



NATIONAL LAW ENFORCEMENT  
APPLIED RESEARCH & DATA PLATFORM

## Austin Police Department

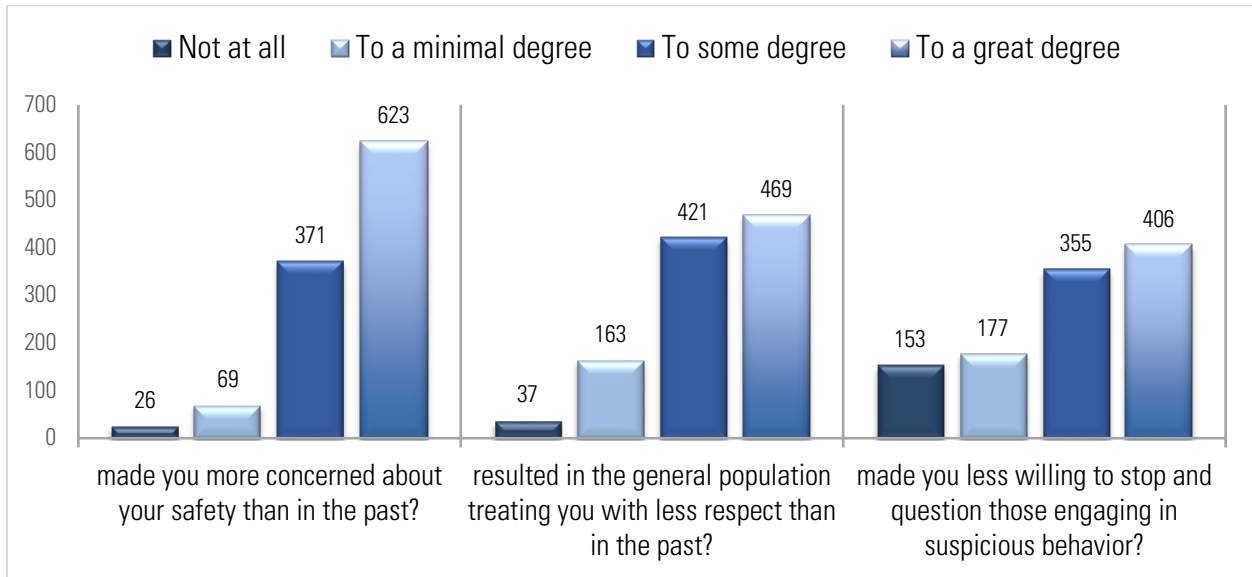
*PLATFORM REPORT: Officer Safety, Wellness, and  
Perceptions of the Department and Community Survey*

To cite this report, please use: National Police Foundation (2018). *Law Enforcement Officer Safety and Wellness Survey Report*. Washington, DC: National Law Enforcement Applied Research and Data Platform.

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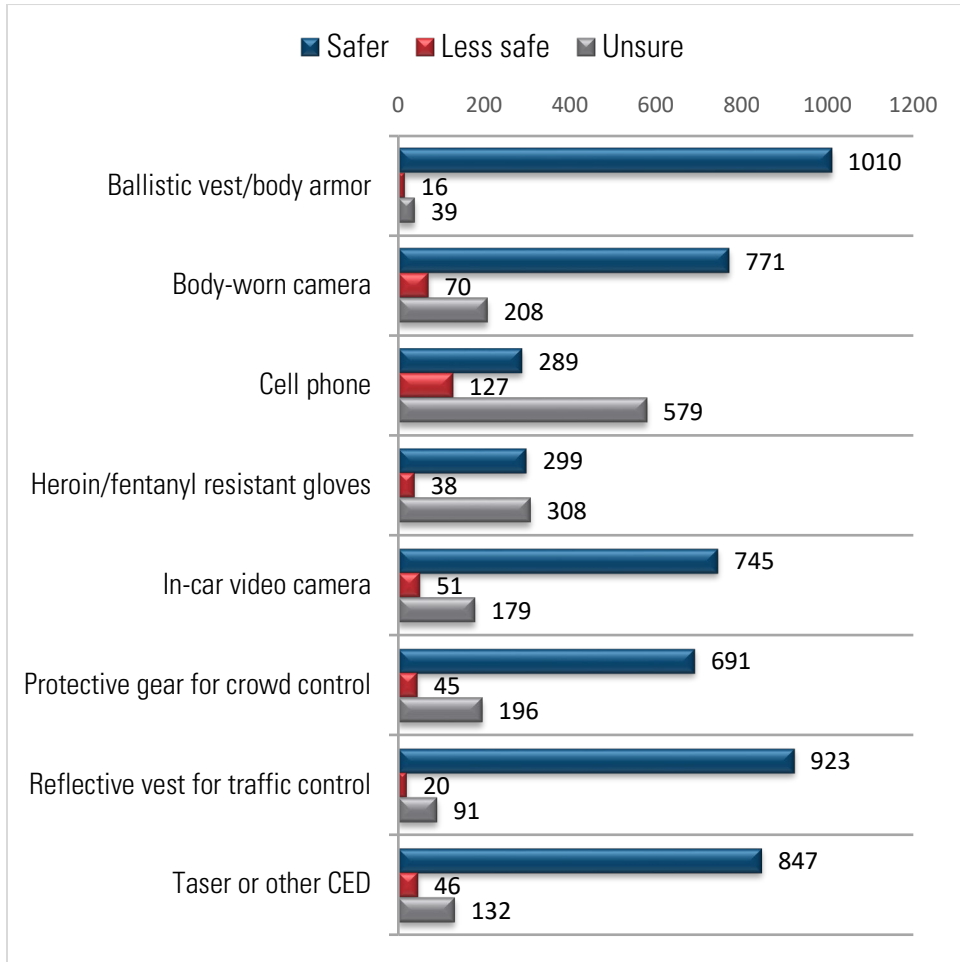
# Officer Safety, Wellness, and Perceptions of Department and Community Austin, TX

**Increased scrutiny/attention from media and public protests has increased your concern for your safety, resulted in the public treating you with less respect and made you less likely to stop and question persons:**



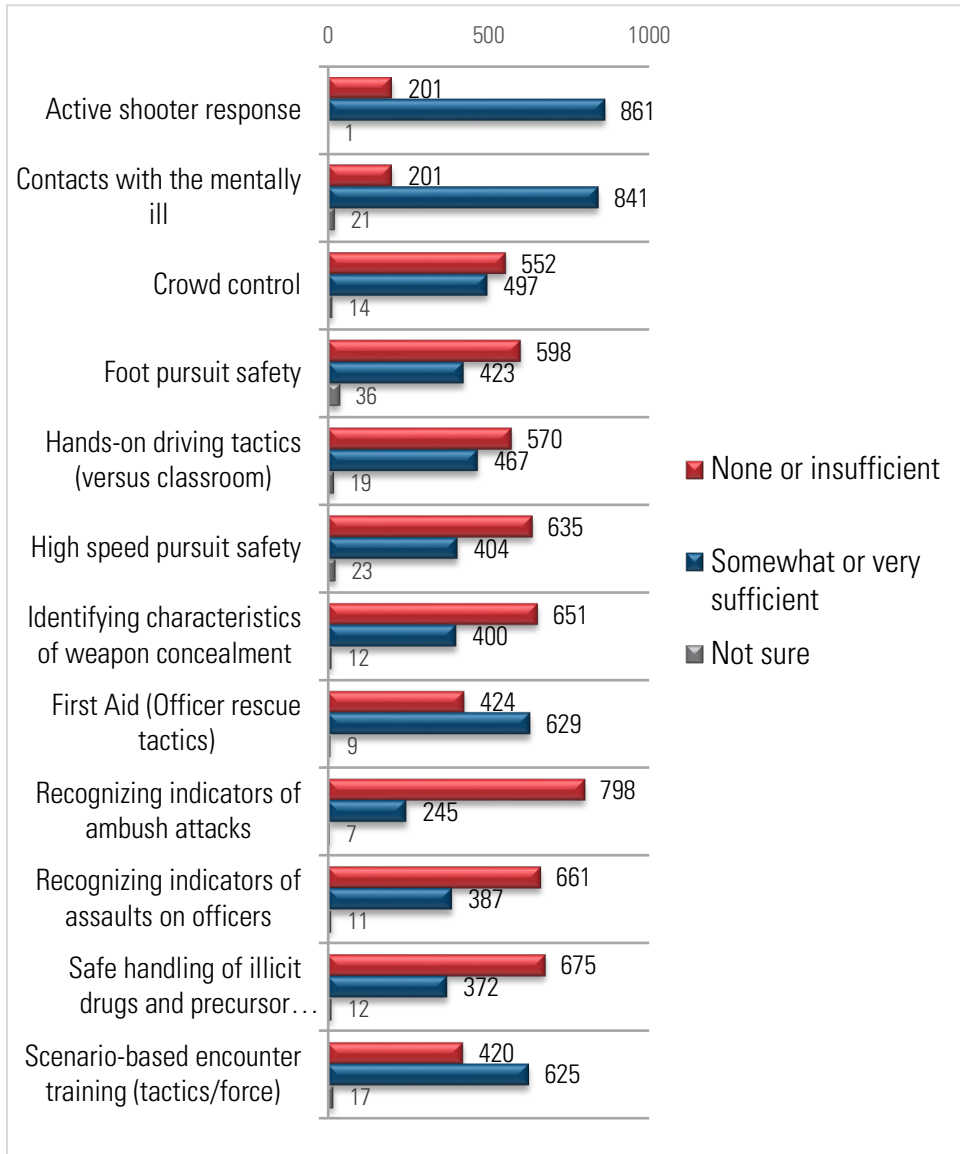
With increased scrutiny and attention from the media and public protests, most officers are **more concerned** about their safety, and feel that the general population treats them with **less respect** than in the past **to some degree (or higher)**. Less than 2% and less than 4% of responded were not at all more concerned or felt like they were treated with less respect. This scrutiny has also made 85.98% respondents less willing to stop and question those engaging in suspicious behavior, 16.22% **to a minimal degree**, 32.54% **to some degree**, and 37.21% **to a great degree**. Only 14.02% were **not at all** deterred from stopping and engaging those involved in suspicious behavior.

**How does the following equipment make you feel regarding your safety?**



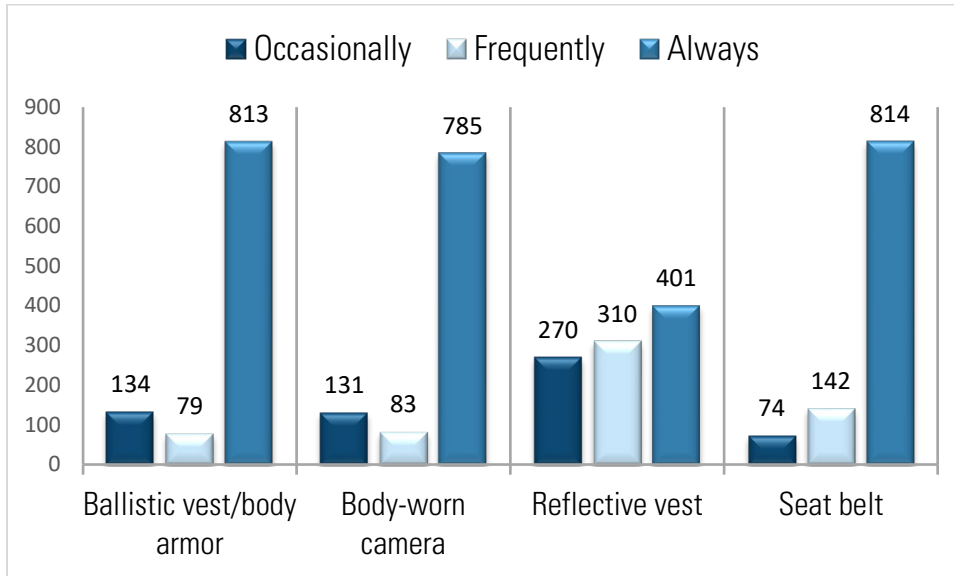
For the most part, the equipment asked about makes officers feel **safer**, especially ballistic vests/body armor, and reflective vests for traffic control. Respondents were most **unsure** about cell phones (58.19%), and fentanyl resistant gloves (47.75%).

Please indicate whether you have received the following training, and if so, the extent to which you found it sufficient.



