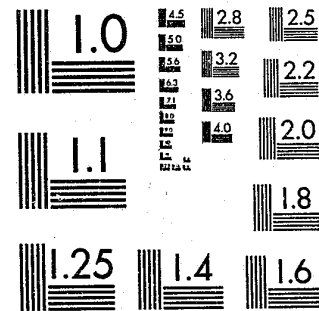


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IOWA POLICE DEPARTMENTS: FY 1984 REPORT

Volume One: Cities Greater Than 5,000 Population

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

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

September, 1983

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Special appreciation is extended to Asst. Chief Don E. Knox, Jr.
of the Des Moines Police Department for the countless hours spent
in providing direction of this project.

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INTRODUCTION

For the fourth consecutive year, the Iowa Association of Chiefs of Police and Peace Officers, Inc. has authorized the Iowa Statistical Analysis Center (SAC) to survey all police departments in the state. The survey addresses areas of concern to the Association, e.g. departmental budgets, personnel salaries, benefits, workload, attrition, etc. While some information is requested annually, other data are needed less frequently.

The cooperation of the law enforcement community since the first survey in 1979 has been exceptional, and, in large measure, has assured the success of this annual project. More than 200 departments have participated each year, thereby providing the Association with information never before compiled on a statewide basis but needed for its liaison with the Iowa General Assembly. In addition, many police agencies have indicated using the data to assist in making comparisons among individual departments, making it a valuable tool for survey participants as well.

The survey instrument for fiscal year 1984 (July 1, 1983 - June 30, 1984) contains many of the questions from previous years' surveys. Reflecting a more recent concern, the survey also poses questions regarding inservice training, computerized operations, and other departmental policies.

In July, the survey was designed and distributed by the SAC to the 313 departments employing full-time, sworn personnel. Accompanying the questionnaire was a letter of endorsement from the Iowa Chiefs' Association, with a response requested by July 25. (See Appendix I for coverletter and Appendix II for survey instrument). This initial effort drew responses from 155 cities.

A follow-up effort to draw additional responses was then undertaken, with a second letter of support (See Appendix I) and another copy of the survey mailed to the remaining nonparticipants. In order to ensure that all departments' information be contained in the report to be released at the Association's Annual Conference in mid-September, responses were requested by August 12. In some cases members of the Association's Executive Board personally telephoned police chiefs, encouraging their cooperation. This follow-up effort brought an additional 47 responses, for a grand total of 202.

The following table shows the response rate of departments by their cities' population:

<u>Population</u>	<u>Response Rate</u>
Cities of 5,000 or more.....	100% (67/67)
Cities between 2,000-4,999.....	73% (57/78)
Cities less than 2,000.....	46% (78/168)
Total.....	202/313

When comparing the response rate of this year's survey with those of previous years, there is little difference in the number of participating agencies: 222 (last year) with 202 (the previous year). There continues to be a slight reduction in the number of departments eligible to be surveyed, i.e. those with at least one, full-time sworn officer: 318 eligible departments (last year) with 332 (the previous year). At the current time there are 313 agencies with full-time sworn personnel, representing a further reduction of five departments from last year's list. (Note: an attempt is made each year to identify those cities with full-time officers so as to recognize potential survey respondents).

Even though the response rate was consistent with previous years' efforts, the assumption by the SAC is that more cities would probably have answered the survey if additional time were given. The follow-up effort of last year's project (which ran for approximately four months, netting 84 late responses) was collapsed into a three-week period this year (gaining 47 additional agencies). This was done in order to generate a complete report by the mid-September date, as mentioned above.

Given the massive amount of data on each department, it was decided that a two-volume series would be prepared this year. Volume I contains information on cities of more than 5,000 population, and Volume II presents data on communities of 5,000 residents or less.

All material contained in these two volumes were supplied directly by the individual departments. In the case where information appeared to be erroneous or incomplete, the SAC staff telephoned to clarify responses. All data were verified directly from the surveys themselves, to correct any key-punch or typing errors. If any inconsistencies are found pertaining to individual departments, they are a result of reporting errors by those agencies, not display errors by the SAC.

As in previous year's publications, agencies are arranged in descending order by population, with the most populous cities appearing first. Population figures are taken from the 1980 final report by the U.S. Census Bureau. Subtotals for each volume can be found on the last page of the individual tables, with footnotes appearing thereafter. As only subtotals are given, those interested in statewide totals for specific data are encouraged to combine figures in Volumes I and II, or to contact the SAC for such information.

Readers may refer to Appendix III for a listing of survey respondents (Volumes I and II), and survey nonrespondents (Volume II only). (Volume I has a 100% response rate).

The Iowa Association of Chiefs of Police and Peace Officers, Inc. and the Iowa Statistical Analysis Center (SAC) would like to thank the numerous police departments throughout the state for making the collection and publication of this information possible.

TABLE 1

POLICE DEPARTMENTS' BUDGETS (FY 1984)

All of the 67 police departments representing cities of 5,000 or more residents supplied budgetary information for fiscal year 1984 (July 1, 1983 through June 30, 1984). The total budget given by these agencies, which serve approximately 1.5 million people, is \$83,404,272.

Of the \$83 million appropriated for law enforcement services, approximately 82% (\$69 million) is earmarked for salaries and benefits. However, it should be mentioned that in some cases, expenditures for training appear in the salaries category, as several departments were unable to break down the budget for each line item individually.

Another 12% (\$10 million) of the total amount is appropriated for operating expenses for fiscal year 1984, with the remaining 6% (\$4 million) distributed among the other categories (training, capital outlay, and other).

It is obvious that there is a direct correlation between city population and police departmental budget. For example, cities of 20,000 or more residents (19 of the 67 reporting agencies) show budgets in excess of one million dollars. In contrast, communities with less than 13,000 residents reflect budgets of approximately one-half million dollars or less. (One exception is the city of Coralville, with a population of about 7,700 and reported expenditures of roughly \$675,000).

An examination of the proposed departmental budgets for fiscal year 1984 with the previous year, shows that in nearly all cases, cities have appropriated more funds for law enforcement in FY '84 than in the past. Departments reflecting a decrease in their current budgets from last year are: Davenport, Mason City, Bettendorf, Marshalltown, Ankeny, Grinnell, Cherokee, and Windsor Heights. (Budgetary information used in this comparison is drawn from the FY 1983 and 1984 reports, entitled "Iowa's Police Departments").

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TABLE 1
POLICE DEPARTMENTS' BUDGETS (FY 1984) *

CITY	POPULATION	SALARIES & BENEFITS	TRAINING	OPERATING EXPENSES	CAPITAL OUTLAY	OTHER **	TOTAL
DES MOINES	191,003	\$13,091,881	\$14,700	\$2,665,883	\$32,611	\$145,607 ^a	\$15,950,682
CEDAR RAPIDS	110,243	\$5,200,552	\$5,644	\$472,306		\$50,000 ^b	\$5,728,502
DAVENPORT	103,264	\$5,844,904	\$4,000	\$603,763	\$109,370	\$15,854 ^c	\$6,577,891
SIOUX CITY	82,003	\$5,100,322	\$23,325	\$742,775	\$92,215		\$5,958,637
WATERLOO	75,985	\$3,623,869	\$20,000	\$435,499	\$183,150	\$1,129,867 ^d	\$5,392,385
DUBUQUE	62,321	\$2,700,052	\$8,042	\$285,152	\$81,858		\$3,075,104
COUNCIL BLUFFS	56,449	\$2,589,520	\$10,000	\$747,580	\$99,345		\$3,446,445
IOWA CITY	50,508	\$1,656,889	\$15,306	\$208,824	\$96,178		\$1,977,197
AMES	45,775	\$1,548,723	\$9,271	\$237,499	\$75,378		\$1,870,871
CEDAR FALLS	36,322	\$1,399,285	\$11,227	\$131,106	\$68,343		\$1,609,961
CLINTON	32,828	\$1,065,000	\$7,000	\$142,250	\$37,000		\$1,251,250
MASON CITY	30,144	\$1,171,827	\$4,000	\$152,060	\$1,600		\$1,329,487
BURLINGTON	29,529	\$1,050,152	\$8,695	\$72,232	\$52,030		\$1,183,109
FORT DODGE	29,423	\$1,020,180		\$179,000	\$51,500	\$90,500 ^e	\$1,341,180
BETTENDORF	27,381	\$1,057,735	\$6,000	\$163,815	\$33,000		\$1,260,550
OTTUMWA	27,381	\$988,351	\$7,500	\$120,580	\$33,900		\$1,150,331
MARSHALLTOWN	26,938	\$1,124,800	\$15,000	\$224,250	\$81,000		\$1,445,050
MUSCATINE	23,467	\$1,039,587	\$10,600	\$82,500		\$58,550 ^e	\$1,191,237
WEST DES MOINES	21,894	\$1,008,454	\$3,100	\$89,986	\$41,164		\$1,142,704
MARION	19,474	\$806,010	\$7,300	\$107,320	\$19,640		\$940,270
URBANDALE	17,869	\$917,665	\$9,100	\$166,280	\$65,800		\$1,158,845
ANKENY	15,429	\$592,698	\$2,987	\$126,935	\$16,208		\$738,828
NEWTON	15,292	\$835,274	\$1,400	\$114,840	\$21,000		\$972,514

** Explanation of Footnotes - see last page of table.

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

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER **</u>	<u>TOTAL</u>
KEOKUK	13,536	\$669,264	\$6,000	\$121,650	\$20,200	.	\$817,114
FORT MADISON	13,520	\$751,922	\$3,000	\$84,084	\$17,000	.	\$856,005
BOONE	12,602	\$422,062	\$1,500	\$65,150	\$25,000	.	\$513,712
SPENCER	11,726	\$412,000	\$2,200	\$70,500	\$35,000	\$12,900 ^a	\$532,600
INDIANOLA	10,843	\$338,000	.	\$41,000	\$48,300	.	\$427,300
OSKALOOSA	10,629	\$431,710	\$6,000	\$59,750	\$13,000	.	\$510,460
CARROLL	9,705	\$293,723	\$7,500	\$48,875	\$17,500	.	\$367,598
FAIRFIELD	9,428	NA *	NA	NA	NA	.	\$401,337
GRINNELL	8,868	\$288,685	\$800	\$11,148	\$10,777	\$19,773 ^d	\$331,183
STORM LAKE	8,814	\$290,215	\$1,500	\$14,000	\$22,000	\$34,590 ^d	\$362,305
CHARLES CITY	8,778	\$379,642	\$2,500	\$35,892	\$11,296	.	\$429,330
WEBSTER CITY	8,572	\$453,973	.	\$64,410	\$20,400	.	\$538,783
WAVERLY	8,444	\$367,452	\$2,400	\$64,790	\$11,650	.	\$446,292
CRESTON	8,429	\$264,819	\$1,500	\$28,210	\$16,500	.	\$311,029
PELLA	8,349	\$294,100	.	\$52,000	\$11,500	.	\$357,600
LE MARS	8,276	\$255,138	\$1,500	\$39,104	\$11,500	.	\$307,242
KNOXVILLE	8,143	\$295,920	.	\$31,200	\$17,700	.	\$344,820
DECORAH	7,991	\$377,237	\$6,500	\$95,955	\$9,000	.	\$488,692
ATLANTIC	7,789	\$228,603	\$3,300	\$61,797	\$50,910	.	\$344,610
CORALVILLE	7,687	\$546,785	\$7,500	\$102,250	\$14,600	\$2,200 ^e	\$673,335
OELWEIN	7,564	\$280,196	\$2,500	\$33,600	\$9,331	.	\$325,627
ESTHERVILLE	7,518	\$370,900	\$3,500	\$17,000	\$44,250	.	\$435,650
CLEAR LAKE	7,458	\$416,560	\$2,500	\$45,980	\$63,750	.	\$528,790
MOUNT PLEASANT	7,322	\$183,530	\$1,000	\$27,650	\$11,850	\$48,325 ^f	\$272,355
PERRY	7,053	\$249,100	\$2,200	\$59,050	\$18,423	.	\$328,773
CHEROKEE	7,004	\$202,178	\$1,700	\$24,022	.	.	\$227,900

* Not available

** Explanation of Footnotes - see last page of table.

<u>CITY</u>	<u>POPULATION</u>	<u>SALARIES & BENEFITS</u>	<u>TRAINING</u>	<u>OPERATING EXPENSES</u>	<u>CAPITAL OUTLAY</u>	<u>OTHER</u> **	<u>TOTAL</u>
RED OAK	6,810	NA *	NA	NA	NA	.	\$244,820
DENISON	6,675	\$184,047	\$2,000	\$8,000	.	.	\$194,047
WASHINGTON	6,584	\$191,670	\$1,050	\$50,574	\$28,000	\$8,000 ^g	\$279,294
CENTERVILLE	6,558	\$267,000	\$3,000	\$60,300	\$10,000	.	\$340,300
INDEPENDENCE	6,392	\$278,652	\$3,000	\$48,350	\$12,000	.	\$342,002
MAQUOKETA	6,313	\$304,104	\$2,500	\$49,975	\$11,200	.	\$367,779
ALGONA	6,289	\$283,536	\$4,500	\$48,100	\$32,800	.	\$368,936
SHENANDOAH	6,274	\$186,549	\$815	\$23,635	\$9,000	\$1,000 ^a	\$220,999
IOWA FALLS	6,174	\$229,986	\$1,000	\$119,502	\$10,975	.	\$361,463
NEVADA	5,912	\$139,240	\$2,000	\$24,975	\$11,800	.	\$178,015
CLIVE	5,906	\$343,169	\$1,175	\$67,085	\$17,904	\$13,943 ^h	\$443,276
ALTOONA	5,764	\$234,500	\$3,000	\$44,100	\$18,000	.	\$299,600
WINDSOR HEIGHTS	5,632	\$397,000	\$1,000	\$13,500	\$0	.	\$411,500
CLARINDA	5,458	\$246,482	\$500	\$25,650	\$10,000	.	\$282,632
HARLAN	5,357	\$219,998	\$1,500	\$28,730	\$8,000	\$3,000 ^b	\$261,228
GLENWOOD	5,280	\$185,585	\$1,500	\$41,800	\$13,000	.	\$241,885
VINTON	5,040	\$223,904	\$1,000	\$5,650	\$10,000	\$12,850 ^e	\$253,404
SHELDON	5,003	\$111,867	\$600	\$19,153	\$8,000	.	\$139,620
TOTALS:		\$68,524,733	\$301,437	\$10,250,580	\$2,034,406	\$1,646,959	\$83,404,272

* (Note: the above subtotals do not add up to the grand total as two cities, Fairfield and Red Oak, did not provide line item figures but only gave their total budgets.)

** Explanation of Footnotes:

- ^a Miscellaneous ^e Commodities
- ^b Revenue Sharing ^f Public Safety Center
- ^c Debt Service ^g Consulting Service
- ^d Reserves and Pensions ^h Contingency Fund

TABLE 2
NUMBER OF FULL-TIME POLICE OFFICERS
BY RANK, AND RESERVES (JULY 1, 1983)

The 67 cities cited in Volume I of this series (those with populations of 5,000 or greater) employed 2,130 of Iowa's municipal law enforcement officers as of July 1, 1983. The five largest communities, those over 75,000 population, have at least 100 or more officers, with the three next largest cities (50 - 100,000 residents) reported between 50 and 100 sworn personnel on their departments. The remaining 60 cities (with less than 50,000 population) employ less than 50 officers per agency. A closer examination of this last group shows that with only one exception, cities under 10,000 have no more than 15 full-time sworn employees.

A breakdown by rank of the more than 2,000 officers represented in this table is as follows: patrol officer - 1,121; detective (civil service) - 119; sergeant - 300; lieutenant - 117; captain - 120; asst. chief - 42; and chief - 67. In addition, there are 244 officers with other ranks: matrons - 5; senior patrol officer - 141; master patrol officer - 52; corporal - 38; youth officer - 2; identification technician - 1; superintendent of identification - 1; and majors - 4.

As expected, the mid-level management positions (ranks of captain and lieutenant) were found primarily among the larger departments, with over half of the cities (37) employing captains, and 29 departments with lieutenants on their staffs. First line supervisory officers (sergeants) were identified in most (55 of the 67) agencies, while only about one-third (21) of the departments indicated having detectives on their force.

About half of the reporting agencies (35) currently have reserves on their departments, totalling 390 in all. There is no apparent relationship between size of department and the number of reserves serving on it.

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TABLE 2
NUMBER OF FULL-TIME POLICE OFFICERS
BY RANK, AND RESERVES (JULY 1, 1983)

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF	TOTAL	RESERVES
DES MOINES	191,003	13 ^m 74 134 ^{spo}	30	59	18	7	3	1	329	17
CEDAR RAPIDS	110,243	95	24	10	10	7	4	1	151	.
DAVENPORT	103,264	75	26 ^c	24	13	5	3 ^{maj} 1	1	148	.
SIOUX CITY	82,003	23	49 ^{mpo}	20	9	5	1	1	108	.
WATERLOO	75,985	89	19	9	10	5	2	1	135	23
DUBUQUE	62,321	53	6	7	.	7	.	1	74	20
COUNCIL BLUFFS	56,449	63	1	20	7	3	.	1	95	12
IOWA CITY	50,508	42	.	8	.	2	1	1	54	.
AMES	45,775	32	6	5	.	4	.	1	48	.
CEDAR FALLS	36,322	20	7 ^{spo} 1 ^{mpo}	8	.	6	2	1	45	.
CLINTON	32,828	19	7 ^c 4	6	.	7	.	1	44	22
MASON CITY	30,144	27	5	2	3	4	1 ^{sid}	1	43	7
BURLINGTON	29,529	1 ^m 24	.	.	4	3	1	1	34	12
FORT DODGE	29,423	26	2 ^{yo} 1	5	6	5	2	1	48	.
BETTENDORF	27,381	17	.	6	4	2	.	1	30	.
OTTUMWA	27,381	22	2	5	.	4	2	1	36	.
MARSHALLTOWN	26,938	23	4 ^c	8	.	4	1	1	41	15
MUSCATINE	23,467	22	.	3	3	3	.	1	32	.
WEST DES MOINES	21,894	19	.	4	2	1	.	1	27	11
MARION	19,474	12	4	3	2	1	.	1	23	10
URBANDALE	17,869	16	3	4	1 ^{idt} 3	.	.	1	28	14

^mMatron

^{spo}Senior Patrol Officer

^{mpo}Master Patrol Officer

^cCorporal

^{yo}Youth Officer

^{idt}I.D. Technician

^{sid}Superintendent of Identification

^{maj}Major

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>	<u>RESERVES</u>
ANKENY	15,429	7	2 ^{mpo}	4	3	1	1	1	19	.
NEWTON	15,292	16	.	4	4	.	1	1	26	15
KEOKUK	13,536	15	.	5	.	4	1 ^{maj}	1	26	.
FORT MADISON	13,520	17	.	3	.	4	.	1	25	9
BOONE	12,602	10	.	.	.	4	1	1	16	1
SPENCER	11,726	12	1	.	1	3	.	1	18	.
INDIANOLA	10,843	7	.	2	.	.	1	1	11	.
OSKALOOSA	10,629	7	2	3	.	3	1	1	17	15
CARROLL	9,705	9	.	1	.	3	.	1	14	.
FAIRFIELD	9,428	6	.	3	.	1	1	1	12	12
GRINNELL	8,868	7	1	2	.	.	.	1	11	10
STORM LAKE	8,814	7	.	.	4	.	.	1	12	.
CHARLES CITY	8,778	8	1	.	2	1	.	1	13	8
WEBSTER CITY	8,572	7	.	5	.	1	.	1	14	12
WAVERLY	8,444	7	1	2	.	.	1	1	12	26
CRESTON	8,429	4	.	2	.	1	1	1	9	.
PELLA	8,349	6	.	1	.	.	1	1	9	14
LE MARS	8,276	7	.	2	1	1	.	1	12	.
KNOXVILLE	8,143	7	.	2	.	.	1	1	11	11
DECORAH	7,991	7	.	2	.	2	.	1	12	12
ATLANTIC	7,789	8	.	2	1	.	1	1	13	7
CORALVILLE	7,687	11	.	3	1	.	.	1	16	*
OELWEIN	7,564	6	.	2	.	.	1	1	10	10
ESTHERVILLE	7,518	8	.	.	.	3	.	1	12	10
CLEAR LAKE	7,458	1 ^m 7	2	2	.	.	1	1	14	8
MOUNT PLEASANT	7,322	6	.	3	1	.	.	1	11	6

*Reserves on suspension due to insufficient number of members per city code.

^mMatron

^{mpo}Master Patrol Officer

^{maj}Major

<u>CITY</u>	<u>POPULATION</u>	<u>PATROL OFFICER</u>	<u>DETECTIVE (CIVIL SERV)</u>	<u>SERGEANT</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>	<u>ASST. CHIEF</u>	<u>CHIEF</u>	<u>TOTAL</u>	<u>RESERVES</u>
PERRY	7,053	6	.	2	.	.	1	1	10	.
CHEROKEE	7,004	6	.	2	.	.	1	1	10	15
RED OAK	6,810	3	.	3	1	.	1	1	9	.
DENISON	6,675	6	.	2	1	1	.	1	11	.
WASHINGTON	6,584	5	.	2	.	.	1	1	9	.
CENTERVILLE	6,558	6	.	3	.	.	1	1	11	.
INDEPENDENCE	6,392	6	.	3	1	.	.	1	11	.
MAQUOKETA	6,313	7	.	2	.	.	.	1	10	8
ALGONA	6,289	8	1 ^c	2	.	.	.	1	12	.
SHENANDOAH	6,274	8	.	.	.	.	.	1	9	1
IOWA FALLS	6,174	6	.	2	.	1	.	1	10	10
NEVADA	5,912	3	1	.	.	.	1	1	6	2
CLIVE	5,906	7	.	.	.	.	.	1	8	.
ALTOONA	5,764	4	1	.	1	.	.	1	7	4
WINDSOR HEIGHTS	5,632	6	.	3	.	.	1	1	11	.
CLARINDA	5,458	6	.	2	.	.	1	1	10	.
HARLAN	5,357	5	.	1	.	.	1	1	8	.
GLENWOOD	5,280	4	.	.	2	.	.	1	7	1
VINTON	5,040	3	.	1	1	1	.	1	7	.
SHELDON	5,003	4	.	.	.	.	1	1	6	.
TOTALS:		1,121	119	300	117	120	42	67	2,130*	390

TOTALS: OTHER RANKS

Matrons=5

Senior Patrol Officer=141

Master Patrol Officer=52

Corporals=38

Youth Officers=2

I.D. Technician=1

Superintendent of I.D.=1

Majors=4

*The total (2,130) includes all ranks.

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TABLE 3

NUMBER OF FULL-TIME POLICE OFFICERS
BY AGE RANGE (JULY 1, 1983)

Appearing in Table 3 is a distribution of full-time sworn employees by age range as of the beginning of this fiscal year (July 1, 1983). The data show that approximately 67% (1,430) of the 2,130 officers are less than 40 years old, with the average age of all officers computed at 35.1 years.

A further examination of this table reveals that the largest concentration of police (60%) fall in the 15-year span (25 - 39 years). Of the total number of officers (representing cities of 5,000 population or more), roughly 42% (888 officers) are in their thirties, with slightly more (471) in their early rather than late thirties (417).

At the other end of the age continuum, figures show that one out of every ten officers serving these agencies is at least 50 years of age. Of this group, there appears to be a relatively large number of senior members of police departments employed by the six largest cities in the state. This finding is not surprising given the more attractive pension and retirement packages provided by the larger departments. In more closely examining the data, it appears that very few (4 officers) are 60 years of age or older, with none having reached the age of 65 at this time.

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TABLE 3
NUMBER OF FULL-TIME POLICE OFFICERS
BY AGE RANGE (JULY 1, 1983)

CITY	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
DES MOINES	191,003	4	43	74	83	60	29	30	6	.	.	329
CEDAR RAPIDS	110,243	7	27	25	33	18	15	20	5	1	.	151
DAVENPORT	103,264	15	28	21	31	17	17	12	7	.	.	148
SIOUX CITY	82,003	.	8	31	22	15	10	14	7	1	.	108
WATERLOO	75,985	8	20	32	31	24	11	7	2	.	.	135
DUBUQUE	62,321	5	14	15	11	13	2	10	4	.	.	74
COUNCIL BLUFFS	56,449	8	23	23	8	18	9	5	1	.	.	95
IOWA CITY	50,508	4	12	12	7	10	6	2	1	.	.	54
AMES	45,775	3	15	8	9	3	7	3	.	.	.	48
CEDAR FALLS	36,322	4	7	13	11	5	4	1	.	.	.	45
CLINTON	32,828	6	9	5	7	6	7	2	2	.	.	44
MASON CITY	30,144	3	4	8	6	8	7	4	3	.	.	43
BURLINGTON	29,529	.	4	10	3	11	5	1	.	.	.	34
FORT DODGE	29,423	.	5	18	9	6	5	4	1	.	.	48
BETTENDORF	27,381	3	8	12	3	1	2	1	.	.	.	30
OTTUMWA	27,381	1	7	10	9	3	5	1	.	.	.	36
MARSHALLTOWN	26,938	6	12	8	5	5	3	1	1	.	.	41
MUSCATINE	23,467	6	5	11	2	4	1	2	1	.	.	32
WEST DES MOINES	21,894	.	.	4	15	5	1	2	.	.	.	27
MARION	19,474	.	6	5	5	4	3	.	.	.	.	23
URBANDALE	17,669	6	7	7	5	2	.	1	.	.	.	28
ANKENY	15,429	2	5	7	2	1	.	1	1	.	.	19

<u>CITY</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>
NEWTON	15,292	2	3	8	6	3	2	2	.	.	.	26
KEOKUK	13,536	6	5	4	3	4	2	2	.	.	.	26
FORT MADISON	13,520	2	3	4	8	3	2	3	.	.	.	25
BOONE	12,602	.	3	3	4	2	2	2	.	.	.	16
SPENCER	11,726	.	7	4	3	2	2	.	.	.	.	18
INDIANOLA	10,843	.	4	2	1	1	1	1	.	1	.	11
OSKALOOSA	10,629	3	6	1	6	.	1	.	.	.	.	17
CARROLL	9,705	2	4	2	1	2	1	2	.	.	.	14
FAIRFIELD	9,428	.	1	.	4	.	4	.	3	.	.	12
GRINNELL	8,868	1	3	2	2	1	1	1	.	.	.	11
STORM LAKE	8,814	2	4	3	1	1	1	.	.	.	.	12
CHARLES CITY	8,778	.	1	4	5	.	.	1	1	1	.	13
WEBSTER CITY	8,572	.	2	2	3	3	1	2	1	.	.	14
WAVERLY	8,444	.	3	2	4	2	.	1	.	.	.	12
CRESTON	8,429	1	3	1	.	2	1	1	.	.	.	9
PELLA	8,349	.	1	4	2	1	.	1	.	.	.	9
LE MARS	8,276	1	3	2	2	.	2	1	1	.	.	12
KNOXVILLE	8,143	1	1	3	2	.	2	1	1	.	.	11
DECORAH	7,991	1	2	4	1	.	1	2	1	.	.	12
ATLANTIC	7,789	1	3	5	4	.	.	.	.	.	.	13
CORALVILLE	7,687	1	5	4	5	1	.	.	.	.	.	16
OELWEIN	7,564	1	5	.	1	1	1	.	1	.	.	10
ESTHERVILLE	7,518	5	2	.	1	.	2	2	.	.	.	12
CLEAR LAKE	7,458	2	3	3	4	1	.	.	1	.	.	14
MOUNT PLEASANT	7,322	1	6	1	.	.	1	1	1	.	.	11
PERRY	7,053	2	3	2	2	1	.	.	.	.	.	10

<u>CITY</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>
CHEROKEE	7,004	.	2	4	2	2	.	.	.	.	.	10
RED OAK	6,810	2	1	2	3	.	.	.	1	.	.	9
DENISON	6,675	3	1	2	3	.	2	.	.	.	.	11
WASHINGTON	6,584	.	.	3	2	2	2	.	.	.	.	9
CENTERVILLE	6,558	.	4	3	1	3	.	.	.	.	.	11
INDEPENDENCE	6,392	2	3	2	1	.	1	2	.	.	.	11
MAQUOKETA	6,313	1	3	3	.	2	.	1	.	.	.	10
ALGONA	6,289	4	3	3	1	1	.	.	.	.	.	12
SHENANDOAH	6,274	.	1	2	2	.	2	2	.	.	.	9
IOWA FALLS	6,174	.	8	1	.	1	.	.	.	.	.	10
NEVADA	5,912	1	1	.	1	1	2	.	.	.	.	6
CLIVE	5,906	.	2	3	1	1	1	.	.	.	.	8
ALTOONA	5,764	.	1	3	1	1	.	1	.	.	.	7
WINDSOR HEIGHTS	5,632	1	4	4	1	.	1	.	.	.	.	11
CLARINDA	5,458	1	2	3	1	1	2	.	.	.	.	10
HARLAN	5,357	2	3	1	2	.	.	.	.	.	.	8
GLENWOOD	5,280	1	.	.	2	3	.	1	.	.	.	7
VINTON	5,040	.	3	1	1	.	.	1	1	.	.	7
SHELDON	5,003	1	.	2	.	.	2	.	1	.	.	6
TOTALS:		145	397	471	417	288	194	158	56	4	0	2,130

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TABLE 4
NUMBER OF FULL-TIME POLICE OFFICERS
BY EDUCATIONAL LEVEL (JULY 1, 1983)

Information pertaining to the education of police officers is displayed in Table 4. Since the report of the President's Crime Commission in 1967, education for peace officers has become more widely accepted as a useful tool in performing law enforcement duties. This becomes apparent when examining the table.

