

Table 8a. Starting salaries, collective bargaining, types of special pay, and officer membership organizations in local law enforcement agencies, 1993

County	Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Agencies authorizing officer membership in:		
		Chief or Sheriff	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
ALABAMA									
Etowah	Gadsden Police	\$41,000	\$21,320	X	X	H,S,E,M	X	X	-
Houston	Dothan Police	\$53,014	\$18,590	-	-	-	-	-	X
Jefferson	Jefferson County Sheriff	\$67,500	\$19,988	-	-	H,E	-	X	-
Jefferson	Birmingham Police	\$53,352	\$21,153	-	-	H,E	-	X	-
Madison	Huntsville Police	\$53,934	\$22,464	-	-	-	-	X	-
Mobile	Mobile County Sheriff	\$66,355	\$18,912	-	-	H,S,E,M	-	-	-
Mobile	Mobile Police	\$74,136	\$19,860	-	-	H,E,M	-	X	X
Montgomery	Montgomery County Sheriff	\$55,001	\$20,253	-	-	H,M	-	X	-
Montgomery	Montgomery Police	\$51,055	\$19,596	-	-	H,S,M	-	-	X
Tuscaloosa	Tuscaloosa Police	\$40,410	\$19,180	-	-	S	-	X	X
ALASKA									
Anchorage	Anchorage Police	\$69,950	\$39,354	X	X	H,S,E,M	-	X	-
ARIZONA									
Maricopa	Maricopa County Sheriff	\$65,000	\$26,603	-	-	S,E,M	-	X	-
Maricopa	Chandler Police	\$61,872	\$27,624	-	-	-	-	X	-
Maricopa	Glendale Police	\$61,724	\$28,650	-	-	H,E	-	X	-
Maricopa	Mesa Police	\$62,972	\$28,470	-	-	M	-	X	X
Maricopa	Phoenix Police	\$69,992	\$27,040	X	X	S,E,M	X	X	-
Maricopa	Scottsdale Police	\$62,962	\$29,328	-	-	M	-	-	X
Maricopa	Tempe Police	\$69,459	\$29,150	-	-	H,S,M	-	-	-
Pima	Pima County Sheriff	---	\$25,440	X	X	H,S,E,M	-	X	-
Pima	Tucson Police	\$57,175	\$28,548	X	-	H,S,M	-	X	-
Pinal	Pinal County Sheriff	\$52,000	\$24,741	-	-	S	-	X	-
ARKANSAS									
Jefferson	Pine Bluff Police	\$37,797	\$18,784	-	-	-	-	X	X
Pulaski	Pulaski County Sheriff	\$25,000	\$18,402	-	-	-	-	-	-
Pulaski	Little Rock Police	---	\$21,212	X	X	E,M	-	X	-
Pulaski	North Little Rock Police	\$57,319	\$18,630	-	-	E	-	X	X
Sebastian	Fort Smith Police	\$43,937	\$18,949	-	-	E,M	-	X	X
CALIFORNIA									
Alameda	Alameda County Sheriff	\$127,452	\$35,220	X	X	H,E	X	-	-
Alameda	Berkeley Police	\$84,000	\$40,920	X	X	H	-	X	-
Alameda	Fremont Police	\$77,180	\$43,263	X	X	E	-	-	X
Alameda	Hayward Police	\$85,051	\$41,309	X	X	E	-	-	X
Alameda	Oakland Police	\$124,548	\$41,976	X	X	H,E	-	X	-
Contra Costa	Contra Costa County Sheriff	\$104,196	\$36,468	X	X	H,S,E	-	-	X
Contra Costa	Concord Police	\$105,000	\$38,244	X	X	S,E,M	-	-	X
Contra Costa	Richmond Police	\$100,000	\$48,000	X	X	S,E	X	-	X
El Dorado	El Dorado County Sheriff	\$73,164	\$30,384	X	X	H,E,M	-	-	X
Fresno	Fresno County Sheriff	\$93,605	\$31,608	X	-	-	-	-	X
Fresno	Fresno Police	\$79,200	\$35,940	X	X	E	-	-	X
Kern	Kern County Sheriff	\$100,855	\$30,960	X	X	H,S,E,M	-	X	-
Kern	Bakersfield Police	\$70,170	\$34,270	X	X	H,E,M	-	-	X
Los Angeles	Los Angeles County Sheriff	\$192,528	\$37,330	X	X	H,E,M	X	X	-
Los Angeles	Beverly Hills Police	\$54,000	\$38,737	X	X	S,E	-	X	-
Los Angeles	Burbank Police	\$86,472	\$43,140	X	X	H,S,E	-	-	X
Los Angeles	Compton Police	\$73,452	\$35,688	X	X	E,M	-	-	X
Los Angeles	Culver City Police	\$93,600	\$39,520	X	X	E	-	-	X
Los Angeles	Downey Police	\$75,708	\$36,396	X	X	E,M	-	-	X
Los Angeles	El Monte Police	\$71,364	\$34,788	X	X	E	-	-	X
Los Angeles	Glendale Police	\$101,172	\$40,404	X	X	H,E,M	-	X	-
Los Angeles	Inglewood Police	\$81,760	\$37,625	X	X	H,E,M	-	X	-
Los Angeles	Long Beach Police	\$90,000	\$34,195	X	X	H,E,M	X	X	X
Los Angeles	Los Angeles Police	\$168,147	\$33,030	X	X	H,E,M	-	X	-
Los Angeles	Los Angeles Airport Police	\$53,264	\$31,549	X	X	E	-	-	X
Los Angeles	Los Angeles School Police	\$66,547	\$35,074	X	-	E	-	-	-
Los Angeles	Pasadena Police	\$105,903	\$39,744	-	-	H,E	-	-	X
Los Angeles	Pomona Police	\$87,168	\$34,956	X	X	E	-	-	X
Los Angeles	Santa Monica Police	\$88,284	\$40,680	X	X	H,E	-	-	X
Los Angeles	Torrance Police	\$86,100	\$38,760	X	X	H,S,E	-	X	X
Los Angeles	West Covina Police	\$70,716	\$36,480	X	X	E,M	-	-	X
Marin	Marin County Sheriff	\$91,520	\$37,960	X	X	S,E	-	X	X
Monterey	Monterey County Sheriff	\$79,488	\$30,132	X	X	E	-	X	-
Monterey	Salinas Police	\$67,392	\$36,108	X	X	E,M	X	-	X

