



# Local Police Departments, 2013: Personnel, Policies, and Practices

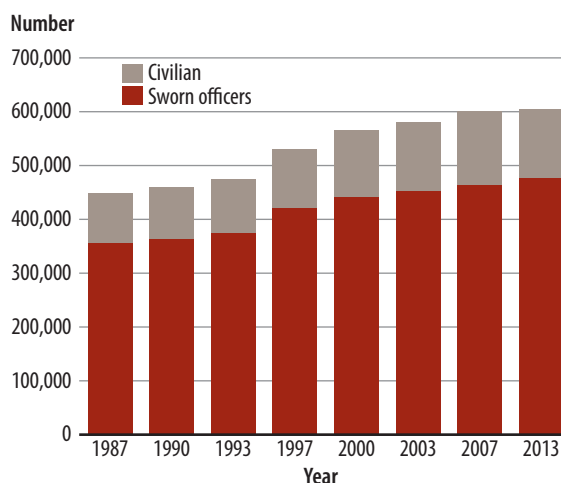
Brian A. Reaves, Ph.D., *BJS Statistician*

As of January 1, 2013, the more than 12,000 local police departments in the United States employed an estimated 605,000 persons on a full-time basis (figure 1). This total included about 477,000 sworn officers (those with general arrest powers) and about 128,000 nonsworn employees. Since 1987, the number of full-time local police employees has increased by about 156,000 (up 35%). The increase includes about 122,000 (up 34%) more local police officers.

Findings are based on the 2013 Law Enforcement Management and Administrative Statistics (LEMAS) Survey sponsored by the Bureau of Justice Statistics (BJS). The LEMAS Survey, conducted periodically since 1987, collects data on a range of topics from a nationally representative sample of state and local law enforcement agencies. Prior to the 2013 survey, the most recent LEMAS Survey was conducted in 2007.

This report uses selected variables from the 2013 LEMAS data to describe the personnel, policies, and practices of local police departments. Comparisons are made with prior years where appropriate and when data are available.

**FIGURE 1**  
Full-time employees in local police departments,  
1987–2013



Note: Figure includes all years for which data were collected. See appendix table 10 for standard errors.  
Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 1987–2013.

## HIGHLIGHTS

- Local police departments employed about 477,000 full-time sworn personnel in 2013, 35% more than in 1987.
- About half (48%) of departments employed fewer than 10 officers.
- More than half (54%) of local police officers were employed in jurisdictions with 100,000 or more residents.
- About 1 in 8 local police officers were female, including about 1 in 10 first-line supervisors.
- About 27% of local police officers were members of a racial or ethnic minority, compared to 15% in 1987.
- From 2007 to 2013, the number of Hispanic or Latino local police officers increased by 16%.
- Departments in larger jurisdictions were more diverse than those in smaller ones, but diversity has increased in all population categories since 1987.
- Nearly 1 in 4 local police officers worked for a department that required entry-level officers to have at least a 2-year college degree.
- A majority of departments serving 25,000 or more residents maintained problem-solving partnerships or agreements with local organizations.
- Most departments with 100 or more officers had full-time specialized units to address child abuse, juvenile crime, gangs, and domestic violence.

To facilitate the comparison of police departments with others serving similarly sized jurisdictions, the statistics in this report are presented mainly by categories of population served. Because most departments employ small numbers of officers and serve small populations, overall agency-based percentages tend to reflect smaller departments more than larger ones. To adjust for this effect, the text and selected figures present additional overall percentages weighted by the number of officers employed.

**About two-thirds of state and local law enforcement officers worked for local police departments**

In 2013, the 605,000 local police employees nationwide represented a majority (58%) of the full-time personnel working for general purpose state and local law enforcement agencies (table 1). The 477,000 full-time local police officers nationwide accounted for about two-thirds (66%) of all state and local officers working for general purpose agencies. About 68% of local police officers were assigned to patrol operations, and about 16% worked in the investigations area.

The 128,000 full-time nonsworn (or civilian) personnel in local police departments accounted for 21% of all full-time employees. Nearly all departments with 100 or more officers (99.6%) reported that their nonsworn employees performed administrative support functions. A majority of these departments also reported that their nonsworn employees performed duties related to research and statistics (81% of departments), accounting (79%), dispatch (72%), information technology (57%), forensics (56%), and human resources (54%) (not shown).

In addition to full-time employees, local police departments employed about 57,000 persons on a part-time basis. While more than three-quarters (79%) of full-time local police employees were sworn officers, less than half (47%) of part-time employees were sworn.

About a third (32%) of local police departments also used unpaid reserve (or auxiliary) officers as needed (appendix table 1). Nationwide, there were more than 29,000 local police reserve or auxiliary officers.

**TABLE 1**  
**General purpose state and local law enforcement agencies, 2013**

Type of agency	Number of agencies	Full-time employees			Part-time employees		
		Total	Sworn	Civilian	Total	Sworn	Civilian
Total	15,388	1,045,360	724,690	320,670	83,499	39,101	44,398
Local police	12,326	604,959	477,317	127,642	57,317	26,745	30,572
Sheriff's office*	3,012	351,904	188,952	162,952	25,179	12,356	12,823
Primary state	50	88,497	58,421	30,076	1,003	0	1,003

Note: Counts are estimates as of January 1, 2013. Detail may not sum to total because of rounding. See appendix table 11 for standard errors.

\*Excludes agencies without a primary law enforcement jurisdiction.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

### About half of local police departments employed fewer than 10 officers

As in prior LEMAS Surveys, about half (48%) of local police departments employed the full-time equivalent of fewer than 10 officers in 2013 (table 2). Collectively, these departments employed about 4% of all full-time local police officers. In 1987, 53% of departments employed fewer than 10 officers.

A total of 645 (5%) local police departments employed 100 or more officers in 2013. These departments employed 63% of all full-time officers. In 1987, 4% of departments employed 100 or more officers.

The New York City Police Department (NYPD) remained the largest local police department in 2013, with 34,454 full-time officers. The NYPD was 1 of 43 local police departments that employed 1,000 or more full-time officers (appendix table 2).

### More than half of local police officers were employed in jurisdictions with 100,000 or more residents

In 2013, 71% of departments served fewer than 10,000 residents (table 3). These 8,700 departments employed 13% of all full-time local police officers. About 3% (329) of departments served a resident population of 100,000 or more and employed 54% of all officers.

Comparatively, about 8,800 (73%) local police departments served fewer than 10,000 residents and employed 14% of all officers in 1987. During the same year, 222 (2%) local police departments served a population of 100,000 or more and employed 49% of all officers.

**TABLE 2**  
Local police departments and full-time employees, by number of sworn personnel, 2013

Number of sworn personnel*	Departments		Full-time sworn personnel		Full-time civilian personnel	
	Number	Percent	Number	Percent	Number	Percent
All sizes	12,326	100%	477,317	100%	127,642	100%
1,000 or more	49	0.4	161,883	33.9	46,187	36.2
500-999	57	0.5	41,087	8.6	10,639	8.3
250-499	98	0.8	33,165	6.9	10,245	8.0
100-249	441	3.6	63,996	13.4	19,429	15.2
50-99	788	6.4	52,924	11.1	14,321	11.2
25-49	1,653	13.4	56,683	11.9	14,586	11.4
10-24	3,345	27.1	46,655	9.8	9,641	7.6
5-9	2,996	24.3	15,408	3.2	2,192	1.7
2-4	2,294	18.6	5,019	1.1	385	0.3
1	605	4.9	499	0.1	17	--

Note: Detail may not sum to total because of rounding. See appendix table 12 for standard errors.

-- Less than 0.5%.

