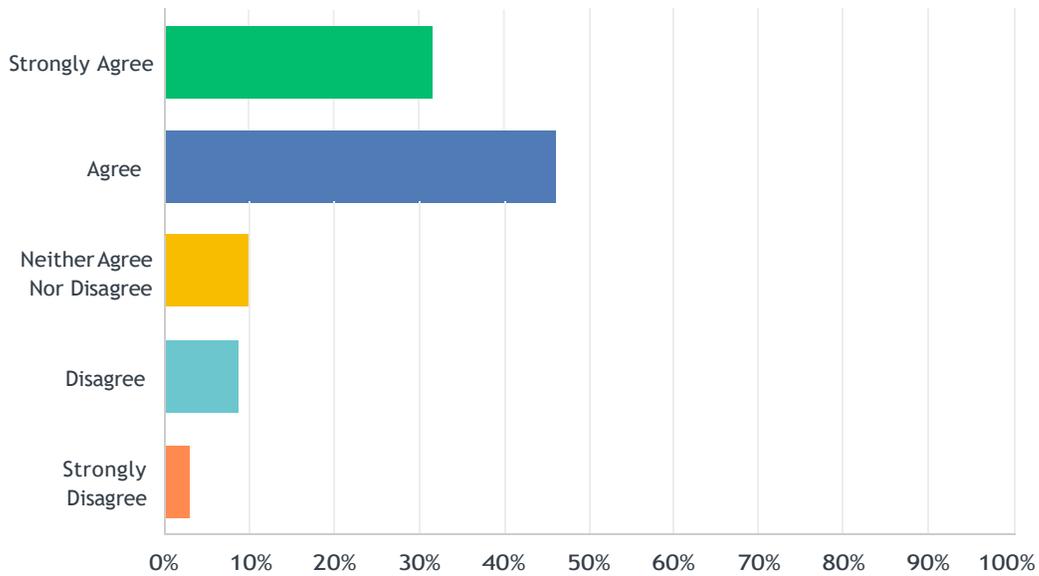


Q1 Do you feel your work at SPS is meaningful?

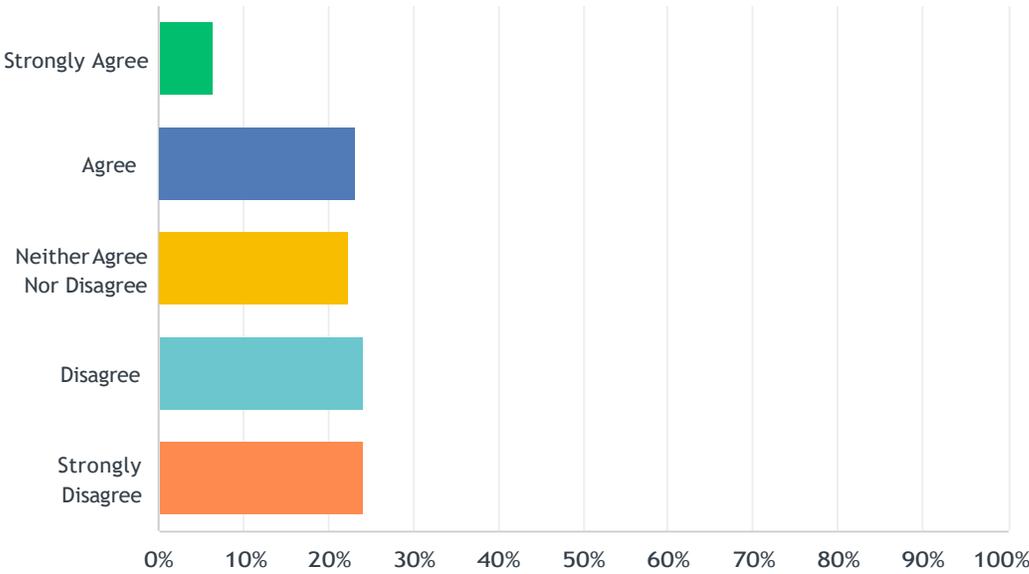
Answered: 123 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	31.71%	39
Agree	46.34%	57
Neither Agree Nor Disagree	9.76%	12
Disagree	8.94%	11
Strongly Disagree	3.25%	4
TOTAL		123

Q2 Do you feel valued for your contributions at SPS?

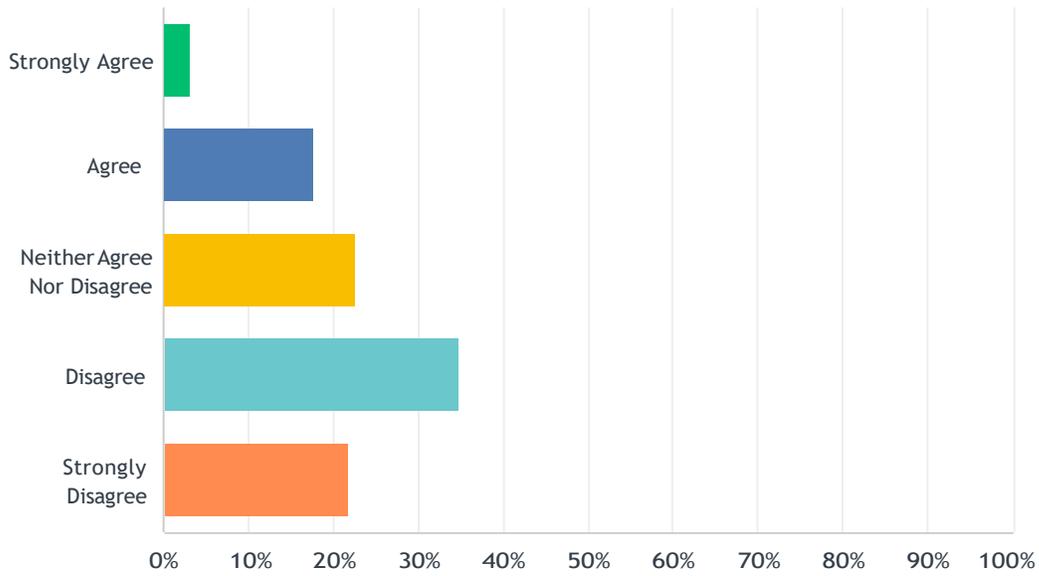
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	6.40%	8
Agree	23.20%	29
Neither Agree Nor Disagree	22.40%	28
Disagree	24.00%	30
Strongly Disagree	24.00%	30
TOTAL		125

Q3 Do you feel SPS recognizes and rewards hard work/dedication?

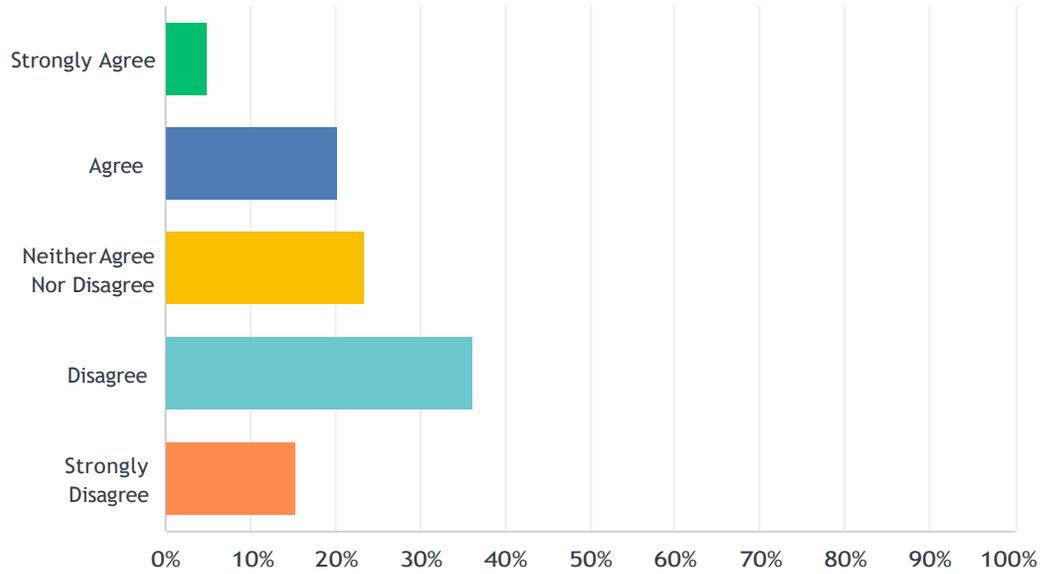
Answered: 124 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	3.23%	4
Agree	17.74%	22
Neither Agree Nor Disagree	22.58%	28
Disagree	34.68%	43
Strongly Disagree	21.77%	27
TOTAL		124

Q4 Do you believe the policies/procedures/workflows at SPS assist you in fulfilling your work duties efficiently and effectively?

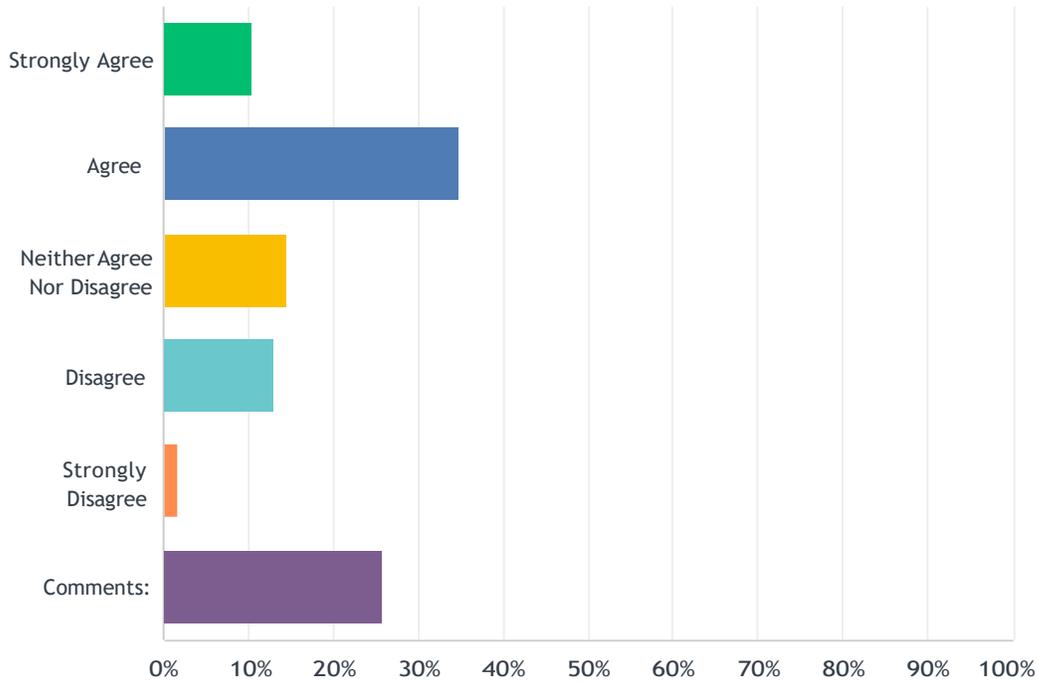
Answered: 124 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.84%	6
Agree	20.16%	25
Neither Agree Nor Disagree	23.39%	29
Disagree	36.29%	45
Strongly Disagree	15.32%	19
TOTAL		124

Q5 Do you feel SPS supervisors (Sergeants and Staff Sergeants, civilian supervisors) value your feedback?

