

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



**Police Management
Study
1987**

STATISTICAL ANALYSIS CENTER

POLICE MANAGEMENT STUDY

1987

Doneen B. Hollingsworth
Gary R. Leonardson, Ph.D.
Marissa E. Schatz
Donald E. Gromer

South Dakota Statistical Analysis Center
Division of Criminal Investigation
Office of the Attorney General
Rol Kebach Criminal Justice Training Center
Pierre, South Dakota 57501
(605) 773-3331

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POLICE MANAGEMENT SURVEY:

In the Spring of 1987, 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 third 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 that another study be done in 1987. 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, nineteen returned surveys indicated their department no longer had a full-time sworn officer. (In most cases these small cities were served by a part-time police officer. Some towns no longer had any type of police department. In those cases, law enforcement protection was provided by the county sheriffs' departments.) Therefore, the number of possible responses was reduced to 102. Out of these 102 departments, 88 returned a useable questionnaire. This means the overall response rate was 87%.

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 = 10
Population between 1,000 and 2,999	N = 30
Population between 500 and 999	N = 33
Population less than 500	N = 5

Total = 88

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 \$9,000 per year to a high of \$4,992,523 per year. These agencies have a combined budget income of \$21,569,222. The vast majority (97%) of this total figure came from city funds. State assistance was not provided to any of the police departments. Federal funds totalling \$112,947 were received by 7 agencies. Three 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	\$14,528,793
b. Personnel Benefits	2,746,473
c. Operating Expenses	3,072,275
d. Capital Outlay	726,153
e. Jail Operations	103,670
f. Other	391,858

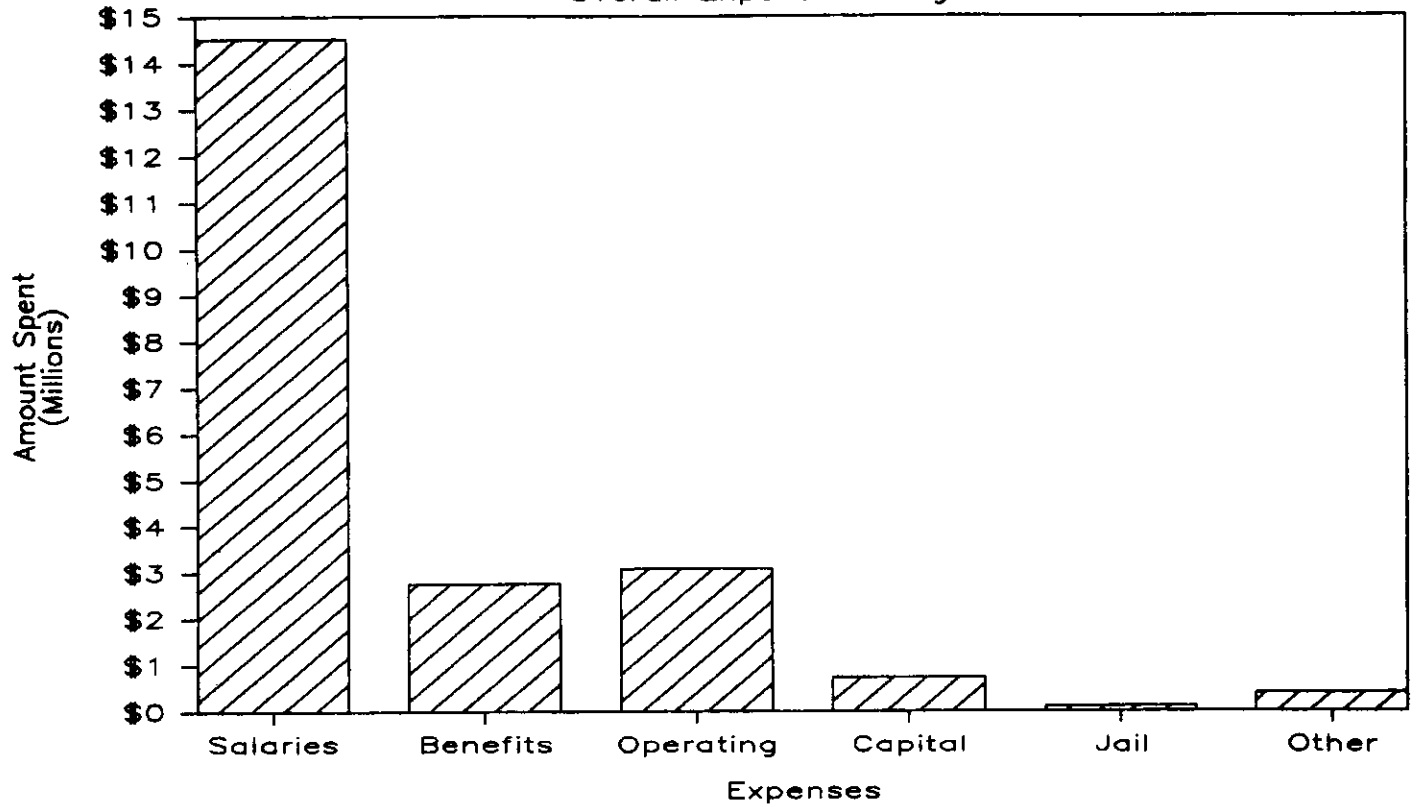
Total Budgets \$21,569,222

When personnel salaries and benefits are combined, they account for 80% of the total expenses incurred by police departments in the state. Operating expenses, such as utilities, contractual services, supplies, travel, etc., took up 14.2% of the total budgets. A very small portion (3.4%) of the budgets went toward capital outlay, such as vehicles, land, equipment, construction, etc., while jail operations and the "other" category each required only 2.3% of the budget (see Figure 1).

The eighty-eight reporting police departments serve cities ranging in size from 337 to 87,776 people (according to 1984 estimates). The combined total population of these jurisdictions is 376,003 people. By dividing the budget total for all responding agencies of \$21,569,222 by the combined population of 376,003, a per capita cost for police services of \$57.36 is obtained. This means the responding cities, as a whole, spent approximately \$57 per person for police protection.

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

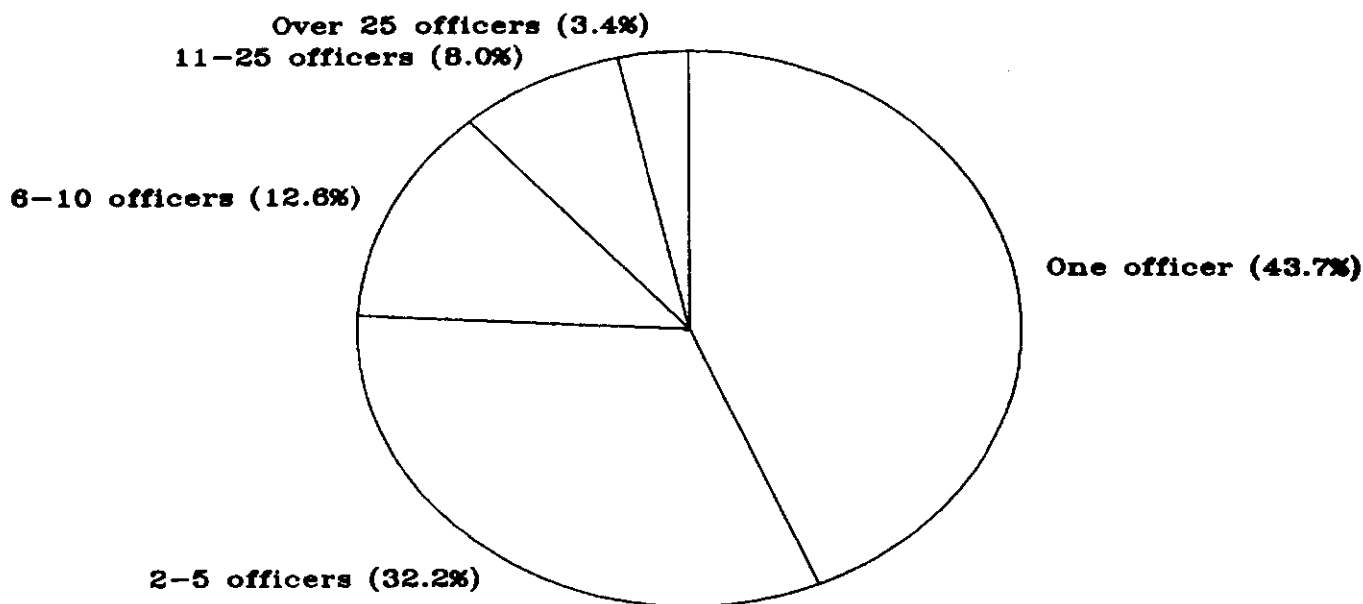
	Over 10,000	3,000 to 10,000	1,000 to 2,999	500 to 999	Less than 500
Salaries	\$10,633,021	\$1,817,674	\$1,423,349	\$610,149	\$44,600
Personnel Benefits	1,911,675	423,591	312,195	94,180	4,832
Operating Expenses	2,316,066	247,819	361,126	141,173	6,091
Capital Outlay	536,090	48,350	86,933	54,780	--
Jail Operations	33,320	64,900	3,300	2,150	--
Other	215,253	56,060	64,117	27,203	30,225
Total	\$15,645,425	\$2,657,394	\$2,251,020	\$929,635	\$85,748
Population	254,969	46,095	49,459	23,623	1,857
Per Capita Cost	\$61.36	\$57.65	\$45.51	\$39.35	\$46.18

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).

