



Department of Criminology and Criminal Justice

2018 South Carolina Law Enforcement Census – Officer Safety and Wellness

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Introduction and Purpose

In the 1980s, the South Carolina legislature requested that the College of Criminal Justice (now the Department of Criminology and Criminal Justice) conduct yearly surveys of the law enforcement agencies across the state. 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 regarding various agency characteristics, such as the number of civilian and sworn personnel employed, personnel demographics (e.g., gender, race, ethnicity, etc.), shift and salary schedules, training and operation budgets, equipment and technology, written policies, and so forth. Therefore, this general census allows faculty, advanced graduate students, and law enforcement administrators to compare agencies to peer agencies on the aforementioned parameters.

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 in-between years to better serve the law enforcement community and citizens of South Carolina. In previous years, special topics examined included topics such as 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](#).

In conjunction with recommendations made by agency administration across the state of South Carolina, advisors of the South Carolina Law Enforcement Census at the University of South Carolina decided that the “special topic” of the 2018 census project would be “Officer Safety and Wellness.”

Methodology

The 2018 Officer Safety and Wellness census project utilized mail-in surveys that were distributed to law enforcement agencies across the state of South Carolina. Surveys, along with return mailing materials, were provided to the administrators of all law enforcement agencies across the state. Multiple reminder emails and letters were distributed throughout the allotted survey response time in an attempt to increase the response rate.

Responses were then collected, recorded, and analyzed by faculty and graduate students at the University of South Carolina to gauge the overall emphasis and practices regarding officer safety and wellness throughout the state. A copy of the survey instrument is provided in the Appendix.

The importance of officer safety and wellness has been emphasized most thoroughly by the National Officer Safety and Wellness Group of the Community Oriented Policing Services offices of the US Department of Justice. As has been noted, officer safety and wellness measures have changed dramatically beginning in the early 2010s. Most informal reasons revolve around ever-shrinking budgets and financial allocations that police departments across the nation are receiving. These, in turn, impact the number of available resources provided to support officers' health and well-being. This report attempts to shed light on the underlying causes of officers' declining health and wellbeing by analyzing information regarding the services that they are provided, including physical, mental, and psychological health practices.

Results

The remainder of the report is divided into four main sections: General Information, Pursuits, Physical Fitness and Stressors, and Mental/Emotional Health and Wellbeing. Most tables and figures are broken down by agency type (sheriff, municipal, and campus).

General Information

Of the 271 law enforcement agencies contacted, 96 completed the survey, producing an overall response rate of 35%. A breakdown of response rates by agency type is presented in Table 1. Rates for full-time sheriffs' offices, municipal agencies, and campus police departments were 40%, 39%, and 22%, respectively.

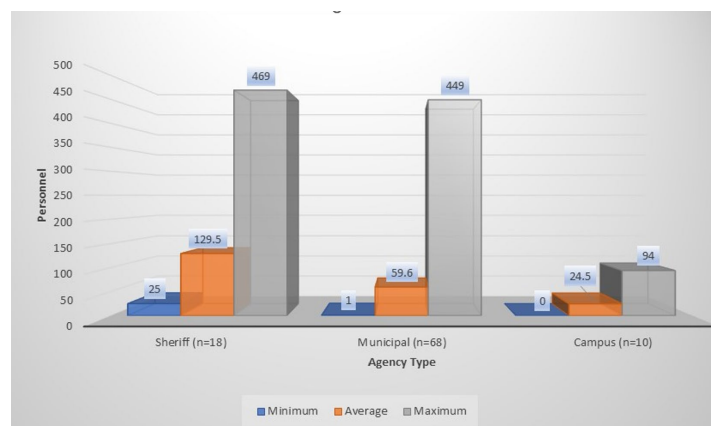
Table 1. Response Rates by Agency Type

	Sheriff	Municipal	Campus
Responding Agencies	18	68	10
Total Agencies Contacted	45	174	50
Response Rate	40%	39%	20%

Notes: Although there are 46 counties in South Carolina, there are 45 full-service sheriffs' offices (the Horry County Sheriff's Office has primary responsibilities for court security, civil process, serving criminal warrants and the J. Reuben Long Detention Center). The Horry County Police Department is categorized as a municipal agency as it provides services, including patrol, county-wide. Given the relatively low response rates, we caution that the findings presented in this report may not be representative of all relevant agencies in the State.

Figure 1 below indicates the number of full-time, sworn personnel by agency type as well as the minimum, average, and maximum number of sworn. As shown, the 18 responding sheriffs' offices employed an average of 129.5 deputies, with a minimum of 25 and a maximum of 469 deputies. The 68 responding municipal agencies employed an average of 59.6 officers, with a minimum of 1 and a maximum of 449 officers. The 10 responding campus police departments employed an average of 24.5 officers, with a minimum of 0 and a maximum of 94 officers.

Figure 1. Number of Full-time, Sworn Personnel by Agency Type



The total reported resident populations served by responding sheriffs' offices, municipal police departments and campus police departments are 2,813,419, 1,596,176, and 49,060, respectively. Figure 2 illustrates the minimum,

average, and maximum numbers by agency type. Sheriffs' offices served a minimum of 26,702 residents, an average of 156,301, and a maximum of 610,000 residents. Municipal police departments served a minimum of 300 residents, an average of 23,473, and a maximum of 310,000 residents. Campus police departments served a minimum of 960 residents, an average of 5,451, and a maximum of 20,000 residents.

Figure 2. Resident Populations Served by Agency Type

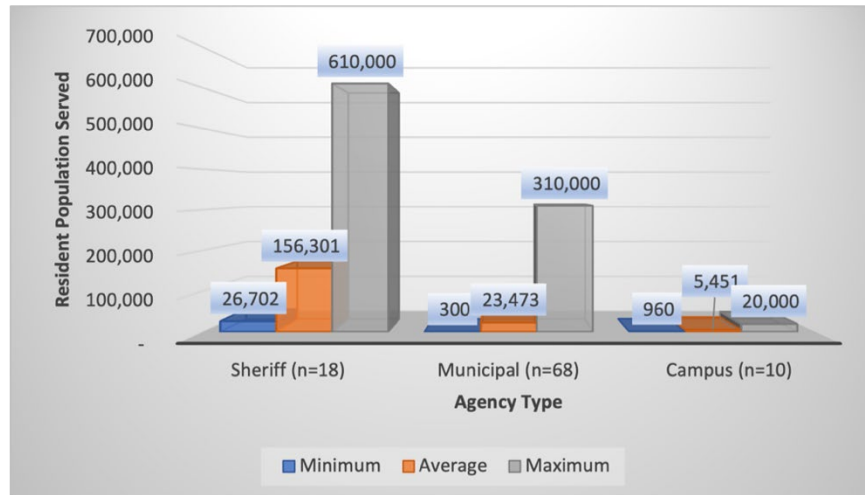


Figure 3 illustrates the in-service training topics covered by agencies by agency type. Generally, sheriffs' offices and municipal agencies offer a broader range of in-service training topics compared to the campus police departments surveyed. Participation rates are higher across the topics of Physical Use of Force tactics, Less-lethal weapons, Pursuit Driving, and Force De-escalation techniques, while lower rates of participation observed in Foot Pursuits and Domestic Violence Mediation tactics overall.