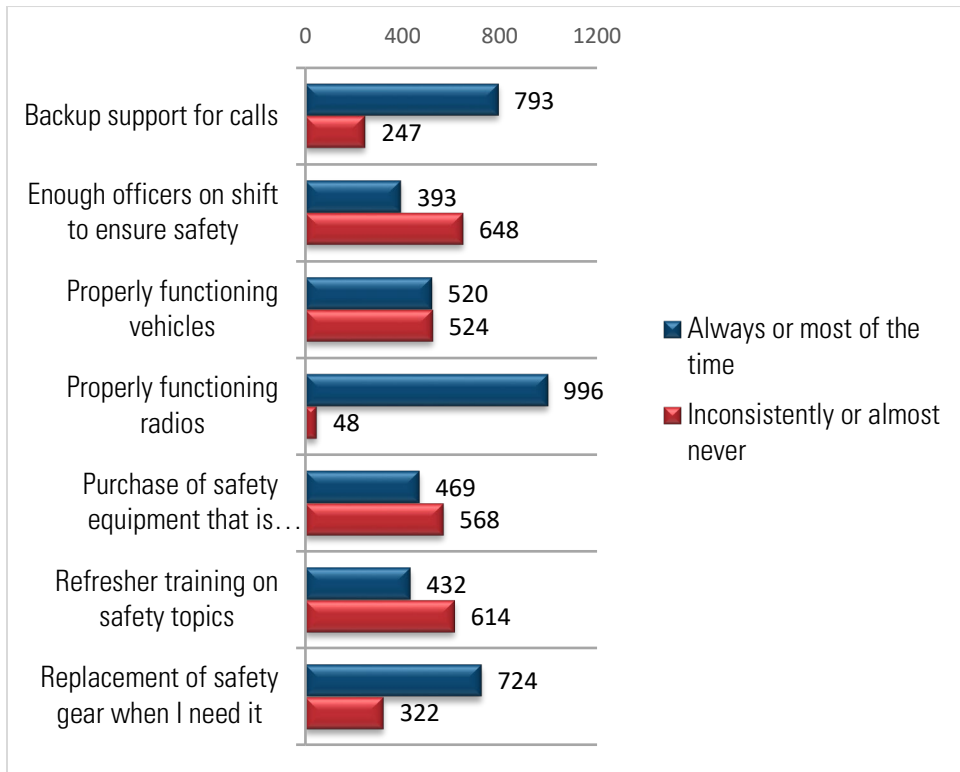
The trainings most respondents indicated as **somewhat**, or **very sufficient** were active shooter response, contacts with the mentally ill, first aid, and scenario-based encounter training. Other trainings, while somewhat **mixed**, were most often indicated as having **none**, or **insufficient** training.

**Please indicate how often you use the following safety equipment:**



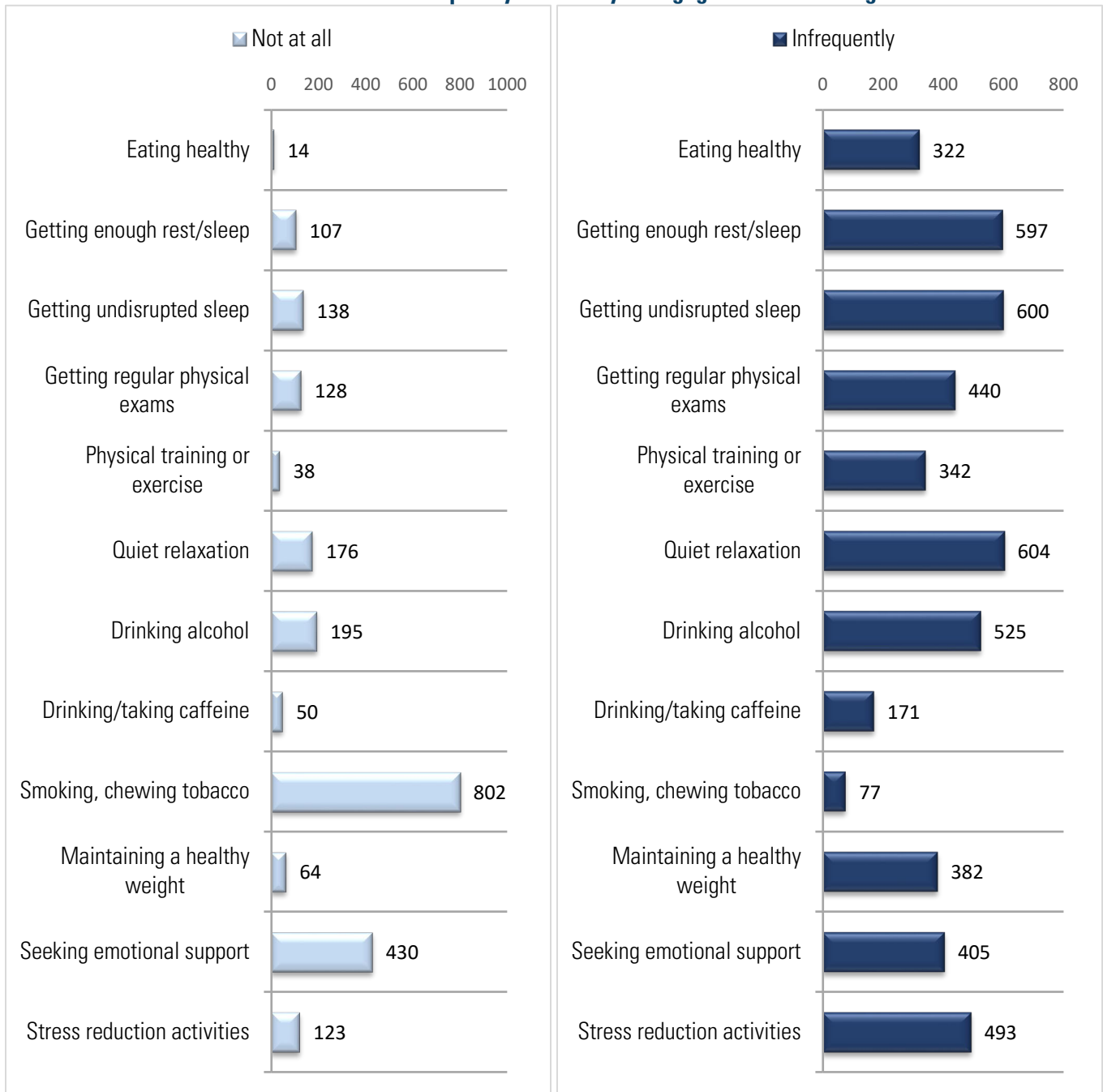
Most respondents report that they **always** wear their ballistic vest/body armor, body-worn camera, and seat belt. Results were **mixed**, however, for the frequency officers wear reflective vests. For those who indicated why they do not wear their seatbelts (82 respondents), 33% stated there are inconvenient, with another 28% saying it makes them feel less safe\*. Those who do not wear their ballistic vests, body-worn camera, or reflective vests primarily indicate that they are not required due to assignment (88%, 89%, and 87% respectively).

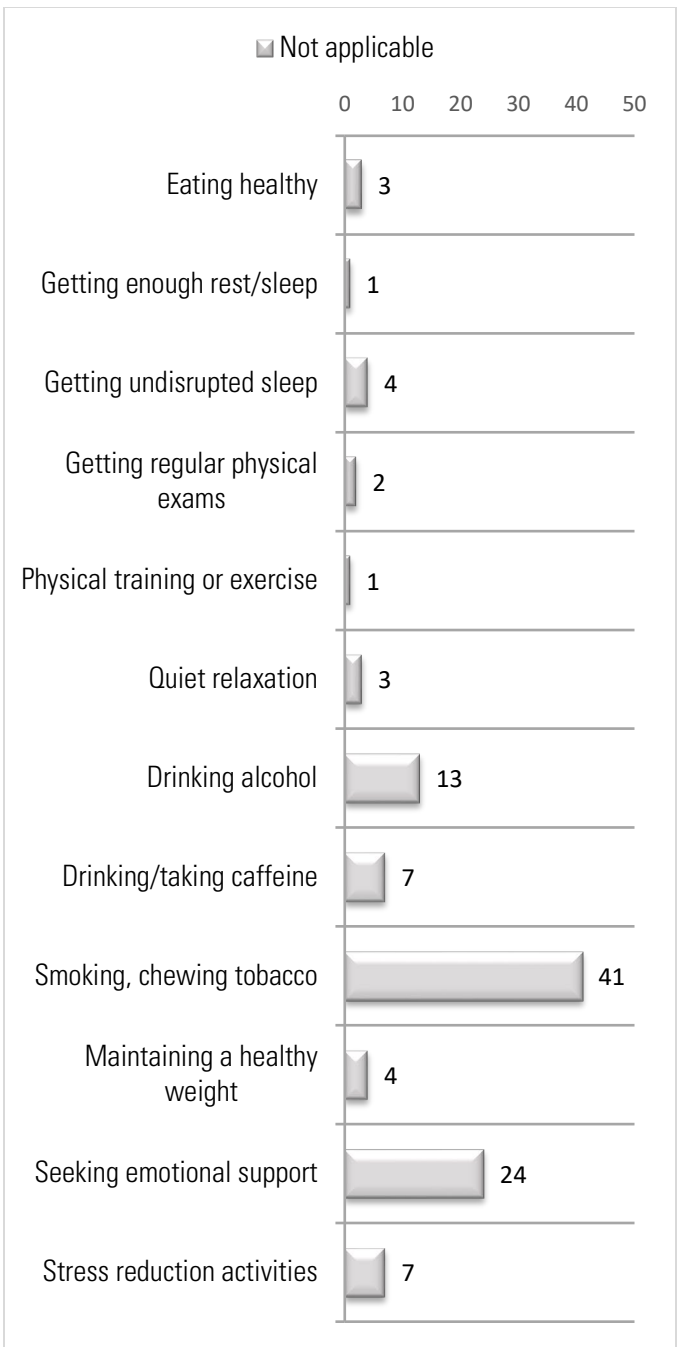
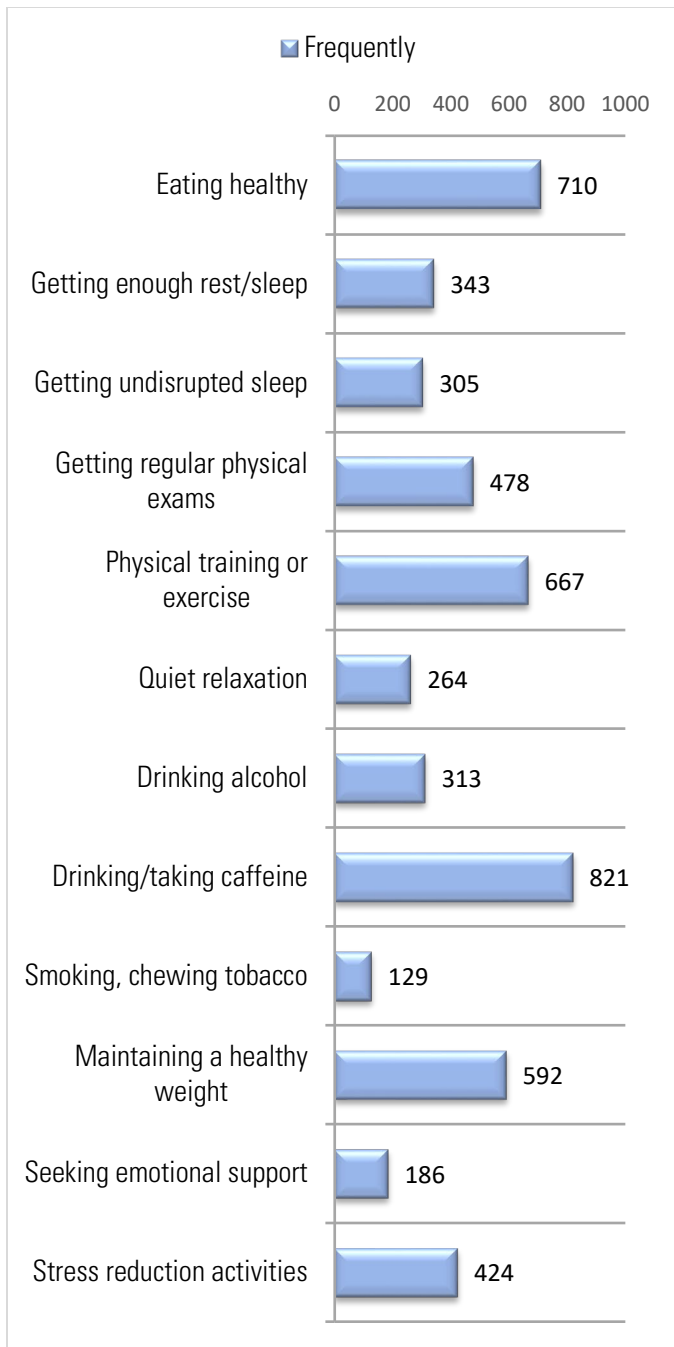
**Please indicate whether your agency has sufficient resources in the following areas:**



Officers indicated how sufficient various officer safety resources are in their department. Officers have backup support for calls, properly functioning radios and replacement of safety gear when they need it **always** or **most of the time**. All other resources received **mixed**, **inconsistent**, or **almost never** responses. Two notable areas where officers indicate they **inconsistently** or **almost never** have sufficient resources is *having enough officers on shift to ensure safety*, and *refresher training on safety topics*.

