

Police Turnover Rate

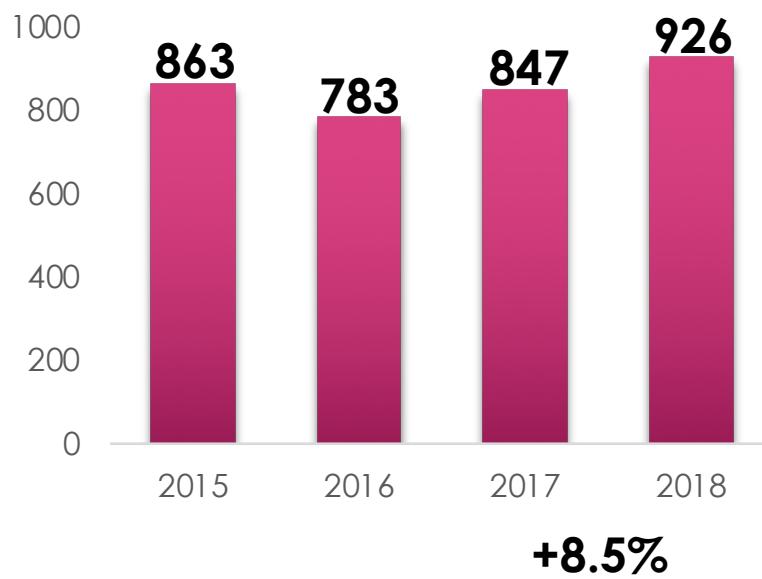
MICHAEL FAULKNER

Summary of Turnover Rate

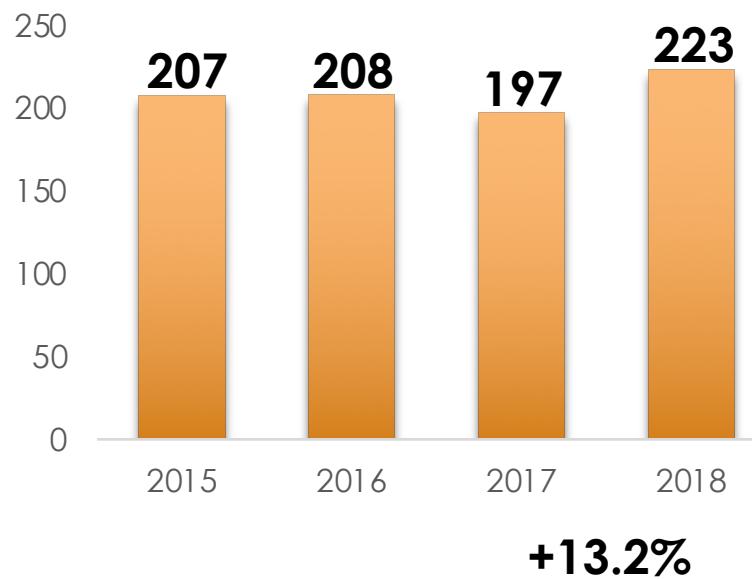
- ▶ Reasons police officers may leave the force
 - ▶ Low Pay
 - ▶ Hazardous Work Conditions
 - ▶ Work Hours
- ▶ Why does it matter if we can just hire new police officers?
 - ▶ Experience

