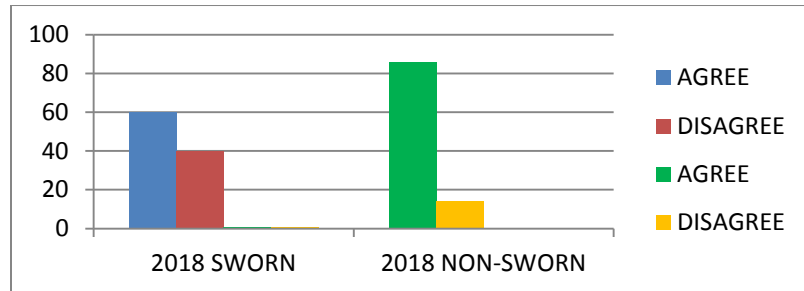


Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #1

2018 Survey

Internal Affairs investigations are conducted in a fair and impartial manner (sworn - 60% agree / non-sworn - 86% agree).

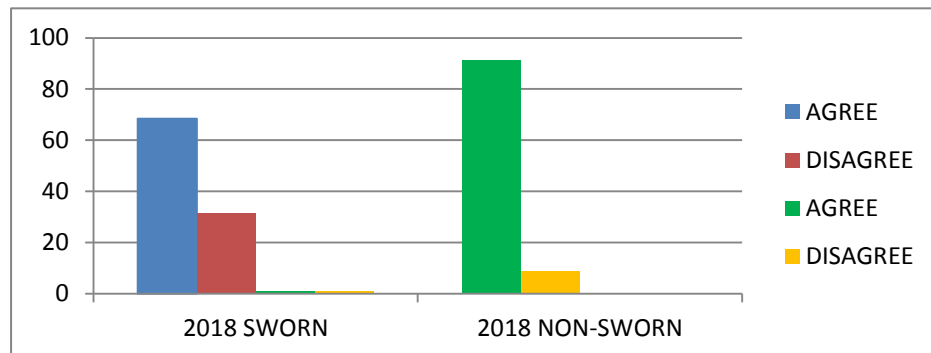


111 of 359 total respondents from 2018 sworn survey had no opinion.
72 of 129 total respondents from the 2018 non-sworn survey had no opinion.

Question #2

2018 Survey

Low employee morale is a problem in the Department (sworn - 68% agree / non-sworn – 91% agree).



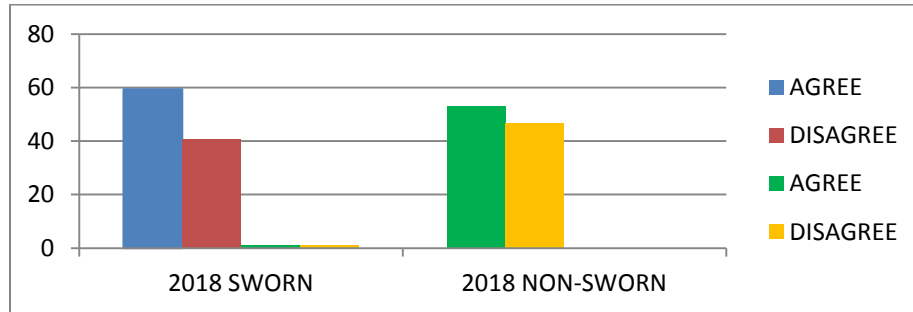
45 of 359 total respondents from 2018 sworn survey had no opinion.
10 of 130 total respondents from the 2018 non-sworn survey had no opinion.
All percentages rounded to nearest whole number

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #3

2018 Survey

Employees are held accountable when misconduct is identified (sworn - 59% agree / non-sworn - 53% agree).

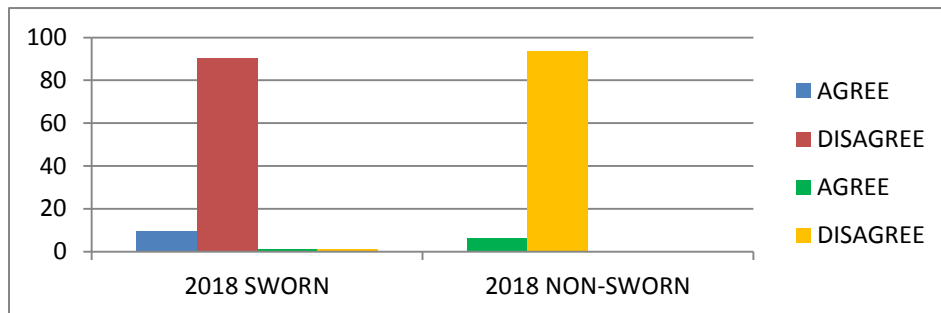


48 of 359 total respondents from 2018 sworn survey had no opinion.
36 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Question #4

2018 Survey

I have personal knowledge of reports, affidavits or testimony falsified by me or another employee (sworn - 10% agree / non-sworn - 6% agree).



