

# Public Safety Recruitment and Retention

## URS 2020 Annual Report Data

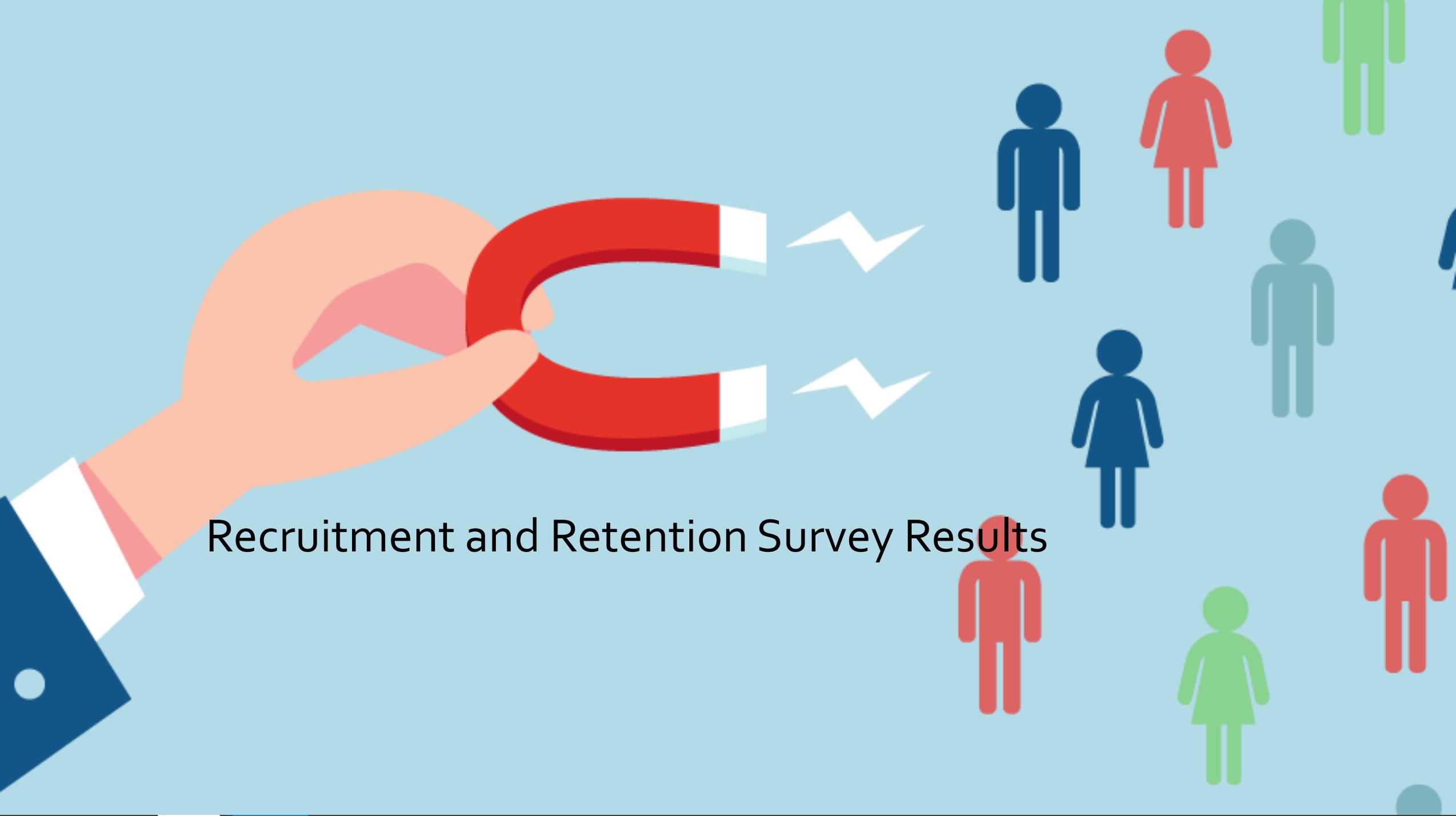
- **Tier 2 Public Safety and Firefighter**
  - 4,301 Active Members
  - Active Average Age: 31.3
  - Active Average Years of Service: 3.8
- **Tier 1 Public Safety (Non-Fire)**
  - Active 4,596 (15,993 total membership)
  - Active Average age: 44.8
  - Active Average Years of Service: 17.4
- **Tier 1 Firefighters**
  - Active 1,427 (3,419 total membership)
  - Active Average age 45.5
  - Active Average Years of Service: 17.6

## Public Safety 2021 Survey

- **Tier 2 Public Safety and Fire**
  - 1029 Responses (24% of Active Members)
  - Age: 62% between the age of 26-35
  - Years of Service: 92% between 0-10 years
- **Tier 1 Public Safety (Non-Fire)**
  - 1,216 Responses (26% of Active Members)
  - Age: 53% between the age of 36-45
  - Years of Service: 65% between 11-20 Years
- **Tier 1 Firefighters**
  - 169 Responses (12% of Active Members)
  - Age 35% between the age of 41-45
  - Years of Service: 38% between 16-20

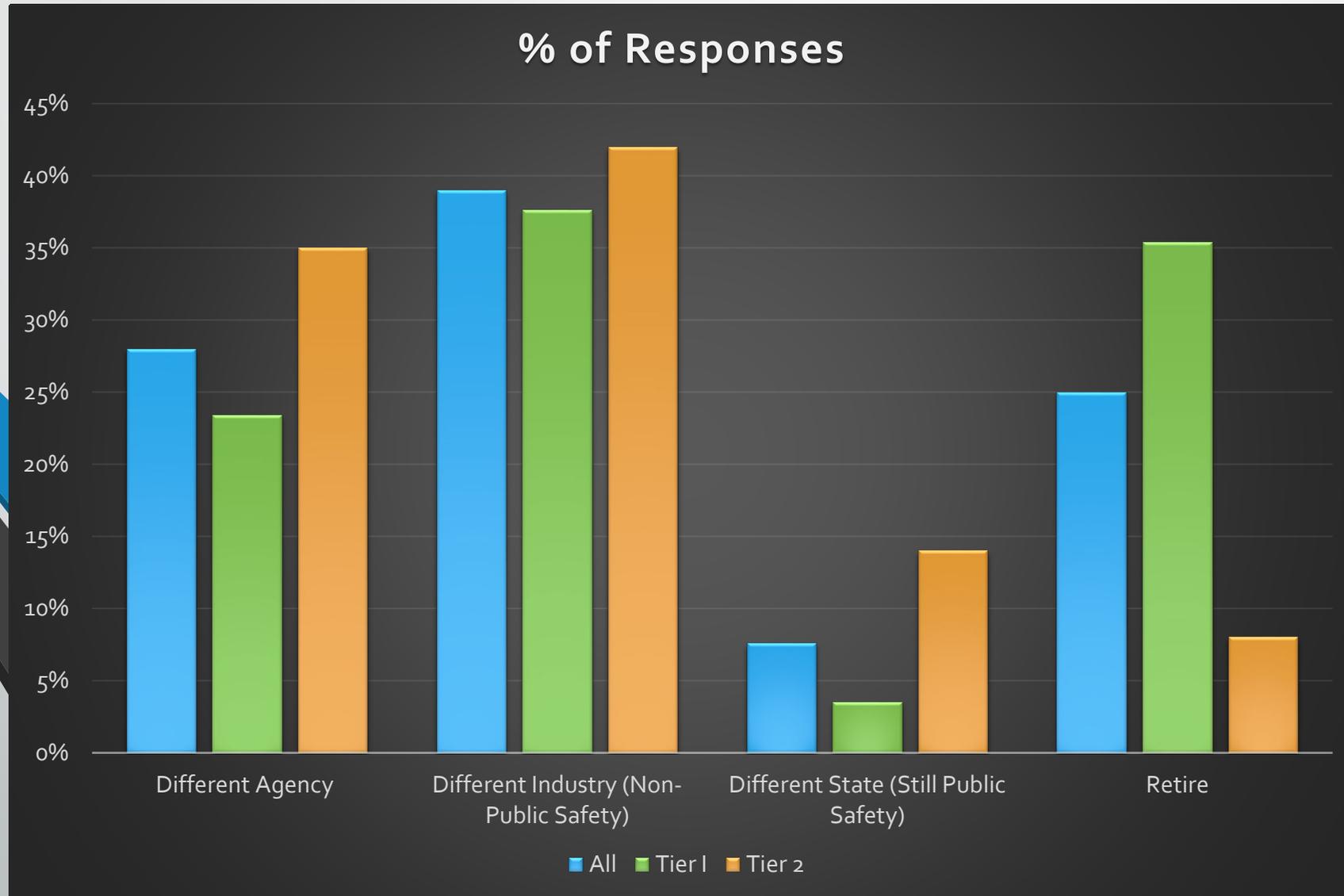
# Agency Type

- Tier 1
- Identified in Tier 1 system
  - Sherriff's Office: 287
  - Municipal Agency: 714
  - State Agency: 101
  - Corrections/Adult Probation: 65
  - University: 19
  - UTA: 3
  - Fire Fighter: 169
- Tier 2
- Identified in Tier 2 system
  - Sherriff's Office: 244
  - Municipal Agency: 469
  - State Agency: 85
  - Corrections/Adult Probation: 23
  - University: 9
  - UTA: 0
  - Fire Fighter: 188

