



2014 CJAP SURVEY – LAW ENFORCEMENT OFFICER

Agency Name:

Agency ORI:

Agency Address:

City

State

County

Zip

(Name of Person Completing Survey)

Agency Contact:

Name, Title

Email Address

Contact Phone: ()

AGENCY INFORMATION

1. What is your agency's Criminal Justice category?

- Police Department
- Sheriff's Office
- State Agency
- Port Agency
- School Agency

2. Does your agency employ sworn correctional officers? Yes No

3. Do the sworn members of your agency belong to a Collective Bargaining Unit (PBA, FOP, etc.)?
 Yes No

4. Is your department's police chief elected or appointed?
 Elected Appointed Not Applicable

5. Is your agency accredited?
 Yes No

6. If yes, by who? *(Select all that apply)*

- Commission on Accreditation for Law Enforcement Agencies (CALEA)
- Florida Law Enforcement Accreditation (CFA)
- Not Applicable



SALARY

- 7. What is your agency’s minimum annual salary for each of the following?
(Round to the nearest dollar. If your agency does not employ a specific rank, leave it blank.)
Certified Entry-Level Officer \$ (A response is required for an entry level officer)
First Line Supervisor (Supervisor of Staff) \$
Middle Management (Supervisor of Supervisors) \$
- 8. Does your agency offer enhanced entry level salary based on previous law enforcement experience?
 No (Go to Question # 9) Yes Please explain:
- 9. Does your agency provide Longevity pay? Yes No
- 10. Does your agency provide Overtime pay? Yes No
- 11. Does your agency pay Shift Differential? Yes No
- 12. What is the minimum salary increase for satisfactory annual performance evaluation?
% Not Applicable

REQUIREMENTS & PRE-REQUISITES

- 13. What is your agency’s entry-level education requirement?
 High School/GED
 Some College
 AA/AS
 BA/BS
- 14. Does your agency have an educational requirement for promotions?
 None
 Some College
 AA/AS
 BA/BS
- 15. What is your agency’s entry-level minimum age requirement? Years
- 16. What is the number of shift hours for entry-level officers in a non-specialized unit? Hours
- 17. What is the length of your probationary period in months? Months
- 18. Is physical fitness / wellness a condition of employment? Yes No
- 19. Which of the following are pre-requisites for entry level employment? (Select all that apply)
 Psychological Examination
 Voice Stress Analysis
 Polygraph Examination
 Physical Fitness / Agility Test
 Vision Requirement
 Interview / Oral Board
 Basic Abilities Test (BAT), Written Test, TABE, etc.
 Previous criminal justice experience
 Prior employment at another criminal justice agency
 Restrictive Tobacco Policy



- Driving history
- Swimming test

WEAPONS ISSUED *(Select all that apply)*

20. What type(s) of firearm(s) are provided for officers in a non-specialized unit?

- Handgun
- Shotgun
- Rifle
- Based on job duties
- Based on shift
- None

21. What types of “nonlethal intermediate weapons” are provided for officers in a non-specialized unit?

- Chemical Agents
- Dart-Firing Stun Gun / Taser
- Rubber Bullets
- Bean Bag Projectile
- Other:
- None

SUPPLEMENTAL PROGRAMS

Which of the following supplemental programs are provided by your agency?

22. “Take home” vehicle program

- Yes
- Yes, based on rank
- Yes, based on job duties
- Yes, limited use - for agency matters only
- No

23. Standard uniforms

- Uniforms only
- Do not provide uniforms
- Uniforms & accessories
- Do not have a standard uniform

24. Clothing allowance for entry-level officers in a non-specialized unit Yes No

25. Clothing allowance for specialized / non-uniformed unit

- Yes No Do not have specialized units

26. Uniform cleaning allowance and / or contract services Yes No

27. Fitness equipment or gym memberships for sworn officers

- No
- Have on-site fitness equipment / gym
- Provide free membership to gym
- Provide a portion of the membership fees



28. In-Service physical fitness / wellness program

- Yes, voluntary
- Yes, mandatory
- No

29. Provide college tuition reimbursement Yes No

30. Financially sponsor prospective recruits through the criminal justice academy

- Yes No Sponsor employees that are hired pre-academy

31. Does your agency provide mobile digital terminals / laptops to patrol vehicles?

- Yes Yes - for Supervisors only Yes, based on job duties No

32. Does your agency provide cellular phones to officers?

- Yes Pays up to a fixed amount Based on position No

33. Does your agency utilize body cameras?

- Yes No

34. Does your agency provide ballistic vests?

- Yes No

TRAINING

35. What is the length in weeks of your agency's Field Training (FTO) Program?

- Weeks Do Not Have an FTO Program

36. Does your agency require officers to meet continuing training beyond the state required 40 hours every 4 years? Yes No

How often does your agency require officers to qualify or meet continuing proficiency / educational requirements in the following areas?