Figure 3. Figure 3. In-Service Training Topics Covered by Agency Type

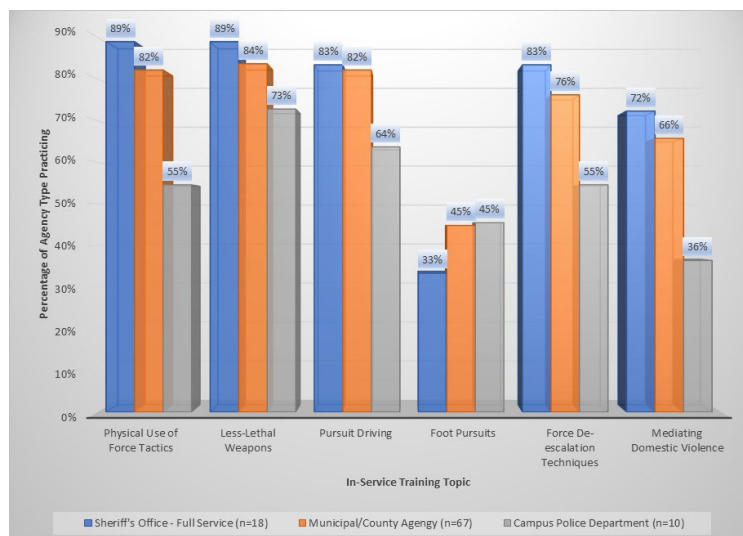
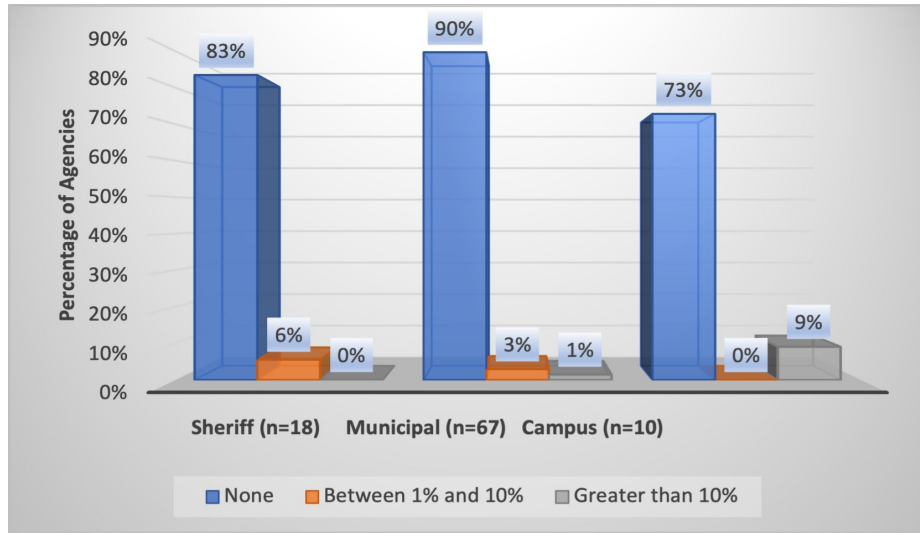


Figure 4 below shows the percentage of regular patrols that comprised two- versus one-officer units. Overall, of 91 responding agencies, only 8 (9%) reported having one or more two-officer patrol units (range = 1% to 40% of units; mean = 1.04). The vast majority (91%) reported having no two-officer units. When disaggregated by agency

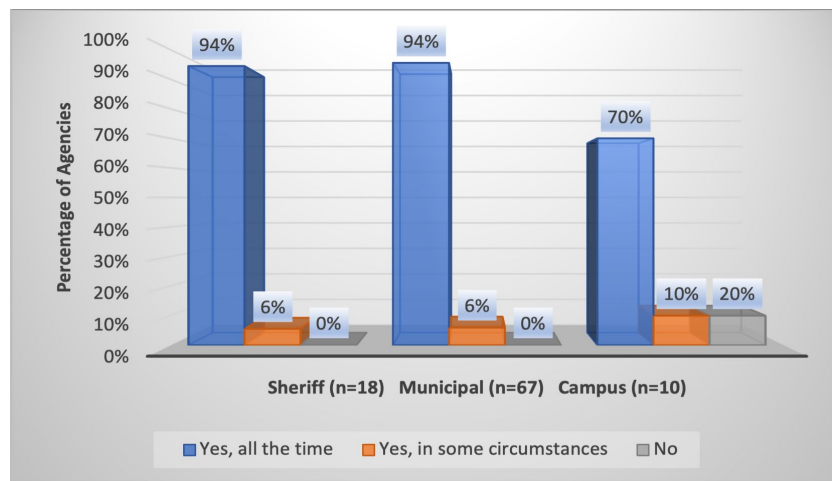
type, we see that campus police departments were, on average, more likely than other agency types to deploy two-officer units (9%).

Figure 4. Percentage of Two-Officer Patrol Units by Agency Type



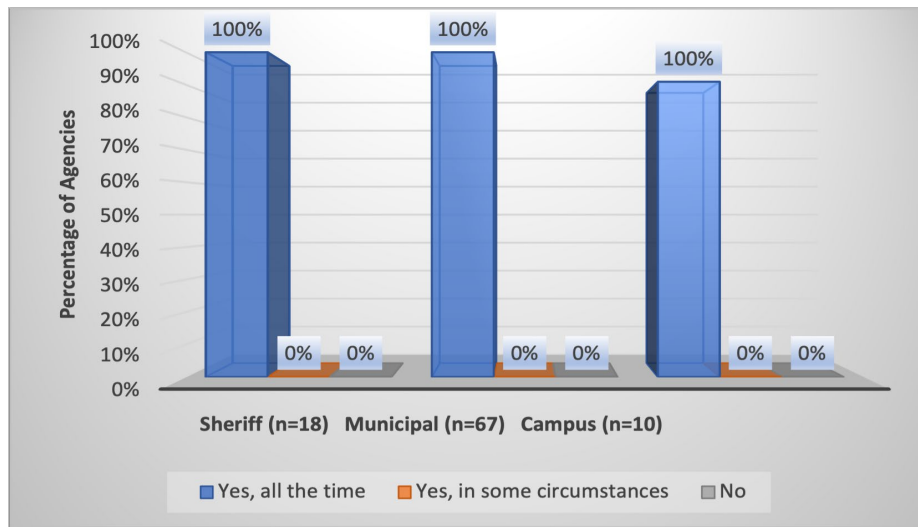
Agencies were surveyed regarding their body armor wear policies. Overall, 92% (88) of responding agencies indicated they required officers to always wear body armor while in the field, whereas 6.3% (n = 6) required body armor only under certain circumstances. Figure 5 presents a breakdown of responses by agency type. Overall, a vast majority of all three agency types required body armor to be worn at all times (sheriffs’ offices = 94%, municipal agencies = 96%, and campus police departments = 70%). Among all agency types, only two campus police departments (20%) reported not having any body armor requirement.

Figure 5. Body Armor Requirements by Agency Type



As displayed in Figure 6, 100% of all agency types reported requiring officers to wear seat belts while on patrol, whether driver or passenger.

Figure 6. Seat Belt Requirements by Agency Type



Pursuits

The following section disseminates information that was surveyed regarding pursuits of suspects. These pursuits include foot pursuits, defined as when an officer pursues an individual on foot, and vehicular pursuits in which an officer pursues an individual in any type of vehicle. Information regarding officer foot pursuits is presented first.

When asked if their agency had a written foot pursuit policy *or procedural directive*, of 94 responding agencies 41 (44%) indicated they did while 53 (56%) reported they did not. As shown in Figure 7, only 11% of sheriffs' offices reported having a written policy or procedural directive, whereas 52% of municipal police departments indicated having a written policy or procedural directive. Among the ten responding campus police departments, 40% reported having a written foot-pursuit policy or procedural directive.

To reduce the risk of foot pursuit-related fatalities and injuries, in the early 2000s some law enforcement experts and the International Association of Chiefs of Police (IACP) published recommended guidelines, restrictions and tactics designed to enhance officer and public safety (Bohrer et al., 2000; International Association of Chiefs of Police, 2003; Pinizzotto et al., 2002). For example, the IACP's 2003 model foot pursuit policy (to view the policy, see Bobb, 2005:26-28) recommends that, unless there are exigent circumstances, officers terminate foot pursuits when acting alone, when losing sight of a suspect, when a suspect enters a building, structure or an isolated area, when communication with dispatch and/or backup officers is lost, when information is available that would likely lead to apprehension at a later time, and when an officer is unsure of his or her own location or direction of travel. The policy also recommends that lone officers not try to overtake a fleeing suspect to make an arrest. Rather, the officer should maintain sight of the suspect and coordinate with backup using a strategy of containment (setting up a perimeter) and/or other alternatives (aerial surveillance, canine search, area saturation, etc.). When two or more officers are actively in pursuit of a suspect, the IACP recommends that they not separate (partner splitting) unless they remain in sight of each other and maintain communication. (For a more recent discussion of the issues by the IACP, see: International Association of Chiefs of Police, 2021).

