



Life After Law Enforcement

**Survey Results
2015**



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SURVEY METHODOLOGY

The survey was distributed electronically in the May Newsletter on Thursday, May 14, 2015. It was distributed to 15,927 members. The Newsletter was opened/viewed by 6,978. The Survey had 429 unique views and 187 submissions at the time of this compilation.

EXECUTIVE SUMMARY

2015 SURVEY RESULTS

The recent survey of our members on Life After Law Enforcement indicated that our members are very interested in resources that will assist them making the transition from their law enforcement career. Those that responded were planning on retiring in the next 15 years, with the majority retiring within the next 1-3 years. While some respondents felt prepared to take that next step, the majority felt somewhat prepared or not prepared at all.

This is a highly educated group with most respondents attaining a Graduate or Master's Degree. They are very interested in a broad cross-section of resources to assist them with career and financial planning, tactical steps to get there and networking opportunities. They have vast career interest areas and about half of the respondents are planning on taking a year after retirement off before transitioning to their new opportunity.

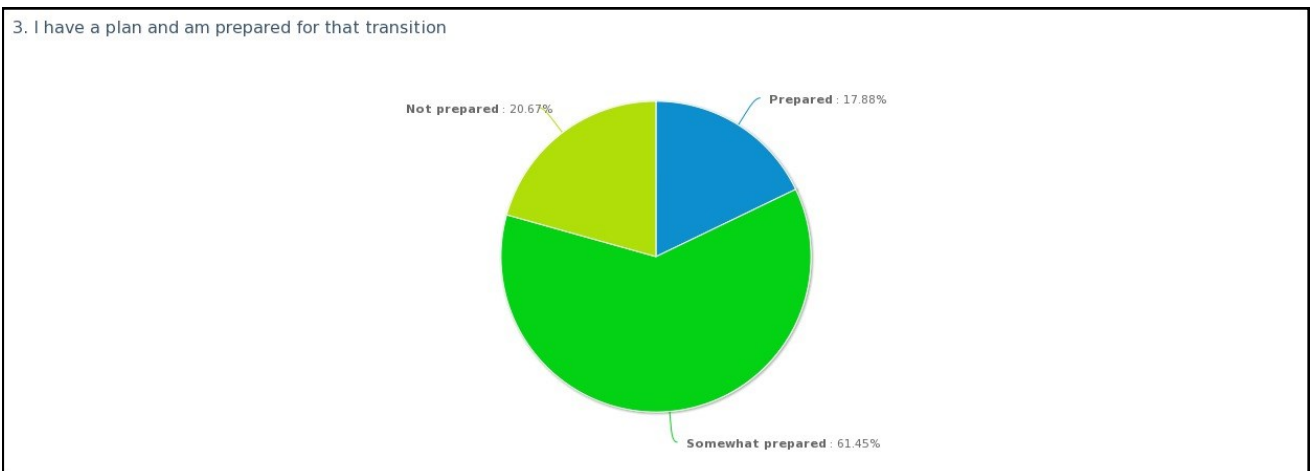
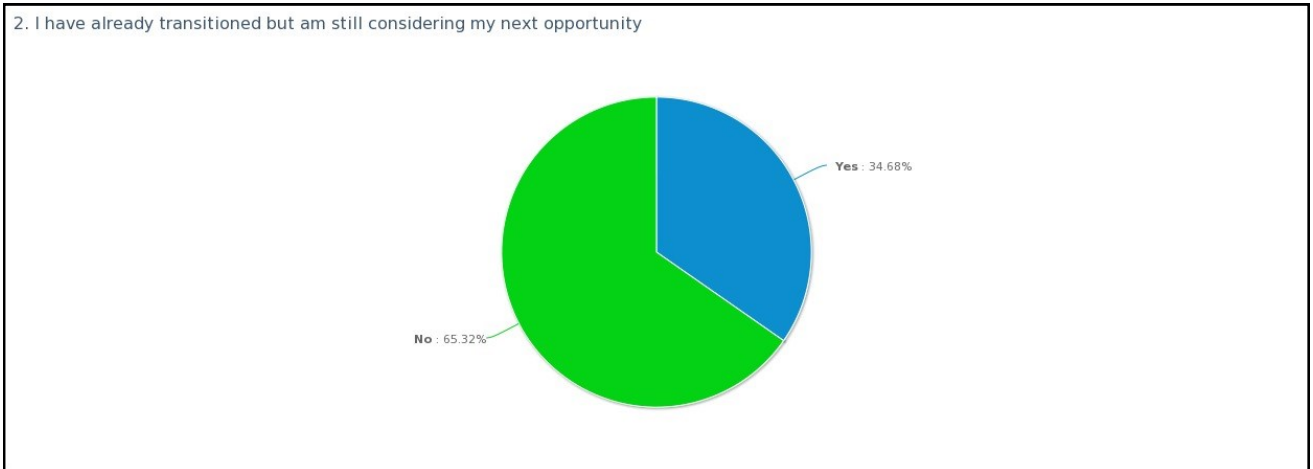
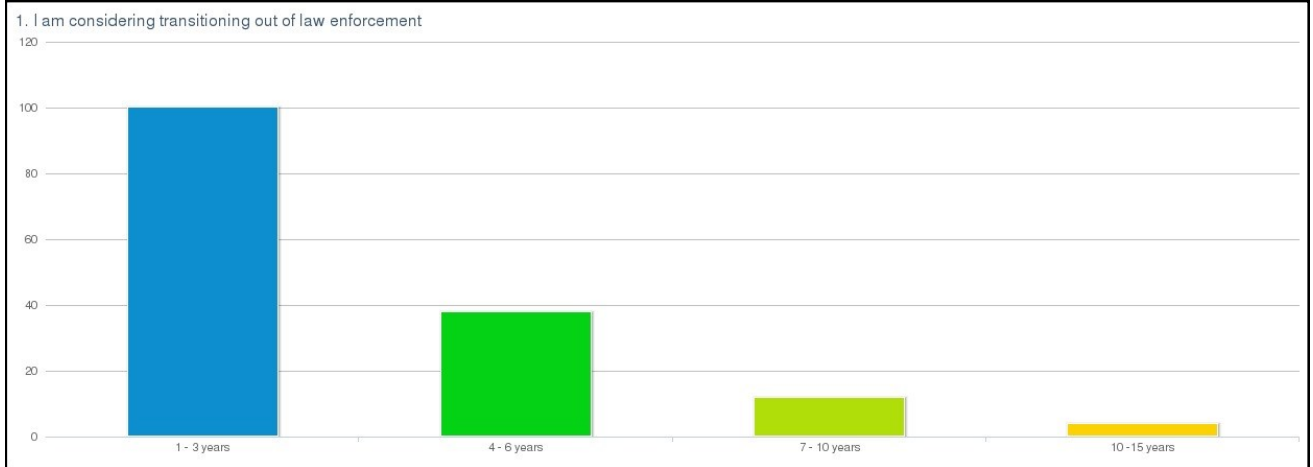
Our members shared their concerns in making this transition in the comment sections of the survey. Some of the biggest concerns and challenges are the cost of healthcare, finances, age, health, preparing for life outside the public sector, how to navigate this process, leaving law enforcement, concern with the unknown, and where to start.