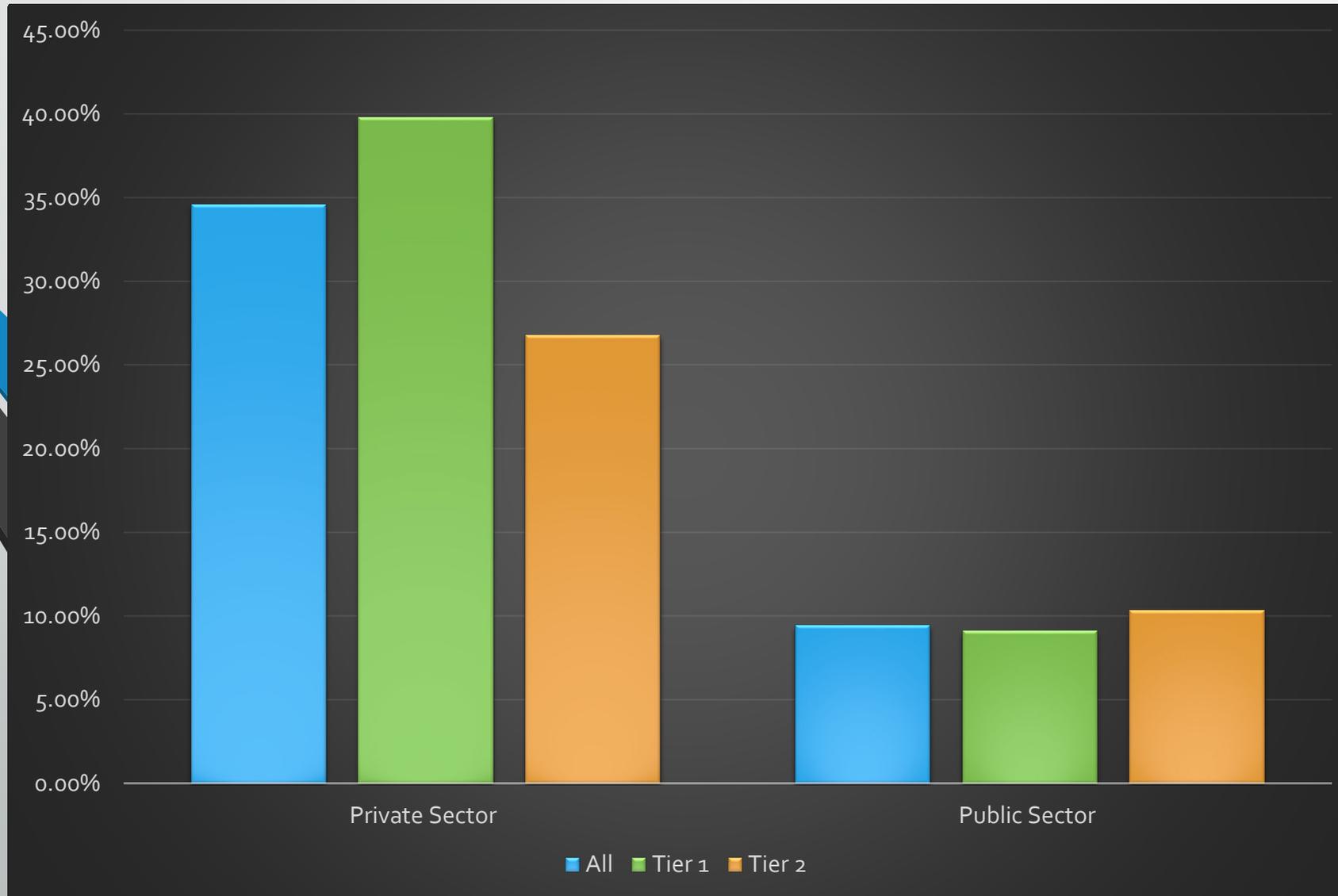
A hand in a blue suit sleeve holds a red horseshoe magnet. The magnet's poles are white and pointed towards a group of colorful human icons (blue, red, green) scattered on the right. Two white lightning bolts emanate from the magnet's poles, symbolizing attraction. The background is a light blue gradient.

# Recruitment and Retention Survey Results

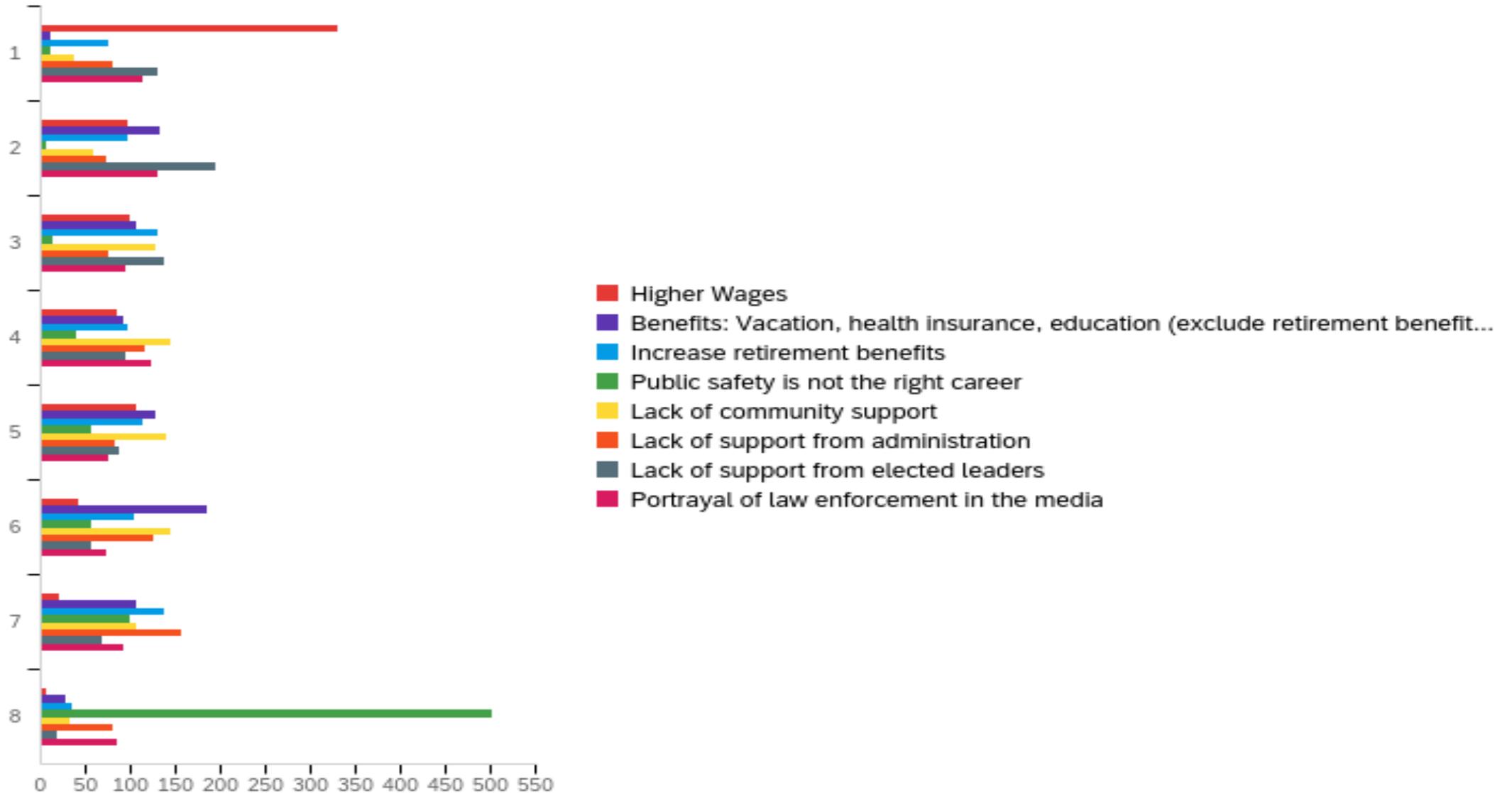
If you are considering leaving your current public safety agency, is it to go to a different public safety agency, different industry unrelated to public safety, or retire?



