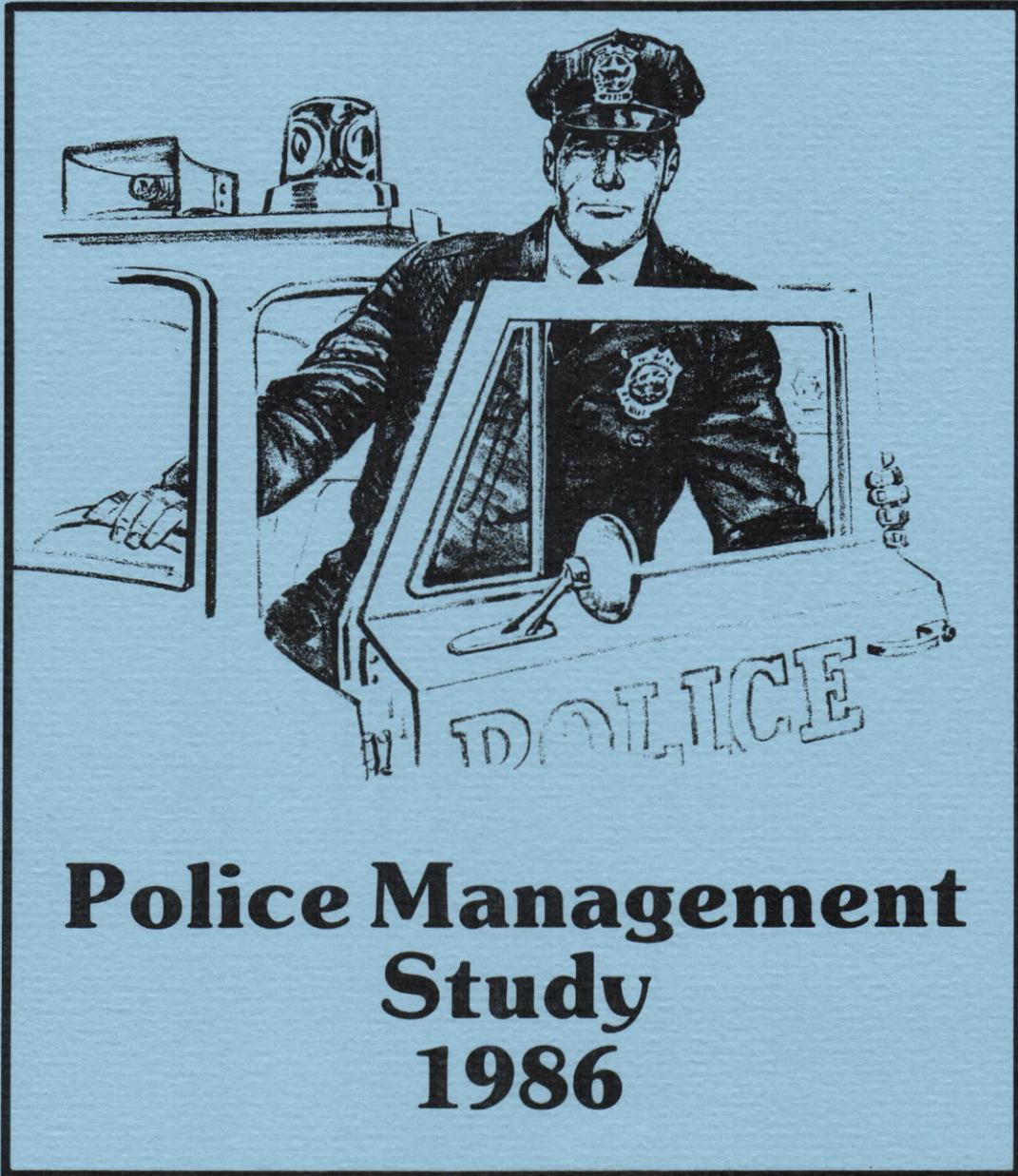


State of South Dakota
Office of the Attorney General
Division of Criminal Investigation



**Police Management
Study
1986**

STATISTICAL ANALYSIS CENTER

POLICE MANAGEMENT STUDY

1985

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POLICE MANAGEMENT SURVEY:

In the Spring of 1986, the Statistical Analysis Center at the Division of Criminal Investigation surveyed all police departments in South Dakota. The original questionnaire and cover letter were sent to all departments employing at least one full-time sworn police officer. A follow-up questionnaire was sent approximately one month later in an attempt to increase the rate of response.

This was the second year the SAC has been involved in compiling statewide data pertaining to all police departments. Last year nearly 100 police departments in South Dakota participated in the project and many chiefs requested another study for 1986. It is hoped the results of this survey will provide the police chiefs with a valid means of comparing policies and practices of other departments with those of their own. In addition, the results should provide the police administrators with a more firm basis from which to justify managerial decisions.

One hundred twenty-one departments were believed to employ at least one full-time sworn police officer. However, nine returned surveys indicated their department no longer had a full-time sworn officer. (In most cases these small cities no longer had any type of police department. Law enforcement protection was provided by the county sheriff's offices or by a part-time police officer.) Therefore, the number of possible responses was reduced to 112. Out of these 112 departments, 89 returned a useable questionnaire. This means the overall response rate was 79%.

The returned surveys were read and coded upon their arrival. In the case of erroneous or incomplete information, the SAC staff telephoned each agency to clarify the data. The completed questionnaires were entered into the computer and verified by data entry staff. The Statistical Analysis System (SAS) was used to analyze the data.

The agencies are arranged in descending order by city population, with the largest cities appearing first. This method of presentation allows the departments to make comparisons with other agencies of similar size. Population figures are 1984 estimates prepared by the State Data Center at the University of South Dakota. The cities are broken down by population as follows:

Population greater than 10,000	N = 10
Population between 3,000 and 10,000	N = 11
Population between 1,000 and 2,999	N = 29
Population between 500 and 999	N = 31
Population less than 500	N = 8

Total = 89

The survey began with budgetary questions. The chiefs were asked to specify the sources of income for their departments' budgets. The total income available to the responding agencies ranged from a low of \$7,360 per year to a high of \$4,882,797 per year. These agencies have a combined budget income of \$20,783,258. The vast majority (97%) of this total figure came from city funds. State assistance was provided to only two police departments. Federal funds totalling \$464,119 were received by 19 agencies. Seven departments also indicated that they obtained funds from some "other" source.

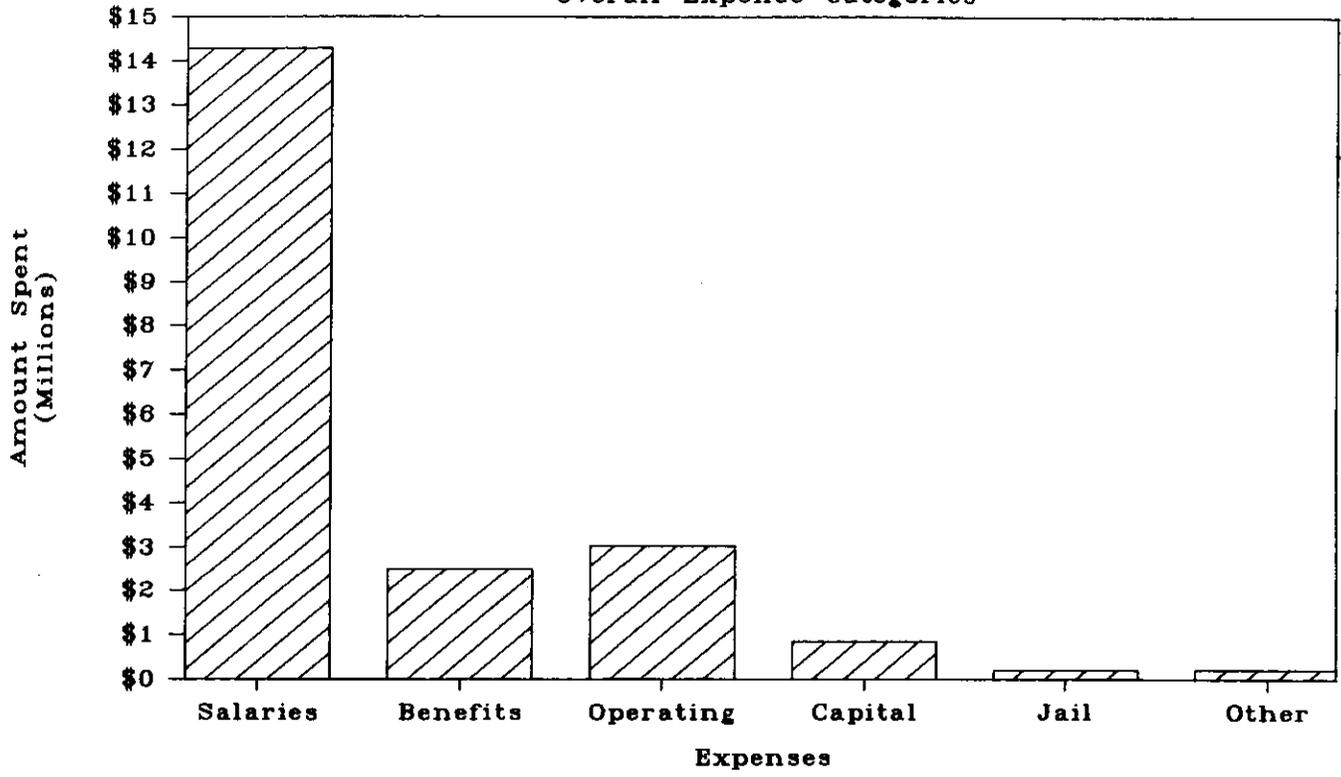
The chiefs were also asked to provide a breakdown of their total departmental budget by six specific categories. The results are found in the table below:

a. Personnel Salaries	\$14,288,996
b. Personnel Benefits	2,501,609
c. Operating Expenses	3,030,456
d. Capital Outlay	845,488
e. Jail Operations	204,665
f. Other	225,025
Total Budgets \$21,096,239	

When personnel salaries and benefits are combined, they account for almost 80% of the total expenses incurred by police departments in the state. Operating expenses, such as utilities, contractual services, supplies, travel, etc., took up 14.4% of the total budgets. Four percent of the budgets went toward capital outlay, such as vehicles, land, equipment, construction, etc., while jail operations and the "other" category each required only 1% of the budget (see Figure 1).

The eighty-nine reporting police departments serve cities ranging in size from 235 to 87,776 people (according to 1984 estimates). The combined total population of these jurisdictions is 378,178 people. By dividing the budget total for all responding agencies of \$21,096,239 by the combined population of 378,178, a per capita cost for police services of \$55.78 is obtained. This means the responding cities, as a whole, spent almost \$56 per person for police protection.