The next section of the survey dealt with personnel issues. Eighty-seven departments reported that they employ a total of 579 full-time, sworn personnel. The following pie chart illustrates the size of the police departments responding to the questionnaire.

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	38	43.7%
2 to 5 officers	28	32.2%
6 to 10 officers	11	12.6%
11 to 25 officers	7	8.0%
Over 25 officers	3	3.4%

Thirty-eight of the police departments in the state who responded employed only one full-time sworn officer as of April 1, 1987. The three departments which employ over 25 officers are in the three largest cities in South Dakota: Aberdeen had 36 full-time sworn officers; Rapid City had 79; and Sioux Falls employed 123 officers on April 1, 1987.

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:

$$\frac{579}{376,003} \times 1,000 = 1.54$$

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:

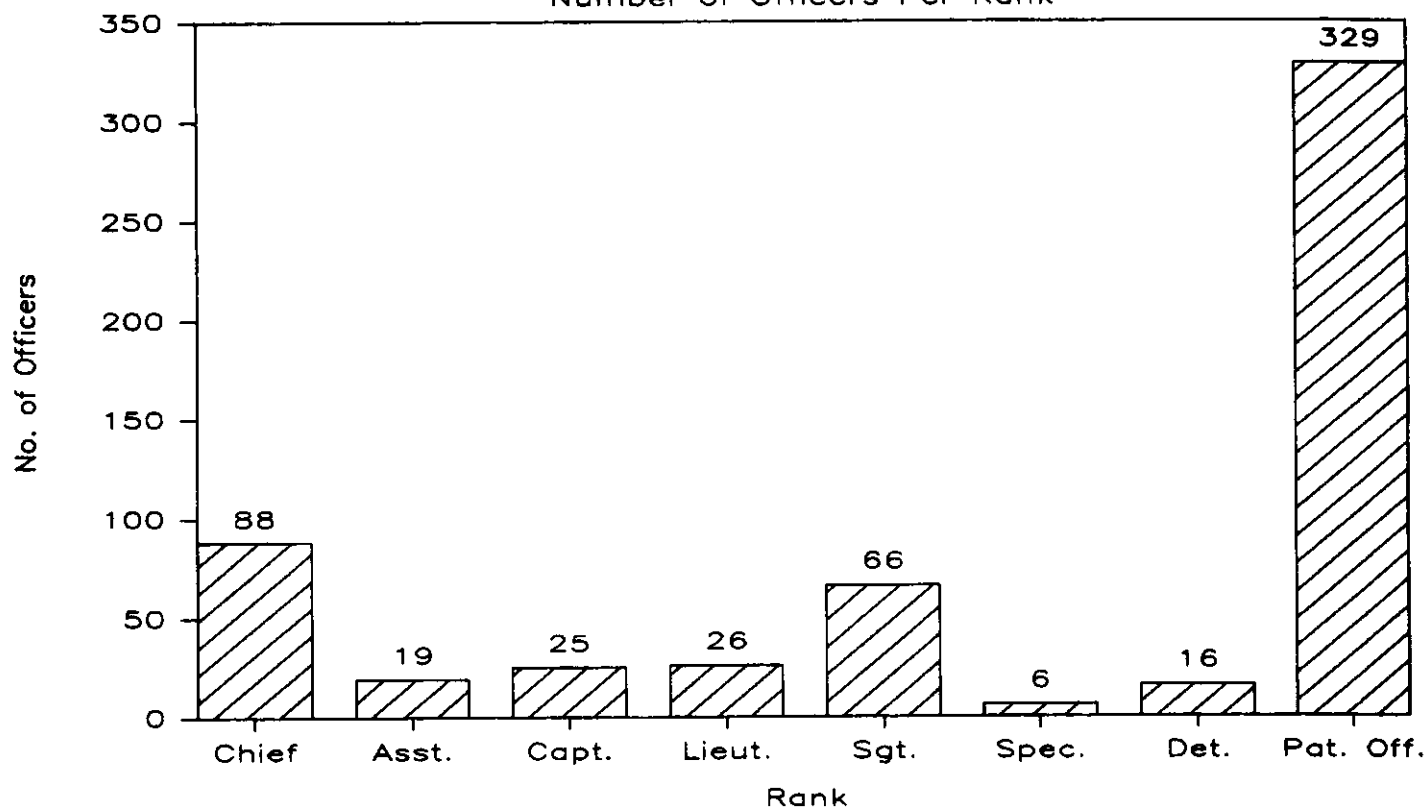
<u>Population</u>	<u>Personnel Rate per 1,000</u>
Cities greater than 10,000	1.51
Cities between 3,000 and 10,000	1.58
Cities between 1,000 and 2,999	1.58
Cities between 500 and 999	1.61
Cities less than 500	2.69
Overall Personnel Rate per 1,000 = 1.54	

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 departments were asked to report the number of their full-time, sworn personnel by ranks. Over half (56.8%) of the police officers hold the rank of patrol officer. There were 329 patrol officers in the responding departments throughout the state as of April 1, 1987. Obviously each of the reporting agencies has a chief of police; these 88 chiefs account for 15.2% of the total personnel figure. There were 66 sergeants, 25 captains, 19 assistant chiefs, 26 lieutenants, 16 detectives, and 6 specialists in the responding departments throughout the state.

RANK OF SWORN PERSONNEL

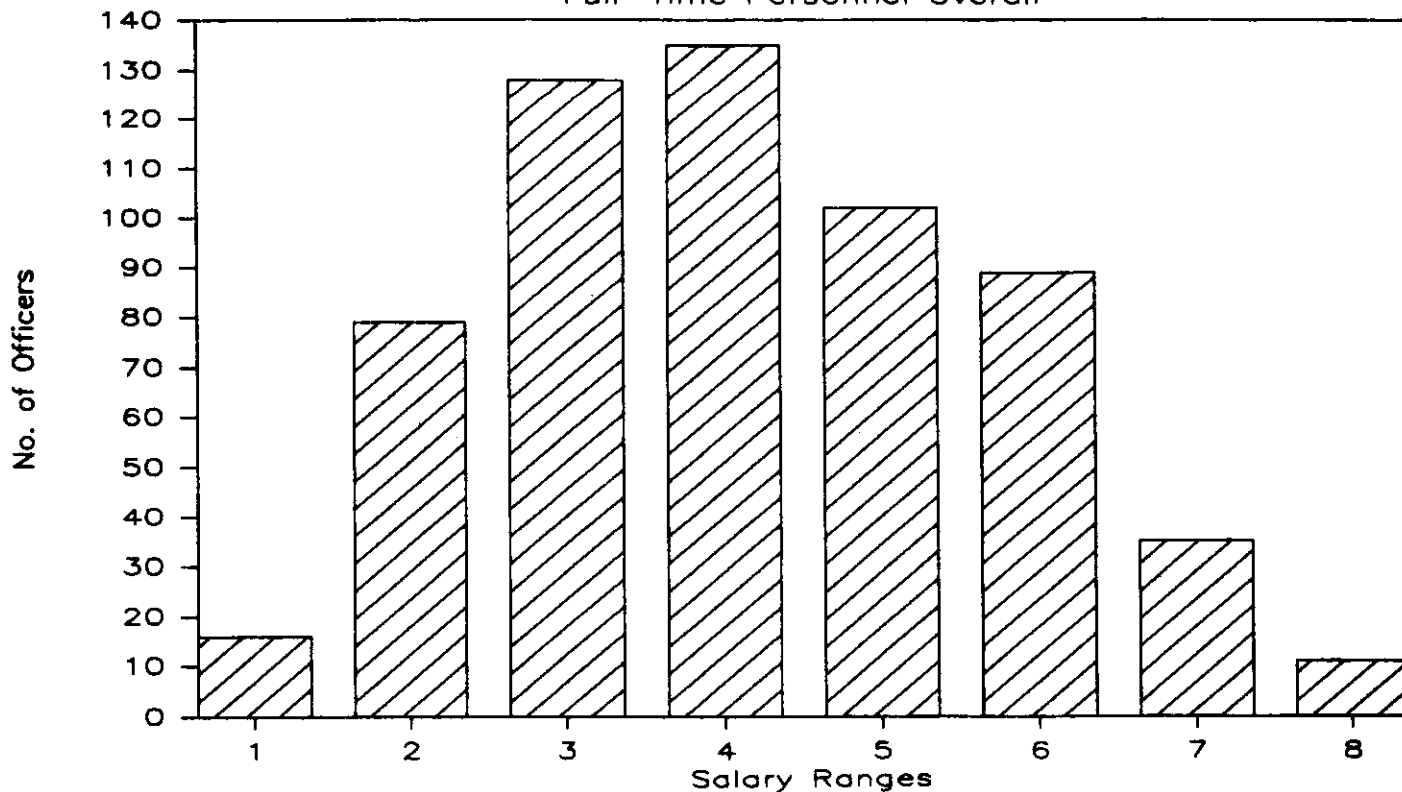
Number of Officers Per Rank



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:

OFFICER SALARY RANGES

Full-Time Personnel Overall



<u>Salary Range</u>	<u>Number of Officers</u>	<u>Percentage</u>
1. Under \$12,000	12	2.1%
2. \$12,000 - \$14,999	55	9.5%
3. \$15,000 - \$17,499	136	23.5%
4. \$17,500 - \$19,999	117	20.2%
5. \$20,000 - \$22,499	119	20.6%
6. \$22,500 - \$24,999	47	8.1%
7. \$25,000 - \$29,999	76	13.1%
8. \$30,000 and over	16	2.8%

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.

CIVILIAN PERSONNEL:

Question 6 dealt with civilian personnel employed by the police departments. In April 1987, there were a total of 183 civilian personnel in the 88 responding agencies. Most of these people (N=132) worked full-time, while 51 people worked part-time.

There were 66 radio dispatchers employed among the responding departments. Two-thirds of the dispatchers worked full-time. The chiefs listed 36 of their civilian personnel as having "other" duties than those listed on the survey form. In most of these cases, the chief explained that one person was responsible for a combination of duties. Most often this one civilian employee performed both secretarial and dispatcher duties in the department. The chart below gives the numbers and types of civilian employees:

TYPES OF CIVILIAN EMPLOYEES:

	Part-Time	Full-Time	Total
Clerk/Typist	3	12	15
Secretary	1	12	13
Dispatcher	22	44	66
Parking Enforcement	1	7	8
Accident Investigator	0	4	4
Animal Control	7	11	18
Corrections/Jail	14	9	23
Other	3	33	36
TOTALS	51	132	183

It stands to reason that the police departments in the larger cities employ most of the civilian workers. In fact, over half (61%) of the civilians are employed by the ten largest police departments. The following table provides a breakdown of the numbers of civilian personnel per population category:

CIVILIAN EMPLOYEES PER POPULATION GROUP:

<u>City Population</u>	<u>Number of Departments</u>	<u>Part-Time Civilians</u>	<u>Full-Time Civilians</u>	<u>Total</u>
Greater than				
10,000	10	14	96	110
3,000 to 10,000	10	14	23	37
1,000 to 2,999	30	9	10	19
500 to 999	33	13	3	16
Less than 500	5	1	0	1

The salaries of the full-time civilian personnel are presented in the next chart:

SALARIES OF FULL-TIME CIVILIAN PERSONNEL

POSITION	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Clerk/Typist	12	11,765	12,241	13,424	14,850	15,740
Secretaries	12	10,400	11,241	12,408	14,659	17,154
Dispatchers	44	600	8,543	12,297	13,541	17,316
Parking Workers	7	10,973	11,036	11,467	12,849	13,229
Accident Investigators	4	--	--	15,933	--	--
Animal Control	11	4,500	10,405	12,522	14,940	15,870
Correction Jail	9	9,048	--	--	--	13,639

LENGTH OF EMPLOYMENT:

Question 7 asked for the length of employment of all full-time, sworn personnel for each department as of April 1, 1987.

<u>Length of Employment</u>	<u>Number of Officers</u>	<u>Percentage</u>
Less than one year	52	9.0%
1 to 2 years	92	16.0%
3 to 4 years	80	13.9%
5 to 9 years	141	24.5%
10 to 14 years	75	13.0%
15 to 19 years	72	12.5%
20 to 24 years	41	7.1%
25 years or more	22	3.8%

Over one-third (36.5%) 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.

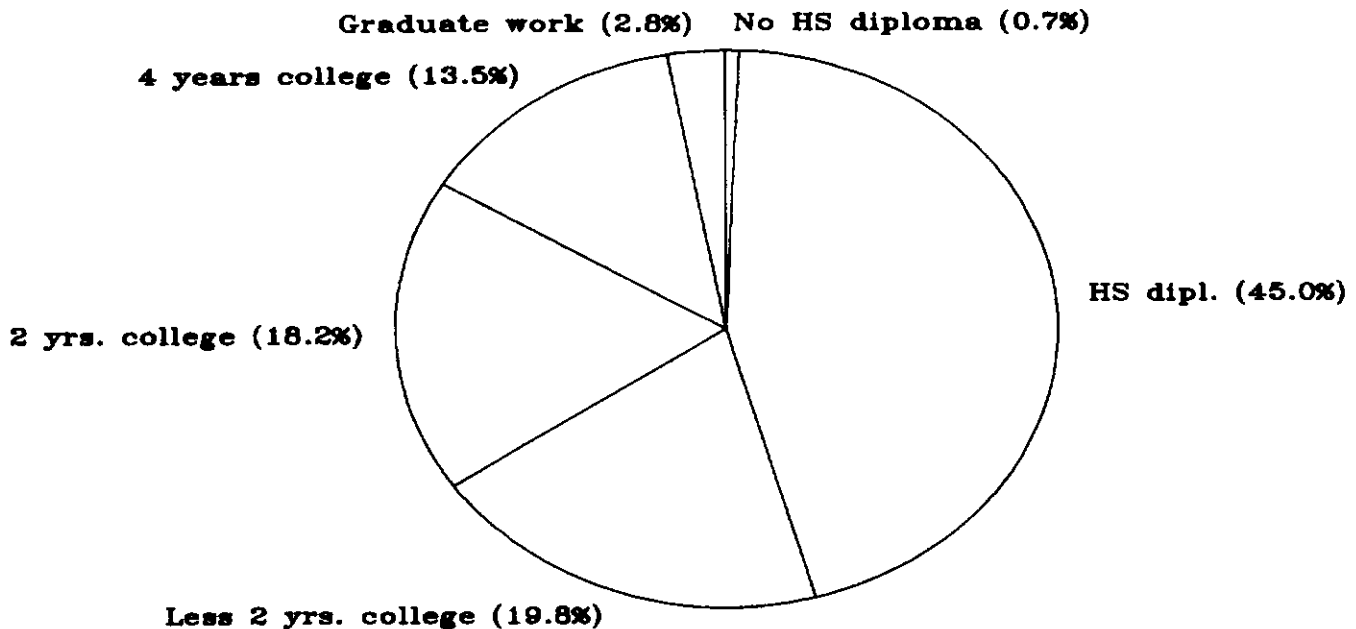
<u>Age Category</u>	<u>Number of Officers</u>	<u>Percentage</u>
21 to 24 years	36	6.2%
25 to 29 years	96	16.6%
30 to 34 years	121	21.0%
35 to 39 years	133	23.1%
40 to 44 years	80	13.9%
45 to 49 years	55	9.5%
50 to 54 years	34	5.9%
55 to 59 years	15	2.6%
60 to 64 years	6	1.0%
65 and over	12%

Over one-half (60.7%) 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 and only one employed an officer 65 years of age or older.

Question 9 asked for the highest level of education currently completed by each full-time, sworn officer.

HIGHEST LEVEL OF EDUCATION ACHIEVED

Full-Time Sworn Officers Overall



Highest Level of Education Attained:

4 officers (.7%) do not have a high school diploma
257 officers (45.0%) have a high school diploma
113 officers (19.8%) have completed less than 2 yrs. college
104 officers (18.2%) have completed two years of college
77 officers (13.5%) have completed four years of college
16 officers (2.8%) 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.

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 42.9 hours per week. They actually worked an average of 46.4 hours per week and were paid for working 43.3 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	40.3 hrs.	40.0 hrs.	49.7 hrs.	44.2 hrs.	37.0 hrs.
Actually Worked	41.1 hrs.	42.0 hrs.	45.4 hrs.	51.2 hrs.	50.0 hrs.
Paid for Working	41.7 hrs.	41.7 hrs.	43.6 hrs.	44.0 hrs.	43.8 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 89.7% of the departments offering hospital insurance for officers. Most of these (69.0%) pay the officer's hospital insurance in full. Over half (58.2%) of the departments also offer health insurance for families, with 25.6% paying the entire cost of family policies, and another 32.6% partially paying for such coverage.