The most frequent educational achievement of police officers serving Iowa cities of 5,000 population or more is high school (or G.E.D.), with 639 officers (30%) having attained this level. Almost as many, however, have attended college without having received a degree. Grouping all the college attendees, over 69% of officers have attended at least some college courses, and 39% have received either a two- or a four-year degree.

The figures presented here can be put into perspective by comparing them with similar data representing fiscal year 1981. While the data for that time period were not as complete as current information (that is, some departments did not respond to the survey question relating to education), percentage figures can be used to show any changes occurring in the past three years.

The following is a percentage distribution of officers based on educational level, comparing fiscal year 1981 data with that collected at the beginning of fiscal year 1984:

	<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>Percent with Some College</u>
* FY 1981	0.8%	35.5%	26.9%	19.2%	16.1%	1.5%	63.7%
FY 1984	0.3%	30.4%	28.2%	22.6%	16.5%	2.0%	69.3%

* FY 1981 data were collected at the beginning of that fiscal year (July 1, 1980).

While the changes in percentages on the previous page may not appear striking, it must be remembered that only three years separate the two surveys. This is a substantial change for such a short period of time.

Further examination of the data suggests that there were improvements in education irrespective of the size of the agencies. While the large departments serving cities of over 25,000 population showed improvement since fiscal year 1981, the remaining departments serving cities of 5,000 to 25,000 showed a somewhat larger increase. On the other hand, the average educational level of the largest departments remains somewhat higher than the smaller agencies.

TABLE 4
NUMBER OF FULL-TIME POLICE OFFICERS
BY EDUCATIONAL LEVEL (JULY 1, 1983)

CITY	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
DES MOINES	191,003	.	70	191	37	31 *	.	329
CEDAR RAPIDS	110,243	.	.	84	25	38	4	151
DAVENPORT	103,264	.	61	30	21	34	2	148
SIOUX CITY	82,003	2	43	24	14	21	4	108
WATERLOO	75,985	.	47	23	51	12	2	135
DUBUQUE	62,321	1	28	8	14	20	3	74
COUNCIL BLUFFS	56,449	.	8	28	22	35	2	95
IOWA CITY	50,508	.	6	8	22	15	3	54
AMES	45,775	.	13	10	18	5	2	48
CEDAR FALLS	36,322	.	10	5	20	6	4	45
CLINTON	32,828	.	9	9	13	12	1	44
MASON CITY	30,144	.	11	16	14	2	.	43
BURLINGTON	29,529	.	2	18	4	9	1	34
FORT DODGE	29,423	.	31	4	11	2	.	48
BETTENDORF	27,381	.	9	3	3	13	2	30
OTTUMWA	27,381	.	12	8	11	2	3	36
MARSHALLTOWN	26,938	.	5	7	22	6	1	41
MUSCATINE	23,467	.	10	3	12	5	2	32
WEST DES MOINES	21,894	.	.	.	.	.	.	NA **
MARION	19,474	.	8	4	9	1	1	23
URBANDALE	17,869	.	8	7	4	9	.	28
ANKENY	15,429	.	3	3	6	7	.	19

* The 31 officers include those with four years of college or more. (The number with graduate work is unavailable).

** Not available

<u>CITY</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>
NEWTON	15,292	.	7	8	5	6	.	26
KEOKUK	13,536	.	21	.	5	.	.	26
FORT MADISON	13,520	.	2	5	5	12	1	25
BOONE	12,602	.	2	4	8	2	.	16
SPENCER	11,726	.	12	1	3	2	.	18
INDIANOLA	10,843	.	8	1	.	2	.	11
OSKALOOSA	10,629	.	5	1	10	1	.	17
CARROLL	9,705	1	2	4	4	3	.	14
FAIRFIELD	9,428	.	6	4	.	2	.	12
GRINNELL	8,868	.	5	6	.	.	.	11
STORM LAKE	8,814	.	6	2	3	1	.	12
CHARLES CITY	8,778	.	7	3	2	.	1	13
WEBSTER CITY	8,572	.	13	1	.	.	.	14
WAVERLY	8,444	1	3	.	6	2	.	12
CRESTON	8,429	.	.	4	5	.	.	9
PELLA	8,349	.	8	.	.	1	.	9
LE MARS	8,276	.	3	4	5	.	.	12
KNOXVILLE	8,143	.	9	1	.	1	.	11
DECORAH	7,991	.	7	1	2	2	.	12
ATLANTIC	7,789	.	2	5	4	2	.	13
CORALVILLE	7,687	.	3	2	4	4	3	16
OELWEIN	7,564	.	5	1	3	1	.	10
ESTHERVILLE	7,518	.	4	1	5	2	.	12
CLEAR LAKE	7,458	.	11	1	2	.	.	14
MOUNT PLEASANT	7,322	.	.	5	5	1	.	11
PERRY	7,053	.	6	2	2	.	.	10

<u>CITY</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>
CHEROKEE	7,004	.	3	2	5	.	.	10
RED OAK	6,810	.	3	2	3	1	.	9
DENISON	6,675	.	9	.	1	1	.	11
WASHINGTON	6,584	.	5	3	1	.	.	9
CENTERVILLE	6,558	.	8	.	2	1	.	11
INDEPENDENCE	6,392	.	.	5	6	.	.	11
MAQUOKETA	6,313	.	3	7	.	.	.	10
ALGONA	6,289	.	.	3	4	5	.	12
SHENANDOAH	6,274	.	9	.	.	.	.	9
IOWA FALLS	6,174	.	6	1	2	1	.	10
NEVADA	5,912	.	6	.	.	.	.	6
CLIVE	5,906	.	4	2	2	.	.	8
ALTOONA	5,764	.	4	1	2	.	.	7
WINDSOR HEIGHTS	5,632	.	4	3	3	1	.	11
CLARINDA	5,458	.	6	3	1	.	.	10
HARLAN	5,357	.	5	.	2	1	.	8
GLENWOOD	5,280	.	5	1	.	1	.	7
VINTON	5,040	1	6	.	.	.	.	7
SHELDON	5,003	1	2	1	.	2	.	6
TOTALS:		7	639	594	475	346*	42*	2,103**

*These two subtotals are approximations due to response from Des Moines (see p.1 of this table).

**This grand total does not include the officers of West Des Moines as that department could not provide a breakdown by education. (The total number of officers, including West Des Moines, is actually 2,130).

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TABLE 5
SEX AND RACE OF FULL-TIME EMPLOYEES
BY POSITION (JULY 1, 1983)

At the beginning of fiscal year 1984 (July 1, 1983), there were 2,714 full-time employees of Iowa's police departments cited in Volume I of this report (cities of 5,000 or greater population). About 78% were sworn officers (2,130), while the remaining 22% (584) had civilian status.

In terms of sex and racial composition of sworn employees, nearly all (97%) are male, 2,065 of 2,130. Of male officers, 98.4% are classified as white, with only 1.6% (33) as non-white. (For the purposes of the survey, "non-white" was defined as American Indian, Black, Oriental, or Hispanic.) A closer examination of the non-white male officers reveals that only five of the 33 are in some type of supervisory position. (In comparing these data with that collected for fiscal year 1983, there has been no substantial change in either the percent of male officers or the number that are non-white.)

Of the 504 women staffing police departments in cities of 5,000 or more residents, only 65 (13%) are sworn officers, and only one of those 65 is non-white. The number of women police officers accounts for only about 3% of all sworn personnel, with only seven of the officers filling a supervisory position. According to the survey data, there are no female, non-white officers in a supervisory role in these departments.

Approximately 72% of female police officers are employed in cities of 50,000 population or more, and another 20% in cities of 10,000 residents or more. Very few of the smaller cities employ women in the capacity of peace officer, a conclusion drawn in the fiscal year 1983 report.

In terms of information collected for this past fiscal year (1983), there is no appreciable difference in any of the data supplied when comparing it with current information (fiscal year 1984).

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TABLE 5
SEX AND RACE OF FULL-TIME EMPLOYEES
BY POSITION (JULY 1, 1983)

CITY	POPULATION		S W O R N				C I V I L I A N			SWORN/CIV. TOTAL
			TOP ^a ADMIN.	GEN. ^b COMMAND	1ST LINE ^c SUPERV.	1ST LINE ^d OFFICERS	TOTAL	PRO./TECH. ^e CIVILIANS	OTHER ^f CIVILIANS	
DES MOINES	191,003	TOTAL	4	25	89	211**	329	28	82	439
		(Male White)	(4)	(24)	(85)	(194)	(307)	(22)	(18)	(347)
		(Male Non-White)	-	(1)	-	(6)	(7)	(1)	(10)	(18)
		(Female White)	-	-	(4)	(10)**	(14)	(5)	(49)	(68)
		(Female Non-White)	-	-	-	(1)	(1)	-	(5)	(6)
CEDAR RAPIDS	110,243	TOTAL	5	17	34	95	151	10	41	202
		M W	(5)	(17)	(33)	(92)	(147)	(4)	(13)	(164)
		M N-W	-	-	-	(1)	(1)	-	-	(1)
		F W	-	-	(1)	(2)	(3)	(6)	(28)	(37)
DAVENPORT	103,264	TOTAL	5	18	50	75	148	12	18	178
		M W	(5)	(18)	(49)	(61)	(133)	-	-	(133)
		M N-W	-	-	-	(4)	(4)	-	-	(4)
		F W	-	-	(1)	(10)	(11)	(12)	(18)	(41)
SIoux CITY	82,003	TOTAL	2	14	20	72	108	22	20	150
		M W	(2)	(14)	(19)	(69)	(104)	(5)	(3)	(112)
		M N-W	-	-	(1)	(1)	(2)	-	-	(2)
		F W	-	-	-	(2)	(2)	(16)	(17)	(35)
		F N-W	-	-	-	-	-	(1)	-	(1)
WATERLOO	75,985	TOTAL	3	15	28	89	135	4	16	155
		M W	(3)	(15)	(28)	(80)	(126)	(2)	-	(128)
		M N-W	-	-	-	(3)	(3)	-	-	(3)
		F W	-	-	-	(6)	(6)	(2)	(14)	(22)
		F N-W	-	-	-	-	-	-	(2)	(2)

Explanation of Footnotes - see last page of this table.

**Includes 3 Custodial Officers (female-white)

S W O R N

C I V I L I A N

CITY	POPULATION		TOP ^a	GEN. ^b	1ST LINE ^c	1ST LINE ^d	TOTAL	PRO./TECH. ^e	OTHER ^f	TOTAL	SWORN/CIV.
			ADMIN.	COMMAND	SUPERV.	OFFICERS		CIVILIANS	CIVILIANS		TOTAL
DUBUQUE	62,321	TOTAL	1	7	13	53	74	4	6	10	84
		M W	(1)	(7)	(13)	(51)	(72)	(1)	-	(1)	(73)
		F W	-	-	-	(2)	(2)	(3)	(6)	(9)	(11)
COUNCIL BLUFFS	56,449	TOTAL	1	10	21	63	95	1	25	26	121
		M W	(1)	(10)	(21)	(58)	(90)	-	(11)	(11)	(101)
		M N-W	-	-	-	(1)	(1)	(1)	-	(1)	(2)
		F W	-	-	-	(4)	(4)	-	(14)	(14)	(18)
IOWA CITY	50,508	TOTAL	2	2	8	42	54	6	5	11	65
		M W	(2)	(2)	(8)	(36)	(48)	-	-	-	(48)
		M N-W	-	-	-	(2)	(2)	-	-	-	(2)
		F W	-	-	-	(4)	(4)	(6)	(5)	(11)	(15)
AMES	45,775	TOTAL	1	4	11	32	48	8	4	12	60
		M W	(1)	(4)	(11)	(30)	(46)	(1)	-	(1)	(47)
		M N-W	-	-	-	(1)	(1)	-	-	-	(1)
		F W	-	-	-	(1)	(1)	(7)	(4)	(11)	(12)
CEDAR FALLS	36,322	TOTAL	3	6	8	28	45	8	-	8	53
		M W	(3)	(6)	(8)	(28)	(45)	-	-	-	(45)
		F W	-	-	-	-	-	(7)	-	(7)	(7)
		F N-W	-	-	-	-	-	(1)	-	(1)	(1)
CLINTON	32,828	TOTAL	1	7	10	26	44	-	5	5	49
		M W	(1)	(7)	(10)	(25)	(43)	-	(2)	(2)	(45)
		M N-W	-	-	-	(1)	(1)	-	-	-	(1)
		F W	-	-	-	-	-	-	(3)	(3)	(3)
MASON CITY	30,144	TOTAL	1	8	7	27	43	8	7	15	58
		M W	(1)	(8)	(7)	(26)	(42)	(2)	(3)	(5)	(47)
		M N-W	-	-	-	(1)	(1)	-	-	-	(1)
		F W	-	-	-	-	-	(6)	(4)	(10)	(10)

CITY	POPULATION		S W O R N				C I V I L I A N			SWORN/CIV. TOTAL
			TOP ^a ADMIN.	GEN. ^b COMMAND	1ST LINE ^c SUPERV.	1ST LINE ^d OFFICERS	PRO./TECH. ^e CIVILIANS	OTHER ^f CIVILIANS	TOTAL	
BURLINGTON	29,529	TOTAL	2	7	-	25**	5	7	12	46
		M W	(2)	(7)	-	(22)	(1)	(1)	(2)	(33)
		M N-W	-	-	-	(1)	-	-	-	(1)
		F W	-	-	-	(2)**	(4)	(6)	(10)	(12)
FORT DODGE	29,423	TOTAL	3	11	6	28	-	4	4	52
		M W	(3)	(11)	(6)	(26)	-	-	-	(46)
		M N-W	-	-	-	(1)	-	-	-	(1)
		F W	-	-	-	(1)	-	(4)	(4)	(5)
BETTENDORF	27,381	TOTAL	1	6	6	17	9	4	13	43
		M W	(1)	(6)	(6)	(17)	-	-	-	(30)
		F W	-	-	-	-	(9)	(4)	(13)	(13)
OTTUMWA	27,381	TOTAL	3	4	7	22	1	4	5	41
		M W	(3)	(4)	(7)	(22)	(1)	(2)	(3)	(39)
		F W	-	-	-	-	-	(2)	(2)	(2)
MARSHALLTOWN	26,938	TOTAL	2	4	12	23	7	2	9	50
		M W	(2)	(4)	(12)	(22)	-	-	-	(40)
		F W	-	-	-	(1)	(7)	(2)	(9)	(10)
MUSCATINE	23,467	TOTAL	1	6	3	22	4	4	8	40
		M W	(1)	(6)	(3)	(18)	-	(1)	(1)	(29)
		M N-W	-	-	-	(2)	-	-	-	(2)
		F W	-	-	-	(2)	(4)	(3)	(7)	(9)
WEST DES MOINES	21,894	TOTAL	1	3	4	19	5	1	6	33
		M W	(1)	(2)	(4)	(19)	(1)	(1)	(2)	(28)
		M N-W	-	(1)	-	-	-	-	-	(1)
		F W	-	-	-	-	(4)	-	(4)	(4)

** Includes 1 Custodial Officer (female-white)

S W O R N							C I - V I L I A N				
CITY	POPULATION		TOP ^a ADMIN.	GEN. ^b COMMAND	1ST LINE ^c SUPERV.	1ST LINE ^d OFFICERS	TOTAL	PRO./TECH. ^e CIVILIANS	OTHER ^f CIVILIANS	TOTAL	SWORN/CIV. TOTAL
MARION	19,474	TOTAL	1	3	7	12	23	6	-	6	29
		M W	(1)	(3)	(7)	(12)	(23)	(2)	-	(2)	(25)
		F W	-	-	-	-	-	(4)	-	(4)	(4)
URBANDALE	17,869	TOTAL	1	3	8	16	28	4	3	7	35
		M W	(1)	(3)	(7)	(15)	(26)	(3)	(1)	(4)	(30)
		F W	-	-	(1)	(1)	(2)	(1)	(2)	(3)	(5)
ANKENY	15,429	TOTAL	1	2	3	13	19	4	2	6	25
		M W	(1)	(2)	(3)	(11)	(17)	-	-	-	(17)
		F W	-	-	-	(2)	(2)	(4)	(2)	(6)	(8)
NEWTON	15,292	TOTAL	2	4	4	16	26	-	6	6	32
		M W	(2)	(4)	(4)	(16)	(26)	-	-	-	(26)
		F W	-	-	-	-	-	-	(6)	(6)	(6)
KEOKUK	13,536	TOTAL	2	4	5	15	26	5	2	7	33
		M W	(1)	(4)	(5)	(15)	(25)	(2)	(1)	(3)	(28)
		M N-W	(1)	-	-	-	(1)	-	-	-	(1)
		F W	-	-	-	-	-	(3)	(1)	(4)	(4)
FORT MADISON	13,520	TOTAL	1	4	3	17	25	-	8	8	33
		M W	(1)	(4)	(3)	(15)	(23)	-	-	-	(23)
		M N-W	-	-	-	(1)	(1)	-	-	-	(1)
		F W	-	-	-	(1)	(1)	-	(8)	(8)	(9)
BOONE	12,602	TOTAL	2	4	-	10	16	1	2	3	19
		M W	(2)	(4)	-	(10)	(16)	-	-	-	(16)
		F W	-	-	-	-	-	(1)	(2)	(3)	(3)

S W O R N						C I V I L I A N					
CITY	POPULATION		TOP ^a ADMIN.	GEN. ^b COMMAND	1ST LINE ^c SUPERV.	1ST LINE ^d OFFICERS	TOTAL	PRO./TECH. ^e CIVILIANS	OTHER ^f CIVILIANS	TOTAL	SWORN/CIV. TOTAL
SPENCER	11,726	TOTAL	1	4	1	12	18	6	1	7	25
		M W	(1)	(4)	(1)	(12)	(18)	(1)	-	(1)	(19)
		F W	-	-	-	-	-	(5)	(1)	(6)	(6)
INDIANOLA	10,843	TOTAL	2	-	2	7	11	6	-	6	17
		M W	(2)	-	(2)	(7)	(11)	-	-	-	(11)
		F W	-	-	-	-	-	(6)	-	(6)	(6)
OSKALOOSA	10,629	TOTAL	2	3	5	7	17	4	3	7	24
		M W	(2)	(3)	(5)	(5)	(15)	(2)	(1)	(3)	(18)
		M N-W	-	-	-	(1)	(1)	-	-	-	(1)
		F W	-	-	-	(1)	(1)	(2)	(2)	(4)	(5)
CARROLL	9,705	TOTAL	1	3	1	9	14	6	2	8	22
		M W	(1)	(3)	(1)	(8)	(13)	(3)	-	(3)	(16)
		F W	-	-	-	(1)	(1)	(3)	(2)	(5)	(6)
FAIRFIELD	9,428	TOTAL	2	1	3	6	12	4	1	5	17
		M W	(2)	(1)	(3)	(6)	(12)	-	-	-	(12)
		F W	-	-	-	-	-	(4)	(1)	(5)	(5)
GRINNELL	8,868	TOTAL	1	-	3	7	11	1	-	1	12
		M W	(1)	-	(3)	(7)	(11)	-	-	-	(11)
		F W	-	-	-	-	-	(1)	-	(1)	(1)
STORM LAKE	8,814	TOTAL	1	4	-	7	12	-	1	1	13
		M W	(1)	(4)	-	(7)	(12)	-	-	-	(12)
		F W	-	-	-	-	-	-	(1)	(1)	(1)
CHARLES CITY	8,778	TOTAL	1	3	1	8	13	3	-	3	16
		M W	(1)	(3)	(1)	(8)	(13)	(2)	-	(2)	(15)
		F W	-	-	-	-	-	(1)	-	(1)	(1)

S W O R N							C I V I L I A N				
CITY	POPULATION		TOP ^a ADMIN.	GEN. ^b COMMAND	1ST LINE ^c SUPERV.	1ST LINE ^d OFFICERS	TOTAL	PRO./TECH. ^e CIVILIANS	OTHER ^f CIVILIANS	TOTAL	SWORN/CIV. TOTAL
WEBSTER CITY	8,572	TOTAL	1	1	5	7	14	4	-	4	18
		M W	(1)	(1)	(5)	(7)	(14)	(1)	-	(1)	(15)
		F W	-	-	-	-	-	(3)	-	(3)	(3)
WAVERLY	8,444	TOTAL	2	-	3	7	12	-	1	1	13
		M W	(2)	-	(3)	(7)	(12)	-	-	-	(12)
		F W	-	-	-	-	-	-	(1)	(1)	(1)
CRESTON	8,429	TOTAL	2	1	2	4	9	4	-	4	13
		M W	(2)	(1)	(2)	(4)	(9)	(3)	-	(3)	(12)
		F W	-	-	-	-	-	(1)	-	(1)	(1)
PELLA	8,349	TOTAL	2	-	1	6	9	4	-	4	13
		M W	(2)	-	(1)	(6)	(9)	-	-	-	(9)
		F W	-	-	-	-	-	(4)	-	(4)	(4)
LeMARS	8,276	* TOTAL	1	2	2	7	12	-	-	-	12
KNOXVILLE	8,143	TOTAL	2	-	2	7	11	4	-	4	15
		M W	(2)	-	(2)	(7)	(11)	-	-	-	(11)
		F W	-	-	-	-	-	(4)	-	(4)	(4)
DECORAH	7,991	TOTAL	1	2	2	7	12	5	1	6	18
		M W	(1)	(2)	(2)	(6)	(11)	(1)	-	(1)	(12)
		F W	-	-	-	(1)	(1)	(4)	(1)	(5)	(6)
ATLANTIC	7,789	TOTAL	2	1	2	8	13	1	-	1	14
		M W	(2)	(1)	(2)	(7)	(12)	-	-	-	(12)
		F W	-	-	-	(1)	(1)	(1)	-	(1)	(2)

*All full-time employees of this department are male-white.

CITY	POPULATION		S W O R N				C I - V I L I A N				SWORN/CIV. TOTAL
			TOP ^a ADMIN.	GEN. ^b COMMAND	1ST LINE ^c SUPERV.	1ST LINE ^d OFFICERS	TOTAL	PRO./TECH. ^e CIVILIANS	OTHER ^f CIVILIANS	TOTAL	
CORALVILLE	7,687	TOTAL	1	1	3	11	16	2	1	3	19
		M W	(1)	(1)	(3)	(10)	(15)	-	(1)	(1)	(16)
		F W	-	-	-	(1)	(1)	(2)	-	(2)	(3)
OELWEIN	7,564	TOTAL	2	-	2	6	10	5	-	5	15
		M W	(2)	-	(2)	(6)	(10)	-	-	-	(10)
		F W	-	-	-	-	-	(5)	-	(5)	(5)
ESTHERVILLE	7,518	TOTAL	1	3	-	8	12	4	-	4	16
		M W	(1)	(3)	-	(8)	(12)	-	-	-	(12)
		F W	-	-	-	-	-	(4)	-	(4)	(4)
CLEAR LAKE	7,458	TOTAL	2	-	4	8**	14	4	1	5	19
		M W	(2)	-	(4)	(7)	(13)	(2)	-	(2)	(15)
		F W	-	-	-	(1)**	(1)	(2)	(1)	(3)	(4)
MT. PLEASANT	7,322	TOTAL	1	1	3	6	11	5	-	5	16
		M W	(1)	(1)	(2)	(6)	(10)	(1)	-	(1)	(11)
		M N-W	-	-	(1)	-	(1)	-	-	-	(1)
		F W	-	-	-	-	-	(4)	-	(4)	(4)
PERRY	7,053	TOTAL	2	-	2	6	10	4	-	4	14
		M W	(2)	-	(2)	(6)	(10)	-	-	-	(10)
		F W	-	-	-	-	-	(4)	-	(4)	(4)
CHEROKEE	7,004	TOTAL	2	-	2	6	10	-	1	1	11
		M W	(2)	-	(2)	(6)	(10)	-	-	-	(10)
		F W	-	-	-	-	-	-	(1)	(1)	(1)

** Includes 1 Custodial Officer (female-white)

S W O R N							C I V I L I A N				
CITY	POPULATION		TOP ^a ADMIN.	GEN. ^b COMMAND	1ST LINE ^c SUPERV.	1ST LINE ^d OFFICERS	TOTAL	PRO./TECH. ^e CIVILIANS	OTHER ^f CIVILIANS	TOTAL	SWORN/CIV. TOTAL
RED OAK	6,810	TOTAL	2	1	3	3	9	4	-	4	13
		M W	(2)	(1)	(3)	(3)	(9)	-	-	-	(9)
		F W	-	-	-	-	-	(4)	-	(4)	(4)
DENISON	6,675	TOTAL	1	2	2	6	11	6	-	6	17
		M W	(1)	(2)	(2)	(6)	(11)	(1)	-	(1)	(12)
		F W	-	-	-	-	-	(5)	-	(5)	(5)
WASHINGTON	6,584	* TOTAL	2	-	2	5	9	-	-	-	9
CENTERVILLE	6,558	TOTAL	2	-	3	6	11	5	-	5	16
		M W	(2)	-	(3)	(6)	(11)	(2)	-	(2)	(13)
		F W	-	-	-	-	-	(3)	-	(3)	(3)
INDEPENDENCE	6,392	TOTAL	1	1	3	6	11	-	1	1	12
		M W	(1)	(1)	(3)	(6)	(11)	-	-	-	(11)
		F W	-	-	-	-	-	-	(1)	(1)	(1)
MAQUOKETA	6,313	TOTAL	1	-	2	7	10	8	-	8	18
		M W	(1)	-	(2)	(7)	(10)	(1)	-	(1)	(11)
		F W	-	-	-	-	-	(7)	-	(7)	(7)
ALGONA	6,289	TOTAL	1	-	3	8	12	5	-	5	17
		M W	(1)	-	(3)	(8)	(12)	(1)	-	(1)	(13)
		F W	-	-	-	-	-	(4)	-	(4)	(4)
SHENANDOAH	6,274	TOTAL	1	-	-	8	9	1	-	1	10
		M W	(1)	-	-	(8)	(9)	-	-	-	(9)
		F W	-	-	-	-	-	(1)	-	(1)	(1)

* All full-time employees of this department are male-white.

CITY	POPULATION		S W O R N					C I V I L I A N			SWORN/CIV. TOTAL
			TOP ^a ADMIN.	GEN. ^b COMMAND	1ST LINE ^c SUPERV.	1ST LINE ^d OFFICERS	TOTAL	PRO./TECH. ^e CIVILIANS	OTHER ^f CIVILIANS	TOTAL	
IOWA FALLS	6,174	TOTAL	1	1	2	6	10	4	-	4	14
		M W	(1)	(1)	(2)	(6)	(10)	(1)	-	(1)	(11)
		F W	-	-	-	-	-	(3)	-	(3)	(3)
NEVADA	5,912	*TOTAL	2	-	1	3	6	-	-	-	6
CLIVE	5,906	TOTAL	1	-	-	7	8	4	-	4	12
		M W	(1)	-	-	(7)	(8)	(2)	-	(2)	(10)
		F W	-	-	-	-	-	(2)	-	(2)	(2)
ALTOONA	5,764	TOTAL	1	1	1	4	7	1	-	1	8
		M W	(1)	(1)	1	(3)	(6)	-	-	-	(6)
		M N-W	-	-	-	(1)	(1)	-	-	-	(1)
		F W	-	-	-	-	-	(1)	-	(1)	(1)
WINDSOR HEIGHTS	5,632	TOTAL	2	-	3	6	11	5	-	5	16
		M W	(2)	-	(3)	(6)	(11)	(1)	-	(1)	(12)
		F W	-	-	-	-	-	(4)	-	(4)	(4)
CLARINDA	5,458	TOTAL	2	-	2	6	10	-	1	1	11
		M W	(2)	-	(2)	(6)	(10)	-	-	-	(10)
		F W	-	-	-	-	-	-	(1)	(1)	(1)
HARLAN	5,357	TOTAL	2	-	1	5	8	-	1	1	9
		M W	(2)	-	(1)	(5)	(8)	-	-	-	(8)
		F W	-	-	-	-	-	-	(1)	(1)	(1)
GLENWOOD	5,280	TOTAL	1	2	-	4	7	4	1	5	12
		M W	(1)	(2)	-	(4)	(7)	-	(1)	(1)	(8)
		F W	-	-	-	-	-	(4)	-	(4)	(4)

*All full-time employees of this department are male-white.

