

# **Lafayette Police Department (LPD) Internal Survey**

## Results Report



# LPD Internal Survey

Date Administered: February 2, 2024 through February 15, 2024

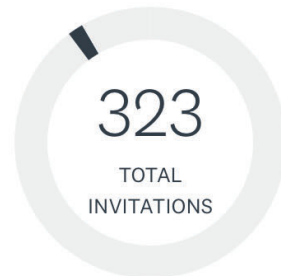
## Invitations ?

All LPD employees received a link to complete the anonymous survey online.

A total of 323 invitations were sent.

A total of 6 bounced back.

0 opted out.



## Responses ?

244 complete (95.7%)

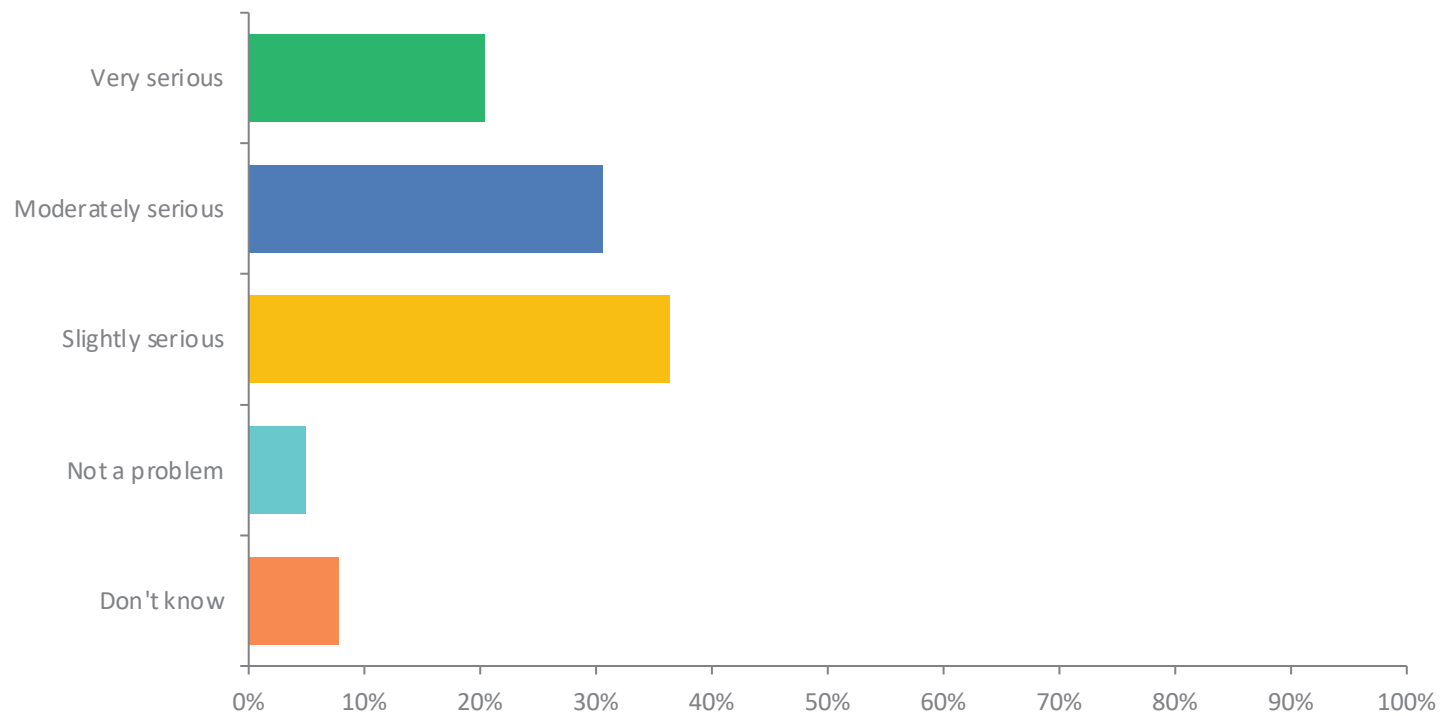
11 partial (4.3%)

A total of 125 questions were surveyed.



## Q1: Rate the seriousness of residential burglaries in the city of Lafayette.

Answered: 245 Skipped: 2



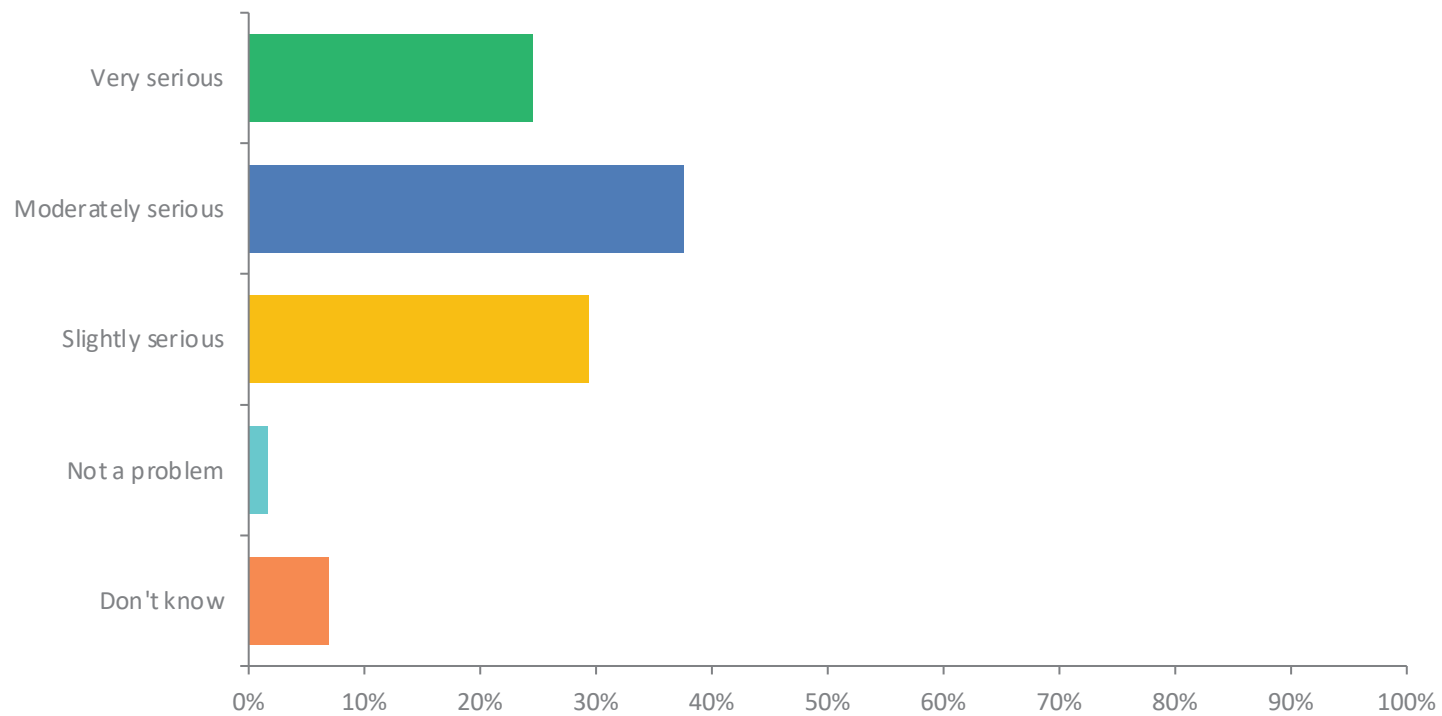
## Q1: Rate the seriousness of residential burglaries in the city of Lafayette.

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very serious	20.41%	50
Moderately serious	30.61%	75
Slightly serious	36.33%	89
Not a problem	4.90%	12
Don't know	7.76%	19
TOTAL		245

## Q2: Rate the seriousness of business burglaries in the city of Lafayette.

Answered: 245 Skipped: 2



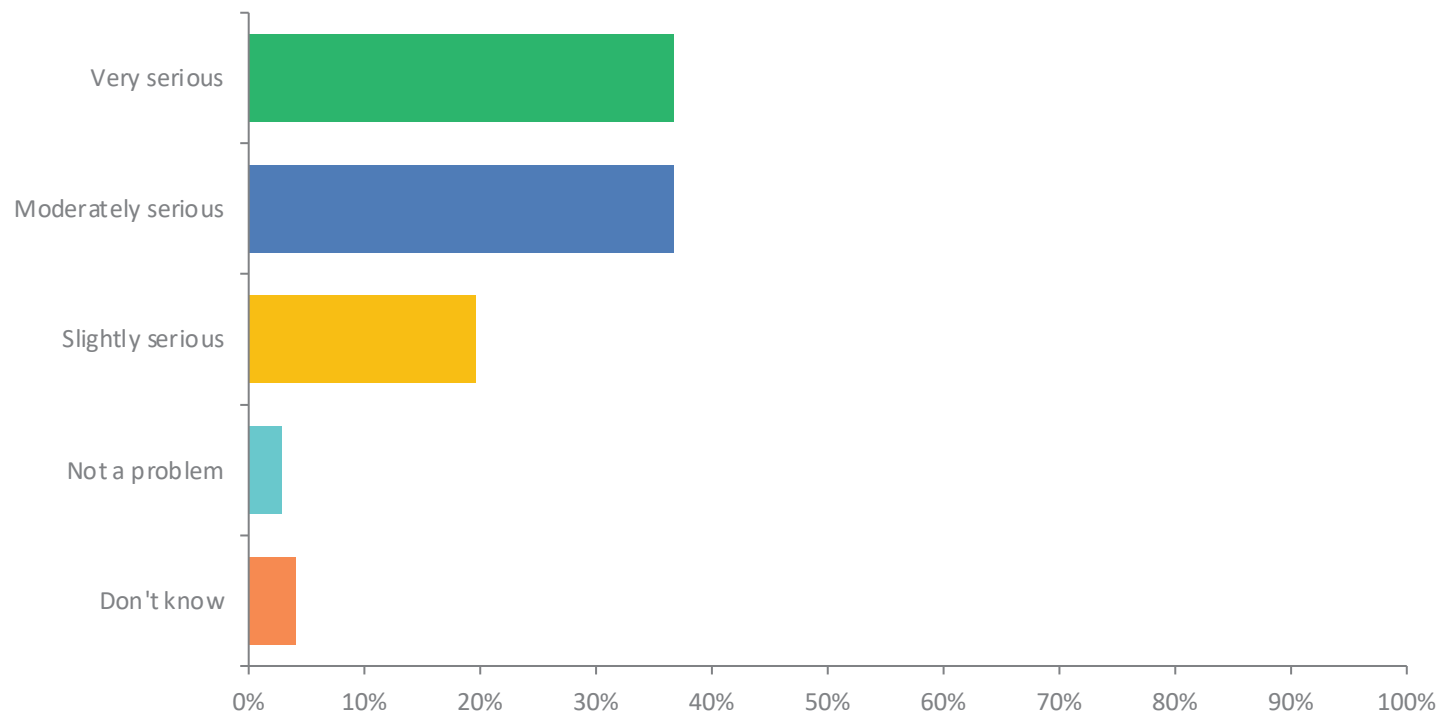
## Q2: Rate the seriousness of business burglaries in the city of Lafayette.

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very serious	24.49%	60
Moderately serious	37.55%	92
Slightly serious	29.39%	72
Not a problem	1.63%	4
Don't know	6.94%	17
TOTAL		245

### Q3: Rate the seriousness of assaults in the city of Lafayette.

Answered: 245 Skipped: 2



### Q3: Rate the seriousness of assaults in the city of Lafayette.

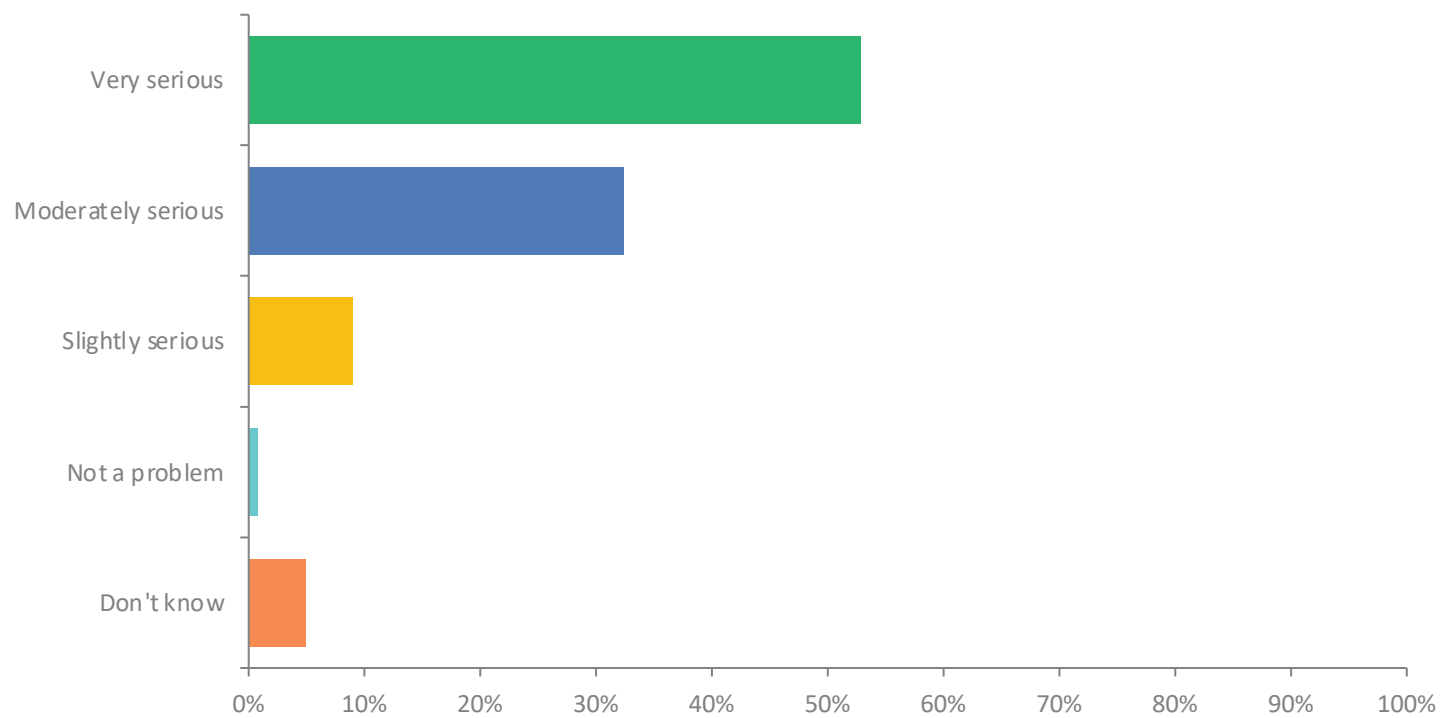
Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very serious	36.73%	90
Moderately serious	36.73%	90
Slightly serious	19.59%	48
Not a problem	2.86%	7
Don't know	4.08%	10
TOTAL		245



## Q4: Rate the seriousness of domestic violence in the city of Lafayette.

Answered: 244 Skipped: 3



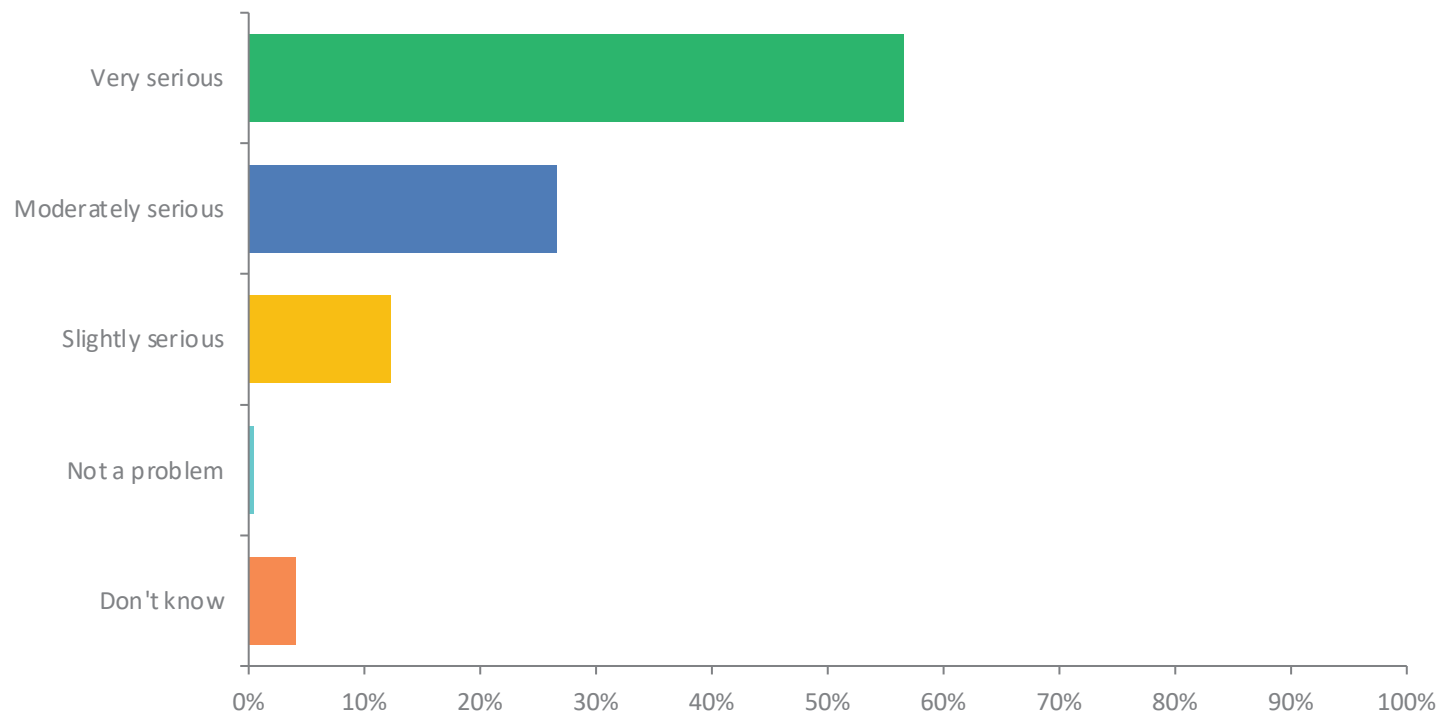
## Q4: Rate the seriousness of domestic violence in the city of Lafayette.

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	52.87%	129
Moderately serious	32.38%	79
Slightly serious	9.02%	22
Not a problem	0.82%	2
Don't know	4.92%	12
TOTAL		244

## Q5: Rate the seriousness of unlawful drug use in the city of Lafayette.

Answered: 244 Skipped: 3



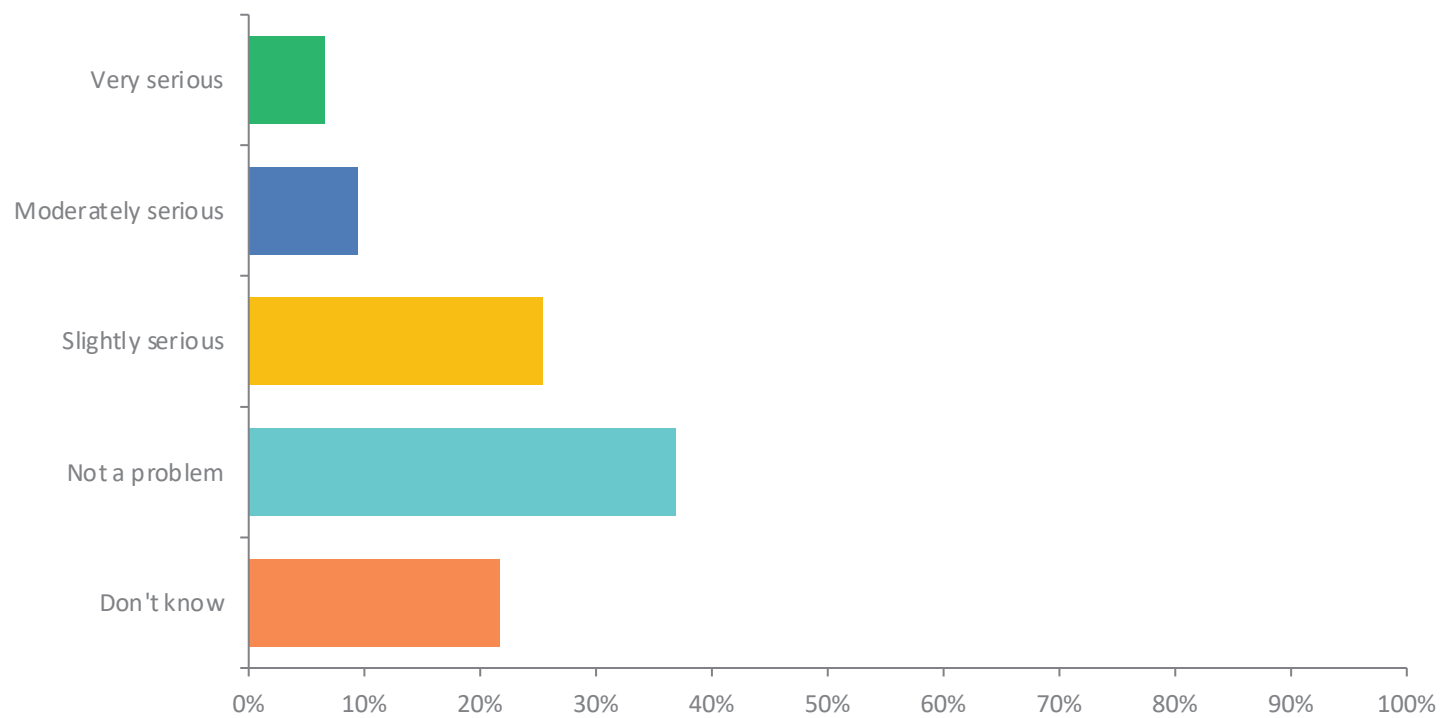
## Q5: Rate the seriousness of unlawful drug use in the city of Lafayette.

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	56.56%	138
Moderately serious	26.64%	65
Slightly serious	12.30%	30
Not a problem	0.41%	1
Don't know	4.10%	10
TOTAL		244

## Q6: Rate the seriousness of unsupervised house parties in the city of Lafayette.

Answered: 244 Skipped: 3



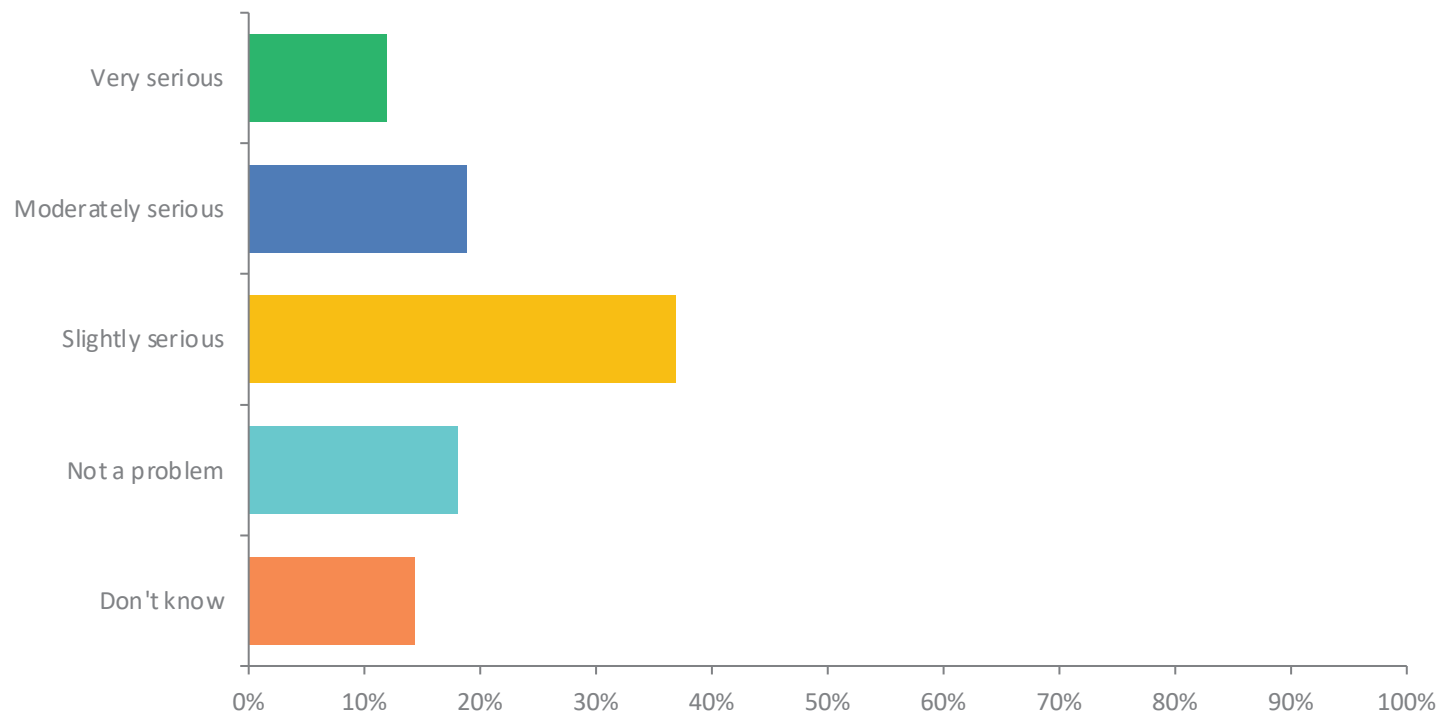
## Q6: Rate the seriousness of unsupervised house parties in the city of Lafayette.

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	6.56%	16
Moderately serious	9.43%	23
Slightly serious	25.41%	62
Not a problem	36.89%	90
Don't know	21.72%	53
TOTAL		244

## Q7: Rate the seriousness of drinking groups in parks or parking lots in the city of Lafayette.

Answered: 244 Skipped: 3



## Q7: Rate the seriousness of drinking groups in parks or parking lots in the city of Lafayette.

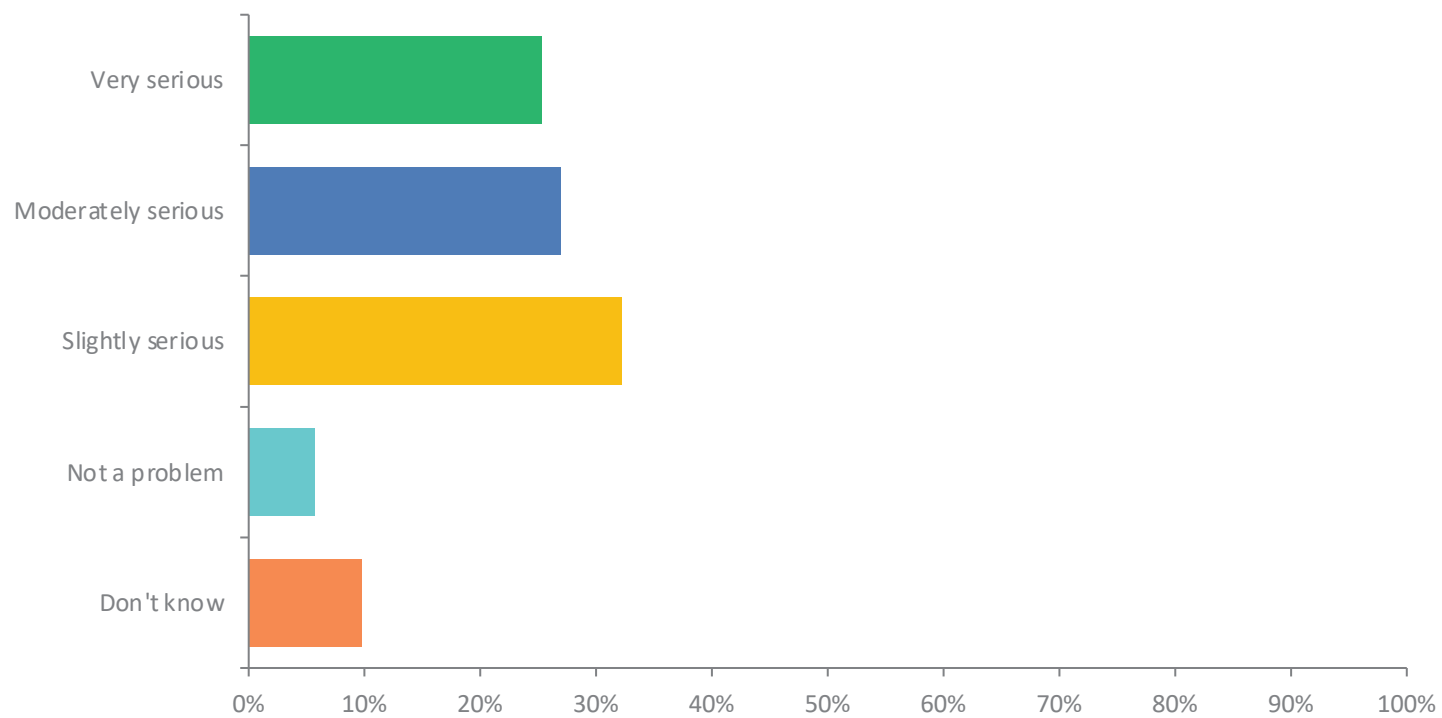
Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	11.89%	29
Moderately serious	18.85%	46
Slightly serious	36.89%	90
Not a problem	18.03%	44
Don't know	14.34%	35
TOTAL		244



## Q8: Rate the seriousness of loitering in the city of Lafayette.

Answered: 245 Skipped: 2



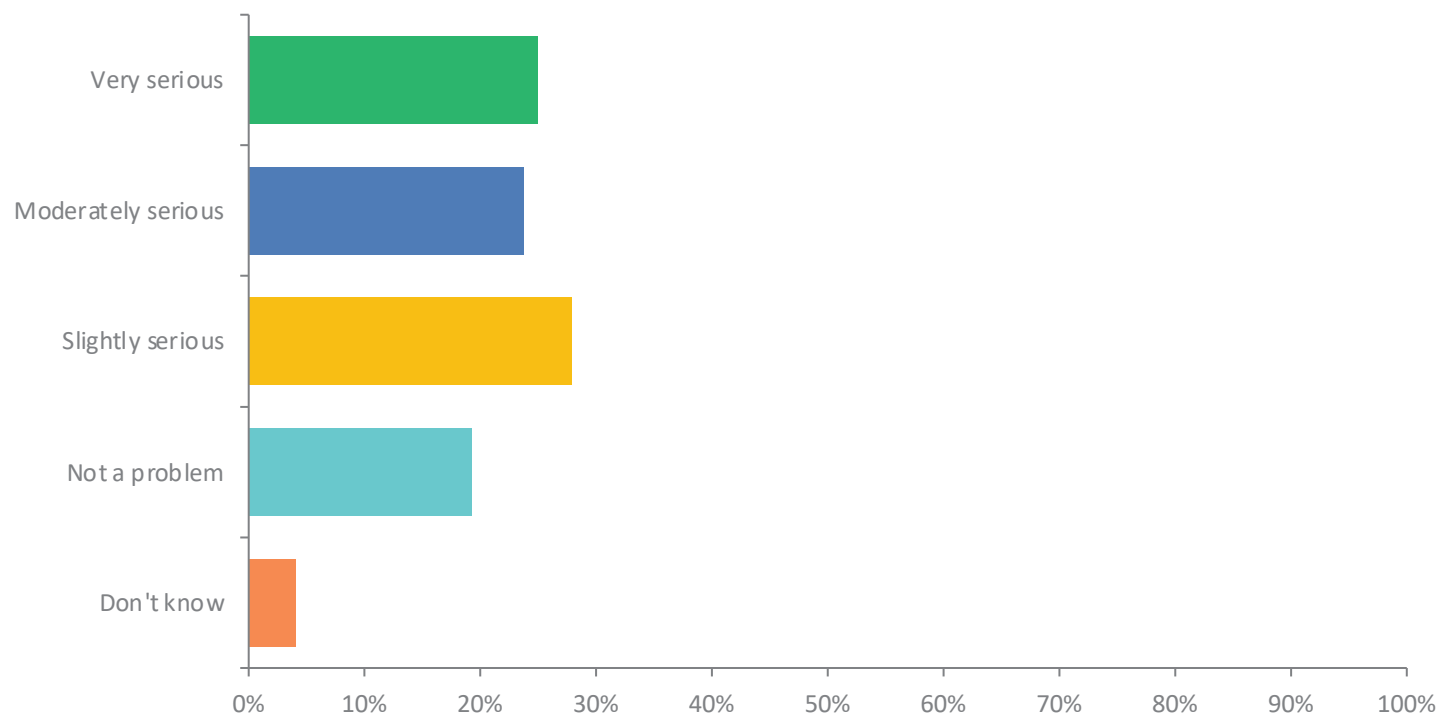
## Q8: Rate the seriousness of loitering in the city of Lafayette.

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very serious	25.31%	62
Moderately serious	26.94%	66
Slightly serious	32.24%	79
Not a problem	5.71%	14
Don't know	9.80%	24
TOTAL		245

## Q9: Rate the seriousness of solicitors on corners in the city of Lafayette.

Answered: 244 Skipped: 3



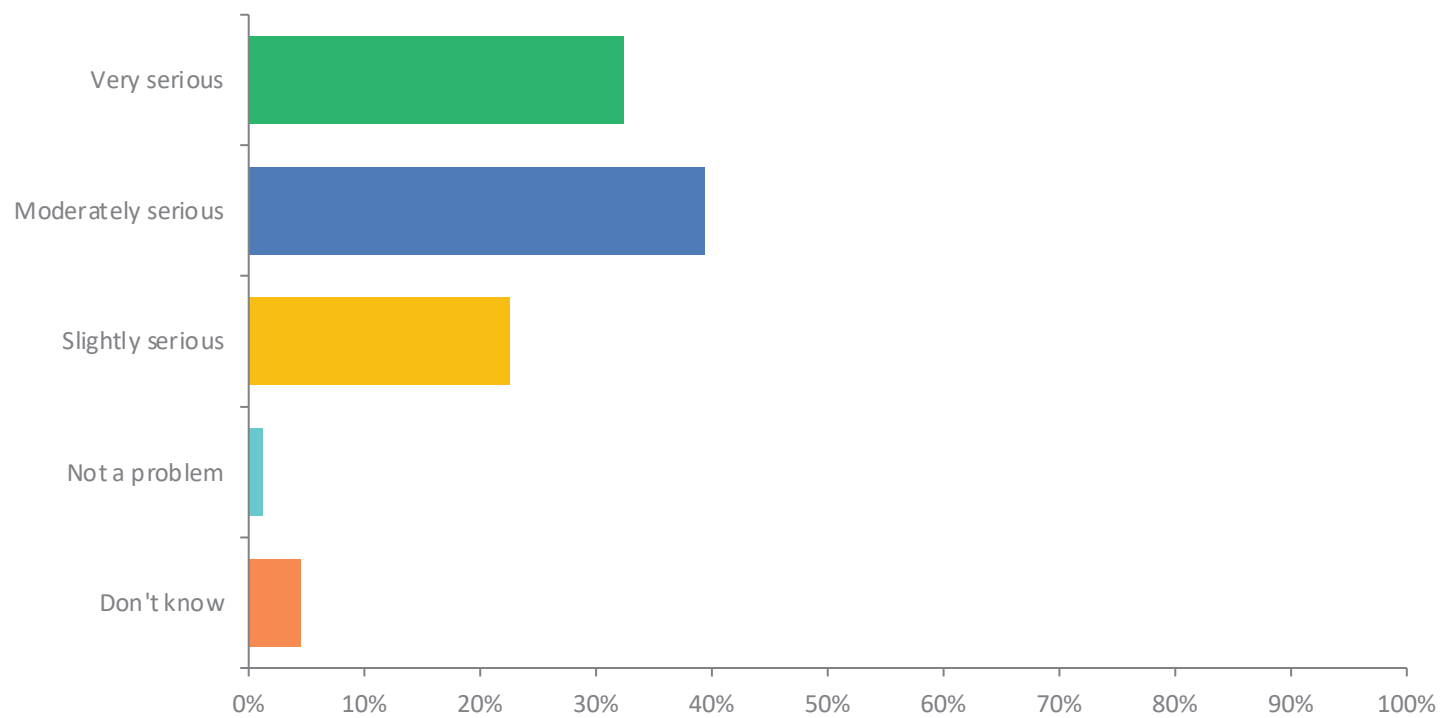
## Q9: Rate the seriousness of solicitors on corners in the city of Lafayette.

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	25.00%	61
Moderately serious	23.77%	58
Slightly serious	27.87%	68
Not a problem	19.26%	47
Don't know	4.10%	10
TOTAL		244

## Q10: Rate the seriousness of property theft in the city of Lafayette.

Answered: 244 Skipped: 3



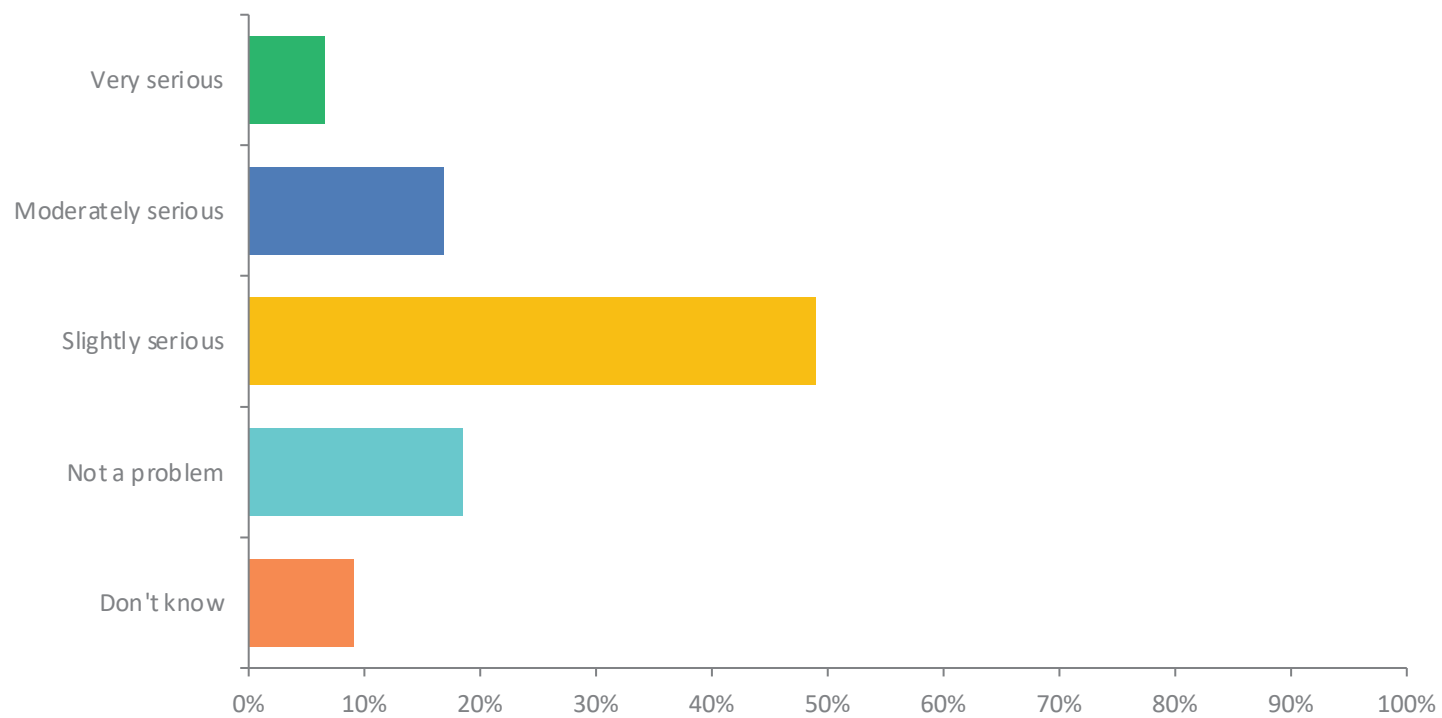
## Q10: Rate the seriousness of property theft in the city of Lafayette.

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	32.38%	79
Moderately serious	39.34%	96
Slightly serious	22.54%	55
Not a problem	1.23%	3
Don't know	4.51%	11
TOTAL		244

## Q11: Rate the seriousness of vandalism in the city of Lafayette.

Answered: 243 Skipped: 4



## Q11: Rate the seriousness of vandalism in the city of Lafayette.

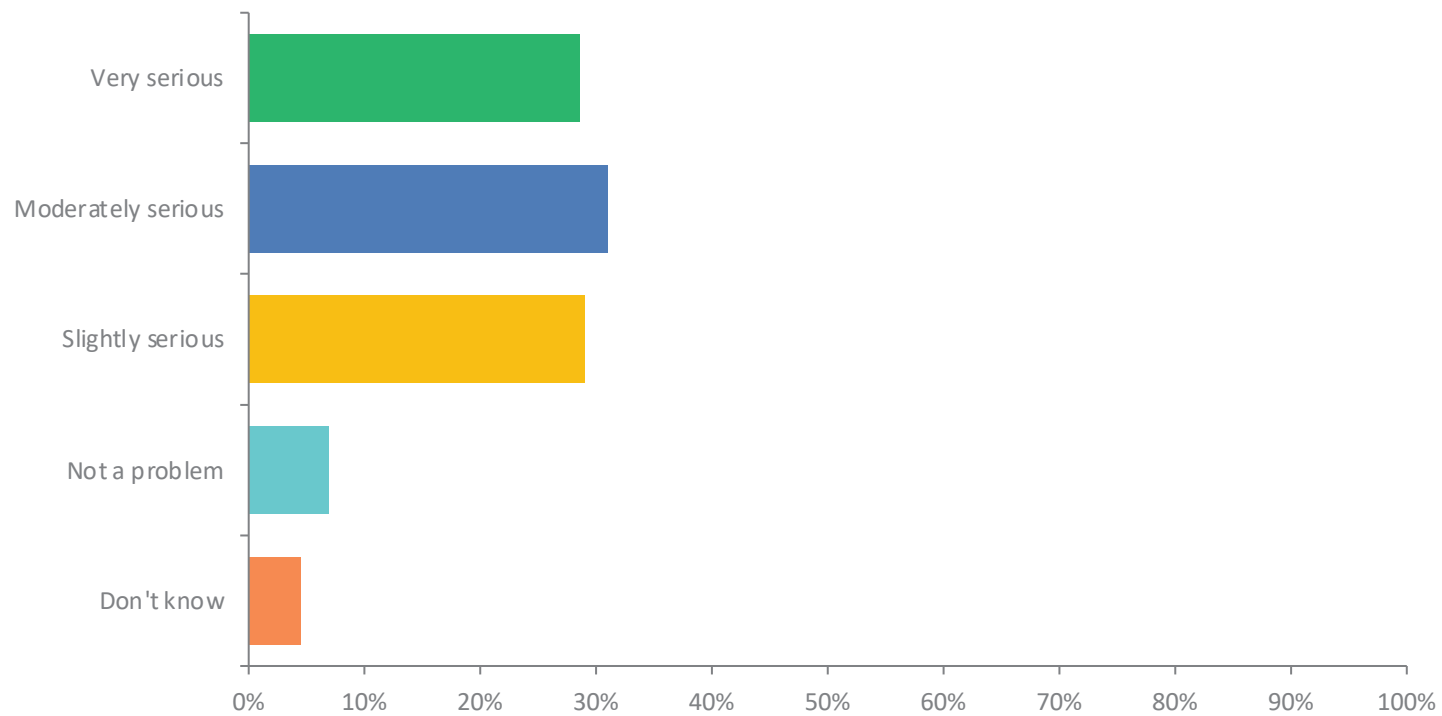
Answered: 243 Skipped: 4

ANSWER CHOICES	RESPONSES	
Very serious	6.58%	16
Moderately serious	16.87%	41
Slightly serious	48.97%	119
Not a problem	18.52%	45
Don't know	9.05%	22
TOTAL		243



## Q12: Rate the seriousness of speeding vehicles in the city of Lafayette.

Answered: 245 Skipped: 2



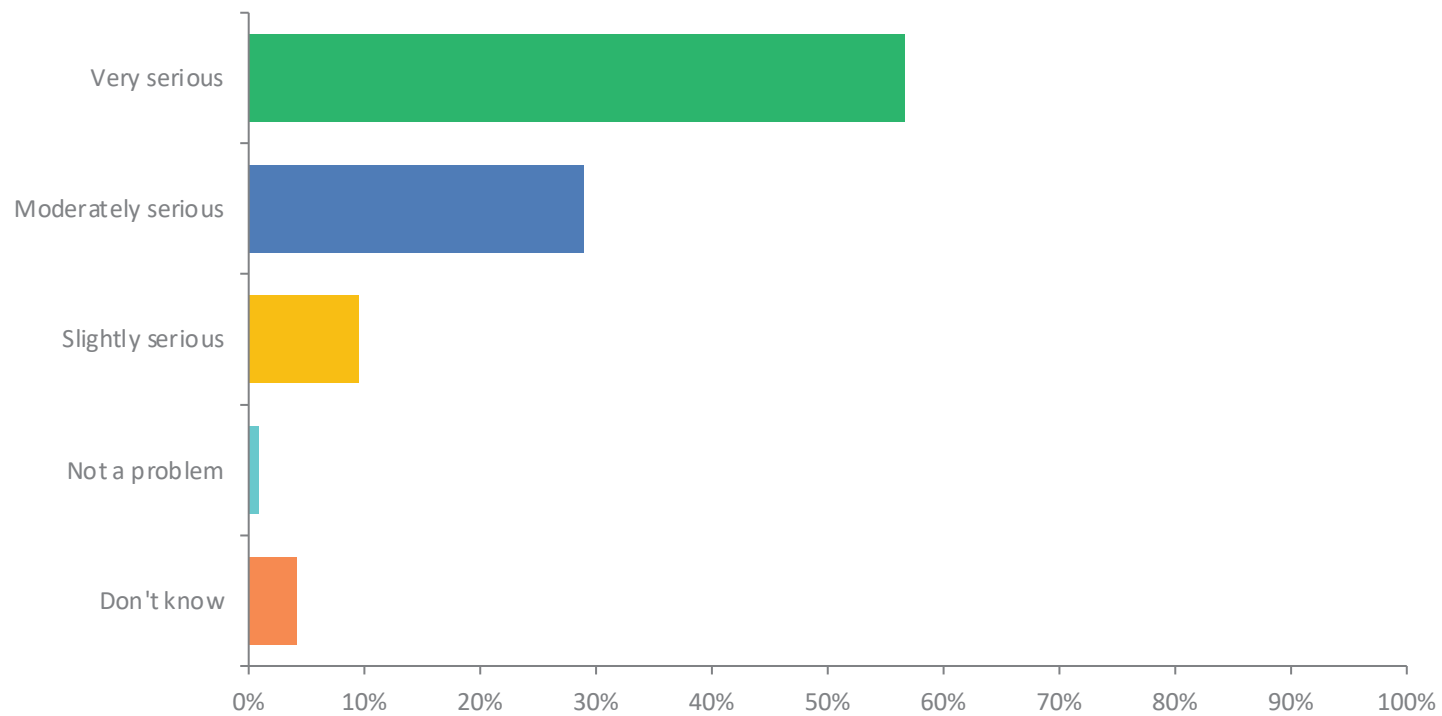
## Q12: Rate the seriousness of speeding vehicles in the city of Lafayette.

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very serious	28.57%	70
Moderately serious	31.02%	76
Slightly serious	28.98%	71
Not a problem	6.94%	17
Don't know	4.49%	11
TOTAL		245

### Q13: Rate the seriousness of drunk driving in the city of Lafayette.

Answered: 242 Skipped: 5



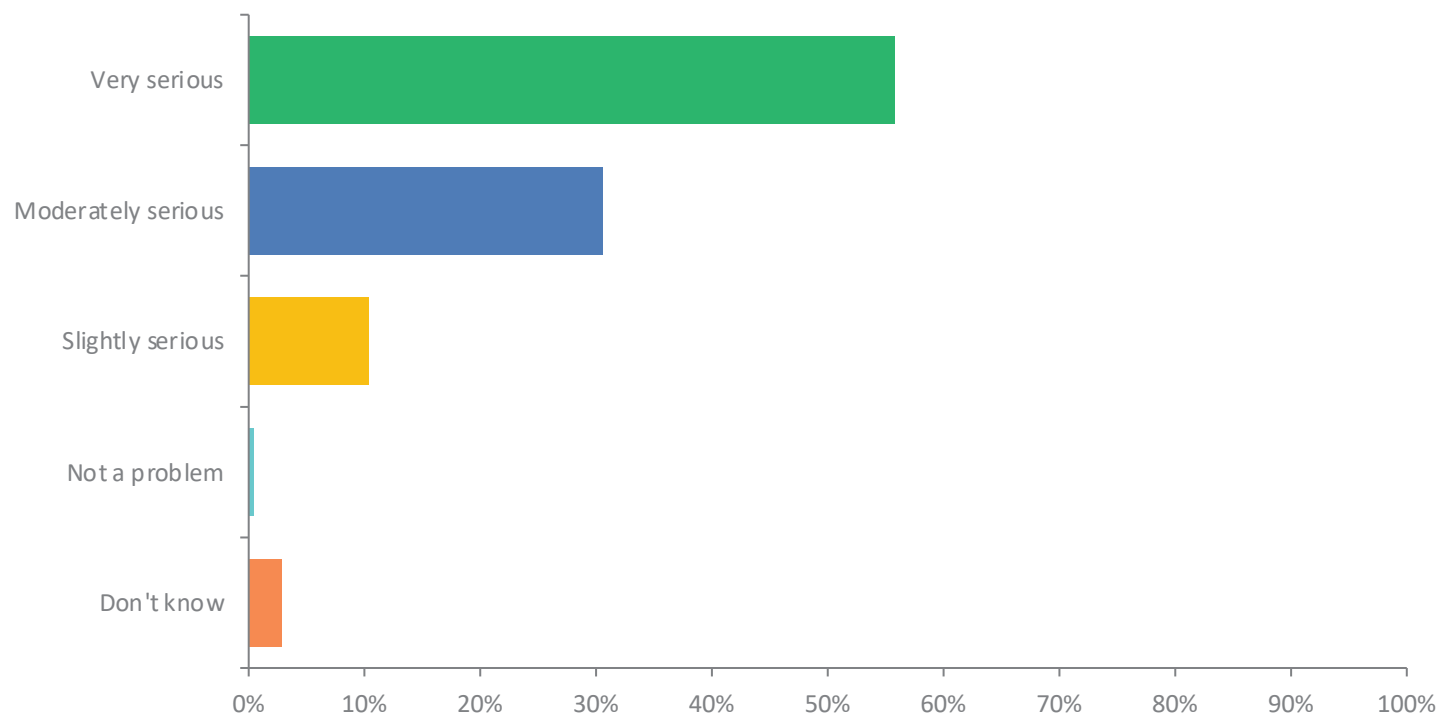
### Q13: Rate the seriousness of drunk driving in the city of Lafayette.

