

133283



Bureau of Justice Statistics Bulletin

A LEMAS Report

22 1993

Sheriffs' Departments 1990

ACQUISITIONS

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During 1990 nearly 17,000 publicly funded State and local law enforcement agencies were operating in the United States. Included in this total were approximately 3,100 sheriffs' departments.

In July 1990 the Law Enforcement Management and Administrative Statistics (LEMAS) program of the Bureau of Justice Statistics (BJS) surveyed a nationally representative sample of law enforcement agencies. This report presents data from sheriffs' departments on expenditures, functions, personnel, salaries, training and educational requirements, equipment, computerization, programs, and policies.

Major findings include the following:

- During fiscal year 1990, sheriffs' departments had operating expenditures of \$9.1 billion and employed 204,000 persons full time. About 69% of these employees were sworn officers, and 31% were civilian employees.

- Almost all sheriffs' departments reported performing at least some work related to the courts (98%) and to law enforcement (97%). About 87% of the departments performed some jail-related work.

- About 84% of the departments estimated they spent a third or more of their personnel hours on law enforcement activities. About 40% of the departments spent at least a third of their time on jail-related responsibilities, and 9% spent this much time performing court-related duties.

February 1992

The Law Enforcement Management and Administrative Statistics (LEMAS) program, begun in 1987, provides a detailed portrait of the Nation's law enforcement agencies — their sworn and civilian personnel, hiring requirements, training, functions, expenditures, and equipment such as sidearms, body armor, and computers.

The findings reported in this Bulletin come from sheriffs' departments that comprise almost 30% of the agencies participating in LEMAS. A companion Bulletin on police departments reports on the same issues. We are confident that this information, which is collected only through exemplary cooperation by law enforcement agencies, is of great value to policymakers and criminal justice administrators.

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- Most sheriffs' departments were small: nearly two-thirds of them employed fewer than 25 sworn officers, and a third employed fewer than 10. About half of the departments served a population of less than 25,000.

- Sheriffs' departments serving a population of 1 million or more employed a fifth of all officers, and departments serving 250,000 or more residents employed about half of all officers.

- Among sworn personnel in sheriffs' departments, 84.5% were white (non-Hispanic), 9.8% black (non-Hispanic), 4.7% Hispanic, and 1% were members of other minority groups. About 15.4% were women.

- Approximately 93% of sheriffs' departments required new officer recruits to have at least a high school diploma, and the minimum requirement in another 4% of the departments included some college education, usually a 2-year degree.

- About 9 in 10 sheriffs' departments had formal classroom and field training requirements for new officer recruits. The average number of required training hours ranged from 400 hours in departments serving under 25,000 residents to over 800 hours in departments serving a population of 500,000 or more.

- The average starting salary for new officer recruits in sheriffs' departments ranged from about \$26,000 in the largest jurisdictions to about \$16,000 in the smallest, with an overall departmental average of \$17,400.

- Approximately 74% of sheriffs' departments authorized the use of semiautomatic sidearms by their officers. The 9mm was the semiautomatic weapon most frequently authorized for use.

- About 21% of sheriffs' departments required all regular field officers to wear body armor while on duty. Another 6% of the departments applied this requirement to some, but not all officers.

Table 1. State and local law enforcement agencies in the United States, 1990

Type of agency	Number of agencies*	Number of employees						Operating expenditures, fiscal year 1990
		Total	Full-time		Total	Part-time		
			Sworn	Civilian		Sworn	Civilian	
Total	16,961	793,020	595,869	197,151	76,044	35,384	40,660	\$41,550,270,000
Local police	12,288	459,891	363,001	96,890	53,705	24,533	29,172	\$20,585,981,000
Sheriff	3,093	203,974	141,418	62,556	16,406	9,192	7,214	9,137,209,000
Special police	1,531	51,825	39,078	12,747	5,129	1,549	3,580	8,137,543,000
State police	49	77,330	52,372	24,958	804	110	694	3,689,537,000
Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Local police	72.4%	58.0%	60.9%	49.1%	70.6%	69.3%	71.7%	49.5%
Sheriff	18.2	25.7	23.7	31.7	21.6	26.0	17.7	22.0
Special police	9.0	6.5	6.6	6.5	6.7	4.4	8.8	19.6
State police	.3	9.8	8.8	12.7	1.1	.3	1.7	8.9

Note: Local police and State police categories include only general purpose agencies. Special police category includes both State- and local-level agencies. Detail may not add to total because of rounding.
 *Except for the State police category, the number of agencies reported here is an estimate resulting from a weighted sample and is not an exact enumeration.

The LEMAS survey

The 1990 Law Enforcement Management and Administrative Statistics (LEMAS) survey was mailed to all 780 State and local law enforcement agencies with 100 or more sworn officers. A sample of 2,338 agencies with fewer than 100 officers also received the questionnaire. Of the 3,118 recipients of the LEMAS questionnaire, 2,945 (94.5%) responded.

The survey used a sampling frame based on personnel data from the 1986 Directory Survey of Law Enforcement Agencies. (Please see *Methodology* for further discussion of sampling.) This was the second LEMAS survey. A similar survey was conducted in 1987 (*Profile of State and Local Law Enforcement Agencies, 1987*, BJS Bulletin, NCJ-113949).

This report and a companion Bulletin, *State and Local Police Departments, 1990*, (NCJ-133284) present the results of the 1990 LEMAS data collection. This report focuses entirely on sheriffs' departments.

Sheriffs' departments

During 1990, an estimated 16,961 State and local law enforcement agencies were operating in the United States (table 1). The estimated 3,093 sheriffs' departments accounted for about 18% of the total. County governments operated almost all of the sheriffs' departments (over 99%), and independent cities, less than 1%.

