



**State of South Dakota
Office of Attorney General
Division of Investigation**

PROFILE OF
SOUTH DAKOTA
POLICE DEPARTMENTS
1991

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**SOUTH DAKOTA
STATISTICAL ANALYSIS CENTER**

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SURVEY METHOD:

In the Winter of 1991, the South Dakota Statistical 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, a follow-up letter and teletype reminders were sent approximately one month later.

This was the fifth year the SAC has been involved in compiling statewide data pertaining to police departments in South Dakota. Two years ago, 100 police departments in South Dakota participated in the project, and many chiefs expressed support for future studies. The results of this survey will provide the police chiefs with a tool for comparing policies and practices of 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 116 police departments in South Dakota. Ten of this year's participants designated themselves as part-time departments. Data for these part-time departments will be reported separately for comparison purposes. Eighty-three full-time departments returned surveys yielding a total response rate of 80.2%.

The following police departments did not participate in the study: Alcester, Big Stone City, Bryant, Centerville, Clark, Dupree, Edgemont, Hayti, Herreid, Hurley, Ipswich, Irene, Newell, Rosholt, Sisseton, Summit, Tripp, Viborg, Waubay, Whitewood, Wilmot, and Worthing. Data from the Platte Police Department was received after the survey deadline and is therefore not included in the overall analysis of the departments. However, individual data for Platte Police Department is listed under the "Population 1,000 to 2,999" section of the report.

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

The survey instrument is a self-report completed by the police chief. All questions were designed to be objective; however, some questions may have been subject to different interpretations. Many

misinterpretations were remedied in the review phase; however, misinterpretations which were not blatantly 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 DEPTS.
Greater than 20,000	6
Between 10,000 and 20,000	8
Between 5,000 and 9,999	17
Less than 5,000	26

BUDGET:

The chiefs were asked to specify the sources of income for their departments' budgets. The total income available to the responding agencies ranged from a low of \$11,680 per year to a high of \$6,367,246 per year. These agencies have a combined budget income of \$27,818,489. The vast majority (98.8%) of this total figure was derived from city funds. State assistance totalling \$108,875 was

provided to two police departments. Three agencies received federal funding totalling an average of \$21,734 for each department. Seven departments also indicated that they obtained funds totalling \$144,383 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 table below:

BUDGET EXPENSES	
Personnel Salaries	\$17,701,327
Personnel Benefits	3,710,623
Operating Expenses	3,342,537
Capital Outlay	1,531,699
Other	382,566
Total Budget Expenses	\$26,668,752

When personnel salaries and benefits are combined, they account for 80% of the total expenses incurred by police departments in the State. Operating expenses, such as utilities, contractual services, supplies, travel, etc., represented 12.5% of the total budgets. A very small portion (54.7%) of the budgets went toward capital outlay, such as vehicles, land, equipment, construction, etc. 1.4% of the total budget was ear-marked for an "other" category.

PER CAPITA COST OF LAW ENFORCEMENT:

The eighty-three full-time reporting police departments serve cities with populations ranging in size from 219 to 100,814 (according to 1990 estimates). The combined total population of these jurisdictions is 387,251. By dividing the budget total expense for all responding agencies of \$26,668,752 by the combined population of 387,251, a per capita cost for police services of \$68.87 is obtained. This means the responding cities, as a whole, spent approximately \$69 per person for police protection.

DEPARTMENT BUDGET ALLOCATION OVERALL EXPENSE CATEGORIES

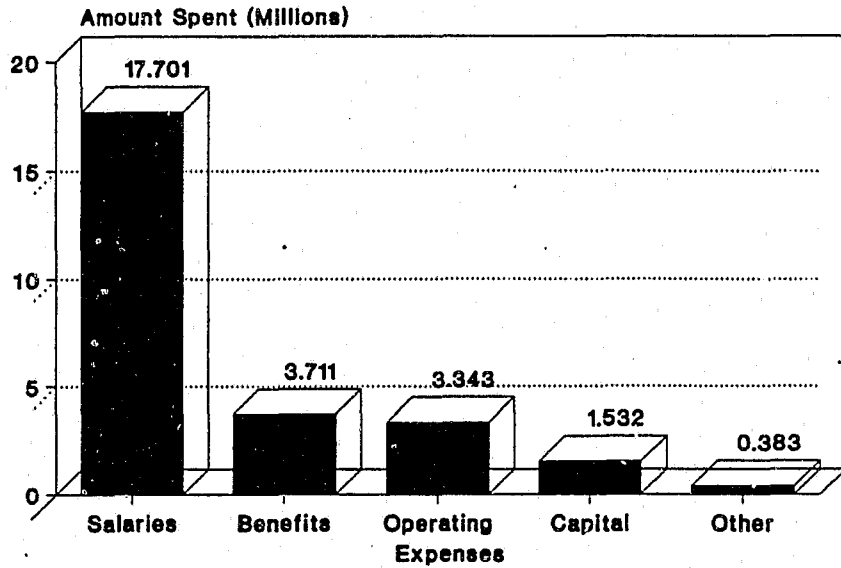


FIGURE 1 - SD, 1991 POLICE MGT STUDY

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

POPULATION GROUP

	Over 10,000	3,000 to 10,000	1,000 to 2,999	500 to 999	Less than 500
SALARIES	13,108,428	2,002,557	1,709,185	786,265	114,892
PERSONNEL BENEFITS	2,635,761	481,277	415,152	154,982	23,471
OPERATING EXPENSES	2,314,291	384,260	421,432	164,447	58,117
CAPITAL OUTLAY	1,089,128	191,811	184,700	65,760	300
OTHER	315,631	15,000	39,875	12,060	0
TOTAL	19,463,239	3,074,895	2,770,344	1,163,494	196,780
POPULATION	276,015	45,389	40,457	22,746	2,644
PER CAPITA COST	\$70.52	\$67.75	\$68.48	\$51.15	\$74.43

DEPARTMENT SIZE:

Eighty-three departments reported that they employ a total of 599 full-time, sworn personnel. The following pie chart illustrates the size of the police departments responding to the questionnaire.

**SIZE OF DEPARTMENT
NUMBER OF FULL-TIME SWORN OFFICERS**

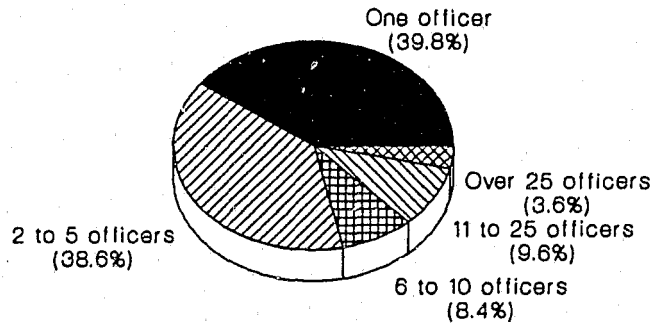


FIGURE 2 - SD 1991 POLICE MGT STUDY

SIZE OF DEPARTMENT	NUMBER OF DEPARTMENTS	PERCENTAGE OF TOTAL
One officer	33	39.8%
2 to 5 officers	32	38.6%
6 to 10 officers	7	8.4%
11 to 25 officers	8	9.6%
Over 25 officers	3	3.6%

Thirty-three of the responding police departments in the State employed only one full-time sworn officer as of January 1, 1991. The three departments which employ over 25 officers are in the three largest cities in South Dakota: Aberdeen had 39 full-time sworn officers; Rapid City had 78; and Sioux Falls employed 133 officers as of January 1, 1991.

It is beneficial to examine the rate of personnel per population of one thousand. This rate is calculated using the following formula:

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

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

$$\frac{599}{387,251} \times 1,000 = 1.55$$

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

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

POPULATION	PERSONNEL RATE PER 1,000
Cities greater than 10,000	1.46
Cities between 3,000 and 10,000	1.59
Cities between 1,000 and 2,999	1.83
Cities between 500 and 999	1.76
Cities less than 500	3.40
Overall Personnel Rate per 1,000	1.65

As the above figures show, the personnel rate remains fairly constant for the first four categories, but the rate increases dramatically for the smallest cities (population less than 500).

The departments reported the number of their full-time, sworn personnel by rank. Over half (56.6%) of the police officers hold the rank of patrol officer. There were 339 patrol officers in the responding departments throughout the State as of January 1, 1991. The 81 chiefs (2 departments do not have police chiefs) account for 13.5% of the total personnel figure. There were 68 sergeants, 21 captains, 17 assistant chiefs, 26 lieutenants, 44 detectives, and 3 specialists in the responding departments throughout the State.

