



Bureau of Justice Statistics

Law Enforcement Management and Administrative Statistics, 1997: Data for Individual State and Local Agencies with 100 or More Officers

Personnel

Expenditures and pay

Operations

Equipment

Computers and information systems

Policies and programs

Community policing



Law Enforcement Management and Administrative Statistics, 1997: Data for Individual State and Local Agencies with 100 or More Officers

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BJS Statisticians

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Table 6a. Operating expenditure, overtime pay expenditure, and overtime compensatory hours earned in local law enforcement agencies, 1997

County	Name of agency	Fiscal 1997 operating expenditure				Overtime pay and compensatory hours earned by full-time officers during fiscal 1997			
		Total	Per employee	Per officer	Per resident	Overtime pay		Compensatory hours	
						Total	Per officer	Total	Per officer
ALABAMA									
Etowah	Gadsden Police	\$7,251,425	\$44,762	\$65,922	\$176	\$11,445	\$104	---	---
Houston	Dothan Police	\$8,607,865	\$38,088	\$67,249	\$154	\$552,973	\$4,320	0	0
Jefferson	Jefferson County Sheriff	\$28,976,134	\$50,569	\$65,855	\$44	\$612,714	\$1,393	---	---
Jefferson	Bessemer Police	\$6,044,073	\$45,444	\$51,659	\$194	\$464,596	\$3,971	0	0
Jefferson	Birmingham Police	\$51,662,302	\$43,671	\$56,523	\$200	\$1,581,785	\$1,731	---	---
Jefferson	Hoover Police	\$7,393,100	\$39,748	\$49,287	\$133	\$924,717	\$6,165	1,000	7
Madison	Huntsville Police	\$23,013,180	\$47,548	\$67,686	\$135	\$753,794	\$2,217	1,592	5
Mobile	Mobile County Sheriff	\$19,176,513	\$41,151	\$129,571	\$48	\$1,355,548	\$9,159	0	0
Mobile	Mobile Police	\$27,772,512	\$43,531	\$62,131	\$137	---	---	---	---
Montgomery	Montgomery County Sheriff	\$11,331,590	\$45,146	\$56,097	\$52	\$269,579	\$1,335	6,759	33
Montgomery	Montgomery Police	\$24,635,935	\$37,327	\$53,732	\$125	\$850,000	\$1,872	---	---
Morgan	Decatur Police	---	---	---	---	---	---	---	---
Tuscaloosa	Tuscaloosa Police	\$8,896,431	\$34,482	\$44,482	\$108	\$267,704	\$1,339	---	---
ALASKA									
Anchorage	Anchorage Police	\$42,066,847	\$91,251	\$135,263	\$168	\$2,311,766	\$7,433	---	---
ARIZONA									
Maricopa	Maricopa County Sheriff	\$86,850,648	\$42,315	\$173,701	\$33	\$1,103,890	\$2,208	---	---
Maricopa	Chandler Police	\$15,108,536	\$57,776	\$78,690	\$106	\$389,501	\$2,029	---	---
Maricopa	Glendale Police	\$17,745,886	\$49,988	\$73,028	\$97	\$456,360	\$1,878	2,500	10
Maricopa	Mesa Police	\$60,732,606	\$61,501	\$97,172	\$176	\$2,421,355	\$3,874	98,791	158
Maricopa	Phoenix Police	\$204,693,558	\$65,251	\$84,305	\$177	\$9,851,648	\$4,058	---	---
Maricopa	Scottsdale Police	\$27,830,292	\$66,342	\$97,650	\$155	\$1,883,318	\$6,608	---	---
Maricopa	Tempe Police	\$27,501,481	\$68,926	\$98,572	\$169	\$750,000	\$2,688	0	0
Pima	Pima County Sheriff	\$48,885,204	\$47,005	\$129,326	\$64	\$1,110,836	\$2,939	28,125	74
Pima	Tucson Police	\$63,432,427	\$58,355	\$79,093	\$141	\$2,193,021	\$2,734	17,947	22
Pinal	Pinal County Sheriff	\$5,326,188	\$16,189	\$39,453	\$39	\$18,000	\$133	500	4
Yuma	Yuma Police	\$9,272,901	\$53,293	\$79,939	\$153	\$461,752	\$3,981	---	---
ARKANSAS									
Jefferson	Pine Bluff Police	\$7,719,446	\$47,651	\$54,362	\$143	\$406,817	\$2,865	17,881	126
Pulaski	Pulaski County Sheriff	\$15,312,203	\$33,287	\$42,534	\$43	\$300,000	\$833	0	0
Pulaski	Little Rock Police	\$28,180,087	\$44,448	\$51,330	\$160	\$986,374	\$1,797	10,000	18
Pulaski	North Little Rock Police	\$11,827,325	\$49,487	\$60,653	\$196	\$235,000	\$1,205	6,000	31
Sebastian	Fort Smith Police	\$7,640,000	\$41,749	\$53,427	\$101	\$3,985	\$28	4,610	32
CALIFORNIA									
Alameda	Alameda County Sheriff	\$110,019,355	\$81,285	\$137,524	\$83	\$6,627,437	\$8,284	14,985	19
Alameda	Alameda Police	\$13,551,170	\$80,662	\$126,646	\$178	\$324,000	\$3,028	18,600	174
Alameda	Berkeley Police	\$28,540,000	\$89,748	\$143,417	\$276	\$1,700,000	\$8,543	8,500	43
Alameda	Fremont Police	\$25,400,000	\$80,892	\$129,592	\$135	---	---	---	---
Alameda	Hayward Police	\$23,560,842	\$87,424	\$138,593	\$194	\$1,506,661	\$8,863	3,024	18
Alameda	Oakland Police	\$92,300,122	\$86,181	\$149,595	\$251	\$8,016,592	\$12,993	32,492	53
Contra Costa	Contra Costa County Sheriff	\$75,684,077	\$82,805	\$114,673	\$86	\$4,826,679	\$7,313	0	0
Contra Costa	Concord Police	\$18,988,016	\$78,788	\$123,299	\$165	\$633,715	\$4,115	0	0
Contra Costa	Richmond Police	---	---	---	---	---	---	---	---
El Dorado	El Dorado County Sheriff	\$21,853,992	\$72,605	\$145,693	\$144	\$1,637,905	\$10,919	9,445	63
Fresno	Fresno County Sheriff	\$65,345,720	\$70,568	\$177,089	\$87	\$4,484,820	\$12,154	19,221	52
Fresno	Fresno Police	\$60,188,325	\$68,708	\$105,224	\$152	\$1,648,950	\$2,883	18,024	32
Kern	Kern County Sheriff	\$74,614,798	\$77,002	\$166,923	\$120	\$3,150,000	\$7,047	---	---
Kern	Bakersfield Police	\$29,888,469	\$75,667	\$106,745	\$145	\$919,130	\$3,283	5,520	20
Los Angeles	Los Angeles County Sheriff	\$981,962,803	\$77,977	\$122,424	\$108	\$45,810,435	\$5,711	89,085	11
Los Angeles	Beverly Hills Police	---	---	---	---	---	---	---	---
Los Angeles	Burbank Police	\$23,171,331	\$92,685	\$148,534	\$240	\$1,521,511	\$9,753	6,305	40
Los Angeles	Compton Police	\$17,414,027	\$88,847	\$127,110	\$190	\$554,026	\$4,044	3,193	23
Los Angeles	Culver City Police	\$10,462,837	\$62,840	\$87,923	\$266	\$852,000	\$7,160	---	---
Los Angeles	Downey Police	\$15,543,339	\$88,314	\$133,419	\$167	---	---	---	---
Los Angeles	El Monte Police	\$10,500,000	\$60,000	\$78,358	\$95	\$1,337,000	\$9,978	---	---
Los Angeles	Glendale Police	\$26,378,418	\$77,017	\$115,695	\$143	\$1,888,473	\$8,283	7,200	32
Los Angeles	Inglewood Police	\$31,801,575	\$108,353	\$154,377	\$286	\$1,486,567	\$7,216	18,000	87
Los Angeles	Long Beach Police	\$99,200,650	\$79,615	\$118,378	\$235	\$5,556,893	\$6,631	---	---
Los Angeles	Los Angeles Police	\$552,512,202	\$41,588	\$54,435	\$155	\$36,249,749	\$3,847	943,162	100
Los Angeles	Pasadena Police	\$29,392,486	\$84,583	\$132,399	\$219	\$1,237,649	\$5,600	0	0
Los Angeles	Pomona Police	\$25,684,949	\$74,883	\$143,491	\$191	\$1,649,314	\$9,214	---	---
Los Angeles	Santa Monica Police	\$35,636,880	\$89,204	\$181,821	\$403	\$4,200,000	\$21,429	---	---
Los Angeles	Torrance Police	\$35,528,363	\$102,093	\$142,684	\$261	---	---	---	---
Los Angeles	West Covina Police	\$11,300,000	\$64,023	\$101,802	\$111	\$60,000	\$541	9,000	81
Los Angeles	Whittier Police	\$10,593,800	\$57,575	\$84,078	\$135	\$303,816	\$2,411	0	0
Marin	Marin County Sheriff	\$31,137,799	\$104,489	\$151,892	\$134	\$1,047,365	\$5,109	46,129	225
Monterey	Monterey County Sheriff	\$35,212,994	\$82,660	\$108,682	\$104	\$2,261,527	\$6,980	0	0
Monterey	Salinas Police	\$17,695,342	\$88,477	\$118,761	\$158	\$1,098,064	\$7,370	---	---
Orange	Orange County Sheriff-Coroner	\$173,653,725	\$64,043	\$131,059	\$66	\$16,083,726	\$12,344	0	0
Orange	Anaheim Police	\$51,188,167	\$86,394	\$126,235	\$177	\$3,164,368	\$8,156	16,540	43
Orange	Costa Mesa Police	\$20,600,953	\$86,559	\$126,775	\$204	\$1,323,643	\$8,824	20,481	137
Orange	Fullerton Police	\$19,210,900	\$85,192	\$128,932	\$160	\$847,565	\$5,766	6,550	45
Orange	Garden Grove Police	\$20,418,213	\$77,784	\$116,343	\$137	\$1,261,925	\$7,838	6,000	37
Orange	Huntington Beach Police	\$31,912,121	\$86,016	\$139,965	\$167	\$2,300,000	\$10,088	---	---

Table 6a. - continued

County	Name of agency	Fiscal 1997 operating expenditure				Overtime pay and compensatory hours earned by full-time officers during fiscal 1997			
		Total	Per employee	Per officer	Per resident	Overtime pay		Compensatory hours	
						Total	Per officer	Total	Per officer
CALIFORNIA (cont.)									
Orange	Irvine Police	\$22,352,688	\$102,535	\$161,976	\$175	\$1,104,732	\$8,005	30,000	217
Orange	Newport Beach Police	\$20,794,378	\$89,246	\$143,906	\$299	\$1,167,278	\$8,711	8,077	60
Orange	Orange Police	\$16,579,405	\$65,017	\$104,933	\$138	\$506,305	\$3,492	3,169	22
Orange	Santa Ana Police	\$54,954,092	\$75,590	\$146,936	\$182	\$2,551,515	\$6,822	---	---
Placer	Placer County Sheriff	\$28,229,000	\$78,852	\$126,587	\$132	\$1,200,000	\$5,381	0	0
Riverside	Riverside County Sheriff	\$168,444,067	\$74,798	\$142,870	\$119	\$6,571,228	\$5,574	6,055	5
Riverside	Corona Police	\$17,017,417	\$78,784	\$127,471	\$170	\$1,000,000	\$7,937	3,998	32
Riverside	Riverside Police	\$40,849,837	\$81,455	\$124,164	\$160	\$1,772,723	\$5,388	11,977	36
Sacramento	Sacramento County Sheriff	\$166,239,167	\$101,489	\$141,661	\$149	\$3,383,275	\$2,884	0	0
Sacramento	Sacramento Police	\$78,806,000	\$77,987	\$124,006	\$209	\$2,219,745	\$3,633	17,996	29
San Bernardino	San Bernardino County Sheriff	\$158,897,325	\$70,826	\$122,606	\$99	\$6,400,000	\$5,136	70,000	56
San Bernardino	Fontana Police	\$14,884,136	\$89,394	\$125,077	\$143	\$430,246	\$3,616	5,489	46
San Bernardino	Ontario Police	\$29,248,874	\$87,834	\$136,041	\$202	\$2,340,052	\$10,884	25,454	118
San Bernardino	Rialto Police	\$11,680,170	\$71,004	\$101,567	\$142	\$668,982	\$6,027	0	0
San Bernardino	San Bernardino Police	\$31,989,400	\$81,710	\$124,959	\$174	\$1,382,871	\$5,402	0	0
San Diego	San Diego County Sheriff	\$187,118,357	\$63,045	\$100,547	\$70	\$12,699,390	\$6,824	43,389	23
San Diego	Chula Vista Police	\$17,544,968	\$68,939	\$102,006	\$115	\$767,132	\$4,460	4,877	28
San Diego	El Cajon Police	\$9,424,509	\$47,599	\$70,861	\$102	\$225,277	\$1,694	3,264	25
San Diego	Escondido Police	\$16,343,468	\$72,962	\$111,180	\$141	\$779,935	\$5,306	---	---
San Diego	Oceanside Police	\$18,875,250	\$69,522	\$97,547	\$129	\$888,494	\$5,769	---	---
San Diego	San Diego Police	\$193,320,485	\$72,283	\$98,432	\$165	\$8,613,012	\$4,385	151,406	77
San Francisco	San Francisco Police	\$215,889,391	\$102,027	\$107,515	\$294	---	---	---	---
San Joaquin	San Joaquin County Sheriff	\$54,776,126	\$93,157	\$128,582	\$103	\$1,709,184	\$4,012	6,000	14
San Joaquin	Stockton Police	\$46,272,871	\$83,001	\$124,056	\$199	\$2,267,046	\$6,078	8,506	23
San Luis Obispo	San Luis Obispo County Sheriff	\$22,336,774	\$64,278	\$165,458	\$97	\$760,389	\$5,633	12,340	91
San Mateo	San Mateo County Sheriff	\$59,784,731	\$114,971	\$194,739	\$87	\$5,705,572	\$18,893	34,785	115
San Mateo	Daly City Police	\$11,862,863	\$80,426	\$106,873	\$121	\$151,139	\$1,362	20,000	180
San Mateo	San Mateo Police	\$11,632,009	\$67,628	\$107,704	\$129	---	---	---	---
Santa Barbara	Santa Barbara County Sheriff	\$46,230,478	\$75,049	\$112,757	\$120	\$780,374	\$1,903	2,237	5
Santa Barbara	Santa Barbara Police	\$16,400,000	\$74,208	\$116,312	\$190	\$445,000	\$3,156	0	0
Santa Clara	Santa Clara County Sheriff	\$48,919,100	\$100,657	\$128,734	\$31	\$2,575,361	\$6,777	0	0
Santa Clara	San Jose Police	\$155,741,193	\$86,235	\$116,573	\$186	\$3,808,433	\$2,851	161,000	121
Santa Clara	Santa Clara Police	\$19,881,301	\$101,955	\$125,040	\$201	\$857,680	\$6,170	14,943	108
Santa Clara	Sunnyvale Police	---	---	---	---	---	---	---	---
Santa Cruz	Santa Cruz County Sheriff	\$22,602,550	\$79,868	\$160,302	\$95	\$972,336	\$6,896	0	0
Shasta	Shasta County Sheriff	---	---	---	---	\$1,079,656	\$7,246	1,795	12
Solano	Vallejo Police	\$18,832,013	\$91,863	\$133,560	\$172	\$1,205,700	\$8,551	3,500	25
Sonoma	Sonoma County Sheriff-Coroner	\$56,900,155	\$93,203	\$143,869	\$135	\$1,750,869	\$4,524	5,894	15
Sonoma	Santa Rosa Police	\$21,094,445	\$89,383	\$136,093	\$173	\$2,231,245	\$14,395	8,549	55
Stanislaus	Stanislaus County Sheriff	---	---	---	---	---	---	---	---
Stanislaus	Modesto Police	\$29,668,814	\$86,751	\$119,632	\$166	---	---	73,134	295
Tulare	Tulare County Sheriff	\$29,286,871	\$57,595	\$75,775	\$84	\$1,499,373	\$4,063	---	---
Ventura	Ventura County Sheriff	\$114,507,331	\$98,121	\$160,599	\$160	\$7,152,032	\$10,031	---	---
Ventura	Simi Valley Police	\$12,317,900	\$71,202	\$107,112	\$115	\$1,399,300	\$12,168	0	0
Ventura	Ventura Police	\$14,112,635	\$77,118	\$119,599	\$145	\$713,054	\$6,043	---	---
COLORADO									
Adams	Adams County Sheriff	\$18,845,610	\$51,072	\$78,198	\$61	\$610,644	\$2,534	---	---
Adams	Westminster Police	\$8,402,043	\$45,172	\$68,033	\$90	\$709,924	\$5,772	1,100	9
Arapahoe	Aurora Police	\$42,162,144	\$59,425	\$82,996	\$167	\$1,037,865	\$2,043	---	---
Boulder	Boulder County Sheriff	\$11,303,938	\$36,173	\$58,570	\$44	\$212,531	\$1,113	0	0
Boulder	Boulder Police	\$13,824,422	\$67,933	\$100,908	\$152	\$581,082	\$4,241	6,409	47
Denver	Denver Police	\$110,356,300	\$68,758	\$78,156	\$222	---	---	---	---
Douglas	Douglas County Sheriff	\$12,306,000	\$75,037	\$99,242	\$110	\$250,000	\$2,016	0	0
El Paso	El Paso County Sheriff	\$20,172,040	\$38,132	\$52,669	\$43	\$312,808	\$817	2,000	5
El Paso	Colorado Springs Police	\$43,542,769	\$57,749	\$82,467	\$126	\$1,443,322	\$2,734	4,420	8
Jefferson	Jefferson County Sheriff	\$30,491,437	\$55,039	\$82,521	\$62	\$1,123,367	\$3,044	8,509	23
Jefferson	Arvada Police	\$8,853,213	\$44,489	\$67,070	\$92	\$387,151	\$2,933	---	---
Jefferson	Lakewood Police	\$18,936,301	\$56,358	\$83,054	\$140	\$823,010	\$3,610	5,412	24
Larimer	Larimer County Sheriff	\$12,574,893	\$51,326	\$81,128	\$57	\$372,556	\$2,404	---	---
Larimer	Fort Collins Police	\$13,740,731	\$67,855	\$105,698	\$132	\$598,769	\$4,606	6,000	46
Pueblo	Pueblo Police	\$10,283,550	\$40,092	\$53,008	\$103	\$373,082	\$1,923	6,384	33
CONNECTICUT									
Fairfield	Bridgeport Police	\$43,141,353	\$80,040	\$100,096	\$313	\$5,920,533	\$13,737	0	0
Fairfield	Danbury Police	---	---	---	---	---	---	---	---
Fairfield	Greenwich Police	\$10,475,873	\$59,522	\$66,303	\$179	\$534,701	\$3,384	0	0
Fairfield	Norwalk Police	\$10,360,974	\$47,746	\$58,208	\$133	\$1,163,804	\$6,538	6,186	35
Fairfield	Stamford Police	\$20,947,005	\$53,848	\$66,923	\$190	\$1,674,187	\$5,349	0	0
Hartford	Bristol Police	\$7,452,455	\$60,344	\$65,372	\$125	\$600,000	\$5,263	---	---
Hartford	East Hartford Police	\$7,771,600	\$49,818	\$62,674	\$162	\$406,100	\$3,275	6,000	48
Hartford	Hartford Police	\$30,277,990	\$47,719	\$64,013	\$228	\$3,350,930	\$7,084	---	---
Hartford	Manchester Police	\$10,004,466	\$70,207	\$92,634	\$194	\$500,000	\$4,630	0	0
Hartford	New Britain Police	\$9,727,538	\$55,114	\$61,179	\$136	\$663,494	\$4,173	0	0
New Haven	Meriden Police	---	---	---	---	---	---	---	---
New Haven	Milford Police	\$6,249,221	\$41,249	\$50,397	\$126	\$513,450	\$4,209	---	---
New Haven	New Haven Police	\$26,426,133	\$46,079	\$61,030	\$212	\$1,943,252	\$4,488	0	0
New Haven	Waterbury Police	\$25,244,982	\$67,863	\$78,401	\$237	\$2,492,378	\$7,740	---	---
New Haven	West Haven Police	\$6,035,000	\$46,069	\$52,026	\$116	\$1,145,000	\$9,871	---	---