Figure 1
DEPARTMENT BUDGET ALLOCATION
Overall Expense Categories



The budget breakdown and costs per capita can be further studied when the cities are separated into their appropriate population groupings:

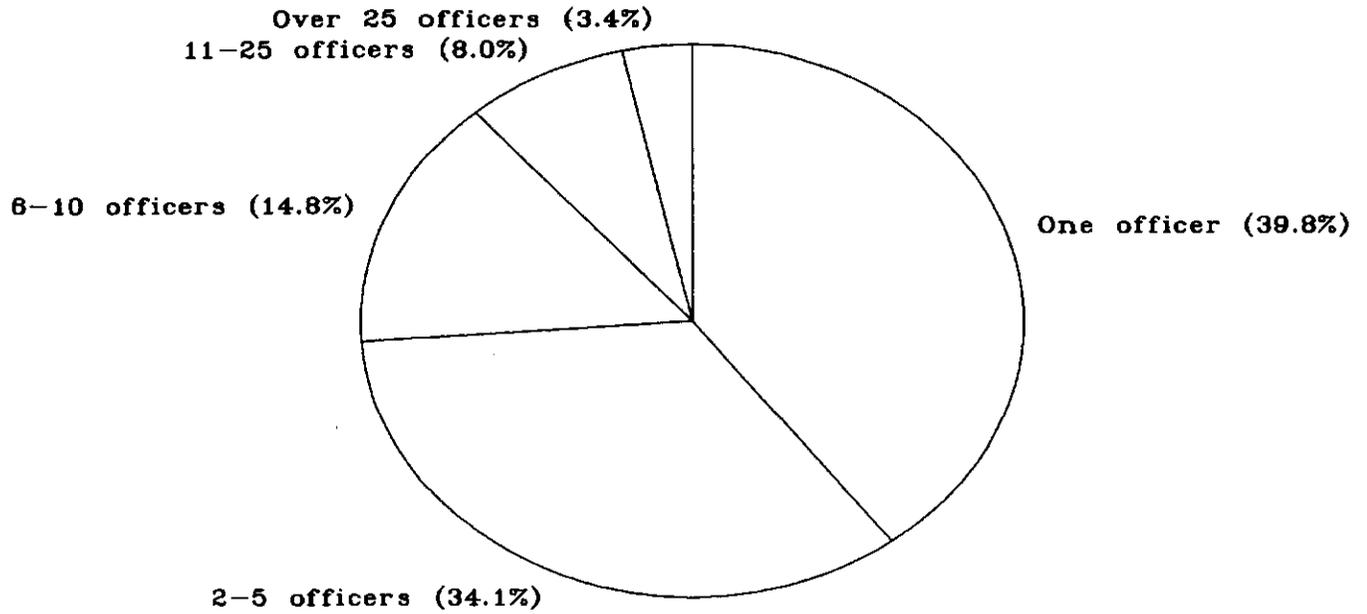
DEPARTMENTAL BUDGET INFORMATION

	Over 10,000	3,000 to 10,000	1,000 to 2,999	500 to 999	Less than 500
Salaries	\$10,375,774	\$1,831,931	\$1,410,988	\$555,742	\$118,562
Personnel Benefits	1,785,128	325,034	282,219	89,398	19,830
Operating Expenses	2,175,364	336,752	369,447	123,248	25,645
Capital Outlay	515,622	193,148	90,234	38,636	7,848
Jail Operations	85,320	114,110	2,570	2,675	0
Other	197,665	6,000	10,500	6,250	609
Total	\$15,134,873	\$2,806,965	\$2,165,958	\$815,949	\$172,494
Population	254,969	49,115	49,245	21,948	2,901
Per Capita Cost	\$59.36	\$57.15	\$43.98	\$37.18	\$59.46

As can be seen from the above figures, the cost per capita of police protection generally decreases as the population of the jurisdiction also decreases. This trend is reversed, however, for the smallest cities (those with fewer than 500 people). Their cost per capita for police protection is the highest of any of the population categories.

The next section of the survey dealt with personnel issues. The 89 departments reported that they employ a total of 597 full-time, sworn personnel. The following pie chart illustrates the size of the police departments responding to the questionnaire.

Figure 2
SIZE OF DEPARTMENT
 Number of Full-Time Sworn Officers



<u>Size of Department</u>	<u>Number of Depts</u>	<u>Percentage of Total</u>
One officer	35	39.8%
2 to 5 officers	30	34.1%
6 to 10 officers	13	14.8%
11 to 25 officers	7	8.0%
Over 25 officers	3	3.4%

Thirty-five of the police departments in the state who responded employed only one full-time sworn officer as of March 1, 1986. The three departments which employ over 25 officers are in the three largest cities in South Dakota: Aberdeen had 37 full-time sworn officers; Rapid City had 75; and Sioux Falls employed 126 officers on March 1, 1986.

It is interesting to examine the rate of personnel per thousand population. This rate is calculated with the following formula:

$$\frac{\text{Number of Officers}}{\text{Population}} \times 1,000 = \text{Personnel Rate per 1,000}$$

The total full-time sworn personnel and population figures may be plugged into the formula:

$$\frac{597}{378,178} \times 1,000 = 1.57$$

This means there are slightly more than one-and-a-half police officers for every 1,000 people in all of the South Dakota cities responding to the survey.

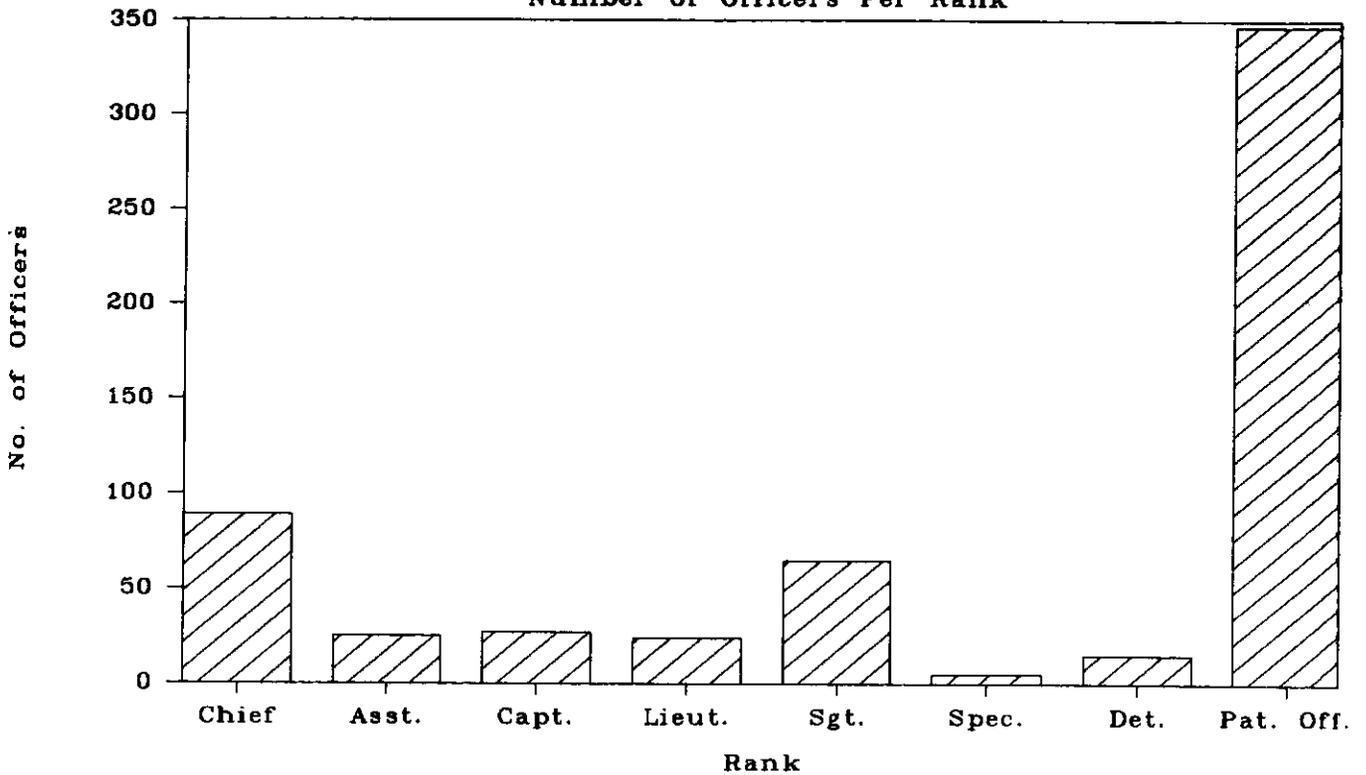
The rate of personnel per 1,000 may also be looked at for the cities as they are broken down into their population categories:

<u>Population</u>	<u>Personnel Rate per 1,000</u>
Cities greater than 10,000	1.51
Cities between 3,000 and 10,000	1.63
Cities between 1,000 and 2,999	1.67
Cities between 500 and 999	1.64
Cities less than 500	3.45
Overall Personnel Rate per 1,000 =	1.58

As the above figures show, the personnel rate remains fairly constant for the first four categories, but the rate increases dramatically for the smallest cities (population less than 500). The reason for this jump is obvious -- the personnel rate per 1,000 would have to increase for those cities with police officers whose population is less than 500 people.

The departments were asked to report the number of their full-time, sworn personnel by ranks. Over half (58%) of the police officers hold the rank of patrol officer. There were 347 patrol officers in the responding departments throughout the state as of March 1, 1986. Obviously each of the reporting agencies has a chief of police; these 89 chiefs account for 15% of the total personnel figure. There were 65 sergeants, 27 captains, 25 assistant chiefs, 24 lieutenants, 15 detectives, and 5 specialists in the responding departments throughout the state.