RANK OF SWORN PERSONNEL NUMBER OF OFFICERS PER RANK

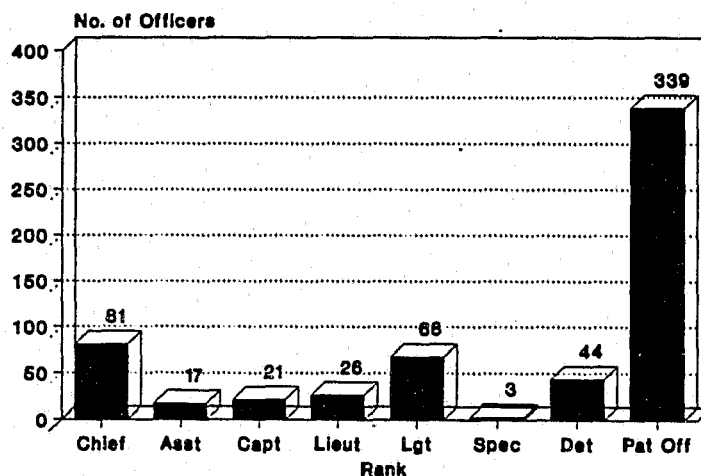


FIGURE 3 - SD 1991 POLICE MGT STUDY

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 bar graph below:

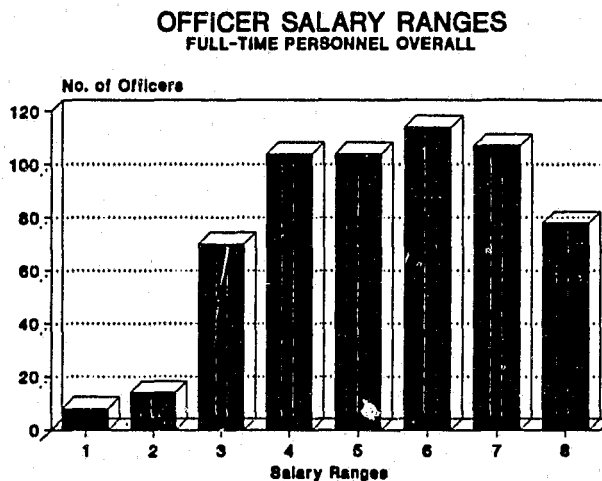


FIGURE 4 - BD 1991 POLICE MGT STUDY

SALARY RANGE	NUMBER OF OFFICERS	PERCENTAGE
1. Under \$12,000	8	1.3%
2. \$12,000 to \$14,999	14	2.3%
3. \$15,000 to \$17,499	70	11.7%
4. \$17,500 to \$19,999	104	17.4%
5. \$20,000 to \$22,499	104	17.4%
6. \$22,500 to \$24,999	114	19.0%
7. \$25,000 to \$29,999	107	17.9%
8. Over \$29,999	78	13.0%

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 (75.9%) of the responding departments indicated that officer wages/salaries were determined at the discretion of the city council. Another 20.5% said that a salary schedule was in effect while 3.6% 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 1991, there were a total of 205 civilian personnel in the 83 responding full-time agencies. Most of these people (N=152) worked full-time, while 53 people were employed part-time.

There were 68 radio dispatchers employed among the responding departments. Over two-thirds (69%) of the dispatchers worked full-time. The chiefs listed 25 of their civilian personnel as having "other" duties than those listed on the survey form. In most of these cases, the chief explained that one person was responsible for a combination of duties. Most often this one civilian employee performed both secretarial and dispatcher duties in the department. This category was also used to designate unique positions. For instance, Watertown employs a maintenance technician. Aberdeen has 6 school crossing guards, while Mitchell employs a communications supervisor, and Rapid City employs a Chief of Staff.

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	4	25	29
Secretary	5	24	29
Dispatcher	21	47	68
Parking Enforcement	3	25	28
Accident Investigator	0	4	4
Animal Control	6	9	15
Correction/Jail	2	5	7
Other	12	13	25
TOTALS	53	152	205

It stands to reason that the police departments in the larger cities employ most of the civilian workers. In fact, over two-thirds (67.8%) 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:

CIVILIAN EMPLOYEES PER POPULATION GROUP				
City Population	Number of Departments	Part-time Civilians	Full-time Civilians	Total Civilians
Greater than 10,000	10	25	114	139
3,000 to 10,000	10	17	23	40
1,000 to 2,999	25	5	12	17
500 to 999	31	5	1	6
Less than 500	7	1	2	3

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

SALARIES OF FULL-TIME CIVILIAN PERSONNEL:

POSITION	NO.	MINIMUM	25TH NTILE	MEDIAN	75TH NTILE	MAXIMUM
Clerk/Typist	26	\$10,400	\$17,373	\$18,616	\$20,941	\$20,941
Secretaries	24	\$ 9,360	\$14,936	\$19,335	\$19,367	\$22,465
Dispatchers	47	\$ 9,443	\$13,842	\$15,040	\$16,719	\$19,555
Parking Workers	26	\$ 4,926	\$ 4,926	\$ 4,926	\$ 4,926	\$16,931
Accident Investigators	4	\$21,924	\$21,924	\$21,924	\$21,924	\$21,924
Animal Control	9	\$ 9,600	\$13,728	\$19,365	\$19,365	\$19,365
Corrections/Jail	5	\$10,474	\$10,474	\$10,474	\$10,474	\$10,474

LENGTH OF EMPLOYMENT:

The police chiefs were asked to indicate the length of employment relative to each full-time, sworn officer in their employ as of January 1, 1991.

LENGTH OF EMPLOYMENT	NUMBER OF OFFICERS	PERCENTAGE
Less than one year	66	11.0%
1 to 2 years	93	15.5%
3 to 4 years	96	16.0%
5 to 9 years	119	19.9%
10 to 14 years	92	15.4%
15 to 19 years	57	9.5%
20 to 24 years	58	9.7%
25 years or more	18	3.0%

Over one-third (37.6%) 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, 1991.

AGE CATEGORY	NUMBER OF OFFICERS	PERCENTAGE
21 to 24 years	35	5.8%
25 to 29 years	112	18.7%
30 to 34 years	110	18.4%
35 to 39 years	125	20.9%
40 to 44 years	109	18.0%
45 to 49 years	55	9.2%
50 to 54 years	31	5.2%
55 to 59 years	15	2.5%
60 to 64 years	7	1.2%
65 and over	1	.2%

Over one-half (57.9%) of the full-time, sworn police officers in South Dakota are between the ages of 25 and 39 years. No police department reported employing anyone who was under 21 years of age.

EDUCATION:

HIGHEST LEVEL OF EDUCATION ACHIEVED
FULL-TIME SWORN OFFICERS OVERALL

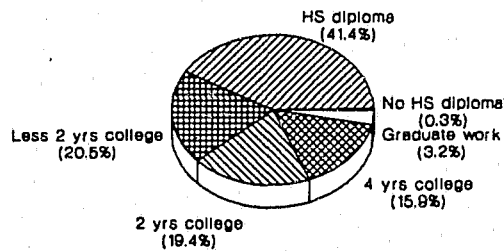


FIGURE 6 - SD 1991 POLICE MGT STUDY

HIGHEST LEVEL OF EDUCATION ATTAINED		
2 officers	(0.3%)	do not have a high school diploma
248 officers	(41.4%)	have a high school diploma
123 officers	(20.5%)	have completed less than 2 yrs of college
116 officers	(19.4%)	have completed two years of college
95 officers	(15.9%)	have completed four years of college
15 officers	(3.2%)	have completed graduate work

The Law Enforcement Standards and Training Commission requires a high school diploma or the equivalent (GED) before any officer may be enrolled in the Six Week Basic Training Course, which is necessary for certification. Individual departments may

have further education requirements in order for officers to achieve certain ranks within their departments.

HOURS WORKED:

The chiefs were asked to estimate the average number of hours per week that their officers were scheduled to work, and the average overtime hours. Overall, the responding agencies said their officers were scheduled to work an average of 44.3 hours per week and officers worked an average of 4.0 overtime hours.

Examining this data by population category:

	Over 10,000	3,000 to 10,000	1,000 to 2,999	500 to 999	Less than 500
Scheduled to work	40.3 hrs	40.0 hrs	45.7 hrs	47.4 hrs	37 hrs
Overtime hrs worked	4.1 hrs	5 hrs	5.7 hrs	2.8 hrs	7.6 hrs

As illustrated above, the officers in the smaller departments generally worked longer hours per week than did their colleagues in larger police departments. Eight departments reported that officers are "on-call" twenty-four hours a day, seven days a week.

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 (24.1%) provide some form of educational benefits for their employees. A majority (70%) adjust departmental schedules to facilitate class attendance while 55% of these departments allow officers time off with pay to attend classes.

Eleven departments (55%) indicated that the department/city subsidizes books and tuition for advanced schooling. Four of these departments (36.4%) indicated that there is a formal maximum amount allowed. This maximum amount ranged from \$300 to \$335 per year. Seven departments (63.6%) reported they had no policy regarding a maximum amount allowed; the amount of assistance is determined on a case by case basis.

Only five departments (25%) reported that they practiced a policy of increasing officer pay based on the number of accumulated college credits. Four departments indicated there was a ceiling applicable to this raise based on education, ranging from \$800 to \$1000. Madison and Vermillion Police Departments increase officer pay by 5%. Five departments use formal academic education as part of the basis for promotion.

