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SALARY LEVELS AND FRINGE BENEFITS FOR
LAW ENFORCEMENT AGENCIES IN SOUTH DAKOTA



80712

SOUTH DAKOTA
STATISTICAL ANALYSIS CENTER

SALARY LEVELS AND FRINGE BENEFITS FOR
LAW ENFORCEMENT AGENCIES IN SOUTH DAKOTA

U.S. Department of Justice
National Institute of Justice

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Diane Beecher conducted the survey and prepared the report, with the assistance of the Statistical Analysis Center staff. Special recognition goes to Karen Neal, whose perseverance, good humor and typing skills made publication of this report a reality. Since a listing of a large number of data items undoubtedly contains a few errors, we would appreciate it if any inaccuracies were brought to our attention.

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¹Sheriffs' Offices

²Police Departments, Highway Patrol, Division of Criminal Investigation

LAW ENFORCEMENT SALARIES AND BENEFITS IN 1977

The core of this report is data from a survey on salaries and fringe benefits for 1977. The survey was mailed to all law enforcement agencies in South Dakota in July of 1977. It applied to sworn officers and covered salaries, several forms of extra compensation such as overtime pay, different types of paid days off, various kinds of insurance, retirement plans, policies for furnishing uniforms and equipment, and educational incentives.

Surveys were returned by both state agencies, and the response from sheriffs' offices and police departments was very good. A total of 57 sheriffs' offices (89%) filled out the questionnaire. Most (5) of the 7 nonrespondents were from the smallest counties, those with a population under 7000. Of the 168 towns which were sent questionnaires, over half (53%) returned them and had sworn police officers. Since it is probable that some of the towns which did not respond do not have sworn officers, the actual response rate may be higher. Responses were received from towns in each of the three city classes. Inspection of salaries of nonresponding agencies (available from another source) did not reveal any pronounced differences between the groups of agencies which did contribute data and those which did not. Thus, the data appears representative of law enforcement agencies in the state.

This publication can be used in a variety of ways: in bargaining, as documentation of an agency's position with regard to other agencies; in recruiting, as a concise statement of agency benefits; as a source of information, a basis on which to contact other agencies or companies for more information on specific benefits; and as an opportunity to examine salaries in the context of the whole fringe benefits package. To complement the data, general information about benefits available to or recommended for South Dakota law enforcement officers is presented.

In order to provide complete information, data from individual agencies is reported. In order to explain or qualify particular data items, a special section precedes the Salaries and Fringe Benefits tables and numerous footnotes have been added to the tables; proper use of the data requires consideration of these notes.

Sheriffs' Offices

The salaries and fringe benefits tables show that most sheriffs earn the amount dictated by statute. However, two counties in the lowest population category have supplemented the sheriff's salary.

Except in the smallest counties, most field deputy salaries average \$9,000-\$10,000, with better pay for chief deputies. The 11 counties with salary ranges for field deputies have differences between the minimum and maximum annual salary of \$600 to an atypical \$4,452 (which has inflated the average difference of \$1,443 somewhat). Of those that indicated how long it took to reach the maximum, the average was 3 years. Only one of the sheriffs' offices with deputy salary ranges had also established a range for the chief deputy; two others had an intermediate rank of sergeant deputy. Those agencies without salary ranges do not appear to have appreciably lower salaries than those with ranges. Among jailors, there are striking variations in terms of who serves, how much they are paid, and what forms their compensation takes. To some extent these variations may be due to differences in jail populations and jailor responsibilities.

Some benefits are noticeably more prevalent than others. All but two sheriffs' offices offer group health insurance. Paid vacation, sick leave, and false arrest insurance are provided in all counties with a population above 9,000 and in most of the smaller counties. However,

many agencies lack a retirement plan and many lack paid holidays. Most do not offer life insurance or special types of pay; none have shift differential pay. No clearcut patterns exist with regard to combinations of benefits.

The typical vacation period is 1 or 2 weeks initially, and 2 to 4 weeks after 15 years of service. Often there is only one increase in vacation time after the first year, or none at all. The variation in sick leave is more pronounced, with a range of 5 to 30 days possible in a single year and a range of 10 to 90 days accumulatable over time. Not all agencies allow sick leave to accumulate from year to year, and only 3 reimburse the individual for part of the unused leave. In fact, 16 agencies (all in counties with under 13,000 people) have an informal sick leave policy, which could be advantageous or disadvantageous to the employees depending on the circumstances and the decisionmakers.

Slightly under half of the health insurance plans reported were obtained through the state. The rest of the plans came from 9 different insurance companies, so numerous comparisons can be made by agencies seeking to adopt or evaluate plans. Only 13 agencies reported the total amount of life insurance that was available through the agency. Of these, 11 offered policies of \$5,000 or less; the agency actually paid for \$2,500 or less insurance in at least 10 of those cases. Retirement plans were more common (63% of the reporting agencies); most did not require retirement at a particular age.

Police Departments

Staffing patterns varied in first and second class cities, but in all except 2 of the reported cases where there were 3 or more full time officers in the police department, the chief and/or the assistant chief could earn at least \$9,000 per year. There were several departments in second and third class cities (usually involving fewer managerial responsibilities) where the salary of the chief was less than \$8,000 per year.

All of the first class cities had salary ranges for patrol officers. Starting pay ranged from \$8,225 to \$11,191, and officers could advance to a maximum of \$9,098 to \$13,256; the average difference between the minimum and maximum salary was \$1,636. Only about a fourth of the departments in second class cities had established ranges for their patrol officers, and the average difference between the minimum and maximum salaries of \$1,379 was slightly lower than that found in first class cities. The highest starting salary (\$8,635) and the highest final salary (\$10,740) were each only slightly higher than the lowest respective salaries in first class cities. Maximum salary for the departments with ranges would be reached anywhere from $\frac{1}{2}$ to 8 years after starting, usually in 1 to 4 years; the time period for advancement appeared to be independent of the base salary and of the size of the jumps between salary levels.

The 3 first class cities under civil service did have salary ranges, but the 2 second class cities did not. The size of the department does not appear to correlate highly with the amount or presence of a salary range. Patrol salaries in second class cities without ranges averaged from \$6,900 to \$9,734 -- overall, these averages did not seem substantially smaller than the averages which would likely be found in the cities with ranges. Further, in neither case was there much opportunity to advance across ranks. Although salaries and benefits do tend to increase with city class, most of the police departments in South Dakota do not offer salary and benefit structures which would enhance the appeal of law enforcement as a career choice.

Almost all of the first and second class cities and about 2/3 of the third class cities reported having paid vacation leave. Officers in first class cities were granted from 5 to 15 days at the end of their first year, while officers in other cities had 2 weeks or less. Time off increased to 15-38 days in first class cities at the end of the 15th year, 7-28 days in second class cities, and only 7-14 days in third class cities. There was some increase in vacation leave over time in almost 75% of the cities. The most common patterns were a one week jump over a 5 year period or two jumps of one week each over two 5 year periods.

Most of the agencies with vacation leave also had sick leave. The amount granted yearly ranged from 3 to 30 days where there was a formal policy, and the extent to which sick leave could be accumulated varied considerably across departments. Although paid holidays supplemented other paid time off in all but one of the first class cities, only about a third of the second and third class cities reporting granted paid holidays to police officers. There were as few as 4 to as many as 14 paid holidays per year. Quite a few departments pay for court time and/or overtime. However, shift differential pay is found only in first class cities, and longevity pay occurs in only eight first class and two second class cities.

All first class cities supply health and life insurance and retirement plans, but only 7 of the 10 departments responding had false arrest insurance (38% in second class cities). Health plans were more numerous than life or retirement plans in all city classes, and the next most common health insurer after the state's Blue Cross/Blue Shield plan was Banker's Life. Only about a third of the agencies which made group life insurance available to their employees actually paid for more than \$2,500 of the insurance.

One issue in evaluating salaries and benefits is what reference points should be selected. That is, should police salaries be compared to police salaries in other South Dakota towns, to police salaries in towns outside of South Dakota, to salaries of city government employees in the same town, or to wages in private industry? Should pay for both sheriffs and deputies be set by size of county? Should the responsibilities of the agency (e.g., countywide law enforcement) be taken into consideration? Further, should the hours worked and the benefits package affect the determination of salaries? Currently both hours worked and the form and onset of overtime pay (if any) vary across agencies. Neither these nor the specific benefits offered seem to bear a clear and consistent relationship to salary levels.

Are salaries and benefits in sheriffs' offices relevant to those in police departments? Whether or not police and sheriff agencies of like size should be compared, similarities do exist. Generally, salaries and benefits appear to improve as agency size increases. Health insurance is widely available, and there are a number of "burial" policies. Paid holidays, retirement plans, and special types of pay are offered in a portion of both sheriffs' offices and police departments. Some of each kind of agency give their part time officers a full set of benefits, while others provide only a part or none of the benefits given to full time officers; hourly wages vary from \$2.25 to \$5. There are no definitive patterns apparent in the salary and benefit structures. For the most part, the laws governing benefits for law enforcement agencies in cities and counties are the same (exceptions include the exclusion of sheriffs' offices from the state's Class B retirement plan and a restriction on the percentage of life and health premiums which can be paid for county employees).

Another pertinent question is who should assume leadership in obtaining more satisfactory salaries and benefits. One problem in this area is the size of most agencies. Only 12 agencies reported existing law enforcement, city, or county associations which they could join for bargaining purposes. Chief executives differ in the amount of knowledge they possess about fringe benefits, and in some cases management may be unfamiliar with potential benefits. For example, some agencies reported that they had "all" paid holidays, others confused "personal days" with days off, and a few thought that longevity pay was a cost-of-living raise.

A second problem is the diversity found across the state, which makes it difficult to propose suitable standards. This is particularly evident in the uniform and personal equipment policies. Not only did the amount contributed by the employee range from nothing to 100%, but also the total amount put into one officer's uniform and equipment varied tremendously, from nothing (or use of own clothes) to over \$500 for the initial outlay and even the annual replacement; additional variation would occur because of "as needed" supplements. There are organizations which could provide a forum for discussion and develop guidelines, e.g., the Peace Officers' Association, FOPs, the Sheriffs' Association.

The following observations stem from an examination of local law enforcement agencies' responses to the 1977 salaries and fringe benefits survey:

- (1) Although entry level salaries may be increasing and salaries in the largest agencies adequate, overall salaries in sheriff and police agencies are lower than one would expect for professional law enforcement officers, and there is not much room for advancement.
- (2) Salaries and benefits are so different across agencies that there is a real choice for a person seeking a job in terms of the monetary and fringe benefits he or she would receive for similar services.
- (3) The third class cities and many of the smallest counties have very few fringe benefits. One of the factors in deciding whether to consolidate law enforcement resources should be the effect that lack of paid vacation, etc., has on the officer as well as on his ability to receive training and advance professionally.
- (4) Survey results indicate that a large proportion of agencies have chosen to obtain health insurance and/or a retirement plan from the state. South Dakota laws govern these plans, as well as sheriffs' salaries and fees, collective bargaining, transportation of prisoners, and other issues directly or indirectly relevant to law enforcement; therefore legislation passed in any of these areas could affect numerous law enforcement agencies. Attention should be paid both to existing laws and to proposed changes.
- (5) Many law enforcement agencies deal with some of the basic fringe benefits and extra forms of pay on an informal basis. Examples include number of sick leave days and hours after which overtime compensation is granted. Agencies' attempts to state policy sometimes resulted in contradictory information, such as when describing how uniforms were paid for or whether part time officers received the same benefits as full time officers. Although some instances may have been due to the way questions were stated or the complexity of the policy as compared to the question, others may have been a reflection of difficulties in applying vague policies or a reflection of contradictions between policy and practice. This type of problem was not measured by the survey, but inspection of the responses points to the value of weighing the advantages and disadvantages of explicit policy statements as opposed to loose rules.
- (6) The sizes of South Dakota cities and counties are generally too small to warrant the establishment of civil service systems. Few employee associations exist for bargaining purposes. Thus the responsibility for obtaining higher salaries and better fringe benefits will continue to remain with management in the near future. The data from the salaries and fringe benefits survey, along with other information presented in this report, can serve as a tool for managers.

NOTES ON SURVEY ITEMS

This section provides some specific information about the data shown in the Salaries and Fringe Benefits tables. Footnotes attached to the tables should also be examined before using the data.

Sworn officers. This category should refer to the total numbers of full time and part time sworn officers authorized on January 1, 1977. No distinctions were made between agencies with different types of responsibilities (e.g., countywide law enforcement).

For a number of reasons, agencies differed with respect to which employees they reported as sworn and which as full time. Sometimes jailors or dispatchers are sworn but have not been certified; some agencies swear in their secretary/dispatcher and send her to DCI for training; and so forth. Thus, care should be exercised in drawing conclusions from comparisons of number of sworn officers. Duties assigned to sworn personnel in one agency may overlap or be the same as those assigned to nonsworn personnel in another agency.

Salaries. The authorized annual salary range for each position filled by full time sworn officers was requested. In addition, the number of years of service required to reach the maximum salary was requested if advancement depended at least partly on length of service. Many departments do not have salary ranges so they must negotiate salaries on a year-to-year basis. In those cases, actual salary for 1977 was entered; if more than one person filled the position, the average salary was reported.

Since counties and cities operate within a calendar year changes in salaries are most likely to occur in January, but some of the salaries shown may include mid-year raises. Salaries reported for sheriffs and state law enforcement officers were those in effect on July 1. Salaries as of January 1, 1977 from several police departments not responding to the survey are listed in separate tables.

Benefits checklist. The survey contained a list of items covering various kinds of paid days off, various kinds of insurance, a retirement plan, and different types of special pay or compensation. These are presented in checklist form so that an overview of the agency's salaries and benefits is available from an examination of Table 1 (counties) or Table 5 (cities).

It should be emphasized that vacation, sick leave, and holidays all refer to paid time off. Shift differential pay means that a different rate of pay applies for each of the shifts established by an agency. Longevity pay is a fixed addition to one's salary based on years of service to the agency--not a cost-of-living raise. Overtime pay can be in the form of money or time off, even if the policy is somewhat subjective (hours necessary before overtime is in effect not officially specified). A personal day is extra time off which can be taken for whatever the individual wishes; vacation time or rescheduled time off does not fit the definition.

Social security and worker's compensation were excluded from the checklist since all employees are covered. Each governmental unit is obligated by South Dakota law to provide worker's compensation. It may do so via purchasing insurance, but that insurance would provide more security for the government without increasing protection for the employee.

Vacation days, sick days, and holidays. When an agency gave its vacation leave as one or more "weeks", this was converted into days at 7 days per week. Some agencies discussed a week of vacation in terms of 7 days, others in terms of 5 or 6 days; this did not always correspond to their normal work weeks. Thus comparisons would be approximate due to differences existing in the reporting of vacation days. Annual and accumulatable sick leave was labeled "informal" when it was available but the definition of a reasonable amount had been left to common sense and the agency. Since the number of holidays varies across cities and counties and since some agencies may take extra holidays that are declared by the governor, no substitute could be made for the word "all" when an agency responded that its employees celebrated "all" holidays.

Health and life insurance. Group health or life plans are generally less expensive than ones which could be purchased by individuals, so available plans are listed even if the employer does not pay part of the premium. The employer contribution for health insurance was shown as the percentage of the employee's premium paid. This was intended to refer only to the employee, but many agencies apparently interpreted it as the amount the employee paid for his or her family as well; values given in the tables may refer either to a percentage based on the employee premium or on the employee plus family premium.

The employer contribution for life insurance was expressed as the dollar value of the insurance purchased--for example, if 50% of a \$10,000 policy were paid by the employer, the agency would be furnishing \$5,000 in life insurance. Occasionally life insurance equivalent to the employee's annual salary is provided, so not all employees would receive the same benefit.

Hours worked. Working hours vary in number and flexibility across departments, and they may vary within a department according to workload. To allow for this diversity, the average number of hours officially scheduled or regularly worked each week was requested. If a range of hours was given, the mid-point (rounded) was entered in the table. Further, the agency was asked to note whether officers frequently work more than those hours. This was designed to accommodate the large number of agencies in which officers are always on the job for at least a certain number of hours each week but generally put in more time because of a heavy workload. When an agency answered that these hours were "varied" or "on call," or gave some other indication that the workload was quite irregular, no check was made in that column.

It is often difficult, particularly in a rural state like South Dakota, for law enforcement officers to come up with a meaningful estimate of time spent on the job to use for comparison purposes. However, all reported hours, except those for sheriffs, were listed.

Uniforms and equipment. In order to allow for the variety of ways agencies handle the provision of uniforms and equipment for their officers, survey questions asked whether the agency furnished uniforms and/or equipment "as needed" or by means of an allowance and how much the officer had to contribute in addition to any funds from the agency. The answers to these questions and to the initial checklist items for uniform and equipment purchase and replacement are presented together.

Their usefulness is limited by several problems. Some agencies apparently defined "equipment" to include their agency equipment budget rather than just the officer's gear. Many agencies either partially filled out the question, leaving some ambiguity, for example, as to whether the individual is initially outfitted by himself or the agency, or they supplied contradictory information such as full payment by both the individual and the agency. The percentage the individual was scheduled to pay did not always tally with the percentage he or she did pay.

The survey did not measure those instances in which agencies provide an allowance but encourage officers to share if, for example, one person needs extra money to defray start-up costs. Information about maintenance allowances (e.g., for cleaning as opposed to replacement) and vehicles (reimbursement for use of own vehicle) was included in footnotes when an agency added it to their answer.

Educational incentives. A distinction is often made between education and training. Since training is directly applicable to one's job performance and is less of a fringe benefit than a necessity for both the officer and the agency, training policies were not addressed in this survey. However, a number of agencies appear to have answered the educational incentive questions in terms of DCI training rather than academic coursework; those agencies could not be identified for certain.

The column for provision of tuition may have been checked by some because of the loan or grant money available to all officers through LEEP, which is described in the last section of this report. Extended leave should refer to at least one month, and would usually be for a year. Other headings should be self-explanatory.

TABLE 1
SALARIES AND FRINGE BENEFITS: OVERVIEW

County	1970 Popu- lation	Sworn Officers ^a		Annual Sheriff 7/1/77	Annual Salaries for Full Time Sworn Officers			Jailor Compensation			Years To Maximum Salary (Deputy)	Benefits Checklist														
		Full Time	Part Time		Min.-Max. (or Current)	Field Deputy Min.-Max. (or Average)	Office Deputy Min.-Max. (or Average)	Annual Salary	Meals	Housing		Utilities	Other Pay/ Step Info	Vacation	Sick Leave	Holidays	Health	Life	Accident/ Disability ^c	False Arrest ^d	Retirement	Shift Dif- ferential	Court Time	Overtime	Longevity	Other
Population 50000 and over																										
Minnehaha	95209	37	0	16000	12500 ^{e,f}	9636-11292	9240 ^g	8760-10356 (3 yrs.)			3															
Pennington	59349	23	0	16000	15900 ^h	9228-13680	-	6936- 8184 (3 yrs.)	x		6	X	x	x	x	x	x	x	x	-	x	x	x	-	-	-
Population 30000 - 49999																										
Brown	36920	10	5	15000	11700	9000- 9900	6420 ⁱ	9300 head jailor	j				x	x	x	x	x	-	x	x	-	-	-	x	-	k
Population 20000 - 29999																										
Beadle	20877	5	0	14500	10200	9600	-	1620 ^l					x	x	x	x	-	x	x	x	-	-	-	-	-	k
Brookings	22158	4	1	14500	12931	11859	-	6000 matron					x	x	-	x	m	x	x	x	-	-	-	x	-	k
Population 18000 - 19999																										
Codington	19140	3		14000	-	9240	-	-					x	x	-	x	x	x	-	-	-	-	-	-	-	-
Yankton	19039	4	1	14000	11500	7800-10200	6420	-			2½		x	x	x	x	-	-	x	x	-	-	-	-	-	-
Population 13000 - 17999																										
Davison	17319	4		13500	12000	9600	7200 ⁿ	7800; 2.50/hr for PT	x x				x	x	x	x	-	-	x	x	-	-	-	-	-	-
Fall River/ Shannon	15703	5	0	13500 ^o	-	8400- 9000	-	-					x	x	-	x	-	-	x	x	-	-	-	-	-	-
Lawrence	17453	6		13500	12540	10500	-	8000					x	x	x	x	x	x	-	-	-	-	-	-	-	-
Population 11000 - 12999																										
Clay	12923	3	0	13000	10500	9300	-	-					x	x	-	x	x	x	-	-	-	-	-	-	-	-
Hughes	11632	6	2	13000	8361- 9734 ^p	8361- 9734	5940 ⁿ	(deputy)	x x	3	X	x	x	x	x	-	-	x	x	-	-	-	-	-	-	-
Lake	11456	4	0	13000	10800	9600	-	300	x x x				x	x	x	x	-	-	x	x	-	-	-	-	-	-
Lincoln	11761	2	1	13000	-	9900	-	-					x	x	x	x	-	-	x	x	-	-	-	-	-	-
Roberts	11678	2	0	13000	-	8700	-	-					x	x	-	x	-	-	x	-	-	-	-	-	-	-
Population 9000 - 10999																										
Charles Mix	9994	3		12500	9960	9360	-	-					x	x	-	x	x	x	-	-	-	-	-	-	-	-
Grant	9005	2	0	12500	-	9000	-	-					x	x	x	x	-	-	x	-	-	-	-	-	-	-
Hutchinson	10379	2	0	12500	-	8900	-	-					x	x	x	x	-	-	x	-	-	-	-	-	-	-
Spink	10595	5	0	12500	10080	9500	-	(chief deputy)	x x			X	x	x	x	x	-	-	x	x	-	-	-	-	-	k
Turner	9872	2	2	12500	-	10200	-	-					x	x	x	x	-	-	x	x	-	-	-	-	-	q
Union	9643	3	0	12500	-	10200	-	-				X	x	x	-	x	-	-	x	-	-	-	-	-	-	-
Population 7000 - 8999																										
Bon Homme	8577	4	4	12000	-	9360	-	5600 jailor, 4416 matron					x	x	x	x	-	-	x	x	-	-	-	-	-	-
Butte	7825	4	2	12000	-	9300	6120 ⁿ	1800					x	x	x	x	-	-	x	-	-	-	-	-	-	-
Day	8713	1	1	12000	-	-	-	6000					x	x	x	x	-	-	-	-	-	-	-	-	-	-
Kingsbury	7657	2	0	12000	-	8400	-	1380					x	x	-	-	-	-	-	-	-	-	-	-	-	-
McCook	7246	7	0	12000	-	9000-10200	-	-					x	-	-	x	-	-	-	-	-	-	-	-	-	q
Moody	7622	0	0	12000	-	8100- 9000	-	-					x	x	-	x	-	-	x	-	-	-	-	-	-	-
Walworth	7842	1	0	12000	-	-	-	1920					x	x	-	x	x	x	x	-	-	-	-	-	-	-

