UNIVERSITY OF
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South Carolina 2022/2023 Law Enforcement Census

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Introduction[1]

In the 1980s, the South Carolina legislature requested that the College of Criminal Justice (now the Department of Criminology & Criminal Justice) conduct yearly surveys on the state of law enforcement in South Carolina. With funding provided by the legislature to the College, all law enforcement agencies in the State (i.e., a "census") have been contacted annually since 1988 and asked to provide information on various agency characteristics, such as the number of civilian and sworn personnel employed, personnel demographics (sex, race, ethnicity), shift and salary schedules, training and operation budgets, equipment and technology, written policies, and so forth, thus allowing law enforcement administrators to compare their agencies to peer agencies on such factors.

Following discussions with the South Carolina Department of Public Safety and representatives from various law enforcement agencies in the early 2000s, it was decided to conduct the traditional or "general" census on agency characteristics every three years and to conduct "special topic" surveys on contemporary issues facing law enforcement during the other years to better serve the law enforcement community and citizens of South Carolina. Special topics examined in off years include gangs, less-lethal weapons and use of force, terrorism, immigration, officer-involved traffic collisions, body-worn cameras, and school resource officers. Reports on these and other topics are available on the Department of Criminology & Criminal Justice website here: Census Reports.

The 2022/2023 survey returned to the traditional format to provide the law enforcement community with updated information regarding agency characteristics. In collaboration with the South Carolina Criminal Justice Academy SCCJA, the census survey was administered exclusively online for the first time (vis Qualtrics, an online survey program). For additional information on the methodology, see Appendix A. A copy of the survey instrument is provided in Appendix B. This report provides a snapshot of most of the responses within the survey. While data was collected in 2023, some questions are asked about the previous year (2022).

Results

The results have been divided into seven main sections: Agency Characteristics, Operations, Personnel Selection and Training, Operating Budgets & Salaries, Equipment, and Policies and Procedures. Note also that the Table of Contents is hyperlinked so that readers can easily jump to results that are of most interest.

Results in this report only offer tabulations of the raw survey responses in the aggregate but do not offer explanations or interpretations of "why" the results look the way they do. Outside the scope of this report, further analysis and explanation for the outcomes of the data should be undertaken by criminology/policing practitioners and scholars to explain why these findings occur. In some cases, median values could be useful and may be available to agencies upon request.

Survey Response Rates

There was a total of 215 responses. However, after removing duplicates and incomplete submissions, we had an analytical sample of 116 responses.[2] Based on the distribution list provided, this results in about a 38% response rate. Therefore, based upon this census data provided in this report is useful to depict statewide composition of various aspects of law enforcement but cannot support conclusions of trends in representation of individual agencies due to the "low" response rate. As such, this report should be viewed as a glimpse at what may be occurring across the state. Law enforcement leaders should take caution before making significant policy decisions based solely upon these census results.

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[1]We thank SCCJA Director Lewis "Jackie" Swindler for his generous support and Major Lauren Fennell for her assistance with all aspect of the project.

[2] Some agencies responded twice, of which we are appreciative. Other responses were not fully complete (e.g., only answered 11% of the survey) and therefore these agency responses were not included in the analyses.

SECTION 1. AGENCY CHARACTERISTICS

The section presents information regarding the number of sworn and non-sworn personnel by agency type. Additional analysis is supplied on the service coverage provided by agencies as defined by the number of officers per 1,000 residents for given jurisdictions. Table 1 above presents the distribution of the types of law enforcement agencies surveyed and the number and percentage that returned a survey.

Table 1. Number of responding agencies by agency type

Agency Type	Total Responding Agencies
Municipal	78
Sheriff	16
Other Agencies	22
All Agencies	116

Figure 1. Agency characteristics
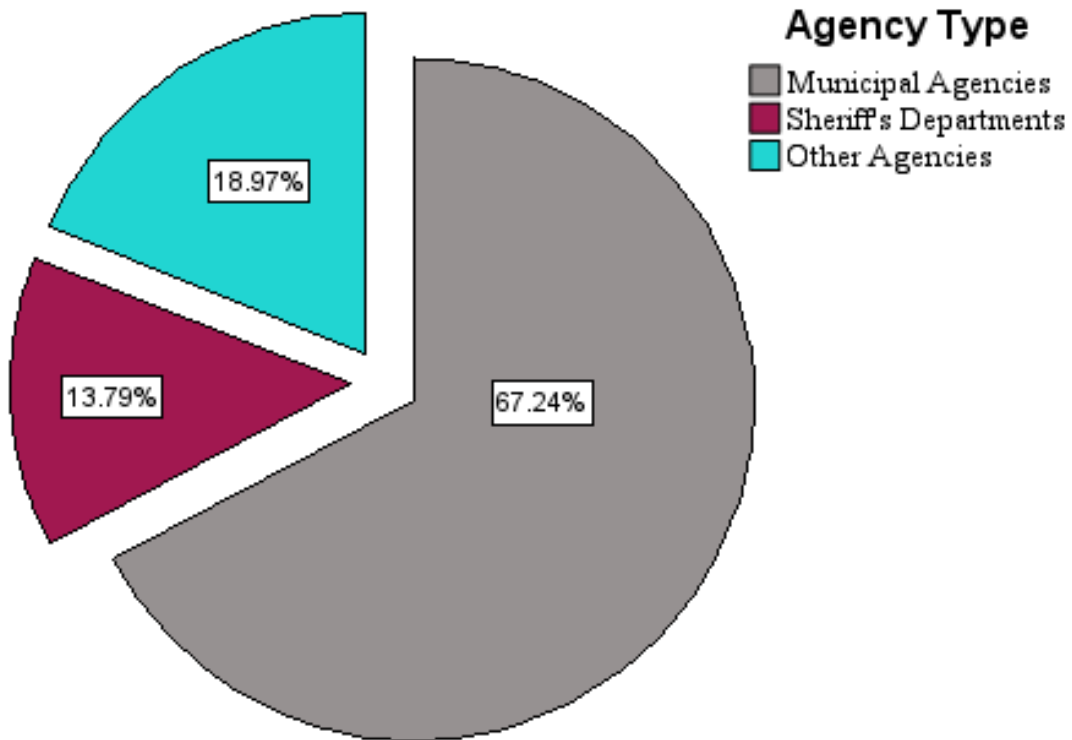
Our sample consists of 78 municipalities, 16 sheriff's departments, and 22 "other" agencies (total = 116 agencies) (see Figure 1 above). Other agencies consist of a mix of college/university campus police agencies, state law enforcement agencies, airport police agencies, etc.

