1	2	| 3	6
HAMILTON	17,700	.	.	| .	1	.	| 1	1	.	| 1	.
BUTLER	17,600	.	.	| .	.	.	| .	.	.	| .	.
O BRIEN	17,000	.	.	| .	1	.	| 1	1	.	| 1	.
CASS	17,000	.	.	| .	.	.	| .	.	.	| .	10
JEFFERSON	16,400	.	.	| .	.	1	| 1	.	1	| 1	.
HARRISON	16,200	.	.	| .	1	.	| 1	1	.	| 1	5
CHEROKEE	16,000	.	.	| .	1	.	| 1	1	.	| 1	.
WRIGHT	16,000	.	.	| .	.	.	| .	.	.	| .	5
DICKINSON	15,700	.	1	| 1	3	.	| 3	3	1	| 4	.
CHICKASAW	15,300	1	.	| 1	1	.	| 1	2	.	| 2	.
IOWA	15,300	.	.	| .	2	.	| 2	2	.	| 2	.
ALLAMAKEE	15,000	.	.	| .	1	1	| 2	1	1	| 2	.
SHELBY	14,800	.	.	| .	.	.	| .	.	.	| .	.
GRUNDY	14,100	.	.	| .	2	.	| 2	2	.	| 2	25
UNION	13,900	.	.	| .	.	5	| 5	.	5	| 5	32
SAC	13,800	.	.	| .	3	.	| 3	3	.	| 3	.
HANCOCK	13,700	.	.	| .	.	.	| .	.	.	| .	9
MILLS	13,600	.	.	| .	1	.	| 1	1	.	| 1	14
CALHOUN	13,300	1	.	| 1	1	.	| 1	2	.	| 2	.
MONTGOMERY	13,200	1	.	| 1	.	1	| 1	1	1	| 2	13
EMMET	13,200	.	.	| .	1	.	| 1	1	.	| 1	.
FRANKLIN	12,800	.	.	| .	.	2	| 2	.	2	| 2	4
LYON	12,800	.	.	| .	2	.	| 2	2	.	| 2	.
KEOKUK	12,700	.	.	| .	.	2	| 2	.	2	| 2	.

<u>COUNTY</u>	<u>POPULATION</u>	<u>S W O R N</u>			<u>C I V I L I A N</u>			<u>T O T A L</u>			<u>RESERVES</u>
		<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	<u>DEPARTMENT</u>	<u>JAIL</u>	<u>TOTAL</u>	
WINNEBAGO	12,700	.	.	| .	1	.	| 1	1	.	| 1	.
MADISON	12,600	.	.	| .	.	2	| 2	.	2	| 2	.
PALO ALTO	12,500	.	.	| .	.	.	| .	.	.	| .	.
LOUISA	12,200	.	.	| .	.	3	| 3	.	3	| 3	.
MITCHELL	12,100	.	.	| .	.	.	| .	.	.	| .	.
HUMBOLDT	12,100	.	.	| .	.	.	| .	.	.	| .	.
GREENE	11,900	1	.	| 1	4	.	| 4	5	.	| 5	30
GUTHRIE	11,700	.	.	| .	2	.	| 2	2	.	| 2	41
MONONA	11,500	.	.	| .	1	1	| 2	1	1	| 2	11
POCAHONTAS	11,100	.	.	| .	3	.	| 3	3	.	| 3	1
HOWARD	11,000	1	.	| 1	.	5	| 5	1	5	| 6	2
LUCAS	10,400	.	.	| .	.	.	| .	.	.	| .	30
FREMONT	9,300	.	.	| .	.	1	| 1	.	1	| 1	13
ADAIR	9,300	.	.	| .	3	.	| 3	3	.	| 3	.
DAVIS	9,200	2	.	| 2	5	.	| 5	7	.	| 7	.
MONROE	9,100	.	.	| .	.	1	| 1	.	1	| 1	1
WORTH	9,000	.	.	| .	1	.	| 1	1	.	| 1	6
IDA	8,800	.	.	| .	2	1	| 3	2	1	| 3	.
CLARKE	8,800	.	.	| .	3	3	| 6	3	3	| 6	.
VAN BUREN	8,600	.	.	| .	1	3	| 4	1	3	| 4	.
TAYLOR	8,500	.	.	| .	3	1	| 4	3	1	| 4	30
OSCEOLA	8,200	.	.	| .	1	.	| 1	1	.	| 1	.
WAYNE	8,100	.	.	| .	2	.	| 2	2	.	| 2	5
RINGGOLD	6,000	1	.	| 1	.	.	| .	1	.	| 1	32
ADAMS	5,600	.	.	| .	.	.	| .	.	.	| .	25
TOTALS:		26	14	40	95	102	197	121	116	237	847

T A B L E 10
A U T H O R I Z E D S A L A R I E S
O F S H E R I F F S A N D F U L L - T I M E D E P U T I E S (F Y 1 9 8 5)

The 96 sheriffs' departments reported a large number of salary levels for their sworn personnel by rank, as displayed in the following table. All agencies reported salary levels for sheriffs and deputies, but many of the smaller departments do not possess intermediate ranks (sgt., lt., capt.). The most common salary level for other ranks was for chief deputy, with 77 sheriffs providing salaries for that rank.

Salaried information was submitted in two forms. Many of the departments reported salary ranges while others only gave single, current figures by rank, without ranges. In the discussion that follows, three different averages were computed. The first is for all departments providing a single salary (not a range); the second and third represent all other agencies that gave both a low and high salary range for any given position.

Deputy. All except two departments submitted salaried information for deputies, with 34 providing single salary figures and 60 providing salary ranges. Of those showing single salary figures, the average salary was \$17,272, with a minimum of \$12,705 and a maximum of \$19,760. Of those having salary ranges, the average range was \$16,287-\$18,894.

Detective. Fifteen sheriffs gave salaries for their detectives, with eight offering ranges and the other seven providing single figures. Of the latter group, the average salary was \$19,165 for detectives, with a range of \$17,450-\$21,081. Of those offering ranges, the average range was \$18,016-\$21,826.

Sergeant. Twenty-eight agencies reported salary figures for sergeants, with thirteen showing salary ranges and fifteen reporting single figures. Of those giving only one figure, the average salary was \$19,711, with figures ranging from \$17,330-\$22,786. The average range for departments giving both a low and high salary for sergeants was \$18,805-\$21,018.

Lieutenant. Twenty departments reported salaries for lieutenants, with nine offering salary ranges, with the average calculated between \$19,508-\$22,527. Of those offering single figures (not ranges), the average salary was \$21,265, with a range between \$17,510-\$26,565.

Captain. As was true for other mid-level ranks, the larger departments were more likely to report salary figures for captains than the smaller departments. Only 12 agencies provided salaries for captains, with 11 of that number offering single salary figures, with an average of \$22,120, and a range between \$17,510 and \$28,290. Only one department gave a salary range for its captain, with that range being \$13,263-\$17,343.

Chief Deputy. Chief deputies in Iowa are paid a maximum of 85% of their sheriffs' salary, and most agencies reported figures for their chief deputies which were exactly that amount. All of the 77 departments giving figures for the rank of chief deputy reported single salary figures, rather than a range, of course. The average salary for chief deputies was \$19,411 with salaries ranging from \$14,025-\$32,300.

Sheriff. As would be expected, all 96 counties reported single salaries for their sheriffs, with an average salary of \$22,764. The highest salary for sheriff was \$38,000, and the lowest, \$16,500. Approximately half (48) of sheriffs fell into a salary range between \$20,000 and \$23,000, and another 16 report a base salary under \$20,000. At the higher end of the salary scale, exactly one-third (32 of the 96 reporting sheriffs) indicate earning \$23,000 or more annually.

In making comparisons among departments, the reader is encouraged to exercise caution. There are obvious differences among the sheriffs' offices providing information for this report, not the least of which is the population of the county. Comparisons should be made primarily among departments serving populations of similar size and having a staff of similar size. Comparisons of salaries within a specific rank should also be made with care, as the duties and qualifications for individual positions may vary considerably from one department to another.

TABLE 10

AUTHORIZED SALARIES
OF SHERIFFS AND FULL-TIME DEPUTIES (FY 1985) *

COUNTY	POPULATION	DEPUTY LOW - HIGH	DETECTIVE LOW - HIGH	SERGEANT LOW - HIGH	LIEUTENANT LOW - HIGH	CAPTAIN LOW - HIGH	CHIEF DEPUTY CURRENT	SHERIFF CURRENT
# POLK	307,000	17,750-21,476	19,523-23,629	20,476-24,789	22,524-27,282	-	32,300	38,000
# LINN	169,200	16,453-19,858	20,637-21,372	20,637-21,372	21,750-25,750	-	28,220	33,200
SCOTT	161,700	17,324-20,380	20,380	22,762	26,565	28,290	29,325	34,500
BLACK HAWK	138,500	17,180-20,134	17,180-20,134	22,110-23,004	25,566	26,182	-	30,803
WOODBURY	101,100	16,866-22,417	-	22,786	-	24,305	25,824	30,381
# DUBUQUE	92,700	13,995-20,571	13,995-20,571	22,161	-	22,852	23,545	27,700
POTTAWATTAMIE	87,100	15,844-19,277	15,844-19,277	20,800-21,320	22,788	-	24,650	29,000
JOHNSON	84,000	18,484-24,118	18,484-24,118	23,919-26,054	25,708-27,493	28,185	28,185	33,160
STORY	72,800	16,744-21,547	16,744-21,547	17,542-22,547	18,344-23,658	-	26,775	31,500
CLINTON	56,900	18,723	20,179	19,329	20,179	21,611	21,611	25,500
# CERRO GORDO	48,400	14,518-20,820	-	-	22,106	-	-	26,008
DES MOINES	45,700	18,360	18,360	18,934	-	-	19,508	22,951
WEBSTER	45,200	16,916-21,614	21,721-23,966	21,721	22,966-23,499	-	23,966	27,305
# LEE	42,900	14,857-18,394	-	-	-	-	20,574	24,205
MARSHALL	42,000	16,978-20,616	-	-	-	-	20,616	24,255
MUSCATINE	41,700	17,975-18,975	21,081	19,941	-	-	21,081	24,804
WAPELLO	39,700	16,494-18,376	-	-	-	-	18,376	21,619
JASPER	36,200	17,000-22,025	-	-	-	-	23,039	27,105
WARREN	35,300	16,721-18,939	-	17,160-18,938	-	19,914	19,914	23,428
SIOUX	31,100	16,000-20,560	-	21,845	21,845	-	-	25,700
MARION	30,100	17,500-19,000	-	-	-	-	19,000	21,000
DALLAS	29,500	16,400-19,300	-	-	-	-	20,000	23,557

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

#Salaries of other ranks - see last page of this table.

COUNTY	POPULATION	DEPUTY	DETECTIVE	SERGEANT	LIEUTENANT	CAPTAIN	CHIEF DEPUTY	SHERIFF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	CURRENT	CURRENT
BOONE	26,100	14,665-18,049	18,049	-	-	-	18,409	22,561
# FAYETTE	25,200	14,000-14,500	-	18,727-19,660	19,660	-	-	23,130
BREMER	25,000	17,475-18,640	-	-	18,640-19,805	-	19,805	23,300
PLYMOUTH	24,500	18,443-20,410	-	20,410-20,902	-	-	20,902	24,591
# BENTON	23,400	17,493-18,075	18,657	-	-	-	19,257	22,655
BUCHANAN	23,100	17,243-17,800	-	18,356	-	18,912	-	22,250
CARROLL	22,800	18,487-21,236	-	-	-	-	21,236	24,983
# MAHASKA	22,800	16,800	-	-	-	-	17,850	21,000
JACKSON	22,400	16,782	-	-	-	-	16,782	19,744
WINNESHIEK	22,000	16,688-18,769	-	-	-	-	18,881	21,959
# HARDIN	21,700	14,000-17,500	-	18,000	-	-	18,000	22,540
KOSSUTH	21,600	15,426-17,630	-	17,630-18,731	-	-	18,731	22,037
CLAYTON	21,000	16,004	-	-	-	-	17,004	20,005
BUENA VISTA	20,900	17,500-21,250	-	-	-	-	21,500	25,000
JONES	20,400	15,049-18,274	-	-	-	-	18,274	21,499
# WASHINGTON	20,100	15,500-19,000	-	15,500-19,120	15,500-19,982	-	20,969	24,670
CLAY	19,300	19,274-20,796	-	-	-	-	21,556	25,361
FLOYD	19,300	16,336-19,837	-	-	19,837	-	-	23,338
TAMA	19,300	17,302-17,935	-	-	-	-	17,935	21,100
CRAWFORD	19,200	16,851-17,905	-	17,905	-	-	17,905	21,065
# POWESHIEK	19,100	18,156	-	-	-	-	18,156	21,320
DELAWARE	18,900	16,850-18,872	-	18,985	-	-	19,098	22,467
# PAGE	18,900	16,537-18,742	-	-	-	-	18,742	22,050
HENRY	18,700	16,849-17,902	-	-	-	17,902	-	21,062
CEDAR	18,500	19,068	-	-	-	-	-	22,700

COUNTY	POPULATION	DEPUTY LOW - HIGH	DETECTIVE LOW - HIGH	SERGEANT LOW - HIGH	LIEUTENANT LOW - HIGH	CAPTAIN LOW - HIGH	CHIEF DEPUTY CURRENT	SHERIFF CURRENT
MADISON	12,600	14,776-17,520	-	-	-	-	17,942	21,009
PALO ALTO	12,500	16,199-17,212	-	-	-	-	17,212	20,249
LOUISA	12,200	14,000-16,806	-	17,330	19,501	-	19,501	22,942
MITCHELL	12,100	17,850	-	-	-	-	-	21,000
# HUMBOLDT	12,100	17,926	-	-	18,363	-	18,582	21,861
GREENE	11,900	16,200-17,640	-	-	-	-	18,060	21,000
GUTHRIE	11,700	16,320	-	-	-	-	16,320	19,200
# MONONA	11,500	16,182-19,450	-	16,286-19,450	-	-	-	19,800
POCAHONTAS	11,100	17,775	-	-	-	-	18,275	21,500
HOWARD	11,000	13,773-16,330	-	-	-	-	16,724	19,675
LUCAS	10,400	14,846	-	-	-	-	15,389	18,105
FREMONT	9,300	17,577-17,790	-	-	-	-	18,001	21,178
# ADAIR	9,300	16,417	-	-	-	-	16,417	19,314
DAVIS	9,200	-	-	-	-	-	15,222	17,908
MONROE	9,100	12,874-15,845	-	-	-	-	16,836	19,807
WORTH	9,000	15,257-17,291	-	-	-	-	-	20,342
IDA	8,800	18,400	-	-	-	-	19,550	23,000
CLARKE	8,800	18,484	-	-	-	-	18,484	21,746
VAN BUREN	8,600	14,900-16,932	-	-	-	-	-	19,920
TAYLOR	8,500	-	-	-	-	-	17,452	20,532
OSCEOLA	8,200	19,040	-	-	-	-	20,230	23,800
WAYNE	8,100	15,900	-	-	-	-	15,900	18,600
RINGGOLD	6,000	12,705	-	-	-	-	14,025	16,500
ADAMS	5,600	14,860	-	-	-	-	15,789	18,575

COUNTY	POPULATION	DEPUTY	DETECTIVE	SERGEANT	LIEUTENANT	CAPTAIN	CHIEF DEPUTY	SHERIFF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	CURRENT	CURRENT
HAMILTON	17,700	18,904	-	-	-	-	-	22,240
BUTLER	17,600	16,880-17,935	-	-	16,880-17,935	-	17,935	21,100
O BRIEN	17,000	19,228-19,691	-	-	-	-	19,691	23,167
CASS	17,000	16,144	-	-	-	-	17,153	20,180
JEFFERSON	16,400	17,932	-	-	-	-	-	21,846
# HARRISON	16,200	19,381	-	-	-	-	19,381	22,066
CHEROKEE	16,000	19,760	-	-	-	-	-	24,700
WRIGHT	16,000	17,434	-	-	-	-	17,854	21,005
DICKINSON	15,700	17,056-20,400	-	-	-	-	20,400	24,000
CHICKASAW	15,300	18,480	-	-	-	-	18,700	22,000
IOWA	15,300	13,263-17,343	-	13,263-17,343	13,263-17,343	13,263-17,343	-	20,404
ALLAMAKEE	15,000	15,253-17,286	-	-	-	-	17,286	20,337
SHELBY	14,800	18,125	-	-	-	-	18,125	22,000
GRUNDY	14,100	16,005-18,139	-	-	-	-	-	21,340
# UNION	13,900	14,767	-	-	-	-	15,215	17,900
# SAC	13,800	17,510	-	-	17,510	17,510	-	20,600
# HANCOCK	13,700	17,744	-	-	-	-	17,851	21,000
# MILLS	13,600	16,479	-	-	-	-	17,510	20,599
CALHOUN	13,300	18,548	-	-	-	-	18,548	21,822
MONTGOMERY	13,200	15,501	-	-	-	-	16,470	19,377
EMMET	13,200	16,510-18,005	-	18,105	-	-	18,105	21,300
FRANKLIN	12,800	17,100-17,350	17,450	17,500	-	17,656	-	20,772
# LYON	12,800	16,130	-	-	-	-	16,720	19,671
KEOKUK	12,700	13,818-15,200	-	-	-	-	15,660	18,424
WINNEBAGO	12,700	16,425-17,958	-	-	-	-	18,615	21,901

Salaries of other ranks reported by sheriffs' departments:

Polk:	Second Deputy (\$28,500), and Bailiff Coordinator (\$30,035).	Jail personnel - are paid an additional 5% in each grade (Lt., Sgt., and Jailer).
Linn:	Second Deputy (\$27,224).	
Dubuque:	Jailer (\$13,799-\$16,929), and Civil Deputy (\$13,445-\$16,494).	
Cerro Gordo:	Jailer (\$9,963-\$12,958).	
Lee:	Chief Jailer (\$19,364), and Jailer (\$11,400-\$12,712).	
Fayette:	Civil Deputy (\$14,914).	
Benton:	Second Deputy (\$18,657), and Office Deputy (\$15,080).	
Mahaska:	Civil Deputy (\$13,650), and Jailer (\$13,000).	
Hardin:	Civil Deputy (\$14,300).	
Washington:	Jailer (\$13,770-\$15,300).	
Poweshiek:	Office Deputy (\$17,088).	
Page:	Civil Deputy (\$12,127-\$14,332).	
Harrison:	Matron (\$15,936).	
Union:	Jailer (\$10,608).	
Sac:	Civil Deputy (\$14,832).	
Hancock:	Civil Deputy (\$12,500).	
Mills:	Jailer/Matron (\$8,900).	
Lyon:	Second Deputy (\$16,720).	
Humboldt:	Civil Deputy (\$14,865).	
Monona:	Civil Deputy (\$12,501-\$19,450).	
Adair:	Civil Deputy (\$14,485).	

TABLE 11
NUMBER OF SHERIFFS AND FULL-TIME DEPUTIES
BY SALARY RANGE (JULY 1, 1984)

This table presents the number of full-time sworn personnel by salary range (base pay) at the beginning of fiscal year 1985. In general, salaries of these employees appear to be directly related to county size, with the largest counties generally offering better wages.

Of the 1,067 sworn personnel employed by 96 (of the 99) sheriffs' departments, over half (54%) were drawing an annual salary of \$15,000 to \$19,999 as of July 1, 1984. Approximately twice as many are in the upper end of that range--36% (384) falling in the \$17,500 - \$19,999 category, and the other 18% (188) earning between \$15,000 and \$17,499. Only about 5% (52) of all sworn officers are earning less than \$15,000 annually.

When examining the higher end of the base salary scale, it appears that more than one-fourth (273) of all officers are drawing between \$20,000 and \$22,499, with another 170 commanding a base salary of \$22,500 or better. Only 5% (62) of all sheriffs' departments sworn personnel are earning a base pay of \$25,000 or more, with 1% (10) reporting a salary of \$30,000 plus.

Included in this table is a comparison of the gross salaries of deputies with officers of other ranks. There are 72 deputies drawing within 5% (or more) of their sheriffs' annual salaries. When comparing the deputies' gross salaries with mid-level supervisory ranks, only seven agencies reported deputies earning more than their lieutenants or captains. This practice was more common among the larger departments, not surprising as many of the smaller sheriffs' departments do not have mid-level ranks.