The collective operating expenditure of sheriffs' departments during fiscal year 1990 was approximately \$9 billion, 22% of the total operating expenditure for all State and local law enforcement agencies. This was 47% more than in 1987, and represented a nationwide expenditure for sheriffs' departments of about \$63,000 per sworn officer. Capital expenditures such as equipment purchases and construction costs are not included in these figures.

On June 30, 1990, the Nation's sheriffs' departments employed an estimated 204,000 persons on a full-time basis and another 16,000 on a part-time basis. An estimated 141,000 (69%) of the full-time employees were sworn officers, representing about a fourth of all full-time State and local sworn law enforcement personnel. Approximately 63,000 full-time civilian employees were working for sheriffs' departments; they comprised about a third of the civilian law enforcement workforce nationwide. The largest sheriff's department in the United States was the Los Angeles County Sheriff's Department, with 10,808 full-time employees, including 7,640 sworn officers.

Overall, there were 12 sheriffs' departments (less than 1% of all departments) that employed 1,000 or more sworn officers (table 2). About a third of sheriffs' departments employed 25 or more officers. Another third employed between 10 and 24 officers, and the remaining third, fewer than 10 officers. In contrast to the nearly 1,000 single-officer local police departments, only an estimated 17 sheriffs' departments employed just one officer in 1990.

Table 2. Sheriffs' departments, by number of sworn personnel, 1990

Number of sworn personnel	Departments	
	Number*	Percent
Total	3,093	100%
1,000 or more	12	.4%
500-999	21	.7
250-499	64	2.1
100-249	191	6.2
50-99	295	9.5
25-49	522	16.9
10-24	953	30.8
5-9	684	22.1
2-4	335	10.8
1	17	.5

Note: Table includes both full-time and part-time employees. Detail may not add to total because of rounding.
 *See table 1 note on estimated number of agencies.

Although just 1% of sheriffs' departments were located in jurisdictions with a population of 1 million or more, about 20% of all sworn officers were working for departments in jurisdictions that large (table 3). Half of all officers were working for the 6% of sheriffs' departments in jurisdictions with a population of 250,000 or more. Only 3% of all full-time officers were working for departments serving a population under 10,000, although 23% of all departments were in this population category.

On average, sheriffs' departments serving a population of 1 million or more employed just over 1,000 full-time sworn officers and about 600 full-time civilian employees (table 4). The average number of full-time employees for all sheriffs' departments was 66, including 46 sworn and 20 civilian. The workforce size of departments in the 50,000-99,999 population range most closely resembled the overall averages.

In large sheriffs' departments (100 or more sworn officers), about half of the full-time officers were providing direct services related to patrol, response to incidents, investigation, special operations, and other aspects of field operations (table 5). A third of full-time sworn employees were working in positions related to jail operation, and about 1 in 10 were working in court-related positions including bailiffs, security guards, and process servers.

Relatively small percentages of full-time sworn employees worked in administration or technical support. About 5% of them held administrative positions, including jobs related to finance, personnel, and internal affairs. Another 4% of sworn personnel provided technical support services related to communications and dispatch, fleet management, training, and other areas requiring technical expertise.

Approximately 50% of civilian employees worked in jail-related positions, and another 30%, in technical support positions.

The average annual operating expenditure of sheriffs' departments for fiscal year 1990 was about \$3 million, ranging from about \$92 million in departments serving a population of 1 million or more to about \$300,000 in those serving under 10,000 residents (table 6). Overall, employee salaries and benefits accounted for \$3 of every \$4 in operating expenditures. The overall departmental average expenditure per resident was \$40. Departments serving a population of under 10,000 cost the most to operate, \$56 per resident. Departments serving a population of 1 million or more and those serving a population of 100,000 to 249,999 had the highest average expenditure per employee, \$55,400 and \$52,400, respectively.

Table 3. Sheriffs' departments and full-time sworn officers, by size of population served, 1990

Population served	Departments		Full-time sworn officers	
	Number*	Percent	Number	Percent
All sizes	3,093	100%	141,418	100%
1,000,000 or more	27	.9%	28,112	19.9%
500,000-999,999	62	2.0	22,231	15.7
250,000-499,999	92	3.0	18,367	13.0
100,000-249,999	270	8.7	25,055	17.7
50,000-99,999	374	12.1	17,998	12.7
25,000-49,999	594	19.2	13,391	9.5
10,000-24,999	955	30.9	11,972	8.5
Under 10,000	719	23.2	4,292	3.0

*See note on table 1.

Table 4. Average number of employees in sheriffs' departments, by size of population served, 1990

Population served	Average number of employees					
	Full-time			Part-time		
	Total	Sworn	Civilian	Total	Sworn	Civilian
All sizes	66	46	20	5	3	2
1,000,000 or more	1,638	1,052	586	45	31	14
500,000-999,999	534	356	178	22	4	18
250,000-499,999	287	199	87	19	8	11
100,000-249,999	129	93	36	9	6	3
50,000-99,999	64	48	16	8	5	3
25,000-49,999	32	23	10	5	3	2
10,000-24,999	17	13	5	3	2	1
Under 10,000	9	6	3	2	1	1

Note: Detail may not add to total because of rounding.

Table 5. Job classification of full-time personnel in large sheriffs' departments, 1990

Job classification	Percent of full-time employees		
	Total	Sworn	Civilian
Total	100%	100%	100%
Jail operations	39.0%	33.6%	50.1%
Field operations	34.7	47.8	7.4
Technical support	12.5	4.2	29.8
Court operations	7.3	9.4	2.9
Administration	5.6	4.7	7.5
Other	1.0	.4	2.3

Note: Detail may not add to total because of rounding. Table excludes departments with fewer than 100 sworn personnel.