Table 2. Average, minimum, and maximum number of full-time, sworn officers

Agency Type	Number of Reporting Agencies	Average Number of Full-time Sworn	Minimum and Maximum Number of Full-time Sworn
Municipal	78	48.6	1 – 682
Sheriff	16	125.5	9 – 549
Other Agencies	22	108.4	1 – 1,019
All Agencies	116	94.2	1 – 1019

Table 2 above shows the minimum, maximum, and average number of sworn officers on-board by agency type. One agency reported 1,019 officers were currently on-board with the minimum number of officers on-board reporting one officer. The average number of officers employed by municipal agencies was about 49 officers, an average of about 126 officers are on-board within sheriff's departments, and about an average of 108 officers on-board within other agencies.

SECTION II. PERSONNEL DEMOGRAPHICS

Table 3. Percentage of authorized personnel that agencies reached by agency type

Agency Type	% of Agency Capacity Reached: Sworn Personnel			% of Authorized Capacity Reached: Non-Sworn Personnel		
	Min	Max	Mean	Min	Max	Mean
Municipal	25.00	100.00	85.83	50.00	100.00	92.94
Sheriff's	79.10	95.29	88.51	78.57	100.00	96.35
Other	50.00	100.00	81.35	33.33	100.00	81.14

Note: The percentage represents the full number of people authorized by the agency that has been filled. For this table, agencies reporting a higher number of on-board personnel than authorized were removed, as well as agencies reporting that zero sworn or non-sworn personnel were currently on-board.

Table 3 above shows the percentage of authorized personnel that agencies reached by agency type. Municipalities reported having met about 86% of their authorized number of sworn personnel. While sheriff's departments and other agencies met about 89% and 81% of their authorized number, respectively. Municipalities and sheriff's departments were close to fully staffed for their non-sworn personnel (93% and 96%, respectively). Other agencies are at about 81% of their authorized sworn capacity.

SECTION III. OPERATIONS

Table 4. Functions agencies reported being primarily responsible for and/or performing on a regular basis

Categories	Municipal (N=78)		Sheriff (N=16)		Other Agencies (N=22)	
	N	%	N	%	N	%
Law Enforcement Function						
Responding to calls for service	77	98.7	16	100.0	17	77.3
Patrol Services	78	100.0	16	100.0	17	77.3
First Response to Criminal Incident	77	98.7	16	100.0	16	72.7
Drug Law Enforcement	64	82.1	16	100.0	15	68.2
Vice Law Enforcement	33	42.3	12	75.0	5	22.7
Criminal Investigations						
Death/Homicide Investigations	67	85.9	16	100.0	6	27.3
Other Violent Crime	68	87.2	15	93.8	11	50.0
Arson	36	46.2	14	87.5	7	31.8
Other Property Crime	72	92.3	16	100.0	16	72.7
Cyber Crime	32	41.0	12	75.0	5	22.7
Drug/Narcotics Investigations	69	88.5	16	100.0	11	50.0
Detention-Related						
Jail Operations	10	12.8	9	56.3	0	0
Facility Separate from Jail	1	1.3	1	6.3	0	0
Temporary Holding Cell	8	10.3	7	43.8	0	0
Inmate Transport	28	35.9	14	87.5	2	9.1
Traffic Function						
Traffic Law Enforcement	77	98.7	16	100.0	15	68.2
Traffic Direction/Control	74	94.9	15	93.8	16	72.7
Accident Investigation	72	92.3	6	37.8	14	63.6
Parking Enforcement	50	64.1	3	18.8	14	63.6
Commercial Vehicle Enforcement	12	15.4	2	12.5	2	9.1
Special Operations						
Bomb/Explosive Removal	5	6.4	4	25.0	1	4.5
Search & Rescue	20	25.6	10	62.5	2	9.1
SWAT	20	25.6	13	81.3	2	9.1
Underwater Recovery	3	3.8	3	18.8	1	4.5
Court-Related						
Execution of Arrest Warrants	71	91.0	16	100.0	13	59.1
Court Security	36	46.2	16	100.0	1	4.5
Serving Eviction Notices	2	2.6	14	87.5	0	0
Enforcing Child Protection Orders	49	62.8	15	93.8	5	22.7
Enforcing Child Support Orders	9	11.5	13	81.3	0	0

Table 4 above provides a comparison of the municipalities, sheriff's departments, and other agencies that reported having primary responsibility for and/or regularly engaging in specific law enforcement functions. Significant percentages of all three types of law enforcement agencies indicated they respond to calls for

service, engage in patrol, respond to criminal incidents, and engage in drug enforcement. Most reported they are involved in criminal investigations of various types, though sheriff's departments are more likely than municipal and other agencies to engage in all types of investigations. Sheriff's departments are also more likely to be involved in detention-related functions. A larger percentage of Sheriff's departments, compared to municipal and other agencies, maintain jail operations, overall. In terms of traffic functions, most sheriff's departments and municipal agencies engage in traffic law enforcement (100.0% and 98.7%) and traffic control (93.8% and 94.9%). Municipal agencies, however, were generally more likely to engage in traffic functions especially for accident investigations, parking enforcement, and commercial vehicle enforcement. Regarding special operations, few agencies reported engaging in bomb/explosive disposal or underwater recovery, however, these sheriff's departments reported greater engagement than municipalities and other agencies. In terms of court-related functions, most sheriff's departments and municipal agencies execute arrest warrants (100.0% and 91.0%). However, sheriff's departments were more likely to report providing court security, serving eviction notices, and enforcing child protection and child support orders compared to municipal and other agencies.

Table 5. Patrol shift lengths by agency type

Shift Length	Municipal		Sheriff		Other Agencies		Total	
	N	%	N	%	N	%	N	%
8-hour	8	10.0	0	0.0	5	22.7	13	11.0
10-hour	6	7.5	0	0.0	2	9.1	8	13.6
12-hour	64	80.0	16	100.0	13	59.1	93	78.8
Other	2	2.5	0	0.0	2	9.1	4	6.8

Note: Agencies were allowed to select more than one option.

Table 5 above reports the number and percentage of agency shift lengths by agency type. The majority of agencies (79%), regardless of agency type, use 12-hour shifts. All sheriffs' departments (100.0%) reported using 12-hour shifts, with none reporting the use of a 10-hour or 8-hour shift. About 14% of municipal and other agencies use 10-hour shifts followed by 11% of municipal and other agencies utilizing 8-hour shifts.

Table 6. Patrol shift rotation by agency type

Rotation	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
Weekly	4	5.1	1	6.3	1	4.5
Monthly	22	28.2	5	31.3	6	27.3
Quarterly	3	3.8	0	0.0	0	0.0
Permanent (No Rotation)	38	48.7	3	18.8	8	36.4
Other	12	15.4	7	43.8	8	36.4

Note: Agencies were allowed to select more than one option.