Table 8a. - continued

County	Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Departments authorizing officer membership in:		
		Chief or Sheriff	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
CALIFORNIA (cont.)									
Orange	Orange County Sheriff-Coroner	\$110,136	\$36,504	X	X	H,S,E,M	-	X	-
Orange	Anaheim Police	\$86,255	\$34,736	X	X	H,S,E,M	-	X	X
Orange	Brea Police	\$86,508	\$36,084	X	X	H,M	-	-	X
Orange	Costa Mesa Police	\$72,041	\$38,364	X	X	H,E,M	-	-	X
Orange	Fullerton Police	\$98,000	\$42,470	X	X	H,S,E,M	-	-	X
Orange	Garden Grove Police	\$72,588	\$36,924	X	X	E	-	-	X
Orange	Huntington Beach Police	\$90,900	\$40,104	X	X	H,E	-	-	X
Orange	Irvine Police	\$61,044	\$38,616	X	X	H,E,M	-	-	X
Orange	Newport Beach Police	\$100,000	\$35,000	X	X	E	-	-	X
Orange	Orange Police	\$76,452	\$36,180	X	X	H,E	-	-	X
Orange	Santa Ana Police	\$85,728	\$43,896	X	X	E,M	-	-	X
Riverside	Riverside County Sheriff	\$92,280	\$33,720	X	X	H,M	-	X	-
Riverside	Corona Police	\$93,360	\$34,008	X	X	E	-	-	X
Riverside	Riverside Police	\$79,236	\$28,536	-	-	H,E	-	-	X
Sacramento	Sacramento County Sheriff	\$101,456	\$31,445	X	X	H,E	-	-	X
Sacramento	Sacramento Police	\$82,880	\$34,022	X	X	H,E,M	-	-	X
San Bernardino	San Bernardino County Sheriff	\$99,809	\$30,276	X	X	H,E	-	-	X
San Bernardino	Fontana Police	\$83,545	\$36,986	X	X	S,E,M	-	X	-
San Bernardino	Ontario Police	\$82,085	\$38,424	X	X	S	-	-	X
San Bernardino	Rialto Police	\$70,860	\$37,824	X	X	H,E	-	-	X
San Bernardino	San Bernardino Police	\$96,696	\$36,300	X	X	H,E	-	-	X
San Diego	San Diego County Sheriff	\$93,363	\$29,835	X	X	H,E	-	X	X
San Diego	Chula Vista Police	\$80,688	\$37,607	X	X	E,M	-	X	X
San Diego	El Cajon Police	\$76,347	\$30,618	X	X	E,M	-	-	X
San Diego	Escondido Police	\$67,596	\$31,416	X	X	E	-	-	X
San Diego	Oceanside Police	\$83,285	\$31,345	X	X	S,E	-	-	X
San Diego	San Diego Police	\$58,776	\$29,196	X	X	E	-	-	X
San Diego	San Diego Harbor Police	\$59,000	\$36,000	X	-	E,M	-	X	-
San Francisco	San Francisco Police	\$124,210	\$41,864	X	X	H,S,E	-	X	-
San Francisco	Bay Area Rapid Transit Police	\$60,618	\$38,486	X	X	S,E	-	-	X
San Francisco	San Francisco Airport Police	\$88,000	\$41,000	X	-	H,S,E	-	-	X
San Joaquin	San Joaquin County Sheriff	\$92,934	\$29,536	X	X	H,S,E,M	-	X	X
San Joaquin	Stockton Police	\$73,932	\$32,772	X	X	E	-	-	X
San Luis Obispo	San Luis Obispo County Sheriff	\$71,460	\$34,272	X	X	H,E	-	-	X
San Mateo	San Mateo County Sheriff	\$95,742	\$37,440	X	X	H,S,E	-	-	X
San Mateo	Daly City Police	\$105,898	\$35,438	X	X	H,E,M	-	-	X
Santa Barbara	Santa Barbara County Sheriff	\$117,000	\$32,532	X	X	H,E	-	-	X
Santa Barbara	Santa Barbara Police	\$84,243	\$34,741	-	-	E,M	-	X	-
Santa Clara	Santa Clara County Sheriff	\$97,453	\$39,365	X	X	H,S,E	-	-	X
Santa Clara	San Jose Police	\$97,074	\$34,653	X	X	H,E	-	-	X
Santa Clara	Santa Clara Police	\$123,816	\$50,244	X	-	H,S	-	X	X
Santa Clara	Sunnyvale Police	\$91,368	\$45,860	X	X	H,S,E	-	-	X
Santa Cruz	Santa Cruz County Sheriff	\$92,560	\$33,072	X	X	S,E	-	X	-
Solano	Vallejo Police	\$82,668	\$44,307	X	X	H,E	-	-	X
Sonoma	Sonoma County Sheriff-Coroner	\$100,334	\$42,118	X	X	H,E	-	X	X
Sonoma	Santa Rosa Police	\$76,560	\$38,556	X	X	H,S,M	-	-	X
Stanislaus	Stanislaus County Sheriff	\$84,068	\$33,633	X	X	H,E	-	-	X
Stanislaus	Modesto Police	\$75,132	\$33,372	X	X	M	X	-	-
Tulare	Tulare County Sheriff	\$60,223	\$25,312	X	X	H,E	-	-	X
Ventura	Ventura County Sheriff	\$122,621	\$29,731	X	X	H,E	-	X	X
Ventura	Oxnard Police	\$74,700	\$35,523	X	X	H,E	-	-	X
Ventura	Simi Valley Police	\$76,470	\$35,454	X	X	H,E,M	-	X	X
Ventura	Ventura Police	\$70,559	\$33,391	X	-	H,E,M	-	-	X
COLORADO									
Adams	Adams County Sheriff	\$56,400	\$23,628	-	-	-	-	X	-
Adams	Westminster Police	\$62,650	\$27,564	-	-	M	-	-	-
Arapahoe	Arapahoe County Sheriff	\$56,400	\$26,604	-	-	M	-	X	-
Arapahoe	Aurora Police	\$60,774	\$26,706	X	-	H,S,E,M	-	-	X
Boulder	Boulder Police	\$62,289	\$26,809	X	X	M	-	-	X
Denver	Denver Police	\$82,032	\$26,688	-	-	H,S	-	-	X
El Paso	El Paso County Sheriff	\$56,400	\$23,414	-	-	M	-	-	X
El Paso	Colorado Springs Police	\$60,192	\$26,784	-	-	H,S,E	-	X	X
Jefferson	Jefferson County Sheriff	\$56,400	\$26,484	-	-	H,M	-	X	-
Jefferson	Arvada Police	\$52,272	\$25,200	-	-	-	-	-	-
Jefferson	Lakewood Police	\$56,700	\$29,369	-	-	-	-	X	-
Larimer	Larimer County Sheriff	\$56,400	\$24,012	-	-	M	-	X	-
Larimer	Fort Collins Police	\$74,500	\$30,394	-	-	-	-	X	-
Pueblo	Pueblo Police	\$61,920	\$22,884	X	X	H,S,E	-	X	X

Table 8a. - continued

County	Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Departments authorizing officer membership in:		
		Chief or Sheriff	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
CONNECTICUT									
Fairfield	Bridgeport Police	\$75,878	\$28,872	X	X	S	X	X	-
Fairfield	Danbury Police	\$72,302	\$30,597	X	X	E	-	X	-
Fairfield	Greenwich Police	\$56,000	\$33,555	X	X	S,E	-	-	X
Fairfield	Norwalk Police	\$78,321	\$34,508	X	X	S,E	-	X	X
Fairfield	Stamford Police	\$80,000	\$30,000	X	X	S,E	X	-	-
Hartford	Bristol Police	\$70,000	\$31,000	X	X	S,E	X	-	-
Hartford	East Hartford Police	\$62,457	\$35,000	X	X	-	-	X	X
Hartford	Hartford Police	\$57,694	\$37,102	X	X	E	-	X	-
Hartford	New Britain Police	\$59,000	\$36,000	X	X	S,E	-	X	-
Hartford	West Hartford Police	\$72,000	\$34,762	X	X	E,M	-	X	-
New Haven	Meriden Police	\$64,829	\$28,802	X	X	S,E	-	X	-
New Haven	Milford Police	\$62,301	\$31,558	X	X	S,E	X	-	X
New Haven	Waterbury Police	\$55,000	\$25,000	X	X	E	-	X	X
New Haven	West Haven Police	\$60,759	\$28,706	X	X	S,E	-	X	-
DELAWARE									
New Castle	New Castle County Police	\$52,710	\$27,403	X	X	S,E,M	-	X	-
New Castle	Wilmington Police	\$65,000	\$27,652	X	X	S,M	-	X	-
DISTRICT OF COLUMBIA									
Washington, D.C.	Washington Metropolitan Police	\$86,296	\$25,108	X	X	H,S	-	X	X
Washington, D.C.	Metro Transit Police	\$61,207	\$26,603	X	X	S	X	X	X
Washington, D.C.	Metropolitan Airports Authority	\$53,640	\$26,820	X	X	H,S	-	X	-
FLORIDA									
Alachua	Alachua County Sheriff	\$79,977	\$21,038	-	-	E	X	-	-
Alachua	Gainesville Police	\$48,000	\$18,000	X	X	H,E,M	-	X	-
Bay	Bay County Sheriff	\$76,429	\$16,952	-	-	E	-	-	-
Brevard	Brevard County Sheriff	\$88,775	\$21,195	-	-	E,M	-	-	-
Brevard	Melbourne Police	\$44,338	\$22,823	X	-	H,E	-	X	X
Broward	Broward County Sheriff	\$98,947	\$26,685	X	X	H,E,M	-	X	-
Broward	Coral Springs Police	\$56,667	\$30,783	X	-	H,E,M	-	X	-
Broward	Davie Police	\$70,000	\$27,632	X	X	H,E	-	X	-
Broward	Fort Lauderdale Police	\$64,875	\$29,473	X	X	E	-	X	-
Broward	Hollywood Police	\$86,531	\$31,385	X	X	S,E,M	-	X	-
Broward	Pembroke Pines Police	\$47,000	\$27,334	X	X	H,S,E,M	-	X	-
Broward	Plantation Police	\$64,900	\$26,750	X	-	H,S,E,M	-	X	-
Broward	Pompano Beach Police	\$53,063	\$29,250	X	X	E,M	-	X	-
Broward	Sunrise Police	\$65,411	\$29,829	X	X	H,E,M	-	X	-
Charlotte	Charlotte County Sheriff	\$65,000	\$20,000	-	-	E,M	-	X	-
Citrus	Citrus County Sheriff	\$70,139	\$19,538	-	-	H,E,M	-	-	-
Clay	Clay County Sheriff	\$72,800	\$22,300	-	-	S,E,M	-	X	-
Collier	Collier County Sheriff	\$76,552	\$20,570	-	-	H,E	-	-	-
Dade	Metro-Dade Police	\$77,214	\$23,509	X	X	H,S,E,M	-	X	-
Dade	Coral Gables Police	\$58,948	\$28,925	X	X	H,S,E,M	X	X	-
Dade	Hialeah Police	\$99,154	\$30,510	X	X	H,E,M	X	X	-
Dade	Miami Police	\$77,230	\$25,472	X	X	H,S,E,M	-	X	X
Dade	Miami Beach Police	\$86,000	\$23,000	X	X	H,S,E,M	-	X	-
Duval	Jacksonville Sheriff	\$98,623	\$27,931	X	X	S,E,M	-	X	-
Escambia	Escambia County Sheriff	\$83,530	\$18,640	X	-	H,E,M	-	X	-
Escambia	Pensacola Police	\$30,000	\$19,370	-	-	S,E	-	-	X
Hernando	Hernando County Sheriff	\$74,876	\$20,668	-	-	E,M	-	-	-
Hillsborough	Hillsborough County Sheriff	\$92,429	\$25,596	-	-	H,E	-	X	-
Hillsborough	Tampa Police	\$54,371	\$27,289	X	X	H,S,E,M	-	-	X
Indian River	Indian River County Sheriff	\$73,425	\$18,976	-	-	M	-	-	-
Lake	Lake County Sheriff	\$78,254	\$20,758	-	-	E	-	-	-
Lee	Lee County Sheriff	\$91,404	\$19,000	-	-	E,M	-	-	-
Lee	Cape Coral Police	\$45,787	\$23,454	X	-	E	-	X	-
Lee	Fort Myers Police	\$99,345	\$23,421	X	X	E	-	X	X
Leon	Leon County Sheriff	---	---	-	-	E,M	-	-	-
Leon	Tallahassee Police	\$53,331	\$25,313	X	-	E,M	X	-	-
Manatee	Manatee County Sheriff	\$81,598	\$18,849	-	-	H,E	-	-	-
Marion	Marion County Sheriff	\$82,368	\$18,815	-	-	H,E,M	-	X	-
Marion	Ocala Police	\$44,343	\$19,807	X	-	S,E	-	X	-
Martin	Martin County Sheriff	\$74,791	\$22,959	-	-	H,E	-	-	-
Monroe	Monroe County Sheriff	\$71,204	\$24,477	-	-	S,E,M	-	X	-

