

Variable	Explanation/Definition
Employee ID	Officer's unique identifier
Gender Binary	Binary indicator of officer's gender (1= Female, 0=Male)
Cad Count	Number of calls to which officer has been dispatched.
Complaints Count Sustained	Number of complaints against officer that were sustained.
Complaints Count	Number of complaints against officer.
Highest Rank	Highest title held (based on ranking)
IO Report Count	Number of incident/offense reports submitted by officer.
Dollars Earned (Gross)	Gross dollar amount paid to date as of 06/18/24.
Certifications Count	Number of certifications held by officer.
Unit Count	Number of units to which an officer has been assigned.
Military Experience	Indicator of whether the officer has had military experience.
Hours Worked	Total hours worked to date as of 06/18/24.
Max. Comp. Rate	Maximum compensation rate per payroll data as of 06/18/24.
Promotion Count	The number of times an officer's positional rank increases (see title ranking table in report). Every time an officer's rank increases, it is counted as a promotion (even if temporary).
American Indian/Alaska Native	Binary Indicator for Officer's Race (1 = American Indian/Alaska Native, 0= Other)
Asian	Binary Indicator for Officer's Race (1 = Asian, 0= Other)
Black or African American	Binary Indicator for Officer's Race (1 = Black or African American, 0= Other)
Hispanic or Latino	Binary Indicator for Officer's Race (1 = Hispanic or Latino, 0= Other)
Nat Hawaiian/Oth Pac Islander	Binary Indicator for Officer's Race (1 = Nat Hawaiian/Oth Pac Islander, 0= Other)
Two or More Races	Binary Indicator for Officer's Race (1 = Two or More Races, 0= Other)
Unknown	Binary Indicator for Officer's Race (1 = Unknown, 0= Other)
White	Binary Indicator for Officer's Race (1 = White, 0= Other)
Last Pay Year	Year of last paycheck.
Year of Birth	Officer's year of birth

Note: Given the nature of the data, we assume that missing counts of dispatched calls for service, reports written, and sustained complaints imply a value of zero for a given employee. Missing values of the "military experience" indicator are also assumed to be zero. It is important to note that a missing value in this indicator could be due to a lack of reporting by the employee.