\*Includes both full-time and part-time employees, with a weight of 0.5 assigned to part-time employees.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**TABLE 3**  
Local police departments and full-time employees, by size of population served, 2013

Population served	Departments		Full-time sworn personnel		Full-time civilian personnel	
	Number	Percent	Number	Percent	Number	Percent
All sizes	12,326	100%	477,317	100%	127,642	100%
1,000,000 or more	16	0.1	103,609	21.7	32,599	25.5
500,000-999,999	36	0.3	56,355	11.8	13,170	10.3
250,000-499,999	53	0.4	37,364	7.8	10,284	8.1
100,000-249,999	224	1.8	58,588	12.3	18,167	14.2
50,000-99,999	446	3.6	50,764	10.6	14,578	11.4
25,000-49,999	878	7.1	51,007	10.7	13,720	10.7
10,000-24,999	1,986	16.1	59,559	12.5	14,529	11.4
2,500-9,999	3,873	31.4	43,808	9.2	8,527	6.7
2,499 or fewer	4,815	39.1	16,264	3.4	2,069	1.6

Note: Detail may not sum to total because of rounding. See appendix table 13 for standard errors.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

## Municipal and township police departments employed an average of 2.1 officers per 1,000 residents

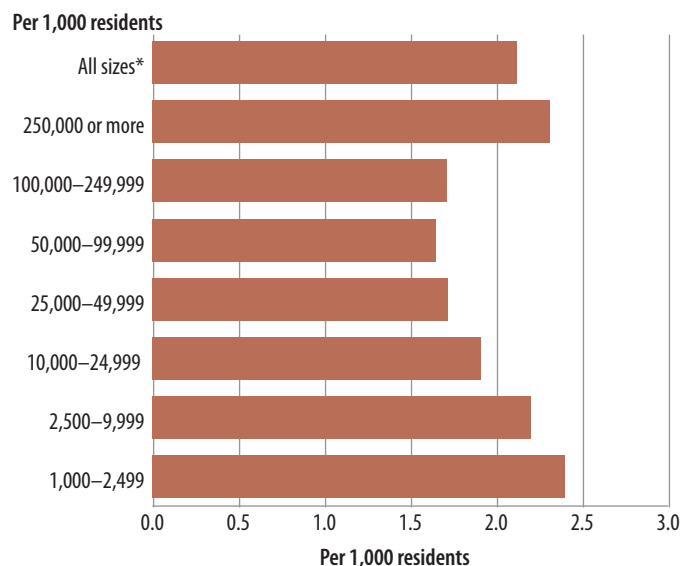
Municipal and township police departments, which compose 98% of local police departments, employed an average of 2.1 full-time officers per 1,000 residents in 2013. This average was less than that observed in the 2007 (2.3 per 1,000) and 2003 (2.5 per 1,000) LEMAS Surveys. Departments serving 25,000 to 249,999 residents had the lowest average ratio in 2013 (about 1.7 per 1,000) (figure 2). In both 2007 and 2013, county police departments employed an average of 1.7 full-time officers for every 1,000 residents served.

## About 12% of local police officers were female

In 2013, about 58,000 (12%) of the full-time sworn personnel in local police departments were female (table 4). From 2007 to 2013, female representation remained about the same (figure 3). In 1987, there were 27,000 females (8%) serving as local police officers.

Since the inception of the LEMAS Survey in 1987, the employment of female officers has increased in all population categories, but larger jurisdictions have continued to employ females at a higher rate. In 2013, the percentage of female officers in jurisdictions with 250,000 or more residents (17%) was more than twice that in jurisdictions with fewer than 25,000 residents (7%).

**FIGURE 2**  
Average number of full-time officers in local police departments per 1,000 residents, by size of population served, 2013



Note: Excludes county and tribal police departments. See appendix table 14 for standard errors.

\*Excludes departments serving fewer than 1,000 residents.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

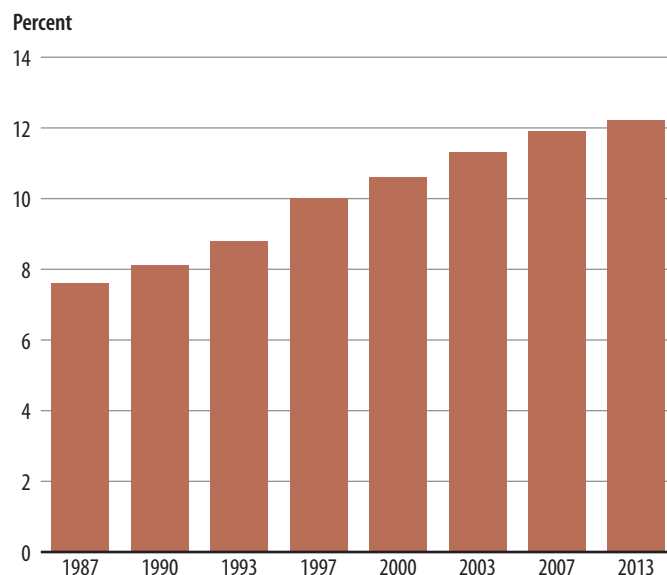
**TABLE 4**  
Sex of full-time sworn personnel in local police departments, by size of population served, 2013

Population served	Male	Female
All sizes	87.8%	12.2%
1,000,000 or more	82.4	17.6
500,000–999,999	83.6	16.4
250,000–499,999	85.4	14.6
100,000–249,999	88.2	11.8
50,000–99,999	90.3	9.7
25,000–49,999	91.2	8.8
10,000–24,999	92.2	7.8
2,500–9,999	92.5	7.5
2,499 or fewer	93.9	6.1

Note: See appendix table 15 for standard errors.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**FIGURE 3**  
Female representation among full-time sworn personnel in local police departments, 1987–2013



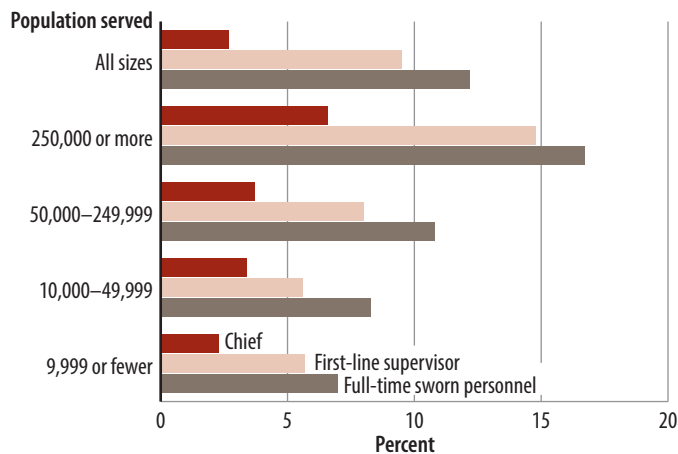
Note: Figure includes all years for which data were collected. See appendix table 16 for standard errors.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 1987–2013.

### About 1 in 10 of first-line supervisors in local police departments were female

For the first time in 2013, the LEMAS Survey collected data on the representation of females in supervisory and managerial positions. The percentage of females working in first-line supervisory positions (9.5%) was less than that among sworn personnel overall (12.2%). The percentage of female first-line supervisors was more than twice as high in departments serving 250,000 or more residents (15%), compared to departments serving fewer than 50,000 residents (6%) (figure 4). An estimated 3% of local police chiefs were female, including about 7% of the chiefs in jurisdictions with 250,000 or more residents.

**FIGURE 4**  
Female representation among selected positions in local police departments, by size of population served, 2013



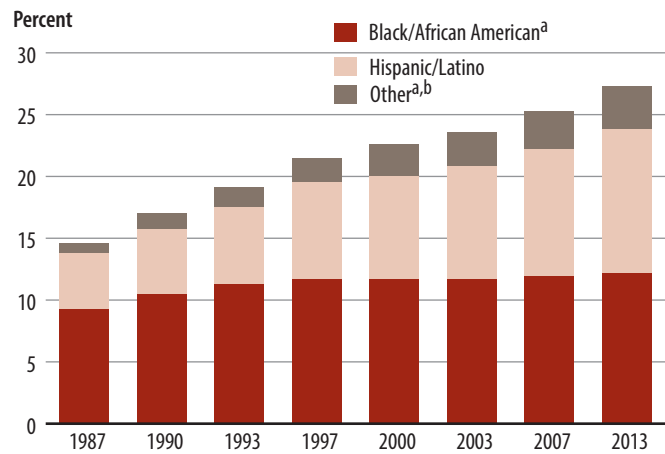
Note: See appendix table 17 for standard errors.  
Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

### About 27% of local police officers were members of a racial or ethnic minority

In 2013, more than a quarter (27%) of full-time local police officers were members of a racial or ethnic minority (table 5). About 130,000 minority local police were employed in 2013. The total represented an increase of about 78,000 (up 150%) since 1987. From 2007 to 2013, minority representation among local police officers increased from 25.3% to 27.3%. Minorities made up 14.6% of officers in 1987 (figure 5).

About 58,000 black or African American officers were employed by local police departments in 2013. This was about 3,000 (up 5%) more than in 2007. From 2007 to 2013, the percentage of black officers remained at about 12%. About 9% of officers were black in 1987.

**FIGURE 5**  
Minority representation among full-time sworn personnel in local police departments, 1987–2013



Note: Figure includes all years for which data were collected. See appendix table 18 for standard errors.  
<sup>a</sup>Excludes persons of Hispanic or Latino origin.  
<sup>b</sup>Includes Asian, Native Hawaiian, or other Pacific Islanders; American Indian or Alaska Natives; and persons identifying two or more races.  
Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 1987–2013.