Table 6 above presents patrol shifts by agency type. Across all agency types, agencies largely reported that their shifts either rotate monthly or do not rotate at all (permanent). Of the "other" shift rotations, agencies reported anywhere from every two weeks, three weeks, bi-monthly, or bi-yearly.

Table 7. Type of center operating 911 emergency alert system

Type of Center	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
Own Agency	11	15.1	6	37.5	2	20.0
City/county communication center	35	47.9	8	50.0	7	70.0
County sheriff's office	24	32.9	1	6.3	0	0.0
Other	3	4.1	1	6.3	1	1.0
Total	73	100.0	16	100.0	10	100.0

Table 7 above presents the types of centers operating a 911 system and the agencies that participated in call systems. Of the responding agencies, 73 of 78 (94%) municipalities, 16 of 16 (100%) sheriff's departments, and 10 of 22 (45%) of other agencies reported participating in a 911 system. Across all agency types, a majority of responding agencies relied on a city/county communication center to handle 911 calls. Within municipalities, about 33% of responding agencies relied on their county sheriff's office to handle 911 calls. About 38% of sheriff's departments used their own system. Those who responded that an "other" entity runs their 911 system indicated that a specialized emergency service, centralized dispatch system for all emergency services calls, and county E911 system administers 911 calls.

Table 8. Calls for service by agency type in the past year

Type of Agency	N Agencies Reporting	Total Calls for Service	Range of Total Calls for Service		Average
			Minimum	Maximum	
Municipal	66	1,811,321	25	330,00	27,444
Sheriff	15	1,069,515	1,500	279,000	71,301
Other Agencies	17	804,290	52	314,783	47,311
Total	98	3,685,126	25	314,783	48,685

Table 8 above shows the minimum, maximum, and average number of calls for service the responding agencies received in the past year by agency type. Across all responding agencies, over 3.6 million calls for service were received in the past year, with an average of over 48,000 calls received. Sheriff's departments reported receiving the most average yearly calls compared to municipal and other agencies.

Table 9. Characteristics of SWAT teams

Type of SWAT Team	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
Full-time	5	16.1	5	35.7	1	25.0
Part-time	18	58.1	7	50.0	2	50.0
Multi-jurisdictional	8	25.8	2	14.3	1	25.0

Note: Agencies were allowed to select more than one option.

Table 9 shows the number and percentage of responding agencies that have a SWAT team and the characteristics of those SWAT teams. About 36% of sheriff's departments reported full-time SWAT teams, which was a larger percentage than municipal (16%) and other agencies (25%). Part-time SWAT teams were the most common iteration of SWAT teams. About 26% of municipalities, 14% of sheriff's departments, and 25% of other agencies reported having multi-jurisdictional SWAT teams, respectively.

Table 10. School Resource Officer (SRO) programs assigned to schools by agency type

School Assignment	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
Elementary Schools	33	86.8	13	86.7	0	0
Middle Schools	26	68.4	15	100.0	0	0
High Schools	28	73.7	15	100.0	1	100.0
Alternative Schools	15	39.5	11	73.3	1	100.0
Total	38	100.0	15	100.0	2	100.0

Note: Agencies were allowed to select multiple options.

Table 10 above presents data on School Resource Officers (SROs) and their school assignments. Of the 78 responding municipal agencies that responded to the school-resource officer program (SROs), 38 (48.7%) stated that their agency provides SROs. Fifteen of the 16 (93.4%) responding sheriff's departments stated that they provide SROs, while 1 of the 22 (4.5%) other agencies responded that they provide SROs. Other than one of the 38 agencies, all responding agencies provide specialized training to SROs. Municipal agencies were most likely to provide SROs to elementary schools (87%), followed by high schools (74%), middle (68%), and alternative schools (40%). Of the sheriff's departments that provide SROs, 87%, 100%, 100%, and 73% provide SROs to elementary, middle, high, and alternative schools, respectively.

Table 11. Crime lab functions by agency type

Crime Lab Function	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
DNA Analysis	2	20.0	0	0.0	1	100.0
Latent Fingerprint Analysis/Comparison	10	100.0	4	80.0	1	100.0
Ballistics Analysis	3	30.0	1	20.0	1	100.0
Drug Analysis	6	60.0	3	60.0	1	100.0
Computer Forensics	4	40.0	4	80.0	1	100.0
Other	2	20.0	1	20.0	1	100.0
Total	10	100.0	5	100.0	1	100.0

Note: Agencies were allowed to select multiple options. Only reporting responding agencies that said yes to operating a crime lab.

Table 11 above presents information on crime lab functions. Agencies were asked if they operate their own crime labs. About 13% (10 of 77) of municipalities, 31% (5 of 16) sheriff's departments, and 5% (1 of 22) other agencies responded that they operate their own crime lab. Of the 10 municipal agencies that operate their own crime lab, 20% use their crime labs for DNA analysis, 100% use theirs for latent fingerprint analysis/comparisons, 30% for ballistic analysis, 60% for drug analysis, 40% for computer forensics, and 20% for other functions. Sheriff's departments who operate their own crime lab tend to use it for the function of latent fingerprint analysis/comparison and computer forensics, followed by drug analysis, ballistic analysis, and other functions. Some common reasons provided as "other" functions indicated that their crime labs are for crime scene/trace evidenced, toxicology, and other crime scene services.

Agencies were also asked if their agency has an in-house attorney and if there are counseling services available for their employees. About 37% (29 of 78) of municipal agencies, 31% (5 of 16) of sheriff's departments, and 59% (13 of 22) of other agencies indicated that they have an in-house attorney. About 91% of municipal agencies (70 of 78), 100% of sheriff's departments, and over 95% (21 of 22) other agencies provide counseling services (e.g., psychological, critical incident, etc.) to their employees.

Table 12. Number of agencies reporting national and/or state accreditation by agency type

Accreditation	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
National	7	9.0	2	12.5	5	22.7
State	6	7.7	1	6.3	0	0.0
National & State	3	3.9	2	12.5	6	27.3
Neither	62	79.5	11	68.8	11	50.0

Table 12 above presents responses regarding national and state accreditation by agency type. About 20% of municipal agencies, 31% of sheriff's departments, and 50% of other agencies are either nationally and/or state accredited. The most prominent reason why agencies are not either nationally or state accredited is because obtaining accreditation is either too expensive or requires too many personnel to pursue. Another common reason given as to why agencies are not accredited is that they stated they are currently working on, and/or in the process of obtaining accreditation.

