

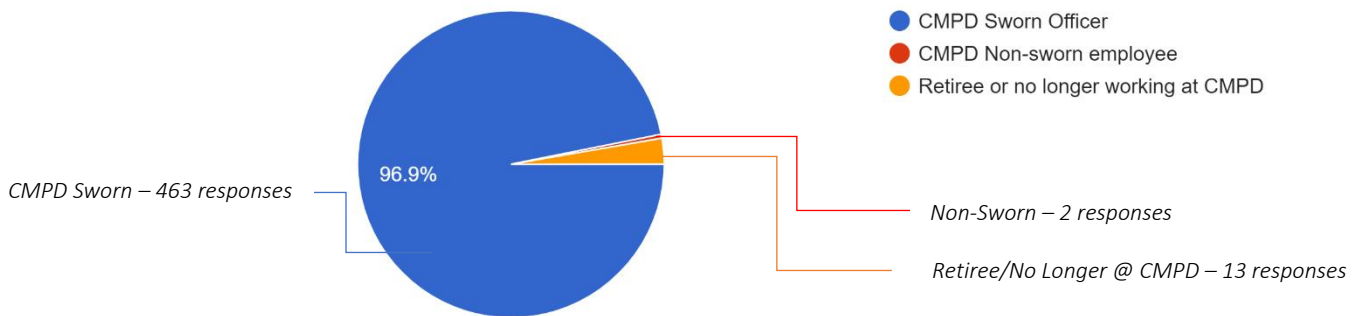
The following is a final report on the outcomes of the Charlotte-Mecklenburg Fraternal Order of Police, Lodge #9 Morale Survey. This survey only captured data from our Charlotte-Mecklenburg Police Department members.

There were 478 total responses; however, in the question below if “Retiree or no longer working at CMPD” was selected, respondents were not able to complete the survey. Retirees would be directed to the final question asking them to rate how they felt FOP Leadership was representing them. There were 13 retirees and 465 recorded responses.

Question 1:

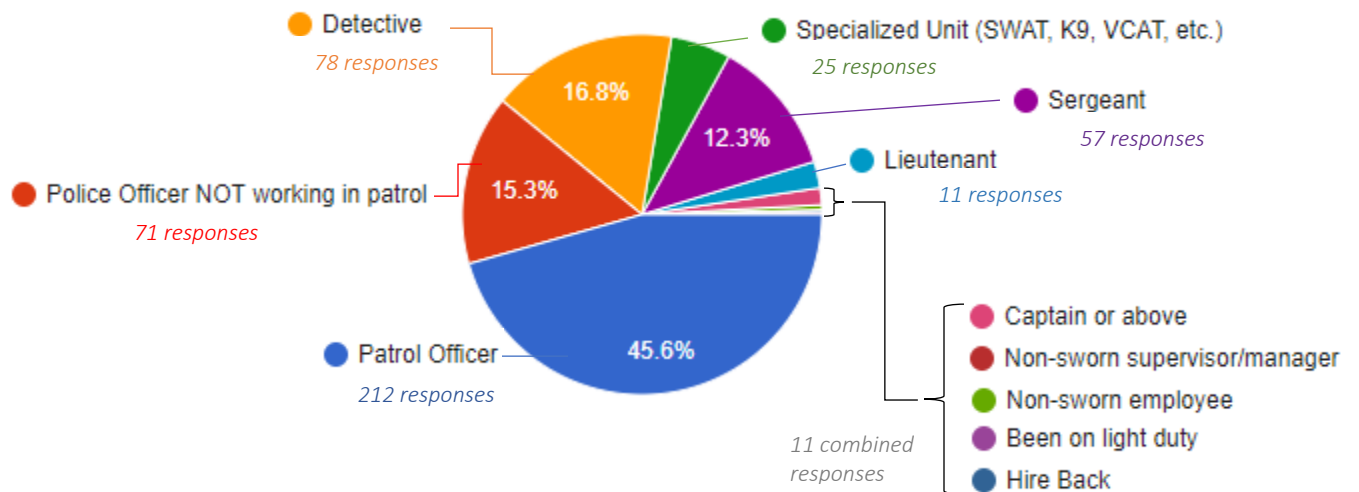
What best describes you?