TABLE 11
NUMBER OF SHERIFFS AND FULL-TIME DEPUTIES
BY SALARY RANGE (JULY 1, 1984)

COUNTY	POPULATION									TOTAL	DEPUTIES W/GROSS SALARIES	
		UNDER \$12,500	\$12,500- \$14,999	\$15,000- \$17,499	\$17,500- \$19,999	\$20,000- \$22,499	\$22,500- \$24,999	\$25,000- \$29,999	\$30,000 OR MORE		WITHIN 5% OF SHERIFF	MORE THAN LT./CAPT.
POLK	307,000	.	.	.	24	41	38	14	4	121	.	.
LINN	169,200	.	.	16	41	17	.	7	1	82	.	X
SCOTT	161,700	.	.	.	.	22	7	8	1	38	.	.
BLACK HAWK	138,500	.	.	.	2	34	9	6	1	52	18	X
WOODBURY	101,100	.	.	6	.	15	6	1	1	29	.	X
DUBUQUE	92,700	.	.	12	.	18	2	1	.	33	.	.
POTTAWATTAMIE	87,100	.	.	12	15	3	3	1	.	34	.	.
JOHNSON	84,000	.	.	.	2	10	14	6	1	33	.	.
STORY	72,800	.	.	7	1	14	1	1	1	25	.	.
CLINTON	56,900	.	.	.	14	6	.	1	.	21	5	X
CERRO GORDO	48,400	2	1	4	4	5	.	1	.	17	.	.
DES MOINES	45,700	.	.	1	13	.	1	.	.	15	.	.
WEBSTER	45,200	.	.	2	1	4	5	1	.	13	3	X
LEE	42,900	7	6	1	9	1	1	.	.	25	.	.
MARSHALL	42,000	.	.	2	4	2	1	.	.	9	.	.
MUSCATINE	41,700	.	.	.	12	2	1	.	.	15	.	.
WAPELLO	39,700	.	.	5	1	1	.	.	.	7	.	.
JASPER	36,200	.	.	1	.	5	1	1	.	8	.	.
WARREN	35,300	.	.	.	10	.	1	.	.	11	.	.
SIOUX	31,100	.	.	1	.	8	.	1	.	10	.	.
MARION	30,100	.	1	.	5	1	.	.	.	7	1	.

COUNTY	POPULATION	DEPUTIES W/GROSS SALARIES								TOTAL	WITHIN 5% OF SHERIFF		MORE THAN LT./CAPT.
		UNDER \$12,500	\$12,500-\$14,999	\$15,000-\$17,499	\$17,500-\$19,999	\$20,000-\$22,499	\$22,500-\$24,999	\$25,000-\$29,999	\$30,000-OR MORE				
DALLAS	29,500	.	.	.	5	1	1	.	.	7	.	|	.
BOONE	26,100	.	1	.	6	.	1	.	.	8	.	|	.
FAYETTE	25,200	.	2	.	3	.	1	.	.	6	.	|	.
BREMER	25,000	.	.	1	8	.	1	.	.	10	1	|	.
PLYMOUTH	24,500	.	.	.	1	4	1	.	.	6	.	|	.
BENTON	23,400	.	.	3	5	.	1	.	.	9	2	|	.
BUCHANAN	23,100	.	.	2	6	1	.	.	.	9	.	|	X
CARROLL	22,800	.	.	.	3	5	1	.	.	9	.	|	.
MAHASKA	22,800	.	5	3	1	1	.	.	.	10	.	|	.
JACKSON	22,400	.	.	5	1	.	.	.	.	6	.	|	.
WINNESHIEK	22,000	.	.	.	6	1	.	.	.	7	6	|	.
HARDIN	21,700	.	2	2	3	.	1	.	.	8	.	|	.
KOSSUTH	21,600	.	.	.	7	1	.	.	.	8	.	|	.
CLAYTON	21,000	.	.	6	.	1	.	.	.	7	.	|	.
BUENA VISTA	20,900	.	.	.	1	6	.	1	.	8	.	|	.
JONES	20,400	.	.	1	5	1	.	.	.	7	.	|	.
WASHINGTON	20,100	.	2	5	5	1	1	.	.	14	.	|	.
CLAY	19,300	.	.	.	.	5	.	1	.	6	.	|	.
FLOYD	19,300	.	.	1	5	.	1	.	.	7	.	|	.
TAMA	19,300	.	.	2	5	1	.	.	.	8	.	|	.
CRAWFORD	19,200	.	.	.	6	1	.	.	.	7	5	|	.
POWESHIEK	19,100	.	.	1	4	1	.	.	.	6	.	|	.
DELAWARE	18,900	.	.	1	8	1	.	.	.	10	7	|	X
PAGE	18,900	.	1	1	4	1	.	.	.	7	.	|	.

COUNTY	POPULATION	DEPUTIES W/GROSS SALARIES								TOTAL	WITHIN 5% OF SHERIFF		MORE THAN LT./CAPT.
		UNDER \$12,500	\$12,500-\$14,999	\$15,000-\$17,499	\$17,500-\$19,999	\$20,000-\$22,499	\$22,500-\$24,999	\$25,000-\$29,999	\$30,000-OR MORE				
HENRY	18,700	.	.	.	5	1	.	.	.	6	5	|	.
CEDAR	18,500	.	.	.	3	.	1	.	.	4	.	|	.
HAMILTON	17,700	.	.	.	6	1	.	.	.	7	.	|	.
BUTLER	17,600	.	.	2	2	1	.	.	.	5	.	|	.
O BRIEN	17,000	.	.	.	6	.	1	.	.	7	.	|	.
CASS	17,000	.	.	5	.	1	.	.	.	6	1	|	.
JEFFERSON	16,400	.	.	.	3	1	.	.	.	4	.	|	.
HARRISON	16,200	.	.	1	3	1	.	.	.	5	.	|	.
CHEROKEE	16,000	.	.	.	4	.	1	.	.	5	.	|	.
WRIGHT	16,000	.	.	3	1	1	.	.	.	5	.	|	.
DICKINSON	15,700	.	.	.	5	1	1	.	.	7	.	|	.
CHICKASAW	15,300	.	.	.	4	1	.	.	.	5	.	|	.
IOWA	15,300	.	.	7	.	1	.	.	.	8	3	|	.
ALLAMAKEE	15,000	.	.	6	.	1	.	.	.	7	.	|	.
SHELBY	14,800	.	.	.	3	1	.	.	.	4	.	|	.
GRUNDY	14,100	.	.	.	3	1	.	.	.	4	.	|	.
UNION	13,900	4	2	1	1	.	.	.	.	8	3	|	.
SAC	13,800	.	1	.	4	1	.	.	.	6	.	|	.
HANCOCK	13,700	.	1	.	5	1	.	.	.	7	.	|	.
MILLS	13,600	2	.	3	1	1	.	.	.	7	.	|	.
CALHOUN	13,300	.	.	.	4	1	.	.	.	5	.	|	.
MONTGOMERY	13,200	.	.	3	1	.	.	.	.	4	.	|	.
EMMET	13,200	.	.	2	3	1	.	.	.	6	5	|	.
FRANKLIN	12,800	.	.	3	2	1	.	.	.	6	.	|	.

COUNTY	POPULATION	DEPUTIES W/GROSS SALARIES								TOTAL	WITHIN 5% OF SHERIFF	MORE THAN LT./CAPT.
		UNDER \$12,500	\$12,500- \$14,999	\$15,000- \$17,499	\$17,500- \$19,999	\$20,000- \$22,499	\$22,500- \$24,999	\$25,000- \$29,999	\$30,000- OR MORE			
LYON	12,800	.	.	6	1	.	.	.	.	7	.	1
KEOKUK	12,700	.	1	4	1	.	.	.	.	6	.	1
WINNEBAGO	12,700	.	.	1	2	1	.	.	.	4	.	1
MADISON	12,600	.	1	2	1	1	.	.	.	5	.	1
PALO ALTO	12,500	.	.	4	.	1	.	.	.	5	.	1
LOUISA	12,200	.	.	7	2	.	1	.	.	10	.	1
MITCHELL	12,100	.	.	.	5	1	.	.	.	6	.	1
HUMBOLDT	12,100	.	1	.	4	1	.	.	.	6	.	1
GREENE	11,900	.	.	.	3	1	.	.	.	4	.	1
GUTHRIE	11,700	.	.	3	1	.	.	.	.	4	.	1
MONONA	11,500	.	1	.	5	.	.	.	.	6	4	1
POCAHONTAS	11,100	.	.	.	3	1	.	.	.	4	.	1
HOWARD	11,000	.	1	3	1	.	.	.	.	5	.	1
LUCAS	10,400	.	1	1	1	.	.	.	.	3	.	1
FREMONT	9,300	.	.	.	4	1	.	.	.	5	.	1
ADAIR	9,300	.	1	2	1	.	.	.	.	4	.	1
DAVIS	9,200	.	.	1	1	.	.	.	.	2	.	1
MONROE	9,100	.	1	3	1	.	.	.	.	5	.	1
WORTH	9,000	.	.	4	.	1	.	.	.	5	.	1
IDA	8,800	.	.	.	10	.	1	.	.	11	.	1
CLARKE	8,800	.	.	.	2	1	.	.	.	3	.	1
VAN BUREN	8,600	.	1	2	1	.	.	.	.	4	.	1
TAYLOR	8,500	.	.	.	1	1	.	.	.	2	.	1
OSCEOLA	8,200	.	.	.	6	1	1	.	.	8	.	1

<u>COUNTY</u>	<u>POPULATION</u>									<u>DEPUTIES W/GROSS SALARIES</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>	<u>WITHIN 5% OF SHERIFF</u>	<u>MORE THAN LT./CAPT.</u>
WAYNE	8,100	.	.	3	1	.	.	.	.	4	.	.
RINGGOLD	6,000	.	2	1	.	.	.	.	.	3	2	.
ADAMS	5,600	.	1	1	1	.	.	.	.	3	1	.
TOTALS:		15	37	188	384	273	108	52	10	1,067	72 deputies 7 depts.	

TABLE 12
TYPES OF INSURANCE PAID
BY SHERIFFS' DEPARTMENTS (FY 1985)

Iowa sheriffs' departments report a large number of insurance plans for their officers (designated in this table 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 deputy. There is no clear relationship between the size of the county and the type of available insurance package, although the smaller counties tend to offer fewer options.

Sheriffs' agencies provide a wide variety of insurance coverage for their officers. Typically, over half (60) provide coverage for life insurance, while all (96) report paying for hospitalization. Sixty-seven departments offer accident/disability insurance; 55 reimburse for prescription drugs; 96 provide workman's compensation; 91 pay coverage for false arrest. Regarding other types of insurance, fewer departments (25) pay for dental insurance, and even less (14) reimburse their employees for optometric expenses. Of the 96 counties surveyed, only eight (primarily the larger departments) indicated paying (in full or in part) for all types of insurance for their officers.

Insurance coverage for family members is paid much less frequently by the sheriffs' departments. Only one type of insurance coverage (hospitalization) is paid by at least half (66) of the agencies. Prescription drug insurance is also paid for family members to a lesser extent, by about one-third (36) of the departments. All other types of insurance coverage are much more limited for an officer's family.

Of the major areas of insurance coverage (life, hospitalization, accident/disability, false arrest, and workman's compensation) for officers, most counties take full financial responsibility for premium costs. Coverage for prescription/drugs, dental, and optometric insurance for officers (as well as family members) is more frequently offered as a shared-cost plan, i.e., with partial payment required by departmental employees. In terms of the dollar value of various insurance plans, no information was collected in this area.

TABLE 12
TYPES OF INSURANCE PAID
BY SHERIFFS' DEPARTMENTS (FY 1985)*

COUNTY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMEN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
POLK	307,000	F	I	F	I	P		F	I	P				F	F
LINN	169,200	F	I	F	I	F		F	I			P	I	F	F
SCOTT	161,700	F	I	F	I	P		P	I	P		P	I	F	F
BLACK HAWK	138,500	F	I	F	I	F		F	I	P		P	I	F	F
WOODBURY	101,100	F	I	F	I	P		P	I	P				F	F
DUBUQUE	92,700	P	I	F	I	F		P	I	P		P	I	F	P
POTTAWATTAMIE	87,100		I	F	I	P		P	I	P				F	F
JOHNSON	84,000	F	I	F	I	P		P	I			P	I	F	F
STORY	72,800	F	I	F	I			P	I	P				F	F
CLINTON	56,900		I	F	I	F		F	I	F				F	F
CERRO GORDO	48,400	F	I	F	I									F	F
DES MOINES	45,700	F	I	F	I	P				P		P		F	F
WEBSTER	45,200	F	I	F	I	P		F	I	F		P	I	F	F
LEE	42,900		I	F	I	P								F	F
MARSHALL	42,000	F	I	F	I									F	F
MUSCATINE	41,700		I	P	I	P								F	F
WAPELLO	39,700	F	I	F	I	F				F		F	I	F	F
JASPER	36,200	F	I	F	I			F	I					F	F
WARREN	35,300	P	I	P	I	P		F	I	F		P	I	F	F
SIOUX	31,100		I	F	I			P	I					F	F
MARION	30,100		I	F	I			F	I					F	F

*At the beginning of fiscal year 1985 (July 1, 1984). See narrative for an explanation of this table.

COUNTY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMEN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
DALLAS	29,500	F	|	F	| P		|	P	| P	F	|	F	|	F	F
BOONE	26,100		|	F	| P	F	| P	F	| P		|		|	F	F
FAYETTE	25,200		|	F	| P	P	| P	P	| P	F	| P		|	F	F
BREMER	25,000		|	P	| P	F	|		|		|		|	F	F
PLYMOUTH	24,500		|	F	|		|	P	|		|		|	F	F
BENTON	23,400		|	F	| P		|		|		|		|	F	F
BUCHANAN	23,100	F	|	P	| P	F	|		|		|		|	F	F
CARROLL	22,800		|	F	| F		|		|		|		|	F	F
MAHASKA	22,800		|	F	|	F	|	P	|		|		|	F	F
JACKSON	22,400	F	|	F	| F	F	| F	P	| P	P	| P	P	| P	F	F
WINNEBAGO	22,000		|	F	|		|		|		|		|	F	F
HARDIN	21,700	F	|	F	| F	F	| F		|	F	| F		|	F	F
KOSSUTH	21,600	F	|	F	| F	F	|		|		|		|	F	F
CLAYTON	21,000	F	|	F	|	F	|		|		|	F	|	F	F
BUENA VISTA	20,900		|	F	|	F	|		|		|	F	|	F	F
JONES	20,400	F	|	P	| P	F	|		|		|		|	F	F
WASHINGTON	20,100		|	F	| F	F	|		|		|		|	F	F
CLAY	19,300	F	|	F	|		|		|		|		|		F
FLOYD	19,300		|	P	| P	F	| P		|		|		|	F	F
TAMA	19,300	F	|	F	|	F	|	F	| F	F	| F		|	F	F
CRAWFORD	19,200	F	|	F	|		|		|		|		|	F	F
POWESHIEK	19,100	F	|	F	|		|	F	|		|		|		F
DELAWARE	18,900	F	|	F	|		|	P	|		|		|	F	F
PAGE	18,900	F	|	F	| P		|		|		|		|	F	F
HENRY	18,700	F	|	F	| F	F	|	F	| F	F	| F		|	F	F
CEDAR	18,500		|	F	| F		|		|	F	| F		|	F	F

COUNTY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMEN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
HAMILTON	17,700	F	P	F	P	F	P	P		P				F	P
BUTLER	17,600			F	F									F	F
O BRIEN	17,000			F	P			P	P					F	F
CASS	17,000	P		F	P									F	F
JEFFERSON	16,400			F		F		P						F	F
HARRISON	16,200	F		F	P			F	P						F
CHEROKEE	16,000	F	P	F	P	F	P	P	P					F	F
WRIGHT	16,000			F	F			P	P						F
DICKINSON	15,700	F		F		F		F		F				F	F
CHICKASAW	15,300			F	F	F								F	F
IOWA	15,300	F	P	F	P	F	P			P				F	F
ALLAMAKEE	15,000			P	P	F	F							P	F
SHELBY	14,800	F	F	F	F	F		P	P					F	F
GRUNDY	14,100			F	F	F	F							F	F
UNION	13,900	F	P	F	F			F	F	F	F	F	F		F
SAC	13,800	F		F	F			P	P					F	F
HANCOCK	13,700	F		P	P	F	P	F	F					F	F
MILLS	13,600	F		F		F		P		P				F	F
CALHOUN	13,300	F	F	F	F	F	F	F	F	F	F			F	F
MONTGOMERY	13,200			P										F	F
EMMET	13,200	F		F	P	F								F	F
FRANKLIN	12,800			P	P									F	F
LYON	12,800			F	P			P	P					F	F
KEOKUK	12,700	P		F		P		P						F	F
WINNEBAGO	12,700			F	P	F	P	P	P					F	F

COUNTY	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.
MADISON	12,600	F	|	F	| F	F	|	P	| P	F	| F	F	| F	F	F
PALO ALTO	12,500	F	|	F	| F	F	|		|		|		|	F	F
LOUISA	12,200	F	|	F	| F		|		|		|		|	F	F
MITCHELL	12,100	F	|		P | P	P	|	P	|		|		|	F	F
HUMBOLDT	12,100		|	F	| F		|	P	| P		|		|	F	F
GREENE	11,900	F	|	F	| P	F	| P	P	| P		|		|	F	F
GUTHRIE	11,700	F	| F	F	| F	F	| F	P	| P		|		|	F	F
MONONA	11,500	F	|	F	| P	F	| P	F	| P		|		|	F	F
POCAHONTAS	11,400		|	F	| F	F	| F	P	| P		|		|	F	F
HOWARD	11,000		|	F	| F		|	F	| F		|		|	F	F
LUCAS	10,400	F	|	F	|	F	|	P	|		|		|	F	F
FREMONT	9,300	F	|	F	|	F	|	F	|		|		|	F	F
ADAIR	9,300	F	|	F	|	F	|		|		|		|	F	F
DAVIS	9,200	F	| F	F	| F	F	| F	F	| F	F	| F		|	F	F
MONROE	9,100		P |	F	| F	F	| F	P	| P		|		|	F	F
WORTH	9,000		|	F	| F		|		|		|		|	F	F
IDA	8,800	F	|	F	| F	F	| F		|		|		|	F	F
CLARKE	8,800		|	F	|	F	|		|		|		|	F	F
VAN BUREN	8,600		P |		P |		P |		|		|		|	F	F
TAYLOR	8,500		P |	F	|	F	|		|		|		|	F	F
OSCEOLA	8,200	F	|	F	|	F	|	P	|		|		|	F	F
WAYNE	8,100		|		P |		P |		|		|		|	F	F
RINGGOLD	6,000		|	F	| F	F	| F		|		|		|	F	F
ADAMS	5,600	F	|	F	|	F	|	P	|		|		|	F	F
TOTALS:	(F)	53	4	83	32	59	11	21	11	17	10	6	3	90	94
	(P)	7	5	13	34	8	14	34	25	8	7	8	4	1	2

TABLE 13
VACATION, SICK, AND HOLIDAY POLICIES
OF SHERIFFS' DEPARTMENTS (FY 1985)

There appears to be a wide range of vacation policies offered by the 96 Iowa sheriffs' departments as displayed in Table 13. Not surprisingly, nearly all counties increase the hours of accumulated vacation given longevity with the departments. The most common response was 40 hours of paid vacation (after 1 year of employment) -- a policy reported by over half (58) of the departments. At the other end of the vacation scale, the most frequent response was 160 hours for 20 years of service with the department -- mentioned by 38 (40%) of the agencies; and 200 or more vacation hours -- cited by another 14 departments.

In reviewing policies regarding sick leave, nearly all (91) counties report having a formal plan, with 57 reporting that their officers may earn at least 100 hours of sick leave annually. Most sheriffs (80) allow their deputies to carry over sick leave from year to year. However, the maximum number of hours that can be accrued varies considerably. Only three departments have no maximum limitation on hours of sick leave accrual.

In terms of paid holidays, most (88 of the 96 reporting agencies) have a designated number of days earned annually. In general, the larger counties offer more paid holidays, with the 19 largest counties providing at least 9 or more days with pay per year.

