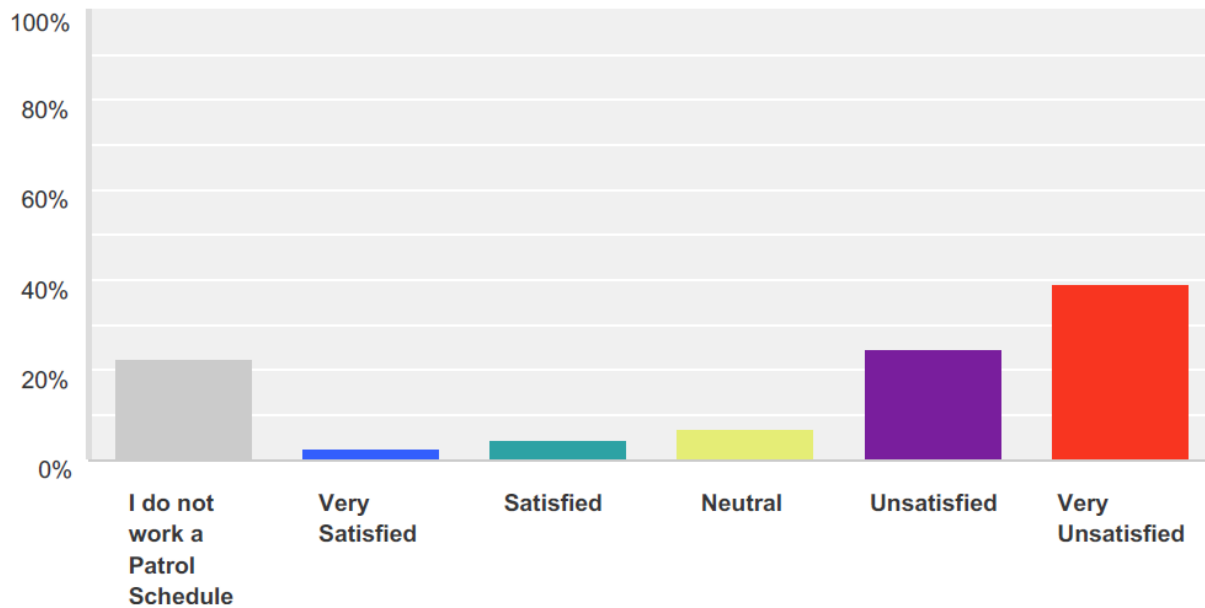


CPOA Moral Survey: *An Agency in Crisis*

Conducted from June 1st, 2016 – June 7th, 2016.
Electronically and anonymously taken via SurveyMonkey.com

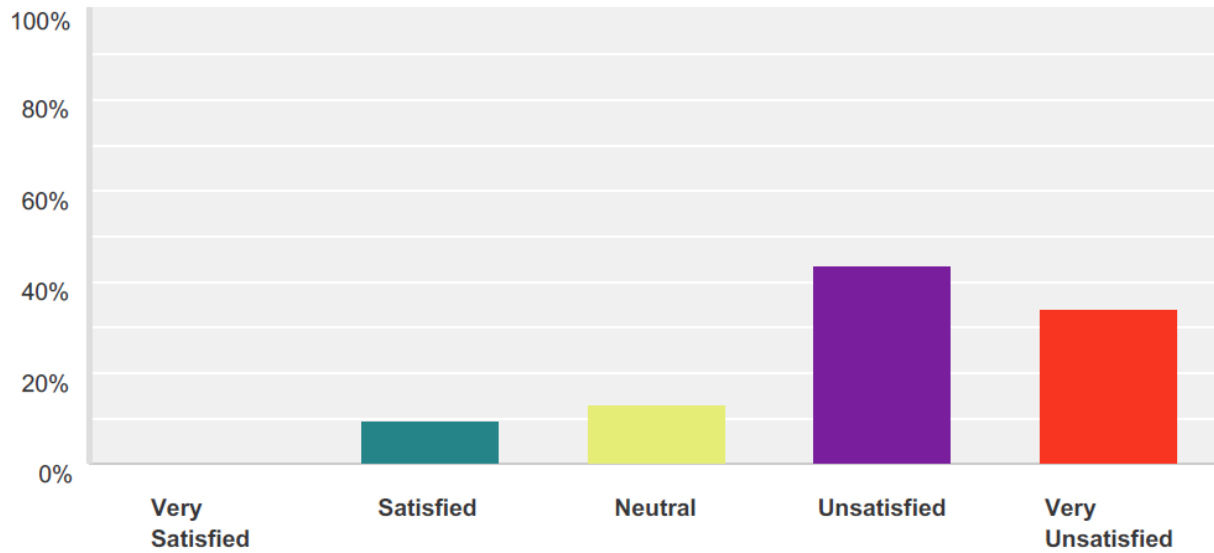
Partially edited to remove personally identifying comments, only.