Table 6. Operating expenditures of sheriffs' departments, by size of population served, 1990

Population served	Operating expenditures, fiscal year 1990			
	Per department	Per sworn officer	Per employee	Per resident
All sizes	\$2,954,000	\$62,600	\$43,100	\$40
1,000,000 or more	\$92,020,000	\$86,200	\$55,400	\$38
500,000-999,999	23,640,000	66,100	43,400	34
250,000-499,999	12,023,000	59,200	40,600	34
100,000-249,999	6,997,000	73,000	52,400	48
50,000-99,999	2,247,000	44,300	33,200	34
25,000-49,999	954,000	39,800	27,800	28
10,000-24,999	603,000	45,300	32,100	38
Under 10,000	309,000	48,200	32,700	56

Note: Figures are for the fiscal year ending June 30, 1990, or the most recent fiscal year completed prior to that date. Figures do not include capital expenditures such as equipment purchases or construction costs. Computation of per officer and per employee averages includes both full-time and part-time employees, with a weight of 0.5 assigned to part-time employees.

Estimated workload level for law enforcement, jail-related, and court-related functions in sheriff's departments, 1990

About 84% of sheriffs' departments reported that at least a third of their total personnel hours were spent on activities related to law enforcement. Approximately 27% of the departments estimated that employees spent more than two-

thirds of their total work time on activities related to law enforcement. Departments serving a population under 10,000 (43%) were the most likely to devote that much time to law enforcement. Only 3 departments serving a population

of 500,000 or more spent more than two-thirds of their personnel time on law enforcement.

Unlike local police departments, most of which perform law enforcement duties almost exclusively, sheriffs' departments are much more likely to have additional jail- and court-related responsibilities.

In 1990 the percentage of sheriffs' departments with primary responsibility for operating a jail (81%) was 16 times higher than the percentage of local police departments (5%). Sheriffs' departments were 9 times more likely than local police departments to be responsible for serving civil process (91% versus 10%), and about 5 times more likely to be providing court security (85% versus 18%).

Consequently, nearly all (98%) sheriffs' departments reported spending at least some work hours on court-related activities during 1990, and 87% reported at least some jail-related work.

Jail-related responsibilities consumed at least a third of the work hours in 40% of sheriffs' departments. Although only 2% of all departments spent more than two-thirds of their personnel time on jail operation, 24% of the departments serving 1 million or more residents did so.

Court-related responsibilities did not require as much personnel time as law enforcement or jail-related duties. Although nearly all sheriffs' departments performed some court-related work, only 9% spent a third or more of their work-hours on court-related activities.

Despite their jail and court-related responsibilities, only 3% of all sheriffs' departments reported they performed no law enforcement-related work in 1990. Departments in jurisdictions of 1 million or more residents (19%) and departments serving a population of 500,000 to 999,999 (14%) were most likely not to perform law enforcement functions.

Proportion of total personnel workhours spent on law enforcement functions

Population served	Total	None	Less than 1/3	1/3 to 2/3	More than 2/3
All sizes	100%	3%	13%	57%	27%
1,000,000 or more	100%	19%	41%	40%	0%
500,000-999,999	100	14	52	29	5
250,000-499,999	100	5	40	43	12
100,000-249,999	100	9	26	54	11
50,000-99,999	100	5	15	68	13
25,000-49,999	100	2	14	64	20
10,000-24,999	100	1	6	60	33
Under 10,000	100	2	8	48	43

Proportion of total personnel workhours spent on jail-related functions

Population served	Total	None	Less than 1/3	1/3 to 2/3	More than 2/3
All sizes	100%	13%	46%	38%	2%
1,000,000 or more	100%	19%	11%	46%	24%
500,000-999,999	100	14	22	49	14
250,000-499,999	100	32	15	46	7
100,000-249,999	100	21	23	50	6
50,000-99,999	100	5	42	52	1
25,000-49,999	100	7	48	43	2
10,000-24,999	100	10	57	32	0
Under 10,000	100	22	49	29	1

Proportion of total personnel workhours spent on court-related functions

Population served	Total	None	Less than 1/3	1/3 to 2/3	More than 2/3
All sizes	100%	2%	89%	6%	3%
1,000,000 or more	100%	7%	85%	7%	0%
500,000-999,999	100	2	78	2	18
250,000-499,999	100	1	80	2	16
100,000-249,999	100	0	84	10	6
50,000-99,999	100	0	92	4	4
25,000-49,999	100	3	87	9	2
10,000-24,999	100	3	91	6	—
Under 10,000	100	2	92	4	2

Note: Figures are based on estimates provided by departments. Some departments may have performed functions not related to any of these three categories. Detail may not add to total because of rounding.
 --Less than 0.5%.

Table 7. Functions for which at least half of sheriffs' departments had primary responsibility, by size of population served, 1990

Population served	Percent of departments with primary responsibility for:												
	Civil process serving	Violent crime investigation*	Death investigation	Court security	Property crime investigation	Patrol and first response	Jail operation	Narcotics and vice enforcement	Telephone/radio communication and dispatch	Traffic enforcement	Accident investigation	Search and rescue	Fingerprint processing
All sizes	91%	89%	87%	85%	85%	82%	81%	81%	72%	67%	65%	57%	52%
1,000,000 or more	85%	70%	70%	73%	66%	77%	77%	73%	73%	62%	62%	60%	70%
500,000-999,999	88	57	56	86	57	56	75	56	61	51	51	35	52
250,000-499,999	98	62	60	88	60	59	68	59	55	59	38	48	58
100,000-249,999	96	74	72	90	71	72	76	67	64	57	48	50	51
50,000-99,999	98	87	87	89	86	85	93	80	77	61	58	56	57
25,000-49,999	91	93	91	89	85	84	91	85	72	64	64	57	51
10,000-24,999	88	95	91	83	88	86	86	85	75	70	68	60	55
Under 10,000	90	92	90	81	91	85	64	81	73	74	77	60	46

*Includes investigation of rape, robbery, or serious assault.