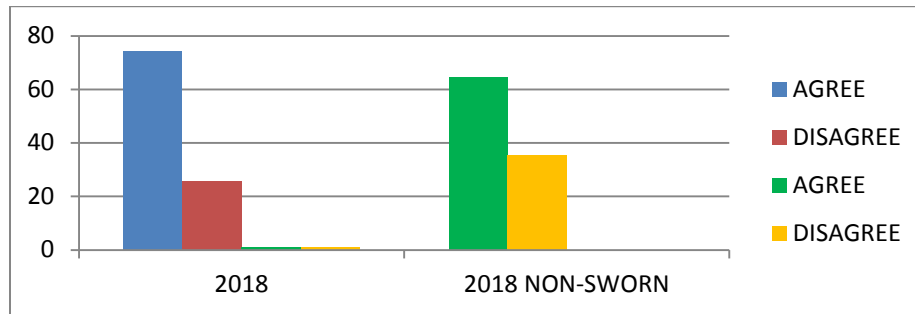
51 of 359 total respondents from 2018 sworn survey had no opinion.
21 of 130 respondents from the non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #5

2018 Survey

Employees make enforcement decisions based on fear of reprimand, lawsuits or public scrutiny (sworn - 74% agree / non-sworn - 65 % agree).

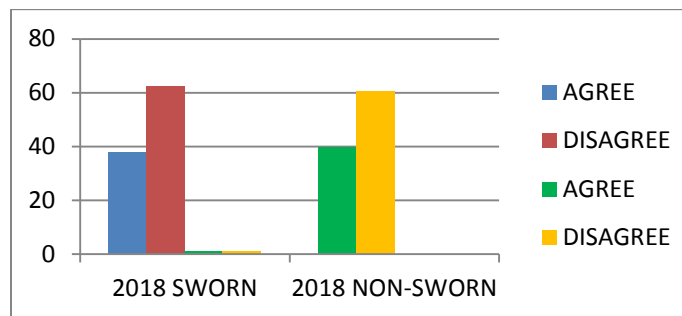


40 of 359 total respondents from the 2018 sworn survey had no opinion.
50 of 128 total respondents from the 2018 non-sworn survey had no opinion.

Question #6

2018 Survey

The Department addresses areas of poor performance (sworn - 40% agree / non-sworn – 40% agree).



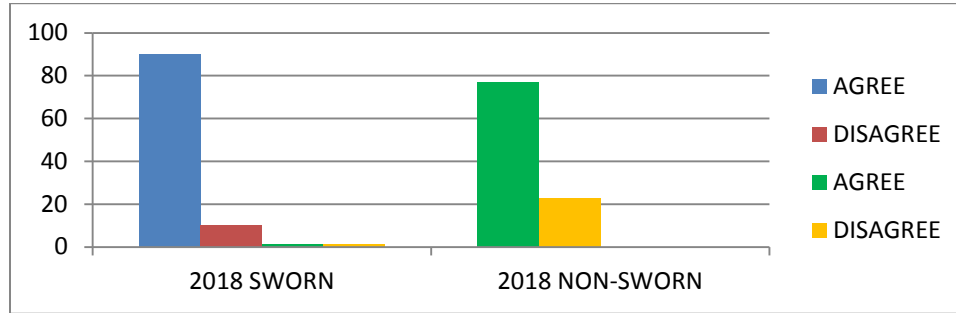
66 of 359 total respondents from the 2018 sworn survey had no opinion.
42 of the 129 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #7

2018 Survey

My supervisor/sergeant is open to questions and suggestions (sworn - 90 % agree / non-sworn - 77% agree).

