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:

a. Personnel Salaries	$15,745,800
b. Personnel Benefits	2,861,921
c. Operating Expenses	3,390,741
d. Capital Outlay	1,113,378
e. Jail Operations	129,294
f. Other	270,651
Total Budget Expenses	$23,575,185 *

* Two departments operate on Total Budgets.

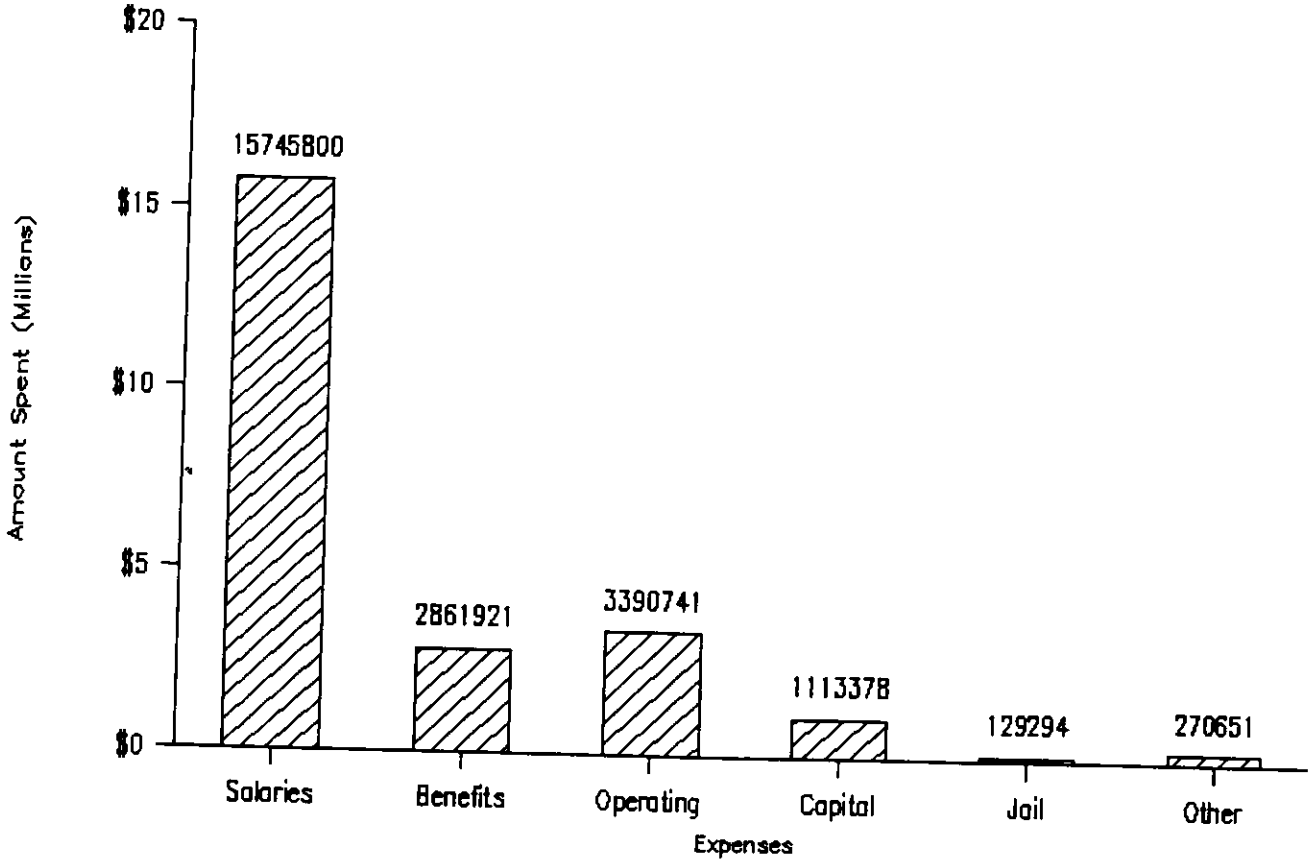
When personnel salaries and benefits are combined, they account for 79% of the total expenses incurred by police departments in the State. Operating expenses, such as utilities, contractual

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



The budget breakdown and costs per capita can be further analyzed by population groupings:

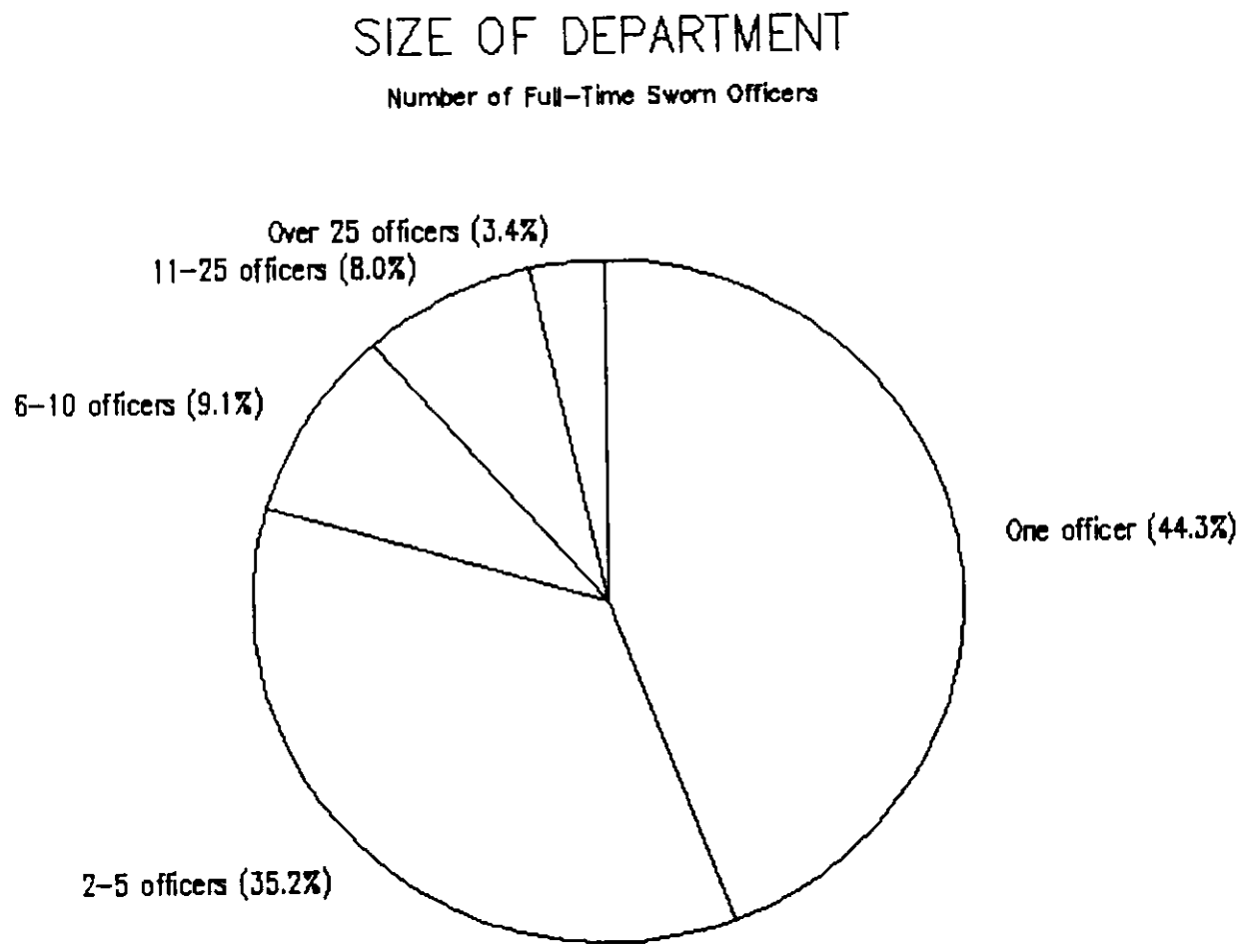
DEPARTMENTAL BUDGET INFORMATION - 1989

	Over 10,000	3,000 to 10,000	1,000 to 2,999	500 to 999	Less than 500
Salaries	$11,166,593	$2,275,048	$1,496,826	$703,481	$103,852
Personnel Benefits	1,816,209	567,030	318,989	140,301	19,392
Operating Expenses	2,454,065	416,873	314,776	158,900	46,127
Capital Outlay	721,721	229,775	99,192	45,690	5,000
Jail Operations	24,090	86,294	16,300	2,610	--
Other	216,725	35,300	14,150	4,476	--
Total	$16,399,403	$3,610,320	* 2,301,633	* $1,077,458	$186,371
Population	257,030	59,000	42,080	24,410	2,430
Per Capita Cost	$63.80	$61.19	$54.69	$44.14	$76.69

* 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 Depts	Percentage of Total
One officer	39	44.3%
2 to 5 officers	31	35.2%
6 to 10 officers	8	9.0%
11 to 25 officers	7	7.9%
Over 25 officers	3	3.4%

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:

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

The total full-time sworn personnel and population figures 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.