**TABLE 5**  
Race and Hispanic origin of full-time sworn personnel in local police departments, by size of population served, 2013

Population served	Total	White*	Black/African American*	Hispanic/Latino	Asian/Native Hawaiian/other Pacific Islander*	American Indian/Alaska Native*	Two or more races*
All sizes	100%	72.8%	12.2%	11.6%	2.4%	0.6%	0.5%
1,000,000 or more	100%	53.4	17.0	24.7	4.4	0.2	0.3
500,000–999,999	100%	59.8	23.2	9.9	4.5	0.4	2.2
250,000–499,999	100%	67.4	18.6	11.0	2.1	0.6	0.3
100,000–249,999	100%	73.9	12.3	10.7	2.5	0.3	0.3
50,000–99,999	100%	80.4	8.0	9.3	1.6	0.3	0.4
25,000–49,999	100%	86.3	5.9	5.7	0.9	0.9	0.4
10,000–24,999	100%	87.8	5.1	5.7	0.7	0.4	0.3
2,500–9,999	100%	89.0	4.4	4.4	0.4	1.4	0.3
2,499 or fewer	100%	84.4	6.0	5.0	0.7	3.3	0.5

Note: Detail may not sum to total because of rounding. See appendix table 19 for standard errors.  
\*Excludes persons of Hispanic or Latino origin.  
Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

About 55,000 Hispanic or Latino officers were employed by local police departments in 2013, which was about 8,000 (up 16%) more than in 2007. From 2007 to 2013, the percentage of Hispanic officers increased from 10.3% to 11.6%. In 1987, 4.5% of officers were Hispanic.

In 2013, about 14,000 officers were members of other minority groups (Asian, Native Hawaiian, or other Pacific Islander; or American Indian or Alaska Native). These groups accounted for 3.0% of local police officers in 2013, about the same as in 2007 (2.7%) and about 4 times more than in 1987 (0.8%).

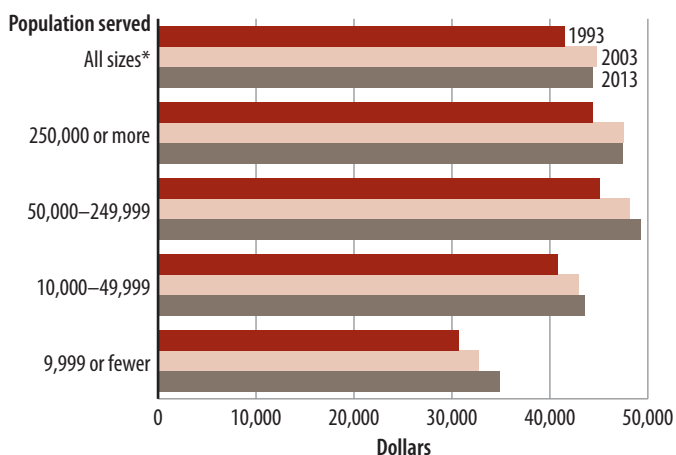
### Departments serving larger jurisdictions were more diverse than departments serving smaller jurisdictions

Consistent with prior LEMAS Surveys, departments in larger jurisdictions were more diverse than those in smaller ones. In 2013, more than 2 in 5 officers in jurisdictions with 500,000 or more residents were members of a racial or ethnic minority, compared to fewer than 1 in 5 officers in jurisdictions with a population of less than 50,000. Since 1987, diversity has increased in all population categories. In 1987, about 6% to 7% of the officers in each population category below 50,000 were minorities. In 2013, the lowest percentage in population categories below 50,000 was 11% (2,500 to 9,999 residents).

### The inflation-adjusted average starting salary for entry-level local police officers in 2013 was unchanged from 2003

The overall average starting salary for entry-level local police officers in 2013 was \$44,400, about the same as in 2003 after controlling for inflation (figure 6). This amount represented a 7% increase from 1993, when newly hired entry-level officers earned the 2013 equivalent of about \$41,500. Salaries in departments serving 250,000 or more residents, where about 2 in 5 officers were employed, remained stable from 2003 to 2013. Salaries in departments serving fewer residents increased slightly during this period.

**FIGURE 6**  
Average base starting salary for entry-level local police officers, by size of population served, 1993, 2003, and 2013



Note: All amounts are in 2013 dollars. See appendix table 20 for standard errors.  
\*Overall percentages are weighted by number of officers employed.  
Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 1993, 2003, and 2013.

In 2013, the average base starting salary for entry-level local police officers was at least \$45,000 in all population categories of 25,000 or more (table 6). The average starting salary was highest in jurisdictions with 100,000 to 249,999 residents (\$50,700) and lowest in jurisdictions with fewer than 2,500 residents (\$30,900). The base starting salary for first-line supervisors averaged more than \$70,000 in jurisdictions with 50,000 or more residents, compared to less than \$40,000 in the smallest jurisdictions. Salaries for local police chiefs started at an average of \$161,500 in the largest jurisdictions, compared to \$45,000 in the smallest. These salary comparisons do not take into account variations in cost of living.

**TABLE 6**  
Average base annual salary for selected full-time positions in local police departments, by size of population served, 2013

Population served	Entry-level officer		First-line supervisor		Chief	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
All sizes	\$38,200	\$47,000	\$54,100	\$61,100	\$68,800	\$77,300
1,000,000 or more	45,100	75,100	76,000	95,200	161,500	188,200
500,000-999,999	46,800	64,400	70,500	85,300	140,900	177,900
250,000-499,999	48,600	68,800	71,000	87,000	127,300	168,900
100,000-249,999	50,700	68,500	73,000	88,300	127,200	158,000
50,000-99,999	48,600	64,100	73,400	84,500	114,700	134,600
25,000-49,999	45,700	62,000	68,200	80,100	100,500	119,500
10,000-24,999	42,600	54,600	62,100	71,000	87,500	100,600
2,500-9,999	38,200	46,500	52,100	57,700	68,200	74,600
2,499 or fewer	30,900	34,100	37,400	40,400	45,000	48,100

Note: Salary figures have been rounded to the nearest 100. See appendix table 21 for standard errors.  
Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.



Starting salaries for officers were about 19% higher in departments with a collective bargaining agreement for sworn personnel, compared to departments without a collective bargaining agreement. In 2013, a majority of the local police departments serving a population of 10,000 or more residents had an active collective bargaining agreement (appendix table 3). In some departments, officer salaries could be supplemented by certain types of special pay related to educational achievement, special skills, special duty assignments, and other circumstances (appendix table 4).

Overtime compensation was available to sworn personnel in 90% of local police departments, employing 99% of all officers. Nearly all officers worked for a department in which they could be compensated for overtime work related to extended shifts, investigations, emergency response, court testimony, special events, or increased patrol. About a third (34%) of departments placed a limit on the amount of overtime an officer could earn (not shown).

An estimated 81% of local police departments, employing 94% of all officers, offered sworn personnel a defined benefits (pension) plan. Nearly half (47%) of departments, employing about two-thirds (68%) of officers, offered a defined contributions plan, such as a 401(k) (not shown).

Overall, the operating costs for local police departments in 2013 were about \$131,000 per sworn officer, \$102,000 per employee, and \$279 per resident. Operating costs per resident ranged from about \$230 in the smallest jurisdictions to nearly \$400 in the largest (appendix table 5). Previous LEMAS Surveys have shown that personnel costs, including salaries and benefits, are typically 80% to 90% of a department's operating expenditures.

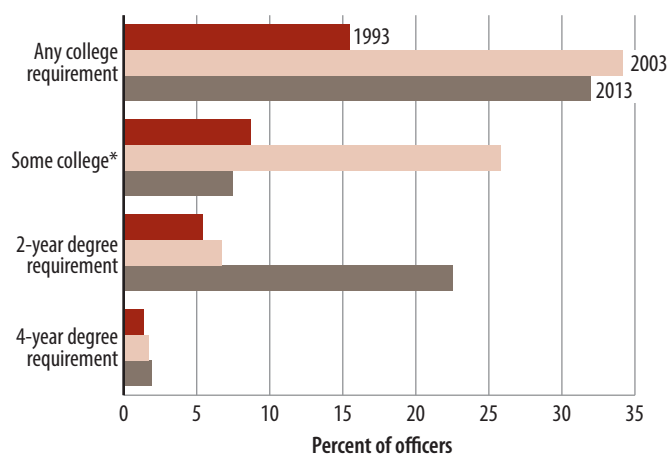
**Nearly 1 in 4 local police officers worked for a department that required entry-level officers to have a 2-year college degree**

In 2013, the percentage of local police officers employed by a department with a college requirement for new officers (32%) was similar to that reported in 2003 (34%), and about twice as

high as in 1993 (16%) (figure 7). In 2013, about 23% of officers were employed by a department that required new entry-level officers to have a 2-year degree, compared to 7% in 2003.

