



# Police Turnover Rate

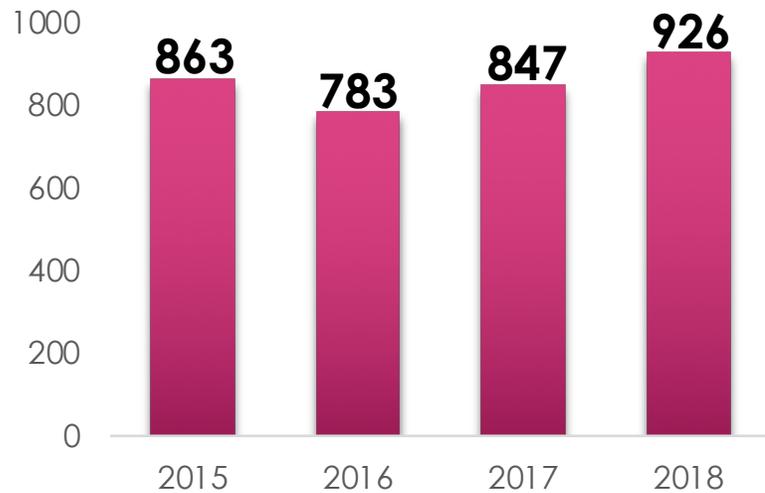
MICHAEL FAULKNER

# 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

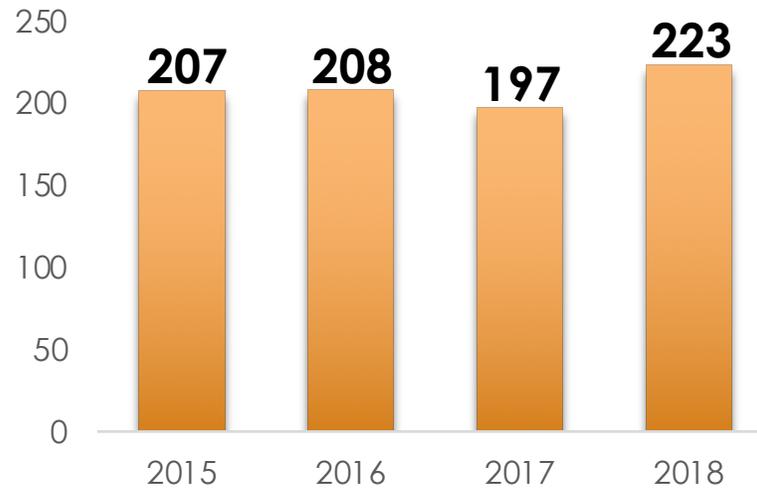
# Crime and Officer Statistics

## Number of Reported Incidents



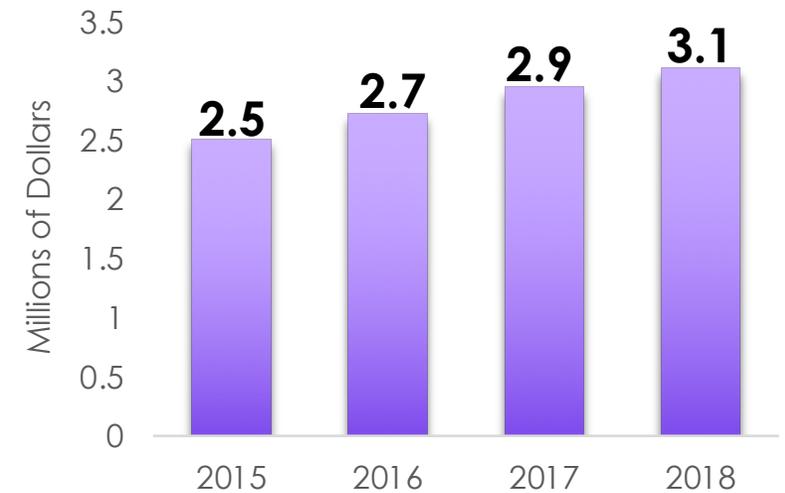
**+8.5%**

## Number of Police Officers



**+13.2%**

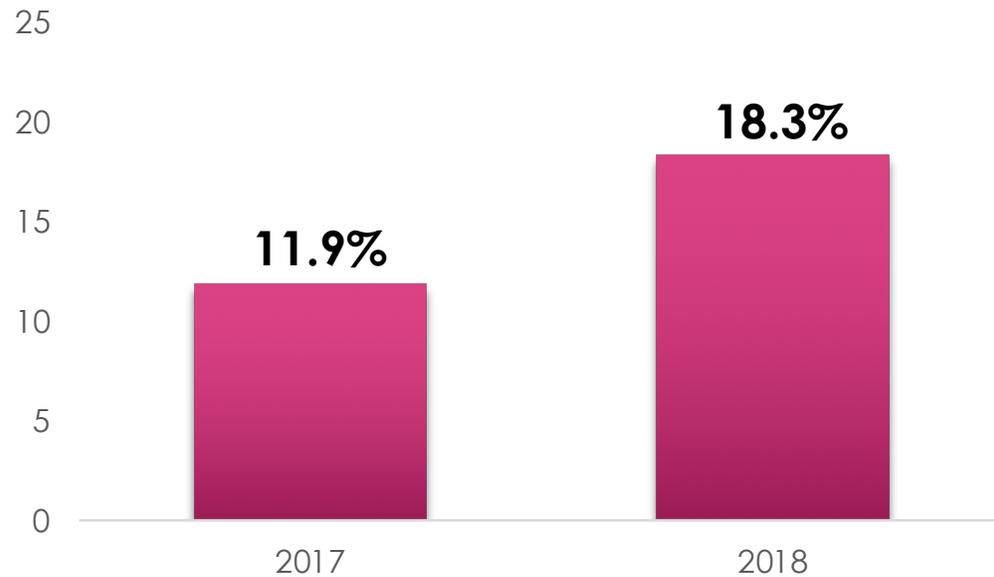
## Officer Overtime Wages



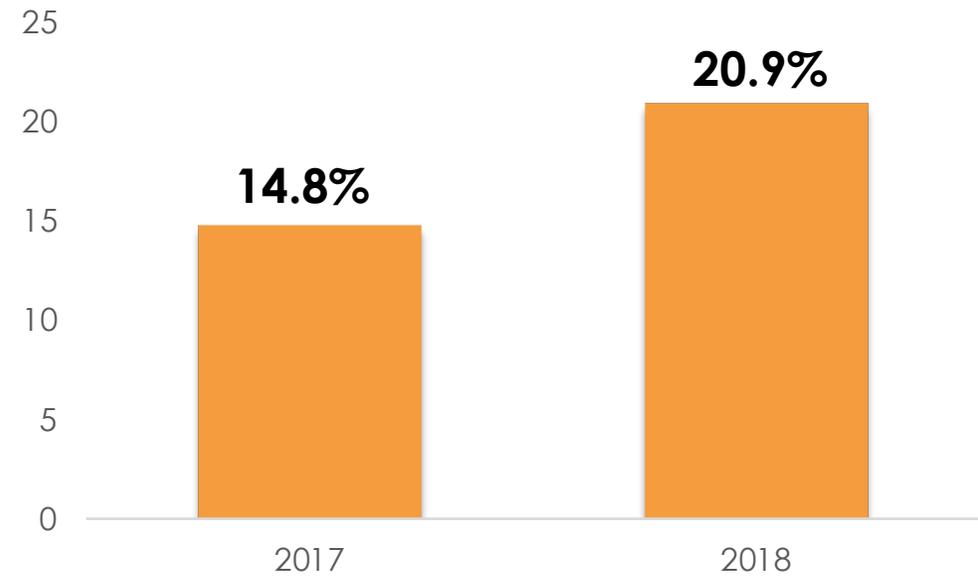
**+7.0%**

# Turnover Rates for Madison Police

## Police Force Turnover Rate



## Police Officer Turnover Rate



# 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

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

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

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

$$\$3,000,000 - \$2,030,000 = \$970,000 \text{ left over!}$$

# Fixing Turnover Rate

223 Current Police Officers + 35 New Police Officers = **258 Total Police Officers**

258 Police Officers \*  $\frac{\$3,000 \text{ raise}}{1 \text{ Police Officer}}$  = **\$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