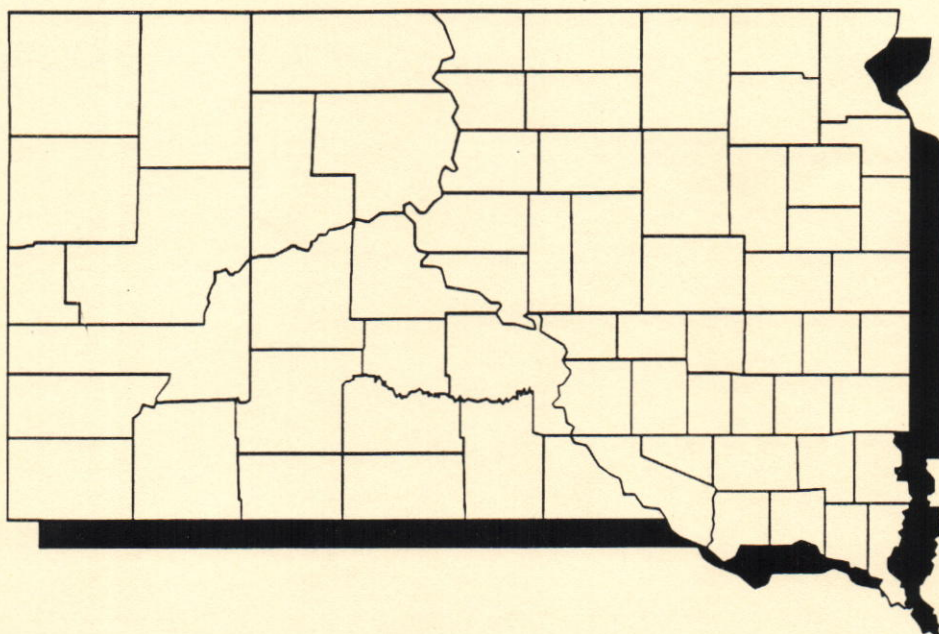


SOUTH DAKOTA POLICE MANAGEMENT STUDY

1995



OFFICE OF ATTORNEY GENERAL

CRIMINAL STATISTICS ANALYSIS CENTER

**South Dakota Police Management Study
1995**

**Office of Attorney General
Criminal Statistics Analysis Center**

**Mark Barnett
Attorney General**

**Wanda L. Fergen, SAC Director
Halley L. Lee, Statistical Clearinghouse Director
Kari L. Stulken, Data Analyst**

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SURVEY METHOD

In January, 1995, 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 response rate, follow-up letters, teletype reminders and phone calls were made following response due-date.

This was the seventh year the SAC compiled statewide management data pertaining to South Dakota Police Departments. The results of this survey are intended to provide Police Chiefs with a valid means of comparing policies and practices of departments across the State. In addition, the results should provide the Chiefs with a substantial basis from which to justify future managerial decisions.

Currently, there are 115 Police Departments in South Dakota. Eight 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-one full-time departments returned surveys yielding a total response rate of 60%.

The survey instrument is a self-report completed by the Police Chief or office staff. All questions were designed to be objective; however, some questions may have been subject to different interpretations. Thus, this report can only reflect summary results that are as valid and accurate as the data provided by each agency.

It should also be noted 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.

The completed questionnaires were encoded and verified by the South Dakota Criminal Statistics Analysis Center staff. If you have any questions regarding this information or desire additional copies of this report, please call (605) 773-6312.

Excluding the part-time departments, the responding agencies are arranged in descending order by city population. This method of presentation allows the departments to make comparisons with other cities of similar size. 1990 population figures were 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	16
Between 500 and 999	22
Less than 500	3

BUDGET

The Chiefs were asked to specify the sources of income for their departments' budgets in 1995. The total income available to the responding agencies ranged from a low of \$ 13,808 per year to a high of \$ 9,708,656 per year. These city agencies had a combined budget income of \$ 32,382,826 for 1995. The vast majority (98%), of this total figure came from city funds. State assistance totalling \$ 149,885 was provided to two Police Departments. Federal funds totalling \$ 172,160 were received by one agency. Seven departments also indicated that they obtained funds from "other" sources totalling \$ 255,100.

The Chiefs were also asked to provide a breakdown of their total departmental budget expenses by five specific categories. The following table illustrates the cumulative totals for each:

BUDGET EXPENSES	
Personnel Salaries	\$ 21,292,983
Personnel Benefits	6,179,536
Operating Expenses	3,358,034
Capital Outlay	1,171,715
Other	1,293,104
TOTAL BUDGET EXPENSES	\$ 33,295,372

When personnel salaries and benefits were combined, they accounted for over three-fourths (83%) of the expenses incurred by Police Departments throughout the State. Operating expenses, such as utilities, contractual services, supplies, travel, etc., accounted for 10% of the total budgets. Another 4% of the budget was allocated for capital outlay, such as vehicles, land, equipment, construction, etc., while 4% of the expenses went to an "other" category.

PER CAPITA COST OF LAW ENFORCEMENT

The sixty-one reporting Police Departments serve cities ranging in size from 219 to 100,814 people (according to 1990 census). The combined total population of these jurisdictions is 367,050. By dividing the budget total expenses for all responding agencies, \$33,295,372 by the combined population of 367,050, a per capita cost of city law enforcement services of \$90.71 is obtained. This means the responding cities, as a whole, currently spend just over \$90 per person for police protection.

Separating the cities into their population groupings, the budget breakdown and costs per capita can be further analyzed:

BUDGET EXPENSES	OVER 10,000	3,000 TO 10,000	1,000 TO 2,999	500 TO 999	LESS THAN 500
SALARIES	\$16,810,910	\$2,478,473	\$1,393,284	\$581,408	\$28,908
PERSONNEL BENEFITS	\$4,855,424	\$736,821	\$435,943	\$144,748	\$6,600
OPERATING EXPENSES	\$2,386,371	\$473,009	\$336,344	\$145,010	\$17,300
CAPITAL OUTLAY	\$817,541	\$141,057	\$153,475	\$56,642	\$3,000
OTHER	\$998,575	\$201,850	\$84,719	\$7,960	\$0
TOTAL	\$25,868,821	\$4,031,210	\$2,403,765	\$935,768	\$55,808
POPULATION	276,015	45,389	28,447	16,112	1,087
PER CAPITA COST	\$93.72	\$88.81	\$84.50	\$58.08	\$51.34

DEPARTMENT SIZE

The 61 departments reported that they employ a total of 605 full-time, sworn personnel. The following chart illustrates the size of the Police Departments responding to the questionnaire:

SIZE OF DEPARTMENT	NUMBER OF DEPARTMENTS	PERCENTAGE OF TOTAL
1 Officer	21	34%
2 to 5 Officers	19	31%
6 to 10 Officers	10	16%
11 to 25 Officers	7	11%
Over 25 Officers	4	7%

The rate of personnel per population of one thousand 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 variables in the formula:

$$\frac{605 \times 1,000}{367,050} = 1.65$$

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

The rate of personnel per 1,000 may also be looked at based on population categories:

POPULATION	PERSONNEL RATE PER 1,000
Cities greater than 10,000	1.58
Cities from 3,000 to 10,000	1.65
Cities from 1,000 to 2,999	2.11
Cities from 500 to 999	1.86
Cities less than 500	2.76

The departments were asked to report the number of their full-time sworn personnel by rank. Nearly two-thirds (63%) of the police officers hold the rank of patrol officer. There were 379 patrol officers in the responding departments throughout the State as of January 1, 1995. The 61 chiefs account for 10% of the total personnel figure. There were 13 Assistant Chiefs, 23 Captains, 26 Lieutenants, 74 Sergeants, 2 Specialists and 27 Detectives 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 the specified base pay annual salary ranges for the current fiscal year. The results are displayed in the following chart:

SALARY RANGE	NUMBER OF OFFICERS	PERCENTAGE
Under \$12,000	5	.8%
\$12,000 to \$14,999	7	1.2%
\$15,000 to \$17,499	15	2.5%
\$17,500 to \$19,999	45	7.5%
\$20,000 to \$22,499	50	8.3%
\$22,500 to \$24,999	100	16.6%
\$25,000 to \$29,999	191	31.7%
Over \$29,999	190	31.5%

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, beginning on page 28.