S W O R N							C I V I L I A N				
CITY	POPULATION		TOP ^a	GEN. ^b	1ST LINE ^c	1ST LINE ^d	PRO./TECH. ^e	OTHER ^f	TOTAL	SWORN/CIV. TOTAL	
			ADMIN.	COMMAND	SUPERV.	OFFICERS		CIVILIANS			CIVILIANS
VINTON.	5,040	* TOTAL	1	2	1	3	7	-	-	-	7
SHELDON	5,003	TOTAL	2	-	-	4	6	4	-	4	10
		M W	(2)	-	-	(4)	(6)	(1)	-	(1)	(7)
		F W	-	-	-	-	-	(3)	-	(3)	(3)

TOTALS:	S W O R N					C I V I L I A N			
	TOP ^a ADMIN.	GEN. ^b COMMAND	1ST LINE ^c SUPERV.	1ST LINE ^d OFFICERS	TOTAL	PRO./TECH. ^e CIVILIANS	OTHER ^f CIVILIANS	TOTAL	SWORN/CIV. TOTAL
MALE WHITE	112	236	438	1,246	2,032	73	60	133	2,165
MALE NON-WHITE	1	2	2	28	33	2	10	12	45
FEMALE WHITE	-	-	7	57	64	212	218	430	494
FEMALE NON-WHITE	-	-	-	1	1	2	7	9	10
GRAND TOTAL:	113	238	447	1,332	2,130	289	295	584	2,714

Explanation of Footnotes:^a Top Administration - Chief and Assistant Chief^b General Command - Captain and Lieutenant^c First Line Supervisory - Sergeant^d First Line Officers - Patrol Officer, Jailer, Matron and Bailiff^e Professional/Technical Civilian Personnel - Legal Advisor, Unsworn Admin. Assistant, Dispatcher and Lab. Technician^f Other Civilians - Secretary, Clerk and Maintenance Staff

* All full-time employees of this department are male-white.

TABLE 6

NUMBER OF FULL-TIME FEMALE EMPLOYEES
BY FUNCTION (JULY 1, 1983)

Included in Table 6 is a breakdown of all full-time female employees of departments serving cities of 5,000 population or greater at the beginning of fiscal year 1984. As previously mentioned in Table 5, the overwhelming majority of women employees (439 of 504, or 87%) have civilian status, with nearly all (428) working inside the department as dispatchers, secretaries, matrons, etc. The remaining 11 civilians are actually assigned to perform duties generally restricted to sworn personnel, e.g., working patrol or conducting investigations, with the two largest departments employing all but one of these eleven women.

In terms of female employees serving in a sworn capacity, only one-third (22) of the agencies reported employing sworn officers -- a sharp contrast to the 94% (64) agencies with women who are unsworn employees. Of those departments with female police officers, nearly three-fourths are working for the eight largest municipalities (cities greater than 50,000 population).

In terms of function, over 90% (59 of 65) of women police are assigned to patrol or investigations, with the other six performing a variety of functions, e.g., parking enforcement, jail duties, animal control, communications, etc. Only three departments reported having assigned some of their sworn female employees to duties other than patrol or investigations.

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TABLE 6
NUMBER OF FULL-TIME FEMALE EMPLOYEES
BY FUNCTION (JULY 1, 1983)

CITY	POPULATION	SWORN			CIVILIAN			TOTAL		
		PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE
DES MOINES	191,003	11	4	15	4	55	59	15	59	74
CEDAR RAPIDS	110,243	3	.	3	6	28	34	9	28	37
DAVENPORT	103,264	11	.	11	.	30	30	11	30	41
SIOUX CITY	82,003	2	.	2	.	34	34	2	34	36
WATERLOO	75,985	6	.	6	.	18	18	6	18	24
DUBUQUE	62,321	2	.	2	.	9	9	2	9	11
COUNCIL BLUFFS	56,449	4	.	4	.	14	14	4	14	18
IOWA CITY	50,508	4	.	4	.	11	11	4	11	15
AMES	45,775	1	.	1	.	11	11	1	11	12
CEDAR FALLS	36,322	.	.	.	.	8	8	.	8	8
CLINTON	32,828	.	.	.	.	3	3	.	3	3
MASON CITY	30,144	.	.	.	.	10	10	.	10	10
BURLINGTON	29,529	1	1	2	.	10	10	1	11	12
FORT DODGE	29,423	1	.	1	.	4	4	1	4	5
BETTENDORF	27,381	.	.	.	.	13	13	.	13	13
OTTUMWA	27,381	.	.	.	.	2	2	.	2	2
MARSHALLTOWN	26,938	1	.	1	.	9	9	1	9	10
MUSCATINE	23,467	2	.	2	.	7	7	2	7	9
WEST DES MOINES	21,894	.	.	.	.	4	4	.	4	4
MARION	19,474	.	.	.	.	4	4	.	4	4
URBANDALE	17,869	2	.	2	.	3	3	2	3	5

*Other Functions include parking enforcement, jail duties, animal control, communications, and secretarial work.

CITY	POPULATION	S W O R N			C I V I L I A N			T O T A L		
		PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE
ANKENY	15,429	2	.	2	.	6	6	2	6	8
NEWTON	15,292	.	.	.	.	6	6	.	6	6
KEOKUK	13,536	.	.	.	.	4	4	.	4	4
FORT MADISON	13,520	1	.	1	.	8	8	1	8	9
BOONE	12,602	.	.	.	.	3	3	.	3	3
SPENCER	11,726	.	.	.	.	6	6	.	6	6
INDIANOLA	10,843	.	.	.	1	3	4	2	3	5
OSKALOOSA	10,629	1	.	1	.	5	5	1	5	6
CARROLL	9,705	1	.	1	.	5	5	.	5	5
FAIRFIELD	9,428	.	.	.	.	1	1	.	1	1
GRINNELL	8,868	.	.	.	.	1	1	.	1	1
STORM LAKE	8,814	.	.	.	.	1	1	.	1	1
CHARLES CITY	8,778	.	.	.	.	3	3	.	3	3
WEBSTER CITY	8,572	.	.	.	.	1	1	.	1	1
WAVERLY	8,444	.	.	.	.	1	1	.	1	1
CRESTON	8,429	.	.	.	.	4	4	.	4	4
PELLA	8,349	.	.	.	.	.	.	.	.	.
LE MARS	8,276	.	.	.	.	4	4	.	4	4
KNOXVILLE	8,143	.	.	.	.	5	5	1	5	6
DECORAH	7,991	1	.	1	.	5	5	1	1	2
ATLANTIC	7,789	1	.	1	.	1	1	1	2	3
CORALVILLE	7,687	1	.	1	.	2	2	.	5	5
OELWEIN	7,564	.	.	.	.	5	5	.	4	4
ESTHERVILLE	7,518	.	.	.	.	4	4	.	4	4
CLEAR LAKE	7,458	.	1	1	.	3	3	.	4	4

*Other Functions include parking enforcement, jail duties, animal control, communications, and secretarial work.

CITY	POPULATION	S W O R N			C I V I L I A N			T O T A L		
		PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE	PATROL OR INVESTIGATE	OTHER* FUNCTIONS	TOTAL FEMALE
MOUNT PLEASANT	7,322	.	.	1	.	4	4	.	4	4
PERRY	7,053	.	.	1	.	4	4	.	4	4
CHEROKEE	7,004	.	.	1	.	1	1	.	1	1
RED OAK	6,810	.	.	1	.	4	4	.	4	4
DENISON	6,675	.	.	1	.	5	5	.	5	5
WASHINGTON	6,584	.	.	1	.	.	.	.	.	.
CENTERVILLE	6,558	.	.	1	.	3	3	.	3	3
INDEPENDENCE	6,392	.	.	1	.	1	1	.	1	1
MAQUOKETA	6,313	.	.	1	.	7	7	.	7	7
ALGONA	6,289	.	.	1	.	4	4	.	4	4
SHENANDOAH	6,274	.	.	1	.	1	1	.	1	1
IOWA FALLS	6,174	.	.	1	.	3	3	.	3	3
NEVADA	5,912	.	.	1	.	.	.	.	.	.
CLIVE	5,906	.	.	1	.	2	2	.	2	2
ALTOONA	5,764	.	.	1	.	1	1	.	1	1
WINDSOR HEIGHTS	5,632	.	.	1	.	4	4	.	4	4
CLARINDA	5,458	.	.	1	.	1	1	.	1	1
HARLAN	5,357	.	.	1	.	1	1	.	1	1
GLENWOOD	5,280	.	.	1	.	4	4	.	4	4
VINTON	5,040	.	.	1	.	.	.	.	.	.
SHELDON	5,003	.	.	1	.	3	3	.	3	3
TOTALS:		59	6	65	11	428	439	70	434	504

*Other Functions include parking enforcement, jail duties, animal control, communications, and secretarial work.

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TABLE 7
AUTHORIZED SALARIES
OF FULL-TIME POLICE OFFICERS (FY 1984)

The 67 police departments serving cities of over 5,000 population reported a large number of salary levels for their sworn personnel by rank. All cities reported salary levels for patrol officers and chiefs, with only two departments having no ranks in between, and three having only one rank (sergeant, lieutenant, or captain) in between.

Salary data were submitted in two forms. Larger cities, especially, tended to have salary ranges for positions. Other cities, particularly the smaller cities, had single figures for positions, without ranges.

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

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

Patrol Officer. All departments reported salary data for patrol officers. Of these, ten (14.9%) supplied only single figures, with the average of this group being \$16,954 per year. The other 57 cities offered an average pay scale of \$15,700 to \$18,339. For those cities offering ranges, the minimum salary ranged from \$12,000 to \$19,900, and the maximum from \$14,520 to \$27,804. For cities offering set salaries, the minimum was \$13,582, and the maximum \$20,755.

Detective. Twenty-one departments reported having the civil service rank of detective. Ten departments offered a single figure (average = \$19,751), while the remaining eleven offered an average range of \$18,293 to \$23,197. For departments offering single figures, the lowest and highest salaries were \$14,520 and \$23,631, respectively. For cities offering ranges, the minimum varied from \$15,027 to \$21,362, while the maximum ranged from \$17,761 to \$25,272.

Sergeant. Of the 55 departments listing pay scales for the rank of sergeant, 21 offered single salary figures. The range of these figures was from \$14,393 to \$25,511, with an average of \$18,791. The 24 departments reporting ranges for sergeant showed an average range of \$19,078 to \$21,620. Minimums in these ranges ran from \$14,580 to \$22,955. Maximums ranged from \$16,200 to \$31,308.

Lieutenant. Twenty-nine departments reported figures for Lieutenants, with 14 of these reporting single figures. Those with set salaries ranged from \$14,976 to \$28,956, with an average of \$21,713. Those reporting ranges showed minimums ranging from \$16,536 to \$25,541 and maximums from \$18,224 to \$31,898. The average range for these cities was \$20,856 to \$23,360.

Captain. As was the case for other ranks between patrol officer and chief, captains were most often reported for the larger departments. Thirty-seven cities reported having the rank of captain, with 14 offering single salary figures. Salaries for those offering single figures averaged \$22,400, with a range from \$16,850 to \$32,128. The average range of the remaining departments was \$21,835 to \$25,240. Minimum salaries ranged from \$14,700 to \$27,622. Maximums ran from \$17,853 to \$34,389.

Assistant Chief. Eighteen cities offered single salary figures for assistant chiefs, ranging from \$15,683 to \$38,197. The average for this group was \$20,743. The fifteen cities offering ranges reported an average range of \$23,941 to \$27,878. Minimum salaries ranged from \$15,075 to \$31,898, and maximums from \$16,750 to \$39,836.

Chief. All departments reported salary figures for chiefs, with 41 showing single figures, which ranged from \$18,604 to \$38,197 and averaged \$24,314. Departments showing ranges for chiefs reported averages of \$27,243 to \$32,305. Of those departments with ranges, minimums ran from \$17,570 to \$41,804. Maximums varied between \$18,250 and \$53,511.

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

TABLE 7
AUTHORIZED SALARIES
OF FULL-TIME POLICE OFFICERS (FY 1984) *

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
^a DES MOINES	191,003	17,772-21,317	19,730-22,579	20,160-24,194	22,011-26,442	24,723-29,816	31,305-39,670	41,804-53,511
GEDAR RAPIDS	110,243	15,330-19,822	21,362-25,272	22,963-25,688	23,982-26,874	27,622-28,184	30,389-30,992	36,691-37,419
^b DAVENPORT	103,264	19,346-23,926	-	22,593-25,455	25,541-31,898	27,506-34,389	31,898-39,836	32,470-43,911
^c SIOUX CITY	82,003	19,900-22,516	-	25,511	28,956	32,128	35,406	28,913-47,286
WATERLOO	75,985	16,600-21,500	22,700	22,700	24,150	25,750	23,321-28,878	36,849-40,598
DUBUQUE	62,321	19,258-21,417	21,012-22,091	19,697-23,858	-	22,360-26,478	-	27,997-33,946
COUNCIL BLFS.	56,449	15,989-19,946	18,396-20,538	19,176-21,936	21,096-24,544	23,208-26,544	-	38,197
IOWA CITY	50,508	16,973-24,606	-	22,734-29,182	-	24,586-31,387	24,586-33,446	33,613-44,886
AMES	45,775	20,755	21,852	21,856-28,644	-	24,993-31,871	-	30,399-46,468
^d CEDAR FALLS	36,322	16,994-20,654	-	20,134-23,004	-	22,235-26,228	24,378-28,059	29,370-33,758
^e CLINTON	32,828	15,858-21,705	18,553-23,476	18,553-23,476	-	19,700-24,500	-	23,600-29,400
^f MASON CITY	30,144	15,821-18,236	21,762	20,222	21,008	21,762	-	26,435
^g BURLINGTON	29,529	16,104-18,744	-	-	21,120-25,104	22,476-26,364	25,116-28,584	26,760-30,120
^h FORT DODGE	29,423	14,331-18,283	17,409-18,283	19,198-20,155	20,155-21,174	22,235-23,337	24,502-25,729	27,019-28,371
BETTENDORF	27,381	19,584-27,804	-	22,044-31,308	28,100	26,401-29,965	-	30,719 **
OTTUMWA	27,381	13,884-14,520	14,520	15,216	-	16,272	17,412	20,040
ⁱ MARSHALLTOWN	26,938	13,540-20,092	-	19,247-22,391	-	21,430-24,688	23,683-27,287	28,515-32,858
MUSCATINE	23,467	16,536-19,385	-	17,700-20,571	18,845-21,757	19,267-24,084	-	24,595-30,731
W. DES MOINES	21,894	16,500-21,862	-	22,955-24,047	25,875	28,875	-	32,000-36,000
MARION	19,474	14,550-18,519	19,619	20,553	22,296	25,956	-	29,561
^j URBANDALE	17,869	16,890-20,260	16,890-20,260	20,862-23,892	23,919-27,030	-	-	31,820
^k ANKENY	15,429	15,424-20,984	15,424-20,984	20,366-21,526	23,266-24,425	26,165-27,326	-	30,500

Explanation of Footnotes (salaries of other ranks) - see last page of table,

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

** The police chief's salary is for FY 1983; decision regarding FY 1984 salary is pending.

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
NEWTON	15,292	14,664-19,740	-	21,138-22,618	23,181-24,803	-	25,399-27,177	27,676-29,614
¹ KEOKUK	13,536	16,191-18,164	-	19,675	-	20,765	-	25,800
FORT MADISON	13,520	14,007-17,450	-	20,710	-	22,347	-	24,964
BOONE	12,602	16,524-21,600	-	-	-	23,193-23,581	22,800-24,100	26,000-26,200
SPENCER	11,726	16,915-19,879	23,631	-	22,126	23,631	-	27,795
INDIANOLA	10,843	14,685-18,720	-	20,067-20,764	-	-	21,764	25,246
OSKALOOSA	10,629	14,312-16,915	15,027-17,761	15,778-18,649	-	17,395-20,561	19,178-22,669	22,202-26,243
CARROLL	9,705	14,472-17,928	-	17,460-18,816	-	18,348-19,740	-	23,808-25,620
FAIRFIELD	9,428	14,535-16,902	-	18,673	-	20,846	21,981	24,325
GRINNELL	8,868	17,368	17,788	19,860	-	-	-	22,300-22,656
STORM LAKE	8,814	13,874-18,283	-	-	16,536-18,283	-	-	21,819
CHARLES CITY	8,778	16,834-18,464	18,848	-	19,731	20,314	-	24,577
WEBSTER CITY	8,572	14,928-18,080	-	17,784-18,756	-	14,700-21,732	-	24,065
WAVERLY	8,444	14,954-17,985	17,985-21,603	17,985-21,603	-	-	19,954-23,934	22,855-27,486
CRESTON	8,429	17,000	-	17,500	-	18,500	21,000	26,500
PELLA	8,349	17,513	-	17,888	-	-	18,220	29,120
LE MARS	8,276	12,000-16,800	-	16,000-18,250	16,800-19,000	19,300-22,000	-	22,250-25,500
KNOXVILLE	8,143	17,097-18,532	-	19,243-19,832	-	-	20,953	23,050
DECORAH	7,991	15,308-16,935	-	17,500	-	19,500	-	24,500
ATLANTIC	7,789	16,608	-	17,400	18,180	-	19,344	23,544
CORALVILLE	7,687	15,500-21,640	-	22,680-23,820	24,444	-	-	27,816
OELWEIN	7,564	15,403-17,722	-	18,815	-	-	20,956	23,077
ESTHERVILLE	7,518	14,797-16,157	-	-	-	17,733-17,853	-	21,500
^m CLEAR LAKE	7,458	17,094	17,570	17,570	-	-	20,710	24,300
MT. PLEASANT	7,322	15,100-15,704	-	17,326	18,012	-	-	21,465

CITY	POPULATION	PATROL OFFICER	DETECTIVE (CIVIL SERV)	SERGEANT	LIEUTENANT	CAPTAIN	ASST. CHIEF	CHIEF
		LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH	LOW - HIGH
PERRY	7,053	15,504-17,504	-	18,458	-	-	19,598	21,630
CHEROKEE	7,004	16,400	-	17,100	-	-	20,000	22,500
RED OAK	6,810	13,582	-	14,393	14,976	-	15,683	18,604
DENISON	6,675	15,904-16,700	-	16,121-16,967	17,357-18,224	17,613-18,493	-	20,950
WASHINGTON	6,584	13,890-15,434	-	14,580-16,200	-	-	15,075-16,750	17,570-18,250
CENTERVILLE	6,558	12,634-15,660	-	16,235-17,080	-	-	18,858	22,500
INDEPENDENCE	6,392	14,726-16,368	-	16,368-16,744	19,116	-	-	19,733
MAQUOKETA	6,313	14,090-18,628	-	17,241-19,228	-	-	-	19,863-24,766
ALGONA	6,289	15,000-16,458	-	16,500-17,900	-	-	-	23,100
SHENANDOAH	6,274	14,000	-	-	-	-	-	19,000
IOWA FALLS	6,174	13,400-15,500	-	16,000	-	16,850	-	20,000
NEVADA	5,912	19,224	19,224	-	-	-	19,718	20,778
CLIVE	5,906	16,760-21,885	-	-	-	-	-	27,984
ALTOONA	5,764	16,636-17,836	19,436-19,622	-	20,936-21,146	-	-	22,636-23,315
WINDSOR HGTS.	5,632	16,319-19,583	-	21,541	-	-	21,541	24,236
CLARINDA	5,458	15,912-17,160	-	18,824-19,136	-	-	21,450	22,490
HARLAN	5,357	16,327-19,625	-	17,129-20,561	-	-	17,531-21,062	20,561-24,839
GLENWOOD	5,280	15,876-16,134	-	-	17,010	-	-	21,000
VINTON	5,040	17,297-18,844	-	17,297-18,844	18,098-19,693	19,020-21,390	-	22,000
SHELDON	5,003	15,353-16,274	-	-	-	-	18,784	19,633

Explanation of Footnotes (salaries of other ranks):

Des Moines: Senior Patrol Officer (\$18,803-\$22,579), and Matron (\$17,772-\$21,317). Note: Although the lowest salary for patrol officer is shown as \$17,772 (Step 1), officers generally start at \$18,575 (Step 2).

Davenport: Major (\$29,621-\$36,992), and Corporal (\$21,542-\$24,677).

Sioux City: Master Patrol Officer (\$23,527).

Explanation of Footnotes (salaries of other ranks) - continued from previous page:

Cedar Falls: Master Patrol Officer (\$20,134-\$23,004), and Senior Patrol Officer (\$19,115-\$21,819).

Clinton: Corporal (\$17,839-\$22,573).

Mason City: Superintendent of Identification (\$21,762).

Burlington: Matron (\$16,104-\$18,744).

Fort Dodge: Youth Officer (\$16,598-\$18,283).

Marshalltown: Corporal (\$20,550).

Urbandale: I.D. Technician (\$21,608-\$23,752).

Ankeny: Master Patrol Officer (\$15,424-\$20,984).

Keokuk: Major (\$22,050).

Clear Lake: Matron (\$12,401).

Algona: Corporal (\$16,458).

TABLE 8
NUMBER OF FULL-TIME POLICE OFFICERS
BY SALARY RANGE (JULY 1, 1983)

This table presents the number of full-time sworn officers by salary range as of July 1, 1983. In general, salaries of police departmental employees appear to be directly related to the size of the city in which they serve, with the largest cities generally offering better wages.

Of the 2,130 officers (serving cities of 5,000 population or greater), one-fourth (540) have salaries that fall within the \$22,500 - \$24,999 range, with another large number (499 or 23%) appearing in the next lowest category (\$20,000 - \$22,499). When combining data from these two groups, roughly half (49%) of all sworn employees were drawing an annual salary between from \$20,000 to \$25,000 at the beginning of this fiscal year.

The next largest representation of officers in a salary range can be found in the \$17,500 - \$19,999 range, with 485 individuals (23%) in this category, with another 326 (15%) drawing an annual salary in the next lowest range (\$15,000 - \$17,499). Data show that less than 3% (58) of all officers employed by these departments were earning under \$15,000 per year.

When examining the higher end of the salary scales, it appears that at least one out of every ten officers (222, or 10.5%) is commanding an annual salary of \$25,000 or better, with 8.5% (180) of that group drawing between \$25,000 and \$29,999, and the remaining 2% (42) with reported salaries of \$30,000 or more.

Not surprisingly, the distribution of salary ranges, when comparing current data with that of last year, shows that officers appear to be one salary range higher than one year ago. For example, the largest number of officers, using current figures, appear in salary range \$22,500 - \$24,499 -- where the most frequently reported range for the last fiscal year was one step lower (\$20,000 - \$22,499).

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TABLE 8
NUMBER OF FULL-TIME POLICE OFFICERS
BY SALARY RANGE (JULY 1, 1983)

CITY	POPULATION	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	TOTAL
DES MOINES	191,003	.	.	.	15	30	255	25	4	329
CEDAR RAPIDS	110,243	.	.	15	80	1	25	25	5	151
DAVENPORT	103,264	.	.	.	12	67	41	18	10	148
SIOUX CITY	82,003	.	.	.	7	10	55	29	7	108
WATERLOO	75,985	.	.	9	2	78	38	7	1	135
DUBUQUE	62,321	.	.	.	5	54	7	7	1	74
COUNCIL BLUFFS	56,449	.	.	18	46	20	7	3	1	95
IOWA CITY	50,508	.	.	6	.	2	34	8	4	54
AMES	45,775	.	.	1	5	32	.	8	2	48
CEDAR FALLS	36,322	.	.	.	7	20	9	8	1	45
CLINTON	32,828	.	.	19	7	10	7	1	.	44
MASON CITY	30,144	.	.	5	22	15	.	1	.	43
BURLINGTON	29,529	.	.	.	25	.	7	2	.	34
FORT DODGE	29,423	.	.	23	9	10	3	3	.	48
BETTENDORF	27,381	.	.	.	4	13	.	12	1	30
OTTUMWA	27,381	.	22	13	.	1	.	.	.	36
MARSHALLTOWN	26,938	.	3	7	7	18	4	1	1	41
MUSCATINE	23,467	.	.	4	19	5	3	.	1	32
WEST DES MOINES	21,894	.	.	2	.	17	4	3	1	27
MARION	19,474	.	1	2	13	3	2	2	.	23
URBANDALE	17,869	.	.	3	5	11	5	3	1	28

<u>CITY</u>	<u>POPULATION</u>	<u>UNDER \$12,500</u>	<u>\$12,500- \$14,999</u>	<u>\$15,000- \$17,499</u>	<u>\$17,500- \$19,999</u>	<u>\$20,000- \$22,499</u>	<u>\$22,500- \$24,999</u>	<u>\$25,000- \$29,999</u>	<u>\$30,000 OR MORE</u>	<u>TOTAL</u>
ANKENY	15,429	.	.	4	1	11	1	1	1	19
NEWTON	15,292	.	.	2	14	4	4	2	.	26
KEOKUK	13,536	.	.	.	20	5	.	1	.	26
FORT MADISON	13,520	.	2	15	.	7	1	.	.	25
BOONE	12,602	.	.	.	1	9	5	1	.	16
SPENCER	11,726	.	.	2	10	1	4	1	.	18
INDIANOLA	10,843	.	1	2	4	2	1	1	.	11
OSKALOOSA	10,629	.	6	5	5	1	.	.	.	17
CARROLL	9,705	.	1	4	6	2	.	1	.	14
FAIRFIELD	9,428	.	.	6	3	2	1	.	.	12
GRINNELL	8,868	.	1	7	2	1	.	.	.	11
STORM LAKE	8,814	.	1	5	5	1	.	.	.	12
CHARLES CITY	8,778	.	.	2	9	1	1	.	.	13
WEBSTER CITY	8,572	.	.	3	9	1	1	.	.	14
WAVERLY	8,444	.	.	.	7	3	1	1	.	12
CRESTON	8,429	.	.	4	3	1	.	1	.	9
PELLA	8,349	.	.	.	8	.	.	1	.	9
LE MARS	8,276	1	1	6	3	1	1	.	.	12
KNOXVILLE	8,143	.	.	2	7	1	1	.	.	11
DECORAH	7,991	.	.	7	4	.	1	.	.	12
ATLANTIC	7,789	.	.	10	2	.	1	.	.	13
CORALVILLE	7,687	.	.	1	7	3	4	1	.	16
OELWEIN	7,564	.	.	.	8	1	1	.	.	10
ESTHERVILLE	7,518	.	1	7	3	1	.	.	.	12
CLEAR LAKE	7,458	1	.	7	4	1	1	.	.	14
MOUNT PLEASANT	7,322	.	.	9	1	1	.	.	.	11

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<u>CITY</u>	<u>POPULATION</u>	<u>UNDER</u> <u>\$12,500</u>	<u>\$12,500-</u> <u>\$14,999</u>	<u>\$15,000-</u> <u>\$17,499</u>	<u>\$17,500-</u> <u>\$19,999</u>	<u>\$20,000-</u> <u>\$22,499</u>	<u>\$22,500-</u> <u>\$24,999</u>	<u>\$25,000-</u> <u>\$29,999</u>	<u>\$30,000</u> <u>OR MORE</u>	<u>TOTAL</u>
PERRY	7,053	.	.	.	9	1	.	.	.	10
CHEROKEE	7,004	.	.	8	.	1	1	.	.	10
RED OAK	6,810	.	7	1	1	.	.	.	.	9
DENISON	6,675	.	.	8	2	1	.	.	.	11
WASHINGTON	6,584	.	.	8	1	.	.	.	.	9
CENTERVILLE	6,558	.	1	8	1	.	1	.	.	11
INDEPENDENCE	6,392	.	1	8	2	.	.	.	.	11
MAQUICKETA	6,313	.	.	3	6	1	.	.	.	10
ALGONA	6,289	.	.	9	2	.	1	.	.	12
SHENANDOAH	6,274	.	8	.	1	.	.	.	.	9
IOWA FALLS	6,174	.	.	9	.	1	.	.	.	10
NEVADA	5,912	.	.	.	5	1	.	.	.	6
CLIVE	5,906	.	.	1	2	4	.	1	.	8
ALTOONA	5,764	.	.	4	1	1	1	.	.	7
WINDSOR HEIGHTS	5,632	.	.	1	5	4	.	1	.	11
CLARINDA	5,458	.	.	6	2	2	.	.	.	10
HARLAN	5,357	.	.	5	2	1	.	.	.	8
GLENWOOD	5,280	.	.	6	.	1	.	.	.	7
VINTON	5,040	.	.	.	5	2	.	.	.	7
SHELDON	5,003	.	.	4	2	.	.	.	.	6
TOTALS:		1	57	326	485	499	540	180	42	2,130

TABLE 9
TYPES OF INSURANCE PAID
BY POLICE DEPARTMENTS (FY 1984)

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

Police departments mentioned in this volume provide a wide variety of insurance coverage for their officers. Typically, most of the departments (59, or 88%) provide coverage for life insurance, while all (67) report paying for hospitalization. Eighty-one percent (54) offer accident/disability insurance; 87% (58) pay coverage for false arrest; 79% (53) provide workman's compensation; and 66% (44) reimburse officers for prescriptions/drugs. Regarding other types of insurance, fewer departments (43%) pay for dental insurance, and even less (13%) reimburse their employees for optometric expenses. Of the 67 cities surveyed, only four (Bettendorf, Indianola, Centerville, and Independence) indicated providing coverage (full or partial) for all types of insurance.

