



SHOPO Kauai CHAPTER

MEMBER SURVEY

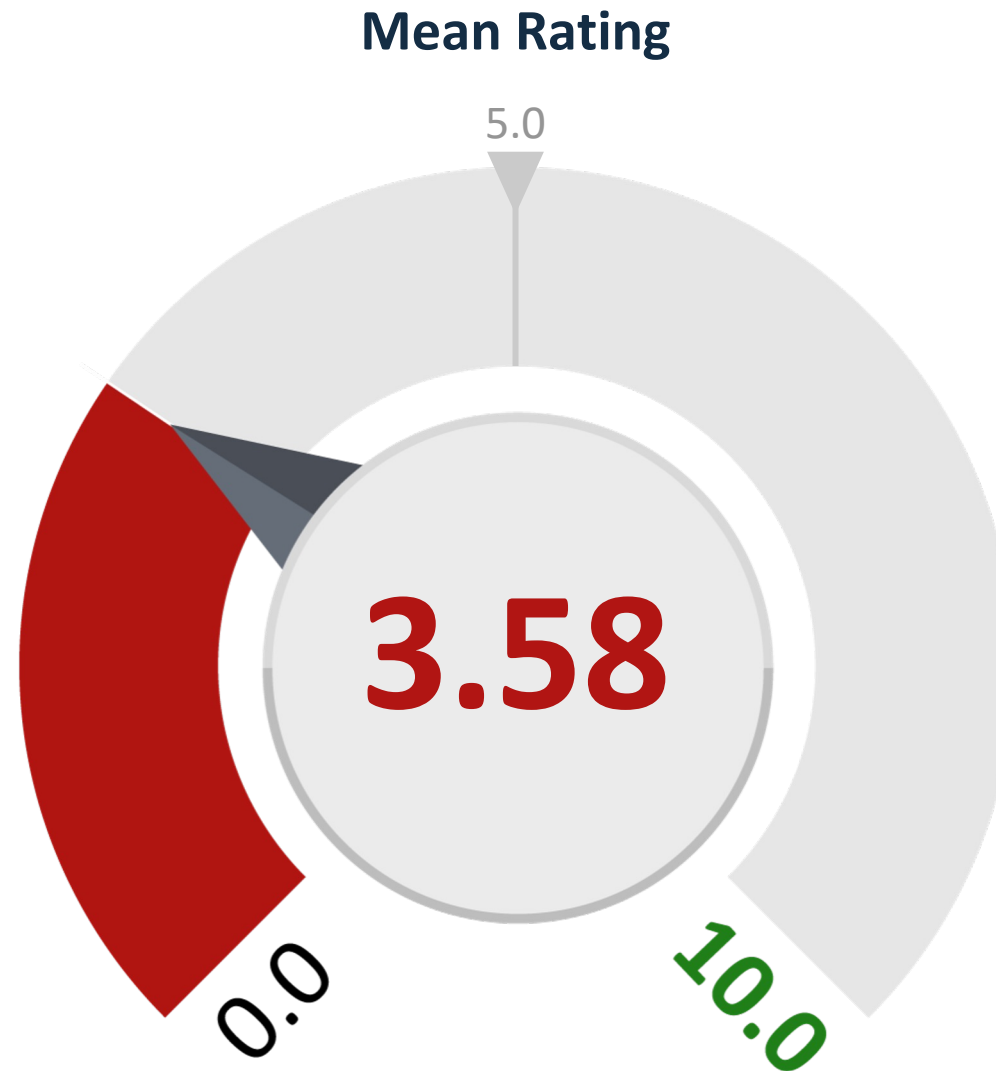
August 11 to August 26, 2022

N=113

Q:

Based on your personal perception of KPD employee morale, on a scale of 1-10, with 1 being the lowest morale rating, and 10 being the highest morale rating,

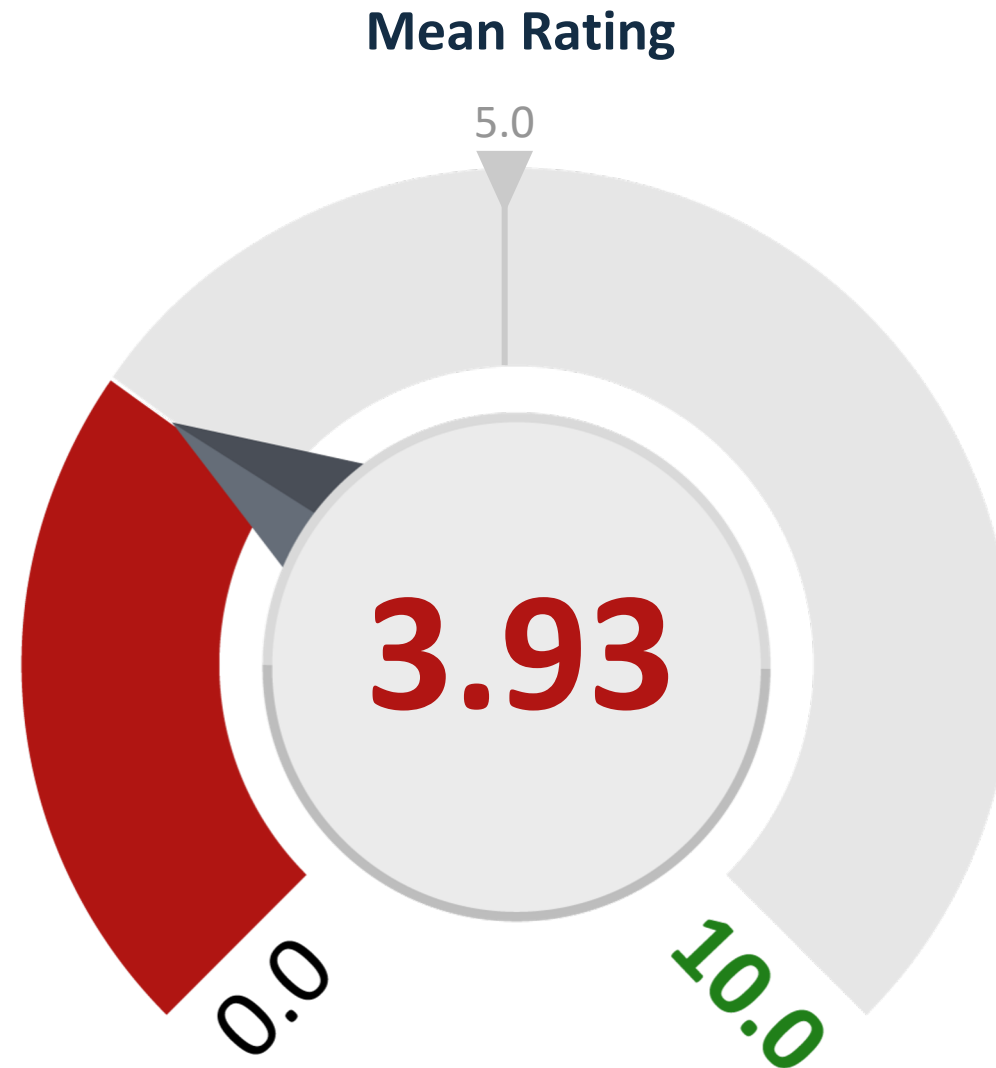
what number would you use to rate the current morale level at KPD?



Q:

Based on your personal perception of KPD employee morale, on a scale of 1-10, with 1 being "definitely not recommend" and 10 being "definitely recommend,"

how likely are you to recommend KPD as a place to work to your friends or relatives?



Q:

Do you feel the
KPD organization
cares about you
personally?

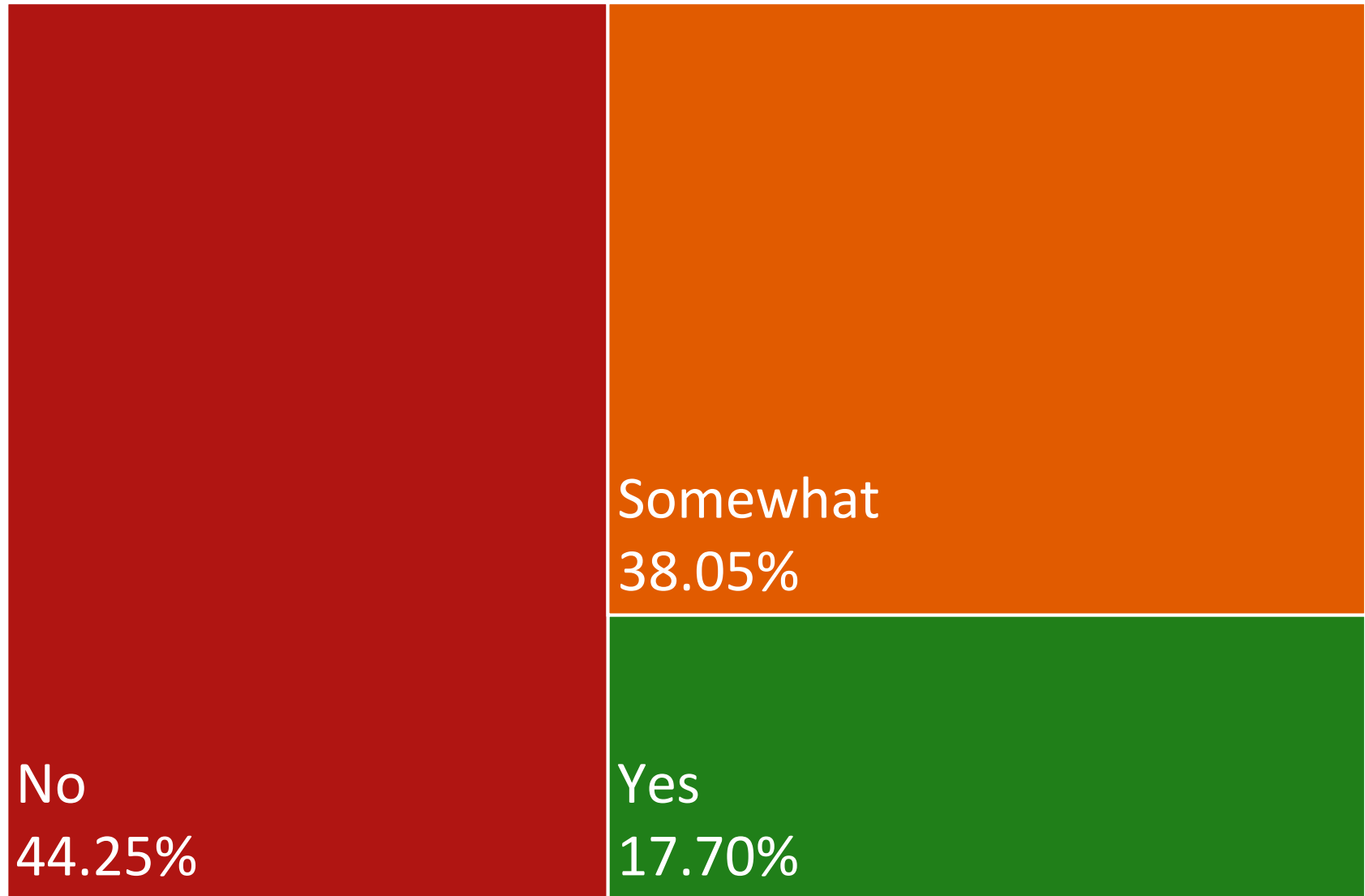
No
52.21%

Somewhat
34.51%

Yes
13.27%

Q:

Do you feel
respected by the
command staff?



