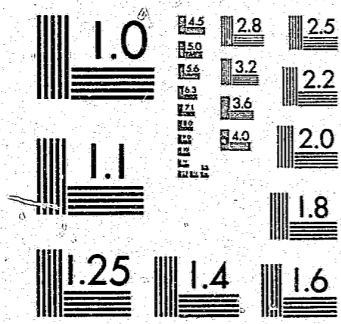


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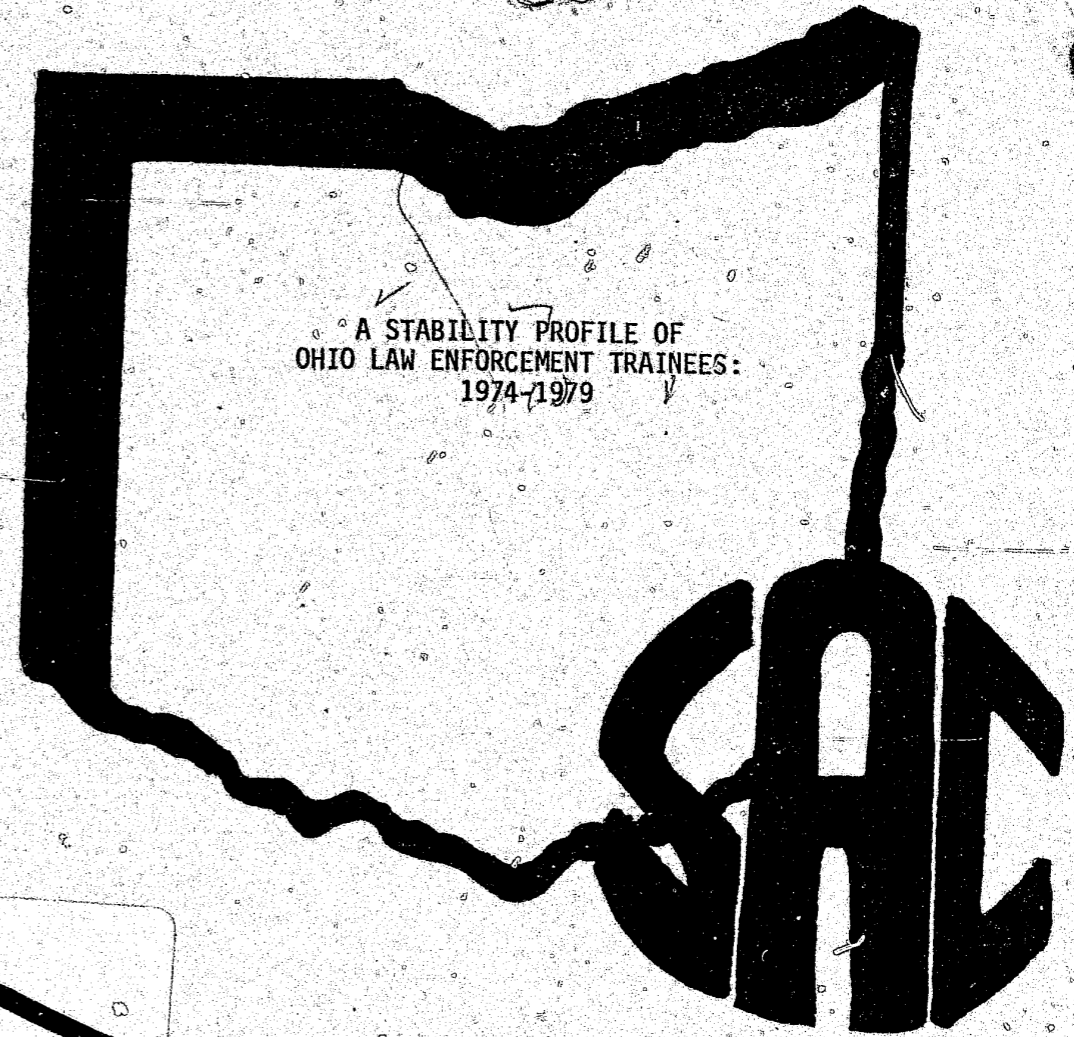
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A STABILITY PROFILE OF  
OHIO LAW ENFORCEMENT TRAINEES:  
1974-1979

