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

1989  
Police Management Report  

STATISTICAL ANALYSIS CENTER
POLICE MANAGEMENT STUDY

1989

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POLICE MANAGEMENT SURVEY:

In the Spring of 1989, the Statistical Analysis Center at the Division of Criminal Investigation surveyed all police departments in South Dakota. A survey questionnaire accompanied by a cover letter was sent to all police departments in the state. In an attempt to increase the rate of response, a follow-up letter and teletype reminders were sent approximately one month later.

This was the fourth year the SAC has been involved in compiling statewide data pertaining to police departments in South Dakota. Two years ago, nearly 100 police departments in South Dakota participated in the project, and many chiefs expressed support for future studies. The results of this survey will provide the police chiefs with a tool for comparing policies and practices of other departments with those of their own. In addition, the results should provide the police administrators with a substantial basis from which to justify future managerial decisions.

Currently, there are 121 police departments in South Dakota. Of these, eighteen departments are considered to be part-time while 103 departments employ at least one full-time officer. Twelve of the eighteen part-time departments participated in this year's survey. Data for these part-time departments will be reported separately for comparison purposes. Eighty-eight full-time departments returned surveys yielding a total response rate of 82.6%.

The returned surveys were reviewed and coded upon receipt. In the case of obviously erroneous or incomplete information, the SAC staff telephoned individual agencies to complete or clarify the data.

The survey instrument is a self-report completed by the police chief. All questions were designed to be objective; however, some questions may have been subject to different interpretations. Many misinterpretations were remedied in the review phase; however, misinterpretations which were not blatantly erroneous could not be detected. Thus, this report can only reflect summary results that are as valid and accurate as the data provided by each police chief.

It should also be noted here that salary data throughout this report are approximations. Due to the number of personnel at any given rank and the diverse salaries relative to each officer, such approximations were necessary in order to perform overall summary calculations.
Completed questionnaires were keyed on diskette and verified by data entry staff. The statistical software package, SPSS/PC+, was utilized to analyze the data.

Excluding the part-time departments, the agencies are arranged in descending order by city population, with the largest cities appearing first. This method of presentation facilitates comparisons with other agencies of similar size. Population figures are 1986 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 = 9
- Population between 3,000 and 10,000: N = 12
- Population between 1,000 and 2,999: N = 27
- Population between 500 and 999: N = 34
- Population less than 500: N = 6

Total = 88 Full-time departments

**BUDGET:**

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 $11,400 per year to a high of $5,642,008 per year. These agencies have a combined budget income of $24,092,828. The vast majority (97%) of this total figure was derived from city funds. State assistance totalling $56,000 was provided to two police departments. One agency received federal funds totalling $27,556. Ten departments also indicated that they obtained funds totalling $538,626 from some "other" source.

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Personnel Salaries</td>
<td>$15,745,800</td>
</tr>
<tr>
<td>b. Personnel Benefits</td>
<td>$2,861,921</td>
</tr>
<tr>
<td>c. Operating Expenses</td>
<td>$3,390,741</td>
</tr>
<tr>
<td>d. Capital Outlay</td>
<td>$1,113,378</td>
</tr>
<tr>
<td>e. Jail Operations</td>
<td>$129,294</td>
</tr>
<tr>
<td>f. Other</td>
<td>$270,651</td>
</tr>
</tbody>
</table>

Total Budget Expenses $23,575,185 *

* Two departments operate on Total Budgets.

When personnel salaries and benefits are combined, they account for 79% of the total expenses incurred by police departments in the State. Operating expenses, such as utilities, contractual
services, supplies, travel, etc., represented 14.4% of the total budgets. A very small portion (4.7%) of the budgets went toward capital outlay, such as vehicles, land, equipment, construction, etc., while .5% of the total budget was allocated for jail operations and another 1.2% of the total budget was ear-marked for an "other" category.

The eighty-eight full-time reporting police departments serve cities with populations ranging in size from 340 to 97,550 (according to 1986 estimates). The combined total population of these jurisdictions is 389,620. By dividing the budget total expense for all responding agencies of $23,575,185 by the combined population of 389,620, a per capita cost for police services of $60.51 is obtained. This means the responding cities, as a whole, spent approximately $61 per person for police protection.
DEPARTMENT BUDGET ALLOCATION

Overall Expense Categories

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Amount Spent (Millions)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>15745800</td>
</tr>
<tr>
<td>Benefits</td>
<td>2861921</td>
</tr>
<tr>
<td>Operating</td>
<td>3390741</td>
</tr>
<tr>
<td>Capital</td>
<td>1113378</td>
</tr>
<tr>
<td>Jail</td>
<td>129294</td>
</tr>
<tr>
<td>Other</td>
<td>270651</td>
</tr>
</tbody>
</table>
The budget breakdown and costs per capita can be further analyzed by population groupings:

DEPARTMENTAL BUDGET INFORMATION - 1989

<table>
<thead>
<tr>
<th></th>
<th>Over 10,000</th>
<th>3,000 to 10,000</th>
<th>1,000 to 2,999</th>
<th>500 to 999</th>
<th>Less than 500</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>$11,166,593</td>
<td>$2,275,048</td>
<td>$1,496,826</td>
<td>$703,481</td>
<td>$103,852</td>
</tr>
<tr>
<td>Personnel Benefits</td>
<td>1,816,209</td>
<td>567,030</td>
<td>318,989</td>
<td>140,301</td>
<td>19,392</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>2,454,065</td>
<td>416,873</td>
<td>314,776</td>
<td>158,900</td>
<td>46,127</td>
</tr>
<tr>
<td>Capital Outlay</td>
<td>721,721</td>
<td>229,775</td>
<td>99,192</td>
<td>45,690</td>
<td>5,000</td>
</tr>
<tr>
<td>Jail Operations</td>
<td>24,090</td>
<td>86,294</td>
<td>16,300</td>
<td>2,610</td>
<td>--</td>
</tr>
<tr>
<td>Other</td>
<td>216,725</td>
<td>35,300</td>
<td>14,150</td>
<td>4,476</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$16,399,403</strong></td>
<td><strong>$3,610,320</strong></td>
<td><strong>$2,301,633</strong></td>
<td><strong>$1,077,458</strong></td>
<td><strong>$186,371</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th>Population</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Per Capita Cost</td>
<td>$63.80</td>
<td>$61.19</td>
<td>$54.69</td>
<td>$44.14</td>
<td>$76.69</td>
</tr>
</tbody>
</table>

* Two departments operate on Total Budgets.

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).
Eighty-eight departments reported that they employ a total of 591 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

- Over 25 officers (3.4%)
- 11-25 officers (8.0%)
- 6-10 officers (9.1%)
- One officer (44.3%)
- 2-5 officers (35.2%)

<table>
<thead>
<tr>
<th>Size of Department</th>
<th>Number of Depts</th>
<th>Percentage of Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>One officer</td>
<td>39</td>
<td>44.3%</td>
</tr>
<tr>
<td>2 to 5 officers</td>
<td>31</td>
<td>35.2%</td>
</tr>
<tr>
<td>6 to 10 officers</td>
<td>8</td>
<td>9.0%</td>
</tr>
<tr>
<td>11 to 25 officers</td>
<td>7</td>
<td>7.9%</td>
</tr>
<tr>
<td>Over 25 officers</td>
<td>3</td>
<td>3.4%</td>
</tr>
</tbody>
</table>

Thirty-nine of the responding police departments in the state employed only one full-time sworn officer as of March 1, 1989. The three departments which employ over 25 officers are in the three largest cities in South Dakota: Aberdeen had 38 full-time sworn officers; Rapid City had 80; and Sioux Falls employed 127 officers on March 1, 1989.
It is beneficial to examine the rate of personnel per population of one thousand. This rate is calculated using the following formula:

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

The total full-time sworn personnel and population figures can be substituted for the variables in the formula:

\[
\frac{591}{389,620} \times 1,000 = 1.52
\]

Thus, 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 studied according to population category:

<table>
<thead>
<tr>
<th>Population</th>
<th>Personnel Rate per 1,000</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cities greater than 10,000</td>
<td>1.49</td>
</tr>
<tr>
<td>Cities between 3,000 and 10,000</td>
<td>1.51</td>
</tr>
<tr>
<td>Cities between 1,000 and 2,999</td>
<td>1.81</td>
</tr>
<tr>
<td>Cities between 500 and 999</td>
<td>1.52</td>
</tr>
<tr>
<td>Cities less than 500</td>
<td>3.29</td>
</tr>
</tbody>
</table>

Overall Personnel Rate per 1,000 = 1.52

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 reported the number of their full-time, sworn personnel by rank. Over half (54.7%) of the police officers hold the rank of patrol officer. There were 323 patrol officers in the responding departments throughout the state as of March 1, 1989. The 86 chiefs (2 departments do not have police chiefs) account for 14.6% of the total personnel figure. There were 67 sergeants, 24 captains, 17 assistant chiefs, 26 lieutenants, 43 detectives, and 5 specialists in the responding departments throughout the state.

**RANK OF SWORN PERSONNEL**

*Number of Officers Per Rank*

<table>
<thead>
<tr>
<th>Rank</th>
<th>No. of Officers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief</td>
<td>86</td>
</tr>
<tr>
<td>Asst.</td>
<td>17</td>
</tr>
<tr>
<td>Capt.</td>
<td>24</td>
</tr>
<tr>
<td>Lieut.</td>
<td>26</td>
</tr>
<tr>
<td>Sgt.</td>
<td>67</td>
</tr>
<tr>
<td>Spec.</td>
<td>5</td>
</tr>
<tr>
<td>Det.</td>
<td>43</td>
</tr>
<tr>
<td>Pat. Off.</td>
<td>323</td>
</tr>
</tbody>
</table>
The chiefs indicated 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 below:

**OFFICER SALARY RANGES**

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Number of Officers</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Under $12,000</td>
<td>10</td>
<td>1.7%</td>
</tr>
<tr>
<td>2. $12,000 - $14,999</td>
<td>37</td>
<td>6.3%</td>
</tr>
<tr>
<td>3. $15,000 - $17,499</td>
<td>92</td>
<td>15.6%</td>
</tr>
<tr>
<td>4. $17,500 - $19,999</td>
<td>130</td>
<td>21.9%</td>
</tr>
<tr>
<td>5. $20,000 - $22,499</td>
<td>118</td>
<td>19.9%</td>
</tr>
<tr>
<td>6. $22,500 - $24,999</td>
<td>91</td>
<td>15.4%</td>
</tr>
<tr>
<td>7. $25,000 - $29,999</td>
<td>79</td>
<td>13.4%</td>
</tr>
<tr>
<td>8. $30,000 and over</td>
<td>34</td>
<td>5.8%</td>
</tr>
</tbody>
</table>

Information on annual salaries of full-time, sworn employees in each department was also collected per rank of employee. Detailed information on these salaries will be given in further sections of this report.
A majority (79.3%) of the responding departments indicated that officer wages/salaries were determined at the discretion of the city council. Another 14.9% said that a salary schedule was in effect while 5.7% cited other methods of determining officer wages. Some methods mentioned were wage and salary studies; union contracts; and a combination of a schedule and city council decision.

CIVILIAN PERSONNEL:

In March 1989, there were a total of 169 civilian personnel in the 88 responding full-time agencies. Most of these people (N=128) worked full-time, while 41 people were employed part-time.