Figure 3
RANK OF SWORN PERSONNEL
Number of Officers Per Rank

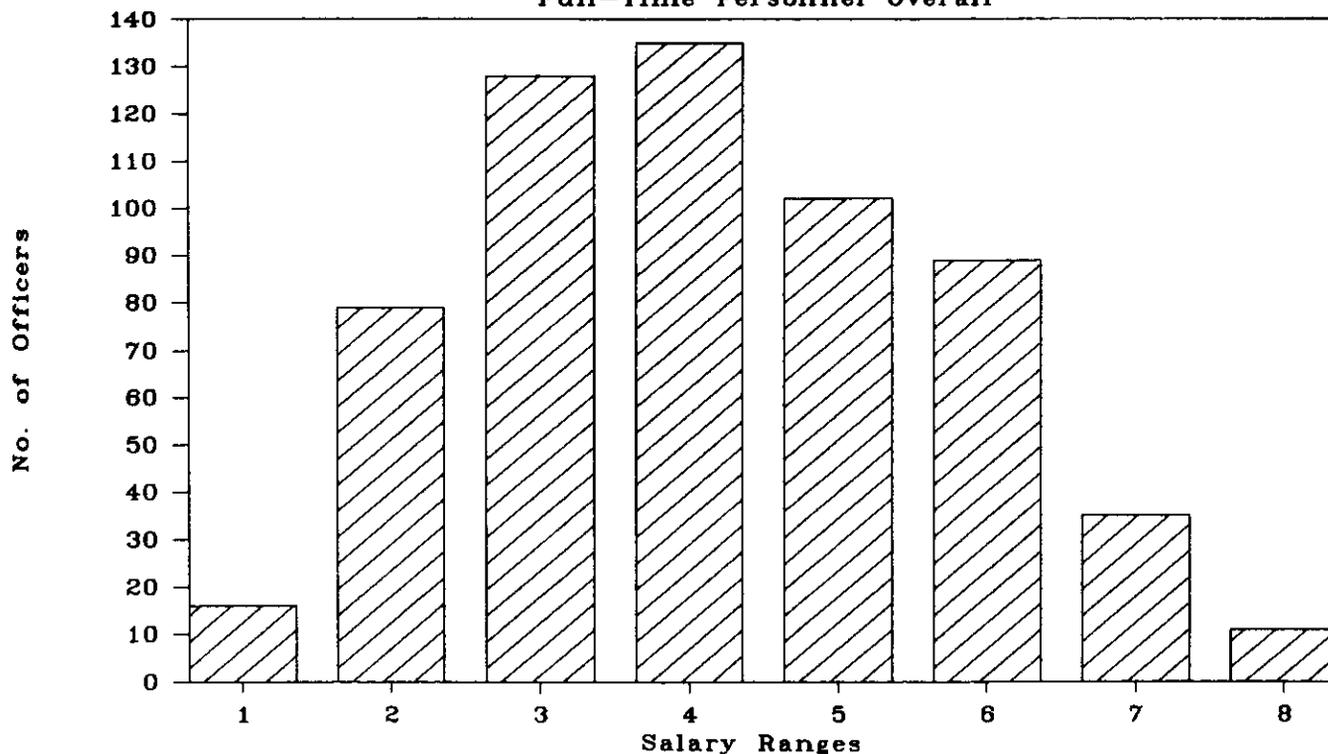


Question 5 asked the chiefs to indicate the number of full-time, sworn personnel in their department who were in specified base pay salary ranges for the current fiscal year. The results are displayed in the bar graph:

Figure 4

OFFICER SALARY RANGES

Full-Time Personnel Overall



<u>Salary Range</u>	<u>Number of Officers</u>	<u>Percentage</u>
1. Under \$12,000	16	2.7%
2. \$12,000 - \$14,999	79	13.3%
3. \$15,000 - \$17,499	128	21.5%
4. \$17,500 - \$19,999	135	22.7%
5. \$20,000 - \$22,499	102	17.1%
6. \$22,500 - \$24,999	89	15.0%
7. \$25,000 - \$29,999	35	5.9%
8. \$30,000 and over	11	1.8%

Information on annual salaries of full-time, sworn employees in each department was also collected per rank of the employees. Detailed information on these salaries will be given in further sections of the report.

LENGTH OF EMPLOYMENT:

Question 6 asked for the length of employment of all full-time, sworn personnel for each department as of March 1, 1986.

<u>Length of Employment</u>	<u>Number of Officers</u>	<u>Percentage</u>
Less than one year	78	13.3%
1 to 2 years	79	13.5%
3 to 4 years	83	14.2%
5 to 9 years	141	24.1%
10 to 14 years	83	14.2%
15 to 19 years	68	11.6%
20 to 24 years	32	5.5%
25 years or more	22	3.8%

Over one-third (35.1%) of the full-time, sworn personnel in the responding agencies have been employed by the same police department for ten or more years.

AGE:

The chiefs were also asked to specify the number of full-time, sworn personnel in their departments whose ages fell within certain categories as of March 1, 1986.

<u>Age Category</u>	<u>Number of Officers</u>	<u>Percentage</u>
21 to 24 years	31	5.2%
25 to 29 years	106	17.9%
30 to 34 years	150	25.3%
35 to 39 years	125	21.1%
40 to 44 years	71	12.0%
45 to 49 years	53	8.9%
50 to 54 years	29	4.9%
55 to 59 years	18	3.0%
60 to 64 years	10	1.7%

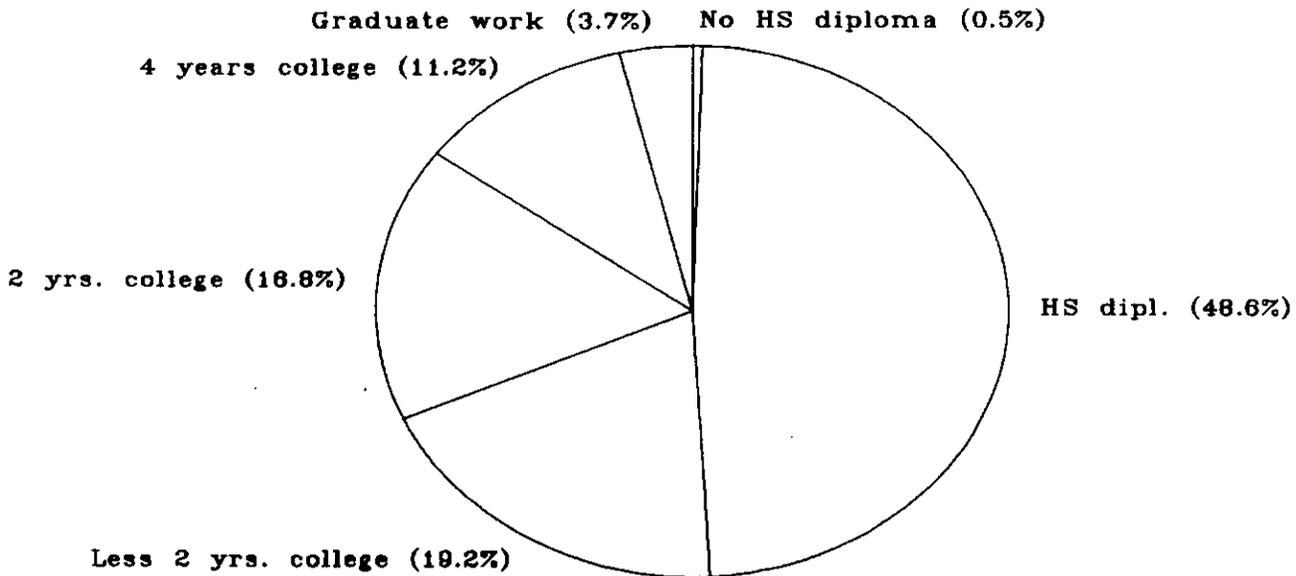
Almost two-thirds (64.3%) of the full-time, sworn police officers in South Dakota are between the ages of 25 and 39 years. No police departments reported employing anyone who was under 21 years old or over 64 years old.

Question 8 asked for the highest level of education currently completed by each full-time, sworn officer.

Figure 5

HIGHEST LEVEL OF EDUCATION ACHIEVED

Full-Time Sworn Officers Overall



Highest Level of Education Attained:

3 officers (.5%) do not have a high school diploma
286 officers (48.6%) have a high school diploma
113 officers (19.2%) have completed less than 2 yrs. college
99 officers (16.8%) have completed two years of college
66 officers (11.2%) have completed four years of college
22 officers (3.7%) have completed graduate work

The Law Enforcement Standards and Training Commission requires a high school diploma or the equivalent (GED) before any officer may be enrolled in the Six Week Basic Training Course, which is necessary for certification. Some departments also have further minimum requirements for education levels if their officers expect to achieve certain ranks within the department.

Question 9 dealt with the educational benefits provided to members of each department. The most common form of educational benefit offered by these agencies is adjustment of the officers' work schedules to allow for class attendance, with over half (53%) of the reporting agencies providing this benefit. Less than half (41%) of the police departments indicated they would permit time off with pay for their officers to attend classes. A smaller number of agencies (12%) stated that they use formal academic education as at least a partial basis for promotion. Only five percent of the departments provide increased pay to officers based upon the number of college credits accumulated.

The next question asked the chiefs to estimate the average number of hours per week that their officers were scheduled to work, actually worked, and were paid for working. Overall, the responding agencies said their officers were scheduled to work an average of 45.3 hours per week. They actually worked an average of 51 hours per week and were paid for working 45.9 hours per week.

It is interesting to examine these data for each specific population category:

AVERAGE HOURS WORKED PER POPULATION CATEGORY

	Over 10,000	3,000 - 10,000	1,000 - 2,999	500 - 999	Less than 500
Scheduled to Work	40.4 hrs.	40.0 hrs.	49.9 hrs.	46.0 hrs.	41.3 hrs.
Actually Worked	41.5 hrs.	42.0 hrs.	54.1 hrs.	56.9 hrs.	44.1 hrs.
Paid for Working	41.5 hrs.	41.8 hrs.	49.2 hrs.	47.6 hrs.	38.3 hrs.

As the above figures show, the officers in the smaller departments were generally scheduled to work and actually did work longer hours per week than did their colleagues in larger police departments. The discrepancy between the average number of hours worked and the average number of hours paid for working also was greater for the smaller agencies. The officers from the smaller departments reported working for more hours without pay than did the officers from the larger police departments.

South Dakota police departments report a wide variety of insurance plans for their officers and their families. These various types of insurance are paid, in some cases, in full or in part by the agencies themselves, thereby reducing the financial burden of each officer.

Health insurance is the benefit offered most often to employees and their families, with 88% of the departments offering hospital insurance for officers. Most of these (75.6%) pay the officer's hospital insurance in full. Over half (60.2%) of the departments also offer health insurance for families, with 40.4% paying the entire cost of family policies, and another 59.6% partially paying for such coverage.

Life insurance is offered by less than half (44.5%) of the departments to their officers. Two-thirds of these (68.8%) do provide full payment of their officer's life insurance policies, with the remainder paying the partial cost of life insurance. A few departments (16.9%) offer life insurance benefits of some type for their officers' families.

Dental insurance is available through only a few (8.4%) of the police departments. In fact, only two agencies reported paying for full dental insurance coverage for their officers.

Almost all (96.5%) of the police departments provide workmen's compensation insurance for their employees. A vast majority (86.3%) also buy false arrest insurance. Only in a very few departments are the officers expected to partially contribute to the expense of these benefits.

INSURANCE BENEFITS PROVIDED

	For Officers			For Families		
	Full	Partial	None	Full	Partial	None
Life Insurance	30.6%	13.9%	55.6%	4.2%	12.7%	83%
Health Insurance	67.0%	21.6%	11.4%	24.7%	36.5%	38.8%
Dental Insurance	2.8%	5.6%	91.7%	1.4%	6.9%	91.7%
False Arrest	83.8%	2.5%	13.8%	NA	NA	NA
Workmen's Comp.	92.9%	3.6%	3.6%	NA	NA	NA

Other benefits are provided by many police departments in South Dakota. A list of several of these benefits and the percentage of responding departments who do and do not give them is included below.

