

**STATE OF
SOUTH DAKOTA
OFFICE OF THE
ATTORNEY GENERAL
DIVISION OF
CRIMINAL
INVESTIGATION**

**POLICE DEPARTMENTS
PERSONNEL AND
BUDGET STUDY
1985 REPORT**

**LAW
ENFORCEMENT
TRAINING
and
STATISTICAL
ANALYSIS
CENTER**

In the spring of 1985, the Law Enforcement Officers Standards and Training Commission authorized the South Dakota Statistical Analysis Center (SAC) to survey all police departments in the state. The original questionnaire and cover letter were sent to departments that employed at least one full-time, sworn police officer. A follow-up questionnaire was sent approximately one month later in an attempt to increase the rate of response.

One hundred thirty-three departments were believed to employ a full-time, sworn police officer. However, 15 returned surveys indicated their department no longer had a full-time, sworn officer. Law enforcement protection was provided by the county sheriff's office or by a part-time officer. Therefore, the number of possible responses was reduced to 118. Out of these 118 departments, 95 returned a valid questionnaire. This means the total response rate was almost 81%.

The returned surveys were read and coded upon their arrival. In the case of erroneous or incomplete information, the SAC staff telephoned each agency to clarify the data. Approximately 80% of the departments surveyed were telephoned.

The agencies are arranged in descending order by population, with the largest cities appearing first. This method of presentation allows the departments to make comparisons with other agencies of comparable size. Population figures are taken from the 1980 Census figures for South Dakota. The cities are broken down by population as follows:

Cities greater than 10,000	(N=10)
Cities between 3,000 and 10,000	(N=11)
Cities between 1,000 and 2,999	(N=28)
Cities between 500 and 999	(N=35)
Cities less than 500	(N=11)

The survey began with budgetary questions. 83% of the departments responding operate with a calendar year budget period. A fiscal year type of budget period is used by the remainder of the agencies.

The total general funds budgets of the responding departments ranged from a low of \$7,000 per year to a high of \$4,500,000. These agencies have a combined general funds budget total of \$19,765,987. Eighteen of the departments (19%) had access to other funds, such as grants or contracts, in 1985. The amount of these additional resources ranged from \$900 to \$115,000 for the year. The combined total of supplemental funds was \$405,612 for the 18 departments.

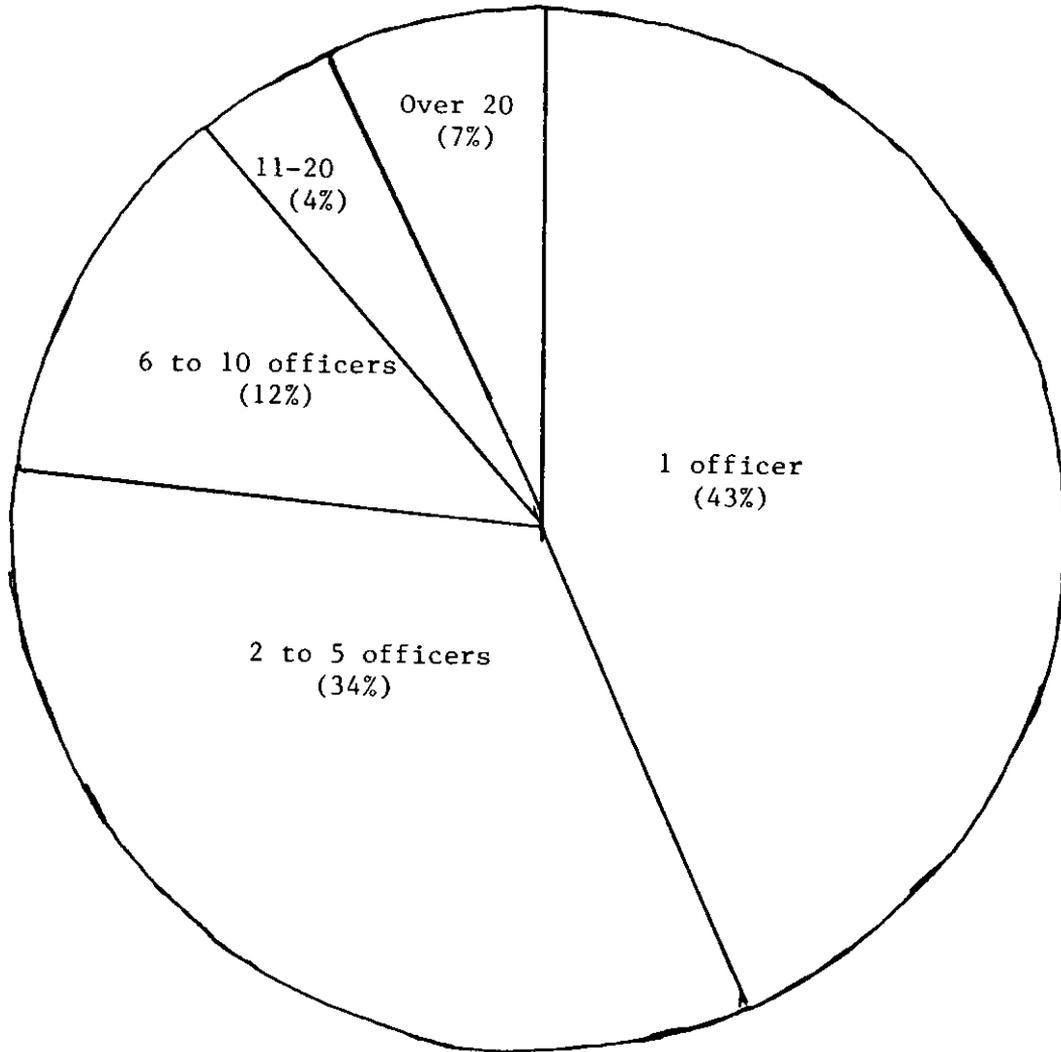
When the combined general funds budget figure of \$19,765,987 is added to the combined supplemental funds amount of \$405,612, the total sum of money available to the responding police departments in 1985 was \$20,177,599.

The ninety-five reporting police departments serve cities ranging in size from 261 to 81,343 people (according to the 1980 Census figures). The combined total population of these jurisdictions is 370,783 people. By dividing the budget total for all ninety-five agencies of \$20,171,599 by the combined population of 370,783, a per capita cost for police service of \$54.40 is

obtained. This means the responding cities, as a whole, spent \$54.40 per person for police protection.

The remainder of the survey dealt primarily with personnel issues. The 95 departments report that they employ a total of 591 full-time, sworn personnel. The following pie chart illustrates the size of the police departments responding to the questionnaire:

Size of Departments



<u>Size of Department</u>	<u>Number of Departments</u>	<u>Percentage of Total</u>
One officer.....	41.....	43%
2 to 5 officers.....	32.....	34%
6 to 10 officers.....	11.....	12%
11 to 20 officers.....	4.....	4%
Over 20 officers.....	7.....	7%

It is interesting to examine the rate of personnel per thousand population. This rate is calculated with the following formula:

$$\frac{\text{Number of Officers}}{\text{Population}} \times 1,000$$

The total full-time sworn personnel and population figures may be plugged into the formula:

$$\frac{591}{370,783} \times 1,000 = 1.59$$

This means there are slightly more than one-and-a-half police officers for every 1,000 people in all the South Dakota cities surveyed.

