

2022 SURVEY

INSIGHTS

TOTAL RESPONSES

28

COMPLETION RATE

100%



TYPICAL TIME SPENT

15m:4s

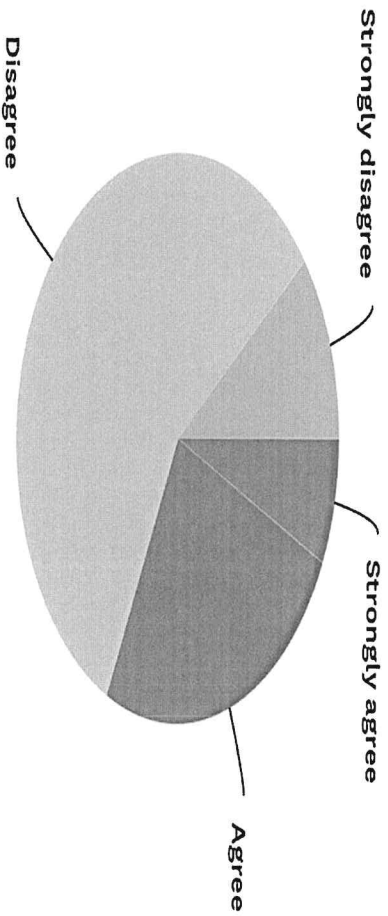


MOST-SKIPPED QUESTION



Q7-What do you care most about changing?
Skipped:1

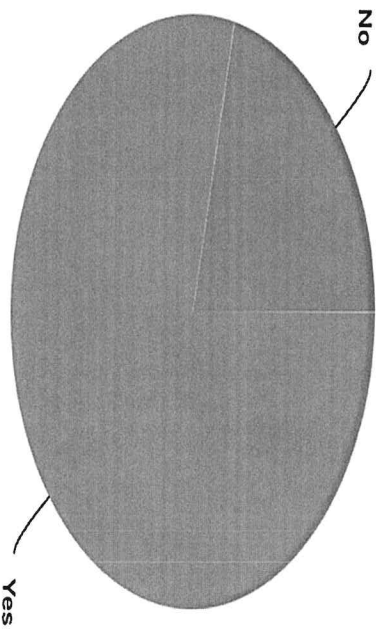
1. I AM CONFIDENT THAT LEADERSHIP WILL USE THE RESULTS OF THIS SURVEY TO MAKE POSITIVE CHANGES



| ANSWER CHOICES | RESPONSES | |
|---------------------|-----------|----|
| ▶ Strongly agree | 71.4% | 2 |
| ▶ Agree | 25.00% | 7 |
| ▶ Disagree | 57.14% | 16 |
| ▶ Strongly disagree | 10.71% | 3 |

- I'd like to think that they would, but leaders do not always heed the opinions of those that they lead. That is not always a bad thing either.
- I trust administration would take the results of this survey and discuss possible solutions to potential concerns.
- From experience, the PD has been very hesitant towards change.
- Negative. With all respect admin will glance then ignore unless beneficial.
- We seem to have a "it's always been that way" mindset and attitude, that very few "leaders" at the dept. are willing to challenge.
- I think they will listen but then make fun of this in their staff meetings.
- Issues that have been brought up in the past are usually dismissed.
- I am hopeful that the results will be used in a positive fashion and used to effect change but unfortunately from the way I have seen admin reply to suggestions of changes before I am uncertain.
- I do not believe administration will use the results of this survey to improve the agency or make changes. Many ideas have been brought up to our administration and have been met with the same response of "we'll look into it ". No changes are ever made.
- From my own past experience, I have noticed that concerns or ideas given to leadership have fallen on deaf ears.
- I feel as though leadership just bypasses officers thoughts and concerns.
- I believe that leadership has the mentality if "that's the way it's always been" or "don't reinvent the wheel"-

2. I FEEL MY WORK IS APPRECIATED AND VALUED BY MY SUPERVISOR



ANSWER CHOICES

Yes

No

RESPONSES

78.57%

21.43%

22

6

-I feel that I am well respected and valued as an employee by everyone that outranks me.

-Depends on the supervisor.

-My immediate supervisor constantly tells me that he sees and appreciates the work I do.