Q1: How would you rate your satisfaction with the new patrol schedules?



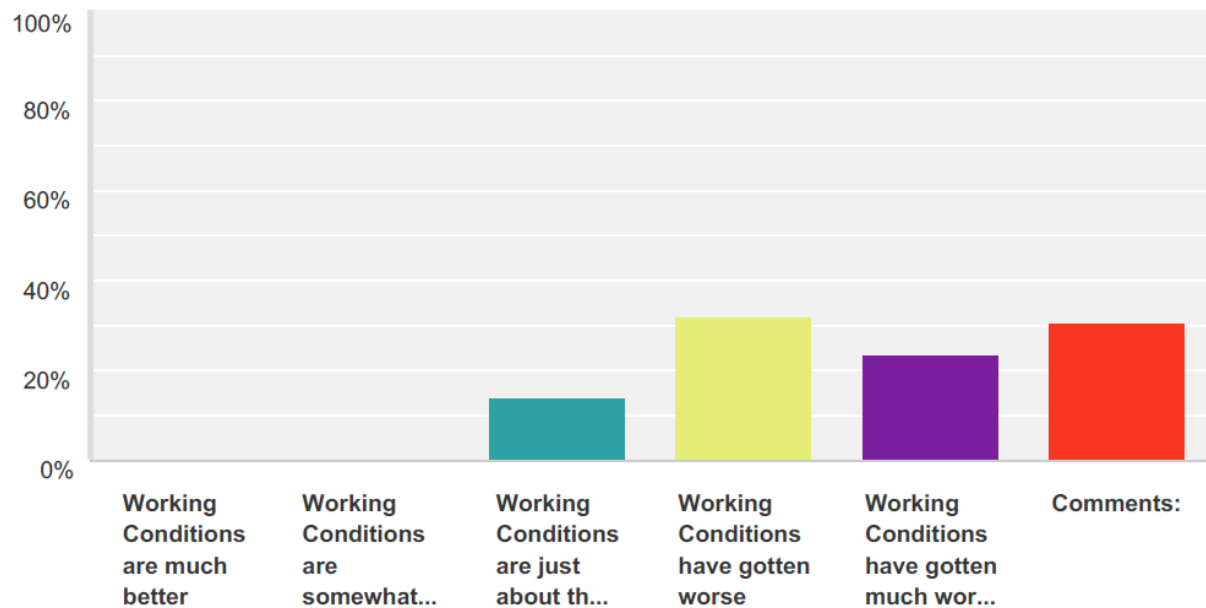
Answer Choices	Responses	
I do not work a Patrol Schedule	22.35%	19
Very Satisfied	2.35%	2
Satisfied	4.71%	4
Neutral	7.06%	6
Unsatisfied	24.71%	21
Very Unsatisfied	38.82%	33
Total		85

Q2: How would you rate your overall satisfaction with working conditions at the department? (This refers to things the Command Staff CAN control such as policies and working atmosphere - not the building, the cars, equipment, etc.)