Answered: 242 Skipped: 5

ANSWER CHOICES	RESPONSES	
Very serious	56.61%	137
Moderately serious	28.93%	70
Slightly serious	9.50%	23
Not a problem	0.83%	2
Don't know	4.13%	10
TOTAL		242

## Q14: Rate the seriousness of vehicle break-ins in the city of Lafayette.

Answered: 242 Skipped: 5



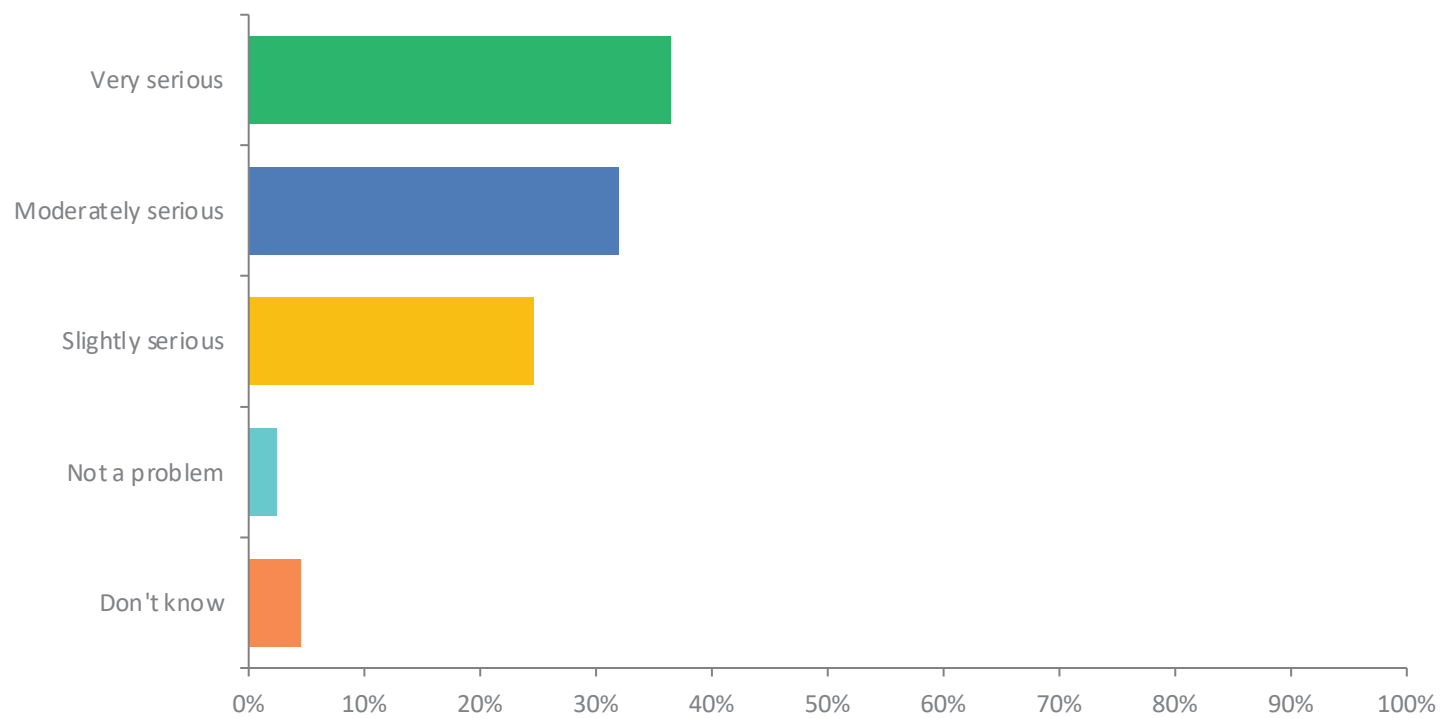
## Q14: Rate the seriousness of vehicle break-ins in the city of Lafayette.

Answered: 242 Skipped: 5

ANSWER CHOICES	RESPONSES	
Very serious	55.79%	135
Moderately serious	30.58%	74
Slightly serious	10.33%	25
Not a problem	0.41%	1
Don't know	2.89%	7
TOTAL		242

## Q15: Rate the seriousness of stolen vehicles in the city of Lafayette.

Answered: 244 Skipped: 3



## Q15: Rate the seriousness of stolen vehicles in the city of Lafayette.

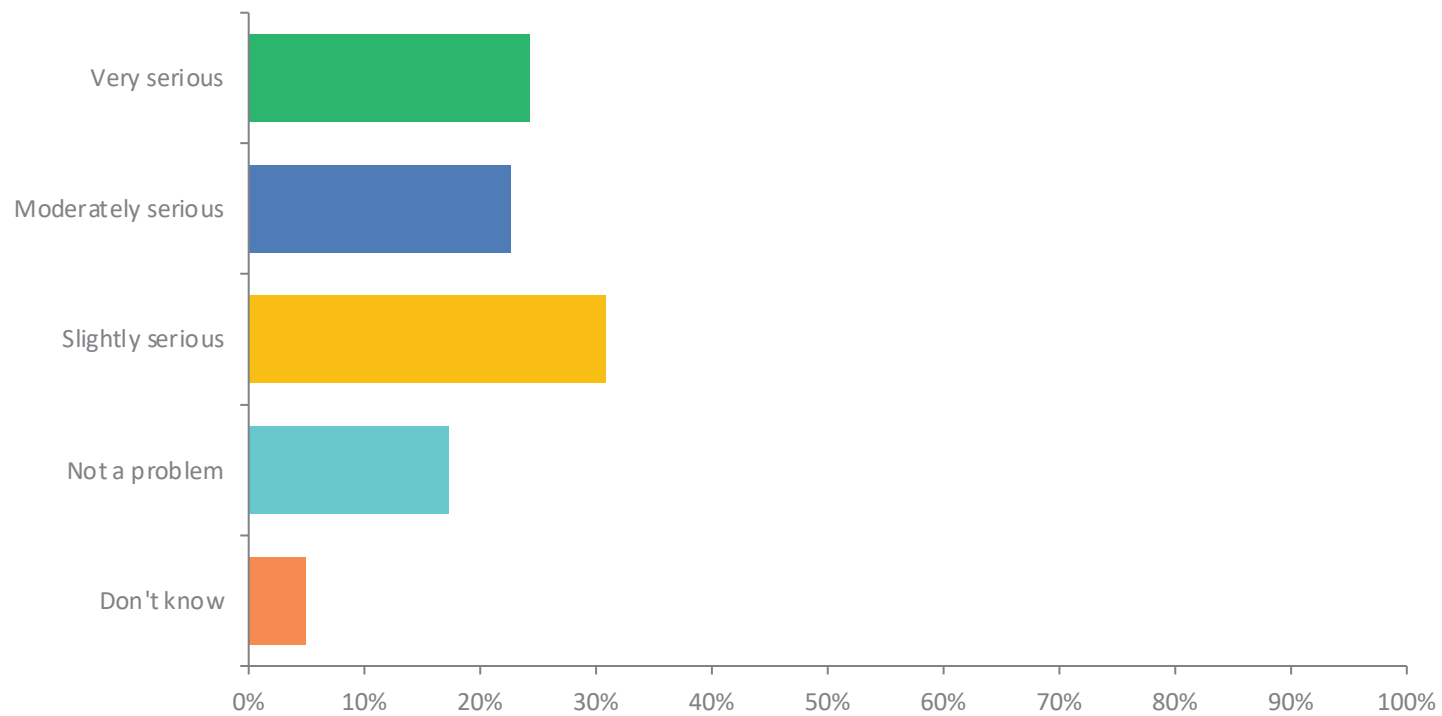
Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	36.48%	89
Moderately serious	31.97%	78
Slightly serious	24.59%	60
Not a problem	2.46%	6
Don't know	4.51%	11
TOTAL		244



## Q16: Rate the seriousness of pedestrian safety in the city of Lafayette.

Answered: 243 Skipped: 4



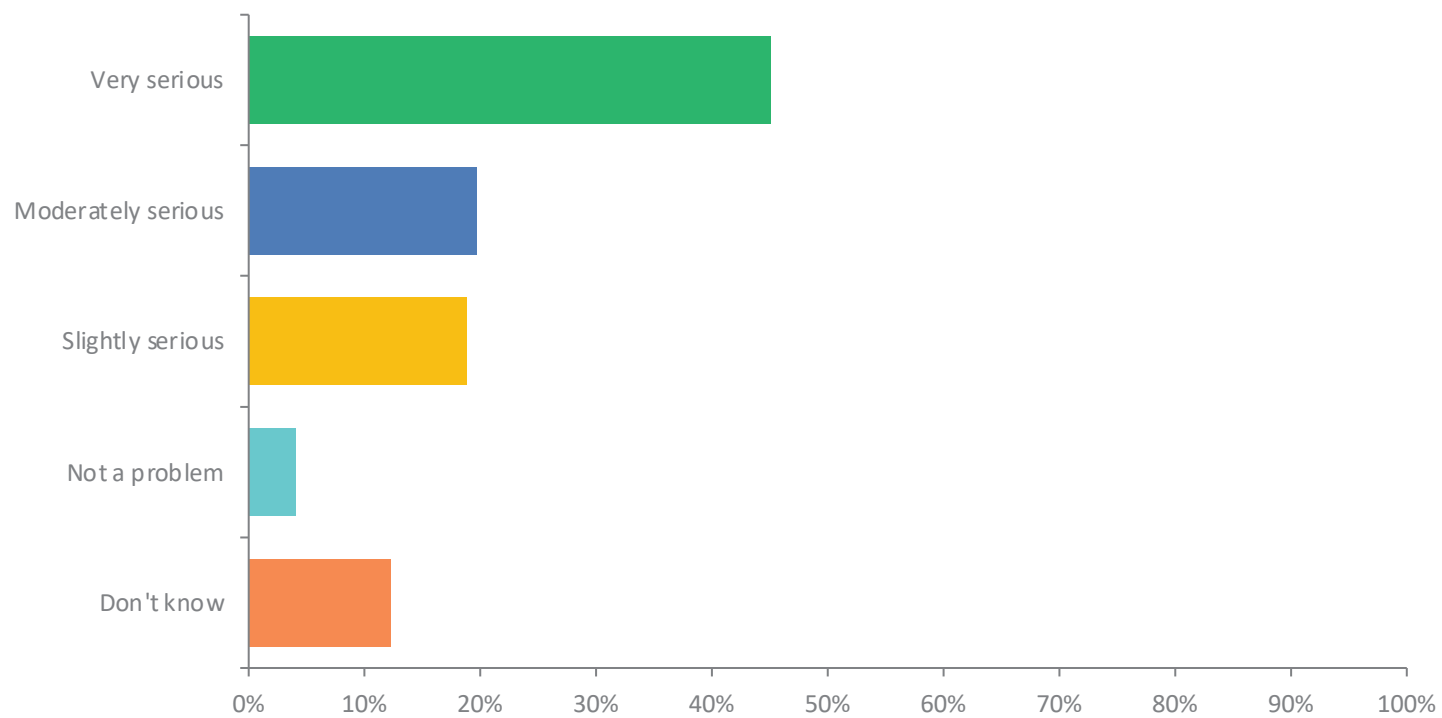
## Q16: Rate the seriousness of pedestrian safety in the city of Lafayette.

Answered: 243 Skipped: 4

ANSWER CHOICES	RESPONSES	
Very serious	24.28%	59
Moderately serious	22.63%	55
Slightly serious	30.86%	75
Not a problem	17.28%	42
Don't know	4.94%	12
TOTAL		243

## Q17: Rate the seriousness of gang violence in the city of Lafayette.

Answered: 244 Skipped: 3



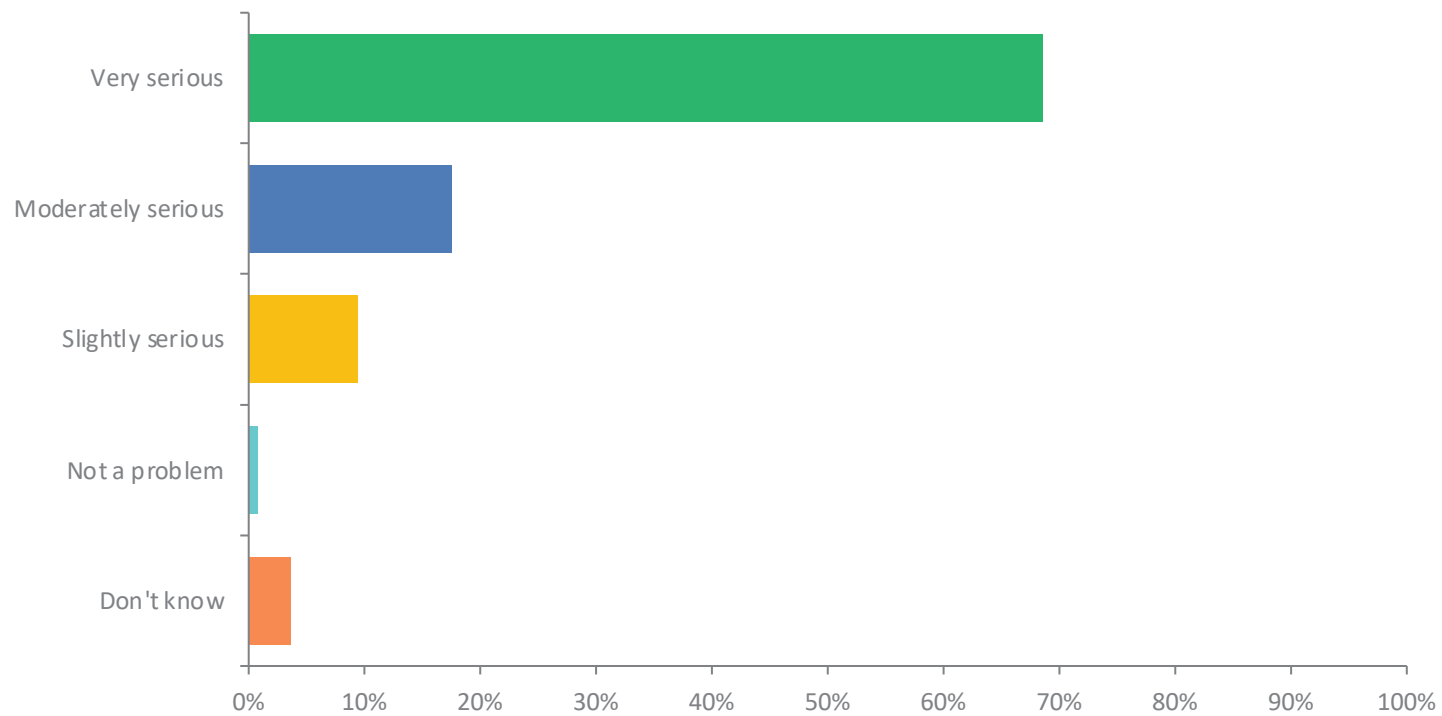
## Q17: Rate the seriousness of gang violence in the city of Lafayette.

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	45.08%	110
Moderately serious	19.67%	48
Slightly serious	18.85%	46
Not a problem	4.10%	10
Don't know	12.30%	30
TOTAL		244

## Q18: Rate the seriousness of teenage violence in the city of Lafayette.

Answered: 245 Skipped: 2



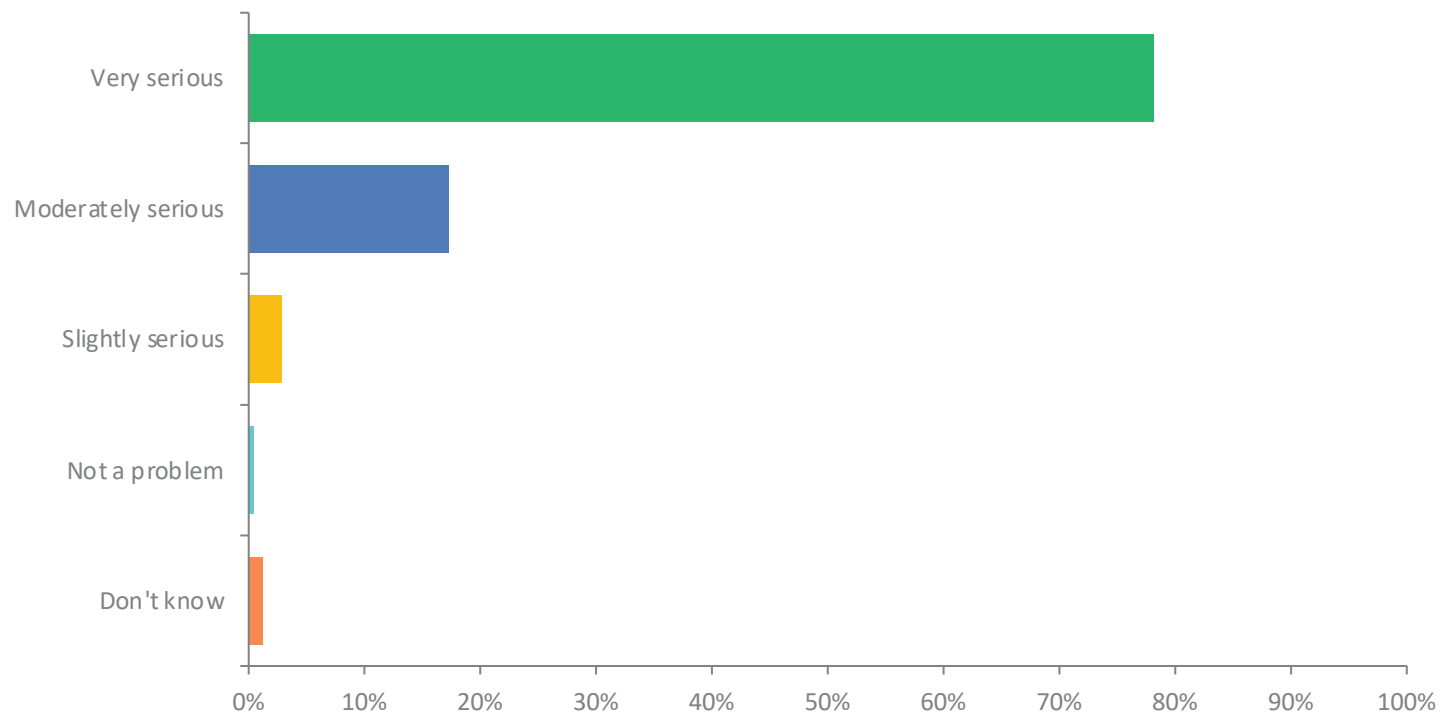
## Q18: Rate the seriousness of teenage violence in the city of Lafayette.

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very serious	68.57%	168
Moderately serious	17.55%	43
Slightly serious	9.39%	23
Not a problem	0.82%	2
Don't know	3.67%	9
TOTAL		245

## Q19: Rate the seriousness of unlawful weapon use in the city of Lafayette.

Answered: 243 Skipped: 4



### Q19: Rate the seriousness of unlawful weapon use in the city of Lafayette.

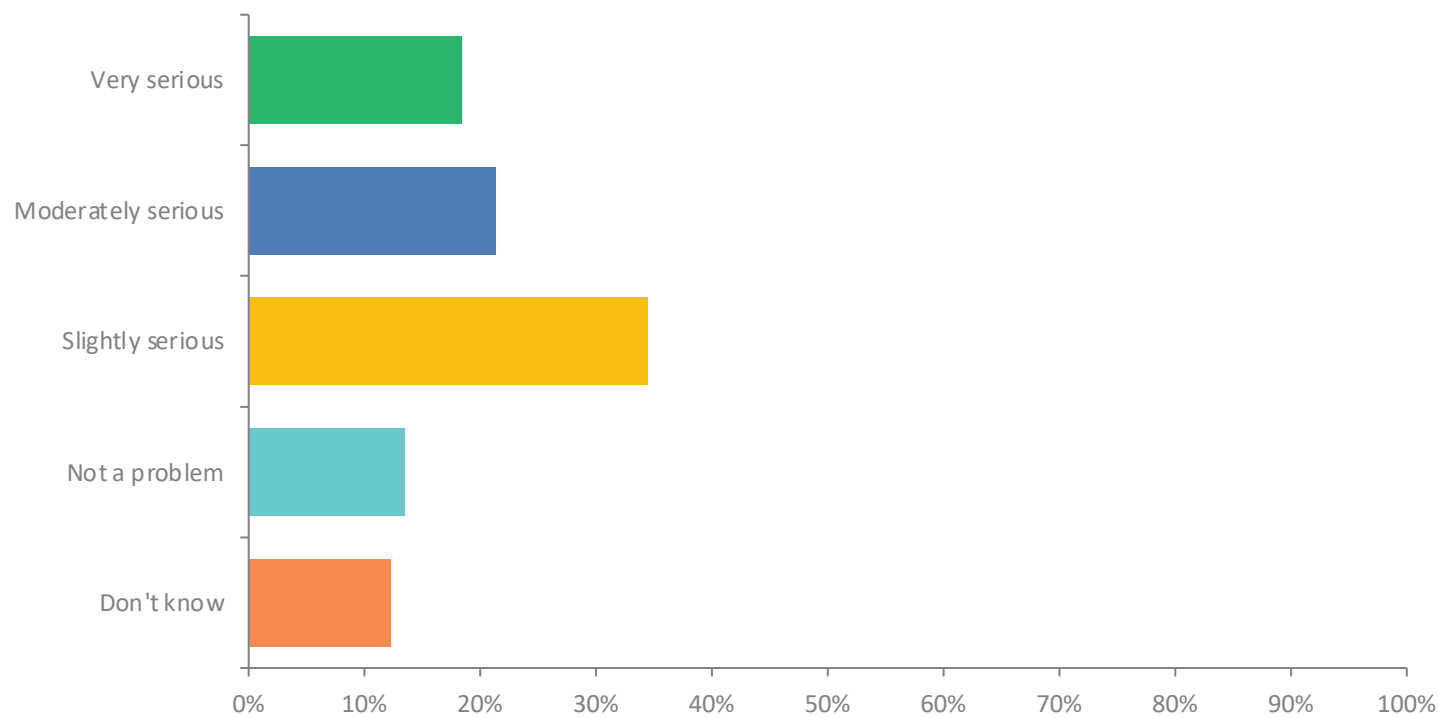
Answered: 243 Skipped: 4

ANSWER CHOICES	RESPONSES	
Very serious	78.19%	190
Moderately serious	17.28%	42
Slightly serious	2.88%	7
Not a problem	0.41%	1
Don't know	1.23%	3
TOTAL		243



## Q20: Rate the seriousness of social media/internet crimes in the city of Lafayette.

Answered: 244 Skipped: 3



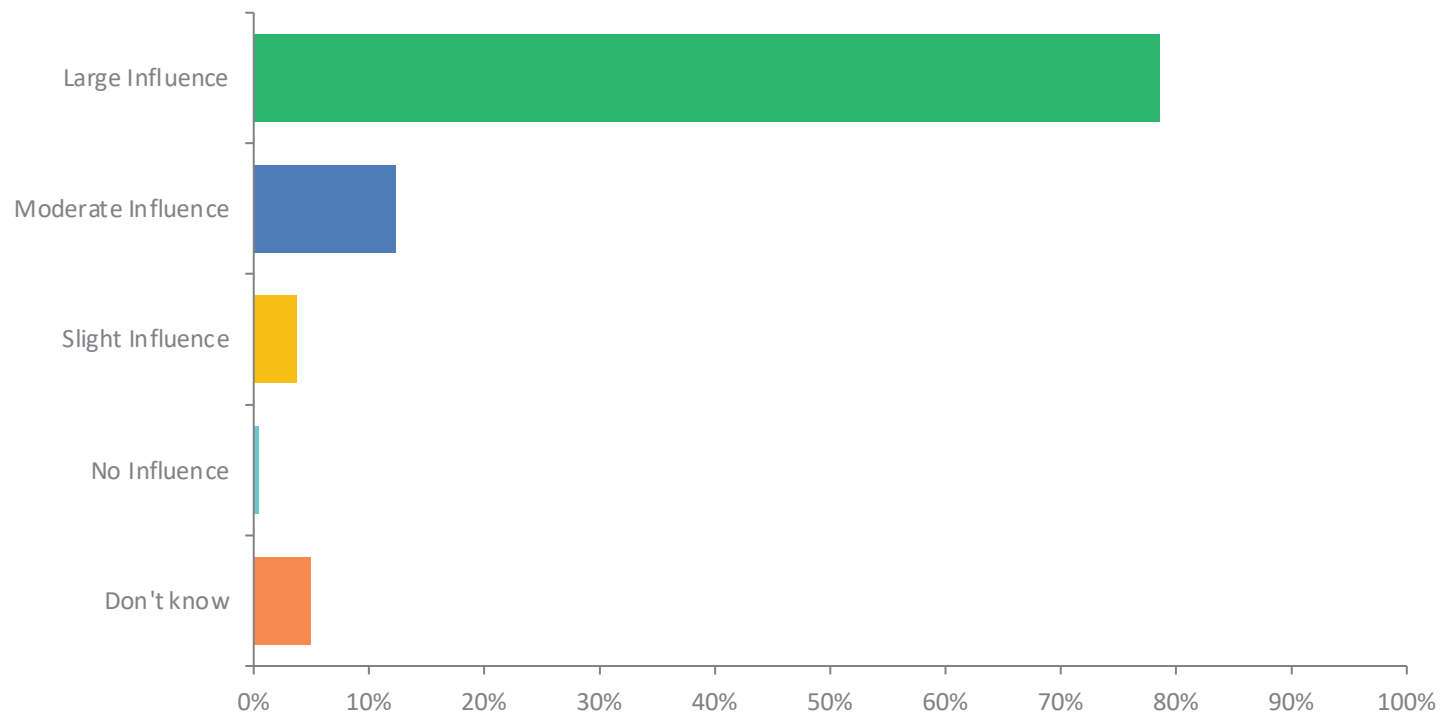
## Q20: Rate the seriousness of social media/internet crimes in the city of Lafayette.

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	18.44%	45
Moderately serious	21.31%	52
Slightly serious	34.43%	84
Not a problem	13.52%	33
Don't know	12.30%	30
TOTAL		244

## Q21: In your opinion, how much has the courts being too lenient contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4



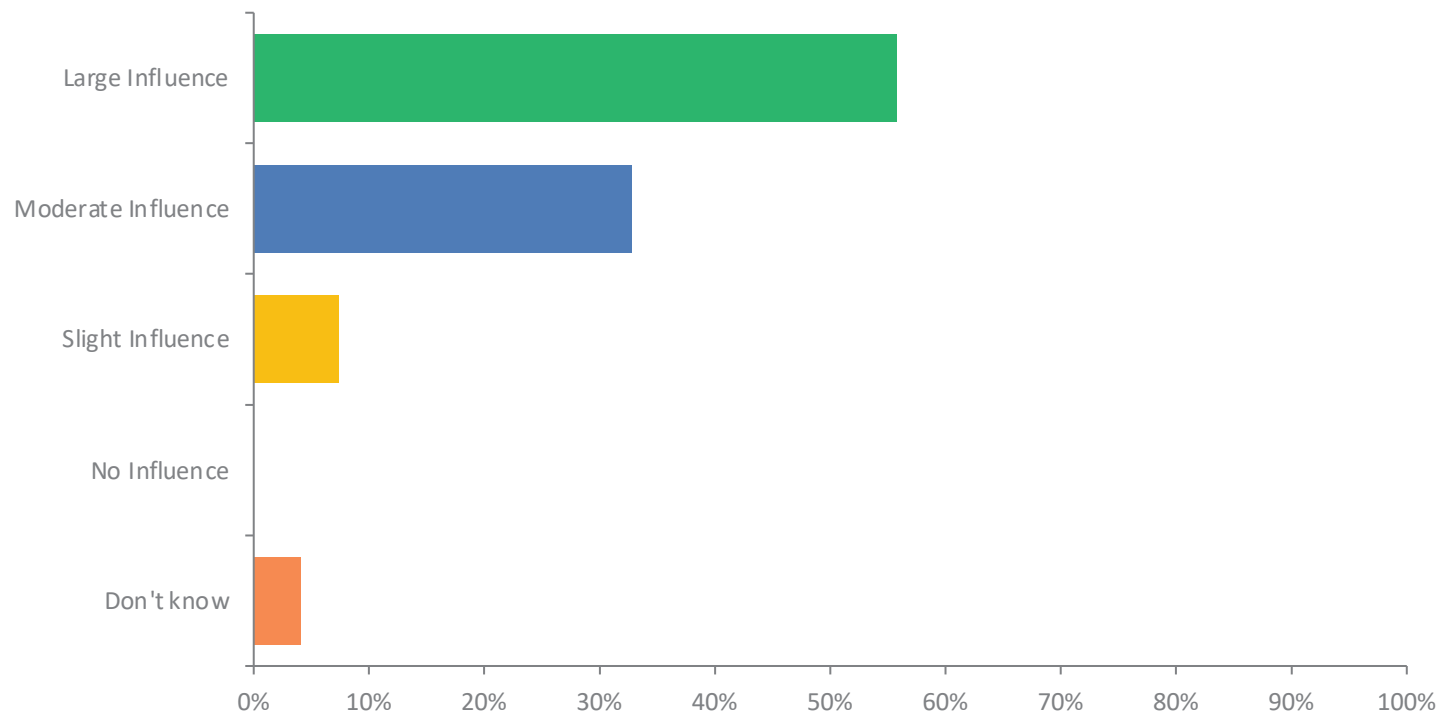
## Q21: In your opinion, how much has the courts being too lenient contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4

ANSWER CHOICES	RESPONSES	
Large Influence	78.60%	191
Moderate Influence	12.35%	30
Slight Influence	3.70%	9
No Influence	0.41%	1
Don't know	4.94%	12
TOTAL		243

## Q22: In your opinion, how much has the drugs/alcohol abuse contributed to crime rates in Lafayette in the last 5 years?

Answered: 244 Skipped: 3



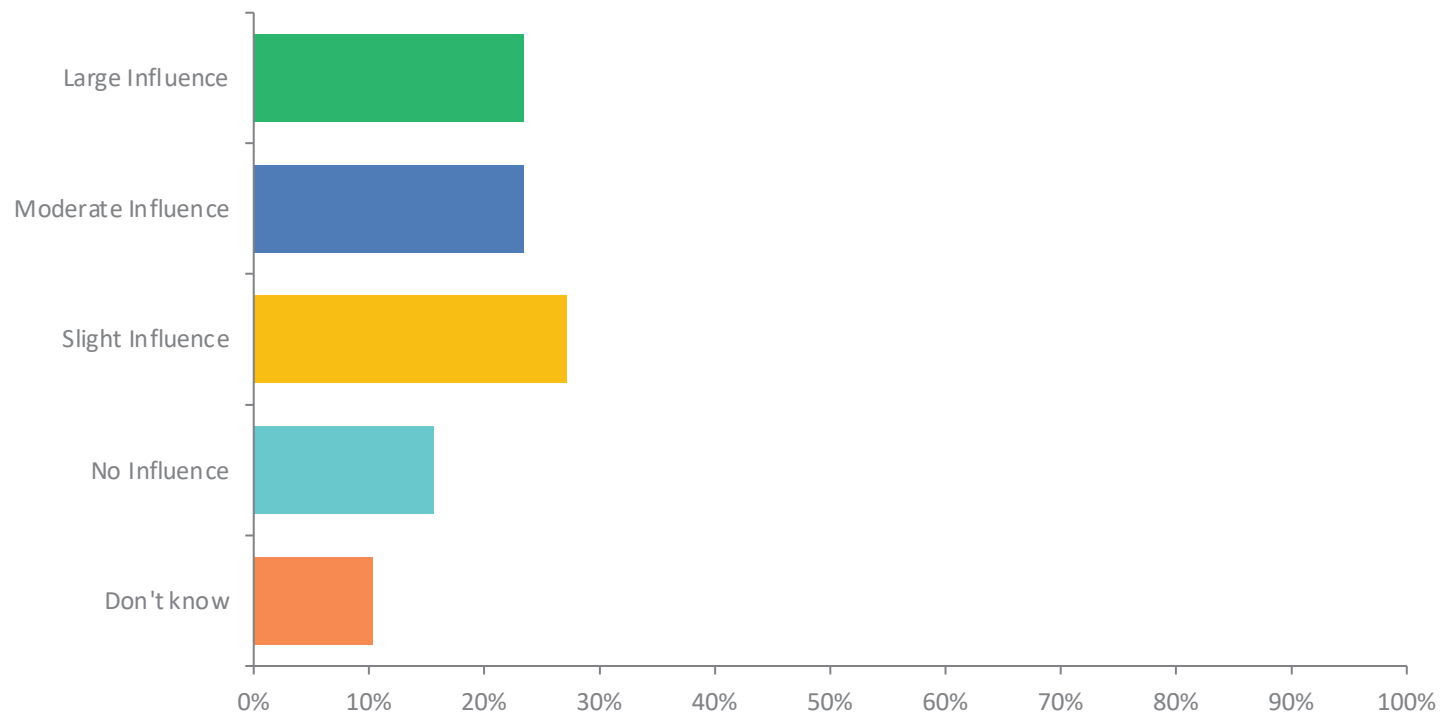
## Q22: In your opinion, how much has the drugs/alcohol abuse contributed to crime rates in Lafayette in the last 5 years?

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Large Influence	55.74%	136
Moderate Influence	32.79%	80
Slight Influence	7.38%	18
No Influence	0%	0
Don't know	4.10%	10
TOTAL		244

## Q23: In your opinion, how much has the lack of activities for the youth contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4



**Q23: In your opinion, how much has the lack of activities for the youth contributed to crime rates in Lafayette in the last 5 years?**

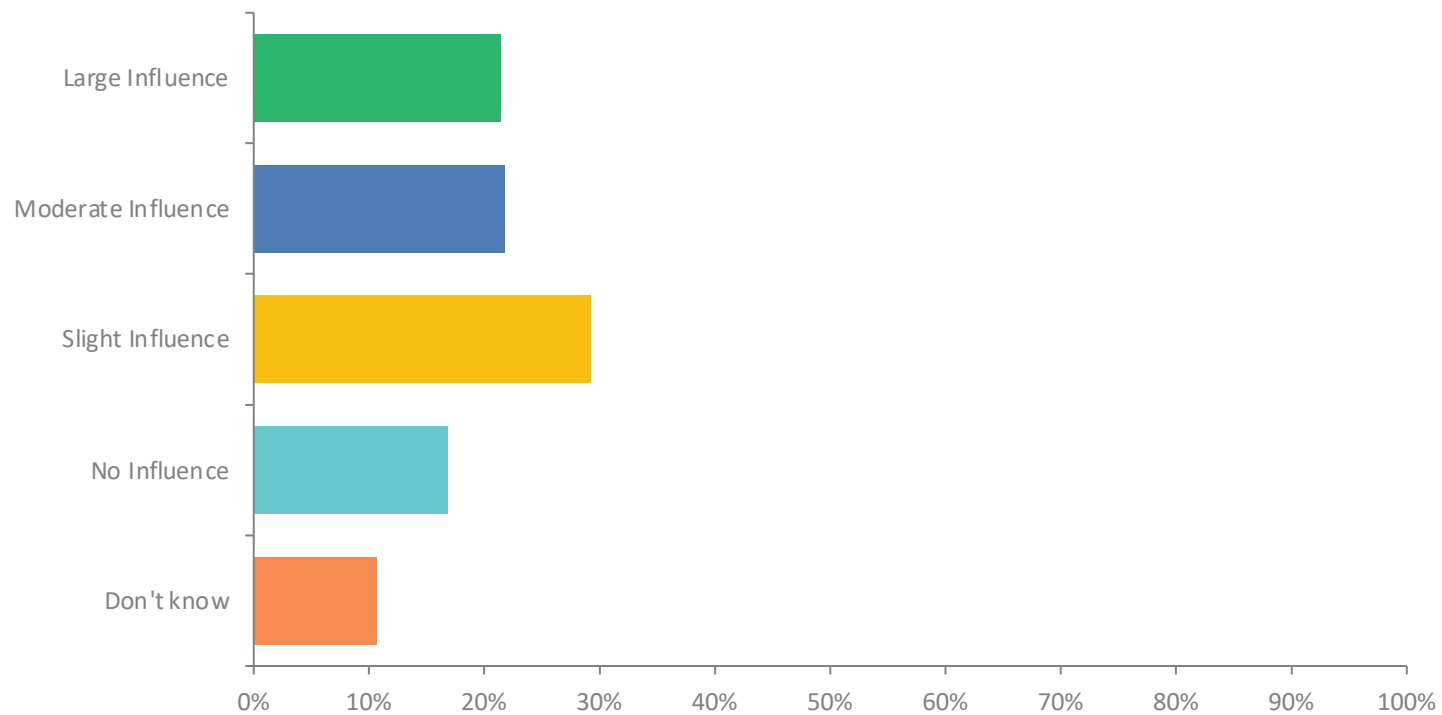
Answered: 243 Skipped: 4

ANSWER CHOICES	RESPONSES	
Large Influence	23.46%	57
Moderate Influence	23.46%	57
Slight Influence	27.16%	66
No Influence	15.64%	38
Don't know	10.29%	25
TOTAL		243



## Q24: In your opinion, how much has the lack of jobs/unemployment contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4



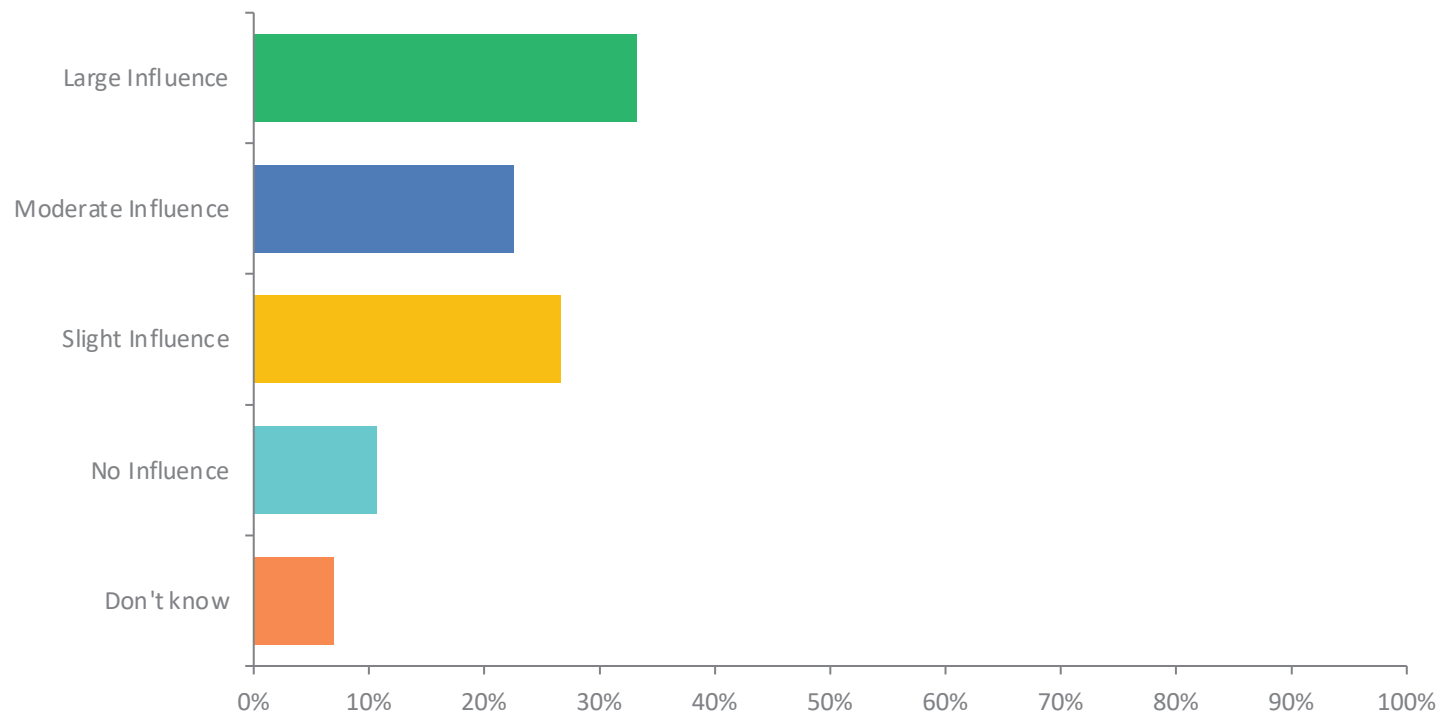
## Q24: In your opinion, how much has the lack of jobs/unemployment contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4

ANSWER CHOICES	RESPONSES	
Large Influence	21.40%	52
Moderate Influence	21.81%	53
Slight Influence	29.22%	71
No Influence	16.87%	41
Don't know	10.70%	26
TOTAL		243

## Q25: In your opinion, how much has the poverty/low incomes contributed to crime rates in Lafayette in the last 5 years?

Answered: 244 Skipped: 3



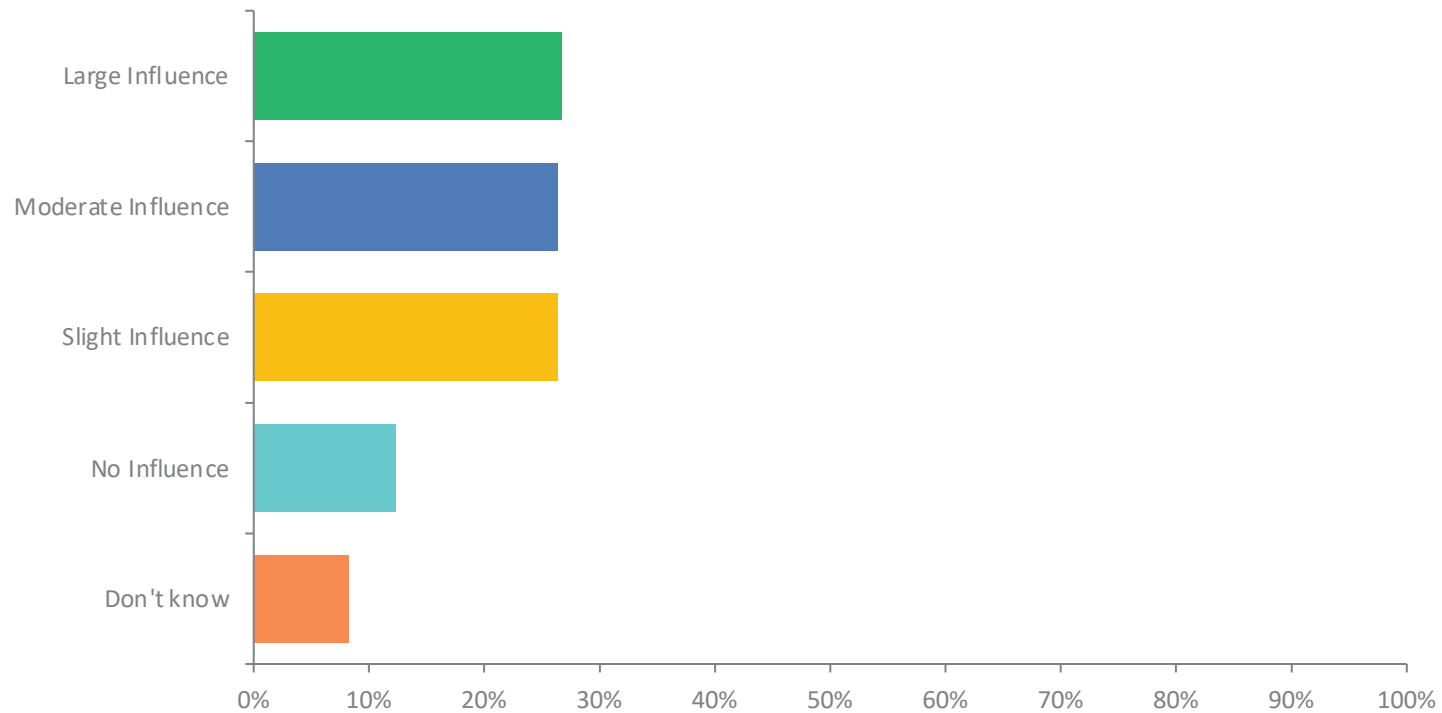
## Q25: In your opinion, how much has the poverty/low incomes contributed to crime rates in Lafayette in the last 5 years?