Table 6a. - continued

County	Name of agency	Fiscal 1997 operating expenditure				Overtime pay and compensatory hours earned by full-time officers during fiscal 1997			
		Total	Per employee	Per officer	Per resident	Overtime pay		Compensatory hours	
						Total	Per officer	Total	Per officer
DELAWARE									
New Castle	New Castle County Police	\$25,203,926	\$73,481	\$81,831	\$53	\$1,428,019	\$4,636	0	0
New Castle	Wilmington Police	\$23,107,426	\$74,062	\$90,617	\$333	\$569,712	\$2,234	38,844	152
DISTRICT OF COLUMBIA									
Washington, DC	Washington Metropolitan Police	\$234,305,657	\$54,572	\$64,761	\$431	\$12,147,050	\$3,357	0	0
FLORIDA									
Alachua	Alachua County Sheriff	\$17,863,331	\$50,390	\$82,510	\$91	\$527,190	\$2,499	1,720	8
Alachua	Gainesville Police	\$16,902,224	\$42,468	\$67,609	\$194	\$989,364	\$3,973	0	0
Bay	Bay County Sheriff	\$8,031,381	\$42,159	\$57,780	\$56	\$88,659	\$667	335	3
Brevard	Brevard County Sheriff	\$35,388,279	\$46,934	\$70,918	\$78	\$1,383,131	\$2,772	---	---
Brevard	Melbourne Police	\$11,266,411	\$56,332	\$77,167	\$167	\$319,503	\$2,188	1,255	9
Brevard	Palm Bay Police	\$8,821,000	\$49,556	\$81,676	\$118	\$355,000	\$3,287	2,975	28
Broward	Broward County Sheriff	\$205,343,235	\$68,277	\$107,145	\$143	\$2,474,000	\$1,298	12,000	6
Broward	Coral Springs Police	\$17,507,325	\$72,047	\$110,806	\$166	\$311,000	\$1,968	3,100	20
Broward	Davie Police	\$9,176,528	\$53,821	\$74,606	\$157	\$401,543	\$3,265	0	0
Broward	Fort Lauderdale Police	\$51,315,442	\$70,976	\$111,072	\$338	\$1,789,026	\$3,872	20,000	43
Broward	Hollywood Police	\$33,523,330	\$65,797	\$109,197	\$262	---	---	---	---
Broward	Margate Police	\$7,271,918	\$41,793	\$71,293	\$144	---	---	---	---
Broward	Miramar Police	\$8,916,860	\$54,206	\$75,567	\$175	\$289,063	\$2,450	3,000	25
Broward	Pembroke Pines Police	\$13,550,954	\$52,727	\$74,049	\$135	\$411,823	\$2,250	28,010	153
Broward	Plantation Police	---	---	---	---	\$115,304	\$674	---	---
Broward	Pompano Beach Police	\$23,570,386	\$77,790	\$98,210	\$316	\$519,583	\$2,165	0	0
Broward	Sunrise Police	\$8,955,496	\$39,107	\$60,922	\$115	\$111,628	\$759	3,200	22
Charlotte	Charlotte County Sheriff	\$18,325,240	\$46,988	\$64,074	\$141	\$149,431	\$522	1,830	6
Citrus	Citrus County Sheriff	\$11,650,453	\$51,437	\$85,351	\$107	\$36,367	\$269	1,751	13
Clay	Clay County Sheriff	\$14,668,499	\$42,456	\$60,865	\$114	\$200,000	\$833	0	0
Collier	Collier County Sheriff	\$43,007,000	\$52,769	\$74,022	\$229	\$500,000	\$861	0	0
Dade	Metro-Dade Police	\$296,856,803	\$68,086	\$101,663	\$143	\$13,623,448	\$4,666	---	---
Dade	Coral Gables Police	\$17,778,759	\$83,078	\$115,446	\$445	\$1,068,987	\$6,941	20,545	133
Dade	Hialeah Police	\$25,800,000	\$55,187	\$80,124	\$126	\$1,552,708	\$4,822	---	---
Dade	Miami Police	\$79,892,287	\$58,188	\$79,337	\$219	\$7,992,308	\$7,937	72,162	72
Dade	Miami Beach Police	\$31,060,955	\$60,607	\$87,005	\$329	\$2,475,000	\$6,933	---	---
Duval	Jacksonville Sheriff	\$139,360,698	\$54,523	\$95,945	\$205	\$2,779,439	\$1,933	---	---
Escambia	Escambia County Sheriff	\$38,270,000	\$42,055	\$61,085	\$138	\$165,000	\$264	---	---
Escambia	Pensacola Police	\$10,474,153	\$46,864	\$66,503	\$177	\$230,047	\$1,475	6,541	42
Hernando	Hernando County Sheriff	\$12,402,225	\$49,215	\$77,514	\$102	\$129,730	\$811	700	4
Hillsborough	Hillsborough County Sheriff	\$145,624,657	\$53,061	\$79,489	\$162	\$1,081,152	\$620	---	---
Hillsborough	Tampa Police	\$70,745,794	\$58,857	\$77,233	\$248	\$1,235,620	\$1,349	6,319	7
Indian River	Indian River County Sheriff	\$18,143,359	\$49,708	\$68,466	\$188	\$161,575	\$610	2,745	10
Lake	Lake County Sheriff	\$20,693,501	\$42,103	\$60,331	\$111	\$654,984	\$1,910	---	---
Lee	Lee County Sheriff	\$43,186,949	\$50,276	\$79,607	\$114	\$804,503	\$1,509	---	---
Lee	Cape Coral Police	\$10,475,271	\$53,174	\$82,482	\$119	\$130,782	\$1,030	0	0
Lee	Fort Myers Police	\$11,179,366	\$49,140	\$72,125	\$243	\$350,000	\$2,258	---	---
Leon	Leon County Sheriff	\$30,627,670	\$50,292	\$66,873	\$142	\$899,653	\$1,969	1,500	3
Leon	Tallahassee Police	\$26,615,573	\$50,842	\$77,710	\$195	\$911,427	\$2,804	---	---
Manatee	Manatee County Sheriff	\$47,489,388	\$47,112	\$79,149	\$204	\$924,627	\$1,544	0	0
Marion	Marion County Sheriff	\$34,160,585	\$51,177	\$88,614	\$148	\$546,500	\$1,423	19,596	51
Marion	Ocala Police	\$9,513,593	\$43,943	\$64,281	\$212	\$455,525	\$3,208	1,155	8
Martin	Martin County Sheriff	\$23,145,923	\$45,879	\$65,569	\$206	\$494,444	\$1,401	4,803	14
Monroe	Monroe County Sheriff	\$26,487,231	\$48,334	\$74,823	\$328	\$668,849	\$1,895	15,570	44
Okaloosa	Okaloosa County Sheriff	\$10,613,735	\$45,553	\$59,796	\$64	\$99,148	\$608	4,386	27
Orange	Orange County Sheriff	\$83,431,957	\$48,862	\$74,693	\$110	\$1,091,241	\$977	11,530	10
Orange	Orlando Police	\$51,475,643	\$59,821	\$84,873	\$296	\$574,663	\$958	55,304	92
Osceola	Osceola County Sheriff	\$22,898,640	\$67,349	\$99,776	\$169	\$36,765	\$168	16,123	74
Palm Beach	Palm Beach County Sheriff	\$160,970,099	\$63,113	\$99,672	\$162	\$3,535,547	\$2,189	---	---
Palm Beach	Boca Raton Police	\$12,730,106	\$58,395	\$91,583	\$186	\$315,640	\$2,271	9,993	72
Palm Beach	Boynton Beach Police	\$11,133,636	\$57,687	\$82,471	\$219	\$880,160	\$6,520	---	---
Palm Beach	Delray Beach Police	\$12,500,000	\$57,870	\$82,781	\$246	\$455,183	\$3,014	3,927	26
Palm Beach	West Palm Beach Police	\$22,883,303	\$61,432	\$94,951	\$289	\$1,350,000	\$5,602	4,500	19
Pasco	Pasco County Sheriff	\$35,453,754	\$44,624	\$64,170	\$114	\$407,596	\$740	0	0
Pinellas	Pinellas County Sheriff	\$105,735,104	\$51,603	\$74,200	\$122	\$528,769	\$371	73,520	52
Pinellas	Clearwater Police	\$17,741,982	\$42,907	\$68,767	\$177	\$500,000	\$1,938	7,000	27
Pinellas	Largo Police	\$8,804,504	\$45,384	\$69,877	\$134	\$457,998	\$3,635	0	0
Pinellas	St. Petersburg Police	\$48,171,161	\$67,942	\$94,268	\$204	\$900,000	\$1,761	---	---
Polk	Polk County Sheriff	\$55,563,426	\$44,362	\$68,344	\$126	\$436,693	\$537	595	1
Polk	Lakeland Police	\$13,764,520	\$42,222	\$63,725	\$188	\$631,963	\$3,009	---	---
St. John	St. John County Sheriff	\$17,737,348	\$46,800	\$69,695	\$167	\$195,905	\$852	0	0
St. Lucie	St. Lucie County Sheriff	\$26,062,695	\$56,474	\$75,001	\$149	\$611,410	\$1,762	2,849	8
St. Lucie	Fort Pierce Police	\$7,315,823	\$53,596	\$69,017	\$198	\$270,514	\$2,552	2,146	20
St. Lucie	Port St. Lucie Police	\$9,387,834	\$56,724	\$82,349	\$124	\$482,228	\$4,230	4,775	42
Santa Rosa	Santa Rosa County Sheriff	\$9,930,946	\$51,190	\$61,302	\$92	\$125,000	\$772	56,463	349
Sarasota	Sarasota County Sheriff	\$37,253,002	\$46,105	\$107,049	\$126	\$1,101,816	\$3,166	16,900	49
Sarasota	Sarasota Police	\$15,410,317	\$58,594	\$83,299	\$303	\$786,873	\$4,253	422	2
Seminole	Seminole County Sheriff	\$31,463,414	\$50,912	\$120,089	\$94	\$964,782	\$3,682	0	0
Volusia	Volusia County Sheriff	\$25,462,091	\$40,193	\$69,097	\$61	\$2,626,342	\$7,377	2,062	6
Volusia	Daytona Beach Police	\$16,736,838	\$43,986	\$57,025	\$257	\$1,212,647	\$4,950	---	---

Table 6a. - continued

County	Name of agency	Fiscal 1997 operating expenditure				Overtime pay and compensatory hours earned by full-time officers during fiscal 1997			
		Total	Per employee	Per officer	Per resident	Overtime pay		Compensatory hours	
						Total	Per officer	Total	Per officer
GEORGIA									
Bibb	Bibb County Sheriff	\$14,650,000	\$44,127	\$65,402	\$94	\$250,000	\$1,116	0	0
Bibb	Macon Police	\$13,585,423	\$42,060	\$46,846	\$120	\$595,184	\$2,052	260	1
Chatham	Chatham County Police	\$7,472,510	\$30,625	\$50,151	\$33	\$134,640	\$904	718	5
Chatham	Savannah Police	\$24,970,310	\$45,986	\$58,892	\$183	\$397,649	\$938	5,000	12
Cherokee	Cherokee County Sheriff	\$6,019,660	\$24,620	\$33,818	\$50	\$702,592	\$3,947	0	0
Clarke	Athens-Clarke County Police	\$10,791,400	\$42,994	\$54,502	\$121	\$352,474	\$1,780	1,534	8
Clayton	Clayton County Police	\$10,735,844	\$44,180	\$49,703	\$53	\$269,907	\$1,250	0	0
Cobb	Cobb County Police	\$22,344,597	\$43,642	\$57,589	\$41	\$500,000	\$1,289	---	---
Cobb	Cobb County Sheriff	\$20,135,346	\$41,905	\$80,221	\$37	\$501,938	\$2,008	---	---
Cobb	Marietta Police	\$7,860,675	\$50,714	\$60,467	\$154	\$429,493	\$3,304	15,774	121
Columbia	Columbia County Sheriff	\$6,800,000	\$33,171	\$46,259	\$79	\$250,000	\$1,701	0	0
De Kalb	De Kalb County Police	\$50,369,000	\$63,920	\$70,644	\$85	\$816,000	\$1,144	0	0
Dougherty	Albany Police	\$9,234,665	\$34,587	\$45,716	\$118	\$246,217	\$1,219	0	0
Douglas	Douglas County Sheriff	\$8,335,712	\$39,319	\$43,529	\$99	\$263,000	\$1,406	---	---
Fulton	Fulton County Police	\$21,500,000	\$75,175	\$98,174	\$30	\$120,000	\$548	4,000	18
Fulton	Atlanta Police	\$88,612,717	\$41,148	\$54,971	\$220	\$3,266,333	\$2,026	---	---
Fulton	East Point Police	\$5,942,000	\$35,056	\$47,536	\$174	\$425,000	\$3,400	1,200	10
Gwinnett	Gwinnett County Police	\$29,287,000	\$50,149	\$73,401	\$61	\$366,116	\$918	---	---
Hall	Hall County Sheriff	\$10,000,000	\$37,453	\$53,191	\$88	\$790,000	\$4,202	---	---
Muscogee	Columbus Police	\$20,291,969	\$41,582	\$52,434	\$111	\$164,821	\$426	0	0
Richmond	Augusta-Richmond Co. Sheriff	\$19,358,180	\$27,361	\$34,943	\$102	\$156,760	\$283	---	---
HAWAII									
Hawaii	Hawaii County Police	\$24,321,998	\$50,045	\$68,901	\$176	\$1,720,304	\$4,873	75,000	212
Honolulu	Honolulu Police	\$163,453,375	\$76,344	\$96,661	\$187	\$13,066,556	\$7,727	37,071	22
Kauai	Kauai County Police	\$7,882,404	\$45,171	\$58,388	\$140	\$635,228	\$4,705	---	---
Maui	Maui County Police	\$27,226,125	\$66,977	\$86,984	\$233	\$1,775,613	\$5,673	0	0
IDAHO									
Ada	Ada County Sheriff	\$16,260,399	\$44,488	\$82,961	\$63	\$550,000	\$2,806	4,500	23
Ada	Boise Police	\$17,222,002	\$65,359	\$77,577	\$113	\$824,986	\$3,716	6,155	28
ILLINOIS									
Champaign	Champaign Police	\$7,691,913	\$52,326	\$65,186	\$120	\$554,091	\$4,696	8,043	68
Cook	Cook County Sheriff	---	---	---	---	---	---	---	---
Cook	Arlington Heights Police	\$9,970,218	\$70,711	\$94,954	\$130	\$352,222	\$3,354	1,904	18
Cook	Chicago Police	\$702,194,102	\$41,095	\$52,912	\$258	\$28,431,865	\$2,142	559,949	42
Cook	Cicero Police	\$9,152,400	\$50,426	\$72,638	\$129	\$373,300	\$3,696	0	0
Cook	Evanston Police	\$12,155,020	\$56,667	\$77,917	\$170	\$725,000	\$4,647	8,500	54
Cook	Oak Lawn Police	\$6,183,399	\$31,710	\$60,622	\$107	---	---	---	---
Cook	Oak Park Police	\$8,114,000	\$48,880	\$68,763	\$157	\$138,855	\$1,177	3,800	32
Cook	Schaumburg Police	\$10,439,281	\$48,330	\$74,566	\$141	\$737,075	\$5,265	---	---
Cook	Skokie Police	\$8,482,699	\$63,304	\$82,356	\$145	\$249,120	\$2,419	0	0
Du Page	Naperville Police	\$15,834,685	\$62,712	\$99,589	\$148	\$1,478,112	\$9,296	---	---
Kane	Aurora Police	\$20,996,024	\$62,581	\$84,321	\$180	\$2,537,092	\$10,189	---	---
Kane	Elgin Police	\$14,000,000	\$69,652	\$88,050	\$163	\$1,062,377	\$6,899	1,936	13
Lake	Lake County Sheriff	\$19,634,252	\$48,720	\$100,947	\$34	\$982,328	\$5,745	5,585	33
Lake	Waukegan Police	\$12,108,106	\$62,574	\$84,672	\$163	\$590,782	\$4,131	4,923	34
Macon	Decatur Police	\$11,557,375	\$60,510	\$74,564	\$142	\$640,000	\$4,129	0	0
Peoria	Peoria Police	\$15,988,154	\$57,101	\$68,914	\$142	\$500,000	\$2,155	---	---
Sangamon	Springfield Police	\$15,518,352	\$49,579	\$61,581	\$137	\$942,812	\$3,786	43,137	173
Will	Will County Sheriff	\$20,723,360	\$44,139	\$78,796	\$48	\$427,525	\$1,626	0	0
Will	Joliet Police	\$15,682,666	\$51,334	\$69,087	\$181	\$900,000	\$3,965	---	---
Winnebago	Winnebago County Sheriff	\$14,489,632	\$54,885	\$62,054	\$55	\$242,707	\$1,084	0	0
Winnebago	Rockford Police	\$23,349,307	\$73,890	\$82,799	\$163	\$2,071,282	\$7,345	0	0
INDIANA									
Allen	Fort Wayne Police	\$26,043,672	\$58,328	\$68,899	\$141	\$313,793	\$830	21,081	56
Delaware	Muncie Police	\$4,602,150	\$37,114	\$38,351	\$67	\$280,000	\$2,333	---	---
Elkhart	Elkhart Police	\$4,437,587	\$31,251	\$43,083	\$100	\$327,400	\$3,179	8,239	80
Howard	Kokomo Police	\$5,480,895	\$37,669	\$52,199	\$120	\$253,235	\$2,412	0	0
Lake	Lake County Sheriff	\$15,078,850	\$34,905	\$87,161	\$31	\$72,748	\$421	3,500	20
Lake	East Chicago Police	\$6,598,665	\$47,472	\$62,252	\$208	\$147,867	\$1,395	2,000	19
Lake	Gary Police	\$10,957,941	\$33,926	\$45,094	\$99	\$1,100,000	\$4,527	0	0
Lake	Hammond Police	\$11,450,673	\$38,948	\$54,527	\$143	\$675,000	\$3,214	200	1
Madison	Anderson Police	\$7,126,922	\$41,556	\$55,679	\$121	\$243,774	\$1,904	3,162	25
Marion	Marion County Sheriff	\$55,318,398	\$55,821	\$107,206	\$74	\$1,447,472	\$2,805	22,887	44
Marion	Indianapolis Police	\$69,946,850	\$55,957	\$72,110	\$94	\$2,766,763	\$2,852	28,401	29
St. Joseph	South Bend Police	\$13,557,798	\$40,775	\$55,113	\$133	\$820,108	\$3,334	0	0
Vanderburgh	Vanderburgh County Sheriff	\$7,851,168	\$47,583	\$76,225	\$47	\$100,000	\$971	---	---
Vanderburgh	Evansville Police	\$10,597,377	\$34,519	\$38,961	\$86	\$1,174,492	\$4,318	30,594	112
Vigo	Terre Haute Police	\$4,182,733	\$29,877	\$35,447	\$77	\$44,186	\$374	8,431	71

