



Texas City Police Department

What is Attrition



Attrition is, “a reduction in numbers usually as a result of resignation, retirement, or death”, according to Merriam-Webster dictionary. Attrition is inevitable for any organization but should be monitored as a means of understanding organizational dynamics.

For this presentation we will look at both voluntary and involuntary attrition rates for the Texas City Police Department concerning sworn personnel.

To calculate the attrition rate, we will divide the number of employees who left by the authorized strength of the department and then multiply by one hundred.

Attrition Rate (%) = (Number of Employees that left / Authorized Strength) X 100

First, we will look at the historical attrition rate for the department as a means of comparison.

Chief Robert Burby 2009-2018



YEAR	ATTRITION	AUTH. STRENGTH	ATTRITION RATE
2009	3	85	3.53%
2010	2	85	2.35%
2011	9	85	10.59%
2012	8	85	9.41%
2013	2	85	2.35%
2014	9	85	10.59%
2015	10	85	11.76%
2016	7	85	8.24%
2017	12	85	14.12%
2018	9	85	10.59%

AVERAGE ATTRITION RATE – 8.35%

HIGHEST ATTRITION RATE – 14.12%

Chief Stanton 2018-2023



YEAR	ATTRITION	AUTH. STRENGTH	ATTRITION RATE
2019	17	85	20.00%
2020	10	91	10.99%
2021	12	101	11.88%
2022	9	101	8.91%
2023*	6	101	5.94%

AVERAGE ATTRITION RATE – 11.54%

HIGHEST ATTRITION RATE – 20.00%

*Note- 01/01/23 till 09/01/23

Chief Landis J. Cravens 2023 - Current



YEAR	ATTRITION	AUTH. STRENGTH	ATTRITION RATE
2023*	8	101	7.92%
2024	13	101	12.87%

AVERAGE ATTRITION RATE – 10.39%

HIGHEST ATTRITION RATE – 12.87%

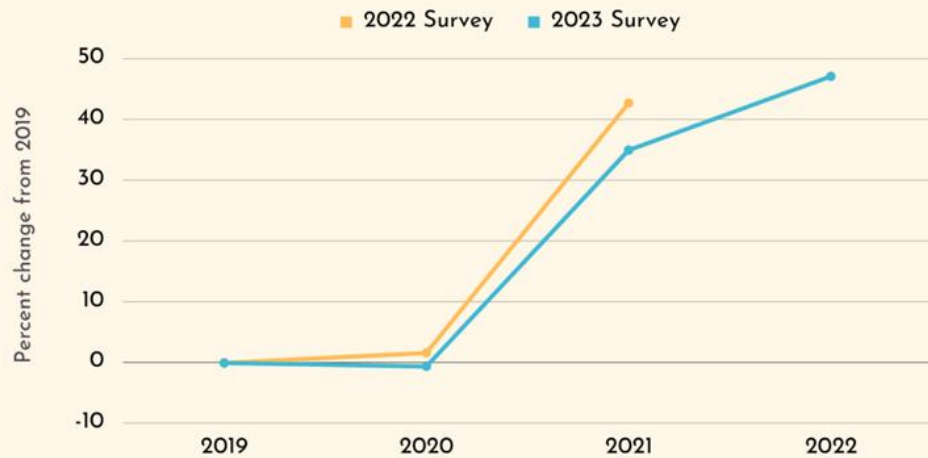
*Note- 09/23 – 12/23

Police Executive Research Forum



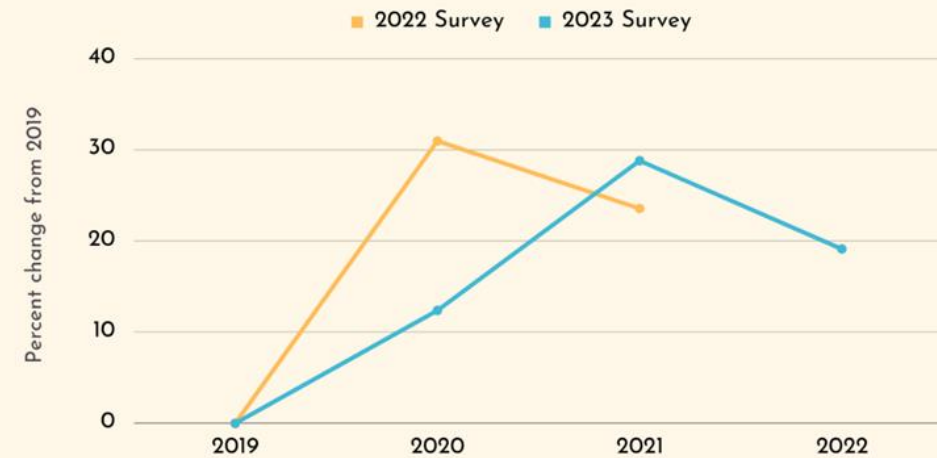
The Police Executive Research Forum (PERF) conducted a nation-wide survey covering 182 agencies in 38 states including Sheriffs, Commissioners, and Chiefs. The findings from this study show increases in resignations and retirements since 2019.

PERCENT CHANGE IN TOTAL SWORN RESIGNATIONS, 2019-2022



Source: PERF Membership Survey

PERCENT CHANGE IN TOTAL SWORN RETIREMENTS, 2019-2022



Source: PERF Membership Survey

Citations

- “Attrition Definition & Meaning.” *Merriam-Webster*, Merriam-Webster, www.merriam-webster.com/dictionary/attrition. Accessed 21 Aug. 2024.
- “STAFFING2023.” *Police Executive Research Forum*, www.policeforum.org/staffing2023. Accessed 21 Aug. 2024.