**Please indicate the frequency in which you engage in the following:**



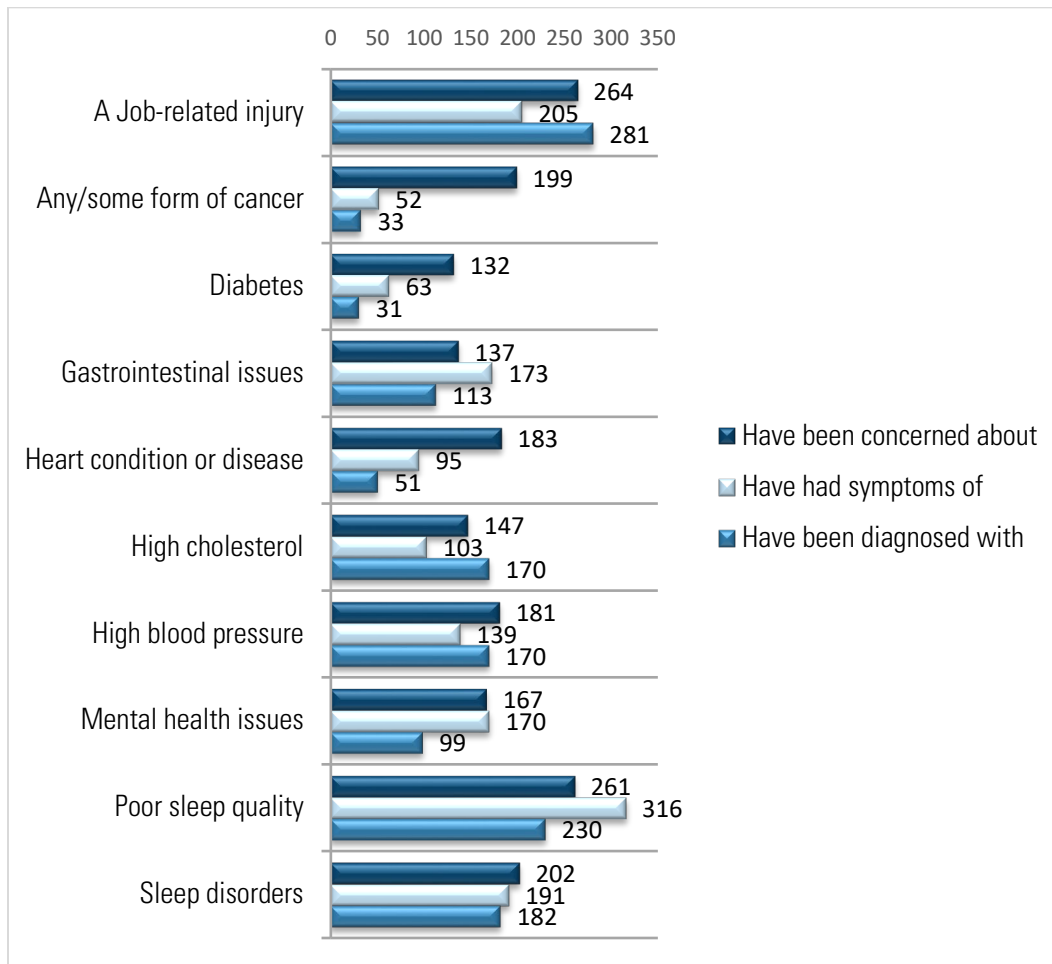


Officers were asked how often they make various health habits a priority. Officers **frequently** eat healthy, engage in physical training or exercise, drink/take caffeine, and work to maintain a healthy weight. They **infrequently** get enough or undisturbed sleep, focus on quiet relaxation, or drink alcohol. 76.45% of respondents they **do not engage in** smoking/chewing tobacco at all. Results were mixed between **infrequently** and **frequently** for whether they get regular physical exams, and participate in stress reduction activities. Results were also mixed between whether they seek emotional support **not at all**, or **infrequently**.



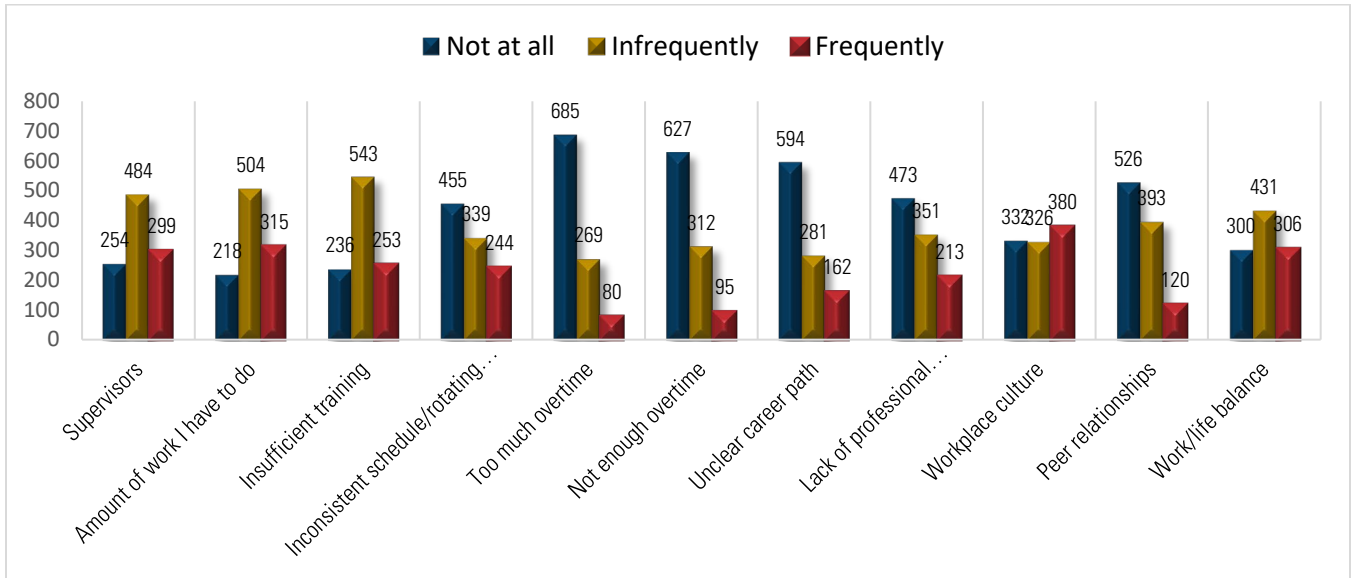
### Various health concerns of officers over the past 5 years

Officers were asked whether they are concerned about, having symptoms of, or have been diagnosed with various health concerns.



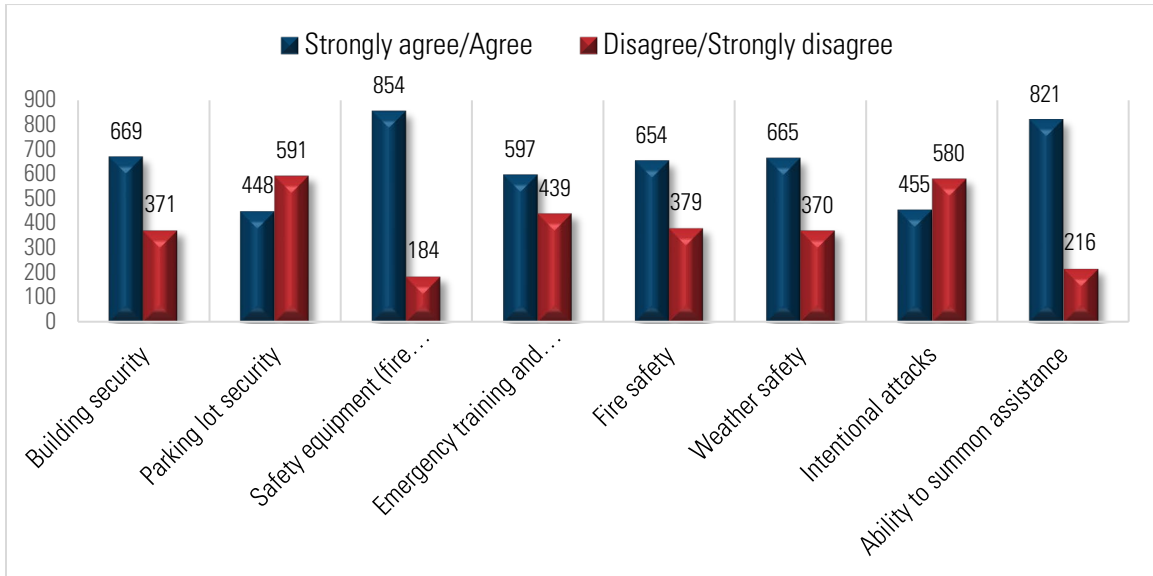
Of respondents who indicated that they have been concerned about, have had symptoms of, or have been diagnosed with various health concerns, the **most notable** concern is poor sleep quality, **followed by** a job-related injury.

**Please indicate how often each of the following cause you stress**



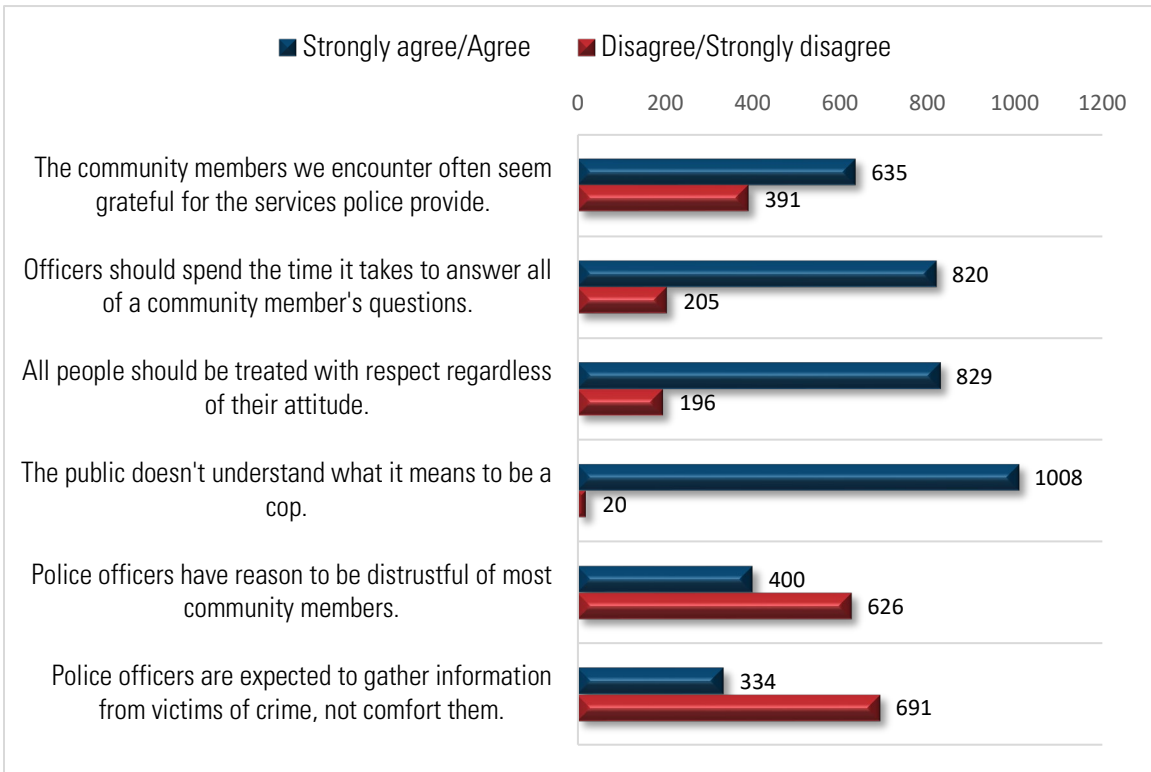
Most participants stated that supervisors, amount of work, insufficient training, and work/life balance is an **infrequent** stressor. Workplace culture was relatively evenly divided between **not at all** (31.98%), **infrequently** (31.41%), and **frequently** (36.61%) a cause of stress. Most respondents said too much overtime, not enough overtime, unclear career path, lack of professional development, and peer relations are **not a cause of stress**.

