

ALBUQUERQUE POLICE DEPARTMENT

RETIREMENT SURVEY SAMPLING RESPONSE SUMMARY

MAY 2015

PUBLIC SECTOR PERSONNEL CONSULTANTS

*National Office: 1215 West Rio Salado Parkway, Suite 109, Tempe, AZ 85281
(888) 522-PSPC www.compensationconsulting.com*

TECHNICAL NOTES

On April 20th, 300 surveys were mailed to employees of the Albuquerque Police Department who had retired by 2013 OR who were eligible to retire in the next 12 months. The survey requested their response by Friday May 8th.

A full copy of that survey is attached to this report in Appendix A to provide context on the questions.

High Level Results

1. PSPC received 104 responses to the 300 questionnaires mailed

- 53% of the responses are from retired personnel
- 33% of the responses are from active personnel
- 14% of the responses are from rehired employees

2. The responses were from various ranks of the Police Department

- 54% of the responses came from employees who held the rank of Police Officer
- 27% of the responses came from employees who held the rank of Supervisor
- 19% of the responses came from employees who held the rank of Command Staff
- These ranks averaged 21.7 years of service

A. Results from Section A on the questionnaire

1. Did you take early retirement? Do you intend to purchase service credits?

- 48% of the responders took early retirement
 - Of this 48%, they averaged 18.5 years of service
 - 81% of these responders purchased additional service credits to retire early
- 52% did not take early retirement
 - Of this 52%, they averaged 24.4 years of service
 - 5% of these responders purchased additional service credits

B. Results from Section B on the questionnaire

1. Did you serve a full 20 years prior to retirement?

- 54% of the responders did not serve a full 20 years prior to retirement
- 46% of the responders did serve a full 20 years prior to retirement

2. Prior to retirement, were you aware of the changes made to PERA by the state?

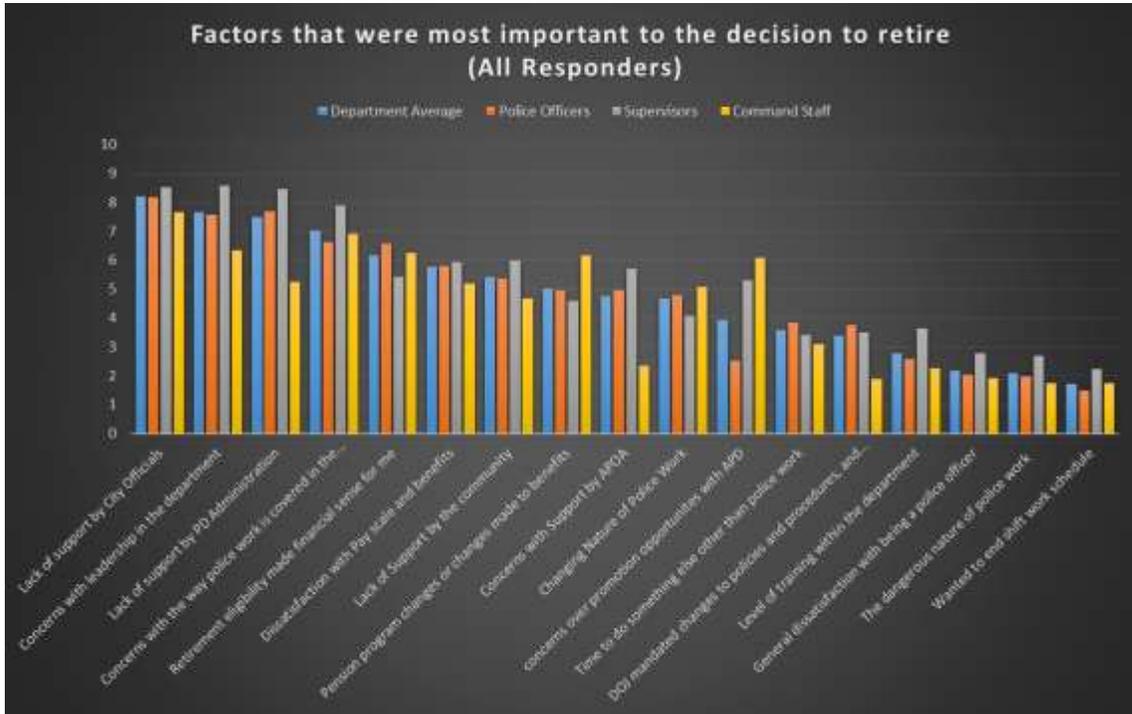
- 83% of total responders were aware of the changes made to the retirement programs
 - This number increases to 98% if you remove employees who rehired (as the rehires retired before the PERA changes were proposed, made by the state)
 - Of those aware of the changes, 58% said the changes made an impact on their decision to retire
 - 86% stated the COLA changes were the most influential to their decisions to retire
- 79% of employees who retired after 2013 were aware the legislature added a 90% maximum retirement benefit after 25 years of service.

