



2023 LAW ENFORCEMENT MANAGEMENT AND ADMINISTRATIVE STATISTICS (LEMAS) POST-ACADEMY TRAINING AND OFFICER WELLNESS (PATOW) SURVEY

Acting as collection agent: RTI International

Please use this form to provide information on behalf of the following agency:

If the agency name printed above is incorrect, please call us at 800-344-1394.

Submit this form using one of the following four methods:

- Online: <https://bjslecs.org/LEMASPATOW>
 - Agency ID:
 - Password:
- E-mail: LEMASPATOW@rti.org
- Fax: 919-595-4708
- Mail: Use the enclosed postage-paid envelope

If you have any questions regarding the survey, please contact the LEMAS PATOW Help Desk at RTI International at 800-344-1394 or LEMASPATOW@rti.org. If you have general project-related questions, please contact Sean Goodison of BJS at 202-307-0765 or sean.goodison@usdoj.gov.

INSTRUCTIONS FOR COMPLETING PAPER SURVEY

Please do not leave any items blank.

- If the answer to a question is none or zero, write "0" in the space provided. When an exact numeric answer is not available, please provide estimates.
- Use blue or black ink and print as neatly as possible.
- Use an **X** when marking an answer in a box.

INDICATE WHO COMPLETED THIS SURVEY

Name:	<input type="text"/>	<input type="text"/>
	<small>Last Name</small>	<small>First Name</small>
Title:	<input type="text"/>	
Phone:	<input type="text"/> - <input type="text"/> - <input type="text"/>	Extension: <input type="text"/>
E-mail:	<input type="text"/>	

Burden Statement

Public reporting burden for this collection of information is estimated to average 1.75 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate, or any other aspects of this collection of information, including suggestions for reducing this burden, to the Director, Bureau of Justice Statistics, 810 Seventh Street, NW, Washington, DC 20531. The Omnibus Crime Control and Safe Streets Act of 1968, as amended (34 U.S.C. § 10132), authorizes this information collection. Although this survey is voluntary, we urgently need and appreciate your cooperation to make the results comprehensive, accurate, and timely.

Section 1: Agency Information

1. Enter the number of full-time and part-time paid agency employees for the pay period that included December 31, 2022. If none, enter '0'.

- Count employees who were regularly scheduled to work less than 35 hours per week as part-time.

	Full-time	Part-time
a. Sworn personnel with general arrest powers	<input type="text"/>	<input type="text"/>
b. Sworn personnel with limited or no arrest powers (e.g., jail or correctional deputies)	<input type="text"/>	<input type="text"/>
c. Non-sworn/civilian personnel	<input type="text"/>	<input type="text"/>
d. TOTAL number of employees (sum of rows a, b, and c)	<input type="text"/>	<input type="text"/>

2. Enter your agency's total operating budget for the fiscal year that included December 31, 2022.

- Include jail administration costs (if applicable).
- Do NOT include building construction costs or major equipment purchases.
- If the budget is not available, provide an estimate and check the box below.

Operating Budget: \$.00

Please mark if this figure is an estimate ☐

Section 2: Post-Academy Training Characteristics

INSTRUCTIONS:

For purposes of this survey, “post-academy training” is defined as law enforcement training provided to full-time sworn personnel with general arrest powers at any point in their career following any recruit/field training.

To qualify as “post-academy” training, expenses for the training should be approved or provided by your agency (e.g., paid by the agency, course registration approved by the agency). Training can be in-person or web-based distance learning.

“Post-academy training” includes:

- Mandatory training required to maintain officer certification or licensure.
- Mandatory training required by law or other mandate (e.g., state or local legislation, judicial ruling, consent decree, collaborative reform).
- Promotional training provided by your agency.
- Elective training provided by your agency beyond requirements of the law.
- Elective or mandatory training provided by other law enforcement, state, or federal agency beyond the requirement of law.

Do **NOT** include any training:

- Associated with basic academy training or field training programs for new officers or deputies.
- Used in lieu or as part of disciplinary action.

3. Enter your agency's total budget for post-academy training for the fiscal year that included December 31, 2022.

- *Include staff salaries and overtime.*
- *Do NOT include building construction costs, major equipment purchases, and grants.*
- *If the post-academy training budget is unavailable or cannot be separated from the total training budget including academy and field training, provide an estimate and check the box below.*

Post-Academy Training Budget: \$.00

Please mark if this figure is an estimate ☐

For the remainder of this survey, when you see “calendar year 2022” or “in 2022”, please consider January 1, 2022 through December 31, 2022.

4. In the calendar year 2022, did your agency ...

	Yes	No
a. Provide any post-academy training to your agency's full-time sworn personnel using trainers employed or contracted by your agency?	<input type="radio"/>	<input type="radio"/>
b. Provide any post-academy training to full-time sworn personnel from an outside agency?	<input type="radio"/>	<input type="radio"/>
c. Send full-time sworn personnel to participate in training provided by an outside agency or organization?	<input type="radio"/>	<input type="radio"/>

5. Enter the minimum annual number of post-academy training hours that were required for your agency's full-time sworn personnel as of December 31, 2022. If no training was required, enter '0'.

	Hours
a. Hours mandated by State Peace Officer Standards and Training (POST) or state law	<input type="text"/>
b. Hours mandated by local (e.g., county, city) law	<input type="text"/>
c. Additional training hours required, <u>but not mandated by law</u>	<input type="text"/>
d. <i>TOTAL hours of training (sum of rows a, b, and c)</i>	<input type="text"/>

6. In 2022, did your agency have specific training available in the event of a promotion or assignment to any of the positions listed below? Indicate yes or no for each row. If the position did not exist in 2022, select N/A.

	Yes	No	N/A
a. Chief executive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Intermediate supervisor (below chief executive and above sergeant or first-line supervisor)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Sergeant or equivalent first-line supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Detective, violent crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Detective, property crime	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Did your agency authorize or provide any of the following for full-time sworn personnel in 2022? Indicate yes or no for each row.

