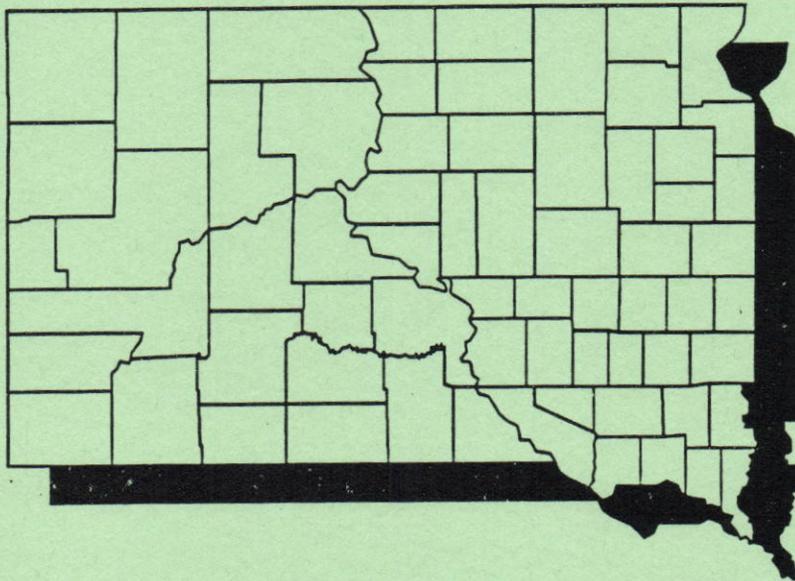


***SOUTH DAKOTA
POLICE MANAGEMENT STUDY
1993***



OFFICE OF ATTORNEY GENERAL

CRIMINAL STATISTICS ANALYSIS CENTER

South Dakota Police Management Study 1993

Office of Attorney General
Criminal Statistics Analysis Center

Mark Barnett
Attorney General

Donald G. Brekke, SAC Director
Wanda L. Fergen, Associate Director/Fiscal Coordinator
Halley L. Lee, Statistical Clearinghouse Director
Anita K. Wyly, Assistant Program Manager

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SURVEY METHOD

In February, 1993, the South Dakota Criminal Statistics Analysis Center surveyed all Police Departments in the State. A survey questionnaire accompanied by a cover letter was sent to all Police Departments. In an attempt to increase the rate of response, phone calls were made and follow-up letters and teletype reminders were sent.

This was the sixth year the SAC has been involved in compiling statewide data pertaining to Police Departments in South Dakota. The results of this survey will provide the Police Chiefs with a tool for comparing policies and practices of departments across the State. In addition, the results should provide the police administrators with a substantial basis from which to justify future managerial decisions.

Currently, there are 115 Police Departments in South Dakota. Eleven of this year's participants designated themselves as part-time departments. Data for these part-time departments will be reported separately for comparison purposes. Sixty-six full-time departments returned surveys yielding a total response rate of 67%.

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 obvious 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 entered into a database and verified by data entry staff. The database software package, DBXL, and the statistical software package, SPSS/PC+, were 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 1990 estimates prepared by the State Data Center at the University of South Dakota. The cities are broken down by population as follows:

POPULATION	NUMBER OF DEPARTMENTS
Greater than 10,000	10
Between 3,000 and 10,000	10
Between 1,000 and 2,999	20
Between 500 and 999	23
Less than 500	3
TOTAL	66

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 \$15,000 per year to a high of \$8,657,831 per year. These agencies have a combined budget income of \$30,740,675. The vast majority (99%) of this total figure was derived from city funds. State assistance totalling \$316,065 was provided to four Police Departments. Four departments also indicated that they obtained funds totalling \$117,879 from some "other" source.

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

BUDGET EXPENSES	
Personnel Salaries	\$19,480,963
Personnel Benefits	\$5,655,520
Operating Expenses	\$3,698,160
Capital Outlay	\$1,369,681
Other	\$613,933
TOTAL	\$30,818,257

When personnel salaries and benefits are combined, they account for 82% of the total expenses incurred by Police Departments in the State. Operating expenses, such as utilities, contractual services, supplies, travel, etc., represented 12% of the total budgets. A very small portion (4%) of the budgets went toward capital outlay, such as vehicles, land, equipment, construction, etc. Two percent of the total budget was ear-marked for an "other" category.

PER CAPITA COST OF LAW ENFORCEMENT

The sixty-six full-time reporting Police Departments serve cities with population ranging in size from 219 to 100,814 (according to 1990 estimates). The combined total population of these jurisdictions is 377,572. By dividing the budget total expense for all agencies of \$30,818,257 by the combined population of 377,572, a per capita cost for police services of \$81.62 is obtained. This means the responding cities, as a whole, spent approximately \$82 per person for police protection.

BUDGET EXPENSES	OVER 10,000	3,000 TO 10,000	1,000 TO 2,999	500 TO 999	LESS THAN 500
Salaries	\$14,911,196	\$2,146,993	\$1,746,552	\$634,822	\$41,400
Personnel Benefits	\$4,341,312	\$623,087	\$508,435	\$173,616	\$9,070
Operating Expenses	\$2,527,902	\$484,560	\$485,954	\$190,064	\$9,680
Capital Outlay	\$970,943	\$210,833	\$140,950	\$46,955	\$0
Other	\$564,298	\$0	\$43,600	\$6,035	\$0
TOTAL	\$23,315,651	\$3,465,473	\$2,925,491	\$1,051,492	\$60,150
POPULATION	276,015	49,621	33,657	17,090	1,189
PER CAPITA COST	\$84.47	\$69.84	\$86.92	\$61.53	\$50.59

DEPARTMENT SIZE

Sixty-six departments reported that they employ a total of 605 full-time, sworn personnel. The following table illustrates the size of the Police Departments responding to the questionnaire.

SIZE OF DEPARTMENT	NUMBER OF DEPARTMENTS	PERCENTAGE OF TOTAL
1 officer	19	29%
2 to 5 officers	27	41%
6 to 10 officers	8	12%
11 to 25 officers	9	14%
Over 25 officers	3	5%
TOTAL	66	100%

Due to rounding, figures may not total 100%.

Nineteen of the responding Police Departments in the State employed only one full-time sworn officer as of January 1, 1993. 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 84; and Sioux Falls employed 145 officers as of January 1, 1993.

It is beneficial to examine the rate of personnel per population 1,000. This rate is calculated using the following formula:

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

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

$$\frac{605}{377,572} \times 1,000 = 1.60$$

Thus, there are 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	1.52
Cities between 3,000 and 10,000	1.55
Cities between 1,000 and 2,999	2.20
Cities between 500 and 999	1.87
Cities less than 500	2.52
OVERALL PERSONNEL RATE PER 1,000	1.60

As the above figures show, the personnel rate remains fairly constant for the first two 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 (60%) of the police officers hold the rank of patrol officer. There were 365 patrol officers in the responding departments throughout the State as of January 1, 1993. The 65 chiefs (1 department did not have a police chief) account for 11% of the total personnel figure. There were 71 sergeants, 23 captains, 17 assistant chiefs, 27 lieutenants, 33 detectives, and 4 specialists in the responding departments throughout the State.

SALARY RANGE

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 table below:

SALARY RANGE	NUMBER OF OFFICERS	PERCENTAGE
Under \$12,000	5	1%
\$12,000 to \$14,999	10	2%
\$15,000 to \$17,499	39	6%
\$17,500 to \$19,999	47	8%
\$20,000 to \$22,499	77	13%
\$22,500 to \$24,999	108	18%
\$25,000 to \$29,999	178	29%
Over \$30,000	141	23%
TOTAL	605	100%

Due to rounding, figures may not total 100%.

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 (74%) of the responding departments indicated that officer wages/salaries were determined at the discretion of the city council. Another 15% said that a salary schedule was in effect while 11% cited other methods of determining officer wages. Some methods mentioned

were union contracts and a combination of a schedule and city council decision.

CIVILIAN PERSONNEL

For 1993, there were a total of 192 civilian personnel in the 66 responding full-time agencies. Most of these people (135) worked full-time, while 57 people were employed part-time.

There were 65 radio dispatchers employed among the responding departments. Almost three-fourths (71%) of the dispatchers worked full-time. The Chiefs listed their civilian personnel as having "other" duties than those listed on the survey form. In most of these cases, the Chief explained that one person was responsible for a combination of duties. Most often this one civilian employee performed both secretarial and dispatcher duties in the department.

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

TYPES OF CIVILIAN EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	TOTAL
Clerk/Typist	3	36	39
Secretary	8	25	33
Dispatcher	19	46	65
Parking Enforcement	18	7	25
Accident Investigator	0	3	3
Animal Control	5	6	11
Correction/Jail/Other	4	12	16
TOTAL	57	135	192

It stands to reason that the Police Departments in the larger cities employ most of the civilian workers. In fact, over half (58%) of the civilians are employed by the ten largest Police Departments. The following table provides a breakdown of the numbers of civilian personnel per population category:

CIVILIAN EMPLOYEES PER POPULATION GROUP				
CITY POPULATION	NUMBER OF DEPARTMENTS	PART-TIME CIVILIANS	FULL-TIME CIVILIANS	TOTAL CIVILIANS
Greater than 10,000	10	18	94	112
3,000 to 10,000	10	33	27	60
1,000 to 2,999	20	2	12	14
500 to 999	23	3	2	5
Less Than 500	3	1	0	1

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

POSITION	NUMBER	MINIMUM	25TH NTILE	MEDIAN	75TH NTILE	MAXIMUM
Clerk/Typist	36	\$11,852	\$15,850	\$17,707	\$20,782	\$22,721
Secretaries	25	\$10,920	\$15,072	\$16,375	\$19,578	\$24,391
Dispatchers	46	\$6,450	\$11,586	\$16,319	\$17,662	\$21,299
Parking Workers	7	\$12,480	—	\$14,180	—	\$15,880
Accident Invest	3	—	—	—	—	—
Animal Control	6	\$10,000	\$13,779	\$15,175	\$20,140	\$20,720
Corrections/Jail	12	\$12,917	—	\$14,917	—	\$16,917

LENGTH OF EMPLOYMENT

The Police Chiefs were asked to indicate the length of employment relative to each full-time, sworn officer in their employment as of January 1, 1993.

