



A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Section B: Budget

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

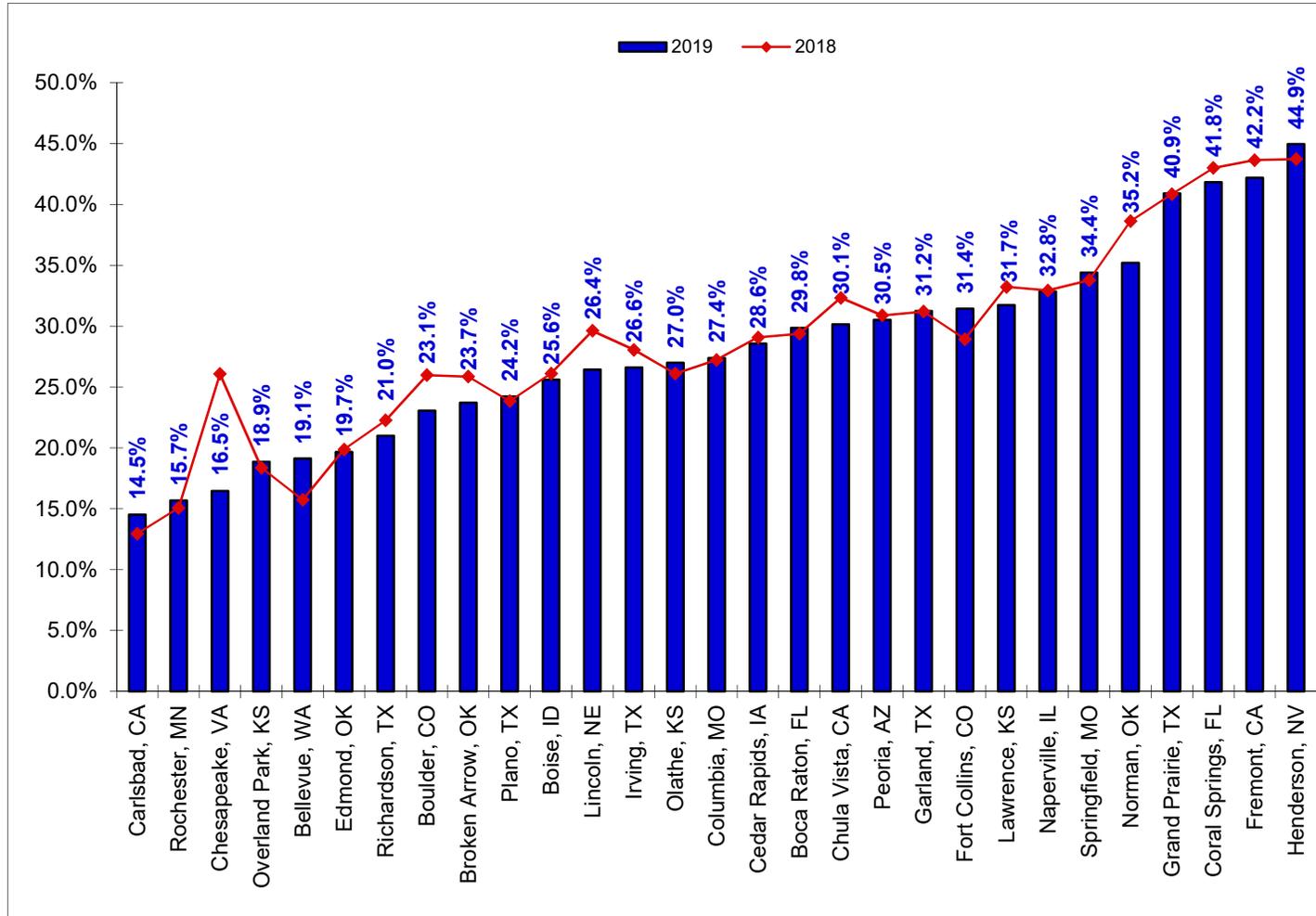


A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Department Budget as a % of City Budget, 2-Year Comparison

2019 Average Department Budget is 28.2% of the City Budget





A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Department Budget as a % of City Budget, 5-Year Comparison

2019 Average Department Budget is 28.2% of the City Budget

City Name	City Budget	Police Budget	2019	2018	2017	2016	2015
Bellevue, WA	\$256,735,807	\$49,085,947	19.1%	15.7%	19.2%	18.8%	18.2%
Boca Raton, FL	\$175,451,000	\$52,363,900	29.8%	29.4%	29.4%	29.2%	29.9%
Boise, ID	\$236,086,228	\$60,474,671	25.6%	26.1%	26.2%	24.9%	25.5%
Boulder, CO	\$158,160,000	\$36,456,641	23.1%	26.0%	26.6%	29.1%	29.6%
Broken Arrow, OK	\$96,740,841	\$22,940,986	23.7%	25.9%	26.4%	25.2%	25.5%
Carlsbad, CA	\$291,800,000	\$42,379,689	14.5%	13.0%	13.6%	13.8%	23.1%
Cedar Rapids, IA	\$124,843,991	\$35,654,156	28.6%	29.1%	31.8%	32.7%	32.1%
Chesapeake, VA	\$315,638,527	\$51,985,768	16.5%	26.1%	26.0%	24.4%	24.9%
Chula Vista, CA	\$208,049,474	\$62,706,855	30.1%	32.3%	32.0%	34.1%	34.9%
Columbia, MO	\$85,023,203	\$23,286,072	27.4%	27.2%	26.4%	25.9%	25.3%
Coral Springs, FL	\$128,434,294	\$53,705,972	41.8%	43.0%	43.6%	43.2%	44.0%
Edmond, OK	\$133,766,971	\$26,304,104	19.7%	19.9%	18.8%	19.3%	17.5%
Fort Collins, CO	\$152,740,315	\$48,018,474	31.4%	28.9%	23.8%	24.3%	24.0%
Fremont, CA	\$219,950,000	\$92,767,502	42.2%	43.6%	40.7%	33.5%	39.7%
Garland, TX	\$185,000,000	\$57,800,124	31.2%	31.2%	29.9%	30.0%	31.2%
Grand Prairie, TX	\$146,255,856	\$59,804,070	40.9%	40.8%	35.2%	34.8%	35.0%
Henderson, NV	\$269,535,512	\$121,124,129	44.9%	43.7%	36.1%	32.9%	35.9%
Irving, TX	\$265,781,400	\$70,698,309	26.6%	28.0%	25.7%	25.8%	25.9%
Lawrence, KS	\$77,664,000	\$24,639,000	31.7%	33.2%	30.9%	20.8%	21.2%
Lincoln, NE	\$208,600,000	\$55,158,134	26.4%	29.6%	23.5%	23.4%	22.3%
Naperville, IL	\$125,740,387	\$41,285,829	32.8%	32.9%	32.5%	32.5%	31.9%
Norman, OK	\$82,612,751	\$29,068,464	35.2%	38.6%	28.9%	23.5%	25.6%
Olathe, KS	\$107,745,287	\$29,067,583	27.0%	26.1%	27.0%	26.9%	28.1%
Overland Park, KS	\$210,195,000	\$39,644,150	18.9%	18.4%	18.6%	19.1%	20.3%
Peoria, AZ	\$166,948,083	\$50,932,111	30.5%	30.9%	31.6%	31.5%	31.4%
Plano, TX	\$317,349,631	\$76,857,983	24.2%	23.8%	23.7%	23.4%	23.8%
Richardson, TX	\$143,581,872	\$30,134,821	21.0%	22.3%	22.3%	22.3%	22.1%
Rochester, MN	\$196,465,783	\$30,792,695	15.7%	15.1%			
Springfield, MO	\$86,126,931	\$29,619,068	34.4%	33.8%	35.1%	34.7%	34.3%
Average	\$177,300,827	\$48,439,904	28.2%	28.3%	27.5%	26.6%	28.0%
Median	\$162,554,042	\$48,018,474	28.0%	28.5%	26.6%	25.8%	25.7%

