A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Section A: City and Department Demographics

Please refer survey questions or comments to Darcy Boorem, Senior Crime Analyst
Overland Park Police Department, darcy.boorem@opkansas.org or 913-327-6953.

Background

The Benchmark City Survey was originally designed in 1997 by a core group of Police Chiefs from around the country. These Chiefs sought to establish a measurement tool to help ensure their Departments were providing the best service possible within their respective community.

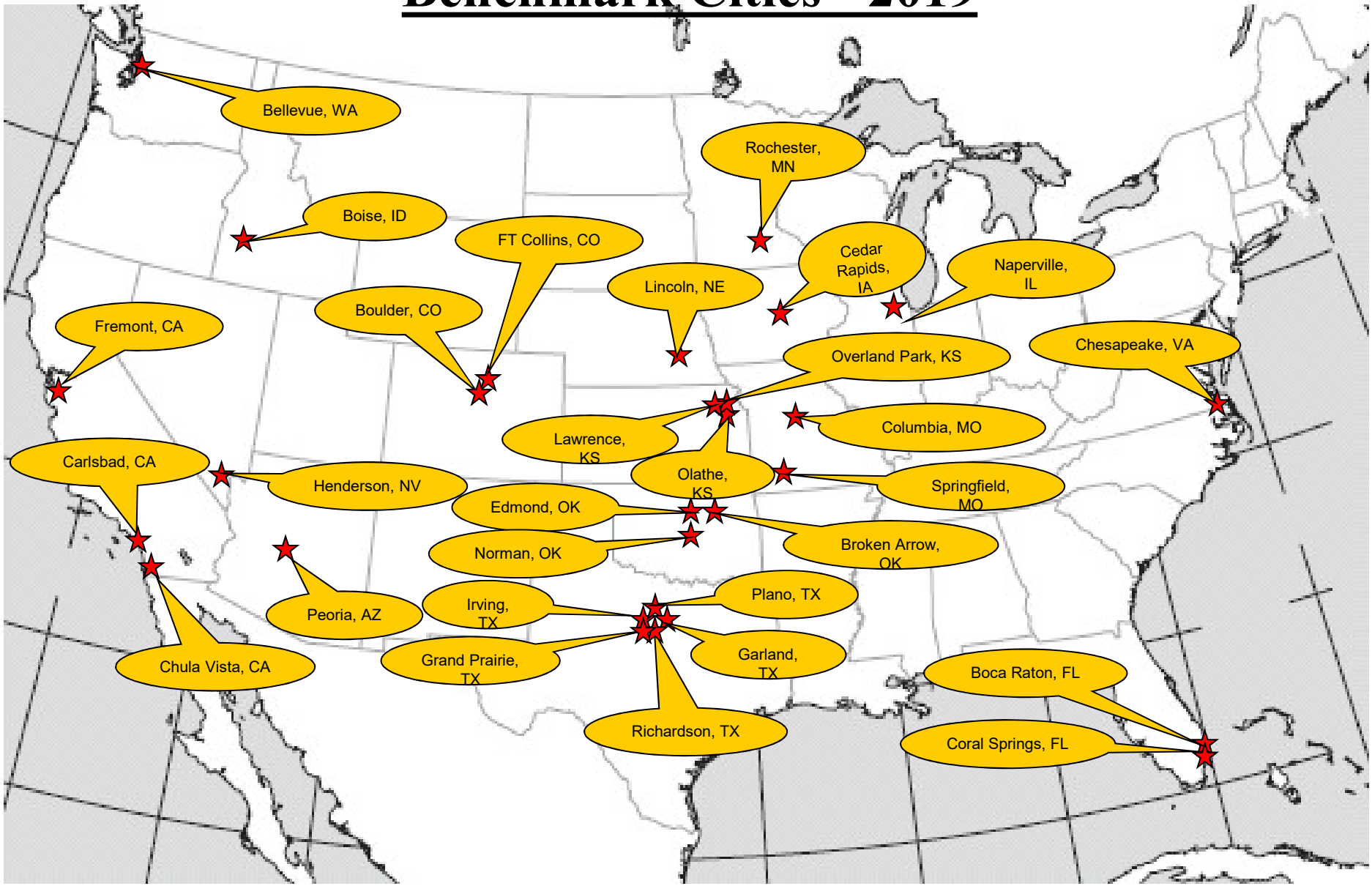
The survey provides a wide range of information about each Department. With that information, the participating agencies can set better goals and objectives, and then compare their performance in the various areas.

The Overland Park, Kansas Police Department has taken the lead in compiling the survey results, and makes the final Benchmark City Survey Report available to all participants at an annual Chief's Summit hosted by participating agencies on a rotating basis. This year the conference is being held in Denver, CO.

2019 Participating Agencies

Bellevue, WA – Steve Mylett
Boca Raton, FL – I/C – Michelle Miuccio
Boise, ID – I/C - Michael Masterson
Boulder, CO – I/C – Carey Weinheimer
Broken Arrow, OK – Brandon Berryhill
Carlsbad, CA – Neil Gallucci
Cedar Rapids, IA – Wayne Jerman
Chesapeake, VA - Kelvin L. Wright
Chula Vista, CA – Roxana Kennedy
Columbia, MO – Geoffrey Jones
Coral Springs, FL – Clyde Parry
Edmond, OK – J.D. Younger
Fort Collins, CO – Jeff Swoboda
Fremont, CA – Kimberly Peterson
Garland, TX – Jeff Bryan
Grand Prairie, TX – Daniel Scesney
Henderson, NV – Thedrick Andres
Irving, TX – Jeff Spivey
Lawrence, KS –Gregory Burns Jr.
Lincoln, NE – Jeffrey Bliemeister
Naperville, IL – Robert W. Marshall
Norman, OK – Kevin Foster
Olathe, KS – Mike Butaud
Overland Park, KS – Frank Donchez
Peoria, AZ – Art Miller
Plano, TX – Ed Drain
Richardson, TX – Jim Spivey
Rochester, MN – Jim Franklin
Springfield, MO - Paul Williams

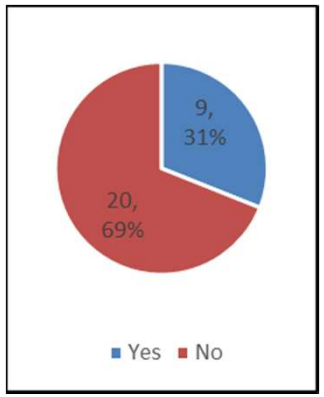
Benchmark Cities - 2019



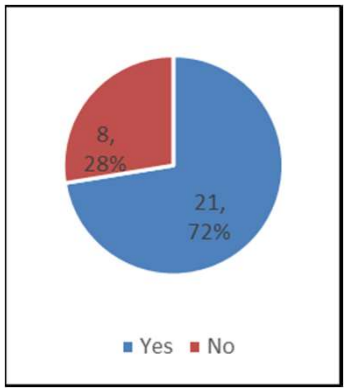
Benchmark City Survey - 2019 Data

General Questions

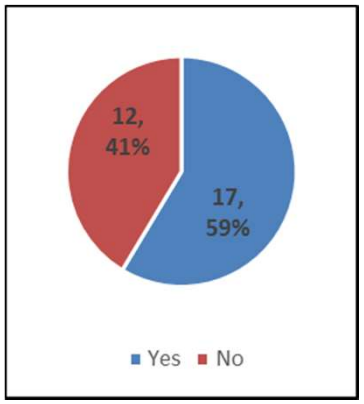
31% of the Benchmark City Agencies operate a jail



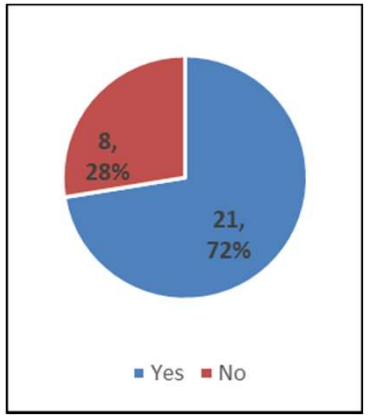
72% of the Benchmark City Agencies operate a dispatch center



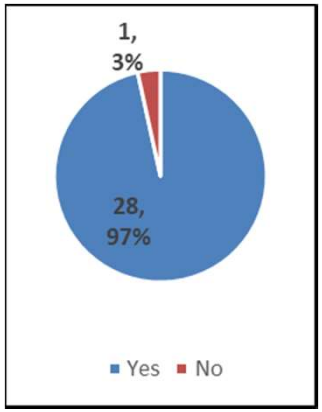
59% of the Benchmark City Agencies have a brick and mortar university



72% of the Benchmark City Agencies are unionized



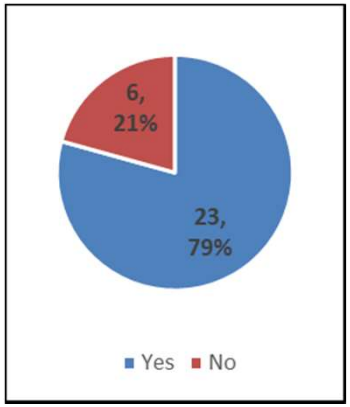
97% of the Benchmark City Agencies have mandatory vest policy



Benchmark City Survey - 2019 Data

General Questions

79% of the Benchmark City Agencies wear body cameras

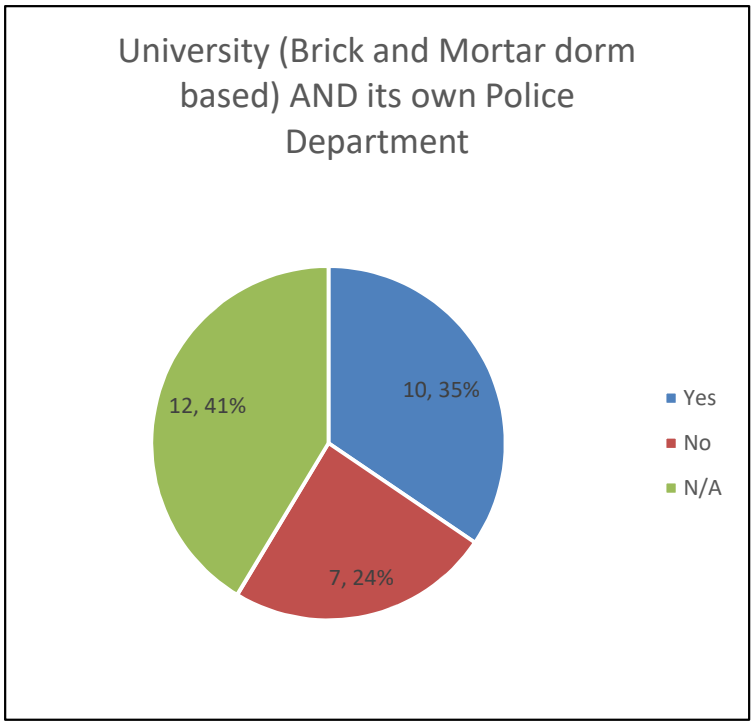


City Name	Reason for no camera
Bellevue, WA	Funding
Broken Arrow, OK	We are currently in the process of research and putting program in place for 2021.
Coral Springs, FL	Cost (Implemented program 2/3/2020)
Lawrence, KS	Process of implementing them
Naperville, IL	Not Budgeted, State's Attorney's preference
Springfield, MO	Cost inhibitive / No Strong Public request for them

Benchmark City Survey - 2019 Data

General Questions

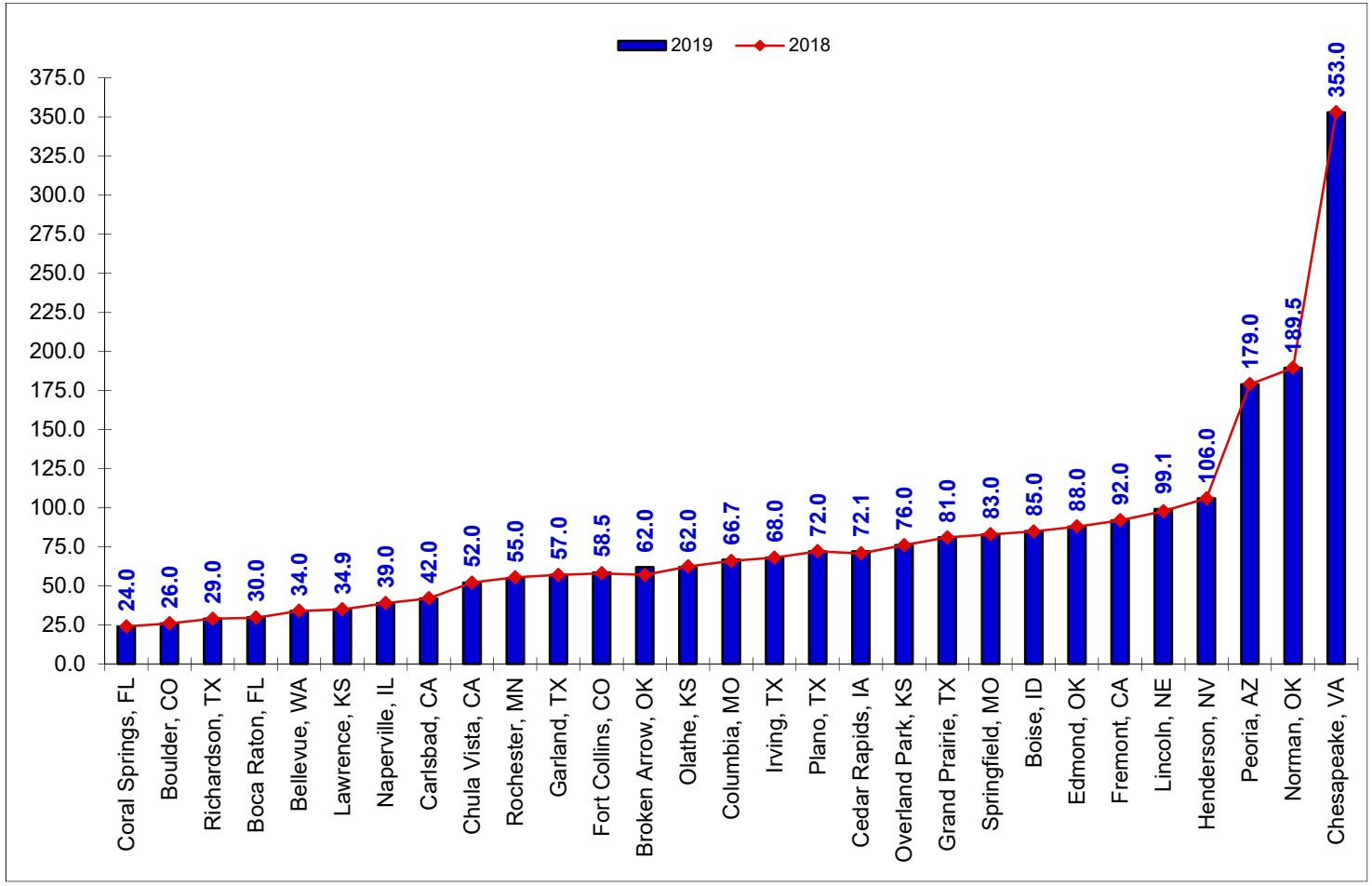
City Name	University? (Brick and mortar, dorm based university) (Yes or No)	University have its own PD?	Estimated population of each university?
Boulder, CO	Yes	Yes	33,246
Broken Arrow, OK	Yes	Yes	3,500
Columbia, MO	Yes	Yes	Mizzou - 30,046, Stephens College - 850, Columbia College - 1,000
Edmond, OK	Yes	Yes	16,500
Fort Collins, CO	Yes	Yes	34,166
Irving, TX	Yes	Yes	2,500
Lawrence, KS	Yes	Yes	27,189
Norman, OK	Yes	Yes	25,875
Plano, TX	Yes	Yes	9,086
Richardson, Tx	Yes	Yes	30,000
Boca Raton, FL	Yes	No	FAU - 31,000, Lynn - 3093, Evergaldes
Boise, ID	Yes	No	25,540
Cedar Rapids, IA	Yes	No	3,246
Naperville, IL	Yes	No	3,000
Olathe, KS	Yes	No	1,300
Rochester, MN	Yes	No	750
Springfield, MO	Yes	No	N/A
Bellevue, WA	No	N/A	N/A
Carlsbad, CA	No	N/A	N/A
Chesapeake, VA	No	N/A	N/A
Chula Vista, CA	No	N/A	N/A
Coral Springs, FL	No	N/A	N/A
Fremont, CA	No	N/A	N/A
Garland, TX	No	N/A	N/A
Grand Prairie, TX	No	N/A	N/A
Henderson, NV	No	N/A	N/A
Lincoln, NE	No	N/A	N/A
Overland Park, KS	No	N/A	N/A
Peoria, AZ	No	N/A	N/A



Benchmark City Survey - 2019 Data

Comparison by City Size (Square Miles), 2-Year Comparison

2019 Average Square Miles is 79.9 sq mi - 2019 Median Square Miles is 66.7 sq mi



Benchmark City Survey - 2019 Data

Comparison by City Size (Square Miles), 5-Year Comparison

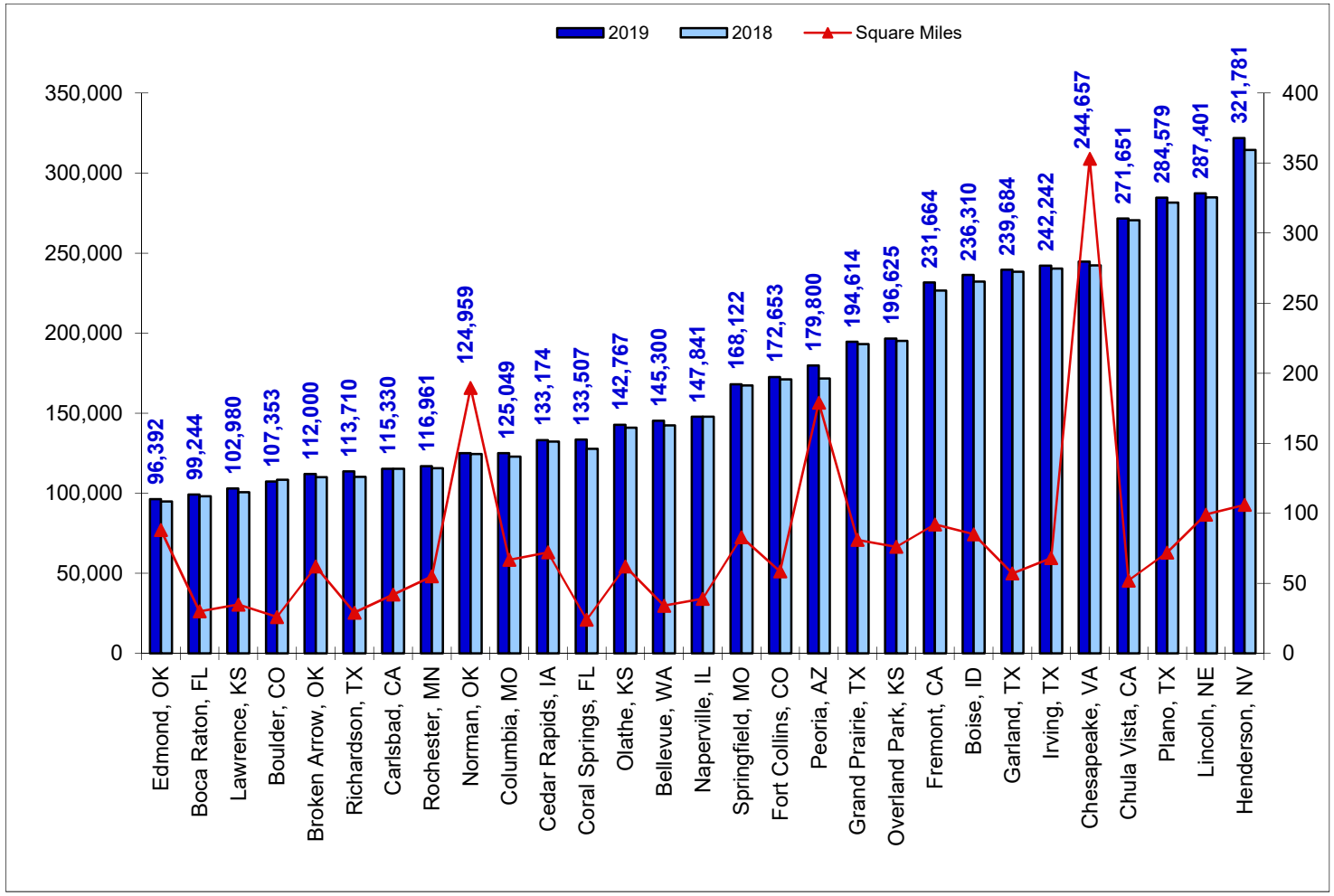
2019 Average Square Miles is 79.9 sq mi - 2019 Median Square Miles is 66.7 sq mi

City Name	2019	2018	2017	2016	2015
Bellevue, WA	34.0	34.0	33.5	33.5	33.5
Boca Raton, FL	30.0	29.6	29.6	29.6	29.3
Boise, ID	85.0	84.8	84.0	84.1	84.1
Boulder, CO	26.0	26.0	26.0	25.7	25.7
Broken Arrow, OK	62.0	57.0	56.5	61.0	56.3
Carlsbad, CA	42.0	42.0	42.0	42.0	42.0
Cedar Rapids, IA	72.1	70.8	70.8	70.8	73.1
Chesapeake, VA	353.0	353.0	353.0	353.0	353.0
Chula Vista, CA	52.0	52.0	52.0	50.9	50.9
Columbia, MO	66.7	65.9	66	65.5	65.2
Coral Springs, FL	24.0	24.0	24.0	23.9	23.9
Edmond, OK	88.0	88.0	87.5	87.5	87.5
Fort Collins, CO	58.5	58.0	58.0	57.7	57.6
Fremont, CA	92.0	92.0	92.0	92.0	92.0
Garland, TX	57.0	57.0	57.0	57.0	57.0
Grand Prairie, TX	81.0	81.0	81.0	81.4	81.4
Henderson, NV	106.0	106.0	106.0	106	106
Irving, TX	68.0	68.0	68.0	67.9	67.9
Lawrence, KS	34.9	35.0	34.9	35.0	34.9
Lincoln, NE	99.1	97.8	96.8	94.6	94.4
Naperville, IL	39.0	39.0	39.0	39.9	38.8
Norman, OK	189.5	189.5	189.5	189.5	189.5
Olathe, KS	62.0	62.4	62.0	61.7	61.3
Overland Park, KS	76.0	76	76	76.0	76.0
Peoria, AZ	179.0	179.0	179	179.0	179.0
Plano, TX	72.0	72.1	72.2	72.2	72.2
Richardson, TX	29.0	29.0	29.0	29.0	29.0
Rochester, MN	55.0	55.5			
Springfield, MO	83.0	83.0	83.0	82.9	82.6
Average	**79.9**	**78.9**	**79.6**	**79.6**	**80.1**
Median	**66.7**	**64.2**	**65.8**	**65.5**	**66.6**