-I feel at times, but majority of the time I feel like the supervisors are only looking out for their own interest

-My direct supervisors (CPL & SGT) have commented on the good work that I have done but have also been fair with when there has been issues in reports, things to help better myself, and helping with officer safety.

-My current supervisor is great, but I've had supervisors in the past that don't seem interested in the work provided by their officers, good or bad.-

-My current supervisor(s) has expressed to me on various occasions that he/she notices my hard work and this encourages me to continue. Other supervisor(s) have had the opposite effect.

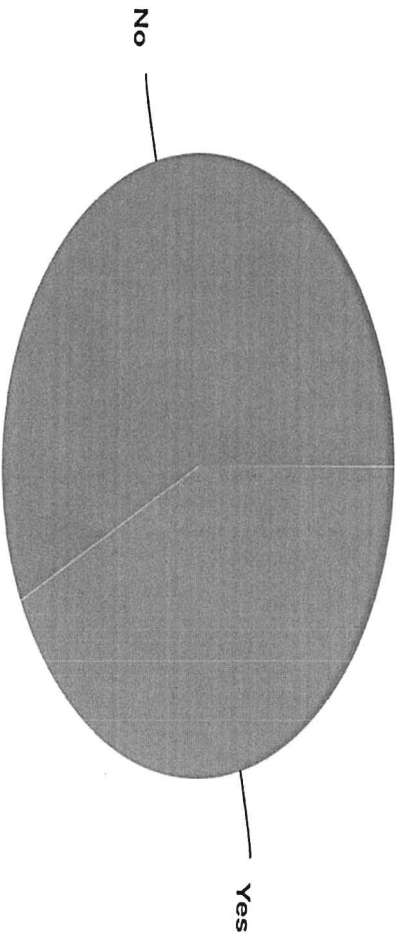
-I am praised by some supervisors for my work , but at times I feel like they just want to finish their shift and go home. They don't spread knowledge to younger officers as much as they should.

-As of current yes but it is not consistent with every supervisor

-But this is not true across the board with all supervisors and employees.

-I've had a multitude of supervisors, although my current is great. There are several supervisors here that do not care-

3. I FEEL MY WORK IS VALUED AND APPRECIATED BY TOP ADMINISTRATION



ANSWER CHOICES

Yes

No

RESPONSES

42.86%

57.14%

12

16

-I feel like I've had multiple occasions where upper admin has come to me and told me how much of a good job I do and that they appreciate the work that I do.

-I do not believe anyone except my immediate supervisor sees or cares what road patrol does on a day to day basis, this is due to a total disconnect from admin to road patrol.

-Some L.T.'s and higher have a joking manner when it pertains to officers' work and how they it should have been done or handled.

-I feel as if the administration is bias towards a certain kind of work. (Community policing Vs Proactive traffic stops/arrests)

-I strongly feel like administration only pay attention to the negativity and do not look at the over view of situations.

-I feel that my work goes unnoticed by administration and they have no interest in police investigations.

-There have been multiple instances where admin has put a higher level of praise on arrest of homeless people and saving animals rather then high value cases that should be the face of a police department to show that we are doing our job correctly.

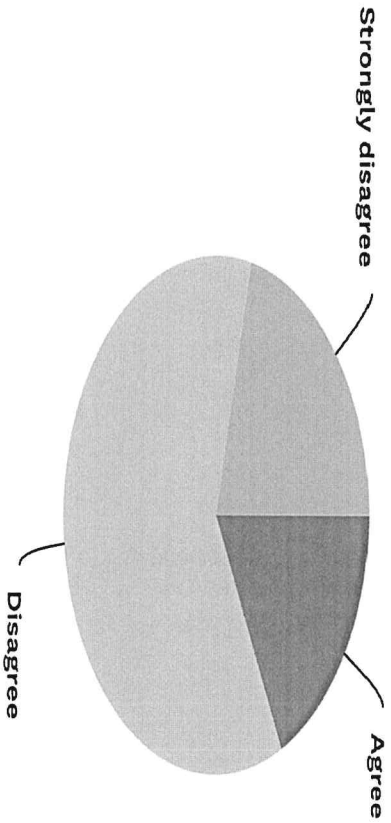
-Really not sure if admin is aware on a daily basis.

-I feel like administration in general focuses more on community policing and they do not focus on the hard work for solved cases and proactive police work .

