

**Results of Retired Chiefs Survey presented at the
CPCA Conference in Sacramento
February 7, 2005**

In advance of the 2005 California Police Chiefs annual conference held in February in Sacramento, a survey was developed by retired chief Bob Norman, to survey retired chiefs and solicit their suggestions for improving the services provided by the Association to its retired members.

The survey, designed by RGN Consulting, was posted on the CPCA website for retired members to review and complete prior to the scheduled conference. Two hundred retired chiefs completed the survey in advance of the conference and additional input was solicited from the 30 retired members who attended the conference and participated in the workshop.

During the 2005 conference, Bob Norman presented the findings from the survey to those attending the retired member's workshop, and a discussion ensued about the implications of these results. Following this discussion, the group suggested that several recommendations be made to the association's board of directors

THE FINDINGS FROM THE SURVEY ARE AS FOLLOWS:

1. 52% of the respondents had been retired for 5 years or less
2. 22% of the respondents had been retired for 12 years or more
3. 83% of those that pay dues do so to support the Association
4. 86% believe the Association communicates well with retired members
5. 90% favor e-mail as the best way to communicate with them
6. 70% have not attended an annual conference after retiring.
7. Reasons cited for failing to attend conferences were principally,
8. Cost, travel, too busy, or no longer interested.

Those retired members who desired to continue an active relationship with the Association offered to assist the organization in various ways, including:

1. Become trainers for CPCA training courses
2. Mentor new members
3. Act as subject matter experts for use by the membership
4. Become assessors for the California Accreditation project
5. Serve as liaison's to private sector resources
6. Help the Association lobby legislators
7. Whatever else the Association might need from them

RECOMMENDATIONS FROM RETIRED MEMBERS ARE:

- Direct the Executive Director to utilize, whenever appropriate, retired chiefs to assist in developing and presenting Association training courses. (A list of retired members indicating such an interest has been provided to the Executive Director)
- Pursue the implementation of either the IACP Mentoring Program, or a similar program utilizing retired members as mentors.
- Develop a list of retired members who are subject matter experts. Post that list on the CPCA website and notify members of the availability of this resource.
- Develop a list of retired members willing to lobby elected officials and/or testify on various topics. Provide this list to the Association's Lobbyist and the Law and Legislation Committee for their use.
- Determine the level of interest by Association members in agency accreditation, and discuss with POST the possible use of retired members in such a process.
- Direct the Retired Members Committee and the Communications Committee to explore providing a retired members newsletter and directory.

In order to accomplish some or all of these recommendations, propose that the Association include an amount not to exceed \$1500.00 in the Retired Members budget for these and any other expenses associated with the annual workshop, and as approved by the Executive Director.

These recommendations will be presented at a Board of Directors meeting in the near future and the results of that discussion will be posted on the retired member's corner when any decision regarding these issues is reached.

Sal Rosano, Chair
Retired Members Committee