

**California Police Chiefs Demographic Survey
Chief Steve Krull
November 2004**

This survey was sent to all 334 municipal police chiefs with 235 responses. This represents a 72% response rate. Of the 334 positions, there were a number of vacancies not factored out of the total. Not all questions were answered on all surveys.

Responses by size of agency (# of sworn officers). Total by Size

1-10	11	4.7%	36
11-25	51	21.7%	87
26-50	49	20.9%	67
51-150	84	35.7%	94
151-500	34	15.3%	34
501 +	4	1.7%	8

First Chief's Job

Yes	159	74.4%
No	49	26.1%

Current Age

Median Age	51
Range	28 to 72

Age First Appointed Chief

Median Age	45
Range	28 to 72

Total Chiefs Jobs Held

1.2 Jobs
Range 1 – 5 Jobs

Current Time as a Chief

Median 4.5 Years
Range 1 to 27 years

Educational Level

High School	4.3%
AA	7.7%
BA/BS	36.9%
Masters	45.9%
PhD	1.7%
JD	3.9%

Other Training

PERF SMIP	5.7%
SLI	20.9%
West Pt Ldrshp	4.4%
FBINA	62.7%
Command Coll	45.8%

Inside / Outside Candidate

Promoted from Within	51.3%
Promoted from Outside	49.1%

Relocate from Other State

O/S State	4.3%
Inside State	96.1%

Employment Contract

Yes	45.9%
No	54.5%

Appointed By

City Manager/Adm	82.4%
City Council	19.6%

Time in Policing at Time of First Chief's Appointment

Median	21.7 Years
Range	1 - 37 Years

Total Time in Policing

Median	28.3 Years
Range	4 to 43 Years

Main Issues Facing Policing in Next Five Years (Top 10)

Reflected in number of times listed and number of surveys mentioned on by %.

Funding	75.7%
Recruit / Retain Qualified Staff	55.7%
Succession Planning	25.1%
Terrorism / Homeland Defense	22.9%
Service Expectations	16.1%
Technology	14.8%
Leadership	14%
Integrity / Ethics	12.7%
Training / Other Mandates	8%
Community Involvement	5.1%

Characteristics of a Successful Chief (Top 10)

Reflected in number of times listed and number of surveys mentioned on by %.

Integrity	39%
Leadership	28%
Communication Skills	27.6%
Values / Ethics	22%
Fairness / Compassion	16.6%
Interpersonal Skills	14.4%
Vision	12.7%
Approachability	10.2%
Technical Competence	9.2%
Professionalism	8.9%