Benchmark City Survey - 2019 Data

City Size (Population), 2-Year Comparison

2019 Average Population is 175,460 - 2019 Median Population is 147,841



Benchmark City Survey - 2019 Data

Comparison by City Size (Population), 5-Year Comparison

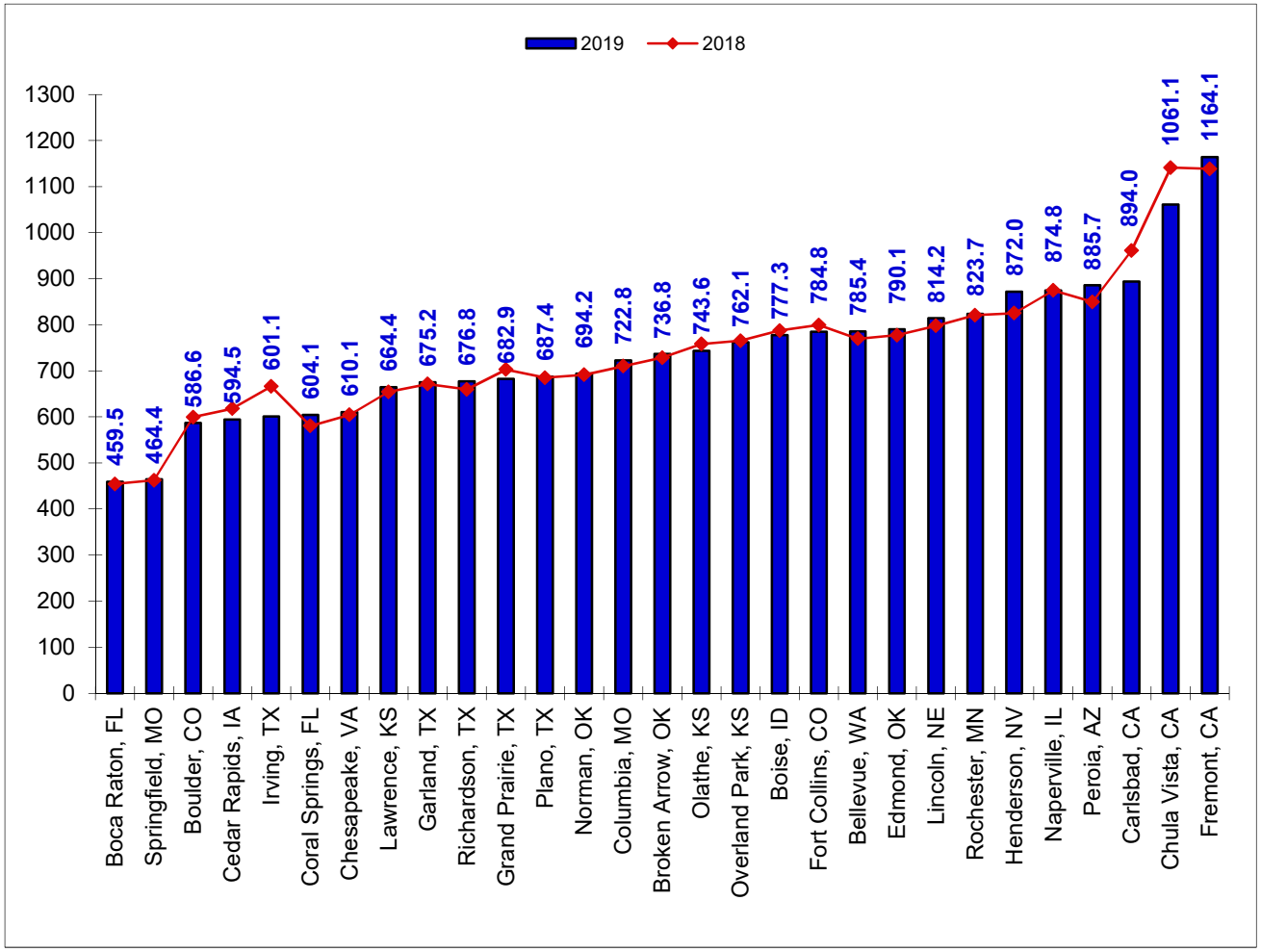
2019 Average Population is 175,460 - 2019 Median Population is 147,841

City Name	2019	2018	2017	2016	2015
Bellevue, WA	145,300	142,400	140,700	139,400	135,000
Boca Raton, FL	99,244	98,150	96,114	89,793	87,552
Boise, ID	236,310	232,300	228,930	226,900	223,670
Boulder, CO	107,353	108,507	108,090	103,919	104,810
Broken Arrow,	112,000	110,000	108,854	108,000	107,000
Carlsbad, CA	115,330	115,330	113,952	112,299	112,299
Cedar Rapids, IA	133,174	132,228	131,127	130,405	129,195
Chesapeake,	244,657	242,336	242,336	236,538	233,908
Chula Vista, CA	271,651	270,471	267,172	263,347	257,989
Columbia, MO	125,049	122,832	122,443	121,345	118,519
Coral Springs,	133,507	127,673	127,673	126,264	124,282
Edmond, OK	96,392	94,826	93,105	91,504	89,926
Fort Collins, CO	172,653	171,100	167,492	161,000	158,600
Fremont, CA	231,664	226,551	227,934	226,551	226,551
Garland, TX	239,684	238,293	236,786	236,897	234,533
Grand Prairie,	194,614	193,249	187,050	184,620	185,453
Henderson, NV	321,781	314,414	307,928	299,279	286,273
Irving, TX	242,242	240,373	238,289	236,617	228,610
Lawrence, KS	102,980	100,736	99,496	97,948	97,193
Lincoln, NE	287,401	284,736	280,364	277,348	272,996
Naperville, IL	147,841	147,841	147,122	146,128	144,108
Norman, OK	124,959	124,445	122,738	121,041	119,362
Olathe, KS	142,767	141,026	138,944	136,399	134,308
Overland Park,	196,625	195,140	191,780	189,450	187,730
Peoria, AZ	179,800	171,600	167,073	171,237	163,839
Plano, TX	284,579	281,566	277,720	274,960	271,140
Richardson, TX	113,710	110,140	107,400	104,300	102,430
Rochester, MN	116,961	115,733			
Springfield, MO	168,122	167,313	167,319	166,860	165,378
Average	**175,460**	**172,778**	**172,590**	**170,216**	**167,952**
Median	**147,841**	**154,933**	**159,170**	**155,918**	**151,354**

Benchmark City Survey - 2019 Data

Number of Citizens Per Officer, 2-Year Comparison

2019 Average is 741.2 Citizens per Officer



Benchmark City Survey - 2019 Data

Number of Citizens Per Officer, 5-Year Comparison

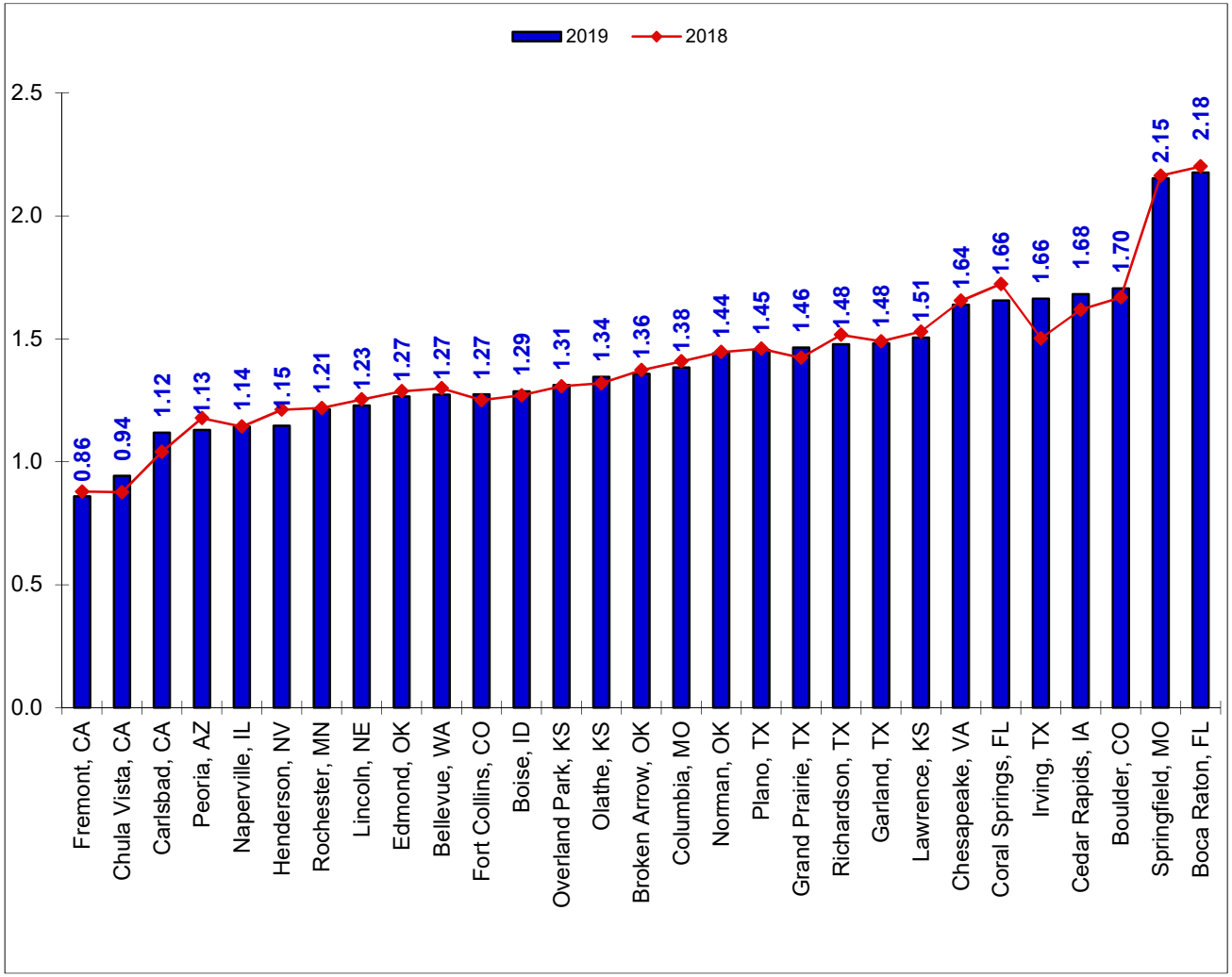
2019 Average is 741.2 Citizens per Officer

City Name	City Population	Authorized Officer Strength	2019	2018	2017	2016	2015
Bellevue, WA	145,300	185	785.4	769.7	764.7	757.6	750.0
Boca Raton, FL	99,244	216	459.5	454.4	445.0	425.6	431.3
Boise, ID	236,310	304	777.3	787.5	773.4	804.6	760.8
Boulder, CO	107,353	183	586.6	599.5	597.2	574.1	585.5
Broken Arrow, OK	112,000	152	736.8	728.5	745.6	766.0	792.6
Carlsbad, CA	115,330	129	894.0	961.1	990.9	993.8	976.5
Cedar Rapids, IA	133,174	224	594.5	617.9	615.6	612.2	606.5
Chesapeake, VA	244,657	401	610.1	604.3	610.4	592.8	598.2
Chula Vista, CA	271,651	256	1061.1	1141.2	1151.6	1,160.1	1,146.6
Columbia, MO	125,049	173	722.8	710.0	707.8	701.4	718.3
Coral Springs, FL	133,507	221	604.1	580.3	591.1	601.3	597.5
Edmond, OK	96,392	122	790.1	777.3	775.9	762.5	731.1
Fort Collins, CO	172,653	220	784.8	799.5	782.7	770.3	781.3
Fremont, CA	231,664	199	1164.1	1,138.4	1,157.0	1,180.0	1,180.0
Garland, TX	239,684	355	675.2	671.2	680.4	703.0	702.2
Grand Prairie, TX	194,614	285	682.9	702.7	677.7	683.8	716.0
Henderson, NV	321,781	369	872.0	825.2	814.6	910	735.9
Irving, TX	242,242	403	601.1	665.9	663.8	668.4	660.7
Lawrence, KS	102,980	155	664.4	654.1	646.1	640.2	627.1
Lincoln, NE	287,401	353	814.2	797.6	836.9	845.6	845.2
Naperville, IL	147,841	169	874.8	874.8	870.5	869.8	857.8
Norman, OK	124,959	180	694.2	691.4	681.9	676.2	666.8
Olathe, KS	142,767	192	743.6	758.2	767.6	775.0	776.3
Overland Park, KS	196,625	258	762.1	765.3	752.1	754.8	750.9
Peoria, AZ	179,800	203	885.7	849.5	839.6	873.7	840.2
Plano, TX	284,579	414	687.4	685.1	704.9	735.2	744.9
Richardson, TX	113,710	168	676.8	659.5	650.9	647.8	656.6
Rochester, MN	116,961	142	823.7	820.8			
Springfield, MO	168,122	362	464.4	462.2	475.3	474.0	469.8
Average	**175,460**	**239**	**741.2**	**745.6**	**744.0**	**750.3**	**739.5**

Benchmark City Survey - 2019 Data

Number of Officers Per 1,000 Citizens, 2-Year Comparison

2019 Average is 1.41 Officers per 1,000 Citizens



Benchmark City Survey - 2019 Data

Number of Officers Per 1,000 Citizens, 5-Year Comparison

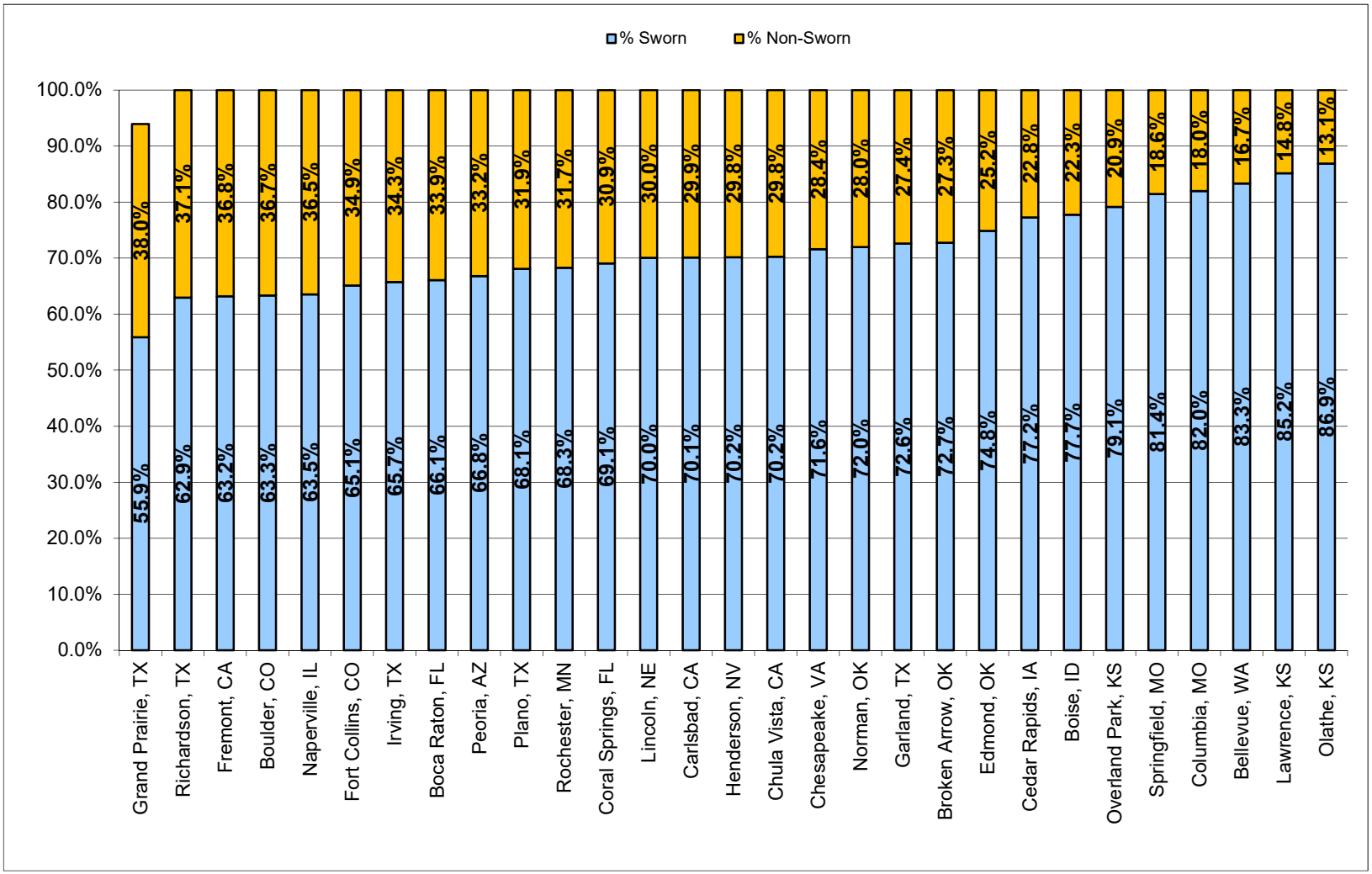
2019 Average is 1.41 Officers per 1,000 Citizens

City Name	City Population	Authorized Officer Strength	2019	2018	2017	2016	2015
Bellevue, WA	145,300	185	1.27	1.30	1.31	1.32	1.33
Boca Raton, FL	99,244	216	2.18	2.20	2.25	2.35	2.32
Boise, ID	236,310	304	1.29	1.27	1.29	1.24	1.31
Boulder, CO	107,353	183	1.70	1.67	1.67	1.74	1.71
Broken Arrow, OK	112,000	152	1.36	1.37	1.34	1.31	1.26
Carlsbad, CA	115,330	129	1.12	1.04	1.01	1.01	1.02
Cedar Rapids, IA	133,174	224	1.68	1.62	1.62	1.63	1.65
Chesapeake, VA	244,657	401	1.64	1.65	1.64	1.69	1.67
Chula Vista, CA	271,651	256	0.94	0.88	0.87	0.86	0.87
Columbia, MO	125,049	173	1.38	1.41	1.41	1.43	1.39
Coral Springs, FL	133,507	221	1.66	1.72	1.69	1.66	1.67
Edmond, OK	96,392	122	1.27	1.29	1.29	1.31	1.37
Fort Collins, CO	172,653	220	1.27	1.25	1.28	1.30	1.28
Fremont, CA	231,664	199	0.86	0.88	0.86	0.85	0.85
Garland, TX	239,684	355	1.48	1.49	1.47	1.42	1.42
Grand Prairie, TX	194,614	285	1.46	1.42	1.48	1.46	1.40
Henderson, NV	321,781	369	1.15	1.21	1.23	1.10	1.36
Irving, TX	242,242	403	1.66	1.50	1.51	1.50	1.51
Lawrence, KS	102,980	155	1.51	1.53	1.55	1.56	1.59
Lincoln, NE	287,401	353	1.23	1.25	1.19	1.18	1.18
Naperville, IL	147,841	169	1.14	1.14	1.15	1.15	1.17
Norman, OK	124,959	180	1.44	1.45	1.47	1.48	1.50
Olathe, KS	142,767	192	1.34	1.32	1.30	1.29	1.29
Overland Park, KS	196,625	258	1.31	1.31	1.33	1.32	1.33
Peoria, AZ	179,800	203	1.13	1.18	1.19	1.14	1.19
Plano, TX	284,579	414	1.45	1.46	1.42	1.36	1.34
Richardson, TX	113,710	168	1.48	1.52	1.46	1.54	1.52
Rochester, MN	116,961	142	1.21	1.22			
Springfield, MO	168,122	362	2.15	2.16	2.10	2.11	2.13
Average	**175,460**	**239**	**1.41**	**1.40**	**1.40**	**1.40**	**1.42**

Benchmark City Survey - 2019 Data

Sworn and Non-Sworn as a % of Total Strength

2019 Average is 71.6% Sworn and 28.2% Non-Sworn



Benchmark City Survey - 2019 Data

Sworn and Non-Sworn as a % of Total Strength

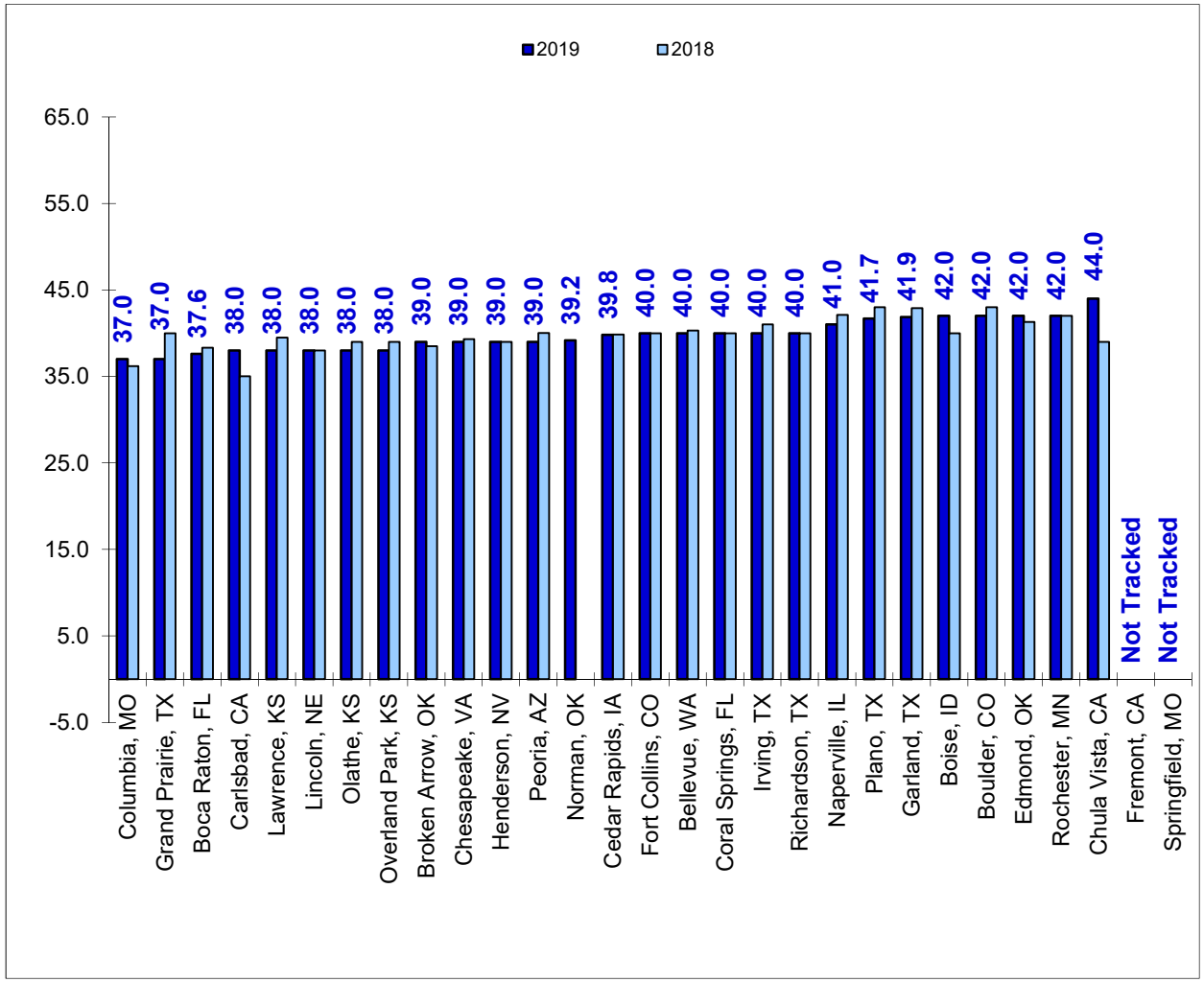
2019 Average is 71.6% Sworn and 28.2% Non-Sworn

City Name	Authorized Personnel	Sworn	Non-Sworn	% Sworn	% Non-Sworn
Grand Prairie, TX	510	285	194	55.9%	38.0%
Richardson, TX	267	168	99	62.9%	37.1%
Fremont, CA	315	199	116	63.2%	36.8%
Boulder, CO	289	183	106	63.3%	36.7%
Naperville, IL	266	169	97	63.5%	36.5%
Fort Collins, CO	338	220	118	65.1%	34.9%
Irving, TX	613	403	210	65.7%	34.3%
Boca Raton, FL	327	216	111	66.1%	33.9%
Peoria, AZ	304	203	101	66.8%	33.2%
Plano, TX	608	414	194	68.1%	31.9%
Rochester, MN	208	142	66	68.3%	31.7%
Coral Springs, FL	320	221	99	69.1%	30.9%
Lincoln, NE	504	353	151	70.0%	30.0%
Carlsbad, CA	184	129	55	70.1%	29.9%
Henderson, NV	526	369	157	70.2%	29.8%
Chula Vista, CA	365	256	109	70.2%	29.8%
Chesapeake, VA	560	401	159	71.6%	28.4%
Norman, OK	250	180	70	72.0%	28.0%
Garland, TX	489	355	134	72.6%	27.4%
Broken Arrow, OK	209	152	57	72.7%	27.3%
Edmond, OK	163	122	41	74.8%	25.2%
Cedar Rapids, IA	290	224	66	77.2%	22.8%
Boise, ID	391	304	87	77.7%	22.3%
Overland Park, KS	326	258	68	79.1%	20.9%
Springfield, MO	445	362	83	81.4%	18.6%
Columbia, MO	211	173	38	82.0%	18.0%
Bellevue, WA	222	185	37	83.3%	16.7%
Lawrence, KS	182	155	27	85.2%	14.8%
Olathe, KS	221	192	29	86.9%	13.1%
Average	**341**	**239**	**99**	**71.6%**	**28.2%**