SECTION IV. PERSONNEL SELECTION AND TRAINING

Regarding education requirements, about 6% of municipal agencies, 6% of sheriff's departments, and 27% of other agencies require more than a high school education. Of agencies that require more than a high school degree, about half of responding municipal agencies stated that "some college" was required, while the other half responded that at least a two-year degree is required. Of the other agencies responding, over two-thirds (4 of 6) stated that a four-year college degree is required.

Table 13. Types of screening techniques used by agency type

Screening Technique	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
Analytical Problem-Solving Assessment	29	37.2	5	31.3	4	18.2
Assessment of Understanding Diversity	6	7.7	0	0.0	0	0.0
Background Investigation	78	100.0	16	100.0	22	100.0
Credit History Check	58	74.4	13	81.3	19	86.4
Driving History Check	78	100.0	16	100.0	22	100.0
Drug Test	74	94.9	16	100.0	16	72.7
Mediation/Conflict Management Skills Analysis	8	10.3	2	12.5	3	13.6
Personal Interview	78	100.0	16	100.0	22	100.0
Personality Inventory	26	33.3	2	12.5	6	27.3
Physical Agility Test	49	62.8	14	87.5	9	40.9
Polygraph Examination	24	30.8	9	56.3	8	36.4
Second Language Test	2	2.6	1	6.3	0	0.0
Voice Stress Analyzer	1	1.3	1	6.3	1	4.5
Volunteer/Community Service History	7	8.9	1	6.3	1	4.5
Written Test	53	67.9	11	68.8	12	54.5
Other	5	6.4	2	12.5	3	13.6

Note: Responses are not mutually exclusive, thus percentages are not cumulated.

Table 13 above shows the types of screening techniques and criteria responding agencies use to evaluate applicants. Across all agency types, background investigations, driving history checks, and personal interviews are used by all responding agencies. Other frequently used screening techniques across all agency types are drug tests, credit history checks, physical agility tests, and written tests. Polygraphs, analytical problem-solving assessments, and personality inventory are also commonly used. Of agencies that listed "other" for criteria used

to evaluate applicants, the most common criteria were psychological evaluation, social media checks, and firearm qualifications.

Table 14. Extra training hours by format by agency type

Type of Training	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
Pre-Academy Classroom Training	22	75.9	4	57.1	7	63.6
Pre-Academy Online Training	10	34.5	5	71.4	7	63.6
Post-Academy Class Training	15	51.7	5	71.4	5	45.5
Post-Academy Online Training	11	37.9	5	71.4	5	45.5

Note: Agencies were allowed to select more than one option.

Agencies were asked if they require additional training of new officer recruits beyond the initial 8-week course at the South Carolina Criminal Justice Academy. Table 14 above reports the type of additional training required by responding agencies. Twenty-nine (of 78) municipalities, 7 (of 16) sheriff's departments, and 11 (of 22) other agencies reported that they do require additional training (not visualized in table 14). The most common iteration of extra training for municipalities and other agencies involved pre-academy classroom training, followed by post-academy class training. Online training (both pre-and post-academy) appeared to be less commonly used with extra training across all agency types (except for Sheriff's Departments).

Table 15. Mandatory physical fitness test frequency by agency type

Test Frequency	Municipal		Sheriff		Other Agency	
	N	%	N	%	N	%
No Tests	56	73.7	12	75.0	17	77.3
Annually	16	20.8	2	12.5	2	9.1
Semiannually	1	1.3	1	6.3	0	0.0
Other	4	5.2	1	6.3	3	13.6
Total	77	100.0	16	100.0	22	100.0

Table 15 above shows the frequency of mandatory physical fitness tests by agency type, of agencies responding to this question. Most agencies do not require physical fitness tests post-academy. However, of agencies that do require physical fitness tests, about 21%, 13%, and 9% of municipal agencies, sheriff's departments, and other agencies require annual physical fitness tests, respectively. Of the 8 agencies that listed "other" for the frequency of mandatory physical fitness tests, respondents mentioned that a mandatory physical fitness test is required for pre-employment and when officers are taking promotional exams.

Table 16. Special pay incentive by agency type

Special Pay Incentive	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
Education Incentive	25	32.1	7	43.4	8	36.4
Bilingual Ability	18	23.1	3	18.8	1	4.5
Hazardous Duty	1	1.3	0	0.0	0	0.0
Special Skill Proficiency	5	6.4	2	12.5	3	13.6
Field Training Officer (FTO)	19	24.4	6	37.5	6	27.3
Tuition Reimbursement	24	30.8	3	18.8	6	27.3
Shift Differential	5	6.4	0	0.0	6	27.3
Military Service	17	21.8	0	0.0	1	4.5
Other	7	9.0	2	12.5	4	18.2
Total	78	100.0	16	100.0	22	100.0

Note: Agencies were allowed to select more than one option.

Table 16 above shows special pay incentives agencies provide for their officers/personnel. The most common iteration of special pay incentives provided by all agency types is education incentives. Tuition reimbursements, being a field training officer, and bilingual abilities were also common forms of incentives across agency types. Municipal agencies were more likely to provide pay incentives for previous military service compared to sheriff's departments and other agencies. Other agencies were more likely to provide shift differential as special pay incentive compared to municipalities and sheriff's departments. Of the 13 agencies that listed "other" for special pay incentives, some responses included certification bonuses, training instructors, special division agents (e.g., domestic, sexual violence), K-9 handlers, being on-call, and other special teams (e.g., SWAT).

Table 17. Criteria for higher entry-level starting salaries

Special Pay Incentive	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
Higher education	39	53.4	10	62.5	11	50.0
Law enforcement experience	66	85.4	12	80.0	18	81.8
Military experience	32	43.8	4	30.8	5	23.8

Note: Percentages are based on the number of respondent agencies to each item

Agencies were surveyed regarding whether they consider certain criteria for increasing entry-level officers' starting salaries. Table 17 above shows that the most common criterion for increased entry-level starting salary across all agency types is previous law enforcement experience. Over 50% across all agency types considered higher education attainment and previous law enforcement experience as a criteria for starting salary increases. Previous military experience is a considered criteria in about 44% of municipal agencies, 31% of sheriff's departments, and 24% of other agencies.

Agencies were also asked whether their agency has a reserve officers/deputy program and whether they have a youth cadet program. About 33% of municipal agencies (26 of 78), 81% of sheriff's departments (13 of 16), and none of the other agencies have a reserve officer/deputy program. While 13% of municipal agencies (10 of 78), 38% of sheriff's departments (6 of 16), and 4.6% (1 of 22) other agencies have a youth cadet program.

