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FOR IMMEDIATE RELEASE

## **BRPD OFFICER PAY STUDY RESULTS**

**BATON ROUGE, LA — April 23, 2019** — SSA Consultants has concluded the BRPD Compensation Evaluation, which was designed to evaluate the salaries and benefits of our approximately 700 sworn officers compared to total compensation of comparative peer police forces. Ten peer groups were examined including New Orleans Police Department, Louisiana State Police, Gonzales Police Department, and the East Baton Rouge Sheriff's Office.

The following is a summary of key findings:

- Police Department salary ranges are about 16-40% behind peer forces based on rank.
- The salary for officers in the BRPD is \$38,979 after one year of service. In comparison, the salary for officers in the City of Gonzales is about \$51,000, approximately \$11,000 higher.
- The pay gap widens as our officers' tenure increases and we are beginning to lose officers with seven or eight years of experience to other cities and other law enforcement agencies. BRPD has lost too many officers over the past four years, with 2015 and 2016 revealing the highest numbers. Our turnover rate was highest in 2015 (8.0%) and 2016 (7.7%). In 2017 we had a 6.5% turnover rate and a 6.8% turnover rate in 2018.
- The total cost of raising our officer's pay to meet the average market level will cost about \$14.5 million dollars annually. This estimate does not include healthcare and retirement benefits which add an additional \$6.5 million dollars annually.

“Now that we have the final report, our staff will continue our efforts to recognize efficiencies within the department to identify cost savings within our existing budget,” said Police Chief Murphy Paul. “Additionally, the City-Parish has engaged efficiency consultants who are currently evaluating specific operations in the City of Baton Rouge, including the Police Department. We believe the subject matter experts will also identify areas of improvement within the police department, and we eagerly await their final report. We will continue to work with the Mayor's Office, the Metro Council, the Baton Rouge Union of Police, the Magnolia State Peace Officers Association of Louisiana, the Fraternal Order of Police, and the community we serve to raise our salaries to the appropriate level.”

To view the entire report and recommendations, visit <https://www.brla.gov/203/Police-Department>.

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