Benchmark City Survey - 2019 Data

Average Officer Age, Two year Comparison

2019 Average Age of Sworn Officers is 39.7 years



Benchmark City Survey - 2019 Data

Average Officer Age, Five year Comparison

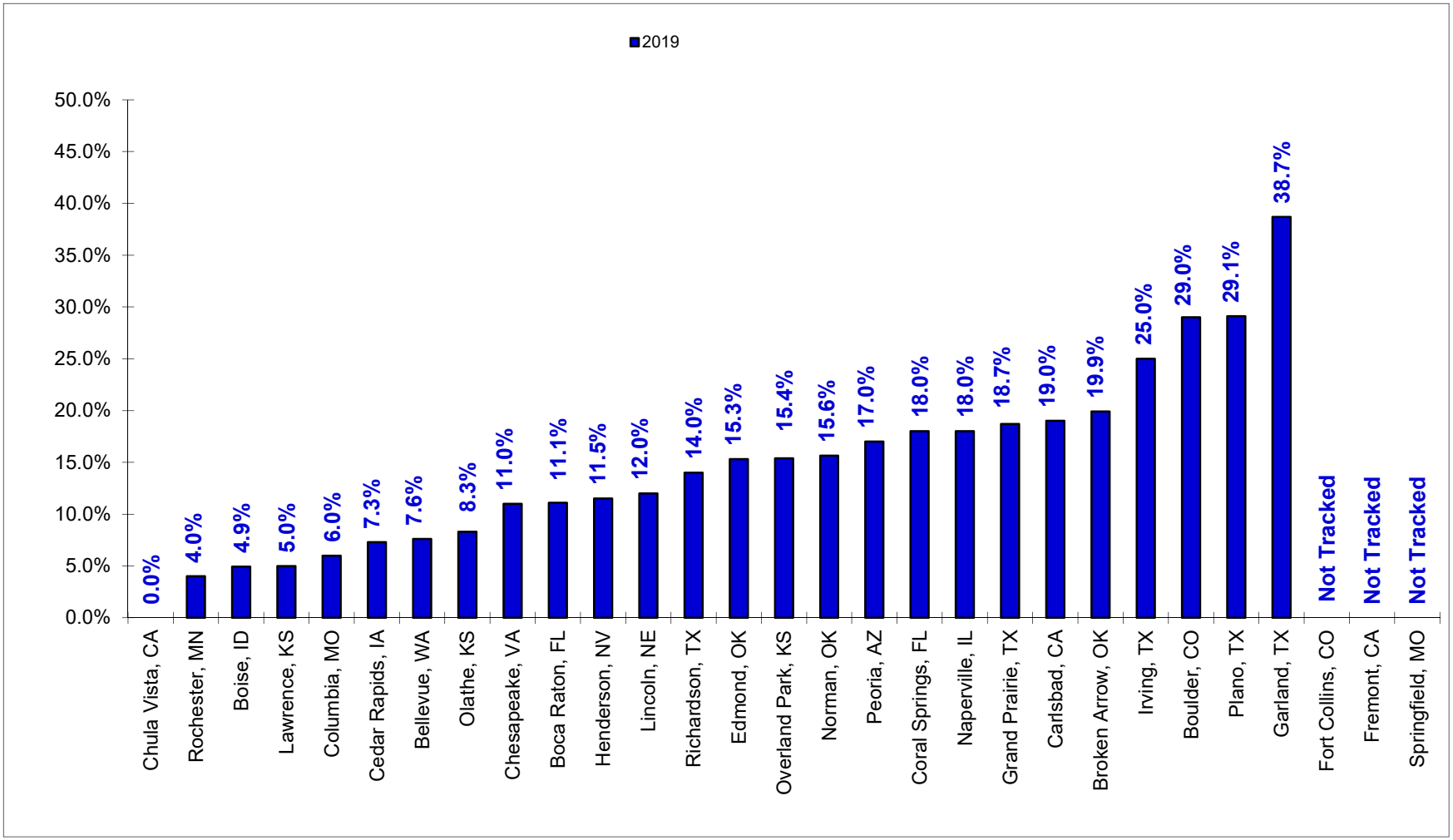
2019 Average Age of Sworn Officers is 39.7 years

City Name	2019	2018	2017	2016	2015
Bellevue, WA	40.0	40.3	40.7	41.3	42.0
Boca Raton, FL	37.6	38.3	38.4	39.0	39.0
Boise, ID	42.0	40.0	42.0	41.0	42.9
Boulder, CO	42.0	43.0	43.0	41.0	40.9
Broken Arrow, OK	39.0	38.5	39.0	40.0	42.0
Carlsbad, CA	38.0	35.0	35.0	41.0	41.0
Cedar Rapids, IA	39.8	39.8	40.3	41.0	39.6
Chesapeake, VA	39.0	39.3	Not Tracked	Not Tracked	39.0
Chula Vista, CA	44.0	39.0	41.0	42.0	41.0
Columbia, MO	37.0	36.2	36.5	37.0	35.0
Coral Springs, FL	40.0	40.0	40.0	40.0	40.0
Edmond, OK	42.0	41.3	42.0	42.0	40.0
Fort Collins, CO	40.0	40.0	40.0	42.0	41.0
Fremont, CA	Not Tracked	Not Tracked	Not Tracked	Not Tracked	37.0
Garland, TX	41.9	42.9	42.7	42.0	42.0
Grand Prairie, TX	37.0	40.0	31.0	33.0	35.0
Henderson, NV	39.0	39.0	38.6	35.0	38.0
Irving, TX	40.0	41.0	40.0	41.0	41.0
Lawrence, KS	38.0	39.5	39.0	38.8	40.2
Lincoln, NE	38.0	38.0	37.0	38.0	38.0
Naperville, IL	41.0	42.1	42.4	42.4	41.3
Norman, OK	39.2	Not Tracked	38.0	38.0	38.0
Olathe, KS	38.0	39.0	39.0	39.0	39.0
Overland Park, KS	38.0	39.0	39.0	39.5	41.0
Peoria, AZ	39.0	40.0	39.6	40.0	40.0
Plano, TX	41.7	43.0	41.0	41.7	41.8
Richardson, TX	40.0	40.0	39.0	41.0	40.0
Rochester, MN	42.0	42.0			
Springfield, MO	Not Tracked	Not Tracked	Not Tracked	Not Tracked	Not Tracked
Average	**39.7**	**39.8**	**39.4**	**39.8**	**39.8**

Benchmark City Survey - 2019 Data

% of Commissioned Officers are Eligible to Retire

2019 Average is 14.7% Eligible to Retire



Benchmark City Survey - 2019 Data

Percent of Commissioned Officers Eligible to Retire

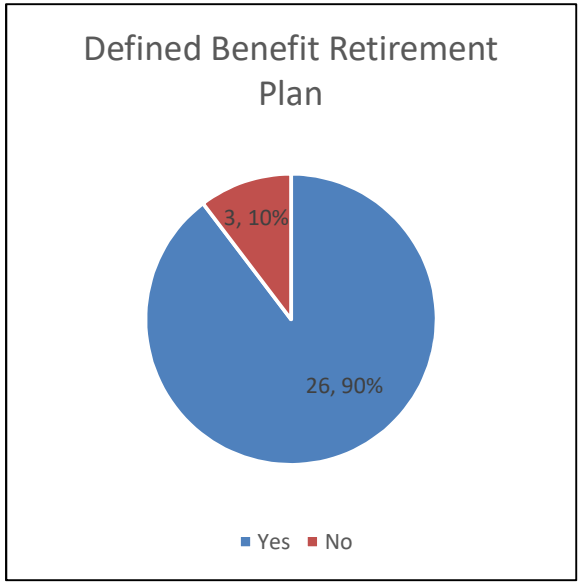
2019 Average is 14.7% are Eligible to Retire

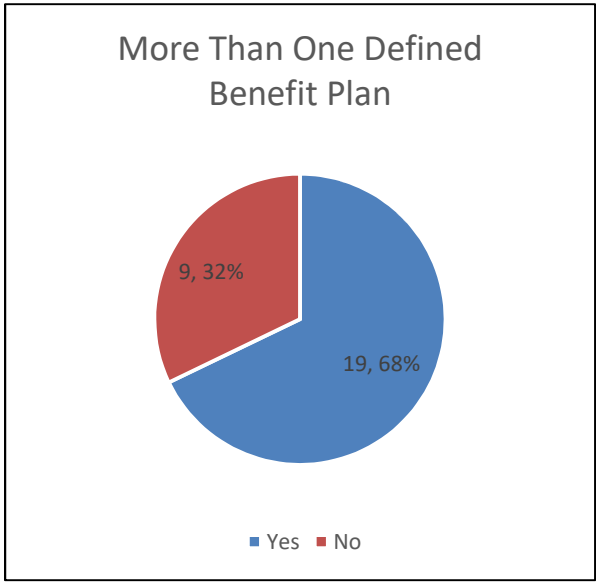
City Name	2019	2018
Chula Vista, CA	0.0%	Not Tracked
Rochester, MN	4.0%	Not Tracked
Boise, ID	4.9%	Not Tracked
Lawrence, KS	5.0%	Not Tracked
Columbia, MO	6.0%	Not Tracked
Cedar Rapids, IA	7.3%	Not Tracked
Bellevue, WA	7.6%	Not Tracked
Olathe, KS	8.3%	Not Tracked
Chesapeake, VA	11.0%	Not Tracked
Boca Raton, FL	11.1%	Not Tracked
Henderson, NV	11.5%	Not Tracked
Lincoln, NE	12.0%	Not Tracked
Richardson, TX	14.0%	Not Tracked
Edmond, OK	15.3%	Not Tracked
Overland Park, KS	15.4%	Not Tracked
Norman, OK	15.6%	Not Tracked
Peoria, AZ	17.0%	Not Tracked
Coral Springs, FL	18.0%	Not Tracked
Naperville, IL	18.0%	Not Tracked
Grand Prairie, TX	18.7%	Not Tracked
Carlsbad, CA	19.0%	Not Tracked
Broken Arrow, OK	19.9%	Not Tracked
Irving, TX	25.0%	Not Tracked
Boulder, CO	29.0%	Not Tracked
Plano, TX	29.1%	Not Tracked
Garland, TX	38.7%	Not Tracked
Fort Collins, CO	Not Tracked	Not Tracked
Fremont, CA	Not Tracked	Not Tracked
Springfield, MO	Not Tracked	Not Tracked
Average	**14.7%**	**0.0%**

Benchmark City Survey - 2019 Data

Defined Benefit Retirement Plan & More Than One Plan

2019 Average is 90% have a defined benefit retirement plan





Benchmark City Survey - 2019 Data

Defined Benefit Retirement Plan & More Than One Plan

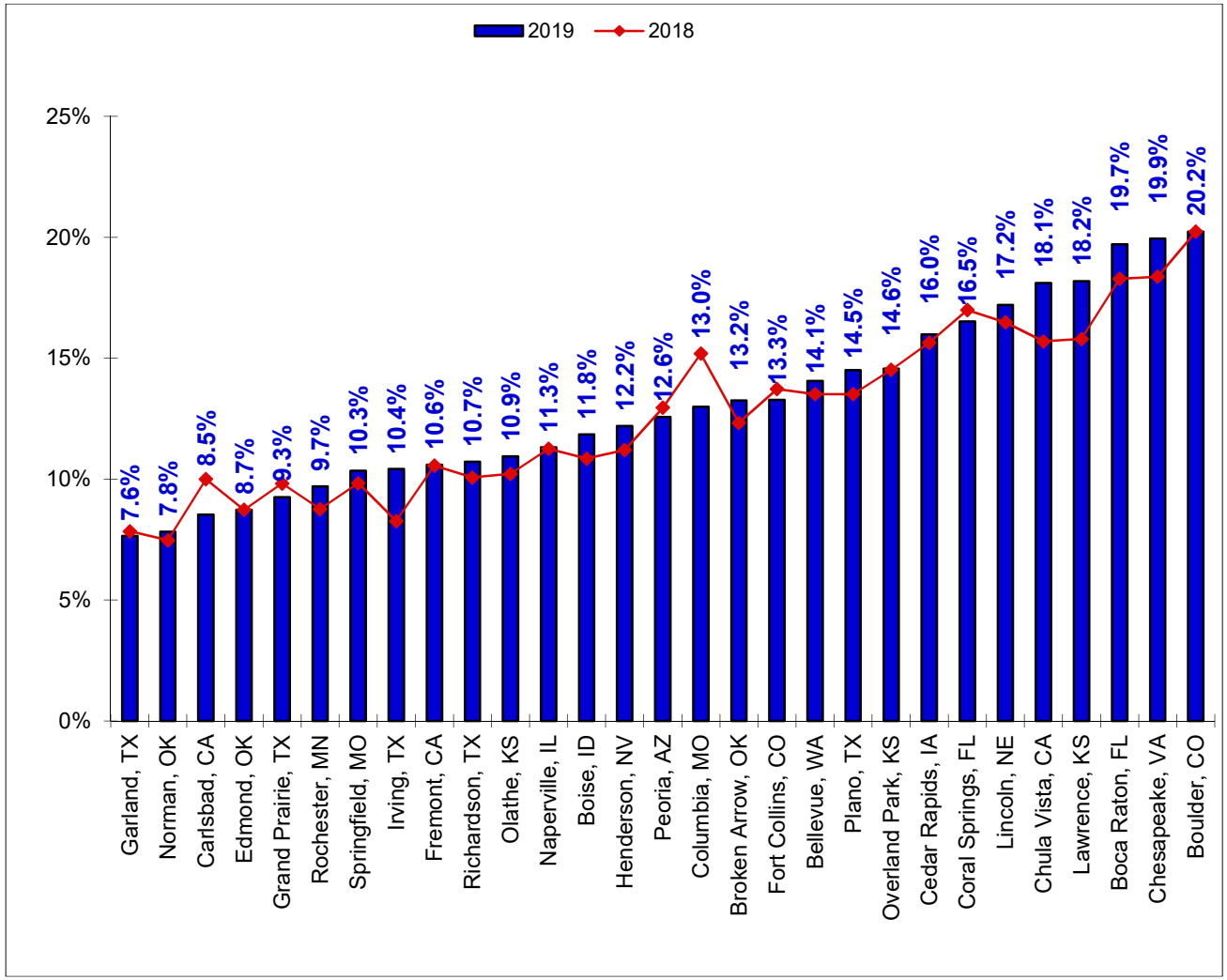
2019 Average is 90% have a defined benefit retirement plan

City Name	Defined Benefit Retirement plan?	Personnel under more than one retirement plan?
Bellevue, WA	Yes	Yes
Boise, ID	Yes	Yes
Chesapeake, VA	Yes	Yes
Chula Vista, CA	Yes	Yes
Columbia, MO	Yes	Yes
Coral Springs, FL	Yes	Yes
Edmond, OK	Yes	Yes
Fremont, CA	Yes	Yes
Henderson, NV	Yes	Yes
Lincoln, NE	Yes	Yes
Naperville, IL	Yes	Yes
Norman, OK	Yes	Yes
Olathe, KS	Yes	Yes
Overland Park, KS	Yes	Yes
Peoria, AZ	Yes	Yes
Richardson, Tx	Yes	Yes
Rochester, MN	Yes	Yes
Springfield, MO	Yes	Yes
Boca Raton, FL	Yes	No
Broken Arrow, OK	Yes	No
Carlsbad, CA	Yes	No
Cedar Rapids, IA	Yes	No
Garland, TX	Yes	No
Grand Prairie, TX	Yes	No
Irving, TX	Yes	No
Plano, TX	Yes	No
Boulder, CO	No	Yes
Lawrence, KS	No	Yes
Fort Collins, CO	No	No

Benchmark City Survey - 2019 Data

Percent of Female Officers, 2-Year Comparison

2019 Average is 13.1% Female Officers



Benchmark City Survey - 2019 Data

Percent of Female Officers, 5-Year Comparison

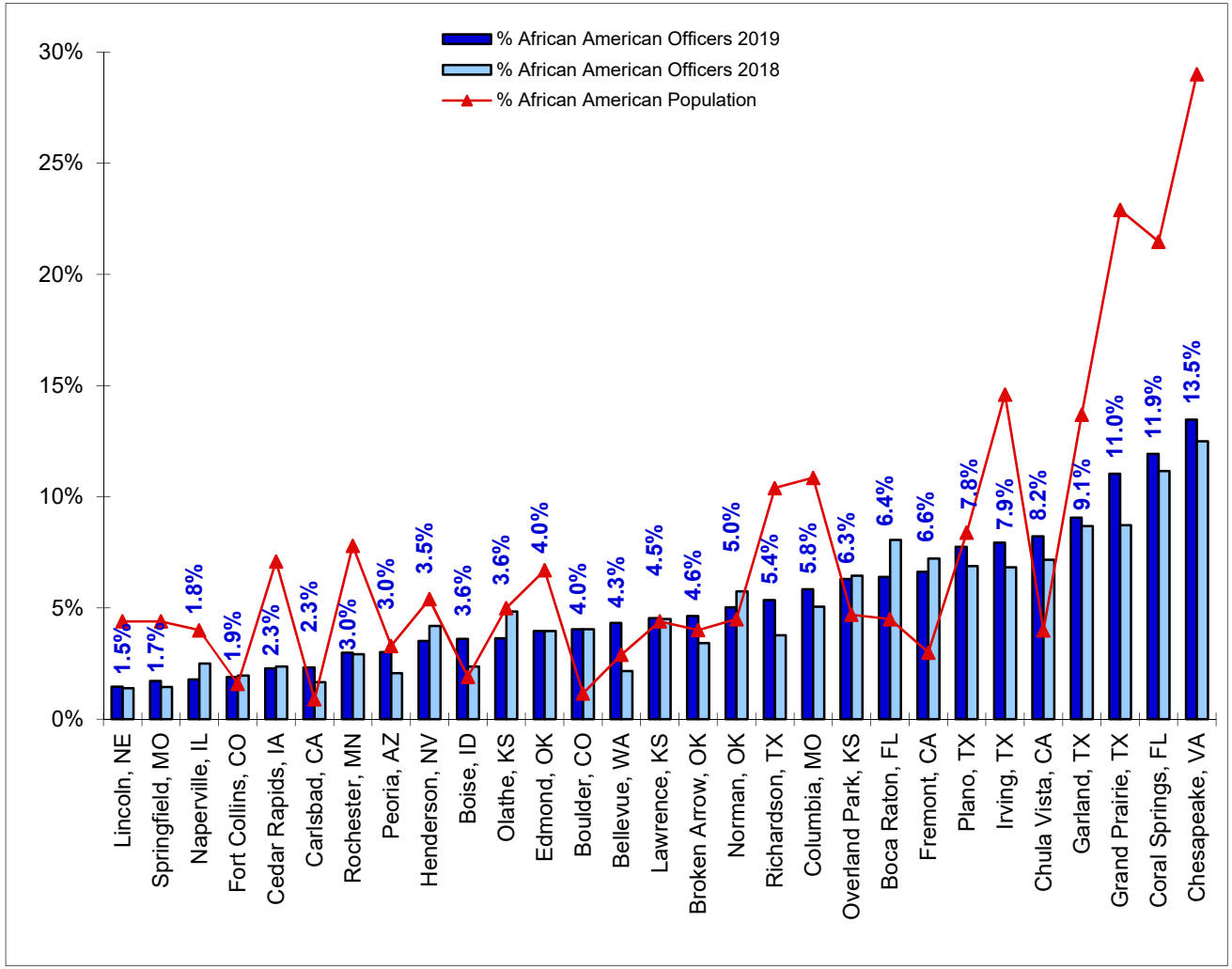
2019 Average is 13.1% Female Officers

City Name	Assigned Officers	Female Officers	2019	2018	2017	2016	2015
Bellevue, WA	185	26	14.1%	13.5%	14.1%	15.2%	16.1%
Boca Raton, FL	203	40	19.7%	18.3%	18.4%	16.1%	16.7%
Boise, ID	304	36	11.8%	10.8%	11.1%	11.3%	10.9%
Boulder, CO	173	35	20.2%	20.2%	20.6%	19.3%	19.6%
Broken Arrow, OK	151	20	13.2%	12.3%	10.3%	8.5%	8.9%
Carlsbad, CA	129	11	8.5%	10.0%	9.7%	8.0%	10.4%
Cedar Rapids, IA	219	35	16.0%	15.6%	14.9%	15.0%	15.5%
Chesapeake, VA	371	74	19.9%	18.4%	18.1%	19.0%	18.2%
Chula Vista, CA	243	44	18.1%	15.7%	13.5%	12.8%	12.4%
Columbia, MO	154	20	13.0%	15.2%	14.5%	11.0%	13.3%
Coral Springs, FL	218	36	16.5%	17.0%	17.1%	14.8%	13.9%
Edmond, OK	126	11	8.7%	8.7%	7.8%	7.5%	7.3%
Fort Collins, CO	211	28	13.3%	13.7%	15.4%	15.8%	15.8%
Fremont, CA	151	16	10.6%	10.6%	9.1%	8.3%	8.9%
Garland, TX	353	27	7.6%	7.8%	6.5%	6.2%	6.3%
Grand Prairie, TX	281	26	9.3%	9.8%	10.1%	9.3%	7.7%
Henderson, NV	369	45	12.2%	11.2%	11.1%	10.3%	8.0%
Irving, TX	365	38	10.4%	8.3%	7.9%	7.9%	7.2%
Lawrence, KS	132	24	18.2%	15.8%	14.2%	11.1%	11.0%
Lincoln, NE	343	59	17.2%	16.5%	15.8%	15.5%	16.7%
Naperville, IL	168	19	11.3%	11.3%	11.2%	10.7%	11.3%
Norman, OK	179	14	7.8%	7.5%	7.3%	6.7%	6.1%
Olathe, KS	192	21	10.9%	10.2%	8.8%	8.5%	8.1%
Overland Park, KS	254	37	14.6%	14.5%	14.4%	15.1%	16.0%
Peoria, AZ	199	25	12.6%	13.0%	14.0%	11.7%	12.3%
Plano, TX	400	58	14.5%	13.5%	14.0%	10.7%	11.3%
Richardson, TX	168	18	10.7%	10.1%	8.6%	8.1%	8.3%
Rochester, MN	134	13	9.7%	8.8%			
Springfield, MO	348	36	10.3%	9.8%	9.3%	8.8%	7.7%
Average	**232**	**31**	**13.1%**	**12.7%**	**12.4%**	**11.6%**	**11.6%**

Benchmark City Survey - 2019 Data

Percent of African American Officers, 2-Year Comparison

2019 Average is 5.3% African American Officers



Benchmark City Survey - 2019 Data

Percent of African American Officers, 5-Year Comparison

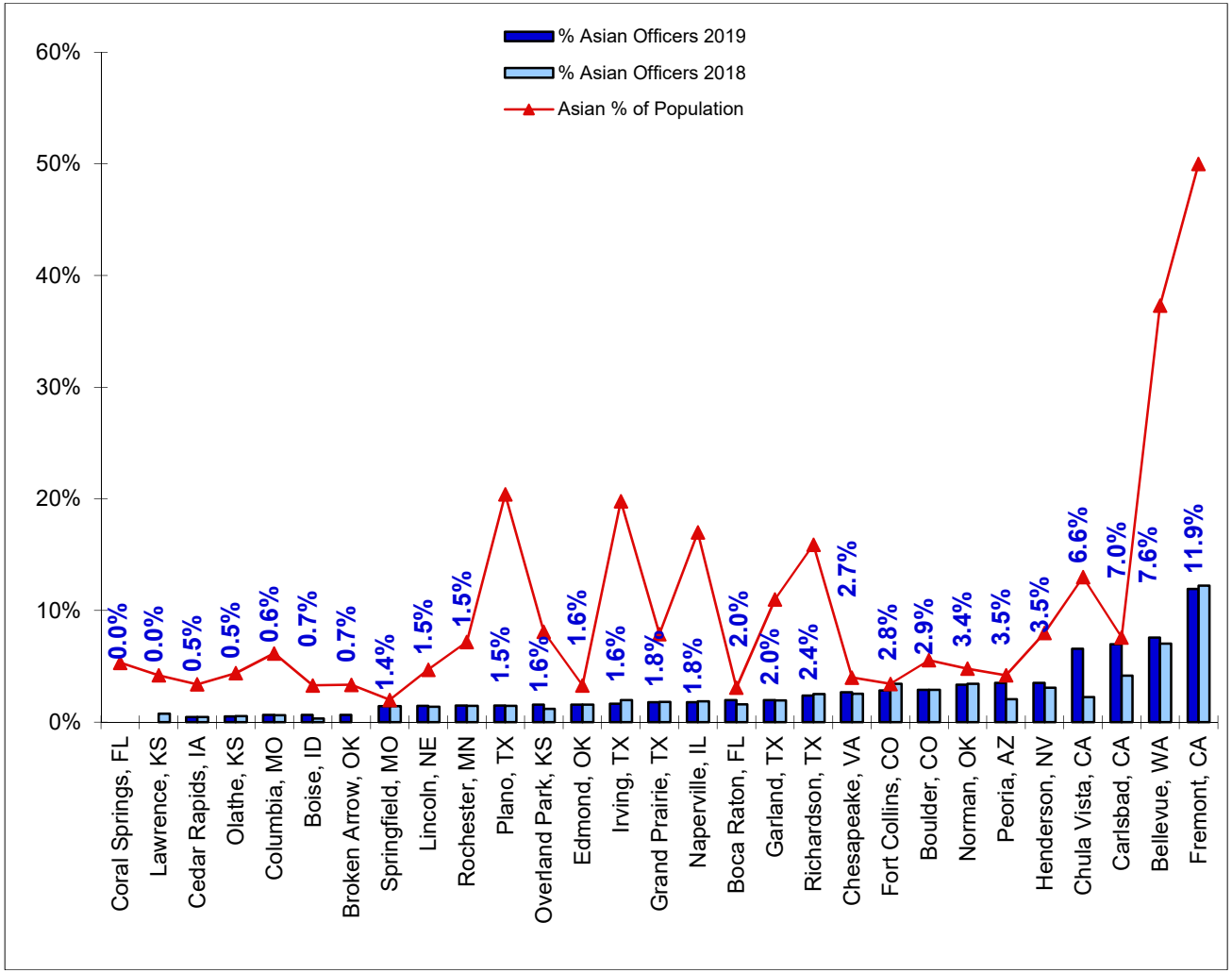
2019 Average is 5.3% African American Officers