478 responses



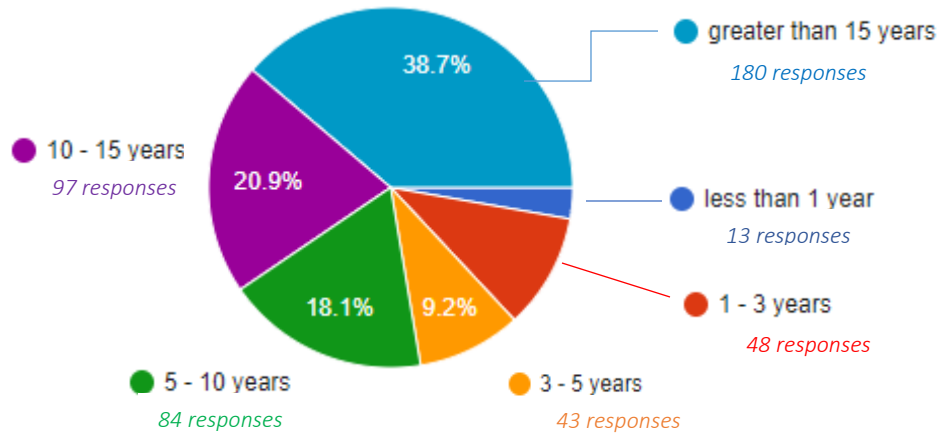
Question 2:

What best describes your position?



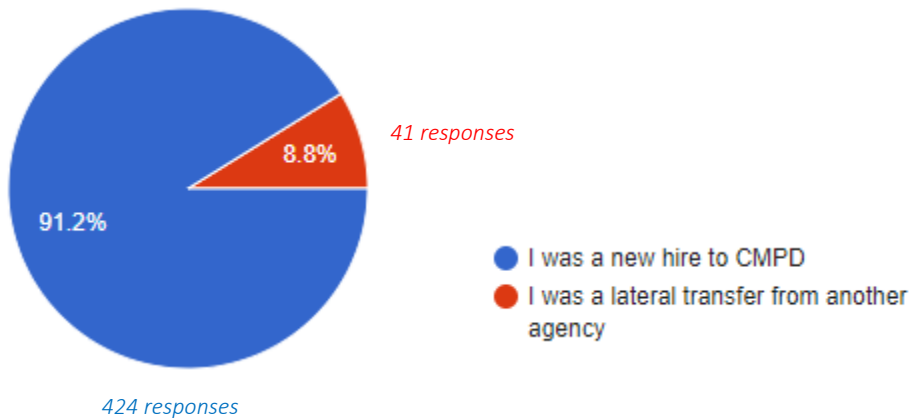
Question 3:

How long have you been with CMPD?



Question 4:

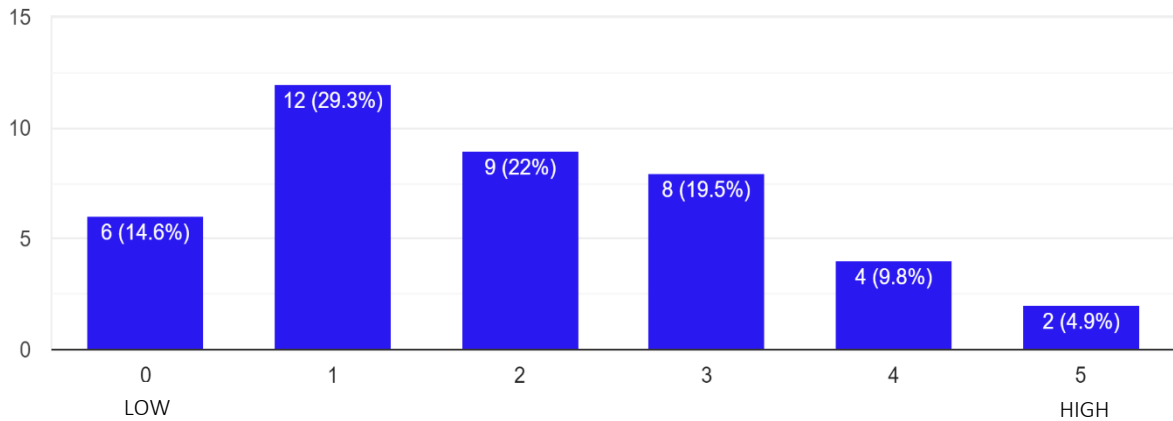
What best describes you?



