

*SOUTH DAKOTA  
POLICE MANAGEMENT STUDY*

*1997*



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*OFFICE OF ATTORNEY GENERAL*

*CRIMINAL STATISTICS ANALYSIS CENTER*

**South Dakota Police Management Study**

**1997**

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

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## TABLE OF CONTENTS

<u>Section</u>	<u>Page</u>
Survey Method	1
Budget	2
Per Capita Cost of Law Enforcement	3
Department Size	4
Salary Range	5
Civilian Personnel	5
Length of Employment	7
Education	7
Educational Benefits	8
Hours Worked	8
Benefits	8
Retirement	9
Vacation/Sick Leave	10
Overtime	11
Second Job	11
Collective Bargaining	12
Vehicles	12
Automatic Weapons	13
Equipment	13
Specialized Equipment Owned by Police Depts.	15
National Incident-Based Reporting System	20
Computerized Operations	20
Crime Prevention	20
Turnover	21
Police Departments - Population Greater Than 10,000	22
Police Departments - Population 3,000 to 10,000	26
Police Departments - Population 1,000 to 2,999	30
Police Departments - Population 500 to 999	36
Police Departments - Population Less Than 500	42
Part-time Police Departments	46

## **SURVEY METHOD**

**I**n January, 1997, 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

This was the eighth 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. Seven of this year's participants designated themselves as part-time departments. Data for these part-time departments will be reported separately for comparison purposes. Four local city representatives indicated that their local law enforcement was currently contracted with their respective county sheriff's office. Seventy-five full-time departments returned surveys yielding a total response rate of 75%.

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) 773-6310.

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:

<b>POPULATION</b>	<b>NUMBER OF DEPARTMENTS</b>
Greater than 10,000	10
Between 3,000 and 10,000	10
Between 1,000 and 2,999	21
Between 500 and 999	29
Less than 500	5

## **BUDGET**

The Chiefs were asked to specify the sources of income for their departments' budgets in 1997. The total income available to the responding agencies ranged from a low of \$17,505 per year to a high of \$10,767,142 per year. These city agencies had a combined budget income of \$38,989,834 for 1997. The vast majority (96%) of this total figure came from city funds. State assistance totaling \$32,000 was provided to two Police Departments. Federal funds totaling \$767,162 were received by twenty agencies. Eight departments also indicated that they obtained funds from "other" sources totaling \$674,595.

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:

<b>BUDGET EXPENSES</b>	
Personnel Salaries	\$ 24,951,319
Personnel Benefits	6,952,777
Operating Expenses	4,632,690
Capital Outlay	1,721,945
Other	731,103
<b>TOTAL BUDGET EXPENSES</b>	<b>\$ 38,989,834</b>

When personnel salaries and benefits were combined, they accounted for over three-fourths (82%) of the expenses incurred by Police Departments throughout the State. Operating expenses, such as utilities, contractual services, supplies, travel, etc., accounted for 12% of the total budgets. Another 4% of the budget was allocated for capital outlay, such as vehicles, land, equipment, construction, etc., while 2% of the expenses went to an "other" category.

## PER CAPITA COST OF LAW ENFORCEMENT

The seventy-five 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 379,952. By dividing the budget total expenses for all responding agencies, \$38,989,834 by the combined population of 379,952, a per capita cost of city law enforcement services of \$102.62 is obtained. This means the responding cities, as a whole, currently spend just over \$100 per person for police protection.

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

<b>BUDGET EXPENSES</b>	<b>OVER 10,000</b>	<b>3,000 TO 10,000</b>	<b>1,000 TO 2,999</b>	<b>500 TO 999</b>	<b>LESS THAN 500</b>
<b>SALARIES</b>	\$19,096,577	\$2,715,856	\$2,117,162	\$885,369	\$136,355
<b>PERSONNEL BENEFITS</b>	\$5,281,164	\$790,524	\$655,734	\$202,054	\$23,301
<b>OPERATING EXPENSES</b>	\$3,192,907	\$616,410	\$583,854	\$189,770	\$49,749
<b>CAPITAL OUTLAY</b>	\$1,239,245	\$168,100	\$223,805	\$79,795	\$11,000
<b>OTHER</b>	\$564,570	\$12,200	\$79,232	\$64,601	\$10,500
<b>TOTAL</b>	\$29,374,463	\$4,303,090	\$3,659,787	\$1,421,589	\$230,905
<b>POPULATION</b>	276,015	45,389	35,689	20,761	2,098
<b>PER CAPITA COST</b>	\$106.42	\$94.80	\$102.55	\$68.47	\$110.06

## DEPARTMENT SIZE

The 75 departments reported that they employ a total of 664 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	27	36%
2 to 5 Officers	24	32%
6 to 10 Officers	12	16%
11 to 25 Officers	7	9%
Over 25 Officers	5	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:

$$\frac{664 \times 1,000}{379,952} = 1.75$$

Thus, there are one-and-three-fourths 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	1.64
Cities from 3,000 to 10,000	1.85
Cities from 1,000 to 2,999	2.24
Cities from 500 to 999	1.88
Cities less than 500	3.34

The departments were asked to report the number of their full-time sworn personnel by rank. Nearly two-thirds (62%) of the police officers hold the rank of patrol officer. There were 413 patrol officers in the responding departments throughout the State as of January 1, 1997. The 73 chiefs account for 11% of the total personnel figure. There were 12 Assistant Chiefs, 24 Captains, 28 Lieutenants, 77 Sergeants, 8 Specialists and 29 Detectives in the responding departments throughout the State.

## **SALARY RANGE**

A majority (73%) of the responding departments indicated that officer wages/salaries were determined at the discretion of the city council. Another 24% said that a salary schedule or policy was in effect while 3% cited other methods of determining officer wages.

Information on annual salaries of full-time, sworn employees in each department was collected per rank of employee. Detailed information on these salaries will be given in further sections of this report, beginning on page 23.

