

ANALYZING COURT WORK AMONG CERTIFIED CONSTABLES

2019-2021

PRESENTATION TO THE PENNSYLVANIA COMMISSION ON CRIME AND DELINQUENCY
(PCCD) AND THE CONSTABLES' EDUCATION AND TRAINING BOARD (CETB)

FEBRUARY 09, 2023

ANALYZING COURT WORK AMONG CERTIFIED CONSTABLES

THREE-YEAR FINDINGS (2019-2021)

PCCD PRESENTERS

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METRICS ROADMAP

CERTIFICATIONS

COURT WORK

DOCKETS SERVED

COUNTY ANALYSIS

CONSTABLES & DOCKETS

THEMES & TAKEAWAYS

PRIOR ANALYSIS

from 2016-2018 presented to CETB in August 2019

WHAT HAVE WE LEARNED?

That we can now receive more detailed constable-specific data from AOPC.

HOW DO THE TWO ANALYSES DIFFER?

The prior one used data analyzed by AOPC. Example: Constable A served 500 dockets in a given year. The new analysis uses data that is more raw, allowing PCCD to do the in-house analysis.

THE NEW DATA

and what it gives us

HOW WE RECEIVE THE NEW DATA

Constable	Cert	Docket	Assessed		
			Year	Server Fee	CETA Fee
Smith, John	B000001	MJ-05003-CV-0000001-2017	2019	2	Yes

FROM THIS DATA, WE CAN ESTABLISH THE FOLLOWING:

WHO

- 1.) Constable John Smith
- 2.) Board Cert #B000001
- 3.) Served a Civil (CV) Docket
- 4.) Originating in CY 2017

WHAT

WHERE

- 5.) In MDJ Court 05-0-03 (Allegheny County)

- 6.) In CY 2019

WHEN

HOW MANY

- 7.) 2 Server Fees were assessed
- 8.) And a CETA Fee was assessed

CERTIFIED CONSTABLES

BY CETB, 2016-2021

KEY POINTS and takeaways

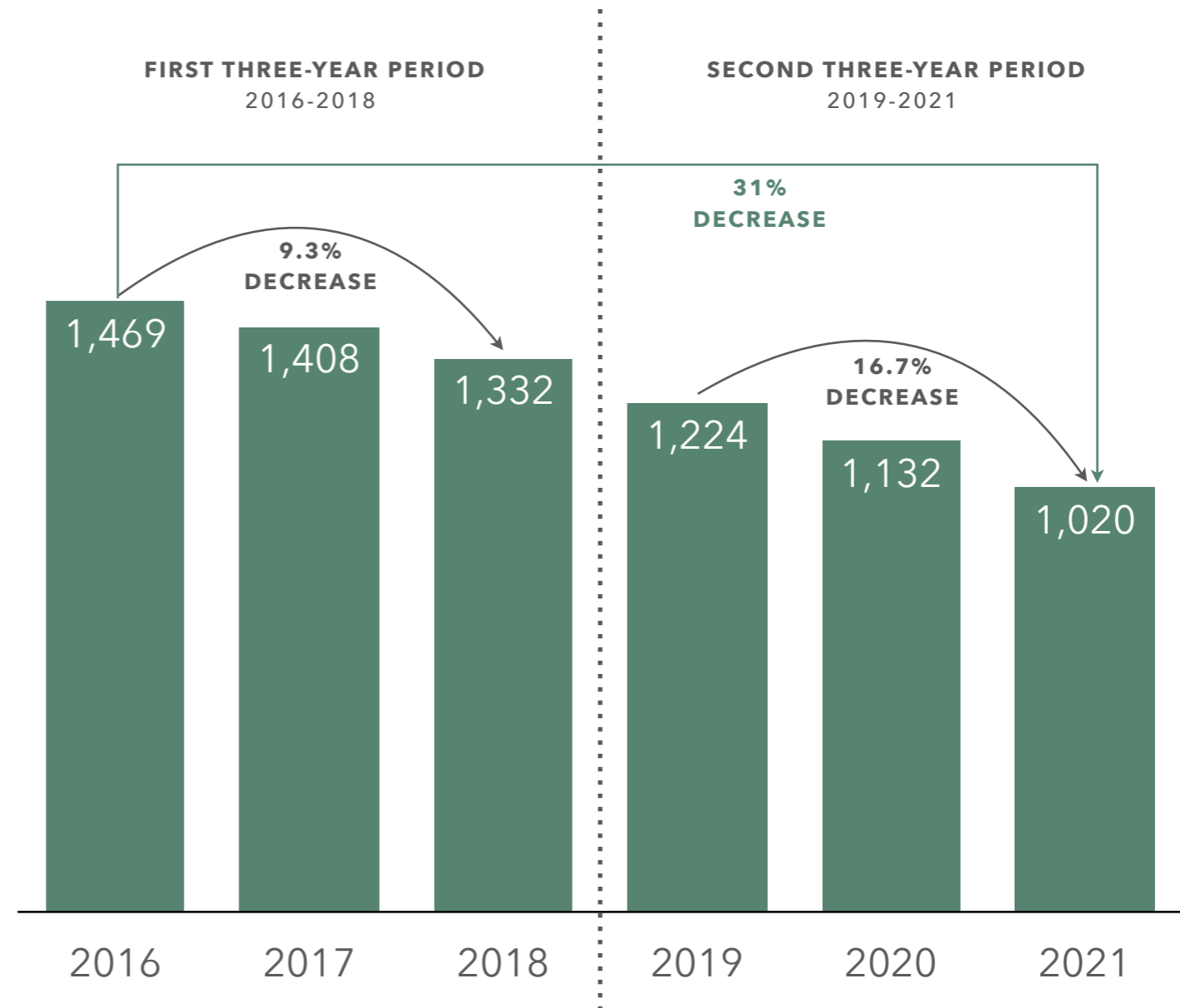
DOWNTREND ESTABLISHED

- Certified constables has trended down in every consecutive year between 2016-2021, from 1,469 in 2016 to 1,020 in 2021.
- This represents a 31% decrease in the number of constables certified to perform court work over the six-year period.

DOWNTREND IS ACCELERATING

- Segmenting the data by two separate three-year periods (2016-2018 and 2019-2021) shows the downtrend in certified constables is accelerating.
- Period-over-period, the decline in certified constables increased from a 9.3% decrease in 2016-2018, to a 16.7% decrease in 2019-2021.

