



# Should Huntington Police Dept. Hire More Officers or Increase Overtime Pay for Existing Officers?

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## Study Objectives:

- Determine optimal hiring procedures for the Huntington Police Department (HPD)
- In particular, hire more police officers, or increase overtime work for existing officers?
- Minimize costs, and maximize efficiency in HPD

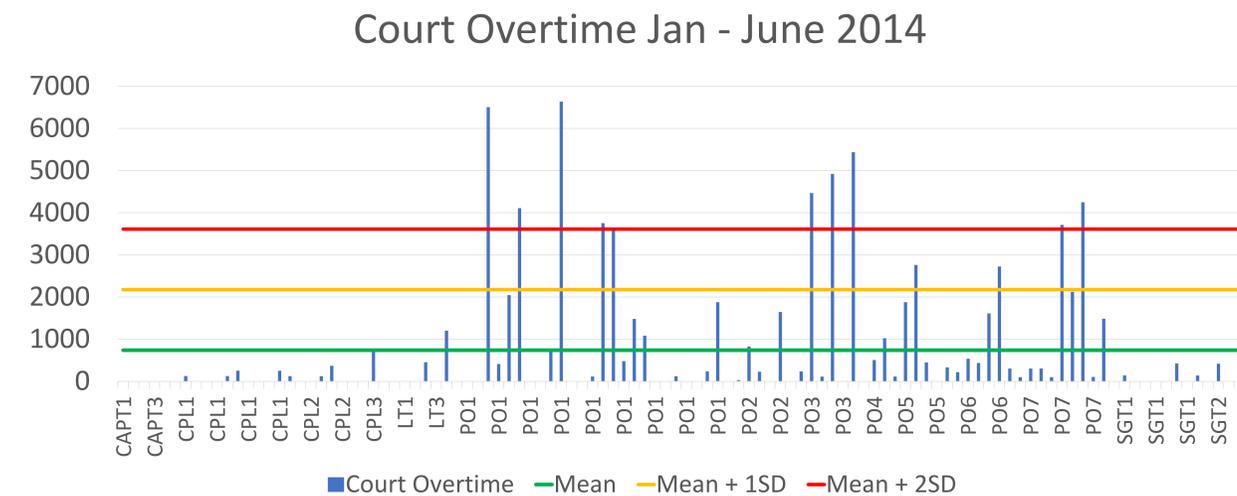
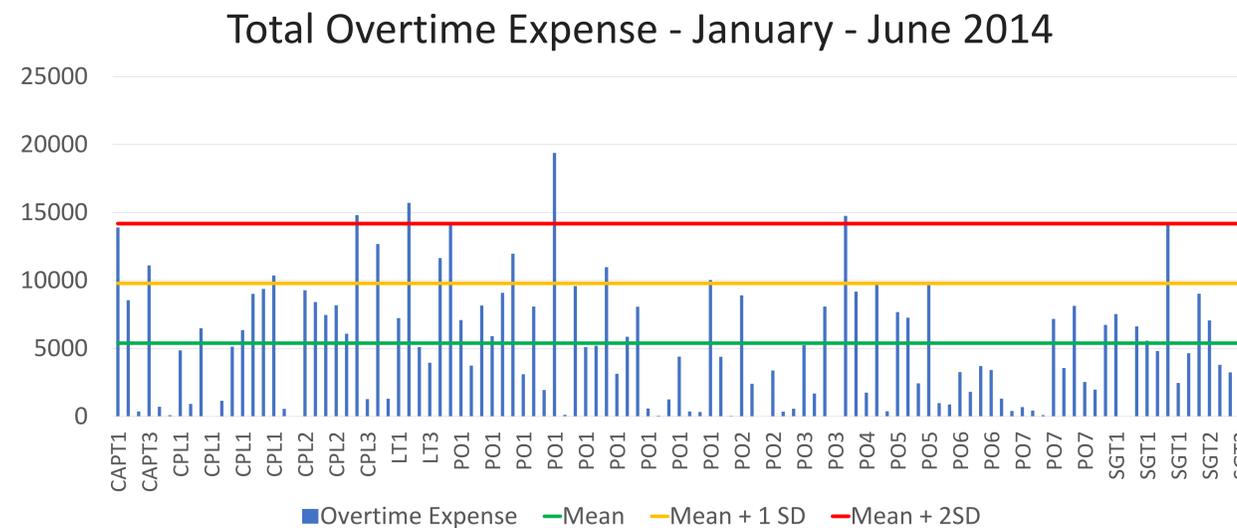
## Importance of Study:

- HPD has experienced increased costs but decreased revenues
- HPD needs to maintain police presence in Huntington but with reduced costs

## Methodology:

- We collected hourly wage data for each officer in HPD from 2014-2016
- We present preliminary descriptive statistics using STATA and Excel

## Example of Charts:



## Key:

- A vertical line represents what an officer made in overtime in a 6-month period
- Green and above is **ABOVE AVERAGE**
- Orange and above is **VERY ABOVE AVERAGE**
- Red and above is a **STATISTICAL OUTLIER**

## Officer Rank:

- CAPT – Captain
- CPL – Corporal
- LT – Lieutenant
- PO – Petty Officer
- SGT – Sergeant

All overtime charts from 2014 – 2016, 32 in total, are available upon request.

## Preliminary Findings:

- Higher ranked police officers often take more overtime hours than lower ranked police officers
- Some overtime categories, like Court Overtime, are primarily used by only certain types of officers.

## Future Work:

- We are looking to create a theoretical model to explain these overtime discrepancies.

## Connection to BERS Mission:

- Optimizing overtime pay in the police department leads to more efficient local governance
- Performing this study provides other human resource departments a way of analyzing overtime pay to better allocate personnel

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