

Benchmark City Survey - 2020 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 via Google Meet.

2020 Participating Agencies

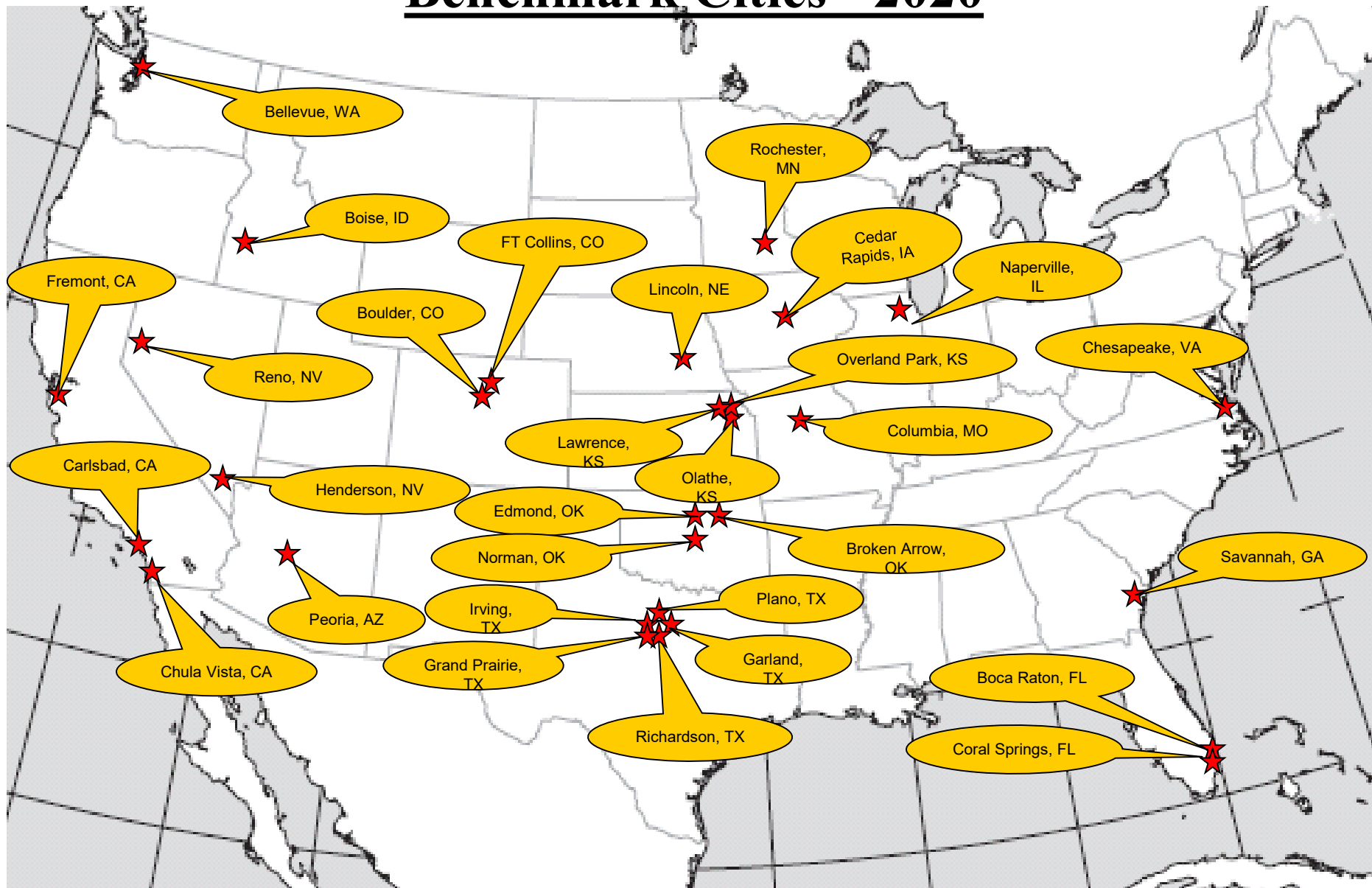
Bellevue, WA – Steve Mylett
Boca Raton, FL – Michelle Miuccio
Boise, ID – Ryan Lee
Boulder, CO – Maris Herold
Broken Arrow, OK – Brandon Berryhill
Carlsbad, CA – Neil Gallucci
Cedar Rapids, IA – Wayne Jerman
Chesapeake, VA – Kelvin L. Wright
Chula Vista, CA – Roxana Kennedy
Columbia, MO – Geoffrey Jones

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

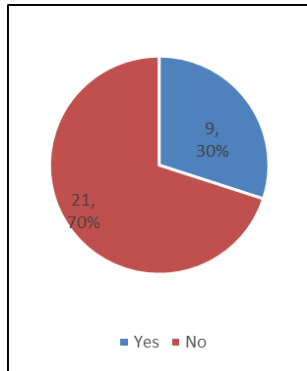


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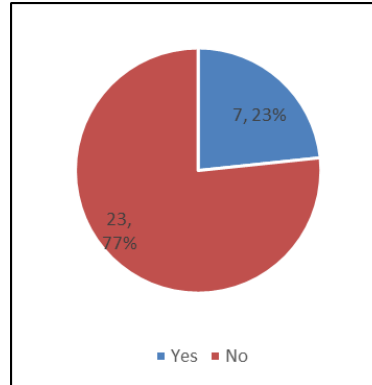
Benchmark City Survey - 2020 Data

General Questions

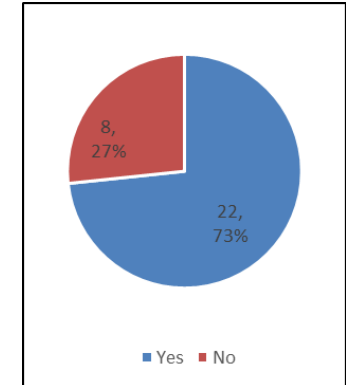
30% of the Benchmark City Agencies operate a jail



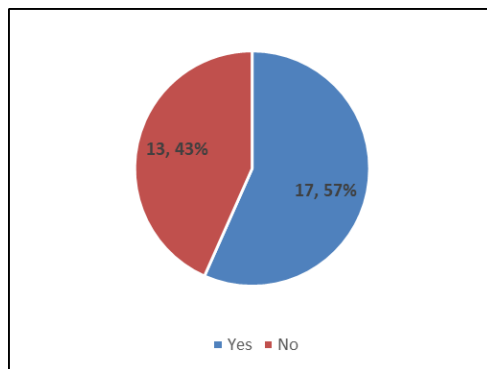
23% of the Benchmark City Agencies operate holding facility



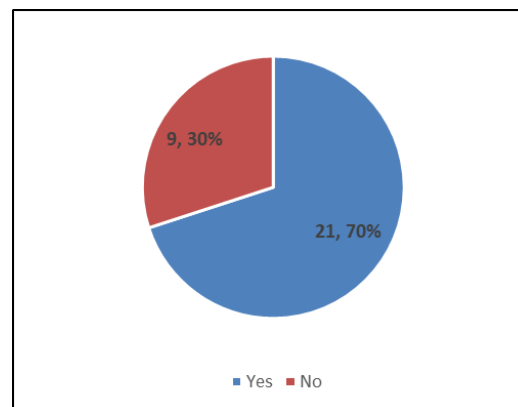
73% of the Benchmark City Agencies operate a dispatch center



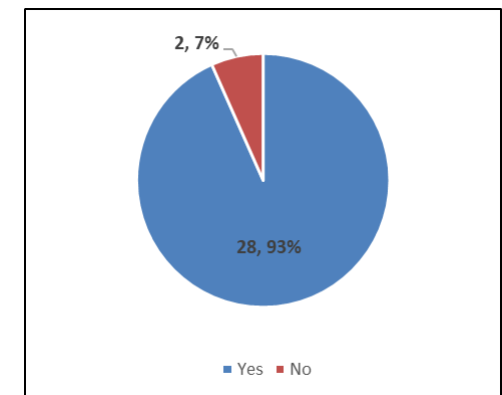
57% of the Benchmark City Agencies have a brick and mortar university



70% of the Benchmark City Agencies are unionized



93% of the Benchmark City Agencies have mandatory vest policy

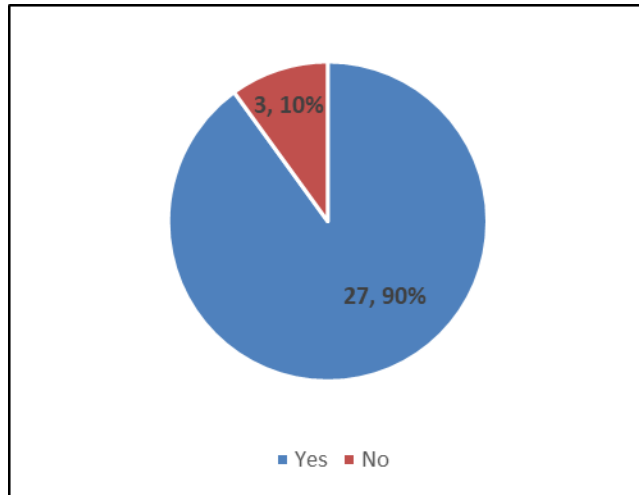


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Benchmark City Survey - 2020 Data

General Questions

90% of the Benchmark City Agencies wear body cameras



City Name	Reason for no camera
Bellevue, WA	Funding
Naperville, IL	Not Budgeted, State's Attorney's preference, in 2021 budget
Broken Arrow, OK	We have received bids and chosen a vendor will implement by the end

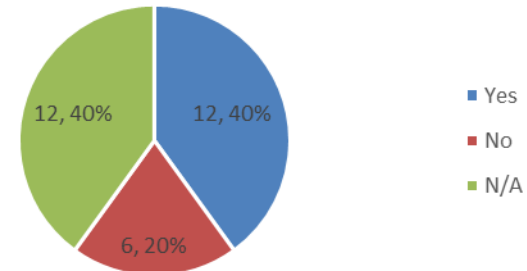
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Benchmark City Survey - 2020 Data

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	31,101
Broken Arrow, OK	Yes	Yes	3,500
Columbia, MO	Yes	Yes	Mizzou - 30,849, Stephens College - 850, Columbia College - 1,000
Edmond, OK	Yes	Yes	15,979
Fort Collins, CO	Yes	Yes	32,646
Irving, TX	Yes	Yes	2,489
Lawrence, KS	Yes	Yes	26,430
Norman, OK	Yes	Yes	25,886
Plano, TX	Yes	Yes	6,961
Reno, NV	Yes	Yes	20,194
Richardson, Tx	Yes	Yes	26,874
Boca Raton, FL	Yes	No	FAU-29000, Lynn-3000, Everglades - 2000
Boise, ID	Yes	No	26,272
Cedar Rapids, IA	Yes	No	3,252
Naperville, IL	Yes	No	3,000
Olathe, KS	Yes	No	1,300
Rochester, MN	Yes	No	500
Savannah, GA	No	Yes	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

University (Brick and Mortar dorm based) AND its own Police Department

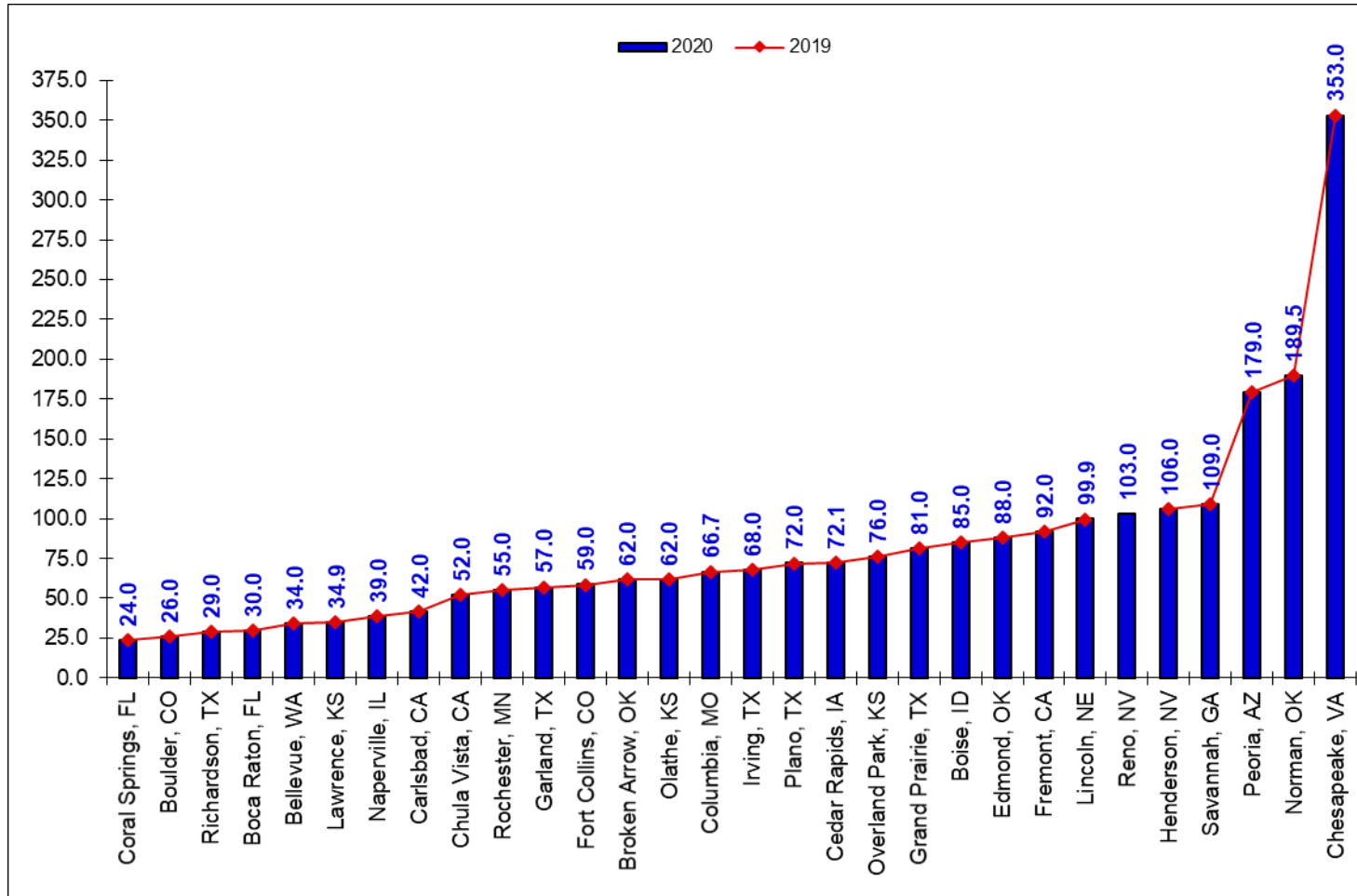


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Benchmark City Survey - 2020 Data

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

2020 Average Square Miles is 81.5 sq mi - 2020 Median Square Miles is 67.4 sq mi



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Benchmark City Survey - 2020 Data

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

2020 Average Square Miles is 81.5 sq mi - 2020 Median Square Miles is 67.4 sq mi

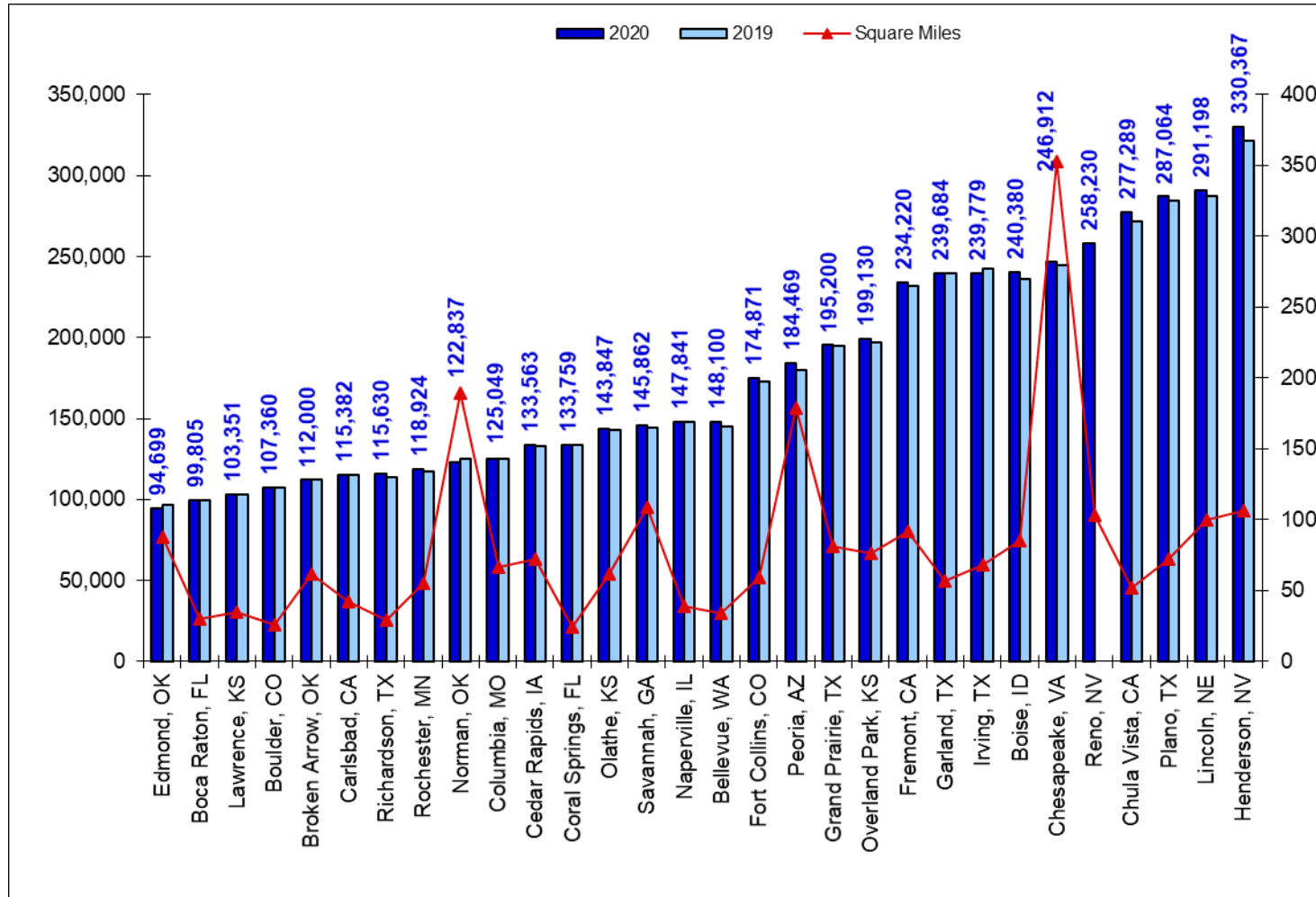
City Name	2020	2019	2018	2017	2016
Bellevue, WA	34.0	34.0	34.0	33.5	33.5
Boca Raton, FL	30.0	30.0	29.6	29.6	29.6
Boise, ID	85.0	85.0	84.8	84.0	84.1
Boulder, CO	26.0	26.0	26.0	26.0	25.7
Broken Arrow, OK	62.0	62.0	57.0	56.5	61.0
Carlsbad, CA	42.0	42.0	42.0	42.0	42.0
Cedar Rapids, IA	72.1	72.1	70.8	70.8	70.8
Chesapeake, VA	353.0	353.0	353.0	353.0	353.0
Chula Vista, CA	52.0	52.0	52.0	52.0	50.9
Columbia, MO	66.7	66.7	66	65.8	65.51
Coral Springs, FL	24.0	24.0	24.0	24.0	23.9
Edmond, OK	88.0	88.0	88.0	87.5	87.5
Fort Collins, CO	59.0	58.5	58.0	58.0	57.7
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	81.0	81.4
Henderson, NV	106.0	106.0	106.0	106	106
Irving, TX	68.0	68.0	68.0	68.0	67.9
Lawrence, KS	34.9	34.9	35.0	34.9	35.0
Lincoln, NE	99.9	99.1	97.8	96.8	94.6
Naperville, IL	39.0	39.0	39.0	39.0	39.9
Norman, OK	189.5	189.5	189.5	189.5	189.5
Olathe, KS	62.0	62.0	62.4	62.0	61.7
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	72.0	72.1	72.2	72.2
Reno, NV	103.0				
Richardson, TX	29.0	29.0	29.0	29.0	29.0
Rochester, MN	55.0	55.0	55.5		
Savannah, GA	109.0	109.0			
Average	81.5	79.9	78.9	79.6	79.6
Median	67.4	66.7	64.2	65.8	65.5

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Benchmark City Survey - 2020 Data

City Size (Population), 2-Year Comparison

2020 Average Population is 178,893 - 2020 Median Population is 147,971



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Benchmark City Survey - 2020 Data

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

2020 Average Population is 178,893 - 2020 Median Population is 147,971

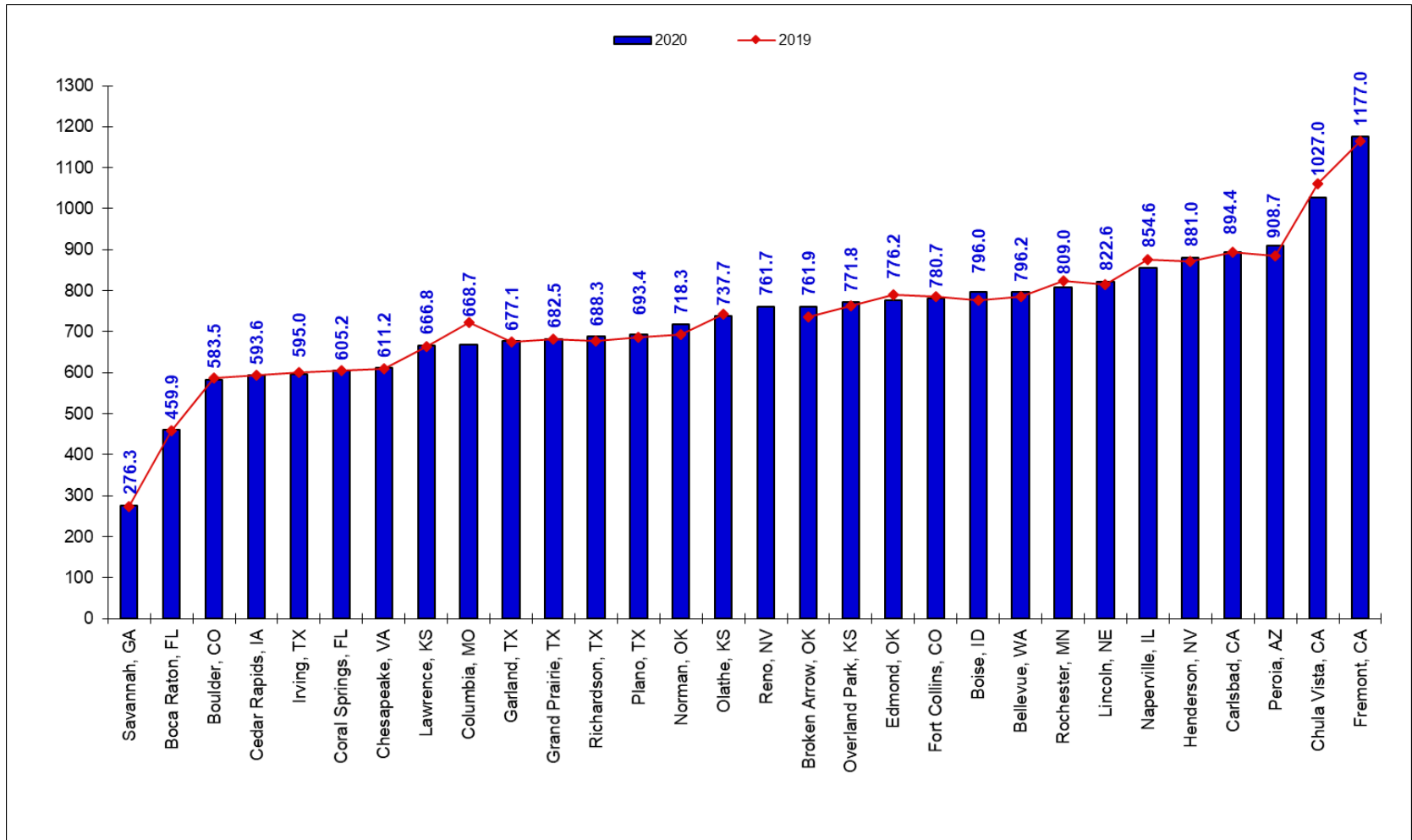
City Name	2020	2019	2018	2017	2016
Bellevue, WA	148,100	145,300	142,400	140,700	139,400
Boca Raton, FL	99,805	99,244	98,150	96,114	89,793
Boise, ID	240,380	236,310	232,300	228,930	226,900
Boulder, CO	107,360	107,353	108,507	108,090	103,919
Broken Arrow, OK	112,000	112,000	110,000	108,854	108,000
Carlsbad, CA	115,382	115,330	115,330	113,952	112,299
Cedar Rapids, IA	133,563	133,174	132,228	131,127	130,405
Chesapeake, VA	246,912	244,657	242,336	242,336	236,538
Chula Vista, CA	277,289	271,651	270,471	267,172	263,347
Columbia, MO	125,049	125,049	122,832	122,443	121,345
Coral Springs, FL	133,759	133,507	127,673	127,673	126,264
Edmond, OK	94,699	96,392	94,826	93,105	91,504
Fort Collins, CO	174,871	172,653	171,100	167,492	161,000
Fremont, CA	234,220	231,664	226,551	227,934	226,551
Garland, TX	239,684	239,684	238,293	236,786	236,897
Grand Prairie, TX	195,200	194,614	193,249	187,050	184,620
Henderson, NV	330,367	321,781	314,414	307,928	299,279
Irving, TX	239,779	242,242	240,373	238,289	236,617
Lawrence, KS	103,351	102,980	100,736	99,496	97,948
Lincoln, NE	291,198	287,401	284,736	280,364	277,348
Naperville, IL	147,841	147,841	147,841	147,122	146,128
Norman, OK	122,837	124,959	124,445	122,738	121,041
Olathe, KS	143,847	142,767	141,026	138,944	136,399
Overland Park, KS	199,130	196,625	195,140	191,780	189,450
Peoria, AZ	184,469	179,800	171,600	167,073	171,237
Plano, TX	287,064	284,579	281,566	277,720	274,960
Reno, NV	258,230				
Richardson, TX	115,630	113,710	110,140	107,400	104,300
Rochester, MN	118,924	116,961	115,733		
Savannah, GA	145,862	144,464			
Average	178,893	175,460	172,778	172,590	170,216
Median	147,971	147,841	154,933	159,170	155,918