	<u>YES</u>	<u>NO</u>
a. Extra pay for time in court	44.3%	55.7%
b. Comp time for time in court	31.5%	68.5%
c. Extra pay for longevity with department	23.0%	77.0%
d. Extra pay for swing or night shift duty	12.5%	87.5%
e. Uniform provided (or cash allowance) . .	84.3%	15.7%
f. Cleaning allowance for uniforms	9.1%	90.9%
g. Clothing allowance--plain clothes officers	13.9%	86.1%
h. Weapons furnished	76.4%	23.6%
i. Other equipment furnished--handcuffs leather, etc.	85.4%	14.6%
j. Cash allowance for equipment	8.2%	91.8%

The most common benefit of this type provided was equipment such as handcuffs, holsters, other leathers, etc. These were given out by 85.6% of the responding agencies. A vast majority (84.3%) of the departments provided uniforms, or a cash allowance for such to their officers. Just over three-fourths (76.4%) of the participating agencies furnished weapons. The remainder of the benefits described above were all provided by less than half of the agencies, with some being provided by only a few departments.

Tables presented in later sections of this report list the above and some further personnel benefits which are provided by each of the specific police departments.

The survey results have pointed out great variation among the departments in vacation allotments, sick leave, and the number of paid holidays offered officers. Most departments used a graduated scale when granting vacation/annual leave to their full-time officers. Those employees who had been with the agency for several years generally received more hours of paid vacation than did the recently-hired employees. The following table presents the average number of hours of paid vacation given after the specified number of years of service for all the responding departments.

<u>Years of Service</u>	<u>Average Hours of Paid Vacation</u>
After 1 year	64 hours
After 2 years	84 hours
After 5 years	95 hours
After 7 years	105 hours
After 10 years	117 hours
After 15 years	132 hours
After 20 years	136 hours

Seventy-nine departments (88.8%) have a formal sick leave plan. The average number of hours of sick leave earned by each officer in the responding departments was 103.2 hours for the year 1986. Most of the agencies have a policy regarding the maximum number of sick leave hours which their officers may accumulate. This ranged from 30 to 1,000 hours, with the average being 398.7 hours.

Many of the departments grant official paid holidays to their employees in addition to offering vacation or annual leave. Eight paid holidays was the average granted per year for the responding agencies.

Question 18 dealt with the type of compensation provided to officers working overtime. Most of the departments do not offer compensatory time to any of their employees. Three agencies give comp time to supervisory officers only; and 16 agencies give comp time to both line and supervisory officers.

Paid overtime is provided to at least some officers by half (N=45) of the departments. Nineteen agencies pay cash for overtime hours worked to the line officers only; 4 agencies pay overtime to just the supervisory officers; and 22 departments provide overtime pay to both their line and supervisory officers.

The majority (64.2%) of those departments which do pay cash for overtime worked pay at the rate of time-and-one-half. Almost one-third (30.2%) use a regular pay schedule and 5.7% of the agencies use some other rate of compensation for overtime. None of the responding departments pay double time for regular overtime hours worked; however, several departments indicated that they do pay double time to those officers who must work on holidays.

More than three-fourths (78.3%) of the responding departments permit their officers to work a second job. The remainder do not allow their officers to moonlight. The types of restrictions placed on secondary employment vary greatly. Almost half (47.7%) of the departments restrict the type of employment, while 26.2% limit the number of hours their officers may moonlight. The departments are most likely to require their officers to notify them about holding second jobs. Most (56.9%) of the agencies require notification, and 55.4% also insist upon approval by the department preceding employment.

VEHICLES:

A total of 344 vehicles are used by the 89 police departments who responded from throughout the state. Over half (55.5%) of the vehicles are marked cars owned by the departments, while another 12.8% are unmarked cars owned by the departments. The various types of vehicles and the number used by the collective departments are presented below:

<u>Type of Vehicle</u>	<u>Number of Vehicles</u>
Marked cars owned by department	191
Unmarked cars owned by department	44
Any leased vehicles	24
Privately-owned cars	16
Jeeps, trucks, and vans	24
Motorcycles	21
Animal Control Vehicles	22
Other	2
Total Vehicles Available 344	

Less than half of the departments (46%) have a schedule or policy for replacing vehicles. The majority who do not have a replacement policy said vehicles are replaced at the whim of their city councils. The age of the vehicle is the determining factor for 41.5% of the departments who do have a replacement schedule; 34.1% base replacement on mileage accumulated; and 24.4% use a policy other than age or mileage for replacement of vehicles.

EQUIPMENT:

The table below shows the specialized equipment owned by the police departments as a whole. It is not surprising that the equipment owned by most departments is the type used in everyday activities, while the type of equipment used only rarely is generally owned by a few of the larger departments.

<u>Specialized Equipment Owned by Departments</u>	<u>Yes</u>	<u>No</u>
Sidearm	74 . . .	14
Tranquilizer Rifle	20 . . .	66
Other rifle	31 . . .	55
Shotgun	74 . . .	14
Police car radio (two-way)	89 . . .	0
Hand-held police radio	70 . . .	18
Radar unit	83 . . .	5
Fingerprint kit	61 . . .	28
Polygraph Equipment	5 . . .	81
D.W.I. Breath Analysis Equipment	47 . . .	41
Gas Mask	33 . . .	54
Bulletproof Vest	36 . . .	52
Mace Canister	63 . . .	24
Bomb Technical Equipment	2 . . .	85
VCR Equipment	13 . . .	74

Pages 18 through 21 present tables of the specialized equipment owned by specific departments throughout the state. This information is provided to assist agencies in identifying others with equipment which they themselves might occasionally need but do not own.

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

Department	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (Two-Way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Equipment	Gas Mask	Bulletproof Vest	Mace Canister	Bomb Technical Equip.	VCR Equipment
24. Eureka	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	N	N	N
25. Faith	-	-	-	Y	Y	-	Y	Y	-	Y	-	Y	Y	N	N
26. Ft. Pierre	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	N
27. Gettysburg	Y	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
28. Gregory	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	N
29. Groton	Y	N	N	Y	Y	Y	Y	N	N	Y	N	Y	N	N	N
30. Harrisburg	Y	N	N	Y	Y	N	Y	Y	N	Y	N	N	Y	N	N
31. Hartford	Y	N	N	Y	Y	Y	Y	N	N	N	N	Y	N	N	N
32. Hayti	Y	N	N	N	Y	N	N	N	N	N	N	N	N	N	N
33. Herreid	Y	-	-	Y	Y	Y	-	Y	-	-	-	-	-	-	-
34. Hot Springs	N	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y	N	N	Y
35. Hoven	Y	N	N	Y	Y	N	Y	N	N	Y	N	N	N	N	N
36. Howard	Y	N	N	Y	Y	N	Y	N	N	Y	N	N	Y	N	N
37. Hurley	Y	N	N	N	Y	N	N	N	N	N	Y	N	Y	N	N
38. Huron	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	N
39. Ipswich	Y	N	N	N	Y	Y	Y	N	N	Y	Y	N	Y	N	N
40. Irene	Y	N	-	N	Y	Y	Y	Y	N	N	N	N	Y	N	N
41. Iroquis	Y	N	N	N	Y	N	Y	Y	N	Y	N	N	Y	N	N
42. Isabel	N	N	N	N	Y	N	Y	N	N	N	N	N	N	N	N
43. Jefferson	Y	Y	N	Y	Y	N	Y	Y	N	N	N	Y	Y	N	N
44. Kadoka	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	N	N
45. Keystone	Y	N	N	Y	Y	N	Y	Y	N	N	N	N	Y	N	N
46. Kimball	N	N	N	Y	Y	Y	Y	N	N	Y	N	N	Y	N	N

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

Department	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (Two-Way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Equipment	Gas Mask	Bulletproof Vest	Mace Canister	Bomb Technical Equip.	VCR Equipment
47. Lake Andes	Y	N	N	Y	Y	Y	N	N	N	N	Y	N	Y	N	N
48. Lead	Y	N	Y	Y	Y	Y	Y	Y	N	Y	N	Y	N	N	N
49. Lemmon	Y	N	N	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	N
50. Lennox	Y	N	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	N
51. Leola	Y	N	N	N	Y	N	Y	N	N	N	N	N	N	N	N
52. Madison	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	N	N	N
53. Marion	Y	N	N	N	Y	Y	Y	Y	N	N	N	N	Y	N	N
54. Menno	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N	N	N
55. Milbank	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	Y	Y	N	N
56. Miller	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	N	N
57. Mitchell	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N
58. Mobridge	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	Y
59. Murdo	N	Y	N	Y	Y	Y	Y	Y	N	N	Y	N	Y	N	N
60. New Effington	Y	N	N	N	Y	N	N	N	N	N	N	N	Y	N	N
61. Newell	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	Y	N	N
62. North Sioux City	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N
63. Onida	Y	Y	N	Y	Y	Y	N	Y	N	N	N	N	Y	N	N
64. Parker	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	Y	N	N
65. Parkston	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y	N	N
66. Philip	N	Y	N	Y	Y	Y	Y	Y	N	Y	N	Y	Y	N	N
67. Pierre	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	N
68. Platte	Y	Y	N	Y	Y	Y	Y	Y	N	N	N	Y	Y	N	N
69. Rapid City	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

Department	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (Two-Way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Equipment	Gas Mask	Bulletproof Vest	Mace Canister	Bomb Technical Equip.	VCR Equipment
70. Redfield	Y	N	Y	Y	Y	Y	Y	Y	N	Y	N	Y	Y	N	N
71. Salem	Y	N	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	N
72. Scotland	Y	N	N	N	Y	N	Y	N	N	N	N	N	N	N	N
73. Selby	Y	N	N	Y	Y	Y	Y	Y	N	N	Y	N	Y	N	N
74. Sioux Falls	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
75. Sisseton	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	Y	N	Y
76. Spearfish	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	Y
77. Sturgis	Y	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	N
78. Tea	N	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	N	N
79. Timber Lake	N	N	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	N	N
80. Tyndall	Y	N	N	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N
81. Vermillion	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	N	Y
82. Viborg	Y	N	N	N	Y	Y	Y	Y	N	Y	N	Y	N	N	N
83. Wagner	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	N
84. Watertown	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	Y
85. Webster	Y	N	N	Y	Y	Y	Y	Y	N	N	N	N	Y	N	Y
86. Wessington Springs	Y	N	N	Y	Y	Y	Y	Y	N	N	N	Y	Y	N	N
87. White River	N	N	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	N
88. Winner	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y
89. Yankton	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	Y

WORKLOAD:

Question 27 asked the chiefs how they felt the workload of their departments had changed in recent years. Almost two-thirds (65.1%) of the chiefs said their workload had increased, with 28.6% of these saying their workload had increased dramatically in recent years. 32.6% of the chiefs indicated they had had no change in their workload, and only 2.3% reported a decrease in the department's workload.