Operations

About 7 in 8 sheriffs' departments had primary responsibility for crime and death investigations (table 7). A similar proportion of departments also provided civil process serving and court security. About 4 in 5 departments performed the functions of patrol and first response to incidents, enforced narcotics and vice laws, and

operated a jail. At least half of the departments also had primary responsibility for communications and dispatch (72%), traffic enforcement (67%), accident investigation (65%), search and rescue operations (57%), and fingerprint processing (52%).

Relatively few departments had primary responsibility for civil defense (20%), animal control (20%), emergency medical services

(10%), training academy operation (7%), fire services (7%), laboratory testing of substances (5%), or ballistics testing (3%) (table 8). Sheriffs' departments in jurisdictions under 10,000 in population were most likely to perform civil defense functions, and those in jurisdictions with fewer than 50,000 residents were most likely to provide animal control services. Departments in the largest jurisdictions (over 1 million) were the most likely to operate a training academy, conduct laboratory tests of substances, or perform ballistics tests.

Table 8. Functions for which less than half of sheriffs' departments had primary responsibility, by size of population served, 1990

Population served	Percent of departments with primary responsibility for:						
	Civil defense	Animal control	Emergency medical services	Training academy operation	Fire services	Laboratory testing of substances	Ballistics testing
All sizes	20%	20%	10%	7%	7%	5%	3%
1,000,000 or more	11%	10%	19%	62%	7%	32%	29%
500,000-999,999	7	2	7	33	0	12	12
250,000-499,999	15	10	9	25	1	20	9
100,000-249,999	14	10	9	17	3	13	8
50,000-99,999	19	13	6	16	5	4	2
25,000-49,999	14	24	8	1	4	6	1
10,000-24,999	20	21	11	4	9	2	3
Under 10,000	30	25	13	2	11	1	1

About 42% of all sheriffs' departments participated in a 911 emergency telephone system during 1990 (table 9). This percentage represented a substantial increase from 1987, when 28% of the departments participated. Significant increases in participation from 1987 to 1990 occurred in all population categories.

In 1990 over half the departments serving 100,000 or more residents, almost half the departments serving a population from 25,000 to 99,999, and about a third of the departments serving a population of less than 25,000 participated in a 911 system. (A department's lack of participation did not necessarily mean that citizens in its jurisdiction had no 911 service, because another agency could have provided it.) As in 1987, about a fourth of participating sheriffs' departments had a system with enhanced capabilities, allowing electronic identification of the source of a call.

Table 9. Sheriffs' departments participation in 911 emergency telephone system, by size of population served, 1990 and 1987

Population served	Percent of departments participating in 911 system					
	1990			1987		
	Total	Regular	Enhanced/expanded	Total	Regular	Enhanced/expanded
All sizes	42%	31%	11%	28%	20%	8%
1,000,000 or more	73%	26%	47%	53%	20%	33%
500,000-999,999	54	12	42	48	22	26
250,000-499,999	60	23	36	43	19	24
100,000-249,999	62	30	31	43	31	12
50,000-99,999	48	32	17	42	31	10
25,000-49,999	46	38	8	28	20	8
10,000-24,999	35	28	7	25	18	7
Under 10,000	32	30	2	16	14	2

Note: Participation is defined as the capability to dispatch a unit as the result of a call to 911. Detail may not add to total because of rounding.

Nine percent of sheriffs' departments were operating one or more lockup facilities separate from a jail in 1990 (table 10). Departments serving a population of 250,000 or more were the most likely to be operating a lockup facility. Departments in jurisdictions of 1 million residents or more had the largest average lockup capacity, about 68 persons; departments serving a population of under 25,000 had the smallest average lockup capacity, about 6.

Sworn officers

In 1990, 72.6% of full-time sworn personnel in sheriffs' departments were white (non-Hispanic) men (table 11). Officers in larger jurisdictions were less likely to be white men than those in small ones: About two-thirds of officers in departments serving a population of 500,000 or more were white men, compared to about three-fourths of the officers in smaller jurisdictions. Overall, 84.6% of sworn officers were men, and 84.5% were white. An estimated 1 in 10 officers were black, the largest representation of any minority group and about twice the proportion of Hispanic officers.

The percentages of women and minorities among sheriffs' department officers increased from 1987 to 1990. Over the 3 years, the proportion of women went from 12.6% to 15.4%, blacks from 8.3% to 9.8%, and Hispanics from 4.3% to 4.7%. Overall, minority representation increased from 13.4% to 15.5%.

Sheriffs' departments were estimated to have employed nearly 19,000 more full-time sworn officers in 1990 than in 1987. Significant increases in the number of women and minorities accompanied this overall increase. An estimated 21,778 women were full-time officers in sheriffs' departments in 1990, about 6,000 more than in 1987. Black officers numbered nearly 14,000 in 1990, compared to just over 10,000 in 1987. The number of sworn employees who were members of any racial or ethnic minority was about 22,000 in 1990, compared to 16,400 in 1987.

Nearly all (97%) sheriffs' departments had a formal education requirement for new officer recruits (table 12). The minimum requirement in 93% of the departments was a high school diploma. About 4% of sheriffs' departments required education beyond high school, either specified non-degree college courses (1%) or a 2-year college degree (3%). Less than 0.5% of all departments required new officer recruits to have a 4-year college degree.