The rate of personnel per 1,000 may also be looked at for the cities as they are broken down into their population categories:

<u>Population</u>	<u>Personnel Rate per 1,000</u>
Cities greater than 10,000	1.53
Cities between 3,000 & 10,000	1.72
Cities between 1,000 & 2,999	1.67
Cities between 500 & 999	1.62
Cities less than 500	2.85

Overall Personnel Rate per 1,000 = 1.59

As the above figures show, the personnel rate remains fairly constant for the top four categories, but the rate increases dramatically for the smallest cities (population less than 500). The reason for this jump is obvious - the personnel rate per 1,000 would have to increase for those cities with police officers whose population is less than 500.

The departments were asked to report the number of their full-time, sworn personnel by rank. There are more patrol officers than any other rank. 341 of the 591 sworn officers (57.6%) hold the rank of patrol officer. Obviously each of the reporting agencies have a chief of police; these 95 chiefs account for 16.2% of the total. Sergeants make up 10.8% of the total personnel figure. The remaining ranks each had fewer numbers of officers: 4.4% were captains; 3.7% lieutenants; 3% assistant chiefs; 2.4% detectives; 1.4% specialists; and .5% deputy chiefs.

Thirty-eight departments employ part-time sworn personnel. These agencies use a total of 54 part-time sworn officers. Twenty departments also obtain additional manpower services by using reserve law enforcement officers. These agencies use a total of 127 reserve officers.

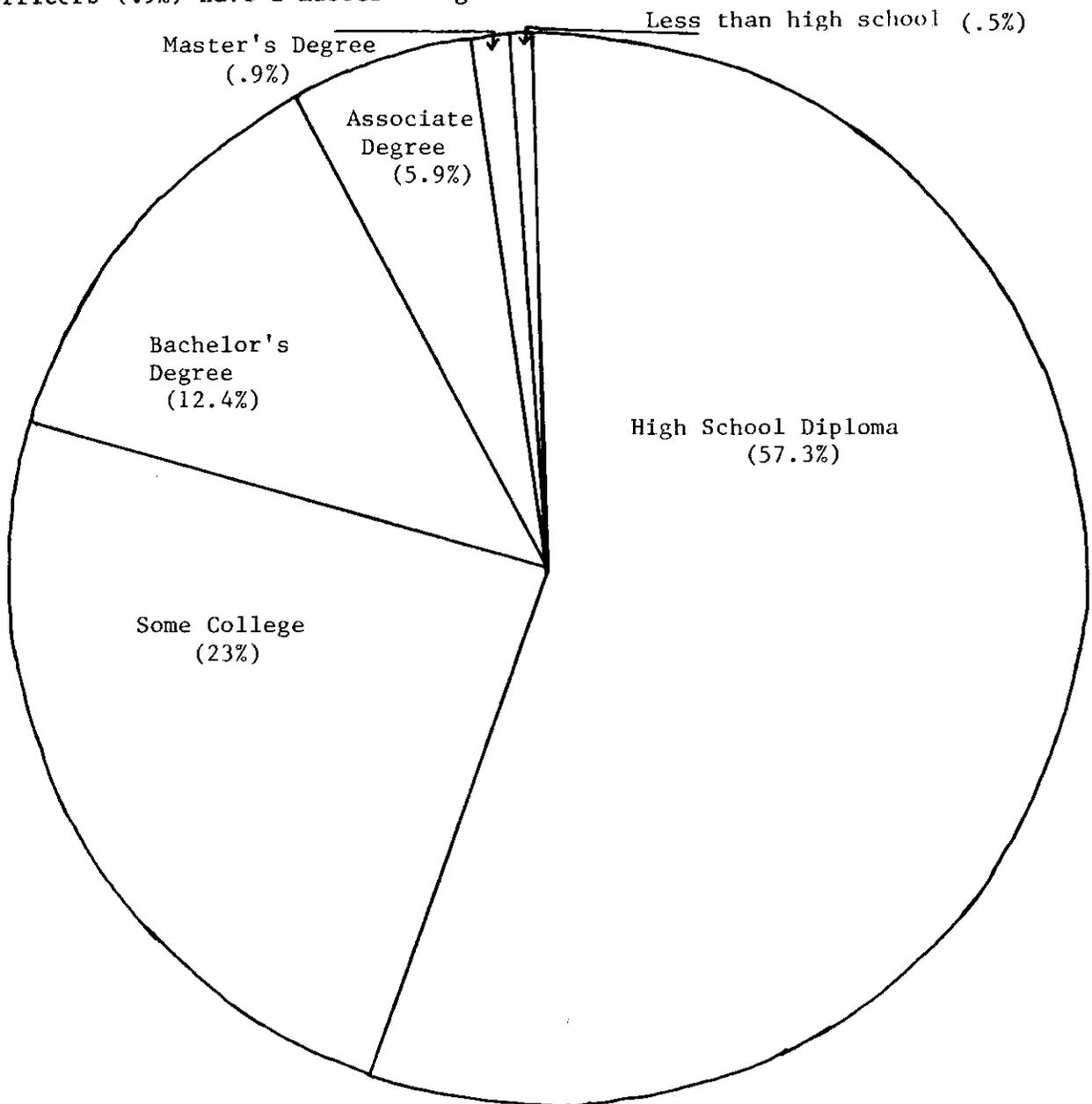
There are 161 civilian personnel employed by the various departments. Twenty-three departments (24%) retain 120 full-time civilian personnel. The remaining 76 percent of the agencies in the survey do not have any full-time civilian personnel. In addition to the 120 full-time civilian personnel, there are 41 part-time civilian employees in the police departments surveyed. These 41 part-time civilian employees work in 24 departments. Information on annual salaries of both sworn and civilian personnel was also collected

through the survey instrument. Detailed information on these salaries will be given in further sections of the report.

Questions 10 and 11 dealt with the educational level of the full-time sworn personnel. The questionnaire asked for the highest level of education currently attained by each full-time sworn officer. (It should be noted that the total number of officers in this educational section is 558. Several departments did not respond to the question).

Highest Level of Education Attained:

- 3 officers (.5%) do not have a high school diploma
- 320 officers (57.3%) have a high school diploma
- 128 officers (23%) attended some college, but have no degree
- 33 officers (5.9%) have an associate degree
- 69 officers (12.4%) have a bachelor's degree
- 5 officers (.9%) have a master's degree



Only five of the police departments surveyed have an incentive pay program for advanced education or training obtained by their officers. These incentives range from a minimum of a three percent raise for an associate degree to a maximum of a ten percent increase in salary for a bachelor's degree.

Seven departments in the state provide shift differential pay to their officers who must work the swing or night shifts. Four departments pay extra for swing shift. The amount paid for swing shift duty ranges from 25 cents to 45 cents extra per hour. Six departments provide an additional 15 cents to 45 cents per hour to those working the night shift.

Questions 15 through 20 dealt with personnel benefits provided by the departments. Forty-three agencies (45%) pay extra for overtime worked by their officers. Of those agencies which pay overtime, 50% compensate their officers at a time-and-a-half schedule; 39% use a regular pay schedule; and 11% use some other type of overtime pay schedule. Several departments indicated that they would pay double-time for any holidays worked.

Forty departments (42%) offer compensatory time off for overtime worked. Generally those agencies which provide comp time off will not pay for overtime worked; however, a few of the larger police departments do offer both paid overtime and comp time off.

