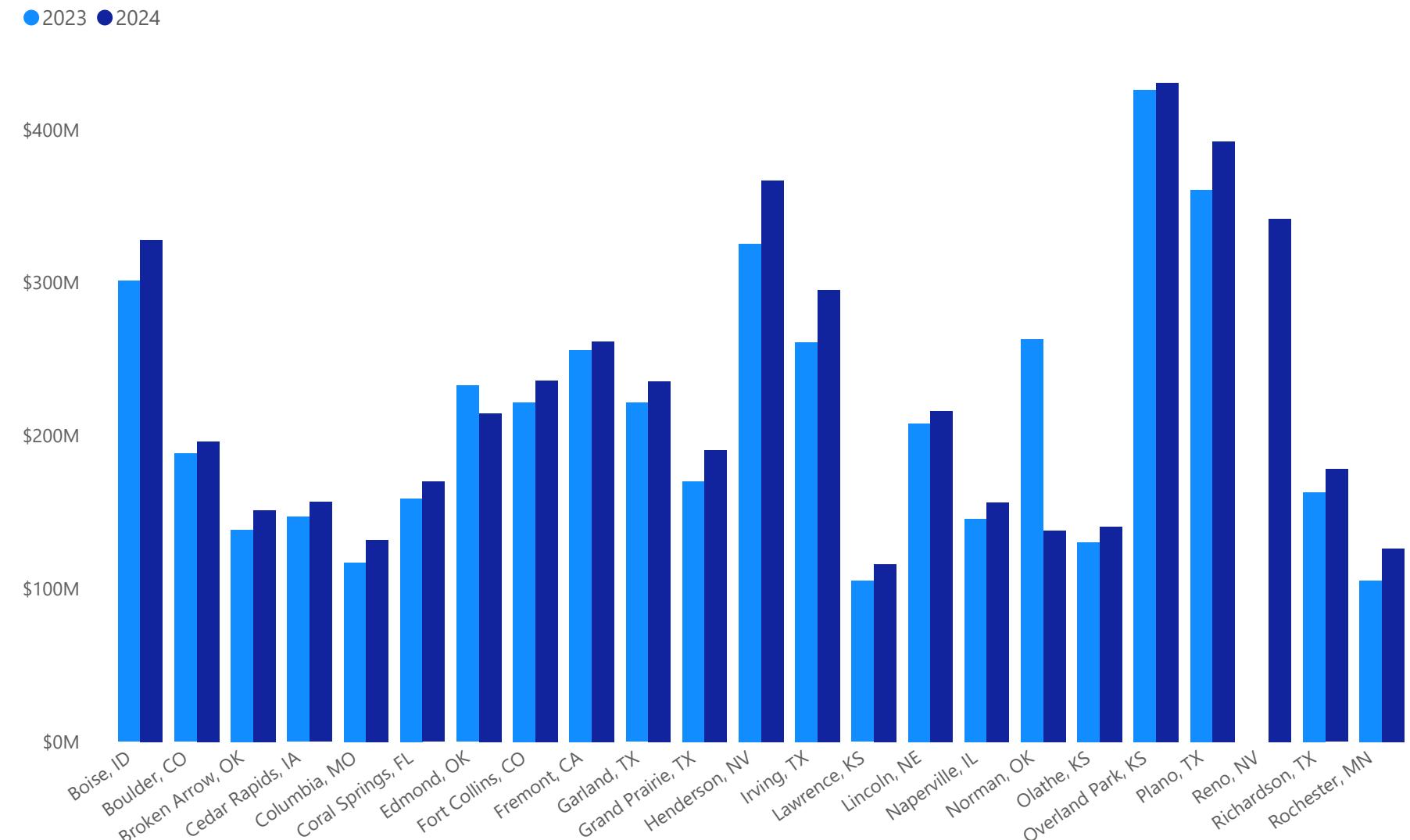


Budget

City Budget Note: General Funds Only

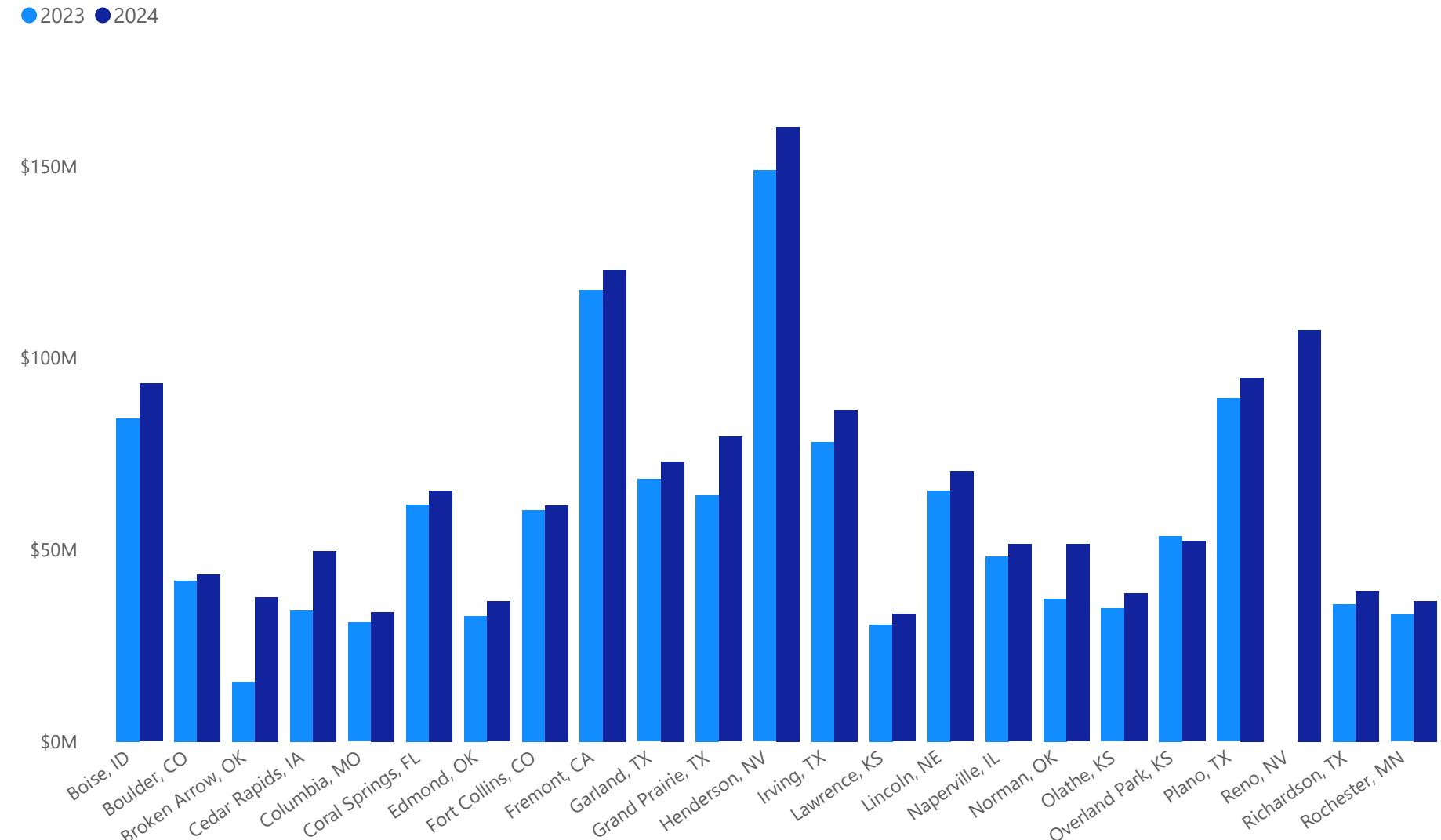
City Name	2023	2024
Boise, ID	\$301,140,212	\$327,931,562
Boulder, CO	\$188,400,000	\$196,100,000
Broken Arrow, OK	\$138,584,372	\$151,142,667
Cedar Rapids, IA	\$146,917,799	\$156,637,111
Columbia, MO	\$117,218,196	\$131,847,700
Coral Springs, FL	\$158,898,771	\$169,957,982
Edmond, OK	\$232,822,153	\$214,470,655
Fort Collins, CO	\$221,713,275	\$235,957,726
Fremont, CA	\$255,855,000	\$261,479,000
Garland, TX	\$221,431,996	\$235,500,000
Grand Prairie, TX	\$170,240,000	\$190,500,000
Henderson, NV	\$325,512,428	\$366,646,239
Irving, TX	\$261,088,547	\$295,404,862
Lawrence, KS	\$105,118,000	\$116,118,000
Lincoln, NE	\$207,901,953	\$216,149,421
Naperville, IL	\$145,806,001	\$156,350,271
Norman, OK	\$263,135,958	\$138,171,427
Olathe, KS	\$130,274,230	\$140,544,996
Overland Park, KS	\$426,010,000	\$430,660,000
Plano, TX	\$360,529,459	\$392,328,590
Reno, NV		\$341,787,069
Richardson, TX	\$163,208,611	\$178,125,311
Rochester, MN	\$105,343,869	\$126,331,898
Average	\$211,234,129	\$224,788,804