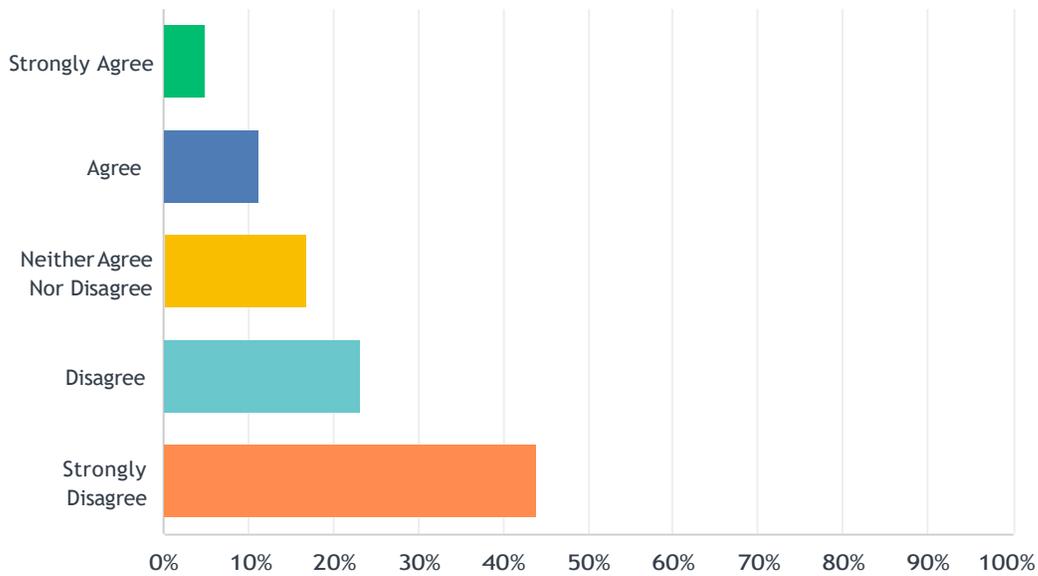
Answered: 124 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	10.48%	13
Agree	34.68%	43
Neither Agree Nor Disagree	14.52%	18
Disagree	12.90%	16
Strongly Disagree	1.61%	2
Comments:	25.81%	32
TOTAL		124

Q6 Do you feel the SPS executive team (Chief, Deputy Chief) value your feedback?

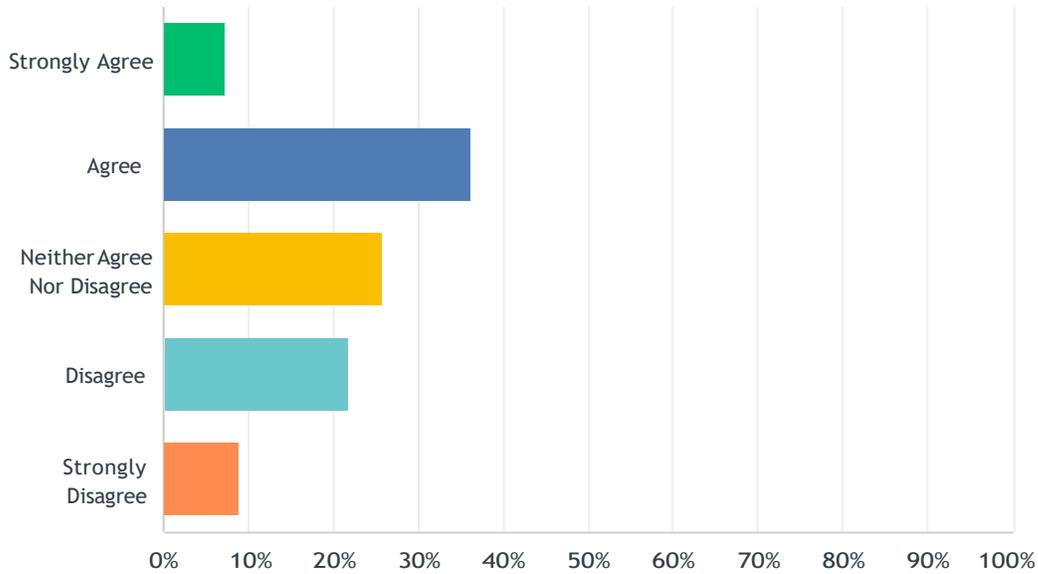
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.80%	6
Agree	11.20%	14
Neither Agree Nor Disagree	16.80%	21
Disagree	23.20%	29
Strongly Disagree	44.00%	55
TOTAL		125

Q7 Do you feel SPS supervisors (Sergeants and Staff Sergeants, civilian supervisors) encourage openness and transparency?

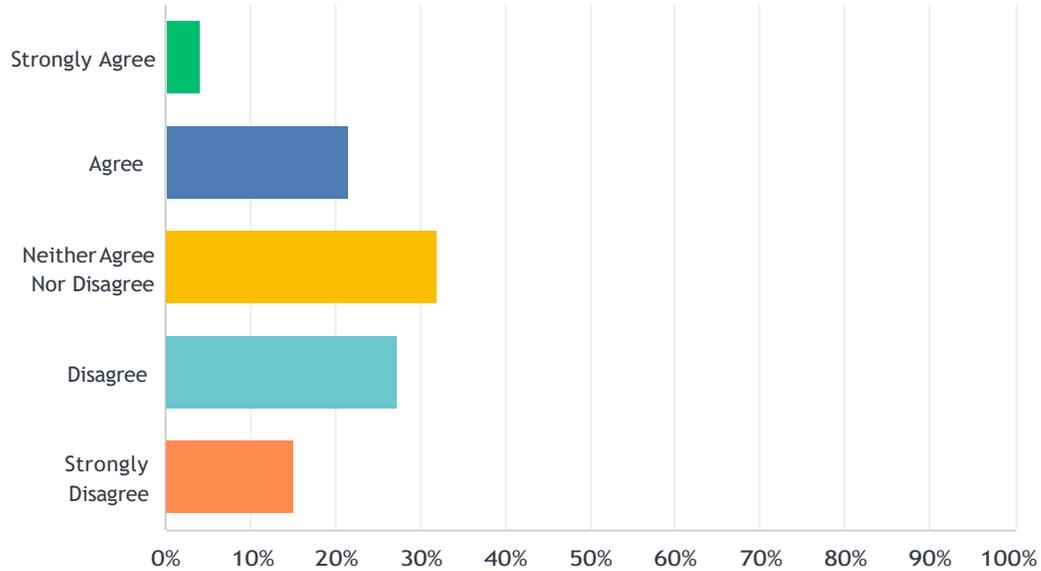
Answered: 124 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	7.26%	9
Agree	36.29%	45
Neither Agree Nor Disagree	25.81%	32
Disagree	21.77%	27
Strongly Disagree	8.87%	11
TOTAL		124

Q8 Do you feel SPS midlevel management (Inspectors, civilian managers) encourages openness and transparency?

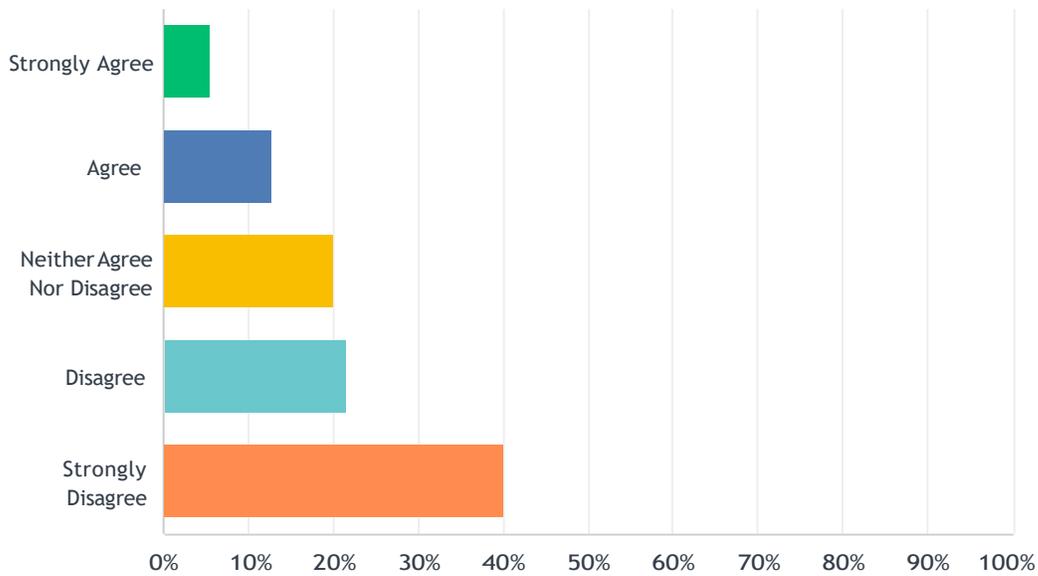
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.00%	5
Agree	21.60%	27
Neither Agree Nor Disagree	32.00%	40
Disagree	27.20%	34
Strongly Disagree	15.20%	19
TOTAL		125

Q9 Do you feel the SPS executive team (Chief, Deputy Chief) encourages openness and transparency?

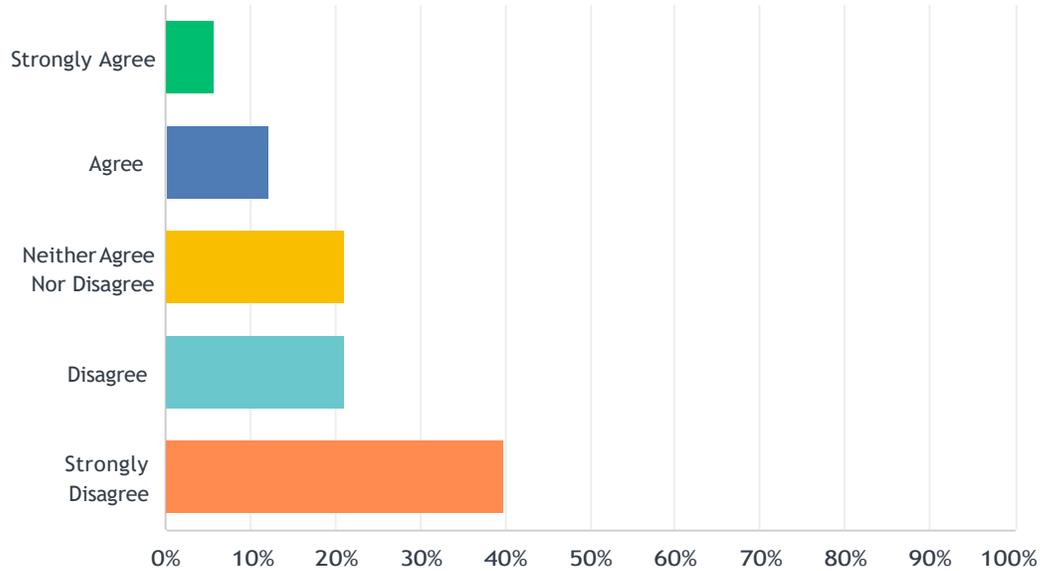
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES
Strongly Agree	5.60% 7
Agree	12.80% 16
Neither Agree Nor Disagree	20.00% 25
Disagree	21.60% 27
Strongly Disagree	40.00% 50
TOTAL	125

Q10 Do you feel the SPS executive team (Chief, Deputy Chief) encourages openness and transparency?

