

>>> Participants

- *Mr. Eldon Amoroso, London Police*
- *D/Chief Jim Chu, Vancouver Police*
- *Chief Cory Lyman, Ketchum Idaho (former Captain with Salt Lake City)*
- *Mr. Bob Lunney, international consultant with PERF*
- *Mr. Dave Roberts, Unisys (previously with SEARCH)*
- *Mr. Craig Fraser, Maximus (previously with PERF)*
- *Several Versaterm managers*

Demographic trends and their implications for law enforcement— Spring 2003

By Dr. David Foot

Dr. Foot advised that the first hour or so of his presentation would be on demographic impacts generally, based on the information and insight that he has developed over the years. Subsequently, Dr. Foot also addressed specific implications of demography for the police environment. He stated several basic underlying principles that the audience had to grasp and accept for his predictions to be accepted:

- First, that with each year that passes, every surviving member of the population gets one year older; and
- Second, that as an individual, you are unique — just like every other member of your age group.

By and large, most detected trends can be traced to growth or shrinkage within the age group whose presence affects the trend. The population of any age group is a product primarily of the fertility rate of women of child bearing age and, to a much lesser degree, the in or out migration into the population. The country wide impacts of population cycles are essentially similar in North America; Canada and the USA have near identical population age profiles.

The birth rate declined severely during the First World War and picked up substantially in 1920 (after that war); fertility rates were high (five or more children per family) so a population age “bubble” was created. The depression posed high unemployment and hardships and led to dropping birthrates through the “dirty thirties;” there were not enough jobs for the many babies born after the First World War. The Second World War caused births to rise gradually as the economy in North America boomed to supply the war effort. After the war, starting in 1946/47 (Canadian vets came home later), North America, as the victors, experienced a massive baby boom, and that prevailed with relatively high fertility rates (almost 4 babies per family) until curtailed by the availability of “the pill” in the early 1960s. That “baby boom” resulted in their generation representing almost 10,000,000 or over 30% of the Canadian population and 79,000,000 million or over 27% of the American population alive today.

That population profile became the basis of the title *Boom, Bust & Echo*. The “boom” in births in the 15 - 20 years after the Second World War, the rapid decline in births (the “Bust”) starting in the early 60s as the “pill” took effect and fertility rates gradually fell below 2 (the population replenishment level) followed by the secondary increase in births as the “Baby Boomers” started to have their families beginning around 1979 and peaking in the early 90s. The “Echo” babies were more numerous because there were many more “Boomer” moms rather than because fertility rates went up. There are about 6.5 million “Echo” children in Canada and about 76,000,000 in the USA (who still have a higher fertility rate at about 2.1).

*The best public safety software...
but don't just listen to us, listen to our clients - we do!*

1



VERSATERM

2300 Carling Avenue Ottawa, Ontario, Canada K2B 7G1

PHONE: 613-820-0311 FAX: 613-596-5884

EMAIL: info@versaterm.com www.versaterm.com

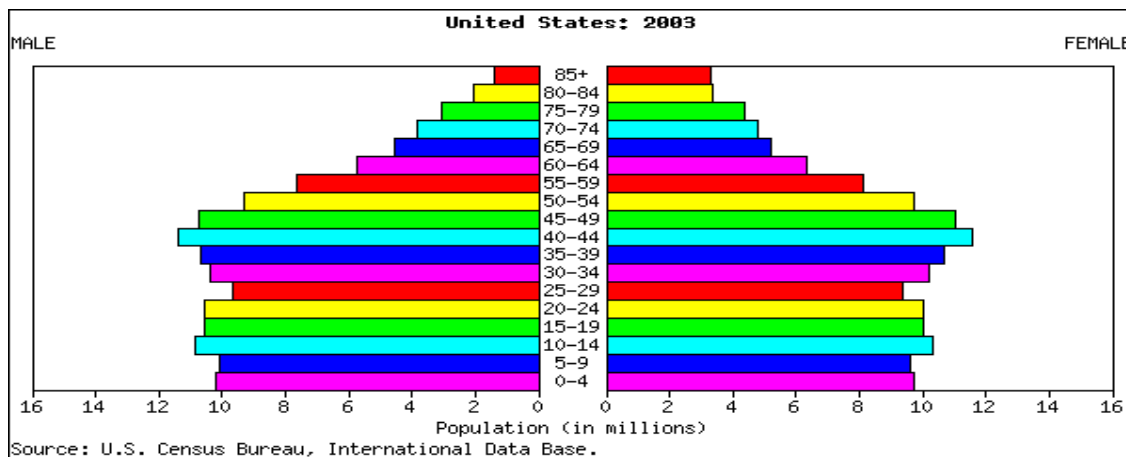


Typically, a population “bubble” like the “Boomers” first puts pressure on maternity wards, then primary schools, high schools and finally post secondary institutes, as the people in the “bubble” age needed them. (Remember, every year, they get one year older). The people in a baby boom start to hit the employment market 20 to 25 years after the boom in births, causing increased unemployment because there are suddenly more entry level people looking for a job than there are new vacant jobs. Between 25 and 35 years after birth, they start to have their own families, need housing, move to the suburbs, pile on debt, need vans to get around, and soon enough, their offspring form another “boom” and start to put pressure on schools, etc.

