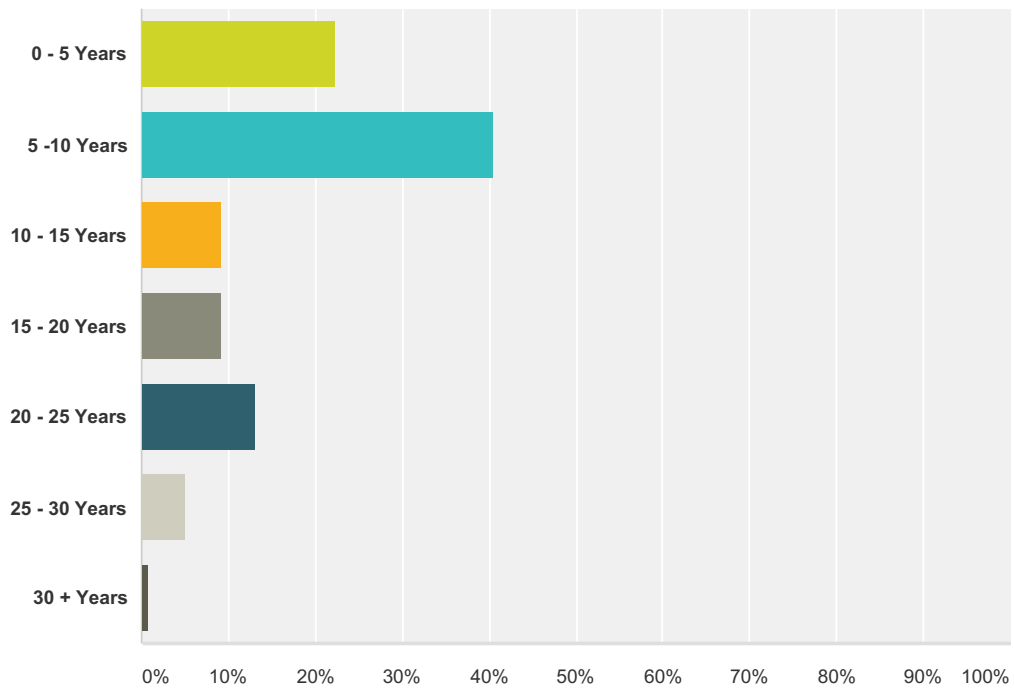


### Q1 How many years of service do you have with the San Angelo Police Department?

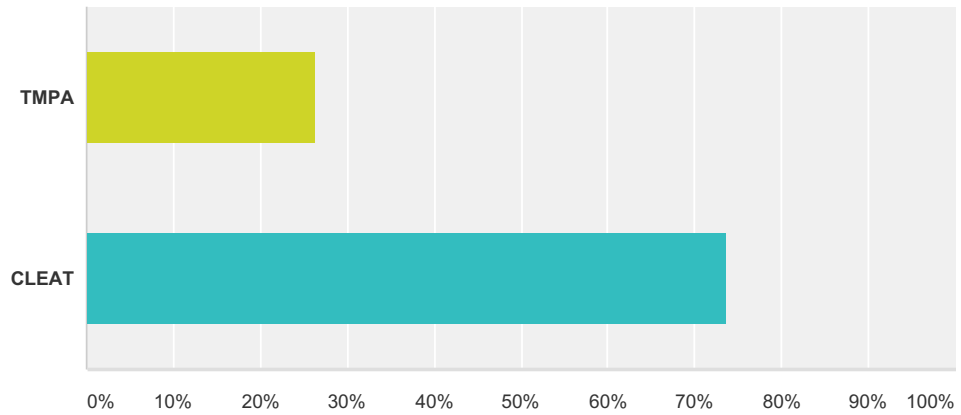
Answered: 121 Skipped: 2



Answer Choices	Responses
0 - 5 Years	22.31% 27
5 - 10 Years	40.50% 49
10 - 15 Years	9.09% 11
15 - 20 Years	9.09% 11
20 - 25 Years	13.22% 16
25 - 30 Years	4.96% 6
30 + Years	0.83% 1
<b>Total</b>	<b>121</b>

## Q2 What association do you belong with?

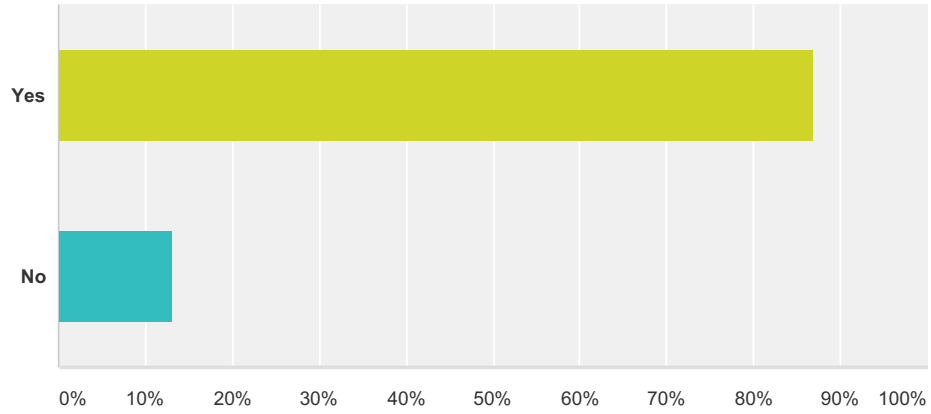
Answered: 122 Skipped: 1



Answer Choices	Responses
TMPA	26.23% 32
CLEAT	73.77% 90
<b>Total</b>	<b>122</b>

**Q3 Are you interested in combining both local associations into one, allowing officer's to be with TMPA or CLEAT?**

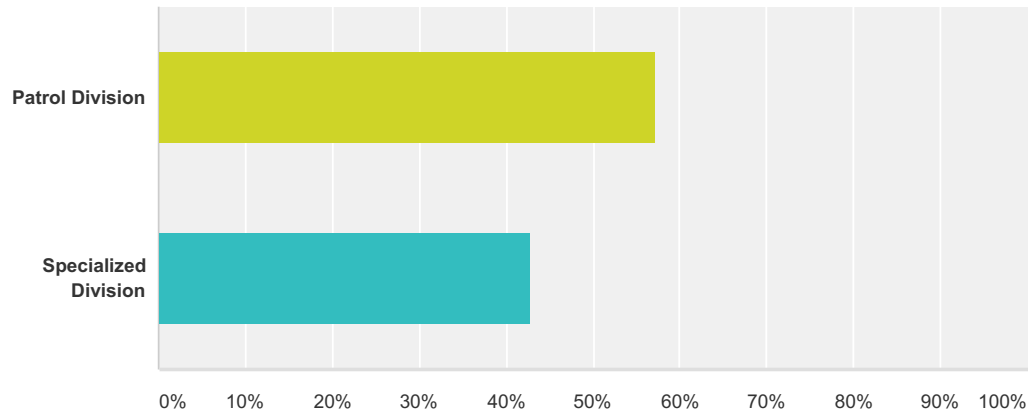
Answered: 122 Skipped: 1



Answer Choices	Responses
Yes	86.89% 106
No	13.11% 16
<b>Total</b>	<b>122</b>

### Q4 My current assignment is:

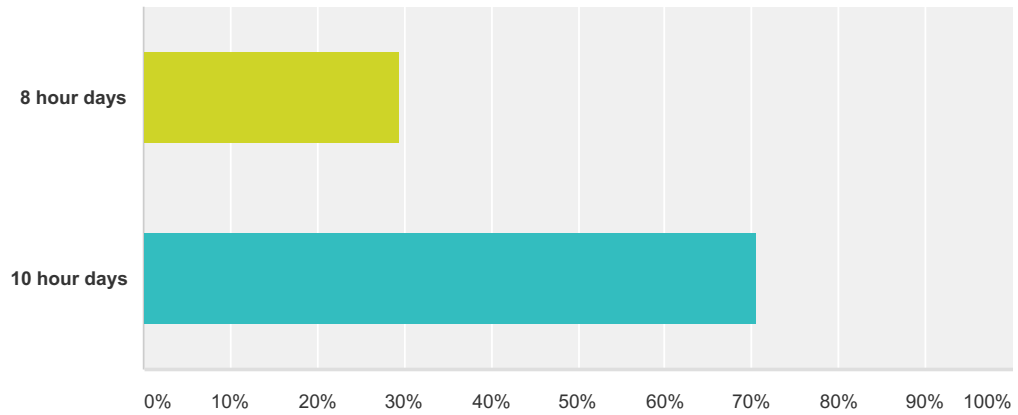
Answered: 119 Skipped: 4



Answer Choices	Responses	
Patrol Division	57.14%	68
Specialized Division	42.86%	51
<b>Total</b>		<b>119</b>

### Q5 My work schedule is mostly:

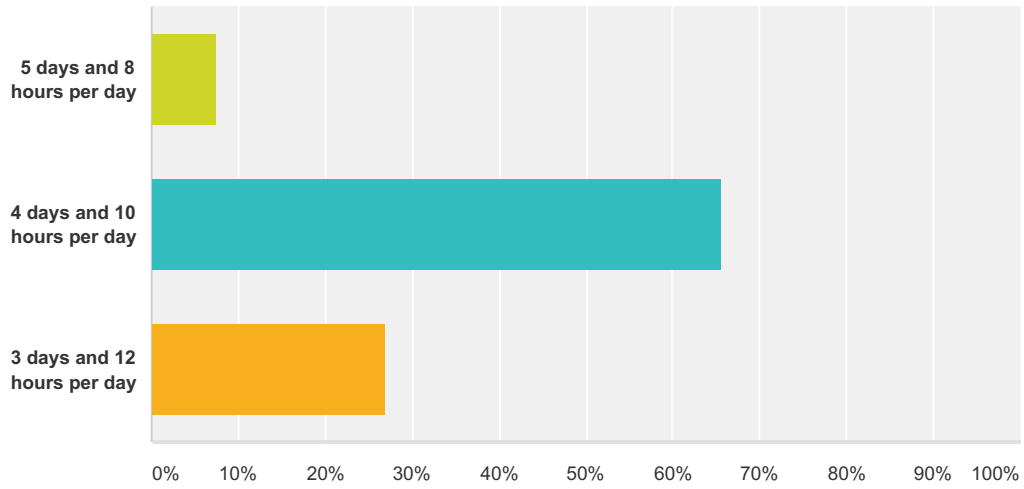
Answered: 119 Skipped: 4



Answer Choices	Responses	
8 hour days	29.41%	35
10 hour days	70.59%	84
<b>Total</b>		<b>119</b>

**Q6 The work schedule I prefer the most is:**

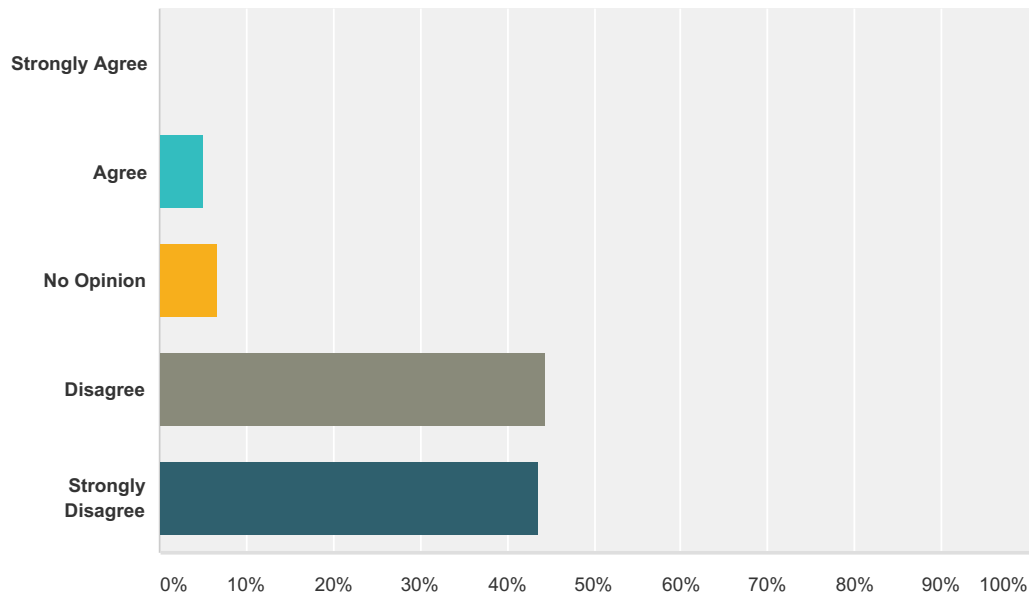
Answered: 119 Skipped: 4



Answer Choices	Responses
5 days and 8 hours per day	7.56% 9
4 days and 10 hours per day	65.55% 78
3 days and 12 hours per day	26.89% 32
<b>Total</b>	<b>119</b>

### Q7 The morale at the San Angelo Police Department is high.

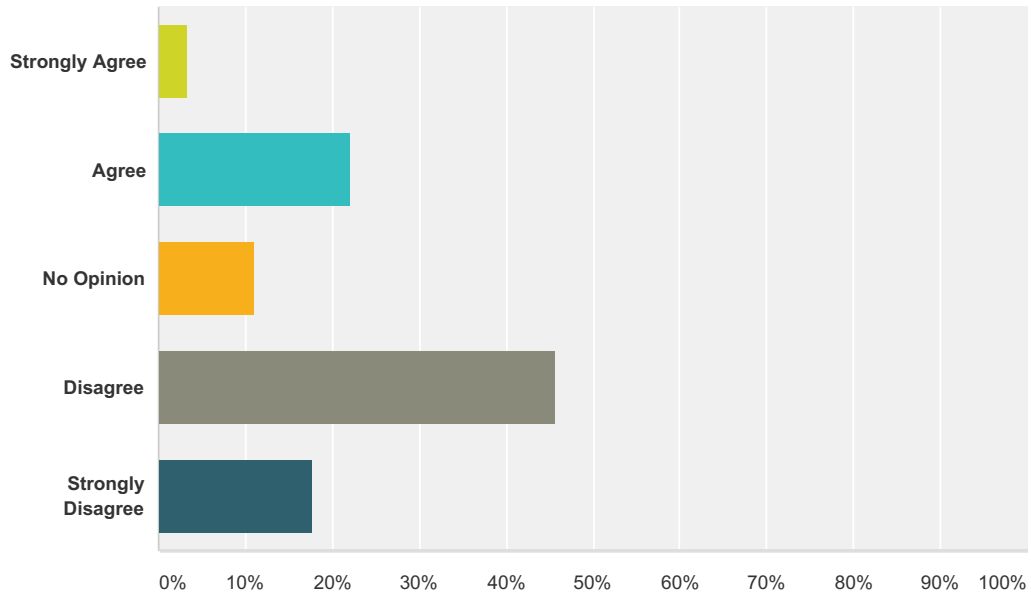
Answered: 119 Skipped: 4



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	5.04%	6
No Opinion	6.72%	8
Disagree	44.54%	53
Strongly Disagree	43.70%	52
<b>Total</b>		<b>119</b>

### Q8 My morale is high.

Answered: 118 Skipped: 5

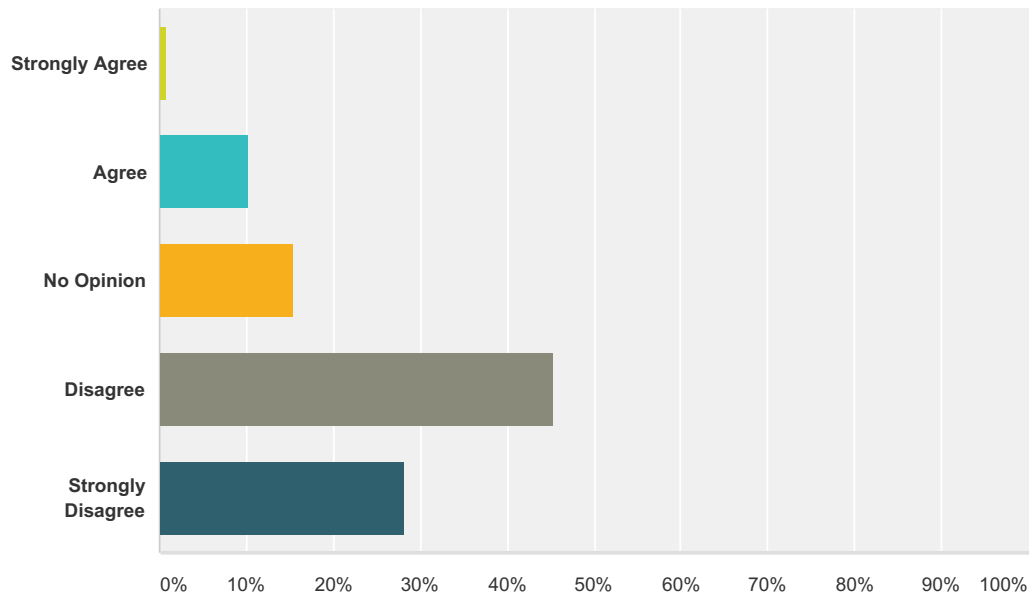


Answer Choices	Responses
Strongly Agree	3.39% 4
Agree	22.03% 26
No Opinion	11.02% 13
Disagree	45.76% 54
Strongly Disagree	17.80% 21
<b>Total</b>	<b>118</b>



### Q9 My morale has improved over the past few years.

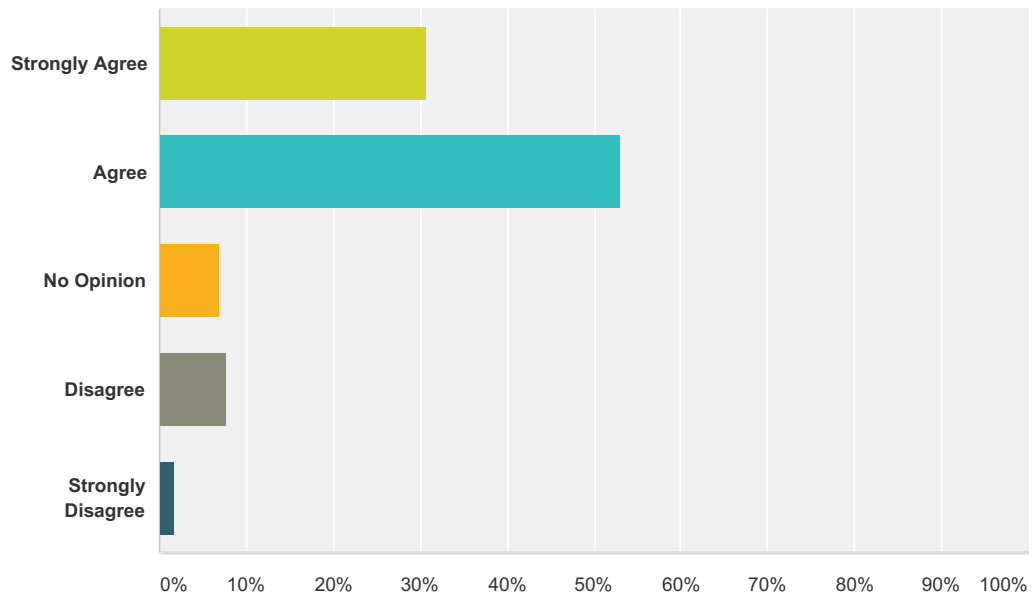
Answered: 117 Skipped: 6



Answer Choices	Responses	Count
Strongly Agree	0.85%	1
Agree	10.26%	12
No Opinion	15.38%	18
Disagree	45.30%	53
Strongly Disagree	28.21%	33
<b>Total</b>		<b>117</b>

### Q10 I enjoy my current assignment.

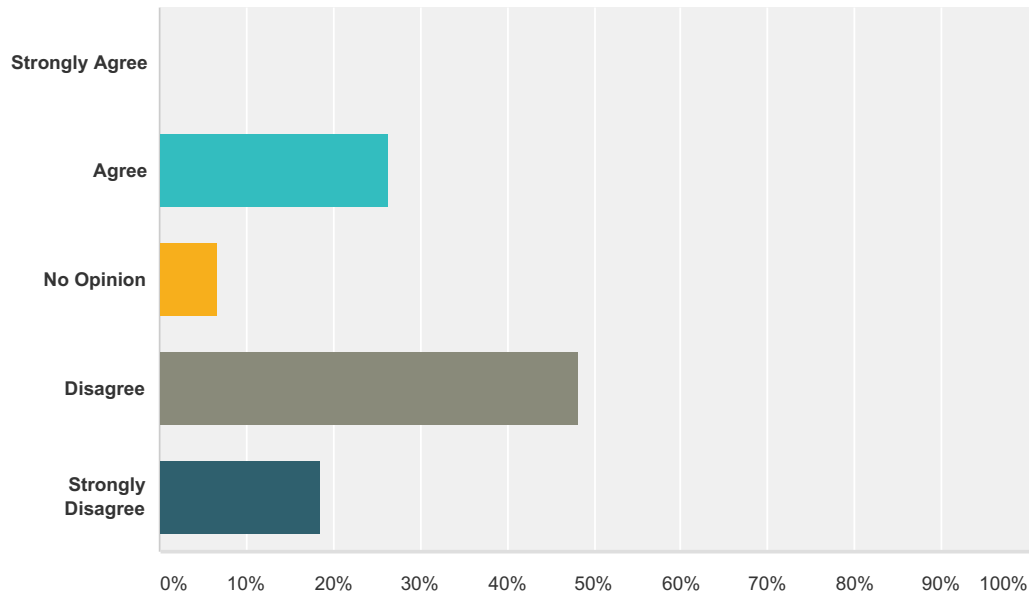
Answered: 117 Skipped: 6



Answer Choices	Responses	
Strongly Agree	30.77%	36
Agree	52.99%	62
No Opinion	6.84%	8
Disagree	7.69%	9
Strongly Disagree	1.71%	2
<b>Total</b>		<b>117</b>