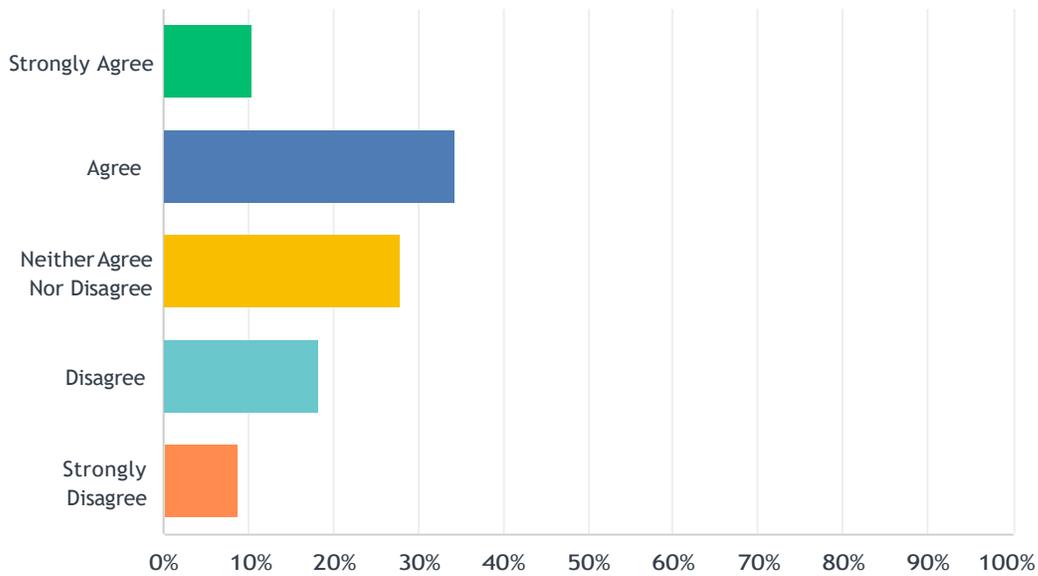
Answered: 123 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly Agree	5.69%	7
Agree	12.20%	15
Neither Agree Nor Disagree	21.14%	26
Disagree	21.14%	26
Strongly Disagree	39.84%	49
TOTAL		123

Q11 Do you feel SPS supervisors (Sergeants and Staff Sergeants, civilian supervisors) are invested in the success of your career?

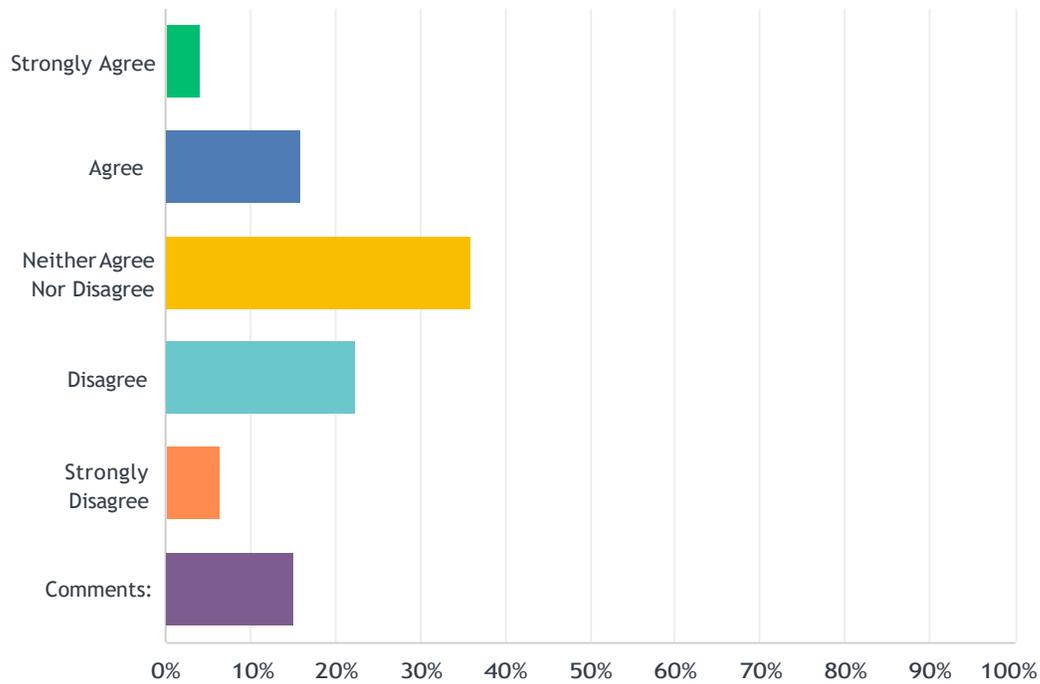
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	10.40%	13
Agree	34.40%	43
Neither Agree Nor Disagree	28.00%	35
Disagree	18.40%	23
Strongly Disagree	8.80%	11
TOTAL		125

Q12 Do you feel SPS midlevel management (Inspectors, civilian managers) are invested in the success of your career?

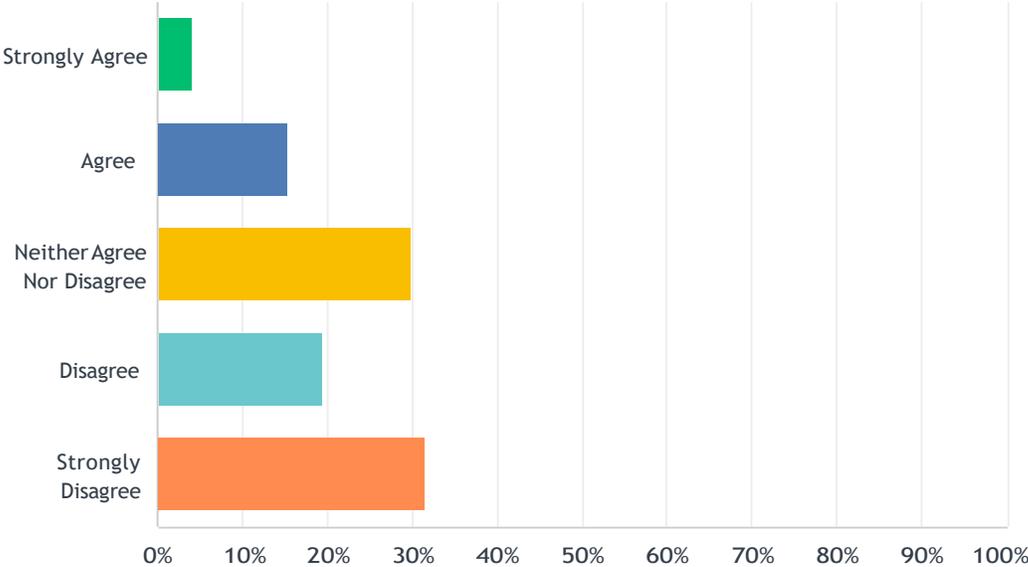
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	4.00%	5
Agree	16.00%	20
Neither Agree Nor Disagree	36.00%	45
Disagree	22.40%	28
Strongly Disagree	6.40%	8
Comments:	15.20%	19
TOTAL		125

Q13 Do you feel the SPS executive team (Chief, Deputy Chief) are invested in the success of your career?

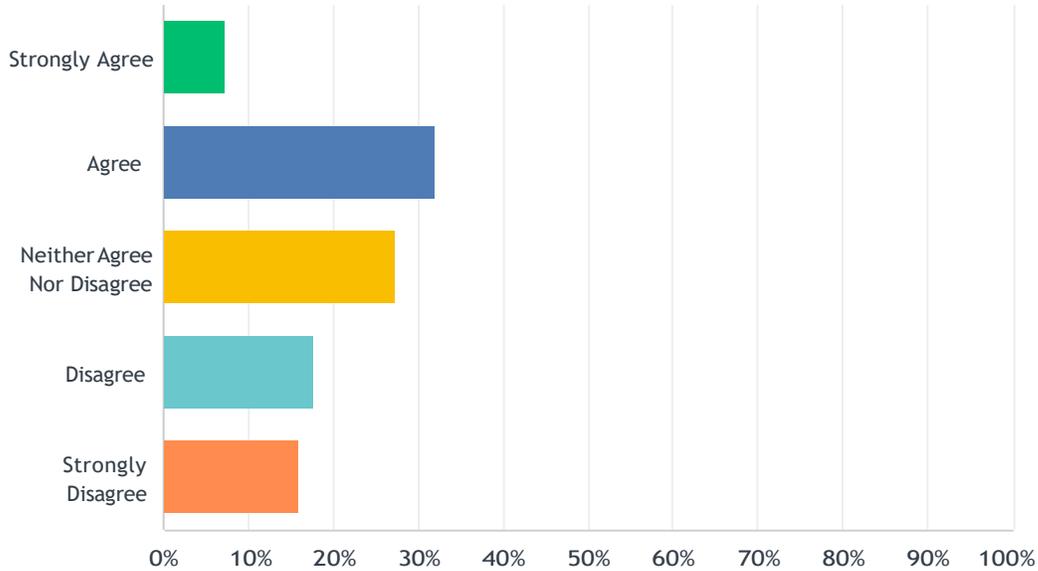
Answered: 124 Skipped: 1



ANSWER CHOICES	RESPONSES
Strongly Agree	4.03% 5
Agree	15.32% 19
Neither Agree Nor Disagree	29.84% 37
Disagree	19.35% 24
Strongly Disagree	31.45% 39
TOTAL	124

Q14 Do you feel SPS has provided the necessary programs to help employees with matters related to mental health and wellness?

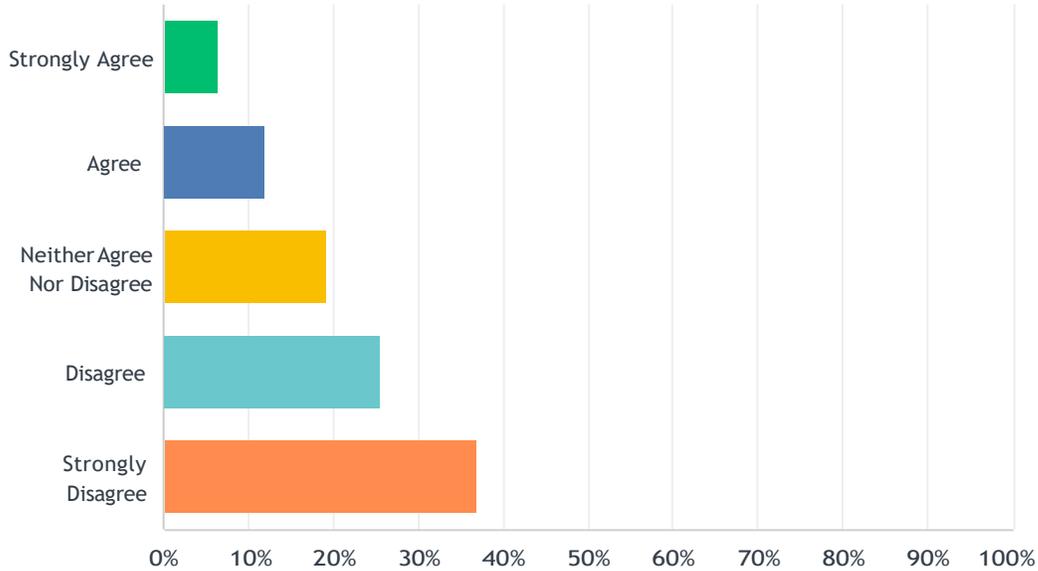
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	7.20%	9
Agree	32.00%	40
Neither Agree Nor Disagree	27.20%	34
Disagree	17.60%	22
Strongly Disagree	16.00%	20
TOTAL		125

Q15 Do you feel the attitudes, actions, and behaviours of SPS senior management (Chief, Deputy Chief, Inspectors, civilian managers) are consistent with an organization that prioritizes mental health and wellness?