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

BENEFITS:

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

Health insurance is the benefit offered most often to employees and their families, with 91.6% of the departments offering health insurance for officers. Most departments (81.6%) pay the officer's health insurance in full. Over half (59%) of the departments also offer health insurance for families, with 44.9% paying the entire cost of family policies, and another 55.1% partially paying for such coverage.

Life insurance is offered by less than half (46.9%) of the departments to their officers. Over two-thirds of these (71.8%) do provide full payment of their officer's life insurance policies, with the remainder paying the partial cost of life insurance. A few depart-

ments (14.5%) offer life insurance benefits of some type for officers' families.

Dental insurance is available through only a few (12.1%) of the police departments. In fact, eight agencies reported paying for full dental insurance coverage for their officers while two departments pay partial dental insurance. Only 6% of the departments reported paying for dental insurance for officer's families. One department provides full dental coverage for officer families.

Disability insurance is provided in full by thirty-nine (46.9%) of the departments. 40.9% of those departments do pay the full cost of disability insurance for their officers. Ten (8.4%) of the agencies offer disability insurance benefits of some type for their officers' families

Prescription drugs are available through a few (37.3%) of the police departments. In fact, twenty-one (25.3%) 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 five (6.0%) departments and paid in full in only two (2.4%) of those agencies.

All of the police departments provide workmen's compensation insurance for their employees. Many departments (87.9%) also subscribe to false arrest insurance plans. Mobridge and Sioux Falls have liability insurance through city policies instead of false arrest insurance. Only in one department are the officers expected to partially contribute to the expenses of these benefits.

	For Officers			For Families		
	Full	Partial	None	Full	Partial	None
Life Insurance	39.7%	13.3%	65%	7.2%	7.2%	86.6%
Health Insurance	74.7%	16.0%	8.4%	26.6%	32.6%	40.9%
Dental Insurance	9.6%	2.4%	97.6%	1.2%	4.8%	93.9%
False Arrest	86.7%	1.1%	12.0%	NA	NA	NA
Workmen's Compensation	97.6%	2.4%	.0%	NA	NA	NA
Disability	40.9%	6.0%	53%	3.6%	4.8%	91.6%
Drugs	14.5%	22.9%	62.7%	4.8%	20.6%	74.7%
Vision	2.4%	3.6%	93.9%	.0%	.0%	100%

RETIREMENT:

More than two-thirds (73.5%) of South Dakota police departments have a retirement program for their sworn officers. Nearly all (96.7%) of those departments with a retirement program are members of the South Dakota Retirement System. For the majority, the retirement age is 55. One department reported the age as 50, and one reported 65 being the retirement age. 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.

	YES	NO
Extra pay for time in court	46.9%	53.1%
Compensation time for time in court	32.5%	67.5%
Extra pay for longevity with department	26.5%	73.5%
Extra pay for swing or night shift duty	13.3%	86.7%
Uniform provided (or cash allowance)	87.9%	12.1%
Cleaning allowance for uniforms	12.1%	87.9%
Clothing allowance--plain clothes officers	10.8%	89.2%
Weapons furnished	69.9%	30.1%
Other equipment furnished (handcuffs, etc.)	86.7%	13.3%
Cash allowance for equipment	9.6%	90.4%

The most common benefit provided was a uniform or a cash allowance to purchase one. This was provided by 87.9% of the responding agencies. A vast majority (86.7%) of the departments provided equipment such as handcuffs, holsters, other leathers, etc. to their officers. Over two-thirds (69.9%) of the participating agencies furnished weapons. The remainder of the benefits described above were all provided by less than half of the agencies, with some being provided by only a few departments.

Detail tables presented in later sections of this report indicate which personnel benefits are provided by individual police departments.

The survey results have delineated great variation among the departments in vacation allotments, sick leave, and the number of paid holidays offered officers. 70 departments (84.3%) report there is a maximum number of vacation hours that can be accumulated. The maximum ranged from 72 to 2,920 hours Yankton Police Department calculates the maximum number of hours based on two times the amount of vacation hours earned based on employee's hire date.

Vacation hours can be accumulated before the probationary period is complete in forty-six (55.4%) 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	55.4%
Every Pay Period	1.2%
Monthly	31.3%
Other	1.2%

Seventy-seven departments (92.8%) 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 233 hours for the Year 1991. Most of the agencies have a policy regarding the maximum number of sick leave hours which their officers may accumulate. This ranged from 120 to 2,080 hours, with the average being 465.2 hours.

Twenty departments pay officers for unused sick time upon their retirement. The maximum allowable ranged from 60 to 1200 hours. Two agencies reported no policy. Departments had various methods of determining this payment. Kimball and Madison Police Departments pay one-fourth of the officer's total hours. Pierre Police

Department pays twelve weeks of employee's annual compensation. Two agencies determine maximums on a case by case basis. A few take a percentage of last year's gross income. Lemmon pays up to \$1,250 after 20 years of service. Rapid City pays 50% of last year's gross income at age 62.

Five departments pay officers for unused sick time. The maximum hours an officer can receive ranged from 16 to 24 hours. Other methods of paying for unused sick time included receiving one hour for every 2 hours earned, taking the total sick hours multiplied by hourly wage multiplied by 3%, and one department payed for 48 hours if hired before December 31, 1983, otherwise officers received 8 hours wellness pay.

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:

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

Paid overtime is provided to at least some officers by over half (N=42) of the departments. The majority (61.9%) of those departments which do pay cash for overtime use a rate of time-and-one-half. 28.6% use a regular pay schedule and 9.5% 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 (81.9%) 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. 41.2% of the departments

restrict the type of employment, while 20.6% 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 (41.2%) of the agencies require notification, and 48.5% insist upon approval by the department preceding employment. Three departments report other limitations are placed on officers with second jobs. Twenty-two departments place no limitations on officers working second jobs.

COLLECTIVE BARGAINING:

Very few police departments in South Dakota have been or are organized under a collective bargaining unit or union. Only twelve departments (14.5%) are currently unionized, while only 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 313 vehicles are owned and/or leased by the 83 police departments. Over half (61%) of the vehicles are marked cars, while another 18.8% are unmarked cars. Sioux Falls owns a snowmobile; Aberdeen owns a scooter; and, Rapid City owns a command post vehicle. The various types of vehicles and the number used by the collective departments are presented below:

TYPE OF VEHICLE	NUMBER OF VEHICLES
Marked Cars	191
Unmarked Cars	59
Leased Vehicles	6
Jeeps, Trucks, & Vans	27
Motorcycles	19
Animal Control Vehicles	13
Other	3
Total Vehicles	318

Just under half of the departments (46.9%) have a schedule or policy for replacing vehicles. The age of the vehicle is the determining factor for 41.0% of the departments who do have a replacement schedule; 35.9% base replacement on mileage accumulated; and 23.1% 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 (7.2%) provide automatic weapons for on-duty officers. Most departments (36.1%) allow officers to use automatic weapons on-duty and a similar percent (27.7%) of departments allow their off-duty officers to use automatic weapons. Less than one-half (32.5%) 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. 24.1% of the departments have no policy regarding the caliber of automatic weapon used.

SEMI-AUTOMATIC WEAPONS:

Some departments (32.5%) provide semi-automatic weapons for on-duty officers. The majority of the departments (85.5%) allow officers to use semi-automatic weapons on-duty and a close percentage (80.7%) of departments allow their off-duty officers to use semi-automatic weapons. Over half (59%) 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	67	16
Tranquilizer Rifle	25	58
Other Rifle	34	49
Shotgun	72	11
Police Car Radio	83	0
Hand-held Radio	71	12
Radar Unit	80	3
Fingerprint Kit	57	26
Polygraph Equipment	3	80
DWI Breath Analysis Equipment	58	25
Gas Mask	27	56
Bulletproof Vest	37	46
Vehicle Cage	45	38
Mace Canister	56	27
Bomb Technical Equipment	2	81
VCR Equipment	23	60

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

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

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio	Hand-Held Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Brookings	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	N	Y
Burke	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N
Canistota	N	N	Y	N	Y	Y	Y	N	N	Y	N	N	N	N	N	N
Canton	Y	Y	N	Y	Y	Y	Y	Y	N	Y	N	Y	N	Y	N	N
Chamberlain	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	Y	Y	N	N
Colman	Y	N	Y	Y	Y	Y	Y	Y	N	Y	N	Y	Y	Y	N	N
Deadwood	N	Y	N	Y	Y	Y	Y	Y	N	Y	Y	Y	N	N	N	N
Desmet	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	N	Y	N	Y
Eagle Butte	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	N	Y	Y	N	N