**Q11 The officers of the San Angelo Police Department receive fair and competitive compensation.**

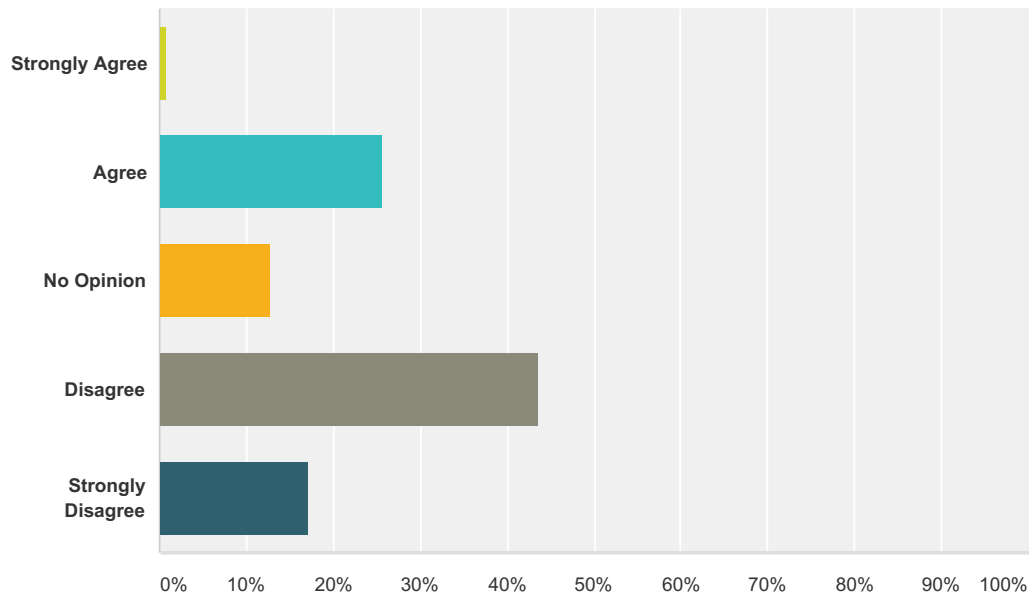
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	26.27%	31
No Opinion	6.78%	8
Disagree	48.31%	57
Strongly Disagree	18.64%	22
<b>Total</b>		<b>118</b>

### Q12 The Patrol Division receives adequate equipment.

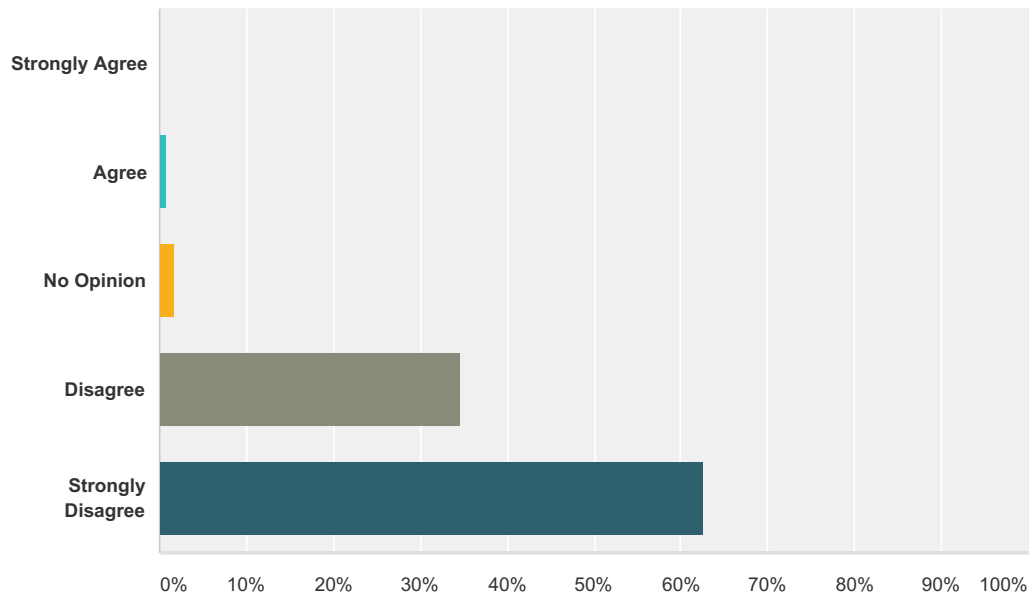
Answered: 117 Skipped: 6



Answer Choices	Responses	Count
Strongly Agree	0.85%	1
Agree	25.64%	30
No Opinion	12.82%	15
Disagree	43.59%	51
Strongly Disagree	17.09%	20
<b>Total</b>		<b>117</b>

### Q13 The Patrol Division is adequately staffed.

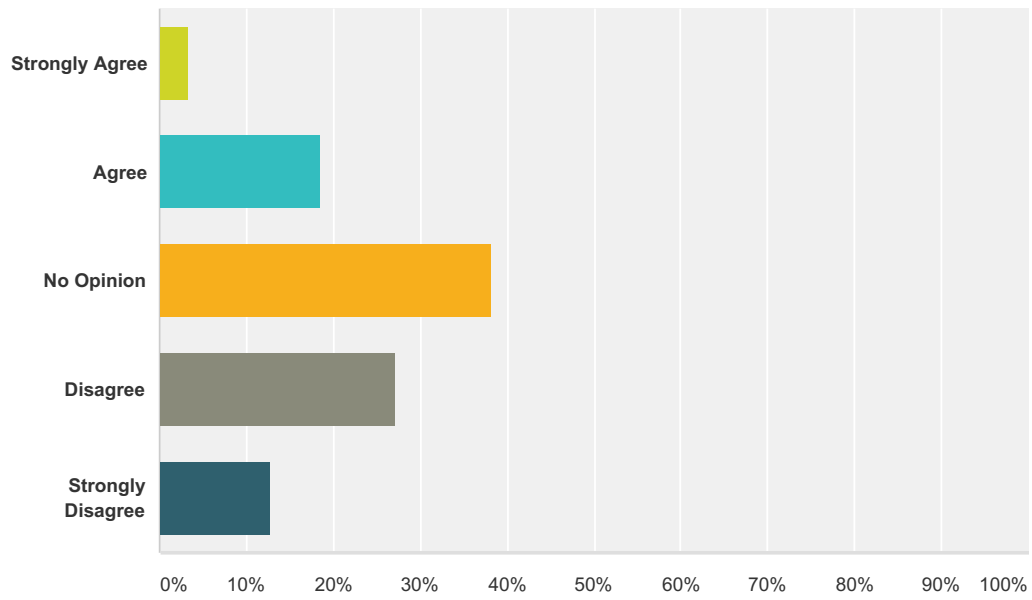
Answered: 118 Skipped: 5



Answer Choices	Responses	Count
Strongly Agree	0.00%	0
Agree	0.85%	1
No Opinion	1.69%	2
Disagree	34.75%	41
Strongly Disagree	62.71%	74
<b>Total</b>		<b>118</b>

### Q14 The Specialized Divisions receives adequate equipment.

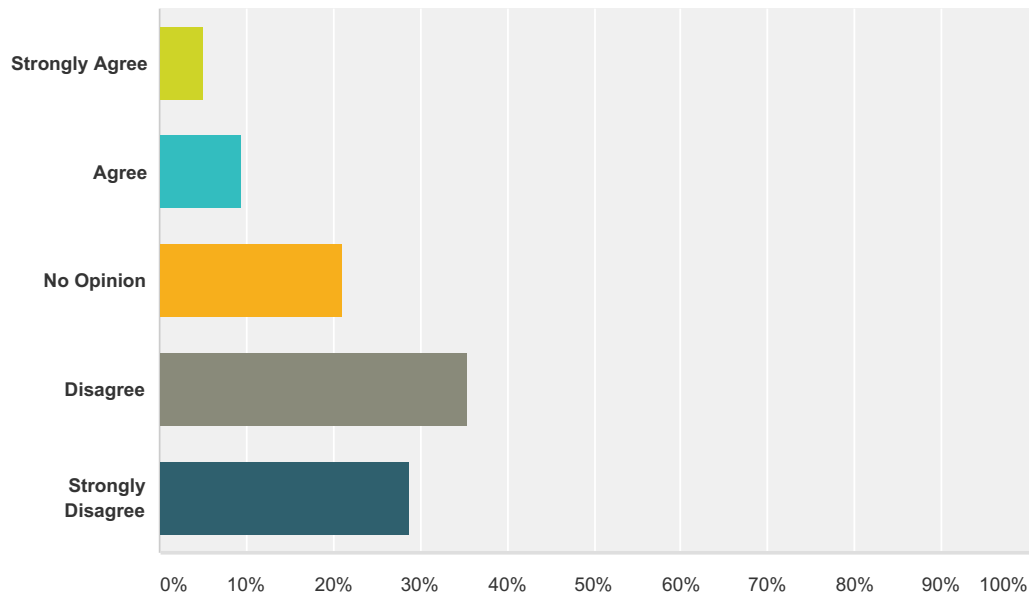
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	3.39%	4
Agree	18.64%	22
No Opinion	38.14%	45
Disagree	27.12%	32
Strongly Disagree	12.71%	15
<b>Total</b>		<b>118</b>

### Q15 The Specialized Divisions are adequately staffed.

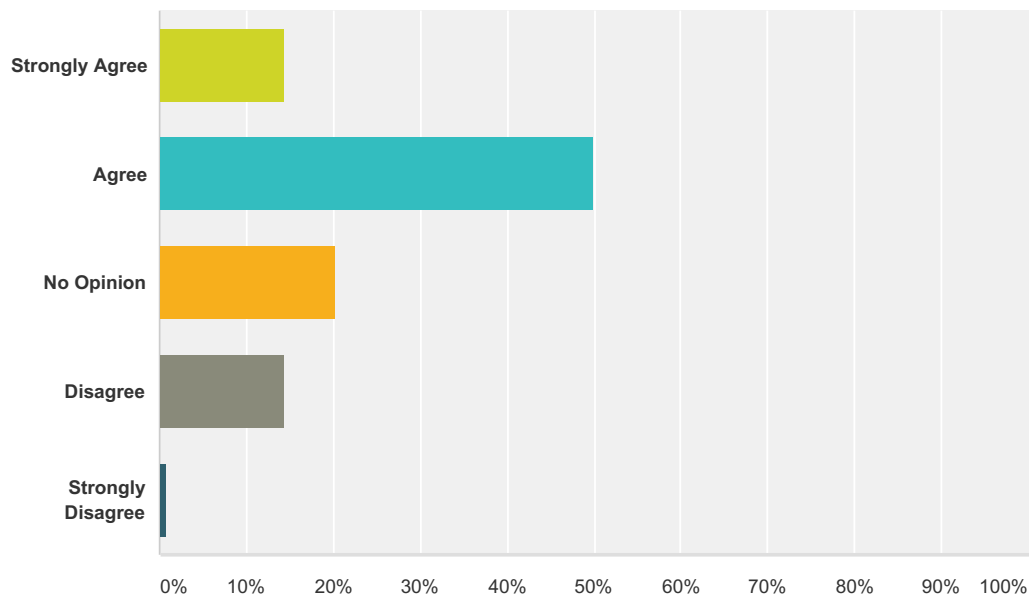
Answered: 118 Skipped: 5



Answer Choices	Responses	Count
Strongly Agree	5.08%	6
Agree	9.32%	11
No Opinion	21.19%	25
Disagree	35.59%	42
Strongly Disagree	28.81%	34
<b>Total</b>		<b>118</b>

**Q16 I would be content to finish my career at the San Angelo Police Department.**

Answered: 118 Skipped: 5

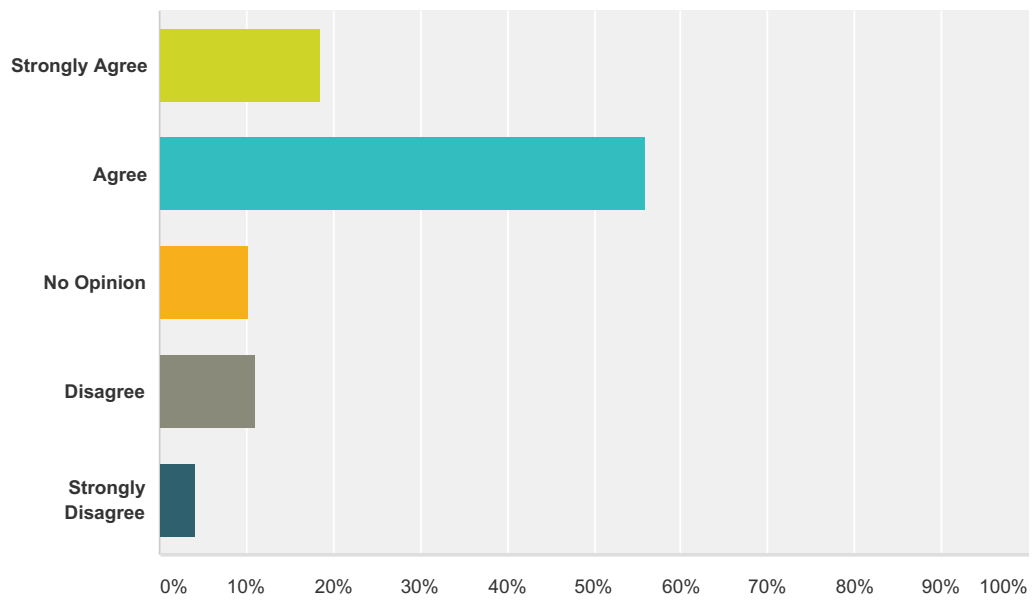


Answer Choices	Responses	Count
Strongly Agree	14.41%	17
Agree	50.00%	59
No Opinion	20.34%	24
Disagree	14.41%	17
Strongly Disagree	0.85%	1
<b>Total</b>		<b>118</b>



### Q17 The citizens of San Angelo support the police department.

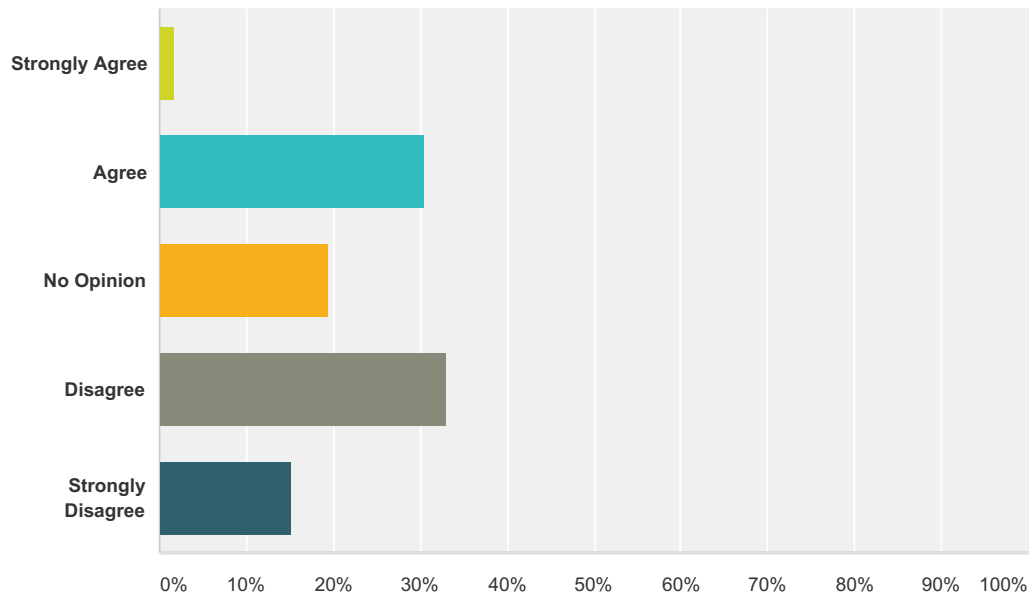
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	18.64%	22
Agree	55.93%	66
No Opinion	10.17%	12
Disagree	11.02%	13
Strongly Disagree	4.24%	5
<b>Total</b>		<b>118</b>

**Q18 The City of San Angelo promotes treating all employees fairly and equitably.**

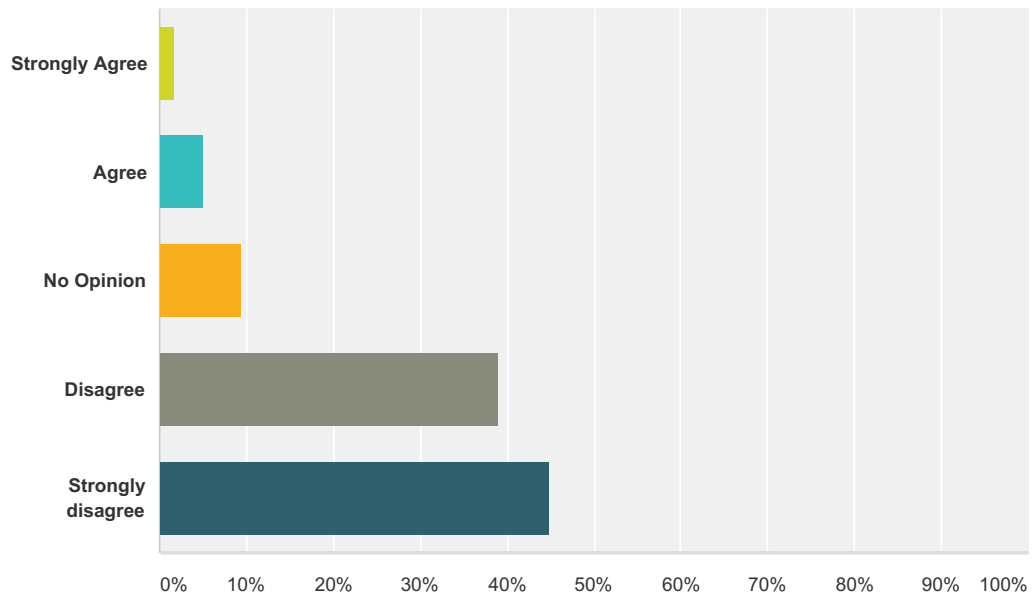
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	1.69%	2
Agree	30.51%	36
No Opinion	19.49%	23
Disagree	33.05%	39
Strongly Disagree	15.25%	18
<b>Total</b>		<b>118</b>

**Q19 The Police Administration treats all officers fairly and equitably.**

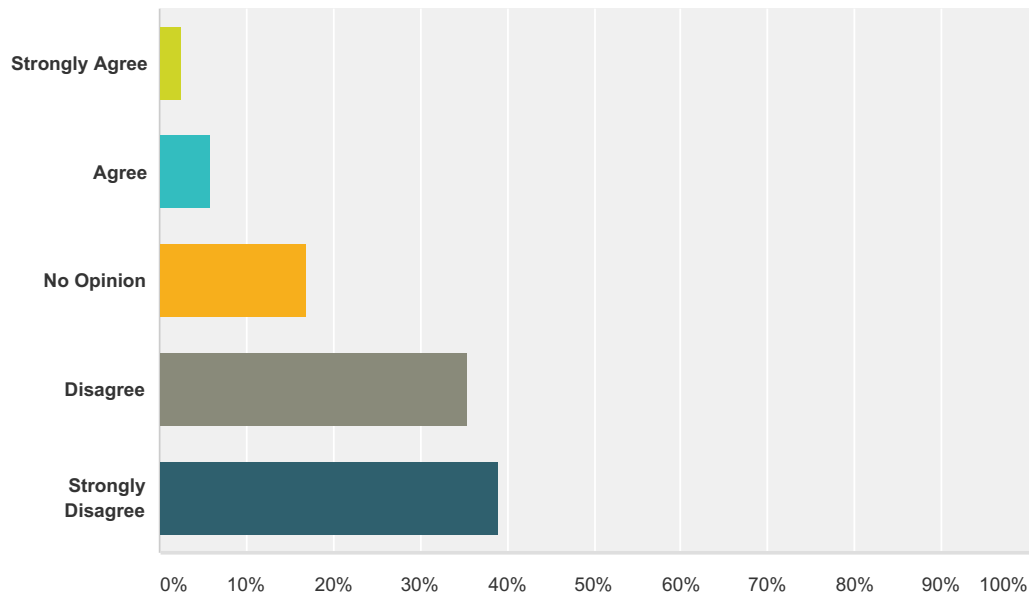
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	1.69% 2
Agree	5.08% 6
No Opinion	9.32% 11
Disagree	38.98% 46
Strongly disagree	44.92% 53
<b>Total</b>	<b>118</b>

### Q20 Police Chief Tim Vasquez supports employee input.

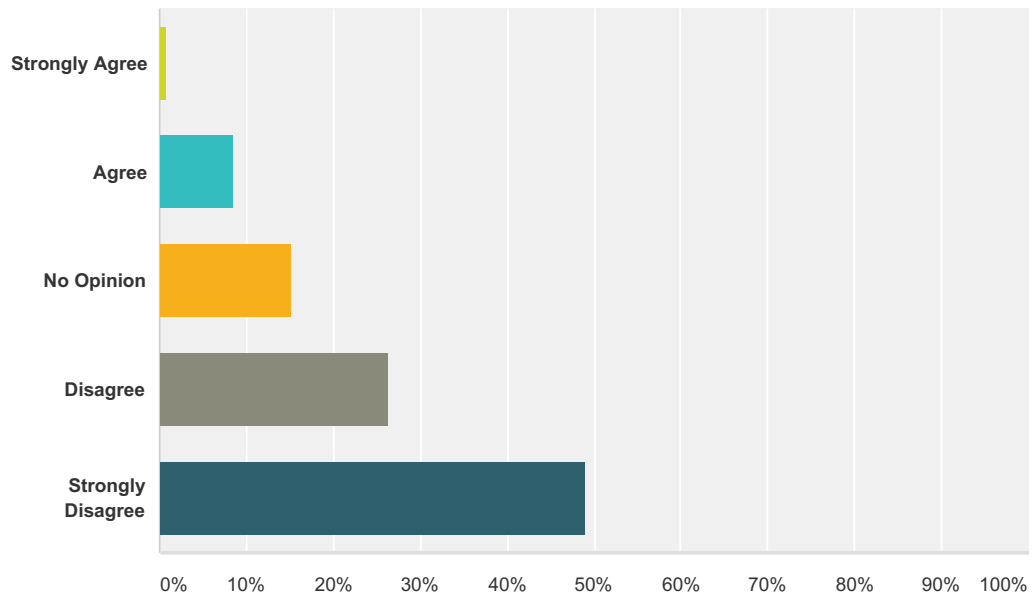
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	2.54%	3
Agree	5.93%	7
No Opinion	16.95%	20
Disagree	35.59%	42
Strongly Disagree	38.98%	46
<b>Total</b>		<b>118</b>