LENGTH OF EMPLOYMENT	NUMBER OF OFFICERS	PERCENTAGE
Less than one year	39	6%
1 to 2 years	70	12%
3 to 4 years	115	19%
5 to 9 years	151	25%
10 to 14 years	70	12%
15 to 19 years	69	11%
20 to 24 years	66	11%
25 years or more	25	4%
TOTAL	605	100%

Due to rounding, figures may not total 100%.

Over one-third (38%) 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 January 1, 1993.

Over half (59%) of the full-time, sworn officers in South Dakota are between the ages of 25 and 29 years old. One Police Department reported employing an officer who was under 21 years of age.

AGE CATEGORY	NUMBER OF OFFICERS	PERCENTAGE
Under 20 years	1	.2%
21 to 24 years	27	4%
25 to 29 years	111	18%
30 to 34 years	114	19%
35 to 39 years	133	22%
40 to 44 years	100	17%
45 to 49 years	69	11%
50 to 54 years	31	5%
55 to 59 years	13	2%
60 to 64 years	4	.7%
65 and over	2	.3%
TOTAL	605	100%

Due to rounding, figures may not total 100%.

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 Eight 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. The two officers on the following table who do not have a high school diploma, could have either been certified before the Law Enforcement Standards and Training Commission required one or they have a GED.

HIGHEST LEVEL OF EDUCATION ATTAINED	NUMBER OF OFFICERS	PERCENTAGE
Do not have a high school diploma	2	.3%
Have high school diplomas	266	44%
Have completed less than two years of college	76	13%
Have completed two years of college	139	23%
Have completed Vo-Tech	77	13%
Have completed four years of college	14	2%
Have completed graduate work	8	1%
Have a graduate degree	19	3%
TOTAL	601	100%

Due to rounding, figures may not total 100%.

HOURS WORKED

The Chiefs were asked to estimate the average number of hours per week that their officers were scheduled to work, and the average overtime hours. Overall, the responding agencies said their officers were scheduled to work an average of 46 hours per week and officers worked an average of 3 overtime hours.

HOURS WORKED	OVER 10,000	3,000 TO 10,000	1,000 TO 2,999	500 TO 999	LESS THAN 500
Scheduled to work	40	40	49	49	32
Overtime hours worked	2	9	4	2	0

EDUCATIONAL BENEFITS

Educational benefits are both an enticement for prospective officers and a means for progressing through a law enforcement career. Of the responding agencies (26%) provide some form of educational benefits for their employees. Seventy-six percent (76%) adjust departmental schedules to facilitate class attendance while (59%) of these departments allow officers time off with pay to attend classes.

Ten departments (57%) indicated that the department/city subsidizes books and tuition for advanced schooling. Four of these departments (40%) indicated that there is a formal maximum amount allowed. This maximum amount ranged from \$80 to \$2,500 per year. Six departments (60%) reported they had no policy regarding a maximum amount allowed.

Only six departments (35%) reported that they practiced a policy of increasing officer pay based on the number of accumulated college credits. Six departments use formal academic education as part of the basis for promotion.

Detailed 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 86% of the departments offering health insurance for officers. Most departments (85%) pay the officer's health insurance in full. Over half (62%) of the departments also offer health insurance for families, with 37% paying the entire cost of family policies, and 63% partially paying for such coverage.

Life insurance is offered by over half (59%) of the departments to their officers. Over three-fourths (79%) do provide full payment of their

officer's life insurance policies, with the remainder paying the partial cost of life insurance. A few departments (21%) offer life insurance benefits of some type for officers' families.

Dental insurance is available through only a few (15%) 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 six percent of the departments reported paying for dental insurance for officers' families. Two departments provide full dental coverage for officer families.

Disability insurance is provided by thirty-four (52%) of the departments. Fifty percent of those departments pay the full cost of disability insurance for their officers. Five (8%) of the agencies offer disability insurance benefits of some type for their officers' families.

Prescription drugs are available through a few (35%) of the Police Departments. In fact, fourteen (21%) agencies offer some type of prescription drug benefit for their officers and their families.

Vision is the most uncommon benefit provided, available in some form to the officer in seven (9%) departments and paid in full in only one (2%) of those agencies.

Sixty of the Police Departments provide workmen's compensation insurance for their employees. Many departments (86%) also subscribe to false arrest insurance plans. In four departments, the officers are expected to partially contribute to the expenses of these benefits.

BENEFITS	FOR OFFICERS			FOR FAMILIES		
	FULL	PARTIAL	NONE	FULL	PARTIAL	NONE
Life Insurance	47%	12%	41%	11%	11%	78%
Health Insurance	73%	13%	14%	23%	39%	38%

BENEFITS	FOR OFFICERS			FOR FAMILIES		
	FULL	PARTIAL	NONE	FULL	PARTIAL	NONE
Dental Insurance	11%	5%	85%	3%	5%	92%
False Arrest	86%	5%	9%	NA	NA	NA
Workmen's Compensation	91%	3%	6%	NA	NA	NA
Disability	50%	3%	47%	2%	6%	92%
Drugs	21%	14%	65%	6%	15%	79%
Vision	2%	8%	89%	0%	3%	95%

RETIREMENT

More than three-fourths (83%) of South Dakota Police Departments have a retirement program for their sworn officers. Ninety-eight percent of those departments with a retirement system program are members of the South Dakota Retirement System. For the majority, the retirement age is 55. 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. A general list of common benefits and the percentage of responding departments providing them is included below:

BENEFITS	YES	NO
Extra pay for time in court	50%	50%
Compensation time for time in court	24%	76%
Extra pay for longevity with department	26%	74%
Extra pay for swing or night shift duty	17%	83%
Uniform provided (or cash allowance)	94%	6%
Cleaning allowance for uniforms	8%	92%
Clothing allowance -- plain clothes officer	17%	83%
Weapons furnished	77%	23%
Other equipment furnished (handcuffs, etc.)	83%	17%
Cash allowance for equipment	15%	85%

The most common benefit provided was a uniform or a cash allowance to purchase one. This was provided by 94% of the responding agencies. A vast majority (83%) of the departments provided equipment such as handcuffs, holsters, other leathers, etc. to their officers. Over three-fourths (77%) 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.

Detailed 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. Fifty-six departments (85%) report there is a maximum number of vacation hours that can be accumulated.

Vacation hours can be accumulated before the probationary period is complete in thirty-six (55%) of the departments. The following table presents the percentage of responding agencies that accumulate vacation hours using the specified methods:

METHOD OF ACCUMULATION	PERCENTAGE
Yearly	41%
Every Pay Period	18%
Monthly	38%
Other	3%
TOTAL	100%

Due to rounding, figures may not total 100%.

Sixty-three departments (95%) 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 hours. 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 426 hours.

Twenty-five departments pay officers for unused sick time upon their retirement. The maximum allowable ranged from 60 to 1200 hours.

Three departments pay officers for unused sick time. The maximum hours an officer can receive ranged from 16 to 48 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

Eleven departments do not offer compensatory time to any of their employees. Fourteen agencies give comp time to both line and supervisory officers while nineteen others offer it to line officers only, and twenty-three offer it to supervisory officers only.

Paid overtime is provided to at least some officers by ninety-five percent (95%) of the departments. Almost half (48%) of those departments

which do pay cash for overtime use a rate of time-and-one-half. Thirteen percent use a regular pay schedule and three percent of the agencies use some other rate of compensation for overtime. None of the responding departments pay double time for regular overtime hours worked.

SECOND JOB

More than three-fourths (85%) 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. Forty-five percent of the departments restrict the type of employment, while 30% 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 (41%) of the agencies require notification, and 55% insist upon approval by the department preceding employment.

COLLECTIVE BARGAINING

Very few Police Departments in South Dakota have been or are organized under a collective bargaining unit or union. Only eleven departments (17%) are currently unionized, three others are considering such action, and six departments have previously withdrawn their membership from a union or collective bargaining unit.

VEHICLES

A total of 316 vehicles are owned and/or leased by the 66 Police Departments. Over half (56%) of the vehicles are marked cars, while another 22% are unmarked cars. The various types of vehicles and the number used by the collective departments are presented in the following table:

TYPE OF VEHICLE	NUMBER OF VEHICLES
Marked cars	178
Unmarked cars	68
Leased vehicles	0
Jeeps, trucks, & vans	33
Motorcycles	19
Animal Control Vehicles	11
Other	7
TOTAL VEHICLES	316

Half of the departments (50%) have a schedule or policy for replacing vehicles. The age of the vehicle is the determining factor for 39% of the departments who do not have a replacement schedule; 36% base replacement on mileage accumulated; and 24% use a policy other than age or mileage for replacement of vehicles. Other policies utilized for vehicle replacement include: a combination of age and mileage, condition of vehicle, need, every other year, or discretion of city council.

AUTOMATIC WEAPONS

A few departments (9%) provide automatic weapons for on-duty officers. Most departments (30%) allow officers to use automatic weapons on-duty and a similar percent (21%) of departments allow their off-duty officers to use automatic weapons. Less than one-half (41%) 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. Twenty-seven percent of the departments have no policy regarding the caliber of automatic weapon used.

SEMI-AUTOMATIC WEAPONS

Some departments (36%) provide semi-automatic weapons for on-duty officers. The majority of the departments (80%) allow officers to use semi-automatic weapons on-duty and a close percentage (79%)

of departments allow their off-duty officer to use semi-automatic weapons. Over three-fourths (77%) of the departments reported that they require special training before officers are allowed to use semi-automatic weapons.