	Yes	No
a. College tuition reimbursement	<input type="radio"/>	<input type="radio"/>
b. Education incentive pay	<input type="radio"/>	<input type="radio"/>
c. Flexible hours to attend college	<input type="radio"/>	<input type="radio"/>
d. Flexible hours to attend law enforcement conferences	<input type="radio"/>	<input type="radio"/>
e. Special skills proficiency pay	<input type="radio"/>	<input type="radio"/>

Section 3: Providers of Post-Academy Training

8. For post-academy training that occurred in 2022, how many of the total number of personnel serving as trainers or instructors worked full-time or part-time in each category shown below?

- Full-time trainers or instructors are those regularly scheduled for 35 hours or more per week for the purpose of preparing and/or delivering training content.
- Please report each trainer or instructor only once.
- If there were either no full-time or no part-time trainers or instructors, enter 0 in the row for the appropriate group.

	Full-time trainers or instructors	Part-time trainers or instructors
a. Sworn personnel employed by your agency	<input type="text"/>	<input type="text"/>
b. Retired law enforcement personnel employed by your agency	<input type="text"/>	<input type="text"/>
c. Non-sworn/civilian personnel employed by your agency	<input type="text"/>	<input type="text"/>
d. Sworn personnel NOT employed by your agency	<input type="text"/>	<input type="text"/>
e. Retired law enforcement personnel NOT employed by your agency	<input type="text"/>	<input type="text"/>
f. Non-sworn/civilian personnel NOT employed by your agency	<input type="text"/>	<input type="text"/>



If you reported 0 or NO personnel serving as full-time trainers or instructors in Question 8, skip to Section 4 on Page 6.

ANSWER QUESTIONS 9-12 IF YOU REPORTED HAVING ANY PERSONNEL IN QUESTION 8 THAT SERVED AS FULL-TIME TRAINERS OR INSTRUCTIONS IN CALENDAR YEAR 2022.

9. In 2022, what was the minimum education requirement for your agency's full-time post-academy trainers or instructors? Please select only one answer.

- ☐ Graduate degree required
- ☐ Bachelor's degree required
- ☐ Associates degree required
- ☐ Some college but no college degree required
- ☐ High school diploma or equivalent required
- ☐ No minimum education requirement for our instructors

10. In 2022, what was the minimum number of years of law enforcement experience required for your agency's full-time post-academy trainers or instructors? If there was no minimum requirement, enter 0.

Years

11. In 2022, were any of the following certifications required for full-time post-academy trainers or instructors used by your agency? Indicate yes or no for each row.

	Yes	No
a. Academy/instructor certification	<input type="radio"/>	<input type="radio"/>
b. State Peace Officer Standards and Training (POST) or state certification	<input type="radio"/>	<input type="radio"/>
c. Subject matter or specialty certification (e.g., firearms certified, driving certified, first aid certified, etc.)	<input type="radio"/>	<input type="radio"/>
d. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

12. In 2022, were any of the following methods used to evaluate the performance of full-time post-academy trainers or instructors? Indicate yes or no for each row.

	Yes	No
a. Peer evaluations (i.e., evaluated by other training personnel)	<input type="radio"/>	<input type="radio"/>
b. Student feedback/evaluations	<input type="radio"/>	<input type="radio"/>
c. Supervisory evaluation	<input type="radio"/>	<input type="radio"/>
d. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

Section 4: Post-Academy Training Content

INSTRUCTIONS:

You will now be asked about **three specific topic areas** of post-academy training. Please consider any post-academy training provided by your agency for full-time sworn personnel **in calendar year 2022**. We understand that these categories may not reflect your course titles and the list is not comprehensive. Please give us your best estimates, even if a topic was integrated throughout the curriculum.

Section 4a: Use of Force Continuum / Situational Use of Force

DEFINITION: For the following questions, training on **use of force continuum/situational use of force** means formal instruction on how much force may be used against a resisting subject in a given situation.

13. Was post-academy training on use of force continuum/situational use of force mandatory, optional, or not provided in 2022 to full-time sworn personnel with general arrest powers?

- Include training regardless of who provided it (e.g., by your agency, by an outside agency).
- If the training had an initial mandatory component with additional optional components, classify it as mandatory.
- Do NOT include brief self-paced readings on topic areas throughout the year.
- If training requirements differed by department, enter information for the main or general department only.

- ☐ Mandatory for all full-time sworn personnel
- ☐ Optional or mandatory only for some full-time sworn personnel
- ☐ Not provided in 2022 → **SKIP to Question 22 on Page 9**

14. In 2022, what was the minimum number of hours required for the training on use of force continuum/situational use of force provided to full-time sworn personnel with general arrest powers?

Hours

15. In 2022, did your agency use any personnel from the following agencies/organizations to provide the training within your agency on use of force continuum/situational use of force? Indicate yes or no for each row.

	Yes	No
a. Personnel (sworn or non-sworn/civilian) employed by your agency	<input type="radio"/>	<input type="radio"/>
b. Outside law enforcement agency	<input type="radio"/>	<input type="radio"/>
c. Other state or local government	<input type="radio"/>	<input type="radio"/>
d. State POST	<input type="radio"/>	<input type="radio"/>
e. Federal government	<input type="radio"/>	<input type="radio"/>
f. Colleges or universities	<input type="radio"/>	<input type="radio"/>
g. For-profit organizations (e.g., businesses, corporations, LLCs)	<input type="radio"/>	<input type="radio"/>
h. Non-profit organizations (e.g., NGOs, philanthropies)	<input type="radio"/>	<input type="radio"/>
i. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

16. In 2022, were any of the following methods used in the training of use of force continuum/situational use of force? Indicate yes or no for each row.