There were 63 radio dispatchers employed among the responding departments. Almost two-thirds (63%) of the dispatchers worked full-time. The chiefs listed 13 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. This category was also used to designate unique positions. For instance, Sioux Falls employs a scientist and a fleet maintenance coordinator. Aberdeen has a lab technician and a data entry/case recorder while Mitchell employs an administrative coordinator.

The chart below indicates the numbers and types of civilian employees overall for the responding full-time departments:

TYPES OF CIVILIAN EMPLOYEES:

<table>
<thead>
<tr>
<th>Clerk/Typist</th>
<th>Part-Time</th>
<th>Full-Time</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>31</td>
</tr>
<tr>
<td>Secretary</td>
<td>0</td>
<td>2</td>
<td>21</td>
</tr>
<tr>
<td>Dispatched</td>
<td>23</td>
<td>40</td>
<td>63</td>
</tr>
<tr>
<td>Parking Enforcement</td>
<td>2</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>Accident Investigator</td>
<td>0</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Animal Control</td>
<td>9</td>
<td>6</td>
<td>15</td>
</tr>
<tr>
<td>Corrections/Jail</td>
<td>2</td>
<td>10</td>
<td>12</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
<td>10</td>
<td>13</td>
</tr>
<tr>
<td>TOTALS</td>
<td>41</td>
<td>128</td>
<td>169</td>
</tr>
</tbody>
</table>
It stands to reason that the police departments in the larger cities employ most of the civilian workers. In fact, over half (56.8%) of the civilians are employed by the nine largest police departments. The following table provides a breakdown of the numbers of civilian personnel per population category:

### CIVILIAN EMPLOYEES PER POPULATION GROUP:

<table>
<thead>
<tr>
<th>City Population</th>
<th>Number of Departments</th>
<th>Part-time Civilians</th>
<th>Full-time Civilians</th>
<th>Total Civilians</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greater than</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10,000</td>
<td>9</td>
<td>9</td>
<td>87</td>
<td>96</td>
</tr>
<tr>
<td>3,000 to 10,000</td>
<td>12</td>
<td>19</td>
<td>31</td>
<td>50</td>
</tr>
<tr>
<td>1,000 to 2,999</td>
<td>27</td>
<td>6</td>
<td>8</td>
<td>14</td>
</tr>
<tr>
<td>500 to 999</td>
<td>34</td>
<td>6</td>
<td>1</td>
<td>7</td>
</tr>
<tr>
<td>Less than 500</td>
<td>6</td>
<td>1</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

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

### SALARIES OF FULL-TIME CIVILIAN PERSONNEL:

<table>
<thead>
<tr>
<th>POSITION</th>
<th>NUMBER</th>
<th>MINIMUM</th>
<th>25TH PERCENTILE</th>
<th>MEDIAN</th>
<th>75TH PERCENTILE</th>
<th>MAXIMUM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clerk/Typist</td>
<td>31</td>
<td>$11,565</td>
<td>$16,650</td>
<td>$16,650</td>
<td>$18,152</td>
<td>$18,152</td>
</tr>
<tr>
<td>Secretaries</td>
<td>21</td>
<td>$ 9,450</td>
<td>$12,847</td>
<td>$15,376</td>
<td>$20,249</td>
<td>$20,404</td>
</tr>
<tr>
<td>Dispatchers</td>
<td>40</td>
<td>$ 5,270</td>
<td>$11,482</td>
<td>$13,679</td>
<td>$14,932</td>
<td>$18,725</td>
</tr>
<tr>
<td>Parking Workers</td>
<td>5</td>
<td>$11,926</td>
<td>$13,503</td>
<td>$15,080</td>
<td>$15,080</td>
<td>$15,080</td>
</tr>
<tr>
<td>Accident Investigators</td>
<td>5</td>
<td>$13,617</td>
<td>$13,617</td>
<td>$17,659</td>
<td>$17,659</td>
<td>$17,659</td>
</tr>
<tr>
<td>Animal Control</td>
<td>6</td>
<td>$ 8,905</td>
<td>$12,747</td>
<td>$16,018</td>
<td>$16,900</td>
<td>$16,900</td>
</tr>
<tr>
<td>Correction Jail</td>
<td>10</td>
<td>$ 9,412</td>
<td>$ 9,412</td>
<td>$12,043</td>
<td>$14,673</td>
<td>$14,673</td>
</tr>
</tbody>
</table>
LENGTH OF EMPLOYMENT:

The police chiefs were asked to indicate the length of employment relative to each full-time, sworn officer in their employ as of March 1, 1989.

<table>
<thead>
<tr>
<th>Length of Employment</th>
<th>Number of Officers</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than one year</td>
<td>75</td>
<td>12.7%</td>
</tr>
<tr>
<td>1 to 2 years</td>
<td>69</td>
<td>11.7%</td>
</tr>
<tr>
<td>3 to 4 years</td>
<td>89</td>
<td>15.1%</td>
</tr>
<tr>
<td>5 to 9 years</td>
<td>130</td>
<td>21.9%</td>
</tr>
<tr>
<td>10 to 14 years</td>
<td>93</td>
<td>15.7%</td>
</tr>
<tr>
<td>15 to 19 years</td>
<td>74</td>
<td>12.5%</td>
</tr>
<tr>
<td>20 to 24 years</td>
<td>38</td>
<td>6.4%</td>
</tr>
<tr>
<td>25 years or more</td>
<td>22</td>
<td>3.7%</td>
</tr>
</tbody>
</table>

Over one-third (38.3%) 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 report the number of full-time, sworn personnel within specified age groups as of March 1, 1989.

<table>
<thead>
<tr>
<th>Age Category</th>
<th>Number of Officers</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>21 to 24 years</td>
<td>35</td>
<td>5.9%</td>
</tr>
<tr>
<td>25 to 29 years</td>
<td>98</td>
<td>16.6%</td>
</tr>
<tr>
<td>30 to 34 years</td>
<td>128</td>
<td>21.7%</td>
</tr>
<tr>
<td>35 to 39 years</td>
<td>112</td>
<td>18.9%</td>
</tr>
<tr>
<td>40 to 44 years</td>
<td>116</td>
<td>19.6%</td>
</tr>
<tr>
<td>45 to 49 years</td>
<td>46</td>
<td>7.8%</td>
</tr>
<tr>
<td>50 to 54 years</td>
<td>34</td>
<td>5.8%</td>
</tr>
<tr>
<td>55 to 59 years</td>
<td>14</td>
<td>2.4%</td>
</tr>
<tr>
<td>60 to 64 years</td>
<td>7</td>
<td>1.2%</td>
</tr>
</tbody>
</table>

Over one-half (57.2%) 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 65 years of age or older.
HIGHEST LEVEL OF EDUCATION ACHIEVED

Full-Time Sworn Officers Overall

- Graduate work (3.2%)
- No HS diploma (0.4%)
- HS dipl. (47.9%)
- 4 years college (14.3%)
- 2 yrs. college (17.1%)
- Less 2 yrs. college (17.1%)

Highest Level of Education Attained:

2 officers (0.4%) do not have a high school diploma
222 officers (47.9%) have a high school diploma
79 officers (17.1%) have completed less than 2 yrs. college
79 officers (17.1%) have completed two years of college
66 officers (14.3%) have completed four years of college
15 officers (3.2%) have completed graduate work

*** Due to the size of its workforce, Sioux Falls did not provide data as to officer education.

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. Individual departments may have further education requirements in order for officers to achieve certain ranks within their departments.
HOURS WORKED:

The chiefs were asked 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 47.6 hours per week. They actually worked an average of 50.6 hours per week and were paid for working 45.5 hours per week.

Examining this data by population category:

<table>
<thead>
<tr>
<th>AVERAGE HOURS WORKED PER POPULATION CATEGORY</th>
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</thead>
<tbody>
<tr>
<td>SCHEDULED TO WORK</td>
</tr>
<tr>
<td>Over 10,000</td>
</tr>
<tr>
<td>3,000 - 10,000</td>
</tr>
<tr>
<td>500 - 999</td>
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<tr>
<td>Less than 500</td>
</tr>
<tr>
<td>ACTUALLY WORKED</td>
</tr>
<tr>
<td>Over 10,000</td>
</tr>
<tr>
<td>3,000 - 10,000</td>
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<tr>
<td>500 - 999</td>
</tr>
<tr>
<td>Less than 500</td>
</tr>
<tr>
<td>PAID FOR WORKING</td>
</tr>
<tr>
<td>Over 10,000</td>
</tr>
<tr>
<td>3,000 - 10,000</td>
</tr>
<tr>
<td>500 - 999</td>
</tr>
<tr>
<td>Less than 500</td>
</tr>
</tbody>
</table>

As illustrated above, 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. These officers are generally "on-call" twenty-four hours a day, seven days a week but are usually not payed on this basis.
EDUCATIONAL BENEFITS:

Educational benefits are both an enticement for prospective officers and a means for progressing through a law enforcement career. Over one-third of the responding agencies (36.4%) provide some form of educational benefits for their employees. A majority (87.5%) adjust departmental schedules to facilitate class attendance while 68.8% of these departments allow officers time off with pay to attend classes.

Twenty-five departments (78.1%) indicated that the department/city subsidizes books and tuition for advanced schooling. Nine of these departments (36.1%) indicated that there is a formal maximum amount allowed. This maximum amount ranged from $100 to $2,000. Sixteen departments (64%) reported they had no policy regarding a maximum amount allowed; the amount of assistance is determined on a case by case basis.

Only five departments (15.6%) reported that they practiced a policy of increasing officer pay based on the number of accumulated college credits. All five indicated there was a ceiling applicable to this raise based on education, ranging from $15 to $1350. Seven departments use formal academic education as part of the basis for promotion.

Detail tables presented later in this report indicate which departments offer educational benefits.

BENEFITS:

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

Health insurance is the benefit offered most often to employees and their families, with 90.9% of the departments offering health insurance for officers. Most departments (82.5%) pay the officer's health insurance in full. Over half (63.6%) of the departments also offer health insurance for families, with 33.9% paying the entire cost of family policies, and another 66.1% partially paying for such coverage.

Life insurance is offered by less than half (46.6%) of the departments to their officers. Over three-fourths of these (78%) do provide full payment of their officer's life insurance policies, with the remainder paying the partial cost of life insurance. A few departments (17%) offer life insurance benefits of some type for officers' families.

Dental insurance is available through only a few (11.4%) of the police departments. In fact, seven agencies reported paying for
full dental insurance coverage for their officers while three departments pay partial dental insurance. Only 7.9% of the departments reported paying for dental insurance for officer’s families. One department provides full dental coverage for officer families.

All but two of the police departments provide workmen’s compensation insurance for their employees. Many departments (77.2%) also subscribe to false arrest insurance plans. Mobridge and Sioux Falls have liability insurance through city policies instead of false arrest insurance. Only in a very few departments are the officers expected to partially contribute to the expenses of these benefits.

<table>
<thead>
<tr>
<th></th>
<th>For Officers</th>
<th>For Families</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full</td>
<td>Partial</td>
</tr>
<tr>
<td>Life Insurance</td>
<td>36.4%</td>
<td>10.2%</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>75.0%</td>
<td>15.9%</td>
</tr>
<tr>
<td>Dental Insurance</td>
<td>8.0%</td>
<td>3.4%</td>
</tr>
<tr>
<td>False Arrest</td>
<td>76.1%</td>
<td>1.1%</td>
</tr>
<tr>
<td>Workmen’s Comp.</td>
<td>97.7%</td>
<td>1.1%</td>
</tr>
</tbody>
</table>

INSURANCE BENEFITS PROVIDED BY POLICE DEPARTMENTS - 1989
Slightly more than two-thirds (67.1%) of South Dakota police departments have a retirement program for their sworn officers. Nearly all (96.6%) of those departments with a retirement program are members of the South Dakota Retirement System. The charts toward the back of this document indicate which departments participate in a retirement program and those which do not.

