

2008 Stanislaus County Sheriff's Department Survey

Please consider your personal experience and first-hand knowledge of the Sheriff's Department. Please rate anywhere on the scale. If you have no opinion about an issue, please mark 'no opinion'.

Answer Options	Strongly Agree	Agree	Percent positive	Mixed	Disagree	Strongly Disagree	Percent negative	No opinion	Net Responses (minus No Opinion or N/A)	Rating Average	Response Count
I am satisfied with my job and the kind of work I do.	110	131	90.26%	20	5	1	2.25%	0	267	1.71161	267
I am satisfied with my career opportunities to advance my career.	73	92	62.03%	59	35	7	15.79%	1	266	2.289474	267
I have the opportunity to learn and develop new skills.	63	111	65.17%	56	27	10	13.86%	0	267	2.288389	267
I am kept informed about matters that affect my job and me.	35	98	49.81%	83	30	21	19.10%	0	267	2.64045	267
I have adequate resources (equipment, tools, training, support) to do my job.	43	122	62.03%	60	29	12	15.41%	1	266	2.417293	267
I am provided the necessary training to do my job.	50	114	61.65%	67	24	11	13.16%	1	266	2.368421	267
I am satisfied with the physical working conditions, (heat, noise, space, light, cleanliness, etc.)	54	114	63.40%	66	19	12	11.70%	2	265	2.324528	267
People in my work group cooperate well with each other.	64	126	71.16%	53	15	9	8.99%	0	267	2.172285	267
I feel that I am valued and appreciated.	47	108	58.94%	70	16	22	14.45%	4	263	2.460076	267
Comments											59
<i>answered question</i>											<b>267</b>
<i>skipped question</i>											<b>0</b>

2008 Stanislaus County Sheriff's Department Survey

**SUPERVISOR (Civilian ONLY, see below for Sergeants)**

**Please respond considering only your immediate supervisor (civilian). Please rate anywhere on the scale. If this does not apply to you or you have no opinion, please mark the last column.**

Answer Options	Strongly Agree	Agree	Percent positive	Mixed	Disagree	Strongly Disagree	Percent negative	No Opinion or Does Not Apply	Net Responses (minus No Opinion or N/A)	Rating Average	Response Count
My Supervisor cares about me.	23	30	80.30%	11	1	1	3.03%	201	66	1.893939	267
My Supervisor is visible and accessible to all employees.	28	26	80.60%	13	0	0	0.00%	200	67	1.776119	267
I trust my Supervisor.	25	27	78.79%	12	1	1	3.03%	201	66	1.878788	267
My Supervisor is a good role model. He/she leads by example.	23	25	72.73%	15	2	1	4.55%	201	66	1.984848	267
My Supervisor provides me with the necessary information to do my job.	21	31	80.00%	11	2	0	3.08%	202	65	1.907692	267
If I do something well, it is recognized by my Supervisor.	21	23	67.69%	13	7	1	12.31%	202	65	2.138462	267
My Supervisor treats me fairly and consistently.	22	30	78.79%	10	3	1	6.06%	201	66	1.954545	267
My Supervisor listens to employee's ideas.	24	28	80.00%	12	0	1	1.54%	202	65	1.861538	267
My Supervisor is consistent in how he/she enforces County and departmental policies.	25	25	75.76%	10	3	3	9.09%	201	66	2	267
My Supervisor provides feedback on my performance on a regular basis.	19	24	68.25%	13	6	1	11.11%	204	63	2.142857	267
My Supervisor is doing a good job.	26	23	75.38%	15	0	1	1.54%	202	65	1.876923	267
Comments											15
<i>answered question</i>											<b>267</b>
<i>skipped question</i>											<b>0</b>

2008 Stanislaus County Sheriff's Department Survey

**SERGEANT**

Please respond considering only your Sergeant(s). Please rate anywhere on the scale. If this does not apply to you or you have no opinion, please mark the last column.