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Large Influence	33.20%	81
Moderate Influence	22.54%	55
Slight Influence	26.64%	65
No Influence	10.66%	26
Don't know	6.97%	17
TOTAL		244

## Q26: In your opinion, how much has the lack of education contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4



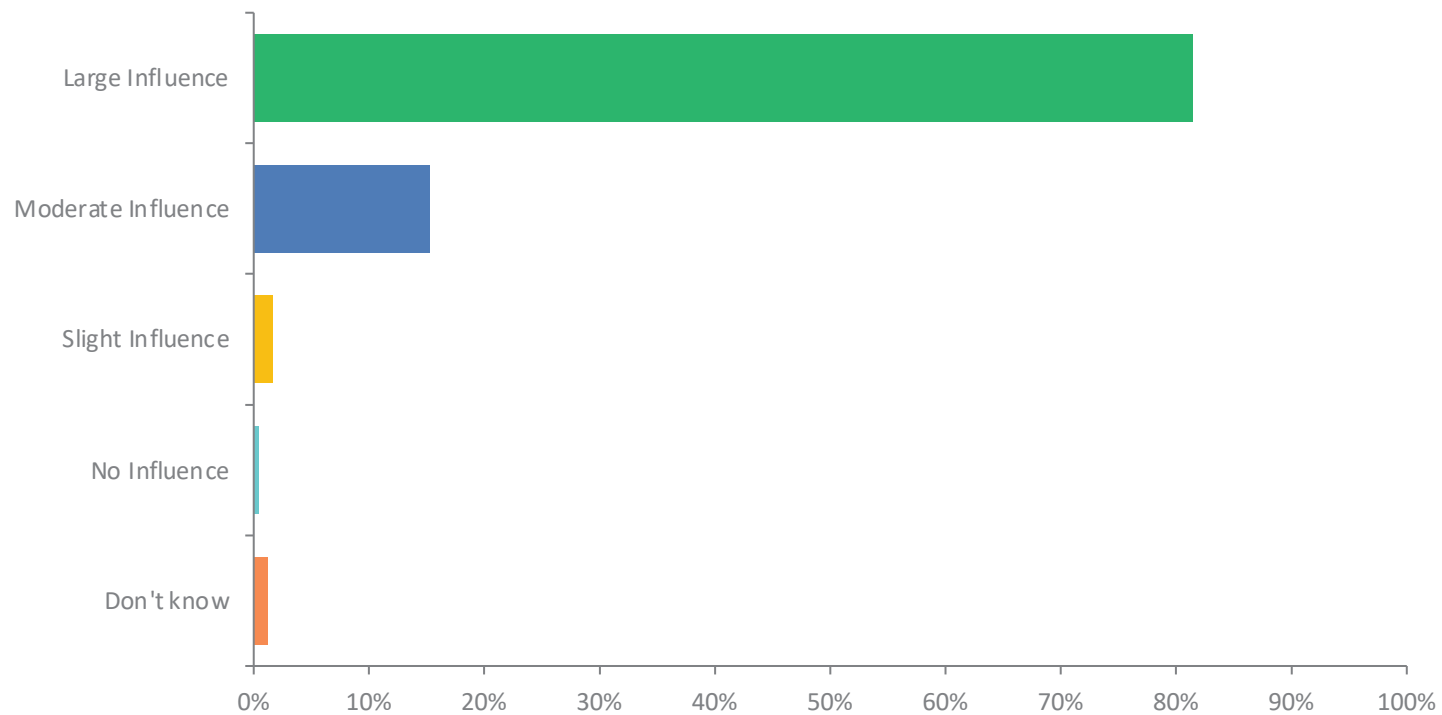
## Q26: In your opinion, how much has the lack of education contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4

ANSWER CHOICES	RESPONSES	
Large Influence	26.75%	65
Moderate Influence	26.34%	64
Slight Influence	26.34%	64
No Influence	12.35%	30
Don't know	8.23%	20
TOTAL		243

## Q27: In your opinion, how much has poor parenting contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4



## Q27: In your opinion, how much has poor parenting contributed to crime rates in Lafayette in the last 5 years?

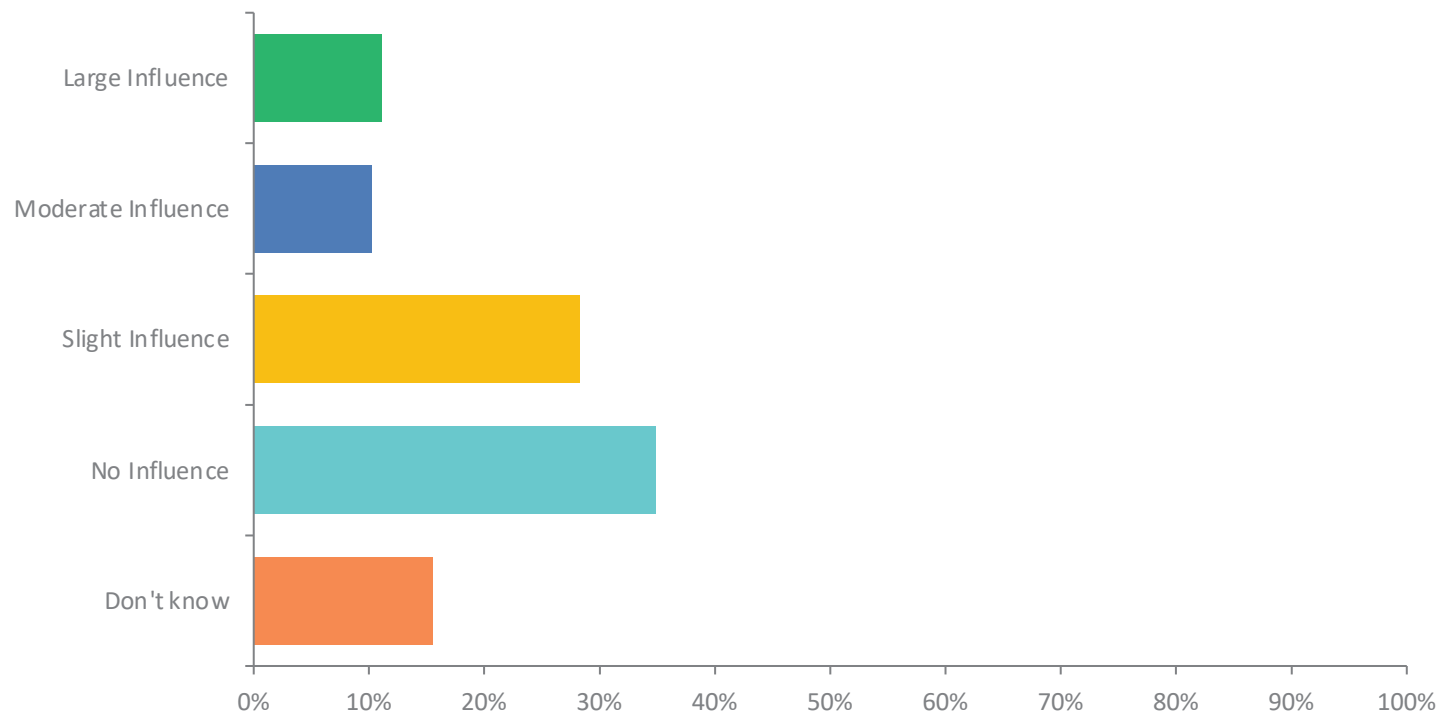
Answered: 243 Skipped: 4

ANSWER CHOICES	RESPONSES	
Large Influence	81.48%	198
Moderate Influence	15.23%	37
Slight Influence	1.65%	4
No Influence	0.41%	1
Don't know	1.23%	3
TOTAL		243



**Q28: In your opinion, how much has the intolerance of differences based on Race/Religion/Sexual Orientation, etc. contributed to crime rates in Lafayette in the last 5 years?**

Answered: 244 Skipped: 3



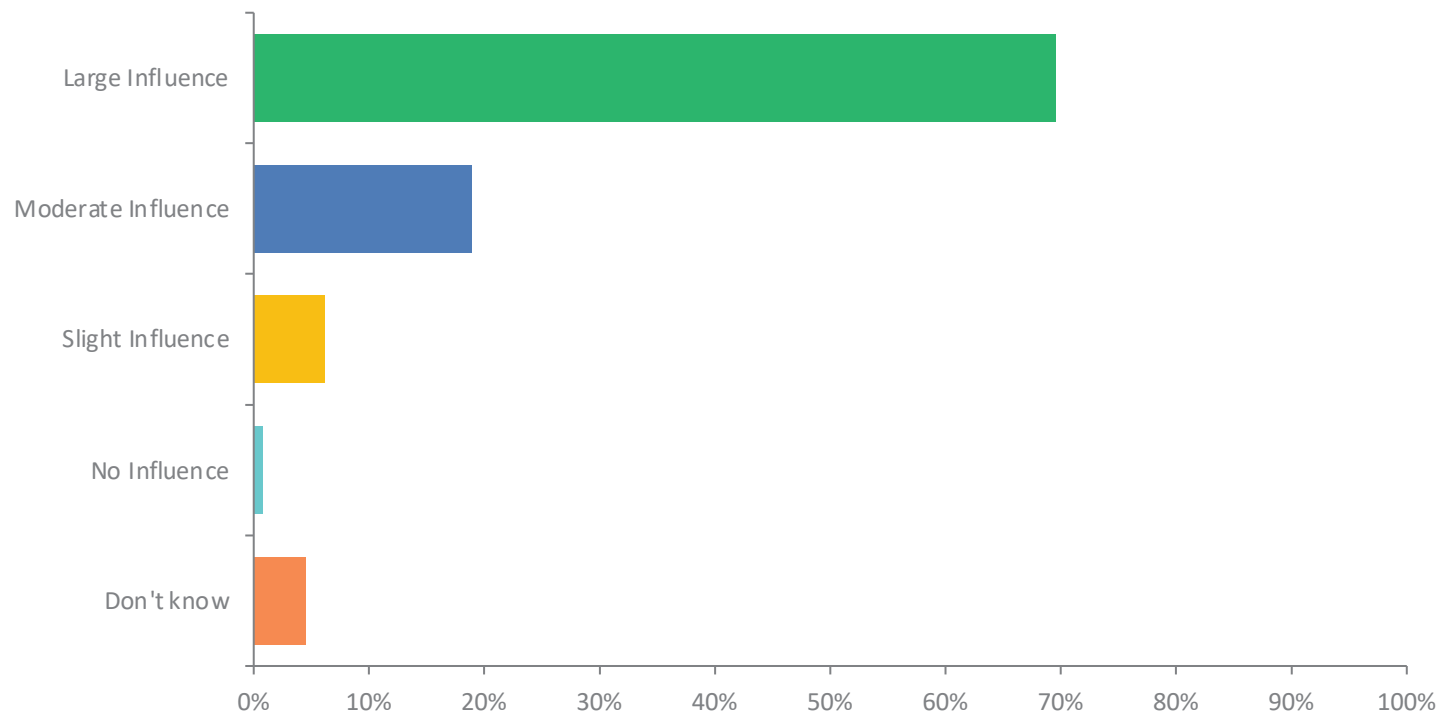
**Q28: In your opinion, how much has the intolerance of differences based on Race/Religion/Sexual Orientation, etc. contributed to crime rates in Lafayette in the last 5 years?**

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Large Influence	11.07%	27
Moderate Influence	10.25%	25
Slight Influence	28.28%	69
No Influence	34.84%	85
Don't know	15.57%	38
TOTAL		244

## Q29: In your opinion, how much has the lack of respect contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4



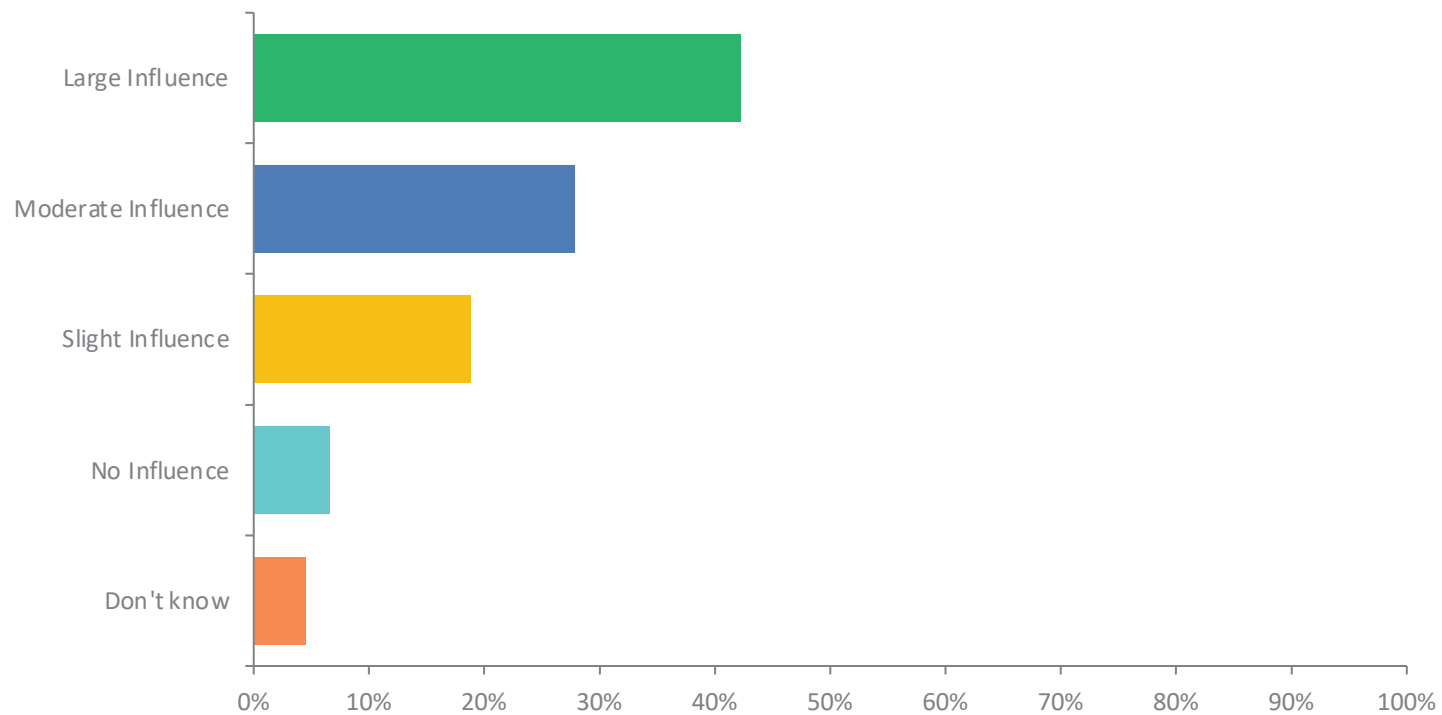
### Q29: In your opinion, how much has the lack of respect contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4

ANSWER CHOICES	RESPONSES	
Large Influence	69.55%	169
Moderate Influence	18.93%	46
Slight Influence	6.17%	15
No Influence	0.82%	2
Don't know	4.53%	11
TOTAL		243

### Q30: In your opinion, how much has the limited police presence contributed to crime rates in Lafayette in the last 5 years?

Answered: 244 Skipped: 3



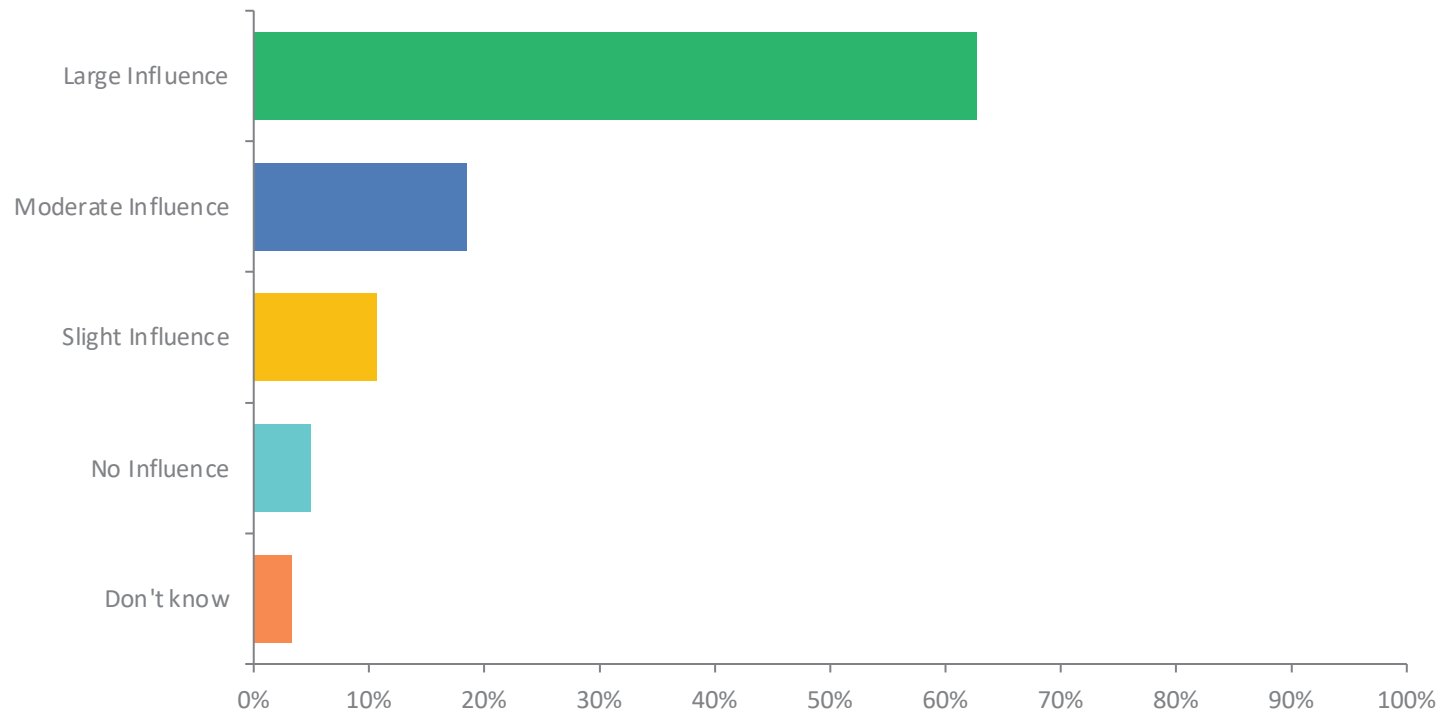
**Q30: In your opinion, how much has the limited police presence contributed to crime rates in Lafayette in the last 5 years?**

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Large Influence	42.21%	103
Moderate Influence	27.87%	68
Slight Influence	18.85%	46
No Influence	6.56%	16
Don't know	4.51%	11
TOTAL		244

### Q31: In your opinion, how much has the availability of weapons contributed to crime rates in Lafayette in the last 5 years?

Answered: 244 Skipped: 3



### Q31: In your opinion, how much has the availability of weapons contributed to crime rates in Lafayette in the last 5 years?

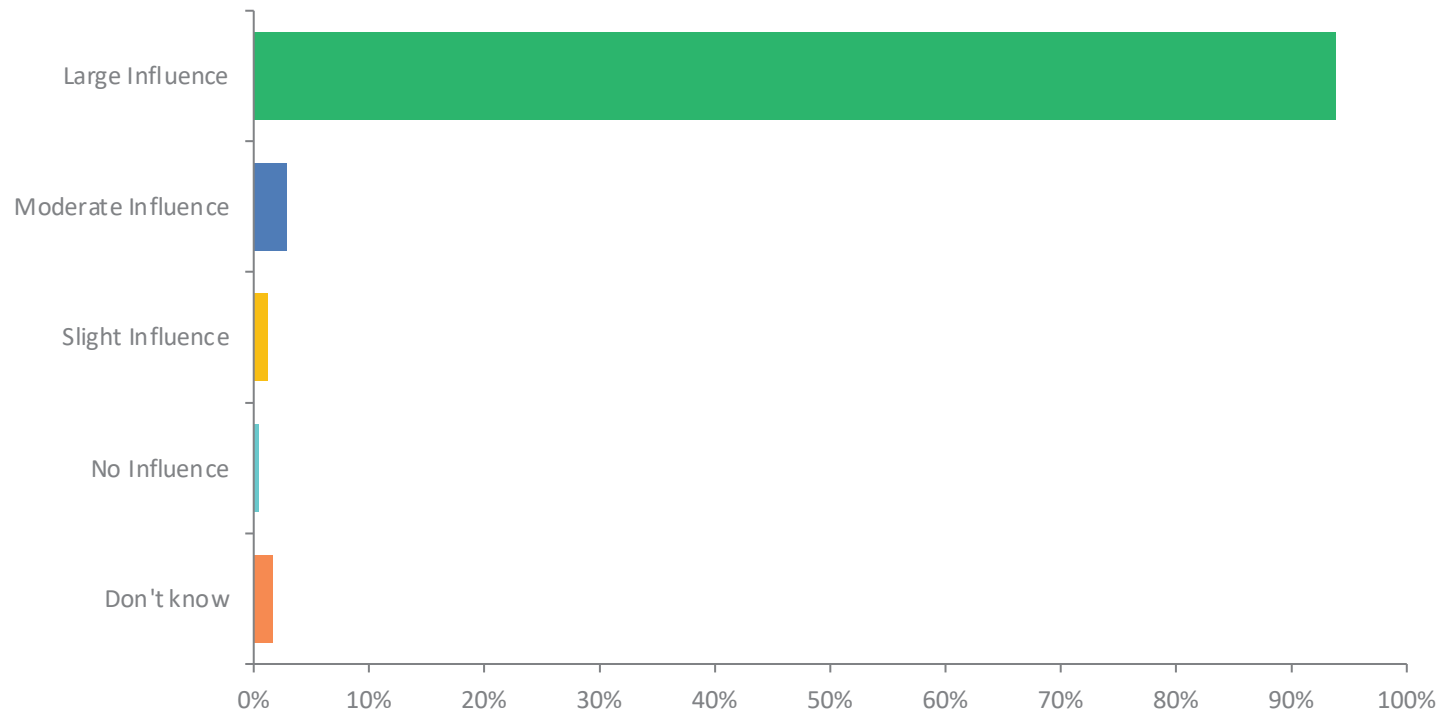
Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Large Influence	62.70%	153
Moderate Influence	18.44%	45
Slight Influence	10.66%	26
No Influence	4.92%	12
Don't know	3.28%	8
TOTAL		244



### Q32: In your opinion, how much has the lack of jail space contributed to crime rates in Lafayette in the last 5 years?

Answered: 245 Skipped: 2



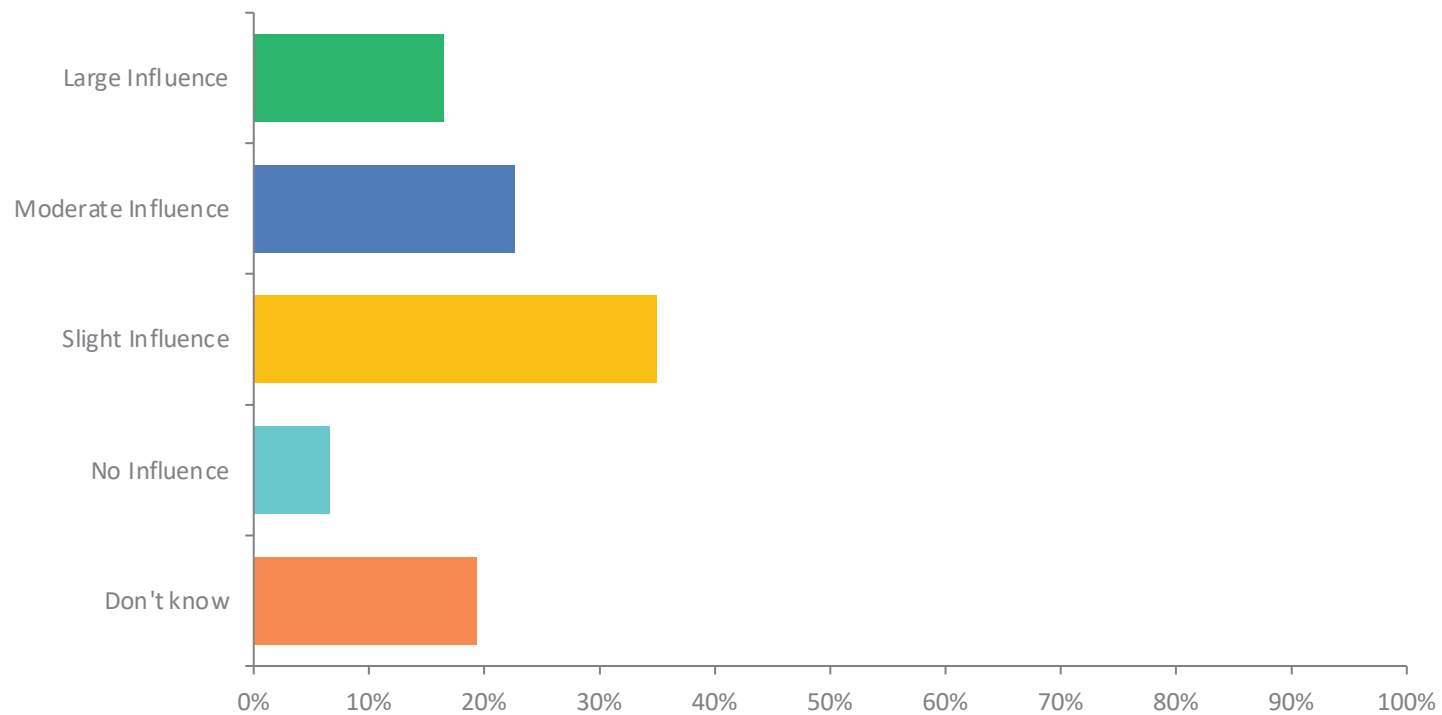
### Q32: In your opinion, how much has the lack of jail space contributed to crime rates in Lafayette in the last 5 years?

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Large Influence	93.88%	230
Moderate Influence	2.86%	7
Slight Influence	1.22%	3
No Influence	0.41%	1
Don't know	1.63%	4
TOTAL		245

### Q33: In your opinion, how much has school disagreements contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4



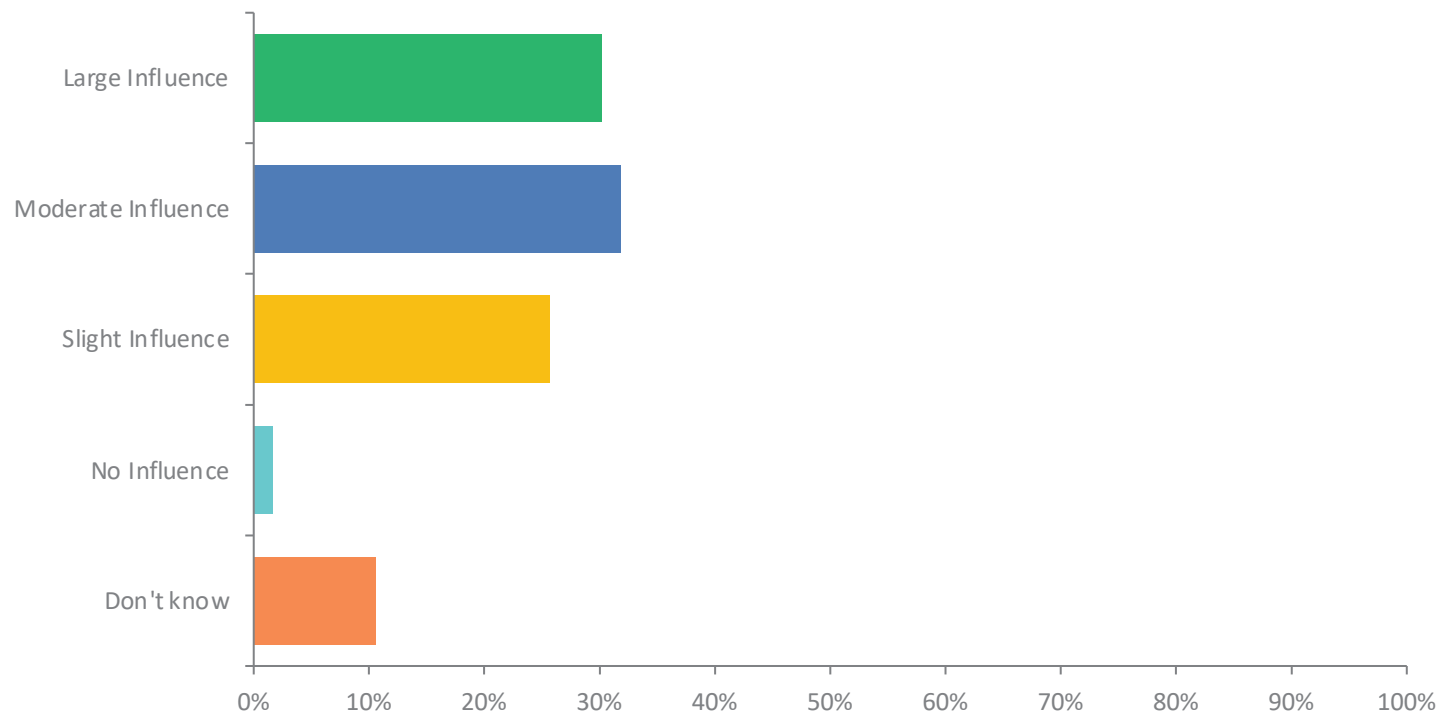
### Q33: In your opinion, how much has school disagreements contributed to crime rates in Lafayette in the last 5 years?

Answered: 243 Skipped: 4

ANSWER CHOICES	RESPONSES	
Large Influence	16.46%	40
Moderate Influence	22.63%	55
Slight Influence	34.98%	85
No Influence	6.58%	16
Don't know	19.34%	47
TOTAL		243

**Q34: In your opinion, how much has social media/online disagreements contributed to crime rates in Lafayette in the last 5 years?**

Answered: 245 Skipped: 2



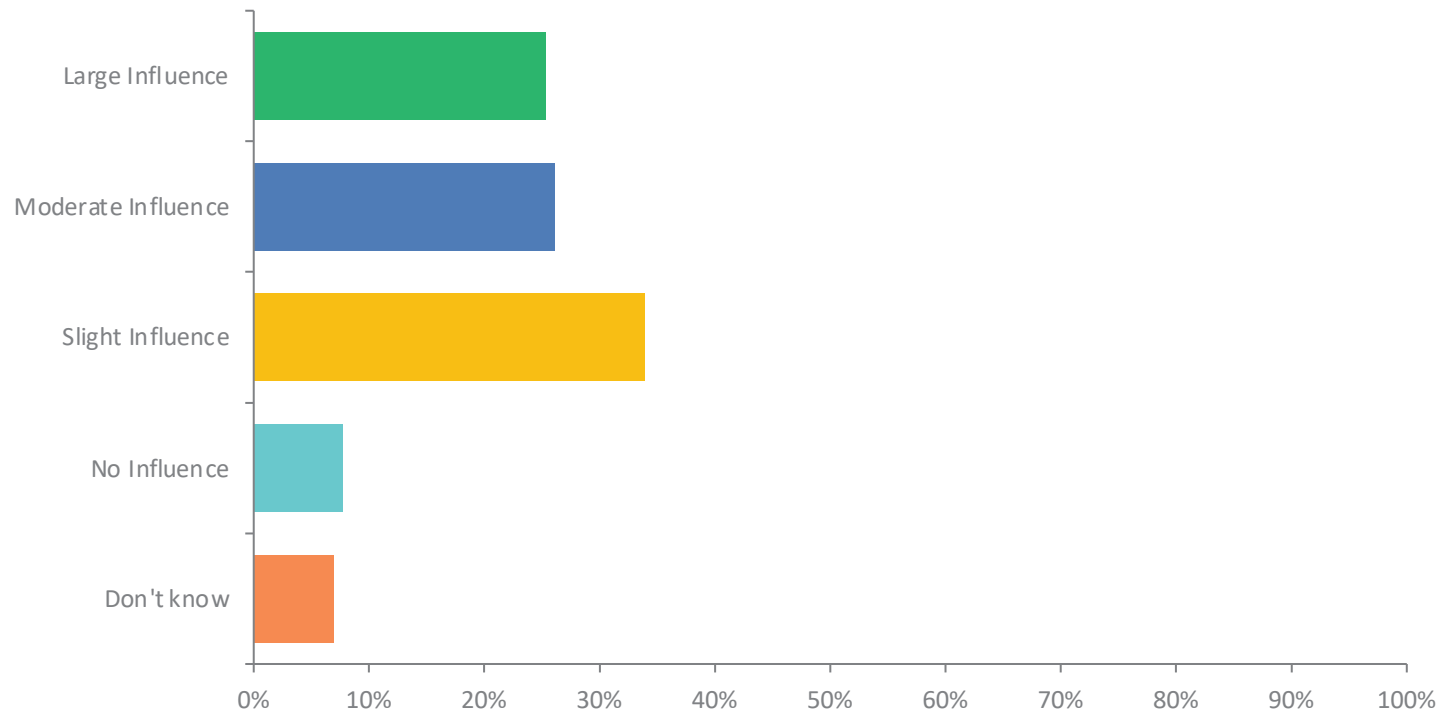
**Q34: In your opinion, how much has social media/online disagreements contributed to crime rates in Lafayette in the last 5 years?**

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Large Influence	30.20%	74
Moderate Influence	31.84%	78
Slight Influence	25.71%	63
No Influence	1.63%	4
Don't know	10.61%	26
TOTAL		245

### Q35: In your opinion, how much has homelessness contributed to crime rates in Lafayette in the last 5 years?

Answered: 245 Skipped: 2



### Q35: In your opinion, how much has homelessness contributed to crime rates in Lafayette in the last 5 years?

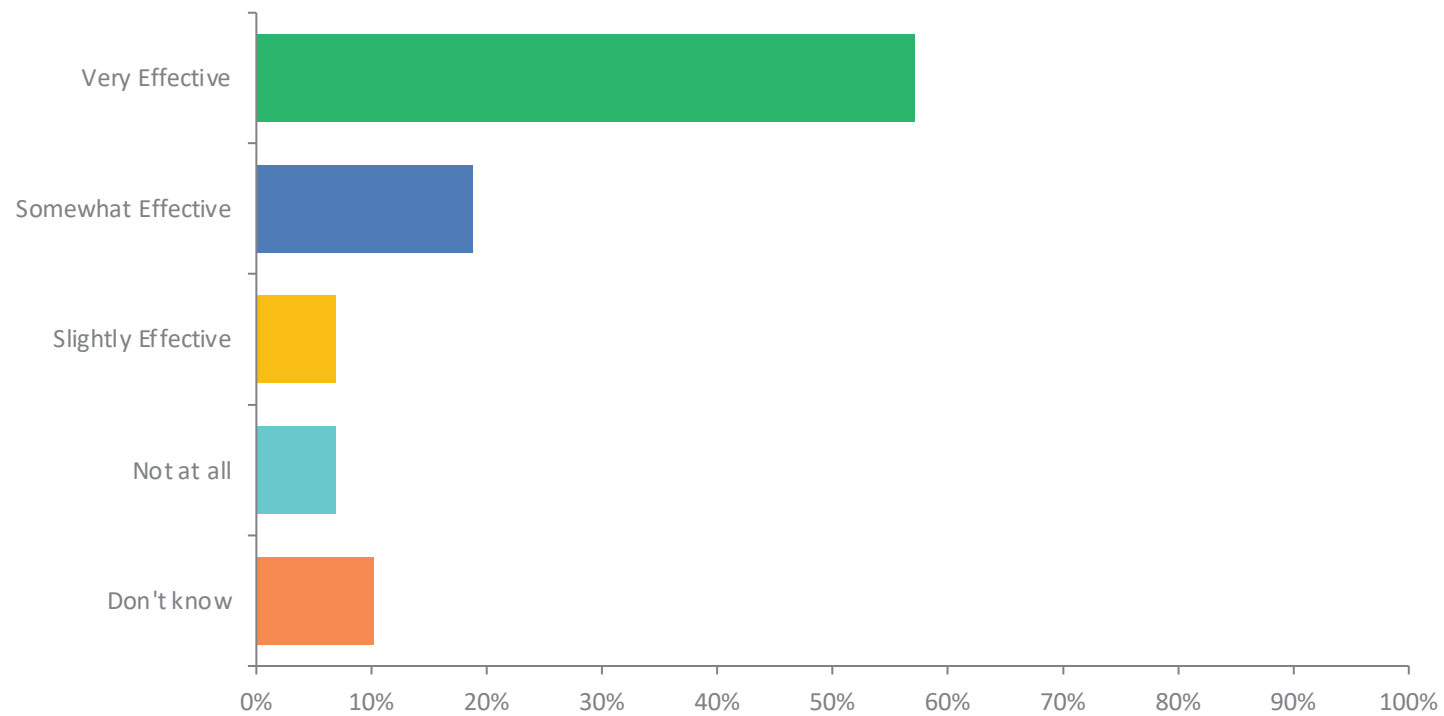
Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Large Influence	25.31%	62
Moderate Influence	26.12%	64
Slight Influence	33.88%	83
No Influence	7.76%	19
Don't know	6.94%	17
TOTAL		245



### Q36: How effective are stricter punishments by courts in decreasing crime in Lafayette?

Answered: 245 Skipped: 2



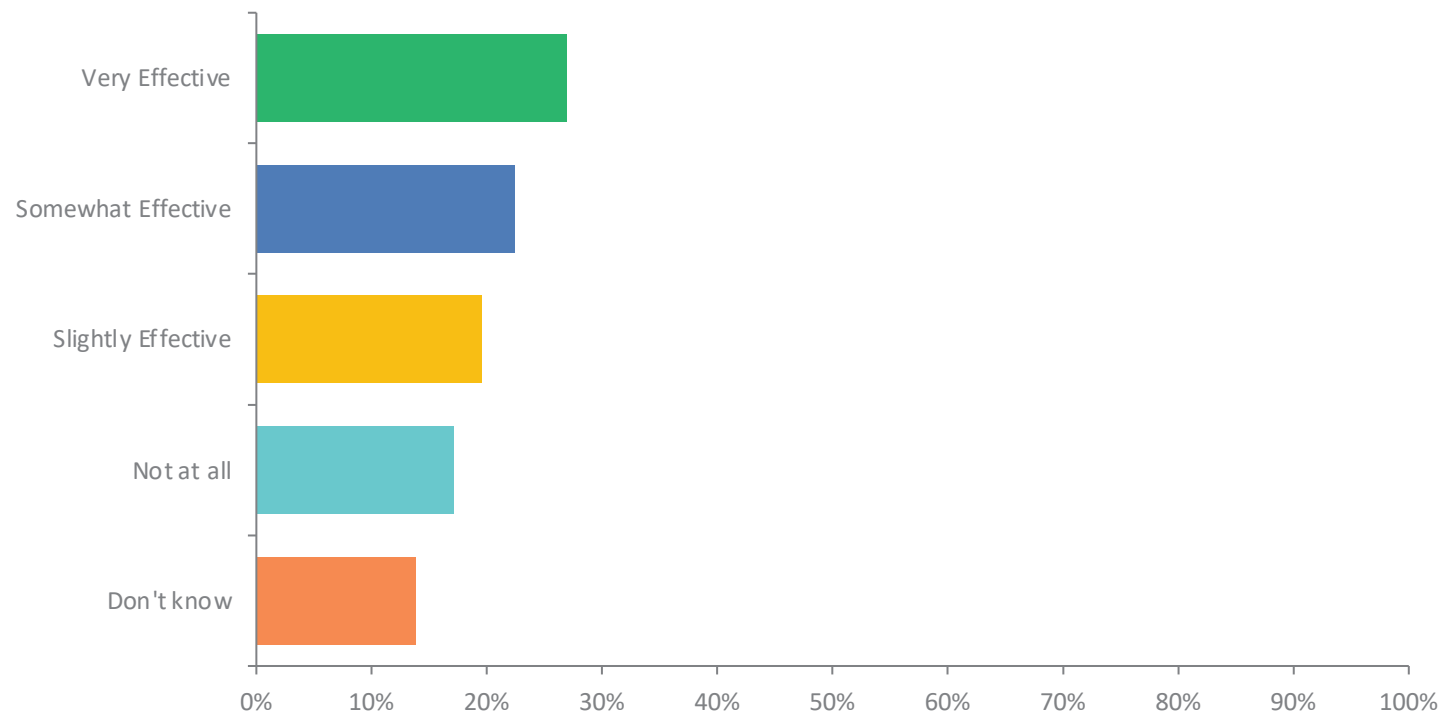
### Q36: How effective are stricter punishments by courts in decreasing crime in Lafayette?

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very Effective	57.14%	140
Somewhat Effective	18.78%	46
Slightly Effective	6.94%	17
Not at all	6.94%	17
Don't know	10.20%	25
TOTAL		245

### Q37: How effective are probation restrictions listed and enforced in decreasing crime in Lafayette?

Answered: 245 Skipped: 2



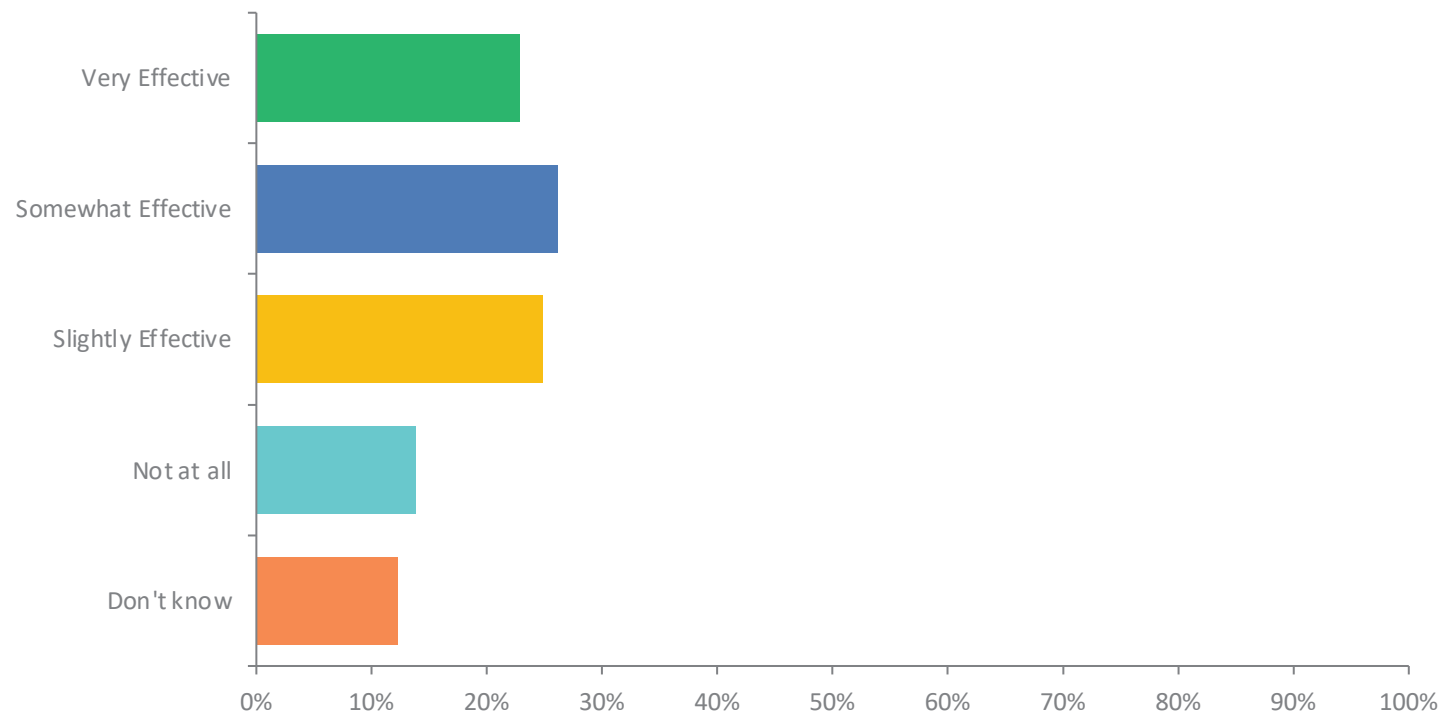
### Q37: How effective are probation restrictions listed and enforced in decreasing crime in Lafayette?

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very Effective	26.94%	66
Somewhat Effective	22.45%	55
Slightly Effective	19.59%	48
Not at all	17.14%	42
Don't know	13.88%	34
TOTAL		245

### Q38: How effective is better education/prevention by police in decreasing crime in Lafayette?

Answered: 245 Skipped: 2



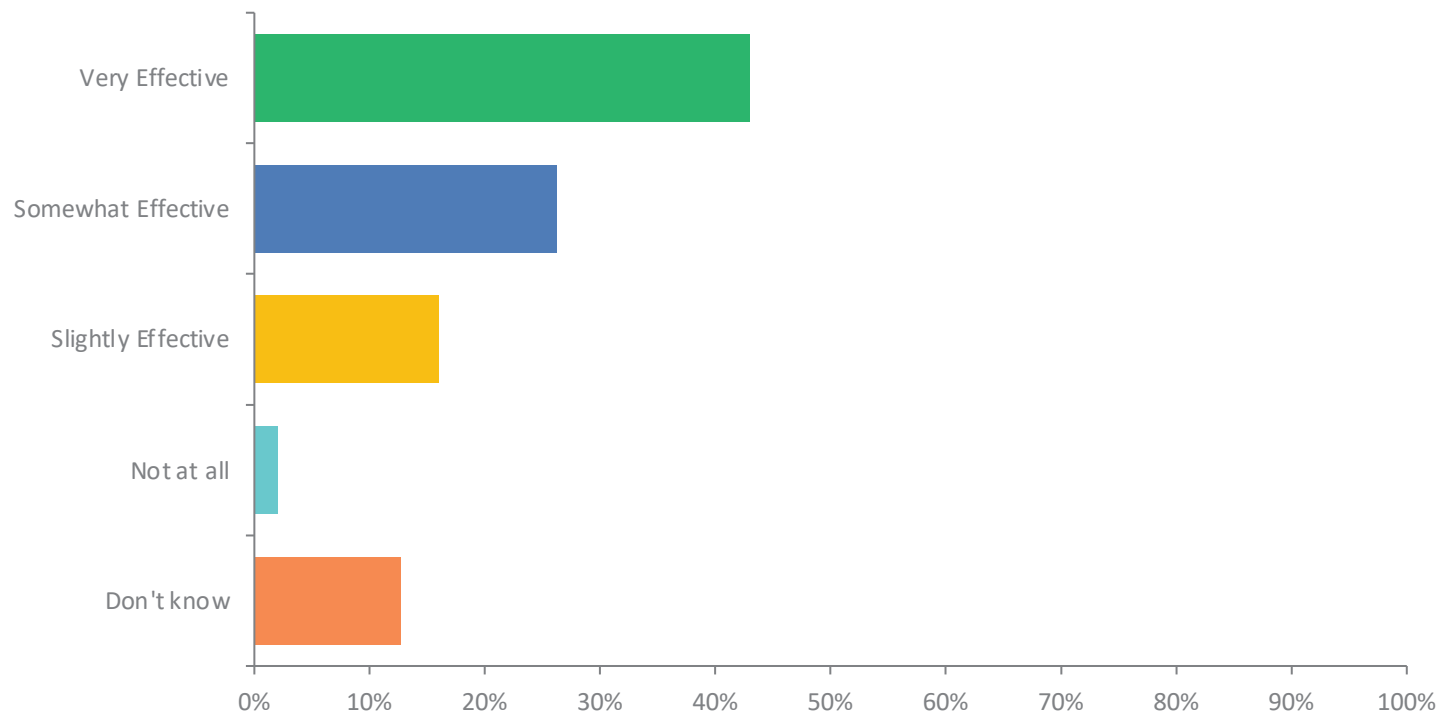
### Q38: How effective is better education/prevention by police in decreasing crime in Lafayette?

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very Effective	22.86%	56
Somewhat Effective	26.12%	64
Slightly Effective	24.90%	61
Not at all	13.88%	34
Don't know	12.24%	30
TOTAL		245

### Q39: How effective is stronger enforcement at the drug dealer level in decreasing crime in Lafayette?

Answered: 244 Skipped: 3



### Q39: How effective is stronger enforcement at the drug dealer level in decreasing crime in Lafayette?

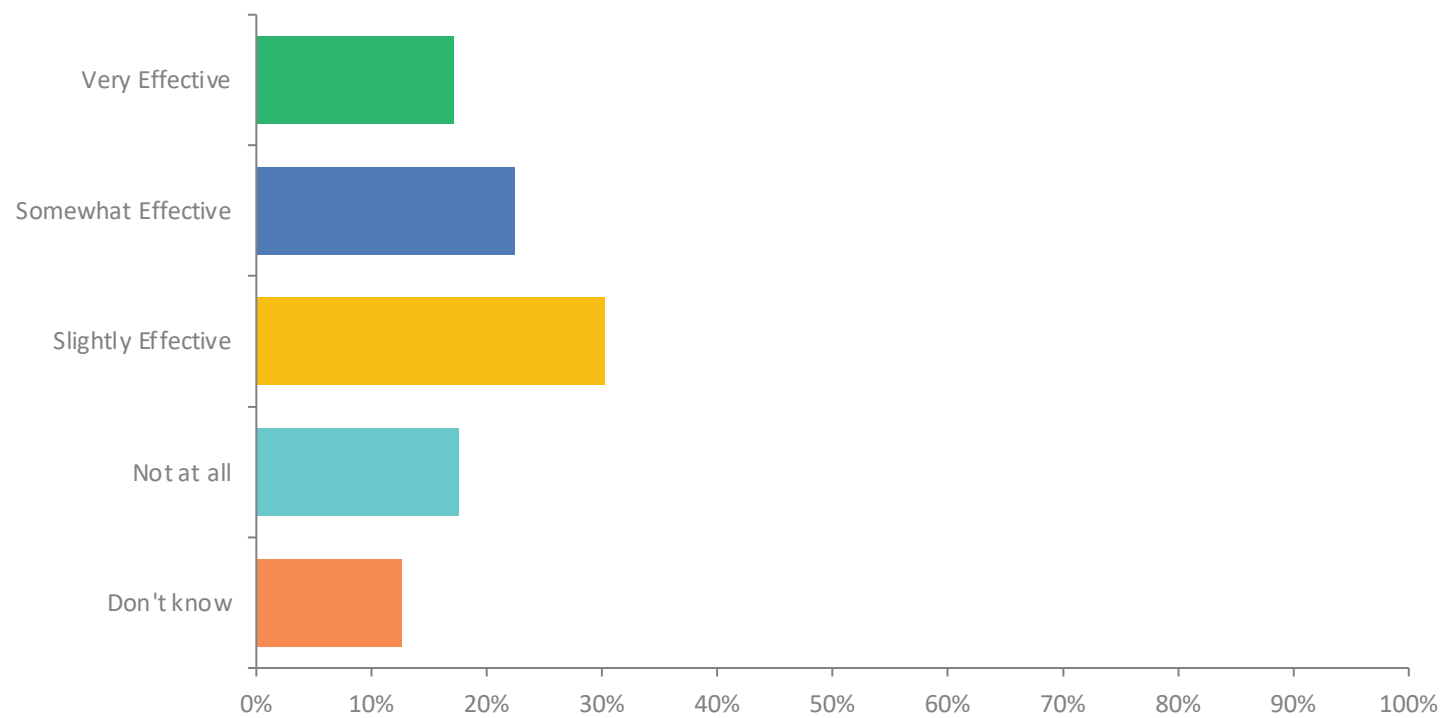
Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very Effective	43.03%	105
Somewhat Effective	26.23%	64
Slightly Effective	15.98%	39
Not at all	2.05%	5
Don't know	12.70%	31
TOTAL		244



## Q40: How effective are more youth activities in decreasing crime in Lafayette?

Answered: 245 Skipped: 2



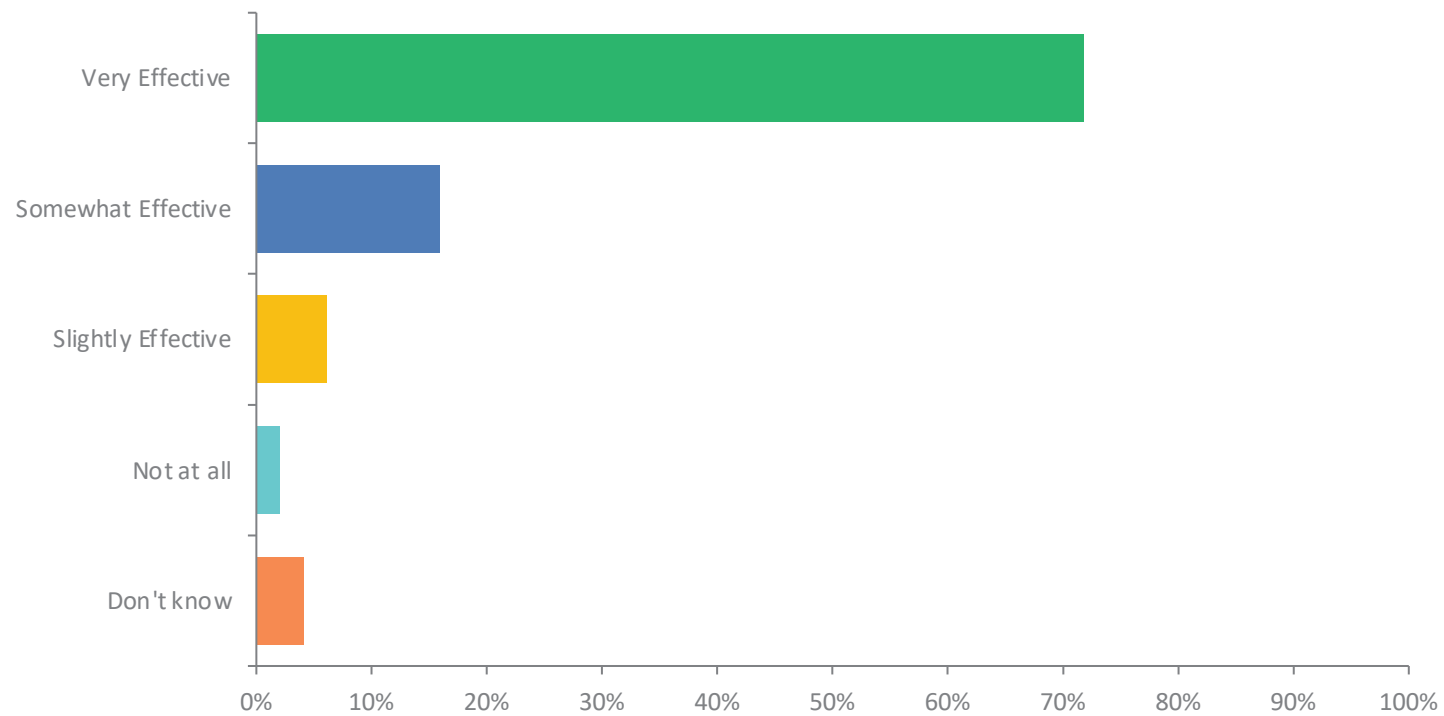
## Q40: How effective are more youth activities in decreasing crime in Lafayette?

