

CORRECTIONS & LAW ENFORCEMENT TECHNOLOGY



COMMAND SOURCING

Solving Understaffing in Corrections and Law Enforcement: Tech Tools That Act as Force Multipliers

Top challenges for law enforcement agencies according to a recent survey



Almost half said that **understaffing** was seen as the biggest problem that law enforcement currently faces.



Almost one-third said that finding and adopting new and **up-to-date technologies** was a top challenge.



And 31% said **budgeting** issues were a primary concern.



Article: Navigating the Challenges
June 2024

Understaffing is a significant and growing issue in law enforcement and corrections across the U.S. With agencies facing recruitment challenges, retention issues, and budget constraints, understaffing is impacting operations, safety, and public trust in a variety of ways:

1. High Vacancy Rates

Many agencies report that vacancy rates are at historic highs. For example, in some large urban police departments, vacancies can exceed 20%, and even smaller, rural agencies are struggling to maintain adequate staffing levels. Corrections facilities face similar challenges, with some state prison systems reporting vacancy rates as high as 30-40% in key roles.

2. Increasing Resignations and Retirements

Resignations and early retirements are rising, with officers and corrections staff leaving faster than agencies can hire replacements. A survey by the Police Executive Research Forum found a 45% increase in resignations and a nearly 20% increase in retirements over recent years. Causes include stress, low morale, and the demanding nature of the work, as well as rising public scrutiny.

3. Decreased Applicant Pools

Fewer people are entering the field, with agencies nationwide reporting smaller applicant pools. Factors include concerns about safety, high stress levels, comparatively low pay, and challenging working conditions. In corrections, the situation is often worse, as job demands and stigma associated with prison work make it even harder to attract new hires.

4. Increased Workload and Burnout

Fewer officers and corrections staff mean longer hours, increased workloads, and heightened stress for those who remain. This leads to burnout, further turnover, and reduced job satisfaction. Burnout not only affects employee morale but also their performance, increasing the likelihood of mistakes, slow response times, and inadequate oversight.

5. Impacts on Community Safety and Inmate Welfare

Understaffed police departments and sheriff's offices often must prioritize emergency calls, leaving less capacity for proactive policing and community engagement. In corrections facilities, understaffing can lead to less supervision, making it harder to prevent violence, contraband smuggling, or escapes.

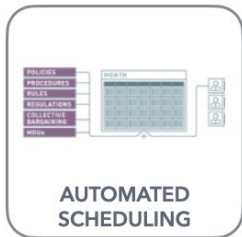
6. Higher Financial Costs

Agencies are spending more on overtime and struggling to cover the costs associated with understaffing, from recruitment expenses to payouts for accrued leave due to lack of replacement staff. This stretches budgets and leaves less funding for technology upgrades, training, and other needs.

Addressing Understaffing with Technology Solutions

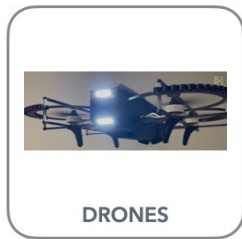
Given the severe impact of understaffing, many agencies are turning to technology to fill the gaps. Tools like automated scheduling, drones, 3D scene scanners, and automated kiosks serve as force multipliers, helping to manage workloads more effectively and ensure critical functions continue with fewer staff.

Technology Solutions That Make a Difference



Automated Scheduling Tools

With automated scheduling, agencies can manage shifts based on availability and department needs, ensuring coverage while reducing overtime. These tools balance workloads and reduce scheduling challenges, improving fairness and morale.



Drones for Surveillance and Search

Drones extend surveillance capabilities without extra manpower. Whether monitoring facility perimeters, assisting in searches, or providing real-time aerial views, drones add a layer of safety and efficiency that allows staff to focus on critical areas.



3D Laser Scanners

These tools capture detailed, 3D representations of crime scenes in minutes, saving hours of documentation time and allowing teams to revisit scenes virtually. This not only reduces time spent on-site but improves case clarity and court presentations.



Automated Probation Kiosks

Low-risk probationers can check in via kiosks, allowing officers to focus on higher-risk cases. This technology reduces in-person monitoring, freeing up personnel while increasing check-in compliance.

Why Technology Matters

Investing in these solutions has immediate and long-term benefits. Force-multiplying technology reduces stress, minimizes legal risks, and optimizes workflows, which in turn improves job satisfaction and retention. For agencies facing continuous staffing shortages, tech solutions are essential tools to maintain high standards of service and community trust.

As a leader in law enforcement or corrections, adopting these tools from Command Sourcing can transform how you approach staffing shortages. It's not just about efficiency—it's about safety, accountability, and empowering your team to succeed under any conditions.

Let's talk about how tech can empower your agency to overcome staffing challenges.

See our line-up of tech tools at www.commandsourcing.com or contact one of our Reps for details or demonstration.