Table 6a. - continued

County	Name of agency	Fiscal 1997 operating expenditure				Overtime pay and compensatory hours earned by full-time officers during fiscal 1997			
		Total	Per employee	Per officer	Per resident	Overtime pay		Compensatory hours	
						Total	Per officer	Total	Per officer
IOWA									
Black Hawk	Waterloo Police	---	---	---	---	\$215,766	\$1,712	---	---
Linn	Cedar Rapids Police	\$12,283,840	\$53,062	\$61,419	\$108	\$170,000	\$850	9,000	45
Polk	Des Moines Police	\$29,383,813	\$62,452	\$85,170	\$152	\$842,137	\$2,441	23,595	68
Scott	Davenport Police	\$11,727,527	\$56,655	\$73,758	\$121	\$334,828	\$2,106	1,821	11
Woodbury	Sioux City Police	\$9,347,777	\$61,499	\$76,621	\$112	\$95,033	\$779	2,000	16
KANSAS									
Douglas	Lawrence Police	\$4,949,164	\$35,734	\$44,992	\$69	\$344,047	\$3,128	0	0
Johnson	Johnson County Sheriff	\$26,151,826	\$62,045	\$74,084	\$64	\$1,214,716	\$3,441	0	0
Johnson	Olathe Police	\$8,318,080	\$57,366	\$71,708	\$106	\$465,635	\$4,014	0	0
Johnson	Overland Park Police	\$15,503,657	\$60,443	\$85,656	\$118	\$1,045,826	\$5,778	0	0
Sedgwick	Sedgwick County Sheriff	\$15,015,669	\$44,890	\$98,463	\$35	\$230,560	\$1,517	---	---
Sedgwick	Wichita Police	\$35,030,495	\$45,026	\$59,374	\$109	\$890,000	\$1,508	0	0
Shawnee	Shawnee County Sheriff	\$5,715,224	\$48,027	\$54,431	\$35	\$354,767	\$3,379	6,883	66
Shawnee	Topeka Police	\$17,816,468	\$54,401	\$64,088	\$149	---	---	---	---
Wyandotte	Kansas City Police	\$25,263,228	\$52,089	\$68,464	\$177	\$815,800	\$2,211	---	---
KENTUCKY									
Fayette	Lexington-Fayette County Police	\$24,605,531	\$40,107	\$56,826	\$103	\$1,756,042	\$4,056	2,850	7
Jefferson	Jefferson County Police	\$30,200,000	\$51,186	\$73,123	\$45	\$1,000,000	\$2,421	3,100	8
Jefferson	Jefferson County Sheriff	\$10,215,000	\$48,876	\$60,088	\$15	\$204,924	\$1,227	---	---
Jefferson	Louisville Police	\$51,711,420	\$57,457	\$79,069	\$198	\$2,351,584	\$3,596	1,998	3
Kenton	Covington Police	\$8,716,880	\$66,796	\$83,018	\$213	\$0	\$0	0	0
LOUISIANA									
Ascension	Ascension Parish Sheriff	\$7,298,346	\$39,882	\$40,101	\$107	\$72,620	\$422	2,200	13
Bossier	Bossier Police	\$6,747,186	\$38,120	\$38,336	\$121	\$228,221	\$1,297	5,379	31
Caddo	Caddo Parish Sheriff	\$25,994,500	\$42,579	\$44,741	\$106	\$264,100	\$458	800	1
Caddo	Shreveport Police	\$23,039,124	\$33,782	\$45,986	\$120	\$427,918	\$854	0	0
Calcasieu	Calcasieu Parish Sheriff	\$13,168,780	\$19,394	\$22,207	\$74	\$75,598	\$132	0	0
Calcasieu	Lake Charles Police	\$4,537,132	\$26,456	\$26,689	\$64	\$907,829	\$5,340	7,795	46
E. Baton Rouge	E. Baton Rouge Parish Sheriff	\$18,000,920	\$25,697	\$26,164	\$48	\$0	\$0	0	0
E. Baton Rouge	Baton Rouge Police	\$39,659,910	\$51,843	\$61,679	\$106	\$4,500,960	\$7,000	0	0
Jefferson	Kenner Police	\$8,337,510	\$42,647	\$64,135	\$115	\$1,084,094	\$8,339	0	0
Lafayette	Lafayette Parish Sheriff	\$15,491,230	\$33,207	\$33,243	\$95	---	---	---	---
Lafourche	Lafourche Parish Sheriff	\$7,265,301	\$34,929	\$41,996	\$83	\$166,173	\$977	26,332	155
Orleans	New Orleans Police	\$100,433,000	\$52,445	\$63,727	\$211	\$5,000,000	\$3,173	0	0
Ouachita	Ouachita Parish Sheriff	\$11,588,501	\$39,283	\$40,378	\$79	---	---	---	---
Ouachita	Monroe Police	\$8,581,679	\$33,588	\$50,779	\$157	\$446,616	\$2,643	---	---
Rapides	Alexandria Police	\$9,600,000	\$51,200	\$62,745	\$208	\$205,000	\$1,340	18,252	119
St. Bernard	St. Bernard Parish Sheriff	\$9,729,171	\$30,075	\$32,057	\$146	\$30,000	\$103	0	0
St. Charles	St. Charles Parish Sheriff	\$10,035,165	\$35,335	\$35,586	\$213	\$250,000	\$896	3,000	11
St. John the Baptist	St. John the Baptist Sheriff	\$8,074,757	\$37,211	\$37,733	\$191	\$250,000	\$1,168	4,000	19
St. Landry	St. Landry Parish Sheriff	\$1,717,000	\$14,930	\$14,930	\$21	\$0	\$0	0	0
St. Tammany	St. Tammany Parish Sheriff	\$15,071,093	\$40,514	\$40,514	\$84	---	---	30,833	87
Terrebonne	Terrebonne Parish Sheriff	\$9,856,423	\$39,035	\$39,035	\$97	\$250,000	\$1,016	0	0
MARYLAND									
Anne Arundel	Anne Arundel County Police	\$44,044,957	\$50,772	\$73,654	\$95	\$2,019,048	\$3,376	11,455	19
Anne Arundel	Annapolis Police	\$6,387,666	\$41,478	\$55,066	\$192	\$545,180	\$4,700	4,699	41
Baltimore(city)	Baltimore Police	\$181,774,737	\$48,996	\$58,979	\$269	\$6,819,000	\$2,213	0	0
Baltimore	Baltimore County Police	\$78,532,853	\$38,868	\$48,839	\$109	\$3,548,200	\$2,207	132,610	82
Charles	Charles County Sheriff	\$18,597,196	\$53,364	\$119,596	\$164	\$508,890	\$3,370	904	6
Harford	Harford County Sheriff	\$18,338,089	\$67,793	\$87,742	\$88	\$1,191,143	\$5,699	---	---
Howard	Howard County Police	\$23,995,458	\$60,366	\$77,405	\$107	\$933,005	\$3,010	---	---
Montgomery	Montgomery County Police	\$98,728,205	\$74,260	\$100,743	\$121	\$4,816,019	\$4,929	---	---
Prince George's	Prince George's County Police	\$91,935,626	\$56,715	\$72,734	\$119	\$10,144,363	\$8,026	0	0
MASSACHUSETTS									
Bristol	Fall River Police	\$11,918,142	\$41,382	\$49,046	\$131	\$775,970	\$3,193	---	---
Bristol	New Bedford Police	\$12,579,993	\$40,844	\$45,415	\$130	\$473,682	\$1,710	---	---
Essex	Lawrence Police	\$5,197,573	\$33,318	\$39,079	\$76	\$1,843,160	\$13,858	---	---
Essex	Lynn Police	---	---	---	---	\$732,000	\$4,519	0	0
Hampden	Chicopee Police	\$5,832,102	\$47,033	\$48,199	\$107	\$130,000	\$1,074	0	0
Hampden	Holyoke Police	---	---	---	---	\$384,059	\$3,122	15,835	129
Hampden	Springfield Police	---	---	---	---	\$1,200,000	\$2,087	---	---
Middlesex	Cambridge Police	\$21,757,000	\$77,427	\$87,378	\$232	\$393,731	\$1,581	0	0
Middlesex	Framingham Police	---	---	---	---	\$494,999	\$4,160	1,828	15
Middlesex	Lowell Police	\$15,232,211	\$46,299	\$61,920	\$151	\$669,844	\$2,723	0	0
Middlesex	Malden Police	\$4,450,215	\$37,085	\$44,502	\$84	\$481,382	\$4,814	---	---
Middlesex	Medford Police	\$7,706,235	\$63,952	\$67,011	\$137	\$717,414	\$6,238	0	0
Middlesex	Newton Police	\$9,485,871	\$42,826	\$60,807	\$118	\$598,638	\$3,837	---	---
Middlesex	Somerville Police	---	---	---	---	\$454,963	\$2,791	0	0
Middlesex	Waltham Police	\$8,341,121	\$43,671	\$58,330	\$146	\$453,530	\$3,172	4,282	30

Table 6a. - continued

County	Name of agency	Fiscal 1997 operating expenditure				Overtime pay and compensatory hours earned by full-time officers during fiscal 1997			
		Total	Per employee	Per officer	Per resident	Overtime pay		Compensatory hours	
						Total	Per officer	Total	Per officer
MASSACHUSETTS (cont.)									
Norfolk	Brookline Police	\$8,740,771	\$64,270	\$68,825	\$161	\$326,405	\$2,766	---	---
Norfolk	Quincy Police	\$14,393,752	\$57,232	\$71,611	\$168	\$1,121,648	\$5,580	0	0
Plymouth	Brockton Police	\$10,751,615	\$54,439	\$63,619	\$116	\$450,000	\$2,663	25,000	148
Suffolk	Boston Police	\$161,398,589	\$53,656	\$73,698	\$289	---	---	---	---
Suffolk	Revere Police	\$5,151,902	\$36,668	\$44,413	\$123	\$51,225	\$442	352	3
Worcester	Worcester Police	\$42,000,000	\$81,238	\$92,105	\$252	\$1,000,000	\$2,193	0	0
MICHIGAN									
Calhoun	Battle Creek Police	---	---	---	---	---	---	---	---
Genesee	Flint Police	\$27,064,633	\$64,748	\$83,533	\$201	\$1,008,050	\$3,111	10,500	32
Ingham	Lansing Police	---	---	---	---	\$882,409	\$3,544	---	---
Kalamazoo	Kalamazoo Police	\$23,409,672	\$70,938	\$98,775	\$302	\$828,409	\$3,495	6,662	28
Kent	Kent County Sheriff	\$32,052,100	\$64,297	\$187,439	\$60	\$920,942	\$5,386	0	0
Kent	Grand Rapids Police	\$27,500,000	\$60,841	\$79,251	\$146	\$1,400,000	\$4,035	55,424	160
Macomb	Macomb County Sheriff	\$20,000,000	\$51,020	\$105,820	\$27	\$1,400,000	\$7,407	20,000	106
Macomb	Sterling Heights Police	\$17,050,000	\$74,454	\$110,000	\$144	\$1,466,000	\$9,458	---	---
Macomb	Warren Police	---	---	---	---	---	---	---	---
Oakland	Oakland County Sheriff	\$67,604,037	\$83,052	\$96,028	\$58	\$4,219,855	\$6,502	0	0
Oakland	Farmington Hills Police	\$11,270,108	\$67,284	\$98,429	\$141	\$238,160	\$2,146	6,360	57
Oakland	Pontiac Police	\$15,022,691	\$74,740	\$91,047	\$213	\$1,254,601	\$7,604	22,660	137
Oakland	Southfield Police	\$14,551,800	\$64,675	\$87,137	\$191	\$925,832	\$5,544	---	---
Oakland	Troy Police	---	---	---	---	---	---	---	---
Saginaw	Saginaw Police	\$12,252,055	\$68,257	\$81,680	\$188	\$588,975	\$3,927	12,247	82
Washtenaw	Washtenaw County Sheriff	\$17,014,182	\$60,983	\$103,116	\$58	\$1,235,792	\$7,490	5,600	34
Washtenaw	Ann Arbor Police	\$12,261,379	\$50,667	\$66,638	\$113	\$727,185	\$3,952	5,371	29
Wayne	Wayne County Sheriff	\$90,258,067	\$76,881	\$118,139	\$42	\$3,485,717	\$4,562	0	0
Wayne	Dearborn Police	\$19,000,000	\$70,111	\$94,527	\$208	\$1,329,000	\$6,612	30,000	149
Wayne	Detroit Police	---	---	---	---	0	0	0	0
Wayne	Livonia Police	\$14,291,928	\$72,364	\$86,618	\$136	\$772,699	\$4,683	0	0
Wayne	Taylor Police	\$6,670,000	\$53,147	\$66,040	\$93	\$750,000	\$7,426	---	---
Wayne	Westland Police	\$9,628,520	\$77,649	\$95,332	\$106	\$334,142	\$3,308	14,688	145
MINNESOTA									
Hennepin	Bloomington Police	\$11,506,395	\$83,380	\$108,551	\$133	\$261,840	\$2,470	---	---
Hennepin	Minneapolis Police	\$71,174,075	\$62,433	\$79,971	\$198	\$3,200,000	\$3,596	---	---
Ramsey	Ramsey County Sheriff	\$23,667,795	\$65,744	\$82,755	\$49	\$900,449	\$3,148	---	---
Ramsey	St. Paul Police	\$47,430,720	\$64,182	\$81,636	\$183	\$1,157,337	\$1,992	0	0
St. Louis	Duluth Police	\$9,782,879	\$58,580	\$69,382	\$117	\$252,732	\$1,792	111	1
MISSISSIPPI									
Forrest	Hattiesburg Police	\$5,076,474	\$27,740	\$46,150	\$106	\$197,126	\$1,792	0	0
Harrison	Biloxi Police	\$8,266,505	\$45,671	\$67,758	\$171	\$133,811	\$1,097	0	0
Harrison	Gulfport Police	\$11,209,913	\$48,319	\$68,984	\$173	\$599,152	\$3,721	3,061	19
Hinds	Jackson Police	\$21,764,388	\$32,387	\$52,193	\$113	\$929,109	\$2,228	---	---
Jackson	Jackson County Sheriff	\$4,946,718	\$32,978	\$33,651	\$39	---	---	750	5
MISSOURI									
Boone	Columbia Police	\$7,938,302	\$52,226	\$68,434	\$103	\$252,900	\$2,180	0	0
Buchanan	St. Joseph Police	\$5,871,967	\$39,945	\$53,871	\$84	\$220,000	\$2,018	0	0
Greene	Springfield Police	\$14,525,101	\$45,533	\$57,411	\$101	---	---	---	---
Jackson	Independence Police	---	---	---	---	---	---	---	---
Jackson	Kansas City Police	\$88,710,079	\$47,694	\$75,691	\$201	---	---	---	---
Jefferson	Jefferson County Sheriff	---	---	---	---	---	---	2,000	13
St. Charles	St. Charles County Sheriff	\$6,484,285	\$39,418	\$55,899	\$25	\$144,207	\$1,243	2,752	24
St. Louis (city)	St. Louis Police	\$93,425,000	\$41,093	\$58,100	\$266	\$2,756,407	\$1,714	---	---
St. Louis	St. Louis County Police	\$38,452,720	\$45,506	\$61,623	\$38	---	---	---	---
MONTANA									
Yellowstone	Billings Police	\$6,738,233	\$48,828	\$57,592	\$74	\$306,034	\$2,616	7,855	67
NEBRASKA									
Douglas	Omaha Police	\$41,066,088	\$47,040	\$60,303	\$113	\$1,017,405	\$1,494	24,655	36
Lancaster	Lincoln Police	\$18,842,926	\$50,114	\$68,025	\$90	\$420,000	\$1,516	---	---
NEVADA									
Clark	Las Vegas Metropolitan Police	\$158,338,674	\$58,568	\$92,650	\$151	\$3,166,200	\$1,853	---	---
Clark	North Las Vegas Police	\$17,884,400	\$87,029	\$126,840	\$227	---	---	---	---
Nye	Nye County Sheriff	---	---	---	---	---	---	---	---
Washoe	Washoe County Sheriff	\$41,415,743	\$70,435	\$107,295	\$139	\$1,854,142	\$4,841	---	---
Washoe	Reno Police	\$36,852,430	\$79,767	\$118,879	\$237	\$1,821,815	\$5,877	4,000	13

Table 6a. - continued

County	Name of agency	Fiscal 1997 operating expenditure				Overtime pay and compensatory hours earned by full-time officers during fiscal 1997			
		Total	Per employee	Per officer	Per resident	Overtime pay		Compensatory hours	
						Total	Per officer	Total	Per officer
NEW HAMPSHIRE									
Hillsborough	Manchester Police	\$12,145,099	\$42,764	\$62,604	\$120	\$936,794	\$4,829	1,000	5
Hillsborough	Nashua Police	\$8,612,980	\$42,428	\$57,420	\$106	\$551,851	\$3,679	---	---
NEW JERSEY									
Atlantic	Atlantic City Police	\$20,413,834	\$35,814	\$48,837	\$532	\$448,390	\$1,073	---	---
Camden	Camden Police	\$22,164,667	\$53,667	\$64,245	\$261	\$1,566,400	\$4,540	0	0
Camden	Cherry Hill Police	\$10,425,000	\$58,240	\$87,605	\$151	\$188,645	\$1,585	5,533	46
Essex	Bloomfield Police	\$6,550,000	\$45,486	\$53,689	\$151	\$400,000	\$3,279	1,000	8
Essex	East Orange Police	\$20,631,291	\$58,116	\$72,390	\$293	\$903,735	\$3,171	32,664	115
Essex	Irvington Police	\$13,530,311	\$60,269	\$75,588	\$232	\$391,501	\$2,187	7,634	43
Essex	Newark Police	\$67,324,214	\$40,557	\$47,849	\$251	\$4,329,144	\$3,077	---	---
Essex	West Orange Police	\$6,855,131	\$43,663	\$66,555	\$174	\$222,713	\$2,162	3,061	30
Hudson	Hudson County Sheriff	---	---	---	---	---	---	---	---
Hudson	Bayonne Police	\$11,380,970	\$54,981	\$59,276	\$188	\$342,617	\$1,784	0	0
Hudson	Hoboken Police	\$9,621,389	\$58,311	\$62,073	\$290	---	---	---	---
Hudson	Jersey City Police	\$60,635,275	\$56,092	\$70,670	\$265	\$3,083,158	\$3,593	0	0
Hudson	North Bergen Police	\$6,240,000	\$48,750	\$57,778	\$130	\$80,000	\$741	---	---
Hudson	Union City Police	---	---	---	---	\$400,000	\$2,299	5,000	29
Hudson	West New York Police	\$7,160,000	\$63,084	\$66,605	\$190	\$332,775	\$3,139	0	0
Mercer	Hamilton Police	\$14,235,130	\$72,077	\$85,754	\$165	\$554,228	\$3,339	0	0
Mercer	Trenton Police	\$25,524,260	\$51,151	\$69,359	\$299	\$1,621,729	\$4,407	0	0
Middlesex	Edison Police	\$13,505,694	\$57,471	\$78,068	\$144	---	---	---	---
Middlesex	New Brunswick Police	\$11,049,365	\$56,955	\$80,068	\$266	\$832,581	\$6,033	0	0
Middlesex	Perth Amboy Police	---	---	---	---	\$171,276	\$1,464	16,748	143
Middlesex	Woodbridge Police	\$17,446,781	\$60,579	\$79,666	\$184	---	---	---	---
Monmouth	Long Branch Police	---	---	---	---	\$86,850	\$712	1,540	13
Morris	Parsippany Police	\$10,564,440	\$73,877	\$88,037	\$213	\$62,000	\$620	---	---
Ocean	Brick Township Police	\$7,815,206	\$51,756	\$70,407	\$107	\$234,000	\$2,108	500	5
Ocean	Dover Township Police	\$9,258,000	\$50,179	\$69,090	\$111	\$261,000	\$1,948	6,000	45
Passaic	Passaic County Sheriff	\$35,700,000	\$58,911	\$72,857	\$77	\$750,000	\$1,531	0	0
Passaic	Clifton Police	\$10,706,907	\$51,229	\$68,415	\$150	\$249,000	\$1,694	8,000	54
Passaic	Passaic Police	\$8,413,777	\$54,992	\$63,261	\$148	\$376,876	\$2,834	---	---
Passaic	Wayne Police	\$8,570,663	\$54,417	\$74,853	\$170	\$117,168	\$1,065	671	6
Union	Union County Sheriff	\$7,250,000	\$39,189	\$46,774	\$15	---	---	---	---
Union	Elizabeth Police	\$18,648,425	\$40,496	\$53,897	\$169	\$427,373	\$1,235	0	0
Union	Linden Police	---	---	---	---	\$170,000	\$1,339	0	0
Union	Plainfield Police	\$8,637,528	\$49,357	\$62,140	\$187	\$345,000	\$2,482	0	0
Union	Union Police	\$9,882,626	\$45,542	\$77,208	\$196	\$187,013	\$1,461	0	0
NEW MEXICO									
Bernalillo	Bernalillo County Sheriff	---	---	---	---	---	---	---	---
Bernalillo	Albuquerque Police	\$73,744,761	\$56,661	\$84,862	\$176	\$5,892,263	\$6,781	---	---
Dona Ana	Las Cruces Police	\$10,390,693	\$50,197	\$72,158	\$139	\$63,064	\$438	---	---
Santa Fe	Santa Fe Police	\$9,295,422	\$58,462	\$79,448	\$140	\$288,894	\$2,469	10,000	85
NEW YORK									
Albany	Albany Police	\$24,023,296	\$54,723	\$75,073	\$232	\$1,947,044	\$6,085	20,000	63
Albany	Colonie Police	\$9,500,000	\$61,489	\$87,156	\$123	\$290,000	\$2,661	500	5
Broome	Binghamton Police	\$7,206,274	\$44,483	\$50,044	\$149	\$195,000	\$1,354	0	0
Dutchess	Dutchess County Sheriff	\$18,048,038	\$36,720	\$42,317	\$69	\$1,498,756	\$3,785	12,370	31
Erie	Erie County Sheriff	\$43,085,143	\$65,930	\$78,124	\$45	\$6,904,047	\$13,027	13,726	26
Erie	Amherst Police	\$9,491,729	\$51,031	\$64,570	\$84	\$370,629	\$2,521	2,135	15
Erie	Buffalo Police	\$59,946,048	\$49,116	\$64,597	\$193	\$5,588,104	\$6,022	0	0
Erie	Cheektowaga Police	\$8,861,000	\$48,158	\$70,888	\$89	\$369,028	\$2,952	3,641	29
Erie	Tonawanda Police	\$8,712,629	\$52,644	\$82,195	\$106	\$111,185	\$1,049	263	2
Monroe	Monroe County Sheriff	\$60,500,000	\$61,893	\$77,021	\$84	\$2,400,000	\$3,170	50,000	66
Monroe	Rochester Police	\$46,719,500	\$51,087	\$67,416	\$211	\$2,004,100	\$2,892	45,732	66
Nassau	Nassau County Police	\$456,004,316	\$118,136	\$155,368	\$350	---	---	---	---
Nassau	Hempstead Police	\$9,554,539	\$65,219	\$88,468	\$205	\$779,367	\$7,216	2,446	23
New York City	New York City Police	\$2,424,000,000	\$49,986	\$63,235	\$328	\$110,564,681	\$2,885	745,554	19
Niagara	Niagara County Sheriff	\$14,581,263	\$48,604	\$111,307	\$66	\$537,207	\$4,101	1,497	11
Niagara	Niagara Falls Police	\$9,137,586	\$50,207	\$57,833	\$157	\$118,200	\$748	---	---
Onondaga	Onondaga County Sheriff	\$45,396,182	\$79,156	\$85,171	\$97	\$3,693,799	\$6,996	---	---
Onondaga	Syracuse Police	\$24,673,017	\$38,582	\$47,448	\$158	\$2,282,252	\$4,389	20,393	39
Oswego	Oswego County Sheriff	\$6,455,418	\$41,648	\$48,175	\$51	\$348,644	\$2,602	0	0
Rensselaer	Troy Police	\$2,930,105	\$25,151	\$27,906	\$56	\$289,867	\$2,761	1,000	10
Rockland	Clarkstown Police	\$13,131,000	\$63,282	\$84,716	\$157	\$1,253,501	\$8,087	9,240	60
Rockland	Ramapo Police	\$12,360,294	\$95,079	\$112,366	\$126	\$267,474	\$2,477	3,422	32
Schenectady	Schenectady Police	\$6,872,000	\$30,679	\$46,432	\$109	\$990,000	\$6,689	0	0
Suffolk	Suffolk County Police	\$305,127,462	\$84,208	\$112,552	\$225	\$17,597,287	\$6,491	---	---
Westchester	Westchester County Police	\$23,151,460	\$82,684	\$101,098	\$26	\$1,434,080	\$6,262	---	---
Westchester	Greenburgh Police	\$10,036,966	\$75,183	\$96,509	\$117	\$324,119	\$3,117	1,716	17
Westchester	Mt. Vernon Police	\$12,835,541	\$56,669	\$72,929	\$191	---	---	---	---
Westchester	New Rochelle Police	\$14,744,566	\$61,436	\$82,372	\$219	\$450,673	\$2,518	---	---
Westchester	White Plains Police	\$16,366,137	\$58,242	\$81,831	\$330	\$610,330	\$3,052	13,094	65
Westchester	Yonkers Police	\$37,812,616	\$60,500	\$70,153	\$199	\$3,168,056	\$5,878	---	---

