

CHALLENGING THE STATUS QUO

SESSION # AAJ157LE

Law Enforcement Facilities *for Millennials and Beyond*

Presented By:

James L McClaren AIA

Dean Roberts AIA

McClaren, Wilson and Lawrie, Inc.

Deputy Chief Tim Doubt
City of Salt Lake City



2015 AIA ACADEMY OF ARCHITECTURE
FOR JUSTICE CONFERENCE

MIAMI
NOVEMBER 18-21, 2015

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Course Description

Police Facilities for Millennials and Beyond

- Millennials currently constitute 27% of America's population and their proportion in law enforcement staffing continues to rise rapidly.
- Millennials are known to react differently to many of life's situations. To understand why, we have to understand them. Millennials are well educated, yet many start careers burdened with significant college debt. They are starting families later in life. Politically, they are more likely to register "independent". In a world of Photoshop and plastic surgery, they seek authenticity.
- The traditional design process for law enforcement architecture seeks a collaboration of design professionals, law enforcement executives, elected officials, the community and police line staff. Yet, whose voice is most often heard?
- We contend that without a concerted effort, the "Status Quo" frequently favors design input from supervisory staff over those who will ultimately spend most of their careers in any new building. Challenging the Status Quo means that we as design professionals must better understand the evolving demographic and technological needs of the future generations of police officers and the communities they serve.
- Our presentation will quantify characteristics of the Millennials and begin to suggest ways we may better understand their needs and correspondingly create architecture more fine tuned to their needs.

Learning Objectives

1. Identify evolving design and space needs for emerging law enforcement staff
2. Identify evolving design and space needs for changing community demographics
3. Provide a forum to allow participants to share trends and observations
4. Identify changing equipment and infrastructure needs for staff, visitors and equipment

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Who Are the Millennials?

America's Age Groups

The Silent Majority

- 1928-1945 (70-87)
- Share of Population 12% - Steep Decline

The Baby Boomers

- 1946-1964 (51-69)
- Share of Population 32% - Moderate Decline

Who Are the Millennials?

America's Age Groups

Generation X

- 1965-1980 (35-50)
- Share of Population 27% - Stable

Millennials

- 1981-Today (19-35)
- Share of Population 27% - Rapid Growth

The Millennial's World

Demographic Trends Shaping Millennials

Education

- Public Education \$\$ Declined to 5.4% of GDP
*US Ranks 63rd of 173 Developed Nations**
- Private Private School \$\$ is Flourishing
US Education Increasingly "Have / Have Not"

* Statistics: The Central Intelligence Agency

The Millennial's World

Demographic Trends Shaping Millennials

Education

- College Perceived As Mandatory Entry to Workforce
- Millennials Are Graduating in Record Numbers

The Millennial's World

Demographic Trends Shaping Millennials

Education

- Millennials Are Accruing Massive College Debt
1994 <1/2 Grads W/Debt (Ave. \$15K)**
2015 >2/3 Grads W/Debt (Ave. \$27K)**

**Statistics: Pew Research

The Millennial's World

Demographic Trends Shaping Millennials

Income / Housing

- Entered Workplace During Economic Crisis
- Focusing on Paying Off Debt
 - 50% Return Home To Live*
 - 15% of Millennials Are Still Living There*

The Millennial's World

Demographic Trends Shaping Millennials

Income / Housing

- Renting Longer
1st Home Purchases Come Years Later

The Millennial's World

Demographic Trends Shaping Millennials

Income / Housing

- Embracing Non-Traditional Housing
 - Attracted to Sustainable Features*
 - Prefer Small / More Open Living Spaces*
 - Seeking Character “Authenticity”*
 - Builders Respond W / Features Not Space*
 - Climbing Walls*
 - Bike Repair Shops*

The Millennial's World

Demographic Trends Shaping Millennials

Income / Housing

- Deferring Major Purchases

Less Car Ownership

Rise in Demand For Public Transit

Rise in Car Sharing

Proliferation of Uber / Lyft

The Millennial's World

Demographic Trends Shaping Millennials

Income / Housing

- Many Seek More Urban Lifestyles
Bypassing Suburbs
Bypassing Big Homes on Large Lots

The Millennial's World

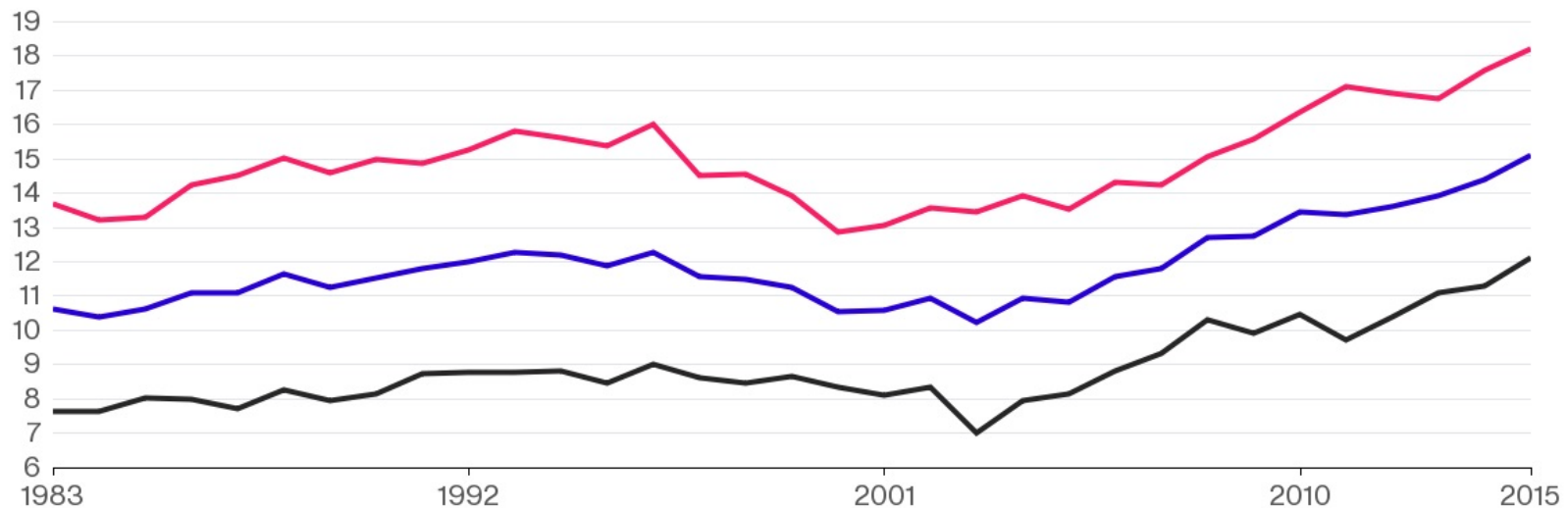
Demographic Trends Shaping Millennials

Income / Housing

Still in the basement

Percentage of young adults 25 to 34 living in parents' homes

■ All young adults ■ Men ■ Women



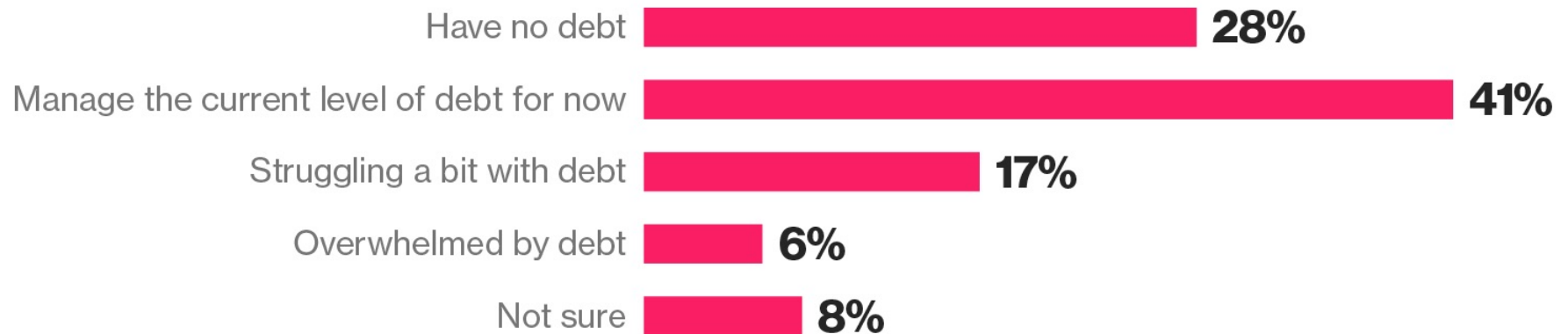
U.S. Census Bureau's Current Population Survey data calculated by Population Reference Bureau in Washington.