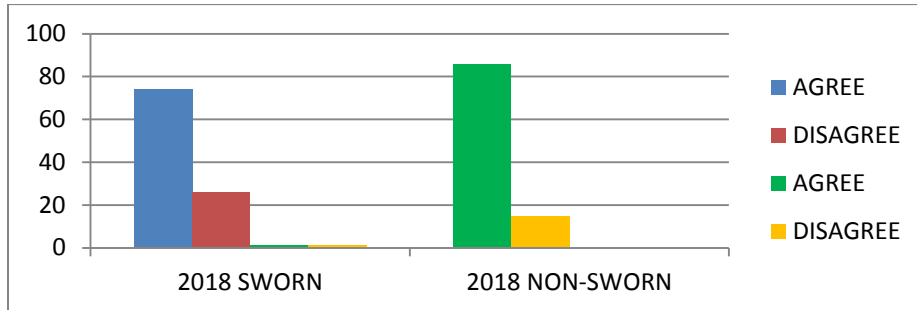


18 of 359 total respondents from the 2018 sworn survey had no opinion.
16 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Question #8

2018 Survey

The Fresno Police Department is receptive to new and innovative ideas to enhance public safety (sworn - 74% agree / non-sworn - 86% agree).



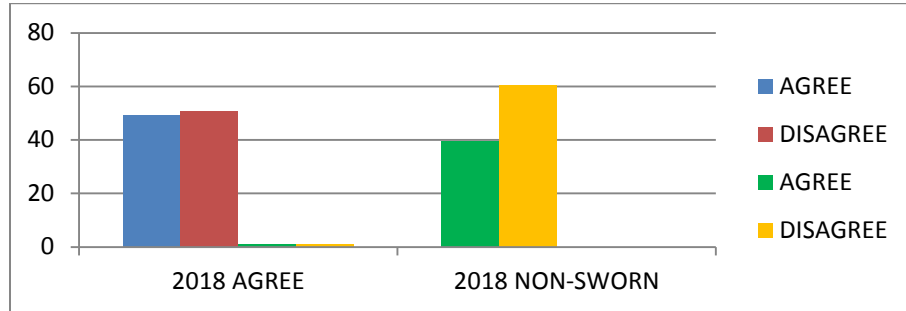
62 of 359 total respondents from the 2018 sworn survey had no opinion.
48 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #9

2018 Survey

The Fresno Police Department supports its employees' well-being and work/life balance (sworn - 49% agree / non-sworn - 40% agree).

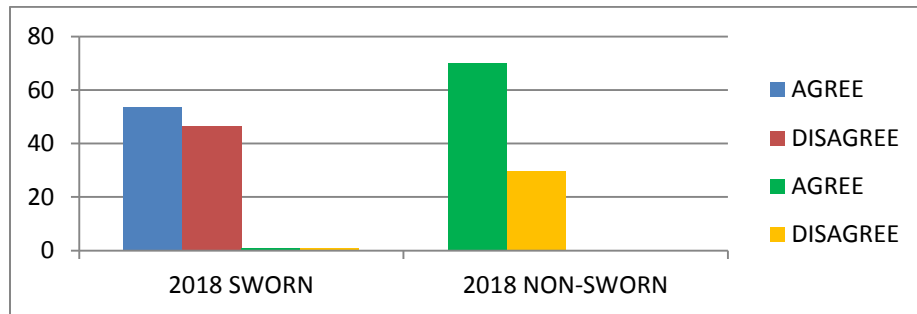


43 of 359 total respondents from the 2018 sworn survey had no opinion.
31 of 129 total respondents from the 2018 non-sworn survey had no opinion.

Question #10

2018 Survey

Members of management (lieutenants, captains and chiefs) lead by example and earn the respect of their employees (sworn - 54% agree / non-sworn – 70% agree).



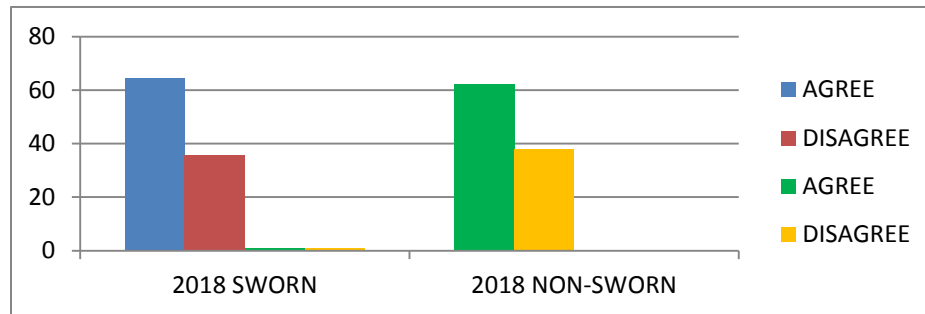
57 of 359 total respondents from the 2018 sworn survey had no opinion.
42 of 127 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #11

2018 Survey

The necessary equipment is available for me to adequately do my job (sworn - 64% agree / non-sworn – 62% agree).

