



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Section B: Department 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 via Google Meet.

2020 Participating Agencies

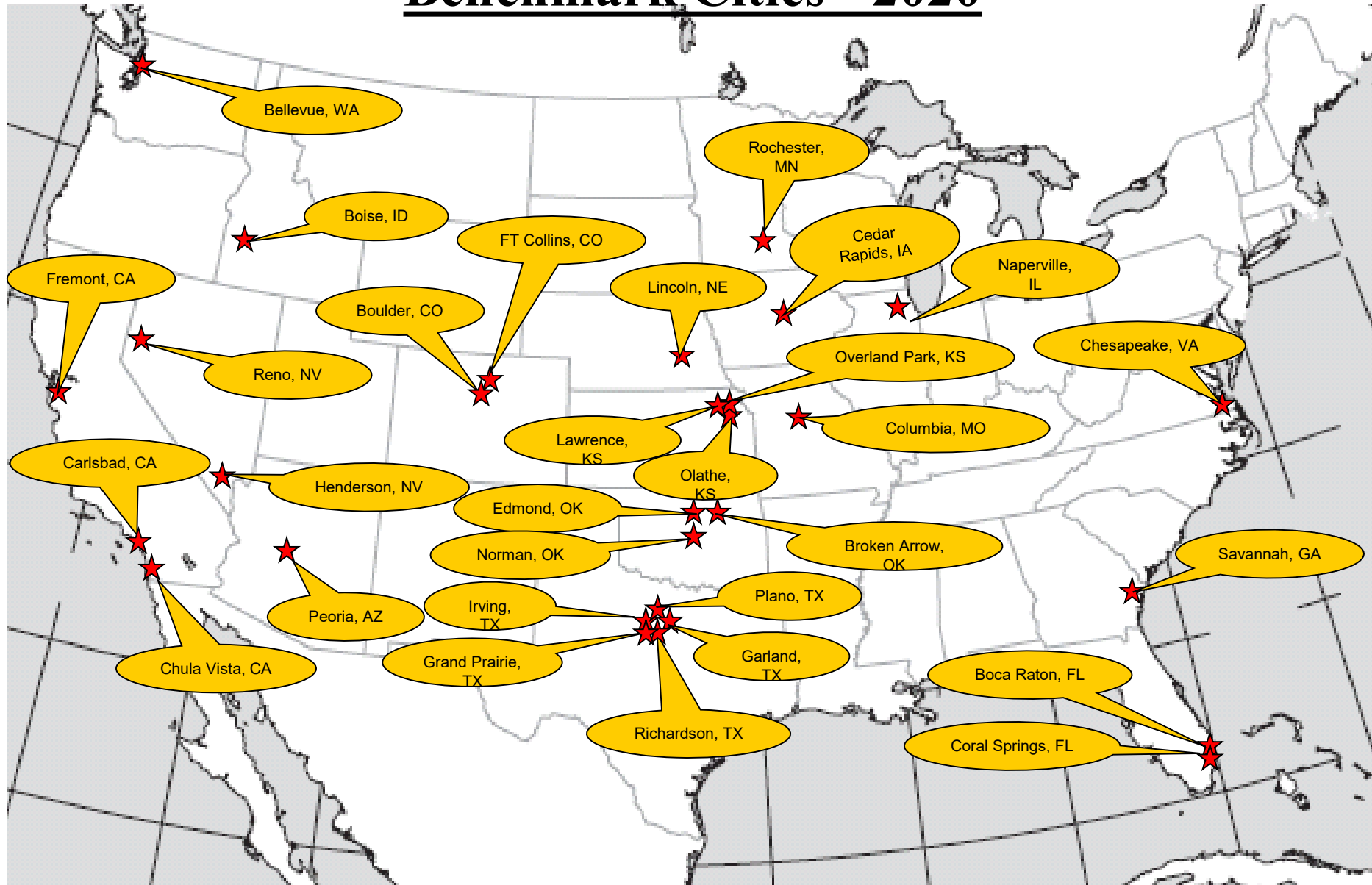
Bellevue, WA – Steve Mylett
Boca Raton, FL – Michelle Miuccio
Boise, ID – Ryan Lee
Boulder, CO – Maris Herold
Broken Arrow, OK – Brandon Berryhill
Carlsbad, CA – Neil Gallucci
Cedar Rapids, IA – Wayne Jerman
Chesapeake, VA – Kelvin L. Wright
Chula Vista, CA – Roxana Kennedy
Columbia, MO – Geoffrey Jones

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 – Anthony Brixius
Lincoln, NE – I/C – Brian Jackson

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
Reno, NV – Jason Soto
Richardson, TX – Jim Spivey
Rochester, MN – Jim Franklin
Savannah, GA – Roy Minter

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Benchmark Cities - 2020

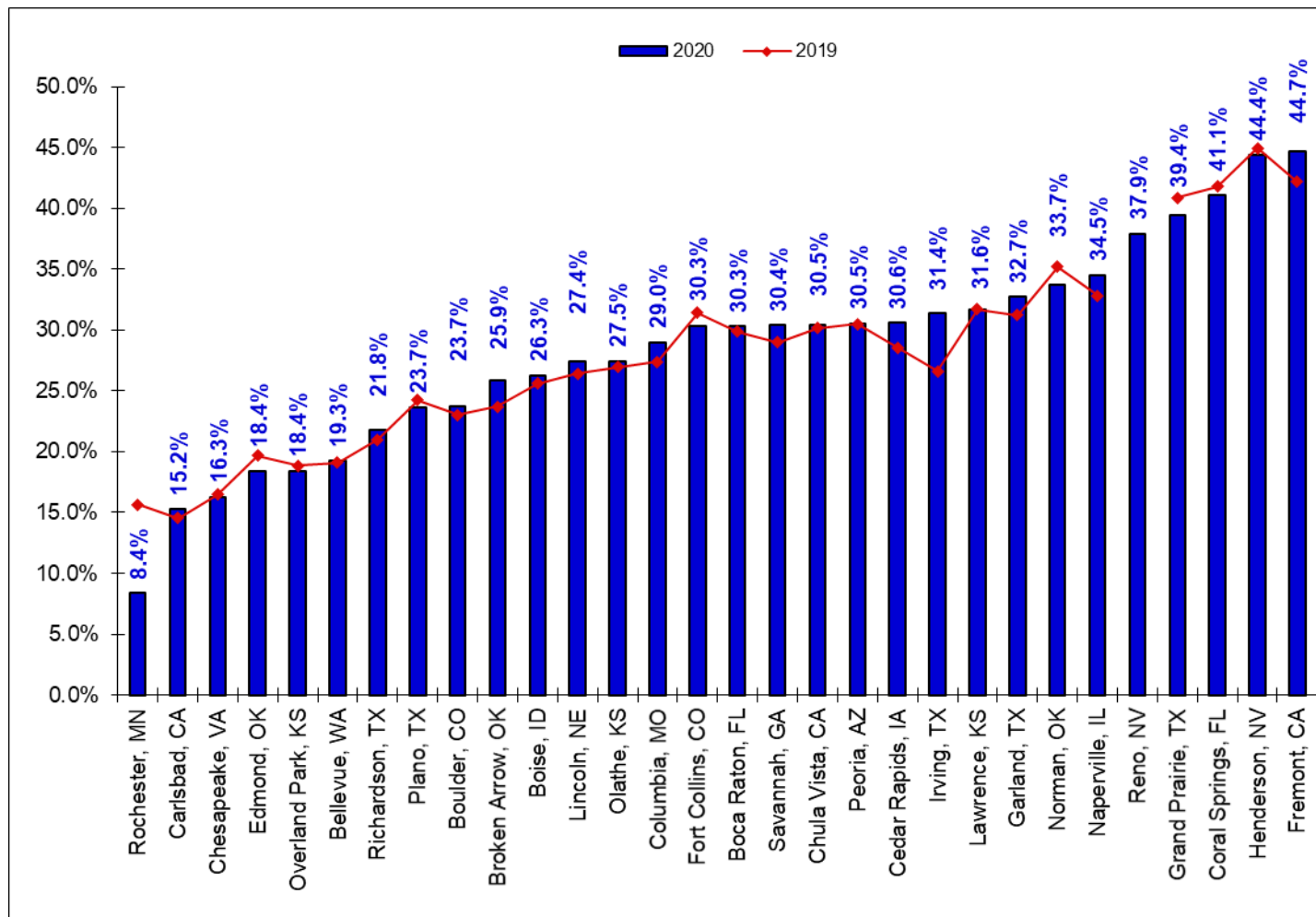


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Benchmark City Survey - 2020 Data

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

2020 Average Department Budget is 28.5% of the City Budget



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Benchmark City Survey - 2020 Data