SEE FOOTNOTES AT END OF TABLE

TABLE 1 (Continued)
SALARIES AND FRINGE BENEFITS: OVERVIEW

County	1970 Population	Sworn Officers ^a		Annual Salaries for Full Time Sworn Officers			Jailor Compensation			Years To Maximum Salary (Deputy)	Benefits Checklist																
				7/1/77	Chief Deputy	Field Deputy	Office Deputy	Annual Salary	Meals		Housing	Utilities	Other Pay/Step	Infob	Vacation	Sick Leave	Holidays	Health	Life	Accident/Disability	False Arrest	Retirement	Shift Differential	Court Time	Overtime	Longevity	Other
					Min.-Max. (or Current)	Min.-Max. (or Average)	Min.-Max. (or Average)																				
Population 0 - 6999																											
Aurora	4183	2	0	11500	-	8163	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bennett	3088	6	0	11500	8700	7800- 8400	-	900	-	cert.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Brule	5870	3	1	11500	-	8100	-	(deputy)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Buffalo	1739	1	0	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Campbell	2866	1	1	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clark	5515	1	1	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Corson	4994	3	0	11500	-	7200	-	1800	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Custer	4698	5	1	13680	10200	9324	8880	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Deuel	5686	2	1	11500	-	8700	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Dewey	5170	1	1	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Douglas	4569	1	1	11500	-	-	-	2.65/hr	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Faulk	3893	4	1	11500	8940	8040- 8640	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Gregory	6710	2	1	12500	-	8400	-	720	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Haakon	2802	1	0	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Hamlin	5171	2	1	11500	-	8400	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Harding	1885	1	1	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jerauld	3310	2	1	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Jones	1882	1	1	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Lyman	4060	2	1	11500	-	9600	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
McPherson	5022	1	1	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Marshall	5965	5	1	11500	9699	8100- 9287	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mellette	2420	1	1	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Miner	4454	2	2	11500	-	8400	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Perkins	4769	2	2	11500	-	8100	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Potter	4449	6	0	11500	9600 ^f	8100	-	none (PT deputy)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sanborn	3697	2	0	11500	-	6660	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stanley	2457	1	0	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sully	2362	1	1	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Ziebach	2221	1	0	11500	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

SEE FOOTNOTES AT END OF TABLE

TABLE 1 FOOTNOTES

- ^a Totals may include more sworn officers than the sheriff and deputies (e.g., jailor or office deputy).
- ^b Salaries for nonsworn employees or information about steps between minimum and maximum pay levels are given in the Supplemental Salary Information table for each agency marked with an X.
- ^c May be covered within another policy such as health: for state affiliates, disability income can be earned under retirement after 3 years of service and lump sum payments for dismemberment can be obtained under life; no checks were added to reflect this or worker's compensation coverage.
- ^d Includes compensatory time off.
- ^e Also salary of jail administrator
- ^f Sergeant deputy rank exists in Minnehaha county (\$11100) and in Potter county (\$9000).
- ^g Air Guard deputy
- ^h Administrative assistant earns \$15264.
- ⁱ Chief office deputy earns \$7200.
- ^j Matron receives \$100 per month credit on housing.
- ^k Personal days--single days off, with pay, supplementing vacation leave (some misunderstandings possible - should not refer to regular days off or compensatory time off); at Brookings, one extra day can be taken off every third week (no accumulation).
- ^l No jailor after 8/1/77 (new correctional center)
- ^m Membership in the Peace Officers Association paid for some officers, includes nominal amount of life insurance
- ⁿ Sworn secretary
- ^o Sheriff's pay based on combined population of both counties
- ^p Maximum will increase by \$960 in 1978 (vs. \$480 increase for field deputy).
- ^q Payments other than worker's compensation for on-duty injuries

TABLE 2
SALARIES AND FRINGE BENEFITS: DETAILS ON SELECTED BENEFITS

County	Civil Service ^a Employee Association ^b		Vacation Leave: Days Per Year After Years of Service				Sick Leave				Health Insurance		Life Insurance		Retirement Source of Plan	Hours Worked Per Week				Overtime Compensation				Longevity Pay Formula (YS = years of service)		
			1	5	10	15	Days per Year	Limit (Days)	Reim- bursement ^a Paid	Holidays	Company ^c	Employer Contri- bution	Amount Avail- able	Amount Furn- ished by Employer		Compulsory Retirement Age	Regular (Field)	Extra ^d	Regular (Office)	Extra ^e	Time Off	Time Off at 1 ¹ / ₂	Straight Pay		Pay at 1 ¹ / ₂	Hours Before Effective
Population 50000 and over																										
Minnehaha	N	L	10	10	15	15	12	90	N	9	Prudential	50%	5000	1000	state	65	40	40	-	-	X	40	\$5mo for each 5 YS			
Pennington	N	N	10	15	15	15	12	75	N	9		50%	-	-	state		40	X	-	f	-	X	40	-		
Population 30000 - 49999																										
Brown	N	N	5	10	14	14	14	90	Y	9	BCBS(S) ^g	100%	2000	1000	state	no	40	X	40	h	-	-	-	45	-	
Population 20000 - 29999																										
Beadle	N	N	0	10	10	10	6	30	N	8	BCBS(S) ^g	100%	-	-	state	65	40	X	-	-	-	-	N/A	-		
Brookings	N	N	14	14	21	21	14	14	N	0	BCBS(S) ^g	50%	-	-	state	no	54	X	-	-	-	-	N/A	\$4mo X (YS-3); \$48mo max at 15 YS		
Population 18000 - 19999																										
Codington	N	N	7	14	21	21 ⁱ	14	28 ⁱ	N	0	BCBS(S)	100%	-	-	state	no	-	-	-	-	-	-	N/A	-		
Yankton	N	N	10	10	10	10	12	24	N	0	BCBS	50%	-	-	agency		40	X	35	-	-	-	N/A	-		
Population 13000 - 17999																										
Davison	N	N	14	14	14	14	7	28	N	7	BCBS	50%	-	-	state	no	40	X	40	X	-	-	-	-	-	
Fall River/ Shannon	N	N	6	15	18	18	12	60	Y ^j	0	BCBS(S) ^g	100%	-	-	state		-	-	-	-	-	-	N/A	-		
Lawrence	N	N	14	14	21	21 ⁱ	12	12	N	8	Pacific Mutual	50%	4000	2000	state	no	40	-	-	-	-	-	N/A	-		
Population 11000 - 12999																										
Clay	N	N	14	14	14	14	informal	N	0	BCBS	50%	-	-	state		40	X	-	-	-	-	N/A	-			
Hughes	N	N	10	15	15	15	12	40	N	8	BCBS(S)	100%	-	-	state	no	40	X	40	-	-	X	40	-		
Lake	N	N	5	10	15	20	10	10	N	8	BCBS(S)	50%	-	-	state	no	60	-	-	-	-	-	N/A	-		
Lincoln	N	N	7	10	14	21	12	12	N	12	Time	50%	-	-	state	65	40	X	-	-	-	-	N/A	-		
Roberts	N	N	5	10	10	10	informal	N	0	BCBS(S) ^g	(100%)	-	-	-	no	-	-	-	-	-	-	-	60	-		
Population 9000 - 10999																										
Charles Mix	N	N	7	14	14	14	12	60	N	0	Time	50%	-	-	state	no	50	-	-	-	-	-	N/A	-		
Grant	N	N	7	14	21	21	5	30	N	all	BCBS(S) ^g	(100%)	-	0	state	65	58	-	-	-	-	-	N/A	-		
Hutchinson	N	C	12	12	12	12 ^k	12	72	N	10	BC	50%	-	-	state	no	-	-	-	-	-	-	N/A	-		
Spink	N	N	12	12	12	12	12	18	N	9	BCBS(S)	100%	-	-	state	65	50	-	-	-	-	-	N/A	-		
Turner	N	N	14	14	14	14	5	15	N	8	BCBS	50%	-	-	state	no	X	-	-	-	-	-	N/A	-		
Union	N	N					8	10	N	0	BCBS(S) ^g	50%	1000	1000	state	no	80	-	-	-	-	-	N/A	-		
Population 7000 - 8999																										
Bon Homme	N	N	10	12	15	20	30	60	N	all	BCBS	-	-	-	state	no	55	X	-	X	-	-	45	-		
Butte	N	N	14	14	21	21	informal	N	8	Lincoln National	50%	2000	1000	state	no	50	40	-	-	-	-	-	N/A	-		
Day	N	N	14	21	28	28 ⁱ	30	30	N	0	Time	50%	-	-	-	no	-	-	-	-	-	-	N/A	-		
Kingsbury	N	N	14	14	14	14 ⁱ	informal	N	0	Time	50%	-	-	-	-	-	-	-	-	-	-	-	N/A	-		
McCook	N	N	7	14	14	14	0	0	-	0	BCBS	50%	-	-	-	no	55	X	-	-	-	-	N/A	-		
Moody	N	N	14	14	14	14 ⁱ	informal	N	0	BCBS(S) ^l	50%	-	-	-	no	48	-	-	-	-	-	-	N/A	-		
Walworth	N	N	10	12	12	15	informal	N	0	Time	50%	4000	-	state	no	-	-	-	-	-	-	-	N/A	-		

SEE FOOTNOTES AT END OF TABLE

TABLE 2 (Continued)

SALARIES AND FRINGE BENEFITS: DETAILS ON SELECTED BENEFITS

County	Civil Service Employee Association		Vacation Leave: Days Per Year After Years of Service				Sick Leave			Health Insurance		Life Insurance		Retirement		Hours Worked Per Week					Overtime Compensation		Longevity Pay Formula (YS = years of service)						
			1	5	10	15	Days per Year	Limit (Days)	Reimbursement ^a	Paid	Holidays	Company ^c	Employer Contribution	Amount Available	Amount Furnished by Employer	Source of Plan	Compulsory Retirement Age	Regular (Field)	Extra	Regular (Office)	Extra	Time Off		Time Off at 1/2	Straight Pay	Pay at 1/2	Hours Before Effective		
			1	5	10	15	Days per Year	Limit (Days)	Reimbursement ^a	Paid	Holidays	Company ^c	Employer Contribution	Amount Available	Amount Furnished by Employer	Source of Plan	Compulsory Retirement Age	Regular (Field)	Extra	Regular (Office)	Extra	Time Off		Time Off at 1/2	Straight Pay	Pay at 1/2	Hours Before Effective		
Population 0 - 6999																													
Aurora	N	N																											
Bennett	N	N	7	14	14	14	0	0						state		X													
Brule	N	N	7	14	14	14	12	30						no	54	m													
Buffalo	N	N	0	0	0	0	0	0						no	40	X													
Campbell	N	N	0	0	0	0	0	0						state															
Clark	N	N	7	14	14	14	informal							state															
Corson	N	N	14	14	14	14	informal							no															
Custer	N	N	10	15	20	20	6	80						state	65	84	X												
Deuel	N		14	14	14	14	0	0						no		P	X	40			X	X							
Dewey	N		0	0	0	0	0	0						no															
Douglas	N	N	7	15	15	15	12	30																					
Faulk	N	N	10	10	10	10	informal							state	65														
Gregory	N	N	10	10	10	10	10	10						state	65	40	X												
Haakon	N	L	7	21	21	21	12	12																					
Hamlin	N	N	10	10	15	15	12	70								40	X												
Harding	N	L					informal							state	no														
Jerauld	N	N	10	12	14	16	12	24						no															
Jones	N	N	0	0	0	0	informal							67															
Lyman	N	N	0	0	0	0	0	0						state	no														
McPherson	N	N	0	0	0	0	informal							state	no														
Marshall	N	N	12	12	12	12	12	12						state	no														
Mellette	N	N	14	14	14	14	informal							state	no														
Miner	N	N					informal							state	no														
Perkins	N	N	14	14	14	14	0	0						no	70														
Potter	N	N	10	10	10	10	informal							no															
Sanborn	N	N	14	14	14	14	10	15						state	no														
Stanley	N	N	0	0	0	0	0	0																					
Sully	N	N	10	10	15	15	12	12																					
Ziebach	N	N	0	0	0	0	informal							state	no														

SEE FOOTNOTES AT END OF TABLE

TABLE 2 FOOTNOTES

^ay for yes, N for no

^bAssociations that officers could join for bargaining purposes can be primarily law enforcement (L), for all county employees (C), or not existent (N).

^cPlans obtained through state (S) government are so marked; otherwise agencies with plans have contracted directly with the company for a group plan. BC stands for Blue Cross, BS for Blue Shield.

^dThis question was intended to refer only to the portion of the premium for the employee paid by the agency, but it may have been interpreted by some as the percent paid of the entire employee/family premium. The state-affiliated employer must pay 100% of the premium for the employee and may pay for dependent coverage; no changes were made in these responses, but "(100%)" was inserted when no percent was given.

^eChecked if officers were reported to frequently work more than hours officially scheduled/regularly worked (shown in column to left).

^fIf holiday worked, equivalent time off later

^gThe agency did not report that they were on the state BCBS plan, but a South Dakota Department of Labor list shows that the county is affiliated. Percent figures under 100% were not adjusted, except as noted in d.

^hMay be less than actual overtime worked.

ⁱEach specification of 1 or more "weeks" was turned into days at 7 days per week.

^j30 days upon retirement

^kUp to 24 days may accumulate.

^lAccording to the South Dakota Department of Labor, the county is not affiliated with the state plan. The county seat is affiliated, so employees paid for countywide law enforcement could be covered.

^mChief deputy

ⁿ\$3 per hour

^oAccording to salary

^pChief deputy 50, deputy 45

^qEmployee only

^rFull vacation time seldom taken

TABLE 3
SALARIES AND FRINGE BENEFITS: UNIFORMS, EDUCATIONAL INCENTIVES, AND PART TIME EMPLOYEES

County	Uniforms (b) and Officer Equipment (E) ^a						Educational Benefits/Incentives ^d							Part Time Sworn Officers					
	U Pur/Rep ^b	E Pur/Rep ^b	Agency Funding Via Allocation (\$) and/or As Needed (*)		Necessary or Usual Officer Contribution			Checklist	Shift Reassignment	Time Off, No Pay	Time Off, Paid	Tuition	Higher Starting Salary	Salary Raise	Promotion	Extended Leave	Annual Salary	Hours Per Week	Checked Benefits Received ^f
			Initial	Annual Replacement	Initial	Annual Replacement	Percent of Cost ^c												
Population 50000 and over																			
Minnehaha	X	X	\$200U,E; *U,E	\$150U,E															
Pennington	X	X	\$250U; *E	\$150U; *E															some
Population 30000 - 49999																			
Brown	X		N/A	\$150U,E	N/A		50%U; 90%E									2.99hr ^g			some
Population 20000 - 29999																			
Beadle	X	X	*U,E	*U,E															
Brookings	X	X	*U,E	*U,E															some
Population 18000 - 19999																			
Codington	X	X	*U,E	*U,E															N/A
Yankton	X		\$150U	*U			0%U,E												some
Population 13000 - 17999																			
Davison	X	X	\$200U; *E	\$200U; *E															
Fall River/Shannon	X	X	*U,E	*U,E	\$266U; \$200E	\$150U; \$50E	0%U,E	X	X							4.00 to 5.00hr			some
Lawrence	X	X	*U,E	*U,E			100%U,E												N/A
Population 11000 - 12999																			
Clay	X	X	*U,E	*U,E															some
Hughes	X	X	\$200U; *E	\$200U; *E			0%U,E												N/A
Lake	X	X	*U,E	*U,E			0%U,E									4.02hr			some
Lincoln	X	X	\$500U,E(1st issue)	*U,E			0%U,E	X	X										some
Roberts	X	X	\$0U	\$0U			0%U,E									2.40hr ^g			some
Population 9000 - 10999																			
Charles Mix	X	X	\$750U	\$750U	\$250U	\$250U	25%U; 0%E ^h	X											none
Grant	X	X	\$300U; *E	*U,E			0%U,E												N/A
Hutchinson	X	X					100%U; 0%E ⁱ												N/A
Spink	X	X	*U,E	*U,E			0%U,E	X	X	X	X	X	X	X	X				N/A
Turner	X	X		*U,E			50%U												N/A
Union	X		\$100U; \$400E		\$75U		30%U; 0%E												none
Population 7000 - 8999																			
Bon Homme	X	X	\$200U,E; *E	\$100U,E; *E			0%U,E	X								4600			all
Butte	X	X	*U,E	*U,E			0%U,E									3.00hr	25		N/A
Day				no uniforms												25day			none
Kingsbury					\$291U		100%U,E	X	X	X	X	X	X	X	X				N/A
McCook	X	X	\$300U,E	\$100U,E			0%U,E	X	X	X	X	X	X	X	X				N/A

SEE FOOTNOTES AT END OF TABLE

TABLE 3 (Continued)
SALARIES AND FRINGE BENEFITS: UNIFORMS, EDUCATIONAL INCENTIVES, AND PART TIME EMPLOYEES

County	Uniforms (U) and Officer Equipment (E) ^a						Educational Benefits/Incentives ^d							Part Time Sworn Officers				
	U Pur/Rep ^b	E Pur/Rep ^b	Agency Funding Via Allocation (\$) and/or As Needed (*)		Necessary or Usual Officer Contribution			Checklist ^e	Shift Reassignment	Time Off, No Pay Time Off, Paid	Tuition	Higher Start-ing Salary	Salary Raise	Promotion	Extended Leave	Annual Salary	Hours Per Week	Checked Benefits Received ^f
			Initial	Annual Replacement	Initial	Annual Replacement	Percent of Cost ^c											
Population 7000 - 8999 (Continued)																		
Moody	X	X	*U,E		*U,E													
Walworth	X	X	*U,E				0%U,E											N/A
Population 0 - 6999																		
Aurora		X																N/A
Bennett	X	X			*U,E	\$300U	\$150U	100%U		X								N/A
Brule		X								X								N/A
Buffalo						\$300U; \$200E	\$150U; \$50E	100%U; 50%E										N/A
Campbell		X						100%U										N/A
Clark															760			all
Corson								100%U,E ^h		X	X	X	X		6day ^j			
Custer	X	X	\$250U; \$200E	\$150U; *E	\$150U	\$100U	100%U,E		X	X								N/A
Deuel		X	*E	*E	\$300U	\$125U	0%U,E					X			3.80hr			some
Dewey		X					100%U			X								none
Douglas	X	X	\$100U; *E	\$100U; *E	\$100U	\$50U	0%E								720 ^k			some
Faulk	X	X	\$200U,E	\$100U,E			15%U; 25%E			X		X						N/A
Gregory	X	X	\$350U; *E	\$350U; *E			0%U,E			X	X							some
Haakon	X	X			\$100U	\$70U	100%U											N/A
Hamlin	X	X	*U,E	*U,E		sheriffU				X								N/A
Harding	X	X	\$200U in 10 yrs.	\$0U			0%U; 100%E								20day; 1800 ^l			some
Jerauld		X	\$0U,E							X								some
Jones					\$339U	\$85U	100%U,E ^h			X					3hr(20day max.)			some
Lyman		X		*E			100%U ^h			X	X							some
McPherson		X			\$200U	\$100U	100%U ^h			X	X				1080			none
Marshall	X	X	*U,E	*U,E														none
Mellette					\$300U; \$650E	\$350U; \$150E	100%U,E ^h								125wk ^m			some
Miner	X	X	\$150U; *U	\$150U; *U	\$150U	\$150U	50%U			X					1100 ⁿ	12		none
Perkins	X	X	*U,E	*U,E		\$100U	75%U ^h			X								some
Potter	X	X	*U,E	\$100U; *E		25%U	0%E			X	X				3600			none
Sanborn		X	\$0U			\$175U												N/A
Stanley							100%U,E			X	X							N/A
Sully					\$150U; \$150E	\$65U; \$25E	100%U,E											N/A
Ziebach			no uniform				100%U,E		X		X				1920(2.88hr)	10		none

SEE FOOTNOTES AT END OF TABLE

TABLE 3 FOOTNOTES

^aAgency policies on the purchase of uniforms and equipment (e.g., hand gun) for officers vary widely. As much information as was available on the agency/officer funding of these items is summarized in this section. When it was not possible to resolve inconsistencies in an agency's responses or to determine whether "equipment" had been interpreted too broadly, responses were simply reproduced as given.

^bUniform or equipment purchase or replacement provided in full or in part to sworn officers -- item from benefits checklist

^cPercent of cost the employee pays according to agency policy

^d"Education" was intended to refer to academic, degree-oriented coursework, not to DCI training. Checks were deleted if an agency specified DCI, but there are undoubtedly a number of other agencies which reported their policies with respect to DCI training.

^eEducational benefits or incentives provided in full or in part to sworn officers -- item from benefits checklist

^fAll, some, or none of the agency's benefits (from the benefits checklist) are given to part time officers. If the agency hires no part time officers, the question is not applicable (N/A).

^gOffice deputy (may also serve as jailor)

^hSheriff uses own car; county pays mileage (Mellette, 17½¢ per mile).

ⁱCounty provides vehicles.

^j\$4 per day plus \$2 if prisoners

^kPlus \$3 per hour if over 20 hours per week

^lField and office deputies, respectively

^mSummer only

ⁿPlus \$3 per hour and mileage if over 12 hours per week

TABLE 4
SUPPLEMENTAL SALARY INFORMATION

County	Employee	Annual Salary or Salary Range	Year Salary Achieved	Regular Hours Per Week
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NOTE: This table supplements the "Salaries and Fringe Benefits: Overview" table.