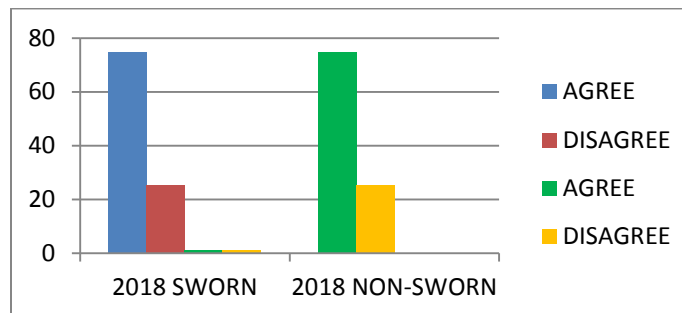


14 of 359 total respondents from the 2018 SWORN survey had no opinion.
21 OF 130 total respondents from the 2018 non-sworn survey had no opinion.

Question #12

2018 Survey

Employee support programs offered by the Department are useful (sworn - 75% agree / non-sworn - 75% agree).



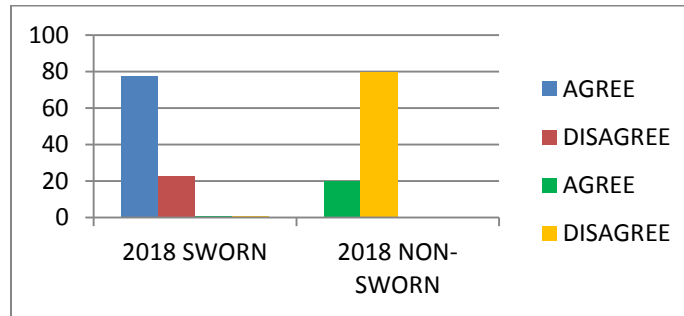
149 of 359 total respondents from the 2018 sworn survey had no opinion.
58 of 128 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #13

2018 Survey

Staffing levels in my assignment are adequate (sworn - 77% agree / non-sworn - 20% agree).

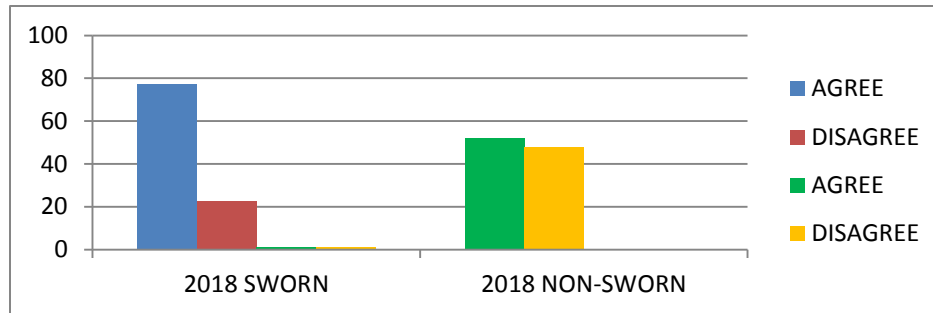


26 of 359 total respondents from the 2018 sworn survey had no opinion.
16 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Question #14

2018 Survey

The Department provides the necessary training and oversight to ensure employees comply with the law and policy (sworn - 77% agree / non-sworn - 52% agree).



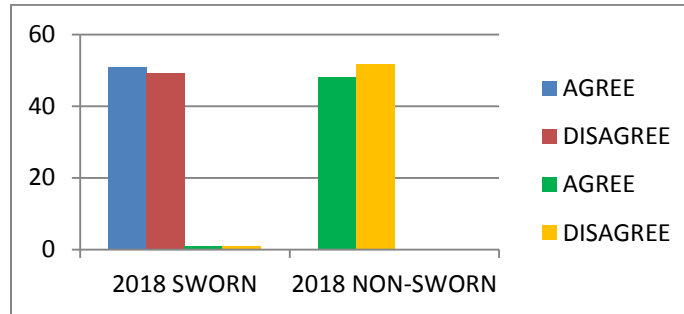
37 of 359 total respondents from the 2018 sworn survey had no opinion.
33 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #15

2018 Survey

Information passed through the chain of command is accurate and timely (sworn - 51% agree / non-sworn 48% agree).