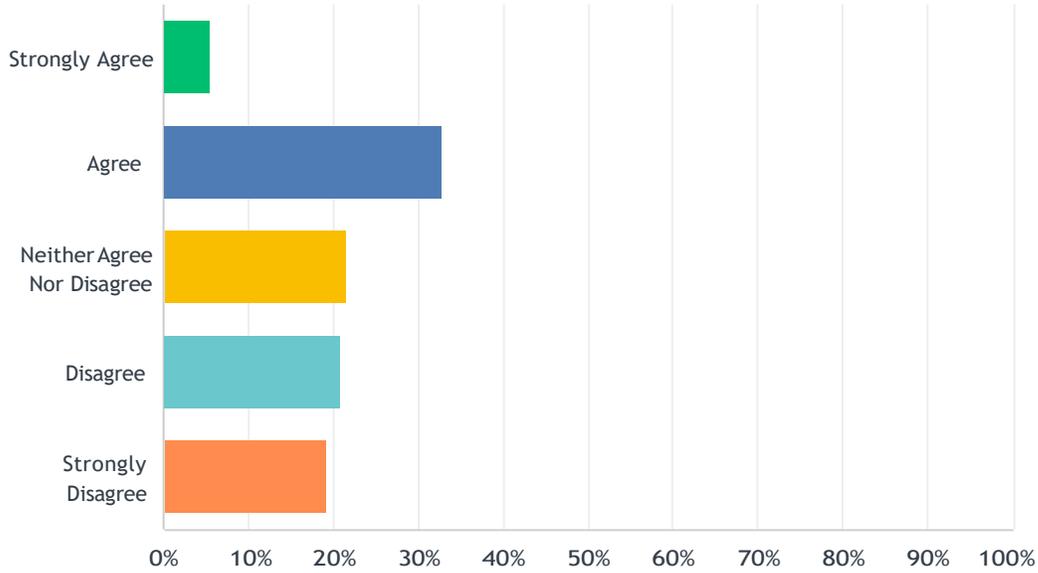
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	6.40%	8
Agree	12.00%	15
Neither Agree Nor Disagree	19.20%	24
Disagree	25.60%	32
Strongly Disagree	36.80%	46
TOTAL		125

Q16 Do you feel SPS senior management (Chief, Deputy Chief, Inspectors, civilian managers) communicates important information and updates to the membership in a timely, effective and articulate manner?

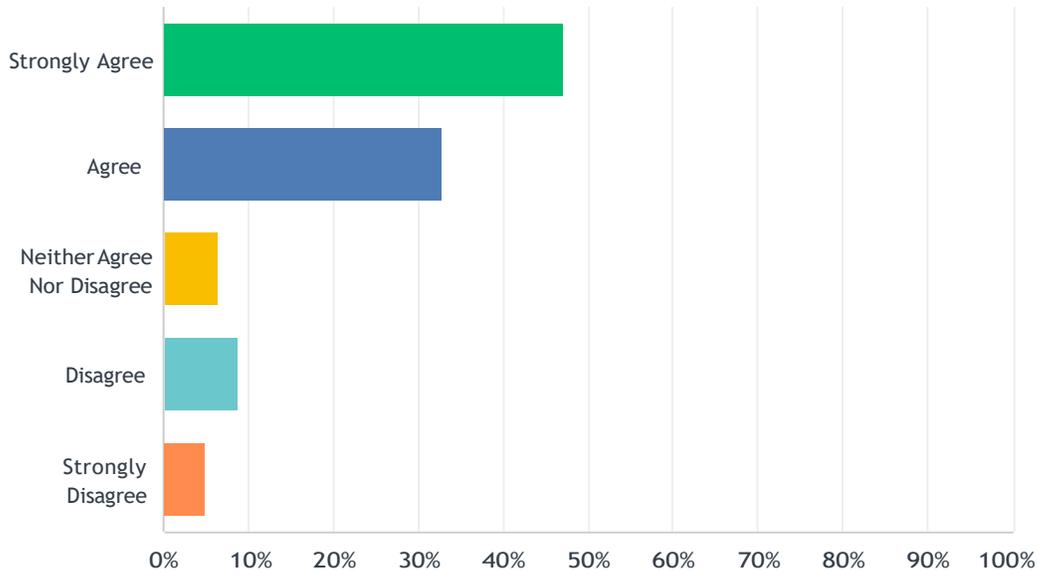
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	5.60%	7
Agree	32.80%	41
Neither Agree Nor Disagree	21.60%	27
Disagree	20.80%	26
Strongly Disagree	19.20%	24
TOTAL		125

Q17 Do you feel there is a disconnect between SPS senior management (Chief, Deputy Chief, Inspectors, civilian managers) and frontline members?

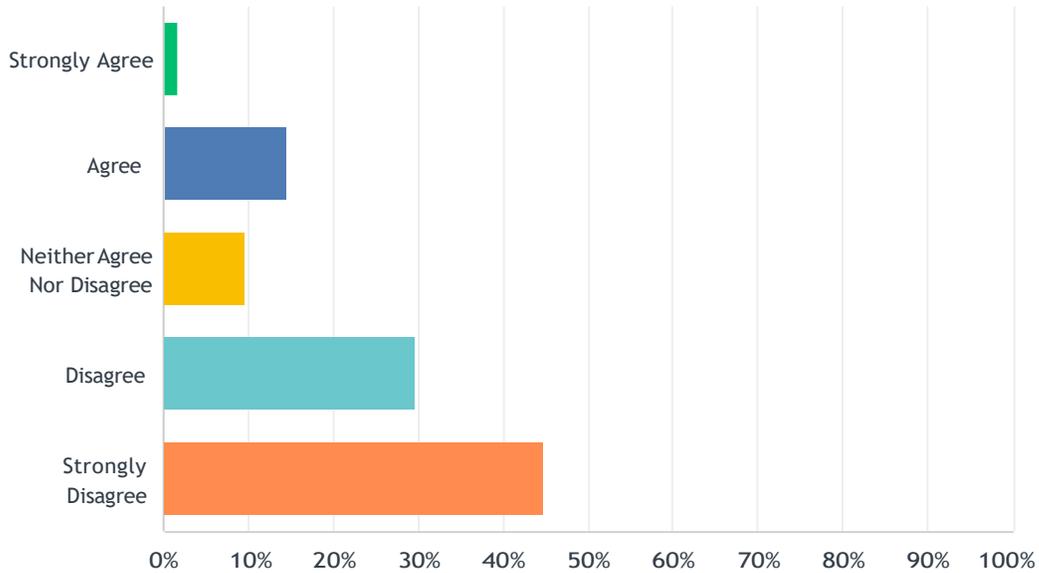
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	47.20%	59
Agree	32.80%	41
Neither Agree Nor Disagree	6.40%	8
Disagree	8.80%	11
Strongly Disagree	4.80%	6
TOTAL		125

Q18 Do you feel your current work unit or work assignment is adequately staffed?

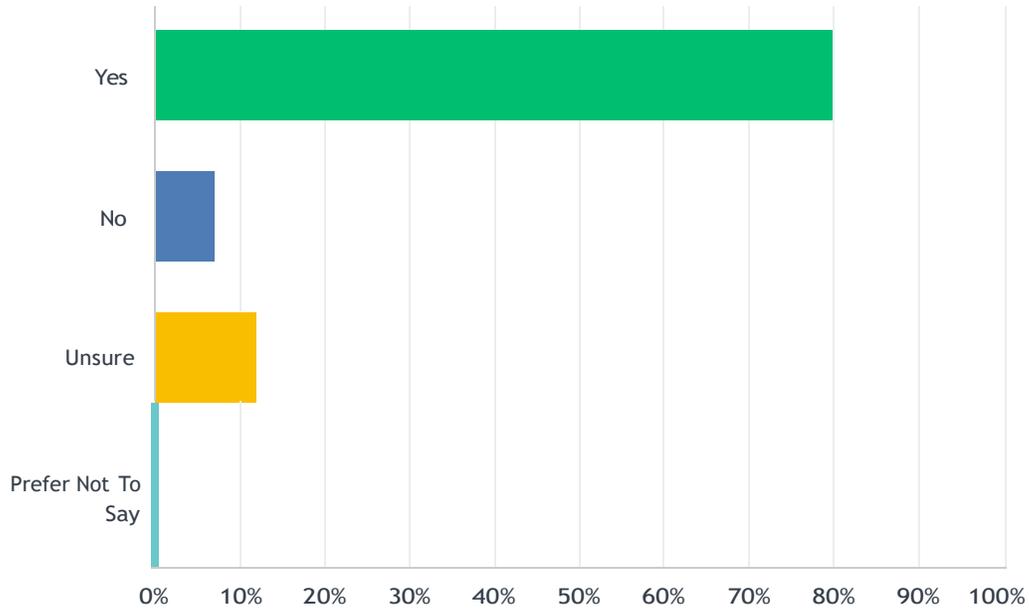
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly Agree	1.60%	2
Agree	14.40%	18
Neither Agree Nor Disagree	9.60%	12
Disagree	29.60%	37
Strongly Disagree	44.80%	56
TOTAL		125

Q19 In the past year, have staffing levels caused you concern for member or community safety?

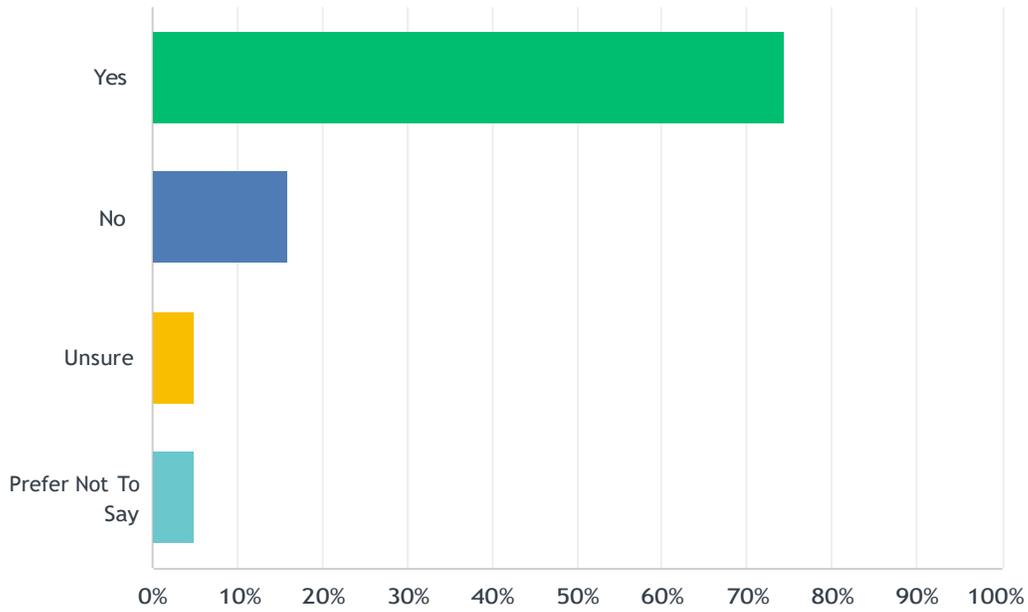
Answered: 124 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	79.84%	99
No	7.26%	9
Unsure	12.10%	15
Prefer Not To Say	0.81%	1
TOTAL		124

Q20 In the past year, have staffing levels caused you to feel burned out, stressed out or mentally unwell?