Crime and Officer Statistics

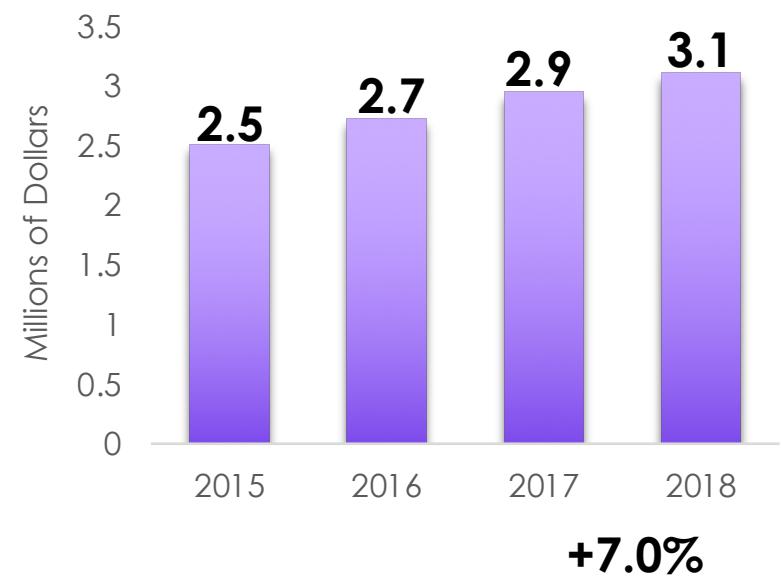
Number of Reported Incidents



Number of Police Officers

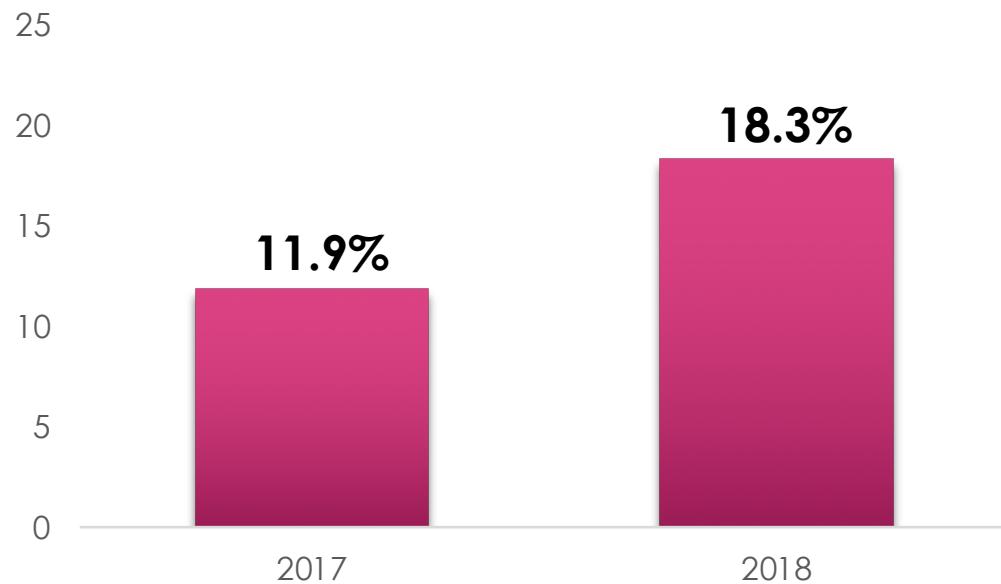


Officer Overtime Wages

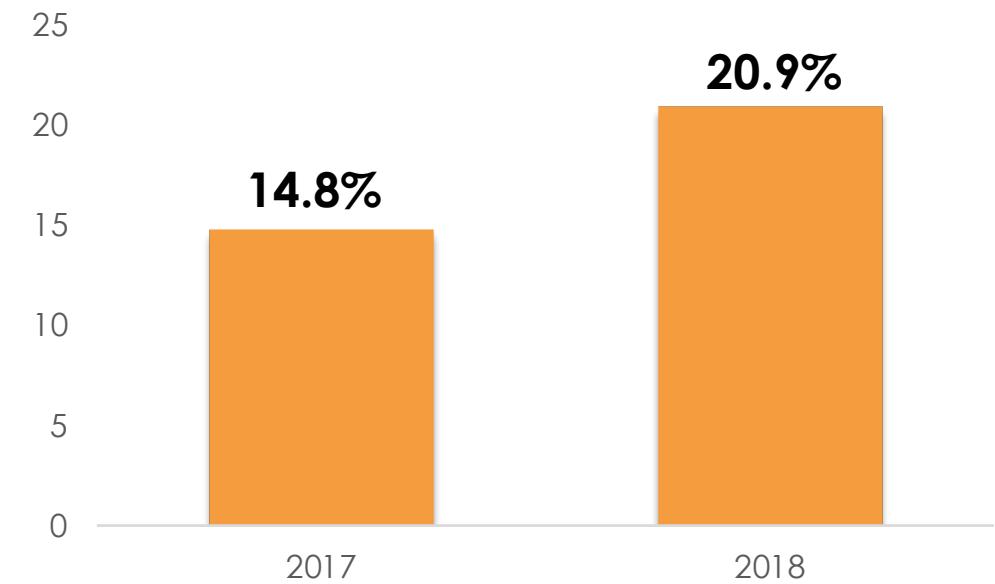


Turnover Rates for Madison Police

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