Population 50000 and over

Pennington	Deputy	Step 7	13680	6	40
		Step 6	13020	5	40
		Step 5	12408	4	40
		Step 4	11712	3	40
		Step 3	11016	2	40
		Step 2	10332	1	40
		Step 1	9708	$\frac{1}{2}$	40
		Probation	9228	start	40

Population 11000 - 12999

Hughes	Deputy	9734	3	40+
		9464	2	40+
		9194	1	40+
		8840	$\frac{1}{2}$	40+
		8361	start	40+

Population 9000 - 10999

Spink	Dispatcher ^a	2.85hr		
Union	Dispatcher: ^a	Chief	6000	40
		Regular	4500	40

Population 0 - 6999

Moody	Deputy	9000	2	48
		8400	certification	48
		8100	start	48

^a Not sworn

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TABLE 5
SALARIES AND FRINGE BENEFITS: OVERVIEW

City	1970 Popu- lation	Sworn Officers		Annual Salaries for Full Time Sworn Officers						Years To Maximum Salary		Benefits Checklist															
				Chief	Assistant Chief	Captain	Lieutenant	Sergeant	Patrol Officer			Chief	Ranks	Patrol	Other Pay/Step Info	Vacation	Sick Leave	Holidays	Health Life	Insurance Accident/ Disability	False Arrest Retirement	Shift Dif- ferential	Court Time	Overtime ^c	Longevity	Other	
				Min.-Max. or Current	Min.-Max. or Current	Min.-Max. or Average	Min.-Max. or Average	Min.-Max. or Average	Min.-Max. or Average																		
FIRST CLASS (Population of 5000 or more)																											
Aberdeen	26476	39 ^d	0	15438	12879	12366	11970	11575	8716-10786	-	-	2	X	x	x	x	x	x	x	x	x	x	x	x	-		
Brookings	13717	19	0	15725	13617	12702	-	-	9435-11475	-	-	4	X	x	x	x	x	x	x	x	x	x	x	x	x	-	
Huron	14299	24	0	14448	12936	12096	11004	10036	8598- 9516	-	-	-	X	x	x	x	x	x	x	x	x	x	x	x	x	-	
Lead	5420	7	15 ^d	13200	11400	-	-	-	9300-10500	-	-	1	X	x	x	x	x	x	x	x	x	x	x	x	x	e	
Madison	6315	12	0	14175	-	11024	-	-	8880- 9098	-	-	1	X	x	x	x	x	x	x	x	x	x	x	x	x	-	
Mitchell	13425	28 ^d	-	15035	12784	11652	-	10157	8287- 9966	-	-	3	X	x	x	x	x	x	x	x	x	x	x	x	x	-	
Pierre	9699	18	3 ^d	13800	-	11352	10816	-	8861-10317	-	-	3	X	x	x	x	x	x	x	x	x	x	x	x	x	-	
Rapid City	43836	74	-	22000	18500	16500	14700	13000	8225-11755	-	-	4	X	x	x	x	x	x	x	x	x	x	x	x	x	-	
Sioux Falls	72488	121	0	20099-23982	-	16951-18333	15135-16368	13513-14615	11191-13256	4	5 ^h	8	X	x	x	x	x	x	x	x	x	x	x	x	x	f	
Yankton	11919	20	0	13800-18700	-	-	-	11568-13012	9507-10694	4	4	X	x	x	x	x	x	x	x	x	x	x	x	x	x	-	
SECOND CLASS (Population of 501-4999)																											
Alcester	627	1	1	9000	-	-	-	-	-	-	-	-	-	x	x	-	-	-	-	-	-	-	-	-	-	-	-
Arlington	954	1	1	2.75hr	-	-	-	-	-	-	-	-	-	x	x	-	-	-	-	-	-	-	-	-	-	-	-
Armour	925	1	1	8160	-	-	-	-	-	-	-	-	-	x	x	-	-	-	-	-	-	-	-	-	-	-	-
Avon	610	1	1	-	-	-	-	-	-	-	-	-	-	x	-	-	-	-	-	-	-	-	-	-	-	-	-
Belle Fourche	4236	7	1	11880	10380	-	-	-	8280- 8880	-	-	4	X	x	x	x	x	x	x	x	x	x	x	x	x	e,h	
Beresford	1655	4	0	11664	-	-	-	-	8260	-	-	-	-	x	x	-	x	x	-	-	x	-	x	x	-	-	-
Bowdle	667	1	1	6300	-	-	-	-	-	-	-	-	-	x	x	-	x	-	-	-	-	x	-	-	-	-	-
Box Elder	607	1	0	9600	-	-	-	-	-	-	-	-	-	x	x	x	x	x	x	x	-	-	-	-	-	-	-
Bryant	502	1	0	7800	-	-	-	-	-	-	-	-	-	x	x	-	-	-	-	-	-	-	-	-	-	-	-
Burke	892	2	0	9720	-	-	-	-	8400	-	-	-	-	x	x	x	x	-	x	-	-	-	-	-	-	-	-
Canton	2665	5	0	9900	9468	-	-	-	8500	-	-	-	-	x	x	x	x	x	-	x	-	-	-	-	-	-	e,h
Castlewood	523	2	0	9240	7416	-	-	-	-	-	-	-	-	x	x	-	-	x	-	-	-	x	x	-	-	-	-
Centerville	910	1	1	9000	-	-	-	-	-	-	-	-	-	x	x	-	-	-	-	x	-	-	-	-	-	-	-
Clark	1356	2	2	8700	-	-	-	-	7200- 8400	-	-	1 ⁱ	X	x	-	x	x	x	-	-	-	-	-	-	-	-	e
Clear Lake	1157	1	1	-	-	-	-	-	7620	-	-	-	-	x	x	x	-	x	-	-	-	-	-	-	-	-	-
Dell Rapids	1991	4	2	9600	-	-	-	-	7200- 8400	-	-	-	X	x	x	-	x	x	x	-	-	-	-	-	-	-	-
DeSmet	1336	2	0	9240	7800	-	-	-	-	-	-	-	-	x	x	x	x	x	x	-	-	-	-	-	-	-	-
Edgemont	1174	4	1	9000	-	-	-	-	7800	-	-	-	-	x	-	-	-	-	-	-	-	-	-	-	-	-	-
Elk Point	1372	2	1	10118	-	-	-	-	8346	-	-	-	-	x	x	-	x	-	-	-	-	-	-	-	-	-	-
Elkton	541	1	0	6350	-	-	-	-	-	-	-	-	-	x	x	-	x	-	-	-	-	-	-	-	-	-	-

SEE FOOTNOTES AT END OF TABLE

TABLE 5 (Continued)
SALARIES AND FRINGE BENEFITS: OVERVIEW

City	1970 Popu- lation	Sworn Officers		Annual Salaries for Full Time Sworn Officers					Years To Maximum Salary	Other Pay/Step Info	Benefits Checklist													
				Chief Min.-Max or Current	Assistant Chief Min.-Max or Current	Captain Min.-Max or Average	Lieutenant Min.-Max or Average	Sergeant Min.-Max or Average			Patrol Officer Min.-Max. or Average	Chief	Ranks	Patrol	Insurance					Pay				
															Vacation	Sick Leave	Holidays	Health	Life	Accident/ Disability ^b	False Arrest	Retirement	Shift Dif- ferential	Court Time
SECOND CLASS (Continued)																								
Estelline	276	1	1	7200	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Faith	576	1	1	9000	-	-	-	-	-	-	-	-	-	x	x	-	x	x	-	-	-	-		
Garretson	847	1	1	10800	-	-	-	-	-	-	-	-	-	x	x	x	x	x	-	-	-	-		
Gregory	1756	3	0	9192	-	-	-	-	-	-	-	-	-	x	x	x	x	x	-	-	-	-		
Groton	1021	2	0	9600	-	-	-	-	-	-	-	-	-	x	x	-	-	-	-	-	-	-		
Hot Springs	4434	5		9000-12500	-	-	-	-	9600-10200	7750- 9600	3	3	5	X	x	x	x	x	-	-	-	-		
Howard	1175	2	2	-	-	-	-	-	-	7800	-	-	-	x	x	x	x	x	-	-	-	-		
Ipswich	1187	1	0	8100	-	-	-	-	-	-	-	-	-	x	x	x	x	x	-	-	-	-		
Lake Andes	948	2	0	8100	-	-	-	-	-	7500	-	-	-	x	x	-	-	-	-	-	-	-		
Lake Preston	812	2	0	7920	5400	-	-	-	-	-	-	-	-	x	x	x	-	-	-	-	-	-		
Lemmon	1997	4	0	10200	10020	-	-	-	-	-	-	-	-	x	x	x	-	-	-	-	-	-		
Lennox	1487	2	1	8100	-	-	-	-	-	8400- 9600	-	-	-	x	x	-	x	-	-	-	-	-		
Leola	787	2	0	7000 ^J	-	-	-	-	-	7500	-	-	-	x	x	x	-	x	-	-	-	-		
McLaughlin	863	2	1	9000	-	-	-	-	-	6300 ^J	-	-	-	x	-	-	-	-	-	-	-	-		
Menno	796	1	0	9000	-	-	-	-	-	7500	-	-	-	x	x	-	x	-	-	-	-	-		
Milbank	3727	6	0	-	-	-	-	-	-	-	-	-	-	X	x	x	x	-	-	-	-	-		
Miller	2148	4	0	9780	-	-	-	-	-	-	-	-	-	x	x	-	x	x	-	-	-	-		
Mission	739	3	1	9600	-	-	-	-	-	8580	-	-	-	x	x	-	x	x	-	-	-	-		
Mobridge	4545	8		11338	-	-	-	-	-	7200- 8400	-	-	-	x	x	-	-	-	-	-	-	-		
Newell	664	1	0	8000	-	-	-	-	-	8635- 9831	-	-	1	X	x	x	-	x	x	-	-	-		
North Sioux City	860	1	1	10800	-	-	-	-	-	-	-	-	-	x	x	-	-	-	-	-	-	-		
Onida	785	2	0	-	-	-	-	-	-	-	-	-	-	x	x	x	x	-	-	-	-	-		
Parker	1005	1	1	9600	-	-	-	-	-	6200- 7500	-	-	2	x	x	x	-	x	-	-	-	-		
Parkston	1611	2	1	9300	-	-	-	-	-	7800	-	-	-	x	x	-	x	-	-	-	-	-		
Philip	983	1	0	9000	-	-	-	-	-	-	-	-	-	x	x	x	-	x	-	-	-	-		
Plankinton	613	1		7200	-	-	-	-	-	-	-	-	-	-	x	-	x	-	-	-	-	-		
Platte	1351	2	2	8760	-	-	-	-	-	7200	-	-	-	-	x	x	-	x	x	-	-	-		
Presho	922	1	0	9600	-	-	-	-	-	-	-	-	-	x	x	x	x	-	-	-	-	-		
Redfield	2943	6	0	8872	-	-	-	-	-	7250- 8092	-	-	1	x	x	-	x	x	-	-	-	-		
Scotland	984	1	3	9600	-	-	-	-	-	-	-	-	-	x	x	x	x	-	-	-	-	-		
Spearfish	4661	8	1	12004	-	-	-	-	-	9859	7322- 9464	-	2	X	x	x	x	x	x	-	-	-		
Sturgis	4536	10	0	12376	10920	-	-	-	-	10171	9734	-	-	x	x	x	x	x	-	-	-	-		
Tyndall	1245	1	1	9120	-	-	-	-	-	-	-	-	-	x	x	x	x	-	-	-	-	-		
Viborg	662	1	0	5200- 5600	-	-	-	-	-	-	-	-	-	x	x	-	-	x	-	-	-	-		
Wagner	1665	4	0	9900	-	-	-	-	-	7680- 8620	-	-	1	x	x	-	-	x	x	-	-	-		

SEE FOOTNOTES AT END OF TABLE

TABLE 5 FOOTNOTES

^aSalaries for other types of sworn and nonsworn employees and/or information about steps between minimum and maximum pay levels are given in the Supplemental Salary Information table for each agency marked with an X.

^bMay be covered within another policy such as health: for state affiliates, disability income can be earned under retirement after 3 years of service and lump sum payments for dismemberment can be obtained under life; no checks were added to reflect this or worker's compensation coverage.

^cIncludes compensatory time off.

^dTotals may include more sworn officers than the ranking and patrol officers (e.g., jailor or dispatcher).

^ePayments other than worker's compensation for on-duty injuries

^fPersonal days--single days off, with pay, supplementing vacation leave (some misunderstandings possible--should not refer to regular days off or compensatory time off)

^gOff-duty court time paid at time-and-a-half regardless of number of hours worked

^hDental insurance was checked.

ⁱMaximum salary upon certification

^jOfficer's duties include street, water, and sewer maintenance.

^k\$3.50 per hour after 51 hours worked

^lHazardous duty pay

^mPaid at regular salary rates

ⁿ\$2500 for law enforcement duties

^oInformation is for FY1978. "Chief" refers to Colonel in the Patrol and Director at DCI, respectively; "Assistant Chief" to Major and Assistant Director; "Patrol" to Trooper and Field Agent.

TABLE 6
SALARIES AND FRINGE BENEFITS: DETAILS ON SELECTED BENEFITS

City	Civil Service ^a Employee Association ^b	Vacation Leave: Days Per Year After Years of Service				Sick Leave				Health Insurance Company ^c	Life Insurance Employer Contri- bution ^d	Life Insurance Amount Avail- able	Life Insurance Amount Furn- ished by Employer	Retirement Source of Plan	Retirement Age	Hours Worked Per Week				Overtime Compensation				Longevity Pay Formula (YS = years of service)			
		1	5	10	15	Days per Year	Limit (Days)	Reim- bursement ^a Paid	Holidays							Compulsory Retirement	Regular (Ranks)	Extra	Regular (Patrol)	Extra	Time Off at 1 ¹ / ₂	Straight Pay	Pay at 1 ¹ / ₂		Hours Before Effective		
																										15 ^f	18
FIRST CLASS (Population of 5000 or more)																											
Aberdeen	Y L	5	10	15	15 ^f	18	120	N	9	BCBS(S) ^g	100% ^h	3000	1500	state	65	40	i	40	X	-	-	-	-	i	40	\$3mo X YS	
Brookings	N N	5	10	15	15	18	30	N	8	Equitable	50%	1 X Sa1.	100%	state	65	40		40	X	-	-	X	-		40	\$3mo X YS after 5 yrs	
Huron	Y N	7	14	14	21	12	90	N	7	BCBS	50%	5000	2500	state	65	40	j	40	X	-	-	X	-		40	\$2mo X YS after 5 yrs	
Lead	N N	10	10	15	15	30	90	N	0	BCBS(S) ^g	100%	3000		state	65	40		40		-	-	-	-		N/A		
Madison	N N	14	14	21	21	12	no	N	10	BCBS(S)	50%	5000	2500	state	65	40		40		-	-	-	-	X	40	\$52yr for each 5 YS, max of \$208yr	
Mitchell	N L	15	15	15	20 ^k	12	no	N	9 ^{1/2}	BCBS(S) ^g	100%	3000	1500	state	65	40	X	40	X	-	-	-	-	l	40	\$2mo X YS	
Pierre	N N	15	30	30	38	14	90	N	9	BCBS(S) ^g	50%	2000	2000	state	65	40		40		-	-	-	X	40			
Rapid City	N L	5	10	15	20	14	150	N	9	Equitable(C)	100%	5000	2500	state	65	40		40		-	-	-	X	40			
Sioux Falls	Y L	10	10	15	20	12	180	Y ^m	9	Union	50%	12000	11000	city	60	40		40		-	o	-	b	40	*(See below)		
Yankton	N N	10	10	15	15 ^f	12	120	N	8	Central(C) ⁿ BCBS(S) ^g	50%	3000	1500	state	65	40		40		-	-	-	X	40	\$2.50mo X YS after 5 yrs		
SECOND CLASS (Population of 501-4999)																											
Alcester	Y N	5	10	10	10	informal		N	0	P				state	65	50	X	-	-	-	-	-	-	-	N/A		
Arlington	N N	14	14	14	14	6	45	N	0	P				state	65	50	X	-	-	-	-	-	-	-	N/A		
Armour	N N	12	12	12	12	12	12	N	0	BCBS(S)	100%			state	no	65									N/A		
Avon	N N					0	0	-	0	BCBS(S) ^g	50%			state	40	X										N/A	
Belle Fourche	N N	10	15			12	no	N	8	Bankers Life	50%	5000	2500	state	no	40	X	40	X	-	-	-	-	q	40		
Beresford	N N	10	10	10	15	12	no	N	0	BCBS(S)	100%	3000	1500	state	70	44	X	44	X	-	-	X	-		48		
Bowdle	N					6	6	Y	0	BCBS(S)	(100%)																
Box Elder	N N	5	15	15	15	informal		N	6	Allied Trust	100%	2000	2000													N/A	
Bryant	N N	7	7	14	14 ^r	6		N	0	BCBS(S)	(100%)															N/A	
Burke	N N	14	14	14	14	12	24	N	10	BCBS(S)	100%	3000	3000													N/A	
Canton	N N	10				10	60	N	8	BCBS(S)	50%	3500	3500	state	65	36		36	X	-	-	-	-				
Castlewood	N N	7	14	14	14 ^r			N	0	BCBS(S) ^g	(100%)																
Centerville	N N	7	7	7	7 ^r	informal		N	0																		
Clark	N N	6	12	12	12	6	7	N	0	BCBS(S) ^g	50%	5000	2500													N/A	
Clear Lake	N L	7	14	14	14	12	45	N	7	BCBS(S)	50%															N/A	
Dell Rapids	N N	5	10	10	15	12	30	N	0	BCBS(S)	100%	3000	1500														
DeSmet	N N	12	15	15	15	12	30	N	8	BCBS(S) ^g	100%	3000	0														
Edgemont	N N	1	5	10	15	0	0	-	0																		
Elk Point	N N	7	14	21	21	12	30	N	0	BCBS(S)	100%	3000	3000													N/A	
Elkton	N N	7	7	7	7 ^{r,s}	10 ^t		N	0	BCBS(S)	50%																N/A

*Continuous YS: 5-10 YS, 7^{1/2}¢hr + 1^{1/2}¢ for each yr after 5; 11-20 YS, 15¢ + 1¢ for each yr after 10; max of 25¢hr

SEE FOOTNOTES AT END OF TABLE

TABLE 6 (Continued)

SALARIES AND FRINGE BENEFITS: DETAILS ON SELECTED BENEFITS

City	Civil Service ^a		Vacation Leave: Days Per Year After ___ Years of Service				Sick Leave				Health Insurance		Life Insurance		Retirement Source of Plan	Hours Worked Per Week				Overtime Compensation		Longevity Pay Formula (YS = years of service)		
	Employee Association ^b		1	5	10	15	Days per Year	Limit (Days)	Reimbursement ^a Paid	Holidays	Company ^c	Employer Contribution	Amount Available	Amount Furnished by Employer		Compulsory Retirement Age	Regular (Ranks)	Extra ^a	Regular (Patrol)	Extra ^a	Time Off at 1/2		Straight Pay	Pay at 1/2
SECOND CLASS (Continued)																								
Estelline	N	N	7	14	14	14	14	14	N	0	BCBS(S) ^g	100%	3000	-	-		40	X	-	-	-	X	40	-
Faith			14	21	28	28 ^r	24	24	N		BCBS(S)	100%	25000	-	-		70	-	-	-	-	-	N/A	-
Garretson	N	N	12	12	12	12	12	60	N	9	BCBS(S)	50%	-	-	agency	no	45	-	-	-	u	u	45	-
Gregory	N	N	7	14	14	14 ^r	12	30	N	0	-	-	-	-	-		56	56	-	-	-	-	N/A	-
Groton	Y	N	7	14	14	21 ^r	12	no	N	0	BCBS(S)	(100%)	-	-	state	62	54	X	54	X	-	-	N/A	-
Hot Springs		N	14	14	21	21 ^r	6	N	11		BCBS(S) ^g	50%	-	-	state	65	40	40	-	-	X	40	-	
Howard	N	N	0	7	12 ^v	14 ^r	12	60	N	8	BCBS(S) ^g	50%	3000	1500	state	yes	-	40	-	X	-	40	-	
Ipswich	N	N	7	14	14	14 ^r	5	5	N	0	BCBS	50%	-	-	-	no	48	-	-	-	-	-	N/A	-
Lake Andes	N	N	14	14	14	14 ^r	6	6	N	0	BCBS(S) ^g	0%	-	-	-	no	40	X	40	X	-	X	40	-
Lake Preston	N	N	7	14	14	14 ^r	12	30	N	7	BCBS(S) ^g	50%	-	-	-	no	54	X	50	o	o	-	54	-
Lenmon	N	N	5	10	10	10	6	18	N	0	BCBS(S)	50%	3000	3000	state		44	X	44	X	-	-	N/A	-
Lennox	N	N	7	14	14	14	12	24	N	5	BCBS	100%	-	-	-	65	48	X	48	X	X	-	-	-
Leola	N	N	14	14	14	14	0	0	-	0	-	-	-	-	no	50	50	-	-	-	-	N/A	-	
McLaughlin	N	N	7	14	14	14	3	3	N	0	BCBS(S) ^g	100% ^w	-	-	-	no	50	X	50	X	-	-	N/A	-
Menno	N	N	14	14			10	20	N	6	BCBS(S) ^g	100%	-	-	-	no	51	-	-	-	-	-	N/A	-
Hilbank	N	N	7	14	21	21	12	60	N	0	BCBS(S) ^g	50%	3000	1500	state	65							N/A	-
Miller	N	N	7	14	14	21 ^r	4	30	N	0	BCBS(S)	50%	10000	0	state	65	48	X	48	X	-	X	48	-
Mission	N	N	14	14	14	14 ^r	5	N	0		-	-	-	-	no								N/A	-
Mobridge	N	N	10	15	15	15	15	15	N	0	-	50%	-	-	state	65	40	X	40	X	-	X	40	-
Newell	N	N	7	14	21	21 ^r	informal	N	0		BCBS(S) ^g	50%	-	-	-	65							N/A	-
North Sioux City	N	M	7	14	14	14	6	7	N	4	BCBS(S) ^g	(100%)	-	10000	-		40	X	-	-	-	-	N/A	-
Onida	N	N	7	14	14	14	30	30	N	all	Bankers Life	100%	-	-	-	no	-	40	X	-	-	40	-	
Parker	N	N	14	21	28	28 ^r	informal	N	0		BCBS(S) ^g	0%	-	-	-	no	-	-	-	-	-	-	N/A	\$25yr X YS
Parkston	N	N	7	14	14	14	12	30	N	0	BCBS(S) ^g	50%	-	-	state	55	70	X	70	X	-	-	N/A	-
Philip	N	N	10	15	15	15	24	30	N	all	BCBS(S) ^g	0%	-	-	state	65							N/A	-
Plankinton	N	N	0	0	0	0			N	0	BCBS(S) ^g	50%	-	-	-	no	60	X	-	-	-	-	N/A	-
Platte	N	N	7	14	14	14	12	12	N	0	Bankers Life	50%	10000	5000	-	no	54	X	54	X	-	X	54	-
Presho	N	N	7	14	14	14			N	6	Bankers Life	85%	10000	-	-	no	48	X	-	-	-	-	N/A	-
Redfield	N	N	14	14	14	14	13	120	N	0	BCBS(S)	100%	2000	1000	state	no	40	X	40	X	-	X	88	-
Scotland	N	N	14	14	14	14	informal	N	14		BCBS	40%	-	100%	-	65	48	X	-	-	-	-	N/A	-
Spearfish	N	T	5	10	15	15	12	90	N	11	BCBS(S) ^g	50%	6500	6500	state	65	40	40	-	-	X	40	-	
Sturgis	N	M	10	10	15	15	12	60	N	9	BCBS(S)	50%	3000	1500	-	65	40	X	40	X	-	X	40	5thr for each 5 YS
Tyndall	N	N	10	10	10	10	12	30	N	7	BCBS(S) ^g	50%	3000	3000	state	no	44	X	-	-	-	-	N/A	-
Viborg	N	#	5	10	10	10	10	10	N	0	-	-	-	-	no	35	X	-	-	-	-	N/A	-	
Wagner	N	N	6	12	12	12	6	6	N	0	BCBS(S)	50%	-	-	state	no	48	X	44	X	-	-	N/A	-

SEE FOOTNOTES AT END OF TABLE

TABLE 6 (Continued)

SALARIES AND FRINGE BENEFITS: DETAILS ON SELECTED BENEFITS

City	Civil Service Employee Association		Vacation Leave: Days Per Year After Years of Service				Sick Leave				Health Insurance		Life Insurance		Retirement Source of Plan	Hours - Worked Per Week					Overtime Compensation		Longevity Pay Formula (YS = years of service)	
			1	5	10	15	Days per Year	Limit (Days)	Reim- bursement ^a Paid	Holidays	Company ^c	Employer Contri- bution ^d	Amount Avail- able	Amount Furn- ished by Employer		Compulsory Retirement Age	Regular (Ranks)	Extra ^e	Regular (Patrol)	Extra ^e	Time Off at 1/2 Straight Pay	Pay at 1/2 Hours Before Effective		
																								Hours Before Effective
SECOND CLASS (Continued)																								
Wall	N	N	10	14	21	21	12	12	N	0	Bankers Life	100%	18000	18000	state	no	45 X	45 X	-	-	-	-	N/A	
Webster	N	N					13	22	N		BCBS(S) ^g	50%	3000	0	state	65	56	56	-	-	-	-	N/A	
Wessington Springs	N	N	14	14	14	14	15	15	N		BCBS(S) ^g	50%	-	-	state	62	44 X	44	X	-	-	-	44	
White River	N	N	7	7	7	7	7	7	N	0	-	-	-	-	-	no	40 X	40 X	-	-	-	-	N/A	
Winner	N	N	14	14	14	14	14	60	N	0	BCBS	50%	-	-	-	-	-	-	-	-	-	-	-	
Woonsocket	N	N	7	14	14	14	12	12	N	0	BCBS(S)	50%	-	-	state	no	48 X	48 X	-	-	-	-	N/A	
															state	no	48 X	-	-	-	-	-	N/A	
THIRD CLASS (Population of 500 or less)																								
Bison	N	N					5	5	N	4	-	-	-	-	-	no								N/A
Bristol	N	N	7	7	7	7			N	0	-	-	-	-	-	no								N/A
Bruce	N	N	0	0	0	0	0	0	-	0	-	-	-	-	-	no	48							N/A
Colome	N	N	14	14	14	14	6	12	N	all	-	-	-	-	-	no	-	-						N/A
Dallas	N	N	0	0	0	0	0	0	-	0	-	-	-	-	-	no	40							N/A
Emery	N	N	14	14	14	14	informal		N	6	-	-	-	-	-	no								N/A
Glenham	N	N	0	0	0	0	0	0	-	0	-	-	-	-	-	no								N/A
Hill City	N	N	7	14	14	14	0	0	-	0	-	-	-	-	-	no								N/A
Kennebec	N	N	0	0	0	0	0	0	-	0	-	-	-	-	state	no	72 X	72 X	X	-	-	-	-	N/A
Lake Norden	N	N	14	14	14	14	14	no	N	0	BC	50%	3000	0	-	no	40 X	-	-	-	-	-	-	N/A
New Effington	N	N	0	12	12	12	10	10	N	6	-	-	-	-	-	no	48	48	-	-	-	-	-	N/A
New Underwood	N	N					informal		N	all	BCBS(S)	100%	3000	3000	-	no	72 X	-	-	-	-	-	-	N/A
Reliance	N	N	0	0	0	0	0	0	-	0	-	-	-	-	no				X	-	-	-	-	N/A
Rosholt	N	N	14	14	14	14	0	0	-	0	-	-	-	-	no									N/A
Stickney	N	N	14	14	14	14	14	14	N	0	BCBS(S)	100%	-	-	-	no	40	-	-	-	-	-	-	N/A
Tea	N	N					0	0	-	0	-	-	-	-	-	no	40	-	-	-	-	-	-	N/A
White Lake	N	N	0	0	0	0	0	0	-	0	-	-	-	-	-	no								N/A
Willow Lake	N	N	14	14			informal		N	0	any (indiv.)	33 1/3%	-	-	-	no	65	-	-	-	-	-	-	N/A
STATE																								
HIGHWAY PATROL	Y	N	15	15	15	20	14	no	N	0	BCBS(S)	100%	-	-	state	60	40 X	40 X	y	-	-	-	-	N/A
DIVISION OF CRIMINAL INVESTIGATION	Y	N	15	15	15	20	14	no	N	9	BCBS(S)	100%	4 X sal.	0	state	60	40 X	40 X	-	-	-	-	-	N/A

SEE FOOTNOTES AT END OF TABLE

TABLE 6 FOOTNOTES

- ^aY for yes, N for no
- ^bAssociations that officers could join for bargaining purposes can be primarily law enforcement (L), for all municipal employees (M), part of the Teamsters Union (T), or not existent (N).
- ^cPlans obtained through state (S) and city (C) governments are so marked; otherwise agencies with plans have contracted directly with the company for a group plan. BC stands for Blue Cross, BS for Blue Shield.
- ^dThis question was intended to refer only to the portion of the premium for the employee paid by the agency, but it may have been interpreted by some as the percent paid of the entire employee/family premium. The state-affiliated employer must pay 100% of the premium for the employee, and may pay for dependent coverage; no changes were made in these responses, but "(100%)" was inserted when no percent was given.
- ^eChecked if officers were reported to frequently work more than hours officially scheduled/regularly worked (shown in column to left)
- ^fAfter 20 years, 20 days per year
- ^gThe agency did not report that they were on the state BCBS plan, but a South Dakota Department of Labor list shows that the city is affiliated. Percent figures under 100% were not adjusted, except as noted in d.
- ^hPlus 50% of Family Plan and 2 Party
- ⁱX below rank of Captain
- ^jX Captain, Sergeant
- ^kReceived at end of 12th year
- ^lFigured daily, over 8 hours, with supervisor's approval; supervisors excluded
- ^mSee Supplementary Salary Information table for explanation of cash payoff.
- ⁿSeparate division for police
- ^oOfficer's choice
- ^pPolice reported that no health insurance was provided; Labor Department lists city as affiliated with BCBS through the state, police not excluded.
- ^qPlus paid at 2½ on holidays
- ^rEach specification of 1 or more "weeks" was turned into days at 7 days per week.
- ^sMust be used in year earned
- ^tDoctor's statement required
- ^uRate depends on hours worked
- ^vOne day extra earned each year from 8 days at 6 years
- ^w\$25 per month (\$22.62 covers the individual employee)
- ^xChief
- ^yHolidays and days off worked are compensated with like time at a later date based on an 8 hour day.