	Yes	No
a. In-person classroom lecture	<input type="radio"/>	<input type="radio"/>
b. In-person group activities	<input type="radio"/>	<input type="radio"/>
c. Pre-recorded video, lecture, or presentations	<input type="radio"/>	<input type="radio"/>
d. Real-time, distance-based learning (e.g., video conference or webinar)	<input type="radio"/>	<input type="radio"/>
e. Roll-call training	<input type="radio"/>	<input type="radio"/>
f. Scenario-based exercises, live action (e.g., role playing or simulated events with trainers)	<input type="radio"/>	<input type="radio"/>
g. Scenario-based exercises, technology-based simulations (e.g., virtual reality; Firearms Training System [FATS])	<input type="radio"/>	<input type="radio"/>
h. Written or interactive web-based distance learning	<input type="radio"/>	<input type="radio"/>

17. In 2022, did your agency use any of the following metrics to measure successful completion of the post-academy training on use of force continuum/situational use of force? Indicate yes or no for each row.

	Yes	No
a. Attendance	<input type="radio"/>	<input type="radio"/>
b. Knowledge-based test	<input type="radio"/>	<input type="radio"/>
c. Satisfaction or feedback survey	<input type="radio"/>	<input type="radio"/>
d. Skills-based test	<input type="radio"/>	<input type="radio"/>

18. In 2022, did your agency use any of the following data to examine the effectiveness of the training on use of force continuum/situational use of force? Indicate yes or no for each row.

	Yes	No
a. Arrest data	<input type="radio"/>	<input type="radio"/>
b. Body-worn camera footage	<input type="radio"/>	<input type="radio"/>
c. Calls for service data	<input type="radio"/>	<input type="radio"/>
d. Civilian complaints	<input type="radio"/>	<input type="radio"/>
e. Community feedback surveys	<input type="radio"/>	<input type="radio"/>
f. Crime or incident data	<input type="radio"/>	<input type="radio"/>
g. Follow-up surveys with participants (e.g., weeks or months after training)	<input type="radio"/>	<input type="radio"/>
h. Officer observations	<input type="radio"/>	<input type="radio"/>
i. Use of force incidents	<input type="radio"/>	<input type="radio"/>
j. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

19. For which of the following reasons was use of force continuum/situational use of force training provided to full-time sworn personnel in **2022**? Indicate yes or no for each row.

	Yes	No
a. Agency accreditation requirements	<input type="radio"/>	<input type="radio"/>
b. Community input or recommendations (e.g., advisory board, commission reports, conversations with the community)	<input type="radio"/>	<input type="radio"/>
c. Consent decree	<input type="radio"/>	<input type="radio"/>
d. Grant requirements	<input type="radio"/>	<input type="radio"/>
e. Internal agency decision by chief executive and command staff	<input type="radio"/>	<input type="radio"/>
f. Judicial ruling	<input type="radio"/>	<input type="radio"/>
g. Law enforcement advisory board input or recommendation	<input type="radio"/>	<input type="radio"/>
h. State or local legislative requirement	<input type="radio"/>	<input type="radio"/>
i. State- or POST- commission standard or requirement	<input type="radio"/>	<input type="radio"/>
j. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

20. In **2022**, did your post-academy training provide any instruction on how to identify or respond to potential excessive force used by other officers or deputies?

- ☐ Yes
☐ No

21. Moving forward, how often do you plan to offer refresher training on use of force continuum/situational use of force?

- ☐ Two or more times per year
☐ Once a year
☐ Once every 2 years
☐ Once every 3 or more years
☐ Ad-hoc (e.g., as needed but no fixed time interval)
☐ Not repeated (e.g., single training with no refresher)

 **Now SKIP to Section 4b – Peer Intervention Programs on Page 10**

ANSWER QUESTIONS 22-25 IF TRAINING ON USE OF FORCE CONTINUUM/ SITUATIONAL USE OF FORCE WAS NOT PROVIDED TO FULL-TIME SWORN PERSONNEL IN 2022.

22. What were the reasons that your agency did not provide training on use of force continuum/situational use of force in 2022? Indicate yes or no for each row.

	Yes	No
a. Already provided in basic academy or field training	<input type="radio"/>	<input type="radio"/>
b. Already provided in post-academy training before 2022	<input type="radio"/>	<input type="radio"/>
c. Cost of implementing training too high	<input type="radio"/>	<input type="radio"/>
d. COVID-related health restrictions, no alternative training model available	<input type="radio"/>	<input type="radio"/>
e. Insufficient staffing/inability to take personnel off assignment	<input type="radio"/>	<input type="radio"/>
f. Lack of appropriate course	<input type="radio"/>	<input type="radio"/>
g. Lack of appropriate facilities or equipment	<input type="radio"/>	<input type="radio"/>
h. Lack of budget or financial support	<input type="radio"/>	<input type="radio"/>
i. Lack of qualified trainers	<input type="radio"/>	<input type="radio"/>
j. No perceived need for the training	<input type="radio"/>	<input type="radio"/>
k. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

23. Did your agency provide training on use of force continuum/situational use of force at any time after December 31, 2022?

- ☐ Yes
☐ No

24. How likely is your agency to provide use of force continuum/situational use of force training in the next 12 months?

- ☐ Very Likely
☐ Somewhat Likely
☐ Somewhat Unlikely
☐ Very Unlikely
☐ Unsure / Don't Know

25. What factors will determine whether your agency will provide use of force continuum/situational use of force training in the next 12 months? If provided since 2022, please respond as to the factors which led to the most recent training being offered. Indicate yes or no for each row.

	Yes	No
a. Ability to find appropriate course	<input type="radio"/>	<input type="radio"/>
b. Ability to find qualified trainers	<input type="radio"/>	<input type="radio"/>
c. Availability of funding	<input type="radio"/>	<input type="radio"/>
d. Directive from your agency's Chief executive (e.g., chief, sheriff, director, agency head)	<input type="radio"/>	<input type="radio"/>
e. Free or low-cost training	<input type="radio"/>	<input type="radio"/>
f. Guidance or directive from local government	<input type="radio"/>	<input type="radio"/>
g. Guidance or directive from state government	<input type="radio"/>	<input type="radio"/>
h. Guidance or directive from federal government	<input type="radio"/>	<input type="radio"/>
i. Improved officer availability	<input type="radio"/>	<input type="radio"/>
j. Public expectations	<input type="radio"/>	<input type="radio"/>
k. Requirement of accreditation	<input type="radio"/>	<input type="radio"/>
l. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

Section 4b: Peer Intervention Programs

DEFINITION: For the following questions, training on peer intervention programs means guidance or instruction on skills and/or strategies for intervening and speaking up when a colleague is engaged in misconduct or about to make a mistake that could negatively impact the officer, their family, their career, the agency's relationship with the community, or the community itself.