CONSTABLES CERTIFIED by CETB, from 2016-2021, to perform court work



COURT WORK PERFORMED

BY CERTIFIED CONSTABLES, 2019-2021

KEY POINTS and takeaways

LESS CONSTABLES WORKING

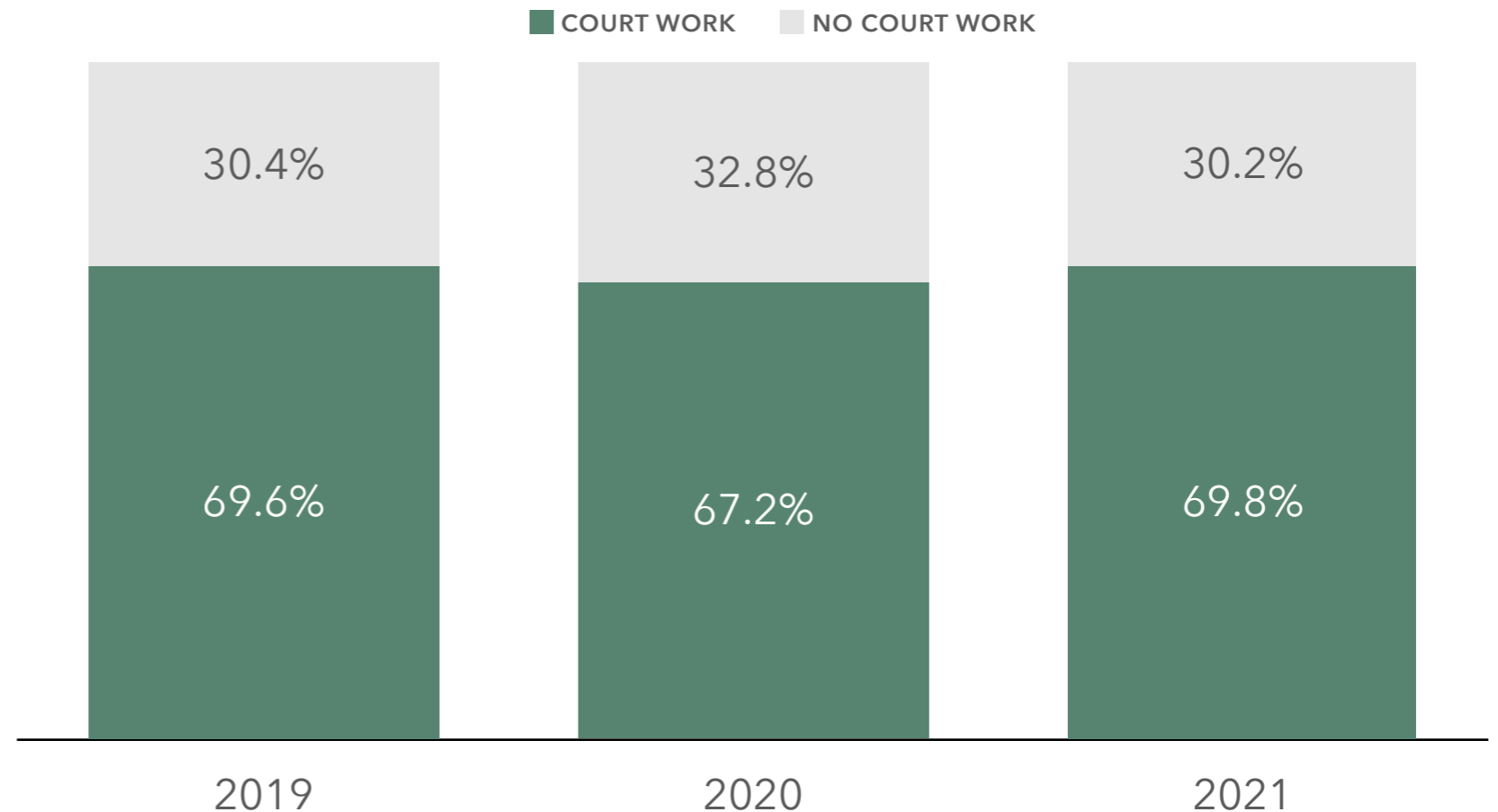
- Less constables are performing court work over time. In 2019, 852 certified constables worked for the courts, but by 2021, only 712 had worked for the courts.
- While less constables are working for the courts numerically, the percentage of constables working for the courts among all certified constables is fairly stable between 67-70% in each year. Over the three-year period, the average court work rate was 68.3%.

WORK VS. NO WORK RATIO

- During the three-year period, for every 1 certified constable that did not work for the courts, another 2 certified constables did.

COURT WORK AMONG CONSTABLES from 2019-2021

Year	Cert Constables	Performed Court Work		Court Work %
		Yes	No	
2019	1,224	852	372	69.6%
2020	1,132	761	371	67.2%
2021	1,020	712	308	69.8%
3-YR Avg	1,125	775	350	68.9%