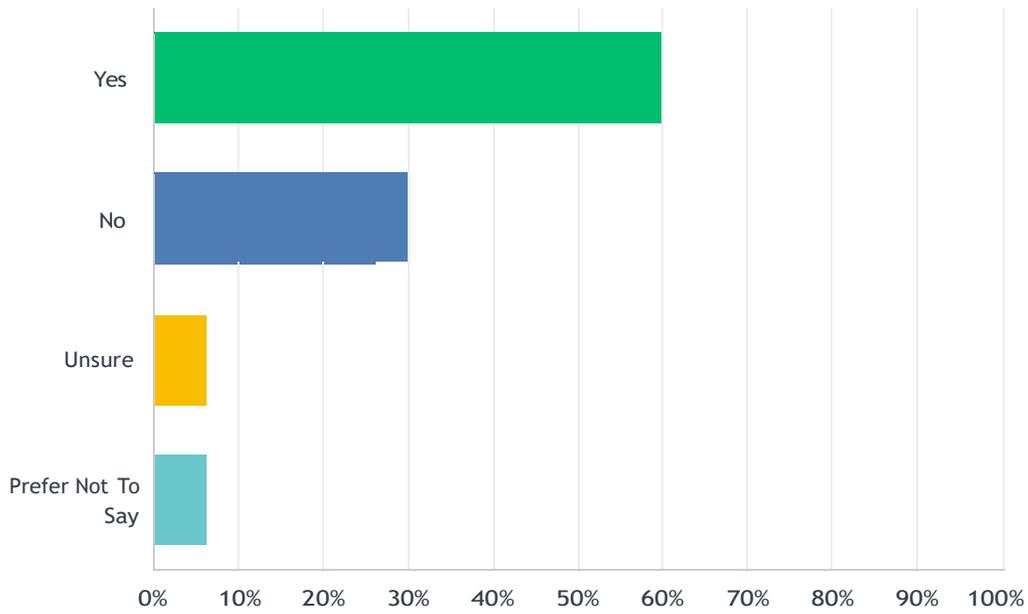
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	74.40%	93
No	16.00%	20
Unsure	4.80%	6
Prefer Not To Say	4.80%	6
TOTAL		125

Q21 In the past year, have you attended work at SPS while mentally unwell?

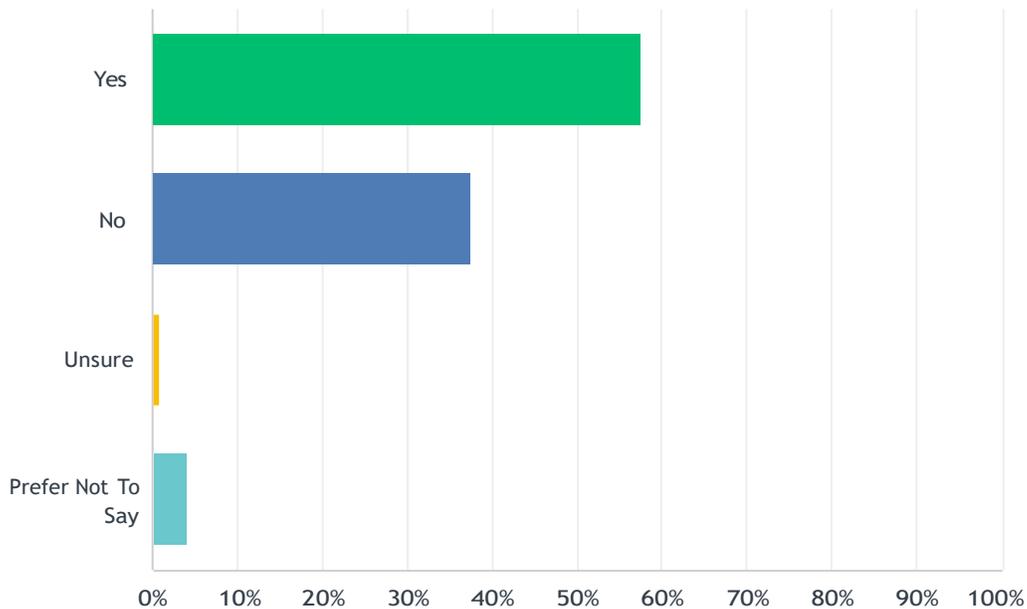
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	60.80%	76
No	26.40%	33
Unsure	6.40%	8
Prefer Not To Say	6.40%	8
TOTAL		125

Q22 In the past year, have you attended work at SPS while physically unwell?

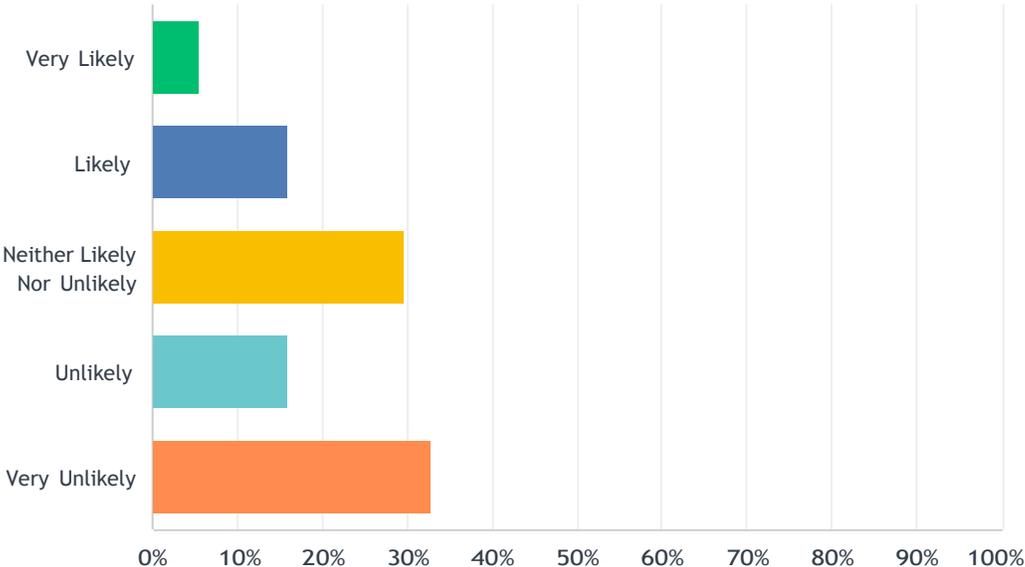
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	57.60%	72
No	37.60%	47
Unsure	0.80%	1
Prefer Not To Say	4.00%	5
TOTAL		125

Q23 How likely are you to recommend SPS to others as a place to work?

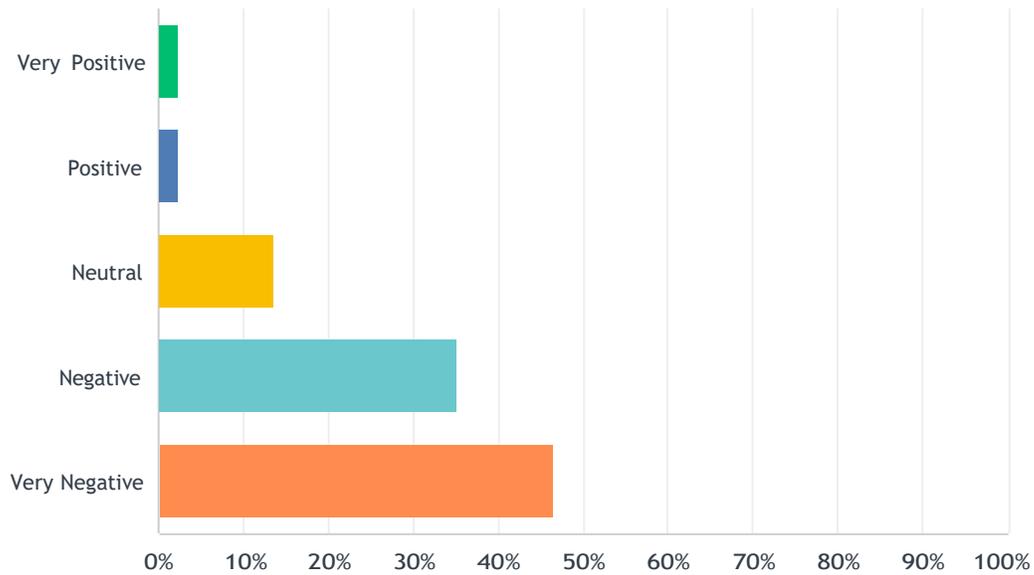
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Likely	5.60%	7
Likely	16.00%	20
Neither Likely Nor Unlikely	29.60%	37
Unlikely	16.00%	20
Very Unlikely	32.80%	41
TOTAL		125

Q24 How would you describe employee morale at SPS?

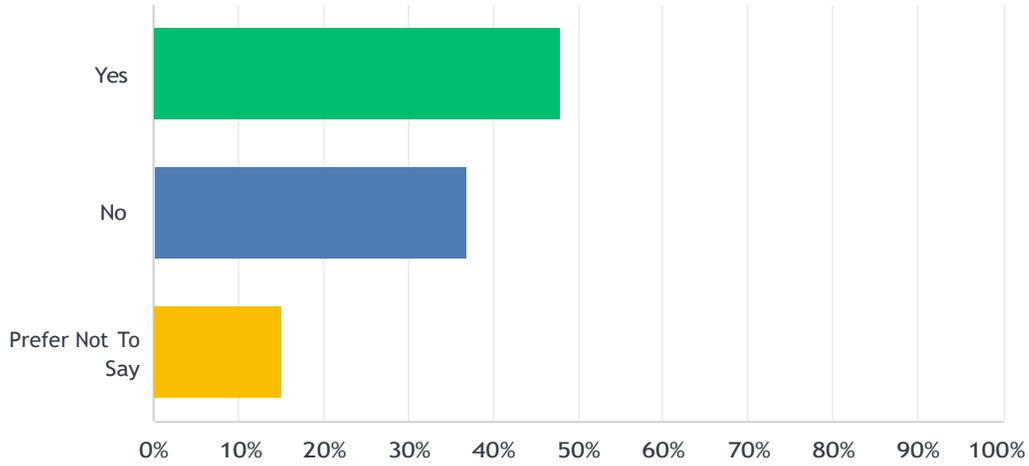
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very Positive	2.40%	3
Positive	2.40%	3
Neutral	13.60%	17
Negative	35.20%	44
Very Negative	46.40%	58
TOTAL		125

Q25 Have you considered or are you actively looking for other employment opportunities outside of the SPS?

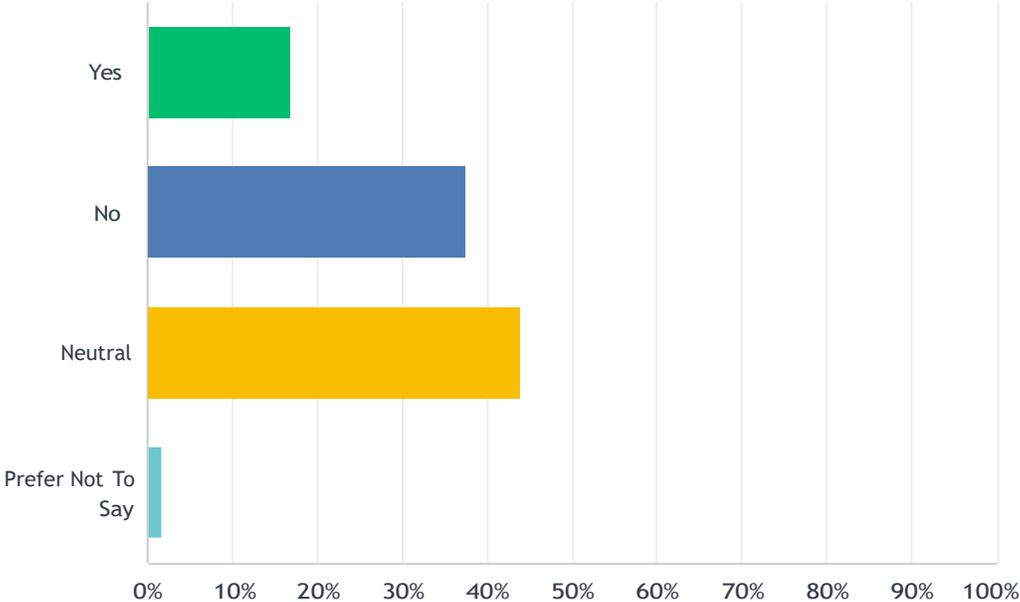
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	48.00%	60
No	36.80%	46
Prefer Not To Say	15.20%	19
TOTAL		125

Q26 Do you have confidence in the leadership of SPS midlevel management (Inspectors, civilian managers)?