Insurance benefits for families of officers is much more limited. Only two types of insurance coverage are listed by at least half of the departments. Life insurance is provided to family members by 91% (61) of the departments, and prescriptions/drugs to a lesser extent, by 58% (39) of the agencies. All other types of insurance coverage are much more limited for family members.

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

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TABLE 9
TYPES OF INSURANCE PAID
BY POLICE DEPARTMENTS (FY 1984) #

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
** DES MOINES	191,003	F	I	F	I	F	I	P	P	F	I				
CEDAR RAPIDS	110,243	F	I	F	I	F	I	P	P	F	I			F	F
DAVENPORT	103,264	F	I	F	I	F	P	P	P	P	P	P	P		F
SIOUX CITY	82,003	F	I	F	I	F	I	P	P	P	P				
** WATERLOO	75,985	F	I	F	I	F	I	F	F	F	I	F	I	F	
DUBUQUE	62,321	F	I	F	I	F	I	F	F	F	I				
COUNCIL BLUFFS	56,449	F	I	F	I										F
** IOWA CITY	50,508	F	I	F	I	F	I							F	
AMES	45,775	F	I	F	I	F	I	P	P					F	F
CEDAR FALLS	36,322	F	I	F	I	F	I	F	P					F	F
CLINTON	32,828	F	I	F	I	F	I	P	P	P	P			F	F
MASON CITY	30,144	F	I	F	I									F	
BURLINGTON	29,529	F	I	F	I	F	I			F	I			F	
FORT DODGE	29,423	F	I	F	I	F	I	P	P	F	I			F	
BETTENDORF	27,381	F	I	F	I	F	I	P	P	F*	F*	P		P	P
** OTTUMWA	27,381	F	I	F	I	F	I	F	F	F	I			F	F
** MARSHALLTOWN	26,938	F	I	F	I	F	P			P	P				F
MUSCATINE	23,467	F	I	F	I	F	I			F	P				F
** WEST DES MOINES	21,894	F	I	F	I					F	I			F	F
MARION	19,474	F	I	F	I	F	I							F	F
** URBANDALE	17,869	F	I	F	I			P	P					F	

*Full payment except orthodontic work (only partial).

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

**Indicated providing for payment (full or partial) of premiums toward Retirees' Health and Accident Insurance.

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
**ANKENY	15,429	F	|	F	|	F	|		|	F	|		|	F	
NEWTON	15,292	F	|	F	| F	F	|	F	| F	F	| F		|	F	
KEOKUK	13,536	F	| P	F	| P	F	| P	F	| P		|		|	F	F
FORT MADISON	13,520	F	|	F	|	F	|	P	|	P	|		|	F	
BOONE	12,602	F	|	F	| F	F	|	P	| P		|		|	F	
SPENCER	11,726	F	|	F	| F	F	|		|		|		|	F	F
INDIANOLA	10,843	F	|	F	| F	F	| F	P	| P	P	| P	P	| P	F	F
OSKALOOSA	10,629		|	F	| F	F	|	F	| F		|		|		
CARROLL	9,705		|	P	| P	P	| P	P	|		|		|	F	F
FAIRFIELD	9,428	F	|	P	| P	F	| F	F	| F		|		|		F
GRINNELL	8,868	F	|	P	| P	P	| P	P	| P		|		|	F	F
STORM LAKE	8,814	F	| F	P	| P	P	| P	P	| P		|		|	F	F
CHARLES CITY	8,778	F	|	F	| F	F	| F	P	| P		|		|	F	F
WEBSTER CITY	8,572	F	|	F	| P	F	|		|		|		|	F	F
WAVERLY	8,444	F	|	F	| P	F	|	F	| F	P	|		|	F	F
CRESTON	8,429	F	|	F	| F	F	|	F	| F		|		|	F	F
PELLA	8,349	F	|	F	| F	F	|	F	| F		|		|	F	F
LE MARS	8,276	F	|	F	| F	F	|	F	| P	P	| P		|	F	F
KNOXVILLE	8,143	F	| P	F	| P	F	| P	F	| P		|		|	F	F
DECORAH	7,991		|	P	| P	F	| P	P	| P		|		|	F	F
ATLANTIC	7,789	F	|	F	|	F	|		|	F	|		|	F	F
CORALVILLE	7,687	F	|	P	| P	P	| P		|		|		|	F	F
OELWEIN	7,564	F	| F	F	| F		|		|		|		|	F	F
ESTHERVILLE	7,518	F	|	F	| P	F	| P		|		|		|	F	F
CLEAR LAKE	7,458	F	|	F	| F	F	| F		|		|	P	|	F	F
MOUNT PLEASANT	7,322	F	|	F	| P		|		|		|		|	F	F

**Indicated providing for payment (full or partial) of premiums toward Retirees' Health and Accident Insurance. //

CITY	POPULATION	LIFE		HOSPITAL		ACCIDENT/ DISABILITY		PRESCRIPTION DRUGS		DENTAL		VISION		FALSE ARREST	WKMAN'S COMP.
		OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	FAM.	OFF.	OFF.
PERRY	7,053	F	F	F	F	F	F							F	F
CHEROKEE	7,004			F	F	F								F	F
RED OAK	6,810			F	F			P	P					F	F
DENISON	6,675	F	F	F	F									F	F
WASHINGTON	6,584	F	F	P	P	F	F	P	P					F	F
CENTERVILLE	6,558	F		P		F		F		F		F		F	F
** INDEPENDENCE	6,392	F		F	F	P	P	F	P	F	P	P	P	F	F
MAQUOKETA	6,313			P	P	P	P	P	P			P	P	F	F
** ALGONA	6,289	F		P	P	P								F	F
** SHENANDOAH	6,274	F		F	F									F	F
** IOWA FALLS	6,174	F	F	F	F	F	F	P	P					F	F
NEVADA	5,912	F		F				F						F	F
CLIVE	5,906	F		F	F	F				F				F	F
ALTOONA	5,764			F	F			P	P	P	P			F	F
WINDSOR HEIGHTS	5,632	F	P	F	F	F	P	P	P	P	P			F	F
CLARINDA	5,458	F		F	F	F		F	F					F	F
** HARLAN	5,357	F		F	F	F		P	P	F	F			F	F
** GLENWOOD	5,280	F		F	F			F	F	F	F			F	F
VINTON	5,040			F	P			F	P	F	P	P		F	F
SHELDON	5,003	F		F		F		P						F	F
TOTALS:	(F)	59	10	57	39	47	11	19	11	19	8	2	0	57	52
	(P)	-	4	10	22	7	13	25	28	10	11	7	4	1	1
GRAND TOTALS:		59	14	67	61	54	24	44	39	29	19	9	4	58	53

**Indicated providing for payment (full or partial) of premiums toward Retirees' Health and Accident Insurance.
(Total number of cities providing this coverage is 14.)

TABLE 10

VACATION, SICK, AND HOLIDAY POLICIES
OF POLICE DEPARTMENTS (FY 1984)

There appears to be a wide range of vacation policies offered by Iowa police departments, as displayed in Table 10. Not surprisingly, all cities represented in this table increase the hours of accumulated vacation given longevity with the departments. This can range from 40 hours of paid vacation (after 1 year of employment) -- a policy reported by one-third (23) of the departments -- up to 240 hours (after 20 years of employment) -- mentioned by a half-dozen agencies. The wide majority (55, or 82%) of all departments require a minimum of one year on the job before vacation is allowed. The remaining 12 agencies report other time restrictions before allowing vacations: 6 months (reported by 6 departments), and 1 month (mentioned by only one agency); five indicated no time restriction before vacations can be taken.

In reviewing policies regarding sick leave, all cities in this report have a formal plan, and nearly all allow accrual of sick leave from year to year. However, the maximum number of hours that can be carried over from year to year varies considerably, while many of the larger departments have no maximum limitations on hours of sick leave accrual.

Nearly all departments have a policy defining a fixed number of sick leave hours earned annually by all officers, regardless of their length of employment. One city, however, indicated increasing the hours of sick leave based on longevity with the department, while another mentioned a reduction in hours after several years of employment.

In terms of paid holidays, all cities have a designated number of days earned annually. In general, the larger cities offer more paid holidays, with the twelve largest cities providing at least 10 or more days with pay per year.

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TABLE 10
VACATION, SICK, AND HOLIDAY POLICIES
OF POLICE DEPARTMENTS (FY 1984) #

CITY	POPULATION	PAID VACATION (IN HOURS)							MIN. TIME BEFORE VAC. IS ALLOWED (MONTHS)	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.	MAX. ACCRUAL	
DES MOINES	191,003	80	80	80	120	120	160	200	12	X	96	NO MAX.	10
CEDAR RAPIDS	110,243	40	80	80	120	120	160	200	12	X	96	NO MAX.	13
DAVENPORT	103,264	80	80	80	120	120	160	200	NO MIN.	X	132	NO MAX.	13
SIOUX CITY	82,003	80	80	80	120	120	160	200	12	X	152	1,480	12
WATERLOO	75,985	48	96	96	144	144	192	240	12	X	160	2,080	11
DUBUQUE	62,321	80	80	120	120	160	160	160	12	X	96	960	10
COUNCIL BLUFFS	56,449	80	80	80	120	120	160	200	12	X	a	NO MAX.	11
IOWA CITY	50,508	96	96	120	120	144	168	192	6	X	96	NO MAX.	11
AMES	45,775	80	80	80	120	120	160	160	6	X	96	NO MAX.	11
CEDAR FALLS	36,322	80	80	80	120	120	160	200	12	X	144	NO MAX.	10
CLINTON	32,828	120	120	120	120	160	160	200	12	X	112	720	10
MASON CITY	30,144	48	96	96	96	144	192	192	12	X	960	NO MAX.	11
BURLINGTON	29,529	56	112	112	168	168	224	224	12	X	192	1,440	9
FORT DODGE	29,423	40	80	80	120	160	200	200	12	X	144	1,200	11
BETTENDORF	27,381	80	80	120	120	120	120	160	12	X	280	1,400	9
OTTUMWA	27,381	80	80	120	120	120	160	160	12	X	192	NO MAX.	10
MARSHALLTOWN	26,938	40	80	80	80	120	160	160	12	X	104	1,040	10
MUSCATINE	23,467	40	80	120	120	120	160	200	12	X	120	1,040	10
WEST DES MOINES	21,894	80	80	120	120	120	160	200	12	X	96	960	8
MARION	19,474	80	80	100	120	120	160	160	6	X	b	960	12½

^aCouncil Bluffs gives up to 1,440 hours (180 days) per illness, with officers drawing 80% pay.

^bMarion gives 144 hours of sick leave to officers with up to four years of employment, and 96 hours thereafter.

#FY 1984 (July 1, 1983 - June 30, 1984).

CITY	POPULATION	PAID VACATION (IN HOURS)							MIN. TIME BEFORE VAC. IS ALLOWED (MONTHS)	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.	MAX. ACCRUAL	
URBANDALE	17,869	80	80	80	120	120	160	200	NO MIN.	X	96	1,100	10
ANKENY	15,429	80	80	120	120	160	200	.	12	X	144	200	6
NEWTON	15,292	50	100	100	150	150	200	200	12	X	240	1,500	10
KEOKUK	13,536	48	96	144	144	192	192	240	12	X	96	1,232	11
FORT MADISON	13,520	80	80	120	120	120	160	200	12	X	168	168	10
BOONE	12,602	48	96	144	144	192	192	192	12	X	144	1,440	10
SPENCER	11,726	48	96	96	96	144	192	192	12	X	96	NO MAX.	7
INDIANOLA	10,843	78	104	104	104	130	156	156	6	X	96	360	10
OSKALOOSA	10,629	40	80	80	80	120	120	160	12	X	96	960	10
CARROLL	9,705	40	80	80	80	120	120	160	12	X	240	720	8
FAIRFIELD	9,428	80	80	120	120	120	160	160	12	X	96	720	10
GRINNELL	8,868	40	80	80	80	120	120	160	12	X	96	720	10
STORM LAKE	8,814	40	80	96	104	120	136	160	12	X	96	960	10
CHARLES CITY	8,778	40	80	80	80	120	160	200	12	X	96	960	9
WEBSTER CITY	8,572	80	80	80	120	120	160	160	NO MIN.	X	96	960	8
WAVERLY	8,444	40	80	80	120	120	160	160	12	X	96	960	10
CRESTON	8,429	96	96	96	144	144	192	240	12	X	164	960	10
PELLA	8,349	40	80	80	120	160	160	160	12	X	96	760	10
LE MARS	8,276	48	96	96	96	120	200	200	12	X	12	NO MAX.	8
KNOXVILLE	8,143	40	80	120	160	200	.	.	12	X	144	NO MAX.	9
DECORAH	7,991	40	80	80	80	120	160	200	12	X	96	816	10
ATLANTIC	7,789	80	80	80	120	160	160	160	6	X	80	80	8
CORALVILLE	7,687	96	96	144	144	168	192	216	NO MIN.	X	144	960	11
OELWEIN	7,564	48	96	96	144	144	192	240	12	X	144	800	9

CITY	POPULATION	PAID VACATION (IN HOURS)							MIN. TIME BEFORE VAC. IS ALLOWED (MONTHS)	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.	MAX. ACCRUAL	
ESTHERVILLE	7,518	40	40	80	120	120	160	200	12	X	180	960	10
CLEAR LAKE	7,458	40	80	80	120	120	160	200	12	X	144	800	10
MOUNT PLEASANT	7,322	80	80	120	120	120	160	200	12	X	96	720	9
PERRY	7,053	80	80	80	120	120	160	160	12	X	a	NO MAX.	11
CHEROKEE	7,004	48	96	96	144	144	192	192	12	X	96	720	9
RED OAK	6,810	80	80	80	80	240	240	240	12	X	192	480	9½
DENISON	6,675	40	80	120	120	120	120	120	12	X	144	480	7
WASHINGTON	6,584	40	80	80	80	120	120	160	12	X	96	200	8
CENTERVILLE	6,558	40	80	80	80	120	120	160	12	X	144	960	7
INDEPENDENCE	6,392	40	80	104	104	120	144	160	12	X	192	1,200	11
MAQUOKETA	6,313	44	88	104	120	132	176	176	NO MIN.	X	192	720	10
ALGONA	6,289	40	80	80	120	120	120	160	12	X	96	NO MAX.	9
SHENANDOAH	6,274	144	144	144	144	192	240	240	12	X	56	200	9
IOWA FALLS	6,174	48	96	96	144	144	192	192	12	X	144	144	10
NEVADA	5,912	40	80	80	80	120	120	160	12	X	72	960	10
CLIVE	5,906	80	80	120	120	160	160	160	6	X	96	528	9
ALTOONA	5,764	80	80	80	120	120	160	200	1	X	96	NO MAX.	10
WINDSOR HEIGHTS	5,632	80	80	120	120	160	160	200	12	X	96	1,200	8
CLARINDA	5,458	80	80	96	104	120	160	160	12	X	192	960	10
HARLAN	5,357	40	80	80	80	120	120	120	12	X	128	672	8
GLENWOOD	5,280	40	80	104	120	160	160	160	12	X	240	800	11
VINTON	5,040	48	96	106	106	154	192	192	12	X	120	900	12
SHELDON	5,003	54	54	108	108	108	162	162	12	X	54	810	7

^aPerry gives 160 hours of sick leave to officers after 1 year of employment; 360 hours after 5 years; & 480 hours after 10 years.

TABLE 11
SUPPLEMENTAL PAY AND CLOTHING/EQUIPMENT ALLOWANCE
FOR POLICE OFFICERS (FY 1984)

Table 11 presents the current policies of Iowa's police agencies regarding supplemental pay and clothing/equipment allowances for full-time officers. Most of the 67 cities listed in this table provide some type of reimbursement for court time, by means of paid overtime (88%, or 59 agencies) or compensatory time (69%, or 46 departments), with the majority of cities offering both.

Reimbursement policies for officers working in a variety of other situations was also examined. Only 19 (28%) provide supplemental pay for officers working nights (a policy more common among the larger cities), while only two agencies reported increasing salaries of officers assigned to hazardous duty. Encouragingly, there are a large number of cities (78%) that reported increasing their officers' salaries based on longevity with the department.

Departmental policies regarding clothing and equipment were also examined in this table. All departments indicated providing uniforms for their officers, and a large number (67%) also furnish weapons. Many (61%) also provide other types of equipment, e.g. handcuffs, leather goods, etc., with only five departments providing cash allowances for equipment.

Policies pertaining to uniform cleaning allowances vary considerably, with allowances for cleaning provided more frequently for plain clothes officers than for uniformed personnel (38 agencies vs. 21, respectively). As might be expected, clothing allowances for plain clothes officers are found more frequently in large agencies, which are more likely to employ non-uniformed officers.

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TABLE 11
SUPPLEMENTAL PAY AND CLOTHING/EQUIPMENT ALLOWANCE
FOR POLICE OFFICERS (FY 1984) #

CITY	POPULATION	SUPPLEMENTAL PAY					CLOTHING/EQUIPMENT ALLOWANCE				
		COURT TIME	LONGEVITY	HAZARD DUTY	NIGHT DUTY	UNIFORM PROVIDED	CLEANING ALLOWANCE	NON-UNIF. CLOTHING ALLOWANCE	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT
DES MOINES	191,003	\$ C	X	-	-	X	-	X	-	X	-
CEDAR RAPIDS	110,243	\$ C	X	X ^a	-	X	X	X	X	X	-
DAVENPORT	103,264	\$ C	-	-	X	X	-	-	-	-	X
SIOUX CITY	82,003	\$ C	X	-	X	X	X	X	X	X	-
WATERLOO	75,985	\$ C	X	-	X	X	-	X	X	X	-
DUBUQUE	62,321	\$ C	X	X ^b	X	X	X	X	X	X	-
COUNCIL BLUFFS	56,449	\$ C	X	-	X	X	X	X	X	X	-
IOWA CITY	50,508	\$ C	X	-	X	X	-	X	X	X	-
AMES	45,775	\$ C	X	-	X	X	X	X	X	X	-
CEDAR FALLS	36,322	\$ C	X	-	X	X	-	X	X	X	-
CLINTON	32,828	\$ -	X	-	-	X	-	X	X	X	X
MASON CITY	30,144	\$ C	X	-	X	X	X	X	X	X	-
BURLINGTON	29,529	\$ -	X	-	-	X	-	X	-	X	-
FORT DODGE	29,423	\$ C	-	-	X	X	X	X	-	X	-
BETTENDORF	27,381	\$ C	X	-	X	X	-	X	-	X	-
OTTUMWA	27,381	\$ C	X	-	X	X	-	X	-	X	-
MARSHALLTOWN	26,938	\$ C	X	-	-	X	-	X	-	X	-
MUSCATINE	23,467	\$ C	X	-	X	X	X	X	X	X	-
WEST DES MOINES	21,894	\$ C	X	-	-	X	-	X	-	X	-
MARION	19,474	\$ -	X	-	-	X	-	X	-	-	-

*Court time is reimbursed via extra pay (\$) or compensatory time (C), or both.

^aHazardous duty is defined as bomb, helicopter, or SPAN (SWAT).

^bHazardous duty is defined as motorcycle patrolling.

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

CITY	POPULATION	SUPPLEMENTAL PAY				CLOTHING / EQUIPMENT ALLOWANCE					
		COURT* TIME	LONGEVITY	HAZARD DUTY	NIGHT DUTY	UNIFORM PROVIDED	CLEANING ALLOWANCE	NON-UNIF. CLOTHING ALLOWANCE	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT
URBANDALE	17,869	\$ C	X	-	-	X	X	X	-	X	X
ANKENY	15,429	\$ C	X	-	X	X	-	X	-	X	-
NEWTON	15,292	\$ C	X	-	-	X	X	X	X	X	-
KEOKUK	13,536	\$ C	X	-	-	X	-	X	X	X	-
FORT MADISON	13,520	\$ C	X	-	-	X	-	X	-	X	-
BOONE	12,602	\$ -	X	-	-	X	-	X	-	X	X
SPENCER	11,726	\$ C	X	-	-	X	-	X	X	X	-
INDIANOLA	10,843	\$ -	-	-	-	X	-	-	-	X	-
OSKALOOSA	10,629	\$ C	X	-	-	X	-	X	X	X	-
CARROLL	9,705	\$ -	-	-	-	X	-	-	X	X	-
FAIRFIELD	9,428	\$ -	X	-	-	X	-	X	X	X	-
GRINNELL	8,868	\$ C	X	-	-	X	-	X	-	-	-
STORM LAKE	8,814	\$ C	X	-	-	X	-	-	X	X	-
CHARLES CITY	8,778	\$ C	X	-	X	X	X	X	X	-	-
WEBSTER CITY	8,572	\$ C	X	-	X	X	X	X	X	X	-
WAVERLY	8,444	\$ C	X	-	-	X	-	X	X	X	-
CRESTON	8,429	\$ -	X	-	-	X	X	-	-	X	-
PELLA	8,349	\$ -	-	-	-	X	-	-	X	X	-
LE MARS	8,276	\$ -	-	-	-	X	X	-	-	X	-
KNOXVILLE	8,143	- C	X	-	X	X	-	-	X	X	-
DECORAH	7,991	\$ C	X	-	-	X	X	X	X	X	-
ATLANTIC	7,789	\$ C	-	-	-	X	-	-	X	X	-
CORALVILLE	7,687	- C	-	-	X	X	-	X	X	-	-
OELWEIN	7,564	\$ -	X	-	-	X	X	-	X	X	-

*Court time is reimbursed via extra pay (\$) or compensatory time (C), or both.

CITY	POPULATION	SUPPLEMENTAL PAY				CLOTHING / EQUIPMENT ALLOWANCE					
		COURT TIME*	LONGEVITY	HAZARD DUTY	NIGHT DUTY	UNIFORM PROVIDED	CLEANING ALLOWANCE	NON-UNIF. CLOTHING ALLOWANCE	WEAPONS FURNISHED	OTHER EQUIPMENT FURNISHED	CASH ALLOWANCE- EQUIPMENT
ESTHERVILLE	7,518	\$ -	X	-	-	X	-	-	X	X	-
CLEAR LAKE	7,458	\$ -	X	-	-	X	-	X	-	-	-
MOUNT PLEASANT	7,322	\$ C	-	-	-	X	-	-	X	X	-
PERRY	7,053	- C	X	-	-	X	-	-	-	-	-
CHEROKEE	7,004	\$ -	X	-	-	X	-	-	X	X	-
RED OAK	6,810	\$ -	-	-	-	X	-	-	-	X	-
DENISON	6,675	- C	X	-	-	X	-	-	X	X	-
WASHINGTON	6,584	\$ -	X	-	-	X	-	-	X	X	-
CENTERVILLE	6,558	- -	-	-	-	X	-	-	X	X	-
INDEPENDENCE	6,392	\$ -	X	-	-	X	-	X	X	X	-
MAQUOKETA	6,313	\$ C	X	-	-	X	X	-	X	X	-
ALGONA	6,289	\$ C	-	-	-	X	X	-	X	X	-
SHENANDOAH	6,274	- C	-	-	-	X	-	-	X	X	-
IOWA FALLS	6,174	\$ C	X	-	-	X	X	-	X	X	-
NEVADA	5,912	- C	X	-	-	X	-	X	X	X	-
CLIVE	5,906	\$ -	-	-	-	X	X	-	-	X	-
ALTOONA	5,764	\$ C	X	-	-	X	-	-	-	X	-
WINDSOR HEIGHTS	5,632	\$ -	X	-	-	X	-	X	-	X	X
CLARINDA	5,458	- C	X	-	-	X	-	-	X	X	-
HARLAN	5,357	\$ C	X	-	-	X	-	-	X	X	-
GLENWOOD	5,280	\$ C	-	-	-	X	X	-	X	X	-
VINTON	5,040	\$ C	X	-	X	X	-	-	X	X	-
SHELDON	5,003	\$ -	X	-	-	X	-	-	X	X	-
TOTALS:		59 46	52	2	19	67	21	38	45	41	5

*Court time is reimbursed via extra pay (\$) or compensatory time (C), or both.

TABLE 12
OVERTIME COMPENSATION AND "MOONLIGHTING" POLICIES
OF POLICE DEPARTMENTS (FY 1984)

An examination of Table 12 shows that, with only one exception, all departments cited in this report provide some type of compensation for officers who work overtime. A large percentage of agencies provide either compensatory time (87%), paid overtime (85%), or both (73%). Even though both types of compensation are available to officers, it is difficult to determine by examining the table which is utilized more often.

In terms of "moonlighting" policies, all departments except one allow their sworn officers to seek secondary employment. Ninety percent indicated placing one or more restrictions on officers who choose to work a second job. Over three-fourths (51) of the 67 agencies restrict the type of employment, and about the same number (48) require that officers provide notification to their departments if "moonlighting". Of the 48 requiring departmental notification, nearly all (41 agencies, or 85%) must approve of the second job before an officer can begin employment. Only about one-fourth of the agencies (16) also restrict the number of hours that officers work outside their departments.

In general, secondary employment must not interfere with the primary responsibility of law enforcement service, in part because being a peace officer is regarded as a 24-hour-a-day status rather than just a "job". Because there must not be any conflict with the position of police officer--either in terms of the number of hours worked, physical expenditure, or type and place of employment--limitations are placed on employment which might be seen as either conflicting with or demeaning a peace officer's status. In some cases, departments indicated placing additional restrictions on officers who "moonlight", such as forbidding the use of city equipment, or wearing a uniform while on another job. In terms of insurance coverage, over half (63%) reported covering officers by city insurance if their second job is police-related.

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TABLE 12
OVERTIME COMPENSATION AND "MOONLIGHTING" POLICIES
OF POLICE DEPARTMENTS (FY 1984) #

CITY	POPULATION	OVERTIME COMP.		"MOONLIGHTING"			(ADDITIONAL EMPLOYMENT)				
		COMP. TIME	PAID OVERTIME	ALLOWED	NOT RESTRICTED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY CITY INSURANCE *	
DES MOINES	191,003	X	X	X	-	X	-	X	X	X	
CEDAR RAPIDS	110,243	X	X	X	-	X	X	X	X	-	
DAVENPORT	103,264	X	X	X	-	X ^a	-	X	X	X	
SIOUX CITY	82,003	X	X	X	-	X	-	X	-	X	
WATERLOO	75,985	X	X	X	-	X	X	X	X	-	
DUBUQUE	62,321	X	X	X	-	X	-	X	X	-	
COUNCIL BLUFFS	56,449	X	X	X	-	X	-	X	-	X	
IOWA CITY	50,508	X ^c	X ^c	X	-	X	-	-	-	X ^b	
AMES	45,775	X	X	X	-	X	-	-	-	X	
CEDAR FALLS	36,322	X	X	X	-	X	-	X	X	-	
CLINTON	32,828	X	X	X	-	X	-	-	-	X	
MASON CITY	30,144	X	X	X	-	X	-	X	X	-	
BURLINGTON	29,529	X	X	X	-	-	-	X	-	X	
FORT DODGE	29,423	X	X	X	-	X ^a	-	X	X	X	
BETTENDORF	27,381	X	X	X	X	-	-	-	-	-	
OTTUMWA	27,381	X	X	X	-	X	-	-	-	-	
MARSHALLTOWN	26,938	X	X	X	-	X ^a	X	X	X	-	
MUSCATINE	23,467	X	X	X	-	X	-	-	-	X	
WEST DES MOINES	21,894	X	X	X	-	X	-	-	-	-	
MARION	19,474	X	X	X	-	X	-	X	X	X	
URBAN DALE	17,869	X	X	X	-	X	-	-	-	-	

^a No employment in a drinking establishment.

^b If arranged through the department.

^c Officer may choose either comp. time or paid overtime.

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

* When second job is related to law enforcement.

