

## An Explanation of the Survey Categories

Category	Unit Of Measurement	Category	Unit Of Measurement
Entry officer	Monthly entry police officer wage.	Employer Retirement	Employer's retirement contribution (as percentage of police officer wages).
Top step officer	Monthly top step officer wage (does not include longevity or other incentive pay).	Employer Retirement	Employer's retirement contribution (as percentage of police officer wages).
Top First Line	Monthly top step wage of first line supervisor.	Employee Retirement	Employee's retirement contribution (as percentage of police officer wages).
First Line Title	Title of the first line supervisor.	Employer Pickup	Amount of employee's required retirement contribution paid for by employer (as a percentage of police officer wages).
Top Second Line	Monthly top step wage of second line supervisor.	Deferred Compensation (\$)	Amount employer contributes to employee's deferred compensation account (dollar amount).
Second Line Title	Title of second line supervisor.	Deferred Compensation (%)	Amount employer contributes to employee's deferred compensation account (as a percentage of salary).
Top Third Line	Monthly top step wage of third line supervisor.	Retiree Health Insurance (\$)	Amount employer contributes to health insurance after employee retires (dollar amount).
Third Line Title	Title of third line supervisor.	Retiree Health Insurance (%)	Amount employer contributes to health insurance after employee retires (percentage of premium)
Chief/Sheriff	Monthly wage for Police Chief or Sheriff.	2-Year Education	Monthly premium paid for employee having completed two years of college.
Minimum Years	Minimum number of years for officer to achieve top step wage.	4-Year Education	Monthly premium paid for employee having completed four years of college.
Comparison wage	Top step officer wage + retirement pickup + deferred compensation.	Inter. POST	Monthly premium paid for employee having received intermediate certificate from state Peace Officer Standards And Training Commission.
Maximum comparison wage	Comparison wage + maximum of longevity, education incentive, or P.O.S.T. incentive.	Adv. POST	Monthly premium paid for employee having received advanced certificate from state Peace Officer Standards And Training Commission.
Employer Health Insurance	Percentage of full-family health insurance premium paid for by employer.	Long.	Monthly longevity premium for 5, 10, 15, 20 and 25 years of service.
Employee Health Insurance	Percentage of full-family health insurance premium paid for by employee.	Detective Base Wage	Base wage for officers serving as or with the rank of detective.

Category	Unit Of Measurement	Category	Unit Of Measurement
Detective Premium	Amount of additional pay (over top step officer) received each month by detective.	Comb. Leave (Y/N)	Does the department have a combined leave program.
Plainclothes Allowance	Amount of annual plainclothes allowance.	Comb. Leave	Combination leave per year at 5, 10, 15, 20, and 25 years of service (in hours or days).
Total Extra Detective Pay	Monthly difference between detective and patrol officer pay, taking into account the plainclothes allowance.	Leave Included in Comb. Leave	Types of leave included in combined leave program (vacation, holiday, sick leave).
Shifts	The shifts worked by patrol employees.	Sworn Officers	Number of sworn law enforcement officers.
Next Wage Adjustment	Amount and date of next wage adjustment for officers.	Non-Sworn Personnel	Number of non-sworn employees.
Leave	Amount of paid leave in hours or days.	CB?	Does the agency engage in collective bargaining?
Floats	Amount of paid leave that is floating (in hours or days).	Labor Organization	Name of organization (if any) representing rank-and-file officers.
Holiday Rate	Rate of pay if employee works on a holiday. 1 = Straight Time; 1.5 = Time-And-A-Half; 2 = Double Time.		
Sick Leave	Amount of sick leave hours accrued in one year (in hours or days).		
Max Sick Leave	Maximum amount of sick leave that can be accrued.		
Vacation	Vacation leave per year at 5, 10, 15, 20, and 25 years of service (in hours or days).		

Dept.	Entry Officer	Top Officer	Top First Line	First Line Title	Top Second Line	Second Line Title	Top Third Line	Third Line Title	Chief/ Sheriff	Minimum Years	Comparison Wage	Maximum Comparison Wage
<b>Averages:</b>	<b>\$3,004</b>	<b>\$4,254</b>	<b>\$5,061</b>		<b>\$5,829</b>		<b>\$6,582</b>		<b>\$8,870</b>	<b>9</b>	<b>\$4,308</b>	<b>\$4,536</b>
<b>Alabama</b>												
Tuscaloosa Police Dept.	\$2,375	\$3,325	\$3,905	Sergeant	\$4,362	Lieutenant	\$4,934	Captain	\$7,733	11	\$3,325	\$3,375
<b>Arizona</b>												
Arizona Dept. of Public Safety	\$3,008	\$3,963	\$4,782	Sergeant	\$6,196	Lieutenant	\$7,534	Commander	\$10,538	6	\$4,161	\$4,161
Maricopa Cty. Sheriff's Office	\$3,326	\$4,529	\$5,061	Sergeant	\$6,247	Lieutenant	\$7,424	Captain			\$4,529	\$4,529
Mesa Police Dept.	\$3,068	\$4,574	\$5,590	Sergeant	\$6,826	Lieutenant	\$8,329	Commander	\$11,729	7	\$4,574	\$4,574
Peoria Police Dept.	\$3,385	\$4,763	\$5,968	Sergeant	\$7,685	Lieutenant	\$9,045	Deputy Chief	\$10,745	7	\$4,877	\$4,877
Pinal Cty. Sheriff's Office	\$3,120	\$4,313	\$5,212	Sergeant	\$5,845	Lieutenant	\$6,311	Captain	\$6,563	21	\$4,313	\$4,313
Tempe Police Dept.	\$3,396	\$4,585	\$5,586	Sergeant	\$8,583	Other	\$9,583	Deputy Chief	\$10,833	8	\$4,585	\$4,677
<b>Arkansas</b>												
Fort Smith Police Dept.	\$2,560	\$3,462	\$3,637	Sergeant	\$4,358	Captain	\$5,007	Major	\$6,982	10	\$3,462	\$3,725
<b>California</b>												
Antioch Police Dept.	\$4,581	\$5,568	\$5,986	Corporal	\$6,435	Sergeant	\$8,071	Other	\$11,306	3.5	\$6,069	\$6,279
Butte Cty. Sheriff's Office	\$2,916	\$3,722	\$4,345	Sergeant	\$5,107	Lieutenant	\$5,628	Captain	\$9,319	5	\$4,057	\$4,150
Chino Police Dept.	\$4,092	\$4,973	\$6,610	Sergeant	\$7,935	Lieutenant	\$9,426	Captain	\$11,665	3	\$5,421	\$5,968
Concord Police Dept.	\$4,016	\$4,882	\$6,570	Sergeant	\$9,589	Lieutenant	\$10,420	Captain	\$11,918	4.5	\$5,321	\$5,810
Fairfield Police Dept.	\$3,781	\$6,426	\$7,655	Sergeant	\$8,877	Lieutenant	\$10,294	Captain	\$11,829	10	\$6,876	\$7,358
Fremont Police Dept.	\$5,285	\$6,426	\$7,722	Sergeant	\$10,742	Lieutenant	\$12,372	Captain	\$15,293	3	\$6,426	\$6,908
Fresno Police Dept.	\$3,861	\$5,247	\$6,326	Sergeant	\$7,962	Lieutenant	\$9,169	Captain	\$11,462	4	\$5,247	\$5,247
Huntington Park Police Dept.	\$4,539	\$5,517	\$7,188	Sergeant	\$8,535	Lieutenant	\$9,388	Captain	\$10,993	3.5	\$6,014	\$6,566
Madera Cty. Sheriff's Office	\$2,675	\$3,252	\$4,161	Sergeant	\$5,224	Lieutenant	\$6,058	Deputy Chief	\$7,668	5	\$3,252	\$3,902
Monterey Cty. Sheriff's Office	\$4,171	\$5,426	\$6,365	Sergeant	\$8,264	Other	\$9,091	Captain	\$11,259	6	\$5,806	\$6,258
Ontario Police Dept.	\$4,021	\$4,888	\$6,862	Sergeant	\$7,812	Lieutenant	\$8,805	Captain	\$13,431	4	\$4,888	\$5,693
Palo Alto Police Dept.	\$6,031	\$6,472	\$6,991	Corporal	\$7,714	Sergeant		Major		2	\$7,054	\$7,539
Pomona Police Dept.	\$4,251	\$5,190	\$6,685	Sergeant	\$8,021	Lieutenant	\$9,225	Captain	\$12,594	3.5	\$5,657	\$5,969
Redding Police Dept.	\$3,563	\$5,015	\$5,998	Sergeant	\$6,842	Lieutenant	\$7,626	Captain	\$9,746	7	\$5,015	\$5,266
Redondo Beach Police Dept.	\$3,716	\$4,519	\$6,249	Sergeant	\$7,408	Lieutenant	\$8,438	Captain	\$11,507	5	\$4,926	\$5,486
Sacramento Cty. Sheriff's Office	\$3,661	\$4,449	\$5,157	Sergeant	\$6,033	Lieutenant	\$6,652	Captain	\$9,279	5	\$4,449	\$5,116
San Francisco Cty. Sheriff's Office	\$3,587	\$5,566	\$6,801	Sergeant	\$7,795	Lieutenant	\$8,939	Captain	\$9,855	5.5	\$5,649	\$5,983
San Mateo Police Dept.	\$5,110	\$6,170	\$8,332	Sergeant	\$8,801	Lieutenant	\$10,120	Captain	\$11,063	4	\$6,170	\$6,386
Santa Rosa Police Dept.	\$4,801	\$5,830	\$8,464	Sergeant	\$9,335	Lieutenant	\$10,185	Commander	\$12,650	5	\$6,355	\$6,763
Solano Cty. Sheriff's Office	\$3,721	\$5,031	\$5,832	Sergeant	\$6,964	Lieutenant	\$8,595	Captain	\$12,049	5	\$5,031	\$5,293
Sonoma Cty. Sheriff's Office	\$4,552	\$6,449	\$7,538	Sergeant	\$9,022	Lieutenant	\$9,921	Captain		3	\$6,449	\$6,771
South Gate Police Dept.	\$4,102	\$4,987	\$7,204	Sergeant	\$8,357	Lieutenant	\$9,360	Captain	\$10,800	4.5	\$4,987	\$5,885
Stockton Police Dept.	\$3,345	\$4,746	\$5,220	Sergeant	\$5,742	Lieutenant	\$6,317	Captain	\$8,500	9	\$4,746	\$5,268
Tulare Cty. Sheriff's Office	\$3,077	\$3,868	\$4,834	Sergeant	\$5,982	Lieutenant	\$6,943	Captain	\$9,263	5	\$3,868	\$3,868
West Covina Police Dept.	\$4,360	\$5,302	\$6,775	Sergeant	\$8,502	Lieutenant	\$10,138	Commander	\$12,568	3.5	\$5,779	\$6,458
Westminster Police Dept.	\$4,168	\$5,321	\$7,484	Sergeant	\$9,553	Lieutenant	\$10,730	Captain	\$12,393	5.5	\$5,800	\$6,332

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<b>Colorado</b>												
Boulder Cty. Sheriff's Office	\$3,454	\$4,974	\$6,324	Sergeant	\$7,275	Lieutenant	\$8,205	Captain	\$7,917	8	\$4,974	\$4,974
Boulder Police Dept.	\$3,467	\$5,137	\$6,500	Sergeant	\$7,908	Other	\$9,092	Deputy Chief	\$10,454	8	\$5,137	\$5,137
Lakewood Police Dept.	\$3,420	\$5,092	\$6,817	Sergeant	\$7,641	Other	\$8,762	Other	\$9,250	5	\$5,092	\$5,092
Larimer Cty. Sheriff's Office	\$3,231	\$4,679	\$6,139	Sergeant	\$7,120	Lieutenant	\$7,750	Major	\$7,917	6	\$4,679	\$4,773
Longmont Police Dept.	\$3,669	\$4,826	\$6,391	Sergeant	\$8,065	Other		Captain	\$9,599		\$4,826	\$4,951
<b>Connecticut</b>												
Bridgeport Police Dept.	\$3,164	\$4,158	\$4,781	Sergeant	\$5,498	Lieutenant	\$6,323	Captain		5	\$4,158	\$4,164
Hartford Police Dept.	\$2,436	\$4,027	\$4,620	Sergeant	\$5,338	Lieutenant	\$6,348	Captain		7	\$4,027	\$4,228
New Haven Police Dept.	\$2,843	\$4,362	\$4,908	Sergeant	\$5,470	Lieutenant	\$6,005	Captain		4	\$4,362	\$4,449
West Hartford Police Dept.	\$3,790	\$4,778	\$5,681	Sergeant	\$6,208	Lieutenant	\$6,676	Captain	\$8,333	5	\$4,778	\$4,778
<b>District of Columbia</b>												
Metropolitan Police Dept.	\$3,304	\$5,086	\$5,967	Sergeant	\$7,043	Lieutenant	\$7,469	Captain	\$14,583	16	\$5,086	\$5,595
<b>Florida</b>												
Brevard Cty. Sheriff's Office	\$2,418	\$3,590	\$4,082	Sergeant	\$4,675	Lieutenant	\$5,732	Major	\$11,203		\$3,590	\$3,670
Collier Cty. Sheriff's Office	\$2,601	\$4,286	\$4,864	Sergeant	\$6,110	Lieutenant	\$7,230	Captain	\$10,759		\$4,286	\$4,366
Lee Cty. Sheriff's Office	\$2,636	\$3,782	\$3,786	Sergeant	\$4,274	Lieutenant	\$4,876	Captain	\$13,593	7	\$3,782	\$3,782
Okaloosa Cty. Sheriff's Office	\$2,034	\$3,568	\$4,338	Sergeant	\$5,440	Lieutenant	\$5,597	Captain	\$6,674	20	\$3,568	\$3,653
Orange Cty. Sheriff's Office	\$2,501	\$4,073	\$4,489	Corporal	\$4,914	Sergeant	\$6,027	Other	\$8,372	9	\$4,073	\$4,284
Orlando Police Dept.	\$3,017	\$4,835	\$5,560	Sergeant	\$7,074	Lieutenant	\$7,746	Captain	\$12,657	11	\$4,835	\$5,118
Pinellas Cty. Sheriff's Office	\$2,842	\$4,300	\$5,104	Sergeant	\$5,971	Lieutenant	\$6,713	Captain	\$12,090	9	\$4,300	\$4,405
Polk Cty. Sheriff's Office	\$2,643	\$3,700	\$4,345	Sergeant	\$5,119	Lieutenant	\$5,764	Captain	\$11,217	10	\$3,700	\$3,800
<b>Georgia</b>												
Cobb Cty. Police Dept.	\$2,753	\$2,933	\$3,327	Sergeant	\$3,774	Lieutenant	\$4,280	Major	\$6,303		\$2,933	\$3,103
Columbus Police Dept.	\$2,085	\$3,397	\$4,335	Sergeant	\$5,019	Lieutenant	\$5,533	Captain	\$9,721		\$3,397	\$3,397
Fulton Cty. Police Dept.	\$3,167	\$4,188	\$6,156	Other	\$6,794	Lieutenant	\$7,215	Captain	\$12,592		\$4,188	\$4,188
Gwinnett Cty. Police Dept.	\$2,377	\$4,144	\$5,329	Sergeant	\$6,500	Lieutenant	\$7,673	Major	\$9,921		\$4,144	\$4,269
Gwinnett Cty. Sheriff's Office	\$2,377	\$4,144	\$5,329	Sergeant	\$6,500	Lieutenant	\$6,272	Captain	\$9,389		\$4,144	\$4,269
Henry Cty. Sheriff's Office	\$2,428	\$3,338	\$4,588	Sergeant	\$5,213	Lieutenant	\$5,995	Captain	\$10,620	12	\$3,338	\$3,338
<b>Idaho</b>												
Ada Cty. Sheriff's Office	\$2,350	\$4,170	\$4,923	Sergeant	\$6,034	Lieutenant	\$6,842	Captain	\$6,850	5	\$4,170	\$4,394
Pocatello Police Dept.	\$2,777	\$3,532	\$4,295	Sergeant	\$4,971	Lieutenant	\$5,752	Captain	\$6,790	2	\$3,532	\$3,925

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<b>Illinois</b>												
Aurora Police Dept.	\$3,191	\$5,323	\$6,230	Sergeant	\$7,289	Lieutenant	\$8,310	Commander	\$10,024	6	\$5,323	\$5,429
Bloomington Police Dept.	\$3,473	\$5,211	\$5,844	Sergeant	\$6,334	Lieutenant	\$7,336	Deputy Chief	\$8,240	20	\$5,211	\$5,941
Decatur Police Dept.	\$3,170	\$4,164	\$5,111	Sergeant	\$6,136	Lieutenant	\$6,594	Deputy Chief	\$7,317	7	\$4,164	\$4,539
Lake Cty. Sheriff's Office	\$3,306	\$4,625	\$6,594	Sergeant	\$7,270	Lieutenant		Captain		8	\$4,625	\$4,625
Naperville Police Dept.	\$4,018	\$5,646	\$6,097	Sergeant	\$7,160	Lieutenant	\$7,507	Captain	\$7,509	8	\$5,646	\$5,771
Orland Park Police Dept.	\$4,050	\$5,405	\$6,774	Sergeant	\$7,042	Lieutenant		Captain		7	\$5,405	\$5,771
Rockford Police Dept.	\$3,167	\$4,610	\$5,482	Sergeant	\$6,833	Lieutenant	\$7,500	Deputy Chief	\$8,500	15	\$4,610	\$4,978
Springfield Police Dept.	\$2,664	\$4,550	\$5,459	Sergeant	\$6,069	Lieutenant	\$6,390	Deputy Chief	\$7,785	25	\$4,550	\$4,960
Waukegan Police Dept.	\$3,294	\$5,132	\$5,384	Sergeant	\$6,000	Lieutenant	\$6,556	Commander	\$7,927	9	\$5,132	\$5,132
<b>Indiana</b>												
Delaware Cty. Sheriff's Office	\$2,650	\$2,650	\$2,850	Sergeant	\$2,950	Lieutenant	\$3,050	Captain	\$3,295		\$2,650	\$3,021
Evansville Police Dept.	\$2,881	\$3,548	\$4,139	Sergeant	\$4,470	Lieutenant	\$4,827	Captain	\$5,961	20	\$3,548	\$3,631
Tippecanoe Cty. Sheriff's Office	\$3,088	\$3,530	\$3,876	Sergeant	\$4,038	Lieutenant	\$4,233	Captain	\$4,682	4	\$3,530	\$3,530
<b>Iowa</b>												
Des Moines Police Dept.	\$3,271	\$4,260	\$4,825	Sergeant	\$5,274	Lieutenant	\$5,947	Captain	\$9,167	5	\$4,260	\$4,471
Iowa City Police Dept.	\$2,792	\$4,049	\$5,834	Sergeant	\$6,374	Lieutenant	\$6,968	Captain	\$9,095	4.5	\$4,049	\$4,132
Iowa State Patrol	\$2,716	\$4,394	\$5,368	Sergeant	\$5,892	Lieutenant	\$6,477	Captain	\$8,909	11	\$4,394	\$4,582
Waterloo Police Dept.	\$2,648	\$3,664	\$3,980	Sergeant	\$4,274	Lieutenant	\$4,580	Captain	\$5,462	25	\$3,664	\$3,774
<b>Kansas</b>												
Overland Park Police Dept.	\$3,085	\$5,153	\$5,772	Sergeant	\$7,448	Captain	\$8,486	Major	\$10,038	14	\$5,153	\$5,153
Wichita Police Dept.	\$2,817	\$3,980	\$4,744	Sergeant	\$4,714	Lieutenant	\$5,871	Captain	\$10,651	15	\$3,980	\$4,030
<b>Kentucky</b>												
Jefferson Cty. Sheriff's Office	\$1,929	\$2,724	\$3,403	Sergeant	\$3,753	Lieutenant	\$4,003	Captain		15	\$2,724	\$2,746
Owensboro Police Dept.	\$2,328	\$3,176	\$3,467	Sergeant	\$3,661	Lieutenant	\$4,146	Captain	\$8,837	25	\$3,176	\$3,259
<b>Louisiana</b>												
Baton Rouge Police Dept.	\$2,292	\$3,008	\$3,286	Sergeant	\$3,521	Lieutenant	\$4,060	Captain		10	\$3,008	\$3,884
Kenner Police Dept.	\$2,667	\$4,527	\$4,854	Sergeant	\$5,013	Lieutenant	\$5,185	Captain	\$6,008	30	\$4,527	\$4,827
Lafayette Parish Sheriff's Office	\$2,170	\$2,980	\$2,508	Sergeant	\$2,800	Lieutenant	\$3,480	Captain	\$8,963		\$2,980	\$3,005
Lake Charles Police Dept.	\$1,626	\$1,714	\$1,948	Sergeant	\$2,040	Lieutenant	\$2,151	Captain		1.5	\$1,714	\$1,898
Louisiana State Police	\$2,609	\$5,167	\$5,554	Sergeant	\$5,944	Lieutenant	\$6,611	Captain	\$8,896	22	\$5,167	\$5,167
Monroe Police Dept.	\$1,385	\$1,620	\$1,944	Sergeant	\$2,129	Lieutenant	\$2,328	Captain	\$4,717	2	\$1,741	\$2,191
<b>Maryland</b>												
Maryland State Police	\$3,036	\$9,635	\$6,236	Sergeant	\$7,787	Lieutenant	\$8,356	Captain	\$11,994	18	\$9,635	\$9,635
Prince Georges Cty. Police Dept.	\$3,144	\$4,616	\$6,182	Sergeant	\$6,800	Lieutenant	\$7,796	Captain	\$12,688	14	\$4,616	\$4,616