Life insurance is offered by less than half (43.7%) of the departments to their officers. Over three-fourths of these (78.9%) do provide full payment of their officer's life insurance policies, with the remainder paying the partial cost of life insurance. A few departments (8.2%) offer life insurance benefits of some type for their officers' families.

Dental insurance is available through only a few (6.9%) of the police departments. In fact, only four agencies reported paying for full dental insurance coverage for their officers.

All (100%) of the police departments provide workmen's compensation insurance for their employees. Many departments (77.6%) 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	34.5%	9.2%	56.3%	3.5%	4.7%	91.8%
Health Insurance	69.0%	20.7%	10.3%	25.6%	32.6%	41.9%
Dental Insurance	4.6%	2.3%	93.1%	1.2%	4.7%	94.1%
False Arrest	77.6%	--	22.4%	NA	NA	NA
Workmen's Comp.	100.0%	--	--	NA	NA	NA

Slightly more than two-thirds (69%) of South Dakota police departments have a retirement program for their sworn officers. Nearly all (90%) of those departments with a retirement program are members of the South Dakota Retirement System. The charts toward the back of this document illustrate which departments have a retirement program and those which do not.

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	41.9%	58.1%
b. Comp time for time in court	26.7%	73.3%
c. Extra pay for longevity with department	24.1%	75.9%
d. Extra pay for swing or night shift duty	9.3%	90.7%
e. Uniform provided (or cash allowance) . .	87.4%	12.6%
f. Cleaning allowance for uniforms	8.1%	91.9%
g. Clothing allowance--plain clothes officers	9.9%	90.1%
h. Weapons furnished	83.9%	16.1%
i. Other equipment furnished--handcuffs leather, etc.	88.5%	11.5%
j. Cash allowance for equipment	14.9%	85.1%

The most common benefit of this type provided was equipment such as handcuffs, holsters, other leathers, etc. These were given out by 88.5% of the responding agencies. A vast majority (87.4%) of the departments provided uniforms, or a cash allowance for such to their officers. Over three-fourths (83.9%) 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	65 hours
After 2 years	81 hours
After 5 years	97 hours
After 7 years	105 hours
After 10 years	115 hours
After 15 years	127 hours
After 20 years	129 hours

Seventy-nine departments (89.8%) have a formal sick leave plan. The average number of hours of sick leave earned by each officer in the responding departments was 90.9 hours for the year 1987. Most of the agencies have a policy regarding the maximum number of sick leave hours which their officers may accumulate. This ranged from 40 to 1,000 hours, with the average being 440.5 hours.

Many of the departments grant official paid holidays to their employees in addition to offering vacation or annual leave. Six 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. Fifteen agencies give comp time to both line and supervisory officers.

Paid overtime is provided to at least some officers by half (N=44) of the departments. The majority (64.4%) of those departments which do pay cash for overtime worked pay at the rate of time-and-one-half. Almost one-third (31.1%) use a regular pay schedule and 4.4% 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 (80.2%) 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 (42.6%) of the departments restrict the type of employment, while 17.9% limit the number of hours their officers may moonlight. The departments are likely to require their officers to notify them about holding second jobs. Most (52.2%) of the agencies require notification, and 50% also insist upon approval by the department preceding employment.

Collective Bargaining

Very few police departments in South Dakota have been or are organized under a collective bargaining unit or union. Only 9 departments (10.2%) are currently unionized, while only 2 others are considering such action; and 4 departments have previously withdrawn their membership from a union or collective bargaining unit.

VEHICLES:

A total of 308 vehicles are owned by the 88 police departments who responded from throughout the state. Over half (55.8%) of the vehicles are marked cars owned by the departments, while another 18.5% 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	172
Unmarked cars owned by department	57
Any leased vehicles	17
Jeeps, trucks, and vans	17
Motorcycles	21
Animal Control Vehicles	14
Other	2
 Total Vehicles Owned	 308

Less than half of the departments (35.6%) have a schedule or policy for replacing vehicles. The age of the vehicle is the determining factor for 45.2% of the departments who do have a replacement schedule; 38.7% base replacement on mileage accumulated; and 16.1% use a policy other than age or mileage for replacement of vehicles.

AUTOMATIC WEAPONS

A few departments (6.8%) provide automatic weapons for on-duty officers. Most departments (52.3%) allow officers to use automatic weapons on-duty and a similar percent (59.3%) of departments allow their off-duty officers to use automatic weapons. About one-half (48.6%) of the departments reported that they require special training before officers are allowed to use automatic weapons. The 9 mm is the most popular automatic weapon allowed by the departments, followed by the .45 and the .38 caliber weapons. Over one-third (36.3%) of the departments have no policy regarding the caliber of automatic weapon used.

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	76 . . .	12
Tranquilizer Rifle	21 . . .	67
Other rifle	32 . . .	55
Shotgun	75 . . .	13
Police car radio (two-way)	88 . . .	0
Hand-held police radio	71 . . .	17
Radar unit	84 . . .	4
Fingerprint kit	58 . . .	30
Polygraph Equipment	3 . . .	85
D.W.I. Breath Analysis Equipment	59 . . .	28
Gas Mask	34 . . .	54
Bulletproof Vest	35 . . .	53
Vehicle Cage	46 . . .	42
Mace Canister	69 . . .	19
Bomb Technical Equipment	2 . . .	86
VCR Equipment	19 . . .	69

Pages 20 through 26 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	Vehicle Cage	Mace Canister	Bomb Technical Equip.	VCR Equipment
Aberdeen	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y
Alcester	Y	N	Y	Y	Y	Y	Y	N	N	Y	N	Y	Y	Y	N	N
Arlington	Y	N	N	Y	Y	N	Y	Y	N	Y	N	N	N	Y	N	N
Armour	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N	Y	N	N
Avon	N	N	N	N	Y	Y	Y	N	N	Y	N	N	N	Y	N	N
Belle Fourche	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y
Brookings	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	N	Y
Bonesteel	Y	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	N
Beresford	Y	N	Y	Y	Y	Y	Y	Y	N	Y	N	N	N	Y	N	N
Box Elder	Y	N	-	Y	Y	Y	Y	Y	N	Y	N	Y	Y	Y	N	Y
Brandon	N	N	N	Y	Y	Y	Y	Y	N	Y	N	Y	N	N	N	N
Buffalo	N	N	N	Y	Y	N	Y	Y	N	N	N	N	N	Y	N	N
Burke	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N
Canton	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	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	Vehicle Cage	Mace Canister	Bomb Technical Equip.	VCR Equipment
Castlewood	N	N	N	Y	Y	N	Y	N	N	Y	N	N	Y	Y	N	N
Chamberlain	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	Y	Y	N	N
Clark	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	N	N
Colman	Y	N	N	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	N	N
Deadwood	Y	Y	N	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	N	Y
Dell Rapids	Y	N	N	Y	Y	Y	Y	Y	N	N	Y	N	Y	Y	N	N
Canistota	N	N	N	N	Y	Y	Y	Y	N	Y	N	N	N	N	N	N
DeSmet	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	N	Y	N	N
Elk Point	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	N	N
Elkton	Y	N	N	Y	Y	N	Y	Y	N	Y	N	N	N	Y	N	N
Eureka	Y	N	N	Y	Y	Y	Y	Y	N	N	N	N	N	Y	N	N
Faith	N	N	N	Y	Y	N	Y	Y	N	Y	N	N	Y	Y	N	N
Fort Pierre	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N
Freeman	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	N	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	Vehicle Cage	Mace Canister	Bomb Technical Equip.	VCR Equipment
Garretson	Y	N	N	Y	Y	Y	Y	Y	N	N	Y	N	Y	N	N	N
Gettysburg	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	Y	Y	N	N
Gregory	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	N	N
Groton	Y	N	N	Y	Y	Y	Y	N	N	Y	N	Y	Y	Y	N	N
Harrisburg	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	N	Y	N	N
Hayti	Y	N	N	N	Y	N	Y	N	N	N	N	N	N	N	N	N
Herreid	Y	N	N	N	Y	N	N	N	N	N	Y	N	N	N	N	N
Hot Springs	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	N	N	Y
Hoven	Y	N	N	Y	Y	N	N	N	N	Y	N	N	N	N	N	N
Howard	Y	N	N	Y	Y	N	Y	N	N	Y	N	N	N	Y	N	N
Huron	Y	N	Y	Y	Y	Y	Y	Y	N	-	Y	Y	N	Y	N	Y
Ipswich	Y	N	N	N	Y	N	Y	N	N	Y	Y	N	Y	Y	N	N
Irene	Y	N	N	N	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Isabel	N	N	N	N	Y	N	Y	Y	N	Y	Y	N	N	N	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	Vehicle Cage	Mace Canister	Bomb Technical Equip.	VCR Equipment
Kadoka	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	Y	N	Y	N	N
Kennebec	Y	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	N
Kimball	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	Y	N	N
Lake Andes	Y	N	N	Y	Y	Y	Y	N	N	Y	Y	N	Y	Y	N	N
Lake Preston	Y	N	Y	N	Y	Y	Y	N	N	Y	N	N	Y	Y	N	N
Lead	Y	N	Y	Y	Y	Y	Y	Y	N	Y	N	Y	N	N	N	Y
Lemmon	Y	N	N	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	N	N
Lennox	Y	Y	N	Y	Y	Y	Y	Y	N	Y	N	N	N	Y	N	N
Leola	Y	N	N	N	Y	N	Y	N	N	N	N	N	N	N	N	N
Madison	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y	Y	N	Y
Marion	Y	N	N	N	Y	Y	Y	Y	N	Y	N	N	N	Y	N	N
Menno	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	Y	N	N	N
Milbank	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	Y	Y	Y	N	Y
Miller	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	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	Vehicle Cage	Mace Canister	Bomb Technical Equip.	VCR Equipment
Mitchell	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N
Mobridge	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y
Murdo	N	Y	N	Y	Y	N	Y	Y	N	N	Y	N	N	Y	N	N
Newell	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	Y	N	N
No. Sioux City	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	Y	N	N	N
Onida	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N
Parkston	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y	Y	N	N
Philip	N	Y	N	Y	Y	Y	Y	Y	N	N	N	Y	N	Y	N	N
Pierre	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N
Platte	Y	Y	N	Y	Y	Y	Y	N	N	N	N	Y	Y	Y	N	N
Rapid City	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y
Salem	Y	N	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Scotland	Y	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N
Selby	Y	N	N	Y	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	Vehicle Cage	Mace Canister	Bomb Technical Equip.	VCR Equipment
Sioux Falls	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y
Sisseton	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	N	Y
Spearfish	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y
Sturgis	Y	N	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	N	N
Tea	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	Y	N	N
Timber Lake	N	N	Y	Y	Y	Y	Y	N	N	Y	N	N	Y	Y	N	N
Tyndall	Y	N	N	Y	Y	Y	Y	N	N	N	N	Y	Y	Y	N	N
Vermillion	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	N	Y
Viborg	Y	N	N	N	Y	Y	Y	Y	N	Y	N	Y	N	Y	N	N
Wagner	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N
Watertown	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y
Waubay	Y	N	N	Y	Y	N	Y	N	N	Y	N	N	Y	Y	N	N
Wess. Springs	Y	N	N	Y	Y	Y	Y	Y	N	N	N	Y	Y	Y	N	N
White River	N	N	N	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	N	N