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio	Hand-Held Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Elk Point	Y	N	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Elkton	Y	N	Y	Y	Y	N	Y	N	N	N	N	N	N	Y	N	N
Emery	Y	N	N	Y	Y	N	Y	Y	N	N	N	N	N	Y	N	N
Estelline	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	N	N	N
Eureka	Y	N	Y	Y	Y	Y	N	N	N	N	N	N	N	N	N	N
Faith	Y	N	N	Y	Y	N	Y	Y	N	Y	N	N	Y	N	N	N
Fort Pierre	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N
Freeman	Y	N	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Garretson	Y	N	N	Y	Y	Y	Y	N	N	N	N	Y	Y	N	N	N

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio	Hand-Held Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Gettysburg	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	N	Y	N	N	Y
Gregory	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	N	N
Groton	Y	N	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N
Harrisburg	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	Y	N	Y	N	N
Highmore	N	N	N	Y	Y	N	Y	N	N	Y	N	N	N	Y	N	N
Hot Springs	N	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	N	Y
Hoven	Y	N	N	Y	Y	N	N	N	N	Y	N	N	N	Y	N	N
Howard	Y	N	N	Y	Y	Y	Y	N	N	Y	N	N	N	Y	N	N
Huron	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	N	Y

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

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

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio	Hand-Held Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Leola	Y	N	N	N	Y	N	Y	N	N	N	N	N	N	Y	N	N
Madison	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y
Marion	Y	N	N	N	Y	N	Y	Y	N	Y	N	N	N	Y	N	N
McIntosh	N	N	N	N	Y	Y	Y	N	N	Y	N	N	Y	Y	N	N
McLaughlin	Y	Y	N	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	N	N
Menno	Y	N	N	N	Y	Y	Y	N	N	Y	N	N	Y	N	N	N
Milbank	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	Y	Y	Y	N	N
Miller	Y	Y	Y	Y	Y	Y	Y	Y	N	N	N	N	N	Y	N	N
Mitchell	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio	Hand-Held Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Mobridge	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	N	Y
Murdo	Y	Y	N	Y	Y	Y	Y	Y	N	N	Y	N	N	Y	N	N
New Effington	Y	N	N	N	Y	N	N	N	N	N	N	N	Y	Y	N	N
North Sioux City	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	N	N	Y	Y	N	N
Onida	Y	Y	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Parker	Y	N	N	Y	Y	Y	Y	Y	N	Y	N	N	N	N	N	Y
Parkston	Y	N	Y	Y	Y	Y	Y	Y	N	N	Y	N	Y	Y	N	N
PhHp	N	Y	N	Y	Y	Y	Y	Y	N	Y	N	Y	N	Y	N	N
Pierre	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	Y

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

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

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio	Hand-Held Radio	Radar Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Timberlake	N	N	Y	Y	Y	Y	Y	N	N	Y	N	N	Y	Y	N	N
Tyndall	Y	N	N	N	Y	Y	Y	N	N	N	N	N	N	N	N	N
Vernillion	Y	Y	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	N	Y
Viborg	N	N	N	N	Y	Y	Y	N	N	Y	N	Y	N	Y	N	N
Wagner	Y	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	N	N
Wall	N	N	N	Y	Y	Y	Y	Y	N	Y	N	N	Y	N	N	N
Watertown	Y	Y	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	N	N	Y
Wehster	N	N	N	Y	Y	Y	Y	Y	N	N	N	N	N	N	N	N
Westington Springs	Y	N	N	Y	Y	N	Y	Y	N	N	N	Y	Y	Y	N	N

SPECIALIZED EQUIPMENT OWNED BY POLICE DEPARTMENTS

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

CALLS FOR SERVICE:

The survey defined a "call for service" as:

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

OR

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

Given this definition, the chiefs were asked how many calls for service their departments made during Calendar Year 1990. The results will be looked at per population category for cities of similar size.

A. City Population Greater Than 10,000:

All ten of the ten departments in this category (100%) answered this question. The number of calls for service made by each department ranged from 5,856 to 50,026 for 1990. A total of 175,344 calls for service were made by the ten responding agencies. All ten reporting departments count the number of incidents to determine calls for service.

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 1200 to 4,647, with a total of 36,508 calls made by the departments. Nine departments (90%) count the number of incidents. One department counts the number of officers (or units) sent to the scene of an incident.

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

Twenty-two of the twenty-five departments in this category (88%) answered this question. The number of calls for service made by each department ranged from 40 to 5,040, with a total of 28,245 made by the twenty-two 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, one department counts the number of officers.

D. City Population 500 to 999:

Twenty-seven of the thirty-one departments in this category answered this question. The number of calls for service made by each department ranged from 23 to 1200, with a total of 8,145 calls made by the 27 responding departments. It is somewhat difficult to compare the number of calls for service in this category because all departments do not use the same policy in counting the calls. Over three-fourths (92.6%) count the number of incidents and one department counts the number of officers sent to the scene.

E. City Population Less Than 500:

Seven of the seven (100%) departments in this category answered this question. The number of calls for service made by each department ranged from 30 to 1,797 with a total of 2,412 calls made by the seven responding departments. Four of the responding departments count the number of incidents to determine the number of calls for service. One department counts number of officers sent to scene and one department uses an "other" policy. Bison has no policy regarding counting calls for service.

CRIME PREVENTION:

Less than half (38.6%) 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-six departments noted that they used this form of crime prevention program. Fifteen agencies participate in the McGruff--Take a Bite Out of Crime Program; sixteen departments are active in firearms

safety presentations; seven 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.

Nearly one-third (29.4%) of the departments without current crime prevention programs indicated they are planning to establish some program of this type in the near future. The rest (N=36) do not have a current program, nor are they planning to initiate one in the future.

COMPUTERIZED OPERATIONS:

Seventeen 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. Eight of the departments who are not currently automated reported that they are planning to computerize during the next year. The detail tables presented at the end of this report indicate those agencies which are currently automated.

INCIDENT BASED REPORTING PROGRAM :

Of the eighty-three police departments, 75.9% indicated that they were familiar with the National Incident Based Reporting System. Fifty-three departments plan to participate in the State's IBR System.

Twenty departments indicated that they do not participate in summary Uniform Crime Reporting but use an alternate system to tally their data. Detail 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 1990. 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 71 full-time sworn personnel separations in calendar year 1990 for the participating police agencies. 41.4% (N=29) of these separations were caused by resignation. The average number of years spent with the department was eight for the resigning officers overall. They had spent an average of 9.9 years working in law enforcement.

Nine officers (12.9%) retired from their departments in 1990 after serving an average of 25.2 years. Their total years of law enforcement service averaged 26 years.

Nine officers (12.7%) were dismissed from departments in 1990. The discharged officers had spent an average of 3.6 years in service with the department, and averaged 4.7 years of total law enforcement service.

One officer died in 1990. This officer had spent 2 years with his department and 2 years in law enforcement.

The rate of turnover can be calculated by dividing the total number of separations (71) by the total number of full-time sworn personnel (599). The overall turnover rate for the eighty-three departments was 11.8% for the year 1990. This rate of turnover varies when the agencies are categorized by city population.

SWORN OFFICER TURNOVER RATE
SEPARATIONS PER POPULATION CATEGORY

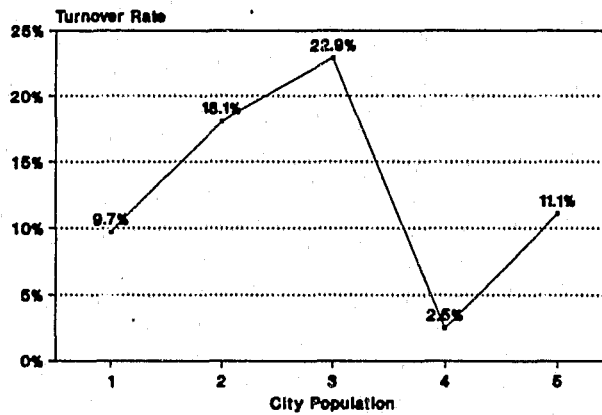


FIGURE 8 - SD 1991 POLICE MGT STUDY

CITY POPULATION	NUMBER OF TURNOVERS	TOTAL PERSONNEL	TURNOVER RATE
Greater than 10,000	39	404	9.7%
3,000 to 10,000	13	72	18.1%
1,000 to 2,999	17	74	22.9%
500 to 999	1	40	2.5%
Less than 500	1	9	11.1%

Overall Turnover Rate = 11.8%

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	\$1,189,452	\$296,120	\$135,755	\$55,000	—	\$1,676,327
Brookings	16,270	\$806,000	\$229,600	\$99,900	\$40,000	—	\$1,175,500
Huron	12,448	\$613,380	\$133,055	\$138,420	\$48,200	\$23,570	\$956,625
Mitchell	13,798	\$647,872	\$187,103	\$77,450	\$70,750	—	\$983,175
Pierre	12,906	\$597,833	\$170,395	\$208,941	\$125,009	—	\$1,102,178
Rapid City	54,523	\$2,729,338	\$656,708	\$556,586	\$198,510	\$279,611	\$4,420,753
Sioux Falls	100,814	\$4,676,512	\$574,011	\$803,354	\$412,974	—	\$6,466,851
Vermillion	10,034	\$454,240	\$119,936	\$71,325	\$26,035	\$12,000	\$683,536
Watertown	17,592	\$725,000	\$112,836	\$98,430	\$46,000	\$450	\$982,796
Yankton	12,703	\$668,721	\$155,997	\$124,130	\$66,650	—	\$1,015,498
TOTAL	276,015	\$13,108,348	\$2,635,761	\$2,314,291	\$1,089,128	\$315,631	\$19,463,239