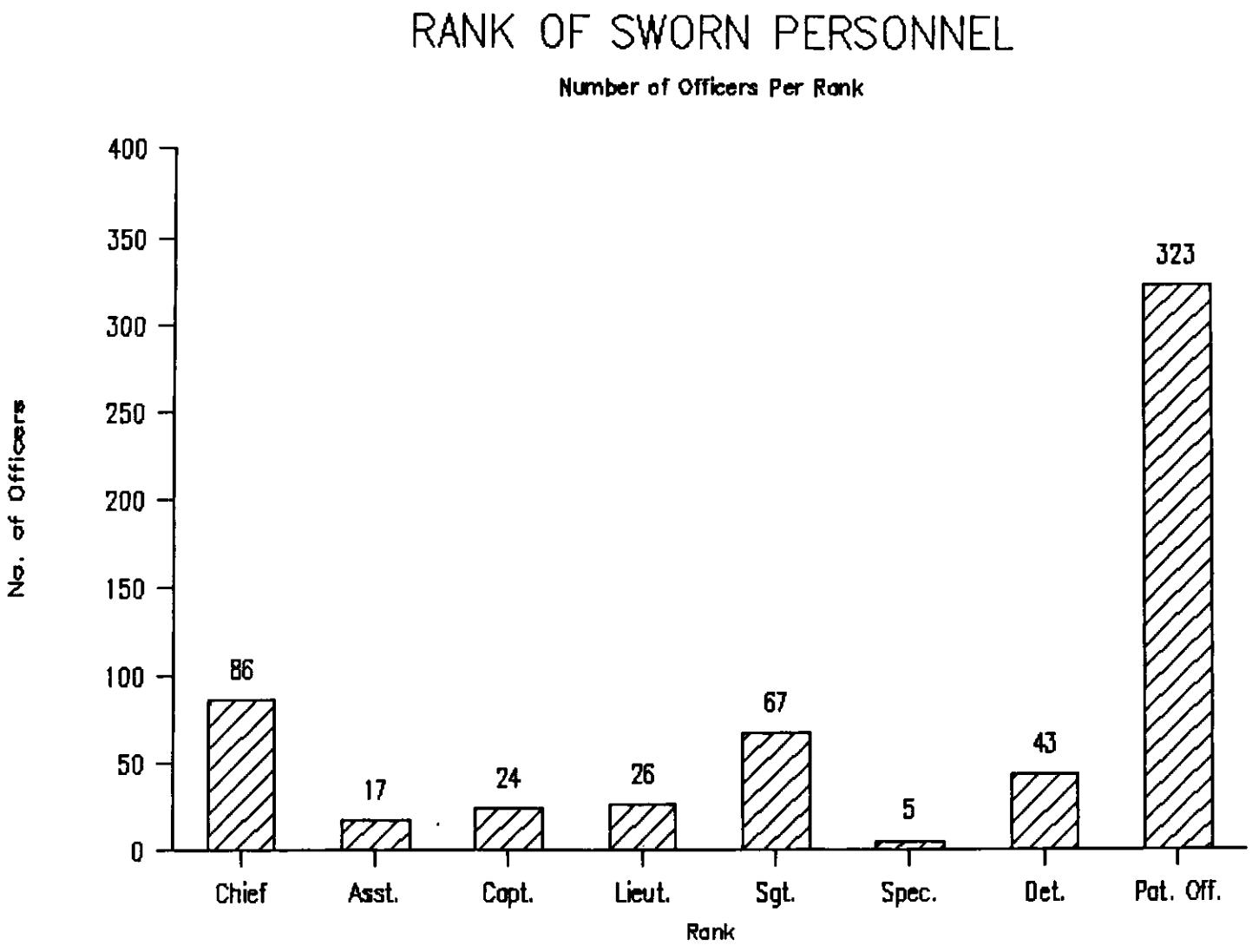
The rate of personnel per 1,000 may also be studied according to population category:

Population	Personnel Rate per 1,000
Cities greater than 10,000	1.49
Cities between 3,000 and 10,000	1.51
Cities between 1,000 and 2,999	1.81
Cities between 500 and 999	1.52
Cities less than 500	3.29

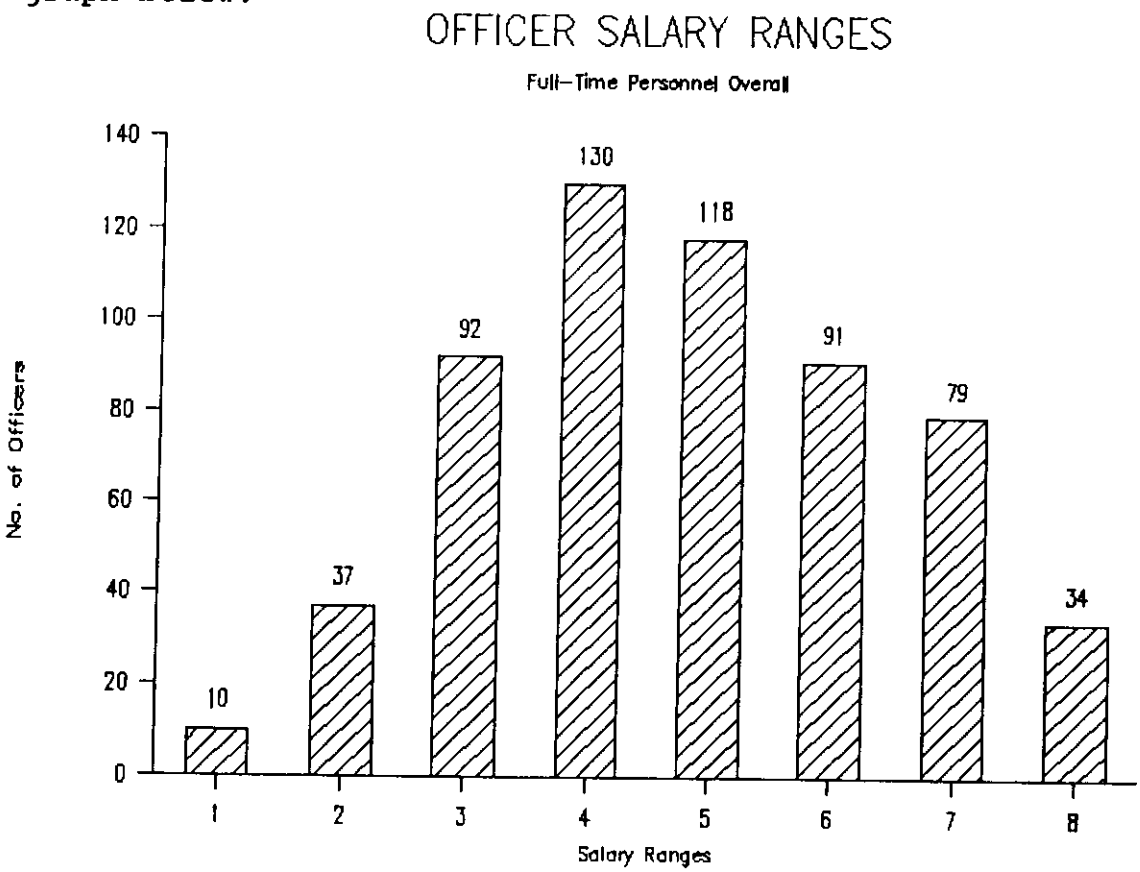
Overall Personnel Rate per 1,000 = 1.52

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.



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:



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

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:

	Part-Time	Full-Time	Total
Clerk/Typist	0	31	31
Secretary	2	21	23
Dispatcher	23	40	63
Parking Enforcement	2	5	7
Accident Investigator	0	5	5
Animal Control	9	6	15
Corrections/Jail	2	10	12
Other	3	10	13
TOTALS	41	128	169

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:

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

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

SALARIES OF FULL-TIME CIVILIAN PERSONNEL:

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

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.