Members share some very candid considerations in the survey comment section. Suggestions are also offered to the Association on areas where it may lend assistance in making this transition.

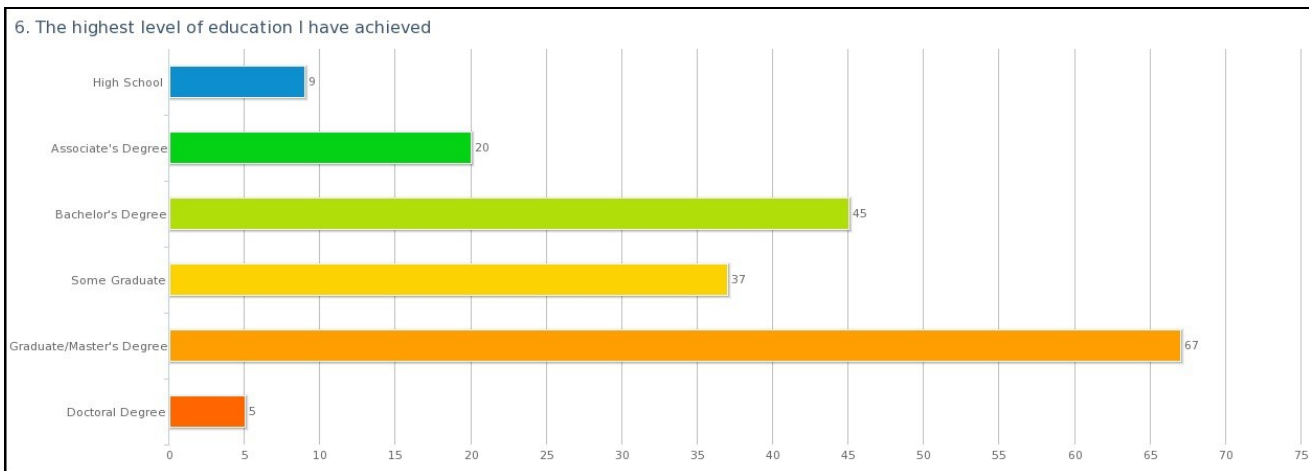
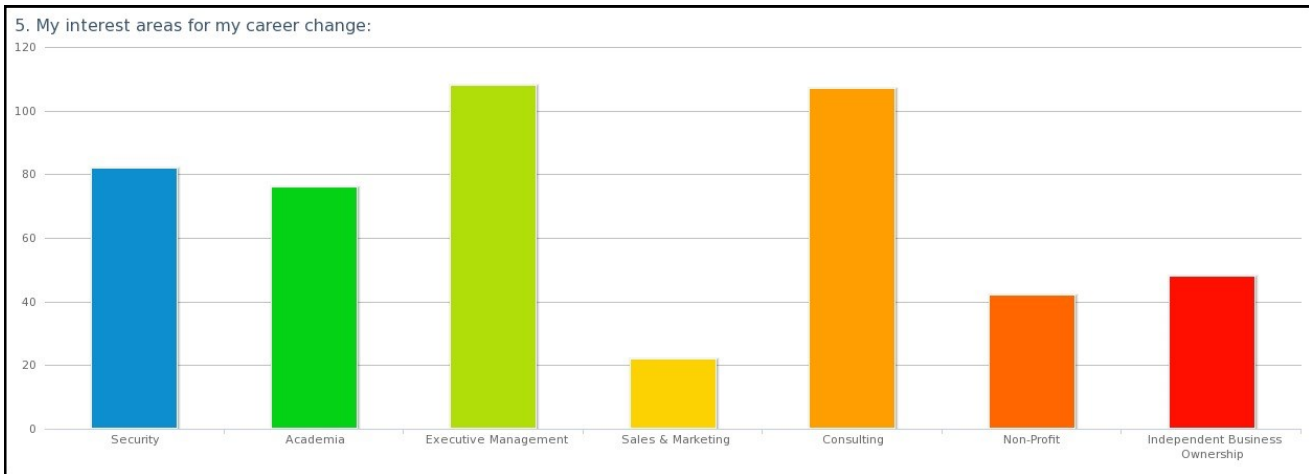
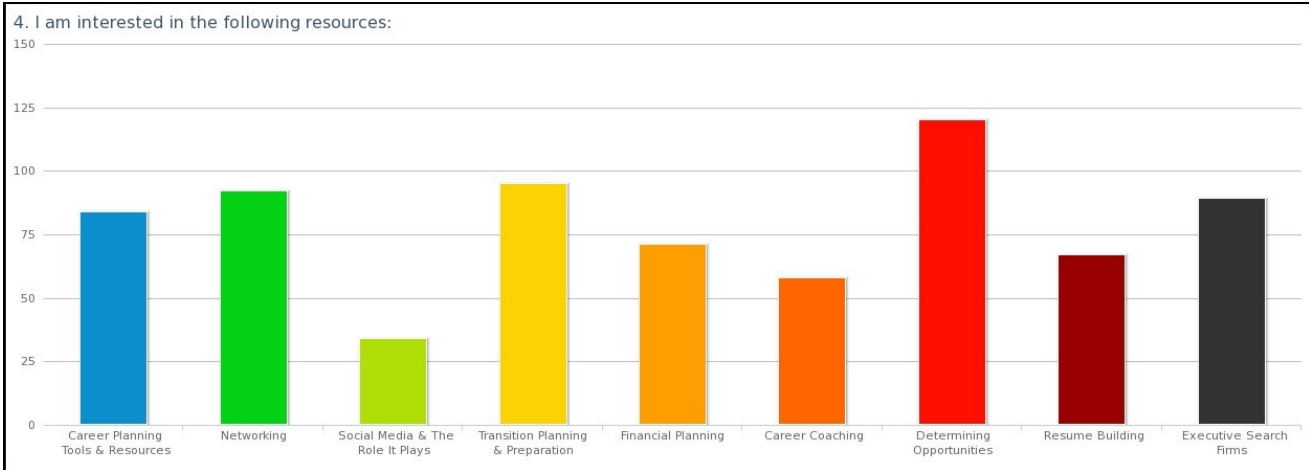
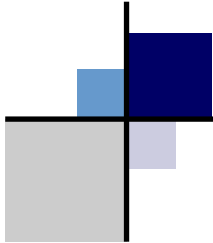
After a long career in law enforcement, if given the opportunity to chose ANY career or profession, survey respondents had varied choices from college professor to fishing guide.

All survey comments are included in these findings.

