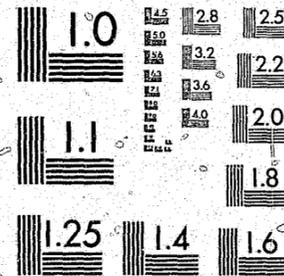


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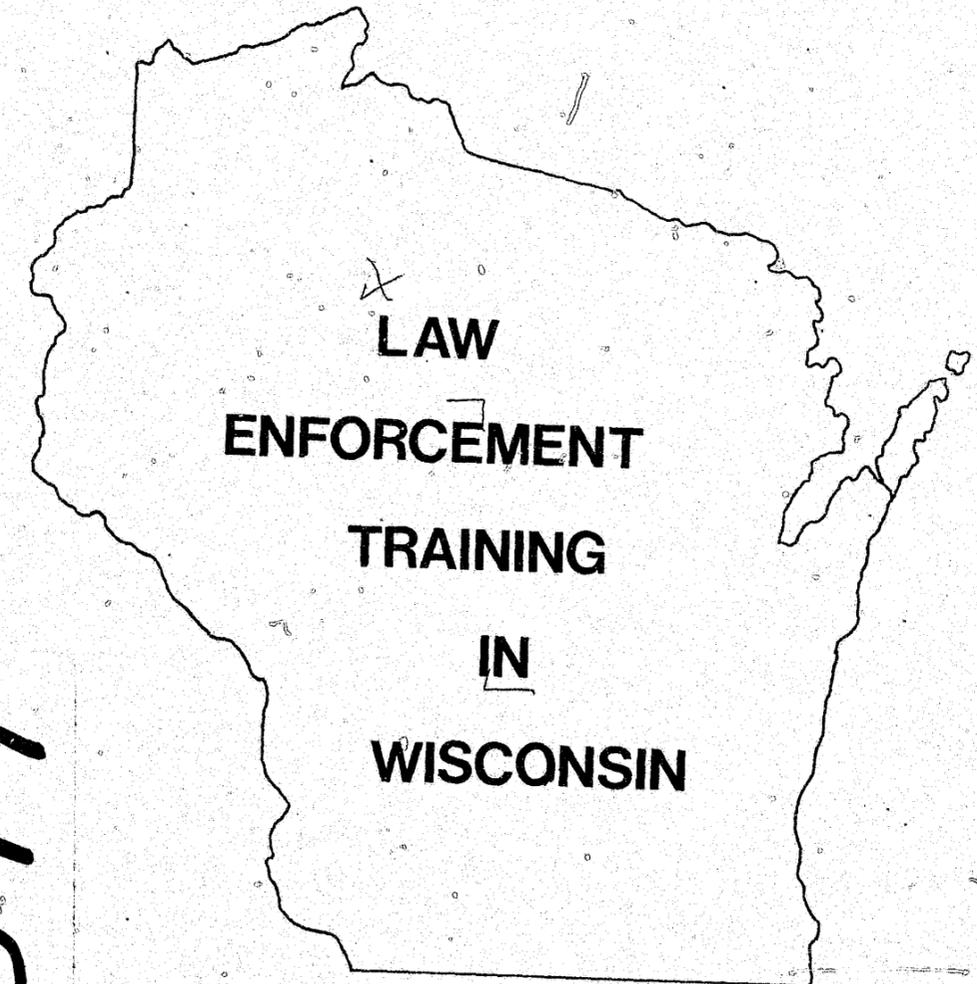
National Institute of Justice
United States Department of Justice
Washington, D. C. 20531

7/31/85

WISCONSIN COUNCIL ON CRIMINAL JUSTICE



John H. Givens III
Executive Director



97047

WISCONSIN STATISTICAL
ANALYSIS CENTER

97047

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LAW ENFORCEMENT TRAINING IN WISCONSIN

I. Introduction

The following report provides information on the training survey distributed by the Wisconsin Chiefs of Police Association during the first quarter of 1982. Following distribution of approximately 350 training surveys to Wisconsin law enforcement agencies, members of the Training Committee contacted the Wisconsin Statistical Analysis Center to discuss analysis of the survey results. This report represents the outcome of that discussion. Subsequent sections present the major survey characteristics, the principal conclusions from the survey, and a summary of findings. In addition, a copy of the survey instrument and various tables detailing the survey data are attached as appendices.