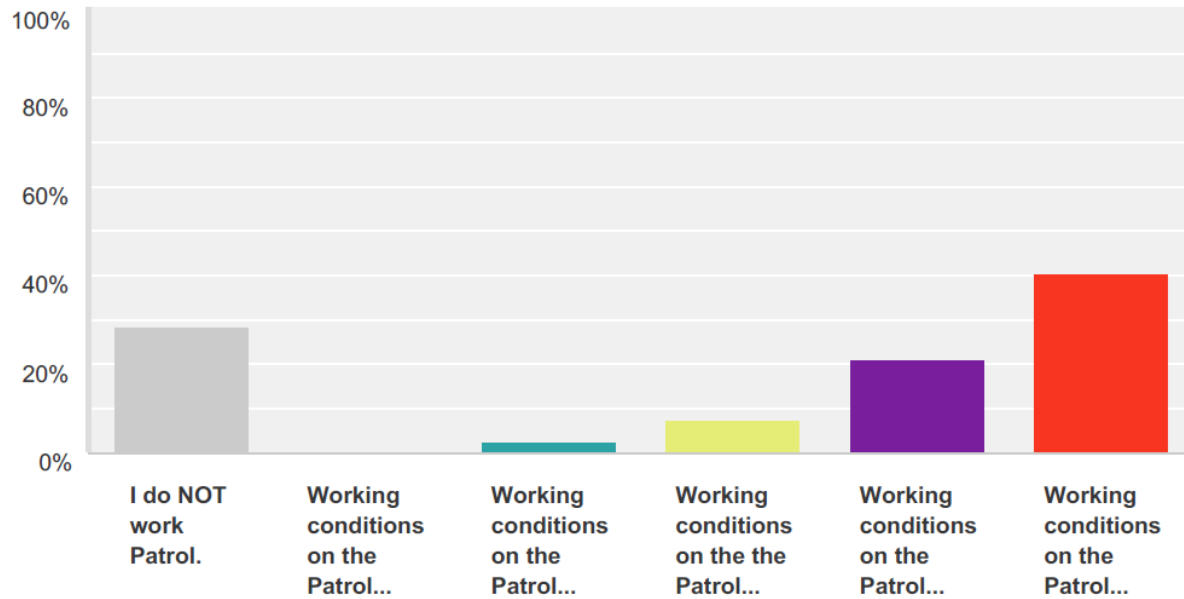
Answer Choices	Responses	
Very Satisfied	0.00%	0
Satisfied	9.41%	8
Neutral	12.94%	11
Unsatisfied	43.53%	37
Very Unsatisfied	34.12%	29
Total		85

Q3: Thinking only of the past 3 to 5 years, have overall working conditions changed?



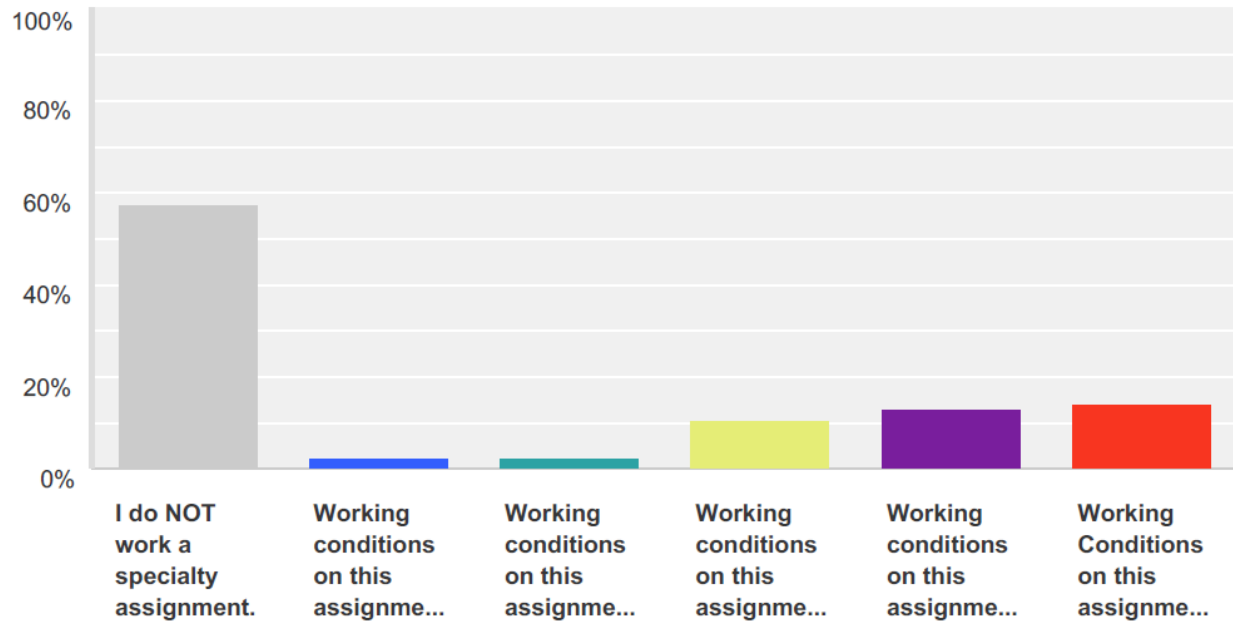
Answer Choices	Responses	
Working Conditions are much better	0.00%	0
Working Conditions are somewhat better	0.00%	0
Working Conditions are just about the same	14.12%	12
Working Conditions have gotten worse	31.76%	27
Working Conditions have gotten much worse.	23.53%	20
Comments:	30.59%	26
Total		85