A majority (70%) of the responding departments indicated that officer wages/salaries were determined at the discretion of the city council. Another 21% said that a salary schedule was in effect while 7% cited other methods of determining officer wages. Two percent of the agencies did not respond to this question.

CIVILIAN PERSONNEL

As of January 1995, there was a total of 144 civilian personnel in the 61 responding agencies. Most of these employees (105) worked full-time, while 39 employees worked part-time. The chart below gives the numbers and types of civilian employees:

TYPES OF CIVILIAN EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	TOTAL
Clerk/Typist	6	17	23
Secretary	4	16	20
Dispatcher	14	46	60
Parking Enforcement	0	6	6
Accident Investigator	0	4	4
Animal Control	10	4	14
Corrections/Jail	5	12	17
TOTAL	39	105	144

The reported salaries of the full-time civilian personnel are presented below. Please note that this information is based only on actual reported salaries.

POSITION	NUMBER	MINIMUM	25TH NTILE	MEDIAN	75TH NTILE	MAXIMUM
Clerk/Typist	17	\$16,640	\$17,700	\$18,990	\$20,712	\$21,195
Secretaries	16	\$12,813	\$14,518	\$16,900	\$20,539	\$27,287
Dispatchers	46	\$7,560	\$13,384	\$17,095	\$19,971	\$22,817
Parking Workers	6	\$20,675	—	—	—	\$20,675
Accident Investigators	4	\$25,833	—	—	—	—
Animal Control	4	\$16,100	\$16,105	\$16,151	\$21,853	\$23,743
Corrections/Jail	12	\$14,061	—	\$16,172	—	\$18,283

Using Current Salaries as of January 1, 1995
Salary Figures are Approximations

LENGTH OF EMPLOYMENT

Police Chiefs were asked the length of employment relative to each full-time, sworn officer as of January 1, 1995. Overall, the breakdown is as follows:

LENGTH OF EMPLOYMENT	NUMBER OF OFFICERS	PERCENTAGE
Less than 1 year	79	13%
1 to 2 years	51	8%
3 to 4 years	83	14%
5 to 9 years	159	26%
10 to 14 years	80	13%
15 to 19 years	73	12%
20 to 24 years	53	9%
25 years or more	27	4%

n=605

AGE

The Chiefs were also asked to specify the number of full-time, sworn personnel in their departments whose ages fell within certain ranges as of January 1, 1995.

AGE CATEGORY	NUMBER OF	PERCENTAGE
Under 20 years	0	0%
21 to 24 years	32	5%
25 to 29 years	110	18%
30 to 34 years	116	19%
35 to 39 years	119	20%
40 to 44 years	109	18%
45 to 49 years	83	14%
50 to 54 years	19	3%
55 to 59 years	9	1%
60 to 64 years	5	<1%
65 years and over	2	<1%

n=604

EDUCATION

HIGHEST LEVEL OF EDUCATION ATTAINED	NUMBER OF OFFICERS	PERCENTAGE
Do not have a high school diploma	2	<1%
Have high school diplomas	221	37%
Have completed less than two years of college	85	14%
Have completed two years of college	112	19%
Have completed Vo-Tech	32	5%
Have completed four years of college	124	21%
Have completed graduate work	8	1%
Have a graduate degree	8	1%

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 as a law enforcement officer. Individual departments may have further minimum requirements for education in order for officers to achieve specific ranks within their particular agency.

EDUCATIONAL BENEFITS

Educational benefits have become of growing interest as law enforcement personnel strive to progress through their careers. Sixteen of the responding agencies (26%) provide some form of educational benefits for their officers. Eighty-one percent of these agencies adjust work schedules to facilitate class attendance, 69% of the agencies allow time off with pay to attend classes and 44% of the agencies subsidize books and tuition.

Only 5 of the departments responding to this question increase the salaries of their officers based upon the number of accumulated college credits and five departments use formal academic education as part of the basis for promotion.

HOURS WORKED

The Chiefs were asked to estimate the average number of hours per week their officers were scheduled to work. Overall, the responding agencies (n=45) reported their officers were scheduled to work an average of 42 hours per week. The Chiefs estimated that their officers worked an average of 5 hours of overtime per week.

BENEFITS

South Dakota Police Departments provide a wide variety of insurance plans for their officers and their families. Departments pay for these plans in full or in part, thereby reducing the financial burden on each officer. The following table depicts types of insurance and level of coverage provided to the officer. (Non-responses were not included in figuring percentages).

TYPE OF INSURANCE	FOR OFFICERS			FOR FAMILIES		
	FULL	PARTIAL	NONE	FULL	PARTIAL	NONE
LIFE	51%	9%	40%	9%	9%	82%
HEALTH	86%	10%	3%	29%	36%	35%
DENTAL	15%	2%	83%	6%	0%	94%
VISION	2%	0%	98%	0%	0%	100%
PRESCRIPTION DRUGS	20%	21%	59%	11%	19%	70%
DISABILITY	44%	7%	48%	4%	2%	94%

TYPE OF INSURANCE	FOR OFFICERS			FOR FAMILIES		
	FULL	PARTIAL	NONE	FULL	PARTIAL	NONE
FALSE ARREST	88%	0%	12%	—	—	—
WORKMAN'S COMP	97%	3%	0%	—	—	—

RETIREMENT

More than three-fourths (87%) of the South Dakota Police Departments have a retirement program for their sworn officers. Ninety-two percent of those departments which have a retirement program are members of the South Dakota Retirement System (SDRS). The charts beginning on page 30 indicate which departments participate in a retirement program.

Various benefits are provided by Police Departments in South Dakota. A general list of these benefits and the percentage of responding departments who do and do not provide them follows:

BENEFITS	YES	NO
Extra pay for time in court	57%	43%
Compensation time for time in court	28%	72%
Extra pay for longevity with department	33%	67%
Extra pay for swing or night shift duty	20%	80%
Uniform provided	89%	11%
Cleaning allowance for uniforms	7%	93%
Clothing allowance for plain clothes officer	16%	84%
Weapons furnished	74%	26%
Other equipment furnished (handcuffs, etc.)	77%	23%
Cash allowance for equipment	15%	85%

Detailed tables beginning on page 30 list benefits which are provided by each individual Police Department.

VACATION/SICK LEAVE

The survey results have delineated great variation among the departments in vacation allotments, sick leave, and the number of paid holidays offered officers. Fifty-three departments (87%) 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-one (51%) of the departments. Following is a table showing the method of accumulation for vacation time and number of agencies that utilize each method.

METHOD OF ACCUMULATION	PERCENTAGE
Yearly	38%
Every Pay Period	23%
Monthly	38%

Fifty-five (90%) of the responding departments have a formal sick leave policy. The average number of hours of sick leave that can be earned by each officer in a department with a sick leave plan was 136 hours during a year. Most of the agencies (61%) have a policy regarding the maximum number of sick leave hours which their officers may accumulate. This ranged from 60 to 2,920 hours, with the average being 688 hours.

Twenty-two departments pay officers for unused sick time upon their retirement. The maximum allowable ranged considerably. Most policies were based on a percentage of accrued leave time.

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

Most departments grant official paid holidays to their employees in addition to

offering vacation or annual leave. Nine paid holidays was the average granted per year for the responding agencies.

OVERTIME

Regarding the issue of overtime, 59% of the departments do not offer compensatory time to any of their employees. However, 6 agencies offer comp time to their line officers only; 9 agencies allow comp time only to their supervisory officers; and 9 departments provide comp time to both line and supervisory officers.