**Please indicate whether you agree that your workplace makes safety a priority in these areas...**



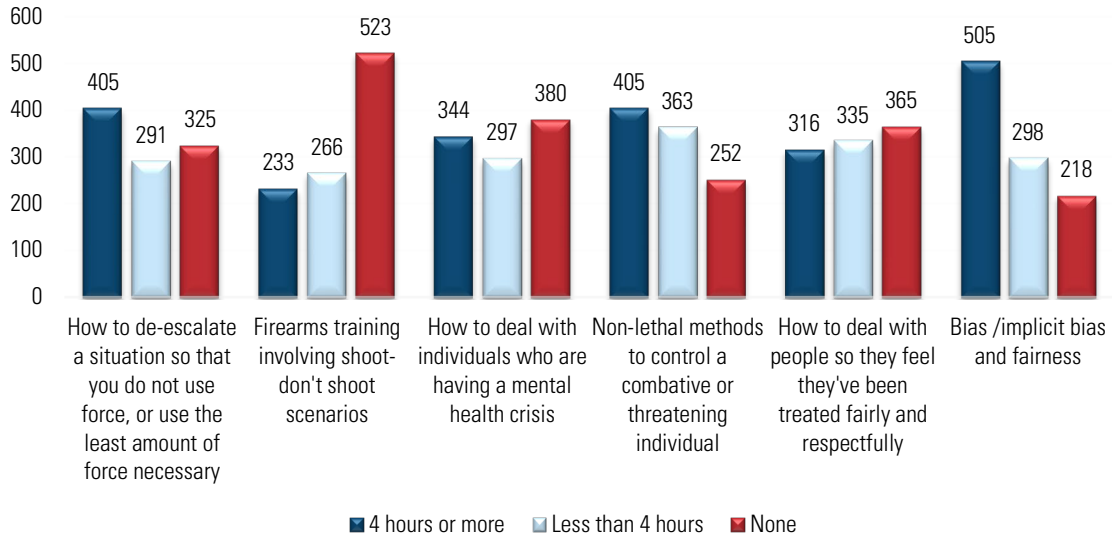
Respondents **agree or strongly agree** that APD makes safety a priority as far as building security, fire safety, weather safety, and **most notably**, ability to summon assistance, safety equipment. Responses are **somewhat mixed** for parking lot security and intentional attacks, but more respondents **disagree or strongly disagree** that it is a safety priority.

**Please indicate whether you agree or disagree with the following statements about police and the community...**



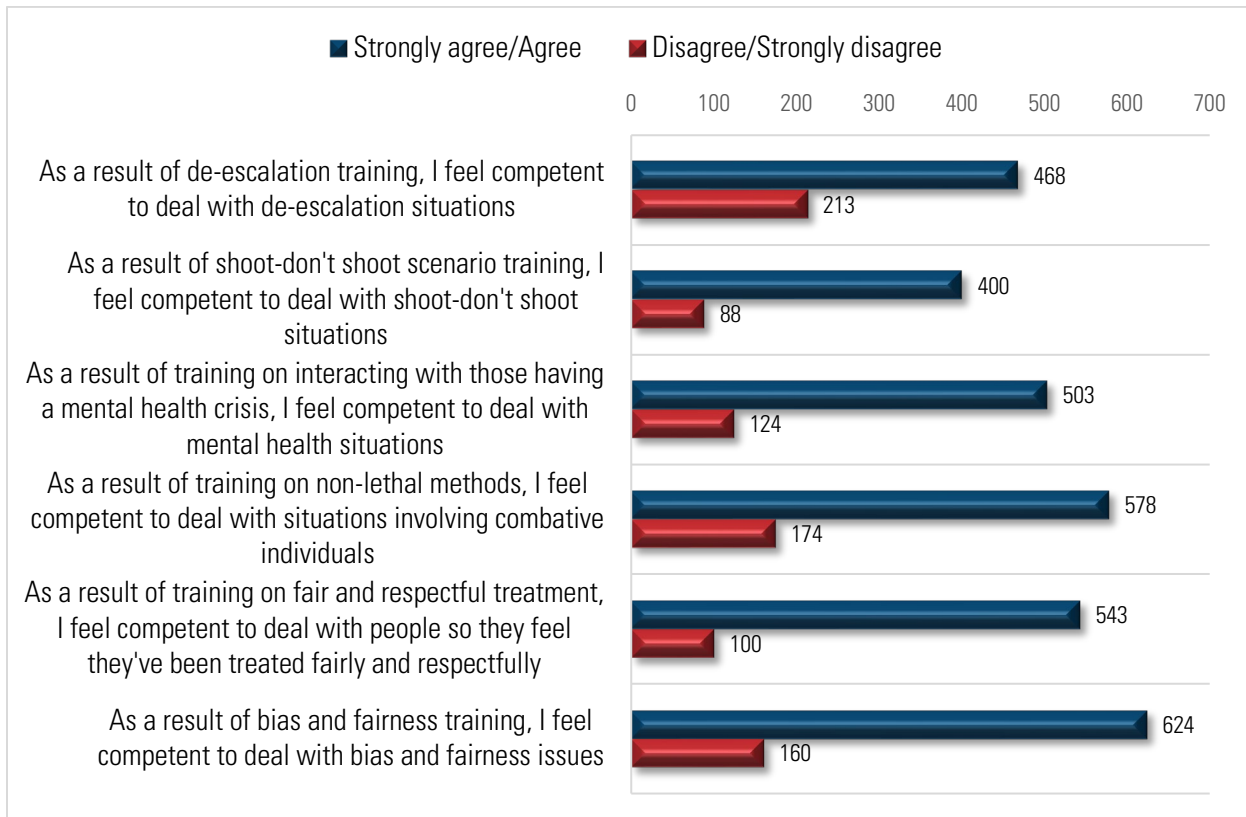
Perhaps one of the most notable findings is that 98.05% of respondents **agree** (31.03%), or **strongly agree** (67.02%) that the public doesn't understand what it means to be a cop. Primarily, officers **agree** or **strongly agree** that community members they encounter often seem grateful for the services police provide, officers should spend the time it takes to answer all of the community member's questions, and all people should be treated with respect regardless of their attitude. They mostly **disagree** or **strongly disagree** the police officers have a reason to be distrustful of most community members, and are expected to gather information from victims of crime, not comfort them. Overall, it seems that respondents have a primarily positive attitude about the community.

**In the PAST 12 MONTHS, how much training, if any, have you received in the following areas...**



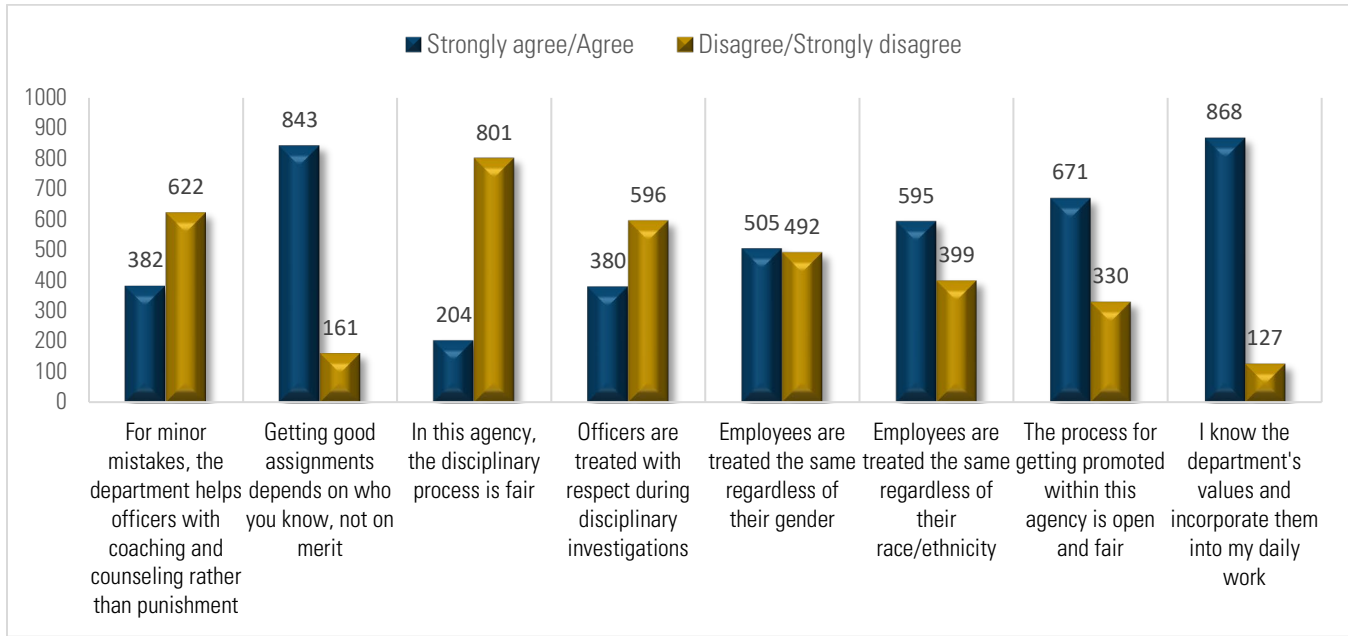
The chart above represents the amount of training respondents had in the given topic areas in the past 12 months. Responses were somewhat **mixed** with the exception of firearms training involving shoot-don't-shoot scenarios (**none**), and bias/implicit bias and fairness (**4 hours or more**).

**Please indicate the extent to which you agree with the following statements about the training received...**



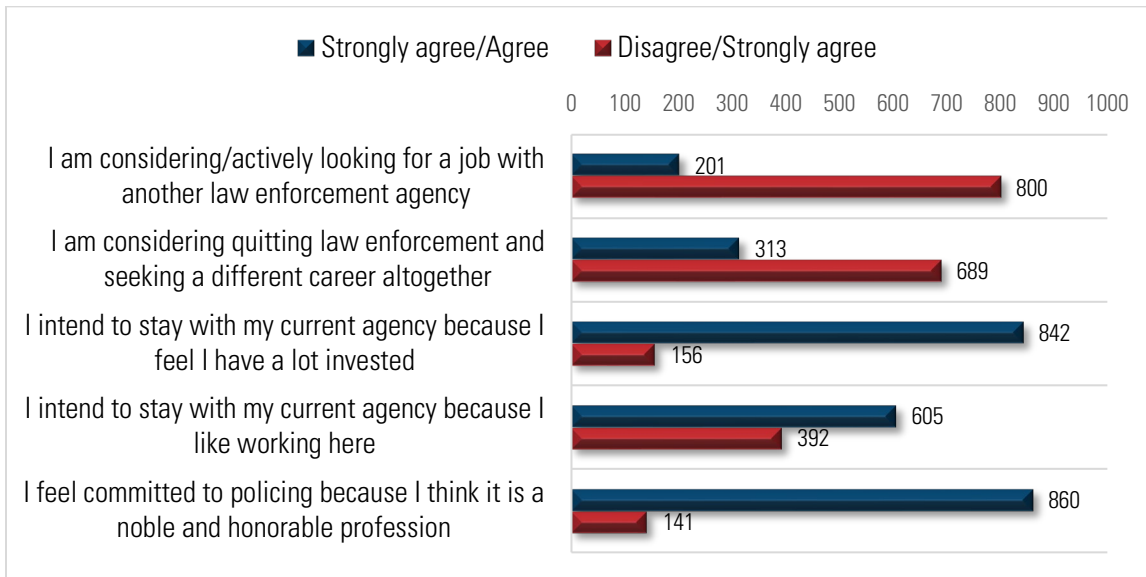
Most respondents who received the training, **strongly agree** or **agree** that as a result, they feel competent to deal with the situations.