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

Rank	Number	Minimum	25th Percentile	Median	75th Percentile	Maximum
Chief	10	\$31,200	\$32,890	\$34,515	\$38,678	\$48,694
Assistant Chief	5	\$26,728	\$26,728	\$27,819	\$33,213	\$36,846
Captain	19	\$24,585	\$26,007	\$27,244	\$33,092	\$42,923
Lieutenant	25	\$23,712	\$23,835	\$31,254	\$37,206	\$37,206
Sergeant	60	\$22,457	\$23,576	\$27,961	\$32,762	\$32,762
Specialist	3	\$21,362	\$21,362	\$21,362	—	\$21,362
Detective	43	\$20,700	\$24,081	\$27,747	\$29,303	\$29,303
Patrol Officer	239	\$17,600	\$20,700	\$25,139	\$26,722	\$26,722

Using current salaries as of January 1, 1991.

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 GREATER THAN 10,000

Department	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Program	UCR Participant	Computerized	Educational Benefits
Aberdeen	39	N	F	P	F	F	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	B	B	15	Y	Y	Y	Y
Brookings	25	F	F	F	F	F	Y	Y	Y	Y	Y	Y	N	N	Y	Y	Y	Y	B	B	10	Y	Y	Y	N
Huron	22	P	P	P	F	F	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	B	B	7	Y	Y	Y	N
Mitchell	22	F	F	N	F	F	Y	Y	N	Y	Y	Y	N	Y	Y	Y	Y	Y	S	L	12	Y	Y	Y	Y
Pierre	22	F	F	N	F	F	Y	Y	Y	N	N	Y	N	N	Y	Y	Y	Y	N	B	11	N	Y	Y	Y
Rapid City	78	P	F	P	F	F	Y	Y	N	Y	N	Y	N	Y	Y	Y	Y	Y	N	B	46	Y	Y	Y	Y
Sioux Falls	133	F	P	P	F	F	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	B	N	64	Y	Y	Y	Y

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

PERSONNEL BENEFITS - POPULATION GREATER THAN 10,000

Department	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Program	UCR Participant	Computerized	Educational Benefits
Vermillion	16	P	F	P	F	F	Y	Y	N	N	N	Y	N	Y	Y	Y	Y	Y	B	B	5	Y	Y	Y	Y
Watertown	25	F	F	F	F	F	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	B	L	12	Y	Y	Y	N
Yankton	22	P	F	P	F	F	Y	Y	N	Y	Y	Y	N	N	Y	Y	Y	Y	B	B	7	Y	Y	Y	N

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	\$143,198	\$42,076	\$30,350	\$8,000	—	\$223,624
Brandon	3,543	\$91,000	\$28,000	\$19,500	—	—	\$138,500
Hot Springs	4,325	\$126,500	\$32,908	\$25,100	\$14,200	—	\$198,708
Lead	3,632	\$195,600	\$28,500	\$39,100	\$12,800	—	\$276,000
Madison	6,257	\$284,000	\$97,000	\$40,450	\$15,500	\$12,000	\$448,950
Milbank	3,879	\$130,000	\$9,975	\$24,000	\$10,000	—	\$173,975
Mobridge	3,768	\$209,513	\$42,106	\$25,550	—	—	\$277,169
Spearfish	6,966	\$372,325	\$88,712	\$94,150	\$13,550	—	\$568,737
Sturgis	5,330	\$235,603	\$57,692	\$46,550	\$24,000	—	\$363,845
Winner	3,354	214,818	\$54,308	\$39,500	\$93,761	\$3,000	\$405,387
TOTAL	45,389	\$2,002,557	\$481,277	\$384,250	\$191,811	\$15,000	\$3,074,895

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

Rank	Number	Minimum	25th Percentile	Median	75th Percentile	Maximum
Chief	9	\$21,404	\$22,635	\$25,975	\$27,458	32,365
Assistant Chief	5	\$21,944	\$21,986	\$22,390	\$25,983	\$26,728
Captain	1	\$23,360	—	—	—	\$23,360
Lieutenant	1	\$22,371	—	—	—	\$22,371
Sergeant	5	\$20,342	\$20,342	\$21,448	\$24,315	\$25,000
Detective	1	\$22,776	—	—	—	\$22,776
Patrol Officer	50	\$16,099	\$17,291	\$18,970	\$20,178	\$22,402

Using current salaries as of January 1, 1991.

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 3,000 TO 10,000

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

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

PERSONNEL BENEFITS - POPULATION 3,000 TO 10,000

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

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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	\$127,817	\$39,903	\$22,875	\$17,100	\$21,425	\$229,120
Box Elder	2,680	\$122,900	\$39,000	\$47,000	\$31,000	—	\$239,900
Canton	2,787	\$87,600	\$21,700	\$10,900	\$3,900	\$4,700	\$128,800
Chamberlain	2,347	\$182,000	—	\$36,000	—	—	\$218,000
Deadwood	1,830	\$195,210	\$60,843	\$24,300	\$22,700	\$12,000	\$315,053
DeSmet	1,172	\$26,375	\$5,976	\$5,009	\$3,000	—	\$40,360
Elk Point	1,423	\$64,000	\$13,250	\$15,500	—	—	\$92,750
Eureka	1,197	\$43,000	\$8,200	\$7,415	\$13,200	—	\$71,815
Ft. Pierre	1,854	\$62,561	\$17,903	\$32,376	\$1,500	—	\$114,340
Freeman	1,293	\$24,717	\$16,056	\$5,377	\$1,850	—	\$48,000
Gettysburg	1,510	\$52,000	\$9,600	\$43,800	\$2,600	—	\$108,000

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

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Gregory	1,384	\$55,000	\$7,600	\$10,200	\$11,000	\$300	\$84,100
Groton	1,196	\$60,280	\$18,240	\$8,125	\$14,300	—	\$100,945
Howard	1,156	\$36,700	\$9,750	\$17,000	\$16,000	—	\$79,450
Lemmon	1,614	\$62,050	\$21,372	\$10,450	\$7,800	—	\$101,672
Lennox	1,767	\$52,000	\$9,134	\$17,475	—	—	\$78,609
Miller	1,678	\$79,000	\$19,750	\$13,750	—	\$1,450	\$113,950
North Sioux City	2,019	\$69,525	\$16,500	\$32,850	—	—	\$118,875
Parkston	1,572	\$41,000	\$14,220	\$9,965	\$13,350	—	\$78,535
Phillip	1,077	\$42,000	—	\$12,500	—	—	\$54,500
Platte	1,331	\$38,000	\$4,100	\$8,150	\$1,000	—	\$51,250
Salem	1,289	\$34,200	\$11,400	\$10,000	\$500	—	\$56,100

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

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Tyndall	1,201	\$23,000	\$3,645	\$4,200	\$20,000	—	\$50,845
Wagner	1,462	\$58,000	\$12,700	\$12,900	\$4,900	—	\$88,500
Webster	2,017	\$90,000	\$32,500	\$7,500	—	—	\$130,000
Wessington Springs	1,083	\$18,250	\$5,910	\$3,965	—	—	\$28,125
TOTAL	41,788	\$1,747,185	\$419,252	\$429,582	\$185,700	\$39,875	\$2,821,594

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

Rank	Number	Minimum	25th Percentile	Median	75th Percentile	Maximum
Chief	24	\$14,976	\$17,133	\$18,574	\$22,322	\$25,000
Assistant Chief	5	\$14,300	\$15,550	\$19,032	\$19,740	\$19,920
Captain	1	\$21,120	—	—	—	\$21,120
Sergeant	2	\$17,500	—	\$19,410	—	\$21,320
Patrol Officer	42	\$5,900	\$15,120	\$17,305	\$17,592	\$21,589

Data for Platte PD is not included in these computations due to receipt of this department's data past the survey deadline.

Using current salaries as of January 1, 1991.