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

2020 Average Department Budget is 28.5% of the City Budget

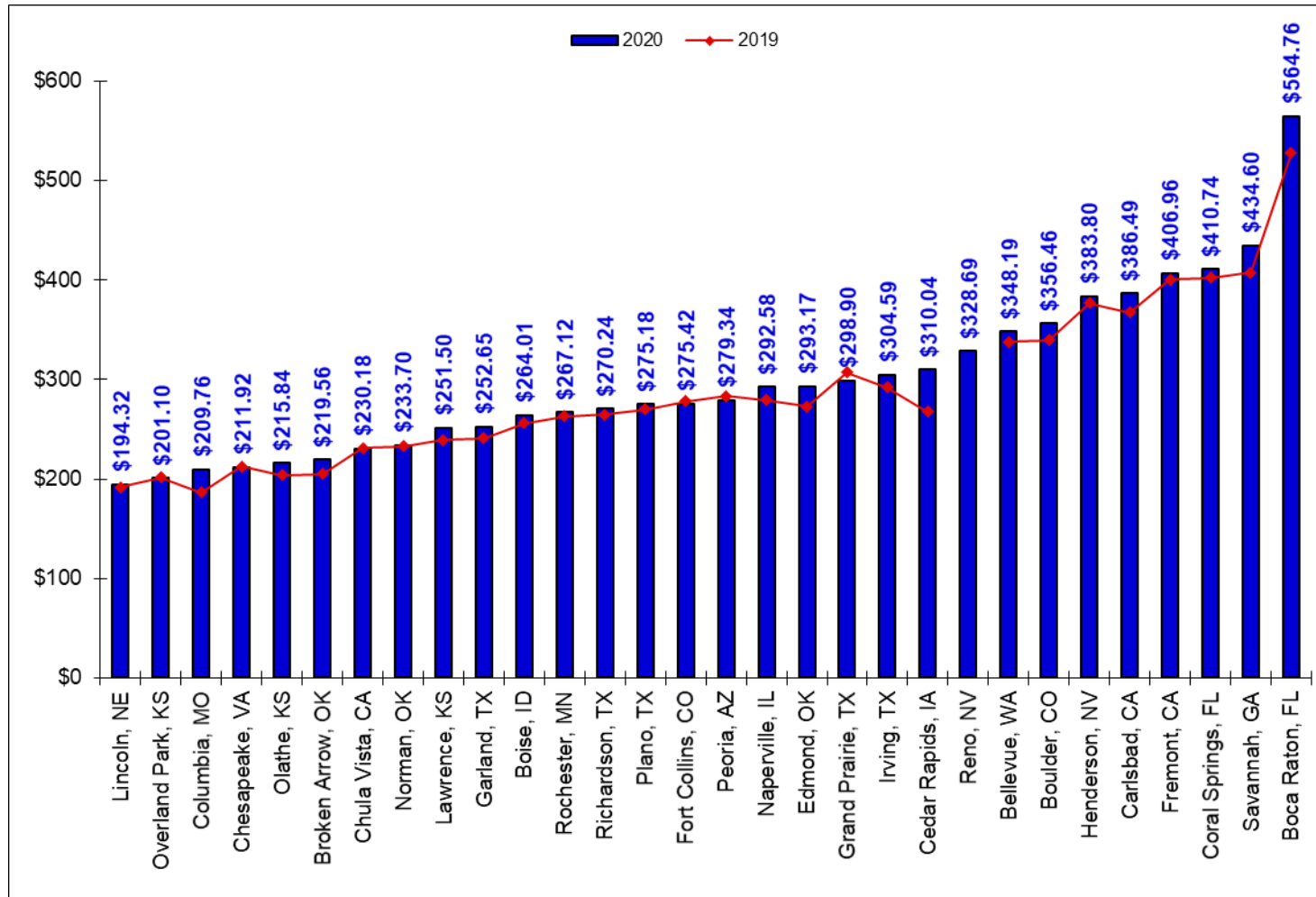
City Name	City Budget	Police Budget	2020	2019	2018	2017	2016
Bellevue, WA	\$267,576,886	\$51,566,284	19.3%	19.1%	15.7%	19.2%	18.8%
Boca Raton, FL	\$185,860,600	\$56,365,400	30.3%	29.8%	29.4%	29.4%	29.2%
Boise, ID	\$241,323,293	\$63,461,546	26.3%	25.6%	26.1%	26.2%	24.9%
Boulder, CO	\$161,502,758	\$38,269,082	23.7%	23.1%	26.0%	26.6%	29.1%
Broken Arrow, OK	\$95,043,520	\$24,591,000	25.9%	23.7%	25.9%	26.4%	25.2%
Carlsbad, CA	\$292,500,000	\$44,593,457	15.2%	14.5%	13.0%	13.6%	13.8%
Cedar Rapids, IA	\$135,383,082	\$41,409,358	30.6%	28.6%	29.1%	31.8%	32.7%
Chesapeake, VA	\$321,134,675	\$52,326,523	16.3%	16.5%	26.1%	26.0%	24.4%
Chula Vista, CA	\$209,524,019	\$63,826,770	30.5%	30.1%	32.3%	32.0%	34.1%
Columbia, MO	\$90,418,132	\$26,229,694	29.0%	27.4%	27.2%	26.4%	25.9%
Coral Springs, FL	\$133,595,003	\$54,939,564	41.1%	41.8%	43.0%	43.6%	43.2%
Edmond, OK	\$150,894,522	\$27,762,802	18.4%	19.7%	19.9%	18.8%	19.3%
Fort Collins, CO	\$158,955,506	\$48,163,472	30.3%	31.4%	28.9%	23.8%	24.3%
Fremont, CA	\$213,409,000	\$95,317,763	44.7%	42.2%	43.6%	40.7%	33.5%
Garland, TX	\$185,014,862	\$60,555,352	32.7%	31.2%	31.2%	29.9%	30.0%
Grand Prairie, TX	\$148,046,434	\$58,345,876	39.4%	40.9%	40.8%	35.2%	34.8%
Henderson, NV	\$285,331,273	\$126,794,190	44.4%	44.9%	43.7%	36.1%	32.9%
Irving, TX	\$232,900,000	\$73,034,140	31.4%	26.6%	28.0%	25.7%	25.8%
Lawrence, KS	\$82,143,000	\$25,993,000	31.6%	31.7%	33.2%	30.9%	20.8%
Lincoln, NE	\$206,709,745	\$56,585,876	27.4%	26.4%	29.6%	23.5%	23.4%
Naperville, IL	\$125,250,626	\$43,255,302	34.5%	32.8%	32.9%	32.5%	32.5%
Norman, OK	\$85,188,441	\$28,706,431	33.7%	35.2%	38.6%	28.9%	23.5%
Olathe, KS	\$113,074,326	\$31,047,851	27.5%	27.0%	26.1%	27.0%	26.9%
Overland Park, KS	\$217,250,000	\$40,044,237	18.4%	18.9%	18.4%	18.6%	19.1%
Peoria, AZ	\$168,711,015	\$51,529,961	30.5%	30.5%	30.9%	31.6%	31.5%
Plano, TX	\$333,973,522	\$78,995,698	23.7%	24.2%	23.8%	23.7%	23.4%
Reno, NV	\$223,780,848	\$84,877,479	37.9%				
Richardson, TX	\$143,581,872	\$31,247,982	21.8%	21.0%	22.3%	22.3%	22.3%
Rochester, MN	\$379,056,214	\$31,766,545	8.4%	15.7%	15.1%		
Savannah, GA	\$208,263,831	\$63,392,193	30.4%	29.0%			
Average	\$192,713,354	\$52,499,828	28.5%	28.1%	28.3%	27.5%	26.6%
Median	\$185,014,862	\$51,548,123	30.3%	27.4%	28.5%	26.6%	25.8%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is \$299.06 per Citizen



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is \$299.06 per Citizen

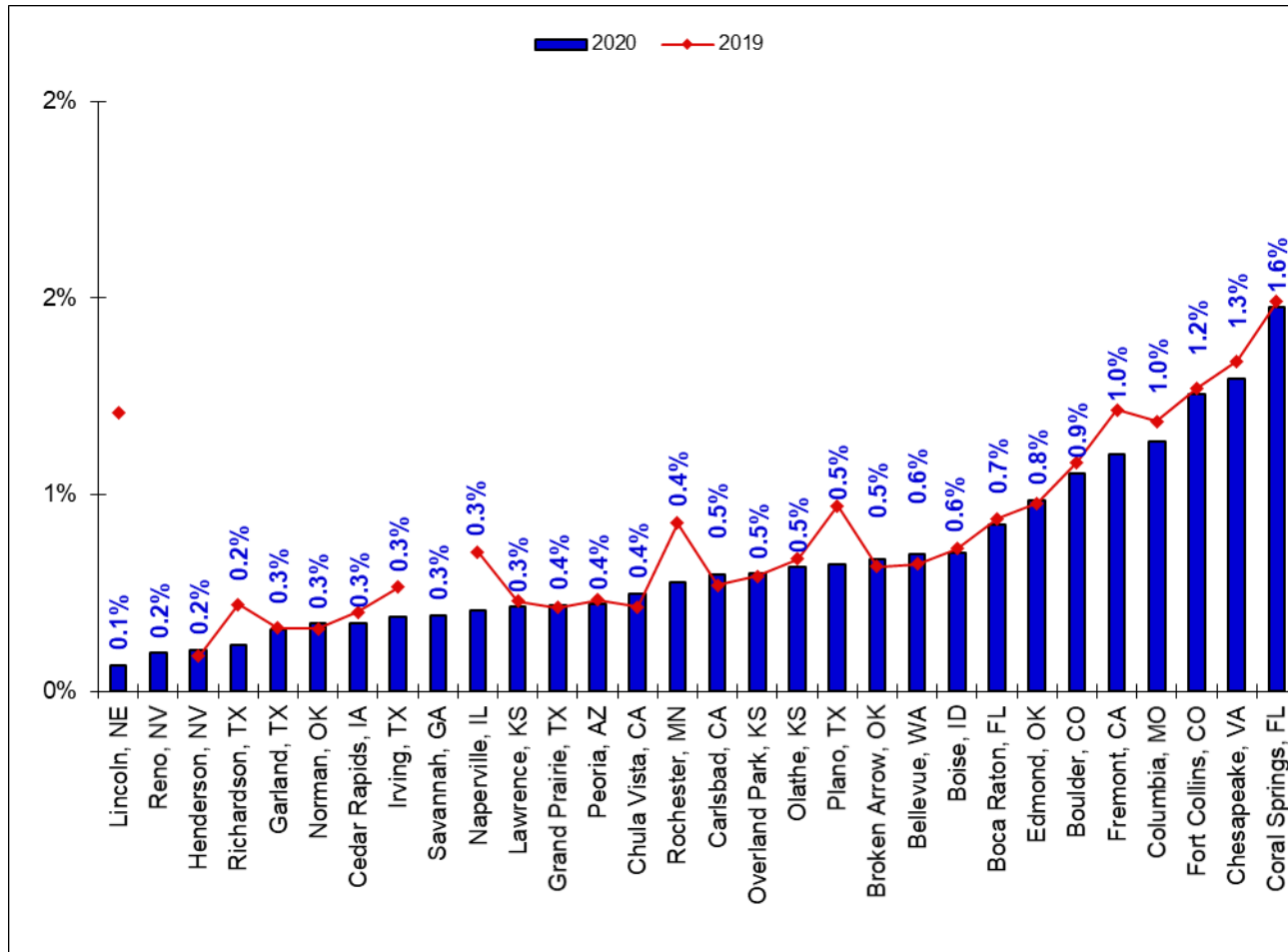
City Name	Police Budget	City Population	2020	2019	2018	2017	2016
Bellevue, WA	\$51,566,284	148,100	\$348.19	\$337.82	\$264.43	\$260.80	\$250.18
Boca Raton, FL	\$56,365,400	99,805	\$564.76	\$527.63	\$506.00	\$516.72	\$526.18
Boise, ID	\$63,461,546	240,380	\$264.01	\$255.91	\$244.74	\$238.70	\$222.93
Boulder, CO	\$38,269,082	107,360	\$356.46	\$339.60	\$329.58	\$321.58	\$327.54
Broken Arrow, OK	\$24,591,000	112,000	\$219.56	\$204.83	\$203.39	\$203.93	\$191.16
Carlsbad, CA	\$44,593,457	115,382	\$386.49	\$367.46	\$323.28	\$312.79	\$306.82
Cedar Rapids, IA	\$41,409,358	133,563	\$310.04	\$267.73	\$265.18	\$273.72	\$273.56
Chesapeake, VA	\$52,326,523	246,912	\$211.92	\$212.48	\$207.09	\$206.76	\$198.71
Chula Vista, CA	\$63,826,770	277,289	\$230.18	\$230.84	\$208.74	\$199.61	\$189.88
Columbia, MO	\$26,229,694	125,049	\$209.76	\$186.22	\$185.13	\$180.90	\$180.92
Coral Springs, FL	\$54,939,564	133,759	\$410.74	\$402.27	\$400.16	\$375.27	\$369.24
Edmond, OK	\$27,762,802	94,699	\$293.17	\$272.89	\$271.32	\$262.03	\$257.46
Fort Collins, CO	\$48,163,472	174,871	\$275.42	\$278.12	\$251.72	\$277.68	\$243.87
Fremont, CA	\$95,317,763	234,220	\$406.96	\$400.44	\$375.37	\$340.53	\$268.98
Garland, TX	\$60,555,352	239,684	\$252.65	\$241.15	\$233.25	\$206.17	\$205.40
Grand Prairie, TX	\$58,345,876	195,200	\$298.90	\$307.30	\$293.10	\$249.92	\$238.57
Henderson, NV	\$126,794,190	330,367	\$383.80	\$376.42	\$360.62	\$286.20	\$278.19
Irving, TX	\$73,034,140	239,779	\$304.59	\$291.85	\$273.95	\$251.19	\$243.49
Lawrence, KS	\$25,993,000	103,351	\$251.50	\$239.26	\$248.00	\$224.13	\$185.83
Lincoln, NE	\$56,585,876	291,198	\$194.32	\$191.92	\$193.72	\$151.04	\$151.86
Naperville, IL	\$43,255,302	147,841	\$292.58	\$279.26	\$272.87	\$269.49	\$267.37
Norman, OK	\$28,706,431	122,837	\$233.70	\$232.62	\$247.57	\$222.90	\$228.13
Olathe, KS	\$31,047,851	143,847	\$215.84	\$203.60	\$188.98	\$187.27	\$180.70
Overland Park, KS	\$40,044,237	199,130	\$201.10	\$201.62	\$193.12	\$188.50	\$183.28
Peoria, AZ	\$51,529,961	184,469	\$279.34	\$283.27	\$283.53	\$282.51	\$262.01
Plano, TX	\$78,995,698	287,064	\$275.18	\$270.08	\$257.07	\$252.83	\$237.43
Reno, NV	\$84,877,479	258,230	\$328.69				
Richardson, TX	\$31,247,982	115,630	\$270.24	\$265.01	\$261.14	\$267.80	\$262.82
Rochester, MN	\$31,766,545	118,924	\$267.12	\$263.27	\$245.41		
Savannah, GA	\$63,392,193	145,862	\$434.60	\$407.50			
Average	\$52,499,828	178,893	\$299.06	\$279.55	\$263.42	\$253.41	\$243.97