SECTION V. OPERATING BUDGETS AND SALARIES

Table 18. Minimum, maximum, and average budgets by agency type

Municipal Agencies	N Agencies	Min	Max	Average
Agency's total operating budget for the most recent fiscal year	71	$54,429	$55,905,522	$4,821,717
Agency's total training budget for the most recent fiscal year	68	$0	$26,345	$360,000
Amount paid for overtime in the most recent fiscal year	63	$0	$2,622,761	$195,857
Sheriff's Departments	N Agencies	Min	Max	Average
Agency's total operating budget for the most recent fiscal year	14	$1,000,000	$61,409,157	$18,095,352
Agency's total training budget for the most recent fiscal year	14	$3,500	$271,825	$61,926
Amount paid for overtime in the most recent fiscal year	12	$50,000	$2,984,803	$624,101
Other Agencies	N Agencies	Min	Max	Average
Agency's total operating budget for the most recent fiscal year	17	$8,000	$206,659,478	$22,854,850
Agency's total training budget for the most recent fiscal year	15	$0	$1,500,000	$155,888
Amount paid for overtime in the most recent fiscal year	15	$0	$5,950,577	$572,831

Table 18 above presents the minimum, maximum, and average operating and training budgets and overtime payment amounts. On average, other agencies reported the highest operating budget ($22,854,850), municipal agencies reported the highest training budget ($360,000), and sheriff's departments reported the highest amount paid in overtime ($624,101) for the 2022 fiscal year. Municipal agencies were the last in operating budget and overtime payment amounts.

Table 19. Average salary by position by agency type

	Average Salary
Agency Executive (Chief, Sheriff, Director)	
Municipal	$88,604.50
Sheriff	$104,546.50
Other	$107,420.5
Assistant Deputy Chief/Sheriff	
Municipal	$94,238
Sheriff	$96,015.50
Other	$100,055
Major	
Municipal	$90,464
Sheriff	$102,720.50
Other	$94,500
Captain	
Municipal	$75,406.50
Sheriff	$80,685
Other	$104,746.50
Lieutenant	
Municipal	$55,539.50
Sheriff	$72,421.50
Other	$79,143
Sergeant	
Municipal	$57,401
Sheriff	$61,677
Other	$66,047
Senior Patrol Officer	
Municipal	$60,980.50
Sheriff	$57,052
Other	$65,527
Patrol Officer	
Municipal	$48,829
Sheriff	$50,642.50
Other	$54,962.50
Entry-Level Officer	
Municipal	$45,176.50
Sheriff	$47,555.50
Other	$54,989

Note: Results are based on agencies that responded to this question and rank. In some cases, average salaries can be higher even with a lower rank based on which agencies responded to each rank

Table 19 above outlines the average salary of different ranks for all three agency types. Sheriffs' departments and other agencies tend to pay higher average salaries for all ranks.

SECTION VI. EQUIPMENT

Table 20. Agency supplies or gives cash allowance by equipment type by agency type

Agency Type & Equipment	Supplies	Cash Allowance	Both	Neither
Municipal (N=78)				
Primary Sidearm	69	0	1	4
Backup Sidearm	15	0	0	53
Body Armor	70	0	0	4
Uniform	70	2	0	4
Body Camera	70	0	0	4
CED	66	0	1	0
Sheriff (N=16)				
Primary Sidearm	15	0	0	0
Backup Sidearm	6	0	0	6
Body Armor	15	0	0	0
Uniform	15	0	0	0
Body Camera	15	0	0	0
CED	15	0	0	0
Other Agencies (N=22)				
Primary Sidearm	16	0	0	2
Backup Sidearm	5	0	0	11
Body Armor	16	0	0	1
Uniform	16	0	0	1
Body Camera	15	0	0	2
CED	11	0	0	6

Note: Agencies were allowed to select more than one option.

Table 20 above shows the distribution of equipment that agencies either supply or provide cash allowances to officers. Nearly all municipal agencies supply officers with body armor, uniforms, body cameras, primary sidearms, and conducted electronic devices (CEDs), while only 15 provide backup sidearms for their officers. Sheriff's departments appear to supply most of the equipment to their officers, except for backup side arms. Other agencies provide primary sidearms, body armor, uniforms, and body cameras, while half of other agencies provide CEDs and only five agencies provide backup sidearms to their officers.

Table 21. Primary sidearm calibers authorized by all SC agencies

Caliber	Number	Percent
10mm	0	0.0
9mm	71	61.2
.45 caliber	16	13.9
.40 caliber	32	27.6
.357 caliber	0	0.0
.380 caliber	0	0.0
Revolver (any caliber)	2	1.7
Total	71	100.0

Note: Agencies were allowed to select multiple options.

Table 21 above provides a breakdown of the types of primary sidearms authorized by responding agencies. The most caliber South Carolina agencies authorized as their primary sidearm are 9mm (61.2% of agencies), .40 (27.6%), and .45 (13.9%).

Table 22. Firearm re-certification frequency by agency type

Re-certification Frequency	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
Annually	46	62.2	6	40.0	7	38.9
Semi-annually	24	32.4	8	53.3	8	44.4
Quarterly	4	5.4	1	6.7	2	11.1
Other	0	0.0	0	0.0	1	5.6
Total	74	100.0	15	100.0	18	100.0

Table 22 above displays the frequency that agencies require officers to re-certify firearm qualifications by agency type. The majority of responding municipal agencies (62%) require annual re-certification, followed by semi-annual re-certification (32%). However, the majority of responding sheriff's departments required semi-annual re-certification (53%), followed by annual re-certification (40% of sheriff's departments). About 44% of responding other agencies require semi-annual re-certification, and 39% of other agencies require annual re-certification.

Table 23. Authorized less-lethal weapons/actions

Weapon Type/Action	Municipal (N=78)		Sheriff (N=16)		Other Agencies (N=12)	
	N	%	N	%	N	%
Impact Devices/Munitions						
Collapsible Baton	50	64.1	11	68.8	16	72.3
Blackjack/Slapjack	0	0.0	0	0.0	0	0.0
Soft projectiles (e.g., bean bag)	18	23.1	11	68.8	3	13.6
Rubber Bullet	2	2.6	3	18.8	1	4.5
Chemical Agents						
Personal Issue OC Spray	54	69.2	12	75.0	17	77.3
Personal Issue CN/CS Gas	4	5.1	1	6.3	1	4.5
Other Devices/Agents	2	2.6	3	18.8	1	4.5
Other Devices						
Taser	71	91.0	15	93.8	11	50.0
High Intensity Light Source	1	1.3	0	0.0	1	4.5
Flashbang Grenade	9	11.5	7	43.8	2	9.1
Neck Restraint (i.e., LVNR)	0	0.0	0	0.0	0	0.0

Note: Agencies were allowed to select more than one option.