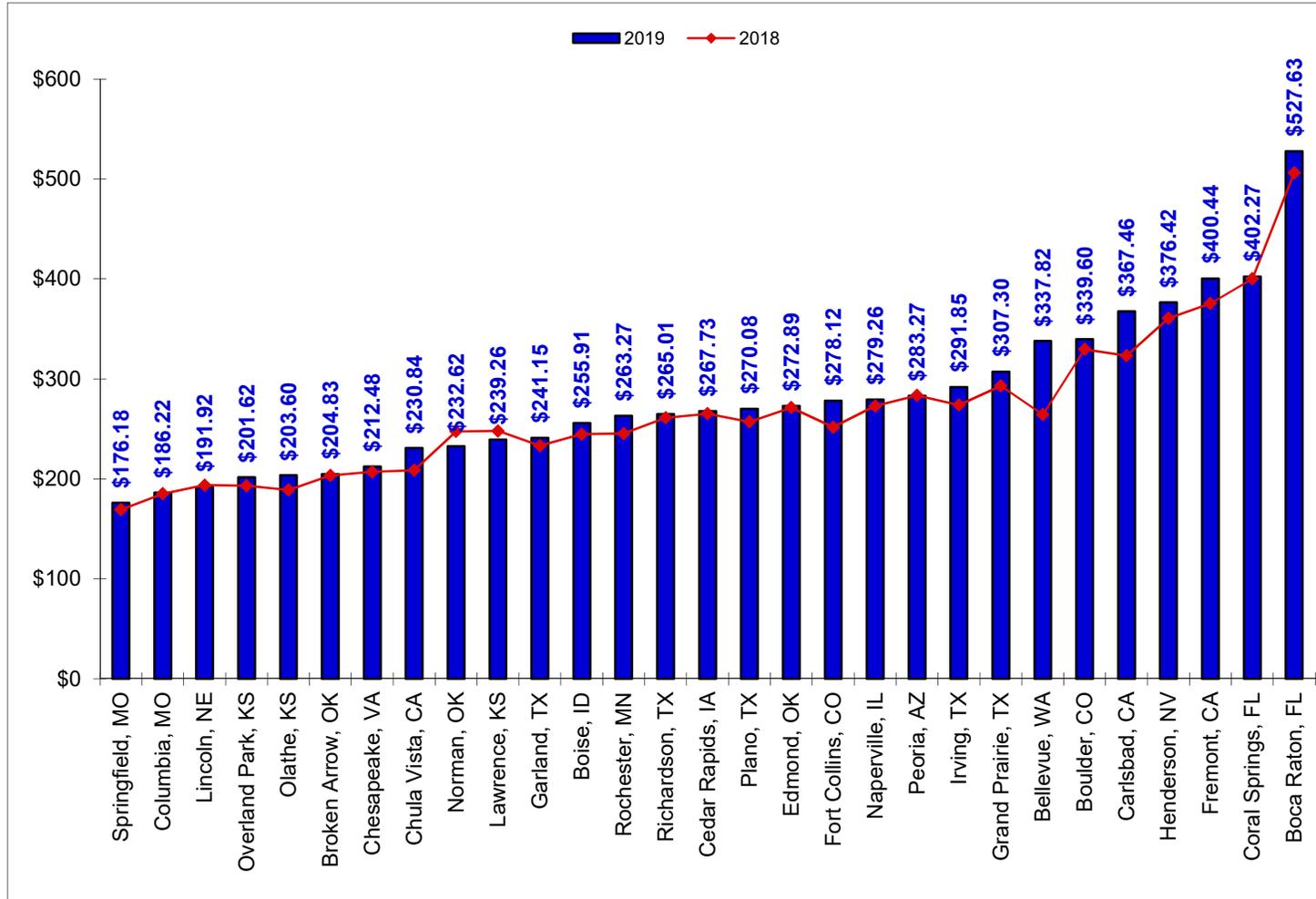


A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Police Department Budget as \$ Per Citizen, 2-Year Comparison

2019 Average is \$279.55 per Citizen





A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Police Department Budget as \$ Per Citizen, 5-Year Comparison

2019 Average is \$279.55 per Citizen

City Name	Police Budget	City Population	2019	2018	2017	2016	2015
Bellevue, WA	\$49,085,947	145,300	\$337.82	\$264.43	\$260.80	\$250.18	\$240.59
Boca Raton, FL	\$52,363,900	99,244	\$527.63	\$506.00	\$516.72	\$526.18	\$487.04
Boise, ID	\$60,474,671	236,310	\$255.91	\$244.74	\$238.70	\$222.93	\$229.21
Boulder, CO	\$36,456,641	107,353	\$339.60	\$329.58	\$321.58	\$327.54	\$321.21
Broken Arrow, OK	\$22,940,986	112,000	\$204.83	\$203.39	\$203.93	\$191.16	\$182.07
Carlsbad, CA	\$42,379,689	115,330	\$367.46	\$323.28	\$312.79	\$306.82	\$282.70
Cedar Rapids, IA	\$35,654,156	133,174	\$267.73	\$265.18	\$273.72	\$273.56	\$262.38
Chesapeake, VA	\$51,985,768	244,657	\$212.48	\$207.09	\$206.76	\$198.71	\$197.61
Chula Vista, CA	\$62,706,855	271,651	\$230.84	\$208.74	\$199.61	\$189.88	\$189.02
Columbia, MO	\$23,286,072	125,049	\$186.22	\$185.13	\$180.90	\$180.92	\$179.20
Coral Springs, FL	\$53,705,972	133,507	\$402.27	\$400.16	\$375.27	\$369.24	\$365.19
Edmond, OK	\$26,304,104	96,392	\$272.89	\$271.32	\$262.03	\$257.46	\$243.69
Fort Collins, CO	\$48,018,474	172,653	\$278.12	\$251.72	\$277.68	\$243.87	\$235.52
Fremont, CA	\$92,767,502	231,664	\$400.44	\$375.37	\$340.53	\$268.98	\$302.81
Garland, TX	\$57,800,124	239,684	\$241.15	\$233.25	\$206.17	\$205.40	\$200.00
Grand Prairie, TX	\$59,804,070	194,614	\$307.30	\$293.10	\$249.92	\$238.57	\$224.56
Henderson, NV	\$121,124,129	321,781	\$376.42	\$360.62	\$286.20	\$278.19	\$280.04
Irving, TX	\$70,698,309	242,242	\$291.85	\$273.95	\$251.19	\$243.49	\$244.94
Lawrence, KS	\$24,639,000	102,980	\$239.26	\$248.00	\$224.13	\$185.83	\$179.10
Lincoln, NE	\$55,158,134	287,401	\$191.92	\$193.72	\$151.04	\$151.86	\$139.35
Naperville, IL	\$41,285,829	147,841	\$279.26	\$272.87	\$269.49	\$267.37	\$265.13
Norman, OK	\$29,068,464	124,959	\$232.62	\$247.57	\$222.90	\$228.13	\$222.29
Olathe, KS	\$29,067,583	142,767	\$203.60	\$188.98	\$187.27	\$180.70	\$174.35
Overland Park, KS	\$39,644,150	196,625	\$201.62	\$193.12	\$188.50	\$183.28	\$180.32
Peoria, AZ	\$50,932,111	179,800	\$283.27	\$283.53	\$282.51	\$262.01	\$257.30
Plano, TX	\$76,857,983	284,579	\$270.08	\$257.07	\$252.83	\$237.43	\$229.09
Richardson, TX	\$30,134,821	113,710	\$265.01	\$261.14	\$267.80	\$262.82	\$248.08
Rochester, MN	\$30,792,695	116,961	\$263.27	\$245.41			
Springfield, MO	\$29,619,068	168,122	\$176.18	\$169.21	\$174.02	\$168.17	\$164.18
Average	\$48,439,904	175,460	\$279.55	\$263.42	\$253.41	\$243.97	\$240.25

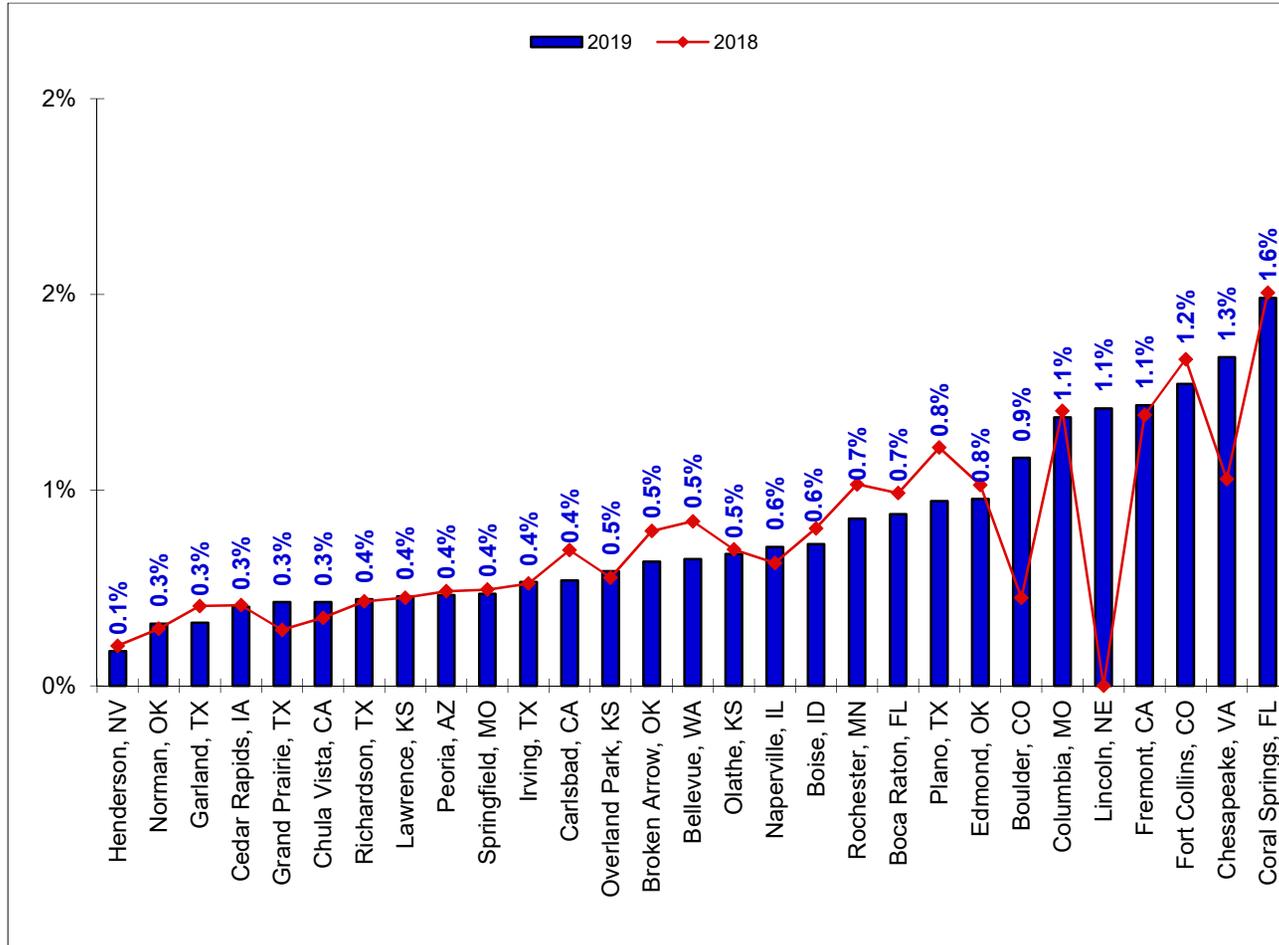


A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Training Costs as a % of Department Budget, 2-Year Comparison

2019 Average Training Budget is 0.6% of Total Budget



Note: Now calculated excluding any overhead costs.

