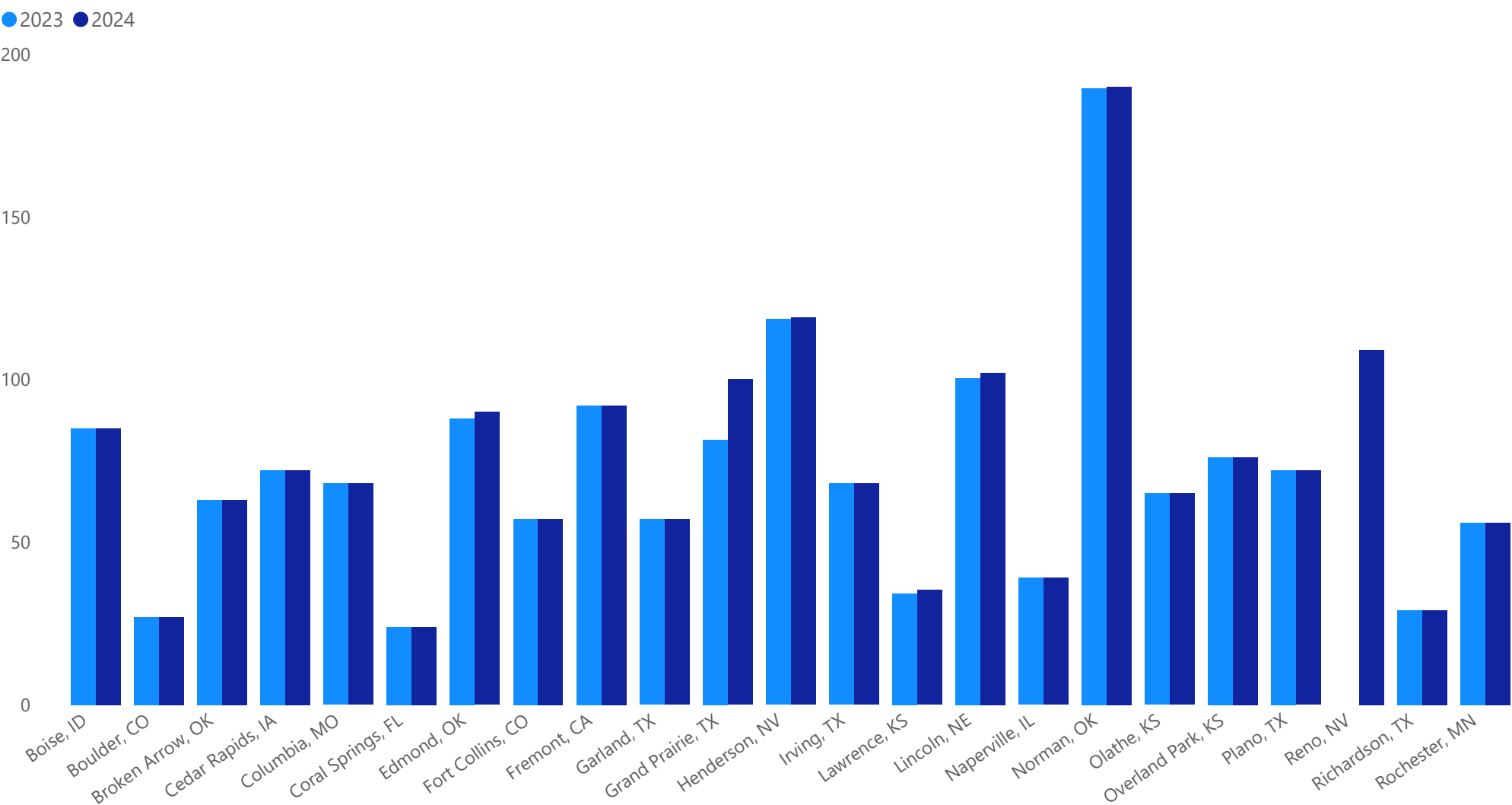


Demographics

City Size - Square Miles

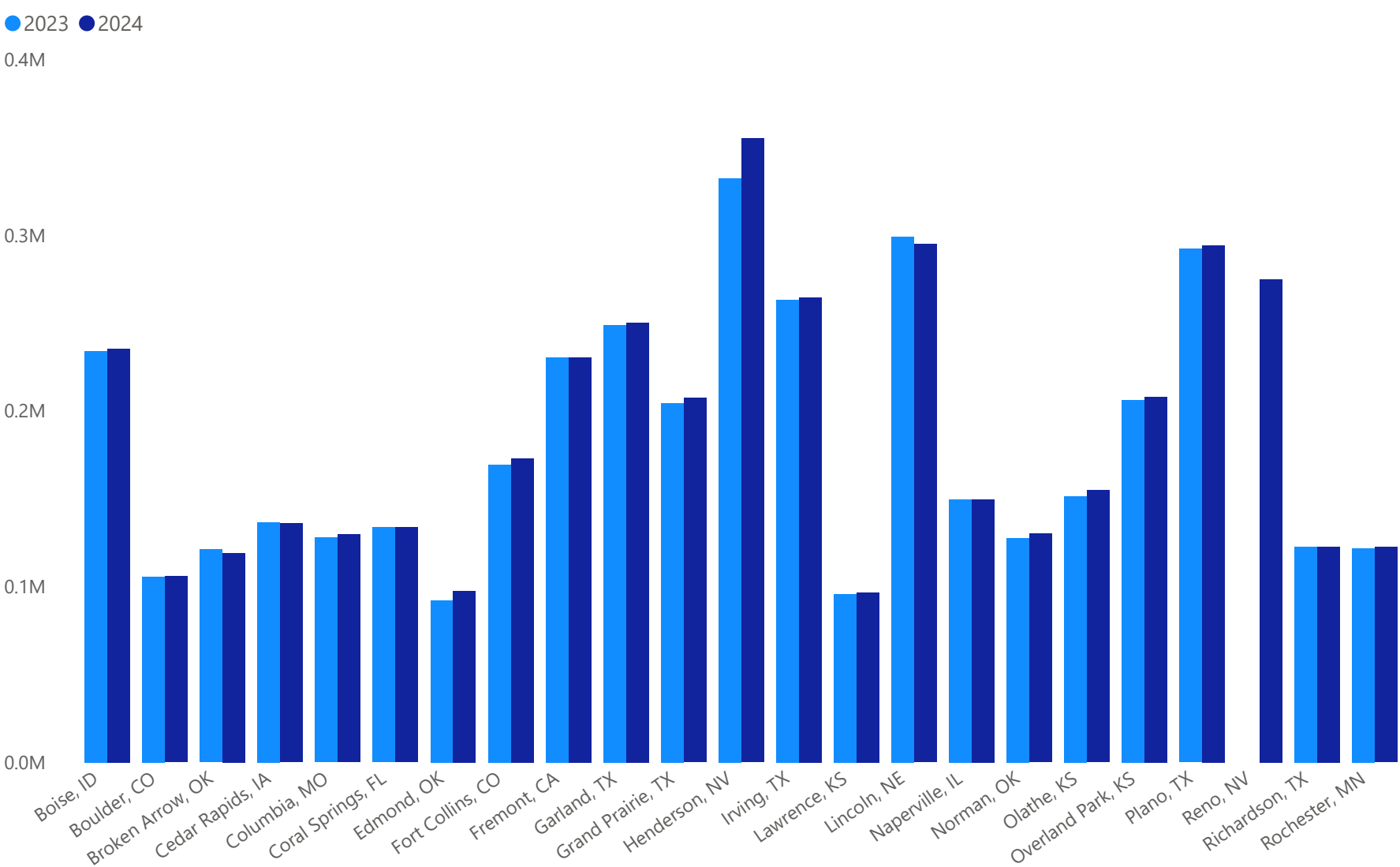
City Name	2023	2024
Boise, ID	85.00	85.00
Boulder, CO	27.00	27.00
Broken Arrow, OK	63.00	63.00
Cedar Rapids, IA	72.10	72.10
Columbia, MO	68.00	68.04
Coral Springs, FL	24.00	24.00
Edmond, OK	88.00	90.00
Fort Collins, CO	57.16	57.16
Fremont, CA	92.00	92.00
Garland, TX	57.00	57.00
Grand Prairie, TX	81.46	100.00
Henderson, NV	118.50	119.00
Irving, TX	68.00	68.00
Lawrence, KS	34.26	35.30
Lincoln, NE	100.40	102.00
Naperville, IL	39.00	39.00
Norman, OK	189.50	190.00
Olathe, KS	65.00	65.00
Overland Park, KS	76.00	76.00
Plano, TX	72.04	72.00
Reno, NV		109.00
Richardson, TX	29.00	29.00
Rochester, MN	56.00	56.00
Average	71.02	73.72



Demographics

City Population

City Name	2023	2024	% Change
Boise, ID	233,860	235,216	0.58%
Boulder, CO	105,485	105,898	0.39%
Broken Arrow, OK	121,021	119,194	-1.51%
Cedar Rapids, IA	136,429	135,958	-0.35%
Columbia, MO	127,862	129,602	1.36%
Coral Springs, FL	133,693	133,693	0.00%
Edmond, OK	92,286	97,603	5.76%
Fort Collins, CO	169,249	173,000	2.22%
Fremont, CA	230,504	230,504	0.00%
Garland, TX	248,822	250,099	0.51%
Grand Prairie, TX	204,392	207,216	1.38%
Henderson, NV	332,258	354,961	6.83%
Irving, TX	263,270	264,546	0.48%
Lawrence, KS	95,794	96,632	0.87%
Lincoln, NE	299,164	294,750	-1.48%
Naperville, IL	149,540	149,540	0.00%
Norman, OK	127,701	130,046	1.84%
Olathe, KS	151,488	154,791	2.18%
Overland Park, KS	206,030	207,990	0.95%
Plano, TX	292,066	294,152	0.71%
Reno, NV		274,915	
Richardson, TX	122,615	122,678	0.05%
Rochester, MN	121,878	122,413	0.44%
Average	180,246	186,322	3.37%

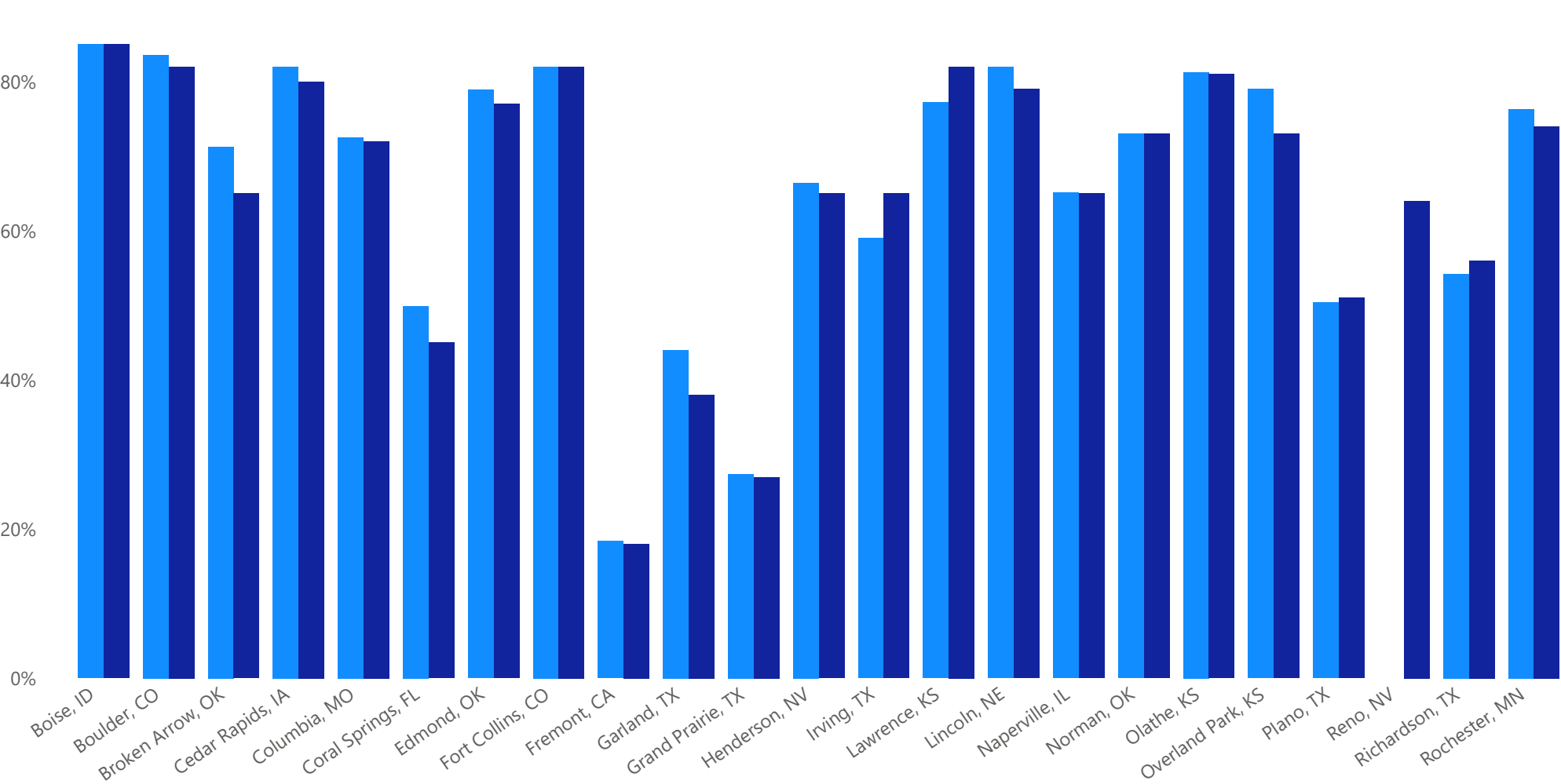


Demographics

Percent of City White

City Name	2023	2024
Boise, ID	85.00%	85.00%
Boulder, CO	83.58%	82.00%
Broken Arrow, OK	71.30%	65.00%
Cedar Rapids, IA	82.00%	80.00%
Columbia, MO	72.50%	72.00%
Coral Springs, FL	49.90%	45.00%
Edmond, OK	78.90%	77.00%
Fort Collins, CO	82.00%	82.00%
Fremont, CA	18.40%	18.00%
Garland, TX	44.00%	38.00%
Grand Prairie, TX	27.40%	27.00%
Henderson, NV	66.40%	65.00%
Irving, TX	59.00%	65.00%
Lawrence, KS	77.20%	82.00%
Lincoln, NE	81.96%	79.00%
Naperville, IL	65.10%	65.00%
Norman, OK	73.00%	73.00%
Olathe, KS	81.30%	81.00%
Overland Park, KS	79.00%	73.00%
Plano, TX	50.38%	51.00%
Reno, NV		64.00%
Richardson, TX	54.20%	56.00%
Rochester, MN	76.30%	74.00%
Average	66.31%	65.17%