Question 16 asked if the department provided extra pay for longevity (years with the department), hazardous duty, or for appearing in court. Sixteen agencies paid extra to those officers who had been with them for a specified number of years. None of the departments provided additional pay for hazardous duty situations. Thirty-six departments do give extra pay to those officers who must appear in court.

The type and amount of leave provided are significant benefits. The most common type of leave offered by the police departments surveyed was sick leave. Eighty-seven departments (92%) have a formal sick leave plan. The average number of sick leave hours provided per year was 100 hours.

Eighty-three departments (87%) offer vacation leave to their officers. The average number of vacation leave hours per year was 96 hours. Most departments indicated that the number of both sick and vacation leave hours earned are increased as the number of years spent with the department increases.

Thirty departments (32%) offer personal leave hours to their officers. The average amount of personal leave was 32 hours per year. However, several departments did not specify the number of personal hours given. They indicated the time was available on an "as needed" basis.

Seventy-five departments (79%) provide some type of health insurance coverage to their employees. Fifty-nine percent of these agencies pay only for the employee's health insurance. Thirty-seven percent also buy health insurance for the employee's immediate family. The remaining departments provide partial coverage - the employee must contribute the remainder.

Forty-three (45%) of the police department responding offer paid life insurance to their officers. Only five departments provide dental insurance

and three have vision insurance. Sixty-nine agencies (73%) buy false arrest insurance for their law enforcement officers.

Just over half of the departments (56%) have a retirement program for their personnel. The vast majority (93%) of these agencies with retirement programs use the State's retirement system. The remaining 7% have a private program.

Seven of the departments surveyed reported that their employees are covered by civil service procedures. Police officers from six departments are affiliated with a union.

The next section of the questionnaire dealt with the equipment furnished by the police departments. Only one of the departments surveyed does not furnish vehicles for their officers. The remaining ninety-four agencies do provide at least patrol cars to their police officers. Of those that do furnish vehicles, just over half (52%) assign these marked vehicles on a permanent, take-home basis.

Weapons are provided by seventy-five (79%) of the responding departments. More agencies furnish ammunition to their police officers; eighty-six departments (91%) provide ammunition.

Three-fourths of the departments (N=72) furnish uniforms for their officers. A yearly uniform allowance is given to the officers by forty-six of the agencies. The amount of this yearly allowance varies from \$75 to \$620 per year, with the average amount at \$203 annually. Ten departments offer a "one-time" uniform allowance which ranges from \$100 to \$500. The average amount of this "one-time" allotment is \$275. (It should be noted that 16 of the departments that have a uniform allowance did not indicate which type of subsidy is given.)

Question 22 dealt with the procedures used for selection of personnel. the standards used for selection are listed below in rank order:

- 87 departments use an Oral Interview
- 78 departments order a Background Investigation
- 56 departments require a Medical Examination
- 29 departments use a Veteran's Preference Policy
- 26 departments have Hearing Standards
- 25 departments have Vision Standards
- 17 departments give Written Examinations
- 14 departments use Physical Agility Standards
- 11 departments require Psychological Screening
- 7 departments have Weight Requirements
- 6 departments have Height Requirements
- 5 departments use a Polygraph or other Lie Detection Method

After the candidate is hired, most departments follow his/her progress within their agency. Eighty-four departments require a probationary period, which ranges from three to twelve months. The average length of this probation period is seven months. The officers are evaluated by sixty-nine departments during this probation. In addition, sixty-five departments require successful completion of recruit training before the officer becomes a "full" member of the force.

Question 23 dealt with the procedures used for promotion of personnel. The procedures followed in the promotion process are listed below in rank order:

- 46 departments use Appointment by the Mayor and/or City Council
- 36 departments look at the number of Years in Service
- 34 departments have an Oral Interview
- 31 departments have Performance Evaluations
(These evaluations are held from once every month to once a year by the different departments. The average time between performance evaluations is eight months.)
- 30 departments examine the Years in Grade (Seniority)
- 29 departments use Appointment by the Chief
- 13 departments require a Written Examination
- 10 departments give Management Promotion Potential Ratings
- 7 departments use a Veteran's Preference Policy
- 6 departments give Peer Groups Promotion Potential Ratings

Question 24 asked the respondents to specify the number of personnel separations in their department in the last twelve months. They were instructed to include only full-time personnel in their count. There were a total of 111 personnel separations from the participating police agencies. Seventy-five percent (N=83) of these separations were caused by resignation. Ten officers (9%) retired from their positions. Another 9% were dismissed from the department. Four officers (3.5%) died while they were employed with the reporting agency. An additional 3.5% separated from their department for "other" reasons.

Forty of the above personnel (36%) who separated from the reporting agencies gained employment with another law enforcement agency. Seventy percent of the time (N=28), this other law enforcement agency was in South Dakota. (These figures may be low, as a few agencies indicated they were unaware of what had happened to their former employees after they had left.)

The rate of turnover can be calculated by dividing the total number of separations (111) by the total number of full-time sworn personnel (591). The overall turnover rate for the ninety-five departments was 18.8% for the twelve months before the survey was taken. This rate of turnover varies when the departments are categorized by city population. The turnover rate increases as the population decreases:

<u>Population</u>	<u>Turnover Rate</u>
Cities greater than 10,000	14.6%
Cities between 3,000 & 10,000	14.5%
Cities between 1,000 & 2,999	28.2%
Cities between 500 & 999	40.1%
Cities less than 500	41.7%

Overall Turnover Rate = 18.8%

The last question on the survey asked if the department contracted with any other city or jurisdiction for law enforcement services. Ten agencies (11%) indicated that they do contract with another jurisdiction for these services. Most of the agencies provide these services to other jurisdictions.

POPULATION

GREATER THAN 10,000

POPULATION GREATER THAN 10,000

BUDGET INFORMATION

City	Population	General Funds Budget	Other Funds	Budget Total	Cost Per Capita
1. Aberdeen	25,956	\$1,225,597	-0-	\$1,225,597	\$47.22
2. Brookings	14,951	932,300	-0-	932,300	\$62.36
3. Huron	13,000	724,770	\$43,400	768,170	\$59.09
4. Mitchell	13,916	727,101	-0-	727,101	\$52.25
5. Pierre	11,973	660,261	6,000	666,261	\$55.65
6. Rapid City	46,492	3,000,969	NA*	3,000,969	\$64.55
7. Sioux Falls	81,343	4,500,000	115,000	4,615,000	\$56.74
8. Vermillion	10,136	544,277	-0-	544,277	\$53.70
9. Watertown	15,399	812,243	60,500	872,743	\$54.89
10. Yankton	<u>12,011</u>	<u>814,980</u>	<u>45,000</u>	<u>859,980</u>	<u>\$71.60</u>
TOTALS	245,677	\$13,942,498	\$269,900	\$14,212,398	Average = \$57.85

Personnel Totals for
Cities Greater than 10,000

Total number of Full-Time Sworn Officers	377
Total number of Part-Time Sworn Officers	2
Total number of Full-Time Civilian Personnel.....	86
Total number of Part-Time Civilian Personnel	18
Total number of Reserve Officers	47
Total number of Personnel Separations	55
Rate of Sworn Personnel per 1,000 Population.....	1.53 per 1,000
Number of Departments Responding in this Population Group ...	10
Rate of Response for this Population Group	100%