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Training Budget is 0.5% of Total Budget



Note: Now calculated excluding any overhead costs.

Section B - Budget

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Training Budget is 0.5% of Total Budget

City Name	Department Budget	Training Budget	2020	2019	2018	2017	2016
Bellevue, WA	\$51,566,284	\$288,545	0.6%	0.5%	0.7%	0.7%	0.6%
Boca Raton, FL	\$56,365,400	\$382,100	0.7%	0.7%	0.8%	0.8%	0.6%
Boise, ID	\$63,461,546	\$356,557	0.6%	0.6%	0.6%	0.5%	0.5%
Boulder, CO	\$38,269,082	\$339,822	0.9%	0.9%	0.4%	0.5%	0.6%
Broken Arrow, OK	\$24,591,000	\$131,900	0.5%	0.5%	0.6%	0.6%	0.7%
Carlsbad, CA	\$44,593,457	\$211,493	0.5%	0.4%	0.6%	0.3%	0.3%
Cedar Rapids, IA	\$41,409,358	\$115,133	0.3%	0.3%	0.3%	0.3%	0.3%
Chesapeake, VA	\$52,326,523	\$665,979	1.3%	1.3%	0.8%	0.9%	1.0%
Chula Vista, CA	\$63,826,770	\$254,353	0.4%	0.3%	0.3%	0.2%	0.3%
Columbia, MO	\$26,229,694	\$266,973	1.0%	1.1%	1.1%	1.0%	1.1%
Coral Springs, FL	\$54,939,564	\$858,163	1.6%	1.6%	1.6%	1.7%	1.6%
Edmond, OK	\$27,762,802	\$216,290	0.8%	0.8%	0.8%	0.8%	0.8%
Fort Collins, CO	\$48,163,472	\$581,342	1.2%	1.2%	1.3%	1.3%	1.3%
Fremont, CA	\$95,317,763	\$918,601	1.0%	1.1%	1.1%	1.2%	1.1%
Garland, TX	\$60,555,352	\$151,700	0.3%	0.3%	0.3%	0.4%	0.4%
Grand Prairie, TX	\$58,345,876	\$204,291	0.4%	0.3%	0.2%	0.2%	0.1%
Henderson, NV	\$126,794,190	\$211,975	0.2%	0.1%	0.2%	0.2%	0.2%
Irving, TX	\$73,034,140	\$221,624	0.3%	0.4%	0.4%	0.5%	0.4%
Lawrence, KS	\$25,993,000	\$89,192	0.3%	0.4%	0.4%	0.3%	0.3%
Lincoln, NE	\$56,585,876	\$60,000	0.1%	1.1%	0.0%	0.1%	0.1%
Naperville, IL	\$43,255,302	\$142,876	0.3%	0.6%	0.5%	0.5%	0.3%
Norman, OK	\$28,706,431	\$78,738	0.3%	0.3%	0.2%	0.5%	0.4%
Olathe, KS	\$31,047,851	\$156,500	0.5%	0.5%	0.6%	0.6%	0.6%
Overland Park, KS	\$40,044,237	\$191,658	0.5%	0.5%	0.4%	0.4%	0.3%
Peoria, AZ	\$51,529,961	\$181,700	0.4%	0.4%	0.4%	0.4%	0.3%
Plano, TX	\$78,995,698	\$409,368	0.5%	0.8%	1.0%	0.8%	0.7%
Reno, NV	\$84,877,479	\$131,500	0.2%				
Richardson, TX	\$31,247,982	\$59,466	0.2%	0.4%	0.3%	0.3%	0.3%
Rochester, MN	\$31,766,545	\$140,516	0.4%	0.7%	0.8%		
Savannah, GA	\$63,392,193	\$195,000	0.3%				
Average	\$52,499,828	\$273,778	0.5%	0.6%	0.6%	0.6%	0.6%

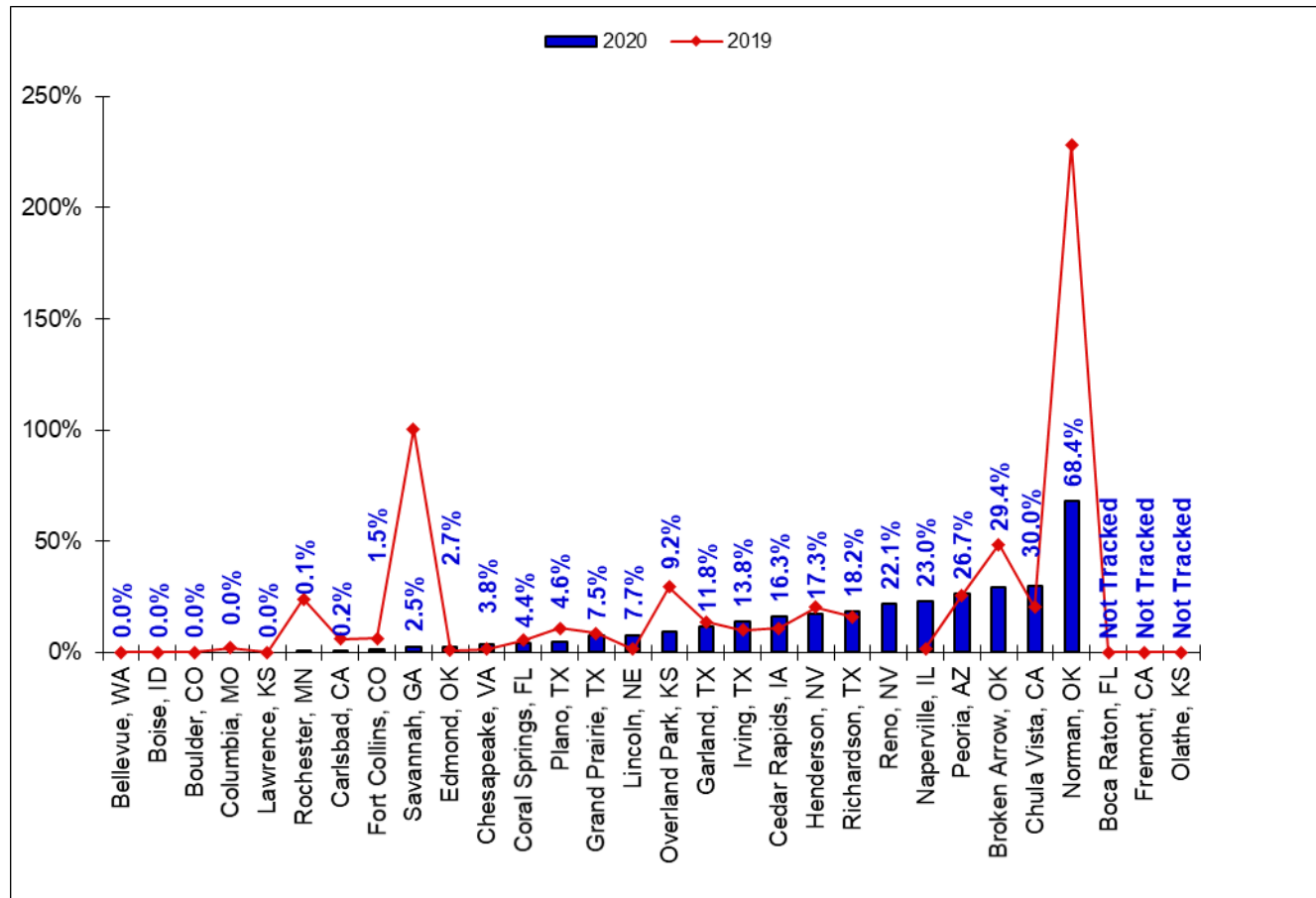
Note: Now calculated excluding any overhead costs
Section B - Budget