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very Effective	17.14%	42
Somewhat Effective	22.45%	55
Slightly Effective	30.20%	74
Not at all	17.55%	43
Don't know	12.65%	31
TOTAL		245

## Q41: How effective is increased parental involvement in decreasing crime in Lafayette?

Answered: 245 Skipped: 2



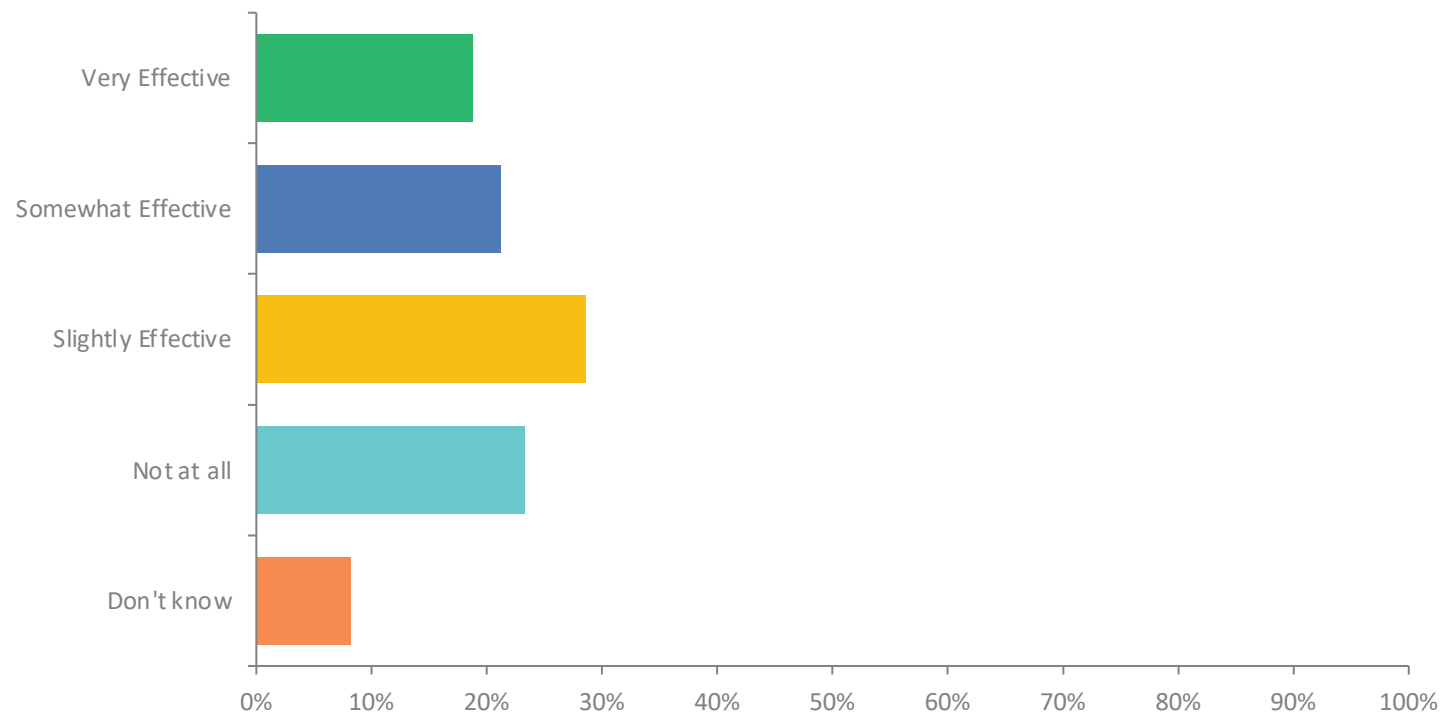
## Q41: How effective is increased parental involvement in decreasing crime in Lafayette?

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very Effective	71.84%	176
Somewhat Effective	15.92%	39
Slightly Effective	6.12%	15
Not at all	2.04%	5
Don't know	4.08%	10
TOTAL		245

## Q42: How effective is increased community group involvement (i.e. religious/civic/business) in decreasing crime in Lafayette?

Answered: 245 Skipped: 2



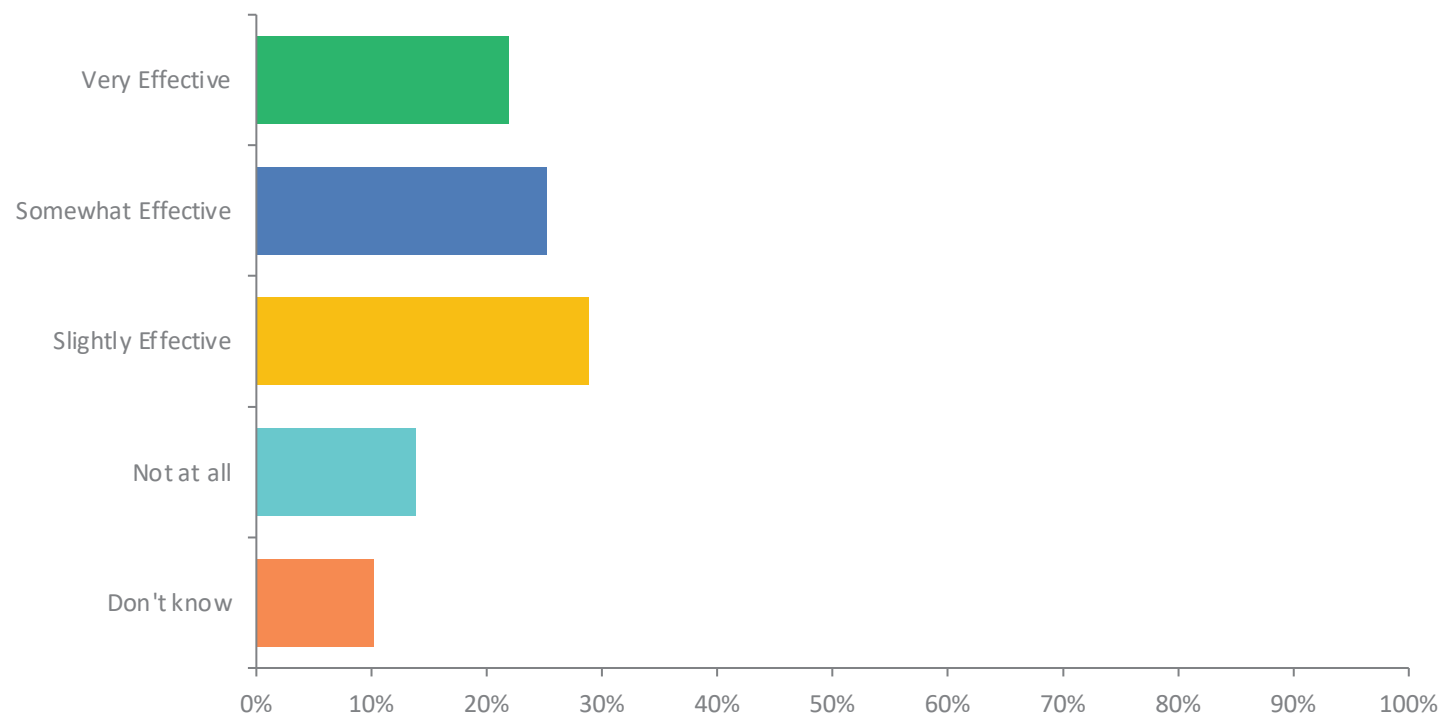
**Q42: How effective is increased community group involvement (i.e. religious/civic/business) in decreasing crime in Lafayette?**

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very Effective	18.78%	46
Somewhat Effective	21.22%	52
Slightly Effective	28.57%	70
Not at all	23.27%	57
Don't know	8.16%	20
TOTAL		245

### Q43: How effective is police/citizen problem solving in decreasing crime in Lafayette?

Answered: 246 Skipped: 1



### Q43: How effective is police/citizen problem solving in decreasing crime in Lafayette?

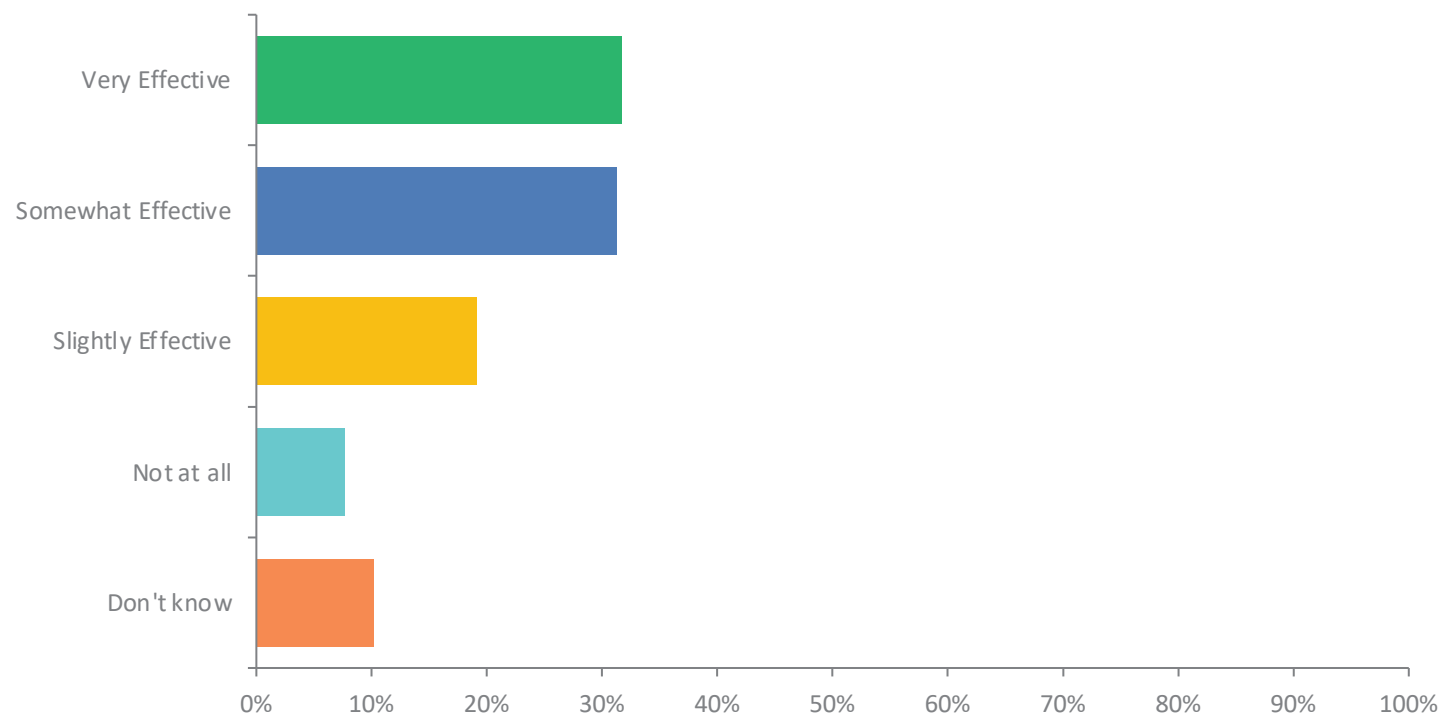
Answered: 246 Skipped: 1

ANSWER CHOICES	RESPONSES	
Very Effective	21.95%	54
Somewhat Effective	25.20%	62
Slightly Effective	28.86%	71
Not at all	13.82%	34
Don't know	10.16%	25
TOTAL		246



## Q44: How effective is police/other agency partnerships in decreasing crime in Lafayette?

Answered: 246 Skipped: 1



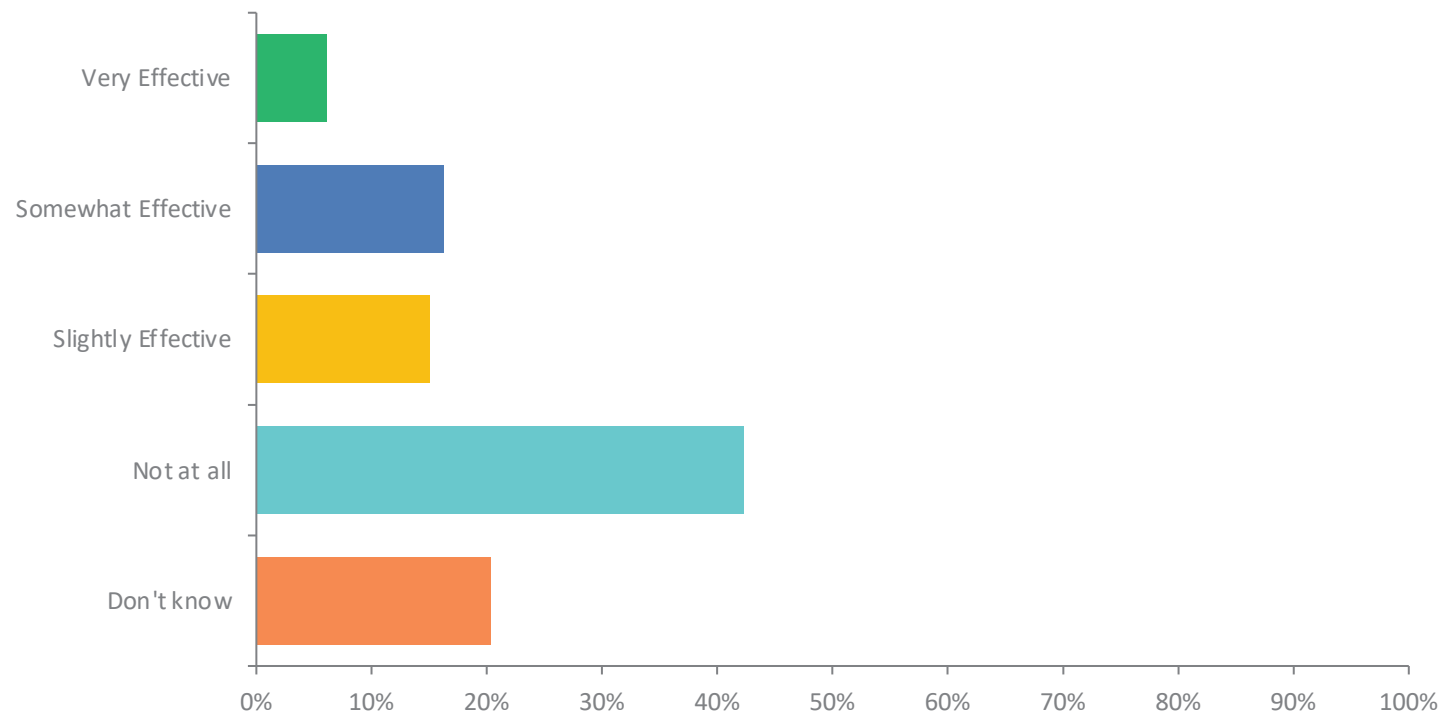
## Q44: How effective is police/other agency partnerships in decreasing crime in Lafayette?

Answered: 246 Skipped: 1

ANSWER CHOICES	RESPONSES	
Very Effective	31.71%	78
Somewhat Effective	31.30%	77
Slightly Effective	19.11%	47
Not at all	7.72%	19
Don't know	10.16%	25
TOTAL		246

## Q45: How effective is drug legalization in decreasing crime in Lafayette?

Answered: 246 Skipped: 1



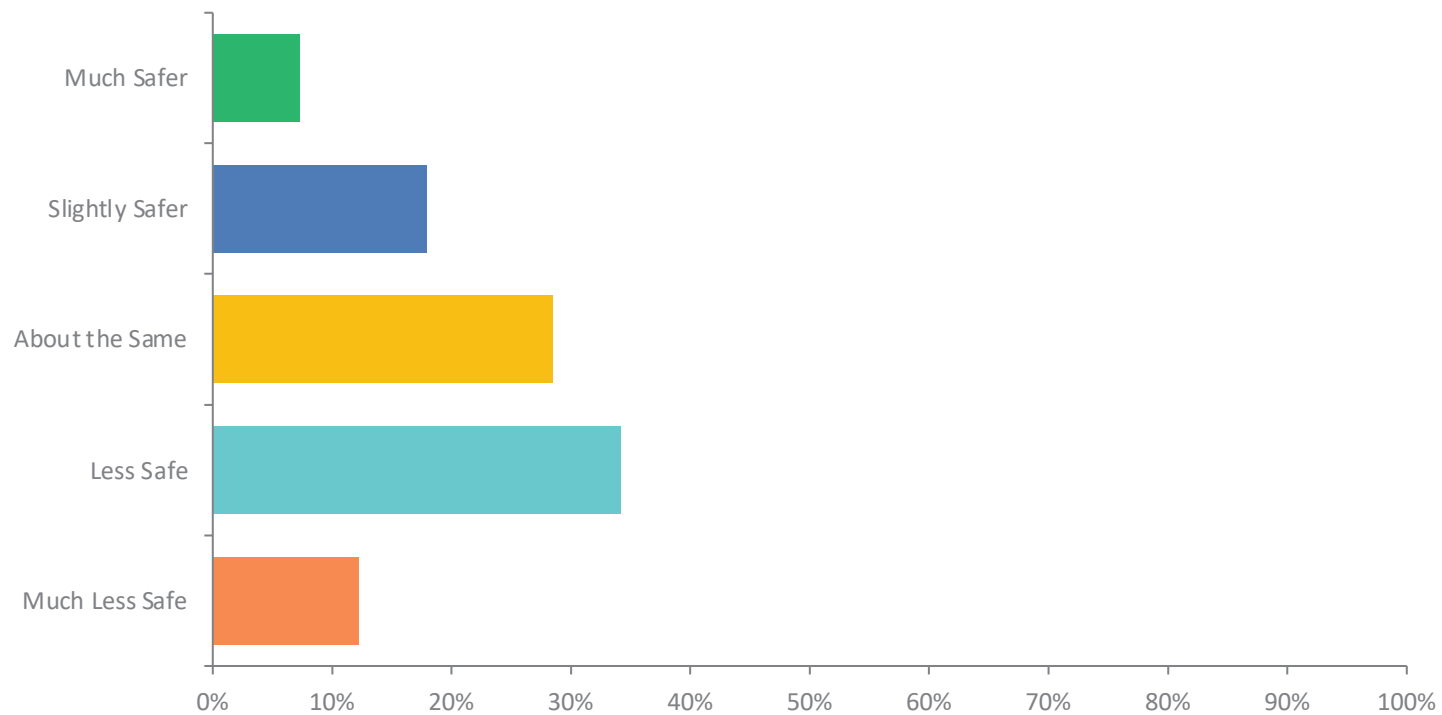
## Q45: How effective is drug legalization in decreasing crime in Lafayette?

Answered: 246 Skipped: 1

ANSWER CHOICES	RESPONSES	
Very Effective	6.10%	15
Somewhat Effective	16.26%	40
Slightly Effective	15.04%	37
Not at all	42.28%	104
Don't know	20.33%	50
TOTAL		246

### Q46: In your opinion, compared to other communities in the Acadiana area, how safe is Lafayette overall?

Answered: 246 Skipped: 1



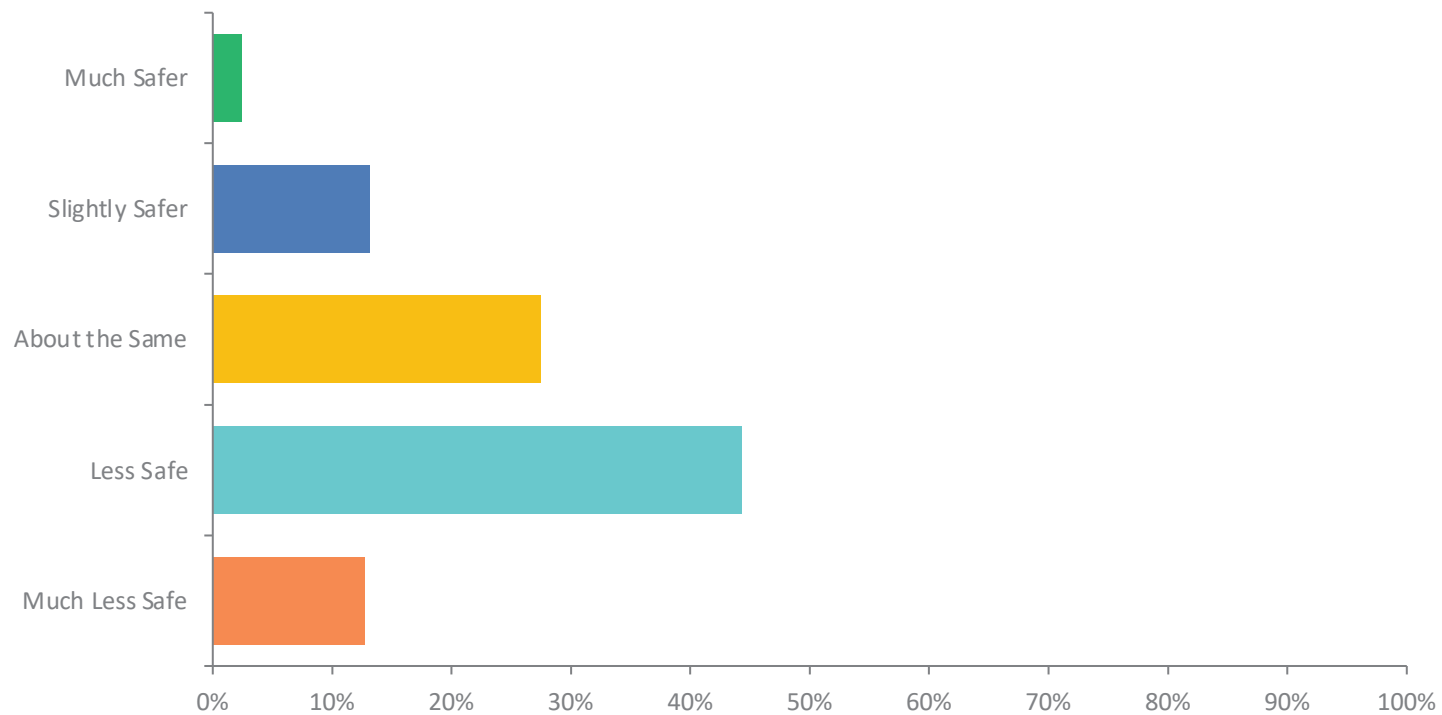
**Q46: In your opinion, compared to other communities in the Acadiana area, how safe is Lafayette overall?**

Answered: 246 Skipped: 1

ANSWER CHOICES	RESPONSES	
Much Safer	7.32%	18
Slightly Safer	17.89%	44
About the Same	28.46%	70
Less Safe	34.15%	84
Much Less Safe	12.20%	30
TOTAL		246

**Q47: Compared to other residents of communities in the surrounding Acadiana area, over the course of the past five (5) years, how do you think Lafayette residents feel?**

Answered: 244 Skipped: 3



**Q47: Compared to other residents of communities in the surrounding Acadiana area, over the course of the past five (5) years, how do you think Lafayette residents feel?**

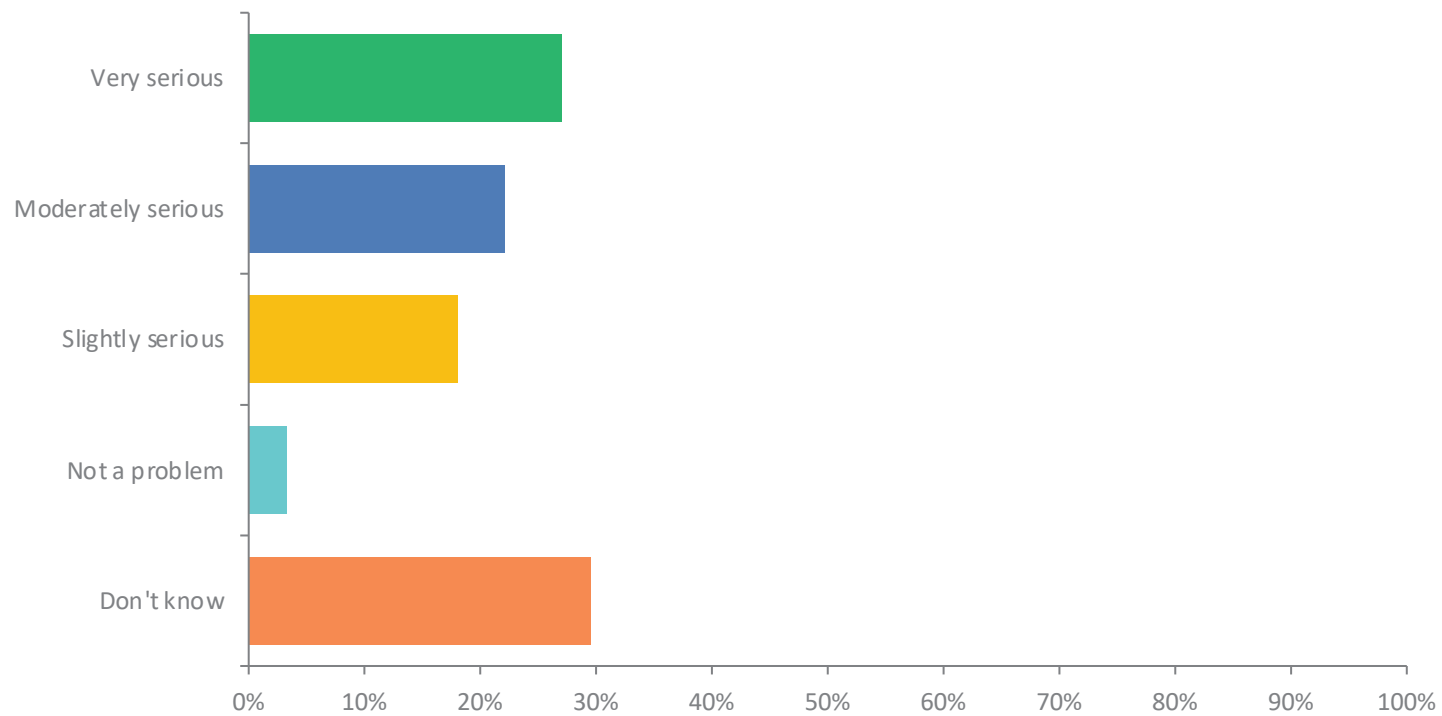
Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Much Safer	2.46%	6
Slightly Safer	13.11%	32
About the Same	27.46%	67
Less Safe	44.26%	108
Much Less Safe	12.70%	31
TOTAL		244



## Q48: How serious is the illegal drug problem in high schools in the city of Lafayette?

Answered: 244 Skipped: 3



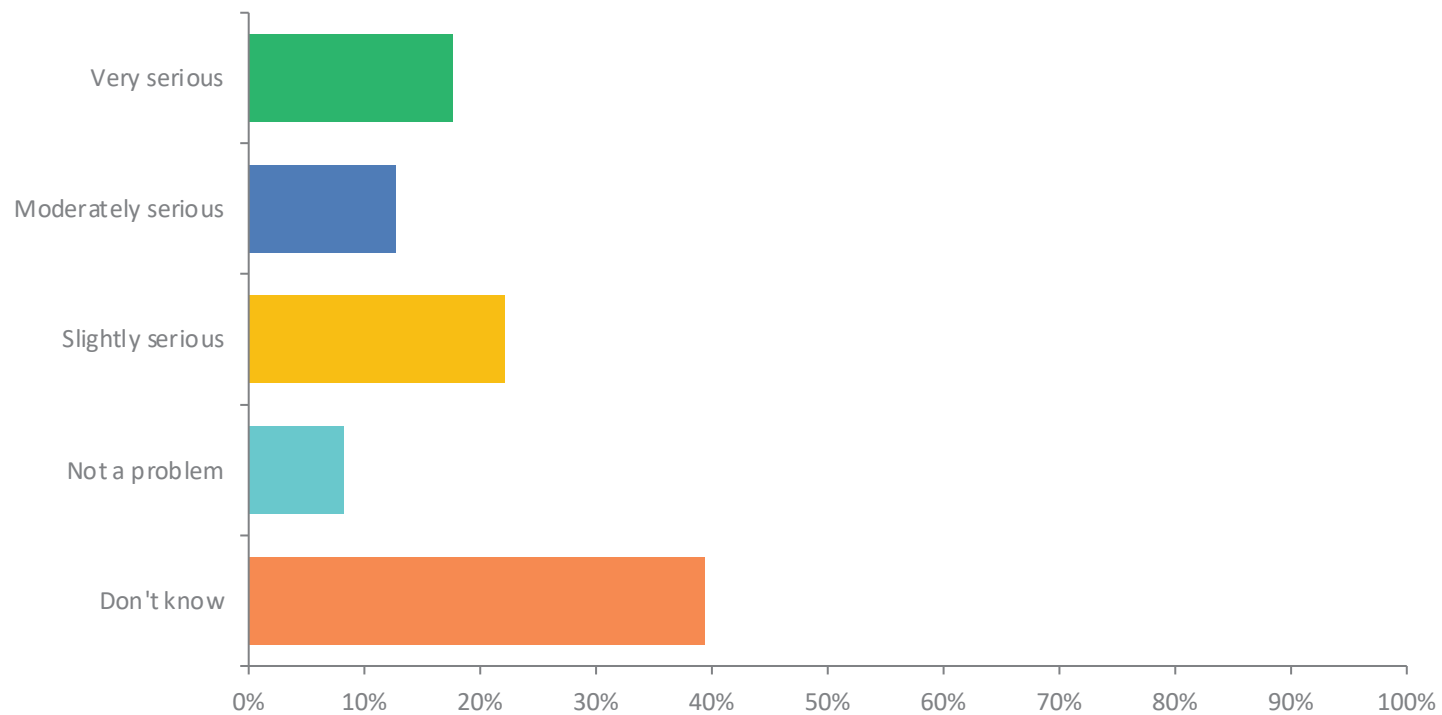
## Q48: How serious is the illegal drug problem in high schools in the city of Lafayette?

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	27.05%	66
Moderately serious	22.13%	54
Slightly serious	18.03%	44
Not a problem	3.28%	8
Don't know	29.51%	72
TOTAL		244

## Q49: How serious is the illegal drug problem in middle schools in the city of Lafayette?

Answered: 244 Skipped: 3



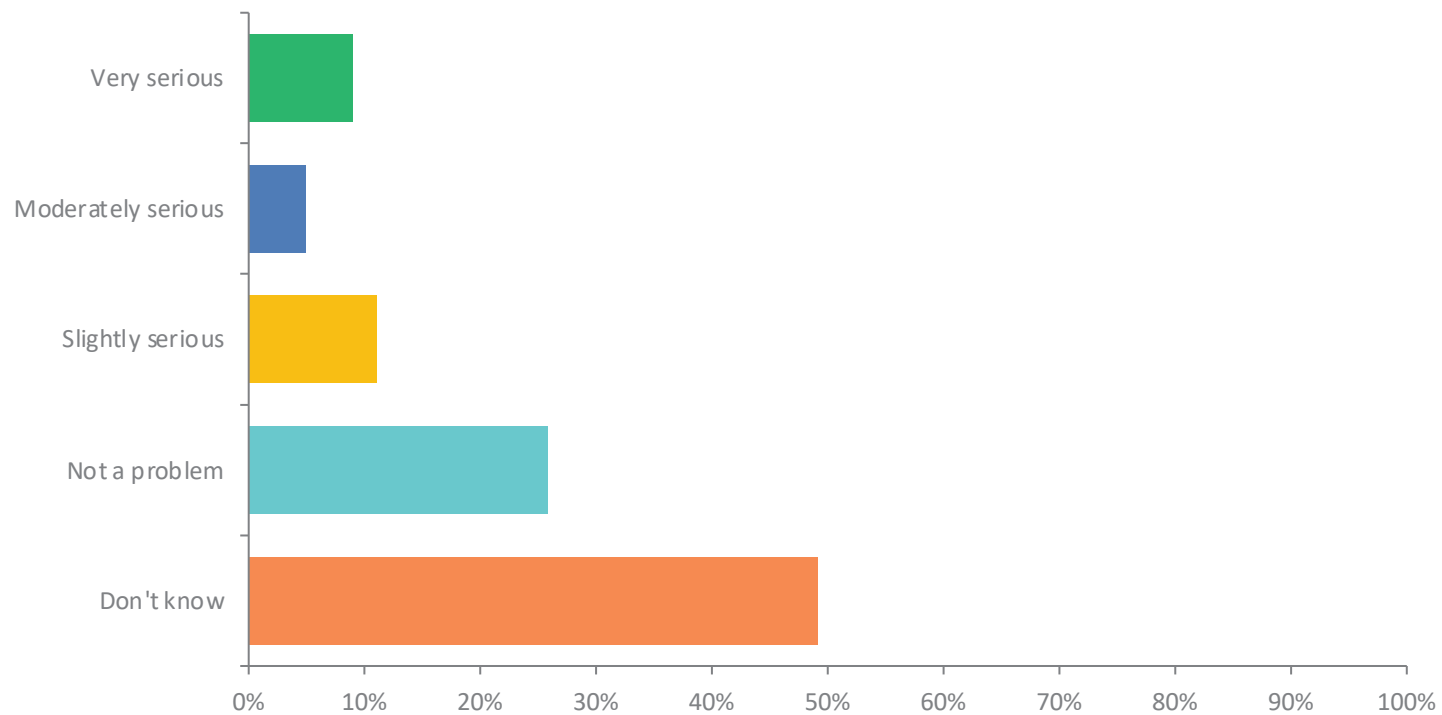
## Q49: How serious is the illegal drug problem in middle schools in the city of Lafayette?

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	17.62%	43
Moderately serious	12.70%	31
Slightly serious	22.13%	54
Not a problem	8.20%	20
Don't know	39.34%	96
TOTAL		244

## Q50: How serious is the illegal drug problem in elementary schools in the city of Lafayette?

Answered: 244 Skipped: 3



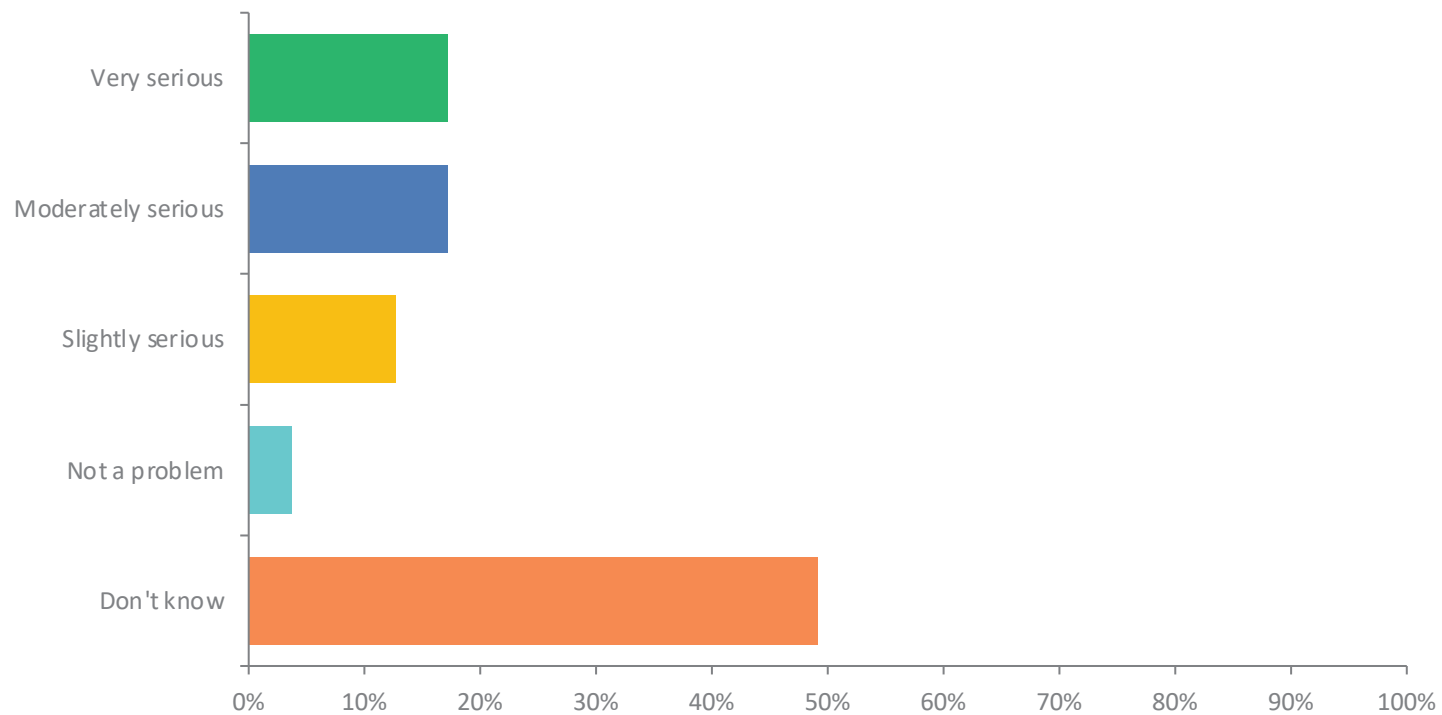
## Q50: How serious is the illegal drug problem in elementary schools in the city of Lafayette?

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	9.02%	22
Moderately serious	4.92%	12
Slightly serious	11.07%	27
Not a problem	25.82%	63
Don't know	49.18%	120
TOTAL		244

## Q51: How serious is the illegal drug problem in UL Lafayette/SLCC in the city of Lafayette?

Answered: 244 Skipped: 3



## Q51: How serious is the illegal drug problem in UL Lafayette/SLCC in the city of Lafayette?

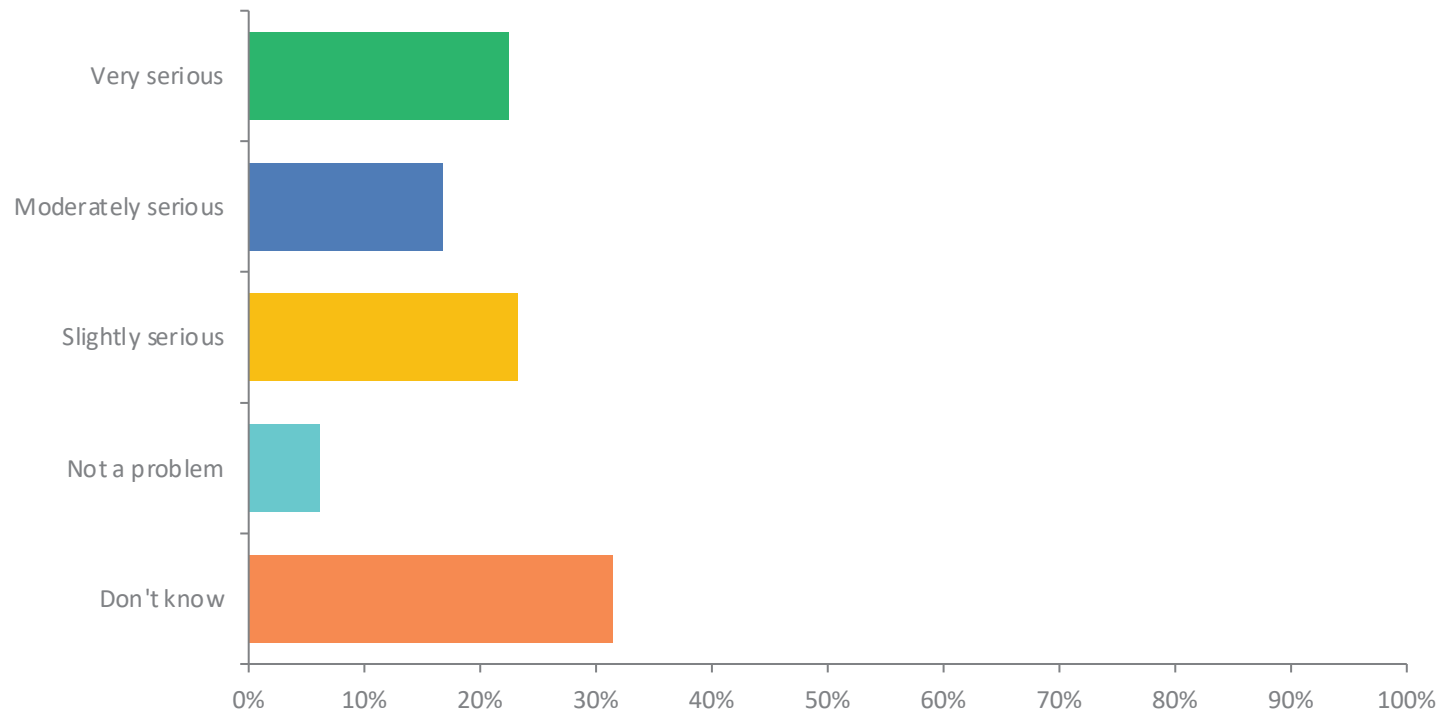
Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	17.21%	42
Moderately serious	17.21%	42
Slightly serious	12.70%	31
Not a problem	3.69%	9
Don't know	49.18%	120
TOTAL		244



## Q52: How serious is the illegal drug problem in playgrounds/recreation areas in the city of Lafayette?

Answered: 245 Skipped: 2



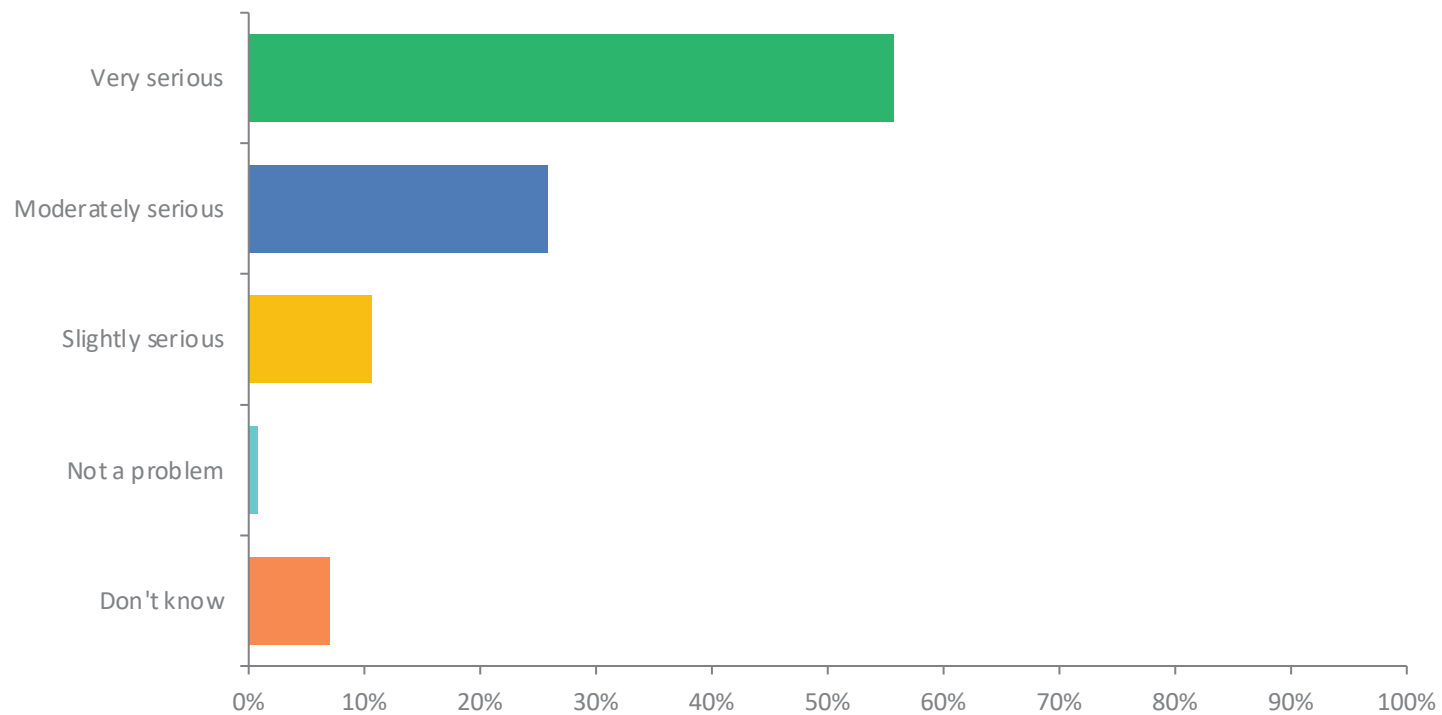
## Q52: How serious is the illegal drug problem in playgrounds/recreation areas in the city of Lafayette?

Answered: 245 Skipped: 2

ANSWER CHOICES	RESPONSES	
Very serious	22.45%	55
Moderately serious	16.73%	41
Slightly serious	23.27%	57
Not a problem	6.12%	15
Don't know	31.43%	77
TOTAL		245

### Q53: How serious is the illegal drug problem in the adult community in the city of Lafayette?

Answered: 244 Skipped: 3



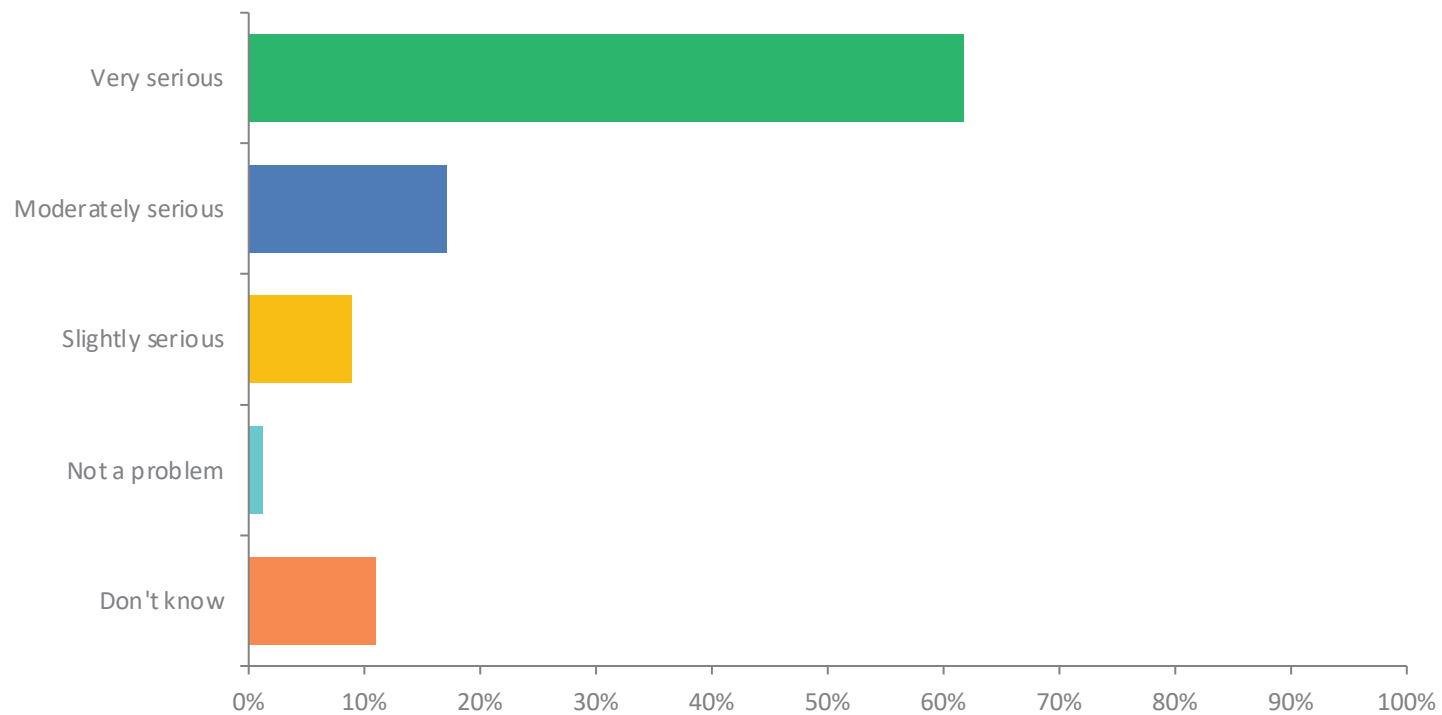
### Q53: How serious is the illegal drug problem in the adult community in the city of Lafayette?