TABLE 13

VACATION, SICK, AND HOLIDAY POLICIES
OF SHERIFFS' DEPARTMENTS (FY 1985)

COUNTY	POPULATION	PAID VACATION (IN HOURS)							FORMAL PLAN	SICK LEAVE (IN HOURS) ACCUMULATED			PAID HOLIDAYS
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.		ANNUAL ACCUM.	ALLOWED	NOT ALLOWED	
POLK	307,000	80	80	120	120	120	160	160	X	104	1040	-	13
LINN	169,200	80	80	80	120	120	160	200	X	144	NO MAX.	-	12½
SCOTT	161,700	48	80	80	120	120	160	160	X	104	NO MAX.	-	12
BLACK HAWK	138,500	40	80	120	120	160	160	200	X	120	1920	-	11
WOODBURY	101,100	40	80	80	80	120	160	160	X	130	1320	-	10
DUBUQUE	92,700	40	80	80	120	120	160	160	X	184	960	-	10
POTTAWATTAMIE	87,100	40	80	120	120	120	120	160	X	96	864	-	9
JOHNSON	84,000	49	98	147	147	196	196	196	X	144	1440	-	10
STORY	72,800	80	80	80	120	120	160	160	X	144	960	-	10
CLINTON	56,900	120	120	120	120	160	200	200	X	96	720	-	10
CERRO GORDO	48,400	40	80	120	120	160	160	160	X	144	720	-	10
DES MOINES	45,700	40	40	80	80	120	120	120	X	144	720	-	10
WEBSTER	45,200	40	80	120	120	160	160	160	X	120	720	-	9½
LEE	42,900	48	96	96	144	144	192	240	X	120*	960	-	10
MARSHALL	42,000	85	85	85	127	127	170	170	X	156	2040	-	9
MUSCATINE	41,700	40	80	120	120	120	160	200	X	96	720	-	11
WAPELLO	39,700	40	80	120	120	160	160	200	X	156	864	-	9
JASPER	36,200	80	80	120	120	120	160	160	X	144	720	-	11
WARREN	35,300	54	108	162	162	162	207	324	X	90	-	X	13
SIOUX	31,100	100	100	100	100	150	150	150	X	120	720	-	8
MARION	30,100	40	80	88	104	120	160	160	X	192	720	-	10

*Annual accumulation for jail personnel is 96 hrs.

COUNTY	POPULATION	PAID VACATION (IN HOURS)							FORMAL PLAN	SICK LEAVE (IN HOURS) ACC R U A L			PAID HOLIDAYS
		AFTER 1 YR.	AFTER 2 YRS.	AFTER 5 YRS.	AFTER 7 YRS.	AFTER 10 YRS.	AFTER 15 YRS.	AFTER 20 YRS.		ANNUAL ACCUM.	ALLOWED	NOT ALLOWED	
DALLAS	29,500	40	80	80	120	120	160	160	X	240	720	-	11
BOONE	26,100	40	80	120	120	120	160	160	X	80	960	-	9
FAYETTE	25,200	40	80	80	120	120	160	160	X	225	675	-	7
BREMER	25,000	51	102	102	102	153	153	153	X	96	720	-	10
PLYMOUTH	24,500	40	80	80	80	80	120	120	X	144	1519	-	0
BENTON	23,400	80	80	80	120	120	160	160	X	144	720	-	13
BUCHANAN	23,100	40	80	80	80	120	120	160	X	192	576	-	10
CARROLL	22,800	40	80	80	80	120	120	120	X	240	720	-	9
MAHASKA	22,800	40	80	80	80	120	120	120	X	32	-	X	0
JACKSON	22,400	40	80	120	120	120	120	120	X	40	160	-	0
WINNESHIEK	22,000	40	80	80	120	160	160	160	X	192	960	-	10
HARDIN	21,700	48	96	144	144	192	192	240	X	192	720	-	11
KOSSUTH	21,600	80	80	80	80	120	120	120	X	96	720	-	10
CLAYTON	21,000	45	90	90	90	135	135	135	X	192	1360	-	0
BUENA VISTA	20,900	40	80	80	80	120	160	160	X	120	960	-	10
JONES	20,400	40	80	80	80	80	120	160	X	144	1000	-	11
WASHINGTON	20,100	40	80	120	120	120	120	120	X	240	-	X	8
CLAY	19,300	40	80	80	80	120	120	120	X	192	640	-	0
FLOYD	19,300	40	80	80	80	120	160	160	X	192	480	-	10
TAMA	19,300	40	80	96	96	120	136	160	X	96	800	-	11
CRAWFORD	19,200	40	80	80	120	120	160	160	X	96	720	-	10
POWESHIEK	19,100	40	80	80	80	120	120	120	X	192	720	-	11
DELAWARE	18,900	40	80	80	80	120	120	120	X	96	960	-	11
PAGE	18,900	40	80	80	80	120	120	160	X	96	-	X	9
HENRY	18,700	56	112	112	112	168	224	224	X	192	720	-	10

COUNTY	POPULATION	PAID VACATION (IN HOURS)							SICK LEAVE (IN HOURS) A C C R U A L				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	NOT ALLOWED	
CEDAR	18,500	40	40	40	40	40	40	40	-*	-		-	10
HAMILTON	17,700	40	80	80	80	80	120	120	X	96	720	-	9
BUTLER	17,600	40	80	80	80	120	120	120	X	96	720	-	10
O BRIEN	17,000	48	96	96	120	120	120	120	X	96	720	-	9
CASS	17,000	48	72	72	96	96	144	144	X	96	720	-	9
JEFFERSON	16,400	40	80	120	120	160	160	160	X	96	-	X	11
HARRISON	16,200	40	80	80	80	80	120	120	X	96	480	-	8
CHEROKEE	16,000	40	80	120	120	120	160	160	X	96	720	-	9
WRIGHT	16,000	40	80	80	120	120	160	160	X	144	NO MAX.	-	0
DICKINSON	15,700	40	80	80	80	120	120	160	X	96	720	-	9
CHICKSAW	15,300	40	80	80	80	88	120	120	X	144	-	X	9
IOWA	15,300	40	80	80	120	120	160	160	X	84	960	-	11
ALLAMAKEE	15,000	40	80	80	80	120	120	120	X	96	720	-	8
SHELBY	14,800	40	40	80	96	120	120	120	X	144	840	-	10
GRUNDY	14,100	63	126	126	126	126	126	189	X	126	720	-	11
UNION	13,900	80	80	80	120	120	120	120	X	96	720	-	11
SAC	13,800	40	80	80	80	120	120	120	X	120	480	-	0
HANCOCK	13,700	40	80	80	80	120	160	160	X	96	1440	-	10
MILLS	13,600	40	80	80	80	120	120	160	X	144	100	-	10
CALHOUN	13,300	80	80	96	96	120	160	160	X	192	2080	-	10
MONTGOMERY	13,200	50	100	100	100	150	150	150	X	144	-	X	11
EMMET	13,200	40	80	80	120	120	160	160	X	96	720	-	10
FRANKLIN	12,800	80	80	80	80	120	160	160	X	96	960	-	9
LYON	12,800	45	45	90	90	135	135	135	X	162	810	-	11
KLOKUK	12,700	40	80	80	80	120	160	160	X	120	960	-	8

* No formal plan - up to sheriff's discretion.

COUNTY	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.	ALLOWED	NOT ALLOWED	
WINNEBAGO	12,700	40	80	80	80	120	120	160	- *	-		-	9
MADISON	12,600	40	80	120	120	160	160	200	X	96	600	-	10
PALO ALTO	12,500	40	80	80	80	120	120	120	X	144	720	-	8
LOUISA	12,200	40	80	120	120	120	160	160	X	192	960	-	11
MITCHELL	12,100	60	60	120	120	120	180	180	X	96	96	-	12
HUMBOLDT	12,100	80	80	120	120	160	200	200	X	144	920	-	8
GREENE	11,900	80	96	96	96	120	144	144	X	168	720	-	9
GUTHRIE	11,700	40	80	80	80	80	120	120	X	96	-	X	8
MONONA	11,500	80	80	80	120	120	120	120	X	96	960	-	8
POCAHONTAS	11,100	40	80	80	120	120	120	120	X	144	1080	-	9½
HOWARD	11,000	40	80	80	80	120	160	200	X	240	1008	-	0
LUCAS	10,400	80	80	120	120	160	160	240	X	72	-	X	9
FREMONT	9,300	40	80	80	80	80	80	80	X	144	1520	-	10
ADAIR	9,300	40	80	80	80	120	120	120	X	120	720	-	10
DAVIS	9,200	80	80	80	80	120	120	120	X	144	960	-	10
MONROE	9,100	80	80	120	120	120	160	160	X	144	720	-	10
WORTH	9,000	40	80	80	80	120	120	160	X	144	720	-	9
IDA	8,800	63	126	126	126	189	189	252	X	108	540	-	0
CLARKE	8,800	80	80	80	80	80	80	80	X	60	-	X	8
VAN BUREN	8,600	80	80	80	80	120	120	160	- *	-		-	9
TAYLOR	8,500	37½	75½	75½	75½	112½	112½	112½	X	180	675	-	9
OSCEOLA	8,200	40	80	80	80	80	80	80	X	240	720	-	5
WAYNE	8,100	80	80	80	80	80	80	80	- *	-		-	10
*RINGGOLD	6,000	.	.	.	.	.	.	.	- *	-		-	8
ADAMS	5,600	40	40	80	80	120	120	120	X	40	-	X	0

*No formal plan - up to sheriff's discretion.

91 with a 80 11
formal plan.

TABLE 14
SUPPLEMENTAL PAY AND CLOTHING/EQUIPMENT ALLOWANCE
FOR SHERIFFS AND FULL-TIME DEPUTIES (FY 1985)

Table 14 presents the current policies of Iowa sheriffs' agencies regarding supplemental pay and clothing/equipment allowances for full-time deputies. Two-thirds of the 96 counties listed in this table provide some type of reimbursement for court time, by means of paid overtime (38 agencies) or compensatory time (39 departments), with 16 offering both.

Reimbursement policies for deputies working in a variety of other situations were also examined. Only eight provide additional pay for deputies working nights (with half of that group among the larger counties). A larger number of counties (21) also reported longevity pay, increasing salaries based on length of employment with a department.

Departmental policies regarding clothing and equipment were also examined in this table. With only one exception, all sheriffs indicated providing uniforms for their deputies, and a large number (75) also furnish weapons. Most of the agencies surveyed (87) also provide other types of equipment, e.g., handcuffs, leather goods, etc., but only seven departments provide cash allowances for equipment.

Policies pertaining to cleaning allowance vary considerably, with an allowance for cleaning of uniforms provided by about half (46) of the sheriffs' departments. As might be expected, clothing allowance for plain clothes officers (cited by 30 agencies) is more common among the larger agencies as they are more likely to employ non-uniformed officers.

TABLE 14

SUPPLEMENTAL PAY AND CLOTHING/EQUIPMENT ALLOWANCE
FOR SHERIFFS AND FULL - TIME DEPUTIES (FY 1985)*

SUPPLEMENTAL PAY					CLOTHING/EQUIPMENT ALLOWANCE					
COUNTY	POPULATION	COURT TIME [#]	LONGEVITY	NIGHT DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLOTHES OFFICERS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE-EQUIPMENT
POLK	307,000	\$ -	X	X	X	-	X	-	-	-
LINN	169,200	\$ -	X	-	X	X	X	X	X	-
SCOTT	161,700	\$ C	-	X	X	-	X	X	X	-
BLACK HAWK	138,500	\$ C	X	X	X	X	X	X	X	-
WOODBURY	101,100	\$ C	X	X	X	X	X	X	X	-
DUBUQUE	92,700	\$ C	-	-	X	-	X	X	X	-
POTTAWATTAMIE	87,100	\$ -	X	-	X	-	X	X	-	X
JOHNSON	84,000	- C	-	-	X	-	X	X	X	-
STORY	72,800	- C	-	-	X	-	X	X	X	-
CLINTON	56,900	\$ -	-	-	X	-	X	X	X	X
CERRO GORDO	48,400	\$ -	-	-	X	X	-	X	X	-
DES MOINES	45,700	\$ C	-	-	X	X	-	-	-	-
WEBSTER	45,200	\$ -	X	-	X	X	X	X	X	-
LEE	42,900	\$ C	X	-	X	-	-	-	-	-
MARSHALL	42,000	\$ -	-	-	X	-	-	-	-	-
MUSCATINE	41,700	\$ C	-	-	X	-	X	X	X	-
WAPELLO	39,700	\$ -	-	-	X	-	-	X	X	-
JASPER	36,200	- -	-	-	X	-	X	-	X	-
WARREN	35,300	- C	-	-	X	X	X	-	X	-

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

[#]Reimbursement for Court Time: Extra Pay (\$) or Comp Time (C).

SUPPLEMENTAL PAY

CLOTHING / EQUIPMENT ALLOWANCE

COUNTY	POPULATION	COURT TIME	LONGEVITY	NIGHT DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLOTHES OFFICERS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT
SIoux	31,100	- -	-	-	X	-	X	X	X	-
MARION	30,100	- -	X	-	X	-	-	X	-	-
DALLAS	29,500	\$ C	X	X	X	X	-	X	X	-
BOONE	26,100	- -	-	-	X	-	X	X	X	-
FAYETTE	25,200	- -	-	-	X	-	-	X	X	-
BREMER	25,000	\$ -	X	-	X	X	X	X	X	-
PLYMOUTH	24,500	- -	-	-	X	-	X	X	X	-
BENTON	23,400	\$ C	X	X	X	X	X	X	X	-
BUCHANAN	23,100	\$ C	-	-	X	X	X	X	X	X
CARROLL	22,800	- C	-	-	X	-	-	-	X	-
MAHASKA	22,800	- -	-	-	X	-	-	X	X	-
JACKSON	22,400	- C	-	-	X	X	-	-	X	X
WINNESHIEK	22,000	\$ -	X	-	X	-	-	X	X	-
HARDIN	21,700	- C	-	-	X	-	X	X	X	-
KOSSUTH	21,600	- C	-	-	X	X	-	X	X	-
CLAYTON	21,000	- -	-	-	X	-	-	X	X	-
BUENA VISTA	20,900	- C	-	-	X	X	-	X	X	-
JONES	20,400	- C	X	-	X	-	-	X	X	-
WASHINGTON	20,100	\$ -	X	-	X	X	-	-	X	-
CLAY	19,300	- -	X	-	X	-	-	X	X	-
FLOYD	19,300	- C	X	X	X	X	X	-	X	-
TAMA	19,300	- C	-	X	X	X	-	X	X	X
CRAWFORD	19,200	- C	-	-	X	X	-	X	X	-
POWESHIEK	19,100	- C	-	-	X	-	-	X	X	-
DELAWARE	18,900	\$ -	-	-	X	X	-	X	X	-

S U P P L E M E N T A L P A Y

C L O T H I N G / E Q U I P M E N T A L L O W A N C E

COUNTY	POPULATION	COURT TIME	LONGEVITY	NIGHT DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLOTHES OFFICERS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT
PAGE	18,900	- -	-	-	X	-	-	-	X	-
HENRY	18,700	\$ C	-	-	X	-	X	X	X	-
CEDAR	18,500	- -	-	-	X	X	-	X	X	-
HAMILTON	17,700	- -	X	-	X	X	-	X	X	-
BUTLER	17,600	- C	-	-	X	-	-	X	X	-
O BRIEN	17,000	- -	-	-	X	X	X	X	X	-
CASS	17,000	- -	-	-	X	X	-	X	X	X
JEFFERSON	16,400	- -	-	-	X	-	-	X	X	-
HARRISON	16,200	- -	-	-	X	-	-	X	X	-
CHEROKEE	16,000	- C	-	-	X	X	-	X	X	-
WRIGHT	16,000	- -	-	-	X	X	-	X	X	-
DICKINSON	15,700	\$ -	-	-	X	X	X	X	X	-
CHICKASAW	15,300	\$ -	-	-	X	-	-	-	X	-
IOWA	15,300	\$ C	X	-	X	X	-	X	X	-
ALLAMAKEE	15,000	\$ -	-	-	X	-	-	X	X	-
SHELBY	14,800	- -	-	-	X	X	-	-	X	-
GRUNDY	14,100	- -	-	-	X	-	-	X	X	-
UNION	13,900	- -	-	-	X	X	-	-	X	-
SAC	13,800	- -	-	-	X	X	-	X	X	-
HANCOCK	13,700	- C	X	-	X	X	X	X	X	-
MILLS	13,600	- -	-	-	X	X	-	X	X	-
CALHOUN	13,300	- C	-	-	-	-	-	X	X	-
MONTGOMERY	13,200	- -	-	-	X	-	-	-	-	-
EMMET	13,200	\$ -	-	-	X	-	-	X	X	-

SUPPLEMENTAL PAY CLOTHING/EQUIPMENT ALLOWANCE

COUNTY	POPULATION	COURT TIME	LONGEVITY	NIGHT DUTY	UNIFORM (OR CASH) PROVIDED	CLEANING ALLOWANCE UNIFORM	CLOTHING ALLOWANCE PL. CLOTHES OFFICERS	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT
FRANKLIN	12,800	- -	-	-	X	X	-	X	X	-
LYON	12,800	\$ C	-	-	X	-	-	X	X	-
KEOKUK	12,700	- C	-	-	X	-	-	X	X	-
WINNEBAGO	12,700	- C	-	-	X	-	X	X	X	-
MADISON	12,600	\$ C	-	-	X	X	-	X	X	-
PALO ALTO	12,500	- C	-	-	X	X	-	X	X	-
LOUISA	12,200	\$ C	X	-	X	X	X	X	X	-
MITCHELL	12,100	\$ -	-	-	X	X	-	-	X	-
HUMBOLDT	12,100	- C	-	-	X	X	-	X	X	-
GREENE	11,900	- C	-	-	X	X	X	-	X	-
GUTHRIE	11,700	- -	-	-	X	X	-	-	-	-
MONONA	11,500	\$ C	-	-	X	X	-	X	X	-
POCAHONTAS	11,100	\$ -	-	-	X	-	-	X	X	-
HOWARD	11,000	- -	-	-	X	-	-	X	X	-
LUCAS	10,400	- -	-	-	X	-	-	-	X	-
FREMONT	9,300	- C	X	-	X	X	-	X ^a	X	X
ADAIR	9,300	\$ -	-	-	X	X	-	X	X	-
DAVIS	9,200	- -	-	-	X	-	-	-	X	-
MONROE	9,100	- -	-	-	X	-	-	X	X	-
WORTH	9,000	\$ -	-	-	X	X	-	X	X	-
IDA	8,800	- -	-	-	X	-	-	X	X	-
CLARKE	8,800	- -	-	-	X	-	-	X	X	-
VAN BUREN	8,600	- -	-	-	X	-	X	X	X	-
TAYLOR	8,500	- -	-	-	X	-	-	-	-	-
OSCEOLA	8,200	\$ -	-	-	X	-	-	X	X	-

^aDeputies furnish own handguns but the dept. furnishes shotguns and rifles.

S U P P L E M E N T A L P A Y

C L O T H I N G / E Q U I P M E N T A L L O W A N C E

<u>COUNTY</u>	<u>POPULATION</u>	<u>COURT TIME</u>		<u>LONGEVITY</u>	<u>NIGHT DUTY</u>	<u>UNIFORM (OR CASH) PROVIDED</u>	<u>CLEANING ALLOWANCE UNIFORM</u>	<u>CLOTHING ALLOWANCE PL. CLOTHES OFFICERS</u>	<u>WEAPONS FURNISHED</u>	<u>OTHER EQUIPMENT FURNISHED</u>	<u>CASH ALLOWANCE- EQUIPMENT</u>
WAYNE	8,100	-	-	-	-	X	X	-	X	X	-
RINGGOLD	6,000	-	-	-	-	X	-	-	X	X	-
ADAMS	5,600	\$	-	-	-	X	X	-	X	X	-
TOTALS:		38	39	21	8	95	46	30	75	87	7

TABLE 15

OVERTIME COMPENSATION AND "MOONLIGHTING" POLICIES
OF SHERIFFS' DEPARTMENTS (FY 1985)

An examination of Table 10 shows that 68 of the 96 sheriffs' departments cited in this report provide some type of compensation for deputies who work overtime. Over half (52) of the agencies provide compensatory time for line officers, while 42 offer it to supervisory personnel. Thirty-seven departments report payment for overtime work to line officers, and 26 pay supervisory officers. However, only 17 counties report either payment or compensatory time to both line and supervisory officers. Of the departments paying for overtime work, nearly all do so at a rate of time-and-one-half.

In terms of "moonlighting" policies, most (86) departments allow their sworn officers to seek secondary employment. Three-fourths indicated placing one or more restrictions on deputies who choose to work a second job. Over half (54) of the 86 agencies restrict the type of employment, and about the same number (58) require that officers provide notification to their departments if "moonlighting". Of the 58 requiring departmental notification, nearly all (46 agencies, or 79%) must approve of the second job before a deputy can begin employment. Only about one-fourth (19) of the 86 agencies (allowing "moonlighting") also restrict the number of hours their officers work outside the department.

In general, secondary employment must not interfere with the primary responsibility of law enforcement service, in part because being a peace officer is regarded as a 24-hour-a-day status rather than just a "job". Because there must not be any conflict with the position of peace officer--either in terms of the number of hours worked, physical expenditure, or type and place of employment--limitations are placed on employment which might be seen as either conflicting with or demeaning an officer's status. In some cases, departments indicated placing additional restrictions on deputies who "moonlight", such as forbidding employment outside the county, or wearing a uniform while on another job. In terms of insurance coverage, 35 of the sheriffs' departments reported covering officers by false arrest insurance if their second job is police-related.