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Non-General Funds Training Budget is 11.9% of Total Budget



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Non-General Funds Training Budget is 11.9% of Total Budget

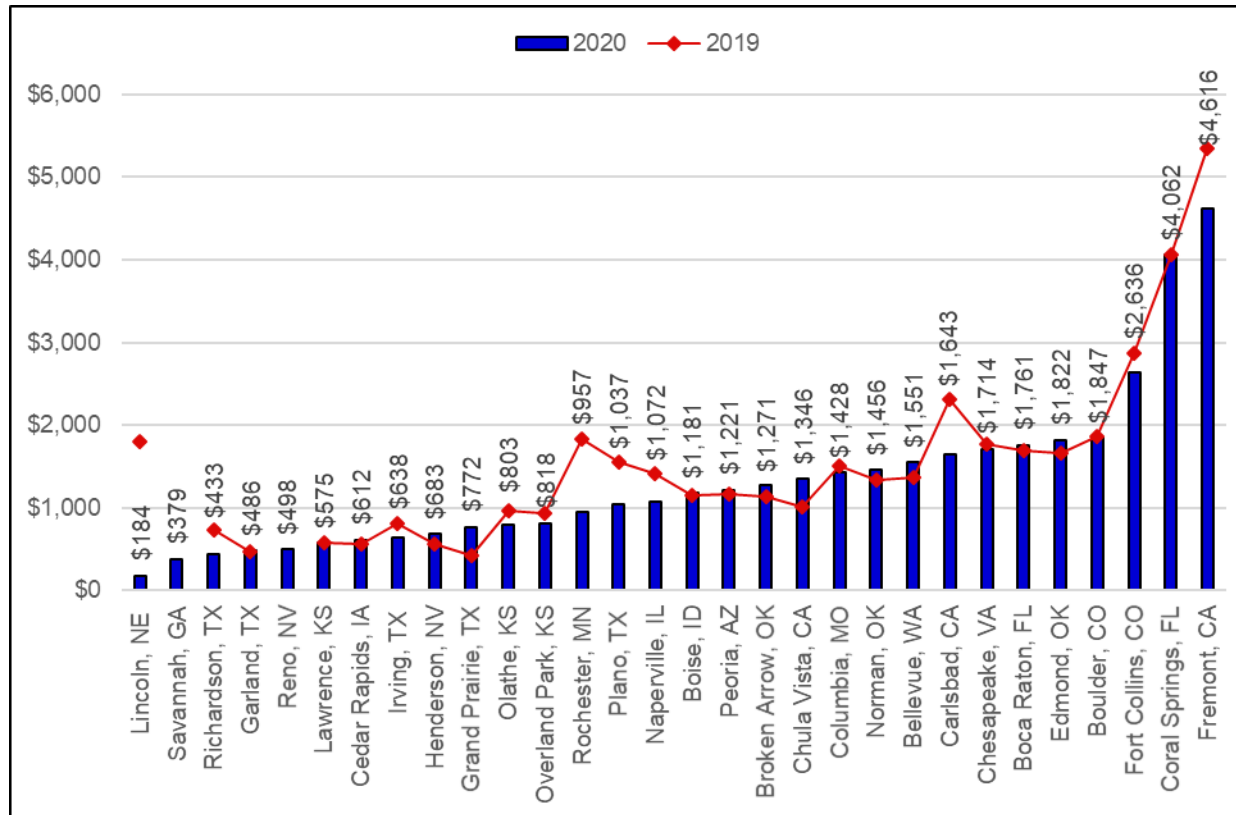
City Name	Total Training Budget	Non-General Funds Training	2020	2019	2018
Bellevue, WA	\$288,545	\$0	0.0%	0.0%	0.0%
Boca Raton, FL	\$382,100	N/A	Not Tracked	0.0%	0.0%
Boise, ID	\$356,557	\$0	0.0%	0.0%	0.0%
Boulder, CO	\$339,822	\$0	0.0%	0.0%	41.9%
Broken Arrow, OK	\$186,900	\$55,000	29.4%	48.6%	40.5%
Carlsbad, CA	\$211,943	\$450	0.2%	6.0%	3.3%
Cedar Rapids, IA	\$137,633	\$22,500	16.3%	10.9%	1.9%
Chesapeake, VA	\$692,637	\$26,658	3.8%	1.6%	8.5%
Chula Vista, CA	\$363,410	\$109,057	30.0%	20.3%	24.1%
Columbia, MO	\$266,973	\$0	0.0%	2.2%	0.0%
Coral Springs, FL	\$897,680	\$39,517	4.4%	5.4%	4.4%
Edmond, OK	\$222,290	\$6,000	2.7%	1.0%	0.0%
Fort Collins, CO	\$590,355	\$9,013	1.5%	6.4%	0.0%
Fremont, CA	\$918,601	Not Tracked	Not Tracked	0.0%	0.0%
Garland, TX	\$172,058	\$20,358	11.8%	13.8%	10.1%
Grand Prairie, TX	\$220,760	\$16,469	7.5%	8.7%	11.2%
Henderson, NV	\$256,253	\$44,278	17.3%	20.3%	20.4%
Irving, TX	\$257,095	\$35,472	13.8%	10.0%	5.2%
Lawrence, KS	\$89,192	\$0	0.0%	0.0%	0.0%
Lincoln, NE	\$65,000	\$5,000	7.7%	1.6%	0.0%
Naperville, IL	\$185,526	\$42,650	23.0%	1.9%	4.0%
Norman, OK	\$248,927	\$170,189	68.4%	228.3%	67.5%
Olathe, KS	\$156,500	Not Tracked	Not Tracked	0.0%	0.0%
Overland Park, KS	\$211,078	\$19,420	9.2%	29.5%	31.6%
Peoria, AZ	\$247,800	\$66,100	26.7%	25.8%	0.0%
Plano, TX	\$429,283	\$19,915	4.6%	11.0%	7.1%
Reno, NV	\$168,800	\$37,300	22.1%		
Richardson, TX	\$72,740	\$13,274	18.2%	16.1%	14.2%
Rochester, MN	\$140,661	\$145	0.1%	24.0%	1.0%
Savannah, GA	\$200,000	\$5,000	2.5%		
Average	\$299,237	\$28,288	11.9%	24.0%	11.7%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Spent on Training per Officer is \$1,317



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Amount Spent in Training per Authorized Officer, 5-Year Comparison

2020 Average Spent on Training per Officer is \$1,317

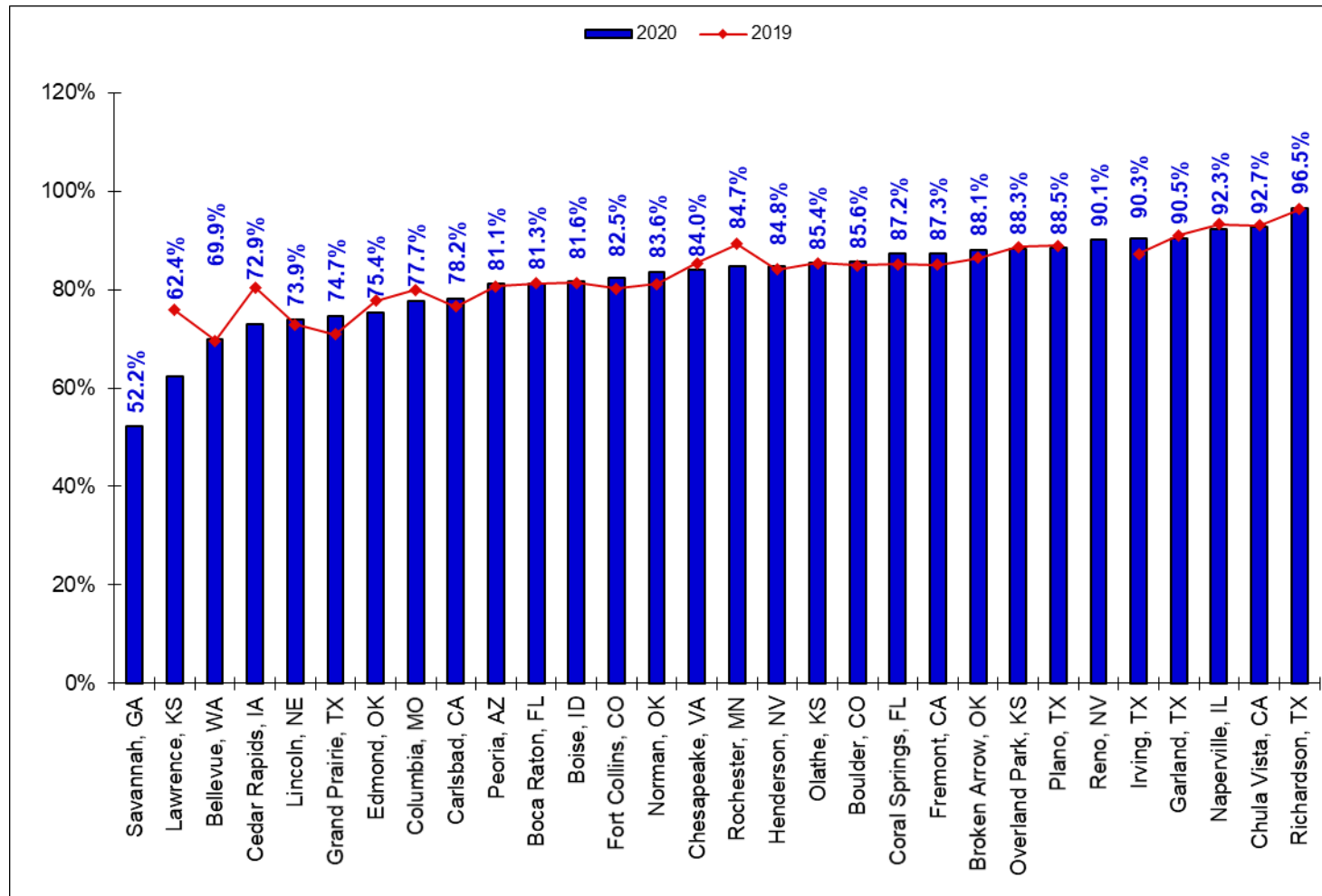
City Name	2020	2019	2018
Bellevue, WA	\$1,551	\$1,374	\$1,369
Boca Raton, FL	\$1,761	\$1,700	\$1,811
Boise, ID	\$1,181	\$1,152	\$1,240
Boulder, CO	\$1,847	\$1,857	\$1,223
Broken Arrow, OK	\$1,271	\$1,139	\$1,577
Carlsbad, CA	\$1,643	\$2,306	\$1,782
Cedar Rapids, IA	\$612	\$570	\$550
Chesapeake, VA	\$1,714	\$1,770	\$1,155
Chula Vista, CA	\$1,346	\$1,007	\$872
Columbia, MO	\$1,428	\$1,509	\$1,477
Coral Springs, FL	\$4,062	\$4,060	\$3,901
Edmond, OK	\$1,822	\$1,663	\$1,730
Fort Collins, CO	\$2,636	\$2,865	\$2,686
Fremont, CA	\$4,616	\$5,342	\$4,728
Garland, TX	\$486	\$476	\$568
Grand Prairie, TX	\$772	\$425	\$425
Henderson, NV	\$683	\$558	\$611
Irving, TX	\$638	\$819	\$803
Lawrence, KS	\$575	\$581	\$584
Lincoln, NE	\$184	\$1,800	\$0
Naperville, IL	\$1,072	\$1,412	\$1,248
Norman, OK	\$1,456	\$1,345	\$1,228
Olathe, KS	\$803	\$968	\$1,258
Overland Park, KS	\$818	\$931	\$955
Peoria, AZ	\$1,221	\$1,170	\$930
Plano, TX	\$1,037	\$1,555	\$1,845
Reno, NV	\$498		
Richardson, TX	\$433	\$736	\$505
Rochester, MN	\$957	\$1,838	\$1,675
Savannah, GA	\$379		
Average	\$1,317	\$1,502	\$1,330