TABLE 7
SALARIES AND FRINGE BENEFITS: UNIFORMS, EDUCATIONAL INCENTIVES, AND PART TIME EMPLOYEES

City	Uniforms (U) and Officer Equipment (E) ^a						Educational Benefits/Incentives ^d							Part Time Sworn Officers					
	U Pur/Rep ^b	E Pur/Rep ^b	Agency Funding Via Allocation (\$) and/or As Needed (*)		Necessary or Usual Officer Contribution			Checklist ^e	Shift Reassignment	Time Off, No Pay	Time Off, Paid	Tuition	Higher Starting Salary	Salary Raise	Promotion	Extended Leave	Annual Salary	Hours Per Week	Checked Benefits Received ^f
			Initial	Annual Replacement	Initial	Annual Replacement	Percent of Cost ^c												
FIRST CLASS (Population of 5000 or more)																			
Aberdeen	X	X	*U,E	*U,E			0%U,E	-	-	-	-	-	-	-	-	-	-	-	N/A
Brookings	X	X	*U,E	*U,E			0%U,E	-	-	-	-	-	-	-	-	-	-	-	N/A
Huron	X	X	*U,E	*U,E		firearms	0%U	-	-	-	-	-	-	-	-	-	-	-	N/A
Lead	X	X	*U	*U,E			0%U,E	-	-	-	-	-	-	-	-	-	-	-	N/A
Madison	X	X	*U,E	\$150U			0%U,E	X	-	-	-	-	-	-	-	-	3.25hr	-	some
Mitchell	X	X	*U,E	*U,E			0%U,E	-	-	-	-	-	-	-	-	-	-	-	N/A
Pierre	X	X	\$225U; *E	\$225U; *E			0%U,E	-	-	X	-	-	-	-	-	-	-	-	none
Rapid City	X	X	*U,E	*U,E			0%U,E	X	-	-	-	-	X	-	-	-	-	-	some
Sioux Falls	X	X	\$240U; \$50 ^g ; *E	\$240U; \$50 ^g ; *E	\$75-125U	0%U	0%E	-	-	-	-	-	-	-	-	-	-	-	none
Yankton	X	X	*U,E	*U,E			0%U,E	X	X	-	X	-	-	-	-	-	-	-	N/A
SECOND CLASS (Population of 501-4999)																			
Alcester	X		\$100U	\$100U			25%U	-	-	-	-	-	-	-	-	-	1440	30	all
Arlington	X	X	*U,E	*U,E	\$75U	\$35U	75%U; 0%E	-	-	-	-	-	-	-	-	-	h	-	all
Armour	X	X	\$250U					-	-	X	-	-	-	-	-	-	-	-	some
Avon					\$250U; \$150E	\$70U; \$50E	100%U,E	-	-	X	-	-	-	-	-	-	-	-	some
Belle Fourche	X	X		*U,E			0%U; 80%E	-	-	-	-	-	-	-	-	-	3.25hr	-	some
Beresford	X	X	*U,E	*U,E			0%U,E	-	-	-	-	-	-	-	-	-	-	-	N/A
Cowdley	X							-	-	-	-	-	-	-	-	-	-	12+	N/A
Box Elder	X	X	*U,E	*U,E				-	-	X	X	-	-	-	-	-	-	-	some
Bryant			\$0U,E	\$0U,E				-	-	-	-	-	-	-	-	-	-	-	some
Burke	X	X	*U,E	*U,E			0%U,E	-	-	X	-	-	X	-	-	-	-	-	N/A
Canton	X	X	\$150U; \$90E; *U,E	\$150U; *U,E			0%U,E	X	X	-	X	X	X	X	X	X	-	-	N/A
Castlewood	X	X	*U,E	*U,E			0%U,E	X	X	-	X	-	-	-	-	-	-	-	N/A
Centerville	X	X	\$200U,E	\$100U,E ¹	\$100U; \$100E	\$100U; \$100E	0%U,E ¹	-	-	X	X	-	-	-	-	-	2.75hr	-	none
Clark	X		\$200U	\$200U	\$350E	\$100E	0%U; 100%E	X	-	-	-	X	-	-	-	-	2.50hr	50	none
Clear Lake	X	X	*U,E	*U,E			0%U,E	-	-	-	-	-	-	-	-	-	2.50hr	-	none
Dell Rapids	X	X	\$150U	\$100U; *E	\$30U	\$40U	0%E	X	-	-	X	X	-	-	-	-	-	-	some
DeSmet	X	X	*U,E	*U,E			0%U,E	-	-	X	X	-	-	-	-	-	-	-	some
Edgemont	X		*U	*U		30%U	30%U; 100%E	-	-	-	-	-	-	-	-	-	-	-	all
Elk Point	X	X	*E	\$120U; *E	100%U	0%U	0%E	-	-	-	-	-	-	-	-	-	5.00hr	-	some
Elkton	X	X	*U,E	*U,E	\$30U; \$30E			-	-	-	-	-	-	-	-	-	-	-	N/A

SEE FOOTNOTES AT END OF TABLE

TABLE 7 (Continued)

SALARIES AND FRINGE BENEFITS: UNIFORMS, EDUCATIONAL INCENTIVES, AND PART TIME EMPLOYEES

City	Uniforms (U) and Officer Equipment (E) ^a						Educational Benefits/Incentives ^d							Part Time Sworn Officers					
	U Pur/Rep ^b	E Pur/Rep ^b	Agency Funding Via Allocation (\$) and/or As Needed (*)		Necessary or Usual Officer Contribution		Percent of Cost ^c	Checklist ^e	Shift Reassignment	Time Off, No Pay	Time Off, Paid	Tuition	Higher Starting Salary	Salary Raise	Promotion	Extended Leave	Annual Salary	Hours Per Week	Checked Benefits Received ^f
			Initial	Annual Replacement	Initial	Annual Replacement													
SECOND CLASS (Continued)																			
Estelline	X	X	*U,E	*U,E													2.30hr	20	some
Faith	X		\$100U	\$100U	25%U; 100%E														all
Garretson		X			50%U; 100%E												3.20hr	30	some
Gregory	X	X	*U,E			50%U													N/A
Groton	X	X	\$400U	\$100U		0%U,E	X												N/A
Hot Springs	X		\$200U	\$208U	\$200E	\$50E													
Howard	X	X	\$100U; *U,E	*E		100%U	100%U; 0%E	X									3.00hr ^j		none
Ipswich	X	X																	none
Lake Andes	X		\$100U	\$100U	\$200U	\$150U	25%U; 0%E	X											N/A
Lake Preston	X	X	*U,E	*U,E			0%U,E												none
Lemmon	X	X	\$50U; *E				90%U; 0%E	X											N/A
Lennox	X	X	\$125U,E; *U,E	\$125U,E			0%U,E	X									3.25hr	16	some
Leola	X	X	*U,E	*U,E			75%U; 10%E												N/A
McLaughlin	X	X	*U,E	*U	\$60U	\$20U											3.25hr	20+	some
Menno							100%U,E												none
Milbank	X	X	*U,E	*U,E			0%U,E	X	X	X	X	X							N/A
Miller	X	X	*U,E	\$100U; *E			0%U,E		X	X									N/A
Mission	X	X	\$0U,E	\$0U,E						X									
Mobridge	X		\$200U	\$150U	\$300E		0%U; 100%E	X	X										none
Newell		X					100%U			X									N/A
North Sioux City	X	X	*U,E	*U,E			0%U,E	X									600	32	some
Onida	X		\$150U	\$150U	\$70U; \$300E	\$40U													N/A
Parker	X	X	\$100U; *E	*E			0%U,E				X						3.13hr		all
Parkston	X	X	*U,E	*U,E			0%U,E	X			X	X					3.00hr	25	none
Philip	X	X																	N/A
Plankinton	X		*U	*U															none
Platte	X	X	*U,E	*U,E			0%U,E	X	X	X							2.25hr	2½	some
Presho							100%U,E												N/A
Redfield	X	X	*U,E	*U,E			0%U,E	X		X									N/A
Scotland	X	X	\$200U; *E	*U,E			0%U,E	X				X	X	X	X		3.00hr	14	all
Spearfish	X	X	*U,E	*U,E	(50% boat, opt.)		0%U,E	X	X	X	X	X	X	X	X		3.52hr		none
Sturgis	X	X	*U,E	*U,E			0%U,E		X										some
Tyndall		X	*E	*E			100%U										3.25hr	12	some
Viborg	X	X	*U,E	*U,E			0%U,E	X			X								all
Wagner				\$100U,E	\$200U; \$250E	\$100U; \$50E	100%U,E												N/A

SEE FOOTNOTES AT END OF TABLE

TABLE 7 (Continued)
SALARIES AND FRINGE BENEFITS: UNIFORMS, EDUCATIONAL INCENTIVES, AND PART TIME EMPLOYEES

City	Uniforms (U) and Officer Equipment (E) ^a						Educational Benefits/Incentives ^d							Part Time Sworn Officers					
	U Pur/Rep ^b	E Pur/Rep ^b	Agency Funding Via Allocation (\$) and/or As Needed (*)		Necessary or Usual Officer Contribution			Checklist ^e	Shift Reassignment	Time Off No Pay	Time Off, Paid	Luition	Higher Starting Salary	Salary Raise	Promotion	Extended Leave	Annual Salary	Hours Per Week	Checked Benefits Received ^f
			Initial	Annual Replacement	Initial	Annual Replacement	Percent of Cost ^c												
SECOND CLASS (Continued)																			
Wall	X	X	*U,E																
Webster	X	X	\$100U; *E	*U,E	\$100U	\$100U	0%U,E	X	-	X	X	-	-	-	-	-	-	-	N/A
Wessington Springs	X	X	*E	\$100U; *E	100%U	\$100U	35%U; 0%E		-	X	-	-	-	-	-	-	-	-	none
White River	X		\$200U; *U	\$100U; *E	100%U	\$100U	75%U; 0%E	X	-	X	-	-	-	-	-	-	7920	44	all
Winner	X	X	*E				0%U; 100%E		-	-	-	-	-	-	-	-	-	-	N/A
Woonsocket	X	X	*U,E	*U,E	\$50U	\$50U	50%U; 0%E	X	-	X	-	-	-	-	-	-	-	-	N/A
THIRD CLASS (Population of 500 or less)																			
Bison			no uniforms																N/A
Bristol	X		*E	*E															N/A
Bruce	X	X	*E	*E			0%E		-	X	-	-	-	-	-	-	-	-	N/A
Colome	X	X	\$100U	*U,E	50%U; 100%E	50%U; 0%E	0%E		-	X	X	-	-	-	-	-	hourly ¹	-	all
Dallas			no uniforms/equipment				50%U; 90%E	X	-	X	X	-	-	-	-	-	-	-	all
Emery	X	X	*U,E	*U,E	\$50U												-	-	N/A
Glenham							0%E		-	X	-	-	-	-	-	-	-	-	some
Hill City	X		\$300U	\$100U		70%U	100%E		-	X	-	-	-	-	-	-	1080	-	some
Kennebec	X	X	*E	*E	\$100U; \$200E		100%U		-	-	-	-	-	-	-	-	-	-	all
Lake Norden			no uniforms; 1 gun available				100%U		-	X	-	-	-	-	-	-	-	-	N/A
New Effington							100%E		-	X	-	-	-	-	-	-	2.30hr	15	some
New Underwood	X	X	*U,E	*U,E	\$400U	\$200U											-	-	N/A
Reliance							0%U,E	X	-	X	X	-	-	-	-	-	-	-	all
Rosholt	X		*E		\$40U	\$40U			-	-	-	-	-	-	-	-	-	-	N/A
Stickney	X			*E			100%U; 0%E		-	-	-	-	-	-	-	-	-	-	N/A
Tea	X		\$135E				100%U; 0%E	X	-	X	-	-	-	-	-	-	4.50hr	temp.	N/A
White Lake					*U	*E			-	-	-	-	-	-	-	-	-	-	N/A
Willow Lake	X	X	\$300U,E	\$300U,E	0%U,E		100%U		-	-	-	-	-	-	-	-	2100 ¹	13 ¹	all
STATE																			
HIGHWAY PATROL	X	X	*U,E	*U,E					-	X	-	-	-	-	-	-	-	-	N/A
DIVISION OF	X		*E no uniforms	*E					-	-	-	-	-	-	-	-	-	-	N/A
CRIMINAL									-	-	-	-	-	-	-	-	-	-	N/A
INVESTIGATION									-	X	-	-	-	-	-	-	-	-	N/A

SEE FOOTNOTES AT END OF TABLE

TABLE 7 FOOTNOTES

^aAgency policies on the purchase of uniforms and equipment (e.g., hand gun) for officers vary widely. As much information as was available on the agency/officer funding of these items is summarized in this section. When it was not possible to resolve inconsistencies in an agency's responses or to determine whether "equipment" had been interpreted too broadly, responses were simply reproduced as given.

^bUniform or equipment purchase or replacement provided in full or in part to sworn officers -- item from benefits checklist

^cPercent of cost the employee pays according to agency policy

^d"Education" was intended to refer to academic, degree-oriented coursework, not to DCI training. Checks were deleted if an agency specified DCI, but there are undoubtedly a number of other agencies which reported their policies with respect to DCI training.

^eEducational benefits or incentives provided in full or in part to sworn officers -- item from benefits checklist

^fAll, some, or none of the agency's benefits (from the benefits checklist) are given to part time officers. If the agency hires no part time officers, the question is not applicable (N/A).

^gFor cleaning and maintenance

^hPaid at same rate as city water department job

ⁱThe agency does not provide a uniform allowance, according to data from the Municipal League.

^jPlus deputy sheriff supervises officers for \$1200 per year.

^kThe officer provides 50% of uniform costs, according to data from the Municipal League.

^lChief

TABLE 8
SUPPLEMENTAL SALARY INFORMATION

City	Employee	Annual Salary or Salary Range	Year Salary Achieved or Years to Maximum Within Range	Regular Hours Per Week
NOTE: This table supplements the "Salaries and Fringe Benefits: Overview" table.				
<u>First Class</u>				
Aberdeen	Detective	10786		40+
	Patrolman	8004		40+
Brookings	Patrol: Senior Patrolman 3	11475	4	40
	Senior Patrolman 2	11255	3	40
	Senior Patrolman 1	10940	2	40
	Patrolman 3	10648	1	40
	Patrolman 2	10333	½	40
	Patrolman 1	9435	start	40
	Dispatcher ^a	7488	4	40
		7260	3	40
		6972	2	40
		6720	1	40
		6456	½	40
		6204	start	40
Huron	Patrol: 1st Class	9516 ^b		40+
	2nd Class	9048 ^b		40+
	Probation	8598 ^b		40
Lead	Dispatcher	2.75hr		
	Meter Reader	2.30hr		
Madison	Dispatcher ^{a,c}	3.04hr		
Mitchell	Detective	11016		40+
	Patrol: 1st Class ^d	9966	3	40+
	2nd Class	9470	2	40+
	3rd Class	8815	1	40+
	Probationary	8287	start	40+
	Secretary	5730		40
	Dispatcher	4961		40+
	Meter Maid	4630		40

SEE FOOTNOTES AT END OF TABLE

TABLE 8 (Continued)
SUPPLEMENTAL SALARY INFORMATION

City	Employee	Annual Salary or Salary Range	Year Salary Achieved or Years to Maximum Within Range	Regular Hours Per Week
First Class Pierre (Continued)	Detective	10733		40
	Patrol:	10317	3	40
		10206	2	40
		9755	1	40
		9381	$\frac{1}{2}$	40
		8861	start	40
Dispatcher, part time	3.60hr (or 10317 ^c)			
Rapid City	Police Agent	11275-12340		40
Sioux Falls ^e	Chief:	23982	3	40
		22840	2	40
		21469	1	40
		20099	start	40
	Captain:	18333	5 $\frac{1}{2}$ ^f	40
		17628	$\frac{1}{2}$	40
		16951	start	40
	Lieutenant:	16368	5 $\frac{1}{2}$ ^f	40
		15739	$\frac{1}{2}$	40
		15135	start	40
	Sergeant:	14615	5 $\frac{1}{2}$ ^f	40
		14053	$\frac{1}{2}$	40
		13513	start	40
	Officer:	13256	8 ^f	40
		12746	3	40
		12087	2	40
		11445	1	40
		11191	start	40
	Cadet:	8301	1 $\frac{1}{2}$	40
		7726	1	40
7134		$\frac{1}{2}$	40	
6543		start	40	
Dispatcher:	11902	8 ^f	40	
	11445	3	40	
	10785	2	40	
	10109	1	40	
	9500	start	40	

SEE FOOTNOTES AT END OF TABLE

TABLE 8 (Continued)
SUPPLEMENTAL SALARY INFORMATION

City	Employee	Annual Salary or Salary Range	Year Salary Achieved or Years to Maximum Within Range	Regular Hours Per Week
<u>First Class</u> (Continued)				
Yankton	Jailor	9507-10694	4	40
	Dispatcher ^a	6424- 7225	4	40
	Meter Maid ^a	6680- 7513	4	40
	Animal Control Officer ^a	6424- 7225	4	40+
<u>Second Class</u>				
Beresford	Dispatcher ^{a,c}	7200		
Dell Rapids	Patrol: 1st Class	8400		40
	2nd Class	8040		40
	3rd Class	7620		40
	Rookie	7200		40
Hot Springs	Patrol: I	8600- 9600	2	40
	II	8400- 8600	2	40
	III	7750- 8400	1	40
Menno	Patrol Officer ^{a,g}	5.00hr		8½
Mission	Dispatcher ^{a,c}	6000		
Mobridge	Dispatcher	5720- 6386	1	40
Philip	Dispatcher ^{a,c}	360		
Spearfish	Patrol:	9464	2	
		8819	1	
		7322	start	
	Matron	4.24hr		
White River	Dispatcher ^{a,c}	600		
Winner	Patrol:	9230	4.1	48+
		8190	certified	48+
		7140	start	48+

SEE FOOTNOTES AT END OF TABLE

TABLE 8 (Continued)
SUPPLEMENTAL SALARY INFORMATION

State	Employee	Annual Salary or Salary Range	Year Salary Achieved or Years to Maximum Within Range	Regular Hours Per Week
HIGHWAY PATROL	Trooper: II I	11021-15845 10134-14462		40+ 40+
DIVISION OF CRIMINAL INVESTIGATION	Training Coordinator	13939-20600		
	Field Agent: II I	12253-17925 11244-16336		40+ 40+
	Drug Agent	10770-15595		40+

FOOTNOTES: ^aNot sworn

^bSalaries change each year.

^cData from Municipal League, added only if other salary information from a city was consistent between the two surveys

^dMust reach this rank before advancing further.

^eSick leave reimbursement. An officer earns 12 days per year in sick leave. After 132 days are accumulated, the officer is paid in full each year for any days over 6 (of the 12) not taken; the first 6 go into a reserve account. Upon retirement, disregarding the first 66 days of the possible 132 days, up to 62 days (2 months) remaining are paid at one's current pay rate. Moreover, the following days (if accumulated) are paid at half pay: 1) those first 66 days previously disregarded, 2) the extra 4 days of the 132 (132 minus 62 paid minus 66 paid at $\frac{1}{2}$ rate = 4), and 3) the sum of all the days over the maximum of 132 which were put into the reserve account and not reimbursed annually.

^fMerit step.