Population Greater Than 10,000

Annual Salaries of Full-Time Sworn Personnel

	Total Number	Lowest Starting Salary	Top Salary	Average Salary
Patrol Officer	242	\$13,312	\$24,050	\$16,922
Detective	14	\$15,311	\$21,340	\$19,175
Specialist	8	\$14,289	\$20,374	\$18,013
Sergeant	53	\$17,804	\$28,900	\$20,469
Lieutenant	22	\$17,160	\$32,800	\$22,860
Captain	23	\$19,240	\$37,250	\$23,419
Assistant Chief	5	\$22,185	\$25,900	\$23,569
Chief	10	\$18,000	\$43,850	\$28,532

Annual Salaries of Full-Time Civilian Personnel

	Total Number	Lowest Starting Salary	Top Salary	Average Salary
Clerk/Typist	26	\$10,431	\$19,200	\$15,681
Secretary	10	\$10,324	\$19,800	\$13,989
Radio Dispatcher	27	\$ 8,320	\$16,320	\$12,045
Communications	1	\$ 9,946	\$11,188	\$10,532
Parking Enforcement	6	\$ 8,777	\$11,635	\$10,652
Accident Invest.	3	\$11,440	\$13,457	\$12,449
Animal Control	10	\$ 4,950	\$14,060	\$11,096
Jail Officer	5	\$10,944	\$13,611	\$12,838

PERSONNEL INFORMATION

POPULATION GREATER THAN 10,000

DEPARTMENT	TOTAL SWORN OFFICERS (FT)	TOTAL SWORN OFFICERS (PT)	TOTAL CIVILIAN PERSONNEL (FT)	TOTAL CIVILIAN PERSONNEL (PT)	EDUCATION INCENTIVE	SHIFT DIFFERENTIAL PAY	OVERTIME PAY	TYPE OF OVERTIME	COMP. TIME	LONGEVITY PAY	COURT PAY	SICK LEAVE	VACATION LEAVE	PERSONAL LEAVE	HEALTH INSURANCE	LIFE INSURANCE	DENTAL INSURANCE	VISION INSURANCE	FALSE ARREST INSURANCE	RETIREMENT PROGRAM	CIVIL SERVICE PROCEDURES	UNION AFFILIATION	FURNISH VEHICLES	WEAPONS	AMMUNITION	UNIFORMS	COMMENTS
Aberdeen PD	37	0	10	0	n	y	y	1½	y	y	y	y	y	n	y	y	n	n	y	y	*	y	y	y	y	y	*Captains Only
Brookings PD	23	0	5	3	n	y	y	1½	y	y	y	y	y	n	y	y	n	n	y	y	n	n	y	y	y	y	
Huron PD	23	0	1	2	n	y	y	1½	y	y	y	y	y	n	y	y	n	n	y	y	y	n	y	n	y	y	
Mitchell PD	23	0	4	6	n	y	y	1½	y	y	y	y	y	n	y	y	n	n	y	y	n	y	y	y	y	y	
Pierre PD	19	1	3	3	n	n	y	1½	y	n	y	y	y	n	y	y	n	n	y	y	n	n	y	y	y	y	
Rapid City PD	69	0	17	0	y	n	y	1½	n	y	y	y	y	n	y	y	n	n	y	y	n	y	y	y	y	y	
Sioux Falls PD	124	0	21	0	n	n	y	1½	y	n	y	y	y	n	y	y	y	n	n	y	y	y	y	y	y	y	
Vermillion, PD	15	1	6	3	y	n	y	1½	y	n	y*	y	y	y	y	y	y	n	n	y	y	n	y	y	y	y	*2 hrs. OT for each hr. court time
Watertown PD	24	0	4	1	n	y	y	*	y	y	y	y	y	n	y	y	n	n	y	y	y	y	y	y	y	y	*both 1½ and double time
Yankton PD	20	0	15	0	n	y	y	1½	y	y	y	y	y	n	y	y	n	n	y	y	n	n	y	y	y	y	

POPULATION

3,000 TO 10,000

POPULATION BETWEEN 3,000 and 10,000

BUDGET INFORMATION

<u>City</u>	<u>Population</u>	<u>General Funds Budget</u>	<u>Other Funds</u>	<u>Budget Total</u>	<u>Cost Per Capita</u>
1. Belle Fourche	4,692	\$243,667	-0-	\$243,667	\$51.93
2. Box Elder	3,136	104,542	\$9,700	114,242	\$35.86
3. Hot Springs	4,742	155,000	-0-	155,000	\$32.69
4. Lead	4,330	205,898	-0-	205,898	\$47.55
5. Madison	6,210	395,196	-0-	395,196	\$63.64
6. Milbank	4,120	164,565	NA	164,565	\$39.94
7. Mobridge	4,174	211,924	13,500	225,424	\$54.01
8. Redfield	3,027	141,036	10,000	151,036	\$49.90
9. Spearfish	5,251	342,000	-0-	342,000	\$65.13
10. Sturgis	5,184	291,740	23,000	314,740	\$60.71
11. Winner	3,472	205,430	-0-	205,430	\$59.17
TOTALS	48,388	\$2,460,998	\$56,200	\$2,517,198	Average = \$52.02

Personnel Totals for
Cities Between 3,000 and 10,000

Total number of Full-Time Sworn Officers	83
Total number of Part-Time Sworn Officers	7
Total number of Full-Time Civilian Personnel.....	20
Total number of Part-Time Civilian Personnel	10
Total number of Reserve Officers	50
Total number of Personnel Separations	12
Rate of Sworn Personnel per 1,000 Population.....	1.72 per 1,000
Number of Departments Responding for this Population Group...	11
Rate of Response for this Population Group	100%

Population Between 3,000 and 10,000

Annual Salaries of Full-Time Sworn Personnel

	Total Number	Lowest Starting Salary	Top Salary	Average Salary
Patrol Officer	54	\$10,800	\$18,824	\$14,978
Sergeant	9	\$12,000	\$19,786	\$17,066
Captain	3	\$17,867	\$18,928	\$18,398
Assistant Chief	6	\$14,225	\$21,986	\$17,737
Chief	11	\$13,000	\$24,024	\$20,134

Annual Salaries of Full-Time Civilian Personnel

	Total Number	Lowest Starting Salary	Top Salary	Average Salary
Clerk/Typist	3	\$ 7,592	\$ 9,880	\$ 9,168
Secretary	3	\$10,650	\$14,768	\$12,376
Radio Dispatcher	16	\$ 9,714	\$14,144	\$11,137
Parking Enforcement	2	\$ 6,840	\$13,416	\$ 9,231
Animal Control	3	\$ 7,700	\$13,832	\$11,008

