## Cop staffing levels vary

# ■ Urbana number is less than half of Illinois average

By STEVE BAUER

Nowe-Gazotte Staff Writer

About 11:20 p.m. May 9 — just after the third shift came on duty at the Urbana Police Department — a man with a gun entered the Pizza Hut by County Market on Philo Road. Fifteen minutes later, two men with guns held up the Dairy Queen at 911 W. University Avenue.

There were four patrol officers on the street — including a sergeant and one person held over from the previous shift on mandatory overtime.

It took all of them to secure the areas, check the crime scenes, take information from witnesses and back up officers in two potentially dangerous sit-

#### Area municipal police manpower

		Full time	Crime rate for	
City	Population	sworn and	Rato*	
		(part-filme)		per 1,000 residents
Bloomington	57,700	94	1.6	50.7
Champaign	66,800	115	1.7	84.6
Charleston	20,000	30	1.5	. 35.6
Danville	33.200	67	2.0	101.2
Decatur	83,100	147	1.8	78.7
Kankakee	29,800	68	2.3	78.7
Matteon	18,400	40	2.2	18.9
Normal	42,700	58	1.4	38,2
Springfield	105,900	258	2.4	94.5
Urbaña	37,500	47	1.25	54.8
*Rate only fe	or full-time o	fficers per	1,000	residents

uations.

Urbana has 1.25 officers per 1,000 residents — the fewest sworn officers per capita in the area.

"The prevailing opinion of all the supervisors is we don't have enough people," said Mike Miller, president of Fraternal Order of Police Lodge 70.

Officers are being required to work a lot of mandatory overtime just to cover the minimum staffing on each shift, Miller

## by city

said. That's what happened that Friday night, with an officer from the second shift being held over on overtime.

Incidents far less dramatic than a pair of armed robberies can have similar results. An accident with injuries or any major incident will take all the staff available.

With one officer on vacation and one on administrative leave, the first shift briefing the morning of May 16 had only three patrol officers, a sergeant and a front desk support staff member on duty.

Street officers say the lack of manpower, aggravated by staff vacancies, is draining, both physically and emotionally.

"We are in a defensive posture and forced to go into situations with minimal resources," Miller sold.

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per 50s.

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lice executive leadership pro-gram at Johns Hopkins University, said the number of

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Greenberg, a former police officer and supervisor in Howofficer and supervisor in Howard County, Md., has worked with departments around the country to analyze the work-loads and determine how many

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#### Police

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The workload is expected to increase in the summer, as the

crime rate normally rises.

"All it takes is one significant crime scene to wipe a whole shift out, as far as officers on the street," Miller said. "What saved us that night was the other

urbana, with a population of 37,546, had 47 full-time sworn officers in its police department as of Oct. 31, 1996, according to a statewide report by the Illinois State Police.

Urbana's a rate of 1.25 per 1,000 residents is less than half the statewide average of 3 sworn officers per 1,000 citizens for municipal police departments.

Excluding Chicago, which has more than 13,000 city police officers, the rate for full-time officers in municipal departments is about 1.9 officers.per 1,000.

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Staffing at the arga's major police department ranges from Urbana's 1.25 sworn officers to Danville's 2.0 officers per 1,000 residents. Champaign has a rate of 1.7 officers per 1,000. Bloomington has 1.6 officers per 1,000. 1,000 residents, while Normal has 1.34 per 1,000. Decatur has 1.76 officers per 1,000.

Decatur had a rate of 78.7 serious crimes per 1,000 residents last year, including 11 murders. That equals the total homicides in 1996 for all of Champaign County.

Looking at the number of seribossing at the number of serious crimes — murder, rape, robbery, aggravated assault and battery, burglary, vehicle burglary, theft, motor vehicle theft and arson — Department and arson - Danville had the highest crime rate last year, ac-cording to the Illinois State Po-

lice report.

Danville had about 101 serious erimes per 1,000 residents, but no murders in 1996. Urbana had about 54 and Champaign had about 85 serious crimes per 1,000 residents.

Danville Police Chief Robert Dietzen said his staffing got a big boost in 1995 following recommendations from the Commu-nity Image Stakeholders Committee. That led to hiring of seven new officers.