Q4: If you work patrol, have working conditions of that assignment improved or gotten worse in the last 3-5 years?



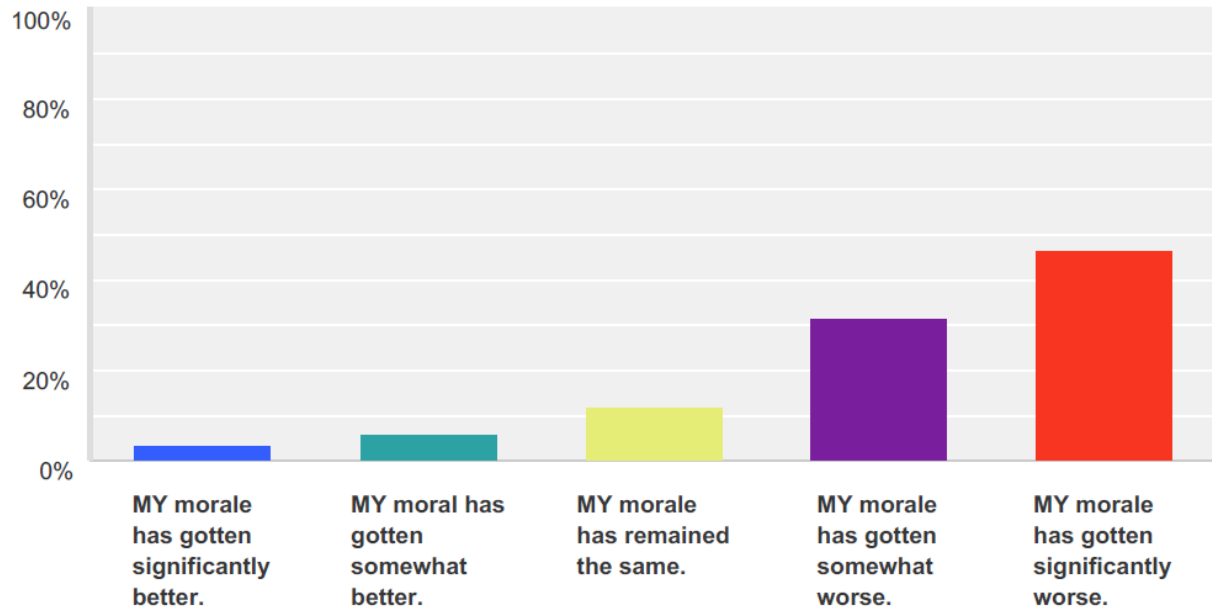
Answer Choices	Responses	
I do NOT work Patrol.	28.40%	23
Working conditions on the Patrol assignment have significantly improved.	0.00%	0
Working conditions on the Patrol assignment are somewhat improved.	2.47%	2
Working conditions on the the Patrol assignment are about the same as ever.	7.41%	6
Working conditions on the Patrol assignment are somewhat worse.	20.99%	17
Working conditions on the Patrol assignment are much worse.	40.74%	33
Total		81

Q5 If you work a specialty assignment, have working conditions of that assignment improved or gotten worse in the last 3-5 years?