CONSTABLE ATTRITION & RETENTION

TRACKING THE 2019 CERTIFIED CONSTABLE COHORT

KEY POINTS and takeaways

20% ATTRITION OVER 3 YEARS

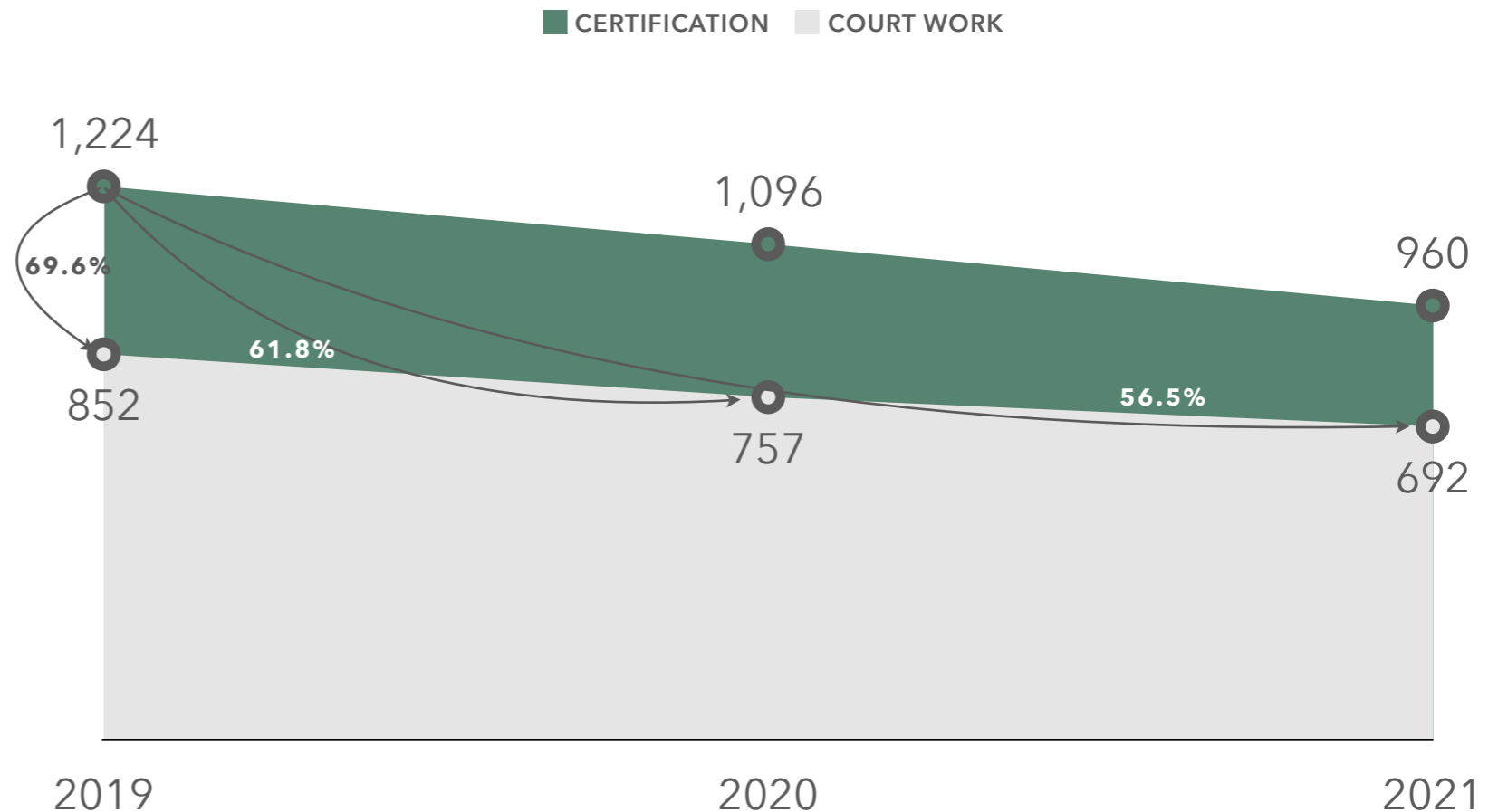
- Over the three-year period, the certification attrition rate of the 2019 cohort was 21.6%, or 1 in 5. Put another way, 4 out of every 5 certified constables retained their certifications 3 years after receiving certification in 2019.
- By 2021, 18.8% less constables were performing court work in 2019, and there was an 81.2% retention rate among constables performing court work in 2019.

COURT WORK 3 YEARS LATER

- In 2019, 69.6% of the certified constable cohort worked for the courts. By Year 2 (2020), it fell to 61.8% and by Year 3 (2021), it fell to 56.5% of the original 1,224 certified constables in the 2019 cohort.

CONSTABLES CERTIFIED by CETB, from 2019-2021, to perform court work

Year	Certified Constables		Performed Court Work	
	Certified	Attrition	Yes	Attrition
2019	1,224	–	852	–
2020	1,096	10.5%	757	11.2%
2021	960	21.6%	692	18.8%
3-YR Retention	960	78.4%	692	81.2%



DOCKETS SERVED

ALL DOCKETS SERVED BY A CONSTABLE FOR THE COURTS, 2019-2021

KEY POINTS and takeaways

OVER 1.2 MILLION DOCKETS

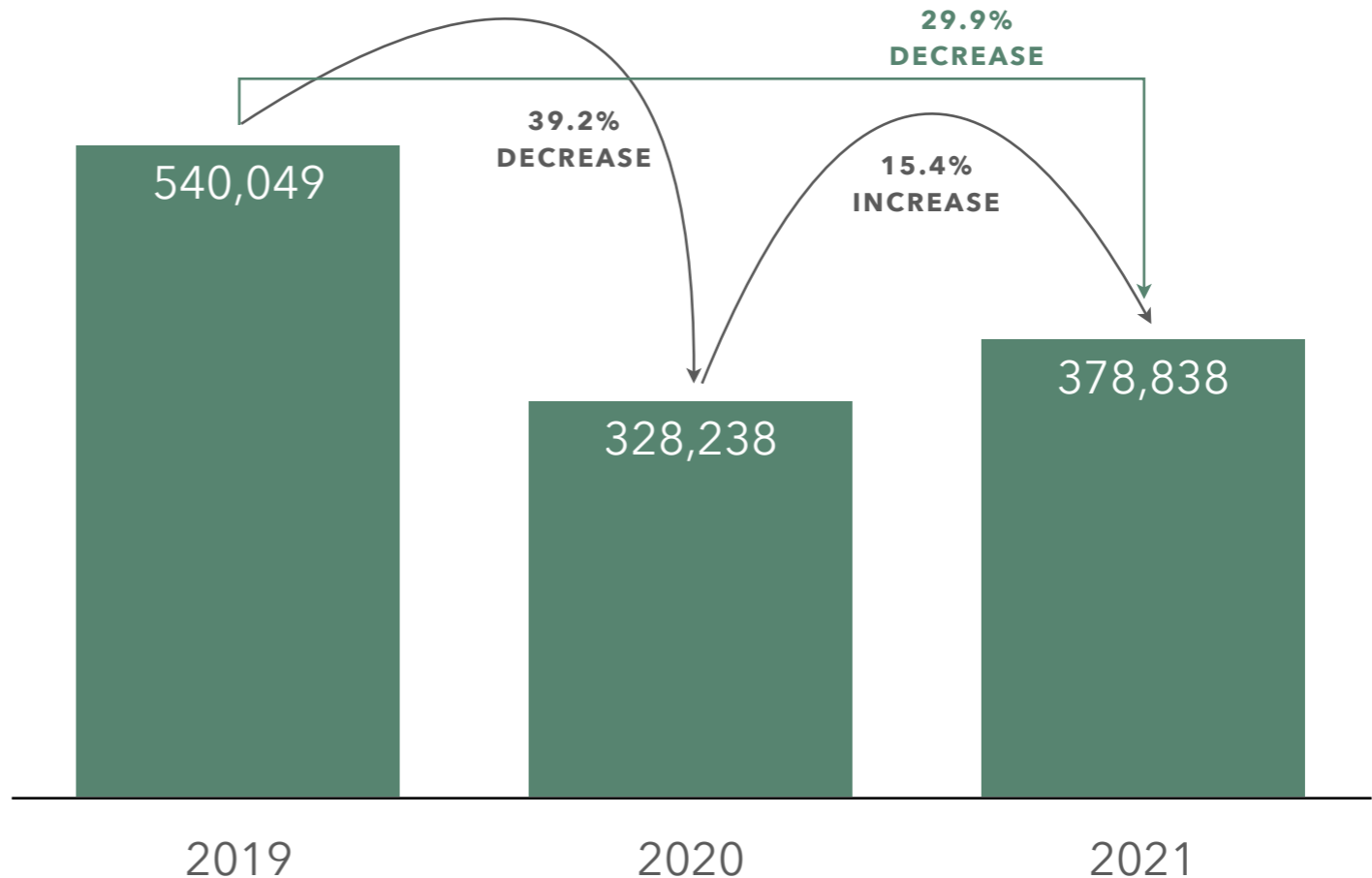
- During the 3-year period, certified constables served 1,242,125 court dockets, or an average of 415,708 dockets per year.
- On average, each constable working for the court during the 3-year period, served 532 dockets.