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County	Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Departments authorizing officer membership in:		
		Chief or Sheriff	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
FLORIDA (cont.)									
Okaloosa	Okaloosa County Sheriff	\$77,500	\$15,800	-	-	E	-	-	-
Orange	Orange County Sheriff	\$92,605	\$23,441	-	-	H,E,M	-	X	-
Orange	Orlando Police	\$86,091	\$23,930	X	-	S,E,M	-	X	-
Osceola	Osceola County Sheriff	\$75,519	\$20,429	-	-	E	-	-	-
Palm Beach	Palm Beach County Sheriff	\$94,691	\$24,624	-	-	E,M	X	-	X
Palm Beach	Boca Raton Police	\$53,685	\$28,642	X	-	E,M	-	X	-
Palm Beach	Boynton Beach Police	\$54,745	\$29,556	X	X	H,M	-	X	X
Palm Beach	Delray Beach Police	\$51,500	\$27,486	X	-	E,M	-	-	-
Palm Beach	West Palm Beach Police	\$53,975	\$26,894	X	-	H,E,M	-	X	X
Pasco	Pasco County Sheriff	\$84,149	\$21,563	-	-	E	-	-	-
Pinellas	Pinellas County Sheriff	\$94,591	\$23,428	-	-	S,E,M	-	X	-
Pinellas	Clearwater Police	\$47,299	\$24,698	X	X	S,E,M	-	X	-
Pinellas	Largo Police	\$45,344	\$24,148	X	X	S,E	-	X	-
Pinellas	St. Petersburg Police	\$70,300	\$25,072	X	X	S,E,M	-	X	-
Polk	Polk County Sheriff	\$90,481	\$20,476	-	-	E	-	X	-
Polk	Lakeland Police	\$63,835	\$24,068	-	-	H,E	-	-	-
St. John	St. John County Sheriff	\$72,452	\$19,300	-	-	E	-	-	-
St. Lucie	St. Lucie County Sheriff	\$81,360	\$19,052	-	-	E,M	-	-	X
St. Lucie	Fort Pierce Police	\$43,205	\$22,131	X	X	H,E	-	X	-
Sarasota	Sarasota County Sheriff	\$82,226	\$18,000	-	-	H,E,M	-	-	-
Sarasota	Sarasota Police	\$73,723	\$25,438	X	X	E	-	X	-
Seminole	Seminole County Sheriff	\$84,801	\$21,063	-	-	E,M	-	-	-
Volusia	Volusia County Sheriff	\$89,473	\$19,105	X	-	E	-	X	-
Volusia	Daytona Beach Police	\$48,006	\$22,152	-	-	H,S,E,M	-	X	-
GEORGIA									
Bibb	Bibb County Sheriff	\$48,131	\$17,888	-	-	E,M	-	-	-
Bibb	Macon Police	\$57,700	\$18,429	-	-	E	-	-	-
Chatham	Chatham County Police	\$72,500	\$18,896	-	-	-	-	X	-
Chatham	Savannah Police	\$59,902	\$20,983	-	-	-	X	-	-
Clarke	Athens-Clarke County Police	\$42,972	\$18,886	-	-	-	-	-	X
Clayton	Clayton County Police	\$55,220	\$21,607	-	-	M	-	X	X
Cobb	Cobb County Police	\$56,920	\$21,716	-	-	E	X	-	X
Cobb	Cobb County Sheriff	\$58,036	\$21,716	-	-	M	-	-	-
Cobb	Marietta Police	\$48,859	\$22,298	-	-	S	-	-	X
De Kalb	De Kalb County Police	\$49,524	\$23,796	-	-	H,M	X	X	X
Dougherty	Albany Police	\$40,560	\$17,950	-	-	M	-	-	X
Fulton	Fulton County Police	\$66,984	\$22,216	-	-	-	-	-	-
Fulton	Atlanta Police	\$61,524	\$23,580	-	-	H,E,M	-	X	X
Gwinnett	Gwinnett County Police	\$55,493	\$21,979	-	-	-	-	X	X
Muscogee	Columbus Police	\$54,600	\$17,097	-	-	E,M	-	X	X
Richmond	Richmond County Sheriff	\$59,000	\$18,090	-	-	M	-	-	-
Richmond	Augusta Police	\$47,600	\$17,288	-	-	E	-	-	X
HAWAII									
Hawaii	Hawaii County Police	\$66,384	\$27,240	X	X	H,S	-	-	X
Honolulu	Honolulu Police	\$83,700	\$29,424	X	X	H,S	-	-	X
Kauai	Kauai County Police	\$66,384	\$29,424	X	X	H,S	-	-	-
Maui	Maui County Police	\$72,910	\$27,240	X	X	H,S	-	-	X
IDAHO									
Ada	Boise Police	\$63,300	---	X	-	H,S,E,M	-	X	X
ILLINOIS									
Cook	Cook County Police	\$81,119	\$30,840	X	X	H	-	X	-
Cook	Cook County Forest Preserve	\$48,000	\$25,000	X	X	-	-	X	-
Cook	Arlington Heights Police	\$70,280	\$27,377	X	-	-	-	X	-
Cook	Chicago Police	\$107,544	\$32,250	X	X	-	-	X	-
Cook	Evanston Police	\$56,255	\$32,652	X	X	-	-	-	X
Cook	Oak Lawn Police	\$70,044	\$28,452	X	X	E	-	X	X
Cook	Oak Park Police	\$73,000	\$29,797	X	X	E	-	X	-
Cook	Schaumburg Police	\$79,156	\$27,787	X	-	E	-	X	-
Cook	Skokie Police	\$67,750	\$32,045	X	-	M	-	X	-
Du Page	Du Page County Sheriff	\$75,000	\$26,000	X	X	M	-	X	-
Du Page	Naperville Police	\$51,251	\$30,156	X	X	M	-	X	-
Kane	Aurora Police	\$54,496	\$32,802	X	X	S	X	-	X
Kane	Elgin Police	\$57,336	\$31,008	X	-	-	-	X	-