The follow-on to the “Boomer” generation of course is the “Bust” generation, those born from the late 60s to the late 70s; they were a smaller group, so schools, first primary, then secondary schools suddenly found themselves with over-capacity, had to lay off teachers, close schools, etc. so the “Bust” generation endured a shrinking environment rather than the expanding one that their predecessors had. When the first “Busters” hit the job market, it was in fact still catching up with the influx of “Boomers” (who had previously overloaded it), so often, only “Mcjobs” were left for the early “Busters.” However, that too passed and soon, by the late 90s, North America experienced shortages of many workers, especially skilled people, leading to pressure to allow more immigration and let in offshore workers to meet labor demands, for example.

While the overall population by age and gender in North America is remarkably consistent, certainly between Canada and the USA, it can vary markedly by State/Province and even by city. While the fertility rate can be very stable when viewed across a continent, the fertility rate in specific locations or with certain sectors of the population can be quite different. Accordingly, Utah had the “Boom” but had no “Bust” and the “Bust” and “Echo” generations are identical to the “Boom” population in size, reflecting both a sustained higher than average fertility rate and considerable in-migration. California and Texas actually see an “Echo” population considerably larger than the “Boom” generation that preceded it, thanks to larger families and lots of in-migration (both legal and illegal). Thus, what follows should be viewed as being instructive in the overall North American sense, but the described techniques would need to be applied to the population specifics of your specific target area to arrive at any conclusions relevant to your area.

The population age profile diagram that follows was taken from the US Bureau of Census web site. Dr. Foot also used a number of Canadian charts purchased from Statistics Canada, but these could not be reused here. The US Bureau of Census web site has these age distribution diagrams for most countries of the world and can adjust them for any specific year. A review of some of the other countries, especially the fertility rates in most of the Islamic ones, may also interest you. The web address of this information is: <http://www.census.gov/ipc/www/idbpyr.html>.



So, where do we find ourselves in 2003? The Canadian “Boomers” range in age from 37 to 56 years of age (39-57 in the US), have mostly paid for their homes, have solid jobs, are now worrying about being financially prepared for retirement. They now represent what can be called “vigilante consumers” in that they demand and expect quality products and service and are willing to pay for them. Remember how many of them there are. If one removes children and the really elderly, “Boomers” represent 50% or over of disposable income. By 2010, the “Boomers” will be just starting to retire, but will still dominate the senior jobs, and will be if anything even more of a social factor than they are today. They will then start putting real pressure on travel, health care, retirement homes, etc.

***The best public safety software...
but don't just listen to us, listen to our clients - we do!***



The "Busters" are between 24 and 36 years old, have fought their way through the "Mcjobs" era and have benefited from the employee scarcity of the past 7-8 years. They are still exiting post secondary education, but mostly buying homes and starting to have their own families. They will continue to be blocked in upward mobility until the "Boomers" there now retire. By 2010, they will be in the happy position of facing massive retirement of "Boomers" above them with little competition to face in filling those senior jobs. Finally, the "Busters" will get a break. They will be in their peak earning and spending years, with heavy family obligations.

Meanwhile, the "Echo" generation, the children of the Boomers, are 7 to 23 years old today, well into primary and secondary school years, starting to pressure post secondary education. In most cases, because of lower fertility rates, there are fewer "Echo" children than there were "Boomers," but still a lot more than was experienced from the "Bust" generation. They have put pressure on primary and secondary schools and are starting to press post secondary capacity. By 2010, the "Echo" generation will be between 14 and 30, about to really begin to affect the job market, hopefully though taking advantage of the vacancies from "upward mobility" created by retiring "Boomers" to find enough vacant jobs for them.