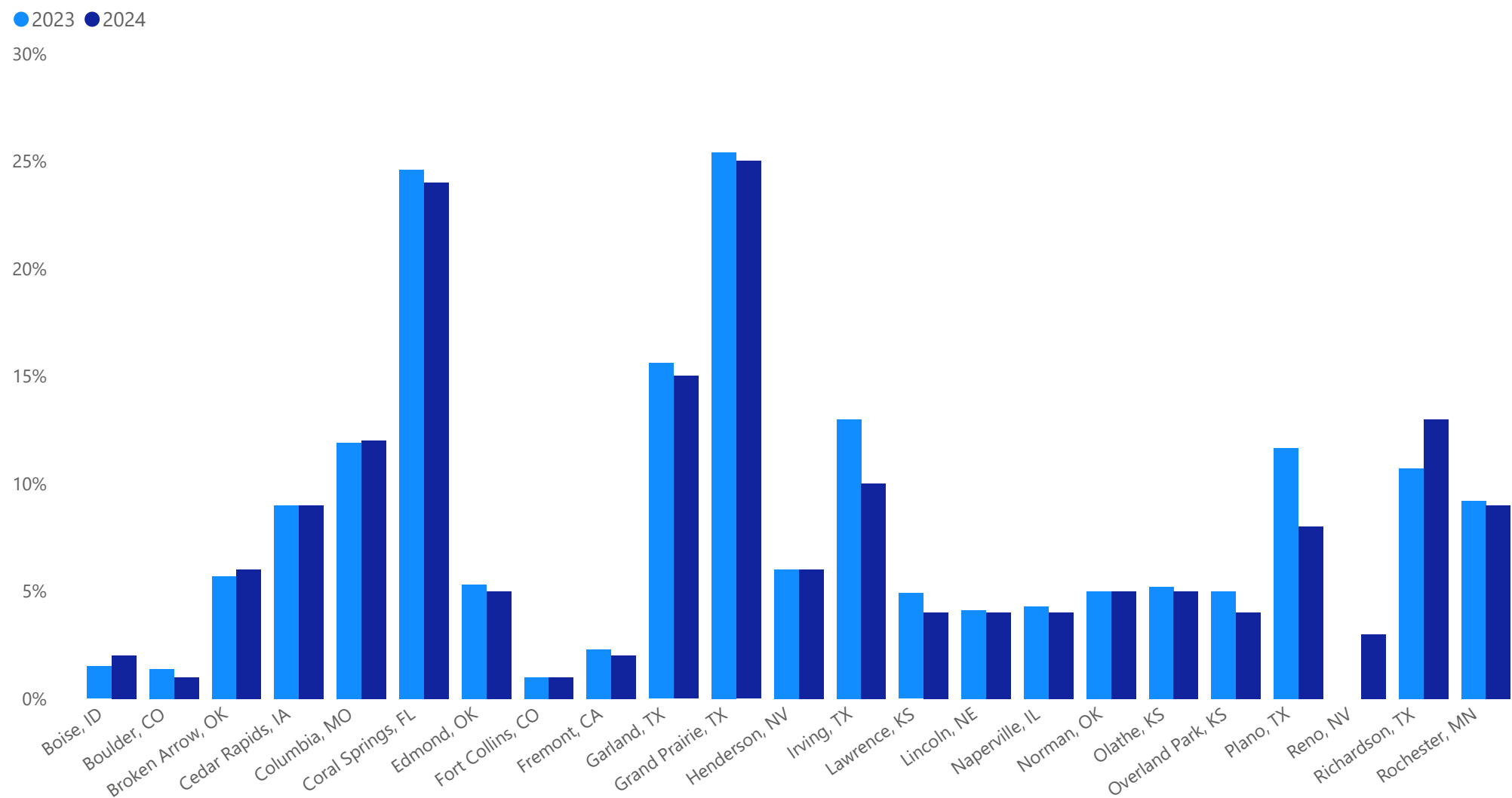
● 2023 ● 2024



Demographics

Percent of City African American

City Name	2023	2024
Boise, ID	1.50%	2.00%
Boulder, CO	1.38%	1.00%
Broken Arrow, OK	5.70%	6.00%
Cedar Rapids, IA	9.00%	9.00%
Columbia, MO	11.90%	12.00%
Coral Springs, FL	24.60%	24.00%
Edmond, OK	5.30%	5.00%
Fort Collins, CO	1.00%	1.00%
Fremont, CA	2.30%	2.00%
Garland, TX	15.60%	15.00%
Grand Prairie, TX	25.40%	25.00%
Henderson, NV	6.00%	6.00%
Irving, TX	13.00%	10.00%
Lawrence, KS	4.90%	4.00%
Lincoln, NE	4.12%	4.00%
Naperville, IL	4.30%	4.00%
Norman, OK	5.00%	5.00%
Olathe, KS	5.20%	5.00%
Overland Park, KS	5.00%	4.00%
Plano, TX	11.66%	8.00%
Reno, NV		3.00%
Richardson, TX	10.70%	13.00%
Rochester, MN	9.20%	9.00%
Average	8.31%	7.70%

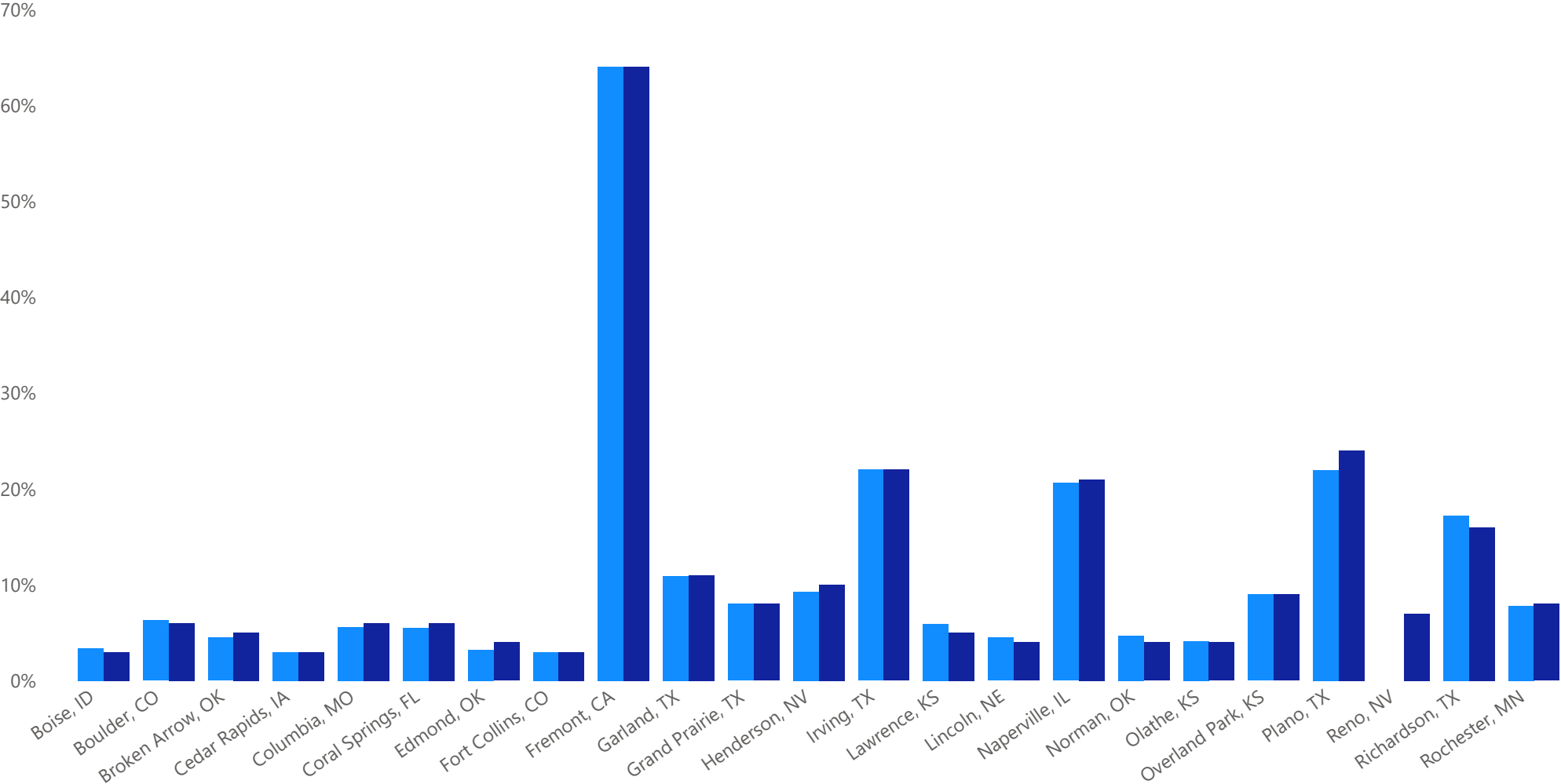


Demographics

Percent of City Asian

City Name	2023	2024
Boise, ID	3.40%	3.00%
Boulder, CO	6.28%	6.00%
Broken Arrow, OK	4.50%	5.00%
Cedar Rapids, IA	3.00%	3.00%
Columbia, MO	5.60%	6.00%
Coral Springs, FL	5.50%	6.00%
Edmond, OK	3.20%	4.00%
Fort Collins, CO	3.00%	3.00%
Fremont, CA	64.00%	64.00%
Garland, TX	10.90%	11.00%
Grand Prairie, TX	8.00%	8.00%
Henderson, NV	9.30%	10.00%
Irving, TX	22.00%	22.00%
Lawrence, KS	5.90%	5.00%
Lincoln, NE	4.49%	4.00%
Naperville, IL	20.60%	21.00%
Norman, OK	4.70%	4.00%
Olathe, KS	4.10%	4.00%
Overland Park, KS	9.00%	9.00%
Plano, TX	21.96%	24.00%
Reno, NV		7.00%
Richardson, TX	17.20%	16.00%
Rochester, MN	7.80%	8.00%
Average	11.11%	11.00%

● 2023 ● 2024



Demographics

Percent of City Other

City Name ▲	2023	2024
Boise, ID	3.30%	2.00%
Boulder, CO	1.08%	2.00%
Broken Arrow, OK	7.10%	12.00%
Cedar Rapids, IA	1.00%	2.00%
Columbia, MO	2.60%	3.00%
Coral Springs, FL	4.70%	6.00%
Edmond, OK	3.40%	3.00%
Fort Collins, CO	5.00%	3.00%
Fremont, CA	7.60%	8.00%
Garland, TX	8.80%	9.00%
Grand Prairie, TX	21.10%	21.00%
Henderson, NV	7.40%	7.00%
Irving, TX	4.00%	3.00%
Lawrence, KS	3.10%	3.00%
Lincoln, NE	2.80%	4.00%
Naperville, IL	0.20%	0.00%
Norman, OK	6.40%	4.00%
Olathe, KS	2.40%	2.00%
Overland Park, KS	2.00%	9.00%
Plano, TX	4.37%	4.00%
Reno, NV		13.00%
Richardson, TX	6.90%	6.00%
Rochester, MN	4.90%	2.00%
Average	5.01%	5.57%

● 2023 ● 2024

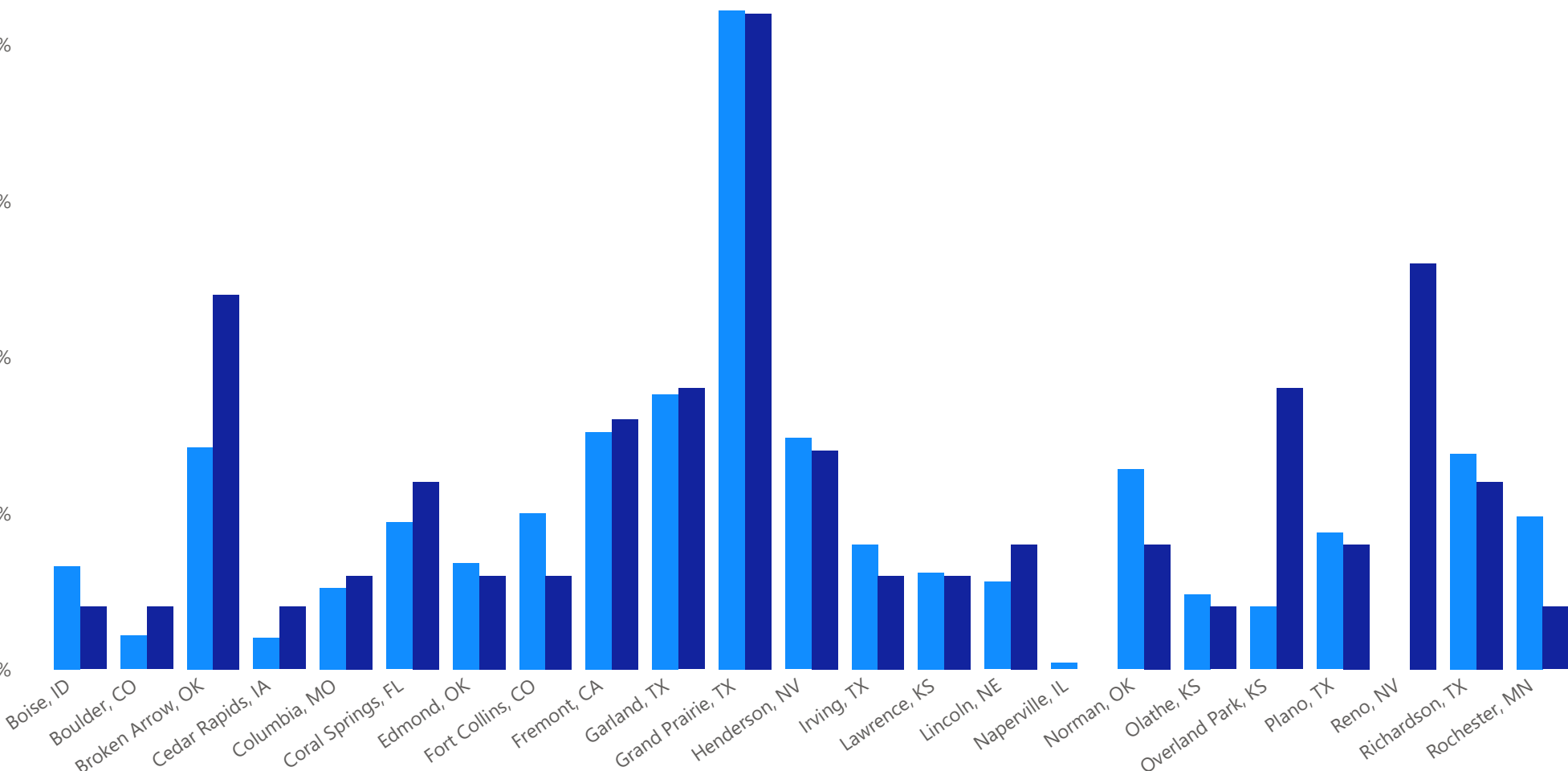
20%

15%

10%

5%

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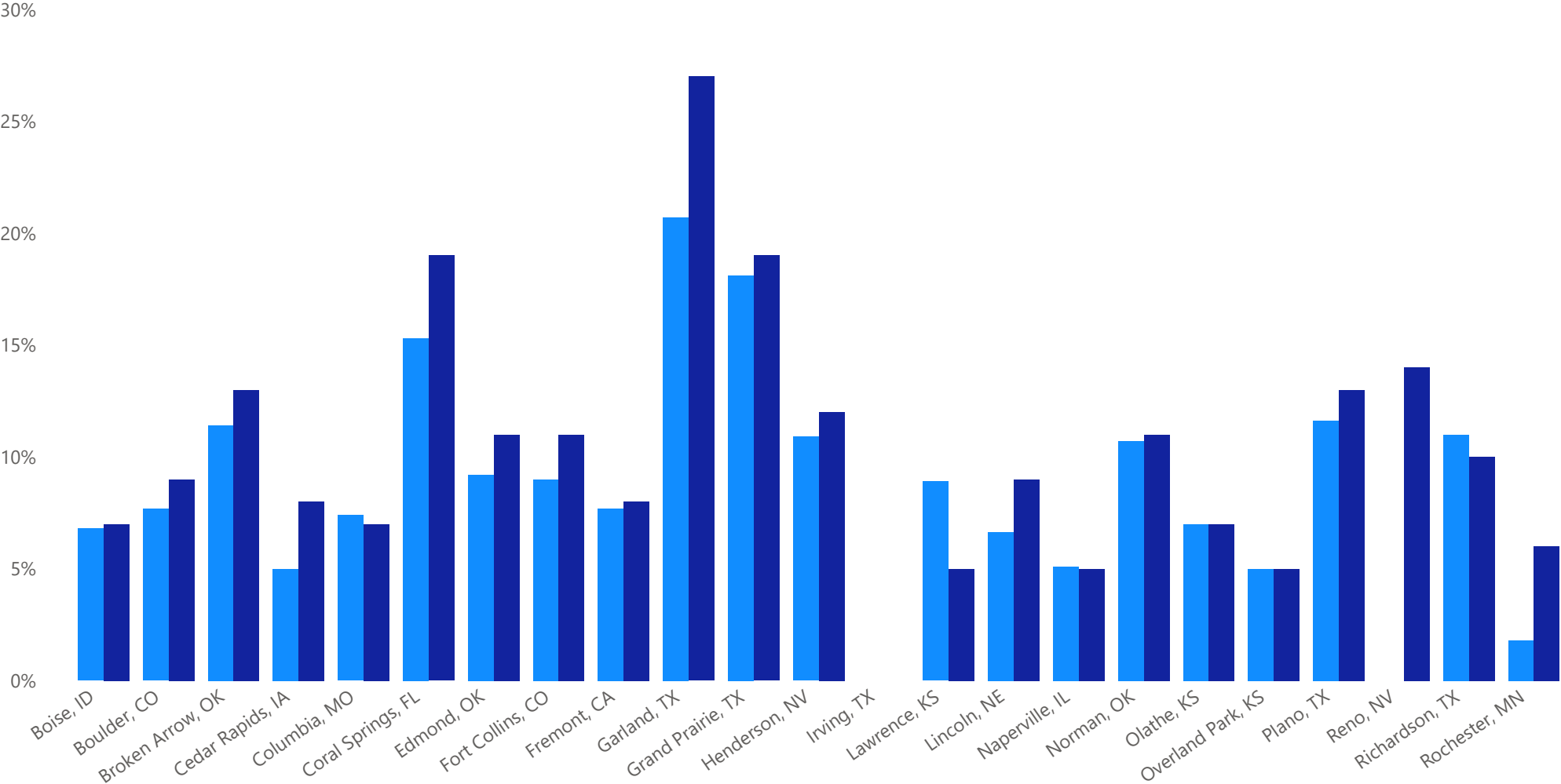