DOCKETS SERVED DOWNTREND

- In 2019, dockets served totaled 540,049 but by 2021, fell by 29.9%, to 378,838.

DOCKETS SERVED by a certified constable for the courts from 2019-2021

Year	DOCKETS		Constables	
	Total Served	YoY Change	Court Work	Avg Dockets
2019	540,049	-	852	634
2020	328,238	-39.2%	761	431
2021	378,838	15.4%	712	532
3-YR Avg	415,708	-29.9%	775	532



ASSESSED SERVER FEES & CETA FEES

ON DOCKETS SERVED BY A CONSTABLE FOR THE COURTS, 2019-2021

KEY POINTS and takeaways

AVG SERVER FEES ARE STABLE

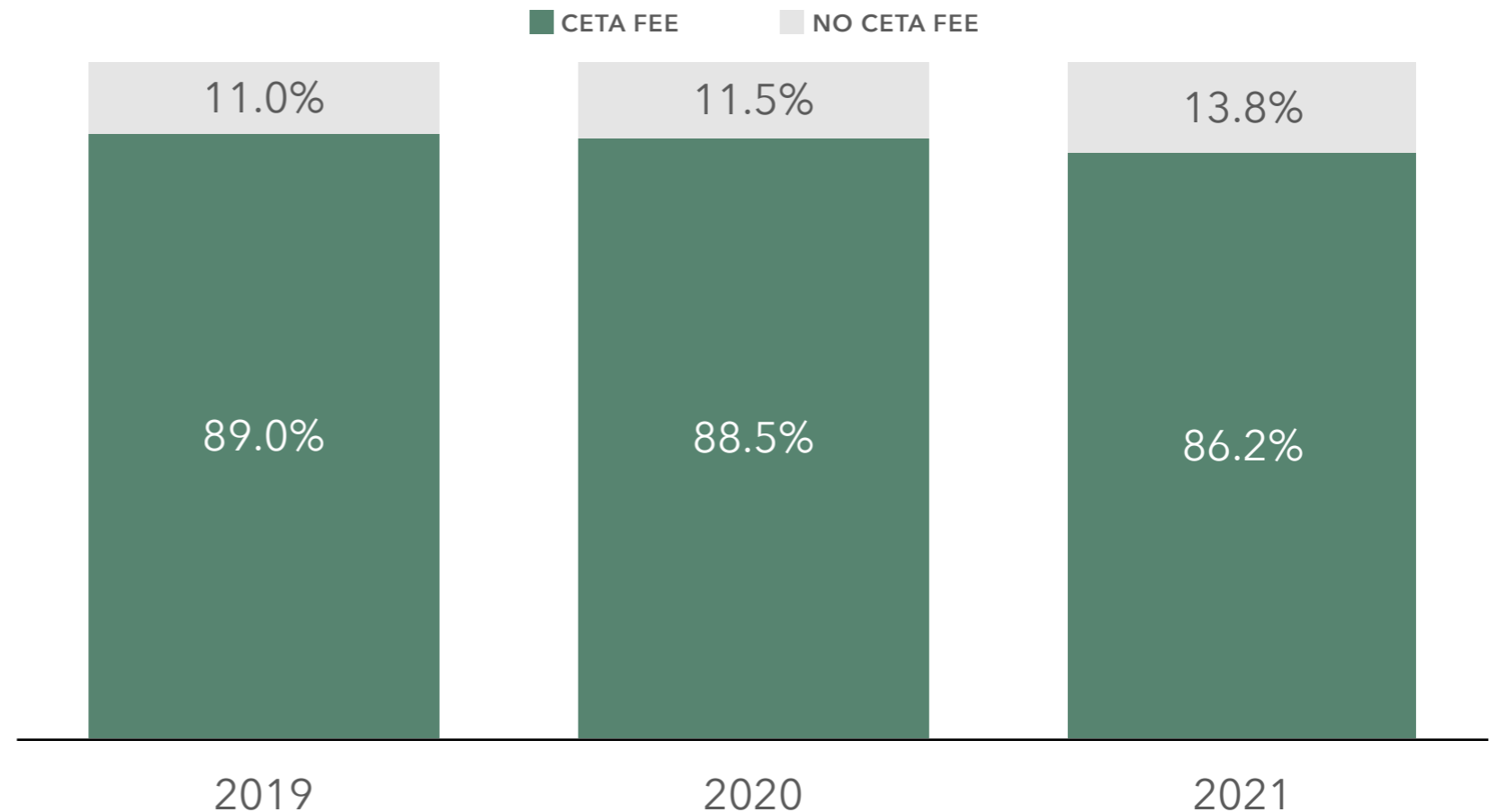
- An average of 1.2 server fees (constable fees submitted to the court) were assessed per docket served by constables over the 3-year period. While both dockets served and server fees assessed reduced in 2021 from 2019, the average server fee per docket served was stable around 1.2.

CETA FEES ASSESSED ARE REDUCING

- CETA (Constables' Education and Training Act) fees assessed on dockets served by Constables has reduced in-line with the reduction seen in dockets served. However, the percentage of total dockets where a CETA fee is assessed is also reducing (from 89% in 2019 to 86.2% in 2021), which may hold implication for future training costs.

FEES ASSESSED on a docket served by a constable from 2019-2021

Year	Dockets	SERVER FEES		CETA FEES	
		Assessed	Avg/Docket	Assessed	% of Dockets
2019	540,049	653,340	1.2	480,771	89.0%
2020	328,238	375,453	1.1	290,489	88.5%
2021	378,838	436,717	1.2	326,666	86.2%
3-YR Avg	415,708	488,503	1.2	365,975	87.9%



TYPES OF DOCKETS SERVED

BY A CONSTABLE FOR THE COURTS, 2019-2021

KEY POINTS and takeaways

ALL DOCKET TYPES REDUCING

- Broad decreases in the number of dockets served occurred among all categories of docket types from 2019-2021. Most notably, criminal dockets served fell from 7,664 in 2019 to 3,586 in 2021, a reduction of over 53%.