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

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:

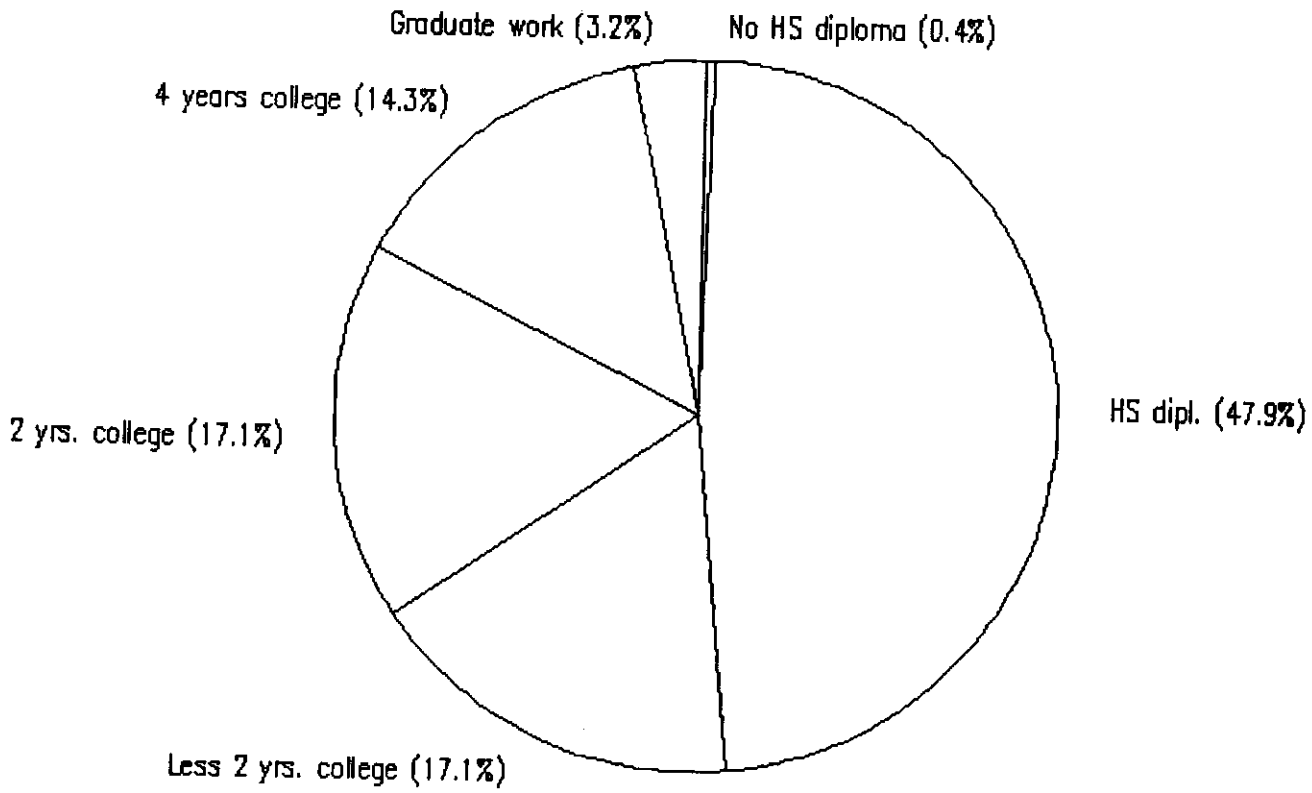
The chiefs were also asked to report the number of full-time, sworn personnel within specified age groups as of March 1, 1989.

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

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



Highest Level of Education Attained:

2	officers (.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 it's 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:

AVERAGE HOURS WORKED PER POPULATION CATEGORY

	Over 10,000	3,000 - 10,000	1,000 - 2,999	500 - 999	Less than 500
Scheduled to Work	40.2 hrs.	40.0 hrs.	54.4 hrs.	55.0 hrs.	38.8 hrs.
Actually Worked	40.7 hrs.	41.8 hrs.	49.8 hrs.	65.1 hrs.	45.8 hrs.
Paid for Working	42.1 hrs.	41.4 hrs.	49.3 hrs.	48.1 hrs.	38.0 hrs.

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.

INSURANCE BENEFITS PROVIDED BY POLICE DEPARTMENTS - 1989

	For Officers			For Families		
	Full	Partial	None	Full	Partial	None
Life Insurance	36.4%	10.2%	53.4%	6.8%	10.2%	82.9%
Health Insurance	75.0%	15.9%	9.1%	21.6%	42.0%	36.4%
Dental Insurance	8.0%	3.4%	88.6%	1.1%	6.8%	92.1%
False Arrest	76.1%	1.1%	22.7%	NA	NA	NA
Workmen's Comp.	97.7%	1.1%	1.1%	NA	NA	NA

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.

	YES	NO
a. Extra pay for time in court	40.9%	59.1%
b. Comp time for time in court	30.7%	69.3%
c. Extra pay for longevity with department	25.0%	75.0%
d. Extra pay for swing or night shift duty	9.1%	90.9%
e. Uniform provided (or cash allowance) . .	89.8%	10.2%
f. Cleaning allowance for uniforms	9.1%	90.9%
g. Clothing allowance--plain clothes officers	9.1%	90.9%
h. Weapons furnished	72.7%	27.3%
i. Other equipment furnished--handcuffs leather, etc.	87.5%	12.5%
j. Cash allowance for equipment	11.4%	88.6%

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.

Years of Service	Average Hours of Paid Vacation
After 1 year	72 hours
After 2 years	88 hours
After 5 years	101 hours
After 7 years	111 hours
After 10 years	122 hours
After 15 hours	135 hours
After 20 years	139 hours

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:

Type of Vehicle	Number of Vehicles
Marked cars owned by department	189
Unmarked cars owned by department	54
Any leased vehicles	15
Jeeps, trucks, and vans	22
Motorcycles	19
Animal Control Vehicles	12
Other	3 *
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.

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

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.

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

DEPARTMENT	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (2-way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Aberdeen	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y
Alcester	Y	N	Y	Y	Y	Y	Y	Y	N	Y	N	Y	Y	Y	N	Y
Alexandria	Y	Y	Y	Y	Y	N	Y	N	N	Y	N	N	N	Y	N	N
Arlington	Y	N	N	Y	Y	N	Y	Y	N	Y	N	N	N	Y	N	N
Armour	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	Y	N	N	N
Avon	N	N	N	N	Y	Y	Y	N	N	Y	N	N	N	Y	N	N
Belle Fourche	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	Y	Y	Y	N	Y
Beresford	Y	N	N	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N
Big Stone City	N	N	N	N	Y	Y	Y	N	N	N	N	Y	Y	Y	N	N
Bonesteel	Y	N	N	N	Y	N	N	N	N	N	N	N	N	Y	N	N

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

DEPARTMENT	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (2-way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Box Elder	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y
Brandon	N	N	N	Y	Y	Y	Y	Y	N	Y	N	Y	N	Y	N	N
Brookings	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	N	Y
Brandon	N	N	N	Y	Y	Y	Y	Y	N	Y	N	Y	N	Y	N	N
Buffalo	N	N	N	Y	Y	N	Y	Y	N	N	N	N	N	Y	N	N
Burke	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	Y	Y	Y	N	N
Bison	N	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	Y	N	N
Canistota	N	N	N	N	Y	Y	Y	Y	N	Y	N	N	N	N	N	N
Canton	Y	Y	N	Y	Y	Y	Y	Y	N	Y	N	N	N	Y	N	N
Centerville	Y	N	N	Y	Y	N	Y	N	N	Y	N	N	N	Y	N	N

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

DEPARTMENT	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (2-way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Chamberlain	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N
Clark	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	N	N
Colman	Y	N	N	Y	Y	N	Y	Y	N	N	Y	Y	Y	Y	N	N
Deadwood	Y	Y	N	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	N	N
Desmet	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	N	N	N	N
Eagle Butte	Y	N	N	Y	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N
Edgemont	N	N	Y	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Estelline	Y	N	N	Y	Y	N	Y	Y	N	Y	N	N	N	Y	N	N
Eureka	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	N	N	N	N
Faith	Y	N	N	Y	Y	N	Y	Y	N	Y	N	N	Y	N	N	N

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

DEPARTMENT	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (2-way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Fort Pierre	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N
Freeman	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	N	N	N
Garretson	Y	N	N	Y	Y	Y	Y	N	N	Y	N	Y	Y	N	N	N
Gettysburg	Y	N	Y	Y	Y	Y	Y	N	N	N	N	N	Y	N	N	N
Gregory	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	N	N
Groton	Y	N	Y	Y	Y	Y	Y	Y	N	Y	N	Y	Y	Y	N	N
Harrisburg	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	N	Y	N	N
Hot Springs	N	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	N	Y
Howard	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	Y	N	N
Huron	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	N	Y

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

DEPARTMENT	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (2-way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Ipswich	Y	N	N	N	Y	Y	N	N	N	N	N	N	Y	Y	N	N
Isabel	N	N	N	N	Y	N	Y	N	N	N	N	N	N	Y	N	N
Jefferson	Y	Y	N	Y	Y	Y	Y	Y	N	Y	N	Y	N	Y	N	N
Kadoka	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	N	Y	N	N
Kennebec	Y	N	N	N	Y	N	Y	N	N	N	N	N	N	Y	N	N
Kimball	N	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	Y	N	N
Lake Andes	Y	N	Y	Y	Y	Y	N	N	N	Y	N	N	Y	Y	N	N
Lake Preston	Y	N	Y	N	Y	Y	Y	N	N	Y	N	N	Y	Y	N	N
Lead	Y	N	Y	Y	Y	Y	Y	Y	N	Y	N	Y	N	N	N	N
Lemmon	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

