

Table 3
Causal Factors for Police Department Attrition Rates

<u>Factor</u>	<u>Number Reporting</u>	<u>%</u>
Agency budget restrictions	102	82.3
Transfer to another law enforcement agency	101	81.5
Left for private sector	87	70.2
Retirement	71	57.3
Agency location	62	50.0
Agency size	59	47.6
Cost of living	59	47.6
Specific job duties	55	44.4
Unrealistic officer expectations	55	44.4
Prior criminal history/decertification	55	44.4
Lack of fringe benefits	54	43.5
Agency residency requirement	51	41.1

Note: Survey respondents were encouraged to select all recruitment techniques used by their agencies; therefore, percentages do not equal 100.