### Q21 Assistant Chief Hollway supports employee input.

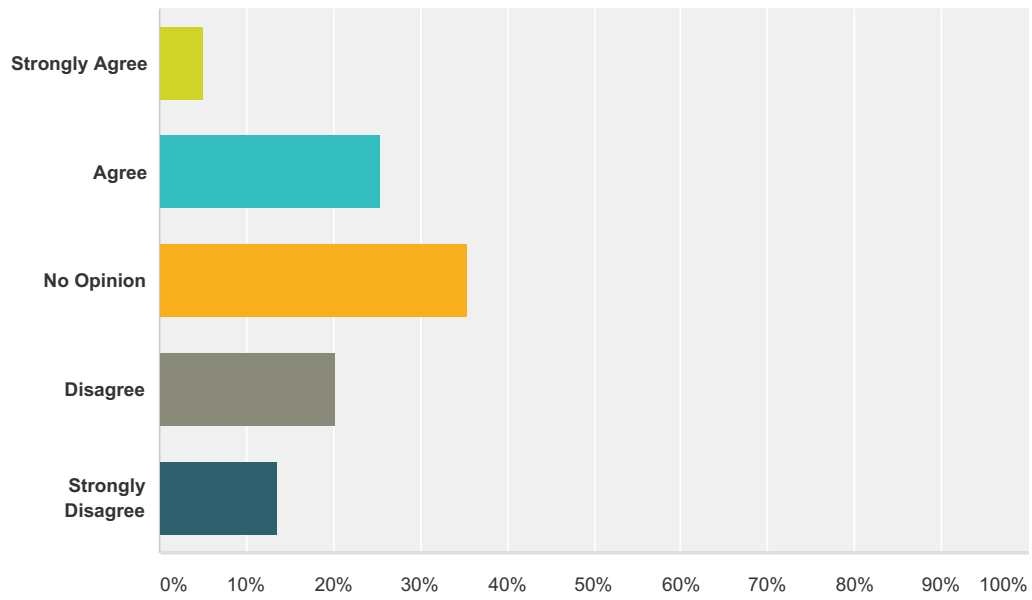
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	0.85% 1
Agree	8.47% 10
No Opinion	15.25% 18
Disagree	26.27% 31
Strongly Disagree	49.15% 58
<b>Total</b>	<b>118</b>

### Q22 Assistant Chief Martinez supports employee input.

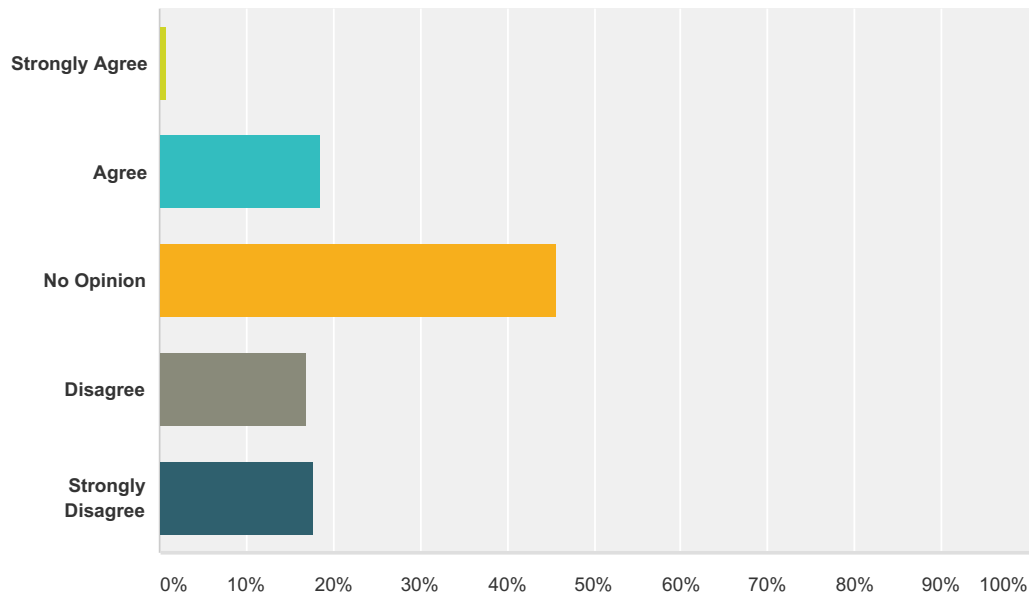
Answered: 118 Skipped: 5



Answer Choices	Responses	Count
Strongly Agree	5.08%	6
Agree	25.42%	30
No Opinion	35.59%	42
Disagree	20.34%	24
Strongly Disagree	13.56%	16
<b>Total</b>		<b>118</b>

### Q23 Assistant Chief Fant supports employee input.

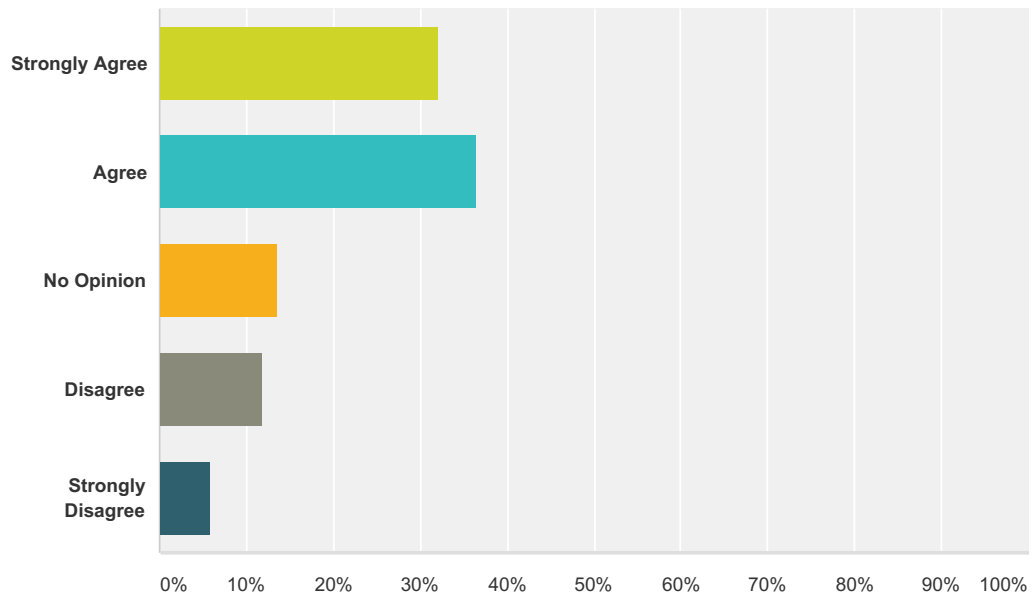
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	0.85%	1
Agree	18.64%	22
No Opinion	45.76%	54
Disagree	16.95%	20
Strongly Disagree	17.80%	21
<b>Total</b>		<b>118</b>

### Q24 My Lieutenant supports employee input.

Answered: 118 Skipped: 5

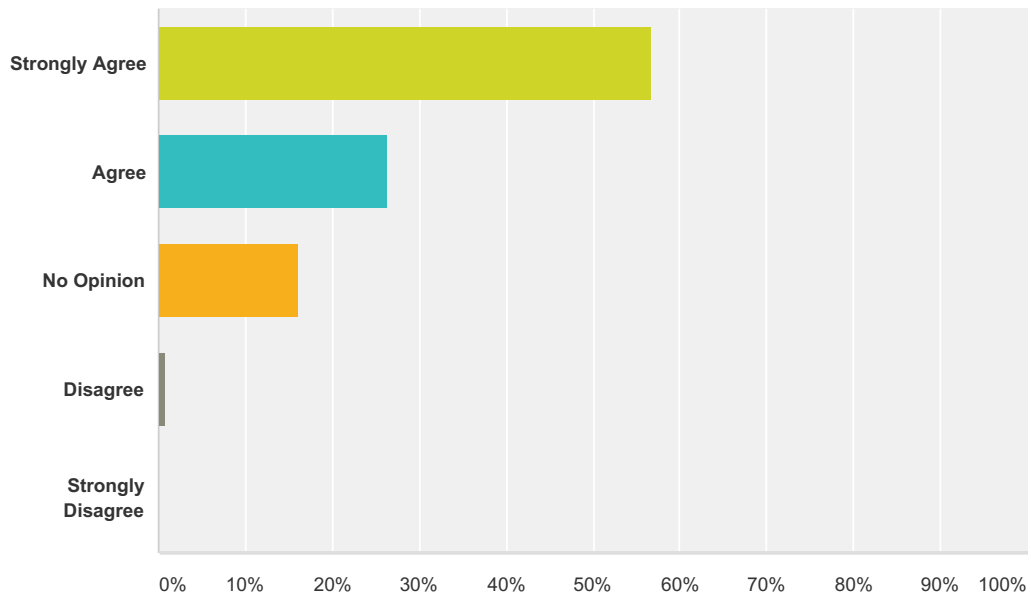


Answer Choices	Responses	Count
Strongly Agree	32.20%	38
Agree	36.44%	43
No Opinion	13.56%	16
Disagree	11.86%	14
Strongly Disagree	5.93%	7
<b>Total</b>		<b>118</b>



### Q25 My Sergeant supports employee input.

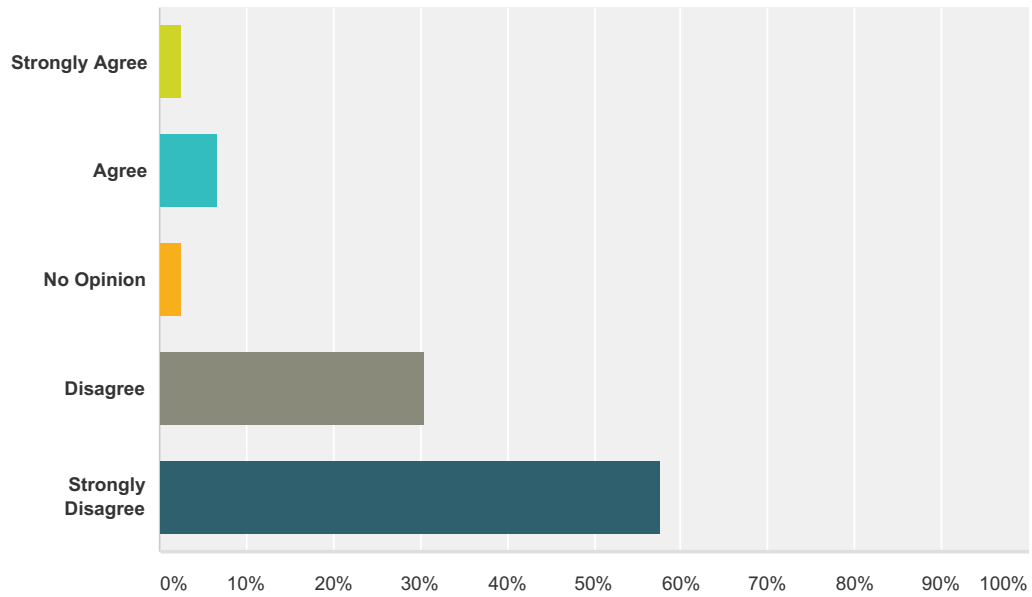
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	56.78%	67
Agree	26.27%	31
No Opinion	16.10%	19
Disagree	0.85%	1
Strongly Disagree	0.00%	0
<b>Total</b>		<b>118</b>

**Q26 I have no fear of retaliation from the Chief of Police for expressing my opinion about any issue of concern.**

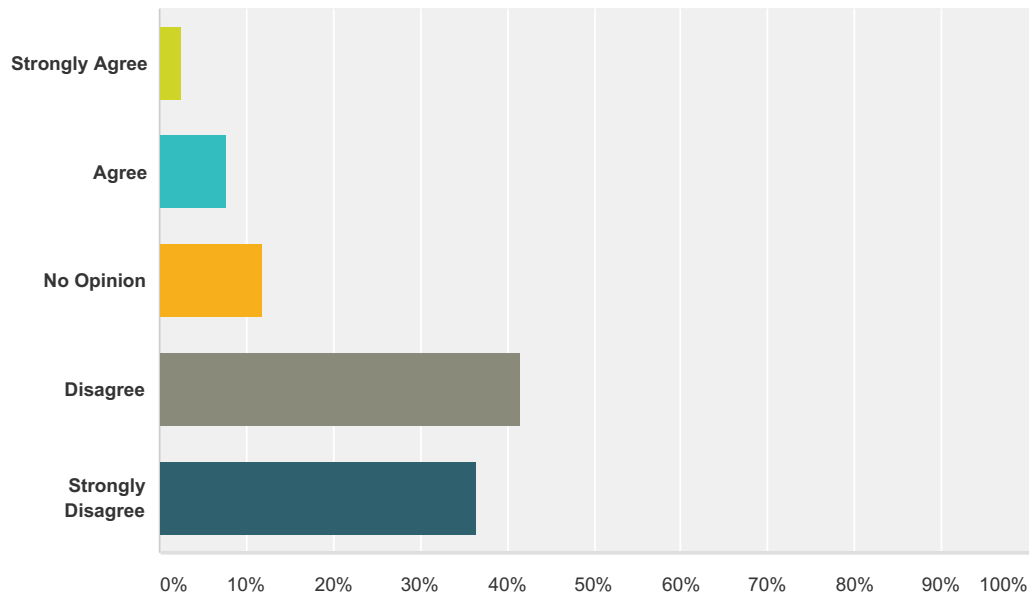
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	2.54% 3
Agree	6.78% 8
No Opinion	2.54% 3
Disagree	30.51% 36
Strongly Disagree	57.63% 68
<b>Total</b>	<b>118</b>

### Q27 The Chief of Police is a good manager of employees.

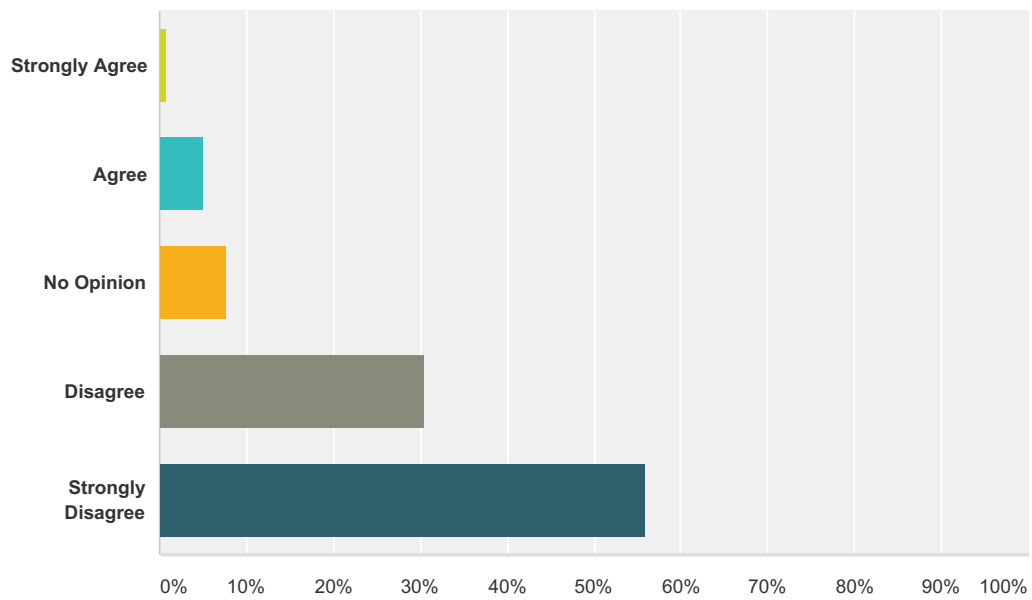
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	2.54%	3
Agree	7.63%	9
No Opinion	11.86%	14
Disagree	41.53%	49
Strongly Disagree	36.44%	43
<b>Total</b>		<b>118</b>

**Q28 The Chief of Police is concerned about line level employees morale.**

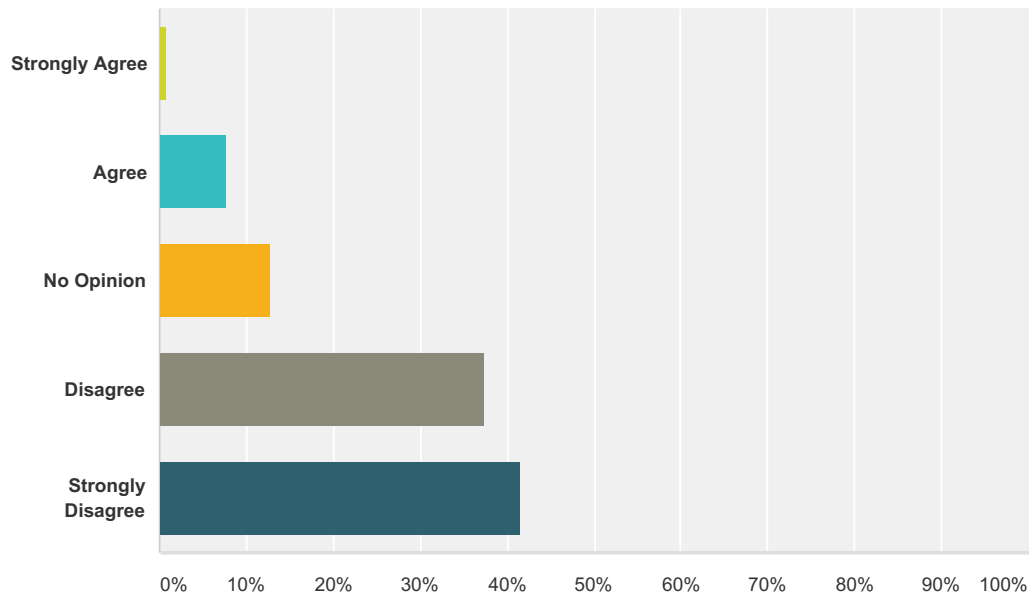
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	0.85%	1
Agree	5.08%	6
No Opinion	7.63%	9
Disagree	30.51%	36
Strongly Disagree	55.93%	66
<b>Total</b>		<b>118</b>

### Q29 The Chief of Police supports line level employees.

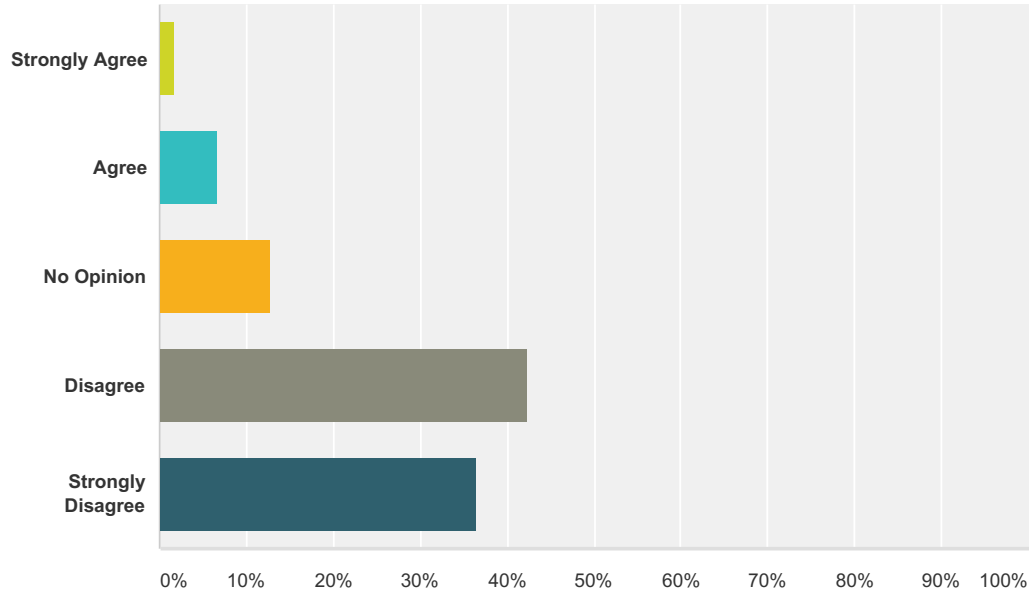
Answered: 118 Skipped: 5



Answer Choices	Responses	Count
Strongly Agree	0.85%	1
Agree	7.63%	9
No Opinion	12.71%	15
Disagree	37.29%	44
Strongly Disagree	41.53%	49
<b>Total</b>		<b>118</b>