Q:

Do you feel **your opinion is valued** by the KPD?

No
59.29%

Sometimes
30.97%

Yes
9.73%

In your own words, please **describe any morale issues** you think the KPD might have.

Lack of communication from executive staff.
Without this communication officers are left guessing and rely on rumors regarding the direction and future of the department.

KPD has become very stat driven, they value quantity over quality.

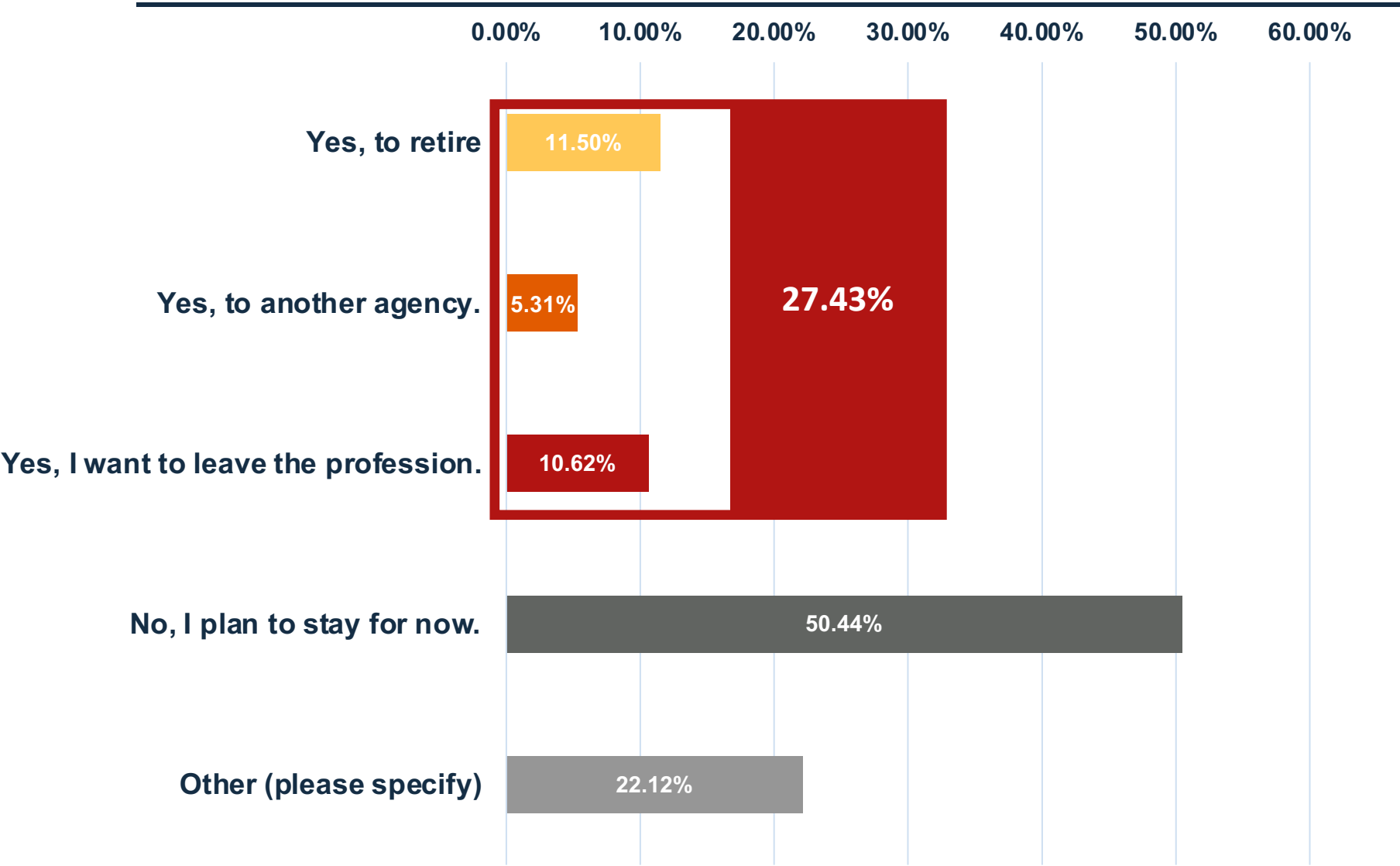
We see how Chief Raybuck continues to conduct events within the community...but when is he going to make changes in the department, to make things better for us?

It would be nice to know what the Chief's vision is moving forward, understanding that things change and that's ok, at least we would know what's going on.

It is frustrating to not have any input in specific changes when they are mostly personal preferences enforced by the command staff and nothing to do with the actual problems that may exist.

The turnaround time for routine vehicle maintenance and vehicle repairs taking an extended/long amount of time is negative for the morale of the department, especially patrol officers.

Are you considering leaving KPD in the next 2 years, whether to retire, transfer to another agency, leave the profession, etc.?

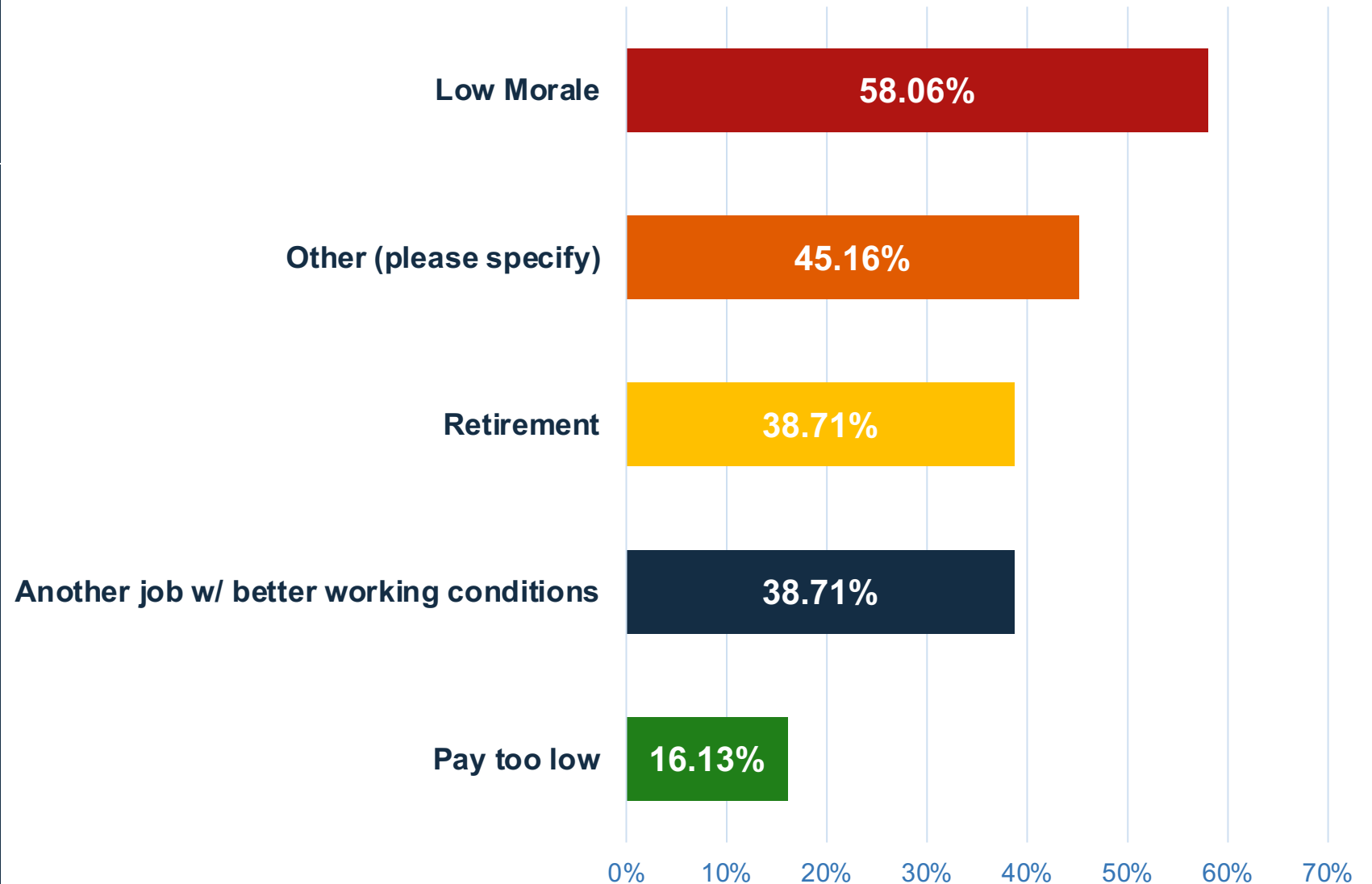


Q:

What are the top reason(s) **why you are considering leaving KPD?**

(Check as many that apply)

N= 31



Q:

What are the top reason(s) why **you** are considering leaving KPD?