Budget

Department Budget, Excluding Capital Improvement

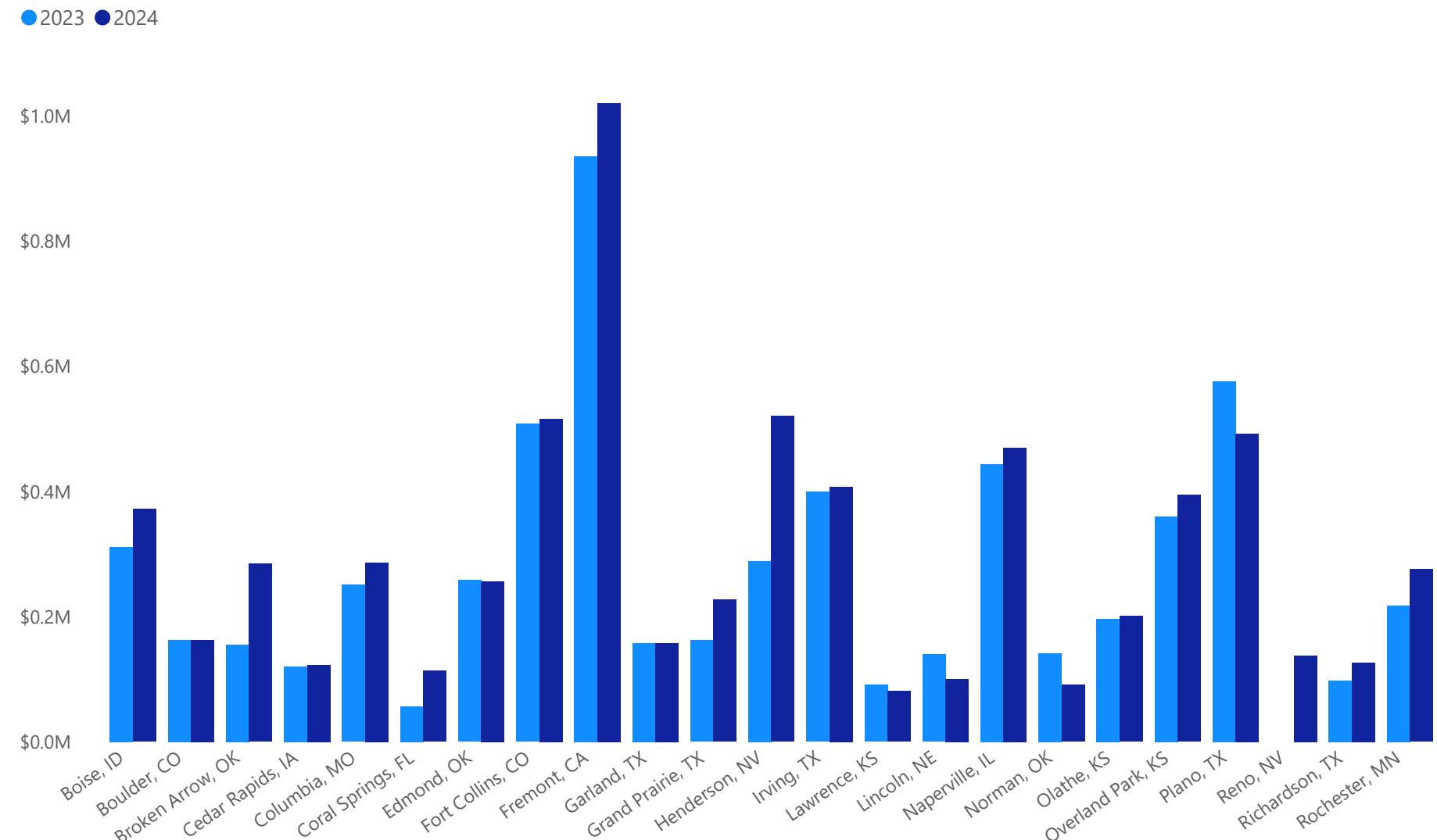
City Name	2023	2024
Boise, ID	\$84,222,123	\$93,333,678
Boulder, CO	\$41,922,639	\$43,609,853
Broken Arrow, OK	\$15,556,867	\$37,665,469
Cedar Rapids, IA	\$34,202,421	\$49,681,713
Columbia, MO	\$31,001,422	\$33,741,067
Coral Springs, FL	\$61,714,636	\$65,391,216
Edmond, OK	\$32,705,661	\$36,514,782
Fort Collins, CO	\$60,320,665	\$61,476,674
Fremont, CA	\$117,652,721	\$123,073,587
Garland, TX	\$68,413,538	\$72,932,524
Grand Prairie, TX	\$64,179,244	\$79,441,929
Henderson, NV	\$148,864,203	\$160,198,739
Irving, TX	\$78,041,000	\$86,391,978
Lawrence, KS	\$30,557,000	\$33,248,000
Lincoln, NE	\$65,447,419	\$70,429,463
Naperville, IL	\$48,300,000	\$51,413,509
Norman, OK	\$37,203,103	\$51,400,000
Olathe, KS	\$34,676,970	\$38,557,912
Overland Park, KS	\$53,610,713	\$52,230,084
Plano, TX	\$89,394,628	\$94,804,303
Reno, NV		\$107,319,078
Richardson, TX	\$35,827,588	\$39,245,948
Rochester, MN	\$33,049,827	\$36,661,091
Average	\$57,584,745	\$66,033,156



Budget

Training Funding from Department Budget, Excluding Non-Budgeted Seizure Funds

City Name	2023	2024
Boise, ID	\$310,936	\$371,936
Boulder, CO	\$162,402	\$162,402
Broken Arrow, OK	\$155,000	\$284,200
Cedar Rapids, IA	\$120,538	\$123,145
Columbia, MO	\$250,820	\$285,820
Coral Springs, FL	\$56,658	\$113,543
Edmond, OK	\$258,200	\$256,000
Fort Collins, CO	\$507,629	\$515,831
Fremont, CA	\$934,901	\$1,020,401
Garland, TX	\$157,700	\$157,700
Grand Prairie, TX	\$162,041	\$227,044
Henderson, NV	\$289,047	\$520,248
Irving, TX	\$399,000	\$407,201
Lawrence, KS	\$91,000	\$81,000
Lincoln, NE	\$139,500	\$100,000
Naperville, IL	\$443,772	\$469,972
Norman, OK	\$141,468	\$90,780
Olathe, KS	\$196,320	\$200,661
Overland Park, KS	\$360,000	\$394,149
Plano, TX	\$575,918	\$492,327
Reno, NV		\$138,000
Richardson, TX	\$98,144	\$126,537
Rochester, MN	\$217,297	\$275,588
Average	\$274,013	\$296,282

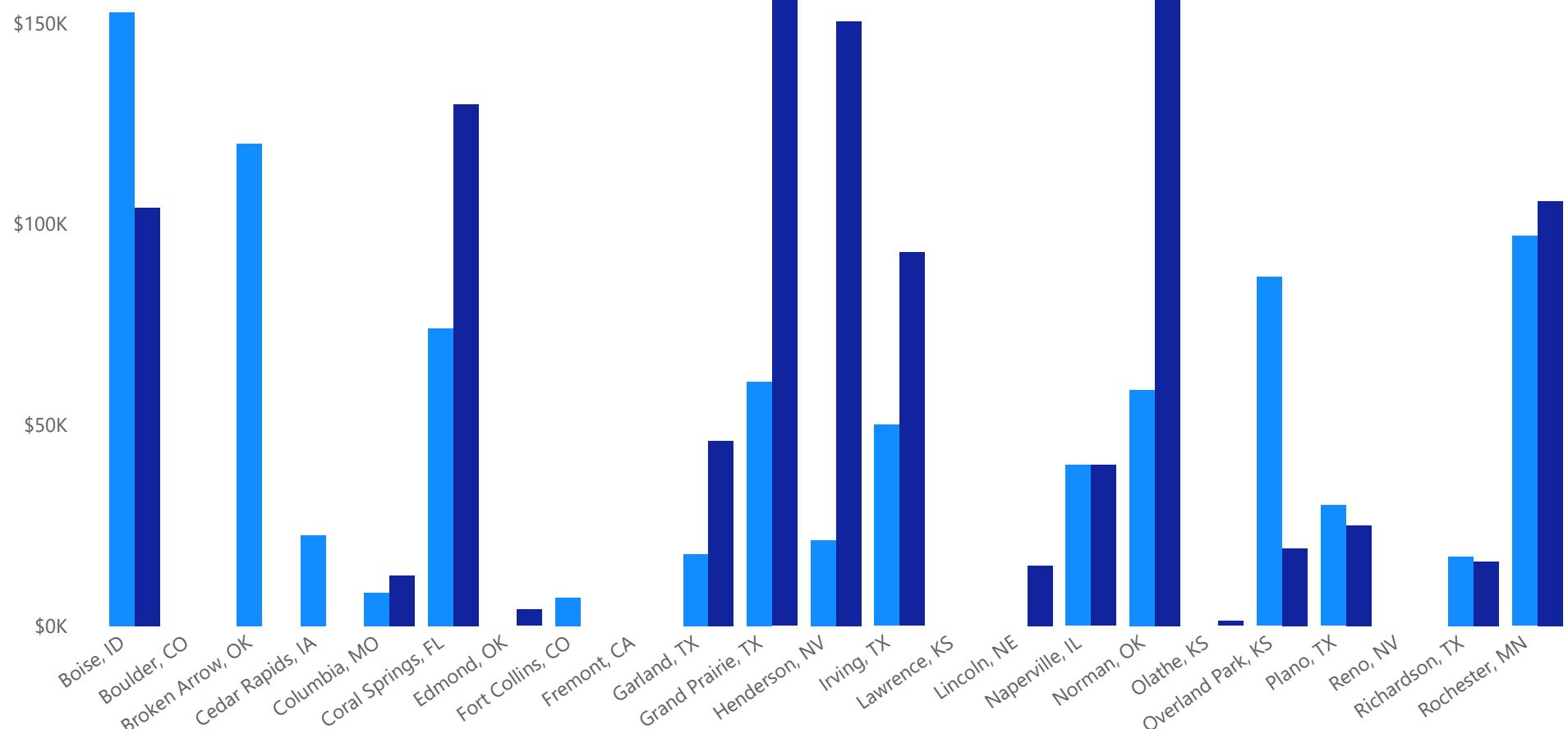


Budget

Training Funding in Addition to the Department's Budget

City Name	2023	2024
Boise, ID	\$152,600	\$104,009
Boulder, CO	\$0	\$0
Broken Arrow, OK	\$120,000	\$0
Cedar Rapids, IA	\$22,500	\$0
Columbia, MO	\$8,300	\$12,500
Coral Springs, FL	\$73,950	\$129,825
Edmond, OK	\$0	\$4,056
Fort Collins, CO	\$7,000	\$0
Fremont, CA	\$0	\$0
Garland, TX	\$17,860	\$45,954
Grand Prairie, TX	\$60,739	\$155,602
Henderson, NV	\$21,335	\$150,408
Irving, TX	\$50,000	\$92,927
Lawrence, KS	\$0	\$0
Lincoln, NE	\$0	\$15,000
Naperville, IL	\$40,000	\$40,000
Norman, OK	\$58,689	\$164,235
Olathe, KS	\$0	\$1,184
Overland Park, KS	\$86,755	\$19,213
Plano, TX	\$30,000	\$25,000
Reno, NV	\$0	
Richardson, TX	\$17,167	\$16,030
Rochester, MN	\$96,988	\$105,685
Average	\$39,267	\$47,027