SURVEY RESULTS

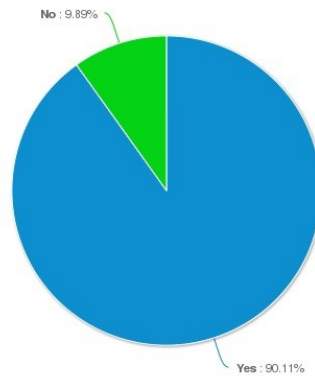


SURVEY RESULTS

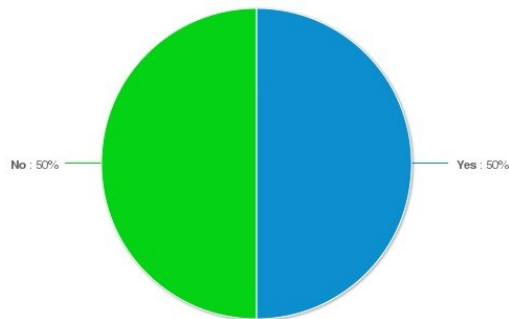


SURVEY RESULTS

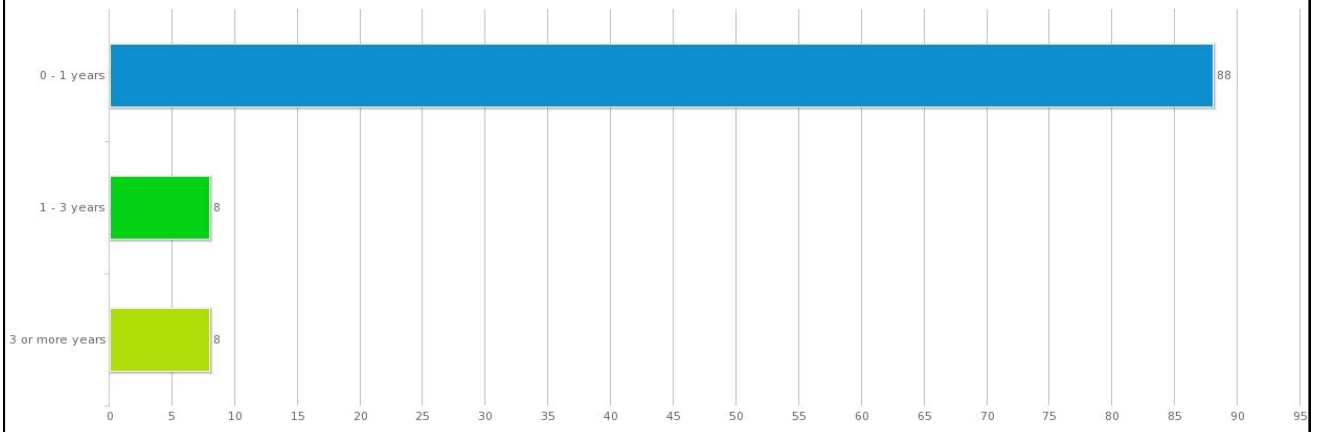
9. I am interested in learning more about Career Planning & Transition Resources offered by the FBINAA



10. Do you plan to take time off between completing your law enforcement career and starting your next career?



11. If YES, how much time?



THE BIGGEST CHALLENGE I FACE...

- Finding the right fit
- Will not relocate from Maine
- Building a list of connections that will be in place in the next 6 to 10 years.
- Finance
- I will be relatively young (50) at retirement and want to transition to a productive position.
- Succession planning
- Getting rid of 35 years of law enforcement emotional baggage.
- Taking the initial step to leave my "comfortable" civil service protected LE career
- Loss of primary income / health insurance expenses
- Moving to a new geographical area. Contacts are here, not there. (NJ to NC)
- Finding out about opportunities.
- Finding a rewarding job I am qualified for where I can supplement my pension.
- Doing more with less in my current position.
- Entering the job market again and selling myself
- Age.
- Finishing College
- Age!
- Overcoming an apparent recent negative attitude by private corporations to hire former government employees for executive level security positions.
- Lack of knowledge of options
- Submitting applications that fall into a black hole and not advancing in the hiring process
- Being marketable in other places but minimizing family impact. (i.e., Uprooting kids in high school.)
- Direction and continued supporting family
- Culture difference between Law Enforcement and Private sector
- I have never NOT worked in law enforcement. I began as a dispatcher 2 weeks out of high school - 41-1/2 years ago
- Finding the necessary course to assist with transition
- Creating the opportunity to continue working as I will be 51 when I retire.
- Location/Contacts
- My age as I transition out of law enforcement.
- What to do when I finish my doctorate
- New location
- Staying active.
- Age
- Not sure at this point...5 years away.
- I've been very blessed in retirement preparation. I retired from the Illinois State Police in 2007 and am receiving a nice pension. Post retirement, I attended law school and am now working as an assistant state's attorney. I will retire from that position, with a very small pension, in 2018 and don't plan to work for pay anymore.
- What I want to do
- How to start up a business
- Knowing what I'll do post policing.
- Staying positive and not worrying about loss of pension and benefits before I am eligible to retire.
- Preparing for change after spending 25+ years with the same organization.
- Balancing my activities after retirement. Finding time for my hobbies and coordinating time with my spouse.
- Which career path and locating the right job
- Knowing what opportunities are out there in the private sector.
- Deciding on long-term plans.
- Not being involved in Law Enforcement
- Age
- Determining if I am just going to be retired
- Quality employment without a degree. I have credits, but I haven't finished.
- Not having an idea what private industry is looking for in an employee and preparing a resume.
- Money

THE BIGGEST CHALLENGE I FACE...