**Q30 The Chief of Police has made staffing/scheduling decisions in the best interest of line level employees.**

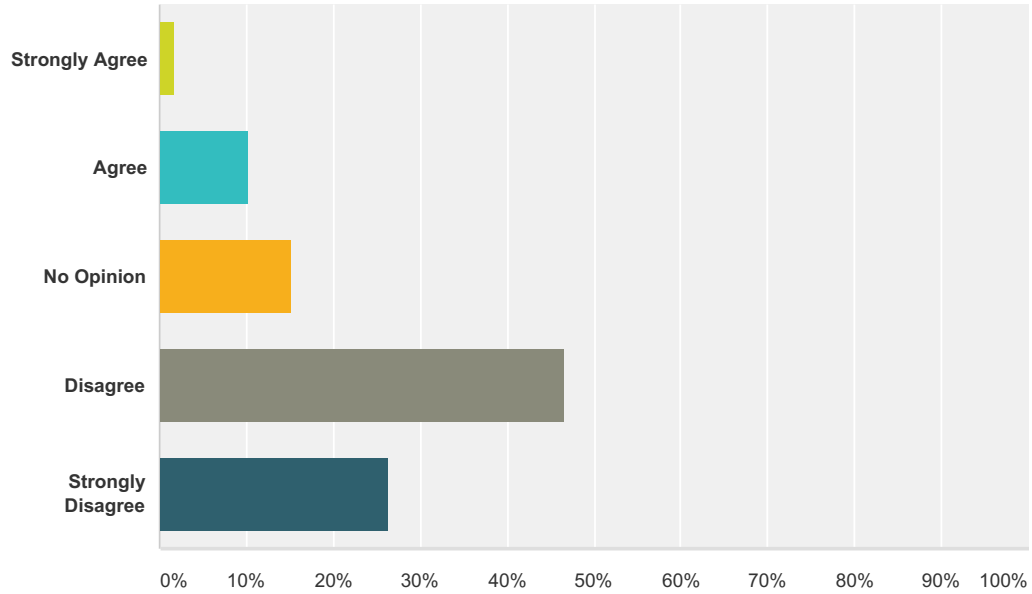
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	1.69% 2
Agree	6.78% 8
No Opinion	12.71% 15
Disagree	42.37% 50
Strongly Disagree	36.44% 43
<b>Total</b>	<b>118</b>

**Q31 The Chief of Police has made staffing/scheduling decisions in the best interest of citizens and police services.**

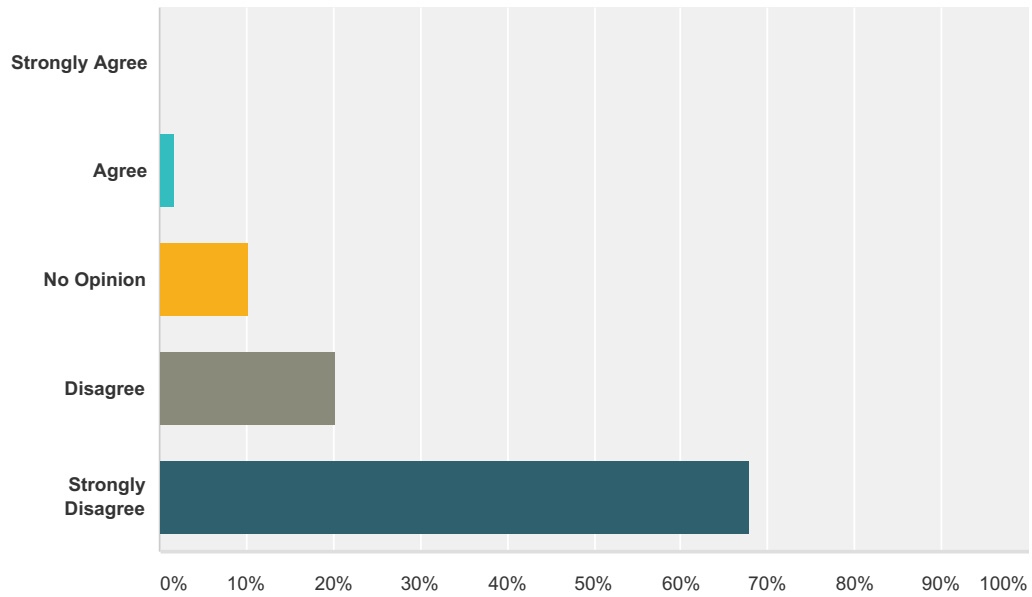
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	1.69%	2
Agree	10.17%	12
No Opinion	15.25%	18
Disagree	46.61%	55
Strongly Disagree	26.27%	31
<b>Total</b>		<b>118</b>

**Q32 The Chief of Police regularly attends meetings and briefings so that he has frequent contact with line level employees.**

Answered: 118 Skipped: 5

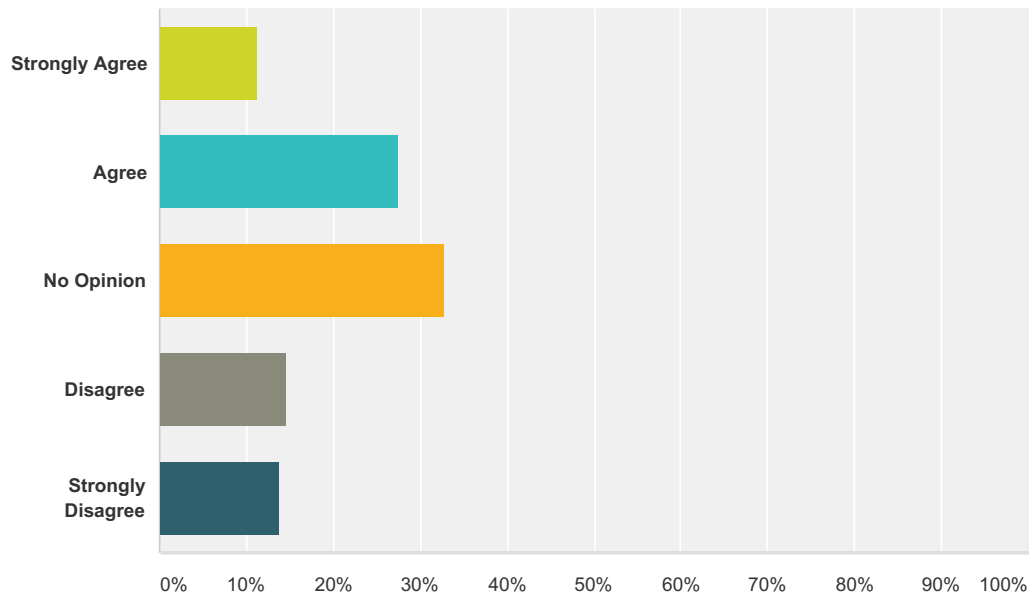


Answer Choices	Responses	
Strongly Agree	0.00%	0
Agree	1.69%	2
No Opinion	10.17%	12
Disagree	20.34%	24
Strongly Disagree	67.80%	80
<b>Total</b>		<b>118</b>



### Q33 The Chief of Police empowers the Assistant Chiefs.

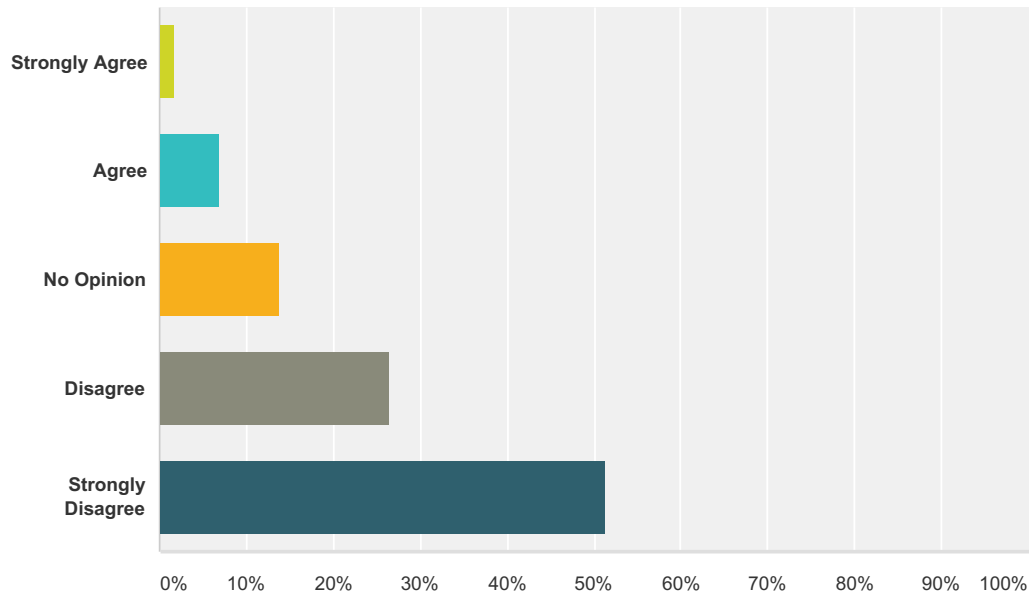
Answered: 116 Skipped: 7



Answer Choices	Responses	
Strongly Agree	11.21%	13
Agree	27.59%	32
No Opinion	32.76%	38
Disagree	14.66%	17
Strongly Disagree	13.79%	16
<b>Total</b>		<b>116</b>

**Q34 I have full confidence in the Chief of Police's ability to lead the San Angelo Police Department into the future.**

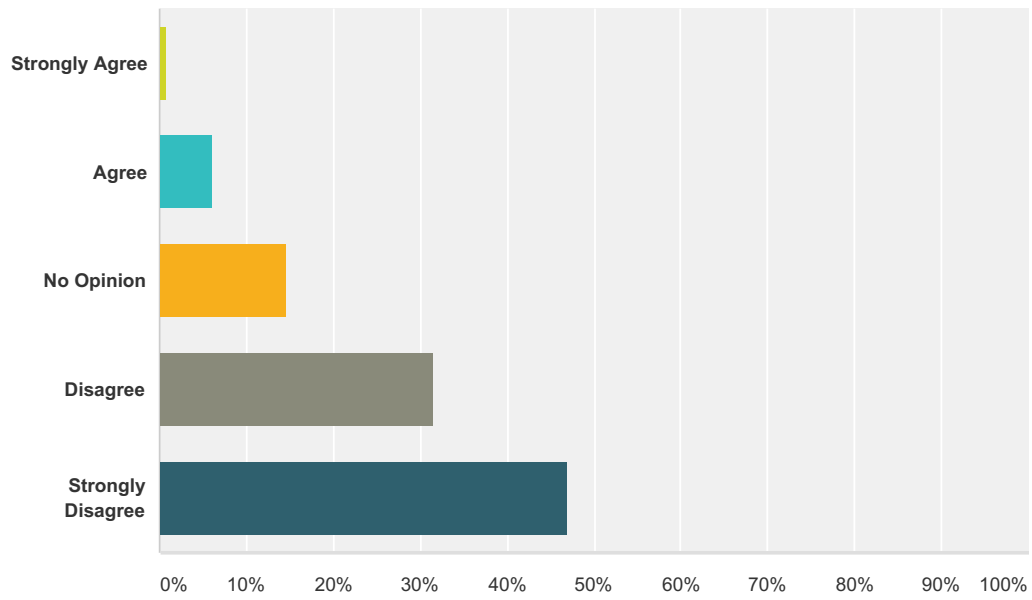
Answered: 117 Skipped: 6



Answer Choices	Responses
Strongly Agree	1.71% 2
Agree	6.84% 8
No Opinion	13.68% 16
Disagree	26.50% 31
Strongly Disagree	51.28% 60
<b>Total</b>	<b>117</b>

### Q35 Assistant Chief Hollway supports line level employees.

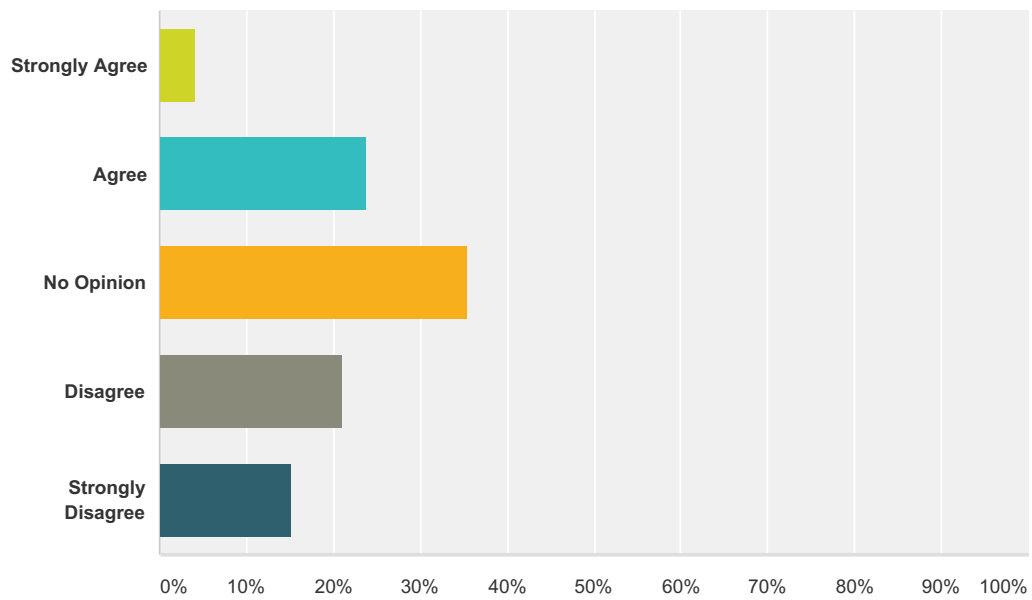
Answered: 117 Skipped: 6



Answer Choices	Responses	
Strongly Agree	0.85%	1
Agree	5.98%	7
No Opinion	14.53%	17
Disagree	31.62%	37
Strongly Disagree	47.01%	55
<b>Total</b>		<b>117</b>

**Q36 Assistant Chief Martinez supports line level employees.**

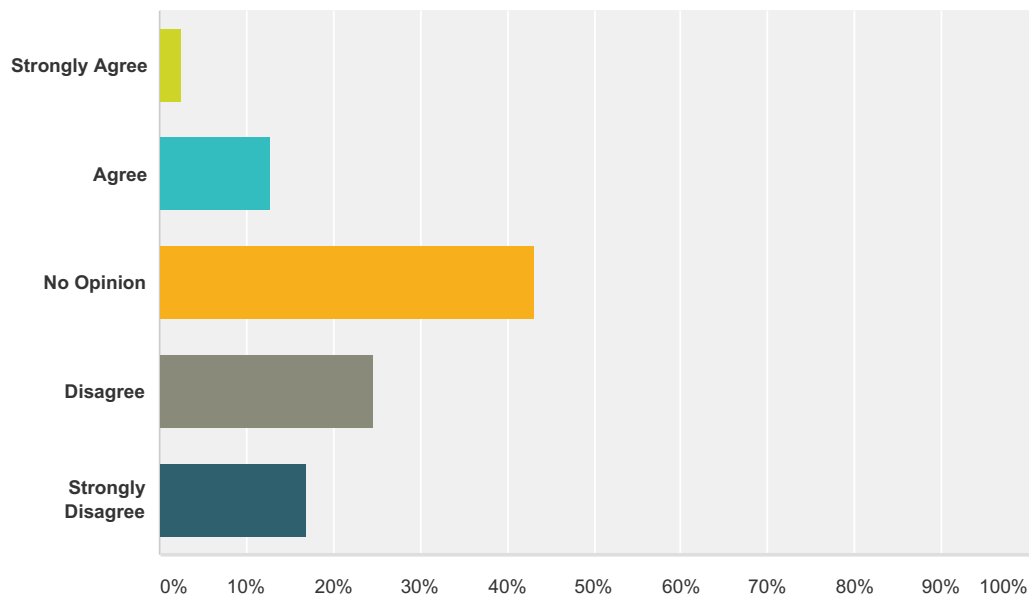
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	4.24% 5
Agree	23.73% 28
No Opinion	35.59% 42
Disagree	21.19% 25
Strongly Disagree	15.25% 18
<b>Total</b>	<b>118</b>

### Q37 Assistant Chief Fant supports line level employees.

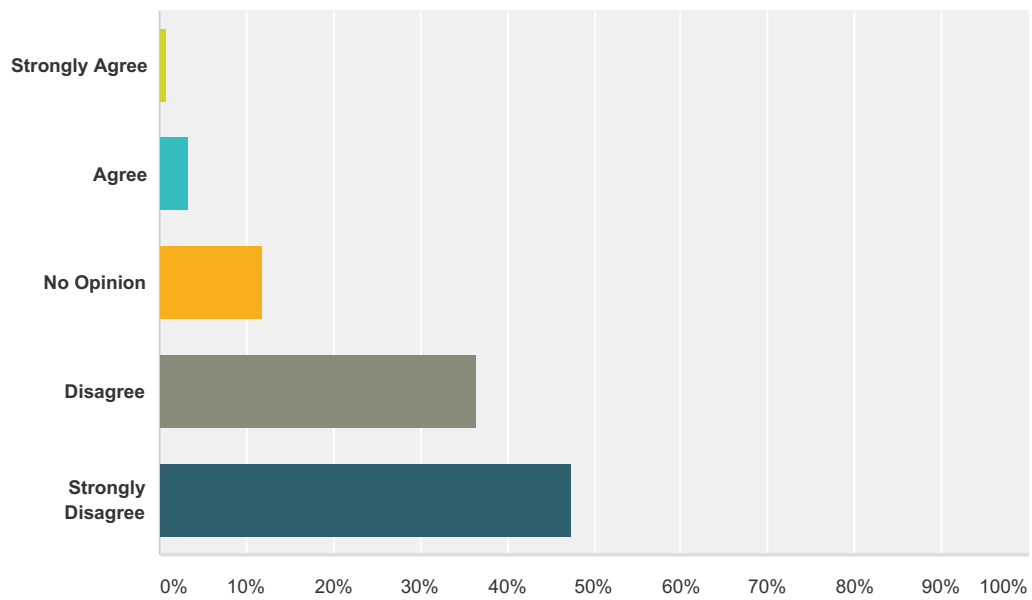
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	2.54% 3
Agree	12.71% 15
No Opinion	43.22% 51
Disagree	24.58% 29
Strongly Disagree	16.95% 20
<b>Total</b>	<b>118</b>

**Q38 Assistant Chief Hollway is concerned about line level employees morale.**

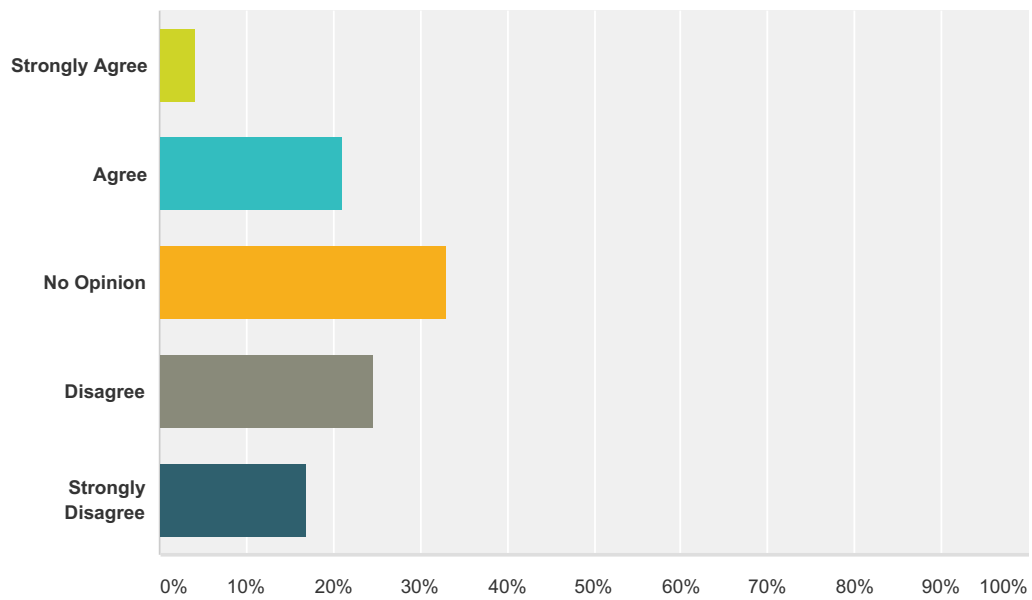
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	0.85%	1
Agree	3.39%	4
No Opinion	11.86%	14
Disagree	36.44%	43
Strongly Disagree	47.46%	56
<b>Total</b>		<b>118</b>

**Q39 Assistant Chief Martinez is concerned about line level employees morale.**

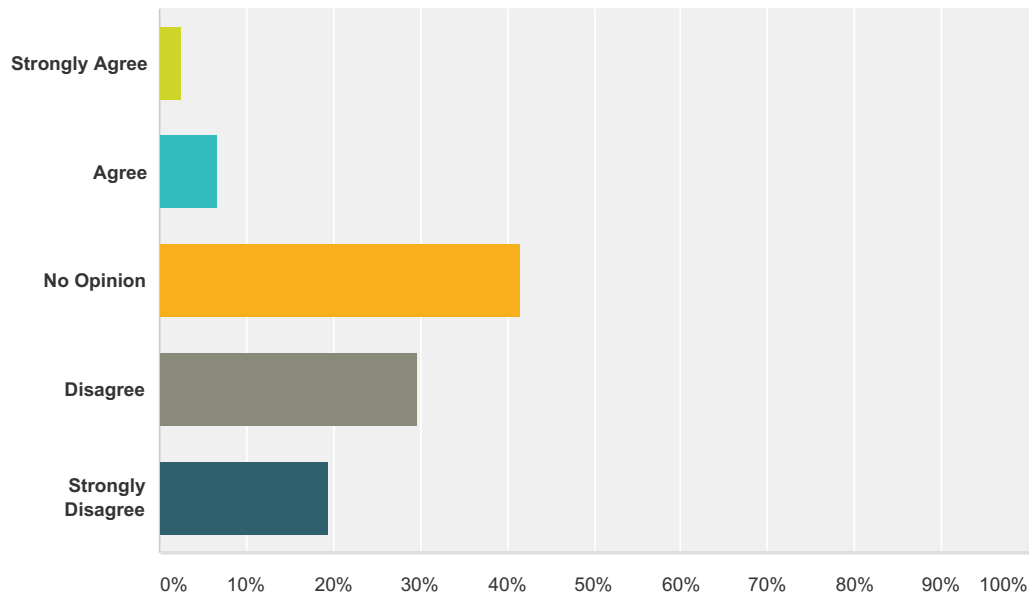
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	4.24%	5
Agree	21.19%	25
No Opinion	33.05%	39
Disagree	24.58%	29
Strongly Disagree	16.95%	20
<b>Total</b>		<b>118</b>