If respondents answered "I was a new hire to CMPD", the next question would not appear. Only those respondents who selected "I was a lateral transfer from another agency" would see the following question:

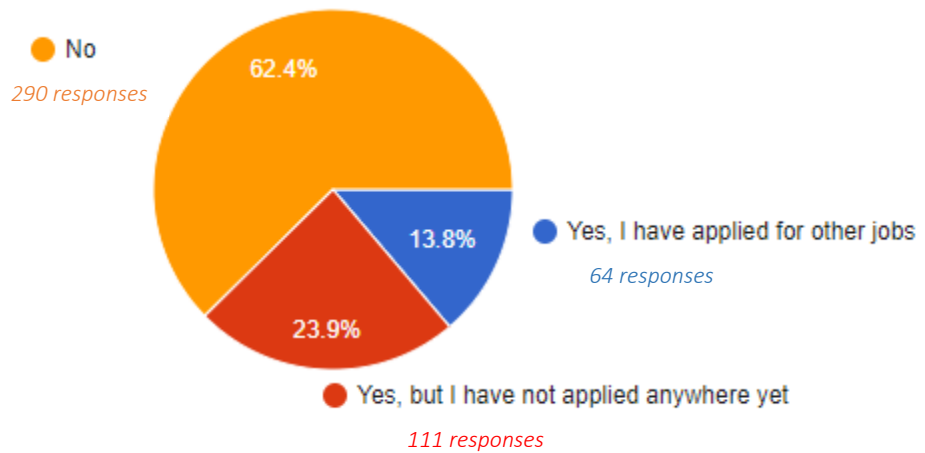
Question 5:

As a lateral to CMPD, how do you rate how CMPD addresses morale compared to your previous agency?



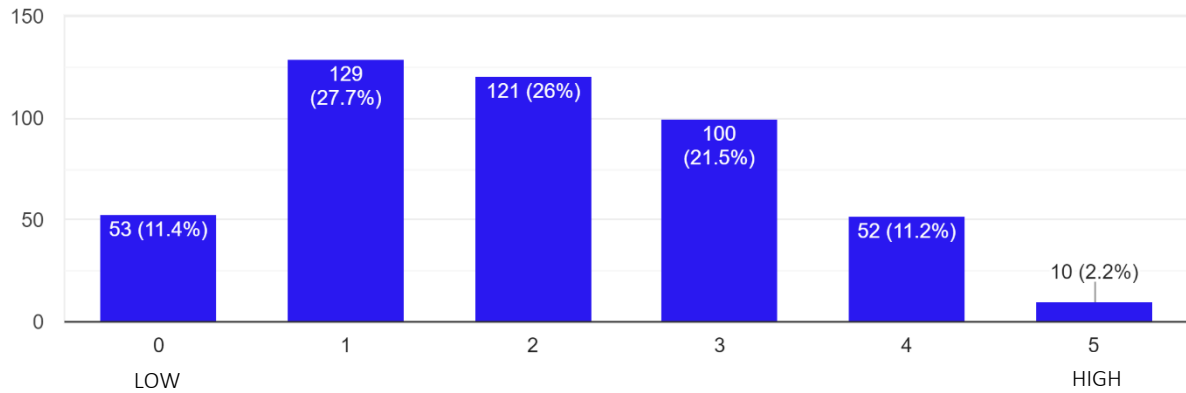
Question 6:

In the last year, have you actively sought employment outside of CMPD?