In 2013, all local police departments serving a population of 100,000 or more, and nearly all departments in smaller jurisdictions, had a minimum education requirement for new officers (table 7). The most common requirement (84% of departments) was a high school diploma. An estimated 15% of departments had some type of college requirement, including 10% that required a 2-year degree and 1% that required a 4-year degree. An estimated 54% of departments with a degree requirement considered military service as an alternative (not shown). Departments serving a population of 1 million or more (29%) were most likely to require a degree. In smaller population categories, the percentage of departments with a degree requirement ranged from 9% in jurisdictions with fewer than 2,500 residents to 20% in jurisdictions with 25,000 to 49,999 residents.

**FIGURE 7**  
College education requirements for entry-level local police officers, 1993, 2003, and 2013



Note: See appendix table 22 for standard errors.

\*Non-degree requirement.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 1993, 2003, and 2013.

**TABLE 7**  
Education requirements for new officers in local police departments, by size of population served, 2013

Population served	Total with requirement	High school diploma	Some college*	2-year college degree	4-year college degree
All sizes	98%	84%	4%	10%	1%
1,000,000 or more	100%	64	7	29	0
500,000–999,999	100%	70	19	7	4
250,000–499,999	100%	70	15	9	7
100,000–249,999	100%	78	8	10	3
50,000–99,999	99%	75	8	12	4
25,000–49,999	99%	75	4	18	2
10,000–24,999	99%	81	6	12	--
2,500–9,999	99%	86	2	9	1
2,499 or fewer	98%	86	3	9	--

Note: Detail may not sum to total because of rounding. See appendix table 23 for standard errors.

--Less than 0.5%.

\*Non-degree requirement.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**Local police departments were more likely to have a mission statement that included a community policing component in 2013 than in 2003**

In 1997, the LEMAS Survey began tracking community policing personnel, activities, and policies in response to Department of Justice (DOJ) funding programs that were impacting local law enforcement agencies. DOJ's Office of Community Oriented Policing Services (COPS) defines three major components of community policing: (1) collaborative police-community partnerships; (2) support from agency management, structure, personnel, and information systems; and (3) a problem-solving process that develops and rigorously evaluates effective responses. (For more information on community policing, see the COPS website at <http://www.cops.usdoj.gov>.)

In 2013, about 7 in 10 local police departments, including about 9 in 10 departments serving a population of 25,000 or more, had a mission statement that included a community policing component (table 8). Departments with a community policing component employed 88% of all local police officers in 2013. Since 2003, significant increases in the percentage of departments with a community policing component occurred in all population categories (figure 8). The largest increase was among departments serving fewer than 10,000 residents, from 39% in 2003 to 61% in 2013. Large increases were also observed in other population categories.

A majority of the local police departments serving 25,000 or more residents reported that they had one or more problem-solving partnerships or agreements with local organizations in their community in 2013. Departments serving a population of 1 million or more (86%) were the most likely to have a problem-solving partnership. Overall, departments with a problem-solving partnership employed 63% of all local police officers. The 2003 LEMAS Survey found these partnerships and agreements were typically with other law enforcement agencies, school groups, neighborhood associations, local public agencies, business groups, advocacy groups, youth service organizations, senior citizen groups, or faith-based organizations.

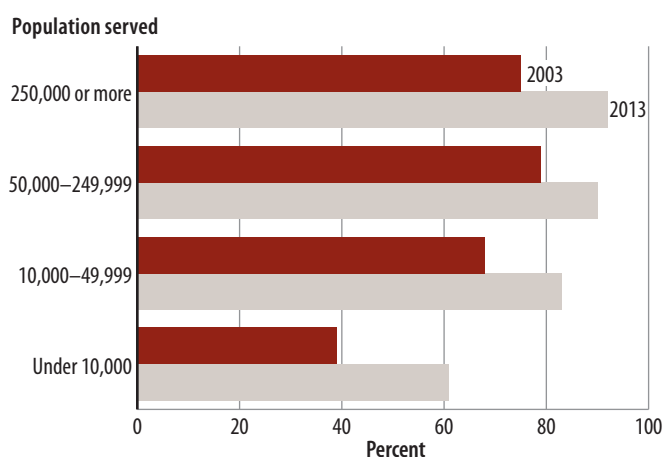
**TABLE 8**  
Community policing policies and activities of local police departments, by size of population served, 2013

Population served	Mission statement with community policing component	Problem-solving partnership or agreement with local organization
All sizes	68%	32%
1,000,000 or more	86	86
500,000–999,999	97	59
250,000–499,999	91	67
100,000–249,999	87	61
50,000–99,999	91	59
25,000–49,999	87	52
10,000–24,999	81	41
2,500–9,999	74	29
2,499 or fewer	50	21

Note: See appendix table 24 for standard errors.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**FIGURE 8**  
Local police departments with a mission statement that included a community policing component, by size of population served, 2003 and 2013



Note: See appendix table 25 for standard errors.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 1993, 2003, and 2013.



**Most departments serving 50,000 or more residents encouraged officer involvement in problem-solving projects**

Most departments serving 25,000 or more residents, including more than 90% of those serving a population of 100,000 or more, used geographic beat assignments for patrol officers (table 9). A majority of the departments serving 50,000 or more residents actively encouraged patrol officer involvement in problem-solving projects, and most departments serving 100,000 or more residents included such projects in the officer's performance evaluation.

Overall, about 4 in 5 (79%) local police officers were employed by a department that used geographic patrol beats. About half (51%) were employed by a department that actively encouraged patrol officer involvement in problem-solving projects.

A majority of the departments serving 10,000 or more residents trained all new recruits for 8 hours or more in community policing skills, such as problem-solving and developing community partnerships. About half of the departments serving a population of less than 10,000 provided such training to at least some recruits. A majority of the departments in all population categories provided community policing training to in-service officers (appendix table 6).

**A majority of larger departments had full-time specialized units to address child abuse, juvenile crime, gangs, and domestic violence**

Many local police departments had personnel designated to address crime-related problems and tasks in their community. In some instances, these issues were addressed by a specialized unit with full-time personnel. Larger departments were more likely than smaller ones to have the personnel and budgetary resources necessary to operate such units.

In 2013, about 9 in 10 local police departments employing 100 officers or more had personnel designated (whether part of a specialized unit or not) to address child abuse (90%), and about 8 in 10 had personnel designated to address gangs (83%), juvenile crime (82%), and domestic violence (81%) (table 10). A majority of these larger departments had full-time specialized units to address child abuse (62%), juvenile crime (58%), gangs (55%), and domestic violence (54%).

**TABLE 9**  
**Community-oriented policies for patrol officers in local police departments, by size of population served, 2013**

Population served	Geographic assignments for patrol officers	Patrol officer involvement in problem-solving projects	
		Actively encouraged	Included in performance evaluation
All sizes	44%	33%	30%
1,000,000 or more	100	57	36
500,000–999,999	90	71	54
250,000–499,999	93	73	64
100,000–249,999	93	74	57
50,000–99,999	83	62	49
25,000–49,999	64	49	42
10,000–24,999	49	43	38
2,500–9,999	32	32	30
2,499 or fewer	40	21	21

Note: See appendix table 26 for standard errors.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**TABLE 10**  
**Personnel designated to address crime-related issues in local police departments, by size of department, 2013**

Problem or task	Departments employing 100 officers or more			Departments employing 99 officers or fewer		
	Total	Personnel assigned full time to special unit	Other designated personnel	Total	Personnel assigned full time to special unit	Other designated personnel
Bias/hate crime	38%	10%	28%	15%	5%	10%
Child abuse	90	61	29	39	11	29
Cybercrime	76	39	36	26	6	20
Domestic violence	81	54	28	28	8	20
Gangs	83	55	28	20	6	14
Human trafficking	42	15	27	11	3	8
Impaired driving	75	39	36	32	9	23
Juvenile crime	82	59	23	34	11	23
Victim assistance	62	37	26	21	6	14

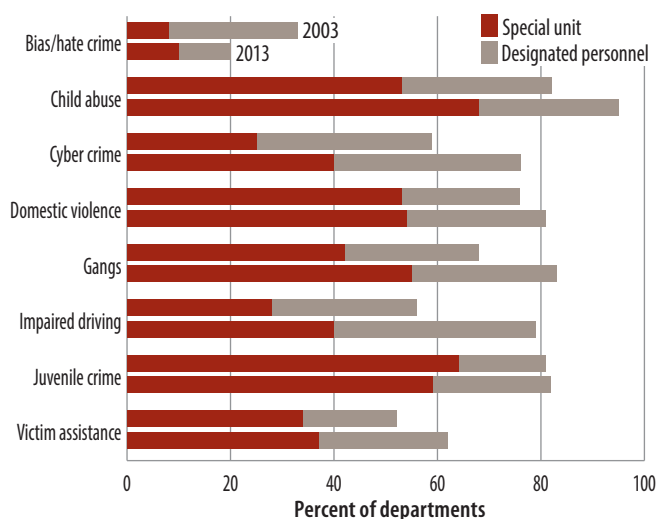
Note: Detail may not sum to total because of rounding. See appendix table 27 for standard errors.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

A majority of local police departments with 100 or more officers also had designated personnel to perform special operational tasks related to tactical operations (95%), terrorism or homeland security (71%), and fugitives or warrants (68%) (appendix table 7).