**Q40 Assistant Chief Fant is concerned about line level employees morale.**

Answered: 118 Skipped: 5

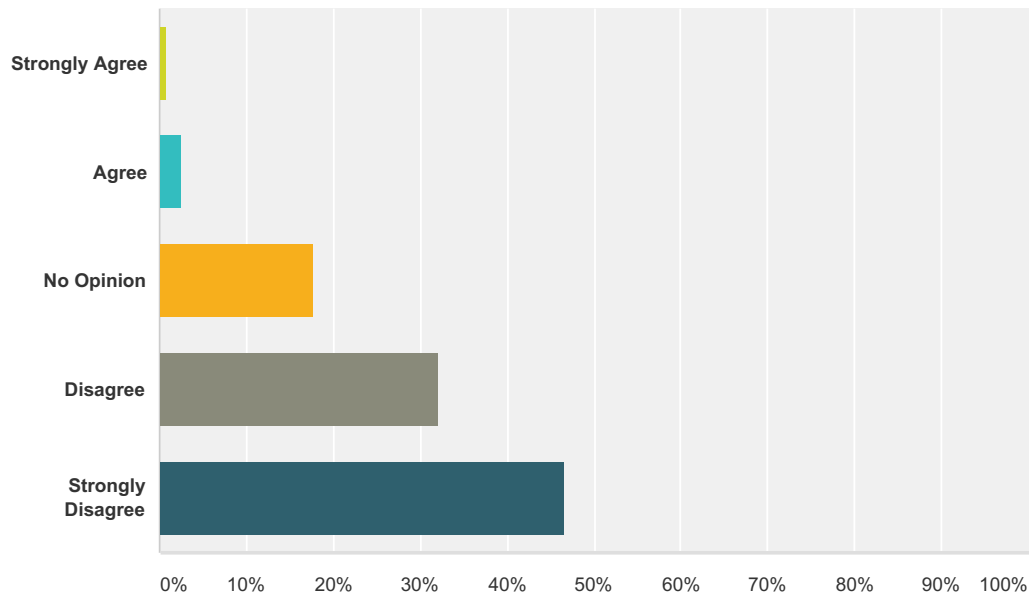


Answer Choices	Responses	
Strongly Agree	2.54%	3
Agree	6.78%	8
No Opinion	41.53%	49
Disagree	29.66%	35
Strongly Disagree	19.49%	23
<b>Total</b>		<b>118</b>



### Q41 Assistant Chief Hollway is a good manager of employees.

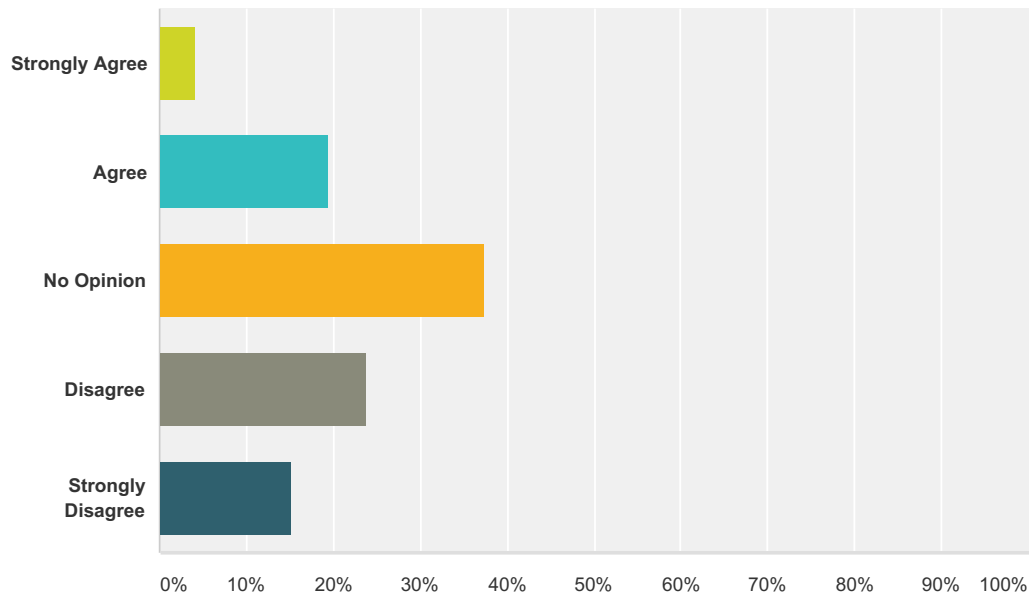
Answered: 118 Skipped: 5



Answer Choices	Responses	Count
Strongly Agree	0.85%	1
Agree	2.54%	3
No Opinion	17.80%	21
Disagree	32.20%	38
Strongly Disagree	46.61%	55
<b>Total</b>		<b>118</b>

**Q42 Assistant Chief Martinez is a good manager of employees.**

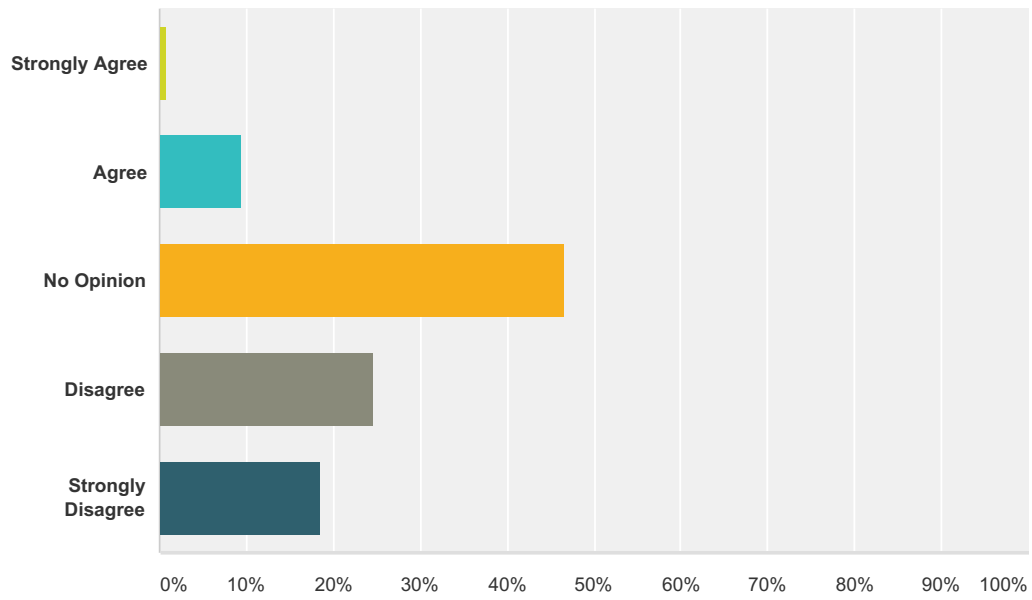
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	4.24% 5
Agree	19.49% 23
No Opinion	37.29% 44
Disagree	23.73% 28
Strongly Disagree	15.25% 18
<b>Total</b>	<b>118</b>

### Q43 Assistant Chief Fant is a good manager of employees.

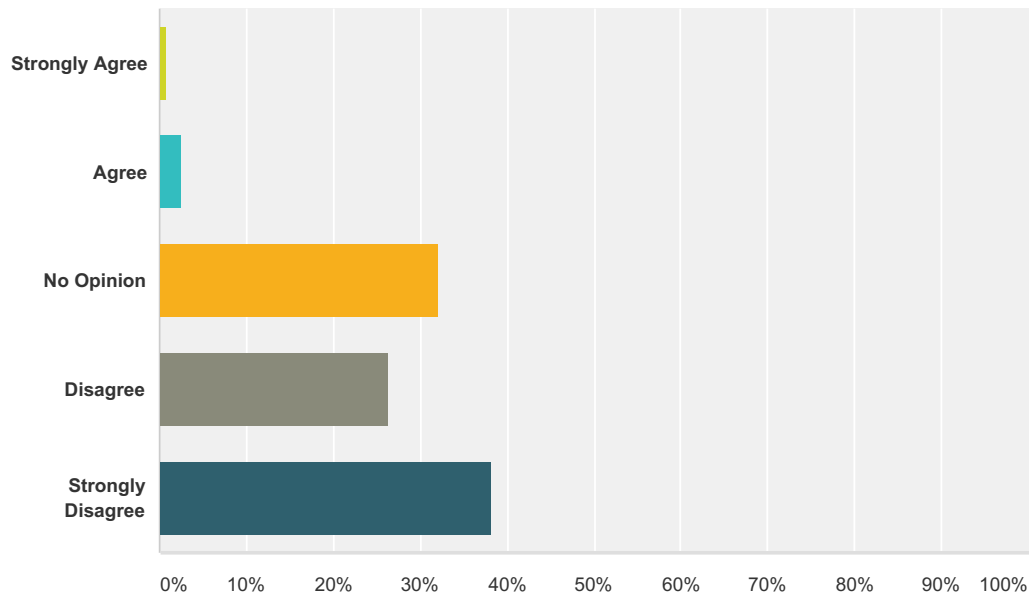
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	0.85%	1
Agree	9.32%	11
No Opinion	46.61%	55
Disagree	24.58%	29
Strongly Disagree	18.64%	22
<b>Total</b>		<b>118</b>

**Q44 Assistant Chief Hollway empowers and supports all Lieutenants equally.**

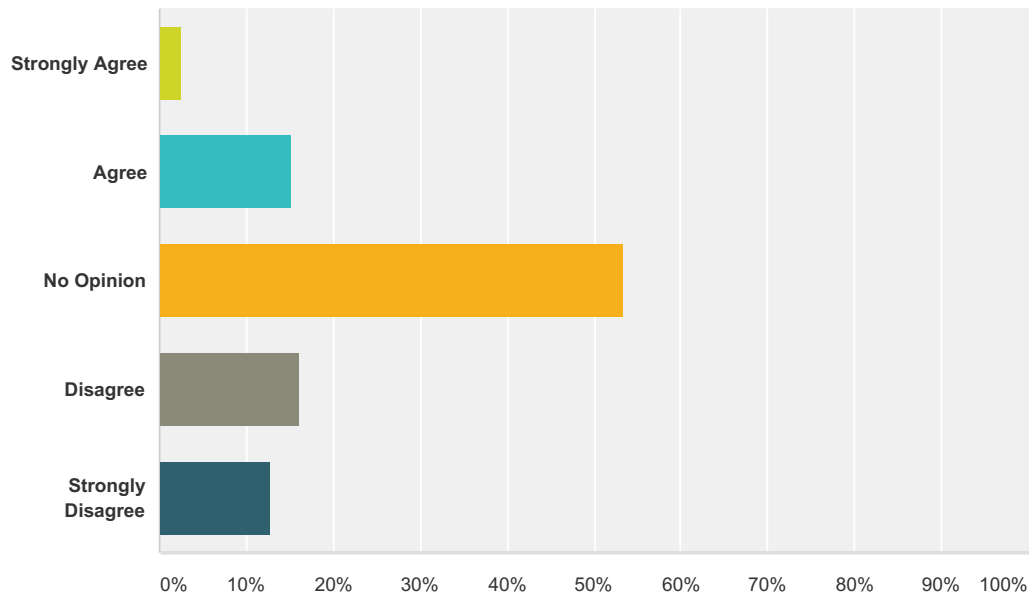
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	0.85% 1
Agree	2.54% 3
No Opinion	32.20% 38
Disagree	26.27% 31
Strongly Disagree	38.14% 45
<b>Total</b>	<b>118</b>

**Q45 Assistant Chief Martinez empowers and supports all Lieutenants equally.**

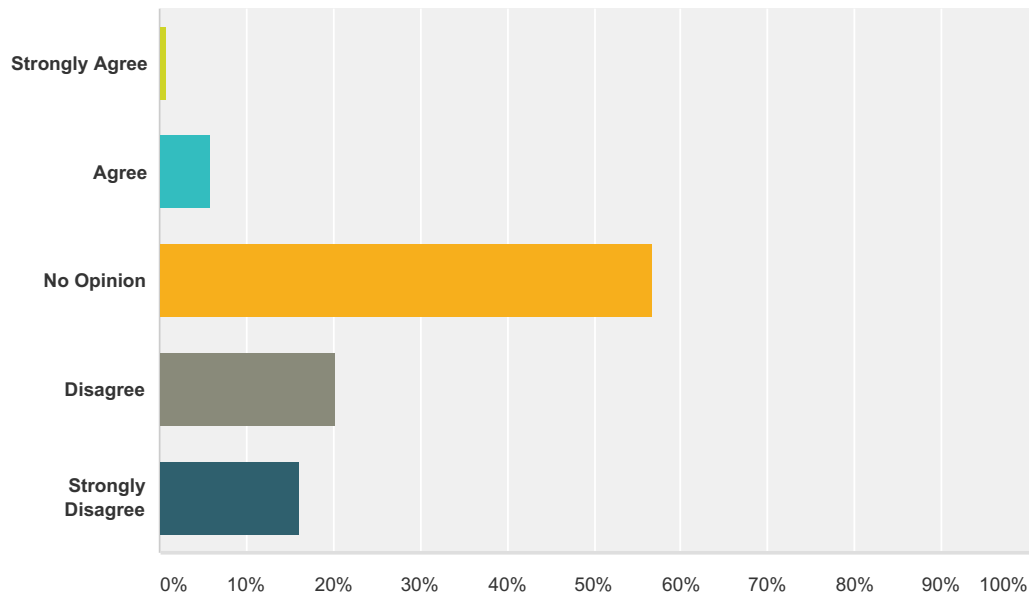
Answered: 118 Skipped: 5



Answer Choices	Responses	Count
Strongly Agree	2.54%	3
Agree	15.25%	18
No Opinion	53.39%	63
Disagree	16.10%	19
Strongly Disagree	12.71%	15
<b>Total</b>		<b>118</b>

**Q46 Assistant Chief Fant empowers and supports all Lieutenants equally.**

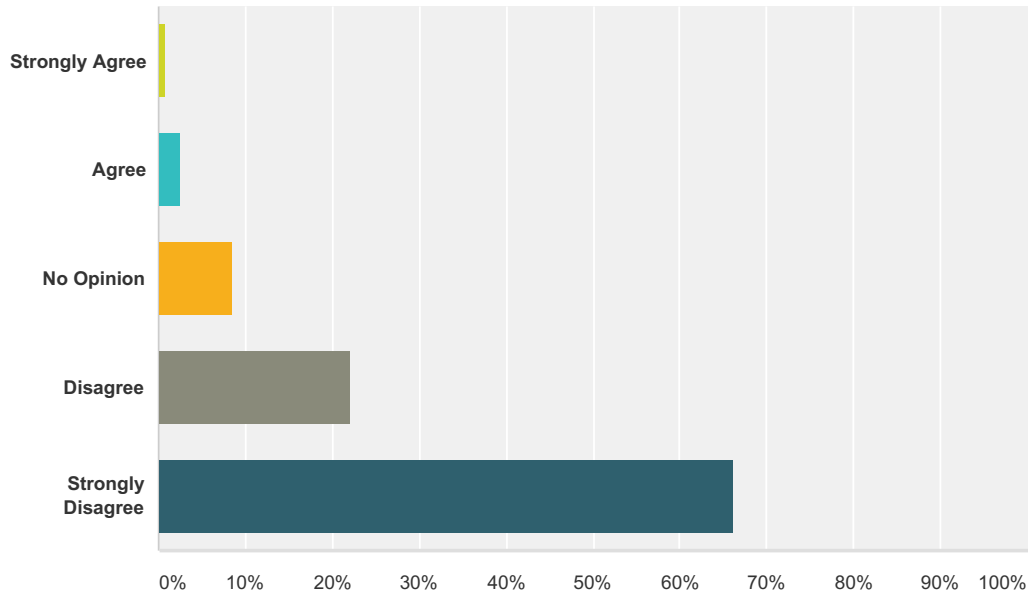
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	0.85%	1
Agree	5.93%	7
No Opinion	56.78%	67
Disagree	20.34%	24
Strongly Disagree	16.10%	19
<b>Total</b>		<b>118</b>

**Q47 Assistant Chief Hollway regularly attends meetings and briefings so that he has frequent contact with line level employees.**

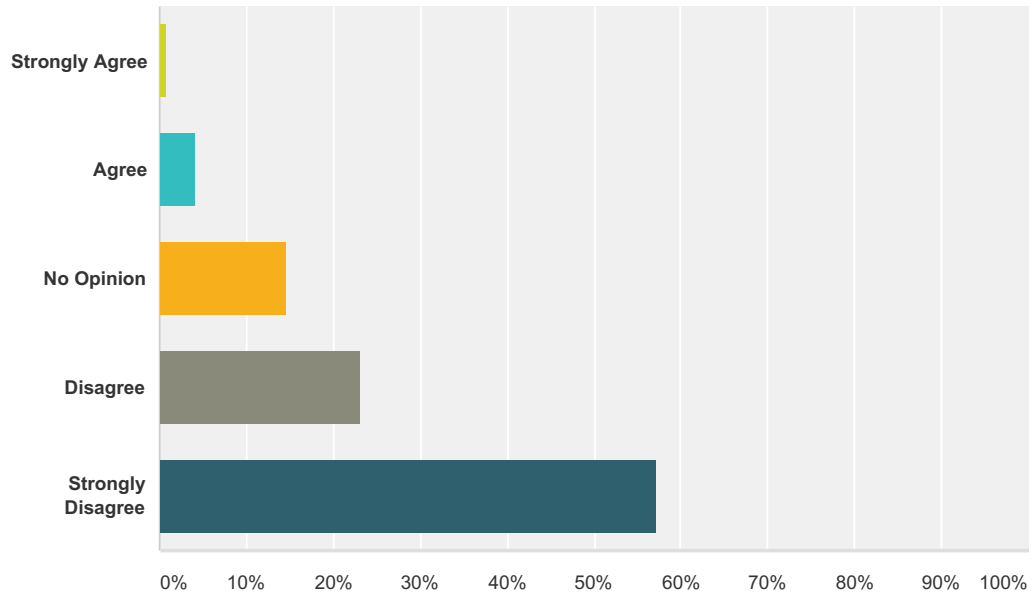
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	0.85%	1
Agree	2.54%	3
No Opinion	8.47%	10
Disagree	22.03%	26
Strongly Disagree	66.10%	78
<b>Total</b>		<b>118</b>

**Q48 Assistant Chief Martinez regularly attends meetings and briefings so that he has frequent contact with line level employees.**

Answered: 117 Skipped: 6

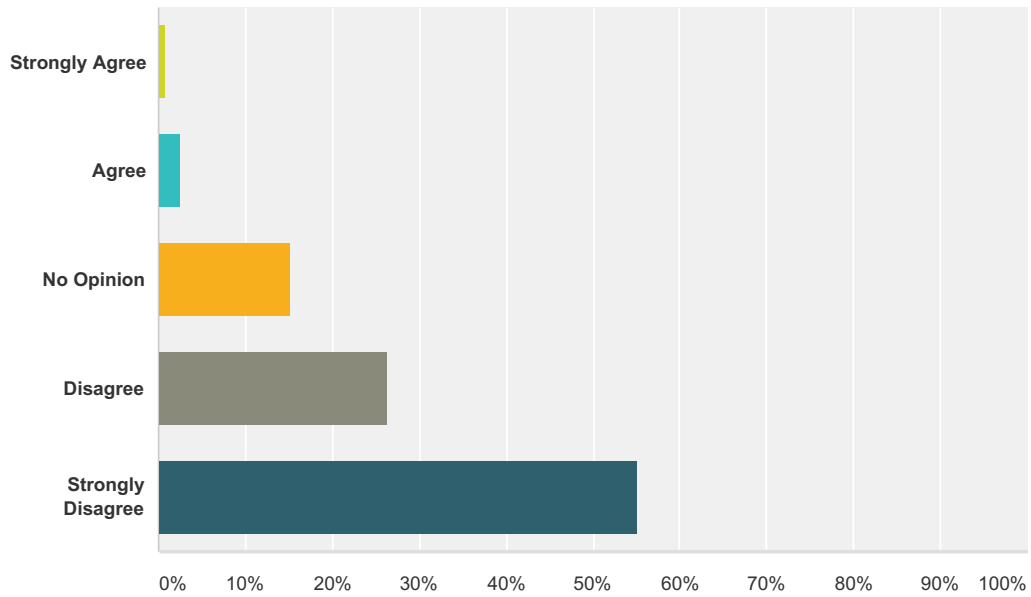


Answer Choices	Responses	
Strongly Agree	0.85%	1
Agree	4.27%	5
No Opinion	14.53%	17
Disagree	23.08%	27
Strongly Disagree	57.26%	67
<b>Total</b>		<b>117</b>



**Q49 Assistant Chief Fant regularly attends meetings and briefings so that he has frequent contact with line level employees.**

