

# HAND COUNTY SHERIFF'S OFFICE

415 West First Avenue, Suite 102  
Miller, South Dakota 57362-1371

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## Newsletter & Commission Report September 5, 2017

### PERSONNEL

- Deputy Steve Flanagan announced his resignation in July. He remained through August and will be here through September. Steve's final date is not known as of now. Steve has a conditional offer of employment so that is what is being waited for.
- Deputy Flanagan reached his one year anniversary on September 1. I had this only my report last month but I neglected to have the commission act on it. With the reaching of his first anniversary, our pay schedule allows for an increase of \$0.50 / hour. He current makes \$17.60 and the fifty cent increase would raise it to \$18.10 per hour. **I am asking the commission to recognize Steve's anniversary and raise his wage to \$18.10 per hour.**
- Deputy Dan Thibault submitted his resignation within days of your last meeting and ended his employment on August 25<sup>th</sup>. I had presented Dan with the contract for repayment of his academy experience. Dan commented that he could not make such a commitment, most notably, being apart from his children for that period of time. Additionally, Dan would not return his six month evaluation. **I would like the commission to formally accept Dan Thibault's resignation. Consequently, I would like permission to fill both positions and advertise as such.**
- I currently have one (incomplete) application for the open deputy sheriff's position. As has been seen in the past, the number of applications submitted is very low. This is a trend I have spoken to other department heads about. The last opening at the Miller Police Department resulted in only two applications.
- **Deputy recruitment:** I have been visiting with Commissioner Wangsness and others about ways in which to recruit more qualified applicants to the county. Please see the attached page for details.

### TRAINING:

- I will not be attending the fall conference for the sheriffs.

### EQUIPMENT:

- No report.

### GRANTS:

- **2016-2017 Highway Safety Grant:** Final stages of this program.
- We held two sobriety check points during August. Happily I report that no intoxicated driver's were found.
- **2017-2018 Highway Safety Grant:** I attended the pre-grant reporting program in Aberdeen on August 30<sup>th</sup>, 2017. The program reporting has changed to reflect legislation concerning conflicts of interest, fund reporting and handling and internal controls.
- **Bullet Proof Partnership Grant:** Complete failure.

### IMPORTANT ACTIVITIES:

My **YEAR TO DATE** activity report is attached to this newsletter. This information is also uploaded to the sheriff's page on the Hand County Website. It can be reviewed at any time.

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## Deputy Recruitment:

For many years I believed that wages was not the issue surrounding our inability to recruit and keep people in these positions? In analyzing the problem of recruitment and retentions I considered many things and took into account the exit interviews and discussions following the person's departure from the sheriff's office.

This evaluation appears this way: (bold names are those the HCSO put through the academy) (those with \* were recruited externally to leave)

- Three prior employees (**Speck**, Ames and **Henson\***) left the sheriff's office and are currently employed with the Miller Police Department.
- Koster\* was fired for work related misconduct short of prosecution for a criminal action.
- Harvey was barred from enrolling in the academy for a disqualifier.
- Sauder\* quit because he concluded it wasn't the right time for him to be a cop.
- Johnson quit specifically over wages and work load.
- **McGawley\*** quit to attend college but ultimate returned to and subsequently quit working in law enforcement.
- **Larson\*** quit to work closer to his fiancé in Sioux Falls.
- Thibault\* quit to be closer to his children.
- **Flanagan\*** is leaving to be closer to his family.
- **Ohm** left to resolve a conflict and ended up working at the Watertown Police Department.
- Danderand did not complete probation.
- Waters quit over health reasons.
- Heronimous was hired as short term employee and eventually moved away.
- Anderson never completed probation.
- Huettl\* never completed probation.

In 1994 my entry pay was \$7.46 per hour. The current starting pay is \$16.12, a difference of \$8.66. This amount divided by the number of years in between is \$0.376 cents per year.

In my evaluation of where we have been, and where we need to be and where I would like us to be I have the following proposal for FY2018: \* does not include annual changes applied to all employees that would be added to each figure below.

