

Benchmark City Survey - 2018 Data

Section A: City and Department Demographics

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

Background

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

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

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

2018 Participating Agencies

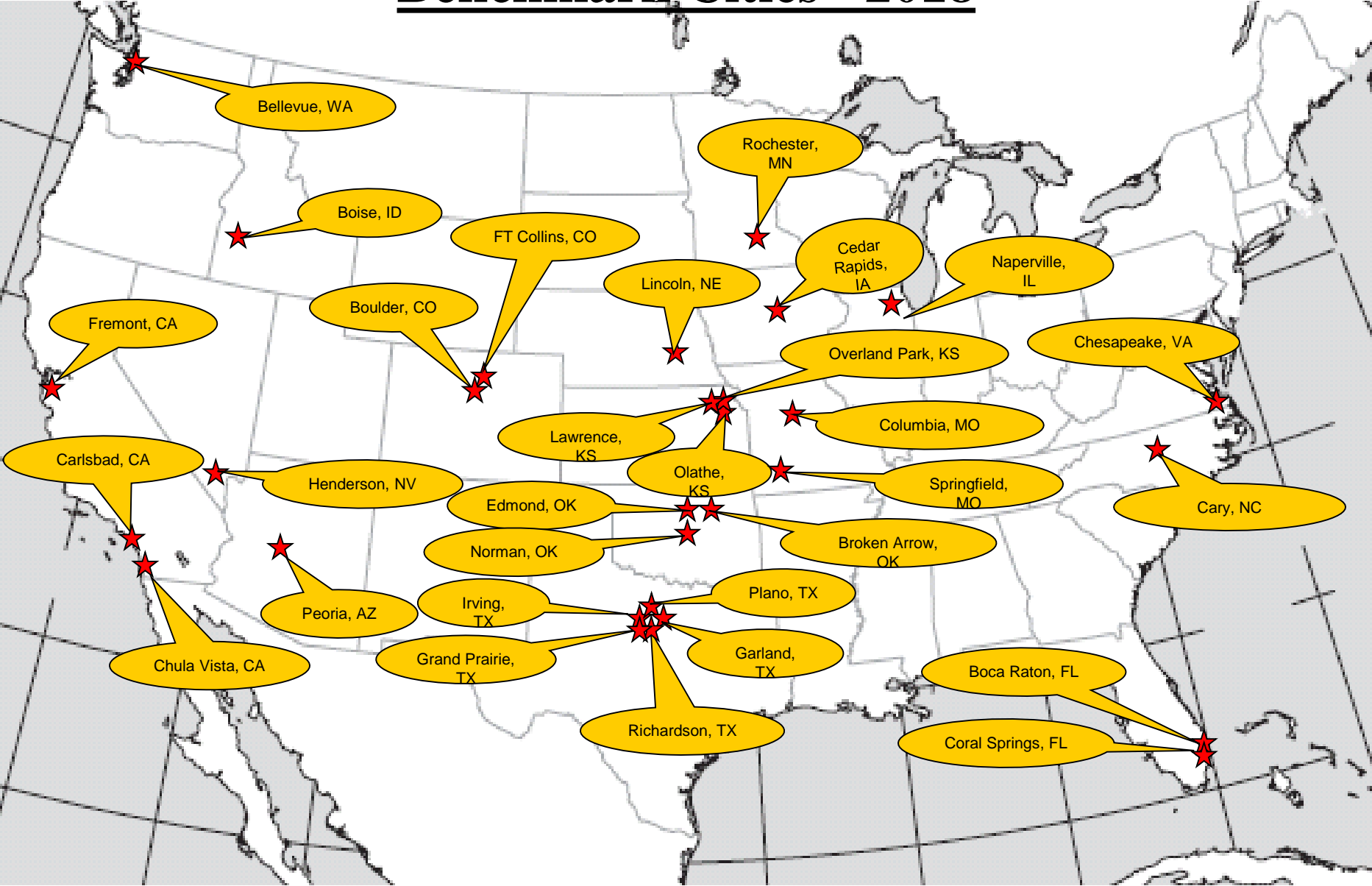
Bellevue, WA – Steve Mylett
Boca Raton, FL - Daniel C. Alexander
Boise, ID – William Bones
Boulder, CO – Greg Testa
Broken Arrow, OK – Brandon Berryhill
Carlsbad, CA – Neil Gallucci
Cary, NC – Toni Dezomits
Cedar Rapids, IA – Wayne Jerman
Chesapeake, VA - Kelvin L. Wright
Chula Vista, CA – Roxana Kennedy

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 - Mitch Bates
Grand Prairie, TX – Steve Dye
Henderson, NV – LaTasha Watson
Irving, TX – Jeff Spivey
Lawrence, KS –Gregory Burns Jr.

Lincoln, NE – Jeffrey Bliemeister
Naperville, IL – Robert W. Marshall
Norman, OK – Keith Humphrey
Olathe, KS – Steve Menke
Overland Park, KS – Frank Donchez
Peoria, AZ – Art Miller
Plano, TX - Gregory W. Rushin
Richardson, TX – Jim Spivey
Rochester, MN – Jim Franklin
Springfield, MO - Paul Williams

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Benchmark Cities - 2018

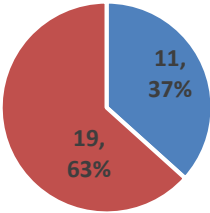


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Benchmark City Survey - 2018 Data

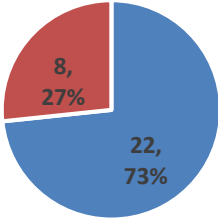
General Questions

37% of the Benchmark City Agencies operate a jail



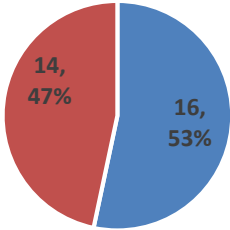
■ Yes ■ No

73% of the Benchmark City Agencies operate a dispatch center



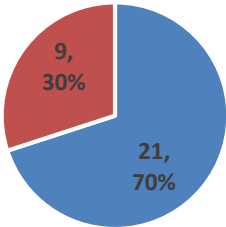
■ Yes ■ No

53% of the Benchmark City Agencies have a brick and mortar university



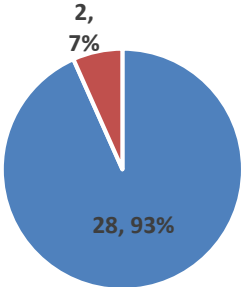
■ Yes ■ No

70% of the Benchmark City Agencies are unionized



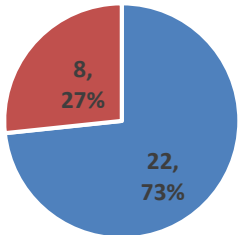
■ Yes ■ No

93% of the Benchmark City Agencies have mandatory vest policy



■ Yes ■ No

73% of the Benchmark City Agencies wear body cameras



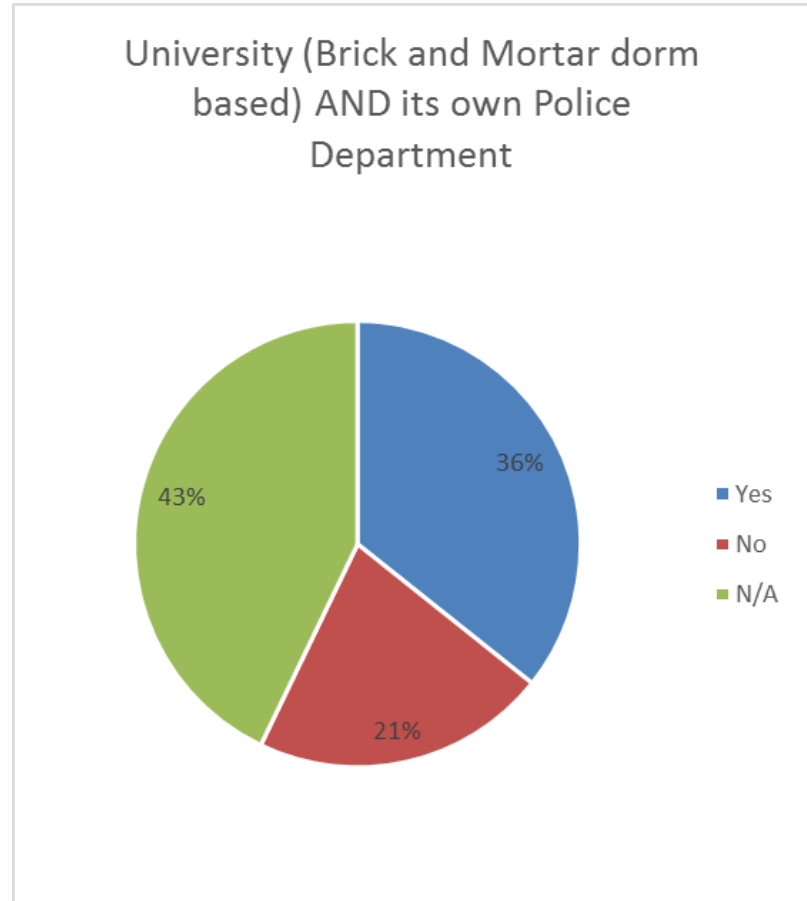
■ Yes ■ No

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Benchmark City Survey - 2018 Data

General Questions

City Name	University? (Brick and mortar, dorm based university) (Yes or No)	If yes, does the university have its own police department?	If yes, what is the estimated population of each university?
Carlsbad, CA	No	N/A	N/A
Bellevue, WA	No	N/A	N/A
Cary, NC	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
Plano, TX	No	N/A	N/A
Rochester, MN	Yes	No	750
Boise, ID	Yes	No	N/A
Cedar Rapids, IA	Yes	No	3224
Naperville, IL	Yes	No	N/A
Olathe, KS	Yes	No	1300
Springfield, MO	Yes	No	N/A
Irving, TX	Yes	Yes	2,500
Boca Raton, FL	Yes	Yes	32,500
Boulder, CO	Yes	Yes	33,246
Broken Arrow, OK	Yes	Yes	7,450
Columbia, MO	Yes	Yes	34,627
Edmond, OK	Yes	Yes	16,500
Fort Collins, CO	Yes	Yes	28,691
Lawrence, KS	Yes	Yes	28,447
Norman, OK	Yes	Yes	28,582
Richardson, TX	Yes	Yes	31,000

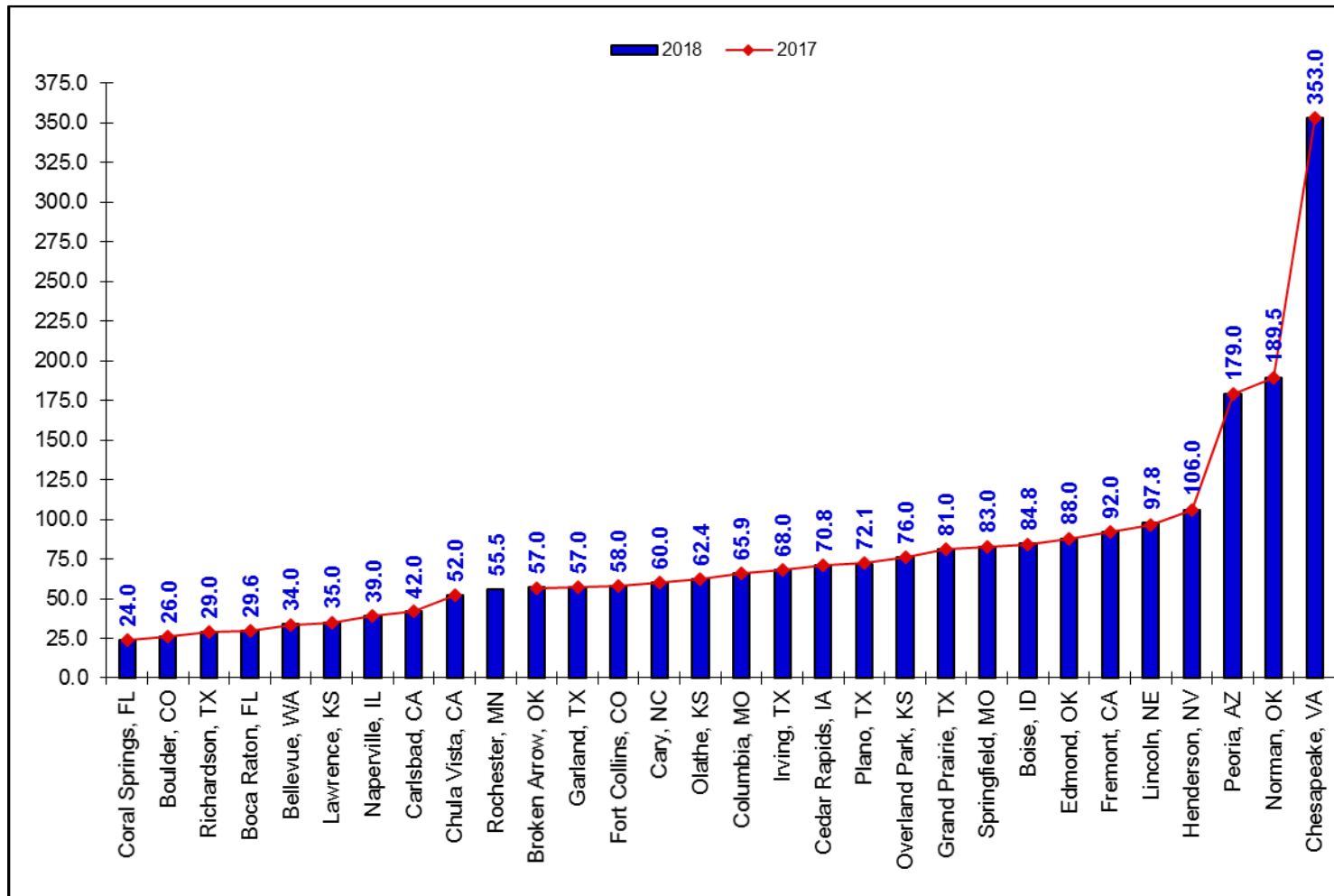


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Benchmark City Survey - 2018 Data

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

2018 Average Square Miles is 78.9 sq mi - 2018 Median Square Miles is 64.2 sq mi



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Benchmark City Survey - 2018 Data

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

2018 Average Square Miles is 78.9 sq mi - 2018 Median Square Miles is 64.2 sq mi

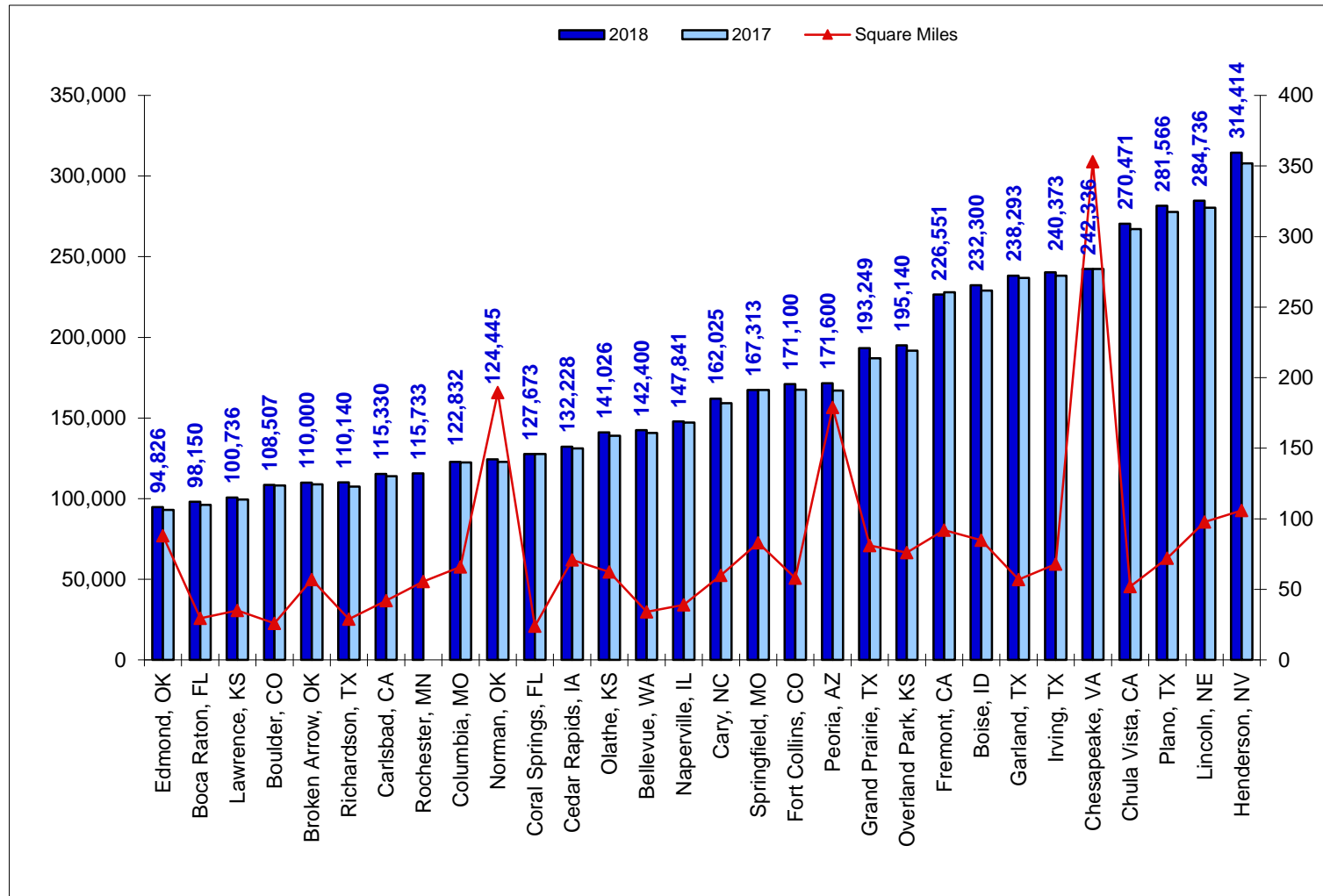
City Name	2018	2017	2016	2015	2014
Bellevue, WA	34.0	33.5	33.5	33.5	33.5
Boca Raton, FL	29.6	29.6	29.6	29.3	29.6
Boise, ID	84.8	84.0	84.1	84.1	82.9
Boulder, CO	26.0	26.0	25.7	25.7	25.4
Broken Arrow, OK	57.0	56.5	61.0	56.3	56.3
Carlsbad, CA	42.0	42.0	42.0	42.0	
Cary, NC	60.0	60.0	60.0		
Cedar Rapids, IA	70.8	70.8	70.8	73.1	73.1
Chesapeake, VA	353.0	353.0	353.0	353.0	353.0
Chula Vista, CA	52.0	52.0	50.9	50.9	50.9
Columbia, MO	65.9	65.8	66	65.2	64.74
Coral Springs, FL	24.0	24.0	23.9	23.9	23.9
Edmond, OK	88.0	87.5	87.5	87.5	87.5
Fort Collins, CO	58.0	58.0	57.7	57.6	56.8
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	81.4	81.4	81.4
Henderson, NV	106.0	106.0	106.0	106	106
Irving, TX	68.0	68.0	67.9	67.9	67.9
Lawrence, KS	35.0	34.9	35.0	34.9	35.0
Lincoln, NE	97.8	96.8	94.6	94.4	92.9
Naperville, IL	39.0	39.0	39.9	38.8	38.8
Norman, OK	189.5	189.5	189.5	189.5	189.5
Olathe, KS	62.4	62.0	61.7	61.3	61.0
Overland Park, KS	76.0	76	76	76.0	76.0
Peoria, AZ	179.0	179.0	179	179.0	179.0
Plano, TX	72.1	72.2	72.2	72.2	72.2
Richardson, TX	29.0	29.0	29.0	29.0	29.0
Rochester, MN	55.5				
Springfield, MO	83.0	83.0	82.9	82.6	82.6
Average	78.9	79.6	79.6	80.1	81.4
Median	64.2	65.8	65.5	66.6	67.9

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Benchmark City Survey - 2018 Data

City Size (Population), 2-Year Comparison

2018 Average Population is 172,778 - 2018 Median Population is 154,933



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Benchmark City Survey - 2018 Data