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Personnel Budget is 82.1% of the Total Budget



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

2020 Average Personnel Budget is 82.1% of the Total Budget

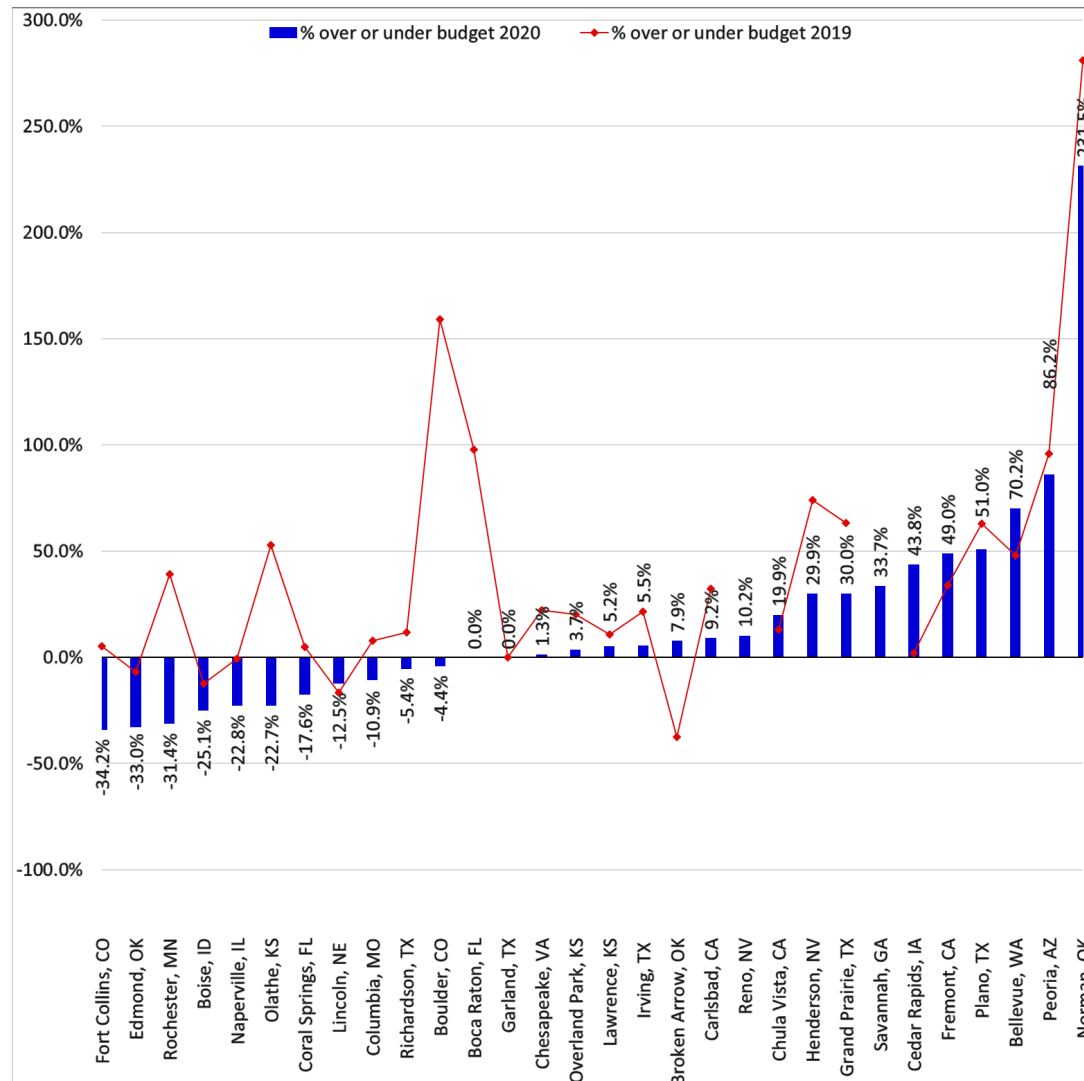
City Name	Department Budget	Personnel Budget	2020	2019	2018	2017	2016
Bellevue, WA	\$51,566,284	\$36,033,465	69.9%	69.7%	81.8%	82.2%	83.3%
Boca Raton, FL	\$56,365,400	\$45,830,000	81.3%	81.2%	79.8%	79.8%	80.4%
Boise, ID	\$63,461,546	\$51,769,804	81.6%	81.3%	84.7%	85.3%	87.1%
Boulder, CO	\$38,269,082	\$32,765,952	85.6%	85.0%	85.9%	85.0%	85.6%
Broken Arrow, OK	\$24,591,000	\$21,675,000	88.1%	86.5%	88.7%	88.3%	87.7%
Carlsbad, CA	\$44,593,457	\$34,871,030	78.2%	76.5%	76.9%	80.4%	79.6%
Cedar Rapids, IA	\$41,409,358	\$30,201,693	72.9%	80.5%	81.2%	76.8%	74.6%
Chesapeake, VA	\$52,326,523	\$43,946,736	84.0%	85.4%	82.2%	82.3%	83.5%
Chula Vista, CA	\$63,826,770	\$59,150,385	92.7%	93.1%	93.1%	88.3%	89.5%
Columbia, MO	\$26,229,694	\$20,388,661	77.7%	80.0%	79.9%	79.3%	79.2%
Coral Springs, FL	\$54,939,564	\$47,928,653	87.2%	85.1%	87.5%	87.8%	88.0%
Edmond, OK	\$27,762,802	\$20,923,124	75.4%	77.7%	76.1%	79.7%	78.9%
Fort Collins, CO	\$48,163,472	\$39,727,842	82.5%	80.1%	83.7%	73.8%	83.1%
Fremont, CA	\$95,317,763	\$83,195,330	87.3%	85.0%	86.0%	84.9%	100.0%
Garland, TX	\$60,555,352	\$54,791,879	90.5%	91.0%	90.4%	89.6%	89.5%
Grand Prairie, TX	\$58,345,876	\$43,557,843	74.7%	70.9%	71.2%	84.2%	84.8%
Henderson, NV	\$126,794,190	\$107,495,092	84.8%	84.1%	86.5%	87.3%	89.4%
Irving, TX	\$73,034,140	\$65,970,481	90.3%	87.3%	90.1%	92.1%	92.2%
Lawrence, KS	\$25,993,000	\$16,218,000	62.4%	75.9%	77.7%	81.3%	86.1%
Lincoln, NE	\$56,585,876	\$41,820,426	73.9%	72.9%	72.9%	88.7%	88.3%
Naperville, IL	\$43,255,302	\$39,927,767	92.3%	93.2%	94.8%	94.9%	81.2%
Norman, OK	\$28,706,431	\$24,007,745	83.6%	81.1%	76.6%	86.3%	84.4%
Olathe, KS	\$31,047,851	\$26,526,680	85.4%	85.4%	85.6%	85.3%	85.1%
Overland Park, KS	\$40,044,237	\$35,369,325	88.3%	88.7%	90.2%	90.7%	90.6%
Peoria, AZ	\$51,529,961	\$41,797,026	81.1%	80.7%	80.5%	80.5%	80.0%
Plano, TX	\$78,995,698	\$69,897,657	88.5%	88.9%	88.8%	85.1%	86.7%
Reno, NV	\$84,877,479	\$76,465,466	90.1%				
Richardson, TX	\$31,247,982	\$30,168,942	96.5%	96.4%	96.7%	96.7%	93.2%
Rochester, MN	\$31,766,545	\$26,895,396	84.7%	89.2%	91.2%		
Savannah, GA	\$63,392,193	\$33,094,945	52.2%				
Average	\$52,499,828	\$43,413,745	82.1%	83.5%	84.4%	85.1%	85.5%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Budgeted Overtime vs Actual Overtime, 2-Year Comparison