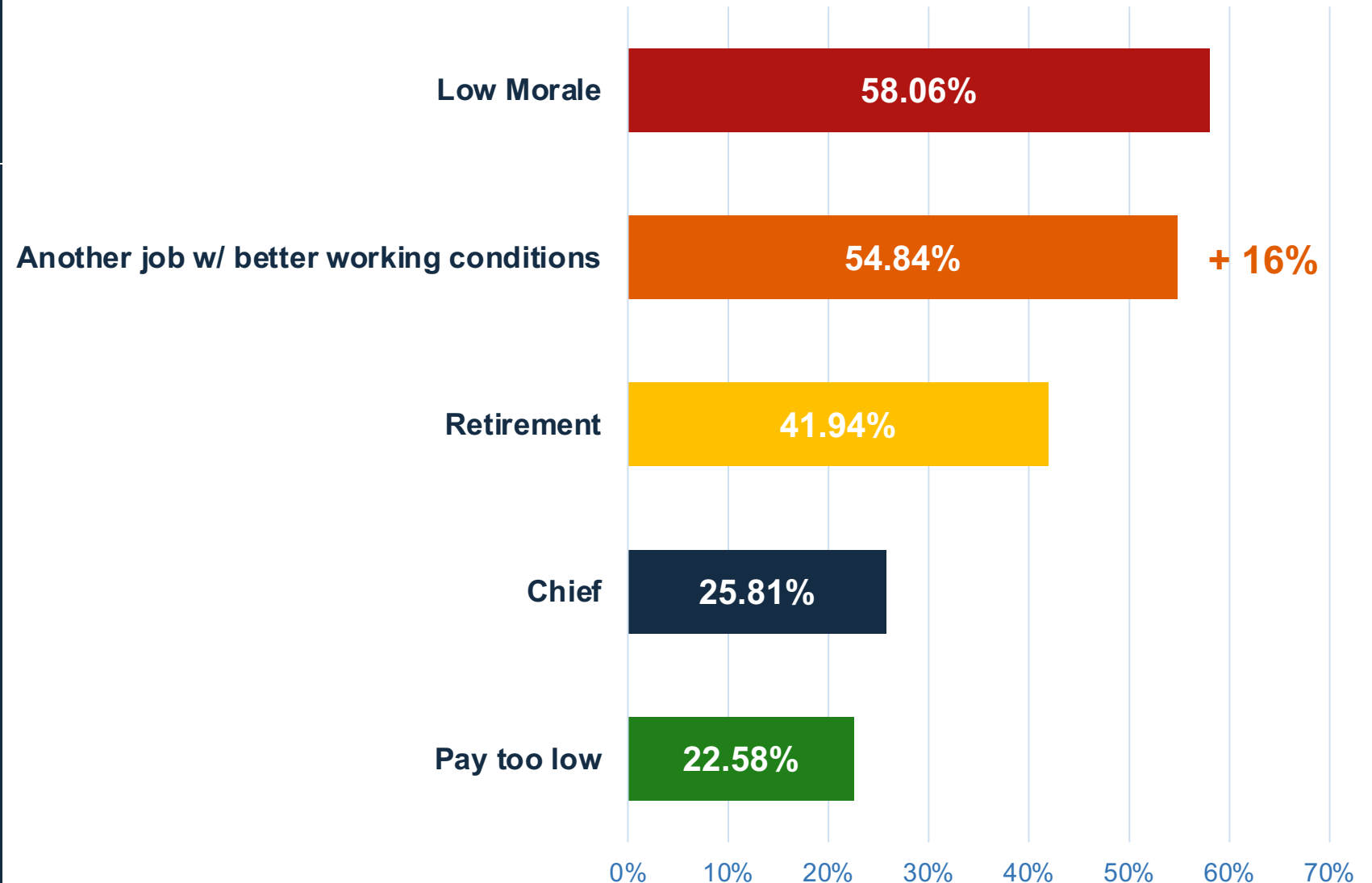
(Check as many that apply)

Analysis of the verbatim responses for those who selected "Other."

Results when adding the "Other" responses to categories.*

N= 31

**Total exceeds 100% because most of the respondents who chose "Other" chose multiple categories.*



Q:

Rating Working Conditions N= 113

Police stations are safe, clean and well maintained.



Police vehicles are safe and fully functional.



If we need supplies/equipment replacement, it is done easily and quickly



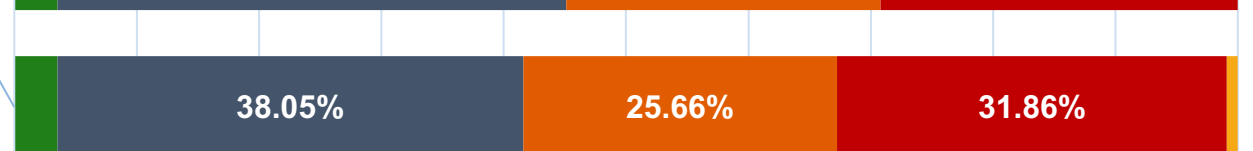
I have all the safety equipment I should have for the job assigned.



I have all the training I need for the job assigned.



I feel that my fellow employees have all the training they need to keep me safe in the field.



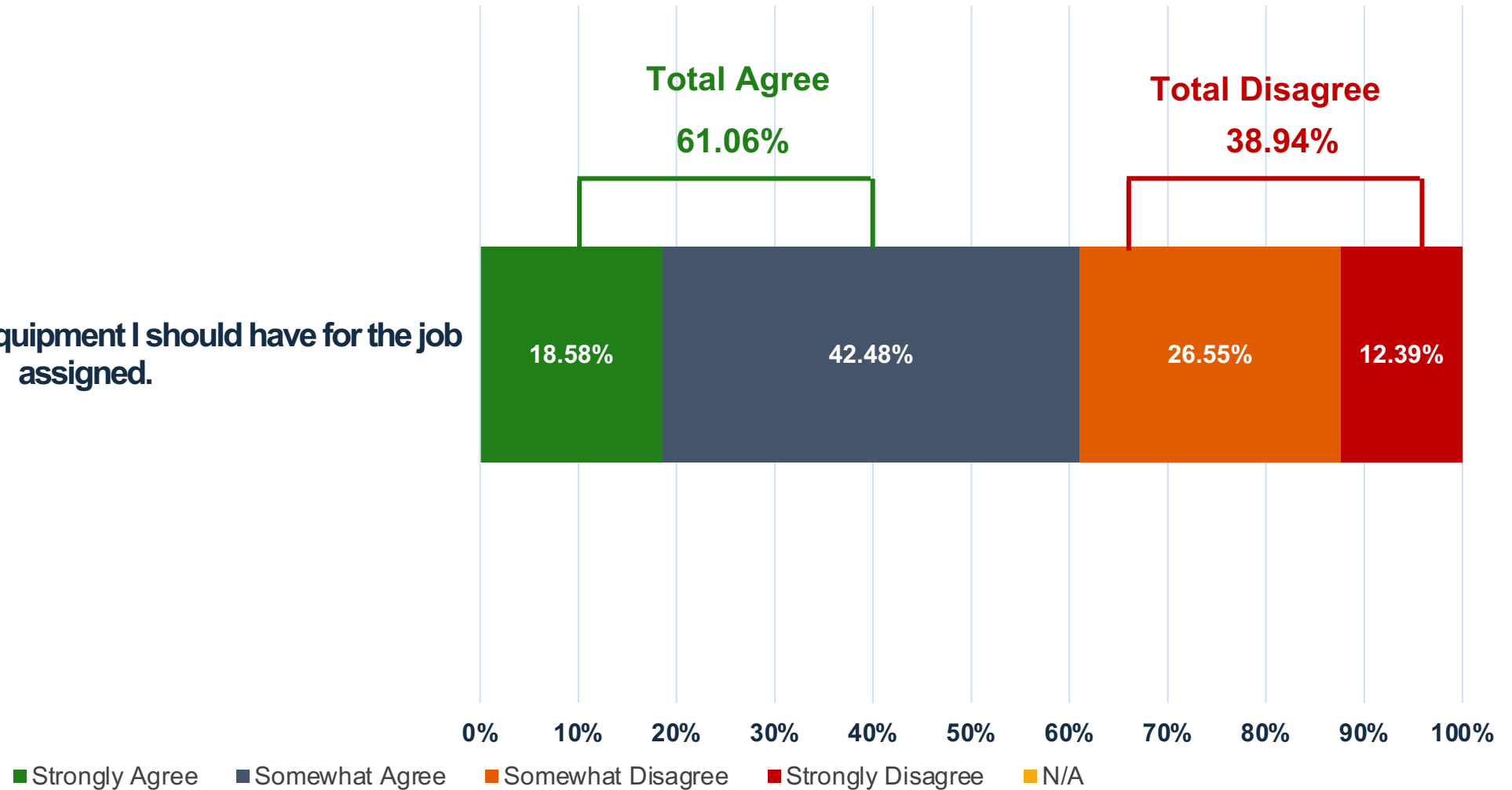
0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Strongly Agree Somewhat Agree Somewhat Disagree Strongly Disagree N/A

Q:

Rating Working Conditions N= 113

I have all the safety equipment I should have for the job assigned.



Q:

Rating Working Conditions N= 113

Police stations are safe, clean and well maintained.