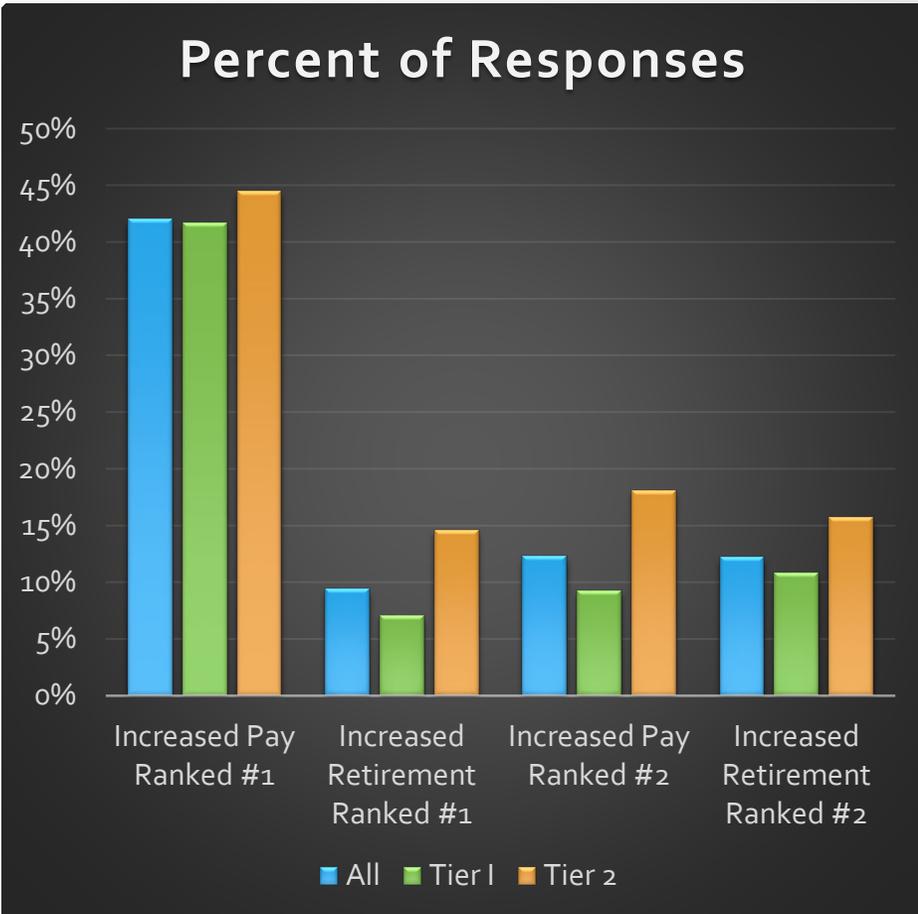
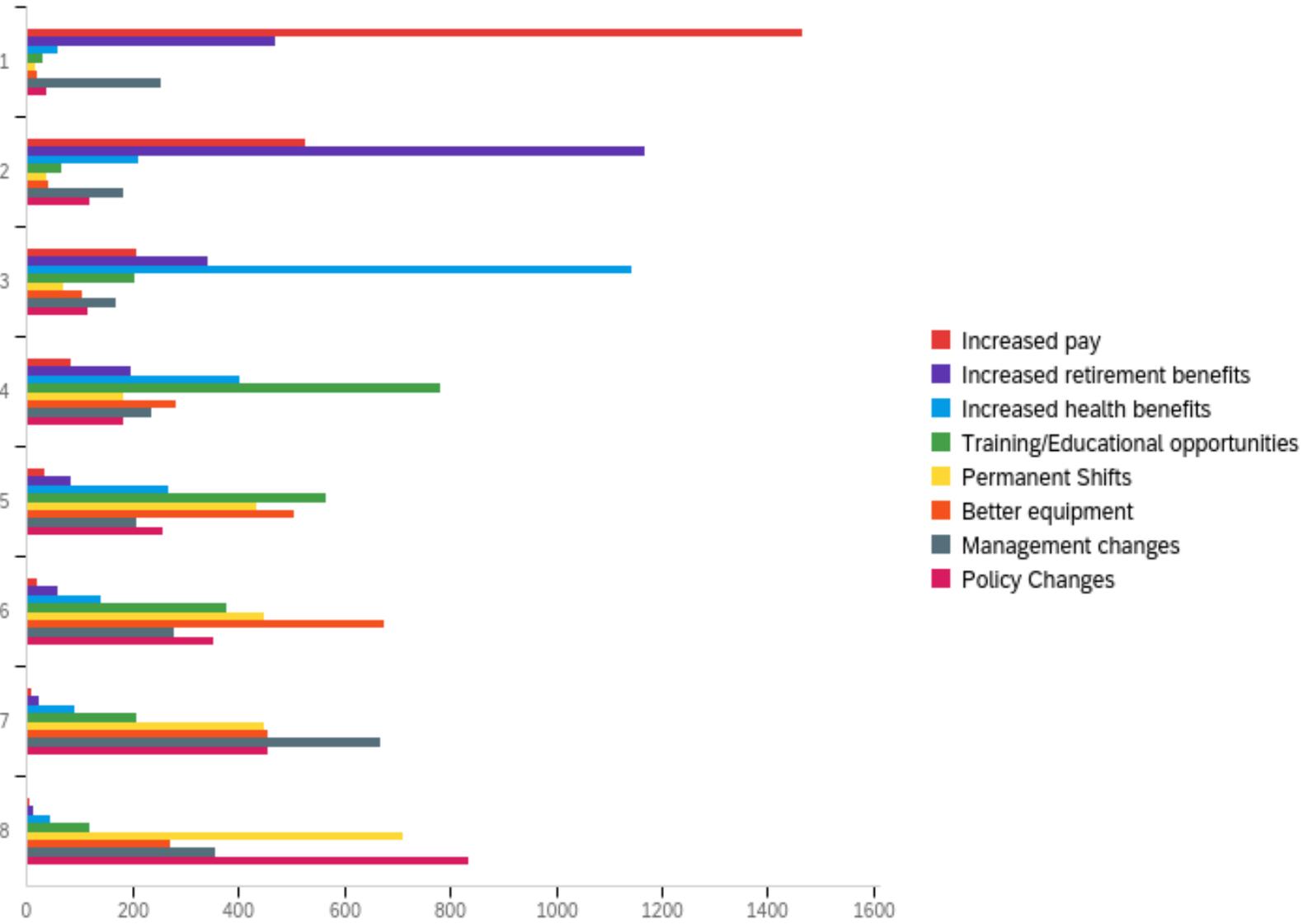
If you are leaving your current agency to work in an unrelated industry, are you seeking employment in the private sector or public sector?