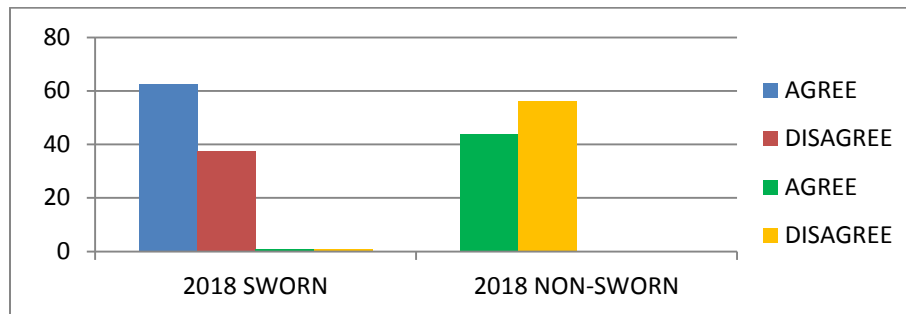


84 of 359 total respondents from the 2018 sworn survey had no opinion.
43 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Question #16

2018 Survey

Messages and directives from management are clearly communicated with employees (sworn - 63% agree / non-sworn - 44% agree).



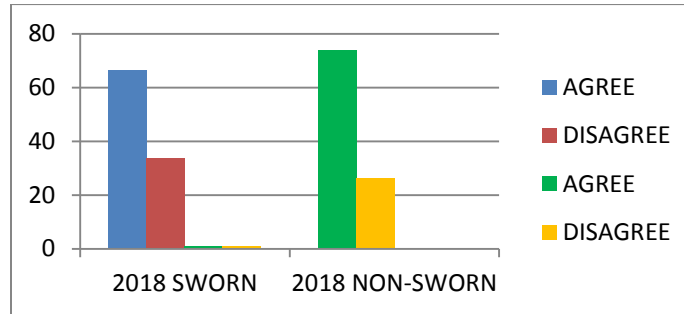
52 of 359 total respondents from the 2018 sworn survey had no opinion.
32 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #17

2018 Survey

The priorities of the Department are clearly stated (sworn - 66% agree / non-sworn - 74% agree).

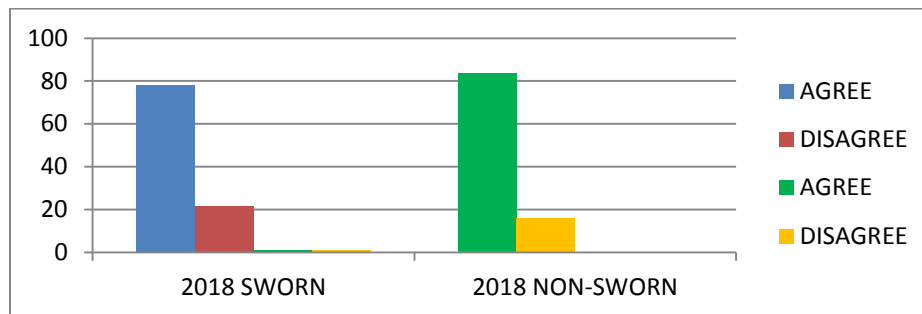


56 of 359 total respondents from the 2018 sworn survey had no opinion.
37 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Question #18

2018 Survey

The mission and vision of the Department are clearly stated (sworn - 78% agree / non-sworn - 84% agree).



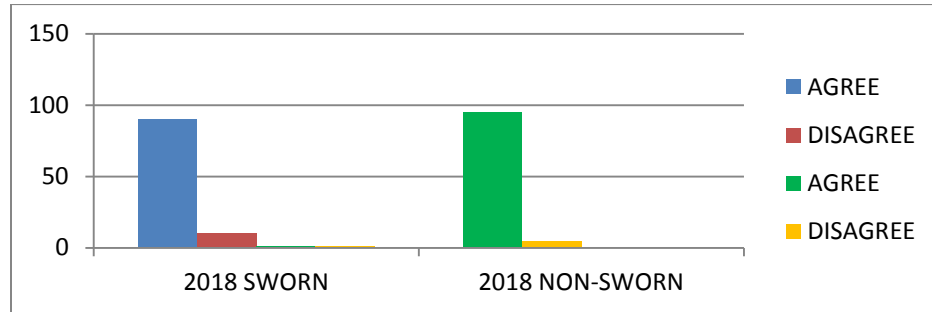
65 of 359 total respondents from the 2018 sworn survey had no opinion.
31 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #19

2018 Survey

My job performance is relevant to the vision and mission of the Department (sworn - 90% agree / non-sworn - 95% agree).