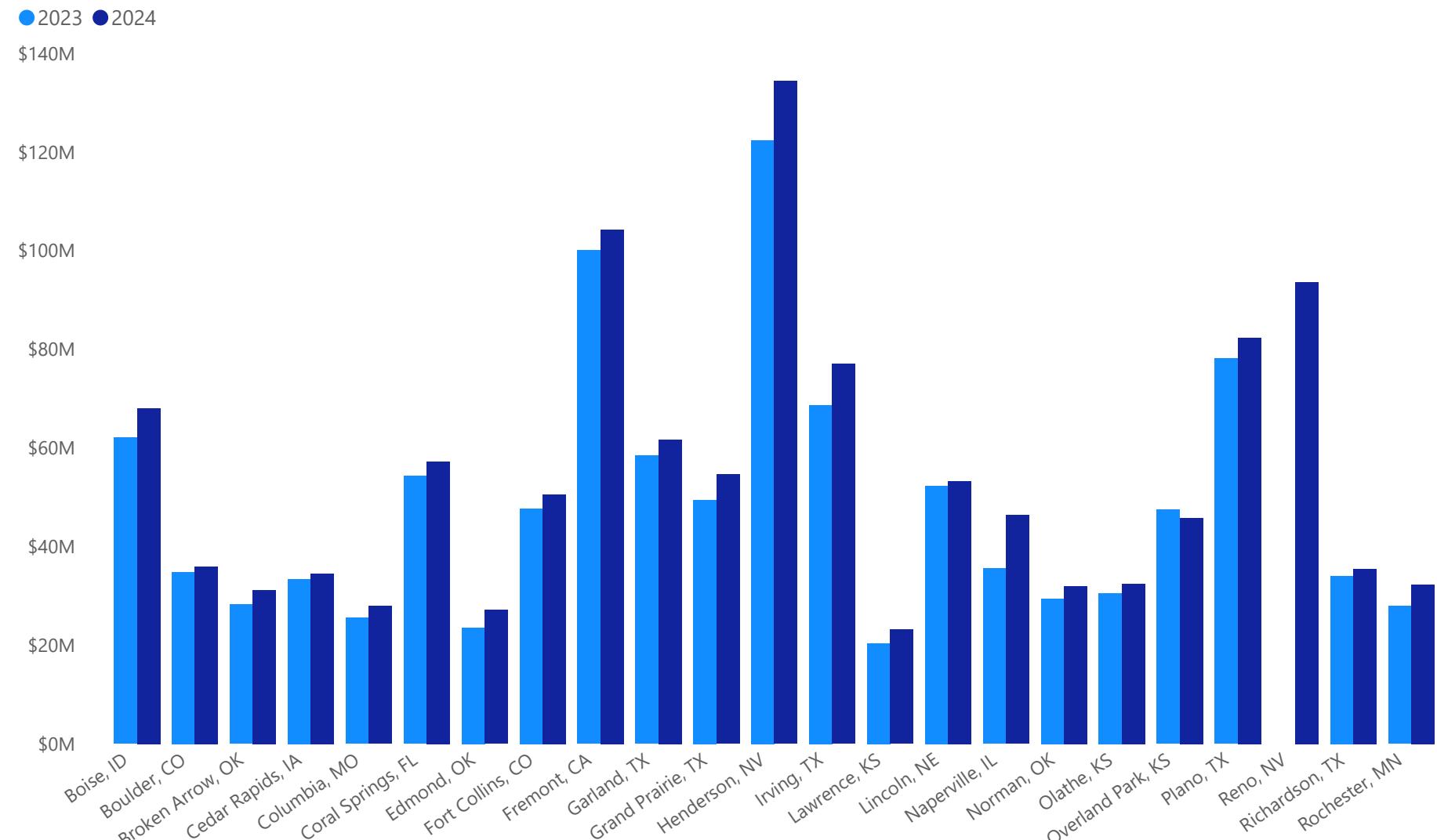
● 2023 ● 2024



Budget

Budgeted Personnel Portion of Budget Including Salary, Overtime, and Benefits

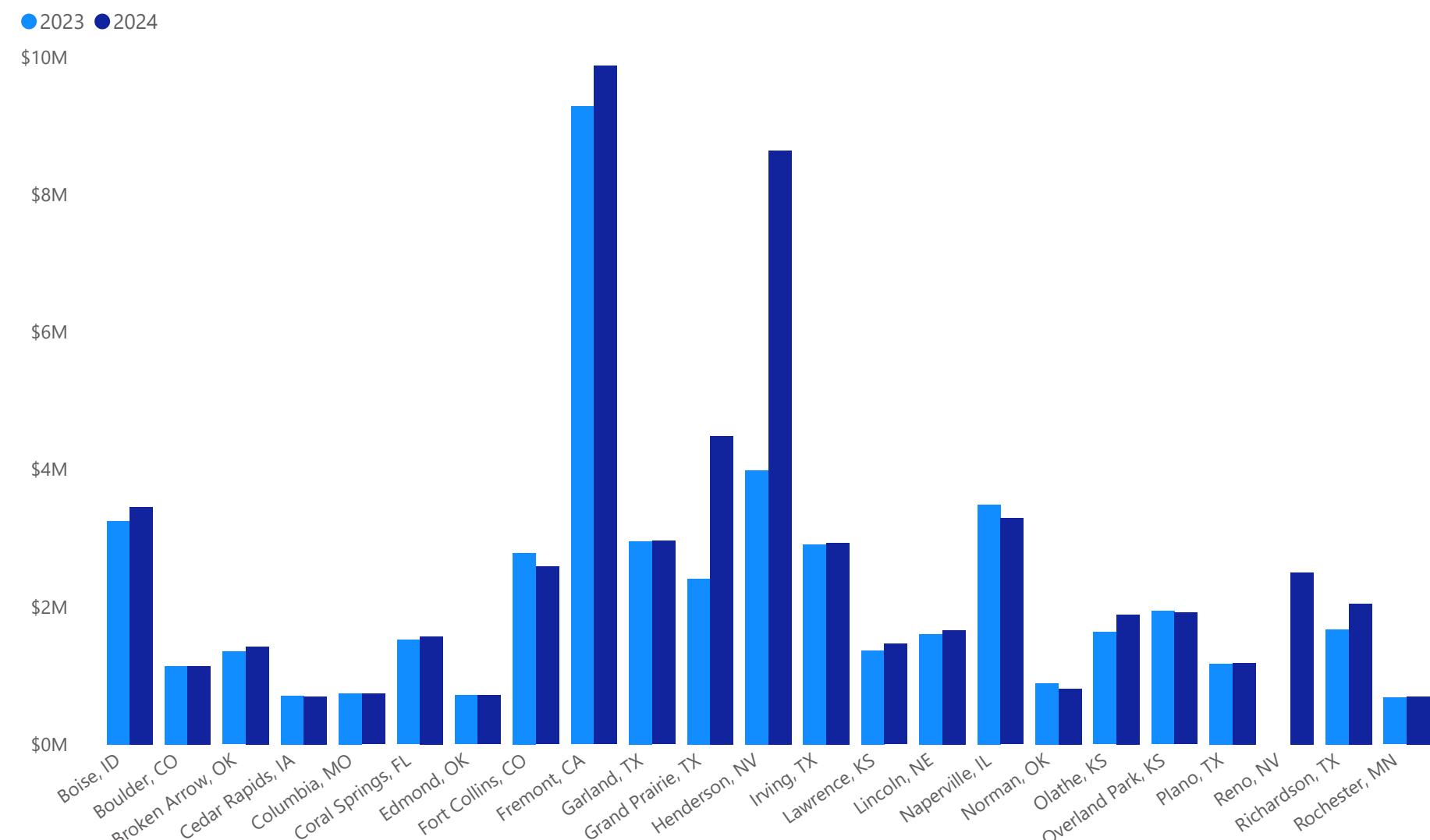
City Name	2023	2024
Boise, ID	\$62,108,968	\$68,010,788
Boulder, CO	\$34,862,830	\$35,973,790
Broken Arrow, OK	\$28,271,339	\$31,152,543
Cedar Rapids, IA	\$33,429,889	\$34,523,191
Columbia, MO	\$25,540,655	\$27,944,788
Coral Springs, FL	\$54,285,646	\$57,282,422
Edmond, OK	\$23,594,391	\$27,112,760
Fort Collins, CO	\$47,736,602	\$50,580,394
Fremont, CA	\$100,023,072	\$104,256,451
Garland, TX	\$58,416,749	\$61,692,031
Grand Prairie, TX	\$49,411,261	\$54,592,984
Henderson, NV	\$122,414,140	\$134,335,098
Irving, TX	\$68,653,000	\$77,009,752
Lawrence, KS	\$20,409,000	\$23,166,000
Lincoln, NE	\$52,342,277	\$53,272,769
Naperville, IL	\$35,563,864	\$46,383,824
Norman, OK	\$29,439,934	\$31,974,876
Olathe, KS	\$30,508,148	\$32,473,334
Overland Park, KS	\$47,494,174	\$45,819,800
Plano, TX	\$78,116,029	\$82,327,932
Reno, NV		\$93,594,152
Richardson, TX	\$34,095,094	\$35,458,047
Rochester, MN	\$27,952,721	\$32,345,214
Average	\$48,394,081	\$53,968,823