PERSONNEL INFORMATION

POPULATION BETWEEN 3,000 - 10,000

DEPARTMENT	TOTAL SWORN OFFICERS (FT)	TOTAL SWORN OFFICERS (PT)	TOTAL CIVILIAN PERSONNEL (FT)	TOTAL CIVILIAN PERSONNEL (PT)	EDUCATION INCENTIVE	SHIFT DIFFERENTIAL PAY	OVERTIME PAY	TYPE OF OVERTIME	COMP. TIME	LONGEVITY PAY	COURT PAY	SICK LEAVE	VACATION LEAVE	PERSONAL LEAVE	HEALTH INSURANCE	LIFE INSURANCE	DENTAL INSURANCE	VISION INSURANCE	FALSE ARREST INSURANCE	RETIREMENT PROGRAM	CIVIL SERVICE PROCEDURES	UNION AFFILIATION	FURNISH VEHICLES	WEAPONS	AMMUNITION	UNIFORMS	COMMENTS
Belle Fourche PD	8	0	0	1	n	n y*	1 1/2	n	n	n	n	y	y	n	y	y	n	n	y	y	n	n	y	y	y	y	*for patrolmen only
Box Elder PD	5	1	1	1	n	n	n	n	n	y	n	y	y	n	y	y	n	y	y	y	y	n	y	y	y	y	
Hot Springs PD	6	0	0	1	n	n	y	1 1/2	n	y	y	y	y	n	y	y	n	n	y	y	y	n	y	y	y	y	
Lead PD	6	1	2	0	n	n	y	1 1/2	n	y	y	y	y	n	y	y	n	n	y	y	y	y	n	y	y	y	
Madison PD	11	0	4	3	n	y	y	1 1/2	*	y	n	y	y	n	y	y	n	n	n	y	y	n	y	y	y	y	*supervisors only
Milbank PD	8	0	0	0	y	n	n	n	y	n	n	y	y	n	y	y	n	n	n	n	y	n	y	y	y	y	
Mobridge PD	6	0	4	0	n	n	y	1 1/2	y	n	y	y	y	n	y	y	n	n	n	y	y	n	y	y	y	y	
Redfield PD	6	0	0	0	n	n	y	1 1/2	n	y	y	y	y	n	y	y	n	n	n	y	y	n	y	y	y	y	
Spearfish PD	10	0	4	2	y	y	y	1 1/2	y	n	y	y	y	n	y	y	n	n	n	y	y	n	y	y	y	y	
Sturgis PD	9	1	1	1	y	n	y	*	n	y	y	y	y	n	y	y	n	n	y	n	n	n	y	y	y	y	*both 1 1/2 and double time
Winner PD	8	4	4	1	n	n	y	1 1/2	n	y	y	y	y	n	y	y	n	n	y	y	y	n	y	y	y	y	

POPULATION

1,000 TO 2,999

POPULATION BETWEEN 1,000 and 2,999

BUDGET INFORMATION

City	Population	General Funds Budget	Other Funds	Budget Total	Cost Per Capita
1. Beresford	1,865	\$ 94,000	-0-	\$ 94,000	\$50.40
2. Brandon	2,589	84,965	\$12,000	96,965	\$37.45
3. Canton	2,886	98,920	-0-	98,920	\$34.28
4. Chamberlain	2,258	165,000	26,705	191,705	\$84.90
5. Clark	1,351	52,890	-0-	52,890	\$39.15
6. Deadwood	2,035	142,868	-0-	142,868	\$70.21
7. DeSmet	1,237	30,000	-0-	30,000	\$24.25
8. Dell Rapids	2,389	105,800	-0-	105,800	\$44.29
9. Edgemont	1,468	76,950	-0-	76,950	\$52.42
10. Elk Point	1,661	67,500	-0-	67,500	\$40.64
11. Eureka	1,360	38,250	-0-	38,250	\$28.13
12. Fort Pierre	1,789	75,250	-0-	75,250	\$42.06
13. Freeman	1,462	51,000	-0-	51,000	\$34.88
14. Gettysburg	1,623	80,000	-0-	80,000	\$49.29
15. Groton	1,230	55,210	-0-	55,210	\$44.89
16. Howard	1,169	57,375	-0-	57,375	\$49.08
17. Ipswich	1,153	25,000	-0-	25,000	\$21.68

Continued on next page

POPULATION BETWEEN 1,000 and 2,999 (Continued)

BUDGET INFORMATION

City	Population	General Funds Budget	Other Funds	Budget Total	Cost Per Capita
18. Lake Andes	1,029	\$ 53,050	-0-	\$ 53,050	\$51.55
19. Lemmon	1,871	96,500	-0-	96,500	\$51.58
20. Lennox	1,827	51,450	\$ 3,850	55,300	\$30.27
21. Miller	1,931	110,000	10,000	120,000	\$62.14
22. Parkston	1,545	53,000	-0-	53,000	\$34.30
23. Philip	1,088	51,800	-0-	51,800	\$47.61
24. Platte	1,334	48,000	-0-	48,000	\$35.98
25. Scotland	1,022	NA	NA	NA	NA
26. Sisseton	2,789	185,071	-0-	185,071	\$66.36
27. Wagner	1,453	57,850	14,357	72,207	\$49.70
28. Wessington Springs	1,203	45,300	-0-	45,300	\$37.66
TOTALS	46,617	\$2,052,999	\$66,912	\$2,119,911	Average = \$46.49

Personnel Totals for
Cities between 1,000 and 2,999

Total number of Full-Time Sworn Officers	78
Total number of Part-Time Sworn Officers	19
Total number of Full-Time Civilian Personnel.....	13
Total number of Part-Time Civilian Personnel	9
Total number of Reserve Officers	22
Total number of Personnel Separations	22
Rate of Sworn Personnel per 1,000 Population.....	1.67 per 1,000
Number of Responding Department in this Population Group ...	28
Rate of Response for this Population Group	80%

Population between 1,000 and 2,999

Annual Salaries of Full-Time Sworn Personnel

	Total Number	Lowest Starting Salary	Top Salary	Average Salary
Patrol Officer	41	\$ 8,632	\$19,822	\$13,444
Sergeant	2	\$13,200	\$15,390	\$14,385
Assistant Chief	7	\$12,000	\$16,200	\$14,737
Chief	28	\$11,960	\$24,114	\$16,389

Annual Salaries of Full-Time Civilian Personnel

	Total Number	Lowest Starting Salary	Top Salary	Average Salary
Radio Dispatcher	14	\$4,800	\$12,500	\$9,473