## **CIVILIAN PERSONNEL**

As of January 1997, there was a total of 185 civilian personnel in the 75 responding agencies. Most of these employees (144) worked full-time, while 41 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
Accident Investigator	1	4	5
Animal Control	12	6	18
Bookkeeper/Accounting Clerk	1	3	4
Computer Manager	0	2	2
Corrections/Jail	8	12	20
Crime Analyst	0	1	1
Evidence Technician	0	4	4
Parking Enforcement	2	7	9
Dispatcher/Communications Personnel	10	54	64
Records Personnel	1	25	26
Secretary/Administrative Assistant	4	18	22
Word Processor/Typist	2	8	10
<b>TOTAL</b>	<b>41</b>	<b>144</b>	<b>185</b>

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
Accident Investigator	4	\$27,000	—	—	—	\$27,000
Animal Control	6	\$12,420	\$16,867	\$21,370	\$24,560	\$25,520
Bookkeeper/Accounting Clerk	3	\$23,000	—	\$24,000	—	\$28,589
Computer Manager	2	\$36,800	—	\$38,272	—	\$39,744
Corrections/Jail	12	\$14,477	—	\$17,992	—	\$21,507
Crime Analyst	1	\$28,700	—	—	—	\$28,700
Evidence Technician	4	\$26,000	—	\$27,107	—	\$28,214
Parking Enforcement	7	\$17,573	—	\$17,680	—	\$21,300
Dispatcher/Communications Personnel	54	\$10,000	\$16,539	\$19,622	\$21,419	\$25,792
Records Personnel	25	\$17,680	\$20,090	\$21,514	\$24,483	\$25,584
Secretary/Administrative Assistant	18	\$14,908	\$15,518	\$18,990	\$23,337	\$29,800
Word Processor/Typist	8	\$19,070	—	\$21,009	—	\$22,263

Using Current Salaries as of January 1, 1997

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	85	13%
1 to 2 years	112	17%
3 to 4 years	77	12%
5 to 9 years	158	24%
10 to 14 years	83	13%
15 to 19 years	72	11%
20 to 24 years	46	7%
25 years or more	28	4%

n=661

## EDUCATION

HIGHEST LEVEL OF EDUCATION ATTAINED	NUMBER OF OFFICERS	PERCENTAGE
Do not have a high school diploma	0	0%
Have high school diplomas	245	37%
Have completed less than two years of college	84	13%
Have completed two years of college	148	22%
Have completed Vo-Tech	22	3%
Have completed four years of college	147	22%
Have completed graduate work	8	1%
Have a graduate degree	10	2%

n=664

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. Fourteen of the responding agencies (19%) provide some form of educational benefits for their officers. Four agencies are considering instituting a program to provide educational benefits for their employees.

## **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=75) reported their officers were scheduled to work an average of 44 hours per week. The Chiefs estimated that their officers worked an average of 6 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
<b>LIFE</b>	40%	19%	41%	9%	13%	78%
<b>HEALTH</b>	69%	19%	12%	21%	39%	40%
<b>DENTAL</b>	17%	12%	71%	3%	16%	81%
<b>VISION</b>	3%	9%	88%	2%	8%	91%
<b>PRESCRIPTION DRUGS</b>	23%	30%	48%	12%	22%	66%
<b>DISABILITY</b>	42%	9%	49%	3%	7%	90%
<b>FALSE ARREST</b>	82%	1%	16%	—	—	—
<b>WORKMAN'S COMP</b>	93%	4%	3%	—	—	—

Due to rounding, figures may not total 100%.

## RETIREMENT

More than three-fourths (80%) of the South Dakota Police Departments have a retirement program for their sworn officers. Ninety-five percent of those departments which have a retirement program are members of the South Dakota Retirement System (SDRS). The charts beginning on page 25 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:

<b>BENEFITS</b>	<b>YES</b>	<b>NO</b>
Extra pay for time in court	57%	43%
Compensation time for time in court	23%	77%
Extra pay for longevity with department	27%	73%
Extra pay for swing or night shift duty	17%	83%
Uniform provided	88%	12%
Cleaning allowance for uniforms	15%	85%
Clothing allowance for plain clothes officer	15%	85%
Weapons furnished	69%	31%
Other equipment furnished (handcuffs, etc.)	75%	25%
Cash allowance for equipment	17%	83%

Detailed tables beginning on page 25 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. Sixty-nine departments (92%) 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 forty-two (56%) of the departments. Following is a table showing the method of accumulation for vacation time and number of agencies that utilize each method.

<b>METHOD OF ACCUMULATION</b>	<b>PERCENTAGE</b>
Yearly	45%
Every Pay Period	19%
Monthly	35%
Quarterly	1%

Seventy-four (99%) 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 116 hours during a year. Over half of the agencies (57%) have a policy regarding the maximum number of sick leave hours which their officers may accumulate. This ranged from 24 to 2,880 hours, with the average being 659 hours.

Twenty-nine 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 32 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, 60% of the departments do not offer compensatory time to any of their employees. However, 2 agencies offer comp time to their line officers only; 13 agencies allow comp time only to their supervisory officers; and 15 departments provide comp time to both line and supervisory officers.

Paid overtime is provided to at least some officers by fifty-five percent (n=41) of the agencies. Over three-fourths (85%) of those departments which do pay cash for overtime use a rate of time-and-one-half. Twelve percent use a regular pay schedule and 2 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 (87%) permit their officers to work a second job. The types of restrictions placed on secondary employment vary

greatly among departments. Some (42%) restrict the type of employment, while 12% limit the number of hours their officers may moonlight. Prior notification is insisted upon by 43% and departmental approval is required by 55% 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 eleven departments (15%) are currently unionized, one other is considering such action, and six departments have previously withdrawn their membership from a union or collective bargaining unit.

## VEHICLES

A total of 366 vehicles are used by the 75 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	202
Unmarked cars owned by department	83
Any leased vehicles	2
Bicycles	11
Jeeps, trucks, and vans	38
Motorcycles	15
Animal Control vehicles	13
Other	2
<b>TOTAL VEHICLES AVAILABLE</b>	<b>366</b>

Thirty-eight 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 37% of the departments who have a replacement schedule; 42% base replacement on mileage accumulated; and 21% use a policy other than age or mileage for replacement of vehicles.

## **AUTOMATIC WEAPONS**

The 9 mm is the most common (36%) automatic weapon allowed by the departments, followed by the .45 caliber allowed by twenty-four percent of the departments and the .38 caliber allowed by three percent of the departments. Fifty-two percent of the departments responded that they allowed another caliber automatic weapon. Thirty-one percent of the departments reported having no policy regarding the caliber of automatic weapons used. Please note that the agencies were allowed to select more than one response to this particular question.