DEPARTMENT	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (2-way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Lennox	Y	Y	N	Y	Y	Y	Y	Y	N	N	N	N	N	Y	N	N
Leola	Y	N	N	N	Y	N	Y	N	N	N	N	N	N	Y	N	N
Madison	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	N	Y
Marion	Y	N	N	N	Y	Y	Y	Y	N	Y	N	N	N	Y	N	N
McLaughlin	Y	Y	N	Y	Y	N	N	Y	N	N	N	N	Y	Y	N	N
Menno	Y	N	Y	Y	Y	Y	Y	N	N	Y	N	N	Y	N	N	N
Milbank	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	Y	Y	Y	N	N
Miller	Y	N	Y	Y	Y	Y	Y	Y	N	N	N	N	N	Y	N	N
Mitchell	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	Y
Mobridge	Y	Y	Y	Y	Y	Y	Y	Y	[illegible]	Y	Y	Y	Y	Y	N	Y

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

DEPARTMENT	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (2-way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Murdo	Y	Y	N	Y	Y	Y	Y	Y	N	N	Y	N	N	N	N	N
Newell	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	Y	N	N
No. Sioux City	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	N	N
Onida	Y	Y	N	Y	Y	Y	Y	Y	N	N	N	N	N	Y	N	N
Parker	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	Y	N	N
Parkston	Y	N	Y	Y	Y	N	Y	Y	N	N	Y	N	Y	N	N	N
Philip	Y	Y	N	Y	Y	Y	Y	Y	N	N	N	Y	N	Y	N	N
Pierre	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y	Y	N	N
Platte	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	N
Rapid City	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

DEPARTMENT	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (2-way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Salem	Y	N	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Selby	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	N	Y	Y	N	N
Sioux Falls	Y	-	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y
Sisseton	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	N	Y
Spearfish	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y
Springfield	N	N	N	Y	Y	Y	N	N	N	N	N	N	Y	Y	N	N
Sturgis	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	N	N
Timber Lake	N	N	Y	Y	Y	Y	Y	N	N	Y	N	N	Y	Y	N	N
Tyndall	Y	N	Y	N	Y	Y	Y	N	N	N	N	Y	Y	Y	N	N
Vermillion	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	N	Y

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

DEPARTMENT	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (2-way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Viborg	Y	N	N	N	Y	Y	Y	Y	N	N	N	Y	N	Y	N	N
Wagner	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N
Wall	N	N	N	Y	Y	Y	Y	Y	N	Y	N	N	Y	N	N	N
Watertown	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	N	N	N
Wess. Springs	Y	N	N	Y	Y	N	Y	Y	N	Y	N	Y	Y	Y	N	N
Whitewood	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	Y	Y	N	N
Winner	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y
Woonsocket	Y	N	N	Y	Y	N	Y	N	N	Y	N	N	N	N	N	N
Yankton	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y

CALLS FOR SERVICE:

The survey defined a "call for service" as:

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

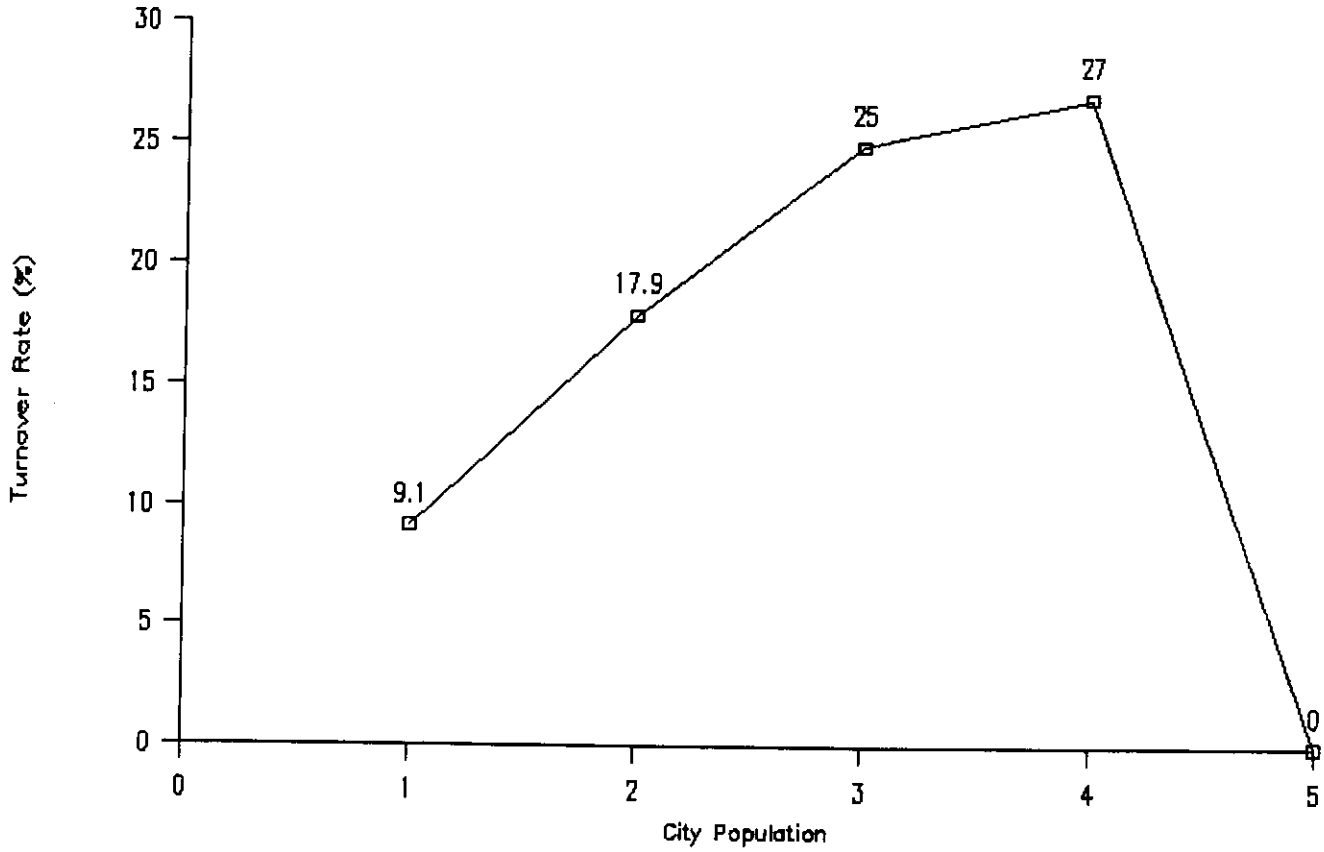
The rate of turnover can be calculated by dividing the total number of separations (80) by the total number of full-time sworn personnel (591). The overall turnover rate for the eighty-eight departments was 13.5% for the year 1988. This rate of turnover varies when the agencies are categorized by city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

City Population	Number of Turnovers	Total Personnel	Turnover Rate
Greater than 10,000	35	383	9.1%
3,000 to 10,000	16	89	17.9%
1,000 to 2,999	19	76	25.0%
500 to 999	10	37	27.0%
Less than 500	0	8	-----

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.

Course Name	Overall Mean Score
1. Arrest, Search, and Seizure	2.84
2. Interviewing and Interrogation	2.78
3. Crime Scene Investigation	2.77
4. Officer Survival	2.74
5. Child Abuse and Domestic Violence	2.70
6. Narcotics and Dangerous Drugs	2.69
7. Liability of Law Enforcement Authority to Arrest	2.65
8. Juvenile Problems	2.56
9. Rape and Other Sex Offenses	2.50
10. Evidence Collection Techniques	2.49
10. Substance Abuse (Drug/Alcohol)	2.49
11. Juvenile Justice Law & Rights of Children.	2.48
12. Report Writing	2.46
13. Police-Community Relations	2.45
14. Search Warrant Preparation and Execution.	2.44
15. Accident Investigation	2.42
15. Basic Training Update	2.42
16. Liability of Police Administrators/Supervisors	2.40
17. Case Preparation & Courtroom Testimony	2.36
18. Preventive Patrol Techniques	2.35

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.