Table 23 above shows the types of less-lethal weapons authorized by responding agencies, by agency type. Tasers appear to be the most commonly authorized less-lethal weapon by municipal agencies (91%) and sheriff's departments (94%). The most common authorized less-lethal weapons authorized by other agencies are OC spray (77%) and collapsible batons (72%). OC spray (69% of municipal agencies; 75% of sheriff's departments) and collapsible batons (64% of municipal agencies; 68% of sheriff's departments) are also commonly authorized less-lethal weapons among municipal agencies and sheriff's departments. Soft projectiles (e.g., bean bags) are permitted in 23% of municipal agencies, 69% of sheriff's departments, and 14% of other agencies. Other devices/agents respondents mentioned were bola wraps and pepper ball guns.

Respondents were also asked about how frequently officers are required to wear body armor. Predominantly all responding municipal agencies (96%), all responding sheriff's departments, and 83% of other agencies require field/patrol officers to wear body armor.

Respondents were asked if their agency allows officers to take marked vehicles home with them. Primarily all municipal agencies (97%), 100% of the responding sheriff's departments, and 28% of other agencies responded that they allow their officers to take their marked vehicles home.

Table 24. Number of agencies using certain types of data technology in the field

Type of Digital Technology	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
Mobile Data Terminal (MDT)	52	66.7	9	56.3	8	36.3
Cell Phone	57	73.1	14	87.5	13	59.1
Tablet / Other Handheld Devices	16	20.5	4	25.0	2	9.1
GPS Device (Handheld or Car)	26	33.3	7	43.8	5	22.7
Other	3	3.8	2	12.5	4	18.2

Note: Agencies were allowed to select more than one option.

Table 24 above shows the number and percentage of agencies using certain types of data and communication technology in the field. The majority of municipal agencies (67% and 73%, respectively) and sheriff's departments (56% and 88%, respectively) provide mobile data terminals and cell phones, respectively, in the field. Cell phones were the most common iteration of technology other agencies use in the field. GPS devices and tablets were other technologies responding agencies use in the field. Other technology respondents provided their officers in the field were Dell laptops, mobile printers, mobile barcode scanners, etc.

Table 25. Percentage of all agencies using computers for various functions

Functions	Percent (%)
Internet Access	80.2
In-Field Report Writing	77.6
Records Management	75.0
Traffic Stop Data Collection	68.1
Criminal Investigations	67.2
Interagency Communications	60.3
Dispatch	56.0
Personnel Records	45.7
Crime Analysis	41.4
Fleet Management	40.5
Automated Booking	16.4
Analysis of Community Problems	38.8
In-Field Communications	37.1
Resource Allocation	31.0

Note: Agencies were allowed to select more than one option.

Table 25 above presents the percentage of all three types of agencies that reported utilizing computers for different functions. Between 50% and 85% of agencies indicated they used computers for internet access, in-field report writing, records management, traffic stops data collection, criminal investigations, interagency communication, and dispatch. Between about one-third and a half of agencies indicated they used computers for personnel record keeping, crime analysis, fleet management, automated booking, analysis of community problems, in-field communications, and resource allocations.

SECTION VII. POLICIES AND PROCEDURES

Table 26. Agencies that have K9 units and adopted philosophies

K-9 Units	Municipal		Sheriff		Other Agencies	
	N	%	N	%	N	%
Has K9 Patrol Unit	20	55.6	12	33.3	4	11.1
Philosophy Adopted						
Bark & Hold	3	15.0	4	33.3	0	0.0
Find & Bite	5	25.0	4	33.3	2	50.0
Both	12	60.0	8	66.7	1	25.0
Other	1	5.0	0	0.0	1	25.0

Table 26 above presents findings regarding 'K9' units and adopted philosophies. Agencies were asked if they have a canine (K-9) patrol unit for apprehending suspects, in which 36 agencies responded yes. Next, respondents were asked which philosophy their agency uses to train canines for apprehension. Municipal agencies and sheriff's departments tended to adopt both a find & bite and bark & hold philosophy, while other agencies tended to adopt a find & bite philosophy. Of agencies that selected "other" uses for canines, reasons included for tracking suspects.

Table 27. Number of agencies with written policies on various topics

Written Policy	N Municipal	N Sheriff	N Other
Use of Deadly Force	74	15	18
Use of TASERs	73	15	13
Use of Pepper Spray	65	14	16
Off Duty Employment of Officers	72	14	17
Maximum Work Hours Allowed for Officers	43	9	10
Interacting with the Homeless	19	2	4
Interacting with Domestic Violence	68	15	11
Interacting with the Mentally Ill	67	15	13
Interacting with Juveniles	68	15	12
Mass Shootings	33	9	13
Motor Vehicle Pursuits	74	15	17
Foot Pursuits	53	13	11
Strip Searches	55	12	15
Racial Profiling	58	12	13
Citizen Complaints	71	14	15
Off Duty Conduct of Officers	71	14	16
Interacting with the Media	63	13	15
Employee Counseling Assistance	61	13	14

Note: Agencies were allowed to select more than one option.

Table 27 above shows the number of agencies that have formal written policies on various topics and policing behaviors. Deadly force, use of tasers, off duty employment for officers, motor vehicle pursuits, citizen complaints, off duty conduct of officers, policies around domestic violence, and dealing with mentally ill and juveniles were behaviors that the majority of responding agencies had formal written policies about. Dealing

with homeless populations, mass shootings, and the maximum number of work hours officers are allowed to work tended to be the behaviors/phenomena in which responding agencies do not have formal written policies.

Open-Ended Responses
At the end of every general census, respondents are asked about what issues/topics they would like covered in future census efforts. Some of these areas can be covered either by special topics of the census or by independent studies. Below we will bullet point some of the key themes from the open-ended responses that emerged.

- Cultural diversity practices among agencies in hiring/leadership.
- State funding to cover state-mandated training/accreditation.
- Retention rates for each agency.
- Average years of experience for command staff/line officers.
- Smaller departments lose officers to larger departments, and larger departments should have to pay smaller departments for certifying said officers.
- Staffing issues, retention, recruitment.
- Regional academies, upstate, midlands, coastal.
- Retirement allows officers to retire and return to work without a 10k cap.

APPENDIX

APPENDIX A

Methods
The South Carolina Law Enforcement Census is intended to survey primarily general-purpose law enforcement agencies (municipal, county, sheriffs' departments, and state) and some special jurisdiction police (e.g., campus police departments) in South Carolina. To accomplish this goal, researchers from the Department of Criminology and Criminal Justice partnered with the SCCJA to compile an up-to-date list of South Carolina law enforcement agencies and their accompanying contact information. Seeing as the team at the SCCJA communicates regularly with law enforcement agencies in South Carolina, they were also the source utilized to disseminate a link to the survey once the online format was completed by researchers at USC. According to the SCCJA, 309 agencies were contacted.