Demographics

Percent of City Two or More Races

City Name	2023	2024
Boise, ID	6.80%	7.00%
Boulder, CO	7.68%	9.00%
Broken Arrow, OK	11.40%	13.00%
Cedar Rapids, IA	5.00%	8.00%
Columbia, MO	7.40%	7.00%
Coral Springs, FL	15.30%	19.00%
Edmond, OK	9.20%	11.00%
Fort Collins, CO	9.00%	11.00%
Fremont, CA	7.70%	8.00%
Garland, TX	20.70%	27.00%
Grand Prairie, TX	18.10%	19.00%
Henderson, NV	10.90%	12.00%
Irving, TX	0.00%	0.00%
Lawrence, KS	8.90%	5.00%
Lincoln, NE	6.63%	9.00%
Naperville, IL	5.10%	5.00%
Norman, OK	10.70%	11.00%
Olathe, KS	7.00%	7.00%
Overland Park, KS	5.00%	5.00%
Plano, TX	11.63%	13.00%
Reno, NV		14.00%
Richardson, TX	11.00%	10.00%
Rochester, MN	1.80%	6.00%
Average	8.95%	10.26%

● 2023 ● 2024

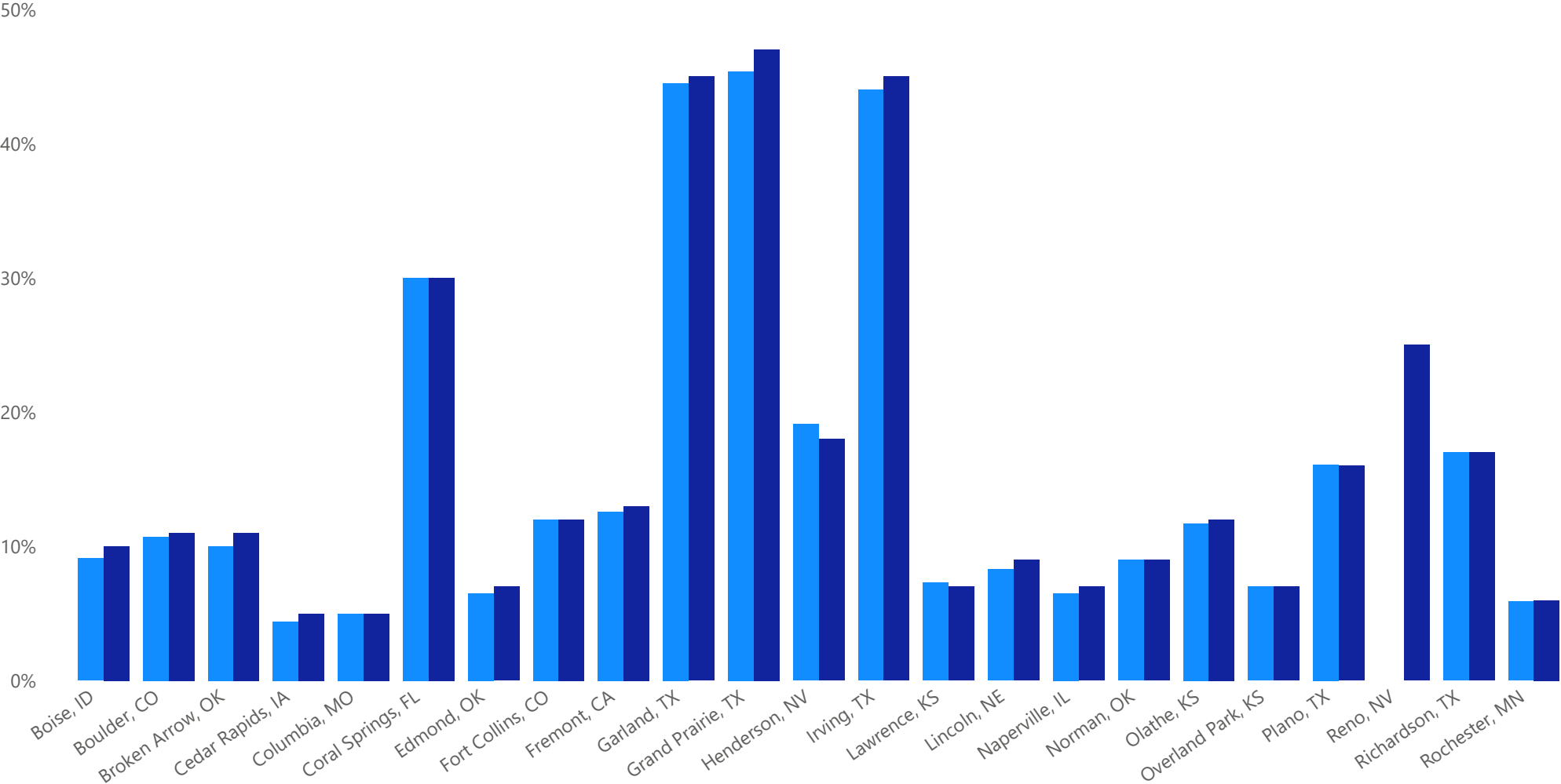


Demographics

Percent of City Hispanic Ethnicity

City Name	2023	2024
Boise, ID	9.10%	10.00%
Boulder, CO	10.70%	11.00%
Broken Arrow, OK	10.00%	11.00%
Cedar Rapids, IA	4.40%	5.00%
Columbia, MO	5.00%	5.00%
Coral Springs, FL	30.00%	30.00%
Edmond, OK	6.50%	7.00%
Fort Collins, CO	12.00%	12.00%
Fremont, CA	12.60%	13.00%
Garland, TX	44.50%	45.00%
Grand Prairie, TX	45.40%	47.00%
Henderson, NV	19.10%	18.00%
Irving, TX	44.00%	45.00%
Lawrence, KS	7.30%	7.00%
Lincoln, NE	8.30%	9.00%
Naperville, IL	6.50%	7.00%
Norman, OK	9.00%	9.00%
Olathe, KS	11.70%	12.00%
Overland Park, KS	7.00%	7.00%
Plano, TX	16.11%	16.00%
Reno, NV		25.00%
Richardson, TX	17.00%	17.00%
Rochester, MN	5.90%	6.00%
Average	15.55%	16.26%

● 2023 ● 2024



Officer Demographics

Authorized Strength of Sworn: Does not include jail positions

City Name	2023	2024
Boise, ID	337	337
Boulder, CO	190	191
Broken Arrow, OK	163	157
Cedar Rapids, IA	227	227
Columbia, MO	191	194
Coral Springs, FL	228	229
Edmond, OK	128	133
Fort Collins, CO	232	234
Fremont, CA	204	205
Garland, TX	357	357
Grand Prairie, TX	305	305
Henderson, NV	464	467
Irving, TX	403	403
Lawrence, KS	152	152
Lincoln, NE	358	371
Naperville, IL	179	185
Norman, OK	184	184
Olathe, KS	206	212
Overland Park, KS	280	278
Plano, TX	428	428
Reno, NV		361
Richardson, TX	173	173
Rochester, MN	158	158
Average	252	258

● 2023 ● 2024

500

400

300

200

100

0

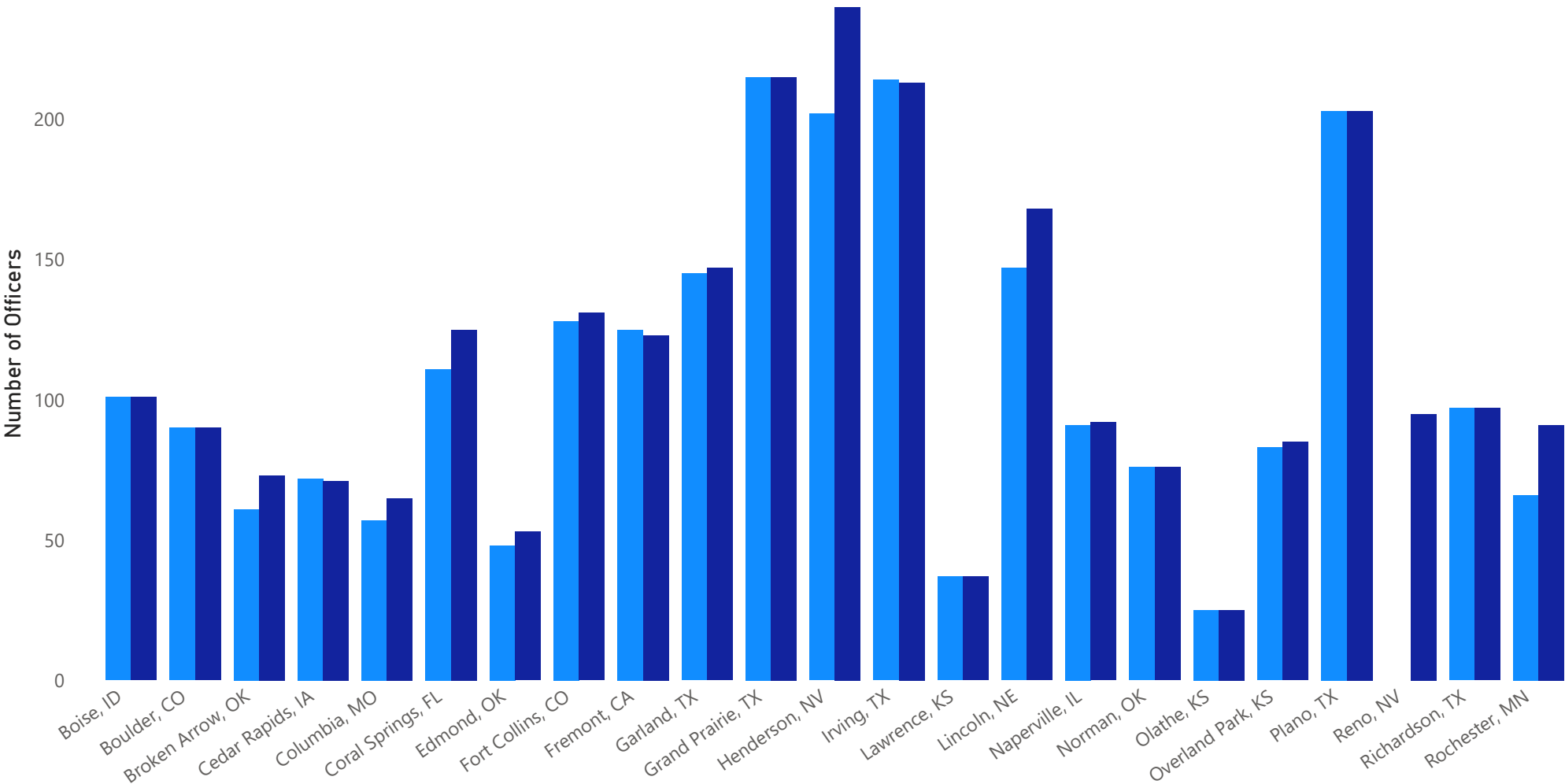
Boise, ID
Boulder, CO
Broken Arrow, OK
Cedar Rapids, IA
Columbia, MO
Coral Springs, FL
Edmond, OK
Fort Collins, CO
Fremont, CA
Garland, TX
Grand Prairie, TX
Henderson, NV
Irving, TX
Lawrence, KS
Lincoln, NE
Naperville, IL
Norman, OK
Olathe, KS
Overland Park, KS
Plano, TX
Reno, NV
Richardson, TX
Rochester,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

Officer Demographics

Authorized Strength of Non-Sworn: Include full-time equivalents

City Name	2023	2024
Boise, ID	101	101
Boulder, CO	90	90
Broken Arrow, OK	61	73
Cedar Rapids, IA	72	71
Columbia, MO	57	65
Coral Springs, FL	111	125
Edmond, OK	48	53
Fort Collins, CO	128	131
Fremont, CA	125	123
Garland, TX	145	147
Grand Prairie, TX	215	215
Henderson, NV	202	240
Irving, TX	214	213
Lawrence, KS	37	37
Lincoln, NE	147	168
Naperville, IL	91	92
Norman, OK	76	76
Olathe, KS	25	25
Overland Park, KS	83	85
Plano, TX	203	203
Reno, NV		95
Richardson, TX	97	97
Rochester, MN	66	91
Average	109	114

2023 2024

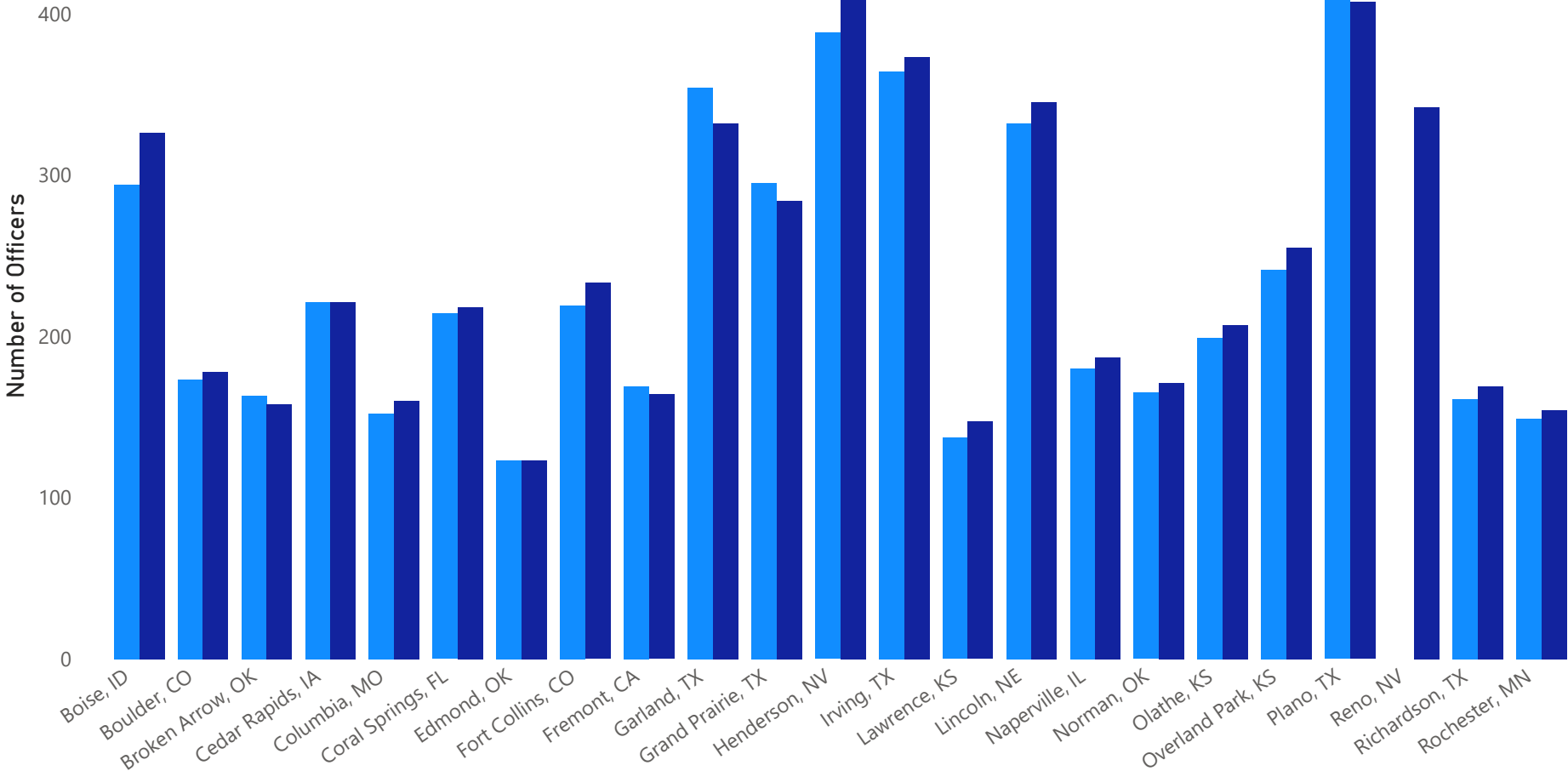


Officer Demographics

Actual/Current Sworn: Include full-time equivalents

City Name	2023	2024	% Change
Boise, ID	294	326	10.88%
Boulder, CO	173	178	2.89%
Broken Arrow, OK	163	158	-3.07%
Cedar Rapids, IA	221	221	0.00%
Columbia, MO	152	160	5.26%
Coral Springs, FL	214	218	1.87%
Edmond, OK	123	123	0.00%
Fort Collins, CO	219	233	6.39%
Fremont, CA	169	164	-2.96%
Garland, TX	354	332	-6.21%
Grand Prairie, TX	295	284	-3.73%
Henderson, NV	388	414	6.70%
Irving, TX	364	373	2.47%
Lawrence, KS	137	147	7.30%
Lincoln, NE	332	345	3.92%
Naperville, IL	180	187	3.89%
Norman, OK	165	171	3.64%
Olathe, KS	199	207	4.02%
Overland Park, KS	241	255	5.81%
Plano, TX	417	407	-2.40%
Reno, NV		342	
Richardson, TX	161	169	4.97%
Rochester, MN	149	154	3.36%
Average	232	242	4.31%