**Please indicate whether you agree or disagree with the following statements...**



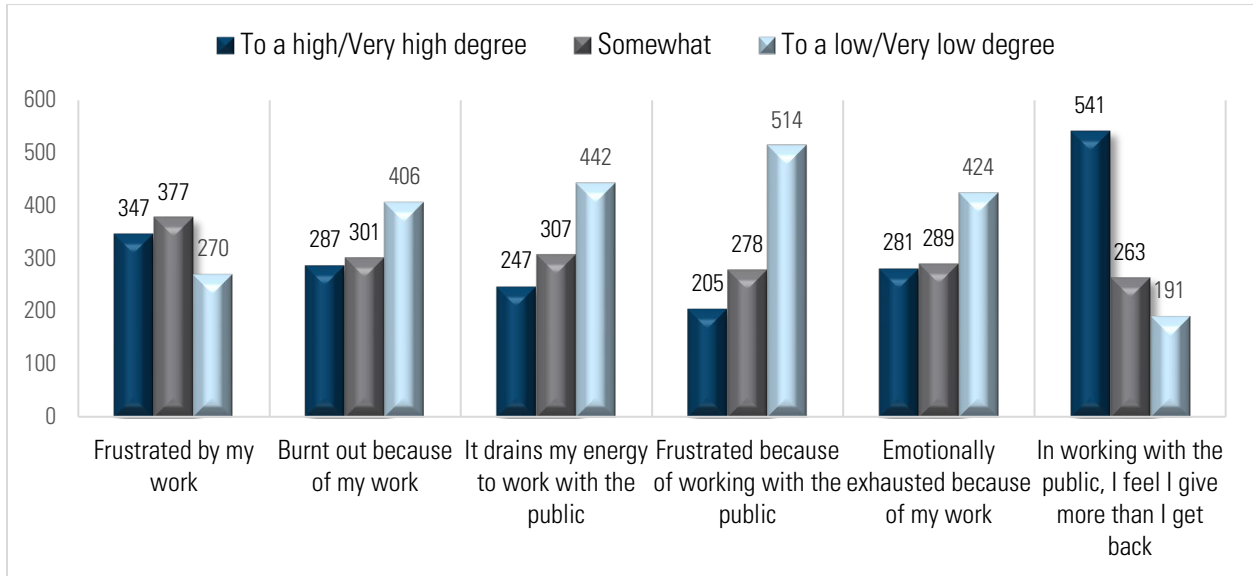
Responses to the above questions were mixed into both negative, and positive responses. A strong majority of officers **strongly agree** or **agree** that they know the department's values and incorporate them into their daily work. They also primarily feel that the promotion process **is open and fair**. We see more of a **mixed response** for whether employees are treated the same regardless of their race and ethnicity, and are **more strikingly divided** when responding to the statement about whether employees are treated the same regardless of gender.

**Please indicate whether you agree or disagree with the following statements about your career...**



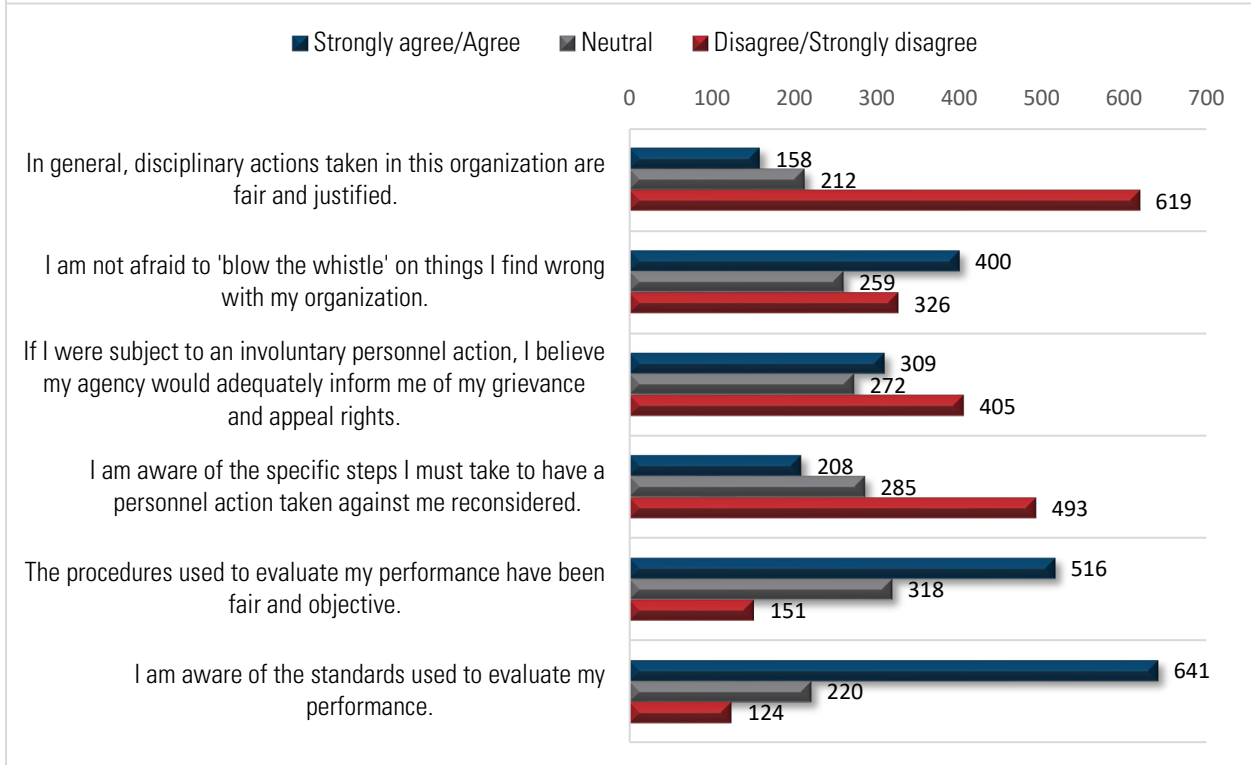
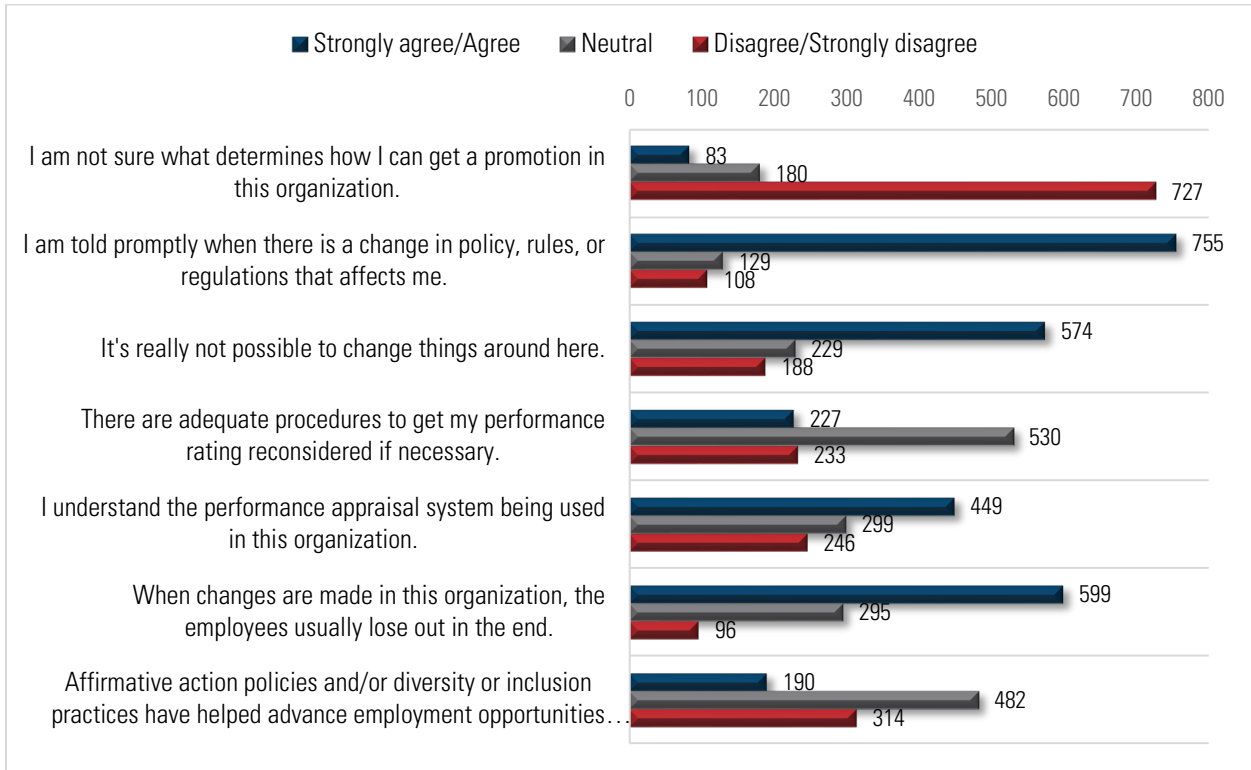
Most officers **responded positively** to above statements regarding their career in law enforcement in general, and Austin Police Department in particular. However, it is **notable** that almost 21% of respondents are **considering or actively looking** for work in another agency, and 31% are **considering quitting law enforcement** altogether. As far as their commitment to policing, almost 86% say they are **committed** because it is a noble and honorable profession.

**Please indicate your level of agreement with the following statements.**



Responses were relatively mixed when asked about the above job experiences. One of the more notable findings is that most respondents feel that they give more than they get back **to a high/very high degree**. Another is that most officers are frustrated because of working with the public to a **low/very low degree**. While it is easy to note by the graphic that many responses are mixed, and may even lean toward lesser degrees of frustration or burnout, a significant percentage feels at least somewhat to highly **frustrated** and **burnt out** because of their work (72.84% and 59.16% respectively).

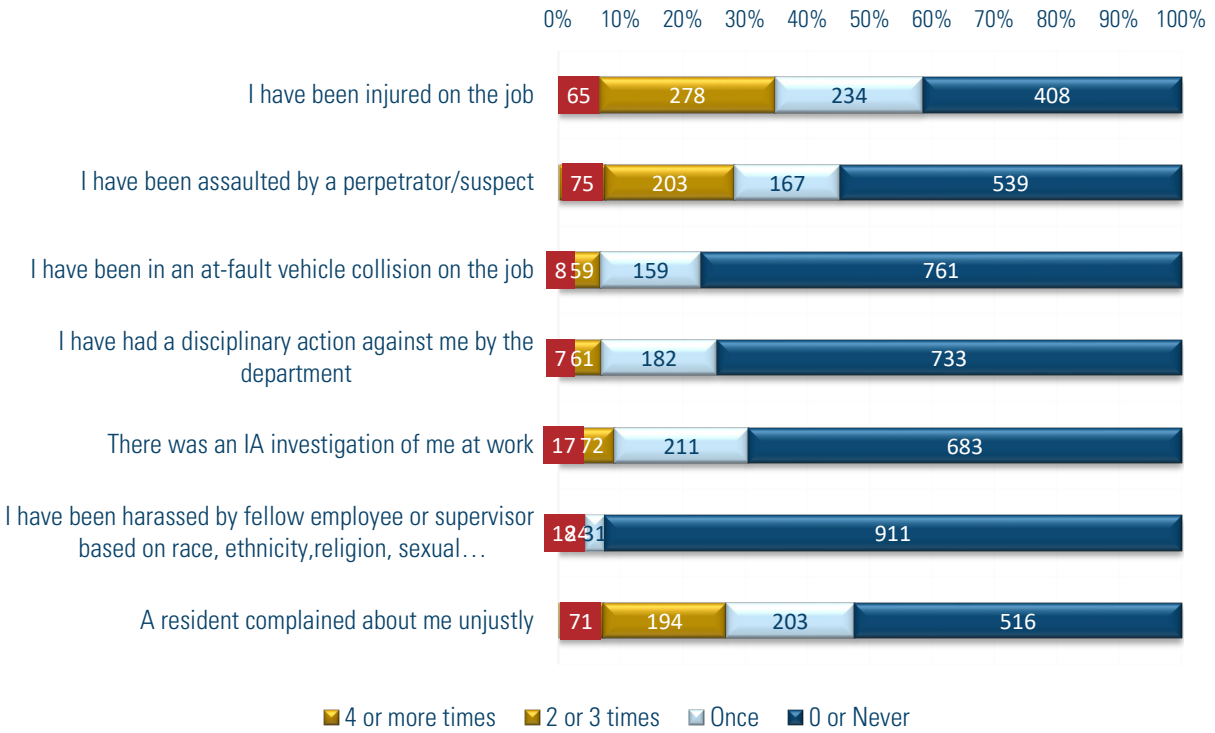
**Please indicate your level of agreement with the following statements.**



Officers responded **positively** that they know what determines how to get a promotion, are told promptly when there is a rule change, understand the appraisal system, that the evaluation of performance is fair and objective, and they are aware of the standards used to evaluate their performance. Most respondents feel that it **is not possible to change things**, and when there are changes, **employees usually lose out** in the end. They also feel that disciplinary actions taken are **not fair and justified**, and they are **unaware of the specific steps** they must take to have a personnel action taken against them reconsidered. Other statements received a more **neutral** or **mixed** response.