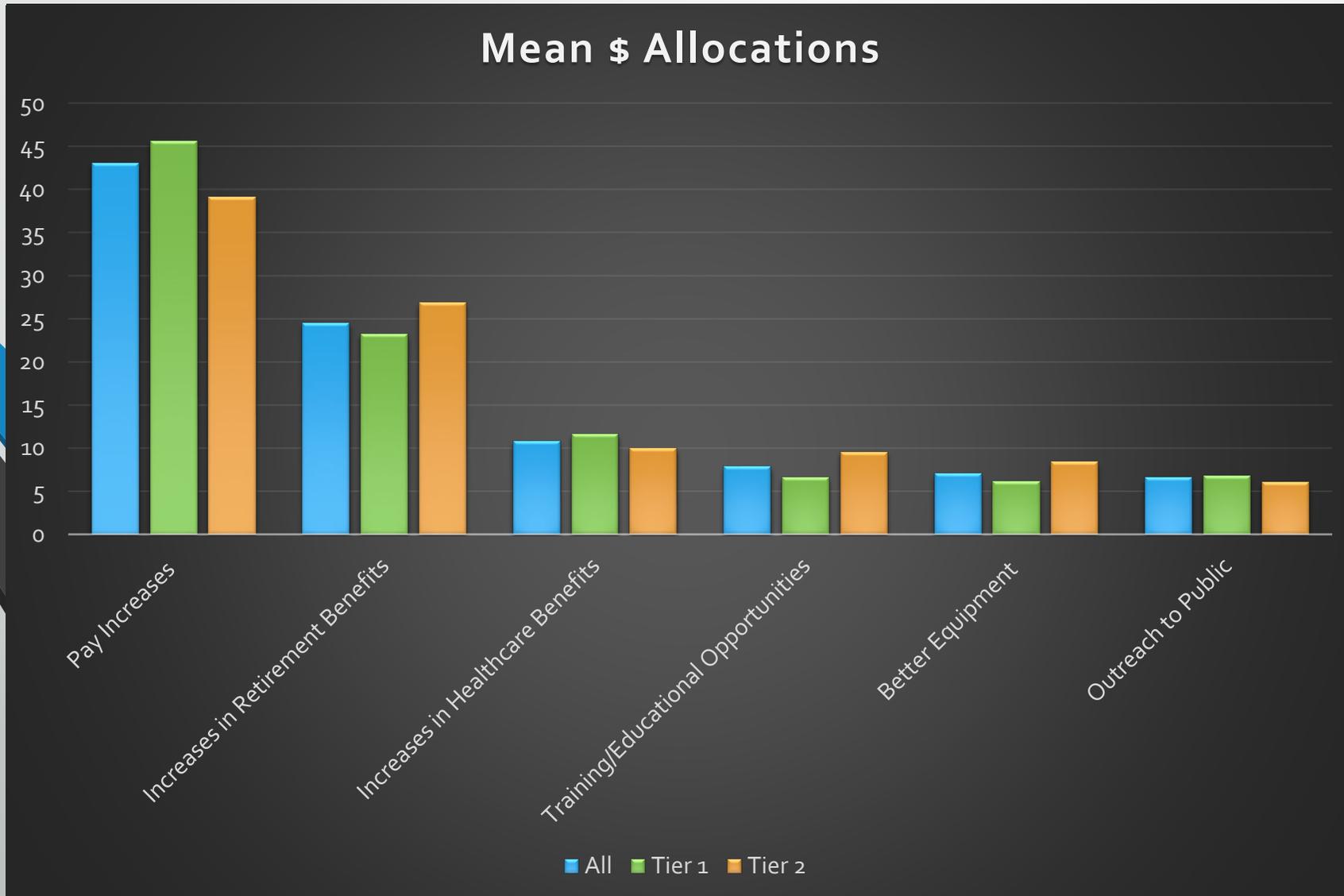
If you are leaving public safety for the private sector, rank the following reasons that are the most influential in your decision to leave. 1 being the most influential 8 being the least influential.



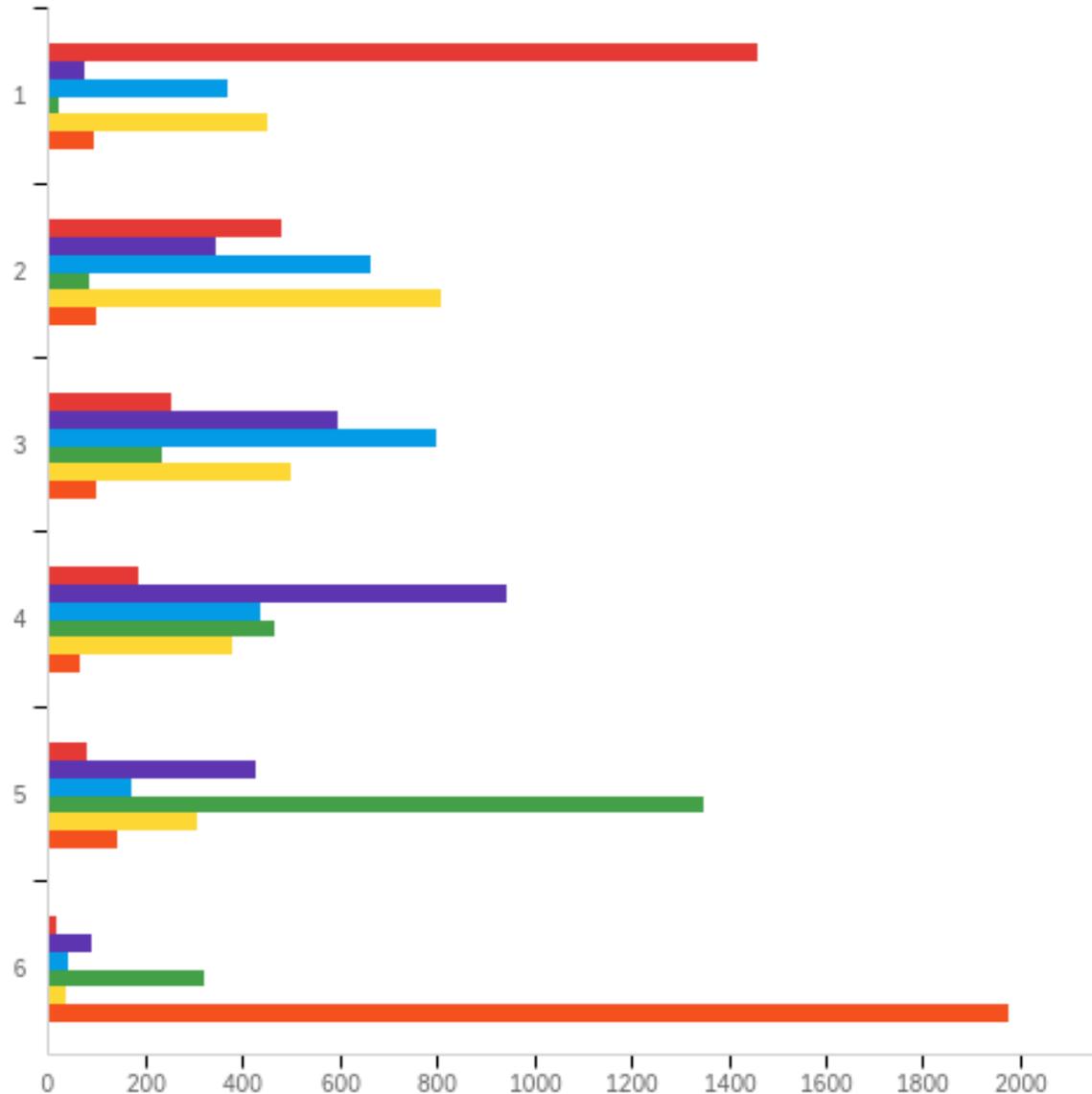
Please rank the following actions your agency could take to help retain your employment with 1 being the most significant and 8 being the least significant



For the purpose of this question, you have \$100 in new funding. How would you allocate that funding to improve recruitment and retention in your agency?



Please rank why you became a police officer/firefighter? One being the most significant reason to 6th being the less significant reason.