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OFFICE OF CRIMINAL JUSTICE SERVICES  
DEPARTMENT OF ECONOMIC AND COMMUNITY DEVELOPMENT

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THE STATISTICAL ANALYSIS CENTER

A STABILITY PROFILE OF  
OHIO LAW ENFORCEMENT TRAINEES:  
1974-1979

Background

Under the auspices of the Ohio Peace Officer Training Council (OPOTC), the State of Ohio's accredited training schools have provided mandated training for more than 30,000 peace officers since 1966.\* That large number prompts some important questions about both the nature of training and the role of law enforcement in Ohio. Who are these entering law enforcement officers, where do they come from and, perhaps most importantly, what happens to them after they leave the OPOTC accredited training institutions?

Some light was shed on these questions as a by-product of some recent research conducted for OPOTC by the Office of Criminal Justice Services (OCJS). OCJS is at the front end of a 15-month law enforcement task analysis study aimed at documenting the frequency, criticality and learning difficulty of the numerous tasks performed by Ohio peace officers. (The study results should provide an empirical base for a wide range of personnel standards and decisions, as well as document the importance of the current mandated training program.). In order

\* Does not include private security officers.

to identify a method for establishing a survey sample for the task analysis study, OCJS staff drew a random, sequential sample of 317 officer record cards from the central OPOTC files (or, about 1% of the total number).\*\* From this draw, 125 of the case officers were identified as having completed basic training during the six year period, 1974-1979. This time frame is significant for two reasons:

1. 1974 saw the last major revision in OPOTC mandated training (hours); and
2. the task analysis study isolated these years as ideal for a base so as to survey officers who were in the "medium experience range."

In order to determine the turnover rate among these officers--and thus establish a calculation for ascertaining the necessary survey sample size--OCJS staff made direct telephone inquiries to the original home agency of each of the 125 officers. These inquiries determined whether the officer was still employed by the agency and, if so, at what rank. If the officer had left the agency, an attempt was made to learn his or her new employment location.

The results of these 125 agency contacts, then, constitute the main findings of this summary report.

\*\* Percentagewise, this is not an impressive sample size. However, the sample is reliable enough for the scope of this brief report because of the relatively large number of cases in the sample and, of course, because of the random nature of the selection. At any rate, the findings contained herein should be construed more as indicators for OPOTC decision-makers than as scientific evidence for the general public.

Findings: Current Employment Status

Table 1 illustrates that half of all Ohio peace officers certified from 1974 through 1979 had left their original parent agency by May, 1981.

TABLE 1

PRESENT STATUS OF OFFICERS CERTIFIED 1974-1979

Original Agency . . . . .	.58	(46.4%)
Gone From Original Agency . . . . .	.62	(49.6%)
Destination Unknown. . . . .	.38	(30.4%)
Gone to Smaller Agency . . . . .	.8	( 6.4%)
Gone to Larger Agency. . . . .	.8	( 6.4%)
Gone to Private Security . . . . .	.1	( .8%)
Laid Off . . . . .	.2	( 1.6%)
Retired. . . . .	.3	( 2.4%)
Died . . . . .	.2	( 1.6%)
No Answer	5	(4%)
	125	(100%)

It is not immediately discernible whether the existing officers left because their morale and sense of mobility were too high or too low in the environment of the original agency, although it would be dangerous to automatically assume the latter. A fair number of the exits (39%) were either circumstantial (lay-offs, retirements, deaths) or involved moves to other law enforcement agencies. This at least leaves open the possibility that many of the turnovers left their original agencies for what could have been positive reasons.

Among those 58 officers who were still employed by their original agencies in 1981, 47 remained in entry level positions (or their equivalent), most often in a patrol capacity. Table 2 reflects the mobility pattern of the 58 officers still employed by their original agencies.

Evidence of promotions can be seen in less than 20% of the cases (8-10), and even these could have been something less than actual promotions if they occurred in very small agencies.