- Staying busy and engaged in the Fields
- Overcoming the stigma that is sometimes placed on retired individuals by the public in order to build the next chapter of my life.
- Motivation
- Networking with private sector/corporate recruiters - where to start, who to talk to.
- Leaving current job security.
- The transition from working to not working every day
- Health insurance
- My Age, I am 60 and will not retire until 63-65
- Not sure what I want to do when I retire
- Lack of opportunities in the region of the USA I live in.
- Formulating a plan for what to do after retirement
- Financial planning
- Actually, it was waiting for my wife to retire but she now has and we are moving on.
- The reality of life after leaving my department, I felt like I had fallen off the earth. No one was interested in hiring a 58 year old career professional police officer. The private sector gave no value to the FBINA training or experience.
- Making my skills transitionable to the private sector
- Finding suitable full time employment that matches up with my skills education and background
- Learning of opportunities that are available and connections to persons/employers searching for candidates.
- Finding a position suitable
- Becoming irrelevant as time passes from my retirement date
- Unable to relocate
- Residing in rural area
- Getting my foot in the door with a large or well-known firm.
- Unknown
- Health
- There are none I am on my second career - get kids through college and fully retire. One real pension and the second is just pile of money. I have planned well - I am in a great spot
- What specific career fields will best suit my training, education and experience?
- The unknown
- Locating a position I enjoy and not settling for "anything."
- Learning how to de-stress from this 'everything is an emergency' environment where things change because of politics before you can reap the rewards of your work.
- The unknown. Simply not sure where to begin focusing my attention.
- Location
- Wanting to stay on the West Coast
- I am 58 years old and have been with KCSD 36 yrs retiring as Undersheriff last 15 yrs
- Finding the job
- Limited networking.
- Wrapping up and leaving a 32 plus year career at my current (and only) LE agency.
- Finding the right fit for us with our move to another area at the same time.
- The opportunity to access a speaking forum
- Health insurance which creates other financial concerns
- When should I retire ?
- Finding a career that is as challenging, rewarding and interesting as law enforcement.
- Location, and if I plan to relocate
- Missing a job where I know I'm making a difference.
- Possible relocation to accept a job
- I miss being a Law Enforcement Officer
- Keeping my name out there with contacts I met while in LE
- Making new contacts outside of law enforcement
- Marketing my Training Opportunities in Organizational Leadership, Communications, and Coaching
- Determining what is tah

THE BIGGEST CHALLENGE I FACE...

- Determining what is that I would like to do, and then training to do it
- Health
- I live in a very small town not close to major employers.
- Whether the FBI will extend me for 3 years after mandatory retirement.
- Finding the right fit after 35 yrs as a LEO
- Age
- What to do with investment income to make it last as long as possible and continue to increase
- Taking the first step
- Geographical Location
- Deciding which way to go.
- Getting back into the job market after having the same career for many years.
- Evaluating non-law enforcement job opportunities
- My age which is 71, retired 5 years
- Finding the time while still working at developing executive level contacts that could lead to future employment opportunities.
- Unknown
- Not knowing what opportunities are outside law enforcement.
- Overcoming leaving law enforcement
- HAVING AN ADVANCED DEGREE
- Getting hired at an older age
- Opportunity in both the public and private sector
- Feeling overwhelmed.
- Unable to re locate
- The idea of not being a Police Officer. I have been one for 35 years.
- Knowing where I fit and what opportunities exist after 30 years in the same law enforcement agency, especially with a demotion based on age and managements politically oriented decision making in my background
- Being a female in a male dominated career field.
- Leaving what I have known for 29 years and my police family
- Finding out about openings .
- Not knowing how to properly prepare or search for what lies next.
- Financial Challenges
- Business processes versus government bureaucracy/administration
- Transitioning from high / frequent job stress to low / different type of stress.

MY KEY CONCERNS ARE...

- Financial/Health Insurance
- What will I do
- Identifying opportunities
- Having enough \$ to have autonomy
- Social Security
- Providing for my family
- Getting in the door in a new area.
- Finding the opportunity in Pittsburgh
- How do I get my name out there.
- After a 35 year career, what to expect as this was all I had ever done
- Figuring out what possible jobs my experience and skills would translate to.
- Hoping to retire with a pension.
- How to navigate new employment opportunities
- Type cast doing to over 25 years in law enforcement.
- Offering knowledge that I have attained throughout my career to younger officers and students.
- Retiring too early and not having a transition plan
- Age!
- Finding the right fit
- Finding a job that is suitable considering my education and experience.
- Finding opportunities that build off of the credentials that I have established and qualifications I possess.
- Income and stability
- Acceptance into the private sector
- Finding time
- Flexibility to travel and spend time with family.
- Wife still working
- Keeping up to date with the changes in law enforcement
- 1. Age Discrimination 2. Networking 3. Finding Employment Opportunities
- Will my skills transition to a career outside of law enforcement
- Making connections
- Health
- Required hours to work, pay and benefits
- Staying healthy!
- My age and getting hired
- How to be successful in business
- Financial
- Losing current pension and benefits before I am eligible to retire due to state and political failures.
- Finding an executive job in the region.
- Getting so committed with consulting and / or non-profit organizations that I lose sight of my own personal well being and priorities for my family.
- Being too old to start in another field
- Finances
- Stability and maintaining a moderate lifestyle as inflation continues to rise.
- Becoming content and comfortable in life without working.
- Health care
- Medical
- Pay & location
- Age
- Health care costs and maintaining my current standard of living
- Locating good prospective career opportunities.
- Relocating
- Understanding the my value in terms of compensation in the market place - salary negotiations
- Keeping my mind challenged
- Money
- The security of my pension, which has been a concern in Illinois for some time now.
- Finding a Job

MY KEY CONCERNS ARE...