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	54	12
Tranquilizer Rifle	18	48
Other Rifle	31	35
Shotgun	60	6
Police Car Radio	66	0
Hand-held Radio	58	8
Radar Unit	65	1
Fingerprint Kit	48	18
Cellular Phone	15	51
Polygraph Equipment	2	64
DWI Breath Analysis Equipment	44	22
Gas Mask	25	41
Bulletproof Vest	37	29
Vehicle Cage	38	28
Mace Canister	39	27
Bomb Technical Equipment	2	64
VCR Equipment	25	41

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

VCR Equipment	Y	N	N	N	Y	Y	N	Y	N
Bomb Technical Equipment	N	N	N	N	N	N	N	N	N
Mace Canister	Y	N	Y	N	N	Y	Y	Y	N
Vehicle Cage	N	Y	N	N	Y	Y	N	Y	Y
Bulletproof Vest	Y	Y	N	N	N	Y	N	Y	Y
Gas Mask	Y	N	N	N	Y	N	N	N	N
DWI Breath Analysis Kit	Y	Y	Y	Y	N	Y	N	Y	Y
Polygraph Equipment	N	N	N	N	N	N	N	N	N
Cellular Phone	Y	N	N	N	N	N	N	N	N
Fingerprint Kit	Y	N	N	N	Y	Y	N	Y	Y
Radar Unit	Y	Y	Y	Y	Y	Y	Y	Y	Y
Hand-Held Radio	Y	Y	N	Y	Y	Y	Y	Y	Y
Police Car Radio	Y	Y	Y	Y	Y	Y	Y	Y	Y
Shotgun	Y	Y	Y	N	Y	Y	N	Y	Y
Other Rifle	Y	N	N	N	Y	Y	N	Y	N
Tranquillizer Rifle	Y	N	N	N	N	N	Y	N	N
Sidearm	Y	Y	Y	N	N	Y	N	Y	N
	Aberdeen	Alcater	Arlington	Avon	Belle Fourche	Beresford	Big Stone City	Box Elder	Brandon

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

VCR Equipment	Y	Y	N	N	N	Y	N	N	N
Bomb Technical Equipment	N	N	N	N	N	N	N	N	N
Mace Canister	Y	Y	Y	Y	N	Y	N	Y	Y
Vehicle Cage	N	Y	N	N	Y	Y	Y	Y	N
Bulletproof Vest	Y	Y	N	N	N	Y	N	N	N
Gas Mask	Y	Y	N	N	N	Y	N	N	N
DWI Breath Analysis Kit	Y	Y	Y	N	Y	Y	Y	N	Y
Polygraph Equipment	N	N	N	N	N	N	N	N	N
Cellular Phone	Y	Y	N	N	N	N	N	N	N
Fingerprint Kit	Y	Y	Y	Y	Y	Y	N	Y	N
Radar Unit	Y	Y	Y	Y	Y	Y	Y	Y	Y
Hand-Held Radio	Y	Y	Y	Y	Y	Y	Y	Y	N
Police Car Radio	Y	Y	Y	Y	Y	Y	Y	Y	Y
Shotgun	Y	Y	Y	Y	Y	Y	Y	Y	Y
Other Rifle	Y	Y	N	N	N	Y	N	Y	Y
Tranquilizer Rifle	N	N	N	Y	N	N	N	N	N
Sidearm	Y	Y	N	Y	Y	Y	N	Y	Y
	Brookings	Burke	Canistota	Carlton	Colman	Deadwood	Edgemont	Elk Point	Elkton

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

VCR Equipment	N	N	N	N	N	N	Y	N	N
Bomb Technical Equipment	N	N	N	N	N	N	N	N	N
Mace Canister	Y	N	Y	Y	N	N	Y	Y	Y
Vehicle Cage	N	N	Y	Y	N	Y	Y	Y	Y
Bulletproof Vest	N	N	N	Y	N	N	N	Y	Y
Gas Mask	N	N	N	Y	N	N	N	Y	Y
DWI Breath Analysis Kit	Y	N	Y	Y	N	Y	N	Y	Y
Polygraph Equipment	N	N	N	N	N	N	N	N	N
Cellular Phone	N	N	N	N	N	N	N	N	N
Fingerprint Kit	N	Y	Y	Y	Y	N	Y	Y	N
Radar Unit	Y	Y	Y	Y	Y	Y	Y	Y	Y
Hand-Held Radio	Y	Y	Y	Y	Y	Y	Y	Y	Y
Police Car Radio	Y	Y	Y	Y	Y	Y	Y	Y	Y
Shotgun	Y	Y	Y	Y	Y	Y	Y	Y	Y
Other Rifle	N	N	N	N	N	N	Y	Y	Y
Tranquillizer Rifle	N	N	N	N	N	N	N	Y	N
Sidearm	Y	Y	Y	Y	N	Y	Y	Y	Y
	Estelline	Eureka	Faith	Port Pierre	Freeman	Carreton	Geithsburg	Gregory	Crutten

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

VCR Equipment	N	N	N	N	N	Y	N	N	N
Bomb Technical Equipment	N	N	N	N	N	N	N	N	N
Mace Canister	Y	Y	N	N	Y	N	Y	Y	N
Vehicle Cage	N	N	N	Y	N	Y	Y	Y	N
Bulletproof Vest	Y	N	N	N	N	Y	Y	N	Y
Gas Mask	N	N	N	Y	N	Y	N	N	N
DWI Breath Analysis Kit	Y	N	N	N	Y	Y	Y	Y	N
Polygraph Equipment	N	N	N	N	N	N	N	N	N
Cellular Phone	N	N	N	N	N	Y	N	N	N
Fingerprint Kit	Y	N	N	Y	N	Y	Y	Y	Y
Radar Unit	Y	Y	Y	Y	Y	Y	Y	Y	Y
Hand-Held Radio	Y	N	N	Y	N	Y	Y	Y	Y
Police Car Radio	Y	Y	Y	Y	Y	Y	Y	Y	Y
Shotgun	Y	N	Y	Y	Y	Y	Y	Y	Y
Other Rifle	N	N	N	Y	N	Y	N	N	Y
Tranquillizer Rifle	N	N	N	N	N	N	N	N	N
Sidearm	Y	Y	N	N	Y	Y	Y	Y	Y
	Harrisburg	Herrald	Highmore	Hot Springs	Hoven	Huron	Kafocha	Kimbali	Lead

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

VCR Equipment	Y	N	Y	N	N	N	Y	N	N
Bomb Technical Equipment	N	N	N	N	N	N	N	N	N
Mace Canister	Y	Y	Y	N	N	N	Y	Y	Y
Vehicle Cage	Y	N	Y	Y	Y	N	Y	N	N
Bulletproof Vest	Y	N	Y	Y	Y	N	Y	N	N
Gas Mask	Y	N	Y	N	N	N	Y	Y	N
DWI Breath Analysis Kit	N	N	Y	Y	Y	N	N	N	Y
Polygraph Equipment	N	N	N	N	N	N	N	N	N
Cellular Phone	Y	N	N	Y	N	Y	Y	Y	N
Fingerprint Kit	Y	N	Y	Y	Y	Y	Y	Y	N
Radar Unit	Y	Y	Y	Y	Y	Y	Y	Y	N
Hand-Held Radio	Y	N	Y	Y	Y	Y	Y	Y	N
Police Car Radio	Y	Y	Y	Y	Y	Y	Y	Y	Y
Shotgun	Y	N	Y	Y	Y	Y	Y	Y	N
Other Rifle	N	N	Y	N	Y	Y	Y	N	N
Tranquilizer Rifle	N	N	N	Y	Y	Y	Y	Y	N
Sidearm	Y	Y	Y	Y	Y	Y	Y	Y	Y
	Lemmon	Leola	Madison	McLaughlin	Millbank	Miller	Mitchell	Murdo	New Effington

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

VCR Equipment	N	N	Y	Y	Y	N	N	Y	Y
Bomb Technical Equipment	N	N	N	Y	N	N	N	N	Y
Mace Canister	N	N	Y	Y	Y	N	Y	N	N
Vehicle Cage	Y	N	Y	N	Y	N	N	N	Y
Bulletproof Vest	N	Y	Y	Y	Y	N	Y	N	Y
Gas Mask	N	N	Y	N	Y	N	N	Y	Y
DWI Breath Analysis Kit	Y	N	Y	N	Y	Y	Y	Y	Y
Polygraph Equipment	N	N	N	N	Y	N	N	N	N
Cellular Phone	N	N	N	N	Y	Y	N	N	Y
Fingerprint Kit	Y	Y	Y	N	Y	Y	N	Y	Y
Radar Unit	Y	Y	Y	Y	Y	Y	Y	Y	Y
Hand-Held Radio	Y	Y	Y	Y	Y	Y	Y	Y	Y
Police Car Radio	Y	Y	Y	Y	Y	Y	Y	Y	Y
Shotgun	Y	Y	Y	Y	Y	Y	Y	Y	Y
Other Rifle	Y	N	Y	N	Y	N	Y	N	Y
Tranquilizer Rifle	N	N	Y	Y	N	N	N	N	N
Sidearm	Y	Y	Y	Y	Y	Y	Y	Y	Y
	North Sioux City	Parker	Pierre	Platte	Rapid City	Salem	Scotland	SDSU	Sioux Falls

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

VCR Equipment	Y	Y	Y	Y	N	Y	N	Y	N
Bomb Technical Equipment	N	N	N	N	N	N	N	N	N
Mace Canister	Y	Y	N	Y	Y	Y	N	N	Y
Vehicle Cage	Y	Y	Y	Y	N	Y	Y	Y	N
Bulletproof Vest	Y	Y	Y	Y	Y	N	Y	Y	N
Gas Mask	N	Y	Y	Y	N	Y	N	Y	N
DWI Breath Analysis Kit	N	Y	N	Y	Y	Y	Y	Y	N
Polygraph Equipment	N	N	N	N	N	N	N	N	N
Cellular Phone	N	Y	N	N	Y	N	N	N	N
Fingerprint Kit	Y	Y	Y	Y	N	Y	N	Y	Y
Radar Unit	Y	Y	Y	Y	Y	Y	Y	Y	Y
Hand-Held Radio	Y	Y	Y	Y	Y	Y	Y	Y	Y
Police Car Radio	Y	Y	Y	Y	Y	Y	Y	Y	Y
Shotgun	Y	Y	Y	Y	N	Y	Y	Y	Y
Other Rifle	N	Y	Y	Y	N	Y	N	Y	N
Tranquilizer Rifle	Y	N	Y	Y	N	Y	N	Y	N
Sidearm	Y	Y	Y	Y	N	Y	N	Y	N
	Steaton	Spearfish	Sturgis	Vermillion	Vibore	Wagner	Wall	Watertown	Weber

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

VCR Equipment	N	Y	Y
Bomb Technical Equipment	N	N	N
Mace Canister	N	N	Y
Vehicle Cage	N	Y	Y
Bulletproof Vest	Y	Y	Y
Gas Mask	N	Y	Y
DWI Breath Analysis Kit	Y	Y	Y
Polygraph Equipment	N	N	N
Cellular Phone	N	N	Y
Fingerprint Kit	Y	Y	Y
Radar Unit	Y	Y	Y
Hand-Held Radio	N	Y	Y
Police Car Radio	Y	Y	Y
Shotgun	Y	Y	Y
Other Rifle	N	Y	Y
Tranquilizer Rifle	N	Y	Y
Sidearm	Y	Y	Y
	Washington Springs	Winner	Yankton

CALLS FOR SERVICE

The survey defined a "call for service" as:

- A call by a citizen to a Police Department or officer initiating a police action/service other than for informational purposes.