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENT

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	Vehicle Cage	Mace Canister	Bomb Technical Equip.	VCR Equipment
Whitewood	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	Y	Y	N	N
Winner	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y
Woonsocket	Y	N	N	Y	Y	N	Y	N	N	Y	N	N	N	Y	N	N
Yankton	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y

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 1986. 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 6,000 to 43,212 for 1986. A total of 155,899 calls for service were made by the nine responding agencies. Eight of the nine reporting departments count the number of incidents and the other department uses some other policy.

B. City Population 3,000 to 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 1,530 to 7,382, with a total of 34,171 calls made by the nine 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 (60%) count the number of incidents, 20% count the number of officers or units sent to the scene, and 20% use some other policy.

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

26 of the 30 departments in this category (86.7%) answered this question. The number of calls for service made by each department ranged from 32 to 2,920, with a total of 19,522 made by the 26 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 (92.6%) count the number of incidents, 3.7% count the number of officers or units sent to the scene, and 3.7% use some other policy.

D. City Population 500 to 999:

21 of the 33 departments in this category answered this question. The number of calls for service made by each department ranged from 13 to 2,435, with a total of 8,336 calls made by the 21 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 three-fourths (78.3%) count the number of incidents; 17.4% count the number of officers or units sent to the scene; and 4.4% use some other policy.

E. City Population Less Than 500:

Four of the five (80%) departments in this category answered this question. The number of calls for service made by each department ranged from 15 to 1,259 with a total of 1,442 calls made by the four responding departments. Four of the five responding departments count the number of incidents and the other department uses some other policy.

CRIME PREVENTION:

Less than half (39.1%) 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. Thirty departments noted that they used this type of speaker. Ten agencies participate in the McGruff--Take a Bite Out of Crime Program; 16 departments are active in firearms safety presentations; 9 agencies have established neighborhood watch programs in their communities; and 10 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 (45%) 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=33) do not have a current program, nor are they planning to start one.

COMPUTERIZED OPERATIONS:

Fifteen of the responding police departments currently have at least some agency functions computerized. Sixteen of the departments who are not currently automated reported that they are planning to computerize at least some functions during the next year.

TURNOVER:

Question 40 asked the chiefs to specify the number of personnel separations in their department during 1986. 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 65 full-time sworn personnel separations in calendar year 1986 for the participating police agencies. Nearly two-thirds (N=42) of these separations were caused by resignation. The average number of years spent with the department was over six (6.3) for the resigning officers overall. They had spent an average of 8.9 years working in law enforcement.

Thirteen officers (20%) retired from their departments in 1986 after serving there an average of 19.2 years. Their total years of law enforcement service averaged 20.7.

Seven officers (10.8%) were dismissed from departments in 1986. The discharged officers had spent an average of 1.8 years in service with the department, and had averaged 2.9 years of total law enforcement service.

Three officers died in the calendar year 1986. None of them, however, were killed in the line of duty.

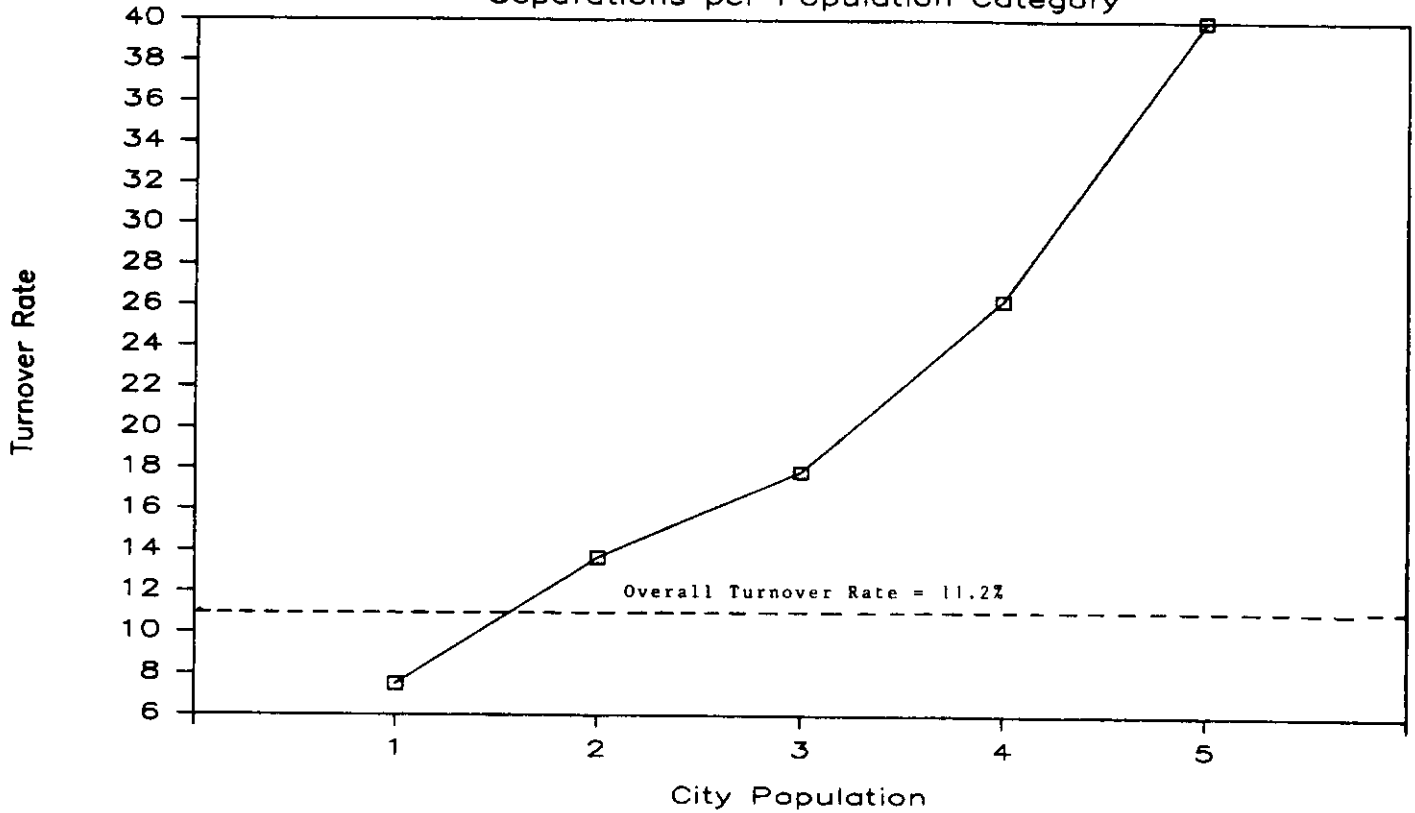
The rate of turnover can be calculated by dividing the total number of separations (65) by the total number of full-time sworn personnel (579). The overall turnover rate for the eighty-nine departments was 11.2% for the year 1986. This rate of turnover varies when the agencies are categorized by city population.