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<b>Massachusetts</b>												
Barnstable Cty. Sheriff's Office	\$2,847	\$3,690	\$3,948	Sergeant	\$4,520	Lieutenant		Captain		8	\$3,690	\$3,856
Lowell Police Dept.	\$2,523	\$4,038	\$4,846	Sergeant	\$5,428	Lieutenant	\$6,079	Captain	\$7,083	3.5	\$4,038	\$4,846
<b>Michigan</b>												
Allegan Cty. Sheriff's Office	\$2,196	\$3,846	\$4,308	Sergeant	\$4,595	Lieutenant	\$6,073	Other	\$7,015	5	\$3,846	\$3,923
Flint Police Dept.	\$2,000	\$3,632	\$4,179	Sergeant	\$5,021	Lieutenant	\$5,585	Captain	\$7,400	5	\$3,632	\$3,705
Kent Cty. Sheriff's Office	\$2,989	\$4,173	\$4,798	Sergeant		Lieutenant		Captain	\$9,000	5.5	\$4,298	\$4,298
Lansing Police Dept.	\$2,983	\$4,443	\$5,041	Sergeant	\$5,547	Lieutenant	\$6,100	Captain		5	\$4,443	\$4,798
Livonia Police Dept.	\$3,312	\$4,642	\$5,569	Sergeant	\$6,124	Lieutenant	\$6,736	Captain	\$8,150	10	\$4,642	\$4,967
Oakland Cty. Sheriff's Office	\$2,364	\$4,341	\$4,861	Sergeant	\$5,346	Lieutenant	\$5,882	Captain	\$9,754	7	\$4,341	\$4,341
Roseville Police Dept.	\$2,941	\$4,621	\$5,453	Sergeant	\$5,999	Lieutenant	\$6,598	Deputy Chief	\$7,390	4	\$4,945	\$5,274
Royal Oak Police Dept.	\$2,985	\$4,211	\$5,025	Sergeant	\$5,470	Lieutenant	\$6,743	Deputy Chief	\$7,424	5	\$4,211	\$4,548
Saginaw Cty. Sheriff's Office	\$2,747	\$3,803		Sergeant	\$3,980	Lieutenant	\$4,258	Captain	\$8,519	5	\$3,803	\$4,011
Warren Police Dept.	\$3,589	\$5,163	\$6,262	Sergeant	\$6,889	Lieutenant	\$7,577	Captain		4	\$5,163	\$5,471
Wayne Cty. Sheriff's Office	\$2,520	\$4,317	\$5,066	Sergeant	\$5,600	Lieutenant	\$7,608	Commander	\$10,731	7	\$4,424	\$4,424
<b>Minnesota</b>												
Coon Rapids Police Dept.	\$2,988	\$4,596	\$5,607	Sergeant	\$6,997	Captain		Other	\$8,016	7	\$4,596	\$5,010
Plymouth Police Dept	\$3,543	\$4,642	\$5,754	Sergeant	\$6,909	Lieutenant	\$7,339	Captain	\$9,174	3	\$4,642	\$5,051
<b>Mississippi</b>												
Jackson Police Dept.	\$2,324	\$2,700	\$4,090	Sergeant	\$4,600	Lieutenant	\$5,000	Commander	\$9,500	10	\$2,970	\$2,970
<b>Missouri</b>												
Columbia Police Dept.	\$2,560	\$3,495	\$4,461	Sergeant		Lieutenant	\$5,164	Captain	\$7,267	8	\$3,495	\$3,495
Greene Cty. Sheriff's Office	\$2,189	\$2,815	\$3,524	Sergeant	\$3,801	Lieutenant	\$4,759	Captain	\$5,708	8	\$2,815	\$2,815
Saint Joseph Police Dept.	\$2,349	\$3,953	\$4,235	Sergeant	\$5,076	Captain	\$5,510	Commander	\$6,771	10	\$3,953	\$3,953
<b>Montana</b>												
Billings Police Dept.	\$2,891	\$3,801	\$4,685	Sergeant	\$5,332	Lieutenant	\$5,717	Captain	\$7,554	17	\$3,801	\$4,262
Missoula Police Dept.	\$2,841	\$3,844	\$4,127	Sergeant	\$4,558	Lieutenant	\$4,948	Captain	\$5,883	20	\$3,844	\$3,844
<b>Nebraska</b>												
Sarpy Cty. Sheriff's Office	\$2,717	\$3,975	\$4,825	Sergeant	\$5,442	Lieutenant	\$5,933	Captain	\$6,625	8	\$3,975	\$4,155
<b>New Hampshire</b>												
New Hampshire State Police	\$2,857	\$4,572	\$4,995	Sergeant	\$5,698	Lieutenant	\$6,283	Captain	\$7,467	10	\$4,572	\$4,622
<b>New Mexico</b>												
Santa Fe Cty. Sheriff's Office	\$1,926	\$2,854	\$2,692	Corporal	\$2,961	Sergeant	\$3,162	Other	\$4,950	10	\$2,854	\$2,940
<b>New York</b>												
Albany Cty. Sheriff's Office	\$2,917	\$3,830	\$4,219	Sergeant	\$4,567	Lieutenant	\$4,894	Captain	\$7,744	5	\$3,830	\$3,972

Dept.	Entry Officer	Top Officer	Top First Line	First Line Title	Top Second Line	Second Line Title	Top Third Line	Third Line Title	Chief/ Sheriff	Minimum Years	Comparison Wage	Maximum Comparison Wage
<b>Averages:</b>	<b>\$3,004</b>	<b>\$4,254</b>	<b>\$5,061</b>		<b>\$5,829</b>		<b>\$6,582</b>		<b>\$8,870</b>	<b>9</b>	<b>\$4,308</b>	<b>\$4,536</b>
Broome Cty. Sheriff's Office	\$2,810	\$3,852	\$4,187	Sergeant	\$4,463	Lieutenant	\$5,133	Captain	\$6,007	3	\$3,852	\$3,994
Clarkstown Police Dept.	\$3,564	\$7,128	\$8,198	Sergeant	\$9,427	Lieutenant	\$11,825	Captain	\$16,306	4	\$7,128	\$8,126
Irondequoit Police Dept.	\$3,460	\$4,868	\$5,550	Sergeant	\$6,327	Lieutenant		Captain		5	\$4,868	\$4,990
Jefferson Cty. Sheriff's Office	\$2,270	\$2,781	\$2,875	Sergeant	\$3,520	Lieutenant		Captain	\$4,421	6	\$2,781	\$3,273
Onondaga Cty. Sheriff's Office	\$2,778	\$3,696	\$4,134	Sergeant	\$4,478	Lieutenant	\$4,848	Captain		7	\$3,696	\$3,696
Rochester Police Dept.	\$2,563	\$4,264	\$5,124	Sergeant	\$5,794	Lieutenant	\$6,539	Captain	\$8,882	4	\$4,264	\$4,626
Schenectady Police Dept.	\$2,381	\$4,258	\$4,684	Sergeant	\$5,216	Lieutenant	\$6,153	Deputy Chief	\$7,957	5	\$4,258	\$4,558
<b>North Carolina</b>												
Greensboro Police Dept.	\$2,962	\$4,210	\$5,830	Sergeant	\$6,620	Lieutenant	\$7,533	Captain	\$8,750	12	\$4,210	\$4,631
Rowan Cty. Sheriff's Office	\$2,169	\$3,443	\$4,192	Sergeant	\$4,626	Lieutenant	\$5,361	Captain	\$6,213		\$3,443	\$3,787
Wilmington Police Dept.	\$2,500	\$3,825	\$4,982	Sergeant	\$5,368	Lieutenant	\$6,833	Captain	\$9,687		\$3,825	\$3,825
<b>Ohio</b>												
Clermont Cty. Sheriff's Office	\$2,711	\$3,841	\$4,378	Sergeant	\$4,833	Lieutenant	\$6,093	Deputy Chief	\$6,244	6	\$4,014	\$4,014
Cleveland Police Dept.	\$3,500	\$4,111	\$4,672	Sergeant	\$5,420	Lieutenant	\$6,287	Captain	\$10,000	4	\$4,111	\$4,178
Euclid Police Dept.	\$3,399	\$4,412	\$4,605	Sergeant	\$5,158	Lieutenant	\$5,776	Captain	\$7,314	2	\$4,633	\$4,986
Lakewood Police Dept.	\$3,696	\$4,473	\$5,323	Sergeant	\$5,856	Lieutenant	\$6,617	Captain	\$6,833	5	\$4,473	\$4,640
Montgomery Cty. Sheriff's Office	\$3,482	\$4,313	\$5,002	Sergeant	\$5,853	Lieutenant	\$6,848	Captain		5	\$4,313	\$4,388
Parma Police Dept.	\$3,382	\$4,464	\$5,407	Sergeant	\$5,982	Lieutenant	\$6,699	Captain	\$7,617	4	\$4,910	\$5,106
West Chester Police Dept.	\$3,155	\$4,111		Sergeant		Lieutenant		Captain			\$4,111	\$4,246
Youngstown Police Dept.	\$2,679	\$3,741	\$4,270	Sergeant	\$4,894	Lieutenant	\$5,602	Captain	\$6,083	4	\$3,741	\$4,233
<b>Oklahoma</b>												
Edmond Police Dept.	\$2,628	\$4,223	\$4,985	Sergeant	\$5,885	Lieutenant	\$6,300	Captain	\$7,833	8	\$4,223	\$4,389
Lawton Police Dept.	\$1,901	\$2,875	\$3,683	Lieutenant	\$4,165	Captain	\$4,598	Deputy Chief	\$5,498	8	\$2,875	\$3,418
Midwest City Police Dept.	\$2,573	\$4,239	\$4,633	Sergeant	\$5,064	Lieutenant	\$5,413	Captain	\$7,040	15	\$4,324	\$4,411
<b>Oregon</b>												
Gresham Police Dept.	\$3,389	\$4,542	\$5,587	Sergeant	\$7,159	Lieutenant	\$7,928	Captain	\$9,246	6	\$4,542	\$4,942
Jackson Cty. Sheriff's Office	\$3,172	\$4,453	\$5,427	Sergeant	\$5,983	Lieutenant	\$6,283	Captain	\$6,706	4	\$4,720	\$5,165
Linn Cty. Sheriff's Office	\$2,962	\$3,730	\$4,996	Lieutenant	\$4,549	Sergeant	\$4,145	Other	\$6,980	4.5	\$3,954	\$4,308
<b>Pennsylvania</b>												
Bethlehem Police Dept.	\$2,924	\$3,885	\$4,263	Sergeant	\$4,607	Lieutenant	\$4,860	Captain	\$6,083	4	\$3,885	\$4,184
Upper Darby Township Police Dept.	\$3,263	\$4,430	\$4,917	Sergeant	\$5,458	Lieutenant	\$6,058	Captain	\$7,327	2	\$4,430	\$4,830

Dept.	Entry Officer	Top Officer	Top First Line	First Line Title	Top Second Line	Second Line Title	Top Third Line	Third Line Title	Chief/ Sheriff	Minimum Years	Comparison Wage	Maximum Comparison Wage
<b>Averages:</b>	<b>\$3,004</b>	<b>\$4,254</b>	<b>\$5,061</b>		<b>\$5,829</b>		<b>\$6,582</b>		<b>\$8,870</b>	<b>9</b>	<b>\$4,308</b>	<b>\$4,536</b>
<b>South Carolina</b>												
Aiken Cty. Sheriff's Office	\$2,412	\$3,377	\$2,757	Sergeant	\$3,102	Lieutenant	\$3,446	Captain	\$3,906	15	\$3,377	\$3,394
Greenville Cty. Sheriff's Office	\$1,917	\$3,403	\$3,914	Sergeant	\$4,501	Lieutenant	\$5,952	Captain	\$7,917	31	\$3,403	\$3,573
Pickens Cty. Sheriff's Office	\$2,110	\$3,482	\$3,800	Sergeant	\$4,277	Lieutenant	\$4,913	Captain	\$6,063		\$3,482	\$3,761
Spartanburg Cty. Sheriff's Office	\$1,991	\$2,420	\$2,420	Sergeant	\$2,802	Lieutenant	\$3,576	Captain	\$7,141	13	\$2,679	\$2,679
<b>South Dakota</b>												
Minnehaha Cty. Sheriff's Office	\$2,798	\$3,689	\$4,440	Sergeant	\$5,170	Lieutenant	\$5,942	Other	\$7,069	13	\$3,689	\$3,689
<b>Tennessee</b>												
Chattanooga Police Dept.	\$2,453	\$3,416	\$4,160	Sergeant	\$4,755	Lieutenant	\$5,349	Captain		9	\$3,416	\$3,416
Memphis Police Dept.	\$3,281	\$3,771	\$4,645	Lieutenant	\$5,296	Captain	\$6,188	Other		3	\$3,960	\$4,308
Metro Nashville Police Dept.	\$3,274	\$4,247	\$5,165	Sergeant	\$5,675	Lieutenant	\$6,802	Captain	\$17,938	10	\$4,247	\$4,502
<b>Texas</b>												
Amarillo Police Dept.	\$2,760	\$3,740	\$4,449	Sergeant	\$5,142	Lieutenant	\$5,807	Captain	\$10,349	4	\$3,740	\$3,848
Arlington Police Dept.	\$3,316	\$4,443	\$5,340	Sergeant	\$6,111	Lieutenant	\$8,648	Deputy Chief	\$10,413	4.5	\$4,576	\$4,786
Beaumont Police Dept.	\$2,938	\$3,995	\$4,540	Sergeant	\$4,908	Lieutenant	\$5,321	Captain	\$8,898	20	\$3,995	\$4,195
Bell Cty. Sheriff's Office	\$2,416	\$3,153	\$3,447	Sergeant	\$3,766	Lieutenant		Captain		10	\$3,153	\$3,363
Bryan Police Dept.	\$2,758	\$4,228	\$4,781	Sergeant	\$5,240	Lieutenant		Captain		6	\$4,228	\$4,328
Corpus Christi Police Dept.	\$3,150	\$4,450	\$5,161	Lieutenant	\$5,842	Captain		Commander		10	\$4,717	\$5,065
El Paso Police Dept.	\$2,495	\$4,070	\$4,611	Sergeant	\$5,336	Lieutenant	\$6,286	Captain	\$11,192	13	\$4,070	\$4,275
Harris Cty. Sheriff's Office	\$2,893	\$3,978	\$4,645	Sergeant	\$5,268	Lieutenant	\$6,051	Captain	\$10,563	14	\$3,978	\$4,128
Houston Police Dept.	\$2,347	\$3,708	\$4,642	Sergeant	\$5,257	Lieutenant	\$6,020	Captain	\$10,344	17	\$3,708	\$4,263
Irving Police Dept.	\$3,235	\$4,552	\$5,425	Sergeant	\$6,166	Lieutenant	\$6,876	Captain	\$10,408	6	\$4,552	\$4,702
Lubbock Police Dept.	\$3,032	\$4,071	\$4,852	Sergeant	\$5,609	Lieutenant	\$6,333	Captain	\$9,724	5	\$4,071	\$4,296
McAllen Police Dept.	\$1,903	\$2,815	\$3,337	Sergeant	\$3,820	Lieutenant	\$5,181	Captain	\$6,051	24	\$2,815	\$3,673
Port Arthur Police Dept.	\$2,950	\$3,596	\$3,876	Sergeant	\$4,263	Lieutenant	\$4,698	Captain	\$6,612	12	\$3,596	\$3,796
Round Rock Police Dept.	\$3,150	\$4,688	\$5,589	Sergeant	\$6,427	Lieutenant	\$7,394	Captain	\$11,500	18	\$4,688	\$4,976
Wichita Cty. Sheriff's Office	\$1,986	\$2,303	\$2,644	Sergeant	\$2,802	Lieutenant	\$3,107	Captain	\$4,928	8	\$2,303	\$2,303
Wichita Falls Police Dept.	\$2,417	\$4,355	\$5,050	Sergeant	\$5,439	Lieutenant	\$6,155	Captain	\$8,471	16	\$4,355	\$4,473
<b>Utah</b>												
Davis Cty. Sheriff's Office	\$2,373	\$3,903	\$4,626	Sergeant	\$5,179	Lieutenant	\$5,805	Captain	\$7,401		\$3,903	\$3,903
Ogden Police Dept.	\$2,411	\$4,089	\$4,927	Sergeant	\$5,540	Lieutenant	\$6,691	Other	\$8,541	7	\$4,089	\$4,109
Utah Cty. Sheriff's Office	\$2,871	\$3,460	\$4,366	Sergeant	\$5,506	Lieutenant	\$6,327	Captain	\$6,344	6	\$3,460	\$3,460
<b>Virginia</b>												
Henrico Cty. Police Dept.	\$2,568	\$4,507	\$6,469	Sergeant	\$6,779	Other	\$7,104	Other	\$12,470		\$4,507	\$4,507
Henrico Cty. Sheriff's Office	\$2,230	\$3,915	\$5,620	Sergeant	\$6,172	Lieutenant	\$6,779	Captain	\$8,909		\$3,915	\$3,915
Newport News Police Dept.	\$2,542	\$4,740	\$5,671	Sergeant	\$6,089	Lieutenant	\$6,739	Captain			\$4,740	\$4,740