City Name	Assigned Officers	African American Officers	2019	2018	2017	2016	2015	% African American Population 2019
Bellevue, WA	185	8	4.3%	2.2%	1.6%	2.2%	2.2%	2.9%
Boca Raton, FL	203	13	6.4%	8.1%	7.3%	6.6%	7.4%	4.5%
Boise, ID	304	11	3.6%	2.4%	3.4%	2.8%	3.1%	1.9%
Boulder, CO	173	7	4.0%	4.0%	4.6%	5.0%	5.0%	1.2%
Broken Arrow, OK	151	7	4.6%	3.4%	3.4%	2.8%	3.0%	4.0%
Carlsbad, CA	129	3	2.3%	1.7%	1.8%	1.8%	2.6%	0.9%
Cedar Rapids, IA	219	5	2.3%	2.4%	2.4%	1.9%	1.4%	7.1%
Chesapeake, VA	371	50	13.5%	12.5%	12.0%	12.0%	12.5%	29.0%
Chula Vista, CA	243	20	8.2%	7.2%	6.8%	5.7%	5.3%	4.0%
Columbia, MO	154	9	5.8%	5.1%	5.0%	3.5%	4.8%	10.9%
Coral Springs, FL	218	26	11.9%	11.2%	10.5%	10.0%	8.2%	21.5%
Edmond, OK	126	5	4.0%	4.0%	4.3%	4.2%	4.1%	6.7%
Fort Collins, CO	211	4	1.9%	2.0%	2.2%	2.4%	2.0%	1.6%
Fremont, CA	151	10	6.6%	7.2%	6.8%	5.7%	5.2%	3.0%
Garland, TX	353	32	9.1%	8.7%	7.7%	8.3%	8.1%	13.7%
Grand Prairie, TX	281	31	11.0%	8.7%	10.9%	10.4%	10.0%	22.9%
Henderson, NV	369	13	3.5%	4.2%	3.7%	3.6%	4.1%	5.4%
Irving, TX	365	29	7.9%	6.8%	7.3%	5.9%	5.5%	14.6%
Lawrence, KS	132	6	4.5%	4.5%	4.7%	5.2%	5.2%	4.4%
Lincoln, NE	343	5	1.5%	1.4%	1.5%	1.8%	1.9%	4.4%
Naperville, IL	168	3	1.8%	2.5%	2.4%	2.4%	2.4%	4.0%
Norman, OK	179	9	5.0%	5.7%	4.8%	4.5%	4.5%	4.5%
Olathe, KS	192	7	3.6%	4.8%	5.5%	4.0%	4.0%	5.0%
Overland Park, KS	254	16	6.3%	6.5%	6.0%	5.2%	5.2%	4.7%
Peoria, AZ	199	6	3.0%	2.1%	2.6%	3.1%	3.6%	3.3%
Plano, TX	400	31	7.8%	6.9%	6.9%	6.1%	6.9%	8.4%
Richardson, TX	168	9	5.4%	3.8%	5.6%	5.0%	4.5%	10.4%
Rochester, MN	134	4	3.0%	2.9%				7.8%
Springfield, MO	348	6	1.7%	1.4%	1.2%	1.1%	0.9%	4.4%
Average	**232**	**13**	**5.3%**	**5.1%**	**5.2%**	**4.8%**	**4.8%**	**7.5%**

Benchmark City Survey - 2019 Data

Percent of Asian Officers, 2-Year Comparison

2019 Average is 2.6% Asian Officers



Benchmark City Survey - 2019 Data

Percent of Asian Officers, 5-Year Comparison

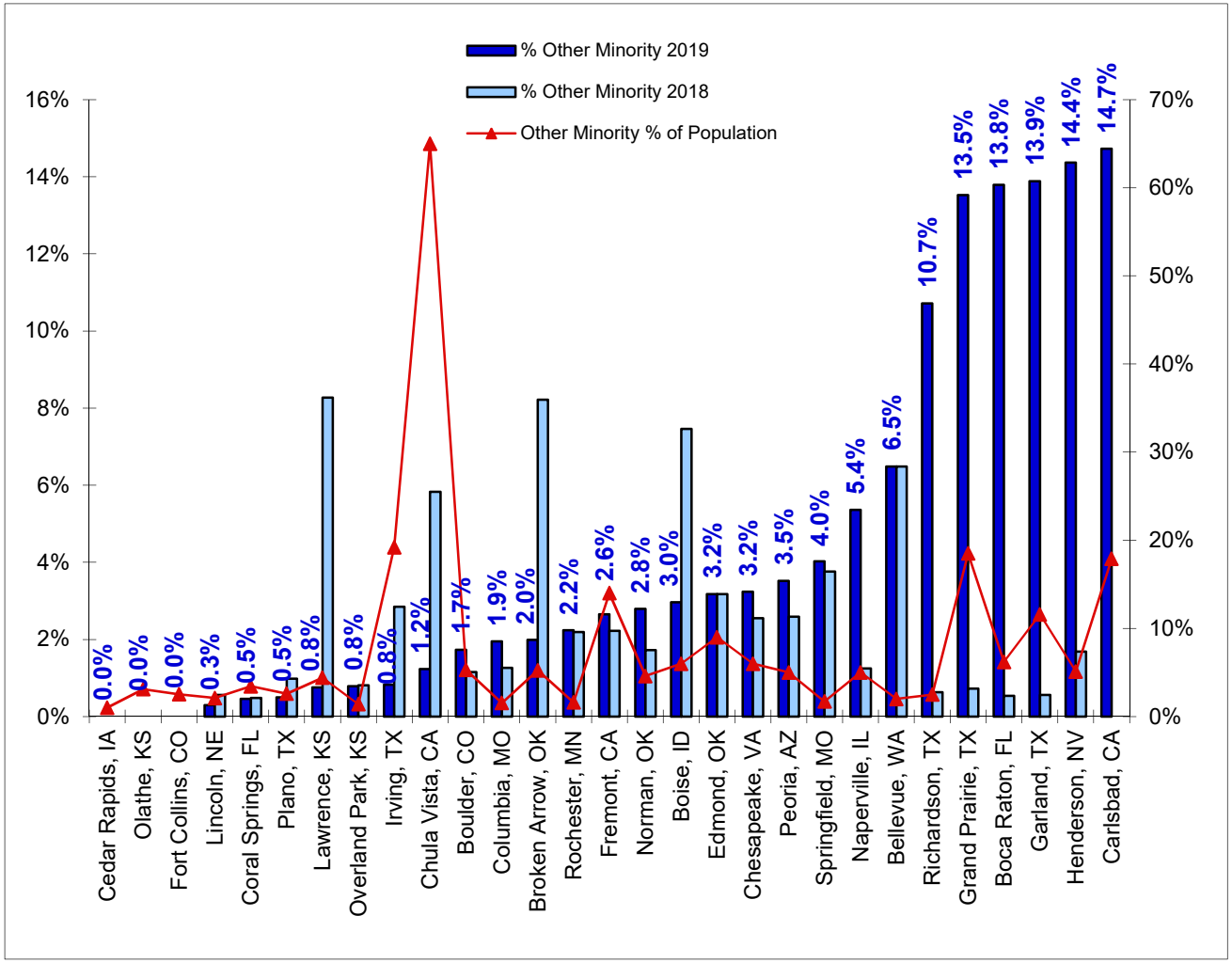
2019 Average is 2.6% Asian Officers

City Name	Assigned Officers	Asian Officers	2019	2018	2017	2016	2015	Asian % of Population
Bellevue, WA	185	14	7.6%	7.0%	6.5%	7.1%	7.8%	37.3%
Boca Raton, FL	203	4	2.0%	1.6%	1.7%	1.4%	0.0%	3.1%
Boise, ID	304	2	0.7%	0.3%	0.3%	0.4%	0.3%	3.3%
Boulder, CO	173	5	2.9%	2.9%	2.3%	2.2%	1.7%	5.6%
Broken Arrow, OK	151	1	0.7%	0.0%	1.4%	0.0%	0.7%	3.4%
Carlsbad, CA	129	9	7.0%	4.2%	3.5%	2.7%	3.5%	7.6%
Cedar Rapids, IA	219	1	0.5%	0.5%	0.5%	0.5%	0.5%	3.4%
Chesapeake, VA	371	10	2.7%	2.6%	2.6%	2.3%	2.3%	4.0%
Chula Vista, CA	243	16	6.6%	2.2%	4.1%	3.5%	2.7%	13.0%
Columbia, MO	154	1	0.6%	0.6%	0.6%	0.6%	0.6%	6.2%
Coral Springs, FL	218	0	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%
Edmond, OK	126	2	1.6%	1.6%	0.9%	0.8%	0.8%	3.3%
Fort Collins, CO	211	6	2.8%	3.4%	3.1%	2.4%	2.5%	3.4%
Fremont, CA	151	18	11.9%	12.2%	11.4%	10.4%	10.4%	50.0%
Garland, TX	353	7	2.0%	2.0%	2.1%	2.1%	1.8%	11.0%
Grand Prairie, TX	281	5	1.8%	1.8%	1.1%	1.5%	1.2%	7.9%
Henderson, NV	369	13	3.5%	3.1%	3.4%	3.0%	4.1%	8.0%
Irving, TX	365	6	1.6%	2.0%	1.8%	1.7%	2.0%	19.8%
Lawrence, KS	132	0	0.0%	0.8%	0.0%	0.0%	1.3%	4.2%
Lincoln, NE	343	5	1.5%	1.4%	0.9%	0.9%	1.2%	4.7%
Naperville, IL	168	3	1.8%	1.9%	1.8%	1.8%	1.8%	17.0%
Norman, OK	179	6	3.4%	3.4%	3.0%	2.8%	1.7%	4.8%
Olathe, KS	192	1	0.5%	0.5%	1.1%	1.1%	1.2%	4.4%
Overland Park, KS	254	4	1.6%	1.2%	1.2%	2.0%	1.2%	8.1%
Peoria, AZ	199	7	3.5%	2.1%	2.1%	3.6%	2.6%	4.2%
Plano, TX	400	6	1.5%	1.5%	2.0%	1.6%	1.6%	20.4%
Richardson, TX	168	4	2.4%	2.5%	2.5%	3.1%	3.2%	15.9%
Rochester, MN	134	2	1.5%	1.5%				7.2%
Springfield, MO	348	5	1.4%	1.4%	1.5%	1.1%	1.1%	2.0%
Average	**232**	**5.6**	**2.6%**	**2.2%**	**2.2%**	**2.1%**	**2.1%**	**9.9%**

Benchmark City Survey - 2019 Data

Percent of Other Minority Officers, 2-Year Comparison

2019 Average is 4.4% Other Minority Officers



Benchmark City Survey - 2019 Data

Percent of Other Minority Officers, 5-Year Comparison

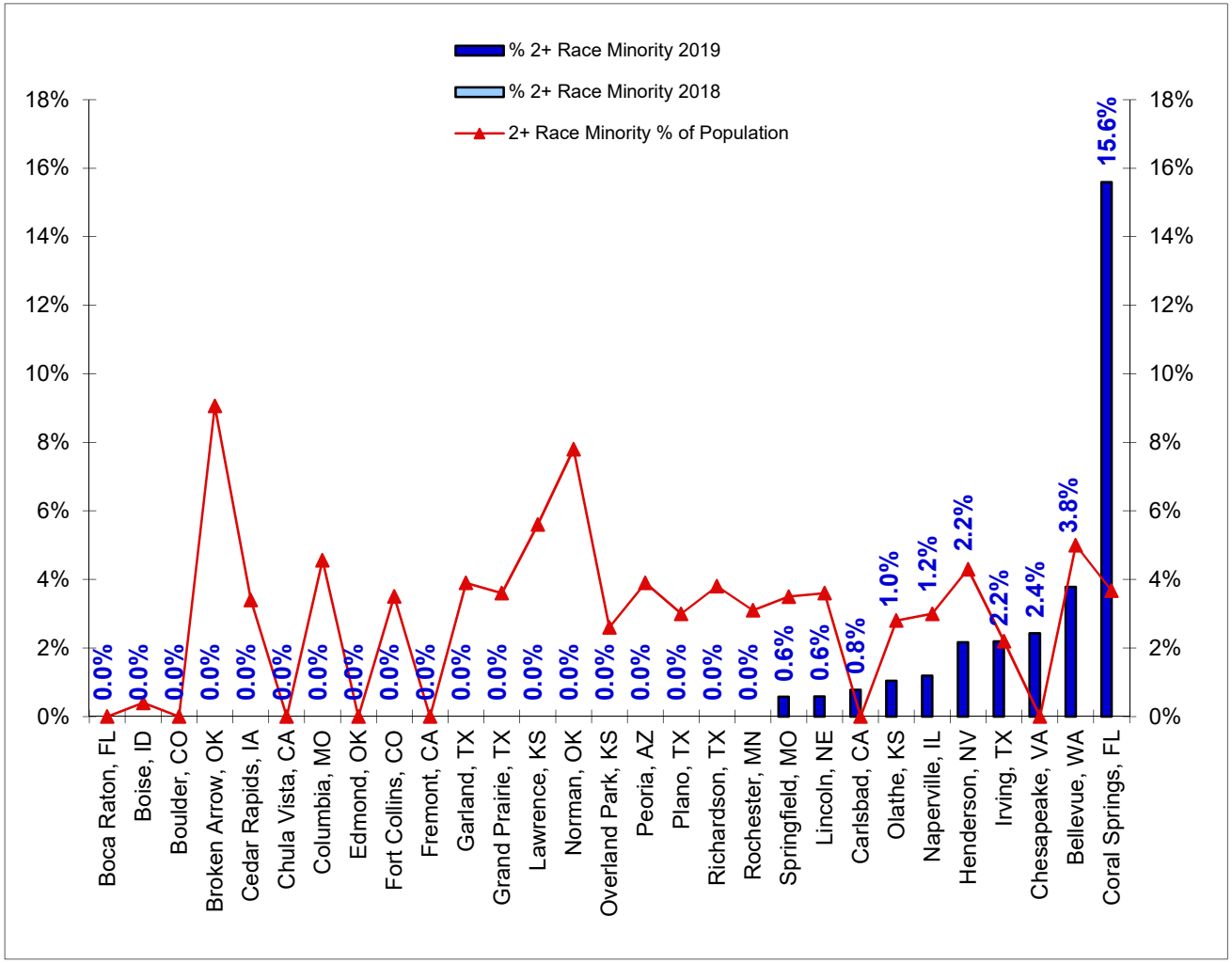
2019 Average is 4.4% Other Minority Officers

City Name	Assigned Officers	Other Minority Officers	2019	2018	2017	2016	2015	Other Minority % of Population
Bellevue, WA	185	12	6.5%	6.5%	6.0%	4.9%	3.3%	2.0%
Boca Raton, FL	203	28	13.8%	0.5%	0.6%	0.5%	2.0%	6.2%
Boise, ID	304	9	3.0%	7.5%	7.4%	4.6%	4.8%	6.0%
Boulder, CO	173	3	1.7%	1.2%	0.6%	0.6%	0.6%	5.3%
Broken Arrow, OK	151	3	2.0%	8.2%	8.3%	7.1%	5.2%	5.2%
Carlsbad, CA	129	19	14.7%	0.0%	1.8%	1.8%	1.7%	17.9%
Cedar Rapids, IA	219	0	0.0%	0.0%	0.0%	0.0%	0.5%	1.0%
Chesapeake, VA	371	12	3.2%	2.6%	1.0%	0.3%	0.3%	6.0%
Chula Vista, CA	243	3	1.2%	5.8%	3.2%	3.1%	7.6%	65.0%
Columbia, MO	154	3	1.9%	1.3%	1.3%	0.6%	0.6%	1.5%
Coral Springs, FL	218	1	0.5%	0.5%	0.5%	0.5%	0.5%	3.4%
Edmond, OK	126	4	3.2%	3.2%	3.5%	3.3%	3.3%	9.0%
Fort Collins, CO	211	0	0.0%	0.0%	0.0%	0.0%	0.0%	2.5%
Fremont, CA	151	4	2.6%	2.2%	2.3%	1.0%	2.6%	14.0%
Garland, TX	353	49	13.9%	0.6%	0.6%	0.6%	0.6%	11.6%
Grand Prairie, TX	281	38	13.5%	0.7%	0.7%	0.0%	0.0%	18.5%
Henderson, NV	369	53	14.4%	1.7%	3.7%	0.3%	0.5%	5.1%
Irving, TX	365	3	0.8%	2.8%	2.3%	0.6%	0.6%	19.2%
Lawrence, KS	132	1	0.8%	8.3%	3.4%	3.3%	2.6%	4.4%
Lincoln, NE	343	1	0.3%	0.6%	0.3%	0.9%	0.6%	2.1%
Naperville, IL	168	9	5.4%	1.3%	1.2%	1.2%	0.6%	5.0%
Norman, OK	179	5	2.8%	1.7%	2.4%	2.8%	2.8%	4.6%
Olathe, KS	192	0	0.0%	0.0%	0.0%	0.0%	0.0%	3.1%
Overland Park, KS	254	2	0.8%	0.8%	0.4%	0.4%	0.4%	1.4%
Peoria, AZ	199	7	3.5%	2.6%	3.1%	1.0%	1.5%	5.0%
Plano, TX	400	2	0.5%	1.0%	0.8%	0.8%	0.8%	2.6%
Richardson, TX	168	18	10.7%	0.6%	1.2%	0.6%	0.6%	2.5%
Rochester, MN	134	3	2.2%	2.2%				1.6%
Springfield, MO	348	14	4.0%	3.8%	0.6%	0.6%	0.6%	1.7%
Average	**232**	**10.6**	**4.4%**	**2.3%**	**2.0%**	**1.4%**	**1.6%**	**8.1%**

Benchmark City Survey - 2019 Data

Percent of Two or More Race Officers, 2-Year Comparison

2019 Average is 1% 2+ Race Officers



Benchmark City Survey - 2019 Data

Percent of Two or More Race Officers, 2-Year Comparison

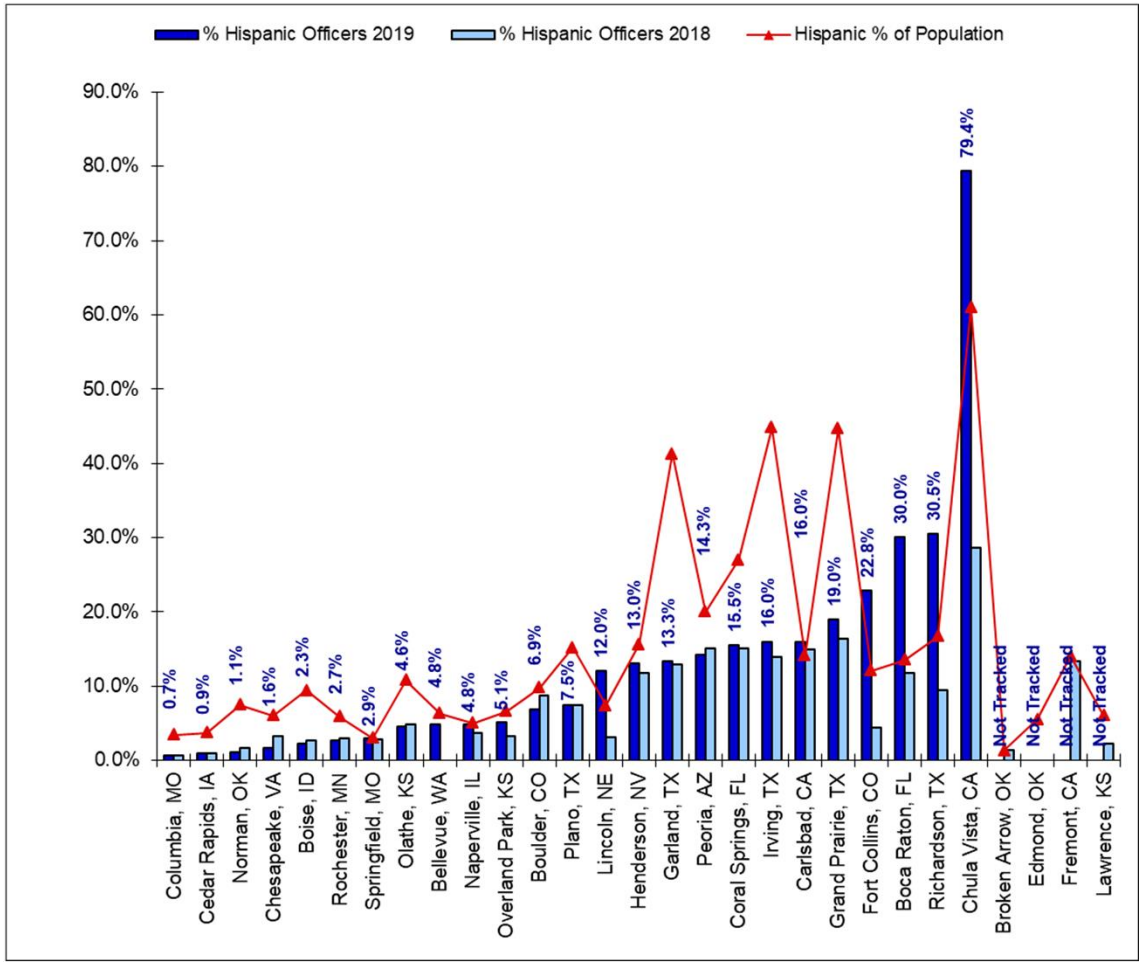
2019 Average is 1% 2+ Race Officers

City Name	Assigned Officers	2+ Race Minority Officers	%2+ Race Minority 2019	%2+ Race Minority 2018	2+ Race Minority % of Population
Boca Raton, FL	203	0	0.0%	Not Tracked	Not Tracked
Boise, ID	304	0	0.0%	Not Tracked	0.4%
Boulder, CO	173	0	0.0%	Not Tracked	Not Tracked
Broken Arrow, OK	151	0	0.0%	Not Tracked	9.1%
Cedar Rapids, IA	219	0	0.0%	Not Tracked	3.4%
Chula Vista, CA	243	0	0.0%	Not Tracked	Not Tracked
Columbia, MO	154	0	0.0%	Not Tracked	4.6%
Edmond, OK	126	0	0.0%	Not Tracked	Not Tracked
Fort Collins, CO	211	0	0.0%	Not Tracked	3.5%
Fremont, CA	151	0	0.0%	Not Tracked	Not Tracked
Garland, TX	353	0	0.0%	Not Tracked	3.9%
Grand Prairie, TX	281	0	0.0%	Not Tracked	3.6%
Lawrence, KS	132	0	0.0%	Not Tracked	5.6%
Norman, OK	179	0	0.0%	Not Tracked	7.8%
Overland Park, KS	254	0	0.0%	Not Tracked	2.6%
Peoria, AZ	199	0	0.0%	Not Tracked	3.9%
Plano, TX	400	0	0.0%	Not Tracked	3.0%
Richardson, TX	168	0	0.0%	Not Tracked	3.8%
Rochester, MN	134	0	0.0%	Not Tracked	3.1%
Springfield, MO	348	2	0.6%	Not Tracked	3.5%
Lincoln, NE	343	2	0.6%	Not Tracked	3.6%
Carlsbad, CA	129	1	0.8%	Not Tracked	Not tracked
Olathe, KS	192	2	1.0%	Not Tracked	2.8%
Naperville, IL	168	2	1.2%	Not Tracked	3.0%
Henderson, NV	369	8	2.2%	Not Tracked	4.3%
Irving, TX	365	8	2.2%	Not Tracked	2.2%
Chesapeake, VA	371	9	2.4%	Not Tracked	Not Tracked
Bellevue, WA	185	7	3.8%	Not Tracked	5.0%
Coral Springs, FL	218	34	15.6%	Not Tracked	3.7%
Average	**232**	**2.6**	**1.0%**	**Not Tracked**	**3.9%**