2020 Average Actual Overtime is 15.6% over the Budgeted Overtime



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Budgeted Overtime vs Actual Overtime, 2-Year Comparison

2020 Average Actual Overtime is 15.6% over the Budgeted Overtime

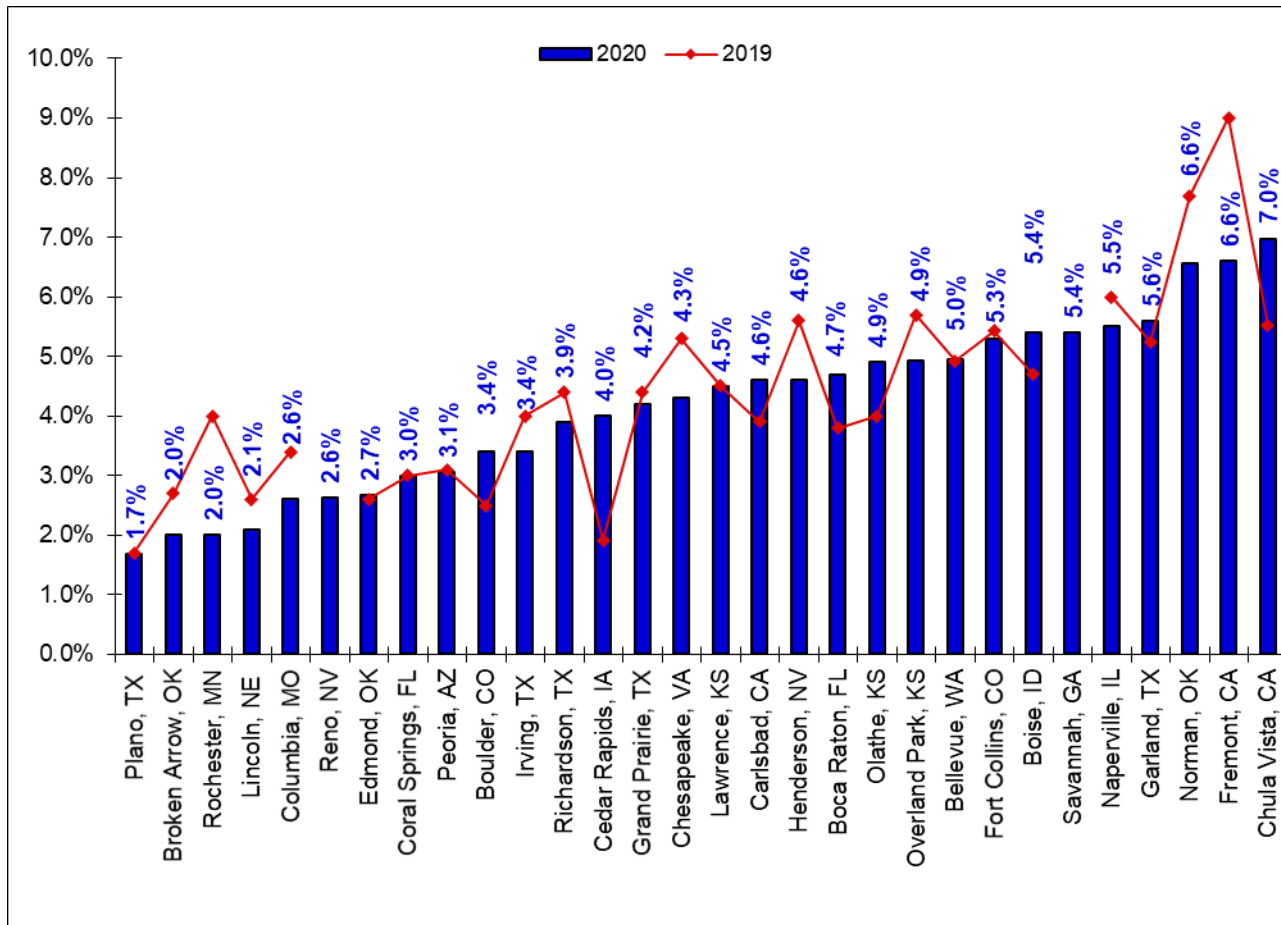
City Name	Budgeted OT	Actual OT	% over or under budget 2020	% over or under budget 2019
Fort Collins, CO	\$2,112,173	\$1,389,665	-34.2%	5.2%
Edmond, OK	\$557,429	\$373,736	-33.0%	-6.7%
Rochester, MN	\$690,595	\$473,645	-31.4%	39.0%
Boise, ID	\$2,796,672	\$2,095,715	-25.1%	-12.3%
Naperville, IL	\$3,098,925	\$2,392,499	-22.8%	-0.6%
Olathe, KS	\$1,291,317	\$997,842	-22.7%	52.8%
Coral Springs, FL	\$1,396,300	\$1,150,025	-17.6%	4.8%
Lincoln, NE	\$1,181,167	\$1,033,889	-12.5%	-16.6%
Columbia, MO	\$596,805	\$531,846	-10.9%	7.9%
Richardson, TX	\$1,234,651	\$1,167,581	-5.4%	11.8%
Boulder, CO	\$1,128,879	\$1,079,543	-4.4%	158.9%
Boca Raton, FL	\$2,175,000	\$3,571,932	0.0%	98.0%
Garland, TX	\$3,094,419	\$3,094,419	0.0%	0.0%
Chesapeake, VA	\$1,869,001	\$1,893,358	1.3%	22.0%
Overland Park, KS	\$1,678,000	\$1,740,161	3.7%	20.2%
Lawrence, KS	\$1,027,000	\$1,080,516	5.2%	10.6%
Irving, TX	\$2,445,000	\$2,579,046	5.5%	21.5%
Broken Arrow, OK	\$807,500	\$870,904	7.9%	-37.5%
Carlsbad, CA	\$1,890,343	\$2,063,399	9.2%	32.2%
Reno, NV	\$2,005,014	\$2,209,236	10.2%	
Chula Vista, CA	\$3,441,064	\$4,127,448	19.9%	13.2%
Henderson, NV	\$3,802,162	\$4,939,320	29.9%	74.0%
Grand Prairie, TX	\$1,830,262	\$2,379,812	30.0%	63.3%
Savannah, GA	\$3,064,362	\$4,095,857	33.7%	
Cedar Rapids, IA	\$567,656	\$816,173	43.8%	1.8%
Fremont, CA	\$5,476,045	\$8,160,650	49.0%	33.9%
Plano, TX	\$1,176,567	\$1,776,608	51.0%	63.1%
Bellevue, WA	\$1,787,314	\$3,041,923	70.2%	48.0%
Peoria, AZ	\$1,272,774	\$2,369,681	86.2%	96.0%
Norman, OK	\$475,898	\$1,577,727	231.5%	281.2%
Average	\$1,865,676	\$2,169,139	15.6%	39.0%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Overtime Cost is 4.2% of the Personnel Budget



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Overtime Cost is 4.2% of the Personnel Budget