TABLE 15

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

COUNTY	POPULATION	OVERTIME COMP.			MOONLIGHTING (ADDITIONAL EMPLOYMENT)							COVERED BY FALSE ARREST 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				
POLK	307,000	- -	L S ^a	1.5X	|	X	|	X	-	X	X	|	X	
LINN	169,200	- -	L S	1.5X	|	X	|	X	X	X	X	|	X	
SCOTT	161,700	- S	L -	1.5X	|	X	|	X	-	X	X	|	X	
BLACK HAWK	138,500	L -	L -	1.5X	|	X	|	X	-	X	X	|	-	
WOODBURY	101,100	L S	L S	1.5X	|	X	|	X	-	X	X	|	X	
DUBUQUE	92,700	L S	L S	1.5X	|	X	|	X	-	X	-	|	-	
POTTAWATTAMIE	87,100	L -	L S	1.5X	|	X	|	X	X	X	X	|	X	
JOHNSON	84,000	L -	- -	--	|	X	|	X	-	X	X	|	X	
STORY	72,800	L S	- -	--	|	X	|	X	-	-	-	|	X	
CLINTON	56,900	L S	L S	1.5X	|	X	|	-	-	-	-	|	X	
CERRO GORDO	48,400	- -	L -	1.5X	|	X	|	X	-	-	-	|	-	
DES MOINES	45,700	L S	L S	1.5X	|	X	|	X	-	X	X	|	-	
WEBSTER	45,200	L S	L S	1.5X	|	X	|	-	-	X	X	|	-	
LEE	42,900	- S	L -	1.5X	|	X	|	X	-	X	X	|	-	
MARSHALL	42,000	L S	- -	--	|	X	|	-	-	-	-	|	-	
MUSCATINE	41,700	L S	L S	1.5X	|	X	|	X	X	X	X	|	-	
WAPELLO	39,700	- -	L -	1.5X	|	-	|	-	-	-	-	|	-	
JASPER	36,200	- -	- -	--	|	X	|	-	-	-	-	|	-	
WARREN	35,300	L S	L S	1.5X	|	X	|	X	X	-	-	|	X	
SIOUX	31,100	L S	L S	1X	|	X	|	-	-	X	X	|	-	
MARION	30,100	- -	- -	--	|	X	|	-	-	-	-	|	-	

Explanation of Footnotes - see last page of table.

COUNTY	POPULATION	OVERTIME COMP.			MOONLIGHTING (ADDITIONAL EMPLOYMENT)						
		COMP. TIME	PAID OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY FALSE ARREST INSURANCE	
DALLAS	29,500	L S	L S	1.5X	| X	| X	-	X	X	| X	
BOONE	26,100	- -	- -	--	| -	| -	-	-	-	| -	
FAYETTE	25,200	L S	- -	--	| -	| -	-	-	-	| -	
BREMER	25,000	- -	L S	1.5X	| X	| -	-	X	-	| -	
PLYMOUTH	24,500	- -	- -	--	| X	| X	X	X	X	| -	
BENTON	23,400	L S	L S	1.5X	| X	| X	-	X	X	| X	
BUCHANAN	23,100	- S	L -	1X	| X	| X	-	X	X	| -	
CARROLL	22,800	L -	- -	--	| X	| X	X	X	-	| -	
MAHASKA	22,800	- -	- -	--	| -	| -	-	-	-	| -	
JACKSON	22,400	L S	- -	--	| X	| -	-	X	X	| -	
WINNEBAGO	22,000	- -	L S	1.5X	| X	| -	-	X	X	| -	
HARDIN	21,700	L S	- -	--	| X	| X	X	X	X	| X	
KOSSUTH	21,600	L S	- -	--	| X	| -	-	X	-	| X	
CLAYTON	21,000	L S	- -	--	| X	| -	-	X	X	| -	
BUENA VISTA	20,900	L -	- -	--	| -	| -	-	-	-	| -	
JONES	20,400	L S	- -	--	| X	| -	-	-	-	| X	
WASHINGTON	20,100	L S	- -	--	| X	| X	-	-	-	| -	
CLAY	19,300	L S	- -	--	| X	| X	-	X	X	| -	
FLOYD	19,300	L S	- -	--	| X	| X	X	X	X	| -	
TAMA	19,300	L S	- - ^b	--	| X	| X	-	X	-	| X	
CRAWFORD	19,200	L S	- -	--	| X	| X	X	X	X	| X	
POWESHIEK	19,100	L S	- -	--	| X	| X	-	X	X	| -	
DELAWARE	18,900	L S	L S	1X	| X	| X	X	X	X	| X	

Explanation of Footnotes - see last page of table.

COUNTY	POPULATION	OVERTIME COMP.			MOONLIGHTING (ADDITIONAL EMPLOYMENT)					
		COMP. TIME	PAID OVERTIME	RATE FOR OVERTIME	SECOND JOB ALLOWED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY FALSE ARREST INSURANCE
PAGE	18,900	- -	- -	--	| X	| X	-	X	-	| -
HENRY	18,700	L S	L S	1X	| X	| X	-	-	-	| -
CEDAR	18,500	- -	- -	--	| X	| X	X	X	X	| -
HAMILTON	17,700	- -	- -	--	| X	| X	-	X	X	| -
BUTLER	17,600	L S	- -	--	| X	| X	-	X	X	| X
O BRIEN	17,000	L -	- -	--	| X	| X	-	X	-	| -
CASS	17,000	L -	- -	--	| X	| -	-	X	X	| -
JEFFERSON	16,400	- -	- -	--	| X	| -	-	-	-	| -
HARRISON	16,200	- -	- -	--	| X	| X	-	X	X	| -
CHEROKEE	16,000	L -	- -	--	| X	| X	-	-	-	| -
WRIGHT	16,000	- -	- -	--	| X	| X	X	X	X	| -
DICKINSON	15,700	- S	L -	1.5X	| X	| X	X	X	X	| -
CHICKASAW	15,300	- -	- -	--	| X	| -	-	-	-	| X
IOWA	15,300	L S	L S	1.5X	| X	| X	-	X	X	| -
ALLAMAKEE	15,000	L S	L S	1.5X	| X	| -	-	-	-	| -
SHELBY	14,800	- -	- -	--	| X	| -	X	X	-	| X
GRUNDY	14,100	- -	- -	--	| X	| X	-	X	-	| X
UNION	13,900	L -	L -	1.5X	| X	| X	-	-	-	| -
SAC	13,800	- -	- -	--	| -	| -	-	-	-	| -
HANCOCK	13,700	- -	- -	--	| X	| X	-	X	X	| X
MILLS	13,600	- -	- -	--	| X	| -	-	-	-	| X
CALHOUN	13,300	L -	- -	--	| X	| X	-	-	-	| X
MONTGOMERY	13,200	L S	- -	--	| -	| -	-	-	-	| -

COUNTY	POPULATION	OVERTIME COMP.			MOONLIGHTING (ADDITIONAL EMPLOYMENT)						COVERED BY FALSE ARREST 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		
EMMET	13,200	- -	L S	1.5X	| X	| X	-	-	-	| -	
FRANKLIN	12,800	L -	- -	--	| X	| X	X	X	X	| -	
LYON	12,800	L S	L S	1.5X	| X	| X	X	X	X	| X	
KEOKUK	12,700	L S	- -	--	| X	| -	-	X	X	| -	
WINNEBAGO	12,700	L -	- -	--	| X	| -	-	-	-	| X	
MADISON	12,600	L -	L -	1.5X	| X	| X	X	X	X	| X	
PALO ALTO	12,500	L -	- -	--	| X	| -	X	-	-	| X	
LOUISA	12,200	- S	L -	1.5X	| X	| X	-	-	-	| X	
MITCHELL	12,100	- -	L -	1.5X	| X	| -	-	-	-	| -	
HUMBOLDT	12,100	L S	- -	--	| X	| -	-	X	X	| X	
GREENE	11,900	L S	- -	--	| X	| -	-	X	-	| -	
GUTHRIE	11,700	- -	- -	--	| -	| -	-	-	-	| -	
MONONA	11,500	L S	L S	1.5X	| X	| -	-	X	X	| -	
POCAHONTAS	11,100	L S	L S	1.5X ^c	| X	| -	-	X	X	| -	
HOWARD	11,000	- -	- -	--	| X	| -	-	-	-	| X	
LUCAS	10,400	- -	- -	--	| X	| -	-	X	X	| -	
FREMONT	9,300	L -	- -	--	| X	| X	-	X	X	| -	
ADAIR	9,300	- -	L S	1.5X	| X	| -	-	-	-	| -	
DAVIS	9,200	- -	- -	--	| X	| X	-	-	-	| X	
MONROE	9,100	- -	- -	--	| -	| -	-	-	-	| -	
WORTH	9,000	- -	L S	1.5X	| X	| -	-	-	-	| -	
IDA	8,800	- -	- -	--	| X	| X	-	X	-	| -	
CLARKE	8,800	- -	- -	--	| X	| -	-	-	-	| X	

COUNTY	POPULATION	OVERTIME COMP.			SECOND JOB ALLOWED	MOONLIGHTING		(ADDITIONAL EMPLOYMENT)			COVERED BY FALSE ARREST INSURANCE
		COMP. # TIME	PAID # OVERTIME	RATE FOR @ OVERTIME		TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL		
VAN BUREN	8,600	L S	- -	--	| X |	X	-	X	-	| -	
TAYLOR	8,500	- -	- -	--	| - |	-	-	-	-	| -	
OSCEOLA	8,200	- -	- -	--	| X |	X	-	X	X	| X	
WAYNE	8,100	- -	- -	--	| X |	X	-	X	X	| X	
RINGGOLD	6,000	- -	- -	--	| X |	-	X	-	-	| -	
ADAMS	5,600	- -	L S	1.5X	| X |	X	-	X	X	| -	
TOTALS:		52 42	37 26	37	86	54	19	58	46	35	

1X = 4
1.5X = 33
2X = 0

General Footnotes:

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

Comp. or Paid Overtime for Line Officers (L) and/or Supervisory Officers (S).

@ Rate for Overtime (regular not holidays): Double Time (2X), Time and One-Half (1.5X), or Straight Time (1X).

% When second job is law enforcement-related.

Individual County Footnotes:

^a Lieutenants receive 5 professional days annually in lieu of overtime. (Polk Co.)

^b Differential Pay of \$1,000 per officer. (Tama Co.)

^c Actual amount for overtime is \$10 per hour. (Pocahontas Co.)

TABLE 16
EDUCATIONAL BENEFITS
OF SHERIFFS' DEPARTMENTS (FY 1985)

Table 16 presents information relating to educational benefits offered by sheriffs' departments to their deputies. During the past decade, there has been increased emphasis on education among law enforcement agencies, an emphasis which is reflected by departments' willingness to adjust officers' schedules, permit time off with pay, subsidize tuition, and provide other incentives to officers in the form of salary increases or using education as a basis for promotional consideration.

The most common form of educational benefit offered by these agencies is adjustment of officers' work schedules to allow for class attendance, with 70 of the 96 reporting agencies providing this benefit. There is not a great discrepancy between the large and small departments in their willingness to modify schedules.

A large number of departments also permit time off with pay to attend classes. Fifty-two of the agencies provide this benefit. The practice is more prevalent among agencies serving smaller counties, with twelve of the sixteen smallest counties indicating this as a benefit, while only six of the largest sixteen do so.

A smaller number of departments (41) provide subsidies to deputies for books and tuition. This practice is also more common among the smaller agencies.

Five departments offer salary increases to officers completing higher education. This represents a jump from last year, when only two departments offered such increases.

Twenty-four sheriffs use education as at least a partial basis for promotion. There is a slight tendency for those in larger agencies to offer this benefit more frequently. Three of the 10 largest counties (30%) provide this benefit, while only one of the 10 smallest (10%) mention having this. Perhaps more importantly, this indicates an increase of 100% over last year, when only twelve sheriffs indicated using education as a basis for promotional consideration.

Seventy-six of the 96 sheriffs in this report offer at least one of the five benefits discussed above, thus encouraging coursework by their deputies. Again, this is significantly higher than in fiscal year 1984, when one or more of these benefits was offered by only sixty-two counties.

TABLE 16

EDUCATIONAL BENEFITS
OF SHERIFFS' DEPARTMENTS (FY 1985) *

<u>COUNTY</u>	<u>POPULATION</u>	<u>ADJUSTING SCHEDULES</u>	<u>TIME OFF WITH PAY</u>	<u>BOOKS/TUITION SUBSIDIZED</u>	<u>SALARY INCREASE</u>	<u>BASIS FOR PROMOTION</u>
POLK	307,000	-	-	-	-	X
LINN	169,200	X	-	-	-	-
SCOTT	161,700	-	-	X	-	-
BLACK HAWK	138,500	X	X	-	X	X
WOODBURY	101,100	X	-	-	X	-
DUBUQUE	92,700	-	-	-	-	-
POTTAWATTAMIE	87,100	X	X	-	-	X
JOHNSON	84,000	X	-	-	-	-
STORY	72,800	-	-	-	-	-
CLINTON	56,900	X	-	-	-	-
CERRO GORDO	48,400	X	X	X	-	-
DES MOINES	45,700	X	X	-	-	X
WEBSTER	45,200	-	X	-	X	-
LEE	42,900	-	-	-	-	-
MARSHALL	42,000	X	X	X	-	-
MUSCATINE	41,700	X	-	-	-	X
WAPELLO	39,700	X	X	X	-	-
JASPER	36,200	-	-	-	-	-
WARREN	35,300	X	-	-	-	X
SIOUX	31,100	-	-	-	-	-
MARION	30,100	X	X	X	-	-
DALLAS	29,500	X	X	X	-	-

*Departmental policies in effect at the beginning of fiscal year 1985 (July 1, 1984) - for officers enrolled in a law enforcement or related course (not basic training through the Ia. Law Enforcement Academy).

<u>COUNTY</u>	<u>POPULATION</u>	<u>ADJUSTING SCHEDULES</u>	<u>TIME OFF WITH PAY</u>	<u>BOOKS/TUITION SUBSIDIZED</u>	<u>SALARY INCREASE</u>	<u>BASIS FOR PROMOTION</u>
BOONE	26,100	X	X	X	-	-
FAYETTE	25,200	-	-	-	-	-
BREMER	25,000	X	-	-	-	-
PLYMOUTH	24,500	-	-	-	-	X
BENTON	23,400	X	X	X	-	-
BUCHANAN	23,100	X	X	X	X	X
CARROLL	22,800	X	-	X	-	-
MAHASKA	22,800	-	-	-	-	-
JACKSON	22,400	X	X	X	-	X
WINNESHIEK	22,000	-	-	-	-	-
HARDIN	21,700	X	-	-	-	-
KOSSUTH	21,600	X	-	-	-	X
CLAYTON	21,000	X	X	X	-	-
BUENA VISTA	20,900	X	-	-	-	-
JONES	20,400	-	-	-	-	-
WASHINGTON	20,100	-	-	-	-	-
CLAY	19,300	-	X	X	-	-
FLOYD	19,300	X	-	-	-	X
TAMA	19,300	X	X	X	-	-
CRAWFORD	19,200	X	-	-	-	-
POWESHIEK	19,100	X	X	-	-	-
DELAWARE	18,900	X	-	-	-	X
PAGE	18,900	X	-	-	-	X
HENRY	18,700	X	X	X	-	X
CEDAR	18,500	X	X	-	-	-
HAMILTON	17,700	X	X	X	-	-
BUTLER	17,600	X	-	-	-	X

<u>COUNTY</u>	<u>POPULATION</u>	<u>ADJUSTING SCHEDULES</u>	<u>TIME OFF WITH PAY</u>	<u>BOOKS/TUITION SUBSIDIZED</u>	<u>SALARY INCREASE</u>	<u>BASIS FOR PROMOTION</u>
O BRIEN	17,000	X	X	-	-	-
CASS	17,000	X	X	X	X	X
JEFFERSON	16,400	X	X	X	-	-
HARRISON	16,200	X	X	-	-	-
CHEROKEE	16,000	X	X	X	-	-
WRIGHT	16,000	X	X	X	-	-
DICKINSON	15,700	X	-	-	-	X
CHICKASAW	15,300	X	X	X	-	-
IOWA	15,300	X	X	X	-	X
ALLAMAKEE	15,000	X	X	X	-	-
SHELBY	14,800	-	-	-	-	-
GRUNDY	14,100	X	X	X	-	-
UNION	13,900	X	X	X	-	-
SAC	13,800	-	-	-	-	-
HANCOCK	13,700	X	X	-	-	-
MILLS	13,600	-	-	-	-	-
CALHOUN	13,300	X	X	-	-	-
MONTGOMERY	13,200	-	-	-	-	-
EMMET	13,200	X	X	-	-	-
FRANKLIN	12,800	X	-	-	-	-
LYON	12,800	-	X	-	-	X
KEOKUK	12,700	-	-	-	-	-
WINNEBAGO	12,700	X	X	X	-	-
MADISON	12,600	-	-	-	-	-
PALO ALTO	12,500	X	X	X	-	X
LOUISA	12,200	X	-	-	-	X

<u>COUNTY</u>	<u>POPULATION</u>	<u>ADJUSTING SCHEDULES</u> ^a	<u>TIME OFF WITH PAY</u> ^b	<u>BOOKS/TUITION SUBSIDIZED</u> ^c	<u>SALARY INCREASE</u> ^d	<u>BASIS FOR PROMOTION</u> ^e
MITCHELL	12,100	X	X	X	-	-
HUMBOLDT	12,100	X	-	-	-	-
GREENE	11,900	-	-	-	-	-
GUTHRIE	11,700	X	X	X	-	-
MONONA	11,500	X	X	X	-	X
POCAHONTAS	11,100	X	X	X	-	-
HOWARD	11,000	X	X	X	-	-
LUCAS	10,400	X	X	X	-	-
FREMONT	9,300	X	X	X	-	-
ADAIR	9,300	X	X	X	-	X
DAVIS	9,200	X	X	X	-	-
MONROE	9,100	X	-	-	-	-
WORTH	9,000	-	-	-	-	-
IDA	8,800	X	X	X	-	-
CLARKE	8,800	X	X	X	-	-
VAN BUREN	8,600	X	X	X	-	X
TAYLOR	8,500	-	-	-	-	-
OSCEOLA	8,200	X	X	X	-	-
WAYNE	8,100	-	-	-	-	-
RINGGOLD	6,000	X	X	X	-	-
ADAMS	5,600	X	X	-	-	-
TOTALS:		70	52	41	5	24

Explanation of Categories:

- ^a ADJUSTING SCHEDULES to allow for class attendance.
^b Allowing TIME OFF WITH PAY to attend class.
^c BOOKS/TUITION SUBSIDIZED by the department or county.

- ^d SALARY INCREASE based on number of college credits.
^e Using education as part of the BASIS FOR PROMOTION.

TABLE 17
POLICIES AND PROCEDURES
OF SHERIFFS' DEPARTMENTS (JULY 1, 1984)

Table 17 considers policy manuals utilized by sheriffs' departments, and examines the workload of deputies employed by the 96 reporting agencies. Approximately three-fourths (79) of the sheriffs report already having a policy manual or S.O.P. (Standard Operating Procedure). Of that number, 55 (70%) indicate updating it on an on-going basis, while sixteen (20%) do it annually. Only one has an updating process which is semi-annual and seven report no actual policy for updating.

Of those surveyed, 46 sheriffs indicate that they would be interested in assistance from the Iowa State Sheriffs' and Deputies' Association in either developing a new policy manual or improving the current one. Approximately half of those currently with manuals (35 of 79) request assistance improving their current document and 11 others would like help in the initial development of a policy or procedures manual.

In addition to determining the status of policy manuals, this table also looks at the workload of departments--the average number of hours that deputies were scheduled to work, actually worked, and were paid. In terms of scheduled hours, the breakdown was fairly even. Fifty departments report scheduling deputies 40 or less hours per week, while 46 schedule them more than 40 hours. Of this latter group, 19 have schedules for their deputies of 50 or more hours weekly.

When examining the average number of hours that sworn personnel actually work, 47 (or about half) of all sheriffs indicate that their deputies actually work more than their initial schedules dictate. Forty-two (44%) report 40 to 50 hours as the average, and thirty-six (38%) indicate their deputies actually work more than 50 hours per week. Only 17 departments (18%) stated that their officers, on the average, work less than 40 hours.

In terms of payment for hours worked, 53 (of the 96) reimburse their officers for the actual number of hours that they worked, while 36 reimburse their deputies for less hours than actually worked. Five other departments indicate paying their officers for more hours than they work.