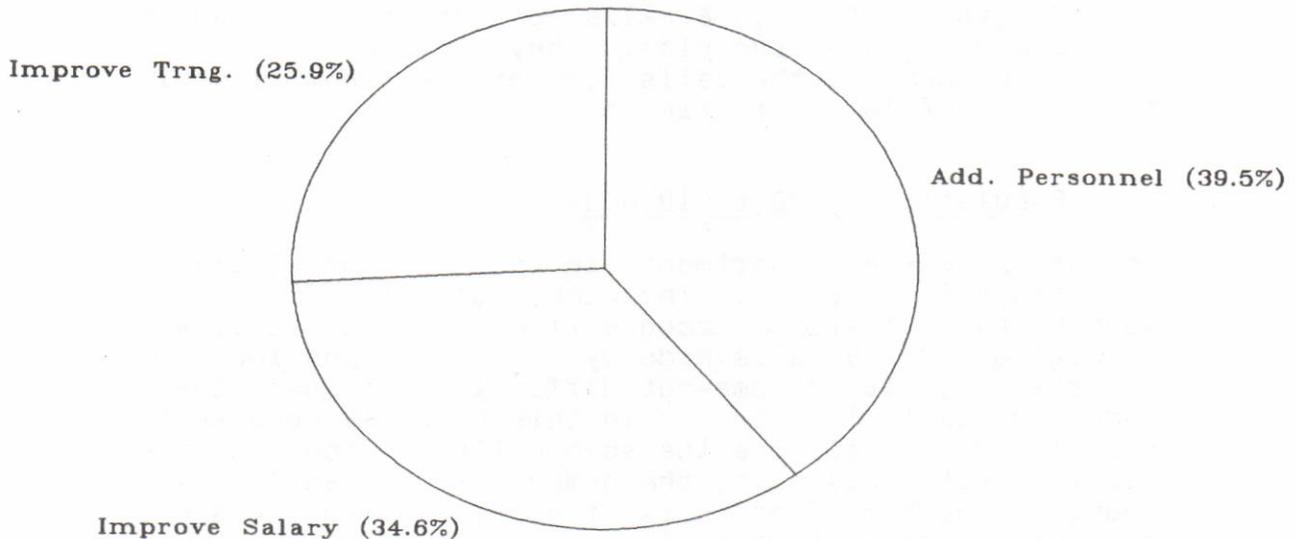
Those chiefs reporting an increase in their workload (N=56) were asked how important several different factors were in contributing to that workload. They were asked to rate them as "4" for extremely important; "3" for somewhat important; "2" for of minor importance; or "1" for no effect. A mean (average) score was computed from the combined scores given by each of the responding chiefs. Administration/paper work was cited by the chiefs as being the most important factor in contributing to an increased workload. Following close behind in order of importance was routine patrol. The fourteen factors and their corresponding scores are presented below in rank order of importance.

<u>Workload Contributing Factors</u>	<u>Mean Score</u>
1. Administration/paper work	3.25
2. Routine patrol	3.12
3. Traffic-related work	3.08
4. Crime scene investigation & follow-up	3.05
5. Business/residential "trouble calls"	2.86
6. Court appearances	2.84
7. Support to county, state, and federal law enforcement agencies	2.75
8. Radio traffic	2.62
9. Criminal warrants	1.98
10. Internal investigation	1.78
11. Transport of prisoners to other jurisdictions	1.67
12. Civil complaints and serving of papers	1.66
13. Permits to purchase guns	1.36
14. Jail administration	1.30

Question 29 listed three different solutions and asked the chiefs to indicate which should first be implemented to better meet the current demands placed upon their departments. The most popular response, chosen by 39% of the chiefs, was to hire additional personnel, leaving the existing training/salary requirements intact. The responding chiefs indicated needs which ranged from one to four additional sworn officers. Over half of these chiefs (59%) reported that one more sworn officer would effectively meet the current demands placed on their departments.

Slightly over one-third (34.1%) of the chiefs felt that the current salary structure should be improved for present personnel. Another 25.6% stated that improved training for existing personnel would best meet the current demands placed on their departments (see Figure 6).

Figure 6
BEST METHOD TO MEET DEMAND
Responses of Chiefs Overall



CALLS FOR SERVICE:

The survey defined a call for service as:

- 1) A call by a citizen to a police department or officer initiating a police action/service other than information.

OR

- 2) An incident observed by an officer resulting in police action or service even though no citizen reported it.

Given this definition, the chiefs were asked how many calls for service their departments made during calendar year 1985. The results will be looked at per population categories for cities of similar size.

A. City Population Greater Than 10,000:

Nine of the ten departments in this category (90%) answered this question. The number of calls for service made by each department ranged from 5,200 to 42,014 for 1985. A total of 145,676 calls for service were made by the nine responding agencies. They all use the same policy in counting the calls for service; that is, only the number of incidents are counted.

B. City Population 3,000 to 10,000:

Ten of the eleven departments in this category (91%) answered this question. The number of calls for service made by each department ranged from 1,236 to 6,832, with a total of 30,338 calls made by the ten responding departments. It is somewhat difficult to compare the number of calls for service in this category because the agencies do not all use the same policy in counting the calls. Most (70%) count the number of incidents, 20% count the number of officers or units sent to the scene, and 10% use some other policy.

C. City Population 1,000 to 2,999:

22 of the 29 departments in this category (76%) answered this question. The number of calls for service made by each department ranged from 60 to 2,350, with a total of 19,611 made by the 22 responding departments. It is somewhat difficult to compare the number of calls for service in this category because the departments do not all use the same policy in counting the calls. Most (85%) count the number of incidents, 4% count the number of officers or units sent to the scene, and 11% use some other policy.

D. City Population 500 to 999:

23 of the 31 departments in this category answered this question. The number of calls for service made by each department ranged from 15 to 1,800, with a total of 8,034 calls made by the 23 responding departments. It is somewhat difficult to compare the number of calls for service in this category because the departments do not all use the same policy in counting the calls. Over two-thirds (67%) count the number of incidents; 11% count the number of officers or units sent to the scene; and 22% use some other policy.

E. City Population Less Than 500:

Seven of the eight (88%) departments in this category answered this question. The number of calls for service made by each department ranged from 15 to 1,544 with a total of 3,188 calls made by the seven responding departments. All of the agencies use the same policy in counting the calls for service; that is, only the number of incidents are counted.

CRIME PREVENTION:

Less than half (37.9%) of the responding police departments currently have an active crime prevention program. Of those departments which work with crime prevention, the most popular program was providing speakers on crime prevention topics. Twenty-eight departments noted that they used this type of speaker. Thirteen agencies participate in the McGruff--Take a Bite Out of Crime Program; 12 departments are active in firearms safety presentations; 5 agencies have established neighborhood watch programs in their communities; and 9 agencies have some other crime prevention program. It should be noted that a department could be involved in one or several of the above activities.

Almost half (47%) of the departments without current crime prevention programs indicated they are planning to establish some program of this type in the near future. The rest (N=27) do not have a current program, nor are they planning to start one.

UNIFORM CRIME REPORTING PROGRAM:

Thirty-two percent (N=28) of the responding police departments currently contribute statistics to the Uniform Crime Reporting (U.C.R.) Program. The length of time they have participated in the U.C.R. Program ranged from a few months to 45 years.

More than three-fourths (78.6%) of the chiefs whose agencies currently participate in U.C.R. find it helpful to them from a management standpoint. In fact, 21.4% stated that U.C.R. information was very helpful to them as police managers. Another 21.4% indicated that U.C.R. statistics have not been helpful to them.

Almost half (43.1%) of the departments who were not currently reporting to the U.C.R. Program reported that they have an alternate system to tally major offenses which occur in their jurisdictions. The remainder do not keep any statistics of this type.

Question 39 discussed the Division of Criminal Investigation's desire to become the state clearinghouse for all U.C.R. data in South Dakota. This would mean that local law enforcement agencies would submit their monthly reports directly to Pierre instead of to the F.B.I. in Washington, D.C. The departments were asked to indicate their level of interest in participating in the U.C.R. Program if this were to happen. The majority (57.5%) expressed a definite desire to participate; another 37.9% said they might be interested in such a program; and only 4.6% stated they were not interested.

COMPUTERIZED OPERATIONS:

Twenty-four of the responding police departments have at least some agency functions computerized. The payroll is computerized by more agencies than any other function. A list of the functions and the number of agencies who have them computerized is shown below. It should be noted that some departments indicated complete automation of all of these functions, while others had a few or only one on computer.

<u>Function</u>	<u>Number of Depts. Computerized</u>
Payroll	20
Arrests	12
Incident-Name	11
Offenses	11
Calls for Service	10
Personnel Records	10
Property	10
Traffic Citations/Warnings	9
Warrants	9
Uniform Crime Report	7
Other	5

Fifteen of the twenty-four departments who are currently automated to some degree plan to expand their computerized functions during the next year. Seventeen agencies also indicated they would be willing to offer technical assistance to other law enforcement agencies planning to automate.

Sixteen of the departments who are not currently automated reported that they are planning to computerize at least some functions during the next year. Most of these departments have already decided which functions to automate and/or have evaluated the available software. Three agencies had decided on or purchased hardware at the time they completed the survey. Many indicated a desire for technical assistance from other law enforcement agencies who are working toward automation.

TURNOVER:

Question 47 asked the chiefs to specify the number of personnel separations in their department during 1985. They were instructed to include only full-time, sworn personnel in their count. Information was collected on the reason for leaving the department; the number of years the officer had worked for the department; and if possible, the total number of years the officer had worked in the law enforcement field. They were asked to round-off months of service to the nearest year.

There were a total of 67 full-time sworn personnel separations in calendar year 1985 for the participating police agencies. Over three-fourths (N=53) of these separations were caused by resignation. The 53 resignations occurred in 35 different police departments. The average number of years spent with the department was almost four (3.8) for the resigning officers overall. They had spent an average of 5.2 years working in law enforcement.

Six officers (9.0%) retired from their departments in 1985 after serving there an average of 20.8 years. Their total years of law enforcement service averaged 24.7.

Seven officers (10.4%) were dismissed from five different departments in 1985. The discharged officers had spent an average of 2.4 years in service with the department, and had averaged 5.4 years of total law enforcement service.