Figure 7. Foot Pursuit Policy by Agency Type

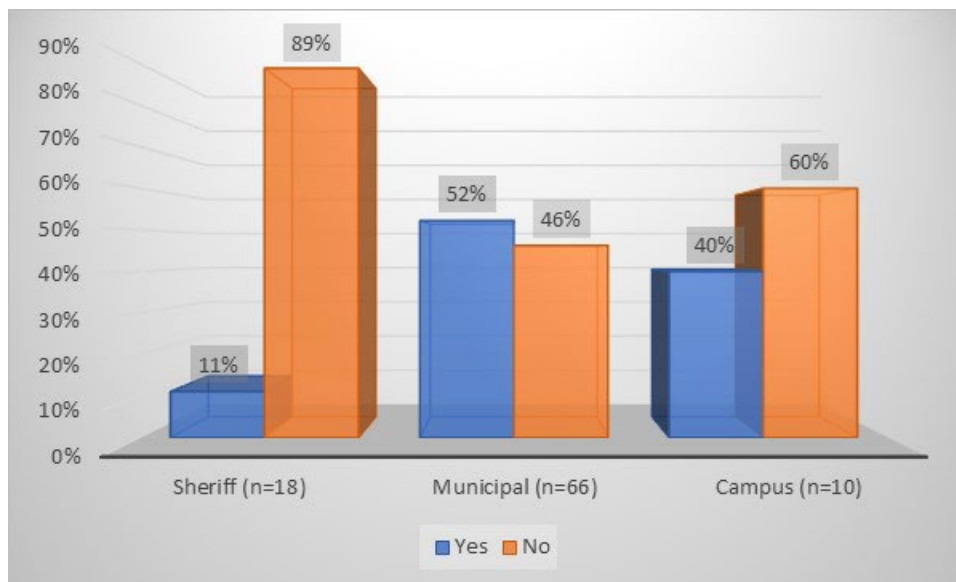


Table 2 below outlines the different prohibitions and mandates of foot pursuit policies overall and by agency type. Note that these results are based on responses to the question: “Excluding emergency exceptions (e.g., imminent danger to officers or civilians), indicate which of the following apply to foot pursuits in your agency.”

Almost all agencies (98%) reported that they allow officers operating alone to pursue and apprehend suspects fleeing on foot, which is counter to the IACP and other expert recommendations (there is little variation in the percentages across agencies). In terms of containment, considered a safer alternative to single-officer apprehensions, 25% of all responding agencies indicated they used a containment-only policy or directive. Municipal agencies were more likely to do so (28%) compared to other agencies. (Note, however, the percentage for municipal agencies should be interpreted with caution as 13 reported allowing single-officer apprehensions but then reported requiring containment-only apprehensions.) Overall, 52% of agencies mandate termination of foot pursuits when lone officers lose communications with dispatch; this was more likely to be the case among municipal agencies (58%) than among sheriffs’ agencies (46%) and campus police departments (18%). Further, 46% of sheriffs’ offices, 44% of municipal agencies, and only 14% of campus police departments mandate termination of foot pursuits when lone officers lose sight of suspects (42% overall). Pursuing suspects into buildings or other structures by lone officers, another tactic discouraged by the IACP and other experts, is allowed by most agencies (73% overall). This is the case for 75% of sheriffs’ agencies, 47% of municipal agencies and 100% of campus police departments. Partner splitting, also discouraged by the IACP, etc., was allowed by 90% of agencies overall, 83% of sheriffs’ offices, 90% of municipal agencies, and 100% of campus police departments. The use of a “Taser” is reportedly allowed on fleeing subjects by 27% of agencies overall and 29% of sheriffs’ offices, 24% of municipal agencies, and 43% of campus police departments. Fifty-two percent of agencies overall reported requiring field sergeants to report to the end of foot pursuits, whereas 50% of sheriffs’ offices, 40% of municipal agencies, and 36% of campus police departments did so. Most agencies overall (75%) required debriefing by a supervisor following foot pursuits while (69%) of sheriffs’ offices, 74% of municipal agencies, and 100% of campus police departments did so.

Table 2. Foot pursuit policy prohibitions and mandates

Policy	Sheriff (n=18)	Municipal (n=67)	Campus (n=10)	All Agencies (N=83)
	Percent & Number Responding Yes			
Lone Officer May Apprehend Suspect –	100% (14/14)	97% (59/61)	100% (8/8)	98% (81/83)
Lone Officer Apprehend Suspect Using Containment Only +	17% (2/12)	28% (15/54)	20% (1/5)	25% (18/71)
Lone Officer Must Cease Pursuit if Communications Lost +	46% (6/13)	58% (33/57)	18% (1/7)	52% (40/77)
Lone Officer Must Cease Pursuit if Sight is Lost +	46% (6/13)	44% (26/59)	14.3% (1/7)	42% (33/79)
Lone Officer May Pursue Suspect into Building/Structure –	75% (9/12)	74% (43/58)	100% (8/8)	73% (60/78)
Partner Splitting Allowed –	83% (10/12)	90% (46/51)	100% (6/6)	90% (62/69)
‘Tasering’ Suspects Running from Police Allowed –	29% (4/14)	24% (14/58)	43% (3/7)	27% (21/79)
Field Sergeants Report to End of Pursuits +	69% (9/13)	48% (27/56)	50% (3/6)	52% (39/75)
Officers Must Radio in Pursuit Info Before or Within Seconds +	100% (15/15)	98% (59/60)	90% (8/9)	98% (82/84)
Field Sergeant/Supervisor Debrief Mandatory +	69% (9/13)	74% (45/61)	100% (6/6)	75% (60/80)

Note: Policy recommendations; ‘+’ = recommended; ‘–’ = not recommended.

When agencies were asked whether they provide in-service training specifically on foot pursuits, 28% overall responded in the affirmative. Municipal departments were more likely to do so (35%) than sheriffs’ agencies (7%) and campus police departments (10%). Among the 24 agencies providing training, most (68%) provide it annually (n = 14) or semiannually (n = 3), 28% “as needed” (n = 7), while 4% (n = 1) provide training based on some other schedule.

Figures 8 and 9 indicate the training parameters included in foot pursuit training across agencies. Overall, of 62 responding agencies, 37% required officers to engage in a physical struggle with a resistive or combative ‘confederate suspect’ following a simulated foot pursuit (jog or sprint). When examined by agency type, 38%, 35%, and 25% of sheriff, municipal, and campus departments, respectively, did so.

Figure 9 presents information on whether agencies require officers to engage in target practice following a simulated foot pursuit. Overall, 62% of 63 responding agencies reported they did. When examined by agency type, we see that 78% of sheriffs’ offices, 62% of municipal agencies, and 43% of campus police departments incorporate firearms target practice into their foot pursuit training curricula.