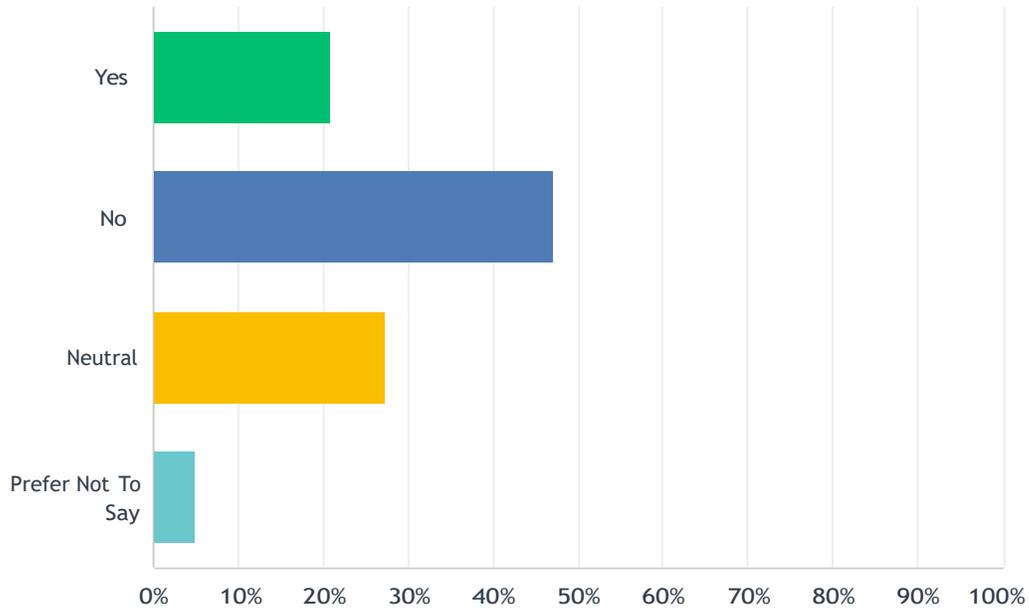
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	16.80%	21
No	37.60%	47
Neutral	44.00%	55
Prefer Not To Say	1.60%	2
TOTAL		125

Q27 Do you have confidence in the leadership of the SPS executive team (Chief, Deputy Chief)?

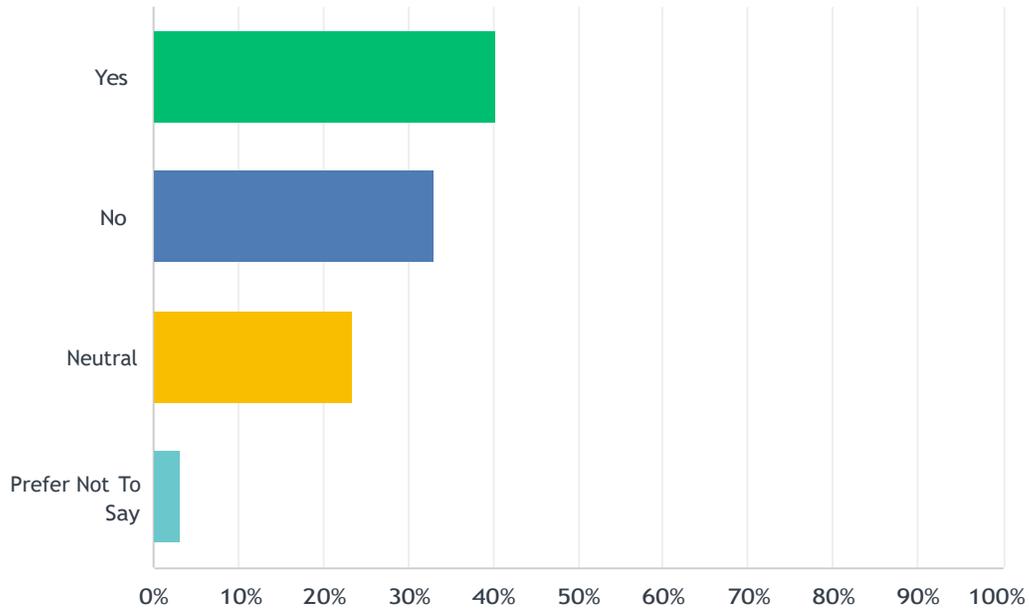
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	20.80%	26
No	47.20%	59
Neutral	27.20%	34
Prefer Not To Say	4.80%	6
TOTAL		125

Q28 Are you satisfied with the work-life balance in your role?

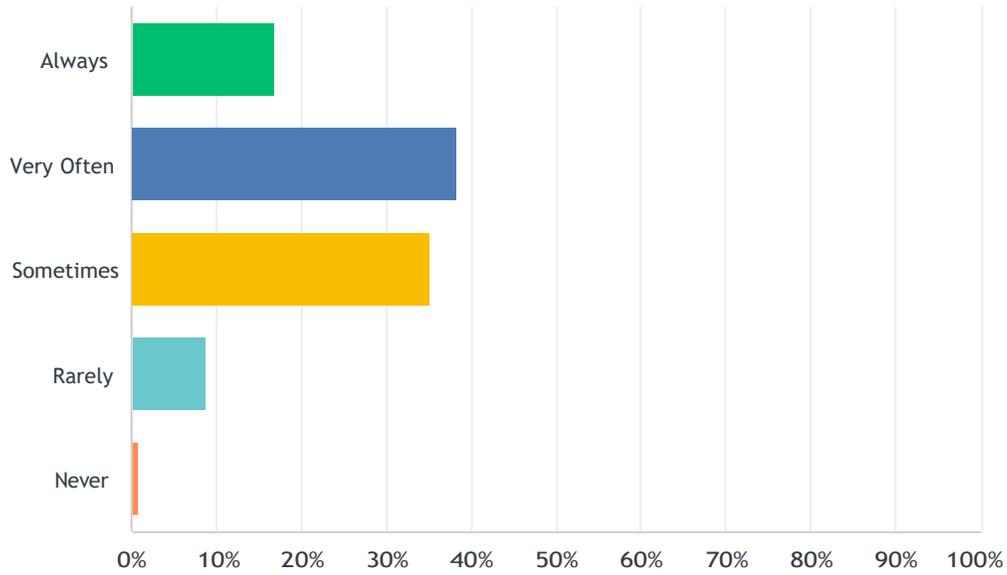
Answered: 124 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	40.32%	50
No	33.06%	41
Neutral	23.39%	29
Prefer Not To Say	3.23%	4
TOTAL		124

Q29 How often do you feel stressed or overwhelmed at work?

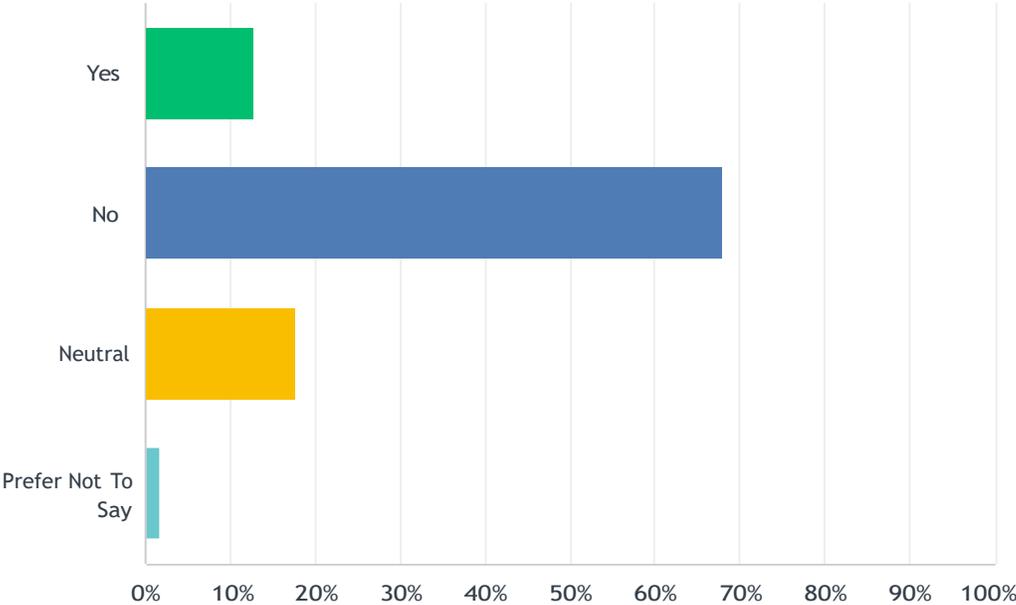
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	16.80%	21
Very Often	38.40%	48
Sometimes	35.20%	44
Rarely	8.80%	11
Never	0.80%	1
TOTAL		125

Q30 Are you satisfied with the level of transparency regarding decision-making processes?

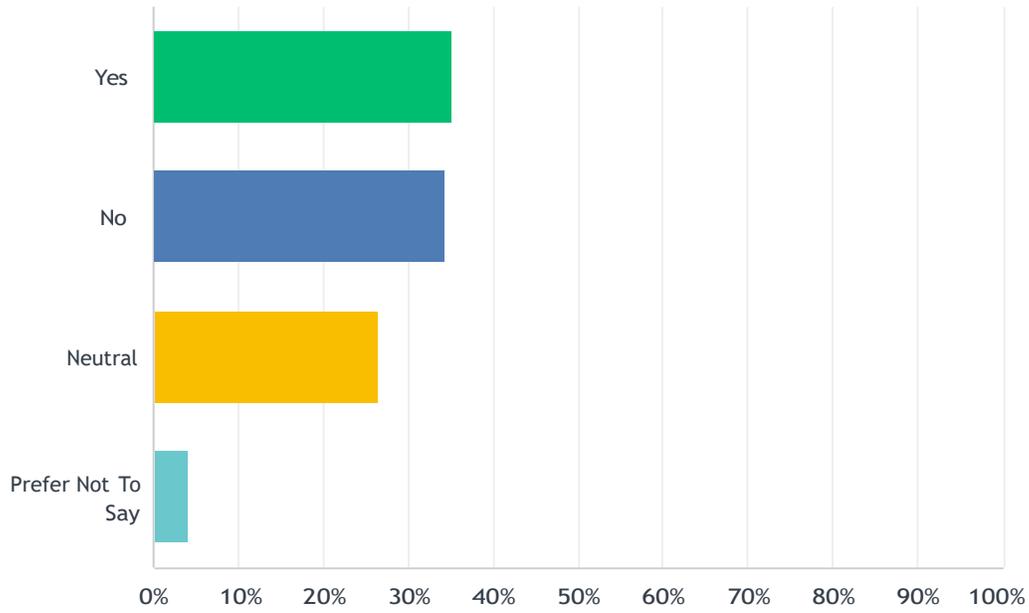
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	12.80%	16
No	68.00%	85
Neutral	17.60%	22
Prefer Not To Say	1.60%	2
TOTAL		125

Q31 Do you feel that your workload is manageable?