Question 7:

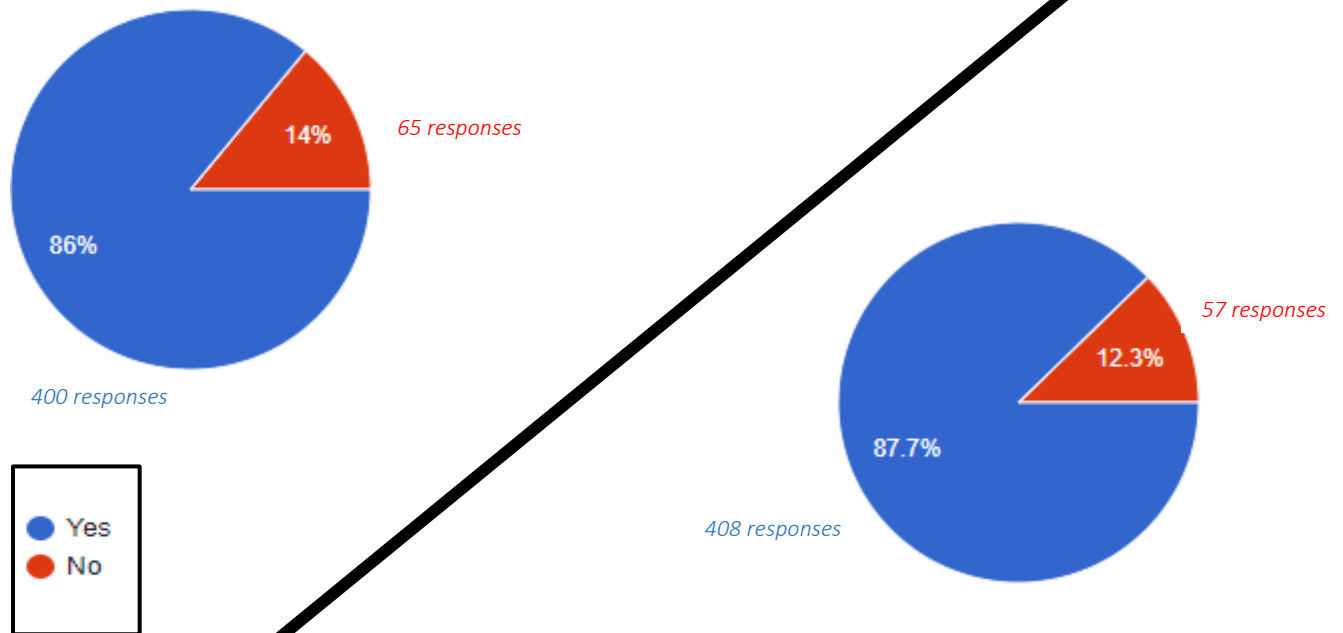
On a scale of 0 to 5, rate your current level of morale



**This result captured that morale was lowest amongst “patrol officers” and showed an increase based on rank and non-patrol functions.*

Question 8:

Do you feel your morale affects the morale of others around you?



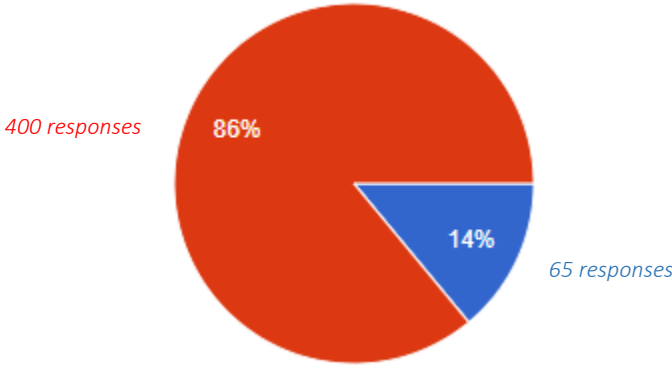
Question 9:

Does the morale of others around you affect your morale?

Question 10:

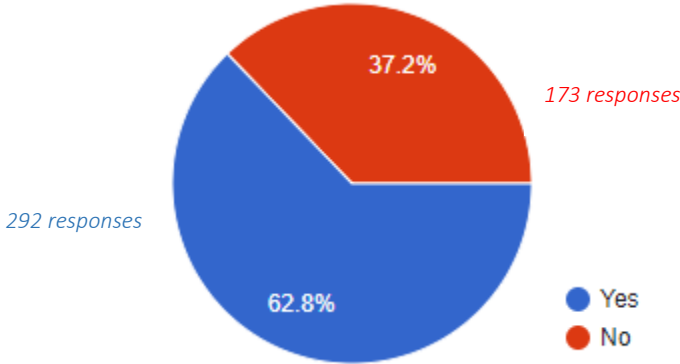
What impacts your morale the most?