Compared to 2003, the greatest increases in larger local police departments with designated personnel were for impaired driving (from 56% in 2003 to 75% in 2013), cybercrime (from 59% to 76%), and gangs (from 68% to 83%) (figure 9). For full-time specialized units, the greatest increases also occurred for impaired driving (from 28% in 2003 to 39% in 2013), cybercrime (from 25% to 39%), and gangs (from 42% to 55%).

**FIGURE 9**  
Local police departments employing 100 or more officers with personnel designated to address crime-related issues, 2003 and 2013



Note: See appendix table 28 for standard errors.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**Nearly all departments serving a population of 100,000 or more were participating in a drug task force**

Many local police departments reported participating in one or more multiagency task forces. These task forces allow agencies from various jurisdictions and governmental levels to pool their resources to address complex problems, such as drug trafficking, gangs, and human trafficking. In 2013, about half of departments were participating in a multiagency drug task force, including more than 9 in 10 departments serving a population of 100,000 or more (table 11). About 8 in 10 departments serving 25,000 to 99,999 residents and 7 in 10 departments serving 10,000 to 24,999 residents were participating in a drug task force.

Overall, 13% of departments were participating in a gang task force, including a majority of the departments serving 100,000 or more residents. An estimated 4% of all departments were participating in a human trafficking task force, including a majority of those serving 250,000 or more residents.

**TABLE 11**  
Task force participation by local police departments, by size of population served, 2013

Population served	Drugs	Gangs	Human trafficking
All sizes	49%	13%	4%
1,000,000 or more	100	92	85
500,000–999,999	93	76	66
250,000–499,999	96	72	57
100,000–249,999	89	56	22
50,000–99,999	84	42	14
25,000–49,999	79	32	7
10,000–24,999	68	21	7
2,500–9,999	47	9	3
2,499 or fewer	31	3	--

Note: See appendix table 29 for standard errors.

--Less than 0.5%.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

## METHODOLOGY

### Survey overview

The LEMAS Survey periodically collects data from more than 3,000 general purpose law enforcement agencies, including state police and highway patrol agencies, local police departments, and sheriffs' offices. The survey includes all agencies that employ 100 or more sworn officers and a nationally representative sample of smaller agencies.

Previous LEMAS data collections occurred in 1987, 1990, 1993, 1997, 2000, 2003, and 2007. A limited data collection that focused on community policing was conducted in 1999. These past surveys obtained data on functions performed, operating expenditures, job functions of sworn and nonsworn employees, officer salaries and special pay, demographic characteristics of officers, education and training requirements, types of weapons authorized, body armor policies, computers and information systems, types of vehicles operated, the use of special units, task force participation, and community policing activities. Survey questions are updated with each iteration to reflect emerging issues in the field of law enforcement. Publications based on prior LEMAS Surveys can be accessed on the BJS website.

### Sampling frame

The sampling frame used for the 2013 LEMAS Survey was the 2008 BJS Census of State and Local Law Enforcement Agencies (CSLLEA) (the most recent available). At the time of the 2008 CSLLEA, nearly all of the more than 12,000 police departments were operated at the sub-county level by individual municipal (85%) or township (13%) governments. The remainder were operated by tribal governments, multiple local governments (regional or joint departments), or county governments.

The agency universe represented by the CSLLEA is more inclusive than that of the FBI's Uniform Crime Reporting (UCR) program. Some agencies are excluded from the UCR counts because they do not have an Originating Agency Identifier (ORI) assigned by the FBI. (Some agencies without an ORI are still included in the UCR employee counts (but not in the agency counts) because they report their data to another agency, which reports it to the FBI.)

The CSLLEA data include all officers with full arrest powers regardless of function, while the UCR data exclude officers not paid out of police funds. This exclusion generally pertains to officers working exclusively for jails or courts. The CSLLEA definition excludes many of these officers, but not all of them.

The UCR program defines law enforcement officers as individuals who ordinarily carry a firearm and a badge, have full arrest powers, and are paid from governmental funds set aside specifically for sworn law enforcement representatives. The CSLLEA definition relies exclusively on whether the officer possesses full arrest powers. Regardless of the arrest powers

of their officers, agencies included in the CSLLEA that do not have a primary jurisdictional area for which they provide law enforcement services are considered out of scope for the LEMAS Survey because of its policing focus.

In 2008, the CSLLEA counted 765,246 full-time sworn officers, which was about 57,000 (or 8%) more than the 708,569 reported by the UCR. A similar difference was observed for the 2004 and 2000 CSLLEA collections. Although the CSLLEA counts are larger than those of the UCR, the employment growth trends recorded by the CSLLEA over time have been consistent with those recorded by the UCR.

### Sample design and selection

Local police departments and sheriffs' offices are chosen for the LEMAS Survey using a stratified sample design based on number of sworn personnel. The original 2013 LEMAS sample included 3,336 state and local law enforcement agencies. It was designed to be representative of all general purpose state and local law enforcement agencies in the United States, with separate samples drawn of local police departments and sheriffs' offices. All 50 primary state law enforcement agencies (state police and highway patrol) were included. Agencies serving special jurisdictions (such as schools, airports, or parks), or with special enforcement responsibilities (such as conservation laws or alcohol laws), were considered out of scope for the survey.

The 2013 LEMAS sample design called for 2,353 local police departments, divided into 7 strata based on number of sworn officers employed, to receive the survey. During the initial contact phase, it was determined that 26 of these departments had closed since the 2008 CSLLEA and were dropped from the sample. Of the remaining 2,327 departments, the sample design called for all 659 departments employing 100 or more full-time sworn personnel to be self-representing (SR) and receive the survey. It was later determined that 29 of these SR departments did not receive the survey because of inaccurate contact information. As a result, the base weight for SR departments is 1.046 instead of the expected 1.000. The 6 remaining strata and their corresponding base weights are 50 to 99 officers, 2.572; 25 to 49 officers, 4.225; 10 to 24 officers, 6.260; 5 to 9 officers, 7.288; 2 to 4 officers, 14.611, and 1 officer, 31.302.

### Agency response rate

Of the 2,327 eligible local police departments that received the survey, 2,059 completed it, for a response rate of 88%. By size, the response rate ranged from 91% for agencies with 50 or more officers to 84% for those with fewer than 10 officers. An adjustment factor unique to each stratum was used to account for nonresponse. These nonresponse adjustments and the resulting final analytical weights for each stratum are included in appendix table 8.

### Item nonresponse and imputations

All departments, regardless of size, were asked to complete the 80-item CJ-44 Survey questionnaire. A majority of the responses were received electronically through a survey website. For the 2,059 departments completing the survey, item nonresponse rates due to omission or invalid data were low for the data elements used in this report (appendix table 9).

When a department did not supply a response to a numerical item, a ratio imputation method was used. The ratio imputation used the value of the ratio of the numerical variable to the number of full-time sworn personnel for departments that provided the numerical data. This ratio was computed for each population category and applied to the number of full-time sworn personnel in departments with the missing data to produce the imputed value. Imputations were not used for categorical variables.

### Accuracy of the estimates

The accuracy of the estimates presented in this report depends on two types of error: sampling and nonsampling. Sampling error is the variation that may occur by chance because a sample was used rather than a complete enumeration of the population. Nonsampling error can be attributed to many sources such as the inability to obtain information about all cases in the sample, inability to obtain complete and correct information from the administrative records, and processing errors. In any survey, the full extent of the nonsampling error is never known.

The sampling error, as measured by an estimated standard error, varies by the size of the estimate and the size of the base population. Because the LEMAS data were collected from a sample, the results are subject to sampling error. Variance and standard error estimates for the 2013 LEMAS were generated using the SUDAAN® statistical software package. The Taylor linearization method for a “stratified without replacement”

design was used for these calculations. See appendix tables 10 through 29 for the standard error estimates.

These standard error estimates may be used to construct confidence intervals around percentages in this report. For example, the 95%-confidence interval around the percentage of local police departments with a mission statement that includes a community policing component is  $68\% \pm 1.96 \times 1.5\%$  (or approximately 65% to 71%).