Budget

Budgeted Figure for Overtime

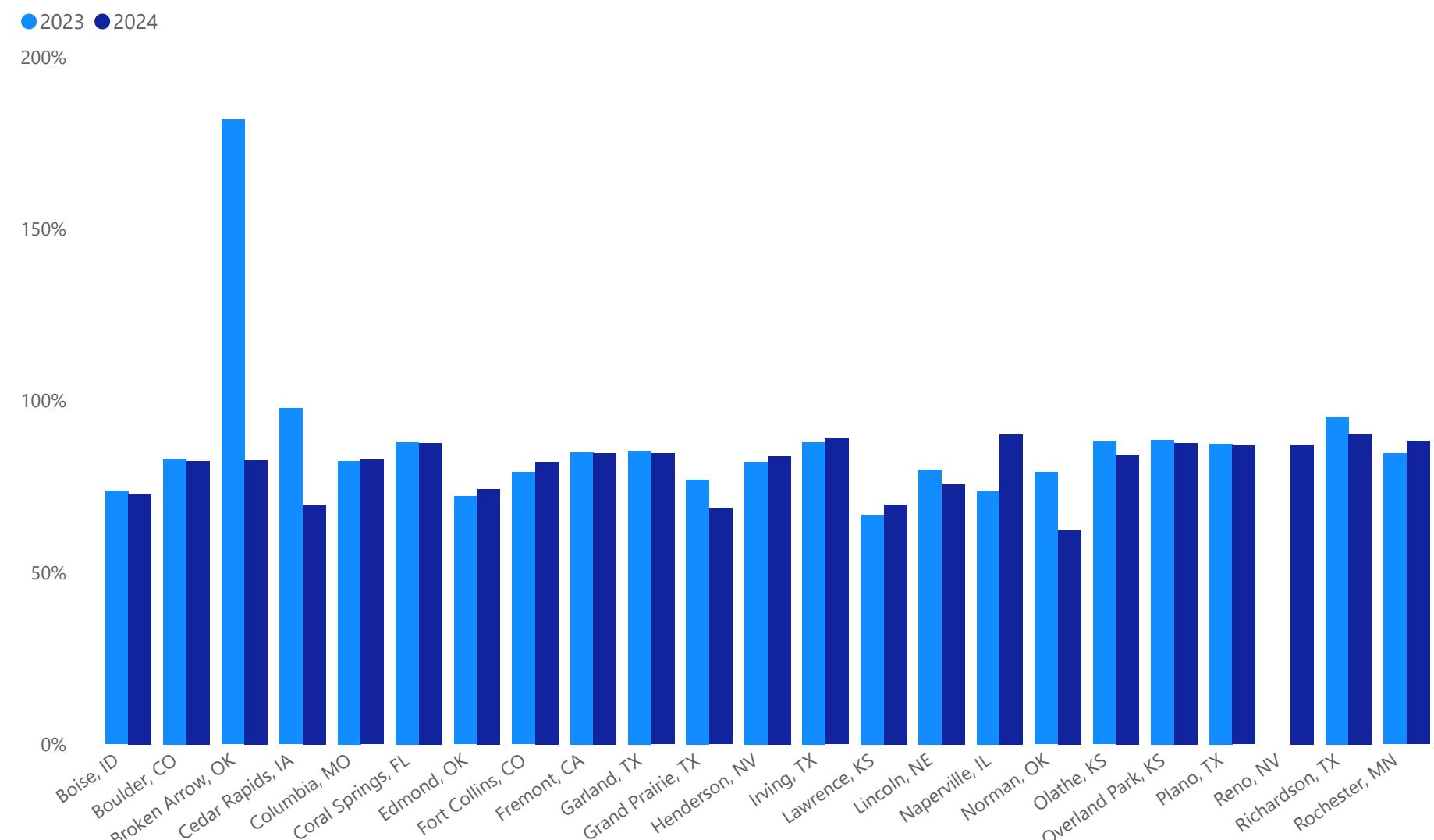
City Name	2023	2024
Boise, ID	\$3,250,769	\$3,455,922
Boulder, CO	\$1,140,615	\$1,140,615
Broken Arrow, OK	\$1,348,500	\$1,420,880
Cedar Rapids, IA	\$706,929	\$694,055
Columbia, MO	\$740,275	\$737,050
Coral Springs, FL	\$1,519,111	\$1,565,934
Edmond, OK	\$713,207	\$713,207
Fort Collins, CO	\$2,780,837	\$2,584,352
Fremont, CA	\$9,278,435	\$9,868,506
Garland, TX	\$2,950,541	\$2,958,031
Grand Prairie, TX	\$2,408,593	\$4,483,696
Henderson, NV	\$3,983,906	\$8,636,836
Irving, TX	\$2,910,000	\$2,932,461
Lawrence, KS	\$1,368,000	\$1,460,000
Lincoln, NE	\$1,605,423	\$1,657,666
Naperville, IL	\$3,490,395	\$3,290,012
Norman, OK	\$892,459	\$810,753
Olathe, KS	\$1,630,798	\$1,887,293
Overland Park, KS	\$1,938,510	\$1,914,110
Plano, TX	\$1,175,567	\$1,181,567
Reno, NV		\$2,500,000
Richardson, TX	\$1,668,273	\$2,046,901
Rochester, MN	\$679,117	\$695,017
Average	\$2,251,800	\$2,549,342



Budget

Percentage of Department Budget Spent on Personnel

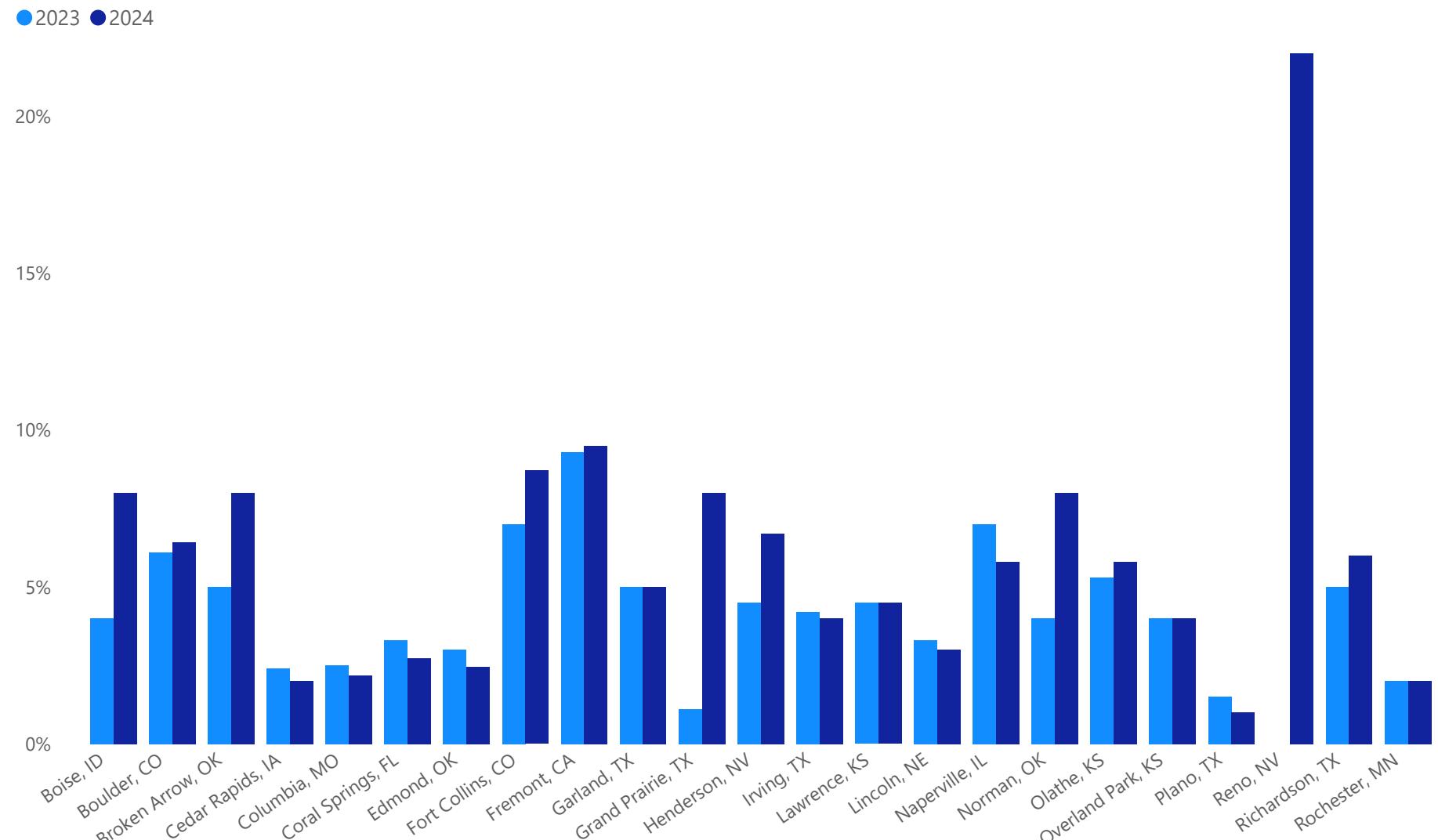
City Name	2023	2024
Boise, ID	73.74%	72.87%
Boulder, CO	83.16%	82.49%
Broken Arrow, OK	181.73%	82.71%
Cedar Rapids, IA	97.74%	69.49%
Columbia, MO	82.39%	82.82%
Coral Springs, FL	87.96%	87.60%
Edmond, OK	72.14%	74.25%
Fort Collins, CO	79.14%	82.28%
Fremont, CA	85.02%	84.71%
Garland, TX	85.39%	84.59%
Grand Prairie, TX	76.99%	68.72%
Henderson, NV	82.23%	83.86%
Irving, TX	87.97%	89.14%
Lawrence, KS	66.79%	69.68%
Lincoln, NE	79.98%	75.64%
Naperville, IL	73.63%	90.22%
Norman, OK	79.13%	62.21%
Olathe, KS	87.98%	84.22%
Overland Park, KS	88.59%	87.73%
Plano, TX	87.38%	86.84%
Reno, NV		87.21%
Richardson, TX	95.16%	90.35%
Rochester, MN	84.58%	88.23%
Average	84.04%	81.73%



Budget

Budgeted Percentage for Overtime

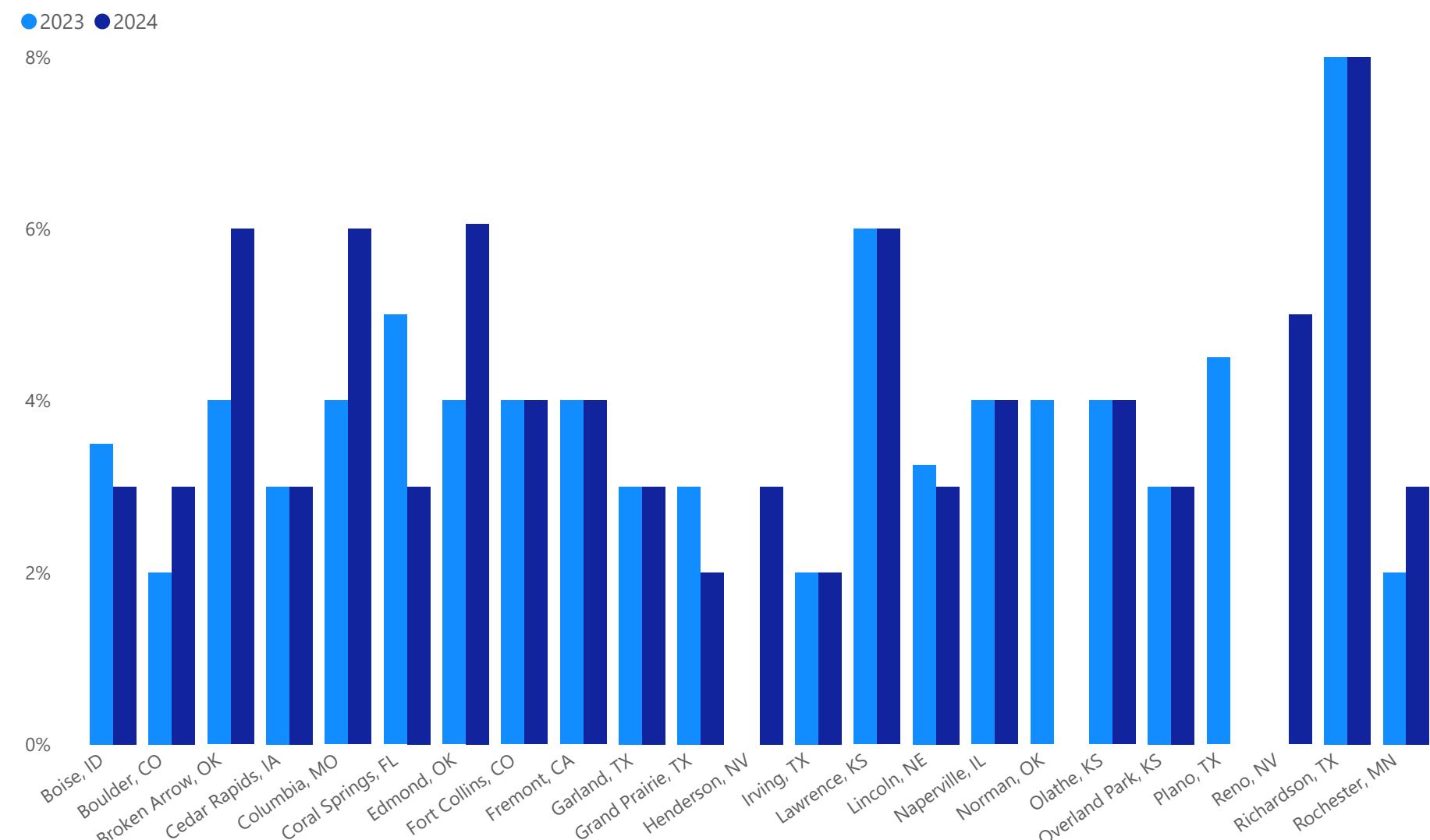
City Name	2023	2024
Boise, ID	4%	8%
Boulder, CO	6%	6%
Broken Arrow, OK	5%	8%
Cedar Rapids, IA	2%	2%
Columbia, MO	3%	2%
Coral Springs, FL	3%	3%
Edmond, OK	3%	2%
Fort Collins, CO	7%	9%
Fremont, CA	9%	10%
Garland, TX	5%	5%
Grand Prairie, TX	1%	8%
Henderson, NV	5%	7%
Irving, TX	4%	4%
Lawrence, KS	4%	4%
Lincoln, NE	3%	3%
Naperville, IL	7%	6%
Norman, OK	4%	8%
Olathe, KS	5%	6%
Overland Park, KS	4%	4%
Plano, TX	2%	1%
Reno, NV		22%
Richardson, TX	5%	6%
Rochester, MN	2%	2%
Average	4%	6%



