



RAPID CITY POLICE DEPARTMENT

Steve Allender, Chief of Police

January 17, 2012

Mayor Sam Kooiker
Legal/Finance Committee
300 6th Street
Rapid City, SD 57701

Dear Mayor and Legal/Finance Committee Members;

I just wanted to take a moment and thank you for your support of the employee compensation package presented last week by Jeff Barbier and Co. I was not able to attend the meeting and likewise will not be able to attend the Council Meeting this Tuesday. Captain Doug Thrash will be there in my place.

This move is important for the City of Rapid City employees and especially for our department. I have a couple of factoids that were possibly not shared at last week's meeting. These are some police officer starting hourly wages around South Dakota:

Sioux Falls	21.10*
Minnehaha County Sheriff's Office	19.42
SD Highway Patrol (after field training)	19.12*
Brookings PD	19.10*
Pennington County Sherriff's Office	18.89
Aberdeen PD	18.36*
SD DCI	18.35*
Box Elder (after certification)	18.42
Rapid City PD	17.92
Mitchell PD	17.91
Watertown PD	17.67
Yankton PD	17.28
Pierre PD	16.94

* Denotes cities where former RCPD officers are now working.

Obviously there is an argument that there are other things involved such as quality of life, insurance, vacation etc. The opposite is true in terms of cost of living and the type and volume of work required etc.

The main thing is – one of our greatest challenges at the RCPD has been employee retention. After investing nine months into an officer to get them street-worthy, to have them go off to another police department after a couple of years is extremely inefficient and costly. I hope to change that.

Thanks for your support,

Steve Allender
Chief of Police