-But this is not true across the board with all supervisors and employees.

-Not at all. They have no clue what's going on

4. MY AGENCY PUTS OFFICER CONCERNS BEFORE PUBLIC PERCEPTION



| ANSWER CHOICES | RESPONSES |
|-------------------|-----------|
| Strongly agree | 0.00% |
| Agree | 17.86% |
| Disagree | 60.71% |
| Strongly disagree | 21.43% |

-The citizens of Vero will always come before the needs of an officer.

-Public always comes first...officers can be put on the back burner.

-Public perception seems to be the only thing that matters to admin.

-I personal have had complaints against me but all were unfounded. CPLs and SGTs have always asked me what happened before they talk with the complainant. It seems like when the complain about other officers makes to the admins they side with complainant and makes people feel if it gets to that level they want representation before speaking to admin.

-I believe the agency tries to please the public a little bit too much over their officers. We are treated well here, but I do think sometimes the public needs to understand how difficult our jobs are and how much we actually put up with.

-I disagree, I feel as if administration only cares about accreditation and how the city of vero beach is looked at and not how our officers are being treated and what we are going through out on the road.

-I feel the administration will discipline officers solely for fear of public opinion.

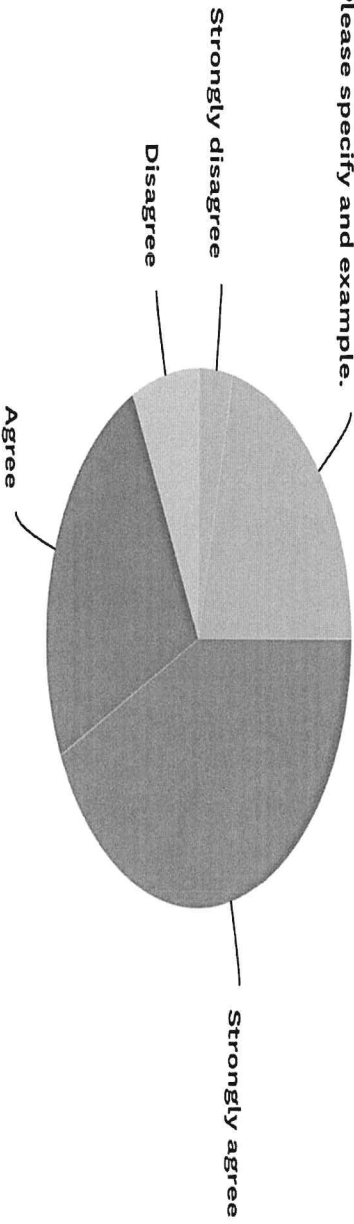
-I would disagree with this, I feel like the agency is more concerned with how the public will react to certain situation then having the officers backs for doing what needs to be done.

-I feel as though the agency is more concerned about what the public thinks and always make the public their priority

-Every complaint that is ever brought up I always feel that I'm the defendant. What happened to innocent until proven guilty?

5. I FEEL VBPD HAS BEEN SLOW TO ADAPT TO MODERN DAY POLICING AND UTILIZATION OF TECHNOLOGY

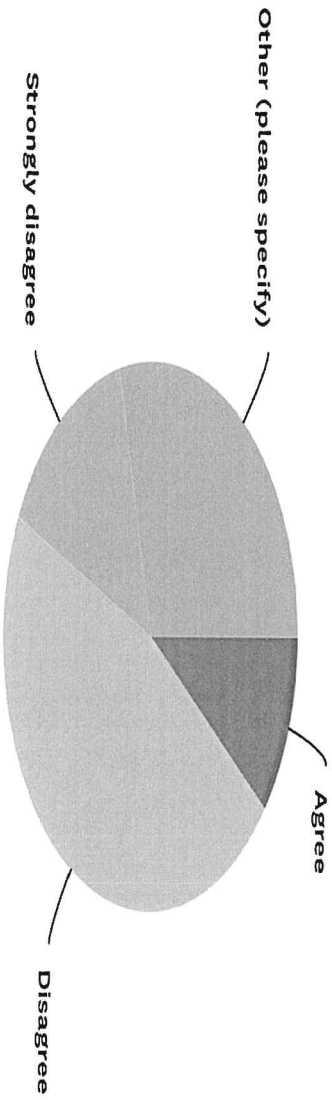
Please specify and example.