OR

- 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 1992. The results will be looked at per population category for cities of similar size.

A. COUNTY POPULATION GREATER THAN 10,000

All ten of the departments in this category (100%) answered this question. The number of calls for service made by each department ranged from 6,550 to 62,721 for 1992. A total of 207,497 calls for service were made by the ten responding agencies. Eight reporting departments count the number of incidents to determine calls for service, one department counts the number of officers sent to the scene, and one department uses an "other" policy.

B. CITY POPULATION 3,000 TO 10,000

All ten departments in this category (100%) answered this question. The number of calls for service made by each department ranged from 140 to 8,613, with a total of 37,542 calls made by the departments. Eight departments (80%) count the number of incidents. Two departments count the number of officers (or units) sent to the scene of an incident.

C. CITY POPULATION 1,000 TO 2,999

All twenty departments in this category (100%) answered this question. The number of calls for service made by each department ranged from 200 to 5,200, with a total of 27,058 made by the twenty 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 count the number of incidents, two departments count the number of officers.

D. CITY POPULATION 500 TO 999

Twenty-two of the twenty-three departments in this category answered this question. The number of calls for service made by each department ranged from 35 to 3,600, with a total of 11,037 calls made by the twenty-two 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 two-thirds (68%) count the number of incidents, one department counts the number of officers sent to the scene, and the remaining six departments use an "other" policy.

E. CITY POPULATION LESS THAN 500

Two of the three departments (67%) in this category answered this question. The number of calls for service made by each department were 52 and 150 with a total of 202 calls made by the two responding departments. The two responding departments count the number of incidents to determine the number of calls for service.

CRIME PREVENTION

Less than half (45%) 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-seven departments noted that they used this form of crime prevention program. Thirteen agencies participate in the McGruff-Take a Bite Out of Crime Program; fifteen departments are active in firearms safety presentations; ten agencies have established neighborhood watch programs in their communities. Other programs some departments are involved in include Safetytown, crime Alert Chamber, DARE, and Crime Prevention for Senior Citizens. It should be noted that a department could be involved in one or several of the above activities.

Over one-third (36%) 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 do not have a current program, nor are they planning to initiate one in the future.

COMPUTERIZED OPERATIONS

Twenty-five 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. Five of the departments who are not currently automated reported that they are planning to computerize during the next year. The detailed tables presented at the end of this report indicate those agencies which are currently automated.

NATIONAL INCIDENT-BASED REPORTING SYSTEM

Of the sixty-six Police Departments, 76% indicated that they were familiar with the National Incident-Based Reporting System (NIBRS). Forty-six departments plan to participate in the State's IBR System.

Twelve departments indicated that they do not participate in summary Uniform Crime Reporting but use an alternate system to tally their data. Detailed tables presented in later sections indicate those departments which participate in the current summary-based Uniform Crime Reporting Program.

TURNOVER

The Chiefs were asked to specify the number of personnel separations in their department during 1992. 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 41 full-time sworn personnel separations in calendar year 1992 for the participating police agencies. Eighty percent of these separations were caused by resignation. The average number of years spent with the department was ten for the resigning officers overall. They had spent an average of eleven years working in law enforcement.

Five officers (12%) retired from their departments in 1992 after serving an average of 24 years. Their total years in law enforcement service averaged 26 years.

Six officers (15%) were dismissed from departments in 1992. The discharged officers had spent an average of 3 years in service with the department, and averaged 5 years of total law enforcement service.

The rate of turnover can be calculated by dividing the total number of separations (41) by the total number of full-time sworn personnel (605). The overall turnover rate for the sixty-six departments was 7% for the year 1992. This rate of turnover varies when the agencies are categorized by city population.

CITY POPULATION	NUMBER OF TURNS	TOTAL PERSONNEL	TURNOVER RATE
Greater than 10,000	19	419	5%
3,000 to 10,000	4	77	5%
1,000 to 2,999	10	74	14%
500 to 999	8	32	25%
Less Than 500	0	3	0%
TOTAL	41	605	7%

**Police Departments
Serving Populations
Greater than 10,000**

BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATIONS GREATER THAN 10,000

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Aberdeen	24,927	\$1,304,000	\$300,000	\$169,200	\$56,000	0	\$1,829,200
Brookings	16,270	\$785,344	\$199,000	\$105,200	\$40,000	0	\$1,129,544
Huron	12,448	\$683,160	\$175,850	\$143,320	\$46,850	0	\$1,049,180
Mitchell	13,798	\$738,753	\$168,758	\$80,750	\$42,750	0	\$1,031,011
Pierre	12,906	\$728,996	\$177,244	\$148,512	\$52,000	0	\$1,106,752
Rapid City	54,523	\$3,225,462	\$794,753	\$778,752	\$248,345	\$321,567	\$5,368,879
Sioux Falls	100,814	\$5,364,092	\$2,064,590	\$778,668	\$331,291	\$213,700	\$8,752,341
Vermillion	10,034	\$529,818	\$146,450	\$76,325	\$27,407	0	\$780,000
Watertown	17,592	\$827,964	\$127,033	\$110,650	\$80,500	\$500	\$1,146,647
Yankton	12,703	\$723,607	\$187,634	\$136,525	\$45,800	\$28,531	\$1,122,097
TOTAL	276,015	\$14,911,196	\$4,341,312	\$2,527,902	\$970,943	\$564,298	\$23,315,651

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

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	10	\$34,000	\$36,856	\$37,705	\$43,197	\$58,286
Assistant Chief	5	\$28,909	\$29,457	\$31,563	\$40,429	\$43,230
Captain	21	\$26,591	\$27,689	\$29,597	\$31,854	\$47,648
Lieutenant	26	\$25,714	\$26,190	\$27,109	\$35,774	\$40,847
Sergeant	62	\$24,603	\$25,107	\$25,500	\$27,788	\$35,408
Specialist	3	\$23,545	—	—	—	\$23,545
Detective	30	\$23,176	\$23,541	\$25,355	\$27,879	\$29,712
Patrol Officer	262	\$19,500	\$21,144	\$22,572	\$25,216	\$30,694

Using current salaries as of January 1, 1993.

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

Salary figures are approximations.

Median = half of the salaries are above this and half are below.

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

PERSONNEL BENEFITS - POPULATION GREATER THAN 10,000

Educational Benefits	Y	N	N	N	Y	Y	Y	Y	N
Computerized	Y	Y	Y	Y	Y	Y	Y	Y	Y
LICR Participant	Y	Y	Y	Y	Y	Y	Y	Y	Y
Crime Prevention Program	Y	Y	Y	Y	Y	Y	Y	Y	Y
Total Vehicles Owned	16	11	8	11	11	45	69	4	12
Cash for Overtime	B	B	B	B	B	B	B	B	L
Comp Time for Overtime	B	B	B	S	B	L	B	S	B
Sick Leave	Y	Y	Y	Y	Y	Y	Y	Y	Y
Annual Leave	Y	Y	Y	Y	Y	Y	Y	Y	Y
Cash Allowance	N	N	N	N	N	N	N	N	N
Leathers Furnished	Y	Y	Y	Y	Y	Y	Y	Y	Y
Weapons Furnished	Y	Y	Y	Y	Y	Y	Y	Y	Y
Plain Clothes Allowance	Y	Y	Y	Y	N	Y	Y	Y	Y
Cleaning Allowance	N	N	N	N	N	N	Y	N	N
Uniform Provided	Y	Y	Y	Y	Y	Y	Y	Y	Y
Shift Differential Pay	Y	Y	Y	Y	N	N	Y	N	Y
Longevity Pay	Y	Y	Y	N	Y	Y	N	N	Y
Court Comp Time	Y	Y	N	N	Y	N	Y	N	Y
Court Pay	Y	Y	Y	Y	Y	Y	Y	Y	Y
Retirement	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workmen's Compensation	F	F	F	F	F	F	F	F	F
False Arrest Insurance	F	F	F	F	F	F	F	F	F
Family Health Insurance	P	F	P	N	N	P	F	P	F
Employee Health Insurance	F	F	P	F	F	F	P	F	F
Employee Life Insurance	N	F	P	F	F	P	F	P	F
Total Full-time Sworn Officers	38	25	22	22	20	84	145	16	25
Department	Aberdeen	Brookings	Huron	Mitchell	Pierre	Rapid City	Sioux Falls	Vermillion	Watertown