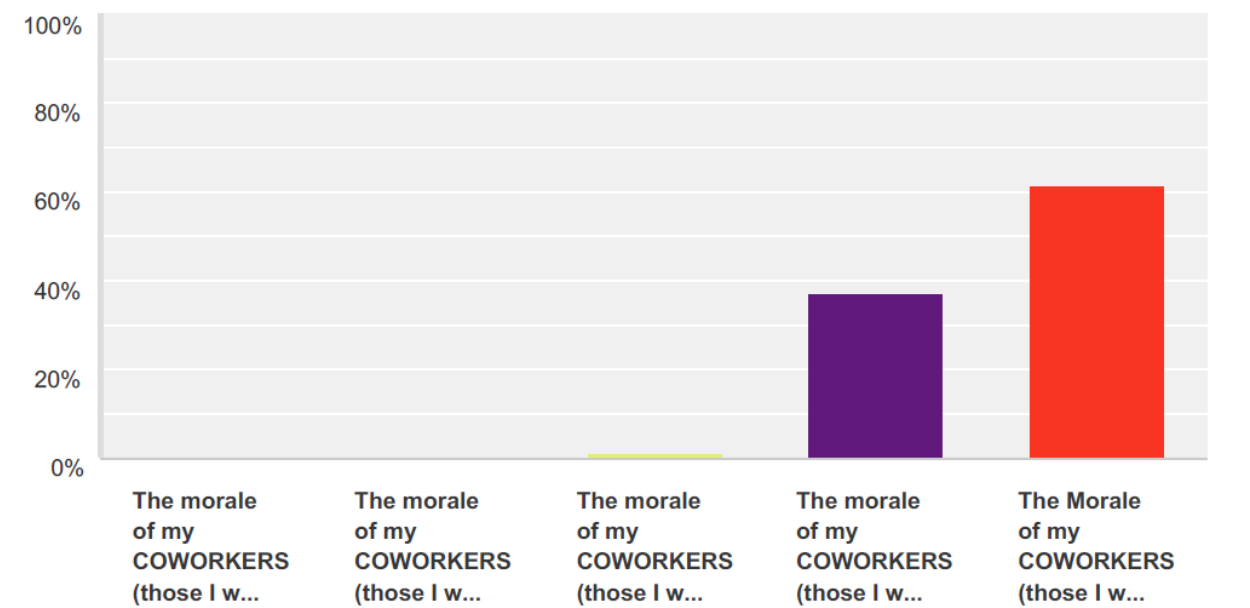
Answer Choices	Responses	
I do NOT work a specialty assignment.	57.69%	45
Working conditions on this assignment have significantly improved.	2.56%	2
Working conditions on this assignment are somewhat improved.	2.56%	2
Working conditions on this assignment are about the same.	10.26%	8
Working conditions on this assignment have gotten worse.	12.82%	10
Working Conditions on this assignment have gotten much worse	14.10%	11
Total		78

Q6 In the past 3-5 years, MY morale ...