CITY	POPULATION	OVERTIME COMP.		" MOONLIGHTING "				(ADDITIONAL EMPLOYMENT)				
		COMP. TIME	PAID OVERTIME	ALLOWED	NOT RESTRICTED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY CITY INSURANCE *		
ANKENY	15,429	X	X	X	-	X	X	X	X	X		
NEWTON	15,292	X	X	X	-	X	X	X	X	X		
KEOKUK	13,536	X	X	X	-	X	-	X	X	X		
FORT MADISON	13,520	X	X	X	-	-	-	X	X	-		
BOONE	12,602	-	X	X	-	X	X	-	-	X		
SPENCER	11,726	X	-	X	-	-	-	X	X	X		
INDIANOLA	10,843	X	X	X	-	X	-	-	-	-		
OSKALOOSA	10,629	X	X	X	-	X	-	X	X	X		
CARROLL	9,705	X	X	X	-	X	X	X	X	X		
FAIRFIELD	9,428	-	-	X	X	-	-	-	-	-		
GRINNELL	8,868	X	X	X	X	-	-	-	-	X		
STORM LAKE	8,814	X	X	X	-	X	-	-	-	X		
CHARLES CITY	8,778	X	X	X	-	X	X	X	X	X		
WEBSTER CITY	8,572	X	X	X	-	X	-	X	-	X		
WAVERLY	8,444	X	X	X	-	X	-	-	-	X		
CRESTON	8,429	-	X	X	-	X	X	X	X	X		
PELLA	8,349	-	X	X	X	-	-	-	-	-		
LE MARS	8,276	X	X	X	-	X	-	X	-	X		
KNOXVILLE	8,143	X	X	X	-	X	-	X	X	-		
DECORAH	7,991	X	X	X	-	X	X	X	-	X		
ATLANTIC	7,789	X	-	-	-	-	-	-	-	-		
CORALVILLE	7,687	X	X	X	-	-	-	X	X	X		
OELWEIN	7,564	X	X	X	-	-	-	X	X	-		
ESTHERVILLE	7,518	-	X	X	-	X	-	X	X	-		

*When second job is related to law enforcement.

		OVERTIME COMP.		" MOONLIGHTING "			(ADDITIONAL EMPLOYMENT)				
CITY	POPULATION	COMP. TIME	PAID OVERTIME	ALLOWED	NOT RESTRICTED	TYPE OF EMPLOYMENT RESTRICTED	NUMBER OF HOURS RESTRICTED	DEPARTMENT MUST BE NOTIFIED	DEPARTMENT MUST GRANT APPROVAL	COVERED BY CITY INSURANCE	
CLEAR LAKE	7,458	-	X	X	-	X	-	-	-	X	
MOUNT PLEASANT	7,322	X	X	X	-	X	-	X	X	-	
PERRY	7,053	X	-	X	-	X	X	X	X	X	
CHEROKEE	7,004	-	X	X	-	X	-	X	X	X	
RED OAK	6,810	-	X	X	-	-	-	X	X	-	
DENISON	6,675	X	-	X	-	-	-	X	X	X	
WASHINGTON	6,584	X	X	X	-	X	X	X	X	-	
CENTERVILLE	6,558	X	X	X	-	X	-	X	X	X	
INDEPENDENCE	6,392	-	X	X	-	-	-	X	X	-	
MAQUOKETA	6,313	X	X	X	-	X	X	X	X	X	
ALGONA	6,289	X	-	X	-	X	X	X	X	X	
SHENANDOAH	6,274	X	-	X	-	X	X	X	X	X	
IOWA FALLS	6,174	X	X	X	-	-	-	X	-	X	
NEVADA	5,912	X	X	X	X	-	-	-	-	X	
CLIVE	5,906	X	X	X	-	X	-	X	X	-	
ALTOONA	5,764	X	X	X	-	X	-	X	X	X	
WINDSOR HEIGHTS	5,632	X	X	X	-	X ^a	X	X	X	X	
CLARINDA	5,458	X	-	X	-	X	-	X	X	X	
HARLAN	5,357	X	X	X	-	X	-	X	X	X	
GLENWOOD	5,280	X	X	X	-	X	-	X	X	-	
VINTON	5,040	X	X	X	X	-	-	-	-	-	
SHELDON	5,003	X	-	X	-	X	-	-	-	X	
TOTALS:		58	57	66	6	51	16	48	41	42	

^a No employment in a drinking establishment.

* When second job is related to law enforcement.

TABLE 13
EDUCATIONAL BENEFITS
OF POLICE DEPARTMENTS (FY 1984)

Table 13 presents information relating to educational benefits offered by police departments to their officers. During the past decade, there has been increased emphasis on education among law enforcement agencies, an emphasis which is reflected in 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 requiring education for promotional consideration.

The most common form of educational benefit offered by police agencies is adjustment of officers' work schedules to facilitate college class attendance, with 37 of the 67 agencies (55%) providing this benefit. While there is not a great discrepancy between the large and small departments in their willingness to modify schedules, there is a slight tendency for the small departments to more frequently offer schedule adjustment; only one of the five largest cities in the state, for example, gives this benefit.

A similar trend is evident when examining departments' permitting time off with pay to attend classes. Seventeen of the agencies provide this benefit, and again, the practice is more prevalent among agencies serving smaller cities.

About one-third of the departments (23) provide subsidies to officers for books and tuition, with 19 of these having no limit per officer. There is no apparent relationship between department size and tuition/book reimbursement, and no "standard" limitation on reimbursement when a limitation exists.

While the larger departments are somewhat less flexible than the smaller ones in offering schedule adjustments and time off with pay, they more often offer salary increases to officers completing higher education. One-fourth of the agencies (17) provide for salary increases based on education. The amount of salary increases resulting from education, however, vary considerably. Some departments offer a flat amount (\$720 being the most common figure); others offer a percentage increase based upon an officer's salary. At least two give increases based upon the amount of education obtained.

Similarly, eighteen departments use education as at least a partial basis for promotion. Of this number, eight also provide for increases based upon educational achievement. Again, there is a slight tendency for the larger agencies to offer this benefit; eight of the 23 departments serving populations of over 15,000 provide this benefit (35%), while only 10 of the 44 departments (23%) serving smaller communities mention providing this.

Forty-seven of the 67 departments listed in this report offer at least one of the five benefits discussed above, thus either encouraging or facilitating college coursework by their officers.

TABLE 13
EDUCATIONAL BENEFITS
OF POLICE DEPARTMENTS (FY 1984) #

CITY	POPULATION	ADJUSTING ^a SCHEDULES	TIME OFF ^b WITH PAY	BOOKS/TUITION ^c SUBSIDIZED	MAX. AMOUNT ^d PER OFFICER	SALARY ^e INCREASE	MAX. AMOUNT ^f PER OFFICER	BASIS FOR ^g PROMOTION
DES MOINES	191,003	-	-	X	\$600/OFFICER	X	FOOTNOTE *	X
CEDAR RAPIDS	110,243	-	-	-	-	-	-	-
DAVENPORT	103,264	X	-	X	NO LIMIT	X	\$750/YR.	-
SIOUX CITY	82,003	-	-	-	-	-	-	-
WATERLOO	75,985	-	-	-	-	-	-	-
DUBUQUE	62,321	X	-	-	-	X	5% SALARY **	-
COUNCIL BLUFFS	56,449	-	-	-	-	X	\$1,320/YR.	-
IOWA CITY	50,508	X	-	-	-	-	-	-
AMES	45,775	-	-	X	NO LIMIT	X	\$600/YR.	X
CEDAR FALLS	36,322	X	-	X	NO LIMIT	-	-	-
CLINTON	32,828	X	X	X	NO LIMIT	X	\$720/YR.	-
MASON CITY	30,144	X	-	-	-	X	\$540/YR.	X
BURLINGTON	29,529	X	X	-	-	-	-	X
FORT DODGE	29,423	-	-	-	-	X	5% SALARY	-
BETTENDORF	27,381	X	-	X	\$45/CREDIT	X	\$300/YR. ***	X
OTTUMWA	27,381	-	-	-	-	-	-	-
MARSHALLTOWN	26,938	-	-	-	-	-	-	-
MUSCATINE	23,467	-	-	-	-	-	-	-
WEST DES MOINES	21,894	-	-	X	NO LIMIT	-	-	-
MARION	19,474	-	-	X	NO LIMIT	X	\$720/YR.	X
URBANDALE	17,869	X	-	-	-	X	\$1,000/YR.	X
ANKENY	15,429	X	-	X	NO LIMIT	-	-	X

* Promotional eligibility based on number of college credit hours.
** 5% for patrol officers, 4.5% for sergeants, and 4% for captains.

*** M.A. Degree - \$300, B.A. - \$200, A.A. - \$100.
FY 1984 (July 1, 1983 - June 30, 1984)

CITY	POPULATION	ADJUSTING SCHEDULES ^a	TIME OFF WITH PAY ^b	BOOKS/TUITION ^c SUBSIDIZED	MAX. AMOUNT ^d PER OFFICER	SALARY ^e INCREASE	MAX. AMOUNT ^f PER OFFICER	BASIS FOR ^g PROMOTION
NEWTON	15,292	X	X	-	-	X	\$480/YR.	-
KEOKUK	13,536	-	-	-	-	-	-	-
FORT MADISON	13,520	X	-	X	75% REIMBURSED *	X	\$720/YR.	-
BOONE	12,602	X	-	-	-	-	-	X
SPENCER	11,726	-	-	-	-	-	-	-
INDIANOLA	10,843	X	X	-	-	-	-	-
OSKALOOSA	10,629	X	-	X	NO LIMIT	-	-	-
CARROLL	9,705	X	X	-	-	-	-	-
FAIRFIELD	9,428	-	-	-	-	-	-	-
GRINNELL	8,868	-	-	-	-	-	-	X
STORM LAKE	8,814	X	-	-	-	-	-	-
CHARLES CITY	8,778	X	X	X	NO LIMIT	-	-	-
WEBSTER CITY	8,572	-	-	-	-	-	-	-
WAVERLY	8,444	X	-	-	-	-	-	-
CRESTON	8,429	-	-	-	-	-	-	-
PELLA	8,349	-	-	-	-	-	-	X
LE MARS	8,276	X	-	-	-	-	-	-
KNOXVILLE	8,143	X	-	-	-	-	-	X
DECORAH	7,991	X	X	X	NO LIMIT	-	-	X
ATLANTIC	7,789	X	-	-	-	-	-	-
CORALVILLE	7,687	X	-	-	-	-	-	-
OELWEIN	7,564	X	X	X	NO LIMIT	-	-	-
ESTHERVILLE	7,518	X	X	-	-	X	\$300/YR.	X
CLEAR LAKE	7,458	-	-	X	NO LIMIT	-	-	-
MOUNT PLEASANT	7,322	-	-	-	-	-	-	-
PERRY	7,053	X	-	-	-	X	-	-
CHEROKEE	7,004	X	X	-	-	-	FOOTNOTE **	-

* 75% Reimbursement for "C" grade or better.

** 15+ yrs. w/ dept.: B.A. degree - \$3,640, A.A. degree - \$3,120; 3-15 yrs.: B.A. - \$728, A.A. - \$624.

<u>CITY</u>	<u>POPULATION</u>	<u>ADJUSTING</u> <u>SCHEDULES</u> ^a	<u>TIME OFF</u> <u>WITH PAY</u> ^b	<u>BOOKS/TUITION</u> <u>SUBSIDIZED</u> ^c	<u>MAX. AMOUNT</u> <u>PER OFFICER</u> ^d	<u>SALARY</u> <u>INCREASE</u> ^e	<u>MAX. AMOUNT</u> <u>PER OFFICER</u> ^f	<u>BASIS FOR</u> <u>PROMOTION</u> ^g
RED OAK	6,810	X	-	-	-	-	-	-
DENISON	6,675	-	-	-	-	-	-	-
WASHINGTON	6,584	-	X	-	-	-	-	-
CENTERVILLE	6,558	X	-	X	NO LIMIT	-	-	-
INDEPENDENCE	6,392	X	X	X	NO LIMIT	-	-	X
MAQUOKETA	6,313	-	X	-	-	X	\$720/YR.	-
ALGONA	6,289	X	-	X	\$250/OFFICER	-	-	X
SHENANDOAH	6,274	X	X	X	NO LIMIT	-	-	-
IOWA FALLS	6,174	X	X	X	NO LIMIT	-	-	X
NEVADA	5,912	-	-	-	-	-	-	-
CLIVE	5,906	X	-	X	NO LIMIT	-	-	-
ALTOONA	5,764	X	-	X	NO LIMIT	-	-	-
WINDSOR HEIGHTS	5,632	-	-	-	-	-	-	-
CLARINDA	5,458	-	-	-	-	-	-	-
HARLAN	5,357	X	X	-	-	X	\$576/YR.	X
GLENWOOD	5,280	-	-	-	-	-	-	-
VINTON	5,040	-	-	-	-	-	-	-
SHELDON	5,003	-	X	X	NO LIMIT	-	-	-
TOTALS:		37	17	23	-	17	-	18

Explanation of Footnotes:

^a Adjusting schedules to facilitate class attendance.

^b Allowing time off with pay to attend class.

^c Department or city subsidizes books and tuition.

^d Maximum amount of reimbursement per officer.

^e Increasing pay based upon number of college credits.

^f Maximum amount given per officer.

^g Using education as part of the basis for promotion.

NO LIMIT - means officers are reimbursed at 100% until the departmental budget is depleted.

TABLE 14
STATUS OF COLLECTIVE BARGAINING UNIONS
IN POLICE DEPARTMENTS (JULY 1, 1983)

Table 14 examines the status of collective bargaining among law enforcement agencies, identifying both current and potential members as well as those departments which have withdrawn their membership from unions. Of the 67 police departments cited in this report, 43 (64%) indicated current membership of their officers with some type of union. Not surprisingly, the majority of law enforcement agencies with union affiliation are found in the larger cities, as evidenced by the fact that all cities of at least 12,000 population have union members on their police departments.

A closer examination of the 43 agencies with collective bargaining representation shows that over half (23) have officers belonging to local labor/teamsters unions, while another 16 are affiliated with city/private unions. Only four departments indicate having membership with some type of police union.

Of the remaining 24 agencies (of 67) that are not affiliated with a collective bargaining unit, three indicated some intent on the part of their officers to join a union in the near future. One city expressed interest in membership with a local labor/teamsters group while the other two municipalities were undecided as to the type of union their officers may join.

There has apparently been some dissatisfaction on the part of officers with union activities as four departments have previously withdrawn memberships. Officers serving Spencer and Windsor Heights, formerly city/private union members, have cancelled their union memberships. Spencer is currently not affiliated with any type of union whereas Windsor Heights has since joined a local labor/teamsters union. Two additional cities, Decorah and Maquoketa were both members of a local labor/teamsters union but have since terminated their memberships. Decorah police officers are now represented by a city/private union while those in Maquoketa continue to be non-union members.

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TABLE 14
STATUS OF COLLECTIVE BARGAINING UNIONS
IN POLICE DEPARTMENTS (JULY 1, 1983)

CITY	POPULATION	TYPES OF UNIONS					POTENTIAL MEMBER	TYPES OF UNIONS				NOT DETERMINED
		CURRENT MEMBER	LOCAL LABOR/ TEAMSTERS	POLICE	CITY/ PRIVATE			LOCAL LABOR/ TEAMSTERS	POLICE	CITY/ PRIVATE		
DES MOINES	191,003	X	-	-	X		-	-	-	-	-	-
CEDAR RAPIDS	110,243	X	X	-	-		-	-	-	-	-	-
DAVENPORT	103,264	X	-	-	X		-	-	-	-	-	-
SIOUX CITY	82,003	X	-	X	-		-	-	-	-	-	-
WATERLOO	75,985	X	-	-	X		-	-	-	-	-	-
DUBUQUE	62,321	X	-	-	X		-	-	-	-	-	-
COUNCIL BLUFFS	56,449	X	-	X	-		-	-	-	-	-	-
IOWA CITY	50,508	X	-	-	X		-	-	-	-	-	-
AMES	45,775	X	X	-	-		-	-	-	-	-	-
CEDAR FALLS	36,322	X	X	-	-		-	-	-	-	-	-
CLINTON	32,828	X	-	-	X		-	-	-	-	-	-
MASON CITY	30,144	X	X	-	-		-	-	-	-	-	-
BURLINGTON	29,529	X	X	-	-		-	-	-	-	-	-
FORT DODGE	29,423	X	X	-	-		-	-	-	-	-	-
BETTENDORF	27,381	X	-	-	X		-	-	-	-	-	-
OTTUMWA	27,381	X	X	-	-		-	-	-	-	-	-
MARSHALLTOWN	26,938	X	X	-	-		-	-	-	-	-	-
MUSCATINE	23,467	X	X	-	-		-	-	-	-	-	-
WEST DES MOINES	21,894	X	X	-	-		-	-	-	-	-	-
MARION	19,474	X	-	-	X		-	-	-	-	-	-
URBANDALE	17,869	X	X	-	-		-	-	-	-	-	-

*Indicated some intent for officers to join a collective bargaining unit in the near future.

CITY	POPULATION	TYPES OF UNIONS					POTENTIAL MEMBER	TYPES OF UNIONS					NOT DETERMINED
		CURRENT MEMBER	LOCAL LABOR/ TEAMSTERS	POLICE	CITY/ PRIVATE	LOCAL LABOR/ TEAMSTERS		POLICE	CITY/ PRIVATE				
ANKENY	15,429	X	X	-	-	-	-	-	-	-	-	-	
NEWTON	15,292	X	-	-	X	-	-	-	-	-	-	-	
KEOKUK	13,536	X	X	-	-	-	-	-	-	-	-	-	
FORT MADISON	13,520	X	X	-	-	-	-	-	-	-	-	-	
BOONE	12,602	X	-	-	X	-	-	-	-	-	-	-	
W SPENCER	11,726	-	-	-	-	-	-	-	-	-	-	-	
INDIANOLA	10,843	X	-	-	X	-	-	-	-	-	-	-	
OSKALOOSA	10,629	-	-	-	-	-	-	-	-	-	-	-	
CARROLL	9,705	-	-	-	-	X	-	-	-	-	X	-	
FAIRFIELD	9,428	-	-	-	-	-	-	-	-	-	-	-	
GRINNELL	8,868	X	X	-	-	-	-	-	-	-	-	-	
STORM LAKE	8,814	-	-	-	-	X	-	-	-	-	X	-	
CHARLES CITY	8,778	X	X	-	-	-	-	-	-	-	-	-	
WEBSTER CITY	8,572	X	-	-	X	-	-	-	-	-	-	-	
WAVERLY	8,444	X	X	-	-	-	-	-	-	-	-	-	
CRESTON	8,429	X	X	-	-	-	-	-	-	-	-	-	
PELLA	8,349	-	-	-	-	-	-	-	-	-	-	-	
LE MARS	8,276	-	-	-	-	-	-	-	-	-	-	-	
KNOXVILLE	8,143	-	-	-	-	-	-	-	-	-	-	-	
W DECORAH	7,991	X	-	-	X	-	-	-	-	-	-	-	
ATLANTIC	7,789	-	-	-	-	-	-	-	-	-	-	-	
CORALVILLE	7,687	X	-	X	-	-	-	-	-	-	-	-	
OELWEIN	7,564	X	-	-	X	-	-	-	-	-	-	-	
ESTHERVILLE	7,518	X	-	-	X	-	-	-	-	-	-	-	
CLEAR LAKE	7,458	X	X	-	-	-	-	-	-	-	-	-	

*Indicated some intent for officers to join a collective bargaining unit in the near future.

^WIndicated having withdrawn its membership from a union in the past (Spencer from a city/private and Decorah from a local labor/teamsters.)

CITY	POPULATION	TYPES OF UNIONS				POTENTIAL MEMBER	TYPES OF UNIONS				NOT DETERMINED
		CURRENT MEMBER	LOCAL LABOR/ TEAMSTERS	POLICE	CITY/ PRIVATE		LOCAL LABOR/ TEAMSTERS	POLICE	CITY/ PRIVATE		
MOUNT PLEASANT	7,322	-	-	-	-	-	-	-	-	-	
PERRY	7,053	-	-	-	-	-	-	-	-	-	
CHEROKEE	7,004	X	-	-	X	-	-	-	-	-	
RED OAK	6,810	-	-	-	-	-	-	-	-	-	
DENISON	6,675	-	-	-	-	-	-	-	-	-	
WASHINGTON	6,584	X	X	-	-	-	-	-	-	-	
CENTERVILLE	6,558	X	-	X	-	-	-	-	-	-	
INDEPENDENCE	6,392	-	-	-	-	-	-	-	-	-	
W MAQUOKETA	6,313	-	-	-	-	-	-	-	-	-	
ALGONA	6,289	-	-	-	-	-	-	-	-	-	
SHENANDOAH	6,274	-	-	-	-	-	-	-	-	-	
IOWA FALLS	6,174	X	X	-	-	-	-	-	-	-	
NEVADA	5,912	-	-	-	-	-	-	-	-	-	
CLIVE	5,906	-	-	-	-	-	-	-	-	-	
ALTOONA	5,764	X	X	-	-	-	-	-	-	-	
W WINDSOR HEIGHTS	5,632	X	X	-	-	-	-	-	-	-	
CLARINDA	5,458	-	-	-	-	-	-	-	-	-	
HARLAN	5,357	-	-	-	-	-	-	-	-	-	
GLENWOOD	5,280	-	-	-	-	-	-	-	-	-	
VINTON	5,040	-	-	-	-	X	X	-	-	-	
SHELDON	5,003	-	-	-	-	-	-	-	-	-	
TOTALS:		43	23	4	16	3	1	0	0	2	

*Indicated some intent for officers to join a collective bargaining unit in the near future.

^WIndicated having withdrawn its membership from a union in the past (Maquoketa from a local labor/teamsters union and Windsor Heights from a city/private union).

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TABLE 15

CALLS FOR SERVICE AND INVESTIGATIONS CONDUCTED
BY POLICE DEPARTMENTS (DURING 1982)

Table 15 presents the number of calls for service and investigations conducted by police departments during calendar year 1982. Sixty of the 67 agencies (90%) supplied data regarding calls for service, totalling more than 1,000,000 for that year.

Data pertaining to investigations were apparently more difficult to obtain, as approximately one-third of the departments were unable to provide information, thereby limiting the opportunity to draw inferences from available figures.

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

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TABLE 15
CALLS FOR SERVICE AND INVESTIGATIONS CONDUCTED
BY POLICE DEPARTMENTS (DURING 1982) #

INVESTIGATIONS						INVESTIGATIONS					
CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL	CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL
DES MOINES	191,003	196,500	55,000	22,500	77,500	WEST DES MOINES	21,894	14,900	4,230	1,500	5,730
CEDAR RAPIDS	110,243	75,000	.	.	NA	MARION	19,474	12,035	2,545	641	3,186
DAVENPORT	103,264	87,513	19,108	8,369	27,477	URBANDALE	17,869	24,313	8,844	1,276	10,120
SIOUX CITY	82,003	48,535	6,308	5,227	11,535	ANKENY	15,429	9,134	2,579	917	3,496
WATERLOO	75,985	36,418	10,935	.	10,935	NEWTON	15,292	7,541	501	167	668
DUBUQUE	62,321	30,929	.	.	NA	KEOKUK	13,536	1,520	1,368	143	1,511
COUNCIL BLUFFS	56,449	26,154	4,289	1,960	6,249	FORT MADISON	13,520	11,861	1,902	.	1,902
IOWA CITY	50,508	79,465	4,943	2,874	7,817	BOONE	12,602	10,121	621	297	918
AMES	45,775	10,331	5,348	1,994	7,342	SPENCER	11,726	10,452	10,452	.	NA
CEDAR FALLS	36,322	17,484	1,357	1,682	3,039	INDIANOLA	10,843	NA	.	.	NA
CLINTON	32,828	18,745	.	1,221	NA	OSKALOOSA	10,629	6,265	1,280	814	2,094
MASON CITY	30,144	14,933	3,528	.	NA	CARROLL	9,705	3,868	1,459	.	1,459
BURLINGTON	29,529	16,646	.	.	NA	FAIRFIELD	9,428	7,570	150	.	150
FORT DODGE	29,423	NA	.	.	NA	GRINNELL	8,868	6,940	490	360	850
BETTENDORF	27,381	13,123	.	.	NA	STORM LAKE	8,814	7,338	1,507	.	1,507
OTTUMWA	27,381	15,619	2,303	1,952	4,255	CHARLES CITY	8,773	6,909	1,212	727	1,939
MARSHALLTOWN	26,938	14,974	5,657	1,902	7,559	WEBSTER CITY	8,572	17,859	1,230	635	1,865
MUSCATINE	23,467	17,198	.	.	NA	WAVERLY	8,444	613	140	65	205

NA
Not available.

Calendar Year 1982 (January 1 - December 31).

I N V E S T I G A T I O N S						I N V E S T I G A T I O N S					
CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL	CITY	POPULATION	CALLS FOR SERVICE	PRELIM.	FOLLOW- UP	TOTAL
CRESTON	8,429	3,933	432	11	443	CENTERVILLE	6,558	NA.	1,956	.	1,956
PELLA	8,349	20,000	90	.	90	* INDEPENDENCE	6,392	4,339	2,360	.	2,360
LE MARS	8,276	1,024	725	282	1,007	MAQUOKETA	6,313	6,216	374	.	NA
KNOXVILLE	8,143	6,034	655	.	NA	ALGONA	6,289	3,238	141	141	282
DECORAH	7,991	5,462	909	.	909	SHENANDOAH	6,274	NA	.	.	NA
ATLANTIC	7,789	4,000	2,200	900	3,100	IOWA FALLS	6,174	6,800	192	.	192
CORALVILLE	7,687	18,246	1,663	404	2,067	NEVADA	5,912	4,905	345	23	368
OELWEIN	7,564	2,744	220	.	220	CLIVE	5,906	2,955	.	.	NA
ESTHERVILLE	7,518	3,404	.	.	NA	ALTOONA	5,764	3,764	.	.	NA
CLEAR LAKE	7,458	6,985	.	.	NA	WINDSOR HEIGHTS	5,632	15,728	968	150	1,118
MOUNT PLEASANT	7,322	NA	.	.	NA	CLARINDA	5,458	NA	700	.	NA
PERRY	7,053	36,317	4,683	.	4,683	HARLAN	5,357	7,556	3,400	183	3,583
CHEROKEE	7,004	5,040	350	.	350	GLENWOOD	5,280	1,902	279	.	279
RED OAK	6,810	1,968	.	.	NA	VINTON	5,040	7,300	3,100	2,000	5,100
DENISON	6,675	3,090	130	30	160	SHELDON	5,003	NA	.	.	NA
WASHINGTON	6,584	2,395	1,508	887	2,395						

TOTAL NUMBER OF CALLS FOR SERVICE: 1,064,191

NUMBER OF INVESTIGATIONS (PRELIM. AND FOLLOW-UP) ARE NOT GIVEN DUE TO INABILITY OF DEPARTMENTS TO
PROVIDE NECESSARY FIGURES.

NA
Not available.

*Incomplete data - all calls were not recorded.

TABLE 16

CRIME PREVENTION PROGRAMS ADMINISTERED
BY POLICE DEPARTMENTS (JULY 1, 1983)

Crime prevention programs operated by local law enforcement agencies at the beginning of fiscal year 1984 are identified in Table 16. The table shows that there are 410 separate programs being offered by the departments included in this volume. This computes to an average of just over six per agency.

The most common crime prevention program listed by these departments is a speaker's bureau to address citizen groups on crime prevention, with 55 of the 67 departments (82%) providing this service. Next most frequent is Operation ID (reported by 76%), a program in which agencies encourage citizens and businesses to engrave numbers on property to facilitate tracing items in the event of theft. The only other programs offered by more than half the departments are Neighborhood Watch (43 departments, or 64%) and Blue Star (40 departments, or 60%), a program designed to offer havens for children who feel threatened outside their homes; and Bicycle Safety, a program included in the table's "other" category (40 departments).

Several of the programs listed in the "other" category were found relatively frequently, with Drug Education (reported by 34%, or 23 agencies) and Security Inspections--business and residential (cited by 16%, 11 departments) most common.

The range of crime prevention programs offered by these departments shows clearly that law enforcement in Iowa is targeting its resources on the types of crime which pose the State's most serious problems. Larceny--the most frequent crime in Iowa--is a target in Operation ID, Larceny-Theft programs, Neighborhood Watch, and Bicycle Safety. Burglary--the second most common crime--is a target of Operation ID, Neighborhood Watch, Burglary prevention programs, Security Inspections, Crime Stoppers, Citizens on Patrol, and Vacation House Checks.

Other programs deal with protecting specific groups of citizens (Blue Star, Bunco, Child Find, School Crossing Guards) or with assisting law enforcement in strengthening its relationship with citizens, in particular, children (Officer Friendly, School Liaison, Puppet Shows, Officer Bill).