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Benchmark City Survey - 2020 Data

Number of Citizens Per Officer, 2-Year Comparison

2020 Average is 735.9 Citizens per Officer



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Benchmark City Survey - 2020 Data

Number of Citizens Per Officer, 5-Year Comparison

2020 Average is 735.9 Citizens per Officer

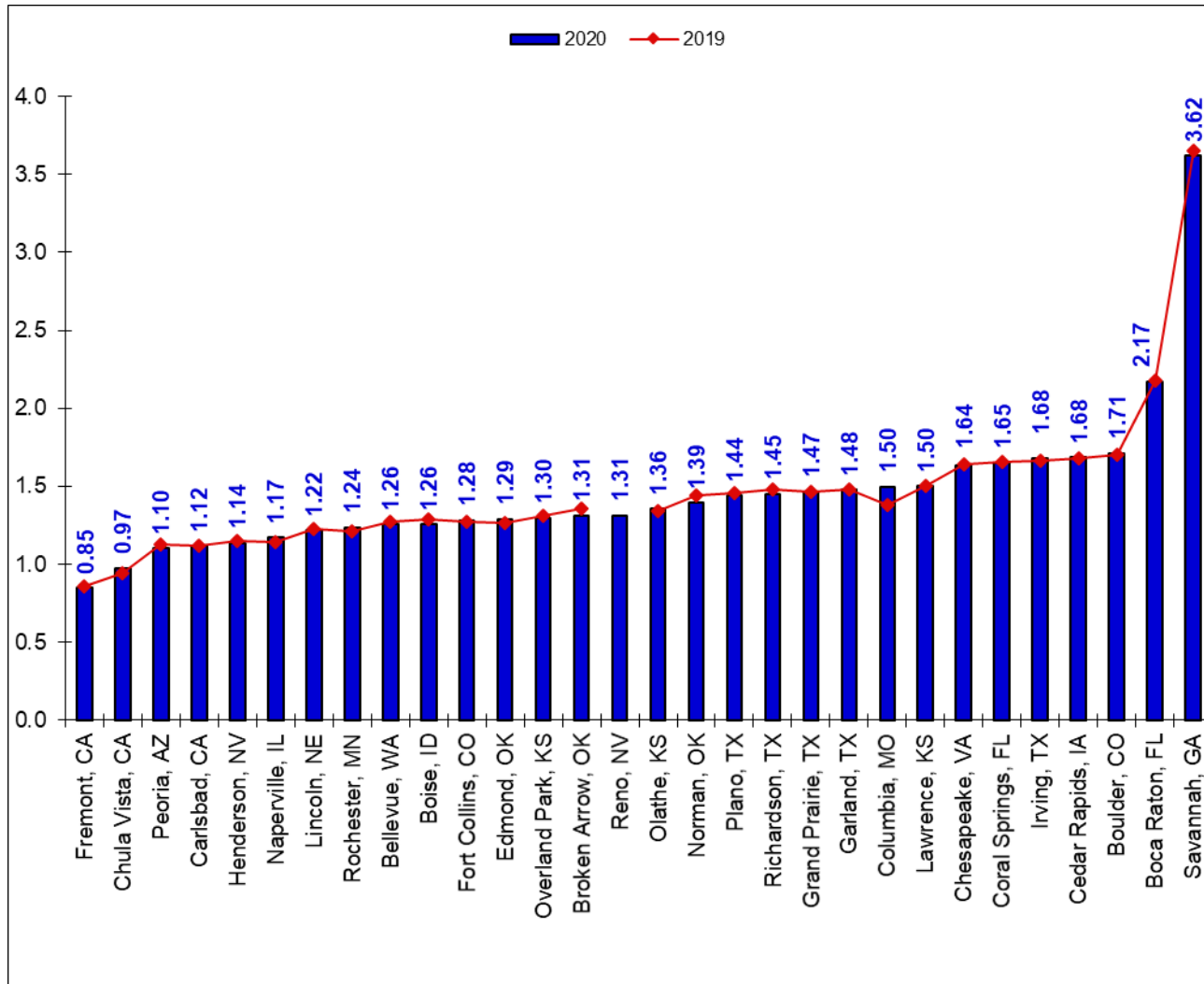
City Name	City Population	Authorized Officer Strength	2020	2019	2018	2017	2016
Bellevue, WA	148,100	186	796.2	785.4	769.7	764.7	757.6
Boca Raton, FL	99,805	217	459.9	459.5	454.4	445.0	425.6
Boise, ID	240,380	302	796.0	777.3	787.5	773.4	804.6
Boulder, CO	107,360	184	583.5	586.6	599.5	597.2	574.1
Broken Arrow, OK	112,000	147	761.9	736.8	728.5	745.6	766.0
Carlsbad, CA	115,382	129	894.4	894.0	961.1	990.9	993.8
Cedar Rapids, IA	133,563	225	593.6	594.5	617.9	615.6	612.2
Chesapeake, VA	246,912	404	611.2	610.1	604.3	610.4	592.8
Chula Vista, CA	277,289	270	1027.0	1061.1	1141.2	1,151.6	1,160.1
Columbia, MO	125,049	187	668.7	722.8	710.0	707.8	701.4
Coral Springs, FL	133,759	221	605.2	604.1	580.3	591.1	601.3
Edmond, OK	94,699	122	776.2	790.1	777.3	775.9	762.5
Fort Collins, CO	174,871	224	780.7	784.8	799.5	782.7	770.3
Fremont, CA	234,220	199	1177.0	1,164.1	1,138.4	1,157.0	1,180.0
Garland, TX	239,684	354	677.1	675.2	671.2	680.4	703.0
Grand Prairie, TX	195,200	286	682.5	682.9	702.7	677.7	683.8
Henderson, NV	330,367	375	881.0	872.0	825.2	815	909.7
Irving, TX	239,779	403	595.0	601.1	665.9	663.8	668.4
Lawrence, KS	103,351	155	666.8	664.4	654.1	646.1	640.2
Lincoln, NE	291,198	354	822.6	814.2	797.6	836.9	845.6
Naperville, IL	147,841	173	854.6	874.8	874.8	870.5	869.8
Norman, OK	122,837	171	718.3	694.2	691.4	681.9	676.2
Olathe, KS	143,847	195	737.7	743.6	758.2	767.6	775.0
Overland Park, KS	199,130	258	771.8	762.1	765.3	752.1	754.8
Peoria, AZ	184,469	203	908.7	885.7	849.5	839.6	873.7
Plano, TX	287,064	414	693.4	687.4	685.1	704.9	735.2
Reno, NV	258,230	339	761.7				
Richardson, TX	115,630	168	688.3	676.8	659.5	650.9	647.8
Rochester, MN	118,924	147	809.0	823.7	820.8		
Savannah, GA	145,862	528	276.3	273.6			
Average	178,893	251	735.9	741.2	745.6	744.0	750.3

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Benchmark City Survey - 2020 Data

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

2020 Average is 1.45 Officers per 1,000 Citizens



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Benchmark City Survey - 2020 Data
Number of Officers Per 1,000 Citizens, 5-Year Comparison

2020 Average is 1.45 Officers per 1,000 Citizens

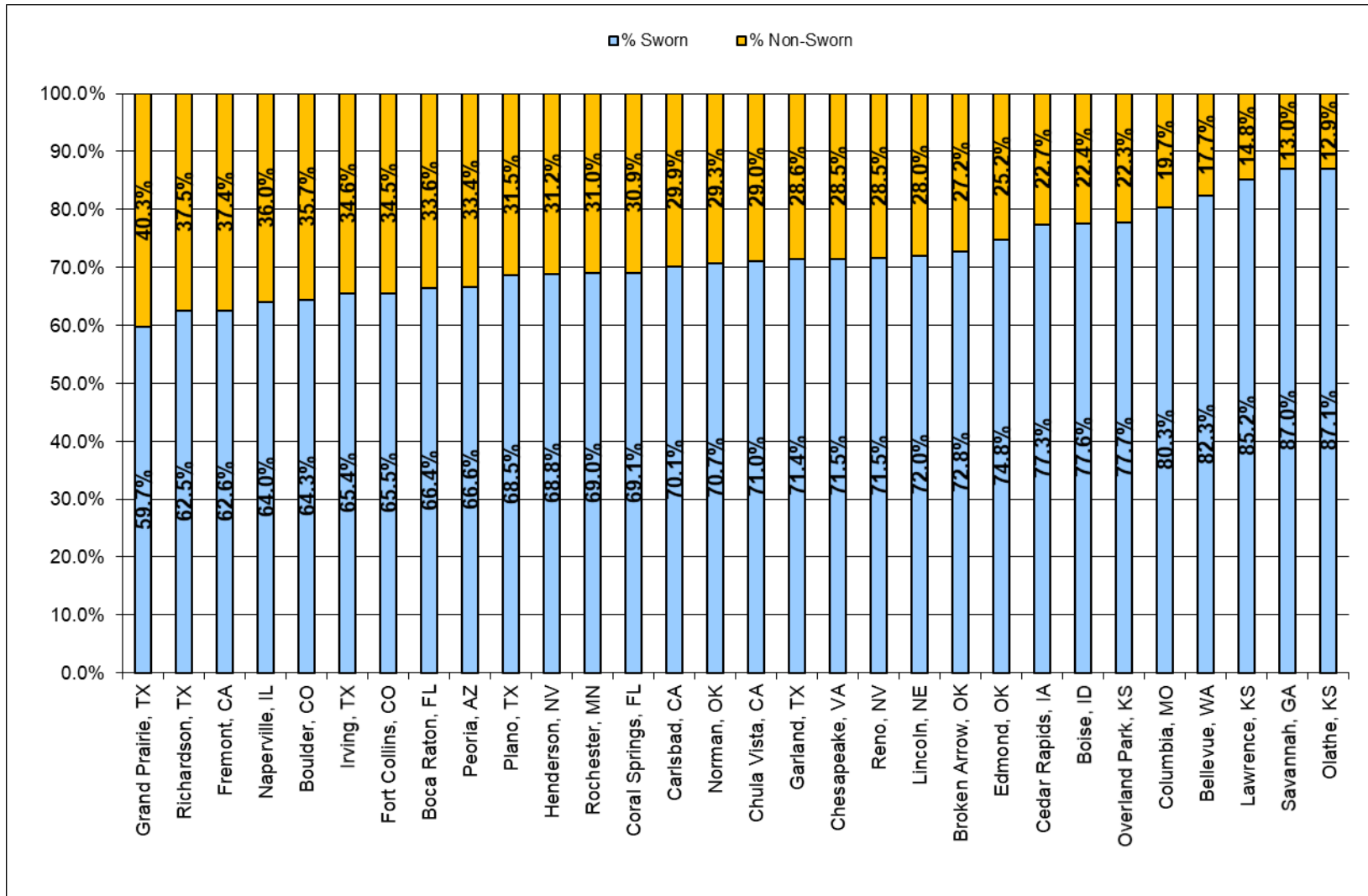
City Name	City Population	Authorized Officer Strength	2020	2019	2018	2017	2016
Bellevue, WA	148,100	186	1.26	1.27	1.30	1.31	1.32
Boca Raton, FL	99,805	217	2.17	2.18	2.20	2.25	2.35
Boise, ID	240,380	302	1.26	1.29	1.27	1.29	1.24
Boulder, CO	107,360	184	1.71	1.70	1.67	1.67	1.74
Broken Arrow, OK	112,000	147	1.31	1.36	1.37	1.34	1.31
Carlsbad, CA	115,382	129	1.12	1.12	1.04	1.01	1.01
Cedar Rapids, IA	133,563	225	1.68	1.68	1.62	1.62	1.63
Chesapeake, VA	246,912	404	1.64	1.64	1.65	1.64	1.69
Chula Vista, CA	277,289	270	0.97	0.94	0.88	0.87	0.86
Columbia, MO	125,049	187	1.50	1.38	1.41	1.41	1.43
Coral Springs, FL	133,759	221	1.65	1.66	1.72	1.69	1.66
Edmond, OK	94,699	122	1.29	1.27	1.29	1.29	1.31
Fort Collins, CO	174,871	224	1.28	1.27	1.25	1.28	1.30
Fremont, CA	234,220	199	0.85	0.86	0.88	0.86	0.85
Garland, TX	239,684	354	1.48	1.48	1.49	1.47	1.42
Grand Prairie, TX	195,200	286	1.47	1.46	1.42	1.48	1.46
Henderson, NV	330,367	375	1.14	1.15	1.21	1.23	1.10
Irving, TX	239,779	403	1.68	1.66	1.50	1.51	1.50
Lawrence, KS	103,351	155	1.50	1.51	1.53	1.55	1.56
Lincoln, NE	291,198	354	1.22	1.23	1.25	1.19	1.18
Naperville, IL	147,841	173	1.17	1.14	1.14	1.15	1.15
Norman, OK	122,837	171	1.39	1.44	1.45	1.47	1.48
Olathe, KS	143,847	195	1.36	1.34	1.32	1.30	1.29
Overland Park, KS	199,130	258	1.30	1.31	1.31	1.33	1.32
Peoria, AZ	184,469	203	1.10	1.13	1.18	1.19	1.14
Plano, TX	287,064	414	1.44	1.45	1.46	1.42	1.36
Reno, NV	258,230	339	1.31				
Richardson, TX	115,630	168	1.45	1.48	1.52	1.46	1.54
Rochester, MN	118,924	147	1.24	1.21	1.22		
Savannah, GA	145,862	528	3.62	3.65			
Average	178,893	251	1.45	1.41	1.40	1.40	1.40

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Benchmark City Survey - 2020 Data

Sworn and Non-Sworn as a % of Total Strength

2020 Average is 71.8% Sworn and 28.2% Non-Sworn



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Benchmark City Survey - 2020 Data

Sworn and Non-Sworn as a % of Total Strength

2020 Average is 71.8% Sworn and 28.2% Non-Sworn

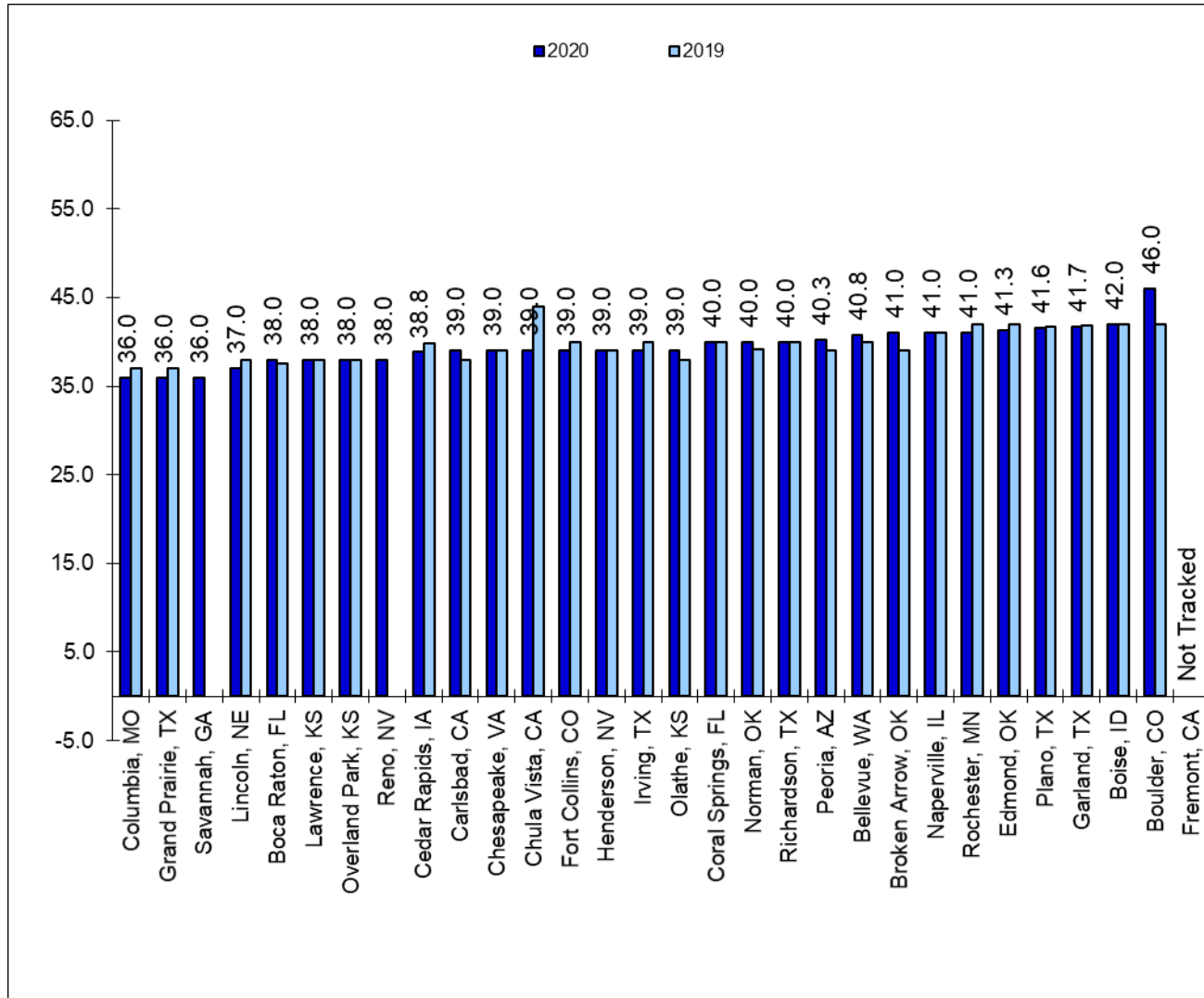
City Name	Authorized Personnel	Sworn	Non-Sworn	% Sworn	% Non-Sworn
Grand Prairie, TX	479	286	193	59.7%	40.3%
Richardson, TX	269	168	101	62.5%	37.5%
Fremont, CA	318	199	119	62.6%	37.4%
Naperville, IL	270	173	97	64.0%	36.0%
Boulder, CO	286	184	102	64.3%	35.7%
Irving, TX	616	403	213	65.4%	34.6%
Fort Collins, CO	342	224	118	65.5%	34.5%
Boca Raton, FL	327	217	110	66.4%	33.6%
Peoria, AZ	305	203	102	66.6%	33.4%
Plano, TX	604	414	190	68.5%	31.5%
Henderson, NV	545	375	170	68.8%	31.2%
Rochester, MN	213	147	66	69.0%	31.0%
Coral Springs, FL	320	221	99	69.1%	30.9%
Carlsbad, CA	184	129	55	70.1%	29.9%
Norman, OK	242	171	71	70.7%	29.3%
Chula Vista, CA	381	270	111	71.0%	29.0%
Garland, TX	496	354	142	71.4%	28.6%
Chesapeake, VA	565	404	161	71.5%	28.5%
Reno, NV	474	339	135	71.5%	28.5%
Lincoln, NE	492	354	138	72.0%	28.0%
Broken Arrow, OK	202	147	55	72.8%	27.2%
Edmond, OK	163	122	41	74.8%	25.2%
Cedar Rapids, IA	291	225	66	77.3%	22.7%
Boise, ID	389	302	87	77.6%	22.4%
Overland Park, KS	332	258	74	77.7%	22.3%
Columbia, MO	233	187	46	80.3%	19.7%
Bellevue, WA	226	186	40	82.3%	17.7%
Lawrence, KS	182	155	27	85.2%	14.8%
Savannah, GA	607	528	79	87.0%	13.0%
Olathe, KS	224	195	29	87.1%	12.9%
Average	353	251	101	71.8%	28.2%

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Benchmark City Survey - 2020 Data

Average Officer Age, Two year Comparison

2020 Average Age of Sworn Officers is 39.5 years



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Benchmark City Survey - 2020 Data

Average Officer Age, Five year Comparison

2020 Average Age of Sworn Officers is 39.5 years

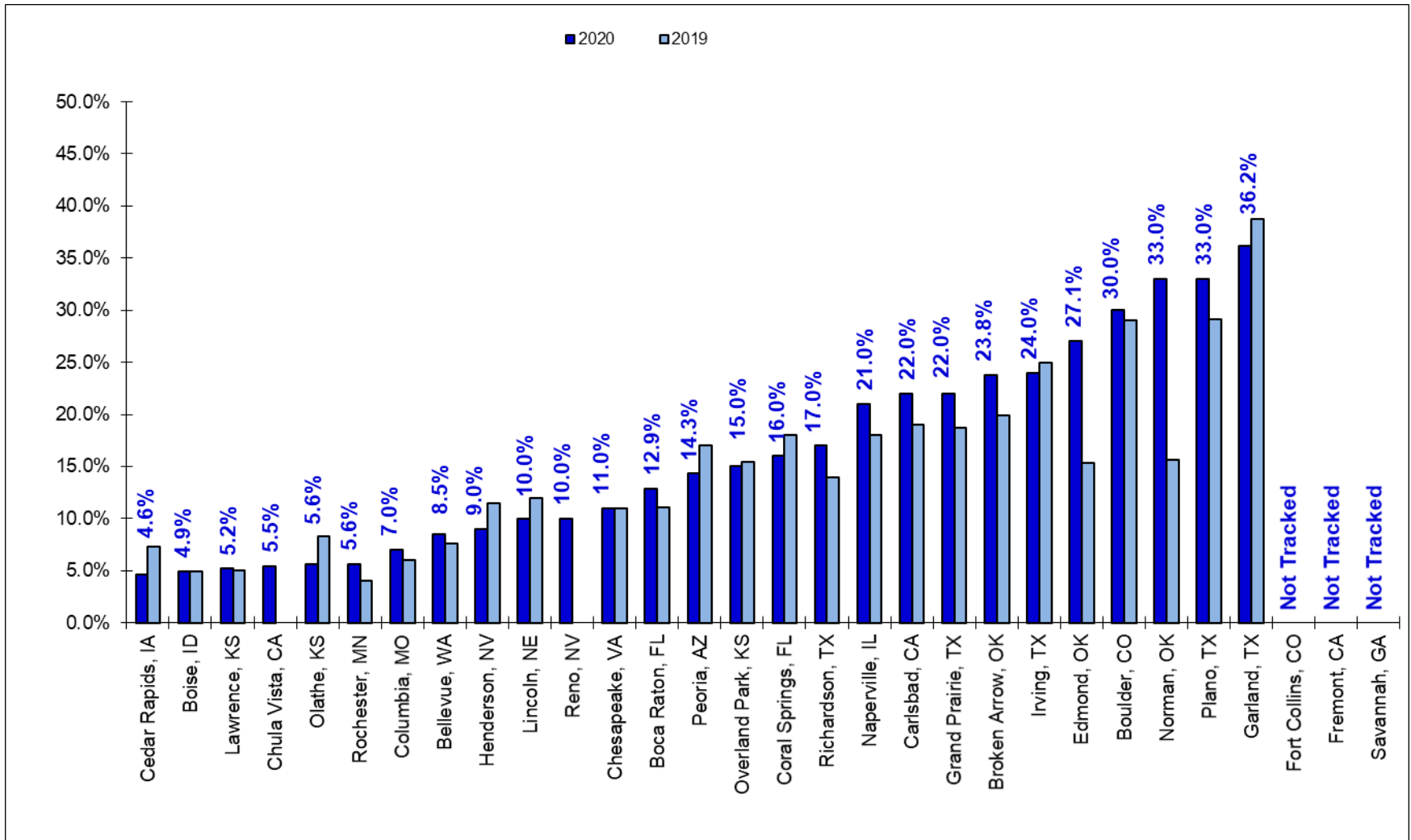
City Name	2020	2019	2018	2017	2016
Bellevue, WA	40.8	40.0	40.3	40.7	41.3
Boca Raton, FL	38.0	37.6	38.3	38.4	39.0
Boise, ID	42.0	42.0	40.0	42.0	41.0
Boulder, CO	46.0	42.0	43.0	43.0	41.0
Broken Arrow, OK	41.0	39.0	38.5	39.0	40.0
Carlsbad, CA	39.0	38.0	35.0	35.0	41.0
Cedar Rapids, IA	38.8	39.8	39.8	40.3	41.0
Chesapeake, VA	39.0	39.0	39.3	Not Tracked	Not Tracked
Chula Vista, CA	39.0	44.0	39.0	41.0	42.0
Columbia, MO	36.0	37.0	36.2	36.5	37.0
Coral Springs, FL	40.0	40.0	40.0	40.0	40.0
Edmond, OK	41.3	42.0	41.3	42.0	42.0
Fort Collins, CO	39.0	40.0	40.0	40.0	42.0
Fremont, CA	Not Tracked	Not Tracked	Not Tracked	Not Tracked	Not Tracked
Garland, TX	41.7	41.9	42.9	42.7	42.0
Grand Prairie, TX	36.0	37.0	40.0	31.0	33.0
Henderson, NV	39.0	39.0	39.0	38.6	35.0
Irving, TX	39.0	40.0	41.0	40.0	41.0
Lawrence, KS	38.0	38.0	39.5	39.0	38.8
Lincoln, NE	37.0	38.0	38.0	37.0	38.0
Naperville, IL	41.0	41.0	42.1	42.4	42.4
Norman, OK	40.0	39.2	Not Tracked	38.0	38.0
Olathe, KS	39.0	38.0	39.0	39.0	39.0
Overland Park, KS	38.0	38.0	39.0	39.0	39.5
Peoria, AZ	40.3	39.0	40.0	39.6	40.0
Plano, TX	41.6	41.7	43.0	41.0	41.7
Reno, NV	38.0				
Richardson, TX	40.0	40.0	40.0	39.0	41.0
Rochester, MN	41.0	42.0	42.0		
Savannah, GA	36.0				
Average	39.5	39.7	39.8	39.4	39.8