Section B - Budget



A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Training Costs as a % of Department Budget, 5-Year Comparison

2019 Average Training Budget is 0.6% of Total Budget

City Name	Department Budget	Training Budget	2019	2018	2017	2016	2015
Bellevue, WA	\$49,085,947	\$254,156	0.5%	0.7%	0.7%	0.6%	0.6%
Boca Raton, FL	\$52,363,900	\$367,200	0.7%	0.8%	0.8%	0.6%	0.7%
Boise, ID	\$60,474,671	\$350,325	0.6%	0.6%	0.5%	0.5%	0.6%
Boulder, CO	\$36,456,641	\$339,822	0.9%	0.4%	0.5%	0.6%	0.5%
Broken Arrow, OK	\$22,940,986	\$116,500	0.5%	0.6%	0.6%	0.7%	0.6%
Carlsbad, CA	\$42,379,689	\$182,394	0.4%	0.6%	0.3%	0.3%	0.2%
Cedar Rapids, IA	\$35,654,156	\$115,133	0.3%	0.3%	0.3%	0.3%	0.3%
Chesapeake, VA	\$51,985,768	\$698,279	1.3%	0.8%	0.9%	1.0%	1.0%
Chula Vista, CA	\$62,706,855	\$214,370	0.3%	0.3%	0.2%	0.3%	0.3%
Columbia, MO	\$23,286,072	\$255,575	1.1%	1.1%	1.0%	1.1%	1.0%
Coral Springs, FL	\$53,705,972	\$851,167	1.6%	1.6%	1.7%	1.6%	1.8%
Edmond, OK	\$26,304,104	\$200,900	0.8%	0.8%	0.8%	0.8%	0.8%
Fort Collins, CO	\$48,018,474	\$592,125	1.2%	1.3%	1.3%	1.3%	1.6%
Fremont, CA	\$92,767,502	\$1,063,106	1.1%	1.1%	1.2%	1.1%	1.2%
Garland, TX	\$57,800,124	\$148,625	0.3%	0.3%	0.4%	0.4%	0.6%
Grand Prairie, TX	\$59,804,070	\$204,291	0.3%	0.2%	0.2%	0.1%	0.1%
Henderson, NV	\$121,124,129	\$171,119	0.1%	0.2%	0.2%	0.2%	0.3%
Irving, TX	\$70,698,309	\$300,000	0.4%	0.4%	0.5%	0.4%	0.4%
Lawrence, KS	\$24,639,000	\$90,000	0.4%	0.4%	0.3%	0.3%	0.1%
Lincoln, NE	\$55,158,134	\$625,353	1.1%	0.0%	0.1%	0.1%	0.1%
Naperville, IL	\$41,285,829	\$234,324	0.6%	0.5%	0.5%	0.3%	0.3%
Norman, OK	\$29,068,464	\$73,738	0.3%	0.2%	0.5%	0.4%	0.5%
Olathe, KS	\$29,067,583	\$156,500	0.5%	0.6%	0.6%	0.6%	0.5%
Overland Park, KS	\$39,644,150	\$185,600	0.5%	0.4%	0.4%	0.3%	0.3%
Peoria, AZ	\$50,932,111	\$188,700	0.4%	0.4%	0.4%	0.3%	0.3%
Plano, TX	\$76,857,983	\$580,000	0.8%	1.0%	0.8%	0.7%	0.7%
Richardson, TX	\$30,134,821	\$106,426	0.4%	0.3%	0.3%	0.3%	0.3%
Rochester, MN	\$30,792,695	\$210,510	0.7%	0.8%			
Springfield, MO	\$29,619,068	\$111,285	0.4%	0.4%	0.5%	0.4%	0.4%
Average	\$48,439,904	\$309,915	0.6%	0.6%	0.6%	0.6%	0.6%

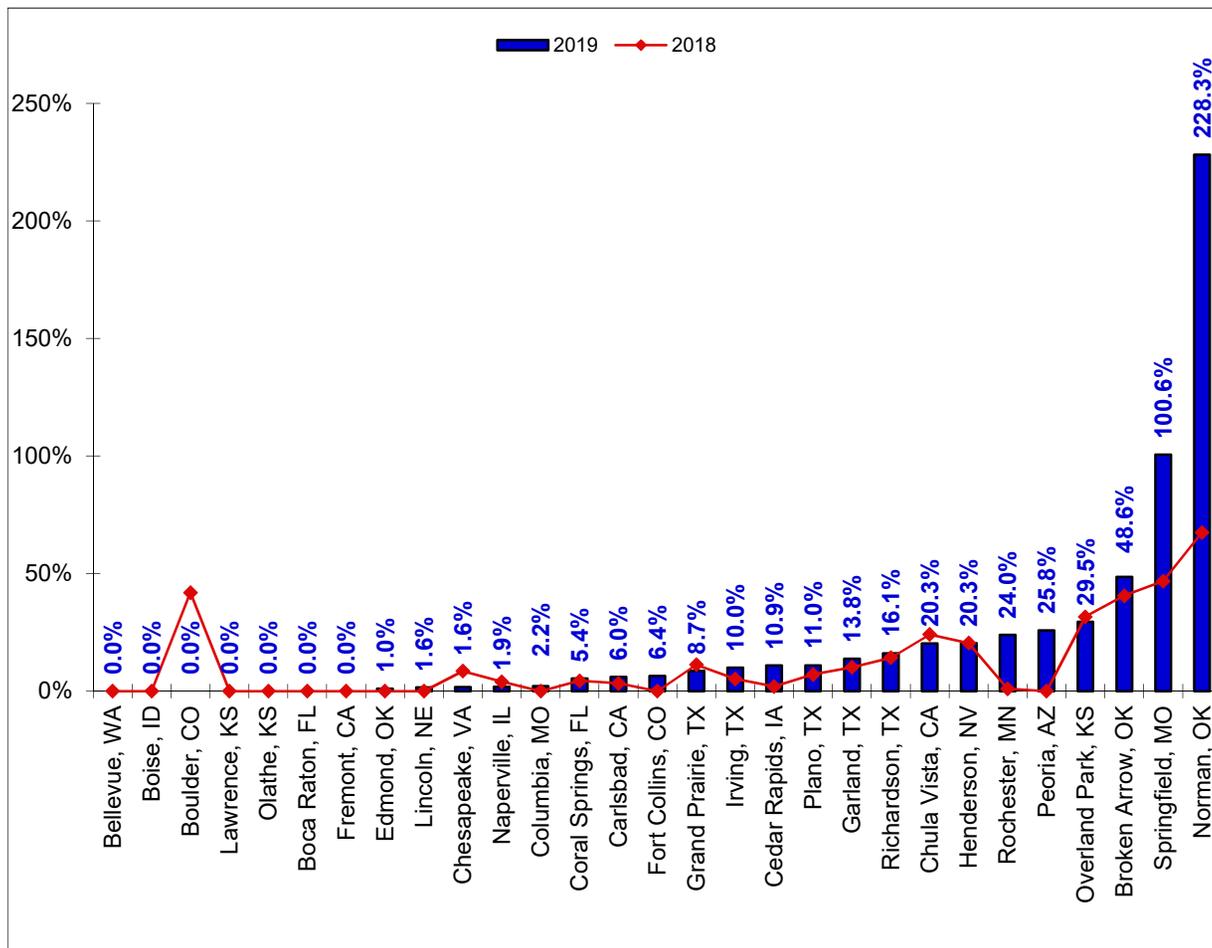
Note: Now calculated excluding any overhead costs
Section B - Budget

A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Non-General Funds Training Costs as a % of Department Budget, 2-Year Comparison

2019 Average Non-General Funds Training Budget is 27.0% of Total Budget



Slide 9

CC1

This needs to list the percentages after Naperville, IL

Cidtemp Cidtemp, 3/21/2019

A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Non-General Funds Training Costs as a % of Department Budget, 2-Year Comparison

2019 Average Non-General Funds Training Budget is 27.0% of Total Budget

City Name	Total Training Budget	Non-General Funds Training	2019	2018
Bellevue, WA	\$254,156	\$0	0.0%	0.0%
Boise, ID	\$350,325	\$0	0.0%	0.0%
Boulder, CO	\$339,822	\$0	0.0%	41.9%
Lawrence, KS	\$90,000	\$0	0.0%	0.0%
Olathe, KS	\$156,500	\$0	0.0%	0.0%
Boca Raton, FL	\$367,200	N/A	0.0%	0.0%
Fremont, CA	\$1,063,106	Not Tracked	0.0%	0.0%
Edmond, OK	\$200,900	\$2,000	1.0%	0.0%
Lincoln, NE	\$625,353	\$10,000	1.6%	0.0%
Chesapeake, VA	\$698,279	\$11,442	1.6%	8.5%
Naperville, IL	\$234,324	\$4,365	1.9%	4.0%
Columbia, MO	\$255,575	\$5,500	2.2%	0.0%
Coral Springs, FL	\$851,167	\$46,083	5.4%	4.4%
Carlsbad, CA	\$182,394	\$11,000	6.0%	3.3%
Fort Collins, CO	\$592,125	\$38,136	6.4%	0.0%
Grand Prairie, TX	\$204,291	\$17,708	8.7%	11.2%
Irving, TX	\$300,000	\$30,000	10.0%	5.2%
Cedar Rapids, IA	\$115,133	\$12,500	10.9%	1.9%
Plano, TX	\$580,000	\$63,641	11.0%	7.1%
Garland, TX	\$148,625	\$20,500	13.8%	10.1%
Richardson, TX	\$106,426	\$17,143	16.1%	14.2%
Chula Vista, CA	\$214,370	\$43,548	20.3%	24.1%
Henderson, NV	\$171,119	\$34,795	20.3%	20.4%
Rochester, MN	\$210,510	\$50,472	24.0%	1.0%
Peoria, AZ	\$188,700	\$48,725	25.8%	0.0%
Overland Park, KS	\$185,600	\$54,721	29.5%	31.6%
Broken Arrow, OK	\$116,500	\$56,577	48.6%	40.5%
Springfield, MO	\$111,285	\$111,919	100.6%	46.8%
Norman, OK	\$73,738	\$168,335	228.3%	67.5%
Average	\$289,382	\$39,050	27.0%	11.7%

Slide 10

CC1

This needs to list the percentages after Naperville, IL
Cidtemp Cidtemp, 3/21/2019