26. Was post-academy training on peer intervention programs mandatory, optional, or not provided in 2022 to full-time sworn personnel with general arrest powers?

- Include training regardless of who provided it (e.g., by your agency, by an outside agency).
 - If the training had an initial mandatory component with additional optional components, classify it as mandatory.
 - Do NOT include brief self-paced readings on topic areas throughout the year.
 - If training requirements differed by department, enter information for the main or general department only.
- ☐ Mandatory for all full-time sworn personnel
☐ Optional or mandatory only for some full-time sworn personnel
☐ Not provided in 2022 → **SKIP to Question 34 on Page 13**

27. In 2022, what was the minimum number of hours required for the training on peer intervention programs provided to full-time sworn personnel with general arrest powers?

Hours

28. In **2022**, did your agency use any personnel from the following agencies/organizations to provide training within your agency on **peer intervention programs**? Indicate yes or no for each row.

	Yes	No
a. Personnel (sworn or non-sworn/civilian) employed by your agency	<input type="radio"/>	<input type="radio"/>
b. Outside law enforcement agency	<input type="radio"/>	<input type="radio"/>
c. Other state or local government	<input type="radio"/>	<input type="radio"/>
d. State POST	<input type="radio"/>	<input type="radio"/>
e. Federal government	<input type="radio"/>	<input type="radio"/>
f. Colleges or universities	<input type="radio"/>	<input type="radio"/>
g. For-profit organizations (e.g., businesses, corporations, LLCs)	<input type="radio"/>	<input type="radio"/>
h. Non-profit organizations (e.g., NGOs, philanthropies)	<input type="radio"/>	<input type="radio"/>
i. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

29. In **2022**, were any of the following methods used in the training on **peer intervention programs**? Indicate yes or no for each row.

	Yes	No
a. In-person classroom lecture	<input type="radio"/>	<input type="radio"/>
b. In-person group activities	<input type="radio"/>	<input type="radio"/>
c. Pre-recorded video, lecture, or presentations	<input type="radio"/>	<input type="radio"/>
d. Real-time, distance-based learning (e.g., video conference or webinar)	<input type="radio"/>	<input type="radio"/>
e. Roll-call training	<input type="radio"/>	<input type="radio"/>
f. Scenario-based exercises, live action (e.g., role playing or simulated events with trainers)	<input type="radio"/>	<input type="radio"/>
g. Scenario-based exercises, technology-based simulations (e.g., virtual reality; Firearms Training System [FATS])	<input type="radio"/>	<input type="radio"/>
h. Written or interactive web-based distance learning	<input type="radio"/>	<input type="radio"/>

30. In **2022**, did your agency use any of the following metrics to measure successful completion of post-academy training on **peer intervention programs**? Indicate yes or no for each row.

	Yes	No
a. Attendance	<input type="radio"/>	<input type="radio"/>
b. Knowledge-based test	<input type="radio"/>	<input type="radio"/>
c. Satisfaction or feedback survey	<input type="radio"/>	<input type="radio"/>
d. Skills-based test	<input type="radio"/>	<input type="radio"/>

31. In 2022, did your agency use any of the following data as evidence on the effectiveness of the training on peer intervention programs? Indicate yes or no for each row.

	Yes	No
a. Arrest data	<input type="radio"/>	<input type="radio"/>
b. Body-worn camera footage	<input type="radio"/>	<input type="radio"/>
c. Calls for service data	<input type="radio"/>	<input type="radio"/>
d. Civilian complaints	<input type="radio"/>	<input type="radio"/>
e. Community feedback surveys	<input type="radio"/>	<input type="radio"/>
f. Crime or incident data	<input type="radio"/>	<input type="radio"/>
g. Follow-up surveys with participants (e.g., weeks or months after training)	<input type="radio"/>	<input type="radio"/>
h. Officer observations	<input type="radio"/>	<input type="radio"/>
i. Reported instances of peer interventions	<input type="radio"/>	<input type="radio"/>
j. Use of force incidents	<input type="radio"/>	<input type="radio"/>
k. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

32. For which of the following reasons was training on peer intervention programs provided to full-time sworn personnel in 2022? Indicate yes or no for each row.

	Yes	No
a. Agency accreditation requirements	<input type="radio"/>	<input type="radio"/>
b. Community input or recommendations (e.g., advisory board, commission reports, conversations with the community)	<input type="radio"/>	<input type="radio"/>
c. Consent decree	<input type="radio"/>	<input type="radio"/>
d. Grant requirements	<input type="radio"/>	<input type="radio"/>
e. Internal agency decision by chief executive and command staff	<input type="radio"/>	<input type="radio"/>
f. Judicial ruling	<input type="radio"/>	<input type="radio"/>
g. Law enforcement advisory board input or recommendation	<input type="radio"/>	<input type="radio"/>
h. State or local legislative requirement	<input type="radio"/>	<input type="radio"/>
i. State- or POST- commission standard or requirement	<input type="radio"/>	<input type="radio"/>
j. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

33. How often do you plan to offer refresher training on peer intervention programs moving forward?

- ☐ Two or more times per year
- ☐ Once a year
- ☐ Once every 2 years
- ☐ Once every 3 or more years
- ☐ Ad-hoc (e.g., as needed but no fixed time interval)
- ☐ Not repeated (e.g., single training with no refresher)



Now SKIP to Section 4c – De-escalation on Page 14.

**ANSWER QUESTIONS 34-37 IF TRAINING ON PEER INTERVENTION PROGRAMS
WAS NOT PROVIDED TO FULL-TIME SWORN PERSONNEL IN 2022.**

34. What were the reasons that your agency did not provide training on peer intervention programs in 2022? Indicate yes or no for each row.