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

% of Commissioned Officers are Eligible to Retire

2020 Average is 16.1% Eligible to Retire



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

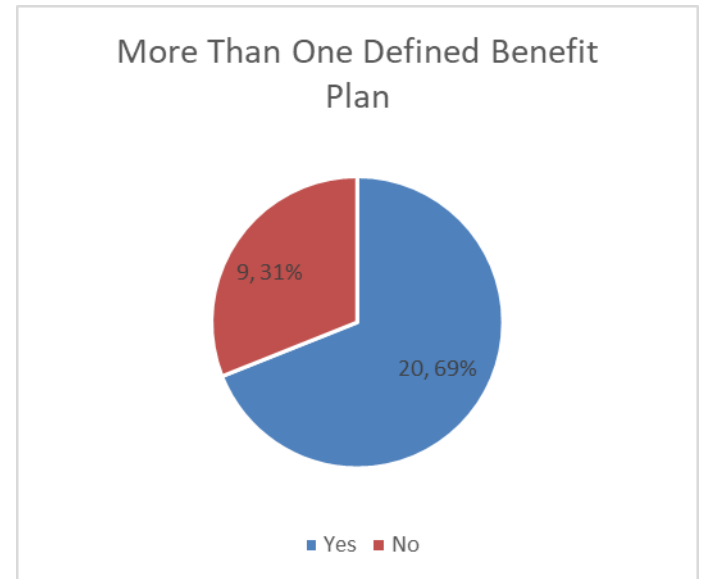
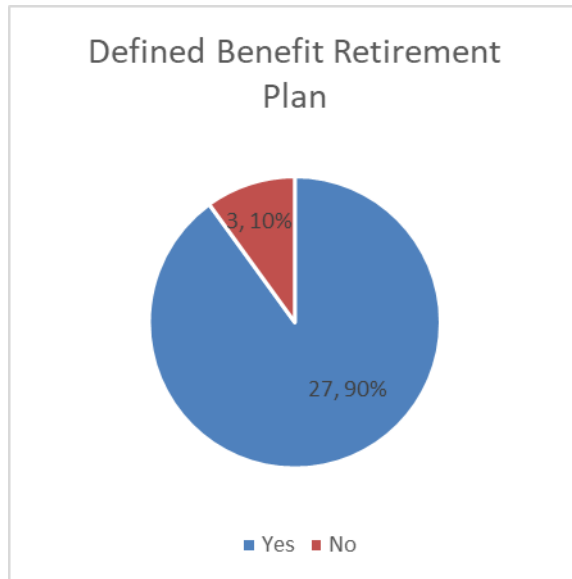
Percent of Commissioned Officers Eligible to Retire

2020 Average is 16.1% are Eligible to Retire

City Name	2020	2019
Bellevue, WA	8.5%	7.6%
Boca Raton, FL	12.9%	11.1%
Boise, ID	4.9%	4.9%
Boulder, CO	30.0%	29.0%
Broken Arrow, OK	23.8%	19.9%
Carlsbad, CA	22.0%	19.0%
Cedar Rapids, IA	4.6%	7.3%
Chesapeake, VA	11.0%	11.0%
Chula Vista, CA	5.5%	0.0%
Columbia, MO	7.0%	6.0%
Coral Springs, FL	16.0%	18.0%
Edmond, OK	27.1%	15.3%
Fort Collins, CO	Not Tracked	Not Tracked
Fremont, CA	Not Tracked	Not Tracked
Garland, TX	36.2%	38.7%
Grand Prairie, TX	22.0%	18.7%
Henderson, NV	9.0%	11.5%
Irving, TX	24.0%	25.0%
Lawrence, KS	5.2%	5.0%
Lincoln, NE	10.0%	12.0%
Naperville, IL	21.0%	18.0%
Norman, OK	33.0%	15.6%
Olathe, KS	5.6%	8.3%
Overland Park, KS	15.0%	15.4%
Peoria, AZ	14.3%	17.0%
Plano, TX	33.0%	29.1%
Reno, NV	10.0%	
Richardson, TX	17.0%	14.0%
Rochester, MN	5.6%	4.0%
Savannah, GA	Not Tracked	
Average	16.1%	14.7%

A Coalition for Mutual Support
Benchmark City Survey - 2020 Data
Defined Benefit Retirement Plan & More Than One Plan

2020 Average is 90% have a defined benefit retirement plan



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Defined Benefit Retirement Plan & More Than One Plan

2020 Average is 90% have a defined benefit retirement plan

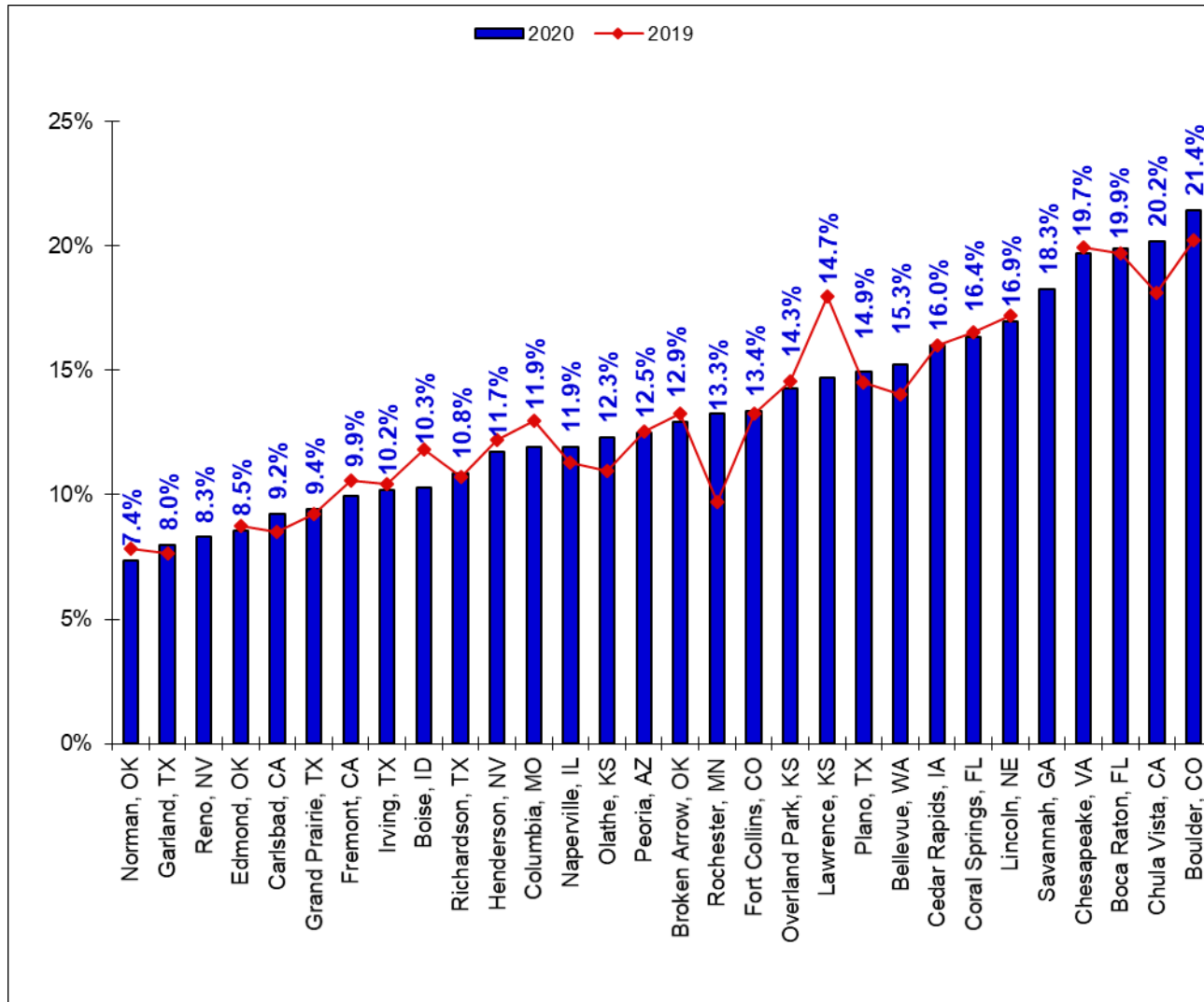
City Name	Defined Benefit Retirement plan?	Personnel under more than one retirement plan?
Bellevue, WA	Yes	Yes
Boise, ID	Yes	Yes
Chesapeake, VA	Yes	Yes
Chula Vista, CA	Yes	Yes
Columbia, MO	Yes	Yes
Coral Springs, FL	Yes	Yes
Edmond, OK	Yes	Yes
Fremont, CA	Yes	Yes
Henderson, NV	Yes	Yes
Lincoln, NE	Yes	Yes
Naperville, IL	Yes	Yes
Norman, OK	Yes	Yes
Olathe, KS	Yes	Yes
Overland Park, KS	Yes	Yes
Peoria, AZ	Yes	Yes
Reno, NV	Yes	Yes
Richardson, Tx	Yes	Yes
Rochester, MN	Yes	Yes
Savannah, GA	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

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of Female Officers, 2-Year Comparison

2020 Average is 13.3% Female Officers



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of Female Officers, 5-Year Comparison

2020 Average is 13.3% Female Officers

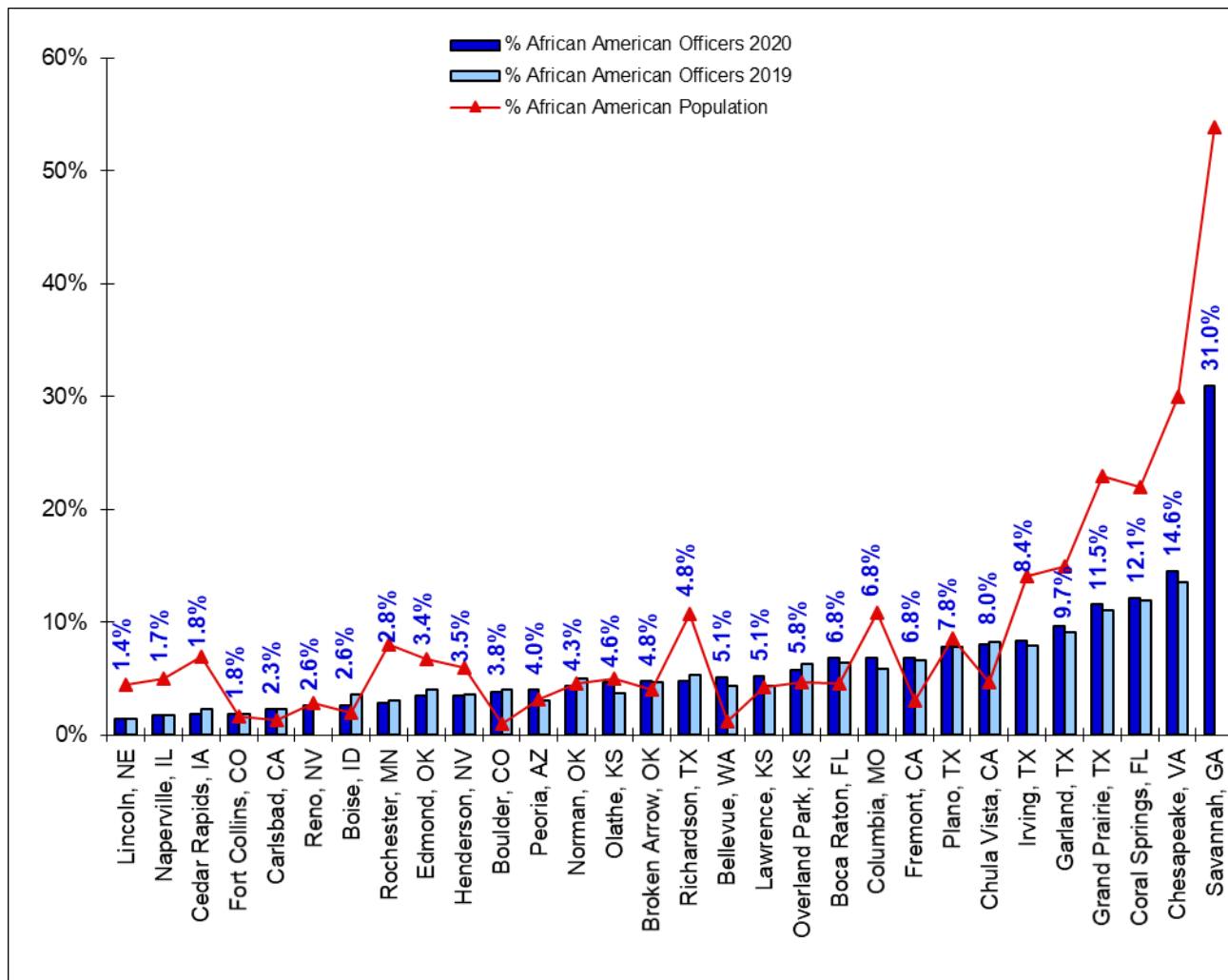
City Name	Assigned Officers	Female Officers	2020	2019	2018	2017	2016
Bellevue, WA	177	27	15.3%	14.1%	13.5%	14.1%	15.2%
Boca Raton, FL	206	41	19.9%	19.7%	18.3%	18.4%	16.1%
Boise, ID	302	31	10.3%	11.8%	10.8%	11.1%	11.3%
Boulder, CO	182	39	21.4%	20.2%	20.2%	20.6%	19.3%
Broken Arrow, OK	147	19	12.9%	13.2%	12.3%	10.3%	8.5%
Carlsbad, CA	130	12	9.2%	8.5%	10.0%	9.7%	8.0%
Cedar Rapids, IA	219	35	16.0%	16.0%	15.6%	14.9%	15.0%
Chesapeake, VA	371	73	19.7%	19.9%	18.4%	18.1%	19.0%
Chula Vista, CA	238	48	20.2%	18.1%	15.7%	13.5%	12.8%
Columbia, MO	176	21	11.9%	13.0%	15.2%	14.5%	11.0%
Coral Springs, FL	214	35	16.4%	16.5%	17.0%	17.1%	14.8%
Edmond, OK	117	10	8.5%	8.7%	8.7%	7.8%	7.5%
Fort Collins, CO	217	29	13.4%	13.3%	13.7%	15.4%	15.8%
Fremont, CA	161	16	9.9%	10.6%	10.6%	9.1%	8.3%
Garland, TX	351	28	8.0%	7.6%	7.8%	6.5%	6.2%
Grand Prairie, TX	286	27	9.4%	9.3%	9.8%	10.1%	9.3%
Henderson, NV	375	44	11.7%	12.2%	11.2%	11.1%	10.3%
Irving, TX	383	39	10.2%	10.4%	8.3%	7.9%	7.9%
Lawrence, KS	136	20	14.7%	18.0%	15.8%	14.2%	11.1%
Lincoln, NE	354	60	16.9%	17.2%	16.5%	15.8%	15.5%
Naperville, IL	176	21	11.9%	11.3%	11.3%	11.2%	10.7%
Norman, OK	163	12	7.4%	7.8%	7.5%	7.3%	6.7%
Olathe, KS	195	24	12.3%	10.9%	10.2%	8.8%	8.5%
Overland Park, KS	259	37	14.3%	14.6%	14.5%	14.4%	15.1%
Peoria, AZ	200	25	12.5%	12.6%	13.0%	14.0%	11.7%
Plano, TX	395	59	14.9%	14.5%	13.5%	14.0%	10.7%
Reno, NV	312	26	8.3%				
Richardson, TX	166	18	10.8%	10.7%	10.1%	8.6%	8.1%
Rochester, MN	143	19	13.3%	9.7%	8.8%		
Savannah, GA	597	109	18.3%				
Average	245	33	13.3%	13.1%	12.7%	12.4%	11.6%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of African American Officers, 2-Year Comparison

2020 Average is 6.3% African American Officers



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of African American Officers, 5-Year Comparison

2020 Average is 6.3% African American Officers

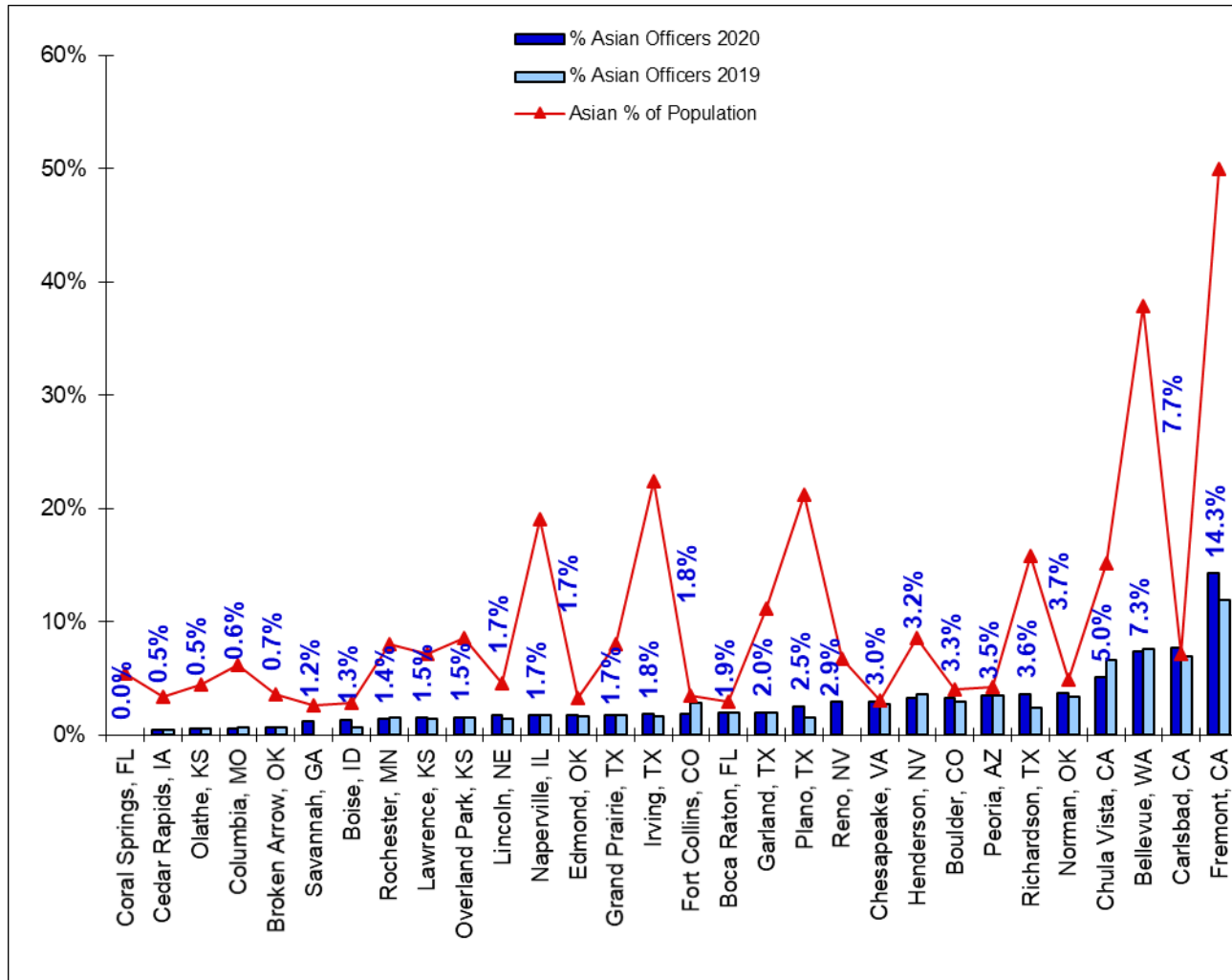
City Name	Assigned Officers	African American Officers	2020	2019	2018	2017	2016	% African American Population 2020
Bellevue, WA	177	9	5.1%	4.3%	2.2%	1.6%	2.2%	1.2%
Boca Raton, FL	206	14	6.8%	6.4%	8.1%	7.3%	6.6%	4.5%
Boise, ID	302	8	2.6%	3.6%	2.4%	3.4%	2.8%	1.9%
Boulder, CO	182	7	3.8%	4.0%	4.0%	4.6%	5.0%	1.0%
Broken Arrow, OK	147	7	4.8%	4.6%	3.4%	3.4%	2.8%	4.0%
Carlsbad, CA	130	3	2.3%	2.3%	1.7%	1.8%	1.8%	1.3%
Cedar Rapids, IA	219	4	1.8%	2.3%	2.4%	2.4%	1.9%	6.9%
Chesapeake, VA	371	54	14.6%	13.5%	12.5%	12.0%	12.0%	30.0%
Chula Vista, CA	238	19	8.0%	8.2%	7.2%	6.8%	5.7%	4.7%
Columbia, MO	176	12	6.8%	5.8%	5.1%	5.0%	3.5%	10.9%
Coral Springs, FL	214	26	12.1%	11.9%	11.2%	10.5%	10.0%	22.0%
Edmond, OK	117	4	3.4%	4.0%	4.0%	4.3%	4.2%	6.7%
Fort Collins, CO	217	4	1.8%	1.9%	2.0%	2.2%	2.4%	1.6%
Fremont, CA	161	11	6.8%	6.6%	7.2%	6.8%	5.7%	3.0%
Garland, TX	351	34	9.7%	9.1%	8.7%	7.7%	8.3%	14.9%
Grand Prairie, TX	286	33	11.5%	11.0%	8.7%	10.9%	10.4%	22.9%
Henderson, NV	375	13	3.5%	3.5%	4.2%	3.7%	3.6%	6.0%
Irving, TX	383	32	8.4%	7.9%	6.8%	7.3%	5.9%	14.1%
Lawrence, KS	136	7	5.1%	4.3%	4.5%	4.7%	5.2%	4.2%
Lincoln, NE	354	5	1.4%	1.5%	1.4%	1.5%	1.8%	4.4%
Naperville, IL	176	3	1.7%	1.8%	2.5%	2.4%	2.4%	5.0%
Norman, OK	163	7	4.3%	5.0%	5.7%	4.8%	4.5%	4.5%
Olathe, KS	195	9	4.6%	3.6%	4.8%	5.5%	4.0%	5.0%
Overland Park, KS	259	15	5.8%	6.3%	6.5%	6.0%	5.2%	4.7%
Peoria, AZ	200	8	4.0%	3.0%	2.1%	2.6%	3.1%	3.1%
Plano, TX	395	31	7.8%	7.8%	6.9%	6.9%	6.1%	8.6%
Reno, NV	312	8	2.6%					2.8%
Richardson, TX	166	8	4.8%	5.4%	3.8%	5.6%	5.0%	10.7%
Rochester, MN	143	4	2.8%	3.0%	3.8%			8.0%
Savannah, GA	597	185	31.0%					53.9%
Average	245	19	6.3%	5.3%	5.1%	5.2%	4.8%	9.1%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of Asian Officers, 2-Year Comparison

2020 Average is 2.8% Asian Officers



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of Asian Officers, 5-Year Comparison