The Millennial's World

Demographic Trends Shaping Millennials

Income / Housing

How would you describe your current **debt** situation?



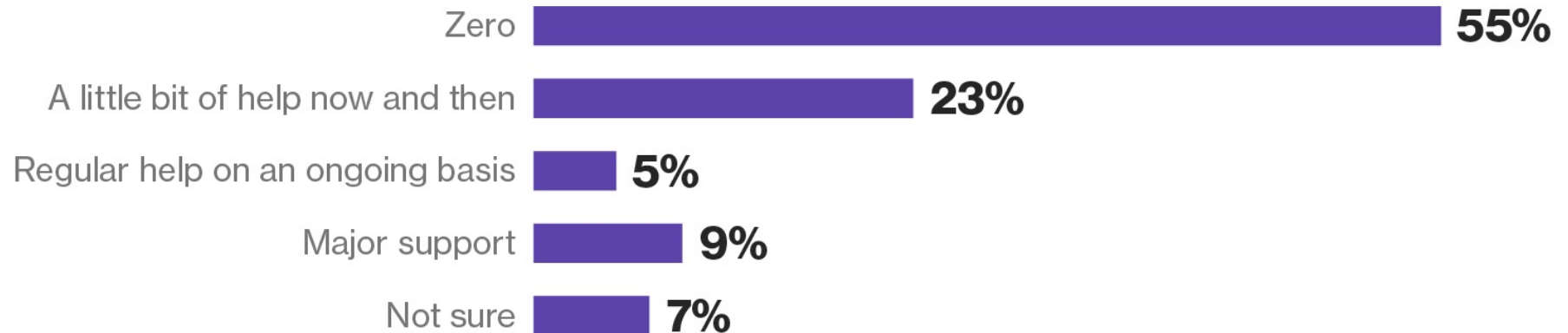
Percentages may not add up to 100% due to rounding.
Source: Bloomberg National Poll

The Millennial's World

Demographic Trends Shaping Millennials

Income / Housing

How much **financial support** do you receive from parents or family members?



Percentages may not add up to 100% due to rounding.

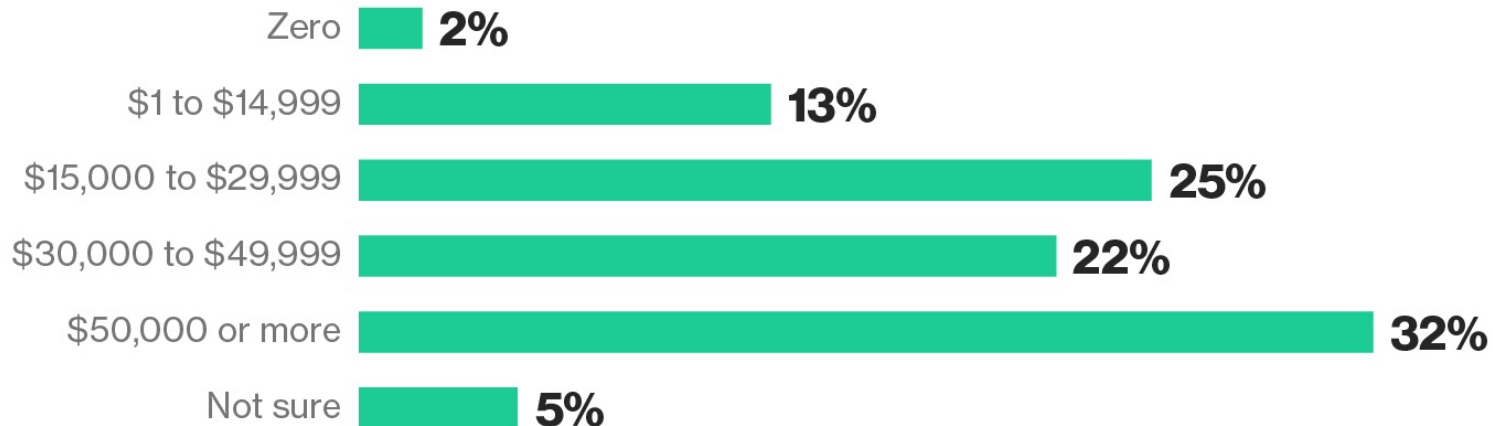
Source: Bloomberg National Poll

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Demographic Trends Shaping Millennials

Income / Housing

Which of the following ranges best represents your individual **income** (among employed)?



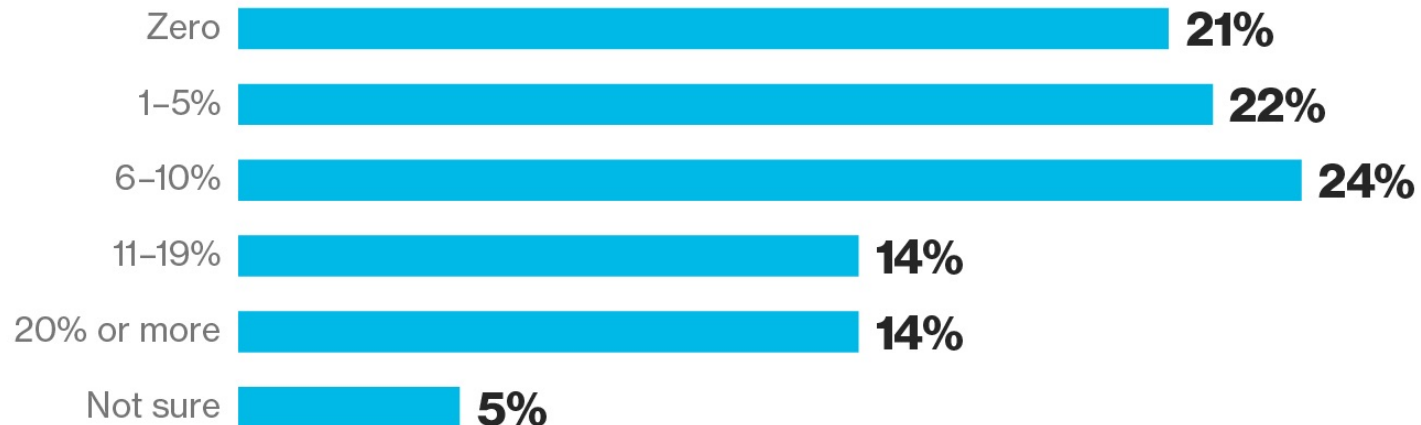
Percentages may not add up to 100% due to rounding.
Source: Bloomberg National Poll

The Millennial's World

Demographic Trends Shaping Millennials

Income / Housing

How much of your income do you **save** on a regular basis
(among employed)?