Answer Options	Strongly Agree	Agree	Percent positive	Mixed	Disagree	Strongly Disagree	Percent negative	No Opinion or Does Not Apply	Net Responses (minus No Opinion or N/A)	Rating Average	Response Count	
My Sergeant cares about me.	55	85	74.47%	29	14	5	10.11%	79	188	2.090425	267	
My Sergeant is visible and accessible to all employees.	61	96	82.63%	24	7	2	4.74%	77	190	1.910526	267	
I trust my Supervisor.	58	70	68.09%	40	12	8	10.64%	79	188	2.159575	267	
My Sergeant is a good role model. He/she leads by example.	55	71	67.02%	43	12	7	10.11%	79	188	2.175532	267	
My Sergeant provides me with the necessary information to do my job.	49	99	77.89%	29	11	2	6.84%	77	190	2.042105	267	
If I do something well, it is recognized by my Sergeant.	50	68	63.10%	40	24	5	15.51%	80	187	2.283422	267	
My Sergeant treats me fairly and consistently.	58	85	75.26%	29	11	7	9.47%	77	190	2.073684	267	
My Sergeant listens to employee's ideas.	52	86	73.40%	34	13	3	8.51%	79	188	2.090425	267	
My Sergeant is consistent in how he/she enforces County and departmental policies.	50	94	76.60%	26	13	5	9.57%	79	188	2.090425	267	
My Sergeant provides feedback on my performance on a regular basis.	42	77	63.64%	38	27	3	16.04%	80	187	2.315508	267	
My Sergeant is doing a good job.	59	80	73.94%	36	6	7	6.91%	79	188	2.053191	267	
										Comments	60	
											<i>answered question</i>	<b>267</b>
											<i>skipped question</i>	<b>0</b>

2008 Stanislaus County Sheriff's Department Survey

**LIEUTENANT/MANAGER**

Please respond considering only your Lieutenant/Manager. Please rate anywhere on the scale. If you have no opinion about an issue, please mark 'no opinion'.

Answer Options	Strongly Agree	Agree	Percent positive	Mixed	Disagree	Strongly Disagree	Percent negative	No Opinion or Does Not Apply	Net Responses (minus No Opinion or N/A)	Rating Average	Response Count
My Lieutenant/Manager cares about me.	75	99	73.73%	49	7	6	5.51%	31	236	2.025424	267
My Lieutenant/Manager is visible and accessible to all employees.	64	103	68.72%	47	22	7	11.93%	24	243	2.197531	267
I trust my Lieutenant/Manager.	69	97	69.17%	48	14	12	10.83%	27	240	2.179167	267
My Lieutenant/Manager is a good role model. He/she leads by example.	71	94	69.62%	50	14	8	9.28%	30	237	2.130802	267
My Lieutenant/Manager provides me with the necessary information to do my job.	61	100	67.93%	51	21	4	10.55%	30	237	2.185654	267
My Lieutenant/Manager treats me fairly and consistently.	76	110	79.49%	32	8	8	6.84%	33	234	1.982906	267
My Lieutenant/Manager listens to employee's ideas.	75	91	70.34%	53	11	6	7.20%	31	236	2.076271	267
My Lieutenant/Manager recognizes and rewards employees when they contribute to organization-wide	59	90	64.78%	49	24	8	13.91%	37	230	2.269565	267
My Lieutenant's/Manager's decisions concerning employees are fair and consistent.	67	92	68.53%	51	11	11	9.48%	35	232	2.168103	267
My Lieutenant/Manager is doing a good job.	75	100	73.53%	45	10	8	7.56%	29	238	2.058824	267
Comments											61
<i>answered question</i>											<b>267</b>
<i>skipped question</i>											<b>0</b>

2008 Stanislaus County Sheriff's Department Survey

**CAPTAIN**

Please respond considering only your Captain. Please rate anywhere on the scale. If you have no opinion about an issue, please mark 'no opinion'.

Answer Options	Strongly Agree	Agree	Percent positive	Mixed	Disagree	Strongly Disagree	Percent negative	No Opinion or Does Not Apply	Net Responses (minus No Opinion or N/A)	Rating Average	Response Count
My Captain is visible and accessible to all employees?	22	84	47.96%	44	51	20	32.13%	46	221	2.832579	267
I trust my Captain.	43	79	59.80%	50	23	9	15.69%	63	204	2.392157	267
My Captain is a good role model. He/she leads by example.	42	78	64.86%	45	13	7	10.81%	82	185	2.27027	267
My Captain provides me with the necessary information to do my job.	24	70	52.51%	50	28	7	19.55%	88	179	2.575419	267
My Captain treats me fairly and consistently.	39	73	65.50%	37	16	6	12.87%	96	171	2.280702	267
My Captain listens to employee's ideas.	35	56	54.49%	44	20	12	19.16%	100	167	2.508982	267
My Captain recognizes and rewards employees when they contribute to organization-wide goals and policies.	26	59	53.46%	42	20	12	20.13%	108	159	2.578616	267
My Captain's decisions concerning employees are fair and consistent.	37	61	57.65%	44	16	12	16.47%	97	170	2.441176	267
My Captain is doing a good job.	47	82	63.86%	49	14	10	11.88%	65	202	2.29703	267
Comments											78
<i>answered question</i>											<b>267</b>
<i>skipped question</i>											<b>0</b>