^gPart time, vacation and sick leave benefits

TABLE 9
 ADDITIONAL CITIES: INFORMATION FROM OTHER SOURCES FOR FIRST AND SECOND CLASS CITIES^a

City	1970 Popu- lation	Number of Sworn Officers ^b		Annual Salaries ^c						Uniform Allowance ^c	Amount of Uniform Allowance Per Man Per Year ^c	State Affiliation ^d	
		Full Time	Part Time	Chief	Asst. Chief	Captain	Sergeant	Patrol	Dispatcher			Retire- ment	Health
First Class Over 5000													
Vermillion	9128	13		16043		5.10-5.18hr	5.03hr	4.45-4.90hr	2.92-3.49hr	Y	as needed	Y	Y ^e
Watertown	13388	24		14647	11542	11184	10963	8565-10605		Y	as needed	Y	N ^e
Second Class 501 - 4999													
Big Stone City	631	1		10140	8244					Y	\$240	N	N ^e
Brandon	1431	2	1	10200				4200		Y		Y	Y ^e
Chamberlain	2626	3		9300	8640			8520	7200	Y		N	Y ^e
Clear Lake	1157	1	1	7620						N	N/A	N	N ^e
Corsica	615	1		7200								N	Y
Deadwood	2409	6	1	11665	11100				9900-10400	N	N/A	Y	N ^e
Dupree	523	1		6000						N	N/A	N	N ^e
Eagle Butte	530	1	1	7800						N	N/A	N	N ^e
Eureka	1547	3	1					5615		N	N/A	N	N ^e
Fort Pierre	1448	4		10440	9120			7919- 8319		Y		N	Y ^e
Freeman	1357	2		8400	7500					Y	\$90	Y	Y
Hartford	800	2		8400 ^f				1239		Y	\$180	Y	N ^e
Herreid	672	1		8400						Y		N	N ^e
Highmore	1173	2		8400						Y	\$100	N	Y
Kimball	825	1		7200						N	N/A	N	Y
McIntosh	563			7500						N	N/A	N	N ^e
Marion	844	1		9420				2.50hr		Y		Y	Y
Murdo	865	3		8380				7600		Y		Y	N
Selby	957	2		3600						N	N/A	N	N
Sisseton	3094	5		9000			8500	8000	7000	Y	\$180	Y	Y
Springfield	1566	2	1	3600						Y	\$100	N	Y
Timber Lake	625	1		9600				8530		Y	\$100	N	N
Tripp	851	1	1	9030	3.05hr					Y		N	N
Waubay	696	2		8400				2700		Y	\$100	N	Y
Whitewood	680	1	1	11520				270				N	Y
Wilmot	518	1		6240				20night				N	N

^aThese cities did not respond to the salaries and benefits survey, but they do have law enforcement capability. Available data has been compiled for this table. The letter Y stands for yes, N for no, and N/A for not applicable.

^bThe Division of Criminal Investigation supplied these figures. They represent the number of sworn officers as of October 21, 1977.

^cThis data was taken from the South Dakota Municipal League's "Salaries, Wages, and Fringe Benefits of South Dakota Cities and Towns." Salaries are those in effect on January 1, 1977, and uniform allowances apply to 1977.

^dThe Division of Retirement and Insurance in South Dakota's Department of Labor provided lists of cities and counties which are affiliated with the state retirement and with the state health insurance plans.

^eThe Municipal League book (see c above) shows that other group hospitalization insurance is available to city employees.

^fSalary also covers non-law enforcement municipal duties.

TABLE 10
 ADDITIONAL CITIES: INFORMATION FROM OTHER SOURCES FOR THIRD CLASS CITIES^a

City	1970 Population	Number of Sworn Officers ^b		Salaries ^c			State Affiliation ^d	
		Full Time	Part Time	Chief	Assistant Chief	Patrol	Retire- ment	Health
Third Class	Under 500							
Akaska	46			300				
Belvidere	96	1		1800			N	N
Blunt	445	1					N	N
Bonesteel	354	1		7200		1320	N	N
Buffalo	393					3000	N	N
Carthage	362						Y	Y
Claremont	214			1200 ^f		480 ^e	N	Y
Conde	279			1176 ^g			N	N
Delmont	260	1	1	6000			N	Y
Dolton	60		1	120	3000		N	N
Fairfax	199	1		3480				
Gary	366	1		5600			N	N
Hayti	393	1		9420 ^g			N	N
Hecla	407	1		7200 ^f			N	Y
Henry	182	1		3300 ^f			N	Y
Herrick	126	1		1200				
Hosmer	437			8700			N	N
Hudson	366	1		6876			N	Y
Irene	461		1		2700	17.50night	N	Y
Iroquois	375	1				2400 ^h	N	N
						2640	N	Y
Isabel	394	1		7200 ^g				
Java	305	1	1	8700 ^g			N	N
Labolt	90						N	Y
Long Lake	128			1260 ^f		100	N	N
Midland	270	1			8400		N	N

SEE FOOTNOTES AT END OF TABLE

TABLE 10 (Continued)

ADDITIONAL CITIES: INFORMATION FROM OTHER SOURCES FOR THIRD CLASS CITIES^a

City	1970 Population	Number of Sworn Officers ^b		Salaries ^c			State Affiliation ^d	
		Full Time	Part Time	Chief	Assistant Chief	Patrol	Retire- ment	Health
Third Class (Continued)								
Monroe	134		1	180			N	N
Morristown	144			1440 ^g			N	N
Nisland	157	1		4800 ^g			N	N
Northville	119					200	N	N
Pollock	341			1800			N	N
Pukwana	208		1	6600 ^g			N	Y
Reville	142	1				1200	N	N
Roscoe	398			8100 ^g			N	Y
Summit	332		1			6900	N	N
Tabor	388	1		6600 ^g			Y	N
Vienna	119		1	1200			N	N
White	418	1		9600 ^g			N	N

^aFOOTNOTES: These cities did not respond to the salaries and benefits survey, but they do have law enforcement capability. Available data has been compiled for this table. The letter Y stands for yes, N for no, and N/A for not applicable.

^bThe Division of Criminal Investigation supplied these figures. They represent the number of sworn officers as of October 21, 1977.

^cThis data was taken from the South Dakota Municipal League's "Salaries, Wages, and Fringe Benefits of South Dakota Cities and Towns." Salaries are those in effect on January 1, 1977.

^dThe Division of Retirement and Insurance in South Dakota's Department of Labor provided lists of cities and counties which are affiliated with the state retirement and with the state health insurance plans.

^eMatron

^fConstable or marshal

^gSalary also covers non-law enforcement municipal duties.

^hDispatcher

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TABLE 11
SUMMARY OF AVAILABILITY OF SELECTED FRINGE BENEFITS^a

Agencies	Benefit											
	Paid Vacation	Paid Sick Leave	Paid Holidays	Health Insurance	Life Insurance	Accident/Disability Insurance	False Arrest Insurance	Retirement Plan	Shift Differential Pay	Pay for Court Time	Overtime Compensation	Longevity Pay
Sheriffs' Offices												
Population of county:												
50000 and over												
Number	2	2	2	2	1	1	2	2	0	2	2	1
% within category	100%	100%	100%	100%	50%	50%	100%	100%	0%	100%	100%	50%
30000 - 49999												
Number	1	1	1	1	1	0	1	1	0	0	1	0
% within category	100%	100%	100%	100%	100%	0%	100%	100%	0%	0%	100%	0%
20000 - 29999												
Number	2	2	1	2	1	2	2	2	0	0	0	1
% within category	100%	100%	50%	100%	50%	100%	100%	100%	0%	0%	0%	50%
18000 - 19999												
Number	2	2	1	2	0	1	2	2	0	0	0	0
% within category	100%	100%	50%	100%	0%	50%	100%	100%	0%	0%	0%	0%
13000 - 17999												
Number	3	3	2	3	1	1	3	3	0	0	1	0
% within category	100%	100%	67%	100%	33%	33%	100%	100%	0%	0%	33%	0%
11000 - 12999												
Number	5	5	3	5	0	2	5	4	0	0	2	0
% within category	100%	100%	60%	100%	0%	40%	100%	80%	0%	0%	40%	0%
9000 - 10999												
Number	6	6	4	6	2	3	6	6	0	0	0	0
% within category	100%	100%	67%	100%	33%	50%	100%	100%	0%	0%	0%	0%
7000 - 8999												
Number	7	6	3	7	2	2	5	3	0	0	1	0
% within category	100%	86%	43%	100%	29%	29%	71%	43%	0%	0%	14%	0%
0 - 6999												
Number	21	21	13	27	9	7	22	13	0	2	3	0
% within category	72%	72%	45%	93%	31%	24%	76%	45%	0%	7%	10%	0%
TOTAL												
Number	49	48	30	55	17	19	48	36	0	4	10	2
% within category	86%	84%	53%	96%	30%	33%	84%	63%	0%	7%	18%	4%

SEE FOOTNOTE AT END OF TABLE

TABLE 11 (Continued)
SUMMARY OF AVAILABILITY OF SELECTED FRINGE BENEFITS^a

Agencies	Benefit											
	Paid Vacation	Paid Sick Leave	Paid Holidays	Health Insurance	Life Insurance	Accident/Disability Insurance	False Arrest Insurance	Retirement Plan	Shift Differential Pay	Pay for Court Time	Overtime Compensation	Longevity Pay
<u>Police Departments</u>												
Class of city:												
First												
Number	10	10	9	10	10	6	7	10	5	8	9	8
% within category	100%	100%	90%	100%	100%	60%	70%	100%	50%	80%	90%	80%
Second												
Number	60	58	22	52	26	24	23	25	0	15	24	2
% within category	98%	95%	36%	85%	43%	39%	38%	41%	0%	25%	39%	3%
Third												
Number	12	9	6	4	2	3	1	1	0	4	1	0
% within category	67%	50%	33%	22%	11%	17%	6%	6%	0%	22%	6%	0%
TOTAL												
Number	82	77	37	66	38	33	31	36	5	27	34	10
% within category	92%	87%	42%	74%	43%	37%	35%	40%	6%	30%	38%	11%
<u>State</u>												
Number	2	2	1	2	1	1	2	2	0	0	1	0
% within category	100%	100%	50%	100%	50%	50%	100%	100%	0%	0%	50%	0%
<u>GRAND TOTAL</u>												
Number	133	127	68	123	56	53	81	74	5	31	45	12
% within category	90%	86%	46%	83%	38%	36%	55%	50%	3%	21%	30%	8%

^a This table summarizes the information presented under the Benefits Checklist heading in the Salaries and Fringe Benefits: Overview tables (1 and 5). A total of 57 sheriffs' offices, 89 police departments, and the Highway Patrol and DCI responded to the survey, making a grand total of 148 law enforcement agencies.

LAW ENFORCEMENT ELSEWHERE

The Fraternal Order of Police (FOP) publishes data annually from a survey of fringe benefits and salary levels. Cities are grouped according to population size (over 1,000,000; 500,000-1,000,000; 250,000-500,000; 100,000-250,000; 50,000-100,000; 25,000-50,000; 10,000-25,000; under 10,000), and there are sections with data on Highway Patrol and Sheriffs' offices. In order to show what kind of information is collected, a page from the 1977 survey is reproduced as Table 12. This information is available for each department responding to the survey; no summaries accompany the data.

The publication, entitled "A Survey of 1977 Salaries and Working Conditions of the Police Departments in the United States," can be purchased from FOP National Headquarters, 6-3136 W. Pasadena Avenue, Flint, Michigan 48504 (313-732-6330); a copy is also sent to each survey respondent (which would include Sioux Falls, Aberdeen, Brookings, Huron, Mitchell, Pierre, and Watertown for South Dakota in 1977).

Another source of information on salaries across the nation is the expenditure and employment data gathered by the Census Bureau. Table 13 shows average monthly salaries at different levels of government for the years 1971 to 1975. Law enforcement salaries can be compared to those in other areas of criminal justice as well as examined over time.

South Dakota experienced a gain of 66% from 1971 to 1975 in the total amount of money spent on salaries for police protection, while the total number of police employees (full time equivalent) increased by 19%. The average gains for all states were 56% and 18%, respectively. It should be noted that, if salaries are initially low, a fairly small increase can result in a large percentage increase.

CONTINUED

1 OF 2

TABLE 12
SALARIES AND BENEFITS IN OTHER STATES: A SAMPLE OF AVAILABLE DATA¹

	CHIEF		CAPTAIN		LIEUTENANT		SERGEANT		DETECTIVE		PATROLMAN		Years from Min. to Max.	Longevity Pay (Y) Yes (N) No	No. of Uniformed Police & Detectives	Hours Per Week	Annual Vacation Period (Days) MIN.—MAX.	Overtime Compensation (Y) Yes (N) No	No. of Paid Holidays	Annual Clothing Allowance	Paid Hospitalization	Annual Sick Leave (Days)	Amt. (%) Life Insurance Contributed by Employer	Civil Service Status (Y) Yes (N) No	MONTHLY PENSION (PERCENTAGE OF SALARY)				Min. Age Required/Res. Person	Min. Yrs. Serv. Req. for Pension	Compulsory Retirement Age	Shift Differential Pay (Y) Yes (N) No	Residency Requirement (Y) Yes (N) No				
	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.	MIN.	MAX.													After 20 Yrs. of Service	After 25 Yrs. of Service	After 30 Yrs. of Service	After 35 Yrs. of Service									
UNDER 10,000 (Continued)																																					
Jackson, Ohio	10,080		8,160				7,449		7,449					Y	12	40	14-35	Y	7	170	50%	15	0	Y													
Jasper, Ind.	14,040	14,040			12,740	12,740					11,960	6,201	7,680	15	Y	12	40	14-21	N	0	100%	90	1,000	N	50%												
Jenks, Okla.	9,600	12,000			8,500	9,600	7,000	7,500				6,600	7,800	2	N	9	40	14	N	10	100	50%	5	5,000	N												
Jones, Ark.	29,760	35,760	25,680	30,852	22,608	27,180	19,884	23,892				17,472	21,636	5	Y	16	40	26	Y	11	250	100%	15	0	Y	45%	50%										
Kendallville, Ind.		11,877										10,864																									
Kerrit, Tex.	11,244	13,392	9,924	11,436			10,002	10,444				11,162																									
Meachikan, Ark.	26,496	34,872			22,656	29,808	20,136	26,496	17,820	23,556	17,820	23,556	17,820	23,556	13	Y	14	40	12-28	Y	9	156	100%	12	4,000	N	50%	60%	60%								
Keyser, W. Va.	7,100	7,100			6,614	6,614						6,419	6,419		N	8	40	7-21	N	12	100%	50%	10	0	Y												
Kings Point, N.Y.		27,908				25,579						13,537	18,224	4	Y	21	40	20-27	Y	12	300	100%	26	0	Y												
Lake Linden, Mich.		10,600						21,699				6,419	6,419		N	8	40	7-21	N	12	100%	50%	10	0	Y												
Leighton, Pa.		11,500										8,810	9,000	1	Y	4	48	5	Y	6	200	100%	12	0	N												
Lenoir City, Tenn.		10,000										8,700	9,700	1	N	7	40	5-20	Y	10	150	100%	15	7,000	Y	50%	50%										
Linton, Ind.		9,000										7,048	7,577	1/4	N	10	40	12	N	12	100%	100%	12		N												
Lordstown, Ohio	10,998		10,322				10,200					7,400	0		N	8	40	15	N	0	250	50%	0		N	50%	60%										
Ludington, Mich.		13,800			11,500		11,330					10,166			N	5	40	14-28	Y	7	200	50%	80	0	N												
Manistique, Mich.	13,600	13,900	11,275	12,400			10,775	11,668				12,627	10,250	10,878	1	N	15	40	5-20	Y	10	100%	12		Y												
Marion, Ala.	9,600	12,252										9,671	11,168	4	Y	11	40	5-25	Y	9	100	100%	12		Y												
Masontown, Pa.	9,594	11,880			8,320	10,140	7,696	9,420	7,800	9,670		7,632	9,204		N	6	48	5-14	N		120		12	4,000	N												
Mercedes, Tex.		11,604										7,488	8,620	6	Y	11	40	15-30	Y	7	150	100%	0	20,000	Y	50%											
Minersville, Pa.	14,108				7,464	9,084	7,116	8,652	6,780	8,244	6,132	7,464			N	18	40	14	Y	8		100%	15	0													
Mt. Olive, N.C.		9,400					8,000					7,900			N	4		11	Y	8		100%	15	10,000	Y	50%											
Mt. Vernon, Ind.		10,900			9,800		9,256					6,500	7,436		N	16	40	14	N	0	200	100%	7	10,000	N	50%	75%	100%									
Mt. Vernon, Ind.		10,842					9,863					9,435			N	13	40	14-21	Y	10	400	50%	14	0	N	50%	60%										
Narragansett, R.I.	15,136		12,550		12,056		11,623		11,128			10,201	11,128	1	Y	26	37 1/2	10-20	Y	10	300	100%	18		N	50%	50%	70%	74%	41	20	0	N	Y			
Nazareth, Pa.		14,000										11,000	11,600	3	Y	10	40	14-28	Y	10	100%	100%	30	12,000	Y												
New Ringold, Pa.												7,200			N	1	40	7	Y	8	150	100%	5	0	N												
Newton, N.C.	10,088		8,892	11,336	8,372	10,712	7,800	10,088	7,800	10,088	6,854	8,892		N	23	42 1/2	10	N	7	0	50%	12		N													
Northampton, Pa.	13,822		12,130		11,970							10,440	11,440	5	Y	10	41	12-24	Y	9	100%	100%	10		Y												
Norwegian Twp., Pa.	6,700											5,200			N	1	40	7	N	8	200	100%	0	40,000	N	50%	75%	75%	75%	55	25	60	N	Y			
Ogdensburg, N.J.	13,500	18,000					11,500	16,500				8,400	13,400		N	5	48	12	Y	11	200	100%	15		Y												
Orchard Lake, Mich.							15,641					12,644	14,606	3	Y	7	40			12	300	100%	12	10,000	N												
Pelham, Ala.												10,049	12,207	5 1/2	Y	9	48	14	N		300	100%	0	5,000	N												
Petersburg, Ind.	8,499				12,207	14,585	11,492	13,676				7,950	7,950	0	N	7	40	5	N	0	125		0		N	Y	50%										
Pine Grove, Pa.	10,028						8,113					8,295			N	14	40	7	Y	5		100%	0		N												
Plymouth, Pa.	9,500											8,500			N	10	40	14-21	Y	7	150	100%	0	0	Y												
Port Clinton, Ohio	13,020	13,620	11,820	12,420			9,000					11,220	11,820	11,820	10,920	11,520	2	Y	12	40	5-15	Y	9	250	100%	15	2,000	Y	0	50%	60%	66%	55	25	0	N	Y
Portland, Ind.		10,573						9,446				8,446	8,446	8,946	1/4	Y	9	42	7-21	Y	0	525	100%	14	2,000	N	50%	60%	70%	74%	41	20	65	N	Y		
Princeton, Ind.	10,632	11,112			9,432	9,912	9,016	9,496	8,928	9,408	8,600	9,080	20	Y	12	40	14-28	Y	1	330	100%	0	5,000	N	50%	60%	70%	74%	41	20	60	N	Y				
Prospect Park, Pa.		17,619					16,314					14,962	12,557	14,457	1	Y	7	40	10-25	Y	13	100%	180		Y	50%	50%	50%	50%	50	25	55	Y	N			
Pulnam, Conn.		11,816										11,544																									
Rehoboth Bch., Del.	12,000				11,700							9,776	11,419	7	N		40	10-28	Y	11	0	50%	12	5,000	Y												
Rochester, Ind.	10,025						10,354	11,180				7,500	8,395		N	17	40	10-20	Y	14	436	80%	5-20		N												
Rochester, Pa.		13,536			13,213			9,590	9,590			8,360	9,180	1	N	7	40	7-14	N	3	330	100%		1,000	N	50%	60%	70%	74%	21	20						
Rushville, Ind.		13,992	10,593	10,953								12,233			Y	6	40			Y	8	200	100%	7	22,500	Y											
St. Johns, Mich.		14,840						12,985				9,273	10,713	15																							

TABLE 13

MONTHLY SALARIES FOR STATE AND LOCAL CRIMINAL JUSTICE PERSONNEL IN THE U.S.¹

Average monthly salaries for State full-time equivalent employees in the criminal justice system, by activity: October 1971, 1972, 1973, 1974, and 1975

Item	Total	Police Protection	Judicial	Legal Services	Public Defense	Corrections	Other Criminal Justice
October 1975	\$1,066	\$1,057	\$1,461	\$1,266	\$1,200	\$971	\$1,056
October 1974	999	984	1,388	1,153	1,124	914	1,019
October 1973	941	945	1,271	1,110	1,068	852	944
October 1972	874	870	1,172	1,047	1,003	804	885
October 1971	800	761	1,167	988	891	742	806
Percent change, 1971 to 1975	33.3	38.9	25.2	28.1	34.7	30.9	31.0

Average monthly salaries for county full-time equivalent employees in the criminal justice system, by activity: October 1971, 1972, 1973, 1974, and 1975

Item	Total	Police Protection	Judicial	Legal Services	Public Defense	Corrections	Other Criminal Justice
October 1975	\$976	\$1,018	\$886	\$1,125	\$1,352	\$949	\$938
October 1974	905	944	821	1,051	1,218	881	887
October 1973	842	876	763	975	1,127	821	766
October 1972	786	809	721	910	1,079	772	773
October 1971	741	764	672	869	1,010	731	884
Percent change, 1971 to 1975	31.7	33.2	31.8	29.5	33.9	29.8	8.4

Average monthly salaries for municipal full-time equivalent employees in the criminal justice system, by activity: October 1971, 1972, 1973, 1974, and 1975

Item	Total	Police Protection	Judicial	Legal Services	Public Defense	Corrections	Other Criminal Justice
October 1975	\$1,111	\$1,117	\$991	\$1,155	\$1,049	\$1,120	\$1,147
October 1974	1,042	1,048	958	1,072	1,006	1,013	1,258
October 1973	973	976	910	1,031	1,041	944	1,210
October 1972	904	905	852	973	975	893	1,029
October 1971	840	841	804	918	902	824	1,082
Percent change, 1971 to 1975	32.3	32.8	23.3	25.8	16.3	35.9	6.0

¹ From Trends in Expenditure and Employment Data for the Criminal Justice System 1971-1975, published by the U.S. Departments of Justice and Commerce, 1977, pages 8 and 10.

ARE YOU AWARE OF FEDERAL BENEFITS FOR LAW ENFORCEMENT OFFICERS?¹

A.

Persons eligible and conditions of eligibility: Benefits are provided for any non-federal law enforcement officer who is injured, sustains disease, or is killed under one of the following conditions:

- (1) While engaged in the apprehension of any person
 - (a) who has committed a crime against the United States, or
 - (b) who at that time was sought by a law enforcement authority of the U.S. for the commission of a crime against the U.S., or
 - (c) who at that time was sought as a material witness in a criminal proceeding instituted by the U.S.
- (2) While engaged in protecting or guarding a person held for the commission of a crime against the U.S. or as a material witness in connection with such a crime.
- (3) While engaged in the lawful prevention of, or lawful attempt to prevent, the commission of a crime against the United States.

Benefits provided - medical care: Included are medical, surgical and hospital services and supplies; transportation expense if travel is necessary to secure them also is provided. Emergency care and continuing treatment may be obtained from any qualified physician unless and until such time as the bureau authorizes the services of United States medical officers and hospitals. If these services are not available, the injured officer may be referred by the bureau to physicians designated by the bureau. The term "physician" designates surgeons and osteopathic practitioners but not chiropractors, chiropodists, naturopaths, podiatrists, optometrists, etc.

For temporary total disability: Compensation for loss of wages is payable after a three-day waiting period. No waiting period is required when there is permanent injury or where the disability causing wage loss exceeds 21 days. Compensation generally is payable at the rate of 2/3 of the officer's salary if he has no dependent; or 3/4 of his salary if he has one or more dependents. The minimum rate of compensation for total disability is 3/4 of the monthly pay of the lowest rate of basic pay for GS-2 of an employee of the U.S. government or the officer's full wages, whichever is less. The maximum compensation payable is 3/4 of the monthly pay of the highest rate of basic pay provided for grade GS-15 of a U.S. government employee. The term "dependent" covers a wife, unmarried children under 18 years of age, and a wholly dependent husband or parent. An unmarried child may qualify as a dependent after he reaches the age of 18 if he is incapable of self-support, or if he is a "student" as defined by the law, for so long as he continues to be a student or until he reaches the age of 23 or has completed four years of education beyond the high school level.

For permanent disability: The law provides both scheduled benefits and payments based upon loss of earning capacity for permanent effects of an injury. Scheduled benefits are awards for permanent disabilities such as the loss of an eye, arm, leg, and similar disability. For example, compensation for 160 weeks is payable for loss of an eye as well as payments for any temporary disability. In addition, benefits for loss of earning capacity due to an injury also may be paid after the scheduled award period has terminated. Compensation for loss of wage-earning capacity is payable if the eligible officer is unable to resume his regular work because of injury-related disability. This compensation is paid on the basis of the difference between the officer's capacity to earn wages and the wages of the job he held when injured. If the officer's condition requires a constant attendant, an additional amount not to exceed \$300 each month may be allowed. Also, the bureau may arrange for vocational rehabilitation where necessary and may provide a rehabilitation maintenance allowance not to exceed \$1,200 a year.