Percentages may not add up to 100% due to rounding.
Source: Bloomberg National Poll

The Millennial's World

Demographic Trends Shaping Millennials

Income / Housing

When making a **purchase**, how do you prefer to pay?



Percentages may not add up to 100% due to rounding.

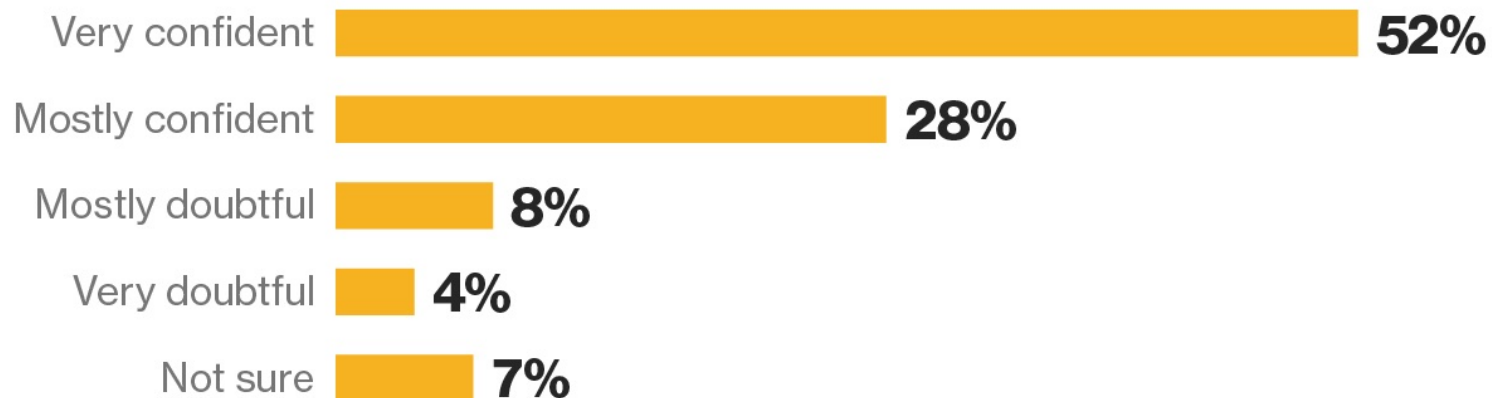
Source: Bloomberg National Poll

The Millennial's World

Demographic Trends Shaping Millennials

Outlook / Attitudes

How **confident** are you that if you work hard, you will be able to build a comfortable life?



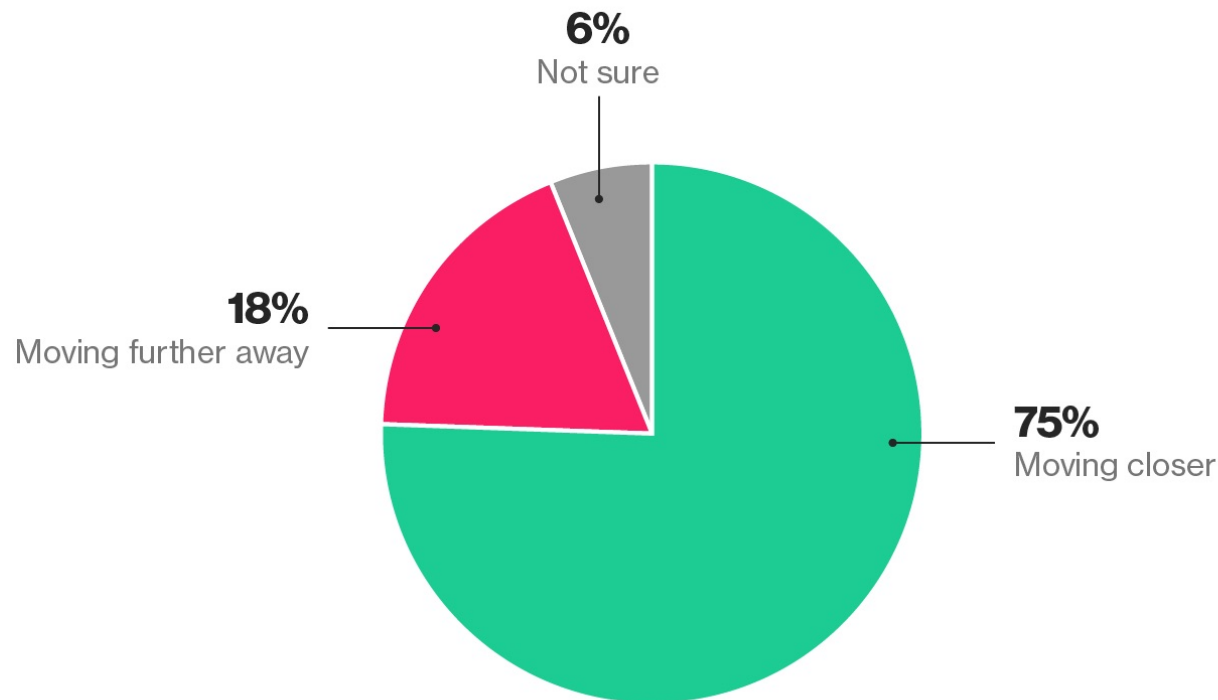
Percentages may not add up to 100% due to rounding.
Source: Bloomberg National Poll

The Millennial's World

Demographic Trends Shaping Millennials

Outlook / Attitudes

Do you feel you are moving closer to your hopes for your career and/or finances, or do you feel you are moving further away from your dreams?

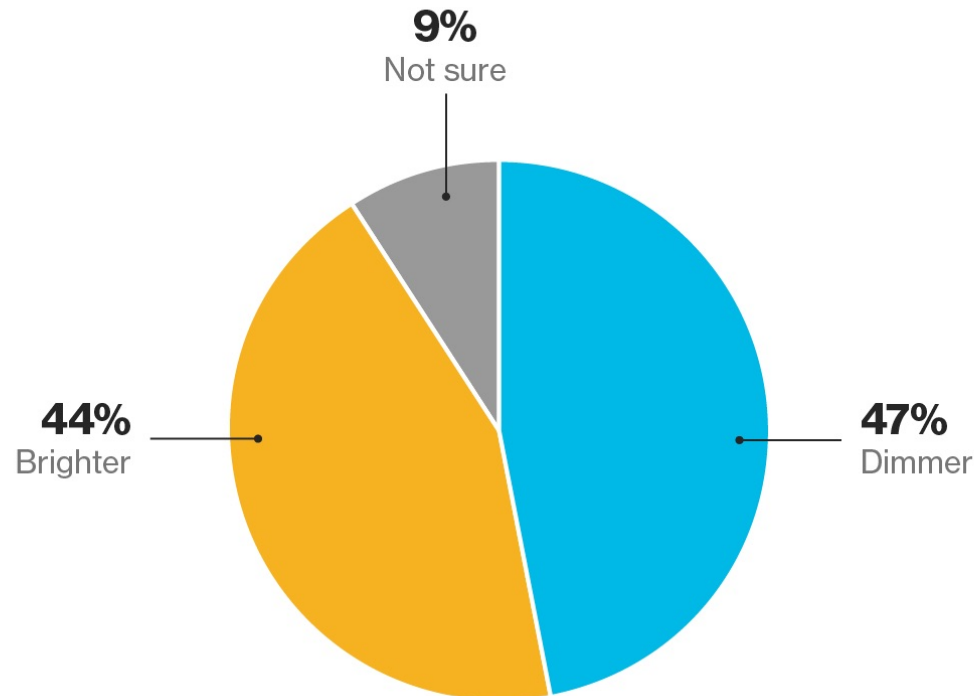


The Millennial's World

Demographic Trends Shaping Millennials

Outlook / Attitudes

Do you feel young adults today have a brighter or a dimmer future than their parents had at that age?