## **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.

<b>SPECIALIZED EQUIPMENT OWNED BY DEPARTMENTS</b>	<b>YES</b>	<b>NO</b>
Sidearm	60	15
Tranquilizer Rifle	21	54
Other Rifle	29	46
Shotgun	68	7
Police car radio (two-way)	75	0
Hand-held police radio	67	8
Radar unit	74	1
Fingerprint kit	53	22
Cellular phone	41	34
Polygraph equipment	5	70
DWI breath analysis equipment	57	18
Gas mask	25	50
Bulletproof vest	52	23
Vehicle case/protective screen	56	19
Mace canister	60	15
Bomb technical equipment	1	74
VCR equipment	29	46
Bicycles	8	67

The following pages present tables of the specialized equipment owned by each full-time and part-time 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

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

### Arlington

Bulletproof Vest  
Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Radar  
Shotgun  
Vehicle Cage

### Armour

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

### Avon

Bulletproof Vest  
Car Radio  
DWI Breath Analysis Kit  
Hand Held Radio  
Radar

### Belle Fourche

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

### Beresford

Bulletproof Vest  
DWI Breath Analysis Kit  
Hand Held Radio  
Mace Canister  
Radar Unit  
Sidearm  
Shotgun  
Vehicle Cage

### Box Elder

Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Radar  
Shotgun  
Sidearm  
VCR  
Vehicle Cage

### Brandon

Bulletproof Vest  
Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Hand Held Radio  
Mace Canister  
Radar  
Shotgun  
Sidearm  
Vehicle Cage

### Brookings

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

### Buffalo

Car Radio  
DWI Breath Analysis Kit  
Fingerprint Kit  
Mace Canister  
Radar  
Shotgun  
Sidearm

### Burke

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

### Canistota

Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Radar  
Shotgun

### Canton

Bicycles  
Bulletproof Vest  
Car Radio  
Fingerprint Kit  
Gas Mask  
Hand Held Radio  
Mace Canister  
Radar  
Shotgun  
Sidearm  
VCR  
Vehicle Cage

### Castlewood

Bulletproof Vest  
Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Hand Held Radio  
Mace Canister  
Other Rifle  
Radar Unit  
Shotgun  
Sidearm  
Vehicle Cage

### Chamberlain

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

### Chancellor

Radar

### Clark

Bulletproof Vest  
Car Radio  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Radar Unit  
Shotgun  
Sidearm  
Vehicle Cage

**Colman**  
Bulletproof Vest  
Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Radar Unit  
Shotgun  
Sidearm  
Vehicle Cage

**Davis**  
None

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

**Eagle Butte**  
Bulletproof Vest  
Car Radio  
DWI Breath Analysis Kit  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Polygraph Equipment  
Radar  
Shotgun  
Sidearm  
Vehicle Cage

**Elk Point**  
Car Radio  
DWI Breath Analysis Kit  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Other Rifle  
Radar  
Shotgun  
Sidearm  
Vehicle Cage

**Elkton**  
Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Radar  
Shotgun  
Vehicle Cage

**Emery**  
Bulletproof Vest  
Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Hand Held Radio  
Mace Canister  
Radar  
Shotgun  
Sidearm

**Faith**  
Car Radio  
DWI Breath Analysis Kit  
Fingerprint Kit  
Mace Canister  
Radar  
Shotgun  
Vehicle Cage

**Freeman**  
Car Radio  
Cell Phone  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Radar  
Sidearm  
VCR  
Vehicle Cage

**Garretson**  
Bulletproof Vest  
Car Radio  
Hand Held Radio  
Radar  
Shotgun  
Sidearm  
Vehicle Cage

**Gregory**  
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  
Cell Phone  
DWI Breath Analysis Kit  
Fingerprint Kit  
Gas Mask  
Hand Held Radio  
Other Rifle  
Radar  
Shotgun  
Sidearm  
Vehicle Cage

**Harrisburg**  
Bulletproof Vest  
Car Radio  
Cell Phone  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Radar  
Shotgun  
Sidearm

**Highmore**  
Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Radar  
Shotgun  
Sidearm

**Hot Springs**  
Bulletproof Vest  
Car Radio  
DWI Breath Analysis Kit  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Other Rifle  
Radar  
Shotgun  
Vehicle Cage

**Hurley**  
Bulletproof Vest  
Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Hand Held Radio

**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

**Isabel**  
Car Radio  
DWI Breath Analysis Kit  
Fingerprint Kit  
Hand Held Radio  
Mace Canister  
Radar  
Vehicle Cage

**Jefferson**

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

**Kadoka**

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

**Lake Andes**

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

**Lend**

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

**Lemmon**

Bulletproof Vest  
 Car Radio  
 Fingerprint Kit  
 Mace Canister  
 Radar  
 Shotgun  
 Sidearm  
 VCR  
 Vehicle Cage

**Lennox**

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

**Leola**

Car Radio  
 Mace Canister  
 Radar

**Madison**

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

**Marion**

Bulletproof Vest  
 Car Radio  
 Cell Phone  
 Fingerprint Kit  
 Hand Held Radio  
 Mace Canister  
 Radar  
 Shotgun  
 Sidearm  
 Vehicle Cage

**McLaughlin**

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

**Milbank**

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

**Miller**

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

**Mission**

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  
 Vehicle Cage

**Mitchell**

Bicycles  
 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

**Mobridge**

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

**Montrose**

Bulletproof Vest  
 Car Radio  
 DWI Breath Analysis Kit  
 Hand Held Radio  
 Radar

**Murdo**

Car Radio  
 Cell Phone  
 DWI Breath Analysis Kit  
 Gas Mask  
 Mace Canister  
 Radar  
 Shotgun  
 Sidearm  
 Vehicle Cage

**New Effington**

Car Radio  
 DWI Breath Analysis Kit  
 Mace Canister  
 Vehicle Cage

**New Underwood**

Car Radio  
 DWI Breath Analysis Kit  
 Hand Held Radio  
 Radar Unit

**Newell**

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

**North Sioux City**

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

**Onida**

Car Radio  
 Cell Phone  
 DWI Breath Analysis Kit  
 Fingerprint Kit  
 Mace Canister  
 Radar  
 Shotgun  
 Sidearm  
 Tranquilizer Rifle  
 Vehicle Cage

**Parkston**

Bulletproof Vest  
 Car Radio  
 DWI Breath Analysis Kit  
 Fingerprint Kit  
 Gas Mask  
 Hand Held Radio  
 Radar  
 Shotgun  
 Sidearm

**Phillip**

Bulletproof Vest  
 Car Radio  
 Cell Phone  
 DWI Breath Analysis Kit  
 Fingerprint Kit  
 Hand Held Radio  
 Radar  
 Shotgun  
 Sidearm  
 Tranquilizer Rifle