Danville currently has autho-

rized strength of 68 officers, but that includes Dietzen, three technical services staff, 10 investigators, three community po-licing officers, two Drug Awareness Reduction Education officers and one officer working in the area drug unit. That leaves 47 for patrol, including one lieutenant and eight sergeants.

"We were down, but the Stakewe were down, but the Stake-holders Committee indicated we should hire some more officers," Dietzen said. "The council has been very good to the police de-partment."

Urbana, Police Chief Eddie Adair, who recently presented budget information to city council members that included a request for an additional patrol ofquest for an adminish patrol of-ficer, said the current staffing is "adequate." But, he said he is planning to increase staff as the city grows with planned new subdivisions and apartment de-velopments.

"I am attempting to grow the department for the anticipated economic development, rather than wait until it has already happened," Adair said in an interview. terview.

#### Area municipal police manpower

Cities/villages under 10,000								
City	Population	Full-time sworn and (part-time)	Rate*	City	Population	Full time swam and (part times	Rate*	
Arcola	2.600	5 (3)	1.9	Mansfield	1,000	0.(3)	0	
Arthur	2,100	4	1.9	Milford	1,400	1	. 0.7	
Atwood	1.200	3 (6)	2.5	Monticello	4,600	7 (2)	1.5	
Bement	1,600	0(3)	0	Newman	900	1(7)	1.1	
Catlin	. 2.100	1(4)	0.5	Oakland	900	1(1)	1.1	
Cetro Gordo	1.500	1(3)	0.7	Oakwood	1.700	0(7)	0	
Chrisman	1,100	0 (5)	0	Ogden	700	1	1.4	
Cissna Park	800	1(1)	1.25	Onarga	1,200	2 (6)	1.7	
Clinton	7.800	12	1.5	Paris	8,900	13(1)	1.5	
Farmer City	2.100	4 (3)	1.9	Paxton	4,100	6	1.5	
Fisher	1.500	3	2.0	Piper City	700	1	1.4	
Georgetown	3,600	5	1.4	Potomac	700	1(2)	1.4	
Gibson City	3,300	7 (4)	2.1	Rankin	600	0(1)	0	
Gifford	900	1	1.1	Rantoul	7,600	31.	4.1	
Gilman	1.700	2	1.2	Ridge Farm	. 1,000	2 (8)	2.0	
Homer	1,300	1(2)	0.8	Sidell	600	0 (5)	0	
Hoopeston	5.900	9	1.5	Sullivan	4,400	7 (2)	1.6	
LeRoy	2.900	4 (5)	1.4	Thomasboro	1,200	2(2)	1.7	
Lovington	1.100	1(2)	0.9	Tolono	2,600	2 (3)	9.0	
Mahomet	3,800	6(3)	1.6	Tuscola	4,200	7 (2)	1.7	
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Urbana's authorized strength of 47 sworn officers includes administrators like Adair, plus investigators and a drug education officer. Counting sergeants, lieutenants, K-9 officer and community policing officer, Urbana has about 36 officers available for patrol dispatches, Adair said.

"I feel 47 is adequate if you've got all 47 working," Adair said. "The problem is, there is a con-stant revolving door of hiring and losing officers."

Miller, the Fraternal Order of Police Lodge 70 president, said that the number of people avail-able for patrol duty — after takable for patrol duty—after tak-ing out administrators, investi-gators, sergeants, lieutenants and the DARE officer—is 22. One of those has a duty injury, and one is on administrative

Praternal Order of Police Lodge 70 Vice President Troy Phillips said Urbana citizens have enjoyed low crime rates with an understaffed department

for many years.

"We are the victims of our own success," Phillips said. "We do more with less, but it can't continue. This low manpower has hurt morale."

All departments face staffing woes due to turnover, disability, vacations, holidays, sick leave and compensatory time off,

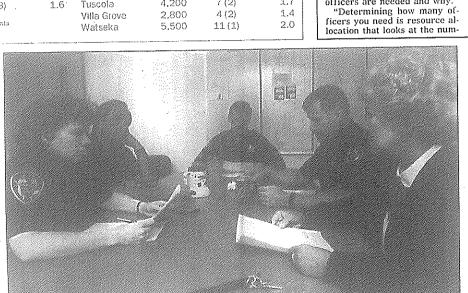
Adair said.
"Everybody has attrition, but the problem is that in a smaller department, it takes fewer peo-ple leaving in order to have a negative impact," Adair said.