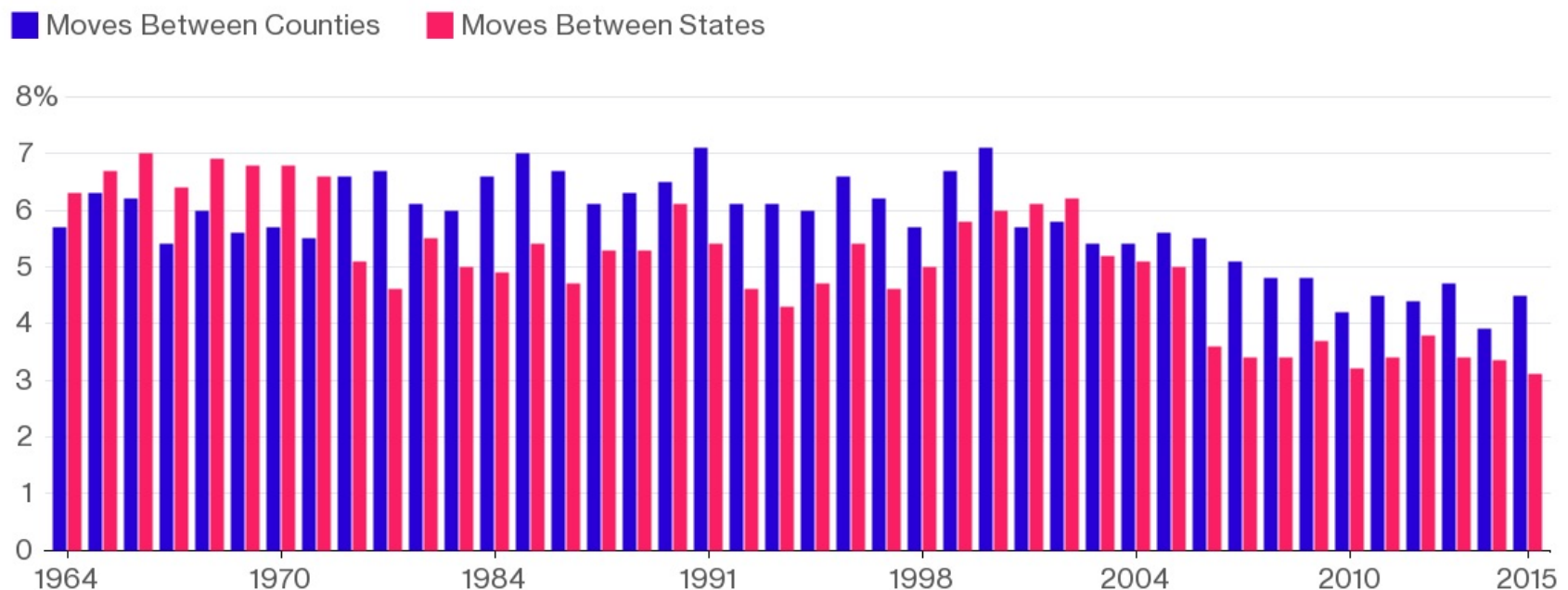
The Millennial's World

Demographic Trends Shaping Millennials

Migration

Young and Not So Restless

Mobility of Americans aged 25 to 29 has been in steady decline over the past two decades



U.S. Census Bureau data analyzed by Population Reference Bureau

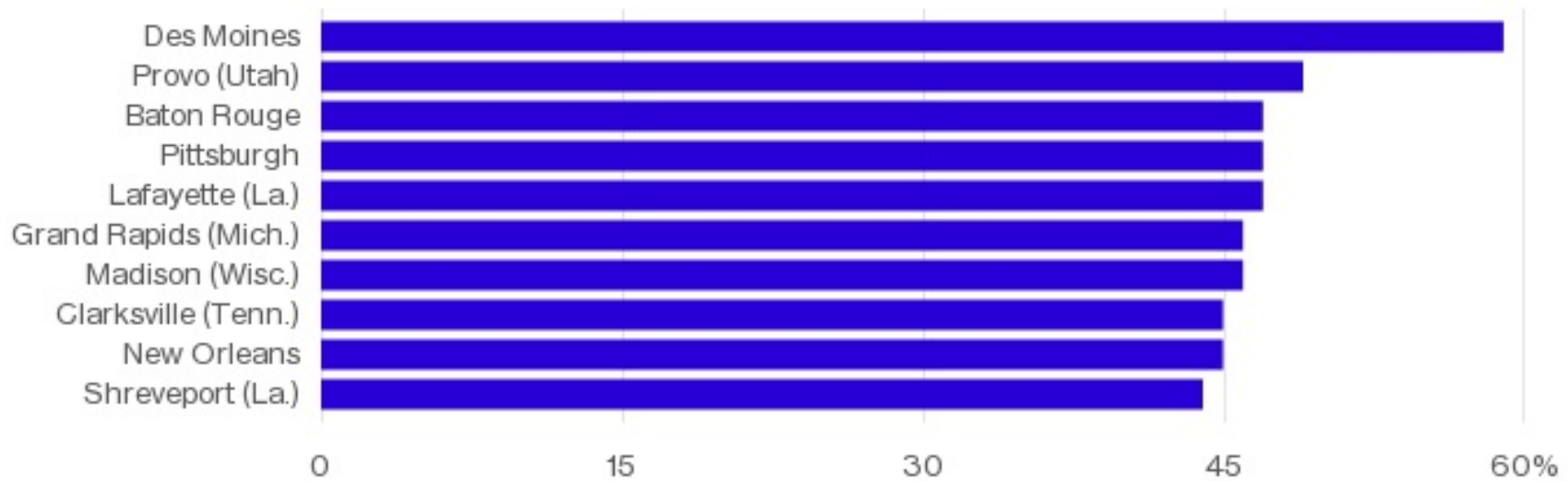
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Demographic Trends Shaping Millennials

Migration

10 Cities for First-Time Home Buyers

Where millennials made up the highest share of people to use a mortgage to buy a home