Budget

Average Salary Increase Per Civilian Employee

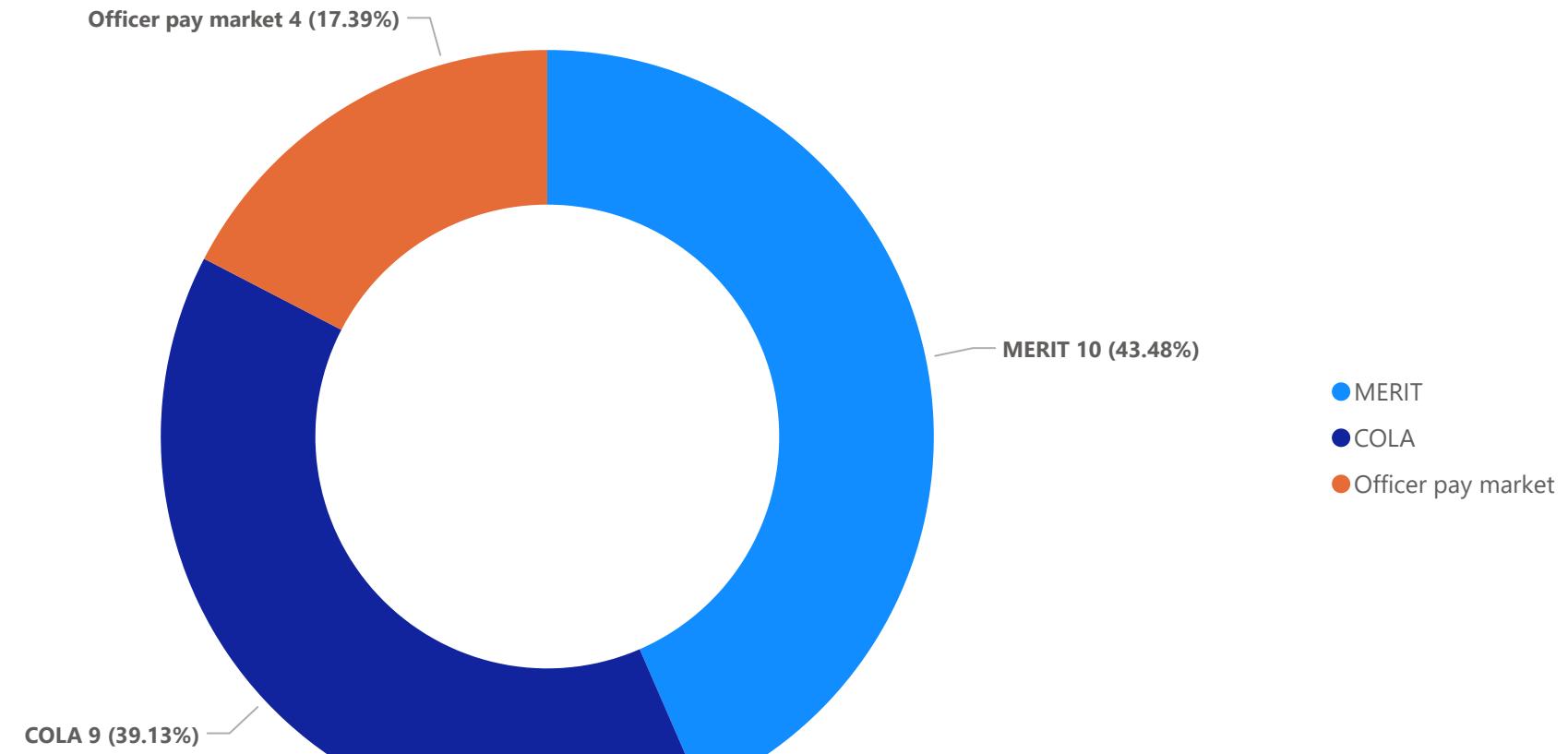
City Name	2023	2024
Boise, ID	4%	3%
Boulder, CO	2%	3%
Broken Arrow, OK	4%	6%
Cedar Rapids, IA	3%	3%
Columbia, MO	4%	6%
Coral Springs, FL	5%	3%
Edmond, OK	4%	6%
Fort Collins, CO	4%	4%
Fremont, CA	4%	4%
Garland, TX	3%	3%
Grand Prairie, TX	3%	2%
Henderson, NV		3%
Irving, TX	2%	2%
Lawrence, KS	6%	6%
Lincoln, NE	3%	3%
Naperville, IL	4%	4%
Norman, OK	4%	0%
Olathe, KS	4%	4%
Overland Park, KS	3%	3%
Plano, TX	5%	0%
Reno, NV		5%
Richardson, TX	8%	8%
Rochester, MN	2%	3%
Average	4%	4%



Budget

Is the Increase in Pay Market, COLA or Merit? - Civilian Salary Increase

City Name	2024
Rochester, MN	COLA
Richardson, TX	MERIT
Reno, NV	COLA
Plano, TX	COLA
Overland Park, KS	MERIT
Olathe, KS	MERIT
Norman, OK	COLA
Naperville, IL	MERIT
Lincoln, NE	MERIT
Lawrence, KS	MERIT
Irving, TX	COLA
Henderson, NV	MERIT
Grand Prairie, TX	Officer pay market
Garland, TX	MERIT
Fremont, CA	COLA
Fort Collins, CO	Officer pay market
Edmond, OK	MERIT
Coral Springs, FL	MERIT
Columbia, MO	COLA
Cedar Rapids, IA	Officer pay market
Broken Arrow, OK	COLA
Boulder, CO	Officer pay market
Boise, ID	COLA