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

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

Insurance:

F = Department Pays in Full
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Overtime:

L = Line Officers Only
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PERSONNEL BENEFITS - POPULATION 1,000 TO 2,999

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

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PERSONNEL BENEFITS - POPULATION 1,000 TO 2,999

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

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PERSONNEL BENEFITS - POPULATION 1,000 TO 2,999

Department	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	Fake Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Program	UCR Participant	Computerized	Educational Benefits
Salem	2	N	F	F	F	F	N	N	Y	N	N	N	N	N	Y	Y	Y	Y	B	N	2	N	N	Y	N
Tyndall	1	N	F	P	N	F	Y	N	Y	N	N	Y	Y	N	N	Y	Y	Y	S	N	1	N	N	N	N
Wagner	3	N	F	N	F	F	Y	Y	Y	N	N	Y	N	N	Y	Y	Y	Y	B	B	2	Y	N	N	Y
Webster	5	F	F	F	F	F	Y	Y	N	N	N	Y	N	N	N	N	Y	Y	N	B	1	N	N	N	N
Wessington Springs	1	N	F	N	F	F	Y	N	N	N	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N	N

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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
Arlington	908	\$19,800	—	—	—	—	\$19,800
Armour	854	\$23,670	\$4,330	\$5,950	—	—	\$33,950
Avon	576	\$20,400	\$5,387	\$3,045	—	—	\$28,832
Burke	756	\$42,300	\$9,350	\$6,575	\$2,375	\$2,000	\$62,600
Canistota	608	\$14,070	—	\$8,430	—	—	\$22,500
Elkton	602	\$17,500	—	\$5,000	\$2,500	—	\$25,000
Estelline	658	\$24,862	\$5,256	\$4,210	\$2,500	—	\$36,828
Faith	548	\$44,000	\$12,000	\$6,500	\$1,800	—	\$64,300
Garretson	924	\$21,516	\$5,248	\$2,950	—	—	\$29,714
Harrisburg	727	\$14,700	\$2,255	\$5,476	—	—	\$22,431
Highmore	835	\$18,000	\$5,027	\$2,940	—	—	\$25,967

BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATIONS 500 TO 999

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Hoven	522	12,986	\$10,916	\$1,358	—	—	\$25,260
Jefferson	527	\$24,200	\$5,030	\$8,30	\$3,600	—	\$33,630
Kadoka	736	\$19,450	\$5,050	\$7,650	\$1,150	—	\$33,300
Kimball	743	\$16,701	\$4,000	\$3,394	—	—	\$24,095
Lake Andes	846	\$40,000	—	\$5,500	\$3,500	\$1,000	\$50,000
Lake Preston	663	\$19,250	\$3,210	\$7,800	\$3,000	—	\$33,260
Leola	521	\$14,600	—	\$2,500	—	\$3,000	\$20,100
Marion	831	\$21,000	\$3,110	\$4,100	—	—	\$28,210
McLaughlin	780	42,200	\$5,920	\$11,700	\$17,135	—	\$76,955
Menno	768	\$22,000	\$4,134	\$4,100	—	—	\$30,234
Murdo	679	\$23,450	\$5,252	\$7,355	\$4,500	—	\$40,557
Onida	761	\$20,000	\$3,600	\$2,850	—	—	\$26,450

BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATIONS 500 TO 999

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Parker	984	\$28,875	\$8,519	\$11,230	\$7,500	—	\$56,124
Scotland	968	\$15,000	\$2000	\$3000	—	—	\$20,000
Selby	707	\$15,900	\$3,695	\$5,285	\$200	\$1,260	\$26,340
Springfield	834	\$66,328	\$15,104	\$7,104	—	—	\$88,536
Timberlake	517	\$22,000	\$2,300	\$8,700	—	—	\$33,000
Viborg	763	\$17,500	\$7,498	\$5,270	\$1,000	\$200	\$31,468
Wall	834	\$46,000	\$13,200	\$8,375	\$12,000	\$4,600	\$84,175
Woonsocket	766	\$18,007	\$3,571	\$5,300	\$3,000	—	\$29,878
TOTAL	21,911	\$766,265	\$154,962	\$164,447	\$65,760	\$12,060	\$1,163,494

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

Rank	Number	Minimum	25th Percentile	Median	75th Percentile	Maximum
Chief	31	\$4,800	\$15,774	\$16,800	\$18,780	\$26,733
Assistant Chief	2	\$18,000	—	\$19,000	—	\$20,000
Patrol Officer	7	\$13,627	\$14,400	\$16,200	\$16,720	\$16,720

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Using current salaries as of January 1, 1991.

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75th Percentile = 25% of the Salaries are Above this Figure.

PERSONNEL BENEFITS - POPULATION 500 TO 999

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

Insurance:

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Overtime:

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PERSONNEL BENEFITS - POPULATION 500 TO 999

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

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PERSONNEL BENEFITS - POPULATION 500 TO 999

Department	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Programs	UCR Participant	Computerized	Educational Benefits
Kimball	1	N	F	F	N	F	N	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N	1	N	N	N	N
Lake Andes	2	F	F	N	N	F	Y	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N	1	N	N	N	N
Lake Preston	1	P	F	N	F	F	N	N	Y	N	N	Y	N	N	Y	Y	Y	Y	S	S	1	N	N	N	Y
Leola	1	N	N	N	F	F	N	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N	1	N	N	N	N
Marion	1	F	P	N	F	F	Y	Y	Y	Y	N	Y	N	N	Y	Y	Y	Y	S	N	1	N	N	N	Y
McLaughlin	2	F	F	F	F	F	N	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	N	1	N	N	Y	N
Menno	1	N	F	F	F	F	Y	Y	Y	N	N	N	N	N	N	N	Y	Y	N	N	1	N	N	N	N

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 B = Both
 N = No Overtime Allowed

PERSONNEL BENEFITS - POPULATION 500 TO 999

Department	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Program	UCR Participant	Computerized	Educational Benefits
Murdo	1	N	P	P	F	F	Y	N	N	N	N	Y	N	N	Y	Y	Y	Y	N	S	1	N	Y	Y	N
Onida	1	N	P	P	F	F	N	N	Y	N	N	Y	N	N	Y	Y	Y	Y	S	S	1	N	N	N	N
Parker	1	P	P	P	F	F	Y	Y	N	Y	N	Y	N	N	Y	Y	Y	Y	N	B	1	Y	N	Y	N
Scotland	2	N	F	F	F	F	Y	N	N	N	N	Y	N	N	N	N	Y	N	N	L	2	N	N	N	N
Selby	1	N	P	P	N	F	N	N	Y	N	N	Y	N	N	Y	Y	Y	Y	S	N	2	N	N	Y	Y
Springfield	4	F	F	P	F	F	Y	Y	N	N	N	Y	N	N	N	N	Y	Y	L	L	1	N	N	N	N
Timber Lake	1	N	N	N	F	F	N	N	N	N	N	N	N	N	N	Y	Y	N	N	N	1	N	N	N	N

Insurance:

F = Department Pays in Full
 P = Department Pays Partial
 N = Department Does Not Pay

Overtime:

L = Line Officers Only
 S = Supervisory Officers Only
 B = Both
 N = No Overtime Allowed

PERSONNEL BENEFITS - POPULATION 500 TO 999

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

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
Less Than 500

BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATIONS LESS THAN 500

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Bison	451	\$16,400	\$2,900	\$2,200	—	—	\$21,500
Colman	482	\$18,000	\$3,000	\$5,000	—	—	\$26,000
Eagle Butte	489	\$44,000	\$6,000	\$42,000	—	—	\$92,000
Emery	417	\$9,100	\$4,100	\$1,500	\$300	—	\$15,000
Kennebec	284	\$7,500	\$580	\$3,600	—	—	\$11,680
McIntosh	302	\$8,892	\$791	\$2,317	—	—	\$12,000
New Effington	219	\$11,000	\$6,100	\$1,500	—	—	\$18,600
TOTAL	2,238	\$114,892	\$23,471	\$58,117	\$300	—	\$196,780

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

Rank	Number	Minimum	25th Percentile	Median	75th Percentile	Maximum
Chief	7	\$6,720	\$9,100	\$16,200	\$16,400	\$16,752
Sergeant	1	\$14,160	—	—	—	\$14,160
Patrol Officer	1	\$13,572	—	—	—	\$13,572

Using current salaries as of January 1, 1991.

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

Department	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	False Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Program	UCR Participant	Computerized	Educational Benefits
Bison	1	N	F	N	F	F	Y	N	N	N	N	Y	N	N	N	Y	Y	Y	N	N	1	Y	N	N	N
Colman	1	N	N	N	F	F	Y	Y	N	Y	N	Y	Y	N	Y	Y	Y	Y	N	N	1	N	N	Y	Y
Eagle Butte	3	F	F	N	F	F	Y	N	Y	N	N	N	N	N	Y	Y	Y	Y	B	N	3	N	N	Y	N
Emery	1	N	N	N	F	F	Y	N	N	N	Y	Y	N	N	Y	Y	Y	N	N	S	1	N	N	Y	N
Kennebec	1	N	N	N	F	F	N	N	N	N	N	N	N	N	Y	Y	Y	N	N	N	0	Y	N	Y	N
McIntosh	1	N	N	N	N	F	N	N	N	N	N	Y	N	N	N	Y	Y	N	N	N	2	Y	N	N	N
New Effington	1	N	P	P	F	F	N	N	N	N	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N	N

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

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

South Central

Brule
Charles Mix
Douglas
Gregory
Lyman
Tripp

East Central

Brookings
Clark
Codington
Deuel
Grant
Hamlin

James Valley

Davison
Hanson
Mitchell
Miner
Sanborn

Mid-Eastern

Jerauld
Kingsbury
McCook

Sioux Falls/Minnehaha County

Minnehaha
Sioux Falls

Rapid City/Pennington County

Pennington
Rapid City

Central

Hughes
Hyde
Potter
Stanley
Sully
Pierre

Northern Area

Brown
Campbell
Day
Edmunds
Marshall
McPherson
Roberts
Aberdeen

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

Pheasant

**Beadle
Hand
Spink
Huron**

Lake-Moody

**Lake
Moody
Madison
Flandreau Santee Sioux Tribe**

Tri-County

**Butte
Lawrence
Meade**

Southeastern

**Bon Homme
Clay
Yankton
Vermillion
City of Yankton
Hutchinson**

Southern Hills

**Fall River
Hot Springs**

Part-Time
Police Departments

PART-TIME POLICE DEPARTMENTS

Ten part-time 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 department.