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TABLE 16
CRIME PREVENTION PROGRAMS ADMINISTERED
BY POLICE DEPARTMENTS (JULY 1, 1983)

CITY	POPULATION	OPERATION ID	NEIGHBOR- HOOD WATCH	BURGLARY	HELP ELIM. ARMED ROB.	HIDDEN CAMERA	LARCENY- THEFT	VANDALISM	BLUE STAR (CHILDREN)	BUNCO (ELDERLY)	FIREARMS SAFETY	SPEAKERS- CRIME PREV.	OTHERS **
DES MOINES	191,003	X	X	X	X	X	X	X	X	X	X	X	a,b,c
CEDAR RAPIDS	110,243	X	X	X	-	X	X	X	-	X	-	X	d,f,q
DAVENPORT	103,264	X	X	-	-	-	X	-	-	-	-	X	a,c,g
SIOUX CITY	82,003	X	X	X	-	X	-	-	X	-	-	X	-
WATERLOO	75,985	X	X	-	X	X	-	-	X	X	-	X	a,c
DUBUQUE	62,321	X	X	X	-	X	-	X	X	-	-	X	a,d
COUNCIL BLUFFS	56,449	X	X	X	-	-	-	-	-	-	-	X	h
IOWA CITY	50,508	-	-	-	-	-	-	-	-	-	-	-	(No active programs)
AMES	45,775	X	X	X	-	-	X	X	X	-	-	X	a,b,i
CEDAR FALLS	36,322	X	X	X	-	-	X	X	X	-	-	X	a,b,c,j
CLINTON	32,828	X	X	-	-	-	X	X	X	X	X	X	a,b,k
MASON CITY	30,144	X	X	X	-	-	X	X	X	X	X	X	a,c
BURLINGTON	29,529	-	-	-	-	-	-	-	-	-	-	-	(No active programs)
FORT DODGE	29,423	X	X	-	-	-	-	-	X	-	-	X	-
BETTENDORF	27,381	X	X	-	-	-	X	X	-	-	-	X	a
OTTUMWA	27,381	-	-	-	-	-	-	-	-	-	-	-	(No active programs)
MARSHALLTOWN	26,938	X	X	-	-	-	-	-	X	X	-	X	a,b,c,e
MUSCATINE	23,467	-	X	-	-	-	-	-	X	-	-	X	-

** Explanation of Footnotes - see last page of table.

CITY	POPULATION	OPERATION ID	NEIGHBOR- HOOD WATCH	BURGLARY	HELP ELIM. ARMED ROB.	HIDDEN CAMERA	LARCENY- THEFT	VANDALISM	BLUE STAR (CHILDREN)	BUNCO (ELDERLY)	FIREARMS SAFETY	SPEAKERS- CRIME PREV.	OTHERS **
WEST DES MOINES	21,894	X	X	X	-	-	X	-	X	-	-	X	1
MARION	19,474	X	X	X	-	-	X	X	-	-	-	-	1
URBANDALE	17,869	X	X	X	-	X	-	X	X	-	X	X	a,b,1
ANKENY	15,429	X	X	X	X	-	X	X	X	X	X	X	-
NEWTON	15,292	-	-	-	-	-	X	X	X	-	-	X	a
KEOKUK	13,536	X	X	X	-	-	X	X	-	-	-	X	a,c
FORT MADISON	13,520	X	-	-	-	-	-	-	-	-	X	X	b
BOONE	12,602	X	X	-	-	-	X	X	X	X	-	X	-
SPENCER	11,726	X	X	X	-	-	X	X	X	-	X	-	a
INDIANOLA	10,843	X	-	-	-	-	-	-	X	-	-	X	a
OSKALOOSA	10,629	X	X	X	X	-	X	X	X	X	-	X	a,b,m
CARROLL	9,705	X	-	X	-	-	X	X	X	-	X	X	a,b,c
FAIRFIELD	9,428	-	-	-	-	-	-	-	-	-	X	X	h
GRINNELL	8,868	-	-	-	-	-	-	X	X	-	-	-	-
STORM LAKE	8,814	X	X	-	-	-	-	-	X	X	-	X	a,m,n
CHARLES CITY	8,778	X	X	-	-	-	-	X	X	X	X	X	a
WEBSTER CITY	8,572	X	X	-	-	-	-	-	X	-	-	X	a,b
WAVERLY	8,444	X	X	-	-	-	-	-	-	-	X	X	a,b
CRESTON	8,429	X	X	-	-	-	-	X	X	-	X	X	-
PELLA	8,349	-	-	-	-	-	-	-	-	-	-	-	-
LE MARS	8,276	X	X	-	-	X	-	-	X	-	-	X	a,h,m

(No active programs)

** Explanation of Footnotes - see last page of table.

CITY	POPULATION	OPERATION ID	NEIGHBOR- HOOD WATCH	BURGLARY	HELP ELIM. ARMED ROB.	HIDDEN CAMERA	LARCENY- THEFT	VANDALISM	BLUE STAR (CHILDREN)	BUNCO (ELDERLY)	FIREARMS SAFETY	SPEAKERS- CRIME PREV.	OTHERS **
KNOXVILLE	8,143	X	-	-	-	-	-	-	X	-	X	X	-
DECORAH	7,991	-	-	-	-	X	-	-	-	-	-	X	a,b,l
ATLANTIC	7,789	X	X	X	-	-	X	X	X	-	X	X	a,b,i
CORALVILLE	7,687	X	X	X	-	-	-	-	X	-	X	X	a,b,c
OELWEIN	7,564	-	X	-	-	-	-	-	-	-	-	-	a,b
ESTHERVILLE	7,518	X	X	X	-	-	X	X	-	-	X	X	a,c
CLEAR LAKE	7,458	X	X	X	-	-	-	X	-	-	X	X	a,b
MOUNT PLEASANT	7,322	X	-	-	-	-	-	-	-	-	-	X	a,b,o
PERRY	7,053	X	-	-	-	-	-	-	-	-	-	X	-
CHEROKEE	7,004	X	X	-	-	-	-	-	-	-	X	X	a
RED OAK	6,810	-	X	-	-	-	-	-	X	-	-	X	a,b,e
DENISON	6,675	-	-	-	-	-	-	-	-	-	-	-	-
WASHINGTON	6,584	-	-	-	-	-	-	-	-	-	-	-	-
CENTERVILLE	6,558	X	-	-	-	-	-	-	X	-	-	X	a
INDEPENDENCE	6,392	X	-	X	-	-	X	X	-	X	-	X	a,b,c
MAQUOKETA	6,313	X	-	-	-	-	-	-	X	-	X	X	b,d,h
ALGONA	6,289	-	-	-	-	-	-	-	X	-	-	X	p
SHENANDOAH	6,274	X	X	-	-	-	-	X	-	-	X	X	a,b
IOWA FALLS	6,174	X	X	-	-	-	-	-	X	-	X	X	a
NEVADA	5,912	-	X	-	-	-	-	-	X	-	-	X	-

** Explanation of Footnotes - see last page of table.

(No active programs)

(No active programs)

CITY	POPULATION	OPERATION ID	NEIGHBORHOOD WATCH	BURGLARY	HELP ELIM. ARMED ROB.	HIDDEN CAMERA	LARCENY-THEFT	VANDALISM	BLUE STAR (CHILDREN)	BUNCO (ELDERLY)	FIREARMS SAFETY	SPEAKERS-CRIME PREV.	OTHERS**
CLIVE	5,906	X	X	-	-	-	-	-	X	-	-	X	k
ALTOONA	5,764	X	X	X	-	-	-	X	X	-	X	X	a,h
WINDSOR HEIGHTS	5,632	X	X	X	-	-	X	X	X	-	-	X	a,b
CLARINDA	5,458	X	-	-	-	-	-	-	X	-	-	-	-
HARLAN	5,357	X	-	-	-	-	-	-	X	-	X	X	a,b
GLENWOOD	5,280	X	X	-	-	-	-	-	-	-	-	X	a
VINTON	5,040	X	-	X	-	X	-	-	-	-	-	X	a,b
SHELDON	5,003	-	-	-	-	-	-	-	-	-	-	-	-
TOTALS:		51	43	24	4	9	21	27	40	12	23	55	(No active programs)

****Explanation of Footnotes:**

^a Bicycle Safety

^b Drug Education

^c Security Inspections (Home/Commercial)

^d Officer Friendly

^e School Liaison Program

^f Bomb Squad

^g Explorers (monitor park activity)

^h Crime Stoppers

ⁱ Self-Defense

^j Safety City

^k Puppet Show-Schools

^l Moped Instruction

^m Officer Bill

ⁿ Fingerprinting of Children (Child Find)

^o Vacation House Checks

^p Citizens on Patrol (COP)

^q School Crossing Guards

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TABLE 17

COMPUTERIZED OPERATIONS

OF POLICE DEPARTMENTS (JULY 1, 1983)

Table 17 provides information on computerized operations of police departments in cities greater than 5,000 population. Four of every five agencies report having terminals linked to the Iowa or NCIC System, while only about 19% (13) mentioned having other terminals located in their agencies.

Of those law enforcement operations that could be automated, only payroll was cited frequently, with nearly half (31) of the agencies indicating computerization of their payroll operations. It is evident from the data that larger departments more frequently had access to computer resources than smaller agencies.

In terms of future plans to provide additional computerization, one-fourth (17) of the agencies mentioned an intent to automate in the near future, with some expanding (rather than setting up) computerized functions.

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TABLE 17
COMPUTERIZED OPERATIONS
OF POLICE DEPARTMENTS (JULY 1, 1983)

CITY	POPULATION	TERMINALS		PAYROLL	OFFENSES	INCIDENT- NAME	PROPERTY	U.C.R.	ARRESTS	JUVENILE	CALLS FOR SERVICE	TRAFFIC CITATIONS	WARRANTS	PERSONNEL	OTHERS **	PLANNING TO COMPUTERIZE IN NEAR FUTURE
		NCIC/ IOWA	OTHERS													
DES MOINES	191,003	X	X	X	X	X	-	X	X	-	-	X	X	-	a,b	-
CEDAR RAPIDS	110,243	X	X	X	X	X	X	X	X	X	X	X	X	X	b	-
DAVENPORT	103,264	X	X	X	-	-	-	-	X	-	X	-	X	X	c	-
SIOUX CITY	82,003	X	X	-	-	X	-	X	X	-	-	-	X	-		X
WATERLOO	75,985	X	X	X	X	X	X	X	X	X	X	X	X	X	a,d	-
DUBUQUE	62,321	X	-	X	-	-	-	-	-	-	-	-	-	-		-
COUNCIL BLUFFS	56,449	-	-	X	-	-	-	-	-	-	-	-	-	-		-
IOWA CITY	50,508	X	-	-	-	-	-	-	-	-	-	-	-	-		X
AMES	45,775	X	-	X	X	-	X	X	X	-	-	X	-	X		-
CEDAR FALLS	36,322	X	X	-	X	X	X	X	X	X	X	-	X	-	b	-
CLINTON	32,828	X	X	X	X	-	-	-	-	-	-	-	-	-		X
MASON CITY	30,144	X	-	X	X	-	X	X	X	X	-	-	X	-		-
BURLINGTON	29,529	X	-	-	-	-	-	-	-	-	-	-	-	-		-
FORT DODGE	29,423	X	-	-	-	-	-	-	-	-	-	-	-	-		-
BETTENDORF	27,381	X	X	X	-	X	-	X	X	-	X	X	X	-	e	-
* OTTUMWA	27,381	X	-	X	-	-	-	-	-	-	-	-	-	-		-
MARSHALLTOWN	26,938	X	-	-	-	-	-	-	-	-	-	-	-	-		X
MUSCATINE	23,467	X	-	X	-	-	-	-	-	-	-	-	-	X		X
WEST DES MOINES	21,894	X	-	X	-	-	-	-	-	-	-	-	-	-		X

* Computerized services are provided through the use of a city computer.

** Explanation of Footnotes - see last page of table.

CITY	POPULATION	TERMINALS		PAYROLL	OFFENSES	INCIDENT- NAME	PROPERTY	U.C.R.	ARRESTS	JUVENILE	CALLS FOR SERVICE	TRAFFIC CITATIONS	WARRANTS	PERSONNEL	OTHERS **	PLANNING TO COMPUTERIZE IN NEAR FUTURE
		NCIC/ IOWA	OTHERS													
MARION	19,474	X	X	X	-	-	-	-	-	-	-	X	X	-	-	-
URBANDALE	17,869	X	X	X*	X	X	X	X	X	X	X	-	-	X	a,e	-
ANKENY	15,429	X	-	X	-	-	-	-	-	-	-	-	-	-	-	X
NEWTON	15,292	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KEOKUK	13,536	-	-	X	-	-	-	-	-	-	-	-	-	X	-	-
FORT MADISON	13,520	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-
*BOONE	12,602	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-
SPENCER	11,726	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-
*INDIANOLA	10,843	-	-	X	-	-	-	-	-	-	-	-	-	-	-	X
OSKALOOSA	10,629	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CARROLL	9,705	X	-	X	-	-	-	-	-	-	-	-	-	-	-	X
FAIRFIELD	9,428	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GRINNELL	8,868	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORM LAKE	8,814	-	-	X	-	-	X	-	X	-	X	-	X	-	c,f,g	-
CHARLES CITY	8,778	X	-	-	-	-	-	-	-	-	-	-	-	-	-	X
WEBSTER CITY	8,572	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WAVERLY	8,444	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-
CRESTON	8,429	X	-	X	-	-	-	-	-	-	-	-	-	X	-	-
PELLA	8,349	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LE MARS	8,276	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNOXVILLE	8,143	X	-	-	-	-	-	-	-	-	-	-	-	-	-	X
DECORAH	7,991	X	X	-	X	X	X	X	X	X	X	-	X	X	a,e h,j	-

*Computerized services are provided through the use of a city (or county) computer.

**Explanation of Footnotes - see last page of table.

CITY	POPULATION	TERMINALS												PLANNING TO COMPUTERIZE IN NEAR FUTURE	
		NCIC/ IOWA	OTHERS	PAYROLL	OFFENSES	INCIDENT- NAME	PROPERTY	U.C.R.	ARRESTS	JUVENILE	CALLS FOR SERVICE	TRAFFIC CITATIONS	WARRANTS		PERSONNEL	OTHERS **
ATLANTIC	7,789	X	-	-	-	-	-	-	-	-	-	-	-	-	-
CORALVILLE	7,687	-	X	-	X	X	X	-	X	X	X	-	X	X a,e	-
OELWEIN	7,564	-	-	-	-	-	-	-	-	-	-	-	X	-	-
ESTHERVILLE	7,518	X	-	-	-	-	-	-	-	-	-	-	-	-	-
CLEAR LAKE	7,458	X	-	X	-	-	-	-	-	-	-	-	-	-	-
MOUNT PLEASANT	7,322	X	-	-	-	-	-	-	-	-	-	-	-	-	X
PERRY	7,053	X	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEROKEE	7,004	X	-	X	-	-	-	-	-	-	-	-	-	-	-
RED OAK	6,810	-	-	-	-	-	-	-	-	-	-	-	-	-	-
DENISON	6,675	X	-	-	-	-	-	-	-	-	-	-	-	-	-
WASHINGTON	6,584	X	-	-	-	-	-	-	-	-	-	-	-	-	-
* CENTERVILLE	6,558	X	-	-	-	-	-	-	-	-	-	-	-	-	-
INDEPENDENCE	6,392	X	-	-	-	-	-	-	-	-	-	-	-	-	Undecided
MAQUOKETA	6,313	X	X	-	-	-	-	-	-	-	-	-	-	-	X
ALGONA	6,289	X	-	-	-	-	-	-	-	-	-	-	-	-	X
SHENANDOAH	6,274	-	-	X	-	-	-	-	-	-	-	-	-	b	X
IOWA FALLS	6,174	X	-	X	-	-	-	-	-	-	-	-	-	-	-
NEVADA	5,912	-	-	-	-	-	-	-	-	-	-	-	-	-	-
* CLIVE	5,906	X	-	-	-	-	-	-	-	-	-	-	-	-	-
ALTOONA	5,764	X	-	X	X	X	X	-	X	X	-	-	-	-	Undecided
WINDSOR HEIGHTS	5,632	X	-	-	-	-	-	-	-	-	-	X	-	a,e	-

*These departments are undecided regarding plans to computerize their operations.
 ** Explanation of Footnotes - see last page of table.

CITY	POPULATION	TERMINALS		PAYROLL	OFFENSES	INCIDENT- NAME	PROPERTY	U.C.R.	ARRESTS	JUVENILE	CALLS FOR SERVICE	TRAFFIC CITATIONS	WARRANTS	PERSONNEL	OTHERS **	PLANNING TO COMPUTERIZE IN NEAR FUTURE
		NCIC/ IOWA	OTHERS													
CLARINDA	5,458	X	-	X	-	-	-	-	-	-	-	-	-	-	-	-
HARLAN	5,357	X	-	-	-	-	-	-	-	-	-	-	-	-	-	X
GLENWOOD	5,280	X	-	-	-	-	-	-	-	-	-	-	-	-	-	-
VINTON	5,040	-	-	X	-	-	-	-	-	-	-	-	X	-	c	X
SHELDON	5,003	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOTALS:		54	13	31	11	10	10	10	14	8	9	6	14	10	-	17

** Explanation of Footnotes:

^aCase investigations

^fHouse Watches (vacation time)

^bFleet management

^gDog Licenses

^cComputer-aided dispatch (CAD)

^hTraffic accidents

^dCASS and IMIS

^jWord processing

^eSuspect-Name

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TABLE 18
INSERVICE TRAINING REQUIREMENTS
OF POLICE DEPARTMENTS (DURING FY 1983)

Table 18 presents information relating to the inservice training received by police officers in Iowa. It indicates whether inservice training is required or optional, the number of officers receiving such training during FY 1983, and whether departments are providing inservice training to other agencies.

Inservice training was defined in the survey as annual, routine training designed to maintain, update, and improve knowledge and skills of sworn departmental personnel, e.g. refresher courses. Such training is becoming a standard practice among Iowa law enforcement agencies, with 55 of the 67 listed in this volume (82%) requiring this, and 15 agencies offering optional training. (Note: three agencies offer both required and optional training). The degree to which such has become accepted is shown by the percentage of officers having training during the past fiscal year: 1,814 (of the 2,130 officers serving agencies in this report) received training during fiscal year 1983, with 1,126 of these (62%) receiving at least 40 hours or more of training. Only 316 officers (15%) were reported as having received no inservice training.

As might be expected, the larger departments most frequently offered their expertise by providing training to officers in other agencies. Approximately one-half of the departments listed here provide inservice training to other departments, with eight of the nine largest cities (89%) providing such services.

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TABLE 18
INSERVICE TRAINING REQUIREMENTS
OF POLICE DEPARTMENTS (DURING FY 1983) *

CITY	POPULATION	ANNUAL, ROUTINE INSERV. TRAINING		NUMBER OF OFFICERS				DEPT. PROVIDES INSERV. TRAINING TO OTHER DEPTS
		REQUIRED/OPTIONAL		RECEIVED NONE	RECEIVED 1-39 HRS.	RECEIVED 40+ HRS.	TOTAL	
DES MOINES	191,003	X	-	15	.	314	329	X
CEDAR RAPIDS	110,243	X	-	.	.	151	151	X
DAVENPORT	103,264	X	-	3	52	93	148	X
SIOUX CITY	82,003	X	-	.	.	108	108	-
WATERLOO	75,985	X	-	127	3	5	135	X
DUBUQUE	62,321	X	-	3	2	69	74	X
COUNCIL BLUFFS	56,449	X	-	1	.	94	95	X
IOWA CITY	50,508	X	-	4	50	.	54	X
**AMES	45,775	X	X	.	48	.	48	X
CEDAR FALLS	36,322	X	-	.	45	.	45	-
CLINTON	32,828	X	-	32	1	11	44	-
**MASON CITY	30,144	X	X	.	27	16	43	X
BURLINGTON	29,529	X	-	.	34	.	34	X
FORT DODGE	29,423	X	-	3	29	16	48	-
BETTENDORF	27,381	X	-	1	22	7	30	-
**OTTUMWA	27,381	X	X	.	32	4	36	-
MARSHALLTOWN	26,938	X	-	.	.	41	41	X
MUSCATINE	23,467	-	X	10	8	14	32	-
WEST DES MOINES	21,894	-	X	.	15	12	27	X
MARION	19,474	X	-	.	15	8	23	-
URBANDALE	17,869	X	-	.	.	28	28	X

*FY 1983 (July 1, 1982 - June 30, 1983)

**Some inservice training courses are required while others are optional.

CITY	POPULATION	ANNUAL, ROUTINE INSERV. TRAINING		NUMBER OF OFFICERS				DEPT. PROVIDES INSERV. TRAINING TO OTHER DEPTS
		REQUIRED/OPTIONAL		RECEIVED NONE	RECEIVED 1-39 HRS.	RECEIVED 40+ HRS.	TOTAL	
ANKENY	15,429	X	-	.	19	.	19	X
NEWTON	15,292	X	-	8	18	.	26	-
KEOKUK	13,536	X	-	20	1	5	26	X
FORT MADISON	13,520	X	-	4	15	6	25	-
BOONE	12,602	X	-	6	7	3	16	-
SPENCER	11,726	-	X	.	.	18	18	-
INDIANOLA	10,843	X	-	.	11	.	11	-
OSKALOOSA	10,629	X	-	.	13	4	17	X
CARROLL	9,705	X	-	.	14	.	14	X
FAIRFIELD	9,428	X	-	11	.	1	12	X
GRINNELL	8,868	-	X	9	2	.	11	-
STORM LAKE	8,814	X	-	.	12	.	12	X
CHARLES CITY	8,778	X	-	.	7	6	13	-
WEBSTER CITY	8,572	X	-	.	14	.	14	-
WAVERLY	8,444	X	-	.	2	10	12	X
CRESTON	8,429	X	-	.	9	.	9	X
PELLA	8,349	X	-	.	.	9	9	X
LE MARS	8,276	X	-	.	9	3	12	-
KNOXVILLE	8,143	X	-	.	4	7	11	-
DECORAH	7,991	X	-	1	10	1	12	-
ATLANTIC	7,789	X	-	.	9	4	13	X
CORALVILLE	7,687	X	-	.	.	16	16	X
OELWEIN	7,564	X	-	7	.	3	10	X
ESTHERVILLE	7,518	X	-	.	12	.	12	X
CLEAR LAKE	7,458	X	-	2	5	7	14	X

CITY	POPULATION	ANNUAL, ROUTINE INSERV. TRAINING		NUMBER OF OFFICERS				DEPT. PROVIDES INSERV. TRAINING TO OTHER DEPTS
		REQUIRED/OPTIONAL		RECEIVED NONE	RECEIVED 1-39 HRS.	RECEIVED 40+ HRS.	TOTAL	
MOUNT PLEASANT	7,322	X	-	6	5	.	11	-
PERRY	7,053	-	X	5	3	2	10	-
CHEROKEE	7,004	X	-	.	8	2	10	-
RED OAK	6,810	X	-	.	9	.	9	X
DENISON	6,675	X	-	.	6	5	11	-
WASHINGTON	6,584	-	X	6	2	1	9	X
CENTERVILLE	6,558	X	-	.	11	.	11	-
INDEPENDENCE	6,392	X	-	.	11	.	11	X
MAQUOKETA	6,313	-	X	2	6	2	10	-
ALGONA	6,289	X	-	8	3	1	12	X
SHENANDOAH	6,274	X	-	.	9	.	9	-
IOWA FALLS	6,174	-	X	10	.	.	10	-
NEVADA	5,912	-	X	.	4	2	6	-
CLIVE	5,906	-	X	3	4	1	8	X
ALTOONA	5,764	X	-	.	7	.	7	X
WINDSOR HEIGHTS	5,632	X	-	.	2	9	11	X
CLARINDA	5,458	X	-	.	10	.	10	-
HARLAN	5,357	X	-	3	5	.	8	X
GLENWOOD	5,280	X	-	.	.	7	7	X
VINTON	5,040	-	X	.	7	.	7	X
SHELDON	5,003	-	X	6	.	.	6	-
TOTALS:		55	15	316	688	1,126	2,130	37

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TABLE 19
NUMBER OF VEHICLES USED
BY POLICE DEPARTMENTS (JULY 1, 1983)

Table 19 presents a breakdown of the number and type of vehicles used by individual departments in law enforcement work. As might be expected, the data show that marked cars (owned by the departments) comprise over half of all vehicles (447 of 882), while unmarked cars (288) represent another one-third of that group. While all departments reported having marked patrol cars, 11 (of the 67) do not have unmarked cars at their disposal.

The next largest category of vehicles consisted of motorcycles (two-wheel), with 37 reported by 18 departments, while a number of personal cars (12 in all) were used by only 6 agencies, and even fewer paddy wagons were available to the departments (5, reported by 4 agencies).

There are a number of other types of specialized vehicles used by police agencies, e.g., animal control vans, parking enforcement vehicles, etc. While nearly all of the large departments (cities over 10,000 population) possess additional vehicles, very few of the smaller agencies report a specific need for these, and do not own them.

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TABLE 19
NUMBER OF VEHICLES USED
BY POLICE DEPARTMENTS (JULY 1, 1983)

CITY	POPULATION	MARKED CARS- OWNED BY DEPT.	UNMARKED CARS- OWNED BY DEPT.	CARS- LEASED	CARS- PERSONAL	MOTORCYCLES (TWO-WHEEL)	PADDY WAGONS	OTHERS **	TOTAL
DES MOINES	191,003	53	53	.	.	10	2	7 ^a , 8 ^c 20 ^d , 1 ^e	154
CEDAR RAPIDS	110,243	34	17	.	.	.	.	3 ^b , 6 ^f , 7 ^g	67
DAVENPORT	103,264	28	22	.	.	3	1	1 ^a , 2 ^b	57
SIOUX CITY	82,003	27	24	.	.	2	1	2 ^c , 1 ^d	57
WATERLOO	75,985	27	19	.	.	3	.	1 ^c	50
DUBUQUE	62,321	12	5	.	.	1	.	3 ^b	21
COUNCIL BLUFFS	56,449	24	21	.	.	4	.	2 ^d	51
IOWA CITY	50,508	9	6	.	.	.	.	1 ^a , 2 ^d	18
AMES	45,775	8	5	.	.	.	.	1 ^a , 2 ^b	16
CEDAR FALLS	36,322	9	6	.	.	.	.	.	15
CLINTON	32,828	7	2	1	.	.	.	1 ^a , 2 ^b	13
MASON CITY	30,144	9	7	.	.	.	.	1 ^a , 1 ^b	18
BURLINGTON	29,529	9	4	.	.	.	.	1 ^a	14
FORT DODGE	29,423	7	5	.	.	2	.	.	14
BETTENDORF	27,381	10	6	.	.	.	.	1 ^a	17
OTTUMWA	27,381	8	2	.	.	.	.	1 ^a , 1 ^d	12
MARSHALLTOWN	26,938	7	6	.	.	1	.	.	14
MUSCATINE	23,467	6	3	.	.	2	.	1 ^a	12
WEST DES MOINES	21,894	6	6	.	4	.	.	1 ^a	17
MARION	19,474	6	6	.	.	.	.	1 ^h	13
URBAN DALE	17,869	6	5	.	2	1	.	.	14
ANKENY	15,429	5	4	.	1	.	1	.	11

** Explanation of Footnotes - see last page of table.

<u>CITY</u>	<u>POPULATION</u>	<u>MARKED CARS- OWNED BY DEPT.</u>	<u>UNMARKED CARS- OWNED BY DEPT.</u>	<u>CARS- LEASED</u>	<u>CARS- PERSONAL</u>	<u>MOTORCYCLES (TWO-WHEEL)</u>	<u>PADDY WAGONS</u>	<u>OTHERS</u> **	<u>TOTAL</u>
NEWTON	15,292	5	2	.	.	.	.	.	7
KEOKUK	13,536	6	1	.	.	1	.	1 ^a , 1 ^b	10
FORT MADISON	13,520	4	3	.	.	1	.	1 ^a	9
BOONE	12,602	3	1	.	.	.	.	.	4
SPENCER	11,726	3	3	.	.	.	.	1 ^b	7
INDIANOLA	10,843	4	.	.	.	.	.	.	4
OSKALOOSA	10,629	3	2	.	.	.	.	1 ^a , 1 ^c	7
CARROLL	9,705	4	1	.	.	.	.	.	5
FAIRFIELD	9,428	2	2	.	.	.	.	.	4
GRINNELL	8,868	2	2	.	.	.	.	.	4
STORM LAKE	8,814	3	.	.	.	1	.	.	4
CHARLES CITY	8,778	2	1	.	.	.	.	.	3
WEBSTER CITY	8,572	2	1	.	.	.	.	1 ^b	4
WAVERLY	8,444	3	2	.	.	.	.	.	5
CRESTON	8,429	2	1	.	.	1	.	.	4
PELLA	8,349	2	1	.	.	.	.	.	3
LE MARS	8,276	3	.	.	.	.	.	.	3
KNOXVILLE	8,143	4	.	.	.	.	.	.	4
DECORAH	7,991	3	2	.	.	1	.	.	6
ATLANTIC	7,789	3	1	.	.	.	.	.	4
CORALVILLE	7,687	5	3	.	1	.	.	.	9
OELWEIN	7,564	3	.	.	.	.	.	.	3
ESTHERVILLE	7,518	2	1	.	.	.	.	.	3
CLEAR LAKE	7,458	4 *	2 *	.	.	.	.	1 ^a	7
MOUNT PLEASANT	7,322	2	1	.	.	1	.	.	4
PERRY	7,053	2	1	.	.	.	.	.	3

*Leased by the department.