A draft survey was developed by the USC research team and with feedback from the SCCJA was finalized in August of 2023. In early September, the survey was sent to all agencies across the state based on an email list from SCCJA. The targeted timeframe of three-months of data collection, with periodic email reminders from SCCJA was set as the distribution timeframe. Reminders were sent approximately every two weeks starting September 1, 2023, until December 4, 2023.

Survey Instrument

***Note: The below survey was administered via Qualtrics and therefore the format does not mirror the appearance responding agencies viewed; however, the questions/choices are identical.

2022 Census

Welcome to the University of South Carolina Department of Criminology & Criminal Justice and South Carolina Criminal Justice Academy 2022 South Carolina Law Enforcement Census. This year's survey is a collaborative effort between the South Carolina Criminal Justice Academy, the Excellence in Police and Public Safety Program at the University of South Carolina's School of Law, and the University of South Carolina Department of Criminology and Criminal Justice. This survey focuses on general agency characteristics. Its purpose is to inform our law enforcement community about personnel, salaries, equipment, policies, and practices of peer agencies across the state. We ask that you provide as much complete and accurate information as possible. All information provided will be kept confidential. No individual or department will be linked to the responses provided. The survey should take 10-12 minutes. If answers are not readily available, provide your best estimates. If you have any questions regarding the survey, please call or e-mail Hunter Boehme (USC) at (803) 777-5808, boehme@mailbox.sc.edu or Major Lauren Fennell (SCCJA) at (803) 896-7746, LWFennell@sccja.sc.gov.

1. What is the name of the agency you work for?

   _____

2. What is your email address?

   _____

3. Which category below best describes your type of agency?

   ○ Municipal or County Police Department

   ○ Sheriff's Department/Office

   ○ Department of Public Safety

   ○ Other (Specify): _____

4. What is your agency's Originating Agency Identifier (ORI) number?

   _____

5. What is your area's Federal Information Processing Series (FIPS)?

   _____

6. Enter the total number of **current authorized sworn** employed by your agency.

	Sex	
	Male	Female
White, Non-Hispanic		
Black, Non-Hispanic		
Hispanic/Latino		
Other		
Total		

7. Enter the total number of to hire.

_____

8. Enter the total number of the employed by your agency.

_____

9. Enter the total number of **non-sworn** personnel that your agency has the strong capacity to hire.

_____

10. Does your agency employ volunteer positions?

○ Yes

○ No

10.1 If yes, how many volunteers **can** your agency employ?

_____

11. Does your agency employ internship positions?

○ Yes

○ No

11.1 If yes, how many internship positions **can** your agency employ?
_____

12. What is the total population under your agency's jurisdiction? If not sure, provide your best estimate.

13. What functions does your agency have primary responsibilities for and/or perform on a regular basis? (Select all that apply)

☐   Responding to calls for service

☐   Patrol services

☐   First response to criminal incidents

☐   Drug law enforcement

☐   Vice law enforcement

☐   Traffic law enforcement

☐   Traffic direction/control

☐   Accident investigation

☐   Accident investigation

☐   Parking enforcement

☐   Commercial vehicle enforcement

☐   Death investigations (homicide, suicide, unknown death)

- [ ] Other violent crimes (robbery, rape, assault)

- [ ] Arson

- [ ] Other property crimes

- [ ] Cybercrime

- [ ] Drug/Narcotic investigations

- [ ] Bomb/explosive disposal

- [ ] Search and rescue

- [ ] Special weapons and tactics (SWAT)

- [ ] Underwater recovery

- [ ] Jail operations (lockup or temporary holding)

- [ ] Facility separate from jail (for overnight detention)

- [ ] Temporary holding cell (for more than overnight detention)

- [ ] Inmate transport

- [ ] Execution of arrest warrants

- [ ] Court security

- [ ] Serving eviction notices

- [ ] Enforcing protection order

- [ ] Enforcing child support orders

14. If your agency has a SWAT or critical incident response team, is it: (Select all that apply)

☐ Full time

☐ Part time

☐ Multijurisdictional (i.e., contribute at least one member of your agency to the team)

15. What is the **typical** length of your patrol shifts (excluding overtime and unusual circumstances)? (Select all that apply)

☐ 8-hour shifts

☐ 10-hour shifts

☐ 12-hour shifts

☐ Other (specify) _____

16. How often do your agency's patrol shifts rotate? (Select all that apply)

☐ Weekly

☐ Monthly

☐ Quarterly

☐ Semi-Annually (every 6 months)

☐ Annually

☐ Shifts are permanent and do not rotate

☐ Other (specify) _____

17. Does your jurisdiction participate in a 911 system?

◯ Yes

◯ No

17.1 If yes, who operates the 911 system?

○ Your agency

○ City/County communication center

○ County sheriff's office

○ Other (Specify) _____

18. In the past year, what was the total approximate number of calls for service your agency received? If not sure, provide your best estimate.

_____

19. Does your agency provide school resource officers (SROs)?

○ Yes

○ No

19.1 Do SROs receive any specialized training for their duties as an SRO?

○ Yes

○ No

19.2 Indicate the schools to which SROs are provided. (Select all that apply)

☐　　　Elementary schools

☐　　　Middle schools

☐　　　High schools

☐　　　Alternative schools/Academies

20. Does your agency operate its own crime lab?

○ Yes

○ No

20.1 If yes, indicate which analyses your lab conducts. (Select all that apply)

☐ DNA analysis

☐ Latent fingerprint analysis/comparison

☐ Ballistics analysis

☐ Drug analysis

☐ Computer forensics

☐ Other (Specify) _____

21. Does your agency have an in-house attorney?

○ Yes

○ No

22. Are counseling services available for your personnel (e.g., psychological, critical incident, etc.)?

○ Yes

○ No

23. Indicate whether or not your agency is accredited by a national or state accrediting body:

○ National

○ State

○ Both

○ Neither

23.1 If you answered "neither" to national or state accreditation, what are the reason(s) for your agency not pursuing these efforts? (Select all that apply)

☐ Too expensive to pursue (e.g., fees and devoting personnel to the process)

☐ Does not add much value to our department

☐ Other (Specify) _____

24. Does your agency require **more than** a high school diploma or equivalent?

○ Yes

○ No

24.1 If yes, please specify what minimum education is required in your agency:

○ Some college but no degree required

○ Two-year college degree required

○ Four-year college degree required

25. Indicate which of the following screening techniques your agency uses to select new officer recruits, other than those mandated by the South Carolina Criminal Justice Academy. (Select all that apply)