- Financial security and maintaining lifestyle through later years
- Unsure of professions after law enforcement
- Not having to live month to month, the ability to pay off our debts and live comfortably.
- Networking and part time/consulting/etc. opportunities for retiring professional police officers. The "psychological" impact of retiring as a police officer on self and family.
- Adjusting to life working in the private sector after being a public employee
- Work location(s), job duties, pay and benefits
- Not sure, just want a fair chance to communicate/demonstrate/apply my useful experience and skill.
- Proximity to my current location
- Being able to continue the contribution to my community
- Insurance benefits
- Do I possess the tools necessary to compete in an ever changing market.
- Unknown
- Where will policing be in ten years under the current system
- Health insurance - EFM took our retirement we are suing
- Transition planning
- Pension reform, can I count on my pension being there for me for the rest of my life.
- Similar to when i am on an extended vacation; learning to slow down and relax without becoming a couch potato.
- I am not looking to get rich but am simply hoping to find something that is satisfying and helps me pay for my health insurance.
- Not knowing what I want to do once I retire early next year.
- Using the N/A has an outreach to jobs; ie: companies let N/A know they are hiring and only want N/A
- How to get the interview
- Obtaining better networking and learning about position openings.
- Exploring a diverse array of possible second careers.
- Finding ways to address the right demographic
- Health insurance
- Being bored or doing something that doesn't feel as though it is meaningful
- Financial and doing something fulfilling
- Hating the private sector.
- The variety of options that will be available to me
- Unable to find position
- Out of sight out of mind
- Age discrimination - while illegal, it still goes on. How to overcome this when moving forward.
- The lack of funding in state and local governments to train police personnel
- The time it may take to master a new career
- health and stability of pension
- Deciding if I really will want to work a rigid schedule.
- To move or not to move
- Continue current life style on a reduced income from pension
- Financial & Health Care Coverage
- Getting back in the job market.
- Aside from fishing, camping and watching the grandkids play sports, I don't have a clue about what I might want to do.
- Finding something to do in retirement year that is of interest and productive.
- Unknown
- Age discrimination.
- I do not wish to work 50+ hours a week in retirement as I do now.
- Employment Opportunities in a still depressed economic region
- Will my skills be enough to be considered
- Employment after retirement
- Financial
- Inability to change law enforcement jobs at my age and with current legislation denying pension collection from any public agency contemporaneous with collecting my current agency's pension benefit
- De-stress management after retirement.
- Affording health insurance
- My level of preparedness.

ADDITIONAL SURVEY COMMENTS...

- I retired from my first department in 2002 after 25 years. I have had two successful jobs of 6 years and (approaching) 5 years since that time. Some guys are afraid to take the step and they shouldn't be - it is a big world with all kinds of opportunities.
- I think it is a wonderful idea for your Career Planning idea for the conference. This is a great place to start. I hope there is people who will attend the Seattle conference who in turn will still be in place from these companies when we retire so we can have that networking connection.
- I currently lecture on the topic of retired officer suicide. Thank you for this opportunity.
- Would be nice to have local NA chapters welcome non-local NA members and assist using their contacts. How to "network" from a distance in a new area.
- Have to decide soon. May just volunteer in this type position and go ahead and take social security at 62 in July unless something opens up abruptly. I had retired to care for parents. That care is no longer needed
- I have been retired for nearly 8 years. I found the transition to be harder than I thought. I was not prepared for the culture differences and my role/stature as a Police Officer and how that would fit into the private sector.
- I have been doing training for about 9 years, I find it rewarding, BUT, keeping up with the mindset of the officers today is a tough job.
- I will finish my Master's Degree in Criminal Justice Administration in May 2016.
- I retired in June 2013. I have been working on my doctorate in business administration both before and since that date. I will finish the end of summer 2015. I am looking for something that will both utilize my education and experience and hold my interest and passion. I would welcome the opportunity to interact with others who have successfully made the transition.
- I am taking some time for myself after 32 years of working in LE. Plans include reading, travel, and fishing.
- I may just retire and go play in the sun.
- I am looking forward to seeing what employment opportunities are available.
- I would like to be able to use my law enforcement background in the public sector. I have experience as a Commander, Investigator, and have experience in Internal Affairs, Standards & Accountability, Patrol, and Forensics.
- I transitioned several yrs ago after 25yrs in LE. I was fortunate to have completed my Master's Degree while still on the job and that helped in widening my career options. A couple of the most important things I've learned in launching a new career in the private sector: 1. Be very flexible; the world outside of LE has a lot of "gray area" its not black and white like LE. 2. Be willing to take direction from people whom you may not necessarily have the same skillset as you, but may be very skilled in the aspect of the business you are pursuing. 3. Network in private sector groups like ASIS, it will help you look at other options/businesses. 4. Diversify your career search, since I've been in the private sector I've held positions in academia, retail asset protection, overseas consulting and pharmaceutical investigations (currently). All those jobs were a learning adventure, and you can understand a lot more about your own skills, challenges and likes/dislikes if you step out of your box.
- I have retired once, after 32 years, from my position as Chief of the Waukegan, Illinois Police Department. I now work as a Principal Investigator with the Lake County, Illinois State's Attorneys Office.
- FBINAA128. I am truly concerned about the current trends in law enforcement. Specifically the number of officers being killed and injured, and the officers getting on the wrong side of the law. We need to show and train these officers how to prepare for situations that can get out of hand suddenly and/or think ahead in reference to ambush scenarios. Additionally I would love to be able to understand why we are seeing more and more officers break the law. It is almost as though they believe that they are above the law.
- By and Large, when you retire, you are no longer considered a viable resource by most agencies; some States require retirees to remain out of the profession for a minimum of 6 months (Ca), and limit service to 960 hours if you return to your old retirement system thereafter (Ca). A "Think Tank" type of organization should be made readily available to assist Executives in the management of their organizations locally. There are National Organizations, but nothing at the local level that is readily accessible for the local Executive. The NAA could devise a model program that Executives could develop so they may create their own "Think Tanks" using Retired/Retiring LE Professionals. The spectrum of use could range from advisors for Investigation Review (Cold Case Files) to Management/Leadership problem. The advisors provide a feedback to the Executive for their considerations. I support the elimination of Brain Drain from our local government!