3. Have you entered into employment after retiring from APD?

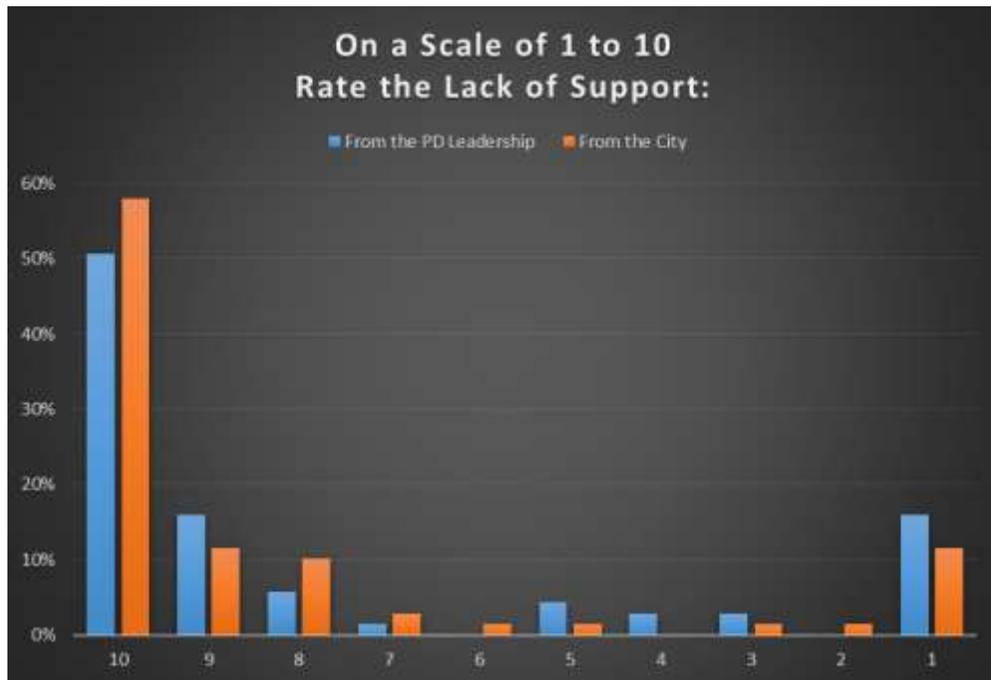
- 51% of responders have entered into additional work
 - Of this 51%, 36% are working for other police departments (14% out of state and 22% in state)
 - 8% are working in the security industry
 - 56% have found work other than police work
- 26% have not found additional work
- 23% have rehired with APD

Section B Continued...

Section B asked the responders to rank the factors, on a scale of 1 to 10, that were most important in their decision to retire. Here are the issues they said were most important:

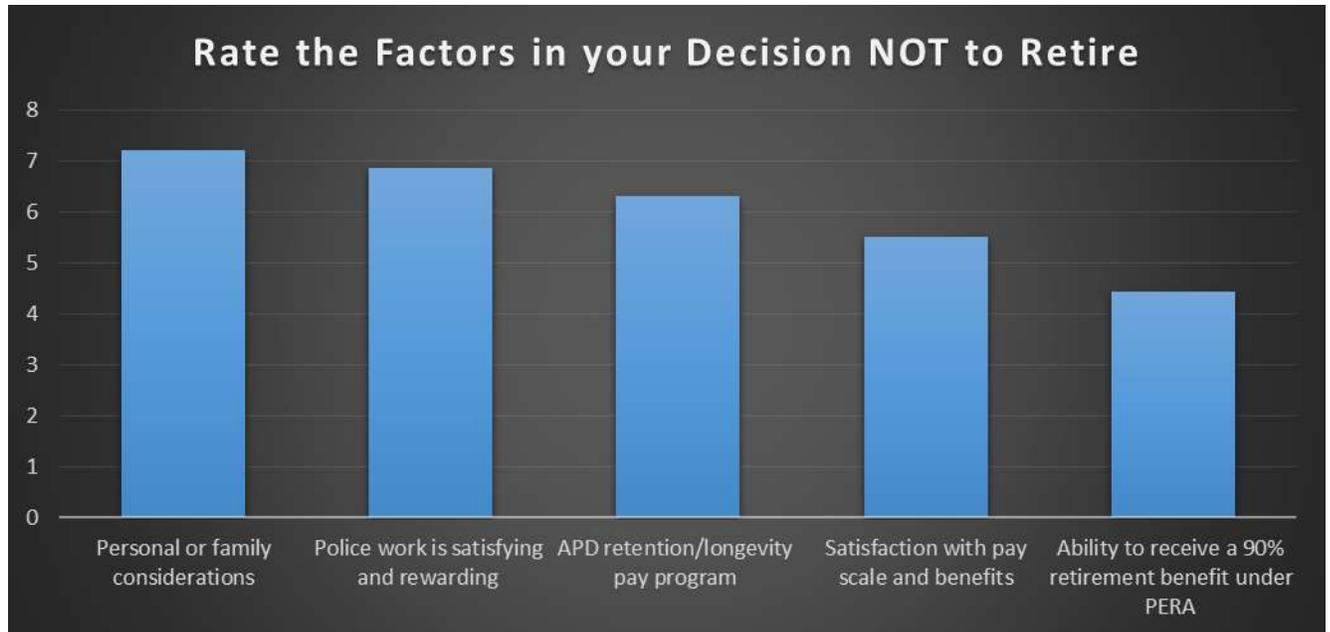


Here is an expanded look at the response distribution for the reasons the responders said were most significant.



C. Results from Section C on the questionnaire

- 1. Section C asked the responders who are still employed with APD to rank the factors, on a scale of 1 to 10, that were most important in their decision to remain with APD. Here are the issues they said were most important:**



- 2. Section C asks currently employed responders if they are eligible to retire and if they have considered retiring in the next 12 months.**

- 80% of responders are eligible to retire at this time
- 76% of all responders have considered retiring in the next 12 months
 - This number increases to 86% if you look at the employees who are eligible to retire

D. Results from Section D on the questionnaire

- 1. Section D asks all responders if they would recommend police work to a family member, friend, or acquaintance.**

- 54% said they would recommend police work as a career
- 46% said they would not recommend police work
- Many responders wrote they would recommend police work, but not with APD.

- 2. Section D asks all responders to make additional comments. These comments are tallied by topic in appendix B of this document.**

Appendix A – Survey Questionnaire

If you have retired from the Albuquerque Police Department, please complete Sections A, B, D
If you are still employed with the Albuquerque Police Department, please complete Sections A, C, D
Section A - General Information, All survey participants, please complete this Section.
What is or was your last position (circle): Police Officer Supervisor Command Staff
How long have or did you work with the Albuquerque Police Department? _____ years
If you have retired, what year did you retire? _____ Did you take advantage of early retirement? YES / NO
How many years of PERA service credit do you have or did you have at the time of retirement? _____ years
Have you or do you intend to purchase service credits to allow you to retire with full benefits? YES / NO
Section B - Retirees from APD, please complete this Section
Did you serve a full 20 years prior to retirement? YES / NO
Prior to retirement, were you aware of the changes made or being considered to the PERA retirement program by the State Legislature? YES / NO
Did the knowledge of changes being made or possible changes in retirement benefits effect your decision to retire? YES / NO
If so, what changes or potential changes influenced your decision to retire?
_____ COLA Eligibility extension from 2 years to 3 years, 4 years, and 7 years
_____ Uncertainty over exact changes being made
_____ Other (_____)
If you retired after 2013, were you aware that the legislature added a 90% maximum retirement benefit 25 years of service? YES / NO
Have you entered into employment after retiring from APD? YES / NO
If so, in what line of work?
_____ Sworn police officer with another department or college or university
_____ in New Mexico
_____ in another State
_____ Security Work
_____ Other (_____)
Section B (cont.)- Retirees from APD, please complete this Section