The following cities operating part-time police departments responded to the survey:

Bonesteel	Iroquis
Castlewood	Pollock
Colome	Spencer
Henry	Tabor
Isabel	Tea

All except two serve cities with populations of less than 500. Castlewood serves a city of 549 population, and Tea serves a city of 786 population.

BUDGET:

The part-time departments operate on a combined income of \$133,975. Individual total incomes for these departments ranged from \$3,725 to \$36,000. City funds supported 100% of the combined total income available to these departments.

Total Departmental Budget Breakdown By Budget Category:	
Personnel Salries	\$76,660
Personnel Benefits	\$ 5,985
Operating Expenses	\$13,880
Capital Outlay	\$ 1,300
Other	\$ 500
TOTAL	\$130,904

SIZE OF DEPARTMENT:

The ten part-time departments reported they employ 14 sworn officers. One department employs more than one officer. Tea employs 5 officers.

The combined part-time departments employ 9 police chiefs, 4 patrol officers, and 1 assistant chief.

OFFICER SALARY:

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

SALARY RANGE	NUMBER OF OFFICERS	PERCENTAGE
Under \$12,000	12	85.7%
\$12,000 to 14,999	2	14.3%

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

CIVILIAN PERSONNEL:

Since these departments operate on a part-time basis and on smaller budgets than full-time departments, it would be reasonable to believe that civilian personnel are not generally employed by these departments. 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	2	14.3%
1 to 2 years	4	28.6%
3 to 4 years	3	21.4%
5 to 9 years	1	7.1%
10 to 14 years	2	14.3%
15 to 19 years	2	14.3%

Half of the sworn personnel in part-time departments have been employed by the same department for only one to four years.

AGE:

The majority (78.5%) 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	1	7.1%
30 to 34 years	3	21.4%
35 to 39 years	5	35.7%
40 to 44 years	2	14.3%
45 to 49 years	0	0.0%
50 to 54 years	1	7.1%
55 to 59 years	1	7.1%
60 to 64 years	1	7.1%

EDUCATION:

Mirroring the data received from the full-time departments, the highest level of education that the majority of officers (57.1%) working in part-time departments have achieved is high school.

EDUCATION OF PART-TIME DEPARTMENTS
1 less than a high school diploma
8 have a high school diploma
0 have completed less than 2 years of college
3 have completed 2 years of college
2 have completed 4 years of college
0 have completed graduate work

No part-time department reported providing educational benefits to its officers.

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. These departments also provide health insurance for officer's families. One pays for this coverage in full and one pays partial.

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 (42.9% of departments) and workmen's compensation (42.9%).

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

Three departments accumulate vacation hours yearly. One accumulates hours every pay period, and one accumulates hours monthly. Four departments use other methods. Three departments have a maximum number of vacation hours which can be accumulated ranging from 40 to 80 hours.

Eleven 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 of 27.3 hours in one year. The departments allow a maximum of 46 hours of sick leave to be accrued.

One department pays officers for unused sick time with a maximum allowed of 32 hours.

OVERTIME:

One part-time department offers compensatory time to their employees for hours worked overtime. No departments offer paid overtime.

VEHICLES:

The part-time departments own a total of 9 vehicles. Over half (N=7) are marked cars. Two departments own jeeps. No department reports having a schedule for replacing vehicles.

CALLS FOR SERVICE:

Nine part-time departments reported an average of 93 calls for service in Calendar Year 1990. The number of calls made by each department ranged from 4 to 348 with a total of 839 calls made by the nine responding part-time departments in 1990. Eight 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:

Nine of the ten part-time departments reported being scheduled to work an average of 15.6 hours a week and one department reported being "on call" 24 hours a day. One department reported working an average of 10 hours a week overtime.

INCIDENT BASED REPORTING SYSTEM:

Five part-time departments reported they were familiar with Incident Based Reporting. Two departments indicated they plan to participate in South Dakota's Incident Based Reporting System. Three 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
Bonesteel	297	\$8,520	—	\$3,480	—	—	\$12,000
Castlewood	549	\$15,600	—	—	—	—	\$15,600
Colome	309	\$5,400	\$360	\$3,600	\$600	—	\$9,960
Henry	215	\$3,300	\$500	\$300	—	—	\$4,100
Ircquis	328	\$5,040	\$450	\$1,300	—	—	\$6,790
Isabel	319	\$11,400	\$1,200	\$700	\$200	—	\$13,500
Pollock	379	\$3,000	—	—	—	—	\$3,000
Spencer	317	\$1,200	\$1,025	\$1,000	—	\$500	\$3,725
Tabor	403	\$4,000	\$1,000	—	—	—	\$5,000
Tea	786	\$19,200	\$1,450	\$3,500	\$500	—	\$24,650
TOTAL	3,902	\$76,660	\$5,985	\$13,880	\$1,300	\$500	\$98,325

ANNUAL SALARIES OF PART-TIME SWORN PERSONNEL

Rank	Number	Minimum	25th Percentile	Median	75th Percentile	Maximum
Chief	9	\$2,400	\$3,793	\$5,040	\$12,900	\$15,600
Assistant Chief	1	\$5,400	—	—	—	\$5,400
Patrol Officer	4	\$4,298	—	—	—	\$4,298

Using current salaries as of January 1, 1991.

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 - PART-TIME DEPARTMENTS

Department	Total Full-time Sworn Officers	Employee Life Insurance	Employee Health Insurance	Family Health Insurance	Fake Arrest Insurance	Workmen's Compensation	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Differential Pay	Uniform Provided	Cleaning Allowance	Plain Clothes Allowance	Weapons Furnished	Leathers Furnished	Annual Leave	Sick Leave	Comp Time for Overtime	Cash for Overtime	Total Vehicles Owned	Crime Prevention Program	UCR Participant	Computerized	Educational Benefits
Bonesteel	1	N	N	N	F	F	N	N	N	N	N	Y	N	N	Y	Y	N	N	N	N	1	N	N	N	N
Castlewood	1	N	F	P	N	N	N	N	N	N	N	N	N	N	N	N	Y	Y	N	N	1	N	N	N	N
Colome	1	N	N	N	N	N	N	N	Y	N	N	Y	N	N	N	Y	N	N	N	N	1	N	N	N	N
Henry	1	N	N	N	F	F	N	N	N	N	N	N	N	N	N	N	N	N	N	N	0	N	N	N	N
Iroquis	1	N	N	N	F	F	N	N	N	N	N	N	N	N	N	Y	Y	N	N	N	1	N	N	N	N
Isabel	1	N	N	N	F	F	N	N	N	N	N	Y	N	N	N	N	Y	Y	B	N	1	N	N	N	N

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

PERSONNEL BENEFITS - PART-TIME DEPARTMENTS

Department	Spencer	Tabor	Tes
Total Full-time Sworn Officers	1	1	5
Employee Life Insurance	N	N	N
Employee Health Insurance	F	N	N
Family Health Insurance	F	N	N
False Arrest Insurance	F	N	F
Workmen's Compensation	F	N	F
Retirement	N	N	N
Court Pay	N	N	N
Court Comp Time	N	N	N
Longevity Pay	N	N	N
Shift Differential Pay	N	N	N
Uniform Provided	Y	N	Y
Cleaning Allowance	Y	N	N
Plain Clothes Allowance	N	N	N
Weapons Furnished	Y	N	N
Leathers Furnished	Y	N	N
Annual Leave	Y	Y	N
Sick Leave	Y	N	N
Comp Time for Overtime	N	N	N
Cash for Overtime	N	N	N
Total Vehicles Owned	1	1	1
Crime Prevention Program	N	N	N
UCR Participant	N	N	N
Computerized	N	N	N
Educational Benefits	N	N	Y