**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

**Platte**

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

**Rapid City**

Bicycles  
 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

**Salem**

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

**Scotland**

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

**Selby**

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

**Sioux Falls**

Bicycles  
 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**

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

**Spearfish**

Bicycles  
 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

**Sturgis**

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

**Tabor**

Bulletproof Vest  
 Car Radio  
 Cell Phone  
 DWI Breath Analysis Kit  
 Hand Held Radio  
 Mace Canister  
 Radar  
 Sidearm

**Tea**

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

**Tripp**

Car Radio  
 Hand Held Radio  
 Mace Canister  
 Radar  
 Shotgun

**Vermillion**

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

**Viborg**

Bulletproof Vest  
 Car Radio  
 DWI Breath Analysis Kit  
 Fingerprint Kit  
 Hand Held Radio  
 Mace Canister  
 Radar

**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  
 Vehicle Cage

**Waubay**

Car Radio  
 Cell Phone  
 Radar  
 Shotgun  
 Vehicle Cage

**Webster**

Bulletproof Vest  
 Car Radio  
 Cell Phone  
 Fingerprint Kit  
 Hand Held Radio  
 Radar  
 Shotgun

**Wessington Springs**

Bulletproof Vest  
 Car Radio  
 Hand Held Radio  
 Mace Canister  
 Radar  
 Shotgun  
 Sidearm

**White River**

Car Radio  
 Hand Held Radio  
 Radar  
 Shotgun  
 Sidearm  
 Vehicle Cage

**Whitewood**

Car Radio  
 DWI Breath Analysis Kit  
 Gas Mask  
 Hand Held Radio  
 Mace Canister  
 Other Rifle  
 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  
 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 (45%) of the Police Departments are currently participating in the FBI's National Incident Based Reporting System (NIBRS). An additional thirty-seven percent of reporting departments indicated that they would be interested in reporting through NIBRS. Of the departments not currently reporting, nineteen indicated that they utilized an alternate system to tally major offenses occurring in their jurisdictions.

## **COMPUTERIZED OPERATIONS**

Currently, forty-six of the responding departments are computerized. Six agencies indicated they are planning to computerize their operations during the coming year. Later sections of this report indicate which specific departments are computerized at this time.

## **CRIME PREVENTION**

Thirty-seven percent 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 agencies noted that they used this type of program. Thirteen departments are active in Firearms Safety presentations; ten agencies have established Neighborhood Watch Programs in their jurisdictions; seven are involved in Crime Stoppers and thirteen departments participate in the McGruff-Take a Bite Out of Crime Program. Thirty-three agencies currently offer DARE in their jurisdictions. It should be noted that a Police Department could be involved in one or several of the above activities.

Of the forty-two Police Departments without current crime prevention programs, 26 agencies 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 1996. 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 81 full-time sworn personnel separations from thirty-four departments in calendar year 1996 for the participating agencies. Over half (69%) of these separations were caused by resignation. These officers had spent an average of 3 years working for their departments and 5 years in law enforcement. (Not all information was reported on all officers resigning.)

Eight officers were dismissed from a Police Department in 1996. The discharged officers had spent an average of 3 years with the department. Total years in law enforcement averaged 8 years.

After an average of 25 years with their departments, 17 officers retired from their departments in 1996. Total years in law enforcement is not available due to a lack of responses for this question.

The rate of turnover can be calculated by dividing the total number of separations (81) by the total number of full-time sworn personnel (664). The overall turnover rate was 12% for the year 1996. 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	38	454	8%
3,000 to 10,000	14	84	17%
1,000 to 2,999	18	80	23%
500 to 999	10	39	26%
Less than 500	1	7	14%

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

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

<b>RANK</b>	<b>NUMBER</b>	<b>MINIMUM</b>	<b>25TH PERCENTILE</b>	<b>MEDIAN</b>	<b>75TH PERCENTILE</b>	<b>MAXIMUM</b>
Chief	10	\$39,582	\$41,925	\$44,396	\$48,636	\$68,433
Assistant Chief	5	\$32,344	\$33,200	\$34,769	\$36,059	\$36,636
Captain	21	\$31,909	\$33,455	\$37,636	\$43,772	\$52,614
Lieutenant	26	\$29,945	\$33,357	\$34,737	\$44,000	\$45,825
Sergeant	65	\$27,230	\$27,928	\$29,510	\$32,900	\$37,257
Specialist	5	\$27,333	—	\$28,035	—	\$28,737
Detective	25	\$25,213	\$28,506	\$29,899	\$30,928	\$33,632
Patrol Officer	297	\$23,369	\$25,213	\$26,064	\$29,120	\$31,100

Using Current Salaries as of January 1, 1997  
Salary Figures are Approximations

BU GET X IN ES OF POLIC D PARI ENTS IER NG POP LATION! GREATER THAN 000

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Aberdeen	24,927	\$1,290,000	\$297,300	\$166,770	\$80,000	\$17,730	\$1,851,800
Brookings	16,270	\$1,100,000	\$416,350	\$146,050	\$51,500	\$0	\$1,713,900
Huron	12,448	\$908,314	\$213,978	\$293,150	\$80,000	\$0	\$1,495,442
Mitchell	13,798	\$911,199	\$205,259	\$136,234	\$82,375	\$0	\$1,335,067
Pierre	12,906	\$964,856	\$238,793	\$146,522	\$36,450	\$175,000	\$1,561,621
Rapid City	54,523	\$4,063,922	\$1,132,453	\$733,962	\$238,675	\$371,340	\$6,540,352
Sioux Falls	100,814	\$7,202,722	\$2,011,815	\$1,166,605	\$386,000	\$0	\$10,767,142
Vermillion	10,034	\$511,495	\$134,743	\$75,325	\$41,200	\$0	\$762,763
Watertown	17,592	\$1,184,479	\$351,144	\$163,789	\$134,145	\$500	\$1,834,057
Yankton	12,703	\$959,590	\$279,329	\$164,500	\$108,900	\$0	\$1,512,319