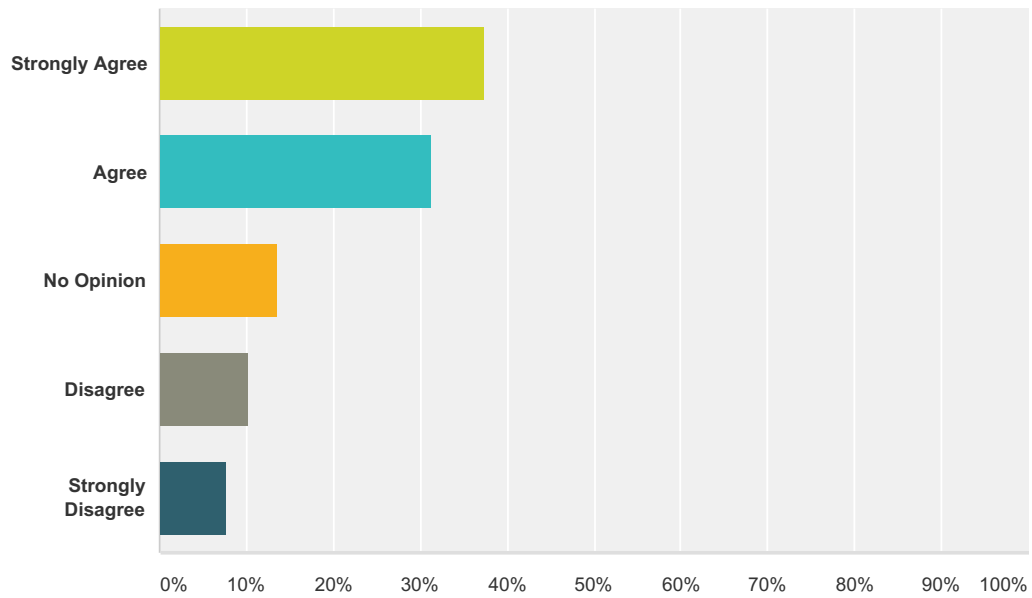
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	0.85%	1
Agree	2.54%	3
No Opinion	15.25%	18
Disagree	26.27%	31
Strongly Disagree	55.08%	65
<b>Total</b>		<b>118</b>

### Q50 My Lieutenant is a good manager of employees.

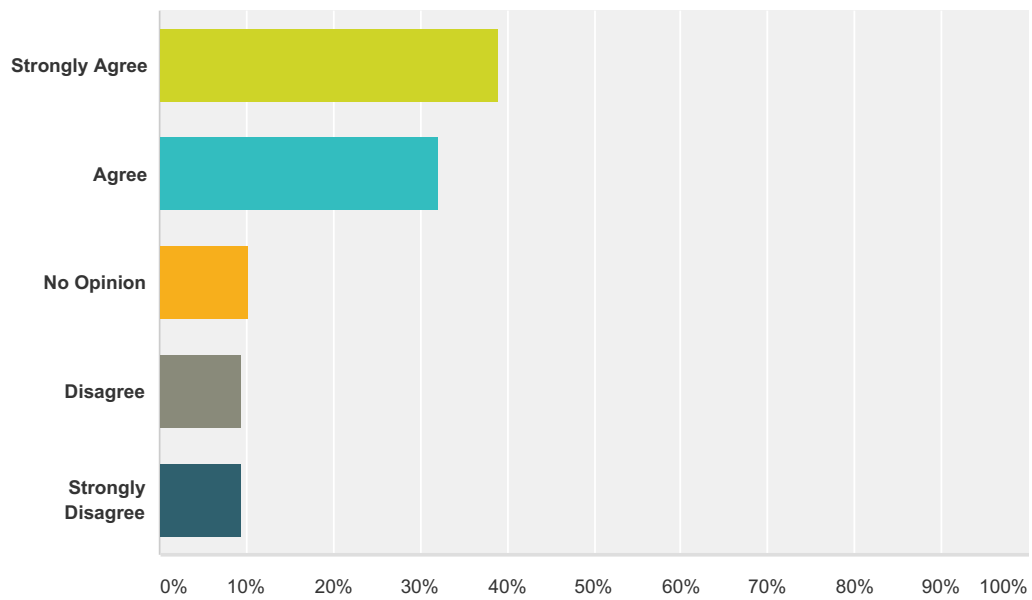
Answered: 118 Skipped: 5



Answer Choices	Responses	Count
Strongly Agree	37.29%	44
Agree	31.36%	37
No Opinion	13.56%	16
Disagree	10.17%	12
Strongly Disagree	7.63%	9
<b>Total</b>		<b>118</b>

**Q51 My Lieutenant is concerned about line level employees morale.**

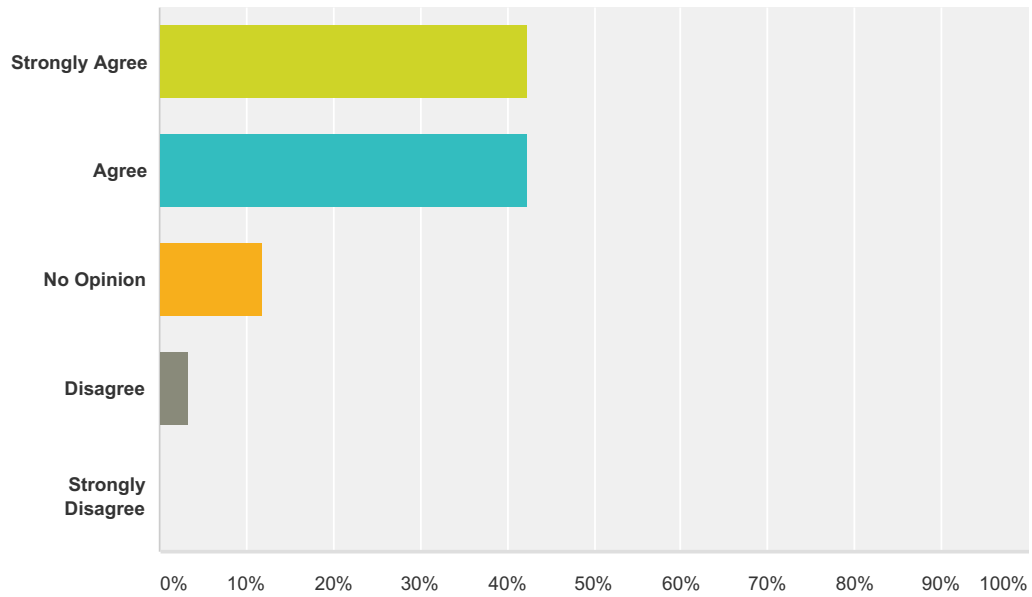
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	38.98%	46
Agree	32.20%	38
No Opinion	10.17%	12
Disagree	9.32%	11
Strongly Disagree	9.32%	11
<b>Total</b>		<b>118</b>

**Q52 My Lieutenant regularly attends meetings and briefings so that he/she has frequent contact with line level employees.**

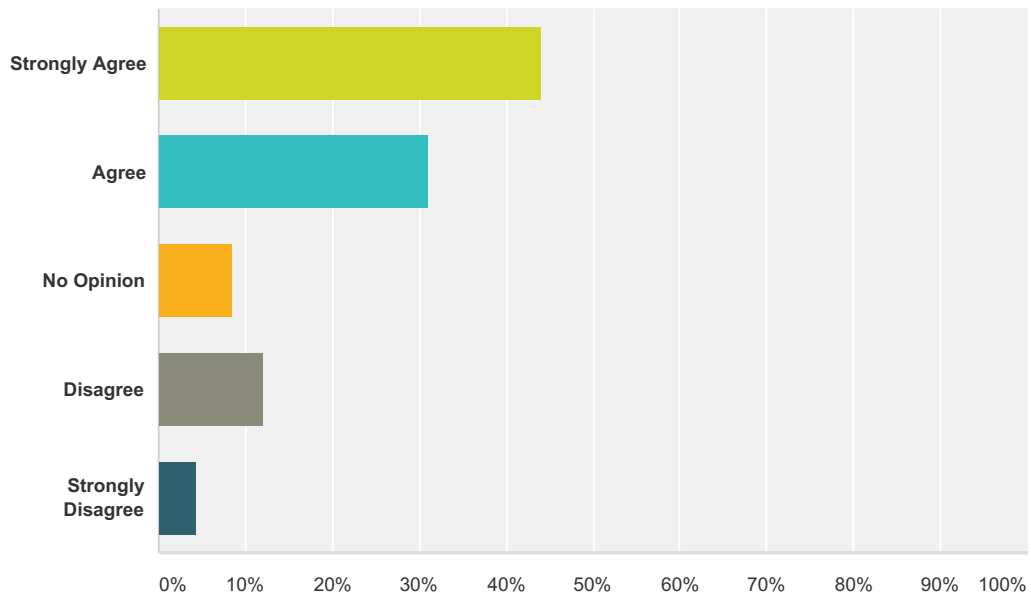
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	42.37%	50
Agree	42.37%	50
No Opinion	11.86%	14
Disagree	3.39%	4
Strongly Disagree	0.00%	0
<b>Total</b>		<b>118</b>

### Q53 My Lieutenant supports line level employees.

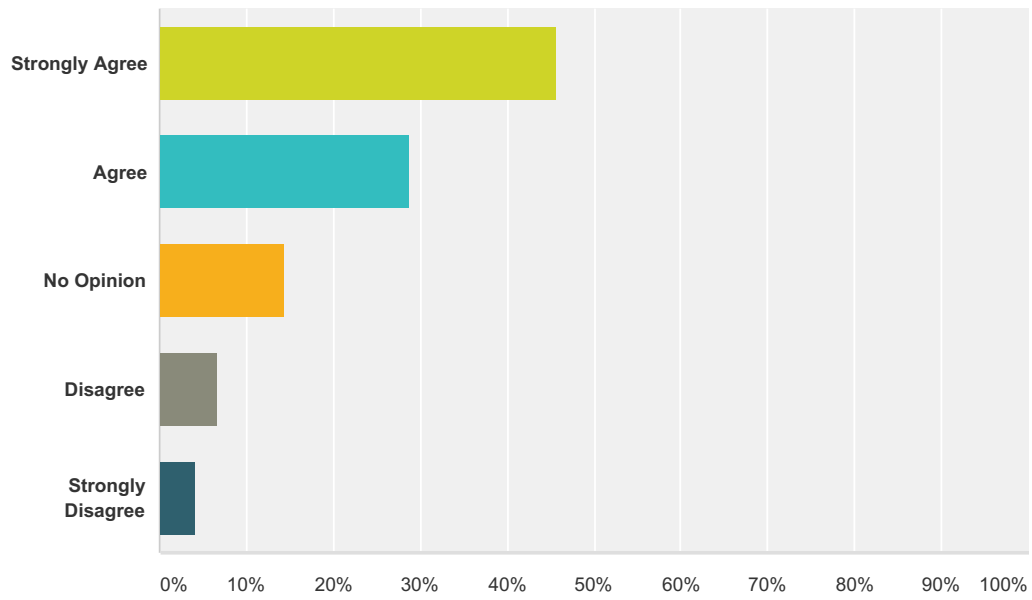
Answered: 116 Skipped: 7



Answer Choices	Responses	Count
Strongly Agree	43.97%	51
Agree	31.03%	36
No Opinion	8.62%	10
Disagree	12.07%	14
Strongly Disagree	4.31%	5
<b>Total</b>		<b>116</b>

### Q54 My Lieutenant supports his/her Sergeants.

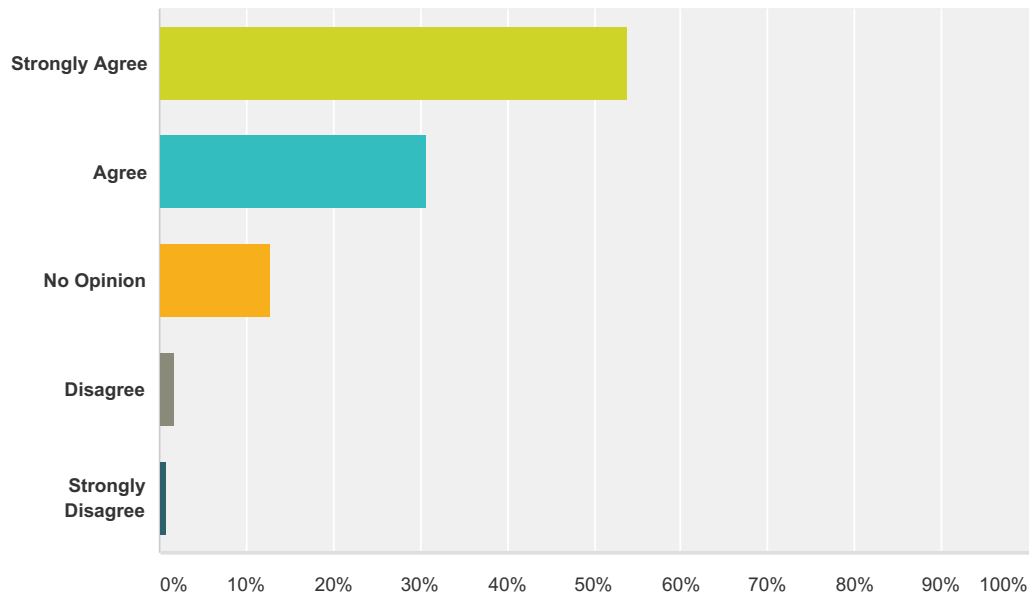
Answered: 118 Skipped: 5



Answer Choices	Responses	Count
Strongly Agree	45.76%	54
Agree	28.81%	34
No Opinion	14.41%	17
Disagree	6.78%	8
Strongly Disagree	4.24%	5
<b>Total</b>		<b>118</b>

### Q55 My Sergeant is a good manager of employees.

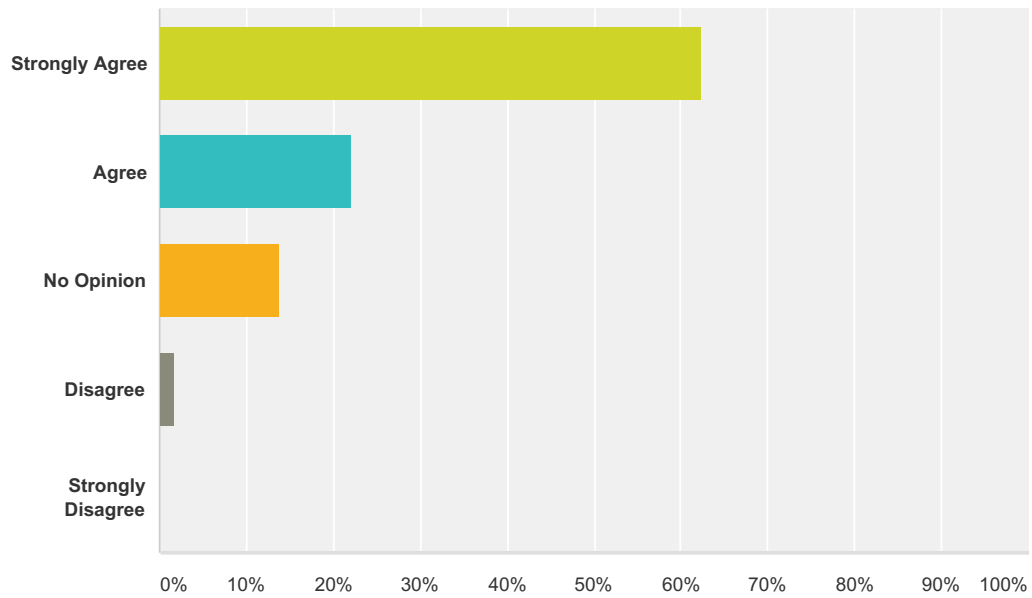
Answered: 117 Skipped: 6



Answer Choices	Responses	Count
Strongly Agree	53.85%	63
Agree	30.77%	36
No Opinion	12.82%	15
Disagree	1.71%	2
Strongly Disagree	0.85%	1
<b>Total</b>		<b>117</b>

**Q56 My Sergeant is concerned about line level employees morale.**

Answered: 117 Skipped: 6

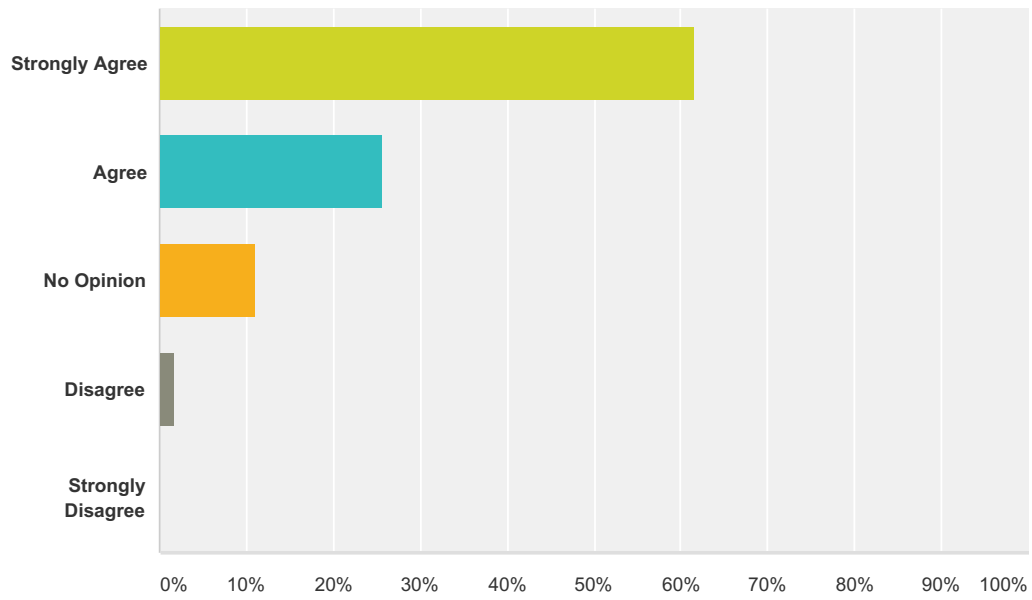


Answer Choices	Responses	Count
Strongly Agree	62.39%	73
Agree	22.22%	26
No Opinion	13.68%	16
Disagree	1.71%	2
Strongly Disagree	0.00%	0
<b>Total</b>		<b>117</b>



### Q57 My Sergeant supports line level employees.

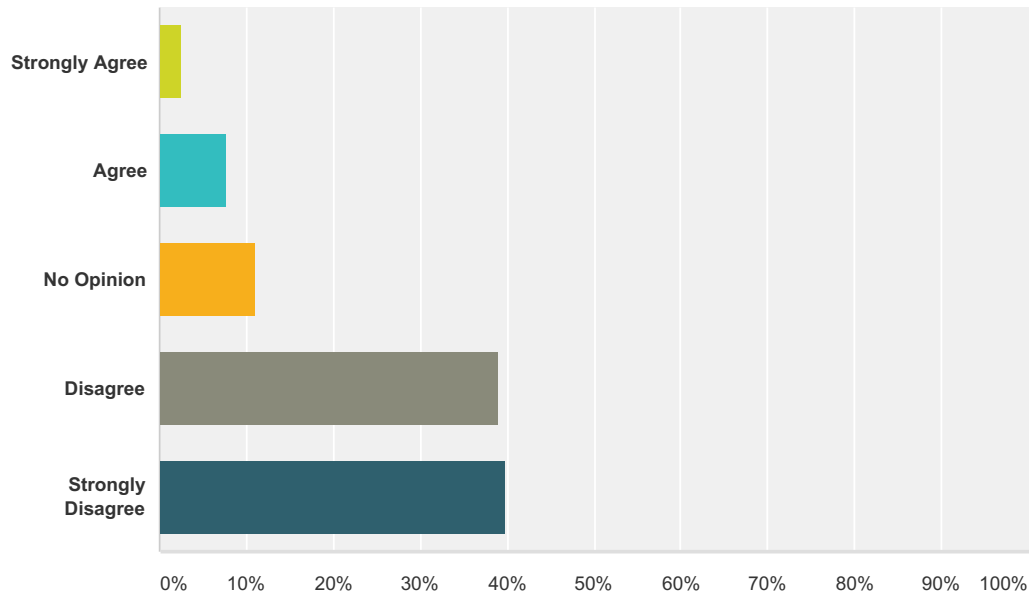
Answered: 117 Skipped: 6



Answer Choices	Responses	Count
Strongly Agree	61.54%	72
Agree	25.64%	30
No Opinion	11.11%	13
Disagree	1.71%	2
Strongly Disagree	0.00%	0
<b>Total</b>		<b>117</b>

**Q58 Police Administration encourages me to express new ideas for improving police services.**

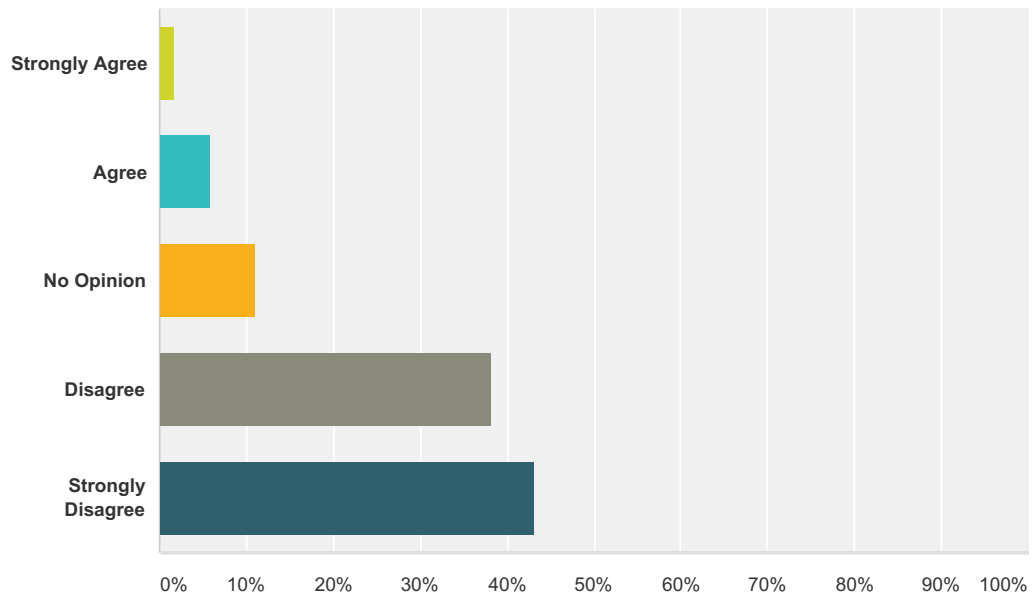
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	2.54%	3
Agree	7.63%	9
No Opinion	11.02%	13
Disagree	38.98%	46
Strongly Disagree	39.83%	47
<b>Total</b>		<b>118</b>