Benchmark City Survey - 2019 Data

Percent of Hispanic Officers, 2-Year Comparison

2019 Average is 13.1% Hispanic Officers



Benchmark City Survey - 2019 Data

Percent of Hispanic Officers, 5-Year Comparison

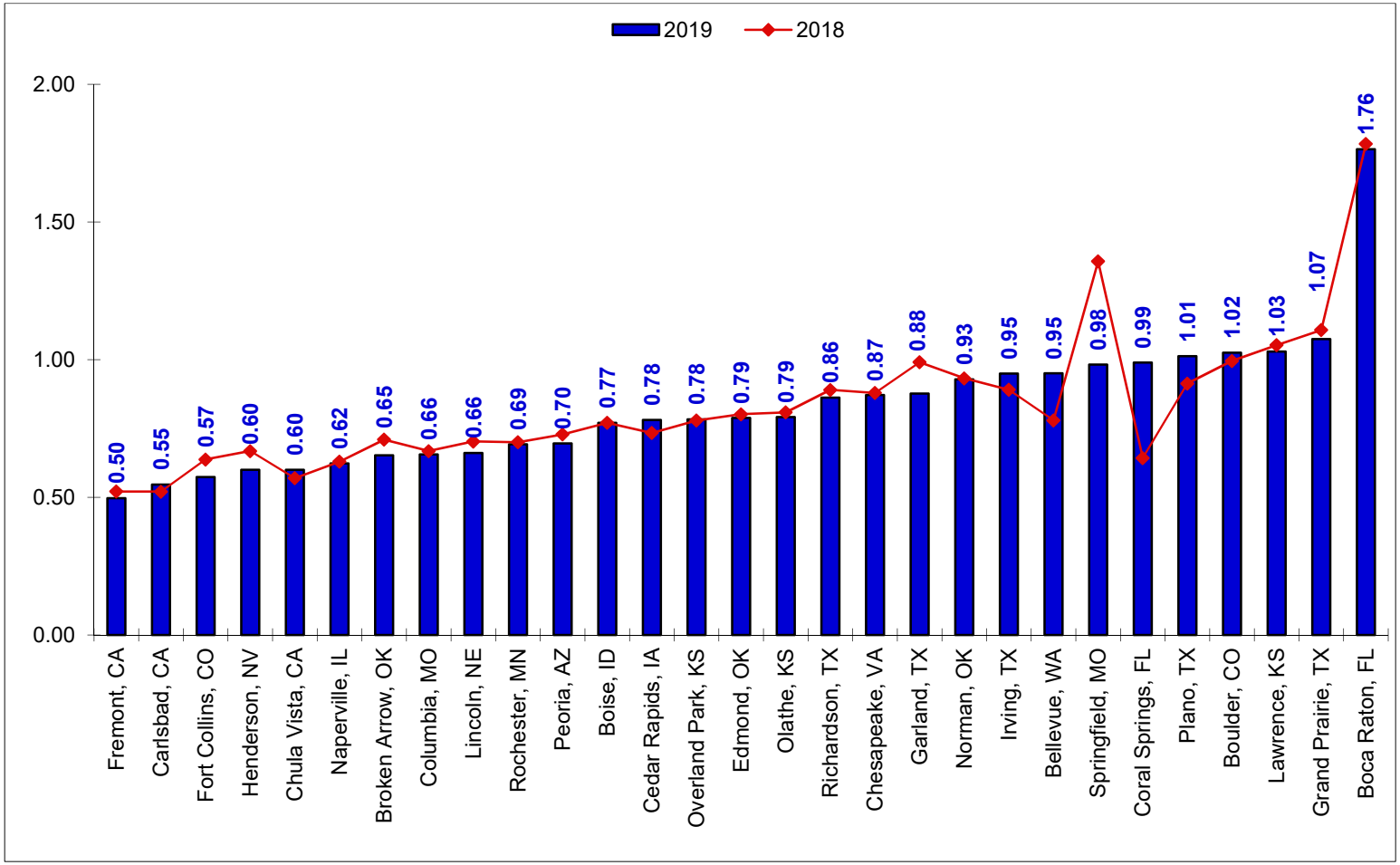
2019 Average is 13.1% Hispanic Officers

City Name	2019	2018	2017	2016	2015	Hispanic % of Population
Bellevue, WA	4.8%	3.8%	3.8%	3.8%	3.9%	6.3%
Boca Raton, FL	30.0%	11.8%	11.7%	9.0%	8.9%	13.5%
Boise, ID	2.3%	2.7%	2.4%	2.5%	2.4%	9.4%
Boulder, CO	6.9%	8.7%	6.3%	6.1%	6.1%	9.8%
Broken Arrow, OK	Not Tracked	1.4%	0.0%	0.7%	0.7%	1.3%
Carlsbad, CA	16.0%	15.0%	14.2%	11.5%	11.3%	14.1%
Cedar Rapids, IA	0.9%	0.9%	1.4%	0.9%	0.9%	3.7%
Chesapeake, VA	1.6%	3.3%	5.6%	5.3%	5.4%	6.0%
Chula Vista, CA	79.4%	28.7%	27.0%	26.9%	25.3%	61.0%
Columbia, MO	0.7%	0.6%	1.9%	2.3%	3.0%	3.4%
Coral Springs, FL	15.5%	15.0%	14.8%	12.4%	13.0%	27.0%
Edmond, OK	Not Tracked	0.0%	0.0%	0.0%	0.0%	5.5%
Fort Collins, CO	22.8%	4.4%	5.3%	5.7%	5.9%	12.1%
Fremont, CA	Not Tracked	13.3%	13.1%	12.5%	12.0%	14.0%
Garland, TX	13.3%	12.9%	11.3%	12.2%	9.6%	41.3%
Grand Prairie, TX	19.0%	16.4%	14.9%	14.1%	13.9%	44.7%
Henderson, NV	13.0%	11.8%	11.6%	9.4%	8.0%	15.6%
Irving, TX	16.0%	14.0%	10.9%	9.6%	9.0%	44.8%
Lawrence, KS	Not Tracked	2.3%	2.7%	2.0%	1.9%	6.0%
Lincoln, NE	12.0%	3.1%	2.7%	2.4%	1.9%	7.4%
Naperville, IL	4.8%	3.8%	4.1%	4.2%	3.6%	5.0%
Norman, OK	1.1%	1.7%	1.8%	1.7%	2.8%	7.5%
Olathe, KS	4.6%	4.8%	3.3%	2.8%	2.9%	10.8%
Overland Park, KS	5.1%	3.2%	3.6%	3.6%	4.4%	6.6%
Peoria, AZ	14.3%	15.0%	14.5%	11.2%	10.3%	20.0%
Plano, TX	7.5%	7.4%	7.7%	7.2%	7.4%	15.2%
Richardson, TX	30.5%	9.4%	10.5%	8.1%	9.0%	16.7%
Rochester, MN	2.7%	2.9%				5.9%
Springfield, MO	2.9%	2.9%	3.0%	2.8%	2.6%	3.0%
Average	**13.1%**	**7.5%**	**7.3%**	**6.7%**	**6.6%**	**15.1%**

Benchmark City Survey - 2019 Data

Number of First Responders Per 1,000 Citizens, 2-Year Comparison

2019 Average Number of First Responders per 1,000 Citizen is 0.83



First Responders are defined as Commissioned Police Officers below the rank of First Line Supervisor whose primary responsibility is handling dispatched calls for service.

Benchmark City Survey - 2019 Data

Number of First Responders Per 1,000 Citizens, 5-Year Comparison

2019 Average Number of First Responders per 1,000 Citizen is 0.83

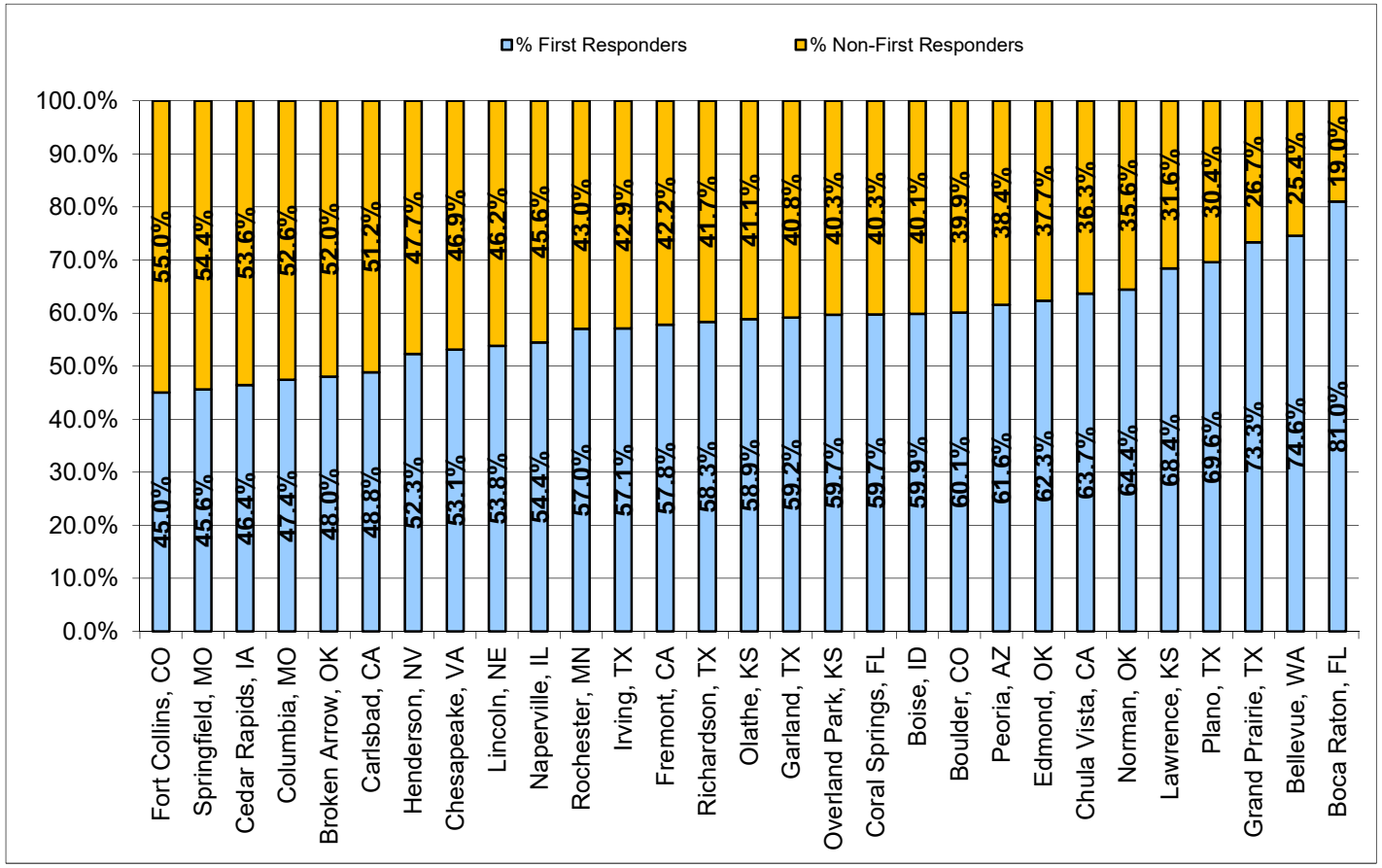
City Name	City Population	First Responders	2019	2018	2017	2016	2015
Bellevue, WA	145,300	138	0.95	0.78	0.78	0.79	0.82
Boca Raton, FL	99,244	175	1.76	1.78	1.82	1.12	1.39
Boise, ID	236,310	182	0.77	0.77	0.75	0.77	1.10
Boulder, CO	107,353	110	1.02	1.00	1.00	1.04	1.01
Broken Arrow, OK	112,000	73	0.65	0.71	0.72	0.92	0.75
Carlsbad, CA	115,330	63	0.55	0.52	0.65	0.65	0.67
Cedar Rapids, IA	133,174	104	0.78	0.73	0.91	0.90	1.04
Chesapeake, VA	244,657	213	0.87	0.88	0.77	0.93	1.32
Chula Vista, CA	271,651	163	0.60	0.57	0.56	0.56	0.57
Columbia, MO	125,049	82	0.66	0.67	0.82	0.82	0.88
Coral Springs, FL	133,507	132	0.99	0.64	0.95	0.96	0.97
Edmond, OK	96,392	76	0.79	0.80	0.79	0.81	0.86
Fort Collins, CO	172,653	99	0.57	0.64	0.60	0.62	0.80
Fremont, CA	231,664	115	0.50	0.52	0.51	0.66	0.52
Garland, TX	239,684	210	0.88	0.99	0.97	0.92	0.94
Grand Prairie, TX	194,614	209	1.07	1.11	1.08	1.03	1.07
Henderson, NV	321,781	193	0.60	0.67	0.51	0.50	0.79
Irving, TX	242,242	230	0.95	0.89	0.90	0.89	0.89
Lawrence, KS	102,980	106	1.03	1.05	1.05	1.14	1.06
Lincoln, NE	287,401	190	0.66	0.70	0.72	0.70	0.71
Naperville, IL	147,841	92	0.62	0.63	0.65	0.63	0.81
Norman, OK	124,959	116	0.93	0.93	0.92	0.93	0.92
Olathe, KS	142,767	113	0.79	0.81	0.83	0.84	0.87
Overland Park, KS	196,625	154	0.78	0.78	0.79	0.80	0.79
Peoria, AZ	179,800	125	0.70	0.73	0.73	0.69	0.74
Plano, TX	284,579	288	1.01	0.91	0.87	0.84	0.82
Richardson, TX	113,710	98	0.86	0.89	0.90	0.94	0.92
Rochester, MN	116,961	81	0.69	0.70			
Springfield, MO	168,122	165	0.98	1.36	1.36	1.36	1.37
Average	**175,460**	**141.2**	**0.83**	**0.82**	**0.84**	**0.84**	**0.91**

First Responders are defined as Commissioned Police Officers below the rank of First Line Supervisor whose primary responsibility is handling dispatched calls for service.

Benchmark City Survey - 2019 Data

First Responders vs. Non-First Responders

2019 Average is 58.7% (First Responders) and 41.3% (Non-First Responders)



First Responders are defined as Commissioned Police Officers below the rank of First Line Supervisor whose primary responsibility is handling dispatched calls for service.

Benchmark City Survey - 2019 Data

First Responders vs. Non-First Responders

2019 Average is 58.7% (First Responders) and 41.3% (Non-First Responders)

City Name	Authorized Sworn Strength	First Responders	Non-First Responders	% First Responders	% Non-First Responders	Ratio: First Responders to Non-First Responders	
Fort Collins, CO	220	99	121	45.0%	55.0%	0.82	to 1
Springfield, MO	362	165	197	45.6%	54.4%	0.84	to 1
Cedar Rapids, IA	224	104	120	46.4%	53.6%	0.87	to 1
Columbia, MO	173	82	91	47.4%	52.6%	0.90	to 1
Broken Arrow, OK	152	73	79	48.0%	52.0%	0.92	to 1
Carlsbad, CA	129	63	66	48.8%	51.2%	0.95	to 1
Henderson, NV	369	193	176	52.3%	47.7%	1.10	to 1
Chesapeake, VA	401	213	188	53.1%	46.9%	1.13	to 1
Lincoln, NE	353	190	163	53.8%	46.2%	1.17	to 1
Naperville, IL	169	92	77	54.4%	45.6%	1.19	to 1
Rochester, MN	142	81	61	57.0%	43.0%	1.33	to 1
Irving, TX	403	230	173	57.1%	42.9%	1.33	to 1
Fremont, CA	199	115	84	57.8%	42.2%	1.37	to 1
Richardson, TX	168	98	70	58.3%	41.7%	1.40	to 1
Olathe, KS	192	113	79	58.9%	41.1%	1.43	to 1
Garland, TX	355	210	145	59.2%	40.8%	1.45	to 1
Overland Park, KS	258	154	104	59.7%	40.3%	1.48	to 1
Coral Springs, FL	221	132	89	59.7%	40.3%	1.48	to 1
Boise, ID	304	182	122	59.9%	40.1%	1.49	to 1
Boulder, CO	183	110	73	60.1%	39.9%	1.51	to 1
Peoria, AZ	203	125	78	61.6%	38.4%	1.60	to 1
Edmond, OK	122	76	46	62.3%	37.7%	1.65	to 1
Chula Vista, CA	256	163	93	63.7%	36.3%	1.75	to 1
Norman, OK	180	116	64	64.4%	35.6%	1.81	to 1
Lawrence, KS	155	106	49	68.4%	31.6%	2.16	to 1
Plano, TX	414	288	126	69.6%	30.4%	2.29	to 1
Grand Prairie, TX	285	209	76	73.3%	26.7%	2.75	to 1
Bellevue, WA	185	138	47	74.6%	25.4%	2.94	to 1
Boca Raton, FL	216	175	41	81.0%	19.0%	4.27	to 1
Average	**239**	**141**	**100**	**58.7%**	**41.3%**	1.56	to 1

First Responders are defined as Commissioned Police Officers below the rank of First Line Supervisor whose primary responsibility is handling dispatched calls for service.

Benchmark City Survey - 2019 Data

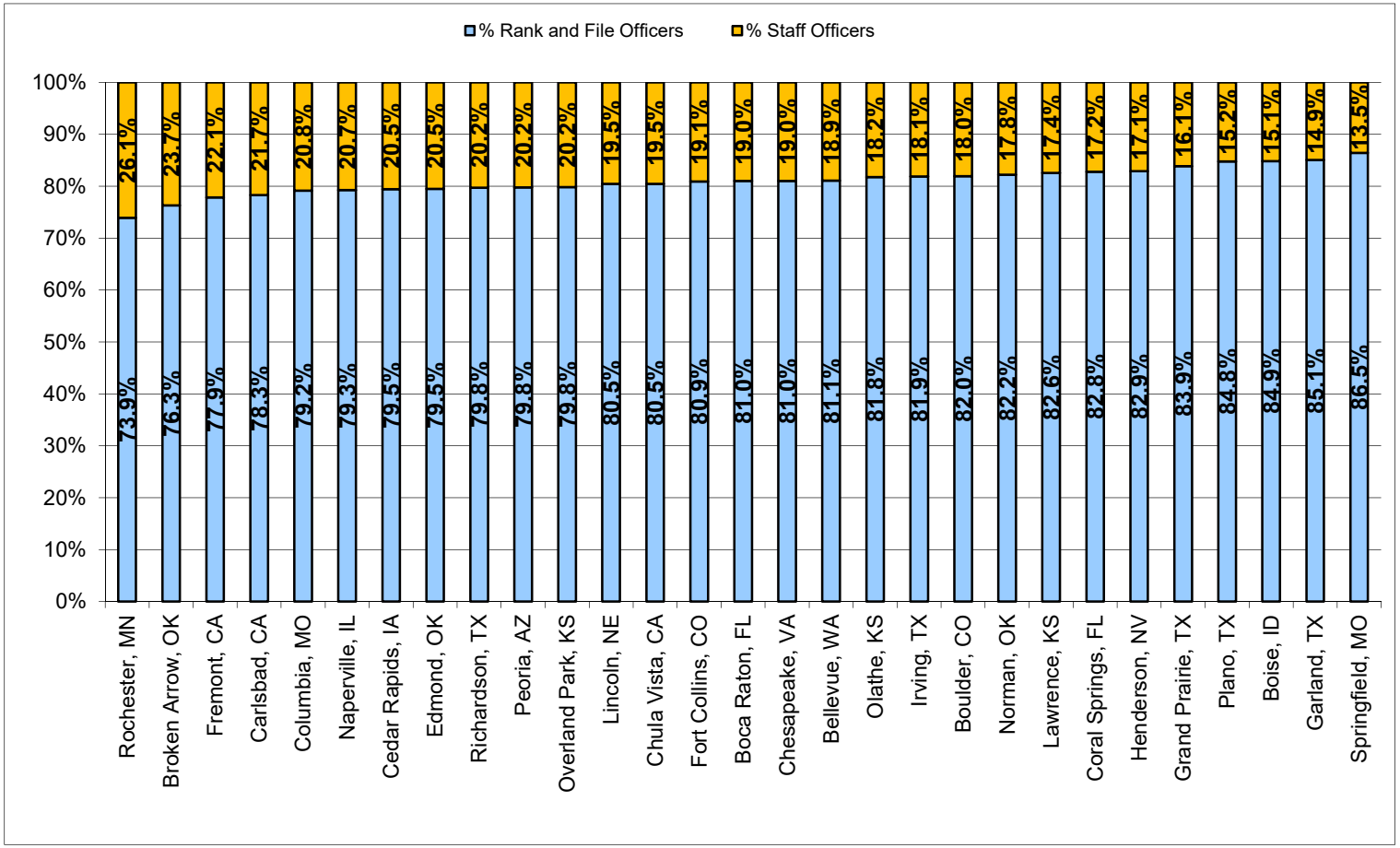
Command Structure

City Name	Total Authorized Officers	Executive Level (Chief and 2 steps below)		Mid Level (Ranks 3 steps below the Chief to 1 step above First Line Supervisor)		First Line Supervisor		Line Officer (All ranks below First Line Supervisor)	
Bellevue, WA	185	6	3.2%	7	3.8%	22	11.9%	150	81.1%
Boca Raton, FL	216	8	3.7%	9	4.2%	24	11.1%	175	81.0%
Boise, ID	304	6	2.0%	13	4.3%	27	8.9%	258	84.9%
Boulder, CO	183	9	4.9%	0	0.0%	24	13.1%	150	82.0%
Broken Arrow, OK	152	5	3.3%	7	4.6%	25	16.4%	115	75.7%
Carlsbad, CA	129	4	3.1%	8	6.2%	16	12.4%	101	78.3%
Cedar Rapids, IA	224	6	2.7%	12	5.4%	28	12.5%	178	79.5%
Chesapeake, VA	401	5	1.2%	25	6.2%	46	11.5%	325	81.0%
Chula Vista, CA	249	4	1.6%	10	4.0%	29	11.6%	206	82.7%
Columbia, MO	173	5	2.9%	7	4.0%	24	13.9%	137	79.2%
Coral Springs, FL	221	7	3.2%	5	2.3%	27	12.2%	182	82.4%
Edmond, OK	122	7	5.7%	4	3.3%	14	11.5%	97	79.5%
Fort Collins, CO	220	5	2.3%	11	5.0%	26	11.8%	178	80.9%
Fremont, CA	199	12	6.0%	0	0.0%	32	16.1%	155	77.9%
Garland, TX	355	5	1.4%	9	2.5%	39	11.0%	302	85.1%
Grand Prairie, TX	285	6	2.1%	9	3.2%	31	10.9%	239	83.9%
Henderson, NV	369	9	2.4%	17	4.6%	37	10.0%	306	82.9%
Irving, TX	403	10	2.5%	17	4.2%	46	11.4%	330	81.9%
Lawrence, KS	155	7	4.5%	0	0.0%	19	12.3%	129	83.2%
Lincoln, NE	355	18	5.1%	0	0.0%	53	14.9%	284	80.0%
Naperville, IL	169	3	1.8%	8	4.7%	24	14.2%	134	79.3%
Norman, OK	180	4	2.2%	7	3.9%	21	11.7%	148	82.2%
Olathe, KS	192	8	4.2%	6	3.1%	21	10.9%	157	81.8%
Overland Park, KS	258	7	2.7%	15	5.8%	30	11.6%	206	79.8%
Peoria, AZ	203	6	3.0%	10	4.9%	25	12.3%	162	79.8%
Plano, TX	414	7	1.7%	16	3.9%	40	9.7%	351	84.8%
Richardson, TX	168	7	4.2%	6	3.6%	21	12.5%	134	79.8%
Rochester, MN	143	13	9.1%	0	0.0%	25	17.5%	105	73.4%
Springfield, MO	368	7	1.9%	13	3.5%	35	9.5%	313	85.1%
Average	**241**	**7**	**3.3%**	**9**	**3.5%**	**29**	**12.3%**	**197**	**81.0%**

Benchmark City Survey - 2019 Data

Rank and File Officers and Staff Officers as a % of All Officers

2019 Average is 81.0% (Rank & File Officers) and 19.0% (Staff Officers)
2019 Average Ratio of Staff Officers to Rank & File Officers is 1 to 4.44



Rank and File Officers are defined as any Officer below the rank of First Line Supervisor.
Staff Officers are defined as any Officer in the rank of First Line Supervisor or above.