II. Survey Characteristics

As noted above, the Chiefs Association mailed approximately 350 survey forms to law enforcement agencies in Wisconsin. Eventually 189 completed forms were included in the data analysis (see Appendix I for a copy of the survey instrument). The forms were organized according to the size and VTAE district of the submitting agency. Four categories of agency size were used (1-5, 6-15, 16-30, and 31-540 personnel), with an average size of 30. The surveyed agencies are rather well distributed among the various VTAE districts and all but one of the sixteen districts have at least six (6) surveyed agencies within its boundaries. The exception is District 15 (Rhineland) which contains two (2) surveyed agencies. However, this is balanced by the fact that District 4 (Madison) is somewhat overrepresented in the survey (see Tables 1 and 2).

III. Data Analysis

A. Rating of Training Areas

The training survey lists twenty-one specific areas of law enforcement training - basic recruit, in-service, five management and supervisory areas, and fourteen specialized areas. Each of these training areas was individually ranked along three dimensions - accessibility, quality and need. As noted on the survey instrument, a 0 (low) to 5 (high) scale was used to rate each training area in terms of accessibility, quality and need.

Individual rankings for each training area are presented in Tables 3 through 7. However, some brief generalizations can be made. For the complete survey, basic recruit and in-service training were most often utilized. Jail operations, civil process and out-of-state training were least often used while out-of-state training ranked lowest on accessibility. Quality rankings for the training

areas were very consistent although out-of-state and basic recruit training were ranked somewhat higher while community relations and warrant services were a bit lower. Investigation and in-service training scored highest on need while jail operations, civil process and warrant services were lowest.

In most instances the training rankings were consistent regardless of agency size. However, smaller agencies (1-5 personnel) did indicate greater need for training in management and supervisory areas, crime prevention and community relations while showing less need for telecommunications training. Small to medium agencies (6-15 personnel) also noted a lesser need for training in telecommunications. Medium agencies (16-30 personnel) indicated lower accessibility to nearly all training areas than did the entire sample. While quality rankings were very similar to the complete sample, medium agencies did indicate a lesser need for training in jail operations and warrant service. Large agencies (31-540 personnel) ranked basic recruit and in-service training as most accessible. Quality rankings were uniformly high except for warrant service and civil process training. Finally, large agencies indicated a great need for all training areas, including jail operations which ranked low for smaller and medium agencies.

B. Location of Training

Survey respondents also noted the "usual" location of various training sessions. Nearly 54% of these locations were VTAE facilities. Lesser, though significant, proportions of training locations were noted for the University of Wisconsin-Extension, Training and Standards Bureau, the State Patrol, Northwestern University, County Sheriffs and the F.B.I. (see Table 3).

An important goal of this survey was to measure the relative availability of police training in various VTAE districts. To address this issue several procedures have been used. First, utilization of types of training facilities was analyzed according to agency size. Detailed information in Table 9 clearly indicates that the smaller the law enforcement agency, the more likely that VTAE facilities are used for training. Further, each VTAE district was analyzed in terms of the proportion of time resident law enforcement agencies went outside their VTAE district boundaries for training (see Table 10). Agencies in Districts 1 (Eau Claire) and 3 (Fennimore) were most likely to utilize their own VTAE facilities while agencies in Districts 6 (Kenosha), 9 (Fond du Lac) and 13 (Wisconsin Rapids) least frequently used training facilities of their VTAE district. Also, agencies in District 13 (Wisconsin Rapids), 14 (Wausau) and 16 (Shell Lake) often utilized VTAE facilities in other districts while agencies in District 8 (Milwaukee) seldom used the training facilities of neighboring VTAE districts.

C. Other Findings

In addition to the training areas listed in the survey, respondents were encouraged to note other areas for which training was needed. Nearly a third of surveyed agencies noted additional areas. Most frequently listed were training in firearms, arson, law update and driving techniques (see Table 11). Finally, many small to medium departments commented that smaller agencies lacked the personnel flexibility to attend training sessions, especially those at some distance.

IV. Summary

The following points summarize the major findings of this survey:

1. The sample is quite representative of Wisconsin law enforcement agencies in terms of size and geographic location.
2. In-service and basic recruit training are viewed as most accessible, out-of-state as least accessible.
3. Perceived quality differences among training areas are minor.
4. The areas of investigative and in-service training were ranked highest on need while jail operations, warrant service and civil process ranked lowest.
5. The ratings on training areas differed marginally according to size of agency.
6. A majority of training sessions were "usually" held at VTAE district facilities.
7. The smaller the agency, the more likely it is to use VTAE facilities for training.
8. The sixteen VTAE districts vary a great deal in the utilization of their training facilities by resident law enforcement agencies.