¹This section has been reproduced from the South Dakota Lawman, Vol. 4, No. 2 (Autumn, 1976) and Vol. 5, No. 1 (Spring, 1977).

For death: If there is no child eligible for benefits, the widow or dependent widower's monthly compensation is 45 percent of the officer's pay at the time of death. If there is a child or children eligible for benefits, the widow or widower is entitled to 40 percent of the pay and each child is entitled to 15 percent. If children are the sole survivors, 35 percent is paid for the first child and 15 percent for each additional child, shared equally. Other persons such as dependent grandparents, parents, brothers, sisters, and grandchildren may be entitled to benefits. In no case, however, may the total monthly compensation paid be more than 75 percent of the officer's monthly pay, or 75 percent of the highest rate of monthly pay provided for grade GS-15 of an employee of the U.S. government.

Compensation to an officer's survivors terminates upon their death or marriage. Upon remarriage a widow will receive a lump sum equal to 24 times her monthly compensation. Awards to children, grandchildren, brothers, and sisters terminate upon reaching 18 years of age unless extended because such person is a student or incapable of self-support.

Burial expenses not to exceed \$800 are payable in any individual case. Transportation of the body to its former residence in the United States is provided where an eligible officer dies away from his home station.

Cost-of-living increases: In general, if benefits have been paid for more than a year, provision is made for an automatic increase in benefit payments three months after any increase in the Consumer Price Index of at least three percent for three consecutive months over the price-index for the most recent base month. The term "price index" means the Consumer Price Index (all items--United States city average) published by the U.S. Bureau of Labor Statistics. Each new "base month" is determined by subsequent adjustments.

Compensation in addition to state or local benefits: The intent of this law is to provide compensation benefits for state and local officers equivalent to those received by federal officers. Thus, if state and local benefits are less than federal benefits, the OFEC will pay the difference, subject to the limitations of the law.

Hearing, review, and appeal rights: If an officer or his survivors disagree with a final determination of the OFEC, a hearing may be requested where an opportunity will be afforded to present evidence in further support of the claim. Also, there is a provision for additional review by the Office of Federal Employees' Compensation and a right to appeal to the Employees' Compensation Appeals Board.

What to do...

1. Keep this information. It is important that you know what you are entitled to since benefits are not paid automatically. You or your survivors must claim them within five years of the date of injury or death.
2. In case of injury obtain first aid or medical treatment even if the injury is minor. While many minor injuries heal without treatment, a few result in serious prolonged disability that could have been prevented had the officer received treatment when the injury occurred.
3. Report every injury to your supervisor. Submit written notice of your injury to the OFEC on Form CA-721 if you are disabled and in a non-pay status for more than three calendar days, suffer permanent disability, are unable to resume your regular work, incur medical expenses as a result of the injury, or if there is a likelihood that disability or medical expenses will subsequently occur. Complete the form in accordance with the instructions attached to it and return it to your supervisor. It may be difficult to establish that an injury actually occurred if you wait for weeks or months to submit the report of injury. Therefore, the report should be filed as soon as possible after the injury occurs.
4. Tell your family about the benefits they are entitled to in the event of your death. For assistance in filing claim they may contact your supervisor or the OFEC.
5. When required, submit official Form CA-721 to the OFEC at the address shown below through your supervisor and in accordance with instructions on the form.

Important: Form CA-721 can be obtained by writing to the Office of Federal Employees' Compensation. In certain jurisdictions, a supply also is available in your administrative or personnel office.

When in doubt about your federal benefits, write to the Office of Federal Employees' Compensation, Washington, D.C. 20211.

B.

...
The Public Safety Officers' Benefits Act of 1976, signed by President Ford on September 29, 1976, authorizes the Law Enforcement Assistance Administration to pay a benefit of \$50,000 to specified survivors of state and local public safety officers found to have died as the direct and proximate result of a personal injury sustained in the line of duty.

"Public safety officer" is defined as "a person serving a public agency in an official capacity, with or without compensation, as a law enforcement officer or as a fireman." Among those for whom coverage is intended are persons involved in crime and juvenile delinquency control or reduction, or enforcement of the criminal laws, including police, corrections, probation, parole, and judicial officers. Paid and volunteer fire fighters are also covered. No benefit is to be paid if death is caused by the intentional misconduct or voluntary intoxication of the officer, or the actions of a potential beneficiary. Deaths resulting from occupational illness or chronic disease would also not qualify.

The Act applies to deaths occurring from injuries sustained on or after the date of its enactment. However, payments can be made only to the extent provided for in advance by appropriation Acts. Claims are now being accepted by LEAA. ...

Once LEAA approves a claim, the \$50,000 benefit will be paid as follows:

- (1) If there is no surviving child¹ of the deceased officer, to the surviving spouse;
- (2) If there is a surviving child or children and a surviving spouse, one-half to the child or children in equal shares and one-half to the surviving spouse;
- (3) If there is no surviving spouse, to the child or children of the officer in equal shares;
- (4) If none of the above, to the dependent parent or parents of the officer in equal shares.

If there is an immediate need for it, the sum of \$3,000 will be advanced and later deducted from the \$50,000 when the paper work is done.

The Internal Revenue Service has ruled that the \$50,000 benefit is not subject to Federal taxation. Similarly, the Act assures it will not be subject to execution or attachment. The benefit is intended to be in addition to other benefits received by the family of a deceased officer. It would be reduced only by payments authorized by Public Law 90-291--where a Federal crime is involved--or certain payments authorized by the District of Columbia Code.

Claims for benefits under the Act should be submitted to the Public Safety Officers' Benefits Program, Law Enforcement Assistance Administration, 633 Indiana Avenue, N.W., Washington, D.C. 20531. Claim forms and additional instructions can be obtained by writing to this address. ...

¹A child is any natural, illegitimate, adopted, or posthumous child or stepchild of a deceased public safety officer who, at the time of the public safety officer's death, is (a) 18 years of age or younger, (b) over 18 years of age and a student as defined in section 8101 of Title 5, United States Code, (c) over 18 years and incapable of self-support because of physical or mental disability.

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BENEFITS AVAILABLE TO LAW ENFORCEMENT OFFICERS IN SOUTH DAKOTA

Educational benefits, group insurance policies, and a retirement plan can be obtained by South Dakota's law enforcement officers. Specifically, the Law Enforcement Education Program (LEEP) offers funds for academic coursework. The National Sheriffs' Association (NSA) provides optional insurance policies with membership. Within South Dakota, members of the Peace Officers' Association automatically receive a minimal death benefit, and the state has retirement, health, and life plans.

Sworn officers are among those criminal justice employees eligible to receive grants or loans from LEEP. In the past, little difficulty has been experienced in securing funding. Some general information about the program follows this section.

All employees of law enforcement agencies as well as other criminal justice personnel are eligible for membership in the NSA. Annual dues are \$15 for sheriffs and agency heads, \$10 for deputies, police officers, and others. Members can purchase insurance for professional liability, accidental death and dismemberment, life, and hospital stays. The basic details about these plans (except for the most recent liability coverage) are presented after the LEEP material.

The South Dakota Peace Officers' Association is open to officers with the power to arrest within South Dakota. Members can be from law enforcement, the courts, or corrections. Payment of the \$10 annual dues guarantees that the member is insured in the amount of \$1,000 for accidental death and \$500 for natural death (both reduced by half at age 65). For more information, contact John Overholt, Executive Secretary, 218 Pineview Rt., Sturgis 57785.

All state employees must participate in the state's retirement plan and in its health insurance plan, and they may also take advantage of a group life insurance plan. A city or county must decide, as a whole, whether it wishes to enroll its employees in the retirement plan and/or in the health plan; group life insurance may be offered to local employees in the future, but that currently is considered administratively infeasible. The benefit plans were established by statute, under the Department of Labor's Division of Retirement and Insurance, and they are described in chart form at the end of this chapter.

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LAW ENFORCEMENT EDUCATION PROGRAM¹

PROGRAM PURPOSE:

The Crime Control Act of 1973 provides for and encourages "training, education, research, and development for the purpose of improving law enforcement..." To this end, LEEP provides financial assistance for higher education which will contribute to the development of human resources needed by the criminal justice system to reduce crime and delinquency.

*ELIGIBILITY:

- A. Applicant must be a citizen or national of the United States.
- B. Applicant must have a Social Security number.
- C. Applicant must be an employee of an eligible agency, must be a sworn officer, or person whose principal responsibilities are unique to the criminal justice systems and are essential in the performance of the agency's primary mission. THE AGENCY MUST BE ABLE TO DOCUMENT THE EMPLOYEE'S FUNCTION. (Most supportive employees are ineligible.)
- D. Applicant must work a minimum of 30 hours per week in a publicly-funded agency or have full time status as a teacher of courses in crime-related degree programs.

FUNDING AVAILABILITY AND PRIORITIES:

TYPES OF FINANCIAL AID AVAILABLE. LEEP provides two types of financial aid to criminal justice students enrolled in colleges and universities.

- a. Grants for in-service students to pay for tuition, mandatory fees, and books, not to exceed \$400 per semester or \$250 per quarter for part time or full time study of degree-creditable courses in crime-related programs or programs in the behavioral, managerial, or social sciences.
- b. Loans not to exceed \$2,200 per academic year for full time study in degree programs approved by the Administration. See appendix 8 concerning authorized programs for preservice students.

PRIORITIES. Institutions shall assign LEEP awards to students in accordance with the following priority classifications and maximum eligibility provisions set forth in paragraph 83.

ORDER OF PRIORITIES. Awards are given to students in accordance with the following priority classifications:

1. Returning applicants who are state or local criminal justice personnel on academic leave.
2. Returning in-service LEEP recipients.
3. Transfer in-service LEEP recipients (as defined in paragraph 82c).

¹Prepared by Jim Rumbolz, Director, Off-Campus Studies Program, Criminal Justice Studies Program.

4. Returning pre-service LEEP recipients.
5. Transfer pre-service LEEP recipients (as defined in paragraph 82c).
6. New applicants who are state or local criminal justice personnel on academic leave, excluding new in-service applicants who are candidates for law degrees.
7. New applicants who are state or local criminal justice employees including eligible teachers of crime-related programs.
8. New eligible pre-service applicants, excluding pre-law students and candidates for law degrees.
9. All in-service applicants who are candidates for law degrees.

GRANT OBLIGATIONS:

Grant funds will be advanced only to an in-service applicant who enters into an agreement with the Department of Justice to remain in full time criminal justice employment for a period of two years following completion of any course for which grant funds are advanced.

COMPLETION OF LEEP-3 - LEEP STUDENT CERTIFICATION AND NOTE:

The most common problem with submission of the LEEP-3 is incompleteness. It is imperative that Parts 1, 2, and 3 on this form are entirely completed. Neglected areas on this form can cause up to a month's delay in the processing of an award. Please have all students carefully review the information given, and SIGN THE NOTE WHERE DESIGNATED.

* Should these requirements need clarification, please contact: LEEP coordinator, State-Wide Education Services, The University of South Dakota, Vermillion, 57069. Phone 677-5281

INSURANCE AVAILABLE THROUGH THE NATIONAL SHERIFFS' ASSOCIATION

Comprehensive professional liability

Policy as described on NSA membership application, terminating on October 31, 1977: "The NSA Comprehensive Liability Plan pays up to \$250,000 for each individual sued and \$500,000 per occurrence, plus all legal, investigative, and court costs necessary to defend claims. Pays all damages because of bodily injury or property damage resulting from the insured's operations and performance of official duties or from the use of the insured's premises. In addition, coverage is provided for claims from false arrest, assault and battery, false imprisonment, malicious prosecution, and false or improper service of process, and alleged violations of civil rights. This coverage is available on an individual basis, or may be obtained on a blanket policy, covering an entire department." Annual premium: \$75 (\$35 if primarily serve civil papers).

Different policy available November 1, 1977.

Accidental death and dismemberment

Coverage in effect at all times, whether on or off duty, and may be continued once a person leaves law enforcement:

For Loss of	\$5,000 Plan	\$10,000 Plan
Life	\$5,000	\$10,000
Sight of both eyes	\$5,000	\$10,000
Both hands or both feet	\$5,000	\$10,000
One hand and one foot	\$5,000	\$10,000
Either hand or foot and sight of one eye	\$5,000	\$10,000
Either hand or foot	\$2,500	\$ 5,000
Sight of one eye	\$2,500	\$ 5,000
Benefits at age 71 and above	50%	50%
Annual premium	\$7.50	\$15.00

Term life

Lincoln National Life Insurance Company charges \$40 per year for the following coverage:

Age Group	Coverage
Under 30	\$14,500
30-34	\$13,300
35-39	\$10,200
40-44	\$ 7,000
45-49	\$ 4,500
50-54	\$ 3,000
55-59	\$ 1,900
60-64	\$ 1,300
65-69	\$ 800

Coverage terminates at age 70 with conversion privileges without evidence of insurability. Requires application separate from membership application.

Hospital indemnity

Coverage: \$15 per day per hospital confinement of up to 365 days, but at least 6 months must elapse if re-confined for the same or a related condition; \$52.50 per week up to 4 weeks if enter a nursing home after hospital confinement (matching number of days only).

Eligibility: Insured and spouse up to age 70, dependent children from 10 days to age 19 (23 for full time students).

Exclusions: war-related conditions, attempted suicide, pregnancy, confinement in a Federal or mental hospital, pre-existing conditions (until 12 months without treatment).

Annual premiums:

Age of Member	Member Only	Member, Spouse	Member, Child(ren)	Member, Spouse, Child(ren)
Under 35	\$29	\$58	\$58	\$86
35-44	\$34	\$67	\$62	\$96
45-54	\$46	\$91	\$74	\$120
55-69	\$53	\$106	\$82	\$134

Application: Separate from membership application.

Information

Further information about the NSA and/or insurance obtainable through the NSA can be obtained from: National Sheriffs' Association Telephone: 202-872-0422
Suite 320
1250 Connecticut Avenue
Washington, DC 20036

SOUTH DAKOTA RETIREMENT SYSTEM

CLASS A

CLASS B

MEMBERSHIP	All permanent full time* employees of participating units* not included in Class B. (SDCL 3-12-47) Excludes elected officers except judges and justices unless person chooses to join. (SDCL 3-12-63)	Judges, justices, state law enforcement officers, law trained magistrates, municipal police, municipal firemen, and penitentiary correctional staff. (SDCL 3-12-47)
MINIMUM SERVICE	5 years credited service* necessary before eligible for benefits. (SDCL 3-12-90) (Exception for disability noted below.)	
NORMAL RETIREMENT AGE	Age 65. (SDCL 3-12-47)	Age 55 for police, firemen, and penitentiary correctional staff; otherwise, age 65. (SDCL 3-12-47)
EARLY RETIREMENT	Any member can retire in the 10 years preceding his normal retirement age. The retirement allowance will be reduced by $\frac{1}{3}$ of 1% for each month remaining between retirement and the normal retirement age. (SDCL 3-12-106)	
PARTICIPATION	The only new retirement plan permissible for a political subdivision or a public corporation is participation in the state plan. (SDCL 3-12-66) Joint employees of participating and non-participating political subdivisions are eligible for membership. (SDCL 3-12-68) Membership for state employees, employees of participating counties, police and general employees of participating municipalities, and employees eligible for Class B is mandatory, with the exception of sheriffs and non-judicial elected officials. (SDCL 3-12-62, 3-12-63)	
RATE OF CONTRIBUTION	Employee: 5%, or 6% with Optional Spouse Survivor Benefit Employer: 5% (SDCL 3-12-71)	Employee: 8%, or 9% with Optional Spouse Survivor Benefit Employer: 8% (SDCL 3-12-71)
RETIREMENT ALLOWANCE	The larger of: 1% of final salary X years of credited service or 2% of final salary X years of credited service Less other public benefits. (SDCL 3-12-91)	2% X final average salary* X years of credited service. Judges: 3 1/3% X final average salary X years of credited service (up to 15 years). Plus 2% X final average salary X years of credited service over 15. (SDCL 3-12-92)
AUTOMATIC IMPROVEMENT FACTOR	The annual increase will amount to 2% of the original benefit and will not be compounded. (SDCL 3-12-47)	
DISABILITY	A member with at least 3 years of credited service can be retired for disability. Benefits are paid in monthly installments equal to 50% of his highest annual compensation plus 10% for each eligible child, reduced by the amount of any other public system benefit. At retirement age, regular retirement benefits are paid. (SDCL 3-12-98)	
SURVIVORS BENEFITS BEFORE RETIREMENT AGE	A surviving spouse with eligible children* will receive 40% of the highest annual salary of the member plus 10% for each child (maximum total of 90%). A spouse with no children will receive, at age 65, 50% of the benefit the member would have received, at the normal retirement age, provided the spouse does not remarry. With Optional Spouse Benefit: A surviving spouse will receive 40% of member's highest annual salary from the time family survivor benefits terminate until the spouse reaches age 65. After 65, above provision applies. (SDCL 3-12-94, 3-12-95)	
SURVIVORS BENEFITS AFTER RETIREMENT AGE	Upon the death of a member who had retired or of one who was working past the normal retirement age, the surviving spouse will receive an allowance equal to 50% of the allowance the member was eligible to receive. (SDCL 3-12-95)	
VESTED BENEFIT	Any member with 5 years of credited service has a vested right to a pension even if he terminates before retirement age. A terminating member with a vested right can withdraw his contributions to the retirement system at any time. If a terminated vested member dies prior to retirement, the named beneficiary will receive the member's accumulated contributions with interest. (SDCL 3-12-75)	

*Definitions of terms

Permanent full time: at least 20 hours per week and 6 months per year. (SDCL 3-12-47)

Participating unit: the state of South Dakota and any of its departments, bureaus, boards, or commissions, and any of its public corporations or political subdivisions (e.g., municipality or county) which has employees who are members of the state's retirement system. (SDCL 3-12-47)

Credited service: years for which member contributions were made. (SDCL 3-12-47)

Final average salary: the highest average annual salary earned by a member during any period of 12 consecutive quarters during his last 40 quarters of membership in the system. (SDCL 3-12-47)

Eligible child: the unmarried dependent children of the member who have not passed their 18th birthday. Includes permanently disabled children regardless of age providing the disability occurred prior to age 18. Also includes step children and foster children who depend on the member for support. (SDCL 3-12-47)

Note: Changes effective 7/1/78 have been incorporated.

For more information, contact: Division of Retirement and Insurance
Department of Labor
216 East Capitol
Pierre, South Dakota 57501
Telephone: 605-224-3731

SOUTH DAKOTA PUBLIC EMPLOYEES INSURANCE SYSTEM

HEALTH

LIFE

ELIGIBLE EMPLOYEES	All permanent full time public employees* of the state and affiliated political subdivisions,* except employees in Employment Security and as noted below. (SDCL 3-12A-1, 3-12A-13)	All permanent full time public employees* of the state, except as noted below. (SDCL 3-12A-1, 3-12A-13)
EMPLOYEES EXCLUDED	Employees covered as dependents of public employees. State employees of the Board of Regents, or of any state agency or institution governed thereby. (SDCL 3-12A-10)	
BENEFITS	Hospital care (\$25 deductible per confinement, applicable to major medical). Basic physician services. Major medical (\$100 deductible per person per year) at 80%, to \$15,000 per 3 year benefit period (\$250,000 per lifetime maximum).	See optional benefits.
OPTIONAL BENEFITS	Dependents' benefits.* (SDCL 3-12A-14)	Life insurance equal to $\frac{1}{2}$, 1, 2, or 3 times employee's basic annual salary; accidental death and dismemberment coverage. Dependents' benefits.* (SDCL 3-12A-14)
RETIREMENT BENEFITS	Insurance for retiring employees may be provided, as determined by the Board.* (SDCL 3-12A-18) May convert to a regular Blue Cross/Blue Shield policy or, at age 65, the Medicare supplement with no questions asked about health.	Insurance coverage cancelled upon retirement of employee or, at age 68, coverage reduced to \$2,000 life insurance until actual termination. Conversion rights exist.
PERSONS TO WHOM BENEFITS PAYABLE	The insured, or to the attending physician, hospital, or firm furnishing the service. (SDCL 3-12A-24)	Employee's beneficiary/ies.
PARTICIPATION	Mandatory for all state employees and for all employees of affiliated political subdivisions not specifically excluded unless covered under another government insurance plan. (SDCL 3-12A-9 through 3-12A-13)	
EMPLOYER CONTRIBUTION	Monthly contribution in amount sufficient to make payment for the full single rate monthly health insurance premium for each employee. (SDCL 3-12A-19)	None.
INSURANCE COMPANY	Blue Cross/Blue Shield.	Metropolitan Life.

*Definitions of terms

Public employee: any person employed by the state of South Dakota or any agency, board or commission thereof, or by any affiliated political subdivision on a permanent, full time basis and whose compensation is payable in whole or in part by the state or any affiliated political subdivision. (SDCL 3-12A-1)

Affiliated political subdivision: a county, municipality, school district or any other political subdivision created by statute which elects to participate in this insurance plan. (SDCL 3-12A-1)

Dependent (health): an employee's spouse and any unmarried child
(a) under the age of 19 years, or
(b) under the age of 23 years and who is dependent upon the employee for support and who is a full time student, or
(c) regardless of age who is incapable of self-support because of mental or physical incapacity that existed prior to his reaching the age of 19 years. (SDCL 3-12A-1)

Dependent (life): (1) an employee's spouse and
(2) an employee's unmarried child, excluding:
(a) any child under 15 days of age and any child 25 years or older
(b) any child 19 years of age or older who is in full time employment
(c) any child who is an "employee" as defined by the insurance plan
(d) any person residing outside the United States and Canada
(e) any person in the military or similar forces of any country or subdivision.

Board: board of trustees of the South Dakota retirement system. (SDCL 3-12A-1)

For more information, contact: Division of Retirement and Insurance
Department of Labor
216 East Capitol
Pierre, South Dakota 57501
Telephone: 605-224-3731

SALARIES AND FRINGE BENEFITS: SELECTED STATUTORY REFERENCES¹

- SDCL 1-5-1 Holidays enumerated. (State holidays include New Year's Day, the third Monday in February, Memorial Day, Independence Day, Labor Day, Pioneers' Day, Veteran's Day, Thanksgiving Day, and Christmas Day.)
- SDCL 3-6 (Sets policies with regard to vacation and sick leave for state employees and with regard to maximum hours of duty and reinstatement after military service for state and local employees.)
- SDCL 3-7 State Police Civil Service (Applies to DCI and Highway Patrol. Authorizes Commission to set up position grades, lines of promotion, efficiency standards, and pay scales. Bases entry and promotions partly on competitive examinations; establishes probationary period of 12 months. Specifies conditions under which employee may be discharged or demoted.)
- SDCL 3-8-4.2 Compensation permitted for secondary state employment during time off duty from primary employment.
- SDCL 3-8-4.3 Payment allowed for services to secondary state employer during unpaid leave of absence from primary employer.
- SDCL 3-8-5.1 Dual compensation authorized when approved by state board of finance.
- SDCL 3-9 Travel Expenses and Allowances (Covers automobile allowances, meals, lodging, moving for state employees.)
- SDCL 3-11 Social Security Coverage
- SDCL 3-12 South Dakota Retirement System²
- SDCL 3-12A Public Employees' Health and Life Insurance²
- SDCL 3-13 Deferred Compensation Plan for Public Employees. (The state or any political subdivision may set up contracts with individuals and invest all or part of the compensation due to these individuals.)
- SDCL 3-18 Public Employees' Unions ("Public employees," defined as all state and local governmental or public service employees or appointees, "shall have the right to designate representatives for the purpose of meeting and negotiating with the governmental agency or representatives designated by it with respect to grievance procedures and condition of employment..." Strikes are prohibited.)

¹Through 1977 legislative session; material outside of parentheses or quoted within parentheses is taken directly from the Compiled Laws.