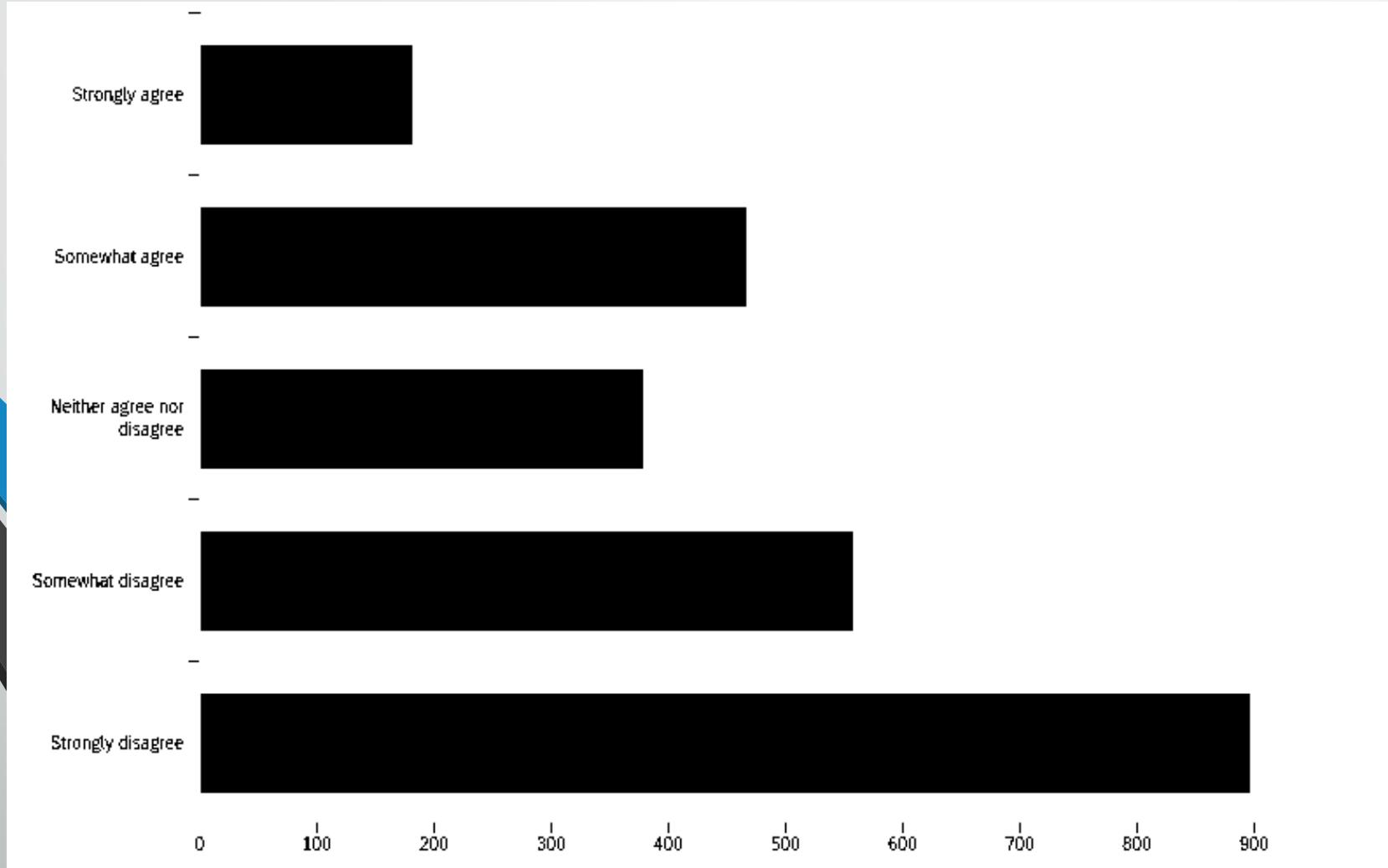
Tier 1: Mean Response

|                 |      |
|-----------------|------|
| Desire To Serve | 1.88 |
| Pay             | 3.6  |
| Retirement      | 2.52 |
| Shift Work      | 4.75 |
| Work Exciting   | 2.8  |
| Other           | 5.44 |

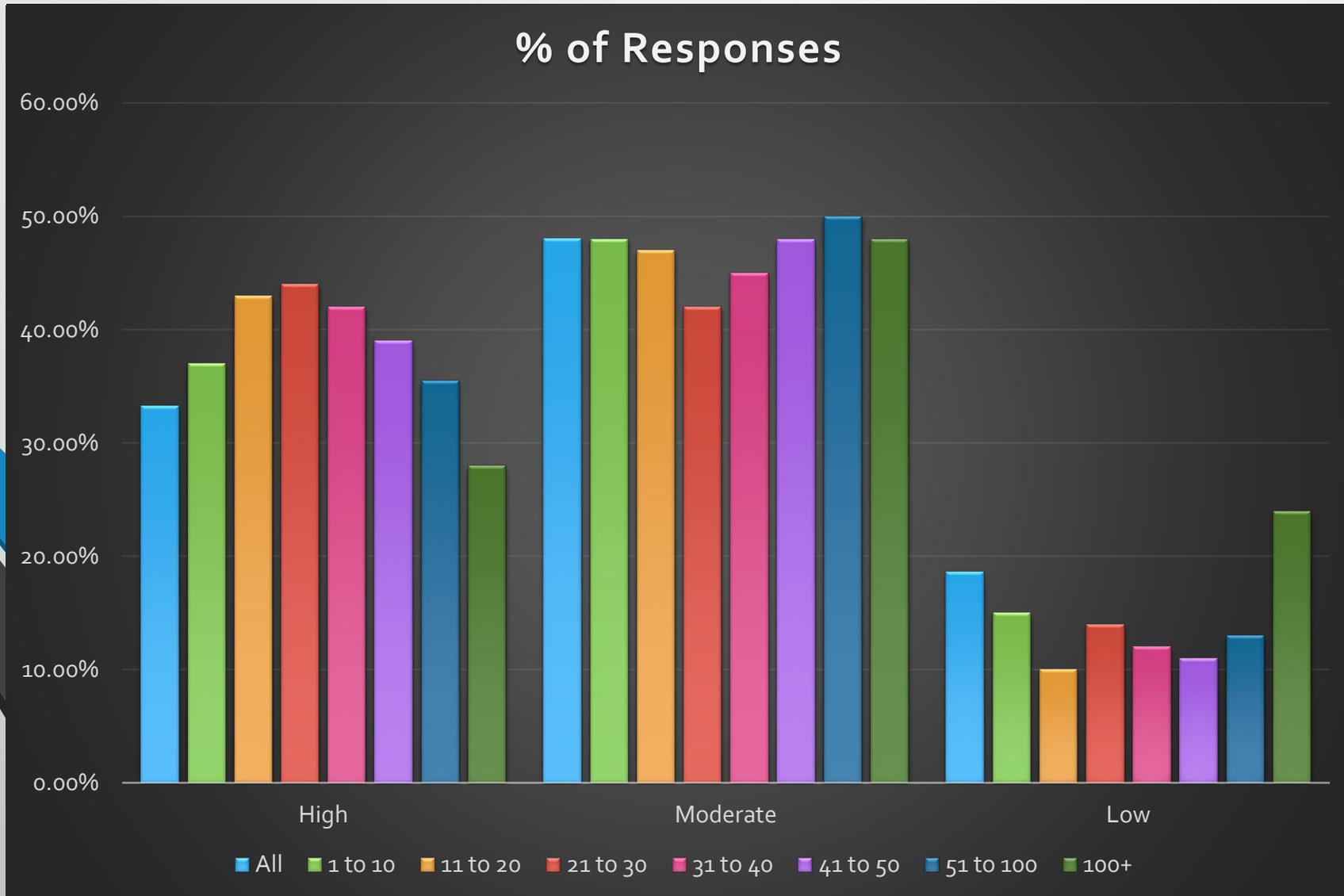
Tier 2: Mean Response

|                 |      |
|-----------------|------|
| Desire To Serve | 1.7  |
| Pay             | 3.71 |
| Retirement      | 3.13 |
| Shift Work      | 4.44 |
| Work Exciting   | 2.63 |
| Other           | 5.38 |

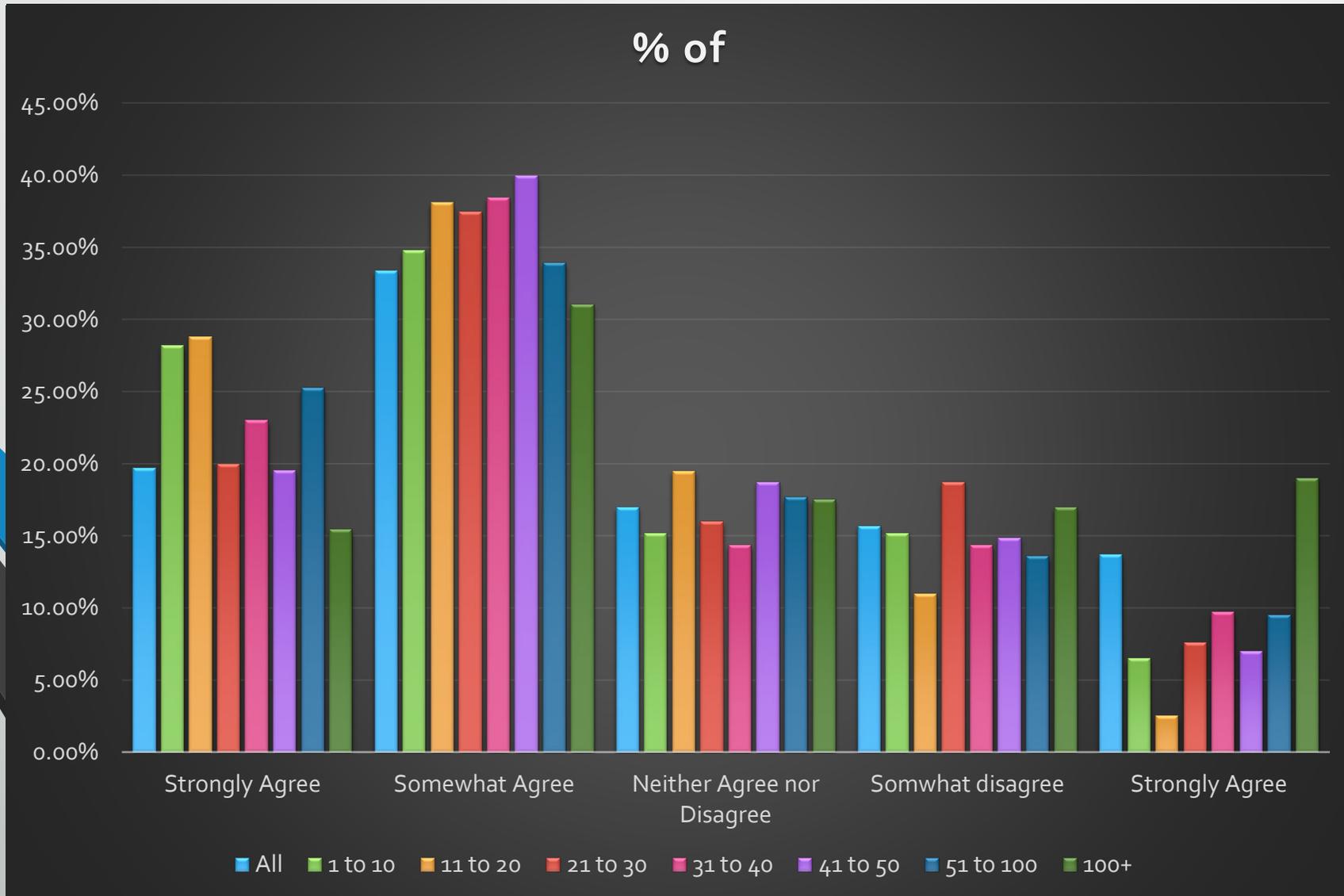
# I would recommend a career in law enforcement/fire fighting to family/friends