Figure 8. Simulated Physical Struggle Following Jog or Sprint by Agency Type

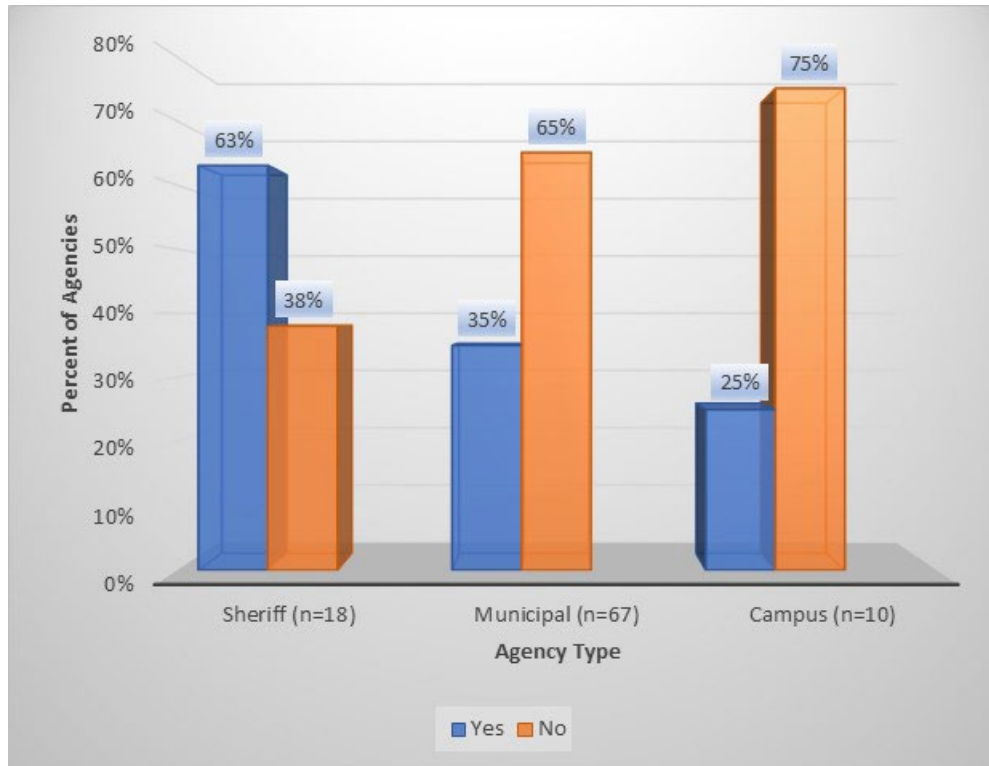
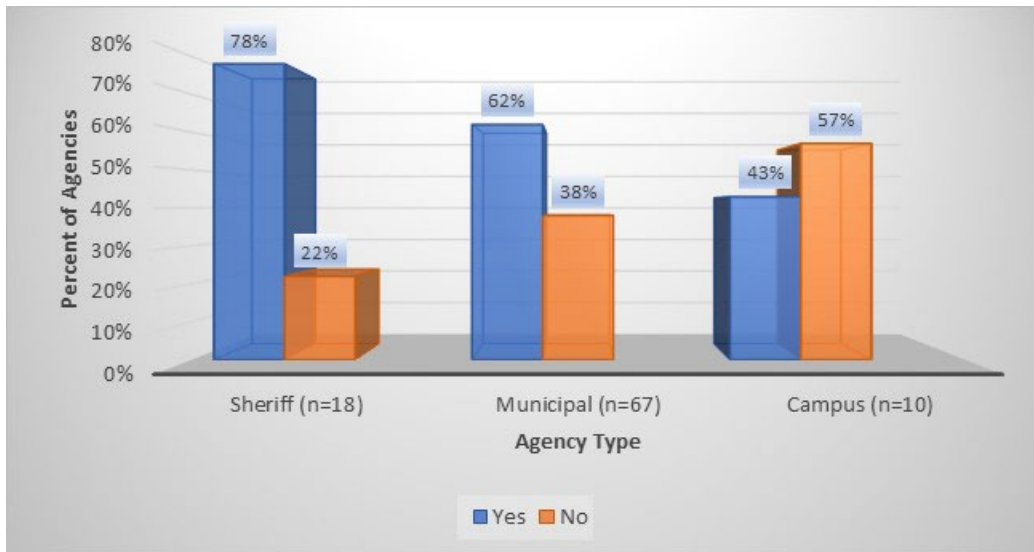
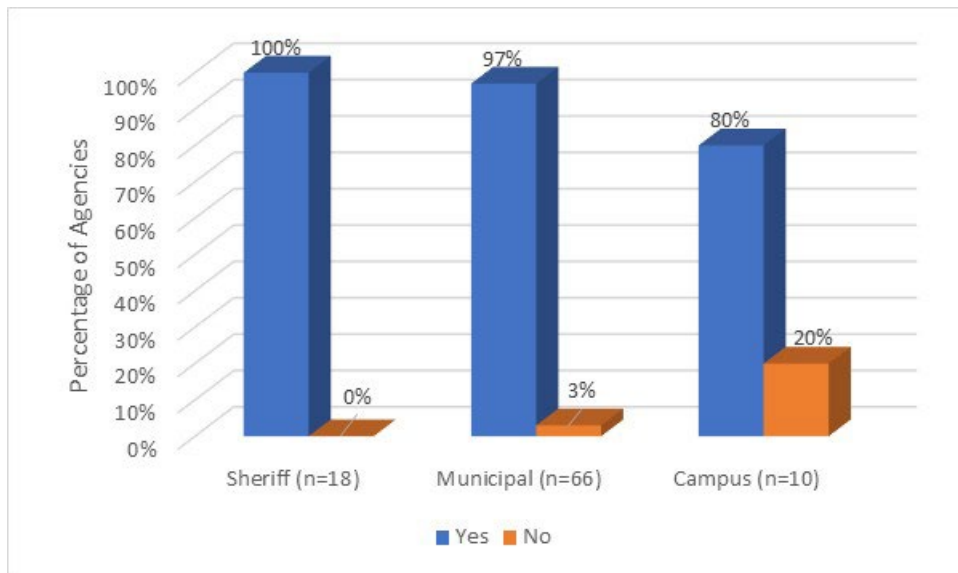


Figure 9. Target Practice with Firearm Following Jog or Sprint by Agency Type



Regarding motor vehicle pursuits, agencies were first asked if they had a written motor vehicle pursuit policy, and if so, how restrictive their policies were. Overall, 91 of 95 respondents (96%) reported having a written policy. Figure 10 presents the data by agency type. As shown, 100% of sheriffs' offices, 97% of municipal agencies, and 80% of campus police departments reported having a written policy.

Figure 10. Written Vehicular Pursuit Policy by Agency Type



Agencies were also asked about the restrictiveness of their written motor vehicle pursuit policies. The results are presented in Table 3. Among all agencies, the majority (77%) reported having a restrictive policy, followed by judgmental (14%), discouragement (5%) and prohibition (1%). When disaggregated by agency type, we again see that the majority of agencies had restrictive policies, though campus police departments were somewhat less likely to do so (60%).

Table 3. Type of Written Vehicular Pursuit Policy for All Agencies and by Agency Type

Agency Type	Prohibition		Discouragement		Restrictive		Judgmental		None	
	N	%	N	%	N	%	N	%	N	%
All Agencies (n=96)	1	1.0	5	5.2	74	77.1	13	13.5	3	3.1
Sheriff (n=18)	0	0	0	0	14	77.8	4	22.2	0	0
Municipal (n=68)	1	1.5	4	5.9	54	79.4	8	11.8	1	1.5
Campus (n=10)	0	0	1	10.0	6	60.0	1	10.0	2	2.0

Notes: *Prohibition* = prohibits all pursuits; *Discouragement* = discourages pursuits but does not prohibit; *Restrictive* = restricts decisions of officers to specific criteria such as type of offense or speed; *Judgmental* = leaves decision to officer's discretion; *None* = agency does not have a written policy.

Table 4 below indicates the prohibitions and mandates of vehicular pursuit policies by agency type. All sheriffs' offices, 99% of municipal and 55% of campus police departments mandate the use of a seat belt. Pursuits for misdemeanors, traffic, or civil infractions are prohibited in 33% of sheriffs' agencies and 55% of municipal agencies and campus police departments. Caravanning is prohibited in 78% of sheriffs' agencies, 66% of

municipal agencies, and 27% of campus police departments. Eighty-three percent of sheriffs’ offices, 72% of municipal agencies, and 55% of campus police departments limit the number of vehicles in a pursuit, while only 61% of sheriffs’ offices and 54% of municipal agencies prohibit wrong way (in a one-way) pursuits. No campus police departments prohibit such pursuits. Eighty-three percent of sheriffs’ offices, 64% of municipal agencies, and 36% of campus police departments mandate the termination of a vehicular pursuit when communication with dispatch has been lost. Further, 83% of sheriffs’ offices, 87% of municipal agencies, and 45% of campus police departments mandate the termination of a vehicular pursuit when sight of the suspect has been lost. Termination of a vehicular pursuit if apprehension can be completed at a later time and there is no immediate threat is mandated in 94% of sheriffs’ offices, 91% of municipal agencies, and 55% of campus police departments. High-speed boxing-in of vehicles is prohibited in 50% of sheriffs’ offices, 84% of municipal agencies, and 18% of campus police departments. Ramming of vehicles is also prohibited in 94% of sheriffs’ offices, 91% of municipal agencies, and 64% of campus police departments. Finally, the use of firearms during vehicular pursuits is prohibited in 78% of both sheriffs’ offices and municipal agencies, as well as in 18% of campus police departments.