Benchmark City Survey - 2019 Data

Rank and File Officers and Staff Officers as a % of All Officers

2019 Average is 81.0% (Rank & File Officers) and 19.0% (Staff Officers)
2019 Average Ratio of Staff Officers to Rank & File Officers is 1 to 4.44

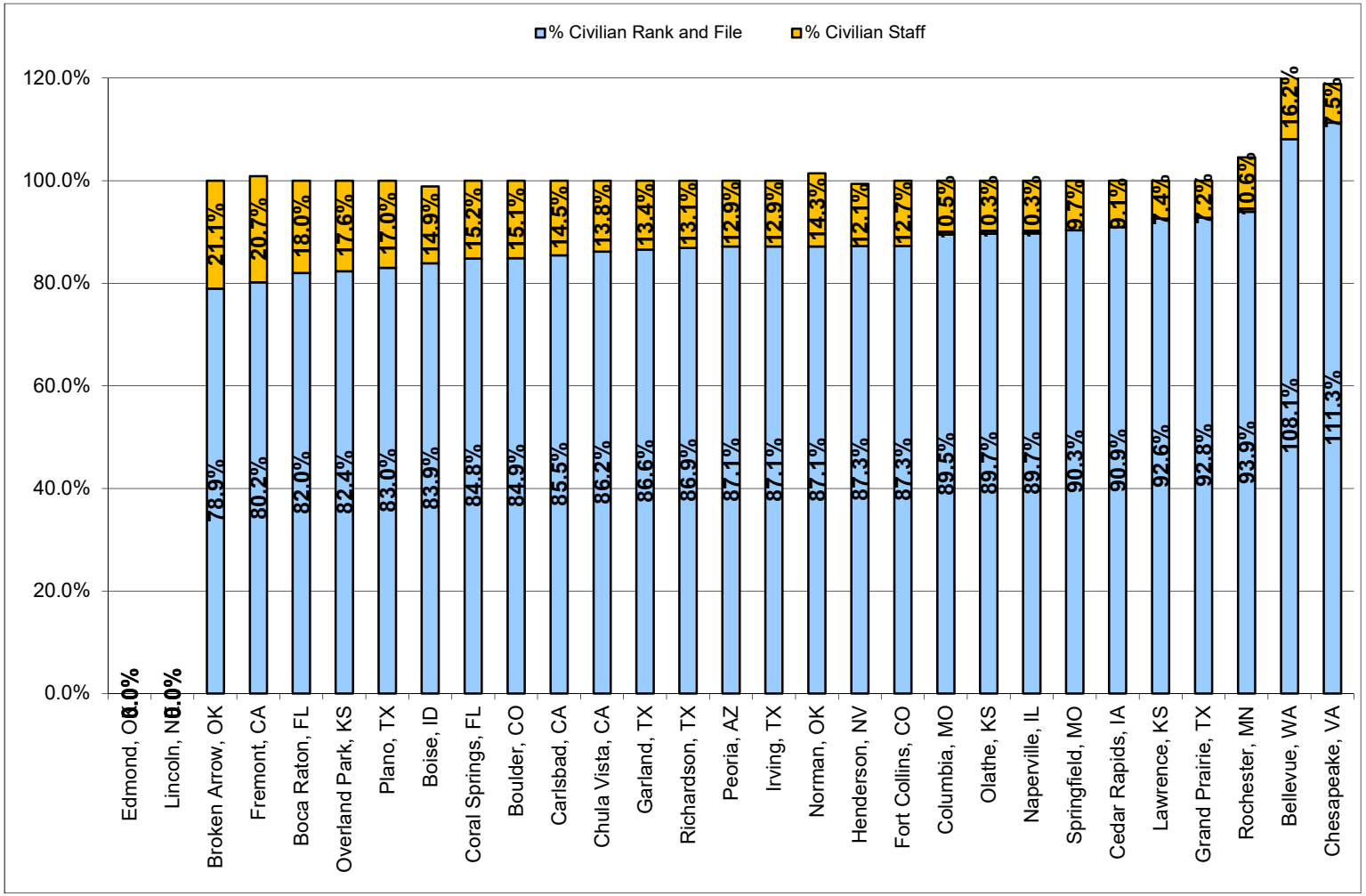
City Name	Authorized Strength	Staff Officers	Rank and File	% Rank and File Officers	% Staff Officers	Ratio of Staff Officers to Rank and File	
Rochester, MN	142	37	105	73.9%	26.1%	1 to	2.84
Broken Arrow, OK	152	36	116	76.3%	23.7%	1 to	3.22
Fremont, CA	199	44	155	77.9%	22.1%	1 to	3.52
Carlsbad, CA	129	28	101	78.3%	21.7%	1 to	3.61
Columbia, MO	173	36	137	79.2%	20.8%	1 to	3.81
Naperville, IL	169	35	134	79.3%	20.7%	1 to	3.83
Cedar Rapids, IA	224	46	178	79.5%	20.5%	1 to	3.87
Edmond, OK	122	25	97	79.5%	20.5%	1 to	3.88
Richardson, TX	168	34	134	79.8%	20.2%	1 to	3.94
Peoria, AZ	203	41	162	79.8%	20.2%	1 to	3.95
Overland Park, KS	258	52	206	79.8%	20.2%	1 to	3.96
Lincoln, NE	353	69	284	80.5%	19.5%	1 to	4.12
Chula Vista, CA	256	50	206	80.5%	19.5%	1 to	4.12
Fort Collins, CO	220	42	178	80.9%	19.1%	1 to	4.24
Boca Raton, FL	216	41	175	81.0%	19.0%	1 to	4.27
Chesapeake, VA	401	76	325	81.0%	19.0%	1 to	4.28
Bellevue, WA	185	35	150	81.1%	18.9%	1 to	4.29
Olathe, KS	192	35	157	81.8%	18.2%	1 to	4.49
Irving, TX	403	73	330	81.9%	18.1%	1 to	4.52
Boulder, CO	183	33	150	82.0%	18.0%	1 to	4.55
Norman, OK	180	32	148	82.2%	17.8%	1 to	4.63
Lawrence, KS	155	27	128	82.6%	17.4%	1 to	4.74
Coral Springs, FL	221	38	183	82.8%	17.2%	1 to	4.82
Henderson, NV	369	63	306	82.9%	17.1%	1 to	4.86
Grand Prairie, TX	285	46	239	83.9%	16.1%	1 to	5.20
Plano, TX	414	63	351	84.8%	15.2%	1 to	5.57
Boise, ID	304	46	258	84.9%	15.1%	1 to	5.61
Garland, TX	355	53	302	85.1%	14.9%	1 to	5.70
Springfield, MO	362	49	313	86.5%	13.5%	1 to	6.39
Average	**239**	**44**	**197**	**81.0%**	**19.0%**	1 to	**4.44**

Rank and File Officers are defined as any Officer below the rank of First Line Supervisor.
Staff Officers are defined as any Officer in the rank of First Line Supervisor or above.

Benchmark City Survey - 2019 Data

Civilian Staff and Civilian Rank & File as a % of Total Civilian Strength

2019 Average is 82.4% (Rank & File Civilians) and 12.4% (Staff Civilians)
2019 Average Ratio of Staff Civilians to Rank & File Civilians is 1 to 6.71



Benchmark City Survey – 2019 Data

Civilian Staff and Civilian Rank & File as a % of Total Strength

2019 Average is 82.4% (Rank & File Civilians) and 12.4% (Staff Civilians)
2019 Average Ratio of Staff Civilians to Rank & File Civilians is 1 to 6.71

City Name	Authorized Non-Sworn Strength	Civilian Staff	Civilian Rank and File	% Civilian Rank and File	% Civilian Staff	Ratio of Civilian Staff to Civilian Rank and File	
Edmond, OK	41	0	0	0.0%	0.0%	1 to	#DIV/0!
Lincoln, NE	151	0	0	0.0%	0.0%	1 to	#DIV/0!
Broken Arrow, OK	57	12	45	78.9%	21.1%	1 to	3.75
Fremont, CA	116	24	93	80.2%	20.7%	1 to	3.88
Boca Raton, FL	111	20	91	82.0%	18.0%	1 to	4.55
Overland Park, KS	68	12	56	82.4%	17.6%	1 to	4.67
Plano, TX	194	33	161	83.0%	17.0%	1 to	4.88
Boise, ID	87	13	73	83.9%	14.9%	1 to	5.62
Coral Springs, FL	99	15	84	84.8%	15.2%	1 to	5.60
Boulder, CO	106	16	90	84.9%	15.1%	1 to	5.63
Carlsbad, CA	55	8	47	85.5%	14.5%	1 to	5.88
Chula Vista, CA	109	15	94	86.2%	13.8%	1 to	6.23
Garland, TX	134	18	116	86.6%	13.4%	1 to	6.44
Richardson, TX	99	13	86	86.9%	13.1%	1 to	6.62
Peoria, AZ	101	13	88	87.1%	12.9%	1 to	6.77
Irving, TX	210	27	183	87.1%	12.9%	1 to	6.78
Norman, OK	70	10	61	87.1%	14.3%	1 to	6.10
Henderson, NV	157	19	137	87.3%	12.1%	1 to	7.21
Fort Collins, CO	118	15	103	87.3%	12.7%	1 to	6.87
Columbia, MO	38	4	34	89.5%	10.5%	1 to	8.50
Olathe, KS	29	3	26	89.7%	10.3%	1 to	8.67
Naperville, IL	97	10	87	89.7%	10.3%	1 to	8.70
Springfield, MO	83	8	74.5	90.3%	9.7%	1 to	9.31
Cedar Rapids, IA	66	6	60	90.9%	9.1%	1 to	10.00
Lawrence, KS	27	2	25	92.6%	7.4%	1 to	12.50
Grand Prairie, TX	194	14	180	92.8%	7.2%	1 to	12.86
Rochester, MN	66	7	62	93.9%	10.6%	1 to	8.86
Bellevue, WA	37	6	40	108.1%	16.2%	1 to	6.67
Chesapeake, VA	159	12	177	111.3%	7.5%	1 to	14.75
Average	**99**	**12**	**82**	**82.4%**	**12.4%**	1 to	**6.71**

Benchmark City Survey - 2019 Data

Officer Assignments

City Name	Total Authorized Strength	% of Total Authorized Strength	Command Staff (Division Commanders and above)	Communications	Crime Analysis	Personnel	Professional Standards Internal Affairs Unit	Property Room	Police Records	Training	All Other
Bellevue, WA	22 of 185	11.9%	6	0	1	4	2	0	0	2	7
Boca Raton, FL	16 of 216	7.4%	8	1	0	1	1	0	0	4	1
Boise, ID	9 of 304	3.0%	6	0	0	0	0	0	0	3	0
Boulder, CO	12 of 183	6.6%	9	0	0	0	1	1	0	1	0
Broken Arrow, OK	27 of 152	17.8%	4	0	0	1	2	0	0	2	18
Carlsbad, CA	6 of 129	4.7%	4	0	0	0	2	0	0	0	0
Cedar Rapids, IA	21 of 224	9.4%	6	0	0	0	2	1	0	1	11
Chesapeake, VA	58 of 401	14.5%	14	2	0	2	4	5	1	11	19
Chula Vista, CA	11 of 256	4.3%	4	1	0	3	3	0	0	0	0
Columbia, MO	16 of 173	9.2%	12	0	0	1	2	0	0	0	1
Coral Springs, FL	11 of 221	5.0%	7	0	0	0	1	0	0	3	0
Edmond, OK	12 of 122	9.8%	7	0	1	0	0	0	0	3	1
Fort Collins, CO	14 of 220	6.4%	5	0	0	2	2	0	0	5	0
Fremont, CA	10 of 199	5.0%	4	0	0	3	2	0	0	1	0
Garland, TX	33 of 355	9.3%	14	0	0	3	2	0	0	9	5
Grand Prairie, TX	15 of 285	5.3%	6	0	0	2	1	0	0	3	3
Henderson, NV	40 of 369	10.8%	9	0	0	5	3	0	0	15	8
Irving, TX	50 of 403	12.4%	10	0	0	4	3	0	0	8	25
Lawrence, KS	19 of 155	12.3%	8	0	0	0	1	1	0	3	6
Lincoln, NE	28 of 353	7.9%	18	1	0	1	1	0	0	4	3
Naperville, IL	15 of 169	8.9%	11	0	0	0	0	0	0	4	0
Norman, OK	18 of 180	10.0%	11	0	1	1	2	0	0	3	0
Olathe, KS	21 of 192	10.9%	8	0	0	3	2	0	0	6	2
Overland Park, KS	26 of 258	10.1%	7	1	0	5	4	0	1	5	3
Peoria, AZ	17 of 203	8.4%	6	0	0	2	3	0	0	3	3
Plano, TX	33 of 414	8.0%	7	0	0	0	6	0	0	6	14
Richardson, TX	15 of 168	8.9%	7	0	0	3	2	0	0	3	0
Rochester,MN	9 of 142	6.3%	5	0	0	0	0	0	0	3	1
Springfield, MO	27 of 362	7.5%	7	0	3	1	3	0	0	12	1
Average	**21 of 239**	**8.8%**	**7.9**	**0.2**	**0.2**	**1.6**	**2.0**	**0.3**	**0.1**	**4.2**	**4.6**

Benchmark City Survey – 2019 Data

Officer Assignments

City Name	Total Authorized Strength	% of Total Authorized Strength	Community Oriented Policing	Emergency Response Units	Intelligence	Investigations	K-9 Unit	Patrol	Traffic	Sworn Part-Time Officers	Reserve Officers
Bellevue, WA	152 of 185	82.2%	4	0	1	34	4	88	21	0	0
Boca Raton, FL	185 of 216	85.6%	2	0	0	39	3	130	11	0	0
Boise, ID	263 of 304	86.5%	39	0	2	32	10	169	11	0	0
Boulder, CO	157 of 183	85.8%	0	0	1	25	0	118	13	0	0
Broken Arrow, OK	108 of 152	71.1%	2	0	0	17	3	76	10	0	0
Carlsbad, CA	116 of 129	89.9%	0	0	0	24	4	72	12	2	2
Cedar Rapids, IA	175 of 224	78.1%	6	0	1	25	8	125	7	0	3
Chesapeake, VA	303 of 401	75.6%	0	0	8	57	6	218	14	0	0
Chula Vista, CA	213 of 256	83.2%	13	0	5	26	6	152	9	0	2
Columbia, MO	146 of 173	84.4%	9	0	7	19	4	103	4	0	0
Coral Springs, FL	191 of 221	86.4%	12	0	21	27	6	101	10	12	2
Edmond, OK	97 of 122	79.5%	0	0	0	14	3	73	7	0	0
Fort Collins, CO	188 of 220	85.5%	24	2	0	29	6	113	7	0	7
Fremont, CA	180 of 199	90.5%	0	0	6	29	7	120	13	0	5
Garland, TX	276 of 355	77.7%	22	0	7	44	2	182	19	0	0
Grand Prairie, TX	239 of 285	83.9%	8	6	2	35	3	167	15	0	3
Henderson, NV	315 of 369	85.4%	8	12	3	40	6	231	15	0	N/A
Irving, TX	298 of 403	73.9%	0	0	7	54	5	205	24	0	3
Lawrence, KS	128 of 155	82.6%	0	0	0	22	2	104	0	0	0
Lincoln, NE	296 of 353	83.9%	0	0	0	45	5	236	10	0	0
Naperville, IL	138 of 169	81.7%	0	0	2	28	4	97	7	0	0
Norman, OK	143 of 180	79.4%	1	0	0	19	4	115	4	0	0
Olathe, KS	148 of 192	77.1%	0	0	0	22	3	110	13	0	0
Overland Park, KS	200 of 258	77.5%	10	18	0	36	4	115	17	0	0
Peoria, AZ	176 of 203	86.7%	2	0	0	28	5	123	14	0	4
Plano, TX	335 of 414	80.9%	30	0	7	67	3	202	26	0	0
Richardson, TX	139 of 168	82.7%	0	0	4	27	2	93	6	7	0
Rochester, MN	117 of 142	82.4%	5	0	2	16	8	86	0	0	0
Springfield, MO	312 of 362	86.2%	21	7	0	82	6	169	27	0	0
Average	**198 of 239**	**82.6%**	**7.5**	**1.6**	**3.0**	**33.2**	**4.6**	**134.2**	**11.9**	**0.7**	**1.1**

Benchmark City Survey - 2019 Data

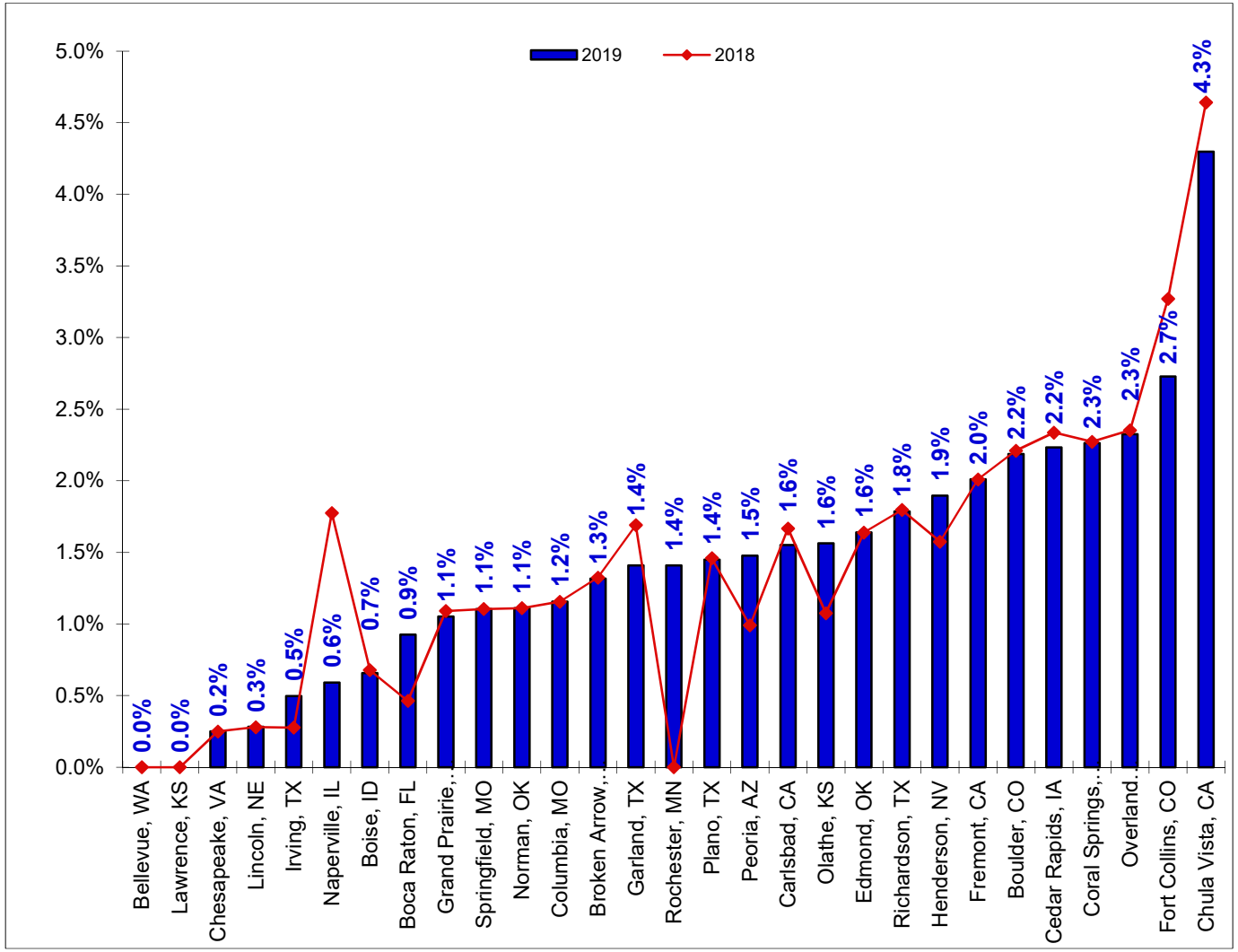
Officer Assignments

City Name	Total Authorized Strength	% of Total Authorized Strength	Crime Prevention	Evidence Technician Crime Lab	Narcotics	School Resource Officers	Task Force
Bellevue, WA	11 of 185	5.9%	1	0	4	6	0
Boca Raton, FL	15 of 216	6.9%	5	0	8	0	2
Boise, ID	27 of 304	8.9%	0	0	9	16	2
Boulder, CO	12 of 183	6.6%	3	0	0	5	4
Broken Arrow, OK	17 of 152	11.2%	0	3	7	5	2
Carlsbad, CA	11 of 129	8.5%	0	0	4	5	2
Cedar Rapids, IA	31 of 224	13.8%	5	5	7	9	5
Chesapeake, VA	40 of 401	10.0%	4	2	19	14	1
Chula Vista, CA	27 of 256	10.5%	0	0	6	10	11
Columbia, MO	11 of 173	6.4%	0	0	5	4	2
Coral Springs, FL	33 of 221	14.9%	0	0	9	19	5
Edmond, OK	13 of 122	10.7%	1	0	3	7	2
Fort Collins, CO	25 of 220	11.4%	0	5	0	14	6
Fremont, CA	17 of 199	8.5%	0	6	0	7	4
Garland, TX	46 of 355	13.0%	0	0	7	34	5
Grand Prairie, TX	34 of 285	11.9%	2	0	7	22	3
Henderson, NV	14 of 369	3.8%	0	0	7	0	7
Irving, TX	58 of 403	14.4%	10	10	13	23	2
Lawrence, KS	8 of 155	5.2%	0	0	4	4	0
Lincoln, NE	31 of 353	8.8%	2	1	15	12	1
Naperville, IL	16 of 169	9.5%	0	0	6	9	1
Norman, OK	19 of 180	10.6%	2	0	6	9	2
Olathe, KS	23 of 192	12.0%	0	1	3	16	3
Overland Park, KS	32 of 258	12.4%	1	4	3	18	6
Peoria, AZ	14 of 203	6.9%	0	0	7	4	3
Plano, TX	46 of 414	11.1%	5	0	8	27	6
Richardson, TX	21 of 168	12.5%	5	0	0	13	3
Rochester, MN	17 of 142	12.0%	0	0	9	6	2
Springfield, MO	29 of 362	8.0%	3	0	22	0	4
Average	**24 of 239**	**10.1%**	**1.7**	**1.3**	**6.8**	**11.0**	**3.3**

Benchmark City Survey - 2019 Data

Percent of Officers Assigned to a Task Force, 2-Year Comparison

2019 Average is 1.4% Task Force Officers



Benchmark City Survey - 2019 Data

Percent of Officers Assigned to a Task Force, 5-Year Comparison

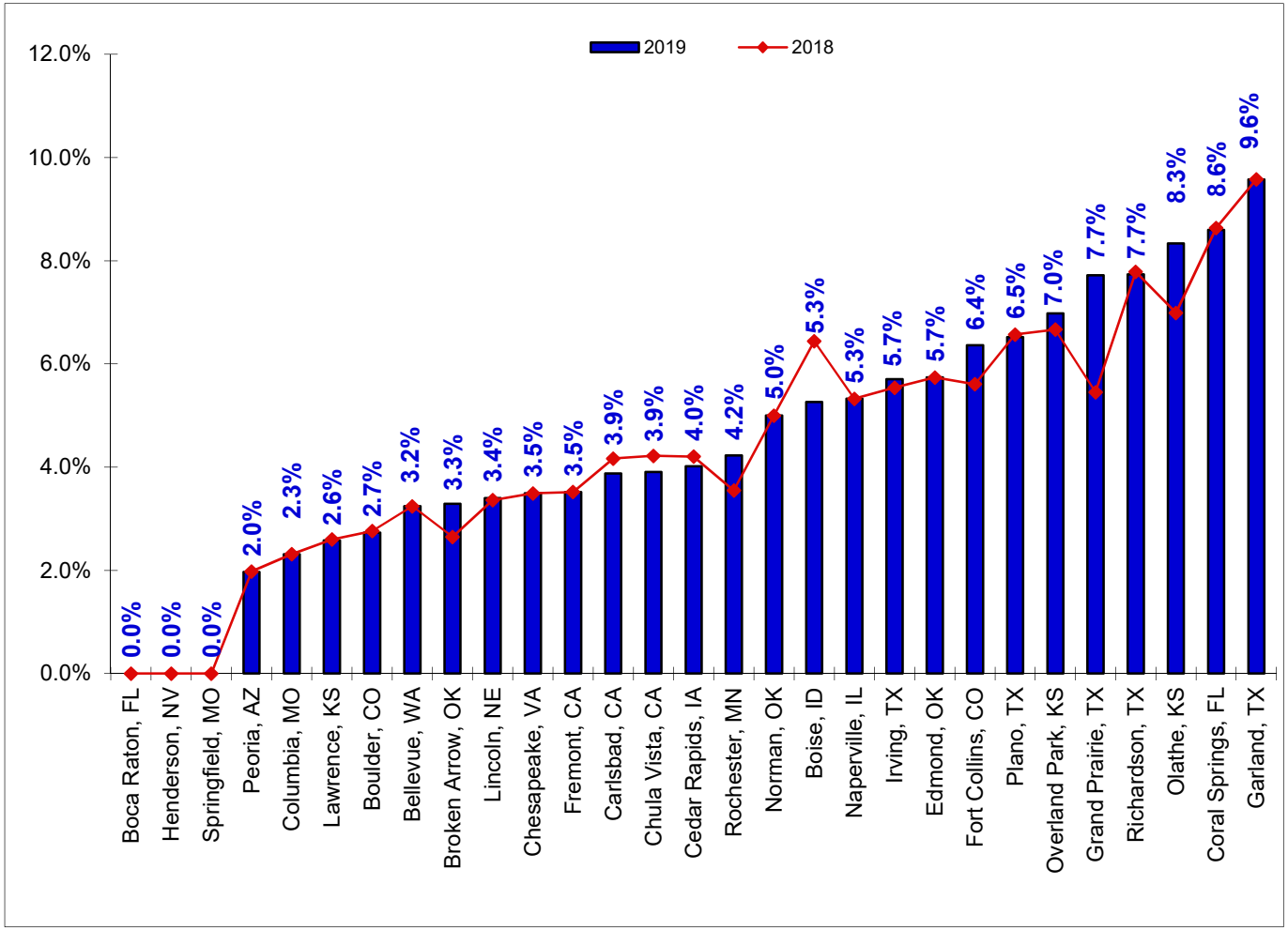
2019 Average is 1.4% Task Force Officers