²See section III B.

SDCL 4-3-2 Salaried officers to pay fees into treasury. ("No county or state officer for whose services a salary is provided by law shall receive any compensation for his services other than such salary. ...")

SDCL 7-8-26.1 Life and health insurance contracts for county officers and employees. The board of county commissioners shall have power to enter into group life and group health insurance contracts for the protection and benefit of its officers and employees, and the immediate families of such officers and employees, and pay not to exceed one-half of the necessary premiums therefor.

SDCL 7-12-9 Deputies, jailors and clerks authorized by county commissioners-Compensation. (Number of positions and salaries to be set by commissioners.)

SDCL 7-12-12 Vehicles and equipment furnished to sheriff by county - Mileage payments not made. (Vehicles, uniforms, and equipment can be provided by county, not mandatory.)

SDCL 7-12-15 Sheriff's salary schedule. The salary payable to a sheriff shall be the same as specified in the following schedule and be based upon the most recent decennial federal census of population of counties.

County Population	Sheriff's Salary Schedule
Below - 6,999	\$11,500.00
7,000 - 8,999	12,000.00
9,000 -10,999	12,500.00
11,000 -12,999	13,000.00
13,000 -17,999	13,500.00
18,000 -19,999	14,000.00
20,000 -29,999	14,500.00
30,000 -49,999	15,000.00
50,000 and over	16,000.00

SDCL 7-12-16 Salary of sheriff serving unorganized county - Apportionment between counties. (Sheriff paid according to sum of county populations.)

SDCL 7-12-17 Mileage and food allowances unaffected by salary provisions - Deduction for housing furnished by county.

SDCL 7-12-18 (The county commissioners must authorize at least \$3.50 per day per person for boarding prisoners. Travel expense reimbursement rules are specified. Fees paid to the sheriff or his deputies must be deposited in the county general fund, however, the inclusion of paid court time as a fee was repealed by SL 1975, ch. 78 and prisoner transportation allowances were specifically excluded from the fee system by SDCL 7-12-24. One guard for one prisoner and up to one additional guard for every two additional prisoners are paid \$20 each per day as well as their actual traveling expenses for transporting prisoners to state institutions. SDCL 7-12-23 allows the same payments to the sheriff taking a person to court who pleads guilty and receives a penitentiary sentence, but only \$4 per day plus expenses if a penitentiary sentence is not imposed.)

- SDCL 7-12-26 County payment of judgments against sheriff and deputies.
- SDCL 7-12-26.1 Purchase of liability insurance for county peace officers - Premiums - Liability limits. The board of county commissioners shall have power to purchase and pay premiums on insurance covering and insuring county peace officers, including sheriff, which insurance shall insure against personal liability as a result of errors and omissions in the performance of official duties. The board of county commissioners shall purchase and pay premiums on such insurance for deputies and employees of those county peace officers for which the board may determine the insurance necessary. The premiums shall be paid from the county general fund. Minimum liability limits for such insurance necessary shall be fixed by the attorney general.
- SDCL 7-17-6 Appointment of deputy sheriff for unorganized county. (Each unorganized county must have a resident deputy, compensation set by county commissioners.)
- SDCL 7-17-10 Appointment of peace officers and justices for unorganized county - Powers and compensation. (No salary provided, but fees, emoluments, and full powers.)
- SDCL 7-18-8,
SDCL 9-12-7.1,
SDCL 9-12-8 (Counties and cities may insure their "officers and employees against personal liability as a result of errors and omissions in the performance of official duties. ... Minimum liability limits for such insurance necessary shall be fixed by the attorney general." Additionally, municipalities are specifically empowered to insure employees operating city motor vehicles or highway machinery while performing duties in behalf of the city.)
- SDCL 9-14-14 Civil service ordinance - Procedure for suspension or removal of employee - Initiated ordinance required for repeal.
- SDCL 9-14-28 Salaries and compensation of municipal officers. (Set by city.)
- SDCL 9-14-29 Civil process fees accounted for by policemen. (Must be turned in to treasurer.)
- SDCL 9-14-30 through
SDCL 9-14-36 (Cities can provide group insurance for employees and officials for life, sickness, accident, hospitalization, and/or surgery. They can pay up to the full cost for this insurance as well as for dependents' health insurance. Employees must be at least half time. Cities may also participate in retirement programs with the consent of at least 60% of the employees to be covered.)
- SDCL 9-14A Arbitration of Firemen's and Policemen's Labor Disputes (The statute providing for binding arbitration through the fair hearing board was declared unconstitutional, thereby making the whole chapter ineffective.)
- SDCL 9-16
(SDCL 9-16-1 through
SDCL 9-16-18,
SDCL 9-16-46.1) City Retirement Systems and Pensions (This chapter applies to first class cities and to existing systems or, in the case where a new plan is established, participation in the state system. A majority of voters must grant approval, and the city can determine which employees are eligible for membership. Provisions include the possibility of retirement at age 60 if at least 15 years of service are credited, except that policemen may retire at 50 if 25 or more years of service are credited. Policemen are allowed to contribute a higher percent of their salary than other employees. Pension amounts may be redetermined.)
- SDCL 9-29-21 Salaried police not to receive fees for criminal process.

- SDCL 23-3-26 Training of law enforcement officers - Findings and policy. (Education and training of a professional character should be made available to law enforcement officers.)
- SDCL 23-3-35 Powers of commission. (The standards commission has general supervision of the training programs in the state and is also empowered to "consult and co-operate with counties, municipalities, agencies of this state, other governmental agencies, and with universities, colleges, junior colleges, and other institutions concerning the development of law enforcement training schools or courses of instruction.")
- SDCL 32-2-4 Purchase of equipment for highway patrol. (Public Safety can purchase automobiles, motorcycles, radios, firearms, and other necessary equipment for agents.)
- SDCL 32-2-6 Classification system of rank, grade, and position of employees - Standards, qualifications, and training - Salary of full and part-time agents. (Empowers Public Safety Department to establish a classification system and standards; Department also empowered to fix actual salaries, according to SDCL 32-2-10.)
- SDCL 58-37 Fraternal Benefit Societies (Labor organizations are exempt unless they issue benefit certificates for death or health benefits or have over 1,000 members. Benevolent or employee associations which provide death benefits of \$400 or less or health benefits of \$350 or less per person per year are exempt also. Whether or not such associations are exempt from the chapter, they and those covered by the chapter are exempt from other insurance laws. Special consideration is given to societies providing only accident benefits.)
- SDCL 60 Labor and Employment (Includes SDCL 60-8-3, "Denial of right to work because of membership or nonmembership in union prohibited," and sections on unions, bargaining, and wages, hours and conditions of employment.)
- SDCL 61 Unemployment Compensation (By 1978 almost all permanent state and local governmental employees will be automatically covered under Title 61. Among those specifically excluded are elected officials. Individuals in approved training programs may receive benefits. Political subdivisions may elect to become liable for payments in lieu of contributions to the unemployment fund.)
- SDCL 62 Worker's Compensation (All public employees working in the regular trade or profession of their employer are covered, except for elected and appointed officials for whom coverage is at the discretion of the political subdivision's governing body. Deputy sheriffs, constables, marshalls, and policemen are included. Duly appointed volunteers are covered. Rights and remedies, except those arising from intentional tort, cannot exceed those specified in the act; contracts cannot result in the waiver of employer obligations. Neither the state nor its subdivisions need to purchase insurance, but they are allowed to do so. In addition to medical and hospital expenses and death benefits, the act provides compensation for injuries, partial or complete disability, disfigurement, and compensation during a rehabilitation period.)

STANDARDS ADOPTED BY SOUTH DAKOTA'S POLICE TASK FORCE RELATING TO SALARIES AND FRINGE BENEFITS¹

The Police Role

Standard 1.5 Police Understanding of Their Role

Every police agency immediately should take steps to insure that every officer has an understanding of his/her rôle, and an awareness of the culture of the community where he/she works. ...

5. Methods of routinely evaluating individual officer performance should take into account all activities performed within the context of the defined rôle. Promotion and other incentives should be based on total performance within the defined rôle, rather than on any isolated aspect of that rôle.

Unusual Occurrences

Standard 6.5 Legal Considerations

1. Full-time protection should be afforded every community by legislation to provide for:
 - a. Federal and State reimbursement of local law enforcement agencies required to react to Federal and State events, such as conventions, campaigns, or VIP visits, and extraordinary costs incurred in responding to mutual aid requests;

Patrol

Standard 7.2 Enhancing the Role of the Patrol Officer

Every local government and police chief executive, recognizing that the patrol function is the most important element of the police agency, immediately should adopt policies that attract and retain highly qualified personnel in the patrol force.

1. Every local government should expand its classification and pay system to provide greater advancement opportunities within the patrol ranks. The system should provide:
 - a. Multiple pay grades within the basic rank;
 - b. Opportunity for advancement within the basic rank to permit equality between patrol officers and investigators;
 - c. Parity in top salary step between patrol officers and nonsupervisory officers assigned to other operational functions;
 - d. Proficiency pay for personnel who have demonstrated expertise in specific field activities that contribute to more efficient police service.
2. Every police chief executive should seek continually to enhance the rôle of the patrol officer by providing status and recognition from the agency and encouraging similar status and recognition from the community. The police chief executive should:
 - f. Implement procedures to provide agencywide recognition of patrol officers who have consistently performed in an efficient and commendable manner;
 - j. Insure that promotional oral examination boards recognize that patrol work provides valuable experience for men and women seeking promotion to supervisory positions.

¹ Selected standards and a few excerpts from accompanying commentary or implementation sections are taken directly from Criminal Justice Standards and Goals in South Dakota, published in 1976. Since only portions of some of the standards relate to benefits and salaries, some standards have been reprinted in part only. Deleted sections are indicated by the use of three dots (...). Sections in italic type are not quoted; they were written for this report.

Survey note: A minority of agencies have set up salary ranges for patrol officers or deputies, and several of those only have one step or one step with an intermediate raise upon certification. Equality of pay between patrol officers and investigators is a less important issue because there are so few departments with detectives. Police departments with detectives in first class cities vary in their salary policies from the same maximum salary for both to a much lower salary for patrol officers.

Personnel Alternatives

Standard 9.1 Assignment of Civilian Police Personnel

Every police agency should assign civilian personnel to positions that do not require the exercise of police authority or the application of the special knowledge, skills, and aptitude of the professional peace officer. To determine the proper deployment of civilian and sworn personnel, every agency immediately:

- ...
- 5. Should develop a salary and benefit structure for civilian personnel commensurate with their position classifications;
- 6. Should insure that an opportunity for career development exists within each civilian position classification where the nature of the position does not limit or bar such opportunity;
- ...
- 9. Should inform all civilian employees of the requirements for sworn police status and interview them to determine their interest or desire to seek such status subsequently and should record all information obtained during such interviews; and
- 10. Should assign where deemed desirable those civilian employees who express a desire to seek sworn status later to positions that will contribute to their professional development as police officers.

Standard 9.2 Selection and Assignment of Reserve Police Officers

...

2. Every police agency that has identified a specific need to augment its regular force of sworn personnel, to alleviate personnel shortages or to cope with unique deployment problems, should immediately establish a police reserve program. To realize the maximum benefit from such a program, every agency:

- ...
- d. Should furnish reserve officers their uniform and equipment. The uniform should always readily identify the person as a reserve officer. Under no circumstances should the reserve officer and the regular officer wear identical uniforms.

Recruitment and Selection

Standard 12.3 Minority Recruiting

Every police agency immediately should insure that it presents no artificial or arbitrary barriers--cultural or institutional--to discourage qualified individuals from seeking employment or from being employed as peace officers.

- 1. Every police agency should engage in positive efforts to employ minority group members when a substantial minority population resides within the jurisdiction. Every police agency should insure that recruitment, selection, training, duty and salary policies neither favor or discriminate against minorities.
- ...
- 3. Every police chief executive should insure that hiring, assignment, and promotion policies and practices do not discriminate against minority group members.
- ...

Standard 12.6 Employment of Women

Every police agency should immediately insure that there exists no agency policy that discourages qualified women from seeking employment as sworn or civilian personnel or prevents them from realizing their full employment potential. Every police agency should:

2. Insure that recruitment, selection, training, duty and salary policies neither favor nor discriminate against women;
3. Provide career paths for women allowing each individual to attain a position classification commensurate with her particular degree of experience, skill, and ability; ...

Standard 12.7 Job Security

All police officers should be secure in their position to enable them to carry out their responsibilities without fear of removal from service without just cause. To ensure this security, all police personnel other than police chief executives should be placed under a merit or civil service system. Any such merit or civil service system should not discourage lateral entry.

The established system should provide that police chief executives either appointed or elected be able to return to their former rank or position within the agency once they are no longer the chief executive. The privilege should not be bestowed if the chief executive leaves the office under other than honorable circumstances.

Implementation note: Enabling legislation would be required to allow counties the ability to establish such systems for their deputy sheriffs.

Survey note: A small proportion of law enforcement agencies are currently participating in civil service systems. Of the 87 police departments which answered the civil service question on the survey, only three in the 10 first class cities, two in the 59 second class cities, and none in the 18 third class cities reported that they are under civil service. The state civil service system covers both DCI and the Highway Patrol. None of the sheriffs' offices stated that they operate under a civil service system.

Classification and Pay

Standard 13.1 Police Salaries

State and local governments should establish and maintain salaries that attract and retain qualified sworn personnel capable of performing the increasingly complex and demanding functions of police work. Through appropriate legislation, a salary review procedure should be established to insure the automatic annual adjustment of police salaries to reflect the prevailing wages in the local economy.

1. Every local government should immediately establish an entry-level sworn police personnel salary that enables the agency to compete successfully with other employers seeking individuals of the same age, intelligence, abilities, integrity, and education. In setting an entry-level salary the following should be considered:
 - a. The employment standards of the agency;
 - b. The specific police functions performed by the agency;
 - c. The economy of the area served by the agency; and
 - d. The availability of qualified applicants in the local labor market.
2. Every local government should immediately establish a wide salary range within its basic occupational classification, with the maximum salary sufficient to retain qualified personnel by providing them with the opportunity for significant salary advancement without promotion to supervisory or management positions.

3. Every local government should immediately establish a salary review procedure to insure the automatic annual adjustment of police salaries to reflect the prevailing wages in the local economy and to meet the competition from other employers. The criteria applied in this annual salary review procedure should not be limited to cost of living increases, average earnings in other occupations, or other economic considerations which, applied in isolation, can inhibit effective salary administration.
4. Every local government should immediately establish a sufficient salary separation between job classifications to provide promotional incentives and to retain competent supervisors and managers.
5. Every local government should immediately provide its police agency's chief executive with a salary that is equivalent to that received by the chief executives of other governmental agencies and by members of the judiciary.
6. Every local government should immediately establish within its salary structure a merit system that rewards demonstrated excellence in the performance of assigned duties.
7. Every local government should immediately establish or maintain a police salary structure separate and distinct from that of any other government agency.

Survey note: Salaries for sheriffs are fixed on the state level by specific legislation. Any changes in pay must therefore be made by rewriting the particular statute. The State Police Civil Service Commission is mandated by law to set up position grades and pay scales, but no amounts are specified. Mechanisms for salary review are not addressed.

The difference between the beginning and the maximum annual salary for patrol officers in the police departments in first class cities which responded to the survey ranges from an atypical value of \$218 to a high of \$3530. The average difference between the minimum and maximum salaries that patrol officers may earn is \$1636. The average in second class cities is slightly lower, \$1379 (differences ranging from \$600 to \$2340). These figures are based on 10 first class cities and 14 second class cities. Differences within salary ranges for deputies were similar to those of second class cities, with a low of \$600 and an average difference of \$1443 (based on 11 counties); this average was raised somewhat by one county which had a spread of \$4452 between the beginning and maximum deputy salaries. The best opportunities for salary advancement within the basic rank exist in the two state law enforcement agencies, which average \$6196 between their beginning and maximum salaries.

Clearly a number of agencies do allow for at least some advancement without promotion, and several space pay raises gradually over three or more years. However, only first class cities are consistent in providing pay ranges for their patrol officers, and these ranges differ both in actual salary level and in room for advancement. Very few agencies have set up salary ranges for ranks above patrol officer or deputy sheriff.

Within agencies of similar size, there appear to be no dramatic differences between salary levels for agencies which reported average salaries and for those which reported salary ranges. Further, except in some of the first class cities, opportunities for advancement across ranks are limited. This is due both to a general absence of intermediate ranks and to relatively small differences in salaries across ranks. Among the second class cities which reported salaries for their chiefs of police, fewer than 25% earned more than \$10,000 per year.

Another view of current salaries emerges from the Standards and Training Commission's survey in which graduates of DCI's basic training course were randomly sampled. The 44 respondents had an average length of service of 19 months (95% employed less than 3 years, 100% less than 5 years). Most of their salaries (74%) were between \$8,000 and \$11,000 per year. The rest were almost evenly dispersed above and below these amounts (8% above and 10% below). Salaries averaged \$9,193 per year.

Standard 13.2 Position Classification Plan

State and local governments should establish immediately a broad police classification plan based upon the principle of merit. The plan should include few position classifications but multiple pay-grade levels within each classification to enable the agency's chief

- executive to exercise flexibility in the assignment of personnel. The plan should also provide, within the basic position classification, sufficient career incentives and opportunities to retain qualified generalists and specialists in nonmanagement positions.
1. Every police agency with more than three levels of classification below the chief executive should consider the adoption of three broad occupational classifications for sworn personnel, to permit mobility within each classification and salary advancement without promotion. The three fundamental classifications should include:
 - a. A patrol officer-investigator classification for the generalist and specialist at the basic rank level;
 - b. A supervisor-manager classification for supervisory and midmanagement personnel; and
 - c. A command-staff classification for police executives and administrators.
 2. Every agency's classification plan should include, within each position classification, several pay grade levels, each of which requires a certain degree of experience, skill, and ability, or which entails the performance of a specialized function. The plan should provide compensation commensurate with the duties and responsibilities of the job performed, and should permit flexibility in the assignment of personnel.
 3. Every police agency should provide career paths that allow sworn personnel to progress not only as managers but as generalists and specialists as well. Nonmanagerial career paths should provide the incentive necessary to encourage personnel with proven professional and technical expertise to remain within the functions they choose, while continuing to provide efficient and effective delivery of police service.
 - a. Nonmanagerial career paths should incorporate progressive career steps for the generalist and specialist; these steps should be predicated on the completion of appropriate levels of education and training, and the achievement of experience and expertise within a professional-technical area. Progression to the end of a nonmanagerial career path should bring a salary greater than that for the first level of supervision.
 - b. Managerial career paths should also incorporate progressive career steps predicated on the completion of appropriate levels of education and training and the achievement of management skills necessary to function satisfactorily at the next level of management.
 4. Every police agency should insure that the merit principle dominates promotion and assignments. Any existing civil service procedure should apply only to retention in, or promotion to, broad position classifications. Movement between pay grade levels within such position classifications should remain free from restrictive civil service procedures, but subject to internal controls, to insure placement and corresponding pay on the basis of merit.
 - a. Every classification plan that encourages the practices of a "spoils system," or in which the advancement of personnel is not governed by the merit principle, should be corrected or abolished.
 - b. Every agency should insure that no civil service system imposes any restriction on the agency's classification plan that would unnecessarily inhibit flexibility in the assignment of personnel or encourage mediocrity in job performance.

Education

Standard 14.1 Educational Standards for the Selection of Police Personnel

2. Police agencies should support further educational achievement on the part of police personnel by adopting such devices as educational incentive pay plans and by gradually instituting requirements for the completion of specified periods of college work as a prerequisite for initial appointment and for promotion. To increase the number of qualified personnel, police departments should initiate or expand police cadet or student intern programs which subsidize the education and training of potential police candidates.

Standard 14.2 Educational Incentives for Police Officers

Every police agency should immediately adopt a formal program of educational incentives to encourage police officers to achieve a college-level education in fields related to the law enforcement function. Colleges and universities, particularly those providing

educational programs expressly for police personnel, should schedule classes at a time when police officers can attend.

1. When it does not interfere with the efficient administration of police personnel, duty and shift assignments should be made to accommodate attendance at local colleges; any shift or duty rotation system should also be designed to facilitate college attendance.
2. Financial assistance to defray the expense of books, materials, tuition and other reasonable expenses should be provided to police officers when:
 - a. They are enrolled in courses or pursuing a degree that will increase directly or indirectly, their value to the police service; and
 - b. Their job performance is satisfactory.
3. Incentive pay should be provided for the attainment of specified levels of academic achievement. This pay should be in addition to any other salary incentive. It should amount to at least 2.5 percent of the employee's current salary for each 30 semester units of college work completed in pursuance of a degree that will lead, directly or indirectly, to service betterment warranting the expense of the salary incentive.
4. Colleges and universities, particularly those providing educational programs expressly for police personnel, should schedule classes at hours and locations that will facilitate the attendance of police officers.
 - a. Classes should be scheduled for presentation during the daytime and evening hours within the same academic period, semester, or quarter.
 - b. When appropriate, colleges and universities should present classes at locations other than the main campus so police officers can attend more conveniently.

Commentary note: ...The Task Force suggests that police chief executives decide which courses the department would feel appropriate for financial assistance.

Perhaps as a guide, departments could follow the lead of the Law Enforcement Education Program (LEEP). LEEP provides funds to students taking courses in liberal arts, the humanities, behavioral and social sciences as well as law enforcement and criminal justice.

Survey note: The most common educational incentives are paid time off to attend classes, tuition grants or loans, and shift reassignment to accommodate class schedules. The other items in the survey--time off without pay, higher starting salary, salary raise, promotion, and extended academic leave--were each checked by more than one agency. However, it appeared that some agencies answered the question in terms of DCI training. Thus, not only may the survey results overestimate the educational benefits or incentives available to law enforcement officers in the state, but this also demonstrates some lack of awareness about the different roles that education and training can play in an officer's career development. This may be due in part to the practical difficulties that small agencies encounter in even providing training opportunities for their officers.

Development, Promotion and Advancement

Standard 16.1 Formal Personnel Development Activities

Every police agency should immediately implement formal programs of personnel development. Such programs should be designed to further the employee's professional growth and increase his/her capacity for their present or future role within the agency.

1. Every agency should consider allowing all sworn personnel to participate voluntarily in at least 40 hours of formal personnel development activity annually, while on duty, and at full pay. Such activity may include:
 - ...
e. Provision of leaves of absence with pay to allow the achievement of academic objectives that contribute significantly to the employee's professional growth and capacity for current and future assignments;
 - ...
2. Every agency should encourage personnel to pursue development on their own time, as well as on agency time by attending college courses and seminars and through suggested reading.
3. Every police agency should fulfill its responsibility to develop personnel by seeking adequate funding for personnel development activities. In so doing, the police agency should consider the availability of financial assistance outside the normal budgetary process.

Implementation note: All police chief executives must first recognize the need for personnel development. This recognition should take the form of the chief's own participation in college course work and training seminars. ...

Survey note: Only seven agencies reported that they offer paid leaves of absence for education (three in second class cities, three in counties, and DCI). Half of the agencies responding to the survey noted that officers can take time off with pay to attend classes.

Standard 16.2 Administration of Promotion and Advancement

Every police chief executive, by assuming administrative control of the promotion and advancement system, should insure that only the best qualified personnel are promoted or advanced to positions of greater authority and responsibility in higher pay grades and ranks. Agencies that have not developed competent personnel to assume positions of higher authority should seek qualified personnel from outside the agency rather than promote or advance personnel who are not ready to assume positions of greater responsibility.

1. The police chief executive should oversee all phases of the agency's promotion and advancement system including the testing of personnel and the appointing of personnel to positions of greater responsibility. The police chief executive should make use of the services of a central personnel agency when that personnel agency is competent to develop and administer tests and is responsive to the needs of the police agency.
2. The police chief executive should consider recruiting personnel for lateral entry at any level from outside the agency when it is necessary to do so in order to obtain the services of an individual who is most qualified for a position or assignment.