**PERSONNEL BENEFITS - POPULATION GREATER THAN 10,000**

Dept.	Total FT Officer	Empl. Life Ins.	Empl. Hlth Ins	Family Hlth Ins	False Arml. Ins.	Workman's Comp	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Diff. Pay	Uniform	Weapons	Vacation	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crime Prevent. Pgm.	Computerized	Ed. Benefits
Aberdeen	39	N	F	P	F	F	Y	Y	Y	Y	Y	Y	Y	Y	Y	B	B	16	Y	Y	Y
Brookings	26	P	F	F	F	F	Y	Y	Y	Y	Y	Y	Y	Y	Y	B	B	10	Y	Y	N
Huron	24	N	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	21	F	F	N	F	F	Y	Y	Y	Y	N	Y	Y	Y	Y	B	B	13	Y	Y	Y
Rapid City	92	P	F	P	F	P	Y	Y	N	Y	N	Y	Y	Y	Y	N	B	54	Y	Y	Y
Sioux Falls	159	F	P	P	F	F	Y	Y	Y	N	Y	Y	Y	Y	Y	B	B	77	Y	Y	N
Vermillion	17	P	F	P	F	F	Y	Y	Y	N	Y	Y	Y	Y	Y	B	B	5	Y	Y	Y
Watertown	29	—	F	F	F	F	Y	Y	Y	Y	Y	Y	Y	Y	Y	B	B	14	Y	Y	N
Yankton	25	P	F	P	F	F	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  
**Overline:**  
 L=Overtime for line officers  
 S=Overtime for Supervisory Officers  
 B=Overtime for Both  
 Dashes indicate 'no response'

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

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

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	9	\$26,249	\$29,645	\$31,228	\$36,109	\$39,000
Assistant Chief	4	\$21,174	\$23,942	\$26,870	\$29,882	\$32,734
Captain	3	\$23,109	—	\$24,835	—	\$31,040
Lieutenant	2	\$28,040	—	\$28,158	—	\$28,275
Sergeant	5	\$27,352	\$27,706	\$28,545	\$29,086	\$29,140
Specialist	2	\$27,476	—	—	—	\$27,476
Detective	3	\$27,352	—	\$28,577	—	\$29,140
Patrol Officer	56	\$19,294	\$20,207	\$23,482	\$24,627	\$25,325

Using Current Salaries as of January 1, 1997  
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	\$212,723	\$66,382	\$37,450	\$32,900	\$5,500	\$354,955
Brandon	3,543	\$173,500	\$56,927	\$22,750	\$5,700	\$0	\$258,877
Hot Springs	4,325	\$176,743	\$50,595	\$37,690	\$0	\$4,700	\$269,728
Lead	3,632	\$214,600	\$76,000	\$47,000	\$0	\$0	\$337,600
Madison	6,257	\$296,500	\$100,300	\$35,250	\$23,500	\$0	\$455,550
Milbank	3,879	\$143,000	\$38,400	\$60,500	\$0	\$0	\$241,900
Nobridge	3,768	\$278,038	\$60,946	\$45,200	\$0	\$0	\$384,184
Spearfish	6,966	\$565,687	\$168,470	\$187,620	\$49,300	\$0	\$971,077
Sturgis	5,330	\$421,784	\$109,620	\$105,950	\$34,700	\$0	\$672,054
Winner	3,354	\$233,281	\$62,884	\$37,000	\$22,000	\$2,000	\$357,165

**PERSONNEL BENEFITS - POPULATION 3,000 TO 10,000**

Dept.	Total FT Offer	Empl. Life Ins.	Empl. Hlth Ins.	Family Hlth Ins.	False Arst. Ins.	Workman's Comp.	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Diff. Pay	Uniform	Weapons	Vacation	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crime Prevent. Pgm.	Computerized	Ed. Benefits
Belle Fourche	8	F	F	F	F	F	Y	Y	N	N	N	Y	Y	Y	Y	N	L	4	Y	Y	N
Brandon	6	F	F	F	F	F	Y	Y	N	Y	N	Y	Y	Y	Y	N	L	3	N	Y	N
Hot Springs	7	N	F	N	F	F	Y	Y	N	Y	N	Y	N	Y	Y	S	L	7	N	Y	N
Lead	6	F	F	F	F	F	Y	Y	N	Y	N	Y	Y	Y	Y	S	L	3	Y	Y	Y
Maulsion	10	F	F	P	N	F	Y	Y	N	Y	Y	Y	Y	Y	Y	N	B	6	Y	Y	N
Millbank	5	F	F	N	F	F	Y	Y	N	N	Y	Y	Y	Y	Y	N	L	3	N	Y	Y
Mobridge	7	—	P	—	—	—	Y	Y	N	N	N	Y	Y	Y	Y	N	L	2	N	Y	N
Spearfish	14	P	P	P	F	F	Y	Y	N	Y	N	Y	Y	Y	Y	N	B	11	Y	Y	Y
Sturgis	13	F	F	P	F	F	Y	Y	N	Y	N	Y	Y	Y	Y	S	B	9	Y	Y	Y
Winner	8	N	P	N	F	F	Y	Y	N	Y	Y	Y	Y	Y	Y	N	L	4	Y	Y	N

Dashes indicate 'no response'.

Overtime:

L=Overtime for line officers

S=Overtime for Supervisory Officers

B=Overtime for Both

Insurance:

F=Department pays in full

P=Department pays partial

N=Department does not pay

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

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

RANK	NUMBER	MINIMUM	25TH PERCENTILE	MEDIAN	75TH PERCENTILE	MAXIMUM
Chief	21	\$19,614	\$21,978	\$24,241	\$26,885	\$33,100
Assistant Chief	3	\$16,619	—	\$20,389	—	\$28,000
Sergeant	7	\$20,634	\$22,000	\$22,521	\$25,875	\$29,079
Specialist	1	\$20,426	—	—	—	\$20,426
Detective	1	\$25,251	—	—	—	\$25,251
Patrol Officer	47	\$15,000	\$17,680	\$19,823	\$21,611	\$26,078

Using Current Salaries as of January 1, 1997  
Salary Figures are Approximations

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DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Beresford	1,849	\$115,790	\$36,555	\$31,590	\$26,500	\$0	\$210,435
Box Elder	2,680	\$188,050	\$56,219	\$6,000	\$24,458	\$36,273	\$311,000
Canton	2,787	\$133,000	\$38,390	\$17,950	\$13,150	\$2,700	\$205,190
Chamberlain	2,347	\$147,471	\$44,774	\$122,390	\$0	\$0	\$314,635
Clark	1,292	\$34,700	\$8,315	\$14,985	\$0	\$0	\$58,000
Deadwood	1,830	\$295,595	\$106,991	\$76,200	\$19,500	\$9,209	\$507,495
Elk Point	1,423	\$96,850	\$20,500	\$27,200	\$2,000	\$0	\$146,550
Freeman	1,293	\$40,570	\$14,330	\$5,850	\$3,000	\$1,250	\$65,000
Gregory	1,384	\$69,000	\$17,000	\$14,000	\$12,000	\$0	\$112,000
Groton	1,196	\$85,680	\$28,460	\$12,090	\$7,000	\$0	\$133,230
Lemmon	1,614	\$75,822	\$20,660	\$15,290	\$6,797	\$15,800	\$134,369