<u>City Population</u>	<u>Number of Turnovers</u>	<u>Total Personnel</u>	<u>Turnover Rate</u>
Greater than 10,000	29	385	7.5%
3,000 to 10,000	10	73	13.7%
1,000 to 2,999	14	78	17.9%
500 to 999	10	38	26.3%
Less than 500	2	5	40.0%

Overall Turnover Rate = 11.2%

SWORN OFFICER TURNOVER RATE

Separations per Population Category



- 1 = Population Greater than 10,000
- 2 = Population 3,000 to 10,000
- 3 = Population 1,000 to 2,999
- 4 = Population 500 to 999
- 5 = Population 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	2.84
2. Officer Survival	2.69
3. Child Abuse and Domestic Violence	2.61
4. Interviewing and Interrogation	2.61
4. Liability of Law Enforcement Authority to Arrest	2.61
4. Juvenile Problems	2.60
7. Crime Scene Investigation	2.58
8. Evidence Collection Techniques	2.49
8. Juvenile Justice Law & Rights of Children . . .	2.49
10. Case Preparation and Courtroom Testimony . . .	2.48
11. Narcotics and Dangerous Drugs	2.45
12. Police/Community Relations	2.44
13. Accident Investigation	2.43
13. Basic Training Update	2.43
15. Report Writing	2.41
15. Substance Abuse (Drugs and Alcohol)	2.41
17. Preventive Patrol Techniques	2.32
18. Liability of Police Administrators/Supervisors	2.31

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 . . .	41	46.6%
2. Arrest, Search, and Seizure . . .	36	40.9%
3. Officer Survival	32	36.4%
4. Child Abuse & Domestic Violence .	28	31.8%
5. Juvenile Problems	20	22.7%
6. Crime Scene Investigation	18	20.5%
7. Case Preparation and Courtroom Testimony	16	18.2%
8. Basic Training Update	15	17.0%
8. Liability of Law Enforcement Authority to Arrest	15	17.0%
10. Accident Investigation	14	15.9%
10. Narcotics and Dangerous Drugs .	14	15.9%
12. Substance Abuse (Drug/Alcohol)	12	13.6%
13. Evidence Collection Techniques	11	12.5%
14. Stress Management	10	11.4%

FIELD TRAINING

Most (54.8%) of the responding departments indicated that field training should be offered once every three months. Some (21.4%) believed that upon request by the agency would be the best schedule, while others (20.2) indicated that once a month would be the preferred training period. About one-half (44.7%) preferred 8-hour training sessions, while 32.9% felt that 6-hour periods would be best, and 20% desired 4-hour field training classes.

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	\$885,584	\$227,330	\$111,600	\$42,500	-0-	-0-	\$1,277,014
Brookings	15,028	679,700	231,200	90,650	53,000	-0-	-0-	1,054,550
Huron	12,379	494,900	104,130	134,110	26,700	-0-	-0-	759,840
Mitchell	13,893	503,007	106,210	56,300	20,800	-0-	-0-	686,317
Pierre	12,402	449,699	93,405	108,535	101,909	10,000	-0-	763,548
Rapid City	49,146	2,154,270	476,032	921,525	55,100	23,320	134,158	3,764,405
Sioux Falls	87,776	3,829,903	341,333	658,906	162,381	-0-	-0-	4,992,523
Vermillion	10,007	383,435	100,455	56,400	20,100	-0-	-0-	560,390
Watertown	16,461	654,275	100,174	88,980	18,800	-0-	24,200	886,429
Yankton	12,113	598,248	131,406	89,060	34,800	-0-	46,896	900,409
TOTAL	254,969	\$10,633,021	\$1,911,675	\$2,316,066	\$636,090	\$33,320	\$205,263	\$15,646,425

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

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	10	\$25,745	\$26,320	\$29,635	\$35,282	\$40,238
Assistant Chief	4	\$22,774	\$22,853	\$23,540	\$23,992	\$23,992
Captain	21	\$20,409	\$20,496	\$22,068	\$30,943	\$33,967
Lieutenant	26	\$18,203	\$20,804	\$25,983	\$29,901	\$29,901
Sergeant	59	\$19,261	\$20,437	\$22,766	\$26,558	\$26,558
Specialist	3	\$17,583	---	\$18,554	---	\$21,618
Detective	18	\$18,097	\$19,465	\$19,542	\$19,542	\$21,616
Patrol Officer	242	\$15,610	\$17,198	\$17,820	\$22,163	\$22,163

Using current salaries
as of April 1, 1987.

* 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

DEPARTMENT	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workers' compensation	Retirement	Court pay	Court comp. pay	Longevity pay	Shift differential pay	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Annual leave	Sick leave	Comp time for overtime	Cash for overtime	Total vehicles owned	Crime Prevention Program	Computerized Functions
Aberdeen	36	F	F	P	F	F	F	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	B	L	12	Y	Y
Brookings	25	F	F	F	F	F	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	B	B	8	Y	Y
Huron	22	P	P	P	P	F	Y	Y	N	Y	Y	Y	N	Y	N	Y	Y	Y	S	B	7	Y	N
Mitchell	21	F	F	N	F	F	Y	Y	N	Y	Y	Y	N	Y	Y	Y	Y	Y	N	B	8	Y	Y
Pierre	19	F	F	N	F	F	Y	Y	Y	Y	N	Y	N	N	Y	Y	Y	Y	Y	B	10	Y	Y
Rapid City	79	P	F	P	F	F	Y	Y	N	Y	N	Y	N	Y	Y	Y	Y	Y	N	B	42	Y	Y
Sioux Falls	123	F	F	P	F	F	Y	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y	Y	B	54	Y	Y
Vermillion	15	P	F	P	F	F	Y	Y	Y	N	N	Y	N	Y	Y	Y	Y	Y	Y	L	6	Y	Y
Watertown	25	F	F	F	F	F	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	B	B	12	Y	N
Yankton	20	N	F	P	F	F	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	L	L	8	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
N = No overtime

Population
3,000 to 10,000

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

	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Belle Fourche	4,612	\$190,542	\$44,056	\$9,500	\$1,800	-0-	-0-	\$235,862
Box Elder	3,679	118,000	41,654	22,050	3,450	-0-	\$5,800	190,954
Hot Springs	4,569	110,000	26,321	26,396	-0-	-0-	32,797	195,513
Lead	4,156	144,121	49,000	36,000	400	-0-	-0-	229,521
Madison	6,349	309,855	89,240	27,350	5,500	-0-	-0-	431,945
Milbank	4,360	132,720	25,620	19,500	6,000	29,400	-0-	213,240
Mobridge	4,135	171,104	28,896	26,503	800	-0-	-0-	227,303
Spearfish	5,710	213,982	49,700	36,750	13,500	-0-	-0-	313,932
Sturgis	5,049	234,950	28,800	17,970	11,900	2,000	23,500	319,120
Winner	3,476	192,400	40,304	25,800	5,000	33,500	3,000	300,004
TOTAL	46,096	\$1,817,674	\$423,591	\$247,819	\$48,350	\$64,900	\$65,097	\$2,667,394

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 3,000 TO 10,000

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	10	\$17,867	\$20,750	\$21,988	\$25,545	\$26,200
Assistant Chief	5	\$15,870	\$17,730	\$20,700	\$22,400	\$23,600
Captain	4	\$18,491	---	\$18,843	---	\$19,886
Sergeant	7	\$16,200	\$17,450	\$18,977	\$20,595	\$21,000
Detective	2	\$14,400	---	---	---	\$17,331
Patrol Officer	45	\$14,248	\$15,080	\$16,824	\$18,100	\$19,273

Using current salaries
as of April 1, 1987.