TABLE 2

CURRENT JOB STATUS AMONG OFFICERS STILL EMPLOYED BY ORIGINAL AGENCIES\*

Sergeant. . . . .	3	( 5.2%)
Patrol Officer. . . . .	28	(48.2%)
Auxiliary Patrol Officer. . . . .	8	(13.8%)
Special Deputy. . . . .	5	( 8.6%)
Deputy. . . . .	7	(12.1%)
Reserve Deputy. . . . .	1	( 1.7%)
Marshall. . . . .	2	( 3.4%)
Jailer. . . . .	1	( 1.7%)
Dispatcher. . . . .	1	( 1.7%)
Security (state). . . . .	1	( 1.7%)
NA. . . . .	1	( 1.7%)
	58	( 99.8%)

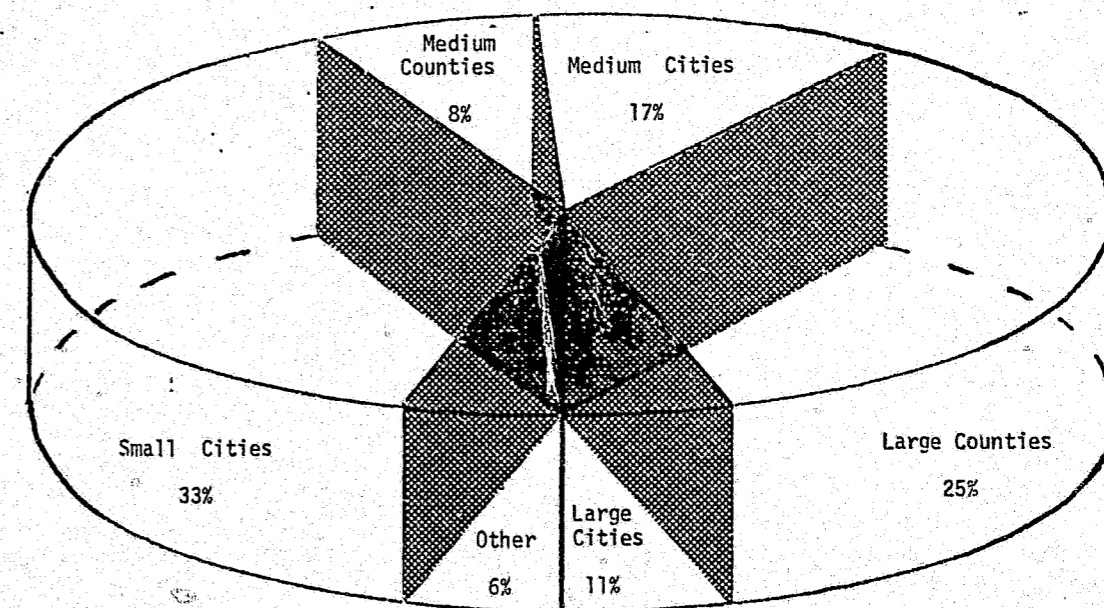
Findings: Effect of Jurisdiction Size

It could reasonably be supposed that agency and jurisdiction size would influence turnover rates within law enforcement agencies. This supposition is grounded in the more attractive salary schedules, fringe benefits, equipment, and advancement opportunities to be found

\* Since the total number of OPOTC certified trainees did not fluctuate greatly from year to year during the period, and since 1979 was the low year in the series, the large number of entry level positions in Table 2 cannot be due to a glut of officers trained during the latest year of the period. ("Annual Report: 1980" OPOTC, p.10).