Table 4. Vehicular Pursuit Policy Prohibitions and Mandates

Policy	Sheriff (n=18)	Municipal (n=67)	Campus (n=10)
Seat Belts Mandatory	100%	99%	55%
Pursuit for Misdemeanor Prohibited	33%	55%	55%
Caravanning Prohibited	78%	66%	27%
Limit on # of Agency Vehicles in Pursuit	83%	72%	55%
Wrong Way in One-way Prohibited	61%	54%	0%
Must Terminate when Communications Lost	83%	64%	36%
Must Terminate when Sight Lost	83%	87%	45%
Pursuit Prohibited if Later Apprehension Possible	94%	91%	55%
High Speed ‘Boxing-In’ Prohibited	50%	84%	18%
Vehicle Ramming Prohibited	94%	91%	64%
Firearms Prohibited During Pursuits	78%	78%	18%

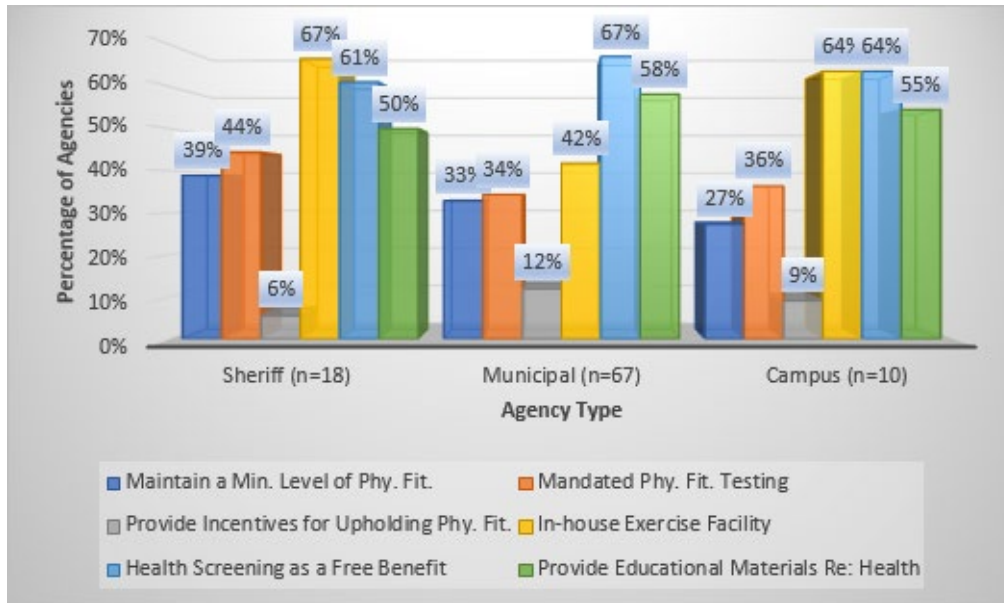
Physical Fitness and Stressors

This section introduces statistics regarding the physical fitness mandates and policies of law enforcement agencies. We also present information regarding the programs and policies related to dealing with the stressors of being a law enforcement officer.

Figure 11 below presents information regarding the physical fitness practices by agency type. A high percentage of sheriffs’ offices (61%), municipal agencies (67%), and campus police departments (64%) provide health screenings as a free benefit of employment. In-house exercise facilities are provided to officers in 67% of sheriffs’ offices, 42% of municipal agencies, and 64% of campus police departments. The requirement of maintaining a

minimum level of physical fitness is mandated in only 39% of sheriffs’ offices, 33% of municipal agencies, and 27% of campus police departments. Furthermore, only 6% of sheriffs’ offices, 12% of municipal agencies, and 9% of campus police departments provide incentives for meeting these minimum physical fitness standards.

Figure 11. Physical Fitness Practices by Agency Type



The available counseling or treatment topics provided by agencies are presented below, in Table 5. As outlined in the table, depression counseling is provided in 83% of sheriffs’ offices, 81% of municipal agencies, and 73% of campus police departments. Anxiety counseling is provided in 83% of sheriffs’ offices, 79% of municipal agencies, and 73% of campus police departments. PTSD services are provided in 89% of sheriffs’ offices, 79% of municipal agencies, and 64% of campus police departments. Drug or alcohol abuse services are provided in 83% of sheriffs’ offices, 81% of municipal agencies, and 64% of campus police departments. Gambling counseling is provided in 78% of sheriffs’ offices, 66% of municipal agencies, and 45% of campus police departments.

Physical disease and ailment treatments and counseling services were also surveyed. Heart disease treatment counseling is available in 72% of sheriffs’ offices, 75% of municipal agencies, and 64% of campus police departments. Hypertension (high blood pressure) treatment is available in 72% of sheriffs’ offices, 76% of municipal agencies, and 64% of campus police departments. Diabetes treatment and counseling are provided by 72% of sheriffs’ offices, 70% of municipal agencies, and 64% of campus police departments. Furthermore, obesity counseling services are available at 78% of sheriffs’ offices, 73% of municipal agencies, and 55% of campus police departments. Burnout counseling is provided in 78% of sheriffs’ offices, 73% of municipal agencies, and 45% of campus police departments. Lastly, therapy for back pain is provided in 67% of sheriffs’ offices, 70% of municipal agencies, and 55% of campus police departments.

Additionally, familial and at-home counseling topics were surveyed. Divorce counseling was provided in 67% of sheriffs’ offices, 70% of municipal agencies, and 45% of campus police departments. Child custody issues counseling was provided in 67% of sheriffs’ offices, 64% of municipal agencies, and 45% of campus police departments. Familial death counseling was provided in 83% of sheriffs’ offices, 73% of municipal agencies, and

73% of campus police departments. Domestic violence counseling was provided in 78% of sheriffs' offices, 75% of municipal agencies, and 64% of campus police departments. Suicide counseling was provided in 83% of sheriffs' offices, 79% of municipal agencies, and 55% of campus police departments. Occupational Stressors counseling was provided in 44% of sheriffs' offices, 52% of municipal agencies, and 18% of campus police departments. Organizational stressors counseling was provided in 39% of sheriffs' offices, 49% of municipal agencies, and 27% of campus police departments. Overall health and wellbeing counseling was provided in 39% of sheriffs' offices, 54% of municipal agencies, and 27% of campus police departments. Life event stressors counseling was provided in 33% of sheriffs' offices, 42% of municipal agencies, and 18% of campus police departments.

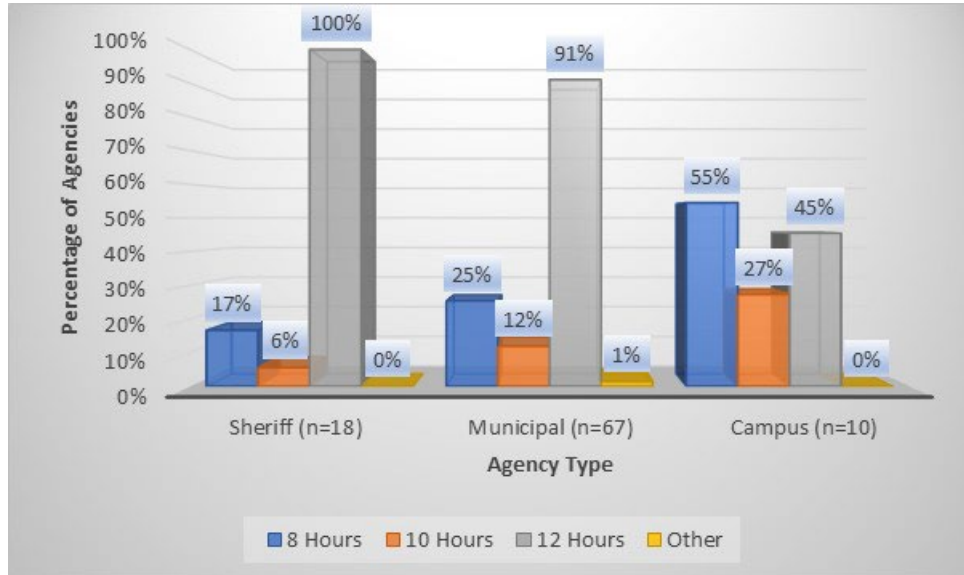
Table 5. Counseling or Treatment Services Available for Health Issues by Agency Type