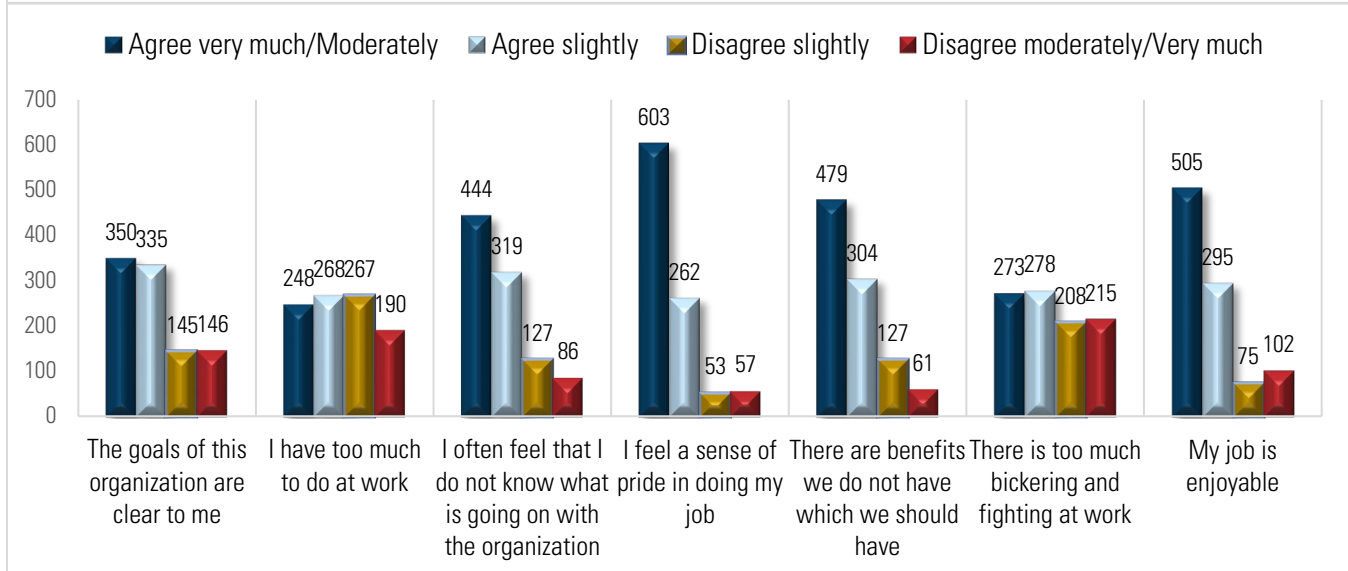
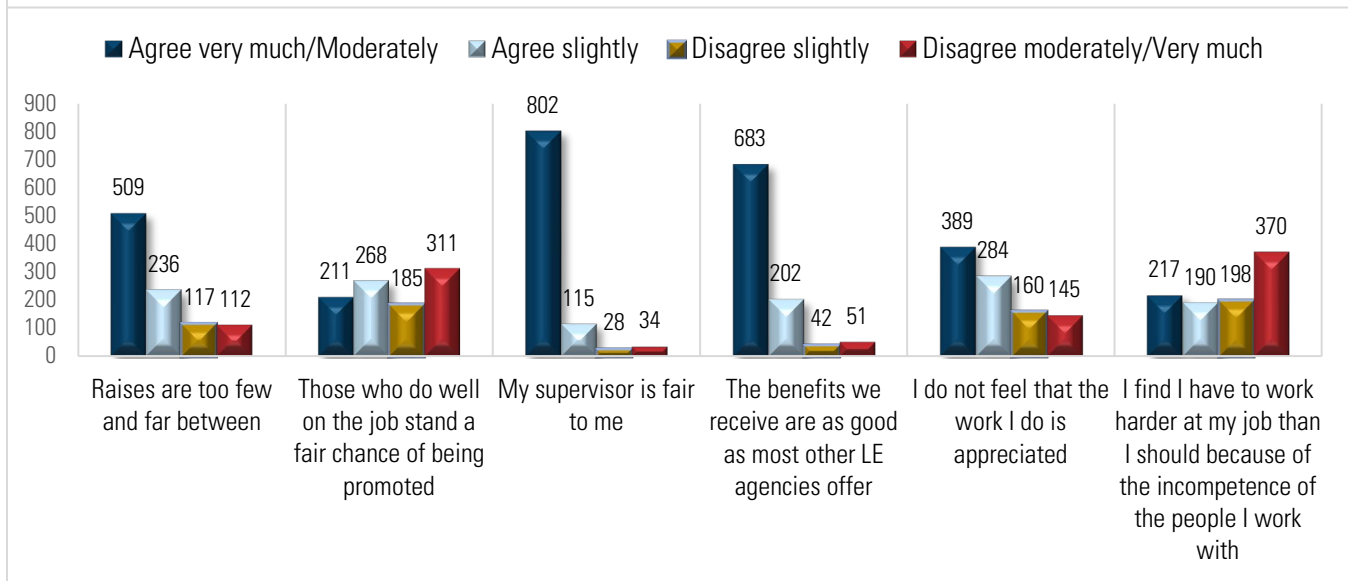
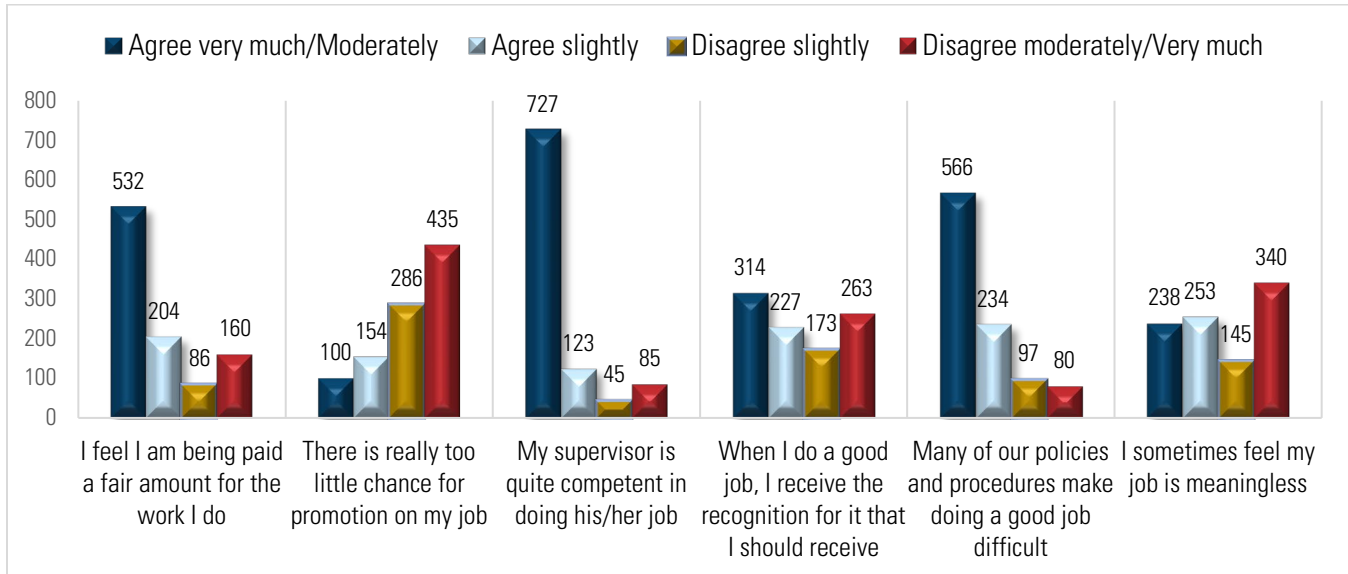


**Please indicate how many times the following have happened in the past 2 years:**



The **most reported** issues in the past 2 years are on the job injuries, followed by a resident unjustly complained, and having been assaulted by a perpetrator/suspect.

**Please indicate your level of agreement with the following statements.**



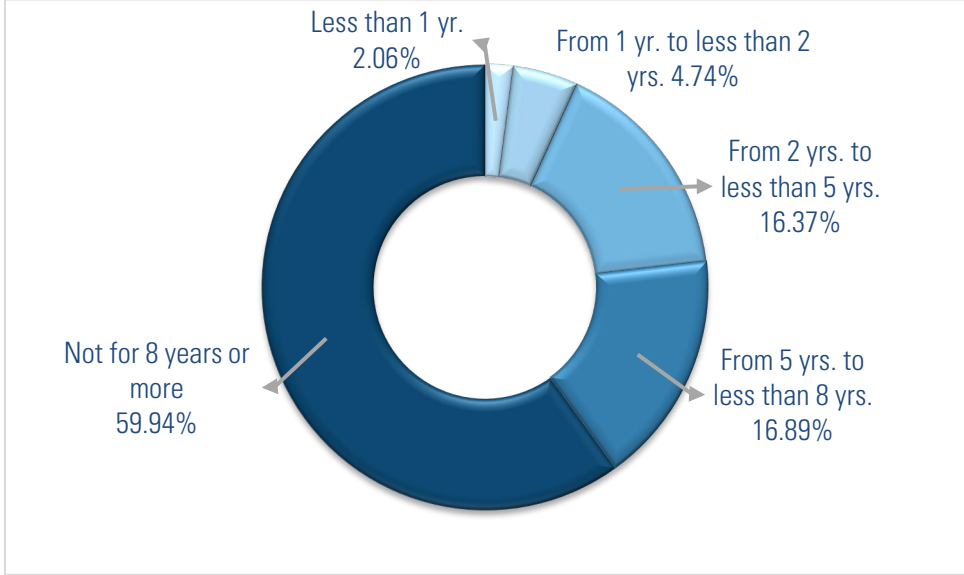
Many of the responses reflect **positively** on the Austin Police Department, particularly when it comes to supervisors, and the sense of pride and enjoyability of work. Areas that received **less positive** responses are that officers feel many of the policies and procedures make doing a good job difficult, raises are too few and far between, they do not feel that the work they do is appreciated, they do not know what is going on in the organization, and there are benefits they do not have which they should. Responses were **relatively mixed** about receiving recognition for a job well done, that job well done means a fair chance of promotion, whether there is too much to do at work, and whether there is too much bickering and fighting.

**Please indicate how often your supervisors, and agency leadership acts in this way.**

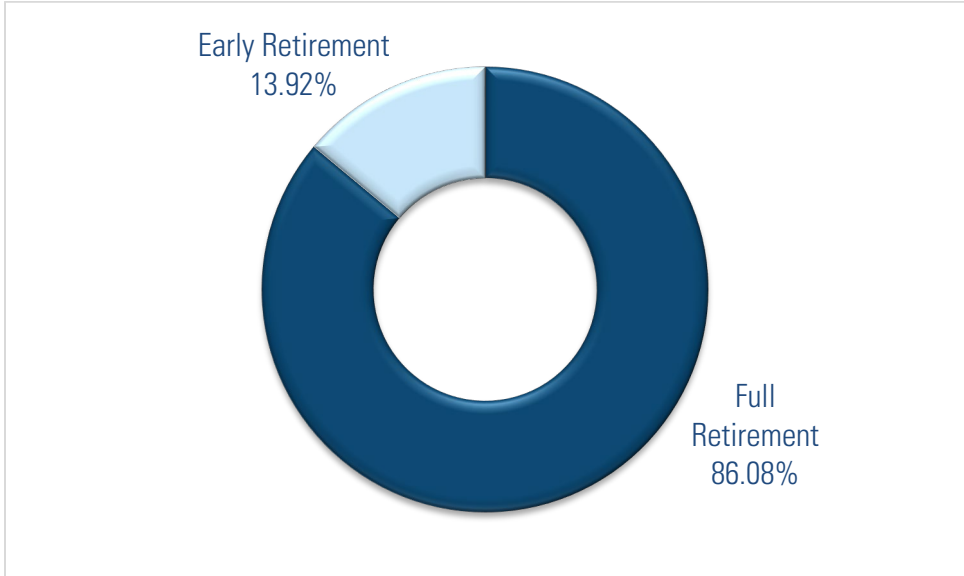


Responses about supervisors were **overwhelmingly positive**. There were **more concerns** when it came to statements about agency leadership, particularly when it comes to receiving input from employees when decisions are made.