These standard errors may also be used to test the significance of the difference between two sample statistics by pooling the standard errors of the two sample estimates. For example, the standard error of the difference between departments serving fewer than 2,500 residents and those serving 2,500 to 9,999 residents for participation in a drug task force would be 3.9% (or the square root of the sum of the squared standard errors for each group). The 95%-confidence interval around the difference would be  $1.96 \times 3.9\%$  (or 7.7%). Since the observed difference of 16% (47% minus 31%) is greater than 7.7%, the difference would be considered statistically significant.

Standard error estimates may also be used to construct confidence intervals around numeric variables such as personnel counts. For example, the 95%-confidence interval around the number of full-time sworn personnel is approximately  $477,317 \pm (1.96 \times 16,470)$ , or 445,036 to 509,958.

### Dollar amounts adjusted for inflation

For the salary comparisons presented in figure 6, the salary data for the prior survey years of 1993 and 2003 were converted to 2013 dollars. This conversion was accomplished using Consumer Price Index data published by the Bureau of Labor Statistics available at [www.bls.gov/inflation\\_calculator.htm](http://www.bls.gov/inflation_calculator.htm).

---

**APPENDIX TABLE 1****Use of unpaid sworn reserve or auxiliary officers by local police departments, by size of population served, 2013**

Population served	Percent of departments using	Number of reserve/auxiliary officers	
		Total	Per 100 sworn personnel*
All sizes	32%	29,481	13
1,000,000 or more	62	5,937	9
500,000–999,999	60	1,181	3
250,000–499,999	45	782	5
100,000–249,999	45	1,275	5
50,000–99,999	39	2,261	11
25,000–49,999	35	2,942	16
10,000–24,999	36	4,347	19
2,500–9,999	33	5,986	37
2,499 or fewer	26	4,769	79

\*Excludes departments not using reserve or auxiliary officers. Includes part-time employees with an assigned weight of 0.5.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

---

**APPENDIX TABLE 2****Fifty largest local police departments in the United States, by number of full-time sworn personnel, 2013**

Name of department	Population served	Full-time sworn personnel		Total full-time employees	
		Number	Per 10,000 residents	Number	Per 10,000 residents
New York (NY) Police	8,336,697	34,454	41	49,089	59
Chicago (IL) Police	2,714,856	12,042	44	12,864	47
Los Angeles (CA) Police	3,857,799	9,920	26	12,791	33
Philadelphia (PA) Police	1,547,607	6,515	42	7,343	47
Houston (TX) Police	2,160,821	5,295	25	6,640	31
Washington (DC) Metropolitan Police	632,323	3,865	61	4,327	68
Dallas (TX) Police	1,241,162	3,478	28	4,022	32
Phoenix (AZ) Police	1,488,750	2,952	20	4,004	27
Baltimore (MD) Police	621,342	2,949	47	3,256	52
Miami-Dade (FL) Police	1,243,623	2,745	22	3,908	31
Las Vegas (NV) Metropolitan Police	1,480,359	2,743	19	4,994	34
Detroit (MI) Police	701,475	2,526	36	2,840	40
Memphis (TN) Police	655,155	2,413	37	2,837	43
Suffolk County (NY) Police	1,347,048	2,396	18	2,941	22
Milwaukee (WI) Police	598,916	2,294	38	2,737	46
San Antonio (TX) Police	1,382,951	2,278	16	2,883	21
Nassau County (NY) Police	1,072,706	2,243	21	3,065	29
San Francisco (CA) Police	825,863	2,158	26	2,584	31
Boston (MA) Police	636,479	2,121	33	2,692	42
Honolulu (HI) Police	976,372	2,076	21	2,550	26
Atlanta (GA) Police	443,775	1,940	44	2,370	53
Columbus (OH) Police	809,798	1,849	23	2,172	27
Baltimore County (MD) Police	817,455	1,845	23	2,100	29
San Diego (CA) Police	1,338,348	1,831	14	2,444	18
Charlotte-Mecklenburg (NC) Police	775,202	1,766	23	2,191	28
Austin (TX) Police	842,592	1,673	20	2,297	27
Prince George's County (MD) Police	645,347	1,639	25	1,891	29
Jacksonville (FL) Sheriff's Office	836,507	1,590	19	2,965	35
Indianapolis (IN) Metropolitan Police	835,192	1,589	19	1,810	22
Fort Worth (TX) Police	777,992	1,528	20	1,926	25
Cleveland (OH) Police	390,928	1,513	39	1,741	45
Denver (CO) Police	634,265	1,383	22	1,602	25
Kansas City (MO) Police	464,310	1,363	29	1,933	42
Fairfax County (VA) Police	1,054,685	1,360	13	1,660	16
Metropolitan Nashville (TN) Police	628,354	1,342	21	1,628	26
St. Louis (MO) Police	318,172	1,334	42	1,846	58
Seattle (WA) Police	634,535	1,285	20	1,801	28
New Orleans (LA) Police	369,250	1,261	34	1,497	41
Louisville (KY) Metro Police	670,135	1,220	18	1,446	22
Montgomery County (MD) Police	984,237	1,121	11	1,536	16
El Paso (TX) Police	672,538	1,067	16	1,284	19
Miami (FL) Police	413,892	1,035	25	1,341	32
San Jose (CA) Police	982,765	1,016	10	1,398	14
Newark (NJ) Police	277,727	999	36	1,117	40
Cincinnati (OH) Police	296,550	986	33	1,115	38
Albuquerque (NM) Police	555,417	971	17	1,377	25
DeKalb County (GA) Police	643,808	961	15	1,220	19
Tampa (FL) Police	347,645	954	27	1,210	35
Portland (OR) Police	603,106	952	16	1,172	19
Tucson (AZ) Police	524,295	951	18	1,215	23

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.



**APPENDIX TABLE 3****Status of collective bargaining agreements for sworn personnel in local police departments, by size of population served, 2013**

Population served	Total	Active	Expired	No agreement
All sizes	100%	35%	33%	32%
1,000,000 or more	100%	71	21	7
500,000–999,999	100%	53	37	10
250,000–499,999	100%	61	15	24
100,000–249,999	100%	56	22	22
50,000–99,999	100%	58	20	22
25,000–49,999	100%	55	23	22
10,000–24,999	100%	56	25	19
2,500–9,999	100%	42	26	32
2,499 or fewer	100%	12	46	42

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

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**APPENDIX TABLE 4****Special pay and benefits for full-time sworn personnel in local police departments, by size of population served, 2013**

Population served	Educational achievement	Special skills/training	Bilingual ability	Special duty assignments	Hazardous duty	Shift differential	Residential incentive	Merit/performance
All sizes	31%	20%	8%	27%	5%	24%	3%	19%
1,000,000 or more	79	50	64	79	64	93	14	34
500,000–999,999	70	17	43	67	60	73	7	33
250,000–499,999	61	37	46	80	46	65	2	48
100,000–249,999	71	30	49	63	30	49	6	30
50,000–99,999	65	30	33	62	16	43	5	25
25,000–49,999	56	23	20	58	11	36	3	27
10,000–24,999	54	26	10	51	6	35	2	20
2,500–9,999	29	18	4	22	3	28	4	20
2,499 or fewer	12	17	4	8	2	9	3	15

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**APPENDIX TABLE 5****Annual operating budget of local police departments, by size of population served, 2013**

Population served	Total	Per agency	Per sworn officer	Per employee	Per resident
All sizes	\$64,125,369,456	\$5,202,448	\$131,273	\$101,592	\$279
1,000,000 or more	13,573,636,978	848,352,311	131,008	97,342	391
500,000–999,999	8,254,061,625	229,279,490	146,023	116,091	329
250,000–499,999	5,414,180,181	102,154,343	144,742	111,344	292
100,000–249,999	8,926,353,927	39,849,794	151,904	113,922	266
50,000–99,999	7,512,424,085	16,844,000	147,261	112,168	246
25,000–49,999	7,025,500,122	8,001,709	136,636	104,496	236
10,000–24,999	7,221,332,655	3,636,119	117,913	92,357	228
2,500–9,999	4,737,437,609	1,223,196	96,828	79,891	230
2,499 or fewer	1,460,442,272	303,311	67,041	60,601	234

Note: Data are for the fiscal year that included January 1, 2013. Figures do not include capital expenditures such as equipment purchases or construction costs. Per officer and per employee averages include both full-time and part-time employees, with a weight of 0.5 assigned to part-time employees.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

## APPENDIX TABLE 6

### Community policing training for recruits and officers in local police departments, by size of population served, 2013