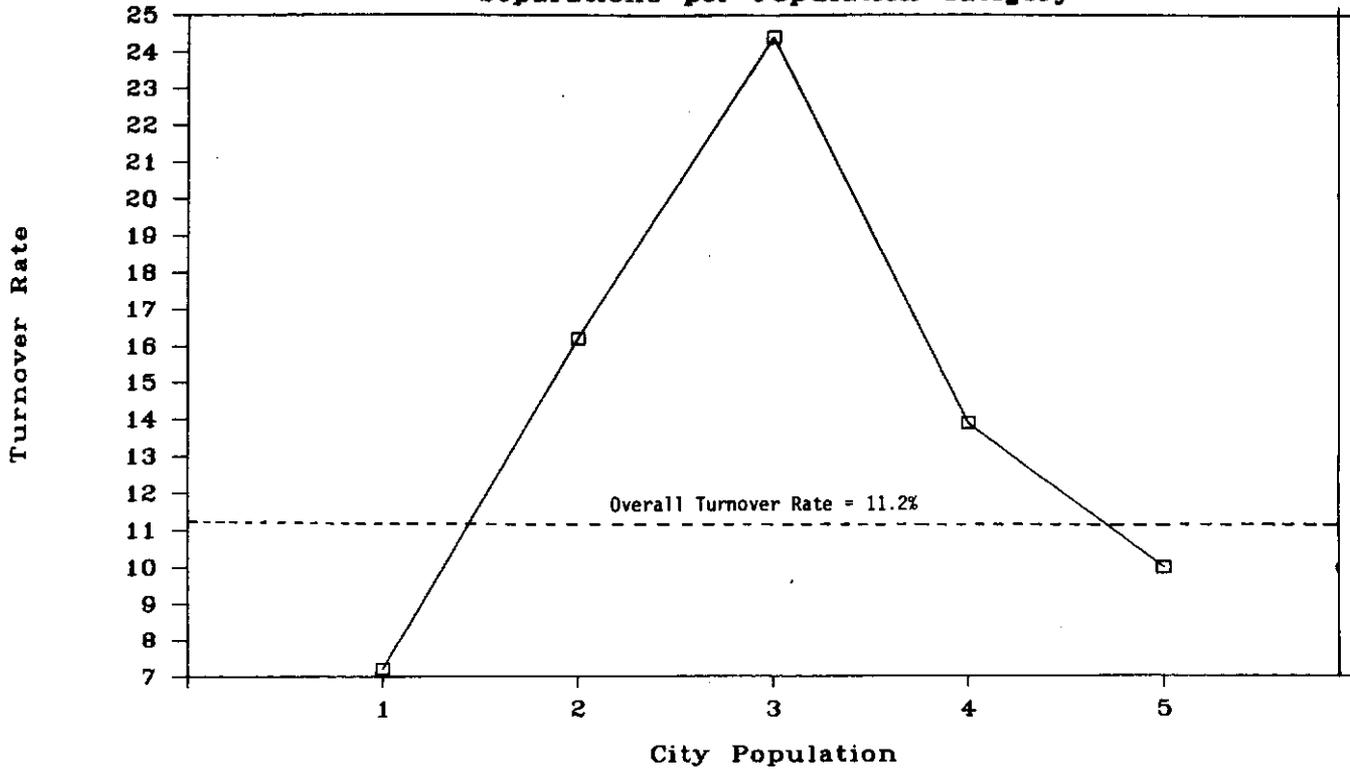
One officer, Patrolman Leslie P. Hollers of the Rapid City Police Department, was killed in the line of duty on September 16, 1985.

The rate of turnover can be calculated by dividing the total number of separations (67) by the total number of full-time sworn personnel (597). The overall turnover rate for the eighty-nine departments was 11.2% for the year 1985. This rate of turnover varies when the agencies are categorized by city population. Those cities with populations between 1,000 and 2,999 had the highest police turnover rate in 1985 (see Figure 7).

<u>City Population</u>	<u>Number of Turnovers</u>	<u>Total Personnel</u>	<u>Turnover Rate</u>
Greater than 10,000	28	386	7.2%
3,000 to 10,000	13	80	16.2%
1,000 to 2,999	20	82	24.4%
500 to 999	5	36	13.9%
Less than 500	1	10	10.0%

Overall Turnover Rate = 11.2%

Figure 7
SWORN OFFICER TURNOVER RATE
Separations per Population Category



1 = Greater than 10,000
2 = 3,000 to 10,000
3 = 1,000 to 2,999
4 = 500 to 999
5 = Less than 500

POLICE TRAINING COURSES:

The police chiefs were presented a list of 44 courses and were asked how important each should be in the development of the Law Enforcement Training Academy's curriculum. Each course could be rated as "3" for extremely important; "2" for somewhat important; or "1" for not immediately important. The course names and their combined scores from all the responding chiefs are given below in order of their scored importance.

<u>Course Name</u>	<u>Overall Mean Score</u>
1. Arrest, Search, and Seizure	2.7701
2. Child Abuse and Domestic Violence	2.6322
3. Interviewing and Interrogation	2.6310
4. Crime Scene Investigation	2.6279
4. Police Survival	2.6279
6. Liability of Law Enforcement Authority to Arrest	2.5814
7. Juvenile Problems	2.5172
8. Narcotics and Dangerous Drugs	2.4843
9. Evidence Collection Techniques	2.4419
10. Juvenile Justice Law & Rights of Children . .	2.4186
10. Police/Community Relations	2.4186
12. Report Writing	2.3837
13. Preventive Patrol Techniques	2.3721
14. Accident Investigation	2.3563
15. Basic Training Update	2.3452
16. Case Preparation and Courtroom Testimony . . .	2.3448
17. Liability of Police Administrators/Supervisors	2.3448
18. Stress Management	2.3140
18. Substance Abuse (Drugs and Alcohol)	2.3140

The Chiefs were also asked to rank the five courses (out of 44 listed) which were most important to the training needs of their own department, that they would like the Law Enforcement Training Academy to offer. The most frequently named courses and the number of chiefs who listed those topics are listed in rank order below.

<u>Course Name</u>	<u>Number Of Chiefs</u>	<u>Percentage Of Total</u>
1. Interviewing & Interrogation	35	39.3%
2. Arrest, Search, and Seizure	33	37.1%
3. Police Survival	27	30.3%
4. Crime Scene Investigation	22	24.7%
5. Child Abuse & Domestic Violence	21	23.6%
6. Basic Training Update	16	18.0%
7. Evidence Collection Techniques	15	16.8%
8. Juvenile Problems	14	15.7%
8. Preventive Patrol Techniques	14	15.7%
10. Case Preparation and Courtroom Testimony	13	14.6%
10. Liability of Law Enforcement Authority to Arrest	13	14.6%
12. Narcotics and Dangerous Drugs	12	13.5%
13. Rape and Other Sex Offenses	11	12.4%
14. Report Writing	10	11.2%

**Population Greater
Than 10,000**

BUDGET EXPENSES OF CITIES GREATER THAN 10,000 POPULATION

City	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Aberdeen	25,764	\$945,460	\$194,855	\$112,800	\$70,000	-0-	-0-	\$1,323,115
Brookings	15,028	689,986	183,334	88,250	7,000	-0-	25,000	993,570
Huron	12,379	473,150	100,999	93,910	51,470	52,000	-0-	771,520
Mitchell	13,893	537,539	113,184	63,900	37,800	-0-	-0-	752,423
Pierre	12,402	438,783	103,171	108,245	6,550	10,000	-0-	666,749
Rapid City	49,146	2,035,907	456,238	919,075	49,010	23,320	123,324	3,606,874
Sioux Falls	87,776	3,794,633	289,493	571,204	227,467	-0-	-0-	4,882,797
Vermillion	10,007	366,933	75,041	56,850	19,325	-0-	44,341	562,490
Watertown	16,461	596,133	128,454	92,280	46,000	-0-	5,000	867,867
Yankton	12,113	497,250	140,368	68,850	1,000	-0-	-0-	707,468
TOTAL	254,969	\$10,375,774	\$1,786,137	\$2,175,364	\$515,622	\$85,320	\$197,665	\$15,134,873

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL
POPULATION GREATER THAN 10,000

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	10	\$25,500	\$25,754	\$27,280	\$29,655	\$38,509
Assistant Chief	5	\$22,632	\$22,662	\$23,375	\$25,911	\$26,548
Captain	23	\$20,009	\$21,182	\$21,462	\$24,357	\$27,911
Lieutenant	24	\$17,846	\$19,230	\$20,396	\$23,816	\$25,606
Sergeant	56	\$18,928	\$19,177	\$19,532	\$21,088	\$21,352
Specialist	5	\$17,583	\$17,583	\$18,012	\$21,500	\$21,500
Detective	15	\$18,097	\$18,439	\$20,352	\$21,435	\$21,500
Patrol Officer	255	\$16,968	\$17,126	\$18,097	\$20,620	\$21,240

Using current salaries
as of March 1, 1986.

* 25th Percentile = 75% of the salaries are above this

** Median = half the salaries are above and half are below

*** 75th Percentile = 25% of the salaries are above this

PERSONNEL BENEFITS

POPULATION GREATER THAN 10,000

Population Greater Than 10,000	Department	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workmen's compensation	Court pay	Court comp. pay	Longevity pay	Shift differential pay	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Vacation leave	Sick leave	Comp time for overtime	Cash for overtime	Total Vehicles used	Crime Prevention Program	Contribute to UCR	Computerized functions
1.	Aberdeen	37	-	F	P	F	F	F	F	Y	Y	Y	N	Y	Y	Y	Y	Y	L	L	12	Y	Y	Y
2.	Brookings	25	F	F	F	F	F	Y	Y	Y	Y	Y	-	Y	Y	Y	Y	Y	B	B	9	N	Y	N
3.	Huron	23	P	P	P	F	F	Y	N	Y	Y	Y	N	Y	N	Y	Y	Y	S	L	8	Y	Y	Y
4.	Mitchell	22	F	F	N	F	F	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	-	B	9	Y	Y	Y
5.	Pierre	19	F	F	N	F	F	Y	Y	N	N	Y	N	N	Y	Y	Y	Y	B	B	10	Y	Y	Y
6.	Rapid City	75	P	F	P	F	F	Y	N	Y	N	Y	N	Y	Y	Y	Y	Y	N	L	37	Y	Y	Y
7.	Sioux Falls	126	F	F	P	N	P	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	B	B	63	Y	Y	Y
8.	Vermillion	15	P	F	P	F	F	Y	N	N	N	Y	N	Y	Y	Y	Y	Y	S	L	8	Y	Y	Y
9.	Watertown	25	-	F	F	F	F	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	B	B	11	Y	Y	N
10.	Yankton	19	F	F	N	F	F	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	B	B	9	Y	Y	Y

Insurance: F = Department pays in full
P = Department pays partial
N = Department does not pay

Overtime: L = Overtime for line officers only
S = Overtime for supervisory officers only
B = Overtime for both line and supervisory

Population
3,000 to 10,000

BBUDGET EXPENSES OF CITIES BETWEEN 3,000 AND 10,000 POPULATION

	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Belle Fourche	4,612	165,641	35,279	34,445	14,640	-0-	-0-	250,005
Box Elder	3,679	91,463	28,361	2,350	32,000	-0-	-0-	154,174
Hot Springs	4,569	109,320	26,852	24,550	6,896	38,000	-0-	205,618
Lead	4,156	135,897	39,438	32,100	3,500	500	6,000	217,435
Madison	6,349	295,100	75,600	31,150	20,800	-0-	-0-	422,650
Milbank	4,360	124,000	-0-	-0-	-0-	-0-	-0-	124,000
Mobridge	4,135	191,706	-0-	32,103	-0-	5,800	-0-	229,609
Redfield	3,020	94,279	10,800	26,000	-0-	400	-0-	131,479
Spearfish	5,710	276,519	51,860	71,809	86,812	-0-	-0-	487,000
Sturgis	5,049	204,006	26,574	59,445	16,000	-0-	-0-	306,025
Winner	3,476	144,000	30,270	22,800	12,500	69,400	-0-	278,970
TOTAL	49,115	1,831,931	325,034	336,752	193,148	114,100	6,000	2,806,965

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 3,000 TO 10,000

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	11	\$16,880	\$19,415	\$22,172	\$24,731	\$26,200
Assistant Chief	7	\$15,610	\$15,662	\$19,200	\$20,800	\$23,200
Captain	4	\$17,867	\$17,867	\$18,928	\$19,074	\$19,074
Sergeant	7	\$15,160	\$15,430	\$18,409	\$19,950	\$20,400
Patrol Officer	51	\$13,423	\$14,732	\$16,224	\$17,208	\$18,573

Using current salaries
as of March 1, 1986.