PERSONNEL INFORMATION

POPULATION BETWEEN 1,000 - 2,999

DEPARTMENT	TOTAL SWORN OFFICERS (FT)	TOTAL SWORN OFFICERS (PT)	TOTAL CIVILIAN PERSONNEL (FT)	TOTAL CIVILIAN PERSONNEL (PT)	EDUCATION INCENTIVE	SHIFT DIFFERENTIAL PAY	OVERTIME PAY	TYPE OF OVERTIME	COMP. TIME	LONGEVITY PAY	COURT PAY	SICK LEAVE	VACATION LEAVE	PERSONAL LEAVE	HEALTH INSURANCE	LIFE INSURANCE	DENTAL INSURANCE	VISION INSURANCE	FALSE ARREST INSURANCE	RETIREMENT PROGRAM	CIVIL SERVICE PROCEDURES	UNION AFFILIATION	FURNISH VEHICLES	WEAPONS	AMMUNITION	UNIFORMS	COMMENTS
Beresford PD	3	1	4	0	n	n	y	1*	n	y	y	y	y	n	y	y	n	n	y	y	y	n	y	y	y	y	*double time for holidays
Brandon PD	3	2	0	0	n	n	n		y	n	n	y	y	n	y	y	n	n	y	y	y	n	y	y	y	y	*only shotgun furnished
Canton PD	4	2	0	1	n	n	y	1	n	n	y	y	y	n	y	y	n	n	y	y	y	n	y	y	y	y	*1½ for holidays
Chamberlain PD	4	0	4	1	n	n	y	1*	n	n	y	y	y	n	y	y	n	n	y	n	n	n	y	y	y	y	*no union at present but considering collective bargaining for 1986.
Clark PD	2	0	0	0	n	n	n		n	n	n	y	y	n	y	y	n	n	y	y	y	*	y	y	y	y	
Deadwood PD	6	1	2	1	n	n	n		n	n	n	y	y	n	y	y	n	n	y	y	y	n	y	y	y	y	
DeSmet PD	2	0	0	0	n	n	n		n	y	y	y	y	n	y	y	n	n	y	y	y	n	y	y	y	y	*Comp time for Chief only, overtime for others
Dell Rapids PD	4	3	0	0	n	n	*1		y*	n	n	y	y	n	y	y	n	n	y	n	n	y	y	y	y	n	
Edgemont PD	2	0	1	2	n	n	n		n	n	n	y	y	n	y	y	n	n	y	n	n	y	y	y	y	y	
Elk Point PD	2	1	0	0	n	n	y	1	n	n	y	y	y	n	y	y	n	n	y	y	y	n	y	y	y	y	
Eureka PD	3	1	0	0	n	n	y	1½	n	n	n	y	y	n	y	y	n	n	y	n	n	y	y	y	y	y	

PERSONNEL INFORMATION

POPULATION BETWEEN 1,000 - 2,999

DEPARTMENT	TOTAL SWORN OFFICERS (FT)	TOTAL SWORN OFFICERS (PT)	TOTAL CIVILIAN PERSONNEL (FT)	TOTAL CIVILIAN PERSONNEL (PT)	EDUCATION INCENTIVE	SHIFT DIFFERENTIAL PAY	OVERTIME PAY	TYPE OF OVERTIME	COMP. TIME	LONGEVITY PAY	COURT PAY	SICK LEAVE	VACATION LEAVE	PERSONAL LEAVE	HEALTH INSURANCE	LIFE INSURANCE	DENTAL INSURANCE	VISION INSURANCE	FALSE ARREST INSURANCE	RETIREMENT PROGRAM	CIVIL SERVICE PROCEDURES	UNION AFFILIATION	FURNISH VEHICLES	WEAPONS	AMMUNITION	UNIFORMS	COMMENTS
Fort Pierre PD	3	0	0	0	n	n	y	1	y	y	n	y	y	n	y	y	y	n	y	y	n	n	y	y	y		
Freeman PD	2	0	0	0	n	n	n		n	n	n	y	y	n	y	n	n	n		y	n	n	y	y	y		
Gettysburg PD	3	0	0	0	n	n	n		y	n	n	y	y	y	y	n	n	n	y	n	n	n	y	y	y		
Groton PD	2	0	2	0	n	n	n		n	n	n	y	y	n	y	y	n	n	y	y	n	n	y	y	y		
Howard PD	2	1	0	0	n	n	y	1	n	n	n	y	y		n	y			y	y	n	n	y	y	y		
Upswich PD	1	1	0	0	n	n	y	1	y	y	y	y	y	y	y	n	n	n	n	n	n	n	y	y	y		
Lake Andes PD	2	0	0	1	n	n	n		n	n	n	y	y	n	y	y	n	n	n	n	n	n	y	n	n		
Lemmon PD	4	0	0	1	n	n	n		n	n	n	y	y	y	y	y	n	n	n	y	y	n	y	y	y		
Lennox PD	2	0	0	0	n	n	n		n	n	n	y	y	y	y	n	n	n	n	n	n	n	y	y	y		
Miller PD	4	0	0	0	n	n	y	1	n	n	n	y	y	y	y	y	y	y	n	n	n	n	y	y	y		
Parkston PD	2	3	0	0	n	n	n		n	n	*	y	y	y	y	y	n	n	n	y	y	n	y	y	y	*no extra pay for longevity but more time off	
Phillip PD	2	0	0	1	n	n	n		n	n	n	y	y	n	y	y	n	n	n	y	y	n	y	y	y		
Platte PD	1	3	0	0	n	n	n		y	n	n	y	y	n	y	y	n	n	n	y	n	n	y	y	y		

PERSONNEL INFORMATION

POPULATION BETWEEN 1,000 - 2,999

DEPARTMENT	TOTAL SWORN OFFICERS (FT)	TOTAL SWORN OFFICERS (PT)	TOTAL CIVILIAN PERSONNEL (FT)	TOTAL CIVILIAN PERSONNEL (PT)	EDUCATION INCENTIVE	SHIFT DIFFERENTIAL PAY	OVERTIME PAY	TYPE OF OVERTIME	COMP. TIME	LONGEVITY PAY	COURT PAY	SICK LEAVE	VACATION LEAVE	PERSONAL LEAVE	HEALTH INSURANCE	LIFE INSURANCE	DENTAL INSURANCE	VISION INSURANCE	FALSE ARREST INSURANCE	RETIREMENT PROGRAM	CIVIL SERVICE PROCEDURES	UNION AFFILIATION	FURNISH VEHICLES	WEAPONS	AMMUNITION	UNIFORMS	COMMENTS
Scotland PD	2	1	0	1	n	n	y	1	y	n	n	y	y	n	y	n	n	n	y	y		y	y	y	y		
Sisseton PD	6	0	0	0	n	n	y	1½	n	y	y	y	y	y	y	y	n	n	n	y	y	n	y	y	y		
Wagner PD	3	0	0	0	n	n	y	1	n	n	y	y	y	y	y	n	n	n	y	y		n	y	y	n*	*Yearly uniform allowance of \$200.00	
Wessington Springs PD	2	0	0	0	n	n	n		n	n	n	y	y	n	y	n	n	n	y	y		n	y	y	n		

POPULATION

500 TO 999

POPULATION BETWEEN 500 and 999

BUDGET INFORMATION

City	Population	General Funds Budget	Other Funds	Budget Total	Cost Per Capita
1. Alcester	885	\$ 33,400	-0-	\$ 33,400	\$37.74
2. Arlington	991	35,000	-0-	35,000	\$35.32
3. Armour	819	30,024	-0-	30,024	\$36.66
4. Avon	576	22,517	\$8,200	30,717	\$53.33
5. Burke	859	50,000	-0-	50,000	\$58.21
6. Castlewood	557	24,000	-0-	24,000	\$43.09
7. Centerville	892	38,000	-0-	38,000	\$42.60
8. Dupree	562	23,220	-0-	23,220	\$41.32
9. Elkton	632	21,068	-0-	21,068	\$33.34
10. Faith	576	38,000	-0-	38,000	\$65.97
11. Garretson	963	28,500	-0-	28,500	\$29.60
12. Harrisburg	558	22,000	-0-	22,000	\$39.43
13. Herreid	570	NA	NA	NA	NA
14. Hill City	535	151,852	-0-	151,852	\$283.84
15. Hoven	615	20,000	-0-	20,000	\$32.52
16. Kadoka	832	33,300	-0-	33,300	\$40.02
17. Kimball	752	20,500	-0-	20,500	\$27.26
18. Lake Preston	789	35,000	-0-	35,000	\$44.36

POPULATION BETWEEN 500 and 999 (continued)