Table 6a. - continued

County	Name of agency	Fiscal 1997 operating expenditure				Overtime pay and compensatory hours earned by full-time officers during fiscal 1997			
		Total	Per employee	Per officer	Per resident	Overtime pay		Compensatory hours	
						Total	Per officer	Total	Per officer
NORTH CAROLINA									
Alamance	Burlington Police	\$5,903,918	\$43,571	\$57,320	\$146	\$175,000	\$1,699	5,000	49
Buncombe	Buncombe County Sheriff	\$11,896,539	\$39,133	\$56,921	\$62	\$30,000	\$146	7,600	37
Buncombe	Asheville Police	\$9,963,781	\$46,560	\$60,023	\$156	\$176,882	\$1,066	---	---
Cabarrus	Cabarrus County Sheriff	\$5,804,879	\$38,959	\$44,312	\$51	\$30,000	\$229	4,000	31
Cumberland	Cumberland County Sheriff	\$17,193,934	\$31,233	\$50,870	\$60	\$0	\$0	---	---
Cumberland	Fayetteville Police	\$15,229,894	\$41,498	\$54,784	\$191	\$212,000	\$763	0	0
Durham	Durham Police	\$26,546,752	\$64,748	\$76,284	\$177	---	---	---	---
Forsyth	Winston-Salem Police	\$29,584,891	\$50,017	\$63,623	\$193	\$525,084	\$1,129	0	0
Gaston	Gaston County Police	\$7,851,819	\$45,386	\$67,688	\$43	\$71,800	\$619	0	0
Gaston	Gastonia Police	\$10,690,881	\$47,410	\$61,797	\$189	\$265,049	\$1,532	660	4
Guilford	Guilford County Sheriff	\$20,750,000	\$51,746	\$98,810	\$55	---	---	---	---
Guilford	Greensboro Police	\$32,858,799	\$54,537	\$73,346	\$168	\$61,046	\$136	17,796	40
Guilford	High Point Police	\$7,589,890	\$34,657	\$39,634	\$102	\$250,560	\$1,362	0	0
Mecklenburg	Charlotte-Mecklenburg Police	\$87,469,457	\$53,335	\$68,017	\$198	\$1,454,100	\$1,131	---	---
Nash	Rocky Mount Police	\$7,112,483	\$38,137	\$47,103	\$135	\$186,000	\$1,292	4,000	28
New Hanover	Wilmington Police	\$5,721,729	\$29,878	\$34,572	\$92	\$82,775	\$508	0	0
Pitt	Greenville Police	\$7,245,628	\$43,257	\$54,072	\$133	\$154,312	\$1,152	0	0
Wake	Wake County Sheriff	\$22,493,199	\$52,310	\$115,350	\$42	\$25,000	\$128	0	0
Wake	Raleigh Police	\$26,636,165	\$40,450	\$46,648	\$109	\$0	\$0	205,500	360
OHIO									
Butler	Butler County Sheriff	\$9,350,000	\$49,734	\$66,786	\$29	\$130,000	\$929	4,500	32
Butler	Hamilton Police	\$5,973,253	\$42,214	\$52,168	\$97	\$223,441	\$1,977	1,100	10
Cuyahoga	Cleveland Police	\$135,352,198	\$56,919	\$75,279	\$272	\$7,252,818	\$4,034	305,240	170
Cuyahoga	Euclid Police	\$9,297,481	\$48,424	\$91,152	\$177	\$632,145	\$6,198	8,551	84
Franklin	Franklin County Sheriff	\$36,374,398	\$52,564	\$65,187	\$36	\$749,303	\$1,343	21,998	39
Franklin	Columbus Police	\$128,872,648	\$60,732	\$74,665	\$196	\$3,640,514	\$2,109	---	---
Hamilton	Hamilton County Sheriff	\$43,832,493	\$46,091	\$46,091	\$51	\$554,164	\$583	---	---
Hamilton	Cincinnati Police	\$95,203,812	\$72,343	\$97,345	\$275	\$3,438,280	\$3,516	182,900	187
Lorain	Lorain Police	\$6,400,000	\$44,755	\$60,377	\$92	\$300,000	\$2,830	4,000	38
Lucas	Toledo Police	\$84,802,825	\$105,476	\$116,009	\$267	\$2,779,284	\$3,802	---	---
Mahoning	Youngstown Police	\$13,188,779	\$54,839	\$66,948	\$151	\$732,822	\$3,720	---	---
Montgomery	Dayton Police	\$42,690,400	\$71,269	\$88,021	\$247	\$2,943,200	\$6,068	39,000	80
Stark	Canton Police	\$11,300,000	\$55,941	\$60,428	\$139	---	---	---	---
Summit	Akron Police	\$35,686,670	\$65,480	\$71,373	\$165	\$1,199,653	\$2,399	35,658	71
OKLAHOMA									
Cleveland	Norman Police	---	---	---	---	---	---	---	---
Comanche	Lawton Police	\$8,674,437	\$51,480	\$60,239	\$105	---	---	---	---
Oklahoma	Oklahoma County Sheriff	\$18,400,000	\$22,076	\$55,927	\$29	\$5,775	\$18	3,000	9
Oklahoma	Oklahoma City Police	\$76,829,565	\$60,976	\$77,763	\$164	\$762,055	\$771	---	---
Tulsa	Tulsa County Sheriff	\$14,443,210	\$34,512	\$67,492	\$27	---	---	23,968	112
Tulsa	Tulsa Police	\$47,457,204	\$50,865	\$59,322	\$125	\$1,757,440	\$2,197	59,906	75
OREGON									
Clackamas	Clackamas County Sheriff	\$31,641,000	\$89,762	\$113,004	\$98	\$2,695,000	\$9,625	10,000	36
Lane	Lane County Sheriff	\$22,385,757	\$78,547	\$114,213	\$73	\$2,030,265	\$10,358	3,233	16
Lane	Eugene Police	\$15,309,548	\$56,493	\$90,589	\$124	\$946,432	\$5,600	0	0
Linn	Linn County Sheriff	\$8,606,696	\$52,162	\$63,753	\$84	\$219,821	\$1,628	318	2
Marion	Salem Police	\$20,183,611	\$75,032	\$118,033	\$165	\$607,993	\$3,556	9,921	58
Multnomah	Portland Police	\$99,461,436	\$81,459	\$103,390	\$207	\$5,152,606	\$5,356	28,792	30
Washington	Washington County Sheriff	\$20,781,951	\$62,785	\$78,128	\$54	\$294,999	\$1,109	---	---
PENNSYLVANIA									
Allegheny	Allegheny County Police	\$12,082,889	\$45,596	\$51,858	\$9	\$952,540	\$4,088	0	0
Allegheny	Pittsburgh Police	---	---	---	---	\$5,633,109	\$5,021	---	---
Berks	Reading Police	\$9,777,278	\$35,361	\$47,928	\$129	\$571,900	\$2,803	---	---
Dauphin	Harrisburg Police	\$11,055,386	\$49,576	\$62,460	\$217	\$1,110,216	\$6,272	14,800	84
Delaware	Upper Darby Township Police	\$8,839,950	\$76,206	\$87,524	\$111	\$207,000	\$2,050	---	---
Erie	Erie Police	\$15,192,826	\$59,116	\$81,245	\$144	\$514,754	\$2,753	0	0
Lancaster	Lancaster Police	\$7,629,184	\$41,351	\$56,512	\$142	\$215,000	\$1,593	---	---
Lehigh	Allentown Police	\$10,995,342	\$34,253	\$53,899	\$108	\$820,794	\$4,024	12,913	63
Montgomery	Lower Merion Township Police	\$7,992,516	\$48,884	\$59,646	\$140	\$209,947	\$1,567	0	0
Northampton	Bethlehem Police	\$5,750,377	\$33,432	\$41,074	\$82	\$45,156	\$323	2,728	19
Philadelphia	Philadelphia Police	\$350,678,553	\$42,638	\$51,707	\$237	\$28,200,304	\$4,158	51,979	8
RHODE ISLAND									
Kent	Warwick Police	\$10,440,572	\$42,184	\$61,779	\$124	\$229,000	\$1,355	3,500	21
Providence	Cranston Police	\$13,875,796	\$58,671	\$95,695	\$187	\$304,154	\$2,098	---	---
Providence	Pawtucket Police	---	---	---	---	\$475,000	\$3,188	0	0
Providence	Providence Police	\$20,841,362	\$35,475	\$44,533	\$137	\$1,601,554	\$3,422	---	---
Providence	Woonsocket Police	\$5,694,694	\$47,855	\$56,383	\$136	\$340,000	\$3,366	---	---

Table 6a. - continued

County	Name of agency	Fiscal 1997 operating expenditure				Overtime pay and compensatory hours earned by full-time officers during fiscal 1997			
		Total	Per employee	Per officer	Per resident	Overtime pay		Compensatory hours	
						Total	Per officer	Total	Per officer
SOUTH CAROLINA									
Anderson	Anderson County Sheriff	\$5,110,309	\$33,731	\$44,437	\$33	\$142,099	\$1,236	9,600	83
Beaufort	Beaufort County Sheriff	\$11,390,828	\$62,759	\$68,005	\$111	\$235,923	\$1,456	---	---
Charleston	Charleston County Sheriff	\$26,465,276	\$46,430	\$113,585	\$95	\$832,516	\$3,573	5,000	21
Charleston	Charleston Police	\$19,000,000	\$38,384	\$59,748	\$267	\$25,000	\$79	0	0
Greenville	Greenville County Sheriff	\$12,066,116	\$31,138	\$41,607	\$35	\$523,600	\$1,806	0	0
Greenville	Greenville Police	\$8,507,399	\$37,895	\$47,002	\$149	\$242,089	\$1,376	0	0
Horry	Horry County Police	\$5,387,877	\$36,652	\$40,510	\$33	\$160,187	\$1,204	0	0
Horry	Myrtle Beach Police	\$7,584,372	\$42,019	\$55,360	\$298	\$835,338	\$6,097	1,010	7
Richland	Richland County Sheriff	\$11,357,360	\$30,449	\$35,162	\$37	\$109,540	\$339	4,680	14
Richland	Columbia Police	\$15,215,179	\$45,216	\$52,739	\$135	---	---	---	---
Spartanburg	Spartanburg County Sheriff	\$10,473,701	\$40,913	\$44,569	\$43	\$23,000	\$98	0	0
Spartanburg	Spartanburg Police	\$5,512,544	\$32,522	\$41,138	\$131	\$63,686	\$475	3,500	26
SOUTH DAKOTA									
Minnehaha	Sioux Falls Police	\$10,381,142	\$56,573	\$65,290	\$92	\$492,793	\$3,099	5,728	36
TENNESSEE									
Davidson	Nashville Metropolitan Police	\$71,801,906	\$39,354	\$56,139	\$140	\$1,823,115	\$1,425	9,540	7
Hamilton	Hamilton County Sheriff	\$13,912,879	\$41,718	\$48,058	\$47	\$781,441	\$2,732	0	0
Hamilton	Chattanooga Police	\$19,756,577	\$36,859	\$46,817	\$131	\$607,064	\$1,452	0	0
Knox	Knox County Sheriff	\$29,375,521	\$34,297	\$106,241	\$81	---	---	---	---
Knox	Knoxville Police	\$22,249,117	\$45,130	\$56,327	\$133	\$209,533	\$530	6,000	15
Madison	Jackson Police	\$8,324,801	\$38,363	\$48,400	\$165	\$423,000	\$2,459	1,200	7
Montgomery	Clarksville Police	\$4,596,110	\$22,420	\$25,253	\$48	\$199,648	\$1,128	0	0
Rutherford	Murfreesboro Police	\$5,143,585	\$30,346	\$41,481	\$95	\$523,595	\$4,257	7,500	61
Shelby	Memphis Police	\$109,873,761	\$53,079	\$70,772	\$184	\$9,135,079	\$6,098	26,550	18
Sullivan	Sullivan County Sheriff	---	---	---	---	---	---	---	---
Washington	Johnson City Police	\$6,920,532	\$38,770	\$49,432	\$125	\$97,000	\$693	0	0
TEXAS									
Bell	Killeen Police	\$5,729,614	\$31,481	\$41,220	\$73	\$309,243	\$2,225	4,654	33
Bell	Temple Police	\$6,072,210	\$47,071	\$58,387	\$118	\$300,807	\$2,892	8,090	78
Bexar	Bexar County Sheriff	\$50,858,772	\$33,252	\$38,676	\$39	---	---	---	---
Bexar	San Antonio Police	\$159,456,679	\$65,084	\$85,408	\$149	\$4,600,237	\$2,464	---	---
Cameron	Brownsville Police	\$12,189,000	\$49,149	\$67,717	\$92	\$694,000	\$3,856	6,513	36
Cameron	Harlingen Police	\$4,800,000	\$33,803	\$44,860	\$84	\$180,000	\$1,682	3,000	28
Collin	Plano Police	\$18,454,269	\$52,204	\$75,324	\$96	\$1,094,020	\$4,465	36,000	147
Dallas	Carrollton Police	\$10,359,800	\$50,047	\$79,691	\$107	\$286,797	\$2,206	4,800	37
Dallas	Dallas Police	\$212,314,565	\$60,197	\$75,369	\$202	\$7,632,582	\$2,709	135,276	48
Dallas	Garland Police	\$21,018,305	\$52,546	\$72,980	\$111	\$1,302,659	\$4,523	---	---
Dallas	Grand Prairie Police	\$13,562,617	\$49,954	\$80,252	\$124	\$642,160	\$3,800	0	---
Dallas	Irving Police	\$21,764,177	\$50,497	\$78,288	\$123	\$466,000	\$1,676	0	0
Dallas	Mesquite Police	\$15,621,795	\$60,785	\$80,942	\$140	\$955,222	\$4,949	2,199	11
Dallas	Richardson Police	\$13,862,273	\$58,988	\$95,602	\$171	\$419,638	\$2,894	---	---
Denton	Denton Police	\$7,196,548	\$47,659	\$65,423	\$98	\$281,620	\$2,560	6,000	55
Ector	Odessa Police	\$9,920,607	\$43,511	\$58,015	\$109	\$575,055	\$3,363	10,972	64
El Paso	El Paso Police	\$64,441,861	\$50,306	\$63,615	\$107	\$3,089,054	\$3,049	0	0
Fort Bend	Fort Bend County Sheriff	\$12,470,073	\$41,155	\$65,632	\$41	\$0	\$0	3,037	16
Gregg	Longview Police	\$8,774,199	\$46,424	\$62,673	\$118	\$227,544	\$1,625	4,565	33
Harris	Harris County Sheriff	\$152,221,134	\$46,058	\$61,528	\$49	\$273,908	\$111	---	---
Harris	Baytown Police	\$7,444,741	\$50,644	\$65,305	\$109	\$317,912	\$2,789	2,000	18
Harris	Houston Police	\$376,666,719	\$50,614	\$70,339	\$216	\$28,095,316	\$5,247	669,373	125
Harris	Pasadena Police	\$12,830,343	\$43,346	\$55,784	\$97	\$770,000	\$3,348	90,000	391
Hidalgo	Hidalgo County Sheriff	\$11,017,947	\$34,978	\$86,078	\$22	---	---	---	---
Hidalgo	McAllen Police	\$11,207,360	\$38,250	\$57,474	\$108	\$405,000	\$2,077	3,280	17
Jefferson	Beaumont Police	\$17,208,031	\$52,464	\$65,680	\$155	\$442,003	\$1,687	11,634	44
Jefferson	Port Arthur Police	\$7,601,334	\$54,295	\$67,869	\$132	\$316,336	\$2,824	3,512	31
Lubbock	Lubbock Police	---	---	---	---	\$874,653	\$2,916	---	---
McLennan	Waco Police	\$12,690,337	\$40,871	\$56,653	\$117	\$417,137	\$1,862	4,782	21
Midland	Midland Police	\$10,603,139	\$47,548	\$66,270	\$109	\$210,000	\$1,313	10,500	66
Nueces	Corpus Christi Police	\$30,783,674	\$50,424	\$78,131	\$110	\$1,884,346	\$4,783	---	---
Potter	Amarillo Police	\$16,892,768	\$49,466	\$64,723	\$100	\$319,032	\$1,222	20,000	77
Smith	Tyler Police	\$10,941,185	\$48,954	\$65,911	\$133	\$472,000	\$2,843	25,070	151
Tarrant	Tarrant County Sheriff	\$38,371,599	\$28,668	\$90,180	\$29	\$1,619,148	\$3,911	0	0
Tarrant	Arlington Police	\$39,030,000	\$64,036	\$85,218	\$132	\$610,510	\$1,333	24,420	53
Tarrant	Fort Worth Police	\$86,677,000	\$57,024	\$72,231	\$181	\$715,999	\$597	0	0
Taylor	Abilene Police	\$9,627,380	\$42,225	\$57,649	\$89	\$322,000	\$1,928	0	0
Tom Green	San Angelo Police	\$8,071,655	\$42,707	\$49,217	\$92	\$335,000	\$2,043	0	0
Travis	Travis County Sheriff	\$47,890,364	\$42,138	\$58,546	\$70	\$407,130	\$498	0	0
Travis	Austin Police	\$75,503,597	\$51,486	\$77,360	\$139	\$1,671,987	\$1,713	---	---
Webb	Laredo Police	\$8,526,802	\$25,227	\$31,698	\$52	\$363,576	\$1,352	1,972	7
Wichita	Wichita Falls Police	\$11,112,300	\$43,836	\$63,864	\$111	\$189,000	\$189,000	1,800	10
Williamson	Williamson County Sheriff	---	---	---	---	\$0	\$0	0	0