### Q59 Police Administration values my input and suggestions.

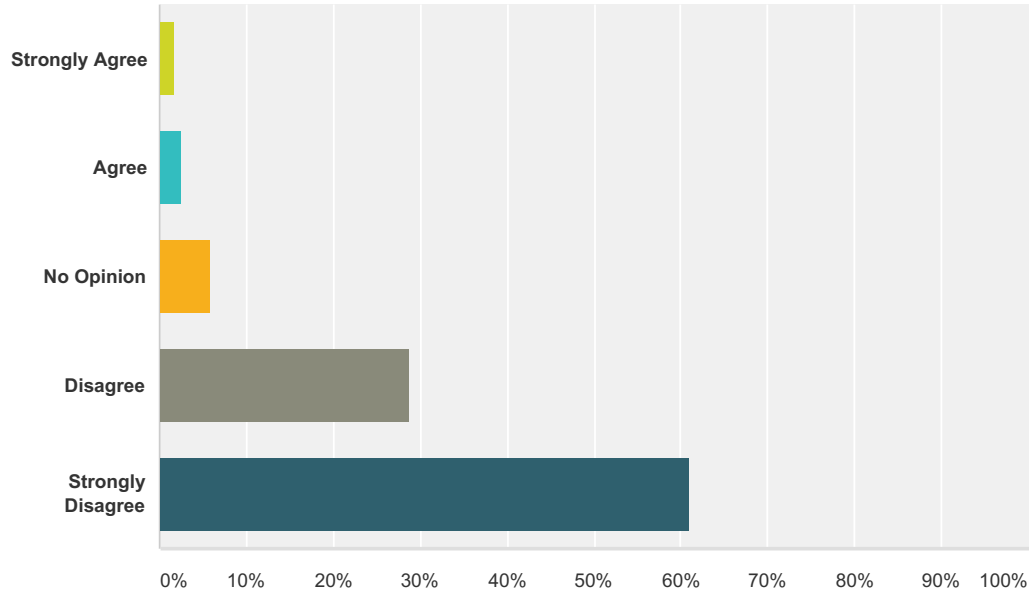
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	1.69%	2
Agree	5.93%	7
No Opinion	11.02%	13
Disagree	38.14%	45
Strongly Disagree	43.22%	51
<b>Total</b>		<b>118</b>

**Q60 I believe there is good communication between the Administration and rank and file.**

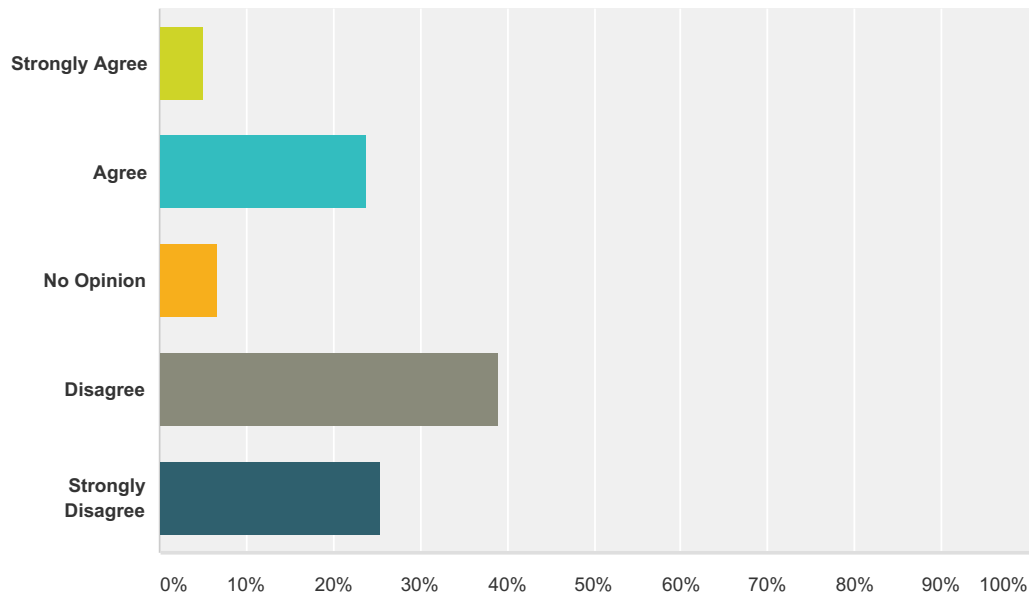
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	1.69% 2
Agree	2.54% 3
No Opinion	5.93% 7
Disagree	28.81% 34
Strongly Disagree	61.02% 72
<b>Total</b>	<b>118</b>

**Q61 I receive adequate training related to my current assignment.**

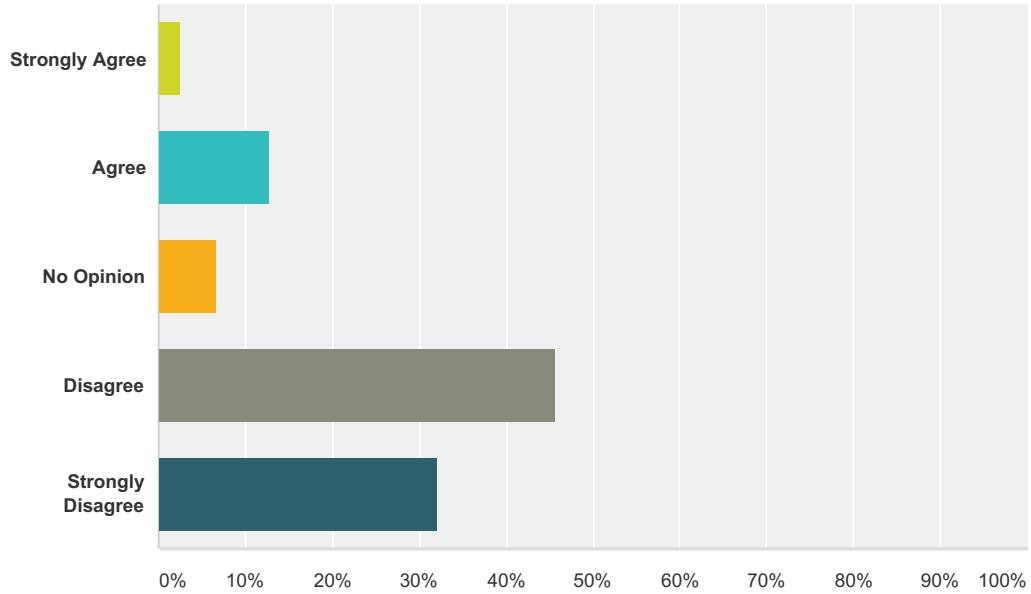
Answered: 118 Skipped: 5



Answer Choices	Responses	Count
Strongly Agree	5.08%	6
Agree	23.73%	28
No Opinion	6.78%	8
Disagree	38.98%	46
Strongly Disagree	25.42%	30
<b>Total</b>		<b>118</b>

**Q62 The San Angelo Police Department focuses on training personnel above minimum standards.**

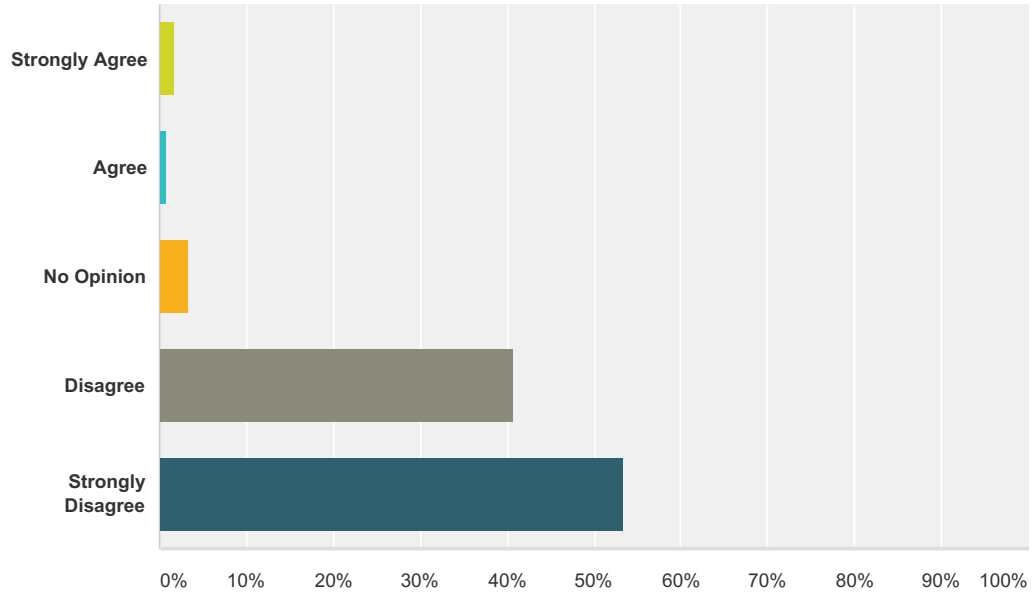
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	2.54%	3
Agree	12.71%	15
No Opinion	6.78%	8
Disagree	45.76%	54
Strongly Disagree	32.20%	38
<b>Total</b>		<b>118</b>

**Q63 All officers have adequate opportunities to attend professional training.**

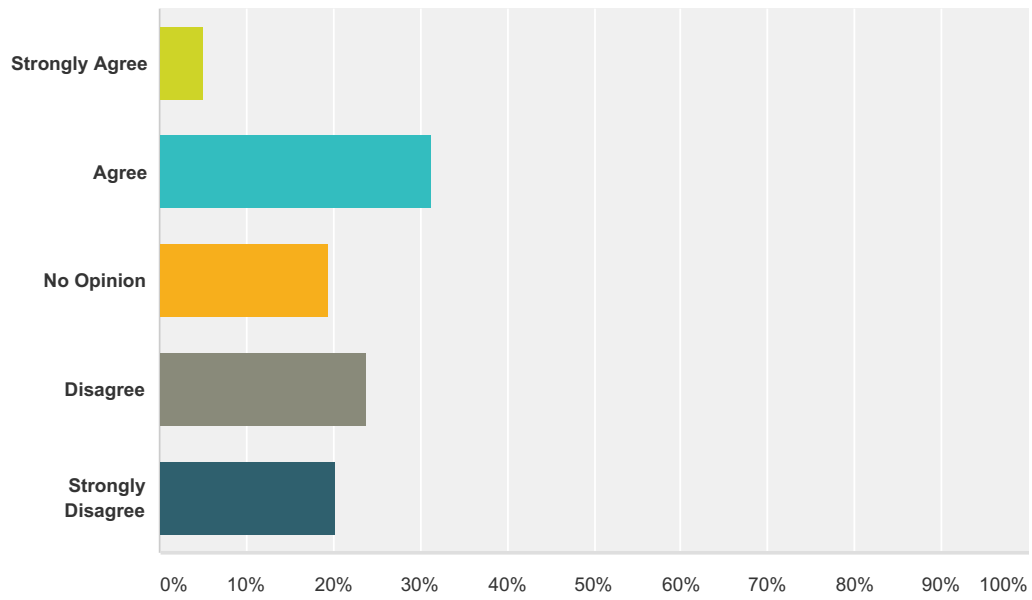
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	1.69%	2
Agree	0.85%	1
No Opinion	3.39%	4
Disagree	40.68%	48
Strongly Disagree	53.39%	63
<b>Total</b>		<b>118</b>

**Q64 I receive the same opportunity for assignments as my peers.**

Answered: 118 Skipped: 5

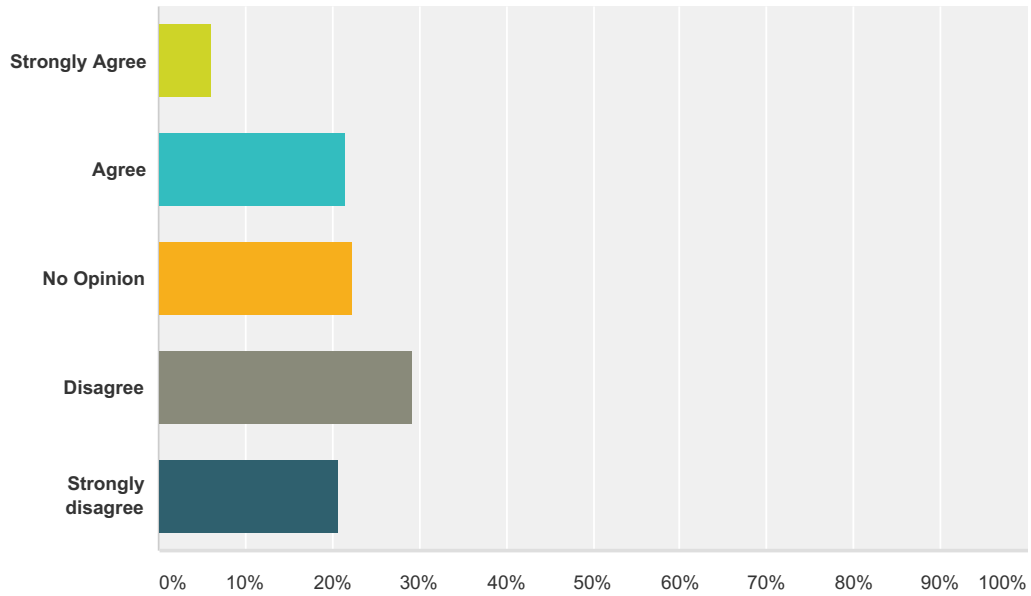


Answer Choices	Responses	Count
Strongly Agree	5.08%	6
Agree	31.36%	37
No Opinion	19.49%	23
Disagree	23.73%	28
Strongly Disagree	20.34%	24
<b>Total</b>		<b>118</b>



**Q65 Officers receive transfers to specialized divisions based on qualifications and experience, not relationships with supervisors.**

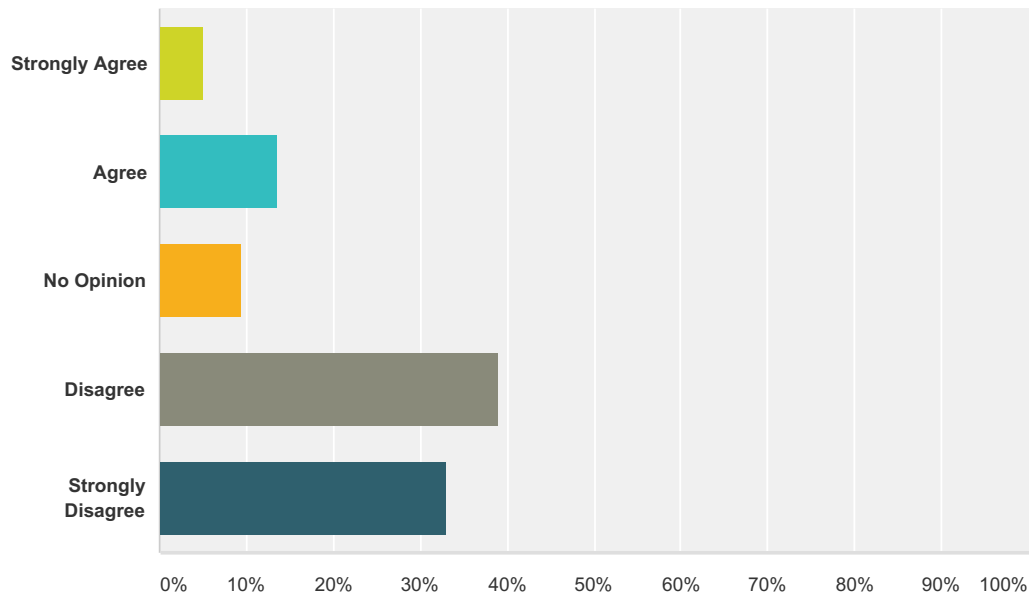
Answered: 116 Skipped: 7



Answer Choices	Responses
Strongly Agree	6.03% 7
Agree	21.55% 25
No Opinion	22.41% 26
Disagree	29.31% 34
Strongly disagree	20.69% 24
<b>Total</b>	<b>116</b>

**Q66 The Administration holds employees at all levels accountable for their actions.**

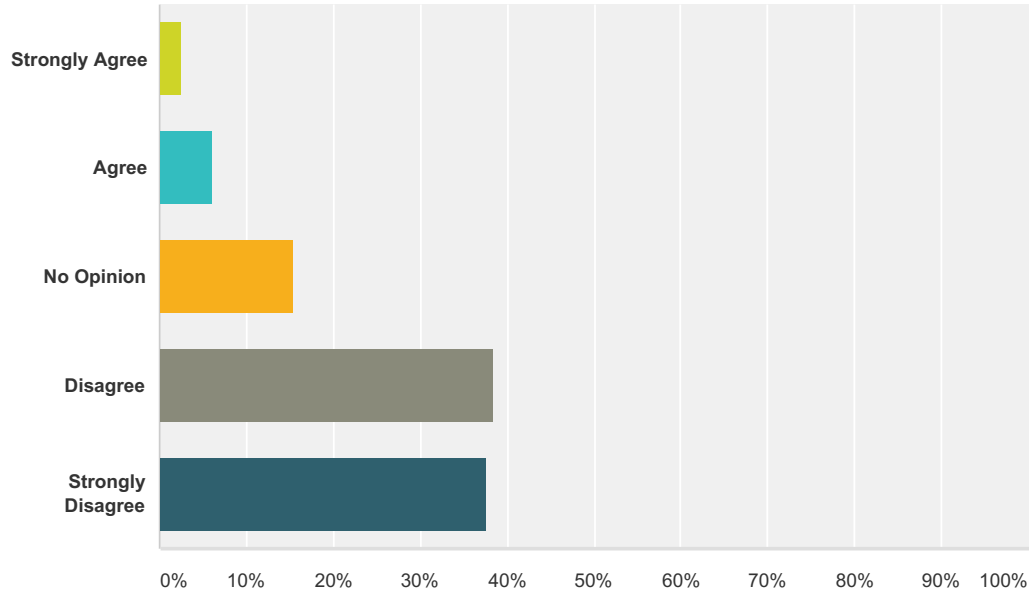
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	5.08%	6
Agree	13.56%	16
No Opinion	9.32%	11
Disagree	38.98%	46
Strongly Disagree	33.05%	39
<b>Total</b>		<b>118</b>

**Q67 Discipline, to include any written counselling or letters, is fair to all officers regardless of rank.**

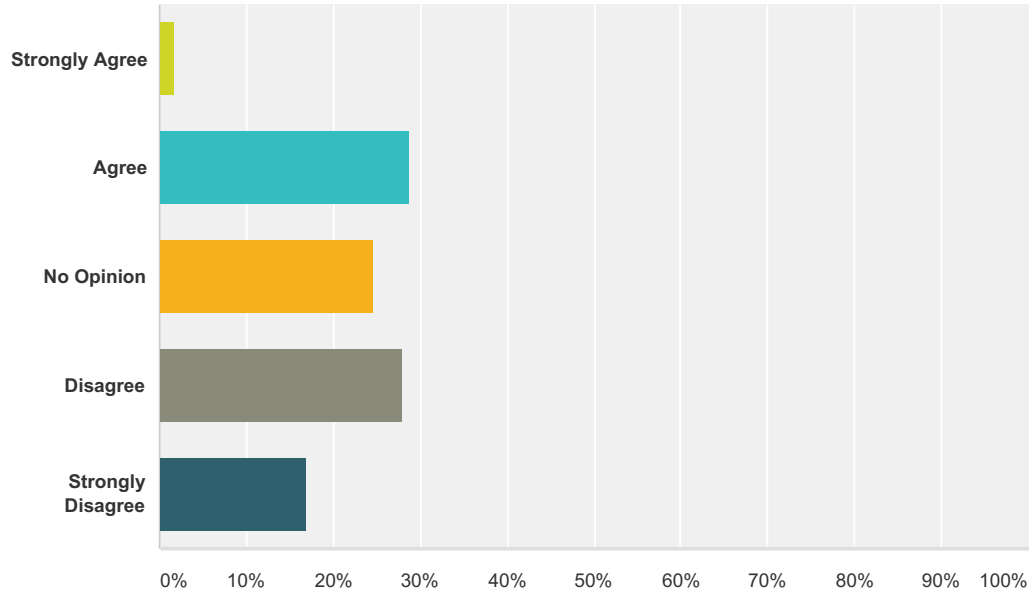
Answered: 117 Skipped: 6



Answer Choices	Responses	
Strongly Agree	2.56%	3
Agree	5.98%	7
No Opinion	15.38%	18
Disagree	38.46%	45
Strongly Disagree	37.61%	44
<b>Total</b>		<b>117</b>

**Q68 The San Angelo Police Department is "In Tune" with common law enforcement practices.**

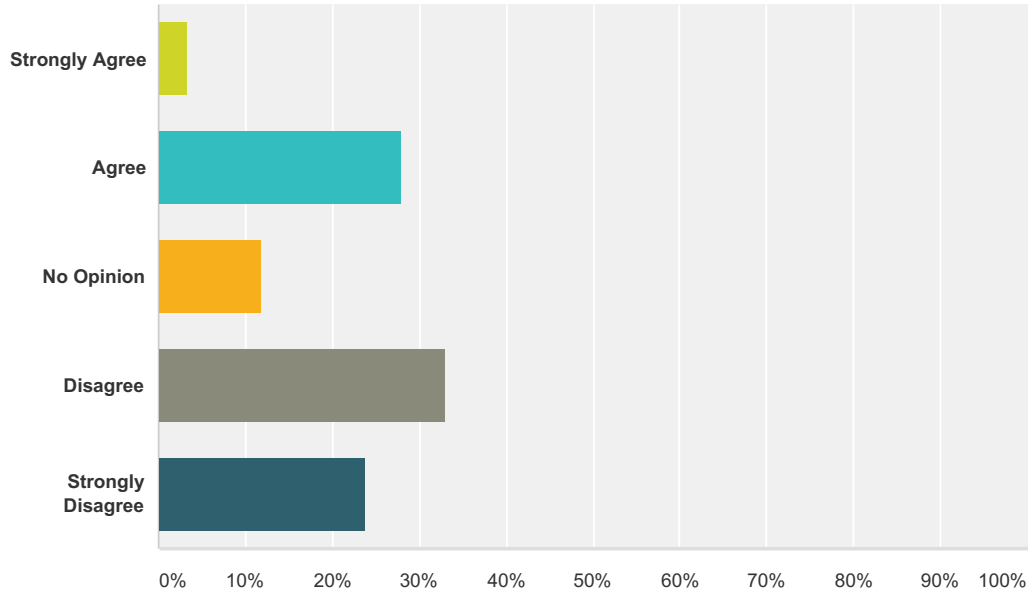
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	1.69% 2
Agree	28.81% 34
No Opinion	24.58% 29
Disagree	27.97% 33
Strongly Disagree	16.95% 20
<b>Total</b>	<b>118</b>