Paid overtime is provided to at least some officers by sixty-one percent (n=37) of the agencies. Over three-fourths (84%) of those departments which do pay cash for overtime use a rate of time-and-one-half. Fourteen percent use a regular pay schedule and 16 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

Of the responding departments, more than three-fourths (84%) permit their officers to work a second job. The types of restrictions placed on secondary employment vary greatly among departments. Some (51%) restrict the type of employment, while 27% limit the number of hours their officers may moonlight. Prior notification is insisted upon by 53% and departmental approval is required by 51% of the agencies. It should be noted that agencies were allowed to select more than one response to this particular question.

COLLECTIVE BARGAINING

Very few Police Departments in South Dakota have been or are organized under a collective bargaining unit or union. Only ten departments (16%) are currently unionized, one other is considering such action, and five departments have

previously withdrawn their membership from a union or collective bargaining unit.

VEHICLES

A total of 301 vehicles are used by the 61 reporting Police Departments. 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	170
Unmarked cars owned by department	65
Any leased vehicles	0
Jeeps, trucks, and vans	33
Motorcycles	16
Animal Control vehicles	8
Other	9
TOTAL VEHICLES AVAILABLE	301

Thirty-nine agencies responded when asked if they have a formal schedule or policy for replacing vehicles. The age of the vehicle is the determining factor for 41% of the departments who have a replacement schedule; 33% base replacement on mileage accumulated; and 26% use a policy other than age or mileage for replacement of vehicles.

AUTOMATIC WEAPONS

Some departments (5%) provide automatic weapons for on-duty officers. Twenty-three percent (23%) allow officers to use automatic weapons on-duty and twenty-three percent of departments allow their off-duty officers to use automatic weapons. Less than one-half (38%) of the departments reported that they require special training before officers are allowed to use automatic weapons. The 9 mm is the most common automatic weapon allowed by the departments, followed by

the .45 and the .38 caliber weapons. Twenty-five percent of the departments reported having no policy regarding the caliber of automatic weapons used.

SEMI-AUTOMATIC WEAPONS

Of the responding departments, 52% provide semi-automatic weapons for on-duty officers. The majority of the departments (80%) allow officers to use semi-automatic weapons on-duty. Similarly, 80% allow semi-automatics for off-duty officers. Special training for semi-automatic weapons is provided by 69% of the responding departments.

EQUIPMENT

The table below itemizes the specialized equipment owned by the Police Departments as a whole. The equipment owned by most agencies 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	50	11
Tranquilizer Rifle	15	46
Other Rifle	26	35
Shotgun	58	3
Police car radio (two-way)	61	0
Hand-held police radio	57	4
Radar unit	60	1
Fingerprint kit	45	16
Cellular phone	25	36
Polygraph equipment	4	57
DWI breath analysis equipment	43	18
Gas mask	19	42
Bulletproof vest	38	23
Vehicle case/protective screen	40	21
Mace canister	48	13
Bomb technical equipment	1	60
VCR equipment	23	38

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

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

Aberdeen		Box Elder		Canton
Bulletproof Vest		Bulletproof Vest		Bulletproof Vest
Car Radio		Car Radio		Car Radio
Cell Phone		Cell Phone		Fingerprint Kit
DWI Breath Analysis Kit		Fingerprint Kit		Hand Held Radio
Fingerprint Kit		Hand Held Radio		Mace Canister
Gas Mask		Mace Canister		Radar
Hand Held Radio		Radar		Shotgun
Mace Canister		Shotgun		Sidearm
Other Rifle		Sidearm		Tranquilizer Rifle
Polygraph Equipment		VCR		VCR
Radar		Vehicle Cage		Vehicle Cage
Shotgun				
Sidearm				
Tranquilizer Rifle				
VCR				
		Brandon		Chamberlain
		Bulletproof Vest		Car Radio
		Car Radio		DWI Breath Analysis Kit
		DWI Breath Analysis Kit		Hand Held Radio
		Hand Held Radio		Mace Canister
		Mace Canister		Radar
		Radar		Shotgun
		Shotgun		Sidearm
		Vehicle Cage		
Arlington		Brookings		Colome
Car Radio		Bulletproof Vest		Car Radio
DWI Breath Analysis Kit		Car Radio		DWI Breath Analysis Kit
Fingerprint Kit		Cell Phone		Radar
Hand Held Radio		Fingerprint Kit		
Mace Canister		Gas Mask		
Radar		Hand Held Radio		
Shotgun		Mace Canister		
Sidearm		Other Rifle		
		Polygraph Equipment		
		Radar		
		Shotgun		
		Sidearm		
		VCR		
		Vehicle Cage		
Armour		Burke		Davis
Bulletproof Vest		Bulletproof Vest		Car Radio
Car Radio		Car Radio		Mace Canister
DWI Breath Analysis Kit		Cell Phone		Radar
Hand Held Radio		DWI Breath Analysis Kit		Shotgun
Mace Canister		Fingerprint Kit		
Radar		Gas Mask		
Shotgun		Hand Held Radio		
Sidearm		Mace Canister		
Vehicle Cage		Radar		
		Shotgun		
		Sidearm		
		VCR		
		Vehicle Cage		
Avon				Elk Point
Bulletproof Vest				Car Radio
Car Radio				DWI Breath Analysis Kit
DWI Breath Analysis Kit				Fingerprint Kit
Hand Held Radio				Hand Held Radio
Mace				Other Rifle
Radar				Radar
Shotgun				Shotgun
				Sidearm
				Vehicle Cage
Belle Fourche				Elkton
Bulletproof Vest				Car Radio
Car Radio				Cell Phone
Fingerprint Kit				DWI Breath Analysis Kit
Hand Held Radio				Fingerprint Kit
Mace Canister				Other Rifle
Other Rifle				Radar
Radar				Shotgun
Shotgun				Sidearm
Sidearm				
VCR				
Vehicle Cage				
Bison		Canistota		Emery
Car Radio		Car Radio		Car Radio
DWI Breath Analysis Kit		Fingerprint Kit		Fingerprint Kit
Radar		Hand Held Radio		Hand Held Radio
Shotgun		Radar		Radar
		Shotgun		Shotgun
				Sidearm

Estelline	Car Radio DWI Breath Analysis Kit Hand Held Radio Radar Shotgun	Harrisburg	Bulletproof Vest Car Radio Cell Phone Fingerprint Kit Hand Held Radio Mace Canister Radar Shotgun Sidearm	Jefferson	Bulletproof Vest Car Radio DWI Breath Analysis Kit Fingerprint Kit Hand Held Radio Mace Canister Radar Shotgun Sidearm Tranquilizer Rifle VCR Vehicle Cage
Eureka	Car Radio Fingerprint Kit Hand Held Radio Radar Shotgun Sidearm	Herreld	Car Radio Radar Sidearm	Kadoka	Bulletproof Vest Car Radio DWI Breath Analysis Kit Fingerprint Kit Hand Held Radio Mace Canister Radar Shotgun Sidearm Vehicle Cage
Faith	Car Radio DWI Breath Analysis Kit Fingerprint Kit Hand Held Radio Mace Canister Radar Shotgun Sidearm Vehicle Cage	Highmore	Car Radio Cell Phone DWI Breath Analysis Kit Hand Held Radio Mace Canister Radar Shotgun	Kimball	Car Radio DWI Breath Analysis Kit Fingerprint Kit Hand Held Radio Mace Canister Radar Shotgun Sidearm Vehicle Cage
Fort Pierre	Bulletproof Vest Car Radio Cell Phone DWI Breath Analysis Kit Fingerprint Kit Gas Mask Hand Held Radio Mace Canister Radar Shotgun Vehicle Cage	Hot Springs	Bulletproof Vest Car Radio DWI Breath Analysis Kit Fingerprint Kit Hand Held Radio Mace Canister Other Rifle Radar Shotgun Tranquilizer Rifle Vehicle Cage	Lead	Car Radio DWI Breath Analysis Kit Fingerprint Kit Hand Held Radio Mace Canister Other Rifle Radar Shotgun Sidearm
Freeman	Car Radio Cell Phone Fingerprint Kit Hand Held Radio Mace Canister Radar Sidearm	Hurley	Car Radio Cell Phone Hand Held Radio Mace Canister Sidearm	Lemmon	Car Radio Cell Phone DWI Breath Analysis Kit Fingerprint Kit Gas Mask Hand Held Radio Mace Canister Radar Shotgun Sidearm
Garretson	Bulletproof Vest Car Radio Hand Held Radio Radar Shotgun Sidearm Vehicle Cage	Huron	Bulletproof Vest Car Radio Cell Phone DWI Breath Analysis Kit Fingerprint Kit Gas Mask Hand Held Radio Mace Canister Other Rifle Radar Shotgun Sidearm Tranquilizer Rifle VCR Vehicle Cage		
Groton	Bulletproof Vest Car Radio DWI Breath Analysis Kit Fingerprint Kit Gas Mask Hand Held Radio Mace Canister Other Rifle Radar Shotgun Vehicle Cage	Isabel	Car Radio Hand Held Radio Mace Canister Radar Vehicle Cage		