- * 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

DEPARTMENT	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workers' compensation	Retirement	Court pay	Court comp. pay	Longevity pay	Shift differential	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Annual leave	Sick leave	Comp time for overtime	Cash for overtime	Total vehicles owned	Crime Prevention Program	Computerized Functions
Belle Fourche	8	F	F	F	F	F	F	F	F	N	N	Y	N	N	N	N	Y	Y	N	L	6	N	N
Box Elder	7	F	F	P	F	F	F	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	7	Y	Y
Hot Springs	6	F	F	F	F	F	Y	Y	N	Y	N	Y	N	N	N	Y	Y	Y	N	L	4	Y	N
Lead	6	F	F	F	F	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	L	2	Y	N
Madison	10	N	F	F	F	F	Y	Y	N	Y	Y	Y	N	N	Y	Y	Y	Y	B	L	4	Y	N
Milbank	6	P	P	N	F	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	-	L	2	Y	N
Mobridge	6	N	P	P	N	F	Y	Y	Y	N	N	Y	N	N	Y	Y	Y	Y	N	L	2	N	N
Spearfish	9	F	F	N	F	F	Y	Y	Y	Y	N	Y	N	N	Y	Y	Y	Y	L	B	7	Y	Y
Sturgis	9	F	F	P	F	F	N	Y	N	Y	N	Y	Y	N	Y	Y	Y	Y	N	B	5	Y	N
Winner	6	N	F	N	F	F	Y	Y	N	Y	N	Y	N	N	Y	Y	Y	Y	-	L	4	Y	Y

Insurance: F = Department pays in full
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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
N = No overtime

**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	\$59,500	\$17,315	\$17,925	\$6,800	-0-	\$200	\$101,740
Brandon	2,975	54,120	16,454	6,950	10,300	-0-	-0-	87,824
Canton	2,867	80,460	17,317	9,435	2,700	-0-	-0-	109,912
Chamberlain	2,237	132,313	20,687	22,700	-0-	-0-	22,458	198,168
Clark	1,415	37,900	6,855	10,610	-0-	-0-	-0-	55,365
Deadwood	2,044	91,125	16,380	32,348	5,500	-0-	-0-	145,353
Dell Rapids	2,322	73,233	11,094	17,470	7,500	-0-	-0-	109,297
DeSmet	1,223	26,000	3,693	2,307	-0-	-0-	-0-	32,000
Elk Point	1,498	---	---	---	---	---	---	76,389
Eureka	1,289	31,400	3,250	6,500	9,850	-0-	-0-	51,000
Ft. Pierre	1,669	55,100	13,829	18,429	2,500	-0-	-0-	89,858
Freeman	1,362	22,750	14,034	4,256	11,473	-0-	-0-	52,513
Garretson	1,010	19,593	2,286	1,900	1,845	-0-	-0-	25,594
Gettysburg	1,681	49,680	9,320	35,100	3,200	-0-	-0-	97,300
Gregory	1,450	46,000	5,300	9,400	500	300	-0-	61,500
Groton	1,214	53,500	13,640	8,020	-0-	-0-	-0-	75,160
Howard	1,088	36,620	11,305	1,000	6,150	-0-	-0-	55,075
Ipswich	1,063	16,312	4,982	1,180	-0-	-0-	-0-	22,474
Lemmon	1,773	63,750	19,815	16,400	-0-	-0-	-0-	99,965

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

City	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Lennox	1,798	38,610	8,945	14,338	-0-	-0-	-0-	61,893
Miller	1,768	71,500	17,975	11,800	12,500	-0-	-0-	113,775
N. Sioux City	2,157	45,323	11,590	21,623	-0-	-0-	-0-	78,536
Parkston	1,497	32,950	9,520	4,650	2,515	-0-	-0-	49,635
Philip	1,149	45,000	-0-	21,500	-0-	-0-	-0-	66,500
Platte	1,312	25,000	4,300	8,100	-0-	-0-	-0-	37,400
Salem	1,405	30,000	4,700	8,400	500	-0-	-0-	43,600
Sisseton	2,717	97,000	26,723	24,280	-0-	3,000	-0-	151,003
Tyndall	1,177	26,500	6,146	6,025	200	-0-	-0-	38,871
Wagner	1,417	45,000	9,500	12,100	2,400	-0-	-0-	69,000
Wess. Springs	1,060	17,110	5,240	6,380	500	-0-	100	29,330
TOTAL	49,459	\$1,423,349	\$312,195	\$361,126	\$86,433	\$3,300	\$22,758	\$2,286,020

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 1,000 TO 2,999

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	26	\$13,000	\$15,506	\$16,737	\$18,795	\$21,139
Assistant Chief	7	\$13,800	\$14,400	\$15,768	\$16,952	\$19,453
Sergeant	1	---	---	\$15,600	---	---
Patrol Officer	43	\$10,816	\$12,594	\$14,584	\$15,897	\$16,702

Using current salaries
as of April 1, 1987.

* 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

DEPARTMENT	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workmen's compensation	Retirement	Court pay	Court comp. pay	Longevity pay	Shift differential	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Annual leave	Sick leave	Comp time for overtime	Cash for overtime	Total vehicles owned	Crime Prevention Program	Computerized Functions
Beresford	3	F	P	P	N	F	Y	Y	N	Y	N	Y	N	Y	Y	Y	Y	Y	N	B	3	Y	Y
Brandon	3	F	F	F	F	F	Y	N	Y	N	N	Y	N	N	N	N	Y	Y	B	N	2	N	N
Canton	4	F	F	N	F	F	Y	Y	N	N	N	Y	N	-	Y	Y	Y	Y	N	L	3	-	-
Chamberlain	4	N	F	P	F	F	N	Y	N	Y	N	Y	N	N	Y	Y	Y	Y	N	B	3	N	N
Clark	2	N	F	F	N	F	N	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	2	Y	N
Deadwood	5	F	F	N	F	F	Y	Y	N	Y	N	Y	N	N	N	N	Y	Y	S	L	4	Y	Y
Dell Rapids	4	F	F	N	F	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	S	L	2	Y	N
DeSmet	1	P	F	P	N	F	Y	Y	N	Y	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N
Elk Point	3	P	P	N	F	F	Y	Y	-	N	N	Y	N	N	Y	Y	Y	Y	N	L	1	N	N
Eureka	1	N	F	N	N	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	1	N	N
Ft. Pierre	3	N	P	P	F	F	Y	Y	N	N	N	Y	N	N	N	Y	Y	Y	N	B	2	N	N
Freeman	2	N	F	P	F	F	Y	N	N	N	N	Y	N	N	Y	N	Y	Y	N	N	1	Y	N
Garretson	1	F	F	P	F	F	Y	-	Y	N	N	Y	N	N	Y	Y	Y	Y	S	L	1	N	N
Gettysburg	3	F	F	N	F	F	N	N	Y	Y	N	Y	N	N	Y	Y	Y	Y	B	N	2	N	Y

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S = Overtime for supervisory officers only
B = Overtime for both line and supervisory
N = No overtime

PERSONNEL BENEFITS

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	Retirement	Court pay	Court comp. pay	Longevity pay	Shift differential	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Annual leave	Sick leave	Comp time for overtime	Cash for overtime	Total vehicles owned	Crime Prevention Program	Computerized Functions
Gregory	3	N	F	N	F	F	N	N	N	N	Y	Y	-	N	Y	Y	Y	Y	B	B	2	N	N
Groton	2	F	F	F	F	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	Y	N
Howard	2	F	F	P	F	F	Y	N	N	N	N	Y	N	N	Y	N	Y	Y	-	-	1	N	N
Ipswich	1	F	P	P	F	F	N	N	N	N	N	Y	N	N	Y	Y	Y	Y	S	L	2	Y	N
Lemmon	4	F	F	F	F	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	2	N	N
Lennox	2	F	F	N	N	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	2	N	N
Miller	4	F	P	P	N	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	2	N	N
No. Sioux City	3	F	F	F	N	F	N	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	3	N	Y
Parkston	2	N	F	F	F	F	Y	N	Y	N	N	Y	N	-	Y	Y	Y	Y	B	N	2	N	N
Philip	2	N	F	F	F	F	Y	N	N	N	N	Y	Y	N	Y	Y	Y	Y	B	N	2	N	N
Platte	1	P	F	F	F	F	N	N	Y	N	N	Y	N	N	Y	Y	Y	Y	L	-	1	Y	N
Salem	2	N	P	P	F	F	N	N	Y	N	N	Y	N	N	Y	Y	Y	Y	B	N	2	Y	N
Sisseton	6	N	F	P	N	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	2	N	N
Tyndall	1	N	F	N	F	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	L	-	1	N	N

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Overtime: L = Overtime for line officers only
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B = Overtime for both line and supervisory
N = No overtime

POPULATION 1,000 - 2,999

Insurance: F = Department pays in full
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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
N = No overtime