Benefits provided by individual police departments differ from one department to the next. For example, Mitchell offers holiday pay and in-charge pay. Chamberlain pays for officer training and related travel expenses, and Lake Preston pays for officer professional fees and mileage fees. A general list of common benefits and the percentage of responding departments providing them is included below.

<table>
<thead>
<tr>
<th>YES</th>
<th>NO</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Extra pay for time in court</td>
<td>40.9%</td>
</tr>
<tr>
<td>b. Comp time for time in court</td>
<td>30.7%</td>
</tr>
<tr>
<td>c. Extra pay for longevity with department</td>
<td>25.0%</td>
</tr>
<tr>
<td>d. Extra pay for swing or night shift duty</td>
<td>9.1%</td>
</tr>
<tr>
<td>e. Uniform provided (or cash allowance)</td>
<td>89.8%</td>
</tr>
<tr>
<td>f. Cleaning allowance for uniforms</td>
<td>9.1%</td>
</tr>
<tr>
<td>g. Clothing allowance--plain clothes officers</td>
<td>9.1%</td>
</tr>
<tr>
<td>h. Weapons furnished</td>
<td>72.7%</td>
</tr>
<tr>
<td>i. Other equipment furnished--handcuffs leather, etc.</td>
<td>87.5%</td>
</tr>
<tr>
<td>j. Cash allowance for equipment</td>
<td>11.4%</td>
</tr>
</tbody>
</table>

The most common benefit provided was a uniform or a cash allowance to purchase one. This was provided by 89.8% of the responding agencies. A vast majority (87.5%) of the departments provided equipment such as handcuffs, holsters, other leathers, etc. to their officers. Over two-thirds (72.7%) 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.

Detail tables presented in later sections of this report indicate which personnel benefits are provided by individual police departments.
The survey results have delineated 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 received after the specified number of years of service for all the responding departments.

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Average Hours of Paid Vacation</th>
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<tbody>
<tr>
<td>After 1 year</td>
<td>72 hours</td>
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<tr>
<td>After 2 years</td>
<td>88 hours</td>
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<tr>
<td>After 5 years</td>
<td>101 hours</td>
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<tr>
<td>After 7 years</td>
<td>111 hours</td>
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<tr>
<td>After 10 years</td>
<td>122 hours</td>
</tr>
<tr>
<td>After 15 hours</td>
<td>135 hours</td>
</tr>
<tr>
<td>After 20 years</td>
<td>139 hours</td>
</tr>
</tbody>
</table>

Eighty-one departments (92%) have a formal sick leave plan. The average number of hours of sick leave that could be earned by each officer in the responding departments was 102.5 hours for the year 1989. 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 2,920 hours, with the average being 501.0 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.
OVERTIME:

Forty-six departments do not offer compensatory time to any of their employees. Twenty-six agencies give comp time to both line and supervisory officers while five others offer it to line officers only, and eleven offer it to supervisory officers only.

Paid overtime is provided to at least some officers by over half (N=50) of the departments. The majority (69.2%) of those departments which do pay cash for overtime use a rate of time-and-one-half. 17.9% use a regular pay schedule and 12.8% 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.

SECOND JOB:

More than three-fourths (78.4%) 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. 39.1% of the departments restrict the type of employment, while 28.9% 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 (49.2%) of the agencies require notification, and 44.9% insist upon approval by the department preceding employment. Twelve departments report other limitations are placed on officers with second jobs. Eighteen departments place no limitations on officers working second jobs.

Collective Bargaining

Very few police departments in South Dakota have been or are organized under a collective bargaining unit or union. Only eleven departments (12.5%) are currently unionized, while only three others are considering such action; and five departments have previously withdrawn their membership from a union or collective bargaining unit.
VEHICLES:

A total of 314 vehicles are owned by the 88 police departments. Over half (60.2%) of the vehicles are marked cars, while another 17.2% are unmarked cars. The various types of vehicles and the number used by the collective departments are presented below:

<table>
<thead>
<tr>
<th>Type of Vehicle</th>
<th>Number of Vehicles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marked cars owned by department</td>
<td>189</td>
</tr>
<tr>
<td>Unmarked cars owned by department</td>
<td>54</td>
</tr>
<tr>
<td>Any leased vehicles</td>
<td>15</td>
</tr>
<tr>
<td>Jeeps, trucks, and vans</td>
<td>22</td>
</tr>
<tr>
<td>Motorcycles</td>
<td>19</td>
</tr>
<tr>
<td>Animal Control Vehicles</td>
<td>12</td>
</tr>
<tr>
<td>Other</td>
<td>3</td>
</tr>
</tbody>
</table>

Total Vehicles Owned 314

* Sioux Falls owns an armored car.

NOTE: Yankton owns a jeep jointly with the Yankton County Sheriff's Department.

Over half of the departments (51.2%) have a schedule or policy for replacing vehicles. The age of the vehicle is the determining factor for 24.4% of the departments who do have a replacement schedule; 28.8% base replacement on mileage accumulated; and 46.6% use a policy other than age or mileage for replacement of vehicles. Other policies utilized for vehicle replacement include: leasing, a combination of age and mileage, condition of vehicle, need, every other year, or discretion of city council.
AUTOMATIC WEAPONS

A few departments (11.4%) provide automatic weapons for on-duty officers. Most departments (59.1%) allow officers to use automatic weapons on-duty and a similar percent (63.6%) of departments allow their off-duty officers to use automatic weapons. About one-half (50%) 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. One-third (33%) of the departments have no policy regarding the caliber of automatic weapon used.
EQUIPMENT:

The table below shows the specialized equipment owned collectively by the police departments. 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.

<table>
<thead>
<tr>
<th>Specialized Equipment Owned by Departments</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sidearm</td>
<td>75</td>
<td>13</td>
</tr>
<tr>
<td>Tranquilizer Rifle</td>
<td>25</td>
<td>62</td>
</tr>
<tr>
<td>Other rifle</td>
<td>38</td>
<td>50</td>
</tr>
<tr>
<td>Shotgun</td>
<td>76</td>
<td>12</td>
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<tr>
<td>Police car radio (two-way)</td>
<td>88</td>
<td>0</td>
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<tr>
<td>Hand-held police radio</td>
<td>73</td>
<td>15</td>
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<tr>
<td>Radar unit</td>
<td>83</td>
<td>5</td>
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<tr>
<td>Fingerprint kit</td>
<td>62</td>
<td>26</td>
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<tr>
<td>Polygraph Equipment</td>
<td>6</td>
<td>82</td>
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<tr>
<td>D.W.I. Breath Analysis Equipment</td>
<td>61</td>
<td>27</td>
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<tr>
<td>Gas Mask</td>
<td>25</td>
<td>63</td>
</tr>
<tr>
<td>Bulletproof Vest</td>
<td>37</td>
<td>51</td>
</tr>
<tr>
<td>Vehicle Cage</td>
<td>49</td>
<td>39</td>
</tr>
<tr>
<td>Mace Canister</td>
<td>69</td>
<td>19</td>
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<tr>
<td>Bomb Technical Equipment</td>
<td>2</td>
<td>86</td>
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<tr>
<td>VCR Equipment</td>
<td>19</td>
<td>69</td>
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</tbody>
</table>

The following pages present tables of the specialized equipment owned by individual departments throughout the State. This information is provided to assist agencies in identifying other agencies with equipment which they themselves might require in the future but do not own.
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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 for informational purposes.

OR

2) An incident observed by an officer resulting in police action or service even though not reported by a citizen.

Given this definition, the chiefs were asked how many calls for service their departments made during calendar year 1988. The results will be looked at per population category for cities of similar size.

A. City Population Greater Than 10,000:

All nine of the nine departments in this category (100%) answered this question. The number of calls for service made by each department ranged from 6,763 to 49,766 for 1988. A total of 170,484 calls for service were made by the nine responding agencies. Seven of the nine reporting departments count the number of incidents and the other two departments count both the number of incidents and the number of calls.

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

All twelve departments in this category (100%) answered this question. The number of calls for service made by each department ranged from 929 to 11,932, with a total of 49,019 calls made by the departments. Eleven departments (91%) count the number of incidents. One department counts the number of calls by citizens.

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

Twenty-five of the twenty-seven departments in this category (92.6%) answered this question. The number of calls for service made by each department ranged from 50 to 8,715, with a total of 28,422 made by the twenty-five 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 (84%) count the number of incidents, 8% count the number of citizen calls, and 8% use some other policy.
D. City Population 500 to 999:

Twenty-three of the thirty-four departments in this category answered this question. The number of calls for service made by each department ranged from 10 to 900, with a total of 6,882 calls made by the 23 responding departments. It is somewhat difficult to compare the number of calls for service in this category because all departments do not use the same policy in counting the calls. Over three-fourths (86.5%) count the number of incidents; one department counts the number of citizen calls; and 8.7% use some other policy.

E. City Population Less Than 500:

Five of the six (83.3%) departments in this category answered this question. The number of calls for service made by each department ranged from 50 to 2,400 with a total of 3,109 calls made by the five responding departments. All five of the responding departments count the number of incidents to determine the number of calls for service.
CRIME PREVENTION:

Less than half (35.2%) 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-four departments noted that they used this form of crime prevention program. Fifteen agencies participate in the McGruff—Take a Bite Out of Crime Program; eighteen departments are active in firearms safety presentations; six agencies have established neighborhood watch programs in their communities. Other programs some departments are involved in include Community Relations, DARE, Occupant Protection Program, Women’s Self Defense, Security Surveys, Shoplifting Prevention, Scared Stiff for High School Students, School Liaison Program, Crime Stop, and Vacation Watch. It should be noted that a department could be involved in one or several of the above activities.

Over a third (38.5%) 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=37) do not have a current program, nor are they planning to initiate one in the future.

COMPUTERIZED OPERATIONS:

Twenty-two of the responding police departments currently have at least one agency function computerized. Of those departments who are computerized the common functions which are automated are Arrests, Personnel Records, Incident-Name, Offenses, Payroll, Property, UCR, and Traffic Citations. Fifteen of the departments who are not currently automated reported that they are planning to computerize during the next year. The detail tables presented at the end of this report indicate those agencies which are currently automated.

UNIFORM CRIME REPORTING PROGRAM:

Of the responding police departments, 41.8% indicated that they are currently participating in the FBI’s Uniform Crime Reporting Program. Fifty departments of those responding do not currently participate. Of these, twenty-three (46%) indicated they utilize an alternate system to tally major offenses occurring in their jurisdictions. Detail tables presented in later sections indicate those departments which participate in the Uniform Crime Reporting Program.
TURNOVER:

The chiefs were asked to specify the number of personnel separations in their department during 1988. 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. Instructions asked that months of service be rounded to the nearest year.

There were a total of 80 full-time sworn personnel separations in calendar year 1988 for the participating police agencies. Over two-thirds (N=57) of these separations were caused by resignation. The average number of years spent with the department was over five (5.3) for the resigning officers overall. They had spent an average of 6.5 years working in law enforcement.

Fourteen officers (17.5%) retired from their departments in 1988 after serving an average of 22.1 years. Their total years of law enforcement service averaged 24.5 years.