2020 Average is 2.8% Asian Officers

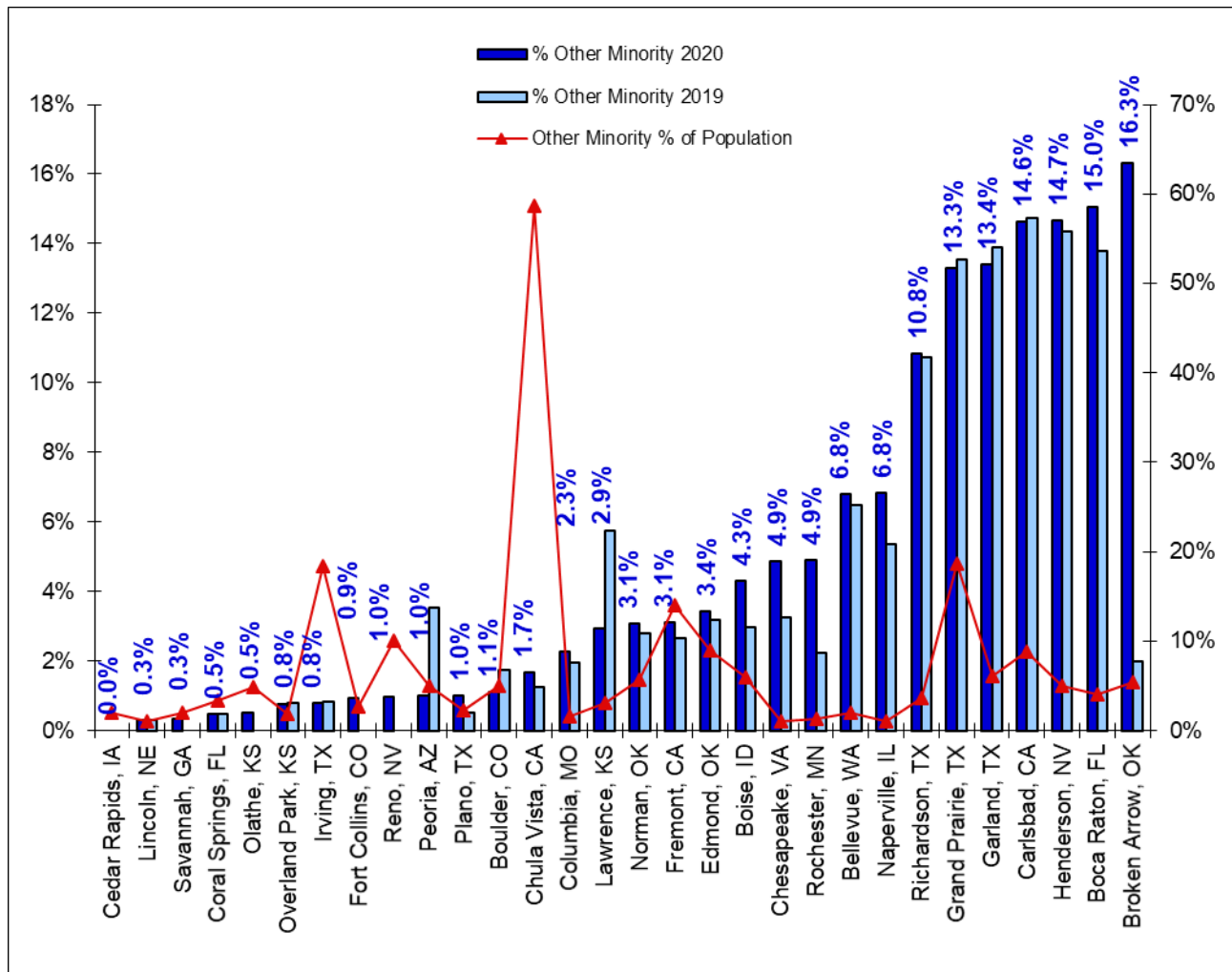
City Name	Assigned Officers	Asian Officers	2019	2019	2018	2017	2016	Asian % of Population
Bellevue, WA	177	13	7.3%	7.6%	7.0%	6.5%	7.1%	37.9%
Boca Raton, FL	206	4	1.9%	2.0%	1.6%	1.7%	1.4%	2.9%
Boise, ID	302	4	1.3%	0.7%	0.3%	0.3%	0.4%	2.8%
Boulder, CO	182	6	3.3%	2.9%	2.9%	2.3%	2.2%	4.0%
Broken Arrow, OK	147	1	0.7%	0.7%	0.0%	1.4%	0.0%	3.6%
Carlsbad, CA	130	10	7.7%	7.0%	4.2%	3.5%	2.7%	7.1%
Cedar Rapids, IA	219	1	0.5%	0.5%	0.5%	0.5%	0.5%	3.4%
Chesapeake, VA	371	11	3.0%	2.7%	2.6%	2.6%	2.3%	3.0%
Chula Vista, CA	238	12	5.0%	6.6%	2.2%	4.1%	3.5%	15.2%
Columbia, MO	176	1	0.6%	0.6%	0.6%	0.6%	0.6%	6.2%
Coral Springs, FL	214	0	0.0%	0.0%	0.0%	0.0%	0.0%	5.4%
Edmond, OK	117	2	1.7%	1.6%	1.6%	0.9%	0.8%	3.3%
Fort Collins, CO	217	4	1.8%	2.8%	3.4%	3.1%	2.4%	3.5%
Fremont, CA	161	23	14.3%	11.9%	12.2%	11.4%	10.4%	50.0%
Garland, TX	351	7	2.0%	2.0%	2.0%	2.1%	2.1%	11.2%
Grand Prairie, TX	286	5	1.7%	1.8%	1.8%	1.1%	1.5%	8.0%
Henderson, NV	375	12	3.2%	3.5%	3.1%	3.4%	3.0%	8.5%
Irving, TX	383	7	1.8%	1.6%	2.0%	1.8%	1.7%	22.4%
Lawrence, KS	136	2	1.5%	1.4%	0.8%	0.0%	0.0%	7.1%
Lincoln, NE	354	6	1.7%	1.5%	1.4%	0.9%	0.9%	4.6%
Naperville, IL	176	3	1.7%	1.8%	1.9%	1.8%	1.8%	19.0%
Norman, OK	163	6	3.7%	3.4%	3.4%	3.0%	2.8%	4.9%
Olathe, KS	195	1	0.5%	0.5%	0.5%	1.1%	1.1%	4.4%
Overland Park, KS	259	4	1.5%	1.6%	1.2%	1.2%	2.0%	8.5%
Peoria, AZ	200	7	3.5%	3.5%	2.1%	2.1%	3.6%	4.2%
Plano, TX	395	10	2.5%	1.5%	1.5%	2.0%	1.6%	21.2%
Reno, NV	312	9	2.9%					6.7%
Richardson, TX	166	6	3.6%	2.4%	2.5%	2.5%	3.1%	15.8%
Rochester, MN	143	2	1.4%	1.5%	1.5%			8.0%
Savannah, GA	597	7	1.2%					2.6%
Average	245	6.2	2.8%	2.6%	2.2%	2.2%	2.1%	10.2%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of Other Minority Officers, 2-Year Comparison

2020 Average is 5.0% Other Minority Officers



A Coalition for Mutual Support
Benchmark City Survey - 2020 Data
Percent of Other Minority Officers, 5-Year Comparison

2020 Average is 5.0% Other Minority Officers

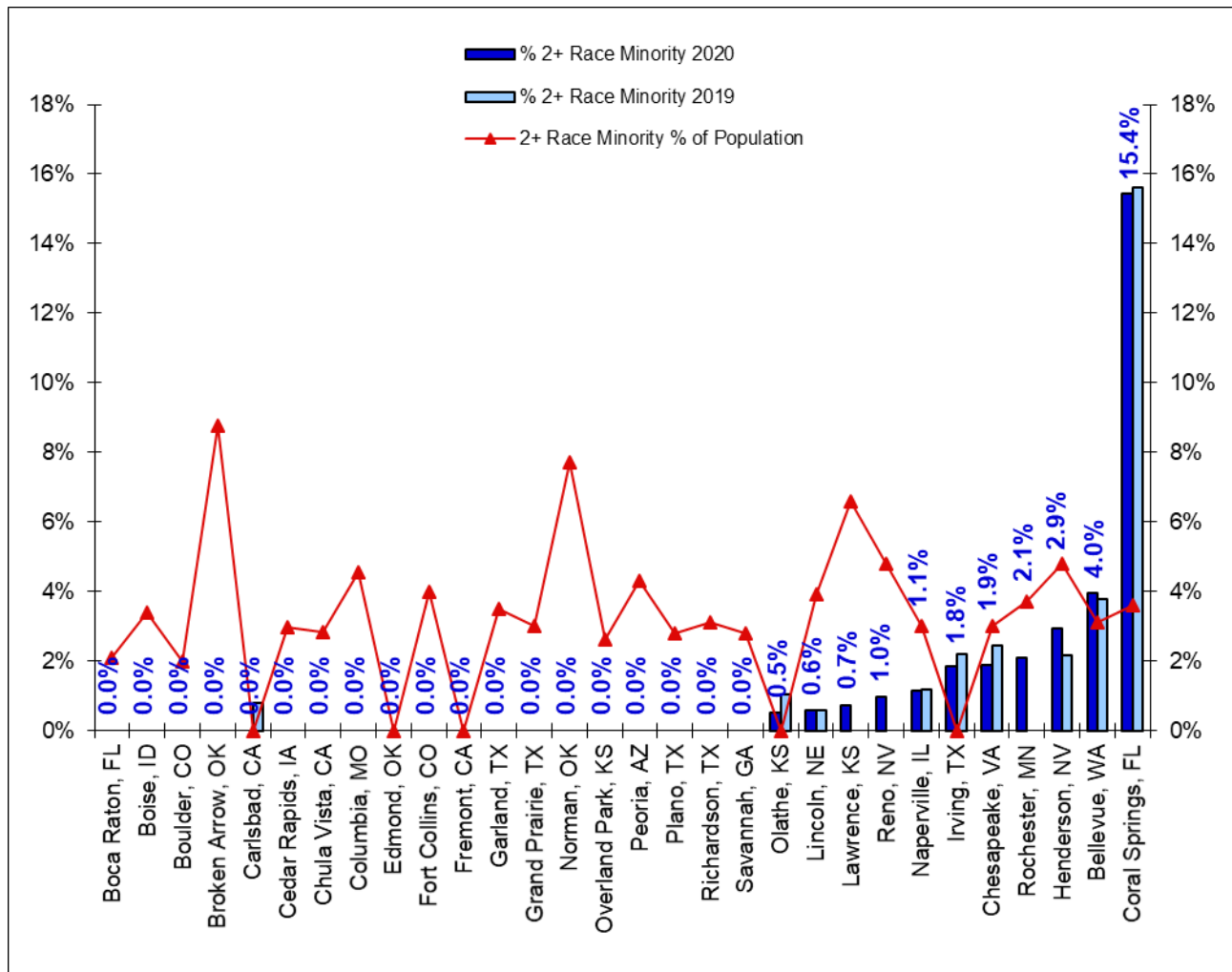
City Name	Assigned Officers	Other Minority Officers	2020	2019	2018	2017	2016	Other Minority % of Population
Bellevue, WA	177	12	6.8%	6.5%	6.5%	6.0%	4.9%	2.0%
Boca Raton, FL	206	31	15.0%	13.8%	0.5%	0.6%	0.5%	4.0%
Boise, ID	302	13	4.3%	3.0%	7.5%	7.4%	4.6%	6.0%
Boulder, CO	182	2	1.1%	1.7%	1.2%	0.6%	0.6%	5.0%
Broken Arrow, OK	147	24	16.3%	2.0%	8.2%	8.3%	7.1%	5.4%
Carlsbad, CA	130	19	14.6%	14.7%	0.0%	1.8%	1.8%	8.8%
Cedar Rapids, IA	219	0	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%
Chesapeake, VA	371	18	4.9%	3.2%	2.6%	1.0%	0.3%	1.0%
Chula Vista, CA	238	4	1.7%	1.2%	5.8%	3.2%	3.1%	58.6%
Columbia, MO	176	4	2.3%	1.9%	1.3%	1.3%	0.6%	1.5%
Coral Springs, FL	214	1	0.5%	0.5%	0.5%	0.5%	0.5%	3.3%
Edmond, OK	117	4	3.4%	3.2%	3.2%	3.5%	3.3%	9.0%
Fort Collins, CO	217	2	0.9%	0.0%	0.0%	0.0%	0.0%	2.6%
Fremont, CA	161	5	3.1%	2.6%	2.2%	2.3%	1.0%	14.0%
Garland, TX	351	47	13.4%	13.9%	0.6%	0.6%	0.6%	6.1%
Grand Prairie, TX	286	38	13.3%	13.5%	0.7%	0.7%	0.0%	18.6%
Henderson, NV	375	55	14.7%	14.4%	1.7%	3.7%	0.3%	5.0%
Irving, TX	383	3	0.8%	0.8%	2.8%	2.3%	0.6%	18.4%
Lawrence, KS	136	4	2.9%	5.8%	8.3%	3.4%	3.3%	3.1%
Lincoln, NE	354	1	0.3%	0.3%	0.6%	0.3%	0.9%	1.0%
Naperville, IL	176	12	6.8%	5.4%	1.3%	1.2%	1.2%	1.0%
Norman, OK	163	5	3.1%	2.8%	1.7%	2.4%	2.8%	5.7%
Olathe, KS	195	1	0.5%	0.0%	0.0%	0.0%	0.0%	4.9%
Overland Park, KS	259	2	0.8%	0.8%	0.8%	0.4%	0.4%	1.8%
Peoria, AZ	200	2	1.0%	3.5%	2.6%	3.1%	1.0%	5.0%
Plano, TX	395	4	1.0%	0.5%	1.0%	0.8%	0.8%	2.3%
Reno, NV	312	3	1.0%					10.0%
Richardson, TX	166	18	10.8%	10.7%	0.6%	1.2%	0.6%	3.6%
Rochester, MN	143	7	4.9%	2.2%	2.2%			1.3%
Savannah, GA	597	2	0.3%					2.0%
Average	245	11.4	5.0%	4.6%	2.3%	2.0%	1.4%	7.1%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is 1.1% 2+ Race Officers



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is 1.1% 2+ Race Officers

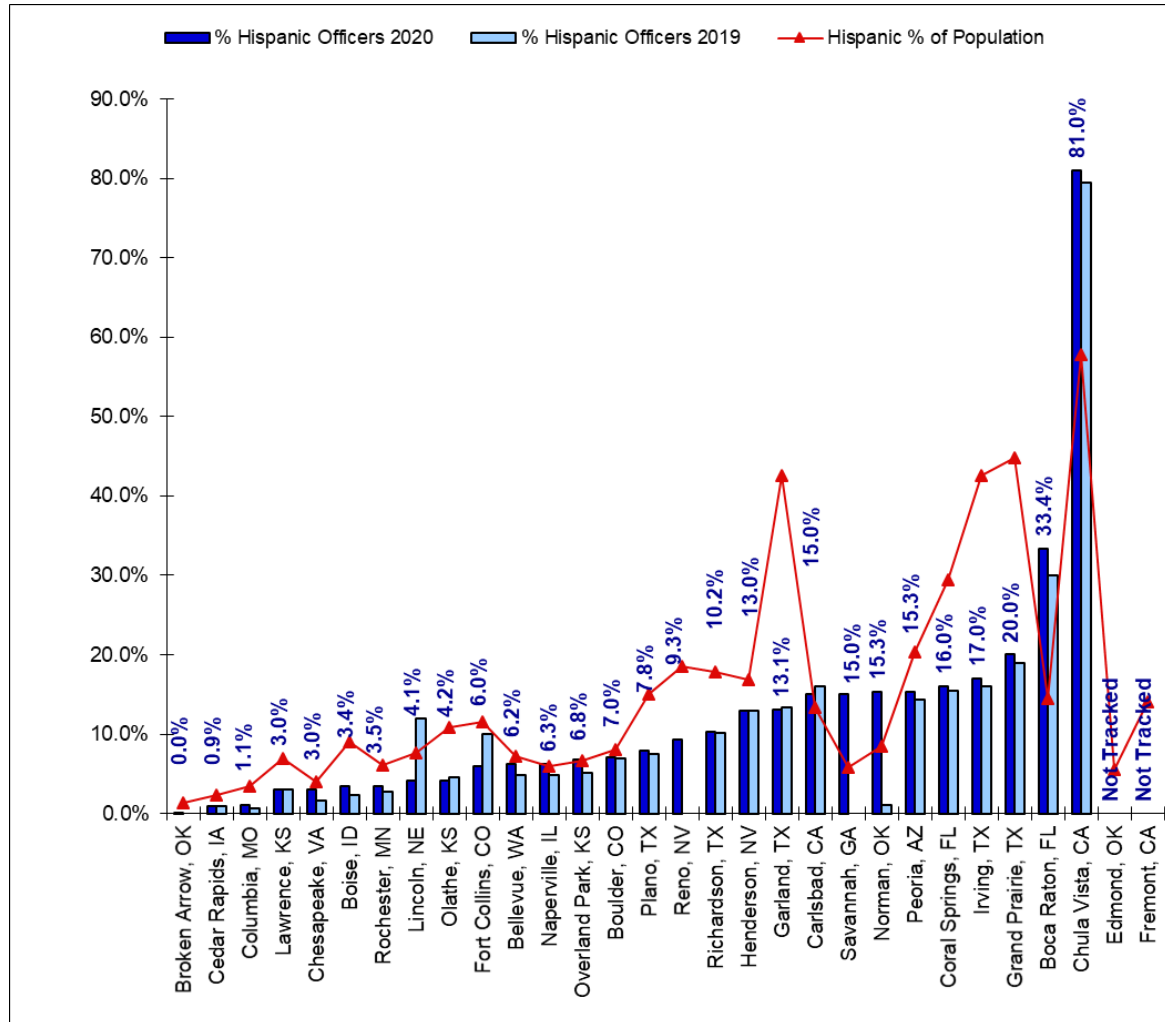
City Name	Assigned Officers	2+ Race Minority Officers	% 2+ Race Minority 2020	% 2+ Race Minority 2019	2+ Race Minority % of Population
Boca Raton, FL	206	0	0.0%	0.0%	2.1%
Boise, ID	302	0	0.0%	0.0%	3.4%
Boulder, CO	182	0	0.0%	0.0%	2.0%
Broken Arrow, OK	147	0	0.0%	0.0%	8.8%
Carlsbad, CA	130	0	0.0%	0.8%	Not tracked
Cedar Rapids, IA	219	0	0.0%	0.0%	3.0%
Chula Vista, CA	238	0	0.0%	0.0%	2.8%
Columbia, MO	176	0	0.0%	0.0%	4.6%
Edmond, OK	117	0	0.0%	0.0%	Not Tracked
Fort Collins, CO	217	0	0.0%	0.0%	4.0%
Fremont, CA	161	0	0.0%	0.0%	Not Tracked
Garland, TX	351	0	0.0%	0.0%	3.5%
Grand Prairie, TX	286	0	0.0%	0.0%	3.0%
Norman, OK	163	0	0.0%	0.0%	7.7%
Overland Park, KS	259	0	0.0%	0.0%	2.6%
Peoria, AZ	200	0	0.0%	0.0%	4.3%
Plano, TX	395	0	0.0%	0.0%	2.8%
Richardson, TX	166	0	0.0%	0.0%	3.1%
Savannah, GA	597	0	0.0%		2.8%
Olathe, KS	195	1	0.5%	1.0%	Not tracked
Lincoln, NE	354	2	0.6%	0.6%	3.9%
Lawrence, KS	136	1	0.7%	0.0%	6.6%
Reno, NV	312	3	1.0%		4.8%
Naperville, IL	176	2	1.1%	1.2%	3.0%
Irving, TX	383	7	1.8%	2.2%	0.0%
Chesapeake, VA	371	7	1.9%	2.4%	3.0%
Rochester, MN	143	3	2.1%	0.0%	3.7%
Henderson, NV	375	11	2.9%	2.2%	4.8%
Bellevue, WA	177	7	4.0%	3.8%	3.1%
Coral Springs, FL	214	33	15.4%	15.6%	3.6%
Average	245	2.6	1.1%	1.0%	3.7%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of Hispanic Officers, 2-Year Comparison

2020 Average is 12.0% Hispanic Officers



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of Hispanic Officers, 5-Year Comparison

2020 Average is 12.0% Hispanic Officers

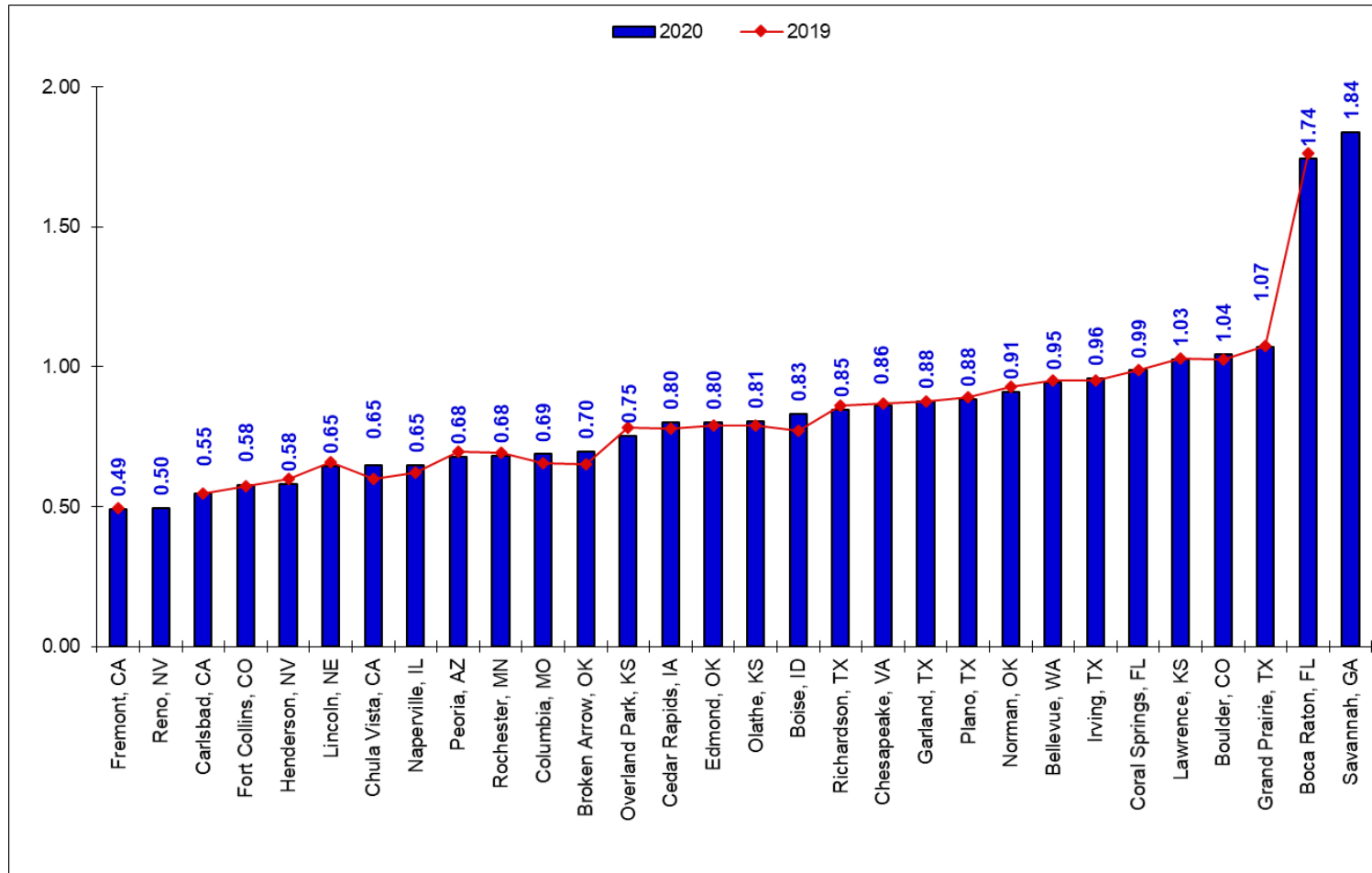
City Name	2020	2019	2018	2017	2016	Hispanic % of Population
Bellevue, WA	6.2%	4.8%	3.8%	3.8%	3.8%	7.2%
Boca Raton, FL	33.4%	30.0%	11.8%	11.7%	9.0%	14.5%
Boise, ID	3.4%	2.3%	2.7%	2.4%	2.5%	9.0%
Boulder, CO	7.0%	6.9%	8.7%	6.3%	6.1%	8.0%
Broken Arrow, OK	0.0%	Not Tracked	1.4%	0.0%	0.7%	1.3%
Carlsbad, CA	15.0%	16.0%	15.0%	14.2%	11.5%	13.3%
Cedar Rapids, IA	0.9%	0.9%	0.9%	1.4%	0.9%	2.4%
Chesapeake, VA	3.0%	1.6%	3.3%	5.6%	5.3%	4.0%
Chula Vista, CA	81.0%	79.4%	28.7%	27.0%	26.9%	57.8%
Columbia, MO	1.1%	0.7%	0.6%	1.9%	2.3%	3.4%
Coral Springs, FL	16.0%	15.5%	15.0%	14.8%	12.4%	29.4%
Edmond, OK	Not Tracked	Not Tracked	0.0%	0.0%	0.0%	5.5%
Fort Collins, CO	6.0%	10.0%	4.4%	5.3%	5.7%	11.6%
Fremont, CA	Not Tracked	Not Tracked	13.3%	13.1%	12.5%	14.0%
Garland, TX	13.1%	13.3%	12.9%	11.3%	12.2%	42.5%
Grand Prairie, TX	20.0%	19.0%	16.4%	14.9%	14.1%	44.8%
Henderson, NV	13.0%	13.0%	11.8%	11.6%	9.4%	16.8%
Irving, TX	17.0%	16.0%	14.0%	10.9%	9.6%	42.6%
Lawrence, KS	3.0%	3.0%	2.3%	2.7%	2.0%	6.9%
Lincoln, NE	4.1%	12.0%	3.1%	2.7%	2.4%	7.6%
Naperville, IL	6.3%	4.8%	3.8%	4.1%	4.2%	6.0%
Norman, OK	15.3%	1.1%	1.7%	1.8%	1.7%	8.5%
Olathe, KS	4.2%	4.6%	4.8%	3.3%	2.8%	10.9%
Overland Park, KS	6.8%	5.1%	3.2%	3.6%	3.6%	6.7%
Peoria, AZ	15.3%	14.3%	15.0%	14.5%	11.2%	20.3%
Plano, TX	7.8%	7.5%	7.4%	7.7%	7.2%	15.0%
Reno, NV	9.3%					18.5%
Richardson, TX	10.2%	10.1%	9.4%	10.5%	8.1%	17.8%
Rochester, MN	3.5%	2.7%	2.9%			6.1%
Savannah, GA	15.0%					5.8%
Average	12.0%	11.4%	7.5%	7.3%	6.7%	15.3%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Number of First Responders per 1,000 Citizen is 0.85



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

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Number of First Responders per 1,000 Citizen is 0.85

City Name	City Population	First Responders	2020	2019	2018	2017	2016
Bellevue, WA	148,100	140	0.95	0.95	0.78	0.78	0.79
Boca Raton, FL	99,805	174	1.74	1.76	1.78	1.82	1.12
Boise, ID	240,380	200	0.83	0.77	0.77	0.75	0.77
Boulder, CO	107,360	112	1.04	1.02	1.00	1.00	1.04
Broken Arrow, OK	112,000	78	0.70	0.65	0.71	0.72	0.92
Carlsbad, CA	115,382	63	0.55	0.55	0.52	0.65	0.65
Cedar Rapids, IA	133,563	107	0.80	0.78	0.73	0.91	0.90
Chesapeake, VA	246,912	213	0.86	0.87	0.88	0.77	0.93
Chula Vista, CA	277,289	180	0.65	0.60	0.57	0.56	0.56
Columbia, MO	125,049	86	0.69	0.66	0.67	0.82	0.82
Coral Springs, FL	133,759	132	0.99	0.99	0.64	0.95	0.96
Edmond, OK	94,699	76	0.80	0.79	0.80	0.79	0.81
Fort Collins, CO	174,871	101	0.58	0.57	0.64	0.60	0.62
Fremont, CA	234,220	115	0.49	0.50	0.52	0.51	0.66
Garland, TX	239,684	210	0.88	0.88	0.99	0.97	0.92
Grand Prairie, TX	195,200	209	1.07	1.07	1.11	1.08	1.03
Henderson, NV	330,367	192	0.58	0.60	0.67	0.51	0.50
Irving, TX	239,779	230	0.96	0.95	0.89	0.90	0.89
Lawrence, KS	103,351	106	1.03	1.03	1.05	1.05	1.14
Lincoln, NE	291,198	188	0.65	0.66	0.70	0.72	0.70
Naperville, IL	147,841	96	0.65	0.62	0.63	0.65	0.63
Norman, OK	122,837	112	0.91	0.93	0.93	0.92	0.93
Olathe, KS	143,847	116	0.81	0.79	0.81	0.83	0.84
Overland Park, KS	199,130	150	0.75	0.78	0.78	0.79	0.80
Peoria, AZ	184,469	125	0.68	0.70	0.73	0.73	0.69
Plano, TX	287,064	254	0.88	0.89	0.91	0.87	0.84
Reno, NV	258,230	128	0.50				
Richardson, TX	115,630	98	0.85	0.86	0.89	0.90	0.94
Rochester, MN	118,924	81	0.68	0.69	0.70		
Savannah, GA	145,862	268	1.84				
Average	178,893	144.7	0.85	0.83	0.82	0.84	0.84