| ANSWER CHOICES | RESPONSES | |
|-----------------------------|-----------|----|
| Strongly agree | 42.86% | 12 |
| Agree | 25.00% | 7 |
| Disagree | 7.14% | 2 |
| Strongly disagree | 3.57% | 1 |
| Please specify and example. | 21.43% | 6 |

- Need more comfortable and Color matching uniforms. Modern outer carriers would be appreciated.
- There are many police tactics that we won't even entertain the thought of. Again this issue is rooted in the "it's always been this way" mindset. We have not even been able to keep up with other local agencies with tactics and technology.
- The operating systems are antiquated. And the amount of unnecessary paperwork could be digital. The schedule and time sheets are prime example.
- Uniform pants. Why not allow the individual officer purchase his own pants.
- This agency is very behind. For example, pay roll and logisys being the two most important
- We are always behind the ball. We have the worst cad, worst gear and no tools in the tool box.

6. THERE IS A STRONG SENSE OF UNITY WITHIN THE DEPARTMENT



| ANSWER CHOICES | RESPONSES |
|------------------------|-----------|
| Strongly agree | 0 |
| Agree | 10.71% |
| Disagree | 46.43% |
| Strongly disagree | 14.29% |
| Other (please specify) | 28.57% |

-I feel that there is, but I do hear alot of negativity coming from those around me. I hope they address their issues in this survey.

-Unity within VBPD is good for me personally. I can see why some people would feel differently.

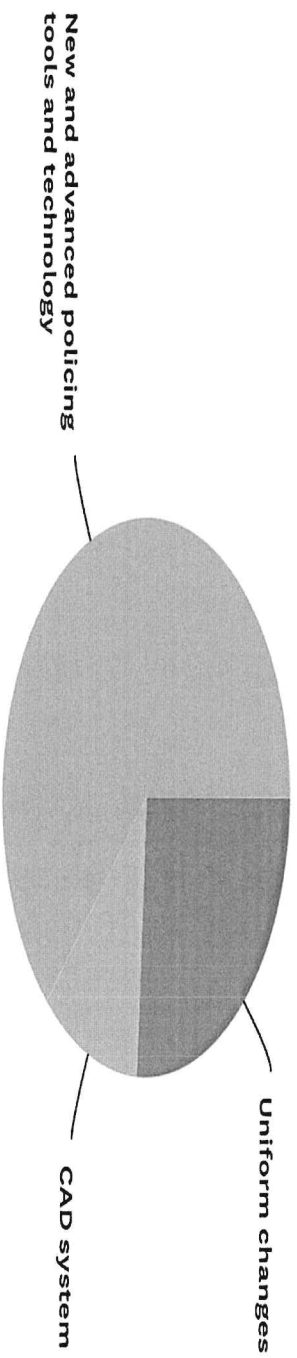
-50/50. Favorites can be observed. Rules enforced on one not necessarily enforced on others.

-I believe there is unity among certain cliques within the department, however overall I do not think so.
Both agree and disagree

-I feel as if the shifts are united but comparing administration to road patrol definitely not. I believe we view everything differently.

-I would agree that there is a strong sense of unity within each shift and it's members.
Everyone is miserable and not happy. Most are stuck and others just can't find a way out

7. WHAT DO YOU CARE MOST ABOUT CHANGING?



ANSWER CHOICES

- ▶ Uniform changes
- ▶ Cleanliness and appearance within PD
- ▶ Gym equipment
- ▶ CAD system
- ▶ New and advanced policing tools and technology

