

Command Climate Survey

Please answer the following questions as honestly as possible by providing a rating from 1-10, with 1 being completely DISAGREE and 10 being totally AGREE. Your anonymity is guaranteed. The results will be shared with command staff to help evaluate and improve their service to you, the front line of the department. THIS SURVEY PERTAINS, IN ITS REFERENCES TO "COMMAND STAFF" AND "COMMANDERS", TO THOSE AT THE RANK OF CAPTAIN AND ABOVE.

1. If a false allegation is made against me, command staff will support me wholeheartedly and publicly.

DISAGREE 1 2 3 4 5 6 7 8 9 10 AGREE

2. Command staff does not take problems around the department personally.

DISAGREE 1 2 3 4 5 6 7 8 9 10 AGREE

3. Command staff is open to evaluation and improvement.

DISAGREE 1 2 3 4 5 6 7 8 9 10 AGREE

4. This survey will be taken seriously by command staff and used to move the department as a whole in a positive direction.

DISAGREE 1 2 3 4 5 6 7 8 9 10 AGREE

Please answer the following questions as honestly as possible. They are designed to be open-ended and solicit a wider variety of feedback.

5. What does command staff do well in support of you, your job, and the department?

It was equipment but [REDACTED] HAS CHANGED THAT. SEVERAL SUPERVISORS ENJOYED WEARING THE OUTER CARRIERS. ALTHOUGH THERE HAS NEVER BEEN A SINGLE COMPLAINT FROM CITIZENS ABOUT THE UNIFORM [REDACTED] DISALLOWED SUPERVISORS FROM WEARING THEM SAYING THEY ARE "UNPROFESSIONAL". MY UNIFORM IS IRRELEVANT, A SUPERVISOR AND A REAL LEADER DETERMINED BY THEIR ACTIONS AND HOW THEY PERFORM ON A CALL. NOT THEIR GOLD PINS AND SHINED BOOTS. I KEEP MYSELF IN EXCELLENT PHYSICAL CONDITIONING AND REGARDLESS OF THE CALL I AM PROFESSIONAL IT ALL TIMES REGARDLESS OF WHAT I'M WEARING. I BELIEVE THAT A FIT OFFICER IN A CARBECER IS FAR MORE PROFESSIONAL THAN A OUT OF SHAPE, SEDENTARY INDIVIDUAL IN A CLASS B WITH GOLD PINS.

6. What could command staff do better to support you, your job, and the department?

Listen to the officers concerns. Be open to suggestions for improvement. Provide a platform for a group of officers to meet with the chief on a monthly basis about issues and concerns. HAVE AN OPEN DIALOGUE WITH OFFICERS.

SHOW APPRECIATION FOR THE OFFICERS THAT CONTINUE TO SHOW UP HERE EVERY DAY FOR THE CPD. OFFICERS HERE FEEL UNAPPRECIATED AND NOT VALUED


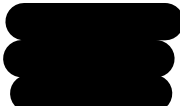

7. What are some of the most specific, pressing issues confronting you at work on a daily basis?

THE OFFICERS CURRENTLY FACE A HOSTILE WORK ENVIRONMENT WHICH HAS BEEN NEGLECTED AT BEING ADDRESSED OVER THE PAST SEVERAL MONTHS. OFFICERS ARE DISRESPECTED, OFFICERS AREN'T BOTHERED BY THE CALLS ON THE STREETS, OR THE "DEFUND THE POLICE" CLIMATE. OFFICERS AT CPD FEEL TARGETED, AND COMMAND TELLING PEOPLE IF they don't like it they can leave. IS NOT THE WAY A DEPARTMENT SHOULD BE RUN.







Please answer the following questions as honestly as possible by selecting either YES or NO. If you are indifferent or the question does not apply to you, select N/A.

- 8. I am actively seeking employment elsewhere. YES NO N/A
- 9. I will be seeking employment elsewhere in the near future. YES NO N/A
- 10. If offered a job with similar pay and benefits elsewhere, I would accept. YES NO N/A
- 11. If I were to leave this job, I would not be seeking another law enforcement position. YES NO N/A
- 12. I plan on staying at this job until retirement. - *THAT WAS THE PLAN, NOT ANYMORE* YES NO N/A
- 13. Command staff and their decisions are a major factor in making employment decisions. YES NO N/A
- 14. I support my commanders when I talk to my family and friends. YES NO N/A
- 15. I have felt personally targeted or victimized by a commander. YES NO N/A
- 16. I feel professionally supported by command staff. YES NO N/A
- 17. I feel personally supported by command staff. YES NO N/A

Please indicate below your preference for which captain you would prefer to be the commander of each division, from the choices to the right. Do not indicate the same captain more than once in this section. If you are uncomfortable selecting a preference or do not wish to respond, indicate N/A.

1. Field operations		
2. Support operations		
3. Criminal investigations		

Please use the space to below to comment on any issues pertaining to command climate that have not been sufficiently covered in this survey. If you do not wish to give any answer or are satisfied with the survey thus far, you may leave this section blank or write N/A.

UNDERSTAND THAT ALTHOUGH WE HAVE BEEN TOLD THERE WILL BE NO RETALIATION OR REPERCUSSIONS. FROM TAKING THIS SURVEY I ALSO KNOW THAT CHIEF WILL NOT BE HERE FOR LONG AND THAT CAPTAIN  WILL BE HERE FOR YEARS TO COME. I HOPE THAT YOU UNDERSTAND HOW SERIOUS THIS IS BECAUSE WE ARE SACRIFICING OUR CAREERS AND LIVELIHOOD IN ORDER TO MAKE CHANGE.  TIRADES AND DISRESPECT OF OFFICERS CANNOT BE TOLERATED ANY LONGER. IF  IS BEHAVIORS CONTINUES TO BE ALLOWED AND ACCEPTED AS THE NORM WE WILL CONTINUE TO LOSE OFFICERS. I PERSONALLY KNOW 2 OFFICERS THAT HAVE LEFT BECAUSE OF  AND SEVERAL MORE OF US ARE NOW LOOKING TO LEAVE BECAUSE OF  CAPTAIN  NEEDS TO BE REASSIGNED FOR THE BETTERMENT OF THE DEPARTMENT. THE DEPARTMENT LEADERS MUST STEP UP AND DO THE RIGHT THING.

This concludes the survey. Your honest responses are appreciated and will be used to improve your work environment. This survey is not the only part of that effort and you may be solicited for additional participation in the future. As explained at the beginning, however, YOUR RESPONSES ON THIS SURVEY ARE ANONYMOUS.