Table 8a. - continued

County	Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Departments authorizing officer membership in:		
		Chief or Sheriff	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
ILLINOIS (cont.)									
Lake	Lake County Sheriff	\$76,800	\$27,568	X	X	-	-	X	X
Lake	Waukegan Police	\$65,000	\$27,500	X	X	-	-	X	X
McHenry	McHenry County Sheriff	\$62,000	\$24,315	X	X	E	X	X	-
Macon	Decatur Police	\$52,000	\$28,500	X	X	S	X	X	-
Peoria	Peoria Police	\$68,000	\$27,484	X	X	S,E,M	-	X	X
Sangamon	Springfield Police	\$65,866	\$26,613	X	X	S	-	X	X
Will	Will County Sheriff	\$59,000	\$27,706	X	X	-	X	X	X
Will	Joliet Police	\$54,591	\$28,740	X	X	S,E	-	X	-
Winnebago	Winnebago County Sheriff	\$65,000	\$25,712	X	X	E,M	-	X	-
Winnebago	Rockford Police	\$54,857	\$25,081	X	-	-	X	X	X
INDIANA									
Allen	Fort Wayne Police	\$47,673	\$27,231	X	X	S,E	-	X	-
Delaware	Muncie Police	\$39,750	\$24,805	X	X	S,E	-	X	-
Lake	Lake County Sheriff	\$40,582	\$23,763	-	-	H,E,M	-	-	-
Lake	East Chicago Police	\$48,389	\$24,289	X	-	E,M	-	X	-
Lake	Gary Police	\$37,752	\$21,236	-	-	-	-	X	-
Lake	Hammond Police	\$40,500	\$22,675	-	-	S,E	-	X	-
Madison	Anderson Police	\$41,701	\$25,693	X	-	E,M	-	X	-
Marion	Marion County Sheriff	\$59,000	\$21,841	X	-	S,E,M	X	-	-
Marion	Indianapolis Police	\$65,000	\$33,059	-	-	H,S,E,M	-	X	-
St. Joseph	South Bend Police	\$42,375	\$21,300	-	-	H,S	-	X	-
Vanderburgh	Evansville Police	\$48,407	\$25,985	X	X	S,E	-	X	-
Vigo	Terre Haute Police	\$33,710	\$18,283	X	-	M	-	X	-
IOWA									
Black Hawk	Waterloo Police	\$48,944	\$24,252	X	X	S,E	-	-	X
Linn	Cedar Rapids Police	\$50,589	\$24,403	X	X	H,S,E	X	X	X
Polk	Des Moines Police	\$61,910	\$29,531	X	X	E	-	X	-
Scott	Davenport Police	\$52,000	\$27,165	X	X	S,E	X	X	X
Woodbury	Sioux City Police	\$65,000	\$25,285	X	X	S,E	-	-	X
KANSAS									
Douglas	Lawrence Police	\$50,295	\$24,232	X	X	S,E,M	-	X	X
Johnson	Overland Park Police	\$55,584	\$26,400	-	-	S,E,M	-	-	-
Sedgwick	Wichita Police	\$58,748	\$22,670	X	X	H,S,E,M	-	X	-
Shawnee	Topeka Police	\$44,699	\$24,528	X	X	H,S,E	-	X	-
Wyandotte	Kansas City Police	\$73,583	\$25,104	X	X	E	-	X	X
KENTUCKY									
Fayette	Lexington-Fayette County Police	\$43,000	\$19,000	-	-	E	-	X	-
Jefferson	Jefferson County Police	\$69,205	\$20,770	X	X	H,M	-	X	-
Jefferson	Louisville Police	\$67,769	\$19,780	X	X	H	-	X	-
LOUISIANA									
Bossier	Bossier Police	\$50,450	\$18,000	-	-	E	-	X	-
Caddo	Caddo Parish Sheriff	\$65,089	\$16,835	-	-	H,E	-	-	-
Caddo	Shreveport Police	\$68,000	\$20,532	-	-	-	X	X	-
Calcasieu	Calcasieu Parish Sheriff	\$60,000	\$12,600	-	-	S	-	-	-
Calcasieu	Lake Charles Police	\$45,000	\$14,160	-	-	-	-	X	X
E. Baton Rouge	E. Baton Rouge Parish Sheriff	\$59,173	\$15,684	-	-	-	-	-	-
E. Baton Rouge	Baton Rouge Police	\$41,815	\$18,640	X	X	H,S,E	-	X	-
Jefferson	Jefferson Parish Sheriff	\$84,000	\$16,800	-	-	-	-	X	X
Jefferson	Kenner Police	\$48,000	\$18,000	-	-	-	-	X	X
Lafayette	Lafayette Parish Sheriff	\$54,996	\$14,400	-	-	-	-	-	-
Lafayette	Lafayette Police	\$50,400	\$18,024	X	-	-	-	X	-
Lafourche	Lafourche Parish Sheriff	\$50,000	\$13,500	-	-	-	-	-	X
Livingston	Livingston Parish Sheriff	\$50,000	\$10,200	-	-	-	-	-	-
Orleans	New Orleans Police	\$54,000	\$17,000	-	-	H,S	-	X	-
Ouachita	Ouachita Parish Sheriff	\$54,996	\$15,420	-	-	E	-	-	-
Ouachita	Monroe Police	\$36,338	\$13,363	X	X	E	-	X	-
Rapides	Rapides Parish Sheriff	\$54,999	\$16,800	-	-	-	-	-	X
Rapides	Alexandria Police	\$48,991	\$16,200	X	X	S	-	X	X
St. Charles	St. Charles Parish Sheriff	\$50,000	\$15,600	-	-	-	-	X	-
St. John the Baptist	St. John the Baptist Sheriff	\$65,000	\$17,448	-	-	E,M	-	-	-
St. Tammany	St. Tammany Parish Sheriff	\$70,000	\$18,000	-	-	H	-	-	X
Tangipahoa	Tangipahoa Parish Sheriff	\$49,992	\$13,200	-	-	-	-	-	-