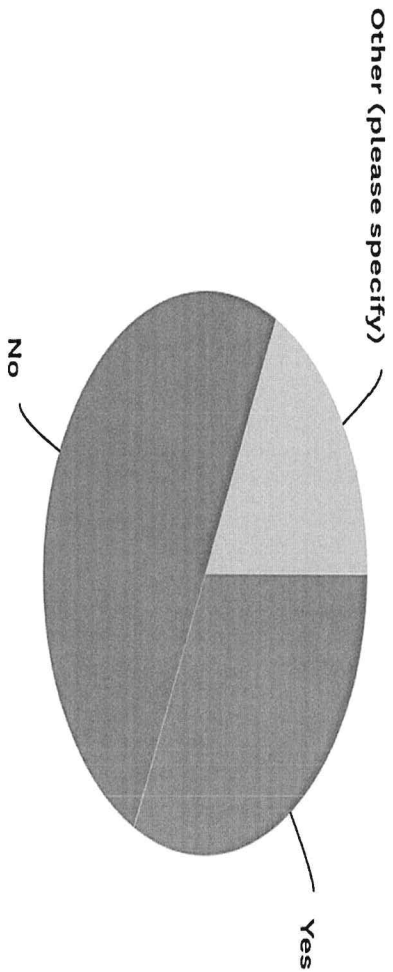
RESPONSES

| Choice | Percentage | Count |
|------------------------------------------------|------------|-------|
| Uniform changes | 25.93% | 7 |
| Cleanliness and appearance within PD | 0.00% | 0 |
| Gym equipment | 0.00% | 0 |
| CAD system | 11.11% | 3 |
| New and advanced policing tools and technology | 62.96% | 17 |

- We need a RMS that works fluidly with our CAD and reporting systems. Our current report writing system is archaic
- Electronic payroll would be beneficial. The city has a track record of miscalculated payroll.
- I'd have to say a combination of everything listed above.
- Black BDU
- I believe that VBPD has gotten away from what policing really is, catching bad guys. I again think this is due to the mindset and unwillingness to try anything new. We should be chasing and catching bad guys without fear of civil liability, that is the cost of doing business. We are so big on "community policing", the best thing you can do for the community is take bad guys out of it, not give Goodie bags to homeless.
- I don't have an answer for this one.
- We need to have better uniform pants as well!
- Along with black BDU pants to present a cleaner appearance.

- promote proactivity/modern policing (catch up to all other agencies in Indian River county) -increase focus on obtaining qualified new hires (low retention is causing problems in various areas)
- All of the above need improvement, but CAD/RMS and technology both take priority over the other issues.
- I believe the agency needs a little part of everything in this list from moving from the pants we currently wear into more comfortable and practical BDUs. We also need to update the CAD system to be more user friendly to the officers on the road. The biggest issue to me though is the lack of the agency wanting to adapt and move into modern policing. I think that includes the equipment that we us on a daily basis to the way we train.
- BDU black
- I think CAD and uniforms changes overall.
- Black BDU as well
- I believe the implementation of new policies to assist with the progression of criminal activity and a better CAD system. A CAD system that would link with the adjacent agencies.
- Uniforms and advanced tools and technology
- Uniform pants are also an issue. Black BDUs would be and easy fix.
- Black BDU

8. DO YOU THINK THAT YOUR MENTAL OR PHYSICAL HEALTH IS A PRIORITY AT VBPD?



| ANSWER CHOICES | RESPONSES | |
|--------------------------|-----------|----|
| ▶ Yes | 32.14% | 9 |
| ▶ No | 50.00% | 14 |
| ▶ Other (please specify) | 17.86% | 5 |

-Absolutely. The Chief gives us an hour a day (on duty) to work out. Hopefully, we'll be able to fill all of our available slots so that every officer can take advantage of it, if they choose to and their supervisor allows it.

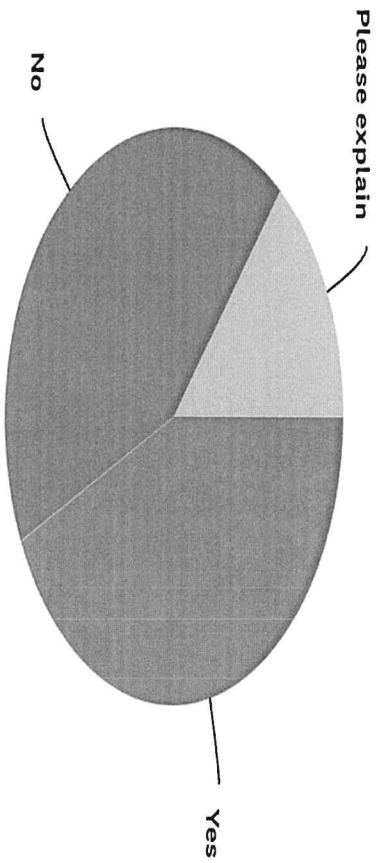
-Mental health should be more of a priority. EAP is available but should be doing more within the department.