Health Issue	Sheriff (n=18)	Municipal (n=67)	Campus (n=10)
Depression	83%	81%	73%
Anxiety	83%	79%	73%
PTSD	89%	79%	64%
Drug/Alcohol Abuse	83%	81%	64%
Gambling	78%	66%	45%
Heart Disease	72%	75%	64%
Hypertension	72%	76%	64%
Diabetes	72%	70%	64%
Obesity	78%	73%	55%
Burnout	78%	73%	45%
Back Pain	67%	70%	55%
Divorce	67%	70%	45%
Child custody issues	67%	64%	45%
Death in the family	83%	73%	73%
Domestic violence	78%	75%	64%
Suicide	83%	79%	55%
Occupational Stressors	44%	52%	18%
Organizational Stressors	39%	49%	27%
Health and wellbeing	39%	54%	27%
Life event stressors	33%	42%	18%

Variation in shift lengths, shift rotations, and extended work hours (e.g., overtime) may all impact officer fatigue and stress levels (Figure 12). When asked what shift lengths are used in their agency, 27% of respondents indicated 8-hour shifts, 12% reported 10-hour shifts, 84% reported 12-hour shifts, and 1% reported that their agency used some other shift length (8.5 hours). However, many of the participating agencies reported using more than one shift length, thus the presented responses do not remain mutually exclusive. Figure 13 categorizes these findings according to agency type. A significant portion of Sheriff and Municipal agencies indicated they offered 12-hour shifts, with all (100%) Sheriff departments and 91% of Municipal departments reporting so. Campus

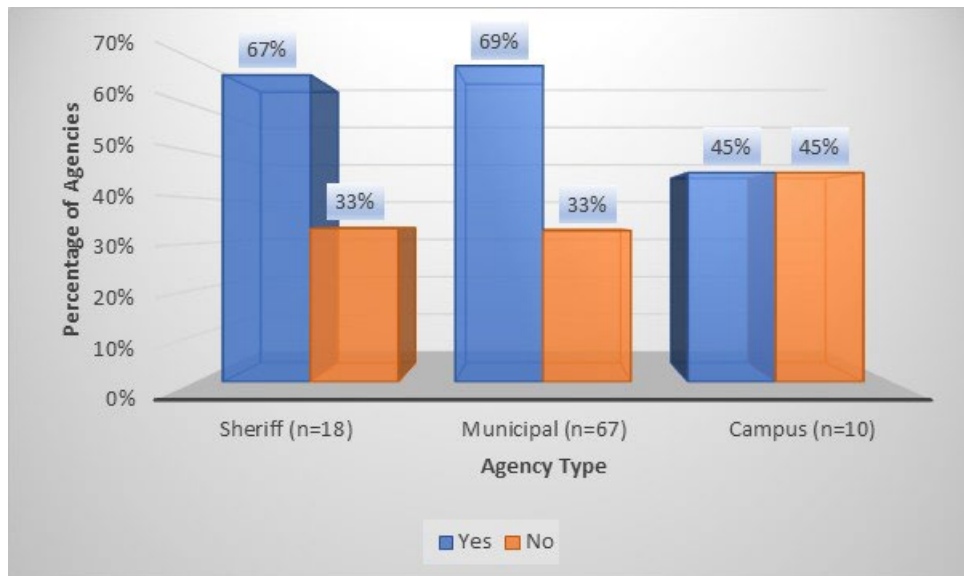
Police Agency's reported varied shift lengths, indicating that 55% used 8-hour shifts, 27% used 10-hour shifts and 45% use 12-hour shifts.

Figure 12. Shift Length by Agency Type



Regarding shift rotations, 66% of 96 agencies reported using rotating shifts. When asked about the frequency of shift rotations, out of the 63 agencies that rotated shifts, 29.0% did so every 28 days (about 4 weeks), 16% did so "monthly," and the remaining agencies reported using various other schedules. Figure 13 below disaggregates this data by agency type, indicating that 67% of sheriff agencies, 69% of municipal agencies and 45% of campus agencies reported implementing shift rotations.

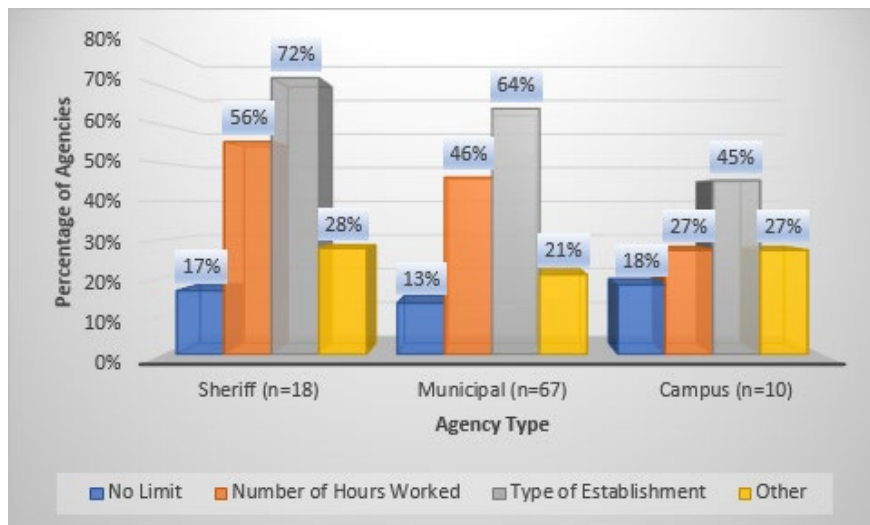
Figure 13. Shift Rotations by Agency Type



When asked whether agencies placed limits on the number of overtime hours their officers can work, of 95 respondents overall, 42% reportedly place limits on overtime hours. Disaggregating by agency type, exactly half (50%) of sheriffs' agencies limited overtime hours, 43% of municipal agencies did so, while 20% of campus police departments limited overtime hours (Table/Figure not shown).

Respondents also were asked what restrictions, if any, were placed on sworn personnel working outside their agency (e.g., off-duty job, extra duty). Overall, 15% of 96 respondents indicated their agency had no restrictions, 49% limited the number of hours officers could work outside of their agency, and 64% restricted the types of external employment officers could engage in. Figure 14 provides this information by agency type. The majority of agency-imposed restrictions are on the types of establishments where officers can work overtime, with 72% of sheriff agencies, 64% of municipal agencies, and 45% of campus agencies reporting such restrictions. The second most common type of restriction across the agencies was the number of hours worked, with 56% of sheriff agencies, 46% of municipal agencies, and 27% of campus agencies limiting the number of overtime hours.

Figure 14. Overtime Restrictions by Agency Type



Mental/Emotional Health and Well-being

Mental and emotional health and well-being topics were surveyed to gauge the mental health support practices being utilized and provided by agencies across the state. General services were surveyed and presented in Table 5, followed by specialized services tailored to female and minority officers presented in Figure 13.