APPENDIX I

WISCONSIN CHIEFS OF POLICE ASSOCIATION

POLICE TRAINING EVALUATION

Please supply the following general information:

Department MONDOVI POLICE DEPARTMENT
 Address 225 E. Main St. Mondovi, Wisc. 54755
 VTAE District District One - Eau Claire, Wisc.
 Total Number of Sworn Personnel (7) 7
 Number of Non-Sworn Dispatchers, Technicians and Jailers 0
 Chief of Police Michael Birtzer
 Date Completed Feb. 04, 1982 Telephone 715-926-4423

Please rate the following training areas as to access, quality, and need. Use a scale of 0 to 5 with 0 being the lowest rating. If a training area does not apply to you, enter "N/A". You may use Specialized Training Items 13 thru 16 to include areas which are not listed. The final column should indicate where you usually send personnel for that particular type of training.

	<u>Access to</u>	<u>Quality</u>	<u>Need</u>	<u>Where</u>
<u>Basic Recruit Training</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>Eau Claire</u>
<u>In Service Training (certified by LESB)</u>	<u>5</u>	<u>3</u>	<u>3</u>	<u>Eau Claire</u>
<u>Management and Supervisory Training Areas:</u>				
1. <u>First Line Supervisors</u>	<u>5</u>	<u>5</u>	<u>0</u>	<u>Eau Claire</u>
2. <u>Middle Management</u>	<u>5</u>	<u>5</u>	<u>0</u>	<u>" "</u>
3. <u>Executive</u>	<u>5</u>	<u>5</u>	<u>0</u>	<u>" "</u>
4. <u>Management and Supervisory Training Conducted in Wisconsin</u>	<u>5</u>	<u>5</u>	<u>0</u>	<u>" "</u>
5. <u>Management and Supervisory Training Conducted Out of State</u>	<u>0</u>	<u>N/A</u>		

	<u>Access to</u>	<u>Quality</u>	<u>Need</u>	<u>Where</u>
<u>Specialized Training Areas:</u>				
Use the space following each area to comment on your rating or indicate specific topics that should be covered in that training area (optional).				
1. Investigative	<u>5</u>	<u>5</u>	<u>5</u>	<u>Eau Claire</u>
2. Juvenile	<u>5</u>	<u>5</u>	<u>3</u>	<u>" "</u>
3. Traffic	<u>5</u>	<u>5</u>	<u>5</u>	<u>" "</u>
4. Telecommunications	<u>N/A</u>			
5. Patrol Operations	<u>5</u>	<u>5</u>	<u>4</u>	<u>" "</u>
6. Crime Prevention	<u>5</u>	<u>5</u>	<u>5</u>	<u>" "</u>
7. Community Relations	<u>5</u>		<u>5</u>	<u>" "</u>
8. Evidence/Identification	<u>5</u>	<u>5</u>	<u>5</u>	<u>" "</u>
9. Narcotics	<u>5</u>	<u>5</u>	<u>4</u>	<u>" "</u>
10. Warrant Service	<u>N/A</u>			
11. Jail Operations	<u>N/A</u>			
12. Civil Process	<u>N/A</u>			
13. <u>Self Defence</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>" "</u>
14. <u>Officer Liability</u>	<u>5</u>	<u>5</u>	<u>5</u>	<u>" "</u>
15. _____				
16. _____				
17. Specialized Training Programs Conducted in Wisconsin	<u>5</u>	<u>5</u>	<u>5</u>	<u>" "</u>
18. Specialized Training Programs Conducted Out of State	<u>N/A</u>			