TRAFFIC & NON-TRAFFIC GAIN SHARE

- The only categories that gained in the total share of all dockets served from 2019-2021. This movement indicates a switch is underway (away from other types) towards serving a greater proportion of Traffic and Non-Traffic dockets.

80% OF ALL DOCKETS = 3 TYPES

- On average, 4 out of every 5 dockets served were Traffic, Non-Traffic, or Landlord/Tenant.

DOCKET TYPES served by a certified constable for the courts from 2019-2021

Number of Dockets, By Type

Year	Lan/Ten	Criminal	Civil	Non-Traffic	Traffic	Secure
2019	99,196	7,664	46,748	51,257	226,645	51,261
2020	51,396	3,143	27,943	35,112	155,496	27,511
2021	61,192	3,586	28,393	38,415	179,707	29,717
3-YR Avg	70,595	4,798	34,361	41,595	187,283	36,163

Percent of Dockets, By Type

Year	Lan/Ten	Criminal	Civil	Non-Traffic	Traffic	Secure
2019	20.5%	1.6%	9.7%	10.6%	46.9%	10.6%
2020	17.1%	1.0%	9.3%	11.7%	51.7%	9.2%
2021	17.9%	1.1%	8.3%	11.3%	52.7%	8.7%
3-YR Avg	18.5%	1.2%	9.1%	11.2%	50.5%	9.5%

- TRAFFIC / 50.5%
- NON-TRAFFIC / 11.2%
- LANDLORD/TENANT / 18.5%



COUNTY ANALYSIS: DOCKETS SERVED

BY A CONSTABLE FOR THE COURTS, 3-YEARS

KEY POINTS and takeaways

60% OF ALL DOCKETS SERVED

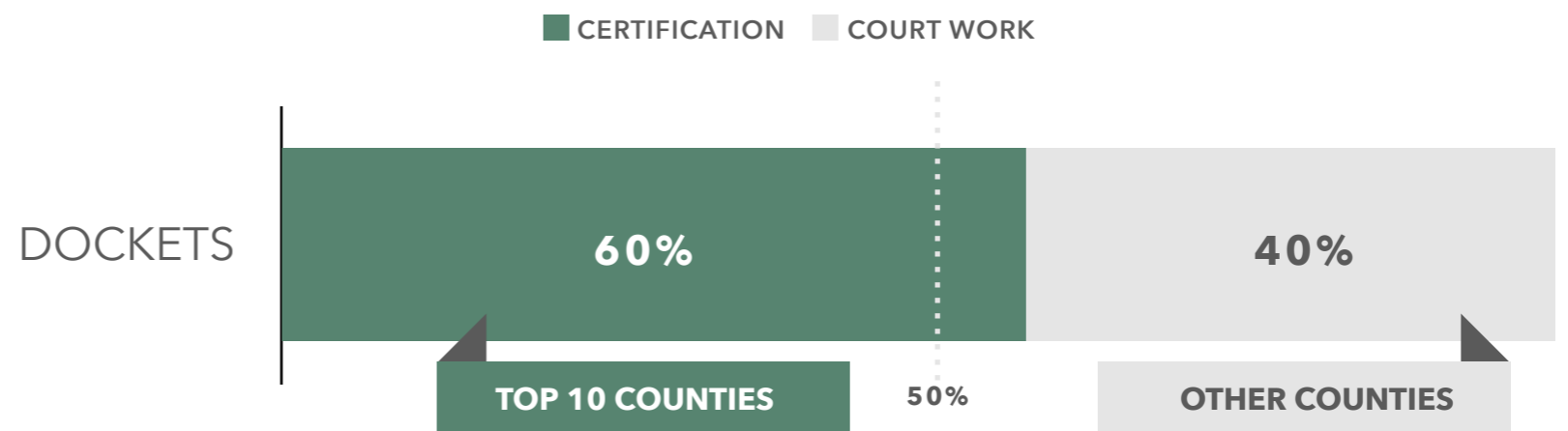
- Took place in 10 counties over the three-years. The remaining 40% of all dockets served took place in 56 other counties (not listed in the table to the left).

1 IN 4 DOCKETS SERVED IN 3 COUNTIES

- Allegheny County had the largest share of statewide dockets served at 8.9%, followed by Bucks at 7.3% and Delaware at 6.7%. Combined, these three counties account for nearly 1 out of every 4 dockets served by a constable across the state over the three-year period.

TOP 10 COUNTIES where dockets were served by a constable from 2019-2021

County	Dockets, 2019-2021		
	Dockets	% of State	Cumul. %
Allegheny	99,516	8.9%	8.9%
Bucks	81,716	7.3%	16.1%
Delaware	75,373	6.7%	22.8%
Lehigh	71,704	6.4%	29.2%
York	70,017	6.2%	35.4%
Northampton	61,095	5.4%	40.9%
Berks	59,866	5.3%	46.2%
Montgomery	59,721	5.3%	51.5%
Lancaster	46,892	4.2%	55.7%
Dauphin	43,934	3.9%	59.6%
56-Other Counties	454,548	40.4%	100.0%



COUNTY ANALYSIS: DOCKET TYPES

DOCKET TYPE PERCENTAGES SERVED BY CONSTABLES WITHIN TOP 10 COUNTIES, 3 YEARS

KEY POINTS and takeaways

TOP 10 COUNTIES

- Shows variance in each county's docket type proportion. Allegheny had the lowest percent of Traffic dockets served (35%) compared to Northampton which had the highest (60%). However, Northampton had the lowest percent of Landlord/Tenant dockets served at 11%, while Dauphin had the highest (38%)

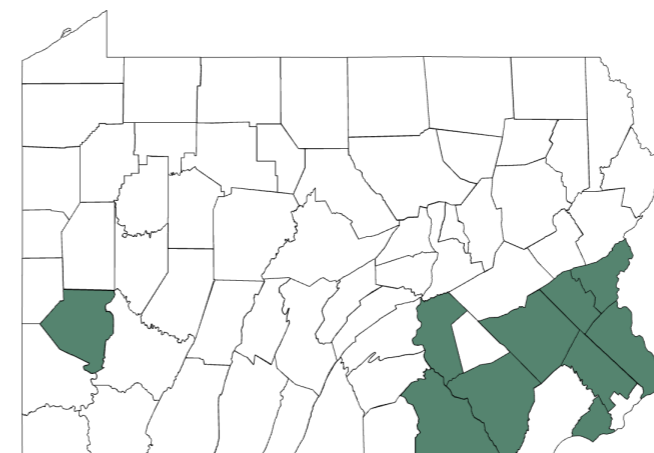
REGIONALIZATION CONCENTRATION

- Visualization of the Top 10 counties shows that 9 out of the 10 counties are located in the east/southeast of Pennsylvania in major population centers (e.g. Philadelphia collar counties, Allentown, York, Reading, Lancaster, and Harrisburg).