2008 Stanislaus County Sheriff's Department Survey

**UNDERSHERIFF**

Please respond considering only the Undersheriff Bill Heyne. Please rate anywhere on the scale. If you have no opinion about an issue, please mark 'no opinion'.

Answer Options	Strongly Agree	Agree	Percent positive	Mixed	Disagree	Strongly Disagree	Percent negative	No Opinion or Does Not Apply	Net Responses (minus No Opinion or N/A)	Rating Average	Response Count
The Undersheriff is visible and accessible to all	17	53	30.97%	49	57	50	47.35%	41	226	3.309735	267
I trust the Undersheriff.	32	68	47.39%	56	23	32	26.07%	56	211	2.78673	267
The Undersheriff is a good role model. He/she leads by example.	32	71	52.55%	53	18	22	20.41%	71	196	2.627551	267
The Undersheriff provides me with the necessary information to do my job.	18	56	42.05%	52	24	26	28.41%	91	176	2.909091	267
The Undersheriff treats me fairly and consistently.	31	65	56.80%	37	12	24	21.30%	98	169	2.60355	267
The Undersheriff listens to employee's ideas.	26	38	35.96%	46	27	41	38.20%	89	178	3.106742	267
The Undersheriff recognizes and rewards employees when they contribute to organization-wide goals and	21	38	39.60%	47	21	22	28.86%	118	149	2.899329	267
The Undersheriff's decisions concerning employees are fair and consistent.	19	51	40.70%	46	21	35	32.56%	95	172	3.011628	267
The Undersheriff is doing a good job.	28	66	47.00%	54	23	29	26.00%	67	200	2.795	267
Comments											79
<b>answered question</b>											<b>267</b>
<b>skipped question</b>											<b>0</b>

2008 Stanislaus County Sheriff's Department Survey

**SHERIFF**

Please respond considering only the Sheriff Adam Christianson. Please rate anywhere on the scale. If you have no opinion about an issue, please mark 'no opinion'.

Answer Options	Strongly Agree	Agree	Percent positive	Mixed	Disagree	Strongly Disagree	Percent negative	No Opinion or Does Not Apply	Net Responses (minus No Opinion or N/A)	Rating Average	Response Count
The Sheriff is visible and accessible to all employees.	86	107	75.98%	40	16	5	8.27%	13	254	2.003937	267
I trust the Sheriff.	92	111	78.99%	36	13	5	7.00%	10	257	1.941634	267
The Sheriff is a good role model. He/she leads by example.	110	99	82.28%	32	11	2	5.12%	13	254	1.80315	267
The Sheriff provides me with the necessary information to do my job.	68	109	76.96%	36	13	4	7.39%	37	230	2.026087	267
The Sheriff treats me fairly and consistently.	90	96	80.87%	26	12	6	7.83%	37	230	1.904348	267
The Sheriff listens to employee's ideas.	85	88	72.69%	50	13	2	6.30%	29	238	1.987395	267
The Sheriff recognizes and rewards employees when they contribute to organization-wide goals and policies.	95	93	80.00%	33	11	3	5.96%	32	235	1.868085	267
The Sheriff's decisions concerning employees are fair and consistent.	66	97	69.66%	49	11	11	9.40%	33	234	2.162393	267
The Sheriff is doing a good job.	100	103	78.38%	44	9	3	4.63%	8	259	1.888031	267
Comments											79
<b>answered question</b>											<b>267</b>
<b>skipped question</b>											<b>0</b>

2008 Stanislaus County Sheriff's Department Survey

**ADMINISTRATIVE/COMMUNICATION**

Please respond considering the Department's administrative matters and communications. Please rate anywhere on the scale. If you have no opinion about an issue, please mark 'no opinion'.