He added that filling police vacancies is not like other jobs, with 12 weeks of basic training and three months of on-the-job field training required before an officer is ready to be alone on

Urbana has one recruit at the Police Training Institute.

Half of the officer's salary for the next three years will be paid through a federal grant. The city then is required to cover the officer's salary. It takes about \$52,000 for salary and benefits for one officer, Adair said.

The goal will be to continue to add officers, to give them the necessary training to be on the street by the time new develop-



Lorie Phillips, Joe Tharp, Sgt. Larry Jacobson, Kurt Hjort and Jo Knudsen gather for the day shift meeting on a recent Thursday at Urbana police

headquarters. Urbana's level of 1.25 sworn police officers per 1,000 population is less than half the state average.

ments, like the Melrose Apartments on Lincoln Avenue, open and start increasing the demand for services, Adair said. Champaign Police Chief Don

Carter said a policy approved by the Champaign City Council gives his department a cushion to allow for turnover and the training lag.

Champaign has an authorized strength of 112 sworn officers. In addition, Carter is allowed to have six other officers as a contingency to maintain the street daffing cap.

"It's our experience that we constantly have six people in the pipeline as replacements," Cart-

Champaign's staffing has grown about 33 percent in eight years — from 89 authorized offi-cers in 1989 to 118 with the contingencies.

Champaign has a large num-ber of officers on special assignment, such as the Gang-Tactical Unit, investigations, foot patrol, field training and administra-

"I'm comfortable that we have

sufficient staffing to respond to emergencies and do a fair amount of proactive problemsolving with our beat officers," Carter said.

Champaign also needs to look to future growth, particularly due to the retail boom in northwest Champaign, Carter said. His five-year plan calls for 15 to 16 additional officers.

Carter, Adair and other local

police officials agree that cooperation and mutual support among the local agencies is a big

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"We work well together," said Champaign County Sheriff Dave

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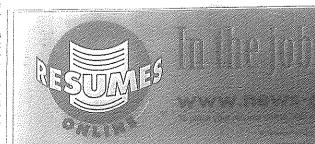
Sheriff's departments typical-ly have fewer officers per capita than municipal departments.

Champaign County has 51 officers, including one deputy added through a federal grant.
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### Number of cops needed is not just simple math

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location that looks at the num-

ber and kinds of calls for service, placing them in priority and looking how long they take," Greenberg said.

A study must also factor in the hours for officers to write reports, appear in court, get required training and education, wacation, helidays and tion, vacation, holidays and other leave.

That gives a target, based on the average man-hours it takes to respond to the kinds of calls for service and the way that each department handles those

kinds of calls, he said. One city, with an intense paone city, with an interies pa-trol program, where they crack down on every kind of violation, is using officers one way, Greenberg said. Another city with a traditional method of dispatching officers from one call for service to another and then referring cases to investigators will have different uses of officer time. Another city that does more problem solving, will have still different needs.

-- STEVE BAUER

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#### Number of cops in nation, state

Nationwide, a total of 13,124 city, county and state police agencies reported having 561,543 officers and 220,567 civilians in 1994. The national average in 1994 and 1993 was 2.3 full-time offi-

1993 was 2.3 full-time officers for every 1,000 citizens, according to the U.S. Department of Justice.

Statewide, 1996 employment rate for sworn employees was 3.2 per 1,000 residents, according to the Illinois State Police report, "Crime in Illinois 1996."

The state listed 28.565

The state listed 28,565 total sworn officers in cities, villages and towns and a total population of 9.5 million.

- The 1996 employment rate for total sworn employees was 3.0 per 1,000. The statewide rate for those cit-ies and villages for just full-time sworn officers was

2.7 per 1,000 residents.

— For sheriff's departments, the 1996 employment rate for sworn employees was 1.7 per 1,000.

— Chicago, with 2,731,743 people, had 13,032 sworn officers, or 4.8 officers per

1,000 residents.

— In Illinois municipal de-

partments outside Chicago, there were 15,533 total sworn officers (13,012 full time). That's about 2.3 total officers per 1,000 residents; the rate for just full-time officers outside Chicago was about 1.9 per 1,000.

- STEVE BAUER