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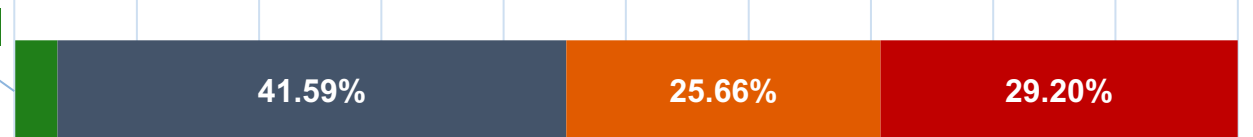
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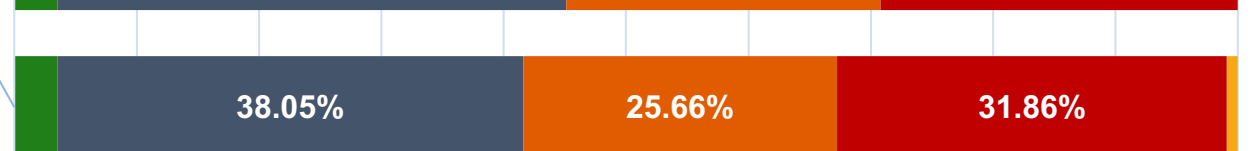
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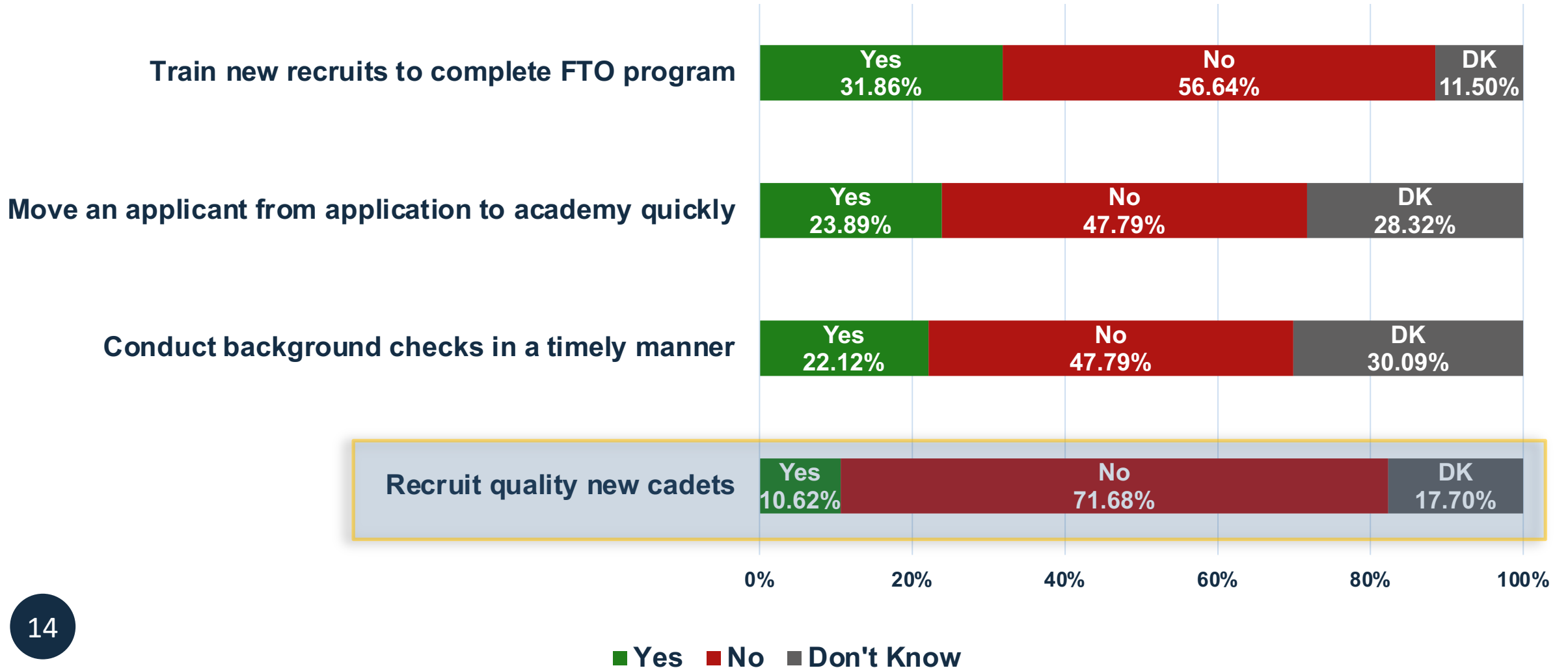


0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

■ Strongly Agree ■ Somewhat Agree ■ Somewhat Disagree ■ Strongly Disagree ■ N/A

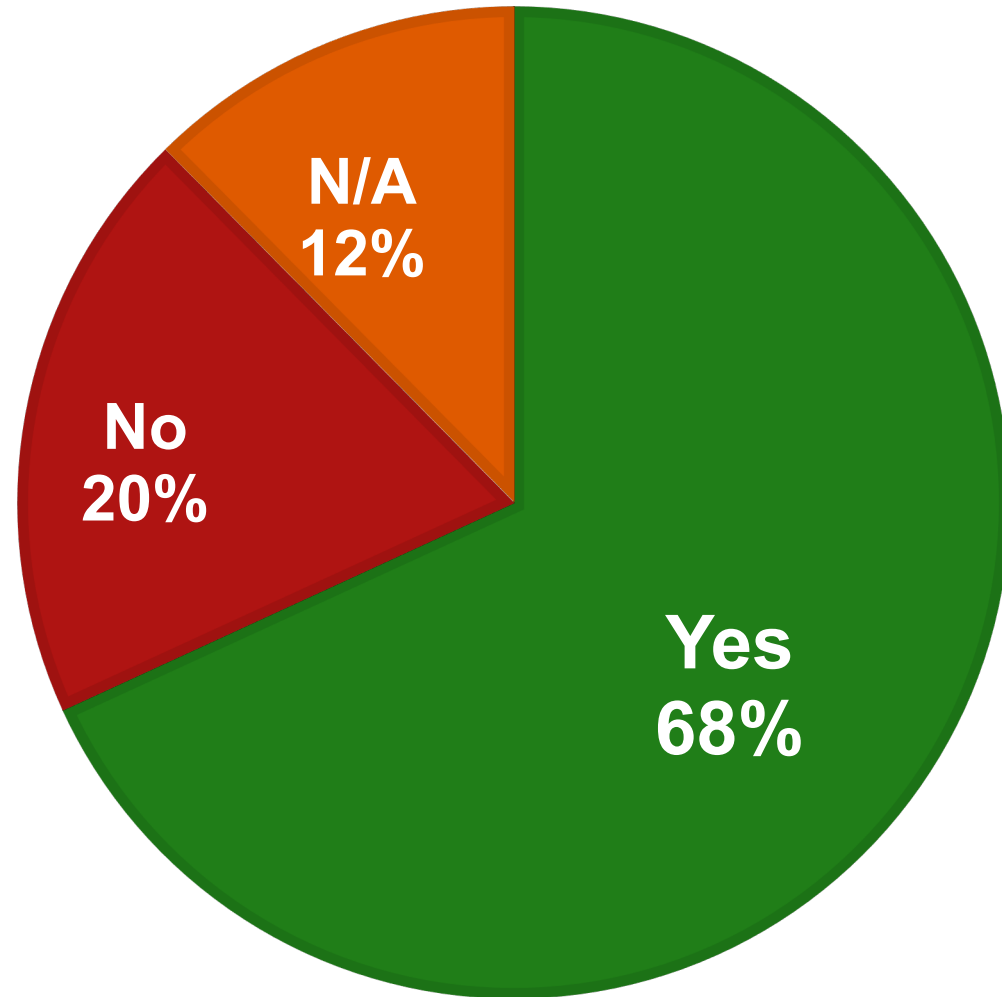
Q:

Do you feel that the Department is **adequately staffed and funded** to carry out all of these functions effectively?



Q:

Do you feel that the **administration tries to force trainees who may be struggling** through the program without the appropriate remediation?





Survey Focus: Patrol

N = 74



Q:

**Do you feel that
patrol staffing is
adequate to
provide a swift
9-1-1 response?**

(Patrol Officers N =74)

**No
54.05%**

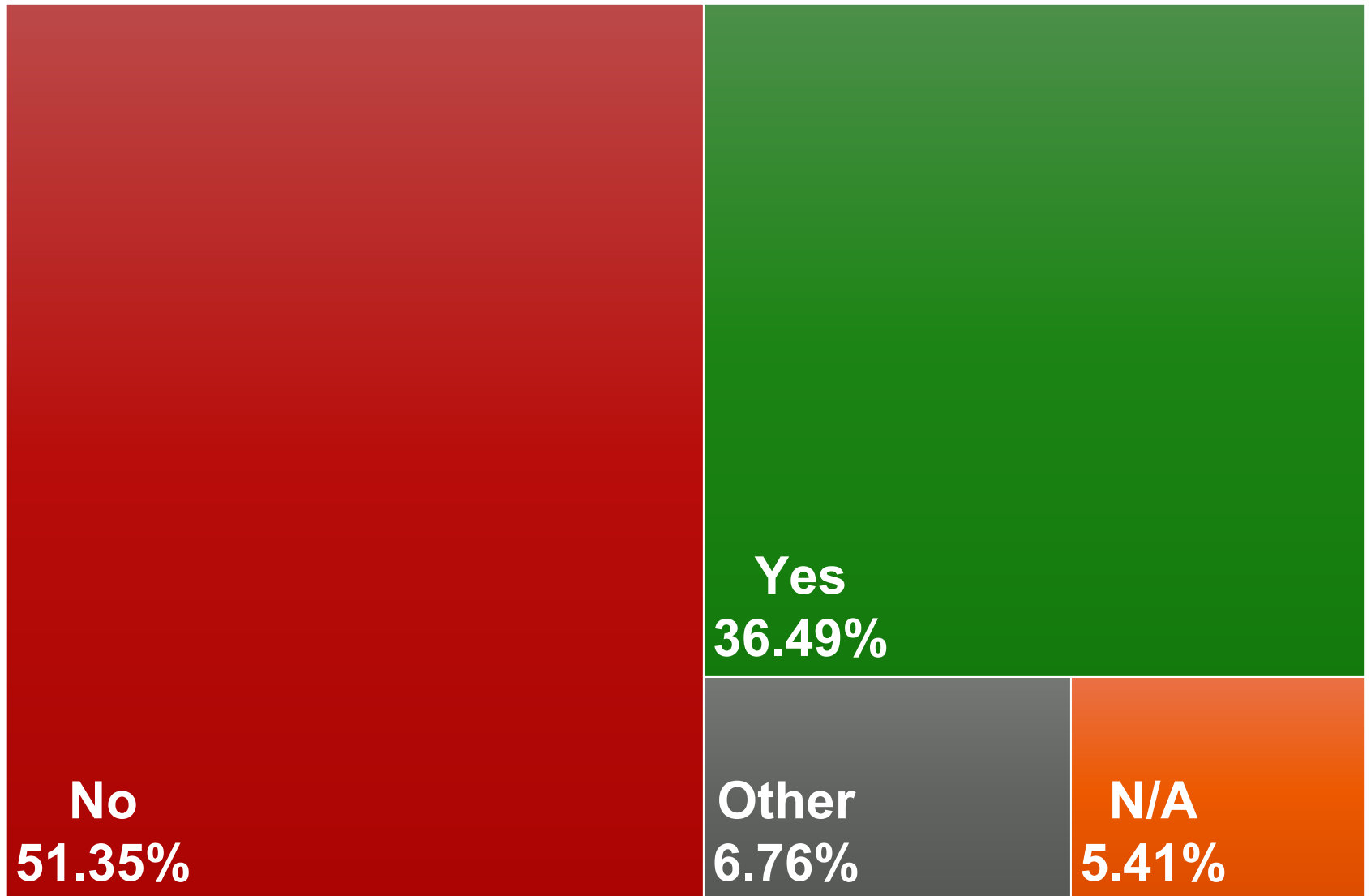
**Yes
25.68%**

**Other (please specify)
18.92%**

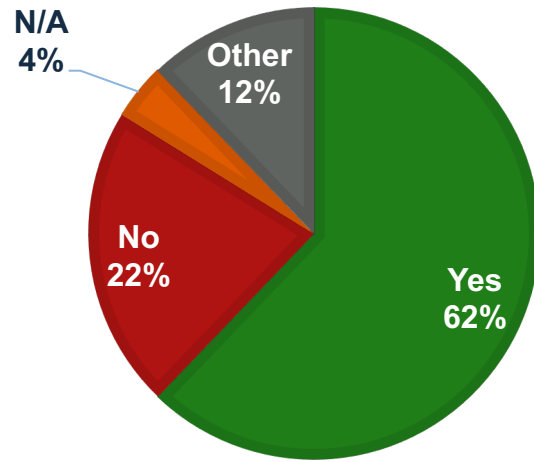
Q:

**Have you
experienced
waiting a
significant amount
of time for backup
to arrive when
you have
requested it?**

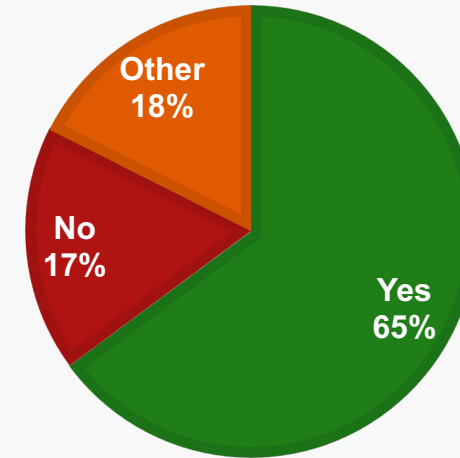
(Patrol Officers N =74)



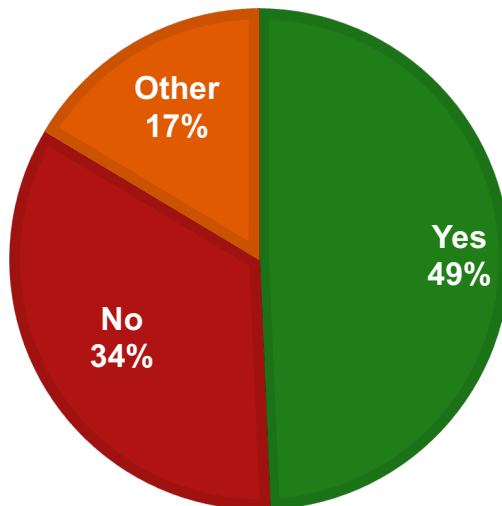
Do you feel that the **equipment in the patrol vehicles** is sufficient for the job you are asked to do?



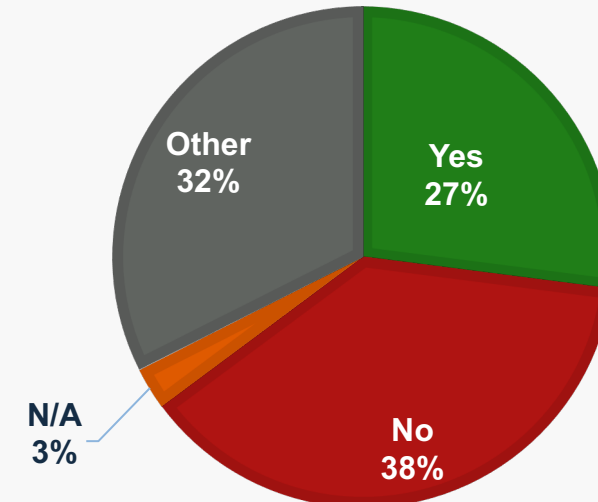
Do you feel the **equipment you are given by the Department** is appropriate for the job you are asked to do?



Do you feel you have **uniform options** that can make your work time more comfortable?



Do you feel that the **patrol vehicles are maintained well and are safe to operate?**



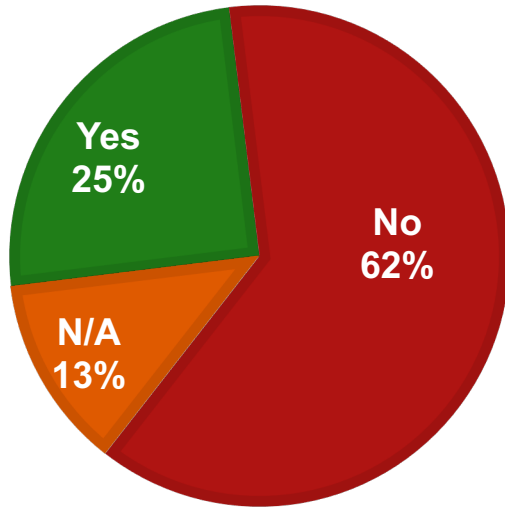


Survey Focus: Investigative Services Bureau

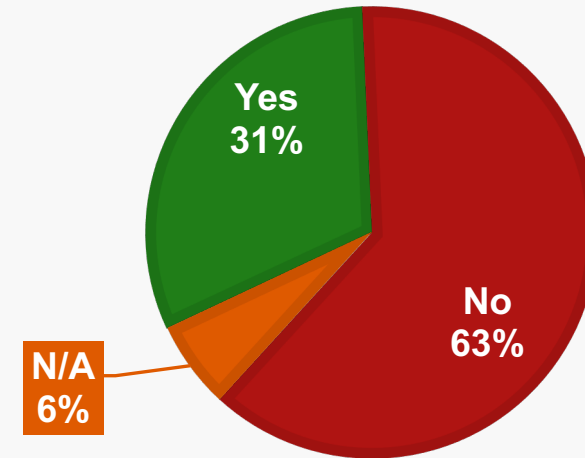
N = 16



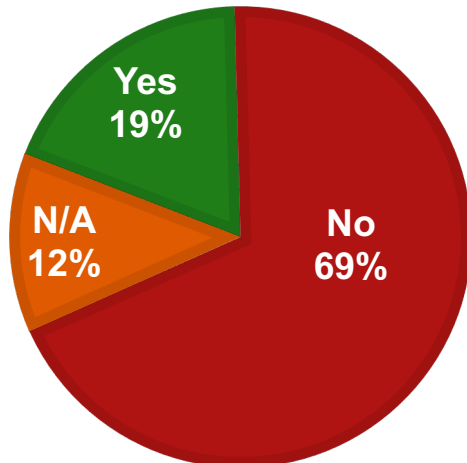
Do you feel your current caseload allows you enough time to fully investigate crimes?



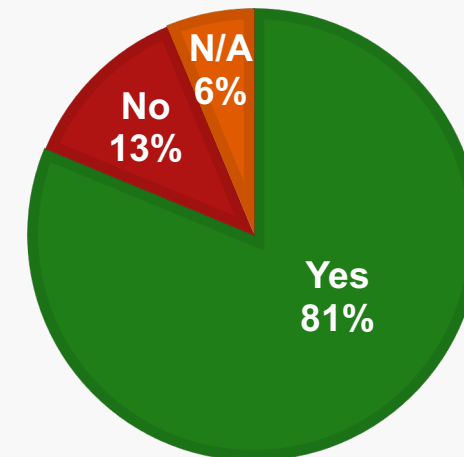
Did you receive formalized, comprehensive training on how to carry an investigative case from start to finish?



Does your current caseload allow you to keep the public as safe as possible?



Do you believe there should be mandatory, formalized training for Detectives in the use of state and court database programs?