Table 8a. - continued

County	Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Departments authorizing officer membership in:		
		Chief or Sheriff	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
MAINE									
Cumberland	Portland Police	\$51,572	\$19,499	X	X	S,E	-	X	-
MARYLAND									
Anne Arundel	Anne Arundel County Police	\$56,942	\$25,208	X	X	S,M	-	X	-
Anne Arundel	Annapolis Police	\$61,020	\$25,480	X	X	S,M	X	X	-
Baltimore(city)	Baltimore Police	\$91,400	\$23,000	X	X	S,E	-	X	-
Baltimore(city)	Baltimore School Police	\$45,000	\$22,000	X	X	S,E	-	X	-
Baltimore	Baltimore County Police	\$83,449	\$23,928	X	X	H,S,E,M	-	X	-
Charles	Charles County Sheriff	\$57,530	\$24,555	-	-	S,E,M	-	X	-
Harford	Harford County Sheriff	\$56,000	\$23,186	-	-	S	-	X	-
Howard	Howard County Police	\$59,935	\$25,255	X	-	S,M	-	X	-
Montgomery	Montgomery County Police	\$67,072	\$26,605	X	X	S,E,M	-	X	X
Prince George's	Prince George's County Police	\$70,596	\$27,454	X	X	S,E,M	-	X	-
Prince George's	Prince George's County Sheriff	\$78,000	\$24,527	X	X	S	-	X	X
MASSACHUSETTS									
Bristol	New Bedford Police	\$58,809	\$20,805	X	-	S,E	-	X	X
Essex	Lawrence Police	\$60,000	\$25,000	X	-	S,E	-	X	-
Essex	Lynn Police	\$60,661	\$24,013	X	X	S,E,M	-	X	-
Hampden	Chicopee Police	\$60,000	\$25,000	X	X	S,E	-	-	-
Hampden	Holyoke Police	\$65,000	\$24,000	X	X	E	-	X	X
Hampden	Springfield Police	\$80,805	\$27,935	X	X	E	-	X	-
Middlesex	Cambridge Police	\$90,000	\$21,000	X	X	S,E,M	X	X	X
Middlesex	Lowell Police	\$60,000	\$23,000	X	X	E	-	X	-
Middlesex	Newton Police	\$70,000	\$27,800	X	X	S,E	-	X	-
Middlesex	Somerville Police	---	\$26,032	X	X	S,E	-	-	X
Middlesex	Waltham Police	\$63,264	\$26,976	X	-	S,E	X	X	X
Norfolk	Brookline Police	\$77,600	\$28,924	X	X	S,E	-	X	-
Norfolk	Quincy Police	\$70,000	\$29,000	X	X	S,E	-	X	X
Plymouth	Brockton Police	\$64,032	\$25,662	X	X	S,E	-	X	X
Suffolk	Boston Police	\$80,000	\$29,815	X	X	S	-	X	-
Suffolk	Mass. Bay Transit Authority	\$76,000	\$24,375	X	-	S,E,M	-	X	-
Worcester	Worcester Police	\$50,362	\$21,476	X	X	E	-	X	-
MICHIGAN									
Calhoun	Battle Creek Police	\$50,387	\$26,395	X	X	E	-	X	X
Genesee	Flint Police	\$65,208	\$24,866	X	X	S	X	-	X
Ingham	Lansing Police	\$67,819	\$26,325	X	X	S,E	-	X	-
Kalamazoo	Kalamazoo Police	\$56,647	\$29,833	X	X	S,E,M	-	-	X
Kent	Kent County Sheriff	\$72,800	\$27,830	X	X	-	-	-	X
Kent	Grand Rapids Police	\$88,586	\$28,102	X	X	S,E,M	-	X	-
Macomb	Macomb County Sheriff	\$72,286	\$28,769	X	-	H,S,E	-	X	-
Macomb	Sterling Heights Police	\$61,653	\$25,331	X	X	S,E	X	X	-
Macomb	Warren Police	\$69,524	\$34,568	X	X	S,E	-	X	-
Oakland	Oakland County Sheriff	\$82,751	\$20,422	X	X	S,E,M	-	X	X
Oakland	Pontiac Police	\$58,772	\$29,590	X	-	S	X	X	X
Oakland	Southfield Police	\$55,527	\$27,674	X	X	S,E	-	X	X
Oakland	Troy Police	\$53,500	\$22,966	X	X	S,E	-	X	-
Saginaw	Saginaw Police	\$57,000	\$26,124	X	X	S,E	X	X	X
Washtenaw	Washtenaw County Sheriff	\$80,000	\$26,328	X	X	H,S,E	-	-	X
Washtenaw	Ann Arbor Police	\$59,010	\$25,459	X	X	E	-	X	-
Wayne	Dearborn Police	\$68,616	\$27,571	X	X	S	-	X	X
Wayne	Detroit Police	\$76,597	\$27,856	X	X	S,E	-	X	-
Wayne	Livonia Police	\$60,429	\$29,141	X	X	E,M	-	-	X
Wayne	Taylor Police	\$57,800	\$27,883	X	X	H,S,E	-	X	-
Wayne	Westland Police	\$58,400	\$20,794	X	X	S	-	X	X
MINNESOTA									
Hennepin	Minneapolis Police	\$80,366	\$27,248	X	X	-	-	-	X
Ramsey	Ramsey County Sheriff	\$80,000	\$30,348	X	X	H,S,M	X	-	-
Ramsey	St. Paul Police	\$67,665	\$33,346	X	X	H,S,M	X	-	-
St. Louis	Duluth Police	\$60,000	\$25,000	X	X	S,E	-	X	-
MISSISSIPPI									
Hinds	Jackson Police	\$53,604	\$20,904	-	-	-	-	X	X

Table 8a. - continued

County	Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Departments authorizing officer membership in:		
		Chief or Sheriff	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
MISSOURI									
Boone	Columbia Police	\$48,497	\$23,327	-	-	S,M	-	X	X
Greene	Springfield Police	\$77,958	\$22,880	-	-	E,M	-	X	-
Jackson	Independence Police	\$45,000	\$21,000	-	X	S,M	-	X	-
Jackson	Kansas City Police	\$74,004	\$24,048	-	-	E,M	-	-	X
Jefferson	Jefferson County Sheriff	\$46,000	\$18,000	-	-	-	-	-	X
St. Louis(city)	St. Louis Police	\$66,285	\$24,366	-	-	S,E	-	-	X
St. Louis	St. Louis County Police	\$62,521	\$25,985	-	-	H,S,E,M	-	-	-
MONTANA									
Yellowstone	Billings Police	\$41,703	\$21,504	X	X	S	-	X	X
NEBRASKA									
Douglas	Omaha Police	\$78,350	\$31,335	X	X	S,E,M	-	X	-
Lancaster	Lincoln Police	\$57,000	\$22,980	X	X	S,E,M	-	X	-
NEVADA									
Clark	Las Vegas Metropolitan Police	\$70,000	\$31,147	X	X	H,S,M	-	-	X
Clark	North Las Vegas Police	\$54,057	\$30,946	X	X	H,S,M	X	-	-
Washoe	Washoe County Sheriff	\$70,200	\$27,476	X	X	H,S,E,M	-	-	X
Washoe	Reno Police	\$77,105	\$27,999	X	X	H,S,E,M	-	-	X
NEW HAMPSHIRE									
Hillsborough	Manchester Police	\$46,670	\$27,997	X	X	-	-	X	-
Hillsborough	Nashua Police	\$73,331	\$24,700	X	X	E	-	X	-
NEW JERSEY									
Atlantic	Atlantic City Police	\$75,000	\$25,000	X	X	S,E	-	X	-
Bergen	Hackensack Police	\$68,000	\$20,028	X	-	E	-	-	X
Camden	Camden County Sheriff	\$82,113	\$25,176	X	X	H,S,E,M	-	X	-
Camden	Camden Police	\$79,500	\$29,910	X	X	E	-	X	-
Camden	Cherry Hill Police	\$65,000	\$25,000	X	X	E	-	X	-
Camden	Delaware River Port Authority	\$63,000	\$35,500	X	X	-	-	X	-
Cumberland	Vineland Police	\$55,000	\$23,500	X	X	S,E	-	X	-
Essex	Bloomfield Police	\$71,050	\$26,390	X	X	E	-	-	X
Essex	East Orange Police	\$73,346	\$31,830	X	X	-	-	X	-
Essex	Irvington Police	\$70,704	\$29,701	X	X	-	-	X	X
Essex	Newark Police	\$65,900	\$31,000	X	-	S	-	X	X
Hudson	Hudson County Sheriff	\$60,000	\$15,500	X	X	S	-	X	X
Hudson	Bayonne Police	\$95,000	\$24,000	X	X	-	-	X	X
Hudson	Hoboken Police	\$85,000	\$23,000	X	-	S,M	-	-	X
Hudson	Jersey City Police	\$68,000	\$26,811	X	X	-	-	X	-
Hudson	Kearny Police	\$72,000	\$25,000	X	X	S,E	-	X	X
Hudson	North Bergen Police	\$110,000	\$30,000	X	-	E	-	X	-
Hudson	Union City Police	\$111,250	\$24,000	X	X	E	-	-	X
Hudson	West New York Police	\$110,000	\$27,000	X	-	E	-	X	X
Mercer	Hamilton Township Police	\$77,623	\$28,687	X	X	E	-	X	-
Mercer	Trenton Police	\$78,931	\$29,932	X	X	S,E	-	X	X
Middlesex	Edison Police	---	\$29,585	X	X	H,S,E	-	X	X
Middlesex	New Brunswick Police	\$86,500	\$27,000	X	X	-	-	-	-
Middlesex	Perth Amboy Police	\$71,350	\$27,893	X	X	E	-	X	-
Middlesex	Woodbridge Police	\$65,000	\$36,876	X	X	-	-	X	-
Morris	Parsippany-Troy Hills Police	\$85,000	\$28,779	X	-	E	-	X	-
Ocean	Dover Township Police	\$75,000	\$24,000	X	X	E	X	-	-
Passaic	Clifton Police	\$95,000	\$28,000	X	X	S,E	-	-	X
Passaic	Passaic Police	\$76,066	\$33,856	X	X	E	-	X	-
Passaic	Paterson Police	\$100,366	\$19,500	X	X	S,E	-	X	-
Union	Elizabeth Police	\$67,553	\$35,058	X	X	-	-	X	X
Union	Linden Police	\$78,000	\$22,394	X	X	E	-	-	X
Union	Plainfield Police	\$68,000	\$26,967	X	X	E	-	-	X
Union	Union Township Police	\$71,714	\$33,373	X	X	S	-	X	X
NEW MEXICO									
Bernalillo	Bernalillo County Sheriff	\$41,975	\$20,904	X	X	H,S,E	-	-	X
Bernalillo	Albuquerque Police	\$74,880	\$18,720	X	-	H,S,E	-	X	-
Dona Ana	Las Cruces Police	\$43,478	\$17,855	X	X	H,M	-	-	-
Santa Fe	Santa Fe Police	\$46,202	\$20,149	X	X	H,S	X	-	X