Lennox	- Bulletproof Vest - Car Radio - DWI Breath Analysis Kit - Fingerprint Kit - Hand Held Radio - Mace Canister - Radar - Shotgun - Sidearm - Vehicle Cage	Miller	- Bulletproof Vest - Car Radio - Fingerprint Kit - Hand Held Radio - Mace Canister - Other Rifle - Radar - Shotgun - Sidearm	North Sioux City	- Bulletproof Vest - Car Radio - Cell Phone - DWI Breath Analysis Kit - Fingerprint Kit - Hand Held Radio - Mace Canister - Polygraph Equipment - Radar - Shotgun - Sidearm - VCR - Vehicle Cage
Leola	- Car Radio - Mace Canister - Radar	Mitchell	- Bulletproof Vest - Car Radio - Cell Phone - DWI Breath Analysis Kit - Fingerprint Kit - Gas Mask - Hand Held Radio - Other Rifle - Radar - Shotgun - Sidearm - Tranquilizer Rifle - VCR - Vehicle Cage	Parker	- Car Radio - DWI Breath Analysis Kit - Fingerprint Kit - Hand Held Radio - Mace Canister - Radar - Shotgun - Sidearm
Madison	- Bulletproof Vest - Car Radio - Cell Phone - DWI Breath Analysis Kit - Fingerprint Kit - Gas Mask - Hand Held Radio - Mace Canister - Other Rifle - Radar - Shotgun - Sidearm - VCR - Vehicle Cage	Mobridge	- Bulletproof Vest - Car Radio - DWI Breath Analysis Kit - Fingerprint Kit - Gas Mask - Hand Held Radio - Mace Canister - Other Rifle - Radar - Shotgun - Sidearm - Tranquilizer Rifle - VCR - Vehicle Cage	Pierre	- Bulletproof Vest - Car Radio - Cell Phone - DWI Breath Analysis Kit - Fingerprint Kit - Gas Mask - Hand Held Radio - Mace Canister - Other Rifle - Radar - Shotgun - Sidearm - Tranquilizer Rifle - VCR - Vehicle Cage
McLaughlin	- Bulletproof Vest - Car Radio - Cell Phone - DWI Breath Analysis Kit - Fingerprint Kit - Hand Held Radio - Mace Canister - Radar - Shotgun - Sidearm - Vehicle Cage	New Effington	- Car Radio - Mace Canister - Sidearm - Vehicle Cage	Platte	- Car Radio - Cell Phone - DWI Breath Analysis Kit - Hand Held Radio - Mace Canister - Radar - Shotgun - Sidearm
Menno	- Car Radio - DWI Breath Analysis Kit - Hand Held Radio - Other Rifle - Radar - Shotgun - Vehicle Cage	Newell	- Bulletproof Vest - Car Radio - DWI Breath Analysis Kit - Hand Held Radio - Mace Canister - Radar - Shotgun - Sidearm - VCR - Vehicle Cage	Rapid City	- Bulletproof Vest - Car Radio - Cell Phone - DWI Breath Analysis Kit - Fingerprint Kit - Gas Mask - Hand Held Radio - Mace Canister - Other Rifle - Polygraph Equipment - Radar - Shotgun - Sidearm - Tranquilizer Rifle - VCR - Vehicle Cage
Milbank	- Bulletproof Vest - Car Radio - Cell Phone - Fingerprint Kit - Hand Held Radio - Mace Canister - Other Rifle - Radar - Shotgun - Sidearm - Tranquilizer Rifle - Vehicle Cage				

Scotland

Bulletproof Vest
Car Radio
DWI Breath Analysis Kit
Hand Held Radio
Mace Canister
Other Rifle
Radar
Shotgun
Sidearm

Sioux Falls

Bomb Equipment
Bulletproof Vest
Car Radio
Cell Phone
DWI Breath Analysis Kit
Fingerprint Kit
Gas Mask
Hand Held Radio
Other Rifle
Radar
Shotgun
Sidearm
VCR
Vehicle Cage

Sisseton

Bulletproof Vest
Car Radio
DWI Breath Analysis Kit
Fingerprint Kit
Hand Held Radio
Mace Canister
Radar
Shotgun
Sidearm
Tranquilizer Rifle
VCR
Vehicle Cage

Spearfish

Bulletproof Vest
Car Radio
Cell Phone
Fingerprint Kit
Gas Mask
Hand Held Radio
Mace Canister
Other Rifle
Radar
Shotgun
Sidearm
VCR
Vehicle Cage

Sturgis

Bulletproof Vest
Car Radio
DWI Breath Analysis Kit
Fingerprint Kit
Gas Mask
Hand Held Radio
Mace Canister
Other Rifle
Radar
Shotgun
Sidearm
Tranquilizer Rifle
VCR
Vehicle Cage

Tabor

Bulletproof Vest
Car Radio
Hand Held Radio
Sidearm

Tea

Car Radio
Hand Held Radio
Radar
Shotgun

Timber Lake

Car Radio
DWI Breath Analysis Kit
Hand Held Radio
Mace Canister
Other Rifle
Radar
Shotgun
Vehicle Cage

Tripp

Car Radio
DWI Breath Analysis Kit
Fingerprint Kit
Hand Held Radio
Radar
Shotgun
Sidearm

Vermillion

Bulletproof Vest
Car Radio
Cell Phone
Fingerprint Kit
Gas Mask
Hand Held Radio
Mace Canister
Other Rifle
Radar
Shotgun
Sidearm
VCR
Vehicle Cage

Watertown

Bulletproof Vest
Car Radio
DWI Breath Analysis Kit
Fingerprint Kit
Gas Mask
Hand Held Radio
Mace Canister
Other Rifle
Radar
Shotgun
Sidearm
Tranquilizer Rifle
VCR
Vehicle Cage

Webster

Car Radio
Cell Phone
Hand Held Radio
Mace Canister
Radar
Shotgun
Sidearm

Wessington Springs

Bulletproof Vest
Car Radio
Fingerprint Kit
Hand Held Radio
Radar
Shotgun
Sidearm

Whitewood

Car Radio
DWI Breath Analysis Kit
Hand Held Radio
Mace Canister
Radar
Shotgun
Sidearm
Vehicle Cage

Winner

Bulletproof Vest
Car Radio
Cell Phone
DWI Breath Analysis Kit
Fingerprint Kit
Gas Mask
Hand Held Radio
Other Rifle
Radar
Shotgun
Sidearm
Tranquilizer Rifle
VCR
Vehicle Cage

Yankton

Bulletproof Vest
Car Radio
Cell Phone
DWI Breath Analysis Kit
Fingerprint Kit
Gas Mask
Hand Held Radio
Mace Canister
Other Rifle
Radar
Shotgun
Sidearm
Tranquilizer Rifle
VCR
Vehicle Cage

NATIONAL INCIDENT BASED REPORTING SYSTEM (NIBRS)

Nearly one-half (44%) of the Police Departments are currently participating in the FBI's National Incident Based Reporting System (NIBRS). An additional thirty-four percent of reporting departments indicated that they would be interested in reporting through NIBRS. Of the departments not currently reporting, fifteen indicated that they utilized an alternate system to tally major offenses occurring in their jurisdictions. Detailed tables presented in later sections indicate those departments which currently participate in the NIBRS program.