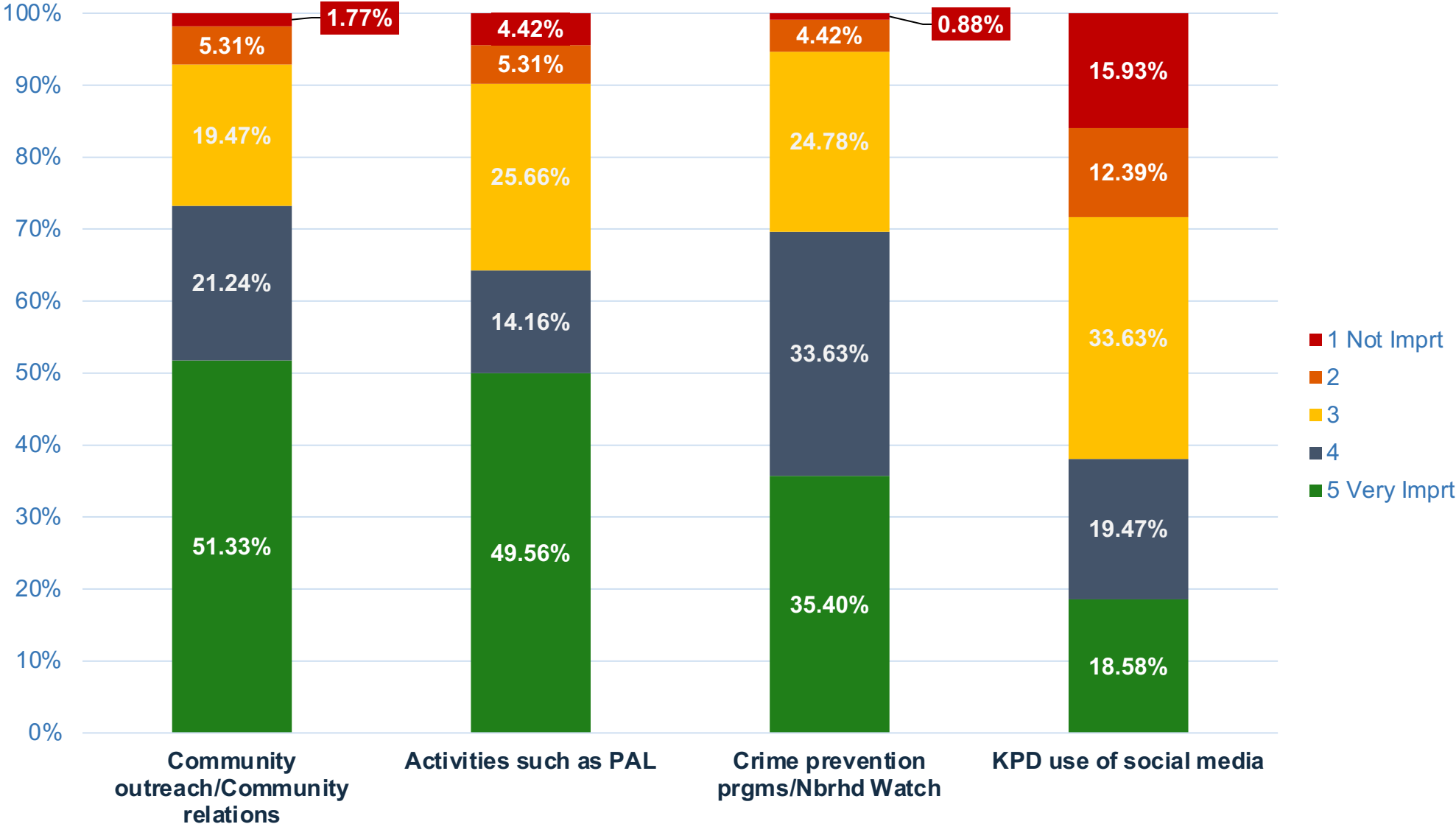
Survey Focus: Improving KPD

N = 113



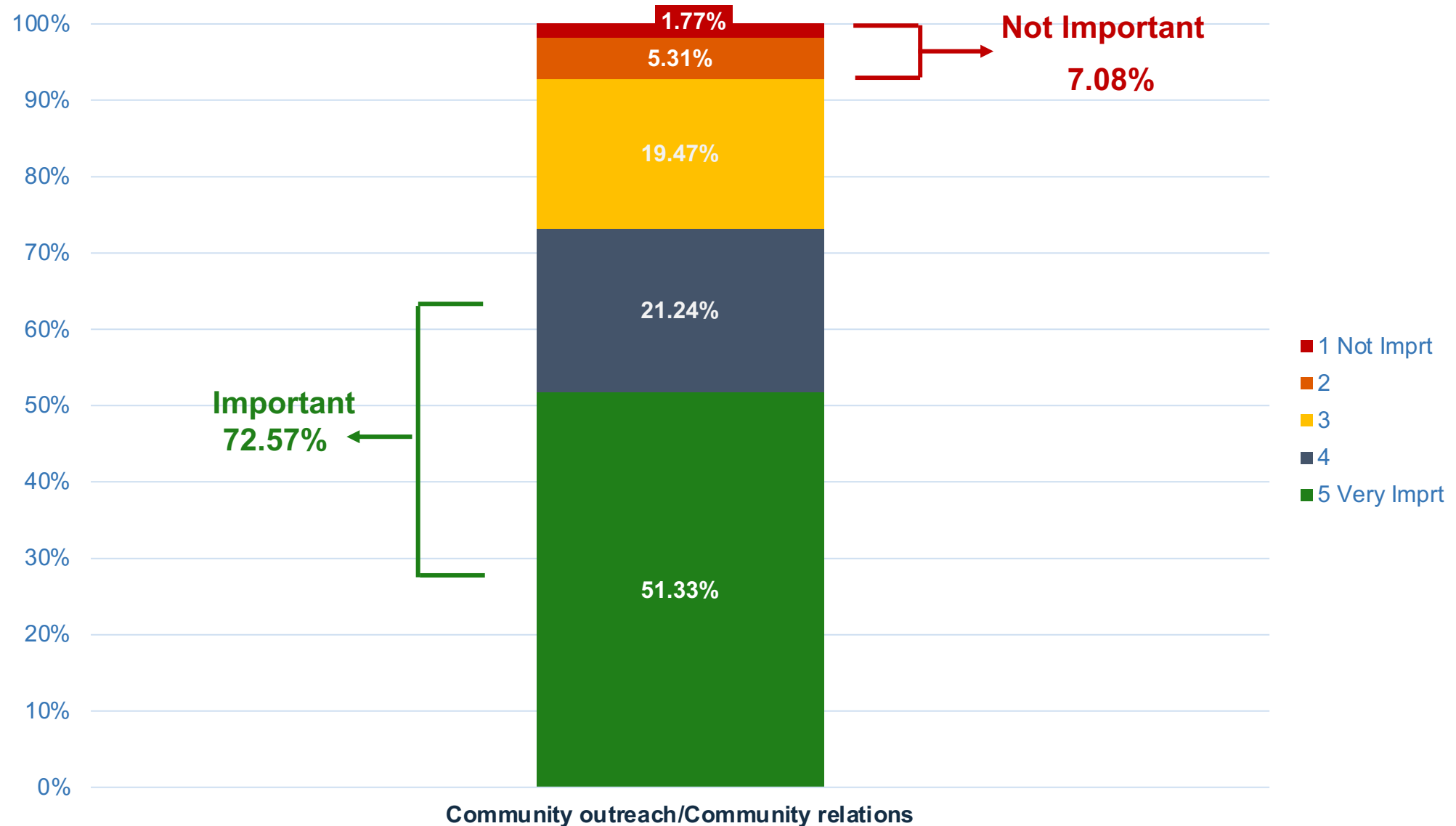
How important are the following functions to keeping Kauai safe?

(Scale: 5 "Very important" to "1 Not Important")



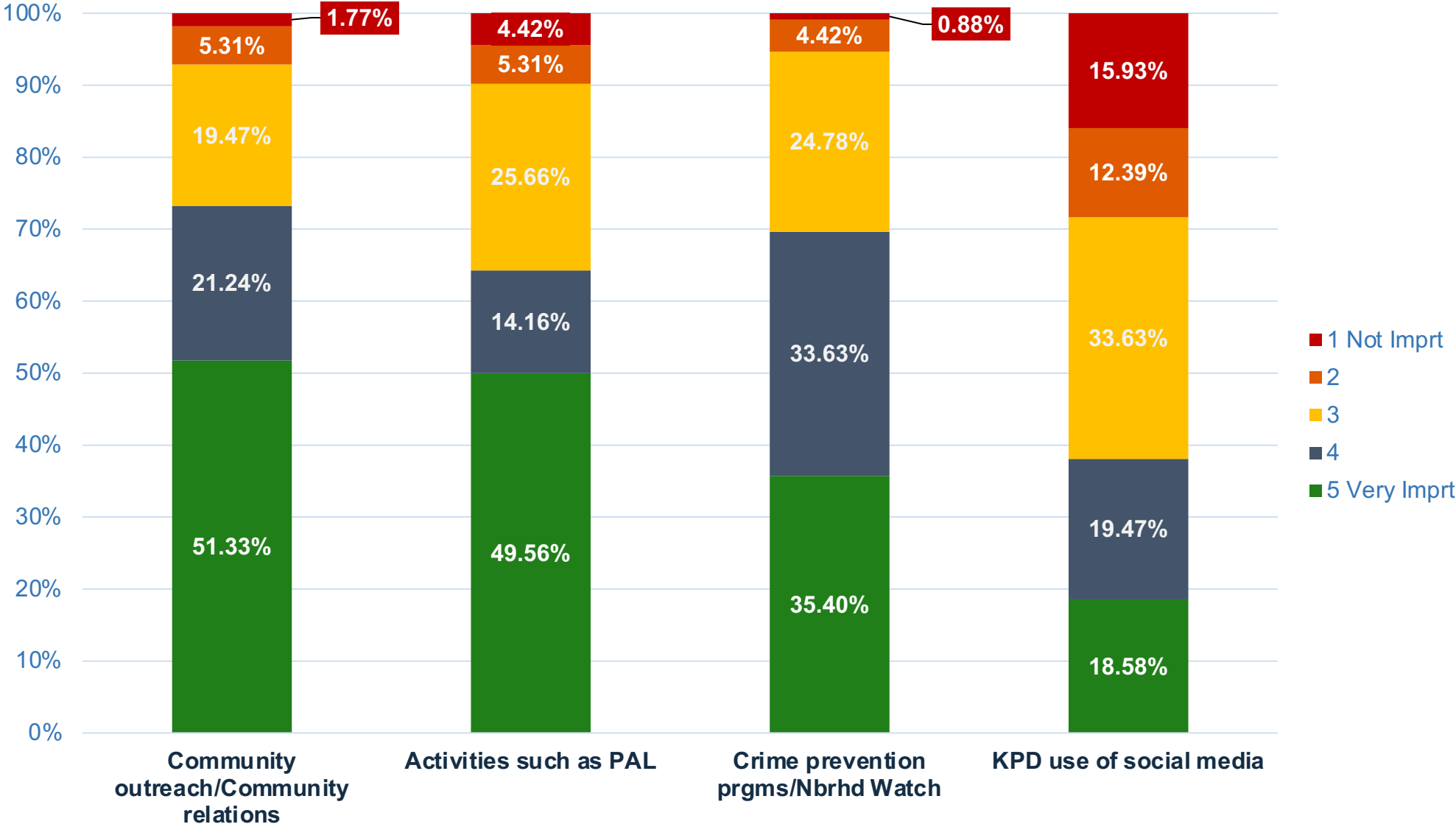
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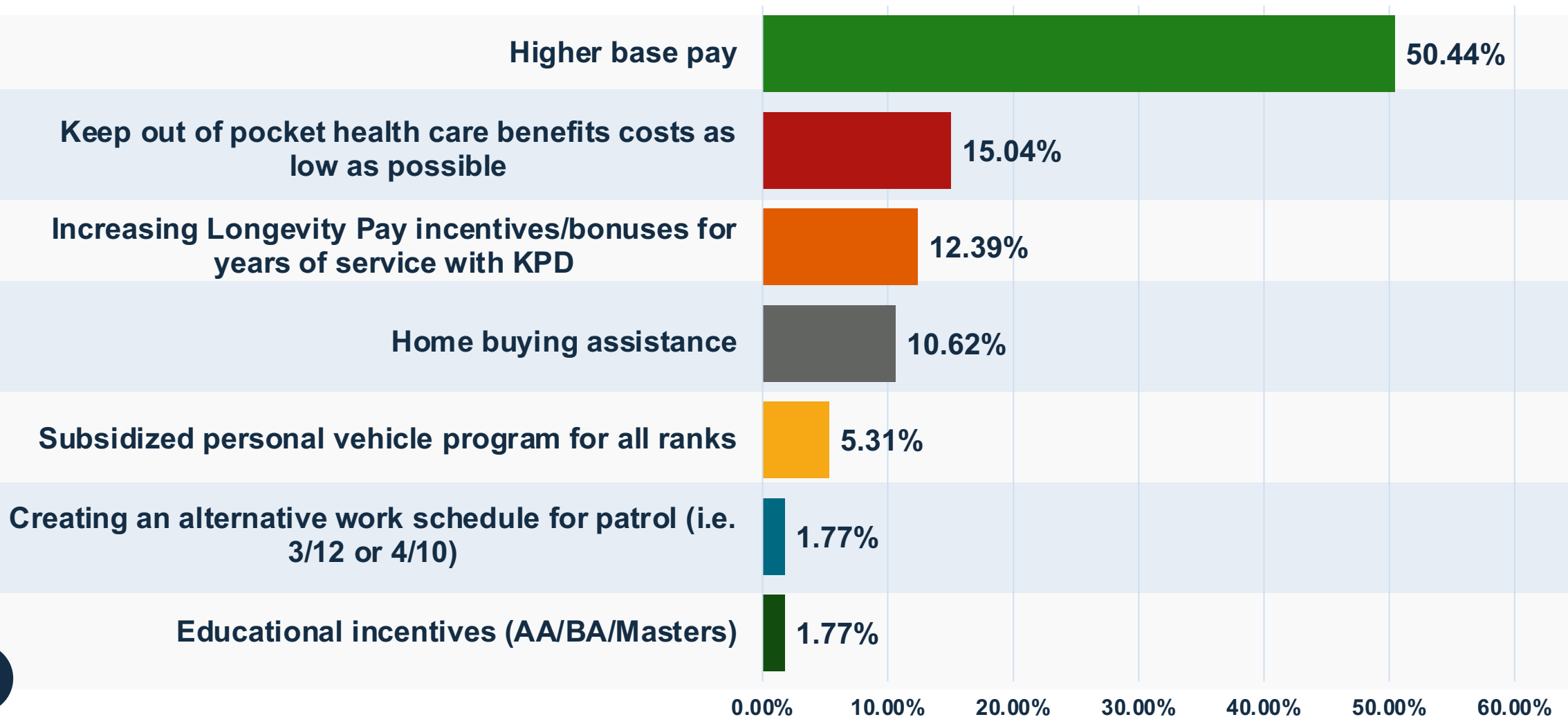


How important are the following functions to keeping Kauai safe?