Table 6 presents the mental health support services available to officers by agency type. Crisis intervention teams are available in 44% of sheriffs' offices, 39% of municipal agencies, and 45% of campus police departments. Phonenumber support is provided to officers in 44% of sheriffs' offices, 46% of municipal agencies and 36% of campus police departments. Website support is provided to officers in 11% of sheriffs' offices, 33% of municipal agencies and 18% of campus police departments. Immediate Trauma support is provided to officers in 100% of sheriffs' offices, 82% of municipal agencies and 64% of campus police departments while prolonged trauma support is provided to officers in 83% of sheriffs' offices, 78% of municipal agencies and 64% of campus police departments. Off-duty-related mental health support is provided to officers in 89% of sheriffs' offices, 72% of municipal agencies and 36% of campus police departments. Support for families of officers with mental health trauma is provided to officers in 78% of sheriffs' offices, 69% of municipal agencies and 9% of campus police

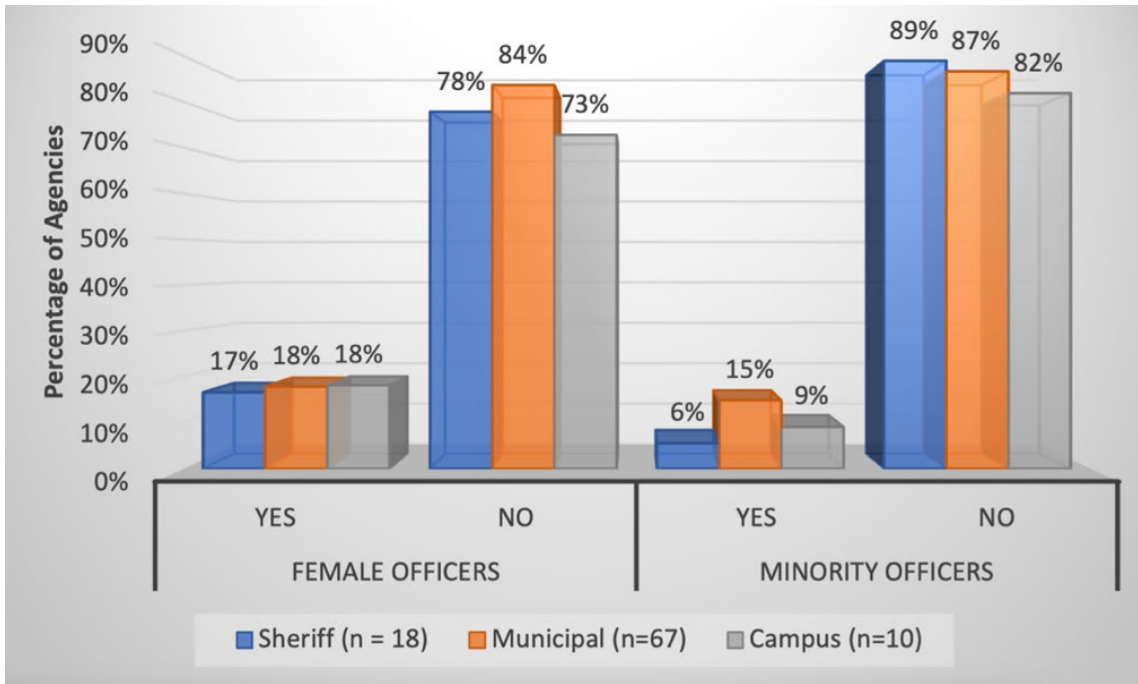
departments. Mental health facility access is available to officers in 78% of sheriffs’ offices, 9% of municipal agencies and 36% of campus police departments. A mental health professional is on staff and provided to officers in 6% of sheriffs’ offices, 55% of municipal agencies and 18% of campus police departments. Mental health in-service training is provided to officers in 61% of sheriffs’ offices, 55% of municipal agencies and 45% of campus police departments. A mandatory transfer or time off policy following traumatic incidents is present in 50% of sheriffs’ offices, 52% of municipal agencies and 18% of campus police departments. Phonenumber support is provided to officers in 44% of sheriffs’ offices, 52% of municipal agencies and 27% of campus police departments. Finally, mindfulness training is offered by 17% of sheriffs’ offices, 37% of municipal agencies, and 9% of campus police departments.

Table 6. Mental health support practices by agency type

Support Type	Sheriff (n=18)	Municipal (n=67)	Campus (n=10)
Crisis Intervention Team	44%	39%	45%
Phonenumber Support	44%	46%	36%
Website Support	11%	33%	18%
Immediate Trauma Support	100%	82%	64%
Prolonged Trauma Support	83%	78%	64%
Off-duty-related Mental Health Support	89%	72%	36%
Support for Families of Officers with Mental Health Trauma	78%	69%	9%
Mental Health Facility Access	78%	9%	36%
Mental Health Professional on Staff	6%	55%	18%
Mental Health In-service Training	61%	55%	45%
Mandated Transfer/Time-off Policy Following Traumatic Events	50%	52%	18%
Mandated Officer-involved Shooting Counseling	44%	52%	27%
Mindfulness Training	17%	37%	9%

Figure 15 below shows the percentage of agencies, by agency type, that officer support tailored to female and minority officers. Specialized support is offered to female officers by 17% of sheriffs’ offices, 18% of municipal agencies, and 18% of campus police departments. Specialized support for minority officers is offered to officers by 6% of sheriffs’ offices, 15% of municipal agencies, and 9% of campus police departments.

Figure 15. Specialized Support by Agency Type



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Appendix: Survey Instrument

<p>Hunter M. Boehme, M.A. Department of Criminology & Criminal Justice RETURN 1305 Greene Street TO: University of South Carolina Columbia, SC 29208 FAX: 803-777-9600 EMAIL: boehme@mailbox.sc.edu</p>	<p><u>South Carolina Law Enforcement Officer Safety and Wellness Survey (2019)</u></p> <p>University of South Carolina Department of Criminology & Criminal Justice</p>
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Welcome to the *Law Enforcement Officer Health and Wellness Survey*. The goal of this survey is to assess the resource capacity of law enforcement agencies across the State of South Carolina. To accomplish this goal, we ask that you answer the questions below. This will help us better understand current resources and policies regarding wellness of officers/deputies. The survey is only 8 pages in length and should take only a brief amount of your time to complete. Your honest and candid responses are critical to the success of this study, and all information provided will be kept confidential. Although we do ask for identifying agency and respondent contact information (in case we have follow up questions), once data collection is complete the data will be deidentified so that responses cannot be linked to specific agencies. Furthermore, analysis of responses will be done in the aggregate only. We greatly appreciate your assistance, and findings will be disseminated to participating agencies.

INSTRUCTIONS

- Please print your written responses.
- Complete each page and do not leave any items blank.
- Mail the completed survey in the prepaid, self-addressed envelope within two weeks of receiving it.
- Retain a copy of the completed survey for your records as project staff may call to clarify responses.
- If you have any questions regarding the survey, please call or email Bob Kaminski at (803) 521-1364 / kaminskb@mailbox.sc.edu or Hunter Boehme at (336) 655-3996 / boehme@email.sc.edu.

SECTION A. AGENCY INFORMATION

-
1. Agency Name: _____

 2. City: _____ Zip Code: _____

 3. County Name: _____ State: _____

 4. Respondent Name: _____ Contact #: _____

 5. Contact Email: _____

 6. Respondent Position: _____ Rank: _____

 7. Which category below best describes your agency
 - Sheriff's Office – full service
 - Sheriff's Office – jail operations, court security, etc. – no regular patrol
 - Municipal or County Police Department
 - Other (please specify) _____

 8. How many full-time sworn officers/deputies does your agency currently employ?

9. What is the size of the resident population served by your agency?

SECTION B. OFFICER OPERATIONAL SAFETY

10. Approximately what percentage of your agency's regular patrols are two-officer units?

11. Does your agency REQUIRE uniformed field/patrol officers to wear protective body armor while in the field?

- Yes – all the time
- Yes – in some circumstances
- No

12. Does your agency require uniformed field/patrol officers to wear their seat belt while driving or riding in an agency vehicle?

- Yes – all the time
- Yes – in some circumstances
- No

13. Which of the following best describes your agency's written policy for pursuit driving? Mark only one response.

- N/A – Agency does not have a written policy pertaining to vehicle pursuits)
- Prohibition (prohibits all pursuits)
- Discouragement (discourage all pursuits but does not prohibit)
- Restrictive (restricts decisions of officers to specific criteria such as type of offense or speed)
- Judgmental (leaves decision to officer's discretion)

14. Which of the following best describes your agency's written policy or procedural directive for foot pursuits? Mark only one response.

- N/A – Agency does not have a written policy pertaining to foot pursuits)
- Prohibition (prohibits all foot pursuits)
- Discouragement (discourage all foot pursuits but does not prohibit)
- Restrictive (restricts decisions of officers to specific criteria)
- Judgmental (leaves decision to officer's discretion)

Other (specify)

Foot Pursuit Policy and Training (please read definitions below before answering the questions):

Foot pursuit - A foot pursuit is an attempt by an officer to follow or track, on foot, a fleeing person who is attempting to avoid arrest, detention or observation.