PERSONNEL BENEFITS - POPULATION GREATER THAN 10,000

Educational Benefits	N
Computerized	Y
UCR Participant	Y
Crime Prevention Program	Y
Total Vehicles Owned	7
Cash for Overtime	B
Comp Time for Overtime	B
Sick Leave	Y
Annual Leave	Y
Cash Allowance	N
Leathers Furnished	Y
Weapons Furnished	Y
Plain Clothes Allowance	N
Cleaning Allowance	Y
Uniforms Provided	Y
Shift Differential Pay	Y
Longevity Pay	Y
Court Comp Time	Y
Court Pay	Y
Retirement	Y
Workmen's Compensation	F
False Arrest Insurance	F
Family Health Insurance	P
Employee Health Insurance	F
Employee Life Insurance	P
Total Full-time Sworn Officers	22
Department	Yankton

Insurance

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

Overtime

- L = Line officers only
- S = Supervisory officers only
- B = Both
- N = No overtime allowed

**Police Departments
Serving Populations
3,000 to 10,000**

BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATIONS 3,000 TO 10,000

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Belle Fourche	4,335	\$156,750	\$47,949	\$34,700	\$11,500	\$0	\$250,899
Brandon	3,543	\$111,700	\$37,731	\$20,475	\$1,800	\$0	\$171,706
Hof Springs	4,325	\$143,793	\$38,017	\$26,750	\$16,000	\$0	\$224,560
Lead	3,632	\$216,927	\$69,580	\$43,111	\$25,805	\$0	\$355,423
Madison	6,257	\$278,200	\$104,500	\$47,100	\$16,400	\$0	\$446,200
Milbank	3,879	\$147,000	\$54,000	\$44,000	\$50,000	\$0	\$295,000
SDSU	8,000	\$190,234	\$35,583	\$29,239	\$21,528	\$0	\$276,584
Spearfish	6,966	\$426,546	\$109,431	\$106,685	\$15,000	\$0	\$657,662
Sturgis	5,330	\$287,366	\$77,253	\$72,400	\$26,800	\$0	\$463,819
Winner	3,354	\$188,477	\$49,043	\$60,100	\$26,000	\$0	\$323,620
TOTAL	49,621	\$2,146,993	\$623,087	\$484,360	\$210,833	\$0	\$3,465,473

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

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	10	\$23,333	\$26,368	\$28,437	\$30,693	\$35,152
Assistant Chief	5	\$24,190	\$24,255	\$25,288	\$28,382	\$28,912
Captain	1	\$24,372	--	--	--	\$24,372
Lieutenant	1	\$23,976	--	--	--	\$23,976
Sergeant	6	\$20,800	\$22,492	\$23,587	\$25,413	\$25,813
Detective	3	\$23,112	--	\$23,629	--	\$25,230
Specialist	1	\$22,554	--	--	--	\$22,554
Patrol Officer	50	\$16,328	\$18,056	\$21,491	\$22,955	\$25,230

Using current salaries as of January 1, 1993.

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

Median = half of the salaries are above this and half are below.

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

Salary figures are approximations.

PERSONNEL BENEFITS - POPULATION 3,000 TO 10,000

Educational Benefits	N	N	N	Y	Y	Y	Y	N	Y	N
Computerized	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
UCR Participant	Y	N	Y	Y	Y	N	Y	Y	Y	Y
Crime Prevention Program	Y	N	N	N	Y	N	N	N	Y	Y
Total Vehicles Owned	4	3	5	2	5	3	3	9	6	4
Cash for Overtime	L	N	B	L	L	L	B	L	L	B
Comp Time for Overtime	S	L	N	N	L	N	B	S	S	N
Sick Leave	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Annual Leave	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Cash Allowance	N	N	N	N	Y	N	N	N	N	N
Leathers Furnished	N	N	Y	Y	Y	Y	Y	Y	Y	Y
Weapons Furnished	N	N	N	Y	Y	Y	Y	Y	Y	Y
Plain Clothes Allowance	N	N	N	N	N	N	N	N	N	N
Cleaning Allowance	N	N	N	Y	N	N	N	N	N	N
Uniform Provided	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Shift Differential Pay	N	N	N	N	Y	Y	N	N	N	Y
Longevity Pay	N	N	Y	N	Y	N	Y	Y	Y	N
Court Comp Time	N	N	N	N	Y	N	N	N	Y	N
Court Pay	Y	Y	Y	Y	Y	Y	N	Y	Y	N
Retirement	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Workmen's Compensation	F	F	F	F	F	F	F	F	F	F
False Arrest Insurance	F	F	F	F	F	F	N	F	F	F
Family Health Insurance	F	P	P	F	F	P	N	P	N	N
Employee Health Insurance	F	F	F	F	F	F	F	F	F	F
Employee Life Insurance	F	F	N	F	F	F	F	F	F	N
Total Full-time Sworn Officers	7	4	5	9	10	5	7	11	11	8
Department	Belle fourche	Brandon	Hot Springs	Lead	Madison	Milbank	SDSU	Spearfish	Sturgis	Winner

Insurance

Overtime

F = Department pays in full
P = Department pays partial

N = Department does not pay

L = Line officers only
S = Supervisory officers only

B = Both
N = No overtime allowed

**Police Departments
Serving Populations
1,000 to 2,999**

BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATIONS 1,000 TO 2,999

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Beresford	1,849	\$154,990	\$54,691	\$32,025	\$2,000	0	\$243,706
Box Elder	2,680	\$129,000	\$46,000	\$41,000	\$30,000	0	\$246,000
Canlon	2,787	\$95,500	\$26,925	\$13,400	\$4,800	0	\$140,625
Deadwood	1,830	\$295,335	\$54,120	\$164,652	\$41,000	0	\$555,107
Elk Point	1,423	\$69,500	\$16,500	\$17,050	\$5,000	\$1,000	\$109,050
Eureka	1,197	\$45,300	\$10,345	\$7,600	\$1,500	0	\$64,745
Fort Pierre	1,854	\$70,294	\$21,334	\$37,200	\$7,350	0	\$136,178
Freeman	1,293	\$31,635	\$9,365	\$6,900	\$2,500	0	\$50,400
Gettysburg	1,510	\$70,900	\$19,500	\$7,100	0	\$2,500	\$100,000
Gregory	1,384	\$59,000	\$14,100	\$14,000	0	0	\$87,100
Groton	1,196	\$70,690	\$24,310	\$10,500	0	0	\$105,500
Lemmon	1,614	\$64,297	\$21,911	\$18,140	0	0	\$104,348

BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATIONS 1,000 TO 2,999

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Miller	1,678	\$93,000	\$23,500	\$18,450	\$17,000	0	\$151,950
North Stoux City	2,019	\$88,176	\$32,815	\$43,400	\$4,000	0	\$168,391
Platte	1,311	\$42,000	\$8,350	\$9,000	\$1,250	0	\$60,600
Salem	1,289	\$38,500	\$14,100	\$11,200	\$800	0	\$64,600
Siasselon	2,181	\$132,900	\$47,680	0	\$1,000	\$37,600	\$219,100
Wagner	1,462	\$81,335	\$21,709	\$12,237	\$7,250	0	\$122,531
Weber	2,017	\$95,000	\$34,150	\$17,850	\$15,500	\$2,500	\$165,000
Westington Springs	1,083	\$19,200	\$7,030	\$4,250	0	0	\$30,480
TOTAL	33,657	\$1,746,552	\$508,435	\$485,984	\$140,950	\$43,600	\$2,925,491

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

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	19	\$17,846	\$19,620	\$21,942	\$24,395	\$29,300
Assistant Chief	6	\$15,950	\$16,468	\$18,477	\$21,591	\$26,000
Captain	1	\$22,000	—	—	—	\$22,000
Sergeant	3	\$17,800	—	\$18,346	—	\$20,000
Patrol Officer	45	\$11,500	\$16,966	\$18,000	\$19,957	\$22,818

Using current salaries as of January 1, 1993.

Salary figures are approximations.

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

Median = half of the salaries are above this and half are below.

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

PERSONNEL BENEFITS - POPULATION 1,000 TO 2,999

Educational Benefits	N	N	N	Y	N	N	Y	Y	N
Computerized	Y	Y	Y	Y	Y	Y	Y	N	Y
UCR Participant	Y	Y	Y	Y	Y	N	Y	N	Y
Crime Prevention Program	Y	Y	Y	Y	Y	N	N	N	Y
Total Vehicles Owned	2	4	3	7	2	2	2	1	2
Cash for Overtime	B	L	B	L	B	B	B	B	N
Comp Time for Overtime	N	S	B	S	N	N	N	N	N
Sick Leave	Y	Y	Y	Y	Y	Y	Y	Y	Y
Annual Leave	Y	Y	Y	Y	Y	Y	Y	Y	Y
Cash Allowance	N	N	N	Y	N	N	N	N	N
Leathers Furnished	Y	Y	Y	Y	Y	Y	Y	Y	Y
Weapons Furnished	Y	Y	Y	N	Y	Y	N	Y	Y
Plain Clothes Allowance	N	Y	N	Y	N	N	N	N	N
Cleaning Allowance	N	N	N	N	N	N	N	N	N
Uniform Provided	Y	Y	Y	Y	Y	Y	Y	Y	Y
Shift Differential Pay	N	N	N	N	N	N	N	N	N
Longevity Pay	Y	Y	N	Y	N	N	N	N	N
Court Comp Time	N	N	N	N	N	N	N	N	Y
Court Pay	Y	Y	Y	Y	Y	N	Y	N	N
Retirement	Y	Y	Y	Y	Y	Y	Y	Y	N
Workmen's Compensation	F	F	F	F	F	F	F	P	F
False Arrest Insurance	F	F	F	F	F	N	F	P	F
Family Health Insurance	F	P	N	F	P	N	N	F	P
Employee Health Insurance	F	F	F	F	F	F	F	F	F
Employee Life Insurance	P	F	F	F	P	N	N	N	F
Total Full-time Sworn Officers	4	6	4	10	3	4	3	2	2
Department	Beresford	Box Elder	Canton	DeSnoo	Elk Point	Eureka	Fort Pierre	Freeman	Gettysburg

