

The Economics of Policing and Public Safety

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A Variable Definitions for LEMAS

To compute Figures 3, 4, and 5, we use the 2016 Law Enforcement Management and Administrative Statistics. We focus on the following measures: Initial Training, Screening, Monitoring Capacity, Early Intervention System, and Civilian Feedbacks. We construct the measures of interests using the following variables:

- **Initial Training (number of hours):** Total Hours Of Field Training Required For New Officer Recruits
- **Initial Training (number of hours):** Total Hours Of Field Training Required For New Officer Recruits
- **Screening:** Screening Techniques: Credit History Check
- **Screening:** Screening Techniques: Criminal History Check
- **Screening:** Screening Techniques: Driving Record Check
- **Screening:** Screening Techniques: Social Media Check
- **Screening:** Screening Techniques: Personality /Psychological Inventory
- **Screening:** Screening Techniques: Polygraph Exam
- **Screening:** Screening Techniques: Psychological Interview

- **Screening:** Screening Techniques: Voice Stress Analyzer
- **Screening:** Screening Techniques: Written Aptitude Test
- **Screening:** Screening Techniques: Analytical/Problem-Solving Ability Assessment
- **Screening:** Screening Techniques: Assessment Of Understanding Diverse Cultural
- **Screening:** Screening Techniques: Mediation/Conflict Management Skills Assessment
- **Screening:** Screening Techniques: Drug Test
- **Screening:** Screening Techniques: Medical Exam
- **Screening:** Screening Techniques: Vision Test
- **Screening:** Screening Techniques: Physical Agility/Fitness Test
- **Early Intervention System (units):** Agency Has An Operational Computer-Based Personnel Performance Monitoring/Assessment System
- **Civilian feedbacks:** Use Information From Survey For: Evaluating Officer Or Agency Performance
- **Civilian feedbacks:** Use Information From Survey For: Training Development
- **Monitoring Capacity (units):** Agency Maintains Computerized Files With Information On: Arrests
- **Monitoring Capacity (units):** Agency Maintains Computerized Files With Information On: Civilian Complaints
- **Monitoring Capacity (units):** Agency Maintains Computerized Files With Information On: Criminal Incident Reports
- **Monitoring Capacity (units):** Agency Maintains Computerized Files With Information On: Motor Vehicle Stops

- **Monitoring Capacity (units):** Agency Maintains Computerized Files With Information On: Street/Field Stops
- **Monitoring Capacity (units):** Agency Maintains Computerized Files With Information On: Use Of Force Incidents

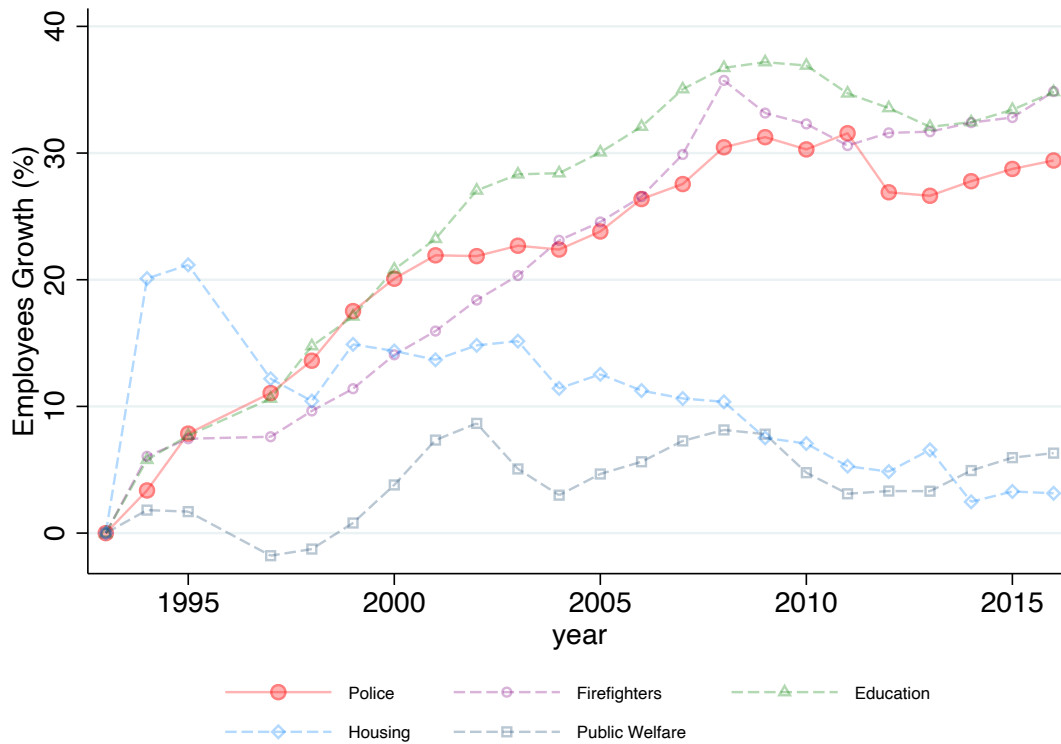
B Screening, Training, and Monitoring with and without State Level Adjustments