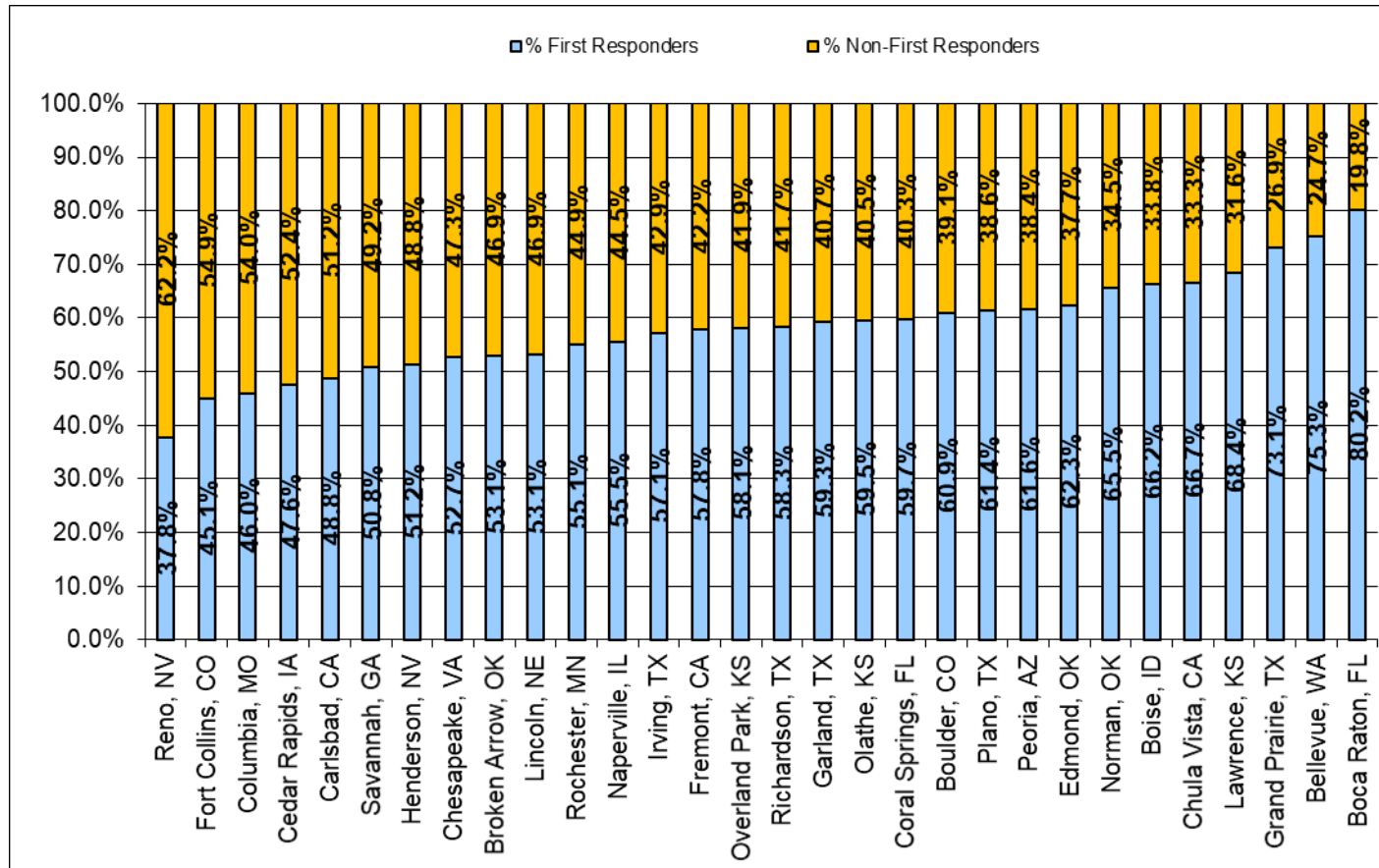
First Responders are defined as Commissioned Police Officers below the rank of First Line Supervisor whose primary responsibility is handling dispatched calls for service.

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

First Responders vs. Non-First Responders

2020 Average is 58.3% (First Responders) and 41.7% (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.

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

First Responders vs. Non-First Responders

2020 Average is 58.3% (First Responders) and 41.7% (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	
Reno, NV	339	128	211	37.8%	62.2%	0.61	to 1
Fort Collins, CO	224	101	123	45.1%	54.9%	0.82	to 1
Columbia, MO	187	86	101	46.0%	54.0%	0.85	to 1
Cedar Rapids, IA	225	107	118	47.6%	52.4%	0.91	to 1
Carlsbad, CA	129	63	66	48.8%	51.2%	0.95	to 1
Savannah, GA	528	268	260	50.8%	49.2%	1.03	to 1
Henderson, NV	375	192	183	51.2%	48.8%	1.05	to 1
Chesapeake, VA	404	213	191	52.7%	47.3%	1.12	to 1
Broken Arrow, OK	147	78	69	53.1%	46.9%	1.13	to 1
Lincoln, NE	354	188	166	53.1%	46.9%	1.13	to 1
Rochester, MN	147	81	66	55.1%	44.9%	1.23	to 1
Naperville, IL	173	96	77	55.5%	44.5%	1.25	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
Overland Park, KS	258	150	108	58.1%	41.9%	1.39	to 1
Richardson, TX	168	98	70	58.3%	41.7%	1.40	to 1
Garland, TX	354	210	144	59.3%	40.7%	1.46	to 1
Olathe, KS	195	116	79	59.5%	40.5%	1.47	to 1
Coral Springs, FL	221	132	89	59.7%	40.3%	1.48	to 1
Boulder, CO	184	112	72	60.9%	39.1%	1.56	to 1
Plano, TX	414	254	160	61.4%	38.6%	1.59	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
Norman, OK	171	112	59	65.5%	34.5%	1.90	to 1
Boise, ID	302	200	102	66.2%	33.8%	1.96	to 1
Chula Vista, CA	270	180	90	66.7%	33.3%	2.00	to 1
Lawrence, KS	155	106	49	68.4%	31.6%	2.16	to 1
Grand Prairie, TX	286	209	77	73.1%	26.9%	2.71	to 1
Bellevue, WA	186	140	46	75.3%	24.7%	3.04	to 1
Boca Raton, FL	217	174	43	80.2%	19.8%	4.05	to 1
Average	251	145	107	58.3%	41.7%	1.54	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.

A Coalition for Mutual Support

Benchmark City Survey - 2020 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	186	6	3.2%	7	3.8%	23	12.4%	150	80.6%
Boca Raton, FL	217	9	4.1%	9	4.1%	25	11.5%	174	80.2%
Boise, ID	298	6	2.0%	14	4.7%	28	9.4%	250	83.9%
Boulder, CO	184	9	4.9%	0	0.0%	24	13.0%	151	82.1%
Broken Arrow, OK	147	5	3.4%	7	4.8%	25	17.0%	110	74.8%
Carlsbad, CA	129	4	3.1%	8	6.2%	16	12.4%	101	78.3%
Cedar Rapids, IA	225	6	2.7%	12	5.3%	28	12.4%	179	79.6%
Chesapeake, VA	401	5	1.2%	25	6.2%	46	11.5%	325	81.0%
Chula Vista, CA	270	4	1.5%	10	3.7%	31	11.5%	225	83.3%
Columbia, MO	187	5	2.7%	7	3.7%	26	13.9%	149	79.7%
Coral Springs, FL	221	7	3.2%	6	2.7%	28	12.7%	180	81.4%
Edmond, OK	122	7	5.7%	4	3.3%	14	11.5%	97	79.5%
Fort Collins, CO	224	5	2.2%	11	4.9%	26	11.6%	182	81.3%
Fremont, CA	199	12	6.0%	0	0.0%	32	16.1%	155	77.9%
Garland, TX	354	5	1.4%	9	2.5%	39	11.0%	301	85.0%
Grand Prairie, TX	286	6	2.1%	9	3.1%	32	11.2%	239	83.6%
Henderson, NV	375	9	2.4%	17	4.5%	38	10.1%	311	82.9%
Irving, TX	403	10	2.5%	17	4.2%	46	11.4%	330	81.9%
Lawrence, KS	155	14	9.0%	0	0.0%	16	10.3%	125	80.6%
Lincoln, NE	354	18	5.1%	0	0.0%	53	15.0%	283	79.9%
Naperville, IL	173	3	1.7%	8	4.6%	24	13.9%	138	79.8%
Norman, OK	171	4	2.3%	7	4.1%	21	12.3%	139	81.3%
Olathe, KS	195	8	4.1%	6	3.1%	22	11.3%	159	81.5%
Overland Park, KS	259	7	2.7%	15	5.8%	30	11.6%	207	79.9%
Peoria, AZ	203	6	3.0%	10	4.9%	26	12.8%	161	79.3%
Plano, TX	414	7	1.7%	16	3.9%	40	9.7%	351	84.8%
Reno, NV	339	4	1.2%	12	3.5%	39	11.5%	284	83.8%
Richardson, TX	168	7	4.2%	6	3.6%	21	12.5%	134	79.8%
Rochester, MN	147	14	9.5%	0	0.0%	25	17.0%	108	73.5%
Savannah, GA	531	5	0.9%	21	4.0%	67	12.6%	438	82.5%
Average	251	7	3.3%	9	3.5%	30	12.4%	205	80.8%

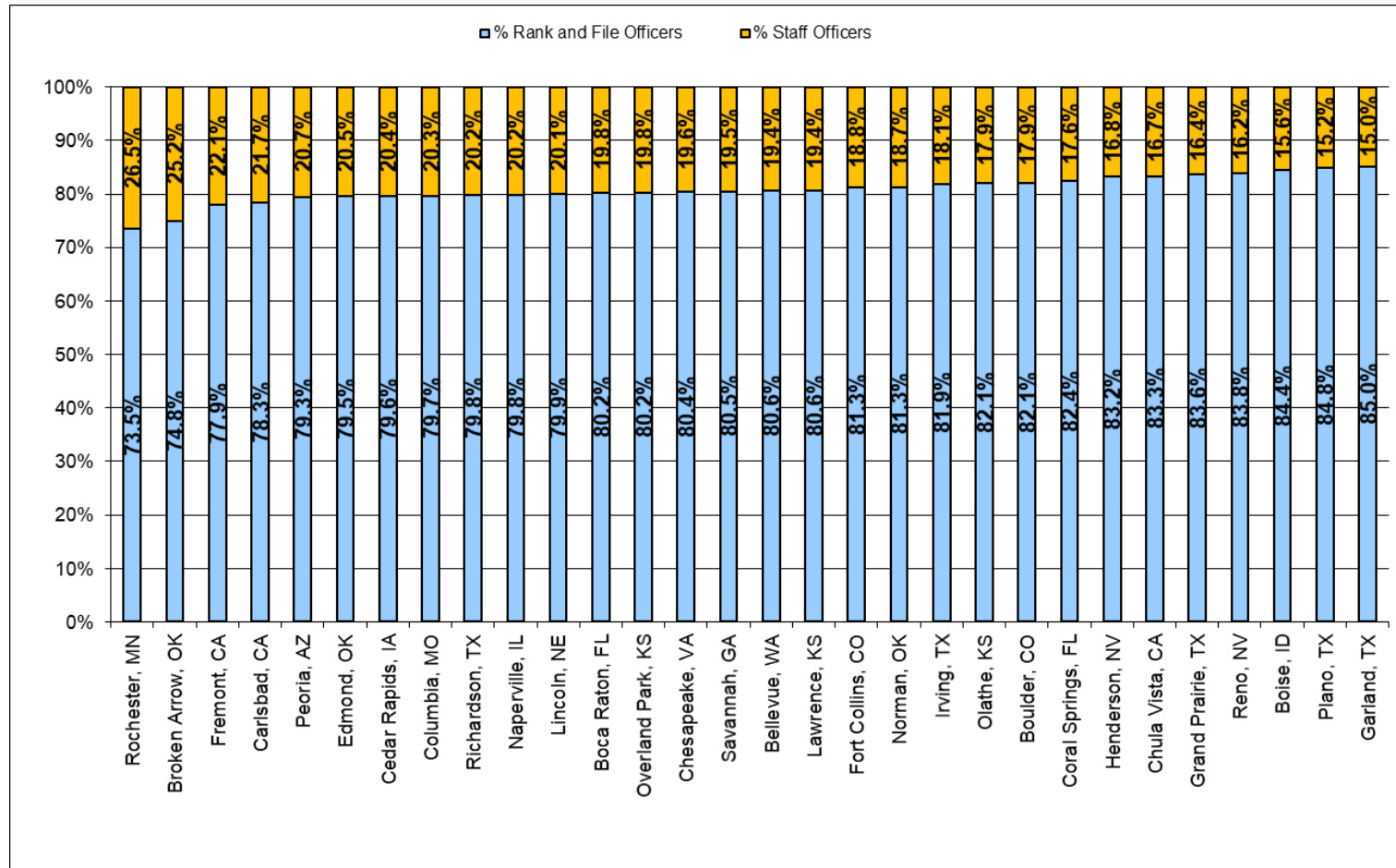
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Benchmark City Survey - 2020 Data

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

2020 Average is 80.8% (Rank & File Officers) and 19.2% (Staff Officers)

2020 Average Ratio of Staff Officers to Rank & File Officers is 1 to 4.36



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.

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is 80.8% (Rank & File Officers) and 19.2% (Staff Officers)

2020 Average Ratio of Staff Officers to Rank & File Officers is 1 to 4.36

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	147	39	108	73.5%	26.5%	1 to 2.77
Broken Arrow, OK	147	37	110	74.8%	25.2%	1 to 2.97
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
Peoria, AZ	203	42	161	79.3%	20.7%	1 to 3.83
Edmond, OK	122	25	97	79.5%	20.5%	1 to 3.88
Cedar Rapids, IA	225	46	179	79.6%	20.4%	1 to 3.89
Columbia, MO	187	38	149	79.7%	20.3%	1 to 3.92
Richardson, TX	168	34	134	79.8%	20.2%	1 to 3.94
Naperville, IL	173	35	138	79.8%	20.2%	1 to 3.94
Lincoln, NE	354	71	283	79.9%	20.1%	1 to 3.99
Boca Raton, FL	217	43	174	80.2%	19.8%	1 to 4.05
Overland Park, KS	258	51	207	80.2%	19.8%	1 to 4.06
Chesapeake, VA	404	79	325	80.4%	19.6%	1 to 4.11
Savannah, GA	528	103	425	80.5%	19.5%	1 to 4.13
Bellevue, WA	186	36	150	80.6%	19.4%	1 to 4.17
Lawrence, KS	155	30	125	80.6%	19.4%	1 to 4.17
Fort Collins, CO	224	42	182	81.3%	18.8%	1 to 4.33
Norman, OK	171	32	139	81.3%	18.7%	1 to 4.34
Irving, TX	403	73	330	81.9%	18.1%	1 to 4.52
Olathe, KS	195	35	160	82.1%	17.9%	1 to 4.57
Boulder, CO	184	33	151	82.1%	17.9%	1 to 4.58
Coral Springs, FL	221	39	182	82.4%	17.6%	1 to 4.67
Henderson, NV	375	63	312	83.2%	16.8%	1 to 4.95
Chula Vista, CA	270	45	225	83.3%	16.7%	1 to 5.00
Grand Prairie, TX	286	47	239	83.6%	16.4%	1 to 5.09
Reno, NV	339	55	284	83.8%	16.2%	1 to 5.16
Boise, ID	302	47	255	84.4%	15.6%	1 to 5.43
Plano, TX	414	63	351	84.8%	15.2%	1 to 5.57
Garland, TX	354	53	301	85.0%	15.0%	1 to 5.68
Average	251	47	204	80.8%	19.2%	1 to 4.36

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.

Section A - Demographics

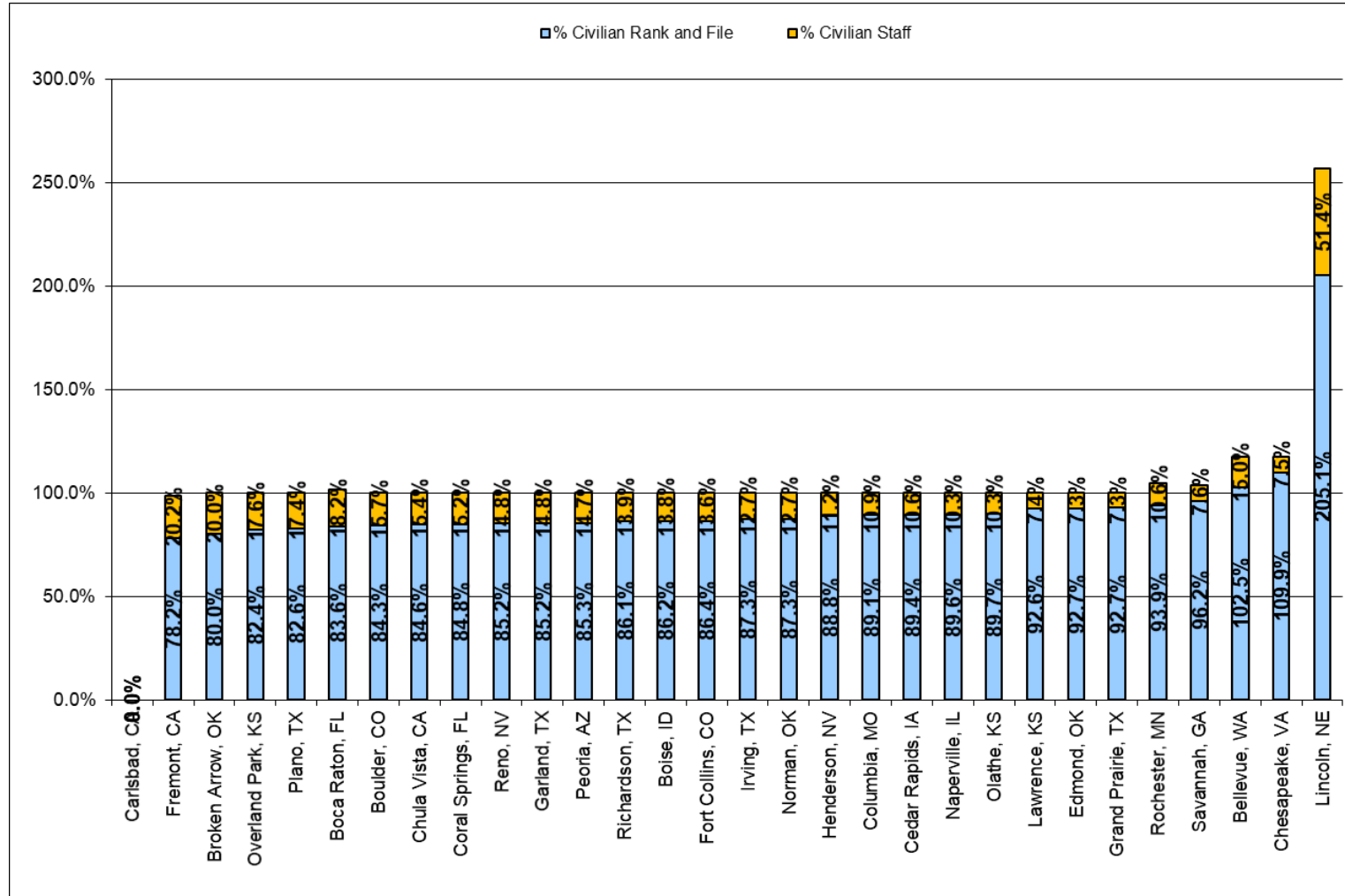
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Benchmark City Survey - 2020 Data

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

2020 Average is 89.4% (Rank & File Civilians) and 13.9% (Staff Civilians)

2020 Average Ratio of Staff Civilians to Rank & File Civilians is 1 to 6.23



A Coalition for Mutual Support

Benchmark City Survey – 2020 Data

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

2020 Average is 89.4% (Rank & File Civilians) and 13.9% (Staff Civilians)

2020 Average Ratio of Staff Civilians to Rank & File Civilians is 1 to 6.23

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
Carlsbad, CA	55	0	0	0.0%	0.0%	1 to #DIV/0!
Fremont, CA	119	24	93	78.2%	20.2%	1 to 3.88
Broken Arrow, OK	55	11	44	80.0%	20.0%	1 to 4.00
Overland Park, KS	74	13	61	82.4%	17.6%	1 to 4.69
Plano, TX	190	33	157	82.6%	17.4%	1 to 4.76
Boca Raton, FL	110	20	92	83.6%	18.2%	1 to 4.60
Boulder, CO	102	16	86	84.3%	15.7%	1 to 5.38
Chula Vista, CA	111	17	94	84.6%	15.4%	1 to 5.50
Coral Springs, FL	99	15	84	84.8%	15.2%	1 to 5.60
Reno, NV	135	20	115	85.2%	14.8%	1 to 5.75
Garland, TX	142	21	121	85.2%	14.8%	1 to 5.76
Peoria, AZ	102	15	87	85.3%	14.7%	1 to 5.80
Richardson, TX	101	14	87	86.1%	13.9%	1 to 6.21
Boise, ID	87	12	75	86.2%	13.8%	1 to 6.25
Fort Collins, CO	118	16	102	86.4%	13.6%	1 to 6.38
Irving, TX	213	27	186	87.3%	12.7%	1 to 6.89
Norman, OK	71	9	62	87.3%	12.7%	1 to 6.89
Henderson, NV	170	19	151	88.8%	11.2%	1 to 7.95
Columbia, MO	46	5	41	89.1%	10.9%	1 to 8.20
Cedar Rapids, IA	66	7	59	89.4%	10.6%	1 to 8.43
Naperville, IL	97	10	87	89.6%	10.3%	1 to 8.70
Olathe, KS	29	3	26	89.7%	10.3%	1 to 8.67
Lawrence, KS	27	2	25	92.6%	7.4%	1 to 12.50
Edmond, OK	41	3	38	92.7%	7.3%	1 to 12.67
Grand Prairie, TX	193	14	179	92.7%	7.3%	1 to 12.79
Rochester, MN	66	7	62	93.9%	10.6%	1 to 8.86
Savannah, GA	79	6	76	96.2%	7.6%	1 to 12.67
Bellevue, WA	40	6	41	102.5%	15.0%	1 to 6.83
Chesapeake, VA	161	12	177	109.9%	7.5%	1 to 14.75
Lincoln, NE	138	71	283	205.1%	51.4%	1 to 3.99
Average	101	15	93	89.4%	13.9%	1 to 6.23

A Coalition for Mutual Support

Benchmark City Survey - 2020 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 186	11.8%	6	0	1	4	2	0	0	2	7
Boca Raton, FL	16 of 217	7.4%	9	1	0	1	1	0	0	4	0
Boise, ID	9 of 302	3.0%	6	0	0	0	0	0	0	3	0
Boulder, CO	17 of 184	9.2%	9	0	0	0	2	1	0	5	0
Broken Arrow, OK	13 of 147	8.8%	5	0	0	1	2	0	0	3	2
Carlsbad, CA	6 of 129	4.7%	4	0	0	0	2	0	0	0	0
Cedar Rapids, IA	14 of 225	6.2%	6	0	0	0	2	1	0	1	4
Chesapeake, VA	53 of 404	13.1%	14	2	0	2	4	5	0	11	15
Chula Vista, CA	12 of 270	4.4%	4	0	0	3	3	0	0	1	1
Columbia, MO	32 of 187	17.1%	12	0	0	0	3	0	1	1	15
Coral Springs, FL	12 of 221	5.4%	7	0	0	0	1	0	0	4	0
Edmond, OK	10 of 122	8.2%	7	0	1	0	0	0	0	2	0
Fort Collins, CO	16 of 224	7.1%	5	0	0	3	2	0	0	5	1
Fremont, CA	10 of 199	5.0%	4	0	0	3	2	0	0	1	0
Garland, TX	36 of 354	10.2%	14	0	0	0	2	0	0	10	10
Grand Prairie, TX	15 of 286	5.2%	6	0	0	2	1	0	0	3	3
Henderson, NV	40 of 375	10.7%	9	0	0	5	5	1	0	13	7
Irving, TX	35 of 403	8.7%	10	0	0	7	3	0	0	10	5
Lawrence, KS	19 of 155	12.3%	8	0	0	0	1	1	0	3	6
Lincoln, NE	27 of 354	7.6%	17	1	0	1	1	0	0	4	3
Naperville, IL	15 of 173	8.7%	11	0	0	0	0	0	0	4	0
Norman, OK	18 of 171	10.5%	11	0	1	0	2	0	0	3	1
Olathe, KS	21 of 195	10.8%	8	0	0	3	2	0	0	6	2
Overland Park, KS	25 of 258	9.7%	7	1	0	5	4	0	1	5	2
Peoria, AZ	18 of 203	8.9%	6	0	0	2	3	0	0	3	4
Plano, TX	36 of 414	8.7%	7	0	0	0	6	0	0	6	17
Reno, NV	135 of 339	39.8%	7	40	2	3	3	3	31	4	42
Richardson, TX	15 of 168	8.9%	7	0	0	3	2	0	0	3	0
Rochester, MN	10 of 147	6.8%	5	0	0	0	1	0	0	3	1
Savannah, GA	39 of 528	7.4%	15	0	0	3	5	0	0	8	8
Average	25 of 251	9.9%	8.2	1.5	0.2	1.7	2.2	0.4	1.1	4.4	5.2