As a statewide average, the number of hours that sheriffs' deputies are scheduled to work is 45.0 per week, while the number that they actually work is higher (47.9). In terms of reimbursement, the average number of hours for which they are paid is 43.7.

TABLE 17
POLICIES AND PROCEDURES
OF SHERIFFS' DEPARTMENTS (JULY 1, 1984)

COUNTY	POPULATION	SOP OR POLICY MANUAL							WORKLOAD		
		DEPTS. W/ MANUAL	UPDATING PROCESS					NEED HELP DEVELOPING A MANUAL *	AVERAGE NUMBER OF HOURS		
			ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY			SCHEDULED TO WORK	ACTUALLY WORKED	WERE PAID
POLK	307,000	X	-	-	X	-	|	-	40	40	40
LINN	169,200	X	-	-	X	-	|	X	40	43	43
SCOTT	161,700	X	-	-	X	-	|	-	40	40	40
BLACK HAWK	138,500	X	-	-	X	-	|	-	42	45	45
WOODBURY	101,100	X	-	-	X	-	|	-	40	40	40
DUBUQUE	92,700	X	-	-	-	X	|	X	42	42	42
POTTAWATTAMIE	87,100	X	-	-	X	-	|	-	40	45	45
JOHNSON	84,000	-	-	-	-	-	|	-	44	47	44
STORY	72,800	X	X	-	-	-	|	-	40	45	40
CLINTON	56,900	X	-	-	X	-	|	X	40	40	40
CERRO GORDO	43,400	X	-	-	X	-	|	X	38	38	40
DES MOINES	45,700	X	-	-	X	-	|	X	48	48	48
WEBSTER	45,200	X	-	-	X	-	|	-	40	40	40
LEE	42,900	X	X	-	-	-	|	-	44	46	46
MARSHALL	42,000	X	-	-	-	X	|	X	45	45	45
MUSCATINE	41,700	X	-	-	X	-	|	-	40	40	40
WAPELLO	39,700	X	-	-	X	-	|	-	40	40	40
JASPER	36,200	X	-	-	-	X	|	X	40	40	40
WARREN	35,300	X	-	-	X	-	|	X	42	42	42

*Or request assistance from the Ia. State Sheriffs' and Deputies' Assn. to improve the current manual.

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

W O R K L O A D

U P D A T I N G P R O C E S S

A V E R A G E
N U M B E R O F H O U R S

COUNTY	POPULATION	DEPTS. W/ MANUAL	ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY	NEED HELP DEVELOPING A MANUAL	SCHEDULED TO WORK	ACTUALLY WORKED	WERE PAID
SIoux	31,100	X	X	-	-	-	-	50	50	50
MARION	30,100	X	-	-	X	-	-	45	45	45
DALLAS	29,500	X	X	-	-	-	-	40	44	44
BOONE	26,100	-	-	-	-	-	-	42	42	42
FAYETTE	25,200	-	-	-	-	-	X	40	50	40
BREMER	25,000	X ^a	-	-	X	-	X	40	42	42
PLYMOUTH	24,500	X	-	-	X	-	-	50	50	40
BENTON	23,400	X	-	-	X	-	-	40	45	45
BUCHANAN	23,100	X	-	-	X	-	-	42	42	42
CARROLL	22,800	X	-	-	X	-	-	48	49	48
MAHASKA	22,800	-	-	-	-	-	X	62	70	40
JACKSON	22,400	X	-	-	X	-	-	45	45	45
WINNESHIEK	22,000	X	-	-	X	-	X	40	44	40
HARDIN	21,700	X	-	-	X	-	-	60	54	54
KOSSUTH	21,600	X	-	-	-	X	X	40	42	48
CLAYTON	21,000	X	X	-	-	-	-	45	55	45
BUENA VISTA	20,900	X	-	-	X	-	-	45	60	45
JONES	20,400	-	-	-	-	-	X	56	62	56
WASHINGTON	20,100	X	-	-	X	-	-	40	62	40
CLAY	19,300	X	-	-	X	-	-	42	42	42
FLOYD	19,300	X	-	-	X	-	X	40	40	40
TAMA	19,300	X	-	-	X	-	X	40	55	40
CRAWFORD	19,200	X	X	-	-	-	X	40	55	40
POWESHIEK	19,100	X	X	-	-	-	X	40	48	40

^a Written policies in some areas.

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

W O R K L O A D

U P D A T I N G P R O C E S S

A V E R A G E
N U M B E R O F H O U R S

<u>COUNTY</u>	<u>POPULATION</u>	<u>DEPTS. W/ MANUAL</u>	<u>ANNUAL</u>	<u>SEMI- ANNUAL</u>	<u>ON- GOING</u>	<u>NO POLICY</u>	<u>NEED HELP DEVELOPING A MANUAL</u>	<u>SCHEDULED TO WORK</u>	<u>ACTUALLY WORKED</u>	<u>WERE PAID</u>
DELAWARE	18,900	X	-	-	X	-	X	40	48	40
PAGE	18,900	X	-	-	X	-	X	60	55	55
HENRY	18,700	X	-	-	X	-	-	47	57	47
CEDAR	18,500	-	-	-	-	-	X	60	60	60
HAMILTON	17,700	-	-	-	-	-	X	40	44	40
BUTLER	17,600	-	-	-	-	-	X	40	44	40
O BRIEN	17,000	X	-	-	X	-	X	45	45	45
CASS	17,000	X	X	-	-	-	X	40	46	46
JEFFERSON	16,400	-	-	-	-	-	X	55	55	55
HARRISON	16,200	X	-	-	X	-	-	40	39	40
CHEROKEE	16,000	X	-	-	-	X	-	40	40	40
WRIGHT	16,000	-	-	-	-	-	-	50	50	NA
DICKINSON	15,700	X	-	-	X	-	X	40	44	44
CHICKASAW	15,300	X	-	-	X	-	X	40	45	40
IOWA	15,300	X	-	-	X	-	-	40	40	40
ALLAMAKEE	15,000	X	-	-	X	-	X	60	40	40
SHELBY	14,800	-	-	-	-	-	X	40	48	40
GRUNDY	14,100	X	-	-	X	-	X	60	45	45
UNION	13,900	X	-	-	X	-	-	40	48	48
SAC	13,800	X	-	-	X	-	-	40	50	40
HANCOCK	13,700	X	-	-	X	-	X	47	43	43
MILLS	13,600	-	-	-	-	-	X	60	65	60
CALHOUN	13,300	X	-	X	-	-	X	60	44	40

NA Not available.

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

W O R K L O A D

U P D A T I N G P R O C E S S

A V E R A G E
N U M B E R O F H O U R S

COUNTY	POPULATION	DEPTS. W/ MANUAL	ANNUAL	SEMI- ANNUAL	ON- GOING	NO POLICY	NEED HELP DEVELOPING A MANUAL	SCHEDULED TO WORK	ACTUALLY WORKED	WERE PAID
MONTGOMERY	13,200	X	-	-	X	-	-	40	50	40
EMMET	13,200	X	-	-	X	-	-	40	40	40
FRANKLIN	12,800	X	-	-	X	-	-	40	60	40
LYON	12,800	X	-	-	-	X	-	45	45	45
KEOKUK	12,700	X	X	-	-	-	-	40	40	40
WINNEBAGO	12,700	X	-	-	X	-	-	50	53	50
MADISON	12,600	X	-	-	X	-	X	40	60	40
PALO ALTO	12,500	X	-	-	X	-	X	44	50	44
LOUISA	12,200	X	X	-	-	-	X	42	42	42
MITCHELL	12,100	-	-	-	-	-	-	42	42	42
HUMBOLDT	12,100	-	-	-	-	-	X	40	40	40
GREENE	11,900	X	X	-	-	-	-	40	43	40
GUTHRIE	11,700	-	-	-	-	-	-	40	54	40
MONONA	11,500	X	-	-	X	-	X	40	41	41
POCAHONTAS	11,100	X	-	-	-	X	-	48	52	52
HOWARD	11,000	X	-	-	X	-	-	60	50	60
LUCAS	10,400	X	-	-	X	-	-	96	68	40
FREMONT	9,300	X	-	-	X	-	X	45	50	45
ADAIR	9,300	-	-	-	-	-	X	40	56	40
DAVIS	9,200	X	X	-	-	-	X	40	50	40
MONROE	9,100	X	-	-	X	-	-	40	55	40
WORTH	9,000	X	-	-	X	-	-	45	45	45
IDA	8,800	X	-	-	X	-	X	54	54	54
CLARKE	8,800	X	X	-	-	-	X	49	60	48

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

W O R K L O A D

U P D A T I N G P R O C E S S

A V E R A G E
N U M B E R O F H O U R S

<u>COUNTY</u>	<u>POPULATION</u>	<u>DEPTS. W/ MANUAL</u>	<u>ANNUAL</u>	<u>SEMI- ANNUAL</u>	<u>ON- GOING</u>	<u>NO POLICY</u>	<u>NEED HELP DEVELOPING A MANUAL</u>	<u>SCHEDULED TO WORK</u>	<u>ACTUALLY WORKED</u>	<u>WERE PAID</u>
VAN BUREN	8,600	X	-	-	X	-	X	40	60	40
TAYLOR	8,500	-	-	-	-	-	-	40	50	40
OSCEOLA	8,200	X	X	-	-	-	-	45	45	45
WAYNE	8,100	X	-	-	X	-	-	56	48	40
RINGGOLD	6,000	X	X	-	-	-	-	40	NA	40
ADAMS	5,600	X	X	-	-	-	X	56	50	56
TOTALS:		79	16	1	55	7	46			

NA
Not Available.

TABLE 18
ENTRANCE AND EDUCATION REQUIREMENTS
OF SHERIFFS' DEPARTMENTS (FY 1985)

Nearly all of the 96 responding sheriffs' departments have some type of requirement (beyond the Iowa Code) for hiring new deputies. Of those surveyed, 69 require county residence. The second most frequent requirement is a minimum vision requirement, mentioned by 56 counties. Other entrance requirements (height, weight, prior law enforcement experience and a polygraph test) are required by 16 or fewer departments.

In terms of minimum education, 89 of the 96 departments indicate requiring a high school diploma (or a GED) for entrance in the department. Only one county requires a two year college degree, with six others reporting no minimum education requirement.

TABLE 18

ENTRANCE AND EDUCATION REQUIREMENTS
OF SHERIFFS' DEPARTMENTS (FY 1985)*

COUNTY	POPULATION	HEIGHT		WEIGHT		VISION	PRIOR LAW ENF.	POLY- GRAPH	COUNTY RESIDENCE	OTHER	HS OR GED	SOME COLLEGE	2 YR. DEGREE	NO MIN. EDUCATION.
		MIN	MAX	MIN	MAX									
POLK	307,000	-	-	X	X	X	-	X	-	-	X	-	-	-
LINN	169,200	-	-	-	-	X	-	-	-	-	X	-	-	-
SCOTT	161,700	-	-	-	-	X	-	-	-	-	X	-	-	-
BLACK HAWK	138,500	X	-	X	X	X	-	-	X	-	X	-	-	-
WOODBURY	101,100	-	-	-	-	X	-	-	X	X ^a	X	-	-	-
DUBUQUE	92,700	-	-	X	X	X	-	-	-	-	X	-	-	-
POTTAWATTAMIE	87,100	-	-	-	-	X	-	X	X	-	X	-	-	-
JOHNSON	84,000	-	-	-	-	X	-	-	X	-	X	-	-	-
STORY	72,800	X	X	X	X	-	-	-	-	-	X	-	-	-
CLINTON	56,900	-	-	-	-	X	-	-	X	-	X	-	-	-
CERRO GORDO	48,400	-	-	-	-	X	-	-	X	-	X	-	-	-
DES MOINES	45,700	X	-	X	-	X	-	-	X	-	X	-	-	-
WEBSTER	45,200	-	-	-	-	X	-	-	X	-	X	-	-	-
LEE	42,900	X	-	X	-	X	-	-	X	-	X	-	-	-
MARSHALL	42,000	-	-	-	-	-	-	-	X	-	-	-	-	X
MUSCATINE	41,700	-	-	-	-	X	-	-	X	-	X	-	-	-
WAPELLO	39,700	-	-	-	-	-	-	-	-	-	X	-	-	-
JASPER	36,200	-	-	-	X	X	-	-	X	-	X	-	-	-
WARREN	35,300	-	-	-	-	X	-	-	-	-	X	-	-	-
SIOUX	31,100	-	-	-	-	X	-	-	X	-	X	-	-	-

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

^aWritten examination.

<u>COUNTY</u>	<u>POPULATION</u>	<u>HEIGHT</u> <u>MIN</u> <u>MAX</u>	<u>WEIGHT</u> <u>MIN</u> <u>MAX</u>	<u>VISION</u>	<u>PRIOR</u> <u>LAW</u> <u>ENF.</u>	<u>POLY-</u> <u>GRAPH</u>	<u>COUNTY</u> <u>RESIDENCE</u>	<u>OTHER</u>	<u>HS OR</u> <u>GED</u>	<u>SOME</u> <u>COLLEGE</u>	<u>2 YR.</u> <u>DEGREE</u>	<u>NO MIN.</u> <u>EDUCATION</u>
MARION	30,100	-	-	-	-	-	X	-	X	-	-	-
DALLAS	29,500	-	-	-	X	-	X	-	X	-	-	-
BOONE	26,100	-	-	-	X	-	X	-	X	-	-	-
FAYETTE	25,200	X	-	-	X	-	X	-	X	-	-	-
BREMER	25,000	-	-	-	X	-	X	-	X	-	-	-
PLYMOUTH	24,500	X	-	X	-	-	X	-	X	-	-	-
BENTON	23,400	-	-	-	-	X	X	-	X	-	-	-
BUCHANAN	23,100	-	-	-	X	-	-	-	X	-	-	-
CARROLL	22,800	-	-	X	-	X	-	-	X	-	-	-
MAHASKA	22,800	-	-	-	X	-	X	-	X	-	-	-
JACKSON	22,400	X	-	-	X	-	X	-	X	-	-	-
WINNESHIEK	22,000	-	-	-	X	-	X	-	X	-	-	-
HARDIN	21,700	-	-	-	X	-	-	-	X	-	-	-
KOSSUTH	21,600	-	-	-	X	-	X	-	X	-	-	-
CLAYTON	21,000	-	-	-	-	X	X	-	X	-	-	-
BUENA VISTA	20,900	-	-	-	-	-	X	X ^b	X	-	-	-
JONES	20,400	-	-	-	-	-	-	-	X	-	-	-
WASHINGTON	20,100	-	-	-	X	-	-	-	X	-	-	-
CLAY	19,300	-	-	-	X	-	X	-	X	-	-	-
FLOYD	19,300	-	-	-	X	-	X	-	X	-	-	-
TAMA	19,300	-	-	-	X	-	X	-	X	-	-	-
CRAWFORD	19,200	-	-	-	-	-	-	-	X	-	-	-
POWESHIEK	19,100	-	-	-	X	-	X	-	X	-	-	-
DELAWARE	18,900	-	-	-	X	-	X	-	X	-	-	-
PAGE	18,900	X	X	X	X	-	X	-	X	-	-	-
HENRY	18,700	-	-	-	-	-	X	-	X	-	-	-

^bAll must live in the county seat except contract towns.

<u>COUNTY</u>	<u>POPULATION</u>	<u>HEIGHT</u> <u>MIN</u> <u>MAX</u>	<u>WEIGHT</u> <u>MIN</u> <u>MAX</u>	<u>VISION</u>	<u>PRIOR</u> <u>LAW ENF.</u>	<u>POLY-</u> <u>GRAPH</u>	<u>COUNTY</u> <u>RESIDENCE</u>	<u>OTHER</u>	<u>HS OR</u> <u>GED</u>	<u>SOME</u> <u>COLLEGE</u>	<u>2 YR.</u> <u>DEGREE</u>	<u>NO MIN.</u> <u>EDUCATION</u>
CEDAR	18,500	X X	- -	X	-	-	-	-	X	-	-	-
HAMILTON	17,700	- -	- -	-	-	-	X	-	-	-	-	X
BUTLER	17,600	- -	- -	X	-	-	-	-	X	-	-	-
O BRIEN	17,000	- -	- -	-	-	X	X	-	X	-	-	-
CASS	17,000	- -	- -	X	X	-	-	-	X	-	-	-
JEFFERSON	16,400	- -	- -	-	-	-	X	-	-	-	-	X
HARRISON	16,200	X X	- X	X	X	-	X	-	X	-	-	-
CHEROKEE	16,000	- -	- -	X	X	-	X	-	X	-	-	-
WRIGHT	16,000	- -	- -	-	-	-	-	-	X	-	-	-
DICKINSON	15,700	- -	- -	-	-	-	X	-	-	-	-	X
CHICKASAW	15,300	- -	- -	-	X	-	X	-	-	-	X	-
IOWA	15,300	- -	- -	-	-	-	X	-	X	-	-	-
ALLAMAKEE	15,000	- -	- -	-	-	-	X	-	X	-	-	-
SHELBY	14,800	- -	X X	-	-	-	X	-	X	-	-	-
GRUNDY	14,100	- -	- -	-	-	-	X	-	X	-	-	-
UNION	13,900	X -	X X	X	-	-	X	-	X	-	-	-
SAC	13,800	- -	- -	-	-	-	X	-	X	-	-	-
HANCOCK	13,700	- -	- -	-	-	-	X	-	X	-	-	-
MILLS	13,600	- -	- -	X	-	-	X	-	X	-	-	-
CALHOUN	13,300	- -	- -	-	X	-	X	-	X	-	-	-
MONTGOMERY	13,200	X X	X -	X	X	-	X	-	X	-	-	-
EMMET	13,200	- -	- -	X	-	-	X	-	X	-	-	-
FRANKLIN	12,800	X X	X X	X	-	-	X	-	X	-	-	-
LYON	12,800	- -	- -	X	X	-	X	-	X	-	-	-
KEOKUK	12,700	- -	- -	-	-	-	X	-	X	-	-	-

<u>COUNTY</u>	<u>POPULATION</u>	<u>HEIGHT</u>		<u>WEIGHT</u>		<u>VISION</u>	<u>PRIOR LAW ENF.</u>	<u>POLY- GRAPH</u>	<u>COUNTY RESIDENCE</u>	<u>OTHER</u>	<u>HS OR GED</u>	<u>SOME COLLEGE</u>	<u>2 YR. DEGREE</u>	<u>NO MIN. EDUCATION</u>
		<u>MIN</u>	<u>MAX</u>	<u>MIN</u>	<u>MAX</u>									
WINNEBAGO	12,700	-	-	-	-	X	X	-	X	-	X	-	-	-
MADISON	12,600	-	-	-	-	X	-	-	-	-	X	-	-	-
PALO ALTO	12,500	-	-	-	-	X	-	-	X	-	X	-	-	-
LOUISA	12,200	-	-	-	-	X	-	-	X	-	X	-	-	-
MITCHELL	12,100	-	-	-	-	-	-	-	-	-	X	-	-	-
HUMBOLDT	12,100	-	-	-	-	-	-	-	X	-	X	-	-	-
GREENE	11,900	-	-	-	-	X	-	-	X	-	X	-	-	-
GUTHRIE	11,700	-	-	-	-	-	-	-	-	-	X	-	-	-
MONONA	11,500	-	-	-	-	-	-	-	-	-	-	-	-	X
POCAHONTAS	11,100	-	-	-	-	-	-	-	-	-	X	-	-	-
HOWARD	11,000	-	-	-	-	-	-	-	X	-	X	-	-	-
LUCAS	10,400	-	-	-	-	-	-	-	X	-	X	-	-	-
FREMONT	9,300	-	-	-	-	X	-	-	X	-	X	-	-	-
ADAIR	9,300	-	-	-	-	-	-	-	X	-	X	-	-	-
DAVIS	9,200	-	-	-	-	X	-	-	-	X ^c	X	-	-	-
MONROE	9,100	-	-	-	-	-	-	-	X	-	X	-	-	-
WORTH	9,000	-	-	-	-	-	-	-	X	-	X	-	-	-
IDA	8,800	-	-	-	-	-	-	-	X	-	X	-	-	-
CLARKE	8,800	-	-	-	-	-	-	X	-	-	X	-	-	-
VAN BUREN	8,600	-	-	-	-	X	-	-	X	-	X	-	-	-
TAYLOR	8,500	-	-	-	-	-	-	-	-	-	X	-	-	-
OSCEOLA	8,200	X	X	X	X	X	-	-	X	-	X	-	-	-
WAYNE	8,100	-	-	-	-	-	X	-	X	-	X	-	-	-
RINGGOLD	6,000	-	-	-	-	-	-	-	-	-	-	-	-	X
ADAMS	5,600	X	-	-	X	X	X	-	X	-	X	-	-	-
TOTALS:		15	7	14	16	56	13	6	69		89	-	1	6

^cPhysical examination.