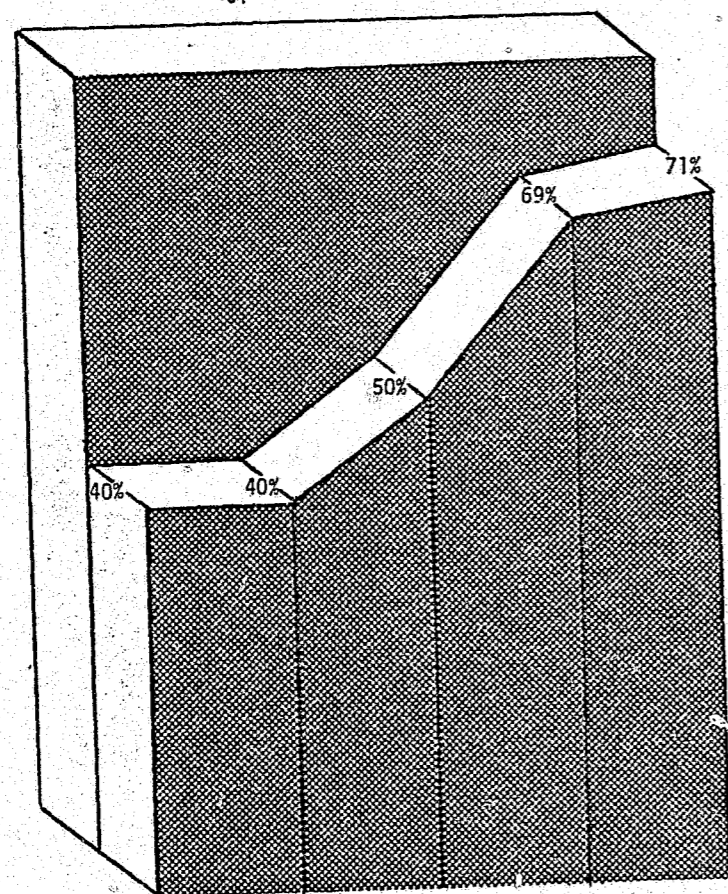
in the larger urban departments which, therefore, should be experiencing lower turnover rates. To a certain extent this belief is borne out by the make-up of the survey sample itself. Since the sample base is the OPOTC training files, composed of new law enforcement officers, any disproportionately large number of drawn cases would indicate a higher turnover rate for that jurisdiction (size) grouping. Figure 1 illustrates that the jurisdictional groupings within the sample do not, in fact, correspond to actual employment figures.

Figure 1  
Breakout of Sample  
by  
Type of Jurisdiction



The greatest discrepancy can be seen among municipal police departments. Large cities (over 100,000 population) employ nearly half of all of Ohio's municipal police officers, and more than three times the number employed in small municipalities. The sample, however, reversed this proportion, so that small city officers outnumbered their large city counterparts by a three-to-one margin. Clearly the turnover rates, with their correlated demands for more training of new officers, are higher among the small municipal agencies.

Figure 2  
Percent of Officers Still Employed  
by Original Agency  
by  
Type of Jurisdiction



Small Cities	Large Counties	Medium Counties	Large Cities	Medium Cities
(under 15,000)	(over 100,000)	(25,000-100,000)	(over 100,000)	(15,000-100,000)

There is other evidence from the sample to support this conclusion.\* Figure 2 demonstrates the increased stability among the larger city agencies, although the correlation is not a perfect one as the medium sized cities also proved quite stable. The larger cities exhibited 75% more "stays" among their sample representatives than did the small city agencies, wherein 60% of the 1974-79 OPOTC trainees had left their departments by 1981. It is worth noting that 10 of the 40 small city officers left to continue law enforcement careers elsewhere, with 7 of these going to larger agencies. Again, the upward direction of stability appears evident.

It is initially surprising and seemingly contradictory that large counties had also lost 60% of their officers from the sample. One explanation for this might be the healthy number of alternate job opportunities available in urban counties which could drain off sheriff's personnel. (Pay differences could explain why the same phenomenon does not occur among large city law enforcement officers.) A further explanation might be reduced number of law enforcement responsibilities in the large counties where municipal saturation deprives the sheriff of jurisdictional area. In such counties most sheriffs' duties center around the county jail systems rather than more traditional roles of law enforcement officers. Finances may also be crucial at this point. It may be significant that the sample's only two "layoffs" occurred in a large county agency.

\* The employment ("Money and Manpower": 1980, SAC) figures and training figures do not match up exactly, but are close enough to be significant given the dramatic difference. "Money and Manpower" defines "small cities" as those with less than 10,000 population, and deals with 1977 data.

**END**