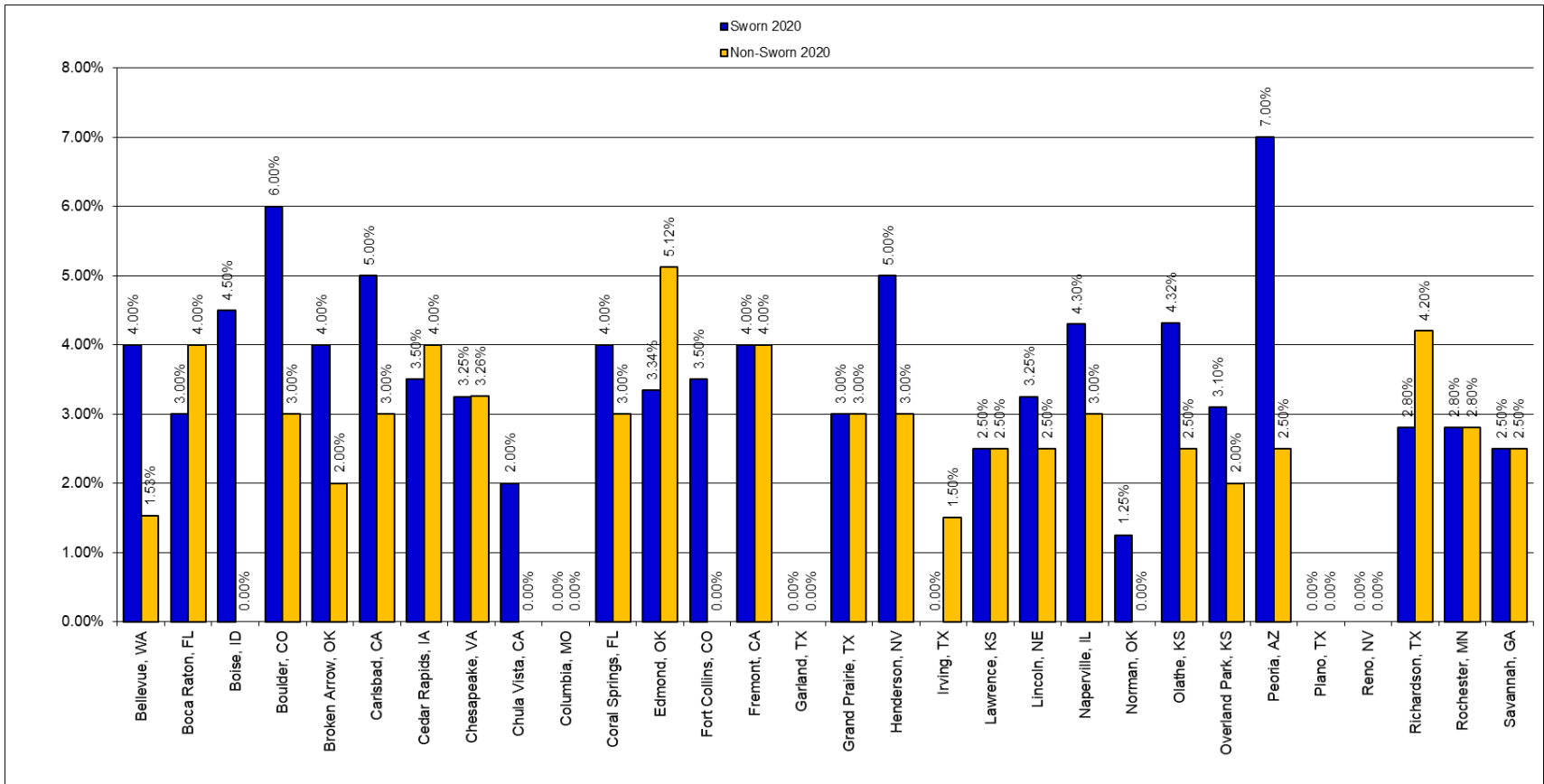
City Name	2020	2019	2018	2017	2016
Bellevue, WA	5.0%	4.9%	5.2%	5.0%	3.9%
Boca Raton, FL	4.7%	3.8%	4.9%	4.9%	5.2%
Boise, ID	5.4%	4.7%	5.5%	4.5%	5.3%
Boulder, CO	3.4%	2.5%	2.9%	2.0%	2.0%
Broken Arrow, OK	2.0%	2.7%	3.3%	3.2%	3.2%
Carlsbad, CA	4.6%	3.9%	5.7%	5.6%	5.7%
Cedar Rapids, IA	4.0%	1.9%	1.9%	1.9%	1.9%
Chesapeake, VA	4.3%	5.3%	3.8%	3.9%	4.1%
Chula Vista, CA	7.0%	5.5%	5.7%	5.8%	5.0%
Columbia, MO	2.6%	3.4%	3.0%	4.0%	4.0%
Coral Springs, FL	3.0%	3.0%	3.0%	3.0%	3.0%
Edmond, OK	2.7%	2.6%	2.6%	2.4%	2.7%
Fort Collins, CO	5.3%	5.4%	5.1%	5.4%	5.2%
Fremont, CA	6.6%	9.0%	9.0%	8.7%	8.8%
Garland, TX	5.6%	5.3%	2.9%	2.8%	2.5%
Grand Prairie, TX	4.2%	4.4%	4.2%	3.1%	2.6%
Henderson, NV	4.6%	5.6%	4.8%	2.8%	3.1%
Irving, TX	3.4%	4.0%	4.1%	4.3%	4.4%
Lawrence, KS	4.5%	4.5%	4.5%	5.2%	6.0%
Lincoln, NE	2.1%	2.6%	3.2%	3.5%	3.5%
Naperville, IL	5.5%	6.0%	5.8%	5.8%	7.2%
Norman, OK	6.6%	7.7%	7.9%	2.0%	2.0%
Olathe, KS	4.9%	4.0%	3.8%	5.2%	4.8%
Overland Park, KS	4.9%	5.7%	4.6%	4.6%	4.7%
Peoria, AZ	3.1%	3.1%	2.6%	3.3%	3.5%
Plano, TX	1.7%	1.7%	1.8%	2.0%	2.1%
Reno, NV	2.6%				
Richardson, TX	3.9%	4.4%	4.4%	3.5%	3.5%
Rochester, MN	2.0%	4.0%	4.0%		
Savannah, GA	5.4%				
Average	4.2%	4.3%	4.2%	3.9%	4.0%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Average Salary Increase (Decrease) for 2020

2020 Average is 3.3% (Officer) and 2.3% (Civilian)



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Average Salary Increase (Decrease) for 2020, 5 year comparison

2020 Average is 3.3% (Officer) and 2.3% (Civilian)

City Name	Sworn 2020	Non-Sworn 2020	Sworn 2019	Non-Sworn 2019	Sworn 2018	Non-Sworn 2018	Sworn 2017	Non-Sworn 2017	Sworn 2016	Non-Sworn 2016
Bellevue, WA	4.00%	1.53%	4.00%	3.06%	4.0%	3.2%	3.0%	2.7%	2.2%	1.8%
Boca Raton, FL	3.00%	4.00%	3.00%	4.00%	3.0%	4.0%	2.0%	4.0%	2.0%	4.0%
Boise, ID	4.50%	0.00%	4.50%	3.00%	1.0%	3.0%	1.0%	3.0%	1.0%	3.0%
Boulder, CO	6.00%	3.00%	6.00%	3.00%	6.0%	3.0%	3.8%	3.0%	4.0%	3.0%
Broken Arrow, OK	4.00%	2.00%	4.50%	4.00%	5.1%	2.0%	4.0%	2.0%	2.5%	2.0%
Carlsbad, CA	5.00%	3.00%	5.00%	3.00%	3.0%	3.0%	3.8%	3.0%	3.8%	3.0%
Cedar Rapids, IA	3.50%	4.00%	4.00%	1.00%	4.0%	2.8%	4.0%	2.8%	2.0%	2.0%
Chesapeake, VA	3.25%	3.26%	3.30%	3.30%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
Chula Vista, CA	2.00%	0.00%	2.00%	2.00%	2.5%	2.0%	3.0%	1.0%	3.0%	2.0%
Columbia, MO	0.00%	0.00%	0.45%	0.45%	see remarks	see remarks	0.0%	0.0%	2.0%	2.0%
Coral Springs, FL	4.00%	3.00%	4.00%	3.00%	4.0%	3.0%	4.0%	4.3%	4.0%	4.3%
Edmond, OK	3.34%	5.12%	3.22%	4.13%	3.7%	2.6%	4.5%	0.9%	9.1%	6.7%
Fort Collins, CO	3.50%	0.00%	5.88%	3.46%	2.8%	2.9%	3.3%	2.6%	2.6%	2.1%
Fremont, CA	4.00%	4.00%	7.00%	4.00%	3.0%	3.0%	3.5%	2.5%	3.5%	3.0%
Garland, TX	N/A	N/A	3.30%	3.00%	3.2%	3.0%	3.7%	3.0%	4.2%	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	5.00%	3.00%	7.95%	3.00%	7.5%	3.0%	5.0%	3.0%	5.0%	3.0%
Irving, TX	0.00%	1.50%	2.90%	1.50%	3.9%	2.0%	4.2%	2.0%	3.1%	1.5%
Lawrence, KS	2.50%	2.50%	2.50%	2.50%	Not Tracked	Not Tracked	1.8%	1.0%	4.4%	3.0%
Lincoln, NE	3.25%	2.50%	3.25%	2.50%	3.0%	2.5%	3.3%	2.2%	3.0%	2.2%
Naperville, IL	4.30%	3.00%	2.00%	2.80%	2.0%	2.3%	2.0%	2.5%	2.8%	2.0%
Norman, OK	1.25%	0.00%	2.75%	1.75%	1.0%	1.6%	0.0%	1.8%	2.3%	1.5%
Olathe, KS	4.32%	2.50%	4.32%	3.50%	4.3%	3.5%	4.3%	4.0%	4.0%	3.0%
Overland Park, KS	3.10%	2.00%	3.34%	2.84%	3.4%	2.9%	3.4%	2.4%	2.0%	2.5%
Peoria, AZ	7.00%	2.50%	8.00%	3.00%	8.0%	4.5%	5.0%	3.5%	7.0%	3.5%
Plano, TX	0.00%	0.00%	3.00%	3.00%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Reno, NV	~5% merit increase per contract, per year until topped out.	~5% merit increase per contract, per year until topped out.								
Richardson, TX	2.80%	4.20%	3.70%	6.70%	4.6%	6.8%	4.4%	6.7%	3.7%	5.8%
Rochester, MN	2.80%	2.80%	2.75%	2.75%	3.0%	3.0%				
Savannah, GA	2.50%	2.50%								
Average	3.3%	2.3%	3.8%	2.9%	3.6%	3.0%	3.1%	2.7%	3.4%	2.9%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

% of SRO Cost Reimbursed

City Name	
Bellevue, WA	9.3%
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	61.0%
Columbia, MO	N/A
Coral Springs, FL	\$54,600/officer per year
Edmond, OK	40.8%
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	25.0%
Peoria, AZ	51.0%
Plano, TX	50.0%
Reno, NV	n/a
Richardson, TX	50.0%
Rochester, MN	50.0%
Savannah, GA	N/A

A Coalition for Mutual Support
Benchmark City Survey - 2020 Data
Entry Level Officer Salary Range, 2-Year Comparison