RETURN BY FEBRUARY 15 TO: Chief Edward Moffett, P.O. Box 188, Verona, WI 53593

APPENDIX II

SURVEY DATA TABLES

- Table 1: Number of Personnel in Law Enforcement Agencies in the Training Survey
- Table 2: VTAE District Law Enforcement Agencies in Training Survey
- Table 3: Ranking of Various Training Areas by Access, Quality and Need - Entire Sample
- Table 4: Ranking of Various Training Areas by Access, Quality and Need - Small Agencies (1-5 Personnel)
- Table 5: Ranking of Various Training Areas by Access, Quality and Need - Medium/Small Agencies (6-15 Personnel)
- Table 6: Ranking of Various Training Areas by Access, Quality and Need - Medium Agencies (16-30 Personnel)
- Table 7: Ranking of Various Training Areas by Access, Quality and Need - Large Agencies (31-540 Personnel)
- Table 8: Usual Location of Training - Combined Training Areas for Entire Sample
- Table 9: Location of Training by Size of Law Enforcement Agency
- Table 10: Location of Training by VTAE District of Law Enforcement Agency
- Table 11: Other Training Areas Noted
- Table 12: VTAE Districts - In Sample vs. Training Location

Table 1: Number of Personnel in Law Enforcement Agencies in the Training Survey

Number of Personnel	Agencies in Sample	Percent
1 through 5	47	24.9
6 through 15	61	32.3
16 through 30	35	18.5
31 through 540	46	24.3
TOTAL	189	100.0

Average (mean) size of all agencies is 29.9

Table 2: VTAE District of Law Enforcement Agencies in Training Survey

VTAE District	Number in Survey	Percent of Survey
1-Eau Claire	16	8.5
2-LaCrosse	7	3.7
3-Fennimore	15	7.9
4-Madison	26	13.8
5-Janesville	10	5.3
6-Kenosha	15	7.9
7-Waukesha	14	7.4
8-Milwaukee	13	6.9
9-Fond du Lac	13	6.9
10-Cleveland	8	4.2
11-Appleton	16	8.5
12-Green Bay	10	5.3
13-Wisconsin Rapids	6	3.2
14-Wausau	8	4.2
15-Rhineland	2	1.1
16-Shell Lake	10	5.3
TOTAL	189	100.1

Table 3: Ranking of Various Training Areas by Access, Quality and Need - Entire Sample

Training Area	Maximum Respondents	Access to	Quality	Need
Basic Recruit	175	4.5	4.3	4.3
In Service	169	4.5	3.9	4.5
<u>Management & Supervisory</u>				
First Line Supervisors	139	3.4	4.0	4.3
Middle Management	94	3.0	3.9	4.2
Executive	105	2.9	3.9	4.3
In Wisconsin	144	3.1	4.0	4.4
Out-of-State	66	2.1	4.3	3.8
<u>Specialized</u>				
Investigative	156	3.4	4.0	4.4
Juvenile	154	3.6	3.8	4.0
Traffic	153	3.5	4.0	3.9
Telecommunications	101	3.7	3.8	3.6
Patrol Operations	139	3.4	3.7	4.1
Crime Prevention	143	3.1	3.6	3.8
Community Relations	141	2.7	3.3	4.1
Evidence/Identification	148	3.3	4.1	4.3
Narcotics	147	3.0	4.0	4.0
Warrant Service	83	3.2	3.5	3.2
Jail Operations	45	3.3	3.7	3.2
Civil Process	65	3.2	3.7	3.2
In Wisconsin	122	3.6	4.2	4.4
Out-of-State	55	2.1	4.3	3.5

Table 4: Ranking of Various Training Areas by Access, Quality and Need - Small Agencies (1-5 Personnel)

Training Area	Maximum Respondents	Access to	Quality	Need
Basic Recruit	42	4.6	4.2	4.3
In Service	38	4.8	4.0	4.6
<u>Management & Supervisory</u>				
First Line Supervisors	21	3.6	4.0	4.1
Middle Management	10	2.6	3.6	3.9
Executive	14	2.7	3.4	4.7
In Wisconsin	27	3.4	4.2	4.7
Out-of-State	5	2.0	4.0	4.5
<u>Specialized</u>				
Investigative	36	3.7	3.7	4.4
Juvenile	35	3.8	3.7	4.2
Traffic	33	3.8	3.9	3.8
Telecommunications	11	3.4	3.6	3.1
Patrol Operations	28	3.7	4.0	4.3
Crime Prevention	34	3.3	3.8	4.3
Community Relations	33	2.8	3.7	4.5
Evidence/Identification	30	3.5	4.1	4.3
Narcotics	34	3.1	4.0	4.2
Warrant Service	19	3.7	4.0	3.5
Jail Operations	7	3.7	3.8	2.5
Civil Process	13	3.6	4.2	3.7
In Wisconsin	25	4.1	4.4	4.6
Out-of-State	4	3.2	4.5	3.7