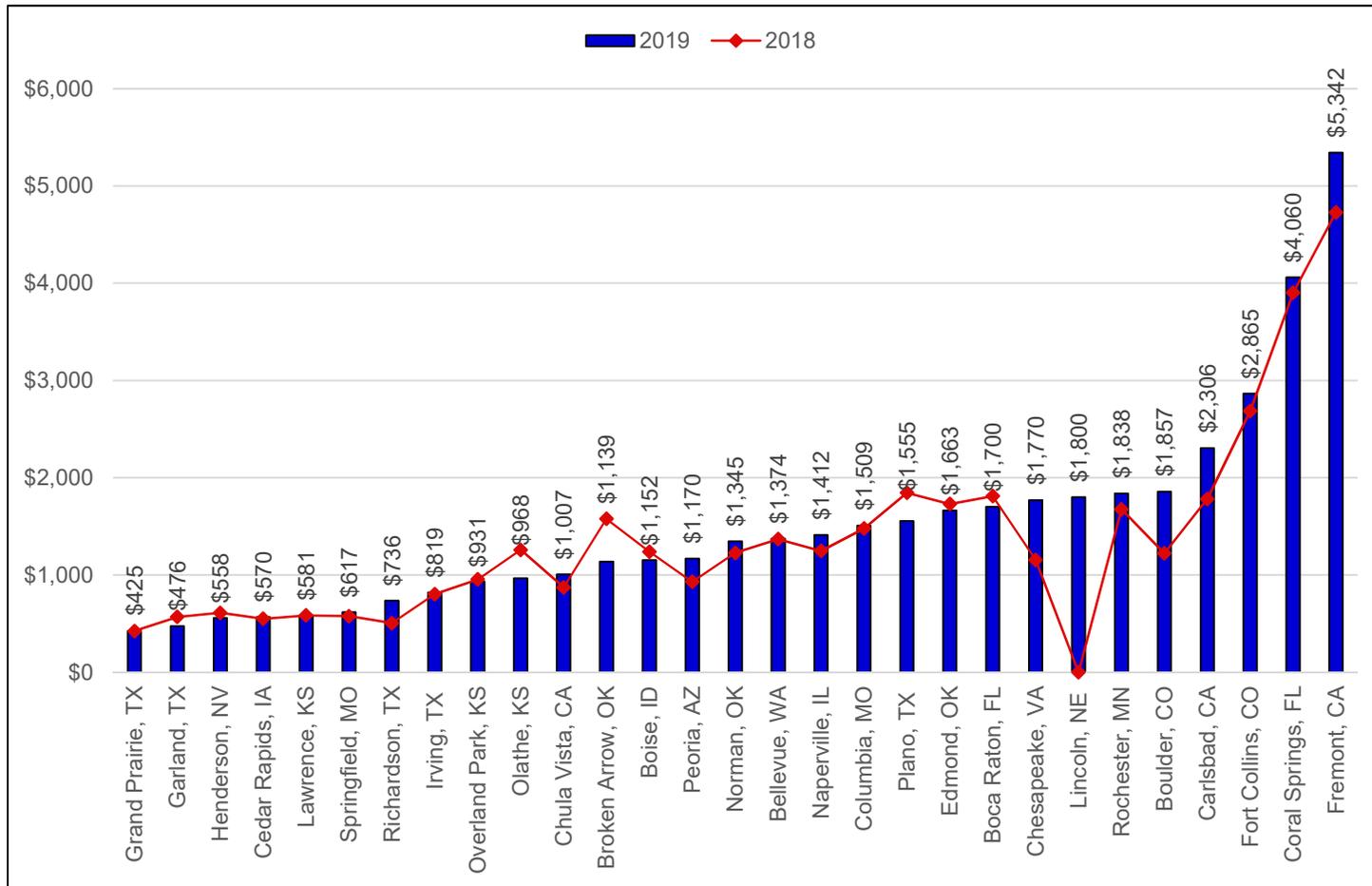


A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Amount Spent in Training per Authorized Officer, 2-Year Comparison

2019 Average Spent on Training per Officer is \$1,502





A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Amount Spent in Training per Authorized Officer, 2-Year Comparison

2019 Average Spent on Training per Officer is \$1,502

City Name	2019	2018
Grand Prairie, TX	\$425	\$425
Garland, TX	\$476	\$568
Henderson, NV	\$558	\$611
Cedar Rapids, IA	\$570	\$550
Lawrence, KS	\$581	\$584
Springfield, MO	\$617	\$578
Richardson, TX	\$736	\$505
Irving, TX	\$819	\$803
Overland Park, KS	\$931	\$955
Olathe, KS	\$968	\$1,258
Chula Vista, CA	\$1,007	\$872
Broken Arrow, OK	\$1,139	\$1,577
Boise, ID	\$1,152	\$1,240
Peoria, AZ	\$1,170	\$930
Norman, OK	\$1,345	\$1,228
Bellevue, WA	\$1,374	\$1,369
Naperville, IL	\$1,412	\$1,248
Columbia, MO	\$1,509	\$1,477
Plano, TX	\$1,555	\$1,845
Edmond, OK	\$1,663	\$1,730
Boca Raton, FL	\$1,700	\$1,811
Chesapeake, VA	\$1,770	\$1,155
Lincoln, NE	\$1,800	\$0
Rochester, MN	\$1,838	\$1,675
Boulder, CO	\$1,857	\$1,223
Carlsbad, CA	\$2,306	\$1,782
Fort Collins, CO	\$2,865	\$2,686
Coral Springs, FL	\$4,060	\$3,901
Fremont, CA	\$5,342	\$4,728
Average	\$1,502	\$1,330

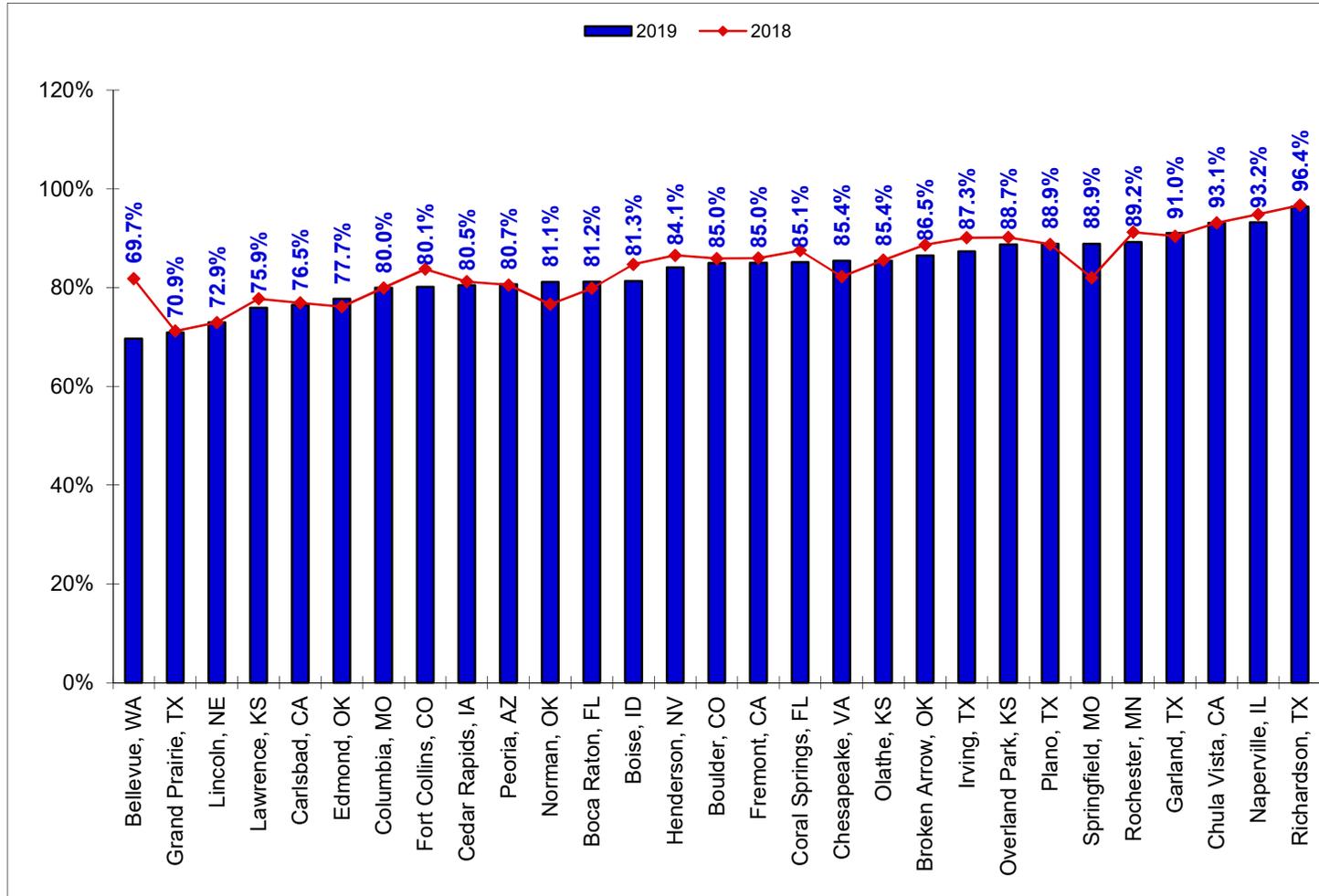


A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Personnel Costs as a % of Department Budget, 2-Year Comparison

2019 Average Personnel Budget is 83.5% of the Total Budget





A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Personnel Costs as a % of Department Budget, 5-Year Comparison