So, what does that mean to Law Enforcement? Well, in the same way that we are all unique but do similar things within age groups (like finding jobs, having children, buying homes, getting in debt, etc.) we also find crime fits an age profile too. When young, full of hormones and coming to grips with the world, people want action, excitement, company of peers and they like to live downtown, where the action is. They are also most likely to commit more crimes. Dr. Foot analyzed Accused and Arrested statistics by age group, relative to the overall population in that age group (rather than per 100,000 overall population typically reported) and confirmed that crimes are committed much more often by the young (no surprise to any police officer, but...). Let's look at the social and developmental activities typical for the age ranges and the comparable crime categories associated with the age ranges:

Social Stages													
		primary school					marriage						
			secondary school	post			start families						
				secondary education			buy houses						
							mortgages						
										disposable income			
Age Range													
					enter jobs						retirement planning		
0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	over 65
		Arson	Petty theft		Drunk driving								
			Auto theft		Fraud								
			Gangs		Domestic problems								
			Mischief Burglary										
			Vandalism	Assaults									
				Violent Crime									
				Homicides									
Crime categories													

Minor assault, petty theft and arson are crimes predominantly of the young, 13-18 years of age. Auto theft, burglary, more serious assaults and sexual assaults are more likely in the 18 to 30+ age range. Homicides also fall more often into the 18 to 39 age range. Fraud and drunk driving, on the other hand, extend well into the 40 year + range. If we look back, crime statistics started to escalate when the "Boomer" generation first hit 16 (1962/63) and kept rising until the mid-90s (when the last "Boomers" crossed 35 years of age). With the "Busters" we had fewer people in the 18-35 high crime age range and reported crime actually went down across most North American reporting jurisdictions. And now, with the "Echo generation" entering the high crime years, crime stats are going up again most everywhere.

**The best public safety software...
but don't just listen to us, listen to our clients - we do!**



It appears that nationally, we can expect increases in petty crime, mischief, vandalism and arson to have started in the last year or so, followed soon by more assaults, burglary and auto theft offenses and even increases in homicides by 2005. We have more young people in the age ranges and coming into those age ranges that commit such crimes, so they probably will commit more of them. However, as briefly qualified earlier, individual States, Provinces and even cities will have differing age profiles and hence experience differing impacts on crime incidence. It will be necessary to get the age profile for your specific area/city to derive the probable impact that you may face. You can get the latest census demographic breakdown for most US communities at: www.census.gov/acs/www/Products/Profiles/index.htm; they present 4 rows with 3 columns and you are likely to find your city / area in one of them, depending on how large and prominent your area is. For Canada, you can get to the Statistics Canada site at: www.statcan.ca/english/Pgdb/demo31c.htm. Note that you can get the provincial coarse breakdown free, but it will cost \$3.00 to get the detail for your area from the CANSIM database.

Luckily, since there are usually fewer "Echo" children than there were "Boomers" (lower "Boomer" fertility rates than their parents), the crime incidence levels for most areas should not reach the extremes of the late 70s and early 80s. Nevertheless, when violent crime goes up (as it does with the young), the larger generation of older Boomers will react much more actively than *their* parents did when their generation drove up crime, putting more pressure on Law Enforcement to satisfy and pacify these demanding "vigilante" tax payers.

From another impact perspective, North American police agencies had to increase staff massively to cope with the influx of the "Boomers" and staff the many new police departments in the many new suburban cities that were created to house the Boomers." That created a similar employment "bubble" for police officers in the late 60s through the early 80s. Most agencies are now well into the retirement cycle of those officers, and have experienced a lot of vacancies to fill for the past few years; many have been having difficulty filling those police officer vacancies. We can expect this high retirement rate to be sustained for at least 5 more years before a steady state is reached. Moreover, future vacancies can be filled from the Echo generation now entering their twenties. This influx of new officers (some departments have over half the front line patrol staff with less than 5 years of on the job experience) does however equip the departments to implement new direct entry and other new technology, since the new officers are already used to using such technology and in fact, expect it.

In summary then, this analysis of demographic trends suggests that North American police agencies will be facing a gradually increasing crime rate over the next 10+ years with a lot of newly hired officers (replacing retirements) and probably with few additional resources because of continued financial pressures on cities. Complicating this is that the "vigilante consumer Boomers" will become increasingly sensitive to perceived threats from increasing crime, especially violent crime and fraud, as they grow older, demanding ever more protection and assurance. These events will then pose the primary challenge for police management over the next 10 years, and may result in further growth of the private security sector.

Dr. Foot can be contacted at david@footwork.com or (416) 484-9973. His website is www.footwork.com.

*The best public safety software...
but don't just listen to us, listen to our clients - we do!*

4



VERSATERM

2300 Carling Avenue Ottawa, Ontario, Canada K2B 7G1

PHONE: 613-820-0311 FAX: 613-596-5884

EMAIL: info@versaterm.com www.versaterm.com