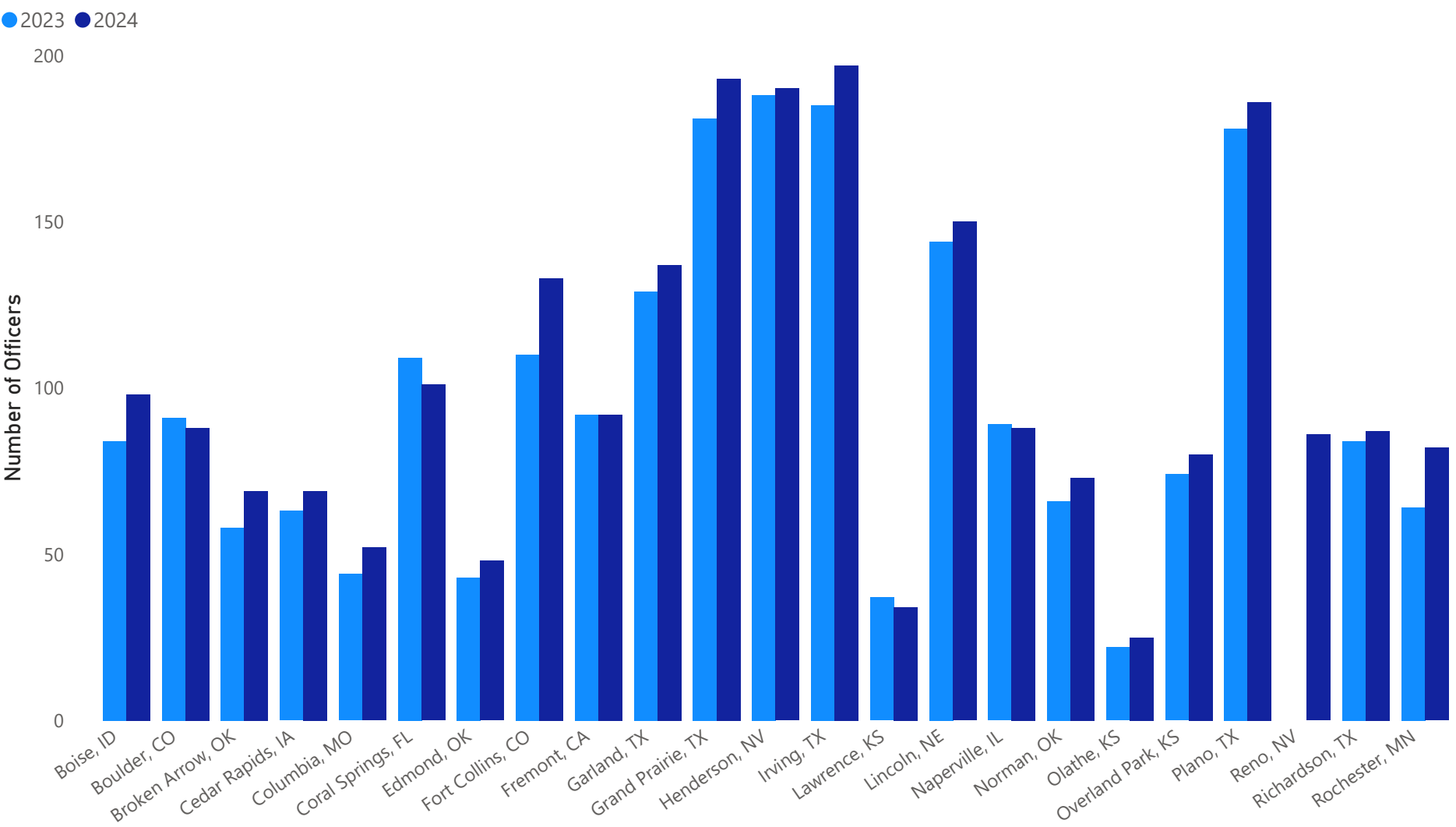
2023 2024



Officer Demographics

Actual/Current Non-Sworn: Include full-time equivalents

City Name	2023	2024	% Change
Boise, ID	84	98	16.67%
Boulder, CO	91	88	-3.30%
Broken Arrow, OK	58	69	18.97%
Cedar Rapids, IA	63	69	9.52%
Columbia, MO	44	52	18.18%
Coral Springs, FL	109	101	-7.34%
Edmond, OK	43	48	11.63%
Fort Collins, CO	110	133	20.91%
Fremont, CA	92	92	0.00%
Garland, TX	129	137	6.20%
Grand Prairie, TX	181	193	6.63%
Henderson, NV	188	190	1.06%
Irving, TX	185	197	6.49%
Lawrence, KS	37	34	-8.11%
Lincoln, NE	144	150	4.17%
Naperville, IL	89	88	-1.12%
Norman, OK	66	73	10.61%
Olathe, KS	22	25	13.64%
Overland Park, KS	74	80	8.11%
Plano, TX	178	186	4.49%
Reno, NV		86	
Richardson, TX	84	87	3.57%
Rochester, MN	64	82	28.13%
Average	97	103	6.19%

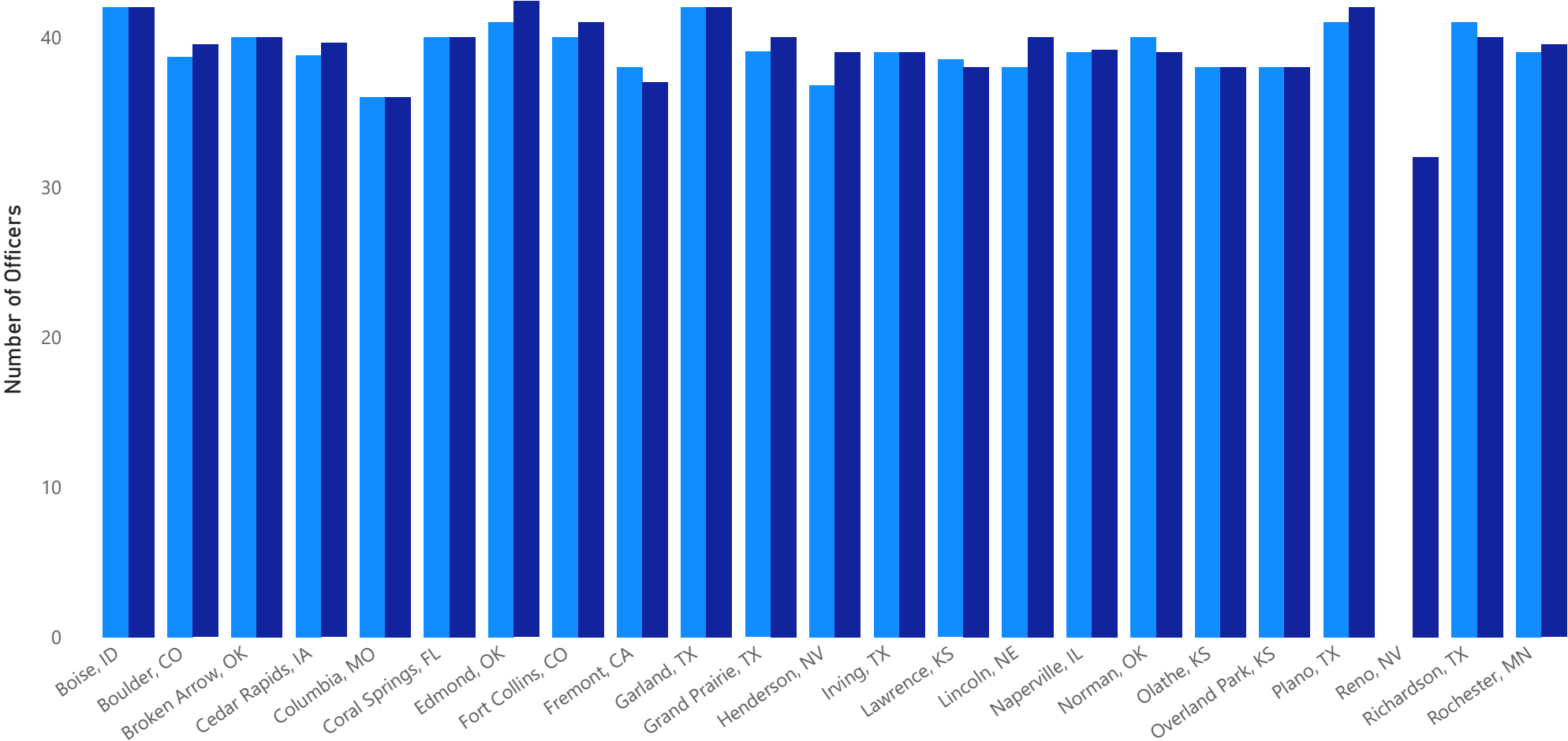


Officer Demographics

Average Age of Sworn Personnel

City Name	2023	2024
Boise, ID	42	42
Boulder, CO	39	40
Broken Arrow, OK	40	40
Cedar Rapids, IA	39	40
Columbia, MO	36	36
Coral Springs, FL	40	40
Edmond, OK	41	42
Fort Collins, CO	40	41
Fremont, CA	38	37
Garland, TX	42	42
Grand Prairie, TX	39	40
Henderson, NV	37	39
Irving, TX	39	39
Lawrence, KS	39	38
Lincoln, NE	38	40
Naperville, IL	39	39
Norman, OK	40	39
Olathe, KS	38	38
Overland Park, KS	38	38
Plano, TX	41	42
Reno, NV		32
Richardson, TX	41	40
Rochester, MN	39	40
Average	39	39

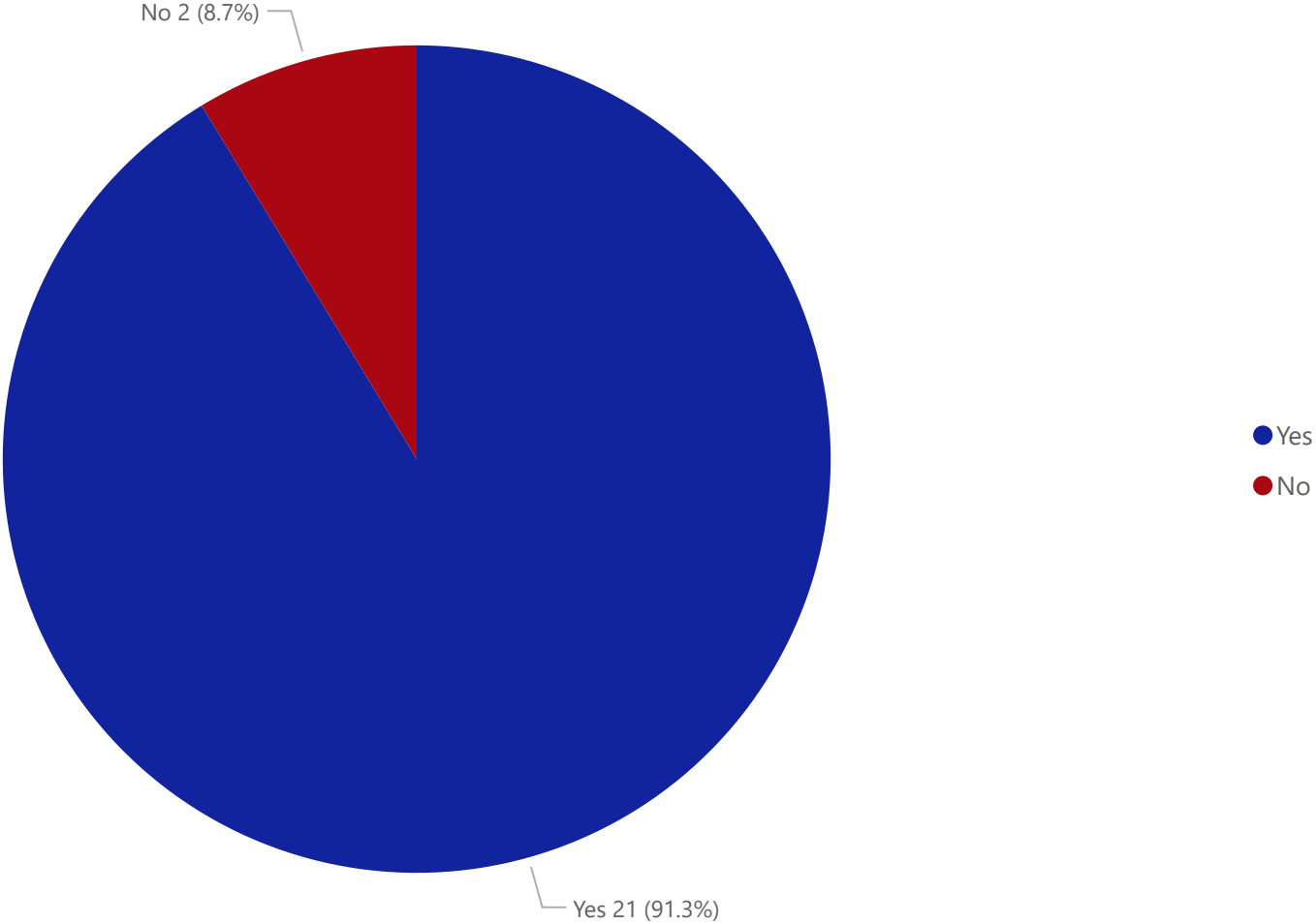
● 2023 ● 2024



Officer Demographics

Does your agency have a defined benefit retirement plan?