Newly hired officers were required to complete formal training in 89% of sheriffs' departments (table 13). All departments in the 250,000-499,999 population category had a training requirement. Departments serving a population of 500,000 or more had the highest average of classroom hours required — about 500. The averages for departments in other population categories were close to the overall average of 354 hours.

	1990		1987	
	Percent	Number	Percent	Number
Total	100.0%	141,418	100.0%	122,544
Male	84.6%	119,640	87.4%	107,103
Female	15.4	21,778	12.6	15,441
White	84.5%	119,498	86.6%	106,124
Black	9.8	13,859	8.3	10,171
Hispanic	4.7	6,647	4.3	5,269
Other	1.0	1,414	.8	980

Table 11. Characteristics of full-time sworn personnel in sheriffs' departments, by size of population served, 1990

Population served	Total	Percent of full-time sworn employees							
		White		Black		Hispanic		Other	
		Male	Female	Male	Female	Male	Female	Male	Female
All sizes	100%	72.6%	11.9%	7.2%	2.6%	3.9%	.8%	.9%	.1%
1,000,000 or more	100%	64.0%	14.2%	6.8%	2.9%	8.2%	1.9%	1.9%	.2%
500,000-999,999	100	68.9	9.7	11.8	4.0	4.1	.5	.9	.1
250,000-499,999	100	74.7	10.6	6.1	2.0	5.0	1.0	.6	.1
100,000-249,999	100	72.7	12.4	8.1	3.1	2.3	.5	.8	—
50,000-99,999	100	78.8	12.1	5.6	2.2	.8	.2	.3	.1
25,000-49,999	100	77.7	11.4	5.4	1.5	2.0	1.0	.8	.2
10,000-24,999	100	79.5	11.5	4.6	1.0	2.3	.2	.8	.1
Under 10,000	100	76.4	14.0	4.7	.9	2.9	.4	.5	.2

Note: "Black" and "white" categories do not include Hispanics. "Other" category includes American Indians, Alaskan Natives, Asians, and Pacific Islanders. Detail may not add to total because of rounding.
--Less than 0.05%.

Table 10. Operation of lockup facilities by sheriffs' departments, by size of population served, 1990

Population served	Percent operating lockup(s)	Average total capacity
All sizes	9%	17
1,000,000 or more	26%	68
500,000-999,999	34	36
250,000-499,999	31	28
100,000-249,999	16	21
50,000-99,999	8	33
25,000-49,999	5	10
10,000-24,999	5	5
Under 10,000	12	7

Note: Only temporary holding or lockup facilities separate from a jail are included. Computation of average total capacity excludes departments not operating a lockup.

Table 12. Minimum educational requirement for new officer recruits in sheriffs' departments, by size of population served, 1990

Population served	Total	Percent of departments					
		Without requirement	All with requirement	Requiring minimum of:			
				High school diploma	Some college*	2-year college degree	4-year college degree
All sizes	100%	3%	97%	93%	1%	3%	—
1,000,000 or more	100%	0%	100%	100%	0%	0%	0%
500,000-999,999	100	0	100	95	2	2	2
250,000-499,999	100	0	100	93	2	5	0
100,000-249,999	100	2	98	87	4	8	0
50,000-99,999	100	3	97	93	1	4	0
25,000-49,999	100	2	98	95	0	3	0
10,000-24,999	100	4	95	90	—	5	—
Under 10,000	100	2	98	96	1	1	0

Note: Detail may not add to total because of rounding.
--Less than 0.5%.

*No degree requirement.

The overall average number of field training hours required was 117. The average requirements for field training ranged from 42 hours for departments in the smallest jurisdictions to about 10 times that number in departments serving a population of 1 million or more.

The average starting salary for an entry-level deputy in sheriffs' departments was \$17,420, an increase of 12% from 1987 (table 14). Average starting salaries varied with population size, ranging from an average of about \$26,000 in departments serving a population of 1 million or more, to an average of about \$16,000 in departments serving a population of under 10,000.

Across population categories, the salaries of sergeants and sheriffs had a pattern similar to that of salaries of entry-level

Table 13. Training requirements for new officer recruits in sheriffs' departments, by size of population served, 1990

Population served	Percent of departments requiring training	Average number of hours required		
		Total	Classroom	Field
All sizes	89%	471	354	117
1,000,000 or more	85%	946	538	408
500,000-999,999	94	821	511	310
250,000-499,999	100	638	379	259
100,000-249,999	90	581	384	197
50,000-99,999	93	553	372	181
25,000-49,999	90	498	352	146
10,000-24,999	85	410	342	68
Under 10,000	91	367	325	42

Note: Computation of the average number of training hours excludes departments not requiring training.

Table 14. Average base starting salary for selected positions in sheriffs' departments, by size of population served, 1990

Population served	Average base starting salary		
	Entry-level deputy	Sergeant	Sheriff
All sizes	\$17,420	\$21,870	\$33,530
1,000,000 or more	\$26,180	\$35,530	\$80,350
500,000-999,999	22,950	32,100	61,490
250,000-499,999	20,130	26,860	53,710
100,000-249,999	19,530	24,830	44,900
50,000-99,999	18,300	23,100	38,460
25,000-49,999	16,950	21,510	33,050
10,000-24,999	16,940	20,840	30,320
Under 10,000	15,860	18,560	24,530

Note: Average salaries are based on the minimum starting salary offered by a department and have been rounded to the nearest 10 dollars. Computation of average salary excludes departments with no full-time employee in that position.

officers. The overall average base starting salary for a sergeant was about \$22,000, starting at an average of \$35,530 in the largest jurisdictions and at \$18,560 in the smallest. A sheriff's average starting salary in departments serving a population of 1 million or more was about \$80,000, over 3 times as much as in departments serving a population of under 10,000.