2019 Average Personnel Budget is 83.5% of the Total Budget

City Name	Department Budget	Personnel Budget	2019	2018	2017	2016	2015
Bellevue, WA	\$49,085,947	\$34,190,685	69.7%	81.8%	82.2%	83.3%	82.8%
Boca Raton, FL	\$52,363,900	\$42,521,000	81.2%	79.8%	79.8%	80.4%	82.4%
Boise, ID	\$60,474,671	\$49,185,628	81.3%	84.7%	85.3%	87.1%	87.2%
Boulder, CO	\$36,456,641	\$30,971,394	85.0%	85.9%	85.0%	85.6%	85.7%
Broken Arrow, OK	\$22,940,986	\$19,836,801	86.5%	88.7%	88.3%	87.7%	88.3%
Carlsbad, CA	\$42,379,689	\$32,418,767	76.5%	76.9%	80.4%	79.6%	79.0%
Cedar Rapids, IA	\$35,654,156	\$28,699,715	80.5%	81.2%	76.8%	74.6%	76.5%
Chesapeake, VA	\$51,985,768	\$44,402,154	85.4%	82.2%	82.3%	83.5%	83.4%
Chula Vista, CA	\$62,706,855	\$58,356,630	93.1%	93.1%	88.3%	89.5%	86.7%
Columbia, MO	\$23,286,072	\$18,619,821	80.0%	79.9%	79.3%	79.2%	79.2%
Coral Springs, FL	\$53,705,972	\$45,724,133	85.1%	87.5%	87.8%	88.0%	87.9%
Edmond, OK	\$26,304,104	\$20,440,420	77.7%	76.1%	79.7%	78.9%	80.4%
Fort Collins, CO	\$48,018,474	\$38,486,078	80.1%	83.7%	73.8%	83.1%	83.0%
Fremont, CA	\$92,767,502	\$78,870,635	85.0%	86.0%	84.9%	100.0%	74.7%
Garland, TX	\$57,800,124	\$52,602,849	91.0%	90.4%	89.6%	89.5%	89.4%
Grand Prairie, TX	\$59,804,070	\$42,380,104	70.9%	71.2%	84.2%	84.8%	84.3%
Henderson, NV	\$121,124,129	\$101,823,087	84.1%	86.5%	87.3%	89.4%	88.8%
Irving, TX	\$70,698,309	\$61,718,297	87.3%	90.1%	92.1%	92.2%	91.8%
Lawrence, KS	\$24,639,000	\$18,694,000	75.9%	77.7%	81.3%	86.1%	87.7%
Lincoln, NE	\$55,158,134	\$40,223,320	72.9%	72.9%	88.7%	88.3%	88.8%
Naperville, IL	\$41,285,829	\$38,485,592	93.2%	94.8%	94.9%	81.2%	78.9%
Norman, OK	\$29,068,464	\$23,586,843	81.1%	76.6%	86.3%	84.4%	83.1%
Olathe, KS	\$29,067,583	\$24,828,136	85.4%	85.6%	85.3%	85.1%	87.9%
Overland Park, KS	\$39,644,150	\$35,178,820	88.7%	90.2%	90.7%	90.6%	90.6%
Peoria, AZ	\$50,932,111	\$41,079,055	80.7%	80.5%	80.5%	80.0%	80.6%
Plano, TX	\$76,857,983	\$68,297,896	88.9%	88.8%	85.1%	86.7%	86.5%
Richardson, TX	\$30,134,821	\$29,038,503	96.4%	96.7%	96.7%	93.2%	96.7%
Rochester, MN	\$30,792,695	\$27,472,743	89.2%	91.2%			
Springfield, MO	\$29,619,068	\$26,322,748	88.9%	82.0%	82.6%	86.2%	85.5%
Average	\$48,439,904	\$40,498,478	83.5%	84.4%	85.1%	85.5%	84.9%

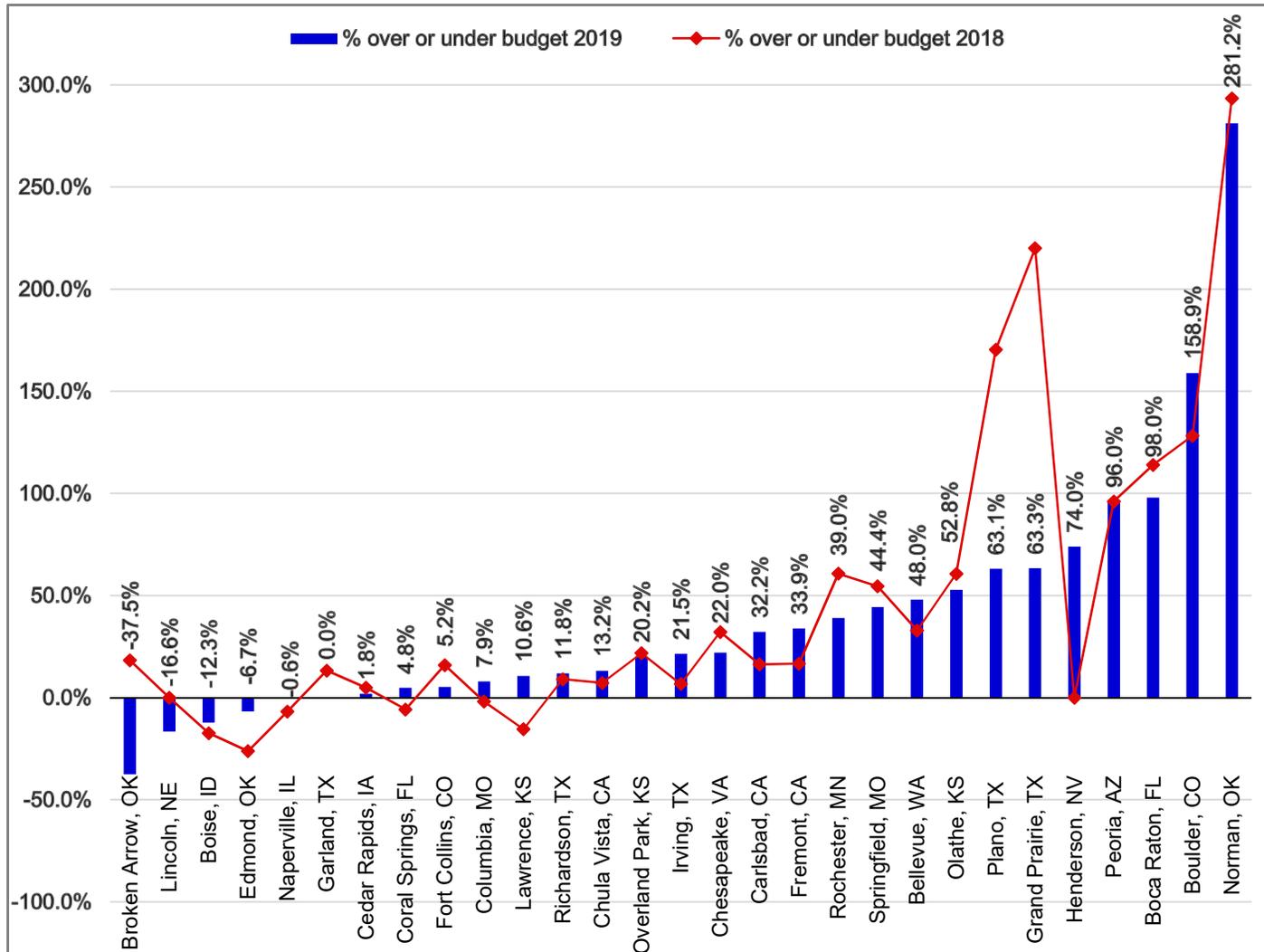


A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Budgeted Overtime vs Actual Overtime, 2-Year Comparison

2019 Average Actual Overtime is 39.0% over the Budgeted Overtime





A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Budgeted Overtime vs Actual Overtime, 2-Year Comparison

2019 Average Actual Overtime is 39.0% over the Budgeted Overtime

City Name	Budgeted OT	Actual OT	% over or under budget 2019	% over or under budget 2018
Broken Arrow, OK	\$550,000	\$344,003	-37.5%	18.3%
Lincoln, NE	\$1,306,836	\$1,090,224	-16.6%	0.0%
Boise, ID	\$2,321,050	\$2,035,903	-12.3%	-17.4%
Edmond, OK	\$531,385	\$495,782	-6.7%	-26.2%
Naperville, IL	\$3,050,790	\$3,033,014	-0.6%	-6.9%
Garland, TX	\$2,761,092	\$2,761,092	0.0%	13.2%
Cedar Rapids, IA	\$552,185	\$562,137	1.8%	4.9%
Coral Springs, FL	\$1,337,901	\$1,401,942	4.8%	-5.8%
Fort Collins, CO	\$2,088,500	\$2,197,971	5.2%	16.0%
Columbia, MO	\$594,305	\$641,330	7.9%	-1.9%
Lawrence, KS	\$1,028,000	\$1,137,438	10.6%	-15.5%
Richardson, TX	\$1,276,179	\$1,427,358	11.8%	9.0%
Chula Vista, CA	\$3,215,132	\$3,638,468	13.2%	7.2%
Overland Park, KS	\$1,666,600	\$2,003,728	20.2%	21.8%
Irving, TX	\$2,445,000	\$2,970,937	21.5%	6.7%
Chesapeake, VA	\$1,912,394	\$2,333,255	22.0%	32.2%
Carlsbad, CA	\$1,644,177	\$2,174,391	32.2%	16.3%
Fremont, CA	\$7,121,330	\$9,532,700	33.9%	16.7%
Rochester, MN	\$790,358	\$1,098,720	39.0%	60.7%
Springfield, MO	\$421,691	\$608,859	44.4%	54.5%
Bellevue, WA	\$1,682,661	\$2,490,648	48.0%	32.9%
Olathe, KS	\$1,006,665	\$1,537,846	52.8%	60.6%
Plano, TX	\$1,176,567	\$1,918,724	63.1%	170.4%
Grand Prairie, TX	\$1,879,012	\$3,068,791	63.3%	220.0%
Henderson, NV	\$3,284,014	\$5,714,130	74.0%	0.0%
Peoria, AZ	\$1,272,774	\$2,494,751	96.0%	96.1%
Boca Raton, FL	\$1,996,700	\$3,952,546	98.0%	114.0%
Boulder, CO	\$771,592	\$1,997,993	158.9%	128.2%
Norman, OK	\$475,897	\$1,813,948	281.2%	293.4%
Average	\$1,729,682	\$2,292,367	39.0%	45.5%