(Scale: 5 "Very important" to "1 Not Important")



Rank your top priority for retention incentives.



Q:

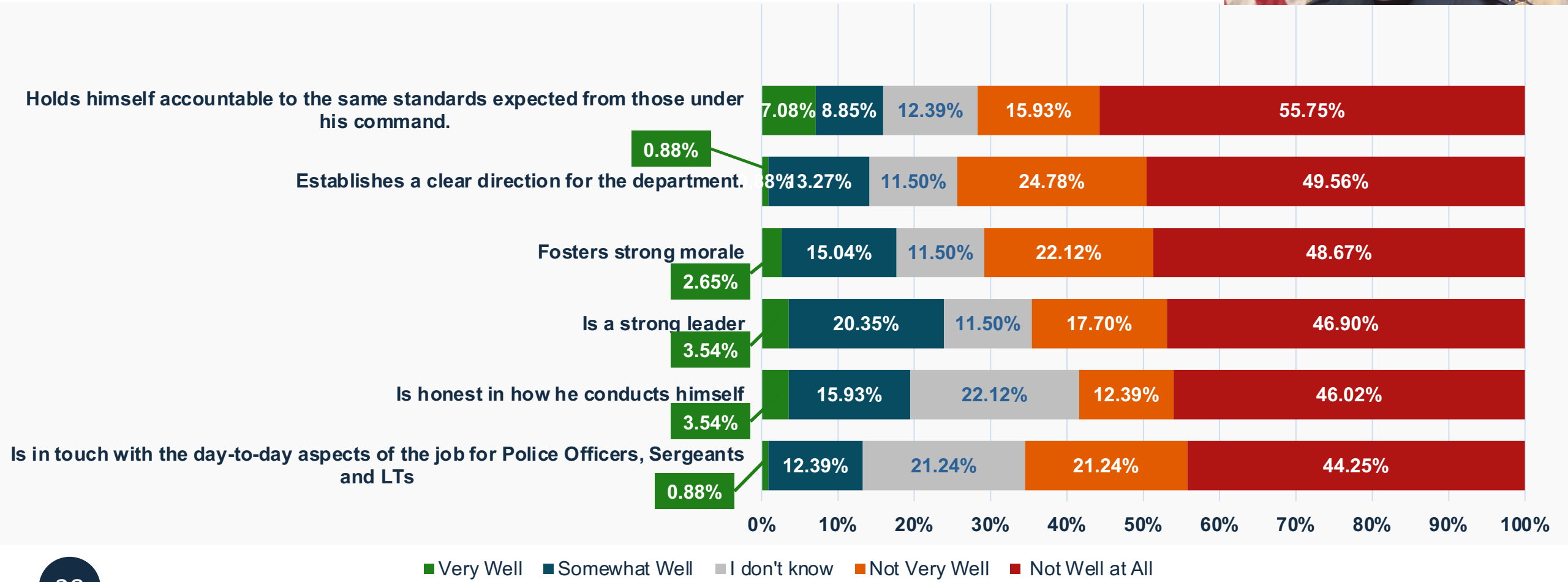
Which **work schedule** would you prefer if you were assigned to **PATROL** (this would affect only those in patrol)? Rank in order of preference.

4/10 schedule
37.17%

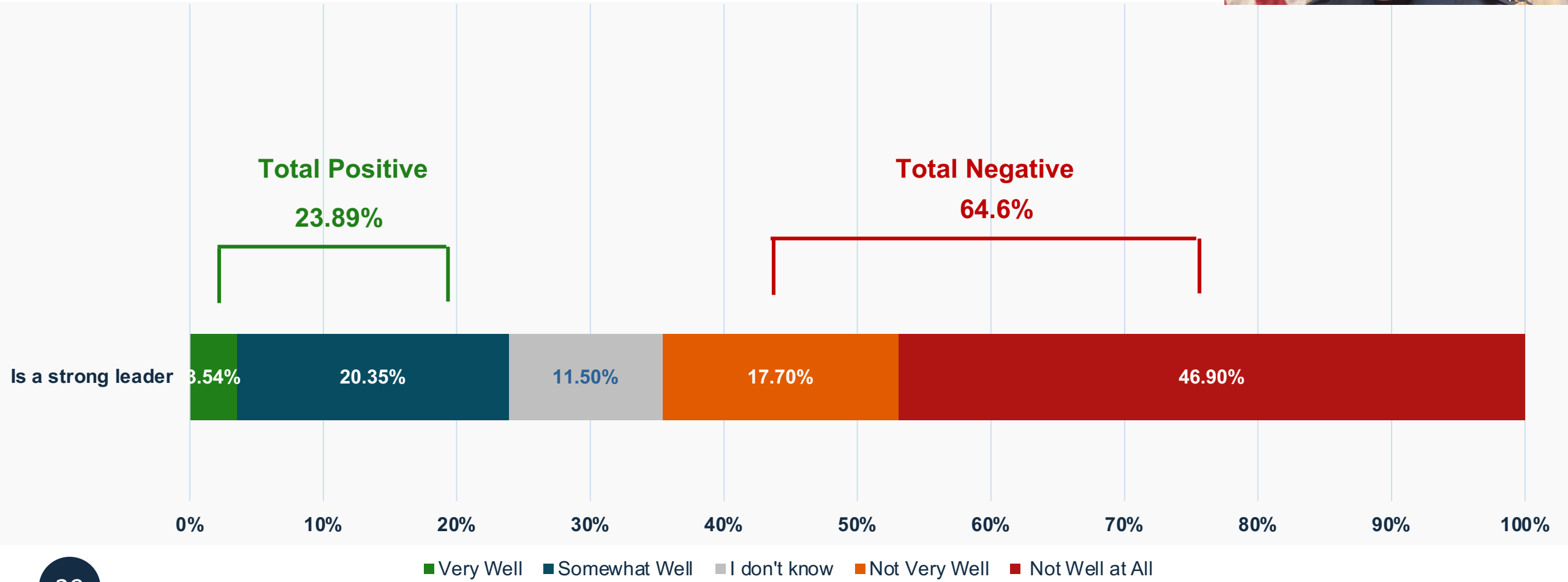
5/9 schedule
36.28%

3/12
schedule
26.55%

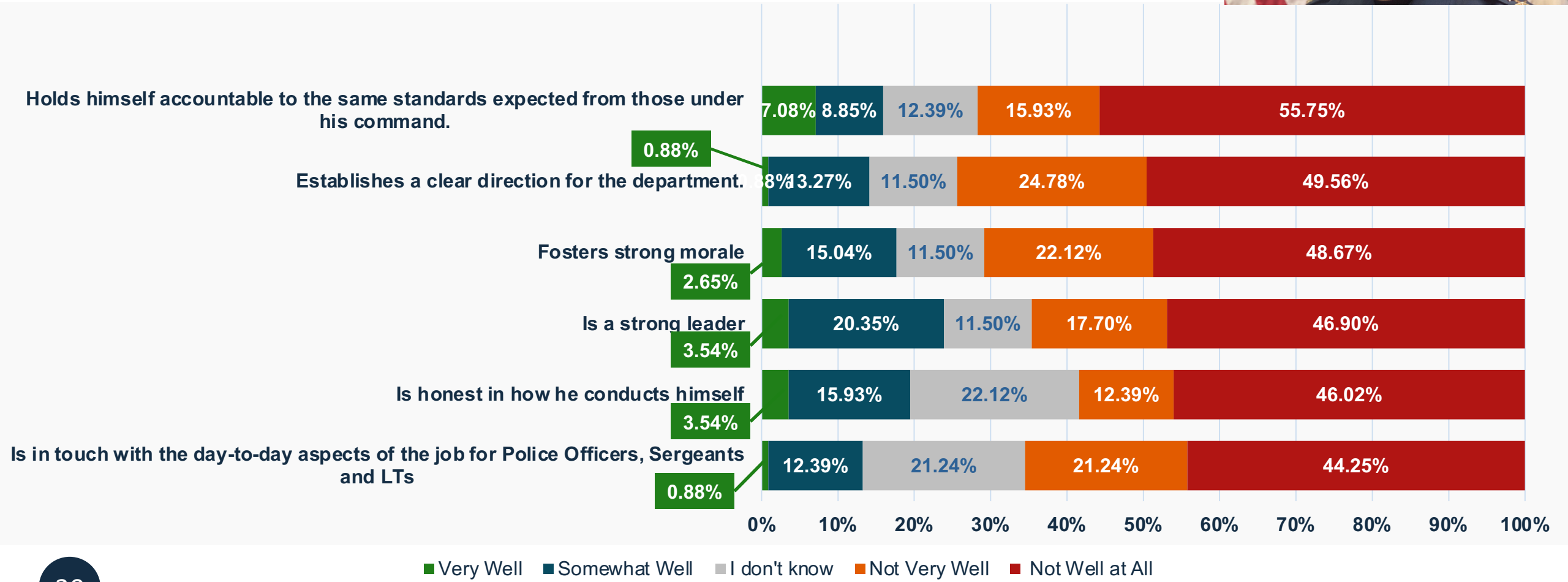
How well do you feel these attributes describe Chief Todd Raybuck?