- I don't have any experiences in either side of this issue.

-I'm aware of resources within the department and outside but I can't say I've ever experienced those issues.

-Admin has no clue about the mental health here.

9. DOES PREVIOUS DISCIPLINE FOR EITHER ME OR ANOTHER OFFICER CAUSE HESITATION IN PERFORMING MY DUTIES?



| ANSWER CHOICES | RESPONSES | Count |
|------------------|-----------|-------|
| ▶ Yes | 42.86% | 12 |
| ▶ No | 42.86% | 12 |
| ▶ Please explain | 14.29% | 4 |

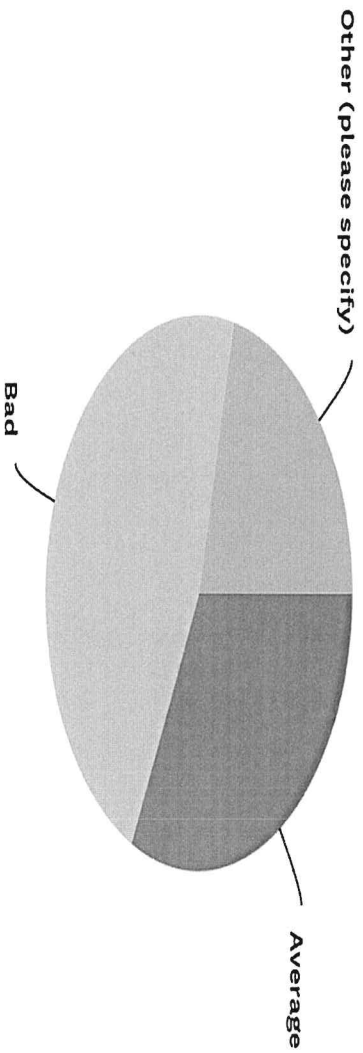
-As an officer you want to be proactive and be just that, an officer. Unfortunately it feels like we'd be hung to dry at the slightest wrong or what we feel is right at said time. Monday morning quarterbacking is real

-No but only because I do not allow it because thinking like that could cost me my life. With that being said some of the more recent disciplinary decisions (Last couple years) were absolute nonsense and I would not blame people if those decisions did affect how they do their jobs.

-I also feel as though discipline just depends on the person. Nothing is consistent

- Every disciplinary action here causes severe hesitation with other officers.

10. I WOULD DESCRIBE MORALE AT THE AGENCY AS BEING THE FOLLOWING?



| ANSWER CHOICES | RESPONSES | Responses |
|------------------------|-----------|-----------|
| Great | 0.00% | 0 |
| Average | 32.14% | 9 |
| Bad | 46.43% | 13 |
| Other (please specify) | 21.43% | 6 |

- There is definitely room for improvement. I get the impression that alot of the officers, on the road, don't trust the administration. I personally think that they are mistaken, but that is just my opinion, and that doesn't seem to count for much when it comes to convincing them that the upper administration will have their back. Do the right thing and you've got nothing to worry about!
- Definitely not, administration and road patrol are not united nor on the same page. I feel as if we are used and abused and not truly cared for.
- Very low. Disconnection between road and admin.
- I feel it is bad due to having shortages in personnel.
- Not unlike most agencies or jobs in general, morale is not high at all times. Currently is poor.
- No one wants to come to work. Admin has such a negative attitude and i feel we are all he softest policing agency in the area. We are the most reactive agency around and do not ever attempt to be proactive on crime.

alot of negativity

daily basis

last couple year

color matching uniform

community policing

supervisor

current supervisor(s)

proactive traffic stop

city of vero

cad

good work

citizens of vero

questions

better uniform pants

officer issues

administration

monday morning quarterbacking

black bdu

hard work

uniform pants

road patrol

modern policing

slightest wrong

recent disciplinary decision

kind of work

mindset

agency admin

cpl & sgt

cad system

view of situation

bad guy

suggestions of change

many police tactics

multitude of supervisor

level of praise

part of everything

qualified new hire

proactive police work

immediate supervisor

mental health

high value case

seen admin reply

black bdu pants

better cad system

modern outer carrier

indian river county

total disconnect