PERSONNEL BENEFITS - POPULATION 1,000 TO 2,999

Educational Benefits	N	N	N	N	N	Y	N	N	N	N
Computerized	Y	N	N	Y	N	N	Y	N	N	N
UCR Participant	Y	N	N	Y	N	N	Y	N	N	N
Crime Prevention Program	N	N	Y	N	N	N	Y	N	N	Y
Total Vehicles Owned	2	1	2	2	4	1	2	3	3	1
Cash for Overtime	B	N	B	B	N	B	N	B	N	B
Comp Time for Overtime	B	N	N	N	N	N	B	N	N	B
Sick Leave	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Annual Leave	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Cash Allowance	N	N	N	N	Y	N	N	N	N	Y
Leathers Furnished	Y	N	Y	Y	Y	Y	Y	Y	Y	N
Weapons Furnished	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Plain Clothes Allowance	N	N	N	N	N	N	N	N	N	N
Cleaning Allowance	Y	N	N	N	N	N	N	N	N	N
Uniform Provided	Y	Y	Y	Y	Y	Y	Y	Y	Y	N
Shift Differential Pay	Y	N	N	N	N	N	N	N	N	N
Longevity Pay	N	N	N	N	N	N	Y	N	N	N
Court Comp Time	Y	N	N	N	Y	N	Y	N	N	N
Court Pay	Y	Y	N	Y	N	Y	N	Y	Y	Y
Retirement	Y	Y	Y	Y	Y	N	Y	Y	Y	Y
Workmen's Compensation	F	F	F	F	F	F	F	F	F	F
False Arrest Insurance	F	F	F	F	F	F	F	F	F	F
Family Health Insurance	N	F	P	P	N	N	P	P	N	P
Employee Health Insurance	F	F	F	F	F	F	F	P	F	F
Employee Life Insurance	N	F	F	F	F	N	P	N	N	F
Total Full-time Sworn Officers	3	2	3	4	3	2	2	7	4	5
Department	Gregory	Groton	Lemmon	Miller	North Stow City	Platte	Salem	Stanton	Wagner	Webster

PERSONNEL BENEFITS - POPULATION 1,000 TO 2,999

Educational Benefits	Z
Computerized	Z
UCR Participant	Z
Crime Prevention Program	Z
Total Vehicles Owned	1
Cash for Overtime	Z
Comp Time for Overtime	Z
Sick Leave	Y
Annual Leave	Y
Cash Allowance	N
Leathers Furnished	Y
Weapons Furnished	Y
Plain Clothes Allowance	N
Cleaning Allowance	N
Uniforms Provided	N
Shift Differential Pay	N
Longevity Pay	N
Court Comp Time	N
Court Pay	N
Retirement	Y
Workmen's Compensation	F
False Arrest Insurance	F
Family Health Insurance	P
Employee Health Insurance	F
Employee Life Insurance	N
Total Full-time Sworn Officers	1
Department	Washington Springs

Insurance

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

Overtime

- L = Line officers only
- S = Supervisory officers only
- B = both
- N = No overtime allowed

**Police Departments
Serving Populations
500 to 999**

BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATIONS 500 TO 999

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Alcester	843	\$22,000	\$4,900	\$12,100	\$1,500	0	\$40,500
Arlington	908	\$21,301	\$4,150	\$6,549	0	0	\$32,000
Avon	576	\$22,400	\$6,480	\$2,650	0	0	\$31,530
Big Stone City	669	\$20,150	\$5,143	\$9,621	0	0	\$34,914
Burke	756	\$46,000	\$11,910	\$7,240	\$5,000	0	\$70,150
Canistota	608	\$16,573	\$2,820	\$7,706	\$2,100	0	\$29,199
Edgemont	906	\$43,800	\$14,816	\$22,490	\$500	0	\$81,606
Elkton	602	\$19,661	\$3,505	\$7,370	\$500	\$50	\$31,086
Estelline	658	\$29,979	\$6,868	\$3,460	\$2,500	0	\$42,807
Falsh	548	\$45,734	\$12,121	\$22,145	0	0	\$80,000
Garrettsburg	924	\$24,603	\$7,722	\$4,400	\$4,000	\$185	\$40,910
Harrisburg	727	\$17,690	\$3,740	\$6,200	0	0	\$27,630

BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATIONS 500 TO

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Higmore	835	\$23,625	\$5,708	\$6,412	\$600	0	\$36,545
Hoven	522	\$16,000	\$7,300	0	0	0	\$23,300
Kadoka	736	\$20,650	\$5,602	\$5,431	\$2,500	0	\$34,183
Kimball	743	\$17,000	\$2,897	\$3,900	\$2,000	\$1,500	\$27,297
Leola	521	\$18,000	\$3,600	\$2,300	\$2,000	0	\$25,900
McLaughlin	780	\$50,400	\$13,300	\$15,185	\$1,500	\$2,600	\$82,985
Murdo	679	\$26,656	\$7,739	\$5,350	\$5,455	0	\$45,200
Parker	984	\$34,000	\$8,430	\$12,650	\$1,000	0	\$56,080
Scotland	968	\$25,000	\$7,180	\$8,400	0	0	\$40,980
Viborg	763	\$25,200	\$4,305	\$5,725	\$1,000	0	\$36,230
Wall	834	\$48,400	\$23,380	\$12,380	\$14,600	\$1,700	\$100,460
TOTAL	17,090	\$634,422	\$173,616	\$190,064	\$46,955	\$6,035	\$1,051,492

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL - POPULATION 500 TO 999

BANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	23	\$15,600	\$17,000	\$18,050	\$21,301	\$28,400
Assistant Chief	1	\$19,150	-	-	-	\$19,150
Patrol Officer	8	\$7,906	\$12,480	\$15,974	\$19,800	\$20,000

Using current salaries as of January 1, 1993.

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

Salary figures are approximations.

Median = half of the salaries are above this and half are below.

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

PERSONNEL BENEFITS - POPULATION 500 TO 999

Educational Benefits	Z	Z	Z	Z	Y	Z	Z	Z	Z
Computerized	Z	Z	Z	Z	Z	Z	Z	Z	Z
UCR Participant	Z	Z	Z	Z	Y	Z	Z	Z	Z
Crime Prevention Program	Z	Z	Z	Z	Y	Y	Z	Z	Z
Total Vehicles Owned	2	1	1	1	1	1	2	1	1
Cash for Overtime	Z	Z	B	L	Z	Z	Z	Z	Z
Comp Time for Overtime	S	Z	B	Z	Z	Z	Z	Z	B
Sick Leave	Y	Y	Y	Z	Y	Y	Y	Y	Y
Annual Leave	Y	Y	Y	Y	Y	Y	Y	Y	Y
Cash Allowance	Y	Z	Z	Z	Z	Y	Y	Z	Z
Leathers Furnished	Y	Y	Z	Y	Y	Y	Z	Y	Y
Weapons Furnished	Y	Y	Z	Z	Y	Z	Z	Y	Y
Plain Clothes Allowance	Z	Z	Z	Z	Z	Z	Z	Z	Z
Cleaning Allowance	Z	Z	Z	Z	Z	Z	Z	Z	Z
Uniform Provided	Y	Y	Y	Y	Y	Y	Y	Y	Y
Shift Differential Pay	Z	Z	Z	Z	Z	Z	Z	Z	Z
Longevity Pay	Z	Z	Z	Z	Y	Z	Z	Z	Z
Court Comp Time	Z	Z	Y	Z	Z	Z	Z	Y	Y
Court Pay	Z	Z	Y	Z	Z	Z	Z	Z	Z
Retirement	Y	Z	Y	Y	Z	Z	Y	Z	Z
Workmen's Compensation	F	F	F	F	F	F	F	F	P
Fake Arrest Insurance	F	F	F	Z	F	F	F	F	P
Family Health Insurance	Z	Z	P	F	F	P	Z	Z	Z
Employee Health Insurance	F	F	F	F	F	F	F	F	F
Employee Life Insurance	F	Z	Z	F	Z	Z	F	Z	F
Total Full-time Sworn Officers	3	1	1	1	2	1	2	1	2
Department	Alcester	Arlington	Avon	Big Stone City	Burke	Camblota	Edgemont	Elkton	Estelline

PERSONNEL BENEFITS - POPULATION 500 TO 999

Educational Benefits	Z	Z	Z	Z	Z	Z	Z	Z	Y	Z
Computerized	Z	Z	Z	Z	Z	Y	Z	Z	Z	Z
UCR Participant	Z	Z	Y	Z	Z	Y	Y	Z	Y	Z
Crime Prevention Program	Z	Y	Z	Z	Z	Y	Y	Z	Z	Z
Total Vehicles Owned	2	1	1	1	1	1	1	1	1	1
Cash for Overtime	Z	Z	Z	Z	Z	Z	Z	Z	S	S
Comp Time for Overtime	Z	Z	S	Z	Z	Z	Z	Z	Z	L
Sick Leave	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Annual Leave	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Cash Allowance	Y	Z	Z	Z	Z	Z	Z	Z	Z	Z
Leathers Furnished	Z	Y	Y	Z	Y	Y	Y	Y	Y	Y
Weapons Furnished	Y	Z	Y	Z	Y	Y	Y	Z	Y	Y
Plain Clothes Allowance	Z	Z	Z	Z	Y	Z	Z	Z	Z	Z
Cleaning Allowance	Z	Z	Z	Z	Z	Z	Z	Z	Z	Z
Uniform Provided	Y	Y	Y	Y	Y	Z	Y	Y	Y	Y
Shift Differential Pay	Z	Z	Z	Z	Z	Z	Z	Z	Z	Z
Longevity Pay	Z	Z	Z	Z	Z	Z	Z	Z	Z	Z
Court Comp Time	Z	Z	Y	Z	Z	Z	Z	Z	Z	Z
Court Pay	Z	Z	Z	Z	Z	Z	Z	Z	Y	Z
Retirement	Y	Y	Y	Y	Z	Y	Z	Y	Z	Y
Workmen's Compensation	F	F	F	F	F	F	F	F	F	F
False Arrest Insurance	F	F	F	F	F	F	F	F	F	F
Family Health Insurance	F	Z	Z	P	P	Z	F	Z	P	P
Employee Health Insurance	F	P	Z	F	P	F	F	Z	F	P
Employee Life Insurance	Z	Z	F	Z	P	F	F	Z	Z	Z
Total Full-time Sworn Officers	1	1	1	1	1	1	1	1	2	2
Department	Faith	Carrollton	Harrisburg	Highmore	Hovm	Kadoka	Kimball	Leola	McLaughlin	Mirado