**Q69 The San Angelo Police Department Administration encourages officers to be proactive.**

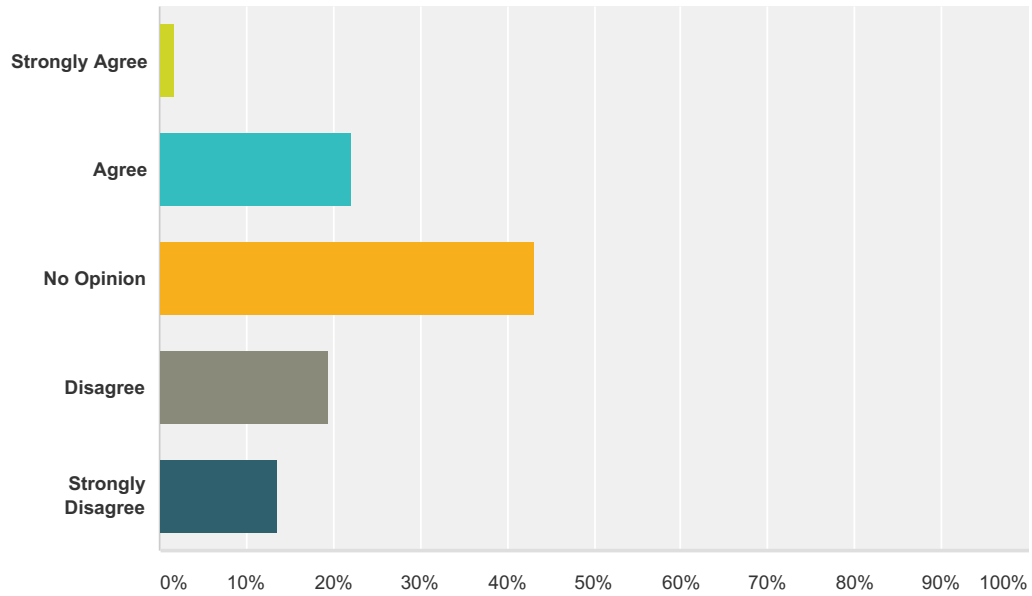
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	3.39%	4
Agree	27.97%	33
No Opinion	11.86%	14
Disagree	33.05%	39
Strongly Disagree	23.73%	28
<b>Total</b>		<b>118</b>

**Q70 Supervisors are given adequate opportunity to apply for supervisor positions that are open in other sections/divisions.**

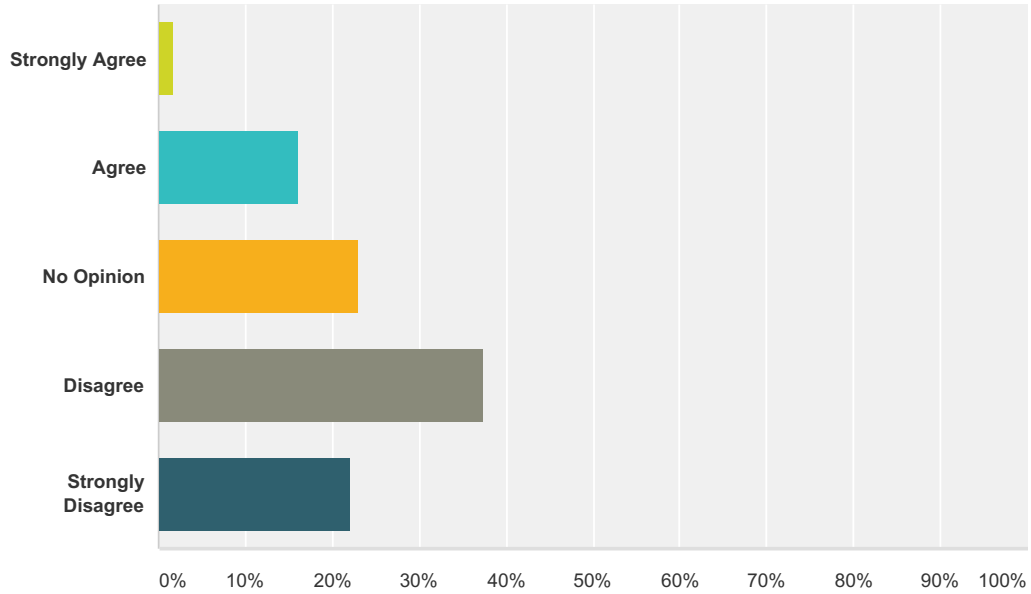
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	1.69%	2
Agree	22.03%	26
No Opinion	43.22%	51
Disagree	19.49%	23
Strongly Disagree	13.56%	16
<b>Total</b>		<b>118</b>

**Q71 The San Angelo Police Department has adequate resources dedicated to recruiting new officers.**

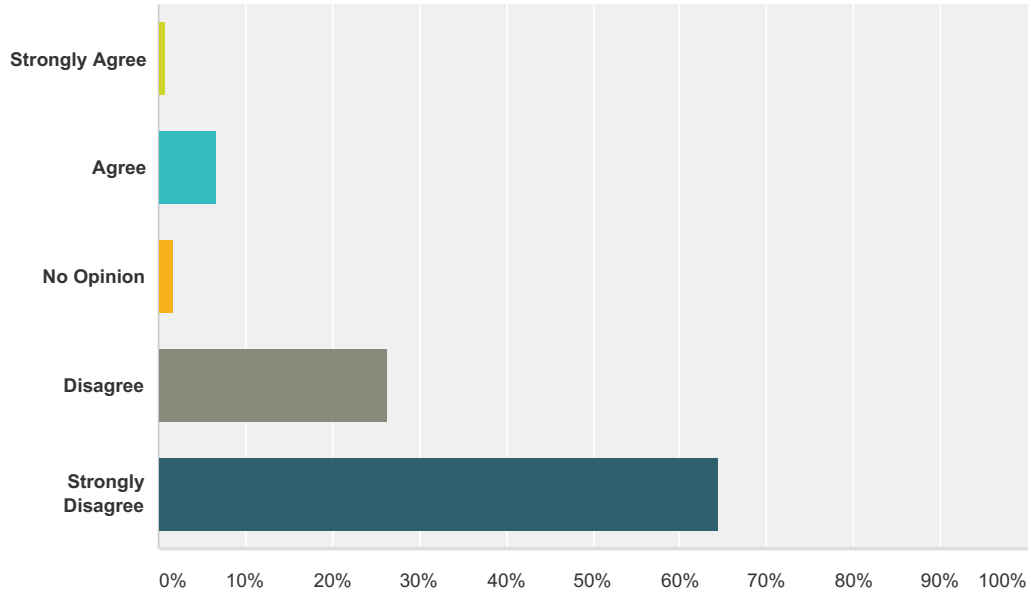
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	1.69% 2
Agree	16.10% 19
No Opinion	22.88% 27
Disagree	37.29% 44
Strongly Disagree	22.03% 26
<b>Total</b>	<b>118</b>

**Q72 The San Angelo Police Department Policy Manual is easy to understand and follow.**

Answered: 118 Skipped: 5

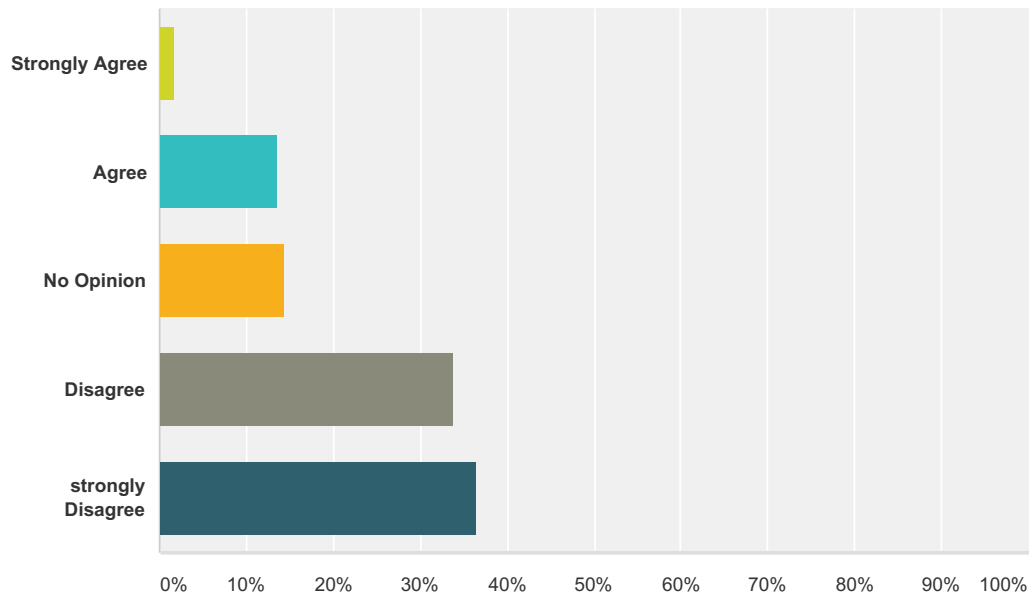


Answer Choices	Responses
Strongly Agree	0.85% 1
Agree	6.78% 8
No Opinion	1.69% 2
Disagree	26.27% 31
Strongly Disagree	64.41% 76
<b>Total</b>	<b>118</b>



**Q73 The San Angelo Police Department has clearly defined direction and goals.**

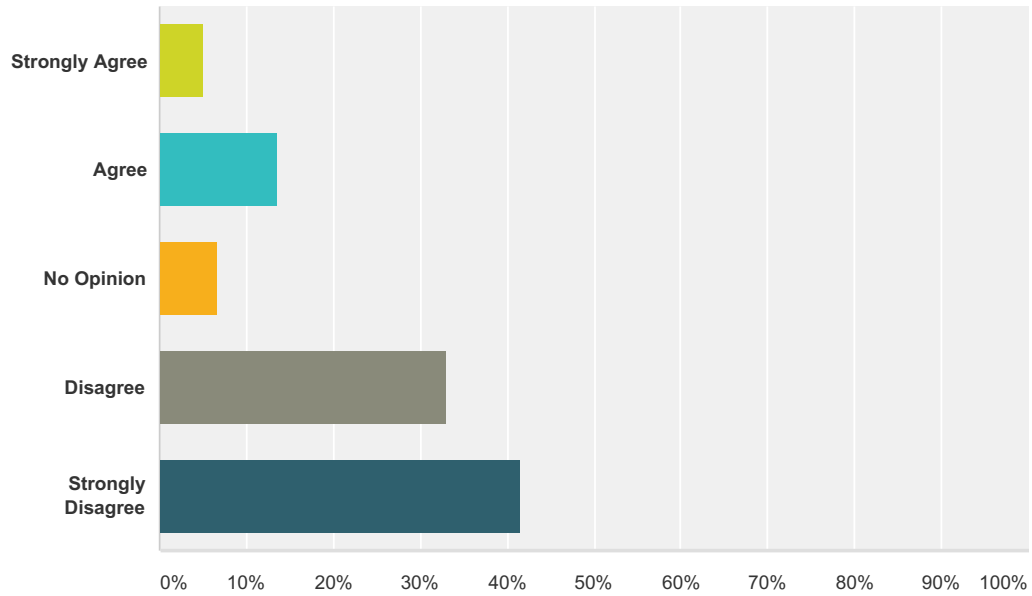
Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	1.69% 2
Agree	13.56% 16
No Opinion	14.41% 17
Disagree	33.90% 40
strongly Disagree	36.44% 43
<b>Total</b>	<b>118</b>

**Q74 If a complaint is filed against me I feel that I would be given the same presumption of innocence by the Administration that I am required to give to a civilian.**

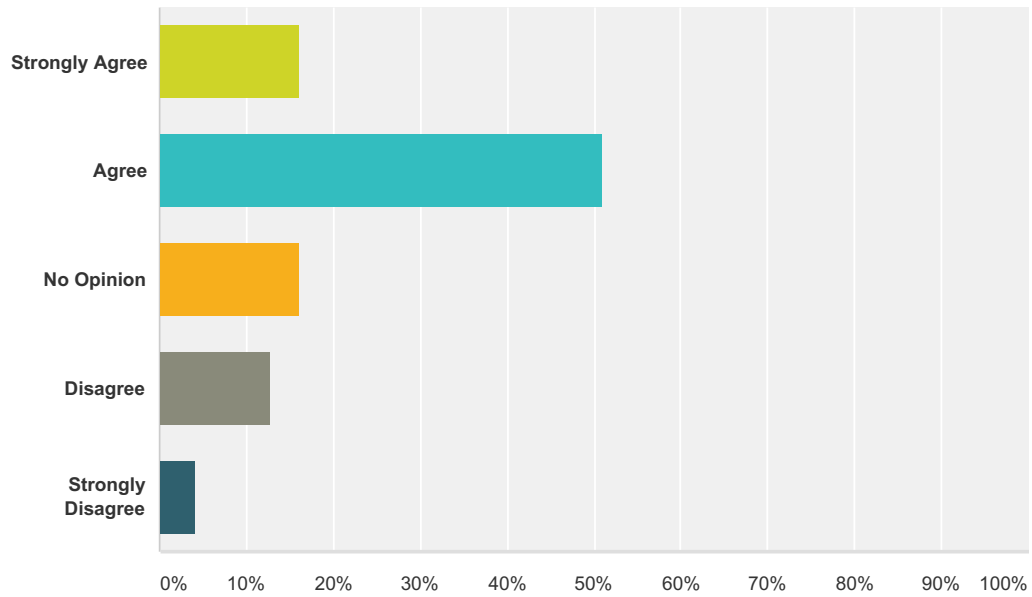
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	5.08%	6
Agree	13.56%	16
No Opinion	6.78%	8
Disagree	33.05%	39
Strongly Disagree	41.53%	49
<b>Total</b>		<b>118</b>

**Q75 I am satisfied with my career choice of becoming a law enforcement officer with the San Angelo Police Department.**

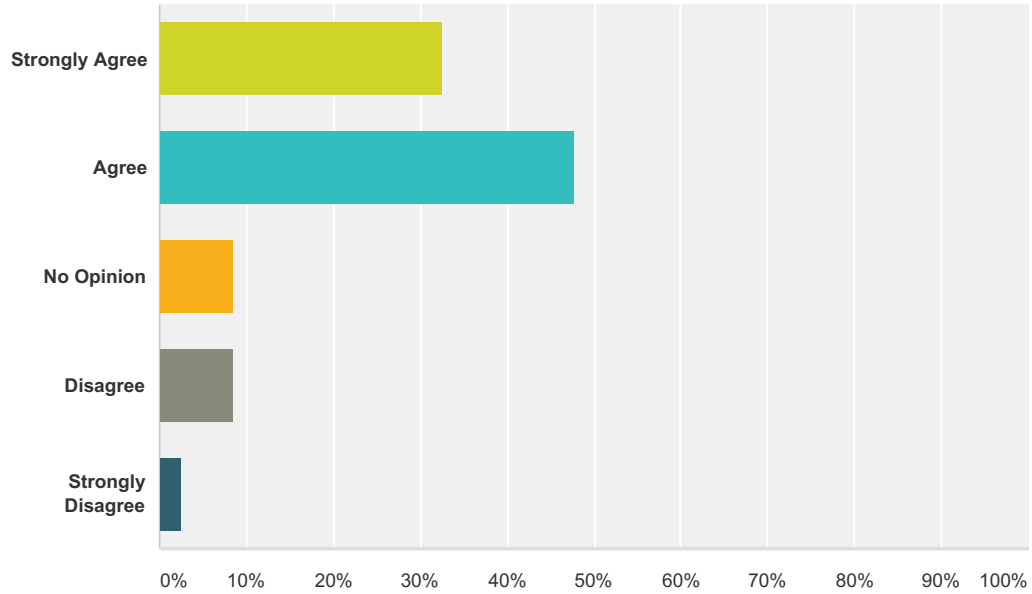
Answered: 118 Skipped: 5



Answer Choices	Responses	
Strongly Agree	16.10%	19
Agree	50.85%	60
No Opinion	16.10%	19
Disagree	12.71%	15
Strongly Disagree	4.24%	5
<b>Total</b>		<b>118</b>

**Q76 Collective bargaining (meet/confer) is a benefit to the officers of the San Angelo Police Department.**

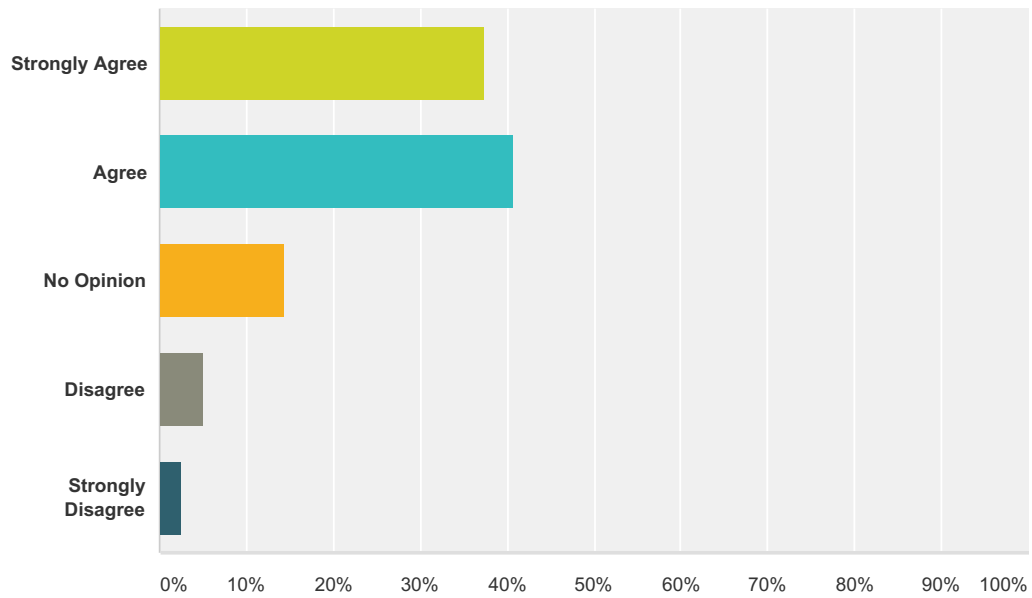
Answered: 117 Skipped: 6



Answer Choices	Responses	
Strongly Agree	32.48%	38
Agree	47.86%	56
No Opinion	8.55%	10
Disagree	8.55%	10
Strongly Disagree	2.56%	3
<b>Total</b>		<b>117</b>

**Q77 Does your association president do a good job representing his members?**

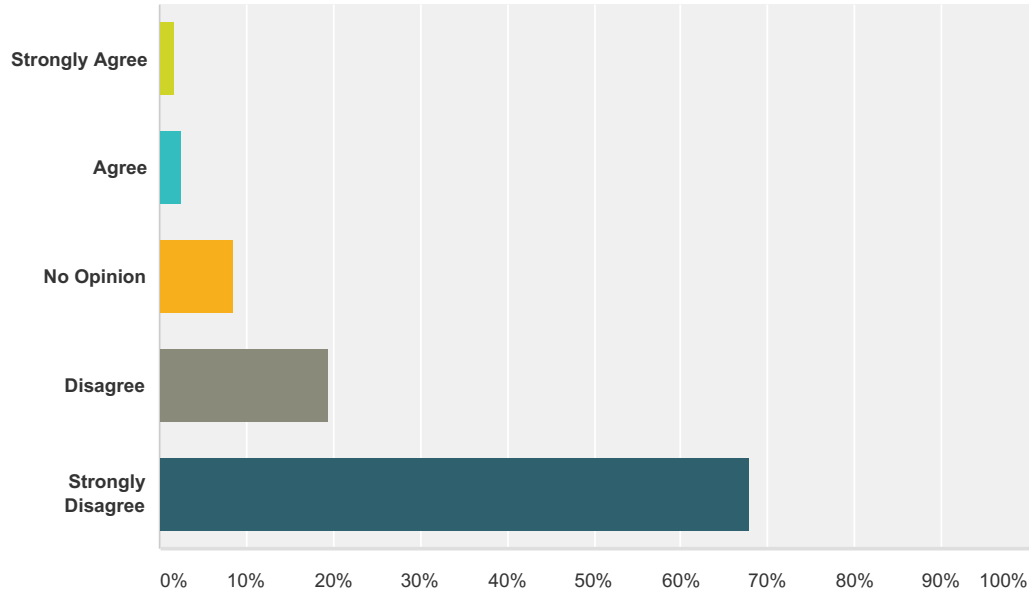
Answered: 118 Skipped: 5



Answer Choices	Responses	Count
Strongly Agree	37.29%	44
Agree	40.68%	48
No Opinion	14.41%	17
Disagree	5.08%	6
Strongly Disagree	2.54%	3
<b>Total</b>		<b>118</b>

**Q78 The San Angelo Police Department Administration holds their self to the same standards as line level officer's.**

Answered: 118 Skipped: 5



Answer Choices	Responses
Strongly Agree	1.69% 2
Agree	2.54% 3
No Opinion	8.47% 10
Disagree	19.49% 23
Strongly Disagree	67.80% 80
<b>Total</b>	<b>118</b>