COMPUTERIZED OPERATIONS

Currently, thirty of the responding departments are computerized. Nine agencies indicated they will be expanding their functions or computerizing during the coming year. Later sections of this report indicate which specific departments are computerized at this time.

For those departments which are computerized, the following table presents the functions most likely to be computerized:

COMPUTERIZED FUNCTION	NUMBER
Offenses	29
Incident/Name	28
Arrests	28
Property	27
Traffic	27
UCR/NIBRS	21
Calls for Service	21
Payroll	19
Personnel	13
Warrants	13

CALLS FOR SERVICE

The survey defined a call for service as:

- A call by a citizen to a law enforcement agency or officer initiating a police action/service other than for information purposes.

OR

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

Given this definition, the Chiefs were asked how many calls for service their departments made during Calendar Year 1994. The results will be looked at per population categories for counties of similar size.

A. CITY POPULATION GREATER THAN 10,000

All ten of the departments in this category answered this question. The number of calls for service made by each department ranged from 7,282 to 85,300 for 1994. A total of 254,568 calls for service were made by the ten responding counties. Eight reporting departments count calls for service as the number of incidents. One agency 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 answered this question. The number of calls for service made by each department ranged from 1,051 to 12,047 with a total of 46,685 calls made by the ten responding departments. All ten of the departments count the incidents as calls for service.

C. CITY POPULATION 1,000 TO 2,999

Fifteen of the sixteen departments in this category answered this question. The number of calls for service ranged from 200 to 3,633 with a total of 22,945 calls made in 1994. Twelve of the departments count the number of incidents, two departments reported "other" means of determining calls for service and two

agencies did not respond to this question.

D. CITY POPULATION 500 TO 999

Nineteen of the twenty-two departments in this category answered this question. The number of calls for service made by each department ranged from 57 to 2,100 with a total of 6,551 calls made by the 19 responding departments. Eighteen agencies counted the number of incidents in determining calls for service. One agency reported counting the number of officers sent to a crime scene, two departments use "other" methods of counting and one agency did not respond.

E. CITY POPULATION LESS THAN 500

All three of the departments in this population category responded to this question. The number of calls for service ranged from 48 to 100 with a total of 198 calls made by the three agencies. Two of the agencies reported counting the number of incidents to determine the number of calls for service. One agency did not indicate a policy.

CRIME PREVENTION

Less than one-third (30%) 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. Sixteen agencies noted that they used this type of program. Eight departments are active in Firearms Safety presentations; five agencies have established Neighborhood Watch Programs in their jurisdictions and thirteen departments participate in the McGruff-Take a Bite Out of Crime Program. It should be noted that a Police Department could be involved in one or several of the above activities.

Of the Police Departments without current crime prevention programs, 28% indicated that they are planning to establish some program of this type in the near future. The rest do not have a current crime prevention program, nor are they planning to initiate a program in the future.

TURNOVER

The Chiefs were asked to specify the number of personnel separations in their department occurring during 1994. They were instructed to include only full-time, sworn personnel in their answer. 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 be rounded to the nearest year.

There were a total of 59 full-time sworn personnel separations in calendar year 1994 for the participating agencies. Nearly half (49%) of these separations were caused by resignation. These officers had spent an average of 6 years working for their departments and 8 years in law enforcement. (Not all information was reported on all officers resigning.)

Seven officers were dismissed from a Police Department in 1994. The discharged officers had spent an average of nearly 3 years with the department. Total years in law enforcement is not available due to a lack of responses for this question.

After an average of 25 years with their departments and an average of 28 years in law enforcement, 23 officers retired from their departments in 1994. (Not all information was reported on all officers retiring.)

The rate of turnover can be calculated by dividing the total number of separations (59) by the total number of full-time sworn personnel (605). The overall turnover rate for the forty-eight reporting departments was 10% for the year 1994. 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	37	437	8%
3,000 to 10,000	6	75	8%
1,000 to 2,999	8	60	13%
500 to 999	6	30	20%
Less than 500	2	3	67%

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

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

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	10	\$36,500	\$39,488	\$40,266	\$48,605	\$63,156
Assistant Chief	4	\$31,207	\$31,207	\$32,000	—	\$34,711
Captain	21	\$28,707	\$32,408	\$34,736	\$43,224	\$51,055
Lieutenant	25	\$30,533	\$30,784	\$32,864	\$42,329	\$45,003
Sergeant	64	\$26,582	\$26,630	\$28,032	\$30,971	\$30,911
Detective	24	\$24,309	\$25,632	\$27,643	\$28,739	\$29,360
Patrol Officer	289	\$21,840	\$24,309	\$26,520	\$28,150	\$31,356

Using Current Salaries as of January 1, 1995
Salary Figures are Approximations

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

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Aberdeen	24,927	\$1,330,000	\$309,200	\$167,500	\$63,500	\$0	\$1,870,200
Brookings	16,270	\$934,100	\$313,500	\$112,750	\$59,500	\$0	\$1,419,850
Huron	12,448	\$810,402	\$194,709	\$216,320	\$11,200	\$54,000	\$1,286,631
Mitchell	13,798	\$709,687	\$176,640	\$82,365	\$45,250	\$21,000	\$1,034,942
Pierre	12,906	\$874,938	\$204,064	\$123,979	\$54,850	\$0	\$1,257,831
Rapid City	54,523	\$3,304,576	\$990,787	\$337,114	\$256,847	\$790,345	\$5,679,669
Sioux Falls	100,814	\$6,540,269	\$1,958,592	\$970,951	\$238,844	\$0	\$9,708,656
Vermillion	10,034	\$473,625	\$131,937	\$90,262	\$2,750	\$330	\$698,904
Watertown	17,592	\$975,248	\$300,035	\$135,150	\$84,800	\$500	\$1,495,733
Yankton	12,703	\$858,065	\$275,960	\$149,980	\$0	\$132,400	\$1,416,405

PERSONNEL BENEFITS - POPULATION GREATER THAN 10,000

Dept.	Total FT Officer	Empl. Life Ins.	Empl. Hlth Ins.	Family Hlth Ins.	False Acc. Ins.	Work- man's Comp.	Retire- ment	Court Pay	Court Comp Time	Long- evity Pay	Shift Diff. Pay	Un- form	Weapons	Vaca- tion	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crime Prevent. Pgm.	Comput- erized	Ed. Benefits
Aberdeen	39	F	F	P	F	F	Y	Y	Y	Y	Y	Y	Y	Y	Y	B	B	15	Y	Y	Y
Brookings	25	F	F	F	F	F	Y	Y	Y	Y	Y	Y	Y	Y	Y	B	B	8	Y	Y	N
Huron	20	F	P	P	F	F	Y	Y	N	Y	Y	Y	Y	Y	Y	B	B	8	Y	Y	N
Mitchell	22	F	F	N	F	F	Y	Y	N	N	Y	Y	Y	Y	Y	S	B	12	Y	Y	N
Pierre	20	F	F	N	F	F	Y	Y	Y	Y	N	Y	Y	Y	Y	B	B	12	Y	Y	Y
Rapid City	93	P	F	P	F	P	Y	Y	N	Y	N	Y	Y	Y	Y	S	L	45	Y	Y	Y
Sioux Falls	151	F	F	F	F	F	Y	Y	Y	N	Y	Y	Y	Y	Y	B	B	71	Y	Y	N
Vermillion	16	P	F	P	F	F	Y	Y	Y	N	Y	Y	Y	Y	Y	B	B	8	Y	Y	Y
Watertown	28	P	F	F	F	F	Y	Y	Y	Y	Y	Y	Y	Y	Y	B	B	13	Y	Y	N
Yankton	23	N	F	P	F	F	Y	Y	Y	Y	Y	Y	Y	Y	Y	B	B	7	Y	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