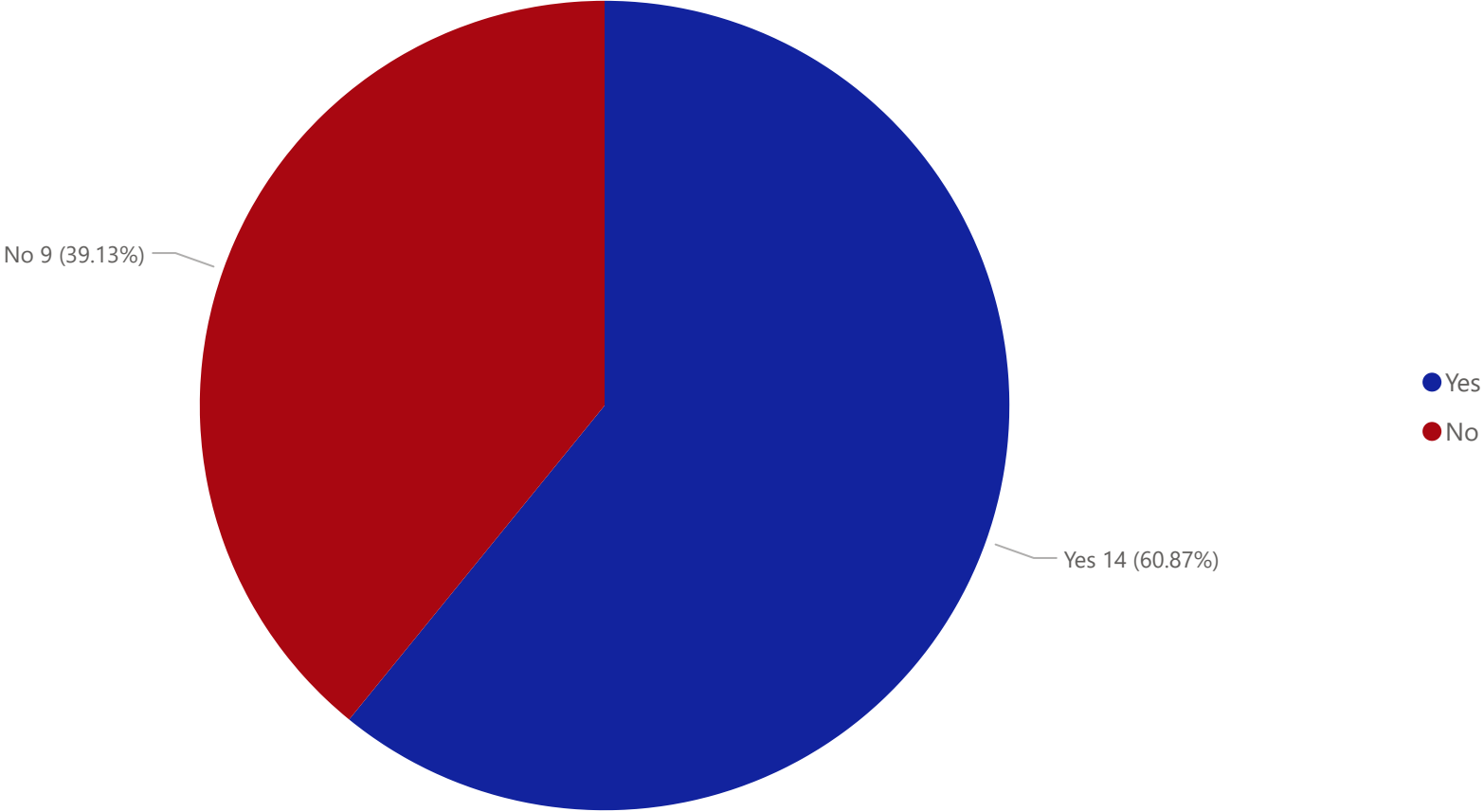
City Name	2024
Boise, ID	Yes
Boulder, CO	No
Broken Arrow, OK	Yes
Cedar Rapids, IA	Yes
Columbia, MO	Yes
Coral Springs, FL	Yes
Edmond, OK	Yes
Fort Collins, CO	No
Fremont, CA	Yes
Garland, TX	Yes
Grand Prairie, TX	Yes
Henderson, NV	Yes
Irving, TX	Yes
Lawrence, KS	Yes
Lincoln, NE	Yes
Naperville, IL	Yes
Norman,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



Officer Demographics

Do you have personnel under more than one retirement plan?

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

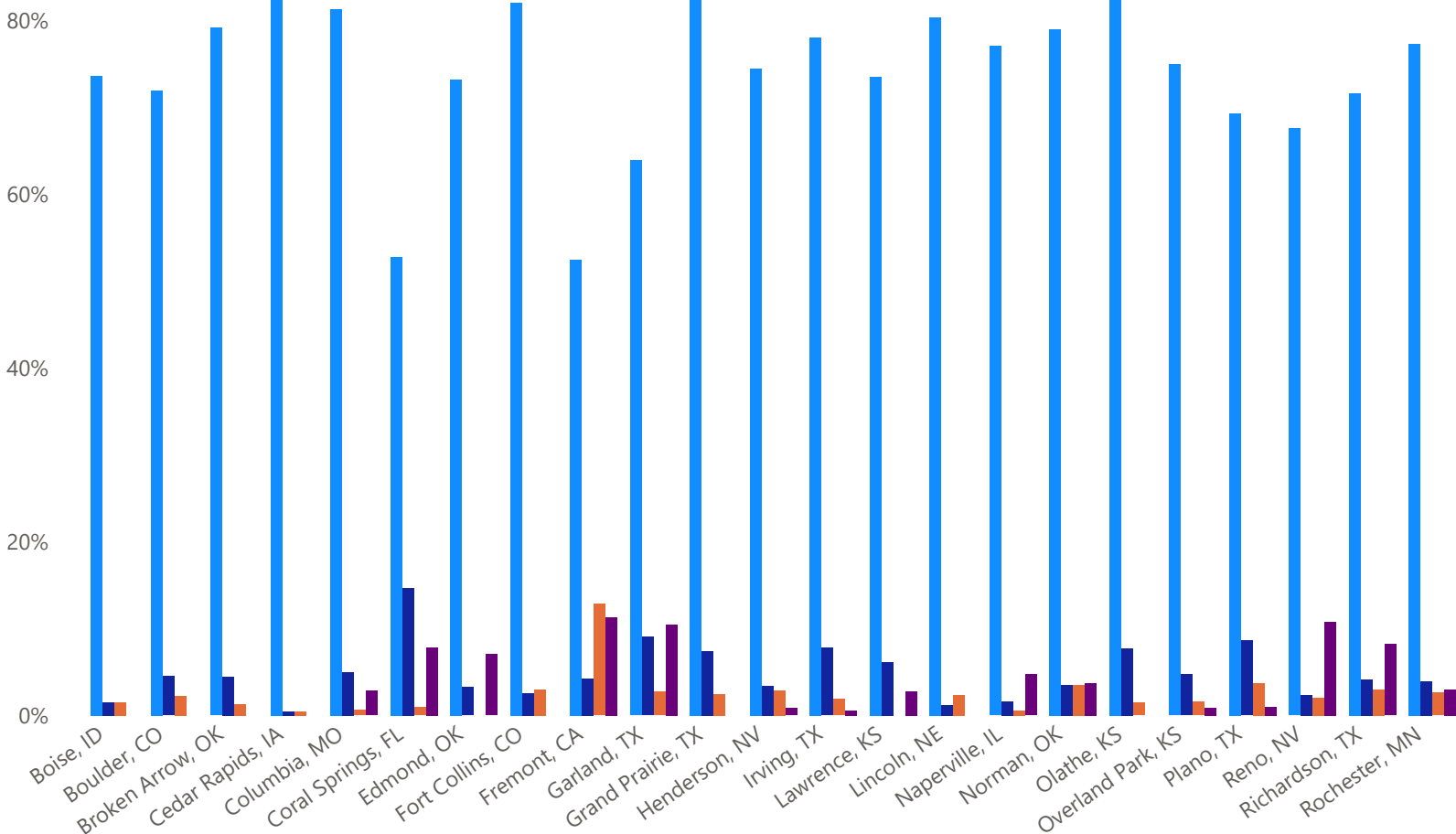


Officer Demographics

Percent of Sworn by Race - Male

City Name	White Male	African American Male	Asian Male	Other Male
Boise, ID	73.62%	1.53%	1.53%	0.00%
Boulder, CO	71.91%	4.49%	2.25%	0.00%
Broken Arrow, OK	79.11%	4.43%	1.27%	0.00%
Cedar Rapids, IA	83.26%	0.45%	0.45%	0.00%
Columbia, MO	81.25%	5.00%	0.63%	2.83%
Coral Springs, FL	52.75%	14.68%	0.92%	7.84%
Edmond, OK	73.17%	3.25%	0.00%	7.02%
Fort Collins, CO	81.97%	2.58%	3.00%	0.00%
Fremont, CA	52.44%	4.27%	12.80%	11.33%
Garland, TX	63.86%	9.04%	2.71%	10.45%
Grand Prairie, TX	82.39%	7.39%	2.46%	0.00%
Henderson, NV	74.40%	3.38%	2.90%	0.83%
Irving, TX	78.02%	7.77%	1.88%	0.53%
Lawrence, KS	73.47%	6.12%	0.00%	2.76%
Lincoln, NE	80.29%	1.16%	2.32%	0.00%
Naperville, IL	77.01%	1.60%	0.53%	4.73%
Norman, OK	78.95%	3.51%	3.51%	3.69%
Olathe, KS	82.61%	7.73%	1.45%	0.00%
Overland Park, KS	74.90%	4.71%	1.57%	0.90%
Plano, TX	69.29%	8.60%	3.69%	1.01%
Reno, NV	67.54%	2.34%	2.05%	10.75%
Richardson, TX	71.60%	4.14%	2.96%	8.20%
Rochester, MN	77.27%	3.90%	2.60%	2.97%
Average	73.87%	4.99%	2.35%	3.02%

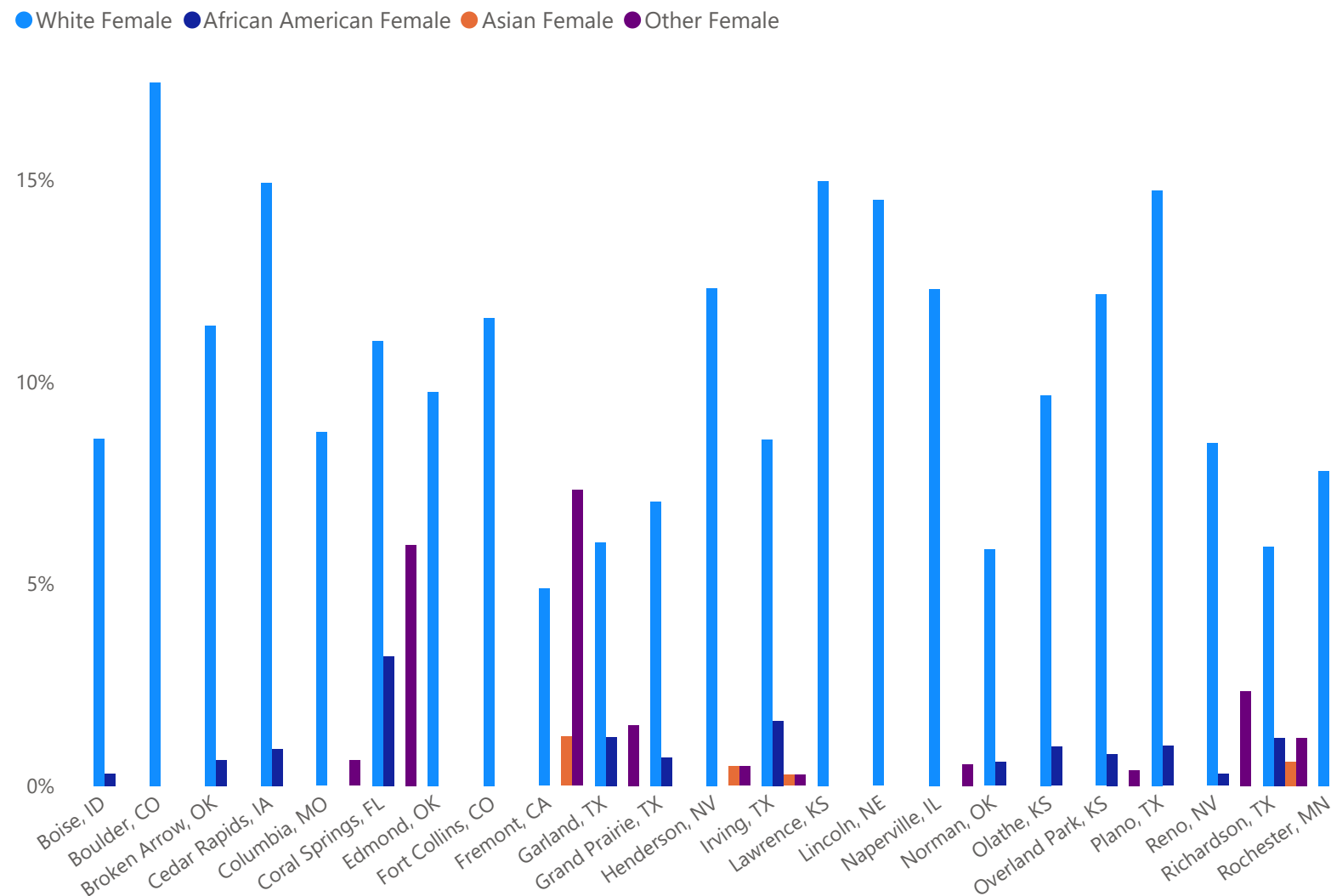
White Male African American Male Asian Male Other Male



Officer Demographics

Percent of Sworn by Race - Female

City Name	White Female	African American Female	Asian Female	Other Female
Boise, ID	8.59%	0.31%	0.00%	0.00%
Boulder, CO	17.42%	0.00%	0.00%	0.00%
Broken Arrow, OK	11.39%	0.63%	0.00%	0.00%
Cedar Rapids, IA	14.93%	0.90%	0.00%	0.00%
Columbia, MO	8.75%	0.00%	0.00%	0.63%
Coral Springs, FL	11.01%	3.21%	0.00%	5.96%
Edmond, OK	9.76%	0.00%	0.00%	0.00%
Fort Collins, CO	11.59%	0.00%	0.00%	0.00%
Fremont, CA	4.88%	0.00%	1.22%	7.32%
Garland, TX	6.02%	1.20%	0.00%	1.51%
Grand Prairie, TX	7.04%	0.70%	0.00%	0.00%
Henderson, NV	12.32%	0.00%	0.48%	0.48%
Irving, TX	8.58%	1.61%	0.27%	0.27%
Lawrence, KS	14.97%	0.00%	0.00%	0.00%
Lincoln, NE	14.49%	0.00%	0.00%	0.00%
Naperville, IL	12.30%	0.00%	0.00%	0.53%
Norman, OK	5.85%	0.58%	0.00%	0.00%
Olathe, KS	9.66%	0.97%	0.00%	0.00%
Overland Park, KS	12.16%	0.78%	0.00%	0.39%
Plano, TX	14.74%	0.98%	0.00%	0.00%
Reno, NV	8.48%	0.29%	0.00%	2.34%
Richardson, TX	5.92%	1.18%	0.59%	1.18%
Rochester, MN	7.79%	0.00%	0.00%	0.00%
Average	10.51%	0.63%	0.11%	0.86%



Officer Demographics

What Percent of Sworn Are Hispanic Males?

City Name	2023	2024
Boise, ID	9.10%	3.00%
Boulder, CO	10.70%	9.60%
Broken Arrow, OK	10.00%	3.00%
Cedar Rapids, IA	4.40%	0.10%
Columbia, MO	5.00%	3.00%
Coral Springs, FL	30.00%	11.00%
Edmond, OK	6.50%	5.00%
Fort Collins, CO	12.00%	5.00%
Fremont, CA	12.60%	5.00%
Garland, TX	44.50%	17.00%
Grand Prairie, TX	45.40%	18.00%
Henderson, NV	19.10%	15.00%
Irving, TX	44.00%	18.00%
Lawrence, KS	7.30%	5.00%
Lincoln, NE	8.30%	4.00%
Naperville, IL	6.50%	7.00%
Norman, OK	9.00%	2.00%
Olathe, KS	11.70%	6.00%
Overland Park, KS	7.00%	5.50%
Plano, TX	16.11%	7.60%
Reno, NV		12.42%
Richardson, TX	17.00%	12.00%
Rochester, MN	5.90%	3.23%
Average	15.55%	7.72%

● 2023 ● 2024

50%

40%

30%

20%

10%

0%

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

Officer Demographics

What Percent of Sworn Are Hispanic Females?