**When are you planning on retiring from this agency?**

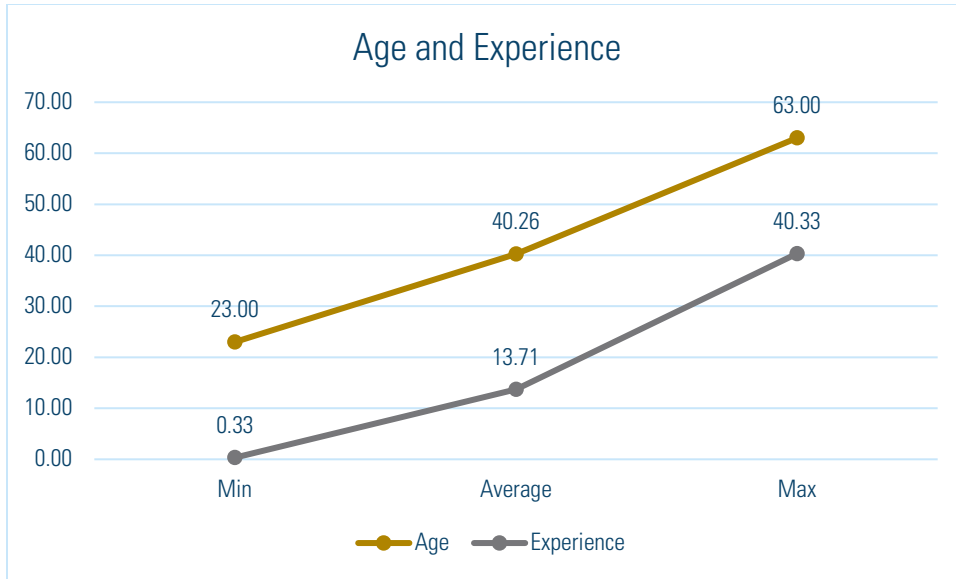


**Do you plan to retire at full or early retirement?**

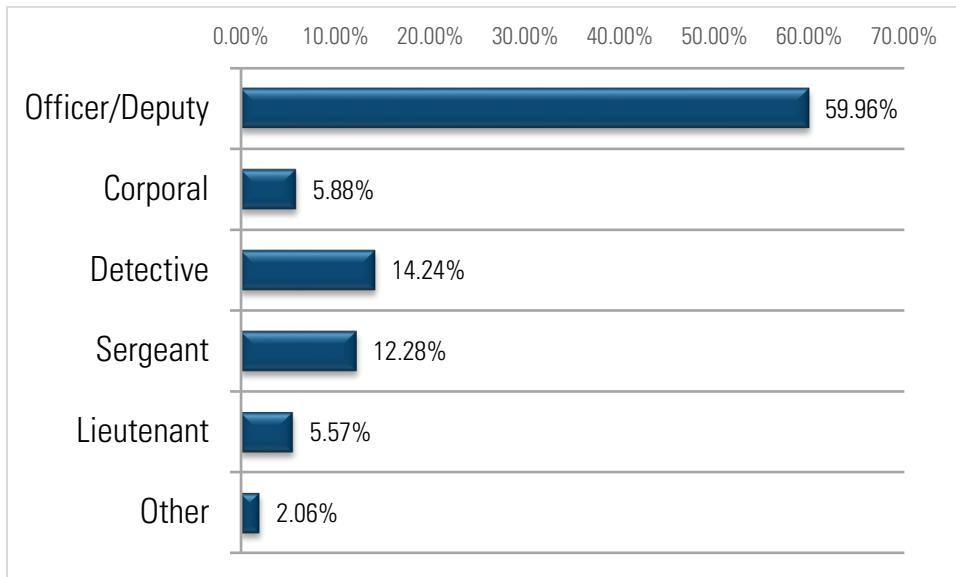


# Demographics

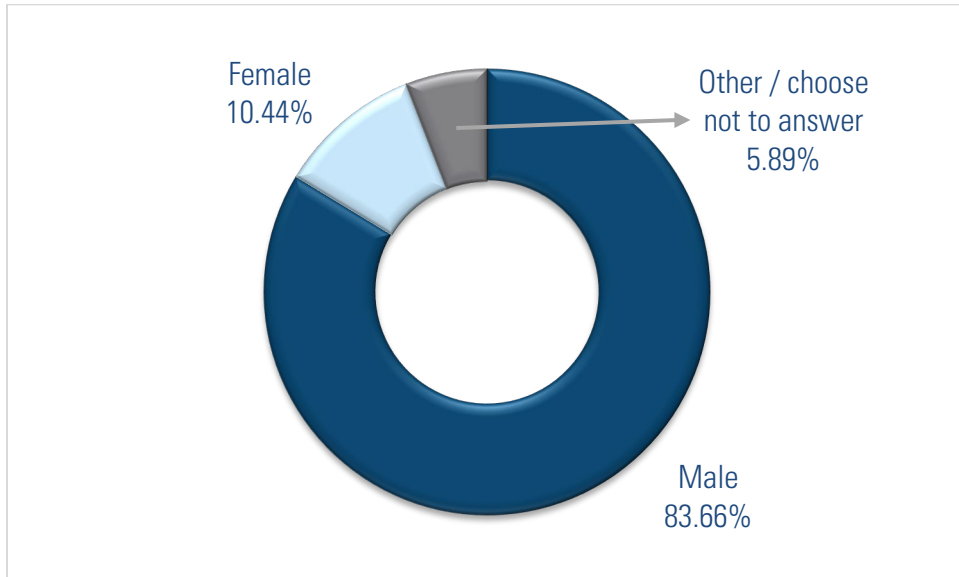
## Age and Experience



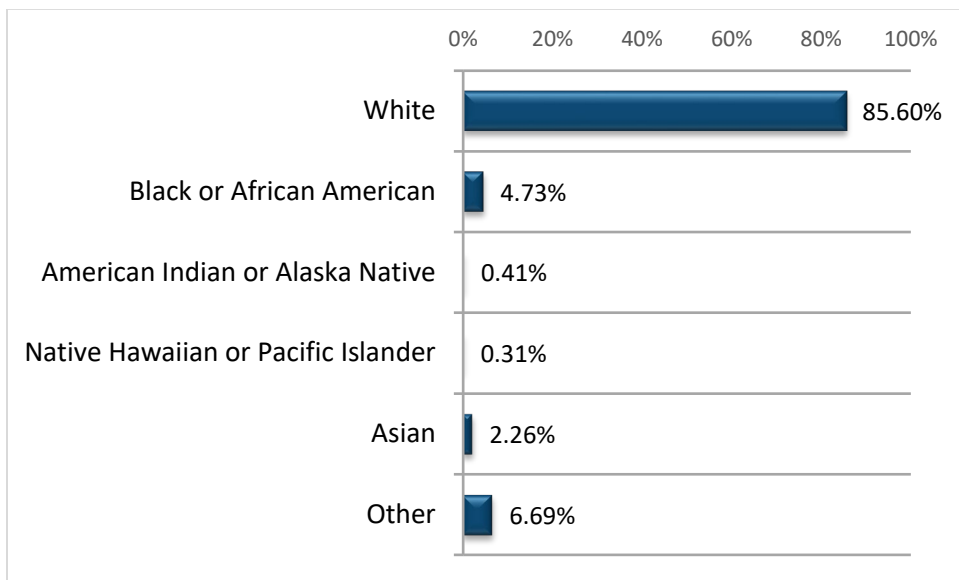
## Rank



## Gender



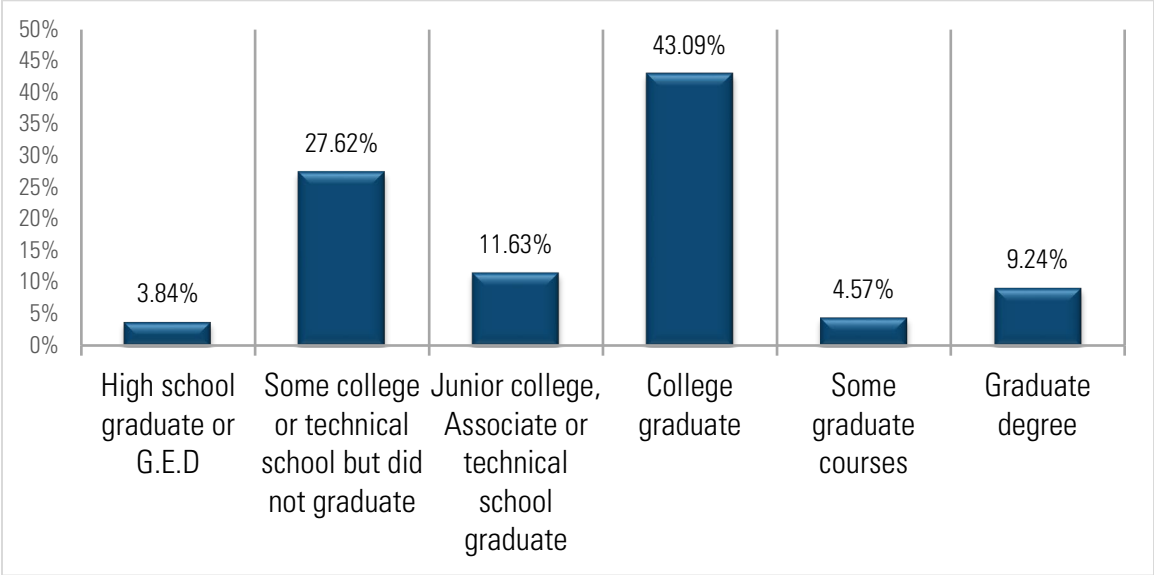
## Race



## Civilian Staff Ethnicity

	%
<b>Hispanic/Latinx</b>	22.34%
<b>Not Hispanic/Latinx</b>	77.66%

**Highest level of formal education completed**





## APPENDIX

To what degree, if any, do you feel this increased attention/scrutiny...	Not at all	To a minimal degree	To some degree	To a great degree	Total
made you more concerned about your safety than in the past?	26	69	371	623	1089
resulted in the general population treating you with less respect than in the past?	37	163	421	469	1090
made you less willing to stop and question those engaging in suspicious behavior?	153	177	355	406	1091

Please indicate how the following safety equipment items make you feel.	Safer	Less safe	Unsure	Total
Ballistic vest/body armor	1010	16	39	1065
Body-worn camera	771	70	208	1049
Cell phone	289	127	579	995
Heroin/Fentanyl resistant gloves	299	38	308	645
In-car video camera	745	51	179	975
Protective gear for crowd control	691	45	196	932
Reflective vest for traffic control	923	20	91	1034
Taser or other CED	847	46	132	1025

Please rate the sufficiency of the following training types in your agency	No training	Insufficient training	Somewhat sufficient training	Very sufficient training	Unsure	Total
Active shooter response	15	186	564	297	1	1063
Contacts with the mentally ill	26	175	389	452	21	1063
Crowd control	134	418	329	168	14	1063
Foot pursuit safety	269	329	293	130	36	1057
Hands-on driving tactics (versus classroom)	211	359	298	169	19	1056
High speed pursuit safety	230	405	281	123	23	1062
Identifying characteristics of weapon concealment	243	408	302	98	12	1063
Officer rescue tactics	61	363	443	186	9	1062
Recognizing indicators of ambush attacks	380	418	192	53	7	1050
Recognizing indicators of assaults on officers	250	411	289	98	11	1059
Safe handling of illicit drugs and precursor chemicals	267	408	257	115	12	1059
Scenario-based encounter training (tactics/force)	86	334	400	225	17	1062

If you use the following, how frequently?	Occasionally	Frequently	Always	Total
Ballistic vest/body armor	134	79	813	1026
Body-worn camera	131	83	785	999
Reflective vest	270	310	401	981
Seat belt	74	142	814	1030

Indicate whether your agency has sufficient resources in:	Always	Most of the time	Inconsistently	Almost never	Total
Back up support for calls	194	599	228	19	1040
Enough officers on shift to ensure safety	32	361	475	173	1041
Properly functioning vehicles	42	478	438	86	1044
Properly functioning radios	407	589	42	6	1044
Purchase of safety equipment that is requested by officers/association/union	55	515	411	157	1037
Refresher training on safety topics	46	386	506	108	1046
Replacement of safety gear when I need it	224	500	263	59	1046