Dept.	Entry Officer	Top Officer	Top First Line	First Line Title	Top Second Line	Second Line Title	Top Third Line	Third Line Title	Chief/ Sheriff	Minimum Years	Comparison Wage	Maximum Comparison Wage
<b>Averages:</b>	<b>\$3,004</b>	<b>\$4,254</b>	<b>\$5,061</b>		<b>\$5,829</b>		<b>\$6,582</b>		<b>\$8,870</b>	<b>9</b>	<b>\$4,308</b>	<b>\$4,536</b>
<b>Washington</b>												
Spokane Cty. Sheriff's Office	\$3,222	\$4,348	\$5,301	Sergeant	\$6,713	Lieutenant	\$6,713	Captain	\$7,667	3	\$4,348	\$5,044
Spokane Police Dept.	\$2,991	\$4,862	\$5,852	Sergeant	\$6,333	Lieutenant	\$7,282	Captain	\$8,987	5	\$4,862	\$5,251
Thurston Cty. Sheriff's Office	\$3,616	\$4,616	\$5,147	Sergeant	\$5,645	Lieutenant	\$7,550	Captain	\$8,305	6	\$4,616	\$4,801
Vancouver Police Dept.	\$3,829	\$5,131	\$6,055	Sergeant	\$7,412	Lieutenant	\$8,153	Commander	\$9,231	5	\$5,131	\$5,388
Whatcom Cty. Sheriff's Office	\$3,638	\$4,347	\$5,368	Sergeant	\$6,279	Lieutenant	\$6,594	Other	\$6,936	5	\$4,347	\$4,499
Yakima Cty. Sheriff's Dept.	\$2,957	\$4,119	\$4,813	Sergeant	\$6,068	Lieutenant	\$6,677	Other	\$6,593	5	\$4,119	\$4,284
<b>West Virginia</b>												
West Virginia State Police	\$2,040	\$3,104	\$3,474	Sergeant	\$3,996	Lieutenant	\$4,170	Captain	\$5,833	32	\$3,104	\$3,454
<b>Wisconsin</b>												
Dane Cty. Sheriff's Office	\$2,711	\$3,476	\$4,571	Sergeant	\$4,883	Lieutenant	\$7,006	Captain	\$7,741	20	\$3,476	\$4,484
Marathon Cty. Sheriff's Office	\$2,840	\$3,655	\$4,483	Lieutenant	\$5,791	Captain	\$6,032	Deputy Chief	\$6,429	15	\$3,655	\$3,695

Dept.	Employer Health Insurance	Employee Health Insurance	Employer Retirement	Employee Retirement	Employer Pick Up	Deferred Compensation (\$)	Deferred Compensation (%)	Retiree Health Insurance (\$)	Reitree Health Insurance (%)
<b>Averages:</b>	<b>83.58%</b>	<b>18.80%</b>	<b>11.89%</b>	<b>5.54%</b>	<b>6.78%</b>	<b>\$97</b>	<b>3.99%</b>	<b>\$388</b>	<b>86%</b>
<b>Alabama</b>									
Tuscaloosa Police Dept.	75.0%	25.0%	13.00%	11.00%					
<b>Arizona</b>									
Arizona Dept. of Public Safety	83.2%	16.8%	3.31%	2.65%	5.00%			\$260	
Maricopa Cty. Sheriff's Office	89.3%	10.7%	7.87%	7.65%					
Mesa Police Dept.	68.9%	31.1%	9.00%	7.65%			0.5%	\$260	
Peoria Police Dept.	80.0%	20.0%	12.18%	7.65%	2.40%	\$25			20%
Pinal Cty. Sheriff's Office	61.8%	38.2%	8.52%	7.65%				\$150	
Tempe Police Dept.			10.00%			\$120			100%
<b>Arkansas</b>									
Fort Smith Police Dept.	94.1%	5.9%	19.00%	6.00%					
<b>California</b>									
Antioch Police Dept.	100.0%	0.0%	12.74%	0.00%	9.00%	\$20		\$620	
Butte Cty. Sheriff's Office	100.0%	0.0%	24.33%	9.00%	9.00%				
Chino Police Dept.	79.1%	20.9%	15.00%	0.00%	9.00%			\$16	
Concord Police Dept.			25.82%	9.00%	9.00%			\$794	
Fairfield Police Dept.	96.0%	4.0%	9.00%	2.00%	7.00%	\$100			
Fremont Police Dept.	100.0%	0.0%	11.34%	9.00%					
Fresno Police Dept.	79.6%	20.4%	16.00%	9.00%					
Huntington Park Police Dept.	100.0%	0.0%		0.00%	9.00%			\$794	
Madera Cty. Sheriff's Office	50.0%	50.0%	9.00%	0.00%					
Monterey Cty. Sheriff's Office	56.8%	43.2%	33.03%	7.00%	7.00%			\$32	
Ontario Police Dept.	100.0%		9.00%	0.00%		\$163		\$610	
Palo Alto Police Dept.	100.0%	0.0%		9.00%	9.00%				
Pomona Police Dept.	46.1%	53.9%	18.11%	0.00%	9.00%			\$350	
Redding Police Dept.				0.00%					50%
Redondo Beach Police Dept.	100.0%	0.0%	23.42%	9.00%	9.00%				100%
Sacramento Cty. Sheriff's Office	100.0%	0.0%	2.23%	0.52%				\$244	
San Francisco Cty. Sheriff's Office			10.21%	9.00%	1.50%				100%
San Mateo Police Dept.	100.0%	0.0%	9.00%	0.00%			3.4%	\$160	
Santa Rosa Police Dept.				0.00%	9.00%			\$32	
Solano Cty. Sheriff's Office	100.0%	40.5%		0.00%					
Sonoma Cty. Sheriff's Office									86%
South Gate Police Dept.	100.0%	0.0%	9.00%					\$250	
Stockton Police Dept.	100.0%	0.0%					9.0%		100%
Tulare Cty. Sheriff's Office	66.9%	33.1%							
West Covina Police Dept.	100.0%	0.0%		9.00%	9.00%	\$150		\$400	
Westminster Police Dept.	100.0%		3.84%	3.84%	9.00%			\$807	

Dept.	Employer Health Insurance	Employee Health Insurance	Employer Retirement	Employee Retirement	Employer Pick Up	Deferred Compensation (\$)	Deferred Compensation (%)	Retiree Health Insurance (\$)	Reitree Health Insurance (%)
<b>Averages:</b>	<b>83.58%</b>	<b>18.80%</b>	<b>11.89%</b>	<b>5.54%</b>	<b>6.78%</b>	<b>\$97</b>	<b>3.99%</b>	<b>\$388</b>	<b>86%</b>
<b>Colorado</b>									
Boulder Cty. Sheriff's Office	66.1%	33.9%	10.00%	8.00%					
Boulder Police Dept.	74.3%	25.7%	13.80%	6.20%					
Lakewood Police Dept.	67.1%	32.9%	10.00%					\$200	
Larimer Cty. Sheriff's Office	57.9%	42.1%	6.00%	6.00%					
Longmont Police Dept.	88.8%	11.2%	8.00%	8.00%					
<b>Connecticut</b>									
Bridgeport Police Dept.		7.5%		6.00%					100%
Hartford Police Dept.				0.96%					
New Haven Police Dept.									
West Hartford Police Dept.	82.3%	17.7%		3.00%		\$100			100%
<b>District of Columbia</b>									
Metropolitan Police Dept.	82.0%	18.0%	0.00%	8.00%					82%
<b>Florida</b>									
Brevard Cty. Sheriff's Office				0.00%					
Collier Cty. Sheriff's Office	100.0%	0.0%							
Lee Cty. Sheriff's Office	100.0%	0.0%							
Okaloosa Cty. Sheriff's Office	71.1%	28.9%		0.00%					
Orange Cty. Sheriff's Office	87.0%	13.0%		0.00%					100%
Orlando Police Dept.	100.0%	0.0%	0.00%	8.47%					100%
Pinellas Cty. Sheriff's Office	67.4%	32.6%	18.53%	0.00%					75%
Polk Cty. Sheriff's Office	78.0%	22.0%		0.00%					3% x Years
<b>Georgia</b>									
Cobb Cty. Police Dept.	90.0%	10.0%		4.25%					90%
Columbus Police Dept.	89.4%	10.6%	8.00%	3.09%				\$325	
Fulton Cty. Police Dept.									
Gwinnett Cty. Police Dept.	89.2%	10.8%	14.50%	3.50%					85%
Gwinnett Cty. Sheriff's Office	89.2%	10.8%	14.50%	3.50%					85%
Henry Cty. Sheriff's Office	78.0%	22.0%	6.75%	6.00%					78%
<b>Idaho</b>									
Ada Cty. Sheriff's Office	80.9%	19.1%	10.01%	7.21%			2.0%		
Pocatello Police Dept.	90.0%	10.0%	10.11%	7.21%					

Dept.	Employer Health Insurance	Employee Health Insurance	Employer Retirement	Employee Retirement	Employer Pick Up	Deferred Compensation (\$)	Deferred Compensation (%)	Retiree Health Insurance (\$)	Reitree Health Insurance (%)
<b>Averages:</b>	<b>83.58%</b>	<b>18.80%</b>	<b>11.89%</b>	<b>5.54%</b>	<b>6.78%</b>	<b>\$97</b>	<b>3.99%</b>	<b>\$388</b>	<b>86%</b>
<b>Illinois</b>									
Aurora Police Dept.	92.0%	8.0%	24.33%	9.91%					71%
Bloomington Police Dept.	91.1%	8.9%	9.91%	9.19%					
Decatur Police Dept.	100.0%	0.0%		9.90%					
Lake Cty. Sheriff's Office	91.0%	8.0%	19.32%	6.50%					
Naperville Police Dept.	94.4%	5.6%		9.75%					
Orland Park Police Dept.		100.0%		9.00%					100%
Rockford Police Dept.	92.9%	7.1%							
Springfield Police Dept.	78.0%	22.0%	24.52%	9.80%					
Waukegan Police Dept.	80.0%	20.0%		9.75%					48%
<b>Indiana</b>									
Delaware Cty. Sheriff's Office	87.8%	12.2%						\$1,073	
Evansville Police Dept.	92.4%	7.6%							
Tippecanoe Cty. Sheriff's Office	92.0%	8.0%	24.90%	4.00%					
<b>Iowa</b>									
Des Moines Police Dept.	100.0%	0.0%	0.00%				2.0%		
Iowa City Police Dept.		5.0%	0.00%						
Iowa State Patrol	85.0%	15.0%	17.00%	9.35%		\$50 1 for 2 match			
Waterloo Police Dept.	98.2%	1.8%	20.48%	9.35%				\$559	
<b>Kansas</b>									
Overland Park Police Dept.	83.7%	16.3%	17.65%	0.00%					
Wichita Police Dept.	80.0%	20.0%	10.70%	4.00%					
<b>Kentucky</b>									
Jefferson Cty. Sheriff's Office	75.0%	25.0%	18.51%	8.00%					100%
Owensboro Police Dept.	79.0%	21.0%	16.78%	8.00%					
<b>Louisiana</b>									
Baton Rouge Police Dept.	62.0%	38.0%	15.25%	7.50%					
Kenner Police Dept.	46.4%	53.6%	15.25%	7.50%					100%
Lafayette Parish Sheriff's Office	100.0%	0.0%	9.25%	9.80%					
Lake Charles Police Dept.	100.0%	0.0%	16.25%	9.30%					
Louisiana State Police	75.0%	25.0%							75%
Monroe Police Dept.	61.0%	39.0%	15.25%	7.50%	7.50%				50%
<b>Maryland</b>									
Maryland State Police	80.0%	20.0%	5.88%	8.00%				\$333	
Prince Georges Cty. Police Dept.	80.0%	20.0%	23.00%	8.00%					80%

Dept.	Employer Health Insurance	Employee Health Insurance	Employer Retirement	Employee Retirement	Employer Pick Up	Deferred Compensation (\$)	Deferred Compensation (%)	Retiree Health Insurance (\$)	Reitree Health Insurance (%)
<b>Averages:</b>	<b>83.58%</b>	<b>18.80%</b>	<b>11.89%</b>	<b>5.54%</b>	<b>6.78%</b>	<b>\$97</b>	<b>3.99%</b>	<b>\$388</b>	<b>86%</b>
<b>Massachusetts</b>									
Barnstable Cty. Sheriff's Office	75.0%	25.0%		11.00%					
Lowell Police Dept.	75.0%	25.0%		9.00%					75%
<b>Michigan</b>									
Allegan Cty. Sheriff's Office	5.0%	95.0%	4.67%	9.00%				\$250	
Flint Police Dept.		100.0%		4.50%					100%
Kent Cty. Sheriff's Office		100.0%	3.00%	4.00%	3.00%			\$300	
Lansing Police Dept.	100.0%	0.0%		8.50%					100%
Livonia Police Dept.	100.0%	0.0%							100%
Oakland Cty. Sheriff's Office	100.0%	0.0%	9.00%	3.00%		\$300 match			100%
Roseville Police Dept.	100.0%	0.0%		7.00%	7.00%				100%
Royal Oak Police Dept.	100.0%	0.0%	0.00%	2.00%					100%
Saginaw Cty. Sheriff's Office	90.0%	10.0%	9.00%	3.00%					90%
Warren Police Dept.	100.0%	0.0%		5.00%					100%
Wayne Cty. Sheriff's Office	100.0%	0.0%	3.00%	3.00%	2.50%				100%
<b>Minnesota</b>									
Coon Rapids Police Dept.	58.9%	41.1%	9.30%	6.20%				\$413	
Plymouth Police Dept	70.7%	29.3%	9.30%	6.20%					
<b>Mississippi</b>									
Jackson Police Dept.	50.0%	50.0%	0.00%	0.00%	10.00%				
<b>Missouri</b>									
Columbia Police Dept.			26.24%	3.50%			2.0%		
Greene Cty. Sheriff's Office	100.0%	0.0%		0.00%					
Saint Joseph Police Dept.	33.3%	66.7%	33.20%	4.00%					
<b>Montana</b>									
Billings Police Dept.	81.8%	18.2%	14.41%	9.00%					
Missoula Police Dept.	87.4%	12.6%	14.50%	11.00%					
<b>Nebraska</b>									
Sarpy Cty. Sheriff's Office	75.0%	25.0%	8.75%	6.75%					50%
<b>New Hampshire</b>									
New Hampshire State Police	100.0%	0.0%	12.11%	7.50%					100%
<b>New Mexico</b>									
Santa Fe Cty. Sheriff's Office	62.0%	38.0%	27.76%	0.00%					
<b>New York</b>									
Albany Cty. Sheriff's Office	100.0%	0.0%		3.00%					100%

Dept.	Employer Health Insurance	Employee Health Insurance	Employer Retirement	Employee Retirement	Employer Pick Up	Deferred Compensation (\$)	Deferred Compensation (%)	Retiree Health Insurance (\$)	Reitree Health Insurance (%)
<b>Averages:</b>	<b>83.58%</b>	<b>18.80%</b>	<b>11.89%</b>	<b>5.54%</b>	<b>6.78%</b>	<b>\$97</b>	<b>3.99%</b>	<b>\$388</b>	<b>86%</b>
Broome Cty. Sheriff's Office	90.0%	10.0%	3.00%	11.00%					90%
Clarkstown Police Dept.	100.0%	0.0%	2.90%	0.00%					100%
Irondequoit Police Dept.	100.0%	0.0%		0.00%					100%
Jefferson Cty. Sheriff's Office	89.6%	10.4%	5.10%	3.00%					100%
Onondaga Cty. Sheriff's Office	90.0%	10.0%	13.10%	3.00%					45%
Rochester Police Dept.	96.5%	3.5%		0.00%					100%
Schenectady Police Dept.	100.0%	0.0%		0.00%					100%
<b>North Carolina</b>									
Greensboro Police Dept.	97.5%	2.5%	6.00%	6.00%			5.0%		
Rowan Cty. Sheriff's Office	73.2%	26.8%	4.78%	6.00%			5.0%	\$473	
Wilmington Police Dept.	58.9%	41.1%	4.78%	6.00%			9.5%	\$356	
<b>Ohio</b>									
Clermont Cty. Sheriff's Office	68.6%	31.4%	21.75%	4.50%	4.50%				
Cleveland Police Dept.	91.9%	8.1%	19.50%	10.00%					
Euclid Police Dept.		100.0%	24.50%	10.00%	5.00%				
Lakewood Police Dept.	100.0%	0.0%	13.55%	10.00%					
Montgomery Cty. Sheriff's Office	90.0%	10.0%		10.00%					
Parma Police Dept.	100.0%	0.0%	19.50%	10.00%	10.00%				100%
West Chester Police Dept.	100.0%	0.0%	16.70%	10.10%					
Youngstown Police Dept.	100.0%	0.0%	19.50%	10.00%					75%
<b>Oklahoma</b>									
Edmond Police Dept.	75.0%	25.0%	13.00%	8.00%					
Lawton Police Dept.	60.9%	39.1%	13.00%	8.00%					
Midwest City Police Dept.	75.7%	24.3%	13.00%	6.00%	2.00%				
<b>Oregon</b>									
Gresham Police Dept.	100.0%	0.0%	6.00%	0.00%					
Jackson Cty. Sheriff's Office	96.2%	3.8%	9.34%	0.00%	6.00%				
Linn Cty. Sheriff's Office	100.0%	0.0%	8.74%	6.00%	6.00%				
<b>Pennsylvania</b>									
Bethlehem Police Dept.			7.00%	7.00%					
Upper Darby Township Police Dept.	100.0%	0.0%	0.00%	6.50%					100%