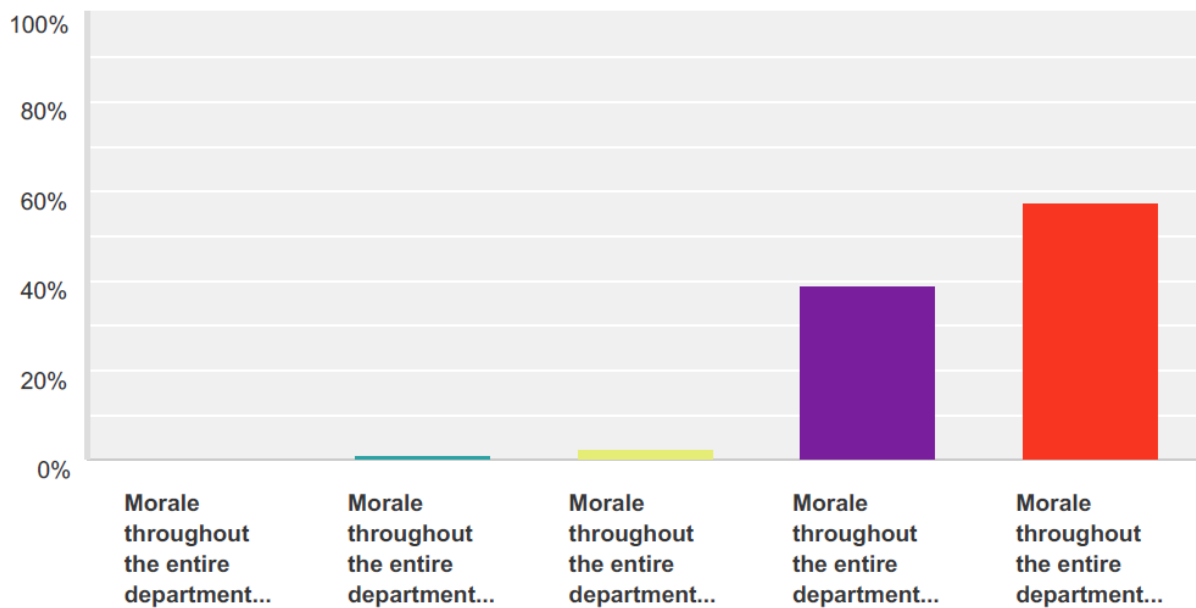
Answer Choices	Responses	
MY morale has gotten significantly better.	3.66%	3
MY moral has gotten somewhat better.	6.10%	5
MY morale has remained the same.	12.20%	10
MY morale has gotten somewhat worse.	31.71%	26
MY morale has gotten significantly worse.	46.34%	38
Total		82

Q7: In the past 3-5 years, the Morale of my CO- WORKERS (those I work with on a daily basis) has ...



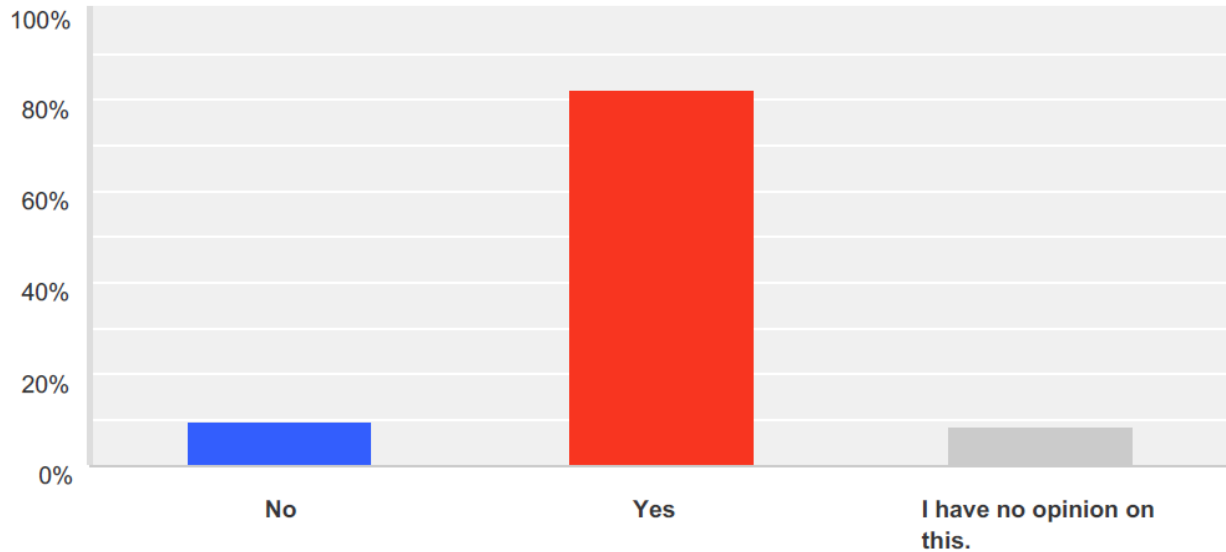
Answer Choices	Responses	
The morale of my COWORKERS (those I work with on a daily basis) is significantly better.	0.00%	0
The morale of my COWORKERS (those I work with on a daily basis) is somewhat better.	0.00%	0
The morale of my COWORKERS (those I work with on a daily basis) has remained unchanged.	1.23%	1
The morale of my COWORKERS (those I work with on a daily basis) has gotten somewhat worse.	37.04%	30
The Morale of my COWORKERS (those I work with on a daily basis) has gotten significantly worse.	61.73%	50
Total		81