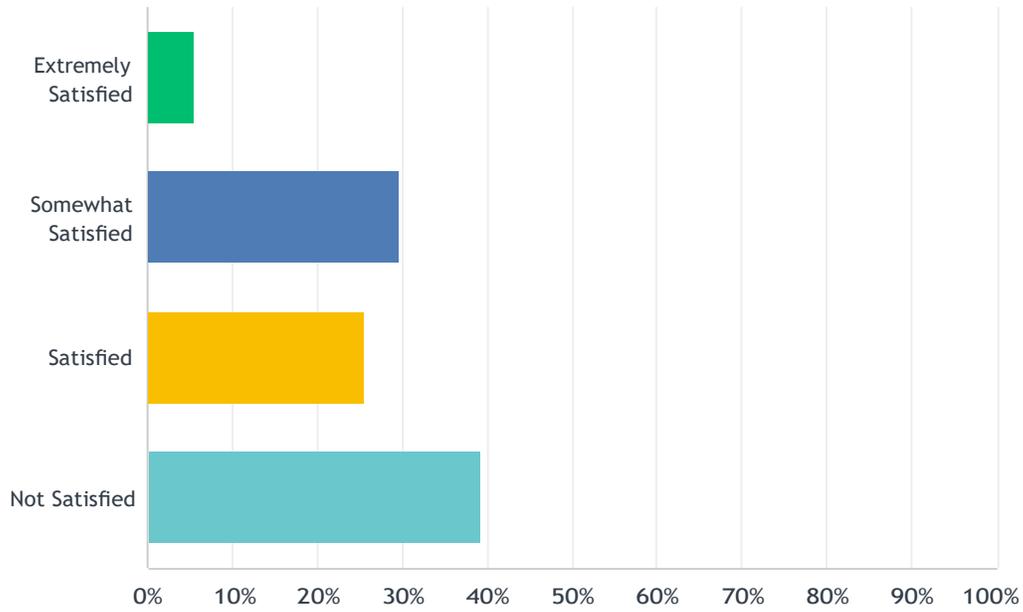
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	35.20%	44
No	34.40%	43
Neutral	26.40%	33
Prefer Not To Say	4.00%	5
TOTAL		125

Q32 How satisfied are you with the physical work environment (e.g., office space, facilities)?

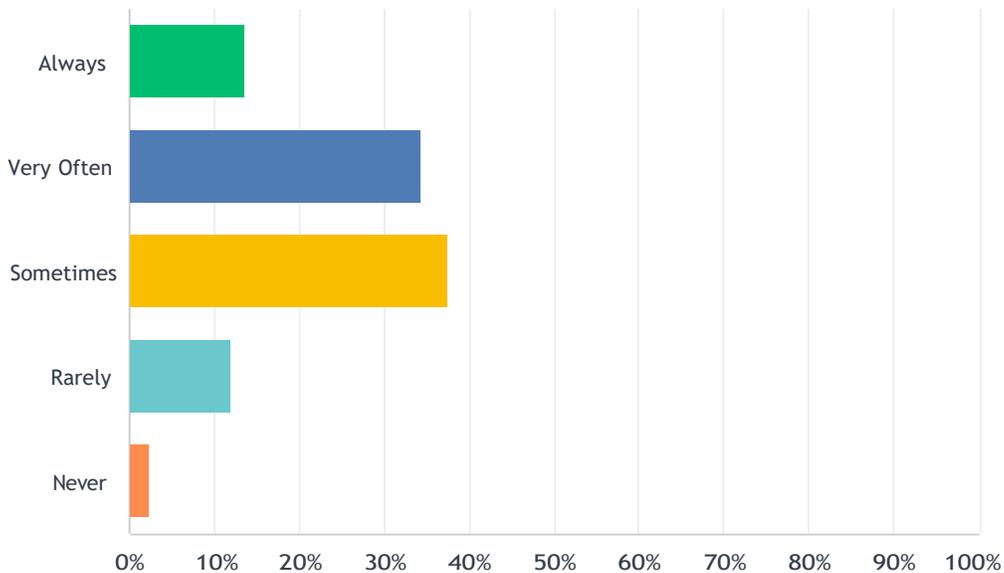
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Extremely Satisfied	5.60%	7
Somewhat Satisfied	29.60%	37
Satisfied	25.60%	32
Not Satisfied	39.20%	49
TOTAL		125

Q33 How well do you feel your skills and expertise are utilized in your current role?

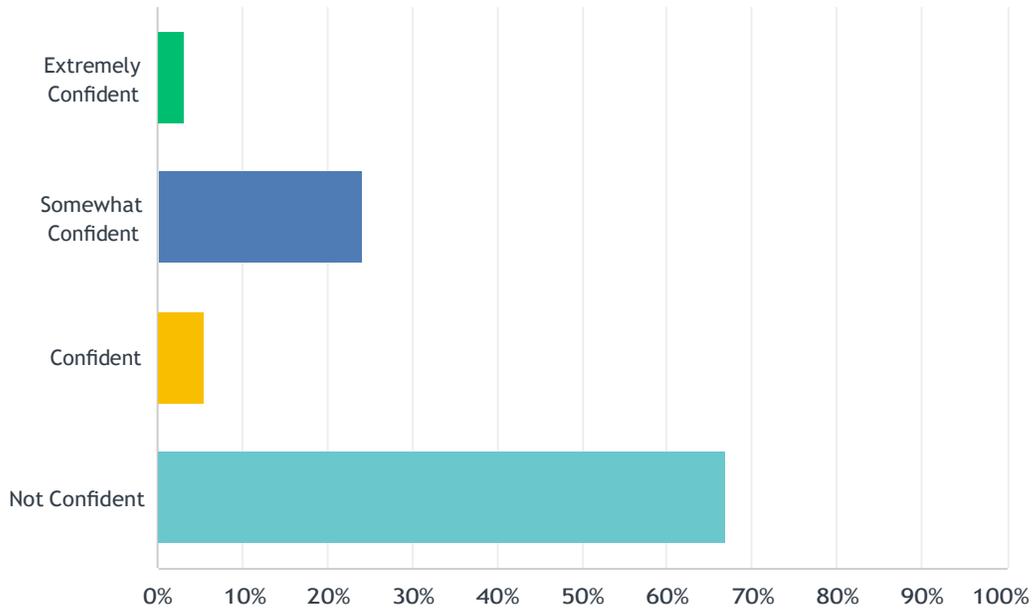
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	13.60%	17
Very Often	34.40%	43
Sometimes	37.60%	47
Rarely	12.00%	15
Never	2.40%	3
TOTAL		125

Q34 Are you confident in the organization's ability to address issues and concerns raised by employees?

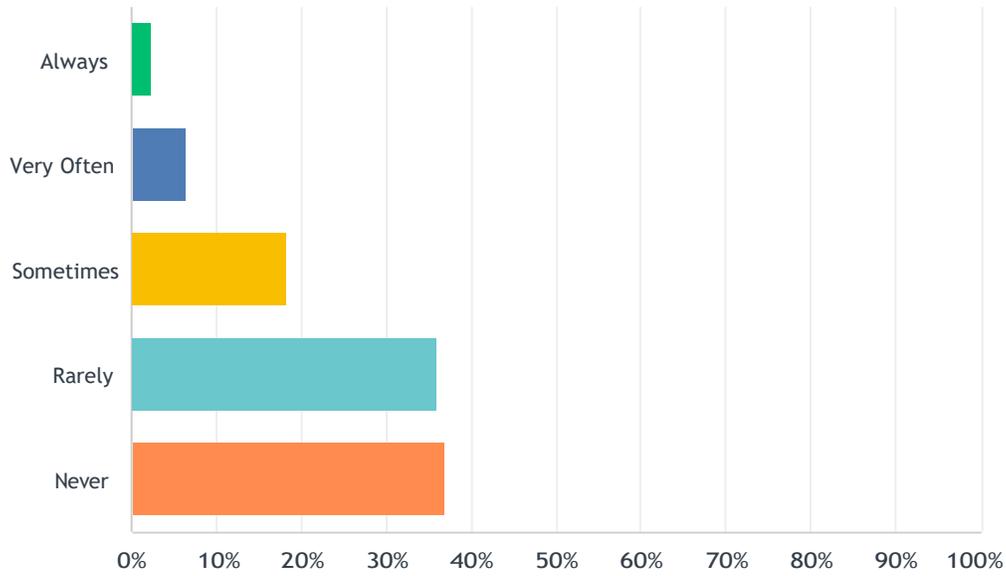
Answered: 124 Skipped: 1



ANSWER CHOICES	RESPONSES	
Extremely Confident	3.23%	4
Somewhat Confident	24.19%	30
Confident	5.65%	7
Not Confident	66.94%	83
TOTAL		124

Q35 Do you feel that your feedback is actively sought and considered by management?

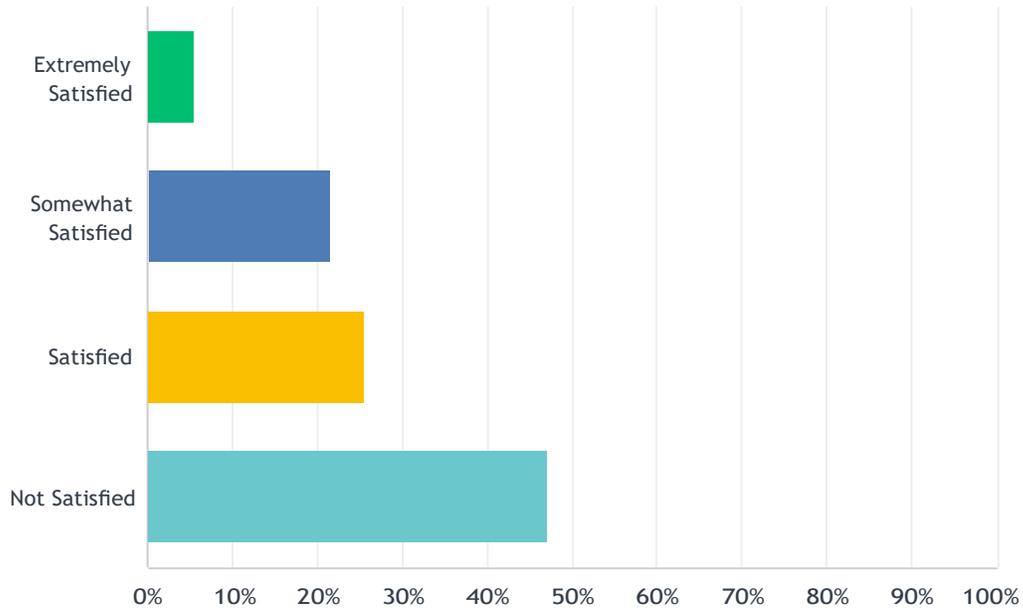
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Always	2.40%	3
Very Often	6.40%	8
Sometimes	18.40%	23
Rarely	36.00%	45
Never	36.80%	46
TOTAL		125

Q36 How satisfied are you with the organizational culture and values?