Answer Options	Strongly Agree	Agree	Percent positive	Mixed	Disagree	Strongly Disagree	Percent negative	No Opinion or Does Not Apply	Net Responses (minus No Opinion or N/A)	Rating Average	Response Count
I think promotions and collateral/special assignments are based on performance and merit.	29	63	36.51%	76	35	49	33.33%	15	252	3.047619	267
The Department's new performance evaluation system is fair.	18	102	54.05%	77	17	8	11.26%	45	222	2.527027	267
I know the Sheriff's Department polices and where to find them.	60	165	84.59%	24	11	6	6.39%	1	266	2.015038	267
I know the Sheriff's Department safety guidelines and where to find them.	47	142	72.14%	40	25	8	12.60%	5	262	2.255725	267
I like the use of SO_BLAST to disseminate Department wide information.	78	129	80.23%	34	8	9	6.59%	9	258	1.996124	267
The management meeting minutes are informative.	94	111	82.33%	35	4	5	3.61%	18	249	1.855422	267
I believe a good management/labor relationship exists at the Sheriff's Department.	36	87	48.05%	78	40	15	21.48%	11	256	2.652344	267
I believe Administration will distribute/address the results of this survey.	67	115	69.47%	49	13	18	11.83%	5	262	2.236641	267
Comments											57
<i>answered question</i>											<b>267</b>
<i>skipped question</i>											<b>0</b>

2008 Stanislaus County Sheriff's Department Survey

**VISION/THE FUTURE**

Please respond considering the vision and future of the Department. Please rate anywhere on the scale. If you have no opinion about an issue, please mark 'no opinion'.

Answer Options	Strongly Agree	Agree	Percent positive	Mixed	Disagree	Strongly Disagree	Percent negative	No Opinion or Does Not Apply	Net Responses (minus No Opinion or N/A)	Rating Average	Response Count	
I think the Sheriff's Department is headed in the right direction.	51	82	50.76%	79	31	19	19.08%	5	262	2.561069	267	
I share the Sheriff's vision for the future.	61	89	59.52%	72	18	12	11.90%	15	252	2.329365	267	
I believe the members of the Sheriff's Department, including the Sheriff are committed to internal and external customer service and satisfaction.	69	121	71.97%	47	18	9	10.23%	3	264	2.155303	267	
Employees are expected to deliver high quality, customer service driven work.	83	143	85.28%	25	9	5	5.28%	2	265	1.90566	267	
I would recommend the Sheriff's Department to others as a good place to work.	68	101	64.02%	64	15	16	11.74%	3	264	2.280303	267	
										Comments	73	
											<i>answered question</i>	<b>267</b>
											<i>skipped question</i>	<b>0</b>

2008 Stanislaus County Sheriff's Department Survey

**How often do you personally interact with:**

<b>Answer Options</b>	<b>Daily</b>	<b>Weekly</b>	<b>Monthly</b>	<b>Rarely</b>	<b>Never</b>	<b>Response Count</b>
Sheriff	7	46	65	128	20	266
Undersheriff	8	24	27	100	107	266
Your Captain	17	28	38	104	76	263
Your Lieutenant/Manager	108	80	36	22	10	256
Your Sergeant	172	24	4	7	11	218
Your Supervisor	143	18	3	1	11	176
					Comments	26
					<i>answered question</i>	<b>267</b>
					<i>skipped question</i>	<b>0</b>

2008 Stanislaus County Sheriff's Department Survey

**What is your length of service with the Sheriff's Department?**

Answer Options	Response Percent	Response Count
less than 1	4.9%	13
1-3	14.6%	39
3-5	12.0%	32
5-7	11.2%	30
7-10	18.4%	49
10-15	19.9%	53
15-20	12.0%	32
20-25	4.1%	11
25	3.0%	8
<i>answered question</i>		<b>267</b>
<i>skipped question</i>		<b>0</b>

2008 Stanislaus County Sheriff's Department Survey

**What Division are you assigned to?**

<b>Answer Options</b>	<b>Response Percent</b>	<b>Response Count</b>
Adult Detention	29.6%	79
Operations	57.3%	153
Training	0.4%	1
Administration	12.7%	34
<i>answered question</i>		<b>267</b>
<i>skipped question</i>		<b>0</b>