City Name	Authorized Sworn	Task Force Officers	2019	2018	2017	2016	2015
Bellevue, WA	185	0	0.0%	0.0%	0.0%	0.0%	0.0%
Boca Raton, FL	216	2	0.9%	0.5%	0.5%	0.5%	0.5%
Boise, ID	304	2	0.7%	0.7%	0.7%	0.0%	1.4%
Boulder, CO	183	4	2.2%	2.2%	2.2%	2.2%	2.2%
Broken Arrow, OK	152	2	1.3%	1.3%	2.7%	3.5%	3.7%
Carlsbad, CA	129	2	1.6%	1.7%	1.7%	1.8%	1.7%
Cedar Rapids, IA	224	5	2.2%	2.3%	2.3%	2.3%	2.3%
Chesapeake, VA	401	1	0.2%	0.2%	0.3%	0.3%	0.3%
Chula Vista, CA	256	11	4.3%	4.6%	4.7%	4.0%	4.4%
Columbia, MO	173	2	1.2%	1.2%	0.6%	0.6%	0.6%
Coral Springs, FL	221	5	2.3%	2.3%	2.3%	2.4%	2.4%
Edmond, OK	122	2	1.6%	1.6%	1.7%	1.7%	2.4%
Fort Collins, CO	220	6	2.7%	3.3%	3.7%	4.3%	4.4%
Fremont, CA	199	4	2.0%	2.0%	2.0%	2.1%	2.1%
Garland, TX	355	5	1.4%	1.7%	1.7%	1.8%	1.8%
Grand Prairie, TX	285	3	1.1%	1.1%	1.1%	1.1%	1.2%
Henderson, NV	369	7	1.9%	1.6%	2.6%	4.0%	0.5%
Irving, TX	403	2	0.5%	0.3%	0.3%	0.3%	0.3%
Lawrence, KS	155	0	0.0%	0.0%	0.0%	0.0%	0.0%
Lincoln, NE	353	1	0.3%	0.3%	0.3%	0.3%	0.3%
Naperville, IL	169	1	0.6%	1.8%	1.8%	1.2%	1.2%
Norman, OK	180	2	1.1%	1.1%	1.1%	0.6%	1.1%
Olathe, KS	192	3	1.6%	1.1%	1.1%	1.1%	1.2%
Overland Park, KS	258	6	2.3%	2.4%	2.4%	2.4%	2.0%
Peoria, AZ	203	3	1.5%	1.0%	1.0%	1.0%	1.0%
Plano, TX	414	6	1.4%	1.5%	1.3%	1.3%	1.4%
Richardson, TX	168	3	1.8%	1.8%	1.8%	1.9%	1.9%
Rochester, MN	142	2	1.4%	0.0%			
Springfield, MO	362	4	1.1%	1.1%	1.1%	1.1%	1.1%
Average	**239**	**3**	**1.4%**	**1.4%**	**1.5%**	**1.5%**	**1.6%**

Benchmark City Survey - 2019 Data

Percent of School Resource Officers (SRO), 2-Year Comparison

2019 Average is 4.5% SRO Officers



Benchmark City Survey - 2019 Data

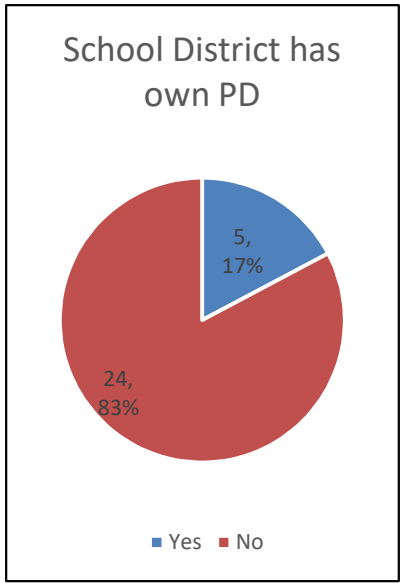
Percent of School Resource Officers (SRO), 5-Year Comparison

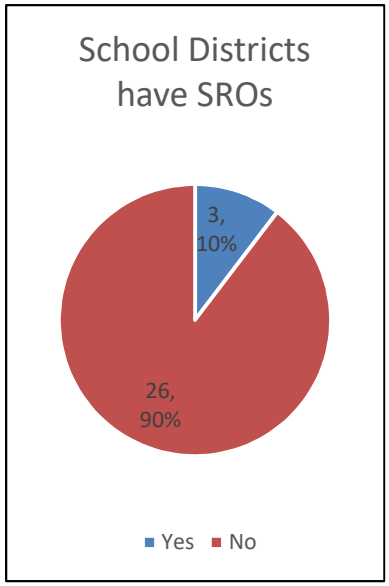
2019 Average is 4.5% SRO Officers

City Name	Authorized Sworn	SRO Officers	2019	2018	2017	2016	2015
Bellevue, WA	185	6	3.2%	3.2%	3.3%	3.3%	3.9%
Boca Raton, FL	216	0	0.0%	0.0%	0.0%	0.0%	0.0%
Boise, ID	304	16	5.3%	6.4%	6.1%	7.1%	7.5%
Boulder, CO	183	5	2.7%	2.8%	2.8%	3.3%	3.4%
Broken Arrow, OK	152	5	3.3%	2.6%	2.7%	3.5%	3.7%
Carlsbad, CA	129	5	3.9%	4.2%	1.7%	1.8%	3.5%
Cedar Rapids, IA	224	9	4.0%	4.2%	3.8%	4.2%	4.7%
Chesapeake, VA	401	14	3.5%	3.5%	3.5%	2.8%	2.8%
Chula Vista, CA	256	10	3.9%	4.2%	4.3%	4.4%	4.4%
Columbia, MO	173	4	2.3%	2.3%	2.9%	2.3%	2.4%
Coral Springs, FL	221	19	8.6%	8.6%	7.4%	7.6%	8.2%
Edmond, OK	122	7	5.7%	5.7%	4.2%	4.2%	4.1%
Fort Collins, CO	220	14	6.4%	5.6%	5.6%	5.7%	5.9%
Fremont, CA	199	7	3.5%	3.5%	3.6%	3.6%	3.6%
Garland, TX	355	34	9.6%	9.6%	9.8%	10.1%	9.0%
Grand Prairie, TX	285	22	7.7%	5.5%	5.4%	5.6%	5.4%
Henderson, NV	369	0	0.0%	0.0%	0.0%	0.0%	0.0%
Irving, TX	403	23	5.7%	5.5%	6.4%	6.5%	6.6%
Lawrence, KS	155	4	2.6%	2.6%	2.6%	2.6%	2.6%
Lincoln, NE	353	12	3.4%	3.4%	1.8%	1.8%	1.9%
Naperville, IL	169	9	5.3%	5.3%	5.3%	4.8%	4.8%
Norman, OK	180	9	5.0%	5.0%	5.0%	3.4%	3.4%
Olathe, KS	192	16	8.3%	7.0%	6.6%	6.3%	6.4%
Overland Park, KS	258	18	7.0%	6.7%	6.7%	7.2%	6.8%
Peoria, AZ	203	4	2.0%	2.0%	2.0%	2.0%	2.1%
Plano, TX	414	27	6.5%	6.6%	2.8%	2.9%	3.0%
Richardson, TX	168	13	7.7%	7.8%	6.1%	7.5%	7.7%
Rochester, MN	142	6	4.2%	3.5%			
Springfield, MO	362	0	0.0%	0.0%	0.0%	0.0%	0.0%
Average	**239**	**11**	**4.5%**	**4.4%**	**4.1%**	**4.1%**	**4.2%**

Benchmark City Survey - 2019 Data

Schools have own Police Department & Schools have SRO's Not Employed by Your Agency

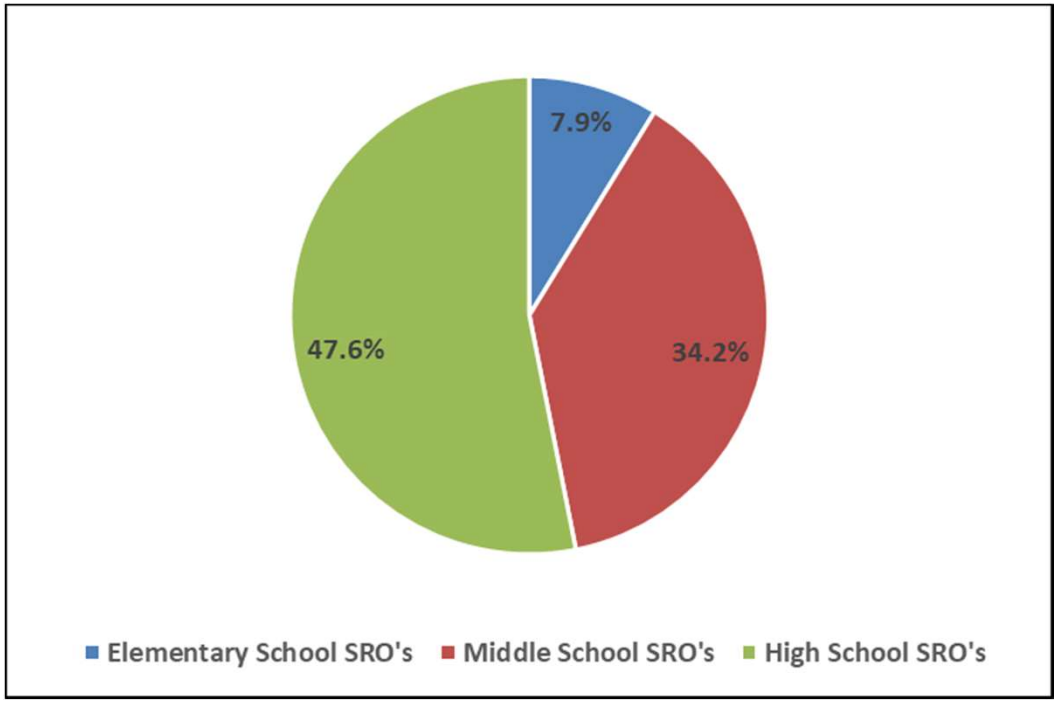




City Name	Schools have own PD?	Schools have SRO's not employed by your agency?
Boca Raton, FL	Yes	Yes
Overland Park, KS	Yes	Yes
Springfield, MO	Yes	Yes
Henderson, NV	Yes	No
Lincoln, NE	Yes	No
Bellevue, WA	No	No
Boise, ID	No	No
Boulder, CO	No	No
Broken Arrow, OK	No	No
Carlsbad, CA	No	No
Cedar Rapids, IA	No	No
Chesapeake, VA	No	No
Chula Vista, CA	No	No
Columbia, MO	No	No
Coral Springs, FL	No	No
Edmond, OK	No	No
Fort Collins, CO	No	No
Fremont, CA	No	No
Garland, TX	No	No
Grand Prairie, TX	No	No
Irving, TX	No	No
Lawrence, KS	No	No
Naperville, IL	No	No
Norman, OK	No	No
Olathe, KS	No	No
Peoria, AZ	No	No
Plano, TX	No	No
Richardson, TX	No	No
Rochester, MN	No	No

Benchmark City Survey - 2019 Data

Average Allocation of SRO's by School Type



Benchmark City Survey - 2019 Data

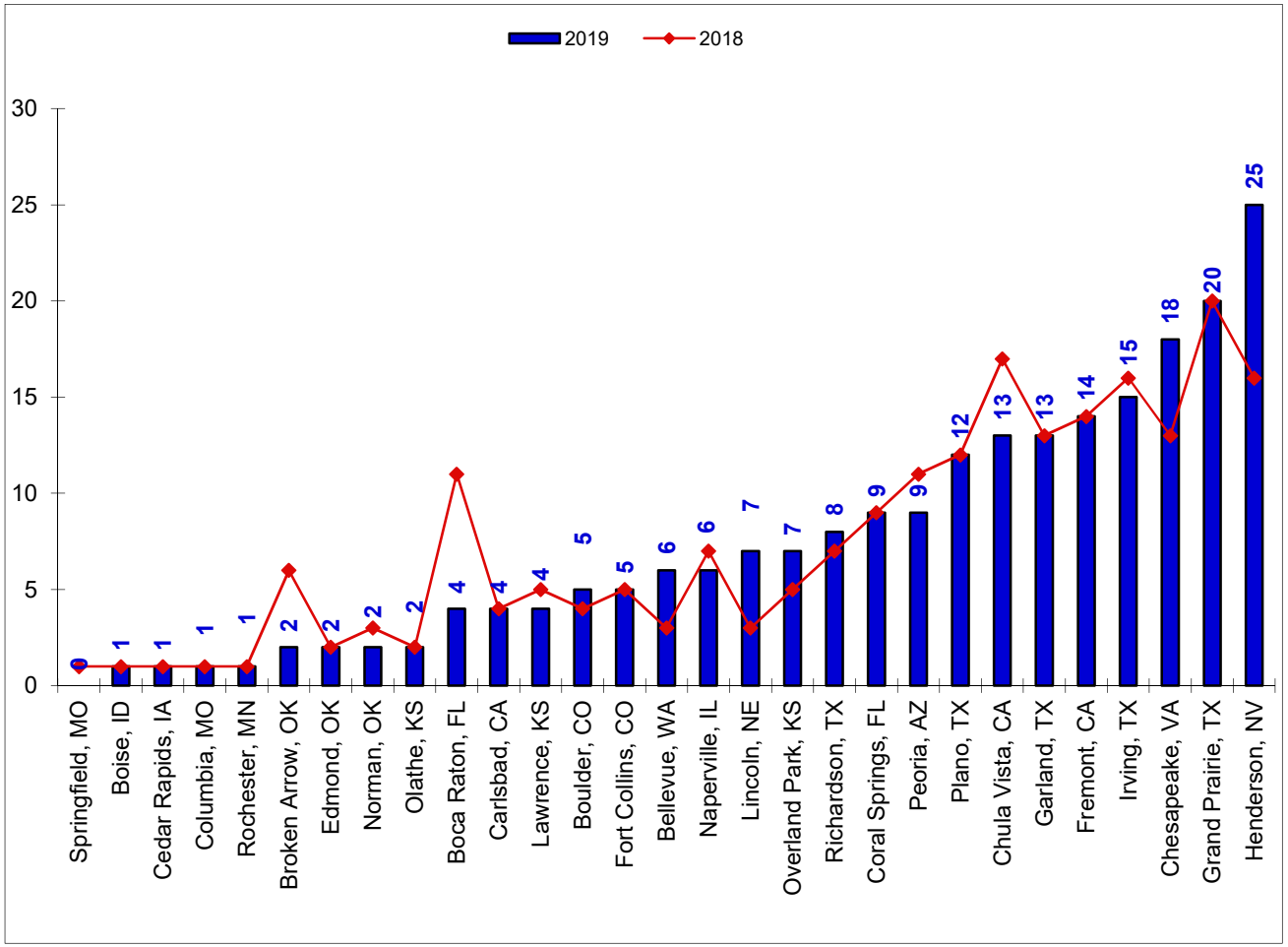
Allocation of SRO's by School Type

City Name	Total Number of SRO's	Total Schools Covered by SRO's	Total Elementary Schools	Number of Elementary Schools Covered by SRO	% SRO's in Elementary Schools	Total Middle Schools	Number of Middle Schools Covered by SRO	% SRO's in MS	Total High Schools	Number of H.S. Covered by SRO	% SRO's in HS
Bellevue, WA	6	6	16	0	0%	4	2	33%	4	4	67%
Boca Raton, FL	0	0	3	N/A	0%	2	N/A	0%	1	N/A	0%
Boise, ID	16	14	37	0	0%	9	7	50%	6	7	50%
Boulder, CO	5	5	13	0	0%	4	2	40%	3	3	60%
Broken Arrow, OK	5	5	23	0	0%	6	5	100%	2	0	0%
Carlsbad, CA	5	5	15	0	0%	4	2	40%	4	3	60%
Cedar Rapids, IA	9	7	32	0	0%	13	2	29%	6	5	71%
Chesapeake, VA	14	14	28	0	0%	10	7	50%	7	7	50%
Chula Vista, CA	10	8	46	3	38%	6	2	25%	7	3	38%
Columbia, MO	4	4	19	0	0%	6	1	25%	4	3	75%
Coral Springs, FL	19	17	12	6	35%	4	4	24%	4	7	41%
Edmond, OK	7	7	14	0	0%	5	3	43%	4	4	57%
Fort Collins, CO	14	35	23	23	66%	7	7	20%	6	5	14%
Fremont, CA	7	6	28	0	0%	5	0	0%	6	6	100%
Garland, TX	34	27	36	8	30%	9	9	33%	5	10	37%
Grand Prairie, TX	22	15	28	0	0%	7	7	47%	6	8	53%
Henderson, NV	0	0	27	0	0%	7	0	0%	6	0	0%
Irving, TX	23	20	28	2	10%	9	9	45%	6	9	45%
Lawrence, KS	4	9	15	3	33%	4	3	33%	2	3	33%
Lincoln, NE	12	12	40	0	0%	13	6	50%	13	6	50%
Naperville, IL	9	8	26	0	0%	8	4	50%	4	4	50%
Norman, OK	9	8	17	0	0%	4	4	50%	2	4	50%
Olathe, KS	16	13	36	0	0%	10	8	62%	5	5	38%
Overland Park, KS	18	17	35	0	0%	12	7	41%	12	10	59%
Peoria, AZ	4	4	22	0	0%	N/A	0	0%	4	4	100%
Plano, TX	27	25	41	0	0%	12	12	48%	10	13	52%
Richardson, TX	13	12	16	2	17%	4	4	33%	3	6	50%
Rochester, MN	6	5	21	0	0%	9	1	20%	8	4	80%
Springfield, MO	0	0	35	0	0%	9	0	0%	5	0	0%
Average	**11**	**11**	**25.2**	**2**	**7.9%**	**7.2**	**4**	**34.2%**	**5.3**	**5**	**47.6%**

Benchmark City Survey - 2019 Data

Minorities in Staff Positions, 2-Year Comparison

2019 Average is 7.4 Minorities in Staff Positions



Sergeant & above and Civilian equivalents

Benchmark City Survey - 2019 Data

Minorities in Staff Positions, 5-Year Comparison

2019 Average is 7.4 Minorities in Staff Positions

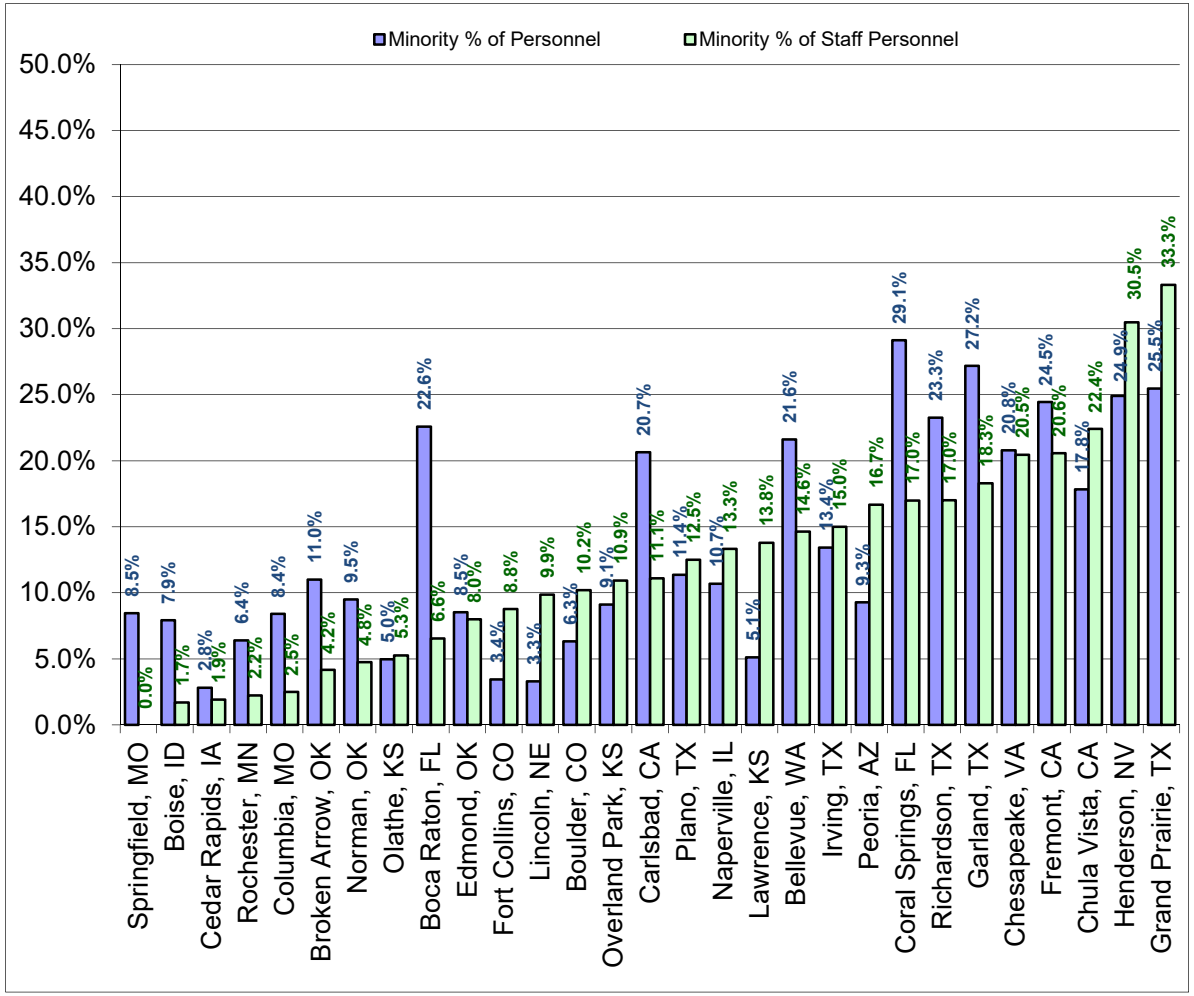
City Name	2019	2018	2017	2016	2015
Bellevue, WA	6	3	5	6	4
Boca Raton, FL	4	11	10	10	10
Boise, ID	1	1	1	1	2
Boulder, CO	5	4	5	5	5
Broken Arrow, OK	2	6	1	1	1
Carlsbad, CA	4	4	5	4	3
Cedar Rapids, IA	1	1	1	1	1
Chesapeake, VA	18	13	12	15	14
Chula Vista, CA	13	17	12	12	13
Columbia, MO	1	1	2	2	2
Coral Springs, FL	9	9	2	2	2
Edmond, OK	2	2	2	2	2
Fort Collins, CO	5	5	7	7	5
Fremont, CA	14	14	17	14	11
Garland, TX	13	13	13	10	10
Grand Prairie, TX	20	20	7	6	4
Henderson, NV	25	16	14	16	16
Irving, TX	15	16	12	12	9
Lawrence, KS	4	5	4	4	4
Lincoln, NE	7	3	2	4	4
Naperville, IL	6	7	7	3	2
Norman, OK	2	3	3	2	2
Olathe, KS	2	2	2	2	2
Overland Park, KS	7	5	5	4	5
Peoria, AZ	9	11	11	11	14
Plano, TX	12	12	10	10	13
Richardson, TX	8	7	9	8	9
Rochester, MN	1	1			
Springfield, MO	0	1	0	0	0
Average	**7.4**	**7.2**	**6.3**	**6.1**	**6.0**

Sergeant & above and Civilian equivalents

Benchmark City Survey - 2019 Data

Percentage of Minorities in Staff Positions compared to Percentage of All Minority Personnel