About 43% of sheriffs' departments with 100 or more sworn officers authorized collective bargaining for employees in 1990. Some of these larger departments also authorized the following types of special pay for full-time sworn officers:

Type of special pay	Percent of large sheriffs' departments authorizing
Educational incentive	50%
Merit	44
Shift differential	29
Hazardous duty	27

Equipment

About 3 in 4 sheriffs' departments authorized the use of some type of semiautomatic sidearm by officers (table 15). About two-thirds of all departments authorized the use of 9mm semiautomatic sidearms.

One or more types of revolvers were authorized for use by officers in 82% of sheriffs' departments. The two most frequently authorized types were the .357 (authorized by 72% of the departments) and the .38 (authorized by 47%).

Nonlethal weapons were authorized for use in 80% of all sheriffs' departments (table 16). The types of these weapons most frequently mentioned were impact devices and chemical agents like tear gas and mace — both types were authorized by 52% of the departments.

Table 15. Types of sidearms authorized for use by sworn officers in sheriffs' departments, by size of population served, 1990

Population served	One or more types	Percent of departments authorizing:										
		Semiautomatic					Revolver					
		.357	.380	.45	9mm	10mm	.357	.38	.45	9mm	10mm	
All sizes	74%	4%	6%	32%	67%	12%	82%	72%	47%	11%	10%	4%
1,000,000 or more	71%	7%	22%	40%	67%	11%	100%	77%	80%	21%	21%	4%
500,000-999,999	79	0	10	30	70	9	86	54	70	12	2	2
250,000-499,999	84	3	9	43	81	17	86	70	68	1	2	0
100,000-249,999	78	5	5	34	75	12	84	74	47	10	15	6
50,000-99,999	82	6	9	39	74	16	81	72	59	10	8	5
25,000-49,999	71	2	4	30	67	15	79	73	42	10	9	3
10,000-24,999	75	3	5	31	65	10	82	73	42	11	10	3
Under 10,000	67	5	5	30	59	10	80	70	46	14	12	4

Note: Some types of sidearms not included in this table may have been authorized for use in some departments.

Table 16. Types of nonlethal weapons authorized for use by sworn officers in sheriffs' departments, by size of population served, 1990

Population served	One or more types	Percent of departments authorizing:			
		Impact devices	Chemical agents	Electrical devices	Restraining devices
All sizes	80%	52%	52%	25%	23%
1,000,000 or more	96%	77%	80%	39%	26%
500,000-999,999	82	65	59	23	24
250,000-499,999	94	80	74	27	40
100,000-249,999	91	67	54	22	30
50,000-99,999	84	52	60	27	18
25,000-49,999	74	51	47	25	21
10,000-24,999	80	50	49	26	26
Under 10,000	75	45	49	23	18

Note: Impact device category includes sidearm batons, soft projectiles, and rubber bullets. Chemical agent category includes tear gas and mace. Electrical device category includes tasers and stun guns. Restraining device category includes three-pole trips and capture nets, but not handcuffs.

About 3 in 5 sheriffs' departments supplied at least some officers in regular field operations with protective body armor or gave them a cash allowance to purchase it (table 17). About half of the departments serving a population of under 10,000 supplied officers with armor or gave them a cash allowance for it — a smaller proportion than in larger jurisdictions.

Overall, 27% of sheriffs' departments required that at least some officers in regular field operations wear body armor

while on duty, including 21% that required all such officers to wear it. Of the departments serving a population of 1 million or more, 44% required at least some officers on duty in regular field operations to wear body armor, with about half of these departments applying the policy to all regular field operations officers. Among departments serving a population of 250,000 to 499,999, 42% required at least some officers to wear armor. About three-fourths of these departments applied the policy to all regular field operations officers.

Nationwide, sheriffs' departments operated about 7 cars for every 10 sworn officers (table 18). The ratio of cars to officers was lowest in jurisdictions of 1 million residents or more — 3 cars per 10 officers — and highest in departments serving a population of under 50,000 — about 7 cars per 10 officers.

Approximately 28% of all the cars operated by sheriffs' departments were unmarked. The 62% of cars that were unmarked in departments serving a population of 1 million or more represented nearly 3 times the percentage of unmarked cars in departments serving a population of under 25,000.

About 82% of sheriffs' departments permitted sworn officers to take marked cars home (table 19). Departments serving a population of under 10,000 (91%) were twice as likely to allow marked vehicles to be taken home as departments serving a population of 1 million or more (45%). Overall, 28% of sheriffs' departments allowed officers to take a marked car home and drive it for personal use.

Table 17. Body armor policies for regular field operations officers in sheriffs' departments, by size of population served, 1990

Population served	Percent of departments:					
	Supplying officers with armor or giving officers cash allowance for armor			Requiring officers to wear armor while on duty		
	Total	All officers	Some officers	Total	All officers	Some officers
All sizes	61%	54%	7%	27%	21%	6%
1,000,000 or more	85%	65%	20%	44%	23%	21%
500,000-999,999	71	54	17	26	17	9
250,000-499,999	59	51	8	42	30	12
100,000-249,999	71	59	12	31	24	7
50,000-99,999	69	57	12	27	17	10
25,000-49,999	63	59	4	25	24	2
10,000-24,999	62	57	5	30	23	7
Under 10,000	48	40	8	20	16	4

Note: Detail may not add to total because of rounding.