TOP 10 COUNTIES where constables served dockets, by docket type percentage

Percent of Dockets, By Type, 2019-2021

County	Lan/Ten	Criminal	Civil	Non-Traffic	Traffic	Secure
Allegheny	25.9%	3.3%	8.8%	12.9%	35.0%	14.1%
Bucks	14.6%	4.0%	8.0%	8.4%	51.9%	13.0%
Delaware	20.4%	0.0%	9.7%	8.8%	52.0%	9.1%
Lehigh	22.1%	0.0%	6.2%	6.5%	57.3%	7.9%
York	21.0%	1.9%	8.7%	12.7%	50.3%	5.4%
Northampton	10.9%	3.3%	5.9%	8.3%	60.3%	11.4%
Berks	17.4%	1.1%	7.1%	11.9%	52.0%	10.6%
Montgomery	24.6%	0.0%	13.1%	5.6%	47.5%	9.1%
Lancaster	19.4%	0.2%	10.4%	3.9%	39.2%	27.0%
Dauphin	38.0%	0.0%	9.4%	6.8%	42.8%	2.9%
State Avg	18.8%	1.3%	9.2%	11.1%	50.0%	9.7%



COUNTY ANALYSIS: DOCKETS SERVED

DOCKET TYPE PERCENTAGES OF ALL STATEWIDE DOCKETS WITHIN TOP 10 COUNTIES, 3 YEARS

KEY POINTS and takeaways

TOP 10 COUNTIES

- Nearly half or more of all statewide docket types occur in the top 10 counties, most notably 2 out of every 3 Landlord/Tenant dockets and 3 out of every 4 Criminal dockets.

TOP 3 COUNTIES OF EACH DOCKET TYPE

- The bottom table to the right shows the top 3 counties with the highest shares of statewide dockets for each docket type.
- The top 3 counties are accounting for 22-59% of the various statewide docket types.
- Criminal docket court work is concentrated in the top 3 counties, where they account for 59% of all statewide criminal dockets served by a constable.

TOP 10 COUNTIES where dockets were served by a constable from 2019-2021

Statewide Percent of Dockets, By Type, 2019-2021

County	Lan/Ten	Criminal	Civil	Non-Traffic	Traffic	Secure
Allegheny	12.2%	22.5%	8.5%	10.3%	6.2%	13.0%
Bucks	5.6%	22.7%	6.4%	5.5%	7.6%	9.8%
Delaware	7.2%	0.0%	7.1%	5.3%	7.0%	6.3%
Lehigh	7.5%	0.1%	4.3%	3.7%	7.3%	5.2%
York	6.9%	9.4%	5.9%	7.1%	6.3%	3.5%
Northampton	3.1%	13.9%	3.5%	4.1%	6.6%	6.4%
Berks	4.9%	4.4%	4.1%	5.7%	5.5%	5.8%
Montgomery	6.9%	0.1%	7.6%	2.7%	5.1%	5.0%
Lancaster	4.3%	0.5%	4.7%	1.5%	3.3%	11.7%
Dauphin	7.9%	0.0%	4.0%	2.4%	3.4%	1.2%
Top 10 Total	66.7%	73.4%	56.1%	48.3%	58.1%	67.9%

Top 3 Counties, Highest Statewide Percent of Each Docket Type, 2019-2021

Lan/Ten	Criminal	Civil	Non-Traffic	Traffic	Secure
Allegheny (12.2%)	Bucks (22.7%)	Allegheny (8.5%)	Allegheny (10.3%)	Bucks (7.6%)	Allegheny (13.0%)
Dauphin (7.9%)	Allegheny (22.5%)	Montgomery (7.6%)	York (7.1%)	Lehigh (7.3%)	Lancaster (11.7%)
Lehigh (7.5%)	Northampton (13.9%)	Delaware (7.1%)	Berks (5.7%)	Delaware (7.0%)	Bucks (9.8%)
27.6%	59.1%	23.2%	23.1%	21.9%	34.5%

COUNTY ANALYSIS: CONSTABLES WORKING

WHERE DID CONSTABLES WORK FOR COURTS IN 2019-2021

KEY POINTS and takeaways

COUNTIES: MOST CONSTABLES

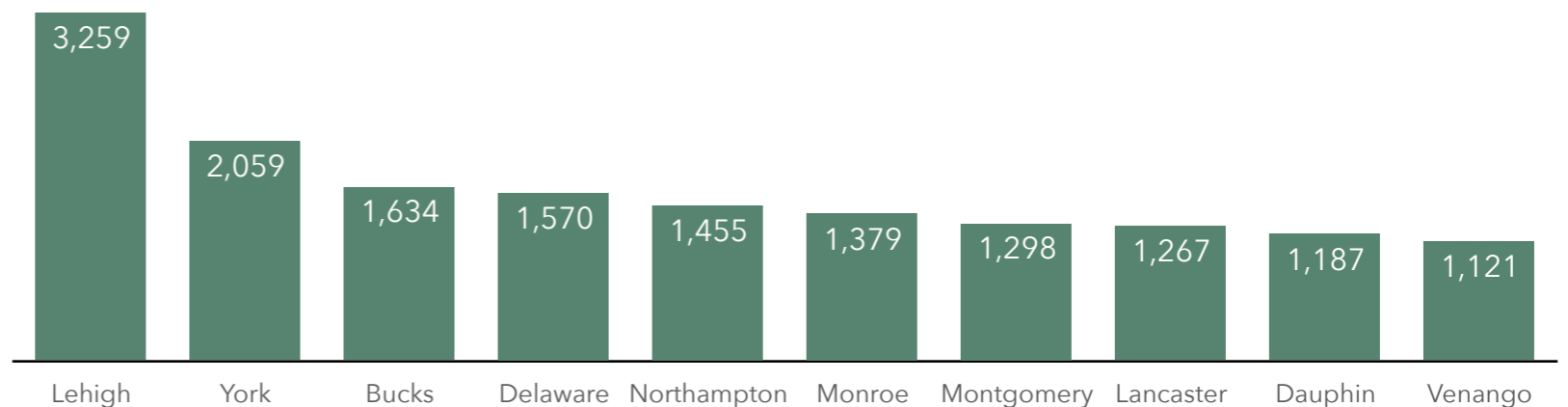
- Regardless of the county in which a constable was elected, Allegheny County had the highest number of constables performing court work for the county’s magisterial courts.
- Of note, the data does not tell us which constables are full-time vs. part-time. This is important because some counties may rely on part-time constables more, and that may increase the number of constables working in that county.