- Increase our pay scale by \$2 across the board.
- Raise entry pay to \$18.00 (two dollar increase).
  - Steve reported that Madison is paying \$21 for certified.
  - Brandon was offering \$19 for certified.
- This would raise certified pay from \$17.00 to \$19.00
- The current steps between grades is \$0.50. I would like to change the steps as follows:

Entry (un-certified)	Entry + 6m Probation	Entry + Probation & Certification	Entry and Certified	Certified + Probation	Certified plus 1y	Certified plus 18m	Certified plus 24m	Certified plus 36m
Start	+\$0.50	+\$0.50	Start	+\$0.75	+\$0.75	+\$0.75	+\$0.75	+\$1.00
\$18.00	\$18.50	\$19.00	\$19.00	\$19.75	\$20.50	\$21.25	\$22.00	\$23.00
\$18.25	\$18.75	\$19.50	\$19.50	\$20.25	\$21.00	\$21.75	\$22.50	\$23.50
\$18.50	\$19.00	\$20.00	\$19.75	\$20.50	\$21.25	\$22.00	\$22.75	\$23.75
Chief Deputy (Salaried position)	3 years + experience in the HCSO	Year 4: 75% of Sheriff	Year 6: 80% of Sheriff	Year 8: 90% of Sheriff	Today my pay is \$44,900 annually, 75% is \$33,675, 80% is \$35,920, 90% is \$40,410. Today Steve's base is \$37,648 so work needs to be done on this for the future sheriff. That is about 85% of mine.			

**\*\* Being a deputy sheriff is NOT THE SAME as being a city patrol officer. Do not confuse the two.\*\***

Hand County Sheriff's Office, Report of Monthly Activity (2004 to Present)															
Activity by period:	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Average
Case Reports / Responses	456	480	483	306	488	553	461	558	580	416	485	474	675	472	491.93
Sheriff's Returns (Process Served)	234	207	254	260	262	391	246	260	199	204	235	239	266	143	242.86
Pistol Permit Applications	76	78	80	98	99	109	105	100	145	180	92	127	200	115	114.57
Accidents (No injury)	115	97	101	87	90	98	101	99	112	76	96	104	71	30	91.21
Accidents (w/Injury)	7	11	13	1	2	10	12	10	13	11	13	13	9	7	9.43
Accidents (w/Fatality)	4	1	0	0	3	0	0	0	1	2	0	3	1	0	1.07
Traffic Tickets Issued	77	84	67	61	16	51	107	157	87	132	72	147	315	318	120.79
Traffic Warning Tickets Issued	60	23	40	28	10	25	138	268	117	341	139	46	109	54	99.86
Writs of Execution / Judgment	40	30	24	25	28	43	51	71	69	46	20	20	13	1	34.36
Distress Warrants for Taxes	2	2	2	5	2	3	4	6	5	4	0	2	8	1	3.29
Unattended Deaths	4	2	2	0	3	3	3	2	4	2	3	5	3	2	2.71
Hand County Warrants Open			44	2	50	55	62	54	51	57	55	61	61	61	51.08
Totals	1075	1015	1110	873	1053	1341	1290	1585	1383	1471	1210	1241	1731	1204	1259.85
Persons in Held in Jail or Detention															
Adult Prisoners	50	41	4	6	20	18	0	21	17	13	16	12	15	15	17.71
Juveniles in Detention	2	0	2	0	1	2	1	0	1	0	1	1	0	0	0.79
Prisoner Days	675	855	774	186	-	-	-	180	UNK	288	256	168	184	190	375.60
Financial Report															
Accounts Receivable from Inmates	\$14,515.00	\$21,202.12	\$28,377.12	\$27,409.62	\$27,437.12	\$28,907.12	\$30,753.80	\$1,125.74	\$1,375.74	\$1,065.74	-\$310.00	\$650.00	\$650.00	\$0.00	\$13,082.79
Jail Restitution Received	\$2,820.00	\$4,325.00	\$3,545.00		\$4,805.00	\$1,980.00	\$1,413.62	\$1,820.00	\$350.00	\$1,885.00	\$2,535.00	\$865.00	\$500.00	\$0.00	\$2,064.89
Revenue from Sheriff's / Other fees			\$4,153.18	\$4,730.76	\$4,166.51	\$6,662.54	\$5,055.89	\$4,553.75	\$3,305.01	\$3,901.23	\$6,305.54	\$4,306.75	\$5,999.12	\$5,532.29	\$4,889.38
Accident Damage Information (Does not include medical expenses)(Sheriff's Office Only)															
2004 Vehicle Accident Property Damage		\$351,357.60													
2005 Vehicle Accident Property Damage		\$344,269.90													
2006 Vehicle Accident Property Damage		\$439,364.90													
2007 Vehicle Accident Property Damage		\$396,975.67													
2008 Vehicle Accident Property Damage		\$280,457.52													
2009 Vehicle Accident Property Damage		\$433,199.00													
2010 Vehicle Accident Property Damage		\$394,084.34													
2011 Vehicle Accident Property Damage		\$384,380.41													
2012 Vehicle Accident Property Damage		\$490,103.99													
2013 Vehicle Accident Property Damage		\$282,716.57													
2014 Vehicle Accident Property Damage		\$640,356.76													
2015 Vehicle Accident Property Damage		\$311,244.00													
2016 Vehicle Accident Property Damage		\$297,157.00													
2017 Vehicle Accident Property Damage		\$138,465.00													
2004 to Present Property Damage:		\$5,184,132.66													