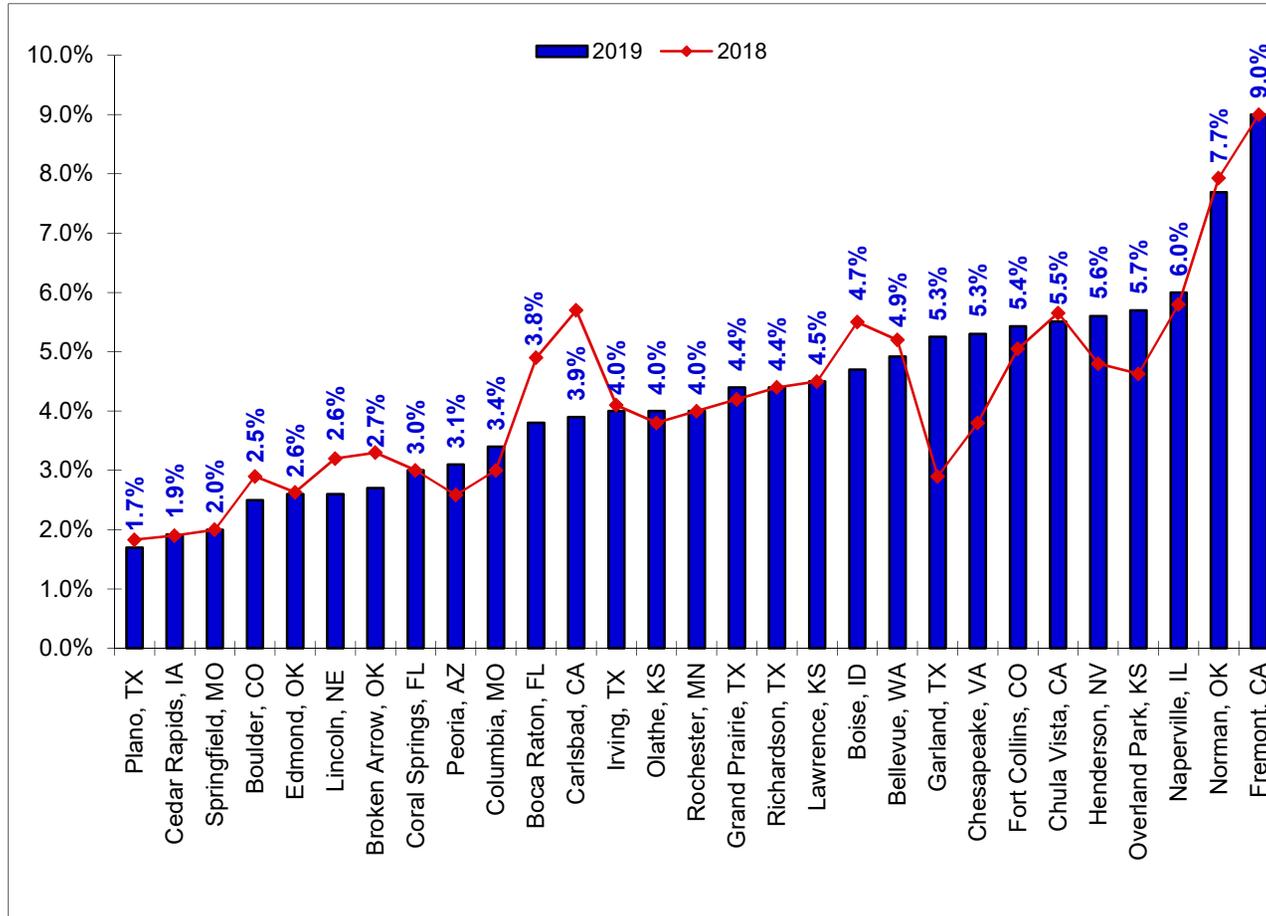


A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Overtime Costs as a % Personnel Budget, 2-Year Comparison

2019 Average Overtime Cost is 4.3% of the Personnel Budget





A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Overtime Costs as a % Personnel Budget, 5-Year Comparison

2019 Average Overtime Cost is 4.3% of the Personnel Budget

City Name	2019	2018	2017	2016	2015
Bellevue, WA	4.9%	5.2%	5.0%	3.9%	4.2%
Boca Raton, FL	3.8%	4.9%	4.9%	5.2%	5.2%
Boise, ID	4.7%	5.5%	4.5%	5.3%	5.6%
Boulder, CO	2.5%	2.9%	2.0%	2.0%	3.0%
Broken Arrow, OK	2.7%	3.3%	3.2%	3.2%	4.0%
Carlsbad, CA	3.9%	5.7%	5.6%	5.7%	5.7%
Cedar Rapids, IA	1.9%	1.9%	1.9%	1.9%	1.7%
Chesapeake, VA	5.3%	3.8%	3.9%	4.1%	3.9%
Chula Vista, CA	5.5%	5.7%	5.8%	5.0%	5.6%
Columbia, MO	3.4%	3.0%	4.0%	4.0%	4.0%
Coral Springs, FL	3.0%	3.0%	3.0%	3.0%	3.0%
Edmond, OK	2.6%	2.6%	2.4%	2.7%	2.8%
Fort Collins, CO	5.4%	5.1%	5.4%	5.2%	5.3%
Fremont, CA	9.0%	9.0%	8.7%	8.8%	9.2%
Garland, TX	5.3%	2.9%	2.8%	2.5%	3.1%
Grand Prairie, TX	4.4%	4.2%	3.1%	2.6%	2.6%
Henderson, NV	5.6%	4.8%	2.8%	3.1%	2.7%
Irving, TX	4.0%	4.1%	4.3%	4.4%	5.0%
Lawrence, KS	4.5%	4.5%	5.2%	6.0%	5.2%
Lincoln, NE	2.6%	3.2%	3.5%	3.5%	3.7%
Naperville, IL	6.0%	5.8%	5.8%	7.2%	8.0%
Norman, OK	7.7%	7.9%	2.0%	2.0%	2.0%
Olathe, KS	4.0%	3.8%	5.2%	4.8%	4.7%
Overland Park, KS	5.7%	4.6%	4.6%	4.7%	4.7%
Peoria, AZ	3.1%	2.6%	3.3%	3.5%	3.6%
Plano, TX	1.7%	1.8%	2.0%	2.1%	2.2%
Richardson, TX	4.4%	4.4%	3.5%	3.5%	3.0%
Rochester, MN	4.0%	4.0%			
Springfield, MO	2.0%	2.0%	1.8%	1.7%	1.8%
Average	4.3%	4.2%	3.9%	4.0%	4.1%

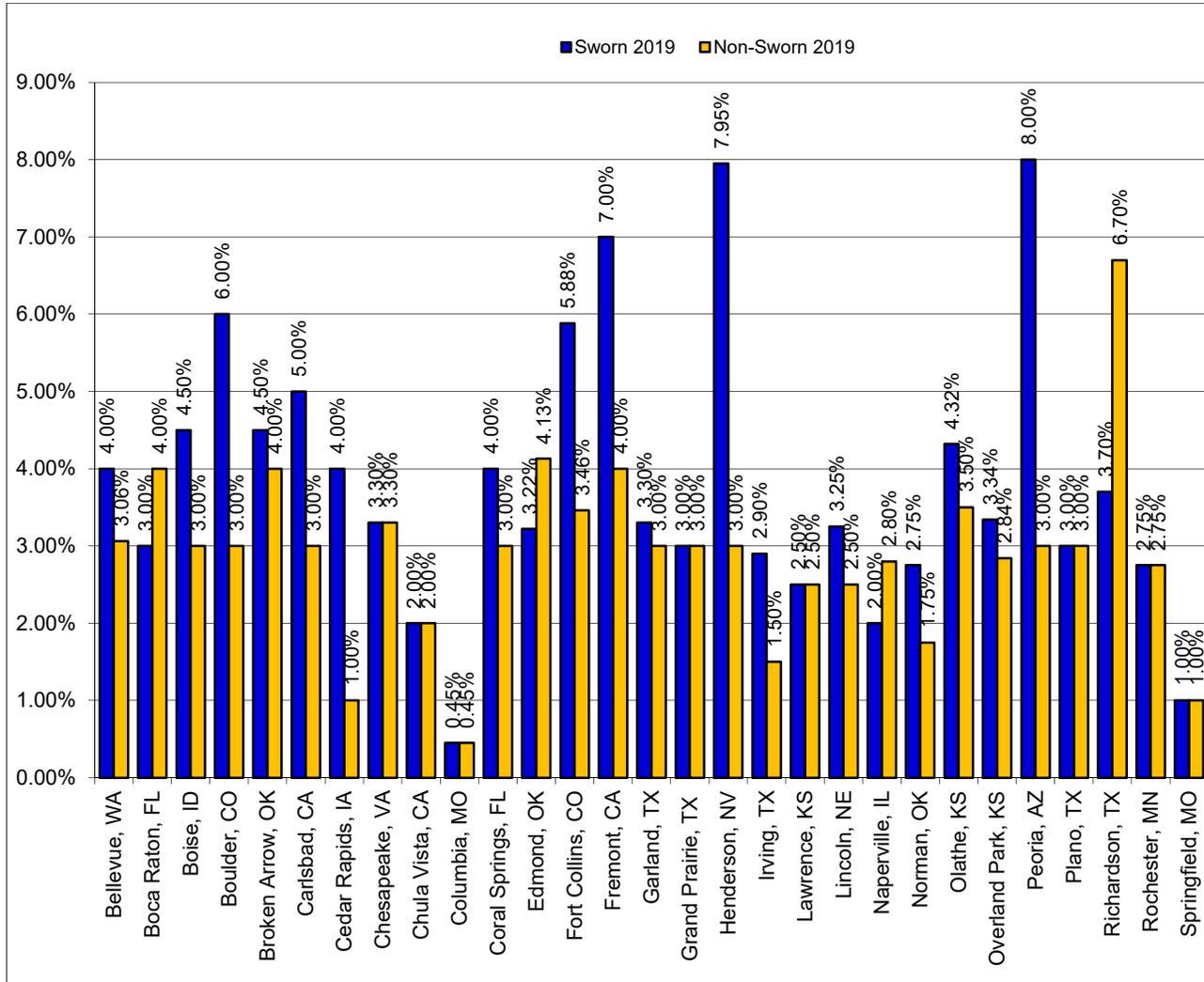


A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Average Salary Increase (Decrease) for 2019

2019 Average is 3.8% (Officer) and 2.9% (Civilian)





A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Average Salary Increase (Decrease) for 2019, 5 year comparison