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

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

City	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Aberdeen	25,760	$970,375	$213,840	$131,300	$87,500	-0-	$ 90,000	$1,493,015
Brookings	14,800	754,058	180,409	100,850	32,000	-0-	-0-	1,067,317
Huron	12,240	523,260	107,360	132,920	74,750	-0-	-0-	838,290
Mitchell	13,620	589,311	115,515	71,750	35,302	-0-	-0-	811,878
Pierre	12,600	531,446	118,736	127,633	8,484	-0-	-0-	786,301
Rapid City	52,300	2,209,507	536,508	753,891	115,891	20,000	111,225	3,747,022
Sioux Falls	97,550	4,271,765	279,194	831,805	259,244	-0-	-0-	5,642,008
Watertown	16,670	683,564	108,729	97,430	57,500	-0-	500	947,723
Yankton	11,580	633,307	155,918	206,484	51,050	4,090	15,000	1,065,849
TOTAL	257,120	$11,166,593	$1,816,209	$2,454,065	$721,721	$24,090	$216,725	$16,399,403

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION GREATER THAN 10,000

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	9	$30,000	$30,150	$31,720	$37,115	$42,236
Assistant Chief	5	$24,500	$24,606	$24,711	$30,704	$35,408
Captain	19	$22,502	$23,920	$26,472	$32,261	$36,440
Lieutenant	24	$19,879	$22,542	$27,929	$32,917	$32,917
Sergeant	54	$19,750	$20,572	$23,462	$28,636	$28,636
Specialist	2	$18,785	---	$20,525	---	$22,264
Detective	41	$18,750	$23,046	$24,198	$24,198	$24,752
Patrol Officer	229	$17,783	$19,196	$20,051	$24,198	$24,198

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 GREATER THAN 10,000

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

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

	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Belle Fourche	4,550	$144,092	$41,424	$25,500	$6,000	-0-	-0-	$217,016
Box Elder	4,110	95,000	28,000	39,000	18,000	-0-	-0-	180,000
Brandon	3,200	72,872	22,347	14,075	14,350	-0-	-0-	123,644
Hot Springs	4,560	113,069	26,615	22,385	6,000	-0-	-0-	168,069
Lead	3,990	156,937	61,658	37,400	27,250	-0-	-0-	283,245
Madison	6,260	267,000	81,975	38,450	24,350	-0-	-0-	411,775
Milbank	4,120	130,000	25,574	20,850	12,000	-0-	-0-	188,424
Mobridge	4,170	184,885	36,797	24,550	-0-	-0-	-0-	246,232
Spearfish	5,990	329,717	64,802	77,013	65,800	-0-	-0-	537,332
Sturgis	5,320	220,242	33,094	36,450	15,500	1,000	35,300	341,586
Vermillion	9,270	392,273	105,524	54,400	33,900	-0-	-0-	586,097
Winner	3,460	168,961	39,220	26,800	6,625	85,294	-0-	326,900
TOTAL	59,000	$2.275,048	$567,030	$416,873	$229,775	$86,294	$35,300	$3,610,320

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 3,000 TO 10,000

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	10	$19,223	$21,881	$24,289	$27,715	$30,19(
Assistant Chief	5	$16,432	$18,231	$20,758	$22,376	$23,46(
Captain	5	$18,600	$19,756	$20,912	$22,913	$23,961
Lieutenant	2	$20,964	---	$21,870	---	$22,776
Sergeant	10	$17,930	$19,219	$19,824	$22,214	$22,273
Specialist	3	$20,134	---	$20,134	---	$20,134
Detective	2	$20,633	---	$20,633	---	$20,633
Patrol Officer	52	$13,790	$16,164	$17,799	$18,491	$20,493

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

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog	Computerized Functions	UCR Participant	Educational Benefits
Belle Fourche	7	F	F	F	F	F	Y	Y	N	N	N	Y	N	N	N	N	Y	Y	N	L	4	Y	N	Y	N
Box Elder	5	F	F	P	F	F	Y	Y	N	Y	N	Y	N	N	Y	Y	Y	Y	N	B	5	N	Y	Y	N
Brandon	4	F	F	F	F	F	Y	Y	Y	N	N	Y	N	N	N	N	Y	Y	L	N	3	N	N	N	N
Hot Springs	5	N	F	P	F	F	Y	Y	Y	Y	N	Y	N	N	N	Y	Y	Y	B	L	4	Y	N	Y	N
Lead	6	F	F	F	F	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	L	2	Y	Y	Y	Y
Madison	9	F	F	P	F	F	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	B	B	3	Y	N	Y	Y
Milbank	5	P	F	N	F	F	Y	Y	Y	N	N	Y	Y	N	Y	Y	Y	Y	B	B	3	Y	N	Y	Y
Mobridge	6	F	P	P	F	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	L	2	N	N	Y	N
Spearfish	10	F	F	N	F	F	Y	Y	N	Y	N	Y	N	N	Y	Y	Y	Y	B	L	7	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

PERSONNEL BENEFITS - POPULATION 3,000 to 10,000 (continued)

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp. Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog	Computerized Functions	UCR Participant	Educational Benefits
Sturgis	10	F	F	P	F	F	N	Y	N	Y	N	Y	Y	N	Y	Y	Y	Y	N	B	5	Y	Y	N	Y
Vermillion	15	P	F	P	F	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	4	Y	Y	Y	Y
Winner	7	N	F	N	F	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	4	Y	Y	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

Population
1,000 to 2,999

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

	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Beresford	1,750	$106,000	$26,095	22,035	$1,100	-0-	$2,650	$157,880
Canton	2,830	81,600	18,900	12,950	11,600	-0-	$4,600	129,650
Chamberlain	2,260	158,000	8,846	21,700	-0-	500	-0-	189,046
Clark	1,430	40,000	7,352	11,651	-0-	-0-	-0-	59,003
Deadwood	2,020	118,422	22,688	12,314	37,192	-0-	-0-	190,616
DeSmet	1,170	24,400	4,547	3,053	-0-	-0-	-0-	32,000
Edgemont	1,190	53,169	11,952	11,119	-0-	-0-	-0-	76,240
Eureka	1,180	42,000	7,670	4,330	-0-	-0-	-0-	54,000
Ft. Pierre	1,800	56,564	15,642	27,650	13,500	-0-	-0-	113,356
Freeman	1,260	---	---	---	---	---	---	41,400
Gettysburg	1,680	53,055	7,835	39,110	-0-	-0-	-0-	100,000
Gregory	1,410	51,000	7,600	7,800	3,000	300	-0-	69,700
Groton	1,230	60,020	18,450	12,900	-0-	-0-	-0-	91,370
Howard	1,060	34,800	8,700	13,350	1,000	-0-	-0-	57,850
Ipswich	1,020	17,850	4,681	469	-0-	-0-	-0-	23,000
Lemmon	1,760	56,650	19,953	6,900	8,000	-0-	-0-	91,503
Lennox	1,820	40,264	9,900	4,950	4,500	-0-	500	60,114

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

City	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Miller	1,700	77,000	20,200	12,700	500	-0-	-0-	110,400
N. Sioux City	2,180	52,764	6,500	21,950	2,400	-0-	6,400	90,014
Parkston	1,350	37,500	12,000	10,085	-0-	-0-	-0-	59,585
Philip	1,150	39,000	-0-	11,000	-0-	-0-	-0-	50,000
Platte	1,260	30,000	6,000	3,900	1,500	-0-	-0-	41,400
Salem	1,320	34,200	9,900	6,300	3,500	-0-	-0-	53,900
Sisseton	2,690	102,393	32,593	12,380	7,000	15,500	-0-	169,866
Springfield	1,220	64,000	15,210	7,000	100	-0-	-0-	86,310
Wagner	1,290	50,000	11,200	11,600	4,300	-0-	-0-	77,100
Wess. Springs	1,050	16,175	4,575	5,580	-0-	-0-	-0-	26,300
TOTAL	42,080	$1,496,826	$318,989	$314,776	$99,192	$16,300	$14,150	$2,301,633

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 1,000 TO 2,999

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	27	$15,000	$16,250	$17,767	$21,264	$29,365
Assistant Chief	5	$14,400	$14,700	$16,536	$18,264	$18,300
Sergeant	2	$16,328	---	$17,237	---	$18,146
Patrol Officer	40	$12,000	$14,100	$16,060	$16,800	$20,239

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 1,000 to 2,999

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog.	Computerized Functions	UCR Participant	Educational Benefits
Beresford	3	P	F	F	F	F	Y	Y	N	Y	N	Y	N	N	Y	Y	Y	Y	B	B	2	N	Y	N	N
Canton	4	F	F	N	F	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	3	N	N	N	N
Chamberlain	5	N	P	P	F	F	N	Y	Y	N	N	Y	N	N	Y	Y	Y	Y	S	L	4	N	N	Y	N
Clark	2	F	F	P	F	F	N	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	2	Y	N	N	Y
Deadwood	5	F	F	N	F	F	Y	Y	N	Y	N	Y	N	N	N	N	Y	Y	S	L	2	N	N	N	N
DeSmet	1	P	F	P	F	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N	N	Y
Edgemont	2	F	F	F	F	F	Y	N	N	N	N	Y	N	N	N	N	Y	Y	N	N	2	N	N	N	N
Eureka	4	N	F	N	N	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	L	1	N	N	N	N
Ft. Pierre	3	N	F	N	F	F	Y	Y	N	N	N	Y	N	N	N	Y	Y	Y	N	L	2	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