Partner Splitting - "Partner splitting" during a foot pursuit occurs when loss of visual contact, distance or obstacles separates partners to a degree that they cannot immediately assist each other should a confrontation take place. For the purposes of this survey, partner splitting does not pertain to lone officers assigned to static containment positions.

Containment - The establishment of a perimeter to keep a suspect within a specified area and prevent escape.

Excluding **emergency exceptions** (e.g., imminent danger to officers or civilians), indicate which of the following apply to foot pursuits in your agency. If an item does not apply to your agency, check N/A. Please answer each item. *Note: We recognize that agencies vary on whether or not they deploy one or two officers/deputies in a patrol unit. Thus, we specify in some of the questions below whether we are referring to situations involving a lone officer.*

15. Single officer may close in & individually apprehend fleeing suspects
 Yes No Not Sure N/A
16. Single officer may pursue but apprehend suspects only using containment
 Yes No Not Sure N/A
17. Single officer must cease a foot pursuit if communication with dispatch/communication center is lost
 Yes No Not Sure N/A
18. Single officer must cease a foot pursuit after losing sight of a fleeing suspect
 Yes No Not Sure N/A
19. Single officer may pursue fleeing suspects into buildings & other structures
 Yes No Not Sure N/A
20. Officers may engage in partner-splitting during foot pursuits
 Yes No Not Sure N/A
21. Officers are allowed to “taser” suspects actively running away from them
 Yes No Not Sure N/A
22. Field Sergeants are required to respond to the terminus of foot pursuits
 Yes No Not Sure N/A
23. Officers are required to radio in pursuit-related information before or within the first few seconds of engaging in a foot pursuit
 Yes No Not Sure N/A
24. Foot pursuits are debriefed by a Field Sergeant or other supervisor, even when there is no significant use of force or injury to an officer or civilian
 Yes No Not Sure N/A
25. Does your agency provide in-service training specifically on foot pursuits to your officers?
 Yes No Not Sure
26. How often does your agency provide in-service training on foot pursuits?
 Biannually
 Annually
 Semiannually
 As needed

Other _____

As part of in-service training on foot pursuits are officers required to run (jog or sprint) before simulating a physical struggle with a suspect (e.g. Red Man Suit) or engage in target practice with their firearm? Select all that apply. If your agency does not provide in-service training on foot pursuits, please select "N/A."

27. Simulating a physical struggle Yes No Not sure

28. Target practice with firearm Yes No Not sure

29. Which of the following topics are covered during in-service training? Check all that apply.

Physical use-of-force tactics

Less-lethal weapons (Tasers, pepper spray, etc.)

Pursuit driving

Foot pursuits

Force de-escalation techniques

Mediating domestic conflicts

Other (please specify): _____

SECTION C. POLICE OFFICER STRESSORS

30. Which shift lengths are used in your agency (check all that apply)

8-hour

10-hour

12-hour

Other (please describe): _____

31. Are shifts rotated among sworn personnel in your agency?

Yes No

If yes, how frequently are shifts rotated? _____

32. What restrictions were placed on sworn personnel working outside your agency (e.g., off duty job / extra duty) *Include overtime employment arranged by your agency*

No limits

Number of hours worked

Type of establishment

Other criteria (please specify): _____

33. Does your agency limit the number of overtime hours individual sworn personnel can work for your agency?

Yes No

34. Does your agency provide in-service training regarding the following stressors related to policing? (Check all that apply)

Public/media scrutiny and coverage

Encountering victims of crime and fatalities (particularly of vulnerable populations; e.g., children)

Encountering violent and unpredictable situations (e.g., assaults on officers, impaired civilians, etc.)

Officer-involved shootings

35. Are disciplinary decisions made by sergeants, lieutenants, and/or captains reviewed by the head of the department to examine potential unfair, negative/unjustified disciplines towards patrol officers?

Yes No

36. Do you provide some form of sensitivity/recognition training to leaders regarding officer stressor/health issues?

Yes No

37. What criteria does the agency examine in evaluating patrol officers for promotions?

Years in service

Educational obtainment

Arrests/citations

Problem-solving

Commendations

Other (please specify): _____

38. Do patrol officers have a say in policy and administrative decision-making?

Yes No

39. Does your agency have a policy that requires officers to maintain a minimal level of physical fitness?

Yes No

40. Does your agency test the physical fitness of its officers?

Yes No

If yes, how frequently? _____

41. Does your agency provide any incentives to officers for maintaining a minimal level of physical fitness?

Yes No

If yes, what is an example of the incentives? _____

42. Does your agency have an in-house exercise facility?

Yes No

43. Does your agency have a health (e.g., heart health) screening program as a free benefit to sworn employees?

Yes No

44. Does your agency provide educational materials to its sworn personnel on making healthy lifestyle choices?

Yes No

45. Is counseling available to officers for the following potential consequences related to the stressors of policing?

Depression Yes No

Anxiety Yes No

- | | | |
|--------------------|------------------------------|-----------------------------|
| PTSD | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Drug/Alcohol Abuse | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Gambling | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Heart Disease | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Hypertension | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Diabetes | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Obesity | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Burnout | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Back Pain | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

46. Are resources available to your officers for the following potential life-events?

- | | | |
|----------------------|------------------------------|-----------------------------|
| Divorce | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Child custody issues | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Death in the family | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Domestic violence | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Suicide | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

47. Do you provide in-service training to new hires regarding the following issues?

- | | | |
|---|------------------------------|-----------------------------|
| Occupational stressors (e.g., shift length/rotations) | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Organizational stressors (e.g., upward mobility) | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Health and wellbeing (e.g., obesity) | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| Life event stressors (e.g., divorce) | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

48. What other pre-retirement support groups to officers?

- Yes No

49. Does your agency offer specialized support services for female officers?

- Yes No

50. Does your agency offer specialized support services for minority officers?

- Yes No

51. Does your agency offer training that teaches healthy coping mechanisms to your officers?

- Yes No

52. Does your agency provide “mindfulness” training to officers?

- Yes No

SECTION D. OFFICER MENTAL HEALTH

53. How does your agency define “mental health issues” for employees?

54. How would you assess this statement: relative to agencies similar to yours, how would you rank your agency regarding the services and support you provide for employees with mental health issues?

- Below average Average Above average

55. Does your agency collect information on the number of officers impacted by mental health issues and what these issues are for creating strategies to address these issues?

Yes No

56. Has your agency in the past five years sought external funding to conduct research on officer's mental health or participated in a study of an innovative program to address these issues?

Yes No

57. Does your agency have a crisis-intervention team or other specialized unit to deal with individual's in your jurisdiction with mental health issues?

Yes No

58. Does your agency maintain a phonenumber or provide access to a phonenumber which offers immediate support to officers with mental health issues?

Yes No

59. Does your agency maintain a website or provide access to a website which offers immediate support to officers with mental health issues?

Yes No

60. Does your agency make specialized intervention strategies available immediately after incidents where officers could experience trauma (e.g. officer involved shooting, domestic violence calls, etc.)?

Yes No

61. Does your agency make specialized intervention strategies available to officers who experience traumatic incidents on an on-going basis after the incident (e.g. weeks or months)?

Yes No

62. Does your agency make available support or services for unrelated, off-duty mental health issues for officers (marriage trouble, financial trouble, etc.)?

Yes No

63. Does your agency make available internal or external support options for the families of officers involved with traumatic incidents or exhibiting mental health issues?

Yes No

64. Does your agency maintain partnerships with mental health service providers in your jurisdiction to facilitate access to support for officers?

Yes No

65. Does your agency collaborate with other agencies to combine resources for the treatment of mental health issues (e.g. employee assistance programs, peer support groups, etc.)?

Yes No

66. Does your agency have a mental health professional on the staff?
 Yes No

67. Does your agency provide in-service training which presents both awareness to mental health issues and/or strategies for dealing with these issues?
 Yes No

68. Does your agency maintain a policy of transferring officers to other assignments or mandate time-off immediately after traumatic incidents?
 Yes No

69. Does your agency maintain a policy which requires mandatory mental health services for participants in officer-involved shootings?
 Yes No

70. Does your agency conduct training for executives to inform them about how to best manage possible mental health issues with employees?
 Yes No

Thank you for your participation in this study!