Table 6a. - continued

County	Name of agency	Fiscal 1997 operating expenditure				Overtime pay and compensatory hours earned by full-time officers during fiscal 1997			
		Total	Per employee	Per officer	Per resident	Overtime pay		Compensatory hours	
						Total	Per officer	Total	Per officer
UTAH									
Salt Lake	Salt Lake City Police	\$33,490,208	\$58,962	\$85,001	\$194	\$1,291,356	\$3,278	---	---
Salt Lake	West Valley City Police	\$8,500,000	\$44,855	\$57,823	\$86	\$75,000	\$524	0	0
Weber	Ogden Police	\$7,600,000	\$53,901	\$66,667	\$116	\$525,000	\$4,605	4,000	35
VIRGINIA									
Alexandria(city)	Alexandria Police	\$24,926,000	\$61,394	\$91,640	\$212	\$1,487,000	\$5,467	7,681	28
Arlington	Arlington County Police	\$31,006,108	\$65,139	\$93,111	\$177	\$1,005,692	\$3,020	0	0
Chesapeake(city)	Chesapeake Police	\$18,343,138	\$47,094	\$62,180	\$95	\$431,434	\$1,462	7,897	27
Chesterfield	Chesterfield County Police	\$20,023,600	\$46,031	\$56,089	\$83	\$1,210,400	\$3,400	0	0
Danville(city)	Danville Police	\$5,761,772	\$38,670	\$42,680	\$108	---	---	---	---
Fairfax	Fairfax County Police	\$99,004,310	\$70,743	\$94,380	\$110	\$8,742,310	\$8,334	52,975	51
Hampton(city)	Hampton Police	\$10,476,139	\$29,552	\$40,216	\$75	\$640,000	\$2,510	---	---
Hanover	Hanover County Sheriff	\$7,526,324	\$47,485	\$51,727	\$98	\$276,000	\$2,000	5,505	40
Henrico	Henrico County Police	\$33,837,700	\$54,227	\$75,869	\$145	\$859,843	\$1,928	---	---
Loudoun	Loudoun County Sheriff	\$14,176,314	\$57,863	\$78,977	\$115	\$841,417	\$4,727	100	1
Lynchburg(city)	Lynchburg Police	\$6,330,646	\$32,801	\$44,270	\$94	\$200,681	\$1,403	9,104	64
Newport News(city)	Newport News Police	\$22,751,785	\$45,458	\$61,161	\$129	\$467,425	\$1,257	---	---
Norfolk(city)	Norfolk Police	\$40,687,615	\$47,092	\$57,226	\$174	\$643,898	\$906	---	---
Petersburg(city)	Petersburg Police	\$5,898,140	\$39,321	\$57,263	\$154	\$195,500	\$1,898	11,198	109
Portsmouth(city)	Portsmouth Police	\$12,488,725	\$34,982	\$50,767	\$123	\$350,846	\$1,426	---	---
Prince William	Prince William County Police	\$26,518,261	\$62,031	\$82,355	\$106	\$1,116,572	\$3,468	4,658	14
Richmond(city)	Richmond Police	\$36,016,880	\$44,356	\$51,306	\$182	\$1,294,745	\$1,844	---	---
Roanoke(city)	Roanoke Police	\$12,318,625	\$41,338	\$48,120	\$129	\$318,000	\$1,282	3,500	14
Suffolk(city)	Suffolk Police	\$6,018,509	\$41,795	\$53,261	\$102	\$176,362	\$1,575	5,933	53
Virginia Beach(city)	Virginia Beach Police	\$50,820,241	\$54,971	\$71,780	\$118	\$2,268,831	\$3,205	62,550	88
WASHINGTON									
Clark	Clark County Sheriff	\$18,368,558	\$54,345	\$143,504	\$60	\$224,479	\$1,754	1,444	11
Clark	Vancouver Police	\$8,195,845	\$62,090	\$68,873	\$137	\$342,401	\$2,877	1,488	13
King	King County Sheriff	\$64,000,000	\$73,988	\$110,535	\$40	\$2,421,374	\$4,182	---	---
King	Bellevue Police	\$19,877,245	\$77,343	\$120,468	\$215	\$462,913	\$2,806	5,986	36
King	Kent Police	\$13,657,537	\$83,278	\$126,459	\$320	\$670,989	\$6,213	---	---
King	Seattle Police	\$116,566,847	\$65,267	\$94,616	\$222	\$6,869,537	\$5,576	21,285	17
Pierce	Pierce County Sheriff	\$53,356,800	\$78,466	\$179,653	\$81	\$2,163,300	\$7,284	0	0
Pierce	Tacoma Police	\$39,577,361	\$92,040	\$102,004	\$221	\$1,824,195	\$4,702	---	---
Snohomish	Snohomish County Sheriff	---	---	---	---	\$1,218,538	\$6,924	0	0
Snohomish	Everett Police	\$12,588,786	\$66,083	\$82,280	\$155	\$390,234	\$2,551	10,000	65
Spokane	Spokane County Sheriff	\$25,193,866	\$53,891	\$107,897	\$62	\$640,345	\$2,748	---	---
Spokane	Spokane Police	\$26,703,400	\$68,208	\$95,030	\$143	\$1,327,701	\$4,725	0	0
Thurston	Thurston County Sheriff	\$11,546,261	\$64,325	\$80,743	\$59	\$502,501	\$3,514	8,875	62
Yakima	Yakima Police	\$9,406,999	\$56,161	\$83,248	\$144	\$115,500	\$1,022	1,936	17
WEST VIRGINIA									
Cabell	Huntington Police	\$5,592,018	\$50,837	\$54,824	\$104	\$450,000	\$4,412	2,200	22
Kanawha	Charleston Police	\$9,235,955	\$42,464	\$52,777	\$165	\$1,600,000	\$9,143	0	0
WISCONSIN									
Brown	Brown County Sheriff	\$15,270,091	\$75,408	\$115,683	\$72	\$889,275	\$6,737	238	2
Brown	Green Bay Police	\$13,721,040	\$49,624	\$74,168	\$134	\$790,000	\$4,270	---	---
Dane	Dane County Sheriff	\$32,236,768	\$79,794	\$100,114	\$82	\$1,628,114	\$5,056	---	---
Dane	Madison Police	\$30,073,241	\$77,508	\$91,967	\$152	\$1,039,298	\$3,178	39,983	122
Kenosha	Kenosha Police	\$13,502,703	\$66,190	\$78,504	\$155	\$282,211	\$1,641	0	0
Milwaukee	Milwaukee County Sheriff	\$63,143,431	\$72,914	\$98,662	\$68	\$5,745,222	\$8,977	15,037	23
Milwaukee	Milwaukee Police	\$130,711,033	\$49,757	\$60,768	\$221	\$10,144,410	\$4,716	258,108	120
Milwaukee	West Allis Police	\$10,825,717	\$57,892	\$67,240	\$179	\$233,472	\$1,450	2,680	17
Outgamie	Appleton Police	\$8,763,722	\$57,093	\$85,085	\$133	\$340,068	\$3,302	12,049	117
Racine	Racine Police	\$15,972,413	\$56,841	\$76,423	\$193	\$657,675	\$3,147	8,000	38
Waukesha	Waukesha County Sheriff	\$18,196,018	\$59,078	\$122,946	\$53	\$409,586	\$2,767	4,138	28

Note: Data are for fiscal year ending June 30, 1997 or the most recent fiscal year completed prior to that date. Operating expenditure data include gross salaries and wages, employer contributions to employee benefits, jail expenditures (if applicable), and other operating expenditures such as the purchase of supplies, food, and contractual services. Capital expenditures such as equipment purchases and construction costs are not included. Computation of per employee expenditure includes all agency employees with a weight of .5 assigned to part-time employees. Computation of per officer expenditure includes all sworn agency employees with a weight of .5 assigned to part-time officers. Computation of per resident expenditure is based on city or county population. In some cases, data are estimates provided by agency.

---Data were not provided by an agency.

Table 7a. Starting salaries, collective bargaining, special pay, and officer membership organizations in local law enforcement agencies, 1997

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
ALABAMA										
Etowah	Gadsden Police	\$33,612	\$28,142	\$24,980	\$22,986	X	H,S	X	-	X
Houston	Dothan Police	\$66,531	\$33,111	\$28,266	\$27,443	-	-	X	X	X
Jefferson	Jefferson County Sheriff	\$67,500	\$27,331	\$23,608	\$22,505	X	E,H	-	-	X
Jefferson	Bessemer Police	\$64,555	\$37,080	\$26,208	\$23,753	-	E	-	-	-
Jefferson	Birmingham Police	\$70,179	\$27,788	\$25,188	\$22,859	-	E,H,M	-	-	X
Jefferson	Hoover Police	\$58,746	\$36,065	\$31,154	\$29,671	-	E,H,S	-	X	X
Madison	Huntsville Police	\$57,740	\$30,992	\$26,769	\$24,356	-	H	-	-	X
Mobile	Mobile County Sheriff	\$85,151	\$27,936	\$22,440	\$21,888	-	E,M	X	X	X
Mobile	Mobile Police	\$77,844	\$26,612	\$21,888	\$20,856	-	E,H,M	-	-	X
Montgomery	Montgomery County Sheriff	\$59,488	\$28,935	\$22,671	\$20,564	-	H,M	-	-	-
Montgomery	Montgomery Police	\$62,009	\$26,721	\$24,708	\$24,008	-	H,M,S	-	-	X
Morgan	Decatur Police	---	---	---	---	-	M	-	-	X
Tuscaloosa	Tuscaloosa Police	\$56,803	\$29,143	\$24,189	\$23,363	-	S	-	-	-
ALASKA										
Anchorage	Anchorage Police	\$73,736	\$50,660	\$46,280	\$45,064	X	E,M,S	X	X	X
ARIZONA										
Maricopa	Maricopa County Sheriff	\$75,000	\$40,227	\$27,934	\$26,603	-	S,E	-	X	X
Maricopa	Chandler Police	\$72,259	\$38,226	\$33,003	\$31,431	X	E,H,M	-	-	X
Maricopa	Glendale Police	\$74,712	\$39,307	\$33,815	\$33,815	-	H,M	-	-	X
Maricopa	Mesa Police	\$93,626	\$45,513	\$33,722	\$32,892	-	-	-	-	X
Maricopa	Phoenix Police	\$80,122	\$39,374	\$34,320	\$32,802	X	S,E	X	X	X
Maricopa	Scottsdale Police	\$73,694	\$47,777	\$32,053	\$30,013	-	S,M	-	-	X
Maricopa	Tempe Police	\$79,737	\$41,790	\$33,798	\$33,798	-	S	-	-	-
Pima	Pima County Sheriff	---	\$45,174	\$31,479	\$30,798	X	E,H,M,S	-	-	X
Pima	Tucson Police	\$70,000	\$41,388	\$30,888	\$29,400	-	E,H,M,S	X	X	X
Pinal	Pinal County Sheriff	\$75,000	\$32,033	\$27,601	\$26,249	-	S,M	-	-	-
Yuma	Yuma Police	\$65,662	\$39,017	\$31,242	\$31,242	-	-	-	-	X
ARKANSAS										
Jefferson	Pine Bluff Police	\$43,963	\$31,251	\$27,405	\$23,259	-	E,M	-	-	X
Pulaski	Pulaski County Sheriff	\$27,000	\$21,869	\$18,402	\$18,402	-	-	-	-	X
Pulaski	Little Rock Police	\$58,900	\$35,462	\$23,061	\$23,061	X	S,E	X	-	X
Pulaski	North Little Rock Police	\$65,000	\$33,374	\$24,222	\$21,633	X	E	-	-	X
Sebastian	Fort Smith Police	\$52,500	\$32,100	\$26,850	\$24,010	-	E	-	-	X
CALIFORNIA										
Alameda	Alameda County Sheriff	\$136,524	\$55,668	\$43,572	\$37,380	X	E,M	X	X	X
Alameda	Alameda Police	\$88,400	\$58,032	\$47,715	\$47,715	X	E	-	-	X
Alameda	Berkeley Police	\$84,192	\$66,504	\$52,752	\$50,412	X	H	-	-	X
Alameda	Fremont Police	\$126,351	\$66,460	\$56,260	\$54,432	X	E,M	X	X	X
Alameda	Hayward Police	\$121,823	\$60,180	\$55,407	\$50,415	X	E,M	-	-	X
Alameda	Oakland Police	\$118,680	\$70,764	\$49,608	\$47,244	X	E	X	-	X
Contra Costa	Contra Costa County Sheriff	\$127,500	\$49,668	\$45,072	\$42,924	X	E,M	-	-	X
Contra Costa	Concord Police	\$86,484	\$55,848	\$44,868	\$44,868	X	S,E	-	-	X
Contra Costa	Richmond Police	\$100,000	\$53,000	\$48,700	\$46,500	X	E,H,M,S	X	X	X
El Dorado	El Dorado County Sheriff	\$86,775	\$40,770	\$33,000	\$31,470	X	E,H,S	X	-	X
Fresno	Fresno County Sheriff	\$111,250	\$58,710	\$39,841	\$30,221	X	E	-	X	X
Fresno	Fresno Police	\$80,400	\$57,144	\$46,596	\$40,332	X	E,H	X	X	X
Kern	Kern County Sheriff	\$103,996	\$50,988	\$35,964	\$30,348	X	E,H,M	X	-	X
Kern	Bakersfield Police	\$92,470	\$53,600	\$40,960	\$33,995	X	E,H	X	-	X
Los Angeles	Los Angeles County Sheriff	\$234,015	\$57,840	\$41,041	\$40,349	X	E,H,M,S	X	X	X
Los Angeles	Beverly Hills Police	\$123,917	\$52,633	\$48,519	\$43,529	-	E,H	-	-	X
Los Angeles	Burbank Police	\$96,264	\$54,240	\$46,500	\$43,176	X	E,H	-	-	X
Los Angeles	Compton Police	\$82,764	\$57,264	\$40,152	\$31,728	X	E,M	-	-	X
Los Angeles	Culver City Police	\$103,417	\$63,128	\$43,721	\$41,387	X	E	X	X	X
Los Angeles	Downey Police	\$86,844	\$50,439	\$45,317	\$42,955	X	E,H,M	-	-	X
Los Angeles	El Monte Police	\$104,200	\$64,227	\$48,544	\$40,120	X	E	X	X	X
Los Angeles	Glendale Police	\$104,280	\$58,212	\$47,616	\$45,144	-	E,H,M	X	-	X
Los Angeles	Inglewood Police	\$85,080	\$49,962	\$40,946	\$38,959	X	S,E	X	-	X
Los Angeles	Long Beach Police	\$122,000	\$51,972	\$38,976	\$35,076	X	E,H	X	X	X
Los Angeles	Los Angeles Police	\$202,000	\$60,739	\$43,868	\$43,868	X	E,H,M	X	-	X
Los Angeles	Pasadena Police	\$99,063	\$53,435	\$45,448	\$43,076	X	E,H,M	X	-	X
Los Angeles	Pomona Police	\$127,573	\$53,946	\$45,540	\$29,760	X	E,H,M	X	X	X
Los Angeles	Santa Monica Police	\$102,108	\$54,696	\$46,728	\$46,728	X	E,H	-	-	X
Los Angeles	Torrance Police	\$91,740	\$57,960	\$45,156	\$43,008	X	E,H	-	-	X
Los Angeles	West Covina Police	\$105,000	\$72,000	\$50,000	\$36,000	X	E	-	-	X
Los Angeles	Whittier Police	\$100,300	\$50,964	\$42,828	\$40,716	X	-	-	-	X
Marin	Marin County Sheriff	\$103,080	\$56,056	\$44,845	\$42,785	X	E	X	-	X
Monterey	Monterey County Sheriff	\$97,860	\$47,592	\$40,571	\$38,400	X	E	X	X	X
Monterey	Salinas Police	\$91,812	\$56,076	\$43,092	\$41,028	X	E,M,S	X	X	X
Orange	Orange County Sheriff-Coroner	\$126,214	\$50,825	\$41,121	\$39,104	X	E,H,S	-	-	X
Orange	Anaheim Police	\$91,190	\$65,395	\$38,813	\$38,813	X	E,H,M,S	X	-	X
Orange	Costa Mesa Police	\$81,000	\$49,572	\$42,300	\$40,284	X	E,M	X	X	X
Orange	Fullerton Police	\$105,780	\$61,950	\$47,330	\$42,720	X	E,H	X	X	X
Orange	Garden Grove Police	\$85,284	\$51,732	\$42,228	\$40,248	X	E	X	X	X
Orange	Huntington Beach Police	\$112,500	\$65,220	\$46,356	\$41,640	X	E,H,M	-	-	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
CALIFORNIA (cont.)										
Orange	Irvine Police	\$85,407	\$51,074	\$39,384	\$39,384	X	E,H,M	-	-	X
Orange	Newport Beach Police	\$106,044	\$53,736	\$39,648	\$35,688	X	E,M	X	-	X
Orange	Orange Police	\$85,308	\$59,856	\$42,012	\$39,972	X	E,H,M,S	X	X	X
Orange	Santa Ana Police	\$85,728	\$57,168	\$46,332	\$46,332	X	E,M	X	X	X
Placer	Placer County Sheriff	\$92,300	\$39,408	\$32,772	\$29,496	X	S,E	-	-	X
Riverside	Riverside County Sheriff	\$114,317	\$47,008	\$36,941	\$35,006	X	E,H,M	-	-	X
Riverside	Corona Police	\$101,656	\$55,392	\$39,372	\$37,500	X	E,M	-	-	X
Riverside	Riverside Police	\$74,000	\$56,958	\$40,572	\$35,052	X	H,M	X	-	-
Sacramento	Sacramento County Sheriff	\$111,720	\$43,806	\$37,855	\$37,855	X	E,H	X	-	-
Sacramento	Sacramento Police	\$76,543	\$37,093	\$31,788	\$31,788	X	E	-	-	X
San Bernardino	San Bernardino County Sheriff	\$112,000	\$45,406	\$36,275	\$32,947	X	E	-	-	X
San Bernardino	Fontana Police	\$85,428	\$53,016	\$40,620	\$38,688	X	S,M	-	-	X
San Bernardino	Ontario Police	\$73,860	\$61,104	\$41,820	\$37,860	X	E,H,M,S	X	X	X
San Bernardino	Rialto Police	\$74,424	\$47,652	\$43,813	\$39,720	-	S,E	-	-	X
San Bernardino	San Bernardino Police	\$106,560	\$51,948	\$39,960	\$31,968	X	E,H,M	X	-	X
San Diego	San Diego County Sheriff	\$131,568	\$64,189	\$46,482	\$40,560	X	E	X	X	X
San Diego	Chula Vista Police	\$107,800	\$48,600	\$41,900	\$39,900	X	E	X	X	X
San Diego	El Cajon Police	\$81,022	\$42,326	\$34,813	\$31,536	X	E,M	X	X	X
San Diego	Escondido Police	\$67,533	\$45,615	\$38,152	\$34,609	X	E,M,S	-	-	X
San Diego	Oceanside Police	\$85,821	\$52,458	\$31,970	\$28,787	X	S,E	X	X	X
San Diego	San Diego Police	\$117,600	\$48,500	\$40,198	\$39,900	-	E,H,S	-	-	X
San Francisco	San Francisco Police	\$132,912	\$60,918	\$45,318	\$39,962	-	E,H,M,S	X	X	X
San Joaquin	San Joaquin County Sheriff	\$100,000	\$49,000	\$43,000	\$43,000	X	E,H,M	X	X	X
San Joaquin	Stockton Police	\$80,808	\$42,456	\$35,820	\$35,820	X	E	X	X	X
San Luis Obispo	San Luis Obispo County Sheriff	\$101,796	\$43,332	\$35,676	\$35,676	X	E,H	X	X	X
San Mateo	San Mateo County Sheriff	\$110,157	\$47,216	\$40,290	\$40,290	X	E,H,M,S	X	-	-
San Mateo	Daly City Police	\$112,104	\$55,380	\$44,640	\$44,640	-	E,M	X	X	X
San Mateo	San Mateo Police	\$78,832	\$56,222	\$46,987	\$44,949	X	S,E	X	X	X
Santa Barbara	Santa Barbara County Sheriff	\$112,840	\$45,456	\$37,980	\$31,116	X	E,H,M	-	-	X
Santa Barbara	Santa Barbara Police	\$82,920	\$47,784	\$37,056	\$35,088	X	S,E	-	-	X
Santa Clara	Santa Clara County Sheriff	\$112,455	\$49,762	\$45,144	\$42,985	X	E,H,S	-	-	X
Santa Clara	San Jose Police	\$96,082	\$55,952	\$53,452	\$43,310	X	E	X	X	X
Santa Clara	Santa Clara Police	\$115,860	\$66,036	\$59,892	\$57,048	X	E,H,M,S	X	X	X
Santa Clara	Sunnyvale Police	\$98,815	\$64,035	\$46,171	\$46,171	X	E,H	X	-	X
Santa Cruz	Santa Cruz County Sheriff	\$105,372	\$41,748	\$37,898	\$36,150	X	S,E	X	X	X
Shasta	Shasta County Sheriff	\$77,970	\$34,000	\$30,000	\$28,300	X	S,E	X	X	X
Solano	Vallejo Police	\$103,998	\$60,331	\$50,306	\$50,306	X	E,H	X	-	X
Sonoma	Sonoma County Sheriff-Coroner	\$107,573	\$53,536	\$41,676	\$39,368	X	E,M,S	X	-	X
Sonoma	Santa Rosa Police	\$97,380	\$60,720	\$46,176	\$46,176	X	E,H,M	X	X	X
Stanislaus	Stanislaus County Sheriff	\$96,000	\$40,000	\$35,000	\$35,000	X	E,H	X	X	X
Stanislaus	Modesto Police	\$78,156	\$49,908	\$39,072	\$37,212	X	-	X	X	X
Tulare	Tulare County Sheriff	\$88,554	\$37,271	\$30,259	\$28,794	X	E,H	X	X	X
Ventura	Ventura County Sheriff	\$132,623	\$45,121	\$34,614	\$32,965	X	E,H	X	-	X
Ventura	Simi Valley Police	\$85,357	\$49,785	\$40,186	\$38,080	X	E,M	X	X	X
Ventura	Ventura Police	\$76,800	\$49,764	\$36,516	\$36,516	X	S,E	X	-	-
COLORADO										
Adams	Adams County Sheriff	\$69,753	\$35,424	\$29,316	\$28,464	-	-	-	-	X
Adams	Westminster Police	\$73,450	\$43,623	\$30,673	\$30,673	-	M	X	X	X
Arapahoe	Aurora Police	\$67,280	\$53,948	\$45,046	\$28,843	X	S	-	-	X
Boulder	Boulder County Sheriff	\$56,400	\$41,172	\$42,327	\$31,452	-	M	X	X	X
Boulder	Boulder Police	\$70,376	\$46,101	\$33,169	\$32,508	X	E,H,M,S	-	-	X
Denver	Denver Police	\$101,472	\$54,168	\$31,464	\$30,300	X	H	X	X	X
Douglas	Douglas County Sheriff	\$45,700	\$38,520	\$35,808	\$32,388	-	-	-	-	X
El Paso	El Paso County Sheriff	\$56,400	\$43,284	\$34,940	\$29,940	-	E,M	-	-	X
El Paso	Colorado Springs Police	\$68,208	\$50,760	\$33,372	\$29,016	-	E,H,S	-	-	X
Jefferson	Jefferson County Sheriff	\$56,400	\$48,156	\$33,744	\$32,436	-	H,M	-	-	X
Jefferson	Arvada Police	\$65,052	\$47,196	\$33,355	\$24,991	-	-	-	-	-
Jefferson	Lakewood Police	\$59,569	\$47,186	\$35,239	\$33,538	-	-	X	X	X
Larimer	Larimer County Sheriff	\$56,400	\$32,606	\$27,432	\$24,240	-	M	-	-	-
Larimer	Fort Collins Police	\$69,446	\$49,738	\$34,684	\$31,538	-	-	-	-	-
Pueblo	Pueblo Police	\$70,404	\$41,436	\$31,476	\$27,684	X	S,E	X	X	X
CONNECTICUT										
Fairfield	Bridgeport Police	\$84,779	\$47,875	\$36,205	\$32,738	X	S,E	X	-	X
Fairfield	Danbury Police	\$80,393	\$48,461	\$39,744	\$34,785	X	E	X	X	X
Fairfield	Greenwich Police	\$73,500	\$54,514	\$39,981	\$37,584	X	S,E	X	X	X
Fairfield	Norwalk Police	\$86,992	\$53,861	\$40,517	\$38,838	X	S,E	X	-	X
Fairfield	Stamford Police	\$89,100	\$53,592	\$39,007	\$37,410	X	S,E	X	-	X
Hartford	Bristol Police	\$65,872	\$46,634	\$35,460	\$34,100	X	S,E	X	X	X
Hartford	East Hartford Police	\$64,980	\$45,649	\$39,999	\$33,598	X	-	X	-	X
Hartford	Hartford Police	\$66,755	\$50,713	\$32,929	\$31,057	X	E	X	-	X
Hartford	Manchester Police	\$89,376	\$51,404	\$38,900	\$36,189	X	E	X	-	X
Hartford	New Britain Police	\$72,000	\$46,756	\$42,186	\$40,886	X	S,E	X	-	X
New Haven	Meriden Police	---	---	---	---	X	S,E	X	-	-
New Haven	Milford Police	\$64,357	\$44,410	\$36,054	\$36,054	X	S,E	X	-	X
New Haven	New Haven Police	\$77,250	\$49,202	\$43,732	\$32,000	X	E,H,S	X	-	X
New Haven	Waterbury Police	\$79,000	\$50,403	\$39,856	\$35,616	X	E	X	-	X
New Haven	West Haven Police	\$69,834	\$48,282	\$43,593	\$35,959	X	S,E	X	X	-