A Coalition for Mutual Support

Benchmark City Survey – 2020 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	153 of 186	82.3%	4	0	1	35	4	88	21	0	0
Boca Raton, FL	187 of 217	86.2%	2	0	5	41	3	127	9	0	0
Boise, ID	263 of 302	87.1%	37	0	2	34	11	169	10	0	0
Boulder, CO	161 of 184	87.5%	0	0	1	25	0	122	13	0	0
Broken Arrow, OK	133 of 147	90.5%	2	0	0	18	3	86	10	0	14
Carlsbad, CA	116 of 129	89.9%	0	0	0	24	4	72	12	2	2
Cedar Rapids, IA	183 of 225	81.3%	11	0	1	25	8	128	7	0	3
Chesapeake, VA	311 of 404	77.0%	0	0	8	40	8	248	7	0	0
Chula Vista, CA	230 of 270	85.2%	14	2	6	25	6	166	10	0	1
Columbia, MO	145 of 187	77.5%	9	0	5	19	4	101	7	0	0
Coral Springs, FL	183 of 221	82.8%	4	0	20	25	7	109	9	9	0
Edmond, OK	97 of 122	79.5%	0	0	0	14	3	71	9	0	0
Fort Collins, CO	188 of 224	83.9%	28	2	0	30	8	108	7	0	5
Fremont, CA	181 of 199	91.0%	0	0	6	29	7	120	13	0	6
Garland, TX	272 of 354	76.8%	27	0	6	43	2	175	19	0	0
Grand Prairie, TX	240 of 286	83.9%	8	6	2	35	3	168	15	0	3
Henderson, NV	326 of 375	86.9%	9	12	3	41	6	241	14	0	N/A
Irving, TX	307 of 403	76.2%	0	0	5	54	5	210	30	0	3
Lawrence, KS	128 of 155	82.6%	0	0	0	22	2	104	0	0	0
Lincoln, NE	290 of 354	81.9%	0	0	0	45	5	230	10	0	0
Naperville, IL	140 of 173	80.9%	0	0	2	26	4	101	7	0	0
Norman, OK	135 of 171	78.9%	1	0	0	20	3	106	5	0	0
Olathe, KS	149 of 195	76.4%	0	0	0	23	4	109	13	0	0
Overland Park, KS	197 of 258	76.4%	10	17	0	33	4	116	17	0	0
Peoria, AZ	173 of 203	85.2%	2	0	0	27	5	122	14	0	3
Plano, TX	331 of 414	80.0%	30	0	6	67	3	202	23	0	0
Reno, NV	224 of 339	66.1%	16	0	3	44	5	129	27	0	0
Richardson, TX	133 of 168	79.2%	0	0	3	27	2	96	5	0	0
Rochester, MN	129 of 147	87.8%	8	0	2	28	8	82	0	1	0
Savannah, GA	453 of 528	85.8%	0	0	7	98	7	288	26	3	24
Average	205 of 251	81.7%	7.4	1.3	3.1	33.9	4.8	139.8	12.3	0.5	2.2

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Officer Assignments

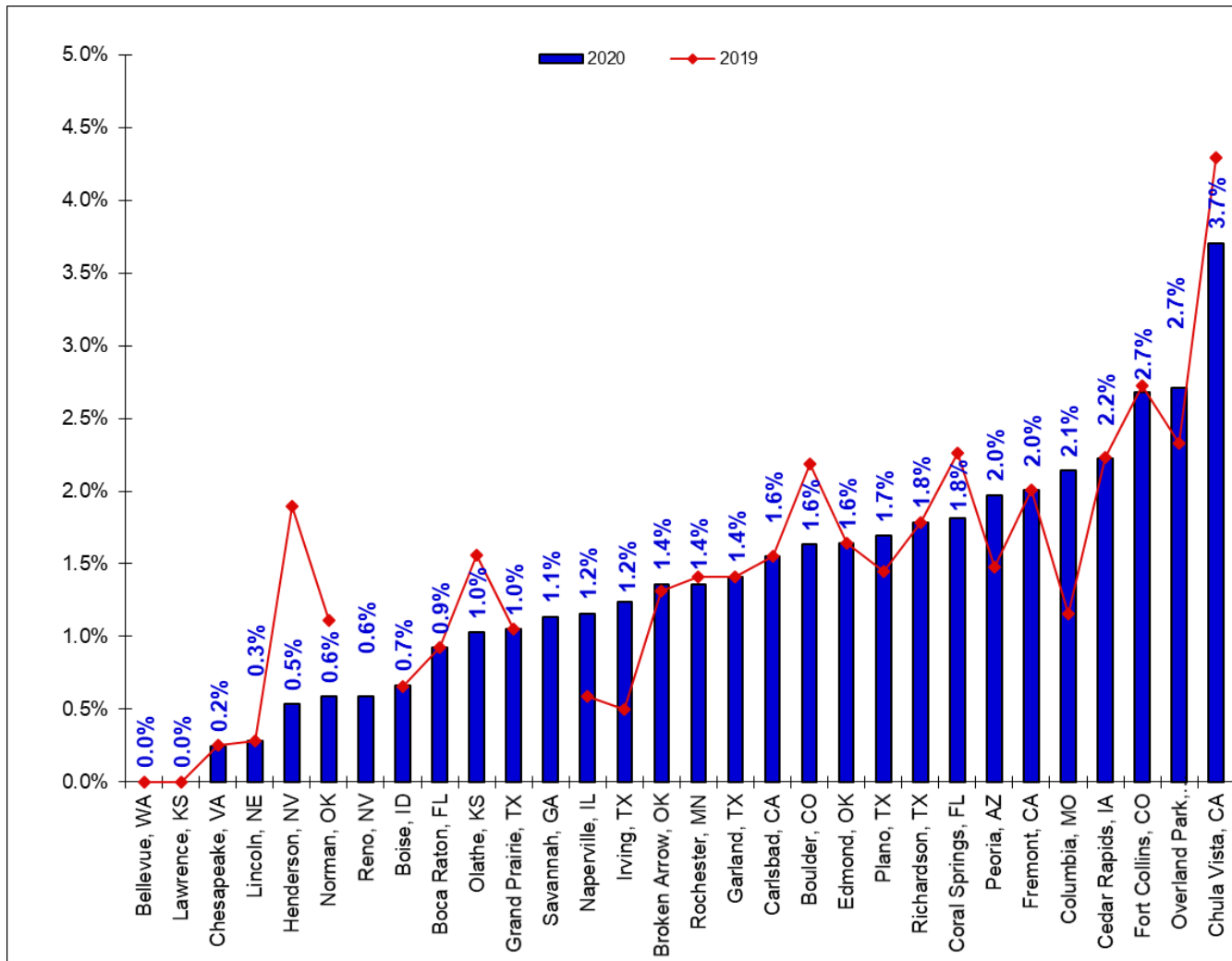
City Name	Total Authorized Strength	% of Total Authorized Strength	Crime Prevention	Evidence Technician Crime Lab	Narcotics	School Resource Officers	Task Force
Bellevue, WA	11 of 186	5.9%	1	0	4	6	0
Boca Raton, FL	14 of 217	6.5%	5	0	7	0	2
Boise, ID	30 of 302	9.9%	0	0	10	18	2
Boulder, CO	6 of 184	3.3%	2	0	0	1	3
Broken Arrow, OK	15 of 147	10.2%	0	3	5	5	2
Carlsbad, CA	11 of 129	8.5%	0	0	4	5	2
Cedar Rapids, IA	31 of 225	13.8%	5	4	7	10	5
Chesapeake, VA	40 of 404	9.9%	4	2	15	18	1
Chula Vista, CA	29 of 270	10.7%	0	1	6	12	10
Columbia, MO	10 of 187	5.3%	0	0	6	0	4
Coral Springs, FL	34 of 221	15.4%	2	0	9	19	4
Edmond, OK	15 of 122	12.3%	1	0	3	9	2
Fort Collins, CO	25 of 224	11.2%	0	5	0	14	6
Fremont, CA	17 of 199	8.5%	0	6	0	7	4
Garland, TX	46 of 354	13.0%	0	0	7	34	5
Grand Prairie, TX	34 of 286	11.9%	2	0	7	22	3
Henderson, NV	9 of 375	2.4%	0	0	7	0	2
Irving, TX	64 of 403	15.9%	11	11	13	24	5
Lawrence, KS	8 of 155	5.2%	0	0	4	4	0
Lincoln, NE	31 of 354	8.8%	2	1	15	12	1
Naperville, IL	18 of 173	10.4%	0	0	6	10	2
Norman, OK	18 of 171	10.5%	2	0	6	9	1
Olathe, KS	25 of 195	12.8%	0	1	3	19	2
Overland Park, KS	37 of 258	14.3%	1	4	7	18	7
Peoria, AZ	15 of 203	7.4%	0	0	6	5	4
Plano, TX	47 of 414	11.4%	5	0	8	27	7
Reno, NV	11 of 339	3.2%	2	2	5	0	2
Richardson, TX	20 of 168	11.9%	5	0	0	12	3
Rochester, MN	8 of 147	5.4%	0	0	0	6	2
Savannah, GA	28 of 528	5.3%	0	12	10	0	6
Average	24 of 251	9.4%	1.7	1.7	6.0	10.9	3.3

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is 1.4% Task Force Officers



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is 1.4% Task Force Officers

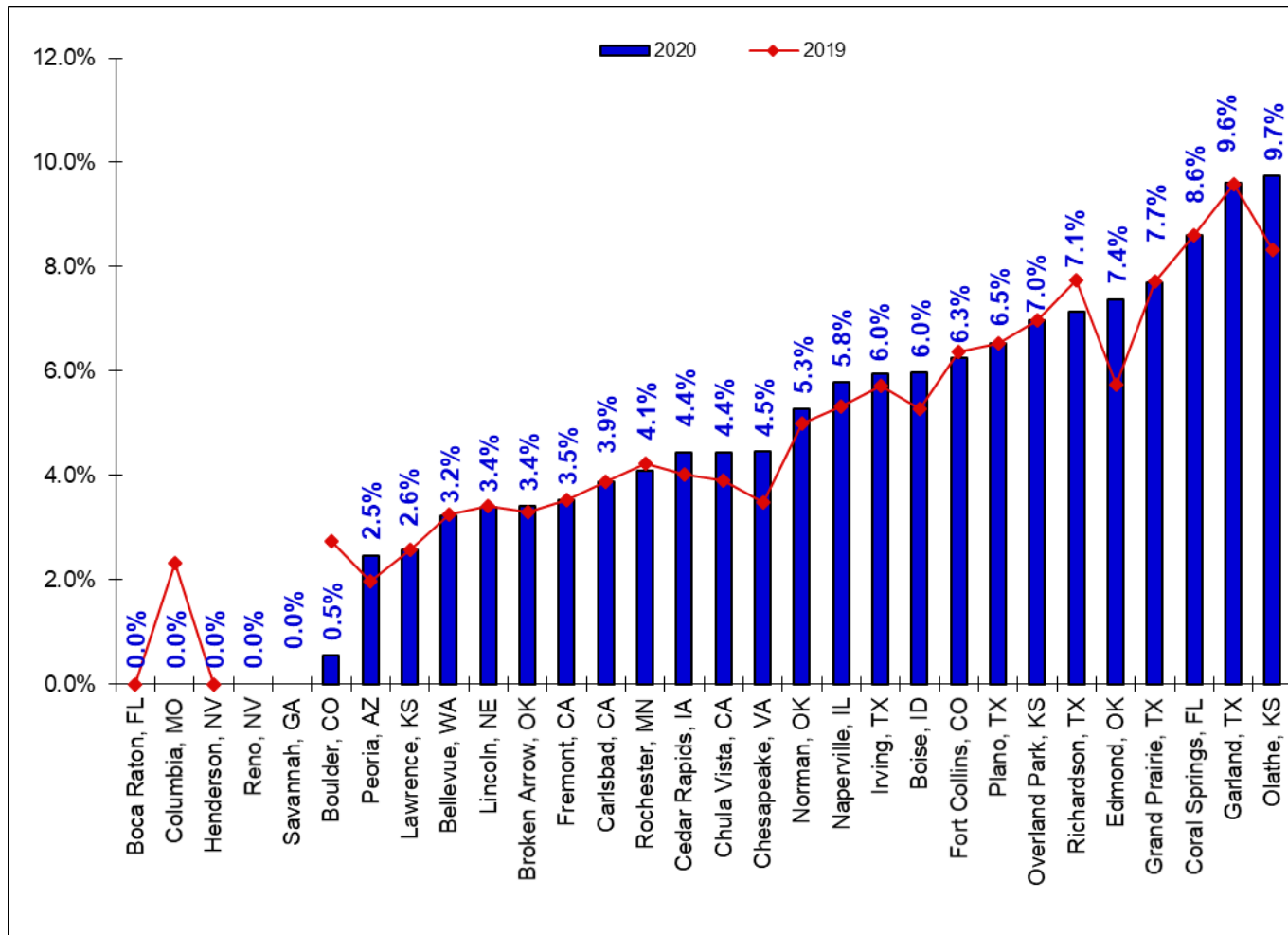
City Name	Authorized Sworn	Task Force Officers	2020	2019	2018	2017	2016
Bellevue, WA	186	0	0.0%	0.0%	0.0%	0.0%	0.0%
Boca Raton, FL	217	2	0.9%	0.9%	0.5%	0.5%	0.5%
Boise, ID	302	2	0.7%	0.7%	0.7%	0.7%	0.0%
Boulder, CO	184	3	1.6%	2.2%	2.2%	2.2%	2.2%
Broken Arrow, OK	147	2	1.4%	1.3%	1.3%	2.7%	3.5%
Carlsbad, CA	129	2	1.6%	1.6%	1.7%	1.7%	1.8%
Cedar Rapids, IA	225	5	2.2%	2.2%	2.3%	2.3%	2.3%
Chesapeake, VA	404	1	0.2%	0.2%	0.2%	0.3%	0.3%
Chula Vista, CA	270	10	3.7%	4.3%	4.6%	4.7%	4.0%
Columbia, MO	187	4	2.1%	1.2%	1.2%	0.6%	0.6%
Coral Springs, FL	221	4	1.8%	2.3%	2.3%	2.3%	2.4%
Edmond, OK	122	2	1.6%	1.6%	1.6%	1.7%	1.7%
Fort Collins, CO	224	6	2.7%	2.7%	3.3%	3.7%	4.3%
Fremont, CA	199	4	2.0%	2.0%	2.0%	2.0%	2.1%
Garland, TX	354	5	1.4%	1.4%	1.7%	1.7%	1.8%
Grand Prairie, TX	286	3	1.0%	1.1%	1.1%	1.1%	1.1%
Henderson, NV	375	2	0.5%	1.9%	1.6%	2.6%	4.0%
Irving, TX	403	5	1.2%	0.5%	0.3%	0.3%	0.3%
Lawrence, KS	155	0	0.0%	0.0%	0.0%	0.0%	0.0%
Lincoln, NE	354	1	0.3%	0.3%	0.3%	0.3%	0.3%
Naperville, IL	173	2	1.2%	0.6%	1.8%	1.8%	1.2%
Norman, OK	171	1	0.6%	1.1%	1.1%	1.1%	0.6%
Olathe, KS	195	2	1.0%	1.6%	1.1%	1.1%	1.1%
Overland Park, KS	258	7	2.7%	2.3%	2.4%	2.4%	2.4%
Peoria, AZ	203	4	2.0%	1.5%	1.0%	1.0%	1.0%
Plano, TX	414	7	1.7%	1.4%	1.5%	1.3%	1.3%
Reno, NV	339	2	0.6%				
Richardson, TX	168	3	1.8%	1.8%	1.8%	1.8%	1.9%
Rochester, MN	147	2	1.4%	1.4%	0.0%		
Savannah, GA	528	6	1.1%				
Average	251	3	1.4%	1.4%	1.4%	1.5%	1.5%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is 4.4% SRO Officers



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

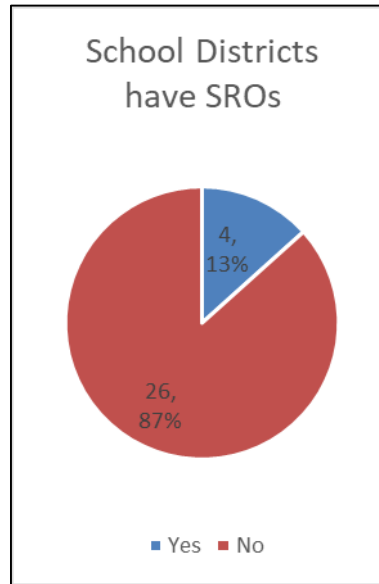
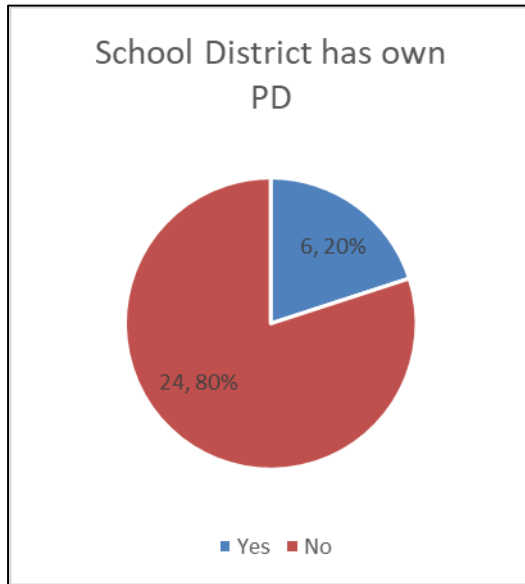
2020 Average is 4.4% SRO Officers

City Name	Authorized Sworn	SRO Officers	2020	2019	2018	2017	2016
Bellevue, WA	186	6	3.2%	3.2%	3.2%	3.3%	3.3%
Boca Raton, FL	217	0	0.0%	0.0%	0.0%	0.0%	0.0%
Boise, ID	302	18	6.0%	5.3%	6.4%	6.1%	7.1%
Boulder, CO	184	1	0.5%	2.7%	2.8%	2.8%	3.3%
Broken Arrow, OK	147	5	3.4%	3.3%	2.6%	2.7%	3.5%
Carlsbad, CA	129	5	3.9%	3.9%	4.2%	1.7%	1.8%
Cedar Rapids, IA	225	10	4.4%	4.0%	4.2%	3.8%	4.2%
Chesapeake, VA	404	18	4.5%	3.5%	3.5%	3.5%	2.8%
Chula Vista, CA	270	12	4.4%	3.9%	4.2%	4.3%	4.4%
Columbia, MO	187	0	0.0%	2.3%	2.3%	2.9%	2.3%
Coral Springs, FL	221	19	8.6%	8.6%	8.6%	7.4%	7.6%
Edmond, OK	122	9	7.4%	5.7%	5.7%	4.2%	4.2%
Fort Collins, CO	224	14	6.3%	6.4%	5.6%	5.6%	5.7%
Fremont, CA	199	7	3.5%	3.5%	3.5%	3.6%	3.6%
Garland, TX	354	34	9.6%	9.6%	9.6%	9.8%	10.1%
Grand Prairie, TX	286	22	7.7%	7.7%	5.5%	5.4%	5.6%
Henderson, NV	375	0	0.0%	0.0%	0.0%	0.0%	0.0%
Irving, TX	403	24	6.0%	5.7%	5.5%	6.4%	6.5%
Lawrence, KS	155	4	2.6%	2.6%	2.6%	2.6%	2.6%
Lincoln, NE	354	12	3.4%	3.4%	3.4%	1.8%	1.8%
Naperville, IL	173	10	5.8%	5.3%	5.3%	5.3%	4.8%
Norman, OK	171	9	5.3%	5.0%	5.0%	5.0%	3.4%
Olathe, KS	195	19	9.7%	8.3%	7.0%	6.6%	6.3%
Overland Park, KS	258	18	7.0%	7.0%	6.7%	6.7%	7.2%
Peoria, AZ	203	5	2.5%	2.0%	2.0%	2.0%	2.0%
Plano, TX	414	27	6.5%	6.5%	6.6%	2.8%	2.9%
Reno, NV	339	0	0.0%				
Richardson, TX	168	12	7.1%	7.7%	7.8%	6.1%	7.5%
Rochester, MN	147	6	4.1%	4.2%	3.5%		
Savannah, GA	528	0	0.0%				
Average	251	11	4.4%	4.5%	4.4%	4.1%	4.1%

A Coalition for Mutual Support

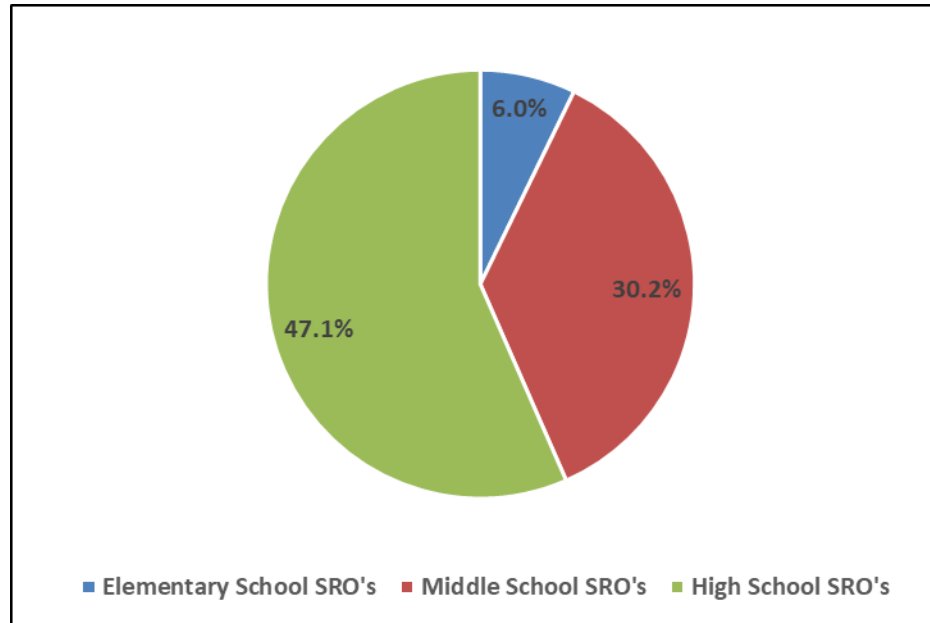
Benchmark City Survey - 2020 Data

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
Savannah, GA	Yes	Yes
Henderson, NV	Yes	No
Lincoln, NE	Yes	No
Reno, NV	Yes	No
Plano, TX	No	Yes
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
Richardson, TX	No	No
Rochester, MN	No	No

A Coalition for Mutual Support
Benchmark City Survey - 2020 Data
Average Allocation of SRO's by School Type



Benchmark City Survey - 2020 Data

Allocation of SRO's by School Type

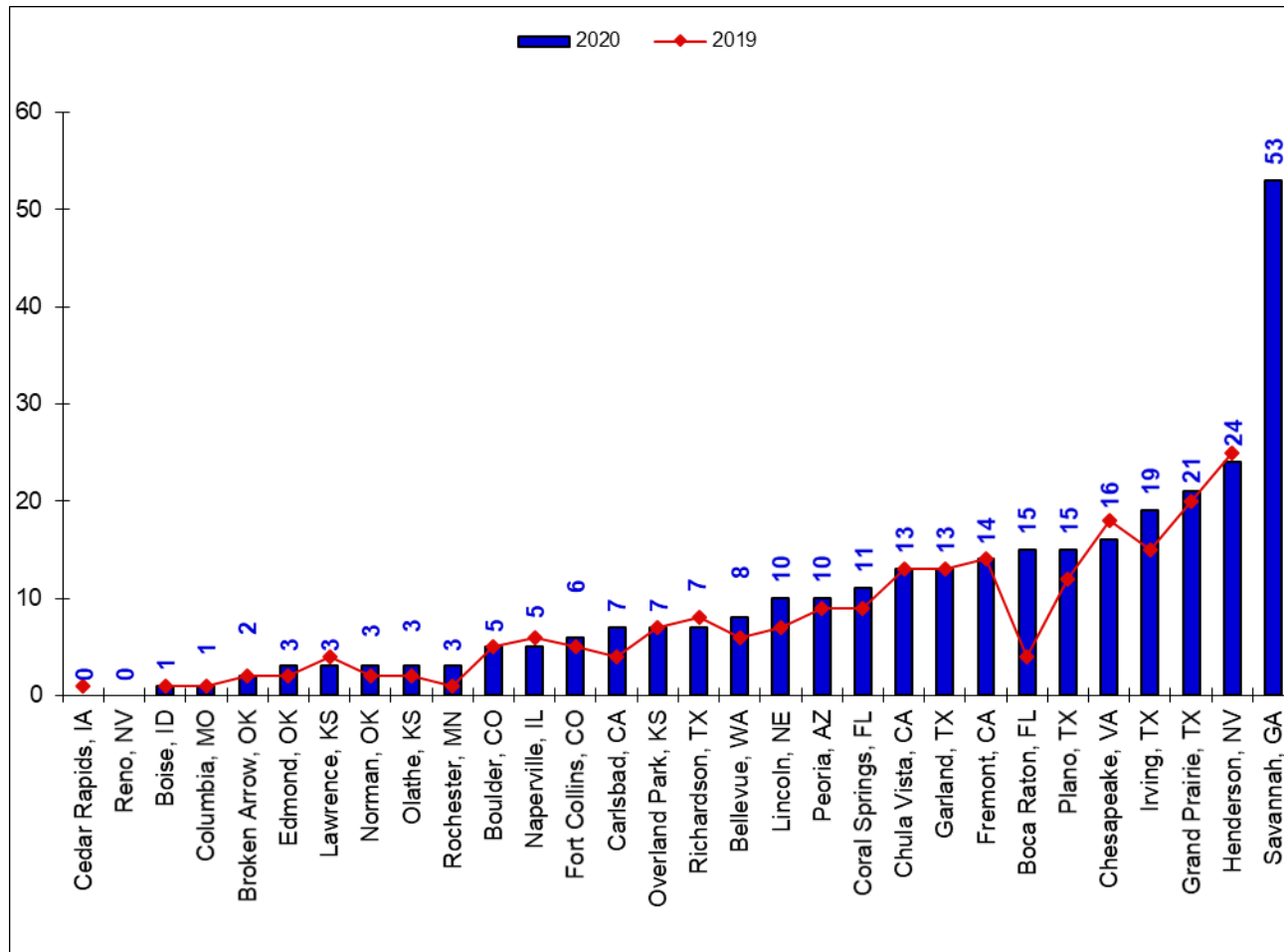
City Name	Total Number of SRO's	Total Schools Covered by SRO's	Total Elementary Schools	Number of Elementary Schools Covered by SRO	% SRO's in Elementary Schools	Total Middle Schools	Number of Middle Schools Covered by SRO	% SRO's in MS	Total High Schools	Number of H.S. Covered by SRO	% SRO's in HS
Bellevue, WA	6	6	18	0	0%	4	2	33%	4	4	67%
Boca Raton, FL	0	0	5	N/A	0%	4	N/A	0%	2	N/A	0%
Boise, ID	18	14	39	0	0%	9	7	50%	6	7	50%
Boulder, CO	1	1	13	0	0%	4	0	0%	3	1	100%
Broken Arrow, OK	5	4	24	0	0%	6	4	100%	2	0	0%
Carlsbad, CA	5	5	15	0	0%	4	2	40%	4	3	60%
Cedar Rapids, IA	10	8	32	0	0%	13	3	38%	6	5	63%
Chesapeake, VA	18	28	28	10	36%	10	10	36%	8	8	29%
Chula Vista, CA	12	8	44	3	38%	7	2	25%	11	3	38%
Columbia, MO	0	0	19	0	0%	6	0	0%	4	0	0%
Coral Springs, FL	19	17	12	6	35%	4	4	24%	4	7	41%
Edmond, OK	9	8	14	0	0%	5	2	25%	4	6	75%
Fort Collins, CO	14	13	25	2	15%	7	7	54%	6	4	31%
Fremont, CA	7	6	29	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	24	20	28	2	10%	9	9	45%	6	9	45%
Lawrence, KS	4	3	14	0	0%	4	0	0%	2	3	100%
Lincoln, NE	12	12	40	0	0%	13	6	50%	13	6	50%
Naperville, IL	10	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	19	14	36	0	0%	10	9	64%	5	5	36%
Overland Park, KS	18	17	35	0	0%	12	7	41%	12	10	59%
Peoria, AZ	5	5	30	0	0%	0	0	0%	13	5	100%
Plano, TX	27	25	41	0	0%	13	12	48%	11	13	52%
Reno, NV	0	0	65	0	0%	18	0	0%	14	0	0%
Richardson, TX	12	12	16	2	17%	4	4	33%	3	6	50%
Rochester, MN	6	5	21	0	0%	9	1	20%	8	4	80%
Savannah, GA	0	0	14	0	0%	5	0	0%	8	0	0%
Average	11	10	26.4	1	6.0%	7.3	4	30.2%	6.3	5	47.1%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Minorities in Staff Positions, 2-Year Comparison