Dept.	Employer Health Insurance	Employee Health Insurance	Employer Retirement	Employee Retirement	Employer Pick Up	Deferred Compensation (\$)	Deferred Compensation (%)	Retiree Health Insurance (\$)	Reitree Health Insurance (%)
<b>Averages:</b>	<b>83.58%</b>	<b>18.80%</b>	<b>11.89%</b>	<b>5.54%</b>	<b>6.78%</b>	<b>\$97</b>	<b>3.99%</b>	<b>\$388</b>	<b>86%</b>
<b>South Carolina</b>									
Aiken Cty. Sheriff's Office	69.4%	30.6%	6.50%	6.00%					
Greenville Cty. Sheriff's Office	66.0%	33.0%	12.00%	6.00%					
Pickens Cty. Sheriff's Office	77.9%	22.1%	10.70%	6.50%				\$263	
Spartanburg Cty. Sheriff's Office	79.8%	20.2%	10.70%	6.50%	10.70%			\$559	
<b>South Dakota</b>									
Minnehaha Cty. Sheriff's Office	56.4%	43.6%	8.00%	8.00%					
<b>Tennessee</b>									
Chattanooga Police Dept.	82.0%	18.0%	18.59%	8.00%				\$637	
Memphis Police Dept.	71.1%	28.9%	5.00%		5.00%				70%
Metro Nashville Police Dept.	75.0%	25.0%		0.00%					
<b>Texas</b>									
Amarillo Police Dept.	90.3%	9.7%	14.00%	7.00%					
Arlington Police Dept.	78.3%	21.7%	14.00%	7.00%	3.00%				100%
Beaumont Police Dept.	93.9%	6.1%	14.00%	7.00%				\$250	
Bell Cty. Sheriff's Office	100.0%	0.0%	9.84%	7.00%					68%
Bryan Police Dept.	56.7%	43.3%	14.00%	7.00%					
Corpus Christi Police Dept.	100.0%	0.0%	6.00%	6.00%	6.00%				
El Paso Police Dept.	61.2%	38.8%	18.00%	12.00%				\$762	
Harris Cty. Sheriff's Office									
Houston Police Dept.	90.3%	9.7%	16.20%	8.75%					
Irving Police Dept.	95.0%	5.0%							75%
Lubbock Police Dept.	64.8%	35.2%	14.54%	7.00%				\$201	
McAllen Police Dept.	50.0%	50.0%	10.00%	5.00%					50%
Port Arthur Police Dept.	50.0%	50.0%	10.00%	5.00%					
Round Rock Police Dept.	100.0%	0.0%	14.00%	7.00%					
Wichita Cty. Sheriff's Office	50.0%	50.0%		7.00%					
Wichita Falls Police Dept.	100.0%	0.0%							
<b>Utah</b>									
Davis Cty. Sheriff's Office	90.0%	10.0%	16.24%	0.00%			3.5%		85%
Ogden Police Dept.			20.85%	0.00%					
Utah Cty. Sheriff's Office	70.0%	30.0%		0.00%			5.0%		
<b>Virginia</b>									
Henrico Cty. Police Dept.	55.5%	44.5%	10.00%					\$75	
Henrico Cty. Sheriff's Office	55.5%	44.5%	10.00%						
Newport News Police Dept.	75.0%	25.0%		0.00%					75%

Dept.	Employer Health Insurance	Employee Health Insurance	Employer Retirement	Employee Retirement	Employer Pick Up	Deferred Compensation (\$)	Deferred Compensation (%)	Retiree Health Insurance (\$)	Reitree Health Insurance (%)
<b>Averages:</b>	<b>83.58%</b>	<b>18.80%</b>	<b>11.89%</b>	<b>5.54%</b>	<b>6.78%</b>	<b>\$97</b>	<b>3.99%</b>	<b>\$388</b>	<b>86%</b>
<b>Washington</b>									
Spokane Cty. Sheriff's Office	100.0%	0.0%	3.26%	5.07%					100%
Spokane Police Dept.	100.0%	0.0%	3.26%	5.07%			4.0%		
Thurston Cty. Sheriff's Office	100.0%	0.0%	3.25%	5.05%					
Vancouver Police Dept.	100.0%	0.0%	3.25%	5.05%			1.0%		
Whatcom Cty. Sheriff's Office	100.0%	0.0%	3.25%	5.05%					
Yakima Cty. Sheriff's Dept.	55.4%	44.6%	3.26%	5.07%					
<b>West Virginia</b>									
West Virginia State Police	80.0%	20.0%		12.00%					
<b>Wisconsin</b>									
Dane Cty. Sheriff's Office	100.0%	0.0%	20.20%						
Marathon Cty. Sheriff's Office	95.0%	5.0%		0.00%					

Dept.	2-Year Education	4-Year Education	Inter. POST	Adv. POST	5-Year Long.	10-Year Long.	15-Year Long.	20-Year Long.	25-Year Long.	Detective Base Wage	Detective Premium	Plainclothes Allowance	Total Extra Detective Pay
<i>Averages:</i>	<i>\$112</i>	<i>\$199</i>	<i>\$125</i>	<i>\$183</i>	<i>\$69</i>	<i>\$112</i>	<i>\$150</i>	<i>\$201</i>	<i>\$215</i>	<i>\$3,954</i>	<i>\$240</i>	<i>\$658</i>	<i>\$618</i>
<b>Alabama</b>													
Tuscaloosa Police Dept.					\$25	\$33	\$42	\$50	\$50		\$92	\$600	\$692
<b>Arizona</b>													
Arizona Dept. of Public Safety												\$336	\$336
Maricopa Cty. Sheriff's Office													
Mesa Police Dept.										\$4,574			
Peoria Police Dept.													
Pinal Cty. Sheriff's Office										\$3,430			
Tempe Police Dept.					\$23	\$46	\$69	\$92	\$92	\$4,585	\$321	\$1,160	\$1,481
<b>Arkansas</b>													
Fort Smith Police Dept.	\$173	\$173	\$40	\$60	\$10	\$15	\$20	\$25	\$30	\$2,560		\$1,000	\$1,000
<b>California</b>													
Antioch Police Dept.	\$120	\$210	\$120	\$210									
Butte Cty. Sheriff's Office			\$93	\$93							\$186		
Chino Police Dept.	\$124	\$249	\$149	\$298						\$5,401		\$680	\$680
Concord Police Dept.							\$488	\$488	\$488	\$4,792	\$146		\$146
Fairfield Police Dept.	\$161	\$321	\$64	\$161									
Fremont Police Dept.	\$161	\$321	\$161	\$321		\$161		\$161	\$161	\$6,426	\$321		\$321
Fresno Police Dept.										\$4,653			
Huntington Park Police Dept.		\$552	\$276	\$552								\$1,100	\$1,100
Madera Cty. Sheriff's Office			\$325	\$650		\$163	\$81	\$81	\$81		\$81		\$81
Monterey Cty. Sheriff's Office			\$11	\$18				\$434	\$434	\$5,426	\$200		\$200
Ontario Police Dept.	\$150	\$300	\$100	\$17		\$244	\$391	\$489	\$489	\$4,910			
Palo Alto Police Dept.			\$324	\$485									
Pomona Police Dept.	\$156	\$311	\$156	\$311		\$519				\$5,813			
Redding Police Dept.	\$125	\$251	\$125	\$251						\$5,270			
Redondo Beach Police Dept.	\$271	\$967	\$271	\$560		\$181	\$362	\$813	\$813	\$4,519	\$181	\$400	\$581
Sacramento Cty. Sheriff's Office	\$222	\$445	\$222	\$222						\$4,679		\$850	\$850
San Francisco Cty. Sheriff's Office			\$223	\$334									
San Mateo Police Dept.			\$216	\$216							\$185		\$185
Santa Rosa Police Dept.			\$262	\$408							\$292		\$292
Solano Cty. Sheriff's Office			\$70	\$11		\$126	\$126	\$252	\$252				
Sonoma Cty. Sheriff's Office			\$161	\$322						\$6,602	\$484		\$484
South Gate Police Dept.			\$237	\$549	\$108	\$108	\$216	\$216	\$349	\$4,306	\$249		\$249
Stockton Police Dept.	\$142	\$142	\$142	\$142	\$237	\$332	\$237	\$237	\$237				
Tulare Cty. Sheriff's Office										\$3,868	\$116	\$700	\$816
West Covina Police Dept.	\$135	\$143		\$135		\$100	\$200	\$300	\$400				
Westminster Police Dept.	\$266	\$532									\$372		\$372

Dept.	2-Year Education	4-Year Education	Inter. POST	Adv. POST	5-Year Long.	10-Year Long.	15-Year Long.	20-Year Long.	25-Year Long.	Detective Base Wage	Detective Premium	Plainclothes Allowance	Total Extra Detective Pay
<i>Averages:</i>	<i>\$112</i>	<i>\$199</i>	<i>\$125</i>	<i>\$183</i>	<i>\$69</i>	<i>\$112</i>	<i>\$150</i>	<i>\$201</i>	<i>\$215</i>	<i>\$3,954</i>	<i>\$240</i>	<i>\$658</i>	<i>\$618</i>
<b>Colorado</b>													
Boulder Cty. Sheriff's Office												\$400	\$400
Boulder Police Dept.											\$103		\$103
Lakewood Police Dept.													
Larimer Cty. Sheriff's Office					\$23	\$58	\$94	\$94	\$94	\$5,294		\$300	\$300
Longmont Police Dept.							\$75	\$100	\$125				
<b>Connecticut</b>													
Bridgeport Police Dept.					\$6	\$6	\$6	\$6	\$6	\$4,698			
Hartford Police Dept.	\$101	\$201								\$4,032			
New Haven Police Dept.	\$17	\$29			\$44	\$65	\$76	\$87	\$87	\$4,648		\$1,200	\$1,200
West Hartford Police Dept.	\$83	\$167								\$5,261		\$760	\$760
<b>District of Columbia</b>													
Metropolitan Police Dept.							\$254	\$509	\$509		\$104	\$450	\$554
<b>Florida</b>													
Brevard Cty. Sheriff's Office	\$30	\$80									\$718		\$718
Collier Cty. Sheriff's Office	\$30	\$80											
Lee Cty. Sheriff's Office										\$2,613			
Okaloosa Cty. Sheriff's Office	\$30	\$85								\$2,243		\$300	\$300
Orange Cty. Sheriff's Office	\$14	\$37				\$33	\$65	\$130	\$173			\$2,308	\$2,308
Orlando Police Dept.	\$30	\$80	\$20	\$20	\$50	\$88	\$125	\$158	\$183	\$3,626	\$60		\$60
Pinellas Cty. Sheriff's Office	\$50	\$80	\$20	\$25									
Polk Cty. Sheriff's Office	\$30	\$80	\$20	\$20									
<b>Georgia</b>													
Cobb Cty. Police Dept.										\$2,933		\$500	\$500
Columbus Police Dept.		\$170								\$2,414	\$306	\$300	\$606
Fulton Cty. Police Dept.												\$600	\$600
Gwinnett Cty. Police Dept.					\$31	\$63	\$94	\$125	\$125			\$500	\$500
Gwinnett Cty. Sheriff's Office					\$31	\$63	\$94	\$125	\$125			\$500	\$500
Henry Cty. Sheriff's Office										\$2,851			
<b>Idaho</b>													
Ada Cty. Sheriff's Office	\$50	\$149	\$99	\$12		\$24	\$50	\$75	\$75	\$2,350	\$348		\$348
Pocatello Police Dept.	\$10	\$20	\$10	\$20	\$88	\$177	\$265	\$353	\$353	\$3,897		\$915	\$915

Dept.	2-Year Education	4-Year Education	Inter. POST	Adv. POST	5-Year Long.	10-Year Long.	15-Year Long.	20-Year Long.	25-Year Long.	Detective Base Wage	Detective Premium	Plainclothes Allowance	Total Extra Detective Pay
<i>Averages:</i>	<i>\$112</i>	<i>\$199</i>	<i>\$125</i>	<i>\$183</i>	<i>\$69</i>	<i>\$112</i>	<i>\$150</i>	<i>\$201</i>	<i>\$215</i>	<i>\$3,954</i>	<i>\$240</i>	<i>\$658</i>	<i>\$618</i>
<b>Illinois</b>													
Aurora Police Dept.						\$53	\$80	\$106	\$106				
Bloomington Police Dept.					\$208	\$365	\$469	\$730	\$730	\$3,473		\$1,000	\$1,000
Decatur Police Dept.					\$83	\$167	\$250	\$375	\$375	\$3,563	\$416		\$416
Lake Cty. Sheriff's Office												\$750	\$750
Naperville Police Dept.						\$83	\$125	\$125	\$125			\$800	\$800
Orland Park Police Dept.	\$83	\$158			\$125	\$158	\$183	\$208	\$208			\$900	\$900
Rockford Police Dept.					\$92	\$184	\$277	\$369	\$369	\$4,328		\$400	\$400
Springfield Police Dept.					\$91	\$182	\$273	\$410	\$410	\$4,365	\$296		\$296
Waukegan Police Dept.										\$5,132		\$600	\$600
<b>Indiana</b>													
Delaware Cty. Sheriff's Office					\$159	\$265	\$318	\$371	\$371	\$2,750		\$1,000	\$1,000
Evansville Police Dept.	\$42	\$83								\$2,795	\$284		\$284
Tippecanoe Cty. Sheriff's Office										\$3,258		\$500	\$500
<b>Iowa</b>													
Des Moines Police Dept.					\$41	\$76	\$109	\$142	\$211			\$560	\$560
Iowa City Police Dept.					\$25	\$38	\$50	\$63	\$83	\$4,049		\$600	\$600
Iowa State Patrol	\$88	\$88			\$25	\$50	\$75	\$100	\$100				
Waterloo Police Dept.					\$20	\$60	\$80	\$90	\$110			\$300	\$300
<b>Kansas</b>													
Overland Park Police Dept.													
Wichita Police Dept.		\$80				\$20	\$30	\$40	\$50	\$4,381		\$450	\$450
<b>Kentucky</b>													
Jefferson Cty. Sheriff's Office			\$22										
Owensboro Police Dept.					\$17	\$83	\$83	\$83	\$83				
<b>Louisiana</b>													
Baton Rouge Police Dept.	\$63	\$125	\$300			\$150	\$301	\$451	\$451			\$700	\$700
Kenner Police Dept.			\$300							\$3,033		\$2,400	\$2,400
Lafayette Parish Sheriff's Office			\$25							\$2,408		\$400	\$400
Lake Charles Police Dept.		\$150	\$25		\$34	\$34	\$34	\$34	\$34			\$590	\$590
Louisiana State Police													
Monroe Police Dept.	\$150	\$225			\$100	\$125	\$175	\$225	\$225			\$1,200	\$1,200
<b>Maryland</b>													
Maryland State Police										\$4,037			
Prince Georges Cty. Police Dept.										\$3,625			

Dept.	2-Year Education	4-Year Education	Inter. POST	Adv. POST	5-Year Long.	10-Year Long.	15-Year Long.	20-Year Long.	25-Year Long.	Detective Base Wage	Detective Premium	Plainclothes Allowance	Total Extra Detective Pay
<i>Averages:</i>	<i>\$112</i>	<i>\$199</i>	<i>\$125</i>	<i>\$183</i>	<i>\$69</i>	<i>\$112</i>	<i>\$150</i>	<i>\$201</i>	<i>\$215</i>	<i>\$3,954</i>	<i>\$240</i>	<i>\$658</i>	<i>\$618</i>
<b>Massachusetts</b>													
Barnstable Cty. Sheriff's Office	\$83	\$167			\$30	\$43	\$61	\$74	\$87				
Lowell Police Dept.	\$404	\$808			\$61	\$121	\$121	\$121	\$121	\$4,038			
<b>Michigan</b>													
Allegan Cty. Sheriff's Office					\$25	\$29	\$33	\$77	\$77	\$2,259	\$308		\$308
Flint Police Dept.							\$73	\$73	\$73			\$200	\$200
Kent Cty. Sheriff's Office										\$4,173	\$460	\$1,100	\$1,560
Lansing Police Dept.					\$89	\$89	\$267	\$355	\$355	\$4,664		\$2,238	\$2,238
Livonia Police Dept.	\$75	\$138			\$25	\$63	\$125	\$125	\$188			\$375	\$375
Oakland Cty. Sheriff's Office												\$500	\$500
Roseville Police Dept.	\$35	\$52			\$92	\$185	\$277	\$277	\$277		\$167		\$167
Royal Oak Police Dept.					\$84	\$168	\$253	\$337	\$337	\$4,719			
Saginaw Cty. Sheriff's Office					\$42	\$83	\$83	\$167	\$208	\$2,829		\$600	\$600
Warren Police Dept.	\$33	\$50		\$17	\$52	\$103	\$155	\$207	\$258	\$5,680		\$600	\$600
Wayne Cty. Sheriff's Office										\$4,659		\$400	\$400
<b>Minnesota</b>													
Coon Rapids Police Dept.						\$230	\$230	\$414	\$414	\$3,677	\$235		\$235
Plymouth Police Dept					\$185	\$409	\$409	\$409	\$409	\$4,642	\$200		\$200
<b>Mississippi</b>													
Jackson Police Dept.												\$800	\$800
<b>Missouri</b>													
Columbia Police Dept.										\$2,560		\$915	\$915
Greene Cty. Sheriff's Office										\$2,542			
Saint Joseph Police Dept.													
<b>Montana</b>													
Billings Police Dept.			\$50	\$100	\$65	\$130	\$195	\$289	\$361	\$3,801	\$150	\$510	\$660
Missoula Police Dept.													
<b>Nebraska</b>													
Sarpy Cty. Sheriff's Office						\$74	\$111	\$149	\$180	\$4,825		\$900	\$900
<b>New Hampshire</b>													
New Hampshire State Police						\$17	\$33	\$50	\$50	\$4,995			
<b>New Mexico</b>													
Santa Fe Cty. Sheriff's Office					\$86	\$86	\$86	\$86	\$86	\$2,448	\$147	\$590	\$737
<b>New York</b>													
Albany Cty. Sheriff's Office					\$54	\$83	\$96	\$117	\$142			\$300	\$300

Dept.	2-Year Education	4-Year Education	Inter. POST	Adv. POST	5-Year Long.	10-Year Long.	15-Year Long.	20-Year Long.	25-Year Long.	Detective Base Wage	Detective Premium	Plainclothes Allowance	Total Extra Detective Pay
<b>Averages:</b>	<b>\$112</b>	<b>\$199</b>	<b>\$125</b>	<b>\$183</b>	<b>\$69</b>	<b>\$112</b>	<b>\$150</b>	<b>\$201</b>	<b>\$215</b>	<b>\$3,954</b>	<b>\$240</b>	<b>\$658</b>	<b>\$618</b>
Broome Cty. Sheriff's Office	\$33	\$50			\$38	\$50	\$75	\$92	\$92	\$3,987	\$129	\$625	\$754
Clarkstown Police Dept.					\$249	\$499	\$748	\$998	\$998	\$7,841		\$1,000	\$1,000
Irondequoit Police Dept.	\$200				\$97	\$122	\$122	\$122	\$122	\$5,356		\$450	\$450
Jefferson Cty. Sheriff's Office						\$123	\$246	\$369	\$492	\$2,483		\$475	\$475
Onondaga Cty. Sheriff's Office	\$10	\$17								\$4,134		\$225	\$225
Rochester Police Dept.	\$85	\$171			\$25	\$67	\$108	\$150	\$192	\$5,072		\$500	\$500
Schenectady Police Dept.					\$176	\$217	\$258	\$300	\$300	\$4,134		\$900	\$900
<b>North Carolina</b>													
Greensboro Police Dept.	\$211	\$421			\$42	\$84	\$126	\$168	\$168	\$2,962		\$600	\$600
Rowan Cty. Sheriff's Office	\$103	\$207	\$103	\$138						\$3,098		\$500	\$500
Wilmington Police Dept.												\$600	\$600
<b>Ohio</b>													
Clermont Cty. Sheriff's Office										\$3,841		\$600	\$600
Cleveland Police Dept.					\$25	\$40	\$48	\$58	\$67				
Euclid Police Dept.					\$154	\$221	\$287	\$353	\$353	\$4,412		\$1,284	\$1,284
Lakewood Police Dept.					\$42	\$83	\$125	\$167	\$167	\$4,742			
Montgomery Cty. Sheriff's Office					\$43	\$54	\$65	\$75	\$75	\$4,313			
Parma Police Dept.	\$42	\$83			\$29	\$50	\$71	\$92	\$113	\$4,644		\$240	\$240
West Chester Police Dept.					\$27	\$54	\$81	\$108	\$135			\$600	\$600
Youngstown Police Dept.	\$334	\$387			\$21	\$42	\$63	\$83	\$104	\$4,270			
<b>Oklahoma</b>													
Edmond Police Dept.	\$75	\$115			\$42	\$83	\$125	\$167	\$167	\$4,534		\$500	\$500
Lawton Police Dept.			\$288		\$61	\$122	\$182	\$243	\$255	\$2,875	\$144	\$500	\$644
Midwest City Police Dept.	\$65	\$87								\$3,393		\$468	\$468
<b>Oregon</b>													
Gresham Police Dept.			\$182	\$182							\$227	\$720	\$947
Jackson Cty. Sheriff's Office	\$334	\$445	\$334	\$445						\$3,172	\$445		\$445
Linn Cty. Sheriff's Office	\$47	\$93	\$93	\$187		\$75	\$75	\$75	\$75			\$300	\$300
<b>Pennsylvania</b>													
Bethlehem Police Dept.	\$300	\$67			\$112	\$150	\$187	\$262	\$299	\$4,263		\$500	\$500
Upper Darby Township Police Dept.	\$200	\$400			\$133	\$133	\$133	\$133	\$133	\$4,696		\$750	\$750

