

PLEA / PPSLA Employee Survey
Final: March 19, 2013

Job Satisfaction

The following questions relate to job satisfaction.

	Very Satisfied	Somewhat Satisfied	Neutral	Somewhat Dissatisfied	Very Dissatisfied	DK
1. Overall, how satisfied are you with your job?	23%	35%	11%	19%	12%	--
2. Overall, how satisfied are you with the policies and practices of division leaders?	2%	11%	10%	28%	49%	--
3. Overall, how satisfied are you with the Chief's job performance?	1%	3%	3%	11%	82%	--
4. How satisfied are you with the information flow regarding current events in the Department?	2%	9%	12%	23%	54%	--
5. How satisfied are you that cost savings measures are being applied equally across the department?	1%	4%	13%	18%	62%	2%

Please add your comments regarding any of the ***above statements***.

City of Phoenix Police Priorities

6. What do you think are the top 5 current policing priorities of the City of Phoenix Police Department? (*Please rank the TOP FIVE - # 1, 2, 3, 4, 5 - "1" being the most important*)

- | | |
|--|--|
| _____ Responding to Emergency Calls | _____ Public Order Maintenance |
| _____ Service Calls and Assistance | _____ Drug & Alcohol Enforcement |
| _____ Promoting Police-Community Partnerships & Collaborations | _____ Encouraging Voluntary Compliance with Laws & Regulations |
| _____ Crime Prevention | _____ Education |
| _____ Traffic Regulations & Enforcement | _____ Problem Solving |
| _____ School Safety | |

Department Ratings

Following are several statements about the Phoenix Police Department. Please indicate your level of agreement with each statement.

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	DK
7. Beginning each day with a plan, focusing on places, people and behaviors is an effective policing practice.	1%	2%	3%	7%	87%	--
8. The decision to remove the class D uniform option was an overall improvement to the department.	42%	36%	8%	8%	6%	--

9. Resource and staffing levels are appropriate to address public safety and combat crime.	1%	2%	7%	4%	86%	--
10. The people I work with cooperate to get the job done.	3%	17%	16%	26%	38%	--
11. The uniform change is in the best interest of the community we serve.	1%	2%	4%	12%	80%	1%
12. The new chief has established himself as an effective leader.	4%	7%	8%	10%	71%	--
13. Our current environment exemplifies a collaborative labor management relationship.	14%	31%	21%	15%	18%	1%
14. Reaffirming the oath of office every January makes me feel more committed to my responsibilities as a police officer.	2%	3%	3%	13%	78%	1%
15. Policies and procedures affecting my work are effectively communicated.	7%	7%	8%	9%	69%	--

Please add your comments regarding any of the *above statements*.

Leadership

Following are several statements about the Phoenix Police Department leadership. Please indicate your level of agreement with each statement.

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	DK
16. The Chief leads by example.	3%	7%	17%	19%	51%	3%
17. My supervisor has an open-door policy when it comes to concerns or problems.	1%	5%	15%	21%	55%	3%
18. Senior leaders encourage accountability and transparency in the police force.	9%	25%	28%	10%	20%	8%
19. Police management treats everyone with dignity and respect.	2%	11%	15%	26%	45%	1%
20. My supervisor leads by example.	49%	25%	10%	7%	9%	--
21. The Chief encourages officers to work with members of the community.	1%	8%	10%	23%	58%	--
22. I have a high level of respect for Police Department leadership.	64%	22%	5%	4%	5%	--
23. Senior leaders effectively communicate the goals and priorities of the department.	1%	8%	13%	25%	52%	1%
24. Complaints, disputes and grievances are handled fairly.	1%	3%	6%	7%	77%	6%
25. The Department listens and responds to employee ideas and suggestions.	2%	2%	6%	9%	80%	1%
26. The Chief ensures discipline is applied equally regardless of rank.	2%	9%	13%	19%	55%	2%

Please add your comments regarding any of the *above statements*.

Morale

Please indicate your level of agreement with the following statements.

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	DK
27. In the past year, <u>morale in the department</u> has improved.	8%	14%	17%	22%	38%	1%
28. In the past year, <u>my morale</u> has improved.	2%	2%	6%	12%	78%	--
29. I feel I am a valued employee of the Department.	49%	31%	9%	6%	5%	--
30. The Department gives appropriate recognition for a job well done.	11%	31%	15%	23%	20%	--
31. My salary is fair for my responsibilities.	14%	34%	20%	16%	12%	3%
32. The Department's benefits package is competitive.	34%	37%	12%	10%	7%	--
33. I receive the training I need to perform my job well.	3%	10%	26%	18%	34%	9%
34. I can maintain a reasonable balance between work and my personal life.	2%	10%	23%	20%	37%	8%
35. I have the necessary resources (people, materials, budget) to get my job done.	*	*	2%	6%	91%	1%
36. My work schedule is reasonable.	13%	30%	14%	23%	20%	--
37. I know I will be treated fairly if I am involved in a use of force incident.	3%	19%	18%	26%	34%	--
38. The Department's Professional Standards Bureau conducts internal investigations in a fair and impartial manner.	4%	13%	21%	20%	35%	7%
39. Upper level police managers properly evaluate police use of force.	3%	12%	9%	30%	46%	--

*Less than .5%

Please add your comments regarding any of the *above statements*.

Employee Assignments and Work Schedules

	Strongly Agree	Somewhat Agree	Neither Agree nor Disagree	Somewhat Disagree	Strongly Disagree	DK
40. There should be mandatory rotations for all lieutenants.	2%	4%	8%	11%	75%	--
41. There should be mandatory rotations for all sergeants.	*	*	2%	2%	95%	1%
42. The Department would operate most efficiently if all shifts and details worked a 5/8 schedule.	2%	2%	3%	5%	87%	1%
43. There should be mandatory rotations for all shifts and all ranks.	6%	7%	12%	14%	60%	1%

* Less than .5%

Please add your comments regarding any of the *above statements*.

44. What do you feel could be done to improve the work environment on the Phoenix PD?

Demographics:

45. I have been in the department for:

- a. 0-5 yrs
- b. 6-10 yrs
- c. 11-15 yrs
- d. 16-20 yrs
- e. 21-25yrs
- f. 26-30 yrs
- g. More than 30 yrs

46. I am a/an:

- a. Officer/uniformed
- b. Officer/non-uniformed
- c. Sergeant/uniformed
- d. Sergeant/non-uniformed
- e. Lieutenant/uniformed
- f. Lieutenant/non-uniformed