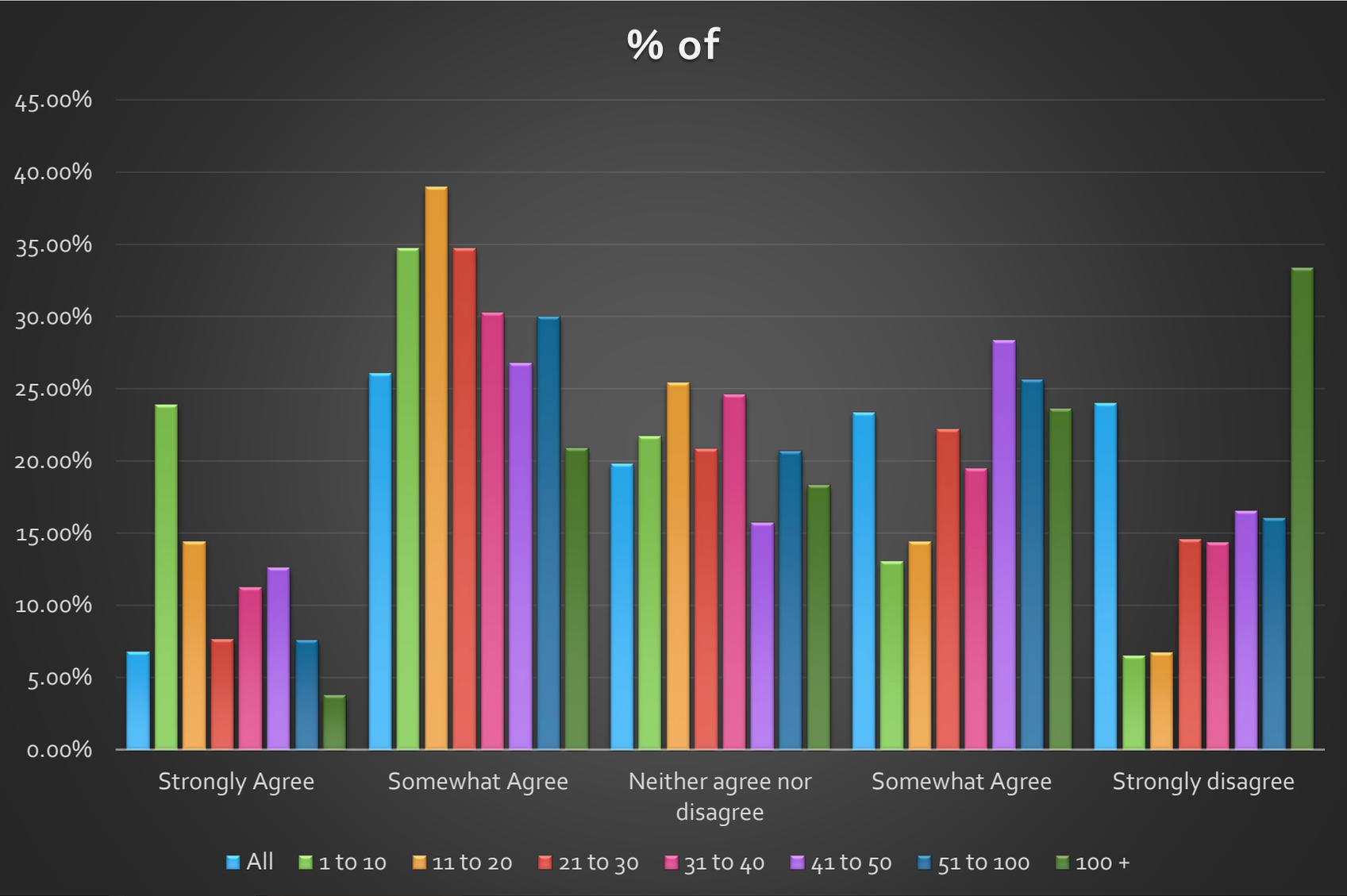
# Please rate your overall job satisfaction within your agency



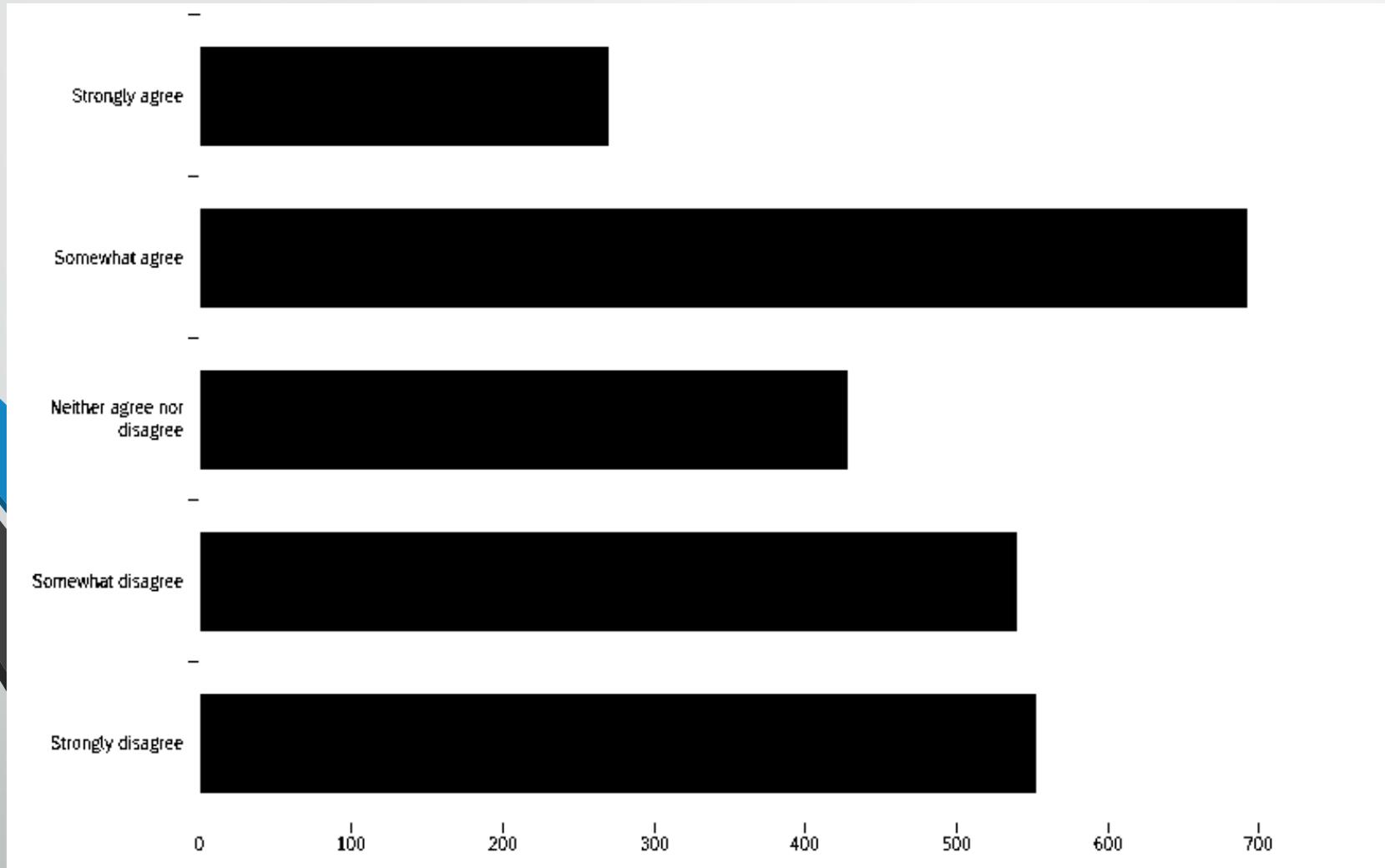
# My work morale is high.