Table 8a. - continued

County	Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Departments authorizing officer membership in:		
		Chief or Sheriff	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
NEW YORK									
Albany	Albany Police	\$68,097	\$29,184	X	-	-	-	X	-
Albany	Colonie Police	\$63,000	\$29,373	X	X	S	-	X	-
Broome	Binghamton Police	\$57,000	\$22,113	X	X	S,E	-	-	X
Erie	Erie County Sheriff	\$67,600	\$25,450	X	X	S	X	-	-
Erie	Amherst Police	\$69,131	\$25,134	X	X	S,E	-	X	-
Erie	Buffalo Police	\$81,971	\$28,814	X	-	S,E	-	X	X
Erie	Cheektowaga Police	\$58,722	\$29,800	X	X	S,E	-	-	X
Erie	Tonawanda Police	\$60,668	\$27,339	X	X	S	-	X	-
Monroe	Monroe County Sheriff	\$87,138	\$33,072	X	X	S,E	-	-	X
Monroe	Rochester Police	\$83,472	\$31,326	X	X	S,E	-	X	-
Nassau	Nassau County Police	\$92,000	\$30,338	X	X	S	-	X	-
New York City	New York City Police	\$109,000	\$25,977	X	X	S	-	X	-
New York City	New York City Sheriff	\$103,000	\$25,997	X	X	S	-	-	-
New York City	New York City Fire Department	\$83,000	\$49,000	X	X	S	-	X	-
New York City	New York City Housing Police	\$100,987	\$25,977	-	X	S	-	X	-
New York City	New York City School Police	---	---	X	X	S,M	-	-	-
New York City	New York City Social Services	---	\$26,743	X	X	S	X	-	X
New York City	New York City Transit Police	\$108,200	\$29,475	X	X	S,M	X	X	X
New York City	Long Island Railroad Police	\$101,974	\$25,977	X	-	S,E	-	X	-
New York City	Metro-North Railroad Police	\$65,000	\$27,000	X	X	-	X	-	-
New York City	Port Authority of NY-NJ	\$106,366	\$24,012	X	X	S,M	-	X	X
Niagara	Niagara Falls Police	\$63,000	\$31,307	X	X	S,E	-	X	X
Onondaga	Onondaga County Sheriff	\$64,000	\$23,371	X	X	S,E	X	-	-
Onondaga	Syracuse Police	\$61,622	\$20,890	X	X	S	-	X	-
Rensselaer	Troy Police	\$62,521	\$24,863	X	X	S	-	X	-
Rockland	Clarkstown Police	\$96,000	\$34,717	X	X	S	-	X	X
Rockland	Ramapo Police	\$105,115	\$33,760	X	X	S	-	-	X
Schenectady	Schenectady Police	\$50,000	\$24,026	X	-	-	-	X	-
Suffolk	Suffolk County Police	\$94,355	\$29,466	X	X	H,S	-	X	X
Suffolk	Suffolk County Sheriff	\$88,417	\$25,000	X	X	S	-	X	X
Westchester	Westchester County Police	\$79,605	\$33,595	X	X	H,S,E	-	X	-
Westchester	Mt. Vernon Police	\$66,634	\$23,092	X	X	-	-	-	X
Westchester	New Rochelle Police	\$86,668	\$30,337	X	X	E	-	X	X
Westchester	White Plains Police	\$79,811	\$25,544	X	X	S	-	X	-
Westchester	Yonkers Police	\$86,959	\$31,633	X	X	S,E	-	-	X
NORTH CAROLINA									
Buncombe	Buncombe County Sheriff	\$49,270	\$19,084	-	-	-	-	-	-
Buncombe	Asheville Police	\$52,000	\$18,900	-	-	M	-	-	-
Cumberland	Cumberland County Sheriff	\$65,792	\$20,477	-	-	-	-	-	-
Cumberland	Fayetteville Police	\$48,243	\$20,048	-	-	E,M	-	-	-
Durham	Durham County Sheriff	\$47,402	\$23,741	-	-	M	-	X	-
Durham	Durham Police	\$52,589	\$23,091	-	-	M	-	X	-
Forsyth	Winston-Salem Police	\$52,021	\$22,048	-	-	M	-	-	-
Gaston	Gastonia Police	\$41,392	\$20,696	-	-	E,M	-	X	X
Guilford	Greensboro Police	\$59,352	\$21,576	-	-	E,M	X	-	-
Guilford	High Point Police	\$45,329	\$19,576	-	-	E	-	-	-
Mecklenburg	Charlotte Police	\$59,177	\$21,000	-	-	-	-	-	-
Nash	Rocky Mount Police	\$50,793	\$20,342	-	-	E,M	-	X	-
New Hanover	Wilmington Police	\$42,116	\$20,079	-	-	-	-	-	X
Pitt	Greenville Police	\$46,009	\$20,196	-	-	M	-	-	X
Wake	Raleigh Police	\$56,400	\$23,450	-	-	M	-	-	X
OHIO									
Butler	Hamilton Police	\$57,239	\$20,438	X	X	M	-	X	-
Clark	Springfield Police	\$61,963	\$24,910	X	-	S,M	-	X	X
Cuyahoga	Cleveland Police	\$69,682	\$29,402	X	X	H,S	-	X	-
Franklin	Franklin County Sheriff	\$55,764	\$21,881	X	X	S	-	X	-
Franklin	Columbus Police	\$91,332	\$23,171	X	X	S,M	-	X	-
Hamilton	Hamilton County Sheriff	\$55,780	\$18,188	X	X	-	X	X	X
Hamilton	Cincinnati Police	\$83,029	\$33,616	X	X	S	-	X	-
Lucas	Toledo Police	\$60,000	\$31,196	X	X	S,E	-	X	-
Mahoning	Youngstown Police	\$55,000	\$22,074	X	X	H,S,E	-	X	-
Montgomery	Montgomery County Sheriff	\$55,972	\$30,305	X	X	H,E,M	-	X	-
Montgomery	Dayton Police	\$55,000	\$29,746	X	X	S,E,M	-	X	-
Stark	Canton Police	\$50,612	\$23,099	X	X	H,S	-	X	X
Summit	Summit County Sheriff	\$41,990	\$23,970	X	X	-	-	X	X
Summit	Akron Police	\$63,044	\$28,683	X	X	-	-	X	-