Nine officers (11.3%) were dismissed from departments in 1988. The discharged officers had spent an average of 2.2 years in service with the department, and averaged 4.6 years of total law enforcement service.

No department reported any officer deaths in 1988.

The rate of turnover can be calculated by dividing the total number of separations (80) by the total number of full-time sworn personnel (591). The overall turnover rate for the eighty-eight departments was 13.5% for the year 1988. This rate of turnover varies when the agencies are categorized by city population.

<table>
<thead>
<tr>
<th>City Population</th>
<th>Number of Turnovers</th>
<th>Total Personnel</th>
<th>Turnover Rate</th>
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</thead>
<tbody>
<tr>
<td>Greater than 10,000</td>
<td>35</td>
<td>383</td>
<td>9.1%</td>
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<tr>
<td>3,000 to 10,000</td>
<td>16</td>
<td>89</td>
<td>17.9%</td>
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<tr>
<td>1,000 to 2,999</td>
<td>19</td>
<td>76</td>
<td>25.0%</td>
</tr>
<tr>
<td>500 to 999</td>
<td>10</td>
<td>37</td>
<td>27.0%</td>
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<tr>
<td>Less than 500</td>
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</table>

Overall Turnover Rate = 13.5%
SWORN OFFICER TURNOVER RATE

Separations per Population Category

KEY:
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.

<table>
<thead>
<tr>
<th>Course Name</th>
<th>Overall Mean Score</th>
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<tbody>
<tr>
<td>1. Arrest, Search, and Seizure</td>
<td>2.84</td>
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<tr>
<td>2. Interviewing and Interrogation</td>
<td>2.78</td>
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<tr>
<td>3. Crime Scene Investigation</td>
<td>2.77</td>
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<tr>
<td>4. Officer Survival</td>
<td>2.74</td>
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<tr>
<td>5. Child Abuse and Domestic Violence</td>
<td>2.70</td>
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<tr>
<td>6. Narcotics and Dangerous Drugs</td>
<td>2.69</td>
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<tr>
<td>7. Liability of Law Enforcement Authority to Arrest</td>
<td>2.65</td>
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<tr>
<td>8. Juvenile Problems</td>
<td>2.56</td>
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<tr>
<td>9. Rape and Other Sex Offenses</td>
<td>2.50</td>
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<tr>
<td>10. Evidence Collection Techniques</td>
<td>2.49</td>
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<tr>
<td>11. Substance Abuse (Drug/Alcohol)</td>
<td>2.49</td>
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<tr>
<td>12. Juvenile Justice Law &amp; Rights of Children</td>
<td>2.48</td>
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<tr>
<td>13. Report Writing</td>
<td>2.46</td>
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<tr>
<td>14. Police-Community Relations</td>
<td>2.45</td>
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<tr>
<td>15. Search Warrant Preparation and Execution</td>
<td>2.44</td>
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<td>16. Accident Investigation</td>
<td>2.42</td>
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<tr>
<td>17. Basic Training Update</td>
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<tr>
<td>18. Liability of Police Administrators/Supervisors</td>
<td>2.40</td>
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<tr>
<td>19. Case Preparation &amp; Courtroom Testimony</td>
<td>2.36</td>
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<tr>
<td>20. Preventive Patrol Techniques</td>
<td>2.35</td>
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</table>
The Chiefs were also asked to rank the five courses (out of 44 listed) which they considered most important to the training needs of their own department. The most frequently named courses and the number of chiefs who listed those topics are listed in rank order below.

<table>
<thead>
<tr>
<th>Course Name</th>
<th>Number Of Chiefs</th>
<th>Percentage Of Total</th>
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</thead>
<tbody>
<tr>
<td>1. Interviewing &amp; Interrogation</td>
<td>34</td>
<td>47.2%</td>
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<tr>
<td>2. Crime Scene Investigation</td>
<td>31</td>
<td>43.1%</td>
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<tr>
<td>3. Arrest, Search, and Seizure</td>
<td>28</td>
<td>38.9%</td>
</tr>
<tr>
<td>4. Child Abuse &amp; Domestic Violence</td>
<td>26</td>
<td>36.1%</td>
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<tr>
<td>5. Officer Survival</td>
<td>23</td>
<td>31.9%</td>
</tr>
<tr>
<td>6. Narcotics &amp; Dangerous Drugs</td>
<td>17</td>
<td>23.6%</td>
</tr>
<tr>
<td>6. Basic Training Update</td>
<td>17</td>
<td>23.6%</td>
</tr>
<tr>
<td>7. Report Writing</td>
<td>12</td>
<td>16.6%</td>
</tr>
<tr>
<td>7. Juvenile Problems</td>
<td>12</td>
<td>16.6%</td>
</tr>
<tr>
<td>8. Stress Management</td>
<td>11</td>
<td>15.3%</td>
</tr>
<tr>
<td>8. Liability of Law Enforcement</td>
<td>11</td>
<td>15.3%</td>
</tr>
<tr>
<td>Authority to Arrest</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Accident Investigation</td>
<td>10</td>
<td>13.9%</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

A few departments identified other training courses they felt should be offered by the Law Enforcement Training Academy. Some of the suggested classes were:

Non-Lethal Weapons
Instructor Certification
Firearms
Police Baton
Traffic Radar
CPR
Emergency Vehicle Operation
DWI Enforcement

Public Speaking
Jurisdiction on Reservations
Satanism/Occult
Investigation of Violent Crime
Hazardous Material Spills
Small Department Management
Extended Basic Course
FIELD TRAINING

Most (55.7%) of the responding departments indicated that field training should be offered once every three months. Some (14.8%) believed that upon request by the agency would be the best schedule, while others (26.1%) indicated that once a month would be the preferred training period. About one-half (48.9%) preferred 8-hour training sessions, while 21.6% felt that 6-hour periods would be best, and 13.6% desired 4-hour field training classes. 15.9% offered other suggestions for the length of field training classes.

One department suggested that field training be offered only in the Fall, Winter, and Spring. While another suggested twice a year, and another felt every two years would be appropriate. Concerning the length of classes, many departments suggested other schedules. Some suggestions were 8 hours for basic classes and 2 to 3 days for more complex classes; 2 or 3 6-hour sessions; and 2 sessions of 8 hours.
Population Greater Than 10,000
## BUDGET EXPENSES OF CITIES GREATER THAN 10,000 POPULATION

<table>
<thead>
<tr>
<th>City</th>
<th>Population</th>
<th>Salaries</th>
<th>Benefits</th>
<th>Operating</th>
<th>Cap. Outlay</th>
<th>Jail</th>
<th>Other</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aberdeen</td>
<td>25,760</td>
<td>$970,375</td>
<td>$213,840</td>
<td>$131,300</td>
<td>$87,500</td>
<td>-0-</td>
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<td>754,058</td>
<td>180,409</td>
<td>100,850</td>
<td>32,000</td>
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<td>-0-</td>
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<td>523,260</td>
<td>107,360</td>
<td>132,920</td>
<td>74,750</td>
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<td>-0-</td>
<td>838,290</td>
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<tr>
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<td>589,311</td>
<td>115,515</td>
<td>71,750</td>
<td>35,302</td>
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<td>-0-</td>
<td>811,878</td>
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<td>531,446</td>
<td>118,736</td>
<td>127,633</td>
<td>8,486</td>
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<td>536,508</td>
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<td>115,891</td>
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<tr>
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<td>108,729</td>
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<td>500</td>
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<tr>
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<td>633,307</td>
<td>155,918</td>
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<td>51,050</td>
<td>4,090</td>
<td>15,000</td>
<td>1,065,849</td>
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<td><strong>TOTAL</strong></td>
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<td>$1,816,209</td>
<td>$2,454,065</td>
<td>$721,721</td>
<td>$24,090</td>
<td>$216,725</td>
<td>$16,399,403</td>
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# Annual Salaries of Full-Time Sworn Personnel

## Population Greater Than 10,000

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<thead>
<tr>
<th>Rank</th>
<th>Number</th>
<th>Minimum</th>
<th>25th Percentile</th>
<th>Median</th>
<th>75th Percentile</th>
<th>Maximum</th>
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</thead>
<tbody>
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<td>$30,000</td>
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<td>$35,408</td>
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<td>$22,502</td>
<td>$23,920</td>
<td>$26,472</td>
<td>$32,261</td>
<td>$36,440</td>
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<td>$27,929</td>
<td>$32,917</td>
<td>$32,917</td>
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<td>$28,636</td>
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<td>$24,198</td>
<td>$24,752</td>
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<td>$20,051</td>
<td>$24,198</td>
<td>$24,198</td>
</tr>
</tbody>
</table>

Using current salaries as of March 1, 1989.

* 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.

Salary Figures are Approximations.
| Department   | Total | Full-time | Sworn Officers | Employee Life Insurance | Employee Health Insurance | False Arrest Insurance | Workers' Compensation | Retirement | Court Pay | Court Comp | Time | Longevity Pay | Shift Differential Pay | Uniform | Provided | Cleaning | Allowance | Plain Clothes | Weapons | Furnished | Leathers | Furnished | Annual Leave | Sick Leave | Comp Time for Overtime | Cash | Overtime for Over Time | Total Vehicles | Owned | Crime | Prevention | Program Functions | UCR | Participant Education | Benefits |
|--------------|------|-----------|----------------|-----------------------|--------------------------|-------------------------|-----------------------|-----------------|-----------|------------|------|---------------|------------------------|---------|----------|----------|----------|----------------|----------|-----------------------|------|------------------------|---------------|-------|--------|-----------|------------------------|-----|------------------------|----------|
| Aberdeen     | 38   | F         | F              | P                     | F                        | F                       | F                     | Y              | Y         | Y          | Y    | Y             | Y                      | Y       | Y        | Y        | Y        | Y             | Y        | B         | B        | 14       | Y            | Y            | Y        | Y        | Y        | Y                        |     | Y                      |        |
| Brookings    | 25   | F         | F              | F                     | F                        | F                       | F                     | Y              | Y         | Y          | Y    | Y             | Y                      | Y       | Y        | Y        | Y        | Y             | Y        | B         | B        | 8        | Y            | Y            | N        | Y        | Y        | Y                        |     | Y                      |        |
| Huron        | 21   | P         | P              | P                     | F                        | F                       | F                     | Y              | Y         | Y          | Y    | Y             | Y                      | Y       | Y        | Y        | Y        | Y             | Y        | S         | L        | 8        | Y            | Y            | N        | Y        | Y        | Y                        |     | Y                      |        |
| Mitchell     | 22   | F         | F              | N                     | F                        | F                       | F                     | Y              | Y         | N          | Y    | Y             | Y                      | Y       | Y        | Y        | Y        | Y             | Y        | S         | B        | 12       | Y            | Y            | Y        | Y        | Y        | Y                        |     | Y                      |        |
| Pierre       | 22   | F         | F              | N                     | F                        | F                       | F                     | Y              | Y         | Y          | Y    | Y             | Y                      | Y       | Y        | Y        | Y        | Y             | Y        | B         | B        | 9        | Y            | Y            | Y        | Y        | Y        | Y                        |     | Y                      |        |
| Rapid City   | 80   | P         | F              | P                     | N                        | F                       | F                     | Y              | Y         | Y          | Y    | Y             | Y                      | Y       | Y        | Y        | Y        | Y             | Y        | B         | B        | 42       | Y            | Y            | Y        | Y        | Y        | Y                        |     | Y                      |        |
| Sioux Falls  | 127  | F         | F              | N                     | P                        | F                       | F                     | Y              | Y         | Y          | Y    | Y             | Y                      | Y       | Y        | Y        | Y        | Y             | Y        | B         | B        | 61       | Y            | Y            | Y        | Y        | Y        | Y                        |     | Y                      |        |
| Watertown    | 25   | F         | F              | F                     | F                        | F                       | F                     | Y              | Y         | Y          | Y    | Y             | Y                      | Y       | Y        | Y        | Y        | Y             | Y        | B         | L        | 11       | Y            | Y            | N        | Y        | Y        | Y                        |     | Y                      |        |
| Yankton      | 23   | F         | F              | P                     | F                        | F                       | F                     | Y              | Y         | Y          | Y    | Y             | Y                      | Y       | Y        | Y        | Y        | Y             | Y        | B         | B        | 9        | Y            | Y            | Y        | N        | Y        | Y                        |     | Y                      |        |