ADDITIONAL SURVEY COMMENTS...

- Retirement was a very hard experience for me and my family. I was not prepared for the change of roles and the lack of authority I had for over 25 years. The reality of viewing society as a civilian is very, very difficult. There was a loss of validation of hard work, education and experience. My wife and family could not understand the unique issues of emotional, physical, psychological and social loss which caused more guilt and self-doubt each day. I have personally lost two excellent police brothers within five years of their retirement-one to suicide and one to alcohol. Employers are not very interested in a retired 58 year old "cop". I have been told I am "over qualified" or we don't have a need for the "police" here. If you hang out around other police officers you are seen as an old police groupie. LOL. I even turned to the NA to see if there was anything for retired professional police officers but didn't find anything that could re-connect me with the profession unless I sold, packed up and moved somewhere across the county for another job. I even left my local NA chapter as most of my friends were still working in the profession and there was really little for us "used to be's" to contribute. I have since renewed my membership to avoid losing complete contact with some of my contemporaries. As you can tell I am very committed to the issue of being a retired law enforcement professional. I would very much be interested in helping in any way if the FBINA is putting together training/has training or some other avenue to address this difficult and multi-faceted problem.
- Any assistance would be appreciated and considered seriously.
- I cannot attend the conference in WA this July. Any information you can provide to assist in locating a new job is greatly appreciated
- Thanks for all the help from the FBI National Academy over my career in Law enforcement.
- I retired from one law enforcement agency, worked in private industry for a year and a half, only to find that I was uncomfortable chasing work. I believe we become institutionalized after a lifetime of law enforcement and our greatest value is to remain in an associated field. Unfortunately, even in an associated field, we quickly feel burned out. It would be great if there was a need or field to go into that didn't require 60-80 hours a week as a next career. If I took a job with little to no responsibility, I would be dissatisfied. It doesn't seem as though there's a middle ground.
- Thanks for resource
- I would be interested in learning more about public and private opportunities available to career police officers making the transition to a second career.
- Management of police resources is failing. Consider the facts; police are better educated, police have technology never before available, police are better trained than anytime in U S history and generally speaking are better paid. All of these facts should have resulted in more effective police operations. They have not! Accordingly, the fault line is lack of inspirational leadership. And by the way you cannot confer such an attribute onto a candidate for manager.
- Perhaps the NAA could work with a reputable major insurance carrier to offer some kind of reasonably priced health insurance to retired LE between retirement and Medicare. The NAA wouldn't be the provider, just offer the power of our membership numbers as a business opportunity to a carrier. Unlike some other parts of the country, most Illinois LE do not have employer paid health care at retirement. It can cost \$2000.00 per month or more, making retirement financially difficult. A reduced benefit amount of even 20-25% would make membership in the NAA VERY worthwhile.
- I am confident of the substance of a resume I can distribute. I am unsure of format and relevant communication of said resume.
- I've been retired for 4 years sub-teaching at the high school, teaching security classes, doing temp jobs at the courts, and serving in the Army National Guard.
- Having retired more than a year ago, I haven't yet decided what I want to do. I'm financially stable and really don't need a job, but feel as though I should be working. My areas of expertise include training, risk management and overall management of the business side to policing (budgeting, procurement, grants, fleet/facilities management, policy development), as well as law enforcement management at the command level.
- Retired at age 66 as chief of police because pension plan required retirement at that age. Have attempted several things over the past five years and cannot find a fit. Money not a problem, just want to work and be useful. Would like to find something in a way to consult with law enforcement agencies to improve performance and public relations. I am from St. Louis Co. Mo.
- Thank you!
- Thanks for the opportunity for input.