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

2018 Average Population is 172,778 - 2018 Median Population is 154,933

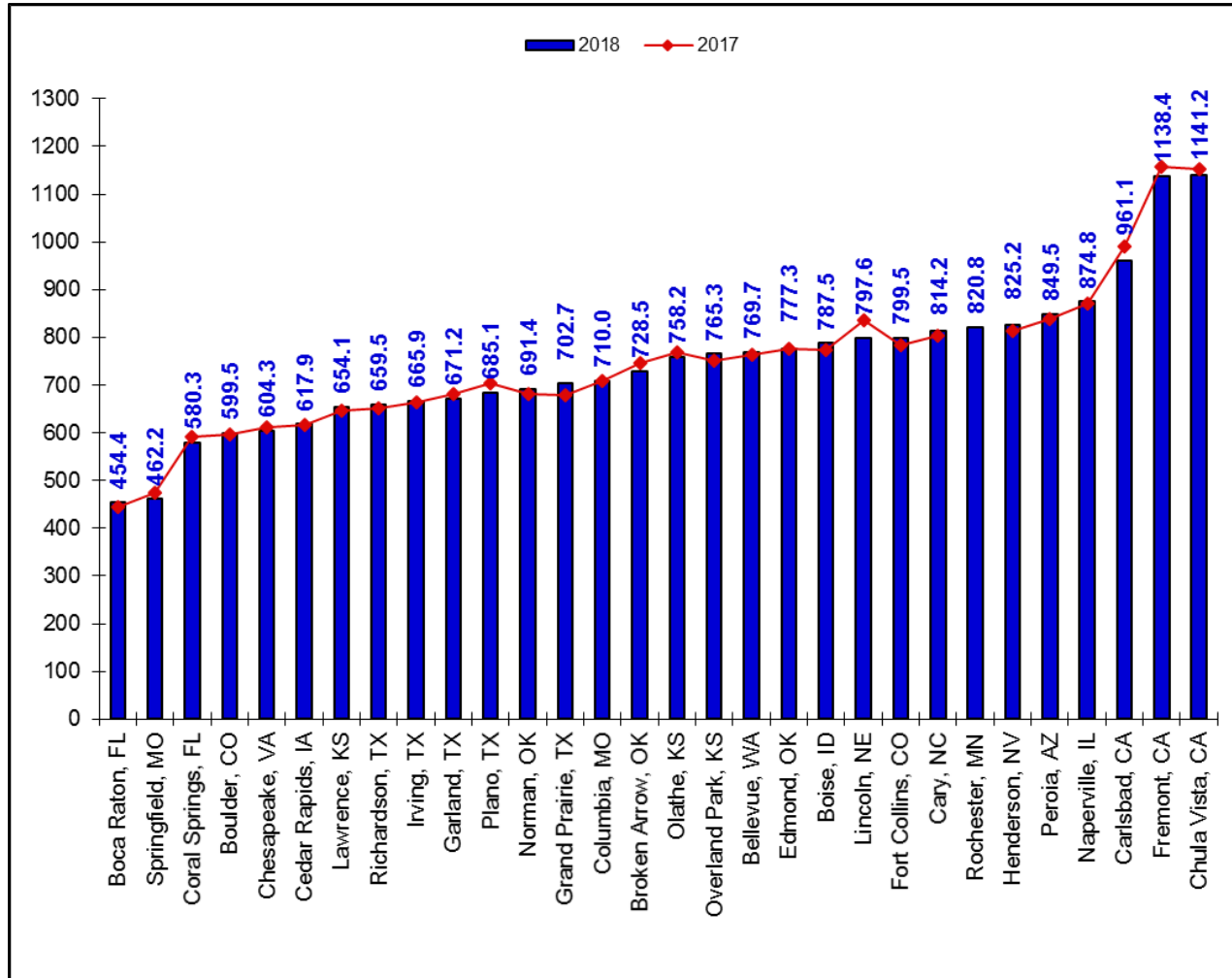
City Name	2018	2017	2016	2015	2014
Bellevue, WA	142,400	140,700	139,400	135,000	134,400
Boca Raton, FL	98,150	96,114	89,793	87,552	85,329
Boise, ID	232,300	228,930	226,900	223,670	217,730
Boulder, CO	108,507	108,090	103,919	104,810	103,163
Broken Arrow, OK	110,000	108,854	108,000	107,000	105,000
Carlsbad, CA	115,330	113,952	112,299	112,299	
Cary, NC	162,025	159,170	155,918		
Cedar Rapids, IA	132,228	131,127	130,405	129,195	128,642
Chesapeake, VA	242,336	242,336	236,538	233,908	228,513
Chula Vista, CA	270,471	267,172	263,347	257,989	256,139
Columbia, MO	122,832	122,443	121,345	118,519	117,381
Coral Springs, FL	127,673	127,673	126,264	124,282	121,096
Edmond, OK	94,826	93,105	91,504	89,926	87,475
Fort Collins, CO	171,100	167,492	161,000	158,600	155,400
Fremont, CA	226,551	227,934	226,551	226,551	220,000
Garland, TX	238,293	236,786	236,897	234,533	233,206
Grand Prairie, TX	193,249	187,050	184,620	185,453	183,816
Henderson, NV	314,414	307,928	299,279	286,273	279,226
Irving, TX	240,373	238,289	236,617	228,610	227,030
Lawrence, KS	100,736	99,496	97,948	97,193	94,586
Lincoln, NE	284,736	280,364	277,348	272,996	268,738
Naperville, IL	147,841	147,122	146,128	144,108	143,289
Norman, OK	124,445	122,738	121,041	119,362	117,520
Olathe, KS	141,026	138,944	136,399	134,308	132,437
Overland Park, KS	195,140	191,780	189,450	187,730	184,706
Peoria, AZ	171,600	167,073	171,237	163,839	164,825
Plano, TX	281,566	277,720	274,960	271,140	269,330
Richardson, TX	110,140	107,400	104,300	102,430	101,820
Rochester, MN	115,733				
Springfield, MO	167,313	167,319	166,860	165,378	164,122
Average	172,778	172,590	170,216	167,952	167,590
Median	154,933	159,170	155,918	151,354	155,400

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Benchmark City Survey - 2018 Data

Number of Citizens Per Officer, 2-Year Comparison

2018 Average is 745.6 Citizens per Officer



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Benchmark City Survey - 2018 Data

Number of Citizens Per Officer, 5-Year Comparison

2018 Average is 745.6 Citizens per Officer

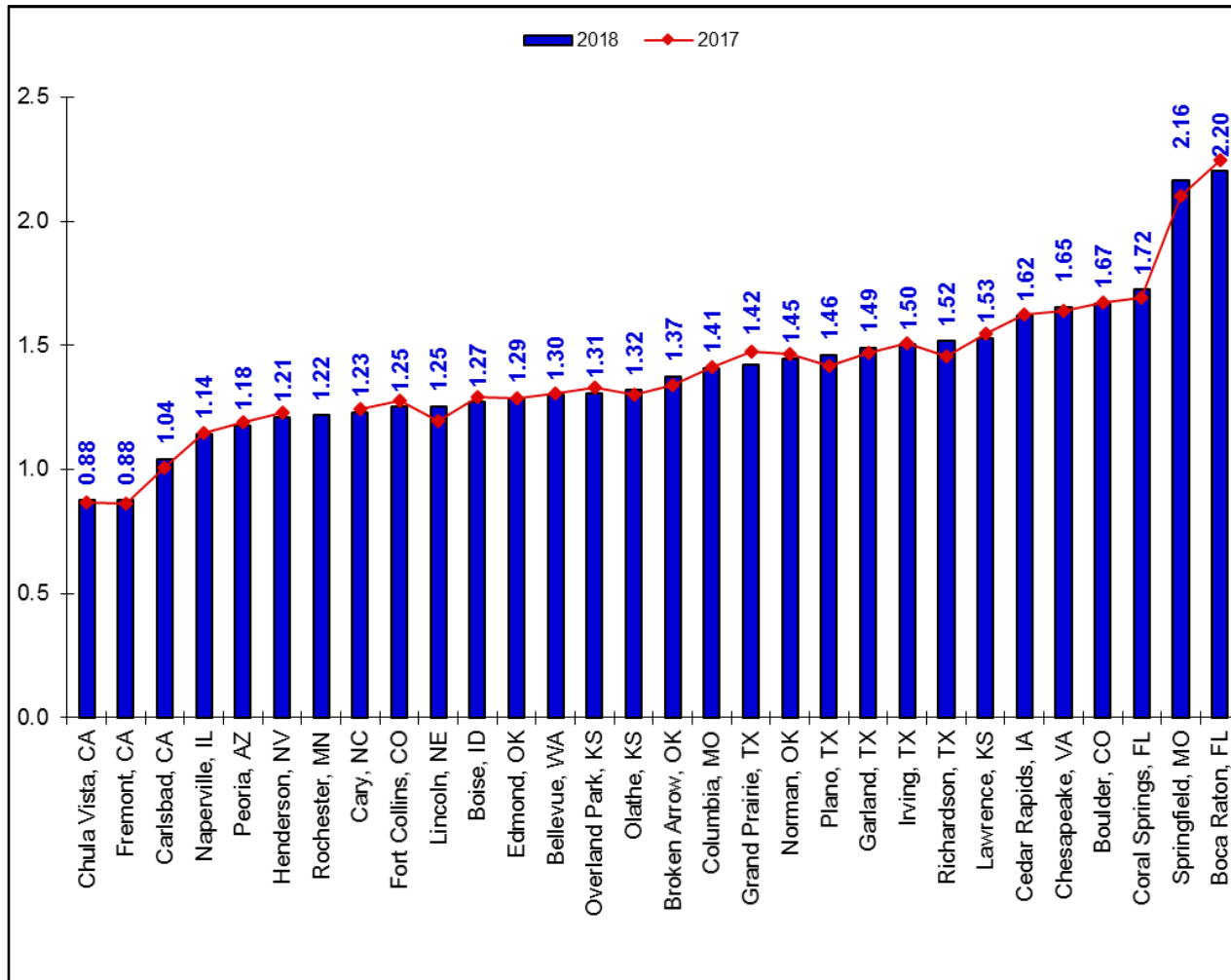
City Name	City Population	Authorized Officer Strength	2018	2017	2016	2015	2014
Bellevue, WA	142,400	185	769.7	764.7	757.6	750.0	755.1
Boca Raton, FL	98,150	216	454.4	445.0	425.6	431.3	431.0
Boise, ID	232,300	295	787.5	773.4	804.6	760.8	723.4
Boulder, CO	108,507	181	599.5	597.2	574.1	585.5	579.6
Broken Arrow, OK	110,000	151	728.5	745.6	766.0	792.6	807.7
Carlsbad, CA	115,330	120	961.1	990.9	993.8	976.5	
Cary, NC	162,025	199	814.2	803.9	799.6		
Cedar Rapids, IA	132,228	214	617.9	615.6	612.2	606.5	624.5
Chesapeake, VA	242,336	401	604.3	610.4	592.8	598.2	590.5
Chula Vista, CA	270,471	237	1141.2	1151.6	1160.1	1,146.6	1,080.8
Columbia, MO	122,832	173	710.0	707.8	701.4	718.3	720.1
Coral Springs, FL	127,673	220	580.3	591.1	601.3	597.5	582.2
Edmond, OK	94,826	122	777.3	775.9	762.5	731.1	729.0
Fort Collins, CO	171,100	214	799.5	782.7	770.3	781.3	784.8
Fremont, CA	226,551	199	1138.4	1,157.0	1,180.0	1,180.0	1,170.2
Garland, TX	238,293	355	671.2	680.4	703.0	702.2	722.0
Grand Prairie, TX	193,249	275	702.7	677.7	683.8	716.0	709.7
Henderson, NV	314,414	381	825.2	814.6	909.7	736	717.8
Irving, TX	240,373	361	665.9	663.8	668.4	660.7	656.2
Lawrence, KS	100,736	154	654.1	646.1	640.2	627.1	614.2
Lincoln, NE	284,736	357	797.6	836.9	845.6	845.2	839.8
Naperville, IL	147,841	169	874.8	870.5	869.8	857.8	852.9
Norman, OK	124,445	180	691.4	681.9	676.2	666.8	671.5
Olathe, KS	141,026	186	758.2	767.6	775.0	776.3	765.5
Overland Park, KS	195,140	255	765.3	752.1	754.8	750.9	738.8
Peoria, AZ	171,600	202	849.5	839.6	873.7	840.2	863.0
Plano, TX	281,566	411	685.1	704.9	735.2	744.9	756.5
Richardson, TX	110,140	167	659.5	650.9	647.8	656.6	674.3
Rochester, MN	115,733	141	820.8				
Springfield, MO	167,313	362	462.2	475.3	474.0	469.8	495.8
Average	172,778	238	745.6	744.0	750.3	739.5	728.0

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Benchmark City Survey - 2018 Data

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

2018 Average is 1.40 Officers per 1,000 Citizens



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Benchmark City Survey - 2018 Data

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

2018 Average is 1.40 Officers per 1,000 Citizens

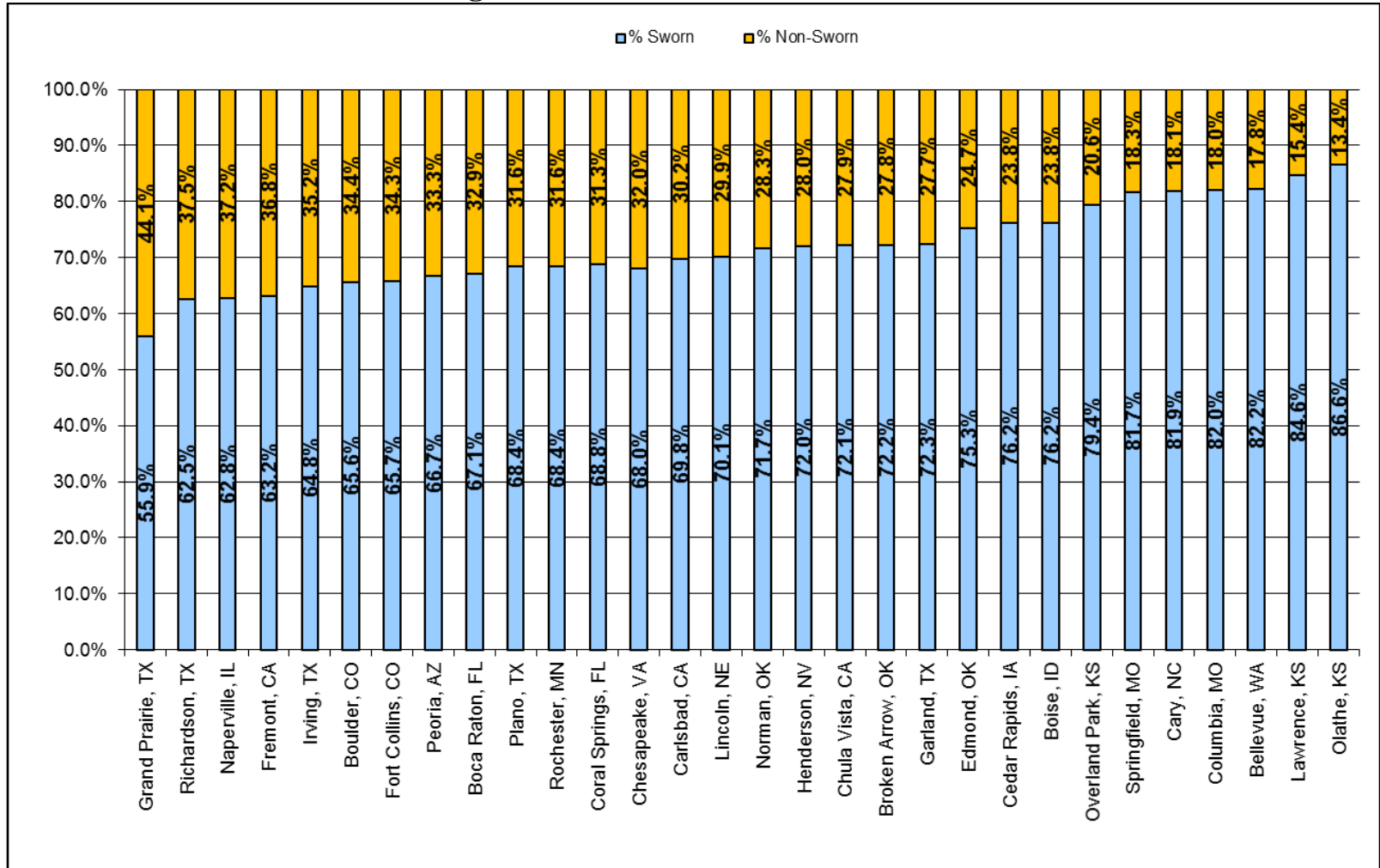
City Name	City Population	Authorized Officer Strength	2018	2017	2016	2015	2014
Bellevue, WA	142,400	185	1.30	1.31	1.32	1.33	1.32
Boca Raton, FL	98,150	216	2.20	2.25	2.35	2.32	2.32
Boise, ID	232,300	295	1.27	1.29	1.24	1.31	1.38
Boulder, CO	108,507	181	1.67	1.67	1.74	1.71	1.73
Broken Arrow, OK	110,000	151	1.37	1.34	1.31	1.26	1.24
Carlsbad, CA	115,330	120	1.04	1.01	1.01	1.02	
Cary, NC	162,025	199	1.23	1.24	1.25		
Cedar Rapids, IA	132,228	214	1.62	1.62	1.63	1.65	1.60
Chesapeake, VA	242,336	401	1.65	1.64	1.69	1.67	1.69
Chula Vista, CA	270,471	237	0.88	0.87	0.86	0.87	0.93
Columbia, MO	122,832	173	1.41	1.41	1.43	1.39	1.39
Coral Springs, FL	127,673	220	1.72	1.69	1.66	1.67	1.72
Edmond, OK	94,826	122	1.29	1.29	1.31	1.37	1.37
Fort Collins, CO	171,100	214	1.25	1.28	1.30	1.28	1.27
Fremont, CA	226,551	199	0.88	0.86	0.85	0.85	0.85
Garland, TX	238,293	355	1.49	1.47	1.42	1.42	1.39
Grand Prairie, TX	193,249	275	1.42	1.48	1.46	1.40	1.41
Henderson, NV	314,414	381	1.21	1.23	1.10	1.36	1.39
Irving, TX	240,373	361	1.50	1.51	1.50	1.51	1.52
Lawrence, KS	100,736	154	1.53	1.55	1.56	1.59	1.63
Lincoln, NE	284,736	357	1.25	1.19	1.18	1.18	1.19
Naperville, IL	147,841	169	1.14	1.15	1.15	1.17	1.17
Norman, OK	124,445	180	1.45	1.47	1.48	1.50	1.49
Olathe, KS	141,026	186	1.32	1.30	1.29	1.29	1.31
Overland Park, KS	195,140	255	1.31	1.33	1.32	1.33	1.35
Peoria, AZ	171,600	202	1.18	1.19	1.14	1.19	1.16
Plano, TX	281,566	411	1.46	1.42	1.36	1.34	1.32
Richardson, TX	110,140	167	1.52	1.46	1.54	1.52	1.48
Rochester, MN	115,733	141	1.22				
Springfield, MO	167,313	362	2.16	2.10	2.11	2.13	2.02
Average	172,778	238	1.40	1.40	1.40	1.42	1.43

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Benchmark City Survey - 2018 Data

Sworn and Non-Sworn as a % of Total Strength

2018 Average is 71.8% Sworn and 28.2% Non-Sworn



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Benchmark City Survey - 2018 Data

Sworn and Non-Sworn as a % of Total Strength

2018 Average is 71.8% Sworn and 28.2% Non-Sworn

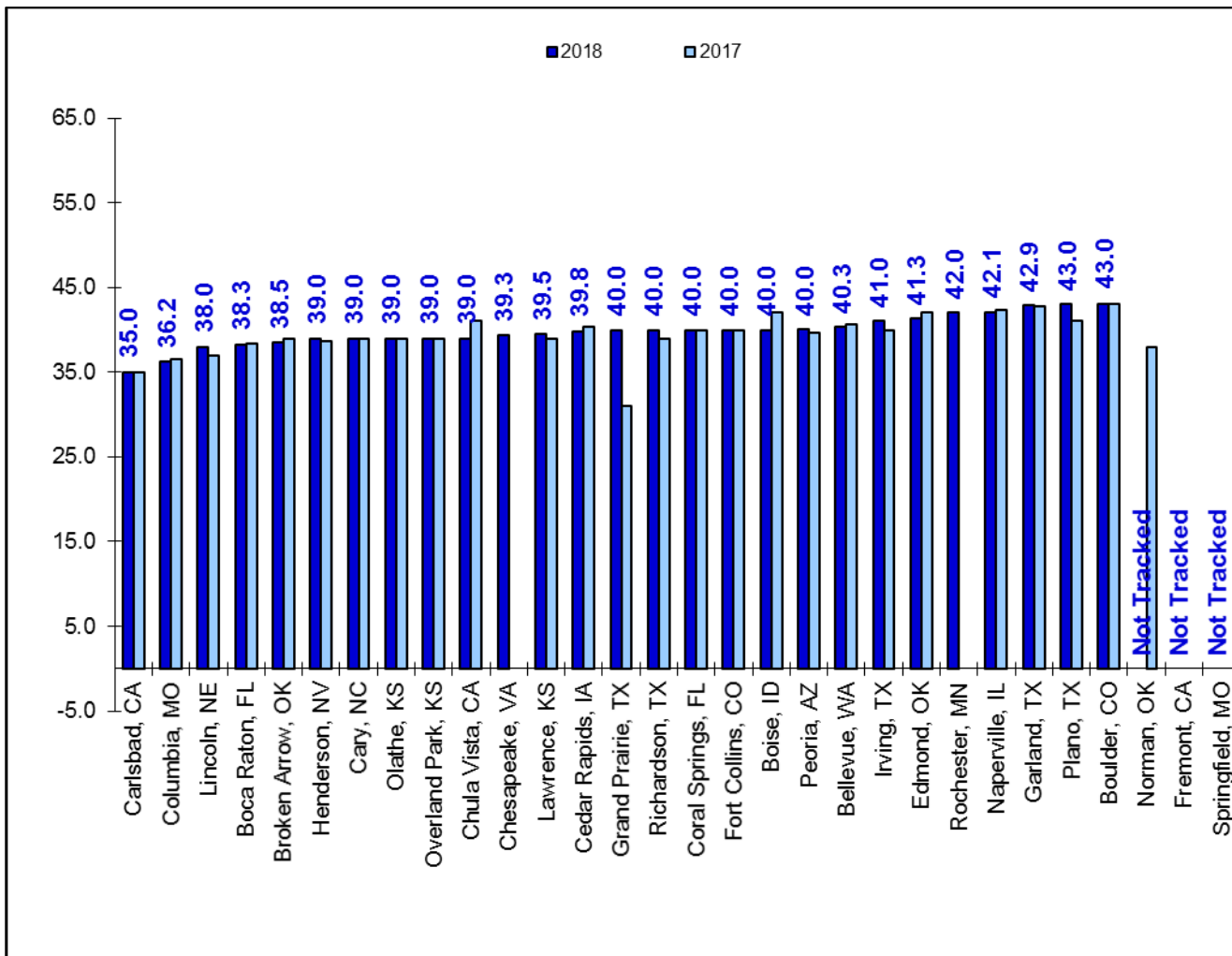
City Name	Authorized Personnel	Sworn	Non-Sworn	% Sworn	% Non-Sworn
Grand Prairie, TX	492	275	217	55.9%	44.1%
Richardson, TX	267	167	100	62.5%	37.5%
Naperville, IL	269	169	100	62.8%	37.2%
Fremont, CA	315	199	116	63.2%	36.8%
Irving, TX	557	361	196	64.8%	35.2%
Boulder, CO	276	181	95	65.6%	34.4%
Fort Collins, CO	326	214	112	65.7%	34.3%
Peoria, AZ	303	202	101	66.7%	33.3%
Boca Raton, FL	322	216	106	67.1%	32.9%
Plano, TX	601	411	190	68.4%	31.6%
Rochester, MN	206	141	65	68.4%	31.6%
Coral Springs, FL	320	220	100	68.8%	31.3%
Chesapeake, VA	590	401	189	68.0%	32.0%
Carlsbad, CA	172	120	52	69.8%	30.2%
Lincoln, NE	509	357	152	70.1%	29.9%
Norman, OK	251	180	71	71.7%	28.3%
Henderson, NV	529	381	148	72.0%	28.0%
Chula Vista, CA	329	237	92	72.1%	27.9%
Broken Arrow, OK	209	151	58	72.2%	27.8%
Garland, TX	491	355	136	72.3%	27.7%
Edmond, OK	162	122	40	75.3%	24.7%
Cedar Rapids, IA	281	214	67	76.2%	23.8%
Boise, ID	387	295	92	76.2%	23.8%
Overland Park, KS	321	255	66	79.4%	20.6%
Springfield, MO	443	362	81	81.7%	18.3%
Cary, NC	243	199	44	81.9%	18.1%
Columbia, MO	211	173	38	82.0%	18.0%
Bellevue, WA	225	185	40	82.2%	17.8%
Lawrence, KS	182	154	28	84.6%	15.4%
Olathe, KS	215	186	29	86.6%	13.4%
Average	333	238	97	71.8%	28.2%