- [ ] Analytical/problem solving assessment

- [ ] Background investigation

- [ ] Driving history check

- [ ] Mediation/conflict management skills

- [ ] Personality inventory

- [ ] Polygraph examination

- [ ] Voice stress analyzer

- [ ] Written test

- [ ] Assessment of understanding diverse cultural practices

- [ ] Credit history check

- [ ] Drug test

- [ ] Personal interview

- [ ] Physical agility test

- [ ] Second language test

- [ ] Volunteer/community service history check

- [ ] Other (Specify) _____

26. Does your agency require any additional training of new officer recruits other than the South Carolina Criminal Justice Academy basic certified training? (Exclude time with FTO)

○ Yes

○ No

26.1 If yes, please select the additional type of training your agency requires (Select all that apply).

☐ Pre-academy classroom training

☐ Pre-academy online training

☐ Post-academy class training

☐ Post-academy online training

27. Indicate how often your agency conducts physical fitness tests for officers. (Select only one)

○ N/A - No tests required

○ Annually

○ Semi-annually

○ Other _____

28. Indicate the special pay/benefits your agency provides. (Select all that apply)

☐   Education incentive

☐   Bilingual ability

☐   Hazardous duty

☐   Tuition reimbursement

☐   F.T.O.

☐   Shift differential

☐   Military service

☐   Special skill proficiency (Specify) _____

☐   Other (Specify) _____

29. Does higher education, previous law enforcement experience, or previous military experience affect entry-level officer starting salaries?

	Yes	No
Higher education	○	○
Law enforcement experience	○	○
Military experience	○	○

30. Does your agency have a reserve officer/deputy program?

○ Yes

○ No

31. Does your agency have a youth cadet program?

○ Yes

○ No

32. Enter your agency's total operating budget for the most recently completed fiscal year.
   _____

33. Enter your agency's total training budget for the most recently completed fiscal year.
   _____

34. How much did your agency pay for overtime during the most recently completed fiscal year?
   _____

35. Enter your agency's current salary schedule for the following full-time sworn positions (numerically):

	Minimum	Maximum
Chief, Sheriff, or Director		
Assistant/Deputy Chief/Sheriff		
Major		
Captain		
Lieutenant		
Sergeant		
Senior Patrol Officer (E.g., Master Patrol Officer or Master Deputy)		
Patrol Officer		
Entry-level Officer (Starting Pay)		

36. Indicate whether your agency supplies and/or gives a cash allowance to its regular field/patrol officers for the following. (Select all that apply)

	Supplies	Cash Allowance	Both	Neither
Primary sidearm	☐	☐	☐	☐
Backup sidearm	☐	☐	☐	☐
Body armor	☐	☐	☐	☐
Uniform	☐	☐	☐	☐
Body camera	☐	☐	☐	☐
ECD (e.g., TASER)	☐	☐	☐	☐

37. Indicate the types of sidearms that are authorized for use by your agency's field/patrol officers. (Select all that apply)

	Primary sidearm	Secondary sidearm	Off-duty sidearm
10 mm	☐	☐	☐
9 mm	☐	☐	☐
.45	☐	☐	☐
.40	☐	☐	☐
.357	☐	☐	☐
.380	☐	☐	☐
Revolver (any caliber)	☐	☐	☐
Other caliber	☐	☐	☐

38. Indicate how often your agency conducts firearm recertifications. (Select only one)

○ Annually

○ Semi-annually

○ Quarterly

○ NA - Agency does not require firearm recertification

○ Other _____

39. Indicate whether your agency's uniformed field/patrol officers are required to wear protective body armor while in the field.

○ Required all the time

○ Required only for special circumstances (e.g., serving search warrant)

○ Not required

40. Which of the following less-lethal weapons/actions are authorized for use by your agency's officers? (Select all that apply)

☐ Collapsible baton

☐ Blackjack/slapjack

☐ Soft projective (e.g., bean bag)

☐ Rubber bullet

☐ Personal-issue OC (e.g., pepper spray)

☐ Personal-issue CN/CS gas

☐ Electronic control device (e.g., TASER)

☐ High intensity light source (e.g., laser dazzler)

☐ Flashbang grenade

☐ Neck restraint (e.g., LVNR)

☐ Other devices/agents _____

41. Does your agency allow patrol officers/deputies to take marked vehicles home?

○ Yes

○ No

42. Indicate whether your agency's field/patrol officers use any of the following types of computers or terminals while in the field. (Select all that apply)

- [ ] Mobile digital/data terminal (MDT)

- [ ] Tablet or other hand-held device

- [ ] Cell phone

- [ ] GPS device (hand-held or in car)

- [ ] Other (Specify) _____

43. Indicate the functions for which your agency uses computers. (Select all that apply)

- [ ] Analysis of community problems

- [ ] Automated booking

- [ ] Crime investigators

- [ ] Dispatch

- [ ] Fleet management

- [ ] In-field communication

- [ ] In-field report writing

- [ ] Inter-agency information sharing

- [ ] Internet access

- [ ] Personnel records

- [ ] Records management

- [ ] Resource allocation

- [ ] Crime analysis

☐　　　Traffic stop data collection

☐　　　Other (Specify) _____

44. Does your agency have a canine (K-9) patrol unit for apprehending suspects?

○ Yes

○ No

44.1 If yes, which apprehension philosophy does your agency use to train its K9s?

☐　　　Bark and hold (e.g., detain)

☐　　　Find and bite (e.g., handler)

☐　　　Both

☐　　　Other (Please specify): _____

45. Does your agency have written policy directives on the following? (Select all that apply)

- [ ] Use of deadly force/firearm discharge
- [ ] Use of TASERs
- [ ] Use of pepper spray
- [ ] Off-duty employment of officers
- [ ] Maximum work hours allowed for officers
- [ ] Dealing with homeless populations
- [ ] Dealing with domestic violence
- [ ] Dealing with the mentally ill
- [ ] Dealing with juveniles
- [ ] Mass shootings
- [ ] Motor vehicle pursuits
- [ ] Foot pursuits
- [ ] Strip searches
- [ ] Racial profiling
- [ ] Citizen complaints
- [ ] Off-duty conduct
- [ ] Interacting with the media
- [ ] Employee counseling assistance

46. Our goal every year is to cover issues and topics of concern to law enforcement agencies in South Carolina. Our previous census efforts have largely been shaped by comments from law enforcement leaders across the

state and we would like to continue this practice. If there are issues or topics you think should be covered in future census efforts, please describe them below.

_____