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
DELAWARE										
New Castle	New Castle County Police	\$85,073	\$35,674	\$32,357	\$32,357	X	S,M	X	-	X
New Castle	Wilmington Police	\$69,010	\$47,531	\$30,947	\$29,195	X	H,M,S	X	X	X
DISTRICT OF COLUMBIA										
Washington, DC	Washington Metropolitan Police	\$91,474	\$37,954	\$29,342	\$27,945	X	S	X	X	X
FLORIDA										
Alachua	Alachua County Sheriff	\$97,272	\$31,880	\$22,417	\$22,417	-	E,H,M	-	-	X
Alachua	Gainesville Police	\$54,846	\$33,464	\$22,930	\$20,922	X	E,M	X	-	X
Bay	Bay County Sheriff	\$92,687	\$24,207	\$18,683	\$18,139	-	E,H	X	X	X
Brevard	Brevard County Sheriff	\$105,414	\$34,739	\$22,298	\$22,298	-	E,M	-	-	X
Brevard	Melbourne Police	\$49,770	\$31,608	\$25,944	\$25,312	X	E	X	X	X
Brevard	Palm Bay Police	\$48,481	\$32,185	\$25,385	\$24,827	X	E,M	X	X	X
Broward	Broward County Sheriff	\$120,337	\$35,461	\$30,628	\$29,169	X	E,H,M	X	-	-
Broward	Coral Springs Police	\$94,000	\$41,363	\$35,277	\$17,635	X	E,H,M	X	X	X
Broward	Davie Police	\$62,133	\$40,537	\$33,837	\$32,226	X	E	X	X	X
Broward	Fort Lauderdale Police	\$71,573	\$43,264	\$33,197	\$31,595	X	-	X	X	X
Broward	Hollywood Police	\$70,000	\$48,886	\$34,730	\$33,076	X	E,M,S	X	-	X
Broward	Margate Police	\$75,000	\$47,873	\$29,255	\$23,934	X	E,M,S	X	X	X
Broward	Miramar Police	\$77,000	\$38,000	\$33,217	\$31,250	X	E,M	X	X	X
Broward	Pembroke Pines Police	\$65,769	\$41,079	\$34,770	\$33,114	X	E,M,S	X	X	X
Broward	Plantation Police	\$60,000	\$40,000	\$34,100	\$34,100	X	E,H,M,S	-	-	-
Broward	Pompano Beach Police	\$59,182	\$37,764	\$32,623	\$32,623	X	E,M	X	-	X
Broward	Sunrise Police	\$61,027	\$37,984	\$34,411	\$33,572	X	E,M,S	X	-	X
Charlotte	Charlotte County Sheriff	\$91,793	\$32,827	\$21,080	\$19,080	X	E,H	X	X	X
Citrus	Citrus County Sheriff	\$93,667	\$28,615	\$22,666	\$20,172	-	E,M	-	-	-
Clay	Clay County Sheriff	\$91,269	\$33,000	\$23,274	\$23,043	-	E,M,S	-	-	X
Collier	Collier County Sheriff	\$96,360	\$32,350	\$26,880	\$24,890	-	E,M	-	-	X
Dade	Metro-Dade Police	\$94,693	\$35,703	\$26,751	\$17,683	X	E,H,M,S	X	-	X
Dade	Coral Gables Police	\$65,166	\$39,926	\$32,847	\$29,793	X	E,H,M,S	X	X	X
Dade	Hialeah Police	\$48,542	\$40,300	\$27,846	\$27,846	X	E,H	X	X	X
Dade	Miami Police	\$78,230	\$33,768	\$29,111	\$25,472	X	E,H,M,S	X	X	X
Dade	Miami Beach Police	\$71,370	\$48,750	\$36,374	\$32,994	X	E,H,M,S	X	X	X
Duval	Jacksonville Sheriff	\$114,056	\$44,352	\$30,312	\$28,692	X	S,E	X	X	X
Escambia	Escambia County Sheriff	\$101,259	\$27,865	\$22,925	\$20,793	X	E,M,S	X	-	-
Escambia	Pensacola Police	\$30,000	\$29,198	\$21,944	\$20,904	-	S,E	X	X	X
Hernando	Hernando County Sheriff	\$89,036	\$32,205	\$23,224	\$22,482	-	E,M	-	-	-
Hillsborough	Hillsborough County Sheriff	\$112,368	\$39,268	\$29,738	\$28,872	-	E,H,M	-	-	X
Hillsborough	Tampa Police	\$65,520	\$49,421	\$30,410	\$30,410	X	E,H,S	X	-	X
Indian River	Indian River County Sheriff	\$94,176	\$37,447	\$25,477	\$25,477	-	E,M	-	-	X
Lake	Lake County Sheriff	\$95,617	\$36,800	\$32,640	\$21,165	-	E	-	-	-
Lee	Lee County Sheriff	\$103,634	\$36,272	\$23,000	\$18,500	-	E,M	-	-	-
Lee	Cape Coral Police	\$52,416	\$30,326	\$26,208	\$26,208	X	E,H	X	-	X
Lee	Fort Myers Police	\$77,234	\$37,239	\$30,046	\$27,540	X	E	X	-	X
Leon	Leon County Sheriff	\$101,197	\$30,000	\$25,000	\$25,000	-	E	-	X	X
Leon	Tallahassee Police	\$83,000	\$37,003	\$27,477	\$26,832	X	E,M	X	X	X
Manatee	Manatee County Sheriff	\$98,951	\$38,862	\$20,705	\$20,102	-	E	-	-	X
Marion	Marion County Sheriff	\$98,533	\$30,779	\$20,959	\$19,756	-	E,M	-	-	X
Marion	Ocala Police	\$46,273	\$27,510	\$23,795	\$21,660	X	E,M,S	X	X	X
Martin	Martin County Sheriff	\$86,855	\$26,726	\$24,222	\$23,352	-	E,M	X	X	X
Monroe	Monroe County Sheriff	\$55,122	\$31,936	\$26,435	\$18,103	-	-	-	-	X
Okaloosa	Okaloosa County Sheriff	\$94,513	\$34,436	\$23,307	\$19,175	-	E	-	-	-
Orange	Orange County Sheriff	\$106,080	\$36,358	\$26,874	\$25,334	-	E,H,M	-	-	X
Orange	Orlando Police	\$94,765	\$41,000	\$30,300	\$28,200	X	S,E	X	-	X
Osceola	Osceola County Sheriff	\$92,490	\$29,051	\$23,845	\$23,845	-	E,M	-	-	X
Palm Beach	Palm Beach County Sheriff	\$101,781	\$36,852	\$27,072	\$27,072	-	E,H,M	-	-	-
Palm Beach	Boca Raton Police	\$55,827	\$37,710	\$31,304	\$31,304	X	E,M	X	-	X
Palm Beach	Boynton Beach Police	\$75,000	\$36,800	\$31,200	\$31,200	X	E	X	-	X
Palm Beach	Delray Beach Police	\$62,922	\$36,000	\$27,487	\$27,487	X	E,M,S	X	X	X
Palm Beach	West Palm Beach Police	\$57,969	\$39,166	\$33,072	\$29,931	X	E,H,M,S	X	X	X
Pasco	Pasco County Sheriff	\$100,367	\$32,641	\$25,017	\$24,398	-	E	-	-	X
Pinellas	Pinellas County Sheriff	\$109,545	\$28,504	\$23,428	\$22,966	-	E,H,M,S	X	X	X
Pinellas	Clearwater Police	\$53,355	\$37,872	\$28,296	\$26,988	X	E,M,S	X	X	X
Pinellas	Largo Police	\$53,851	\$45,926	\$26,624	\$25,355	X	E,M,S	X	X	X
Pinellas	St. Petersburg Police	\$74,150	\$40,708	\$27,798	\$26,857	X	S,E	X	X	X
Polk	Polk County Sheriff	\$101,843	\$31,673	\$25,271	\$25,271	-	E	-	-	-
Polk	Lakeland Police	\$80,753	\$40,011	\$28,436	\$28,436	-	E,H,M	-	-	X
St. John	St. John County Sheriff	\$89,310	\$33,400	\$22,200	\$20,700	-	E	-	-	X
St. Lucie	St. Lucie County Sheriff	\$89,823	\$27,026	\$22,234	\$22,234	-	E	-	-	-
St. Lucie	Fort Pierce Police	\$49,930	\$28,345	\$25,226	\$24,029	X	E,H	X	X	X
St. Lucie	Port St. Lucie Police	\$70,970	\$35,963	\$25,643	\$23,188	X	E,M,S	X	-	X
Santa Rosa	Santa Rosa County Sheriff	\$86,000	\$23,500	\$22,900	\$21,600	-	-	-	-	-
Sarasota	Sarasota County Sheriff	\$100,134	\$32,561	\$25,500	\$19,500	-	E,M	-	-	X
Sarasota	Sarasota Police	\$86,320	\$40,768	\$32,656	\$26,977	X	E,H,S	X	-	X
Seminole	Seminole County Sheriff	\$103,187	\$35,000	\$23,050	\$23,050	-	E,M	-	-	X
Volusia	Volusia County Sheriff	\$104,765	\$25,705	\$20,275	\$20,275	X	E,H,M	X	-	X
Volusia	Daytona Beach Police	\$49,441	\$26,354	\$22,779	\$21,694	X	E,H,M,S	X	X	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
GEORGIA										
Bibb	Bibb County Sheriff	\$59,800	\$22,006	\$22,006	\$22,006	-	E	X	X	X
Bibb	Macon Police	\$52,873	\$25,688	\$21,757	\$21,174	-	E	-	-	-
Chatham	Chatham County Police	\$56,917	\$27,406	\$21,328	\$21,328	-	-	-	-	-
Chatham	Savannah Police	\$62,884	\$34,551	\$24,578	\$24,578	-	E	-	-	X
Cherokee	Cherokee County Sheriff	\$64,815	\$23,858	\$21,882	\$20,842	-	M	-	-	X
Clarke	Athens-Clarke County Police	\$53,748	\$29,454	\$23,380	\$23,380	-	-	-	-	X
Clayton	Clayton County Police	\$58,299	\$29,201	\$25,493	\$25,180	-	M	-	-	X
Cobb	Cobb County Police	\$53,297	\$30,238	\$26,785	\$23,839	-	H	-	-	X
Cobb	Cobb County Sheriff	\$77,258	\$30,238	\$26,785	\$23,839	-	E	-	-	X
Cobb	Marietta Police	\$60,466	\$23,837	\$21,237	\$21,237	-	H,M,S	-	-	X
Columbia	Columbia County Sheriff	\$53,000	\$25,000	\$22,700	\$20,680	-	-	-	-	X
De Kalb	De Kalb County Police	\$65,797	\$32,597	\$25,030	\$25,030	-	E,H	-	X	X
Dougherty	Albany Police	\$46,340	\$25,001	\$19,538	\$19,045	-	-	-	X	X
Douglas	Douglas County Sheriff	\$58,642	\$26,764	\$24,276	\$23,120	-	M	X	X	X
Fulton	Fulton County Police	\$78,136	\$46,463	\$26,298	\$26,298	-	M	-	-	-
Fulton	Atlanta Police	\$67,266	\$33,524	\$27,780	\$26,518	-	E,M	X	X	X
Fulton	East Point Police	\$49,338	\$28,351	\$22,500	\$22,500	-	-	-	-	X
Gwinnett	Gwinnett County Police	\$85,000	\$28,177	\$25,076	\$23,770	-	E,M	-	-	X
Hall	Hall County Sheriff	---	\$23,961	\$22,172	\$20,966	-	H,M	-	-	X
Muscogee	Columbus Police	\$66,721	\$29,755	\$25,704	\$24,480	-	E,H	-	-	X
Richmond	Augusta-Richmond Co. Sheriff	\$70,270	\$25,321	\$23,157	\$21,874	-	M	-	-	X
HAWAII										
Hawaii	Hawaii County Police	\$66,384	\$37,644	\$32,148	\$29,772	X	H,S	X	X	X
Honolulu	Honolulu Police	\$83,700	\$37,644	\$32,148	\$29,772	X	E,H,S	X	X	-
Kauai	Kauai County Police	\$66,073	\$37,644	\$32,148	\$29,772	X	H,S	X	X	-
Maui	Maui County Police	\$72,910	\$37,644	\$32,148	\$29,772	X	H,S	X	X	X
IDAHO										
Ada	Ada County Sheriff	\$60,907	\$39,828	\$25,200	\$20,904	-	E	X	X	X
Ada	Boise Police	\$80,120	\$43,608	\$29,220	\$24,552	X	E,H,S	X	-	X
ILLINOIS										
Champaign	Champaign Police	\$66,984	\$46,767	\$32,348	\$32,348	X	-	X	-	X
Cook	Cook County Sheriff	---	---	---	---	X	H	X	X	X
Cook	Arlington Heights Police	\$70,811	\$53,997	\$37,846	\$32,692	X	M	X	X	X
Cook	Chicago Police	\$127,000	\$42,978	\$37,206	\$33,522	X	-	X	-	X
Cook	Cicero Police	\$78,000	\$51,014	\$34,500	\$34,500	X	-	X	-	X
Cook	Evanston Police	\$91,000	\$43,140	\$38,496	\$36,924	X	E	X	X	X
Cook	Oak Lawn Police	\$53,000	\$49,296	\$35,000	\$30,624	X	S,E	X	X	X
Cook	Oak Park Police	\$75,000	\$50,121	\$36,634	\$34,858	X	E	X	-	-
Cook	Schaumburg Police	\$62,837	\$53,756	\$32,138	\$32,138	X	E	X	-	X
Cook	Skokie Police	\$63,929	\$44,668	\$40,870	\$37,024	X	M	X	X	X
Du Page	Naperville Police	\$67,641	\$55,793	\$37,607	\$35,278	X	-	X	-	X
Kane	Aurora Police	\$66,310	\$54,327	\$37,597	\$28,192	X	E,H,S	X	-	X
Kane	Elgin Police	\$89,665	\$52,202	\$35,577	\$33,883	X	M	X	-	X
Lake	Lake County Sheriff	\$102,775	\$40,140	\$32,975	\$31,405	X	-	X	-	X
Lake	Waukegan Police	\$70,506	\$49,605	\$36,099	\$30,845	X	-	X	X	X
Macon	Decatur Police	\$53,880	\$44,812	\$31,235	\$29,749	X	S,M	X	-	X
Peoria	Peoria Police	\$72,000	\$38,000	\$31,000	\$31,000	X	S,E	-	-	X
Sangamon	Springfield Police	\$74,357	\$46,118	\$33,504	\$29,563	X	S	X	-	X
Will	Will County Sheriff	\$64,000	\$48,794	\$32,014	\$30,489	X	S	X	X	X
Will	Joliet Police	\$91,600	\$53,670	\$36,946	\$33,508	X	S,E	X	X	X
Winnebago	Winnebago County Sheriff	\$74,753	\$50,059	\$29,826	\$29,137	X	H	X	-	-
Winnebago	Rockford Police	\$64,043	\$49,008	\$30,201	\$29,198	X	H,S	X	-	X
INDIANA										
Allen	Fort Wayne Police	\$53,519	\$36,843	\$31,200	\$28,080	X	H,M,S	X	-	X
Delaware	Muncie Police	\$43,031	\$34,881	\$31,266	\$26,296	X	S,E	X	X	X
Elkhart	Elkhart Police	\$46,493	\$34,824	\$31,215	\$29,867	X	E,H,S	X	X	X
Howard	Kokomo Police	\$47,566	\$35,413	\$31,618	\$31,018	X	S	-	-	X
Lake	Lake County Sheriff	\$45,140	\$32,285	\$28,879	\$25,991	-	E	X	-	X
Lake	East Chicago Police	\$53,730	\$35,904	\$28,633	\$26,780	-	E,M	-	-	X
Lake	Gary Police	\$46,686	\$27,051	\$25,761	\$25,761	-	H	-	-	X
Lake	Hammond Police	\$44,000	\$36,000	\$28,000	\$25,000	-	S,E	-	-	X
Madison	Anderson Police	\$46,355	\$32,944	\$30,085	\$29,685	X	E,H,M,S	-	-	X
Marion	Marion County Sheriff	\$88,250	\$41,579	\$33,288	\$26,308	X	E,H,M,S	-	-	X
Marion	Indianapolis Police	\$69,992	\$41,182	\$36,151	\$25,695	-	E,H,M,S	-	-	X
St. Joseph	South Bend Police	\$50,250	\$30,135	\$24,850	\$24,850	-	H,S	-	-	X
Vanderburgh	Vanderburgh County Sheriff	\$62,154	\$35,427	\$30,373	\$29,373	-	S,E	-	-	-
Vanderburgh	Evansville Police	\$54,483	\$37,877	\$30,373	\$29,373	X	S,E	X	-	X
Vigo	Terre Haute Police	\$38,410	\$26,855	\$24,884	\$22,983	-	-	-	-	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
IOWA										
Black Hawk	Waterloo Police	\$56,950	\$37,835	\$27,560	\$27,560	X	S	X	X	X
Linn	Cedar Rapids Police	\$55,071	\$37,274	\$31,675	\$27,504	X	H,S	X	X	X
Polk	Des Moines Police	\$68,269	\$36,818	\$32,480	\$29,950	X	E,H,M	X	-	X
Scott	Davenport Police	\$70,645	\$39,160	\$32,987	\$30,792	X	E,H,S	X	X	X
Woodbury	Sioux City Police	\$70,000	\$39,933	\$34,568	\$28,805	X	E,H,S	-	-	X
KANSAS										
Douglas	Lawrence Police	\$51,594	\$43,653	\$28,665	\$27,276	-	E,M,S	-	-	X
Johnson	Johnson County Sheriff	\$80,850	\$37,440	\$32,469	\$27,144	-	E,M	-	-	X
Johnson	Olathe Police	\$51,751	\$37,736	\$30,772	\$28,482	-	M	-	-	-
Johnson	Overland Park Police	\$69,276	\$38,052	\$29,412	\$29,412	-	E,M,S	-	-	X
Sedgwick	Sedgwick County Sheriff	\$69,319	\$32,811	\$27,204	\$26,412	-	S,M	-	-	-
Sedgwick	Wichita Police	\$65,074	\$31,445	\$27,445	\$26,138	X	E,H,M,S	X	-	X
Shawnee	Shawnee County Sheriff	\$55,000	\$35,692	\$23,691	\$22,318	X	-	-	-	X
Shawnee	Topeka Police	\$44,699	\$44,054	\$26,832	\$24,523	X	E,H,S	X	X	X
Wyandotte	Kansas City Police	\$79,772	\$45,595	\$26,448	\$26,448	X	E,H,M	X	-	X
KENTUCKY										
Fayette	Lexington-Fayette County Police	\$54,226	\$27,394	\$23,109	\$23,109	-	E,H	-	-	-
Jefferson	Jefferson County Police	\$78,624	\$34,754	\$25,480	\$23,772	X	H,M	X	X	X
Jefferson	Jefferson County Sheriff	\$50,000	\$29,800	\$18,000	\$17,000	-	-	X	-	X
Jefferson	Louisville Police	\$60,792	\$32,589	\$26,271	\$22,633	X	H	X	X	X
Kenton	Covington Police	\$55,000	\$35,637	\$23,375	\$20,874	-	S	X	X	X
LOUISIANA										
Ascension	Ascension Parish Sheriff	\$65,000	\$24,000	\$19,200	\$18,000	-	E,M,S	-	-	X
Bossier	Bossier Police	\$59,652	\$29,868	\$24,612	\$24,612	X	E	X	X	X
Caddo	Caddo Parish Sheriff	\$75,000	\$20,388	\$18,864	\$16,245	-	E	-	-	X
Caddo	Shreveport Police	\$90,472	\$30,936	\$24,480	\$20,316	-	E	X	X	X
Calcasieu	Calcasieu Parish Sheriff	\$88,272	\$47,340	\$19,800	\$16,200	-	E,H,M	-	-	X
Calcasieu	Lake Charles Police	\$65,582	\$21,195	\$18,657	\$17,700	-	-	-	-	X
E. Baton Rouge	E. Baton Rouge Parish Sheriff	\$75,000	\$21,468	\$19,092	\$18,012	-	H	-	-	-
E. Baton Rouge	Baton Rouge Police	\$53,709	\$22,511	\$20,441	\$20,441	X	S,E	X	X	X
Jefferson	Kenner Police	\$52,000	\$27,475	\$20,500	\$20,000	-	-	-	-	-
Lafayette	Lafayette Parish Sheriff	\$65,000	\$21,948	\$21,648	\$18,048	-	-	-	-	-
Lafourche	Lafourche Parish Sheriff	\$60,000	\$25,000	\$21,000	\$19,000	-	E,M	-	-	-
Orleans	New Orleans Police	\$109,000	\$38,668	\$30,136	\$25,164	-	H,S	X	X	X
Ouachita	Ouachita Parish Sheriff	\$75,500	\$26,400	\$16,800	\$16,200	-	E,M	-	-	-
Ouachita	Monroe Police	\$52,902	\$27,865	\$21,794	\$15,363	X	E,H	X	X	X
Rapides	Alexandria Police	\$48,000	\$23,640	\$17,784	\$16,200	X	S	X	X	X
St. Bernard	St. Bernard Parish Sheriff	\$70,000	\$24,336	\$19,332	\$13,341	-	-	-	-	X
St. Charles	St. Charles Sheriff	\$71,500	\$23,532	\$20,988	\$19,080	-	-	-	-	-
St. John the Baptist	St. John the Baptist Sheriff	\$71,500	\$24,000	\$22,200	\$20,400	-	H,M	-	-	X
St. Landry	St. Landry Parish Sheriff	\$65,000	\$25,000	\$16,800	\$13,000	-	-	X	X	X
St. Tammany	St. Tammany Parish Sheriff	\$75,000	\$23,000	\$21,600	\$18,000	-	M	-	-	X
Terrebonne	Terrebonne Parish Sheriff	\$71,500	\$25,200	\$24,000	\$20,000	-	-	-	-	X
MARYLAND										
Anne Arundel	Anne Arundel County Police	\$62,216	\$37,399	\$27,408	\$26,740	X	S,M	-	X	X
Anne Arundel	Annapolis Police	\$45,789	\$30,990	\$28,111	\$26,770	X	S,M	X	X	X
Baltimore(city)	Baltimore Police	\$115,000	\$37,989	\$26,388	\$25,496	-	S,E	-	-	X
Baltimore	Baltimore County Police	\$91,874	\$35,493	\$29,510	\$25,880	-	E,H,M,S	X	X	X
Charles	Charles County Sheriff	\$60,300	\$35,453	\$28,147	\$26,122	-	E,M,S	X	X	X
Harford	Harford County Sheriff	\$60,000	\$30,014	\$26,728	\$25,189	-	S	X	-	-
Howard	Howard County Police	\$64,541	\$36,728	\$29,272	\$27,196	X	S,M	X	-	-
Montgomery	Montgomery County Police	\$72,272	\$42,125	\$29,920	\$29,191	X	E,H,M,S	X	X	X
Prince George's	Prince George's County Police	\$73,419	\$38,063	\$32,302	\$29,135	X	E,M,S	X	-	X
MASSACHUSETTS										
Bristol	Fall River Police	\$71,202	\$37,801	\$29,771	\$28,427	X	S,E	X	X	X
Bristol	New Bedford Police	\$90,000	\$37,092	\$22,958	\$22,958	X	S,E	X	-	X
Essex	Lawrence Police	\$66,067	\$40,560	\$29,718	\$29,718	X	S,E	X	X	X
Essex	Lynn Police	\$96,000	\$34,087	\$26,670	\$25,591	X	S,E	X	-	X
Hampden	Chicopee Police	\$69,472	\$41,600	\$34,736	\$30,368	X	E	X	-	X
Hampden	Holyoke Police	\$72,500	\$48,462	\$29,921	\$28,236	X	E	X	-	X
Hampden	Springfield Police	\$66,658	\$42,162	\$32,776	\$27,576	X	E	X	-	X
Middlesex	Cambridge Police	\$112,000	\$40,571	\$29,477	\$25,716	X	E,H,S	X	X	X
Middlesex	Framingham Police	\$104,000	\$52,000	\$42,000	\$42,000	X	E,H,S	X	-	X
Middlesex	Lowell Police	\$83,455	\$50,791	\$32,521	\$29,284	X	E	X	X	X
Middlesex	Malden Police	\$71,990	\$40,777	\$35,925	\$34,062	X	S,E	X	-	X
Middlesex	Medford Police	\$75,105	\$43,620	\$34,813	\$33,266	X	S,E	X	-	X
Middlesex	Newton Police	\$87,415	\$42,200	\$31,500	\$29,400	X	S,E	X	-	X
Middlesex	Somerville Police	\$76,978	\$46,722	\$32,159	\$31,129	X	S,E	X	-	-
Middlesex	Waltham Police	\$69,827	\$39,501	\$32,799	\$30,979	X	E,M,S	X	X	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
MASSACHUSETTS										
Norfolk	Brookline Police	\$84,595	\$45,053	\$31,913	\$31,913	X	E,H,S	X	X	X
Norfolk	Quincy Police	\$81,120	\$44,227	\$35,485	\$29,326	X	S,E	X	-	X
Plymouth	Brockton Police	\$70,642	\$43,434	\$35,312	\$27,576	X	E,H,S	X	-	X
Suffolk	Boston Police	\$98,133	\$54,230	\$38,668	\$34,512	X	S,E	X	-	X
Suffolk	Revere Police	\$63,148	\$36,942	\$29,829	\$27,989	X	E,H,S	X	X	X
Worcester	Worcester Police	\$61,862	\$40,782	\$38,376	\$25,272	X	E	X	X	X
MICHIGAN										
Calhoun	Battle Creek Police	\$72,507	\$40,306	\$32,228	\$28,355	X	E	X	X	X
Genesee	Flint Police	\$69,275	\$42,889	\$32,008	\$29,038	X	S,E	X	X	X
Ingham	Lansing Police	\$74,489	\$43,004	\$31,175	\$28,915	X	S	X	-	X
Kalamazoo	Kalamazoo Police	\$86,840	\$52,110	\$40,447	\$37,018	X	S,E	X	-	X
Kent	Kent County Sheriff	\$80,000	\$43,362	\$30,950	\$29,536	X	-	X	-	X
Kent	Grand Rapids Police	\$67,974	\$47,219	\$31,820	\$28,102	X	E,M,S	X	-	X
Macomb	Macomb County Sheriff	\$85,000	\$42,000	\$32,000	\$27,000	X	E,H,S	X	X	X
Macomb	Sterling Heights Police	\$75,402	\$55,759	\$32,913	\$30,226	X	S,E	X	X	X
Macomb	Warren Police	\$80,000	\$50,000	\$28,000	\$28,000	X	E,M,S	X	-	X
Oakland	Oakland County Sheriff	\$93,818	\$44,730	\$33,894	\$23,208	X	-	X	-	X
Oakland	Farmington Hills Police	\$78,342	\$51,200	\$39,021	\$30,916	X	H,S	X	-	X
Oakland	Pontiac Police	\$64,197	\$44,781	\$32,493	\$29,646	X	S	X	-	X
Oakland	Southfield Police	\$62,641	\$52,237	\$32,390	\$32,390	X	S,E	X	-	X
Oakland	Troy Police	\$76,000	\$53,180	\$38,351	\$28,368	X	S,E	X	X	X
Saginaw	Saginaw Police	\$52,308	\$42,120	\$30,888	\$28,766	X	S,E	X	-	X
Washtenaw	Washtenaw County Sheriff	\$87,795	\$45,864	\$34,174	\$29,349	X	S,M	X	-	X
Washtenaw	Ann Arbor Police	\$74,880	\$53,685	\$33,113	\$30,846	X	E	X	X	-
Wayne	Wayne County Sheriff	\$90,006	\$44,613	\$30,000	\$30,000	X	E,H,S	X	X	X
Wayne	Dearborn Police	\$74,000	\$52,000	\$45,760	\$38,000	X	S,E	X	X	X