** Explanation of Footnotes - see last page of table.

<u>CITY</u>	<u>POPULATION</u>	<u>MARKED CARS- OWNED BY DEPT.</u>	<u>UNMARKED CARS- OWNED BY DEPT.</u>	<u>CARS- LEASED</u>	<u>CARS- PERSONAL</u>	<u>MOTORCYCLES (TWO-WHEEL)</u>	<u>PADDY WAGONS</u>	<u>OTHERS</u> **	<u>TOTAL</u>
CHEROKEE	7,004	2	1	.	.	.	.	.	3
RED OAK	6,810	2	1	.	.	.	.	.	3
DENISON	6,675	3	3	.	.	.	.	.	6
WASHINGTON	6,584	2	2	.	.	1	.	.	5
CENTERVILLE	6,558	3	2	.	.	1	.	1 ^d	7
INDEPENDENCE	6,392	3	1	.	.	.	.	.	4
MAQUOKETA	6,313	3	.	.	.	.	.	.	4
ALGONA	6,289	4	1	.	.	.	.	1 ^b	5
SHENANDOAH	6,274	3	.	.	.	.	.	.	3
IOWA FALLS	6,174	3	.	.	.	.	.	.	3
NEVADA	5,912	2	1	.	.	.	.	.	3
CLIVE	5,906	2	2	.	.	.	.	.	4
ALTOONA	5,764	3	3	.	3	.	.	.	9
WINDSOR HEIGHTS	5,632	3	1	.	1	.	.	.	5
CLARINDA	5,458	3	.	.	.	.	.	.	3
HARLAN	5,357	2	1	.	.	.	.	.	3
GLENWOOD	5,280	2	1	.	.	.	.	.	3
VINTON	5,040	2	.	.	.	.	.	.	2
SHELDON	5,003	2	.	.	.	.	.	.	2
TOTALS:		447	288	1	12	37	5	94	882

** Explanation of Footnotes:

^a Animal Control Vehicle

^b Parking Enforcement Vehicle (3-Wheel Scooter)

^c Vans (Crime Prevention and Others)

^d Jeeps and 4-Wheel Drive Vehicle

^e Motorhome

^f Maintenance Vehicle

^g Undercover Vehicle

^h ASAP (Alcohol Safety Action Program) Vehicle

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TABLE 20
TYPES OF WEAPONS USED
BY POLICE DEPARTMENTS (JULY 1, 1983)

Table 20 provides information pertaining to weapons used, owned, or authorized by the 67 agencies included in this volume of the report. Presented in the table is an indication of the caliber of ammunition authorized for use by police agencies, and a listing of the various types of weapons which they own.

The vast majority of agencies serving the cities of 5,000 or more residents use either .357 (50 agencies) or .38 revolvers (45 agencies), with many allowing both in law enforcement work.

None of the 67 departments reported specifying usage of .44 caliber ammunition, and only a very limited number (5 agencies) authorize .45 caliber ammunition. Of those five, three use automatics, one--a revolver, and the remaining one indicated officers may use either a revolver or automatic. Nine departments authorize use of 9 mm ammunition (7 automatic, one revolver, and one--either a revolver or automatic). Five agencies stated in the survey that their officers may use any caliber weapon as no particular one is authorized by the department.

Departmental ownership of weapons varies depending on the type of weapon. All agencies reported owning shotguns, while 54 (81%) have sidearms, 26 (39%) have tranquilizer rifles, and 47 (70%) own other rifles. Only five agencies reported owning only one type of firearm, while 13 own two types (19%), 33 own three types (49%), and 16 own four types (24%). There was a slight tendency for the larger cities to own more types of weapons.

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TABLE 20
TYPES OF WEAPONS USED
BY POLICE DEPARTMENTS (JULY 1, 1983)

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT					CAN USE ANY TYPE	WEAPONS OWNED BY DEPT.			
		.357	.38	.44	.45	9MM.		SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN
DES MOINES	191,003	-	REV.	-	-	AUTO	-	X	X	X	X
CEDAR RAPIDS	110,243	REV.	REV.	-	-	-	-	X	-	X	X
DAVENPORT	103,264	REV.	REV.	-	-	-	-	-	X	X	X
SIOUX CITY	82,003	-	REV.	-	-	-	-	X	-	-	X
WATERLOO	75,985	REV.	REV.	-	-	-	-	X	-	X	X
DUBUQUE	62,321	-	REV.	-	-	-	-	X	-	X	X
COUNCIL BLUFFS	56,449	-	REV.	-	-	-	-	X	-	X	X
IOWA CITY	50,508	REV.	-	-	-	-	-	X	X	X	X
AMES	45,775	-	REV.	-	-	-	X	X	X	X	X
CEDAR FALLS	36,322	-	REV.	-	-	-	-	X	-	X	X
CLINTON	32,828	REV.	-	-	-	-	-	X	X	X	X
MASON CITY	30,144	REV.	REV.	-	-	-	-	X	X	X	X
BURLINGTON	29,529	REV.	REV.	-	-	-	-	X	-	X	X
FORT DODGE	29,423	REV.	REV.	-	-	-	-	X	-	X	X
BETTENDORF	27,381	-	REV.	-	-	-	-	-	X	X	X
OTTUMWA	27,381	REV.	REV.	-	-	-	-	-	-	X	X
MARSHALLTOWN	26,938	-	REV.	-	-	-	-	X	-	X	X
MUSCATINE	23,467	REV.	REV.	-	-	-	-	X	X	X	X
WEST DES MOINES	21,894	REV.	REV.	-	-	-	-	-	X	X	X
MARION	19,474	REV.	REV.	-	-	AUTO	-	-	-	X	X
URBANDALE	17,869	REV.	REV.	-	-	-	-	X	-	-	X

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

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT						WEAPONS OWNED BY DEPT.			
		.357	.38	.44	.45	9MM.	CAN USE ANY TYPE	SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN
ANKENY	15,429	REV.	REV.	-	-	-	-	-	-	-	X
NEWTON	15,292	REV.	REV.	-	-	-	-	X	-	X	X
KEOKUK	13,536	REV.	-	-	-	-	-	X	X	X	X
FORT MADISON	13,520	-	REV.	-	-	-	-	X	X	X	X
BOONE	12,602	REV.	REV.	-	-	AUTO	-	X	X	X	X
SPENCER	11,726	-	REV.	-	-	-	-	X	-	X	X
INDIANOLA	10,843	REV.	REV.	-	-	AUTO	-	X	-	-	X
OSKALOOSA	10,629	REV.	REV.	-	AUTO	R/A	-	X	X	X	X
CARROLL	9,705	-	REV.	-	-	-	-	X	-	X	X
FAIRFIELD	9,428	REV.	-	-	-	-	-	X	X	-	X
GRINNELL	8,868	-	-	-	-	-	X	-	-	-	X
STORM LAKE	8,814	REV.	-	-	-	-	-	X	-	-	X
CHARLES CITY	8,778	REV.	-	-	-	-	-	X	-	-	X
WEBSTER CITY	8,572	REV.	-	-	-	-	-	X	-	-	X
WAVERLY	8,444	REV.	-	-	-	-	-	X	-	X	X
CRESTON	8,429	REV.	REV.	-	-	-	-	-	X	X	X
PELLA	8,349	REV.	REV.	-	-	-	-	X	-	-	X
LE MARS	8,276	REV.	REV.	-	R/A	-	-	-	-	-	X
KNOXVILLE	8,143	-	-	-	-	-	X	X	X	X	X
DECORAH	7,991	REV.	REV.	-	-	-	-	X	X	X	X
ATLANTIC	7,789	REV.	-	-	-	-	-	X	-	-	X
CORALVILLE	7,687	REV.	REV.	-	-	-	-	X	-	X	X
OELWEIN	7,564	REV.	REV.	-	-	-	-	X	X	X	X
ESTHERVILLE	7,518	REV.	-	-	-	-	-	X	X	X	X
CLEAR LAKE	7,458	-	REV.	-	AUTO	-	-	-	-	X	X

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

CITY	POPULATION	CALIBER OF AMMUNITION SPECIFIED BY DEPARTMENT					CAN USE ANY TYPE	WEAPONS OWNED BY DEPT.			
		.357	.38	.44	.45	9MM.		SIDEARMS	TRANQUILIZER RIFLE	OTHER RIFLES	SHOTGUN
MOUNT PLEASANT	7,322	REV.	-	-	-	-	-	X	X	-	X
PERRY	7,053	REV.	REV.	-	-	-	-	-	X	X	X
CHEROKEE	7,004	REV.	-	-	AUTO	AUTO	-	X	-	-	X
RED OAK	6,810	-	REV.	-	-	-	-	-	-	X	X
DENISON	6,675	REV.	REV.	-	-	AUTO	-	X	-	-	X
WASHINGTON	6,584	REV.	-	-	-	-	-	X	-	X	X
CENTERVILLE	6,558	REV.	REV.	-	-	-	-	X	X	X	X
INDEPENDENCE	6,392	-	-	-	-	-	X	X	-	X	X
MAQUOKETA	6,313	REV.	-	-	-	-	-	X	-	X	X
ALGONA	6,289	REV.	-	-	-	-	-	X	X	-	X
SHENANDOAH	6,274	REV.	REV.	-	-	-	-	X	-	X	X
IOWA FALLS	6,174	REV.	-	-	-	-	-	X	X	-	X
NEVADA	5,912	REV.	REV.	-	-	-	-	X	-	X	X
CLIVE	5,906	REV.	REV.	-	-	-	-	X	X	X	X
ALTOONA	5,764	REV.	REV.	-	-	REV.	-	X	-	X	X
WINDSOR HEIGHTS	5,632	REV.	REV.	-	-	-	-	X	-	X	X
CLARINDA	5,458	REV.	REV.	-	-	AUTO	-	-	-	-	X
HARLAN	5,357	REV.	-	-	-	-	-	X	X	-	X
GLENWOOD	5,280	REV.	REV.	-	REV.	-	-	X	-	X	X
VINTON	5,040	-	-	-	-	-	X	X	-	X	X
SHELDON	5,003	REV.	-	-	-	-	-	X	-	-	-
TOTALS:		50	45	-	5	9	5	54	26	47	67
		REV.	50	45	-	1	1				
		AUTO.	-	-	-	3	7				
		R/A	-	-	-	1	1				

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

TABLE 21
TECHNICAL EQUIPMENT OWNED
BY POLICE DEPARTMENTS (JULY 1, 1983)

Table 21, which shows the specialized equipment owned by police departments, is presented to assist agencies in identifying others with equipment which they themselves might occasionally need but do not own. This table also gives an indication of the extent to which local police departments maintain and use various types of specialized equipment.

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

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

Typically, the larger a department, the more likely it is to possess any given type of equipment. The only items owned by each of the 67 cities is radar and fingerprint kits. More than 85% of the agencies, however, also noted owning riot helmets, riot batons, bulletproof vests, and mace cannisters. Ten or fewer agencies reported owning bomb equipment, canine units, and polygraph equipment, the latter in large part because polygraph services can be obtained from the state Division of Criminal Investigation. With the exception of oxygen units, over half of the departments reported owning every other type of equipment listed.

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TABLE 21
TECHNICAL EQUIPMENT OWNED
BY POLICE DEPARTMENTS (JULY 1, 1983)

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVUI BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MADE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
DES MOINES	191,003	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	-
CEDAR RAPIDS	110,243	X	X	X	X	X	X	X	X	X	-	X	X	X	X	X	-
DAVENPORT	103,264	X	X	X	X	-	X	X	X	X	-	X	X	X	X	X	-
SIOUX CITY	82,003	X	X	-	X	X	-	X	X	X	-	X	X	-	X	-	X
WATERLOO	75,985	X	X	X	-	-	X	X	X	X	X	X	X	X	X	X	-
DUBUQUE	62,321	X	X	X	X	X	X	X	X	X	-	X	X	X	X	X	-
COUNCIL BLUFFS	56,449	X	X	X	X	-	X	X	X	X	-	X	X	X	X	-	-
IOWA CITY	50,508	X	X	X	X	-	X	X	X	X	X	X	X	X	X	-	-
AMES	45,775	X	X	X	-	X	X	X	X	X	X	X	X	X	-	-	-
CEDAR FALLS	36,322	X	X	X	-	X	X	X	X	X	-	X	X	X	X	-	X
CLINTON	32,828	X	X	X	X	X	X	-	X	X	-	X	X	X	X	-	X
MASON CITY	30,144	X	X	X	-	X	-	X	X	X	-	X	X	X	X	-	-
BURLINGTON	29,529	X	X	X	X	X	-	X	X	X	-	X	X	X	X	-	X
FORT DODGE	29,423	X	X	X	-	X	-	X	X	X	-	X	X	X	X	-	-
BETTENDORF	27,381	X	X	-	-	X	X	X	X	X	X	X	X	X	X	-	-
OTTUMWA	27,381	X	X	-	-	X	-	-	-	X	-	X	X	X	X	-	X
MARSHALLTOWN	26,938	X	X	X	-	X	X	X	X	X	-	-	X	-	-	-	X

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVUI BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MACE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
MUSCATINE	23,467	X	X	-	-	-	X	X	X	X	X	X	X	X	X	-	X
WEST DES MOINES	21,894	X	X	X	-	-	X	X	X	X	X	X	X	X	X	-	-
MARION	19,474	X	X	X	-	-	X	X	X	X	-	X	-	X	X	-	-
URBANDALE	17,869	X	X	X	X	-	X	X	-	X	-	X	X	X	X	-	-
ANKENY	15,429	X	X	X	-	X	X	X	X	X	-	X	X	X	X	-	-
NEWTON	15,292	X	X	-	-	X	-	X	X	X	-	X	X	X	X	-	-
KEOKUK	13,536	X	X	-	-	X	X	X	X	X	-	X	X	X	X	-	-
FORT MADISON	13,520	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
BOONE	12,602	X	X	-	-	X	X	X	X	X	-	X	X	X	X	X	-
SPENCER	11,726	X	X	-	-	X	X	-	-	X	X	X	X	X	X	-	-
INDIANOLA	10,843	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
OSKALOOSA	10,629	X	X	-	-	X	X	X	X	X	-	X	X	X	-	-	-
CARROLL	9,705	X	X	X	-	X	-	X	X	X	-	X	X	X	X	-	-
FAIRFIELD	9,428	X	X	X	-	X	X	X	X	X	-	-	-	X	X	-	-
GRINNELL	8,868	X	X	-	-	-	-	-	-	-	-	-	-	X	X	-	-
STORM LAKE	8,814	X	X	X	-	X	X	X	X	X	-	X	X	X	X	-	-
CHARLES CITY	8,778	X	X	-	-	X	X	X	X	X	X	X	X	X	X	-	-
WEBSTER CITY	8,572	X	X	X	-	X	X	X	-	-	-	X	X	X	-	-	-
WAVERLY	8,444	X	X	X	-	X	X	X	X	X	-	X	X	X	X	X	-

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVUI BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MACE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
CRESTON	8,429	X	X	X	-	X	-	-	-	-	-	X	X	X	X	-	-
PELLA	8,349	X	X	X	-	X	-	-	-	X	-	X	X	X	X	-	-
LE MARS	8,276	X	X	-	-	X	-	-	-	X	-	X	X	X	X	-	-
KNOXVILLE	8,143	X	X	-	-	X	X	X	-	X	-	X	X	X	X	-	-
DECORAH	7,991	X	X	X	-	X	X	-	X	X	-	X	X	X	X	-	-
ATLANTIC	7,789	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
CORALVILLE	7,687	X	X	X	-	X	X	X	X	X	X	X	X	X	X	-	X
DELMEIN	7,564	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
ESTHERVILLE	7,516	X	X	-	-	-	-	X	-	X	X	X	X	-	X	-	-
CLEAR LAKE	7,458	X	X	X	-	X	X	X	-	X	X	X	X	X	X	-	-
MOUNT PLEASANT	7,322	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
PERRY	7,053	X	X	-	-	-	-	-	-	-	X	-	-	-	-	-	-
CHEROKEE	7,004	X	X	X	-	X	-	X	-	X	-	-	-	X	X	-	-
RED OAK	6,810	X	X	-	-	-	-	-	-	-	-	X	X	X	X	-	-
DENISON	6,675	X	X	-	-	-	X	X	-	-	-	X	X	X	X	-	-
WASHINGTON	6,584	X	X	X	-	X	-	-	-	-	X	-	-	X	X	-	-
CENTERVILLE	6,558	X	X	X	-	X	X	X	X	-	X	X	X	X	X	-	-
INDEPENDENCE	6,392	X	X	-	-	-	X	X	-	X	-	X	X	X	X	-	-
MAQUOKETA	6,313	X	X	-	-	X	-	X	X	X	-	X	X	X	-	-	-

CITY	POPULATION	RADAR UNIT	FINGERPRINT KIT	FINGERPRINT CAMERA	POLYGRAPH EQUIPMENT	OMVUI BREATH ANALYSIS EQUIP.	GAS GRENADE LAUNCHER	GAS PROJECTILE	GAS GUN	GAS MASK	OXYGEN UNIT	RIOT HELMET	RIOT BATON	BULLETPROOF VEST	MACE CANNISTER	BOMB TECH. EQUIPMENT	CANINE UNIT
ALGONA	6,289	X	X	X	-	X	-	X	X	X	X	X	X	X	X	-	-
SHEMANDOAH	6,274	X	X	-	-	X	X	X	-	-	-	X	X	X	-	-	-
IOWA FALLS	6,174	X	X	-	-	X	X	X	X	-	X	X	X	X	-	-	-
NEVADA	5,912	X	X	-	-	-	-	-	-	-	-	X	X	X	X	-	X
CLIVE	5,906	X	X	X	-	X	-	X	X	-	X	X	X	X	X	-	-
ALTOONA	5,764	X	X	X	-	-	X	X	X	X	X	X	X	X	X	-	-
WINDSOR HEIGHTS	5,632	X	X	-	-	-	X	X	X	X	-	X	X	X	X	-	-
CLARINDA	5,458	X	X	-	-	X	-	-	X	X	-	-	X	X	X	-	-
HARLAN	5,357	X	X	-	-	X	-	X	-	-	-	-	X	X	X	-	-
GLENWOOD	5,280	X	X	-	-	X	-	-	-	-	-	X	X	X	X	-	-
VINTON	5,040	X	X	-	-	-	-	-	-	-	-	-	X	X	X	-	-
SHELDON	5,003	X	X	-	-	-	-	-	-	-	X	X	X	X	X	-	-
TOTALS:		87	67	34	10	50	37	46	39	48	20	57	61	63	57	5	10

TABLE 22
COMMUNICATIONS AND AUDIO-VISUAL EQUIPMENT OWNED
BY POLICE DEPARTMENTS (JULY 1, 1983)

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

As mentioned in previous tables, the number of departments owning specific types of equipment varies considerably, and the larger agencies are more likely to possess specific items than their counterparts in the smaller communities. Each of the 67 departments included here reported owning both two-way police radios and hand-held police radios. Nearly all (64) of those surveyed also own general purpose cameras and tape recorders, and about half (30) have video tape recorders. In contrast, only about one-fourth (18 agencies) indicated owning movie cameras.

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

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TABLE 22
COMMUNICATIONS AND AUDIO-VISUAL EQUIPMENT OWNED
BY POLICE DEPARTMENTS (JULY 1, 1983)

CITY	POPULATION	POLICE CAR RADIO (2-WAY)	HAND-HELD POLICE RADIO	SLIDE PROJECTOR	MOVIE PROJECTOR	MOVIE CAMERA	GEN. PURPOSE CAMERA	VIDEO TAPE RECORDER	TAPE RECORDER	DICTATING EQUIPMENT	COPYING EQUIPMENT
DES MOINES	191,003	X	X	X	X	X	X	X	X	X	X
CEDAR RAPIDS	110,243	X	X	X	X	X	X	X	X	X	X
DAVENPORT	103,264	X	X	X	X	X	X	X	X	X	X
SIOUX CITY	82,003	X	X	X	X	X	X	X	X	-	X
WATERLOO	75,985	X	X	X	X	X	X	X	X	X	X
DUBUQUE	62,321	X	X	X	X	-	X	X	X	X	X
COUNCIL BLUFFS	56,449	X	X	X	X	X	X	X	X	X	X
IOWA CITY	50,508	X	X	X	X	-	X	X	X	X	X
AMES	45,775	X	X	X	X	-	X	-	X	X	X
CEDAR FALLS	36,322	X	X	X	X	X	X	X	X	X	X
CLINTON	32,828	X	X	X	X	-	X	X	X	X	X
MASON CITY	30,144	X	X	X	X	-	X	X	X	X	X
BURLINGTON	29,529	X	X	X	X	-	X	X	X	X	X
FORT DODGE	29,423	X	X	X	X	-	X	X	X	X	X
BETTENDORF	27,381	X	X	X	X	-	X	X	X	X	X
OTTUMWA	27,381	X	X	X	X	-	X	-	X	X	-
MARSHALLTOWN	26,938	X	X	X	X	X	X	X	X	X	X

CITY	POPULATION	POLICE CAR RADIO (2-WAY)	HAND-HELD POLICE RADIO	SLIDE PROJECTOR	MOVIE PROJECTOR	MOVIE CAMERA	GEN. PURPOSE CAMERA	VIDEO TAPE RECORDER	TAPE RECORDER	DICTATING EQUIPMENT	COPYING EQUIPMENT
MUSCATINE	23,467	X	X	-	X	-	X	X	X	X	X
WEST DES MOINES	21,894	X	X	X	X	-	X	-	X	X	X
MARION	19,474	X	X	X	X	-	X	X	X	X	X
URBANDALE	17,869	X	X	X	X	-	X	X	X	X	X
ANKENY	15,429	X	X	X	X	-	X	X	X	X	X
NEWTON	15,292	X	X	-	-	-	X	-	X	X	X
KEOKUK	13,536	X	X	-	X	-	X	-	X	X	X
FORT MADISON	13,520	X	X	X	X	X	X	X	X	X	X
BOONE	12,602	X	X	X	X	X	X	-	X	-	X
SPENCER	11,726	X	X	-	X	-	X	X	X	X	X
INDIANOLA	10,843	X	X	-	-	-	X	-	X	X	X
OSKALOOSA	10,629	X	X	-	-	X	X	X	X	X	X
CARROLL	9,705	X	X	X	X	-	X	-	X	X	X
FAIRFIELD	9,428	X	X	-	-	-	-	-	X	-	X
GRINNELL	8,868	X	X	-	-	-	-	-	-	X	X
STORM LAKE	8,814	X	X	-	-	-	X	-	X	X	-
CHARLES CITY	8,778	X	X	X	X	-	X	X	X	X	-
WEBSTER CITY	8,572	X	X	X	X	X	X	-	-	-	X
WAVERLY	8,444	X	X	X	X	-	X	X	X	-	X

CITY	POPULATION	POLICE CAR RADIO (2-WAY)	HAND-HELD POLICE RADIO	SLIDE PROJECTOR	MOVIE PROJECTOR	MOVIE CAMERA	GEN. PURPOSE CAMERA	VIDEO TAPE RECORDER	TAPE RECORDER	DICTATING EQUIPMENT	COPYING EQUIPMENT
CRESTON	8,429	X	X	-	X	X	X	-	X	X	X
PELLA	8,349	X	X	X	X	-	X	X	X	X	X
LE MARS	8,276	X	X	-	X	-	X	X	X	-	-
KNOXVILLE	8,143	X	X	-	-	-	X	-	-	-	-
DECORAH	7,991	X	X	X	X	X	X	X	X	X	X
ATLANTIC	7,789	X	X	X	X	-	X	-	X	X	X
CORALVILLE	7,687	X	X	X	-	-	X	-	X	X	X
OELWEIN	7,564	X	X	-	-	-	X	-	X	-	-
ESTHERVILLE	7,518	X	X	X	X	-	X	-	X	X	X
CLEAR LAKE	7,458	X	X	X	-	X	X	X	X	X	X
MOUNT PLEASANT	7,322	X	X	-	X	-	X	-	X	-	X
PERRY	7,053	X	X	-	-	-	X	-	X	-	-
CHEROKEE	7,004	X	X	-	-	-	X	-	X	-	X
RED OAK	6,810	X	X	-	-	-	X	-	X	X	X
DENISON	6,675	X	X	-	X	-	X	X	X	X	X
WASHINGTON	6,584	X	X	-	-	-	X	-	X	-	-
CENTERVILLE	6,558	X	X	X	X	X	X	X	X	-	X
INDEPENDENCE	6,392	X	X	-	-	-	X	-	X	X	X
MAQUOKETA	6,313	X	X	X	-	-	X	-	X	-	X

CITY	POPULATION	POLICE CAR RADIO (2-WAY)	HAND-HELD POLICE RADIO	SLIDE PROJECTOR	MOVIE PROJECTOR	MOVIE CAMERA	GEN. PURPOSE CAMERA	VIDEO TAPE RECORDER	TAPE RECORDER	DICTATING EQUIPMENT	COPYING EQUIPMENT
ALGONA	6,289	X	X	X	X	X	X	X	X	-	X
SHENANDOAH	6,274	X	X	-	-	-	-	-	X	X	X
IOWA FALLS	6,174	X	X	X	-	X	X	-	X	-	X
NEVADA	5,912	X	X	-	-	-	X	-	X	-	-
CLIVE	5,906	X	X	-	-	-	X	-	X	X	X
ALTOONA	5,764	X	X	X	X	-	X	-	X	X	X
WINDSOR HEIGHTS	5,632	X	X	X	X	-	X	-	X	X	X
CLARINDA	5,458	X	X	-	X	-	X	-	X	X	-
HARLAN	5,357	X	X	X	X	-	X	-	X	X	X
GLENWOOD	5,280	X	X	-	-	-	X	-	X	-	X
VINTON	5,040	X	X	-	-	-	X	-	X	X	X
SHELDON	5,003	X	X	-	-	-	X	-	X	-	-
TOTALS:		67	67	40	44	18	64	30	64	48	56

TABLE 23
 PROFILE AND TURNOVER RATE
 OF FULL-TIME POLICE OFFICERS (DURING FY 1983)

The turnover (attrition) rate and profile of officers having left the police departments during the previous fiscal year are presented in Table 23. 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 1983 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 23, the data show that there were a total of 108 full-time officers who left their departments (cities of 5,000 or more population) during fiscal year 1983. This figure is nearly identical with the number leaving during the previous year (107 in FY 1982).

The primary turnover of personnel was due to resignations, with about half (47%) of the 108 having resigned from their respective agencies. Twenty-five of the 51 resignations were submitted by officers with five or more years on the force. In addition, the majority were from the larger departments--although resignations were received from agencies of various sizes.

Retirement was the second, most frequent reason given for leaving police agencies. Thirty-one officers retired during this period, accounting for 29% of the attrition rate. Of those retirements, 10 officers were vested while the majority (21) were not, taking ordinary retirement. The five largest cities account for nearly 60% of all retirements (18 of 31). A further examination of these data shows that only one of the officers had prior law enforcement experience with another agency.

In terms of attrition, the third reason most often cited was dismissal, with another 16 officers terminated during this period. (One dismissal was the result of a lay-off due to a reduction in the departmental budget). Retirements were found among all departments, regardless of size.

Of the 108 who left the departments, only eight officers claimed disability as the primary reason, with all reporting on-duty disability. They all have a long employment record, ranging from 15 to 35 years of service with their departments.

The remaining two (of 108) police officers had died while under employment with their departments, with both being from large agencies. One had over 27 years in law enforcement and the other had been employed for eight years.

TABLE 23
 PROFILE AND TURNOVER RATE
 OF FULL-TIME POLICE OFFICERS (DURING FY 1983) *

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER [#] RATE	
										FY 83	FY 82
DES MOINES	191,003	1 X (8/8)	-	5 X (10/10) X (9/9) X (6/6) X (5/5) X (4/4)	2 X (33/33) X (30/30)	-	-	-	8	2%	3%
CEDAR RAPIDS	110,243	-	1 X (4/4)	3 X (11/11) X (4/4) X (3/3)	-	5 X (31/31) X (30/30) X (30/30) X (26/26) X (24/24)	-	2 X (22/22) X (17/17)	11	7%	6%
DAVENPORT	103,264	-	-	2 X (6/6) X (2/2)	1 X (33/33)	-	-	-	3	2%	1%
SIOUX CITY	82,003	1 X (27/27)	-	1 X (9/9)	-	3 X (32/32) X (30/30) X (30/30)	-	-	5	5%	4%
WATERLOO	75,985	-	-	4 X (12/12) X (5/5) X (3/4) X (3/3)	1 X (17/17)	6 X (33/33) X (32/32) X (30/30) X (29/29) X (25/25) X (22/22)	-	-	11	8%	2%
DUBUQUE	62,321	-	-	-	-	-	-	2 X (28/28) X (26/26)	2	3%	4%

Explanation of Footnotes - see last page of this table.