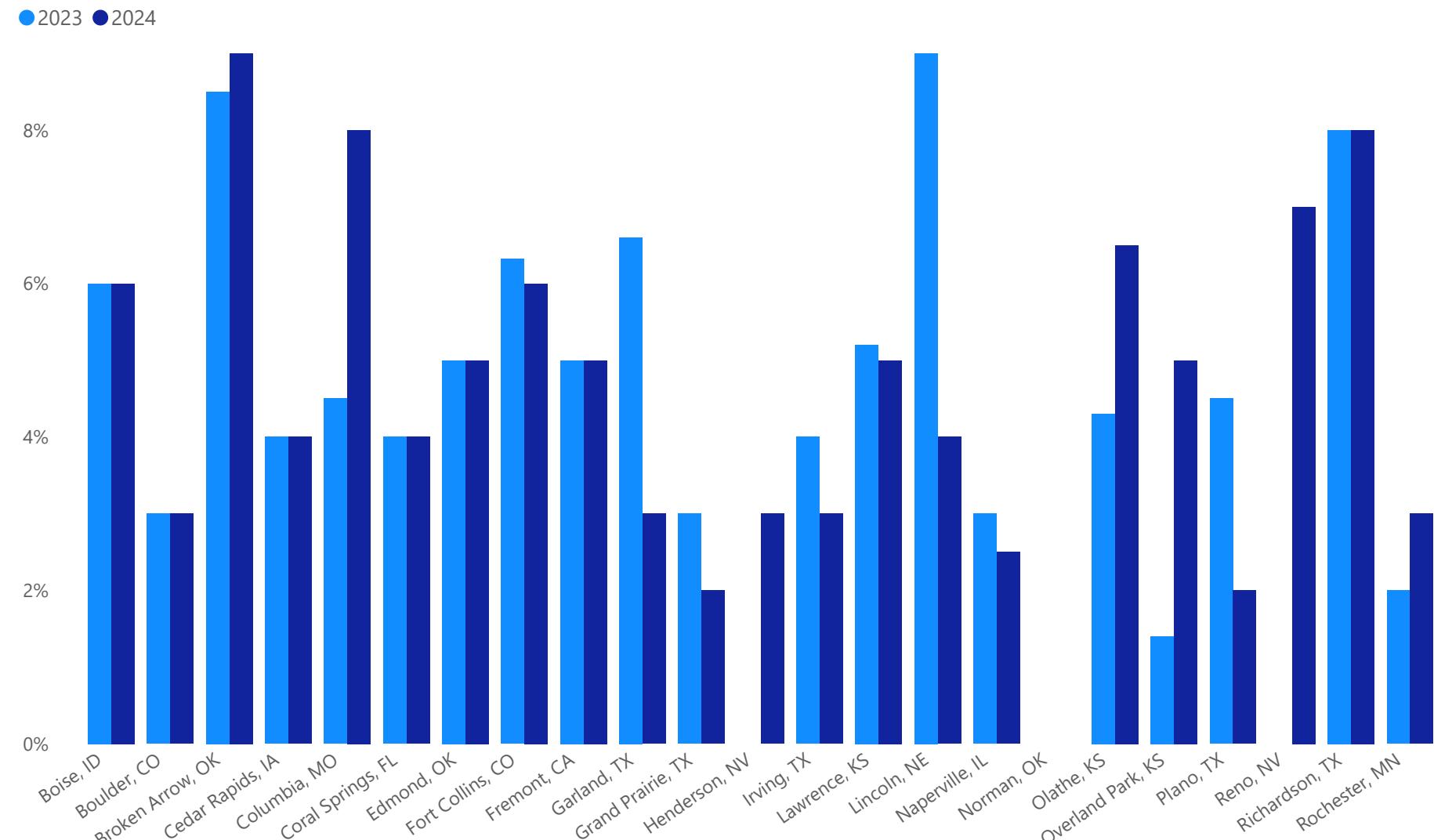


- MERIT
- COLA
- Officer pay market

Budget

Average Salary Increase Per Officer

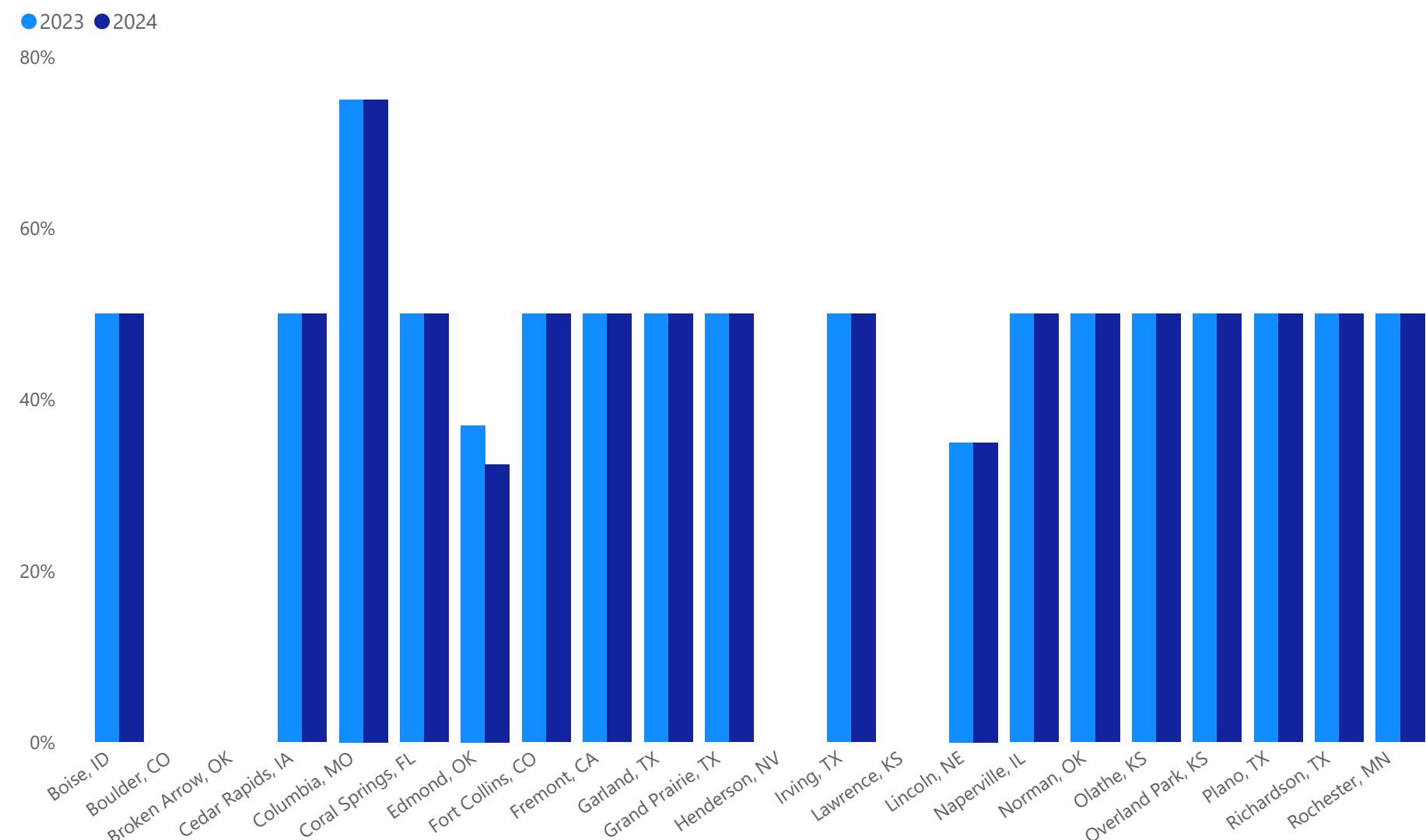
City Name	2023	2024
Boise, ID	6%	6%
Boulder, CO	3%	3%
Broken Arrow, OK	9%	9%
Cedar Rapids, IA	4%	4%
Columbia, MO	5%	8%
Coral Springs, FL	4%	4%
Edmond, OK	5%	5%
Fort Collins, CO	6%	6%
Fremont, CA	5%	5%
Garland, TX	7%	3%
Grand Prairie, TX	3%	2%
Henderson, NV		3%
Irving, TX	4%	3%
Lawrence, KS	5%	5%
Lincoln, NE	9%	4%
Naperville, IL	3%	3%
Norman, OK		0%
Olathe, KS	4%	7%
Overland Park, KS	1%	5%
Plano, TX	5%	2%
Reno, NV		7%
Richardson, TX	8%	8%
Rochester, MN	2%	3%
Average	5%	5%



Budget

If Your Local School District Reimburses You For the Cost of Providing SROs, What % Do They Reimburse?

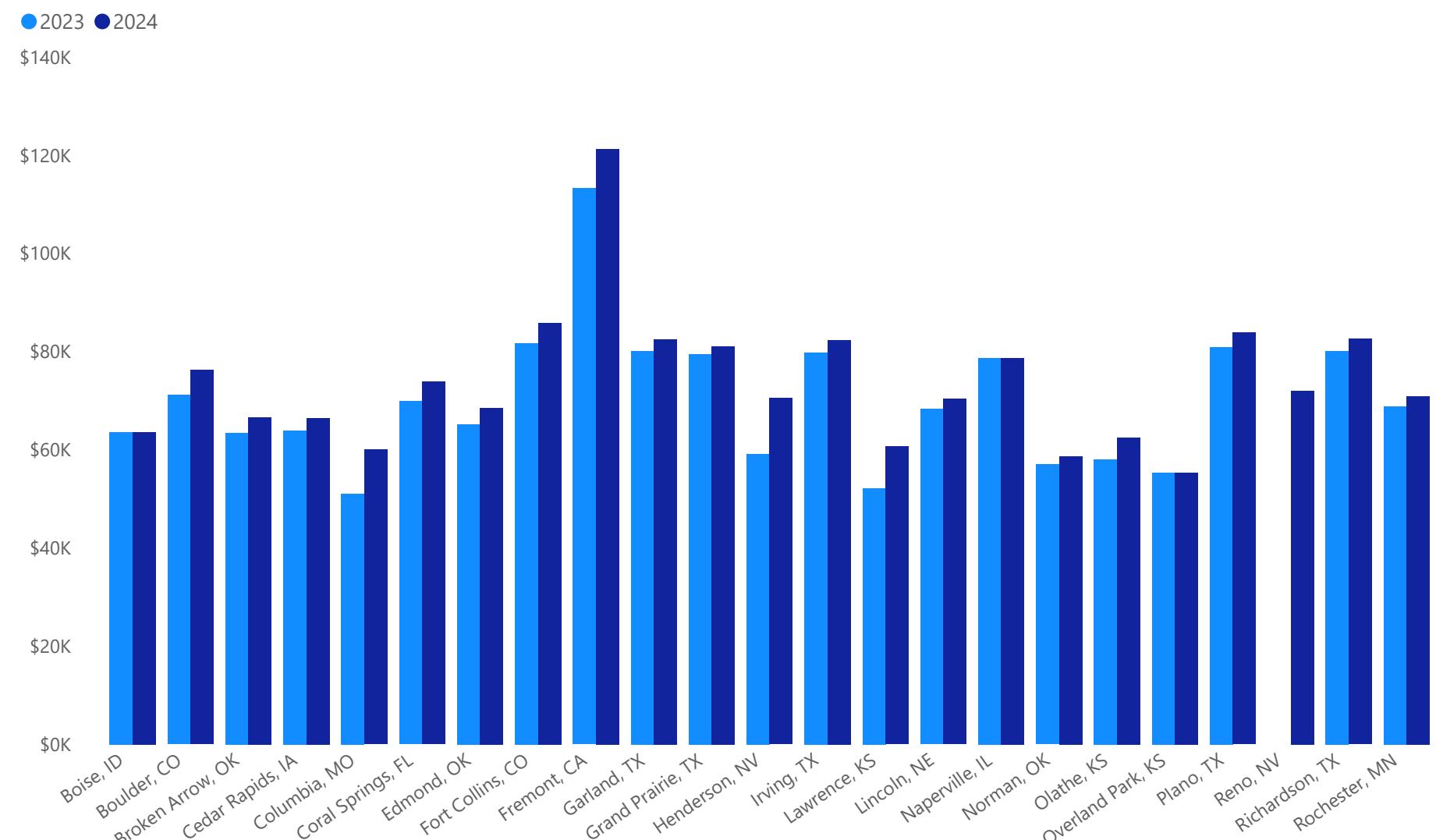
City Name	2023	2024
Boise, ID	50%	50%
Boulder, CO	0%	
Broken Arrow, OK	0%	
Cedar Rapids, IA	50%	50%
Columbia, MO	75%	75%
Coral Springs, FL	50%	50%
Edmond, OK	37%	32%
Fort Collins, CO	50%	50%
Fremont, CA	50%	50%
Garland, TX	50%	50%
Grand Prairie, TX	50%	50%
Henderson, NV	0%	
Irving, TX	50%	50%
Lawrence, KS	0%	
Lincoln, NE	35%	35%
Naperville, IL	50%	50%
Norman, OK	50%	50%
Olathe, KS	50%	50%
Overland Park, KS	50%	50%
Plano, TX	50%	50%
Richardson, TX	50%	50%
Rochester, MN	50%	50%
Average	41%	49%