Wayne	Detroit Police	\$84,000	\$47,627	\$26,788	\$25,000	X	S	X	-	-
Wayne	Livonia Police	\$66,872	\$51,417	\$28,828	\$28,828	X	E,M	-	-	X
Wayne	Taylor Police	\$64,000	\$52,500	\$35,000	\$27,000	X	E,H,S	X	-	X
Wayne	Westland Police	\$67,971	\$50,505	\$34,386	\$30,088	X	S,E	X	-	-
MINNESOTA										
Hennepin	Bloomington Police	\$72,000	\$52,380	\$35,736	\$31,260	X	E	X	X	X
Hennepin	Minneapolis Police	\$96,570	\$47,998	\$31,190	\$29,989	X	S	X	-	X
Ramsey	Ramsey County Sheriff	\$87,360	\$48,624	\$32,856	\$32,856	X	S,M	X	X	X
Ramsey	St. Paul Police	\$72,934	\$40,113	\$34,914	\$33,571	X	S,M	X	X	X
St. Louis	Duluth Police	\$50,916	\$41,580	\$35,040	\$30,144	X	E,H,S	X	X	X
MISSISSIPPI										
Forrest	Hattiesburg Police	\$35,000	\$28,700	\$25,000	\$18,500	-	E	-	-	X
Harrison	Biloxi Police	\$53,372	\$27,568	\$24,150	\$23,100	-	E,H	-	-	-
Harrison	Gulfport Police	\$50,211	\$27,435	\$25,500	\$20,404	-	E,M	-	-	X
Hinds	Jackson Police	\$55,216	\$29,071	\$28,626	\$21,531	-	-	X	-	X
Jackson	Jackson County Sheriff	\$52,000	\$27,248	\$23,524	\$23,524	-	-	-	-	-
MISSOURI										
Boone	Columbia Police	\$54,314	\$42,991	\$26,655	\$25,000	-	E,M,S	X	-	X
Buchanan	St. Joseph Police	\$63,000	\$30,555	\$24,856	\$24,856	-	-	-	-	X
Greene	Springfield Police	\$62,046	\$31,574	\$26,707	\$26,707	-	E	-	-	X
Jackson	Independence Police	\$78,000	\$30,075	\$24,900	\$24,900	-	S	-	-	X
Jackson	Kansas City Police	\$97,824	\$46,872	\$28,836	\$28,836	-	E,H,M,S	-	-	-
Jefferson	Jefferson County Sheriff	\$46,300	\$27,500	\$22,500	\$21,500	-	-	-	-	X
St. Charles	St. Charles County Sheriff	\$52,000	\$30,274	\$24,906	\$24,906	-	-	-	-	X
St. Louis(city)	St. Louis Police	\$77,321	\$43,042	\$30,191	\$29,081	-	S,E	-	-	X
St. Louis	St. Louis County Police	\$64,083	\$30,098	\$29,365	\$27,959	-	E,H,M,S	-	X	X
MONTANA										
Yellowstone	Billings Police	\$54,707	\$31,650	\$26,404	\$26,404	X	S,E	X	-	X
NEBRASKA										
Douglas	Omaha Police	\$92,097	\$46,628	\$34,006	\$29,159	X	S,E	X	-	X
Lancaster	Lincoln Police	\$48,129	\$38,037	\$25,800	\$25,800	X	E,M,S	X	X	X
NEVADA										
Clark	Las Vegas Metropolitan Police	\$84,000	\$45,022	\$37,163	\$35,069	X	E,H,M,S	-	-	X
Clark	North Las Vegas Police	\$69,467	\$63,350	\$38,776	\$36,929	X	H,M,S	-	-	X
Nye	Nye County Sheriff	\$60,000	\$30,000	\$28,000	\$28,000	X	E,M,S	X	-	X
Washoe	Washoe County Sheriff	\$78,000	\$53,789	\$42,827	\$31,221	X	E,H,S	-	-	X
Washoe	Reno Police	\$83,000	\$43,845	\$29,827	\$28,460	X	E,H,M,S	X	X	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
NEW HAMPSHIRE										
Hillsborough	Manchester Police	\$49,033	\$32,569	\$29,202	\$27,904	X	-	X	X	X
Hillsborough	Nashua Police	\$75,000	\$45,811	\$35,429	\$25,698	X	E	X	-	X
NEW JERSEY										
Atlantic	Atlantic City Police	\$73,039	\$56,013	\$31,600	\$30,400	X	E,H,S	X	-	X
Camden	Camden Police	\$100,000	\$54,000	\$32,000	\$28,800	X	S,E	X	X	X
Camden	Cherry Hill Police	\$67,216	\$61,525	\$34,425	\$26,910	X	E	X	-	X
Essex	Bloomfield Police	\$76,000	\$54,243	\$36,333	\$22,233	X	E	X	-	X
Essex	East Orange Police	\$84,160	\$54,274	\$36,525	\$27,030	X	-	X	-	X
Essex	Irvington Police	\$85,589	\$61,792	\$46,490	\$36,524	X	-	X	X	X
Essex	Newark Police	\$91,611	\$50,958	\$31,500	\$31,500	X	H,S	X	X	X
Essex	West Orange Police	\$85,000	\$53,252	\$34,459	\$28,445	X	E	X	-	X
Hudson	Hudson County Sheriff	\$66,000	\$52,437	\$21,823	\$20,784	X	-	X	X	X
Hudson	Bayonne Police	\$107,142	\$56,721	\$37,817	\$29,271	X	H,S	X	X	X
Hudson	Hoboken Police	\$112,562	\$60,425	\$26,636	\$23,400	X	-	X	-	X
Hudson	Jersey City Police	\$94,000	\$65,298	\$32,465	\$30,159	X	-	X	X	X
Hudson	North Bergen Police	\$130,000	\$63,500	\$30,000	\$25,000	X	E	X	-	X
Hudson	Union City Police	\$125,000	\$70,000	\$27,000	\$22,000	X	E	X	X	X
Hudson	West New York Police	\$98,000	\$51,211	\$27,778	\$23,773	X	E	X	X	X
Mercer	Hamilton Police	\$97,788	\$70,233	\$42,061	\$36,140	X	E	X	X	X
Mercer	Trenton Police	\$100,979	\$57,734	\$28,285	\$22,000	X	S,E	X	X	-
Middlesex	Edison Police	---	---	---	---	X	E,H,S	X	X	X
Middlesex	New Brunswick Police	\$108,988	\$71,847	\$33,095	\$25,000	X	-	X	-	-
Middlesex	Perth Amboy Police	\$77,173	\$57,197	\$38,035	\$31,388	X	E	X	X	X
Middlesex	Woodbridge Police	\$100,213	\$61,039	---	---	X	-	X	X	X
Monmouth	Long Branch Police	\$94,000	\$56,465	\$28,630	\$23,500	X	-	X	-	X
Morris	Parsippany Police	\$87,036	\$62,654	\$56,282	\$32,000	X	E	X	-	X
Ocean	Brick Township Police	\$93,000	\$72,000	\$28,000	\$25,000	X	E	X	-	X
Ocean	Dover Township Police	\$93,000	\$69,400	\$43,258	\$33,500	X	E	X	X	X
Passaic	Passaic County Sheriff	\$94,285	\$54,124	\$22,000	\$22,000	X	S,E	X	-	-
Passaic	Clifton Police	\$103,000	\$78,000	\$30,000	\$24,000	X	S,E	X	X	X
Passaic	Passaic Police	\$71,010	\$57,110	\$27,040	\$22,880	X	E	X	-	X
Passaic	Wayne Police	\$114,418	\$71,043	\$52,716	\$43,260	X	E	X	-	X
Union	Union County Sheriff	\$90,000	\$53,000	\$26,750	\$23,675	X	S,M	X	X	X
Union	Elizabeth Police	\$92,169	\$63,845	\$39,730	\$29,214	X	-	-	-	-
Union	Linden Police	\$92,541	\$58,250	\$33,500	\$27,862	X	E	X	-	X
Union	Plainfield Police	\$79,033	\$56,371	\$47,326	\$33,089	X	E,M	X	X	X
Union	Union Police	\$98,000	\$65,933	\$33,589	\$28,298	X	S	X	X	X
NEW MEXICO										
Bernalillo	Bernalillo County Sheriff	\$43,000	\$36,400	\$29,400	\$21,500	X	E,H,M,S	X	-	-
Bernalillo	Albuquerque Police	\$85,571	\$39,645	\$30,181	\$27,498	X	E,H,S	X	-	X
Dona Ana	Las Cruces Police	\$49,525	\$34,581	\$23,358	\$21,424	X	E,H,M	X	-	X
Santa Fe	Santa Fe Police	\$54,000	\$41,122	\$25,642	\$23,234	X	E,H,M,S	X	X	X
NEW YORK										
Albany	Albany Police	\$74,403	\$46,755	\$34,896	\$28,334	X	-	X	-	X
Albany	Colonie Police	\$74,000	\$56,000	\$38,000	\$33,000	X	S	X	-	-
Broome	Binghamton Police	\$64,266	\$43,005	\$39,178	\$24,886	X	S,E	X	X	X
Dutchess	Dutchess County Sheriff	\$80,652	\$33,724	\$30,483	\$28,745	X	S,M	X	X	X
Erie	Erie County Sheriff	\$79,092	\$34,837	\$29,197	\$29,197	X	S	X	X	X
Erie	Amherst Police	\$73,417	\$48,771	\$37,282	\$29,551	X	S,E	X	-	X
Erie	Buffalo Police	\$86,135	\$49,769	\$34,586	\$31,792	X	S,E	X	-	X
Erie	Cheektowaga Police	\$69,500	\$48,500	\$32,156	\$30,494	X	S,E	X	X	X
Erie	Tonawanda Police	\$72,436	\$52,850	\$37,459	\$33,621	X	S	X	-	X
Monroe	Monroe County Sheriff	\$94,000	\$36,900	\$36,900	\$35,000	X	S	X	X	X
Monroe	Rochester Police	\$75,284	\$46,216	\$34,238	\$26,000	X	S,E	X	X	X
Nassau	Nassau County Police	\$131,573	\$72,494	\$42,087	\$30,336	X	S	X	-	X
Nassau	Hempstead Police	\$103,293	\$73,380	\$56,067	\$33,393	X	S	X	-	X
New York City	New York City Police	\$133,000	\$49,275	\$29,624	\$27,838	X	S	X	X	X
Niagara	Niagara County Sheriff	\$71,000	\$40,011	\$26,080	\$22,053	-	S	-	-	X
Niagara	Niagara Falls Police	\$57,000	\$46,300	\$36,500	\$32,560	X	E,H,S	X	X	X
Onondaga	Onondaga County Sheriff	\$67,520	\$36,068	\$30,474	\$26,348	X	S	X	-	X
Onondaga	Syracuse Police	\$70,051	\$43,018	\$32,194	\$25,685	X	S	X	-	X
Oswego	Oswego County Sheriff	\$52,000	\$29,419	\$27,331	\$27,331	X	E,M,S	X	X	X
Rensselaer	Troy Police	\$67,435	\$43,248	\$33,101	\$29,376	X	E,M,S	X	-	X
Rockland	Clarkstown Police	\$130,000	\$78,876	\$41,916	\$35,915	X	S	X	X	X
Rockland	Ramapo Police	\$119,498	\$78,571	\$43,178	\$38,377	X	S	X	X	X
Schenectady	Schenectady Police	\$60,113	\$44,858	\$29,617	\$28,433	X	-	X	-	X
Suffolk	Suffolk County Police	\$102,700	\$74,105	\$46,650	\$40,404	X	H,S	X	-	X
Westchester	Westchester County Police	\$125,225	\$66,385	\$37,470	\$37,470	X	E,H,S	X	-	X
Westchester	Greenburgh Police	\$87,995	\$62,116	\$41,554	\$35,324	X	-	X	X	X
Westchester	Mt. Vernon Police	\$75,472	\$55,933	\$31,519	\$26,225	X	-	X	-	X
Westchester	New Rochelle Police	\$106,735	\$60,737	\$39,997	\$34,808	X	-	-	-	X
Westchester	White Plains Police	\$97,405	\$57,562	\$39,445	\$32,158	X	S,M	X	-	-
Westchester	Yonkers Police	\$108,000	\$52,317	\$33,000	\$33,000	X	S,E	X	X	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
NORTH CAROLINA										
Alamance	Burlington Police	\$50,232	\$29,628	\$24,828	\$23,760	-	M	-	-	X
Buncombe	Buncombe County Sheriff	\$56,238	\$26,598	\$22,308	\$20,826	-	-	-	-	X
Buncombe	Asheville Police	\$53,719	\$28,502	\$23,421	\$21,258	-	M	X	X	X
Cabarrus	Cabarrus County Sheriff	\$48,110	\$29,536	\$24,294	\$24,294	-	E,M	-	-	X
Cumberland	Cumberland County Sheriff	\$80,000	\$27,882	\$24,212	\$24,212	-	S	-	-	X
Cumberland	Fayetteville Police	\$46,788	\$27,420	\$22,848	\$22,848	-	E,M	-	-	X
Durham	Durham Police	\$96,000	\$40,000	\$25,274	\$24,071	-	-	-	X	X
Forsyth	Winston-Salem Police	\$55,182	\$31,387	\$24,793	\$24,793	-	M	-	-	X
Gaston	Gaston County Police	\$63,629	\$34,320	\$26,084	\$24,356	-	E	-	-	-
Gaston	Gastonia Police	\$49,478	\$28,501	\$22,230	\$22,230	-	E,M	-	X	X
Guilford	Guilford County Sheriff	\$76,000	\$29,904	\$24,600	\$24,600	-	E,M,S	-	-	-
Guilford	Greensboro Police	\$66,864	\$36,780	\$27,240	\$22,368	-	E,M	X	-	X
Guilford	High Point Police	\$54,142	\$31,447	\$23,387	\$23,387	-	E,M	-	-	-
Mecklenburg	Charlotte-Mecklenburg Police	\$99,239	\$47,079	\$24,967	\$24,894	-	E,M	-	-	X
Nash	Rocky Mount Police	\$61,970	\$32,960	\$23,570	\$23,570	-	E,M	-	-	X
New Hanover	Wilmington Police	\$47,174	\$27,394	\$22,506	\$22,506	-	M	-	-	X
Pitt	Greenville Police	\$60,086	\$30,118	\$23,753	\$21,378	-	M	-	-	X
Wake	Wake County Sheriff	\$87,000	\$28,400	\$23,000	\$23,000	-	-	-	-	X
Wake	Raleigh Police	\$60,896	\$34,757	\$24,381	\$24,381	-	M	-	-	X
OHIO										
Butler	Butler County Sheriff	\$61,080	\$39,520	\$26,998	\$26,998	X	E,M	X	-	-
Butler	Hamilton Police	\$70,373	\$47,762	\$28,890	\$28,890	X	M	-	-	X
Cuyahoga	Cleveland Police	\$69,682	\$43,997	\$34,288	\$33,288	X	E,H,S	X	-	X
Cuyahoga	Euclid Police	\$71,751	\$43,438	\$38,784	\$34,269	X	S	X	X	X
Franklin	Franklin County Sheriff	\$73,898	\$48,422	\$27,756	\$24,606	X	S,E	X	-	-
Franklin	Columbus Police	\$103,854	\$51,376	\$29,848	\$28,433	X	S	-	-	X
Hamilton	Hamilton County Sheriff	\$73,898	\$45,254	\$31,539	\$29,961	X	-	X	-	X
Hamilton	Cincinnati Police	\$69,275	\$46,986	\$37,290	\$34,306	X	H,S	X	-	-
Lorain	Lorain Police	\$55,226	\$41,257	\$36,191	\$36,191	X	S,E	X	-	-
Lucas	Toledo Police	\$78,097	\$56,000	\$37,552	\$33,379	X	S,E	X	X	X
Mahoning	Youngstown Police	\$56,490	\$39,754	\$25,502	\$24,287	X	E,H,S	X	X	X
Montgomery	Dayton Police	\$82,000	\$44,507	\$34,631	\$34,133	X	S,E	X	-	X
Stark	Canton Police	\$63,000	\$36,000	\$27,000	\$23,099	X	S,E	X	X	X
Summit	Akron Police	\$72,508	\$40,081	\$34,652	\$32,988	X	-	X	-	X
OKLAHOMA										
Cleveland	Norman Police	---	---	---	---	X	E,M	X	X	X
Comanche	Lawton Police	\$55,000	\$31,637	\$23,025	\$23,025	X	S,E	X	-	X
Oklahoma	Oklahoma County Sheriff	\$67,000	\$24,000	\$21,600	\$21,000	-	M	-	-	X
Oklahoma	Oklahoma City Police	---	\$45,539	\$31,027	\$25,995	X	E	X	-	X
Tulsa	Tulsa County Sheriff	\$67,736	\$27,132	\$21,204	\$20,064	-	M	-	-	X
Tulsa	Tulsa Police	\$68,616	\$40,125	\$27,995	\$26,662	X	E	-	-	X
OREGON										
Clackamas	Clackamas County Sheriff	\$85,150	\$44,850	\$33,336	\$27,383	X	E,M	-	-	X
Lane	Lane County Sheriff	\$77,397	\$39,166	\$32,178	\$29,141	X	S,E	X	X	X
Lane	Eugene Police	\$57,492	\$46,596	\$36,000	\$34,308	X	E	-	-	X
Linn	Linn County Sheriff	\$65,400	\$38,184	\$31,764	\$30,324	-	E,M	-	-	-
Marion	Salem Police	\$61,413	\$57,024	\$39,864	\$35,784	X	E,H,M	X	-	X
Multnomah	Portland Police	\$79,518	\$50,627	\$39,312	\$37,003	X	E,H	X	-	X
Washington	Washington County Sheriff	\$86,856	\$45,528	\$34,784	\$28,659	X	E,H,M	X	-	X
PENNSYLVANIA										
Allegheny	Allegheny County Police	\$71,868	\$47,264	\$33,341	\$27,393	X	S	X	-	X
Allegheny	Pittsburgh Police	\$79,608	\$47,475	\$29,540	\$29,540	X	S	X	X	X
Berks	Reading Police	\$60,000	\$39,296	\$34,876	\$32,276	X	H,S	X	X	X
Dauphin	Harrisburg Police	\$56,035	\$41,793	\$36,512	\$34,362	X	S,E	X	-	-
Delaware	Upper Darby Township Police	\$68,185	\$44,800	\$31,123	\$27,623	X	S,E	X	-	X
Erie	Erie Police	\$49,423	\$37,515	\$25,011	\$21,438	X	S,E	-	-	X
Lancaster	Lancaster Police	\$59,651	\$41,408	\$30,335	\$27,697	X	S,E	X	X	X
Lehigh	Allentown Police	\$55,061	\$38,660	\$28,394	\$27,104	X	E,M,S	X	-	X
Montgomery	Lower Merion Township Police	\$69,582	\$47,454	\$39,288	\$24,000	X	E,M,S	X	-	X
Northampton	Bethlehem Police	\$56,756	\$38,893	\$27,622	\$25,775	X	S,E	X	X	X
Philadelphia	Philadelphia Police	\$100,000	\$40,391	\$29,942	\$27,725	X	H,S	X	X	X
RHODE ISLAND										
Kent	Warwick Police	\$69,884	\$45,237	\$31,436	\$24,516	X	S,E	X	-	X
Providence	Cranston Police	\$89,546	\$51,705	\$40,224	\$38,689	X	E	X	X	X
Providence	Pawtucket Police	\$63,232	\$40,699	\$36,400	\$31,044	X	E	X	X	X
Providence	Providence Police	\$78,000	\$44,500	\$37,767	\$32,540	X	S,E	X	-	X
Providence	Woonsocket Police	\$53,300	\$35,334	\$33,020	\$24,144	X	S,E	X	-	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
SOUTH CAROLINA										
Anderson	Anderson County Sheriff	\$51,941	\$24,653	\$21,073	\$21,073	-	M	X	X	X
Beaufort	Beaufort County Sheriff	\$45,000	\$23,952	\$21,560	\$21,560	-	-	-	-	X
Charleston	Charleston County Sheriff	\$75,712	\$24,086	\$23,400	\$22,692	-	E,M	-	-	X
Charleston	Charleston Police	\$55,000	\$27,000	\$24,500	\$23,000	-	E,H	-	-	X
Greenville	Greenville County Sheriff	\$65,567	\$28,895	\$22,983	\$21,798	-	E,M	-	-	X
Greenville	Greenville Police	\$59,566	\$25,465	\$22,268	\$20,137	-	M	-	-	X
Horry	Horry County Police	\$51,585	\$27,468	\$23,682	\$23,682	-	-	-	X	X
Horry	Myrtle Beach Police	\$52,835	\$29,211	\$23,975	\$21,720	-	M	-	X	X
Richland	Richland County Sheriff	\$54,036	\$32,382	\$20,686	\$20,686	-	-	-	-	X
Richland	Columbia Police	\$65,000	\$29,265	\$24,671	\$23,498	-	E,M	-	-	-
Spartanburg	Spartanburg County Sheriff	\$67,500	\$29,466	\$22,282	\$22,282	-	E,M	-	-	-
Spartanburg	Spartanburg Police	\$50,460	\$26,998	\$24,960	\$24,960	-	M	-	-	X
SOUTH DAKOTA										
Minnehaha	Sioux Falls Police	\$54,965	\$38,002	\$29,412	\$28,322	X	S,M	X	X	X
TENNESSEE										
Davidson	Nashville Metropolitan Police	\$74,861	\$34,394	\$28,276	\$25,530	X	E,M,S	X	X	-
Hamilton	Hamilton County Sheriff	\$64,958	\$32,510	\$31,324	\$18,345	-	E,M,S	-	X	X
Hamilton	Chattanooga Police	\$62,977	\$24,899	\$22,563	\$21,747	-	-	X	X	X
Knox	Knox County Sheriff	\$92,670	\$22,097	\$21,072	\$21,072	-	H	-	-	X
Knox	Knoxville Police	\$64,470	\$29,803	\$23,863	\$23,281	-	M	-	-	X
Madison	Jackson Police	\$46,785	\$33,176	\$26,671	\$24,700	-	-	-	-	-
Montgomery	Clarksville Police	\$44,453	\$25,093	\$20,738	\$20,738	-	-	X	X	X
Rutherford	Murfreesboro Police	\$61,000	\$31,181	\$23,588	\$23,588	-	-	-	X	X
Shelby	Memphis Police	\$92,400	\$29,952	\$28,812	\$24,675	X	E,H,S	-	-	X
Sullivan	Sullivan County Sheriff	---	---	---	---	-	S	-	-	X
Washington	Johnson City Police	\$45,897	\$24,672	\$21,282	\$20,060	-	E,H,M	X	-	X
TEXAS										
Bell	Killeen Police	\$50,008	\$33,924	\$25,512	\$22,620	-	E,H,S	X	-	X
Bell	Temple Police	\$50,000	\$29,040	\$22,290	\$18,724	-	S,E	X	X	X
Bexar	Bexar County Sheriff	---	\$22,644	\$19,416	\$19,416	-	M	X	X	X
Bexar	San Antonio Police	\$73,164	\$47,520	\$30,060	\$26,112	X	E,H,S	X	X	X
Cameron	Brownsville Police	\$69,365	\$34,896	\$25,260	\$21,336	X	E	X	X	X
Cameron	Harlingen Police	\$30,000	\$26,000	\$22,000	\$20,000	-	E	X	X	X
Collin	Plano Police	\$72,828	\$46,873	\$37,360	\$34,988	-	E	-	-	X
Dallas	Carrollton Police	\$80,000	\$45,739	\$33,030	\$33,030	-	E	-	-	X
Dallas	Dallas Police	\$73,432	\$37,932	\$28,495	\$27,754	-	E,H,M,S	X	X	X
Dallas	Garland Police	\$82,848	\$48,589	\$33,488	\$31,866	-	E,M	-	-	X
Dallas	Grand Prairie Police	\$64,520	\$39,231	\$29,170	\$26,427	-	E,M	X	X	X
Dallas	Irving Police	\$76,356	\$41,136	\$29,136	\$29,136	-	S,E	X	-	X
Dallas	Mesquite Police	---	\$39,792	\$32,280	\$30,744	-	E	X	X	X
Dallas	Richardson Police	\$98,599	\$47,328	\$37,164	\$31,896	-	E,M	X	X	X
Denton	Denton Police	\$69,118	\$41,475	\$28,621	\$26,541	-	E,M	-	-	X
Ector	Odessa Police	\$59,568	\$32,580	\$27,420	\$23,304	-	E,M	X	X	X
El Paso	El Paso Police	\$63,560	\$39,839	\$26,964	\$25,682	X	H,S	-	-	X
Fort Bend	Fort Bend County Sheriff	\$65,575	\$28,915	\$23,686	\$19,052	-	-	-	-	X
Gregg	Longview Police	\$57,789	\$30,650	\$25,220	\$22,880	-	-	X	X	X
Harris	Harris County Sheriff	\$93,408	\$39,228	\$32,016	\$29,628	-	E	-	-	-
Harris	Baytown Police	\$53,388	\$42,936	\$25,800	\$24,600	-	E	X	X	X
Harris	Houston Police	\$72,462	\$41,051	\$28,484	\$27,075	-	E,H	X	X	X
Harris	Pasadena Police	\$67,203	\$45,079	\$31,702	\$30,987	-	E	X	X	X
Hidalgo	Hidalgo County Sheriff	\$53,023	\$31,698	\$23,495	\$22,000	X	-	X	X	X
Hidalgo	McAllen Police	\$66,000	\$35,000	\$28,000	\$20,100	-	E	-	-	-
Jefferson	Beaumont Police	\$65,000	\$43,572	\$30,456	\$28,656	X	S,E	X	X	X
Jefferson	Port Arthur Police	\$69,587	\$34,380	\$30,048	\$27,696	X	E,M,S	X	X	X
Lubbock	Lubbock Police	\$82,500	\$38,211	\$27,673	\$24,821	-	E	-	-	X
McLennan	Waco Police	\$75,130	\$38,280	\$27,144	\$25,740	-	E	X	X	X
Midland	Midland Police	\$70,000	\$28,000	\$25,296	\$24,096	-	E,M	X	X	X
Nueces	Corpus Christi Police	\$59,500	\$45,300	\$33,648	\$32,040	X	E,H,S	X	X	X
Potter	Amarillo Police	\$59,400	\$37,800	\$33,012	\$23,820	-	E	-	-	X
Smith	Tyler Police	\$72,420	\$37,668	\$28,260	\$26,112	-	E,H	-	-	X
Tarrant	Tarrant County Sheriff	\$85,692	\$28,344	\$24,960	\$24,960	-	S	X	X	X
Tarrant	Arlington Police	\$76,220	\$42,690	\$32,690	\$29,630	-	S,E	X	X	X
Tarrant	Fort Worth Police	\$68,676	\$44,964	\$30,396	\$30,396	-	E,H,S	-	-	X
Taylor	Abilene Police	\$70,000	\$36,996	\$25,944	\$24,576	-	E	X	X	X
Tom Green	San Angelo Police	\$54,096	\$28,776	\$23,352	\$19,008	-	E	X	X	X
Travis	Travis County Sheriff	\$85,015	\$33,716	\$25,168	\$25,168	-	M	-	-	X
Travis	Austin Police	---	\$42,490	\$29,037	\$25,305	X	E	X	X	X
Webb	Laredo Police	\$70,544	\$39,686	\$28,891	\$25,750	X	E	X	X	X
Wichita	Wichita Falls Police	\$70,000	\$34,813	\$30,772	\$22,986	-	E	X	X	X
Williamson	Williamson County Sheriff	\$55,000	\$27,439	\$25,491	\$24,258	-	M	-	-	X