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

Overtime:  
L = Overtime for Line Officers  
S = Overtime for Supervisory Officers  
B = Overtime for Both  
N = No overtime allowed
Population
3,000 to 10,000
<table>
<thead>
<tr>
<th>City</th>
<th>Population</th>
<th>Salaries</th>
<th>Benefits</th>
<th>Operating</th>
<th>Cap. Outlay</th>
<th>Jail</th>
<th>Other</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Belle Fourche</td>
<td>4,550</td>
<td>$144,092</td>
<td>$41,424</td>
<td>$25,500</td>
<td>$6,000</td>
<td>-0</td>
<td>-0</td>
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<tr>
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<td>39,000</td>
<td>18,000</td>
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<td>-0</td>
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<tr>
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<td>3,200</td>
<td>72,872</td>
<td>22,347</td>
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<td>14,350</td>
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<td>-0</td>
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<td>-0</td>
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### ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

**POPULATION 3,000 TO 10,000**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Number</th>
<th>Minimum</th>
<th>* 25th Percentile</th>
<th>** Median</th>
<th>** 75th Percentile</th>
<th>Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief</td>
<td>10</td>
<td>$19,223</td>
<td>$21,881</td>
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<td>$21,870</td>
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<td>$20,493</td>
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</table>

Using current salaries as of March 1, 1989.

* 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

Salary Figures are Approximations.
## Personnel Benefits - Population 3,000 to 10,000

<table>
<thead>
<tr>
<th>DEPARTMENT</th>
<th>Total Full-Time</th>
<th>Sworn Officers</th>
<th>Employee Health Insurance</th>
<th>False Arrest</th>
<th>Workers' Compensation</th>
<th>Court Time</th>
<th>Shift Differential Pay</th>
<th>Uniform Provided</th>
<th>Cleaning</th>
<th>Allowance</th>
<th>Allowance</th>
<th>Weapons</th>
<th>Furnished</th>
<th>Annual Leave</th>
<th>Sick Leave</th>
<th>Comp Time for Overtime</th>
<th>Total Vehicles</th>
<th>Crime</th>
<th>Prevention Prog.</th>
<th>UCR</th>
<th>Participating</th>
<th>Educational Benefits</th>
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</thead>
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<td>F</td>
<td>F</td>
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<td>F</td>
<td>P</td>
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<td>N</td>
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<td>Y</td>
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<td>Y</td>
<td>Y</td>
<td>B</td>
<td>B</td>
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**Insurance:**  
- **F** = Department pays in full  
- **P** = Department pays partial  
- **N** = Department does not pay  

**Overtime:**  
- **L** = Overtime for Line Officers  
- **S** = Overtime for Supervisory Officers  
- **B** = Overtime for Both  
- **N** = No overtime allowed
| DEPARTMENT    | Total Full-time | Sworn Officers | Employee Life Insurance | Employee Health Insurance | False Arrest Insurance | Workmen's Compensation | Court Pay | Court Comp. | Longevity Pay | Shift Differential Pay | Uniform Provided | Allowance | Plain Clothes Allowance | Weapons | Leathers Furnished | Annual Leave | Sick Leave | Comp Time for Overtime | Cash for Overtime | Total Vehicles | Owned Crime | Prevented Crime | Computerized Functions | UCR | Participant Educational Benefits |
|--------------|-----------------|----------------|-------------------------|---------------------------|-------------------------|------------------------|----------|------------|-------------|------------------------|-----------------|----------|------------------------|---------|------------------------|-------------|------------|------------------------|--------------|--------------|-------------|-----------------|---------------------|-------------|
| Sturgis      | 10              | F              | F                       | P                         | F                       | N                     | Y        | N          | Y           | Y                      | Y               | Y        | Y                      | Y       | Y                      | Y           | Y          | Y                      | Y            | Y            | Y           | Y               |
| Vermillion   | 15              | P              | F                       | F                         | F                       | Y                     | Y        | N          | N           | N                      | Y               | N        | Y                      | Y       | Y                      | Y           | N          | Y                      | Y            | Y            | Y           | Y               |
| Winner       | 7               | N              | F                       | N                         | F                       | Y                     | Y        | N          | N           | N                      | Y               | Y        | Y                      | Y       | Y                      | Y           | N          | Y                      | Y            | Y            | Y           | Y               |

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

Overtime:  
L = Overtime for Line Officers  
S = Overtime for Supervisory Officers  
B = Overtime for Both  
N = No overtime allowed
Population
1,000 to 2,999
<table>
<thead>
<tr>
<th>City</th>
<th>Population</th>
<th>Salaries</th>
<th>Benefits</th>
<th>Operating</th>
<th>Cap. Outlay</th>
<th>Jail</th>
<th>Other</th>
<th>TOTAL</th>
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ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 1,000 TO 2,999

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<th>Rank</th>
<th>Number</th>
<th>Minimum</th>
<th>* 25th Percentile</th>
<th>** Median</th>
<th>*** 75th Percentile</th>
<th>Maximum</th>
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Using current salaries as of March 1, 1989.

* 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

Salary Figures are Approximations.
<table>
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<th>DEPARTMENT</th>
<th>Total Full-time</th>
<th>Total Part-time</th>
<th>Salaried Officers</th>
<th>Employee Health Insurance</th>
<th>Employee Insurance</th>
<th>Life Insurance</th>
<th>False Arrest Compensation</th>
<th>Court Pay</th>
<th>Court Comp Time</th>
<th>Longevity Pay</th>
<th>Shift Differential Pay</th>
<th>Uniform Provided</th>
<th>Cleaning Allowance</th>
<th>Allowance for Plain Clothes</th>
<th>Weapons ALLOWED</th>
<th>Furnished Furnished</th>
<th>Annual Leave</th>
<th>Sick Leave</th>
<th>Comp Time for Overtime</th>
<th>Cash for Overtime</th>
<th>Total Vehiciles Owned</th>
<th>Crime Prevention Program</th>
<th>Computerized Functions</th>
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<th>Participant Educational Benefits</th>
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</tbody>
</table>

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Overtime:  
L = Overtime for Line Officers  
S = Overtime for Supervisory Officers  
B = Overtime for Both  
N = No overtime allowed
| DEPARTMENT | Total Full-time | Sworn Officers | Employee Life Insurance | Employee Health Insurance | Family Health Insurance | False Arrest | False Testimony | False Testimony (OVR) | False Testimony (OVR) (OVR) | Court Comp | Court Time | Lengthevity Pay | SITE Differential | Pay | Uniform Pay | Cleaning Allowance | Allowance | Allowance | Weapons Furnished | Leather Furnished | Annual Leave | Sick Leave | Comp Time for Overtime | Overtime for Total Vehicles | Crime | Presentation Program | Computerized Functions | UCR | Participant Benefits |
|------------|----------------|----------------|------------------------|--------------------------|------------------------|----------------------|---------------|-------------------|------------------------|------------------------|----------------|-------------|----------------|----------------|----------------|-------------------|-----------------|----------------|---------------------|------------------------|--------|---------------------|------------------------|-----|---------------------|
|            | 2 F N F F F Y Y N Y N N Y N N Y Y Y Y N L 1 N N N N |            |                      |                          |                        |                      |               |                   |                        |                        |                |             |                |                 |        |                    |                  |       |                     |                        |
|            | 3 F F N F F N N Y Y N N N N N Y Y Y B N 2 N N N N |            |                      |                          |                        |                      |               |                   |                        |                        |                |             |                |                 |        |                    |                  |       |                     |                        |
|            | 3 M F N F F N N Y N N Y Y Y Y B N 2 N N N N |            |                      |                          |                        |                      |               |                   |                        |                        |                |             |                |                 |        |                    |                  |       |                     |                        |
|            | 2 F F F F F F Y Y N Y N Y N N Y Y Y Y N N 1 Y N N Y |            |                      |                          |                        |                      |               |                   |                        |                        |                |             |                |                 |        |                    |                  |       |                     |                        |
|            | 2 P F F F F N F Y N N N N N N N Y Y Y Y N B 1 N N N N |            |                      |                          |                        |                      |               |                   |                        |                        |                |             |                |                 |        |                    |                  |       |                     |                        |
|            | 1 N P P F F N N N Y N Y N Y Y Y Y Y N N 2 N N N N |            |                      |                          |                        |                      |               |                   |                        |                        |                |             |                |                 |        |                    |                  |       |                     |                        |
|            | 3 F F P F F Y N Y N N N N N N Y Y Y B N 2 N N N N |            |                      |                          |                        |                      |               |                   |                        |                        |                |             |                |                 |        |                    |                  |       |                     |                        |
|            | 2 F F N N F F Y N N N N N N N Y Y Y Y Y N B 2 N N N N |            |                      |                          |                        |                      |               |                   |                        |                        |                |             |                |                 |        |                    |                  |       |                     |                        |
|            | 4 P P P N F Y N N N Y N N Y Y Y Y Y N B 2 N N N N |            |                      |                          |                        |                      |               |                   |                        |                        |                |             |                |                 |        |                    |                  |       |                     |                        |

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

**Overtime:**
- **L** = Overtime for Line Officers
- **S** = Overtime for Supervisory Officers
- **B** = Overtime for Both
- **N** = No overtime allowed
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<thead>
<tr>
<th>DEPARTMENT</th>
<th>Total Full-Time</th>
<th>Total Part-Time</th>
<th>Sick Leave</th>
<th>Shift Differential Allowance</th>
<th>Uniform Provided</th>
<th>Annual Leave</th>
<th>Sick Leave</th>
<th>Comp Time for Overtime</th>
<th>Cash Overtime</th>
<th>Total Vehicles</th>
<th>Crime Prevention</th>
<th>Computerized Functions</th>
<th>Participant Education</th>
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Insurance:  
F = Department pays in full  
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Overtime:  
L = Overtime for Line Officers  
S = Overtime for Supervisory Officers  
B = Overtime for Both  
N = No overtime allowed
<table>
<thead>
<tr>
<th>City</th>
<th>Population</th>
<th>Salaries</th>
<th>Benefits</th>
<th>Operating</th>
<th>Cap. Outlay</th>
<th>Jail</th>
<th>Other</th>
<th>TOTAL</th>
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BUDGET EXPENSES OF CITIES BETWEEN 500 and 999 POPULATION (continued)

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<th>City</th>
<th>Population</th>
<th>Salaries</th>
<th>Benefits</th>
<th>Operating</th>
<th>Cap. Outlay</th>
<th>Jail</th>
<th>Other</th>
<th>TOTAL</th>
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ANNUAL SALARIES OF FULL-TIME SWORN OFFICERS

POPULATION 500 TO 999

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<th>Rank</th>
<th>Number</th>
<th>Minimum</th>
<th>25th Percentile</th>
<th>Median</th>
<th>75th Percentile</th>
<th>Maximum</th>
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<td>$10,800</td>
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</table>

Using current salaries as of March 1, 1989.