2019 Average Percentage of Minorities in Staff Positions is 12.2%



Sergeant & above and Civilian equivalents

Benchmark City Survey - 2019 Data

Percentage of Minorities in Staff Positions

2019 Average Percentage of Minorities in Staff Positions is 12.2%

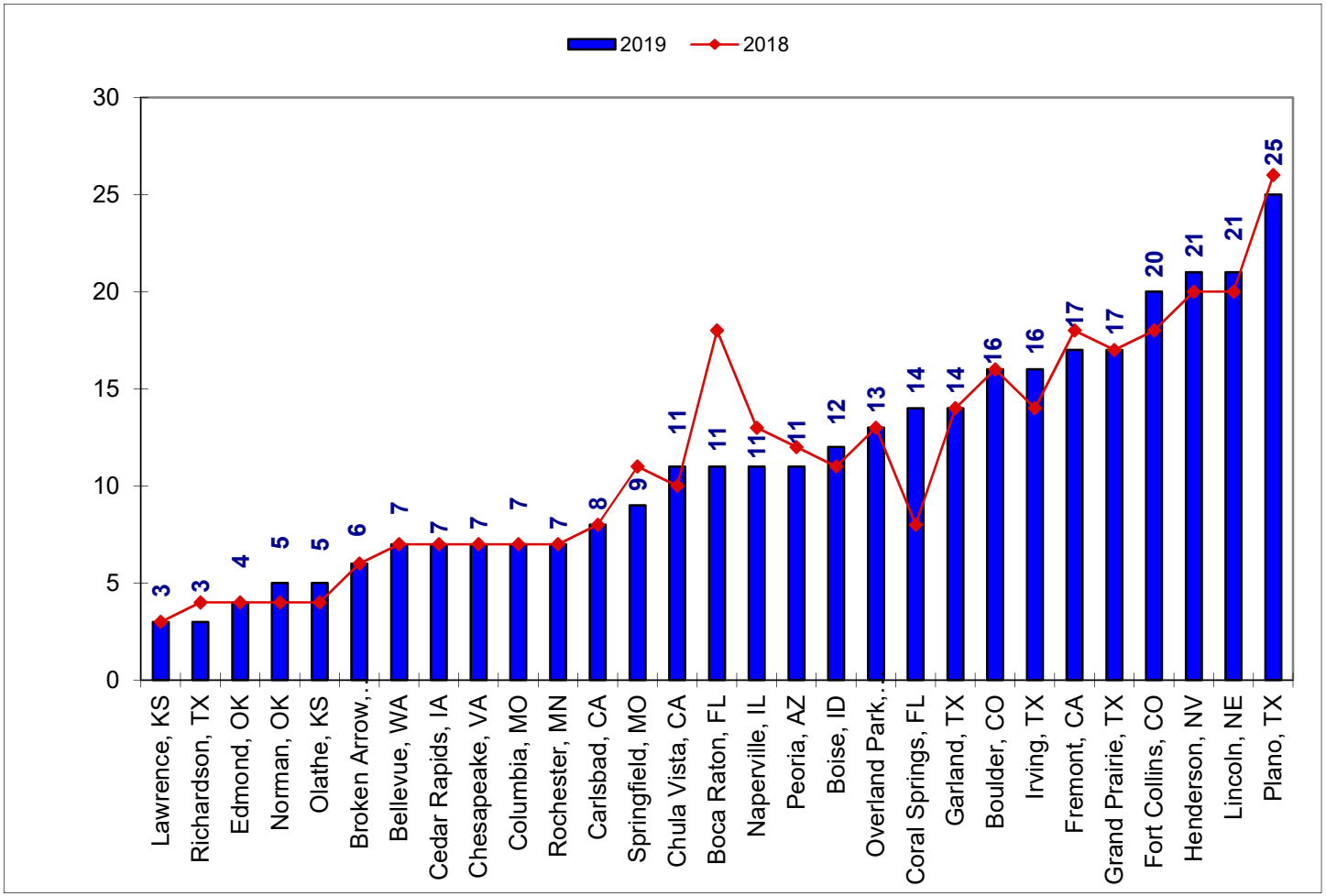
City Name	Assigned Personnel	Minority Personnel	Minority % of Personnel	Assigned Staff Personnel	Minority Staff Personnel	Minority % of Staff Personnel
Springfield, MO	425	36	8.5%	63	0	0.0%
Boise, ID	391	31	7.9%	59	1	1.7%
Cedar Rapids, IA	285	8	2.8%	52	1	1.9%
Rochester, MN	203	13	6.4%	45	1	2.2%
Columbia, MO	190	16	8.4%	40	1	2.5%
Broken Arrow, OK	209	23	11.0%	48	2	4.2%
Norman, OK	242	23	9.5%	42	2	4.8%
Olathe, KS	221	11	5.0%	38	2	5.3%
Boca Raton, FL	310	70	22.6%	61	4	6.6%
Edmond, OK	164	14	8.5%	25	2	8.0%
Fort Collins, CO	319	11	3.4%	57	5	8.8%
Lincoln, NE	485	16	3.3%	71	7	9.9%
Boulder, CO	269	17	6.3%	49	5	10.2%
Overland Park, KS	318	29	9.1%	64	7	10.9%
Carlsbad, CA	184	38	20.7%	36	4	11.1%
Plano, TX	580	66	11.4%	96	12	12.5%
Naperville, IL	262	28	10.7%	45	6	13.3%
Lawrence, KS	156	8	5.1%	29	4	13.8%
Bellevue, WA	222	48	21.6%	41	6	14.6%
Irving, TX	566	76	13.4%	100	15	15.0%
Peoria, AZ	291	27	9.3%	54	9	16.7%
Coral Springs, FL	309	90	29.1%	53	9	17.0%
Richardson, TX	258	60	23.3%	47	8	17.0%
Garland, TX	478	130	27.2%	71	13	18.3%
Chesapeake, VA	534	111	20.8%	88	18	20.5%
Fremont, CA	229	56	24.5%	68	14	20.6%
Chula Vista, CA	353	63	17.8%	58	13	22.4%
Henderson, NV	526	131	24.9%	82	25	30.5%
Grand Prairie, TX	475	121	25.5%	60	20	33.3%
Average	**326**	**47**	**13.7%**	**57**	**7**	**12.2%**

Sergeant & above and Civilian equivalents

Benchmark City Survey - 2019 Data

Women in Staff Positions, 2-Year Comparison

2019 Average is 11.3 Women in Staff Positions



Sergeant & above and Civilian equivalents

Benchmark City Survey - 2019 Data

Women in Staff Positions, 5-Year Comparison

2019 Average is 11.3 Women in Staff Positions

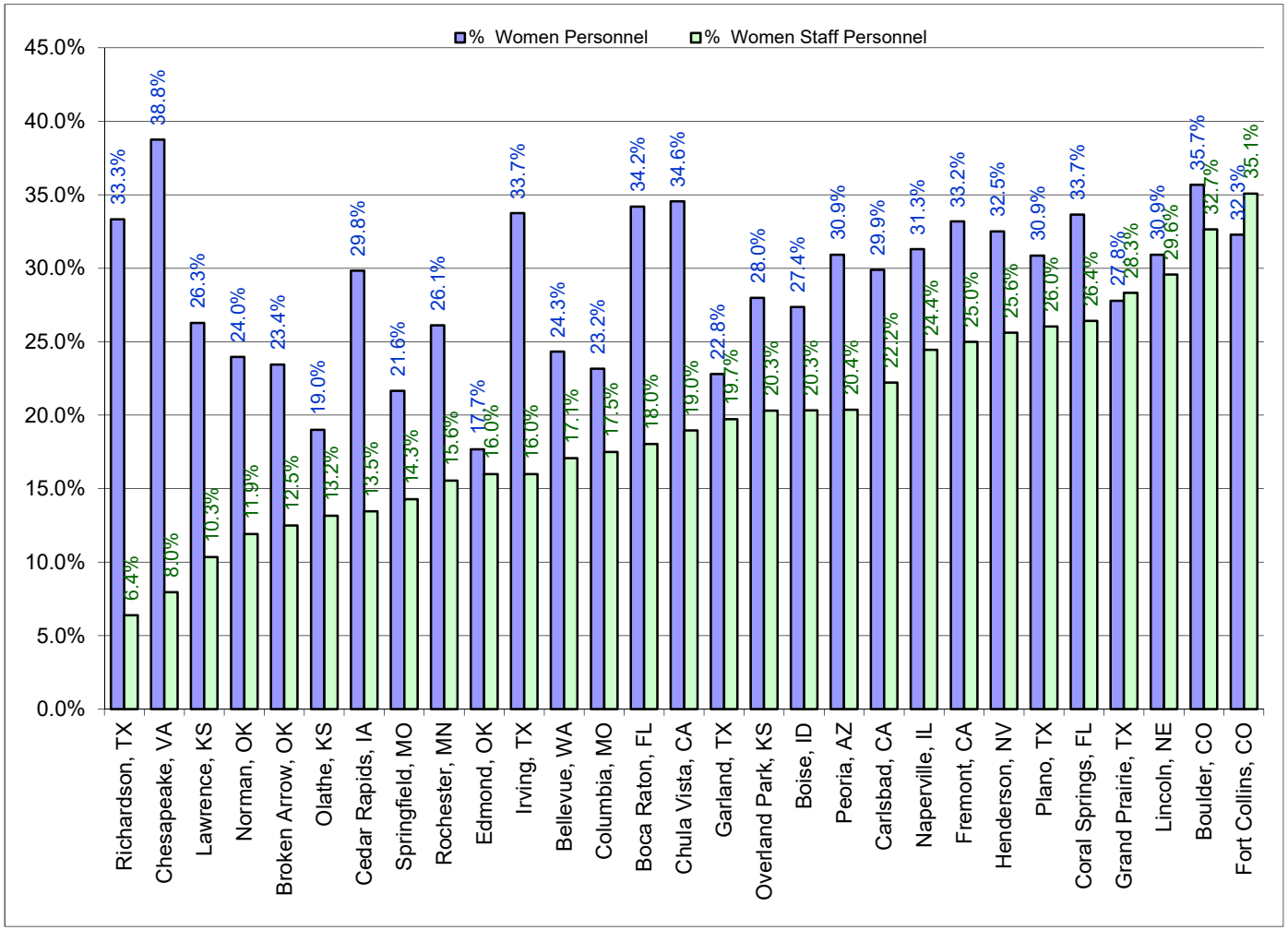
City Name	2019	2018	2017	2016	2015
Bellevue, WA	7	7	10	9	7
Boca Raton, FL	11	18	16	16	17
Boise, ID	12	11	11	10	9
Boulder, CO	16	16	15	15	15
Broken Arrow, OK	6	6	6	7	7
Carlsbad, CA	8	8	9	9	10
Cedar Rapids, IA	7	7	6	7	7
Chesapeake, VA	7	7	8	8	9
Chula Vista, CA	11	10	15	10	10
Columbia, MO	7	7	7	7	7
Coral Springs, FL	14	8	8	8	8
Edmond, OK	4	4	4	4	3
Fort Collins, CO	20	18	21	18	19
Fremont, CA	17	18	16	16	17
Garland, TX	14	14	14	13	13
Grand Prairie, TX	17	17	12	11	9
Henderson, NV	21	20	16	24	17
Irving, TX	16	14	16	14	17
Lawrence, KS	3	3	3	4	4
Lincoln, NE	21	20	24	25	25
Naperville, IL	11	13	13	9	10
Norman, OK	5	4	5	5	5
Olathe, KS	5	4	4	4	3
Overland Park, KS	13	13	13	13	15
Peoria, AZ	11	12	10	10	12
Plano, TX	25	26	22	23	21
Richardson, TX	3	4	10	9	9
Rochester, MN	7	7			
Springfield, MO	9	11	6	6	6
Average	**11.3**	**11.1**	**11.3**	**11.1**	**11.1**

Sergeant & above and Civilian equivalents

Benchmark City Survey - 2019 Data

Percentage of Women in Staff Positions compared to Percentage of All Women Personnel

2019 Average Percentage of Women in Staff Positions is 20.0%



Sergeant & above and Civilian equivalents

Benchmark City Survey - 2019 Data

Percentage of Women in Staff Positions

2019 Average Percentage of Women in Staff Positions is 20.0%

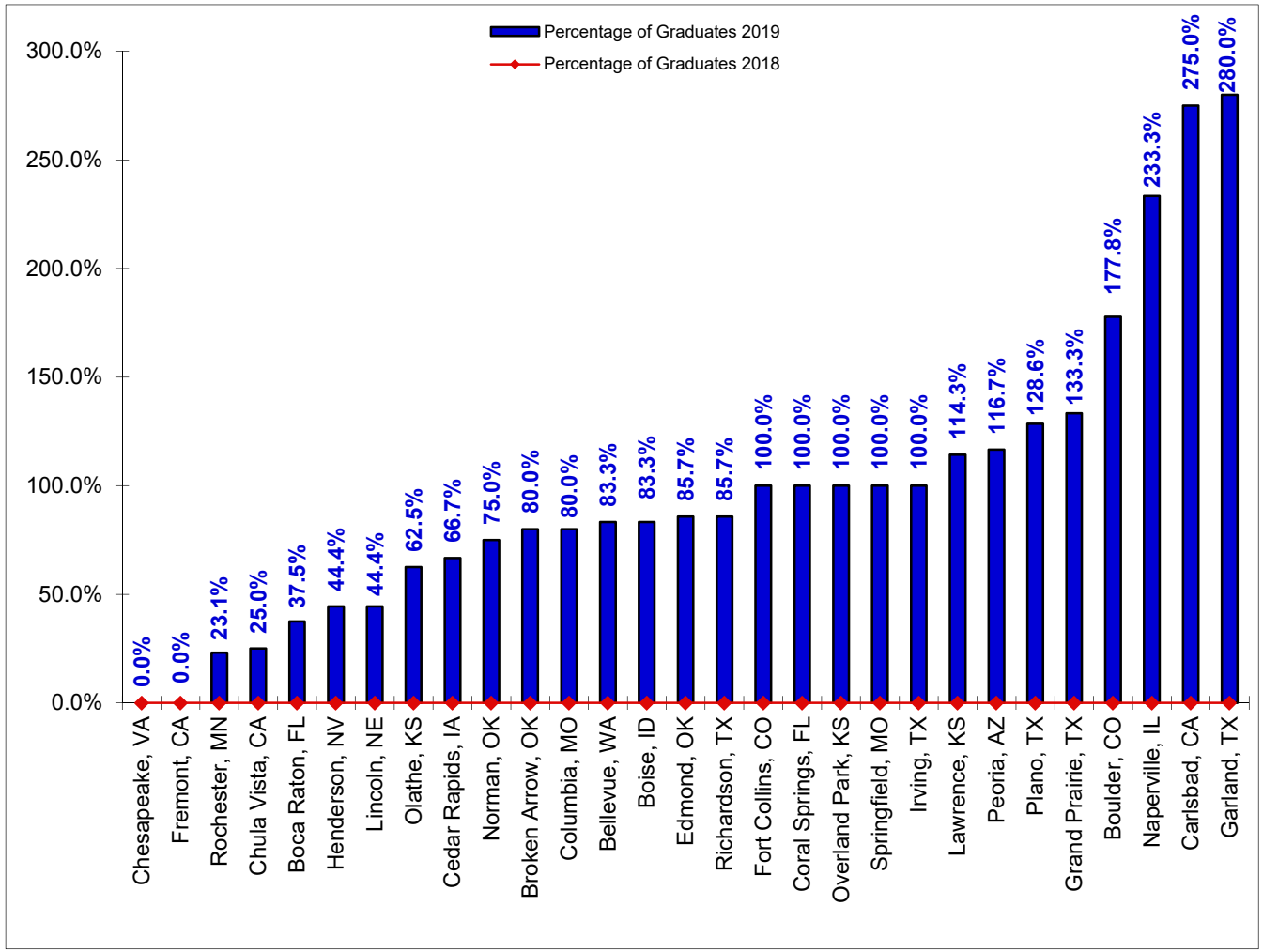
City Name	Assigned Personnel	Women Personnel	% Women Personnel	All Staff Personnel	Women Staff Personnel	% Women Staff Personnel
Richardson, TX	258	86	33.3%	47	3	6.4%
Chesapeake, VA	534	207	38.8%	88	7	8.0%
Lawrence, KS	156	41	26.3%	29	3	10.3%
Norman, OK	242	58	24.0%	42	5	11.9%
Broken Arrow, OK	209	49	23.4%	48	6	12.5%
Olathe, KS	221	42	19.0%	38	5	13.2%
Cedar Rapids, IA	285	85	29.8%	52	7	13.5%
Springfield, MO	425	92	21.6%	63	9	14.3%
Rochester, MN	203	53	26.1%	45	7	15.6%
Edmond, OK	164	29	17.7%	25	4	16.0%
Irving, TX	566	191	33.7%	100	16	16.0%
Bellevue, WA	222	54	24.3%	41	7	17.1%
Columbia, MO	190	44	23.2%	40	7	17.5%
Boca Raton, FL	310	106	34.2%	61	11	18.0%
Chula Vista, CA	353	122	34.6%	58	11	19.0%
Garland, TX	478	109	22.8%	71	14	19.7%
Overland Park, KS	318	89	28.0%	64	13	20.3%
Boise, ID	391	107	27.4%	59	12	20.3%
Peoria, AZ	291	90	30.9%	54	11	20.4%
Carlsbad, CA	184	55	29.9%	36	8	22.2%
Naperville, IL	262	82	31.3%	45	11	24.4%
Fremont, CA	229	76	33.2%	68	17	25.0%
Henderson, NV	526	171	32.5%	82	21	25.6%
Plano, TX	580	179	30.9%	96	25	26.0%
Coral Springs, FL	309	104	33.7%	53	14	26.4%
Grand Prairie, TX	475	132	27.8%	60	17	28.3%
Lincoln, NE	485	150	30.9%	71	21	29.6%
Boulder, CO	269	96	35.7%	49	16	32.7%
Fort Collins, CO	319	103	32.3%	57	20	35.1%
Average	**326**	**97**	**28.9%**	**57**	**11**	**20.0%**

Sergeant & above and Civilian equivalents

Benchmark City Survey - 2019 Data

Percent of Executive Level Supervisor Graduates of Command Schools, 2-Year Comparison

2019 Average is 97.8% Executive Level Graduates of Command Schools



**Change in way we are calculating % for 2019

Benchmark City Survey - 2019 Data

Percent of Executive Level Supervisor Graduates of Command Schools, 2-Year Comparison

2019 Average is 97.8% Executive Level Graduates of Command Schools

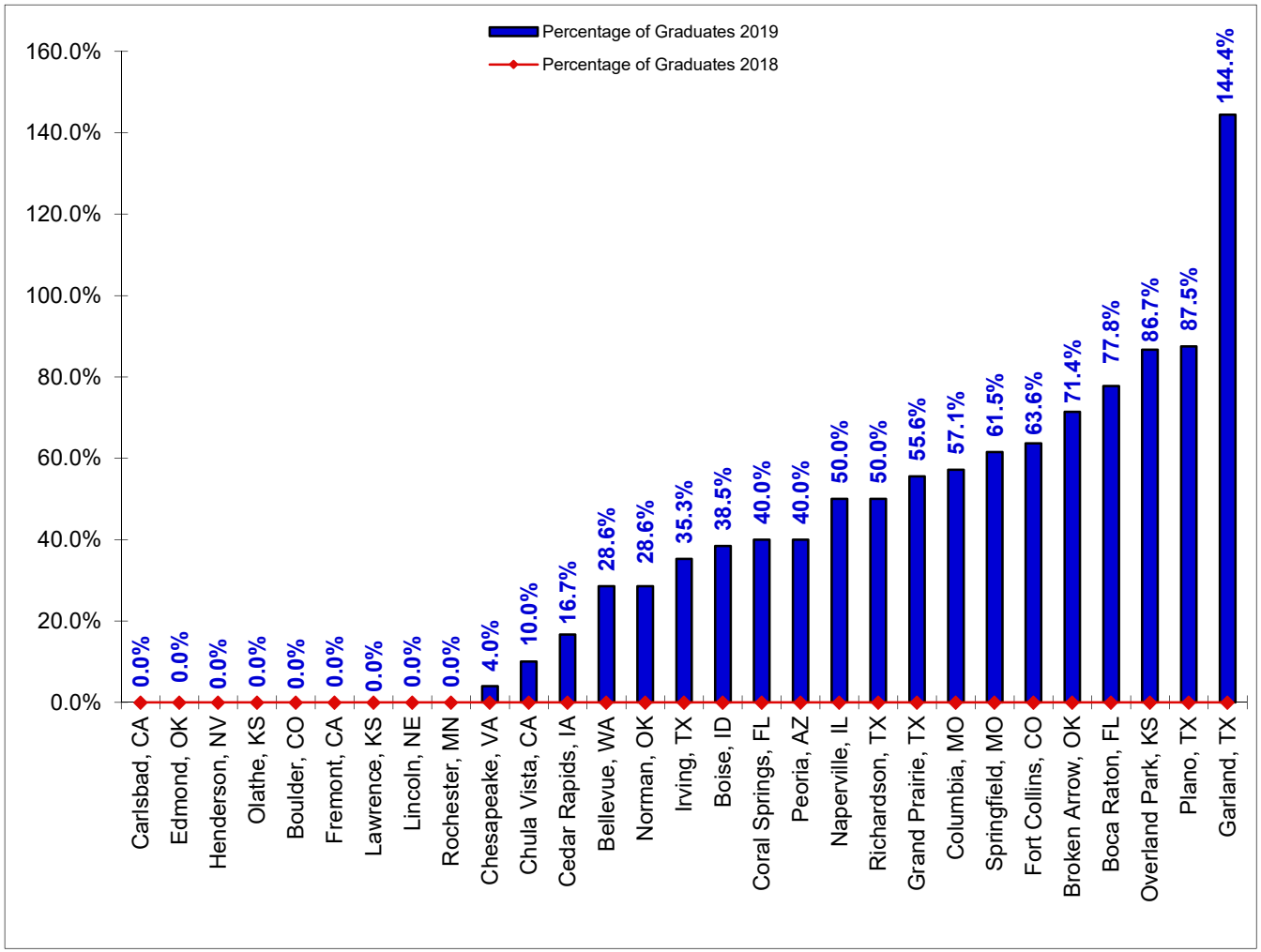
City Name	Executive Level Command	Command School Graduates 2019	Percentage of Graduates 2019	Percentage of Graduates 2018
Chesapeake, VA	5	0	0.0%	Not Tracked
Fremont, CA	12	0	0.0%	Not Tracked
Rochester, MN	13	3	23.1%	Not Tracked
Chula Vista, CA	4	1	25.0%	Not Tracked
Boca Raton, FL	8	3	37.5%	Not Tracked
Henderson, NV	9	4	44.4%	Not Tracked
Lincoln, NE	18	8	44.4%	Not Tracked
Olathe, KS	8	5	62.5%	Not Tracked
Cedar Rapids, IA	6	4	66.7%	Not Tracked
Norman, OK	4	3	75.0%	Not Tracked
Broken Arrow, OK	5	4	80.0%	Not Tracked
Columbia, MO	5	4	80.0%	Not Tracked
Bellevue, WA	6	5	83.3%	Not Tracked
Boise, ID	6	5	83.3%	Not Tracked
Edmond, OK	7	6	85.7%	Not Tracked
Richardson, TX	7	6	85.7%	Not Tracked
Fort Collins, CO	5	5	100.0%	Not Tracked
Coral Springs, FL	7	7	100.0%	Not Tracked
Overland Park, KS	7	7	100.0%	Not Tracked
Springfield, MO	7	7	100.0%	Not Tracked
Irving, TX	10	10	100.0%	Not Tracked
Lawrence, KS	7	8	114.3%	Not Tracked
Peoria, AZ	6	7	116.7%	Not Tracked
Plano, TX	7	9	128.6%	Not Tracked
Grand Prairie, TX	6	8	133.3%	Not Tracked
Boulder, CO	9	16	177.8%	Not Tracked
Naperville, IL	3	7	233.3%	Not Tracked
Carlsbad, CA	4	11	275.0%	Not Tracked
Garland, TX	5	14	280.0%	Not Tracked
Average	**7**	**6**	**97.8%**	**Not Tracked**

**Change in way we are calculating % for 2019

Benchmark City Survey - 2019 Data

Percent of Mid Level Supervisor Graduates of Command Schools, 2-Year Comparison

2019 Average is 36.1% Mid Level Graduates of Command Schools



**Change in way we are calculating % for 2019

Benchmark City Survey - 2019 Data

Percent of Mid Level Supervisor Graduates of Command Schools, 2-Year Comparison

2019 Average is 36.1% Mid Level Graduates of Command Schools

City Name	Mid Level Command	Command School Graduates 2019	Percentage of Graduates 2019	Percentage of Graduates 2018
Carlsbad, CA	8	0	0.0%	Not Tracked
Edmond, OK	4	0	0.0%	Not Tracked
Henderson, NV	17	0	0.0%	Not Tracked
Olathe, KS	6	0	0.0%	Not Tracked
Boulder, CO	0	0	0.0%	Not Tracked
Fremont, CA	0	0	0.0%	Not Tracked
Lawrence, KS	0	0	0.0%	Not Tracked
Lincoln, NE	0	0	0.0%	Not Tracked
Rochester, MN	0	1	0.0%	Not Tracked
Chesapeake, VA	25	1	4.0%	Not Tracked
Chula Vista, CA	10	1	10.0%	Not Tracked
Cedar Rapids, IA	12	2	16.7%	Not Tracked
Bellevue, WA	7	2	28.6%	Not Tracked
Norman, OK	7	2	28.6%	Not Tracked
Irving, TX	17	6	35.3%	Not Tracked
Boise, ID	13	5	38.5%	Not Tracked
Coral Springs, FL	5	2	40.0%	Not Tracked
Peoria, AZ	10	4	40.0%	Not Tracked
Naperville, IL	8	4	50.0%	Not Tracked
Richardson, TX	6	3	50.0%	Not Tracked
Grand Prairie, TX	9	5	55.6%	Not Tracked
Columbia, MO	7	4	57.1%	Not Tracked
Springfield, MO	13	8	61.5%	Not Tracked
Fort Collins, CO	11	7	63.6%	Not Tracked
Broken Arrow, OK	7	5	71.4%	Not Tracked
Boca Raton, FL	9	7	77.8%	Not Tracked
Overland Park, KS	15	13	86.7%	Not Tracked
Plano, TX	16	14	87.5%	Not Tracked
Garland, TX	9	13	144.4%	Not Tracked
Average	**9**	**4**	**36.1%**	**Not Tracked**

**Change in way we are calculating % for 2019