2020 Entry Officer Salary Range Average is \$61,749 to \$77,973

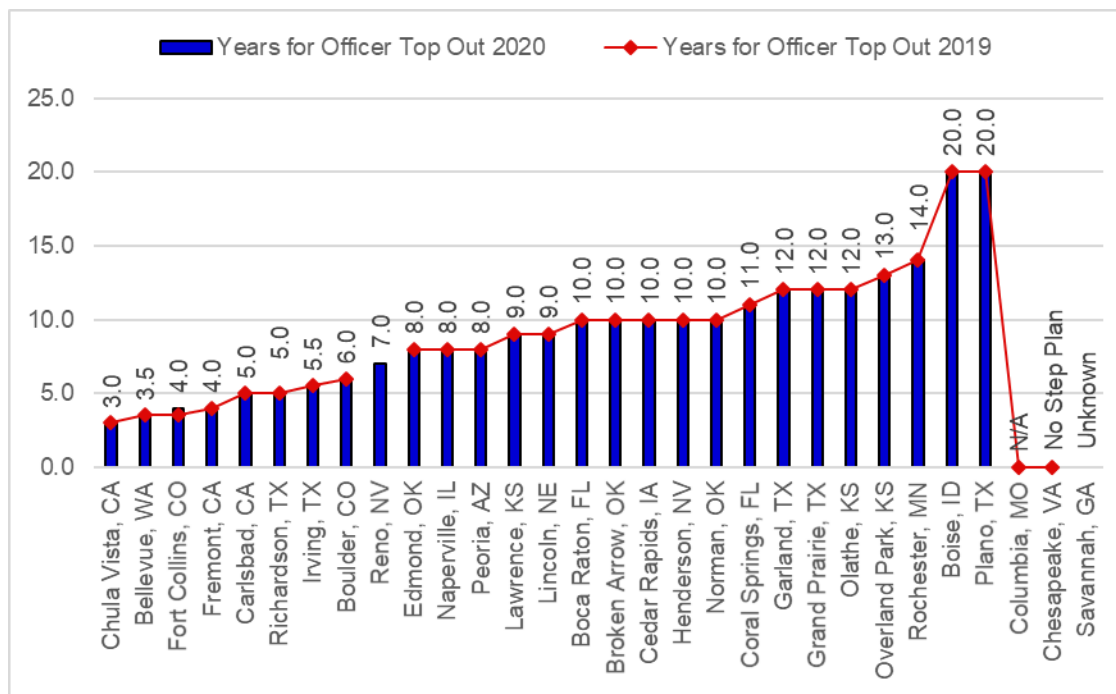
City Name	Base Annual Salary for Entry Level Officer 2020	Highest Annual Salary for Entry Level Officer 2020	Base Annual Salary for Entry Level Officer 2019	Highest Annual Salary for Entry Level Officer 2019
Bellevue, WA	\$77,488	\$99,239	\$74,868	\$95,883
Boca Raton, FL	\$70,198	\$104,392	\$70,198	\$104,392
Boise, ID	\$53,602	\$53,602	\$49,254	\$49,254
Boulder, CO	\$65,100	\$92,760	\$62,989	\$89,623
Broken Arrow, OK	\$53,510	\$53,510	\$53,510	\$53,510
Carlsbad, CA	\$88,375	\$107,420	\$84,570	\$102,794
Cedar Rapids, IA	\$56,500	\$56,500	\$54,600	\$54,600
Chesapeake, VA	\$44,326	\$69,058	\$44,326	\$69,058
Chula Vista, CA	\$80,325	\$97,635	\$78,750	\$95,721
Columbia, MO	\$46,355	\$69,266	\$42,141	\$62,656
Coral Springs, FL	\$62,424	\$97,934	\$61,200	\$96,013
Edmond, OK	\$59,100	\$59,100	\$58,514	\$58,514
Fort Collins, CO	\$68,837	\$79,842	\$66,480	\$77,109
Fremont, CA	\$110,846	\$134,764	\$106,583	\$129,581
Garland, TX	\$64,376	\$66,163	\$61,070	\$63,358
Grand Prairie, TX	\$64,200	\$64,200	\$64,200	\$64,200
Henderson, NV	\$54,558	\$97,989	\$54,558	\$97,989
Irving, TX	\$66,324	\$88,836	\$66,324	\$88,836
Lawrence, KS	\$44,813	\$77,150	\$44,813	\$77,150
Lincoln, NE	\$57,507	\$81,290	\$55,698	\$78,732
Naperville, IL	\$76,764	\$76,764	\$73,635	\$73,635
Norman, OK	\$51,705	\$75,800	\$51,705	\$75,800
Olathe, KS	\$45,400	\$77,800	\$45,400	\$77,800
Overland Park, KS	\$44,592	\$79,438	\$44,592	\$78,072
Peoria, AZ	\$55,973	\$78,749	\$54,080	\$76,960
Plano, TX	\$67,157	\$71,759	\$66,492	\$71,759
Reno, NV	\$55,016	\$55,016		
Richardson, TX	\$65,056	\$65,056	\$59,544	\$64,068
Rochester, MN	\$64,046	\$64,046	\$62,484	\$62,484
Savannah, GA	\$38,000	\$44,110	\$38,000	\$44,110
Average	\$61,749	\$77,973	\$60,331	\$76,778

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Years for Officer Top Out, 2-Year Comparison

2020 Average Years for Officer Top Out is 9.2



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Years for Officer Top Out, 2-Year Comparison

2020 Average Years for Officer Top Out is 9.2

City Name	Years for Officer Top Out 2020	Years for Officer Top Out 2019
Chula Vista, CA	3.0	3.0
Bellevue, WA	3.5	3.5
Fort Collins, CO	4.0	3.5
Fremont, CA	4.0	4.0
Carlsbad, CA	5.0	5.0
Richardson, TX	5.0	5.0
Irving, TX	5.5	5.5
Boulder, CO	6.0	6.0
Reno, NV	7.0	
Edmond, OK	8.0	8.0
Naperville, IL	8.0	8.0
Peoria, AZ	8.0	8.0
Lawrence, KS	9.0	9.0
Lincoln, NE	9.0	9.0
Boca Raton, FL	10.0	10.0
Broken Arrow, OK	10.0	10.0
Cedar Rapids, IA	10.0	10.0
Henderson, NV	10.0	10.0
Norman, OK	10.0	10.0
Coral Springs, FL	11.0	11.0
Garland, TX	12.0	12.0
Grand Prairie, TX	12.0	12.0
Olathe, KS	12.0	12.0
Overland Park, KS	13.0	13.0
Rochester, MN	14.0	14.0
Boise, ID	20.0	20.0
Plano, TX	20.0	20.0
Columbia, MO	N/A	N/A
Chesapeake, VA	no step plan, depends	No Step Plan, Depends
Savannah, GA	Unknown	
Average	9.2	9.4

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Entry Level Dispatcher Salary Range, 2-Year Comparison

2020 Entry Dispatcher Salary Range Average \$51,287 to \$65,773

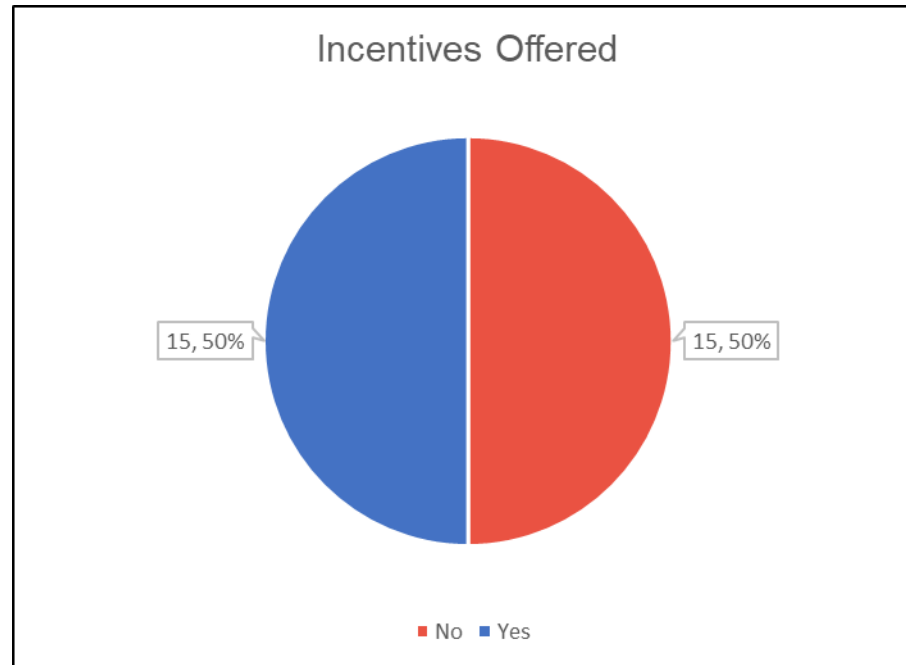
City Name	Entry level Dispatcher annual salary 2019	Highest Annual Salary for entry level Dispatcher 2019	Entry level Dispatcher annual salary 2019	Highest Annual Salary for entry level Dispatcher 2019
Bellevue, WA	N/A	N/A	N/A	N/A
Boca Raton, FL	\$54,163	\$90,334	\$52,068	\$86,841
Boise, ID	N/A	N/A	N/A	N/A
Boulder, CO	\$51,813	\$58,968	\$51,813	\$60,482
Broken Arrow, OK	\$36,719	\$36,719	\$36,719	\$36,719
Carlsbad, CA	\$67,427	\$81,959	\$62,958	\$80,351
Cedar Rapids, IA	\$45,400	\$45,400	\$44,096	\$44,096
Chesapeake, VA	\$36,525	\$60,267	\$36,525	\$60,267
Chula Vista, CA	\$58,632	\$71,267	\$58,632	\$71,267
Columbia, MO	N/A	N/A	N/A	N/A
Coral Springs, FL	\$44,280	\$69,120	\$44,280	\$69,120
Edmond, OK	N/A	N/A	N/A	N/A
Fort Collins, CO	\$51,481	\$55,730	\$49,979	\$68,034
Fremont, CA	\$85,214	\$103,578	\$81,936	\$99,594
Garland, TX	\$40,290	\$40,290 *REMARK 1	\$38,480	\$43,098
Grand Prairie, TX	\$39,689	\$69,689	\$39,689	\$69,689
Henderson, NV	\$70,179	\$80,350	\$70,179	\$80,350
Irving, TX	\$44,388	\$48,648	\$35,232	\$49,680
Lawrence, KS	N/A	N/A	N/A	N/A
Lincoln, NE	\$41,941	\$62,115	\$41,941	\$62,115
Naperville, IL	\$52,458	\$52,458	\$51,314	\$51,314
Norman, OK	\$32,170	\$45,979	\$32,170	\$45,979
Olathe, KS	NA	NA	N/A	N/A
Overland Park, KS	\$39,912	\$59,868	\$39,132	\$58,704
Peoria, AZ	\$45,760	\$61,755	\$45,760	\$60,320
Plano, TX	N/A	N/A	N/A	N/A
Reno, NV	\$50,583	\$50,583		
Richardson, TX	\$42,504	\$42,504	\$38,550	\$61,644
Rochester, MN	\$52,319	\$52,319	\$51,043	\$51,043
Savannah, GA	N/A	N/A		
Average	\$51,287	\$65,773	\$49,740	\$64,564

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Hiring Incentives, 2-Year Comparison

2020 Percent of Jurisdictions Offering Hiring Incentives is 50%



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Hiring Incentives

2020 Percent of Jurisdictions Offering Hiring Incentives is 50%

City Name	2020	Type of hiring incentive
Bellevue, WA	Yes	\$16,000
Boise, ID	Yes	Lateral Program
Broken Arrow, OK	Yes	See explanation at end of report for #176
Cedar Rapids, IA	Yes	Already certified starts pay at their equivalent level of years of service. No perk to seniority or vacation
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
Savannah, GA	Yes	\$500 referral for current employees; signing bonuses for prior law enforcement experience
Boca Raton, FL	No	N/A
Boulder, CO	No	N/A
Carlsbad, CA	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
Reno, NV	No	N/A
Rochester, MN	No	N/A