

Police and Sheriff's Volunteer Coordinators gathered at the recent Southern and Northern California "How to Recruit, Manage, Reward and Retain your Law Enforcement Volunteers" workshop presented by the Public Safety Volunteer Institute.



Pictured Above: Police Officers, Sheriff's Deputies and Civilian Volunteer Coordinators at the recent Public Safety Volunteer Institute two-day workshop gather in Southern California.

Recognizing your Volunteers is one of the Keys to success to retaining them for the long term. During the recent Public Safety Volunteer Institute workshops held in California, and currently being presented across the nation, a number of excellent and simple ways to accomplish this were discussed. Below are just a few of them we'd like to share with you.

While our Police Chiefs, Sheriff's, Station Commanders and elected officials often praise their Volunteers for their efforts, sometimes it does not hurt to remind them of the amount of money they have saved the department or city. One great idea used by Ms. Sue Hayes, Volunteer Coordinator, Beaverton, Oregon Police Department is to present your lead official with a large check written in the amount of money, based on total hours donated, your group has saved them. Currently, according to the Federal Government statistics, the average amount a Volunteer's time is worth is \$16.64 per hour. You may want to consider other rates, such as the hourly rate you'd have to pay an Officer to conduct traffic control, etc. Presenting a large visual item, such as a "mock" check may help keep your Volunteer's efforts in the front of their mind.

From Ms. Barbara D'anjou, Volunteer Coordinator, Thousand Oaks Police Department in Ventura County, California. Whenever one of her Patrol Volunteers reaches a major hourly milestone, such as having donated 10,000 hours of service, the Police Dispatcher broadcasts a message to "all units" announcing this milestone during the time when the individual is out on patrol. This is a very simple, no-cost way to provide that volunteer with timely recognition for his/her efforts and is greatly appreciated.

If you have a "Quick Tip For Recognition" that you'd like to share with others, please forward them to us for review and consideration in future editions of "Eyes and Ears".