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

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

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	10	\$24,253	\$28,693	\$30,319	\$32,188	\$35,152
Assistant Chief	6	\$21,279	\$23,935	\$26,522	\$29,527	\$29,800
Captain	2	\$21,840	—	\$22,922	—	\$24,003
Lieutenant	1	\$25,600	—	—	—	\$25,600
Sergeant	5	\$19,760	\$20,360	\$25,193	\$26,478	\$27,456
Specialist	2	\$25,000	—	—	—	\$25,000
Detective	3	\$24,315	\$24,315	\$25,100	—	\$26,832
Patrol Officer	46	\$18,679	\$20,451	\$22,741	\$23,917	\$26,208

Using Current Salaries as of January 1, 1995
Salary Figures are Approximations

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

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Belle Fourche	4,335	\$179,197	\$55,397	\$70,176	\$2,824	\$0	\$307,594
Brandon	3,543	\$133,844	\$46,367	\$22,975	\$21,700	\$0	\$224,886
Hot Springs	4,325	\$158,147	\$45,096	\$43,763	\$16,133	\$1,700	\$264,839
Lead	3,632	\$190,919	\$65,881	\$34,750	\$4,000	\$0	\$295,550
Madison	6,257	\$370,700	\$130,500	\$44,550	\$19,400	\$0	\$565,150
Milbank	3,879	\$163,938	\$52,177	\$43,000	\$1,000	\$20,900	\$281,015
Mobridge	3,768	\$241,014	\$58,034	\$30,200	\$17,500	\$0	\$346,748
Speartfish	6,966	\$469,896	\$138,997	\$93,895	\$11,000	\$130,400	\$844,188
Sturgis	5,330	\$354,100	\$91,792	\$54,300	\$36,000	\$48,850	\$585,042
Winner	3,354	\$216,718	\$52,580	\$35,400	\$11,500	\$0	\$316,198

PERSONNEL BENEFITS - POPULATION 3,000 TO 10,000

Dept.	Total FT Officer	Empl. Life Ins.	Empl. Hlt. Ins.	Family Hlt. Ins.	False Artd. Ins.	Work- man's Comp	Retire- ment	Court Pay	Court Comp Time	Long- evity Pay	Shift Diff. Pay	Uni- form	Weapons	Vac- ation	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crime Prevent. Fgs.	Compet- entized	Ed. Benefits
Belle Fouche	7	F	F	F	F	F	Y	Y	N	N	N	Y	Y	Y	Y	L	N	4	Y	Y	N
Brandon	5	F	F	F	F	F	Y	Y	N	N	N	Y	N	Y	Y	N	B	3	N	Y	N
Hot Springs	6	N	F	P	N	F	Y	Y	N	Y	N	Y	N	Y	Y	N	N	6	N	N	N
Lead	5	F	F	F	F	F	Y	Y	N	N	N	Y	Y	Y	Y	N	L	2	N	Y	Y
Madison	10	F	P	P	F	F	Y	Y	Y	Y	Y	Y	Y	Y	Y	L	L	4	Y	Y	Y
Milbank	6	F	F	P	F	F	Y	Y	N	N	N	Y	Y	Y	Y	N	L	3	Y	Y	Y
Mobridge	6	---	---	---	---	---	Y	Y	N	N	N	Y	Y	Y	Y	L	L	2	N	N	N
Spearfish	10	F	F	N	F	F	Y	Y	N	Y	N	Y	Y	Y	Y	N	B	9	N	Y	Y
Sturgis	12	F	F	P	F	F	Y	Y	N	Y	N	Y	Y	Y	Y	S	L	8	Y	Y	Y
Winner	8	---	F	---	F	F	Y	Y	N	Y	Y	Y	Y	Y	Y	N	L	0	N	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

Dashes indicate 'no response'.

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

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

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	16	\$18,616	\$21,325	\$23,283	\$25,064	\$26,323
Assistant Chief	3	\$17,160	\$17,160	\$19,517	—	\$19,698
Sergeant	5	\$19,490	\$19,952	\$21,668	\$22,003	\$22,004
Patrol Officer	36	\$12,000	\$17,000	\$18,981	\$20,862	\$24,444

Using Current Salaries as of January 1, 1995
Salary Figures are Approximations

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

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Box Elder	2,680	\$155,472	\$47,133	\$0	\$50,000	\$52,069	\$304,674
Canton	2,787	\$103,650	\$33,130	\$16,950	\$3,500	\$3,100	\$160,330
Chamberlain	2,347	\$182,400	\$45,261	\$36,500	\$26,500	\$12,000	\$302,661
Elk Point	1,423	\$76,650	\$17,000	\$22,800	\$3,000	\$0	\$119,450
Eureka	1,197	\$48,000	\$11,050	\$18,275	\$0	\$0	\$77,325
Fort Pierre	1,854	\$73,485	\$23,050	\$35,450	\$2,375	\$0	\$134,360
Freeman	1,293	\$32,844	\$8,554	\$6,002	\$3,600	\$0	\$51,000
Groton	1,196	\$75,400	\$27,890	\$7,870	\$17,000	\$0	\$128,160
Lemmon	1,614	\$62,300	\$21,350	\$15,165	\$1,000	\$0	\$99,815
Lennox	1,767	\$50,340	\$12,701	\$22,950	\$4,000	\$0	\$89,991
Miller	1,678	\$102,500	\$33,050	\$18,385	\$6,000	\$4,450	\$164,385
North Sioux City	2,019	\$120,500	\$45,359	\$55,500	\$0	\$13,100	\$234,459
Platte	1,311	\$41,000	\$15,255	\$5,100	\$20,000	\$0	\$81,355
Sisseton	2,181	\$145,000	\$50,500	\$46,000	\$1,500	\$0	\$243,000

Webster	2,017	\$99,743	\$36,210	\$25,047	\$15,000	\$0	\$176,000
Wessington Springs	1,083	\$24,000	\$8,450	\$4,350	\$0	\$0	\$36,800

PERSONNEL BENEFITS - POPULATION 1,000 TO 2,999

Dept.	Total FT Offer	Empl. Life Ins.	Empl. Hth Ins.	Family Hth Ins.	False Arml Ins.	Work- man's Comp.	Retire- ment	Court Pay	Court Comp Time	Long- evity Pay	Shift Diff. Pay	Uni- form	Weapon	Vac- ation	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crime Prevent. Pgm.	Comput- erized	Ed. Benefits
Box Elder	6	F	F	N	F	F	Y	Y	N	Y	N	Y	Y	Y	Y	L	L	4	N	Y	N
Canton	4	F	F	N	F	F	Y	Y	N	N	N	Y	Y	Y	Y	N	B	3	N	Y	N
Chamberlain	6	P	P	P	F	F	Y	Y	N	N	N	Y	Y	Y	Y	N	L	3	N	Y	N
Elk Point	3	F	F	N	F	F	Y	Y	N	N	N	Y	Y	Y	Y	N	B	2	N	Y	N
Eureka	5	N	F	N	N	F	Y	Y	N	N	N	Y	Y	Y	Y	N	B	2	N	N	N
Fort Pierre	3	N	F	N	F	F	Y	Y	N	N	N	Y	N	Y	Y	N	L	2	N	N	Y
Freeman	2	N	F	P	F	F	Y	N	N	N	N	Y	Y	Y	Y	N	B	1	N	N	N
Groton	2	F	F	F	F	F	Y	Y	N	Y	N	Y	Y	Y	Y	N	N	1	Y	N	N
Lemmon	3	F	F	P	F	F	Y	N	N	N	N	Y	Y	Y	Y	N	N	2	N	Y	N
Lennox	2	F	F	N	F	F	Y	Y	N	N	N	Y	Y	Y	Y	N	B	2	N	N	N
Miller	4	F	F	P	F	F	Y	Y	N	Y	N	Y	Y	Y	Y	N	B	2	N	Y	N
North Sioux City	5	F	F	F	F	P	Y	Y	N	N	Y	Y	Y	Y	Y	N	B	3	N	Y	N
Platte	2	F	F	N	F	F	Y	N	N	N	N	N	Y	Y	Y	N	B	1	N	N	Y