Answered: 244 Skipped: 3

ANSWER CHOICES	RESPONSES	
Very serious	55.74%	136
Moderately serious	25.82%	63
Slightly serious	10.66%	26
Not a problem	0.82%	2
Don't know	6.97%	17
TOTAL		244

## Q54: How serious is the illegal drug problem in the homeless community in the city of Lafayette?

Answered: 246 Skipped: 1



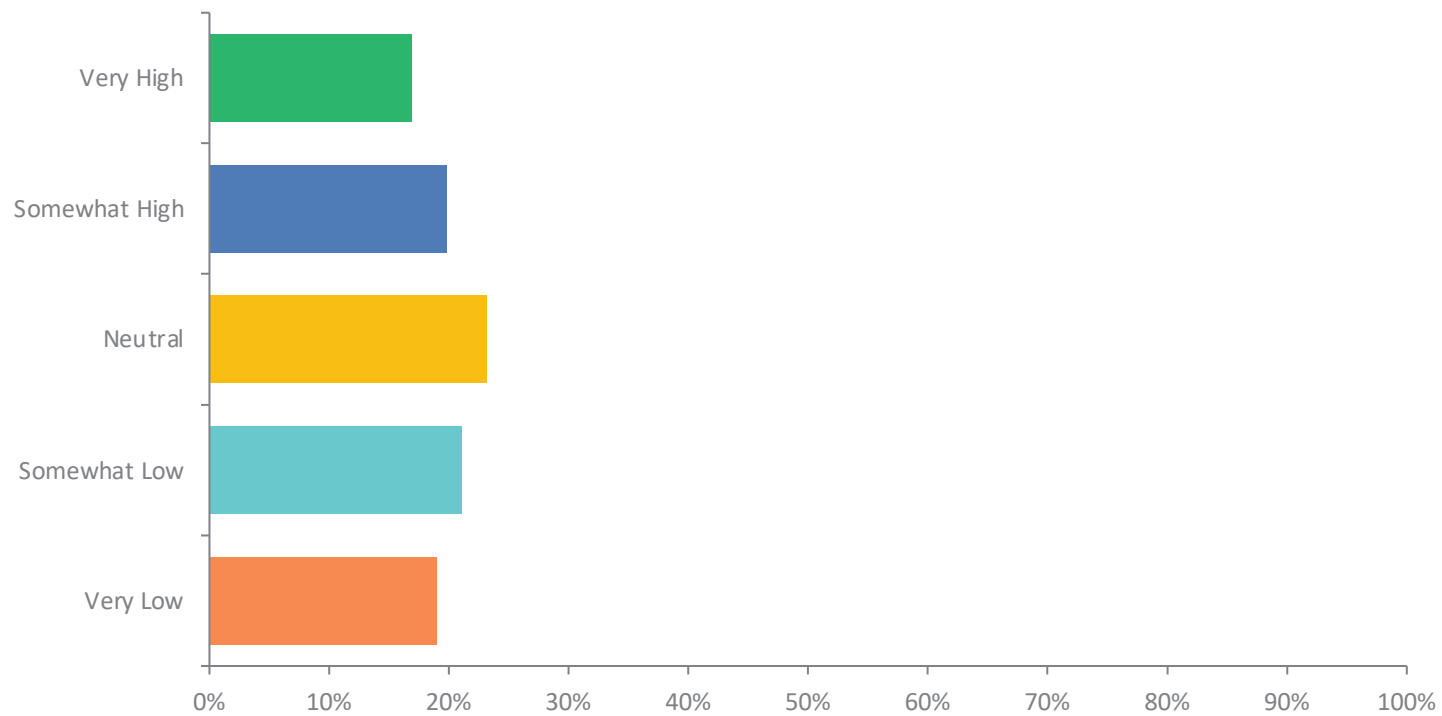
## Q54: How serious is the illegal drug problem in the homeless community in the city of Lafayette?

Answered: 246 Skipped: 1

ANSWER CHOICES	RESPONSES	
Very serious	61.79%	152
Moderately serious	17.07%	42
Slightly serious	8.94%	22
Not a problem	1.22%	3
Don't know	10.98%	27
TOTAL		246

## Q55: How would you rate YOUR current morale (job motivation) level?

Answered: 237 Skipped: 10



## Q55: How would you rate YOUR current morale (job motivation) level?

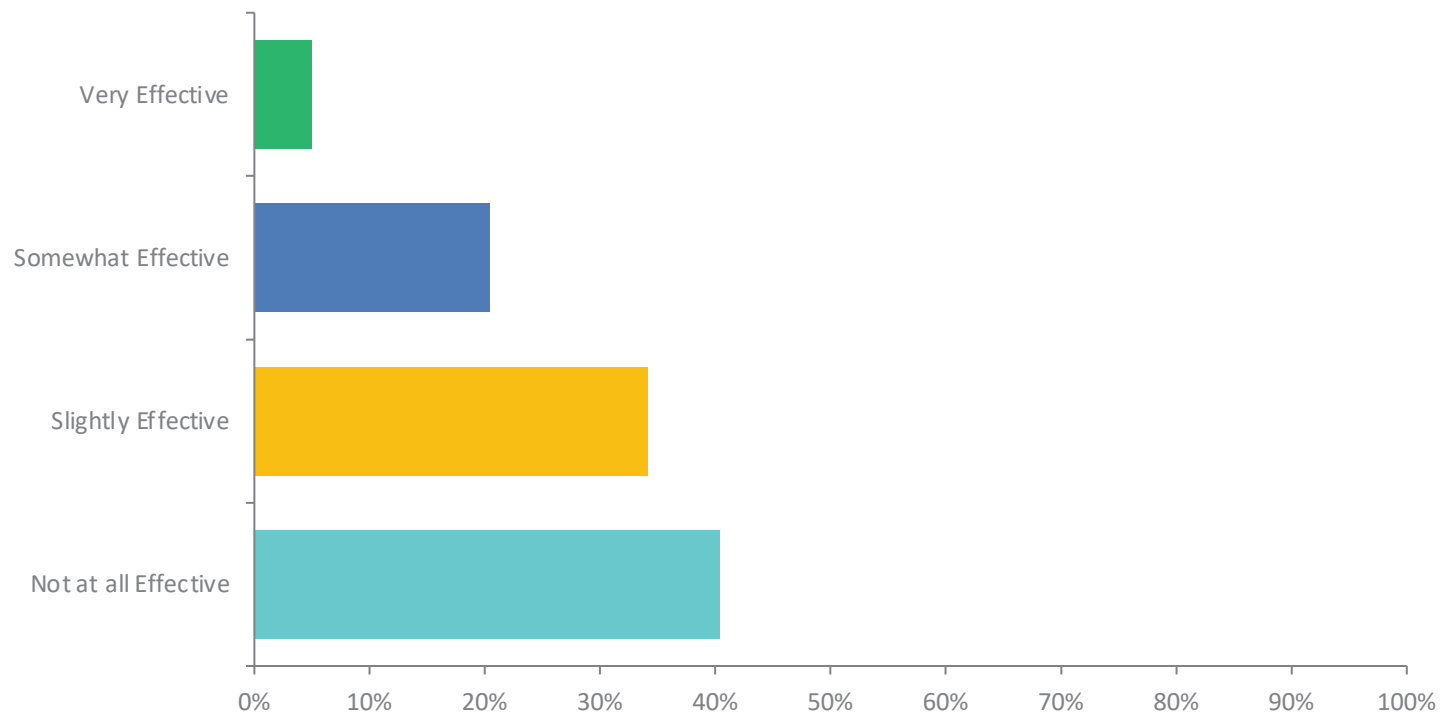
Answered: 237 Skipped: 10

ANSWER CHOICES	RESPONSES	
Very High	16.88%	40
Somewhat High	19.83%	47
Neutral	23.21%	55
Somewhat Low	21.10%	50
Very Low	18.99%	45
TOTAL		237



**Q56: In your opinion, how effective is our agency (the Lafayette Police Department) in responding to officers' and employees' ideas and opinions?**

Answered: 240 Skipped: 7



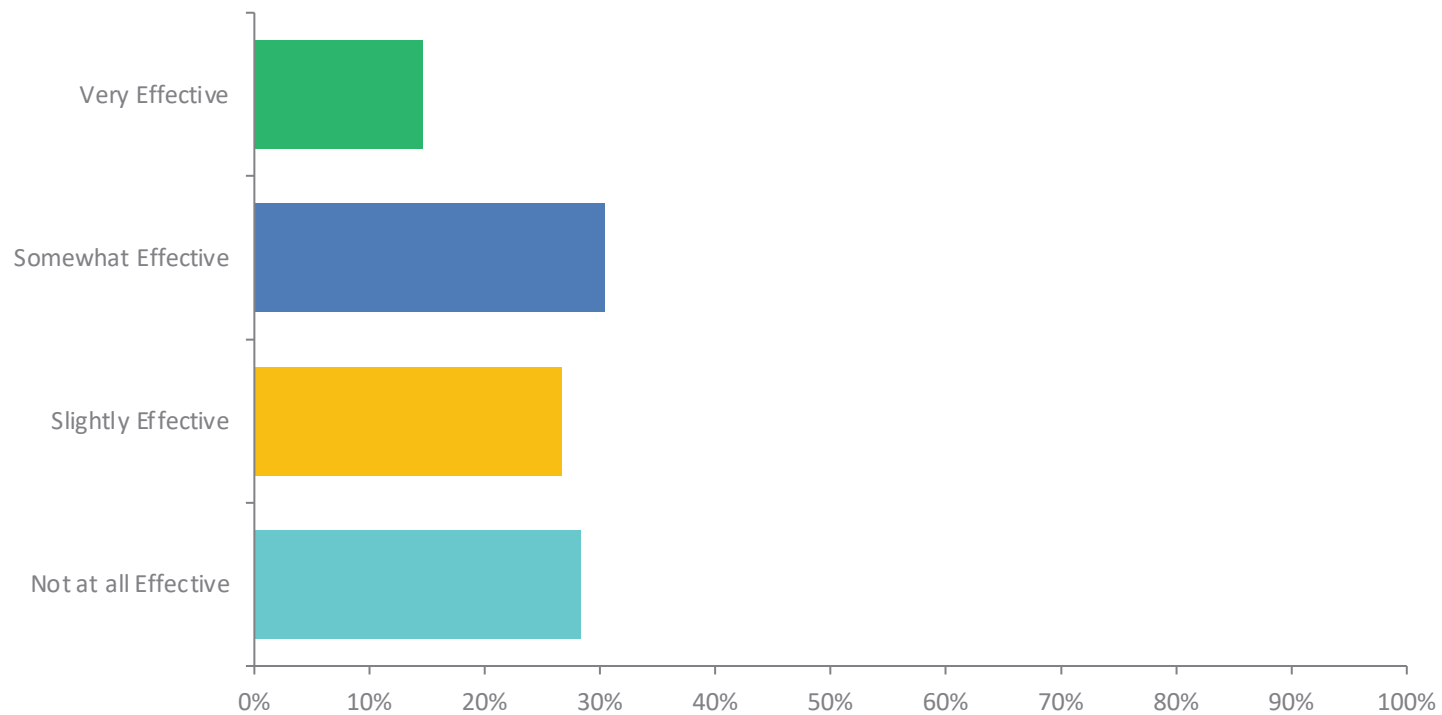
**Q56: In your opinion, how effective is our agency (the Lafayette Police Department) in responding to officers' and employees' ideas and opinions?**

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	5.00%	12
Somewhat Effective	20.42%	49
Slightly Effective	34.17%	82
Not at all Effective	40.42%	97
TOTAL		240

**Q57: In your opinion, how effective is our agency (the Lafayette Police Department) in communicating important information to officers and employees?**

Answered: 240 Skipped: 7



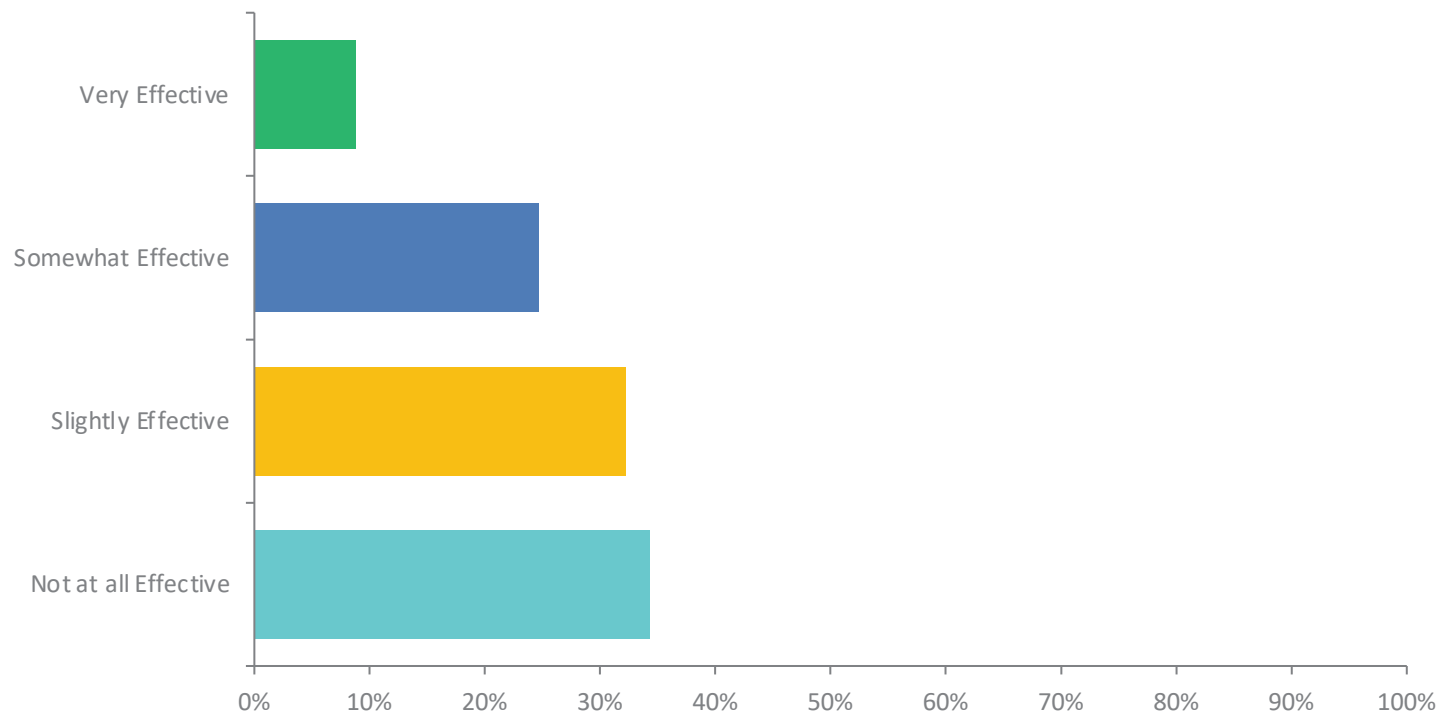
**Q57: In your opinion, how effective is our agency (the Lafayette Police Department) in communicating important information to officers and employees?**

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	14.58%	35
Somewhat Effective	30.42%	73
Slightly Effective	26.67%	64
Not at all Effective	28.33%	68
TOTAL		240

**Q58: In your opinion, how effective is our agency (the Lafayette Police Department) in treating officers and other employees fairly and consistently?**

Answered: 239 Skipped: 8



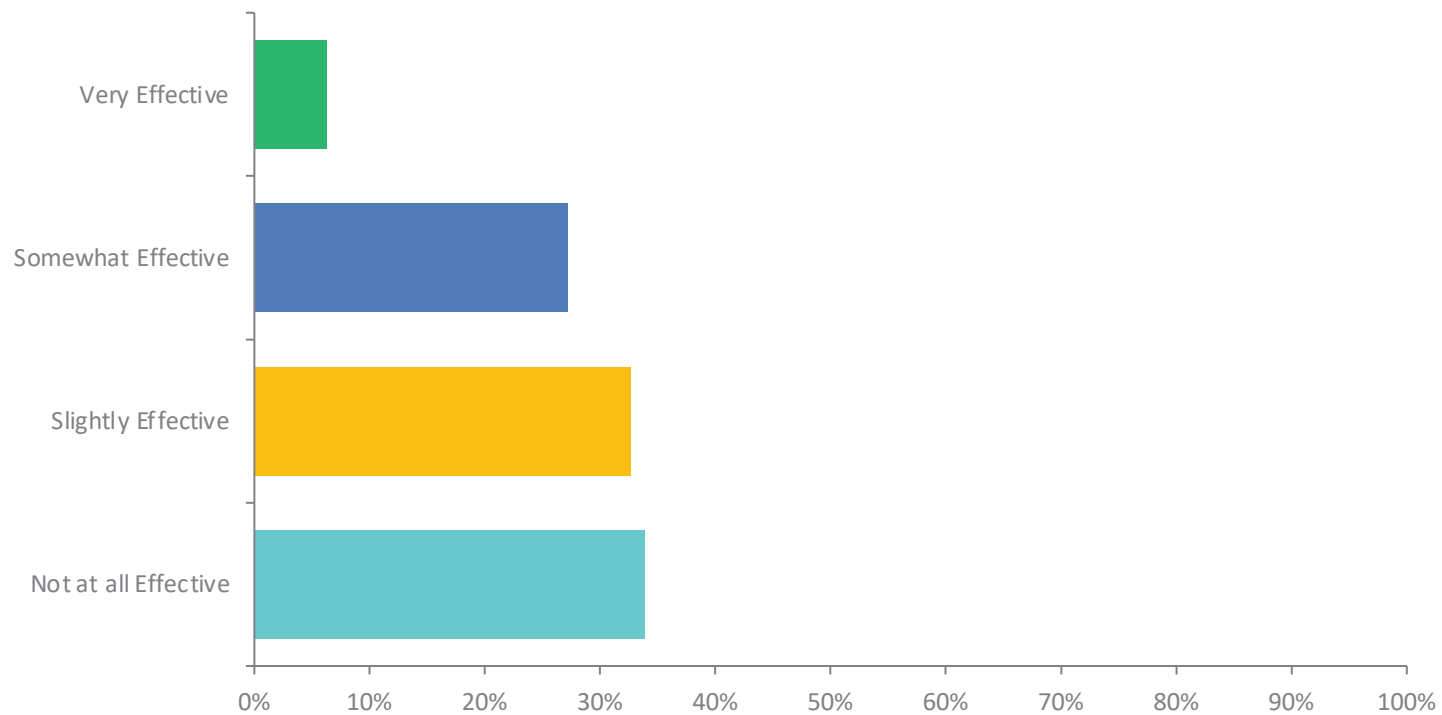
**Q58: In your opinion, how effective is our agency (the Lafayette Police Department) in treating officers and other employees fairly and consistently?**

Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	8.79%	21
Somewhat Effective	24.69%	59
Slightly Effective	32.22%	77
Not at all Effective	34.31%	82
TOTAL		239

**Q59: In your opinion, how effective is our agency (the Lafayette Police Department) in recognizing the need for improving working conditions?**

Answered: 239 Skipped: 8



**Q59: In your opinion, how effective is our agency (the Lafayette Police Department) in recognizing the need for improving working conditions?**

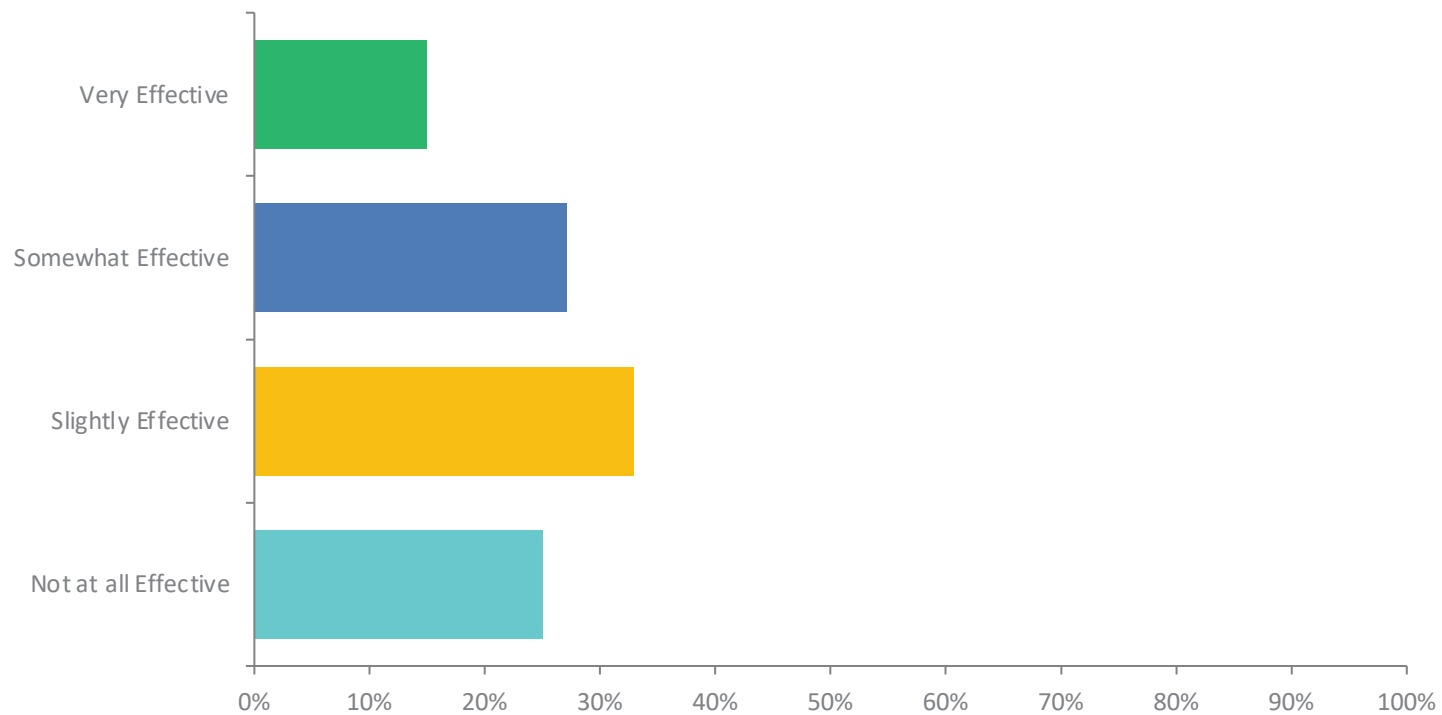
Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	6.28%	15
Somewhat Effective	27.20%	65
Slightly Effective	32.64%	78
Not at all Effective	33.89%	81
TOTAL		239



**Q60: In your opinion, how effective is our agency (the Lafayette Police Department) in praising officers and employees for work well done?**

Answered: 240 Skipped: 7



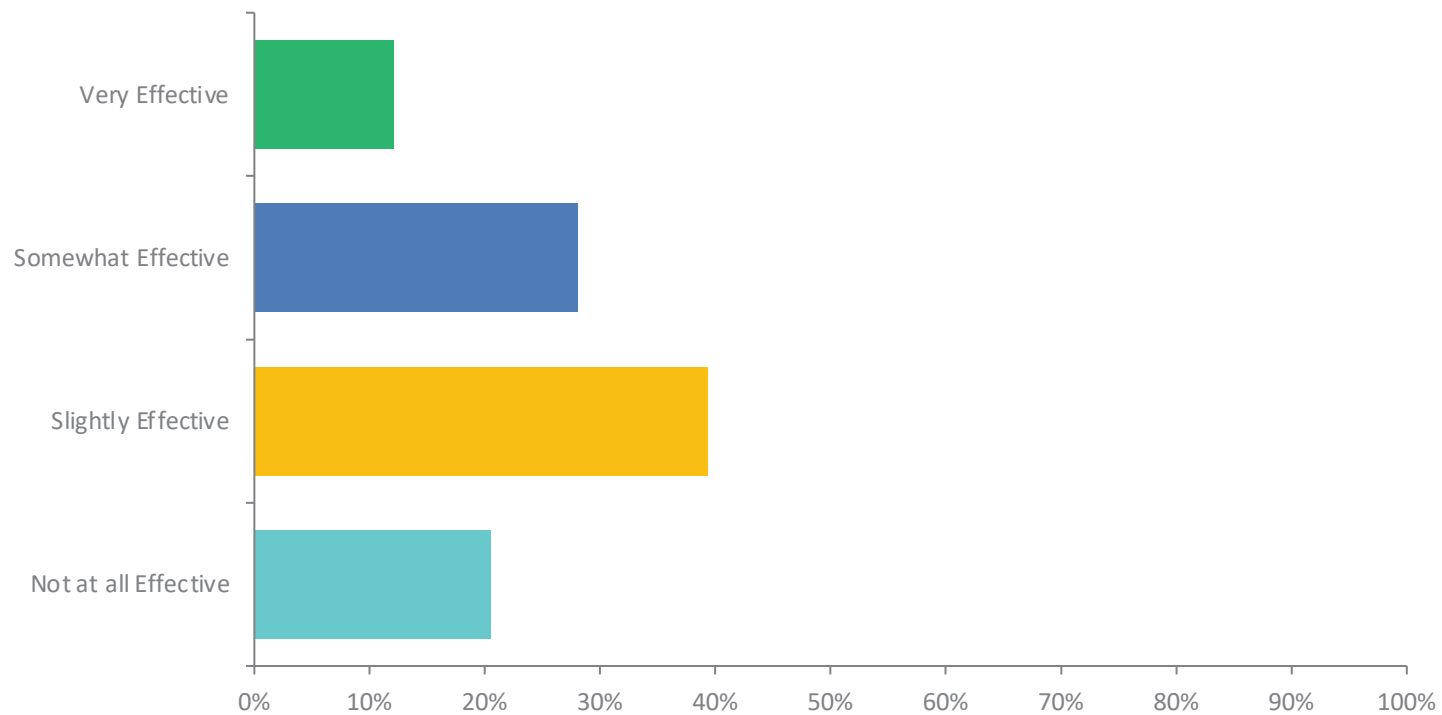
**Q60: In your opinion, how effective is our agency (the Lafayette Police Department) in praising officers and employees for work well done?**

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	15.00%	36
Somewhat Effective	27.08%	65
Slightly Effective	32.92%	79
Not at all Effective	25.00%	60
TOTAL		240

**Q61: In your opinion, how effective is our agency (the Lafayette Police Department) in providing constructive criticism for work or tasks not done well?**

Answered: 239 Skipped: 8



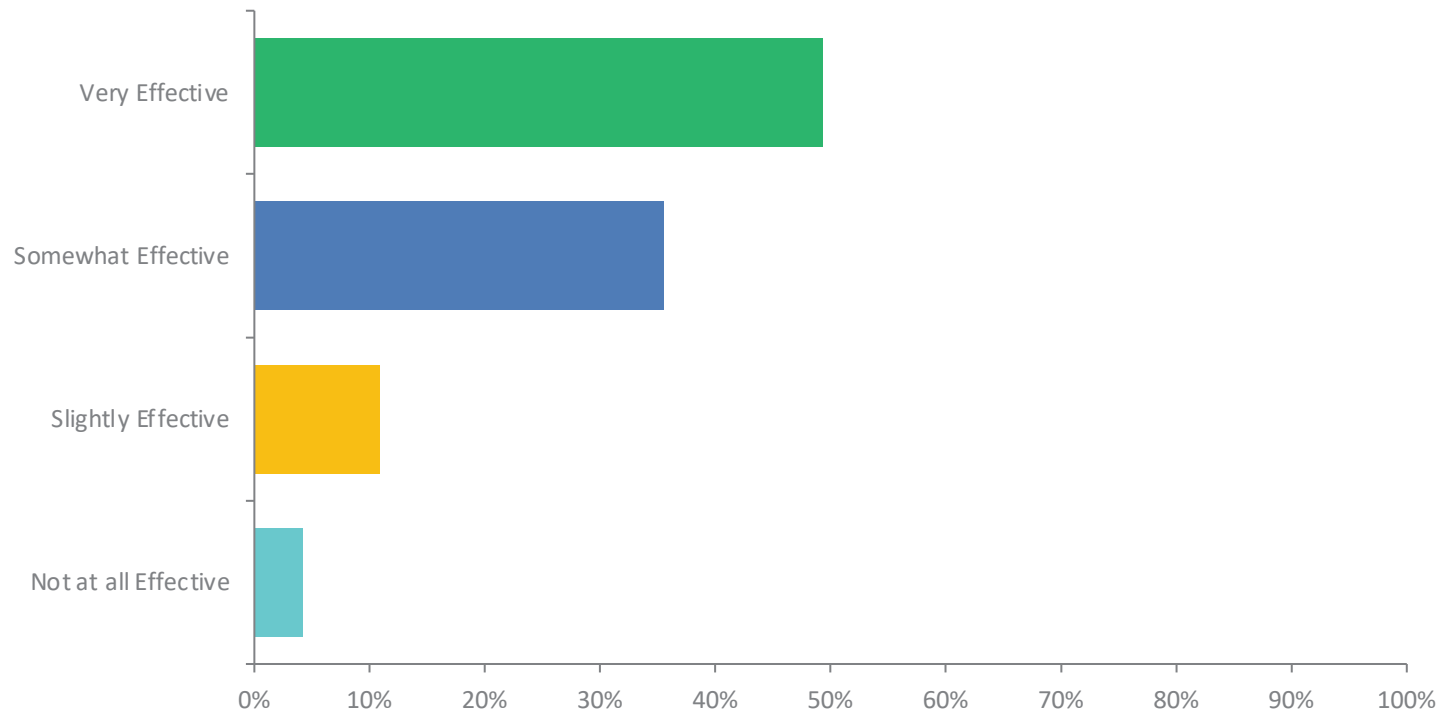
**Q61: In your opinion, how effective is our agency (the Lafayette Police Department) in providing constructive criticism for work or tasks not done well?**

Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	12.13%	29
Somewhat Effective	28.03%	67
Slightly Effective	39.33%	94
Not at all Effective	20.50%	49
TOTAL		239

## Q62: In your opinion, how effective is our agency (the Lafayette Police Department) in providing appropriate training?

Answered: 239 Skipped: 8



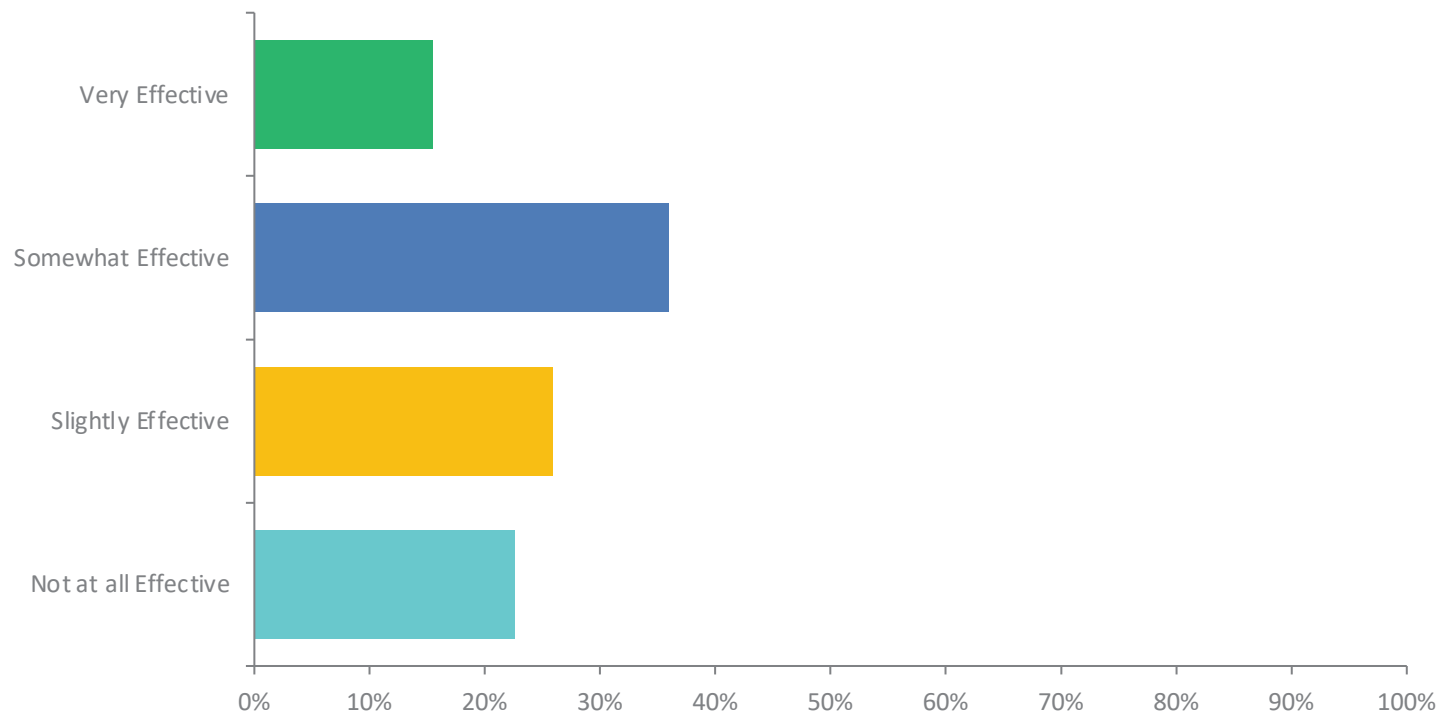
**Q62: In your opinion, how effective is our agency (the Lafayette Police Department) in providing appropriate training?**

Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	49.37%	118
Somewhat Effective	35.56%	85
Slightly Effective	10.88%	26
Not at all Effective	4.18%	10
TOTAL		239

**Q63: In your opinion, how effective is our agency (the Lafayette Police Department) in providing informative and helpful work evaluations?**

Answered: 239 Skipped: 8



**Q63: In your opinion, how effective is our agency (the Lafayette Police Department) in providing informative and helpful work evaluations?**

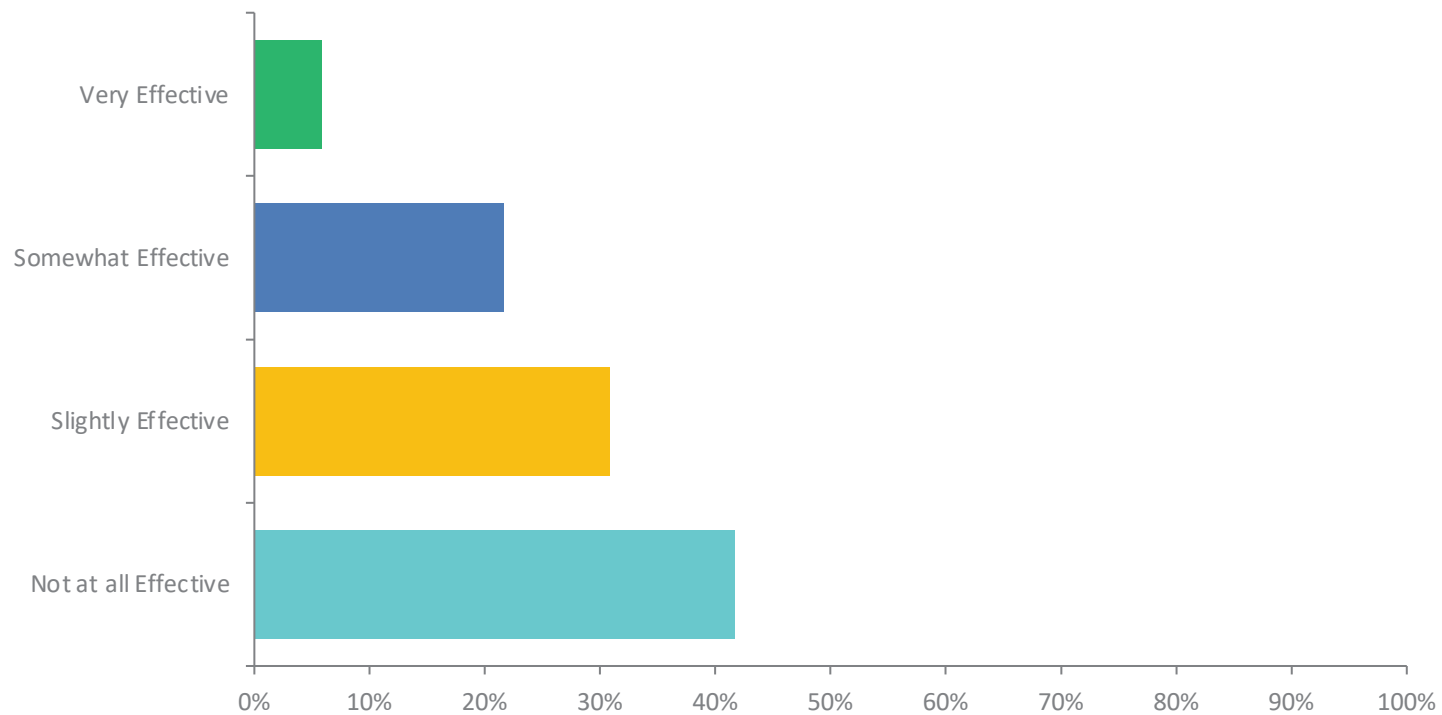
Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	15.48%	37
Somewhat Effective	35.98%	86
Slightly Effective	25.94%	62
Not at all Effective	22.59%	54
TOTAL		239



**Q64: In your opinion, how effective is our agency (the Lafayette Police Department) in involving officers and other employees in decisions that directly impact them?**

Answered: 240 Skipped: 7



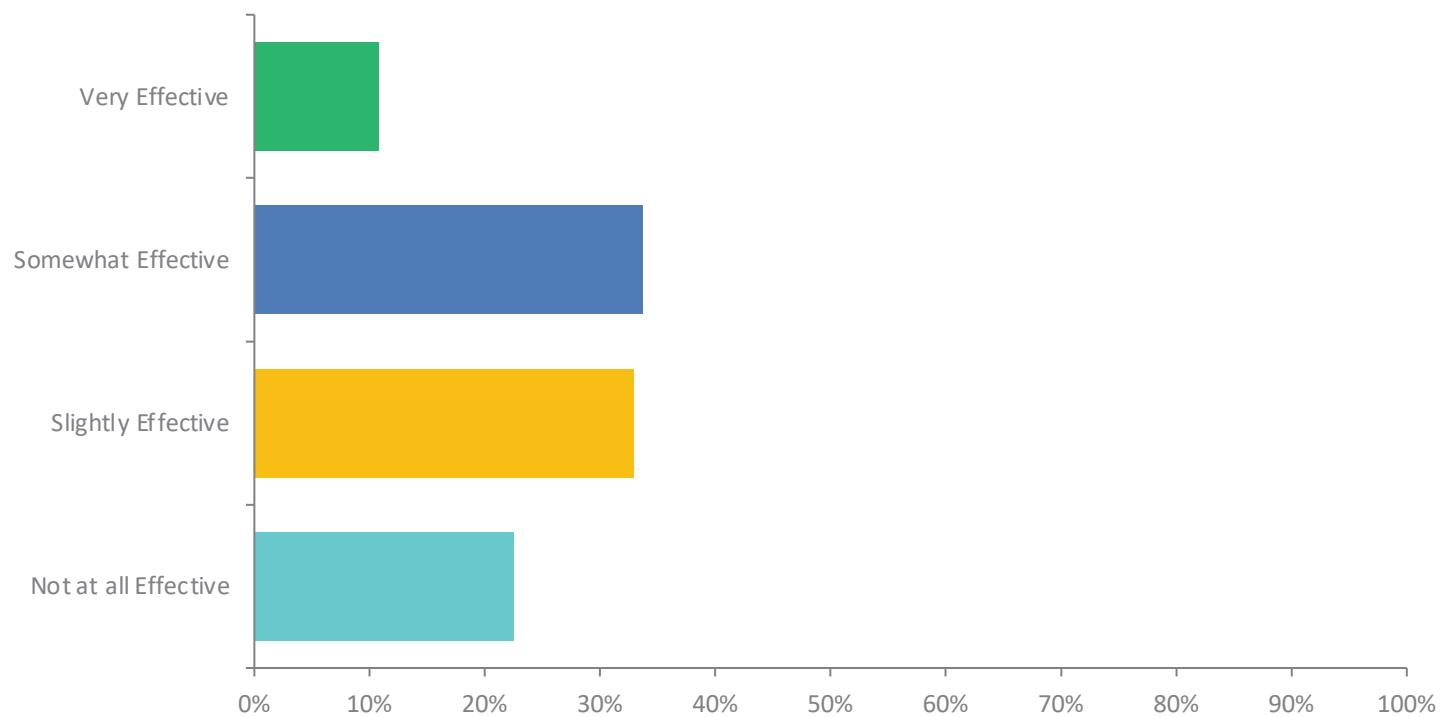
**Q64: In your opinion, how effective is our agency (the Lafayette Police Department) in involving officers and other employees in decisions that directly impact them?**

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	5.83%	14
Somewhat Effective	21.67%	52
Slightly Effective	30.83%	74
Not at all Effective	41.67%	100
TOTAL		240

**Q65: In your opinion, how effective is our agency (the Lafayette Police Department) in promoting our vision and strategy to the community?**

Answered: 240 Skipped: 7



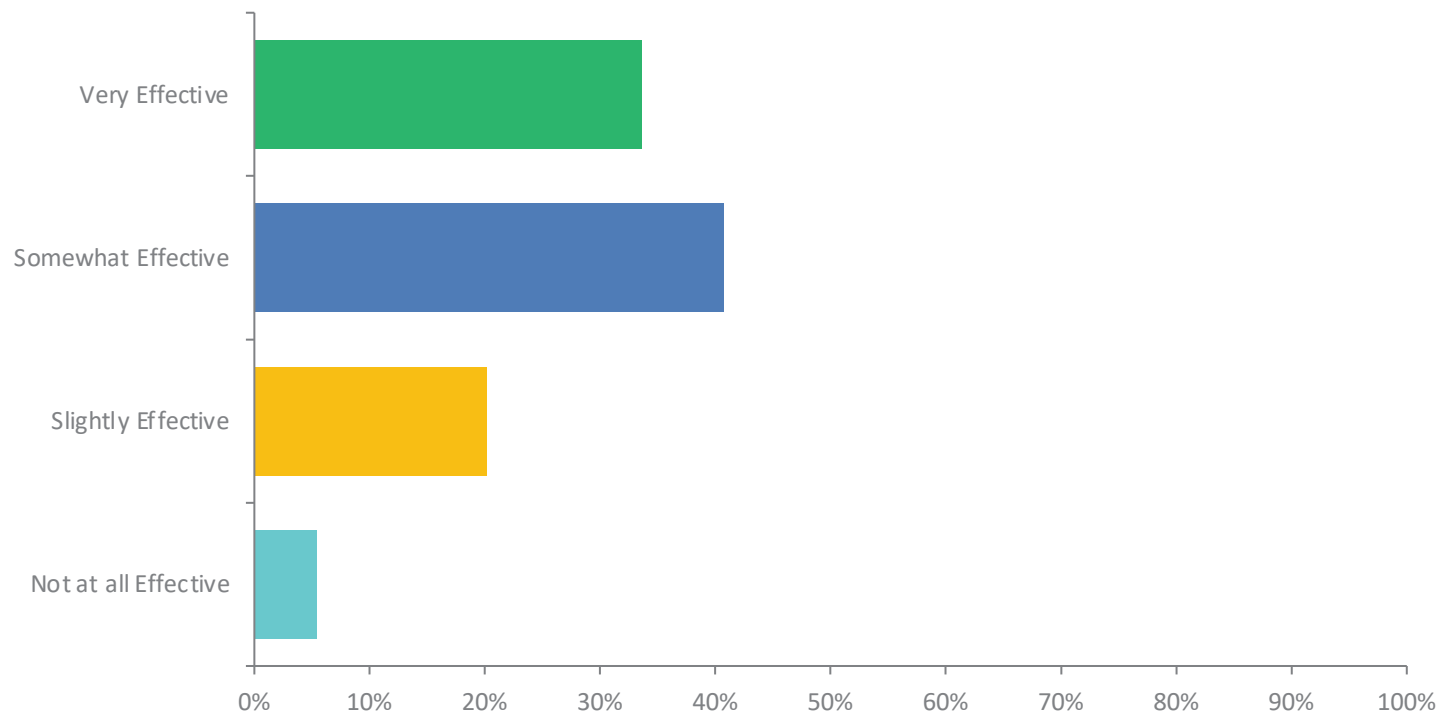
**Q65: In your opinion, how effective is our agency (the Lafayette Police Department) in promoting our vision and strategy to the community?**

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	10.83%	26
Somewhat Effective	33.75%	81
Slightly Effective	32.92%	79
Not at all Effective	22.50%	54
TOTAL		240

**Q66: In your opinion, how effective is our agency (the Lafayette Police Department) in maintaining crime statistics and data?**

Answered: 238 Skipped: 9



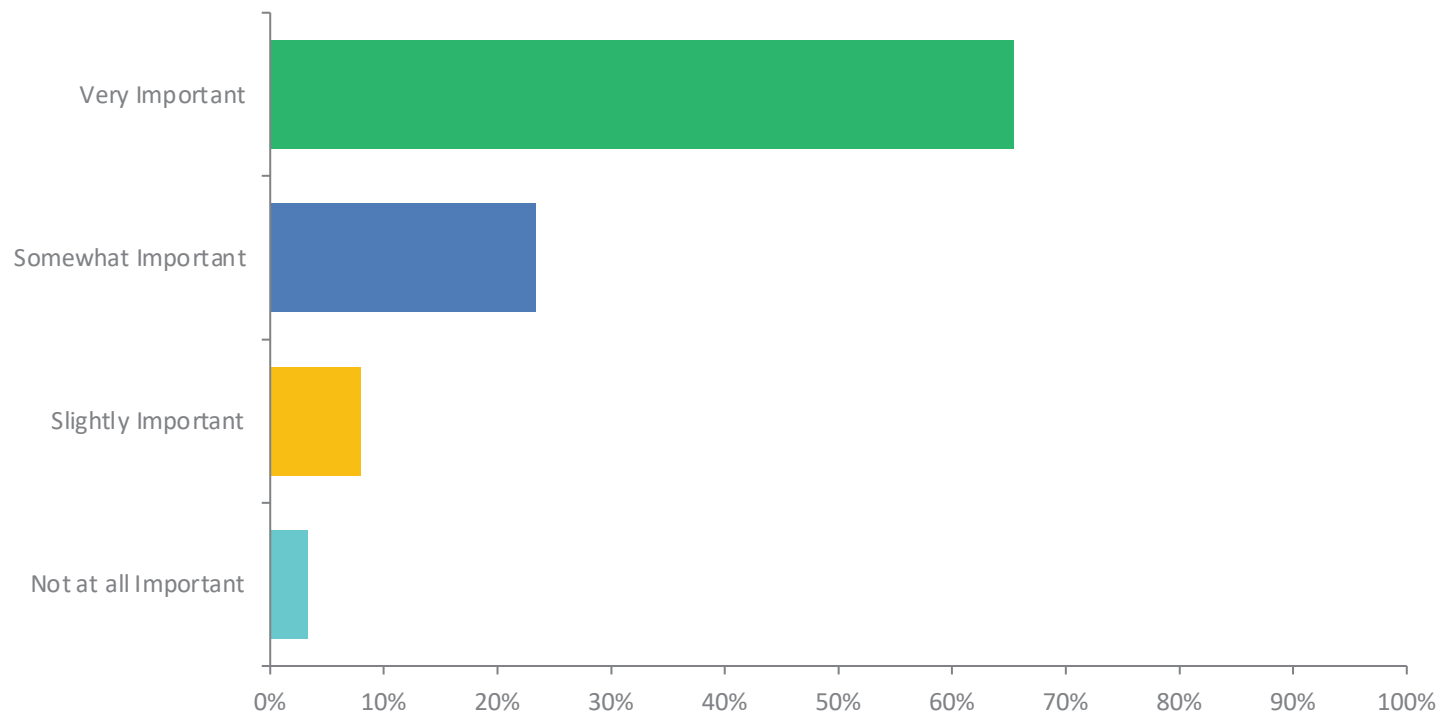
**Q66: In your opinion, how effective is our agency (the Lafayette Police Department) in maintaining crime statistics and data?**

Answered: 238 Skipped: 9

ANSWER CHOICES	RESPONSES	
Very Effective	33.61%	80
Somewhat Effective	40.76%	97
Slightly Effective	20.17%	48
Not at all Effective	5.46%	13
TOTAL		238

**Q67: How important is it to you that our agency (the Lafayette Police Department) strives to accomplish technology improvements in the next few years?**

Answered: 240 Skipped: 7



**Q67: How important is it to you that our agency (the Lafayette Police Department) strives to accomplish technology improvements in the next few years?**

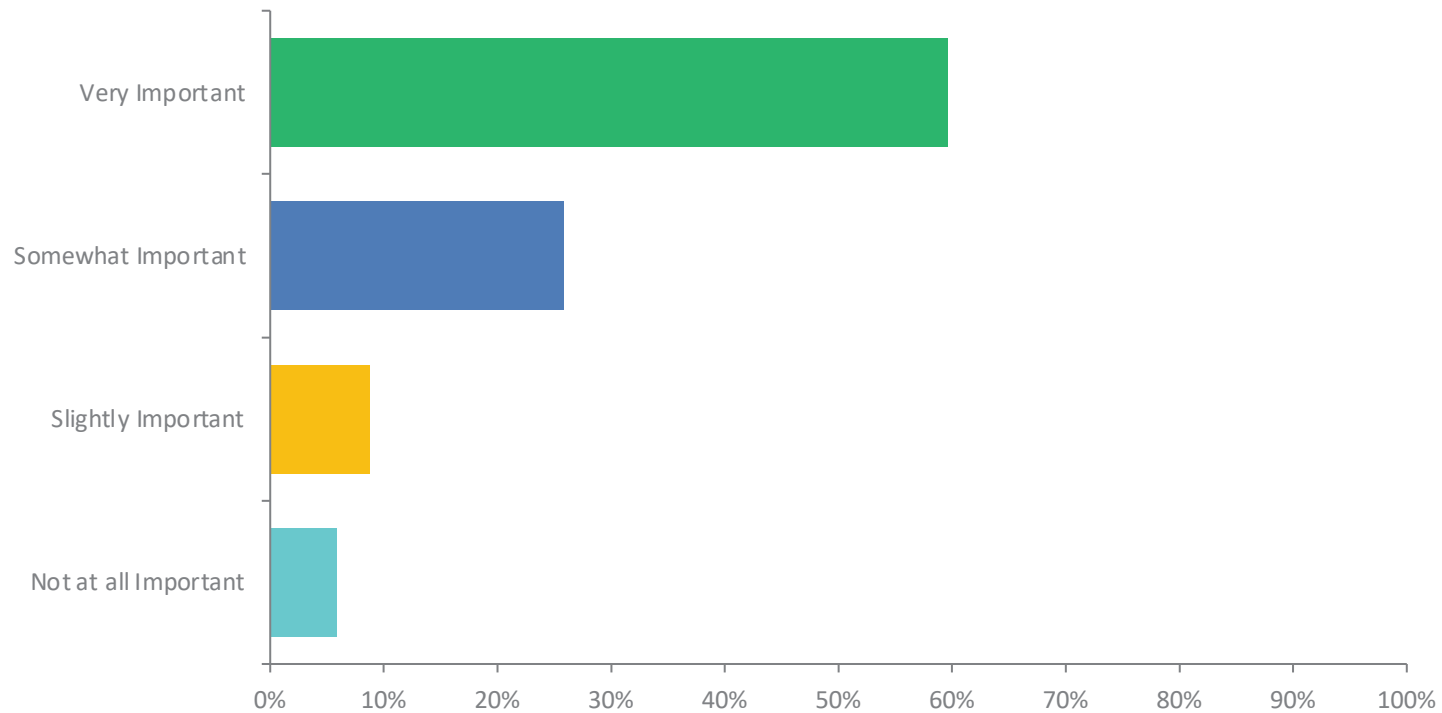
Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Important	65.42%	157
Somewhat Important	23.33%	56
Slightly Important	7.92%	19
Not at all Important	3.33%	8
TOTAL		240