As of 2021, almost all states have a Peace Officer Standards and Training (POST) commission or department. Law enforcement agencies can choose to be "POST certified," meaning they agree to abide by rules for officer conduct set by this agency-typically a minimum level of screening and training for their officers- generally in exchange for access to subsidized training materials. The existence of POST means that, within a state, law enforcement agencies will tend to have highly correlated training and screening requirements.

In order to examine how departmental decisions to include more training or screening than recommended by POST are related to the racial composition of officers, we estimate a simple model where the LEMAS outcome is a function of the fraction of the agency that is white, relative to the fraction of the jurisdiction that is white, and a series of dummy variables indicating which state where the agency is located. The estimated correlation between relative race and LEMAS outcome, conditional on that set of state dummy variables, is plotted in addition to the unadjusted correlation.

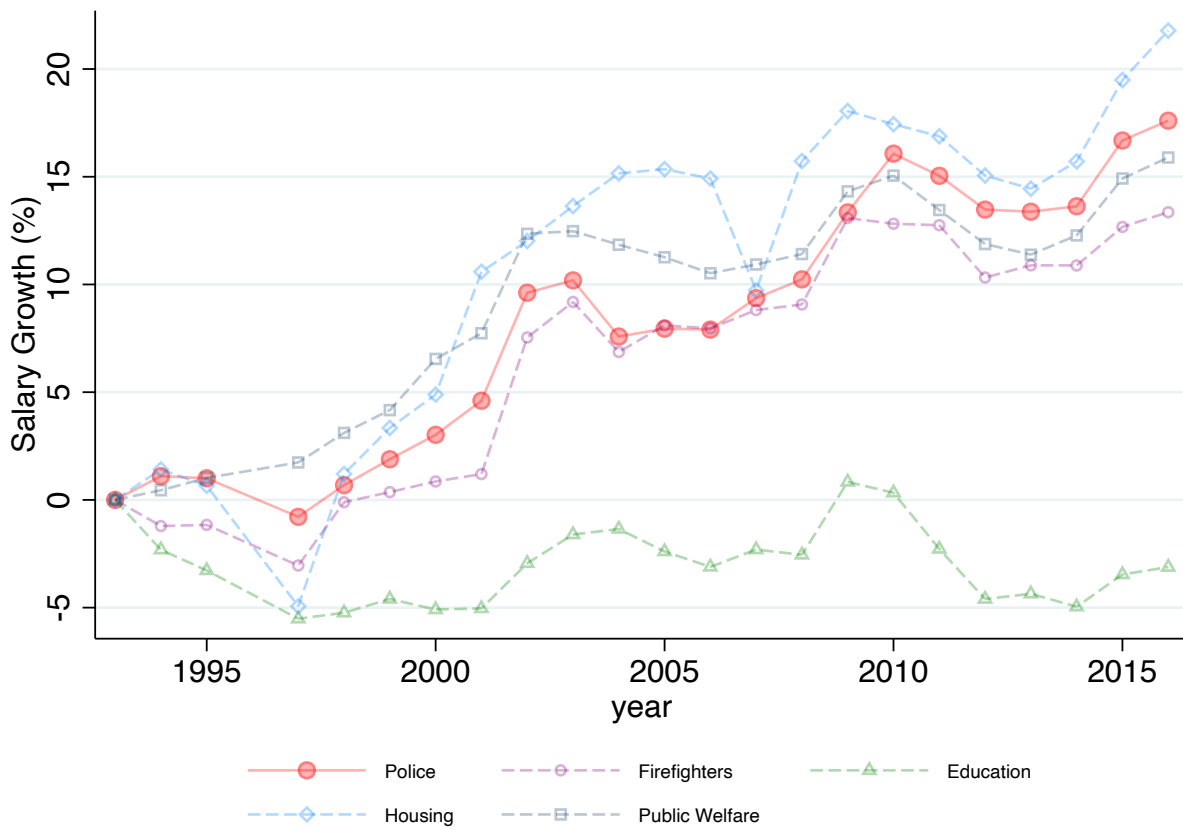
C Figures

Figure A.1: Public Employment Growth from 1993 to 2016



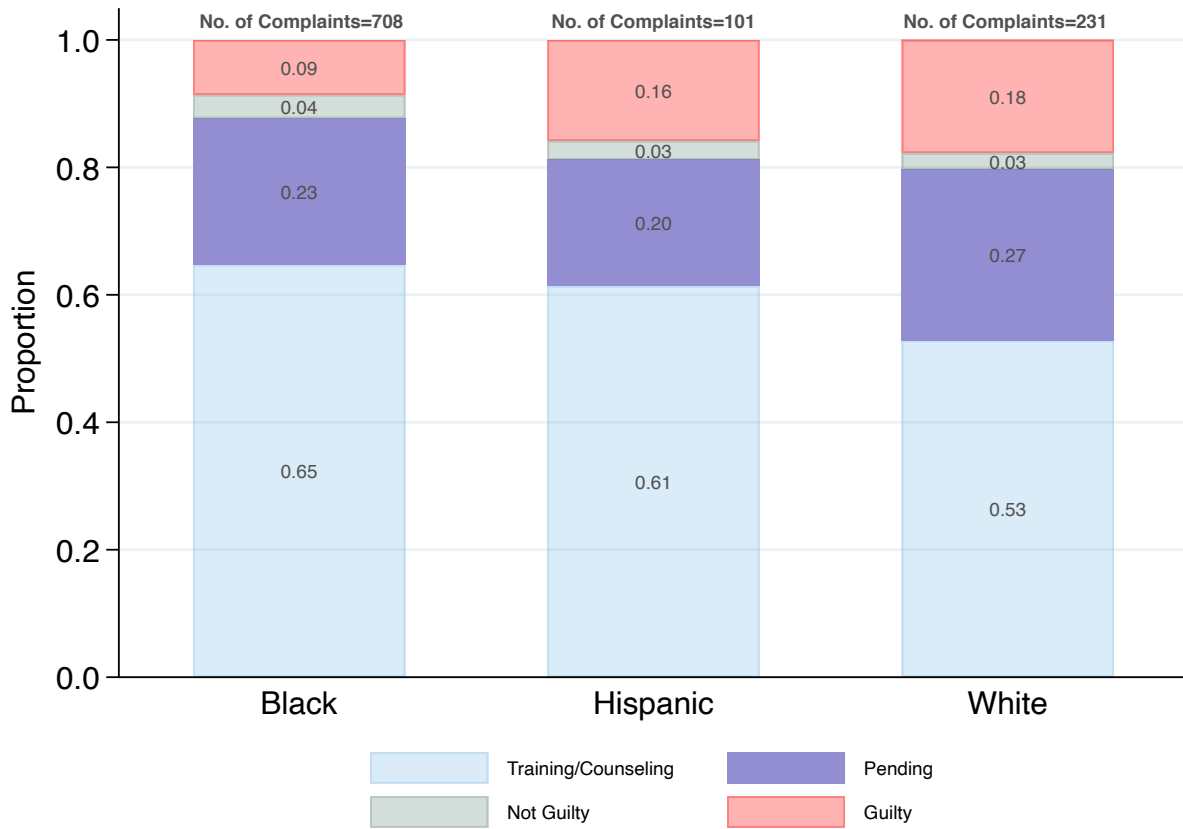
Notes: These figures provide public employment growth from 1993 to 2016 for different industries (relative to 1993). Data are missing for the year 1996. For police and fire protection, we report the numbers associated with officers and firefighters. Elementary and secondary instructional comprise the education sector. The housing sector includes community development. Data source: Annual Survey of Public Employment Payroll.

Figure A.2: Salary Growth from 1993 to 2016



Notes: These figures provide salary growth from 1993 to 2016 for different industries. Data are missing for the year 1996 (relative to 1993). For police and fire protection, we report the numbers associated with officers and firefighters. Elementary and secondary instructional comprise the education sector. The housing sector includes community development. Data source: Annual Survey of Public Employment Payroll.

Figure A.3: Complaint Outcomes for Sustained Allegations by Complainants Race in Philadelphia



Notes: These figures provide information on complaint outcomes for sustained allegations against Philadelphia Police Officers between January 2015 and November 2019. We restrict the analysis to Black, Hispanic, and white complainants. Data source: Open Data Philly

D Data References: For Online Appendix

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