Population served	Recruits			In-service officers		
	Total	All	Some	Total	All	Some
All sizes	60%	44%	16%	67%	40%	27%
1,000,000 or more	100	92	8	92	38	54
500,000–999,999	93	82	11	76	31	44
250,000–499,999	87	85	3	67	33	34
100,000–249,999	83	74	9	66	26	40
50,000–99,999	80	68	12	70	33	37
25,000–49,999	76	56	20	67	24	44
10,000–24,999	73	52	21	70	33	37
2,500–9,999	57	39	17	67	37	30
2,499 or fewer	46	34	12	64	51	12

Note: Includes departments that provided 8 hours or more of community policing training. Detail may not sum to total because of rounding.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

## APPENDIX TABLE 7

### Personnel designated to perform special operational tasks in local police departments, by size of department, 2013

Problem or task	Departments employing 100 officers or more			Departments employing 99 officers or fewer		
	Total	Personnel assigned full time to special unit	Other designated personnel	Total	Personnel assigned full time to special unit	Other designated personnel
Bomb/explosive disposal	41%	15%	26%	6%	2%	4%
Fugitives/warrants	68	41	27	24	7	17
Re-entry surveillance	21	7	14	8	2	6
Tactical operations (e.g., SWAT)	95	30	65	31	5	26
Terrorism/homeland security	71	33	37	16	4	12

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

## APPENDIX TABLE 8

### Base weights, nonresponse adjustment factors, and final analytical weights for local police departments, Law Enforcement Management and Administrative Statistics Survey, 2013

Number of full-time sworn personnel	Number of departments			Base sample weight	Nonresponse adjustment factor	Final analytical weight
	In universe	Sampled	Responded			
Total	12,326	2,327	2,059	~	~	~
100 or more	659	630	574	1.046	1.095	1.148
50–99	800	311	284	2.572	1.098	2.817
25–49	1,542	365	325	4.225	1.123	4.745
10–24	2,842	454	399	6.260	1.138	7.123
5–9	2,507	344	289	7.288	1.190	8.675
2–4	2,630	180	158	14.611	1.139	16.646
0–1	1,346	43	30	31.302	1.433	44.867

~Not applicable.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

## APPENDIX TABLE 9

### Item nonresponse rates for the 2013 Law Enforcement Management and Administrative Statistics Survey

Item	Percent of cases missing
Number and category of paid employees	0%
Job function category of sworn personnel	2
Duties performed by nonsworn personnel	4
Number of unpaid reserve/auxiliary officers	3
Sex of full-time sworn employees	--
Race or Hispanic origin of full-time sworn employees	2
Annual operating budget*	7
Salary range for entry-level officers	7
Status of collective bargaining agreement	1
Special pay and benefits for full-time officers	1
Education requirement for entry-level officers	1
Community policing component in mission statement	2
Department involved in problem-solving partnership	2
Patrol officers assigned to geographic beats	2
Number of officers assigned to geographic beats	4
Officer involvement in problem-solving projects encouraged	2
Problem-solving projects included in officer evaluations	3
Number of officers involved in problem-solving projects	4
Community policing training for recruits	2
Use of specialized units and designated personnel	3
Participation in multiagency task forces	2

--Less than 0.5%.

\*Thirty-five percent of the operating budgets provided were estimates.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

## APPENDIX TABLE 10

### Standard errors for figure 1: Full-time employees of local police departments, 1987–2013

Year	Estimates		Standard errors	
	Sworn officers	Civilians	Sworn officers	Civilians
1987	355,290	93,822	12,259	4,696
1990	363,001	96,890	12,525	4,850
1993	373,554	100,518	12,889	5,031
1997	420,152	111,345	14,497	5,573
2000	440,920	124,995	15,214	6,257
2003	451,737	129,013	15,587	6,458
2007	463,147	137,880	15,981	6,901
2013	477,317	127,642	16,470	6,389

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

## APPENDIX TABLE 11

### Standard errors for table 1: General purpose state and local law enforcement agencies, 2013

Type of agency	Full-time employees			Part-time employees		
	Total	Sworn	Civilian	Total	Sworn	Civilian
Total	37,735	23,830	13,905	4,380	1,916	2,465
Local police	22,859	16,470	6,389	2,541	1,189	1,353
Sheriff's office	14,877	7,360	7,516	1,839	727	1,112

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

## APPENDIX TABLE 12

### Standard errors for table 2: Local police departments and full-time employees, by number of sworn personnel, 2013

Number of sworn personnel	Full-time sworn personnel		Full-time civilian personnel	
	Number	Percent	Number	Percent
All sizes	16,470	~	6,389	~
1,000 or more	7,465	1.6%	3,175	2.5%
500–999	2,041	0.4	567	0.4
250–499	1,218	0.3	428	0.3
10–249	1,099	0.2	390	0.3
50–99	1,273	0.3	478	0.4
25–49	1,272	0.3	592	0.5
10–24	983	0.2	400	0.3
5–9	603	0.1	223	0.2
2–4	395	0.1	125	0.1
1	120	--	12	--

--Less than 0.05%.

~Not applicable.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

## APPENDIX TABLE 13

### Standard errors for table 3: Local police departments and full-time employees, by size of population served, 2013

Population served	Full-time sworn personnel		Full-time civilian personnel	
	Number	Percent	Number	Percent
All sizes	16,470	~	6,389	~
1,000,000 or more	5,518	0.3%	1,872	1.5%
500,000–999,999	3,903	0.8	971	0.8
250,000–499,999	2,138	0.4	609	0.5
100,000–249,999	1,515	0.3	503	0.4
50,000–99,999	1,624	0.3	494	0.4
25,000–49,999	1,804	0.4	642	0.5
10,000–24,999	1,901	0.4	629	0.5
2,500–9,999	1,348	0.3	415	0.3
2,499 or fewer	719	0.2	255	0.2

~Not applicable.

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

## APPENDIX TABLE 14

### Standard errors for figure 2: Average number of full-time officers in local police departments per 1,000 residents, by size of population served, 2013

Population served	Estimates	Standard errors
All sizes	2.1	0.08
250,000 or more	2.3	0.13
100,000–249,999	1.7	0.04
50,000–99,999	1.6	0.05
25,000–49,999	1.7	0.06
10,000–24,999	1.9	0.08
2,500–9,999	2.2	0.07
1,000–2,499	2.4	0.11

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**APPENDIX TABLE 15****Standard errors for table 4: Sex of full-time sworn personnel in local police departments, by size of population served, 2013**

Population served	Male	Female
All sizes	0.6%	0.6%
1,000,000 or more	0.9	0.9
500,000–999,999	1.4	1.4
250,000–499,999	0.9	0.9
100,000–249,999	0.3	0.3
50,000–99,999	0.3	0.3
25,000–49,999	0.1	0.1
10,000–24,999	0.4	0.4
2,500–9,999	0.5	0.5
2,499 or fewer	0.7	0.7

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**APPENDIX TABLE 16****Standard errors for figure 3: Female representation among full-time local police officers, 1987–2013**

Year	Estimates	Standard errors
1987	7.6%	0.4%
1990	8.1	0.4
1993	8.8	0.4
1997	10.0	0.5
2000	10.6	0.5
2003	11.3	0.6
2007	11.9	0.6
2013	12.2	0.6

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 1987–2013.

**APPENDIX TABLE 17****Standard errors for figure 4: Female representation in local police departments, by size of population served, 2013**

Population served	Estimates			Standard errors		
	Chief	First-line supervisors	All full-time sworn personnel	Chief	First-line supervisors	All full-time sworn personnel
All sizes	2.7%	9.5%	12.2%	0.5%	0.5%	0.6%
250,000 or more	6.6	14.8	16.7	0.7	1.2	1.5
50,000–249,999	3.7	8.0	10.8	1.3	0.4	0.3
10,000–49,999	3.4	5.6	8.3	1.4	0.8	0.4
9,999 or fewer	2.3	5.7	7.0	2.0	2.6	0.6

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**APPENDIX TABLE 18****Standard errors for figure 5: Minority representation among local police officers, 1987–2013**

Year	Estimates			Standard errors		
	Black	Hispanic	Other	Black	Hispanic	Other
1987	9.3%	4.5%	0.8%	0.5%	0.3%	0.1%
1990	10.5	5.2	1.3	0.6	0.4	0.1
1993	11.3	6.2	1.6	0.6	0.5	0.1
1997	11.7	7.8	2.0	0.7	0.6	0.2
2000	11.7	8.3	2.6	0.7	0.6	0.2
2003	11.7	9.1	2.8	0.7	0.7	0.2
2007	11.9	10.3	3.1	0.7	0.8	0.3
2013	12.2	11.6	3.5	0.7	0.9	0.3

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 1987–2013.