Indicate the frequency with which you focus on the following:	Not at all	Infrequently	Frequently	Not applicable	Total
Eating healthy	14	322	710	3	1049
Getting enough rest/sleep	107	597	343	1	1048
Getting undisrupted sleep	138	600	305	4	1047
Getting regular physical exams	128	440	478	2	1048
Physical training or exercise	38	342	667	1	1048
Quiet relaxation	176	604	264	3	1047
Reducing alcohol use	195	525	313	13	1046
Reducing caffeine intake	50	171	821	7	1049
Reducing or quitting tobacco	802	77	129	41	1049
Maintaining a healthy weight	64	382	592	4	1042
Seeking emotional support	430	405	186	24	1045
Stress reduction activities	123	493	424	7	1047

Have you been concerned about, had symptoms, or been diagnosed with the following in the last 5 years?	Concerned about having	Have had symptoms	Have been diagnosed with	Total
A job-related injury	264	205	281	750
Any/some form of cancer	199	52	33	284
Diabetes	132	63	31	226
Gastrointestinal issues	137	173	113	423
Heart condition or disease	183	95	51	329

High cholesterol	147	103	170	420
High blood pressure	181	139	170	490
Mental health issues	167	170	99	436
Poor sleep quality	261	316	230	807
Sleep disorders	202	191	182	575

Please indicate how often each of the following cause you stress.	Not at all	Infrequently	Frequently	Total
Supervisors	254	484	299	1037
Amount of work I have to do	218	504	315	1037
Insufficient training	236	543	253	1032
Inconsistent schedule/rotating shifts	455	339	244	1038
Too much overtime	685	269	80	1034
Not enough overtime	627	312	95	1034
Unclear career path	594	281	162	1037
Lack of professional development	473	351	213	1037
Workplace culture	332	326	380	1038
Peer relationships	526	393	120	1039
Work/life balance	300	431	306	1037

Please indicate whether you agree that your workplace makes safety a priority in these areas.	Strongly agree	Agree	Disagree	Strongly disagree	Total
Building security	137	532	229	142	1040
Parking lot security	88	360	336	255	1039
Safety equipment (fire extinguishers, AED)	167	687	151	33	1038
Emergency training and planning	73	524	368	71	1036
Fire safety	76	578	318	61	1033
Weather safety	78	587	302	68	1035
Intentional attacks	67	388	397	183	1035
Ability to summon assistance	173	648	158	58	1037

Please indicate whether you agree or disagree.	Strongly Agree	Agree	Disagree	Strongly Disagree	Total
The community members we encounter often seem grateful for the services police provide.	46	589	317	74	1026
Officers should spend the time it takes to answer all of a community members' questions.	197	623	184	21	1025
All people should be treated with respect regardless of their attitude.	299	530	173	23	1025

The public doesn't understand what it means to be a cop.	689	319	13	7	1028
Police officers have reason to be distrustful of most community members.	110	290	509	117	1026
Police officers are expected to gather information from victims of crime, not comfort them.	58	276	555	136	1025

In the PAST 12 MONTHS, how much training, if any, have you received in each of the following areas?	4 hours or more	Less than 4 hours	None	Total
How to de-escalate a situation so that they do not use force, or use the least amount of force necessary	405	291	325	1021
Firearms training involving shoot-don't shoot scenarios	233	266	523	1022
How to deal with individuals who are having a mental health crisis	344	297	380	1021
Non-lethal methods to control a combative or threatening individual	405	363	252	1020
How to deal with people so they feel they've been treated fairly and respectfully	316	335	365	1016
Bias /implicit bias and fairness	505	298	218	1021

If you received any training listed above, indicate the extent to which you agree with the following statements.	Strongly Agree	Agree	Disagree	Strongly Disagree	Total
As a result of de-escalation training, I feel competent to deal with de-escalation situations	105	363	179	34	681
As a result of shoot-don't shoot scenario training, I feel competent to deal with shoot-don't shoot situations	113	287	77	11	488
As a result of training on interacting with those having a mental health crisis, I feel competent to deal with mental health situations	155	348	114	10	627
As a result of training on non-lethal methods, I feel competent to deal with situations involving combative individuals	140	438	161	13	752
As a result of training on fair and respectful treatment, I feel competent to deal with people so	162	381	79	21	643

they feel they've been treated fairly and respectfully					
As a result of bias and fairness training, I feel competent to deal with bias and fairness issues	194	430	121	39	784

Please indicate whether you agree or disagree with the following statements.	Strongly Agree	Agree	Disagree	Strongly Disagree	Total
For minor mistakes, the department helps officers with coaching and counseling rather than punishment	44	338	331	291	1004
Getting good assignments depends on who you know, not on merit	468	375	138	23	1004
In this agency, the disciplinary process is fair	10	194	417	384	1005
Officers are treated with respect during disciplinary investigations	19	361	337	259	976
Employees are treated the same regardless of their gender	123	382	263	229	997
Employees are treated the same regardless of their race/ethnicity	159	436	221	178	994
The process for getting promoted within this agency is open and fair	132	539	203	127	1001
I know the department's values and incorporate them into my daily work	166	702	92	35	995

Please indicate whether you agree or disagree with the following statements.	Strongly Agree	Agree	Disagree	Strongly Disagree	Total
I am considering/actively looking for a job with another law enforcement agency	45	156	386	414	1001
I am considering quitting law enforcement and seeking a different career altogether	114	199	343	346	1002
I intend to stay with my current agency because I feel I have a lot invested	397	445	121	35	998
I intend to stay with my current agency because I like working here	144	461	283	109	997
I feel committed to policing because I think it is a noble and honorable profession	417	443	102	39	1001

Think about your experiences on the job. To what extent for you feel the following?	To a very high degree	To a high degree	Somewhat	To a low degree	To a very low degree	Total
Frustrated by my work	123	224	377	171	99	994
Burnt out because of my work	127	160	301	251	155	994
It drains my energy to work with the public	96	151	307	267	175	996
Frustrated because of working with the public	74	131	278	323	191	997
Emotionally exhausted because of my work	114	167	289	255	169	994
In working with the public, I feel I give more than I get back	260	281	263	129	62	995

Please indicate the extent to which you agree with the following.	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
I am not sure what determines how I can get a promotion in this organization.	27	56	180	414	313	990
I am told promptly when there is a change in policy, rules, or regulations that affects me.	189	566	129	86	22	992
It's really not possible to change things around here.	213	361	229	164	24	991
There are adequate procedures to get my performance rating reconsidered if necessary.	20	207	530	173	60	990
I understand the performance appraisal system being used in this organization.	50	399	299	181	65	994
When changes are made in this organization, the employees usually lose out in the end.	214	385	295	86	10	990
Affirmative action policies and/or diversity or inclusion practices have helped advance employment opportunities in this organization.	50	140	482	183	131	986

In general, disciplinary actions taken in this organization are fair and justified.	6	152	212	369	250	989
I am not afraid to 'blow the whistle' on things I find wrong with my organization.	87	313	259	198	128	985
If I were subject to an involuntary personnel action, I believe my agency would adequately inform me of my grievance and appeal rights.	37	272	272	257	148	986
I am aware of the specific steps I must take to have a personnel action taken against me reconsidered.	13	195	285	349	144	986
The procedures used to evaluate my performance have been fair and objective.	45	471	318	116	35	985
I am aware of the standards used to evaluate my performance.	68	573	220	92	32	985

For the following, please indicate how many times this has happened to you in the last TWO YEARS?	4 or more times	2 or 3 times	Once	0 or Never	Total
I have been injured on the job	65	278	234	408	985
I have been assaulted by a perpetrator/suspect	75	203	167	539	984
I have been in an at-fault vehicle collision on the job	8	59	159	761	987
I have had a disciplinary action against me by the department	7	61	182	733	983
There was an IA investigation of me at work	17	72	211	683	983
I have been harassed by fellow employee or supervisor based on race, ethnicity, religion, sexual orientation/gender identity	18	24	31	911	984
A resident complained about me unjustly	71	194	203	516	984

Please indicate your level of agreement with each of the following	Agree very much	Agree moderately	Agree slightly	Disagree slightly	Disagree moderately	Disagree very much	Total
I feel I am being paid a fair amount for the work I do	213	319	204	86	82	78	982

There is really too little chance for promotion on my job	27	73	154	286	239	196	975
My supervisor is quite competent in doing his/her job	441	286	123	45	46	39	980
When I do a good job, I receive the recognition for it that I should receive	86	228	227	173	130	133	977
Many of our policies and procedures make doing a good job difficult	352	214	234	97	55	25	977
I sometimes feel my job is meaningless	99	139	253	145	145	195	976
Raises are too few and far between	292	217	236	117	67	45	974
Those who do well on the job stand a fair chance of being promoted	67	144	268	185	136	175	975
My supervisor is fair to me	543	259	115	28	16	18	979
The benefits we receive are as good as most other LE agencies offer	332	351	202	42	29	22	978
I do not feel that the work I do is appreciated	163	226	284	160	92	53	978
I find I have to work harder at my job than I should because of the incompetence of the people I work with	84	133	190	198	180	190	975
The goals of this organization are clear to me	110	240	335	145	88	58	976
I have too much to do at work	98	150	268	267	135	55	973
I often feel that I do not know what is going on with the organization	172	272	319	127	71	15	976
I feel a sense of pride in doing my job	298	305	262	53	34	23	975
There are benefits we do not have which we should have	220	259	304	127	42	19	971
There is too much bitching and fighting at work	105	168	278	208	123	92	974
My job is enjoyable	167	338	295	75	64	38	977

Please indicate how often your supervisor acts in this way:	Always	Often	Sometimes	Rarely	Never	Don't Know/Not Applicable	Total
My supervisor explains his/her decisions	324	359	188	62	32	7	972



My supervisor is supportive of employees when things get tough	405	315	146	58	24	24	972
My supervisor treats his/her employees with respect	534	288	102	30	14	3	971
My supervisor trusts me to make important decisions	493	294	120	40	15	6	968
My supervisor recognizes when employees are having problems on the job	247	323	212	100	32	56	970
My supervisor makes clear what is expected	369	364	153	61	21	3	971
My supervisor encourages input when decisions are made	324	322	171	100	42	12	971
My supervisor's decisions are fair and consistent	364	354	176	49	15	10	968
My supervisor stands up for employees when they have done nothing wrong	415	276	132	52	17	79	971
My agency's leadership communicates effectively with the media and public	95	258	330	188	60	41	972
My agency's leadership sets a good example for everyone in the organization	20	151	418	304	69	11	973
My agency's leadership makes clear what is expected of employees	74	260	395	185	50	6	970
My agency's leadership encourages input from employees when decisions are made	15	76	217	340	310	14	972

When are you planning on retiring from this agency?	%	Count
Less than 1 yr.	2.06%	20
From 1 yr. to less than 2 yrs.	4.74%	46
From 2 yrs. to less than 5 yrs.	16.37%	159
From 5 yrs. to less than 8 yrs.	16.89%	164

Not for 8 years or more	59.94%	582
Total	100%	971

Do you plan to retire at:	%	Count
Full Retirement	86.08%	841
Early Retirement	13.92%	136
Total	100%	977

What is your rank?	%	Count
Officer	59.96%	581
Corporal	5.88%	57
Detective	14.24%	138
Sergeant	12.28%	119
Lieutenant	5.57%	54
Other	2.06%	20
Total	100%	969

Gender	%	Count
Male	83.66%	809
Female	10.44%	101
Other / choose not to answer	5.89%	57
Total	100%	967

Race	%	Count
White	85.60%	832
Black or African American	4.73%	46
American Indian or Alaska Native	0.41%	4
Native Hawaiian or Pacific Islander	0.31%	3
Asian	2.26%	22
Other	6.69%	65
Total	100%	972

Ethnicity	%	Count
Hispanic/Latinx	22.34%	195
Not Hispanic/Latinx	77.66%	678
Total	100%	873

Highest level of education	%	Count
High school graduate or G.E.D.	3.84%	37
Some college or technical school but did not graduate	27.62%	266
Junior college, Associate or technical school graduate	11.63%	112
College graduate	43.09%	415
Some graduate courses	4.57%	44
Graduate degree	9.24%	89
Total	100%	963

Survey Statistics		
Survey Dates	Response Rate	Count
January 28, 2019 – February 08, 2019	64.25%	1,170