BUDGET INFORMATION

<u>City</u>	<u>Population</u>	<u>General Funds Budget</u>	<u>Other Funds</u>	<u>Budget Total</u>	<u>Cost Per Capita</u>
19. Leola	645	\$18,025	-0-	\$18,025	\$27.95
20. Marion	830	32,350	-0-	32,350	\$38.98
21. McLaughlin	754	45,000	-0-	45,000	\$59.68
22. Menno	793	27,000	-0-	27,000	\$34.05
23. Murdo	723	49,000	-0-	49,000	\$67.77
24. Newell	638	NA	NA	NA	NA
25. Onida	851	28,250	-0-	28,250	\$33.20
26. Parker	999	37,000	-0-	37,000	\$37.04
27. Presho	760	26,000	-0-	26,000	\$34.21
28. Selby	884	32,450	-0-	32,450	\$36.71
29. Tea	729	21,500	-0-	21,500	\$29.49
30. Timber Lake	660	29,000	-0-	29,000	\$43.94
31. Viborg	812	31,215	-0-	31,215	\$38.44
32. Waubay	675	30,000	-0-	30,000	\$44.44
33. White River	561	40,000	-0-	40,000	\$71.30
34. Whitewood	821	26,000	-0-	26,000	\$31.67
35. Woonsocket	799	19,435	-0-	19,435	\$24.32
TOTALS	25,897	\$1,118,606	\$8,200	\$1,126,806	Average = 43.51

Personnel Totals for
Cities between 500 and 999

Total number of Full-Time Sworn Officers	42
Total number of Part-Time Sworn Officers	24
Total number of Full-Time Civilian Personnel.....	1
Total number of Part-Time Civilian Personnel	4
Total number of Reserve Officers	8
Total number of Personnel Separations	17
Rate of Sworn Personnel per 1,000 Population.....	1.62 per 1,000
Number of Responding Departments in this Population Group ...	35
Rate of Response for this Population Group	78%

Population between 500 and 900

Annual Salaries of Full-Time Sworn Personnel

	Total Number	Lowest Starting Salary	Top Salary	Average Salary
Patrol Officer	4	\$10,400	\$14,400	\$12,410
Assistant Chief	3	\$12,000	\$15,600	\$13,800
Chief	35	\$ 9,000	\$19,920	\$14,831

PERSONNEL INFORMATION

POPULATION BETWEEN 500 and 999

DEPARTMENT	TOTAL SWORN OFFICERS (FT)	TOTAL SWORN OFFICERS (PT)	TOTAL CIVILIAN PERSONNEL (FT)	TOTAL CIVILIAN PERSONNEL (PT)	EDUCATION INCENTIVE	SHIFT DIFFERENTIAL PAY	OVERTIME PAY	TYPE OF OVERTIME	COMP. TIME	LONGEVITY PAY	COURT PAY	SICK LEAVE	VACATION LEAVE	PERSONAL LEAVE	HEALTH INSURANCE	LIFE INSURANCE	DENTAL INSURANCE	VISION INSURANCE	FALSE ARREST INSURANCE	RETIREMENT PROGRAM	CIVIL SERVICE PROCEDURES	UNION AFFILIATION	FURNISH VEHICLES	WEAPONS	ARMOR	UNIFORMS	COMMENTS
Alcester PD	1	1	0	0	n	n	n		y	n	n	y	y	y	y	y	n	n	n	y	n	n	y	y	y		
Arlington PD	2	0	0	0	n	n	y	1 1/2	y	n	n	y	y	n	y	n	n	n	n	n	y	n	y	y	y		
Armour PD	1	2	0	0	n	n	n		n	n	n	y	y	n	y	n	n	n	n	n	y	n	y	y	y		
Avon PD	2	1			n	n	y	1	y	n	y	n	y	n	y	n	n	n	n	y	n	n	y	y	y		
Burke PD	2	1	0	0	n	n	y	*	n	n	y	y	y	n	y	n	n	n	n	n	n	n	y	y	y		*5.00/hr. for over 200 hrs/mo
Castlewood PD	2	0	0	1	n	n	y	*	y	n	y	y	y	n	y	n	n	n	n	n	n	n	y	y	y		*minimum wage for overtime
Centerville PD	1	2	0	0	n	n	n		y	n	n	y	y	n	y	n	n	n	n	n	n	n	y	y	y		
Dupree PD	1	1	0	0	n	n	n		n	n	y	y	y	n	y	n	n	n	n	y	n	n	y	y	n		
Elkton PD	1	0	0	0	n	n	n		y	n	n	y	y	n	y	n	n	n	n	y	n	n	y	y	n		
Faith PD	1	0	1	2	n	n	y	1	n	n	n	y	y	n	y	n	n	n	n	y	y	n	y	y	y		
Garretson PD	1	3	0	0	n	n	n		y	n	y	y	y	n	y	n	n	n	n	y	y	n	y	y	n		
Harrisburg PD	1	1	6	0	n	n	n		y	n	n	y	y	n	y	n	n	n	n	y	n	n	y	y	y		
Herreid	1	0	0	0	n	n	n		n	n	n	y	y	n	y	n	n	n	n	n	n	n	y	y	n		

PERSONNEL INFORMATION

POPULATION BETWEEN 500-999

DEPARTMENT	TOTAL SWORN OFFICERS (FT)	TOTAL SWORN OFFICERS (PT)	TOTAL CIVILIAN PERSONNEL (FT)	TOTAL CIVILIAN PERSONNEL (PT)	EDUCATION INCENTIVE	SHIFT DIFFERENTIAL PAY	OVERTIME PAY	TYPE OF OVERTIME	COMP. TIME	LONGEVITY PAY	COURT PAY	SICK LEAVE	VACATION LEAVE	PERSONAL LEAVE	HEALTH INSURANCE	LIFE INSURANCE	DENTAL INSURANCE	VISION INSURANCE	FALSE ARREST INSURANCE	RETIREMENT PROGRAM	CIVIL SERVICE PROCEDURES	UNION AFFILIATION	FURNISH VEHICLES	WEAPONS	AMMUNITION	UNIFORMS	COMMENTS
Hill City PD	1	1	0	0	n	n	n		n	n	n	y	y	n	y	y	n	n	n	y	n	n	y	y	y	y	
Hoven PD	1	0	0	0	n	n	n		n	n	n	y	y	n	y	n	n	n	n	n	n	n	y	y	y	y	
Kadoka PD	1	0	0	0	n	n	n		n	n	n	y	y	n	y	n	n	n	n	n	n	n	y	y	y	n	
Kimball PD	1	0	0	0	n	n	n		n	n	n	y	y	n	y	n	n	n	n	n	n	n	y	y	y	n	
Lake Preston PD	1	1	0	0	n	n	n		n	n	n	y	y	y	*	n	n	n	n	n	n	n	y	y	y	y	*\$60.00/mo. insurance allowance
Leola PD	2	0	0	0	n	n	n		n	n	n	y	y	n	n	n	n	n	n	n	n	n	y	y	y	y	
Marion PD	1	1	0	0	n	n	n		n	n	y	y	y	y	n	y	n	n	n	n	n	n	y	y	y	n	
McLaughlin PD	1	0	0	0	n	n	n		n	n	n	y	y	y	n	y	n	n	n	n	n	n	y	y	y	n	
Menno PD	1	0	0	1	n	n	y	*	y	n	y	y	y	y	n	y	n	n	n	n	n	n	y	y	y	n	*\$5.00/per hour for overtime
Murdo PD	1	0	0	0	n	n	n		n	n	n	y	y	n	y	n	n	n	n	n	n	n	y	n	n	n	
Newell PD	1	1	0	0	n	n	n		n	n	n	y	y	n	y	n	n	n	n	n	n	n	y	y	y	n	
Onida PD	1	1	0	0	n	n	n	1	n	n	n	y	y	n	y	n	n	n	n	n	n	n	y	y	y	n	
Parker PD	1	1	0	0	n	n	y	*	n	n	n	y	y	n	y	n	n	n	n	n	n	n	y	y	y	y	*\$5.00 per hour for overtime