**APPENDIX TABLE 19****Standard errors for table 5: Race and Hispanic origin of full-time sworn personnel in local police departments, by size of population served, 2013**

Population served	White	Black/African American	Hispanic/Latino	Other minorities
All sizes	1.8%	0.7%	0.9%	0.3%
1,000,000 or more	4.2	1.4	1.0	0.9
500,000–999,999	4.1	1.2	0.9	1.3
250,000–499,999	3.8	1.0	1.0	0.2
100,000–249,999	2.0	0.7	0.5	0.2
50,000–99,999	2.5	0.4	0.5	0.2
25,000–49,999	3.3	0.4	0.5	0.4
10,000–24,999	2.9	0.5	0.7	0.2
2,500–9,999	2.8	0.5	0.5	0.4
2,499 or fewer	3.7	1.0	1.0	0.9

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**APPENDIX TABLE 20****Standard errors for figure 6: Average base starting salary for entry-level local police officers, by size of population served, 1993, 2003, and 2013**

Population served	Estimates			Standard errors		
	1993	2003	2013	1993	2003	2013
All sizes	\$41,532	\$44,428	\$44,370	\$281	\$301	\$311
250,000 or more	44,323	47,495	47,466	621	665	688
50,000–249,999	45,044	48,125	49,284	451	481	493
10,000–49,999	40,762	42,906	43,578	524	551	560
9,999 or fewer	30,792	32,708	34,842	472	504	537

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 1993, 2003, and 2013.

**APPENDIX TABLE 21****Standard errors for table 6: Average base annual salary for selected full-time positions in local police departments, by size of population served, 2013**

Population served	Entry-level officer	First-line supervisor	Chief
All sizes	\$311	\$577	\$744
1,000,000 or more	737	2,185	6,715
500,000–999,999	773	1,141	2,635
250,000–499,999	615	930	1,872
100,000–249,999	419	603	1,165
50,000–99,999	530	708	1,319
25,000–49,999	582	1,132	1,578
10,000–24,999	550	1,017	1,368
2,500–9,999	457	911	1,140
2,499 or fewer	601	1,002	1,432

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

### APPENDIX TABLE 22

**Standard errors for figure 7: College education requirements for entry-level local police officers, by size of population served, 1993, 2003, and 2013**

Education requirement	Estimates			Standard errors		
	1993	2003	2013	1993	2003	2013
Any college requirement	15.5%	34.2%	32.0%	1.7%	1.8%	0.8%
Some college	8.7	25.8	7.5	0.6	2.1	0.6
2-year degree requirement	5.4	6.7	22.5	1.0	0.3	1.0
4-year degree requirement	1.4	1.7	1.9	0.1	0.1	0.1

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 1993, 2003, and 2013.

### APPENDIX TABLE 23

**Standard errors for table 7: Education requirements for new officers in local police departments, by size of population served, 2013**

Population served	High school diploma	Some college	2-year college degree	4-year college degree
All sizes	1.1%	0.6%	1.0%	0.1%
1,000,000 or more	0.1	0.4	4.3	0.0
500,000–999,999	1.8	0.9	1.8	1.3
250,000–499,999	2.4	1.9	1.5	1.3
100,000–249,999	1.1	0.7	0.8	0.5
50,000–99,999	1.9	1.1	1.6	0.9
25,000–49,999	2.3	1.0	2.0	0.9
10,000–24,999	1.9	1.1	1.6	0.3
2,500–9,999	1.8	0.6	1.6	0.3
2,499 or fewer	2.4	1.4	2.1	0.2

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

### APPENDIX TABLE 24

**Standard errors for table 8: Community policing policies and activities of local police departments, by size of population served, 2013**

Population served	Mission statement with a community policing component	Problem-solving partnership or agreement with local organization
All sizes	1.5%	1.3%
1,000,000 or more	1.7	3.4
500,000–999,999	1.6	3.2
250,000–499,999	1.5	2.5
100,000–249,999	0.9	1.5
50,000–99,999	1.0	2.2
25,000–49,999	1.7	2.7
10,000–24,999	2.0	2.4
2,500–9,999	2.0	2.0
2,499 or fewer	3.4	2.6

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

### APPENDIX TABLE 25

**Standard errors for figure 8: Local police departments with a mission statement that included a community policing component, 2003 and 2013**

Population served	Estimates		Standard errors	
	2003	2013	2003	2013
250,000 or more	77%	92%	0.8%	1.8%
50,000–249,999	79	90	1.5	1.0
10,000–49,999	68	83	2.2	1.9
9,999 or fewer	39	61	2.8	2.8

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2003 and 2013.

### APPENDIX TABLE 26

**Standard errors for table 9: Community-oriented policies for patrol officers in local police departments, by size of population served, 2013**

Population served	Geographic assignments for patrol officers	Patrol officer involvement in problem-solving projects	
		Actively encouraged	Included in performance evaluation
All sizes	1.5%	1.3%	1.4%
1,000,000 or more	1.5	2.4	2.3
500,000–999,999	2.1	3.0	3.4
250,000–499,999	1.3	2.4	2.6
100,000–249,999	0.7	1.2	1.4
50,000–99,999	1.8	2.2	2.2
25,000–49,999	2.7	2.7	2.7
10,000–24,999	2.4	2.4	2.4
2,500–9,999	2.1	2.2	2.2
2,499 or fewer	3.4	2.7	2.8

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.



**APPENDIX TABLE 27****Standard errors for table 10: Personnel designated to address crime-related issues in local police departments, by size of department, 2013**

Problem or task	Departments employing 100 officers or more		Departments employing 99 officers or fewer	
	Personnel assigned full time to special unit	Other designated personnel	Personnel assigned full time to special unit	Other designated personnel
Bias/hate crime	0.6%	1.2%	0.9%	1.2%
Child abuse	0.9	1.3	1.1	1.9
Cybercrime	0.9	1.4	0.8	1.3
Domestic violence	0.9	1.2	1.0	1.7
Gangs	0.9	1.3	0.7	1.3
Human trafficking	0.7	1.2	0.8	0.9
Impaired driving	0.9	1.4	1.0	1.9
Juvenile crime	0.9	1.1	1.0	1.9
Victim assistance	0.9	1.2	0.9	1.5

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.

**APPENDIX TABLE 28****Standard errors for figure 9: Local police departments employing 100 or more officers with personnel designated to address crime-related issues, 2003 and 2013**

Problem or task	2003				2013			
	Special unit		Designated personnel		Special unit		Designated personnel	
	Estimates	Standard errors	Estimates	Standard errors	Estimates	Standard errors	Estimates	Standard errors
Bias/hate crime	8%	0.5%	25%	1.2%	10%	0.6%	27%	1.2%
Child abuse	53	0.9	29	1.3	62	0.9	27	1.3
Cyber crime	25	1.1	34	1.4	40	0.9	36	1.4
Domestic violence	53	1.0	23	1.3	54	0.9	27	1.2
Gangs	42	0.9	26	1.2	55	0.7	28	1.2
Impaired driving	28	1.2	28	1.2	40	0.9	36	1.4
Juvenile crime	64	1.3	17	1.0	58	0.9	23	1.1
Victim assistance	34	1.3	18	1.0	36	0.9	25	1.2

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2003 and 2013.

**APPENDIX TABLE 29****Standard errors for table 11: Task force participation by local police departments, by size of population served, 2013**

Population served	Drugs	Gangs	Human trafficking
All sizes	1.5%	0.6%	0.3%
1,000,000 or more	0.0	2.7	3.6
500,000–999,999	1.7	2.9	3.2
250,000–499,999	1.1	2.4	2.6
100,000–249,999	0.8	1.4	1.1
50,000–99,999	1.9	2.1	1.2
25,000–49,999	2.4	2.5	1.4
10,000–24,999	2.3	1.9	1.2
2,500–9,999	2.3	1.3	0.7
2,499 or fewer	3.2	0.9	0.3

Source: Bureau of Justice Statistics, Law Enforcement Management and Administrative Statistics (LEMAS) Survey, 2013.



The Bureau of Justice Statistics of the U.S. Department of Justice is the principal federal agency responsible for measuring crime, criminal victimization, criminal offenders, victims of crime, correlates of crime, and the operation of criminal and civil justice systems at the federal, state, tribal, and local levels. BJS collects, analyzes, and disseminates reliable and valid statistics on crime and justice systems in the United States, supports improvements to state and local criminal justice information systems, and participates with national and international organizations to develop and recommend national standards for justice statistics. William J. Sabol is director.

This report was written by Brian A. Reaves. Andrea M. Burch verified the report. Data were collected and processed by the Urban Institute.

Irene Cooperman, Jill Thomas, and Lynne McConnell edited the report, and Barbara Quinn produced the report.

May 2015, NCJ 248677



Office of Justice Programs  
Innovation • Partnerships • Safer Neighborhoods  
[www.ojp.usdoj.gov](http://www.ojp.usdoj.gov)