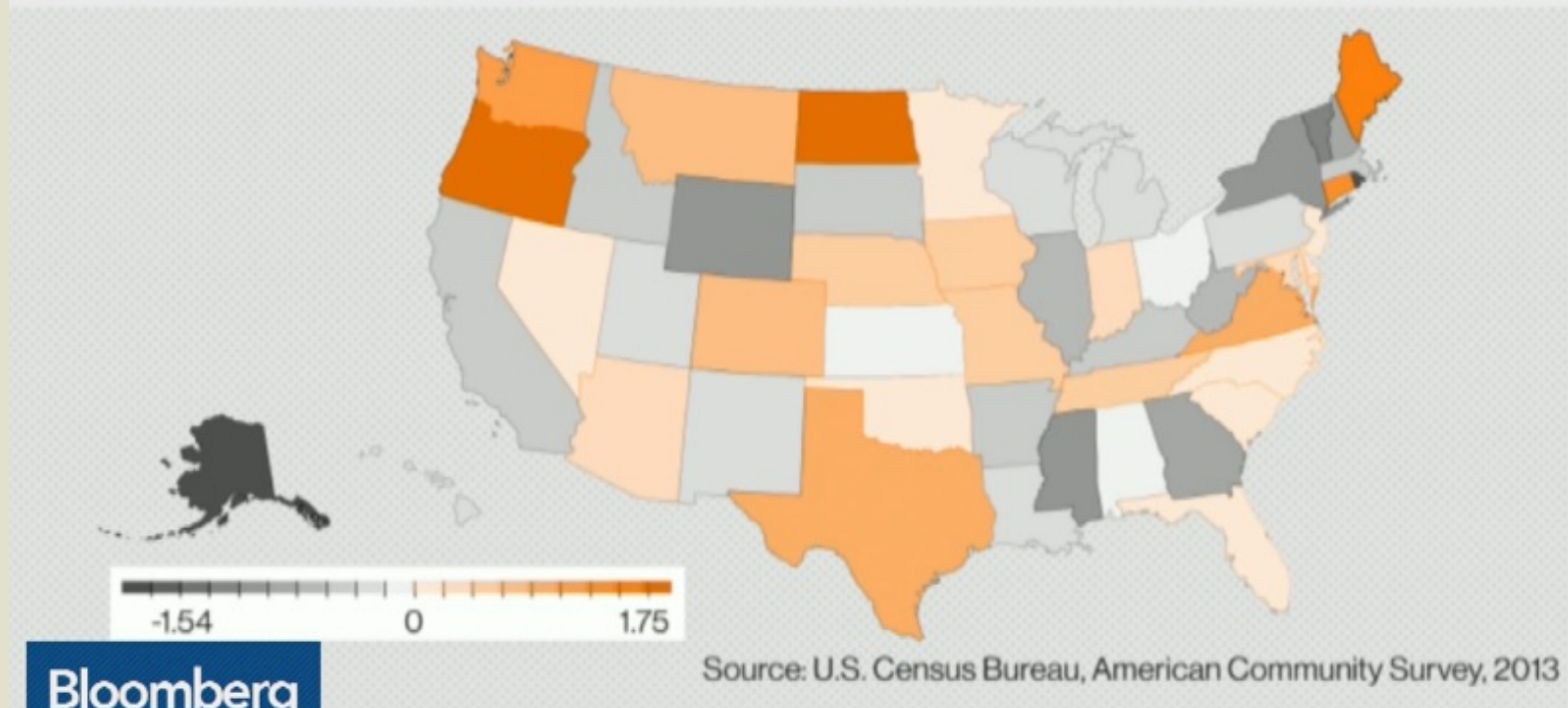


Source: Realtor.com

Bloomberg 

Demographic Trends Shaping Millennials

2013 ANNUAL NET MIGRATION RATE, AGES 30-39



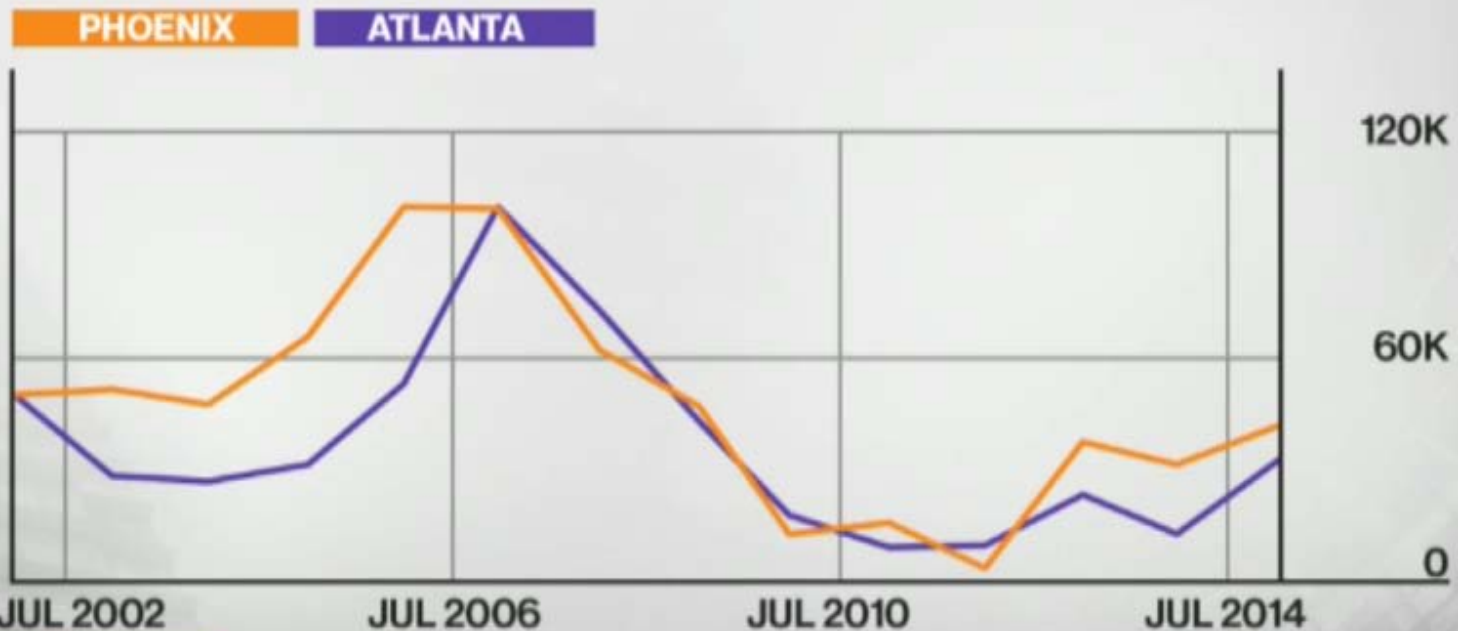
The Millennial's World

Demographic Trends Shaping Millennials

Migration

THE GREAT SUNBELT MIGRATION

NET DOMESTIC MIGRATION, 2000-2014



Bloomberg

Source: Brookings Institution

The Millennial's World

Demographic Trends Shaping Millennials

Health

- US Now Fails Every Major Health Category*
Compared to:
Entire EU / Eastern Europe / Australia /
New Zealand / Japan / Canada
- Statistics: The Central Intelligence Agency
Infant Mortality, Maternal Death During Childbirth etc.

The Millennial's World

Demographic Trends Shaping Millennials

Health

- Smoking Less Tobacco
- But Getting Fatter
 - 36% of US is Obese*
(Compared to 15% in 1990)
 - 33% of US is Overweight*
 - 69% Total Overweight*
(Highest Ever Recorded)

The Millennial's World

Demographic Trends Shaping Millennials

Health

- Employers Resorting To Tough Love
Staff Expected to Take Responsibility
Mandatory Nutrition and Exercise

The Millennial's World

Demographic Trends Shaping Millennials

Social Attitudes

- They Thrive on Social Connectivity
Attracted to Personalized Workspaces
They Utilize “Scattered” Collective Spaces
- Maximum Immersion in Social Media
They'll Text You From Across a Room
- Yet They Crave Personal Interaction

The Millennial's World

Demographic Trends Shaping Millennials

Social Attitudes

- Confronting Massive Loss of Personal Privacy
In Their Personal World & Workspace
They Crave Moments of Privacy

The Millennial's World

Demographic Trends Shaping Millennials

Social Attitudes

- They Question “Institutions”

Marriage

Postponing & Reconsidering Marriage

Just 26% Of Millennials are Married

(Ave. Age of Marriage is Now 29)

Many From Single-Parent Households

Many Express Desire for Small Families

The Millennial's World

Demographic Trends Shaping Millennials

Social Attitudes

- They Question “Institutions”

Church

Steep Declines in Church Attendance

Political Institutions

Registering “Independent”

Just 49% Self-Label as “Patriotic”

The Millennial's World

Demographic Trends Shaping Millennials

Social Attitudes

- They Are Entering The Workplace Later
- Only 32% Identify as “Environmentalists”
- They Value Experiences Over Materialism
Less Likely Tied to 9-5 Schedules
Motivated & Incentivized Differently

The Millennial's World

Demographic Trends Shaping Millennials

Social Attributes / Attitudes

- They Are Hovering Parent
- They Are Increasingly Bi-Racial
- They Are Very Accepting of Gender Issues

The Millennial's World

Demographic Trends Shaping Millennials

Crime

- 27% of American Population Are Millennials
71% of Gun Violence Victims Are Millennials
- Although Violent Crime Has Declined
(49% Since 1981)
Millennials Perceive A More Risky World

The Millennial's World

Demographic Trends Shaping Millennials

Crime

- Increasingly Desensitized to Violence
 - America Has Been At War Their Entire Life*
 - Formative Years Begin W/ Columbine*
 - Followed by 9-11*
 - Blitzed By Media & Gaming Violence*

How Do We Apply This Data?