PERSONNEL BENEFITS - POPULATION 1,000 to 2,999 (continued)

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog	Computerized Functions	UCR Participant	Educational Benefits
Freeman	2	N	F	N	F	F	Y	Y	N	Y	N	Y	N	N	Y	N	Y	Y	N	L	1	N	N	N	N
Gettysburg	3	F	F	N	F	F	N	N	Y	Y	N	Y	N	N	N	Y	Y	Y	B	N	2	N	N	Y	N
Gregory	3	N	F	N	F	F	N	Y	N	N	Y	Y	N	N	Y	Y	Y	Y	N	B	2	N	N	Y	N
Groton	2	F	F	F	F	F	Y	Y	N	Y	N	Y	N	N	Y	Y	Y	Y	N	N	1	Y	N	Y	Y
Howard	2	P	F	P	N	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	1	N	N	Y	N
Ipswich	1	N	P	P	F	F	N	N	N	Y	N	Y	N	N	Y	Y	Y	Y	N	N	2	N	N	N	Y
Lemmon	3	F	F	P	F	F	Y	N	Y	N	N	N	N	N	Y	Y	Y	Y	B	N	2	N	N	N	N
Lennox	2	F	F	N	N	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	2	N	N	N	N
Miller	4	P	P	P	N	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	2	N	N	N	N

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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 - POPULATION 1,000 to 2,999 (continued)

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog	Computerized Functions	UCR Participant	Educational Benefits
No. Sioux City	3	F	F	F	F	F	N	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	3	N	N	Y	Y
Parkston	2	N	F	F	F	F	Y	N	Y	N	N	Y	N	N	Y	Y	Y	Y	B	N	2	N	Y	N	N
Philip	2	N	F	F	F	F	Y	N	Y	N	N	Y	Y	N	Y	Y	Y	Y	B	N	2	N	Y	N	Y
Platte	2	N	N	N	F	F	N	N	Y	N	N	Y	N	N	Y	Y	Y	Y	L	N	1	N	Y	Y	Y
Salem	2	N	F	F	F	F	N	N	Y	N	N	Y	N	N	Y	Y	Y	Y	B	N	2	N	N	Y	N
Sisseton	6	F	F	P	N	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	B	2	Y	N	Y	N
Springfield	4	P	F	P	N	F	Y	N	Y	N	N	Y	N	N	N	Y	Y	Y	B	N	2	N	N	N	N
Wagner	3	N	F	P	F	F	Y	Y	Y	N	N	Y	Y	N	Y	Y	Y	Y	B	B	2	Y	N	N	N
Wessington Spgs	1	N	P	P	F	F	Y	N	N	N	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N	N

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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
500 to 999

BUDGET EXPENSES OF CITIES BETWEEN 500 and 999 POPULATION

	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Alcester	740	$22,440	$7,580	$5,380	$4,600	-0-	-0-	$40,000
Alexandria	580	13,600	1,100	8,800	1,500	-0-	-0-	25,000
Arlington	920	18,000	---	---	---	---	---	40,000
Armour	690	23,000	4,330	4,530	-0-	-0-	-0-	31,860
Big Stone Cty	650	17,600	2,531	6,540	340	-0-	-0-	27,011
Bison	510	15,276	3,122	2,100	-0-	-0-	-0-	20,498
Buffalo	540	12,750	9,060	350	2,100	-0-	-0-	24,260
Burke	730	40,000	7,800	6,890	5,000	-0-	-0-	59,690
Canistota	540	14,070	667	3,785	750	-0-	2,276	21,548
Centerville	800	18,500	4,350	3,550	1,000	-0-	-0-	27,400
Estelline	570	23,139	2,938	4,445	300	-0-	-0-	30,822
Faith	620	23,300	4,734	5,000	1,150	2,250	400	36,834
Garretson	960	20,022	2,557	3,790	-0-	-0-	-0-	26,369
Harrisburg	680	13,800	2,093	5,055	-0-	-0-	-0-	20,948
Jefferson	600	6,784	1,510	3,100	3,800	-0-	-0-	15,194
Kadoka	770	19,200	4,800	4,850	2,500	-0-	-0-	31,350
Kimball	810	15,560	3,070	2,200	1,200	-0-	-0-	22,030

BUDGET EXPENSES OF CITIES BETWEEN 500 and 999 POPULATION (continued)

City	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Lake Andes	860	31,500	7,200	5,800	500	-0-	-0-	45,000
Lake Preston	640	23,200	3,755	5,200	2,000	-0-	-0-	34,155
Leola	580	12,000	-0-	2,500	1,500	-0-	-0-	16,000
Marion	810	21,000	3,950	-0-	3,350	-0-	-0-	28,300
McLaughlin	760	32,500	8,190	12,200	1,800	-0-	-0-	54,690
Menno	690	21,000	3,923	2,700	-0-	-0-	-0-	27,623
Murdo	730	24,500	5,650	4,700	300	-0-	-0-	35,150
Newell	590	16,200	3,478	2,322	-0-	-0-	-0-	22,000
Onida	760	20,000	3,600	3,000	-0-	-0-	-0-	26,600
Parker	910	27,500	5,450	7,900	-0-	-0-	1,800	42,650
Selby	780	12,000	2,000	3,600	-0-	360	-0-	17,960
Timber Lake	630	22,000	1,500	7,500	-0-	-0-	-0-	31,000
Tyndall	990	21,040	4,538	6,200	2,500	-0-	-0-	34,278
Viborg	650	19,300	3,235	5,300	500	-0-	-0-	28,335
Wall	760	42,000	14,255	10,000	6,000	-0-	-0-	72,255
Whitewood	860	23,200	6,020	4,400	-0-	-0-	-0-	33,620
Woonsocket	700	17,500	1,315	5,213	3,000	-0-	-0-	27,028
TOTAL	24,410	$703,481	$140,301	$158,900	$45,690	$2,610	$4,476	$1,077,458

ANNUAL SALARIES OF FULL-TIME SWORN OFFICERS

POPULATION 500 TO 999

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	34	$ 6,784	$14,075	$15,305	$17,700	$24,000
Assistant Chief	2	$15,832	---	$16,916	---	$18,000
Patrol Officer	1	$10,800	---	$10,800	---	$10,800

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

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog	Computerized Functions	UCR Participant	Educational Benefits
Alcester	1	F	F	P	F	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N	Y	Y
Alexandria	1	N	N	N	N	N	N	N	N	N	N	Y	N	N	N	N	Y	N	N	N	1	Y	N	Y	N
Arlington	1	N	P	P	F	F	N	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N	1	N	N	N	N
Armour	1	N	F	N	N	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N	N	N
Big Stone City	1	F	F	N	N	F	N	N	N	N	N	Y	N	N	N	N	Y	N	N	N	1	N	N	N	N
Bison	1	N	F	N	F	F	Y	N	N	N	N	Y	N	N	N	Y	Y	N	N	N	1	N	N	N	N
Buffalo	1	N	N	N	F	F	Y	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N	1	N	N	N	N
Burke	2	N	F	F	F	F	N	N	N	Y	N	Y	N	Y	Y	Y	Y	Y	N	N	1	Y	N	Y	Y
Canistota	1	N	F	N	F	F	N	N	N	N	N	Y	N	N	N	N	Y	Y	B	N	1	Y	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 = Both
N = No overtime allowed

PERSONNEL BENEFITS - POPULATION 500 to 999 (continued)

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog.	Computerized Functions	UCR Participant	Educational Benefits
Centerville	1	N	P	P	N	F	N	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	Y	N	N	Y
Estelline	1	N	F	N	F	F	N	N	Y	N	N	Y	N	N	Y	Y	Y	Y	S	N	1	N	N	N	Y
Faith	1	N	F	P	F	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N	---	Y
Garretson	1	N	F	P	F	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	L	N	1	Y	N	N	Y
Harrisburg	1	N	N	N	F	F	Y	N	N	N	N	Y	Y	N	Y	Y	Y	Y	S	N	1	N	N	N	N
Jefferson	1	N	P	P	F	F	N	N	Y	N	N	Y	Y	N	Y	Y	Y	N	S	N	1	Y	N	N	N
Kadoka	1	N	F	P	F	F	N	N	N	N	N	N	N	Y	Y	Y	Y	N	N	N	1	Y	N	N	N
Kimball	1	N	F	F	N	F	N	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N	1	N	N	N	N
Lake Andes	1	N	F	N	N	F	Y	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N	1	Y	Y	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 - POPULATION 500 to 999 (continued)