Budget

Base Annual Salary for an Entry Level Patrol Officer

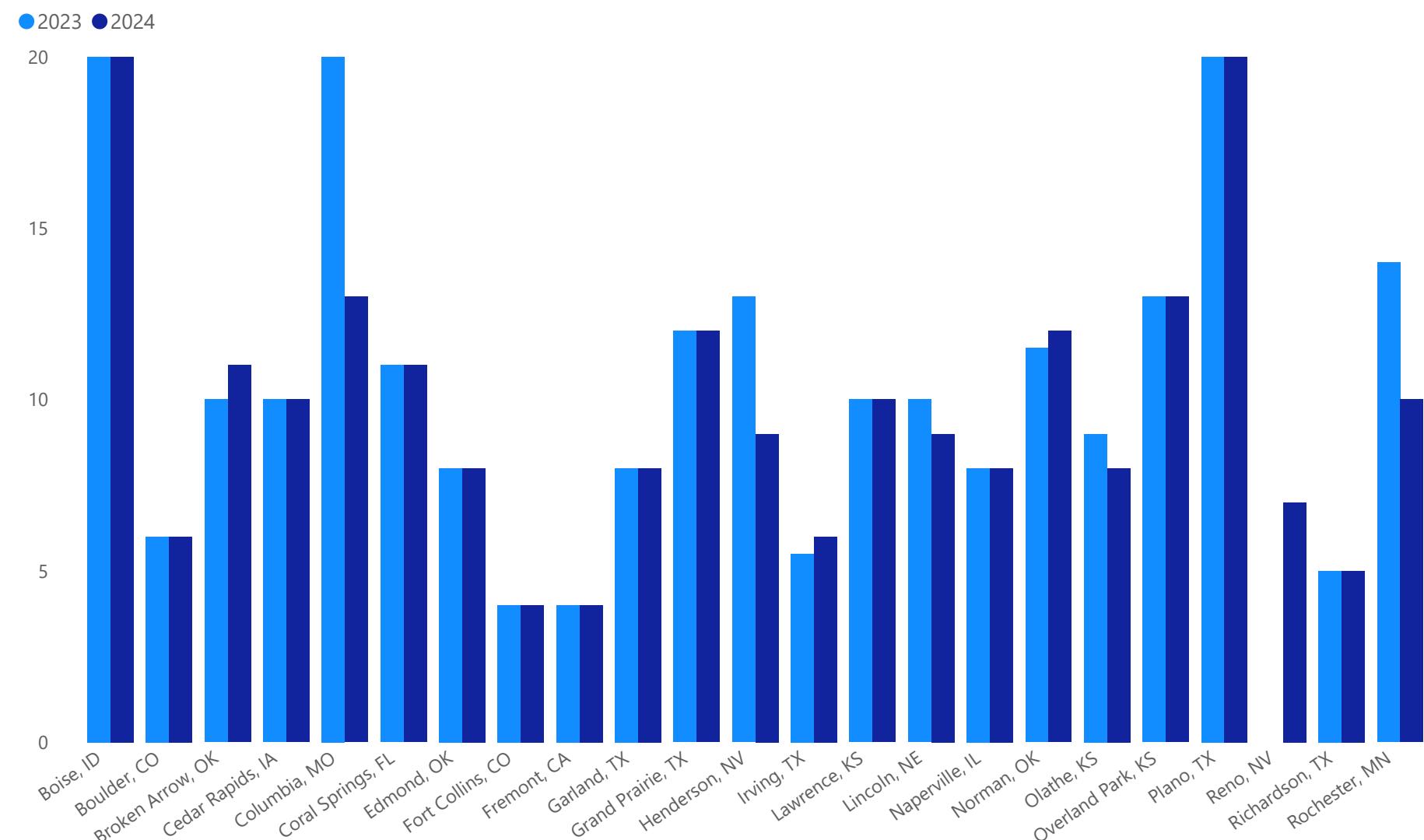
City Name	2023	2024
Boise, ID	\$63,606	\$63,606
Boulder, CO	\$71,134	\$76,211
Broken Arrow, OK	\$63,388	\$66,572
Cedar Rapids, IA	\$63,876	\$66,435
Columbia, MO	\$51,085	\$60,008
Coral Springs, FL	\$69,881	\$73,825
Edmond, OK	\$65,220	\$68,481
Fort Collins, CO	\$81,751	\$85,789
Fremont, CA	\$113,224	\$121,262
Garland, TX	\$80,080	\$82,482
Grand Prairie, TX	\$79,480	\$81,070
Henderson, NV	\$59,113	\$70,512
Irving, TX	\$79,848	\$82,308
Lawrence, KS	\$52,104	\$60,652
Lincoln, NE	\$68,296	\$70,346
Naperville, IL	\$78,716	\$78,716
Norman, OK	\$56,999	\$58,652
Olathe, KS	\$58,000	\$62,500
Overland Park, KS	\$55,350	\$55,350
Plano, TX	\$80,889	\$83,841
Reno, NV		\$72,051
Richardson, TX	\$80,161	\$82,565
Rochester, MN	\$68,817	\$70,893
Average	\$70,046	\$73,658



Budget

How Long Does it Take for Officers to "Top Out"? (Years)

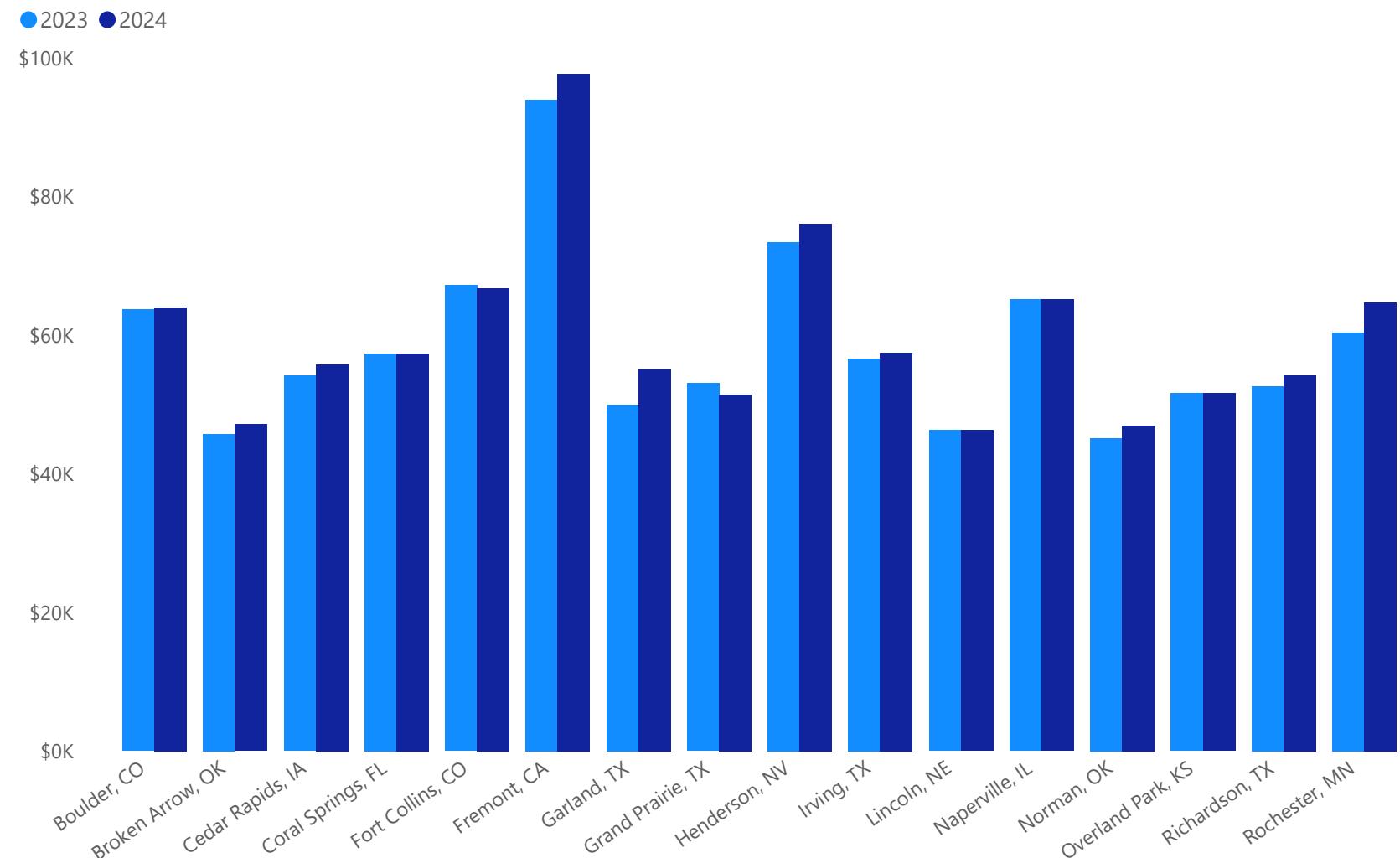
City Name	2023	2024
Boise, ID	20	20
Boulder, CO	6	6
Broken Arrow, OK	10	11
Cedar Rapids, IA	10	10
Columbia, MO	20	13
Coral Springs, FL	11	11
Edmond, OK	8	8
Fort Collins, CO	4	4
Fremont, CA	4	4
Garland, TX	8	8
Grand Prairie, TX	12	12
Henderson, NV	13	9
Irving, TX	6	6
Lawrence, KS	10	10
Lincoln, NE	10	9
Naperville, IL	8	8
Norman, OK	12	12
Olathe, KS	9	8
Overland Park, KS	13	13
Plano, TX	20	20
Reno, NV		7
Richardson, TX	5	5
Rochester, MN	14	10
Average	11	10