Lennox	1,767	\$60,000	\$13,311	\$19,400	\$23,000	\$0	\$115,711
Miller	1,678	\$112,000	\$34,550	\$23,550	\$5,000	\$0	\$175,100
North Sioux City	2,019	\$194,924	\$82,323	\$64,100	\$25,800	\$14,000	\$381,147
Parkston	1,572	\$49,700	\$10,800	\$7,000	\$18,900	\$0	\$86,400
Philip	1,077	\$48,500	\$0	\$19,175	\$1,000	\$0	\$68,675
Platte	1,311	\$46,000	\$8,000	\$12,000	\$4,000	\$0	\$70,000
Salem	1,289	\$47,500	\$17,250	\$13,600	\$6,500	\$0	\$84,850
Sisseton	2,181	\$154,000	\$51,000	\$51,500	\$15,000	\$0	\$271,500
Webster	2,017	\$99,010	\$38,006	\$25,984	\$10,000	\$0	\$173,000
Wessington Springs	1,083	\$23,000	\$8,300	\$4,000	\$200	\$0	\$35,500

## PERSONNEL BENEFITS - POPULATION 1,000 TO 2,999

Dept.	Total FT Offer	Empl. Life Ins.	Empl. Hlth Ins.	Family Hlth Ins.	False Arst. Ins.	Workman's Comp.	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Diff. Pay	Uniform	Weapons	Vacation	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crime Prevent. Pgm.	Computerized	Ed. Benefits
Berresford	4	P	F	P	—	F	Y	Y	N	Y	N	Y	Y	Y	Y	N	L	3	Y	Y	Y
Box Elder	7	F	F	N	F	F	Y	Y	N	N	N	Y	Y	Y	Y	S	L	7	Y	Y	N
Canton	5	F	F	N	F	F	Y	Y	N	N	N	Y	Y	Y	Y	N	B	4	Y	Y	N
Chamberlain	6	F	F	—	F	F	N	Y	N	Y	N	Y	Y	Y	Y	N	L	3	N	Y	N
Clark	1	N	P	N	N	N	Y	N	N	N	N	N	N	Y	Y	N	N	2	N	Y	N
Deadwood	9	N	F	F	F	F	Y	Y	N	N	N	Y	N	Y	Y	N	B	6	N	Y	N
Elk Point	4	P	P	P	F	F	Y	Y	N	Y	N	Y	Y	Y	Y	N	B	2	N	Y	N
Freeman	2	N	F	P	F	F	Y	N	N	N	N	Y	Y	Y	Y	N	N	1	N	Y	N
Gregory	3	—	F	—	F	F	Y	Y	N	N	Y	Y	Y	Y	Y	N	B	2	N	N	N
Groton	3	F	F	P	F	F	Y	Y	N	N	N	Y	Y	Y	Y	N	N	1	Y	Y	N
Lemmon	3	N	P	N	F	F	Y	Y	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	N	2	N	Y	N



**Police Departments**  
**Serving Populations**  
**500 to 999**

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

<b>RANK</b>	<b>NUMBER</b>	<b>MINIMUM</b>	<b>25TH PERCENTILE</b>	<b>MEDIAN</b>	<b>75TH PERCENTILE</b>	<b>MAXIMUM</b>
Chief	28	\$12,000	\$17,774	\$19,200	\$23,150	\$27,500
Patrol Officer	11	\$13,500	\$14,400	\$16,488	\$19,250	\$20,100

Using Current Salaries as of January 1, 1997  
Salary Figures are Approximations

## BUDGET EXPENSES OF POLICE DEPARTMENTS - POPULATION 500 TO 999

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Arlington	908	\$43,000	\$9,700	\$7,300	\$0	\$0	\$60,000
Armour	854	\$29,450	\$6,060	\$920	\$2,400	\$500	\$39,330
Avon	576	\$43,000	\$11,000	\$3,000	\$0	\$0	\$57,000
Burke	756	\$25,500	\$7,150	\$14,750	\$4,000	\$0	\$51,400
Canistota	608	\$18,822	\$5,497	\$5,400	\$5,000	\$2,271	\$36,990
Castlewood	549	\$16,095	\$2,000	\$5,900	\$0	\$0	\$23,995
Elkton	602	\$18,000	\$2,877	\$2,550	\$0	\$1,050	\$24,477
Faith	548	\$41,250	\$14,000	\$8,000	\$2,750	\$2,000	\$68,000
Garretson	924	\$32,724	\$5,620	\$7,325	\$0	\$0	\$45,669
Harrisburg	727	\$20,241	\$4,532	\$6,680	\$0	\$0	\$31,453
Highmore	835	\$26,590	\$6,758	\$9,725	\$0	\$0	\$43,073
Jefferson	527	\$14,600	\$3,846	\$13,850	\$0	\$0	\$32,296
Kadoka	736	\$23,709	\$8,235	\$4,050	\$0	\$0	\$35,994
Lake Andes	846	\$60,000	\$16,600	\$8,350	\$3,050	\$0	\$88,000
Leola	521	\$34,200	\$5,600	\$2,800	\$5,000	\$0	\$47,600

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Marion	831	\$35,000	\$4,400	\$5,600	\$1,000	\$0	\$46,000
McLaughlin	780	\$64,000	\$15,832	\$13,900	\$4,200	\$8,518	\$106,450
Mission*	730	\$0	\$0	\$0	\$0	\$48,000	\$48,000
Murdo	679	\$27,500	\$7,535	\$5,355	\$12,500	\$0	\$52,890
New Underwood	553	\$18,000	\$1,400	\$2,500	\$500	\$0	\$22,400
Newell	675	\$30,000	\$4,215	\$2,785	\$0	\$0	\$37,000
Onida	761	\$25,000	\$7,712	\$1,680	\$4,800	\$0	\$39,192
Scotland	968	\$26,000	\$5,850	\$5,450	\$9,445	\$0	\$46,745
Selby	707	\$17,000	\$3,365	\$7,300	\$150	\$0	\$27,815
Tripp	664	\$42,000	\$13,500	\$8,200	\$0	\$0	\$63,700
Viborg	763	\$46,000	\$8,205	\$7,600	\$1,000	\$0	\$62,805
Waubay	647	\$30,000	\$0	\$7,500	\$10,000	\$0	\$47,500
White River	595	\$37,000	\$8,685	\$10,300	\$4,000	\$0	\$59,985
Whitewood	891	\$40,688	\$11,880	\$11,000	\$10,000	\$2,262	\$75,830

\* Mission did not provide a breakdown of the budget expenses.