**Q68: How important is it to you that our agency (the Lafayette Police Department) strives to accomplish an increase in support staff in the next few years?**

Answered: 240 Skipped: 7



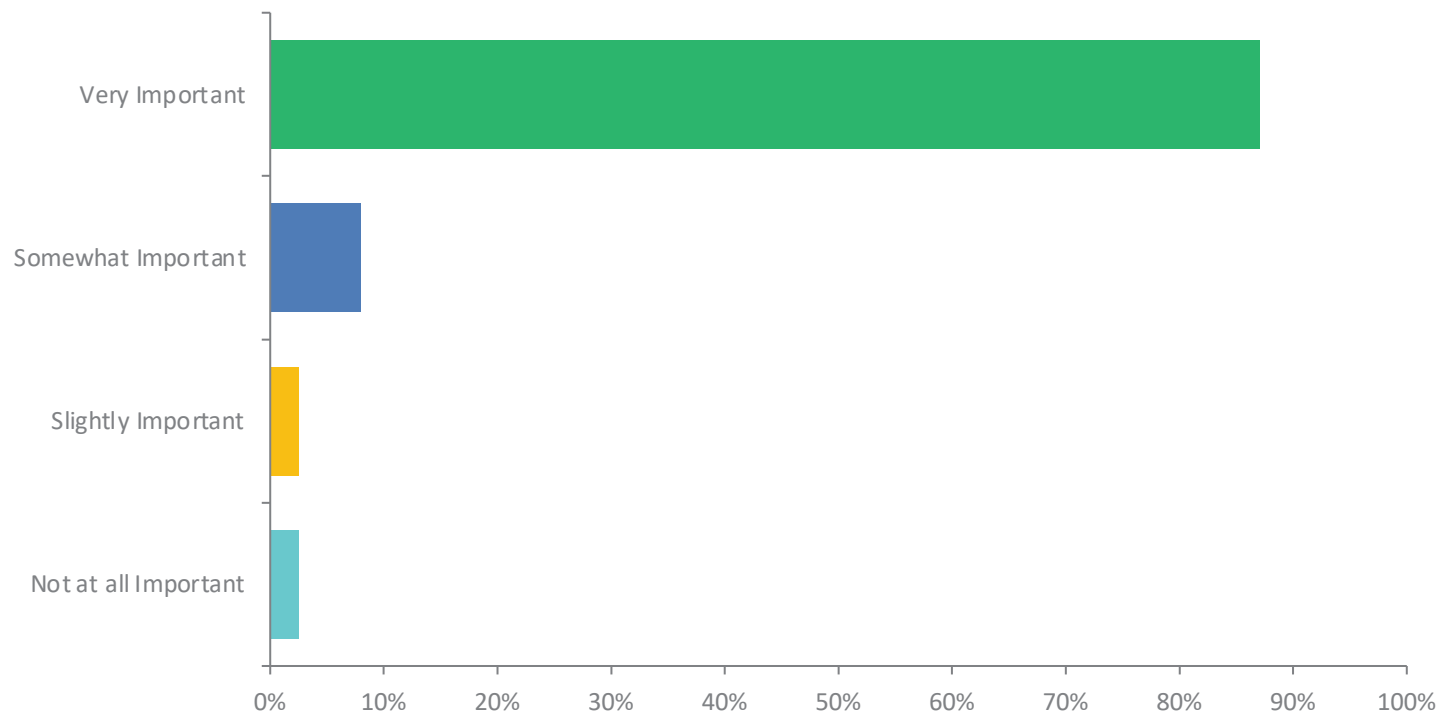
**Q68: How important is it to you that our agency (the Lafayette Police Department) strives to accomplish an increase in support staff in the next few years?**

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Important	59.58%	143
Somewhat Important	25.83%	62
Slightly Important	8.75%	21
Not at all Important	5.83%	14
TOTAL		240

**Q69: How important is it to you that our agency (the Lafayette Police Department) strives to accomplish an increase in the number of sworn officers in the next few years?**

Answered: 239 Skipped: 8



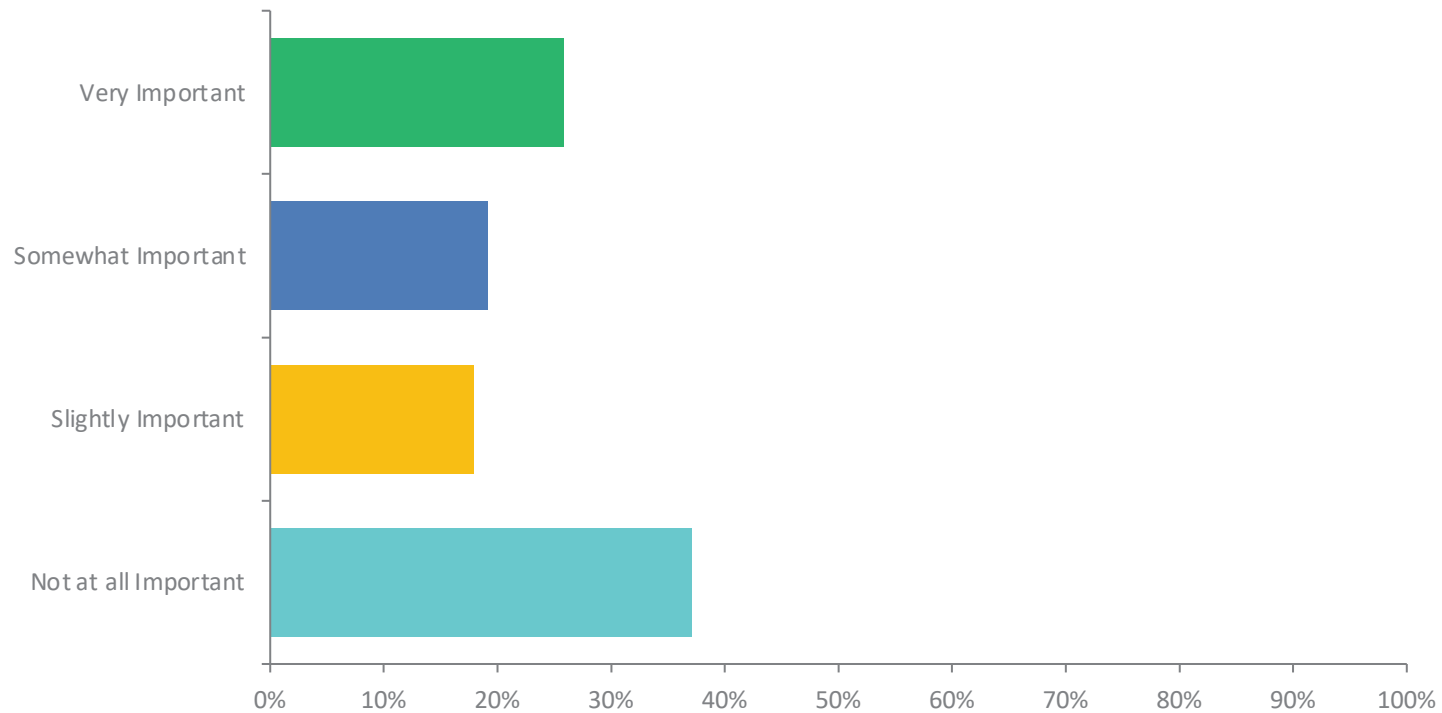
**Q69: How important is it to you that our agency (the Lafayette Police Department) strives to accomplish an increase in the number of sworn officers in the next few years?**

Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Important	87.03%	208
Somewhat Important	7.95%	19
Slightly Important	2.51%	6
Not at all Important	2.51%	6
TOTAL		239

**Q70: How important is it to you that our agency (the Lafayette Police Department) strives to accomplish an increase in Racial/Ethnic/Gender diversity within the department in the next few years?**

Answered: 240 Skipped: 7



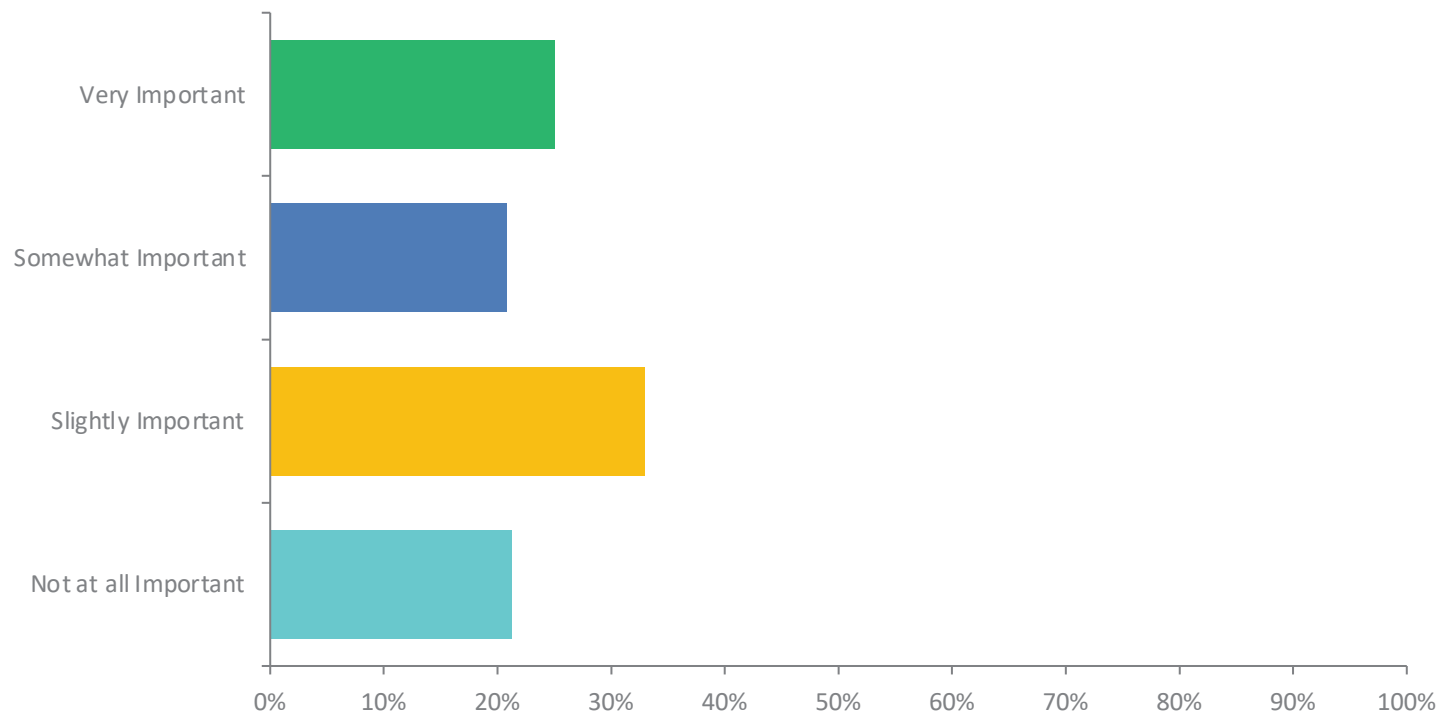
**Q70: How important is it to you that our agency (the Lafayette Police Department) strives to accomplish an increase in Racial/Ethnic/Gender diversity within the department in the next few years?**

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Important	25.83%	62
Somewhat Important	19.17%	46
Slightly Important	17.92%	43
Not at all Important	37.08%	89
TOTAL		240

**Q71: How important is it to you that our agency (the Lafayette Police Department) strives to accomplish an increase in community partnerships in the next few years?**

Answered: 240 Skipped: 7



**Q71: How important is it to you that our agency (the Lafayette Police Department) strives to accomplish an increase in community partnerships in the next few years?**

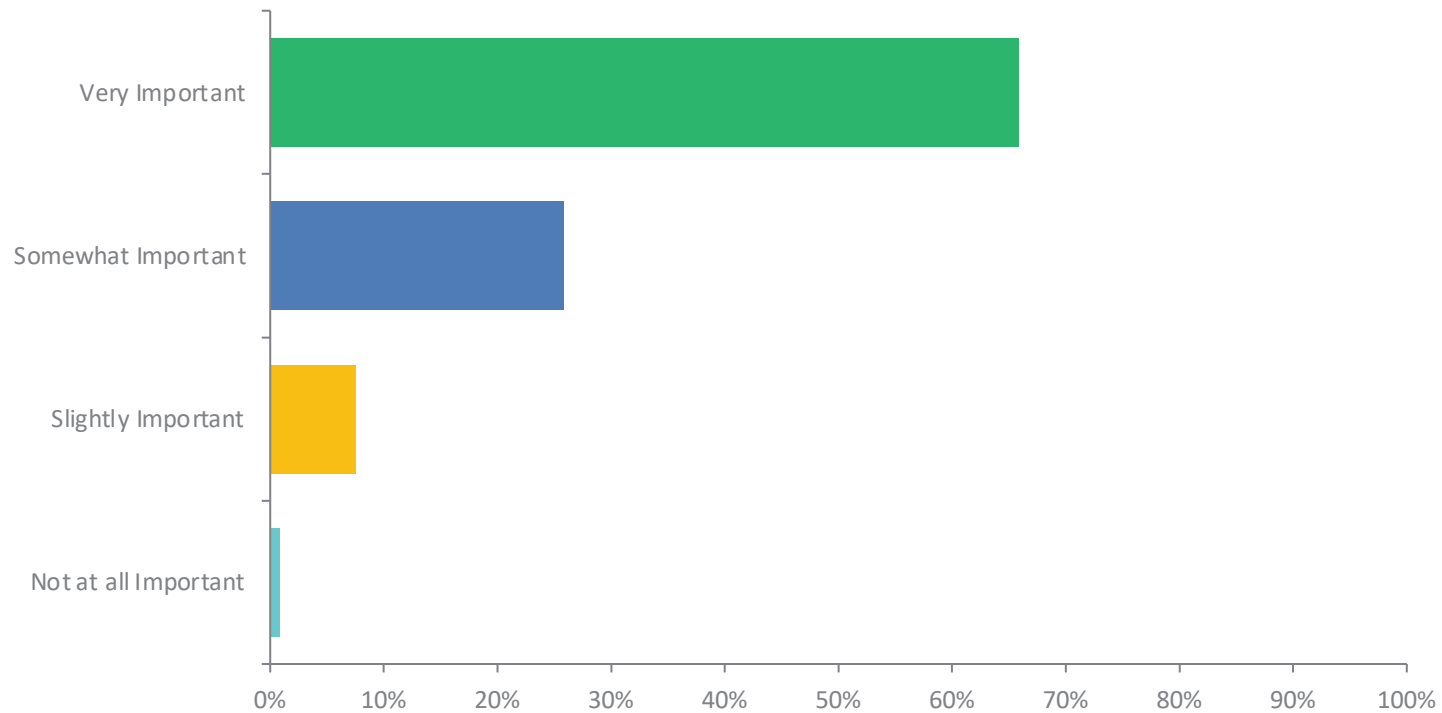
Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Important	25.00%	60
Somewhat Important	20.83%	50
Slightly Important	32.92%	79
Not at all Important	21.25%	51
TOTAL		240



**Q72: How important is it to you that our agency (the Lafayette Police Department) strives to broaden and enhance current training offerings in the next few years?**

Answered: 240 Skipped: 7



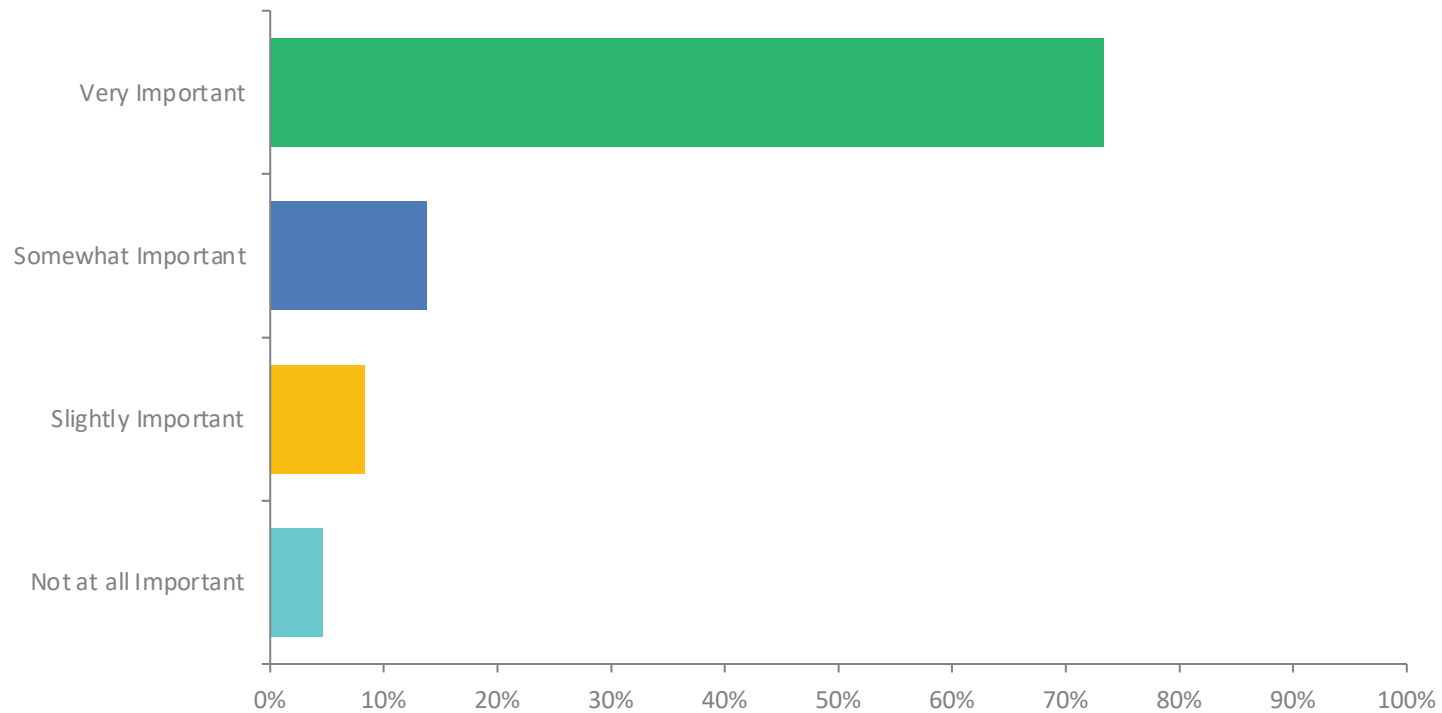
**Q72: How important is it to you that our agency (the Lafayette Police Department) strives to broaden and enhance current training offerings in the next few years?**

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Important	65.83%	158
Somewhat Important	25.83%	62
Slightly Important	7.50%	18
Not at all Important	0.83%	2
TOTAL		240

**Q73: How important is it to you that our agency (the Lafayette Police Department) strives to improve the FTO program in the next few years?**

Answered: 240 Skipped: 7



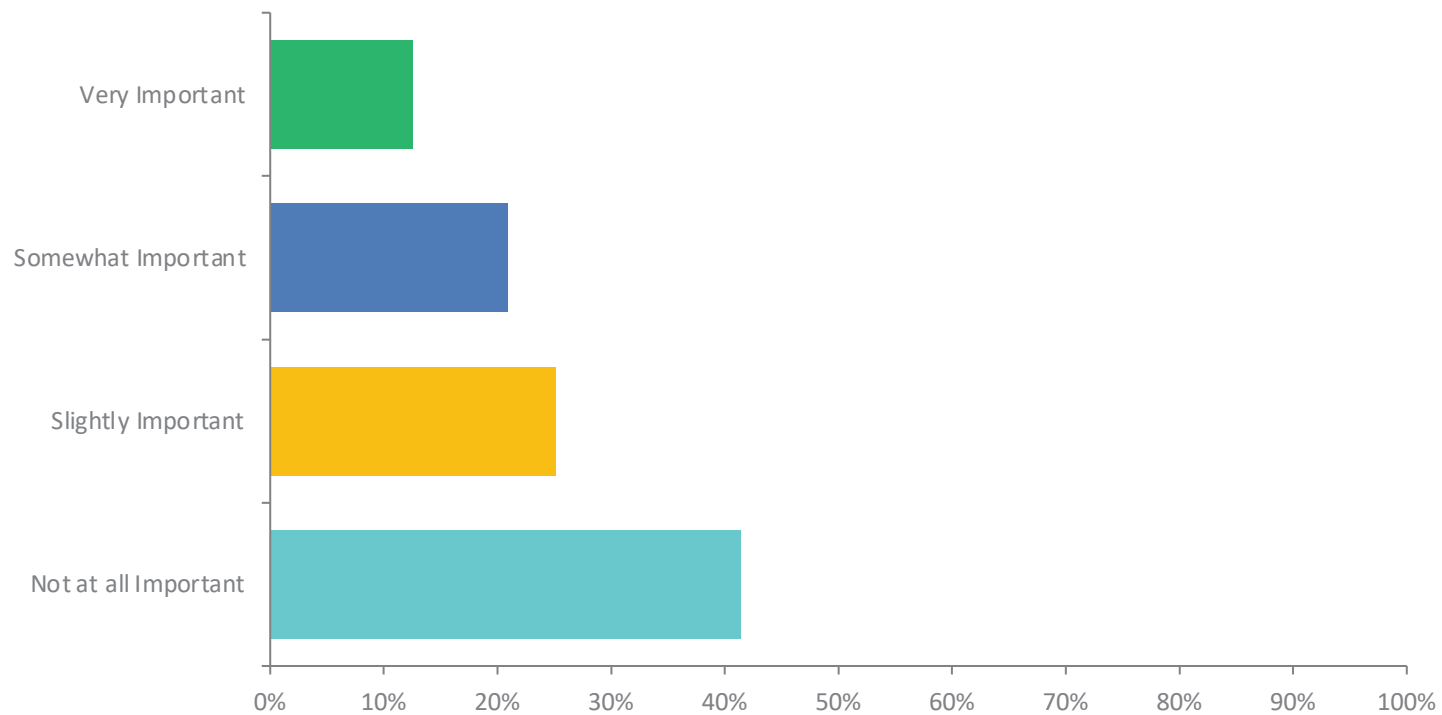
**Q73: How important is it to you that our agency (the Lafayette Police Department) strives to improve the FTO program in the next few years?**

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Important	73.33%	176
Somewhat Important	13.75%	33
Slightly Important	8.33%	20
Not at all Important	4.58%	11
TOTAL		240

**Q74: How important is it to you that our agency (the Lafayette Police Department) strives to solicit more community input on police operations in the next few years?**

Answered: 239 Skipped: 8



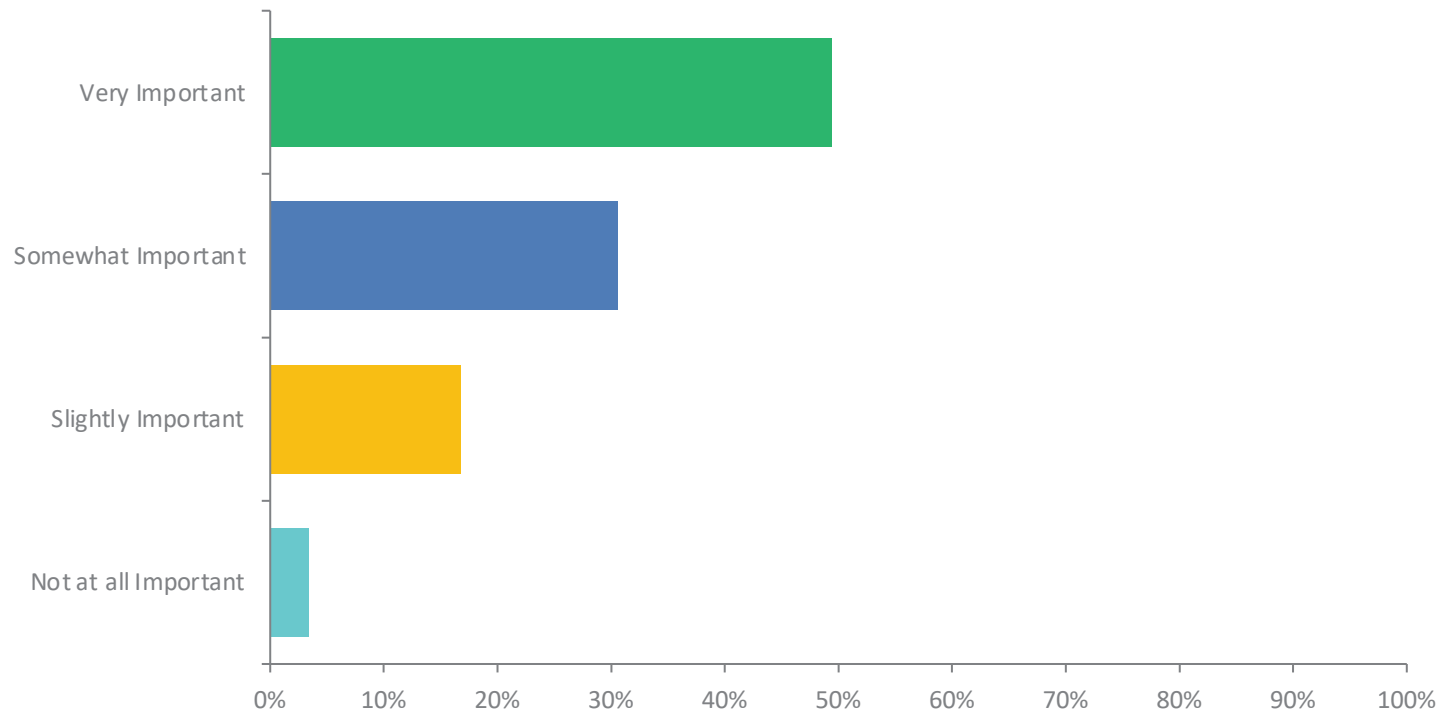
**Q74: How important is it to you that our agency (the Lafayette Police Department) strives to solicit more community input on police operations in the next few years?**

Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Important	12.55%	30
Somewhat Important	20.92%	50
Slightly Important	25.10%	60
Not at all Important	41.42%	99
TOTAL		239

**Q75: How important is it to you that our agency (the Lafayette Police Department) strives to review and rate training programs for effectiveness and applicability in the next few years?**

Answered: 239 Skipped: 8



**Q75: How important is it to you that our agency (the Lafayette Police Department) strives to review and rate training programs for effectiveness and applicability in the next few years?**

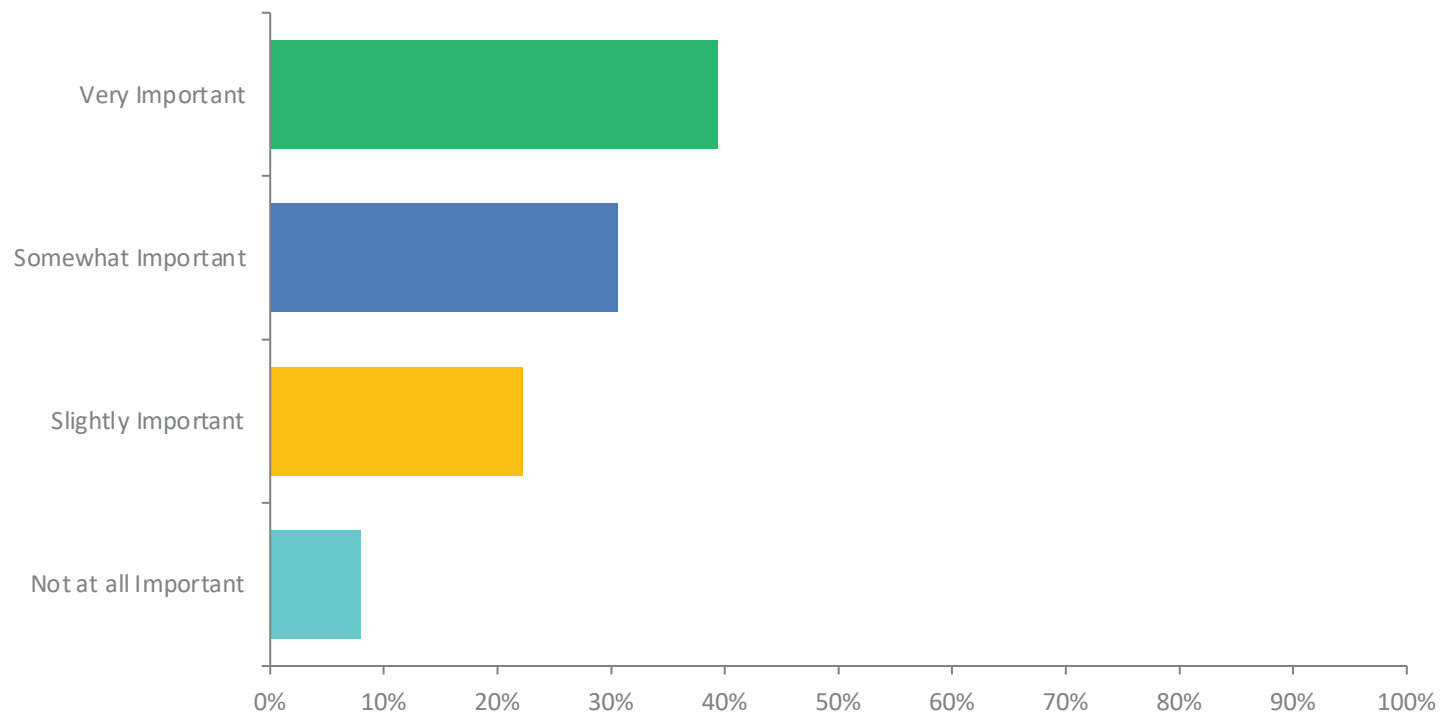
Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Important	49.37%	118
Somewhat Important	30.54%	73
Slightly Important	16.74%	40
Not at all Important	3.35%	8
TOTAL		239



**Q76: How important is it to you that our agency (the Lafayette Police Department) strives to improve personnel evaluations and procedures in the next few years?**

Answered: 239 Skipped: 8



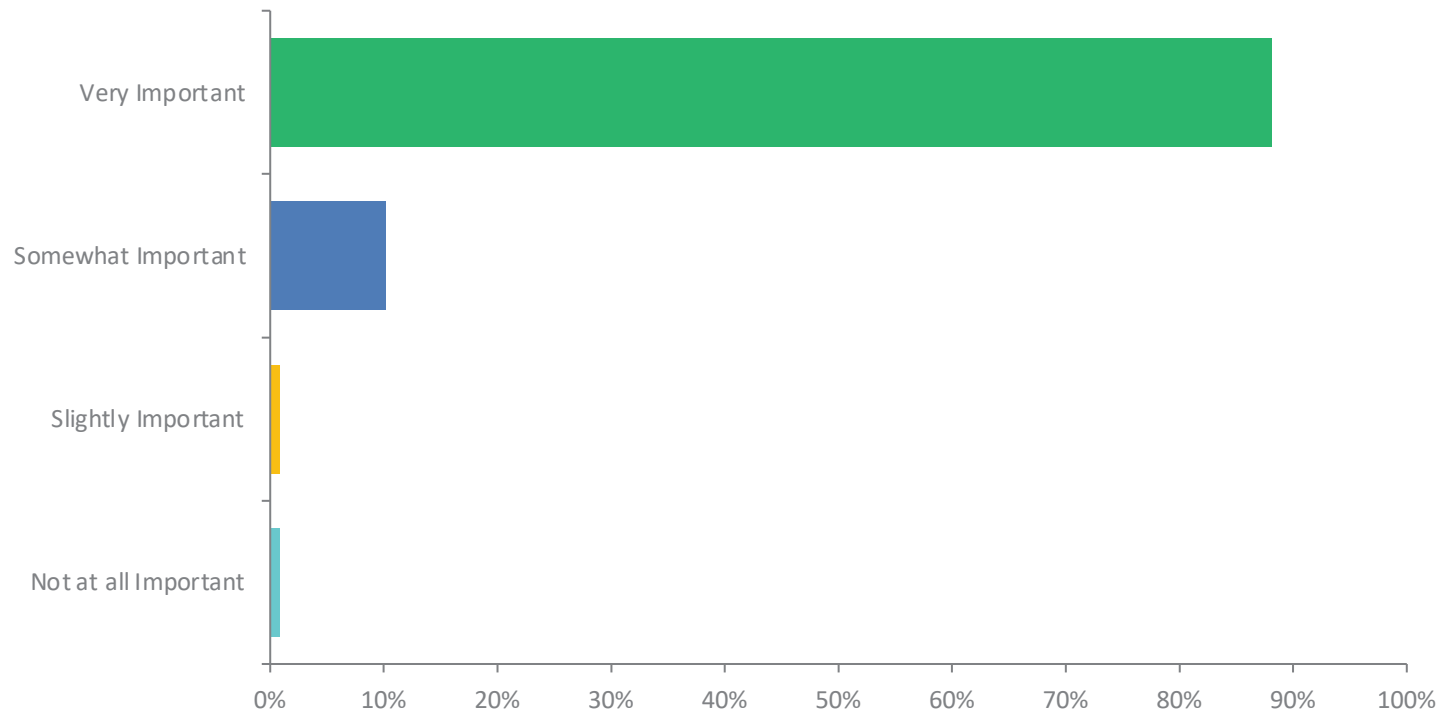
**Q76: How important is it to you that our agency (the Lafayette Police Department) strives to improve personnel evaluations and procedures in the next few years?**

Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Important	39.33%	94
Somewhat Important	30.54%	73
Slightly Important	22.18%	53
Not at all Important	7.95%	19
TOTAL		239

**Q77: How important is it to you that our agency (the Lafayette Police Department) strives to increase pay and benefits in the next few years?**

Answered: 236 Skipped: 11



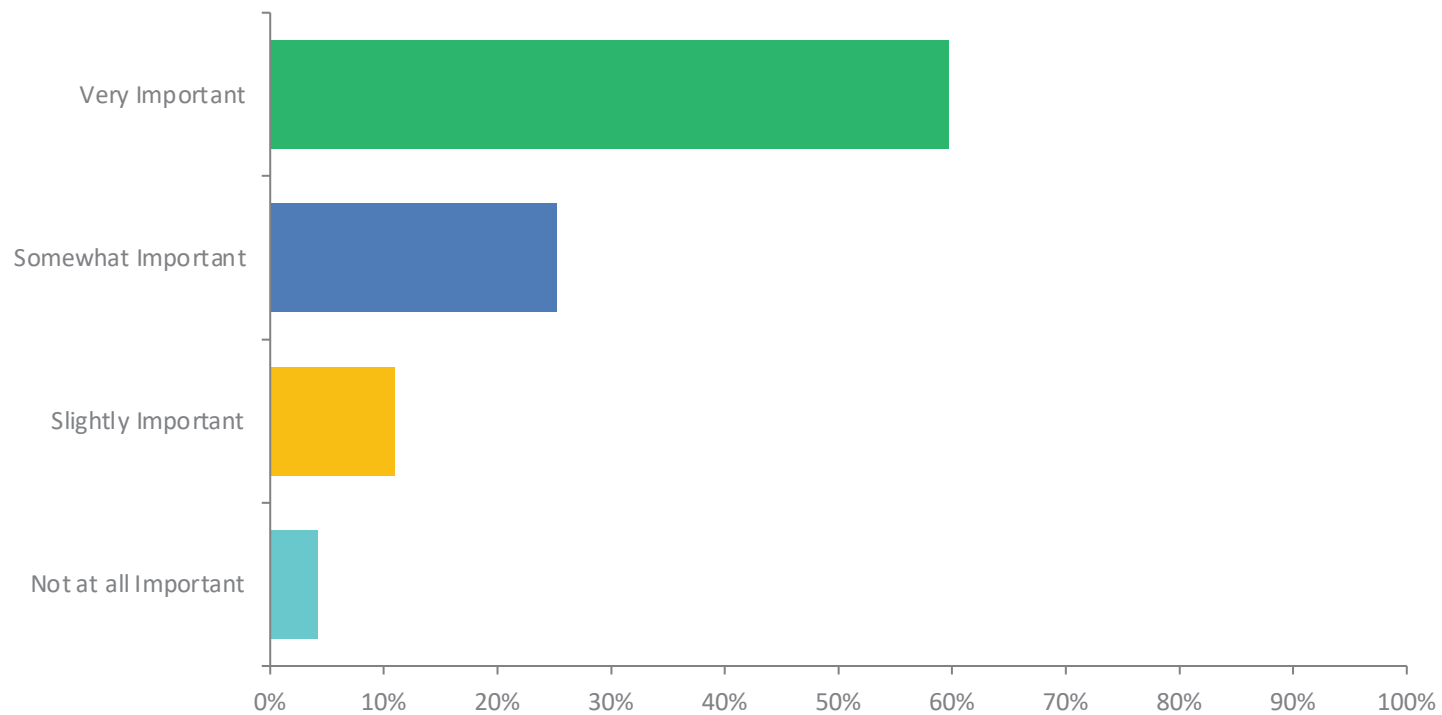
**Q77: How important is it to you that our agency (the Lafayette Police Department) strives to increase pay and benefits in the next few years?**

Answered: 236 Skipped: 11

ANSWER CHOICES	RESPONSES	
Very Important	88.14%	208
Somewhat Important	10.17%	24
Slightly Important	0.85%	2
Not at all Important	0.85%	2
TOTAL		236

**Q78: How important is it to you that our agency (the Lafayette Police Department) strives to provide crime prevention services in the next few years?**

Answered: 238 Skipped: 9



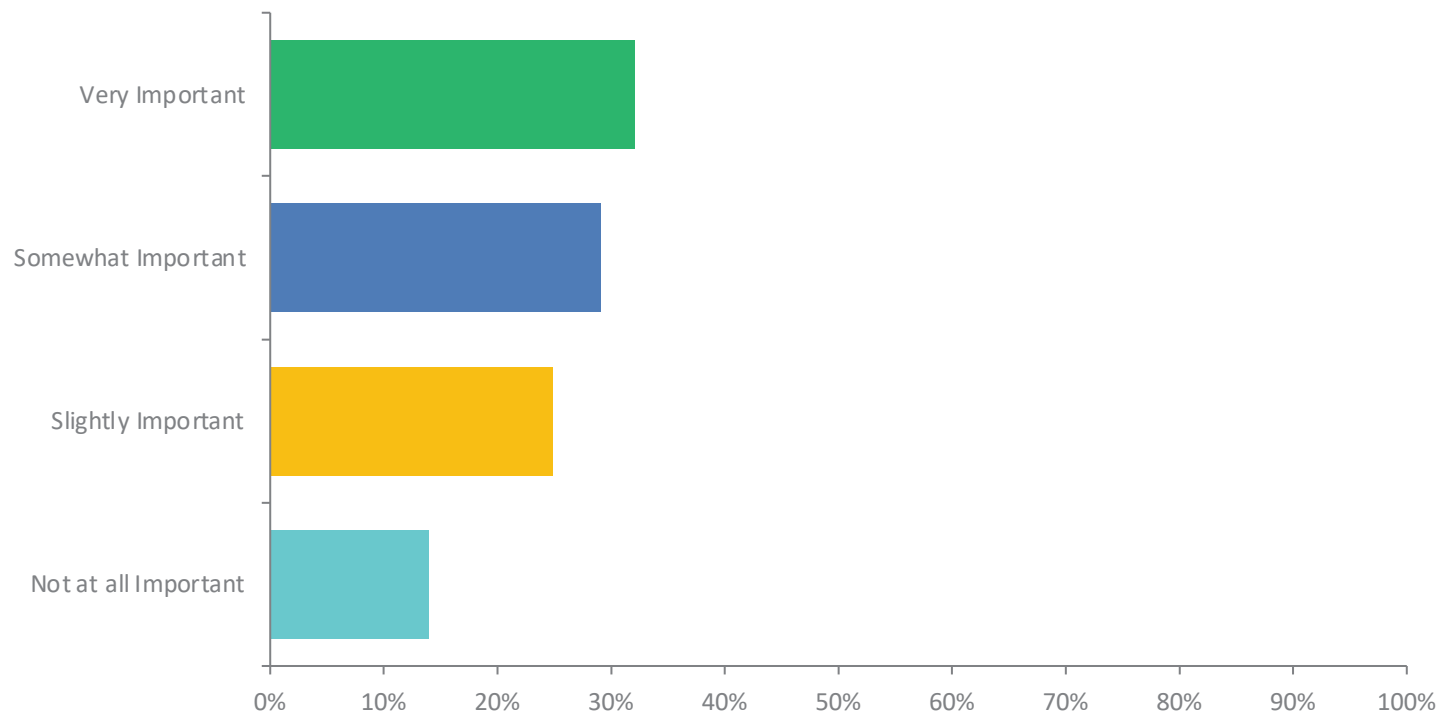
**Q78: How important is it to you that our agency (the Lafayette Police Department) strives to provide crime prevention services in the next few years?**

Answered: 238 Skipped: 9

ANSWER CHOICES	RESPONSES	
Very Important	59.66%	142
Somewhat Important	25.21%	60
Slightly Important	10.92%	26
Not at all Important	4.20%	10
TOTAL		238

**Q79: How important is it to you that our agency (the Lafayette Police Department) strives to provide youth services for the community in the next few years?**

Answered: 237 Skipped: 10



**Q79: How important is it to you that our agency (the Lafayette Police Department) strives to provide youth services for the community in the next few years?**

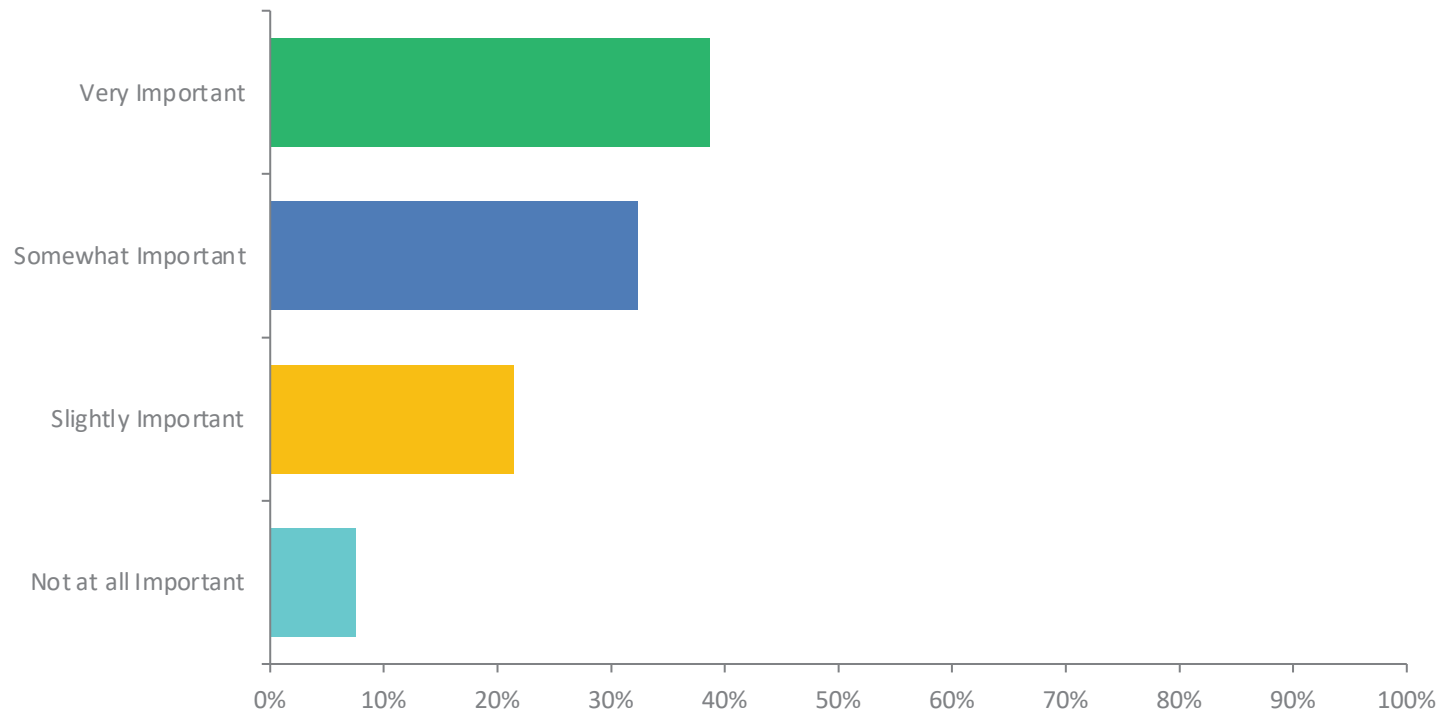
Answered: 237 Skipped: 10

ANSWER CHOICES	RESPONSES	
Very Important	32.07%	76
Somewhat Important	29.11%	69
Slightly Important	24.89%	59
Not at all Important	13.92%	33
TOTAL		237



**Q80: How important is it to you that our agency (the Lafayette Police Department) strives to work with other partners on training/education/prevention programs in the next few years?**

Answered: 238 Skipped: 9



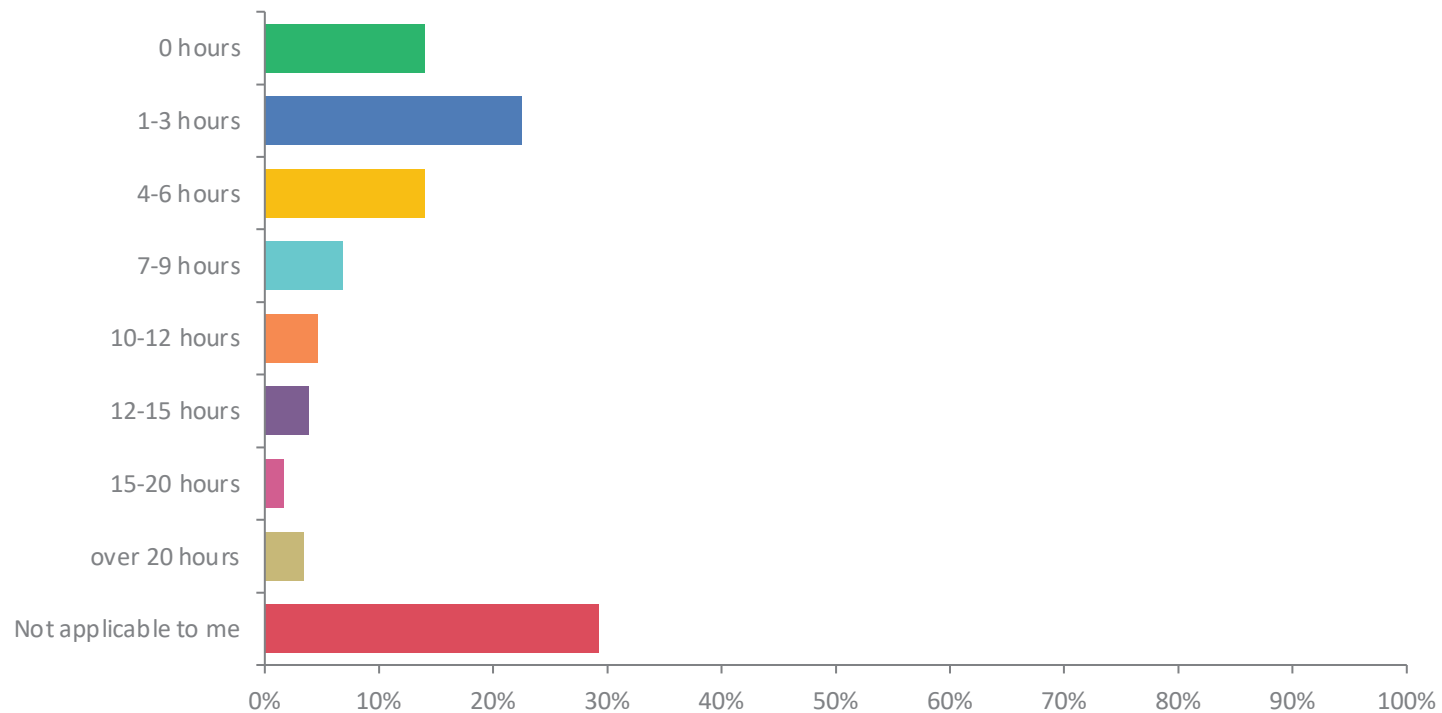
**Q80: How important is it to you that our agency (the Lafayette Police Department) strives to work with other partners on training/education/prevention programs in the next few years?**

Answered: 238 Skipped: 9

ANSWER CHOICES	RESPONSES	
Very Important	38.66%	92
Somewhat Important	32.35%	77
Slightly Important	21.43%	51
Not at all Important	7.56%	18
TOTAL		238

**Q81: If you are a sworn officer, during the course of an average work week, how many hours do you spend engaged in preventative police work (i.e. making informal contacts with residents/kids, identifying potential problems and attempting to address them, voluntary “park, lock & walks” etc...)?**

Answered: 236 Skipped: 11



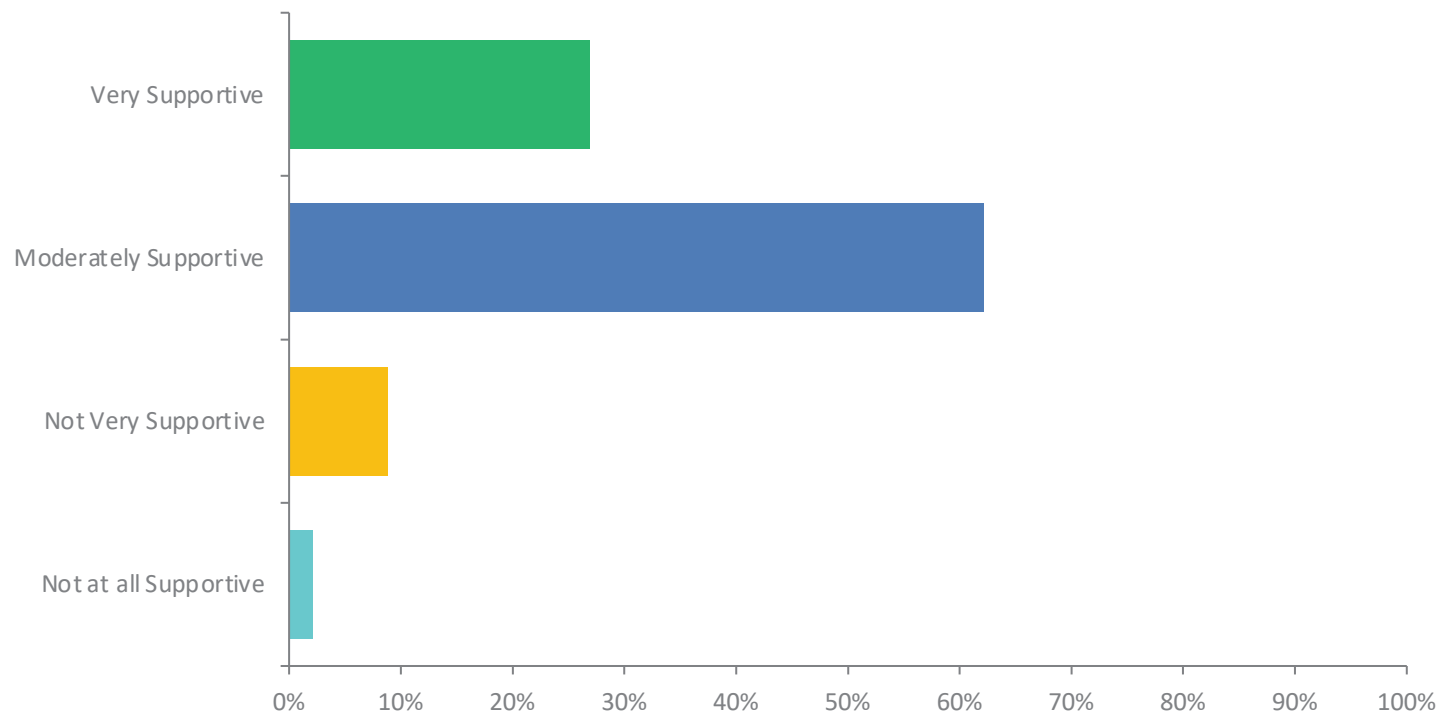
**Q81: If you are a sworn officer, during the course of an average work week, how many hours do you spend engaged in preventative police work (i.e. making informal contacts with residents/kids, identifying potential problems and attempting to address them, voluntary “park, lock & walks” etc...)?**

Answered: 236 Skipped: 11

ANSWER CHOICES	RESPONSES	
0 hours	13.98%	33
1-3 hours	22.46%	53
4-6 hours	13.98%	33
7-9 hours	6.78%	16
10-12 hours	4.66%	11
12-15 hours	3.81%	9
15-20 hours	1.69%	4
over 20 hours	3.39%	8
Not applicable to me	29.24%	69
<b>TOTAL</b>		<b>236</b>

## Q82: How supportive are the Lafayette residents of the Lafayette Police Department?

Answered: 238 Skipped: 9



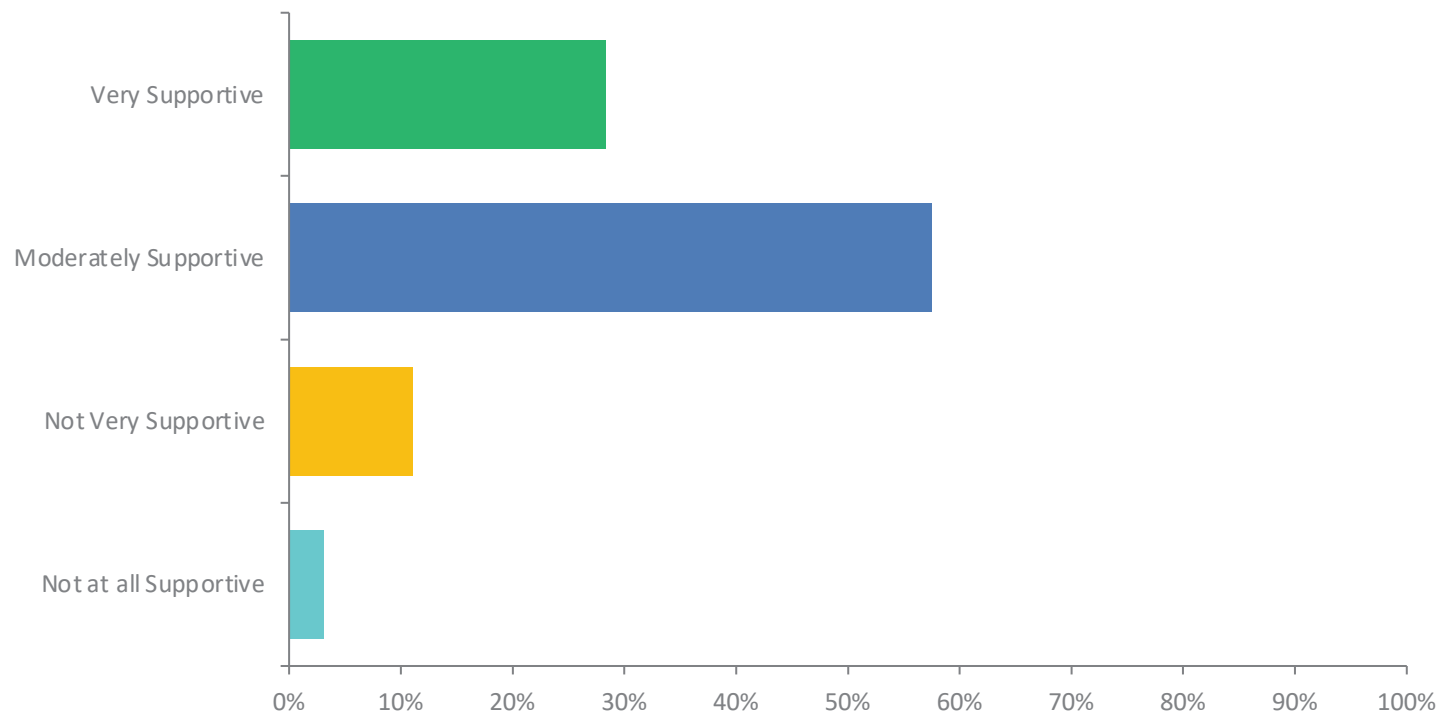
## Q82: How supportive are the Lafayette residents of the Lafayette Police Department?