	Yes	No
a. Already provided in basic academy or field training	<input type="radio"/>	<input type="radio"/>
b. Already provided in post-academy training before 2022	<input type="radio"/>	<input type="radio"/>
c. Cost of implementing training too high	<input type="radio"/>	<input type="radio"/>
d. COVID-related health restrictions, no alternative training model available	<input type="radio"/>	<input type="radio"/>
e. Insufficient staffing/inability to take personnel off assignment	<input type="radio"/>	<input type="radio"/>
f. Lack of appropriate course	<input type="radio"/>	<input type="radio"/>
g. Lack of appropriate facilities or equipment	<input type="radio"/>	<input type="radio"/>
h. Lack of budget or financial support	<input type="radio"/>	<input type="radio"/>
i. Lack of qualified trainers	<input type="radio"/>	<input type="radio"/>
j. No perceived need for the training	<input type="radio"/>	<input type="radio"/>
k. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

35. Did your agency provide training on peer intervention programs at any time after December 31, 2022?

- ☐ Yes
☐ No

36. How likely is your agency to provide training on peer intervention programs in the next 12 months?

- ☐ Very Likely
☐ Somewhat Likely
☐ Somewhat Unlikely
☐ Very Unlikely
☐ Unsure / Don't Know

37. What factors will determine whether your agency will provide training on peer intervention programs in the next 12 months? If provided since 2022, please respond as to the factors which led to the most recent training being offered. Indicate yes or no for each row.

	Yes	No
a. Ability to find appropriate course	<input type="radio"/>	<input type="radio"/>
b. Ability to find qualified trainers	<input type="radio"/>	<input type="radio"/>
c. Availability of funding	<input type="radio"/>	<input type="radio"/>
d. Directive from your agency's Chief executive (e.g., chief, sheriff, director, agency head)	<input type="radio"/>	<input type="radio"/>
e. Free or low-cost training	<input type="radio"/>	<input type="radio"/>
f. Guidance or directive from local government	<input type="radio"/>	<input type="radio"/>
g. Guidance or directive from state government	<input type="radio"/>	<input type="radio"/>
h. Guidance or directive from federal government	<input type="radio"/>	<input type="radio"/>
i. Improved officer availability	<input type="radio"/>	<input type="radio"/>
j. Public expectations	<input type="radio"/>	<input type="radio"/>
k. Requirement of accreditation	<input type="radio"/>	<input type="radio"/>
l. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

Section 4c: De-escalation

DEFINITION: For the following questions, training on de-escalation means formal instruction on skills and/or strategies for taking action or communicating (verbally or non-verbally) during a potential force encounter, with the goals of stabilizing the situation, reducing the immediacy of the threat, and minimizing the use of force necessary. Such training may include topics such as alternatives to the use of force and safely responding to an individual experiencing a mental, behavioral, or suicidal crisis.

38. Was post-academy training on de-escalation mandatory, optional, or not provided in 2022 to full-time sworn personnel with general arrest powers?

- Include training regardless of who provided it (e.g., by your agency, by an outside agency).
 - If the training had an initial mandatory component with additional optional components, classify it as mandatory.
 - Do NOT include brief self-paced readings on topic areas throughout the year.
 - If training requirements differed by department, enter information for the main or general department only.
- ☐ **Mandatory for all full-time sworn personnel**
☐ **Optional or mandatory only for some full-time sworn personnel**
☐ **Not provided in 2022 → SKIP to Question 46 on Page 17**

39. In 2022, what was the minimum number of hours required for the training on de-escalation provided to full-time sworn personnel with general arrest powers?

Hours

40. In **2022**, did your agency use any personnel from the following agencies/organizations to provide training within your agency on **de-escalation**? Indicate yes or no for each row.

	Yes	No
a. Personnel (sworn or non-sworn/civilian) employed by your agency	<input type="radio"/>	<input type="radio"/>
b. Outside law enforcement agency	<input type="radio"/>	<input type="radio"/>
c. Other state or local government	<input type="radio"/>	<input type="radio"/>
d. State POST	<input type="radio"/>	<input type="radio"/>
e. Federal government	<input type="radio"/>	<input type="radio"/>
f. Colleges or universities	<input type="radio"/>	<input type="radio"/>
g. For-profit organizations (e.g., businesses, corporations, LLCs)	<input type="radio"/>	<input type="radio"/>
h. Non-profit organizations (e.g., NGOs, philanthropies)	<input type="radio"/>	<input type="radio"/>
i. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

41. In **2022**, were any of the following methods used in the training of **de-escalation**? Indicate yes or no for each row.

	Yes	No
a. In-person classroom lecture	<input type="radio"/>	<input type="radio"/>
b. In-person group activities	<input type="radio"/>	<input type="radio"/>
c. Pre-recorded video, lecture, or presentations	<input type="radio"/>	<input type="radio"/>
d. Real-time, distance-based learning (e.g., video conference or webinar)	<input type="radio"/>	<input type="radio"/>
e. Roll-call training	<input type="radio"/>	<input type="radio"/>
f. Scenario-based exercises, live action (e.g., role playing or simulated events with trainers)	<input type="radio"/>	<input type="radio"/>
g. Scenario-based exercises, technology-based simulations (e.g., virtual reality; Firearms Training System [FATS])	<input type="radio"/>	<input type="radio"/>
h. Written or interactive web-based distance learning	<input type="radio"/>	<input type="radio"/>

42. In **2022**, did your agency use any of the following metrics to measure successful completion of post-academy training on **de-escalation**? Indicate yes or no for each row.

	Yes	No
a. Attendance	<input type="radio"/>	<input type="radio"/>
b. Knowledge-based test	<input type="radio"/>	<input type="radio"/>
c. Satisfaction or feedback survey	<input type="radio"/>	<input type="radio"/>
d. Skills-based test	<input type="radio"/>	<input type="radio"/>

43. In 2022, did your agency use any of the following data as evidence on the effectiveness of the training on de-escalation? Indicate yes or no for each row.