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

SPECIALIZED EQUIPMENT OWNED BY PART-TIME DEPARTMENTS

6L

	Sidearm	Tranquilizer Rifle	Other Rifle	Shotgun	Police Car Radio	Hand-Held Radio	Two-Way Radio Unit	Fingerprint Kit	Polygraph Equipment	DWI Breath Analysis Kit	Gas Mask	Bulletproof Vest	Vehicle Cage	Mace Canister	Bomb Technical Equipment	VCR Equipment
Bonesteel	Y	N	N	N	Y	N	N	N	N	N	N	N	N	Y	N	N
Castlewood	Y	N	N	Y	Y	N	Y	N	N	N	N	N	N	Y	N	N
Colome	Y	N	N	N	Y	N	N	N	N	Y	N	N	N	Y	N	N
Henry	N	N	N	N	N	N	Y	N	N	N	N	N	N	N	N	N
Iroquis	Y	N	N	N	Y	N	Y	Y	N	Y	N	N	N	Y	N	N
Isabel	N	N	N	N	Y	Y	Y	N	N	N	N	N	N	N	N	N
Pollock	N	N	N	N	Y	N	N	N	N	Y	N	N	N	Y	N	N
Spencer	Y	N	N	N	Y	Y	Y	N	N	Y	N	N	N	N	N	N
Tabor	Y	N	N	N	Y	Y	N	N	N	N	N	N	Y	N	N	N

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

SPECIALIZED EQUIPMENT OWNED BY PART-TIME DEPARTMENTS

Salary Data
From
Surrounding States

Minnesota

**STATE OF MINNESOTA
1990 PAY COMPENSATION FOR TOP PATROL OFFICERS**

CITY	POPULATION	BASE SALARY	LONGEVITY/EI	TOTAL COMPENSATION
Anoka	15,121	\$35,424	\$3,188	\$38,612
Apple Valley	32,405	\$36,108	\$3,250	\$39,358
Bloomington	88,028	\$35,940	\$2,743	\$38,683
Burnsville	45,940	\$35,700	\$3,213	\$38,913
Chaska	10,825	\$35,208	\$540	\$35,748
Coon Rapids	48,022	\$35,196	\$3,168	\$38,364
Cottage Grove	22,500	\$35,832	\$3,225	\$39,057
Fridley	28,817	\$35,604	\$3,204	\$38,808
Inver Grove Heights	20,589	\$35,448	\$3,190	\$38,638

Data Contributed by City of Roseville

**STATE OF MINNESOTA
1990 PAY COMPENSATION FOR TOP PATROL OFFICERS**

CITY	POPULATION	BASE SALARY	LONGEVITY/EI	TOTAL COMPENSATION
Maple Grove	35,781	\$35,911	\$3,096	\$39,007
Mounds View	14,818	\$35,704	\$3,213	\$38,917
Plymouth	53,308	\$36,396	\$2,940	\$39,336
White Bear Lake	25,148	\$35,518	\$3,197	\$38,714

Montana

**STATE OF MONTANA
1990 AGENCY MANPOWER LEVELS**

CITY	POPULATION	STARTING SALARY	HIGH SALARY	SWORN OFFICERS
Helena	24,687	\$26,628	\$31,764	36
Bozeman	23,565	\$28,044	\$34,994	27
Kalispell	11,978	\$29,350	\$32,000	23
Havre	10,596	—	\$26,400	16
Miles City	9,164	\$18,383	\$27,288	13
Laurel	7,881	\$21,890	—	8
Lewistown	6,410	\$18,263	\$22,718	10
Livingston	5,889	\$17,524	\$27,196	10
Sidney	5,508	\$21,360	\$29,568	9

Data Contributed by Montana Statistical Analysis Center

**STATE OF MONTANA
1990 AGENCY MANPOWER LEVELS**

CITY	POPULATION	STARTING SALARY	HIGH SALARY	SWORN OFFICERS
Glendive	5,027	\$19,608	\$24,768	12
Dillon	4,846	\$21,492	\$29,000	7
Plentywood	2,484	\$15,800	\$19,000	3
Thompson Falls	1,672	\$17,173	\$20,761	2

Nebraska

**STATE OF NEBRASKA
1989 SALARY DATA - AVERAGE STARTING SALARIES**

POPULATION	CHIEF	ASST. CHIEF	CAPTAIN	LIEUTENANT	SERGEANT	DETECTIVE	PATROL OFFICER	RESERVE OFFICER	OTHER
0 - 499	\$13,376	\$12,000	---	---	---	---	\$1,400	---	---
600 - 999	\$14,105	\$10,800	---	---	---	---	\$10,937	\$9,140	\$11,700
1,000 - 1,499	\$17,283	---	---	---	\$16,500	---	\$14,942	\$11,297	\$9,360
1,500 - 1,999	\$19,958	\$18,859	\$18,300	---	\$18,380	---	\$15,604	\$11,440	---
2,000 - 4,999	\$19,896	\$17,429	\$16,857	---	\$16,941	---	\$14,412	\$13,520	\$8,423
5,000 - 7,999	\$24,840	\$17,950	\$19,000	\$19,968	\$18,290	\$17,520	\$15,712	\$12,563	\$13,633
8,000 - 14,999	\$28,596	---	\$25,308	\$23,362	\$19,995	\$17,666	\$16,856	---	\$21,216
15,000 - 39,000	\$29,383	\$24,724	\$22,560	\$21,413	\$20,006	\$17,562	\$16,606	\$16,440	\$18,648
Over 39,000**	---	\$32,864	\$28,997	\$31,035	\$27,360	---	\$19,023	---	---

Data Contributed by the Nebraska Crime Commission

** Only one department responded to the survey in this population category.

North Dakota

**STATE OF NORTH DAKOTA
1991 SALARY INFORMATION**

MINOT {Population: 61,308}			
SALARY LEVEL	MIN	MID	MAX
Chief	\$ 31,764	\$ 37,176	\$ 42,576
Sergeant	\$ 20,472	\$ 23,964	\$ 27,444
Police Officer	\$ 17,676	\$ 21,276	\$ 24,876

GRAND FORKS {Population: 47,864}			
SALARY LEVEL	MIN	MID	MAX
Chief	\$ 35,616	\$ 42,516	\$ 49,404
Sergeant	\$ 22,284	\$ 26,844	\$ 31,392
Police Officer	\$ 19,692	\$ 23,688	\$ 27,672

Data Provided by Minot Police Department.

**STATE OF NORTH DAKOTA
1991 SALARY INFORMATION**

BISMARCK {Population: 47,182}			
SALARY LEVEL	MIN	MID	MAX
Chief	\$ 33,408	\$ 38,808	\$ 44,208
Sergeant	\$ 23,064	\$ 28,236	\$ 33,396
Police Officer	\$ 21,588	\$ 24,924	\$ 28,248

DICKINSON {Population: 16,436}			
SALARY LEVEL	MIN	MID	MAX
Chief	\$ 26,484	\$ 28,140	\$ 29,784
Sergeant	\$ 19,716	\$ 21,048	\$ 22,380
Police Officer	\$ 17,796	\$ 19,056	\$ 20,316

Data Provided by Minot Police Department.

STATE OF NORTH DAKOTA
1991 SALARY INFORMATION

JAMESTOWN {Population: 15,497}			
SALARY LEVEL	MIN	MID	MAX
Chief	\$ 28,284	\$ 33,468	\$ 38,652
Sergeant	\$ 19,104	\$ 22,596	\$ 26,088
Police Officer	\$ 18,252	\$ 21,600	\$ 24,936

Data Provided by Minot Police Department.

Wyoming

**STATE OF WYOMING
KEMMERER POLICE DEPARTMENT SALARY SURVEY - 1990**

AGENCY	POPULATION	PATROL OFFICER (ENTRY LEVEL)	PATROL OFFICER SALARY RANGE	SUPERVISOR SALARY RANGE
Casper	42,297	\$17,056	\$17,056 to \$22,859	\$21,486 to \$30,492
Gillette	20,752	\$20,966	\$23,109 to \$28,517	\$32,448 to \$51,418
Rock Springs	20,683	\$23,400	\$24,606 to \$33,197	---
Green River	13,458	\$22,298	\$25,688 to \$34,133	\$26,915 to \$43,347
Rawlins	10,327	\$20,134	\$21,736 to \$28,642	\$22,630 to \$39,208
Evanston	10,148	\$24,794	\$28,142 to \$30,389	\$31,741 to \$33,987
Riverton	9,588	\$18,928	\$21,050 to \$28,808	\$25,168 to \$42,411
Lander	9,126	\$18,000	\$18,000 to \$25,800	\$25,800 to \$30,000
Jackson	4,511	\$27,180	\$27,186 to \$32,656	\$29,848 to \$45,015

**STATE OF WYOMING
KEMMERER POLICE DEPARTMENT SALARY SURVEY - 1990**

AGENCY	POPULATION	PATROL OFFICER (ENTRY LEVEL)	PATROL OFFICER SALARY RANGE	SUPERVISOR SALARY RANGE
Thermopolis	3,852	\$17,202	\$18,242 to \$19,802	\$23,962 to \$35,818
Diamondville	1,000	—	\$23,000	\$28,170
Cokeville	515	\$19,800	\$21,600	—