## PERSONNEL BENEFITS - POPULATION 500 TO 999

Dept.	Total FT Officer	Empl. Life Ins.	Empl. Hlth Ins.	Family Hlth Ins.	Fire Aert. 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. Fgm.	Comput- erized	Ed. Benefits
Arlington	2	N	P	N	F	F	Y	Y	N	N	N	Y	N	Y	Y	N	L	1	N	Y	N
Armour	1	P	F	P	F	F	Y	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N
Avon	1	N	F	P	F	F	Y	N	Y	N	N	Y	N	Y	Y	B	N	1	N	N	N
Burke	1	P	F	F	F	F	N	N	N	Y	N	Y	Y	Y	Y	N	S	1	Y	Y	N
Canistota	1	N	F	P	F	F	N	N	N	N	N	Y	N	Y	Y	N	N	1	Y	N	N
Castlewood	2	F	F	F	F	F	N	N	N	N	N	Y	Y	Y	Y	B	N	2	N	N	N
Elkton	1	N	F	N	N	F	N	N	N	N	N	Y	Y	Y	Y	L	N	1	N	N	Y
Falch	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	P	F	F	Y	N	N	N	N	Y	Y	Y	Y	N	N	1	Y	Y	Y
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	S	N	1	N	N	Y
Jefferson	1	F	F	F	F	F	N	N	Y	N	N	Y	Y	Y	Y	S	N	1	N	Y	N
Kadoka	1	F	F	P	F	F	Y	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N
Lake Andes	3	N	F	N	---	F	Y	Y	Y	N	N	Y	N	Y	Y	B	B	2	N	Y	N
Leola	2	N	N	N	N	F	Y	N	N	N	N	Y	N	Y	Y	N	N	0	N	N	N
Marion	1	F	N	N	F	F	Y	Y	Y	N	N	N	Y	Y	Y	N	N	1	N	N	N
McLaughlin	2	N	P	N	F	F	N	Y	N	N	N	Y	Y	Y	Y	N	L	2	N	Y	Y

Dept.	Total FT Officer	Empl. Life Ins.	Empl. Hlth Ins.	Family Hlth Ins.	False Arst. Ins.	Workman's Comp.	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Diff. Pay	Uniform	Weapons	Vacation	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crime Prevent. Pgm.	Computerized	Ed. Benefits
Mission	1	N	N	N	N	F	N	N	Y	N	N	N	N	Y	Y	S	N	2	N	N	N
Murdo	1	N	N	N	F	F	Y	N	N	N	N	Y	N	Y	Y	S	N	1	N	N	N
New Underwood	1	N	P	N	N	F	Y	N	N	N	N	N	N	Y	Y	B	N	0	N	N	N
Nevell	1	F	F	P	F	F	Y	Y	Y	N	N	Y	Y	Y	N	N	N	1	Y	N	N
Onida	1	N	N	N	N	N	N	N	N	N	N	Y	N	Y	Y	N	L	1	N	N	N
Scotland	1	N	F	F	F	F	Y	Y	Y	N	N	Y	N	Y	Y	S	S	2	N	N	N
Selby	1	N	N	N	N	F	N	N	N	N	N	Y	Y	Y	Y	L	N	1	N	N	Y
Tripp	3	N	F	F	F	F	Y	Y	N	N	N	N	N	Y	Y	N	B	2	Y	Y	N
Viborg	2	P	P	—	F	F	Y	—	—	—	—	Y	—	Y	Y	N	B	1	N	Y	N
Waubay	1	N	F	P	F	F	N	N	N	N	N	Y	N	Y	Y	N	N	1	N	N	N
White River	2	—	F	N	F	F	N	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	N
Whitewood	1	F	F	F	F	F	Y	N	Y	N	N	N	Y	Y	Y	B	N	1	Y	N	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**

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

<b>RANK</b>	<b>NUMBER</b>	<b>MINIMUM</b>	<b>25TH PERCENTILE</b>	<b>MEDIAN</b>	<b>75TH PERCENTILE</b>	<b>MAXIMUM</b>
Chief	5	\$10,255	\$13,528	\$19,500	\$22,000	\$23,000
Patrol Officer	2	\$19,000	—	—	—	\$19,000

Using Current Salaries as of January 1, 1997  
Salary Figures are Approximations

**BUDGET EXPENSES OF POLICE DEPARTMENTS SERVING POPULATION: LESS THAN 500**

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Buffalo	488	\$19,500	\$0	\$0	\$0	\$10,500	\$30,000
Colman	482	\$19,600	\$1,600	\$4,800	\$6,000	\$0	\$32,000
Eagle Butte	489	\$61,000	\$18,400	\$35,000	\$5,000	\$0	\$119,400
Montrose	420	\$26,000	\$1,330	\$4,670	\$0	\$0	\$32,000
New Ellington	219	\$10,255	\$1,971	\$5,279	\$0	\$0	\$17,505

**PERSONNEL BENEFITS - POPULATION LESS THAN 500**

Depl.	Total FT Officer	Empl. Life Ins.	Empl. Fifth Ins.	Family Fifth Ins.	False Arst. Ins.	Workman's Comp	Retirement	Court Pay	Court Comp Time	Longevity Pay	Shift Diff. Pay	Uniform	Weapons	Vacation	Sick Leave	Comp Time for OT	Cash for OT	Total Veh. Owned	Crime Prevent. Pgm.	Computerized	Ed. Benefits
Buffalo	1	P	P	P	P	P	Y	N	N	N	N	Y	N	Y	Y	N	N	1	N	N	N
Colman	1	P	N	N	F	F	Y	N	N	Y	N	Y	Y	Y	Y	B	N	1	N	N	N
Eagle Butte	3	F	F	N	F	F	Y	N	N	N	N	Y	N	Y	Y	N	N	3	Y	Y	N
Montrose	1	N	N	N	F	F	N	N	Y	N	N	N	N	Y	Y	S	N	0	N	N	N
New Effington	1	N	P	N	N	P	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  
 Dashes indicate no response.

