Summary of Turnover Rate

- Reasons police officers may leave the force
  - Low Pay
  - Hazardous Work Conditions
  - Work Hours
- Why does it matter if we can just hire new police officers?
  - Experience
Turnover Rates for Madison Police

Police Force Turnover Rate
- 2017: 11.9%
- 2018: 18.3%

Police Officer Turnover Rate
- 2017: 14.8%
- 2018: 20.9%
Important Numbers to Know

- Average Amount Spent on Overtime From the Last Two Years: $3,000,000
- Police Officer Salary after 6 Months: $58,000
- Overtime Wage for a Police Officer: $43.50
- Hours Worked in One Year: 2000 hours
Saving the City Money

$3,000,000 \times \frac{1\ hour}{\$43.5} = 68,965\ Hours\ of\ Overtime\ Worked

68,965\ Hours \times \frac{1\ Police\ Officer}{2000\ Hours} = 35\ Police\ Officers\ Needed

35\ police\ officers \times \frac{\$58,000}{1\ police\ officer} = \$2,030,000

$3,000,000 - \$2,030,000 = \$970,000\ left\ over!
223 Current Police Officers + 35 New Police Officers = 258 Total Police Officers

258 Police Officers * $3,000 raise
1 Police Officer = $774,000 Spent on Raises

$970,000 − $774,000 = $196,000 Remaining
Conclusion

- Hiring police officers has the opportunity to save Madison money
- Increasing the police officers salary incentivizes them to stay and thus, lowering the turnover rate