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog	Computerized Functions	UCR Participant	Educational Benefits
Lake Preston	1	F	F	P	F	F	N	N	Y	N	N	Y	N	N	Y	Y	Y	Y	B	N	1	N	N	N	Y
Leola	2	N	N	N	N	F	N	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N	1	N	N	N	N
Marion	1	F	P	P	F	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	B	B	1	N	N	N	N
McLaughlin	1	N	F	F	N	F	N	N	N	N	N	Y	N	N	N	Y	Y	Y	N	B	1	N	N	N	Y
Menno	1	N	F	N	P	F	Y	Y	Y	Y	N	N	N	N	N	N	Y	Y	B	N	1	N	N	N	Y
Murdo	1	N	P	P	F	F	Y	Y	N	N	N	Y	N	N	Y	Y	Y	Y	N	S	1	N	Y	Y	N
Newell	1	N	F	P	F	F	Y	N	N	N	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N	N
Onida	1	N	F	F	F	F	N	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N	N	Y
Parker	1	N	P	P	F	F	N	N	N	N	N	Y	N	N	Y	Y	Y	Y	L	L	1	Y	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 - POPULATION 500 to 999 (continued)

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog.	Computerized Functions	UCR Participant	Educational Benefits
Selby	1	N	F	F	F	N	F	N	N	N	N	Y	N	N	Y	Y	Y	Y	S	N	2	N	N	---	Y
Timber Lake	1	N	P	N	N	F	N	N	N	N	N	N	N	N	N	Y	Y	N	N	N	1	N	N	N	Y
Tyndall	1	N	F	P	F	F	Y	N	N	N	N	Y	Y	N	Y	Y	Y	Y	B	N	1	N	N	N	N
Viborg	1	N	P	P	F	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N	N	N
Wall	2	F	F	F	F	F	Y	N	Y	N	N	Y	N	N	N	Y	Y	Y	B	N	2	N	N	N	N
Whitewood	1	N	F	F	F	F	Y	N	N	N	N	N	N	N	Y	Y	Y	Y	S	N	1	N	N	Y	N
Woonsocket	1	N	F	N	F	F	Y	N	Y	N	N	Y	N	N	Y	Y	Y	Y	L	N	1	N	N	N	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 Less Than 500

BUDGET EXPENSES OF CITIES LESS THAN 500 POPULATION

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

ANNUAL SALARIES OF FULL-TIME SOWRN OFFICER

POPULATION LESS THAN 500

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

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 LESS THAN 500

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog	Computerized Functions	UCR Participant	Educational Benefits
Avon	1	N	F	N	F	F	Y	Y	Y	N	N	Y	N	N	N	N	Y	Y	S	S	1	N	N	N	N
Bonesteel	1	N	N	N	N	F	N	N	N	N	N	Y	N	N	Y	Y	N	N	N	N	1	N	N	Y	N
Colman	1	F	F	N	F	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	B	N	2	N	N	N	N
Eagle Butte	3	F	F	P	N	F	Y	N	Y	Y	N	N	N	N	Y	Y	Y	Y	B	N	2	N	N	N	N
Isabel	1	N	N	N	F	F	N	N	N	N	N	Y	N	N	N	N	Y	Y	S	N	1	N	N	N	N
Kennebec	1	N	N	N	F	F	N	N	N	N	N	N	N	N	Y	Y	N	N	N	N	0	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 *	New Effington *
Chancellor	Pollock *
Colome	Rosholt *
Emery *	Spencer *
Henry *	Tabor
Hudson	Tea *
Hurley *	Tripp
Iroquis *	Wilmot
McIntosh *	Worthing *

* Those responding to 1989 Police Management Survey.

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:

Personnel Salaries	$78,940
Personnel Benefits	9,025
Operating Expenses	19,289
Capital Outlay	22,150
Other	1,500
TOTAL	$130,904 *

* 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.

SALARY RANGE	NUMBER OF OFFICERS	PERCENTAGE
Under $12,000	9	77.8%
$12,000-$14,999	2	22.2%

- HOURLY BASED PAY SCALE

HOURLY SCALE	NUMBER OF OFFICERS
$8 or more	4
$6	1
$5	3

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.

LENGTH OF EMPLOYMENT	NUMBER OF OFFICERS	PERCENTAGE
Less than One year	3	15.8%
1 to 2 years	5	26.3%
3 to 4 years	5	26.3%
5 to 9 years	1	5.3%
10 to 14 years	1	5.3%
15 to 19 years	4	21.1%

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.

AGE CATEGORY	NUMBER OF OFFICERS	PERCENTAGE
25 to 29 years	2	10.5%
30 to 34 years	8	42.1%
35 to 39 years	3	15.8%
40 to 44 years	3	15.8%
45 to 49 years	1	5.3%
50 to 54 years	1	5.3%
55 to 59 years	1	5.3%

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

City	Population	Salaries	Benefits	Operating	Cap. Outlay	Jail	Other	TOTAL
Bryant	370	---	---	---	---	---	---	$12,600
Emery	370	7,500	1,300	3,500	600	-0-	-0-	12,900
Henry	210	2,400	225	1,675	-0-	-0-	-0-	4,300
Hurley	390	10,800	-0-	-0-	3,000	-0-	1,500	15,300
Iroquis	320	5,200	780	1,020	-0-	-0-	-0-	7,000
McIntosh	460	14,400	-0-	1,779	2,250	-0-	-0-	18,429
New Effington	230	12,000	4,000	1,500	-0-	-0-	-0-	17,500
Pollock	350	3,600	-0-	945	-0-	-0-	-0-	4,545
Rosholt	410	4,600	690	2,190	-0-	-0-	-0-	7,480
Spencer	340	1,200	1,200	1,350	-0-	-0-	-0-	3,750
Tea	850	11,000	830	3,770	12,800	-0-	-0-	28,400
Worthing	390	6,240	-0-	1,560	3,500	-0-	-0-	11,300
TOTAL	4,690	$78,940	$9,025	$19,289	$22,150	-0-	$1,500	$143,504

ANNUAL SALARIES OF PART-TIME SOWRN OFFICER

Rank	Number	Minimum	* 25th Percentile	** Median	*** 75th Percentile	Maximum
Chief	9	$ 1,200	$ 3,000	$7,200	$11,200	$14,400
Patrol Officer	2	$ 9,360	---	$9,360	---	$ 9,360

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

Rank	Number	Minimum	** Mean	Maximum
Chief	3	$5.00	$6.50	$8.50
Patrol Officer	5	$5.00	$6.00	$8.00

Using current salaries
as of March 1, 1989.

Salary Figures are Approximations.

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog	Computerized Functions	UCR Participant	Educational Benefits
Bryant	1	N	P	N	N	F	N	N	N	N	N	Y	N	N	Y	Y	Y	N	N	N	1	N	N	N	N
Emery	1	P	P	P	P	P	N	Y	N	N	Y	Y	Y	N	Y	Y	Y	Y	N	L	2	N	N	Y	N
Henry	1	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	N	0	N	N	Y	N
Hurley	3	N	N	N	F	F	Y	Y	Y	N	N	N	N	N	Y	Y	Y	N	N	N	1	N	N	N	N
Iroquis	1	N	N	N	F	F	N	N	N	N	N	Y	N	N	Y	Y	Y	N	N	N	1	N	N	N	N
McIntosh	1	N	N	N	N	F	N	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N	1	N	N	Y	N
New Effington	1	N	N	N	P	F	N	N	N	N	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N	N
Pollock	1	N	F	F	N	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	N	N	N	1	N	N	N	N
Rosholt	2	N	N	N	N	N	N	Y	N	N	N	N	N	N	Y	Y	N	N	N	N	1	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

DEPARTMENT	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Prog	Computerized Functions	UCR Participant	Educational Benefits
Spencer	1	N	F	F	F	F	F	N	N	N	N	N	Y	N	N	Y	Y	N	N	N	1	N	N	N	Y
Tea	4	N	N	N	F	F	N	Y	N	N	N	Y	N	N	N	N	N	N	N	B	1	N	N	Y	N
Worthing	2	N	N	N	F	P	N	Y	Y	N	Y	N	N	N	N	Y	N	N	N	B	1	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

SPECIALIZED EQUIPMENT OWNED BY PART-TIME DEPARTMENTS

DEPARTMENT	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (2-way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Bryant	Y	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	N
Emery	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N
Henry	N	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	N
Hurley	Y	N	Y	N	Y	N	N	N	N	N	Y	N	N	Y	N	N
Iroquis	Y	N	N	N	Y	N	Y	Y	N	N	N	N	N	Y	N	N
McIntosh	N	N	N	N	Y	Y	Y	N	N	Y	N	N	Y	Y	N	N
New Effington	Y	N	N	N	Y	N	N	N	N	Y	N	N	Y	Y	N	N
Pollock	Y	N	N	N	Y	N	N	N	N	N	N	N	N	N	N	N
Rosholt	Y	N	N	N	Y	Y	Y	N	N	Y	N	N	Y	N	N	N
Spencer	Y	N	N	N	Y	N	Y	N	N	Y	N	N	N	N	N	N