Overtime:  
 L=Overtime for line officers  
 S=Overtime for Supervisory Officers  
 B=Overtime for Both

## **PART-TIME POLICE DEPARTMENTS**

Seven part-time (8%) 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:

Chancellor	Isabel
Davis	Tabor
Emery	Tea
Hurley	

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

## **BUDGET**

The part-time departments operate on a combined income of \$125,105. Individual total incomes for these departments ranged from \$3,000 to \$51,720. City funds supported 100% of the combined total income available to these departments.

<b>BUDGET EXPENSES</b>	
Personnel Salaries	\$84,591
Personnel Benefits	\$9,921
Operating Expenses	\$30,593
Capital Outlay	\$0
Other	\$0
<b>TOTAL</b>	<b>\$125,105</b>

## **SIZE OF DEPARTMENT**

The seven responding part-time departments reported they employ 13 sworn officers. Two departments employ more than one officer. Tea employs 6 officers and Hurley employs 2 officers.

## **OFFICER SALARIES**

The salary range for the Chiefs was between \$4,300 and \$20,000. The average salary being paid to a part-time Chief was \$11,069. 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	5	38%
1 to 2 years	0	0%
3 to 4 years	2	15%
5 to 9 years	3	23%
10 to 14 years	1	8%
15 to 19 years	1	8%
20 to 24 years	0	0%
25 years or more	1	8%
<b>TOTAL</b>	<b>13</b>	<b>100%</b>

## 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	2	15%
Have a high school diploma	2	15%
Have completed less than two years of college	0	0%
Have completed two years of college	6	46%
Have completed Vo-Tech	1	8%
Have completed four years of college	2	15%
Have completed graduate work	0	0%
Have a graduate degree	0	0%
<b>TOTAL</b>	<b>13</b>	<b>100%</b>

Due to rounding, figures may not total 100%.

## BENEFITS

Only a few part-time departments offer benefit plans for their officers and their families. Health insurance is not offered to officers by the part-time departments.

The part-time departments indicated that they did not provide life insurance for their officers or their families.

The most common benefits provided among part-time departments are false arrest insurance (n=3) and workmen's compensation (n=3). A detailed table presented later in this section indicates which benefits are provided by individual part-time departments.

Two departments accumulate vacation hours yearly and one department accumulates vacation hours monthly. Two departments use "other" methods for accumulating vacation time. Two departments have a maximum number of vacation hours which may be accumulated ranging from 80 hours to 160 hours.

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

## **OVERTIME**

All seven of the part-time departments do not offer compensatory time to their employees for hours worked overtime. One department offers paid overtime.

## **VEHICLES**

The part-time departments own a total of 5 vehicles. Over three-fourths (n=4) are marked cars. One department owns a blazer. All seven departments report having no policy for vehicle replacement.

## **HOURS WORKED**

Reporting agencies indicated employees worked an average of 22 hours a week. The seven part-time departments did not report working any weekly overtime.

## **NATIONAL INCIDENT BASED REPORTING SYSTEM (NIBRS)**

One part-time department currently reports NIBRS to the State Program Office. Three departments indicated they plan to participate in NIBRS and two part-time departments indicated that they utilize another method of tallying major offenses occurring in their jurisdictions.

**ANNUAL SALARIES OF PART-TIME SWORN PERSONNEL**

<b>RANK</b>	<b>NUMBER</b>	<b>MINIMUM</b>	<b>25TH PERCENTILE</b>	<b>MEDIAN</b>	<b>75TH PERCENTILE</b>	<b>MAXIMUM</b>
Chief	7	\$4,300	\$5,200	\$11,440	\$16,344	\$20,000
Assistant Chief	1	\$4,000	—	—	—	\$7,900

Using Current Salaries as of January 1, 1997  
 Salary Figures are Approximations

## BUDGET EXPENSES OF PART-TIME POLICE DEPARTMENTS

DEPARTMENT	POPULATION	SALARIES	BENEFITS	OPERATING	CAPITAL	OTHER	TOTAL
Chancellor	276	\$5,000	\$800	\$800	\$0	\$0	\$6,600
Davis	87	\$2,490	\$210	\$300	\$0	\$0	\$3,000
Emery	417	\$3,757	\$4,195	\$16,833	\$0	\$0	\$24,785
Hurley	372	\$18,000	\$0	\$0	\$0	\$0	\$18,000
Isabel	319	\$16,344	\$1,216	\$3,440	\$0	\$0	\$21,000
Tabor*	403	\$0	\$0	\$0	\$0	\$0	\$0
Tea	786	\$39,000	\$3,500	\$9,220	\$0	\$0	\$51,720

\* Tabor Police Department budget expense totals were not available.

**PERSONNEL BENEFITS - PART-TIME DEPARTMENTS**

Dept.	Total Officer	Empl. Life Ins.	Empl. Hlth Ins.	Family Hlth Ins.	False Arst. 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. Fgn.	Comput- erized	Ed. Benefits
Chancellor	1	N	N	N	F	N	N	Y	Y	N	N	N	N	N	N	N	N	0	N	N	N
Davis	1	N	N	N	F	N	N	Y	Y	N	N	N	N	N	N	N	N	0	N	N	N
Emery	1	N	N	N	N	N	Y	N	N	N	N	Y	Y	Y	N	N	B	1	N	N	N
Hurley	2	N	N	N	N	N	N	N	N	N	N	N	N	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	Y	N	N
Tabor	1	N	N	N	N	F	Y	N	N	N	N	Y	Y	Y	Y	N	N	1	N	N	Y
Ten	6	—	—	—	—	P	N	Y	Y	N	N	Y	N	Y	N	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'.

## SPECIALIZED EQUIPMENT OWNED BY PART-TIME DEPARTMENTS

**Chancellor**

Radar

**Davis**

None

**Emery**

Bulletproof Vest  
Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Hand Held Radio  
Mace Canister  
Radar  
Sidearm  
Shotgun

**Hurley**

Bulletproof Vest  
Car Radio  
DWI Breath Analysis Kit  
Hand Held Radio

**Isabel**

Car Radio  
DWI Breath Analysis Kit  
Fingerprint Kit  
Hand Held Radio  
Radar  
Vehicle Cage

**Tabor**

Bulletproof Vest  
Car Radio  
Cell Phone  
DWI Breath Analysis Kit  
Hand Held Radio  
Mace Canister  
Radar  
Sidearm

**Tea**

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