2019 Average is 3.8% (Officer) and 2.9% (Civilian)

City Name	Sworn 2019	Non-Sworn 2019	Sworn 2018	Non-Sworn 2018	Sworn 2017	Non-Sworn 2017	Sworn 2016	Non-Sworn 2016	Sworn 2015	Non-Sworn 2015
Bellevue, WA	4.00%	3.06%	4.00%	3.24%	3.0%	2.7%	2.2%	1.8%	2.2%	1.0%
Boca Raton, FL	3.00%	4.00%	3.00%	4.00%	2.0%	4.0%	2.0%	4.0%	2.0%	4.0%
Boise, ID	4.50%	3.00%	1.00%	3.00%	1.0%	3.0%	1.0%	3.0%	1.0%	1.5%
Boulder, CO	6.00%	3.00%	6.00%	3.00%	3.8%	3.0%	4.0%	3.0%	3.3%	3.0%
Broken Arrow, OK	4.50%	4.00%	5.06%	2.00%	4.0%	2.0%	2.5%	2.0%	3.0%	2.0%
Carlsbad, CA	5.00%	3.00%	3.00%	3.00%	3.8%	3.0%	3.8%	3.0%	3.0%	3.0%
Cedar Rapids, IA	4.00%	1.00%	4.00%	2.80%	4.0%	2.8%	2.0%	2.0%	2.0%	2.0%
Chesapeake, VA	3.30%	3.30%	2.50%	2.50%	2.5%	2.5%	2.5%	2.5%	0.0%	16.0%
Chula Vista, CA	2.00%	2.00%	2.50%	2.00%	3.0%	1.0%	3.0%	2.0%	3.0%	2.0%
Columbia, MO	0.45%	0.45%	see remarks	see remarks	0.0%	0.0%	2.0%	2.0%	2.0%	2.0%
Coral Springs, FL	4.00%	3.00%	4.00%	3.00%	4.0%	4.3%	4.0%	4.3%	4.0%	4.0%
Edmond, OK	3.22%	4.13%	3.67%	2.63%	4.5%	0.9%	9.1%	6.7%	4.8%	5.3%
Fort Collins, CO	5.88%	3.46%	2.80%	2.90%	3.3%	2.6%	2.6%	2.1%	2.8%	2.6%
Fremont, CA	7.00%	4.00%	3.00%	3.00%	3.5%	2.5%	3.5%	3.0%	3.5%	3.0%
Garland, TX	3.30%	3.00%	3.20%	3.00%	3.7%	3.0%	4.2%	3.0%	3.8%	3.0%
Grand Prairie, TX	3.00%	3.00%	3.00%	3.00%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Henderson, NV	7.95%	3.00%	7.50%	3.00%	5.0%	3.0%	5.0%	3.0%	5.0%	3.0%
Irving, TX	2.90%	1.50%	3.90%	2.00%	4.2%	2.0%	3.1%	1.5%	2.9%	2.0%
Lawrence, KS	2.50%	2.50%	Not Tracked	Not Tracked	1.8%	1.0%	4.4%	3.0%	4.1%	2.6%
Lincoln, NE	3.25%	2.50%	3.00%	2.50%	3.3%	2.2%	3.0%	2.2%	0.0%	2.3%
Naperville, IL	2.00%	2.80%	2.00%	2.25%	2.0%	2.5%	2.8%	2.0%	2.0%	2.0%
Norman, OK	2.75%	1.75%	1.00%	1.63%	0.0%	1.8%	2.3%	1.5%	1.0%	0.0%
Olathe, KS	4.32%	3.50%	4.32%	3.50%	4.3%	4.0%	4.0%	3.0%	4.0%	3.0%
Overland Park, KS	3.34%	2.84%	3.38%	2.87%	3.4%	2.4%	2.0%	2.5%	2.8%	2.5%
Peoria, AZ	8.00%	3.00%	8.00%	4.50%	5.0%	3.5%	7.0%	3.5%	5.0%	3.5%
Plano, TX	3.00%	3.00%	3.00%	3.00%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Richardson, TX	3.70%	6.70%	4.60%	6.80%	4.4%	6.7%	3.7%	5.8%	6.5%	5.7%
Rochester, MN	2.75%	2.75%	3.00%	3.00%						
Springfield, MO	1.00%	1.00%	1.00%	1.00%	1.0%	1.0%	2.1%	2.1%	2.9%	1.5%
Average	3.8%	2.9%	3.6%	3.0%	3.1%	2.7%	3.4%	2.9%	2.9%	3.2%

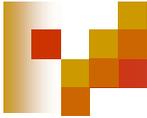


A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

% of SRO Cost Reimbursed

Percent of Department SRO Cost Reimbursed	
City Name	
Bellevue, WA	37.6%
Boca Raton, FL	N/A
Boise, ID	0.0%
Boulder, CO	0.0%
Broken Arrow, OK	0.0%
Carlsbad, CA	30.0%
Cedar Rapids, IA	50.0%
Chesapeake, VA	0.0%
Chula Vista, CA	57.1%
Columbia, MO	50% salary and benefits
Coral Springs, FL	\$52,000/officer per year, which is approx. 1/3 the total cost of an officer
Edmond, OK	39.0%
Fort Collins, CO	50% of eligible school days worked and eligible equipment
Fremont, CA	50.0%
Garland, TX	Garland ISD reimburses the City at 50% for the cost of 23 SROs and 3 SRO Supervisors. Garland ISD reimburses the City at 100% for 8 officers and all overtime related to GISD events for all SROs
Grand Prairie, TX	50.0%
Henderson, NV	N/A
Irving, TX	50.0%
Lawrence, KS	No, we do not get reimbursed.
Lincoln, NE	50.0%
Naperville, IL	50.0%
Norman, OK	50.0%
Olathe, KS	50.0%
Overland Park, KS	50.0%
Peoria, AZ	51.0%
Plano, TX	50.0%
Richardson, TX	50.0%
Rochester, MN	50.0%
Springfield, MO	Not Tracked



A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Entry Level Officer Salary Range, 2-Year Comparison

2019 Entry Officer Salary Range Average is \$60,331 to \$76,778

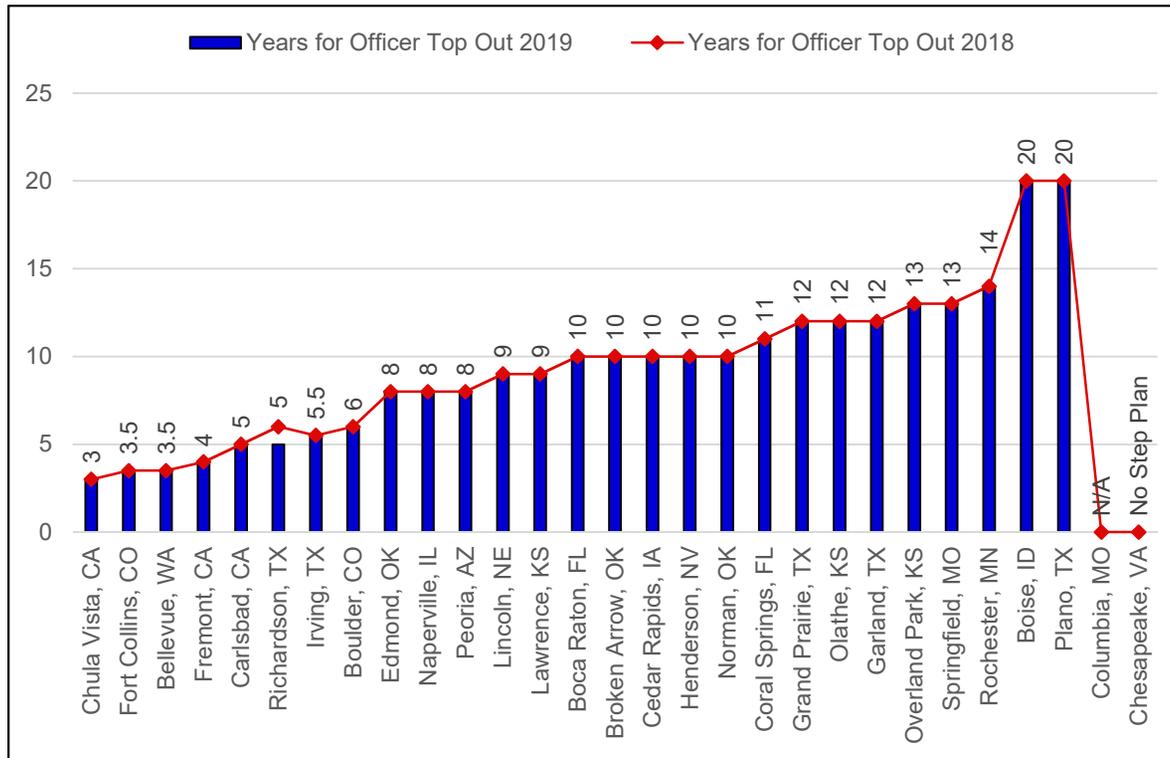
City Name	Base Annual Salary for Entry Level Officer 2019	Highest Annual Salary for Entry Level Officer 2019	Entry level officer salary range 2018
Springfield, MO	\$37,024	\$37,024	\$48,548
Columbia, MO	\$42,141	\$62,656	42141 - 62656
Chesapeake, VA	\$44,326	\$69,058	43456-67712
Overland Park, KS	\$44,592	\$78,072	\$3,590 (\$43,080) - \$6,287 (\$75,444)
Lawrence, KS	\$44,813	\$77,150	\$44,813-\$77,150
Olathe, KS	\$45,400	\$77,800	\$44,750 - \$76,100
Boise, ID	\$49,254	\$49,254	\$47,133
Norman, OK	\$51,705	\$75,800	\$50,437 - \$73,940
Broken Arrow, OK	\$53,510	\$53,510	51,181.31 - 82,118.40
Peoria, AZ	\$54,080	\$76,960	Officer Range is \$25.62 to \$37.12; Police Recruit is \$22.60
Henderson, NV	\$54,558	\$97,989	25.37/hr - 46.22/hr
Cedar Rapids, IA	\$54,600	\$54,600	\$52,500
Lincoln, NE	\$55,698	\$78,732	\$53,945
Edmond, OK	\$58,514	\$58,514	\$57,650.05 YR at Step 0 \$93,692.92 YR at Step 9
Richardson, TX	\$59,544	\$64,068	\$5208-\$6852
Garland, TX	\$61,070	\$63,358	\$59,407-\$61,375
Coral Springs, FL	\$61,200	\$96,013	\$60,000 - \$94,131
Rochester, MN	\$62,484	\$62,484	\$60,802
Boulder, CO	\$62,989	\$89,623	\$61,066 to \$87,012
Grand Prairie, TX	\$64,200	\$64,200	62,330 - 86,035
Inving, TX	\$66,324	\$88,836	\$64,478 - \$86,464
Fort Collins, CO	\$66,480	\$77,109	62698-85332
Plano, TX	\$66,492	\$71,759	\$64,555 - \$69,669
Boca Raton, FL	\$70,198	\$104,392	\$68,153 - \$101,351
Naperville, IL	\$73,635	\$73,635	72,190-101,451
Belleue, WA	\$74,868	\$95,883	\$74,868-\$95,883
Chula Vista, CA	\$78,750	\$95,721	\$77,206 - \$93,844
Carlsbad, CA	\$84,570	\$102,794	\$76,708 - \$93,239
Fremont, CA	\$106,583	\$129,581	Step 1: \$99,146.62 Step 5: \$120,540.21
Average	\$60,331	\$76,778	

A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Years for Officer Top Out, 2-Year Comparison

2019 Average Years for Officer Top Out is 9



Slide 23

CC2

Does there need to be "Not Tracked" put in here?