By Creating Space That.....

Allows Millennials

- To Process Information Differently
 - Data Hummingbirds*
 - Twitter Checkers*
 - Less Likely to Read "Paper"*

How Do We Apply This Data?

By Creating Space That.....

Allows Millennials

- To Fully Exploit Online Education
With Access to Subject Matter Experts
- To Be Technology “Nomads”
Create Space Like Working at Starbucks
Provide Robust Wi-Fi

How Do We Apply This Data?

By Creating Space That.....

Allows Millennials

- To Pursuit Wellness

Encourage A Spectrum of Fitness

Fitness Rooms Are No Frill

Enable Better Nutrition

Places to Cook / Prepare Food

How Do We Apply This Data?

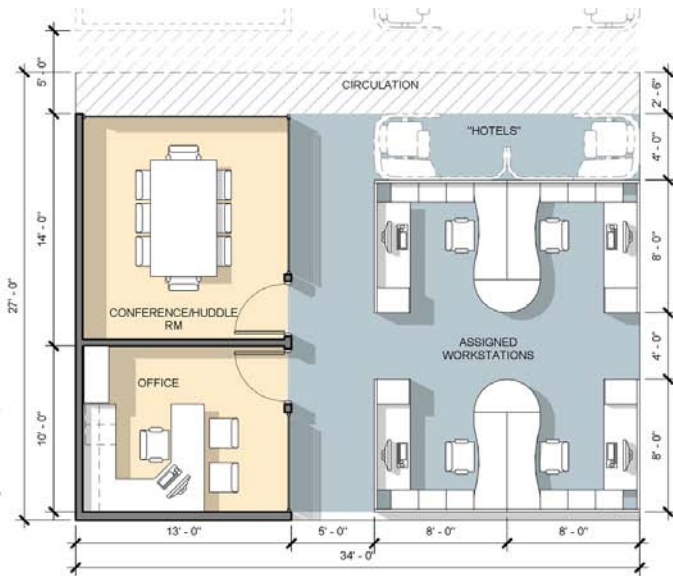
By Creating Space That.....

Allows Millennials

- To Utilize AWA's
(Alternative Work Arrangements)
Consider Work At Home Options
Provide "Hotel" Desks
- Work in Collaboration or Privacy
Form "Neighborhoods"
Modularized Open Plans

How Do We Apply This Data?

4, 6, 8 Spot Neighborhoods



SUMMARY

5 PERMANENT IN-OFFICE STAFF = 541 SF
2 TELECOMMUTE STAFF = 84 SF
CONFERENCE/HUDDLE ROOM = 160 SF
7 STAFF PERSONNEL /918 SF = 131 SF

Port of San Diego - Harbor Police Department

5/28/15 | scale 3/16" = 1'-0"

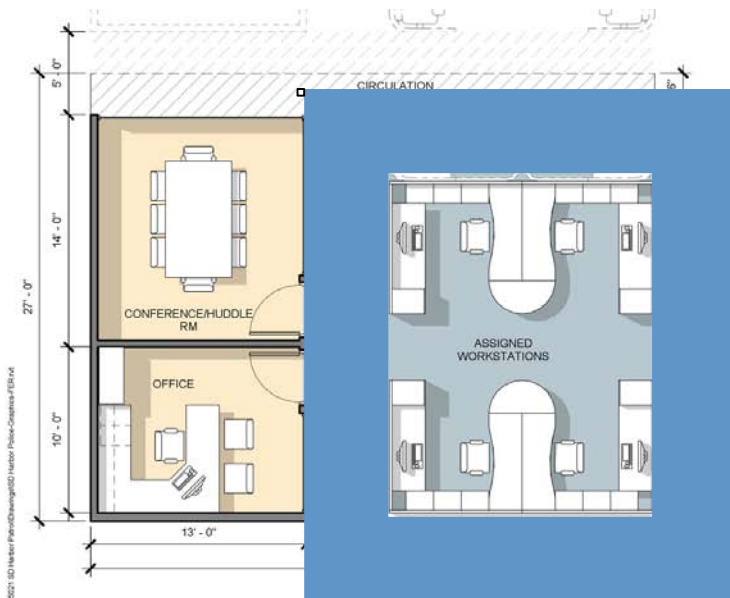
4 POINT MODULE

27' x 34' = 918 S.F.



How Do We Apply This Data?

4, 6, 8 Spot Neighborhoods



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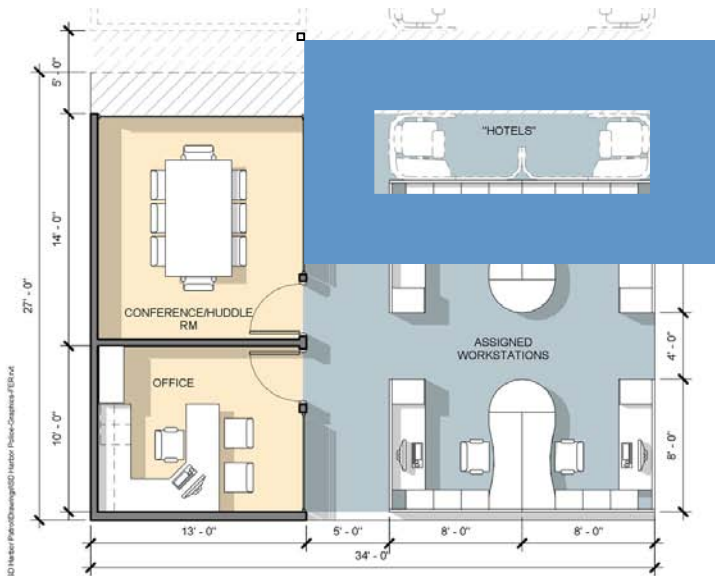
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4, 6, 8 Spot Neighborhoods