	Yes	No
a. Arrest data	<input type="radio"/>	<input type="radio"/>
b. Body-worn camera footage	<input type="radio"/>	<input type="radio"/>
c. Calls for service data	<input type="radio"/>	<input type="radio"/>
d. Civilian complaints	<input type="radio"/>	<input type="radio"/>
e. Community feedback surveys	<input type="radio"/>	<input type="radio"/>
f. Crime or incident data	<input type="radio"/>	<input type="radio"/>
g. Follow-up surveys with participants (e.g., weeks or months after training)	<input type="radio"/>	<input type="radio"/>
h. Officer observations	<input type="radio"/>	<input type="radio"/>
i. Use of force incidents	<input type="radio"/>	<input type="radio"/>
j. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

44. For which of the following reasons was training on de-escalation provided to full-time sworn personnel in 2022? Indicate yes or no for each row.

	Yes	No
a. Agency accreditation requirements	<input type="radio"/>	<input type="radio"/>
b. Community input or recommendations (e.g., advisory board, commission reports, conversations with the community)	<input type="radio"/>	<input type="radio"/>
c. Consent decree	<input type="radio"/>	<input type="radio"/>
d. Grant requirements	<input type="radio"/>	<input type="radio"/>
e. Internal agency decision by chief executive and command staff	<input type="radio"/>	<input type="radio"/>
f. Judicial ruling	<input type="radio"/>	<input type="radio"/>
g. Law enforcement advisory board input or recommendation	<input type="radio"/>	<input type="radio"/>
h. State or local legislative requirement	<input type="radio"/>	<input type="radio"/>
i. State- or POST- commission standard or requirement	<input type="radio"/>	<input type="radio"/>
j. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

45. How often do you plan to offer refresher training on de-escalation moving forward?

- ☐ Two or more times per year
- ☐ Once a year
- ☐ Once every 2 years
- ☐ Once every 3 or more years
- ☐ Ad-hoc (e.g., as needed but no fixed time interval)
- ☐ Not repeated (e.g., single training with no refresher)



Now SKIP to Section 4d – Additional Post-Academy Training Topics on Page 19.

**ANSWER QUESTIONS 46-49 IF TRAINING FOR DE-ESCALATION WAS NOT PROVIDED
TO FULL-TIME SWORN PERSONNEL IN 2022.**

46. What were the reasons that your agency did not provide training on de-escalation in 2022?
Indicate yes or no for each row.

	Yes	No
a. Already provided in basic academy or field training	<input type="radio"/>	<input type="radio"/>
b. Already provided in post-academy training before 2022	<input type="radio"/>	<input type="radio"/>
c. Cost of implementing training too high	<input type="radio"/>	<input type="radio"/>
d. COVID-related health restrictions, no alternative training model available	<input type="radio"/>	<input type="radio"/>
e. Insufficient staffing/inability to take personnel off assignment	<input type="radio"/>	<input type="radio"/>
f. Lack of appropriate course	<input type="radio"/>	<input type="radio"/>
g. Lack of appropriate facilities or equipment	<input type="radio"/>	<input type="radio"/>
h. Lack of budget or financial support	<input type="radio"/>	<input type="radio"/>
i. Lack of qualified trainers	<input type="radio"/>	<input type="radio"/>
j. No perceived need for the training	<input type="radio"/>	<input type="radio"/>
k. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

47. Did your agency provide training on de-escalation at any time after December 31 2022?

- ☐ Yes
☐ No

48. How likely is your agency to provide training on de-escalation in the next 12 months?

- ☐ Very Likely
☐ Somewhat Likely
☐ Somewhat Unlikely
☐ Very Unlikely
☐ Unsure / Don't Know

49. What factors will determine whether your agency will provide training on de-escalation in the next 12 months? If provided since 2022, please respond as to the factors which led to the most recent training being offered. *Indicate yes or no for each row.*

	Yes	No
a. Ability to find appropriate course	<input type="radio"/>	<input type="radio"/>
b. Ability to find qualified trainers	<input type="radio"/>	<input type="radio"/>
c. Availability of funding	<input type="radio"/>	<input type="radio"/>
d. Directive from your agency's Chief executive (e.g., chief, sheriff, director, agency head)	<input type="radio"/>	<input type="radio"/>
e. Free or low-cost training	<input type="radio"/>	<input type="radio"/>
f. Guidance or directive from local government	<input type="radio"/>	<input type="radio"/>
g. Guidance or directive from state government	<input type="radio"/>	<input type="radio"/>
h. Guidance or directive from federal government	<input type="radio"/>	<input type="radio"/>
i. Improved officer availability	<input type="radio"/>	<input type="radio"/>
j. Public expectations	<input type="radio"/>	<input type="radio"/>
k. Requirement of accreditation	<input type="radio"/>	<input type="radio"/>
l. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>

Section 4d: Additional Post-Academy Training Topics

INSTRUCTIONS:

You will now be asked about additional training topics and their requirements. Please indicate whether your agency provided post-academy training on the following topic areas at any time **during calendar year 2022**.

- Include training regardless of who provided it (e.g., by your agency, by an outside agency).
- Only include training for your full-time sworn personnel with general arrest powers.
- For trainings that had an initial mandatory component with additional optional components, classify it as mandatory.
- If training data was different by department, enter this information for the main or general department only.
- Do NOT include brief self-paced readings on topic areas throughout the year.

We understand that the categories in the following items may not reflect your course titles and the list is not comprehensive. Please give us your best estimates, even if a topic was integrated throughout the curriculum.

50. For each of the following training topics, was the training provided to full-time sworn personnel in 2022? If yes, please indicate whether it was optional or mandatory for full-time sworn personnel.

Training Topic	Was training provided in 2022?		Complete <u>only</u> if training was provided in 2022. Select only one option.	
	No	Yes	<u>Optional</u> or mandatory only for some full-time sworn personnel	Mandatory for <u>all</u> full-time sworn personnel
a. Civilian complaint process	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
b. Criminal/constitutional law	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
c. Firearms proficiency	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
d. Martial arts training (e.g., ju-jitsu)	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
e. Physical comply and control tactics	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
f. Procedural justice	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
g. Public order/protest management/mass demonstrations	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
h. Substance use disorders (e.g., opioids, methamphetamines, hallucinogens)	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
i. Racial profiling, unbiased policing, implicit bias	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
j. Response to an active shooter	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
k. Traffic enforcement safety/tactics	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>

51. For each of the following training topics, is the training required on a regular basis? If yes, please indicate how frequently the training is required (e.g., every 1 year, every 4 years), and provide the minimum required number of training hours for each repeated occurrence.