Q8: Overall, in the past 3 - 5 years, how would you rate morale throughout the entire department?



Answer Choices	Responses	
Morale throughout the entire department is significantly improved.	0.00%	0
Morale throughout the entire department is somewhat improved.	1.22%	1
Morale throughout the entire department has remained unchanged.	2.44%	2
Morale throughout the entire department is somewhat worse.	39.02%	32
Morale throughout the entire department is significantly worse.	57.32%	47
Total		82

Q9: Several years ago, an outside consultant found the atmosphere at CPD to be "Toxic." In your experience, is the atmosphere at the department still "Toxic"?

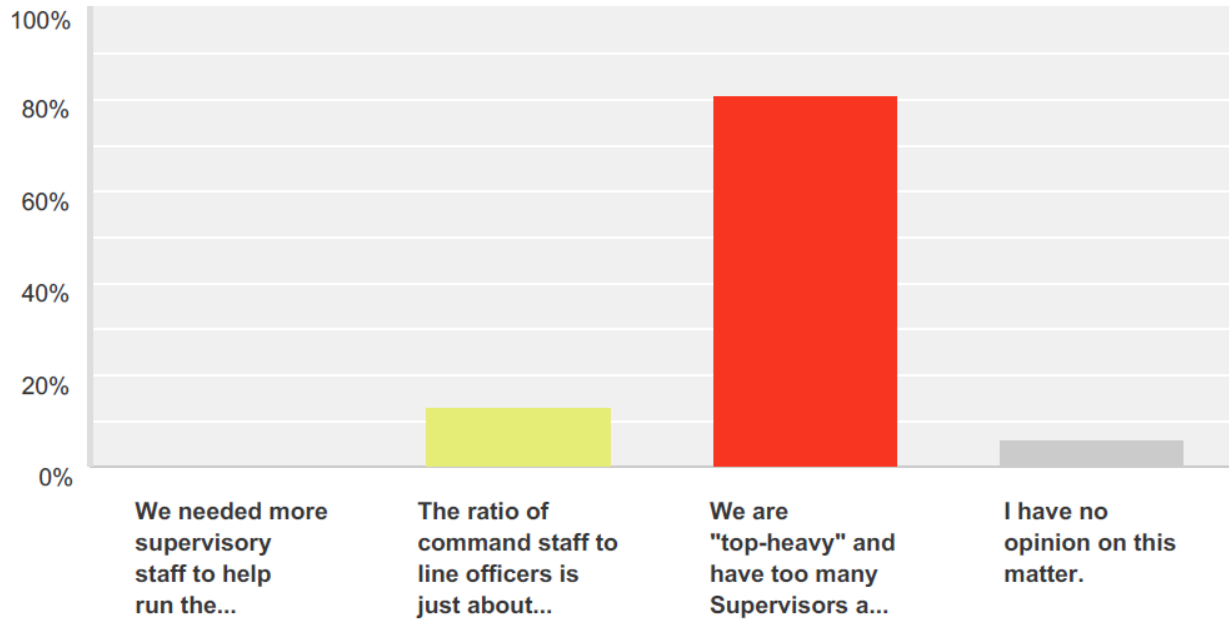


Answer Choices	Responses
No	9.52% 8
Yes	82.14% 69
I have no opinion on this.	8.33% 7
Total	84

Q10: Whom do you think is primarily responsible for the current state of Morale here at CPD? (You may check all that apply.)