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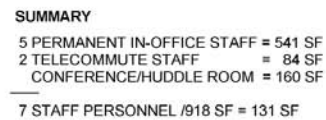
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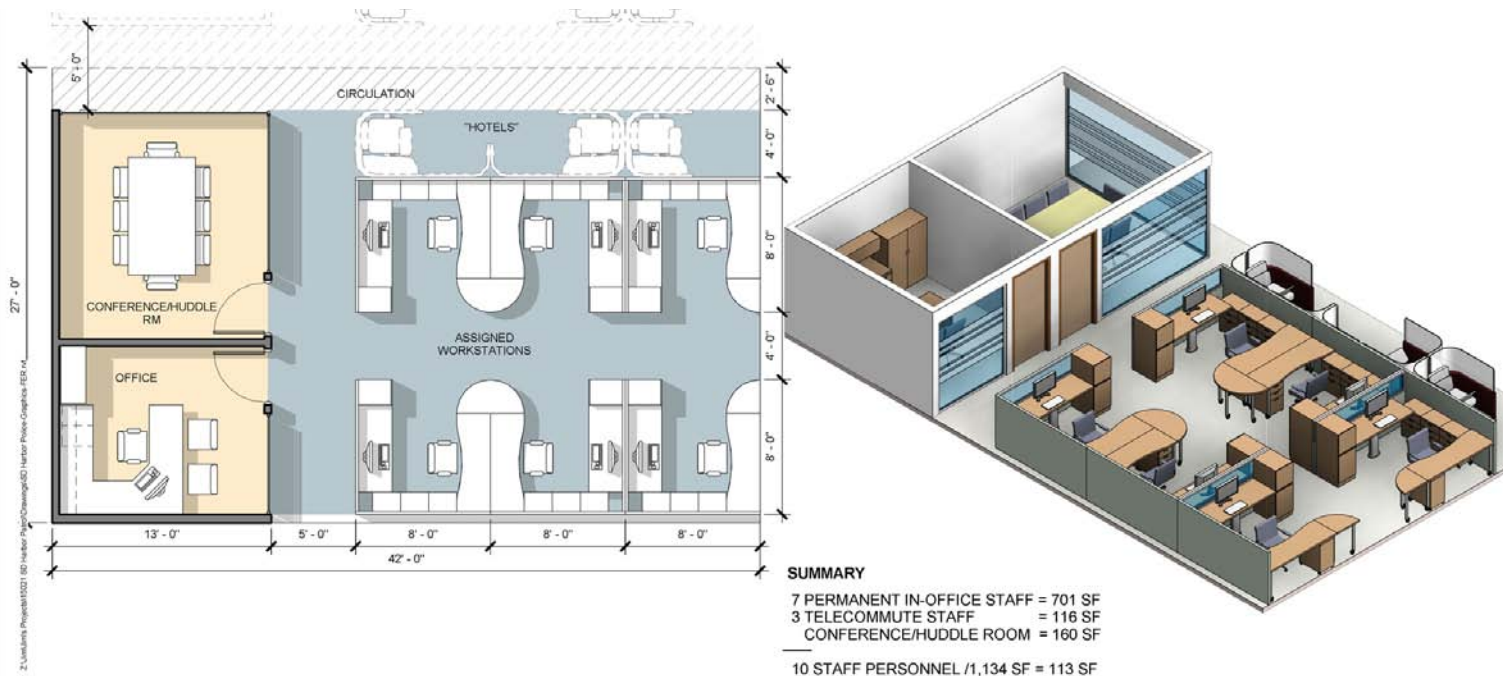
4, 6, 8 Spot Neighborhoods



27' x 34'

How Do We Apply This Data?

4, 6, 8 Spot Neighborhoods



Unified Port of San Diego - Space Planning Options

5.28.15 | scale 3/16" = 1'-0"

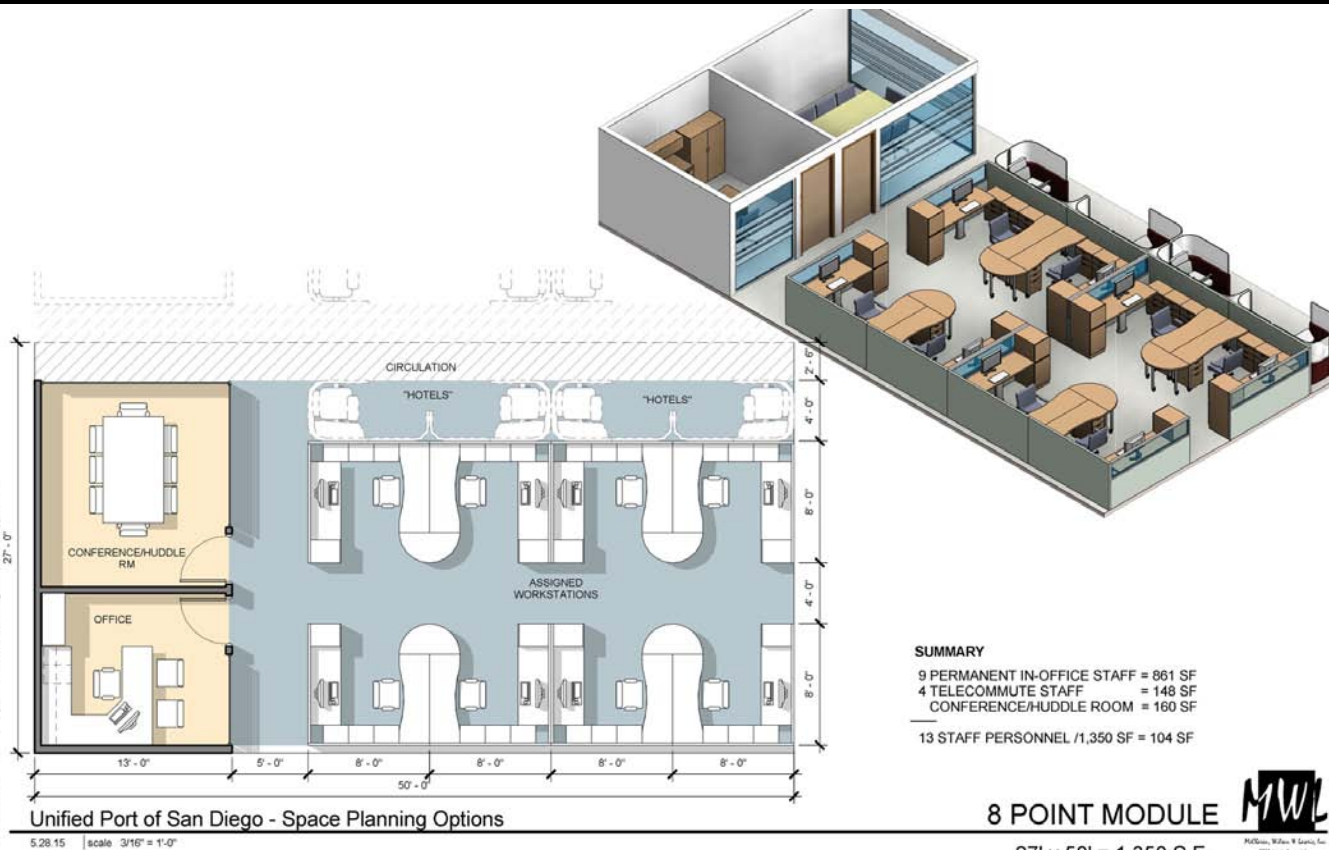
6 POINT MODULE

27' x 42' = 1,134 S.F.