*FY 1982 (July 1, 1982 - June 30, 1983)

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER [#] RATE	
										FY 83	FY 82
COUNCIL BLUFFS	56,449	-	1 X (0/0)	5 X (7/7) X (2/2) X (2/2) X (1/1) X (1/1)	-	-	-	-	6	6%	16%
IOWA CITY	50,508	-	-	-	-	-	-	-	0	0%	2%
AMES	45,775	-	-	1 X (5/5)	-	-	-	-	1	3%	2%
CEDAR FALLS	36,322	-	-	-	-	1 X (33/33)	-	-	1	2%	2%
CLINTON	32,828	-	-	-	-	-	-	-	0	0%	2%
MASON CITY	30,144	-	-	1 X (7/7)	-	1 X (32/32)	-	2 X (35/35) X (21/21)	4	9%	2%
BURLINGTON	29,529	-	1 X (2/2) Lay-off due to budget reduction	-	-	1 X (30/30)	-	-	2	6%	3%
FORT DODGE	29,423	-	-	-	-	-	-	-	0	0%	4%
BETTENDORF	27,381	-	-	1 X (3/3)	-	1 X (22/22)	-	-	2	7%	3%
OTTUMWA	27,381	-	-	-	-	-	-	-	0	0%	0%
MARSHALLTOWN	26,938	-	2 X (1/1) X (1/1)	1 X (1/1)	1 X (15/15)	1 X (25/32)	-	-	5	12%	14%
MUSCATINE	23,467	-	-	2 X (8/8) X (5/5)	-	-	-	-	2	6%	13%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER [#] RATE	
										FY 83	FY 82
WEST DES MOINES	21,894	-	-	-	-	-	-	1 X (15/15)	1	4%	12%
MARION	19,474	-	-	-	-	-	-	-	0	0%	0%
URBANDALE	17,869	-	-	-	-	-	-	-	0	0%	0%
ANKENY	15,429	-	-	1 X (1/1)	-	-	-	-	1	5%	11%
NEWTON	15,292	-	-	2 X (10/10) X (3/3)	-	-	-	-	2	8%	7%
KEOKUK	13,536	-	-	-	1 X (15/15)	-	-	-	1	4%	4%
FORT MADISON	13,520	-	1 X (9/9)	-	1 X (26/26)	-	-	-	2	8%	4%
BOONE	12,602	-	-	1 X (6/6)	-	-	-	-	1	6%	6%
SPENCER	11,726	-	-	2 X (8/8) X (6/6)	-	-	-	-	2	11%	6%
INDIANOLA	10,843	-	-	1 X (10/10)	-	-	-	-	1	9%	18%
OSKALOOSA	10,629	-	2 X (1/8) X (1/4)	1 X (1/1)	-	-	-	-	3	18%	17%
CARROLL	9,705	-	-	-	1 X (28/28)	-	-	-	1	7%	0%
FAIRFIELD	9,428	-	-	-	-	-	-	-	0	0%	8%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER [#] RATE	
										FY 83	FY 82
GRINNELL	8,868	-	-	-	-	1 X (19/19)	-	-	1	9%	0%
STORM LAKE	8,814	-	-	-	-	-	-	-	0	0%	0%
CHARLES CITY	8,778	-	-	1 X (8/11)	-	1 X (36/36)	-	-	2	15%	8%
WEBSTER CITY	8,572	-	-	-	-	-	-	-	0	0%	8%
WAVERLY	8,444	-	-	-	-	-	-	-	0	0%	0%
CRESTON	8,429	-	-	-	-	-	-	-	0	0%	0%
PELLA	8,349	-	-	-	-	-	-	-	0	0%	0%
LeMARS	8,276	-	-	-	-	-	-	-	0	0%	8%
KNOXVILLE	8,143	-	-	-	1 X (22/22)	-	-	-	1	9%	9%
DECORAH	7,991	-	-	2 X (5/5) X (3/3)	-	-	-	-	2	17%	8%
ATLANTIC	7,789	-	-	2 X (10/10) X (3/10)	-	-	-	-	2	15%	14%
CORALVILLE	7,687	-	-	-	-	-	-	-	0	0%	6%
OELWEIN	7,564	-	-	-	-	-	-	-	0	0%	0%
ESTHERVILLE	7,518	-	-	1 X (3/15)	-	-	-	1 X (16/23)	2	17%	7%
CLEAR LAKE	7,458	-	-	1 X (4/6)	-	-	-	-	1	7%	8%

CITY	POPULATION	DEATH	DISMISSAL	RESIGNATION (NOT VESTED)	RETIREMENT (VESTED)	RETIREMENT (ORDINARY)	DISABILITY (OFF-DUTY)	DISABILITY (ON-DUTY)	TOTAL	TURNOVER [#] RATE	
										FY 83	FY 82
MT. PLEASANT	7,322	-	1 X (4/7)	-	-	-	-	-	1	9%	9%
PERRY	7,053	-	-	-	-	-	-	-	0	0%	30%
CHEROKEE	7,004	-	-	-	-	-	-	-	0	0%	0%
RED OAK	6,810	-	-	1 X (4/6)	-	-	-	-	1	11%	11%
DENISON	6,675	-	1 X (14/16)	2 X (9/9) X (5/5)	-	-	-	-	3	27%	18%
WASHINGTON	6,584	-	2 X (6/6) X (2/10)	1 X (4/6)	-	-	-	-	3	33%	0%
CENTERVILLE	6,558	-	1 X (5/8)	-	-	-	-	-	1	9%	8%
INDEPENDENCE	6,392	-	-	-	1 X (17/17)	-	-	-	1	9%	18%
MAQUOKETA	6,313	-	-	-	-	-	-	-	0	0%	10%
ALGONA	6,289	-	-	2 X (2/2) X (1/1)	-	-	-	-	2	17%	30%
SHENANDOAH	6,274	-	-	1 X (3/3)	-	-	-	-	1	11%	0%
IOWA FALLS	6,174	-	1 X (4/4)	-	-	-	-	-	1	40%	30%
NEVADA	5,912	-	-	1 X (7/7)	-	-	-	-	1	17%	0%

APPENDICES



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RESPONSE REQUESTED BY JULY 25

July, 1983

Dear Chief Administrator:

As you may recall, the Iowa Association of Chiefs of Police and Peace Officers, Inc., with the Iowa Statistical Analysis Center, have over the past few years attempted to survey every police department in the state. Some information addressed in the survey was considered beneficial if collected annually (salary, benefits, budget, etc.) while other data were needed only periodically (hiring practices, training, equipment, etc.)

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

At this time, we are again asking for your assistance in providing us with information for this 1984 fiscal year, beginning July 1. Your personal cooperation will help ensure that figures pertaining to your own department are both current and accurate.

For those of you serving Iowa's smaller communities, we realize that some of the questions may not pertain to your department but would appreciate your patience in passing over sections that are not applicable. The same survey instrument is mailed to all departments, regardless of size.

The results of this FY '84 surveying effort will be published and made available to participating departments in mid-September. The report will be given to those of you attending the Association's annual conference; those not attending will automatically receive the publication by mail.

Given our timeline, we ask that you please complete the enclosed survey and return it BY JULY 25. Your immediate response will allow time for editing, organizing, and publishing of your department's information by September.

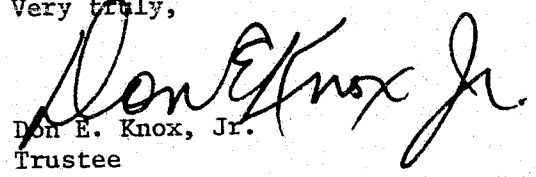
163.

PISTOL SHOOT
JUNE 4-5
1983 CEDAR RAPIDS

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

Permit me to thank you in advance for your cooperation.

Very truly,


Don E. Knox, Jr.
Trustee

Enc.

PLEASE RETURN SURVEY BY JULY 25 TO:

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

(515) 283-4864



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

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PISTOL SHOOT

JUNE 4-5

1983 CEDAR RAPIDS

RESPONSE REQUESTED BY AUGUST 12

August 1, 1983

Dear Chief Administrator:

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

For the past three years the cooperation from the law enforcement community has been exceptional and in large measure, assured the success of this project. Responses from more than 220 departments last year provided the Association with information never before compiled on a statewide basis but needed for our liaison with the Iowa Legislature, e.g. salaries, benefits, budgets, equipment, etc. In addition, the reports have proven valuable to many of you who indicated using the data for comparative purposes with other agencies.

As your department has not as yet responded to this FY '84 survey, we are contacting you and asking your reconsideration in answering. A copy of the survey form is enclosed for your convenience.

For those of you serving Iowa's smaller communities, we realize that some questions may not pertain to your department but would appreciate your patience in passing over those sections. The same survey instrument is mailed to all departments, regardless of size.

In order to release the report by mid-September, surveys can only be received until August 12. Your response by that date will allow time for editing, organizing, and publishing of each department's material. A copy of this FY '84 report will automatically be mailed to all who participate in this survey.

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

Very truly,

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

PLEASE RETURN SURVEYS TO:

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

SURVEY OF
IOWA POLICE DEPARTMENTS
FOR FISCAL YEAR 1984

Name of person completing this form: _____

Police Department: _____ Telephone: () _____

GENERAL DIRECTIONS

1. PLEASE COMPLETE THIS SURVEY AND RETURN IT BY AUGUST 12 TO:

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

2. This survey is designed to collect current information on all municipal law enforcement agencies in Iowa. It includes a variety of questions considered essential for strengthening law enforcement, e.g. salaries, fringe benefits, manpower strength, etc.
3. Your response to this instrument will be considered an official report of your police department. Information on your department will be included in an annual report to be released in September. As a participating agency, you will automatically receive a copy of this publication.
4. This questionnaire has been designed for fast completion. All questions should be answered IN PENCIL by doing one of the following:
- a. Circling a code number opposite an answer, not the answer itself.
- Example: Yes. . . . 1 No. . . . 2
- b. Writing a number on each series of lines, making sure the lines to the right are completed first.
- Example: $\frac{21}{21} - \frac{3}{25} \frac{5}{25} \frac{6}{25}$ for "356"
- c. Entering one of the following if there is no information:
- Example: $\frac{21}{21} - - - \frac{0}{25}$ for "NONE"
- $\frac{21}{21} - - - \frac{N}{25} \frac{A}{25}$ for "NOT APPLICABLE"
5. Please ignore the numbers below the lines and in the margin of each page. These are card and column indicators to be used in data processing.
6. Please answer questions carefully. If you need any assistance, please call Asst. Chief Don Knox at (515) 283-4864.

APPENDIX II

167.

SURVEY OF
IOWA POLICE DEPARTMENTS
FOR FISCAL YEAR 1984

(July 1, 1983 - June 30, 1984)

ID. 1 3
Pop. 4
County Number 18

(Do not complete the above blanks.)

SALARY

1. Indicate the actual number of full-time sworn employees in your department as of July 1, 1983. What is the FY '84 authorized salary range for each rank. (Please give both the low and high figure. If only one figure is given, specify if it is the current salary for that rank with a "C".)

	Full-Time Positions	Lowest Salary	Highest Salary	
a. Chief	12	\$ —, —	\$ —, —	
b. Asst. Chief	23	—, —	—, —	
c. Captain	34	—, —	—, —	
d. Lieutenant	45	—, —	—, —	
e. Sergeant	57	—, —	—, —	
f. Detective (Civil Service) ..	4	—, —	—, —	
g. Patrol Officer.....	12	—, —	—, —	
Other (Please specify, e.g. Lt. Col., Major, Corporal, Sr. Patrol Officer, Matron, etc.)				
h. _____ ..	27	—, —	—, —	
i. _____ ..	47	—, —	—, —	
j. _____ ..	33	—, —	—, —	
k. TOTAL.....	25			

Card
0 1
14 30

2. How many full-time sworn personnel in your department are in the following salary ranges as of July 1, 1983? (THE TOTAL HERE SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1-k.)

a. Under \$12,500	35
b. \$12,500 - \$14,999	75
c. \$15,000 - \$17,499	72
d. \$17,500 - \$19,999	74
e. \$20,000 - \$22,499	76
f. \$22,500 - \$24,999	4
g. \$25,000 - \$29,999	7
h. \$30,000 and over	10
i. TOTAL	12

Card
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79 31

PERSONNEL BENEFITS

3. As of July 1, 1983, 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	15
b. Hospital	1	2	3	1	2	3	77
c. Accident/Disability	1	2	3	1	2	3	79
d. Prescription/Drugs	1	2	3	1	2	3	37
e. Dental	1	2	3	1	2	3	23
f. Vision	1	2	3	1	2	3	23
g. False Arrest	1	2	3	-	-	-	-
h. Workmen's Compensation	1	2	3	-	-	-	28

4. Will your city provide for payment (full or partial) of premiums toward retirees' health and accident insurance?

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

24 169.

5. Indicate if your department provides any of the following benefits to its full-time sworn personnel.

	YES	NO	
a. Extra pay for time in court.....	1	2	70
b. Comp. time for time in court.....	1	2	-
c. Extra pay for longevity with dept.....	1	2	-
d. Extra pay for night duty.....	1	2	-
e. Uniform provided (or cash allowance)...	1	2	-
f. Cleaning allowance for uniforms.....	1	2	75
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	-
k. Extra pay for hazardous duty, e.g. bomb unit, helicopter, motorcycle, marksman, etc.			
SPECIFY.....	1	2	45

PERSONNEL BENEFITS

3. As of July 1, 1983, 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	73
b. Hospital	1	2	3	1	2	3	77
c. Accident/Disability	1	2	3	1	2	3	79
d. Prescription/Drugs	1	2	3	1	2	3	87
e. Dental	1	2	3	1	2	3	88
f. Vision	1	2	3	1	2	3	88
g. False Arrest	1	2	3	-	-	-	-
h. Workmen's Compensation	1	2	3	-	-	-	88

4. Will your city provide for payment (full or partial) of premiums toward retirees' health and accident insurance?

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

169.

5. Indicate if your department provides any of the following benefits to its full-time sworn personnel.

	YES	NO	
a. Extra pay for time in court.....	1	2	78
b. Comp. time for time in court.....	1	2	-
c. Extra pay for longevity with dept.....	1	2	-
d. Extra pay for night duty.....	1	2	-
e. Uniform provided (or cash allowance)...	1	2	-
f. Cleaning allowance for uniforms.....	1	2	78
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	-
k. Extra pay for hazardous duty, e.g. bomb unit, helicopter, motorcycle, marksman, etc.			
SPECIFY.....	1	2	45

OTHER BENEFITS

9. What type of compensation is provided to officers who work overtime?

	<u>YES</u>	<u>NO</u>	
a. Compensatory time (TIME).....	1	2	
b. Paid overtime (CASH).....	1	2	<u>7</u>

10. Does your department permit officers to work a second job?

Yes	1	
No (Skip to Question 13).....	2	<u>—</u>

11. 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 (SPECIFY).....	5	
f. NO LIMITATIONS.....	6	

12. When "moonlighting," are your officers covered by city insurance while working a second job if it is police-related?

Yes.....	1	
No.....	2	<u>13</u>

BUDGET

13. What is your proposed departmental budget for fiscal year 1984 (July 1, 1983 to June 30, 1984)? Include Federal Funds if they are part of your budget. ROUND OFF FIGURES TO THE NEAREST DOLLAR.

a. Personnel salaries and benefits	\$	<u>74</u>	—	—	—	<u>27</u>
b. Personnel training			<u>22</u>	—	—	<u>23</u>
c. Operating expenses (supplies, equipment, contractual services, etc.).....		<u>27</u>	—	—	—	<u>43</u>
d. Capital outlay (vehicle, construction, land, etc.).....		<u>39</u>	—	—	—	<u>77</u>
e. Other SPECIFY.....		<u>40</u>	—	—	—	<u>23</u>
f. TOTAL.....	\$	<u>46</u>	—	—	—	<u>23</u>

EQUIPMENT

14. What caliber of ammunition is specified by your department? Also indicate the type of weapon used by your officers.

	<u>REVOLVER</u>	<u>AUTOMATIC</u>	
a. .357.....	1	2	<u>34</u>
b. .38.....	1	2	—
c. .44.....	1	2	—
d. .45.....	1	2	—
e. 9 mm.....	1	2	—
f. Other.....	1	2	—
g. None specified-- Can use any.....	1	2	<u>35</u>

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

a. Marked cars owned by your department.....	<u>21</u>	—
b. Unmarked cars owned by your department.....	<u>33</u>	—
c. Cars leased by your department.....	<u>23</u>	—
d. Privately-owned cars.....	<u>27</u>	—
e. Motorcycles (two-wheel).....	<u>39</u>	—
f. Paddy wagons.....	<u>71</u>	—
Other, e.g. jeep, animal control vehicle, etc.		
g.	—	—
h.	—	<u>73</u>
i. TOTAL.....	<u>14</u>	<u>72</u>

16. Does your department have its own canine unit?

Yes.....	1	
No.....	2	<u>77</u>

Card
0 4
77 30

17. Does your department OWN any of the following types of equipment?

	<u>YES</u>	<u>NO</u>	
a. Sidearm.....	1	2	7
b. Tranquilizer Rifle.....	1	2	—
c. Other Rifle.....	1	2	—
d. Shotgun.....	1	2	—
e. Police Car Radio (Two-Way)...	1	2	—
f. Hand-Held Police Radio (Walkie-Talkie).....	1	2	—
g. Radar Unit.....	1	2	75
h. Fingerprint Kit.....	1	2	—
i. Fingerprint Camera.....	1	2	—
j. Polygraph Equipment.....	1	2	—
k. OMVUI Breath Analysis Equip..	1	2	—
l. Gas Grenade Launcher.....	1	2	75
m. Gas Projectile.....	1	2	—
n. Gas Gun.....	1	2	—
o. Gas Mask.....	1	2	—
p. Oxygen Unit.....	1	2	—
q. Riot Helmet.....	1	2	43
r. Riot Baton.....	1	2	—
s. Bulletproof Vest.....	1	2	—
t. Mace Cannister.....	1	2	—
u. Bomb Technical Equipment.....	1	2	—
v. Slide Projector.....	1	2	75
w. Movie Projector.....	1	2	—
x. Movie Camera.....	1	2	—
y. General Purpose Camera.....	1	2	—
z. Video Tape Recorder.....	1	2	—
aa. Tape Recorder.....	1	2	—
bb. Dictating Equipment.....	1	2	—
cc. Copy Equipment.....	1	2	72

PERSONNEL

18. Please give the sex and race of full-time personnel, both sworn and civilian, in your department as of July 1, 1983. (*THE LAST TOTAL IN 18-g SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1-k.)

	Male White	Male Non-White	Female White	Female Non-White	TOTAL
a. Top Administration (Chief, Asst. Chief).....	33	—	—	—	33
b. General Command (Captain, Lieutenant).....	38	—	—	—	47
c. Supervisory (Sergeant, Detective, Corporal).....	48	—	—	—	57
d. Line Officers (Patrol Officers).....	58	23	—	27	72
e. Custodial Officers (Jailers, Matrons, Bailiffs).....	73	—	—	—	77
f. Other Sworn Personnel.....	4	—	—	—	13
g. TOTAL - SWORN PERSONNEL	174	19	—	23	216
h. Professional and Technical Civilians (Legal Advisers, Admin. Assts., Dispatchers, Lab. Techs.).....	27	—	—	—	32
i. Other Civilian Personnel.....	37	—	—	—	44
j. TOTAL - CIVILIANS	43	—	—	—	52

Card
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	Sworn	Civilian	TOTAL
19. Of your <u>female personnel</u> , how many:			
a. Work patrol and/or conduct investigations..	53	—	53
b. Work inside the department (matrons, secretaries, dispatchers, etc.).....	57	—	57
c. TOTAL FEMALE PERSONNEL.....	23	—	23

20. How many reserve officers are with your department? (A reserve police officer is a nonregular, sworn member of a department required to participate in formal, organized activities on a regular basis.)

Card
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77 82

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

21. Please give the number of full-time sworn personnel in your department whose ages fall within the following categories as of July 1, 1983. (THE TOTAL HERE SHOULD BE THE SAME AS THE TOTAL FOR QUESTION 1-k.)

a. Under 25 years..... 4 —
b. 25 - 29 years..... 2 —
c. 30 - 34 years..... 8 —
d. 35 - 39 years..... 11 —
e. 40 - 44 years..... 14 —
f. 45 - 49 years..... 16 —
g. 50 - 54 years..... 18 —
h. 55 - 59 years..... 20 —
i. 60 - 64 years..... 22 —
j. 65 years and older..... —
k. TOTAL..... 24 —

22. As of July 1, 1983, 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-k.)

a. Graduate Work..... 27 —
b. Four years of college..... 34 —
c. Two years of college..... 37 —
d. Less than two years of college..... 33 —
e. High School or G.E.D..... 35 —
f. Less than High School..... 37 —
g. TOTAL..... 37 —

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

	YES	NO	
a. Adjusting schedules to facilitate class attendance.....	1	2	<u>42</u>
b. Allowing time off with pay to attend class.....	1	2	—
c. Department or city subsidizes books and tuition.....	1	2	—
If YES, indicate maximum amount \$ _____			<u>45</u>
d. Increasing pay based upon number of accumulated college credits.....	1	2	—
If YES, indicate maximum amount \$ _____			—
e. Using formal academic education as part of the basis for promotion....	1	2	<u>44</u>

176.

COLLECTIVE BARGAINING

24. Are the police officers in your department organized under a collective bargaining unit at the current time?

Yes..... 1
No (Skip to Question 26)..... 2

25. IF YES, please specify the type of union.

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

26. IF NO, is there some intent for your officers to join a collective bargaining union in the near future?

Yes..... 1
No (Skip to Question 28)..... 2

27. What type of union are they most likely to join?

- a. Local labor/teamsters union..... 1
- b. Police union..... 2
- c. City (private) union..... 3
- d. Not determined..... 4

52

28. Has your police department ever withdrawn its membership from a union?

- Yes..... 1
- No (Skip to Question 30).....2

29. IF YES, please specify the type of union.

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

54

177.

INSERVICE TRAINING (Annual, routine training designed to maintain, update and improve knowledge and skills of sworn departmental personnel, e.g. refresher courses.)

30. Is inservice training required or optional for your sworn officers?

- | | <u>Required</u> | <u>Optional</u> | |
|----------------------------|-----------------|-----------------|---|
| a. Full-time Officers..... | 1 | 2 | — |
| b. Part-time Officers..... | 1 | 2 | — |

31. Does your department provide inservice training to officers from other law enforcement agencies?

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

57

32. Give the number of full-time sworn personnel in your department who received formal inservice training (Not OJT, basic or roll call) during the last fiscal year (July 1, 1982 - June 30, 1983). (THOSE RECEIVING NO INSERVICE TRAINING DURING THAT PERIOD SHOULD BE ENTERED IN THE THIRD COLUMN, "RECEIVED NONE".)

	Less than 40 Hrs.	40 Hrs. or more	Received None	TOTAL
a. Top Administration (Chief, Asst. Chief).....	58	—	—	58
b. General Command (Captain, Lieutenant).....	22	—	—	22
c. Supervisory (Sergeant, Detective, Corporal).....	70	—	—	70
d. Line Officers (Patrol Officers).....	4	7	10	14
e. Custodial Officers (Jailers, Matrons, Bailiffs).....	15	—	—	15
f. Other Sworn Personnel.....	19	—	—	19
g. TOTAL.....	27	30	33	90

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CALLS FOR SERVICE/INVESTIGATION

33. How many calls for service did your department make during calendar year 1982? Include all dispatcher and officer-initiated calls.

33 — — — 43

34. How many investigations were conducted in 1982, using the following two categories:

a. Preliminary investigations-- involving a case report.....	44	—	44
b. Follow-up investigations-- by a non-uniformed officer, e.g. Detective/Investigator.....	49	—	53
c. TOTAL.....	54	—	53

CRIME PREVENTION

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

Yes.....1

No (Skip to Question 37)...2

59

36. If YES, indicate if your department has any of the following programs?

	<u>YES</u>	<u>NO</u>	
a. Operation ID.....	1	2	—
b. Neighborhood Watch.....	1	2	—
c. Burglary.....	1	2	—
d. H.E.A.R. (Help Elim. Armed Robbery)	1	2	—
e. Hidden Camera (Robbery).....	1	2	—
f. Larceny-Theft.....	1	2	<u>25</u>
g. Vandalism.....	1	2	—
h. Blue Star (Child Protection).....	1	2	—
i. Elderly (BUNCO).....	1	2	—
j. Firearms Safety.....	1	2	—
k. Speakers on Crime Prevention,.....	1	2	<u>75</u>

Other (e.g. Security Inspection, Bicycle Safety, Drug Education, etc.)

l. _____ —

m. _____ —

n. _____ —

179.

37. If NO, does your department plan to establish some type of crime prevention program in the near future?

Yes.....1

No.....2

74

COMPUTERIZED OPERATIONS

38. Does your department have a computer terminal that is linked to the Iowa or NCIC System?

Yes.....1

No.....2

75

39. Does your agency have other terminals (other than one linked to the Iowa or NCIC System)?

Yes.....1

No.....2

40. Are the operations of your police department computerized in any manner?

Yes.....1

No (Skip to question 44)...2

41. If YES, what type of computer do you use?

a. Micro.....1

b. Mini.....2

c. Main Frame.....3

d. Other (SPECIFY)

78

.....4

Card

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42. Which of the following best describes your department's use of a computer?

a. Our department utilizes the services of a municipal computer.....1

b. Our department shares computerized services with another law enforcement agency, e.g. sheriff's department or another police dept.....2

c. Our department has purchased (or leased) a computer.....3

d. Other (SPECIFY).....4

7

43. Indicate which of the following functions in your department are computerized.

	YES	NO	
a. Payroll.....	1	2	3
b. Offenses.....	1	2	—
c. Incident-Name.....	1	2	—
d. Suspect-Name.....	1	2	—
e. Property.....	1	2	—
f. Uniform Crime Report.....	1	2	15
g. Arrests.....	1	2	—
h. Juvenile.....	1	2	—
i. Calls for Service.....	1	2	—
j. Traffic Citations/Warnings.....	1	2	—
k. Warrants.....	1	2	15
l. Personnel.....	1	2	—
m. Case Investigations.....	1	2	—
n. Computer-Aided Dispatch.....	1	2	—
o. Fleet Management.....	1	2	—
Other (SPECIFY)			
p. _____			20
q. _____			—

(Skip to Question 45)

44. If NO, is your department planning to computerize any of its operations in the near future?

Yes (SPECIFY) _____ 1 22

No.....2

ATTRITION

45. For each full-time officer who left your police department during Fiscal Year 1983 (July 1, 1982 - June 30, 1983), do the following:

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

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

REASONS FOR LEAVING THIS DEPARTMENT

		Death	Dismissal	Resignation (not vested)	Retirement (vested)	Retirement (ordinary)	Disability (off-duty)	Disability (on-duty)	YRS. WITH THIS DEPT.	TOTAL YRS. OF LAW ENF. SERVICE
Officer No.	1	23								23
No.	2	34								44
No.	3	45								55
No.	4	56								66
No.	5	67								77
No.	6	7								14
No.	7	18								25
No.	8	29								35
No.	9	39								49
No.	10	48								58
No.	11	57								67
No.	12	4								14
No.	13	15								25
No.	14	26								36
No.	15	37								47
TOTAL		45								45

Card
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79 30

Official authorized to complete
this survey

55 (Do not complete) 71

THANK YOU FOR YOUR ASSISTANCE

Card
1 0
79 30

APPENDIX III
SURVEY PARTICIPANTS (67)
(100% Response)

<u>City</u>	<u>Population</u>
Des Moines	191,003
Cedar Rapids	110,243
Davenport	103,264
Sioux City	82,003
Waterloo	75,985
Dubuque	62,321
Council Bluffs	56,449
Iowa City	50,508
Ames	45,775
Cedar Falls	36,322
Clinton	32,828
Mason City	30,144
Burlington	29,529
Fort Dodge	29,423
Bettendorf	27,381
Ottumwa	27,381
Marshalltown	26,938
Muscatine	23,467
West Des Moines	21,894
Marion	19,474
Urbandale	17,869
Ankeny	15,429
Newton	15,292

<u>City</u>	<u>Population</u>
Keokuk	13,536
Fort Madison	13,520
Boone	12,602
Spencer	11,726
Indianola	10,843
Oskaloosa	10,629
Carroll	9,705
Fairfield	9,428
Grinnell	8,868
Storm Lake	8,814
Charles City	8,778
Webster City	8,572
Waverly	8,444
Creston	8,429
Pella	8,349
Le Mars	8,276
Knoxville	8,143
Decorah	7,991
Atlantic	7,789
Coralville	7,687
Oelwein	7,564
Estherville	7,518

<u>City</u>	<u>Population</u>
Clear Lake	7,458
Mount Pleasant	7,322
Perry	7,053
Cherokee	7,004
Red Oak	6,810
Denison	6,675
Washington	6,584
Centerville	6,558
Independence	6,392
Maquoketa	6,313
Algona	6,289
Shenandoah	6,274
Iowa Falls	6,174
Nevada	5,912
Clive	5,906
Altoona	5,764
Windsor Heights	5,632
Clarinda	5,458
Harlan	5,357
Glenwood	5,280
Vinton	5,040
Sheldon	5,003

END