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Police Turnover

Lower salaries for university police officers most negatively impact all UCCSN institutions when they affect officer retention. The cost of recruiting an officer is approximately \$800.00 direct cost to the public safety department; the cost of outfitting a new officer is approximately \$3500.00, and the cost of training for a new officer is approximately \$23,000.00. Those significant investments are lost when an officer accepts a position at another law enforcement agency. In addition, university officers are highly marketable at other universities as well as the private sector. The impact on the university community can be great when a successful officer leaves. Great time and effort is invested in recruiting and training a new officer that we hope will not only be successful, but also stay at the institution. In the past two years (calendar 2001 & 2002) at UNLV alone, we have hired 18 out of the 27 officers authorized at that time. That high turnover is the result of many influences as we were a police force in the midst of change. But out of the 30 public safety employees who left, 14 went to other agencies.