* 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

Salary Figures are Approximations.
### Personnel Benefits - Population 500 to 999

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<th>Total Full-time</th>
<th>Social Security</th>
<th>Employee Health Insurance</th>
<th>Insurance</th>
<th>Employee Health Care</th>
<th>Disability</th>
<th>Leave</th>
<th>Retirement</th>
<th>Court Pay</th>
<th>Court Comp</th>
<th>Longevity Pay</th>
<th>Shift Differential Pay</th>
<th>Uniform</th>
<th>Providing</th>
<th>Clothing</th>
<th>Allowance</th>
<th>Weapon</th>
<th>Uniform</th>
<th>Furnished</th>
<th>Furnished</th>
<th>Annual Leave</th>
<th>Sick Leave</th>
<th>Comp Time</th>
<th>Overtime</th>
<th>Cash for Overtime</th>
<th>Total Vehicles</th>
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**Insurance:**
- **F** = Department pays in full
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**Overtime:**
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## PERSONNEL BENEFITS - POPULATION 500 to 999 (continued)

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<tr>
<td>Timber Lake</td>
<td>1</td>
<td>N</td>
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<td>Tyndall</td>
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<tr>
<td>Viborg</td>
<td>1</td>
<td>N</td>
<td>P</td>
<td>P</td>
<td>F</td>
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<tr>
<td>Wall</td>
<td>2</td>
<td>F</td>
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<td>F</td>
<td>F</td>
<td>F</td>
<td>Y</td>
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<tr>
<td>Whitewood</td>
<td>1</td>
<td>N</td>
<td>F</td>
<td>F</td>
<td>F</td>
<td>F</td>
<td>Y</td>
<td>N</td>
<td>N</td>
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<tr>
<td>Woonsocket</td>
<td>1</td>
<td>N</td>
<td>F</td>
<td>F</td>
<td>F</td>
<td>F</td>
<td>Y</td>
<td>N</td>
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</tbody>
</table>

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

**Overtime:**
- **L** = Overtime for Line Officers
- **S** = Overtime for Supervisory Officers
- **B** = Overtime for Both
- **N** = No overtime allowed
Population
Less Than 500
## BUDGET EXPENSES OF CITIES LESS THAN 500 POPULATION

<table>
<thead>
<tr>
<th>City</th>
<th>Population</th>
<th>Salaries</th>
<th>Benefits</th>
<th>Operating</th>
<th>Cap. Outlay</th>
<th>Jail</th>
<th>Other</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Avon</td>
<td>480</td>
<td>$20,400</td>
<td>$5,150</td>
<td>$3,045</td>
<td>$12,000</td>
<td>-0-</td>
<td>-0-</td>
<td>$40,595</td>
</tr>
<tr>
<td>Bonesteel</td>
<td>350</td>
<td>8,100</td>
<td>1,360</td>
<td>2,540</td>
<td>-0-</td>
<td>-0-</td>
<td>-0-</td>
<td>12,000</td>
</tr>
<tr>
<td>Colman</td>
<td>460</td>
<td>18,012</td>
<td>7,988</td>
<td>-0-</td>
<td>-0-</td>
<td>-0-</td>
<td>-0-</td>
<td>26,000</td>
</tr>
<tr>
<td>Eagle Butte</td>
<td>430</td>
<td>38,440</td>
<td>11,000</td>
<td>26,000</td>
<td>5,000</td>
<td>-0-</td>
<td>-0-</td>
<td>80,440</td>
</tr>
<tr>
<td>Isabel</td>
<td>370</td>
<td>11,700</td>
<td>1,282</td>
<td>2,954</td>
<td>-0-</td>
<td>-0-</td>
<td>-0-</td>
<td>15,936</td>
</tr>
<tr>
<td>Kennebec</td>
<td>340</td>
<td>7,200</td>
<td>600</td>
<td>3,600</td>
<td>-0-</td>
<td>-0-</td>
<td>-0-</td>
<td>11,400</td>
</tr>
<tr>
<td>TOTAL</td>
<td>2,430</td>
<td>$103,852</td>
<td>$19,392</td>
<td>$46,127</td>
<td>$5,000</td>
<td>-0-</td>
<td>-0-</td>
<td>$186,371</td>
</tr>
</tbody>
</table>
ANNUAL SALARIES OF FULL-TIME SOWRN OFFICER

POPULATION LESS THAN 500

<table>
<thead>
<tr>
<th>Rank</th>
<th>Number</th>
<th>Minimum</th>
<th>* 25th Percentile</th>
<th>** Median</th>
<th>*** 75th Percentile</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief</td>
<td>6</td>
<td>$6,612</td>
<td>$7,849</td>
<td>$13,350</td>
<td>$16,185</td>
<td>$18,018</td>
</tr>
<tr>
<td>Sergeant</td>
<td>1</td>
<td>$12,978</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>$12,978</td>
</tr>
<tr>
<td>Patrol Officer</td>
<td>1</td>
<td>$9,888</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>$9,888</td>
</tr>
</tbody>
</table>

Using current salaries as of March 1, 1989.

* 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

Salary Figures are Approximations.
| DEPARTMENT       | Total Full-Time | Sworn-Officers | Employee Life | Employee Health | Insurance | False Arrest | Liensurance | Workmen's Compensation | Retirement | Court Pay | Court Comp | Overtime Pay | Longevity Pay | Shift Differentials | Uniform | Provided Cleaning | Allowance | Uniform | Clothing | Leather | Furnished | Annual Leave | Annual Leave | Annual Leave | Sick Leave | Sick Leave | Overtime | Cash for Overtime | Overtime | Overtime | Total Vehicles | Owned | Crime | Prevention Programs | UCR | Participant | Retirement | Educational Benefits |
|------------------|-----------------|----------------|---------------|-----------------|-----------|--------------|-------------|------------------------|------------|-----------|-----------|--------------|-------------|---------------------|---------|------------------|-----------|---------|----------|---------|----------|-------------|-------------|-------------|-----------|-----------|----------|----------------------|--------|----------|-----------------|-------|--------|---------------------|------|**********|-----------------|**-------------------**|
| Avon             | 1               | N              | F             | N               | F         | F            | F           | Y                      | Y          | Y         | Y         | N            | N           | N                   | N       | Y                | Y         | Y       | Y        | Y       | Y        | Y           | Y           | Y            | Y         | Y         | Y        | Y                    |        | Y        | N               | Y          | N        |-------------------|---|
| Bonesteel        | 1               | N              | N             | N               | N         | F            | N           | N                      | N          | N         | N         | Y            | N           | N                   | N       | N                | Y         | Y       | Y        | Y       | Y        | Y           | Y           | Y            | Y         | Y         | Y        | Y                    |        | Y        | N               | Y          | N        |-------------------|---|
| Colman           | 1               | F              | F             | N               | F         | F            | F           | Y                      | N          | N         | N         | Y            | Y           | Y                   | Y       | Y                | Y         | Y       | Y        | Y       | Y        | Y           | Y           | Y            | Y         | Y         | Y        | Y                    |        | Y        | N               | Y          | N        |-------------------|---|
| Eagle Butte      | 3               | F              | F             | P               | N         | F            | F           | Y                      | Y          | Y         | Y         | Y            | Y           | Y                   | Y       | Y                | Y         | Y       | Y        | Y       | Y        | Y           | Y           | Y            | Y         | Y         | Y        | Y                    |        | Y        | N               | Y          | N        |-------------------|---|
| Isabel           | 1               | N              | N             | N               | F         | N            | N           | N                      | N          | N         | N         | Y            | N           | Y                   | Y       | Y                | Y         | Y       | Y        | Y       | Y        | Y           | Y           | Y            | Y         | Y         | Y        | Y                    |        | Y        | N               | Y          | N        |-------------------|---|
| Kennebec         | 1               | N              | N             | N               | F         | N            | N           | N                      | N          | N         | N         | N            | N           | Y                   | Y       | Y                | Y         | Y       | Y        | Y       | Y        | Y           | Y           | Y            | Y         | Y         | Y        | Y                    |        | Y        | N               | Y          | N        |-------------------|---|

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

Overtime:  
L = Overtime for Line Officers  
S = Overtime for Supervisory Officers  
B = Overtime for Both  
N = No overtime allowed
Part - Time Police Departments
PART-TIME POLICE DEPARTMENTS

Currently, there are eighteen part-time police departments in South Dakota. Employees of these departments may be employed full-time by the city to perform other city functions such as city maintenance; however, their department operates only on a part-time basis. In some cases, the chiefs of these part-time departments may also be an employee of the local sheriff department.

Due to the unique characteristics of part-time departments, data on these departments was never before included in this report. There was concern that their inclusion in the overall report would skew the data of the full-time departments. Thus, this separate section has been added to achieve equity in comparisons.

The following cities currently operate part-time police departments:

Bryant *
Chancellor
Colome
Emery *
Henry *
Hudson
Hurley *
Iroquis *
McIntosh *
New Effington *
Pollock *
Rosholt *
Spencer *
Tabor
Tea *
Tripp
Wilmot
Worthing *


Of the eighteen part-time departments, twelve responded to the 1989 Police Management Survey. All but one department serve cities with populations of less than 500. One department, Tea, serves a city with population of 850.
BUDGET:

The part-time departments operate on a combined income of $143,830. Individual total incomes for these departments ranged from $3,750 to $28,400. City funds supported 98.5% of the combined total income available to these departments. Two departments receive a combined total of $1,650, 1.2% of the overall total, from some "other" source of funding.

Total Departmental Budget Breakdown By Budget Category:

<table>
<thead>
<tr>
<th>Budget Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel Salaries</td>
<td>$78,940</td>
</tr>
<tr>
<td>Personnel Benefits</td>
<td>9,025</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>19,289</td>
</tr>
<tr>
<td>Capital Outlay</td>
<td>22,150</td>
</tr>
<tr>
<td>Other</td>
<td>1,500</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$130,904</strong></td>
</tr>
</tbody>
</table>

* One department operates on a total budget.

SIZE OF DEPARTMENT

The twelve part-time departments reported they employ 19 sworn officers. Four departments employ more than one officer. With the exception of the McIntosh Police Department, those departments serving populations greater than 389 are the departments which employ more than one officer.

The combined part-time departments employ 12 police chiefs and 7 patrol officers.

OFFICER SALARY

The chiefs were asked to indicate the number of sworn personnel in specified salary ranges for the current fiscal year. Three departments do not pay their officers on an annual basis; these departments are not included in the summary annual salary data below.

<table>
<thead>
<tr>
<th>Salary Range</th>
<th>Number of Officers</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under $12,000</td>
<td>9</td>
<td>77.8%</td>
</tr>
<tr>
<td>$12,000-$14,999</td>
<td>2</td>
<td>22.2%</td>
</tr>
</tbody>
</table>
HOURLY BASED PAY SCALE

<table>
<thead>
<tr>
<th>HOURLY SCALE</th>
<th>NUMBER OF OFFICERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>$8 or more</td>
<td>4</td>
</tr>
<tr>
<td>$6</td>
<td>1</td>
</tr>
<tr>
<td>$5</td>
<td>3</td>
</tr>
</tbody>
</table>

All twelve part-time departments reported that the wages/salaries of the sworn officers are determined by the discretion of their respective city councils.