Dept.	2-Year Education	4-Year Education	Inter. POST	Adv. POST	5-Year Long.	10-Year Long.	15-Year Long.	20-Year Long.	25-Year Long.	Detective Base Wage	Detective Premium	Plainclothes Allowance	Total Extra Detective Pay
<b>Averages:</b>	<b>\$112</b>	<b>\$199</b>	<b>\$125</b>	<b>\$183</b>	<b>\$69</b>	<b>\$112</b>	<b>\$150</b>	<b>\$201</b>	<b>\$215</b>	<b>\$3,954</b>	<b>\$240</b>	<b>\$658</b>	<b>\$618</b>
<b>South Carolina</b>													
Aiken Cty. Sheriff's Office						\$10	\$13	\$15	\$18				
Greenville Cty. Sheriff's Office	\$170	\$170	\$34							\$2,427		\$300	\$300
Pickens Cty. Sheriff's Office					\$279	\$279	\$279	\$279	\$279	\$2,534		\$500	\$500
Spartanburg Cty. Sheriff's Office										\$2,305		\$500	\$500
<b>South Dakota</b>													
Minnehaha Cty. Sheriff's Office										\$2,798		\$541	\$541
<b>Tennessee</b>													
Chattanooga Police Dept.										\$3,416			
Memphis Police Dept.		\$283			\$15	\$25	\$40	\$50	\$65	\$4,252		\$375	\$375
Metro Nashville Police Dept.	\$127	\$255		\$50	\$110	\$44	\$66	\$78	\$78	\$4,247		\$400	\$400
<b>Texas</b>													
Amarillo Police Dept.	\$25	\$50	\$25	\$50	\$4	\$5	\$6	\$7	\$8	\$4,283		\$480	\$480
Arlington Police Dept.	\$50	\$110			\$20	\$40	\$60	\$80	\$100	\$4,443	\$50	\$300	\$350
Beaumont Police Dept.		\$100	\$50	\$100	\$20	\$40	\$60	\$80	\$100	\$2,938		\$800	\$800
Bell Cty. Sheriff's Office	\$60	\$120	\$60	\$90	\$16	\$16	\$16	\$16	\$16			\$600	\$600
Bryan Police Dept.					\$20	\$40	\$60	\$80	\$100			\$250	\$250
Corpus Christi Police Dept.	\$71	\$125		\$223								\$900	\$900
El Paso Police Dept.	\$20	\$40	\$55	\$105	\$20	\$40	\$60	\$80	\$100	\$3,033		\$400	\$400
Harris Cty. Sheriff's Office	\$75	\$150	\$75	\$13	\$25	\$50	\$75	\$100	\$125				
Houston Police Dept.		\$217	\$132	\$230	\$22	\$43	\$65	\$87	\$108			\$350	\$350
Irving Police Dept.	\$50	\$100	\$30	\$60	\$30	\$60	\$90	\$120	\$150	\$3,235		\$600	\$600
Lubbock Police Dept.	\$80	\$125			\$20	\$40	\$60	\$80	\$100			\$1,000	\$1,000
McAllen Police Dept.	\$75	\$150	\$25	\$50	\$375	\$500	\$558	\$692	\$858	\$2,815	\$115	\$1,000	\$1,115
Port Arthur Police Dept.			\$50	\$100	\$20	\$40	\$60	\$80	\$100			\$600	\$600
Round Rock Police Dept.	\$50	\$100	\$30	\$70	\$38	\$75	\$113	\$150	\$188	\$3,150			
Wichita Cty. Sheriff's Office			\$50	\$25									
Wichita Falls Police Dept.					\$28	\$65	\$111	\$118	\$118				
<b>Utah</b>													
Davis Cty. Sheriff's Office				\$117									
Ogden Police Dept.						\$10	\$10	\$20	\$20				
Utah Cty. Sheriff's Office										\$2,871			
<b>Virginia</b>													
Henrico Cty. Police Dept.													
Henrico Cty. Sheriff's Office													
Newport News Police Dept.	\$50	\$83										\$624	\$624

Dept.	2-Year Education	4-Year Education	Inter. POST	Adv. POST	5-Year Long.	10-Year Long.	15-Year Long.	20-Year Long.	25-Year Long.	Detective Base Wage	Detective Premium	Plainclothes Allowance	Total Extra Detective Pay
<i>Averages:</i>	<i>\$112</i>	<i>\$199</i>	<i>\$125</i>	<i>\$183</i>	<i>\$69</i>	<i>\$112</i>	<i>\$150</i>	<i>\$201</i>	<i>\$215</i>	<i>\$3,954</i>	<i>\$240</i>	<i>\$658</i>	<i>\$618</i>
<b>Washington</b>													
Spokane Cty. Sheriff's Office	\$152	\$304			\$152	\$152	\$239	\$391	\$391	\$4,816			
Spokane Police Dept.					\$97	\$194	\$292	\$389	\$389	\$5,190			
Thurston Cty. Sheriff's Office	\$46	\$138			\$46	\$92	\$138	\$185	\$185	\$4,616	\$185	\$600	\$785
Vancouver Police Dept.	\$128	\$257										\$550	\$550
Whatcom Cty. Sheriff's Office						\$87	\$130	\$152	\$152			\$800	\$800
Yakima Cty. Sheriff's Dept.					\$41	\$82	\$124	\$165	\$165	\$4,119		\$540	\$540
<b>West Virginia</b>													
West Virginia State Police					\$50	\$100	\$200	\$300	\$350	\$2,040		\$400	\$400
<b>Wisconsin</b>													
Dane Cty. Sheriff's Office	\$417	\$626			\$104	\$209	\$313	\$382	\$382	\$3,519	\$313	\$550	\$863
Marathon Cty. Sheriff's Office					\$10	\$20	\$30	\$40	\$40	\$3,607		\$450	\$450

Dept.	Shifts	Other Shift
<b>Averages:</b>		
<b>Alabama</b>		
Tuscaloosa Police Dept.	5/8	
<b>Arizona</b>		
Arizona Dept. of Public Safety	other	4/10s and some 5/8s
Maricopa Cty. Sheriff's Office	5/8	
Mesa Police Dept.	4/10	
Peoria Police Dept.	4/10	
Pinal Cty. Sheriff's Office	5/8	
Tempe Police Dept.	4/10	
<b>Arkansas</b>		
Fort Smith Police Dept.	5/8	
<b>California</b>		
Antioch Police Dept.	4/10	
Butte Cty. Sheriff's Office	4/10	
Chino Police Dept.	4/10	
Concord Police Dept.	5/8	4/10 for 4 squads & 3 12 1/2 for 3 squads
Fairfield Police Dept.	3/12	
Fremont Police Dept.	other	4 11-hour days, 4 days off, 5 add'l training days/year
Fresno Police Dept.	5/8	
Huntington Park Police Dept.	4/10	
Madera Cty. Sheriff's Office	3/12	
Monterey Cty. Sheriff's Office	4/10	
Ontario Police Dept.	5/8	
Palo Alto Police Dept.	other	4/11 shift, 4 on 4 off continuous
Pomona Police Dept.	4/10	
Redding Police Dept.	4/10	
Redondo Beach Police Dept.	other	3/12 Work Schedule and 4/10
Sacramento Cty. Sheriff's Office	4/10	
San Francisco Cty. Sheriff's Office	5/8	7days/12hrs
San Mateo Police Dept.	other	4 12-hour days, with 4 off days
Santa Rosa Police Dept.	4/10	
Solano Cty. Sheriff's Office	5/8	
Sonoma Cty. Sheriff's Office	4/10	
South Gate Police Dept.	3/12	
Stockton Police Dept.		
Tulare Cty. Sheriff's Office	other	2-12's & 10-hour 1 week/ 3 12's and a 10 2nd week
West Covina Police Dept.	3/12	
Westminster Police Dept.	3/12	

Dept.	Shifts	Other Shift
<b>Averages:</b>		
<b>Colorado</b>		
Boulder Cty. Sheriff's Office	5/8	
Boulder Police Dept.	4/10	
Lakewood Police Dept.	4/10	
Larimer Cty. Sheriff's Office	4/10	
Longmont Police Dept.	4/10	
<b>Connecticut</b>		
Bridgeport Police Dept.	other	Patrol - 5 8 hour days followed by 3 days off
Hartford Police Dept.	other	5/2-5/3 5 days on 2 days off. then 5 days on 3 days
New Haven Police Dept.	other	8 hr days: 5 days on, 2 off, 5 on, 3 off
West Hartford Police Dept.	5/8	
<b>District of Columbia</b>		
Metropolitan Police Dept.	5/8	
<b>Florida</b>		
Brevard Cty. Sheriff's Office	other	8-hour, 10-hour and 12-hour shifts
Collier Cty. Sheriff's Office	other	
Lee Cty. Sheriff's Office	3/12	
Okaloosa Cty. Sheriff's Office	other	12-hour shifts 166 hours per month
Orange Cty. Sheriff's Office	other	Varies per assignment
Orlando Police Dept.	other	12-hour shift
Pinellas Cty. Sheriff's Office	5/8	
Polk Cty. Sheriff's Office	other	four-squad system, 2 days on/2 days off/3 days on
<b>Georgia</b>		
Cobb Cty. Police Dept.	5/8	
Columbus Police Dept.	6-3	
Fulton Cty. Police Dept.		
Gwinnett Cty. Police Dept.	5/8	
Gwinnett Cty. Sheriff's Office	5/8.5	
Henry Cty. Sheriff's Office	5/8	
<b>Idaho</b>		
Ada Cty. Sheriff's Office	4/10	
Pocatello Police Dept.	4/10	

Dept.	Shifts	Other Shift
<b>Averages:</b>		
<b>Illinois</b>		
Aurora Police Dept.	5/8	
Bloomington Police Dept.	5/8	
Decatur Police Dept.	other	6 days on, 2 days off, 6 days on, 3 days off, with
Lake Cty. Sheriff's Office	other	5-ON 2-OFF, followed by 5-ON 3-OFF, consecutively
Naperville Police Dept.	other	12-hour shifts 14 day work cycle
Orland Park Police Dept.	6-3	
Rockford Police Dept.	4/10	
Springfield Police Dept.	other	5-3 for 5 wks, 6-2 for 2 wks, 9 hour shifts
Waukegan Police Dept.	other	5 and 2/5 and 3 8 1/2-hour day
<b>Indiana</b>		
Delaware Cty. Sheriff's Office	5/8	
Evansville Police Dept.	other	4-8 hour days on 2-8 hour days off (4&2)
Tippecanoe Cty. Sheriff's Office	5/8	12-hrs-3 days/4 days
<b>Iowa</b>		
Des Moines Police Dept.	other	6 days on 2 days off
Iowa City Police Dept.	other	6/2, 6/2, 6/2, 6/2, 5/3, 5/3.
Iowa State Patrol	other	6N-2off, 6N-2off, 5D- 3off, 5D- 3off; 8.5 hrs/day
Waterloo Police Dept.	6-3	
<b>Kansas</b>		
Overland Park Police Dept.		
Wichita Police Dept.	5/8	
<b>Kentucky</b>		
Jefferson Cty. Sheriff's Office	5/8	
Owensboro Police Dept.		
<b>Louisiana</b>		
Baton Rouge Police Dept.	4/10	Most work 10's a few are on 8's
Kenner Police Dept.	other	12-hr rotating off days; work 7 in 14 day cycle
Lafayette Parish Sheriff's Office	other	
Lake Charles Police Dept.	other	Rotating 12-our shifts - - see below
Louisiana State Police	4/10	
Monroe Police Dept.	4/10	
<b>Maryland</b>		
Maryland State Police	other	rotating shifts, based on an 80-hrs bi-weekly
Prince Georges Cty. Police Dept.	other	Rotating shifts

Dept.	Shifts	Other Shift
<b>Averages:</b>		
<b>Massachusetts</b>		
Barnstable Cty. Sheriff's Office		
Lowell Police Dept.	other	Four days on and two days off
<b>Michigan</b>		
Allegan Cty. Sheriff's Office	other	12-hour days, 84 per 2 week pay period
Flint Police Dept.	5/8	
Kent Cty. Sheriff's Office	other	12-hour shifts; 2 on, 2 off, 3 on, 2 off, 2 on, 3 off
Lansing Police Dept.		12-hr shifts
Livonia Police Dept.	5/8	
Oakland Cty. Sheriff's Office	5/8	
Roseville Police Dept.	5/8	
Royal Oak Police Dept.	5/8	
Saginaw Cty. Sheriff's Office	5/8	
Warren Police Dept.	5/8	
Wayne Cty. Sheriff's Office	5/8	
<b>Minnesota</b>		
Coon Rapids Police Dept.	other	5 10-hour days followed by 4 days off
Plymouth Police Dept	other	10-hour day changing rotation
<b>Mississippi</b>		
Jackson Police Dept.	5/8	
<b>Missouri</b>		
Columbia Police Dept.	other	Four 8-hour shifts + 2 additional hours every 42 days
Greene Cty. Sheriff's Office	4/10	
Saint Joseph Police Dept.	5/8	
<b>Montana</b>		
Billings Police Dept.	4/10	
Missoula Police Dept.	4/10	
<b>Nebraska</b>		
Sarpy Cty. Sheriff's Office	4/10	
<b>New Hampshire</b>		
New Hampshire State Police	6-3	160 hours in a 28 day cycle, 8.5/9.0-hour shifts
<b>New Mexico</b>		
Santa Fe Cty. Sheriff's Office	5/8	
<b>New York</b>		
Albany Cty. Sheriff's Office	5/8	

Dept.	Shifts	Other Shift
<b>Averages:</b>		
Broome Cty. Sheriff's Office	other	4 days on and 2 days off, 8 hr shifts
Clarkstown Police Dept.	5/8	
Irondequoit Police Dept.	5/8	
Jefferson Cty. Sheriff's Office	5/8	
Onondaga Cty. Sheriff's Office	4/10	
Rochester Police Dept.	other	4 8.25 hour days
Schenectady Police Dept.	other	5 on, 2 off then 6 on, 3 off
<b>North Carolina</b>		
Greensboro Police Dept.	4/10	
Rowan Cty. Sheriff's Office	other	12-hour shifts; 2 weeks on days, 2 weeks on nights
Wilmington Police Dept.	other	Four on, three off, ten and a half hour days
<b>Ohio</b>		
Clermont Cty. Sheriff's Office	other	Varies
Cleveland Police Dept.	other	6 8-hr days work, 2 off every 5th cycle is 3 days
Euclid Police Dept.	5/8	
Lakewood Police Dept.	5/8	
Montgomery Cty. Sheriff's Office		4/10 or 5/8
Parma Police Dept.	5/8	
West Chester Police Dept.	other	8.5 days, 4 on, 2 off, rotating 28 days
Youngstown Police Dept.	5/8	
<b>Oklahoma</b>		
Edmond Police Dept.	5/8	
Lawton Police Dept.	4/10	
Midwest City Police Dept.	other	8 on, 6 off
<b>Oregon</b>		
Gresham Police Dept.	5/8	
Jackson Cty. Sheriff's Office	other	6 12-hour days and 1 8-hour day every two weeks
Linn Cty. Sheriff's Office	other	4-12-hour days rotating every 14 days
<b>Pennsylvania</b>		
Bethlehem Police Dept.	other	5 on, 2 off; 5 on, 3 off
Upper Darby Township Police Dept.	other	Rotation

Dept.	Shifts	Other Shift
<b>Averages:</b>		
<b>South Carolina</b>		
Aiken Cty. Sheriff's Office		
Greenville Cty. Sheriff's Office	3/12	
Pickens Cty. Sheriff's Office	other	171 hours in a 28-day work period
Spartanburg Cty. Sheriff's Office	other	4 10hrs days then 2 off
<b>South Dakota</b>		
Minnehaha Cty. Sheriff's Office	other	36 hr week 1/ 48 hr week 2
<b>Tennessee</b>		
Chattanooga Police Dept.	other	Combinaton based on shift assignment.
Memphis Police Dept.	5/8	
Metro Nashville Police Dept.	other	5 8.5 hour days
<b>Texas</b>		
Amarillo Police Dept.	5/8	
Arlington Police Dept.	5/8	
Beaumont Police Dept.	5/8	
Bell Cty. Sheriff's Office	5/8	
Bryan Police Dept.	other	12-hours shifts
Corpus Christi Police Dept.	4/10	
El Paso Police Dept.	4/10	
Harris Cty. Sheriff's Office	4/10	
Houston Police Dept.		
Irving Police Dept.	other	12 hours; 4 on, 4 off, 3 on, 3 off. 1 shift is 8 hours
Lubbock Police Dept.	5/8	
McAllen Police Dept.	5/8	
Port Arthur Police Dept.	5/8	Also officers work 4 10-hour days
Round Rock Police Dept.	other	12-hour days, 2 on/2off/3on/2off/2on/3off
Wichita Cty. Sheriff's Office	5/8	
Wichita Falls Police Dept.	5/8	
<b>Utah</b>		
Davis Cty. Sheriff's Office	5/8	12-hour shifts; 3 on, 2 off, 2 on, 3 off, 2 on, 2 off
Ogden Police Dept.	4/10	
Utah Cty. Sheriff's Office	4/10	
<b>Virginia</b>		
Henrico Cty. Police Dept.	5/8	
Henrico Cty. Sheriff's Office		
Newport News Police Dept.	4/10	Both: 4 10-hour days AND 5 8-hour days