Answered: 238 Skipped: 9

ANSWER CHOICES	RESPONSES	
Very Supportive	26.89%	64
Moderately Supportive	62.18%	148
Not Very Supportive	8.82%	21
Not at all Supportive	2.10%	5
TOTAL		238

## Q83: How supportive is the Mayor of the Lafayette Police Department?

Answered: 226 Skipped: 21



## Q83: How supportive is the Mayor of the Lafayette Police Department?

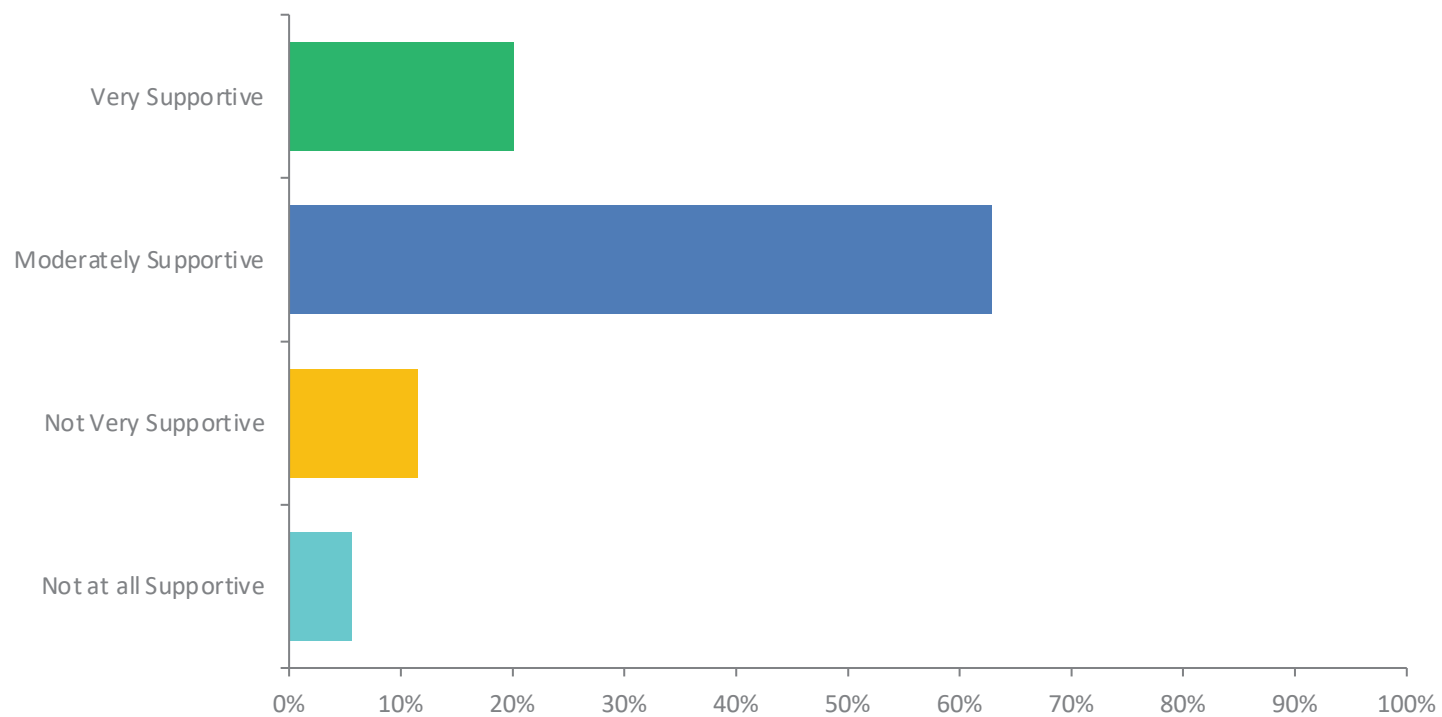
Answered: 226 Skipped: 21

ANSWER CHOICES	RESPONSES	
Very Supportive	28.32%	64
Moderately Supportive	57.52%	130
Not Very Supportive	11.06%	25
Not at all Supportive	3.10%	7
TOTAL		226



## Q84: How supportive is the City Council of the Lafayette Police Department?

Answered: 234 Skipped: 13



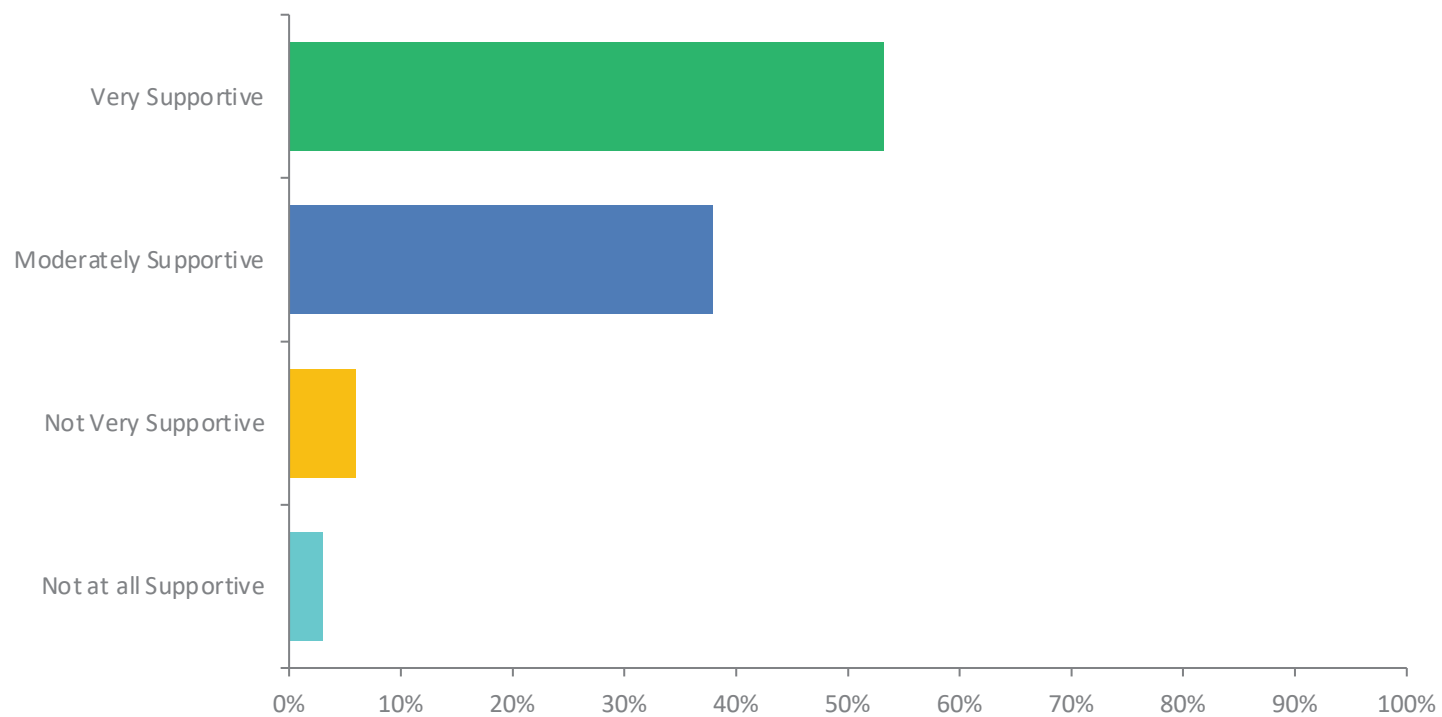
## Q84: How supportive is the City Council of the Lafayette Police Department?

Answered: 234 Skipped: 13

ANSWER CHOICES	RESPONSES	
Very Supportive	20.09%	47
Moderately Supportive	62.82%	147
Not Very Supportive	11.54%	27
Not at all Supportive	5.56%	13
TOTAL		234

## Q85: How supportive is the Civil Service Board of the Lafayette Police Department?

Answered: 235 Skipped: 12



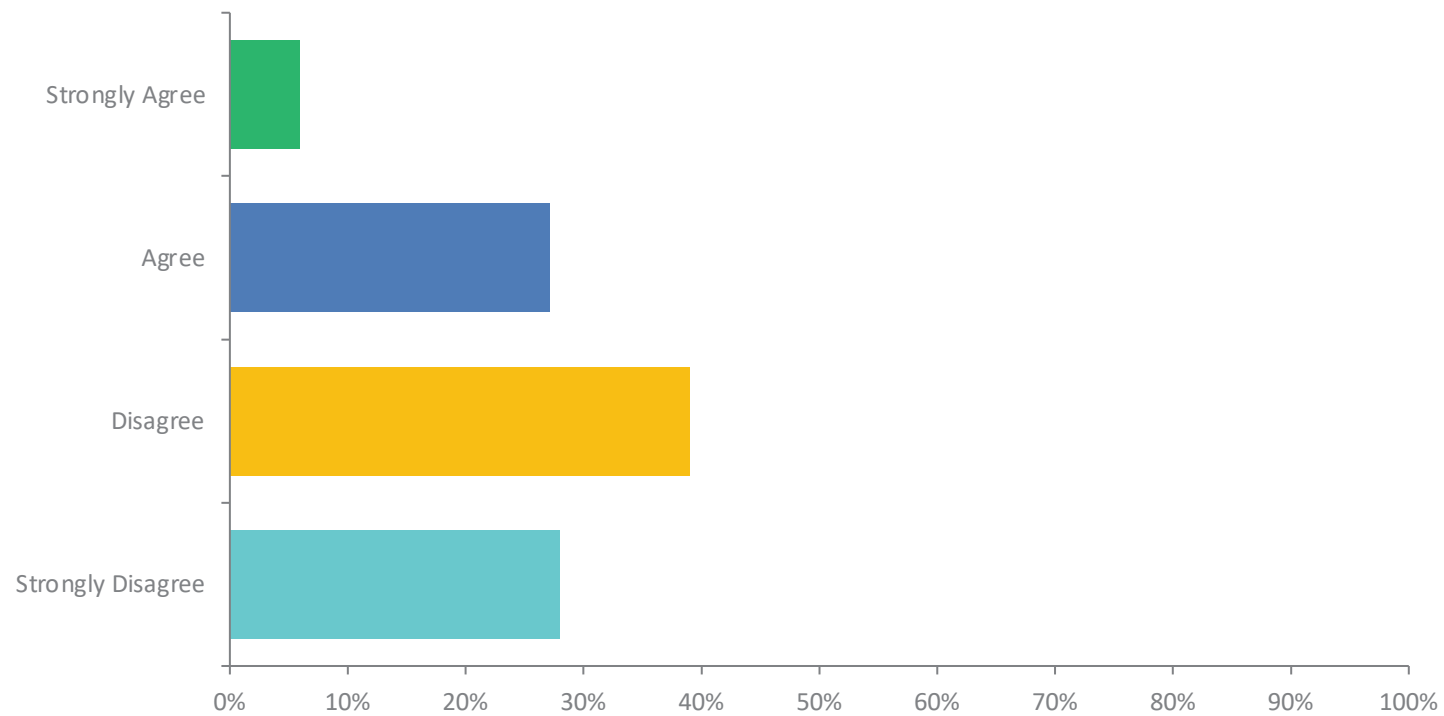
## Q85: How supportive is the Civil Service Board of the Lafayette Police Department?

Answered: 235 Skipped: 12

ANSWER CHOICES	RESPONSES	
Very Supportive	53.19%	125
Moderately Supportive	37.87%	89
Not Very Supportive	5.96%	14
Not at all Supportive	2.98%	7
TOTAL		235

**Q86: The current level of accountability that everyone is held to within the department is acceptable.**

Answered: 236 Skipped: 11



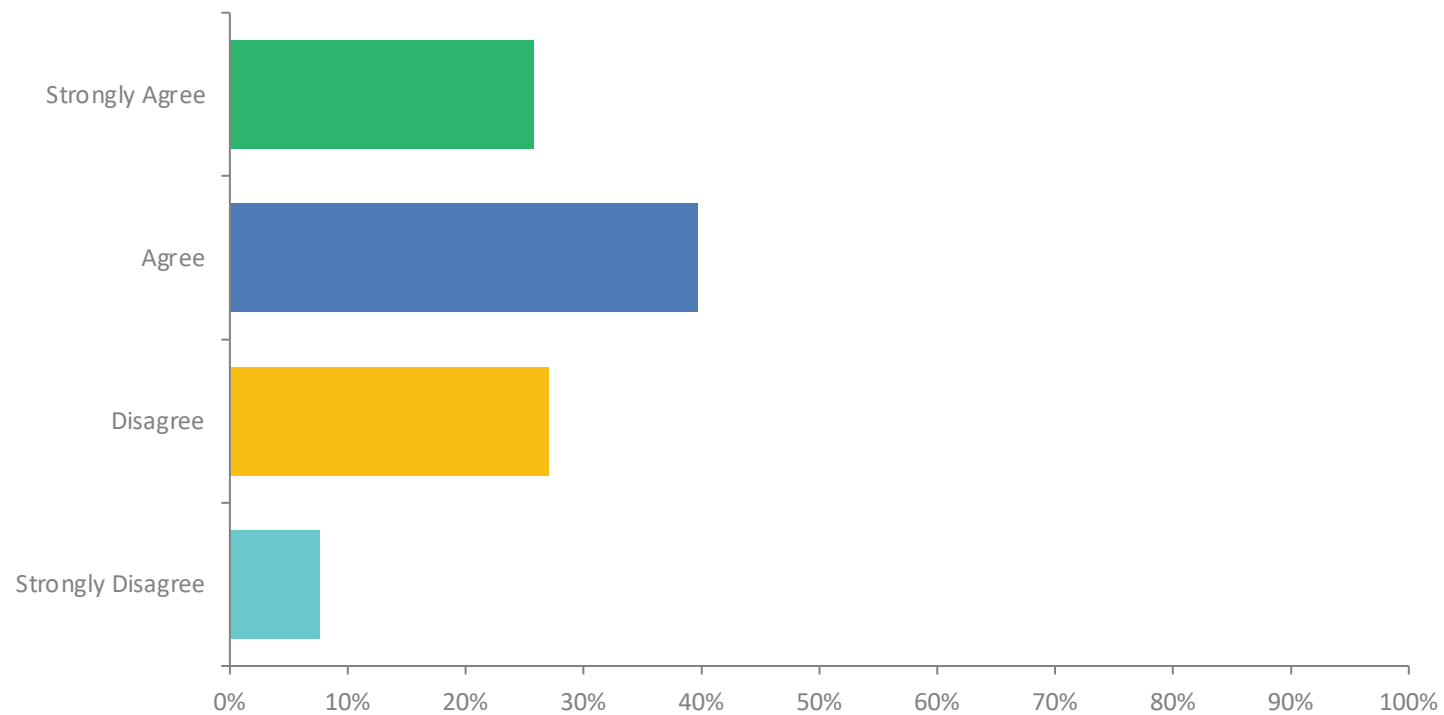
**Q86: The current level of accountability that everyone is held to within the department is acceptable.**

Answered: 236 Skipped: 11

ANSWER CHOICES	RESPONSES	
Strongly Agree	5.93%	14
Agree	27.12%	64
Disagree	38.98%	92
Strongly Disagree	27.97%	66
TOTAL		236

**Q87: If we are asked to address more “quality of life” issues it will detract from our ability to fight serious crime.**

Answered: 237 Skipped: 10



**Q87: If we are asked to address more “quality of life” issues it will detract from our ability to fight serious crime.**

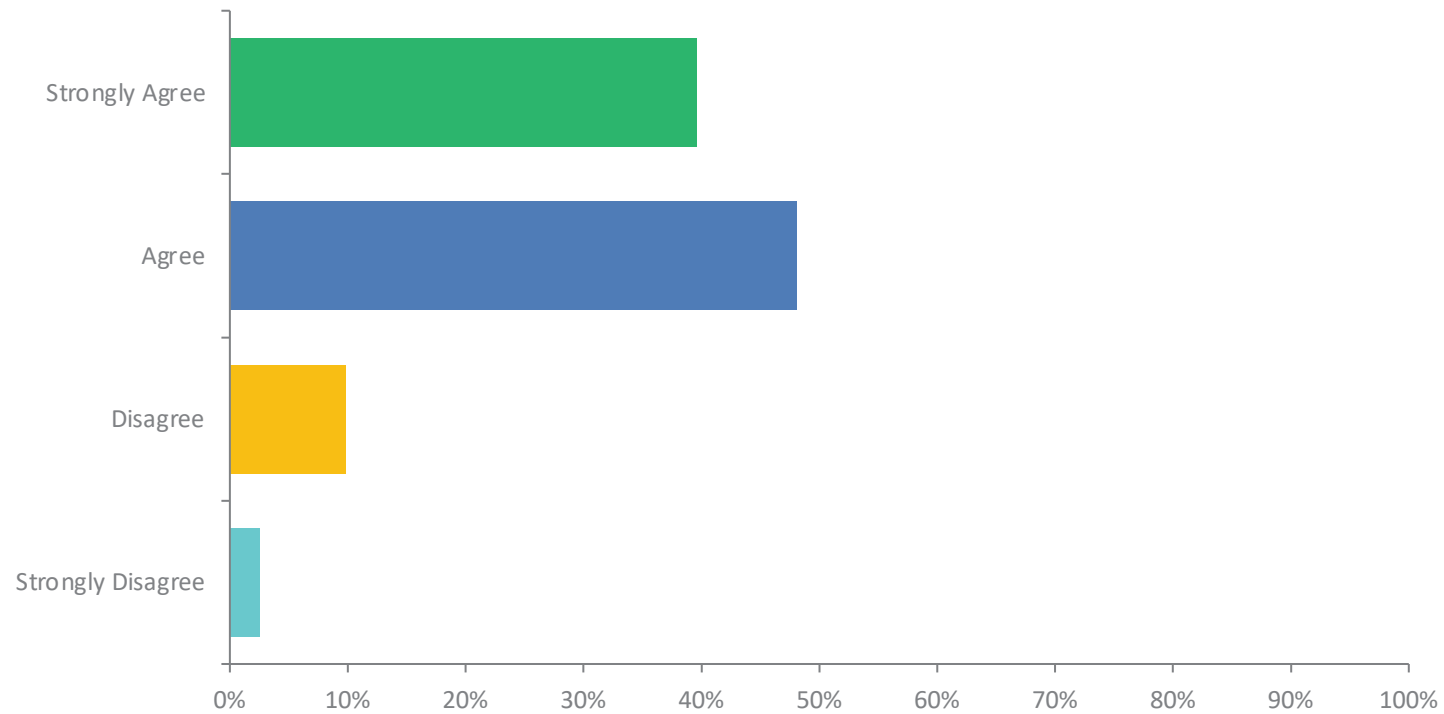
Answered: 237 Skipped: 10

ANSWER CHOICES	RESPONSES	
Strongly Agree	25.74%	61
Agree	39.66%	94
Disagree	27.00%	64
Strongly Disagree	7.59%	18
TOTAL		237



**Q88: An officer assigned to a fixed area with discretion and ability for crime prevention and problem solving is advantageous.**

Answered: 235 Skipped: 12



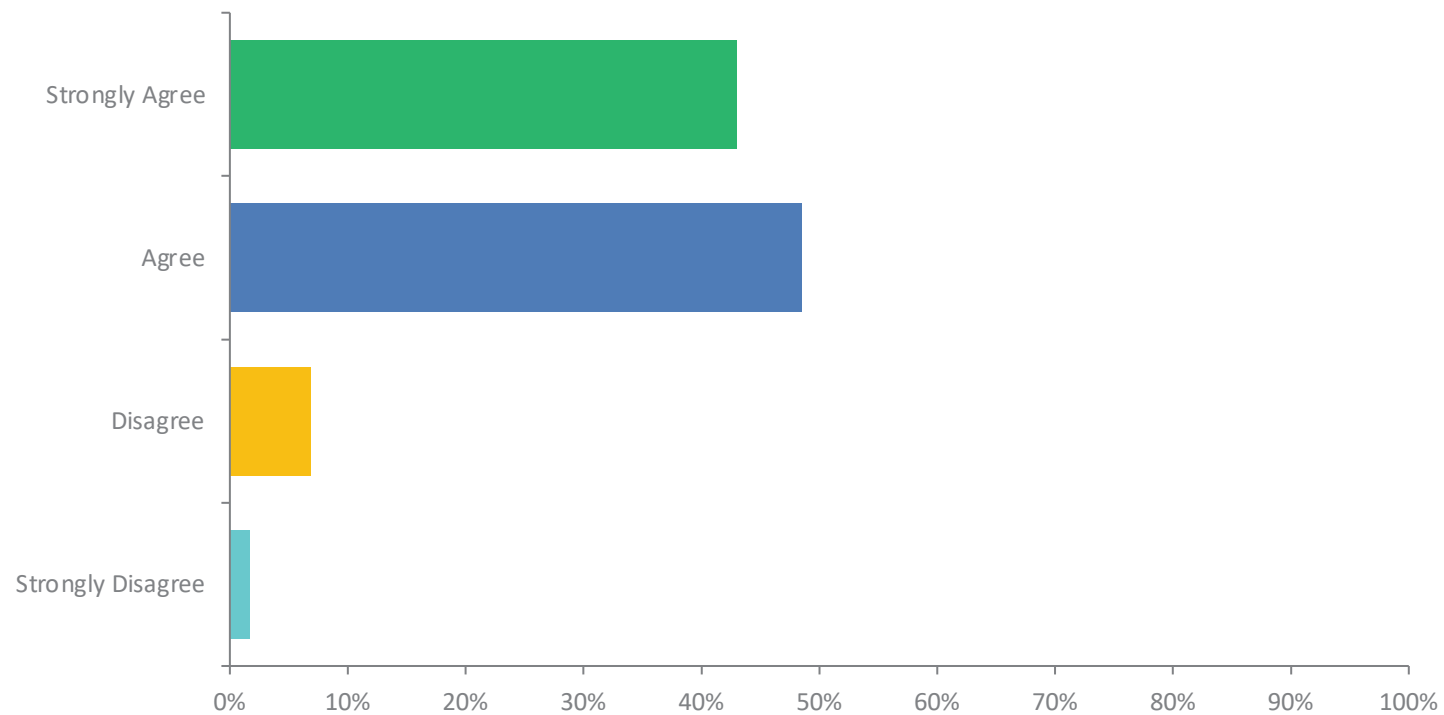
**Q88: An officer assigned to a fixed area with discretion and ability for crime prevention and problem solving is advantageous.**

Answered: 235 Skipped: 12

ANSWER CHOICES	RESPONSES	
Strongly Agree	39.57%	93
Agree	48.09%	113
Disagree	9.79%	23
Strongly Disagree	2.55%	6
TOTAL		235

### Q89: Officers are more effective if they “look beyond the call” to get to the root of the problem.

Answered: 235 Skipped: 12



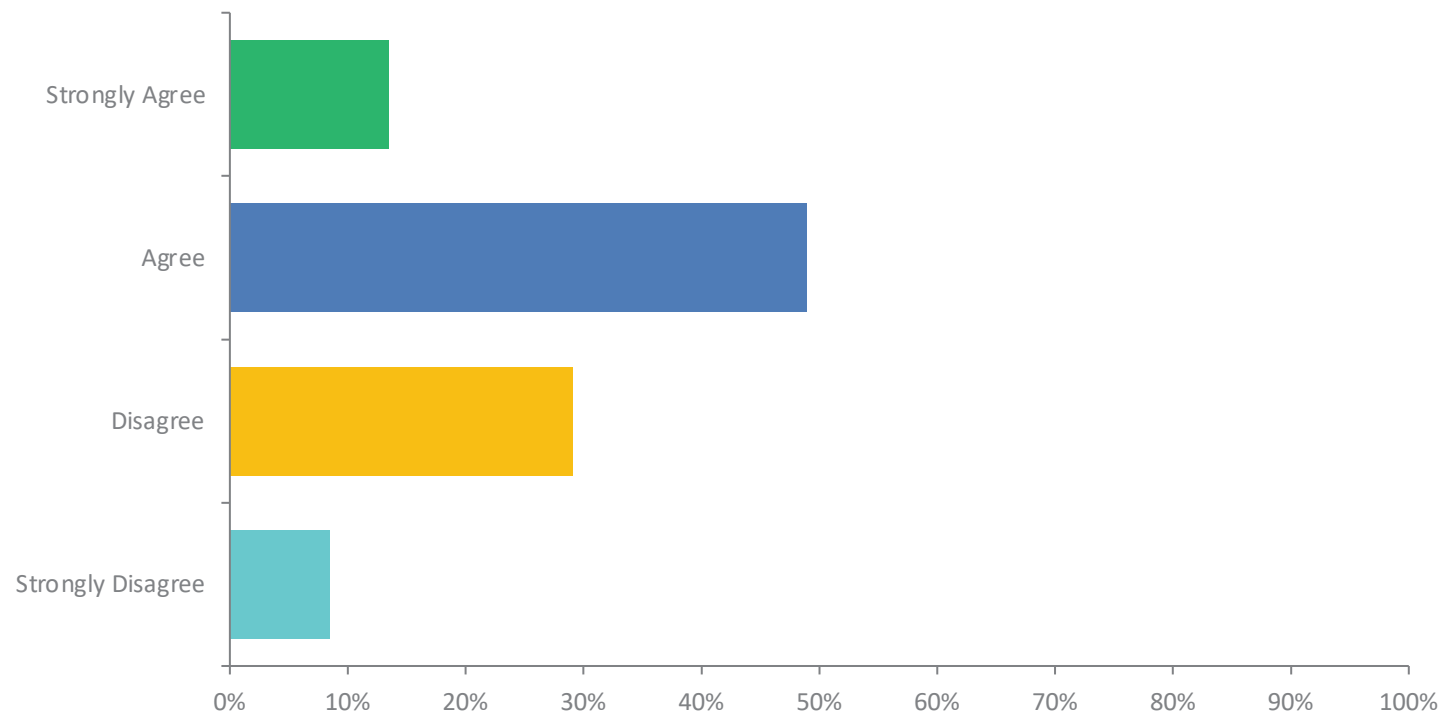
**Q89: Officers are more effective if they “look beyond the call” to get to the root of the problem.**

Answered: 235 Skipped: 12

ANSWER CHOICES	RESPONSES	
Strongly Agree	42.98%	101
Agree	48.51%	114
Disagree	6.81%	16
Strongly Disagree	1.70%	4
TOTAL		235

## Q90: Communication between officers on different shifts and support services is adequate.

Answered: 237 Skipped: 10



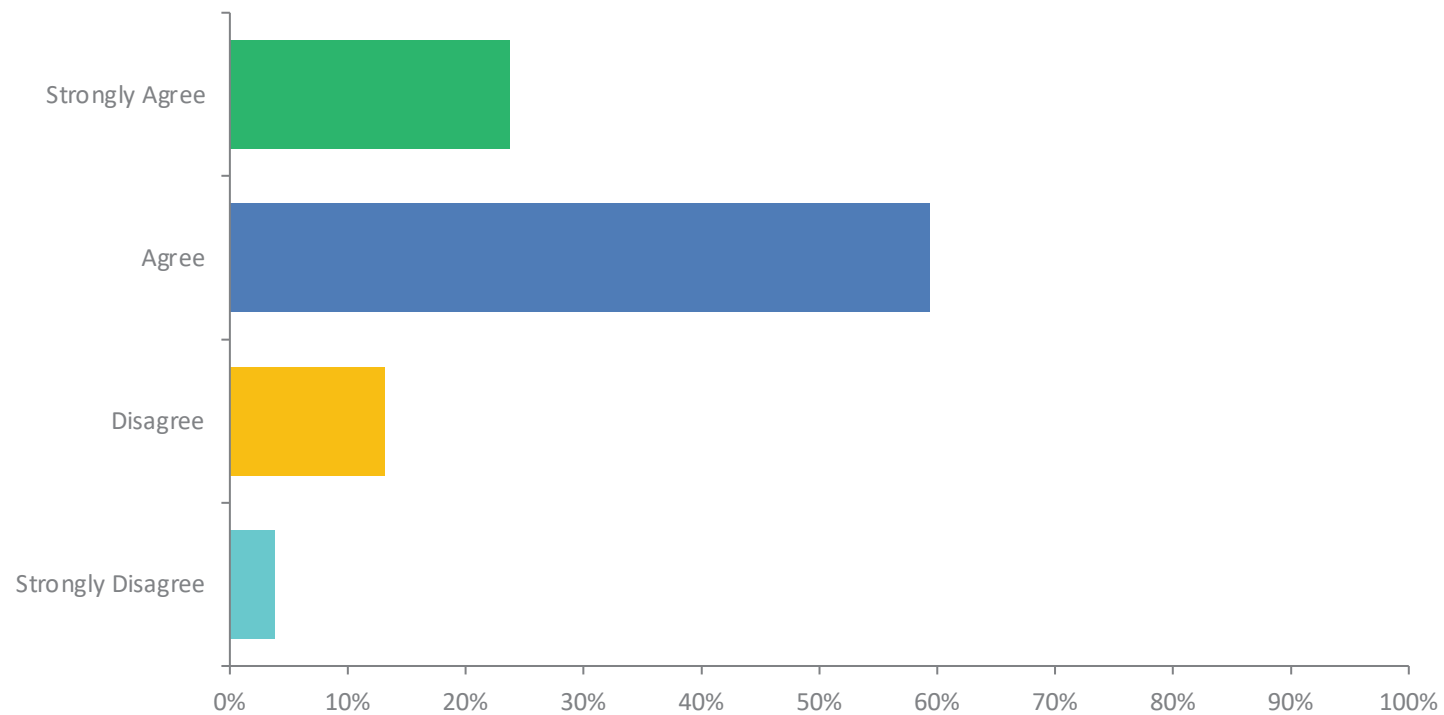
**Q90: Communication between officers on different shifts and support services is adequate.**

Answered: 237 Skipped: 10

ANSWER CHOICES	RESPONSES	
Strongly Agree	13.50%	32
Agree	48.95%	116
Disagree	29.11%	69
Strongly Disagree	8.44%	20
TOTAL		237

## Q91: Police employees consistently provide quality service and product to our “customers”.

Answered: 236 Skipped: 11



### Q91: Police employees consistently provide quality service and product to our “customers”.

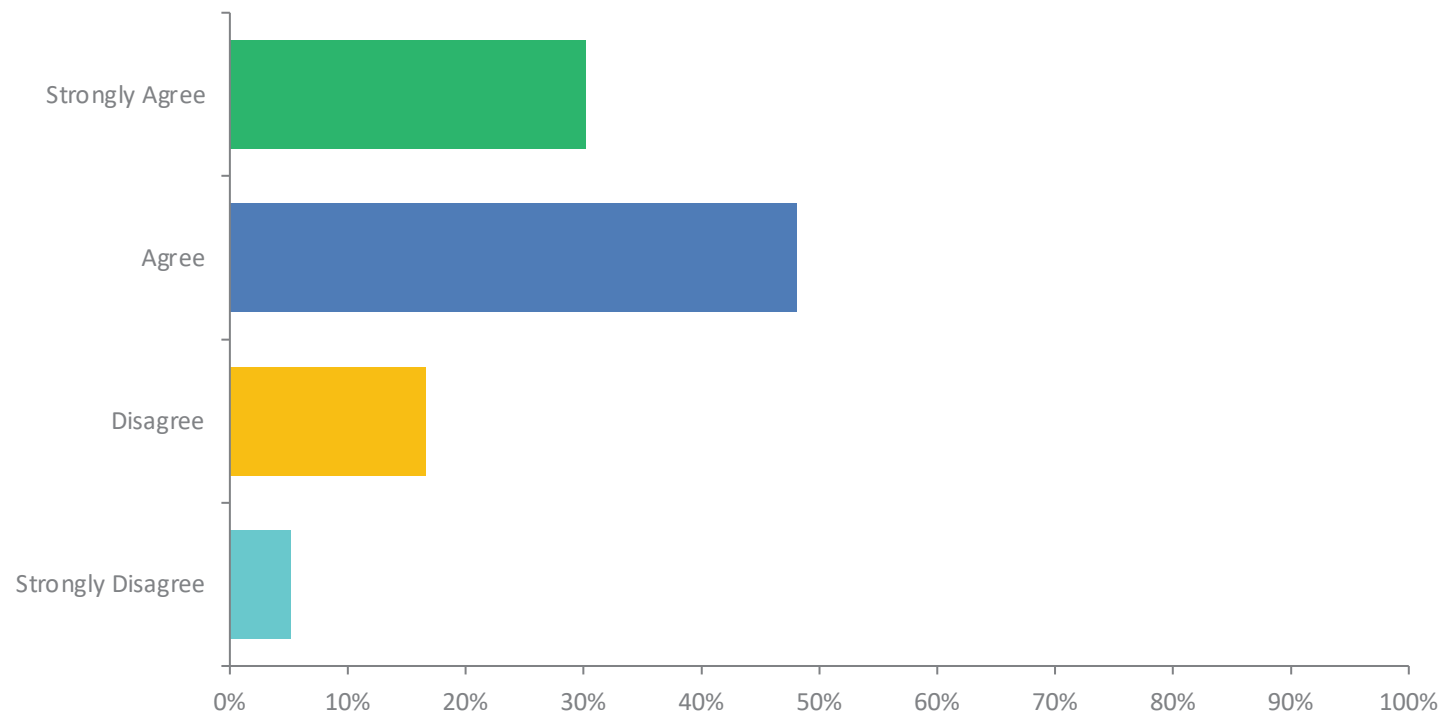
Answered: 236 Skipped: 11

ANSWER CHOICES	RESPONSES	
Strongly Agree	23.73%	56
Agree	59.32%	140
Disagree	13.14%	31
Strongly Disagree	3.81%	9
TOTAL		236



## Q92: Officers should be expected to initiate activity during shifts rather than await assignments and calls.

Answered: 235 Skipped: 12



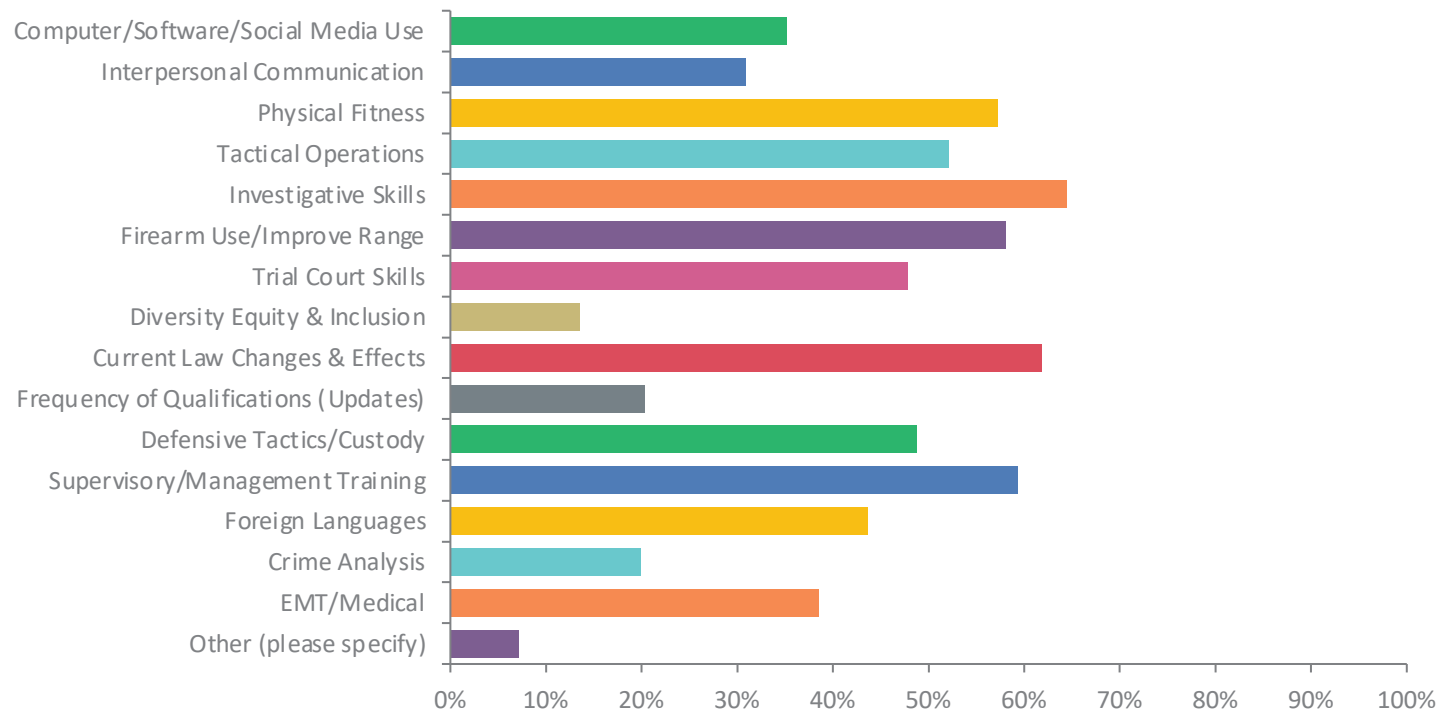
**Q92: Officers should be expected to initiate activity during shifts rather than await assignments and calls.**

Answered: 235 Skipped: 12

ANSWER CHOICES	RESPONSES	
Strongly Agree	30.21%	71
Agree	48.09%	113
Disagree	16.60%	39
Strongly Disagree	5.11%	12
TOTAL		235

## Q93: Which of the following trainings would you like to see implemented or expanded? (Please check all that apply)

Answered: 236 Skipped: 11



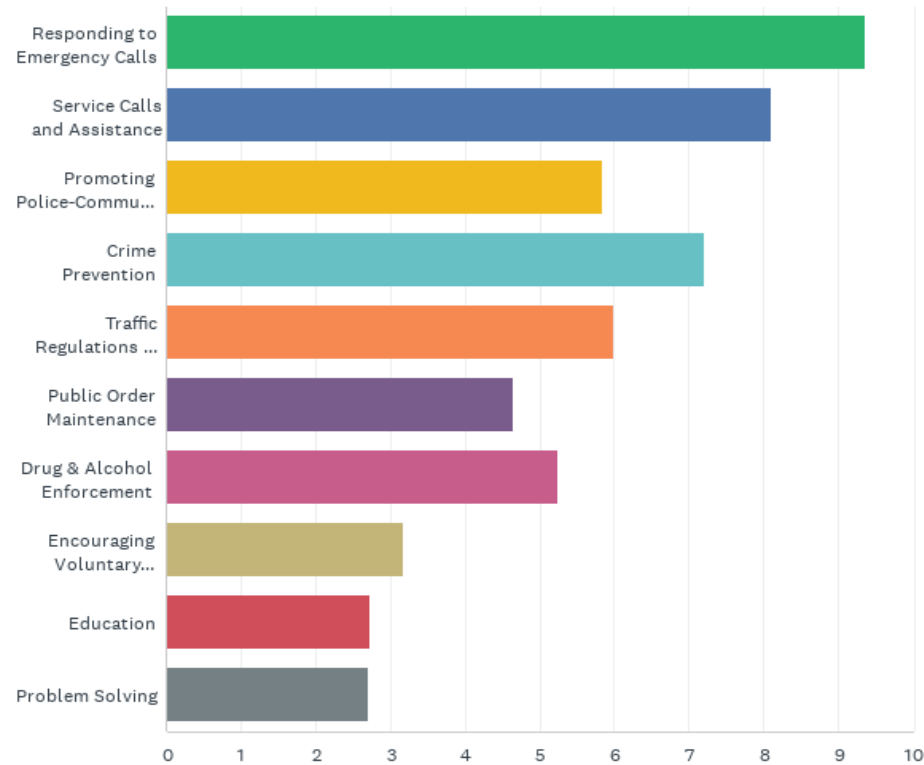
### Q93: Which of the following trainings would you like to see implemented or expanded? (Please check all that apply)

Answered: 236 Skipped: 11

ANSWER CHOICES	RESPONSES	
Computer/Software/Social Media Use	35.17%	83
Interpersonal Communication	30.93%	73
Physical Fitness	57.20%	135
Tactical Operations	52.12%	123
Investigative Skills	64.41%	152
Firearm Use/Improve Range	58.05%	137
Trial Court Skills	47.88%	113
Diversity Equity & Inclusion	13.56%	32
Current Law Changes & Effects	61.86%	146
Frequency of Qualifications (Updates)	20.34%	48
Defensive Tactics/Custody	48.73%	115
Supervisory/Management Training	59.32%	140
Foreign Languages	43.64%	103
Crime Analysis	19.92%	47
EMT/Medical	38.56%	91
Other (please specify)	7.20%	17
<b>TOTAL</b>		<b>1555</b>

**Q94: What do you think are the current policing priorities of this Department?  
(Please rank the TOP THREE - # 1, 2, 3 - “1” being the most important)**

Answered: 233 Skipped: 14



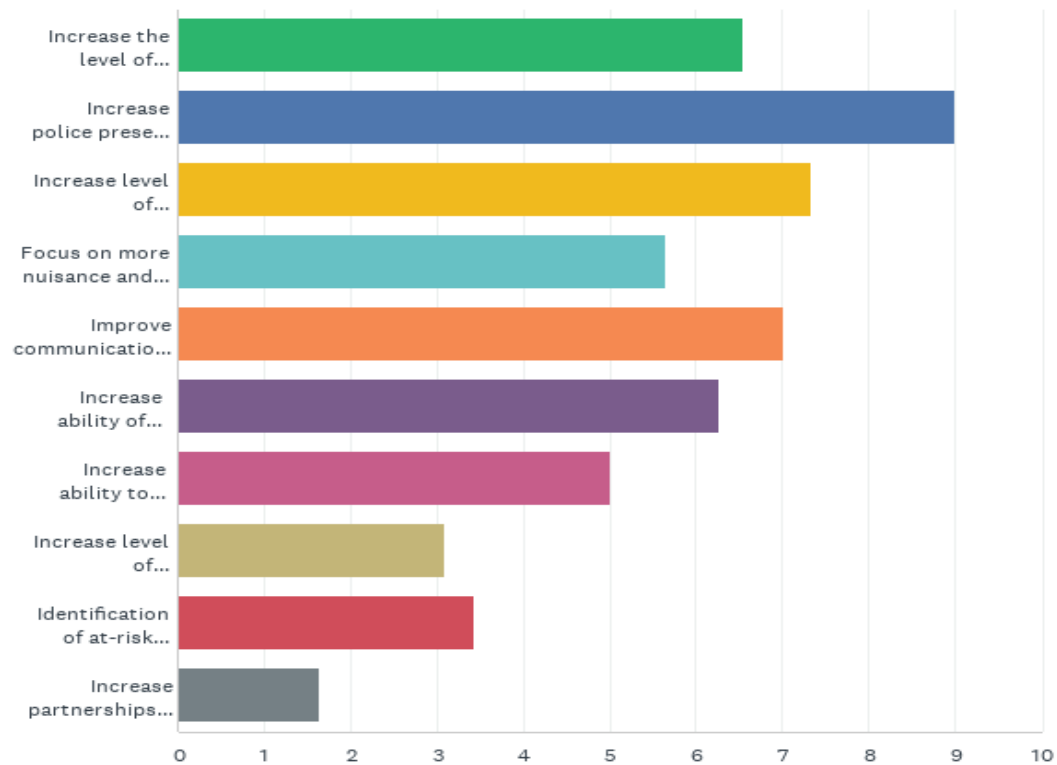
## Q94: What do you think are the current policing priorities of this Department? (Please rank the TOP THREE - # 1, 2, 3 - “1” being the most important)