Commentary note: ... Agencies must first determine the observable traits, not personality traits or personal attributes, associated with good performance within the open position. This determination should involve all ranks within the police department. Once a list of behavior traits is developed, the agency should develop exercises which each candidate would perform to measure the behavior traits identified. The applicants should be judged by an impartial panel utilizing an established, standardized evaluation format. The participants should then be rated and the list presented to the chief executive for final selection. Such a system should provide for the advancement of the best person and also provide those not selected with information relevant to areas where they need improvement.

Implementation note: Legislation is needed to change civil service regulations to accommodate "lateral entry." Lateral entry allows persons with special skills and/or experience to enter an agency above the "bottom of the ladder" in pay and grade or rank. ...

Employee Relations

Standard 17.1 The Police Executive and Employee Relations

All police chief executives should immediately acknowledge their responsibility to maintain effective employee relations and should develop policies and procedures to fulfill this responsibility.

1. Every police chief executive should actively participate in seeking reasonable personnel benefits for all police employees.
2. Every police chief executive should provide an internal two-way communication network to facilitate the effective exchange of information within the agency and to provide an information feedback device.
3. All police chief executives should develop methods to obtain advisory information from police employees - who have daily contact with operational problems - to assist them in reaching decisions on personnel and operational matters.
4. Every police chief executive should provide a grievance procedure for all police employees.
5. Recognizing that police employees have a right, subject to certain limitations, to engage in political and other activities protected by the first amendment, every police agency should promulgate written policy that acknowledges this right and specifies proper and improper employee conduct in these activities.
6. Every police chief executive should acknowledge the right of police employees to join or not join employee organizations that represent their employment interests, and should give appropriate recognition to these employee organizations.

Standard 17.2 Collective Negotiation Process

South Dakota should retain legislation which allows police employees to engage in collective negotiations in arriving at terms and conditions of employment that maintains police service effectiveness and insures equitable representation for both parties.

1. Legislation enacted by South Dakota to provide for collective negotiations between police agencies and public employees should give equal protection for both parties and should include:

- a. Provisions for local jurisdictions to enact specific rules for the collective negotiation process;
 - b. Procedures to prevent either party from circumventing the collective negotiation process;
 - c. Provisions for police agency retention of certain unrestricted management rights to insure proper direction and control in delivering police services;
 - d. Provisions to prohibit police employees from participating in any concerted work stoppage or job action; and
 - e. Procedures that require adherence to the collective negotiation by all parties.
2. All police chief executives should insure that they or their personally designated representatives are present during all collective negotiations involving the police agency, and that they are allowed to protect the interests of the community, the police agency, and all police employees.
 3. Every police agency should insure that all police employees receive training necessary to maintain effective management-employee relations. This training should include:
 - a. Sufficient information to provide all employees with a general knowledge of the management-employee relations process;
 - b. Specific instructions to persons who represent the police agency in the collective negotiation process; and
 - c. Specific instructions to enable all supervisory police employees to perform their duties under any collective negotiation agreement.
 4. Every police chief executive should encourage employee organizations to provide training to enable their representatives to represent members in the negotiation process adequately.
 5. Every police chief executive should establish administrative procedures to facilitate the police agency's operation under collective negotiation agreement.
 6. The State should take steps toward the end that the State Constitution be amended to allow for "binding arbitration" to resolve labor-management impasse situations.

Commentary note: ... The police chief executive may want to appoint one or more subordinates to the negotiating team. The police chief may ... sit on the board as an advisor or expert witness. He or she should, however, never assume the role of negotiator. ...

Standard 17.3 Work Stoppages and Job Actions

All police chief executives should immediately prepare their agency to react effectively to neutralize any concerted work stoppage or job action by police employees. Any such concerted police employee action should be prohibited by law.

1. South Dakota, by 1978, should enact legislation that specifically prohibits police employees from participating in any concerted work stoppage or job action. Local legislation should be enacted immediately if State prohibitive legislation does not currently exist.
2. Every police agency should establish formal written policy prohibiting police employees from engaging in any concerted work stoppage or job action.
3. Every police agency should develop a plan to maintain emergency police service in the event of a concerted employee work stoppage.
4. Every police chief executive should consider the initiation of internal disciplinary action, including dismissal, against police employees who participate in a concerted job action or work stoppage. Among the many disciplinary alternatives available to the chief executive are actions against:
 - a. All participating employees for violating prohibitive legislation and policy;
 - b. Individual employees when their individual conduct warrants special action;
 - c. Only those employees who encouraged, instigated, or led the activity; and
 - d. None of the participating employees; however, criminal or civil action may be sought for violations of legislative prohibitions.
5. The Constitution of the State of South Dakota should be changed to allow arbitration (binding) by public service employees, providing the following have been met:
 - a. In the event that no agreement could be reached by either party through collective bargaining processes.
 - b. If the binding arbitration process is initiated, the party initiating such process must pay all costs of such process.
 - c. If the parties can not reach a mutual agreement, the neutral party's facts and recommendations will be accepted as final by both labor and management.

Recommendation 17.1 Police Employee Organizations

Every police employee organization should immediately formalize written policies, rules, and procedures that will protect the rights of all members and insure that they can remain responsible to their oath of office.

1. Every police employee organization should place in writing the scope of its activities to inform all members of their organization's programs and their representative's activities.
2. Every police employee organization should adhere to rules and procedures designed to insure internal democracy and fiscal integrity. These rules and procedures should include:
 - a. Provisions to protect members in their relations with the police employee organization;
 - b. Standards and safeguards for periodic elections;
 - c. Identification of the responsibilities of the police employee organization officers;
 - d. Provisions for maintenance of accounting and fiscal controls, including regular financial reports;
 - e. Provisions for disclosure of financial reports and other appropriate documents to members, regulating agencies, and the public; and
 - f. Acknowledgement of responsibility to the governmental entity legally charged with regulation of such employee organizations.

Survey note: Employee associations that can be used for bargaining purposes are not generally available to law enforcement officers. Only four sheriffs' offices reported the existence of such associations, and one of these is for all county employees. Four of the ten police departments in first class cities which responded to the survey have associations specifically for law enforcement officers. Two of the second class cities have associations which can bargain for police officers, one of which is a union, and two more cities have associations for all municipal employees. Some agencies may be discouraging the formation of or participation in employee associations.

In 1976, the amendment to the state constitution that would have permitted binding arbitration failed. Prior to the 1978 legislative session, the legislative goals suggested in the standards remained to be achieved.

Health Care, Physical Fitness, and Retirement

Standard 19.3 Health Insurance

Every police agency should, by 1982, make available a complete health care program for its officers and their immediate families to insure adequate health care at minimum cost to the agency and the employee.

1. Every police agency should establish a health care program that provides for the particular health care needs of its employees and their immediate families.
 - a. The health care program should attempt to provide at least (1) surgery and related services; (2) diagnostic services; (3) emergency medical care; (4) continuing medical care for pulmonary tuberculosis, mental disorders, drug addiction, alcoholism, and childbirth; (5) radiation, inhalation, and physical therapy; (6) ambulance service; (7) nursing care; (8) prescribed medication and medical appliances; (9) complete dental and vision care; (10) hospital room; and (11) income protection.
 - b. Every agency should pay all or a major portion of the cost of the health care program to insure that the expense to employees, if any, is as small as possible. The agency should establish controls to insure that the highest available quality and quantity of medical services are provided under its plan. These controls should include a system of record handling that facilitates swift, efficient provision of services and feedback of employee reaction to the program.
2. Every police agency should insure that officers or their beneficiaries are allowed to continue as members of the health care program after the officer's retirement, and that benefits and cost change under these circumstances are reasonable.

Implementation note: Legislation should be enacted which makes participation in the State Health Insurance Program mandatory for local units of government for the coverage of police personnel. ...

Survey note: Employees in all but two of the sheriffs' offices which responded to the survey can participate in a group health insurance plan. In each case at least part of the premium is paid by the agency. Almost half of the counties obtain Blue Cross/Blue Shield health insurance through the state¹, and agencies in these counties must contribute at least the individual employee's share of the premium (currently \$22.62 per month). Sheriffs' offices on other group plans report paying 50% of the employee premium, but it is possible that some interpreted "employee" premium to mean employee plus family.

All of the police departments responding from first class cities and most from second class cities, but very few from third class cities, offer group health insurance to their employees. Three-fourths of these plans are obtained through the state, and two through city government. The employer's contribution to the state plan is the same for cities as for counties (anything more than the individual employee's share is optional); contributions for other plans vary, but most are at least 50%. Again, there may have been a problem with the interpretation of "employee premium."

The health insurance plan obtainable through the state satisfies most of the health care recommendations listed in the standard, including conversion privileges in effect upon retirement. However, there are no provisions for dental/vision care or for income protection. Even if the state's plan expands to cover all types of care listed in the standard, agencies should be alert to the quality and the cost-effectiveness of this coverage.

Recommendation 19.1 Police Officer Retirement

It is the recommendation of the Police Task Force that municipal and county police officers be allowed to join the state retirement system by a majority vote of those officers employed at the time such vote is taken. Entrance into the retirement system would not be contingent upon full city/county employee participation, but should have the concurrence of the local governing board before entrance could take place.

Commentary note: ...The Task Force feels this individual treatment as a class is justified because of the special nature of police work which calls for earlier retirement than other positions in local government. This distinction is recognized in the present state retirement system which places municipal officers in a separate class, Class B, and all other municipal employees are placed in Class A.

Although not a part of the recommendation, the Task Force wishes to address itself to what it sees as another problem. Presently only municipal police officers can enter the Class B system; deputy sheriffs are overlooked. The Task Force also feels that county police officers should be allowed to enter the Class B system.

Legislation is required to implement this recommendation.

Survey note: When an agency adopts a retirement plan, participation in the state's plan¹ is mandatory; agencies which had their own plans before the relevant laws were enacted may retain them. Almost all of the agencies with a retirement plan are under the state's plan. The legislative changes recommended with regard to participation of police in general and of county officers had not come about prior to 1978.

All of the police departments in first class cities which responded to the survey have retirement plans. The agencies which have the next highest percentage of coverage are the county sheriffs' offices, with over 60% of those responding under retirement plans. Only 40% of police departments responding from second class cities and one (6%) in a third class city reported having retirement plans.

¹General information about the health, life, and retirement plans offered through the state is presented in part III of this report.

Personal Equipment

Standard 20.3 Agency Provision of Uniforms and Equipment

Every police agency should immediately acquire the funds necessary to provide and maintain a full uniform and equipment complement for every police officer. This will facilitate the agency's efforts to insure conformance to uniform and equipment standards.

1. Every police agency should determine the minimum uniform requirements for its police officers, including alternate items of apparel for warm, cold, and foul weather. The agency should furnish all required items at no cost to officers. Continuing conformity to uniform standards and appearance should be insured by regular replacement of uniforms or a uniform allowance.
2. Every police agency should furnish and replace at no cost to officers the sidearm, ammunition, and auxiliary personal equipment specified by the agency.
3. Where a uniform is not required such as in the Division of Criminal Investigation or detective division of a police agency, an allowance should be provided for the necessary replacement due to wear and tear on clothing.

Survey note: The survey reveals that many law enforcement agencies fall short of the standard on the provision of uniforms and equipment for their officers. Officers in well over 50 agencies supplement the agency allocation from their own pockets, and sometimes this "supplement" represents the entire cost of uniforms and personal equipment. As populations of jurisdictions drop, there tend to be more agencies with officers contributing to their uniform/equipment costs. One example of how this may affect job performance lies with ammunition. If an agency furnishes a certain amount of ammunition periodically to its officers, it can be used in regular target practice. If, on the other hand, the burden of purchasing this ammunition rests with the officer, there are no clear guidelines as to how much practice is expected, and the officer may be ill-prepared to deal with an emergency.

Many agencies provide initial or replacement uniforms "as needed." This conforms to the standard on the surface, but it is impossible to determine from this whether the items furnished and the frequency of replacement are adequate. The fact that allowances vary considerably from under \$100 to \$400 or more, indicates that agencies differ on their definitions of appropriate uniforms and equipment. Some agencies with allowances also provide uniforms and/or equipment "as needed," so it is difficult to judge how dissimilar these agencies are to those with higher allowances. Some agencies require no uniforms, but neither do they provide the recommended maintenance allowance for clothing.

Gaps in the survey data raise questions such as whether uniforms are passed on from one person to another or what happens when the initial issue wears out. Nonetheless, it seems that there are some fundamental differences across agencies in their uniform and equipment policies and that many agencies do not budget enough money for the officers' gear. Perhaps one step that would help chief executives out in preparing budget requests would be for one of the law enforcement organizations to develop a detailed and reasonable listing of a minimum set of officer uniform and equipment items along with their expected costs and their expected lengths of use. Such guidelines should also serve as evidence of the legitimacy of an agency's request for funds.

Transportation

Standard 21.1 Transportation Equipment Acquisition and Maintenance

Every police agency should acquire and maintain police transportation equipment necessary to achieve agency objectives in a manner which is most cost-effective for the agency.

1. Every police agency acquiring ground vehicles should determine whether the acquisition should be made by purchasing, leasing, or reimbursing for officer-owned vehicles. This determination should be based upon the following considerations:
 - a. Maintenance requirements;
 - b. Control problems;
 - c. Financing; and
 - d. Overall cost-effectiveness.

2. Every police agency acquiring aircraft should determine the most advantageous form of acquisition by considering the maintenance and service requirements, the availability of the equipment when it will be needed, pilot-training and insurance costs, the availability of auxiliary police equipment, and the cost per hour of:
 - a. Purchasing by the agency;
 - b. Leasing;
 - c. Purchasing jointly with other agencies;
 - d. Renting; and
 - e. Acquiring surplus military aircraft.

Commentary note: ...It has been found that vehicles can be purchased or leased for less...during the period of January through March, which is the slack period for car dealers and leasing agencies.

Communications

Standard 22.3 Radio Communications

3. Every agency should equip every on-duty uniformed officer with a portable radio transceiver capable of providing adequate two-way communications and capable of being carried with reasonable comfort on the person.

Standards are also available on:

Management Consultation and Technical Assistance (10.3)

General Police Recruiting (12.1)

College Recruiting (12.2)

Recruitment of Minorities and Women (12.3, 12.6)

Selection of Officers (12.4, 12.5, 14.1)

College Credit for the Completion of Police Training Programs (14.3)

Training (numerous references)

NAMES AND PHONE NUMBERS OF SURVEY RESPONDENTS

The data from county and city police agencies in the Salaries and Fringe Benefits tables is presented within population categories. The lists below alphabetically order the county, the state, and the city agencies which responded to the survey. Beside each agency is the name of the person who filled out the questionnaire, that person's position or rank, and the phone number of the agency. It was assumed that if the chief executive did not complete the questionnaire himself, he delegated it to someone knowledgeable about the agency's benefits package, and so that name was reprinted here. This information has been added to facilitate contacts among agencies.

<u>County</u>	<u>Respondent</u>	<u>Agency Phone</u>	<u>County</u>	<u>Respondent</u>	<u>Agency Phone</u>
Aurora	Gerrit Brink, Sheriff	942-4391	Hutchinson	Ray Zeeb, Sheriff	387-2341
Beadle	M.L. Scheibe, Sheriff	352-1446	Jerauld	Dale Easton, Sheriff	539-4151
Bennett	Ed Cummings, Sheriff	685-6591	Jones	H.B. McMillan, Sheriff	669-2362
Bon Homme	Dan Elston, Sheriff	589-3942	Kingsbury	Elden Andersen, Sheriff	854-3339
Brookings	Gordon N. Ribstein, Sheriff	692-2932	Lake	Thomas O. Bakke, Sheriff	256-4594
Brown	Phyllis I. Biegler, Chief Deputy	225-1200	Lawrence	Charles Crotty, Sheriff	578-2230
Brule	Robert L. Jurgensen, Sheriff	734-6511	Lincoln	Kenneth D. Albers, Sheriff	987-5651
Buffalo	Francis E. Healey, Sheriff	293-3222	Lyman	Eugene Merton, Sheriff	869-2267
Butte	Joe Smith, Sheriff	892-3324	McCook	Harold Lockwood, Sheriff	425-2761
Campbell	Elmer Ochsner, Sheriff	955-3355	McPherson	Lorenz Keszler, Sheriff	439-3400
Charles Mix	Ruben Huber, Sheriff	487-7311	Marshall	Ralph Olason, Sheriff	448-5181
Clark	Virgil Wagner, Sheriff	532-3822	Mellette	George H. Bouman, Sheriff	259-3362
Clay	Raymond Passick, Chief Deputy	624-4457	Miner	Eugene Kolbach, Sheriff	772-4501
Codington	Curtis A. Berg, Sheriff	886-6949	Minnehaha	Les Hawkey, Sheriff	335-4300
Corson	Harry Kittelson, Sheriff	273-4210	Moody	Kenneth L. Bain, Deputy	997-2423
Custer	N.W. Fors, Deputy	673-4467	Pennington	Mel Larson, Sheriff	394-2151
Davison	Lyle W. Swenson, Sheriff	996-7797	Perkins	H.J. Kolb, Sheriff	244-5243
Day	G.P. Bakke, Sheriff	345-3222	Potter	John L. Sterner, Sheriff	765-3171
Deuel	Bruce Kittelson, Sheriff	874-2420	Roberts	Rose Ann Long	698-7667
Dewey	Ted L. Schweitzer, Sheriff	865-3330	Sanborn	Carl Regynski, Sheriff	796-4511
Douglas	Ronald L. Morrow, Sheriff	724-2238	Spink	Gary Newman, Sheriff	472-1510
Fall River/Shannon	John D. Manke, Sheriff	745-4444	Stanley	Richard Miles, Sheriff	223-2679
Faulk	Ken Wherry, Sheriff	598-6229	Sully	Lois Bloom, Deputy	258-2244
Grant	Virgil L. Crowl, Sheriff	432-5853	Turner	Willard L. Weiland, Sheriff	297-3225
Gregory	Omer Durfee, Sheriff	775-2626	Union	Eugene (Bud) Rasmussen, Sheriff	356-2679
Haakon	Judy Schofield, Secretary	859-2741	Walworth	James A. Spiry, Sheriff	649-7600
Hamlin	James H. Johnson, Sheriff	783-3232	Yankton	Carl Moser, Sheriff	665-2214
Harding	A.R. Bail, Sheriff	375-3414	Ziebach	Mrs. Paul Taylor, Deputy	365-3474
Hughes	Arlo Mortimer, Sheriff	224-8646			

<u>State</u>	<u>Respondent</u>	<u>Agency Phone</u>
Division of Criminal Investigation	Don Licht, Director	224-3331
Highway Patrol	Roger C. Hoffman, Captain	224-3105

<u>City</u>	<u>Respondent</u>	<u>Agency Phone</u>	<u>City</u>	<u>Respondent</u>	<u>Agency Phone</u>
Aberdeen	Chester Rollins, Chief	225-4800 Ext. 65	Lennox	Douglas Jorgensen, Chief	647-5299
Alcester	Ted Schurman	934-2615	Leola	Harold Haup, Chief	439-3500
Arlington	Vance Bennett, Chief	983-5421	McLaughlin	Darryl Hall, Acting Chief	823-4889
Armour	Harold Buck, Chief	724-2737	Madison	Darrell Flint, Chief	256-4586
Avon	Ken Mudder, Chief	286-3516	Menno	Steven R. Wagner, Chief	387-5420
Belle Fourche	Herb Lurz, Chief	892-4354	Milbank	Bernard Amsden, Chief	432-5650
Beresford	Lou Hammond, Chief	763-2100	Miller	Steven Johnson, Chief	853-2400
Bison	Roy Penor, Chief	244-5430	Mission	Grover M. McSweeney, Chief	856-4667
Bowdle	Glen E. Dippert, Chief	285-6464	Mitchell	Mike Royston, Assistant Chief	996-5694
Box Elder	Etta Mae Divan, Finance Officer	923-1626	Mobridge	Roy Taylor, Chief	845-2603
Bristol	Tom Bigelow, Chief	492-3225	New Effington	Morris Shelstad, Chief	637-5230
Brookings	Douglas A. Filhoim, Chief	692-2113	Newell	Peter J. Tokley, Chief	456-2357
Bruce	Logan Jackson, Chief	627-5522	New Underwood	Szymonski, Town Marshal	754-6767
Bryant	Deil Currier, Chief	625-3042	North Sioux City	Stan Bocian, Chief	232-4301
Burke	Maurice Schlaht, Chief	775-2282	Onida	Jerry Weischedel, Patrolman	258-2626
Canton	Darrell F. Nelson, Chief	987-5612	Parker	Larry Kasten, Chief	297-4435
Castlewood	David W. Huben, Chief	793-2526	Parkston	Richard H. Tiede, Chief	928-7301
Centerville	Elwyn A. Halsted, Chief		Philip	Donald L. Aby, Chief	859-2850
Clark	Gerald E. VanSickle, Chief	532-3112	Pierre	Harold E. Eberhard, Chief	224-5876
Clear Lake	Dean Collins	874-2537	Plankinton	Duane Muhs, Chief	942-3571
Colome	Robert Vrbsky, Chief	842-1600	Platte	Larry E. Hosek, Chief	337-3921
Dallas	Claris Claus	835-8276	Presho	Wayne S. Jackson, Chief	895-2443
Deil Rapids	Larry J. Weelborg, Acting Chief	428-3799	Rapid City	Rae Neal, Chief	394-4131
DeSmet	Vernon R. Johnson, Finance Officer	854-3731	Redfield	Leo Kimlicka, Chief	472-1220
Edgemont	Alan Garrett, Chief	662-7732	Reliance	Joe Bawdon, Chief	473-5515
Elk Point	Robert J. Towner, Chief	356-2184	Rosholt	Rick Dunbar, Finance Officer	537-4236
Elkton	W.L. De Vries, Chief	542-8111	Scotland	James Sedlacek, Chief	583-4492
Emery	John Purcill, Auditor	449-4204	Sioux Falls	David F. Green, Captain	339-7212
Estelline	C.L. Allen, Chief	873-2200	Spearfish	Barbara Hirschert, Secretary/Dispatcher	642-2755
Faith	Al Shumaker, Chief	967-2222	Stickney	Mrs. Janice Pecenka, M.F.O.	732-4329
Garretson	Clifford Blanchard, Chief	594-3414	Sturgis	Russell B. Hilton, Chief	347-2573
Glenham	William B. Johnson, City Marshal	762-3392	Tea	L. "Woody" Schroder, Chief	743-2478
Gregory	Jerry Bartekoske, Chief	835-5381	Tyndall	Arnold Lubbers, Chief	589-3534
Groton	Eddy Opp, Assistant Chief	397-8100	Viborg	Arlo W. Andersen, Mayor	325-5253
Hill City	Charles N. White, Chief	574-2142	Wagner	Ed Zylstra, Chief	384-3222
Hot Springs	John E. Graf, Chief	745-5155	Wail	Norman Klingbile, Chief	279-2424
Howard	Steven Boehrns, Patrolman	772-4391	Webster	Ryan Peterson, Chief	345-4040
Huron	Charles J. Geyer, Chief	352-6467	Wessington Springs	Ronald L. Berens, Chief	539-3381
Ipswich	Robert F. Markovetz, Chief	426-4151	White Lake	James Brammer, Chief	249-2292
Kennebec	Donald Manger, Chief	869-2282	White River	Les Murray, Chief	259-3384
Lake Andes	Verlyn G. Ebright, Chief	487-7311	Willow Lake	Robert Angerhofer, Chief	625-3608
Lake Norden	Brian Gomer, Chief	783-3602	Winner	Harry L. Glover, Chief	842-3324
Lake Preston	Thomas L. Buehre, Chief	847-4402	Woonsocket	James Kleinlein, Chief	796-4324
Lead	Glen Findley, Chief	584-1722	Yankton	Frank Arneson, Chief	665-4501
Lenmon	Nick Schaefer, Chief	374-5651			

END