#	Sheriff	Selected	Started Work
211.10	De Baer - Doug	appointed in 2001	April 1994
211.16	Mans - Becker		July 97 - May 2001
211.19	Speck - Shannon	went to be city cop for Miller	April 2000
211.20	Kassmussen - Clint		March 2001
211.21	Fritzche - Paul	resigned - city cop	April 2001
211.22	Walczek - Shane		May 2001
211.23	Perovich - Travis		June 2001
211.24	Keeter - Jim		Jan 2002
211.25	Ohm - Richard	resigned Oct 31, 2007	Feb 2002
211.26	Davis - Doug	Transport	May 2005
211.27	Ohm - Beret	Prisoners	May 2005
211.28	Resch - Sarah E.		June 2005
211.29	Thury - Motty L.		May 2005
211.30	De Baer - Linda		July 2005
211.31	Engelmann - Darrin		July 2005
211.32	Davis - Danielle (part time)		Nov 2005
211.33	Flar - Cary (part time fill in)		April 2006
211.34	Cary - Elaine		May 2006
211.35	Flar - Timothy W. (fill in)		June 2006
211.36	Strasburg - Kristi	Full Time	January 2007
211.37	Dandurand - Devon	(Full Time Deputy)	January 2008
211.38	Duxbury, Brian (on call)	Terminated	February 2008
211.39	Henrickson - Christopher (fill in)		April 2008
211.40	Waters, Victor		June 2008
211.41	Rush, Sandra (part-time)		Sept 2008
211.42	Droz, Derek	(Full time deputy)	March 2009
211.43	Ames, Wayne	(Full time deputy)	May 2009
211.44	Blair, Frank	(part-time dep)	Sept 2009
211.45	Hammill, Brandon	(dispatch) resigned April 2010	Nov Dec 2009
211.46	Duxbury, Tabatha	(matron)	Nov 2009
211.47	Davis, Danielle		May 2010
211.48	Henson, Jim	11/11 am date	Feb 1 2011
211.49	Volquardsen, Nehemia		July 2012
211.50	Henson, Terri (matron)		Aug 2012
211.51	Heronimus, Kent	deputy	Sept 5 2012
211.52	Waldrop, Patricia	dispatcher	Oct 2 2012
211.53	McGawley, Patrick	deputy	Dec 4 2012
211.54	Anderson, Joseph	deputy	April 1 2013
211.55	Peterman, Colleen	night dispatcher	April 1 2013



	Initials	Date
Prepared By		
Approved By		

211.56	Duxbury Brian	PT unsch-office help	Apr 2 2013
211.57	DeBoer Linda	Matron	Aug 2013
211.58	Hofman Tammy Louise	- office mgr	Aug 16 2013
211.59	Resel Sarah	Matron	Aug 2013
211.60	Huettil Austin	Deputy	Sept 2013
211.61	Johnson Jeremy	Deputy	July 7 2014
211.62	Meyer Aaron Robert	Part-Time Deputy	October 15, 2014
211.63	Sauder Isaac	Deputy	January 26 2015
211.64	Roster Brandon	Deputy	May 18 2015
211.65	Flor Cory	Fill in Deputy	May 2015
211.66	Henricksen Chris	Fill in Deputy	May 2015
211.67	Kittelson-Caviness Martina	- temp	June 15 2015
211.68	Larson Ethan	Deputy	Aug 24 2015
211.69	Kendrick Chelsea	Office Mgr	Jan 2016
211.70	Harvey Breandan	Deputy	March 14 2016
211.71	GANDNESS, TALA	unscheduled dep.	July 2016
211.72	FLANAGAN STEVEN	dep sheriff	Aug 16 2016
211.73	THIBAUT, DANIEL J	Deputy Sheriff	Feb 1, 2017



3			4			5			6			7			8			9			10		
#212			Jail												Started Work								
1																							
2	212.09	Swaney - Lari																					
3	212.13	Sterling - Ernie																					
4	212.15	McCormac - Jim																					
5	212.16	Dyer - Mary																					
6	212.17	Watts - Kevin																					
7	212.18	DeBaer - Larry																					
8	212.19	Walkeizer - Shane																					
9	212.20	Thury - Monty																					
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April 1994

Sept 25, 2001