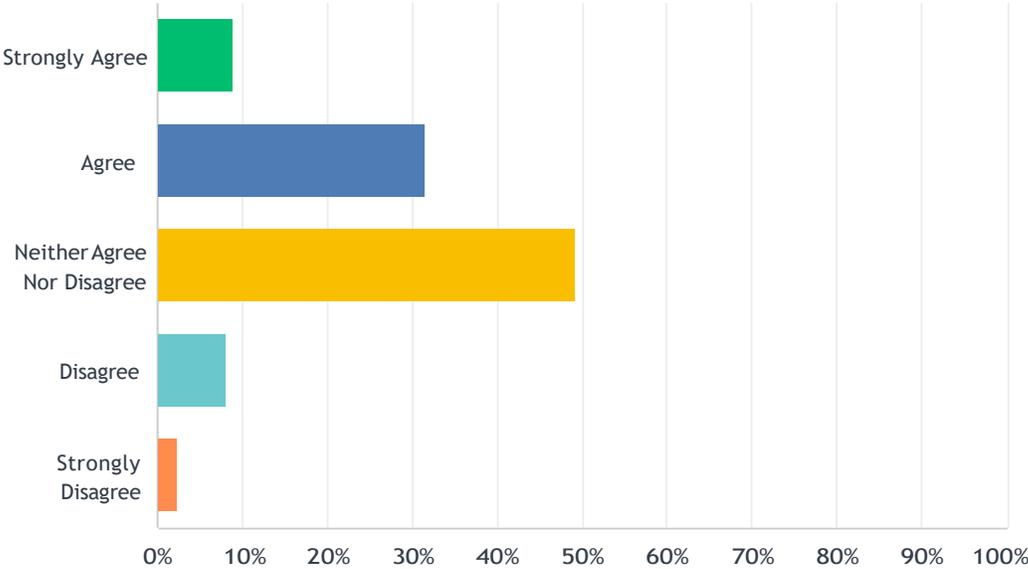
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES
Extremely Satisfied	5.60% 7
Somewhat Satisfied	21.60% 27
Satisfied	25.60% 32
Not Satisfied	47.20% 59
TOTAL	125

Q37 Do you believe the organization effectively addresses diversity and inclusion?

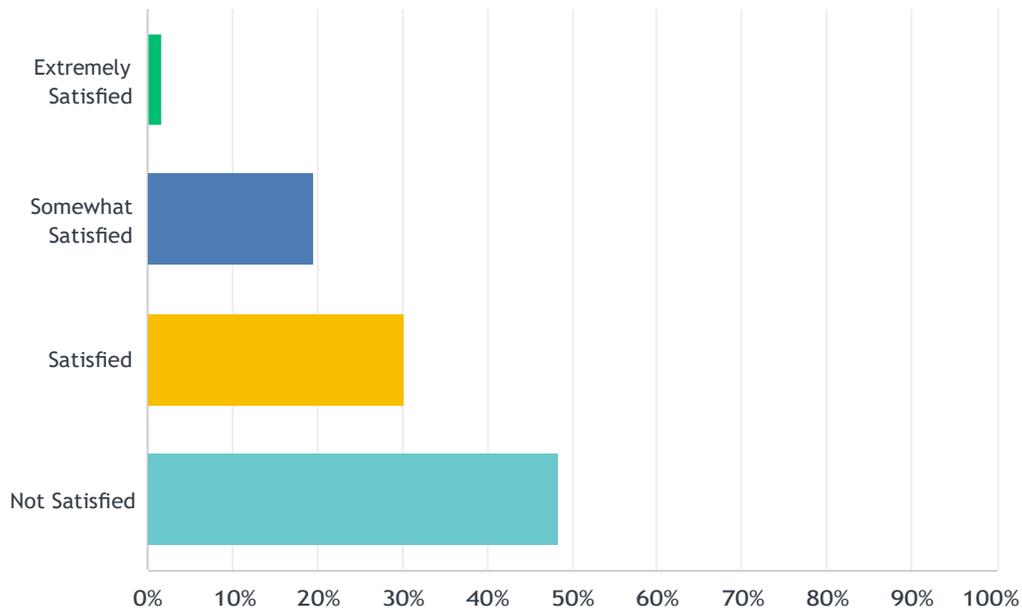
Answered: 124 Skipped: 1



ANSWER CHOICES	RESPONSES	
Strongly Agree	8.87%	11
Agree	31.45%	39
Neither Agree Nor Disagree	49.19%	61
Disagree	8.06%	10
Strongly Disagree	2.42%	3
TOTAL		124

Q38 Are you satisfied with the performance evaluation and feedback processes?

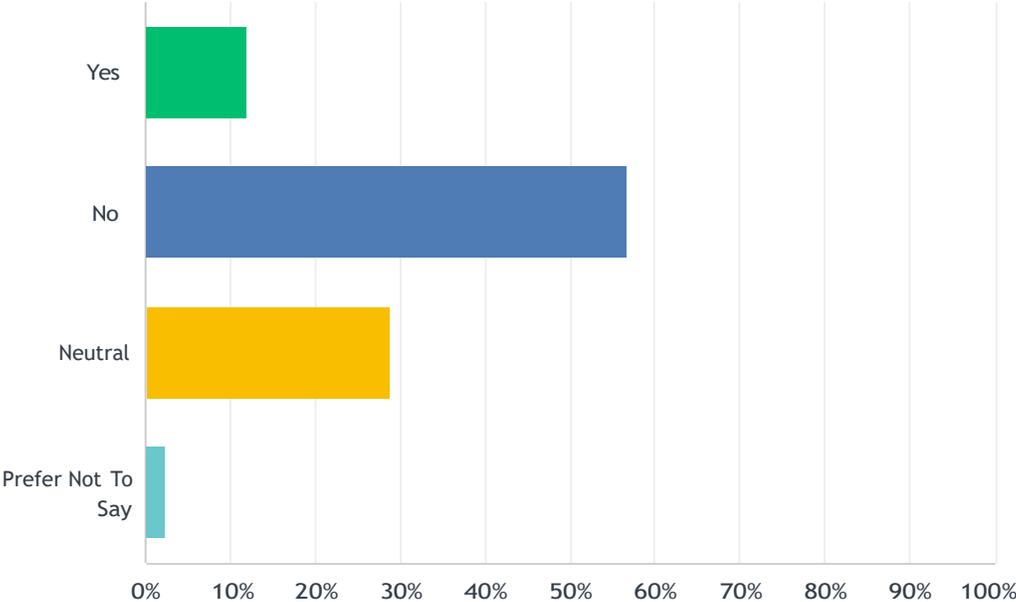
Answered: 122 Skipped: 3



ANSWER CHOICES	RESPONSES
Extremely Satisfied	1.64% 2
Somewhat Satisfied	19.67% 24
Satisfied	30.33% 37
Not Satisfied	48.36% 59
TOTAL	122

Q39 Do you believe there are sufficient channels for providing feedback and suggestions?

Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	12.00%	15
No	56.80%	71
Neutral	28.80%	36
Prefer Not To Say	2.40%	3
TOTAL		125

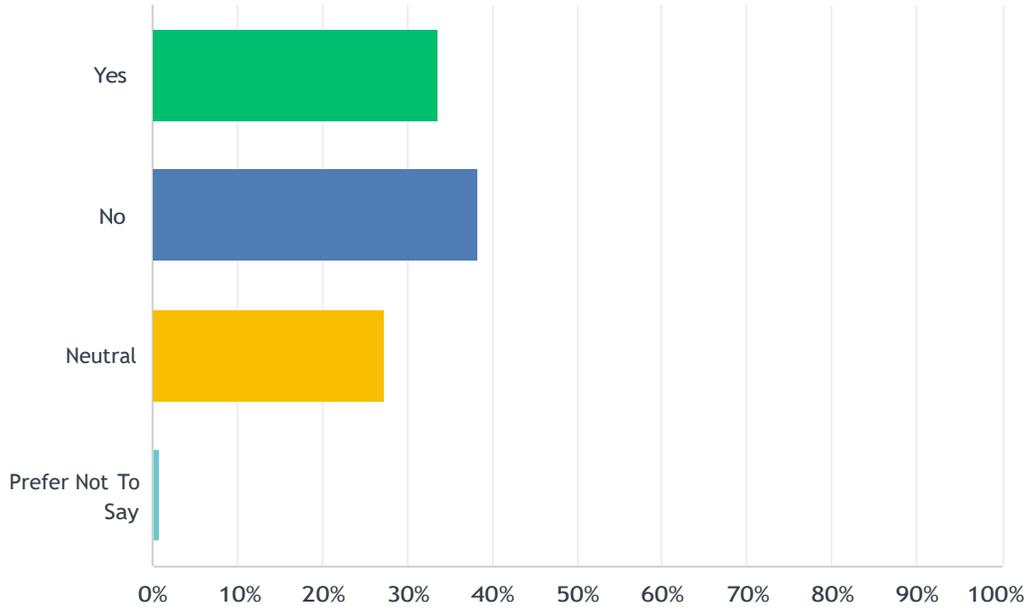
Q40 Do you have any other comments, concerns or suggestions to improve wellness within SPS that you wish to share?

Answered: 63 Skipped: 62

RESPONSES REDACTED

Q41 Do you feel comfortable approaching a member of Sarnia Police Association Board of Directors if you have an issue, question or concern?

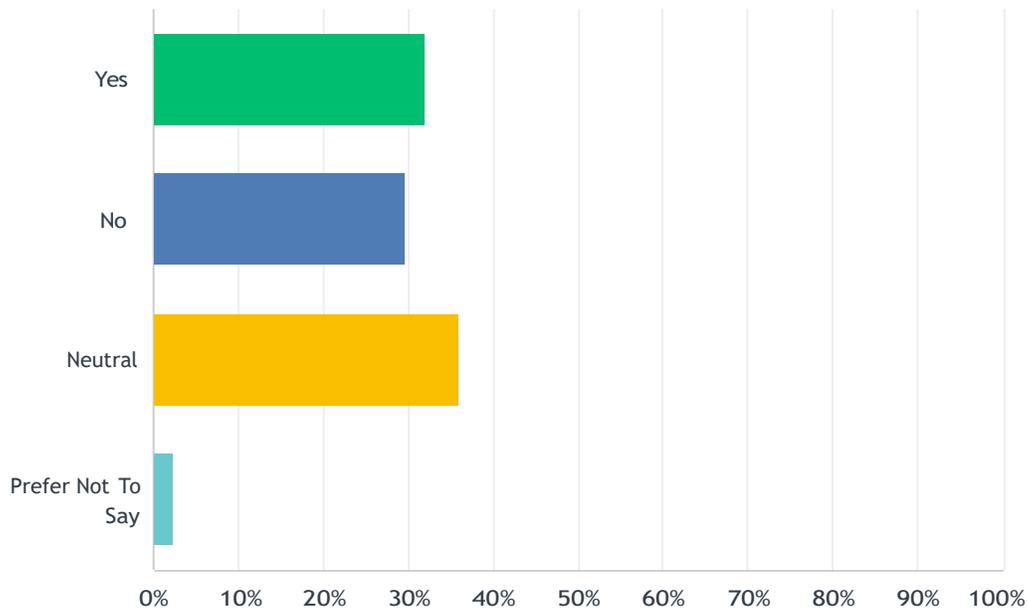
Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	33.60%	42
No	38.40%	48
Neutral	27.20%	34
Prefer Not To Say	0.80%	1
TOTAL		125

Q42 Do you trust the SPA Board of Directors to represent its members and pursue what is best for them in a fair and just way?

Answered: 125 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	32.00%	40
No	29.60%	37
Neutral	36.00%	45
Prefer Not To Say	2.40%	3
TOTAL		125

Q43 What improvements would you make to the operations, procedures or bylaws in relation the Sarnia Police Association to assist with your wellness.

Answered: 49 Skipped: 76