Dept.	Shifts	Other Shift
<i>Averages:</i>		
<b>Washington</b>		
Spokane Cty. Sheriff's Office	3/12	
Spokane Police Dept.		4/10, 5/8 and 5/10.67 's on 4 off
Thurston Cty. Sheriff's Office	other	8 1/2-hour shift with 5-2, 5-3
Vancouver Police Dept.	other	5-4/5-4/5-5
Whatcom Cty. Sheriff's Office	4/10	
Yakima Cty. Sheriff's Dept.	other	2 week period of 7 to 12-hour days w/4 hours kelly time
<b>West Virginia</b>		
West Virginia State Police	5/8	
<b>Wisconsin</b>		
Dane Cty. Sheriff's Office	6-3	
Marathon Cty. Sheriff's Office	other	4 8.25 hour days 2 off

Dept.	Next Wage Adjustment
<b>Averages:</b>	
<b>Alabama</b>	
Tuscaloosa Police Dept.	
<b>Arizona</b>	
Arizona Dept. of Public Safety	
Maricopa Cty. Sheriff's Office	
Mesa Police Dept.	
Peoria Police Dept.	
Pinal Cty. Sheriff's Office	
Tempe Police Dept.	
<b>Arkansas</b>	
Fort Smith Police Dept.	
<b>California</b>	
Antioch Police Dept.	September 1, 2004 based on four city formula w/ min 2% and max 5%.
Butte Cty. Sheriff's Office	
Chino Police Dept.	
Concord Police Dept.	January 2005, based on CPI, 3% - 6%
Fairfield Police Dept.	
Fremont Police Dept.	1/1/2004, up to 1% market adjustment; 7/1/2004, 4%
Fresno Police Dept.	3.35% cost of living adjustment for Officers and Sergeants, as of July 1, 2004.
Huntington Park Police Dept.	Per current MOU; 2% increase eff 1/5/04; 2% eff 7/5/04; and 2% 1/3/05. Current MOU expires 6/30/05.
Madera Cty. Sheriff's Office	
Monterey Cty. Sheriff's Office	Next increase in pay effective 8/7/04 of 3.97%
Ontario Police Dept.	
Palo Alto Police Dept.	CPI within 3% bottom, 6% top through July 1, 2006
Pomona Police Dept.	Top step salary for Police Officer will be increased by the average raise of the fourteen (14) survey cities.
Redding Police Dept.	4% in September
Redondo Beach Police Dept.	Effective July 10, 2004 - 4% increase
Sacramento Cty. Sheriff's Office	
San Francisco Cty. Sheriff's Office	
San Mateo Police Dept.	
Santa Rosa Police Dept.	
Solano Cty. Sheriff's Office	
Sonoma Cty. Sheriff's Office	3.5% in 2/05; 3% plus 1% retirement pick-up in 2/06; Between 1.5% and 3% plus 1% retirement pick-up in 2/07.
South Gate Police Dept.	
Stockton Police Dept.	We receive 80% of cpi min 2.5% to max 6%. The other 20% goes to rising costs of healthcare per year.
Tulare Cty. Sheriff's Office	3% Salary June 2004
West Covina Police Dept.	
Westminster Police Dept.	

Dept.	Next Wage Adjustment
<i>Averages:</i>	
<b>Colorado</b>	
Boulder Cty. Sheriff's Office	
Boulder Police Dept.	No CPI formula is used during negotiations
Lakewood Police Dept.	
Larimer Cty. Sheriff's Office	
Longmont Police Dept.	
<b>Connecticut</b>	
Bridgeport Police Dept.	
Hartford Police Dept.	
New Haven Police Dept.	
West Hartford Police Dept.	
<b>District of Columbia</b>	
Metropolitan Police Dept.	
<b>Florida</b>	
Brevard Cty. Sheriff's Office	
Collier Cty. Sheriff's Office	
Lee Cty. Sheriff's Office	
Okaloosa Cty. Sheriff's Office	
Orange Cty. Sheriff's Office	Annual merit increase provide 3-5% increase depending on rank
Orlando Police Dept.	
Pinellas Cty. Sheriff's Office	
Polk Cty. Sheriff's Office	
<b>Georgia</b>	
Cobb Cty. Police Dept.	
Columbus Police Dept.	3% in FY'04
Fulton Cty. Police Dept.	
Gwinnett Cty. Police Dept.	
Gwinnett Cty. Sheriff's Office	
Henry Cty. Sheriff's Office	
<b>Idaho</b>	
Ada Cty. Sheriff's Office	
Pocatello Police Dept.	

Dept.	Next Wage Adjustment
<b>Averages:</b>	
<b>Illinois</b>	
Aurora Police Dept.	
Bloomington Police Dept.	
Decatur Police Dept.	3% pay increase starting 5/05, employee monthly family-coverage insurance rate contribution increasing to \$23/month
Lake Cty. Sheriff's Office	
Naperville Police Dept.	
Orland Park Police Dept.	3.9% 5/1/05 continuous through 5/1/06
Rockford Police Dept.	3.6% across the board effective April 1, 2005
Springfield Police Dept.	
Waukegan Police Dept.	April 1, 2004 3%
<b>Indiana</b>	
Delaware Cty. Sheriff's Office	
Evansville Police Dept.	
Tippecanoe Cty. Sheriff's Office	
<b>Iowa</b>	
Des Moines Police Dept.	
Iowa City Police Dept.	
Iowa State Patrol	July 1, 2004 2% increase. 3.5% step increase on eligibility date unless at max. step (11 years)
Waterloo Police Dept.	On 7/1/04 there will be a 3.5% raise pursuant to the 3rd year of a 4-year contract
<b>Kansas</b>	
Overland Park Police Dept.	
Wichita Police Dept.	
<b>Kentucky</b>	
Jefferson Cty. Sheriff's Office	
Owensboro Police Dept.	June 2004, estimated 2%
<b>Louisiana</b>	
Baton Rouge Police Dept.	
Kenner Police Dept.	July 2004 annual increase 1-2.5%
Lafayette Parish Sheriff's Office	
Lake Charles Police Dept.	
Louisiana State Police	
Monroe Police Dept.	2% of base pay effective July 1st, 2004
<b>Maryland</b>	
Maryland State Police	
Prince Georges Cty. Police Dept.	Cost of living 1/1/05 - 2%

Dept.	Next Wage Adjustment
<i>Averages:</i>	
<b>Massachusetts</b>	
Barnstable Cty. Sheriff's Office	
Lowell Police Dept.	
<b>Michigan</b>	
Allegan Cty. Sheriff's Office	
Flint Police Dept.	
Kent Cty. Sheriff's Office	
Lansing Police Dept.	1-8-05 at 1.6%
Livonia Police Dept.	
Oakland Cty. Sheriff's Office	
Roseville Police Dept.	7-01-2004 3.5%increase 7-01-2005 3% increse
Royal Oak Police Dept.	
Saginaw Cty. Sheriff's Office	
Warren Police Dept.	
Wayne Cty. Sheriff's Office	
<b>Minnesota</b>	
Coon Rapids Police Dept.	
Plymouth Police Dept	
<b>Mississippi</b>	
Jackson Police Dept.	
<b>Missouri</b>	
Columbia Police Dept.	
Greene Cty. Sheriff's Office	
Saint Joseph Police Dept.	
<b>Montana</b>	
Billings Police Dept.	
Missoula Police Dept.	
<b>Nebraska</b>	
Sarpy Cty. Sheriff's Office	
<b>New Hampshire</b>	
New Hampshire State Police	
<b>New Mexico</b>	
Santa Fe Cty. Sheriff's Office	
<b>New York</b>	
Albany Cty. Sheriff's Office	

Dept.	Next Wage Adjustment
<b>Averages:</b>	
Broome Cty. Sheriff's Office	
Clarkstown Police Dept.	4% raise as of 01/01/04 Logevity increases to 4% for each 5 years of service as of 01/01/04
Irondequoit Police Dept.	
Jefferson Cty. Sheriff's Office	
Onondaga Cty. Sheriff's Office	
Rochester Police Dept.	July 1, 2004 - 3% increase
Schenectady Police Dept.	4% in 2005
<b>North Carolina</b>	
Greensboro Police Dept.	
Rowan Cty. Sheriff's Office	
Wilmington Police Dept.	
<b>Ohio</b>	
Clermont Cty. Sheriff's Office	
Cleveland Police Dept.	
Euclid Police Dept.	
Lakewood Police Dept.	
Montgomery Cty. Sheriff's Office	
Parma Police Dept.	
West Chester Police Dept.	
Youngstown Police Dept.	
<b>Oklahoma</b>	
Edmond Police Dept.	
Lawton Police Dept.	
Midwest City Police Dept.	
<b>Oregon</b>	
Gresham Police Dept.	7/1/04 - 3%
Jackson Cty. Sheriff's Office	Salary ranges increased by percentage of change in the annual CPI-W (all U.S. cities). Minimum: 2%, Maximum: 4%.
Linn Cty. Sheriff's Office	
<b>Pennsylvania</b>	
Bethlehem Police Dept.	Effective 1/1/05, salary increase of 4.5%
Upper Darby Township Police Dept.	

Dept.	Next Wage Adjustment
<i>Averages:</i>	
<b>South Carolina</b>	
Aiken Cty. Sheriff's Office	
Greenville Cty. Sheriff's Office	
Pickens Cty. Sheriff's Office	
Spartanburg Cty. Sheriff's Office	
<b>South Dakota</b>	
Minnehaha Cty. Sheriff's Office	
<b>Tennessee</b>	
Chattanooga Police Dept.	
Memphis Police Dept.	
Metro Nashville Police Dept.	
<b>Texas</b>	
Amarillo Police Dept.	
Arlington Police Dept.	
Beaumont Police Dept.	
Bell Cty. Sheriff's Office	
Bryan Police Dept.	
Corpus Christi Police Dept.	August 2005 2.25% increase for officers, senior officers; step increase for senior officers
El Paso Police Dept.	Uses median pay scale of seven cities that changes on September 1 each year.
Harris Cty. Sheriff's Office	
Houston Police Dept.	
Irving Police Dept.	
Lubbock Police Dept.	
McAllen Police Dept.	October 1st 2004 5% raise; October 1st 2005 3% raise.
Port Arthur Police Dept.	The next scheduled increase is 1.5% on 10-1-04 after that a 2% is scheduled for 4-1-05.
Round Rock Police Dept.	
Wichita Cty. Sheriff's Office	
Wichita Falls Police Dept.	
<b>Utah</b>	
Davis Cty. Sheriff's Office	
Ogden Police Dept.	
Utah Cty. Sheriff's Office	
<b>Virginia</b>	
Henrico Cty. Police Dept.	
Henrico Cty. Sheriff's Office	
Newport News Police Dept.	

Dept.	Next Wage Adjustment
<i>Averages:</i>	
<b>Washington</b>	
Spokane Cty. Sheriff's Office	
Spokane Police Dept.	January 2005 100% of the Seattle CPI-W (August to August)
Thurston Cty. Sheriff's Office	1/04 increase 100% of CPI-WSeattle-Tacoma-Bremerton (June 2002 - June 2003), minimum: 3%, maximum: 5%.
Vancouver Police Dept.	
Whatcom Cty. Sheriff's Office	
Yakima Cty. Sheriff's Dept.	
<b>West Virginia</b>	
West Virginia State Police	
<b>Wisconsin</b>	
Dane Cty. Sheriff's Office	
Marathon Cty. Sheriff's Office	

Dept.	Leave (Hrs)	Leave (Days)	Floats (Hrs)	Floats (Days)	Holiday Rate	Other Holiday Rate	Sick Leave (Hrs)	Sick Leave (Days)	Max. Sick Leave (Hrs)	Max. Sick Leave (Days)
<b>Averages:</b>	<b>97.14</b>	<b>12.52</b>	<b>51.00</b>	<b>3.28</b>			<b>137.71</b>	<b>22.79</b>		
<b>Alabama</b>										
Tuscaloosa Police Dept.		13			2					
<b>Arizona</b>										
Arizona Dept. of Public Safety		10				Credited to vacation balance	120		No Max.	
Maricopa Cty. Sheriff's Office		10			1					
Mesa Police Dept.		10			Other	Paid for 8 hours straight time working or not	96		1040	
Peoria Police Dept.		12		1	1		96		1152	
Pinal Cty. Sheriff's Office		20			1			13		
Tempe Police Dept.		13		1	1.5		96		No Max.	
<b>Arkansas</b>										
Fort Smith Police Dept.					1			20		90
<b>California</b>										
Antioch Police Dept.		14		3	Other	Regular rate plus time and a half		12		
Butte Cty. Sheriff's Office		14		3	1		96		No Max.	
Chino Police Dept.	130		35		1		120		960	
Concord Police Dept.		13			1.5		95.92		No Max.	
Fairfield Police Dept.		12			1			12		No Max.
Fremont Police Dept.		13		1	1			12		
Fresno Police Dept.		13			2		96		No Max.	
Huntington Park Police Dept.	100				1		96		No Max.	
Madera Cty. Sheriff's Office	84		12		Other	1.5 is pd if 171 hrs worked in 4 wk period	96		1000	
Monterey Cty. Sheriff's Office		12		1	2			12		
Ontario Police Dept.		14			1.5		96			
Palo Alto Police Dept.	109		109		1		96.2		1000	
Pomona Police Dept.		12			1		96		1500	
Redding Police Dept.	120		40		1.5		96		No Max.	
Redondo Beach Police Dept.	125	10	125				120	10	2080	
Sacramento Cty. Sheriff's Office	104				1		120			
San Francisco Cty. Sheriff's Office	112		24		1.5		104		1040	
San Mateo Police Dept.		13					96		No Max.	
Santa Rosa Police Dept.	144				Other	144 hours of holiday pay in December	96		No Max.	
Solano Cty. Sheriff's Office		16		2	2		96		2000	
Sonoma Cty. Sheriff's Office		12		1	Other		2.3	96	No Max.	
South Gate Police Dept.	120				1		100		450	
Stockton Police Dept.		14		1	1.5			12		
Tulare Cty. Sheriff's Office		12		1	1	Also Accrue Vacation day	96		300	
West Covina Police Dept.	96				1	Staight time pay + Holiday pay	96		No Max.	
Westminster Police Dept.	120				1.5		96		No Max.	

Dept.	Leave (Hrs)	Leave (Days)	Floats (Hrs)	Floats (Days)	Holiday Rate	Other Holiday Rate	Sick Leave (Hrs)	Sick Leave (Days)	Max. Sick Leave (Hrs)	Max. Sick Leave (Days)
<b>Averages:</b>	<b>97.14</b>	<b>12.52</b>	<b>51.00</b>	<b>3.28</b>			<b>137.71</b>	<b>22.79</b>		
<b>Colorado</b>										
Boulder Cty. Sheriff's Office	96		16				96		480	
Boulder Police Dept.					Other	1/2 hr comp for each hour worked on holidays	120			
Lakewood Police Dept.	88	11	16	2	Other		96	12	840	
Larimer Cty. Sheriff's Office		12		2	1		96			
Longmont Police Dept.					1		96		No Max.	
<b>Connecticut</b>										
Bridgeport Police Dept.		12			1	holiday banked and are unlimited				
Hartford Police Dept.		5			1.5			15		150
New Haven Police Dept.		15			1			15		150
West Hartford Police Dept.		15		15	1			15		175
<b>District of Columbia</b>										
Metropolitan Police Dept.		11			2		104		No Max.	
<b>Florida</b>										
Brevard Cty. Sheriff's Office		11			Other	5 days @ Straight & 6 days @ Time and a half	96		No Max.	
Collier Cty. Sheriff's Office	180				1		129			
Lee Cty. Sheriff's Office		73.5					84		200	
Okaloosa Cty. Sheriff's Office		10		1	1.5		72			
Orange Cty. Sheriff's Office		24		2	1.5			12	No Max.	
Orlando Police Dept.		8		1	Other	Receive a extra shift pay @ straight pay				
Pinellas Cty. Sheriff's Office	80				2		96			
Polk Cty. Sheriff's Office		10			1		96		No Max.	
<b>Georgia</b>										
Cobb Cty. Police Dept.		10			1.5			10		
Columbus Police Dept.		10			1			13		90
Fulton Cty. Police Dept.		10			1.5		41.04			
Gwinnett Cty. Police Dept.		11.5		1			107.12		757	
Gwinnett Cty. Sheriff's Office		11.5		1			107.9		765	
Henry Cty. Sheriff's Office	72				1.5			12		
<b>Idaho</b>										
Ada Cty. Sheriff's Office		10		1	Other		2.5	96		240
Pocatello Police Dept.	88		8		1.5		96		No Max.	