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Benchmark City Survey - 2018 Data

Average Officer Age, Two year Comparison

2018 Average Age of Sworn Officers is 39.8 years



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Benchmark City Survey - 2018 Data

Average Officer Age, Five year Comparison

2018 Average Age of Sworn Officers is 39.8 years

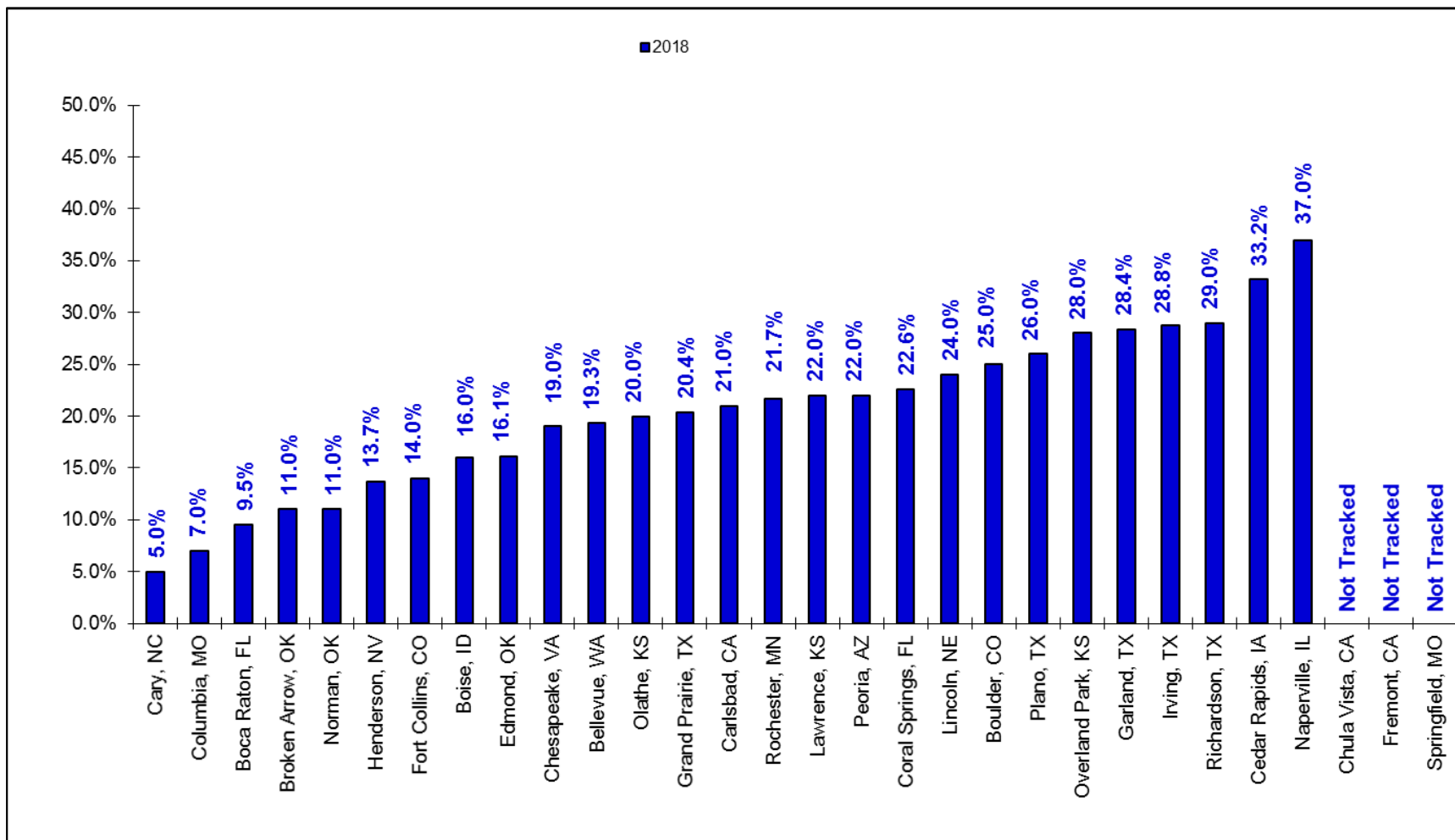
City Name	2018	2017	2016	2015	2014
Bellevue, WA	40.3	40.7	41.3	42.0	42.1
Boca Raton, FL	38.3	38.4	39.0	39.0	40.0
Boise, ID	40.0	42.0	41.0	42.9	40.0
Boulder, CO	43.0	43.0	41.0	40.9	42.0
Broken Arrow, OK	38.5	39.0	40.0	42.0	40.0
Carlsbad, CA	35.0	35.0	41.0	41.0	
Cary, NC	39.0	39.0	38.0		
Cedar Rapids, IA	39.8	40.3	41.0	39.6	39.9
Chesapeake, VA	39.3	Not Tracked	Not Tracked	39.0	39.0
Chula Vista, CA	39.0	41.0	42.0	41.0	42.0
Columbia, MO	36.2	36.5	37.0	35.0	34.0
Coral Springs, FL	40.0	40.0	40.0	40.0	40.0
Edmond, OK	41.3	42.0	42.0	40.0	41.0
Fort Collins, CO	40.0	40.0	42.0	41.0	40.6
Fremont, CA	Not Tracked	Not Tracked	Not Tracked	37.0	39.0
Garland, TX	42.9	42.7	42.0	42.0	43.0
Grand Prairie, TX	40.0	31.0	33.0	35.0	36.0
Henderson, NV	39.0	38.6	35.0	38.0	38.0
Irving, TX	41.0	40.0	41.0	41.0	41.0
Lawrence, KS	39.5	39.0	38.8	40.2	40.0
Lincoln, NE	38.0	37.0	38.0	38.0	38.0
Naperville, IL	42.1	42.4	42.4	41.3	43.0
Norman, OK	Not Tracked	38.0	38.0	38.0	39.0
Olathe, KS	39.0	39.0	39.0	39.0	39.0
Overland Park, KS	39.0	39.0	39.5	41.0	40.0
Peoria, AZ	40.0	39.6	40.0	40.0	39.6
Plano, TX	43.0	41.0	41.7	41.8	42.3
Richardson, TX	40.0	39.0	41.0	40.0	40.0
Rochester, MN	42.0				
Springfield, MO	Not Tracked	Not Tracked	Not Tracked	Not Tracked	Not Tracked
Average	39.8	39.4	39.8	39.8	39.9

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent 20+ Years of Service

2018 Average is 20.4% have 20+ Years of Service



A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent 20+ Years of Service, Two Year Comparison

2018 Average is 20.4% have 20+ Years of Service

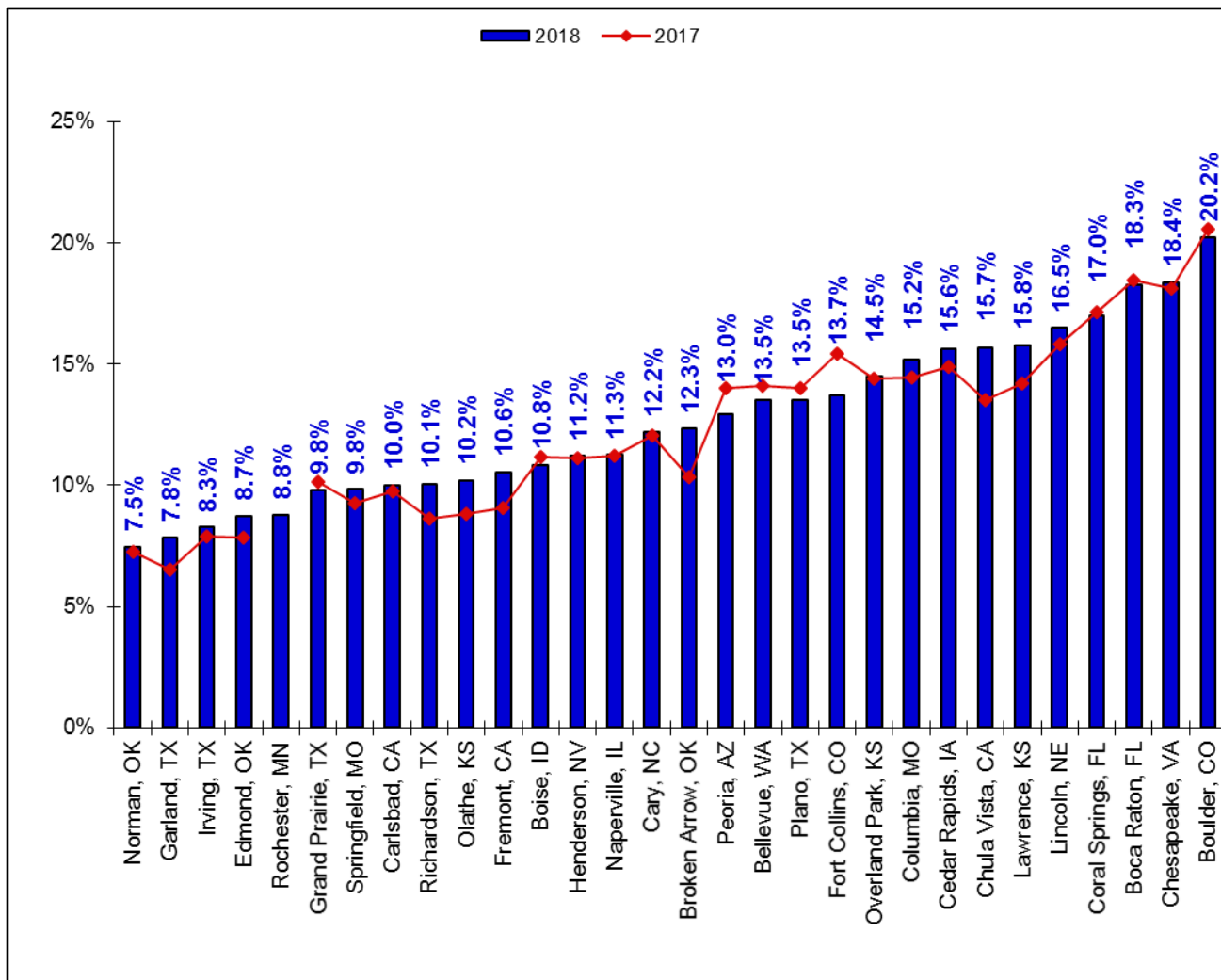
City Name	2018	2017
Cary, NC	5.0%	Not Tracked
Columbia, MO	7.0%	Not Tracked
Boca Raton, FL	9.5%	Not Tracked
Broken Arrow, OK	11.0%	Not Tracked
Norman, OK	11.0%	Not Tracked
Henderson, NV	13.7%	Not Tracked
Fort Collins, CO	14.0%	Not Tracked
Boise, ID	16.0%	Not Tracked
Edmond, OK	16.1%	Not Tracked
Chesapeake, VA	19.0%	Not Tracked
Bellevue, WA	19.3%	Not Tracked
Olathe, KS	20.0%	Not Tracked
Grand Prairie, TX	20.4%	Not Tracked
Carlsbad, CA	21.0%	Not Tracked
Rochester, MN	21.7%	Not Tracked
Lawrence, KS	22.0%	Not Tracked
Peoria, AZ	22.0%	Not Tracked
Coral Springs, FL	22.6%	Not Tracked
Lincoln, NE	24.0%	Not Tracked
Boulder, CO	25.0%	Not Tracked
Plano, TX	26.0%	Not Tracked
Overland Park, KS	28.0%	Not Tracked
Garland, TX	28.4%	Not Tracked
Irving, TX	28.8%	Not Tracked
Richardson, TX	29.0%	Not Tracked
Cedar Rapids, IA	33.2%	Not Tracked
Naperville, IL	37.0%	Not Tracked
Chula Vista, CA	Not Tracked	Not Tracked
Fremont, CA	Not Tracked	Not Tracked
Springfield, MO	Not Tracked	Not Tracked
Average	20.4%	#DIV/0!

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Female Officers, 2-Year Comparison

2018 Average is 12.7% Female Officers



A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Female Officers, 5-Year Comparison

2018 Average is 12.7% Female Officers

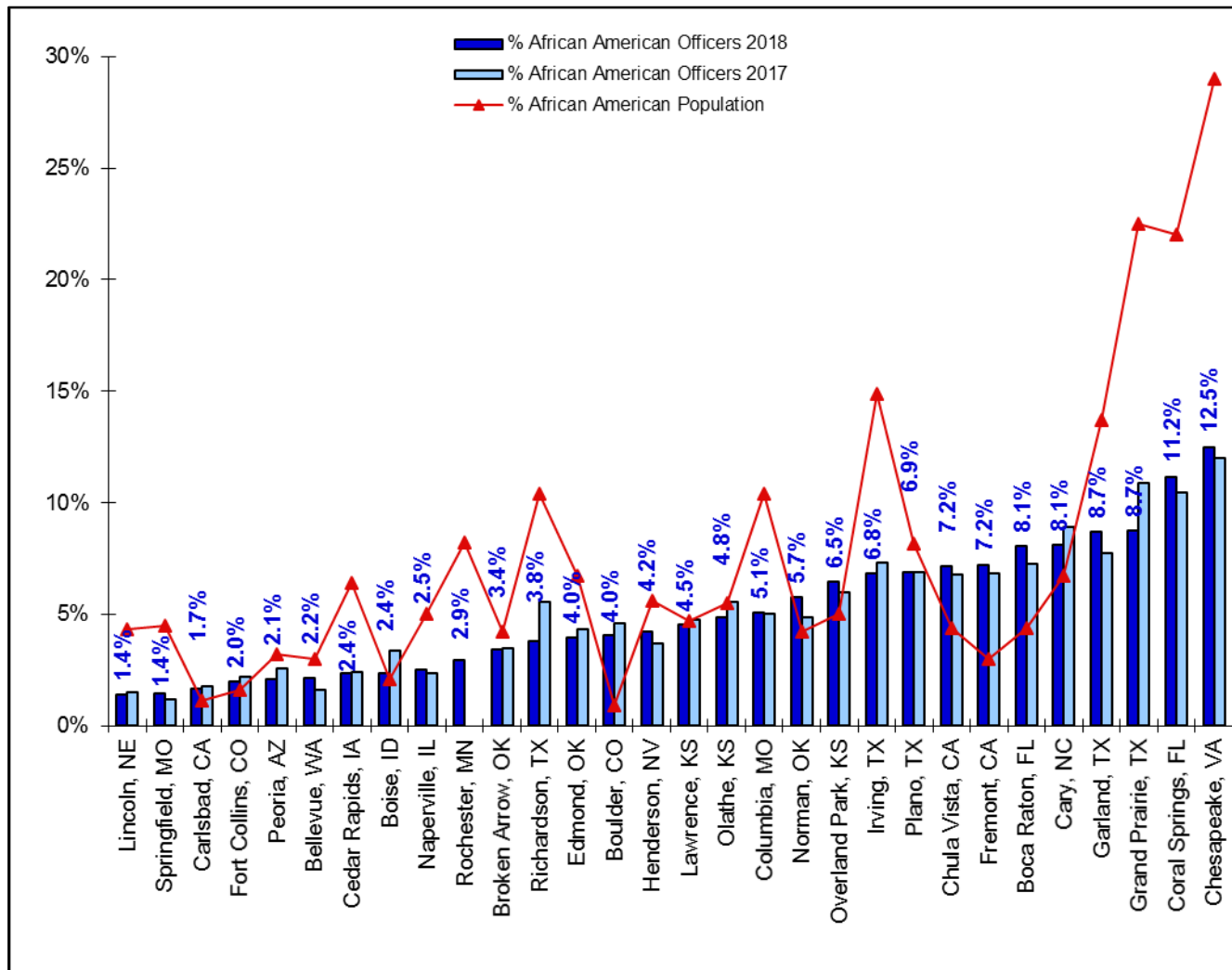
City Name	Assigned Officers	Female Officers	2018	2017	2016	2015	2014
Bellevue, WA	185	25	13.5%	14.1%	15.2%	16.1%	14.0%
Boca Raton, FL	186	34	18.3%	18.4%	16.1%	16.7%	16.7%
Boise, ID	295	32	10.8%	11.1%	11.3%	10.9%	8.6%
Boulder, CO	173	35	20.2%	20.6%	19.3%	19.6%	19.7%
Broken Arrow, OK	146	18	12.3%	10.3%	8.5%	8.9%	7.7%
Carlsbad, CA	120	12	10.0%	9.7%	8.0%	10.4%	
Cary, NC	197	24	12.2%	12.0%	9.7%		
Cedar Rapids, IA	211	33	15.6%	14.9%	15.0%	15.5%	15.0%
Chesapeake, VA	392	72	18.4%	18.1%	19.0%	18.2%	18.9%
Chula Vista, CA	223	35	15.7%	13.5%	12.8%	12.4%	11.4%
Columbia, MO	158	24	15.2%	14.5%	11.0%	13.3%	14.7%
Coral Springs, FL	206	35	17.0%	17.1%	14.8%	13.9%	14.9%
Edmond, OK	126	11	8.7%	7.8%	7.5%	7.3%	5.0%
Fort Collins, CO	204	28	13.7%	15.4%	15.8%	15.8%	15.2%
Fremont, CA	180	19	10.6%	9.1%	8.3%	8.9%	10.1%
Garland, TX	357	28	7.8%	6.5%	6.2%	6.3%	5.6%
Grand Prairie, TX	275	27	9.8%	10.1%	9.3%	7.7%	6.9%
Henderson, NV	357	40	11.2%	11.1%	10.3%	8.0%	7.5%
Irving, TX	351	29	8.3%	7.9%	7.9%	7.2%	7.2%
Lawrence, KS	133	21	15.8%	14.2%	11.1%	11.0%	11.0%
Lincoln, NE	358	59	16.5%	15.8%	15.5%	16.7%	15.9%
Naperville, IL	160	18	11.3%	11.2%	10.7%	11.3%	12.5%
Norman, OK	174	13	7.5%	7.3%	6.7%	6.1%	6.3%
Olathe, KS	186	19	10.2%	8.8%	8.5%	8.1%	6.9%
Overland Park, KS	248	36	14.5%	14.4%	15.1%	16.0%	15.6%
Peoria, AZ	193	25	13.0%	14.0%	11.7%	12.3%	10.5%
Plano, TX	407	55	13.5%	14.0%	10.7%	11.3%	11.6%
Richardson, TX	159	16	10.1%	8.6%	8.1%	8.3%	8.6%
Rochester, MN	137	12	8.8%				
Springfield, MO	346	34	9.8%	9.3%	8.8%	7.7%	6.9%
Average	228	29	12.7%	12.4%	11.5%	11.6%	11.3%

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of African American Officers, 2-Year Comparison

2018 Average is 5.1% African American Officers



A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of African American Officers, 5-Year Comparison