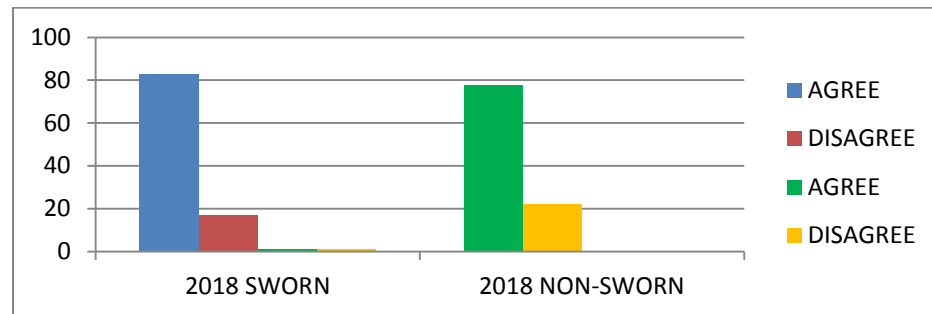


61 of 359 total respondents from the 2018 sworn survey had no opinion.
22 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Question #20

2018 Survey

The Department employs effective strategies to earn the trust of the community (sworn - 83% agree / non-sworn - 78% agree).



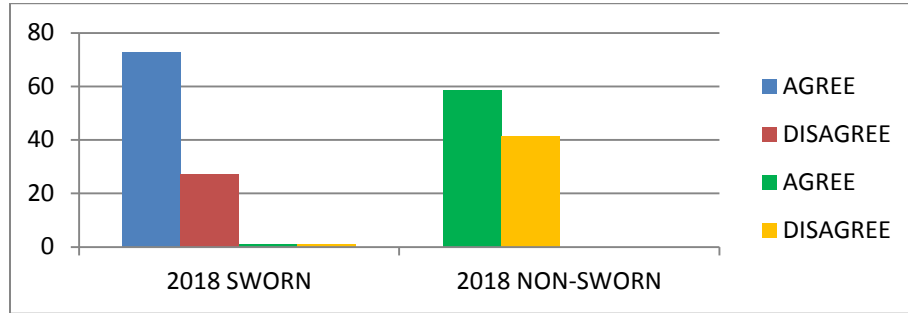
57 of 359 total respondents from the 2018 sworn survey had no opinion.
44 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #21

2018 Survey

The Department is more concerned with employee productivity statistics than producing good policing results (sworn - 73% agree / non-sworn - 59% agree).

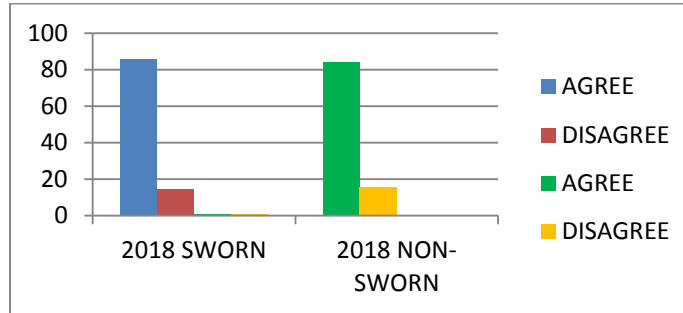


46 of 359 total respondents from the 2018 sworn survey had no opinion.
50 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Question #22

2018 Survey

Considering my seniority, I am satisfied with my work schedule (sworn - 86% agree / non-sworn - 84% agree).



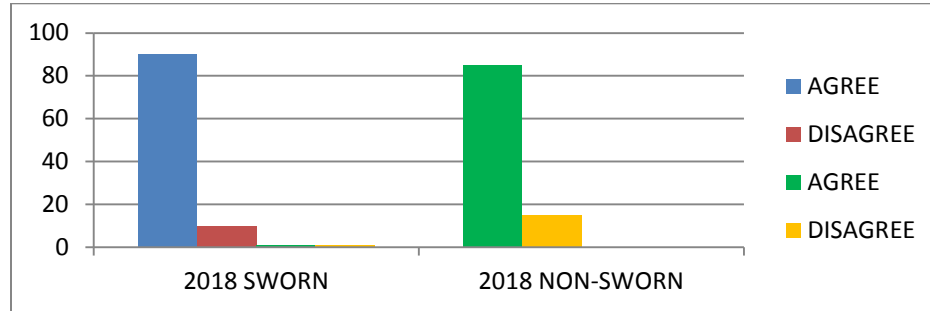
26 of 359 total respondents from the 2018 sworn survey had no opinion.
16 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #23

2018 Survey

I am satisfied with my current assignment (sworn - 90% agree / non-sworn - 85% agree).