CIVILIAN PERSONNEL:

Since these departments operate on a part-time basis and on smaller budgets than full-time departments, it would be reasonable to believe that civilian personnel are not generally employed by these departments. However, one part-time department, Bryant Police Department does employ a clerk-typist. No other department indicated any civilian personnel in their employ.

LENGTH OF EMPLOYMENT:

The length of employment relative to each officer in these part-time departments is somewhat less than officers employed by full-time departments. It is sometimes the case that these part-time departments are transition points for young officers before they are hired by a full-time department. This transition is evidenced by the table below and the officer age data presented in the next section.

<table>
<thead>
<tr>
<th>LENGTH OF EMPLOYMENT</th>
<th>NUMBER OF OFFICERS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than One year</td>
<td>3</td>
<td>15.8%</td>
</tr>
<tr>
<td>1 to 2 years</td>
<td>5</td>
<td>26.3%</td>
</tr>
<tr>
<td>3 to 4 years</td>
<td>5</td>
<td>26.3%</td>
</tr>
<tr>
<td>5 to 9 years</td>
<td>1</td>
<td>5.3%</td>
</tr>
<tr>
<td>10 to 14 years</td>
<td>1</td>
<td>5.3%</td>
</tr>
<tr>
<td>15 to 19 years</td>
<td>4</td>
<td>21.1%</td>
</tr>
</tbody>
</table>
Over half (52.6%) of the sworn personnel in part-time departments have been employed by the same department for only one to four years.

AGE:

The majority (84.2%) of sworn officers in part-time departments are relatively young, between the ages of 25 and 44 years. Again, this further substantiates the premise that these part-time departments serve as transition points in the careers of young officers.

<table>
<thead>
<tr>
<th>AGE CATEGORY</th>
<th>NUMBER OF OFFICERS</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>25 to 29 years</td>
<td>2</td>
<td>10.5%</td>
</tr>
<tr>
<td>30 to 34 years</td>
<td>8</td>
<td>42.1%</td>
</tr>
<tr>
<td>35 to 39 years</td>
<td>3</td>
<td>15.8%</td>
</tr>
<tr>
<td>40 to 44 years</td>
<td>3</td>
<td>15.8%</td>
</tr>
<tr>
<td>45 to 49 years</td>
<td>1</td>
<td>5.3%</td>
</tr>
<tr>
<td>50 to 54 years</td>
<td>1</td>
<td>5.3%</td>
</tr>
<tr>
<td>55 to 59 years</td>
<td>1</td>
<td>5.3%</td>
</tr>
</tbody>
</table>

EDUCATION:

Mirroring the data received from the full-time departments, the highest level of education that the majority of officers (57.9%) working in part-time departments have achieved is high school.

Of the part-time departments:

11 have a high school diploma.
2 have completed less than 2 years of college.
3 have completed 2 years of college.
1 has completed 4 years of college.
2 have completed graduate work.

Only one part-time department reported providing educational benefits to its officers through adjusting schedules to facilitate class attendance and allowing time off with pay.
BENEFITS:

Only a few part-time departments offer benefit plans for their officers and their families. Health insurance is only offered to officers by four part-time departments. Two departments pay for this benefit in full and two departments pay for health insurance in part. Three of these departments also provide health insurance for officer's families. Two of which pay for this coverage in full.

Only two departments provide life insurance for their officers; one pays it in full and the other in part. One of the departments provides full coverage life insurance for officer's families.

The most common benefits provided among part-time departments are false arrest insurance (58.3% of departments) and workmen's compensation (75%). Two part-time agencies require employee participation in these programs.

Other benefits commonly provided by part-time departments were uniforms, weapons and leathers. A detail table presented later in this section indicates which benefits are provided by individual part-time departments.

Only two part-time departments offer a retirement program for their employees. Both participate in the South Dakota Retirement System.

On the average, the part-time departments allowed 55 hours of paid vacation after one year of service. After more than one year, an average of 70 hours was allowed. Five departments do not provide paid vacation.

Ten part-time departments do not have a formal sick leave plan. The two part-time departments providing sick leave benefits allow an officer to earn an average of 50 hours in one year. One department does not allow for the accrual of sick leave while the other department allows a maximum of 80 hours of sick leave to be accrued.

OVERTIME:

None of the twelve part-time departments offer compensatory time to their employees for hours worked overtime. Three departments offer paid overtime. Two of these departments provide this overtime for both line officers and supervisory officers. One department only offers paid overtime to line officers. Two departments pay overtime on a straight-time basis while the other pays time and a half.
VEHICLES:

The part-time departments own a total of 12 vehicles. Over half (N=10) are marked cars. One department owns a leased vehicle, and one department owns a jeep. Only one department reports having a schedule for replacing vehicles. Vehicles are replaced in this department based on age.

CALLS FOR SERVICE:

Nine part-time departments reported an average of 230 calls for service in calendar year 1988. The number of calls made by each department ranged from 38 to 1,140 with a total of 2,188 calls made by the nine responding part-time departments in 1988. These departments count the number of incidents to define the number of calls taken.

Worthing Police Department was not included in the totals above. The Worthing Police Department was established in October 1988. For the period from October to December 1988, Worthing Police Department reported 35 calls for service.

HOURS WORKED:

Eleven of the twelve part-time departments report being scheduled to work an average of 25.3 hours a week. They actually worked an average of 28 hours a week, and they were paid for working an average of 25.5 hours a week.

UNIFORM CRIME REPORTING PROGRAM:

Four part-time departments participate in the FBI's Uniform Crime Reporting Program. Two other part-time departments indicated that they utilize another method of tallying major offenses occurring in their jurisdictions.
BUDGET EXPENSES OF PART-TIME POLICE DEPARTMENTS

<table>
<thead>
<tr>
<th>City</th>
<th>Population</th>
<th>Salaries</th>
<th>Benefits</th>
<th>Operating</th>
<th>Cap. Outlay</th>
<th>Jail</th>
<th>Other</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bryant</td>
<td>370</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td>$12,600</td>
</tr>
<tr>
<td>Emery</td>
<td>370</td>
<td>7,500</td>
<td>1,300</td>
<td>3,500</td>
<td>600</td>
<td>-0</td>
<td>-0</td>
<td>12,900</td>
</tr>
<tr>
<td>Henry</td>
<td>210</td>
<td>2,400</td>
<td>225</td>
<td>1,675</td>
<td>-0</td>
<td>-0</td>
<td>-0</td>
<td>4,300</td>
</tr>
<tr>
<td>Hurley</td>
<td>390</td>
<td>10,800</td>
<td>-0</td>
<td>-0</td>
<td>3,000</td>
<td>-0</td>
<td>-0</td>
<td>15,300</td>
</tr>
<tr>
<td>Iroquis</td>
<td>320</td>
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ANNUAL SALARIES OF PART-TIME SOWRN OFFICER

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<thead>
<tr>
<th>Rank</th>
<th>Number</th>
<th>Minimum</th>
<th>25th Percentile</th>
<th>Median</th>
<th>75th Percentile</th>
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<td>$9,360</td>
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<td>$9,360</td>
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</table>

Using current salaries as of March 1, 1989.

* 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

Salary Figures are Approximations.

* Three departments pay officers on an hourly basis.
HOURLY SALARIES OF PART-TIME SWORN OFFICERS

<table>
<thead>
<tr>
<th>Rank</th>
<th>Number</th>
<th>Minimum</th>
<th><strong>Mean</strong></th>
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<td>5</td>
<td>$5.00</td>
<td>$6.00</td>
<td>$8.00</td>
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Using current salaries as of March 1, 1989.

Salary Figures are Approximations.
| DEPARTMENT | Total Full-time | Sworn Officers | Employee Life | Employee Health | Insurance | False Arrest | Liabilities | Workers' Compensation | Retirement | Court Pay | Court Comp | Time | 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 Programs | Computersized Functions | UCR | Participant Educational Benefits |
|------------|----------------|----------------|--------------|----------------|----------|--------------|-------------|-----------------------|-----------|-----------|-------------|------|---------------|-------------------|-----------------|----------|-----------|----------|-----------|--------------|-------------|---------------------|-----------------|----------------|--------|---------------------|------------------------|-----|-------------------|
| Bryant     | 1              | N              | P            | N              | N        | F            | N           | N                     | N         | N         | N           | N    | Y             | Y                 | N               | Y        | Y         | Y        | Y         | N            | N           | N                   | N               | N              | N      | N                   | N                      | N   | N                 |
| Emery      | 1              | P              | P            | P              | P        | N            | Y           | Y                     | Y         | Y         | Y           | Y    | Y             | Y                 | Y               | Y        | N         | N        | N         | N            | N           | N                   | N               | L              | N      | Y                   | N                      | N   | N                 |
| Henry      | 1              | N              | N            | N              | N        | N            | N           | N                     | N         | N         | N           | N    | N             | N                 | N               | N        | N         | Y        | N         | N            | N           | N                   | N               | N              | N      | N                   | N                      | N   | N                 |
| Murley     | 3              | N              | N            | N              | N        | F            | Y           | Y                     | Y         | N         | Y           | Y    | N             | N                 | N               | N        | N         | N        | N         | N            | N           | N                   | N               | N              | N      | N                   | N                      | N   | N                 |
| Iroquis    | 1              | N              | N            | F              | F        | N            | N           | N                     | N         | N         | Y           | Y    | N             | Y                 | N               | N        | N         | N        | N         | N            | N           | N                   | N               | N              | N      | N                   | N                      | N   | N                 |
| McIntosh   | 1              | N              | N            | N              | N        | F            | N           | N                     | N         | N         | N           | N    | Y             | Y                 | N               | Y        | Y         | Y        | Y         | N            | N           | N                   | N               | N              | N      | N                   | N                      | N   | N                 |
| New Effington | 1           | N              | N            | N              | P        | F            | N           | N                     | N         | N         | N           | N    | Y             | Y                 | N               | Y        | Y         | Y        | Y         | N            | N           | N                   | N               | N              | N      | N                   | N                      | N   | N                 |
| Pollock    | 1              | N              | F            | F              | N        | F            | Y           | N                     | N         | N         | Y           | Y    | Y             | Y                 | N               | N        | N         | N        | N         | N            | N           | N                   | N               | N              | N      | N                   | N                      | N   | N                 |
| Rosholt    | 2              | N              | N            | N              | N        | N            | N           | Y                     | N         | N         | Y           | Y    | Y             | Y                 | N               | N        | Y         | N        | N         | N            | N           | N                   | N               | N              | N      | N                   | N                      | N   | N                 |

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

Overtime:  
L = Overtime for Line Officers  
S = Overtime for Supervisory Officers  
B = Overtime for Both  
N = No overtime allowed
## Personnel Benefits - Part-Time Police Departments

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<th>DEPARTMENT</th>
<th>Total Full-Time Officer</th>
<th>Sexenial Social Insurance</th>
<th>Employer Health Insurance</th>
<th>False Arrest Insurance</th>
<th>Workmen's Compensation</th>
<th>Retirement</th>
<th>Court Pay</th>
<th>Court Comp</th>
<th>Longevity Pay</th>
<th>Uniform Provided</th>
<th>Cleaning Allowance</th>
<th>Plain Clothes</th>
<th>Weapons Furnished</th>
<th>Furnished</th>
<th>Annual Leave</th>
<th>Sick Leave</th>
<th>Comp Time for Overtime</th>
<th>Overtime</th>
<th>Total Vehicles Owned</th>
<th>Crime Prevention Functions</th>
<th>TFR</th>
<th>Participant Educational Benefits</th>
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</tbody>
</table>

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

**Overtime:**
- L = Overtime for Line Officers
- S = Overtime for Supervisory Officers
- B = Overtime for Both
- N = No overtime allowed
<table>
<thead>
<tr>
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Surrounding States
SALARY DATA FROM SURROUNDING STATES

This year, many police chiefs expressed an interest in the inclusion of salary data from other states in this report. The South Dakota Statistical Analysis Center contacted the states of Colorado, Idaho, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Montana, Nebraska, North Dakota, and Wyoming in an attempt to obtain comparable salary data. However, many states either have not conducted this type of study or have not done so in the last five years.