2018 Average is 5.1% African American Officers

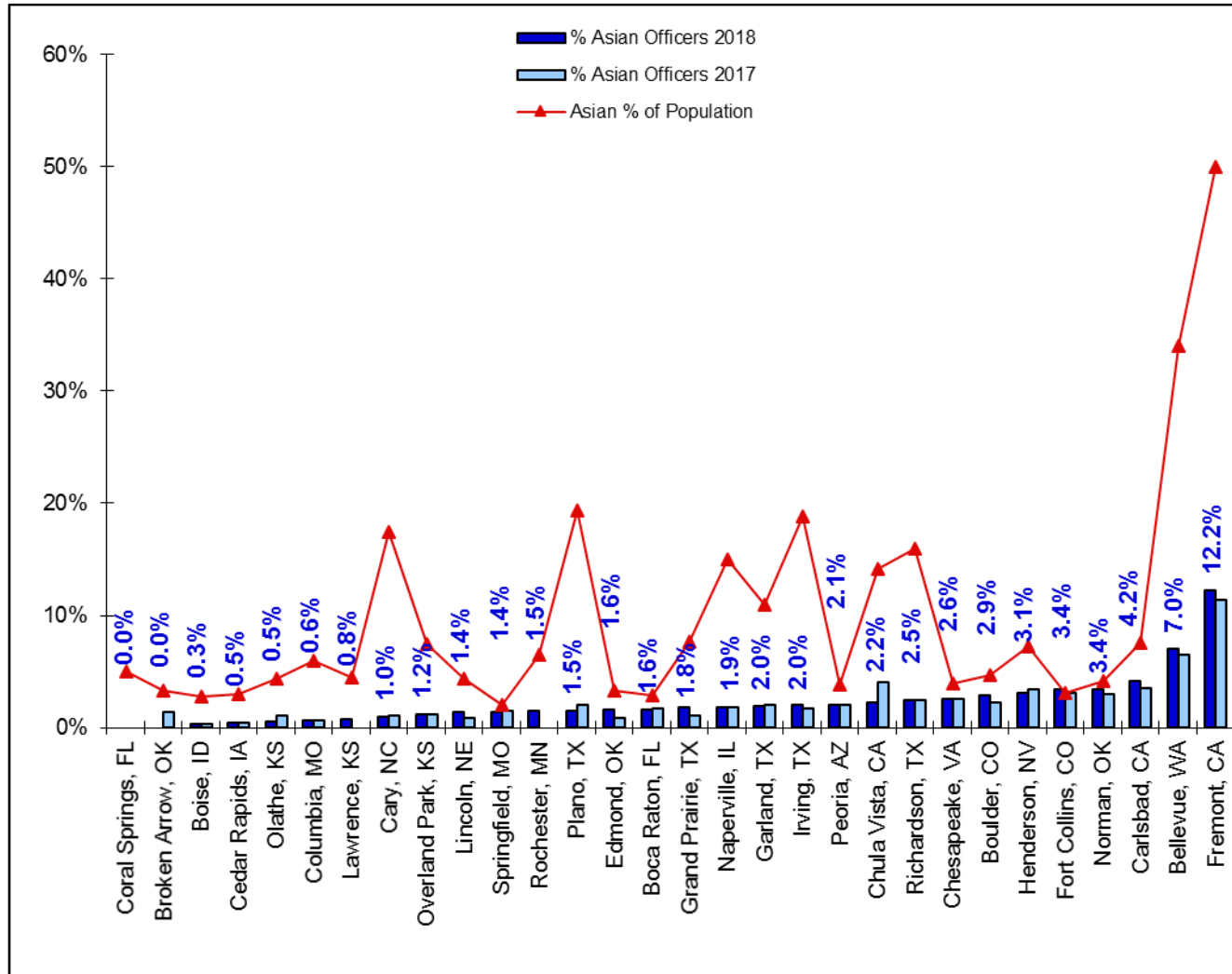
City Name	Assigned Officers	African American Officers	2018	2017	2016	2015	2014	% African American Population 2018
Bellevue, WA	185	4	2.2%	1.6%	2.2%	2.2%	2.8%	3.0%
Boca Raton, FL	186	15	8.1%	7.3%	6.6%	7.4%	6.6%	4.4%
Boise, ID	295	7	2.4%	3.4%	2.8%	3.1%	3.7%	2.1%
Boulder, CO	173	7	4.0%	4.6%	5.0%	5.0%	5.1%	0.9%
Broken Arrow, OK	146	5	3.4%	3.4%	2.8%	3.0%	2.3%	4.2%
Carlsbad, CA	120	2	1.7%	1.8%	1.8%	2.6%		1.1%
Cary, NC	197	16	8.1%	8.9%	7.2%			6.7%
Cedar Rapids, IA	211	5	2.4%	2.4%	1.9%	1.4%	1.5%	6.4%
Chesapeake, VA	392	49	12.5%	12.0%	12.0%	12.5%	12.4%	29.0%
Chula Vista, CA	223	16	7.2%	6.8%	5.7%	5.3%	3.4%	4.4%
Columbia, MO	158	8	5.1%	5.0%	3.5%	4.8%	3.1%	10.4%
Coral Springs, FL	206	23	11.2%	10.5%	10.0%	8.2%	8.7%	22.0%
Edmond, OK	126	5	4.0%	4.3%	4.2%	4.1%	3.3%	6.7%
Fort Collins, CO	204	4	2.0%	2.2%	2.4%	2.0%	1.5%	1.6%
Fremont, CA	180	13	7.2%	6.8%	5.7%	5.2%	4.3%	3.0%
Garland, TX	357	31	8.7%	7.7%	8.3%	8.1%	7.1%	13.7%
Grand Prairie, TX	275	24	8.7%	10.9%	10.4%	10.0%	8.9%	22.5%
Henderson, NV	357	15	4.2%	3.7%	3.6%	4.1%	3.3%	5.6%
Irving, TX	351	24	6.8%	7.3%	5.9%	5.5%	6.1%	14.9%
Lawrence, KS	133	6	4.5%	4.7%	5.2%	5.2%	5.2%	4.7%
Lincoln, NE	358	5	1.4%	1.5%	1.8%	1.9%	1.9%	4.3%
Naperville, IL	160	4	2.5%	2.4%	2.4%	2.4%	2.4%	5.0%
Norman, OK	174	10	5.7%	4.8%	4.5%	4.5%	3.4%	4.2%
Olathe, KS	186	9	4.8%	5.5%	4.0%	4.0%	4.0%	5.5%
Overland Park, KS	248	16	6.5%	6.0%	5.2%	5.2%	4.4%	5.0%
Peoria, AZ	193	4	2.1%	2.6%	3.1%	3.6%	2.6%	3.2%
Plano, TX	407	28	6.9%	6.9%	6.1%	6.9%	7.0%	8.1%
Richardson, TX	159	6	3.8%	5.6%	5.0%	4.5%	5.3%	10.4%
Rochester, MN	137	4	2.9%					8.2%
Springfield, MO	346	5	1.4%	1.2%	1.1%	0.9%	0.6%	4.5%
Average	228	12	5.1%	5.2%	4.8%	4.8%	4.5%	7.5%

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Asian Officers, 2-Year Comparison

2018 Average is 2.2% Asian Officers



A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Asian Officers, 5-Year Comparison

2018 Average is 2.2% Asian Officers

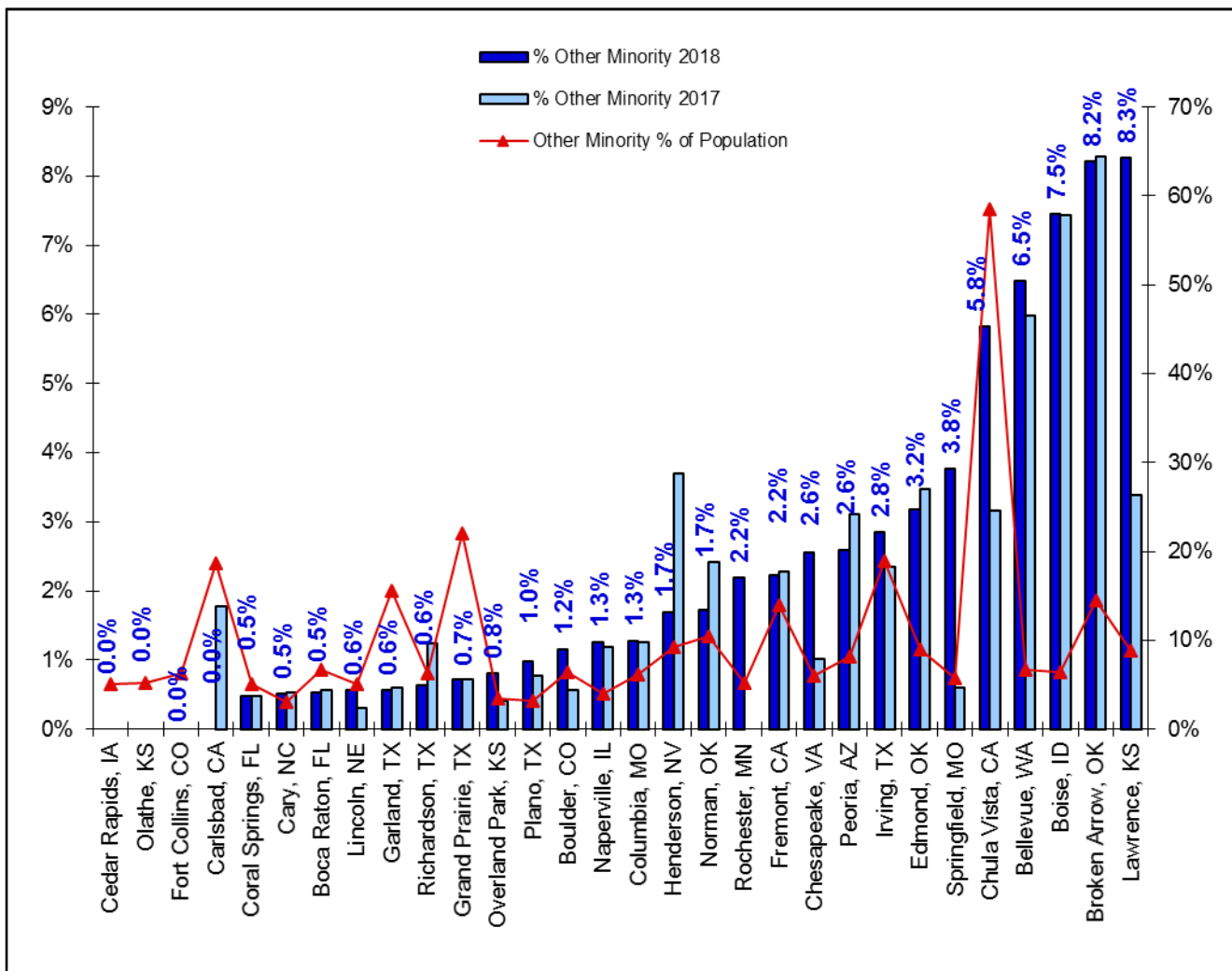
City Name	Assigned Officers	Asian Officers	2018	2017	2016	2015	2014	Asian % of Population
Bellevue, WA	185	13	7.0%	6.5%	7.1%	7.8%	8.4%	34.0%
Boca Raton, FL	186	3	1.6%	1.7%	1.4%	0.0%	0.0%	2.9%
Boise, ID	295	1	0.3%	0.3%	0.4%	0.3%	1.0%	2.8%
Boulder, CO	173	5	2.9%	2.3%	2.2%	1.7%	1.7%	4.7%
Broken Arrow, OK	146	0	0.0%	1.4%	0.0%	0.7%	0.0%	3.4%
Carlsbad, CA	120	5	4.2%	3.5%	2.7%	3.5%		7.6%
Cary, NC	197	2	1.0%	1.0%	0.0%			17.4%
Cedar Rapids, IA	211	1	0.5%	0.5%	0.5%	0.5%	1.0%	3.0%
Chesapeake, VA	392	10	2.6%	2.6%	2.3%	2.3%	2.8%	4.0%
Chula Vista, CA	223	5	2.2%	4.1%	3.5%	2.7%	5.5%	14.2%
Columbia, MO	158	1	0.6%	0.6%	0.6%	0.6%	0.6%	6.0%
Coral Springs, FL	206	0	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%
Edmond, OK	126	2	1.6%	0.9%	0.8%	0.8%	0.0%	3.3%
Fort Collins, CO	204	7	3.4%	3.1%	2.4%	2.5%	2.0%	3.1%
Fremont, CA	180	22	12.2%	11.4%	10.4%	10.4%	10.6%	50.0%
Garland, TX	357	7	2.0%	2.1%	2.1%	1.8%	0.9%	11.0%
Grand Prairie, TX	275	5	1.8%	1.1%	1.5%	1.2%	0.8%	7.7%
Henderson, NV	357	11	3.1%	3.4%	3.0%	4.1%	2.6%	7.2%
Irving, TX	351	7	2.0%	1.8%	1.7%	2.0%	2.0%	18.8%
Lawrence, KS	133	1	0.8%	0.0%	0.0%	1.3%	1.3%	4.5%
Lincoln, NE	358	5	1.4%	0.9%	0.9%	1.2%	1.3%	4.4%
Naperville, IL	160	3	1.9%	1.8%	1.8%	1.8%	1.8%	15.0%
Norman, OK	174	6	3.4%	3.0%	2.8%	1.7%	1.7%	4.2%
Olathe, KS	186	1	0.5%	1.1%	1.1%	1.2%	1.2%	4.4%
Overland Park, KS	248	3	1.2%	1.2%	2.0%	1.2%	1.2%	7.5%
Peoria, AZ	193	4	2.1%	2.1%	3.6%	2.6%	2.1%	3.8%
Plano, TX	407	6	1.5%	2.0%	1.6%	1.6%	1.1%	19.4%
Richardson, TX	159	4	2.5%	2.5%	3.1%	3.2%	3.3%	16.0%
Rochester, MN	137	2	1.5%					6.5%
Springfield, MO	346	5	1.4%	1.5%	1.1%	1.1%	1.2%	2.0%
Average	228	4.9	2.2%	2.2%	2.1%	2.1%	2.1%	9.8%

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Other Minority Officers, 2-Year Comparison

2018 Average is 2.3% Other Minority Officers



A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Other Minority Officers, 5-Year Comparison

2018 Average is 2.3% Other Minority Officers

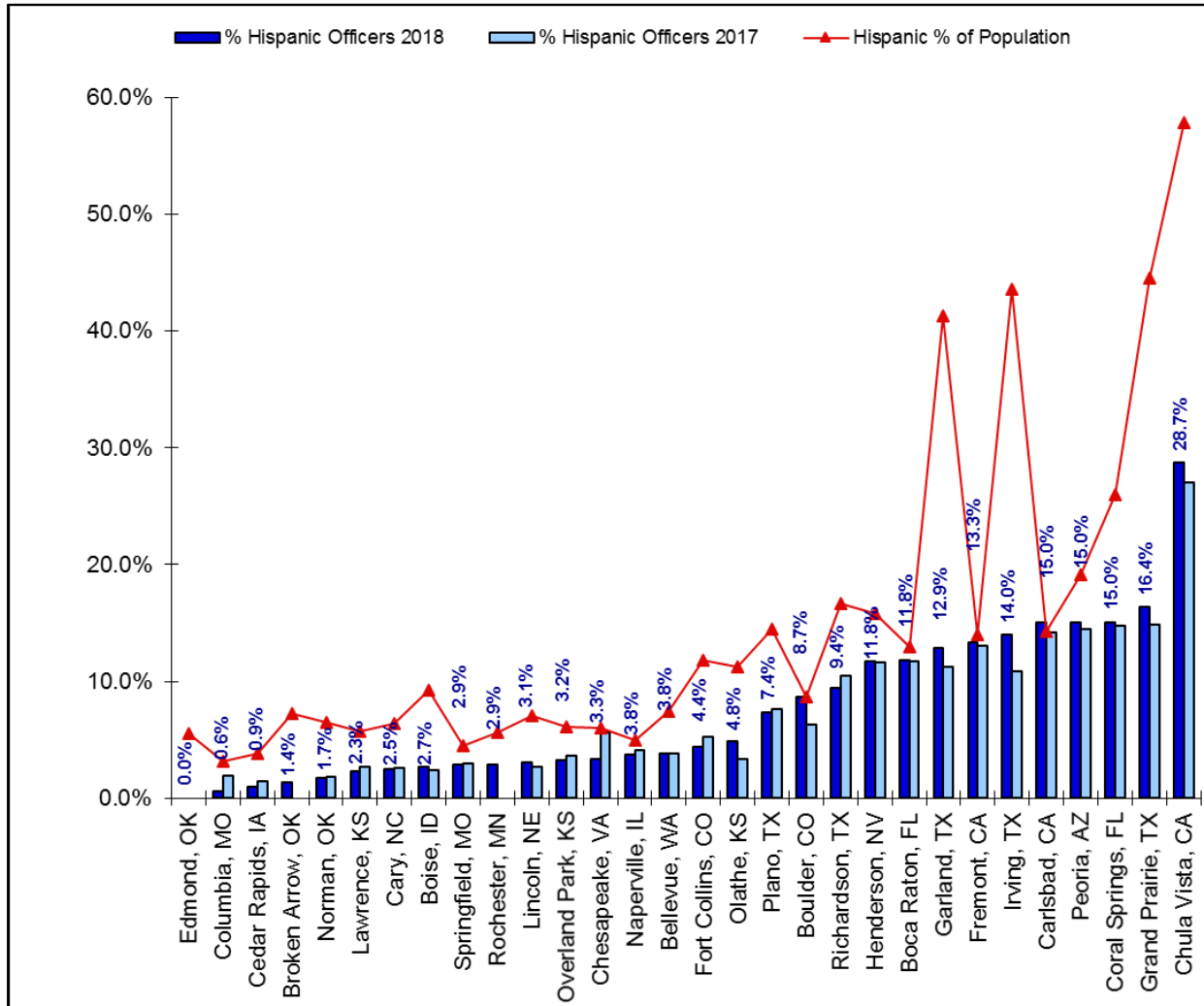
City Name	Assigned Officers	Other Minority Officers	2018	2017	2016	2015	2014	Other Minority % of Population
Bellevue, WA	185	12	6.5%	6.0%	4.9%	3.3%	3.9%	6.7%
Boca Raton, FL	186	1	0.5%	0.6%	0.5%	2.0%	1.5%	6.7%
Boise, ID	295	22	7.5%	7.4%	4.6%	4.8%	0.3%	6.4%
Boulder, CO	173	2	1.2%	0.6%	0.6%	0.6%	0.0%	6.4%
Broken Arrow, OK	146	12	8.2%	8.3%	7.1%	5.2%	6.9%	14.5%
Carlsbad, CA	120	0	0.0%	1.8%	1.8%	1.7%		18.7%
Cary, NC	197	1	0.5%	0.5%	0.5%			3.0%
Cedar Rapids, IA	211	0	0.0%	0.0%	0.0%	0.5%	0.5%	5.0%
Chesapeake, VA	392	10	2.6%	1.0%	0.3%	0.3%	0.8%	6.0%
Chula Vista, CA	223	13	5.8%	3.2%	3.1%	7.6%	5.1%	58.5%
Columbia, MO	158	2	1.3%	1.3%	0.6%	0.6%	2.5%	6.2%
Coral Springs, FL	206	1	0.5%	0.5%	0.5%	0.5%	0.5%	5.0%
Edmond, OK	126	4	3.2%	3.5%	3.3%	3.3%	2.5%	9.0%
Fort Collins, CO	204	0	0.0%	0.0%	0.0%	0.0%	0.5%	6.3%
Fremont, CA	180	4	2.2%	2.3%	1.0%	2.6%	1.6%	14.0%
Garland, TX	357	2	0.6%	0.6%	0.6%	0.6%	0.3%	15.5%
Grand Prairie, TX	275	2	0.7%	0.7%	0.0%	0.0%	0.0%	22.0%
Henderson, NV	357	6	1.7%	3.7%	0.3%	0.5%	0.3%	9.2%
Irving, TX	351	10	2.8%	2.3%	0.6%	0.6%	0.6%	18.9%
Lawrence, KS	133	11	8.3%	3.4%	3.3%	2.6%	2.6%	8.8%
Lincoln, NE	358	2	0.6%	0.3%	0.9%	0.6%	0.6%	5.0%
Naperville, IL	160	2	1.3%	1.2%	1.2%	0.6%	0.0%	4.0%
Norman, OK	174	3	1.7%	2.4%	2.8%	2.8%	2.9%	10.5%
Olathe, KS	186	0	0.0%	0.0%	0.0%	0.0%	0.0%	5.2%
Overland Park, KS	248	2	0.8%	0.4%	0.4%	0.4%	0.0%	3.5%
Peoria, AZ	193	5	2.6%	3.1%	1.0%	1.5%	1.6%	8.1%
Plano, TX	407	4	1.0%	0.8%	0.8%	0.8%	1.1%	3.2%
Richardson, TX	159	1	0.6%	1.2%	0.6%	0.6%	0.7%	6.3%
Rochester, MN	137	3	2.2%					5.2%
Springfield, MO	346	13	3.8%	0.6%	0.6%	0.6%	0.6%	5.7%
Average	228	5.0	2.3%	2.0%	1.4%	1.6%	1.4%	10.1%

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Hispanic Officers, 2-Year Comparison

2018 Average is 7.5% Hispanic Officers



A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Hispanic Officers, 5-Year Comparison