City Name	2023	2024
Boise, ID	0.00%	0.00%
Boulder, CO	4.60%	3.40%
Broken Arrow, OK	5.00%	0.00%
Cedar Rapids, IA	1.00%	0.10%
Columbia, MO	0.00%	1.00%
Coral Springs, FL	4.67%	6.00%
Edmond, OK	0.80%	2.00%
Fort Collins, CO	1.40%	1.00%
Fremont, CA	5.00%	21.00%
Garland, TX	1.60%	1.00%
Grand Prairie, TX	2.80%	2.00%
Henderson, NV	26.00%	28.00%
Irving, TX	20.00%	2.00%
Lawrence, KS	0.00%	1.00%
Lincoln, NE	1.20%	1.00%
Naperville, IL	1.00%	1.00%
Norman, OK	0.00%	0.00%
Olathe, KS	0.00%	0.00%
Overland Park, KS	2.00%	2.00%
Plano, TX	2.40%	2.50%
Reno, NV		2.30%
Richardson, TX	1.00%	1.00%
Rochester, MN	0.00%	0.00%
Average	0.00%	3.40%

● 2023 ● 2024

30%

25%

20%

15%

10%

5%

0%

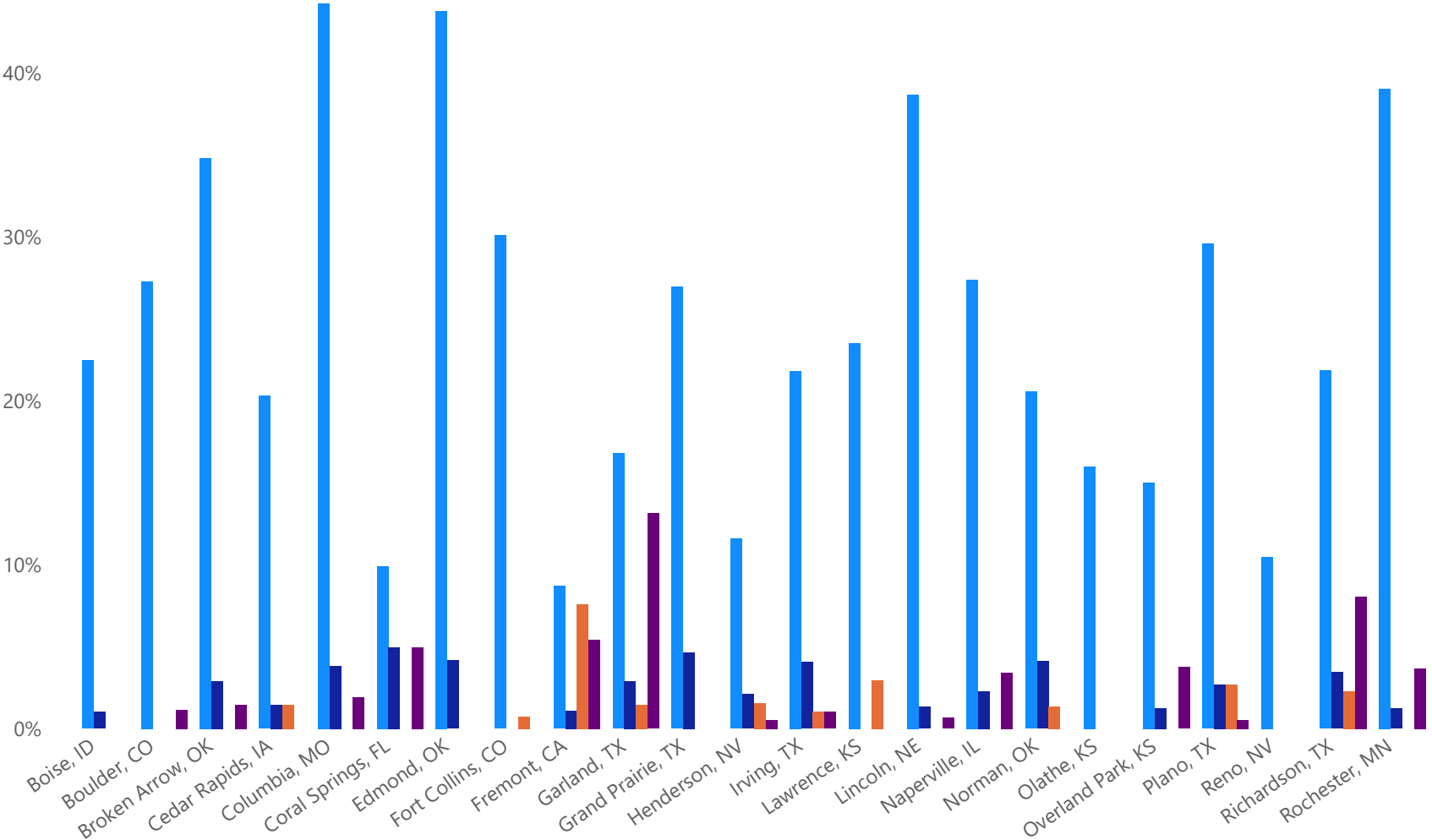
Boise, ID
Boulder, CO
Broken Arrow, OK
Cedar Rapids, IA
Columbia, MO
Coral Springs, FL
Edmond, OK
Fort Collins, CO
Fremont, CA
Garland, TX
Grand Prairie, TX
Henderson, NV
Irving, TX
Lawrence, KS
Lincoln, NE
Naperville, IL
Norman, OK
Olathe, KS
Overland Park, KS
Plano, TX
Reno, NV
Richardson, TX
Rochester,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

Officer Demographics

Percent of Non-Sworn by Race - Male

City Name	White Male	African American Male	Asian Male	Other Male
Boise, ID	22.45%	1.02%	0.00%	0.00%
Boulder, CO	27.27%	0.00%	0.00%	1.14%
Broken Arrow, OK	34.78%	2.90%	0.00%	1.45%
Cedar Rapids, IA	20.29%	1.45%	1.45%	0.00%
Columbia, MO	44.23%	3.85%	0.00%	1.92%
Coral Springs, FL	9.90%	4.95%	0.00%	4.95%
Edmond, OK	43.75%	4.17%	0.00%	0.00%
Fort Collins, CO	30.08%	0.00%	0.75%	0.00%
Fremont, CA	8.70%	1.09%	7.61%	5.43%
Garland, TX	16.79%	2.92%	1.46%	13.14%
Grand Prairie, TX	26.94%	4.66%	0.00%	0.00%
Henderson, NV	11.58%	2.11%	1.58%	0.53%
Irving, TX	21.83%	4.06%	1.02%	1.02%
Lawrence, KS	23.53%	0.00%	2.94%	0.00%
Lincoln, NE	38.67%	1.33%	0.00%	0.67%
Naperville, IL	27.39%	2.28%	0.00%	3.42%
Norman, OK	20.55%	4.11%	1.37%	0.00%
Olathe, KS	16.00%	0.00%	0.00%	0.00%
Overland Park, KS	15.00%	1.25%	0.00%	3.75%
Plano, TX	29.57%	2.69%	2.69%	0.54%
Reno, NV	10.47%	0.00%	0.00%	0.00%
Richardson, TX	21.84%	3.45%	2.30%	8.05%
Rochester, MN	39.02%	1.22%	0.00%	3.66%
Average	23.84%	2.38%	1.06%	2.21%

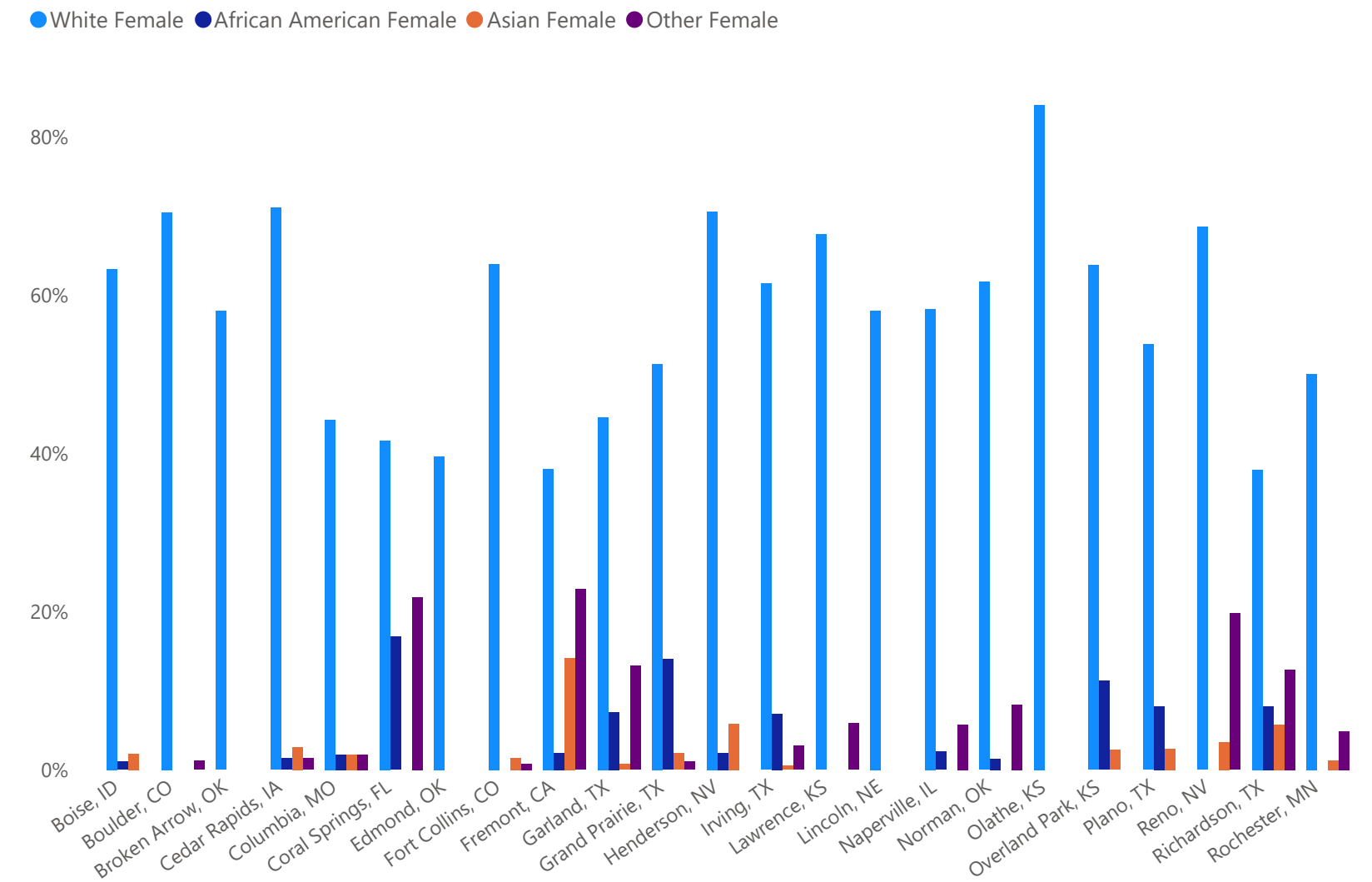
White Male African American Male Asian Male Other Male



Officer Demographics

Percent of Non-Sworn by Race - Female

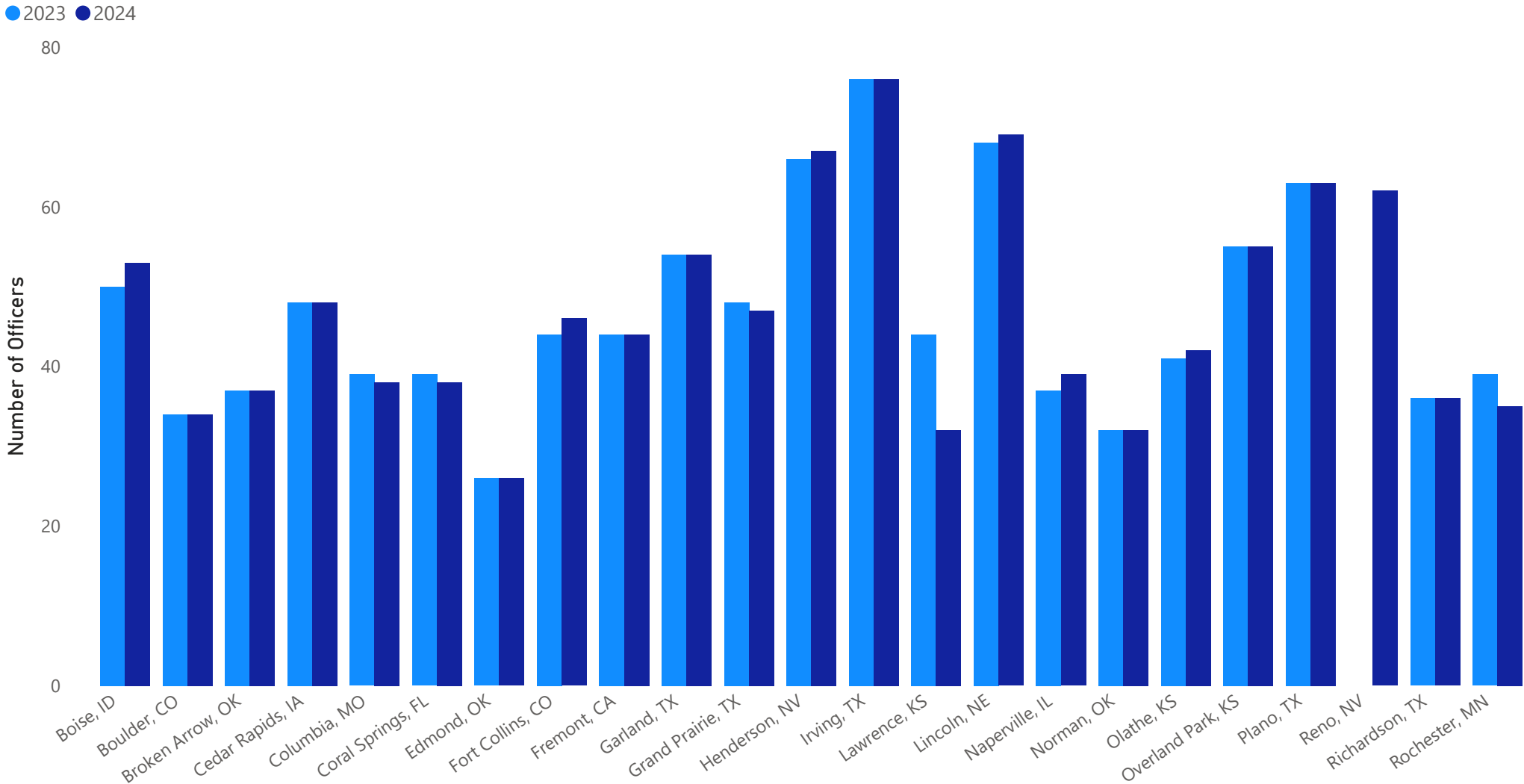
City Name	White Female	African American Female	Asian Female	Other Female
Boise, ID	63.27%	1.02%	2.04%	0.00%
Boulder, CO	70.45%	0.00%	0.00%	1.14%
Broken Arrow, OK	57.97%	0.00%	0.00%	0.00%
Cedar Rapids, IA	71.01%	1.45%	2.90%	1.45%
Columbia, MO	44.23%	1.92%	1.92%	1.92%
Coral Springs, FL	41.58%	16.83%	0.00%	21.78%
Edmond, OK	39.58%	0.00%	0.00%	0.00%
Fort Collins, CO	63.91%	0.00%	1.50%	0.75%
Fremont, CA	38.04%	2.17%	14.13%	22.83%
Garland, TX	44.53%	7.30%	0.73%	13.14%
Grand Prairie, TX	51.30%	13.99%	2.07%	1.04%
Henderson, NV	70.53%	2.11%	5.79%	0.00%
Irving, TX	61.42%	7.11%	0.51%	3.05%
Lawrence, KS	67.65%	0.00%	0.00%	5.88%
Lincoln, NE	58.00%	0.00%	0.00%	0.00%
Naperville, IL	58.20%	2.28%	0.00%	5.71%
Norman, OK	61.64%	1.37%	0.00%	8.22%
Olathe, KS	84.00%	0.00%	0.00%	0.00%
Overland Park, KS	63.75%	11.25%	2.50%	0.00%
Plano, TX	53.76%	8.06%	2.69%	0.00%
Reno, NV	68.60%	0.00%	3.49%	19.77%
Richardson, TX	37.93%	8.05%	5.75%	12.64%
Rochester, MN	50.00%	0.00%	1.22%	4.88%
Average	56.96%	4.71%	2.25%	5.23%



Officer Demographics

Number of Actual/Current Sworn Officer Positions in any rank of First Line Supervisor or Above