Dept.	Leave (Hrs)	Leave (Days)	Floats (Hrs)	Floats (Days)	Holiday Rate	Other Holiday Rate	Sick Leave (Hrs)	Sick Leave (Days)	Max. Sick Leave (Hrs)	Max. Sick Leave (Days)
<b>Averages:</b>	<b>97.14</b>	<b>12.52</b>	<b>51.00</b>	<b>3.28</b>			<b>137.71</b>	<b>22.79</b>		
<b>Illinois</b>										
Aurora Police Dept.		14		3				180		180
Bloomington Police Dept.	48				1		96		1440	
Decatur Police Dept.		13		13	1			12		360
Lake Cty. Sheriff's Office		16		7	Other	floating-double time - fixed-time&a half		12		No Max.
Naperville Police Dept.		3		1	1.5			10		No Max.
Orland Park Police Dept.		15		6	1.5	Double time if scheduled off, called in on holiday	64			
Rockford Police Dept.	96				1				No Max.	
Springfield Police Dept.		16		4	Other		3	12		210
Waukegan Police Dept.		13		1	1			12		90
<b>Indiana</b>										
Delaware Cty. Sheriff's Office		15		2				6		30
Evansville Police Dept.		11			1.5					
Tippecanoe Cty. Sheriff's Office		15			1			90		90
<b>Iowa</b>										
Des Moines Police Dept.	88	11			Other	6 are double pay and 5 are straight pay	96		No Max.	
Iowa City Police Dept.		10		1	1.5		96		1440	
Iowa State Patrol		11		2	Other	straight pay, get 1 holiday and .5 holiday comp		12	No Max.	
Waterloo Police Dept.	96		96		1.5		48			
<b>Kansas</b>										
Overland Park Police Dept.		11		3	1.5			12		No Max.
Wichita Police Dept.		11		1	1.5			14	No Max.	
<b>Kentucky</b>										
Jefferson Cty. Sheriff's Office		10			1			12		
Owensboro Police Dept.							96		800	
<b>Louisiana</b>										
Baton Rouge Police Dept.		11			2				99999	
Kenner Police Dept.		13			2			12		90
Lafayette Parish Sheriff's Office		14			1					
Lake Charles Police Dept.		13			Other		2.5	2080	365	2080
Louisiana State Police		10			1.5					
Monroe Police Dept.		10			2					
<b>Maryland</b>										
Maryland State Police		18			1.5		120	15		
Prince Georges Cty. Police Dept.		15		6	2			15		

Dept.	Leave (Hrs)	Leave (Days)	Floats (Hrs)	Floats (Days)	Holiday Rate	Other Holiday Rate	Sick Leave (Hrs)	Sick Leave (Days)	Max. Sick Leave (Hrs)	Max. Sick Leave (Days)
<b>Averages:</b>	<b>97.14</b>	<b>12.52</b>	<b>51.00</b>	<b>3.28</b>			<b>137.71</b>	<b>22.79</b>		
<b>Massachusetts</b>										
Barnstable Cty. Sheriff's Office		16		5	2			15		200
Lowell Police Dept.		16		3	1.5	also 12 days lump sum annual basis		15		305
<b>Michigan</b>										
Allegan Cty. Sheriff's Office		17								
Flint Police Dept.	72	9			1.5		104	13	No Max.	
Kent Cty. Sheriff's Office	104		24		1.5		96		1440	
Lansing Police Dept.	40				1.5	and another 8 hr day off		12		No Max.
Livonia Police Dept.		16		2	2			12		No Max.
Oakland Cty. Sheriff's Office	120	15	48	6	1.5	Paid triple time if called in non-sched. holiday				
Roseville Police Dept.		15			2			10		40
Royal Oak Police Dept.		15		15	1	Paid once annually 15 days x 1.5		12		No Max.
Saginaw Cty. Sheriff's Office										
Warren Police Dept.		16		2	2			12		140
Wayne Cty. Sheriff's Office	16	2	16	2	Other	major holidays=250%, minor holiday=200%	96	12	320	40
<b>Minnesota</b>										
Coon Rapids Police Dept.		12		2	1.5			12	960	120
Plymouth Police Dept	96	12	16	2	1.5		80	10	2400	300
<b>Mississippi</b>										
Jackson Police Dept.	120		64		1.5		72		8	30
<b>Missouri</b>										
Columbia Police Dept.		10		7	Other	Holiday will float		18		
Greene Cty. Sheriff's Office	128		128		1		96		480	
Saint Joseph Police Dept.		11			1			13	1600	
<b>Montana</b>										
Billings Police Dept.		11			1.5			12	No Max.	No Max.
Missoula Police Dept.		11			Other	Rec reg pay & 1 day of banked holiday lv	96			
<b>Nebraska</b>										
Sarpy Cty. Sheriff's Office		11		1	2		120		No Max.	
<b>New Hampshire</b>										
New Hampshire State Police		12		2	1.5			15		120
<b>New Mexico</b>										
Santa Fe Cty. Sheriff's Office		13	8				81.12		No Max.	
<b>New York</b>										
Albany Cty. Sheriff's Office		17			1			13		150

Dept.	Leave (Hrs)	Leave (Days)	Floats (Hrs)	Floats (Days)	Holiday Rate	Other Holiday Rate	Sick Leave (Hrs)	Sick Leave (Days)	Max. Sick Leave (Hrs)	Max. Sick Leave (Days)
<b>Averages:</b>	<b>97.14</b>	<b>12.52</b>	<b>51.00</b>	<b>3.28</b>			<b>137.71</b>	<b>22.79</b>		
Broome Cty. Sheriff's Office		13		6	Other	2.5		12		
Clarkstown Police Dept.		19		12	Other	Time and a half for certain holidays		24		240
Irondequoit Police Dept.		13			Other	Holiday pay @ straight time paid in Dec.				
Jefferson Cty. Sheriff's Office	96				1.5		120	15	1520	190
Onondaga Cty. Sheriff's Office		15			Other	Three personal leave days and twelve holidays		10		165
Rochester Police Dept.		4			1			180		180
Schenectady Police Dept.	24				1.5			18		240
<b>North Carolina</b>										
Greensboro Police Dept.	80		80		1.5		88			
Rowan Cty. Sheriff's Office		12			1.5		96.096		No Max.	No Max.
Wilmington Police Dept.	92.4	11			1		100.8	12	No Max.	
<b>Ohio</b>										
Clermont Cty. Sheriff's Office		11			Other	2.5	120		No Max.	
Cleveland Police Dept.		9		2	1.5			15		No Max.
Euclid Police Dept.		19		2	Other	7 days paid 2X: 12 days paid 1.5X		15		
Lakewood Police Dept.		14			1.5		1260		960	
Montgomery Cty. Sheriff's Office		13		2			120			
Parma Police Dept.	104		104		Other	On 4 specified holidays the rate is time and 1/2	120		No Max.	
West Chester Police Dept.		3			1.5		120			
Youngstown Police Dept.		11				2.75		15		
<b>Oklahoma</b>										
Edmond Police Dept.		11			Other	Choice of double time or 8 hours of leave		12		No Max.
Lawton Police Dept.	88				Other	88hrs. pd. annually. Top P.O. \$1739.76	96		576	
Midwest City Police Dept.	100	10			1		120	12	1100	110
<b>Oregon</b>										
Gresham Police Dept.	96		16		Other	Holiday bank hours can be used at any time	96		2480	
Jackson Cty. Sheriff's Office	96		96		1		96		No Max.	
Linn Cty. Sheriff's Office	104				1	receive personal days in lieu of holidays	96		1440	
<b>Pennsylvania</b>										
Bethlehem Police Dept.		12			1.5			21		260
Upper Darby Township Police Dept.		13			1.5			21		200

Dept.	Leave (Hrs)	Leave (Days)	Floats (Hrs)	Floats (Days)	Holiday Rate	Other Holiday Rate	Sick Leave (Hrs)	Sick Leave (Days)	Max. Sick Leave (Hrs)	Max. Sick Leave (Days)
<b>Averages:</b>	<b>97.14</b>	<b>12.52</b>	<b>51.00</b>	<b>3.28</b>			<b>137.71</b>	<b>22.79</b>		
<b>South Carolina</b>										
Aiken Cty. Sheriff's Office		10						12	720	90
Greenville Cty. Sheriff's Office		12		8	1.5			12		90
Pickens Cty. Sheriff's Office		11			Other	Compensatory time earned		12		90
Spartanburg Cty. Sheriff's Office		11		1	Other	Holiday worked is given as Administrative Leave.		12		No Max.
<b>South Dakota</b>										
Minnehaha Cty. Sheriff's Office	160		80		2		96		No Max.	
<b>Tennessee</b>										
Chattanooga Police Dept.					Other	Factored into personal leave program.				
Memphis Police Dept.					2		96		240	
Metro Nashville Police Dept.		13			1.5			12		200
<b>Texas</b>										
Amarillo Police Dept.		21		6	1			15		90
Arlington Police Dept.		11			1	If worked you bank it and can take it another day		15	1200	
Beaumont Police Dept.		9		1	Other		3	120		
Bell Cty. Sheriff's Office	136		96		1			480		640
Bryan Police Dept.		12		2	1			120		No Max.
Corpus Christi Police Dept.		11		1	1.5			120		
El Paso Police Dept.		9.5			Other		2.5		15	
Harris Cty. Sheriff's Office		11		1	Other	time and a half compensatory time only		78		480
Houston Police Dept.		11		1	1.5	or accrue a day off				
Irving Police Dept.	88		8		1			120		No Max.
Lubbock Police Dept.		11		11	Other	equal time off			15	No Max.
McAllen Police Dept.	72	8			1.5			120		960
Port Arthur Police Dept.		10		1	1				15	140
Round Rock Police Dept.		11			1.5			96		720
Wichita Cty. Sheriff's Office		11		1	2	Five holidays paid at 2.5 rate.			12	60
Wichita Falls Police Dept.		8		2	Other				15	
<b>Utah</b>										
Davis Cty. Sheriff's Office		11						96.2		No Max.
Ogden Police Dept.		12		1	Other	If scheduled-Straight If unscheduled-time & half			12	960
Utah Cty. Sheriff's Office		13		1	1			104		No Max.
<b>Virginia</b>										
Henrico Cty. Police Dept.		12.5		2	1					
Henrico Cty. Sheriff's Office		12.5		2	1			104		
Newport News Police Dept.		12		12	1			66		No Max.

Dept.	Leave (Hrs)	Leave (Days)	Floats (Hrs)	Floats (Days)	Holiday Rate	Other Holiday Rate	Sick Leave (Hrs)	Sick Leave (Days)	Max. Sick Leave (Hrs)	Max. Sick Leave (Days)
<b>Averages:</b>	<b>97.14</b>	<b>12.52</b>	<b>51.00</b>	<b>3.28</b>			<b>137.71</b>	<b>22.79</b>		
<b>Washington</b>										
Spokane Cty. Sheriff's Office		2			1.5			12		12
Spokane Police Dept.		12	40				156			
Thurston Cty. Sheriff's Office	36				1.5		96		1120	
Vancouver Police Dept.					Other	Receives 2.4% of regular pay in lieu of holiday OT	120		1024	
Whatcom Cty. Sheriff's Office		12			1.5			12		120
Yakima Cty. Sheriff's Dept.	100				1		96	12	960	120
<b>West Virginia</b>										
West Virginia State Police					1			15		No Max.
<b>Wisconsin</b>										
Dane Cty. Sheriff's Office	101		21		1.5	Bank holiday hours earned	104		1600	
Marathon Cty. Sheriff's Office		10			Other		3 96	12	1200	150

Dept.	5-Year Vacation (Hrs)	5-Year Vacation (Days)	10-Year Vacation (Hrs)	10-Year Vacation (Days)	15-Year Vacation (Hrs)	15-Year Vacation (Days)	20-Year Vacation (Hrs)	20-Year Vacation (Days)	25-Year Vacation (Hrs)	25-Year Vacation (Days)
<b>Averages:</b>	<b>113.84</b>	<b>14.51</b>	<b>141.05</b>	<b>18.02</b>	<b>166.91</b>	<b>20.77</b>	<b>183.06</b>	<b>23.25</b>	<b>187.91</b>	<b>24.16</b>
<b>Alabama</b>										
Tuscaloosa Police Dept.										
<b>Arizona</b>										
Arizona Dept. of Public Safety		15		18		21		24		24
Maricopa Cty. Sheriff's Office		18		22		26		29		29
Mesa Police Dept.	144		144		144		144		144	
Peoria Police Dept.	80		96		120		160			
Pinal Cty. Sheriff's Office		15		18		20		25		35
Tempe Police Dept.	120		144		192		192		192	
<b>Arkansas</b>										
Fort Smith Police Dept.		15		20						
<b>California</b>										
Antioch Police Dept.		20		23		25		30		30
Butte Cty. Sheriff's Office	128		168				184			
Chino Police Dept.	180		199.992		199.992		199.992		199.992	
Concord Police Dept.		17		19		23		24		24
Fairfield Police Dept.		10		15		20		20		20
Fremont Police Dept.		12		17		21		21		21
Fresno Police Dept.		12		15		17		20		25
Huntington Park Police Dept.	111.96		151.92		199.92		199.92		199.92	
Madera Cty. Sheriff's Office	120		144		168		168		168	
Monterey Cty. Sheriff's Office		15		20				21		25
Ontario Police Dept.	96		136		168		168		168	
Palo Alto Police Dept.	80		120		180		200		200	
Pomona Police Dept.	80		200		200		230		230	
Redding Police Dept.	120		140		160		180		200	
Redondo Beach Police Dept.	85		125		165		165		165	
Sacramento Cty. Sheriff's Office	55.2	15	69.6	19	88.8	24	92.4	25	92.4	25
San Francisco Cty. Sheriff's Office	120		120		160		160		160	
San Mateo Police Dept.	128		136		180		180		200	
Santa Rosa Police Dept.	120				160					
Solano Cty. Sheriff's Office	120		160		160		160		160	
Sonoma Cty. Sheriff's Office	120		152		167		183		191	
South Gate Police Dept.	88		120		160		180		200	
Stockton Police Dept.	80		120		160		200			
Tulare Cty. Sheriff's Office		15		20		25		25		25
West Covina Police Dept.	120		140		160		160		160	
Westminster Police Dept.	152		160		160		168		200	

Dept.	5-Year Vacation (Hrs)	5-Year Vacation (Days)	10-Year Vacation (Hrs)	10-Year Vacation (Days)	15-Year Vacation (Hrs)	15-Year Vacation (Days)	20-Year Vacation (Hrs)	20-Year Vacation (Days)	25-Year Vacation (Hrs)	25-Year Vacation (Days)
<b>Averages:</b>	<b>113.84</b>	<b>14.51</b>	<b>141.05</b>	<b>18.02</b>	<b>166.91</b>	<b>20.77</b>	<b>183.06</b>	<b>23.25</b>	<b>187.91</b>	<b>24.16</b>
<b>Colorado</b>										
Boulder Cty. Sheriff's Office	96		144		144		168		168	
Boulder Police Dept.	178		242		290		290		290	
Lakewood Police Dept.	120	15	135.6	17	144	18	160	20	160	20
Larimer Cty. Sheriff's Office	96		120		144		168		168	
Longmont Police Dept.										
<b>Connecticut</b>										
Bridgeport Police Dept.		10		15		20		23		28
Hartford Police Dept.		15				20		20		20
New Haven Police Dept.		15		20		20		25		30
West Hartford Police Dept.		15		15		15		20		25
<b>District of Columbia</b>										
Metropolitan Police Dept.	156		156		208		208		208	
<b>Florida</b>										
Brevard Cty. Sheriff's Office	96		144		192		192		192	
Collier Cty. Sheriff's Office	223									
Lee Cty. Sheriff's Office										
Okaloosa Cty. Sheriff's Office	72		120		144		144		144	
Orange Cty. Sheriff's Office		15		20		25		25		25
Orlando Police Dept.	191.5		231.5		231.5		271.5		271.5	
Pinellas Cty. Sheriff's Office	120		144		144		160		160	
Polk Cty. Sheriff's Office	120		160		180		200		240	
<b>Georgia</b>										
Cobb Cty. Police Dept.		15				20				
Columbus Police Dept.		10		15		20		20		20
Fulton Cty. Police Dept.			77.64							
Gwinnett Cty. Police Dept.	49.44		75.36		75.36		75.36		96.6	
Gwinnett Cty. Sheriff's Office	49.8		75.84		75.84		75.84		97.32	
Henry Cty. Sheriff's Office		10				15		20		23
<b>Idaho</b>										
Ada Cty. Sheriff's Office	120		144		168		192			
Pocatello Police Dept.	104		128		152		184		208	

Dept.	5-Year Vacation (Hrs)	5-Year Vacation (Days)	10-Year Vacation (Hrs)	10-Year Vacation (Days)	15-Year Vacation (Hrs)	15-Year Vacation (Days)	20-Year Vacation (Hrs)	20-Year Vacation (Days)	25-Year Vacation (Hrs)	25-Year Vacation (Days)
<b>Averages:</b>	<b>113.84</b>	<b>14.51</b>	<b>141.05</b>	<b>18.02</b>	<b>166.91</b>	<b>20.77</b>	<b>183.06</b>	<b>23.25</b>	<b>187.91</b>	<b>24.16</b>
<b>Illinois</b>										
Aurora Police Dept.		10		15		15		25		30
Bloomington Police Dept.	80		120		160		200			
Decatur Police Dept.	80		120		160		200		240	
Lake Cty. Sheriff's Office		10		15		20		20		20
Naperville Police Dept.		28		28		35		42		42
Orland Park Police Dept.		15		20				25		
Rockford Police Dept.	120		120		160		160		200	
Springfield Police Dept.		15		18		21		22		24
Waukegan Police Dept.		10		15		17		20		
<b>Indiana</b>										
Delaware Cty. Sheriff's Office		10		15		20		25		25
Evansville Police Dept.	80		120		160		200		240	
Tippecanoe Cty. Sheriff's Office		10		15		20		25		25
<b>Iowa</b>										
Des Moines Police Dept.	80	10	120	15	160	20	200	25	200	25
Iowa City Police Dept.		15		18		21		24		24
Iowa State Patrol		15		15		20		22		25
Waterloo Police Dept.	160		208		256		304			
<b>Kansas</b>										
Overland Park Police Dept.	120				160		200			
Wichita Police Dept.		13		17		19		22		25
<b>Kentucky</b>										
Jefferson Cty. Sheriff's Office		15		15		15		15		15
Owensboro Police Dept.										
<b>Louisiana</b>										
Baton Rouge Police Dept.	144		168		192		192		192	
Kenner Police Dept.		15		20		20		25		25
Lafayette Parish Sheriff's Office										
Lake Charles Police Dept.	168		224		224		224		224	
Louisiana State Police										
Monroe Police Dept.	190		230		270		270		270	
<b>Maryland</b>										
Maryland State Police	80		120		160		200		200	
Prince Georges Cty. Police Dept.	156		156		156		208		208	

Dept.	5-Year Vacation (Hrs)	5-Year Vacation (Days)	10-Year Vacation (Hrs)	10-Year Vacation (Days)	15-Year Vacation (Hrs)	15-Year Vacation (Days)	20-Year Vacation (Hrs)	20-Year Vacation (Days)	25-Year Vacation (Hrs)	25-Year Vacation (Days)
<b>Averages:</b>	<b>113.84</b>	<b>14.51</b>	<b>141.05</b>	<b>18.02</b>	<b>166.91</b>	<b>20.77</b>	<b>183.06</b>	<b>23.25</b>	<b>187.91</b>	<b>24.16</b>
<b>Massachusetts</b>										
Barnstable Cty. Sheriff's Office		15		20		20		25		25
Lowell Police Dept.		15		20		25		30		
<b>Michigan</b>										
Allegan Cty. Sheriff's Office	104		144		160		160		160	
Flint Police Dept.	203	25	224	28	265	33	281	35		
Kent Cty. Sheriff's Office	80		128		168		200		200	
Lansing Police Dept.	96		128		168					
Livonia Police Dept.		22		24		25		27		27
Oakland Cty. Sheriff's Office	80	15	144	18	160	20	176	22	192	24
Roseville Police Dept.		17		22		26		27		28
Royal Oak Police Dept.		15		20		25		25		25
Saginaw Cty. Sheriff's Office										
Warren Police Dept.		20		21		25		30		30
Wayne Cty. Sheriff's Office	96	12	120	15	144	18	168	21	192	24
<b>Minnesota</b>										
Coon Rapids Police Dept.		10		15		20		20		20
Plymouth Police Dept	80		128		168		168		168	
<b>Mississippi</b>										
Jackson Police Dept.	84	30	132	30	180	30	180	30	180	30
<b>Missouri</b>										
Columbia Police Dept.		10		12.5		15		20		20
Greene Cty. Sheriff's Office	96		120		168		168		168	
Saint Joseph Police Dept.		10		15		15		20		20
<b>Montana</b>										
Billings Police Dept.	120		144		168		192		192	
Missoula Police Dept.	120		144		168		192		192	
<b>Nebraska</b>										
Sarpy Cty. Sheriff's Office	104		154		180		186		196	
<b>New Hampshire</b>										
New Hampshire State Police		15		18		21		24		24
<b>New Mexico</b>										
Santa Fe Cty. Sheriff's Office		15		20		21		23		23
<b>New York</b>										
Albany Cty. Sheriff's Office		15		25						