- External factors (environment, politics, news stories, etc.)
- Internal factors (department regulations/decisions, policies, punishments, etc.)



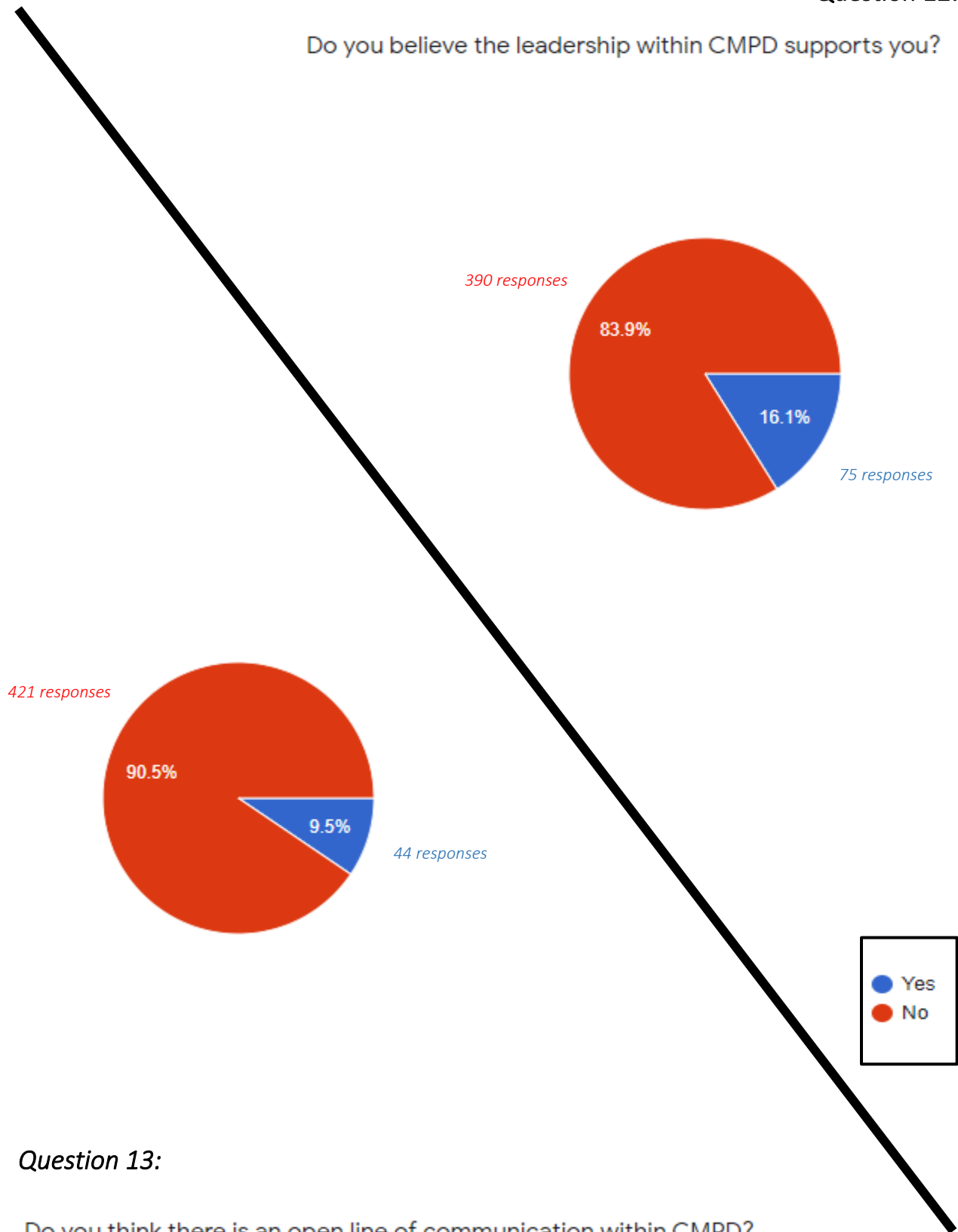
Question 11:

Do you believe the community, as a whole, supports you?



Question 12:

Do you believe the leadership within CMPD supports you?