Table 5: Ranking of Various Training Areas by Access, Quality and Need - Medium/Small Agencies (6-15 Personnel)

Training Area	Maximum Respondents	Access to	Quality	Need
Basic Recruit	59	4.4	4.3	4.3
In Service	56	4.4	4.0	4.5
<u>Management & Supervisory</u>				
First Line Supervisors	52	3.2	3.9	4.2
Middle Management	28	3.1	3.9	4.0
Executive	37	3.2	4.0	4.5
In Wisconsin	50	3.0	3.8	4.2
Out-of-State	21	1.9	3.8	3.3
<u>Specialized</u>				
Investigative	56	3.2	3.9	4.4
Juvenile	53	3.6	3.7	3.8
Traffic	52	3.6	4.1	4.0
Telecommunications	29	3.6	3.6	3.1
Patrol Operations	54	3.4	3.9	4.0
Crime Prevention	46	3.3	3.4	3.8
Community Relations	48	3.0	3.4	4.0
Evidence/Identification	53	3.4	4.3	4.1
Narcotics	50	3.2	4.2	3.9
Warrant Service	28	3.4	3.4	3.1
Jail Operations	14	3.6	3.7	2.9
Civil Process	25	3.5	3.6	3.0
In Wisconsin	41	3.7	4.2	4.3
Out-of-State	15	2.1	3.8	3.4

Table 6: Ranking of Various Training Areas by Access, Quality and Need - Medium Agencies (16-30 Personnel)

Training Area	Maximum Respondents	Access to	Quality	Need
Basic Recruit	34	4.2	4.1	4.3
In Service	35	4.3	4.0	4.6
<u>Management & Supervisory</u>				
First Line Supervisors	30	3.2	3.9	4.5
Middle Management	27	3.0	3.9	4.1
Executive	28	2.8	3.9	4.1
In Wisconsin	29	3.1	4.0	4.4
Out-of-State	16	2.7	4.5	4.2
<u>Specialized</u>				
Investigative	33	3.4	4.2	4.6
Juvenile	32	3.4	4.0	4.1
Traffic	33	3.5	4.0	3.8
Telecommunications	30	3.7	4.1	3.9
Patrol Operations	29	3.3	3.2	3.8
Crime Prevention	30	2.7	3.7	3.6
Community Relations	27	2.3	2.7	3.6
Evidence/Identification	31	3.1	4.1	4.5
Narcotics	29	2.9	3.7	3.9
Warrant Service	19	2.6	3.6	2.6
Jail Operations	14	2.6	4.0	2.6
Civil Process	15	2.6	3.6	3.1
In Wisconsin	24	3.1	4.1	4.1
Out-of-State	14	2.1	4.4	3.1

Table 7: Ranking of Various Training Areas by Access, Quality and Need - Large Agencies (31-540 Personnel)

Training Area	Maximum Respondents	Access to	Quality	Need
Basic Recruit	42	4.7	4.4	4.4
In Service	42	4.4	3.8	4.4
<u>Management & Supervisory</u>				
First Line Supervisors	38	3.5	4.1	4.4
Middle Management	35	3.1	4.0	4.5
Executive	34	2.7	4.0	4.3
In Wisconsin	38	3.2	4.0	4.4
Out-of-State	26	2.0	4.5	3.8
<u>Specialized</u>				
Investigative	35	3.3	4.1	4.3
Juvenile	36	3.5	3.9	4.1
Traffic	36	3.2	4.1	4.2
Telecommunications	35	3.8	3.8	4.0
Patrol Operations	32	3.2	3.5	4.2
Crime Prevention	33	3.0	3.7	3.5
Community Relations	33	2.5	3.4	4.0
Evidence/Identification	36	3.3	4.1	4.2
Narcotics	36	3.0	4.1	3.9
Warrant Service	19	3.2	3.0	3.6
Jail Operations	17	3.2	3.5	3.9
Civil Process	14	2.8	3.3	3.4
In Wisconsin	33	3.6	4.1	4.4
Out-of-State	23	1.9	4.4	3.7