TABLE 19
NUMBER OF CIVIL PAPERS SERVED
BY SHERIFFS' DEPARTMENTS (DURING FY 1984)

The 96 departments participating in the FY 1985 survey report a total of 282,590 civil papers served during Fiscal Year 1984 (July 1, 1983-June 30, 1984). Five departments did not respond to this particular question, indicating that no records are kept.

Of the remaining 91 departments, 10 could only provide a total figure - they were unable to break down civil papers served by the specific type. 81 departments were able to break down their figures, which represented a total of 255,265 papers. Of these, the most frequent were notices (125,402) representing 44% of the total papers served. The next most frequent type were executions, with 47,334; subpoenas (32,981) and orders (23,654). Occurring less frequently were Sheriff's Sales and Condemnations, with only 2,456 and 329 reported, respectively.

A large portion of the civil papers (23,109 or 8.2%) fell into other categories. Most frequently these were warrants, DOT papers, writs, and miscellaneous. There appears to be some relationship between population and number of civil papers served, but it is difficult to draw conclusions due to the large fluctuation in numbers reported by the departments.

TABLE 19

NUMBER OF CIVIL PAPERS SERVED
BY SHERIFFS' DEPARTMENTS (DURING FY 1984) *

COUNTY	POPULATION	NOTICES	EXECUTIONS	SHERIFF'S SALES	ORDERS	CONDEMNATIONS	SUBPOENAS	OTHER ^a	TOTAL
POLK	307,000	18,746	12,828	386	1,125	16	6,175	3,256	42,532
LINN	169,200	6,670	2,492	173	1,706	1	5,008	727	16,777
SCOTT	161,700	5,636	3,672	155	393	7	1,601	.	11,464
BLACK HAWK	138,500	14,013	4,139	460	3,747	18	2,784	529	25,690
WOODBURY	101,100	6,082	3,957	104	2,279	4	2,576	3,504	18,506
DUBUQUE	92,700	.	.	.	.	.	.	.	9,836
POTTAWATTAMIE	87,100	4,543	1,492	55	1,200	129	733	908	9,060
JOHNSON	84,000	2,384	828	19	251	1	1,182	1,878	6,543
STORY	72,800	1,518	516	20	141	.	807	1,971	4,973
CLINTON	56,900	2,134	1,371	.	713	.	737	209	5,164
CERRO GORDO	48,400	1,957	532	40	424	14	236	1,198	4,401
DES MOINES	45,700	1,147	169	62	1,219	2	563	1,881	5,043
WEBSTER	45,200	973	3,943	46	641	10	431	.	6,044
LEE	42,900	5,122	.	.	.	.	.	1,484	6,606
MARSHALL	42,000	2,000	500	50	1,000	.	2,000	60	5,610
MUSCATINE	41,700	788	622	9	139	5	78	129	1,770
WAPELLO	39,700	.	.	.	.	.	.	.	6,864
JASPER	36,200	6,818	524	29	516	1	916	216	9,020
WARREN	35,300	699	238	23	221	7	82	76	1,346
SIOUX	31,100	731	100	10	43	4	98	12	998
MARION	30,100	1,000	60	10	150	4	150	.	1,374
DALLAS	29,500	1,500	180	40	140	1	120	.	1,981

* Fiscal Year 1984 (July 1, 1983 - June 30, 1984).

^a This could include warrants, writs, DOT, federal, juvenile, bad checks, summons, and mental papers.

<u>COUNTY</u>	<u>POPULATION</u>	<u>NOTICES</u>	<u>EXECUTIONS</u>	<u>SHERIFF'S SALES</u>	<u>ORDERS</u>	<u>CONDEMNATIONS</u>	<u>SUBPOENAS</u>	<u>OTHER</u>	<u>TOTAL</u>
BOONE	26,100	.	.	.	.	.	.	.	1,851
FAYETTE	25,200	690	199	29	240	.	70	21	1,249
BREMER	25,000	810	210	13	114	4	405	151	1,707
PLYMOUTH	24,500	.	.	.	.	.	.	.	1,102
BENTON	23,400	847	208	8	453	.	275	180	1,971
BUCHANAN	23,100	1,232	318	26	310	.	167	.	2,053
CARROLL	22,800	1,808	.	7	.	1	.	.	1,816
MAHASKA	22,800	1,780	190	20	340	.	135	47	2,512
JACKSON	22,400	800	250	20	300	4	300	40	1,714
WINNESHIEK	22,000	817	134	16	74	1	56	200	1,298
HARDIN	21,700	.	.	.	.	.	.	.	1,358
KOSSUTH	21,600	677	152	8	52	4	93	95	1,081
CLAYTON	21,000	725	247	25	123	1	176	157	1,454
BUENA VISTA	20,900	.	.	.	.	.	.	.	2,000
JONES	20,400	652	178	1	332	1	143	73	1,380
WASHINGTON	20,100	1,107	125	27	144	63	44	.	1,510
CLAY	19,300	903	533	14	67	.	145	.	1,662
FLOYD	19,300	912	104	7	23	.	68	9	1,123
TAMA	19,300	713	186	18	.	.	215	135	1,267
CRAWFORD	19,200	983	296	22	166	.	137	44	1,648
POWESHIEK	19,100	505	223	.	46	.	123	.	897
DELAWARE	18,900	552	176	14	60	.	148	68	1,018
PAGE	18,900	1,081	119	16	338	.	223	120	1,897
HENRY	18,700	.	.	.	.	.	.	.	2,158
CEDAR	18,500	.	.	.	.	.	.	.	.
HAMILTON	17,700	1,341	162	11	79	.	147	21	1,761

<u>COUNTY</u>	<u>POPULATION</u>	<u>NOTICES</u>	<u>EXECUTIONS</u>	<u>SHERIFF'S SALES</u>	<u>ORDERS</u>	<u>CONDEMNATIONS</u>	<u>SUBPOENAS</u>	<u>OTHER</u>	<u>TOTAL</u>
BUTLER	17,600	560	126	18	72	.	56	18	850
O BRIEN	17,000	425	153	2	15	1	28	85	709
CASS	17,000	752	145	9	72	.	100	189	1,267
JEFFERSON	16,400	.	.	.	.	.	.	.	.
HARRISON	16,200	602	99	28	52	2	72	8	863
CHEROKEE	16,000	960	208	80	780	2	36	.	2,066
WRIGHT	16,000	480	190	1	35	.	52	162	920
DICKINSON	15,700	876	160	14	32	.	76	.	1,158
CHICKASAW	15,300	604	154	17	62	.	109	211	1,157
IOWA	15,300	675	168	5	103	3	75	61	1,090
ALLAMAKEE	15,000	907	321	12	392	4	92	36	1,764
SHELBY	14,800	180	12	5	72	.	80	.	349
GRUNDY	14,100	355	110	.	60	.	70	182	777
UNION	13,900	1,530	77	16	293	1	192	.	2,109
SAC	13,800	385	143	13	315	.	232	.	1,088
HANCOCK	13,700	1,120	150	25	200	.	25	.	1,520
MILLS	13,600	668	312	8	175	4	96	195	1,458
CALHOUN	13,300	459	77	5	38	1	55	150	785
MONTGOMERY	13,200	286	75	4	68	.	72	281	786
EMMET	13,200	716	205	19	89	.	104	235	1,368
FRANKLIN	12,800	625	125	15	115	.	85	60	1,025
LYON	12,800	292	49	6	22	.	70	30	469
KEOKUK	12,700	485	59	6	126	1	74	23	774
WINNEBAGO	12,700	427	145	5	41	1	30	52	701
MADISON	12,600	353	139	19	270	.	68	.	849

<u>COUNTY</u>	<u>POPULATION</u>	<u>NOTICES</u>	<u>EXECUTIONS</u>	<u>SHERIFF'S SALES</u>	<u>ORDERS</u>	<u>CONDEMNATIONS</u>	<u>SUBPOENAS</u>	<u>OTHER^a</u>	<u>TOTAL</u>
PALO ALTO	12,500	783	184	10	103	.	139	79	1,298
LOUISA	12,200	990	81	9	85	2	188	10	1,365
MITCHELL	12,100	.	.	.	.	.	.	.	.
HUMBOLDT	12,100	526	72	21	56	.	102	145	922
GREENE	11,900	.	.	.	.	.	.	.	789
GUTHRIE	11,700	472	176	.	.	.	.	362	1,010
MONONA	11,500	441	213	25	160	.	342	226	1,407
POCAHONTAS	11,100	.	.	.	.	.	.	.	502
HOWARD	11,000	592	89	8	43	1	69	.	802
LUCAS	10,400	.	.	.	.	.	.	.	865
FREMONT	9,300	257	48	4	134	1	176	66	686
ADAIR	9,300	273	68	4	72	.	54	331	802
DAVIS	9,200	71	348	8	20	.	89	33	569
MONROE	9,100	386	63	7	30	.	187	109	782
WORTH	9,000	299	74	7	34	.	51	73	538
IDA	8,800	287	99	3	15	.	60	95	559
CLARKE	8,800	981	60	15	10	2	70	.	1,138
VAN BUREN	8,600	137	40	.	14	.	30	128	349
TAYLOR	8,500	.	.	.	.	.	.	.	.
OSCEOLA	8,200	284	62	2	23	.	26	57	454
WAYNE	8,100	.	.	.	.	.	.	.	.
RINGGOLD	6,000	309	60	4	36	.	44	.	453
ADAMS	5,600	196	22	4	11	.	58	18	309
TOTALS:		125,402	47,334	2,456	23,654	329	32,981	23,109	282,590

^aThis could include warrants, writs, DOT, federal, juvenile, bad checks, summons, and mental papers.

(Note: the totals for each column do not add up to the grand total of 282,590 as 10 departments did not provide a breakdown by individual category but only gave the total number of civil papers served.)

TABLE 20
COMPUTERIZED OPERATIONS
OF SHERIFFS' DEPARTMENTS (JULY 1, 1984)

Table 20 provides information on computerized operations of the sheriffs' departments in the state. Two of every three agencies report having some of the departmental functions computerized (61 of the 96 reporting agencies).

Of the operations that could be automated, only payroll was cited frequently, with over half (57) of the agencies indicating having computerized their payroll operation (either directly or through another county agency). Twenty-four departments report having warrant information computerized, while seventeen indicate Computer Aided Dispatch (C.A.D.) and/or communications being computerized. Other functions, such as personnel, U.C.R. information, offense and arrest data are on a computer system in about one of every eight counties. Very few departments report other functions, such as Civil Division information, calls for service, and traffic citations, as being computerized. It is evident from the data that larger counties more frequently have access to computer resources; however, only a small number of departments (27) report two or more functions automated by a computer system.

In terms of future plans to computerize functions handled by the sheriffs' departments, thirty-three mentioned an intent to automate in the future, with most expanding as well as setting up new computerized functions.

Thirty departments indicate a willingness to provide technical assistance on computerization to other agencies, while 29 mentioned that they would like assistance if it were available.

TABLE 20

COMPUTERIZED OPERATIONS
OF SHERIFFS' DEPARTMENTS (JULY 1, 1984)

COMPUTERIZED OPERATIONS																	FUTURE PLANS			TECHNICAL ASSISTANCE	
OF SHERIFFS' DEPARTMENTS (JULY 1, 1984)																					
COUNTY	POPULATION	TERMINALS															EXPAND CUPRENT	PLANNING NEW	STAGES OF DEVELOPMENT *	WILL PROVIDE ASSISTANCE	WOULD LIKE ASSISTANCE
		NCIC/ IOWA	OTHERS	PAYROLL	OFFENSES	INCIDENT- NAME	SUSPECT- NAME	U.C.R.	ARRESTS	WARRANTS	PERSONNEL	C.A.D.	FLEET MANAGEMENT	JAIL MANAGEMENT	COMMUNICATIS. **	OTHERS					
POLK	307,000	X	X	X	-	-	-	X	-	X	-	X	-	X [#]	X	X ^a	X	X	1	-	-
LINN	169,200	X	X	X	X	X	-	-	X	X	X	-	X	X	X	X ^{a-c}	X	X	2	X	X
SCOTT	161,700	X	X	X	X	X	X	X	X	X	-	X	X	X	X	X ^{a-e}	X	X	1	X	X
BLACK HAWK	138,500	X	X	X	X	X	X	X	X	X	-	-	X	X	X	X ^{a,b}	X	X	1,2,3	X	-
WOODBURY	101,100	-	X	X	-	-	X	-	X	X	X	X	X	X	X	X ^{a-c}	X	X	2	X	X
DUBUQUE	92,700	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
POTTAWATTAMIE	87,100	-	X	X	-	-	-	-	-	-	X	X	-	-	-	-	X	X	1,2,3	X	X
JOHNSON	84,000	X	X	X	X	X	X	X	X	X	-	-	-	X	X	X ^{a,b}	-	-	-	X	-
STORY	72,800	X	X	-	-	-	-	-	-	X	-	-	-	-	-	-	X	X	1	X	-
CLINTON	56,900	X	X	X	-	-	-	-	-	-	-	X	-	-	-	-	X	X	1	X	X
CERRO GORDO	48,400	X	X	-	-	-	-	-	-	X	X	-	X	-	-	-	X	X	1,2,3	-	-
DES MOINES	45,700	-	X	X	-	-	-	-	-	X	-	X	-	-	-	-	X	X	2,3	-	X
WEBSTER	45,200	X	X	X	X	X	X	X	X	X	-	-	-	-	X	X ^{d,f,j}	X	X	1,2,3	X	-
LEE	42,900	X	-	X	-	-	-	-	-	-	-	X	-	-	-	-	-	-	-	-	-
MARSHALL	42,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MUSCATINE	41,700	-	X	X	X	X	X	X	X	X	-	X	X	-	-	X ^{a,c}	X	-	-	X	-
WAPELLO	39,700	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
JASPER	36,200	X	X	X	-	-	-	-	-	-	-	X	-	-	X	-	-	-	-	-	-
WARREN	35,300	X	-	X	-	-	-	-	-	X	X	-	-	-	-	-	-	-	-	-	-

* Stages of Development: 1 - Decided which functions to automate
2 - Compared programs (software packages)
3 - Decided or purchased equipment (hardware)

Booking only.

**Footnotes - see last page of table.

[illegible]

COUNTY	POPULATION	TERMINALS										FUTURE PLANS					TECHNICAL ASSISTANCE		
		NCIC/ IOWA	OTHERS	PAYROLL	OFFENSES	INCIDENT- NAME	SUSPECT- NAME	U.C.R.	ARRESTS	WARRANTS	PERSONNEL	C.A.D.	FLEET MANAGEMENT	JAIL MANAGEMENT	COMMUNICATIONS.	OTHERS	EXPAND CUPRENT	PLANNING NEW	STAGES OF DEVELOPMENT *	WILL PROVIDE ASSISTANCE	WOULD LIKE ASSISTANCE

POWESHIEK	19,100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DELAWARE	18,900	-	-	X	-	-	-	X	-	-	-	-	-	-	X	-	X	X	-	X	-
PAGE	18,900	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	X	X	-	-	-
HENRY	18,700	X	-	X	-	-	-	-	-	-	X	-	-	-	-	-	X	X	1	-	-
CEDAR	18,500	X	X	X	X	X	-	-	-	X	-	-	-	-	-	-	X	X	1	X	-
HAMILTON	17,700	-	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
BUTLER	17,600	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
O BRIEN	17,000	X	X	X	X	-	-	X	X	X	-	-	-	-	-	-	X	X	1,2	X	-
CASS	17,000	X	X	-	-	X	X	-	X	X	-	X	X	X	-	-	X	X	1	X	-
JEFFERSON	16,400	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HARRISON	16,200	X	X	X	-	-	-	-	-	X	-	X	-	-	X	-	-	-	-	-	-
CHEROKEE	16,000	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WRIGHT	16,000	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DICKINSON	15,700	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHICKASAW	15,300	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
IOWA	15,300	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ALLAMAKEE	15,000	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SHELBY	14,800	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GRUNDY	14,100	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	X	X	-	-	-
UNION	13,900	-	X	X	X	X	X	X	X	X	X	-	-	-	-	-	X	X	-	-	-
SAC	13,800	X	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HANCOCK	13,700	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	X	-

COUNTY	POPULATION	TERMINALS														FUTURE PLANS			TECHNICAL ASSISTANCE		
		NCIC/ IOWA	OTHERS	PAYROLL	OFFENSES	INCIDENT- NAME	SUSPECT- NAME	U.C.R.	ARRESTS	WARRANTS	PERSONNEL	C.A.D.	FLEET MANAGEMENT	JAIL MANAGEMENT	COMMUNICATIS.	OTHERS	EXPAND CUPRENT	PLANNING NEW	STAGES OF DEVELOPMENT *	WILL PROVIDE ASSISTANCE	WOULD LIKE ASSISTANCE
WORTH	9,000	X	-	-	-	-	-	-	-	-	-	-	-	-	-	x ^{d,e,p,q}	-	-	-	-	-
IDA	8,800	X	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
CLARKE	8,800	X	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
VAN BUREN	8,600	X	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
TAYLOR	8,500	X	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
OSCEOLA	8,200	X	X	X	X	X	X	-	X	X	X	X	X	-	X		X	X	1,2	X	X
WAYNE	8,100	X	-	X	-	-	-	X	-	X	-	-	-	-	X		-	-	-	X	-
RINGGOLD	6,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
ADAMS	5,600	X	X	X	-	-	-	-	-	-	-	X	X	-	X		X	X	1,2	X	X
TOTALS:		72	30	57	12	11	10	12	13	24	14	17	10	11	17		33	30		30	29

- * Stages of Development: 1 - Decided which functions to automate
2 - Compared programs (software packages)
3 - Decided or purchased equipment (hardware)

Footnotes: a - Calls for Service
b - Traffic Citations/Warnings
c - Civil Division
d - Property
e - Juvenile
f - Case Investigations
g - Street Directory
h - Mail Listing
i - Times for Contract Towns
j - Crime Stoppers
k - Weapons Permits
l - Files
m - Accidents and Appointments
n - Budget
o - Deerkills
p - Salvage Tags
q - Probation

TABLE 21
RESCUE AND AMBULANCE SERVICES
PROVIDED BY SHERIFFS' DEPARTMENTS (FY 1985)

Table 21 lists rescue and ambulance services administered by Iowa sheriffs' departments responding to the fiscal year 1985 survey. Twenty-six departments (27%) provide through their agencies some sort of rescue service. Of these, 22 provide automobile or farm accident extrication, 16 provide water rescue, and six have paramedics who respond.

Twenty-six deputies are reported as being paramedics, eight in departments that indicate paramedic response. The twenty-six paramedics are divided among twelve departments, with half of them trained as Emergency Medical Technicians (EMT). One department indicated scuba diving as an available type of rescue service, and one reported the availability of First Responders.

Seventeen departments (18%) report county subsidy for ambulance services, with a total amount of \$897,954. Two of these departments did not report the actual amount appropriated. The average for the 15 providing a dollar amount is \$59,864.

Departments in the more populated counties are somewhat more likely to offer rescue services, with seven of the largest ten administering services, while only four of the smallest ten have rescue service available.

TABLE 21

RESCUE AND AMBULANCE SERVICES
PROVIDED BY SHERIFFS' DEPARTMENTS (FY 1985) *

COUNTY	POPULATION	TYPE OF SERVICE OFFERED					CO. SUBSIDY FOR SERVICES	AMOUNT APPROPRIATED
		WATER RESCUE	AUTO/FARM EXTRICATION	RESPONSE BY PARAMEDICS	DEPUTIES WHO ARE PARAMEDICS	OTHER		
POLK	307,000	X	X	-	-	-	-	.
LINN	169,200	X	X	X	4	-	X	\$53,141
SCOTT	161,700	X	X	-	-	-	X	\$197,815
BLACK HAWK	138,500	-	-	-	-	-	-	.
WOODBURY	101,100	X	X	X	-	-	-	.
DUBUQUE	92,700	-	-	-	-	-	-	.
POTTAWATTAMIE	87,100	-	-	-	-	-	-	.
JOHNSON	84,000	X	X	-	9 ^a	-	X	\$50,000
STORY	72,800	X	-	-	-	-	-	.
CLINTON	56,900	X	X	-	-	-	X	NA
CERRO GORDO	48,400	-	-	-	-	-	-	.
DES MOINES	45,700	-	X	X	1	-	X	\$50,000
WEBSTER	45,200	-	X	-	2 ^a	-	-	.
LEE	42,900	-	-	-	-	-	-	.
MARSHALL	42,000	-	-	-	-	-	-	.
MUSCATINE	41,700	-	-	-	-	-	-	.
WAPELLO	39,700	-	-	-	-	-	-	.
JASPER	36,200	-	-	-	-	-	-	.
WARREN	35,300	-	-	-	-	-	-	.
SIOUX	31,100	X	-	-	1	-	-	.
MARION	30,100	-	-	-	-	-	-	.