Sisseton	7	N	F	P	F	F	F	N	N	N	N	N	Y	Y	Y	S	B	3	Y	N	N
Webster	5	F	F	P	F	F	F	N	N	N	N	N	Y	Y	N	N	L	I	N	N	N
Wessington Springs	1	N	F	P	F	F	F	N	N	N	N	N	Y	Y	Y	N	N	I	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

**Police Departments
Serving Populations
500 to 999**

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

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	22	\$15,450	\$17,059	\$19,326	\$22,292	\$24,470
Patrol Officer	8	\$7,000	\$8,350	\$13,500	\$15,824	\$18,000

Using Current Salaries as of January 1, 1995
Salary Figures are Approximations

BUDGET EXPENSES OF POLICE DEPARTMENTS - POPULATION 500 TO 999

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Arlington	908	\$28,187	\$4,469	\$9,139	\$3,842	\$0	\$45,637
Armour	854	\$23,000	\$5,800	\$500	\$1,400	\$0	\$30,700
Avon	576	\$25,000	\$7,270	\$2,650	\$0	\$0	\$34,920
Burke	756	\$34,000	\$12,328	\$7,050	\$4,000	\$0	\$57,378
Canistota	608	\$17,237	\$4,120	\$9,343	\$1,500	\$800	\$33,000
Elkton	602	\$22,000	\$4,700	\$2,000	\$0	\$2,100	\$30,800
Faith	548	\$34,000	\$10,000	\$10,000	\$5,000	\$2,000	\$61,000
Garretson	924	\$30,130	\$6,128	\$4,100	\$3,400	\$0	\$43,758
Harrisburg	727	\$18,523	\$3,972	\$6,825	\$0	\$0	\$29,320
Highmore	835	\$25,307	\$6,782	\$6,650	\$0	\$200	\$38,939
Jefferson	527	\$16,949	\$3,505	\$1,850	\$7,000	\$0	\$29,304
Kadoka	736	\$21,550	\$5,416	\$4,468	\$1,600	\$0	\$33,034
Kimball	743	\$18,275	\$5,048	\$5,245	\$1,700	\$200	\$30,468
Leola	521	\$25,000	\$3,900	\$2,900	\$2,000	\$0	\$33,800

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
McLaughlin	780	\$60,650	\$18,640	\$15,560	\$20,000	\$50	\$114,900
Menno	768	\$28,000	\$3,100	\$5,215	\$0	\$0	\$36,315
Newell	675	\$20,400	\$0	\$6,025	\$0	\$0	\$26,425
Parker	984	\$38,700	\$10,500	\$18,550	\$3,000	\$750	\$71,500
Scotland	968	\$25,000	\$7,950	\$4,850	\$1,200	\$0	\$39,000
Timber Lake	517	\$16,500	\$720	\$12,780	\$0	\$0	\$30,000
Tripp	664	\$29,000	\$14,300	\$5,000	\$0	\$0	\$48,300
Whitewood	891	\$24,000	\$6,100	\$44,000	\$1,000	\$1,860	\$37,360

PERSONNEL BENEFITS - POPULATION 500 TO 999

Dept.	Total FT Officer	Empl. Life Ins.	Empl. Hlth Ins.	Family Hlth Ins.	False Arrest Ins.	Work- men's Comp	Retire- ment	Court Pay	Court Comp Time	Long- evity Pay	Shift Diff. Pay	Uni- form	Weapons	Vaca- tion	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crime Prevent. Fgns.	Comput- erized	Ed. Benefits
Arlington	2	N	F	N	F	F	Y	Y	Y	N	N	Y	N	Y	Y	N	L	1	N	N	N
Armour	1	P	F	P	N	F	N	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N
Avon	1	N	F	P	F	F	Y	Y	Y	N	N	Y	N	Y	Y	S	S	1	N	N	N
Burke	1	N	F	F	N	F	N	N	N	Y	N	Y	Y	Y	Y	N	N	1	N	N	Y
Canisota	1	N	P	P	F	F	N	N	N	N	N	Y	N	Y	N	N	N	1	Y	N	N
Elkton	1	N	F	N	F	F	N	N	Y	N	N	Y	Y	Y	Y	L	N	1	N	Y	N
Faith	1	F	F	F	F	F	Y	N	N	N	N	Y	N	Y	Y	N	N	2	N	N	N
Garretson	1	N	F	N	F	F	Y	N	N	N	N	Y	N	Y	Y	N	N	1	Y	Y	N
Harrisburg	1	F	F	N	F	F	Y	N	Y	N	N	Y	Y	Y	Y	S	N	1	N	Y	N
Higmore	1	N	F	N	F	F	Y	N	N	N	N	Y	N	Y	Y	N	N	1	N	N	N
Jefferson	1	—	—	F	F	F	N	N	Y	N	N	Y	Y	Y	N	S	N	1	N	Y	N
Kadoka	1	F	F	N	F	F	Y	N	N	N	N	N	Y	Y	Y	N	N	1	N	N	N
Kimball	1	N	F	F	—	F	Y	N	N	N	N	Y	Y	—	Y	N	N	1	N	N	N
Leola	2	N	N	N	F	F	Y	N	N	N	N	Y	N	Y	Y	B	N	1	N	N	N

Dept.	Total FT Officer	Empl. Life Ins.	Empl. Hlth Ins.	Family Elth Ins.	False Arst. Ins.	Work- man's Comp	Retire- ment	Court Pay	Court Comp Time	Long- evity Pay	Shift Diff. Pay	Un- iform	Weapons	Vaca- tion	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crine Prevent Pgim.	Comput- erized	Ed. Benefits
McLaugh- lin	2	F	F	F	—	F	N	Y	Y	N	N	Y	N	Y	Y	N	B	1	N	N	N
Menno	5	F	F	—	—	—	Y	N	Y	N	N	N	N	Y	Y	N	N	1	N	N	N
Newell	1	N	F	N	F	F	Y	N	N	Y	N	Y	Y	Y	N	N	N	1	N	N	Y
Parker	1	N	P	P	N	F	Y	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N
Scotland	2	N	F	F	F	F	Y	N	Y	N	N	Y	N	Y	Y	L	S	2	N	N	N
Timber Lake	1	N	P	N	F	F	N	N	N	Y	N	N	N	Y	N	N	N	1	N	N	Y
Tripp	1	N	F	F	N	F	Y	Y	Y	N	N	N	Y	Y	Y	S	S	2	N	N	N
Whitewood	1	N	F	—	F	F	Y	N	N	Y	N	N	Y	Y	Y	N	N	1	N	Y	N

Insurance:

F-Department pays in full

P-Department pays partial

N-Department does not pay

Dashes indicate 'no response'.

Overtime:

L=Overtime for line officers

S=Overtime for Supervisory Officers

B=Overtime for Both

**Police Departments
Serving Populations
Less than 500**

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

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	3	\$8,000	—	\$12,370	—	\$16,740

Using Current Salaries as of January 1, 1995
Salary Figures are Approximations

BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATIONS LESS THAN 500

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Bison	451	\$10,908	\$0	\$2,900	\$0	\$0	\$13,808
Emery	417	\$8,000	\$4,600	\$8,400	\$3,000	\$0	\$24,000
New Effington	219	\$10,000	\$2,000	\$6,000	\$0	\$0	\$18,000

PERSONNEL BENEFITS - POPULATION LESS THAN 500

Dept.	Total FT Offer	Empl. Life Ins.	Empl. Hlth Ins.	Family Hlth Ins.	False Arrest Ins.	Work- man's Comp.	Retire- ment	Court Pay	Court Comp Time	Long- evity Pay	Shift Diff. Pay	Uni- form	Weapons	Vaca- tion	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crime Prevent. Pgm.	Comput- erized	Ed. Benefits
Bison	1	F	F	F	N	F	Y	N	N	N	N	Y	N	Y	N	S	N	1	N	N	N
Emery	1	N	N	—	F	F	Y	N	N	Y	Y	Y	Y	Y	N	N	L	1	N	N	Y
New Effington	1	—	F	—	F	F	N	N	N	N	N	N	Y	Y	Y	N	N	1	N	N	N

Insurance:

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

Overtime:

L-Overtime for line officers
S-Overtime for Supervisory Officers
B-Overtime for Both

Dashes indicate 'no response'.