Table 18. Number of cars per sworn officer and percent of cars that were unmarked in sheriffs' departments, by size of population served, 1990

Population served	Ratio of cars to sworn officers	Percent of cars that were unmarked
All sizes	.69	28%
1,000,000 or more	.29	62%
500,000-999,999	.41	46
250,000-499,999	.47	43
100,000-249,999	.53	42
50,000-99,999	.59	32
25,000-49,999	.70	30
10,000-24,999	.74	23
Under 10,000	.78	21

Table 19. Vehicle-use policies for sworn officers in sheriffs' departments, by size of population served, 1990

Population served	Total	Percent of departments not allowing officers to take vehicles home	Percent of departments allowing officers to take vehicles home	
			Off-duty use allowed	Off-duty use not allowed
All sizes	100%	13%	82%	54%
1,000,000 or more	100%	55%	45%	38%
500,000-999,999	100	43	57	37
250,000-499,999	100	29	71	53
100,000-249,999	100	32	68	39
50,000-99,999	100	27	73	48
25,000-49,999	100	18	82	62
10,000-24,999	100	13	87	54
Under 10,000	100	9	91	57

Note: Detail may not add to total because of rounding. Table refers to marked vehicles only.

Computers

About 63% of sheriffs' departments, employing 85% of all officers, reported the use of computers in 1990 (table 20). All departments serving a population of 1 million or more were using computers, and only in jurisdictions of under 10,000 were less than half of the departments using some type of computer.

Overall, the personal computer was the most commonly used type of computer, with use reported by 46% of all sheriffs'

departments and by every department in jurisdictions with 1 million residents or more. About 30% of departments had either exclusive or shared access to a mainframe computer, including 65% of departments serving a population of 100,000 or more. Laptop computers, used by 5% of all departments, were being used by 39% of the departments serving a population of 1 million or more. While only 1% of all departments reported having car-mounted digital terminals, 24% of departments in the largest jurisdictions reported such equipment.

About half of all sheriffs' departments reported using computers for record-keeping, including three-fourths of all departments serving a population of 50,000 or more (table 21). Other computer functions reported by at least a fourth of all departments included criminal investigations (35%), jail management (33%), budgeting (26%), and dispatch (25%). A majority of departments serving 250,000 or more residents reported using computers for these 4 functions. About half of departments serving a population of 500,000 or more were using computers for crime analysis, and about two-thirds of departments serving a population of 1 million or more reported using computers for fleet management.

The most common types of computerized files maintained by sheriffs' departments pertained to warrants (47%) and arrests (42%) (table 22). About a third of all sheriffs' departments also maintained files on criminal histories and stolen property. At least 30% of the departments in each of the 6 largest population categories (25,000 and up) maintained files on Uniform Crime Reports (UCR), calls for service, summons, and traffic citations. A majority of departments serving a population of 250,000 or more had computer files on payroll and personnel and departmental inventory.

Table 20. Types of computers used by sheriffs' departments, by size of population served, 1990

Population served	Percent of departments using each type of computer						
	One or more types	Personal	Mainframe	Mini	Laptop	Digital terminal	
						Car-mounted	Hand-held
All sizes	63%	46%	30%	9%	5%	1%	--
1,000,000 or more	100%	100%	85%	59%	39%	24%	15%
500,000-999,999	93	87	74	28	22	15	5
250,000-499,999	87	79	69	29	17	5	2
100,000-249,999	91	72	60	17	7	4	1
50,000-99,999	86	60	47	17	10	0	0
25,000-49,999	72	47	37	7	4	1	0
10,000-24,999	53	37	18	5	2	0	0
Under 10,000	38	28	12	2	2	0	0

-- Less than 0.5%

Table 21. Selected functions of computers in sheriffs' departments, by size of population served, 1990

Population served	Percent of departments using computers for:							
	Record-keeping	Criminal investigations	Jail management	Budgeting	Dispatch	Crime analysis	Fleet management	Manpower allocation
All sizes	51%	35%	33%	26%	25%	20%	16%	11%
1,000,000 or more	85%	81%	70%	65%	62%	52%	67%	46%
500,000-999,999	79	66	75	70	50	57	42	38
250,000-499,999	72	56	63	64	49	42	38	30
100,000-249,999	80	50	54	54	46	31	30	24
50,000-99,999	75	55	61	40	36	28	31	16
25,000-49,999	59	43	40	21	32	25	15	10
10,000-24,999	42	28	21	15	18	16	9	5
Under 10,000	26	16	15	15	9	8	4	5

Table 22. Types of computerized information files maintained by sheriffs' departments, by size of population served, 1990

Population served	Percent of departments maintaining computer files on:											
	Warrants	Arrests	Criminal histories	Stolen property/vehicles	Uniform Crime Reports	Calls for service	Summons	Traffic citations	Payroll/personnel	Inventory	Evidence	License registration
All sizes	47%	42%	35%	34%	29%	28%	27%	26%	24%	23%	20%	18%
1,000,000 or more	89%	71%	81%	62%	54%	70%	41%	45%	73%	71%	52%	58%
500,000-999,999	68	70	68	49	52	41	45	43	68	54	35	30
250,000-499,999	79	66	59	48	53	58	45	38	62	60	46	20
100,000-249,999	74	56	54	41	38	45	45	40	49	47	35	34
50,000-99,999	65	65	45	52	45	48	33	35	39	27	33	24
25,000-49,999	58	51	45	41	36	33	33	32	24	25	26	19
10,000-24,999	36	34	24	30	23	21	22	21	17	15	13	14
Under 10,000	25	24	20	17	16	11	15	16	8	12	8	13

Programs and policies

Departments with 100 or more sworn officers reported on the types of special units operated (table 23). About 82% of these departments were operating special units for drug education in schools and community crime prevention. More than half of large sheriffs' departments had special units for child abuse (65%), missing children (61%), and juvenile delinquency (59%). Other types of special units operated by more than a third of large sheriffs' departments dealt with gangs (47%), drunk drivers (45%), domestic violence (40%), and victim assistance (35%).

