

**“JUST
THE
FACTS”**



MTIBRS Training & Technical Assistance

2023 Law Enforcement Employee Survey:
The What, How & Why

Law Enforcement Employee Survey

- ▶ The FBI's Uniform Crime Reporting (UCR) program conducts an annual survey of law enforcement personnel & their salaries, including both sworn and non-sworn employees, as of **October 31st, 2023**:
 - ▶ County Sheriffs, Municipal Police, Airport Police, State Law Enforcement, State Corrections & University Police
 - ▶ School Resource Officer (SRO) Data
 - ▶ Montana also collects Part-Time/Reserve Officer personnel data

- Each year, the FBI conducts a law enforcement personnel survey, this includes salaries, sworn, non sworn, and even gender
- This includes all agencies within Montana, from municipalities, to airports to university police and yes even to state agencies – we collect SRO data and even part time/reserve officer numbers
- The FBI have been performing this survey since at least 1985 and Montana has been contributing to the survey since 2002

Survey Definitions

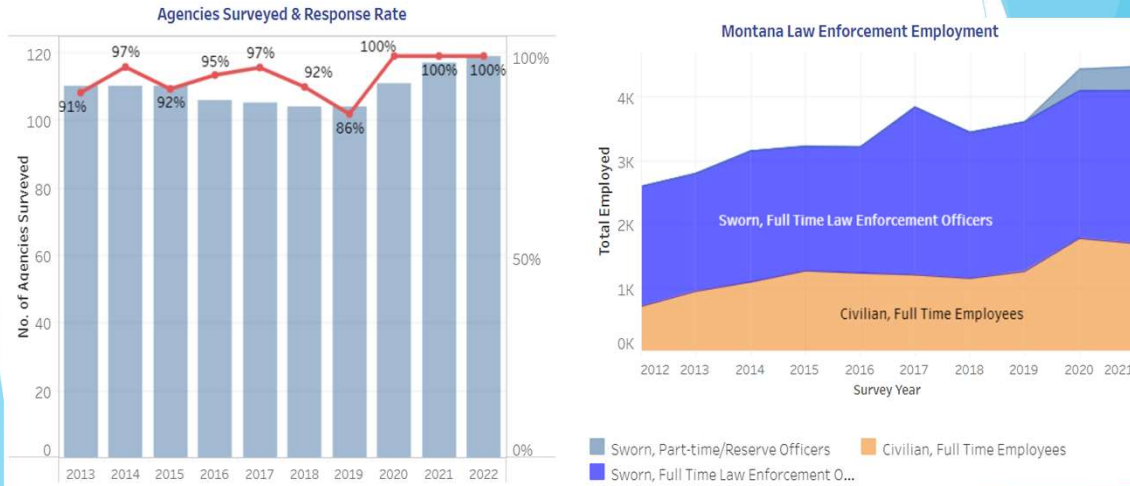
- ▶ Officers are Sworn personnel with full arrest powers & carry a weapon
 - ▶ Primary duties include responding to calls for police service, emergency situations, or crime scenes; performing routine patrol; rendering emergency services, enforcing criminal laws & traffic regulations; investigating violations of criminal laws & traffic accidents.
 - ▶ These salaries are paid from law enforcement funds. Correctional officers & police cadets should only be included in the officer counts if they are sworn & possess full arrest powers.

Survey Definitions

- ▶ Civilians are full-time employees of the agency, i.e., dispatchers, clerks, & parking attendants
 - ▶ These salaries are paid from law enforcement funds. Correctional officers that have no police or arrest powers outside the detention center, *should* be counted as *civilians* as long as their salaries are paid from the funds of the law enforcement agency.
 - ▶ Do not include employees that do not fall under your agency, i.e., sometimes dispatchers fall under one particular agency or are their own entity - clarify first before including them!

- I will pick on my old agency, Livingston PD here – so the dispatchers dispatch for both the PD and the SO, however, the dispatchers are employees of the City, specifically under the PD, so that means their numbers fall under the PD, NOT the SO's

Montana LE Survey 2013-2022



- As you can see here, between employee numbers and participation, the numbers fluctuate!
- But we have been on a roll here the past two years with 100% participation – we plan on making it three years in a row!
- In 2019 we began collecting data on Reserve and Part Time officers – as a former full time officer that also served in the capacity as both a part timer and a reserve, I can attest that this particular group of officers play a vital role within law enforcement in Montana, especially in today’s climate
- If you want to explore these numbers a bit more, they are available on our dashboards on our website – shout out to Autumn for getting these all updated

How Does this Benefit Agencies?

- ▶ The obvious - track employee numbers within our field!
- ▶ Data is used in the National Use of Force data collection and are a contributing factor in publication determination
- ▶ Agency survey submissions ensure that each agency are accurately represented and that all data can be processed and included in annual FBI publications: *Crime in the United States* and *Law Enforcement Officers Killed and Assaulted (LEOKA)*
- ▶ Shows law enforcement coverage per jurisdictions that focus on improving the safety of your community

- So how does the survey benefit agencies?
- The obvious - how do your agency's numbers differ from another agency of similar population? What about salaries?

Survey Completion

- ▶ Agencies were emailed yesterday with instructions on how to complete the survey
 - ▶ Emails are often sent to agency heads to complete
- ▶ Survey can be completed in our State repository or by completing the table provided in the email
- ▶ Survey is due by December 8th
 - ▶ Remember, only list numbers as of October 31st of this year!
 - ▶ Reach out if you or your Admin did not receive an email
- ▶ <https://mbcc.mt.gov/Data/Montana-Reports/Law-Enforcement-Personnel-in-Montana-Reports>

Upcoming Training

- ▶ November 22, 2023 - No Training, Happy Thanksgiving!
- ▶ December 6th, 2023 - Potential 2023 NIBRS Updates
 - ▶ Vendors invited!
- ▶ December 20th, 2023 - Finalized 2024 NIBRS Updates
 - ▶ Vendors invited!
 - ▶ Extended Meeting 1030-1200

- ▶ <https://mbcc.mt.gov/Data/MTIBRS-Training>

Do you have suggestions for future session topics? We'd love to hear them! Please email your ideas to MBCCdata@mt.gov

MBCC Contact Information



Montana Board of Crime Control

Statistical Analysis Center Staff

5 S. Last Chance Gulch | PO Box 201408 | Helena, MT 59620 | MBCCdata@mt.gov

Kathy Wilkins

Statistical Analysis Center Director

Office: 406-444-4298 | Email: kwilkins@mt.gov

Jess Hard

Data Integrity Analyst

Office: 406-444-2084 | Email: jess.hard@mt.gov

Autumn Frey

Data Integrity Analyst

Office: 406-444-3651 | Email: autumn.frey@mt.gov