HIGHEST DOCKETS PER CONSTABLE

- Lehigh County had the highest number of dockets per constable (3,259) working in the county. This number is much higher than other counties - so much so that it is double the number of the third-highest county (Bucks, 1,634).

TOP 10 COUNTIES by most constables working and dockets/constables

Most Constables Working		Highest Dockets Per Constable Working			
County	Constables	County	Dockets	Constables	Dockets/Constable
Allegheny	176	Lehigh	71,704	22	3,259
Columbia/Montour	73	York	70,017	34	2,059
Berks	55	Bucks	81,716	50	1,634
Bucks	50	Delaware	75,373	48	1,570
Delaware	48	Northampton	61,095	42	1,455
Luzerne	47	Monroe	23,442	17	1,379
Lebanon	47	Montgomery	59,721	46	1,298
Jefferson	47	Lancaster	46,892	37	1,267
Montgomery	46	Dauphin	43,934	37	1,187
Washington	45	Venango	7,849	7	1,121
Avg County	27	Avg County	19,057	27	646



COMPARING CONSTABLES & DOCKETS

COURT-WORKING CONSTABLES RESPONSIBLE FOR 25%, 50%, and 75% OF ALL DOCKETS SERVED

KEY POINTS and takeaways

75% OF ALL DOCKETS SERVED

- Was done by only 27% of all court-working constables in 2021, down from 31% in 2019. Put another way, basically 1 out of every 4 constables working for the courts in 2021 served 3 out of every 4 dockets across the entire state.

52.3% OF CONSTABLES: 0-100 DOCKETS

- In 2021, the majority (52.3%) of all certified constables either did no court work (30.2%) or served no more than 100 dockets (22.1%).
- In 2021, the Top 10 docket-serving constables accounted for 42,089 dockets, or 11% of total dockets served that year.

CONSTABLES & DOCKETS how many constables account for how many dockets

Year	Constables		25% of Dockets		50% of Dockets		75% of Dockets	
	Cert.	Worked	N	%	N	%	N	%
2019	1,224	852	44	5.2%	125	14.7%	263	30.9%
2020	1,132	761	37	4.9%	106	13.9%	228	30.0%
2021	1,020	712	31	4.4%	90	12.6%	194	27.2%
3-YR Avg	1,125	775	37	4.8%	107	13.7%	228	29.4%

Dockets	2019			2020			2021		
	N	%	Cumul %	N	%	Cumul %	N	%	Cumul %
Zero	372	30.4%	30.4%	371	32.8%	32.8%	308	30.2%	30.2%
1-100	211	17.2%	47.6%	229	20.2%	53.0%	225	22.1%	52.3%
101-250	150	12.3%	59.9%	182	16.1%	69.1%	150	14.7%	67.0%
251-500	149	12.2%	72.1%	132	11.7%	80.7%	93	9.1%	76.1%
501-1,000	157	12.8%	84.9%	120	10.6%	91.3%	117	11.5%	87.5%
Over 1,000	185	15.1%	100.0%	98	8.7%	100.0%	127	12.5%	100.0%

THEMES & TAKEAWAYS

FROM THIS PRESENTATION

THEMES & TAKEAWAYS

FROM A 3-YEAR ANALYSIS OF COURT WORK AMONG CERTIFIED CONSTABLES

KEY POINTS and takeaways to help guide the Board's decision-making

"LESS AND LESS EACH YEAR"

- Over the 3-year period, the data shows an established pattern of 1.) less and less constables certified to perform court work each year (16.7% decrease), 2.) less and less constables actually performed court work (16.4% decrease, although the proportion of certified constables working is relatively flat at 70%), 3.) less and less dockets were served by court-working constables (30% decrease), and 4.) less and less CETA fees were assessed on constable-served dockets (32.1% decrease).

PRONOUNCED ATTRITION

- Among the 2019 constable cohort carrying certification, only 78% of constables retained certification by 2021 (22% attrition rate). Attrition among constables performing court work is at a similar rate (19%) over the same period.

COURT WORK CONCENTRATION

- Court work tends to be concentrated in a handful of counties. Ten counties, primarily located in the east/southeast account for 60% of all dockets served by constables over the three-year period. The types of dockets served by constables is concentrated in a few docket categories: Traffic, Non-Traffic, and Landlord/Tenant, which when combined, account for 80% of all docket types served by constables.
- The majority of court work tends to be performed by a small subpopulation of high docket-volume constables: 27% of all court-working constables accounted for 75% of all dockets served in 2021. That's a decrease from 2019, where it required 31% of all court-working constables to account for 75% of all dockets served, indicating that the high-docket volume constables are having an outsized impact on court work. Thus, more of the total share of court work is being concentrated into fewer constables.

2016 BASIC TRAINING COHORT ADDENDUM

ANALYZING COURT WORK AMONG CERTIFIED CONSTABLES

2019-2021

PRESENTATION TO THE PENNSYLVANIA COMMISSION ON CRIME AND DELINQUENCY
(PCCD) AND THE CONSTABLES' EDUCATION AND TRAINING BOARD (CETB)

ORIGINALLY PRESENTED: FEBRUARY 09, 2023

REVISED: MARCH 02, 2023

REVISIONARY NOTE

THE REASON FOR ISSUING THIS ADDENDUM

On February 9th, 2023 a presentation was given to the Constables' Education and Training Board (CETB) detailing the frequency of court work performed by constables trained and certified by the Board. Within that presentation, a slide was included detailing court work among 2016's Basic Training cohort of 506 newly elected/appointed constables. Based on the analysis undertaken, a conclusion was made, and presented to the Board, that no constable from that cohort had performed any court work from 2016-2021. Upon further examination, we discovered that this conclusion was incorrect, and this addendum is being submitted to provide a correction to the record.