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

^a Emergency Medical Technicians.

NA Not available.

COUNTY	POPULATION	TYPE OF SERVICE OFFERED					CO. SUBSIDY FOR SERVICES	AMOUNT APPROPRIATED
		WATER RESCUE	AUTO/FARM EXTRICATION	RESPONSE BY PARAMEDICS	DEPUTIES WHO ARE PARAMEDICS	OTHER		
DALLAS	29,500	-	-	-	-	-	-	.
BOONE	26,100	-	-	-	-	-	-	.
FAYETTE	25,200	-	-	-	-	-	-	.
BREMER	25,000	X	X	-	-	-	X	NA
PLYMOUTH	24,500	-	-	-	-	-	-	.
BENTON	23,400	-	X	X	1	-	X	\$1,000
BUCHANAN	23,100	-	-	-	-	-	-	.
CARROLL	22,800	-	-	-	-	-	-	.
MAHASKA	22,800	-	-	-	-	-	-	.
JACKSON	22,400	-	-	-	-	-	-	.
WINNESHIEK	22,000	-	-	-	-	-	-	.
HARDIN	21,700	X	X	-	-	X ^b	X	\$13,800
KOSSUTH	21,600	-	-	-	-	-	-	.
CLAYTON	21,000	-	X	-	2	-	-	.
BUENA VISTA	20,900	-	-	-	-	-	-	.
JONES	20,400	-	-	-	-	-	-	.
WASHINGTON	20,100	X	X	-	-	-	X	\$97,000 ^c
CLAY	19,300	-	-	-	-	-	-	.
FLOYD	19,300	X	X	-	-	-	X	\$12,000
TAMA	19,300	-	-	-	-	-	-	.
CRAWFORD	19,200	-	-	-	-	-	-	.
POWESHIEK	19,100	-	-	-	-	-	-	.
DELAWARE	18,900	-	-	-	-	-	-	.
PAGE	18,900	-	-	-	-	-	-	.
HENRY	18,700	X ^d	X ^d	X ^d	-	-	X	\$91,000

^bEmergency Squad^c\$30,000 for a new ambulance and \$67,000 for services.^dService is through the sheriff's dept.
However, it is a separate unit.NA
Not available.

<u>COUNTY</u>	<u>POPULATION</u>	<u>TYPE OF SERVICE OFFERED</u>					<u>CO. SUBSIDY FOR SERVICES</u>	<u>AMOUNT APPROPRIATED</u>
		<u>WATER RESCUE</u>	<u>AUTO/FARM EXTRICATION</u>	<u>RESPONSE BY PARAMEDICS</u>	<u>DEPUTIES WHO ARE PARAMEDICS</u>	<u>OTHER</u>		
CEDAR	18,500	-	X	-	-	-	X	\$500
HAMILTON	17,700	-	-	-	-	-	-	.
BUTLER	17,600	-	-	-	-	-	-	.
O BRIEN	17,000	-	-	-	-	-	-	.
CASS	17,000	-	-	-	-	-	-	.
JEFFERSON	16,400	-	-	-	-	-	-	.
HARRISON	16,200	-	-	X	1	-	-	.
CHEROKEE	16,000	-	-	-	-	-	-	.
WRIGHT	16,000	-	-	-	-	-	-	.
DICKINSON	15,700	-	-	-	-	-	-	.
CHICKASAW	15,300	-	-	-	-	-	-	.
IOWA	15,300	-	-	-	-	-	-	.
ALLAMAKEE	15,000	-	-	-	-	-	-	.
SHELBY	14,800	-	-	-	-	-	-	.
GRUNDY	14,100	-	-	-	-	-	-	.
UNION	13,900	X	X	-	-	-	-	.
SAC	13,800	-	-	-	-	-	-	.
HANCOCK	13,700	-	-	-	-	-	-	.
MILLS	13,600	-	-	-	-	-	-	.
CALHOUN	13,300	-	X	-	1	-	X	\$46,540
MONTGOMERY	13,200	-	-	-	-	-	-	.
EMMET	13,200	-	-	-	-	-	-	.
FRANKLIN	12,800	-	-	-	-	-	-	.
LYON	12,800	-	-	-	-	-	-	.
KEOKUK	12,700	-	-	-	-	-	-	.

COUNTY	POPULATION	TYPE OF SERVICE OFFERED					CO. SUBSIDY FOR SERVICES	AMOUNT APPROPRIATED
		WATER RESCUE	AUTO/FARM EXTRICATION	RESPONSE BY PARAMEDICS	DEPUTIES WHO ARE PARAMEDICS	OTHER		
WINNEBAGO	12,700	-	-	-	-	-	-	.
MADISON	12,600	-	-	-	2 ^a	X ^c	X	\$174,358
PALO ALTO	12,500	-	-	-	-	-	-	.
LOUISA	12,200	X ^b	-	-	1	-	X	\$72,000
MITCHELL	12,100	-	-	-	-	-	-	.
HUMBOLDT	12,100	-	-	-	-	-	-	.
GREENE	11,900	-	-	-	-	-	-	.
GUTHRIE	11,700	-	-	-	-	-	-	.
MONONA	11,500	-	-	-	-	-	-	.
POCAHONTAS	11,100	-	-	-	-	-	-	.
HOWARD	11,000	-	-	-	-	-	-	.
LUCAS	10,400	-	-	-	-	-	-	.
FREMONT	9,300	-	-	-	-	-	-	.
ADAIR	9,300	-	-	-	-	-	-	.
DAVIS	9,200	-	-	-	-	-	-	.
MONROE	9,100	-	-	-	-	-	-	.
WORTH	9,000	-	-	-	-	-	-	.
IDA	8,800	X	X	-	-	-	-	.
CLARKE	8,800	-	X	-	-	-	X	\$4,800
VAN BUREN	8,600	-	-	-	-	-	-	.
TAYLOR	8,500	-	-	-	-	-	-	.
OSCEOLA	8,200	-	X	-	-	-	X	\$34,000
WAYNE	8,100	-	X	-	1	-	-	.
RINGGOLD	6,000	-	-	-	-	-	-	.
ADAMS	5,600	-	-	-	-	-	-	.
TOTALS:		16	22	6	26		17	\$897,954.

^aEmergency Medical Technicians^bIncludes scuba diving^cFirst Responders and CEMs.

TABLE 22
TURN OVER RATE
OF FULL-TIME SWORN OFFICERS (DURING FY 1984)

The turnover (attrition) rate and profile of sworn officers who left sheriffs' departments during the previous fiscal year (1984) are presented in Table 22. 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 parenthesis 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 22, the data show that there were a total of 80 full-time sworn officers who left the 96 reporting departments during fiscal year 1984.

The primary turnover of personnel was due to resignations, with 72% (50) of the 80 having resigned from their respective agencies. Twenty-six of the resignations were submitted by deputies with five or more years in the department. In addition, the majority were from the larger departments--although resignations were received from agencies of various sizes.

In terms of attrition, the second most frequently cited reason was dismissal, with another 15 officers terminated during this period. There was no relationship between dismissal and size of the department.

Retirement was the third most frequent reason for leaving sheriffs' departments. Of the ten retirements, five deputies were vested and five were not (taking ordinary retirement). A further examination of the data shows that only one of the deputies retiring had prior law enforcement experience with another agency.

Only one (of the 80) officers who left departments during fiscal year 1984 claimed disability (off-duty) as the primary reason for termination of employment. This deputy had 5 years with his agency in law enforcement work. In addition, four officers died while employed with their agencies.

The last two columns of Table 22 show the turnover rate by department for fiscal years 1983 and 1984. Examination of these figures shows that 16 departments reported no turnover during fiscal year 1983, and 9 during FY 1984. However, nearly half of the departments (43%) had no turnover in either of the two years.

TABLE 22
TURN OVER RATE
OF FULL - TIME SWORN OFFICERS (DURING FY 1984) *

COUNTY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURN OVER RATE FY'84	TURN OVER RATE FY'83
Polk	307,000	--	4 2X (3/3) 2X (3/3)	4 X(9/12) 2X(7/7) X(3/3)	2 X (20/20) X (12/12)	--	--	--	10	8%	8%
Linn	169,200	--	--	3 X (15/15) X (5/5) X (0/0)	--	--	--	--	3	4%	3%
Scott	161,700	--	--	--	--	--	--	--	--	-0-	-0-
Black Hawk	138,500	1 X(19/19)	--	--	--	2 X(23/23) X(10/10)	--	--	3	6%	2%
Woodbury	101,100	--	--	4 X (9/9) 2X (5/5) X (4/4)	1 X (15/15)	--	--	--	5	17%	7%
Dubuque	92,700	--	--	2 2X (11/11)	--	--	--	--	2	6%	-0-
Pottawattamie	87,100	--	--	3 X (7/7) X (6/6) X (4/4)	--	--	--	--	3	9%	3%

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

[illegible]

COUNTY	POPULATION	DEATH	DISMISSAL	RESIGNATION	RETIREMENT	RETIREMENT	DISABILITY	DISABILITY	TOTAL	TURNOVER RATE	
				(NOT VESTED)	(VESTED)	(ORDINARY)	(OFF-DUTY)	(ON-DUTY)		FY' 84	FY' 83
Dallas	29,500	--	--	--	--	--	--	--	--	-0-	29%
Boone	26,100	--	--	1 X (1/3)	--	1 X (11/20)	--	--	2	25%	13%
Fayette	25,200	--	--	--	--	--	--	--	--	-0-	17%
Bremer	25,000	--	1 X (1/4)	--	--	--	--	--	1	10%	-0-
Plymouth	24,500	--	--	--	--	--	--	--	--	-0-	-0-
Benton	23,400	--	--	--	--	--	--	--	--	-0-	-0-
Buchanan	23,100	--	--	2 X (4/10) X (3/12)	--	--	--	--	2	22%	11%
Carroll	22,800	--	--	--	--	--	--	--	--	-0-	9%
Mahaska	22,800	--	--	--	--	--	--	--	--	-0-	-0-
Jackson	22,400	--	--	--	--	--	--	--	--	-0-	-0-
Winneshiek	22,000	--	--	2 X (9/9) X (2/2)	--	--	--	--	2	29%	-0-
Hardin	21,700	--	1 X (2/7)	--	--	--	--	--	1	13%	-0-
Kossuth	21,600	--	--	1 X (9/9)	--	--	--	--	1	13%	-0-
Clayton	21,000	--	--	--	--	--	1 X (5/5)	--	1	14%	17%
Buena Vista	20,900	--	1 X (1/5)	1 X (1/1)	--	--	--	--	1	25%	-0-

COUNTY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER FY' 84	RATE FY' 83
Jones	20,400	--	--	--	--	--	--	--	--	-0-	-0-
Washington	20,100	--	--	2 X (5/5) X (4/4)	--	--	--	--	2	14%	8%
Clay	19,300	--	--	--	--	--	--	--	--	-0-	-0-
Floyd	19,300	--	--	--	--	--	--	--	--	-0-	-0-
Tama	19,300	--	--	3 X (15/NA) X (6/NA) X (4/NA)	--	--	--	--	3	38%	-0-
Crawford	19,200	--	--	2 X (8/10) X (5/7)	--	--	--	--	2	29%	22%
Poweshiek	19,100	--	--	--	--	--	--	--	--	-0-	-0-
Delaware	18,900	--	2 X (8/8) X (1/1)	--	--	--	--	--	2	20%	-0-
Page	18,900	--	--	1 X (3/3)	--	--	--	--	1	14%	-0-
Henry	18,700	--	--	1 X (0/5)	--	--	--	--	1	17%	NA*
Cedar	18,500	--	--	--	--	--	--	--	--	-0-	-0-
Hamilton	17,700	--	--	--	--	--	--	--	--	-0-	-0-
Cass	17,000	--	--	--	--	--	--	--	--	-0-	-0-
O'Brien	17,000	--	--	--	1 X (4/4)	--	--	--	1	14%	14%

* Not available.

COUNTY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER RATE FY' 84	TURNOVER RATE FY' 83
Butler	17,600	--	--	--	--	--	--	--	--	-0-	-0-
Jefferson	16,400	--	--	--	--	--	--	--	--	-0-	-0-
Harrison	16,200	--	--	--	--	--	--	--	--	--	20%
Cherokee	16,000	--	--	--	--	--	--	--	--	-0-	-0-
Wright	16,000	--	--	--	--	--	--	--	--	--	20%
Dickinson	15,700	--	--	--	--	--	--	--	--	-0-	-0-
Chickasaw	15,300	--	--	--	--	--	--	--	--	-0-	-0-
Iowa	15,300	--	--	--	--	--	--	--	--	-0-	-0-
Allamakee	15,000	--	1 X (6/9)	--	--	--	--	--	1	14%	17%
Shelby	14,800	--	--	--	--	--	--	--	--	-0-	-0-
Grundy	14,100	--	--	--	--	--	--	--	--	-0-	-0-
Union	13,900	--	--	--	--	--	--	--	--	-0-	-0-
Sac	13,800	--	--	--	--	--	--	--	--	-0-	-0-
Hancock	13,700	--	--	--	--	--	--	--	--	-0-	-0-
Mills	13,600	--	--	--	--	--	--	--	--	-0-	-0-
Calhoun	13,300	--	--	--	--	--	--	--	--	-0-	17%
Emmet	13,200	--	--	1 X (2/2)	--	--	--	--	1	17%	-0-
Montgomery	13,200	--	--	--	--	--	--	--	--	-0-	-0-
Franklin	12,800	--	--	--	--	--	--	--	--	-0-	-0-

[illegible]

COUNTY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER RATE FY' 84	FY' 83
Davis	9,200	--	1 X (5/5)	--	--	--	--	--	1	50%	-0-
Monroe	9,100	--	--	--	--	--	--	--	--	-0-	-0-
Worth	9,000	--	--	1 X (3/5)	--	--	--	--	1	20%	20%
Clarke	8,800	--	--	--	--	--	--	--	--	-0-	-0-
Ida	8,800	--	--	1 X (7/10)	--	--	--	--	1	9%	8%
Osceola	8,200	--	--	1 X (3/3)	--	--	--	--	1	13%	22%
Wayne	8,100	--	--	2 X (3/15) X (2/8)	--	--	--	--	2	50%	-0-
Van Buren	8,600	--	--	--	--	1 X (28/28)	--	--	1	25%	25%
Taylor	8,500	1 X (9/9)	--	--	--	--	--	--	1	50%	33%
Ringgold	6,000	--	--	--	--	--	--	--	--	-0-	-0-
Adams	5,600	--	1 X (6/6)	--	--	--	--	--	1	33%	33%
Totals		4	15	50	5	5	1	0	80		

None: Years of experience 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 shown as "0".

TABLE 23
PROFILE OF SHERIFFS (JULY 1, 1984)

Table 23 presents some basic information, profiling both the current and former sheriff of each county. Examination of the data reveals that the average length of office of the previous sheriff was 10.4 years, a figure nearly matched by current sheriffs (9.4 as the average number of years currently in office).

In terms of experience, the current sheriffs report their average number of years in law enforcement at 18.8, ranging from 7 up to 43 years. Only 10 sheriffs indicate having less than 10 years service in law enforcement while 38 have more than 20 years experience.

There is no clear relationship between county size and length of law enforcement experience, or length of term as sheriff. However, it does appear that the average number of years' experience of sheriffs in Iowa's smaller counties is somewhat less than those in the larger counties.

TABLE 23
PROFILE OF SHERIFFS (JULY 1, 1984)

COUNTY	POPULATION	SHERIFF		FORMER YEARS IN OFFICE		COUNTY	POPULATION	SHERIFF		FORMER YEARS IN OFFICE	
		CURRENT YEARS IN OFFICE	YEARS EXPERIENCE					CURRENT YEARS IN OFFICE	YEARS EXPERIENCE		
POLK	307,000	8	30	2		FAYETTE	25,200	16	29	22	
LINN	169,200	4	21	4		BREMER	25,000	12	17	8	
SCOTT	161,700	6	36	2		PLYMOUTH	24,500	6	14	8	
BLACK HAWK	138,500	10	29	6		BENTON	23,400	12	18	5	
WOODBURY	101,100	3	15	4		BUCHANAN	23,100	6 mo.	7	3	
DUBUQUE	92,700	4	12	16		CARROLL	22,800	21	23	2	
POTTAWATTAMIE	87,100	1	10	8		MAHASKA	22,800	4	25	2	
JOHNSON	84,000	12	15	8		JACKSON	22,400	16	20	8	
STORY	72,800	14	34	24		WINNESHIEK	22,000	8	23	12	
CLINTON	56,900	4 mo.	7	3		HARDIN	21,700	5	21	3	
CERRO GORDO	48,400	3	10	26		KOSSUTH	21,600	4	18	8	
DES MOINES	45,700	4	23	8		CLAYTON	21,000	4	13	4	
WEBSTER	45,200	4	17	26		BUENA VISTA	20,900	16	28	8	
LEE	42,900	16	31	20		JONES	20,400	7	18	12	
MARSHALL	42,000	16	27	2		WASHINGTON	20,100	11	13	3	
MUSCATINE	41,700	24	30	10		CLAY	19,300	8	24	10	
WAPELLO	39,700	12	16	8		FLOYD	19,300	23	33	4	
JASPER	36,200	8	17	12		TAMA	19,300	1	9	18	
WARREN	35,300	1	12	20		CRAWFORD	19,200	21	24	3	
SIoux	31,100	7	25	8		POWESHIEK	19,100	16	29	4	
MARION	30,100	20	27	7		DELAWARE	18,900	2	16	12	
DALLAS	29,500	6	12	3		PAGE	18,900	4	18	7	
BOONE	26,100	12	29	8		HENRY	18,700	4	9	8	

COUNTY	POPULATION	SHERIFF		
		CURRENT	FORMER	FORMER
		YEARS IN OFFICE	YEARS EXPERIENCE	YEARS IN OFFICE
CEDAR	18,500	7	19	5
HAMILTON	17,700	12	30	34
BUTLER	17,600	3	10	10
O BRIEN	17,000	9	11	9
CASS	17,000	2	9	2
JEFFERSON	16,400	20	30	10
HARRISON	16,200	4	29	16
CHEROKEE	16,000	20	20	20
WRIGHT	16,000	7	16	8
DICKINSON	15,700	7	14	12
CHICKASAW	15,300	3	14	28
IOWA	15,300	4	8	24
ALLAMAKEE	15,000	12	12	12
SHELBY	14,800	38	43	12
GRUNDY	14,100	3	14	12
UNION	13,900	12	21	4
SAC	13,800	14	18	12
HANCOCK	13,700	8	12	4
MILLS	13,600	6	21	6
CALHOUN	13,300	6	17	12
MONTGOMERY	13,200	12	31	20
EMMET	13,200	4	15	11
FRANKLIN	12,800	12	24	8
LYON	12,800	4	17	12
KEOKUK	12,700	4	8	8

COUNTY	POPULATION	SHERIFF		
		CURRENT	FORMER	FORMER
		YEARS IN OFFICE	YEARS EXPERIENCE	YEARS IN OFFICE
WINNEBAGO	12,700	15	15	22
MADISON	12,600	4	15	26
PALO ALTO	12,500	4	12	8
LOUISA	12,200	8	16	4
MITCHELL	12,100	19	25	6
HUMBOLDT	12,100	19	22	16
GREENE	11,900	3	15	4
GUTHRIE	11,700	4	12	17
MONONA	11,500	3	12	8
POCAHONTAS	11,100	8	13	14
HOWARD	11,000	7	13	8
LUCAS	10,400	4	12	26
FREMONT	9,300	10	17	4
ADAIR	9,300	8	20	4
DAVIS	9,200	8	18	8
MONROE	9,100	15	20	14
WORTH	9,000	6	11	0
IDA	8,800	24	25	1
CLARKE	8,800	20	20	12
VAN BUREN	8,600	6	11	23
TAYLOR	8,500	12	19	8
OSCEOLA	8,200	12	16	17
WAYNE	8,100	3	15	12
RINGGOLD	6,000	19	19	4
ADAMS	5,600	9	11	10

APPENDICES

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Mike Williams
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Clarinda, Iowa 51632
Phone: (712) 542-5193

Robert B. Rolles
Sheriff, Osceola County
Sibley, Iowa 51249
Phone: (712) 754-2556

Yale H. Jarvis
Sheriff, Washington County
Washington, Iowa 52353
Phone: (319) 653-2107

RESPONSE REQUESTED BY AUGUST 17

July 23, 1984

Sheriff Joel Dryer
Buchanan County Sheriff's Dept.
Public Safety Center
210 5th Avenue, N.E.
Independence, IA 50644

Dear Sheriff Dryer:

As you may recall, last year the Iowa State Sheriffs' and Deputies' Association, in cooperation with the Iowa Statistical Analysis Center, attempted to survey every sheriff's department in the state. Of particular interest to the Association was departmental budgets, salaries, personnel benefits, manpower, workload, and turnover rate.