IF YOU COULD CHOOSE ANY CAREER...

- Education or Management
- Lecturer
- Still looking at ideas
- Unknown
- College Professor/Researcher
- Management Consultant
- Farming / self-employment
- University Higher Education
- Continue as a Township Administrator in a new area
- Sales Law Enforcement Products
- Law enforcement Liaison for private sector company
- Consultant
- Consulting or directing security
- Head of security for a cruise line or hotel chain.
- Something in Law Enforcement or Justice System as a civilian
- Educator or consultant.
- Teaching college age adults a course in resiliency and determination
- Homeland Security - Emergency Management
- Director of corporate security/professional sports security-(baseball)
- Director of Security at a major corporation.
- College professor
- Director/Chief university police/public safety
- Counselor in corrections or probation
- Fishing Guide
- Police instructor, professor
- Business Owner , Independent
- Higher Ed Faculty member
- Something in the Service Industry
- Using my experience as an academy instructor
- Working in the school system
- Pilot
- Not sure
- Training
- Online College Professor for Criminal Justice
- I'm not sure - that's part of the problem...justice consultant, operations manager, teacher?
- Emergency management
- Realty
- consultant
- Corporate Management / Security
- Volunteer work
- Something in public service
- Fire Investigator/private investigator
- Not sure, maybe consulting or teaching
- Leadership or tactical training. College Professor

IF YOU COULD CHOOSE ANY CAREER...

- Police Chief
- Counselor / Mentor for young applicants to a law enforcement career. As a retired law enforcement executive, I feel a lot of my time would be best spent in a forum with young recruits to instill discussions of matters involving prevention / intervention of their character and work ethics.
- Sales or consulting
- A career in the outdoor or sports industry.
- Probably sales where I could work part-time
- Advisor/Consultant
- instructor at the local Police Academy
- service organization
- Investigator for the NFL
- College police, sales maybe
- Investigations, compliance auditing, or consulting.
- Management or higher in federal law enforcement
- Teaching
- Corporate Security Director in the San Francisco Bay area
- Instructor of police personnel
- Enjoying life with my wife. Maybe a small business with no time clock.
- Unknown
- Business owner
- Working with new Chief's and administrator's to give them insight into the challenges/ problems they will face
- Not sure
- Consulting
- A sole proprietorship or small business that would supplement an otherwise comfortable retirement income.
- Teaching
- I am already training at the academy level in firearms and defensive driving, passing on what I have learned during my career .
- Assisting other agencies with special needs or problems. International liaison as a career professional. Not as a "tell them the right way to do their job" but as a representative of the NA and foster good will towards American law enforcement.
- Director level or executive management level of security
- Executive management of a law enforcement agency
- College adjunct instructor
- Firearms Training; Tactical Training; Executive Protection; Firearms/Cutlery Industry Rep
- Landscaper
- Manager
- Consultant or temporary hire for another LE Agency
- Chief of campus police
- Corporate security
- Pilot
- Consulting
- When i retire i am DONE no new career.
- Homeland Security
- Health or fitness
- College Professor
- I am fortunate; due to previous skills, outside of law enforcement, I already have my own business which does not involve police work :-)

IF YOU COULD CHOOSE ANY CAREER...

- Teacher
- Unknown
- Sports Management
- College professor
- Homeland Security or corporate executive security.
- DOJ Office of Civil Rights monitoring LE agencies under a Federal court consent decree.
- Consulting/interim chief positions/department assessments
- Consultant on management selection
- Actor or other media opportunity, or maybe Director of the FBI
- Part time consulting for Athletic Events. Executive driving/protection
- I have not figured that one out yet. This will be a tough transition for me and many other law enforcement officials.
- Aviation management
- Private security contractor overseas
- Something I enjoy doing
- Investigations
- LE in a smaller agency as a member of the Command Staff
- Teaching
- Trainer/Educator
- Some type of licensed or skilled craftsman ie plumber, electrician, HVAC tech
- Something w/ limited stress but fun
- College instructor
- Consultant or manager of corporate resources involving kidnapping or safety of overseas employees.
- Academy Commander
- Academia
- Consulting school districts about school safety
- Firearms/equipment marketing and training
- Golf pro
- Not sure
- After completing 36.5 years of law enforcement, completing my BS Degree & being a NA graduate, I don't have a clue.
- Politics
- Physician
- Would like some type of consulting for law enforcement to help agencies
- Corporate Security Executive
- Real Estate
- Help the poor
- Online teaching at college or universities.
- Part time/ adjunct college instructor at CSU, Sacramento
- Security consultant for large corporation
- SERVICE ANIMALS
- Academia field, teaching or advising
- Security or law enforcement related
- I don't know.
- Consulting

IF YOU COULD CHOOSE ANY CAREER...



- Park Ranger
- Aviation related security or another law enforcement opportunity
- Consultant
- Teaching at college level
- Security consultant for the hospitality industry
- Event or Emergency Manager
- Ranching
- Business Operations Manager/Director
- Teacher or consultant