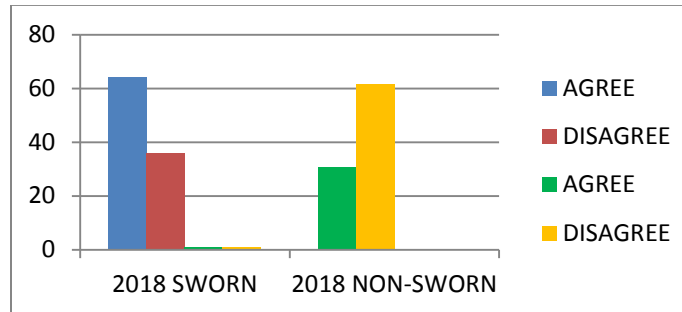


24 of 359 total respondents from the 2018 survey had no opinion.
23 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Question #24

2018 Survey

There are adequate opportunities available to me for other assignments (sworn - 64% agree / non-sworn - 31% agree).



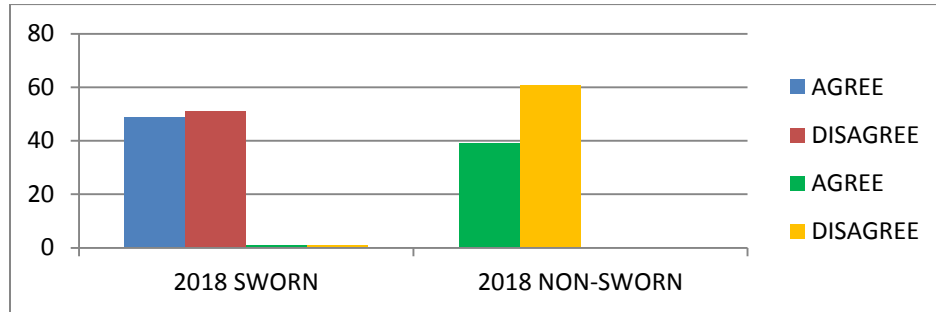
38 of 359 total respondents from the 2018 survey had no opinion.
38 129 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #25

2018 Survey

The Department gives appropriate and timely praise/recognition (sworn - 49% agree / non-sworn - 39% agree).

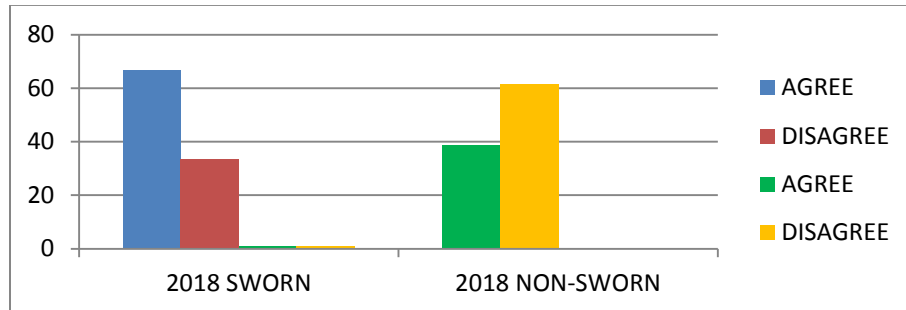


56 of 359 total respondents from the 2018 sworn survey had no opinion.
38 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Question #26

2018 Survey

The Department provides adequate opportunities for advancement/promotion (sworn 67% agree / non-sworn - 38% agree).