Table 8a. - continued

County	Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Departments authorizing officer membership in:		
		Chief or Sheriff	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
OKLAHOMA									
Cleveland	Norman Police	\$52,439	\$19,520	X	X	E,M	-	X	-
Comanche	Lawton Police	\$55,000	\$18,000	X	-	E	-	X	-
Oklahoma	Oklahoma City Police	\$74,478	\$25,390	X	X	E,M	-	X	-
Tulsa	Tulsa County Sheriff	\$66,000	\$15,120	-	-	M	-	X	X
Tulsa	Tulsa Police	\$63,768	\$23,904	X	-	E	-	X	-
OREGON									
Clackamas	Clackamas County Sheriff	\$55,865	\$22,076	X	X	E,M	-	X	-
Lane	Lane County Sheriff	\$65,644	\$29,453	X	X	E,M	-	X	-
Lane	Eugene Police	\$50,436	\$29,040	X	X	H,E	-	-	X
Marion	Salem Police	\$71,988	\$30,192	X	X	H,E	-	X	X
Multnomah	Portland Police	\$69,971	\$30,680	X	X	H,E	-	-	X
Washington	Washington County Sheriff	\$75,492	\$26,184	X	-	H,E,M	-	X	-
PENNSYLVANIA									
Allegheny	Allegheny County Police	\$68,600	\$23,500	X	-	-	-	-	X
Allegheny	Pittsburgh Police	\$65,690	\$25,498	X	X	S,M	X	X	-
Berks	Reading Police	\$53,420	\$28,974	X	X	H,S	-	X	-
Dauphin	Harrisburg Police	\$40,055	\$28,221	X	X	S,E	-	X	-
Erie	Erie Police	\$43,091	\$23,946	X	X	S,E	-	X	-
Lackawanna	Scranton Police	\$34,000	\$30,500	X	-	E	-	X	-
Lancaster	Lancaster Police	\$56,810	\$26,698	X	X	S,E	-	X	-
Lehigh	Allentown Police	\$50,440	\$23,964	X	X	S,E	-	X	-
Montgomery	Lower Merion Township Police	\$65,995	\$24,000	X	-	S	-	X	-
Philadelphia	Philadelphia Police	\$80,750	\$25,010	X	X	H,S	-	X	-
Philadelphia	Philadelphia Housing Police	\$70,000	\$24,000	X	-	S,M	-	X	-
Philadelphia	S.E. Penn. Transit Authority	\$50,000	\$29,639	X	-	S	-	-	-
RHODE ISLAND									
Kent	Warwick Police	\$57,734	\$20,529	X	X	S,E	-	X	-
Providence	Cranston Police	\$60,220	\$28,879	X	X	E	-	X	-
Providence	Pawtucket Police	\$47,000	\$25,116	X	X	E	-	-	X
Providence	Providence Police	\$63,536	\$30,987	X	-	S,E	-	X	-
SOUTH CAROLINA									
Beaufort	Beaufort County Sheriff	\$42,000	\$18,500	-	-	E	-	-	X
Charleston	Charleston County Sheriff	\$67,537	\$20,238	-	-	H,E,M	-	X	-
Charleston	Charleston Police	\$60,000	\$21,738	-	-	E	-	X	X
Charleston	North Charleston Police	\$50,000	\$17,484	-	-	M	-	-	X
Greenville	Greenville County Sheriff	\$59,456	\$19,767	-	-	E	-	-	-
Greenville	Greenville Police	\$41,350	\$18,491	-	-	-	-	-	X
Horry	Horry County Police	\$37,549	\$18,975	-	-	-	-	X	X
Lexington	Lexington County Sheriff	\$39,427	\$18,863	-	-	-	-	-	X
Richland	Richland County Sheriff	\$60,000	\$19,700	-	-	-	-	-	-
Richland	Columbia Police	\$50,965	\$21,761	-	-	E,M	-	-	X
Spartanburg	Spartanburg County Sheriff	\$58,000	\$20,000	-	-	-	-	-	X
Spartanburg	Spartanburg Police	\$48,505	\$23,150	-	-	-	-	-	X
SOUTH DAKOTA									
Minnehaha	Sioux Falls Police	\$58,286	\$25,411	X	X	S	X	-	-
TENNESSEE									
Davidson	Nashville Metropolitan Police	\$66,841	\$25,247	X	X	S,E	-	X	-
Hamilton	Hamilton County Sheriff	\$77,898	\$18,847	-	-	E,M	X	-	-
Hamilton	Chattanooga Police	\$47,516	\$19,317	-	-	-	X	X	X
Knox	Knox County Sheriff	\$81,580	\$17,810	-	-	H,M	-	-	X
Knox	Knoxville Police	\$54,763	\$18,939	-	-	-	-	X	-
Madison	Jackson Police	\$49,587	\$19,926	-	-	-	X	-	X
Montgomery	Clarksville Police	\$42,492	\$19,175	-	-	E	-	-	-
Shelby	Shelby County Sheriff	\$86,000	\$19,512	X	X	H,S,E	X	X	X
Shelby	Memphis Police	\$74,360	\$21,159	X	X	H,S,E	-	-	X
Washington	Johnson City Police	\$35,602	\$18,580	-	-	H,M	-	X	X

Table 8a. - continued

County	Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Departments authorizing officer membership in:		
		Chief or Sheriff	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
TEXAS									
Bell	Killeen Police	\$36,972	\$22,896	-	-	S,E	-	X	X
Bexar	Bexar County Sheriff	\$63,000	\$19,000	-	-	S,M	-	X	X
Bexar	San Antonio Police	\$60,120	\$22,980	X	-	H,S,E	-	-	X
Brazoria	Brazoria County Sheriff	\$54,072	\$24,792	-	-	-	-	-	X
Cameron	Brownsville Police	\$56,000	\$19,523	X	-	E	-	-	X
Collin	Plano Police	\$75,000	\$29,022	-	-	-	-	-	X
Dallas	Carrollton Police	\$69,625	\$28,787	-	-	E	-	-	-
Dallas	Dallas Police	\$90,952	\$25,093	-	-	S,E,M	X	X	X
Dallas	Dallas-Ft. Worth Airport Police	\$51,360	\$28,417	-	-	E,M	-	-	X
Dallas	Garland Police	\$54,891	\$27,227	-	-	E	-	-	X
Dallas	Grand Prairie Police	---	\$25,782	-	-	E	-	X	X
Dallas	Irving Police	\$55,800	\$22,940	-	-	E	X	-	X
Dallas	Mesquite Police	---	\$27,888	-	-	E	X	-	X
Dallas	Richardson Police	\$65,000	\$26,400	-	-	-	-	-	-
Denton	Denton Police	\$59,720	\$23,910	-	-	E	-	-	X
Ector	Odessa Police	\$59,700	\$21,600	-	-	E	X	X	-
El Paso	El Paso County Sheriff	\$75,500	\$23,366	X	-	E	-	-	X
El Paso	El Paso Police	\$76,952	\$23,493	X	-	H,S,E	-	X	-
Fort Bend	Fort Bend County Sheriff	\$52,380	\$25,532	-	-	M	-	-	-
Galveston	Galveston County Sheriff	---	\$22,680	-	-	-	-	-	-
Galveston	Galveston Police	\$55,000	\$20,000	X	-	H,S,E	-	-	X
Gregg	Longview Police	\$47,087	\$22,639	-	-	M	-	-	X
Harris	Harris County Sheriff	\$89,772	\$28,488	-	-	E,M	X	X	X
Harris	Baytown Police	\$55,000	\$23,452	-	-	-	-	-	X
Harris	Houston Police	\$63,908	\$25,786	-	-	H,E	X	X	X
Harris	Pasadena Police	\$57,867	\$28,271	-	-	E	-	X	X
Hidalgo	McAllen Police	\$65,000	\$26,957	-	-	H,E	-	X	-
Jefferson	Beaumont Police	\$51,000	\$24,704	X	-	E,M	-	X	X
Jefferson	Port Arthur Police	\$48,443	\$25,464	X	-	E	-	-	X
Lubbock	Lubbock Police	\$50,775	\$24,653	-	-	E	-	-	X
McLennan	Waco Police	\$48,628	\$20,628	-	-	E	-	-	X
Midland	Midland Police	\$57,000	\$22,000	-	-	E,M	-	X	-
Montgomery	Montgomery County Sheriff	\$47,700	\$21,000	-	-	M	-	X	-
Nueces	Corpus Christi Police	\$52,900	\$26,808	X	-	H,S,E,M	-	X	X
Potter	Amarillo Police	\$50,604	\$20,940	-	-	S,E	-	-	X
Smith	Tyler Police	\$52,800	\$22,092	-	-	E	-	-	X
Tarrant	Tarrant County Sheriff	\$46,704	\$19,080	-	-	S	-	-	-
Tarrant	Arlington Police	\$65,250	\$28,200	-	-	S,E	-	-	X
Tarrant	Fort Worth Police	\$56,328	\$25,824	-	-	S,E	-	-	X
Taylor	Abilene Police	\$59,861	\$20,460	-	-	E	-	-	X
Tom Green	San Angelo Police	\$49,644	\$21,732	-	-	E	-	X	X
Travis	Travis County Sheriff	\$77,973	\$22,734	-	-	M	-	-	X
Travis	Austin Police	---	\$23,385	-	-	E	-	-	X
Webb	Laredo Police	\$52,642	\$19,947	X	-	E	X	-	X
Wichita	Wichita Falls Police	\$52,306	\$26,040	-	-	E	-	-	X
UTAH									
Salt Lake	Salt Lake County Sheriff	\$69,192	\$23,088	-	-	E,M	X	X	-
Salt Lake	Salt Lake City Police	\$83,000	\$22,000	X	-	E	-	X	-
Weber	Ogden Police	\$48,000	\$19,200	X	X	-	-	X	X
VIRGINIA									
Alexandria(city)	Alexandria Police	\$62,448	\$28,695	-	-	H,S	-	X	X
Arlington	Arlington County Police	\$65,037	\$30,723	-	-	S	-	X	X
Chesapeake(city)	Chesapeake Police	\$50,227	\$22,741	-	-	E	-	-	-
Chesterfield	Chesterfield County Police	\$61,013	\$24,628	-	-	-	-	X	-
Fairfax	Fairfax County Police	\$72,085	\$26,772	-	-	S,M	-	X	X
Hampton(city)	Hampton Police	\$80,000	\$19,040	-	-	E,M	-	-	-
Henrico	Henrico County Police	\$59,356	\$25,524	-	-	E,M	-	X	-
Loudoun	Loudoun County Sheriff	\$70,577	\$24,510	-	-	E	-	-	-
Lynchburg(city)	Lynchburg Police	\$46,758	\$19,822	-	-	E	-	X	X
Newport News(city)	Newport News Police	\$36,000	\$21,250	-	-	E,M	-	-	X
Norfolk(city)	Norfolk Police	\$58,804	\$23,270	-	-	E	X	X	-
Portsmouth(city)	Portsmouth Police	\$47,320	\$20,425	-	-	H,E,M	-	X	-
Prince William	Prince William County Police	\$59,545	\$27,481	-	-	S,E,M	-	-	X
Richmond(city)	Richmond City Police	\$58,890	\$26,702	-	-	S,E	-	X	X
Roanoke(city)	Roanoke City Police	\$46,934	\$22,222	-	-	-	-	X	-
Virginia Beach(city)	Virginia Beach Police	---	\$22,781	-	-	E,M	-	X	-