2020 Average is 9.9 Minorities in Staff Positions



Sergeant & above and Civilian equivalents

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Minorities in Staff Positions, 5-Year Comparison

2020 Average is 9.9 Minorities in Staff Positions

City Name	2020	2019	2018	2017	2016
Belleuve, WA	8	6	3	5	6
Boca Raton, FL	15	4	11	10	10
Boise, ID	1	1	1	1	1
Boulder, CO	5	5	4	5	5
Broken Arrow, OK	2	2	6	1	1
Carlsbad, CA	7	4	4	5	4
Cedar Rapids, IA	0	1	1	1	1
Chesapeake, VA	16	18	13	12	15
Chula Vista, CA	13	13	17	12	12
Columbia, MO	1	1	1	2	2
Coral Springs, FL	11	9	9	2	2
Edmond, OK	3	2	2	2	2
Fort Collins, CO	6	5	5	7	7
Fremont, CA	14	14	14	17	14
Garland, TX	13	13	13	13	10
Grand Prairie, TX	21	20	20	7	6
Henderson, NV	24	25	16	14	16
Irving, TX	19	15	16	12	12
Lawrence, KS	3	4	5	4	4
Lincoln, NE	10	7	3	2	4
Naperville, IL	5	6	7	7	3
Norman, OK	3	2	3	3	2
Olathe, KS	3	2	2	2	2
Overland Park, KS	7	7	5	5	4
Peoria, AZ	10	9	11	11	11
Plano, TX	15	12	12	10	10
Reno, NV	0				
Richardson, TX	7	8	7	9	8
Rochester, MN	3	1	1		
Savannah, GA	53				
Average	9.9	7.4	7.2	6.3	6.1

Sergeant & above and Civilian equivalents

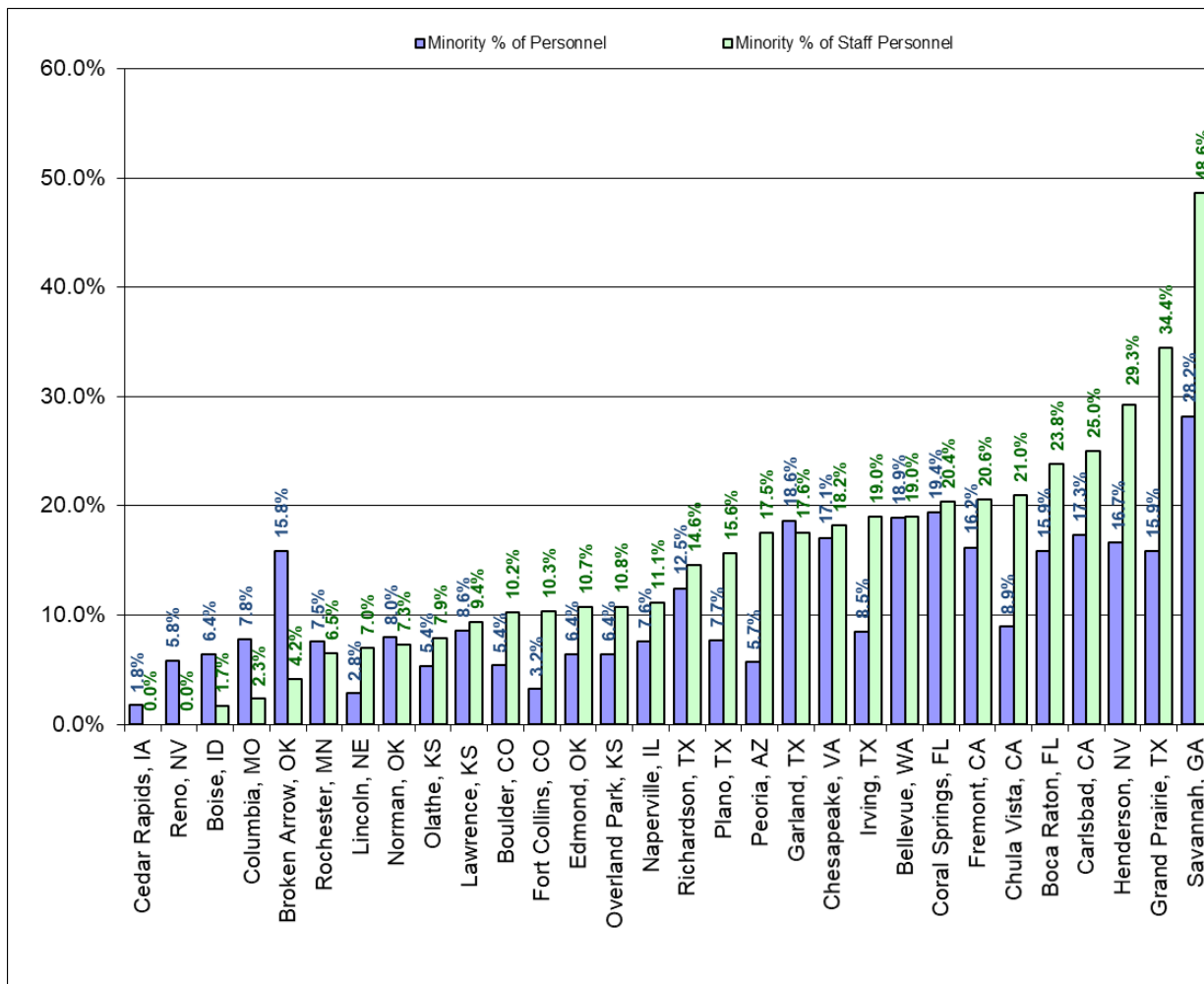
Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Percentage of Minorities in Staff Positions is 14.8%



Sergeant & above and Civilian equivalents

Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percentage of Minorities in Staff Positions

2020 Average Percentage of Minorities in Staff Positions is 14.8%

City Name	Assigned Personnel	Minority Personnel	Minority % of Personnel	Assigned Staff Personnel	Minority Staff Personnel	Minority % of Staff Personnel
Cedar Rapids, IA	285	5	1.8%	53	0	0.0%
Reno, NV	395	23	5.8%	75	0	0.0%
Boise, ID	389	25	6.4%	59	1	1.7%
Columbia, MO	218	17	7.8%	43	1	2.3%
Broken Arrow, OK	202	32	15.8%	48	2	4.2%
Rochester, MN	212	16	7.5%	46	3	6.5%
Lincoln, NE	492	14	2.8%	142	10	7.0%
Norman, OK	226	18	8.0%	41	3	7.3%
Olathe, KS	224	12	5.4%	38	3	7.9%
Lawrence, KS	163	14	8.6%	32	3	9.4%
Boulder, CO	278	15	5.4%	49	5	10.2%
Fort Collins, CO	311	10	3.2%	58	6	10.3%
Edmond, OK	156	10	6.4%	28	3	10.7%
Overland Park, KS	326	21	6.4%	65	7	10.8%
Naperville, IL	262	20	7.6%	45	5	11.1%
Richardson, TX	257	32	12.5%	48	7	14.6%
Plano, TX	582	45	7.7%	96	15	15.6%
Peoria, AZ	299	17	5.7%	57	10	17.5%
Garland, TX	472	88	18.6%	74	13	17.6%
Chesapeake, VA	527	90	17.1%	88	16	18.2%
Irving, TX	576	49	8.5%	100	19	19.0%
Belleue, WA	217	41	18.9%	42	8	19.0%
Coral Springs, FL	309	60	19.4%	54	11	20.4%
Fremont, CA	241	39	16.2%	68	14	20.6%
Chula Vista, CA	392	35	8.9%	62	13	21.0%
Boca Raton, FL	309	49	15.9%	63	15	23.8%
Carlsbad, CA	185	32	17.3%	28	7	25.0%
Henderson, NV	545	91	16.7%	82	24	29.3%
Grand Prairie, TX	479	76	15.9%	61	21	34.4%
Savannah, GA	688	194	28.2%	109	53	48.6%
Average	341	40	10.9%	62	10	14.8%

Sergeant & above and Civilian equivalents

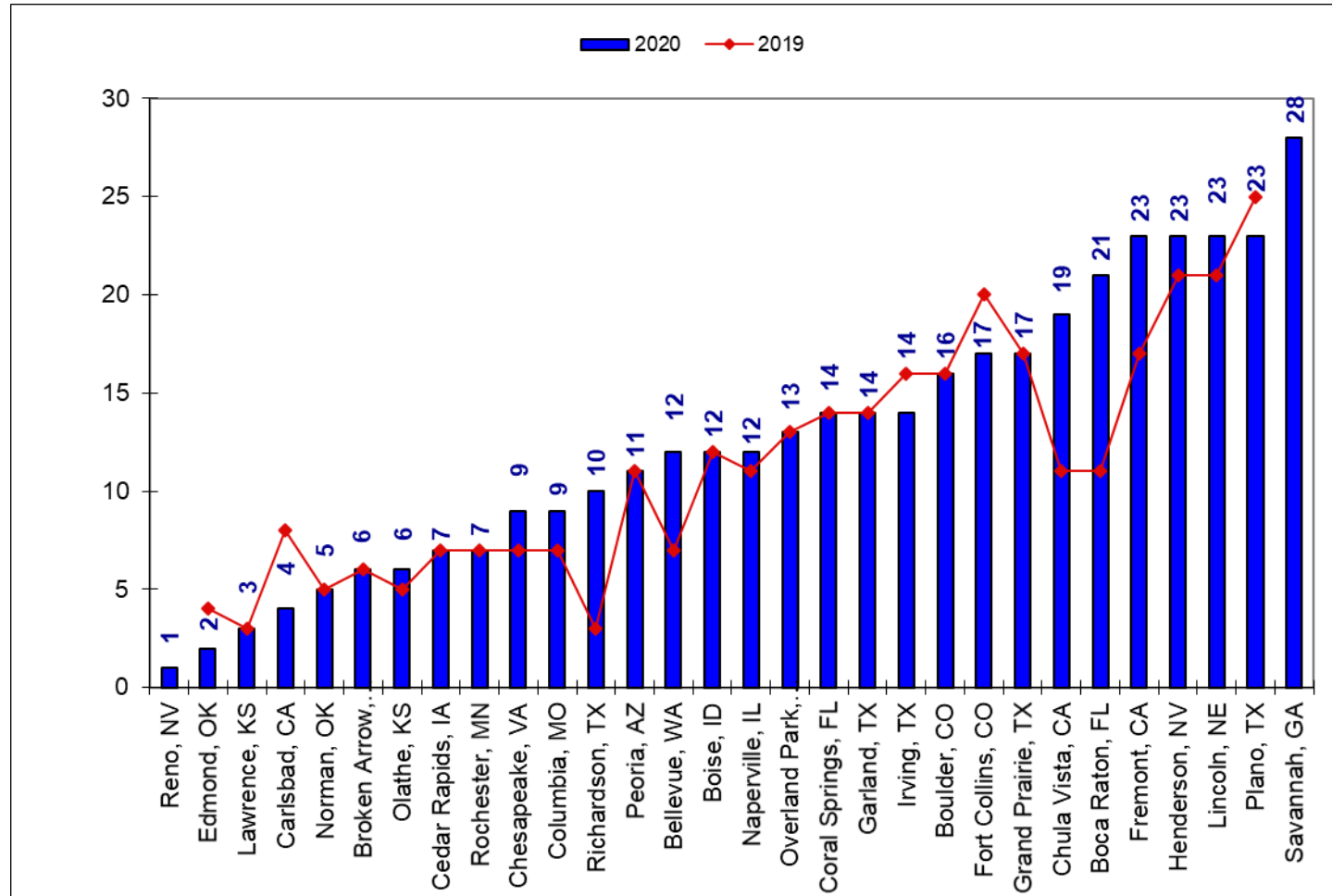
Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Women in Staff Positions, 2-Year Comparison

2020 Average is 12.7 Women in Staff Positions



Sergeant & above and Civilian equivalents
Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Women in Staff Positions, 5-Year Comparison

2020 Average is 12.7 Women in Staff Positions

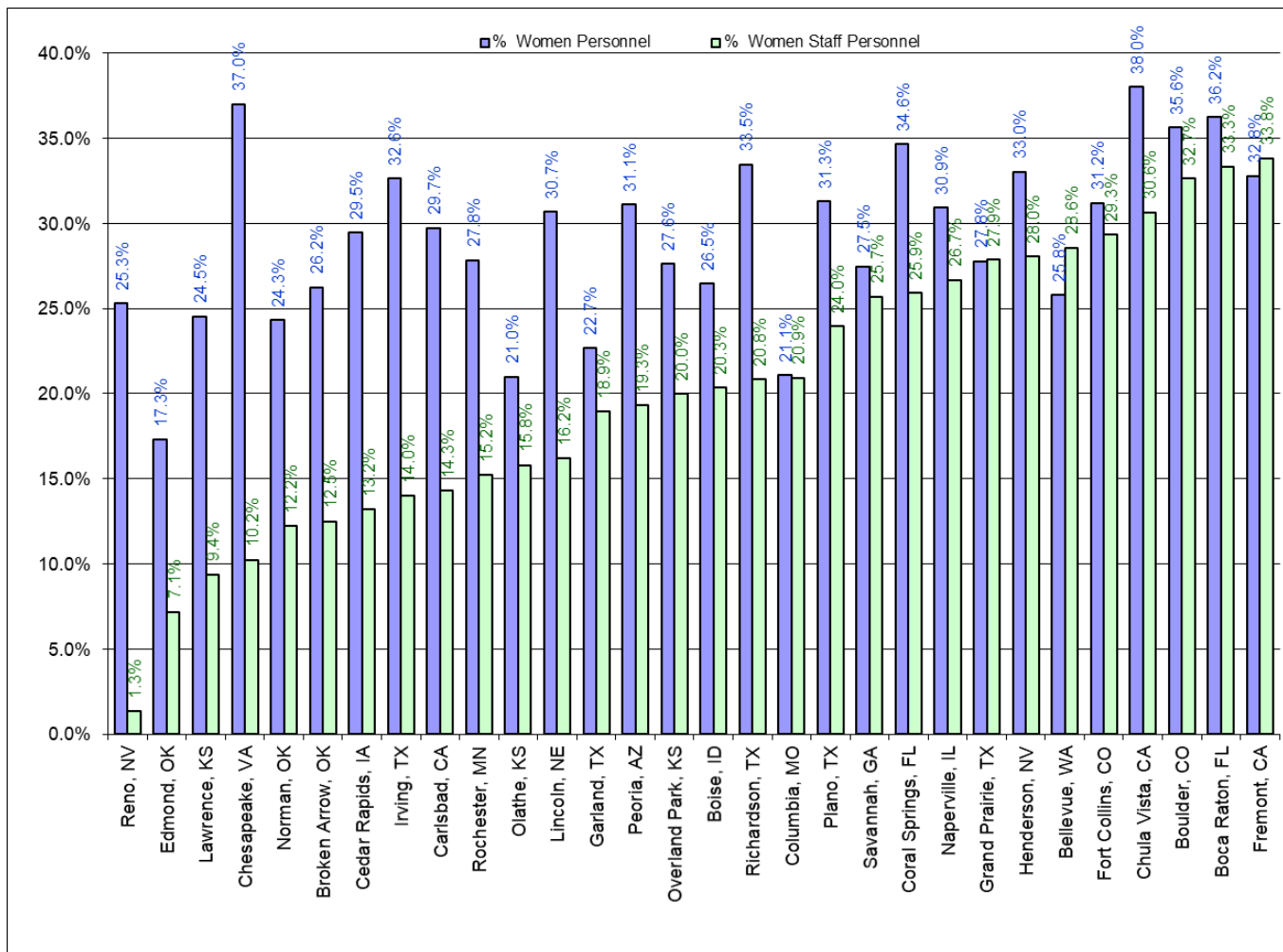
City Name	2020	2019	2018	2017	2016
Bellevue, WA	12	7	7	10	9
Boca Raton, FL	21	11	18	16	16
Boise, ID	12	12	11	11	10
Boulder, CO	16	16	16	15	15
Broken Arrow, OK	6	6	6	6	7
Carlsbad, CA	4	8	8	9	9
Cedar Rapids, IA	7	7	7	6	7
Chesapeake, VA	9	7	7	8	8
Chula Vista, CA	19	11	10	15	10
Columbia, MO	9	7	7	7	7
Coral Springs, FL	14	14	8	8	8
Edmond, OK	2	4	4	4	4
Fort Collins, CO	17	20	18	21	18
Fremont, CA	23	17	18	16	16
Garland, TX	14	14	14	14	13
Grand Prairie, TX	17	17	17	12	11
Henderson, NV	23	21	20	16	24
Irving, TX	14	16	14	16	14
Lawrence, KS	3	3	3	3	4
Lincoln, NE	23	21	20	24	25
Naperville, IL	12	11	13	13	9
Norman, OK	5	5	4	5	5
Olathe, KS	6	5	4	4	4
Overland Park, KS	13	13	13	13	13
Peoria, AZ	11	11	12	10	10
Plano, TX	23	25	26	22	23
Reno, NV	1				
Richardson, TX	10	3	4	10	9
Rochester, MN	7	7	7		
Springfield, MO	28				
Average	12.7	11.3	11.1	11.3	11.1

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average Percentage of Women in Staff Positions is 20.6%



Sergeant & above and Civilian equivalents

Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percentage of Women in Staff Positions

2020 Average Percentage of Women in Staff Positions is 20.6%

City Name	Assigned Personnel	Women Personnel	% Women Personnel	All Staff Personnel	Women Staff Personnel	% Women Staff Personnel
Reno, NV	395	100	25.3%	75	1	1.3%
Edmond, OK	156	27	17.3%	28	2	7.1%
Lawrence, KS	163	40	24.5%	32	3	9.4%
Chesapeake, VA	527	195	37.0%	88	9	10.2%
Norman, OK	226	55	24.3%	41	5	12.2%
Broken Arrow, OK	202	53	26.2%	48	6	12.5%
Cedar Rapids, IA	285	84	29.5%	53	7	13.2%
Irving, TX	576	188	32.6%	100	14	14.0%
Carlsbad, CA	185	55	29.7%	28	4	14.3%
Rochester, MN	212	59	27.8%	46	7	15.2%
Olathe, KS	224	47	21.0%	38	6	15.8%
Lincoln, NE	492	151	30.7%	142	23	16.2%
Garland, TX	472	107	22.7%	74	14	18.9%
Peoria, AZ	299	93	31.1%	57	11	19.3%
Overland Park, KS	326	90	27.6%	65	13	20.0%
Boise, ID	389	103	26.5%	59	12	20.3%
Richardson, TX	257	86	33.5%	48	10	20.8%
Columbia, MO	218	46	21.1%	43	9	20.9%
Plano, TX	582	182	31.3%	96	23	24.0%
Savannah, GA	688	189	27.5%	109	28	25.7%
Coral Springs, FL	309	107	34.6%	54	14	25.9%
Naperville, IL	262	81	30.9%	45	12	26.7%
Grand Prairie, TX	479	133	27.8%	61	17	27.9%
Henderson, NV	545	180	33.0%	82	23	28.0%
Bellevue, WA	217	56	25.8%	42	12	28.6%
Fort Collins, CO	311	97	31.2%	58	17	29.3%
Chula Vista, CA	392	149	38.0%	62	19	30.6%
Boulder, CO	278	99	35.6%	49	16	32.7%
Boca Raton, FL	309	112	36.2%	63	21	33.3%
Fremont, CA	241	79	32.8%	68	23	33.8%
Average	341	101	29.1%	62	13	20.6%

Sergeant & above and Civilian equivalents

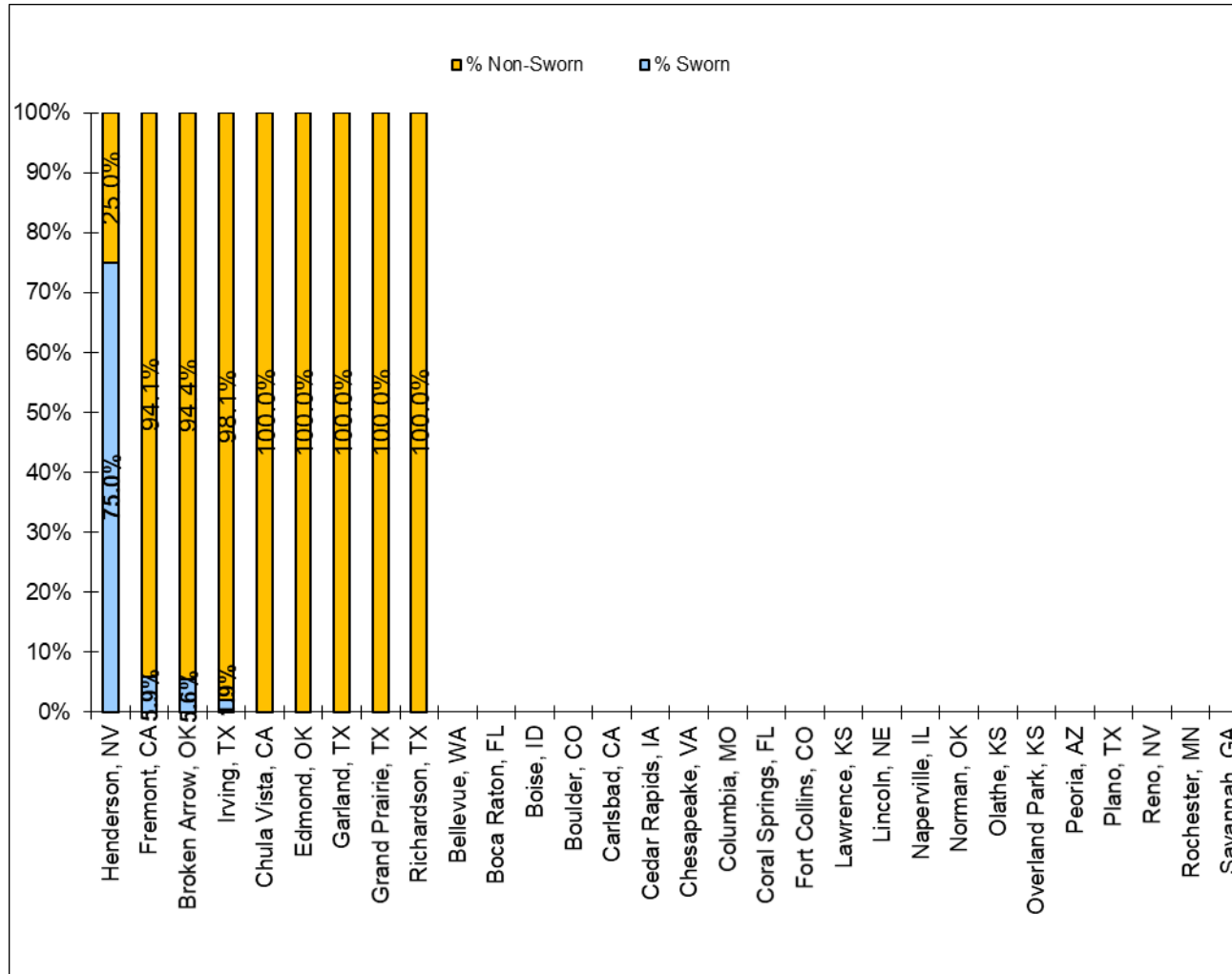
Section A - Demographics


A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of Jail Personnel, 2-Year Comparison