Table 8: Usual Location of Training - Combined Training Areas for Entire Sample

Location	Number	Percent	Cumulative Percent
VTAE	1,146	53.6	53.6
University of Wisconsin Training & Standards	157	7.3	60.9
"Wisconsin"	110	5.1	66.0
State Patrol	97	4.5	70.5
Northwestern	84	3.9	74.4
County Sheriff	80	3.7	78.1
F.B.I.	57	2.7	80.8
In House	44	2.1	82.9
Other State Agency (DOJ, DNR, etc.)	40	1.9	84.8
Other State (not Illinois)	39	1.8	86.6
I.A.C.P.	25	1.2	87.8
Green Lake	10	.5	88.3
Local Technical School	10	.5	88.8
Illinois	7	.3	89.1
Need, no location indicated	7	.3	89.4
"Anywhere"	22	1.0	90.4
Various-Miscellaneous-Unclear	58	2.7	93.1
TOTAL	147	6.9	100.0
TOTAL	2,140		

Table 9: Location of Training by Size of Law Enforcement Agency

Size of Department	Total Training Sites	VTAE Site		Other Site	
		N	%	N	%
Small (1-5)	337	241	71.5	96	28.5
Medium/Small (6-15)	676	409	60.5	267	39.5
Medium (16-30)	513	250	48.7	263	51.3
Large (31-580)	614	246	40.1	368	59.9
TOTAL	2,140	1,146	53.6	994	46.4

Table 10: Location of Training by VTAE District of Law Enforcement Agency

VTAE District	"Home" VTAE		Other VTAE		Other Location		Total
	N	%	N	%	N	%	
1-Eau Claire	119	58.6	35	17.2	49	24.1	203
2-LaCrosse	15	23.4	14	21.9	35	54.7	64
3-Fennimore	113	59.8	19	10.0	57	30.2	189
4-Madison	90	35.3	26	10.2	139	54.5	255
5-Janesville	50	47.2	19	17.9	37	34.9	106
6-Kenosha	40	16.1	53	21.4	155	62.5	248
7-Waukesha	85	50.0	14	8.2	71	41.8	170
8-Milwaukee	70	47.6	4	2.7	73	49.7	147
9-Fond du Lac	29	20.7	25	17.9	86	61.4	140
10-Cleveland	46	44.2	3	2.9	55	52.9	104
11-Appleton	62	36.0	29	16.9	81	47.1	172
12-Green Bay	30	36.6	8	9.8	44	53.7	82
13-Wisconsin Rapids	2	3.6	16	29.1	37	67.3	55
14-Wausau	32	41.6	20	26.0	25	32.5	77
15-Rhineland	13	86.7	2	13.3	-	-	15
16-Shell Lake	33	29.2	30	26.6	50	44.3	113
TOTAL	829	38.7	317	14.8	994	46.5	2,140

Table 11: Other Training Areas Noted

Training Area	Frequency
Firearms	8
Arson	8
Law Update	7
Driving Techniques	7
Interview/Interrogation	6
Reports	6
Accident/Traffic	6
Liability	6
Stress Management	4
Self Defense (Survival)	4
Tactical Operations	4
Photography	3
Records	3
Radar	3

Table 12: VTAE Districts - In Sample vs Training Location

VTAE District	Location of Agency Sample		Training Location		Difference ¹
	N	%	N	%	
1-Eau Claire	16	8.5	131	11.4	+2.9
2-LaCrosse	7	3.7	36	3.1	-.6
3-Fennimore	15	7.9	116	10.1	+2.2
4-Madison	26	13.8	224	19.5	+5.7
5-Janesville	10	5.3	67	5.8	+.5
6-Kenosha	15	7.9	41	3.6	-4.3
7-Waukesha	14	7.4	112	9.8	+2.4
8-Milwaukee	13	6.9	82	7.2	+.3
9-Fond du Lac	13	6.9	30	2.6	-4.3
10-Cleveland	8	4.2	47	4.1	-.1
11-Appleton	16	8.5	122	10.6	+2.1
12-Green Bay	10	5.3	46	4.0	-1.3
13-Wisconsin Rapids	6	3.2	2	.2	-3.0
14-Wausau	8	4.2	43	3.8	-.4
15-Rhineland	2	1.1	14	1.2	+.1
16-Shell Lake	10	5.3	34	3.0	-2.3
TOTAL	189	100.1	1,146	100.0	

¹ The "difference" column refers to the difference between the percentages in the previous columns. For example, the "+2.9 difference" for Eau Claire is obtained by subtracting the 8.5% agency sample figure from the 11.4% training location figure. Thus, Eau Claire is "overrepresented" in the training location figure, given its proportion of the agencies sampled.

END