The cooperation from the 98 sheriffs responding to this survey was exceptional, and in large measure, assured the success of this project. Your responses provided the Association with valuable information compiled on a statewide basis and necessary for our liaison with the Iowa Legislature. In addition, the data has proven beneficial to many of you who indicated using it for drawing comparisons with other departments.

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

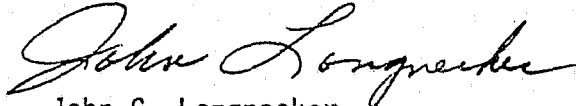
The results of this survey will be published in October, with all departments participating in this project automatically receiving the report.

Given our timeline, we ask that you please complete the enclosed FY '85 survey and return it to Sheriff Bob Rice, Polk County, by AUGUST 17. Your immediate response will allow time for editing, organizing, and publishing your department's information on time.

If you have any questions or need assistance responding, feel free to call John Evans, Chief Deputy, Story County, at (515) 382-6566, or myself. 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,


John G. Longnecker
President

PLEASE RETURN SURVEY BY AUGUST 17 TO:

Sheriff Bob Rice
Polk County Courthouse
5th and Mulberry Street
Des Moines, IA 50308

Iowa State Sheriffs' & Deputies' Association



John G. Longnecker, President
Sheriff, Carroll County
Carroll, Iowa 51401
Phone: (712) 792-4393

John Evans, Secretary-Treasurer
Chief Deputy, Story County
Nevada, Iowa 50201
Phone: (515) 382-6566

Lloyd Kalovsky, Public Relations Director
424 - 10th Street, Suite 210, Des Moines, Iowa 50309
Phone: (515) 288-9030

Vice Presidents

RESPONSE REQUESTED BY SEPTEMBER 19

1st: Bill Havenhill
Sheriff, Louisa County
Wapello, Iowa 52653
Phone: (319) 523-4371

Donald G. Loy
Sheriff
Law Enforcement Center
302 North Pine Street
Creston, IA 50801

2nd: Wayne Boots
Captain, Black Hawk County
Waterloo, Iowa 50703
Phone: (319) 291-2587

Dear Sheriff Loy:

3rd: Bob E. Rice
Sheriff, Polk County
Des Moines, Iowa 50308
Phone: (515) 286-3800

The Iowa State Sheriffs' and Deputies Association is very interested in collecting current information this year on the operation of each sheriff's department in the state. Of particular interest is information on salaries, benefits, budgets, manpower, workload, and turnover.

4th: Evelyn Covington
Deputy, Linn County
Cedar Rapids, Iowa 52401
Phone: (319) 398-3521

In an attempt to gather such information, the Association mailed a survey to each sheriff last month. It was requested that the survey be completed and returned by August 17, so that the material could be organized and published by October, with a copy of the report sent to all participating sheriffs.

Board of Directors

Marvin Andersen
Sheriff, Humboldt County
Dakota City, Iowa 50529
Phone: (515) 332-2471

Since your department has not yet responded to the questionnaire, we would appreciate your reconsideration in answering. Your cooperation will assist the Association in compiling statewide data pertaining to all sheriffs' departments. In addition, it will also give you a valid means of comparing policies and practices of other departments with your own, if you wish, and a more firm basis from which to justify budget requests in the future. And finally, it will provide our Legislative Committee with current information for better planning during the next legislative session.

Richard Harrell
Sheriff, Montgomery County
Red Oak, Iowa 51566
Phone: (712) 623-5107

Mike Williams
Chief Deputy, Page County
Clarinda, Iowa 51632
Phone: (712) 542-5193

We again ask your assistance in completing the enclosed survey and returning it to Sheriff Bob Rice by September 19. If you have any questions, feel free to call me at (712) 792-4393 or Chief Deputy John Evans at (515) 382-6566. Permit me to thank you in advance for your cooperation.

Robert B. Rolfes
Sheriff, Osceola County
Sibley, Iowa 51249
Phone: (712) 754-2556

Very truly,

John G. Longnecker
John G. Longnecker
President

Send survey to:

SHERIFF BOB RICE
POLK COUNTY COURTHOUSE
5TH AND MULBERRY STREET
DES MOINES, IA 50308

Yale H. Jarvis
Sheriff, Washington County
Washington, Iowa 52353
Phone: (319) 653-2107

Enc.

SURVEY OF
IOWA SHERIFFS' DEPARTMENTS
FOR FISCAL YEAR 1985

Name of person completing this form: _____

Sheriff's Department _____ Telephone: () _____

GENERAL DIRECTIONS

1. PLEASE COMPLETE THIS SURVEY AND RETURN IT BY AUGUST 17 TO:

Sheriff Bob Rice
Polk County Courthouse
5th and Mulberry Street
Des Moines, Iowa 50308

2. This survey is designed to collect current information on all sheriffs' departments 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 own department. INFORMATION THAT YOU PROVIDE WILL BE INCLUDED IN THE ANNUAL REPORT TO BE RELEASED IN OCTOBER. 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: 3 5 6 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 John Evans, Chief Deputy, Story County, at (515) 382-6566.

SURVEY OF

IOWA SHERIFFS' DEPARTMENTS

FOR FISCAL YEAR 1985

(July 1, 1984 - June 30, 1985)

County No. 1

Pop. 3 — — — — —

(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.

Attach a copy of your salary schedule if it varies from what is reflected below.
Example: jail personnel on a different pay schedule than other deputies.

	<u>Full-Time Positions</u>	<u>Minimum Base Pay</u>	<u>Maximum Base Pay</u>	
a. Sheriff.....	<u>7</u>		\$ — , — — —	
b. Chief Deputy.....	<u>15</u>		— , — — —	
c. Captain.....	<u>21</u>	\$ — , — — —	— , — — —	
174. d. Lieutenant.....	<u>32</u>	— , — — —	— , — — —	
e. Sergeant.....	<u>44</u>	— , — — —	— , — — —	
f. Detective.....	<u>56</u>	— , — — —	— , — — —	Car
g. Deputy.....	<u>3</u>	— , — — —	— , — — —	0
Other Sworn Ranks (such as Second Deputy, Matron, Etc.)				
h. _____	<u>16</u>	— , — — —	— , — — —	
i. _____	<u>28</u>	— , — — —	— , — — —	
j. TOTAL.....	<u>46</u>			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>43</u>
b. \$12,500 - \$14,999.....	—
c. \$15,000 - \$17,499.....	<u>45</u>
d. \$17,500 - \$19,999.....	—
e. \$20,000 - \$22,499.....	—
f. \$22,500 - \$24,999.....	—
g. \$25,000 - \$29,999.....	<u>38</u>
h. \$30,000 and over.....	—
i. TOTAL.....	<u>36</u>

3. How many deputies in your department are drawing an annual gross salary (base plus bonuses) within 5% (or more than) the sheriff's salary?

37 —

4. Do any of the deputies in your department have a higher gross salary than your lieutenants or captains?

Yes.....1

No.....2

38

PERSONNEL BENEFITS

5. 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	39
b. Comp. time for time in court.....	1	2	—
c. Extra pay for longevity with department.....	1	2	—
d. Extra pay for night duty.....	1	2	—
e. Uniform provided (or cash allowance).....	1	2	—
f. Cleaning allowance for uniformed officers.....	1	2	—
g. Clothing allowance for plain clothes officers.....	1	2	—
h. Weapons furnished.....	1	2	—
i. Other equipment furnished (handcuffs, leather goods, etc.).....	1	2	—
j. Cash allowance for equipment.....	1	2	40

175.

6. Which of these EDUCATIONAL BENEFITS are also provided to members of your department ENROLLED IN LAW ENFORCEMENT OR RELATED COURSES (NOT ILEA).

	<u>YES</u>	<u>NO</u>	
a. Adjusting schedules for officers to attend class.....	1	2	—
b. Allowing time off with pay for officers to attend class....	1	2	—
c. Reimbursing officers for books or tuition.....	1	2	—
d. Increasing pay based on accumulated college credits.....	1	2	—
e. Using education as part of the basis for promotion.....	1	2	41

Card

1
80

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

Insurance	FOR OFFICERS			FOR FAMILIES			
	FULL	PARTIAL	NONE	FULL	PARTIAL	NONE	
a. Life.....	1	2	3	1	2	3	3 —
b. Hospital.....	1	2	3	1	2	3	3 —
c. Accident/Disability.....	1	2	3	1	2	3	7 —
d. Prescription/Drugs	1	2	3	1	2	3	4 —
e. Dental.....	1	2	3	1	2	3	11 —
f. Vision	1	2	3	1	2	3	13 —
g. False Arrest.....	1	2	3	-	-	-	15
h. Workmen's Compensation ..	1	2	3	-	-	-	16

VACATION

8. 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.....	17 —
After 2 years.....	20 —
After 5 years.....	23 —
After 7 years.....	26 —
After 10 years.....	29 —
After 15 years.....	32 —
After 20 years.....	35 —

SICK LEAVE

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

Yes.....1

No (Skip to Question 12).....2

10. 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.)

37 — — hours per officer

Number of hours varies: _____

42

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

Yes, there is a maximum number accrued.....1 (43 — — hrs.)

No, there is no maximum (unlimited).....2

No, accrual is not allowed.....3

HOLIDAYS

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

97 — days per officer

177.

OTHER BENEFITS

13. What type of compensation is provided to officers who work OVERTIME? Specify for both line and supervisory officers.

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

43

14. 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

37

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

Yes.....1

No (Skip to Question 18).....2

32

16. 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

17. Will your department PAY FOR any of the following types of insurance for deputies working a SECOND JOB IF RELATED TO LAW ENFORCEMENT? (CIRCLE ONE NUMBER ON EACH LINE, INDICATING IF IT PROVIDES FULL PAYMENT, PARTIAL PAYMENT, OR NONE.)

<u>Insurance</u>	<u>FULL</u>	<u>PARTIAL</u>	<u>NONE</u>
a. Life.....	1	2	3
b. Hospital.....	1	2	3
c. Accident/Disability.....	1	2	3
d. Prescription/Drugs.....	1	2	3
e. Dental.....	1	2	3
f. Vision.....	1	2	3
g. False Arrest.....	1	2	3
h. Workmen's Compensation....	1	2	3

54

61

178.

BUDGET

18. What is the PROPOSED DEPARTMENTAL BUDGET (EXCLUDING JAIL) 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.).....	\$	22	,	—	—	,	—	—	—
b. Personnel training.....		47	,	—	—	,	—	—	—
c. Operating expenses (utilities, contractual services, revenue sharing, etc.).....		3	,	—	—	,	—	—	—
d. Capital outlay (vehicle, construction, land, etc.).....		10	,	—	—	,	—	—	—
e. Other (SPECIFY).....		16	,	—	—	,	—	—	—
f. TOTAL.....	\$	22	,	—	—	,	—	—	—

Card
2
80

19. What is your PROPOSED JAIL BUDGET FOR FISCAL YEAR 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.).....	\$	27	,	—	—	,	—	—	—
b. Personnel training.....		36	,	—	—	,	—	—	—
c. Operating expenses (utilities, contractual services, revenue sharing, etc.).....		41	,	—	—	,	—	—	—
d. Capital outlay (vehicle, construction, land, etc.).....		48	,	—	—	,	—	—	—
e. Other (SPECIFY).....		34	,	—	—	,	—	—	—
f. TOTAL.....	\$	40	,	—	—	,	—	—	—

179.

20. What was the total amount of mileage reimbursement to your county at the end of fiscal year 1984 (June 30, 1984)? (ROUND OFF TO THE NEAREST DOLLAR.)

\$ 27, — — 10

Card
3
80

180. PERSONNEL
SWORN
CIVILIAN

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-h 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 (Sheriff, Chief Deputy).....	3	—	—	—	—
b. General Command (Captain, Lieutenant).....	8	—	—	—	—
c. Supervisory (Sergeant, Detective, Corporal).....	75	—	—	—	—
d. Line Officers (Deputy).....	22	—	—	—	—
*Other <u>Sworn</u> Personnel					
e. _____	37	—	—	—	—
f. _____	36	—	—	—	—
g. _____	43	—	—	—	—
h. TOTAL SWORN.....	50	—	—	—	—
i. Secretarial/Clerical.....	57	—	—	—	—
*Other <u>Civilian</u> Personnel					
j. _____	68	—	—	—	—
k. _____	74	—	—	—	—
l. _____	5	—	—	—	—
m. TOTAL - CIVILIAN.....	73	—	—	—	—

C
a
r
d
4
80

22. How many FULL-TIME PERSONNEL are assigned to:

	FULL-TIME SWORN	FULL-TIME CIVILIAN	TOTAL
a. Department.....	31	—	—
b. Jail.....	20	—	—
c. TOTAL.....	34	—	—

*Other Sworn/Civilian include Jailer, Matron, Communications Personnel, Civil Deputies, etc
#Non-White includes American Indian, Black, Oriental, and Hispanic.

23. How many PART-TIME PERSONNEL are assigned to:

	<u>PART-TIME SWORN</u>	<u>PART-TIME CIVILIAN</u>	<u>TOTAL</u>
a. Department.....	<u>42</u> —	— —	— —
b. Jail.....	<u>48</u> —	— —	— —
c. TOTAL.....	<u>54</u> —	— —	— —

24. 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 the supervision/direction of a regular officer.)

40 —

25. Please give the number of full-time sworn personnel in your department whose ages fall within the following categories as of July 1, 1984. (THE TOTAL HERE SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1-j.)

a. Under 25 years.....	<u>62</u>
b. 25 - 29 years.....	<u>23</u> —
c. 30 - 34 years.....	<u>23</u> —
d. 35 - 39 years.....	<u>27</u> —
e. 40 - 44 years.....	<u>24</u> —
f. 45 - 49 years.....	<u>71</u> —
g. 50 - 54 years.....	<u>73</u>
h. 55 - 59 years.....	—
i. 60 - 64 years.....	—
j. 65 years and older.....	—
k. TOTAL.....	<u>77</u> — —

181.

Card

5
80

26. As of July 1, 1984, how many full-time sworn personnel in your department had completed the following levels of education? (THE TOTAL HERE SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1-j.)

a. Graduate Work.....	<u>3</u>
b. Four years of college.....	<u>4</u> —
c. Two years of college.....	<u>6</u> —
d. Less than two years of college.....	<u>8</u> —
e. High School or G. E. D.....	<u>16</u> —
f. Less than High School.....	<u>12</u>
g. TOTAL.....	<u>73</u> — —

27. 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.....	16	—
b. 1 - 2 years.....	18	—
c. 3 - 4 years.....	28	—
d. 5 - 9 years.....	21	—
e. 10 - 14 years.....	34	—
f. 15 - 19 years.....	26	—
g. 20 - 24 years.....	23	—
h. 25 years or more.....	30	—
i. TOTAL.....	32	—

ENTRANCE REQUIREMENTS

28. Do you have any of the following ENTRANCE REQUIREMENTS for officers joining your department?

	<u>YES</u>	<u>NO</u>	
a. Height - minimum requirement.....	1	2	35
b. Height - maximum requirement.....	1	2	—
c. Weight - minimum requirement.....	1	2	—
d. Weight - maximum requirement.....	1	2	—
e. Eyesight.....	1	2	—
f. Law enforcement experience.....	1	2	—
g. Polygraph.....	1	2	—
h. Residence within county limits.....	1	2	—
i. Other (SPECIFY) _____	1	2	43

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

a. High school diploma or GED.....	1	
b. Some college but no degree.....	2	
c. AA or AS degree.....	3	44
d. Other (SPECIFY) _____	4	
e. No minimum required.....	5	

RESCUE SERVICE

30. Is rescue service administered by your department?

Yes.....1

No (Skip to Question 35)....2

45

31. At what level?

a. Water rescue recovery only.....1

b. Auto/farm extrication.....2

c. Response with advanced medical team
(paramedics on your department).....3

d. Other.....4

46

32. How many of your deputies are paramedics?

47 — Deputies

33. Does your county provide funds to subsidize ambulance or rescue service?

Yes.....1

No. (Skip to Question 35)....2

47

34. Indicate the total amount appropriated for ambulance or rescue service for fiscal year 1985?

\$ 50 —, — —

JAIL

35. Does your department operate the jail?

Yes.....1

No. (Skip to Question 37)....2

55

36. Do you anticipate closing the jail for any reason during the next year?

Yes.....1

No.....2

56

183.

COMPUTERIZED OPERATIONS

37. Does your department currently house--

	<u>YES</u>	<u>NO</u>	
a. Computer terminals linked to the Iowa System.....1	2		
b. Other terminals (not linked to the Iowa System).....1	2		<u>37</u>

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

Yes.....1

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

37

39. Indicate which functions are computerized.

	<u>YES</u>	<u>NO</u>	
a. Payroll.....1	2		
b. Offenses.....1	2		<u>26</u>
c. Incident-Name.....1	2		
d. Suspect-Name.....1	2		
e. Property.....1	2		
f. Uniform Crime Reports.....1	2		
g. Arrests.....1	2		<u>43</u>
h. Juvenile.....1	2		
i. Calls for Service.....1	2		
j. Traffic Citations/Warnings.....1	2		
k. Warrants.....1	2		
l. Personnel.....1	2		<u>70</u>
m. Case Investigations.....1	2		
n. Computer-Aided Dispatch (excluding NCIC or Iowa System) 1	2		
o. Fleet Management.....1	2		
p. Jail Management.....1	2		
q. Civil Division.....1	2		<u>75</u>
r. Communications Center Enhancement (Alarms, 911, etc.).....1	2		
s. Other: _____1	2		
t. _____1	2		<u>79</u>

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

Yes.....1

No.....2

Card
6
80

3

41. Would you be willing to OFFER TECHNICAL ASSISTANCE to other sheriffs' departments planning to automate?

Yes.....1

No.....2

4

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

Yes.....1

No (Skip to Question 45).....2

5

43. 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

2

44. Would you LIKE TECHNICAL ASSISTANCE from other sheriffs' departments that are working toward computerized functions?

Yes.....1

No.....2

7

POLICIES AND PROCEDURES

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

Yes.....1

No.(Skip to Question 47).....2

10

46. 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

11

47. Would you like assistance from the Association in developing a manual (or improving on the current manual)?

Yes.....1

No.....2

12

WORKLOAD

48. How many CIVIL PAPERS were served by your department during the previous fiscal year (July 1, 1983 - June 30, 1984):

a. Notices.....	73	,	—	—	—
b. Executions.....	77	,	—	—	—
c. Sheriff's Sales.....	31	,	—	—	—
d. Orders.....	35	,	—	—	—
e. Condemnations.....	31	,	—	—	—
f. Subpoenas.....	33	,	—	—	—
g. Other.....	37	,	—	—	—
h. TOTAL.....	41	,	—	—	—

49. During the previous fiscal year, please estimate the AVERAGE NUMBER OF HOURS that your deputies:

a. Were <u>scheduled</u> to work.....	47	hrs. per week
b. <u>Actually</u> worked (not just on call).....	47	hrs. per week
c. Were <u>paid</u>	51	hrs. per week

50. Give the total number of miles of roads to patrol in your county.

53, — — miles

ATTRITION

51. How long have you, as sheriff, been in your position?

37 — years

52. How many years of experience do you personally have in law enforcement?

37 — years

53. How long was the previous sheriff of your county in office?

41 — years

54. For EACH FULL-TIME OFFICER who left your 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	
No. 1	23	—	—	—	—	—	—	—	—	Card 7
No. 2	3	—	—	—	—	—	—	—	—	80
No. 3	14	—	—	—	—	—	—	—	—	
No. 4	25	—	—	—	—	—	—	—	—	
No. 5	34	—	—	—	—	—	—	—	—	
No. 6	47	—	—	—	—	—	—	—	—	187.
No. 7	38	—	—	—	—	—	—	—	—	Card 8
No. 8	27	—	—	—	—	—	—	—	—	80
No. 9	3	—	—	—	—	—	—	—	—	
No. 10	77	—	—	—	—	—	—	—	—	
No. 11	25	—	—	—	—	—	—	—	—	
No. 12	36	—	—	—	—	—	—	—	—	
No. 13	47	—	—	—	—	—	—	—	—	
No. 14	58	—	—	—	—	—	—	—	—	Card 9
No. 15	69	—	—	—	—	—	—	—	—	80
TOTALS	3	—	—	—	—	—	—	—	79	

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Card
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