PART-TIME POLICE DEPARTMENTS

Eight part-time (12%) 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 Sheriff's Department.

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

Colome	Hurley
Davis	Isabel
Estelline	Tabor
Herreid	Tea

The population range covered by these agencies ranges from 87 to 786.

BUDGET

The part-time departments operate on a combined income of \$130,670. Individual total incomes for these departments ranged from \$5,000 to \$30,330. City funds supported 100% of the combined total income available to these departments.

BUDGET EXPENSES	
Personnel Salaries	\$93,700
Personnel Benefits	\$14,389
Operating Expenses	\$13,731
Capital Outlay	\$8,650
Other	\$200
TOTAL	\$130,670

SIZE OF DEPARTMENT

The eight responding part-time departments reported they employ 14 sworn officers. Two departments employ more than one officer. Tea employs 6 officers and Hurley employs 2 officers.

OFFICER SALARIES

The Chiefs were asked to indicate the number of sworn personnel in specified salary ranges for the current fiscal year. Ten officers received an annual salary of under \$12,000. Three departments paid their officers between \$12,000 and \$14,999 and one department paid between \$15,000 and \$17,499. Their wages/salaries are all 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 employed by the agency.

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	2	15%
1 to 2 years	1	8%
3 to 4 years	5	38%
5 to 9 years	3	23%
10 to 14 years	1	8%
15 to 19 years	1	8%
TOTAL	13	100%

AGE

The following table indicates age breakdowns of officers employed by a part-time department.

AGE CATEGORY	NUMBER OF OFFICERS	PERCENTAGE
25 to 29 years	2	14%
30 to 34 years	4	29%
35 to 39 years	5	36%
40 to 44 years	0	0%
45 to 49 years	1	7%
50 to 54 years	0	0%
55 to 59 years	1	7%
60 to 64 years	0	0%
Over 65 years	1	7%
TOTAL	14	100%

EDUCATION

The following table depicts educational levels attained by employees of a part-time Police Department.

HIGHEST LEVEL OF EDUCATION ATTAINED	NUMBER OF OFFICERS	PERCENTAGE
Do not have a high school diploma	0	0%
Have a high school diploma	1	7%
Have completed less than two years of college	3	21%
Have completed two years of college	1	7%
Have completed Vo-Tech	2	14%
Have completed four years of college	0	0%
Have completed graduate work	0	0%
Have a graduate degree	0	0%
TOTAL	7	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 one part-time department. This department pays for health insurance 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 (n=4) and workmen's compensation (n=6). A detailed table presented later in this section indicates which benefits are provided by individual part-time departments.

Four departments accumulate vacation hours yearly. All four departments use "other" methods for accumulating vacation time. Three departments have a maximum number of vacation hours which may be accumulated ranging from 80 hours to 176 hours.

Five part-time departments do not have a formal sick leave plan. The three part-time departments providing sick leave benefits allow an officer to earn an average number of sick hours ranging from 40 to 96. The departments allow a maximum amount of sick leave, ranging from 80 to 280 hours.

OVERTIME

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

VEHICLES

The part-time departments own a total of 7 vehicles. Over three-fourths (n=6) are marked cars. One department owns a jeep. All eight departments report having no policy for vehicle replacement.

CALLS FOR SERVICE

Eight part-time departments reported an average of 155 calls for service in Calendar Year 1994. The number of calls made by each department ranged from 6 to 346 with a total of 1,242 calls made by the eight responding part-time departments in 1994. Seven departments count the number of incidents to define the number of calls taken and one department counts the number of officers sent to the scene.

HOURS WORKED

Reporting agencies indicated employees worked an average of 27 hours a week. One department reported working an average of 10 hours a week overtime.

NATIONAL INCIDENT BASED REPORTING SYSTEM (NIBRS)

Two part-time departments currently report NIBRS to the State Program Office.

Two departments indicated they plan to participate in NIBRS and three part-time departments indicated that they utilize another method of tallying major offenses occurring in their jurisdictions.

ANNUAL SALARIES OF PART-TIME SWORN PERSONNEL

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	7	\$6,500	\$6,982	\$9,000	\$14,500	\$17,000
Assistant Chief	1	\$6,240	—	—	—	\$6,240

Using Current Salaries as of January 1, 1995
Salary Figures are Approximations

BUDGET EXPENSES OF PART-TIME POLICE DEPARTMENTS

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Colome	309	\$7,200	\$0	\$2,400	\$0	\$0	\$9,600
Davis	87	\$4,500	\$0	\$500	\$0	\$0	\$5,000
Estelline	658	\$17,000	\$2,709	\$3,131	\$1,000	\$0	\$23,840
Herreid	488	\$9,000	\$2,700	\$1,200	\$0	\$0	\$12,900
Hurley	372	\$9,000	\$2,000	\$500	\$500	\$0	\$12,000
Isabel	319	\$16,000	\$2,500	\$2,500	\$0	\$0	\$21,000
Tabor	403	\$8,000	\$2,000	\$3,000	\$3,000	\$0	\$16,000
Tea	786	\$23,000	\$2,480	\$500	\$4,150	\$200	\$30,330

PERSONNEL BENEFITS - PART-TIME DEPARTMENTS

Dept.	Total Officer	Empl. Life Ins.	Empl. Hlth Ins.	Family Hlth Ins.	False Arml Ins.	Work- man's Comp.	Retire- ment	Court Pay	Court Comp Time	Long- evity Pay	Shift Diff. Pay	Unl. form	Weapons	Vaca- tion	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crime Prevent. Pgm.	Comput- erized	Ed. Benefits
Colome	1	N	N	N	F	F	N	N	N	Y	N	Y	N	Y	N	N	N	1	N	N	N
Davis	1	N	N	N	N	N	N	N	N	N	N	N	N	Y	N	N	N	0	N	N	N
Estelino	1	—	—	—	F	F	N	N	Y	N	N	N	N	Y	Y	L	N	1	N	N	Y
Herrick	1	N	F	N	—	F	Y	Y	N	N	N	Y	Y	Y	N	S	S	1	N	N	N
Hurley	2	—	—	—	P	P	Y	N	Y	N	N	N	Y	Y	N	N	N	1	N	N	N
Isabel	1	N	N	N	F	F	N	N	N	N	N	Y	N	Y	Y	N	N	1	N	N	N
Tabor	1	—	—	—	—	F	Y	Y	N	N	N	Y	Y	Y	Y	L	N	1	N	N	N
Tea	6	N	N	—	N	N	N	Y	N	N	N	N	N	Y	N	N	N	1	Y	N	N

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

Dashes indicate 'no response'.

SPECIALIZED EQUIPMENT OWNED BY PART-TIME DEPARTMENTS

Colome

Car Radio
DWI Breath Analysis Kit
Radar

Davis

Car Radio
Mace Canister
Radar
Shotgun

Estelline

Car Radio
DWI Breath Analysis Kit
Hand Held Radio
Radar
Shotgun

Herreld

Car Radio
Radar
Shotgun
Sidearm

Hurley

Car Radio
Hand Held Radio
Mace Canister
Sidearm

Isabel

Car Radio
Hand Held Radio
Radar
Vehicle Cage

Tabor

Bulletproof Vest
Car Radio
Hand Held Radio
Sidearm

Ten

Car Radio
Hand Held Radio
Radar
Shotgun