- * 25th Percentile = 75% of the salaries are above this
- ** Median = half the salaries are above and half are below
- *** 75th Percentile = 25% of the salaries are above this

PERSONNEL BENEFITS
POPULATION 3,000 - 10,000

Population 3,000 - 10,000 Department	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workmen's compensation	Court pay	Court comp. pay	Longevity pay	Shift differ- ential pay	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Vacation leave	Sick leave	Comp time for overtime	Cash for overtime	Total Vehicles Used	Crime Prevention Program	Contribute to JCRC	Computerized Functions	
1. Belle Fourche	8	F	F	F	F	F	F	N	N	N	Y	N	N	N	N	Y	Y	N	L	5	N	Y	Y	
2. Box Elder	6	F	F	P	F	F	F	Y	N	N	Y	N	N	Y	Y	Y	Y	N	L	7	Y	N	Y	
3. Hot Springs	6	N	F	P	-	F	F	N	Y	N	Y	N	N	N	N	Y	Y	-	B	6	Y	N	Y	
4. Lead	6	F	F	F	F	F	F	N	N	N	Y	Y	N	Y	Y	Y	Y	S	L	3	Y	Y	Y	
5. Madison	10	N	F	F	F	F	F	N	Y	Y	Y	N	N	Y	Y	Y	Y	B	L	4	Y	Y	Y	
6. Milbank	7	P	P	P	-	-	Y	Y	N	N	Y	N	N	Y	Y	Y	Y	-	L	2	Y	Y	Y	
7. Moberge	6	-	P	P	F	F	F	Y	N	N	Y	N	N	Y	Y	Y	Y	-	B	2	Y	Y	Y	
8. Redfield	6	F	F	F	F	F	F	N	Y	N	Y	N	-	Y	Y	Y	Y	-	L	2	Y	Y	N	
9. Spearfish	9	F	F	P	F	F	F	Y	Y	N	Y	N	N	Y	Y	Y	Y	-	L	7	Y	Y	Y	
10. Sturgis	9	F	F	P	F	F	F	N	Y	N	Y	N	-	Y	Y	Y	Y	N	B	5	Y	Y	Y	
11. Winner	7	-	F	N	F	F	F	N	Y	N	Y	N	-	Y	Y	Y	Y	N	L	4	Y	N	Y	

Insurance: F = Department pays in full
P = Department pays partial
N = Department does not pay

Overtime: L = Overtime for line officers only
S = Overtime for supervisory officers only
B = Overtime for both line and supervisory

**Population
1,000 to 2,999**

BUDGET EXPENSES OF CITIES BETWEEN 1,000 AND 2,999 POPULATION

	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Beresford	1,822	58,600	18,400	11,000	6,000	-0-	-0-	94,000
Brandon	2,975	53,200	12,900	11,800	-0-	-0-	-0-	77,900
Canton	2,867							107,000
Chamberlain	2,237	129,377	20,663	43,400	12,387	500	1,000	207,327
Clark	1,415	37,700	4,860	11,000	-0-	-0-	-0-	53,560
Deadwood	2,044	92,600	24,500	18,028	-0-	170	6,000	141,298
Bell Rapids	2,322	72,000	11,000	19,000	3,000	-0-	-0-	105,000
Edgemont	1,227	46,220	7,574	10,704	3,059	-0-	-0-	67,557
Kureka	1,289	29,000	4,300	7,000	600	-0-	-0-	40,900
Ft. Pierre	1,669	54,292	12,015	8,500	2,688	-0-	-0-	77,495
Gettysburg	1,681	48,270	9,130	35,600	-0-	-0-	-0-	93,000
Gregory	1,450	46,000	5,300	8,600	200	300	-0-	60,400
Groton	1,214	42,600	10,950	7,230	-0-	-0-	-0-	60,780
Hartford	1,284	24,000	6,050	11,850	500	-0-	-0-	42,400
Howard	1,088	34,840	8,135	7,150	-0-	-0-	2,300	52,425
Ipswich	1,063	18,500	1,668	300	-0-	-0-	-0-	20,468
Lemmon	1,773	63,862	18,562	13,550	7,500	100	-0-	103,574

Continued--

BUDGET EXPENSES OF CITIES BETWEEN 1,000 AND 2,999 POPULATION (cont)

City	Population	Salaries	Benefits	Operating	Csp. Outlay	Jail	Other	TOTAL
Lennox	1,798	40,333	8,637	15,614	-0-	-0-	-0-	64,584
Miller	1,768	72,000	17,710	15,500	1,500	-0-	-0-	106,710
N. Sioux City	2,157	44,950	-0-	21,450	-0-	-0-	-0-	66,400
Parkston	1,497	34,250	9,520	6,965	-0-	-0-	500	51,235
Philip	1,149	34,620	5,380	13,400	-0-	-0-	-0-	53,400
Platte	1,312	27,850	3,950	3,000	-0-	-0-	-0-	34,800
Salem	1,405	28,000	3,500	15,500	15,300	-0-	-0-	62,300
Sisseton	2,717	115,864	29,663	26,500	14,000	-0-	-0-	186,027
Tyndall	1,177	25,080	5,822	5,500	11,000	-0-	700	48,102
Wagner	1,417	57,000	-0-	15,000	-0-	1,500	-0-	73,500
Webster	2,368	64,700	17,500	800	12,000	-0-	-0-	95,000
Wess. Springs	1,060	15,280	4,530	5,500	500	-0-	-0-	25,810
TOTAL	49,245	1,410,988	282,219	369,441	90,234	2,570	10,500	2,272,962

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL
 POPULATION 1,000 TO 2,999

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	28	\$12,804	\$14,800	\$16,990	\$18,480	\$24,120
Assistant Chief	8	\$12,000	\$14,155	\$15,228	\$16,392	\$16,800
Sergeant	2	\$14,700	\$14,700	\$15,150	\$15,600	\$15,600
Patrol Officer	44	\$ 9,880	\$12,250	\$13,900	\$15,271	\$18,705

Using current salaries
 as of March 1, 1986.

* 25th Percentile = 75% of the salaries are above this

** Median = half the salaries are above and half are below

*** 75th Percentile = 25% of the salaries are above this

PERSONNEL BENEFITS

POPULATION 1,000 - 2,999

Population 1,000 - 2,999	Department	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workmen's compensation	Court pay	Court comp. pay	Longevity pay	Shift differ- ential pay	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Vacation leave	Sick leave	Comp time for overtime	Cash for overtime	Total Vehicles used	Crime Prevention Program	Contribute to JCR	Computerized functions
1.	Beresford	3	P	F	F	F	F	F	Y	N	Y	Y	-	B	4	N	Y	Y	-	B	4	N	Y	N
2.	Brandon	3	F	F	N	F	F	Y	Y	N	N	Y	N	-	N	N	Y	Y	B	-	2	N	N	N
3.	Canton	4	F	F	N	F	F	Y	Y	N	N	Y	-	B	2	Y	Y	Y	N	B	2	Y	N	N
4.	Chamberlain	4	N	F	F	F	F	Y	Y	Y	N	Y	N	N	Y	Y	Y	Y	N	L	3	N	Y	Y
5.	Clark	2	N	P	P	F	F	N	N	N	N	Y	N	N	N	N	Y	Y	N	N	2	N	N	N
6.	Deadwood	6	N	F	N	F	F	Y	Y	N	N	Y	Y	L	2	N	Y	Y	L	L	2	N	Y	Y
7.	Dell Rapids	4	F	F	N	F	F	Y	Y	N	N	Y	N	N	Y	Y	Y	Y	S	L	2	Y	N	N
8.	Edgemont	2	F	F	F	F	F	N	N	N	N	Y	N	N	N	N	Y	Y	N	N	2	N	N	N
9.	Eureka	3	N	F	N	P	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	2	N	N	N
10.	Fort Pierre	3	N	P	P	F	F	Y	Y	N	N	Y	N	N	N	Y	Y	Y	-	B	2	N	Y	N
11.	Gettysburg	3	F	F	N	F	F	N	Y	Y	N	Y	N	N	Y	Y	Y	Y	B	N	4	N	Y	Y
12.	Gregory	3	N	F	N	-	-	N	N	N	Y	Y	N	N	Y	Y	Y	Y	-	B	2	N	N	N
13.	Groton	2	F	F	F	F	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	Y	N	N
14.	Hartford	1	N	P	N	F	F	Y	Y	Y	N	Y	Y	N	Y	Y	Y	Y	L	-	1	N	N	Y

Insurance: F = Department pays in full
P = Department pays partial
N = Department does not pay

Overtime: L = Overtime for line officers only
S = Overtime for supervisory officers only
B = Overtime for both line and supervisory

Continued --

PERSONNEL BENEFITS

POPULATION 1,000 - 2,999

Population 1,000 - 2,999	Department	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workers compensation	Court pay	Court comp. pay	Longevity pay	Shift differ- ential pay	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Vacation leave	Sick leave	Comp time for overtime	Cash for overtime	Total Vehicles Used	Crime Prevention Program	Contribute to JCR	Computerized Functions
15.	Howard	2	P	F	P	F	F	N	N	-	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	Y	N
16.	Ipswich	1	N	P	P	F	F	N	N	N	N	Y	N	Y	Y	Y	Y	Y	B	N	4	Y	N	N
17.	Lemmon	4	F	F	F	F	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	Y	N	N
18.	Lennox	2	N	F	F	F	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	3	N	N	Y
19.	Miller	4	-	P	P	N	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	2	N	N	N
20.	No. Sioux City	3	F	F	F	F	F	N	N	N	N	Y	N	N	Y	Y	Y	N	N	N	3	N	Y	N
21.	Parkston	2	N	F	F	F	F	N	Y	N	N	Y	N	N	Y	Y	Y	Y	-	N	2	N	N	N
22.	Philip	2	N	F	F	F	F	N	Y	N	N	Y	Y	N	Y	Y	Y	Y	B	S	3	N	N	N
23.	Platte	1	P	F	F	F	F	N	Y	N	N	Y	N	N	Y	Y	Y	Y	B	-	2	N	Y	N
24.	Salem	2	N	P	P	F	F	N	Y	N	N	Y	N	-	Y	Y	Y	Y	B	-	2	Y	N	N
25.	Sisseton	6	-	F	P	F	F	Y	N	N	N	Y	N	N	Y	Y	Y	Y	-	B	3	Y	Y	N
26.	Tyndall	2	N	F	N	F	F	N	Y	N	N	Y	N	N	Y	Y	Y	Y	B	N	1	N	N	N
27.	Wagner	3	N	F	N	-	-	Y	Y	N	N	Y	N	N	Y	Y	Y	Y	B	B	4	Y	N	N
28.	Webster	5	P	P	P	F	F	Y	N	Y	N	Y	N	N	N	N	Y	Y	-	L	1	N	N	N

