

# POLICE OFFICER/EMPLOYEE SURVEY

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This survey is to help in the planning and evaluation of the community policing program. **Your responses will be completely anonymous.** Please be candid in your answers.

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1. What is your current assignment in the police department?

- Patrol
- Investigations
- Community Police Officer
- Sworn Staff Position (such as personnel, laboratory, etc.)
- Non-sworn/Civilian
- Other

2. What is your rank?

- Patrol Officer
- Sergeant
- Lieutenant
- Captain

3. What shift do you work?

- "Graveyard"
- Days
- Evening
- Swing Shift
- Rotating Shift

4. How long have you been employed by the police department? (*Round your answer to the nearest whole year—use 00 for less than 1 year*).

\_\_\_ Years

5. How long have you worked in law enforcement **all together**? (*Round your answer to the nearest whole year—use 00 for less than 1 year*).

\_\_\_ Years



9. Which activity would you do **less often**. (Place an "X" in all that apply; if a statement does not apply to your current assignment, please place "00" in the blank.)

- Patrolling, observing
- Checking out complaints
- Making security checks
- Traffic enforcement
- Field interviews/investigations
- Officer initiated personal contact with private citizens
- Officer initiated personal contact with businesses
- Counseling or referring families with juvenile problems
- Other follow-up on juvenile complaints
- Receiving complaints directly from citizens
- Counseling citizens on crime prevention
- Writing reports
- Appearing in court
- Investigating crimes
- Making contacts with other departments or agencies

10. When you reflect upon your daily work activities, how important would you say each of the following kinds of training was in preparing you for your tasks?

Very Important	Some Importance			Not Important
5	4	3	2	1
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

11. When you reflect on your daily work activities, how important would you see each of the following personal characteristics in carrying out your tasks?

Very Important	Some Importance			Not Important
5	4	3	2	1
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

12. What is the adequacy of the department’s training in each of the following broad categories?

Very Adequate	Adequate			Not Adequate
5	4	3	2	1
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ General police skills (e.g., firearms, driving, self-defense, report writing, etc)				
_____ Human relations skills (e.g., public relations, sensitivity, cooperation, etc.)				
_____ Professional/career development (e.g., coping with stress, promotion, etc.)				
_____ Other (specify) _____				

13. Please **rank** (1=*most important*) the training areas **in the order of their importance**.

\_\_\_\_\_ General police skills (e.g., firearms, driving, self-defense, report writing, etc)

\_\_\_\_\_ Human relations skills (e.g., public relations, sensitivity, cooperation, etc.)

\_\_\_\_\_ Professional/career development (e.g., coping with stress, promotion, etc.)

\_\_\_\_\_ Other (specify) \_\_\_\_\_

14. Please **rank** (1=*most important*) the training areas that the police department **does best**.

\_\_\_\_\_ General police skills (e.g., firearms, driving, self-defense, report writing, etc)

\_\_\_\_\_ Human relations skills (e.g., public relations, sensitivity, cooperation, etc.)

\_\_\_\_\_ Professional/career development (e.g., coping with stress, promotion, etc.)

\_\_\_\_\_ Other (specify) \_\_\_\_\_

**PATROL OFFICERS ONLY ANSWER QUESTIONS 15—29.**  
**ALL NON-PATROL EMPLOYEES (SWORN AND NON-SWORN) GO TO QUESTION 30.**

15. In the patrol area assigned to you, how frequent are each of the following types of crime?

Major Problem	Occasional Problem			Not A Problem
5	4	3	2	1
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
_____ Assault				
_____ Sexual assault				
_____ Burglary				
_____ Theft (business or personal)				
_____ Robbery				
_____ Drug violations				
_____ Vandalism				
_____ Crimes against children				
_____ Crimes against the elderly				
_____ Crimes committed by juveniles				
_____ Auto theft				
_____ Community nuisances (e.g., trash, junk cars, transients, etc.)				

**COMMENTS ON SURVEY ISSUES THUS FAR:**

16. In your patrol area, how safe do the residents feel about...

Very Secure	Somewhat Secure			Not Secure
5	4	3	2	1
_____				
_____				
_____				
_____				
_____				
_____				

17. How would you evaluate residents' feelings of safety in your patrol area? (Check one)

- Residents over estimate dangers
- Residents perceptions of danger are accurate
- Residents under estimate dangers

18. While working your assigned area, how secure do you personally feel?

Very Secure	Somewhat Secure			Not Secure
5	4	3	2	1
_____				
_____				
_____				
_____				
_____				

19. In your estimation, how does safety of citizens in your beat compare to the rest of the city? (Check one).

- Safer here
- Same
- Less safe here

20. In your patrol beat, what proportion of the persons you see are familiar to you as being residents?

- None
- Less than one-third
- One-third to two-thirds
- More than two-thirds

21. Do citizens "look out for one another" in the beat you patrol? (Circle one)

Always	Often			Never
5	4	3	2	1

22. How active are the residents on your patrol beat with regard to the following factors?

Very Active	Somewhat Active			Not Active
5	4	3	2	1
_____				
_____				
_____				
_____				
_____				

23. Is there a Neighborhood Association in your patrol beat?

- Yes, at least one—Go to 23a
- Yes, more than one—Go to 23a
- No—Go to 24
- Don't know—Go to 24

23a. If yes, to what extent does the Association ...