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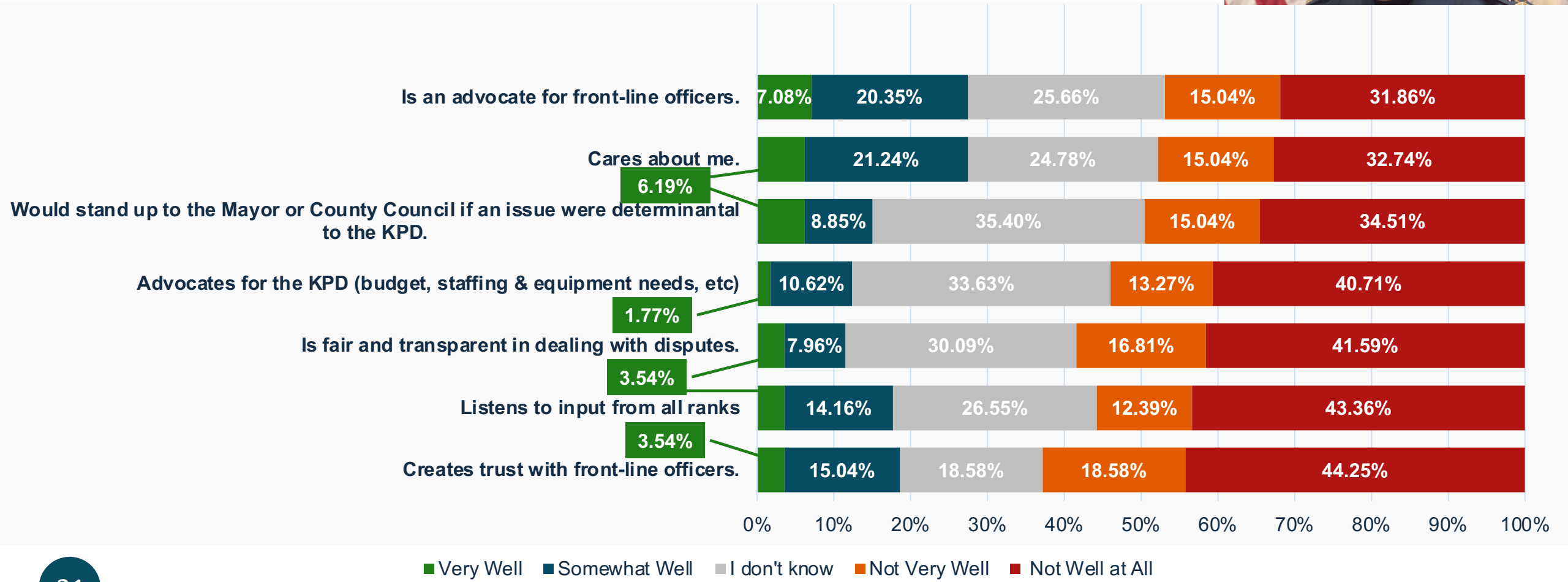


How well do you feel these attributes describe Chief Todd Raybuck?



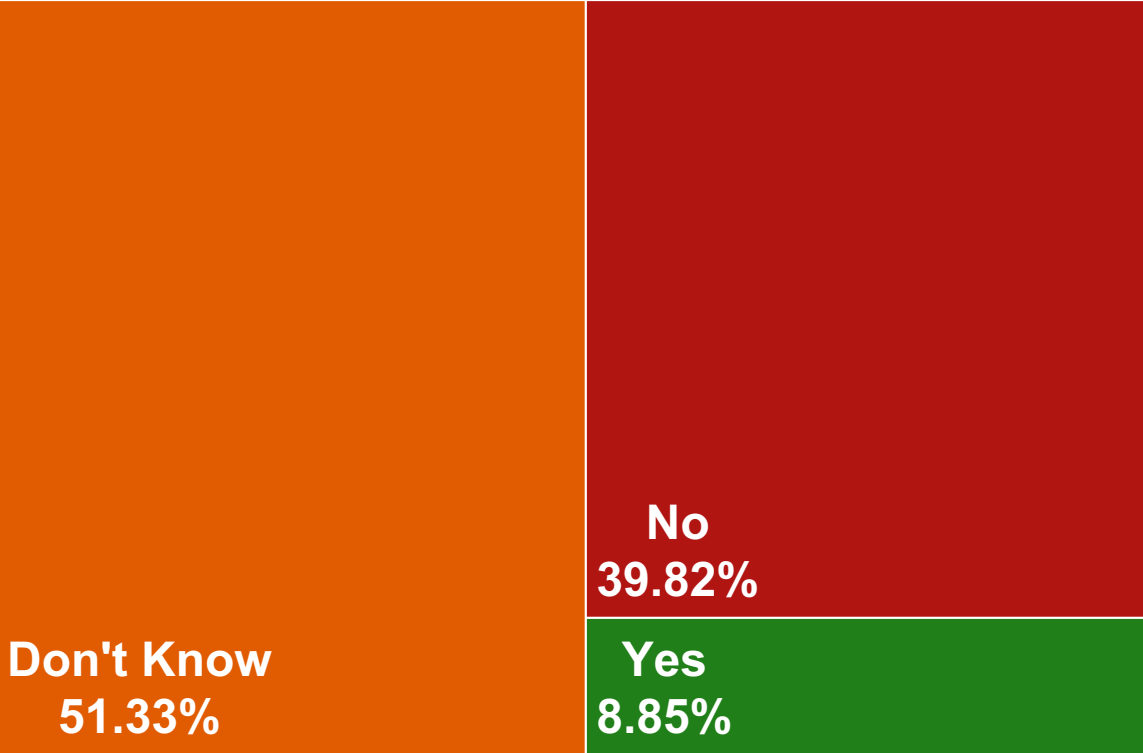
How well do you feel these attributes describe Chief Todd Raybuck?

(Continued)

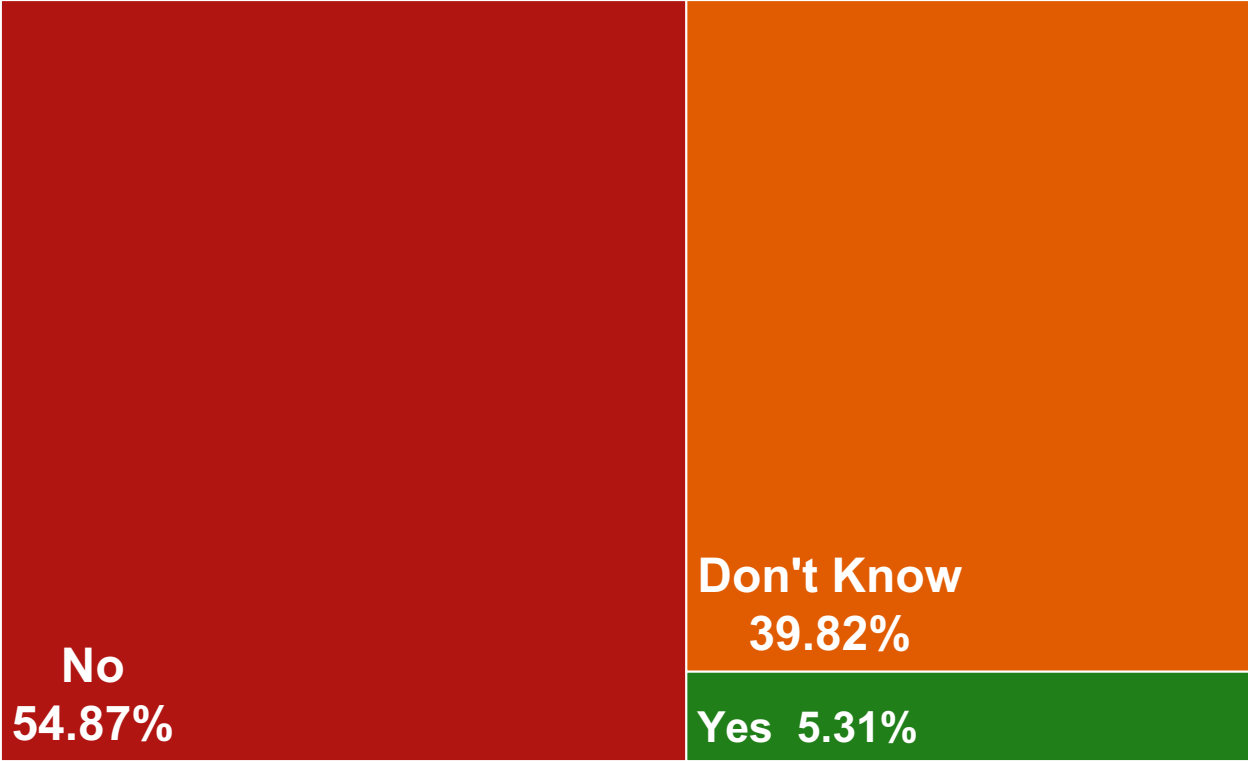


Evaluating the Police Commission

Do you feel the Police Commission is **fair and objective** in the way they make decisions that **affect the Department**?



Do you feel the Police Commission provides **adequate oversight and evaluation** of Chief Todd Raybuck?



Q:

Do you feel the
PC is **fair and
objective** in the
way they **treat
officers**?

Don't Know
52.21%

No
28.31%

Yes
19.47%

What specific ideas do you have to help **improve relations** between line staff and command staff?

The first important step is to have the line and command staff change their mindset to operate as TEAM and not as individuals with personal agendas.

Department quarterly newsletters or news flash via email detailing specific issues / goals so that everyone is on board, not just certain elements or individuals.

Check with subordinates before enacting policies that affect our work instead of just forcing new policies and procedures on us.

More in person interactions (meet and greets with command staff and new officers, command staff visiting sub stations more often, community events with line and command staff).

Actually implement changes that are recommended by line personnel or give a detailed explanation or ensure a detailed explanation is given on why the changes were not made.

Bring(ing) back the general staff meetings to include the different sections of the department...so the administration can obtain immediate feedback... in real-time.

What specific steps do you think that the SHOPO Kauai Chapter leadership should take to **improve relationships** with command staff?

Both parties should meet informally on occasion in an ability to know each other in a more personal level and try to build trust to improve formal relations.

Endorse a public desire for improved communication and willingness to work together for the betterment of the officers.

I believe these types of surveys will help to continue to provide feedback to command staff. It has been a long time since command staff asked patrol officers anything so it would be impossible for them to know what is best for us.

Hold social events with SHOPO Kauai Chapter and command staff. Hold annual meetings with SHOPO Kauai Chapter and command staff.

Possibly invite command staff to SHOPO meetings & have more open forums.

SHOPO and Admin both need to step back, reset, and learn to respect each other, listen to each other and learn to comprise.



Questions?