2018 Average is 7.5% Hispanic Officers

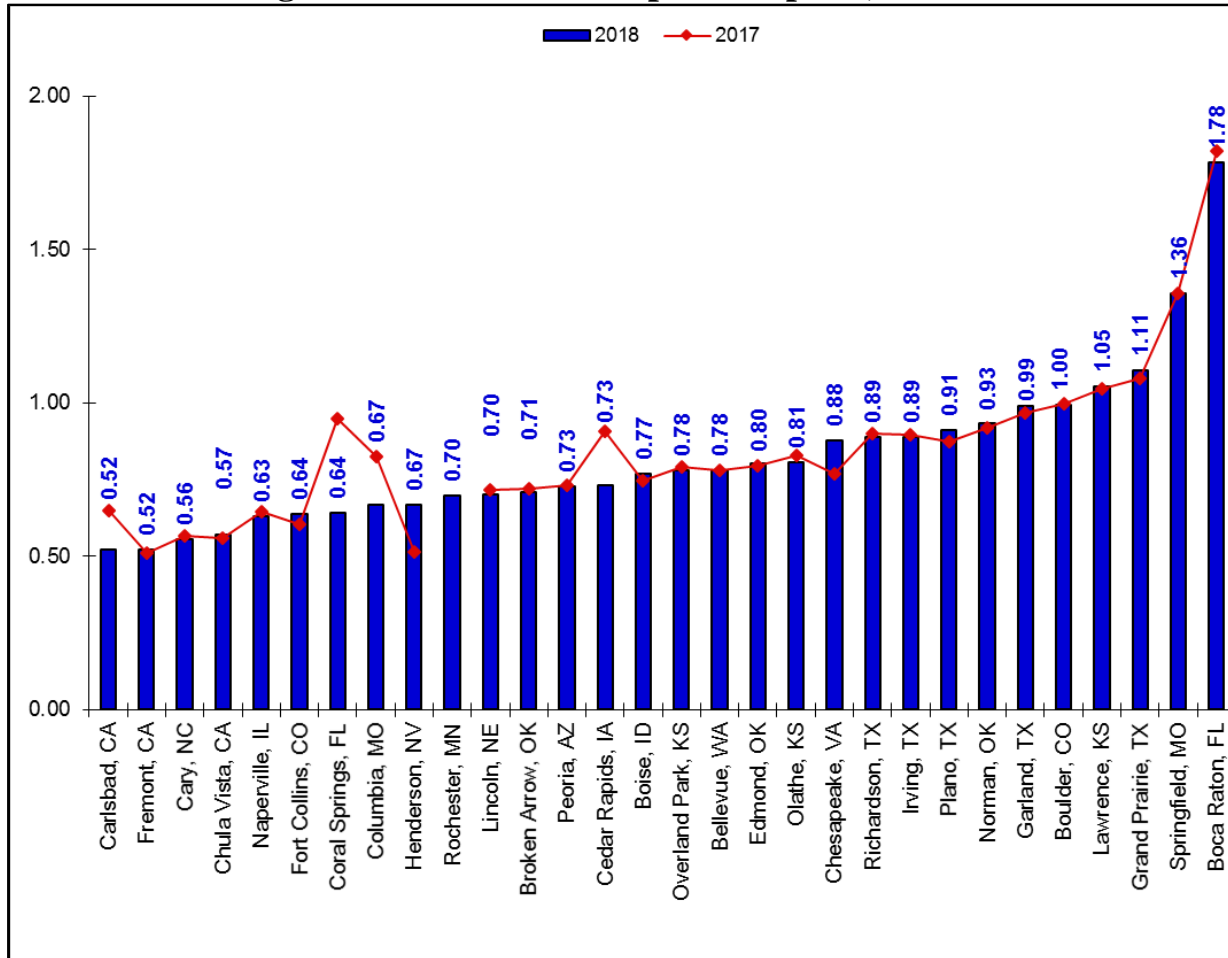
City Name	Assigned Officers	Hispanic Officers	2018	2017	2016	2015	2014	Hispanic % of Population
Bellevue, WA	185	7	3.8%	3.8%	3.8%	3.9%	2.2%	7.4%
Boca Raton, FL	186	22	11.8%	11.7%	9.0%	8.9%	8.1%	13.0%
Boise, ID	295	8	2.7%	2.4%	2.5%	2.4%	3.7%	9.2%
Boulder, CO	173	15	8.7%	6.3%	6.1%	6.1%	5.6%	8.7%
Broken Arrow, OK	146	2	1.4%	0.0%	0.7%	0.7%	0.8%	7.3%
Carlsbad, CA	120	18	15.0%	14.2%	11.5%	11.3%		14.3%
Cary, NC	197	5	2.5%	2.6%	2.6%			6.4%
Cedar Rapids, IA	211	2	0.9%	1.4%	0.9%	0.9%	1.5%	3.8%
Chesapeake, VA	392	13	3.3%	5.6%	5.3%	5.4%	4.4%	6.0%
Chula Vista, CA	223	64	28.7%	27.0%	26.9%	25.3%	24.5%	57.8%
Columbia, MO	158	1	0.6%	1.9%	2.3%	3.0%	0.6%	3.2%
Coral Springs, FL	206	31	15.0%	14.8%	12.4%	13.0%	12.5%	26.0%
Edmond, OK	126	0	0.0%	0.0%	0.0%	0.0%	0.0%	5.5%
Fort Collins, CO	204	9	4.4%	5.3%	5.7%	5.9%	5.6%	11.8%
Fremont, CA	180	24	13.3%	13.1%	12.5%	12.0%	13.3%	14.0%
Garland, TX	357	46	12.9%	11.3%	12.2%	9.6%	9.0%	41.3%
Grand Prairie, TX	275	45	16.4%	14.9%	14.1%	13.9%	12.0%	44.5%
Henderson, NV	357	42	11.8%	11.6%	9.4%	8.0%	5.4%	15.8%
Irving, TX	351	49	14.0%	10.9%	9.6%	9.0%	7.8%	43.6%
Lawrence, KS	133	3	2.3%	2.7%	2.0%	1.9%	1.9%	5.7%
Lincoln, NE	358	11	3.1%	2.7%	2.4%	1.9%	1.9%	7.1%
Naperville, IL	160	6	3.8%	4.1%	4.2%	3.6%	3.6%	5.0%
Norman, OK	174	3	1.7%	1.8%	1.7%	2.8%	2.3%	6.5%
Olathe, KS	186	9	4.8%	3.3%	2.8%	2.9%	4.0%	11.2%
Overland Park, KS	248	8	3.2%	3.6%	3.6%	4.4%	4.4%	6.1%
Peoria, AZ	193	29	15.0%	14.5%	11.2%	10.3%	7.3%	19.1%
Plano, TX	407	30	7.4%	7.7%	7.2%	7.4%	7.6%	14.5%
Richardson, TX	159	15	9.4%	10.5%	8.1%	9.0%	9.3%	16.7%
Rochester, MN	137	4	2.9%					5.6%
Springfield, MO	346	10	2.9%	3.0%	2.8%	2.6%	2.7%	4.5%
Average	228	18	7.5%	7.3%	6.7%	6.6%	6.0%	14.7%

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

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

2018 Average Number of First Responders per 1,000 Citizen is 0.82



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 - 2018 Data

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

2018 Average Number of First Responders per 1,000 Citizen is 0.82

City Name	City Population	First Responders	2018	2017	2016	2015	2014
Bellevue, WA	142,400	111	0.78	0.78	0.79	0.82	0.81
Boca Raton, FL	98,150	175	1.78	1.82	1.12	1.39	1.43
Boise, ID	232,300	179	0.77	0.75	0.77	1.10	1.17
Boulder, CO	108,507	108	1.00	1.00	1.04	1.01	1.10
Broken Arrow, OK	110,000	78	0.71	0.72	0.92	0.75	0.76
Carlsbad, CA	115,330	60	0.52	0.65	0.65	0.67	
Cary, NC	162,025	90	0.56	0.57	0.67		
Cedar Rapids, IA	132,228	97	0.73	0.91	0.90	1.04	1.00
Chesapeake, VA	242,336	213	0.88	0.77	0.93	1.32	1.35
Chula Vista, CA	270,471	154	0.57	0.56	0.56	0.57	0.59
Columbia, MO	122,832	82	0.67	0.82	0.82	0.88	0.89
Coral Springs, FL	127,673	82	0.64	0.95	0.96	0.97	0.98
Edmond, OK	94,826	76	0.80	0.79	0.81	0.86	0.86
Fort Collins, CO	171,100	109	0.64	0.60	0.62	0.80	0.80
Fremont, CA	226,551	118	0.52	0.51	0.66	0.52	0.54
Garland, TX	238,293	236	0.99	0.97	0.92	0.94	0.90
Grand Prairie, TX	193,249	214	1.11	1.08	1.03	1.07	1.00
Henderson, NV	314,414	210	0.67	0.51	0.50	0.79	0.80
Irving, TX	240,373	214	0.89	0.90	0.89	0.89	0.89
Lawrence, KS	100,736	106	1.05	1.05	1.14	1.06	1.09
Lincoln, NE	284,736	200	0.70	0.72	0.70	0.71	0.72
Naperville, IL	147,841	93	0.63	0.65	0.63	0.81	0.82
Norman, OK	124,445	116	0.93	0.92	0.93	0.92	0.96
Olathe, KS	141,026	114	0.81	0.83	0.84	0.87	0.88
Overland Park, KS	195,140	152	0.78	0.79	0.80	0.79	0.81
Peoria, AZ	171,600	125	0.73	0.73	0.69	0.74	0.74
Plano, TX	281,566	257	0.91	0.87	0.84	0.82	0.80
Richardson, TX	110,140	98	0.89	0.90	0.94	0.92	0.88
Rochester, MN	115,733	81	0.70				
Springfield, MO	167,313	227	1.36	1.36	1.36	1.37	1.28
Average	172,778	139.2	0.82	0.84	0.84	0.91	0.92

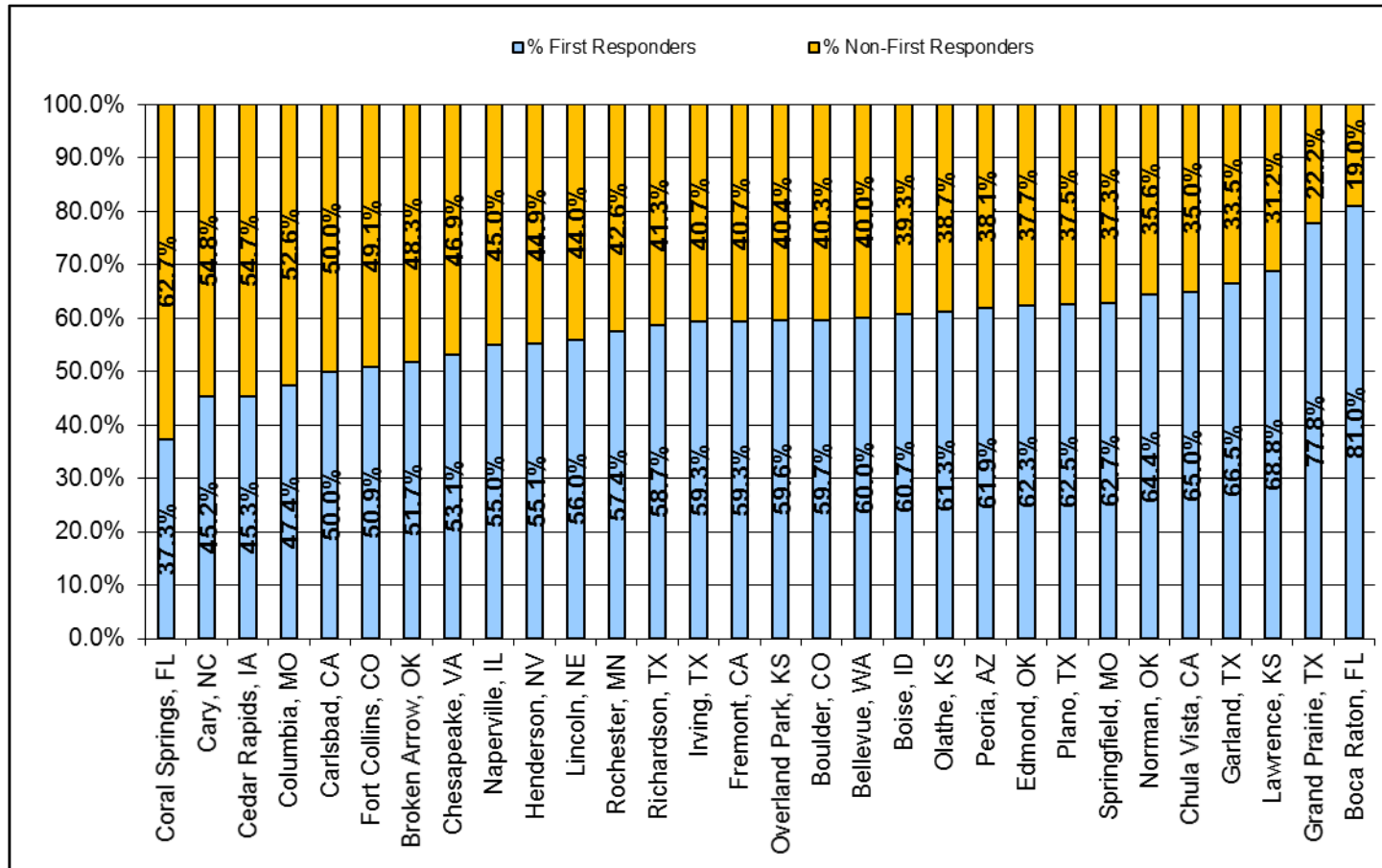
First Responders are defined as Commissioned Police Officers below the rank of First Line Supervisor whose primary responsibility is handling dispatched calls for service.

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

First Responders vs. Non-First Responders

2018 Average is 58.5% (First Responders) and 41.5% (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 - 2018 Data

First Responders vs. Non-First Responders

2018 Average is 58.5% (First Responders) and 41.5% (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
Bellevue, WA	185	111	74	60.0%	40.0%	1.50 to 1
Boca Raton, FL	216	175	41	81.0%	19.0%	4.27 to 1
Boise, ID	295	179	116	60.7%	39.3%	1.54 to 1
Boulder, CO	181	108	73	59.7%	40.3%	1.48 to 1
Broken Arrow, OK	151	78	73	51.7%	48.3%	1.07 to 1
Carlsbad, CA	120	60	60	50.0%	50.0%	1.00 to 1
Cary, NC	199	90	109	45.2%	54.8%	0.83 to 1
Cedar Rapids, IA	214	97	117	45.3%	54.7%	0.83 to 1
Chesapeake, VA	401	213	188	53.1%	46.9%	1.13 to 1
Chula Vista, CA	237	154	83	65.0%	35.0%	1.86 to 1
Columbia, MO	173	82	91	47.4%	52.6%	0.90 to 1
Coral Springs, FL	220	82	138	37.3%	62.7%	0.59 to 1
Edmond, OK	122	76	46	62.3%	37.7%	1.65 to 1
Fort Collins, CO	214	109	105	50.9%	49.1%	1.04 to 1
Fremont, CA	199	118	81	59.3%	40.7%	1.46 to 1
Garland, TX	355	236	119	66.5%	33.5%	1.98 to 1
Grand Prairie, TX	275	214	61	77.8%	22.2%	3.51 to 1
Henderson, NV	381	210	171	55.1%	44.9%	1.23 to 1
Irving, TX	361	214	147	59.3%	40.7%	1.46 to 1
Lawrence, KS	154	106	48	68.8%	31.2%	2.21 to 1
Lincoln, NE	357	200	157	56.0%	44.0%	1.27 to 1
Naperville, IL	169	93	76	55.0%	45.0%	1.22 to 1
Norman, OK	180	116	64	64.4%	35.6%	1.81 to 1
Olathe, KS	186	114	72	61.3%	38.7%	1.58 to 1
Overland Park, KS	255	152	103	59.6%	40.4%	1.48 to 1
Peoria, AZ	202	125	77	61.9%	38.1%	1.62 to 1
Plano, TX	411	257	154	62.5%	37.5%	1.67 to 1
Richardson, TX	167	98	69	58.7%	41.3%	1.42 to 1
Rochester, MN	141	81	60	57.4%	42.6%	1.35 to 1
Springfield, MO	362	227	135	62.7%	37.3%	1.68 to 1
Average	238	139	97	58.5%	41.5%	1.55 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 - 2018 Data

Command Structure

City Name	Total Authorized Officers	Executive Level (Chief and 2 steps below)		Mid Level (Ranks 3 steps below the Chief to 1 step above First Line Supervisor)		First Line Supervisor		Line Officer (All ranks below First Line Supervisor)	
Bellevue, WA	185	6	3.2%	7	3.8%	21	11.4%	151	81.6%
Boca Raton, FL	216	8	3.7%	8	3.7%	22	10.2%	178	82.4%
Boise, ID	295	6	2.0%	14	4.7%	26	8.8%	249	84.4%
Boulder, CO	181	9	5.0%	0	0.0%	24	13.3%	148	81.8%
Broken Arrow, OK	151	5	3.3%	7	4.6%	26	17.2%	113	74.8%
Carlsbad, CA	120	4	3.3%	8	6.7%	15	12.5%	93	77.5%
Cary, NC	199	10	5.0%	11	5.5%	23	11.6%	155	77.9%
Cedar Rapids, IA	214	6	2.8%	12	5.6%	28	13.1%	168	78.5%
Chesapeake, VA	401	5	1.2%	25	6.2%	46	11.5%	325	81.0%
Chula Vista, CA	237	4	1.7%	10	4.2%	26	11.0%	197	83.1%
Columbia, MO	173	5	2.9%	7	4.0%	24	13.9%	137	79.2%
Coral Springs, FL	220	7	3.2%	5	2.3%	26	11.8%	182	82.7%
Edmond, OK	122	7	5.7%	4	3.3%	14	11.5%	97	79.5%
Fort Collins, CO	214	2	0.9%	13	6.1%	24	11.2%	175	81.8%
Fremont, CA	199	12	6.0%	0	0.0%	32	16.1%	155	77.9%
Garland, TX	355	5	1.4%	9	2.5%	39	11.0%	302	85.1%
Grand Prairie, TX	275	6	2.2%	8	2.9%	30	10.9%	231	84.0%
Henderson, NV	381	8	2.1%	18	4.7%	39	10.2%	316	82.9%
Irving, TX	361	10	2.8%	17	4.7%	44	12.2%	290	80.3%
Lawrence, KS	154	7	4.5%	0	0.0%	19	12.3%	128	83.1%
Lincoln, NE	357	19	5.3%	0	0.0%	52	14.6%	286	80.1%
Naperville, IL	169	3	1.8%	8	4.7%	24	14.2%	134	79.3%
Norman, OK	180	4	2.2%	7	3.9%	21	11.7%	148	82.2%
Olathe, KS	186	8	4.3%	5	2.7%	20	10.8%	153	82.3%
Overland Park, KS	255	7	2.7%	15	5.9%	29	11.4%	204	80.0%
Peoria, AZ	202	6	3.0%	10	5.0%	25	12.4%	161	79.7%
Plano, TX	411	7	1.7%	16	3.9%	40	9.7%	348	84.7%
Richardson, TX	167	7	4.2%	6	3.6%	20	12.0%	134	80.2%
Rochester, MN	141	13	9.2%	0	0.0%	25	17.7%	103	73.0%
Springfield, MO	362	7	1.9%	13	3.6%	34	9.4%	308	85.1%
Average	238	7	3.3%	9	3.6%	28	12.2%	192	80.9%

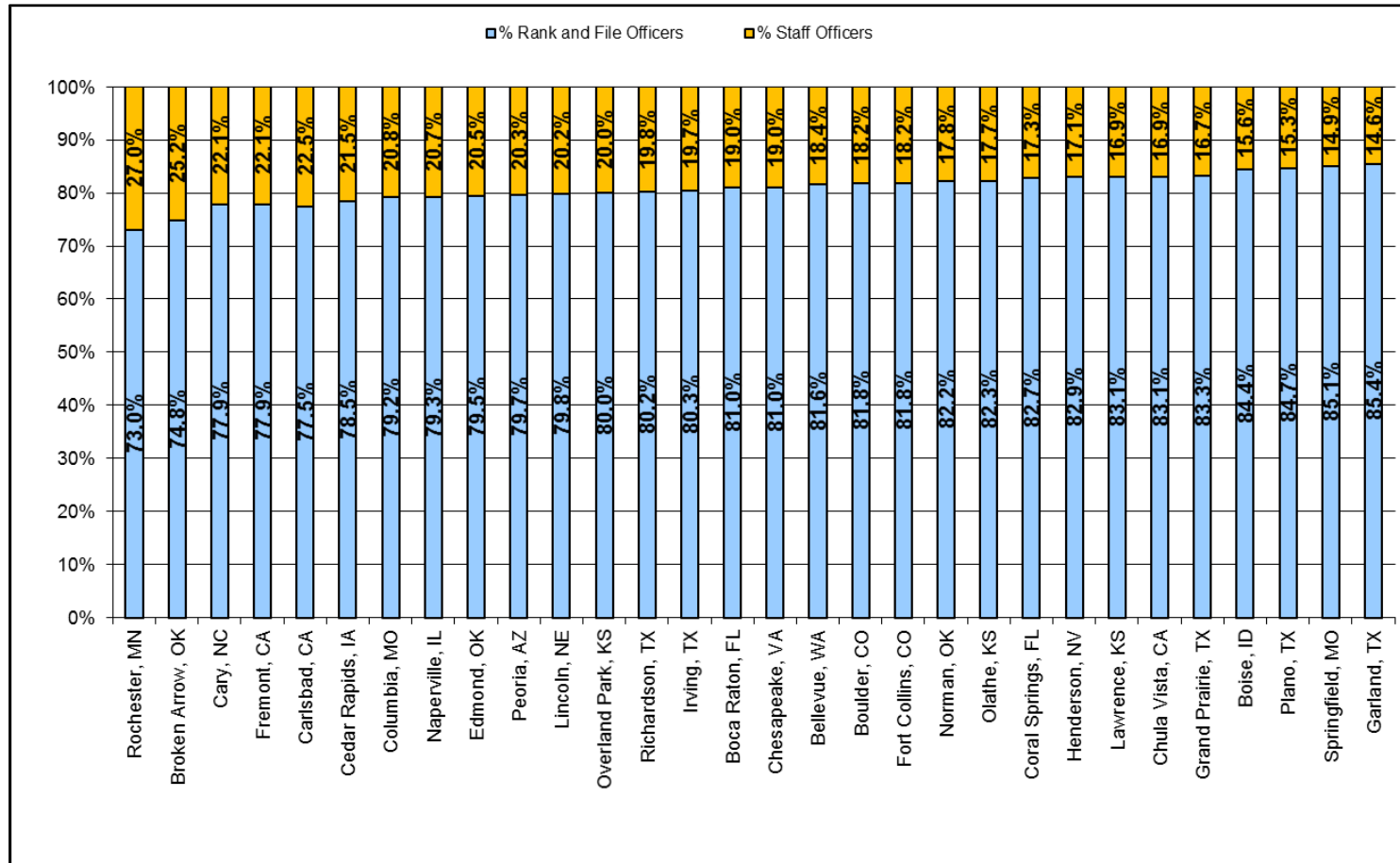
A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

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

2018 Average is 80.8% (Rank & File Officers) and 19.2% (Staff Officers)

2018 Average Ratio of Staff Officers to Rank & File Officers is 1 to 4.37



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 - 2018 Data

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

2018 Average is 80.8% (Rank & File Officers) and 19.2% (Staff Officers)

2018 Average Ratio of Staff Officers to Rank & File Officers is 1 to 4.37

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	141	38	103	73.0%	27.0%	1 to 2.71
Broken Arrow, OK	151	38	113	74.8%	25.2%	1 to 2.97
Cary, NC	199	44	155	77.9%	22.1%	1 to 3.52
Fremont, CA	199	44	155	77.9%	22.1%	1 to 3.52
Carlsbad, CA	120	27	93	77.5%	22.5%	1 to 3.44
Cedar Rapids, IA	214	46	168	78.5%	21.5%	1 to 3.65
Columbia, MO	173	36	137	79.2%	20.8%	1 to 3.81
Naperville, IL	169	35	134	79.3%	20.7%	1 to 3.83
Edmond, OK	122	25	97	79.5%	20.5%	1 to 3.88
Peoria, AZ	202	41	161	79.7%	20.3%	1 to 3.93
Lincoln, NE	357	72	285	79.8%	20.2%	1 to 3.96
Overland Park, KS	255	51	204	80.0%	20.0%	1 to 4.00
Richardson, TX	167	33	134	80.2%	19.8%	1 to 4.06
Irving, TX	361	71	290	80.3%	19.7%	1 to 4.08
Boca Raton, FL	216	41	175	81.0%	19.0%	1 to 4.27
Chesapeake, VA	401	76	325	81.0%	19.0%	1 to 4.28
Bellevue, WA	185	34	151	81.6%	18.4%	1 to 4.44
Boulder, CO	181	33	148	81.8%	18.2%	1 to 4.48
Fort Collins, CO	214	39	175	81.8%	18.2%	1 to 4.49
Norman, OK	180	32	148	82.2%	17.8%	1 to 4.63
Olathe, KS	186	33	153	82.3%	17.7%	1 to 4.64
Coral Springs, FL	220	38	182	82.7%	17.3%	1 to 4.79
Henderson, NV	381	65	316	82.9%	17.1%	1 to 4.86
Lawrence, KS	154	26	128	83.1%	16.9%	1 to 4.92
Chula Vista, CA	237	40	197	83.1%	16.9%	1 to 4.93
Grand Prairie, TX	275	46	229	83.3%	16.7%	1 to 4.98
Boise, ID	295	46	249	84.4%	15.6%	1 to 5.41
Plano, TX	411	63	348	84.7%	15.3%	1 to 5.52
Springfield, MO	362	54	308	85.1%	14.9%	1 to 5.70
Garland, TX	355	52	303	85.4%	14.6%	1 to 5.83
Average	238	44	192	80.8%	19.2%	1 to 4.37