Great Extent	Some Extent			Not At All
5	4	3	2	1
_____				
_____				
_____				
_____				
_____				
_____				

24. To what extent does the work in your beat require you to contact:

Great Extent	Some Extent			Not At All
5	4	3	2	1
_____				
_____				
_____				
_____				
_____				
_____				
_____				
_____				
_____				
_____				
_____				
_____				
_____				

25. How many contacts do you have with juveniles in an average week?
- One or less a week
  - 2-5 contacts a week
  - 6-10 contacts a week
  - 11 or more contacts a week
26. What do you do if a resident complains to you personally about juvenile vandalism?
- Acknowledge the complaint and monitor the area
  - Formally follow up on the complaint
  - Actively attempt to identify the juvenile
  - Refer the complaint to the juvenile/youth unit
27. Are there any community agencies you feel the department should work with more closely?  
(Check all that apply)
- Social services
  - Parks and recreation
  - Mental health
  - Youth services
  - Rape crisis center
  - Family violence organization
  - Substance abuse counseling organizations
  - Senior citizens organizations
  - Schools
  - Civic/service clubs
  - Salvation Army
  - Red Cross
  - Other (specify) \_\_\_\_\_
28. How long would you like to be assigned to a patrol beat?
- Less than 6 months
  - From 6-12 months
  - From 1-3 years
  - More than 3 years

**COMMENTS ON ISSUES IN THIS SURVEY THUS FAR:**

29. Did you request...
- a. Your current patrol assignment?  Yes  
 No
  - b. Your beat area?  Yes  
 No
  - c. Your shift?  Yes  
 No

**ALL EMPLOYEES BEGIN ANSWERING QUESTIONS AGAIN STARTING WITH QUESTION 30**

30. What do you plan to be your next career move?
- Patrol work
  - Investigations
  - Staff assignment
  - Promotion
  - Leave the department for another law enforcement agency
  - Leave the department for a non-law enforcement career
31. How long do you expect to remain with the police department? (*Check the most appropriate response.*)
- 0-5 years
  - Over 5 years to 10 years
  - Over 10 years to 20 years
  - More than 20 years
  - Only until retirement eligibility
  - As long as you can
  - Never thought about it
32. How will your present assignment affect your chances for a desired career move of any type?
- Offers good chances
  - Offers average chances
  - Offers little chance for desired movement
  - This is a dead end job

33. To what extent do you encourage citizens to formally report **crime** to the police? (*Circle one.*)

<b>Great Extent</b>		<b>Some Extent</b>		<b>Not At All</b>
5	4	3	2	1

34. To what extent do you encourage citizens to formally report **non-criminal matters** to the police? (*Circle one.*)

<b>Great Extent</b>		<b>Some Extent</b>		<b>Not At All</b>
5	4	3	2	1

35. Over the last few months, to what extent have you felt you were...

Great Extent	Some Extent			Not At All
5	4	3	2	1
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

36. To what extent to you agree that, ideally, police officers should...

Great Extent	Some Extent			Not At All
5	4	3	2	1
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

37. How important is each of the following to you personally?

Very Important	Some Importance			Not Important
5	4	3	2	1
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

38. How enthusiastic are you about your position in the police department **today** compared to when **you first entered the department**?

- More enthusiastic now
- About the same enthusiasm
- Less enthusiastic now

39. How do you view law enforcement as an occupation?

- It is a profession
- It is a skilled trade
- It is just a job

40. How important to you is the good opinion of each of the following?

Very Important	Some Importance			Not Important
5	4	3	2	1
_____				
	_____			
		_____		
			_____	
				_____

\_\_\_\_\_ Acquaintances outside of the police department  
 \_\_\_\_\_ Colleagues within the police department  
 \_\_\_\_\_ Residents in your city  
 \_\_\_\_\_ Residents in your patrol area  
 \_\_\_\_\_ The law enforcement community in general

41. If you could start all over, would you re-enter police work?

- Definitely
- Probably
- Probably not
- Definitely not

**BACKGROUND INFORMATION ON INDIVIDUALS WILL HELP US IN OUR ANALYSIS—ALL INFORMATION WILL BE CONFIDENTIAL AND WILL BE REPORTED ONLY IN THE AGGREGATE FORM, NOT INDIVIDUALLY**

42. What is your age group?  20-25  
 26-30  
 31-35  
 36-40  
 41 and over

43. Your sex...  Male  
 Female

44. Marital Status...  Married  
 Divorced or Separated  
 Widowed  
 Single

45. Enter the number...  
\_\_\_\_ Children living in your household  
\_\_\_\_ the number of children you have (including adults)
46. What is your racial/ethnic identity?  Asian  
 Black/African American  
 Caucasian/White  
 Hispanic  
 Native American
47. Enter the number of years of military experience you have:  
\_\_\_\_ Years
48. What is your educational level?  Less than high school  
 High school diploma  
 Some college  
 College degree (BS/BA)  
 Beyond bachelor's degree
49. In what size town did you grow up?  Rural area  
 Small town  
 Suburb  
 City

**PLEASE COMMENT ON ANY ASPECT OF THE TOPICS IN THIS SURVEY**

**THANK YOU FOR YOUR COOPERATION**