Departments with 100 or more officers also reported on the types of written policy directives maintained (table 24). The most commonly cited subject areas were the use of deadly force (96%), off-duty employment

Table 23. Types of special units operated by large sheriffs' departments, 1990

Type of special unit	Percent of large departments
Drug education in schools	92%
Community crime prevention	82
Child abuse	65
Missing children	61
Juvenile delinquency	59
Gangs	47
Drunk drivers	45
Domestic violence	40
Victim assistance	35
Prosecutor relations	31
Repeat offenders	28
Bias-related crimes	24

Note: Unit may be full-time or part-time. Table excludes departments with fewer than 100 sworn personnel.

Table 24. Selected types of written policy directives maintained by large sheriffs' departments, 1990

Subject area of directive	Percent of large departments
Use of deadly force	96%
Off-duty employment	96
Code of conduct and appearance	95
Pursuit driving	90
Strip searches	88
Juveniles	86
Citizen complaints	84
Mentally ill/handicapped persons	81
Domestic disturbances	77
Use of confidential funds	70
Employee counseling	70
Private security firms	29
Homeless persons	19

Note: Table excludes departments with fewer than 100 sworn personnel.

(96%), codes of conduct and appearance (95%), and pursuit driving (90%). Most large departments also had written policy directives dealing with strip searches (88%), juveniles (86%), citizen complaints (84%), mentally ill/handicapped persons (81%), domestic disturbances (77%), use of confidential funds (70%), and employee counseling (70%).

Methodology

The Law Enforcement Management and Administrative Statistics (LEMAS) survey collects data from a nationally representative sample of the nearly 17,000 publicly funded State and local law enforcement agencies in the United States. This report focuses solely on sheriffs' departments.

All 780 State and local law enforcement agencies in the United States with 100 or more sworn officers (as reported in the 1986 Directory Survey of Law Enforcement Agencies) received the full-length LEMAS questionnaire. The 780 self-representing (SR) agencies were supplemented by a nationally representative sample of all agencies with fewer than 100 sworn officers. These nonself-representing (NSR) agencies were chosen using a stratified random sample with cells based on the type of agency (local police, sheriff, or special police), size of population served, and number of sworn officers. The 2,338 NSR agencies received a slightly abbreviated LEMAS questionnaire, which did not contain items about job classifications, residency requirements, special pay, collective bargaining, police membership organizations, special units, or written policy directives.

The initial mailing of the survey questionnaire was conducted in July 1990. The pay period containing June 15, 1990, was used as the reference date for personnel-related questions and June 30, 1990, for other questions. The data were collected by the Bureau of the Census for the Bureau of Justice Statistics.

After two followup mailings and additional telephone calls as needed, a final total of 2,945 agencies responded to the LEMAS questionnaire, including 738 SR agencies and 2,207 NSR agencies. The overall response rate was 94.5%. The final data-

base includes responses from 1,830 local police departments, 840 sheriffs' departments, 226 special police departments, and the 49 primary State police departments.

The base weight for all SR agencies is 1. For NSR local and special police departments, the base weight is 8.128, and for NSR sheriffs' departments it is 4.09857. The final weight associated with every agency, both SR and NSR, is the product of the base weight and a factor that adjusted for any nonresponding agencies in each sample cell. This agency nonresponse factor was based on number of sworn officers for SR agencies and on number of agencies for NSR agencies.

Some responding agencies did not completely answer the LEMAS questionnaire. When an agency did not supply a response to an item, a donor agency was randomly selected from responding agencies in the same sample cell. The donor agency's value for the item was placed into the nonresponding agency's response field with an indicator that the value had been imputed. Complete documentation regarding sampling procedures and non-response adjustments is available upon request.

Data on the number of employees and on the amount of agency expenditures in this report are not comparable with other BJS reports, such as the Survey of Criminal Justice Expenditure and Employment series. In the latter, these data are presented by governmental function, whereas in the LEMAS survey expenditures are classified by type of agency. For example, what might be attributed to sheriffs' departments in the LEMAS survey would be apportioned among various functions, such as police protection and corrections, in the Expenditure and Employment series. It should be noted that the LEMAS figures for operating expenditures include employee benefits, but the Expenditure and Employment figures do not.

Because the data from agencies with fewer than 100 sworn personnel were collected from a sample, the results are subject to sampling error. All statements of comparison in this report have been tested to ensure that observed differences between values are significant at 2 standard errors (the 95-percent confidence level) or higher.

How to order the dataset

Data utilized in this report are available from the National Archive of Criminal Justice Data at the University of Michigan, P.O. Box 1248, Ann Arbor, MI 48106; 1-800-999-0960. The data set is archived as Law Enforcement Management and Administrative Statistics 1990 (ICPSR 9749).

Brian Reaves wrote this report. Tom Hester edited it. Phony Z. Smith provided statistical review. Michael W. Agopian, Lawrence A. Greenfeld, and Richard W. Dodge reviewed the publication. It was produced by Marilyn Marbrook, assisted by Jayne Pugh and Yvonne Boston. Sample design, selection, and weighting were provided by David Hubble and Elizabeth Sweet of the Statistical Methods Division, Bureau of the Census. The data were collected and processed by Martha Greene, Linda Huang, Theresa Reitz, Ellen Rhodes, and Charlene Sebold of the Governments Division, Bureau of the Census.

February 1992, NCJ-133283

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