Table 8a. - continued

County	Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Departments authorizing officer membership in:		
		Chief or Sheriff	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
WASHINGTON									
Clark	Clark County Sheriff	\$64,824	\$28,560	X	X	S	X	-	-
King	King Co. Dept. of Public Safety	\$94,521	\$30,943	X	X	H,E	-	-	-
King	Bellevue Police	\$65,000	\$31,788	X	-	E	-	-	X
King	Seattle Police	\$85,715	\$37,480	X	X	-	-	-	-
Pierce	Pierce County Sheriff	\$68,224	\$32,676	X	X	H,M	-	X	X
Pierce	Tacoma Police	\$73,028	\$30,284	X	X	H	X	X	-
Snohomish	Snohomish County Sheriff	\$70,201	\$30,561	X	X	H,S,E	-	-	X
Snohomish	Everett Police	\$64,284	\$35,520	X	X	H,E	-	-	X
Spokane	Spokane County Sheriff	\$80,126	\$29,970	X	X	-	-	-	-
Spokane	Spokane Police	\$63,099	\$25,682	X	X	H	X	-	-
Yakima	Yakima Police	\$55,800	\$30,876	X	X	H,S,E	-	-	X
WEST VIRGINIA									
Kanawha	Charleston Police	\$44,495	\$21,659	-	-	E	-	X	-
WISCONSIN									
Brown	Brown County Sheriff	\$56,867	\$27,000	X	X	S,E	-	X	-
Brown	Green Bay Police	\$49,500	\$25,700	X	X	S,E	-	X	-
Dane	Dane County Sheriff	\$67,372	\$25,824	X	X	S,E,M	-	X	X
Dane	Madison Police	\$86,100	\$29,873	X	X	S,E	-	-	X
Kenosha	Kenosha Police	\$48,720	\$29,004	X	X	S,E	-	-	X
Milwaukee	Milwaukee Police	\$73,427	\$26,955	X	X	H,E	-	X	X
Milwaukee	West Allis Police	\$50,905	\$24,667	X	X	-	-	X	X
Racine	Racine County Sheriff	\$57,000	\$24,894	X	X	E	-	-	X
Racine	Racine Police	\$52,500	\$29,516	X	X	E	-	X	X
Waukesha	Waukesha County Sheriff	\$50,542	\$25,632	X	X	E	X	-	X

Note: Nonpolice union category includes local affiliates of national nonpolice unions, and local unaffiliated unions. Police union category includes national and local police unions. Police association category includes local and regional police associations. Special pay authorization refers to full-time sworn personnel only. The codes for types of special pay are as follows:

- "H"=Hazardous duty pay
- "S"=Shift differential pay
- "E"=Educational incentive pay
- "M"=Merit pay

---Data were not provided by an agency.

Table 8b. Starting salaries, collective bargaining, types of special pay, and officer membership organizations in State law enforcement agencies, 1993

Name of agency	Base annual starting salary		Agencies authorizing collective bargaining for:		Types of special pay authorized for officers	Agencies authorizing officer membership in:		
	Chief executive	Entry-level officer	Sworn employees	Civilian employees		Nonpolice union	Police union	Police association
Alabama Department of Public Safety	\$61,073	\$21,130	-	-	-	-	-	X
Alaska State Troopers	\$67,800	\$42,192	X	X	H,S,M	-	-	X
Arizona Department of Public Safety	\$77,141	\$26,391	-	-	-	-	-	X
Arkansas State Police	\$62,859	\$21,346	-	-	M	-	-	X
California Highway Patrol	\$101,343	\$35,016	X	X	S,M	-	-	X
Colorado State Patrol	\$50,508	\$25,512	-	-	-	-	-	-
Connecticut State Police	\$63,246	\$27,346	X	X	H,S,E,M	-	-	-
Delaware State Police	\$72,700	\$29,080	X	-	H,S,E	X	-	-
Florida Highway Patrol	\$45,000	\$19,836	X	X	E	-	-	X
Georgia State Police	\$29,640	\$21,336	-	-	H,S	-	-	-
Idaho State Police	\$49,795	\$20,654	-	-	S,M	-	-	X
Illinois State Police	\$72,775	\$27,708	X	X	-	-	-	-
Indiana State Police	\$54,574	\$22,672	X	X	M	-	-	-
Iowa State Patrol	\$58,032	\$27,914	X	X	S	-	-	X
Kansas Highway Patrol	---	\$24,504	-	-	S	-	-	X
Kentucky State Police	\$50,000	\$20,556	-	-	-	-	-	X
Louisiana State Police	\$52,000	\$19,308	-	-	M	-	-	X
Maine State Police	\$46,945	\$23,420	X	X	H,S,M	X	-	X
Maryland State Police	\$79,656	\$24,555	-	-	H,S	-	-	X
Massachusetts State Police	\$64,080	\$26,100	X	X	S,E	-	-	X
Michigan State Police	\$87,300	\$24,263	X	X	H,S	-	-	X
Minnesota State Patrol	\$60,000	\$26,800	X	X	-	-	-	X
Mississippi Highway Safety Patrol	---	---	-	-	-	-	-	X
Missouri State Highway Patrol	\$40,233	\$23,863	-	-	-	-	-	X
Montana Highway Patrol	\$47,761	\$22,325	X	X	-	X	-	X
Nebraska State Patrol	\$52,000	\$21,489	X	X	-	-	-	-
Nevada Highway Patrol	\$42,711	\$23,230	-	-	H,S,M	-	-	X
New Hampshire State Police	\$62,000	\$23,700	X	X	-	-	-	X
New Jersey State Police	\$103,752	\$29,990	X	X	H,S	-	-	X
New Mexico State Police	---	\$19,784	X	X	M	-	-	X
New York State Police	\$95,635	\$24,308	X	X	S,E	-	-	X
North Carolina State Highway Patrol	\$52,227	\$23,522	-	-	S,M	-	-	X
North Dakota Highway Patrol	---	\$23,820	-	-	H,M	-	-	-
Ohio State Highway Patrol	\$49,816	\$26,021	X	X	H,S	-	X	X
Oklahoma Highway Patrol	\$54,600	\$23,220	X	X	S	-	-	X
Oregon State Police	\$59,808	\$32,172	X	X	S,M	-	-	X
Pennsylvania State Police	\$76,000	\$28,260	X	X	S	-	X	X
Rhode Island State Police	\$50,000	\$23,000	X	X	E	-	X	-
South Carolina Highway Patrol	\$50,000	\$20,955	-	-	-	-	-	X
South Dakota Highway Patrol	\$49,108	\$22,297	-	-	M	-	-	X
Tennessee Department of Safety	\$55,500	\$21,276	-	-	H	-	X	X
Texas Department of Public Safety	\$84,659	\$19,082	-	-	H	-	-	-
Utah Highway Patrol	\$41,662	\$21,694	-	-	E,M	-	-	X
Vermont Department of Public Safety	\$56,160	\$18,720	X	X	H,S,M	-	X	X
Virginia State Police	\$82,979	\$21,501	-	-	M	-	-	X
Washington State Patrol	\$90,057	\$29,100	X	X	-	-	-	X
West Virginia State Police	\$60,000	\$20,976	-	-	-	-	X	X
Wisconsin State Patrol	\$50,735	\$19,714	X	X	S	X	-	-
Wyoming Highway Patrol	\$44,160	\$18,828	-	-	S,M	-	X	X

Note: Nonpolice union category includes local affiliates of national nonpolice unions, and local unaffiliated unions. Police union category includes national and local police unions. Police association category includes local and regional police associations. Special pay authorization refers to full-time sworn personnel only. The codes for types of special pay are as follows:

- "H"=Hazardous duty pay
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- "E"=Educational incentive pay
- "M"=Merit pay

---Data were not provided by an agency.