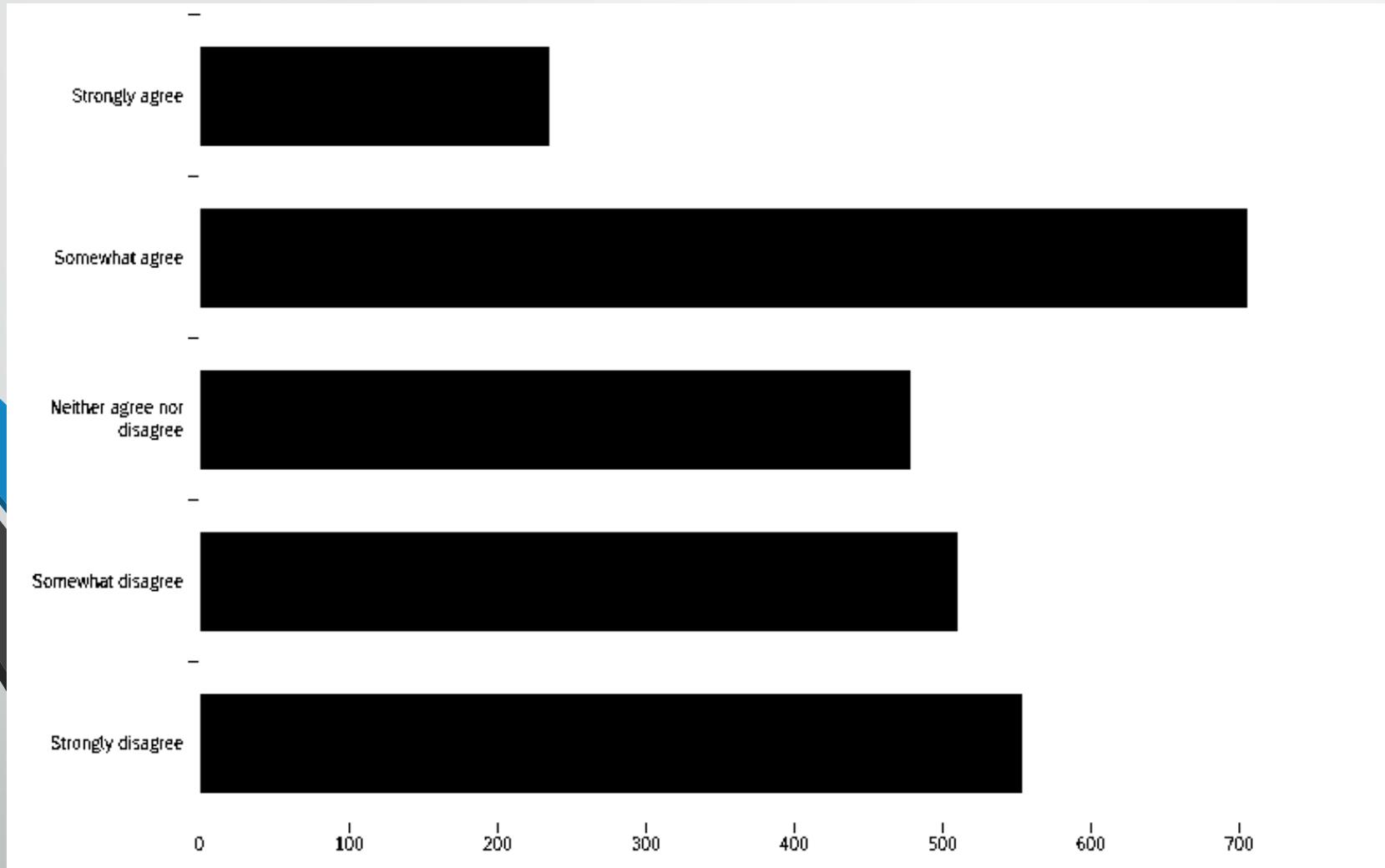
# Morale at my agency is high.



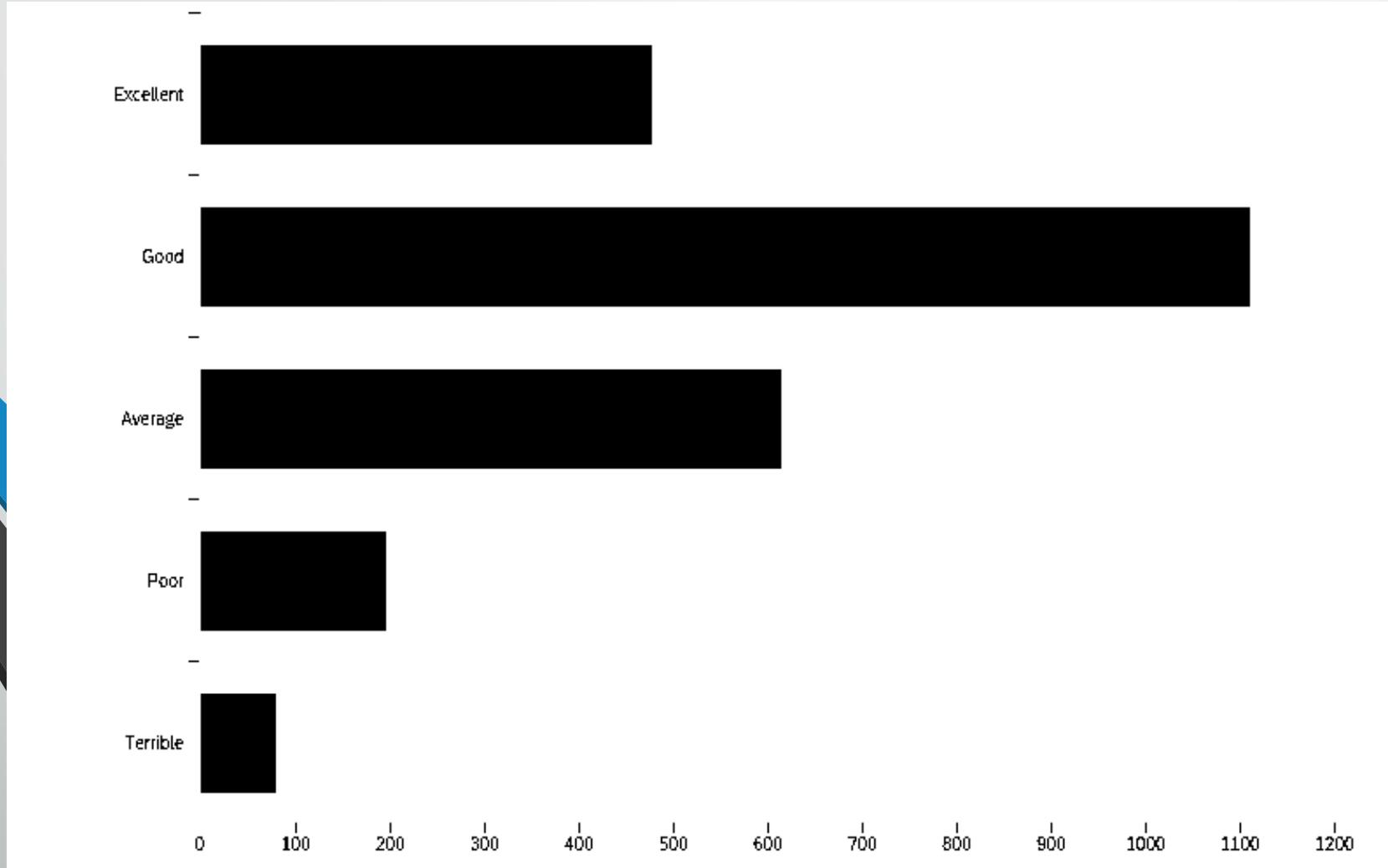
Please indicate the accuracy with this statement: "I'm asked for input on decisions that affect me at work."