37. Defensive Tactics

- Every six months
- Annually
- 2 years
- 3 years
- 4 years
- Not Required

38. Firearms

- Every six months
- Annually
- 2 years
- 3 years
- 4 years
- Not Required



39. Dart-Firing Stun Guns

- Every six months
- Annually
- 2 years
- 3 years
- 4 years
- Not Required

40. CPR /AED / First Aid

- Every six months
- Annually
- 2 years
- 3 years
- 4 years
- Not Required

41. In-Service Fitness

- Every six months
- Annually
- 2 years
- 3 years
- 4 years
- Not Required

42. Chemical Agents

- Every six months
- Annually
- 2 years
- 3 years
- 4 years
- Not Required

43. Driving

- Every six months
- Annually
- 2 years
- 3 years
- 4 years
- Not Required

SPECIAL UNITS *(Select all that apply)*

44. Which of the following Programs / Special Units does your agency offer?

- Narcotics Unit
- Tactical Unit / S.W.A.T.
- Emergency Response Team
- Internal Affairs
- Training Unit
- Gang Unit
- Canine Unit
- Regional / Countywide Response Teams



CANINE UNIT *(Select all that apply)*

45. If your agency has a Canine Unit, what kind of dog(s) does the unit(s) utilize?

- Bloodhound
- German Shepherd
- Labrador Retriever
- Belgian Malinois
- Other
- Not Applicable

46. If your agency has a Canine Unit, what tasks are your canines trained to handle?

- Narcotics
- Explosives
- Patrol
- Scent Trailing
- Not Applicable

47. If your agency has a Canine Unit, how many canine teams do you have at your agency?
Canine Team(s) (Put "0" if it is not applicable in your case)

48. If your agency has a Canine Unit, are they certified through the Criminal Justice Standards and Training Commission (CJSTC)?

- Yes No Not Applicable

49. Are they certified through other professional organizations? *(Select all that apply)*

- Criminal Justice Standards and Training Commission (CJSTC)
- The United States Police Canine Association (USPCA)
- The North American Police Work Dog Association (NAPWDA)
- The Florida Law Enforcement Canine Association (FLECA)
- The National Police Canine Association (NPCA)
- Other
- Not Applicable

INSURANCE

Which of the following types of insurance are available through your agency and what portion is subsidized? (For a single member plan)

50. Life Insurance

- Offered, Completely Subsidized
- Offered, Partially Subsidized
- Offered, Not Subsidized
- Agency does not offer this insurance

51. Medical Insurance

- Offered, Completely Subsidized
- Offered, Partially Subsidized
- Offered, Not Subsidized
- Agency does not offer this insurance



52. Dental Insurance

- Offered, Completely Subsidized
- Offered, Partially Subsidized
- Offered, Not Subsidized
- Agency does not offer this insurance

53. Disability Insurance

- Offered, Completely Subsidized
- Offered, Partially Subsidized
- Offered, Not Subsidized
- Agency does not offer this insurance

RETIREMENT

54. Which of the following retirement plans are offered by your agency for sworn personnel?

- Special Risk (State)
- Special Risk (County)
- Special Risk (Local or Private)
- Deferred Compensation Plan
- Local Retirement Plan
- 401K
- Deferred Retirement Option Program (DROP)
- Other type of retirement plan:
- No, our agency does not offer any type of retirement plan

LEAVE BENEFITS

- 55. (For entry level officers) How many vacation hours are accrued annually? Hours
- 56. (For entry level officers) How many sick hours are accrued annually? Hours
- 57. (For entry level officers) How many paid holidays are offered each year? Paid Holidays
- 58. (For entry level officers) How many personal days are offered each year? Personal Days
- 59. Does accrual of leave (any type) change with time in service and/or rank? Yes No
- 60. Does your agency offer a buy back (cash payout) program for unused sick time? Yes No
- 61. Does your agency offer conversion of unused sick time to annual leave?
 - Yes, with some pre-requisites for approval
 - Yes, with no pre-requisites for approval
 - No