**Population
500 to 999**

BUDGET EXPENSES OF CITIES BETWEEN 500 AND 999 POPULATION

	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Alcester	831	\$20,500	\$3,330	\$8,170	\$3,000	-0-	-0-	\$35,000
Arlington	973	32,000	4,506	5,494	2,000	-0-	-0-	44,000
Armour	755	20,700	3,670	6,300	-0-	-0-	-0-	30,670
Avon	582	20,385	4,140	3,045	-0-	-0-	500	28,070
Buffalo	564	16,800	6,045	2,000	-0-	-0-	-0-	24,845
Burke	800	40,900	4,100	4,600	4,600	-0-	2,240	56,440
Canistota	602	12,500	468	-0-	-0-	-0-	7,032	20,000
Castlewood	551	10,000	1,815	4,920	-0-	-0-	1,320	18,055
Elkton	669	13,915	1,440	4,300	1,000	-0-	-0-	20,655
Faith	580	29,552	5,245	6,354	3,228	-0-	-0-	44,379
Harrisburg	634	13,775	1,000	4,575	-0-	-0-	-0-	20,800
Herreid	583	7,700	788	2,500	16,000	-0-	-0-	26,988
Hoven	602	15,600	-0-	-0-	-0-	-0-	-0-	25,000
Irene	509	14,000	-0-	1,000	2,000	-0-	-0-	17,000

BUDGET EXPENSES OF CITIES BETWEEN 500 AND 999 POPULATION (CONT)

City	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Kadoka	798	18,000	3,600	10,600	500	-0-	-0-	32,700
Kimball	769	13,800	4,500	3,000	500	-0-	-0-	21,800
Lake Andes	941	28,000	6,350	6,600	2,000	-0-	-0-	42,950
Lake Preston	738	21,200	2,360	2,340	2,000	-0-	500	28,400
Leola	613	---	---	---	---	---	---	---
Marion	826	15,912	5,076	4,950	-0-	-0-	-0-	25,938
Menno	754	20,500	3,617	3,625	-0-	-0-	800	28,542
Murdo	745	19,000	4,331	3,900	4,400	-0-	660	32,291
Newell	610	14,400	2,885	-0-	-0-	-0-	-0-	17,285
Onida	781	20,000	2,400	3,500	10,052	-0-	-0-	35,952
Scotland	998	13,860	990	2,910	-0-	-0-	-0-	17,760
Selby	817	15,300	4,048	7,540	300	-0-	-0-	27,239
Tea	797	14,250	2,160	5,950	-0-	-0-	-0-	22,360
Timber Lake	618	22,000	2,000	6,000	-0-	-0-	-0-	30,000
Viborg	715	18,500	3,551	6,400	1,000	-0-	500	29,951
Waubay	678	26,500	-0-	6,500	-0-	-0-	-0-	33,000
White River	552	24,000	1,911	6,400	2,200	2,150	750	37,411
Whitewood	872	21,500	6,774	3,100	-0-	-0-	-0-	31,374
Woonsocket	736	15,100	1,080	4,600	-0-	-0-	-0-	22,780
TOTAL	23,593	\$610,149	\$94,180	\$140,573	\$54,780	\$2,150	\$13,302	\$929,635

ANNUAL SALARIES OF FULL-TIME SWORN OFFICERS

POPULATION 500 TO 999

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	31	\$ 7,700	\$13,800	\$15,000	\$16,800	\$21,500
Assistant Chief	3	\$12,000	---	\$12,348	---	\$13,560
Patrol Officer	4	\$ 1,500	\$ 3,725	\$11,800	\$13,695	\$13,860

Using current salaries
as of April 1, 1987.

* 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

DEPARTMENT	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workmen's compensation	Retirement	Court pay	Court comp. pay	Longevity pay	Shift differential pay	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Annual leave	Sick leave	Comp time for overtime	Cash for overtime	Total vehicles owned	Crime Prevention Program	Computerized Functions
Alcester	1	F	F	N	F	F	Y	N	N	N	N	Y	Y	N	Y	Y	Y	Y	N	N	N	N	N
Arlington	2	N	P	-	F	F	N	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	1	N	N
Armour	1	N	F	N	N	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N
Avon	1	N	P	P	F	F	Y	Y	Y	N	N	Y	N	N	N	N	Y	Y	N	S	1	N	N
Buffalo	1	N	N	N	F	F	Y	N	N	N	N	Y	N	N	N	Y	Y	Y	Y	N	N	Y	N
Burke	2	F	F	F	F	F	N	N	N	N	N	Y	N	N	Y	Y	Y	Y	-	L	2	N	N
Castlewood	2	N	F	F	N	F	N	Y	N	N	N	N	N	N	Y	Y	Y	Y	N	S	1	N	N
Canistota	1	N	F	N	F	F	-	-	-	-	-	-	-	-	-	-	-	-	L	N	1	Y	N
Elkton	1	N	F	F	F	F	N	N	N	N	Y	Y	N	Y	Y	Y	Y	Y	N	N	1	N	N
Faith	1	N	F	P	F	F	Y	N	N	Y	N	Y	N	-	N	Y	Y	Y	N	N	2	N	N
Harrisburg	1	N	N	N	F	F	Y	N	Y	Y	N	Y	Y	N	Y	Y	Y	Y	S	N	1	N	N
Herreid	1	N	F	N	F	F	N	N	Y	N	N	Y	N	N	Y	Y	Y	Y	S	L	1	N	N
Hoven	1	N	F	F	F	F	N	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N
Irene	1	N	P	N	N	F	N	N	N	N	N	Y	N	N	Y	Y	Y	Y	L	N	1	N	N

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Overtime: L = Overtime for line officers only
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B = Overtime for both line and supervisory
N = No overtime

PERSONNEL BENEFITS

POPULATION 500 - 999

DEPARTMENT	Total full-time sworn officers	Employee life insurance	Employee health insurance	Family health insurance	False arrest insurance	Workmen's compensation	Retirement	Court pay	Court comp. pay	Longevity pay	Shift differential pay	Uniform provided	Cleaning allowance	Plain clothes allowance	Weapons furnished	Leathers furnished	Annual leave	Sick leave	Comp time for overtime	Cash for overtime	Total vehicles owned	Crime Prevention Program	Computerized Functions
Kadoka	1	F	P	P	F	F	N	N	N	N	N	Y	N	N	Y	Y	-	Y	Y	N	N	Y	N
Kimball	1	N	F	F	N	F	N	N	N	N	N	N	N	N	Y	Y	Y	Y	Y	N	N	N	N
Lake Andes	2	N	F	N	N	F	Y	N	N	N	N	Y	N	N	N	N	Y	Y	Y	N	N	N	N
Lake Preston	1	N	P	N	N	F	N	N	Y	N	N	Y	N	N	Y	Y	Y	Y	B	N	N	N	N
Leola	1	N	N	N	F	F	N	N	N	N	N	Y	N	N	Y	Y	-	N	N	N	N	N	N
Marion	1	F	P	N	F	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	N	Y	N
Menno	1	N	F	N	F	F	Y	N	Y	N	N	N	N	N	Y	Y	Y	Y	S	N	1	N	N
Murdo	1	N	P	P	F	F	Y	Y	N	N	N	Y	N	N	N	N	Y	Y	N	S	1	N	N
Newell	1	-	-	-	-	-	Y	N	N	N	N	Y	N	N	Y	Y	-	Y	Y	N	N	1	N
Onida	1	N	F	F	N	F	N	N	N	N	N	N	N	N	Y	Y	Y	Y	N	N	2	N	N
Scotland	1	N	F	F	F	F	Y	N	N	N	N	Y	N	-	Y	Y	Y	N	L	N	1	N	N
Selby	2	P	F	P	F	F	N	N	N	N	N	Y	Y	N	N	Y	Y	Y	L	N	2	N	N
Tea	-	N	N	N	F	F	Y	N	Y	N	N	Y	N	-	Y	N	Y	Y	-	N	1	Y	N
Timber Lake	1	N	N	N	N	F	N	N	N	N	N	N	N	N	N	Y	Y	Y	N	N	1	N	N

Insurance: F = Department pays in full
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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
N = No overtime

PERSONNEL BENEFITS

POPULATION 500 - 999

[illegible]

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
N = No overtime

Population Less Than 500

BUDGET EXPENSES OF CITIES LESS THAN 500 POPULATION

City	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Bonesteel	366	\$5,700	\$600	-0-	-0-	-0-	\$3,700	\$10,000
Colman	455	---	---	---	---	---	---	26,000
Hayti	338	21,900	2,600	1,750	-0-	-0-	525	26,775
Isabel	361	11,000	1,132	1,841	-0-	-0-	-0-	13,973
Kennebec	337	6,000	500	2,500	-0-	-0-	-0-	9,000
TOTAL	1,857	\$44,600	\$4,832	\$6,091	-0-	-0-	\$4,225	\$85,748

ANNUAL SALARIES OF FULL-TIME SOWRN OFFICER

POPULATION LESS THAN 500

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	5	\$ 5,700	\$10,800	\$11,000	\$16,650	\$16,880

Using current salaries
as of April 1, 1987.

* 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

POPULATION LESS THAN 500

[illegible]

Insurance: F = Department pays in full
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Overtime: L = Overtime for line officers only
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B = Overtime for both line and supervisory
N = No overtime