PERSONNEL INFORMATION

POPULATION BETWEEN 500 and 999

DEPARTMENT	TOTAL SWORN OFFICERS (FT)	TOTAL SWORN OFFICERS (PT)	TOTAL CIVILIAN PERSONNEL (FT)	TOTAL CIVILIAN PERSONNEL (PT)	EDUCATION INCENTIVE	SHIFT DIFFERENTIAL PAY	OVERTIME PAY	TYPE OF OVERTIME	COMP. TIME	LONGEVITY PAY	COURT PAY	SICK LEAVE	VACATION LEAVE	PERSONAL LEAVE	HEALTH INSURANCE	LIFE INSURANCE	DENTAL INSURANCE	VISION INSURANCE	FALSE ARREST INSURANCE	RETIREMENT PROGRAM	CIVIL SERVICE PROCEDURES	UNION AFFILIATION	FURNISH VEHICLES	WEAPONS	AMMUNITION	UNIFORMS	COMMENTS
Presho PD	1	0	0	0	n	n	n		n	n	n	y	y	u	u	y	u	u	u	u	u	u	y	y	u	u	
Selby PD	1	1	0	0	n	n	n		n	n	n	y	y	y	y	u	u	u	u	u	u	u	y	y	y	u	
Tea PD	1	0	0	0	n	n	n		n	n	n	y	y	u	u	u	u	u	y	y	u	u	y	y	u	u	
Timber Lake PD	1	1	0	0	n	n	n		n	n	n	u	y	u	u	u	u	u	u	y	y	u	y	y	u	u	
Viborg PD	1	1	0	0	n	n	y	1	y	n	n	y	y	y	y	y	u	u	u	y	y	u	y	y	u	u	
Waubay PD	1	1	0	0	n	n	y	1	y	u	u	y	y	y	u	u	u	u	u	u	u	u	y	y	u	u	
White River PD	2	2	0	0	n	n	n		y	u	u	y	y	y	u	u	u	u	u	u	u	u	y	y	u	u	
Whitewood PD	1	0	0	0	n	n	n		y	u	u	y	y	y	y	y	u	u	u	u	u	u	y	y	u	u	
Woonsocket PD	1	0	0	0	n	n	n		y	u	u	y	y	y	y	y	u	u	u	u	u	u	y	y	u	u	

POPULATION

LESS THAN 500

POPULATION LESS THAN 500

BUDGET INFORMATION

<u>City</u>	<u>Population</u>	<u>General Funds Budget</u>	<u>Other Funds</u>	<u>Budget Total</u>	<u>Cost Per Capita</u>
1. Buffalo	453	\$30,000	-0-	\$30,000	\$66.23
2. Colman	499	19,000	-0-	19,000	\$38.08
3. Eagle Butte	435	50,000	\$ 900	50,900	\$117.01
4. Emery	399	12,000	-0-	12,000	\$30.08
5. Hudson	388	NA	NA	NA	NA
6. Iroquis	348	7,000	-0-	7,000	\$20.11
7. Isabel	332	18,000	-0-	18,000	\$54.22
8. Kennebec	334	8,820	-0-	8,820	\$26.41
9. Keystone	295	30,566	3,500	34,066	\$115.48
10. New Effington	261	15,500	-0-	15,500	\$59.39
11. Tabor	460	NA	NA	NA	NA
TOTALS	4,204	\$190,886	\$4,400	\$195,286	Average = \$58.19

Personnel Totals for
Cities less than 500 Population

Total number of Full-Time Sworn Officers	12
Total number of Part-Time Sworn Officers	2
Total number of Full-Time Civilian Personnel.....	0
Total number of Part-Time Civilian Personnel	0
Total number of Reserve Officers	0
Total number of Personnel Separations	5
Rate of Sworn Personnel per 1,000 Population.....	2.85 per 1,000
Number of Departments Responding in this Population Group ...	11

Population Less Than 500

Annual Salaries of Full-Time Sworn Personnel

	Total Number	Lowest Starting Salary	Top Salary	Average Salary
Patrol Officer	1	\$12,000	\$12,000	\$12,000
Chief	11	\$ 5,400	\$18,200	\$12,424

PERSONNEL INFORMATION

POPULATION LESS THAN 500

DEPARTMENT	TOTAL SWORN OFFICERS (FT)	TOTAL SWORN OFFICERS (PT)	TOTAL CIVILIAN PERSONNEL (FT)	TOTAL CIVILIAN PERSONNEL (PT)	EDUCATION INCENTIVE	SHIFT DIFFERENTIAL PAY	OVERTIME PAY	TYPE OF OVERTIME	COMP. TIME	LONGEVITY PAY	COURT PAY	SICK LEAVE	VACATION LEAVE	PERSONAL LEAVE	HEALTH INSURANCE	LIFE INSURANCE	DENTAL INSURANCE	VISION INSURANCE	FALSE ARREST INSURANCE	RETIREMENT PROGRAM	CIVIL SERVICE PROCEDURES	UNION AFFILIATION	FURNISH VEHICLES	WEAPONS	AMMUNITION	UNIFORMS	COMMENTS
Buffalo PD	1	0	0	0	n	n	n		n	n	n	n	n	n	n	n	n	n	y	n	n	n	y	n	y		
Colman PD	1	0	0	0	n	n	n		n	n	n	n	n	n	n	n	n	n	n	n	y	n	y	n	y		
Eagle Butte PD	2	1	0	0	n	n	n		y	n	n	y	y	n	y	y	n	n	n	y	n	n	y	y	y		
Emery PD	1	0	0	0	n	n	n	*	n	n	n	y	y	n	y	y	n	n	y	n	n	n	y	y	y		*\$3.50/hr after 8 hours/day
Hudson PD	1	1	0	0	n	n	n		n	n	n	y	y	n	y	y	n	n	n	n	n	n	y	y	y		
Iroquois PD	1	0	0	0	n	n	n		n	n	n	n	y	n	n	n	n	n	n	n	n	n	y	y	y		
Isabel PD	1	0	0	0	n	n	n		n	n	n	n	y	n	n	n	n	n	n	n	n	n	n	n	n		
Kennebec PD	1	0	0	0	n	n	n		n	n	n	n	y	n	n	n	n	n	n	n	n	n	n	n	n		
Keystone PD	1	0	0	0	n	n	n		y	n	n	n	y	n	n	n	n	n	n	n	n	n	y	y	y		
New Effington PD,	1	0	0	0	n	n	n		n	n	n	n	y	n	n	n	n	n	n	n	n	n	y	y	y		
Tabor PD	1	0	0	0	n	n	n		n	n	n	n	y	n	n	n	n	n	n	n	n	n	y	y	y		