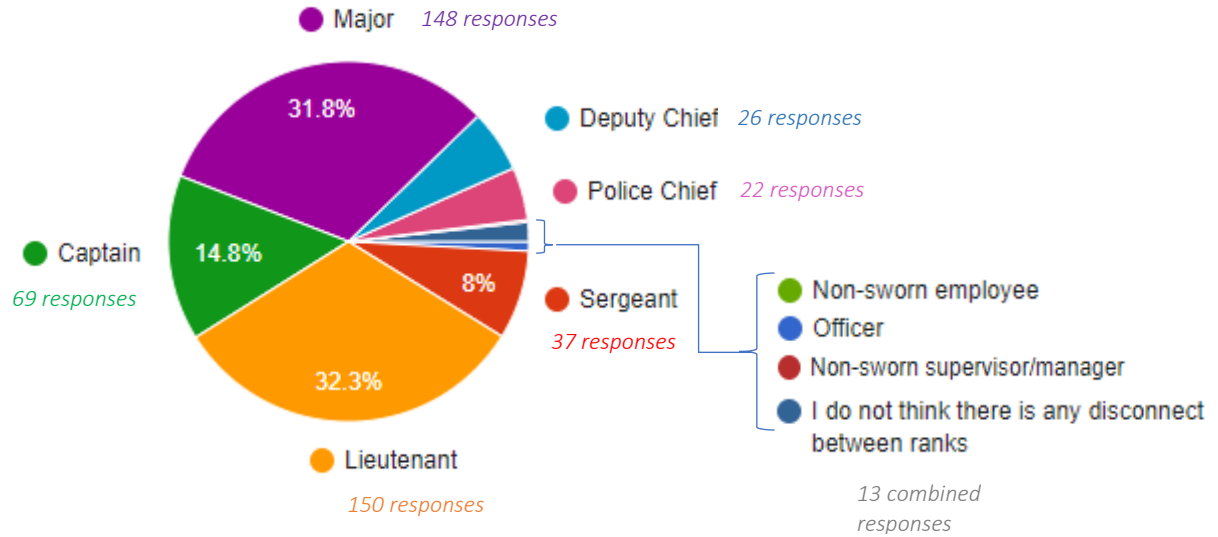


Question 13:

Do you think there is an open line of communication within CMPD?

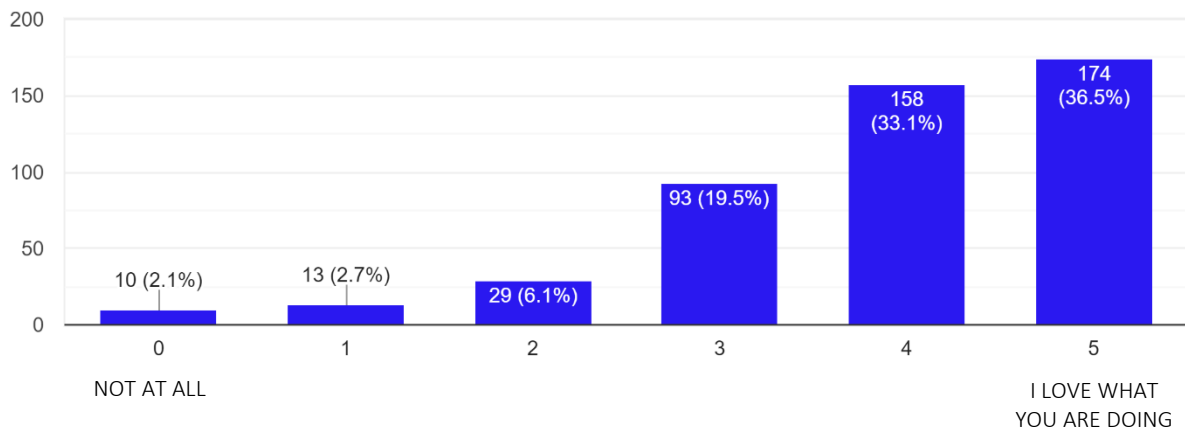
Question 14:

At what rank do you feel any disconnect starts?



Question 15:

How well do you feel the FOP Lodge #9 leadership represents you?



*This graph includes results for all survey respondents, including retirees.