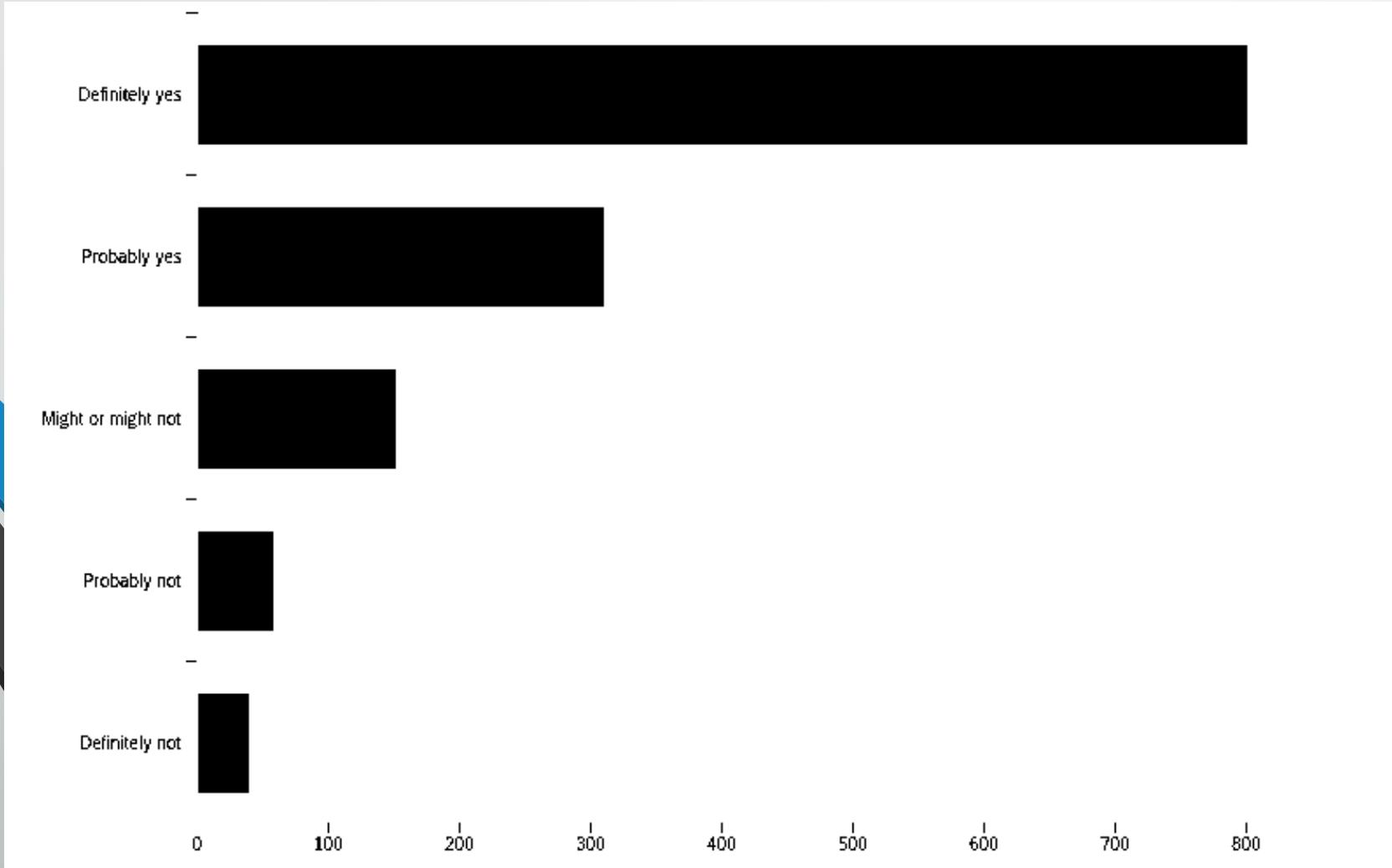
Please indicate the accuracy with this statement: "The agency I work for considers my best interest when it makes decisions that affect me."



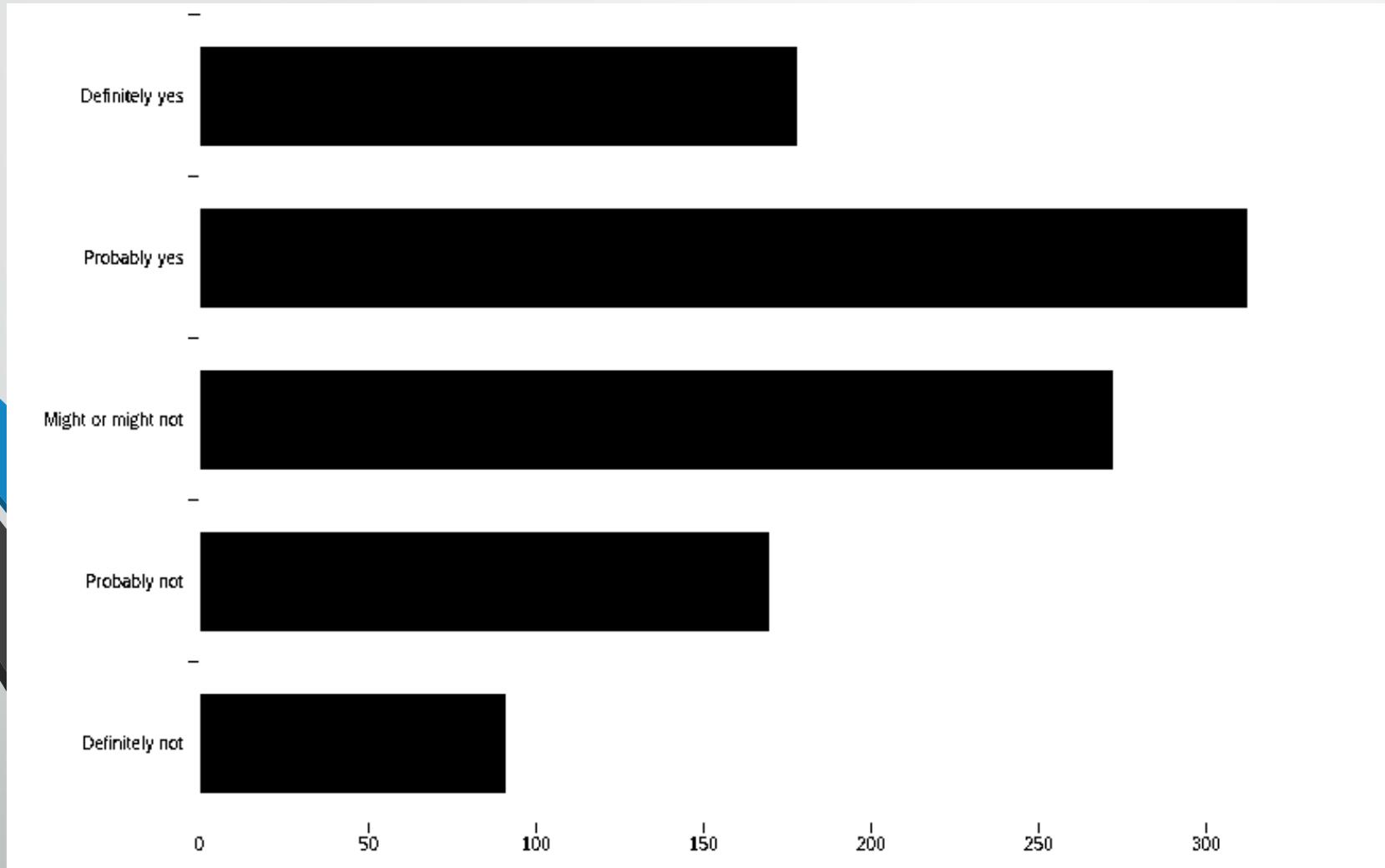
Please rate your perception of the relationship of your agency with the community(ies) it represents?



# Are you planning to stay in public safety until you can retire at 20 years?



# Are you planning to stay in public safety until you retire at 25 years?



# What are your post public safety retirement plans?