Training Topic	Is the training required on a regular basis?		Complete <u>only</u> if training is required on a regular basis	
	No	Yes	How frequently is the training required?	What is the minimum required number of training hours for each repeated occurrence?
a. Civilian complaint process	<input type="radio"/>	<input type="radio"/> →	every <input type="text"/> year(s)	<input type="text"/>
b. Criminal/constitutional law	<input type="radio"/>	<input type="radio"/> →	every <input type="text"/> year(s)	<input type="text"/>
c. Firearms proficiency	<input type="radio"/>	<input type="radio"/> →	every <input type="text"/> year(s)	<input type="text"/>
d. Martial arts training (e.g., ju-jitsu)	<input type="radio"/>	<input type="radio"/> →	every <input type="text"/> year(s)	<input type="text"/>
e. Physical comply and control tactics	<input type="radio"/>	<input type="radio"/> →	every <input type="text"/> year(s)	<input type="text"/>
f. Procedural justice	<input type="radio"/>	<input type="radio"/> →	every <input type="text"/> year(s)	<input type="text"/>
g. Public order/protest management/mass demonstrations	<input type="radio"/>	<input type="radio"/> →	every <input type="text"/> year(s)	<input type="text"/>
h. Substance use disorders (e.g., opioids, methamphetamines, hallucinogens)	<input type="radio"/>	<input type="radio"/> →	every <input type="text"/> year(s)	<input type="text"/>
i. Racial profiling, unbiased policing, implicit bias	<input type="radio"/>	<input type="radio"/> →	every <input type="text"/> year(s)	<input type="text"/>
j. Response to an active shooter	<input type="radio"/>	<input type="radio"/> →	every <input type="text"/> year(s)	<input type="text"/>
k. Traffic enforcement safety/tactics	<input type="radio"/>	<input type="radio"/> →	every <input type="text"/> year(s)	<input type="text"/>

52. For each of the following operations training topics, please indicate if it was not offered in 2022, optional or mandatory only for some full-time sworn personnel, or mandatory for all full-time sworn personnel. In the rightmost columns, indicate if personnel complete this training at least once per year or less than once per year as per policy in 2022.

Training Topic	Please select <u>one</u> choice for each topic area			Complete <u>only</u> if training was offered in 2022	
	Not offered in 2022	Optional or mandatory only for some full-time sworn personnel	Mandatory for all full-time sworn personnel	Personnel take this training...	
				At least once per year	Less than once per year
a. Basic first aid /CPR	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
b. Criminal investigation procedures/techniques	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
c. Evidence processing and storage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
d. Interrogation/interviewing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
e. Patrol procedures/techniques	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
f. Pursuit procedures (e.g., foot, vehicle)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
g. Reporting in-custody deaths	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
h. Reporting use of force	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
i. Report writing/RMS data entry	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
j. Strip search/stop and frisk	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>

53. For each of the following defensive tactics trainings, please indicate if it was not offered in 2022, optional or mandatory only for some full-time sworn personnel, or mandatory for all full-time sworn personnel. In the rightmost columns, indicate if personnel complete this training at least once per year or less than once per year as per policy in 2022.

Training Topic	Please select <u>one</u> choice for each topic area			Complete <u>only</u> if training was offered in 2022	
	Not offered in 2022	Optional or mandatory only for some full-time sworn personnel	Mandatory for all full-time sworn personnel	Personnel take this training...	
				At least once per year	Less than once per year
a. Electronic control weapons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
b. Less-lethal weapons (e.g., OC spray, baton, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>

54. For each of the following safety- and wellness-related trainings, please indicate if it was not offered in 2022, optional or mandatory only for some full-time sworn personnel, or mandatory for all full-time sworn personnel. In the rightmost columns, indicate if personnel complete this training at least once per year or less than once per year as per policy in 2022.

Training Topic	Please select <u>one</u> choice for each topic area			Complete <u>only</u> if training was offered in 2022	
	Not offered in 2022	Optional or mandatory only for some full-time sworn personnel	Mandatory for all full-time sworn personnel	Personnel take this training...	
				At least once per year	Less than once per year
a. Health, fitness, and nutrition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
b. Sexual harassment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
c. Stress prevention/management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
d. Suicide prevention/mental health awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>

55. For each of the following special population or situation trainings, please indicate if it was not offered in 2022, optional or mandatory only for some full-time sworn personnel, or mandatory for all full-time sworn personnel. In the rightmost columns, indicate if personnel complete this training at least once per year or less than once per year as per policy in 2022.

Training Topic	Please select <u>one</u> choice for each topic area			Complete <u>only</u> if training was offered in 2022	
	Not offered in 2022	Optional or mandatory only for some full-time sworn personnel	Mandatory for all full-time sworn personnel	Personnel take this training...	
				At least once per year	Less than once per year
a. Crimes against children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
b. Domestic violence	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
c. Elder abuse	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
d. Hate crimes/bias crimes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
e. Homeless persons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
f. Human trafficking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
g. Juveniles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
h. Responding to victims of sexual assault	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>

56. For each of the following special topics trainings, please indicate if it was not offered in 2022, optional or mandatory for some full-time sworn personnel, or mandatory for all full-time sworn personnel. In the rightmost columns, indicate if personnel complete this training at least once per year or less than once per year as per policy in 2022.

Training Topic	Please select <u>one</u> choice for each topic area			Complete <u>only</u> if training was offered in 2022	
	Not offered in 2022	Optional or mandatory only for some full-time sworn personnel	Mandatory for all full-time sworn personnel	Personnel take this training...	
				At least once per year	Less than once per year
a. Community partnership building/collaboration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
b. Cyber/internet crimes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
c. Unmanned aerial systems (drones)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
d. DUI/DWI	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
e. Facial recognition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>
f. Public records / FOIA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>

57. In 2022, did your agency provide specific training for full-time sworn personnel following a promotion or assignment to any of the positions listed below? Indicate yes or no for each row. If the position did not exist or if no new assignments were made in 2022, select N/A.