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

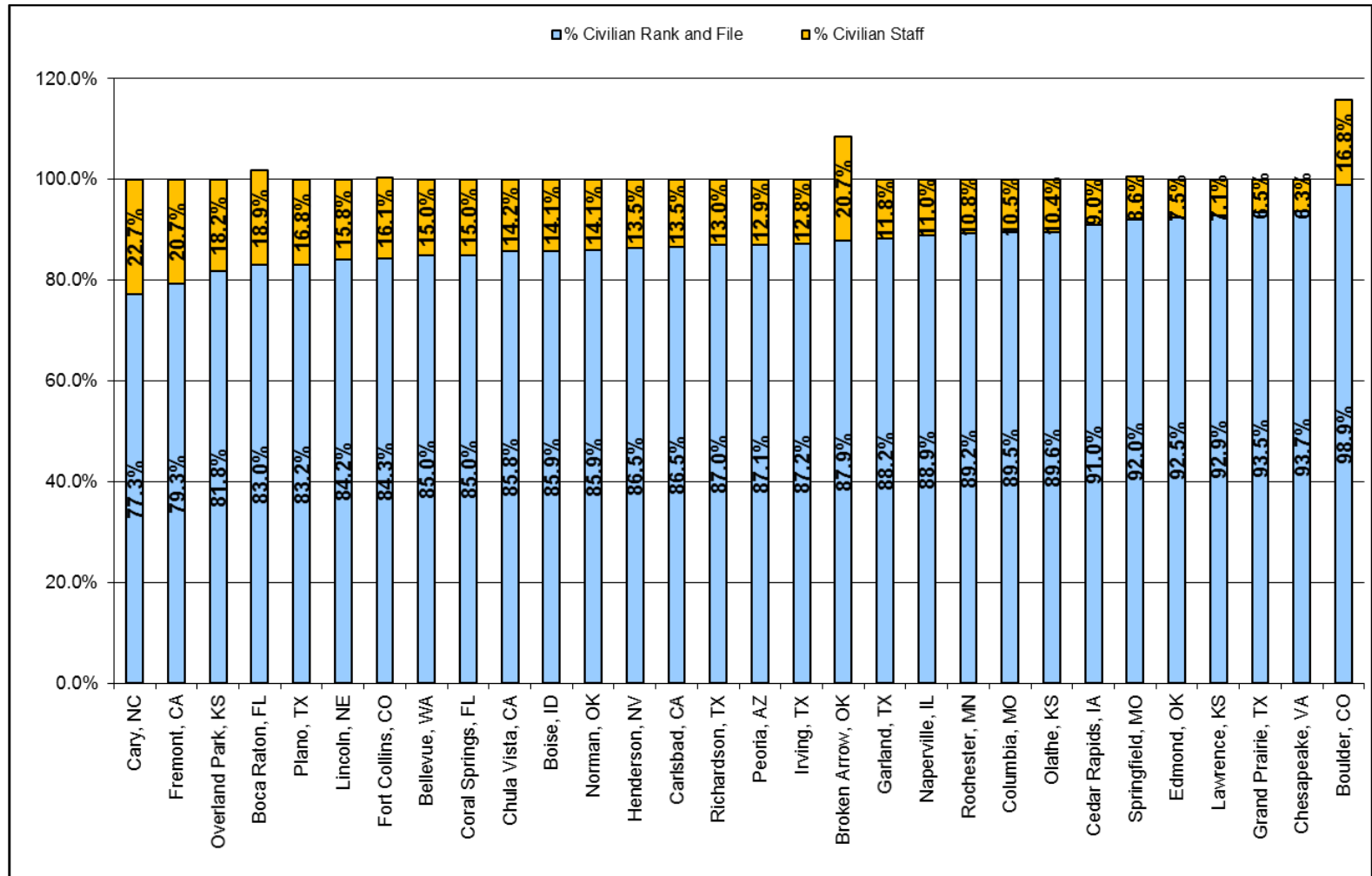
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Benchmark City Survey - 2018 Data

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

2018 Average is 87.4% (Rank & File Civilians) and 13.5% (Staff Civilians)

2018 Average Ratio of Staff Civilians to Rank & File Civilians is 1 to 6.58



A Coalition for Mutual Support

Benchmark City Survey – 2018 Data

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

2018 Average is 87.4% (Rank & File Civilians) and 13.5% (Staff Civilians)

2018 Average Ratio of Staff Civilians to Rank & File Civilians is 1 to 6.58

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	
Cary, NC	44	10	34	77.3%	22.7%	1 to	3.40
Fremont, CA	116	24	92	79.3%	20.7%	1 to	3.83
Overland Park, KS	66	12	54	81.8%	18.2%	1 to	4.50
Boca Raton, FL	106	20	88	83.0%	18.9%	1 to	4.40
Plano, TX	190	32	158	83.2%	16.8%	1 to	4.94
Lincoln, NE	152	24	128	84.2%	15.8%	1 to	5.33
Fort Collins, CO	112	18	94	84.3%	16.1%	1 to	5.22
Bellevue, WA	40	6	34	85.0%	15.0%	1 to	5.67
Coral Springs, FL	100	15	85	85.0%	15.0%	1 to	5.67
Chula Vista, CA	92	13	79	85.8%	14.2%	1 to	6.04
Boise, ID	92	13	79	85.9%	14.1%	1 to	6.08
Norman, OK	71	10	61	85.9%	14.1%	1 to	6.10
Henderson, NV	148	20	128	86.5%	13.5%	1 to	6.40
Carlsbad, CA	52	7	45	86.5%	13.5%	1 to	6.43
Richardson, TX	100	13	87	87.0%	13.0%	1 to	6.69
Peoria, AZ	101	13	88	87.1%	12.9%	1 to	6.77
Irving, TX	196	25	171	87.2%	12.8%	1 to	6.84
Broken Arrow, OK	58	12	51	87.9%	20.7%	1 to	4.25
Garland, TX	136	16	120	88.2%	11.8%	1 to	7.50
Naperville, IL	100	11	89	88.9%	11.0%	1 to	8.09
Rochester, MN	65	7	58	89.2%	10.8%	1 to	8.29
Columbia, MO	38	4	34	89.5%	10.5%	1 to	8.50
Olathe, KS	29	3	26	89.6%	10.4%	1 to	8.60
Cedar Rapids, IA	67	6	61	91.0%	9.0%	1 to	10.17
Springfield, MO	81	7	75	92.0%	8.6%	1 to	10.64
Edmond, OK	40	3	37	92.5%	7.5%	1 to	12.33
Lawrence, KS	28	2	26	92.9%	7.1%	1 to	13.00
Grand Prairie, TX	217	14	203	93.5%	6.5%	1 to	14.50
Chesapeake, VA	189	12	177	93.7%	6.3%	1 to	14.75
Boulder, CO	95	16	94	98.9%	16.8%	1 to	5.88
Average	97	13	85	87.4%	13.5%	1 to	6.58

A Coalition for Mutual Support

Benchmark City Survey - 2018 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	13 of 185	7.0%	6	0	1	4	2	0	0	0	0
Boca Raton, FL	11 of 216	5.1%	8	0	0	1	2	0	0	0	0
Boise, ID	6 of 295	2.0%	6	0	0	0	0	0	0	0	0
Boulder, CO	11 of 181	6.1%	9	0	0	0	1	1	0	0	0
Broken Arrow, OK	24 of 151	15.9%	5	0	0	1	2	0	0	0	16
Carlsbad, CA	9 of 120	7.5%	4	0	0	0	2	0	0	1	2
Cary, NC	16 of 199	8.0%	10	0	0	2	3	0	0	1	0
Cedar Rapids, IA	13 of 214	6.1%	6	0	0	0	1	1	0	0	5
Chesapeake, VA	28 of 401	7.0%	14	2	0	2	4	5	1	0	0
Chula Vista, CA	12 of 237	5.1%	4	1	0	3	2	0	0	0	2
Columbia, MO	15 of 173	8.7%	12	0	0	1	2	0	0	0	0
Coral Springs, FL	23 of 220	10.5%	7	0	0	0	1	0	0	12	3
Edmond, OK	8 of 122	6.6%	7	0	1	0	0	0	0	0	0
Fort Collins, CO	9 of 214	4.2%	5	0	0	2	2	0	0	0	0
Fremont, CA	11 of 199	5.5%	4	0	0	3	2	0	0	0	2
Garland, TX	19 of 355	5.4%	14	0	0	3	2	0	0	0	0
Grand Prairie, TX	13 of 275	4.7%	6	0	0	2	1	0	0	0	4
Henderson, NV	20 of 381	5.2%	10	0	0	6	4	0	0	0	0
Irving, TX	19 of 361	5.3%	10	0	0	4	2	0	0	0	3
Lawrence, KS	9 of 154	5.8%	7	0	0	0	1	1	0	0	0
Lincoln, NE	23 of 357	6.4%	20	1	0	1	1	0	0	0	0
Naperville, IL	11 of 169	6.5%	11	0	0	0	0	0	0	0	0
Norman, OK	16 of 180	8.9%	11	0	1	1	2	0	0	1	0
Olathe, KS	13 of 186	7.0%	8	0	0	3	2	0	0	0	0
Overland Park, KS	17 of 255	6.7%	7	1	0	4	4	0	1	0	0
Peoria, AZ	16 of 202	7.9%	6	0	0	2	3	0	0	0	5
Plano, TX	13 of 411	3.2%	7	0	0	0	6	0	0	0	0
Richardson, TX	16 of 167	9.6%	7	0	0	4	2	0	0	3	0
Rochester, MN	5 of 141	3.5%	4	0	0	0	0	0	0	1	0
Springfield, MO	14 of 362	3.9%	7	0	3	1	3	0	0	0	0
Average	14 of 238	6.1%	8.1	0.2	0.2	1.7	2.0	0.3	0.1	0.6	1.4

A Coalition for Mutual Support

Benchmark City Survey – 2018 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	157 of 185	84.9%	4	0	1	34	4	95	19	0	0
Boca Raton, FL	157 of 216	72.7%	0	0	5	24	3	112	13	0	0
Boise, ID	256 of 295	86.8%	39	0	2	32	10	162	11	0	0
Boulder, CO	157 of 181	86.7%	0	0	1	25	0	118	13	0	0
Broken Arrow, OK	123 of 151	81.5%	0	0	0	16	4	93	10	0	0
Carlsbad, CA	103 of 120	85.8%	0	0	0	20	4	69	10	0	0
Cary, NC	162 of 199	81.4%	5	0	6	20	3	120	8	0	0
Cedar Rapids, IA	170 of 214	79.4%	6	0	1	25	8	123	7	0	0
Chesapeake, VA	303 of 401	75.6%	0	0	8	57	6	218	14	0	0
Chula Vista, CA	199 of 237	84.0%	13	0	5	26	6	140	9	0	0
Columbia, MO	145 of 173	83.8%	9	0	7	19	4	102	4	0	0
Coral Springs, FL	176 of 220	80.0%	12	0	21	27	6	100	10	0	0
Edmond, OK	97 of 122	79.5%	0	0	0	14	3	73	7	0	0
Fort Collins, CO	178 of 214	83.2%	23	2	0	29	6	111	7	0	0
Fremont, CA	172 of 199	86.4%	0	0	5	28	6	120	13	0	0
Garland, TX	279 of 355	78.6%	26	0	7	42	2	183	19	0	0
Grand Prairie, TX	233 of 275	84.7%	8	4	1	35	3	167	15	0	0
Henderson, NV	295 of 381	77.4%	7	10	0	37	6	210	25	0	0
Irving, TX	264 of 361	73.1%	0	0	5	47	2	191	19	0	0
Lawrence, KS	127 of 154	82.5%	0	0	0	22	2	103	0	0	0
Lincoln, NE	292 of 357	81.8%	0	0	0	44	4	235	9	0	0
Naperville, IL	136 of 169	80.5%	0	0	2	26	4	97	7	0	0
Norman, OK	143 of 180	79.4%	1	0	0	19	4	115	4	0	0
Olathe, KS	146 of 186	78.5%	0	0	0	21	3	108	14	0	0
Overland Park, KS	203 of 255	79.6%	10	19	2	35	3	117	17	0	0
Peoria, AZ	172 of 202	85.1%	2	0	0	28	5	123	14	0	0
Plano, TX	334 of 411	81.3%	26	0	6	66	3	208	25	0	0
Richardson, TX	132 of 167	79.0%	0	0	4	26	2	95	5	0	0
Rochester, MN	117 of 141	83.0%	5	0	3	16	7	86	0	0	0
Springfield, MO	320 of 362	88.4%	35	7	0	56	7	189	26	0	0
Average	192 of 238	80.3%	7.7	1.4	3.1	30.5	4.3	132.8	11.8	0.0	0.0

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Officer Assignments

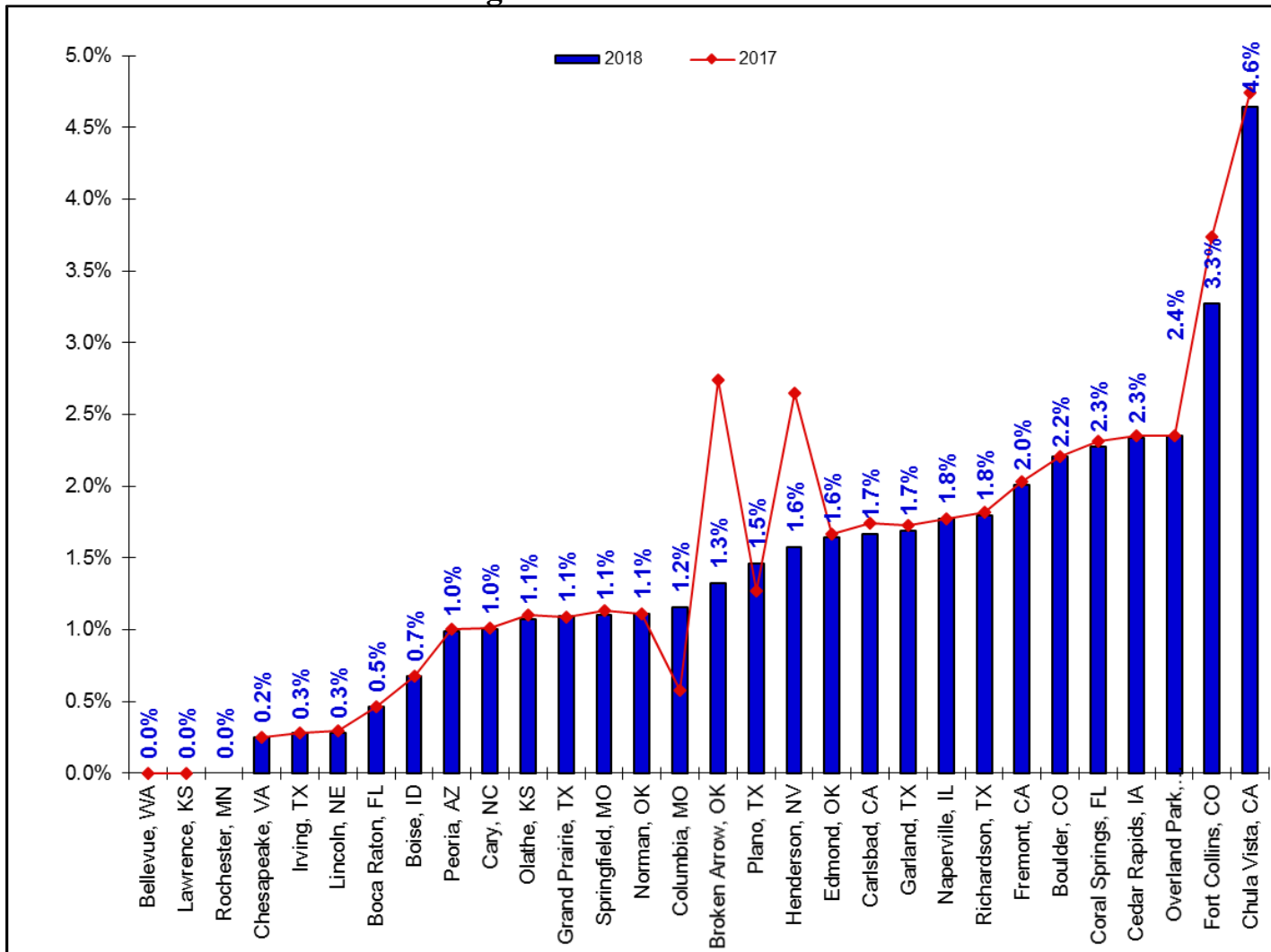
City Name	Total Authorized Strength	% of Total Authorized Strength	Crime Prevention	DARE or Equivalent Program	Evidence Technician Crime Lab	Narcotics	School Resource Officers	Task Force
Bellevue, WA	11 of 185	5.9%	1	0	0	4	6	0
Boca Raton, FL	16 of 216	7.4%	6	0	0	9	0	1
Boise, ID	30 of 295	10.2%	0	0	0	9	19	2
Boulder, CO	12 of 181	6.6%	3	0	0	0	5	4
Broken Arrow, OK	11 of 151	7.3%	0	0	2	3	4	2
Carlsbad, CA	11 of 120	9.2%	0	0	0	4	5	2
Cary, NC	20 of 199	10.1%	2	0	0	4	12	2
Cedar Rapids, IA	29 of 214	13.6%	3	0	5	7	9	5
Chesapeake, VA	40 of 401	10.0%	4	0	2	19	14	1
Chula Vista, CA	27 of 237	11.4%	0	0	0	6	10	11
Columbia, MO	11 of 173	6.4%	0	0	0	5	4	2
Coral Springs, FL	33 of 220	15.0%	0	0	0	9	19	5
Edmond, OK	13 of 122	10.7%	1	0	0	3	7	2
Fort Collins, CO	24 of 214	11.2%	0	0	5	0	12	7
Fremont, CA	17 of 199	8.5%	0	0	6	0	7	4
Garland, TX	47 of 355	13.2%	0	0	0	7	34	6
Grand Prairie, TX	27 of 275	9.8%	2	0	0	7	15	3
Henderson, NV	14 of 381	3.7%	0	0	0	8	0	6
Irving, TX	48 of 361	13.3%	6	0	8	13	20	1
Lawrence, KS	8 of 154	5.2%	0	0	0	4	4	0
Lincoln, NE	32 of 357	9.0%	2	0	1	16	12	1
Naperville, IL	18 of 169	10.7%	0	0	0	6	9	3
Norman, OK	19 of 180	10.6%	2	0	0	6	9	2
Olathe, KS	19 of 186	10.2%	0	0	1	3	13	2
Overland Park, KS	30 of 255	11.8%	1	0	4	2	17	6
Peoria, AZ	12 of 202	5.9%	0	0	0	6	4	2
Plano, TX	46 of 411	11.2%	5	0	0	8	27	6
Richardson, TX	21 of 167	12.6%	5	0	0	0	13	3
Rochester, MN	16 of 141	11.3%	0	0	0	11	5	0
Springfield, MO	17 of 362	4.7%	2	0	0	11	0	4
Average	23 of 238	9.5%	1.5	0.0	1.1	6.3	10.5	3.2