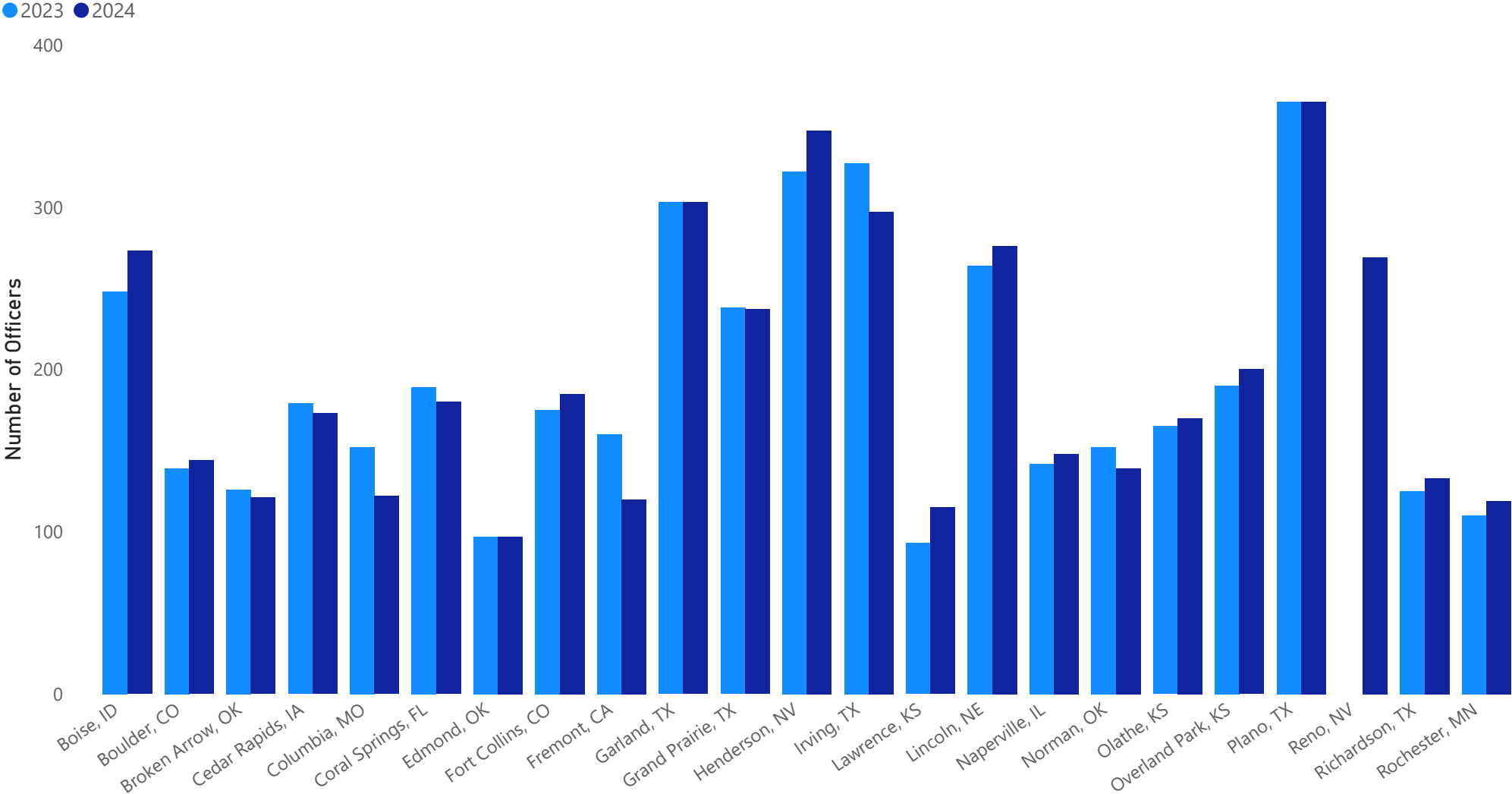
City Name	2023	2024
Boise, ID	50	53
Boulder, CO	34	34
Broken Arrow, OK	37	37
Cedar Rapids, IA	48	48
Columbia, MO	39	38
Coral Springs, FL	39	38
Edmond, OK	26	26
Fort Collins, CO	44	46
Fremont, CA	44	44
Garland, TX	54	54
Grand Prairie, TX	48	47
Henderson, NV	66	67
Irving, TX	76	76
Lawrence, KS	44	32
Lincoln, NE	68	69
Naperville, IL	37	39
Norman, OK	32	32
Olathe, KS	41	42
Overland Park, KS	55	55
Plano, TX	63	63
Reno, NV		62
Richardson, TX	36	36
Rochester, MN	39	35
Average	46	47



Officer Demographics

Number of Actual/Current Sworn Officer Positions Below the Rank of First Line Supervisor

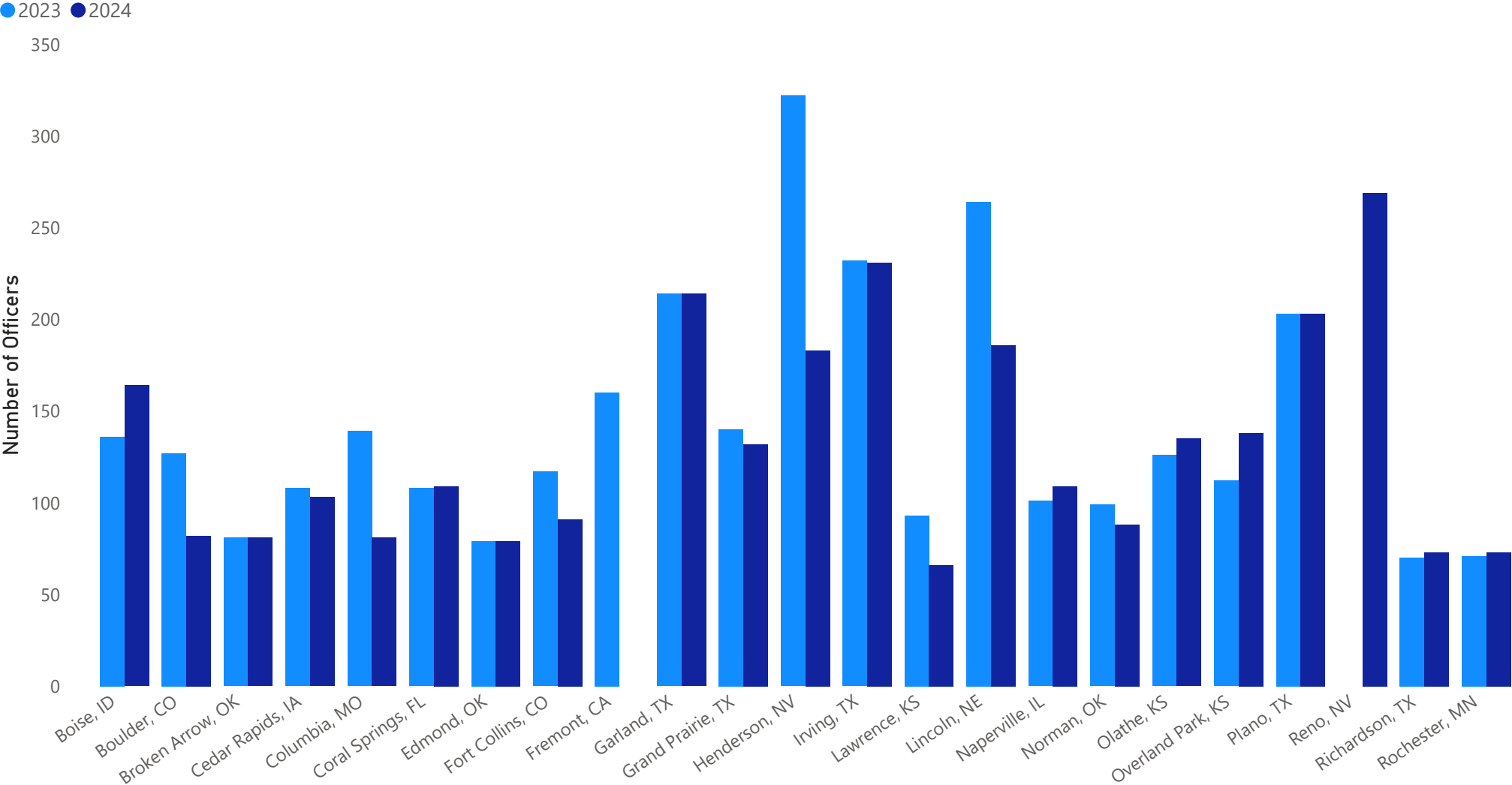
City Name	2023	2024
Boise, ID	248	273
Boulder, CO	139	144
Broken Arrow, OK	126	121
Cedar Rapids, IA	179	173
Columbia, MO	152	122
Coral Springs, FL	189	180
Edmond, OK	97	97
Fort Collins, CO	175	185
Fremont, CA	160	120
Garland, TX	303	303
Grand Prairie, TX	238	237
Henderson, NV	322	347
Irving, TX	327	297
Lawrence, KS	93	115
Lincoln, NE	264	276
Naperville, IL	142	148
Norman, OK	152	139
Olathe, KS	165	170
Overland Park, KS	190	200
Plano, TX	365	365
Reno, NV		269
Richardson, TX	125	133
Rochester, MN	110	119
Average	194	197



Officer Demographics

Number of Actual/Current Sworn Officers in a First Responder Position

City Name	2023	2024
Boise, ID	136	164
Boulder, CO	127	82
Broken Arrow, OK	81	81
Cedar Rapids, IA	108	103
Columbia, MO	139	81
Coral Springs, FL	108	109
Edmond, OK	79	79
Fort Collins, CO	117	91
Fremont, CA	160	
Garland, TX	214	214
Grand Prairie, TX	140	132
Henderson, NV	322	183
Irving, TX	232	231
Lawrence, KS	93	66
Lincoln, NE	264	186
Naperville, IL	101	109
Norman, OK	99	88
Olathe, KS	126	135
Overland Park, KS	112	138
Plano, TX	203	203
Reno, NV		269
Richardson, TX	70	73
Rochester, MN	71	73
Average	141	131



Officer Demographics

Breakout of Actual/Current Sworn Officer Positions by Rank

City Name	Executive Level (Chief and 2 steps below)	Mid Level (Ranks 3 steps below the Chief to one step above First Line Supervisor)	First Line Supervisor	Line Officer (All ranks below First Line Supervisor)
▲				
Boise, ID	7	16	30	273
Boulder, CO	4	5	25	144
Broken Arrow, OK	5	7	25	121
Cedar Rapids, IA	6	12	30	173
Columbia, MO	6	8	24	122
Coral Springs, FL	8	3	27	180
Edmond, OK	7	5	14	97
Fort Collins, CO	5	11	30	140
Fremont, CA	5	9	30	120
Garland, TX	5	9	40	303
Grand Prairie, TX	7	9	32	236
Henderson, NV	11	18	38	347
Irving, TX	10	17	49	297
Lawrence, KS	7	7	18	115
Lincoln, NE	13	9	47	276
Naperville, IL	3	8	28	151
Norman, OK	5	6	21	139
Olathe, KS	9	7	26	170
Overland Park, KS	7	15	33	200
Plano, TX	7	16	40	365
Reno, NV	7	12	43	250
Richardson, TX	4	9	23	133
Rochester, MN	15	0	25	107
Average	7	9	30	194

Officer Demographics

Breakout of Actual/Current Sworn Officer Positions by Function

City Name	Command Staff (Division Commanders and above)	Communications	Community Oriented Policing	Crime Analysis	Crime Prevention	Emergency Response	Evidence Technician/Crime Lab	Intelligence	Investigations	K-9 Unit	Narcotics
Boise, ID	7	0	21	0	1	0	0	2	53	7	8
Boulder, CO	9	0	1	1	1	0	2	1	22	1	2
Broken Arrow, OK	5	0	0	0	1	0	3	0	19	4	5
Cedar Rapids, IA	6	0	13	0	3	0	5	1	26	7	5
Columbia, MO	14	0	0	0	0	0	0	5	15	3	5
Coral Springs, FL	11	0	2	0	0	0	0	20	25	5	7
Edmond, OK	7	0	0	2	1	0	0	0	14	1	3
Fort Collins, CO	5	0	32	0	0	2	5	1	25	7	0
Fremont, CA	5	0	0	1	0	0	0	3	11	6	0
Garland, TX	14	0	18	0	0	0	0	6	43	2	7
Grand Prairie, TX	16	0	0	0	4	7	0	2	54	2	7
Henderson, NV	12	0	11	0	0	13	0	2	42	7	9
Irving, TX	10	0	0	0	12	0	10	9	54	3	14
Lawrence, KS	14	1	1	0	0	0	0	0	18	3	4
Lincoln, NE	13	0	0	0	1	0	2	0	41	5	15
Naperville, IL	11	0	0	0	0	0	0	2	25	4	6
Norman, OK	11	0	3	0	2	0	0	0	19	0	6
Olathe, KS	9	0	1	0	0	0	1	0	23	4	4
Overland Park, KS	7	0	11	0	2	5	2	0	21	3	5
Plano, TX	7	0	31	0	5	0	0	6	70	3	7
Reno, NV	7	0	10	2	0	1	3	2	40	6	5
Richardson, TX	7	0	0	0	5	0	0	3	26	1	0
Rochester, MN	5	0	12	0	0	0	0	2	14	8	11
Average	9	0	7	0	2	1	1	3	30	4	6

Officer Demographics

Continued: Breakout of Actual/Current Sworn Officer Positions by Function

City Name	Patrol	Personnel (hiring, polygraph, background, etc.)	Professional Standards	Property Room	Records	School Resource Officers	Multi-Jurisdictional Task Force	Traffic	Training (fulltime training staff and academy instructors)	All Other (to include Administration)	Sworn Part-Time Officers	Reserve Officers
Boise, ID	164	2	2	0	0	20	1	11	8	199	0	0
Boulder, CO	103	0	2	1	0	0	4	8	5	15	0	0
Broken Arrow, OK	95	0	2	0	0	0	2	13	5	4	0	8
Cedar Rapids, IA	127	0	1	1	0	9	7	7	1	2	0	0
Columbia, MO	92	0	4	0	0	4	0	3	0	15	1	0
Coral Springs, FL	102	0	1	0	0	19	4	10	4	0	8	3
Edmond, OK	72	0	2	0	0	12	2	4	3	0	0	0
Fort Collins, CO	116	6	2	0	0	14	4	7	3	2	0	0
Fremont, CA	116	3	1	0	0	7	4	6	1	0	0	8
Garland, TX	161	3	2	0	0	34	3	15	8	16	0	0
Grand Prairie, TX	145	2	3	1	0	17	3	13	6	2	0	0
Henderson, NV	202	8	4	0	0	0	3	20	65	16	0	0
Irving, TX	204	7	2	0	0	25	6	24	10	13	0	0
Lawrence, KS	83	0	2	0	0	6	2	0	3	10	0	0
Lincoln, NE	225	2	1	0	0	14	8	4	5	0	0	0
Naperville, IL	117	0	0	0	0	10	1	8	3	0	0	0
Norman, OK	100	0	2	0	0	13	0	0	4	11	0	0
Olathe, KS	118	2	3	0	0	20	2	12	6	7	0	0
Overland Park, KS	116	5	4	0	0	18	8	3	4	41	0	0
Plano, TX	212	0	6	0	0	28	7	25	6	15	0	0
Reno, NV	130	3	3	2	40	0	5	28	6	54	0	0
Richardson, TX	99	3	2	0	0	11	4	5	3	0	0	0
Rochester, MN	84	0	0	0	0	6	2	0	3	7	0	0
Average	130	2	2	0	2	12	4	10	7		0	1

Officer Demographics

Schools in Your Jurisdiction

City Name	Do the schools in your jurisdiction have their own police department?	Do the schools in your jurisdiction have SRO's that are not employed by your agency?	Total # Elementary Schools	Total # SROs in Elementary Schools	Total # Middle Schools	Total # SROs in Middle Schools	Total # High Schools	Total # SROs in High Schools
Boise, ID	No	No	39	0	9	9	8	8
Boulder, CO	No	No	13	0	6	0	4	0
Broken Arrow, OK	No	Yes	19	0	6	0	1	0
Cedar Rapids, IA	No	No	32	0	15	2	10	7
Columbia, MO	No	No	21	0	7	0	4	4
Coral Springs, FL	No	No	12	12	4	4	4	7
Edmond, OK	No	No	16	0	5	5	3	7
Fort Collins, CO	No	No	30	7	14	7	10	4
Fremont, CA	No	No	25	0	5	0	6	6
Garland, TX	No	Yes	36	7	9	9	5	10
Grand Prairie, TX	No	Yes	31	1	7	8	4	8
Henderson, NV	Yes	No	42	0	19	0	14	0
Irving, TX	No	No	22	3	9	9	5	8
Lawrence, KS	No	No	13	0	4	4	2	2
Lincoln, NE	No	No	40	0	12	6	8	8
Naperville, IL	No	No	32	0	8	4	4	4
Norman, OK	No	No	17	4	4	4	2	4
Olathe, KS	Yes	No	38	0	11	11	6	6
Overland Park, KS	Yes	Yes	29	0	9	6	9	9
Plano, TX	No	No	41	1	13	12	10	13
Reno, NV	Yes	Yes	42	0	10	0	10	0
Richardson, TX	No	No	14	0	3	3	3	8
Rochester, MN	No	No	17	0	6	2	7	4
Average			27	2	8	5	6	6