Dept.	5-Year Vacation (Hrs)	5-Year Vacation (Days)	10-Year Vacation (Hrs)	10-Year Vacation (Days)	15-Year Vacation (Hrs)	15-Year Vacation (Days)	20-Year Vacation (Hrs)	20-Year Vacation (Days)	25-Year Vacation (Hrs)	25-Year Vacation (Days)
<b>Averages:</b>	<b>113.84</b>	<b>14.51</b>	<b>141.05</b>	<b>18.02</b>	<b>166.91</b>	<b>20.77</b>	<b>183.06</b>	<b>23.25</b>	<b>187.91</b>	<b>24.16</b>
Broome Cty. Sheriff's Office		18		18		18		22		24
Clarkstown Police Dept.		30		30		30		35		35
Irondequoit Police Dept.		15		20		25		25		25
Jefferson Cty. Sheriff's Office		14		18		23		28		28
Onondaga Cty. Sheriff's Office		16		17		21		22		22
Rochester Police Dept.		16		18		20		25		25
Schenectady Police Dept.		25		25		25		25		25
<b>North Carolina</b>										
Greensboro Police Dept.	96		129		150		174		174	
Rowan Cty. Sheriff's Office	120.016		143.936		168.064		168.064		168.064	
Wilmington Police Dept.	126	15	150.96	18	175.92	21	175.92	21	175.92	21
<b>Ohio</b>										
Clermont Cty. Sheriff's Office	80		120		160		160		200	
Cleveland Police Dept.		10		15		20		20		25
Euclid Police Dept.		15		20		25		30		
Lakewood Police Dept.		10		15		20		25		25
Montgomery Cty. Sheriff's Office	80		120		160		200			
Parma Police Dept.	80		120		160		200		240	
West Chester Police Dept.	80		120		160		160		200	
Youngstown Police Dept.		10		15		20		25		30
<b>Oklahoma</b>										
Edmond Police Dept.	120		144		168		192		192	
Lawton Police Dept.	100		120		140		160		180	
Midwest City Police Dept.	61.2		72		84		84		84	
<b>Oregon</b>										
Gresham Police Dept.	120		140		160		180		180	
Jackson Cty. Sheriff's Office		17		20		22		25		25
Linn Cty. Sheriff's Office	104		136		176		192		192	
<b>Pennsylvania</b>										
Bethlehem Police Dept.		15		20		25		25		25
Upper Darby Township Police Dept.		10		15		20		25		25

Dept.	5-Year Vacation (Hrs)	5-Year Vacation (Days)	10-Year Vacation (Hrs)	10-Year Vacation (Days)	15-Year Vacation (Hrs)	15-Year Vacation (Days)	20-Year Vacation (Hrs)	20-Year Vacation (Days)	25-Year Vacation (Hrs)	25-Year Vacation (Days)
<b>Averages:</b>	<b>113.84</b>	<b>14.51</b>	<b>141.05</b>	<b>18.02</b>	<b>166.91</b>	<b>20.77</b>	<b>183.06</b>	<b>23.25</b>	<b>187.91</b>	<b>24.16</b>
<b>South Carolina</b>										
Aiken Cty. Sheriff's Office	80		96		120		160			
Greenville Cty. Sheriff's Office		12		18		18		22		22
Pickens Cty. Sheriff's Office		10		15				20		
Spartanburg Cty. Sheriff's Office		14		15		16		17		17
<b>South Dakota</b>										
Minnehaha Cty. Sheriff's Office	80		120		120		160		160	
<b>Tennessee</b>										
Chattanooga Police Dept.										
Memphis Police Dept.		10		15		20		22		25
Metro Nashville Police Dept.		20		20		20		20		20
<b>Texas</b>										
Amarillo Police Dept.		15		15		20		20		26
Arlington Police Dept.		15		16		20		20		20
Beaumont Police Dept.	120		143		169		182		208	
Bell Cty. Sheriff's Office	120		120		120		120		120	
Bryan Police Dept.	120		120		160		160		160	
Corpus Christi Police Dept.	120		120		144		168		200	
El Paso Police Dept.	120		144		168		168		192	
Harris Cty. Sheriff's Office	120		120		120		160		160	
Houston Police Dept.										
Irving Police Dept.	120		136		144		160		176	
Lubbock Police Dept.		15		15		20		20		20
McAllen Police Dept.	120		120		144		160		160	
Port Arthur Police Dept.		15		21		21		27		30
Round Rock Police Dept.	240		288		288		288		288	
Wichita Cty. Sheriff's Office		10		15		15		15		15
Wichita Falls Police Dept.		13		15		15		15		15
<b>Utah</b>										
Davis Cty. Sheriff's Office	59.16		70.2		81.24		81.24		81.24	
Ogden Police Dept.		12		15		20		20		20
Utah Cty. Sheriff's Office	104		130		156		182		182	
<b>Virginia</b>										
Henrico Cty. Police Dept.										
Henrico Cty. Sheriff's Office										
Newport News Police Dept.	156		192		216		228		240	

Dept.	5-Year Vacation (Hrs)	5-Year Vacation (Days)	10-Year Vacation (Hrs)	10-Year Vacation (Days)	15-Year Vacation (Hrs)	15-Year Vacation (Days)	20-Year Vacation (Hrs)	20-Year Vacation (Days)	25-Year Vacation (Hrs)	25-Year Vacation (Days)
<b>Averages:</b>	<b>113.84</b>	<b>14.51</b>	<b>141.05</b>	<b>18.02</b>	<b>166.91</b>	<b>20.77</b>	<b>183.06</b>	<b>23.25</b>	<b>187.91</b>	<b>24.16</b>
<b>Washington</b>										
Spokane Cty. Sheriff's Office		1		1.25		1.5		1.75		2
Spokane Police Dept.	96		136		176		216			
Thurston Cty. Sheriff's Office	120		136		152		176		176	
Vancouver Police Dept.	220		244		268		292		316	
Whatcom Cty. Sheriff's Office	136.08		160.08		200.04		200.04		200.04	
Yakima Cty. Sheriff's Dept.	128	16	144	18	160	20	176	22	192	24
<b>West Virginia</b>										
West Virginia State Police		15		18		21		24		24
<b>Wisconsin</b>										
Dane Cty. Sheriff's Office		10		15		20		20		25
Marathon Cty. Sheriff's Office	80		120		160		200		200	















Dept.	Sworn Officers	Non-Sworn Personnel	CB?	Labor Organization
<b>Averages:</b>	<b>381.32</b>	<b>185.88</b>		
<b>Alabama</b>				
Tuscaloosa Police Dept.	250	60	No	
<b>Arizona</b>				
Arizona Dept. of Public Safety	1113	870	No	FOP
Maricopa Cty. Sheriff's Office	679	1871	No	
Mesa Police Dept.	830	470	No	FOP
Peoria Police Dept.	145	65	Yes	AZCOPS
Pinal Cty. Sheriff's Office	150	187	No	
Tempe Police Dept.	330	300	Yes	Association
<b>Arkansas</b>				
Fort Smith Police Dept.	160	46	No	
<b>California</b>				
Antioch Police Dept.	86	34	Yes	Association
Butte Cty. Sheriff's Office	97	143	Unsure	Association
Chino Police Dept.	98	33	Yes	Association
Concord Police Dept.	161	65	Yes	Association
Fairfield Police Dept.	111	68	Yes	Association
Fremont Police Dept.	186	106	Yes	Association
Fresno Police Dept.	735	369	Unsure	Association
Huntington Park Police Dept.	73	66	Yes	Association
Madera Cty. Sheriff's Office	80	1300	Unsure	Association
Monterey Cty. Sheriff's Office	340	126.5	Unsure	Association
Ontario Police Dept.	215	71	Unsure	Association
Palo Alto Police Dept.	85		Yes	Association
Pomona Police Dept.	180	150	Yes	Association
Redding Police Dept.	113	55	Yes	Association
Redondo Beach Police Dept.	107	58	Yes	Association
Sacramento Cty. Sheriff's Office	1556	855	Yes	Association
San Francisco Cty. Sheriff's Office	825	171	Yes	Association
San Mateo Police Dept.	78		Unsure	Association
Santa Rosa Police Dept.	179	90	Yes	Association
Solano Cty. Sheriff's Office	112		Yes	Association
Sonoma Cty. Sheriff's Office	255	345	Yes	Association
South Gate Police Dept.	73	45	Yes	Association
Stockton Police Dept.	381	352	Yes	Association
Tulare Cty. Sheriff's Office	451.5	187.5	Yes	Association
West Covina Police Dept.	125	50	Yes	Association
Westminster Police Dept.	93	51	Yes	Association

Dept.	Sworn Officers	Non-Sworn Personnel	CB?	Labor Organization
<b>Averages:</b>	<b>381.32</b>	<b>185.88</b>		
<b>Colorado</b>				
Boulder Cty. Sheriff's Office	204	124.84	Unsure	
Boulder Police Dept.	170	100	Yes	Association
Lakewood Police Dept.	283	132	No	FOP
Larimer Cty. Sheriff's Office	232	155	No	
Longmont Police Dept.	110	35.5	No	
<b>Connecticut</b>				
Bridgeport Police Dept.	445	100	Yes	AFSCME
Hartford Police Dept.	383		Yes	Hartford Police Union
New Haven Police Dept.	416	119	Yes	AFSCME
West Hartford Police Dept.	128	25	Yes	AFSCME
<b>District of Columbia</b>				
Metropolitan Police Dept.	3701	812	Yes	FOP
<b>Florida</b>				
Brevard Cty. Sheriff's Office	675	264.5	Yes	Association
Collier Cty. Sheriff's Office	796	365	No	
Lee Cty. Sheriff's Office	742	408	No	
Okaloosa Cty. Sheriff's Office	242	82	No	
Orange Cty. Sheriff's Office	1297	962	Yes	PBA
Orlando Police Dept.	697	294	Yes	FOP
Pinellas Cty. Sheriff's Office	893	987	Yes	FOP
Polk Cty. Sheriff's Office	528	897	No	
<b>Georgia</b>				
Cobb Cty. Police Dept.	615	94	No	FOP
Columbus Police Dept.	388	111	No	FOP
Fulton Cty. Police Dept.	400	72	Unsure	
Gwinnett Cty. Police Dept.	518	237	Unsure	
Gwinnett Cty. Sheriff's Office	317	84	No	
Henry Cty. Sheriff's Office	198	99	Unsure	
<b>Idaho</b>				
Ada Cty. Sheriff's Office	238	211	Unsure	
Pocatello Police Dept.	88	125	Yes	International Association of Machinists

Dept.	Sworn Officers	Non-Sworn Personnel	CB?	Labor Organization
<b>Averages:</b>	<b>381.32</b>	<b>185.88</b>		
<b>Illinois</b>				
Aurora Police Dept.		274	Yes	Association
Bloomington Police Dept.	111	22	Yes	Association
Decatur Police Dept.	163		Yes	PB&PA
Lake Cty. Sheriff's Office	175	261	Yes	FOP
Naperville Police Dept.	190	100	Yes	FOP
Orland Park Police Dept.	94		Yes	Metropolitan Alliance of Police
Rockford Police Dept.	298	30	Yes	PB&PA
Springfield Police Dept.	270	45	Yes	PB&PA
Waukegan Police Dept.	170	n/a	Yes	FOP
<b>Indiana</b>				
Delaware Cty. Sheriff's Office	43	62	Unsure	UAW
Evansville Police Dept.	280	103	Yes	FOP
Tippecanoe Cty. Sheriff's Office	48	98	No	
<b>Iowa</b>				
Des Moines Police Dept.	355	125	Yes	Des Moines Police Bargaining Unit
Iowa City Police Dept.	74	26	Yes	The Police Labor Relations Organization
Iowa State Patrol	385		Yes	State Peace Officers Council
Waterloo Police Dept.	122	10	Yes	Association
<b>Kansas</b>				
Overland Park Police Dept.	228	47	No	
Wichita Police Dept.	635	180	Yes	FOP
<b>Kentucky</b>				
Jefferson Cty. Sheriff's Office	226	58	Yes	FOP
Owensboro Police Dept.	105	37	No	
<b>Louisiana</b>				
Baton Rouge Police Dept.	603	300	Yes	IUPA
Kenner Police Dept.	183	102	No	
Lafayette Parish Sheriff's Office	409	100	No	
Lake Charles Police Dept.	178	9	Yes	Association
Louisiana State Police	1010	615	No	
Monroe Police Dept.	189	48	Yes	IUPA
<b>Maryland</b>				
Maryland State Police	1532	765	Yes	
Prince Georges Cty. Police Dept.	1420	392	Yes	FOP

Dept.	Sworn Officers	Non-Sworn Personnel	CB?	Labor Organization
<b>Averages:</b>	<b>381.32</b>	<b>185.88</b>		
<b>Massachusetts</b>				
Barnstable Cty. Sheriff's Office	135	50	Yes	IBCO
Lowell Police Dept.	250		Yes	IBPO
<b>Michigan</b>				
Allegan Cty. Sheriff's Office	62	46	Yes	POLC
Flint Police Dept.	246	75	Yes	Association
Kent Cty. Sheriff's Office	160	25	Yes	
Lansing Police Dept.	248	104	Yes	FOP
Livonia Police Dept.	170	27	Yes	Association
Oakland Cty. Sheriff's Office	745	107	Yes	Association
Roseville Police Dept.	88	12	Yes	Association
Royal Oak Police Dept.	97	40	Yes	Association
Saginaw Cty. Sheriff's Office	65	60	Yes	
Warren Police Dept.	205	24	Yes	Association
Wayne Cty. Sheriff's Office	945	303	Yes	Local 502/Local 3317
<b>Minnesota</b>				
Coon Rapids Police Dept.	64	14	Yes	Law Enforcement Labor Services
Plymouth Police Dept	65	18	Yes	Law Enforcement Labor Services
<b>Mississippi</b>				
Jackson Police Dept.	450	260	Yes	Association
<b>Missouri</b>				
Columbia Police Dept.	141	39	Unsure	FOP
Greene Cty. Sheriff's Office	128	118	No	
Saint Joseph Police Dept.	115	41	No	FOP
<b>Montana</b>				
Billings Police Dept.	131	32	Yes	Association
Missoula Police Dept.	89	20	Yes	Association
<b>Nebraska</b>				
Sarpy Cty. Sheriff's Office	124	84	Yes	FOP
<b>New Hampshire</b>				
New Hampshire State Police	285	115	Yes	Association
<b>New Mexico</b>				
Santa Fe Cty. Sheriff's Office	82	18	Unsure	
<b>New York</b>				
Albany Cty. Sheriff's Office	105	126	Yes	PBA and Teamsters

Dept.	Sworn Officers	Non-Sworn Personnel	CB?	Labor Organization
<b>Averages:</b>	<b>381.32</b>	<b>185.88</b>		
Broome Cty. Sheriff's Office	54	15	Yes	NYS Union of Police Associations
Clarkstown Police Dept.	170	23	Yes	Association
Irondequoit Police Dept.	56	22	Yes	Association
Jefferson Cty. Sheriff's Office	35	17	Yes	Association
Onondaga Cty. Sheriff's Office	242		Unsure	Onondaga County Deputy Sheriffs Police
Rochester Police Dept.	707	166	Yes	Rochester Police Locust Club, Inc.
Schenectady Police Dept.	152	45	Yes	Association
<b>North Carolina</b>				
Greensboro Police Dept.	505	175	No	Association
Rowan Cty. Sheriff's Office	96	57	No	
Wilmington Police Dept.	255	45	No	IUPA
<b>Ohio</b>				
Clermont Cty. Sheriff's Office	86	131	Yes	FOP
Cleveland Police Dept.	1556	350	Yes	Association
Euclid Police Dept.	96	80	Yes	FOP
Lakewood Police Dept.	88	25	Yes	FOP
Montgomery Cty. Sheriff's Office	234	227	Unsure	FOP
Parma Police Dept.	94	122	Yes	Association
West Chester Police Dept.	81	18	Yes	FOP
Youngstown Police Dept.	195	40	Yes	Ohio PBA
<b>Oklahoma</b>				
Edmond Police Dept.	97	23	Yes	FOP
Lawton Police Dept.	152	25	Yes	IUPA
Midwest City Police Dept.	93	26	Yes	FOP
<b>Oregon</b>				
Gresham Police Dept.	116	43	Yes	Association
Jackson Cty. Sheriff's Office	116	47	Yes	Association
Linn Cty. Sheriff's Office	149	58	Yes	Association
<b>Pennsylvania</b>				
Bethlehem Police Dept.	145		Yes	FOP
Upper Darby Township Police Dept.	126	22	Yes	FOP

Dept.	Sworn Officers	Non-Sworn Personnel	CB?	Labor Organization
<b>Averages:</b>	<b>381.32</b>	<b>185.88</b>		
<b>South Carolina</b>				
Aiken Cty. Sheriff's Office	106	38	No	
Greenville Cty. Sheriff's Office	400	50	No	IUPA
Pickens Cty. Sheriff's Office	86	39	Unsure	
Spartanburg Cty. Sheriff's Office	278	24	No	
<b>South Dakota</b>				
Minnehaha Cty. Sheriff's Office	75	103	Yes	Association
<b>Tennessee</b>				
Chattanooga Police Dept.	436	197	No	Combination
Memphis Police Dept.	2110	910	Yes	Association
Metro Nashville Police Dept.	1270	618	Unsure	FOP
<b>Texas</b>				
Amarillo Police Dept.	289	91	No	Association
Arlington Police Dept.	568	179	No	
Beaumont Police Dept.	264	65	Yes	CLEAT
Bell Cty. Sheriff's Office	96	154	No	
Bryan Police Dept.	112	45	No	
Corpus Christi Police Dept.	434	225	Yes	Association
El Paso Police Dept.	1349	369	Yes	CLEAT
Harris Cty. Sheriff's Office	3500	1500	No	FOP
Houston Police Dept.	5438	1347	No	HPOU
Irving Police Dept.	326	157	No	FOP
Lubbock Police Dept.	319	102	No	
McAllen Police Dept.	257	121	Yes	IUPA
Port Arthur Police Dept.	86	29	Yes	Association
Round Rock Police Dept.	119	37	No	
Wichita Cty. Sheriff's Office	38	117	No	
Wichita Falls Police Dept.	190	98	Unsure	CLEAT
<b>Utah</b>				
Davis Cty. Sheriff's Office	103	23	Unsure	
Ogden Police Dept.	137	27	Yes	Association
Utah Cty. Sheriff's Office	198	100	No	
<b>Virginia</b>				
Henrico Cty. Police Dept.	509	172	No	
Henrico Cty. Sheriff's Office	283	44	No	
Newport News Police Dept.	415	164	No	

Dept.	Sworn Officers	Non-Sworn Personnel	CB?	Labor Organization
<i>Averages:</i>	<i>381.32</i>	<i>185.88</i>		
<b>Washington</b>				
Spokane Cty. Sheriff's Office			Yes	
Spokane Police Dept.	300	116	Unsure	
Thurston Cty. Sheriff's Office	75	21	Yes	Association
Vancouver Police Dept.	182	34	Yes	Vancouver Police Officers Guild
Whatcom Cty. Sheriff's Office	68	12	Yes	Whatcom County Deputy Sheriff's Guild
Yakima Cty. Sheriff's Dept.	62	31	Yes	Deputy Sheriff's Guild
<b>West Virginia</b>				
West Virginia State Police	605	350	No	
<b>Wisconsin</b>				
Dane Cty. Sheriff's Office	412	111	Yes	Association
Marathon Cty. Sheriff's Office	73	111	Yes	Association