Insurance: F = Department pays in full
P = Department pays partial
N = Department does not pay

Overtime: L = Overtime for line officers only
S = Overtime for supervisory officers only
B = Overtime for both line and supervisory

BUDGET EXPENSES OF CITIES BETWEEN 500 AND 999 POPULATION

	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Arlington	973	31,105	5,655	4,500	-0-	-0-	-0-	41,260
Armour	755	20,700	4,310	5,450	-0-	-0-	-0-	30,460
Avon	582	19,500	4,150	4,700	-0-	-0-	-0-	28,350
Bridgewater	600	9,100	1,700	1,300	1,475	-0-	-0-	13,575
Buffalo	564	16,800	-0-	2,200	3,000	-0-	-0-	22,000
Burke	800	37,250	10,192	4,652	4,406	-0-	-0-	56,500
Castlewood	551							
Canistota	602	15,300	1,093	754	2,000	-0-	-0-	19,147
Elkton	669	12,800	1,803	2,400	2,400	-0-	-0-	19,403
Faith	580	35,900	4,818	6,895	3,228	575	-0-	51,416
Harrisburg	634	13,500	1,300	5,070	600	-0-	600	21,070
Herreid	583	7,800	1,200	600	-0-	-0-	-0-	9,600
Hoven	602	15,000	-0-	10,000	-0-	-0-	-0-	25,000
Irene	509	14,000	2,000	650	-0-	-0-	2,000	18,650
Jefferson	613	21,500	3,248	800	1,500	-0-	-0-	27,048
Kadoka	798	18,000	3,250	8,100	500	-0-	-0-	29,850

Continued --

BUDGET EXPENSES OF CITIES BETWEEN 500 AND 999 POPULATION

City	Population	Salaries	Benefits	Operating	Csp. Outlay	Jail	Other	TOTAL
Kimball	769	13,000	3,500	3,000	1,000	-0-	-0-	20,500
Lake Andes	941	29,000	7,260	8,000	-0-	1,000	-0-	45,260
Leola	613	12,000	850	3,400	1,800	-0-	-0-	18,050
Marion	826							39,000
Menno	754	20,500	2,265	2,375	-0-	-0-	-0-	25,140
Murdo	745	18,507	3,000	4,580	2,200	-0-	2,500	30,587
Newell	610	12,900	2,732	2,664	9,777	-0-	-0-	28,073
Onida	781	20,000	2,400	3,000	2,000	-0-	500	27,900
Parker	997	23,000	4,200	9,300	-0-	-0-	-0-	36,500
Scotland	998	13,680	2,072	1,508	-0-	-0-	-0-	17,260
Selby	817	17,000	6,150	4,000	-0-	-0-	-0-	27,150
Tea	797	14,250	2,160	4,900	750	-0-	100	22,160
Timber Lake	618	22,650	1,850	4,500	-0-	-0-	-0-	29,000
Viborg	715	19,500	3,565	7,300	2,000	-0-	-0-	32,365
White River	552	27,500	2,675	6,650	-0-	1,100	750	38,675
TOTAL	21,948	551,742	89,398	123,248	38,636	2,675	6,250	850,949

**Population
500 to 999**

ANNUAL SALARIES OF FULL-TIME SWORN OFFICERS

POPULATION 500 TO 999

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	28	\$ 7,800	\$13,200	\$15,000	\$16,695	\$20,000
Assistant Chief	4	\$12,000	\$12,000	\$12,600	\$15,000	\$15,600
Patrol Officer	3	\$12,600	\$12,600	\$13,140	\$13,680	\$13,680

Using current salaries
as of March 1, 1986.

- * 25th Percentile = 75% of the salaries are above this
- ** Median = half the salaries are above and half are below
- *** 75th Percentile = 25% of the salaries are above this

PERSONNEL BENEFITS
POPULATION 500-999

Population 500-999	Department	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workers' compensation	Court pay	Court comp. pay	Longevity pay	Shift differential pay	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Vacation leave	Sick leave	Comp time for overtime	Cash for overtime	Total Vehicles used	Crime Prevention Program	Contribute to UCR	Computerized functions
1. Arlington		2	N	F	N	F	F	Y	Y	N	N	Y	N	N	Y	Y	Y	Y	B	B	1	N	N	N
2. Armour		1	N	F	N	-	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N	-
3. Avon		1	N	P	P	F	-	Y	Y	N	N	Y	N	N	N	N	Y	N	-	B	3	N	N	N
4. Bridgewater		1	-	F	-	F	F	-	Y	N	-	Y	N	-	Y	Y	Y	Y	-	S	1	N	N	N
5. Buffalo		1	N	N	N	N	N	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N	1	N	N	N
6. Burke		2	-	F	F	F	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	-	L	2	N	Y	N
7. Castlewood		2	N	F	P	N	-	Y	Y	N	N	Y	N	N	Y	Y	Y	N	B	B	2	N	N	N
8. Canistota		1	N	N	N	F	F	N	N	N	N	N	N	N	N	N	Y	Y	S	N	1	N	N	N
9. Elkton		1	N	F	P	F	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N	N
10. Faith		1	F	F	P	F	F	N	N	Y	N	Y	Y	N	Y	Y	Y	Y	-	S	3	Y	N	N
11. Harrisburg		1	N	N	N	F	F	N	Y	N	N	N	Y	-	Y	Y	Y	Y	S	-	1	N	N	N
12. Herreid		1	-	F	-	-	F	N	N	N	Y	N	N	N	Y	Y	Y	Y	-	L	1	N	N	N
13. Hoven		1	-	F	F	F	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N	N
14. Irene		1	N	P	-	N	F	N	Y	Y	N	Y	N	N	N	Y	Y	Y	S	N	2	N	N	N

Overtime: L = Overtime for line officers only
S = Overtime for supervisory officers only
B = Overtime for both line and supervisory

Insurance: F = Department pays in full
P = Department pays partial
N = Department does not pay

PERSONNEL BENEFITS
POPULATION 500-999

Population 500-999 Department	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workmen's compensation	Court pay	Court comp. pay	Longevity pay	Shift differ- ential pay	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Vacation leave	Sick leave	Comp time for overtime	Cash for overtime	Total Vehicles Used	Crime Prevention Program	Contribute to JCR	Computerized functions
15. Jefferson	1	N	F	N	F	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	S	N	3	Y	Y	N
16. Kadoka	1	F	P	P	F	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	Y	N	N
17. Kimball	1	-	F	F	-	F	N	N	N	N	N	N	N	N	Y	Y	Y	N	N	1	N	N	N
18. Lake Andes	2	N	F	N	F	N	N	N	N	N	Y	N	-	N	Y	Y	Y	N	N	1	N	Y	N
19. Leola	1	N	N	N	N	N	N	N	N	N	Y	N	N	Y	Y	Y	N	N	N	1	N	N	N
20. Marion	1	F	F	P	F	F	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	Y	N	N
21. Menno	1	N	F	N	F	F	Y	Y	N	N	N	N	N	Y	Y	Y	Y	S	S	1	N	N	N
22. Murdo	1	N	P	P	F	F	Y	N	N	N	Y	N	N	N	N	Y	Y	N	N	1	N	N	N
23. Newell	1	N	P	P	F	P	N	N	N	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N
24. Onida	1	-	F	F	F	F	N	Y	N	N	N	N	N	Y	Y	Y	Y	S	N	1	N	N	N
25. Parker	1	P	P	P	F	F	N	N	N	N	Y	N	-	Y	N	Y	Y	N	B	1	N	N	N
26. Scotland	1	N	F	F	F	F	N	N	N	N	Y	N	N	Y	Y	Y	N	N	L	1	N	N	N
27. Selby	1	-	F	P	F	F	N	Y	N	N	Y	N	N	Y	Y	Y	Y	S	-	3	N	N	N
28. Tea	1	N	N	N	N	N	N	N	N	N	Y	N	N	N	N	Y	Y	N	N	1	N	N	N

Overtime: L = Overtime for line officers only
S = Overtime for supervisory officers only
B = Overtime for both line and supervisory

Insurance: F = Department pays in full
P = Department pays partial
N = Department does not pay

**Population
Less Than 500**

BUDGET EXPENSES OF CITIES LESS THAN 500 POPULATION

City	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Colman	445	\$15,300	\$1,147	\$2,248	-0-	-0-	-0-	\$18,695
Ragle Butte	440	27,187	10,003	8,397	\$4,648	-0-	-0-	50,235
Hayti	338	15,600	2,600	1,750	-0-	-0-	\$525	20,475
Hurley	425	12,000	1,000	2,000	2,000	-0-	-0-	17,000
Iroquois	308	5,280	380	1,700	-0-	-0-	-0-	7,360
Isabel	361	12,540	1,870	2,200	-0-	-0-	-0-	16,610
Keystone	349	18,655	2,830	4,350	200	-0-	84	26,119
New Effington	235	12,000	-0-	3,000	1,000	-0-	-0-	16,000
TOTAL	2,901	\$118,562	\$19,830	\$25,645	\$7,848	-0-	\$609	\$172,494

ANNUAL SALARIES OF FULL-TIME SOWRN OFFICER
POPULATION LESS THAN 500

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	8	\$ 5,280	\$10,410	\$13,294	\$15,525	\$18,655

Using current salaries
as of March 1, 1986.

* 25th Percentile = 75% of the salaries are above this

** Median = half the salaries are above and half are below

*** 75th Percentile = 25% of the salaries are above this

PERSONNEL BENEFITS

POPULATION LESS THAN 500

Population Less than 500 Department	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workmen's compensation	Court pay	Court comp. pay	Longevity pay	Shift differ- ential pay	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Vacation leave	Sick leave	Comp time for overtime	Cash for overtime	Total Vehicles used	Crime Prevention Program	Contribute to UCR	Computerized functions
1. Colman	1	N	F	N	N	F	N	N	-	N	Y	N	-	Y	Y	Y	Y	S	-	2	Y	N	N
2. Eagle Butte	2	P	P	P	F	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	S	N	4	N	N	N
3. Hayti	1	-	F	F	-	F	N	N	N	N	N	N	N	Y	Y	Y	N	N	N	1	N	N	N
4. Hurley	2	-	-	-	-	F	Y	N	N	N	N	N	N	Y	Y	Y	N	N	N	3	N	N	N
5. Iroquois	1	N	N	N	F	F	N	N	N	N	N	N	N	N	Y	Y	N	N	N	1	N	N	N
6. Isabel	1	N	N	N	F	F	N	N	N	N	Y	N	N	N	N	Y	N	N	N	1	N	N	N
7. Keystone	1	-	F	N	F	F	N	Y	N	N	Y	N	N	Y	Y	Y	Y	S	-	1	N	N	N
8. New Effington	1	N	N	N	P	F	N	N	N	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N

Insurance: F = Department pays in full
P = Department pays partial
N = Department does not pay

Overtime: L = Overtime for line officers only
S = Overtime for supervisory officers only
B = Overtime for both line and supervisory