Officer Demographics

Percent of Minorities in Staff Positions Including Sergeant & Above and Civilian Equivalents

City Name	2023	2024
Boise, ID	8.00%	7.55%
Boulder, CO	2.94%	5.88%
Broken Arrow, OK	43.24%	5.41%
Cedar Rapids, IA	2.08%	2.08%
Columbia, MO	0.00%	2.63%
Coral Springs, FL	35.90%	34.21%
Edmond, OK	3.85%	3.85%
Fort Collins, CO	9.09%	8.70%
Fremont, CA	15.91%	18.18%
Garland, TX	27.78%	27.78%
Grand Prairie, TX	0.00%	14.89%
Henderson, NV	54.55%	61.19%
Irving, TX	30.26%	31.58%
Lawrence, KS	4.55%	12.50%
Lincoln, NE	10.29%	1.45%
Naperville, IL	8.11%	7.69%
Norman, OK	15.63%	15.63%
Olathe, KS	12.20%	11.90%
Overland Park, KS	5.45%	5.45%
Plano, TX	34.92%	36.51%
Reno, NV		27.42%
Richardson, TX	13.89%	25.00%
Rochester, MN	2.56%	5.71%
Average	17.39%	18.17%

2023 2024

70%

60%

50%

40%

30%

20%

10%

0%



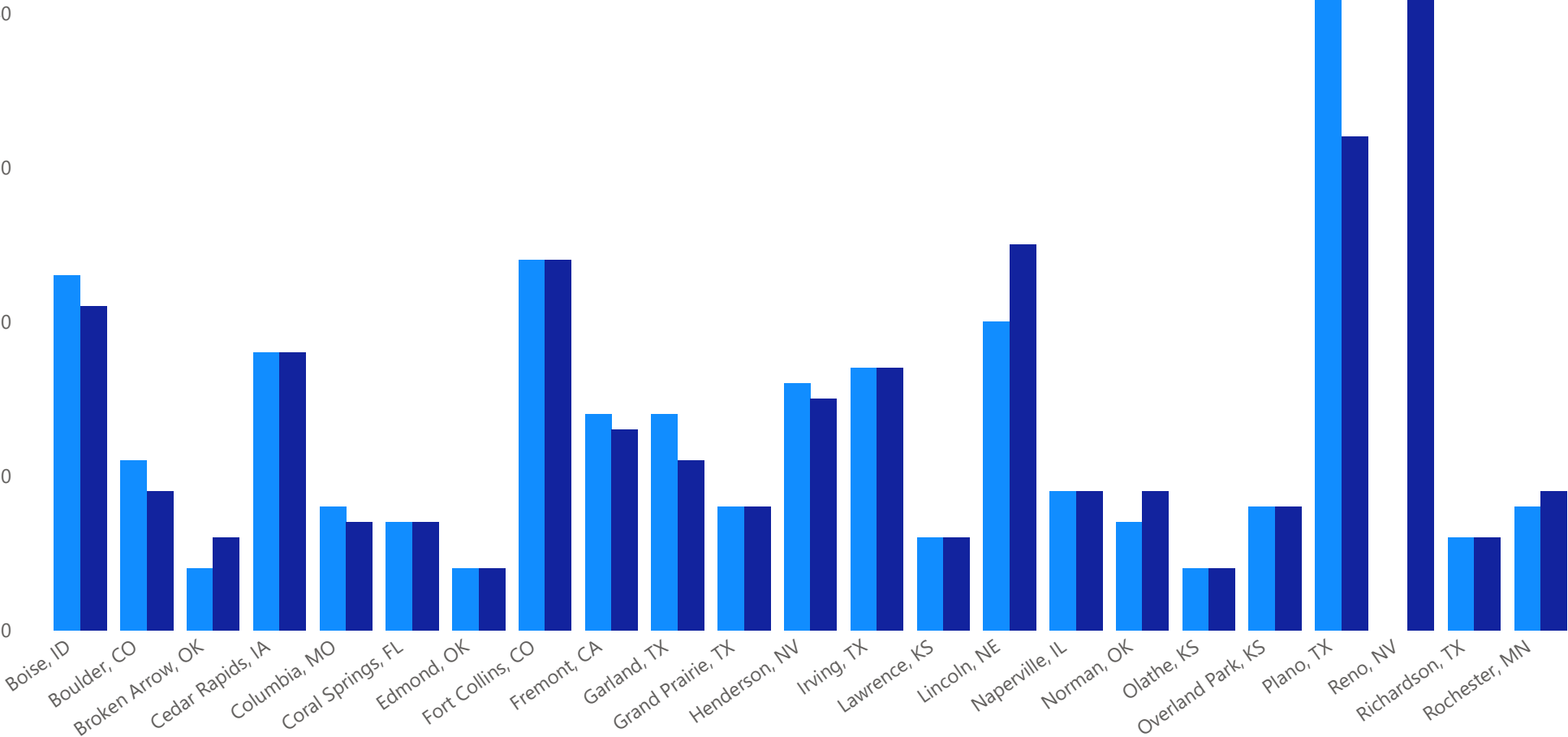
Officer Demographics

Non-Sworn Working Full-Time in Records

City Name	2023	2024
Boise, ID	23	21
Boulder, CO	11	9
Broken Arrow, OK	4	6
Cedar Rapids, IA	18	18
Columbia, MO	8	7
Coral Springs, FL	7	7
Edmond, OK	4	4
Fort Collins, CO	24	24
Fremont, CA	14	13
Garland, TX	14	11
Grand Prairie, TX	8	8
Henderson, NV	16	15
Irving, TX	17	17
Lawrence, KS	6	6
Lincoln, NE	20	25
Naperville, IL	9	9
Norman, OK	7	9
Olathe, KS	4	4
Overland Park, KS	8	8
Plano, TX	41	32
Reno, NV		41
Richardson, TX	6	6
Rochester, MN	8	9
Average	13	13

● 2023 ● 2024

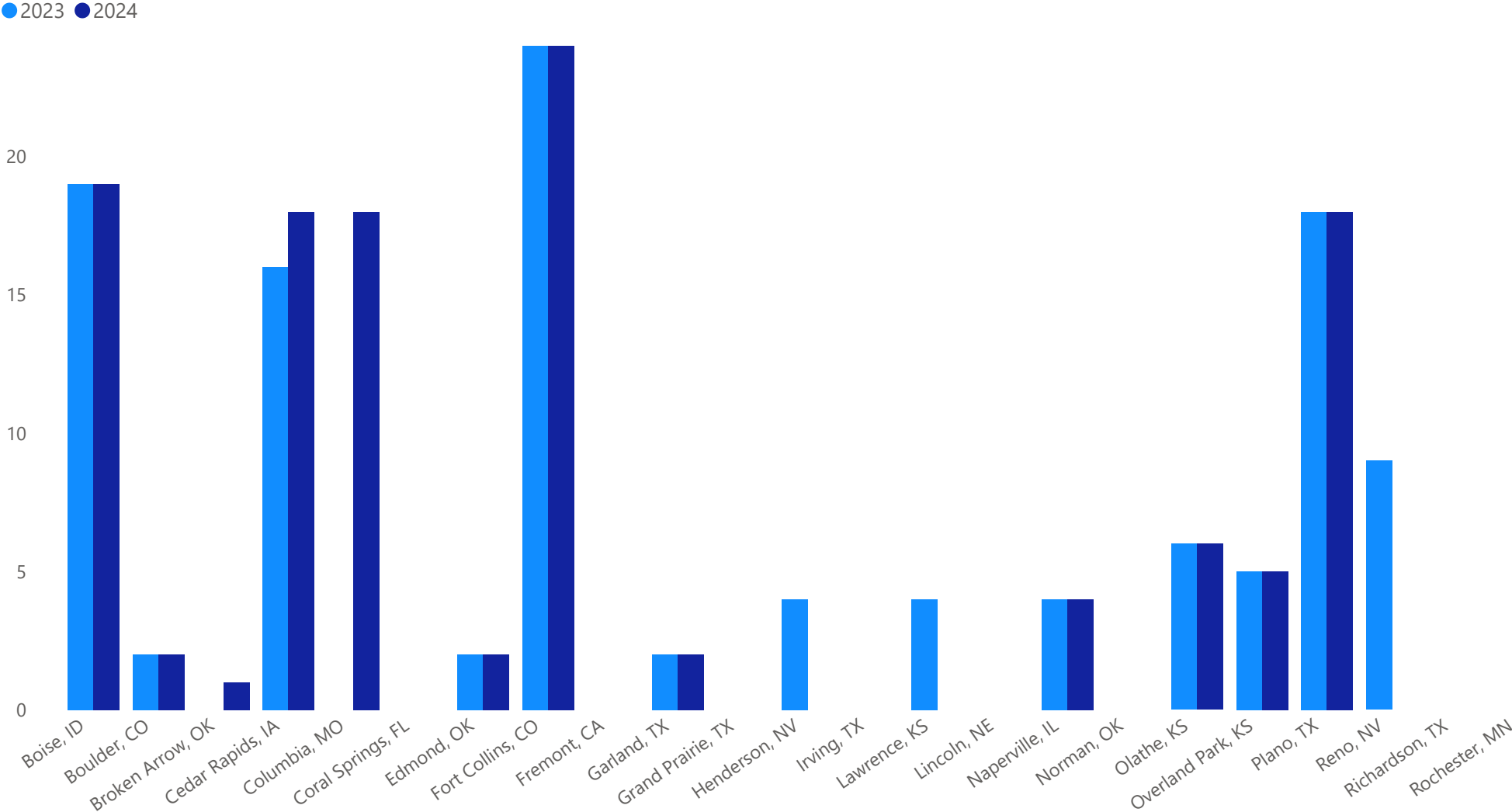
Number of Officers



Officer Demographics

Report Technicians: Civilians taking police reports from people walking into the station or over the phone

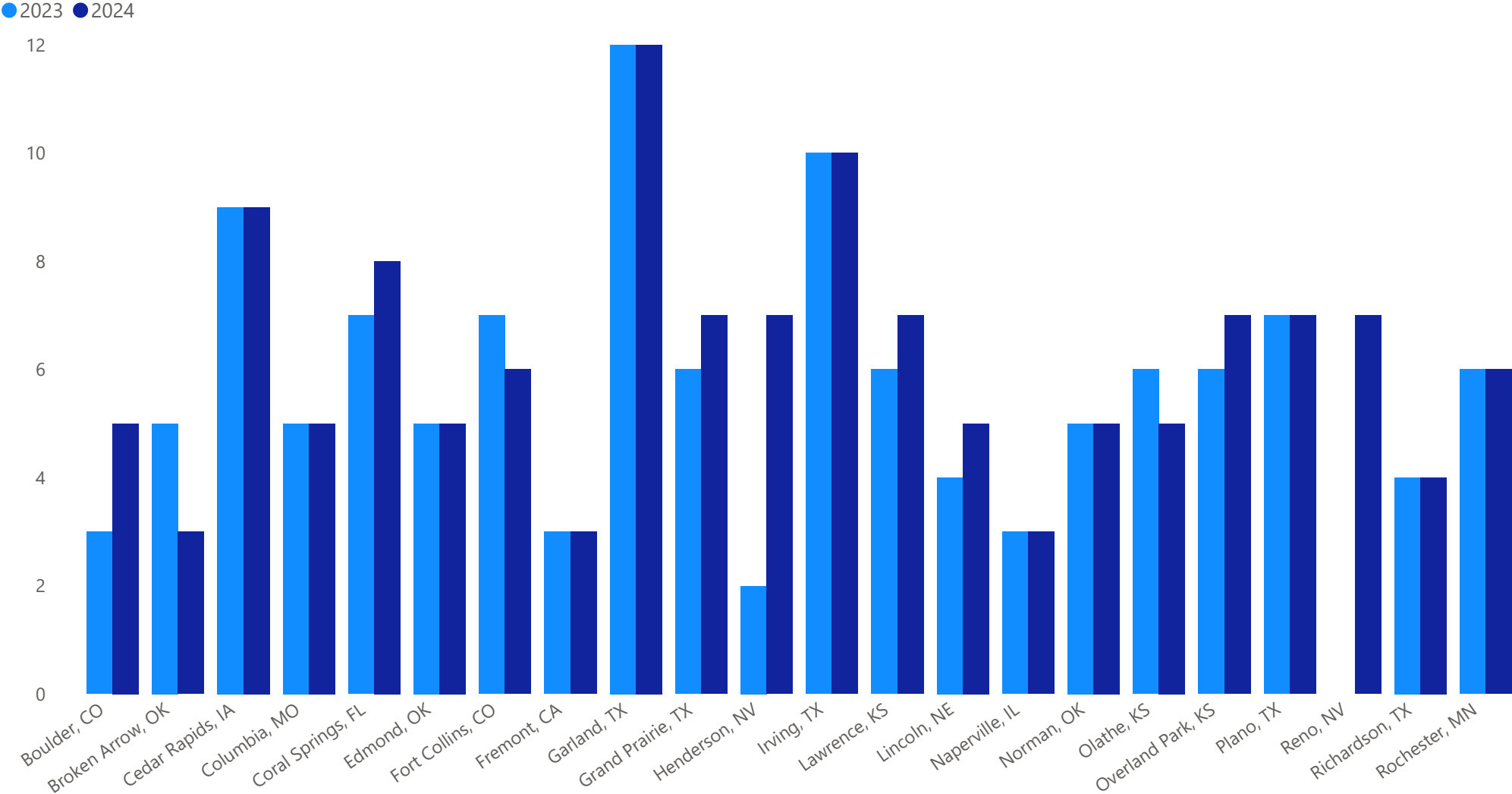
City Name	2023	2024
Boise, ID	19	19
Boulder, CO	2	2
Broken Arrow, OK	1	0
Cedar Rapids, IA	18	16
Columbia, MO	18	0
Coral Springs, FL	0	0
Edmond, OK	2	2
Fort Collins, CO	24	24
Fremont, CA	0	0
Garland, TX	2	2
Grand Prairie, TX	0	0
Henderson, NV	0	4
Irving, TX	0	0
Lawrence, KS	0	4
Lincoln, NE	0	0
Naperville, IL	4	4
Norman, OK	0	0
Olathe, KS	6	6
Overland Park, KS	5	5
Plano, TX	18	18
Reno, NV		9
Richardson, TX	0	0
Rochester, MN	0	0
Average	5	5



Officer Demographics

Number of Executive Level Supervisors Who Have Graduated From At Least One Command School

City Name	2023	2024
Boulder, CO	3	5
Broken Arrow, OK	5	3
Cedar Rapids, IA	9	9
Columbia, MO	5	5
Coral Springs, FL	7	8
Edmond, OK	5	5
Fort Collins, CO	7	6
Fremont, CA	3	3
Garland, TX	12	12
Grand Prairie, TX	6	7
Henderson, NV	2	7
Irving, TX	10	10
Lawrence, KS	6	7
Lincoln, NE	4	5
Naperville, IL	3	3
Norman, OK	5	5
Olathe, KS	6	5
Overland Park, KS	6	7
Plano, TX	7	7
Reno, NV		7
Richardson, TX	4	4
Rochester, MN	6	6
Average	6	6



Officer Demographics

Number of Mid-Level Who Have Graduated From At Least One Command School

City Name	2023	2024
Boise, ID	0	
Boulder, CO	3	4
Broken Arrow, OK	6	0
Cedar Rapids, IA	8	8
Columbia, MO	0	1
Coral Springs, FL	2	2
Edmond, OK	5	5
Fort Collins, CO	3	7
Fremont, CA	2	2
Garland, TX	11	10
Grand Prairie, TX	2	4
Henderson, NV	0	8
Irving, TX	17	17
Lawrence, KS	10	7
Lincoln, NE	0	0
Naperville, IL	5	11
Norman, OK	3	5
Olathe, KS	0	0
Overland Park, KS	6	15
Plano, TX	13	14
Reno, NV		2
Richardson, TX	6	6
Rochester, MN	2	4
Average	5	6

● 2023 ● 2024