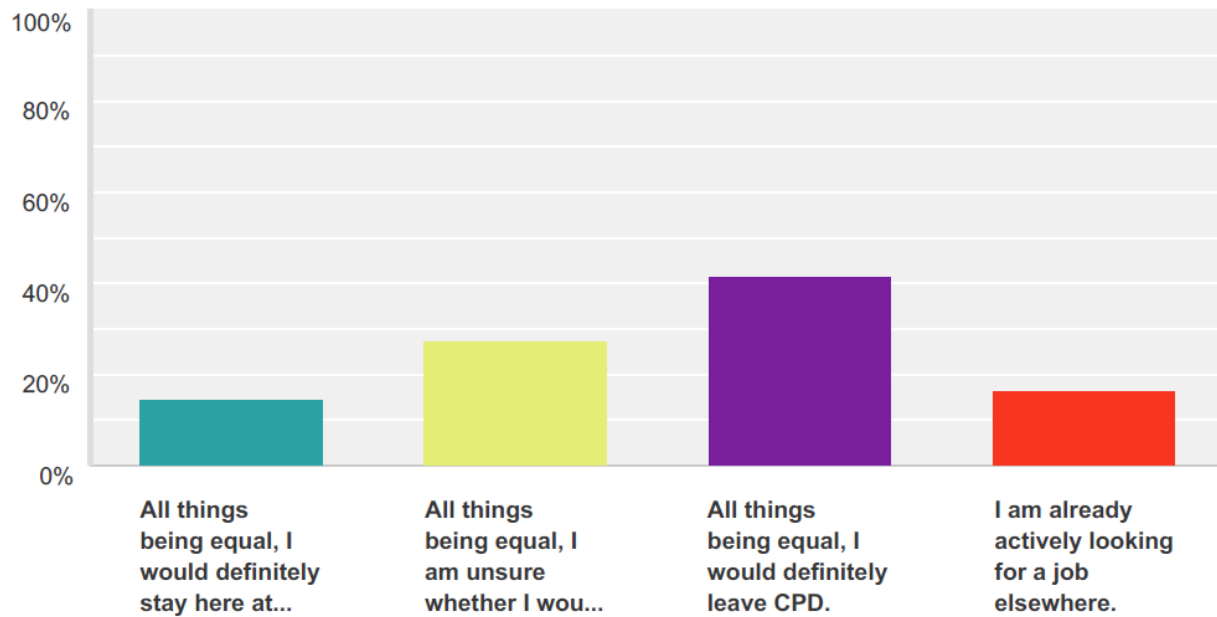
*LOGIC ERROR – STATISTIC RESULTED IN NO VERIFIABLE CHART
– COMMENTS AVAILABLE BELOW:*

Q11: CPD just eliminated a Patrol Officer vacancy in order to help fund another new command staff (Lt.) position. How do you view the Command-staff-to-Officer ratio at the department?



Answer Choices	Responses	
We needed more supervisory staff to help run the department.	0.00%	0
The ratio of command staff to line officers is just about right.	12.94%	11
We are "top-heavy" and have too many Supervisors and not enough line officers.	81.18%	69
I have no opinion on this matter.	5.88%	5
Total		85

Q12: If you were offered a law enforcement job elsewhere, with the similar pay, benefits, retirement, and duties what would you do?



Answer Choices	Responses	
All things being equal, I would definitely stay here at CPD.	14.29%	12
All things being equal, I am unsure whether I would stay or go.	27.38%	23
All things being equal, I would definitely leave CPD.	41.67%	35
I am already actively looking for a job elsewhere.	16.67%	14
Total		84