Please rate the factors that most influenced your decision to retire, with "1" not being an influencing factor and "10" being a significant factor											
<u><--Not a Factor-----></u>											
<u>Significant Factor--></u>											
The dangerous nature of police work	N/A	1	2	3	4	5	6	7	8	9	10
The changing nature of police work	N/A	1	2	3	4	5	6	7	8	9	10
Wanted to end shift work schedule	N/A	1	2	3	4	5	6	7	8	9	10
Time to do something else other than police work	N/A	1	2	3	4	5	6	7	8	9	10
Dissatisfaction with pay scale and benefits at APD	N/A	1	2	3	4	5	6	7	8	9	10
Pension program changes or changes made to the benefits	N/A	1	2	3	4	5	6	7	8	9	10
Lack of support by Police Department Administration	N/A	1	2	3	4	5	6	7	8	9	10
Lack of support by City Officials	N/A	1	2	3	4	5	6	7	8	9	10
Lack of support by the community	N/A	1	2	3	4	5	6	7	8	9	10
Concerns with support by APOA	N/A	1	2	3	4	5	6	7	8	9	10
Concerns with the way police work is covered in the media	N/A	1	2	3	4	5	6	7	8	9	10
Level of training within the department	N/A	1	2	3	4	5	6	7	8	9	10
Retirement eligibility made financial sense for me and/or my family	N/A	1	2	3	4	5	6	7	8	9	10
Concerns with leadership in the department	N/A	1	2	3	4	5	6	7	8	9	10
Concerns over promotional opportunities within APD	N/A	1	2	3	4	5	6	7	8	9	10
General dissatisfaction with being a police officer	N/A	1	2	3	4	5	6	7	8	9	10
DOJ mandated changes to policies and procedures, and their implementation	N/A	1	2	3	4	5	6	7	8	9	10
Other(s) _____											
If you had the opportunity to return to work at APD by returning to front line police duties while receiving Officer P1C pay — would you seriously consider returning to police work with APD? YES / NO											
If yes, approximately how many years would you consider working as a police officer? _____											
How much would a retention/longevity pay have kept you from retiring? 1 2 3 4 5 6 7 8 9 10											
Section C - Personnel Still Employed by APD, please complete this Section											

Are you, or could you be with purchased service credit, eligible to retire? YES / NO											
Have you considered retiring in the next 12 months? YES / NO											
Please rate the factors that have influenced your decision <u>not to retire</u> , with "1" not being an influencing factor and "10" being a significant factor											
<--Not a Factor----->											
Significant Factor-->											
APD retention/longevity pay program	N/A	1	2	3	4	5	6	7	8	9	10
Ability to receive a 90% retirement benefit under PERA	N/A	1	2	3	4	5	6	7	8	9	10
Personal or family considerations	N/A	1	2	3	4	5	6	7	8	9	10
Satisfaction with pay scale and benefits at APD	N/A	1	2	3	4	5	6	7	8	9	10
Police work is satisfying and rewarding	N/A	1	2	3	4	5	6	7	8	9	10
Other(s) _____											
Section D - All survey participants, please complete this Section.											
Would you recommend police work as a rewarding and fulfilling career to a family member, friend or acquaintance? YES / NO											
Is there anything else that we can confidentially share with APD, APOA, or the City?											
Please return confidential surveys to the independent third party using the enclosed, stamped envelope by May 8, 2015											

Appendix B – Tally of responses to the comments question

A. Responses from Active Personnel

- 1. Responses Classified as Financial Concerns: 2**
- 2. Responses Classified as Lack of Recognition Concerns: 6**
- 3. Responses Classified as Leadership Concerns: 12**
- 4. Responses Classified as Media Concerns: 2**

B. Responses from People who retired in 2014 or later

- 1. Responses Classified as Financial Concerns: 3**
- 2. Responses Classified as Lack of Recognition: 2**
- 3. Responses Classified as Leadership Concerns: 12**

C. Responses from People who retired Before 2014

- 1. Responses Classified as Financial Concerns: 8**
- 2. Responses Classified as Lack of Recognition: 3**
- 3. Responses Classified as Leadership Concerns: 22**
- 4. Responses Classified as Media Concerns: 1**
- 5. Responses Classified as Positive Comments: 3**