Table 7a. - continued

County	Agency	Base annual starting salary				Collective bargaining authorized for officers	Types of special pay authorized for officers	Organizations authorized for officer membership		
		Chief or Sheriff	Sergeant/ first-line supervisor	Officer with 1 year experience	Entry-level officer			Nonpolice union	Police union	Police association
UTAH										
Salt Lake	Salt Lake City Police	\$60,384	\$47,256	\$29,700	\$28,000	X	E,M,S	X	X	X
Salt Lake	West Valley City Police	\$70,000	\$42,800	\$26,750	\$26,750	-	E	X	X	X
Weber	Ogden Police	\$52,404	\$38,985	\$24,778	\$23,995	X	M	X	X	X
VIRGINIA										
Alexandria(city)	Alexandria Police	\$68,258	\$40,028	\$32,305	\$31,365	-	H,M,S	X	-	X
Arlington	Arlington County Police	\$69,095	\$42,981	\$33,962	\$32,639	-	S,M	X	X	X
Chesapeake(city)	Chesapeake Police	\$62,792	\$30,540	\$25,339	\$24,601	-	E	X	X	X
Chesterfield	Chesterfield County Police	\$68,612	\$34,654	\$27,152	\$25,859	-	M	X	-	X
Danville(city)	Danville Police	\$51,042	\$29,843	\$23,383	\$23,383	-	E,M	-	-	X
Fairfax	Fairfax County Police	\$77,262	\$36,328	\$30,076	\$30,076	-	H,M,S	X	X	X
Hampton(city)	Hampton Police	---	\$30,645	\$22,538	\$22,538	-	E	X	X	X
Hanover	Hanover County Sheriff	\$65,041	\$32,572	\$24,232	\$24,232	-	E,M	-	-	X
Henrico	Henrico County Police	\$63,317	\$36,071	\$27,226	\$25,980	-	E,M	X	X	X
Loudoun	Loudoun County Sheriff	\$74,649	\$34,531	\$27,491	\$26,277	-	E,M	-	-	X
Lynchburg(city)	Lynchburg Police	\$51,948	\$29,328	\$24,258	\$24,258	-	E,M	X	X	X
Newport News(city)	Newport News Police	\$45,000	\$32,385	\$26,400	\$23,500	-	E,H,M	-	-	X
Norfolk(city)	Norfolk Police	\$66,457	\$31,967	\$25,049	\$23,854	-	E,M	X	X	X
Petersburg(city)	Petersburg Police	\$41,375	\$26,965	\$22,333	\$20,323	-	E	-	-	-
Portsmouth(city)	Portsmouth Police	\$50,940	\$28,436	\$22,729	\$22,729	-	E	X	X	X
Prince William	Prince William County Police	\$63,035	\$35,632	\$29,093	\$29,093	-	E,M,S	X	X	X
Richmond(city)	Richmond Police	\$135,000	\$38,116	\$29,068	\$28,340	-	E,M,S	X	X	X
Roanoke(city)	Roanoke Police	\$51,953	\$31,877	\$24,600	\$24,600	-	-	X	X	X
Suffolk(city)	Suffolk Police	\$54,903	\$28,571	\$25,280	\$24,183	-	E,M	X	X	X
Virginia Beach(city)	Virginia Beach Police	\$102,932	\$39,036	\$29,008	\$27,627	-	M	-	-	X
WASHINGTON										
Clark	Clark County Sheriff	\$78,804	\$40,144	\$38,189	\$34,632	X	S,E	X	-	X
Clark	Vancouver Police	\$84,288	\$50,364	\$39,732	\$36,036	X	S,E	X	X	X
King	King County Sheriff	\$109,232	\$51,694	\$38,534	\$34,385	X	E,H,M,S	X	-	-
King	Bellevue Police	\$65,892	\$52,980	\$34,764	\$34,764	X	E,H	X	-	X
King	Kent Police	\$70,000	\$56,244	\$38,292	\$38,292	X	E,M	X	-	X
King	Seattle Police	\$96,507	\$52,584	\$38,736	\$36,444	X	H	X	X	X
Pierce	Pierce County Sheriff	\$68,614	\$50,970	\$39,705	\$37,715	X	H,M	X	-	X
Pierce	Tacoma Police	\$84,926	\$52,408	\$39,392	\$34,537	X	E,H,S	X	-	-
Snohomish	Snohomish County Sheriff	\$78,506	\$51,653	\$34,715	\$34,715	X	E,H,M,S	X	-	X
Snohomish	Everett Police	\$70,032	\$58,752	\$41,748	\$38,124	X	E	X	-	-
Spokane	Spokane County Sheriff	\$90,344	\$48,044	\$34,210	\$30,959	X	E,H	-	-	X
Spokane	Spokane Police	\$68,006	\$56,438	\$32,844	\$28,835	X	H,S	X	-	X
Thurston	Thurston County Sheriff	\$80,000	\$44,532	\$32,256	\$32,256	X	E	-	X	X
Yakima	Yakima Police	\$64,686	\$49,419	\$34,631	\$34,631	X	E	X	-	X
WEST VIRGINIA										
Cabell	Huntington Police	\$48,169	\$28,134	\$23,026	\$22,283	-	S	X	-	-
Kanawha	Charleston Police	\$50,000	\$29,485	\$24,489	\$22,400	-	E,M	-	-	X
WISCONSIN										
Brown	Brown County Sheriff	\$62,478	\$39,126	\$28,166	\$23,267	X	E,M,S	X	X	X
Brown	Green Bay Police	\$53,458	\$45,500	\$31,212	\$27,786	X	S	X	X	X
Dane	Dane County Sheriff	\$77,342	\$36,379	\$30,775	\$28,066	X	S,E	X	-	-
Dane	Madison Police	\$94,985	\$46,328	\$33,300	\$33,000	X	S,E	X	-	-
Kenosha	Kenosha Police	\$67,000	\$38,496	\$32,724	\$32,724	X	E,H,S	X	X	X
Milwaukee	Milwaukee County Sheriff	\$87,292	\$36,844	\$28,424	\$25,122	X	E,H	X	X	X
Milwaukee	Milwaukee Police	\$79,627	\$44,225	\$31,618	\$31,618	X	E,H,S	X	X	X
Milwaukee	West Allis Police	\$61,930	\$48,838	\$35,127	\$30,170	X	E	X	-	X
Outgami	Appleton Police	---	\$43,464	\$35,082	\$32,332	X	E,M	X	-	X
Racine	Racine Police	\$72,000	\$53,000	\$43,000	\$43,000	X	E	X	-	X
Waukesha	Waukesha County Sheriff	\$63,995	\$37,393	\$32,668	\$27,308	X	E	X	-	X

Note: Codes for collective bargaining and officer membership organizations are as follows:

"X"=Agency authorizes collective bargaining or membership organization.

"-"=Agency does not authorize collective bargaining or membership organization.

Codes for special pay are as follows:

"E"=Educational incentive pay

"H"=Hazardous duty pay

"M"=Merit pay

"S"=Shift differential pay

"-"=None of the above pay types are authorized

---Data were not provided by an agency.