SPECIALIZED EQUIPMENT OWNED BY PART TIME DEPARTMENTS

DEPARTMENT	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio (2-way)	Hand-Held Police Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Tea	Y	N	N	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N
Worthing	N	N	N	N	Y	Y	N	N	N	N	N	N	N	N	N	N

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)

RANK	NUMBER	MINIMUM	MEAN	MAXIMUM
CHIEF	140	$20,800	$45,529	$69,346
CAPTAIN	157	$21,730	$40,632	$54,254
LIEUTENANT	349	$18,492	$36,008	$54,354
SERGEANT	947	$16,624	$31,999	$49,191
OFFICER	4776	$13,637	$26,288	$36,420
ANIMAL CONTROL	123	$6,000	$19,641	$43,833

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL
POPULATION 3,000 TO 10,000

RANK	NUMBER	MINIMUM	MEAN	MAXIMUM
CHIEF	84	$19,144	$32,634	$62,000
CAPTAIN	17	$16,338	$29,406	$51,300
LIEUTENANT	46	$15,560	$32,291	$47,064
SERGEANT	187	$14,080	$26,798	$40,094
OFFICER	759	$11,887	$23,135	$36,775
ANIMAL CONTROL	19	$2,400	$14,550	$24,384

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

RANK	NUMBER	MINIMUM	MEAN	MAXIMUM
CHIEF	35	$39,300	$52,590	$73,000
SERGEANT	23	$28,910	$33,055	$35,060
PATROLMAN	19	$23,980	$27,204	$29,270

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 3,000 TO 10,000

RANK	NUMBER	MINIMUM	MEAN	MAXIMUM
CHIEF	15	$31,900	$39,920	$44,900
SERGEANT	7	$26,570	$30,611	$33,680
PATROLMAN	8	$23,980	$27,204	$29,270

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 1,000 TO 2,999

RANK	NUMBER	MINIMUM	MEAN	MAXIMUM
CHIEF	6	$29,400	$37,770	$58,400
SERGEANT	3	$25,910	$30,287	$35,990
PATROLMAN	5	$20,710	$23,778	$25,080

NEBRASKA

NEBRASKA SALARY DATA

(SALARY STUDIES CONDUCTED BY CAPITAL CITY CONCEPTS, INC.) - 1988

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

*** 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

POPULATION	CHIEF		SERGEANT		OFFICER	
	MIN	MAX	MIN	MAX	MIN	MAX
1,800 - 7,200	$20,342	$25,293	$15,766	$20,093	$15,600	$18,574

*** Wages are Market Midpoints at Minimum and Maximum

*** Data Contributed by Paul W. Essman, Capital City Concepts, Inc.; Lincoln, NE

NORTH DAKOTA

NORTH DAKOTA SALARY STUDY
CONDUCTED BY MINOT POLICE DEPARTMENT
MARCH/APRIL 1989

POPULATION GREATER THAN 10,000

FARGO (POPULATION 61,308)

YEAR	1	2	3	4	5	6	7	8
CAPTAIN	$31,656	$33,192	$34,800	$36,492	$38,268	$39,408	$40,560	$41,736
LIEUTENANT	$28,728	$30,120	$31,584	$33,096	$34,716	$35,724	$36,756	$37,836
SERGEANT	$24,852	$26,052	$27,300	$28,644	$29,988	$30,876	$31,776	$32,688
PATROLMAN	$20,712	$21,708	$22,752	$22,752	$24,984	$25,704	$26,424	$27,192

NORTH DAKOTA SALARY DATA (cont.) - Minot Study

BISMARCK (44,485)

YEAR	1	2	3	4	5	6	7	8
CAPTAIN	$25,884	$26,604	$27,348	$28,080	$28,812	$29,532	$30,264	$31,008
LIEUTENANT	$24,120	$24,816	$25,500	$26,172	$26,856	$27,540	$28,212	$28,896
SERGEANT	$22,392	$23,028	$23,652	$24,288	$24,912	$25,548	$26,172	$26,808
PATROLMAN	$20,964	$21,504	$22,044	$22,596	$23,136	$23,676	$24,240	$24,768

NORTH DAKOTA SALARY DATA (cont.) - Minot Study

BISMARCK (44,485) - cont.

YEAR	9	10	11	12	13	14	15	16
CAPTAIN	$31,740	$32,460	$33,192	$33,924	$34,656	$35,388	$36,120	$36,852
LIEUTENANT	$29,568	$30,252	$30,948	$31,620	$32,304	$32,976	$33,660	$34,368
SERGEANT	$27,432	$28,068	$28,692	$29,328	$29,952	$30,588	$31,212	$31,896
PATROLMAN	$25,308	$25,860	$26,400	$26,964				

GRAND FORKS (43,765)

YEAR	1	2	3	4	5	6	7
CAPTAIN	$27,612	$30,684	$32,100	$33,516	$35,088	$36,552	$38,100
LIEUTENANT	$23,172	$25,752	$26,916	$28,116	$29,400	$30,684	$32,100
SERGEANT	$21,240	$23,604	$24,648	$25,752	$26,916	$28,116	$29,400
PATROLMAN	$18,708	$20,784	$21,672	$22,560	$23,604	$24,648	$25,752

NORTH DAKOTA SALARY DATA (cont.) - Minot Study

MINOT (32,843)

YEAR	1	2	3	4	5	6	7	8
CAPTAIN	$24,156	$25,368	$26,640	$27,972	$29,376	$30,840	$31,608	$32,388
LIEUTENANT	$21,912	$23,004	$24,156	$25,368	$26,640	$27,972	$28,668	$29,376
SERGEANT	$19,872	$20,868	$21,912	$23,004	$24,156	$25,368	$26,004	$26,640
PATROLMAN	$17,160	$18,024	$18,924	$19,872	$21,912	$23,004	$23,580	$24,156

NORTH DAKOTA SALARY STUDY
1987
CONDUCTED BY NORTH DAKOTA PEACE OFFICERS ASSOCIATION

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

RANK	MINIMUM	MEAN	MAXIMUM
CHIEF	$24,528	$33,327	$46,584
ASSISTANT CHIEF	$21,120	$26,430	$33,972
CAPTAIN	$19,836	$28,202	$40,200
LIEUTENANT	$17,052	$25,946	$36,396
SERGEANT	$16,560	$23,563	$31,416
PARTOLMAN	$15,096	$20,564	$26,436

NORTH DAKOTA SALARY DATA (cont.) - ND Peace Officers Assoc. 1987

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL
POPULATION 7,000 TO 10,000

RANK	MIN	MEAN	MAX
CHIEF	$25,680	$26,040	$26,400
ASSISTANT CHIEF	$22,524	$22,524	$22,524
CAPTAIN	---------	---------	---------
LIEUTENANT	$21,408	$21,408	$21,408
SERGEANT	$18,120	$20,086	$24,528
PATROLMAN	$11,748	$16,262	$20,952

WYOMING

WYOMING SALARY DATA

SURVEY CONDUCTED BY WYOMING ASSOCIATION OF MUNICIPALITIES
1986

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 7,000 AND GREATER

RANK	NUMBER	MINIMUM	MEAN	MAXIMUM
CHIEF	9	$21,504	$39,108	$56,700
LIEUTENANT	4	$31,080	$36,372	$41,664
SERGEANT	9	$16,368	$26,412	$38,376
INVESTIGATOR	7	$16,368	$17,136	$34,272
OFFICER	11	$13,104	$23,688	$34,272

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 3,000 TO 6,999

RANK	NUMBER	MINIMUM	MEAN	MAXIMUM
CHIEF	3	$25,500	$28,728	$37,956
LIEUTENANT	NO DATA			
SERGEANT	4	$17,328	$26,728	$36,128
INVESTIGATOR	1	$20,988	$25,014	$29,040
OFFICER	5	$13,356	$21,558	$29,760

WYOMING SALARY DATA (cont.) - Wyoming Assoc. of Municipalities, 1986.

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 1,000 TO 2,999

RANK	NUMBER	MINIMUM	MEAN	MAXIMUM
CHIEF	3	$10,284	$21,126	$31,968

WYOMING SALARY DATA (cont.) - Wyoming Assoc. of Municipalities, 1986.

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION 500 TO 999

RANK	NUMBER	MINIMUM	MEAN	MAXIMUM
CHIEF	4	$17,988	$21,492	$24,996

WYOMING SALARY DATA (cont.) - Wyoming Assoc. of Municipalities, 1986.

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL

POPULATION LESS THAN 500

RANK	NUMBER	MINIMUM	MEAN	MAXIMUM
CHIEF	4	$12,996	$22,098	$31,200