PERSONNEL BENEFITS - POPULATION 500 TO 999

Educational Benefits	Z	Z	Z	Z
Computerized	Z	Z	Z	Z
UCR Participant	Y	Z	Z	Z
Crime Prevention Program	Z	Z	Z	Z
Total Vehicles Owned	1	2	1	2
Cash for Overtime	Z	B	Z	Z
Comp Time for Overtime	Z	Z	Z	Z
Sick Leave	Y	Z	Y	Y
Annual Leave	Y	Y	Y	Y
Cash Allowance	Y	Z	Z	Z
Leathers Furnished	Y	Z	Z	Z
Weapons Furnished	Y	Z	Z	Y
Plain Clothes Allowance	Z	Z	Z	Z
Cleaning Allowance	Z	Z	Z	Z
Uniform Provided	Y	Y	Y	Y
Shift Differential Pay	Z	Z	Z	Z
Longevity Pay	Z	Z	Z	Z
Court Comp Time	Z	Z	Z	Z
Court Pay	Z	Z	Z	Z
Retirement	Y	Y	Y	Y
Workmen's Compensation	F	F	F	F
False Arrest Insurance	F	F	F	F
Family Health Insurance	P	F	P	F
Employee Health Insurance	P	F	P	F
Employee Life Insurance	Z	Z	Z	F
Total Full-time Sworn Officers	1	2	1	2
Department	Parler	Scotland	Viborg	Wall

Overtime

- L = Line officers only
- S = Supervisory Officers only
- B = Both
- N = No overtime allowed

Insurance

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

**Police Departments
Serving Populations
Less than 500**

BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATIONS LESS THAN 500

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Colman	482	\$17,800	\$890	\$7,310	0	0	\$26,000
Herreld	488	\$12,000	\$1,880	\$1,120	0	0	\$15,000
New Effington	219	\$11,600	\$6,300	\$1,250	0	0	\$19,150
TOTAL	1,189	\$41,400	\$9,070	\$9,680	0	0	\$60,150

ANNUAL SALARIES OF FULL-TIME SWORN PERSONNEL - POPULATION LESS THAN 500

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	3	\$12,900	-	\$14,040	-	\$17,800

Using current salaries as of January 1, 1993.

Salary figures are approximations.

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

Median = half of the salaries are above this and half are below.

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

PERSONNEL BENEFITS - POPULATION LESS THAN 500

Educational Benefits	Z	Y	Z
Computerized	Z	Z	Z
UCR Participant	Y	Z	Z
Crime Prevention Program	Y	Z	Z
Total Vehicles Owned	1	1	1
Cash for Overtime	Z	S	Z
Comp Time for Overtime	Z	S	Z
Sick Leave	Y	Z	Y
Annual Leave	Y	Y	Y
Cash Allowance	Y	Y	N
Leathers Furnished	Y	Y	Y
Weapons Furnished	Y	Y	Y
Plain Clothes Allowance	Z	Z	Z
Cleaning Allowance	Y	Z	Z
Uniform Provided	Y	Y	Z
Shift Differential Pay	Z	Z	Z
Longevity Pay	Z	Z	Z
Court Comp Time	Z	Z	Z
Court Pay	Z	Z	Z
Retirement	Y	Y	Z
Workmen's Compensation	F	F	F
False Arrest Insurance	F	F	F
Family Health Insurance	Z	Z	Z
Employee Health Insurance	Z	F	P
Employee Life Insurance	Z	F	Z
Total Full-time Sworn Officers	1	1	1
Department	Colman	Herrell	New Effington

Insurance

Overtime

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

L = Line officers only
 S = Supervisory officers only
 B = Both
 N = No overtime allowed

**LOCAL LAW ENFORCEMENT AGENCIES
PARTICIPATING IN DRUG TASK FORCES**

South Central

Brule County
Charles Mix County
Douglas County
Gregory County
Lyman County
Tripp County
City of Winner

James Valley

Davison County
Hanson County
Sanborn County
City of Mitchell

Sioux Falls/Minnehaha County

Minnehaha County
City of Sioux Falls

Central

Haakon County
Hughes County
Hyde County
Jones County
Potter County
Stanley County
Sully County
City of Pierre

East Central

Brookings County
Clark County
Codington County
Deuel County
Grant County
Hamlin County
Kingsbury County
City of Brookings
City of Watertown

Southern Hills

Custer County
Fall River County
City of Hot Springs

Rapid City/Pennington County

Pennington County
City of Rapid City

Northern Area

Brown County
Campbell County
Edmunds County
Faulk County
Marshall County
McPherson County
Roberts County
Walworth County
City of Aberdeen

**LOCAL LAW ENFORCEMENT AGENCIES
PARTICIPATING IN DRUG TASK FORCES**

Pheasant

Beadle County
Hand County
Spink County
City of Huron

Northern Hills

Lawrence County
Meade County
City of Spearfish
City of Sturgis

Lake-Moody

Lake County
Moody County
City of Madison
Flandreau Santee Sioux Tribe

Southeastern

Bon Homme County
Clay County
Yankton County
City of Vermillion
City of Yankton

PART-TIME POLICE DEPARTMENTS

Eleven part-time (14%) Police Departments responded to the survey. 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 Sheriffs' Department.

The following cities operating part-time Police Departments responded to the survey:

Bonesteel
Bryant
Colome
Davis
Emery
Henry
Hurley
Isabel
McIntosh
Spencer
Tea

All except one serve cities with populations of less than 500. Tea serves a city of 786 population.

BUDGET

The part-time departments operate on a combined income of \$134,561. Individual total incomes for these departments ranged from \$2,000 to \$29,086. City funds supported 100% of the combined total income available to these departments.

BUDGET EXPENSES	
Personnel Salaries	\$91,975
Personnel Benefits	\$10,156
Operating Expenses	\$20,440
Capital Outlay	\$9,800
Other	\$2,190
TOTAL	\$134,561

SIZE OF DEPARTMENT

The ten responding part-time departments reported they employ 18 sworn officers. Two departments employ more than one officer. Tea employs 6 officers and Hurley employs 3 officers.

The combined part-time departments employ 11 police chiefs, 6 patrol officers, and 1 assistant chief.

OFFICER SALARIES

The Chiefs were asked to indicate the number of sworn personnel in specified salary ranges for the current fiscal year. All eleven departments (100%) pay an annual salary of under \$12,000. Their wages/salaries 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. No 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 1 year	1	6%
1 to 2 years	5	28%
3 to 4 years	2	11%
5 to 9 years	7	39%
10 to 14 years	2	11%
15 to 19 years	1	6%
TOTAL	18	100%

Due to rounding, figures may not total 100%.

Almost half (44%) of the sworn personnel in part-time departments have been employed by the same department for less than one to four years.

AGE

The majority (78%) 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	0	0%
30 to 34 years	3	17%
35 to 39 years	7	39%
40 to 44 years	4	22%
45 to 49 years	2	11%
50 to 54 years	0	0%
55 to 59 years	1	6%
60 to 64 years	1	6%
TOTAL	18	100%

EDUCATION

Mirroring the data received from the full-time departments, the highest level of education that the majority of officers (56%) working part-time departments have achieved is high school.

HIGHEST LEVEL OF EDUCATION ATTAINED	NUMBER OF OFFICERS	PERCENTAGE
Do not have a high school diploma	0	0%
Have a high school diploma	10	56%
Have completed less than two years of college	1	6%
Have completed two years of college	4	22%
Have completed Vo-Tech	3	17%
Have completed four years of college	0	0%
Have completed graduate work	0	0%
Have a graduate degree	0	0%
TOTAL	18	100%

BENEFITS

Only a few part-time departments offer benefit plans for their officers and their families. Health insurance is only offered to officers by two part-time departments. These departments pay for this benefit in full.

No part-time department reported providing life insurance for their officers or their families.

The most common benefits provided among part-time departments are false arrest insurance (73%) and workmen's compensation (100%).

Other benefits commonly provided by part-time departments were uniforms, weapons, and leathers. A detailed table presented later in this section indicates which benefits are provided by individual part-time departments. No part-time department offers a retirement program for their employees.

Five departments accumulate vacation hours yearly. One accumulates hours every pay period and three departments use other methods. Two departments have a maximum number of vacation hours which can be accumulated up to 80 hours.

Eight 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 44 hours in one year. The departments allow a maximum of 80 hours of sick leave to be accrued.

OVERTIME

One part-time department offers compensatory time to their employees for hours worked overtime. Two departments offer paid overtime.

VEHICLES

The part-time departments own a total of 10 vehicles. Almost three-fourths are marked cars. Two departments own jeeps. Two depart-

ments have a replacement schedule based on mileage and two have an "other" policy.

CALLS FOR SERVICE

Nine part-time departments reported an average of 163 calls for service in Calendar Year 1992. The number of calls made by each department ranged from 25 to 350 with a total of 1,470 calls made by the nine responding part-time departments in 1992. Five departments count the number of incidents to define the number of calls taken and two departments count the number of officers sent to the scene.

HOURS WORKED

Nine of the eleven part-time departments reported being scheduled to work an average of 27 hours a week and two departments reported being "on call" 24 hours a day. Four departments reported working an average of 15 hours a week overtime.

INCIDENT-BASED REPORTING SYSTEM (NIBRS)

Nine part-time departments reported they were familiar with Incident-Based Reporting. Three departments indicated they plan to participate in South Dakota's Incident-Based Reporting System. Four part-time departments indicated that they utilize another method of tallying major offenses occurring in their jurisdictions.