Budget

Base Annual Salary for Entry Level Dispatcher

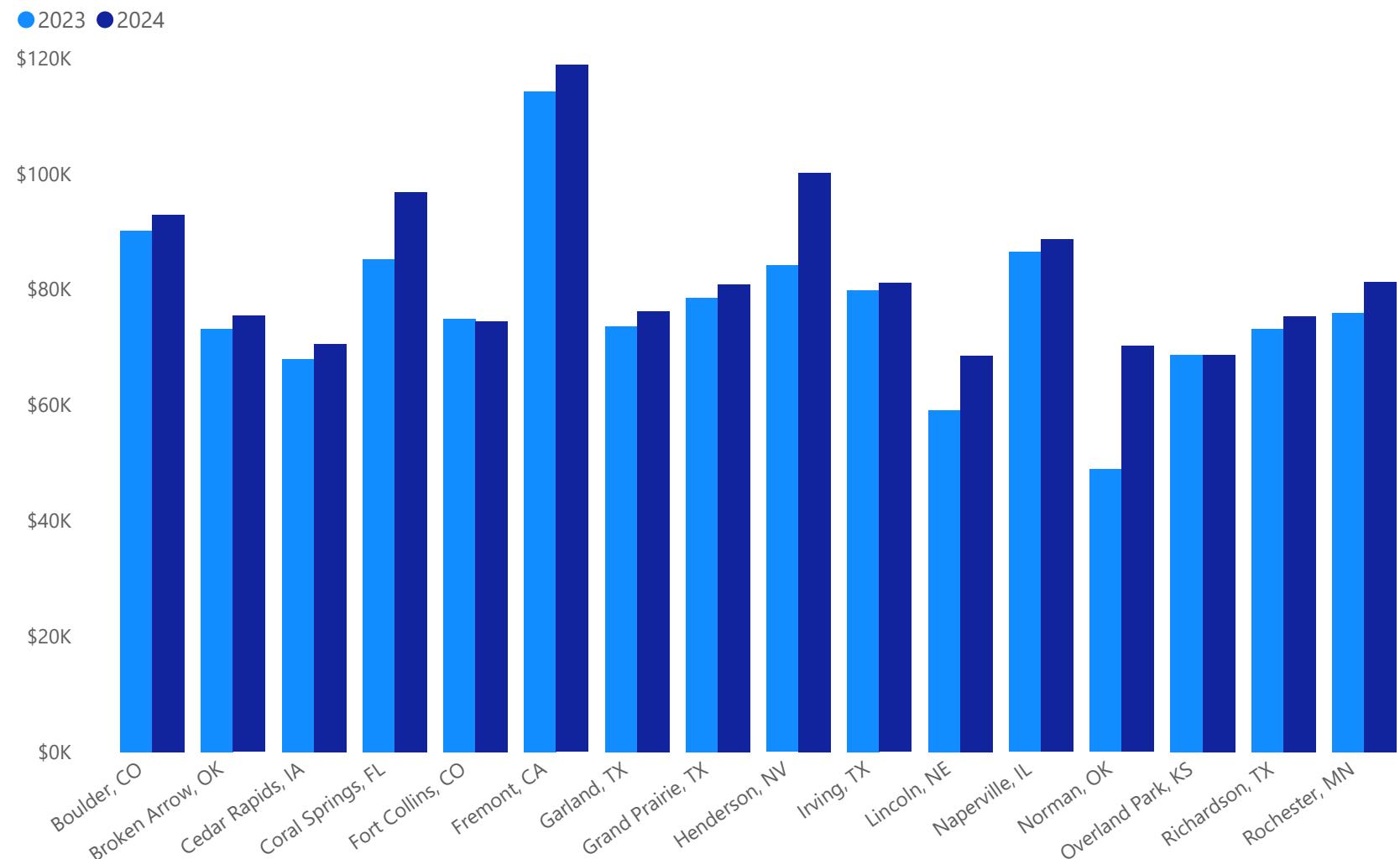
City Name	2023	2024
Boulder, CO	\$63,690	\$64,001
Broken Arrow, OK	\$45,747.27	\$47,119
Cedar Rapids, IA	\$54,122	\$55,744
Coral Springs, FL	\$57,348	\$57,348
Fort Collins, CO	\$67,188	\$66,768
Fremont, CA	\$93,948	\$97,706
Garland, TX	\$49,962	\$55,120
Grand Prairie, TX	\$53,040	\$51,399
Henderson, NV	\$73,447	\$76,036
Irving, TX	\$56,628	\$57,480
Lincoln, NE	\$46,259	\$46,276
Naperville, IL	\$65,145	\$65,146
Norman, OK	\$45,109	\$46,914
Overland Park, KS	\$51,594	\$51,594
Richardson, TX	\$52,648	\$54,223
Rochester, MN	\$60,361.6	\$64,667
Average	\$42,556	\$59,846



Budget

Highest Annual Salary for Dispatcher

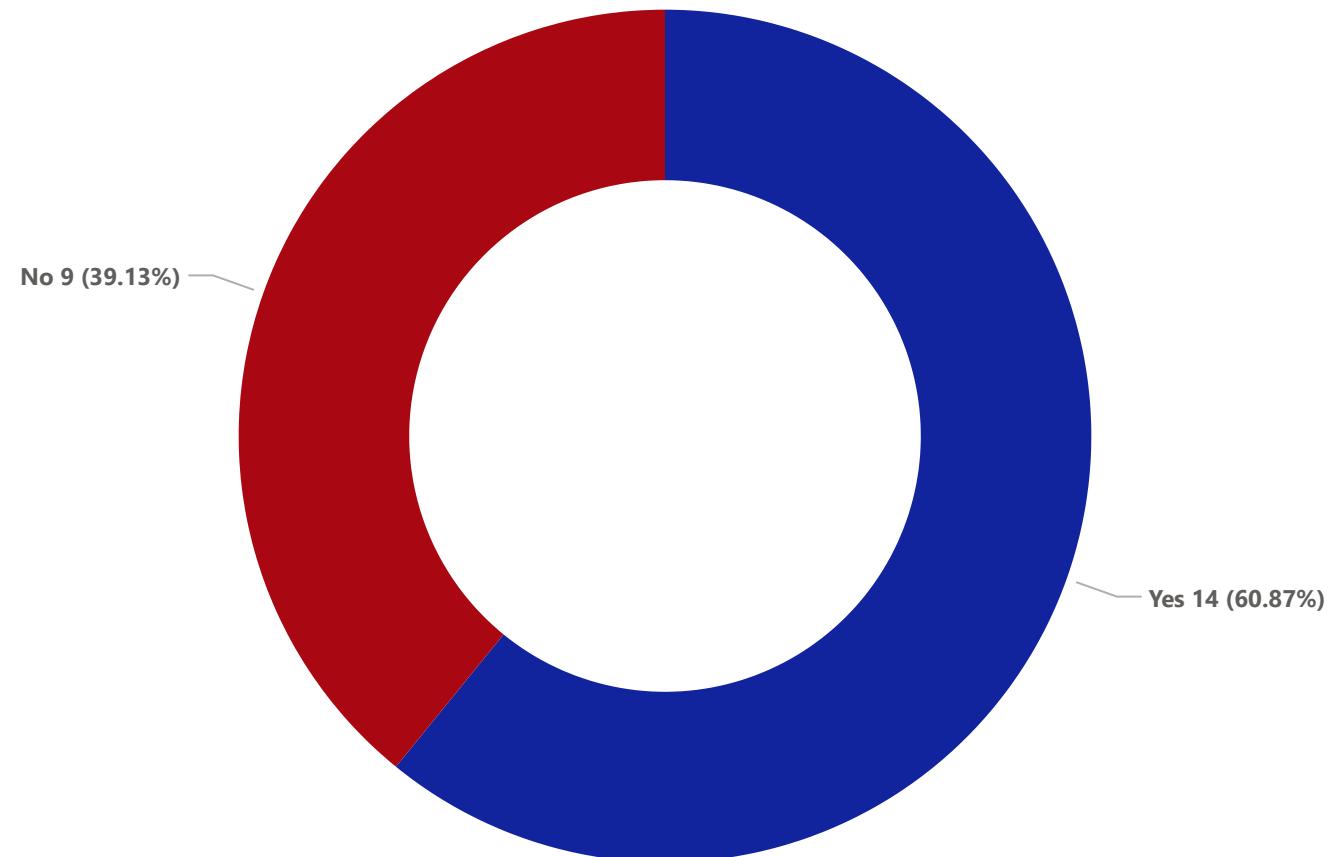
City Name	2023	2024
Boulder, CO	\$90,168	\$92,872
Broken Arrow, OK	\$73,195	\$75,391
Cedar Rapids, IA	\$67,912	\$70,554
Coral Springs, FL	\$85,224	\$96,781
Fort Collins, CO	\$74,916	\$74,449
Fremont, CA	\$114,195	\$118,762
Garland, TX	\$73,590	\$76,149
Grand Prairie, TX	\$78,486	\$80,841
Henderson, NV	\$84,098	\$100,124
Irving, TX	\$79,848	\$81,048
Lincoln, NE	\$59,092	\$68,536
Naperville, IL	\$86,442	\$88,603
Norman, OK	\$48,838	\$70,176
Overland Park, KS	\$68,675	\$68,675
Richardson, TX	\$73,115	\$75,309
Rochester, MN	\$75,878	\$81,266
Average	\$98,258	\$105,632



Budget

Do You Offer Hiring Incentives?

City Name	2024
Rochester, MN	No
Richardson, TX	No
Reno, NV	No
Plano, TX	No
Overland Park, KS	No
Olathe, KS	No
Norman, OK	Yes
Naperville, IL	No
Lincoln, NE	Yes
Lawrence, KS	Yes
Irving, TX	Yes
Henderson, NV	Yes
Grand Prairie, TX	Yes
Garland, TX	Yes
Fremont, CA	Yes
Fort Collins, CO	Yes
Edmond, OK	No
Coral Springs, FL	Yes
Columbia, MO	Yes
Cedar Rapids, IA	Yes
Broken Arrow, OK	No
Boulder, CO	Yes
Boise, ID	Yes



Budget

Hiring Incentive Details

City Name	If you offer hiring incentives, what are they?
Norman, OK	Lateral Academy
Lincoln, NE	Lateral Academy, paid academy, all uniform/equipment provided, ballistic vest reimbursement (\$800) during academy, health/dental/vision insurance available upon hire
Lawrence, KS	\$1500 sign-on bonus for Spanish Speakers
Irving, TX	Up to \$8,000 for various sworn and civilian positions
Henderson, NV	Professional Development Opportunities; 14 Paid Holidays; Paid Vacation, 4 Day Work Week; Monthly Uniform Allowance; Paid Sick Leave; Health, Dental, Vision, and Life Insurance
Grand Prairie, TX	Education, Longevity, Fitness, Certification, Shift Diff., Bilingual, FTO
Garland, TX	Signing Bonus for officers with a minimum of 2 years experience; going away in 2025
Fremont, CA	Bonus is structured with \$10,000 provided upon acceptance of a final offer of employment with the City of Fremont; an additional \$10,000 paid upon completion of the Field Training Officer (FTO) Program; an additional \$15,000 paid upon successful completion of probation; an additional \$15,000 paid upon one (1) full year following completion of probation; \$15,000 provided upon two (2) years following completion of probation; \$15,000 paid upon three (3) years following completion of probation; and the remaining \$20,000 paid for completing the final six (6) months (months 55-60) for a total of five (5) years of service.
Fort Collins, CO	Award time and Pay increase
Coral Springs, FL	Up to 5 steps above Base for Sworn and \$5000 signing bonus
Columbia, MO	Paid academy tuition, Academy Salary, & Lateral Entry
Cedar Rapids, IA	Starting pay at equivalent years of service
Boulder, CO	Yes, \$10,000 for lateral Colorado POST certified. \$5K on hire, \$5K after passing 1 year probation

Budget

Hiring Incentive Details

City Name	Do you offer extra pay incentives? (Education, Longevity, Etc.)
Norman, OK	Yes
Lincoln, NE	Yes
Lawrence, KS	Yes
Irving, TX	Yes
Henderson, NV	Yes
Grand Prairie, TX	Yes
Garland, TX	Yes
Fremont, CA	Yes
Fort Collins, CO	No
Coral Springs, FL	Yes
Columbia, MO	No
Cedar Rapids, IA	Yes
Boulder, CO	Yes
Boise, ID	No