The reason for the error was due to a formatting discrepancy that went unnoticed while matching data between datasets. Specifically, the Board Certification number for the 2016 Basic Training cohort that was extracted from PCCD's database was formatted with trailing spaces, while the Board Certification number provided by AOPC was not. The formatting discrepancy, unseen due to the invisibility of the trailing spaces, generated an error in our rules-based matching query. We quality control checked the matching query by randomly selecting several Board Certification numbers and manually searching for the number between the datasets. In hindsight, the likely reason for finding no manual matches was likely due to the widespread attrition in court work among this particular cohort. When we did finally locate the court-working constables, we found that over 75% of the original cohort did not perform any court work — meaning we had only a 1 in 4 chance of randomly matching on a constable's Board Certification number and their corresponding court work between datasets. By pure chance, we found no matches during the original analysis, resulting in our interpretation that no constables from this cohort performed court work.

After removing the trailing spaces, and rerunning the matching query, we found the following: 126 constables (of 506, or 24.9%) from the original Basic Training cohort performed court work in 2019. The 126 constables served 55,850 dockets that year, with the top ten constables accounting for 35% of all dockets served. By 2021, the number of court-working constables dropped to 100, meaning only 20% of the original cohort was performing court work, and 80% of the cohort had dropped off over the course of six-years. The 100 constables served over 38,000 dockets that year, and the top ten constables accounted for 39% of all dockets served. Presently, we are still not locating any court work matches for the 2016-2018 years, however we are rerequesting data for these years from AOPC to ensure we have been provided with the full scope of court work performed by all constables during those timeframes.

These findings reaffirm and reinforce the problematic trends detailed in the February 9th meeting: 1.) less and less dockets are being served by less and less constables working for the courts over time, and 2.) more and more court work is being concentrated into the hands of a small subpopulation of constables (those with high-docket volume) that are accounting for a greater proportion of all dockets served over time.

"NEW" CONSTABLES: ATTRITION/RETENTION

TRACKING THE 2016 COHORT OF NEWLY ELECTED/APPOINTED CONSTABLES TRAINED (BASIC)

KEY POINTS and takeaways

NEARLY 50% ATTRITION

- In 2016, 506 newly elected or appointed constables received Basic Training. 353, or 70% were certified. Of those 353, only 186, or 52.7% of the original 2016 cohort, still held certification by 2021. This is a 47.3% attrition rate among the certified constables. **Update:** As of 2022, 136 constables were still certified.

37% OF COHORT REMAINED BY 2021

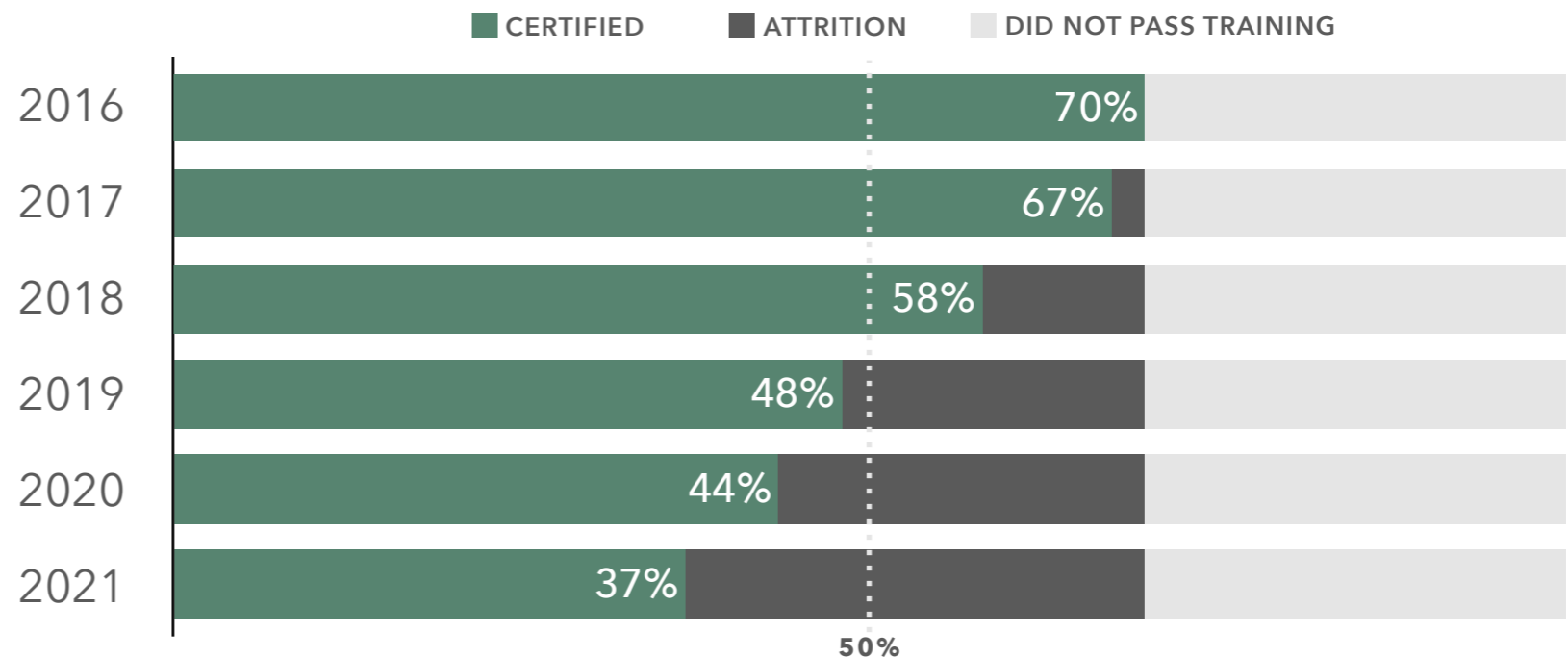
- By 2021, only 37% of the original cohort receiving Basic Training in 2016 remained certified.

20% OF COHORT DID COURT WORK

- Of the 506 constables that attended Basic Training, only 100 or 20%, had performed court work in 2021. This is an 80% attrition rate from training to court work during that timespan.

506 "NEW" CONSTABLES trained through Basic in 2016, to perform court work

Year	Certified Constables		Performed Court Work	
	Certified	Attrition (Original 353)	Yes	Attrition (Original 506)
2016	353	–	Rerequesting Data from AOPC	
2017	341	3.4%	Rerequesting Data from AOPC	
2018	294	16.7%	Rerequesting Data from AOPC	
2019	243	31.2%	126	75.1%
2020	220	37.7%	109	78.5%
2021	186	47.3%	100	80.2%



QUESTIONS AND DISCUSSION

THANK YOU FOR YOUR ATTENTION AND INTEREST

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