BUDGET EXPENSES OF PART-TIME POLICE DEPARTMENTS

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Bonesfield	297	\$8,775	0	0	\$1,500	0	\$10,275
Bryant	374	\$7,200	\$2,000	\$800	\$1,000	0	\$11,000
Colome	309	\$7,200	0	\$4,000	\$800	0	\$12,000
Davis	87	\$3,600	\$460	\$450	0	\$490	\$5,000
Emery	417	\$6,000	\$4,000	\$5,000	\$5,000	0	\$20,000
Henry	215	\$2,400	\$660	\$940	0	0	\$4,000
Hurley	372	\$10,500	0	0	0	\$1,500	\$12,000
Isabel	319	\$12,700	\$1,200	\$1,100	0	\$200	\$15,200
McIntosh	302	\$8,100	0	\$3,900	0	0	\$12,000
Spencer	317	\$1,500	0	\$500	0	0	\$2,000
Tea	786	\$24,000	\$1,836	\$3,750	\$1,500	0	\$31,086
TOTAL	3,795	\$91,975	\$10,156	\$20,440	\$9,800	\$2,190	\$134,561

ANNUAL SALARIES OF PART-TIME SWORN PERSONNEL

BANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	11	\$1,500	\$4,500	\$7,200	\$12,700	\$19,240
Assistant Chief	1	\$3,000	-	-	-	\$3,000
Patrol Officer	6	\$3,000	-	\$10,500	-	\$18,200

Using current salaries as of January 1, 1993.

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

Salary figures are approximations.

Median = half of the salaries are above this and half are below.

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

PERSONNEL BENEFITS - PART-TIME DEPARTMENTS

Educational Benefits	Z	Z	Z	Z	Z	Z	Z	Z	Z
Computerized	Z	Z	Z	Z	Z	Z	Z	Z	Z
UCR Participant	Z	Z	Z	Z	Z	Z	Z	Z	Z
Crime Prevention Program	Z	Z	Z	Z	Z	Z	Y	Y	Y
Total Vehicles Owned	1	1	1	1	1	1	1	2	1
Cash for Overtime	Z	Z	Z	Z	Y	Z	Y	Z	Z
Comp Time for Overtime	Z	Z	Z	Z	Z	Z	Z	Z	Y
Sick Leave	-	Y	Z	-	Z	Z	Z	Y	Z
Annual Leave	-	Y	Y	-	Y	Y	Y	Y	Y
Cash Allowance	Z	Z	Z	Z	Z	Z	Y	Z	Z
Leathers Furnished	Y	Y	Y	Z	Y	Z	Y	Y	Y
Weapons Furnished	Y	Y	Z	Z	Y	Z	Z	Z	Z
Plain Clothes Allowance	Z	Z	Z	Z	Z	Z	Z	Z	Z
Cleaning Allowance	Z	Z	Z	Z	Z	Z	Z	Z	Z
Uniform Provided	Y	Y	Y	Z	Y	Z	Z	Y	Y
Shift Differential Pay	Z	Z	Z	Z	Y	Z	Z	Z	Z
Longevity Pay	Z	Z	Z	Z	Z	Z	Z	Z	Z
Court Comp Time	Z	Z	Z	Z	Z	Z	Z	Y	Z
Court Pay	Z	Z	Z	Z	Z	Z	Z	Z	Z
Retirement	Z	Z	Z	Z	Y	Z	Y	Z	Z
Workmen's Compensation	P	F	F	F	P	F	F	F	F
False Arrest Insurance	Z	F	F	F	P	Z	F	F	Z
Family Health Insurance	Z	Z	Z	Z	Z	Z	Z	Z	Z
Employee Health Insurance	Z	F	Z	Z	Z	Z	Z	Z	Z
Employee Life Insurance	Z	Z	Z	Z	Z	Z	Z	Z	Z
Total Full-time Sworn Officers	1	1	1	1	1	1	3	1	1
Department	Bonesteel	Bryant	Colome	Davis	Emery	Henry	Hurley	Isabel	McIntosh

PERSONNEL BENEFITS - PART-TIME DEPARTMENTS

Educational Benefits	Z	Z
Computerized	Z	Z
UCR Participant	Z	Z
Crime Prevention Program	Z	Z
Total Vehicles Owned	1	1
Cash for Overtime	Z	Z
Comp Time for Overtime	Z	Z
Sick Leave	Z	1
Annual Leave	Y	1
Cash Allowance	Z	Z
Leathers Furnished	Y	Z
Weapons Furnished	Y	Y
Plain Clothes Allowance	Z	Z
Cleaning Allowance	Z	Z
Uniform Provided	Y	Y
Shift Differential Pay	Z	Z
Longevity Pay	Z	Z
Court Comp Time	Z	Z
Court Pay	Z	Z
Retirement	Z	Z
Workmen's Compensation	F	F
False Arrest Insurance	F	F
Family Health Insurance	Z	Z
Employee Health Insurance	F	Z
Employee Life Insurance	Z	Z
Total Full-time Sworn Officers	1	6
Department	Spencer	Tes

Insurance

Overtime

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

L = Line officers only
 S = Supervisory officers only
 B = Both
 N = No overtime allowed

SPECIALIZED EQUIPMENT OWNED BY PART-TIME DEPARTMENTS

VCR Equipment	Z	Z	Z	Z	Z	Z	Y	Z
Bomb Technical Equipment	Z	Z	Z	Z	Z	Z	Z	Z
Mace Canister	Z	Z	Z	Z	Z	Z	Z	Y
Vehicle Cage	Z	Z	Z	Z	Z	Z	Z	Y
Bulletproof Vest	Z	Z	Z	Z	Z	Z	Z	Z
Gas Mask	Z	Z	Z	Z	Z	Z	Z	Z
DWI Breath Analysis Kit	Z	Z	Z	Z	Z	Z	Z	Z
Polygraph Equipment	Z	Z	Z	Z	Z	Z	Z	Z
Cellular Phone	Z	Z	Z	Z	Z	Z	Z	Z
Fingerprint Kit	Z	Z	Y	Z	Y	Z	Z	Z
Radar Unit	Z	Y	Z	Y	Y	Z	Z	Y
Hand-Held Radio	Z	Z	Z	Z	Y	Z	Y	Y
Police Car Radio	Y	Y	Y	Z	Y	Y	Y	Y
Shotgun	Z	Z	Z	Z	Y	Z	Z	Z
Other Rifle	Z	Z	Z	Z	Z	Z	Z	Z
Tranquilizer Rifle	Z	Z	Z	Z	Z	Z	Z	Z
Sidearm	Y	Y	Z	Z	Y	Z	Y	Z
	Bowsteele	Bryant	Colonne	Davis	Emery	Henry	Hurley	Insel

SPECIALIZED EQUIPMENT OWNED BY PART-TIME DEPARTMENTS

VCR Equipment	Z	Z	Z
Bomb Technical Equipment	Z	Z	Z
Mace Canister	Z	Z	Z
Vehicle Cage	Y	Z	Z
Bulletproof Vest	Z	Z	Z
Gas Mask	Z	Z	Z
DWI Breath Analysis Kit	Y	Y	Z
Polygraph Equipment	Z	Z	Z
Cellular Phone	Z	Z	Z
Fingerprint Kit	Z	Z	Z
Radar Unit	Y	Y	Y
Hand-Held Radio	Y	Y	Y
Police Car Radio	Y	Y	Y
Shotgun	Z	Z	Y
Other Rifle	Z	Z	Z
Tranquilizer Rifle	Z	Z	Z
Sidearm	Z	Y	Z
	McIntosh	Spencer	Tenn

TRAINING

The Chiefs were presented a list of 57 courses and were asked how important each should be in the development of the Law Enforcement Training (LET) Academy's curriculum. Each course could be rated as (1) Extremely Important; (2) Somewhat Important; or (3) Not Immediately Important. The top twenty-five course names and the combined scores from all the responding Sheriffs are given below in order of their scored importance.

COURSE NAME	OVERALL AVERAGE SCORE
Arrest, Search, and Seizure	1.12
Officer Survival	1.18
Child Abuse and Domestic Violence	1.29
Crime Scene Investigation	1.30
Narcotics and Dangerous Drugs	1.31
Firearms	1.32
Interviewing and Interrogation	1.32
Liability of Law Enforcement Authority to Arrest	1.39
Police - Community Relations	1.42

COURSE NAME	OVERALL AVERAGE SCORE
DARE	1.43
Defensive Tactics	1.43
Preventive Patrol Techniques	1.43
Case Preparation and Courtroom Testimony	1.44
Evidence Collection Techniques	1.44
Juvenile Problems	1.44
Rape and Other Sex Offenses	1.44
Juvenile Justice Law and Rights of Children	1.45
Report Writing	1.48
Criminal Code and Case Law	1.49
DUI	1.49
Basic Training Update	1.51
Accident Investigation	1.52

COURSE NAME	OVERALL AVERAGE SCORE
Crime Prevention	1.55
Search Warrant Preparation and Execution	1.55
Precision Driving Techniques	1.62

The Chiefs were also asked to rank the five courses (out of 57 listed) which were the most important to the training needs of their own department, that they would like the Law Enforcement Training Academy to include in its curriculum. 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
Arrest, Search, and Seizure	26	38%
Interviewing and Interrogation	25	37%
Crime Scene Investigation	21	31%
Officer Survival	19	28%
Child Abuse and Domestic Violence	18	26%
Basic Training Update	10	15%

COURSE NAME	NUMBER OF CHIEFS	PERCENTAGE
Firearms	10	15%
DUI	9	13%
Precision Driving Techniques	9	13%
Stress Management	9	13%
Evidence Collection Techniques	8	12%
Narcotics and Dangerous Drugs	8	12%
DARE	7	10%
Search Warrant Preparation and Execution	7	10%
Juvenile Justice Law and Rights of Children	6	9%
Accident Investigation	5	7%
Liability of Law Enforcement Authority to Arrest	4	6%
Administration and Management	3	4%
American Indian/Law Enforcement Relations	2	3%

The majority (40%) of the responding departments indicated that field training should be offered once every three months. Some (31%) believed that once a month would be the best schedule, while others (22%) indicated that upon agency request would be the preferred training period. Forty-two percent preferred 8 hour training sessions, while 21% felt that 6-hour periods would be best, and 23% desired 4-hour field training classes.