2020 Average is 90.2% Non-Sworn & 9.8% Sworn Jail Personnel





A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of Jail Personnel, 2-Year Comparison

2020 Average is 90.2% Non-Sworn & 9.8% Sworn Jail Personnel

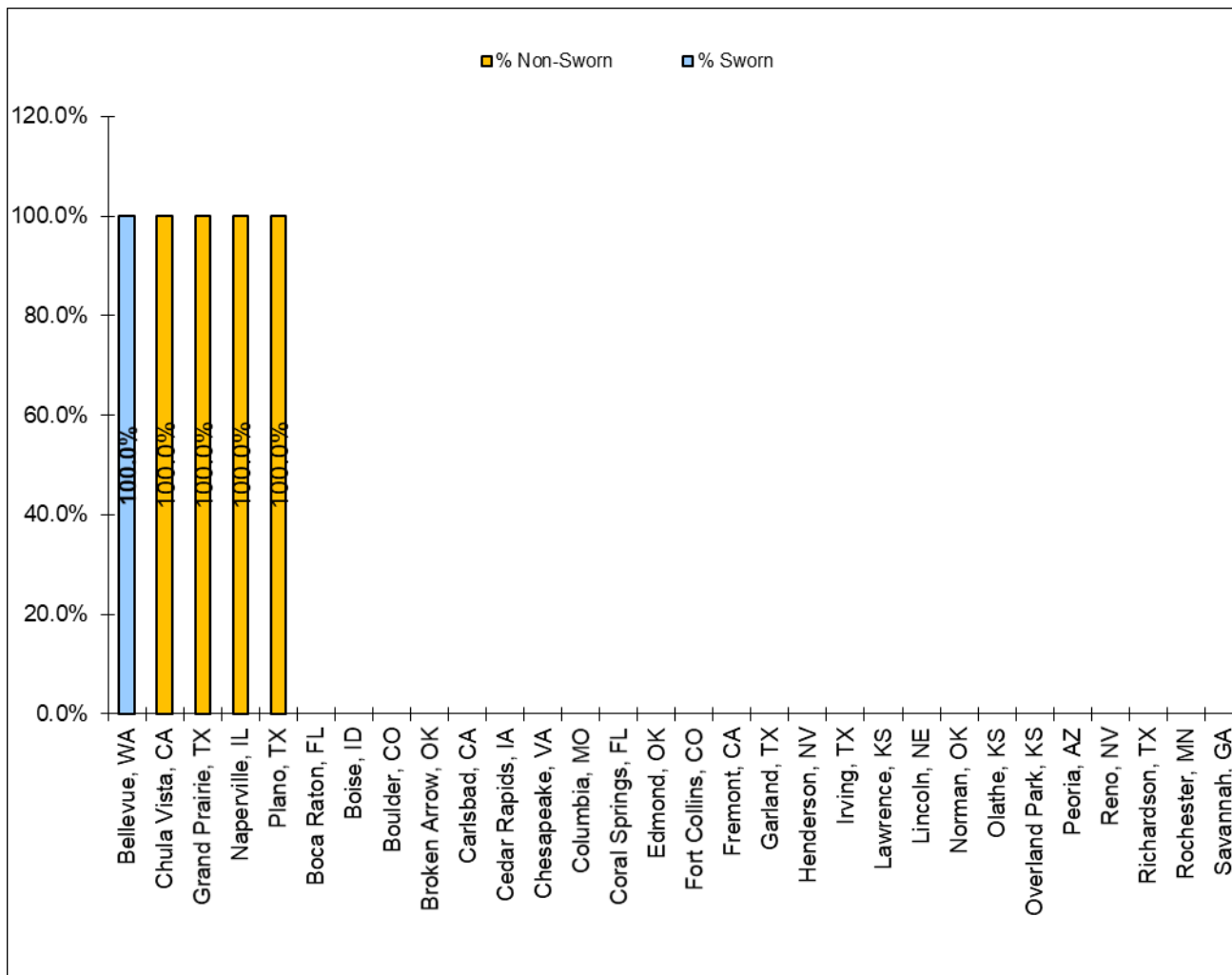
City Name	Total Jail Personnel	Sworn	Non-Sworn	% Non-Sworn	% Sworn
Henderson, NV	132	99	33	25.0%	75.0%
Fremont, CA	17	1	16	94.1%	5.9%
Broken Arrow, OK	18	1	17	94.4%	5.6%
Irving, TX	52	1	51	98.1%	1.9%
Chula Vista, CA	15	0	15	100.0%	0.0%
Edmond, OK	12	0	12	100.0%	0.0%
Garland, TX	35	0	35	100.0%	0.0%
Grand Prairie, TX	46	0	46	100.0%	0.0%
Richardson, TX	18	0	18	100.0%	0.0%
Average	38	11	27	90.2%	9.8%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of Holding Facility Personnel, 2-Year Comparison

2020 Average is 80% Non-Sworn & 20% Sworn in Holding Facilities



A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Percent of Holding Facility Personnel, 2-Year Comparison

2020 Average is 80% Non-Sworn & 20% Sworn in Holding Facilities

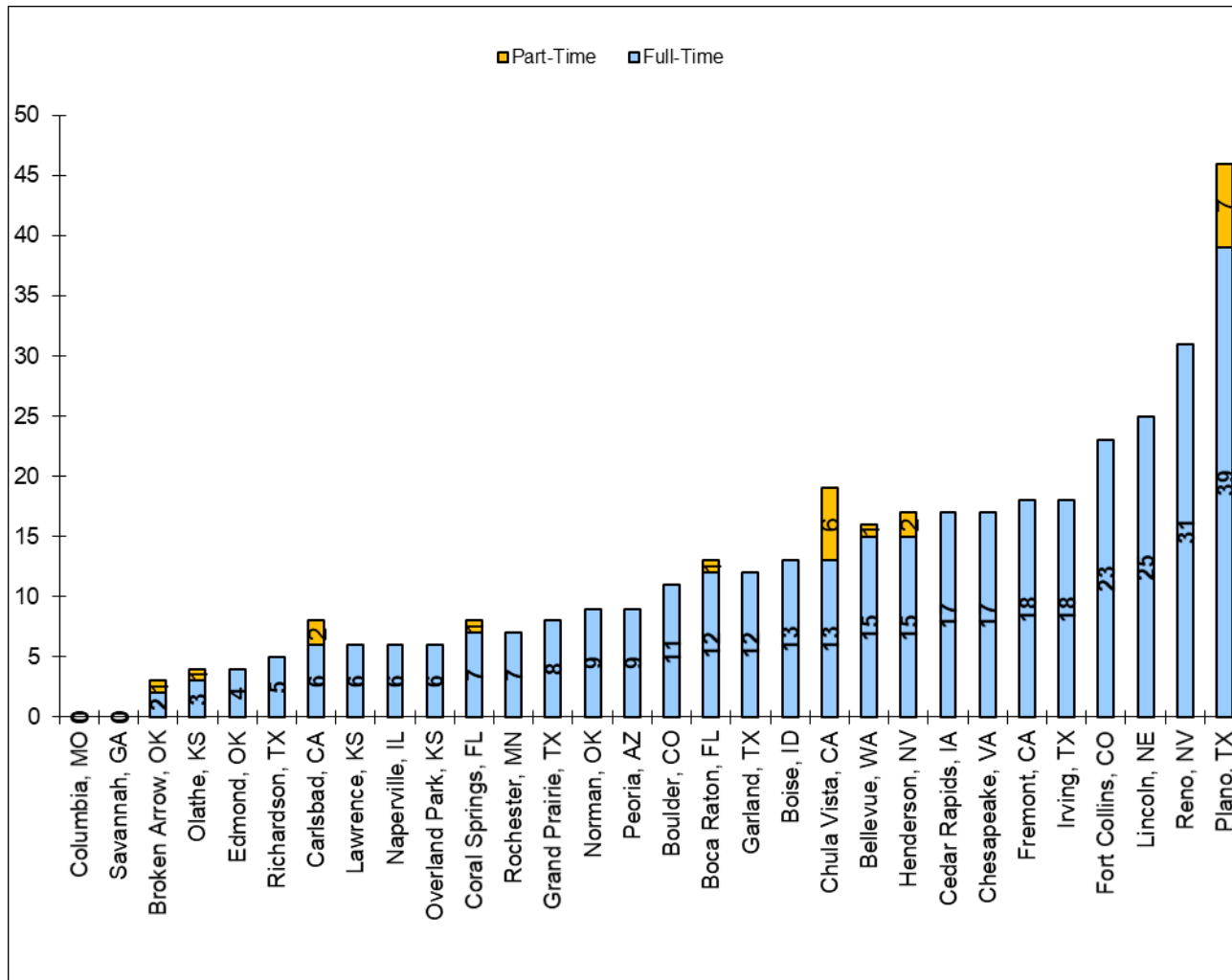
City Name	Total Holding Facility Personnel	Sworn	Non-Sworn	% Non-Sworn	% Sworn
Bellevue, WA	6	6	0	0.0%	100.0%
Chula Vista, CA	15	0	15	100.0%	0.0%
Grand Prairie, TX	46	0	46	100.0%	0.0%
Naperville, IL	5	0	5	100.0%	0.0%
Plano, TX	40	0	40	100.0%	0.0%
Average	22	1.2	21.2	80.0%	20.0%

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Number of Records Personnel

2020 Average is 12.7 Full & Part-Time Records Personnel



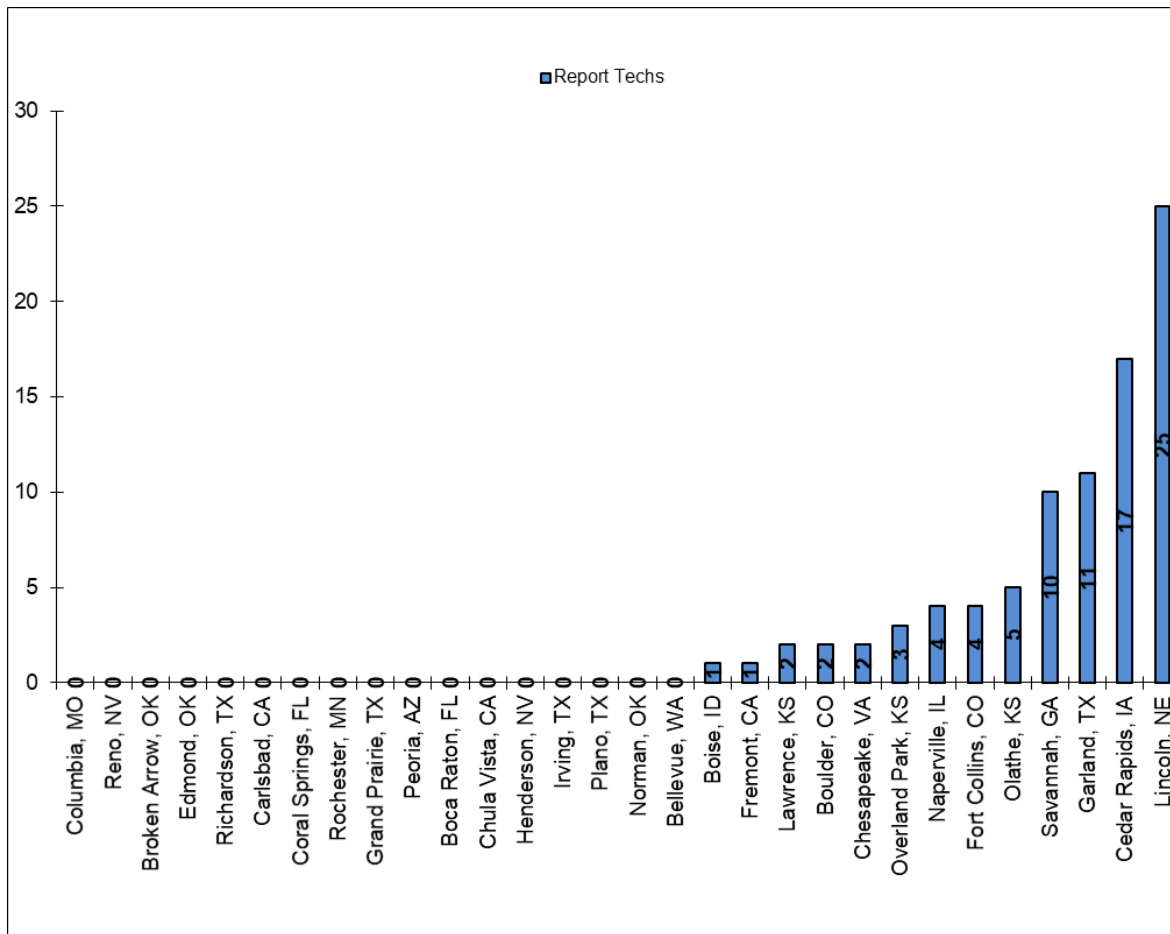
City Name	Full-Time	Part-Time
Columbia, MO	0	0
Savannah, GA	0	0
Broken Arrow, OK	2	1
Olathe, KS	3	1
Edmond, OK	4	0
Richardson, TX	5	0
Carlsbad, CA	6	2
Lawrence, KS	6	0
Naperville, IL	6	0
Overland Park, KS	6	0
Coral Springs, FL	7	1
Rochester, MN	7	0
Grand Prairie, TX	8	0
Norman, OK	9	0
Peoria, AZ	9	0
Boulder, CO	11	0
Boca Raton, FL	12	1
Garland, TX	12	0
Boise, ID	13	0
Chula Vista, CA	13	6
Bellevue, WA	15	1
Henderson, NV	15	2
Cedar Rapids, IA	17	0
Chesapeake, VA	17	0
Fremont, CA	18	0
Irving, TX	18	0
Fort Collins, CO	23	0
Lincoln, NE	25	0
Reno, NV	31	0
Plano, TX	39	7
Average	12	0.7

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

Number of Report Technicians

2020 Average is 3.1 Report Technicians



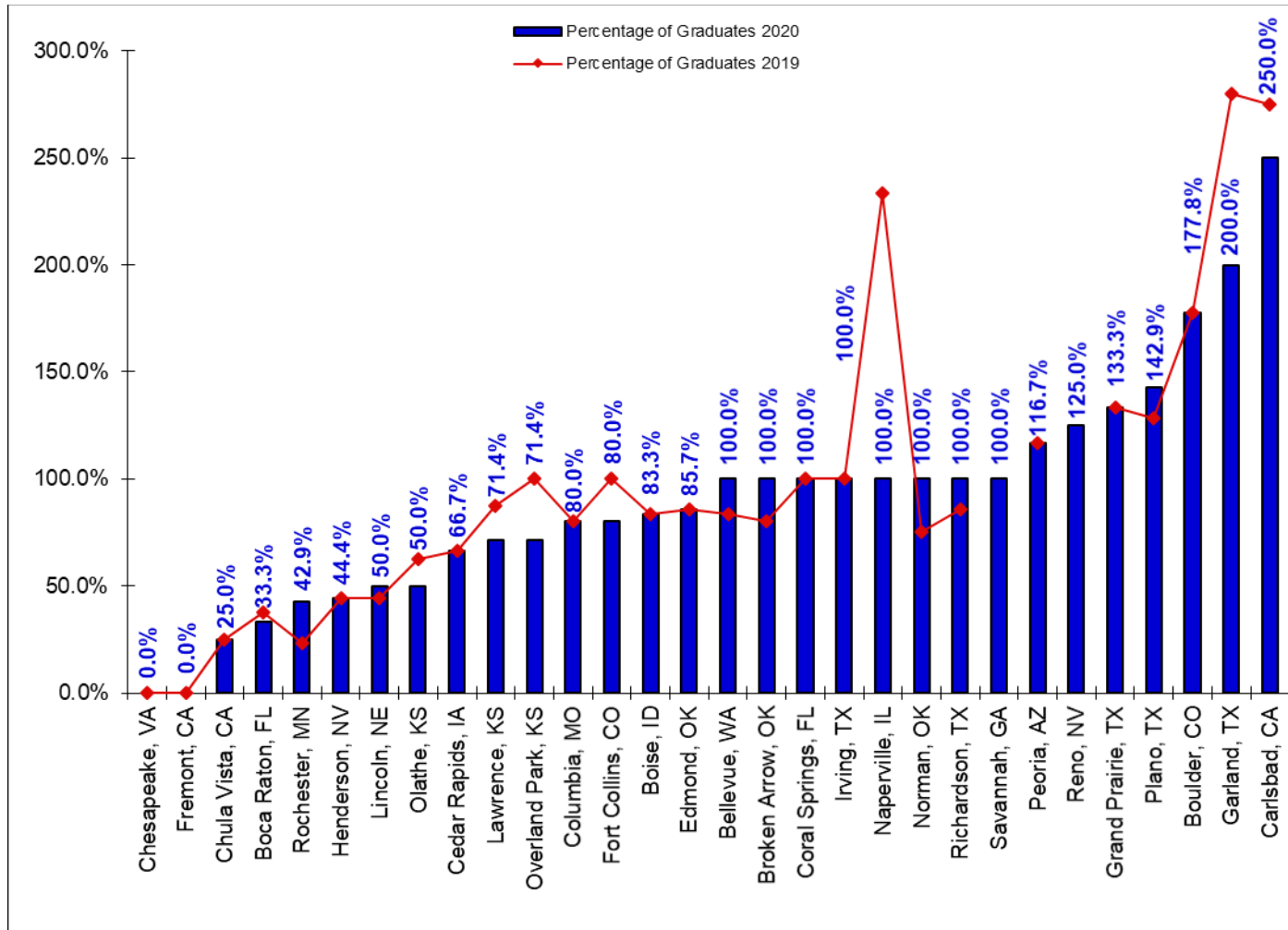
City Name	Report Techs
Columbia, MO	0
Reno, NV	0
Broken Arrow, OK	0
Edmond, OK	0
Richardson, TX	0
Carlsbad, CA	0
Coral Springs, FL	0
Rochester, MN	0
Grand Prairie, TX	0
Peoria, AZ	0
Boca Raton, FL	0
Chula Vista, CA	0
Henderson, NV	0
Irving, TX	0
Plano, TX	0
Norman, OK	0
Bellevue, WA	0
Boise, ID	1
Fremont, CA	1
Lawrence, KS	2
Boulder, CO	2
Chesapeake, VA	2
Overland Park, KS	3
Naperville, IL	4
Fort Collins, CO	4
Olathe, KS	5
Savannah, GA	10
Garland, TX	11
Cedar Rapids, IA	17
Lincoln, NE	25
Average	3.1

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is 91.0% Executive Level Graduates of Command Schools



**Change in way we are calculating % for 2019
Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is 91.0% Executive Level Graduates of Command Schools

City Name	Executive Level Command	Command School Graduates 2020	Percentage of Graduates 2020	Percentage of Graduates 2019
Chesapeake, VA	5	0	0.0%	0.0%
Fremont, CA	12	0	0.0%	0.0%
Chula Vista, CA	4	1	25.0%	25.0%
Boca Raton, FL	9	3	33.3%	37.5%
Rochester, MN	14	6	42.9%	23.1%
Henderson, NV	9	4	44.4%	44.4%
Lincoln, NE	18	9	50.0%	44.4%
Olathe, KS	8	4	50.0%	62.5%
Cedar Rapids, IA	6	4	66.7%	66.7%
Lawrence, KS	14	10	71.4%	87.5%
Overland Park, KS	7	5	71.4%	100.0%
Columbia, MO	5	4	80.0%	80.0%
Fort Collins, CO	5	4	80.0%	100.0%
Boise, ID	6	5	83.3%	83.3%
Edmond, OK	7	6	85.7%	85.7%
Bellevue, WA	6	6	100.0%	83.3%
Broken Arrow, OK	5	5	100.0%	80.0%
Coral Springs, FL	7	7	100.0%	100.0%
Irving, TX	10	10	100.0%	100.0%
Naperville, IL	3	3	100.0%	233.3%
Norman, OK	4	4	100.0%	75.0%
Richardson, TX	7	7	100.0%	85.7%
Savannah, GA	5	5	100.0%	
Peoria, AZ	6	7	116.7%	116.7%
Reno, NV	4	5	125.0%	
Grand Prairie, TX	6	8	133.3%	133.3%
Plano, TX	7	10	142.9%	128.6%
Boulder, CO	9	16	177.8%	177.8%
Garland, TX	5	10	200.0%	280.0%
Carlsbad, CA	4	10	250.0%	275.0%
Average	7	6	91.0%	96.9%

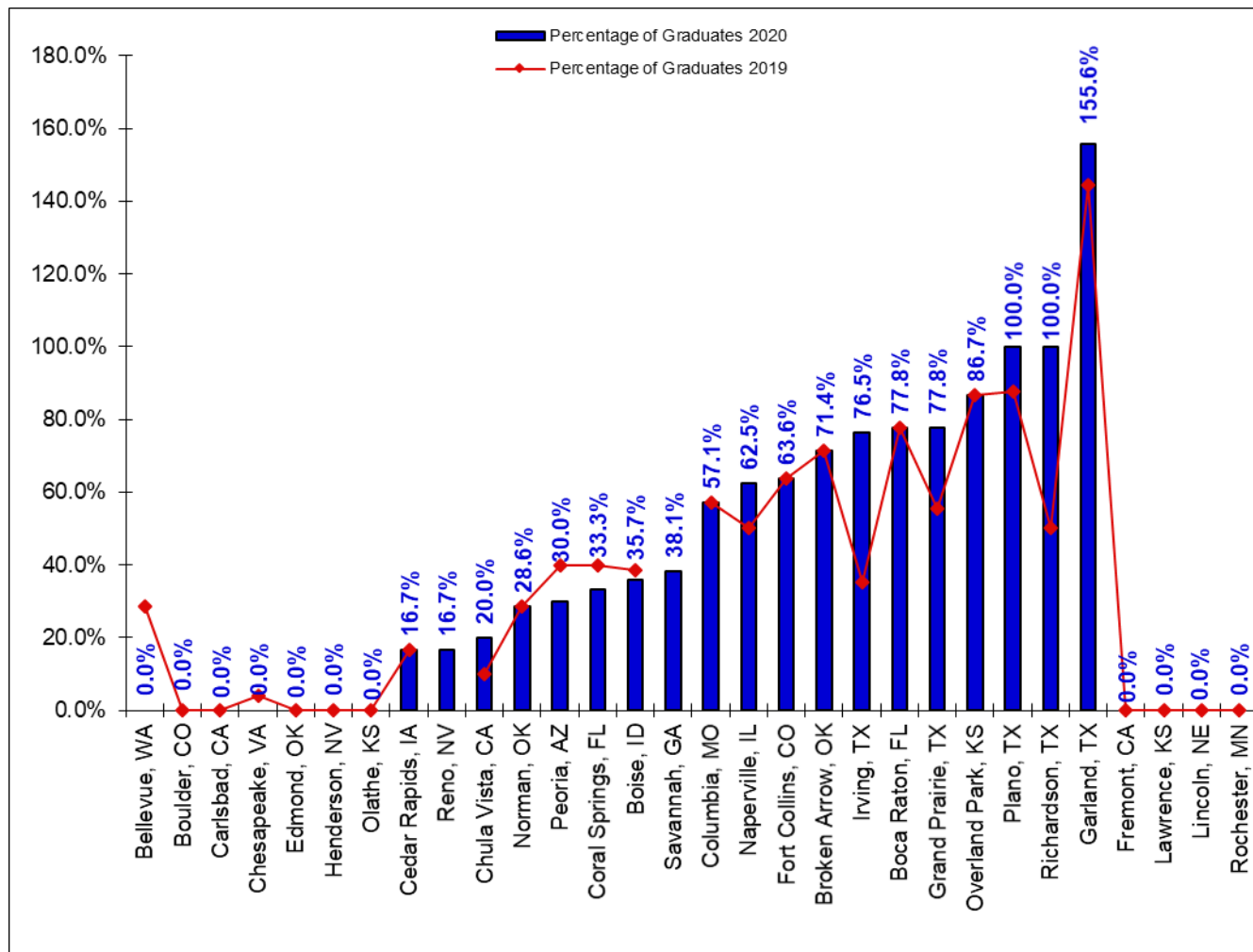
**Change in way we are calculating % for 2019
Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is 38.3% Mid Level Graduates of Command Schools



**Change in way we are calculating % for 2019
Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2020 Data

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

2020 Average is 38.3% Mid Level Graduates of Command Schools

City Name	Mid Level Command	Command School Graduates 2020	Percentage of Graduates 2020	Percentage of Graduates 2019
Bellevue, WA	7	0	0.0%	28.6%
Boulder, CO	0	0	0.0%	0.0%
Carlsbad, CA	8	0	0.0%	0.0%
Chesapeake, VA	25	0	0.0%	4.0%
Edmond, OK	4	0	0.0%	0.0%
Henderson, NV	17	0	0.0%	0.0%
Olathe, KS	6	0	0.0%	0.0%
Cedar Rapids, IA	12	2	16.7%	16.7%
Reno, NV	12	2	16.7%	
Chula Vista, CA	10	2	20.0%	10.0%
Norman, OK	7	2	28.6%	28.6%
Peoria, AZ	10	3	30.0%	40.0%
Coral Springs, FL	6	2	33.3%	40.0%
Boise, ID	14	5	35.7%	38.5%
Savannah, GA	21	8	38.1%	
Columbia, MO	7	4	57.1%	57.1%
Naperville, IL	8	5	62.5%	50.0%
Fort Collins, CO	11	7	63.6%	63.6%
Broken Arrow, OK	7	5	71.4%	71.4%
Irving, TX	17	13	76.5%	35.3%
Boca Raton, FL	9	7	77.8%	77.8%
Grand Prairie, TX	9	7	77.8%	55.6%
Overland Park, KS	15	13	86.7%	86.7%
Plano, TX	16	16	100.0%	87.5%
Richardson, TX	6	6	100.0%	50.0%
Garland, TX	9	14	155.6%	144.4%
Fremont, CA	0	2	0.0%	0.0%
Lawrence, KS	0	0	0.0%	0.0%
Lincoln, NE	0	0	0.0%	0.0%
Rochester, MN	0	1	0.0%	0.0%
Average	9	4	38.3%	36.1%

**Change in way we are calculating % for 2020
Section A - Demographics