	Yes	No	N/A
a. Data, crime, or intelligence analyst	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Community policing officer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Crisis intervention team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. K9	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. School resource officer (SRO)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. SWAT/Hostage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 5: Current Formal Wellness Programs

INSTRUCTIONS:

The next questions ask about formal wellness programs currently available to full-time sworn personnel within your agency.

For these questions, please define a formal wellness program as: a program intended to reduce factors that interfere with employee physical and/or mental health by providing resources, training, and/or intervention services.

58. In the calendar year 2022 (that is, January 1 through December 31, 2022), did your agency offer any of the following formal wellness programs for use by full-time sworn personnel?

- If no programs were offered to full-time sworn personnel, indicate a response in one of the two left columns
- If programs were offered to full-time sworn personnel, indicate how it was managed and what year it was first offered in the rightmost columns.
 - Note: If more than one program was offered for any given category, base your answers on the longest running program that was still active in 2022.*

	NO – Not Offered ↓Select one↓		YES – Program Offered ↓Select one↓			If program offered, in what year was it first offered?
	Not offered in 2022, but offered/ plan to offer in 2023 or later	Not offered with no plan to offer in future	Managed directly within the agency	Managed through agency contract with external partner	Managed by state or local government, other than agency	
a. Alcohol and chemical dependency treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
b. Child care programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
c. Coping skills to manage trauma	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
d. Fatigue management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
e. Financial literacy education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
f. General stress management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
g. Nutrition and dietary education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
h. Peer support programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
i. Physical fitness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
j. Psychological and mental health care treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
k. Resources for expectant mothers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
l. Suicide awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
m. Support for families of sworn personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>
n. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/> →	<input type="text"/>



If **NO** formal wellness programs were offered to full-time sworn personnel in 2022 (i.e. you answered **NO** to **ALL** rows in Question 58),
SKIP to Section 6 – Current Wellness Policies & Training on Page 27.

59. Enter your agency's **total budget for formal wellness programs** for the **fiscal year** that included December 31, 2022.

Wellness Program Budget: \$.00

Please mark if this figure is an estimate ☐

60. How many total **full-time** agency personnel worked in wellness programs as their **primary responsibility** as of **December 31, 2022**? Please provide separate counts for sworn and non-sworn full-time agency personnel.

	Personnel whose primary responsibility is wellness
a. Full-time Sworn	<input type="text"/>
b. Full-time Non-Sworn	<input type="text"/>

61. Were any formal wellness programs offered in **calendar year 2022** available for full-time sworn personnel to use **confidentially**?

	Yes (available and confidential)	No (available but <u>not</u> confidential)	<u>Program not offered in 2022</u>
a. Alcohol and chemical dependency treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Child care programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Coping skills to manage trauma	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Fatigue management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Financial literacy education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. General stress management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Nutrition and dietary education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Peer support programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Physical fitness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Psychological and mental health care treatment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Resources for expectant mothers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Suicide awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Support for families of sworn personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Other (Please specify) <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

62. Did your agency collect and assess data regularly (i.e., monthly, quarterly, or annually) on the number of full-time sworn personnel served by each formal wellness program offered in calendar year 2022?

Wellness Program Offered	Collected <u>and</u> regularly assessed data on full-time sworn personnel in 2022		Complete <u>only</u> if data <u>not</u> collected <u>and</u> regularly assessed in <u>2022</u> . Select only one option.		
	Yes	No	Program offered but data not collected and assessed	Program offered but data were <u>confidential</u>	N/A, <u>program not offered</u> in 2022
a. Alcohol and chemical dependency treatment	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Child care programs	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Coping skills to manage trauma	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Fatigue management	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Financial literacy education	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. General stress management	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Nutrition and dietary education	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Peer support programs	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Physical fitness	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Psychological and mental health care treatment	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Resources for expectant mothers	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Suicide awareness	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Support for families of sworn personnel	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Other (Please specify) <div></div>	<input type="radio"/>	<input type="radio"/> →	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section 6: Current Wellness Policies & Training

63. Does your agency currently have policies for full-time sworn personnel mandating any of the following practices? *Indicate yes or no for each row.*

	Yes	No
a. Regularly scheduled (e.g., annually, quarterly) psychological evaluations	<input type="radio"/>	<input type="radio"/>
b. Response protocols after critical incidents that occurred <u>on-duty</u> (e.g., officer involved shooting)	<input type="radio"/>	<input type="radio"/>
c. Response protocols after critical incidents that occurred <u>off-duty</u> (e.g., death in family, divorce)	<input type="radio"/>	<input type="radio"/>
d. Collect weapons on administrative leave when there may be concerns about suicide	<input type="radio"/>	<input type="radio"/>
e. Reduced access to service weapon when an officer is considered at a higher risk of suicide	<input type="radio"/>	<input type="radio"/>

64. Are any of the following full-time sworn personnel provided training on potential warning signs of depression and suicide risk? *Indicate one response for each row.*

	Yes, <u>mandatory</u> training	Yes, <u>optional</u> training	No
a. Chief executive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Intermediate supervisor (below chief executive and above sergeant or first-line supervisor)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Sergeant or equivalent first-line supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Deputies/Officers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please provide any questions or comments regarding the survey in the box below.

We value your feedback and appreciate your responses.

Thank You!

Thank you for participating in this survey.

Please retain a copy for your records, as project staff may call to clarify responses.

Please mail your completed questionnaire to the address noted below or fax it to 919-595-4708. You may also request a postage-paid envelope by contacting our LEMAS PATOW Help Desk at 800-344-1394 or LEMASPATOW@rti.org.

RTI International
ATTN: Data Capture
0218749.000.004
5265 Capital Blvd.
Raleigh, NC 27616-2925