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

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

2018 Average is 1.4% Task Force Officers



A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

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

2018 Average is 1.4% Task Force Officers

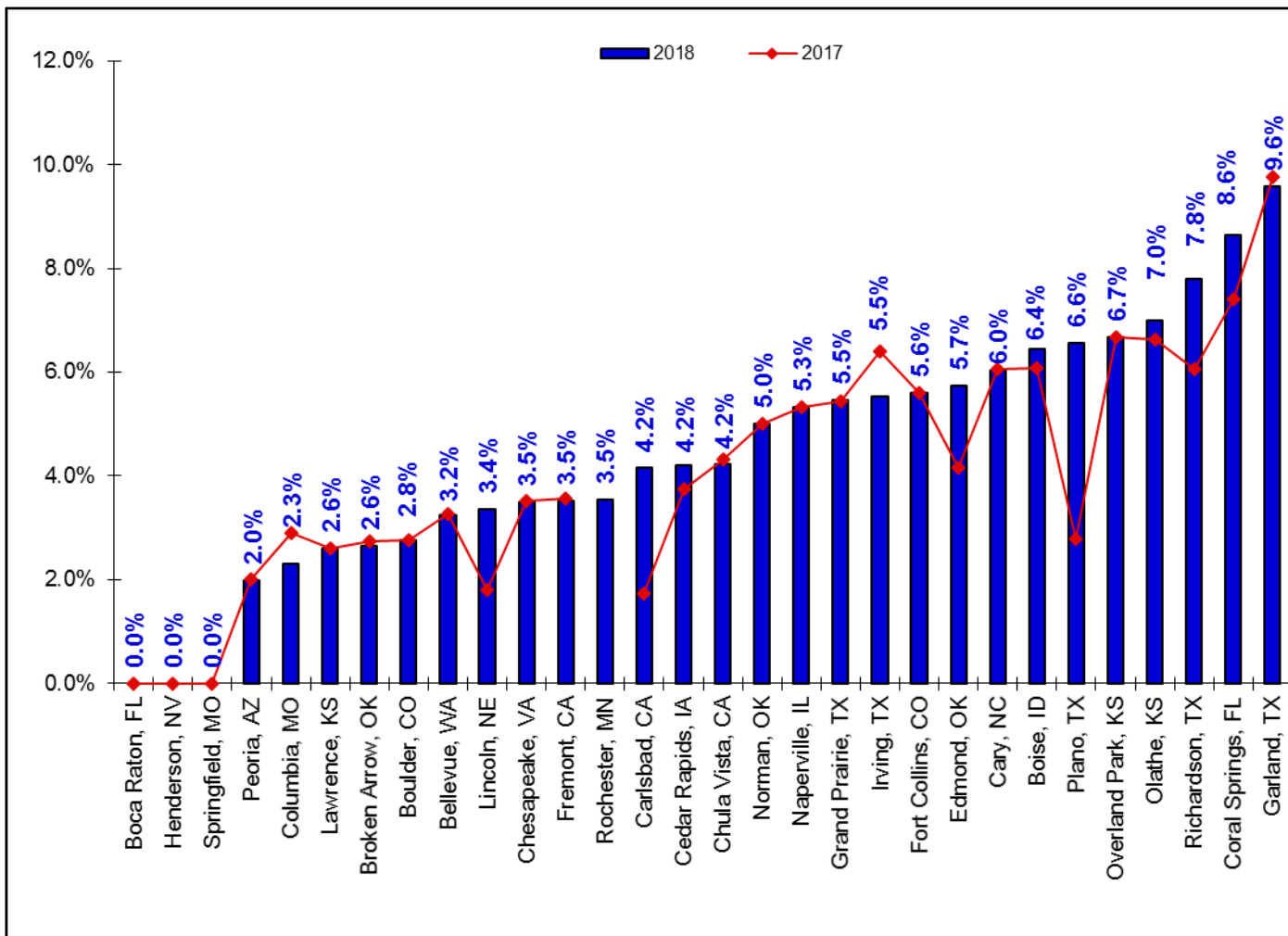
City Name	Authorized Sworn	Task Force Officers	2018	2017	2016	2015	2014
Bellevue, WA	185	0	0.0%	0.0%	0.0%	0.0%	0.0%
Boca Raton, FL	216	1	0.5%	0.5%	0.5%	0.5%	0.5%
Boise, ID	295	2	0.7%	0.7%	0.0%	1.4%	0.7%
Boulder, CO	181	4	2.2%	2.2%	2.2%	2.2%	2.2%
Broken Arrow, OK	151	2	1.3%	2.7%	3.5%	3.7%	0.8%
Carlsbad, CA	120	2	1.7%	1.7%	1.8%	1.7%	
Cary, NC	199	2	1.0%	1.0%	1.0%		
Cedar Rapids, IA	214	5	2.3%	2.3%	2.3%	2.3%	1.9%
Chesapeake, VA	401	1	0.2%	0.3%	0.3%	0.3%	0.3%
Chula Vista, CA	237	11	4.6%	4.7%	4.0%	4.4%	8.9%
Columbia, MO	173	2	1.2%	0.6%	0.6%	0.6%	0.6%
Coral Springs, FL	220	5	2.3%	2.3%	2.4%	2.4%	2.4%
Edmond, OK	122	2	1.6%	1.7%	1.7%	2.4%	2.5%
Fort Collins, CO	214	7	3.3%	3.7%	4.3%	4.4%	4.5%
Fremont, CA	199	4	2.0%	2.0%	2.1%	2.1%	2.1%
Garland, TX	355	6	1.7%	1.7%	1.8%	1.8%	1.5%
Grand Prairie, TX	275	3	1.1%	1.1%	1.1%	1.2%	1.2%
Henderson, NV	381	6	1.6%	2.6%	4.0%	0.5%	0.5%
Irving, TX	361	1	0.3%	0.3%	0.3%	0.3%	0.3%
Lawrence, KS	154	0	0.0%	0.0%	0.0%	0.0%	0.6%
Lincoln, NE	357	1	0.3%	0.3%	0.3%	0.3%	0.3%
Naperville, IL	169	3	1.8%	1.8%	1.2%	1.2%	0.0%
Norman, OK	180	2	1.1%	1.1%	0.6%	1.1%	1.1%
Olathe, KS	186	2	1.1%	1.1%	1.1%	1.2%	1.2%
Overland Park, KS	255	6	2.4%	2.4%	2.4%	2.0%	2.0%
Peoria, AZ	202	2	1.0%	1.0%	1.0%	1.0%	1.0%
Plano, TX	411	6	1.5%	1.3%	1.3%	1.4%	1.4%
Richardson, TX	167	3	1.8%	1.8%	1.9%	1.9%	1.3%
Rochester, MN	141	0	0.0%				
Springfield, MO	362	4	1.1%	1.1%	1.1%	1.1%	1.2%
Average	238	3	1.4%	1.5%	1.5%	1.6%	1.5%

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

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

2018 Average is 4.4% SRO Officers



A Coalition for Mutual Support

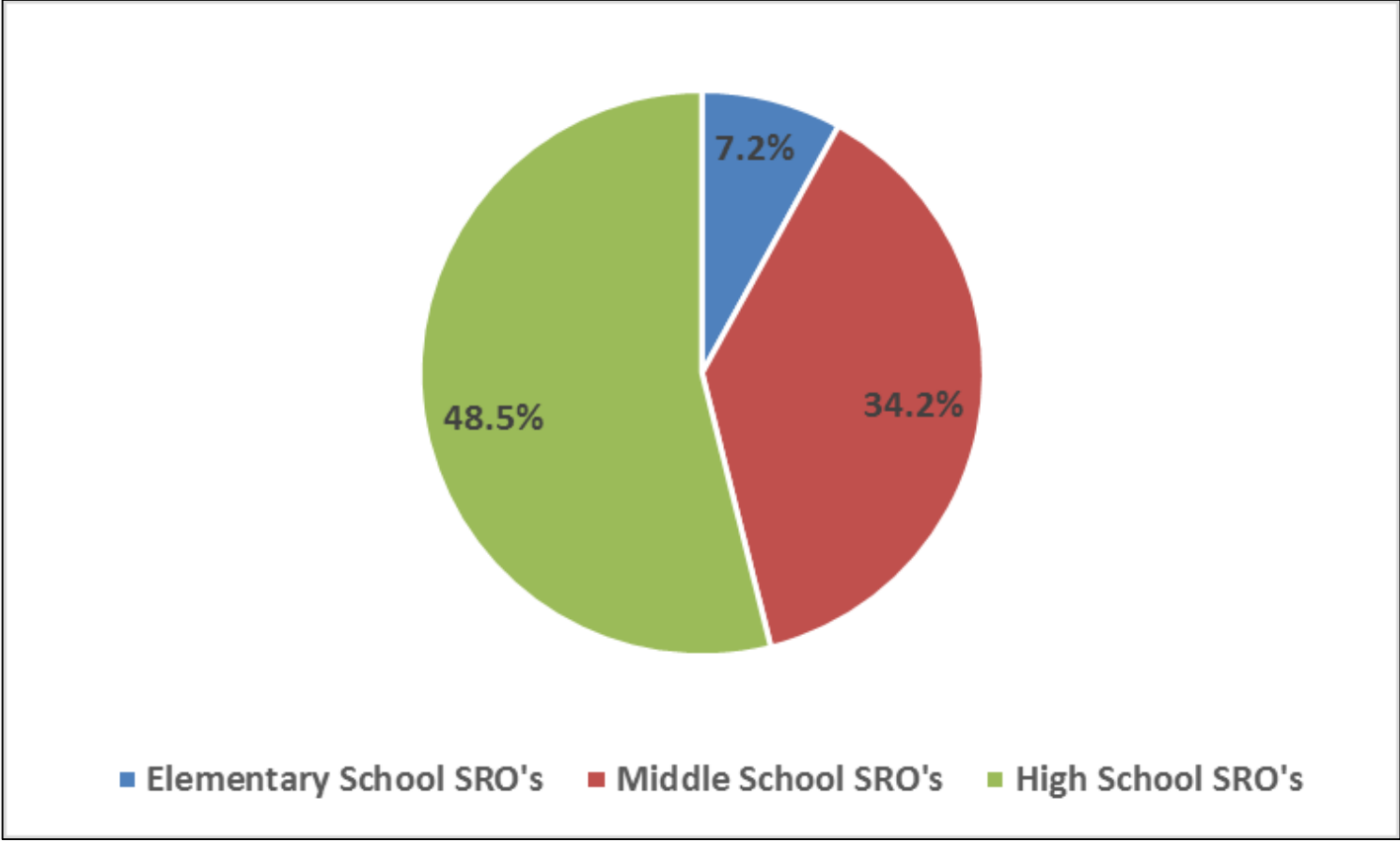
Benchmark City Survey - 2018 Data

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

2018 Average is 4.4% SRO Officers

City Name	Authorized Sworn	SRO Officers	2018	2017	2016	2015	2014
Bellevue, WA	185	6	3.2%	3.3%	3.3%	3.9%	3.9%
Boca Raton, FL	216	0	0.0%	0.0%	0.0%	0.0%	0.0%
Boise, ID	295	19	6.4%	6.1%	7.1%	7.5%	5.6%
Boulder, CO	181	5	2.8%	2.8%	3.3%	3.4%	2.8%
Broken Arrow, OK	151	4	2.6%	2.7%	3.5%	3.7%	3.1%
Carlsbad, CA	120	5	4.2%	1.7%	1.8%	3.5%	
Cary, NC	199	12	6.0%	6.1%	5.6%		
Cedar Rapids, IA	214	9	4.2%	3.8%	4.2%	4.7%	3.4%
Chesapeake, VA	401	14	3.5%	3.5%	2.8%	2.8%	2.8%
Chula Vista, CA	237	10	4.2%	4.3%	4.4%	4.4%	4.2%
Columbia, MO	173	4	2.3%	2.9%	2.3%	2.4%	2.5%
Coral Springs, FL	220	19	8.6%	7.4%	7.6%	8.2%	8.2%
Edmond, OK	122	7	5.7%	4.2%	4.2%	4.1%	5.0%
Fort Collins, CO	214	12	5.6%	5.6%	5.7%	5.9%	6.1%
Fremont, CA	199	7	3.5%	3.6%	3.6%	3.6%	3.7%
Garland, TX	355	34	9.6%	9.8%	10.1%	9.0%	7.7%
Grand Prairie, TX	275	15	5.5%	5.4%	5.6%	5.4%	5.4%
Henderson, NV	381	0	0.0%	0.0%	0.0%	0.0%	0.0%
Irving, TX	361	20	5.5%	6.4%	6.5%	6.6%	6.6%
Lawrence, KS	154	4	2.6%	2.6%	2.6%	2.6%	2.6%
Lincoln, NE	357	12	3.4%	1.8%	1.8%	1.9%	1.9%
Naperville, IL	169	9	5.3%	5.3%	4.8%	4.8%	4.8%
Norman, OK	180	9	5.0%	5.0%	3.4%	3.4%	0.0%
Olathe, KS	186	13	7.0%	6.6%	6.3%	6.4%	6.4%
Overland Park, KS	255	17	6.7%	6.7%	7.2%	6.8%	6.8%
Peoria, AZ	202	4	2.0%	2.0%	2.0%	2.1%	2.1%
Plano, TX	411	27	6.6%	2.8%	2.9%	3.0%	3.1%
Richardson, TX	167	13	7.8%	6.1%	7.5%	7.7%	7.9%
Rochester, MN	141	5	3.5%				
Springfield, MO	362	0	0.0%	0.0%	0.0%	0.0%	0.0%
Average	238	11	4.4%	4.1%	4.1%	4.2%	4.0%

A Coalition for Mutual Support
Benchmark City Survey - 2018 Data
Average Allocation of SRO's by School Type



Benchmark City Survey - 2018 Data

Average Allocation of SRO's by School Type

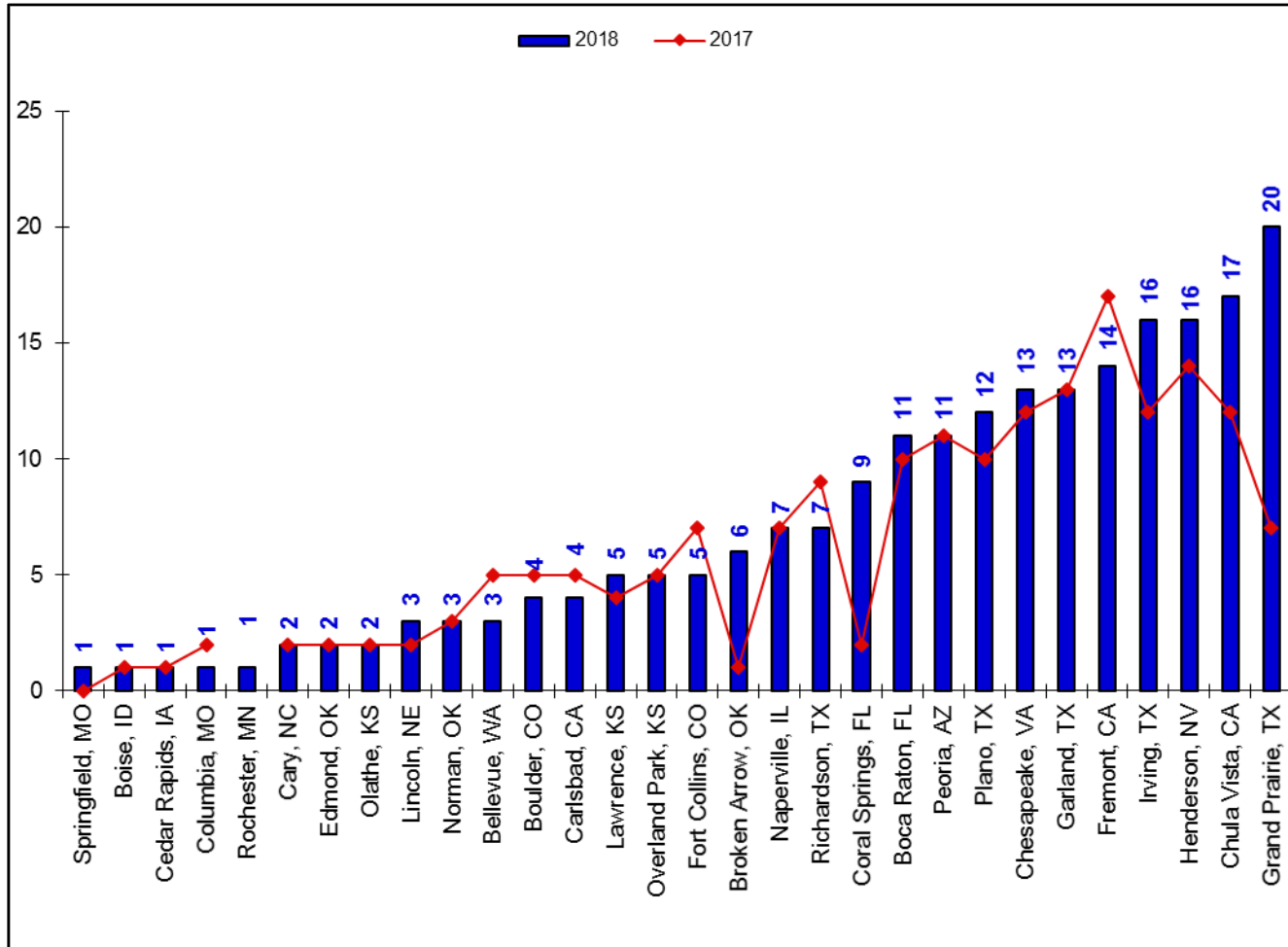
City Name	Total SRO's	SRO's in Elementary schools	% SRO's in Elementary Schools	SRO's in Middle Schools	% SRO's in MS	SRO's in High Schools	% SRO's in HS
Bellevue, WA	6	0	0%	2	33%	4	67%
Boca Raton, FL	0	0	0%	0	0%	0	0%
Boise, ID	15	0	0%	8	53%	7	47%
Boulder, CO	5	0	0%	2	40%	3	60%
Broken Arrow, OK	4	0	0%	4	100%	0	0%
Carlsbad, CA	5	0	0%	2	40%	3	60%
Cary, NC	11	0	0%	6	55%	5	45%
Cedar Rapids, IA	7	0	0%	2	29%	5	71%
Chesapeake, VA	14	0	0%	7	50%	7	50%
Chula Vista, CA	8	3	38%	2	25%	3	38%
Columbia, MO	4	0	0%	1	25%	3	75%
Coral Springs, FL	18	6	33%	4	22%	8	44%
Edmond, OK	7	0	0%	3	43%	4	57%
Fort Collins, CO	37	22	59%	7	19%	8	22%
Fremont, CA	6	0	0%	0	0%	6	100%
Garland, TX	26	7	27%	9	35%	10	38%
Grand Prairie, TX	15	0	0%	7	47%	8	53%
Henderson, NV	0	0	0%	0	0%	0	0%
Irving, TX	20	2	10%	9	45%	9	45%
Lawrence, KS	12	4	33%	4	33%	4	33%
Lincoln, NE	12	0	0%	6	50%	6	50%
Naperville, IL	8	0	0%	4	50%	4	50%
Norman, OK	8	0	0%	4	50%	4	50%
Olathe, KS	12	0	0%	7	58%	5	42%
Overland Park, KS	16	0	0%	7	44%	9	56%
Peoria, AZ	4	0	0%	0	0%	4	100%
Plano, TX	25	0	0%	12	48%	13	52%
Richardson, TX	12	2	17%	4	33%	6	50%
Rochester, MN	4	0	0%	0	0%	4	100%
Springfield, MO	0	0	0%	0	0%	0	0%
Average	11	2	7.2%	4	34.2%	5	48.5%

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Minorities in Staff Positions, 2-Year Comparison

2018 Average is 7.2 Minorities in Staff Positions



Sergeant & above and Civilian equivalents

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Minorities in Staff Positions, 5-Year Comparison

2018 Average is 7.2 Minorities in Staff Positions

City Name	2018	2017	2016	2015	2014
Bellevue, WA	3	5	6	4	6
Boca Raton, FL	11	10	10	10	7
Boise, ID	1	1	1	2	2
Boulder, CO	4	5	5	5	5
Broken Arrow, OK	6	1	1	1	2
Carlsbad, CA	4	5	4	3	
Cary, NC	2	2	3		
Cedar Rapids, IA	1	1	1	1	1
Chesapeake, VA	13	12	15	14	14
Chula Vista, CA	17	12	12	13	7
Columbia, MO	1	2	2	2	1
Coral Springs, FL	9	2	2	2	2
Edmond, OK	2	2	2	2	2
Fort Collins, CO	5	7	7	5	5
Fremont, CA	14	17	14	11	14
Garland, TX	13	13	10	10	10
Grand Prairie, TX	20	7	6	4	4
Henderson, NV	16	14	16	16	14
Irving, TX	16	12	12	9	9
Lawrence, KS	5	4	4	4	2
Lincoln, NE	3	2	4	4	4
Naperville, IL	7	7	3	2	3
Norman, OK	3	3	2	2	2
Olathe, KS	2	2	2	2	2
Overland Park, KS	5	5	4	5	6
Peoria, AZ	11	11	11	14	11
Plano, TX	12	10	10	13	10
Richardson, TX	7	9	8	9	9
Rochester, MN	1				
Springfield, MO	1	0	0	0	0
Average	7.2	6.3	6.1	6.0	5.7

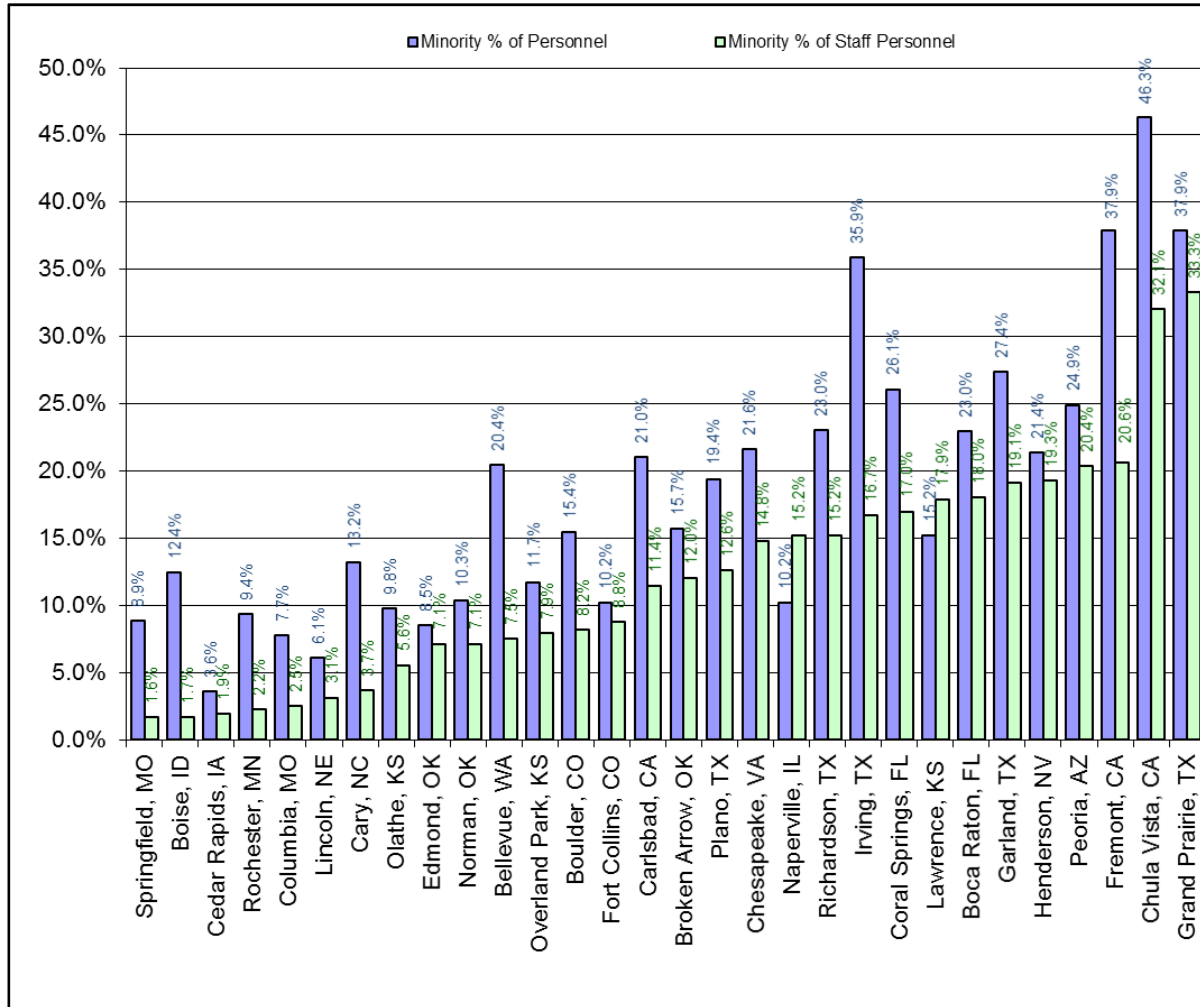
Sergeant & above and Civilian equivalents