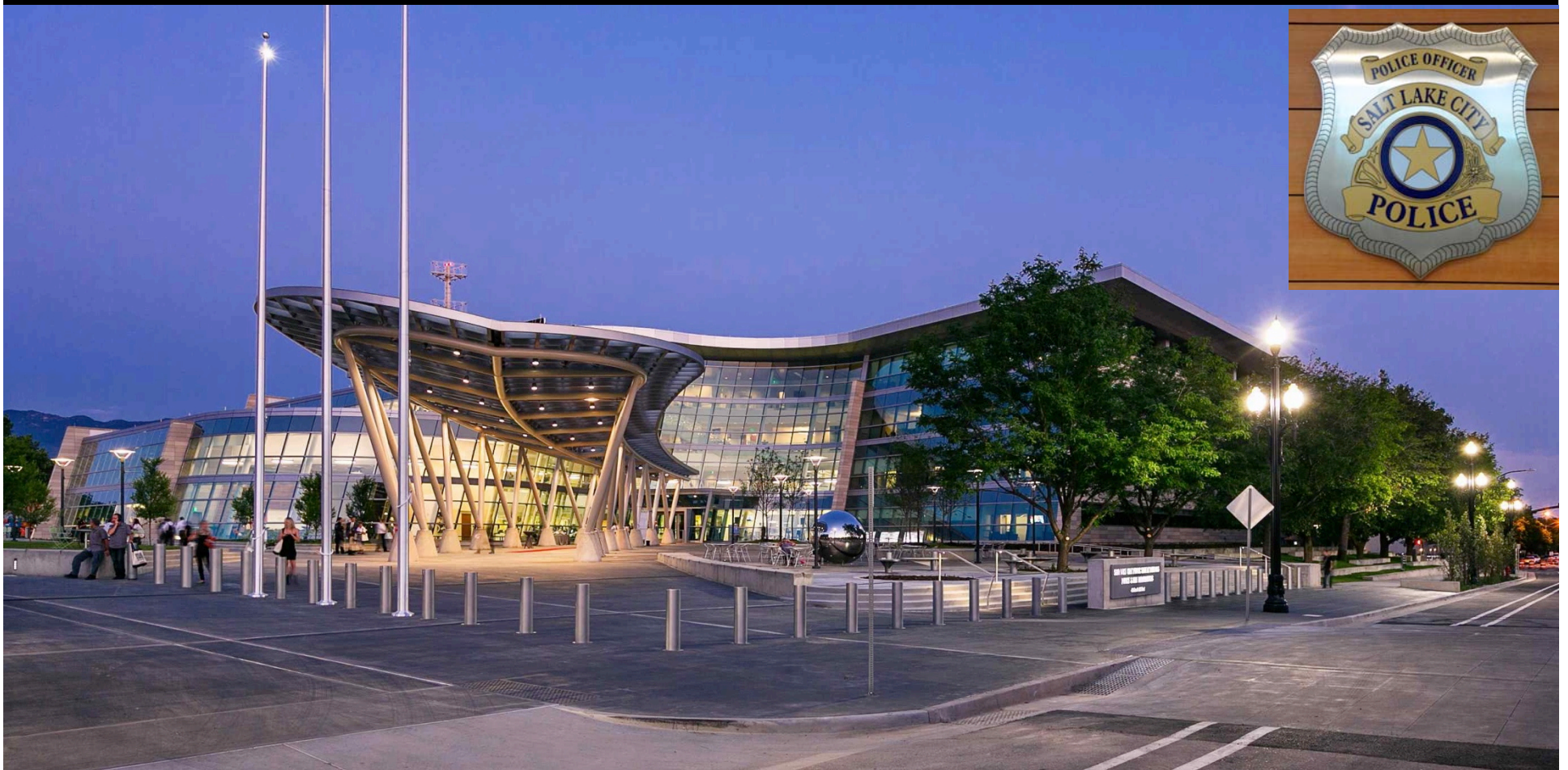
How Do We Apply This Data?

4, 6, 8 Spot Neighborhoods



How Do We Apply This Data?

Case Study: Salt Lake City Police HQ



How Do We Apply This Data?

Encourage Collaboration: Huddle Zones



How Do We Apply This Data?

Utilize Open “Genderless” Lockering



How Do We Apply This Data?

Create Neighborhood Work Groups



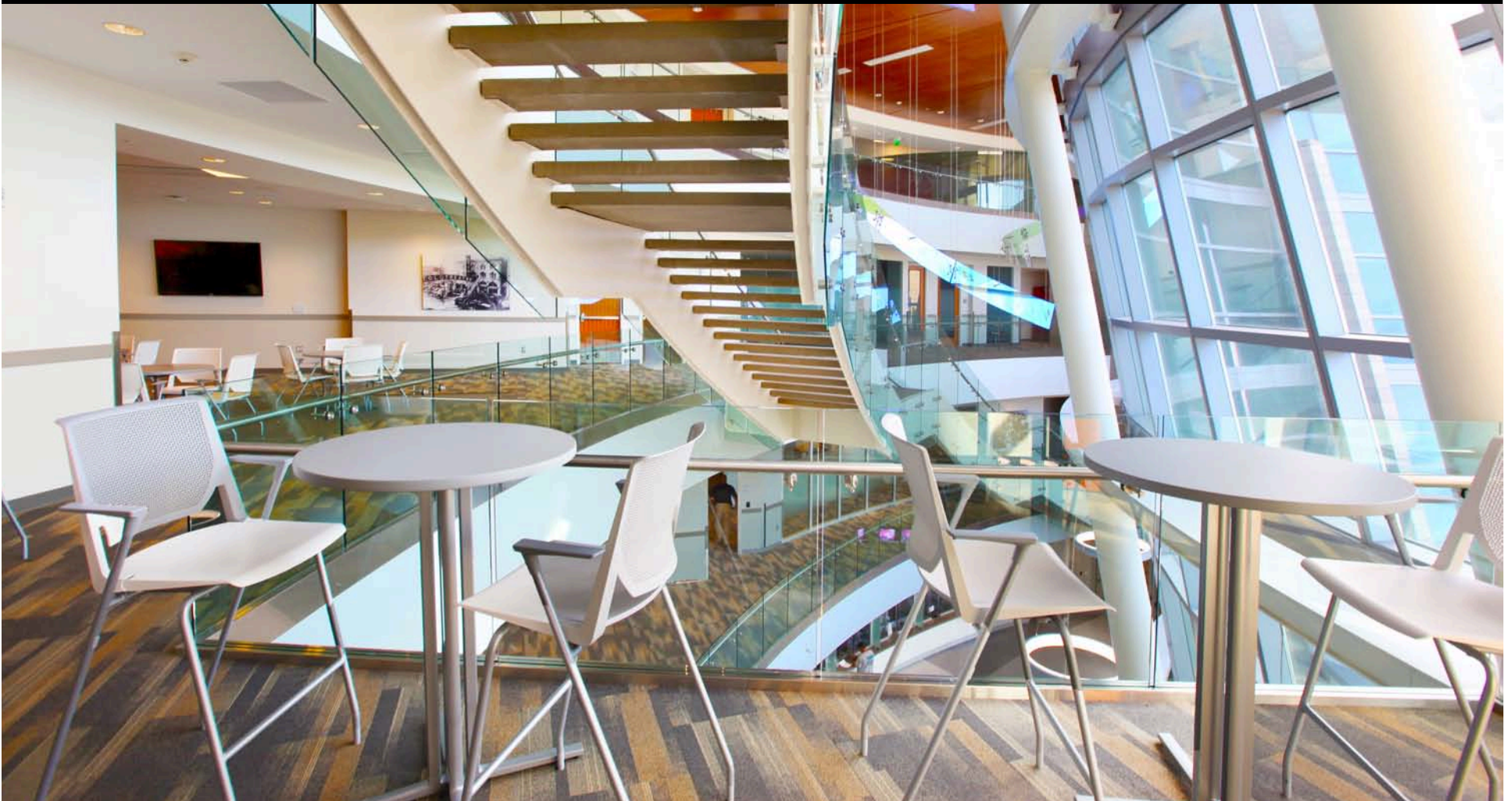
How Do We Apply This Data?

Support The “Data Nomads”



How Do We Apply This Data?

Create “Coffee House” Environments



How Do We Apply This Data?

Encourage Stairs and “Holistic” Fitness



How Do We Apply This Data?

Re-Imagine Training Spaces



How Do We Apply This Data?

Create Spaces That Enable Web Meetings



How Do We Apply This Data?

Media Video “You Tube” Production Spaces



How Do We Apply This Data?

Blend Utility With Sustainability



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