Cidtemp Cidtemp, 3/21/2019

A Coalition for Mutual Support
Benchmark City Survey - 2019 Data
Years for Officer Top Out, 2-Year Comparison

2019 Average Years for Officer Top Out is 9

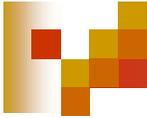
City Name	Years for Officer Top Out 2019	Years for Officer Top Out 2018
Chula Vista, CA	3	3
Fort Collins, CO	3.5	4
Bellevue, WA	3.5	4
Fremont, CA	4	4
Carlsbad, CA	5	5
Richardson, TX	5	6
Irving, TX	5.5	6
Boulder, CO	6	6
Edmond, OK	8	8
Naperville, IL	8	8
Peoria, AZ	8	8
Lincoln, NE	9	9
Lawrence, KS	9	9
Boca Raton, FL	10	10
Broken Arrow, OK	10	10
Cedar Rapids, IA	10	10
Henderson, NV	10	10
Norman, OK	10	10
Coral Springs, FL	11	11
Grand Prairie, TX	12	12
Olathe, KS	12	12
Garland, TX	12	12
Overland Park, KS	13	13
Springfield, MO	13	13
Rochester, MN	14	14
Boise, ID	20	20
Plano, TX	20	20
Columbia, MO	N/A	N/A
Chesapeake, VA	No Step Plan, Depends	no step plan, depends
Average	9	9

Slide 24

CC2

Does there need to be "Not Tracked" put in here?

Cidtemp Cidtemp, 3/21/2019



A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Entry Level Dispatcher Salary Range, 2-Year Comparison

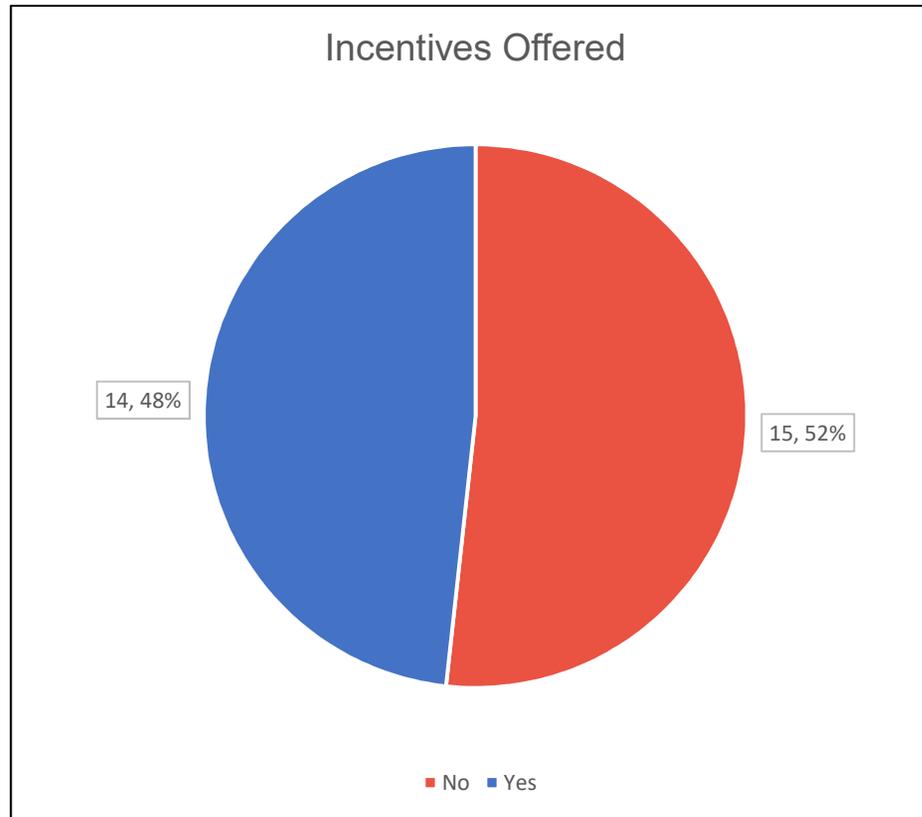
2019 Entry Dispatcher Salary Range Average \$47,738 to \$62,415

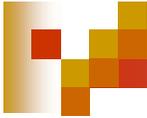
City Name	Entry level Dispatcher annual salary 2019	Highest Annual Salary for entry level Dispatcher 2019	Entry level dispatcher salary range 2018
Norman, OK	\$32,170	\$45,979	\$31,617 - \$45,188
Irving, TX	\$35,232	\$49,680	\$34,704 - \$48,936
Chesapeake, VA	\$36,525	\$60,267	35808-59084
Broken Arrow, OK	\$36,719	\$36,719	35,120.59 - 56,192.86
Garland, TX	\$38,480	\$43,098	\$32,323.20-\$36,192.00
Richardson, TX	\$38,550	\$61,644	\$3134-\$5137
Overland Park, KS	\$39,132	\$58,704	\$3,229 (38,748) - \$4,844 (58,128)
Grand Prairie, TX	\$39,689	\$69,689	39,689 - 60,640
Lincoln, NE	\$41,941	\$62,115	4091700.0%
Cedar Rapids, IA	\$44,096	\$44,096	4280000.0%
Coral Springs, FL	\$44,280	\$69,120	\$41,000 - 64,000
Peoria, AZ	\$45,760	\$60,320	\$21.65 to \$29.11
Fort Collins, CO	\$49,979	\$68,034	48388-65865
Rochester, MN	\$51,043	\$51,043	4969100.0%
Naperville, IL	\$51,314	\$51,314	50,190-63,606
Boulder, CO	\$51,813	\$60,482	\$49,691 to \$52,478
Boca Raton, FL	\$52,068	\$86,841	\$50,065 - \$83,492
Chula Vista, CA	\$58,632	\$71,267	\$57,482 - \$69,869
Carlsbad, CA	\$62,958	\$80,351	\$60,512-\$73,553
Henderson, NV	\$70,179	\$80,350	31.49/hr - 36.06/hr
Fremont, CA	\$81,936	\$99,594	Step 1: \$78784.97 Step 5: \$95,769.62:
Bellevue, WA	N/A	N/A	N/A
Boise, ID	N/A	N/A	n/a
Columbia, MO	N/A	N/A	n/a
Edmond, OK	N/A	N/A	\$36,423.43 YR Step 1 \$54,634.59 YR Step 17
Lawrence, KS	N/A	N/A	N/A
Olathe, KS	N/A	N/A	N/A
Plano, TX	N/A	N/A	N/A
Springfield, MO	N/A	N/A	N/A
Average	\$47,738	\$62,415	



A Coalition for Mutual Support
Benchmark City Survey - 2019 Data
Hiring Incentives, 2-Year Comparison

2019 Percent of Jurisdictions Offering Hiring Incentives is 48%





A Coalition for Mutual Support

Benchmark City Survey - 2019 Data

Hiring Incentives, 2-Year Comparison

2019 Percent of Jurisdictions Offering Hiring Incentives is 48%

City Name	2019	Type of hiring incentive
Belleveue, WA	Yes	\$16,000
Boise, ID	Yes	Lateral Program
Broken Arrow, OK	Yes	Hiring incentives for civilians only. Pay increase for experience, foreign language.
Chula Vista, CA	Yes	Lateral Officers receive \$2,000 for each full year of qualifying external law enforcement experience, up to a \$10,000 maximum.
Columbia, MO	Yes	pay academy cost and hire as Officer in Training (\$18.418/hr) while in academy
Coral Springs, FL	Yes	Up to 5 steps above base for sworn experience & \$5000 Signing Bonus for candidate moving from another state
Fort Collins, CO	Yes	Award Time
Fremont, CA	Yes	\$10,000 hiring bonus
Grand Prairie, TX	Yes	Lateral Entry Program where qualified lateral officers are initially placed at the "pay step" in the police pay schedule commensurate with their qualified years of experience.
Irving, TX	Yes	Fitness Pay, Degree Pay, Shift Diff.
Lawrence, KS	Yes	\$1,500 Sign On Bonus for Fluent Spanish Speakers
Overland Park, KS	Yes	\$3,500
Richardson, TX	Yes	Lateral Entry Program
Springfield, MO	Yes	\$500 & Lateral Entry Program
Boca Raton, FL	No	N/A
Boulder, CO	No	N/A
Carlsbad, CA	No	N/A
Cedar Rapids, IA	No	N/A
Chesapeake, VA	No	N/A
Edmond, OK	No	N/A
Garland, TX	No	N/A
Henderson, NV	No	N/A
Lincoln, NE	No	N/A
Naperville, IL	No	N/A
Norman, OK	No	N/A
Olathe, KS	No	N/A
Peoria, AZ	No	N/A
Plano, TX	No	N/A
Rochester, MN	No	N/A