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

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

2018 Average Percentage of Minorities in Staff Positions is 12.2%



Sergeant & above and Civilian equivalents

Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percentage of Minorities in Staff Positions

2018 Average Percentage of Minorities in Staff Positions is 12.2%

City Name	Assigned Personnel	Minority Personnel	Minority % of Personnel	Assigned Staff Personnel	Minority Staff Personnel	Minority % of Staff Personnel
Springfield, MO	418	37	8.9%	61	1	1.6%
Boise, ID	387	48	12.4%	59	1	1.7%
Cedar Rapids, IA	278	10	3.6%	52	1	1.9%
Rochester, MN	203	19	9.4%	45	1	2.2%
Columbia, MO	194	15	7.7%	40	1	2.5%
Lincoln, NE	507	31	6.1%	96	3	3.1%
Cary, NC	243	32	13.2%	54	2	3.7%
Olathe, KS	215	21	9.8%	36	2	5.6%
Edmond, OK	164	14	8.5%	28	2	7.1%
Norman, OK	242	25	10.3%	42	3	7.1%
Bellevue, WA	225	46	20.4%	40	3	7.5%
Overland Park, KS	307	36	11.7%	63	5	7.9%
Boulder, CO	266	41	15.4%	49	4	8.2%
Fort Collins, CO	315	32	10.2%	57	5	8.8%
Carlsbad, CA	176	37	21.0%	35	4	11.4%
Broken Arrow, OK	204	32	15.7%	50	6	12.0%
Plano, TX	598	116	19.4%	95	12	12.6%
Chesapeake, VA	574	124	21.6%	88	13	14.8%
Naperville, IL	255	26	10.2%	46	7	15.2%
Richardson, TX	252	58	23.0%	46	7	15.2%
Irving, TX	527	189	35.9%	96	16	16.7%
Coral Springs, FL	303	79	26.1%	53	9	17.0%
Lawrence, KS	158	24	15.2%	28	5	17.9%
Boca Raton, FL	283	65	23.0%	61	11	18.0%
Garland, TX	486	133	27.4%	68	13	19.1%
Henderson, NV	505	108	21.4%	83	16	19.3%
Peoria, AZ	289	72	24.9%	54	11	20.4%
Fremont, CA	277	105	37.9%	68	14	20.6%
Chula Vista, CA	328	152	46.3%	53	17	32.1%
Grand Prairie, TX	449	170	37.9%	60	20	33.3%
Average	321	63	18.5%	57	7	12.2%

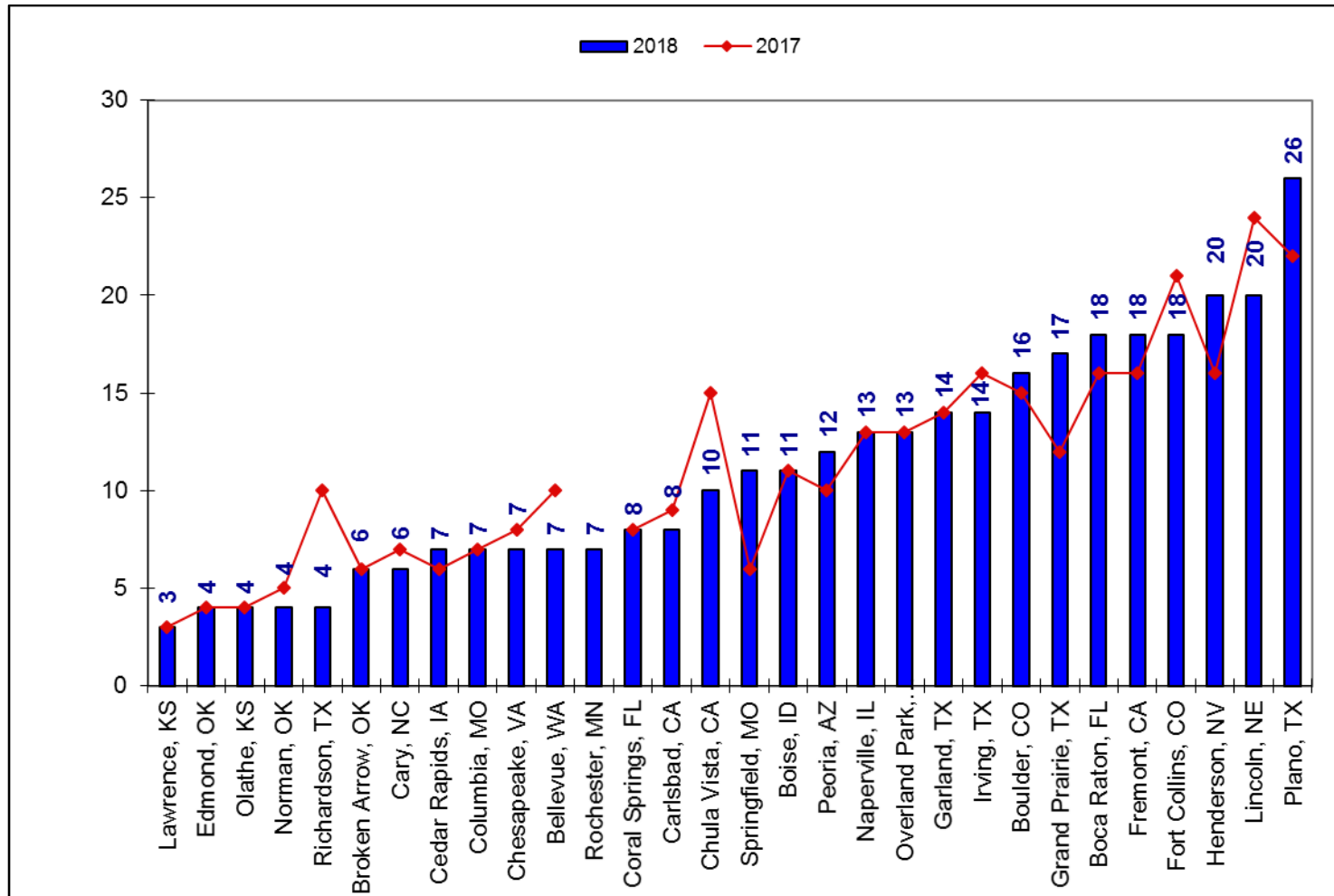
Sergeant & above and Civilian equivalents

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Women in Staff Positions, 2-Year Comparison

2018 Average is 11.1 Women in Staff Positions



Sergeant & above and Civilian equivalents
Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Women in Staff Positions, 5-Year Comparison

2018 Average is 11.1 Women in Staff Positions

City Name	2018	2017	2016	2015	2014
Bellevue, WA	7	10	9	7	11
Boca Raton, FL	18	16	16	17	10
Boise, ID	11	11	10	9	10
Boulder, CO	16	15	15	15	14
Broken Arrow, OK	6	6	7	7	7
Carlsbad, CA	8	9	9	10	
Cary, NC	6	7	9		
Cedar Rapids, IA	7	6	7	7	6
Chesapeake, VA	7	8	8	9	9
Chula Vista, CA	10	15	10	10	12
Columbia, MO	7	7	7	7	7
Coral Springs, FL	8	8	8	8	8
Edmond, OK	4	4	4	3	2
Fort Collins, CO	18	21	18	19	18
Fremont, CA	18	16	16	17	16
Garland, TX	14	14	13	13	12
Grand Prairie, TX	17	12	11	9	9
Henderson, NV	20	16	24	17	17
Irving, TX	14	16	14	17	16
Lawrence, KS	3	3	4	4	4
Lincoln, NE	20	24	25	25	25
Naperville, IL	13	13	9	10	11
Norman, OK	4	5	5	5	5
Olathe, KS	4	4	4	3	3
Overland Park, KS	13	13	13	15	12
Peoria, AZ	12	10	10	12	10
Plano, TX	26	22	23	21	22
Richardson, TX	4	10	9	9	9
Rochester, MN	7				
Springfield, MO	11	6	6	6	6
Average	11.1	11.3	11.1	11.1	10.8

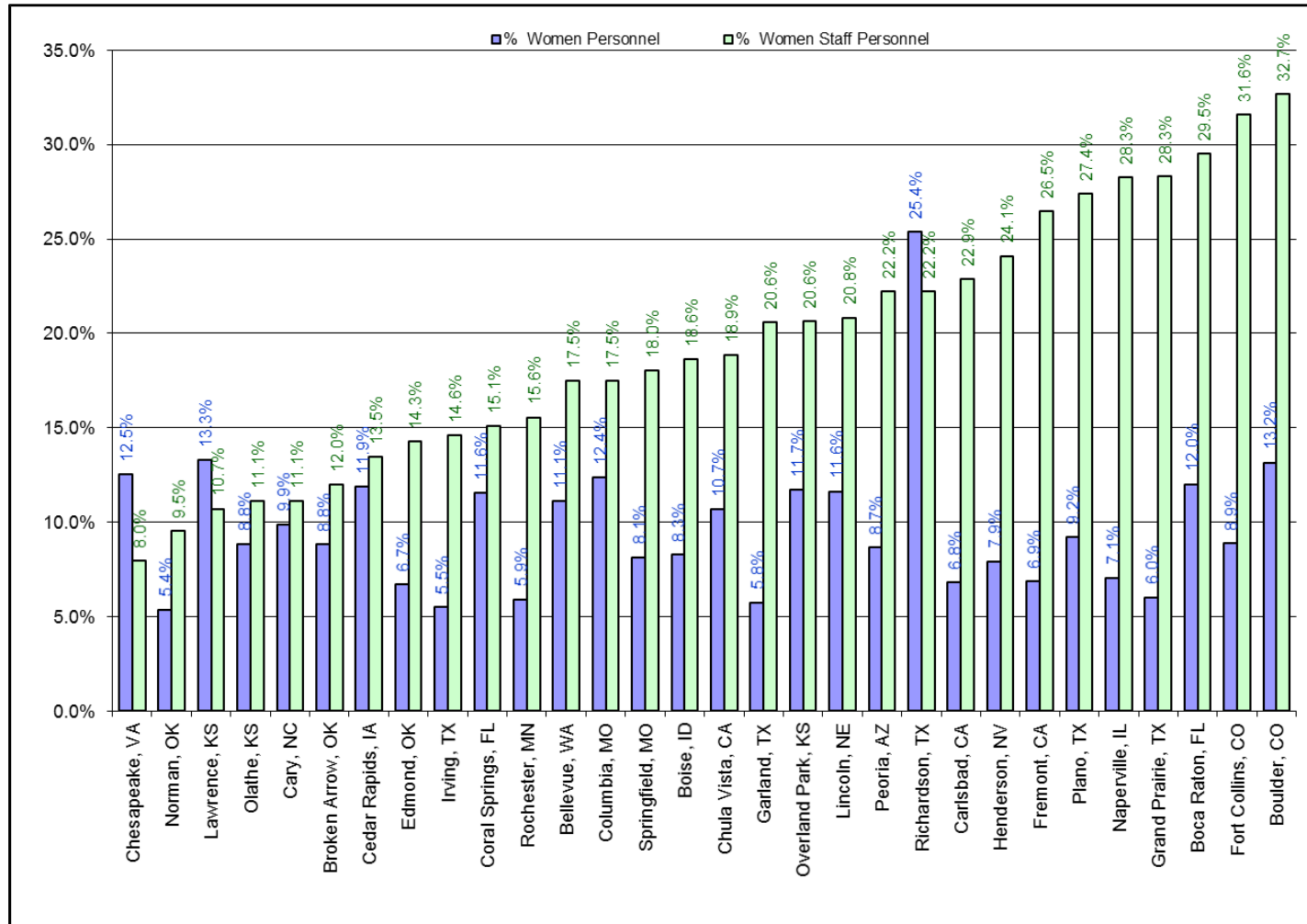
Sergeant & above and Civilian equivalents
Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

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

2018 Average Percentage of Women in Staff Positions is 19.9%



Sergeant & above and Civilian equivalents

Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percentage of Women in Staff Positions

2018 Average Percentage of Women in Staff Positions is 19.1%

City Name	Assigned Personnel	Women Personnel	% Women Personnel	All Staff Personnel	Women Staff Personnel	% Women Staff Personnel
Chesapeake, VA	574	72	12.5%	88	7	8.0%
Norman, OK	242	13	5.4%	42	4	9.5%
Lawrence, KS	158	21	13.3%	28	3	10.7%
Olathe, KS	215	19	8.8%	36	4	11.1%
Cary, NC	243	24	9.9%	54	6	11.1%
Broken Arrow, OK	204	18	8.8%	50	6	12.0%
Cedar Rapids, IA	278	33	11.9%	52	7	13.5%
Edmond, OK	164	11	6.7%	28	4	14.3%
Irving, TX	527	29	5.5%	96	14	14.6%
Coral Springs, FL	303	35	11.6%	53	8	15.1%
Rochester, MN	203	12	5.9%	45	7	15.6%
Bellevue, WA	225	25	11.1%	40	7	17.5%
Columbia, MO	194	24	12.4%	40	7	17.5%
Springfield, MO	418	34	8.1%	61	11	18.0%
Boise, ID	387	32	8.3%	59	11	18.6%
Chula Vista, CA	328	35	10.7%	53	10	18.9%
Garland, TX	486	28	5.8%	68	14	20.6%
Overland Park, KS	307	36	11.7%	63	13	20.6%
Lincoln, NE	507	59	11.6%	96	20	20.8%
Peoria, AZ	289	25	8.7%	54	12	22.2%
Richardson, TX	252	64	25.4%	45	10	22.2%
Carlsbad, CA	176	12	6.8%	35	8	22.9%
Henderson, NV	505	40	7.9%	83	20	24.1%
Fremont, CA	277	19	6.9%	68	18	26.5%
Plano, TX	598	55	9.2%	95	26	27.4%
Naperville, IL	255	18	7.1%	46	13	28.3%
Grand Prairie, TX	449	27	6.0%	60	17	28.3%
Boca Raton, FL	283	34	12.0%	61	18	29.5%
Fort Collins, CO	315	28	8.9%	57	18	31.6%
Boulder, CO	266	35	13.2%	49	16	32.7%
Average	321	31	9.7%	57	11	19.9%

Sergeant & above and Civilian equivalents

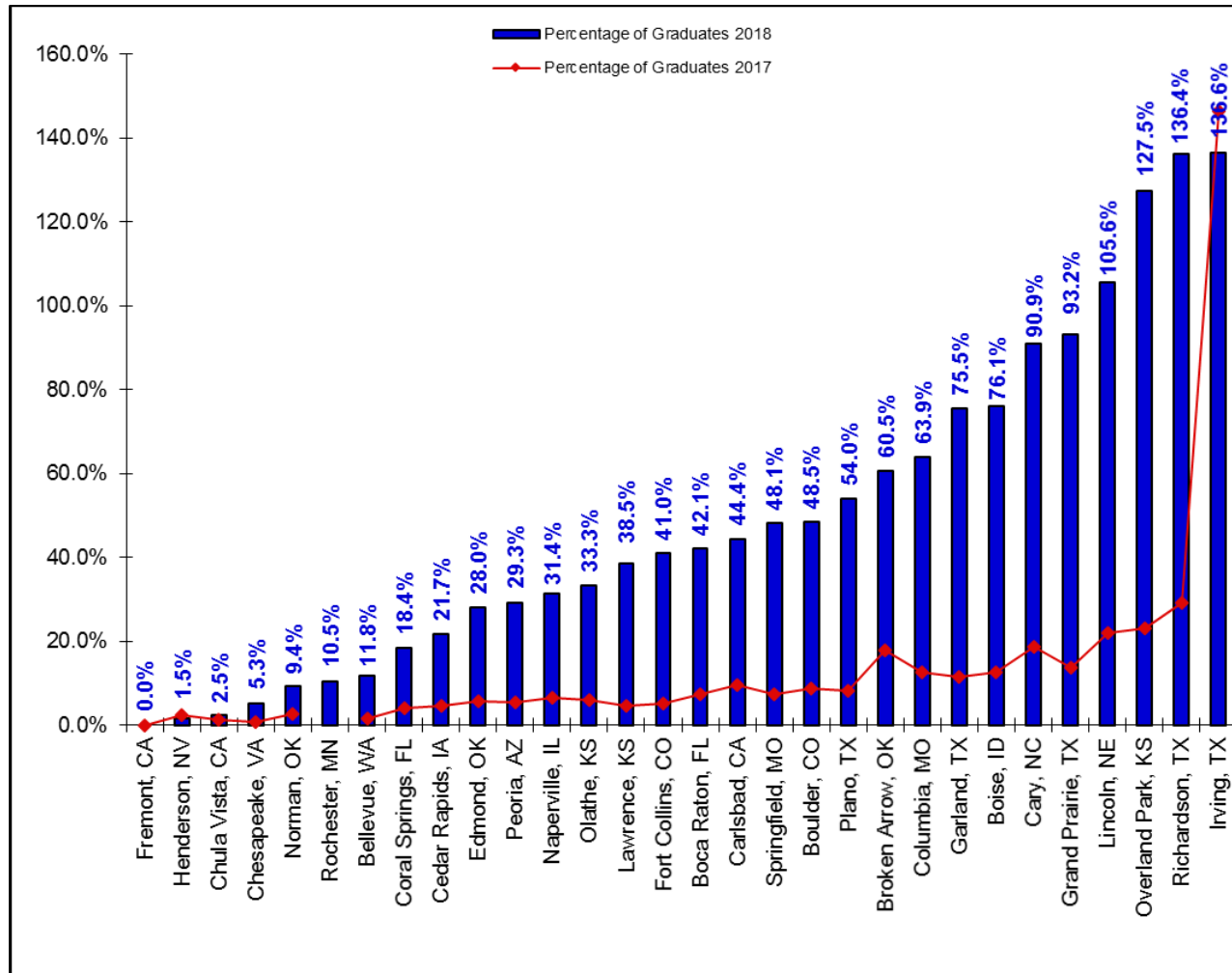
Section A - Demographics

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Officer Graduates of Command Schools, 2-Year Comparison

2018 Average is 49.5% Graduates of Command Schools



** Change in way calculating % for 2018, using supervisors, not authorized sworn

A Coalition for Mutual Support

Benchmark City Survey - 2018 Data

Percent of Officer Graduates of Command Schools, 5-Year Comparison

2018 Average is 49.5% Graduates of Command Schools

City Name	Authorized Supervisors	Command School Graduates	Percentage of Graduates 2018	Percentage of Graduates 2017	Percentage of Graduates 2016	Percentage of Graduates 2015	Percentage of Graduates 2014
Bellevue, WA	34	4	11.8%	1.6%	7.1%	8.9%	13.5%
Boca Raton, FL	38	16	42.1%	7.4%	7.6%	7.9%	6.1%
Boise, ID	46	35	76.1%	12.5%	9.6%	4.1%	4.0%
Boulder, CO	33	16	48.5%	8.8%	8.3%	8.4%	8.4%
Broken Arrow, OK	38	23	60.5%	17.8%	19.9%	20.7%	21.5%
Carlsbad, CA	27	12	44.4%	9.6%	1.8%	22.6%	
Cary, NC	44	40	90.9%	18.7%	20.5%		
Cedar Rapids, IA	46	10	21.7%	4.7%	4.7%	3.3%	3.4%
Chesapeake, VA	76	4	5.3%	0.8%	1.8%	1.0%	1.8%
Chula Vista, CA	40	1	2.5%	1.3%	2.2%	1.8%	2.5%
Columbia, MO	36	23	63.9%	12.7%	12.7%	13.3%	11.0%
Coral Springs, FL	38	7	18.4%	4.2%	7.1%	6.3%	6.3%
Edmond, OK	25	7	28.0%	5.8%	8.3%	8.1%	8.3%
Fort Collins, CO	39	16	41.0%	5.1%	5.3%	5.4%	6.6%
Fremont, CA	44	0	0.0%	0.0%	3.1%	3.1%	2.1%
Garland, TX	53	40	75.5%	11.5%	11.3%	11.4%	10.8%
Grand Prairie, TX	44	41	93.2%	13.8%	13.3%	12.7%	12.4%
Henderson, NV	65	1	1.5%	2.4%	3.3%	5.9%	5.4%
Irving, TX	71	97	136.6%	146.4%	27.1%	27.2%	26.0%
Lawrence, KS	26	10	38.5%	4.5%	2.0%	1.9%	1.3%
Lincoln, NE	71	75	105.6%	22.1%	22.6%	13.3%	10.6%
Naperville, IL	35	11	31.4%	6.5%	7.1%	7.1%	14.3%
Norman, OK	32	3	9.4%	2.8%	2.8%	5.0%	4.6%
Olathe, KS	33	11	33.3%	6.1%	5.7%	5.8%	5.8%
Overland Park, KS	51	65	127.5%	23.1%	25.5%	25.2%	25.2%
Peoria, AZ	41	12	29.3%	5.5%	5.1%	6.2%	7.3%
Plano, TX	63	34	54.0%	8.1%	6.7%	8.2%	7.9%
Richardson, TX	33	45	136.4%	29.1%	30.4%	28.2%	25.8%
Rochester, MN	38	4	10.5%				
Springfield, MO	54	26	48.1%	29.1%	6.8%	6.3%	5.4%
Average	44	23	49.5%	14.6%	10.0%	10.0%	9.6%

** Change in way calculating % for 2018, using supervisors, not authorized sworn