The SAC was able to obtain salary data from the states of Illinois, Minnesota, Nebraska, North Dakota, and Wyoming. This data is presented for your comparison purposes on the following pages. It is important to note the dates on which this information was compiled. While many were compiled one to two years ago, in most cases, the figures are still comparable to current 1989 salaries. In addition, the manner of presentation (i.e. population breakdowns, position titles, etc.) may differ from state to state due to survey design. All salary figures contained in this section are approximations. Please be cognizant of these details when reviewing this data.

Agencies contributing salary data are noted. For more information, you may wish to contact these agencies directly.
ILLINOIS
ILLINOIS SALARY DATA

DATA BASED ON COMPENSATION IN EFFECT JULY 1, 1988
(taken from 1988 Municipal Compensation Survey)

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION GREATER THAN 10,000

(NOT INCLUDING THE CITY OF CHICAGO)

<table>
<thead>
<tr>
<th>RANK</th>
<th>NUMBER</th>
<th>MINIMUM</th>
<th>MEAN</th>
<th>MAXIMUM</th>
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</thead>
<tbody>
<tr>
<td>CHIEF</td>
<td>140</td>
<td>$20,800</td>
<td>$45,529</td>
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<tr>
<td>CAPTAIN</td>
<td>157</td>
<td>$21,730</td>
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<td>LIEUTENANT</td>
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*
# Annual Salaries of Full-Time Sworn Personnel

Population 3,000 to 10,000

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<th>Rank</th>
<th>Number</th>
<th>Minimum</th>
<th>Mean</th>
<th>Maximum</th>
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<tr>
<td>Captain</td>
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<td>$16,338</td>
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<tr>
<td>Lieutenant</td>
<td>46</td>
<td>$15,560</td>
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<td>19</td>
<td>$2,400</td>
<td>$14,550</td>
<td>$24,384</td>
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ILLINOIS SALARY DATA (cont.) - July 1, 1988

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

CITY OF CHICAGO

*--------------------------------------------------------------*
* RANK : NUMBER : MINIMUM : MAXIMUM *
*--------------------------------------------------------------*
* CHIEF : 1 : $96,960 : $96,960 *
*--------------------------------------------------------------*
* CAPTAIN : 3 : $79,086 : $79,086 *
*--------------------------------------------------------------*
* LIEUTENANT : 321 : $34,599 : $51,018 *
*--------------------------------------------------------------*
* SERGEANT : 1023 : $30,588 : $45,642 *
*--------------------------------------------------------------*
* OFFICER : 8553 : $24,939 : $38,358 *
*--------------------------------------------------------------*
* ANIMAL CONTROL : 23 : $21,828 : $26,556 *
*--------------------------------------------------------------*
MINNESOTA
MINNESOTA SALARY DATA - 1988 METRO SURVEY

(Population Based on 4/1/87 Estimates)

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

Population Greater Than 10,000

<table>
<thead>
<tr>
<th>RANK</th>
<th>NUMBER</th>
<th>MINIMUM</th>
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83
ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 3,000 TO 10,000

<table>
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<th>RANK</th>
<th>NUMBER</th>
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<tr>
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<td>$26,570</td>
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<td>$29,270</td>
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MINNESOTA SALARY DATA (cont.) - 1988 Metro Survey

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 1,000 TO 2,999

<table>
<thead>
<tr>
<th>RANK</th>
<th>NUMBER</th>
<th>MINIMUM</th>
<th>MEAN</th>
<th>MAXIMUM</th>
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<tr>
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<td>6</td>
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<td>$30,287</td>
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<td>PATROLMAN</td>
<td>5</td>
<td>$20,710</td>
<td>$23,778</td>
<td>$25,080</td>
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NEBRASKA SALARY DATA
(SALARY STUDIES CONDUCTED BY CAPITAL CITY CONCEPTS, INC.) - 1988

<table>
<thead>
<tr>
<th>POPULATION</th>
<th>CHIEF MIN : MAX</th>
<th>SERGEANT MIN : MAX</th>
<th>OFFICER MIN : MAX</th>
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<tbody>
<tr>
<td>8,700 - 35,000</td>
<td>$28,872 $37,992</td>
<td>$19,032 $24,814</td>
<td>$16,141 $20,966</td>
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<tr>
<td>5,143 - 8,500</td>
<td>$28,218 $28,218</td>
<td>$22,131 $22,131</td>
<td>$18,158 $18,158</td>
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<tr>
<td>3,600 - 14,000</td>
<td>$17,982 $26,973</td>
<td>$17,347 $19,407</td>
<td>$16,307 $18,845</td>
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</tbody>
</table>

*** Wages are Market Midpoints at Minimum and Maximum

*** Data Contributed by Paul W. Essman, Capital City Concepts, Inc.; Lincoln, NE
NEBRASKA SALARY DATA
(SALARY STUDY CONDUCTED BY CAPITAL CITY CONCEPTS, INC) - 1989

<table>
<thead>
<tr>
<th>POPULATION</th>
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<th>OFFICER</th>
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<tbody>
<tr>
<td>MIN</td>
<td>MAX</td>
<td>MIN</td>
<td>MAX</td>
</tr>
<tr>
<td>1,800 - 7,200</td>
<td>$20,342 $25,293</td>
<td>$15,766 $20,093</td>
<td>$15,600 $18,574</td>
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</table>

*** Wages are Market Midpoints at Minimum and Maximum

*** Data Contributed by Paul W. Essman, Capital City Concepts, Inc.; Lincoln, NE
NORTH DAKOTA SALARY STUDY
CONDUCTED BY MINOT POLICE DEPARTMENT
MARCH/APRIL 1989

POPULATION GREATER THAN 10,000

<table>
<thead>
<tr>
<th>YEAR</th>
<th>1</th>
<th>2</th>
<th>3</th>
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<th>5</th>
<th>6</th>
<th>7</th>
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<tbody>
<tr>
<td>CAPTAIN</td>
<td>$31,656</td>
<td>$33,192</td>
<td>$34,800</td>
<td>$36,492</td>
<td>$38,268</td>
<td>$39,408</td>
<td>$40,560</td>
<td>$41,736</td>
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<td>LIEUTENANT</td>
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<td>SERGEANT</td>
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<td>$26,052</td>
<td>$27,300</td>
<td>$28,644</td>
<td>$29,988</td>
<td>$30,876</td>
<td>$31,776</td>
<td>$32,688</td>
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<td>PATROLMAN</td>
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<td>$25,704</td>
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FARGO (POPULATION 61,308)
BISMARCK (44,485)

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<tr>
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<td>LIEUTENANT</td>
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<td>$24,816</td>
<td>$25,500</td>
<td>$26,172</td>
<td>$26,856</td>
<td>$27,540</td>
<td>$28,212</td>
<td>$28,896</td>
</tr>
<tr>
<td>SERGEANT</td>
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<td>$23,028</td>
<td>$23,652</td>
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<td>$24,912</td>
<td>$25,548</td>
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<td>$26,808</td>
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<td>PATROLMAN</td>
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<td>$23,136</td>
<td>$23,676</td>
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NORTH DAKOTA SALARY DATA (cont.) - Minot Study

BISMARCK (44,485) - cont.

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<tbody>
<tr>
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<td>LIEUTENANT</td>
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<td>4</td>
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<tr>
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NORTH DAKOTA SALARY DATA (cont.) - Minot Study

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<th>4</th>
<th>5</th>
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<tbody>
<tr>
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<tr>
<td>LIEUTENANT</td>
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<td>$24,156</td>
<td>$25,368</td>
<td>$26,640</td>
<td>$27,972</td>
<td>$28,668</td>
<td>$29,376</td>
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<td>$20,868</td>
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<td>$24,156</td>
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<td>$23,004</td>
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### NORTH DAKOTA SALARY STUDY
#### 1987
##### CONDUCTED BY NORTH DAKOTA PEACE OFFICERS ASSOCIATION

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

<table>
<thead>
<tr>
<th>Rank</th>
<th>Minimum</th>
<th>Mean</th>
<th>Maximum</th>
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<tbody>
<tr>
<td>Chief</td>
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<td>$46,584</td>
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<tr>
<td>Assistant Chief</td>
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<td>$33,972</td>
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<tr>
<td>Captain</td>
<td>$19,836</td>
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<td>$40,200</td>
</tr>
<tr>
<td>Lieutenant</td>
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<tr>
<td>Sergeant</td>
<td>$16,560</td>
<td>$23,563</td>
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</tr>
<tr>
<td>Partolman</td>
<td>$15,096</td>
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<td>$26,436</td>
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### Annual Salaries of Full-Time Sworn Personnel
Population 7,000 to 10,000

<table>
<thead>
<tr>
<th>Rank</th>
<th>Min</th>
<th>Mean</th>
<th>Max</th>
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<tbody>
<tr>
<td>Chief</td>
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<td>$26,400</td>
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<tr>
<td>Assistant Chief</td>
<td>$22,524</td>
<td>$22,524</td>
<td>$22,524</td>
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<tr>
<td>Captain</td>
<td>-------</td>
<td>-------</td>
<td>------</td>
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<tr>
<td>Lieutenant</td>
<td>$21,408</td>
<td>$21,408</td>
<td>$21,408</td>
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<tr>
<td>Sergeant</td>
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<td>$24,528</td>
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<td>Patrolman</td>
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WYOMING
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<tr>
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<th>NUMBER</th>
<th>MINIMUM</th>
<th>MEAN</th>
<th>MAXIMUM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief</td>
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<td>Lieutenant</td>
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<td>11</td>
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<td>$34,272</td>
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</table>
ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 3,000 TO 6,999

<table>
<thead>
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<th>RANK</th>
<th>NUMBER</th>
<th>MINIMUM</th>
<th>MEAN</th>
<th>MAXIMUM</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHIEF</td>
<td>3</td>
<td>$25,500</td>
<td>$28,728</td>
<td>$37,956</td>
</tr>
<tr>
<td>LIEUTENANT</td>
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<td></td>
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<tr>
<td>SERGEANT</td>
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<td>$17,328</td>
<td>$26,728</td>
<td>$36,128</td>
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<td>$21,558</td>
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</tbody>
</table>
### ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

**POPULATION 1,000 TO 2,999**

<table>
<thead>
<tr>
<th>Rank</th>
<th>Number</th>
<th>Minimum</th>
<th>Mean</th>
<th>Maximum</th>
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</thead>
<tbody>
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</table>
ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 500 TO 999

<table>
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<th>NUMBER</th>
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<th>MEAN</th>
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<tr>
<td>CHIEF</td>
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WYOMING SALARY DATA (cont.) - Wyoming Assoc. of Municipalities, 1986.
ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION LESS THAN 500

<table>
<thead>
<tr>
<th>RANK</th>
<th>NUMBER</th>
<th>MINIMUM</th>
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<tr>
<td>CHIEF</td>
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<td>$12,996</td>
<td>$22,098</td>
<td>$31,200</td>
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