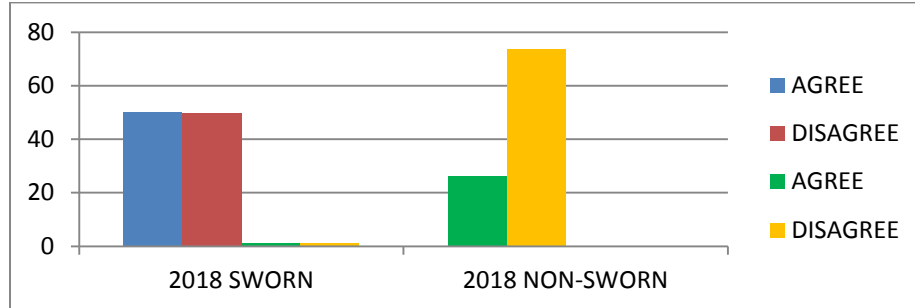
62 of 359 total respondents from the 2018 sworn survey had no opinion.
40 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #27

2018 Survey

I'm compensated fairly for my job performance (sworn - 50% agree / non-sworn - 26% agree).

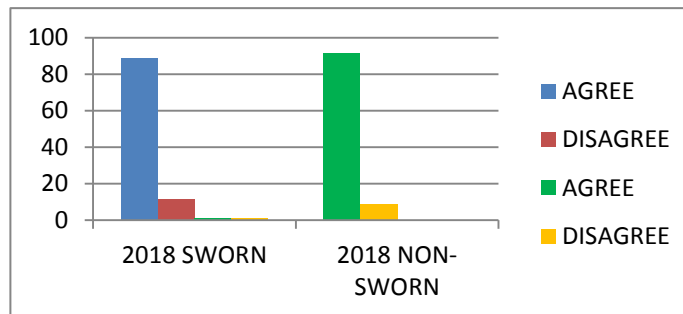


40 of 359 total respondents from the 2018 sworn survey had no opinion.
20 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Question #28

2018 Survey

I'm satisfied with my level of job stability (sworn - 89% agree / non-sworn - 91% agree).



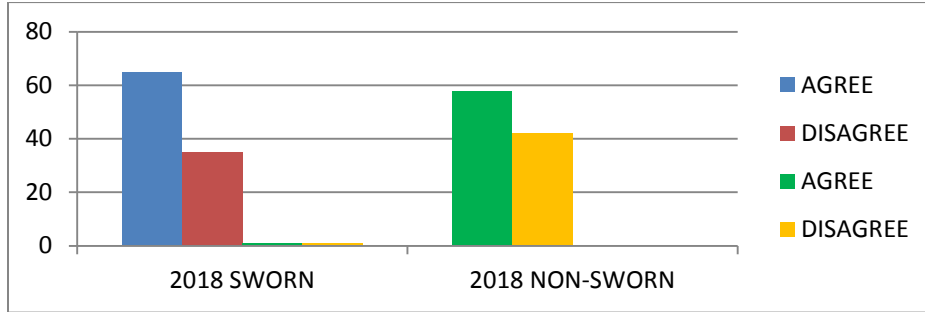
31 of 359 total respondents from the 2018 survey had no opinion.
27 of 130 total respondents from the 2018 non-sworn survey had no opinion.

Sworn and Non-Sworn Personnel Survey Results and Comparison

Question #29

2018 Survey

I feel my work is appreciated by Department leaders (sworn - 65% agree / non-sworn - 58% agree).

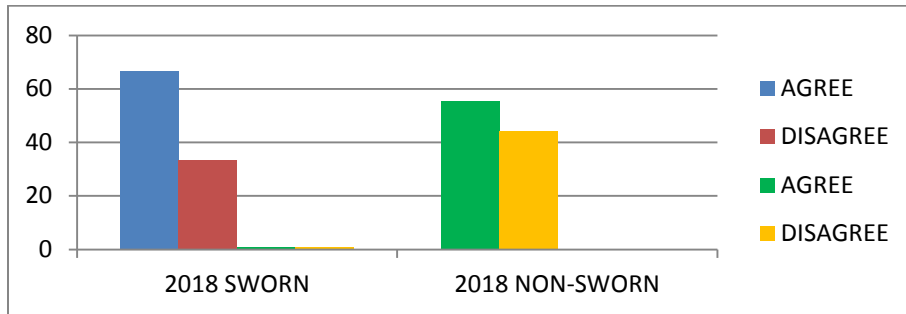


57 of 359 total respondents from the 2018 sworn survey had no opinion.
28 of 129 total respondents from the 2018 non-sworn survey had no opinion.

Question #30

2018 Survey

I would recommend friends and relatives to work for the Department (sworn - 67% agree / non-sworn - 56% agree).



47 of 359 total respondents from the 2018 sworn survey had no opinion.
35 of 130 total respondents from the 2018 non-sworn survey had no opinion.