Answered: 233 Skipped: 14

	1	2	3	4	5	6	7	8	9	10	TOTAL	SCORE
Responding to Emergency Calls	66.95% 156	18.45% 43	6.87% 16	4.72% 11	1.29% 3	0.00% 0	0.00% 0	1.72% 4	0.00% 0	0.00% 0	233	9.36
Service Calls and Assistance	9.87% 23	42.92% 100	19.74% 46	15.88% 37	6.01% 14	2.15% 5	1.29% 3	1.29% 3	0.43% 1	0.43% 1	233	8.11
Promoting Police-Community Partnerships & Collaborations	13.73% 32	6.01% 14	18.03% 42	12.88% 30	11.16% 26	4.29% 10	6.44% 15	3.43% 8	9.87% 23	14.16% 33	233	5.84
Crime Prevention	5.58% 13	15.45% 36	27.47% 64	24.89% 58	11.16% 26	9.01% 21	3.00% 7	0.86% 2	1.72% 4	0.86% 2	233	7.20
Traffic Regulations & Enforcement	0.86% 2	7.73% 18	8.15% 19	17.17% 40	35.19% 82	15.02% 35	7.73% 18	4.29% 10	2.15% 5	1.72% 4	233	6.00
Public Order Maintenance	0.86% 2	3.00% 7	1.29% 3	3.86% 9	13.73% 32	38.63% 90	15.88% 37	11.16% 26	6.44% 15	5.15% 12	233	4.64
Drug & Alcohol Enforcement	0.43% 1	3.86% 9	12.45% 29	10.73% 25	12.02% 28	11.59% 27	38.20% 89	8.58% 20	0.43% 1	1.72% 4	233	5.25
Encouraging Voluntary Compliance of Laws & Regulations	0.86% 2	1.29% 3	0.86% 2	3.00% 7	2.15% 5	3.86% 9	9.87% 23	50.64% 118	18.88% 44	8.58% 20	233	3.18
Education	0.43% 1	0.43% 1	2.15% 5	2.15% 5	3.00% 7	4.29% 10	8.58% 20	13.30% 31	51.93% 121	13.73% 32	233	2.72
Problem Solving	0.43% 1	0.86% 2	3.00% 7	4.72% 11	4.29% 10	11.16% 26	9.01% 21	4.72% 11	8.15% 19	53.65% 125	233	2.71

**Q95: Please rank the top five (5) activities from the list below that you think **SHOULD BE** the focus of the Department's current policing strategy? (Please rank 1-5, "1" being the most important)**

Answered: 220 Skipped: 27



**Q95: Please rank the top five (5) activities from the list below that you think SHOULD BE the focus of the Department's current policing strategy? (Please rank 1-5, "1" being the most important)**

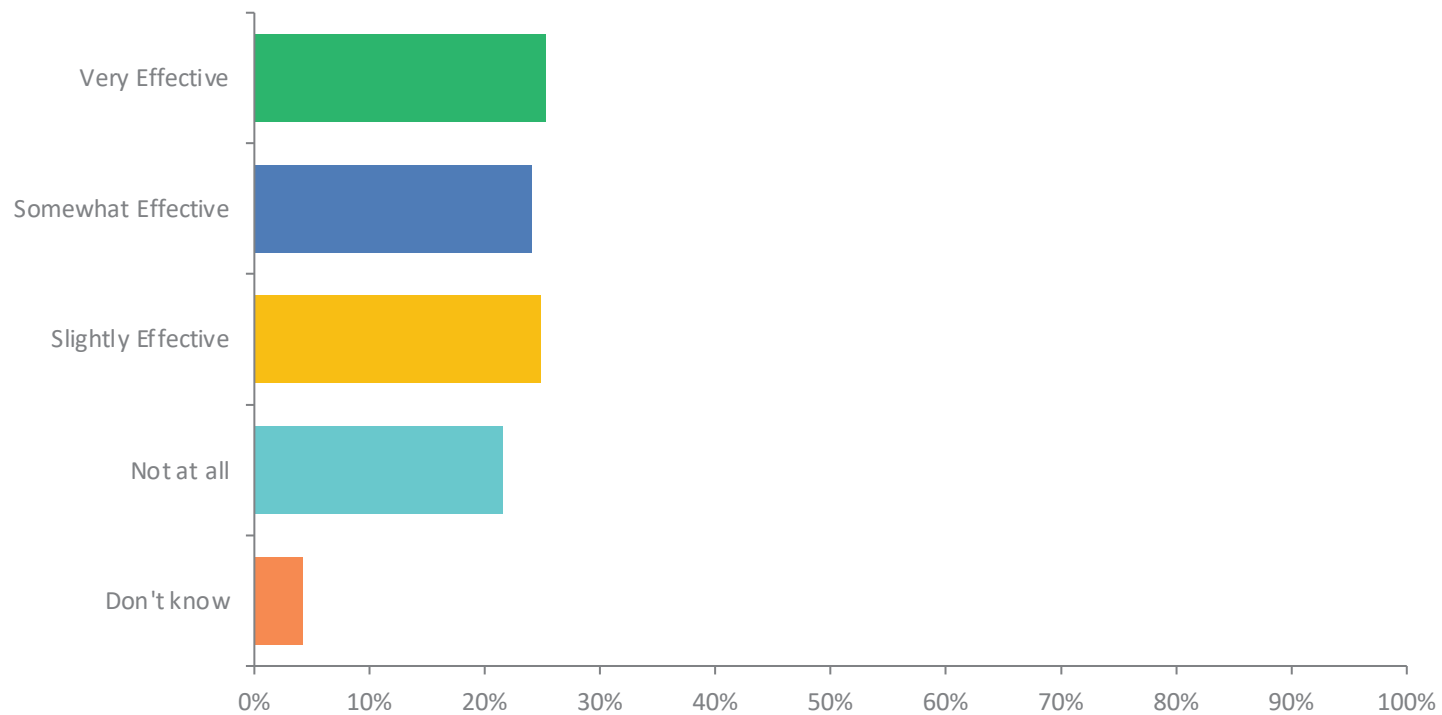
Answered: 220 Skipped: 27

	1	2	3	4	5	6	7	8	9	10	TOTAL	SCORE
Increase the level of involvement by neighborhood residents.	12.73% 28	18.18% 40	13.18% 29	10.45% 23	10.45% 23	12.27% 27	5.91% 13	7.73% 17	5.91% 13	3.18% 7	220	6.55
Increase police presence in the neighborhood.	55.45% 122	21.36% 47	7.27% 16	8.64% 19	2.27% 5	1.82% 4	2.27% 5	0.45% 1	0.45% 1	0.00% 0	220	9.00
Increase level of collaboration with other city/parish departments or agencies.	5.91% 13	23.18% 51	25.45% 56	18.64% 41	10.91% 24	6.82% 15	5.91% 13	1.36% 3	1.82% 4	0.00% 0	220	7.33
Focus on more nuisance and minor crime related problems.	1.36% 3	4.55% 10	10.00% 22	20.91% 46	18.64% 41	18.64% 41	13.64% 30	5.00% 11	3.18% 7	4.09% 9	220	5.66
Improve communication among police personnel.	10.45% 23	14.55% 32	19.09% 42	13.64% 30	21.82% 48	11.36% 25	3.64% 8	5.00% 11	0.00% 0	0.45% 1	220	7.01
Increase ability of officers to use the latest technology.	6.82% 15	7.73% 17	13.18% 29	14.55% 32	16.36% 36	27.27% 60	8.18% 18	3.64% 8	1.82% 4	0.45% 1	220	6.27
Increase ability to analyze crime problems as well as quality of life and evaluate the strategies used to address them.	4.09% 9	5.00% 11	5.91% 13	6.82% 15	9.09% 20	11.82% 26	40.00% 88	11.82% 26	5.45% 12	0.00% 0	220	5.01
Increase level of collaboration with area businesses.	0.00% 0	0.45% 1	1.36% 3	1.36% 3	3.18% 7	3.18% 7	10.91% 24	51.36% 113	24.09% 53	4.09% 9	220	3.10
Identification of at-risk individuals.	2.73% 6	2.73% 6	4.09% 9	4.09% 9	6.36% 14	5.45% 12	6.82% 15	9.55% 21	50.00% 110	8.18% 18	220	3.43
Increase partnerships with community groups and organizations (churches, civic clubs, school clubs, etc.).	0.45% 1	2.27% 5	0.45% 1	0.91% 2	0.91% 2	1.36% 3	2.73% 6	4.09% 9	7.27% 16	79.55% 175	220	1.65



## Q96: In your opinion, how effective are school resource officers in the Lafayette community?

Answered: 237 Skipped: 10



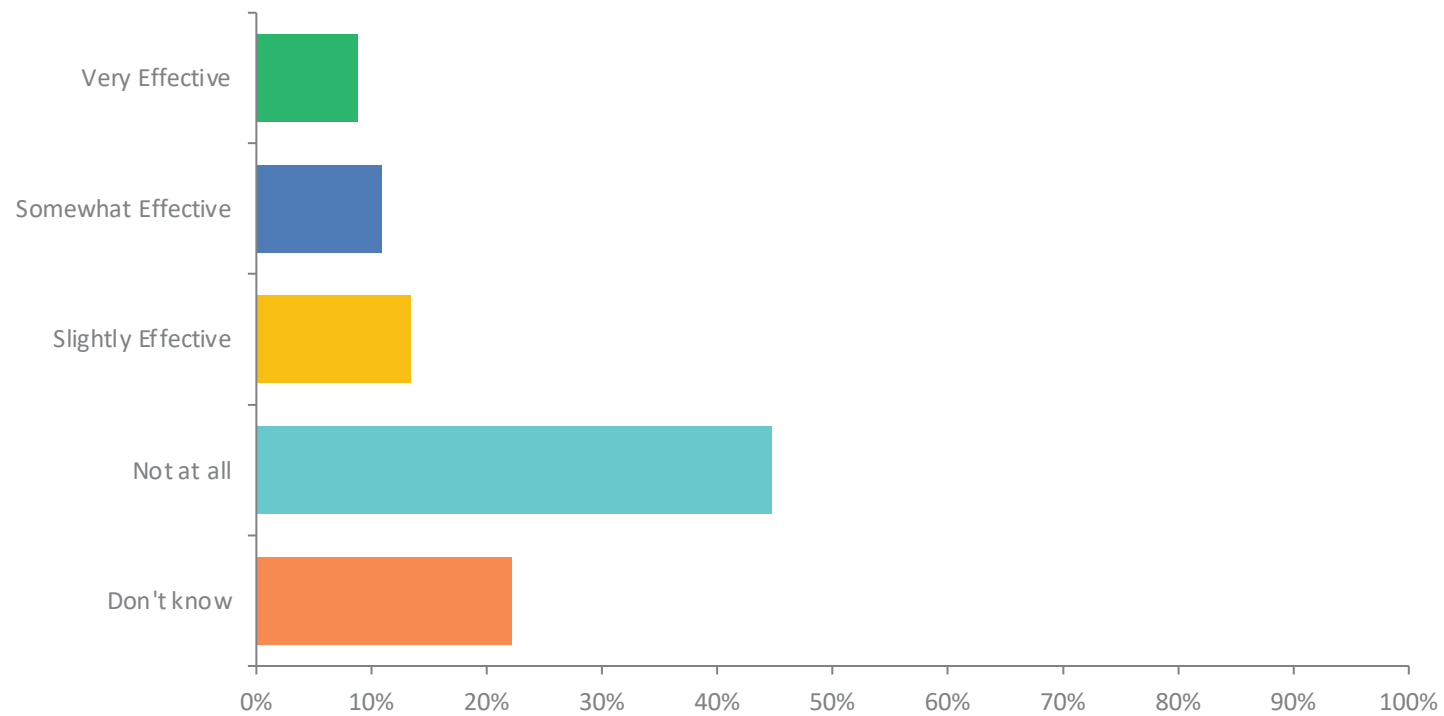
## Q96: In your opinion, how effective are school resource officers in the Lafayette community?

Answered: 237 Skipped: 10

ANSWER CHOICES	RESPONSES	
Very Effective	25.32%	60
Somewhat Effective	24.05%	57
Slightly Effective	24.89%	59
Not at all	21.52%	51
Don't know	4.22%	10
TOTAL		237

## Q97: In your opinion, how effective are bike patrol officers in the Lafayette community?

Answered: 239 Skipped: 8



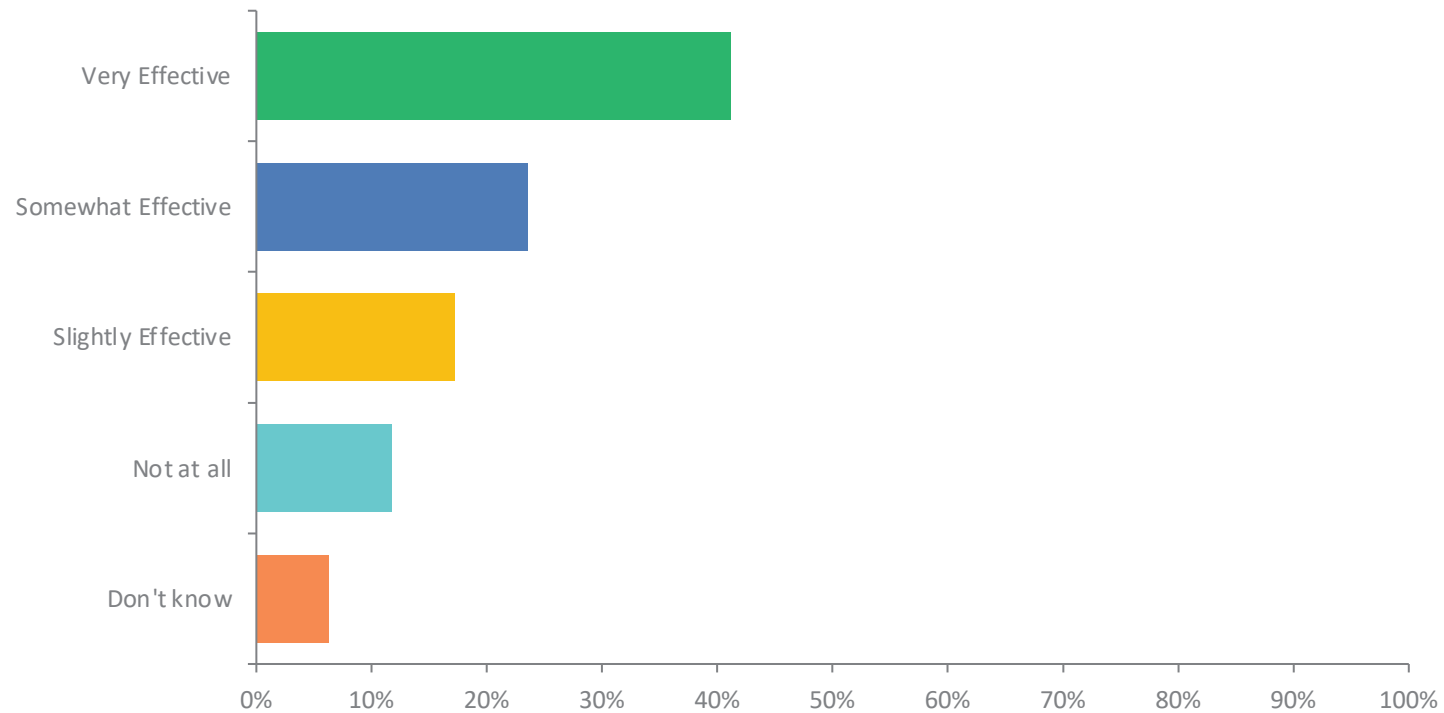
### Q97: In your opinion, how effective are bike patrol officers in the Lafayette community?

Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	8.79%	21
Somewhat Effective	10.88%	26
Slightly Effective	13.39%	32
Not at all	44.77%	107
Don't know	22.18%	53
TOTAL		239

## Q98: In your opinion, how effective are horse-mounted patrol officers in the Lafayette community?

Answered: 238 Skipped: 9



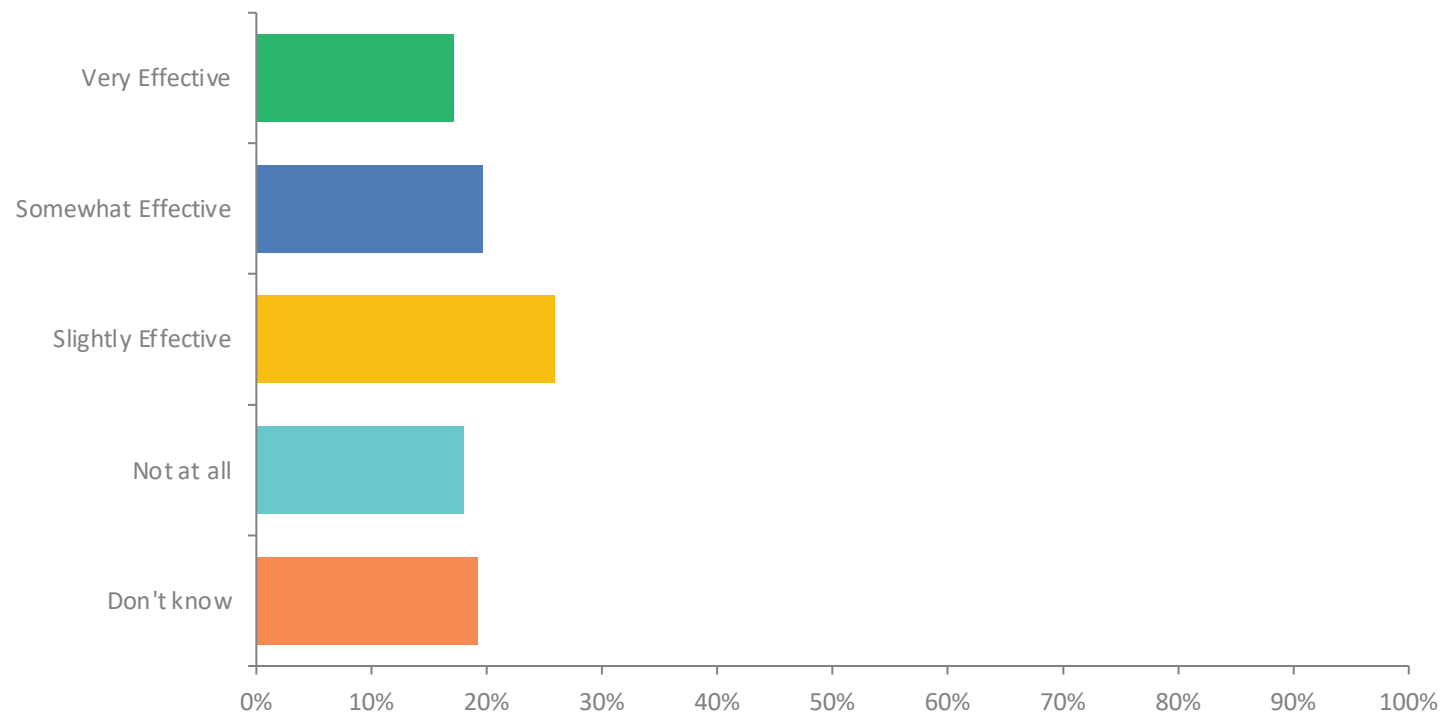
### Q98: In your opinion, how effective are horse-mounted patrol officers in the Lafayette community?

Answered: 238 Skipped: 9

ANSWER CHOICES	RESPONSES	
Very Effective	41.18%	98
Somewhat Effective	23.53%	56
Slightly Effective	17.23%	41
Not at all	11.76%	28
Don't know	6.30%	15
TOTAL		238

### Q99: In your opinion, how effective are domestic violence response advocates in the Lafayette community?

Answered: 239 Skipped: 8



### Q99: In your opinion, how effective are domestic violence response advocates in the Lafayette community?

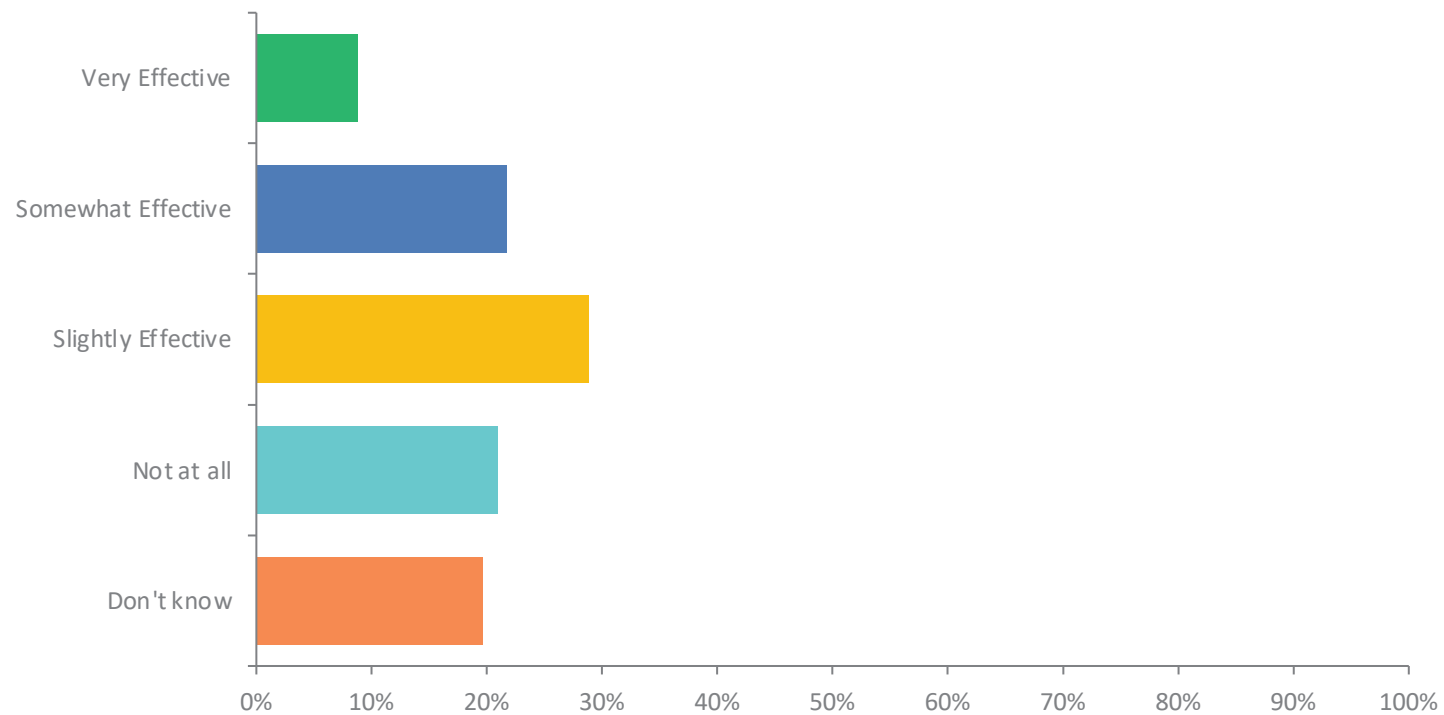
Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	17.15%	41
Somewhat Effective	19.67%	47
Slightly Effective	25.94%	62
Not at all	17.99%	43
Don't know	19.25%	46
TOTAL		239



## Q100: In your opinion, how effective are family services programs in the Lafayette community?

Answered: 239 Skipped: 8



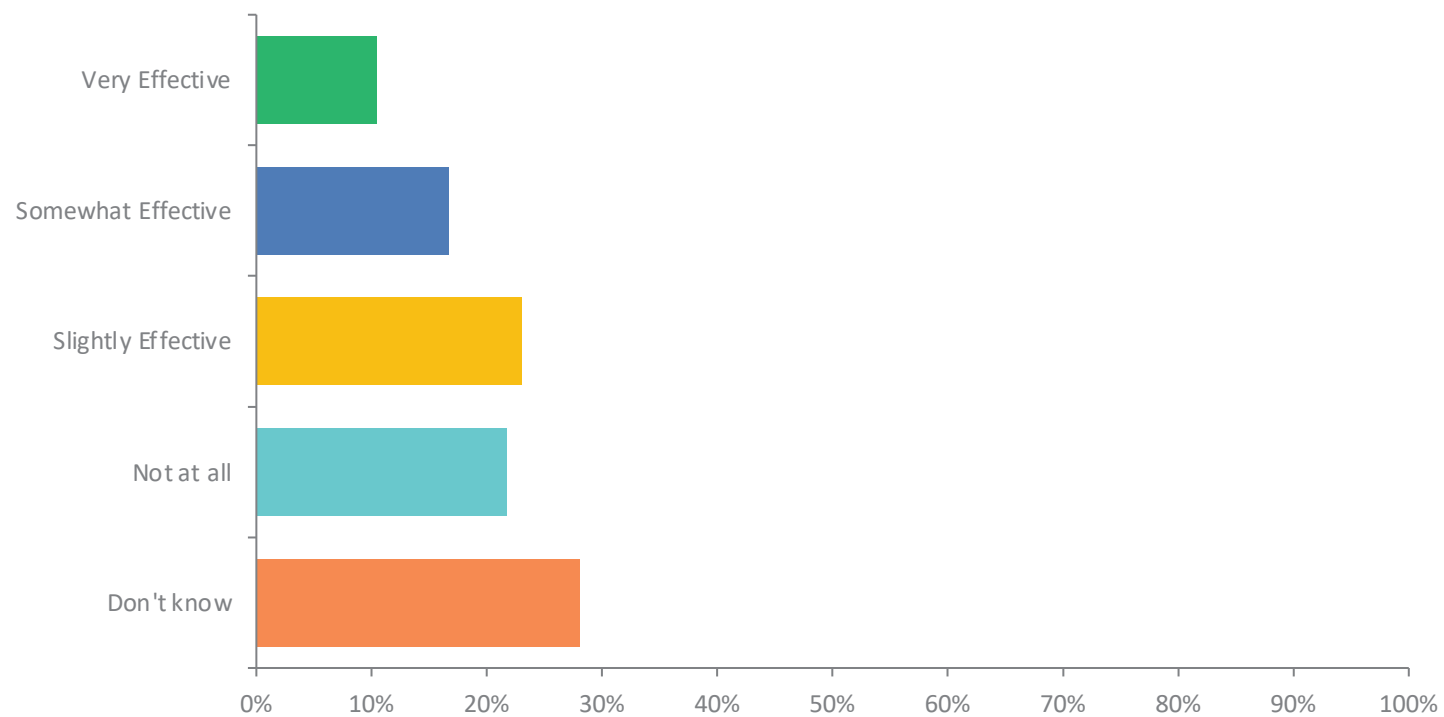
## Q100: In your opinion, how effective are family services programs in the Lafayette community?

Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	8.79%	21
Somewhat Effective	21.76%	52
Slightly Effective	28.87%	69
Not at all	20.92%	50
Don't know	19.67%	47
TOTAL		239

## Q101: In your opinion, how effective are the LPD website and app?

Answered: 239 Skipped: 8



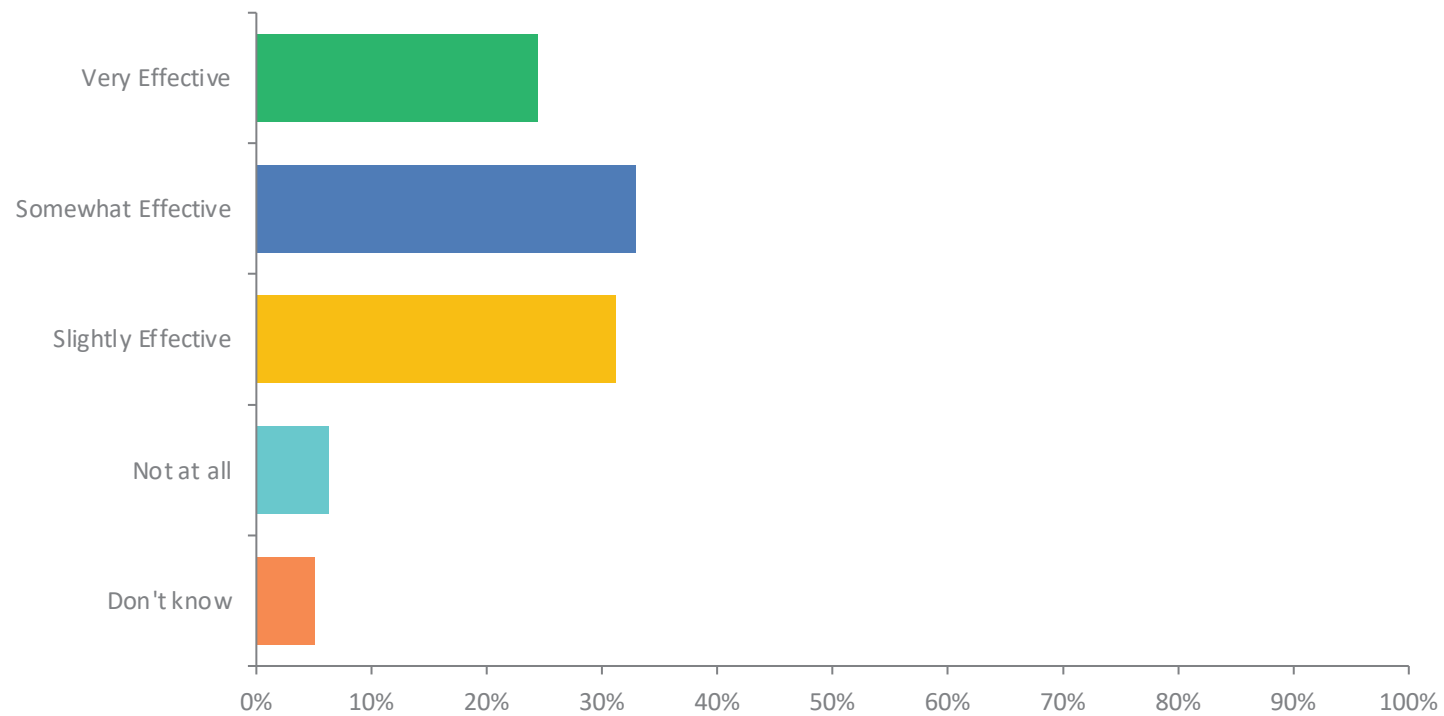
## Q101: In your opinion, how effective are the LPD website and app?

Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	10.46%	25
Somewhat Effective	16.74%	40
Slightly Effective	23.01%	55
Not at all	21.76%	52
Don't know	28.03%	67
TOTAL		239

## Q102: In your opinion, how effective is traffic enforcement in the Lafayette community?

Answered: 237 Skipped: 10



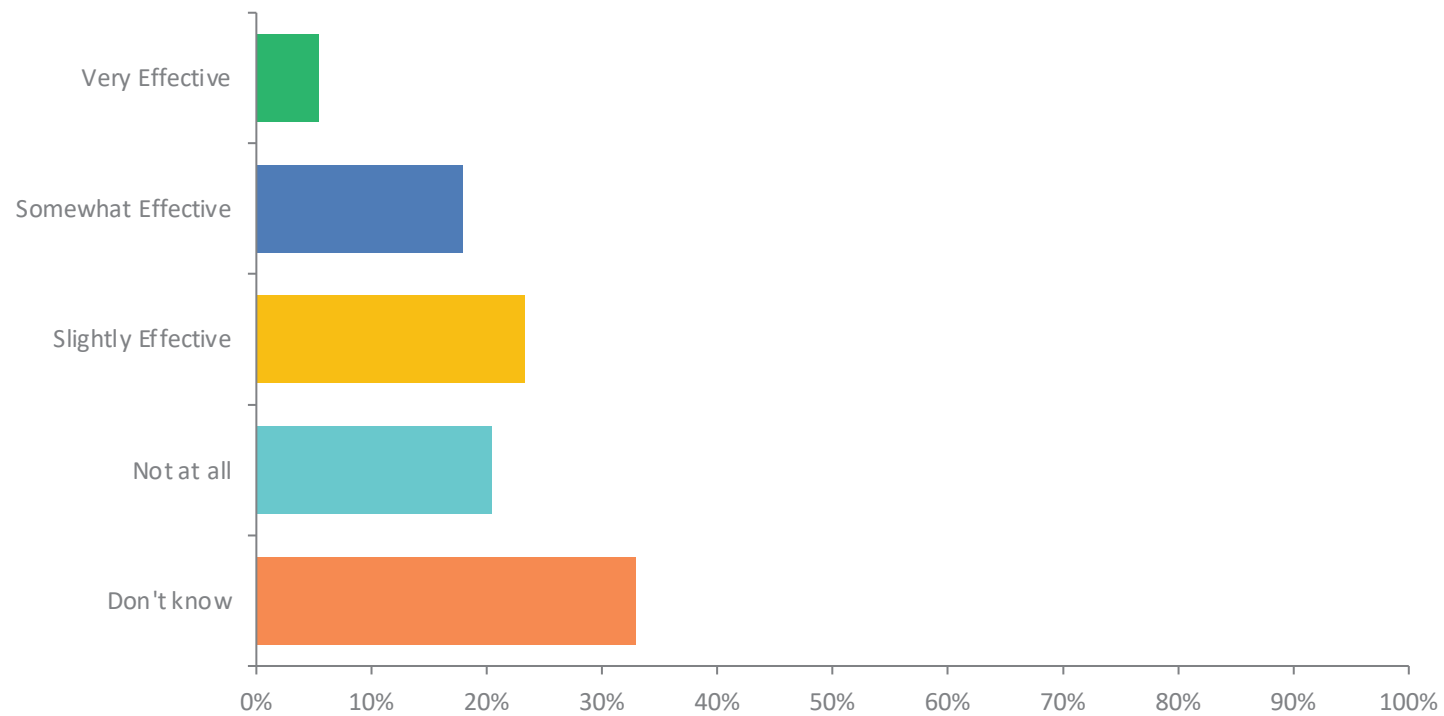
## Q102: In your opinion, how effective is traffic enforcement in the Lafayette community?

Answered: 237 Skipped: 10

ANSWER CHOICES	RESPONSES	
Very Effective	24.47%	58
Somewhat Effective	32.91%	78
Slightly Effective	31.22%	74
Not at all	6.33%	15
Don't know	5.06%	12
TOTAL		237

### Q103: In your opinion, how effective are peer leadership programs in Lafayette schools?

Answered: 240 Skipped: 7



### Q103: In your opinion, how effective are peer leadership programs in Lafayette schools?

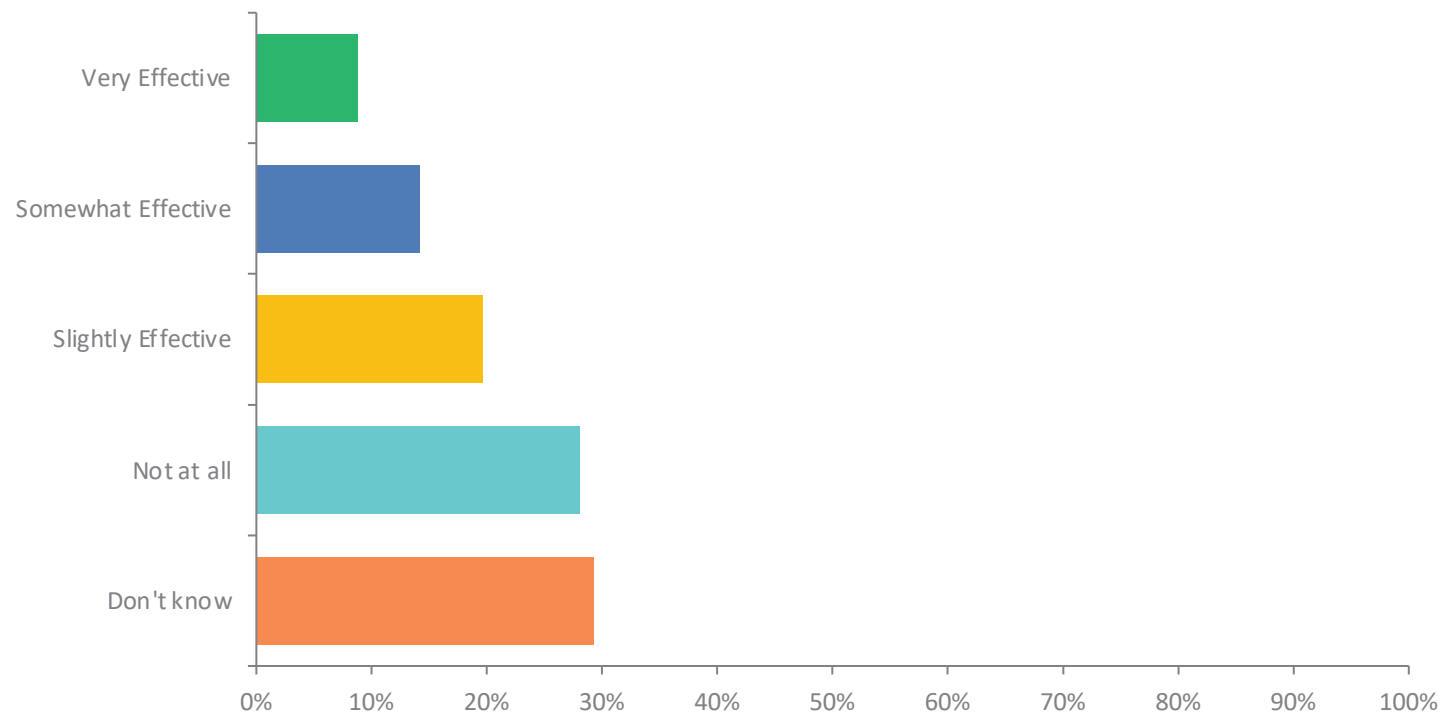
Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	5.42%	13
Somewhat Effective	17.92%	43
Slightly Effective	23.33%	56
Not at all	20.42%	49
Don't know	32.92%	79
TOTAL		240



## Q104: In your opinion, how effective is the LPD Citizen Police Academy in the Lafayette Community?

Answered: 239 Skipped: 8



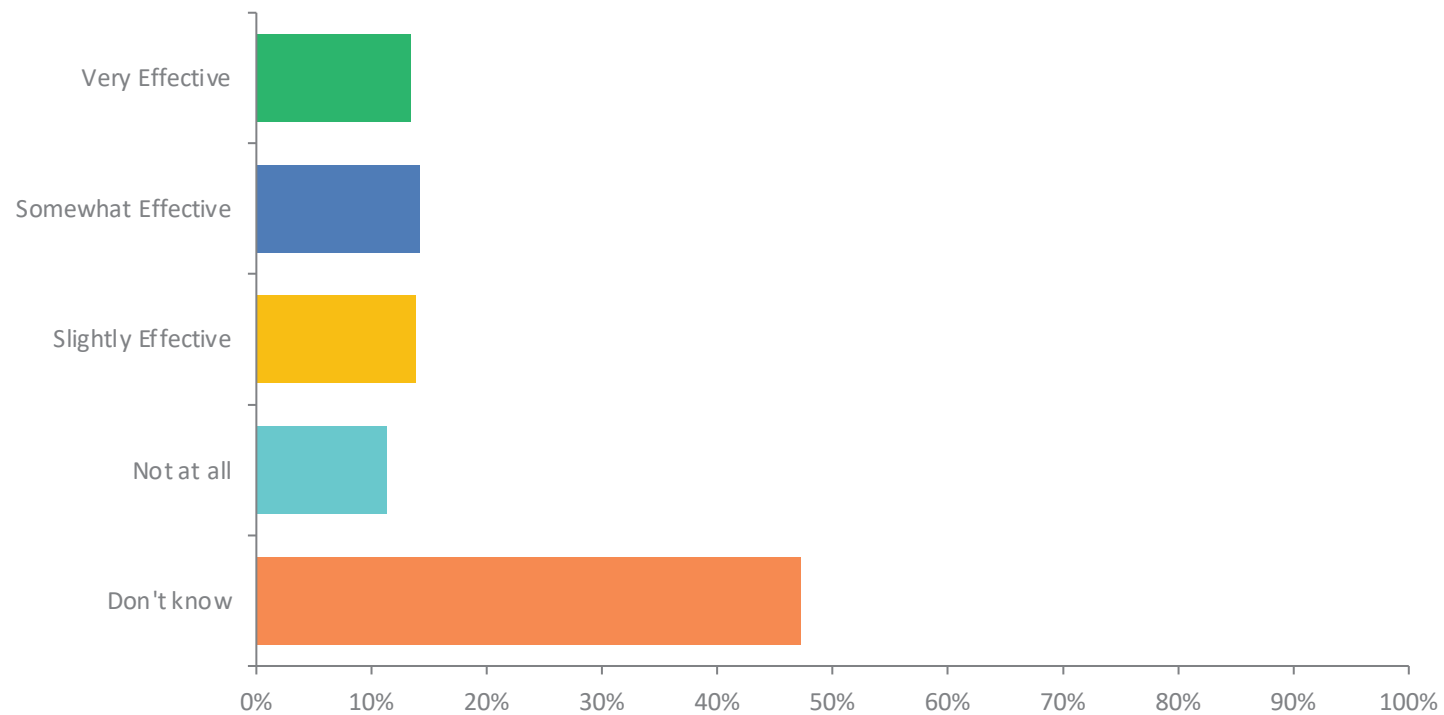
### Q104: In your opinion, how effective is the LPD Citizen Police Academy in the Lafayette Community?

Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	8.79%	21
Somewhat Effective	14.23%	34
Slightly Effective	19.67%	47
Not at all	28.03%	67
Don't know	29.29%	70
TOTAL		239

## Q105: In your opinion, how effective is the Alzheimer/Autism Registration (LASR) program?

Answered: 239 Skipped: 8



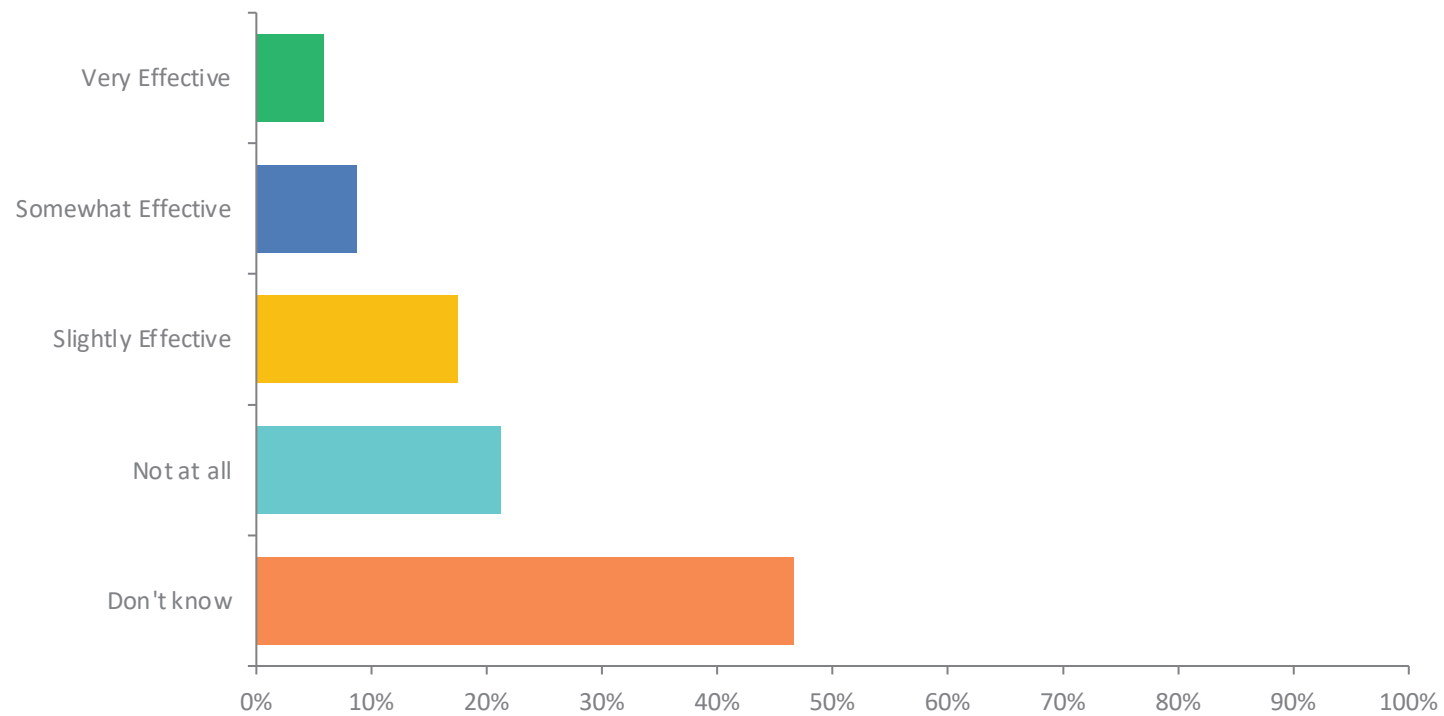
### Q105: In your opinion, how effective is the Alzheimer/Autism Registration (LASR) program?

Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	13.39%	32
Somewhat Effective	14.23%	34
Slightly Effective	13.81%	33
Not at all	11.30%	27
Don't know	47.28%	113
TOTAL		239

## Q106: In your opinion, how effective is the Youth-at-Risk Intervention Program in the Lafayette community?

Answered: 240 Skipped: 7



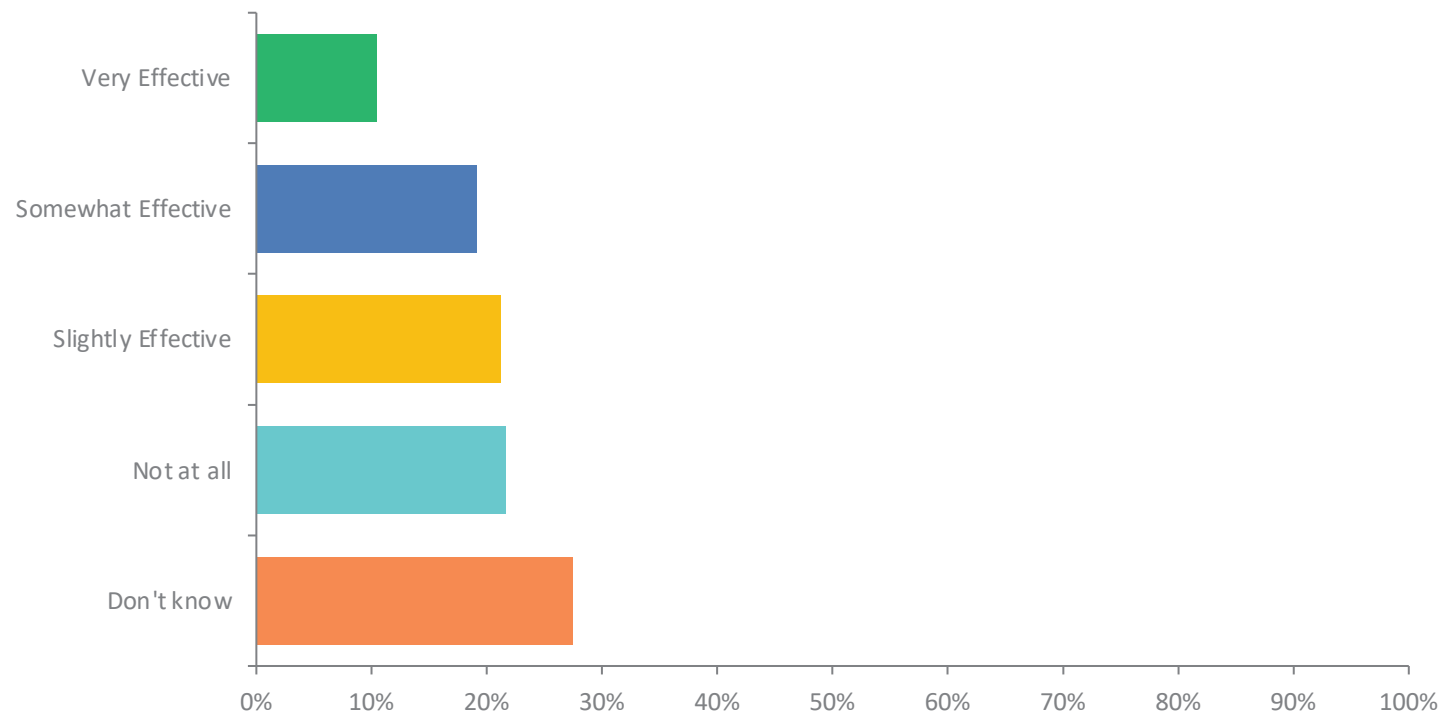
### Q106: In your opinion, how effective is the Youth-at-Risk Intervention Program in the Lafayette community?

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	5.83%	14
Somewhat Effective	8.75%	21
Slightly Effective	17.50%	42
Not at all	21.25%	51
Don't know	46.67%	112
TOTAL		240

### Q107: In your opinion, how effective is are alcohol/tobacco sale compliance checks in the Lafayette community?

Answered: 240 Skipped: 7



### Q107: In your opinion, how effective is are alcohol/tobacco sale compliance checks in the Lafayette community?

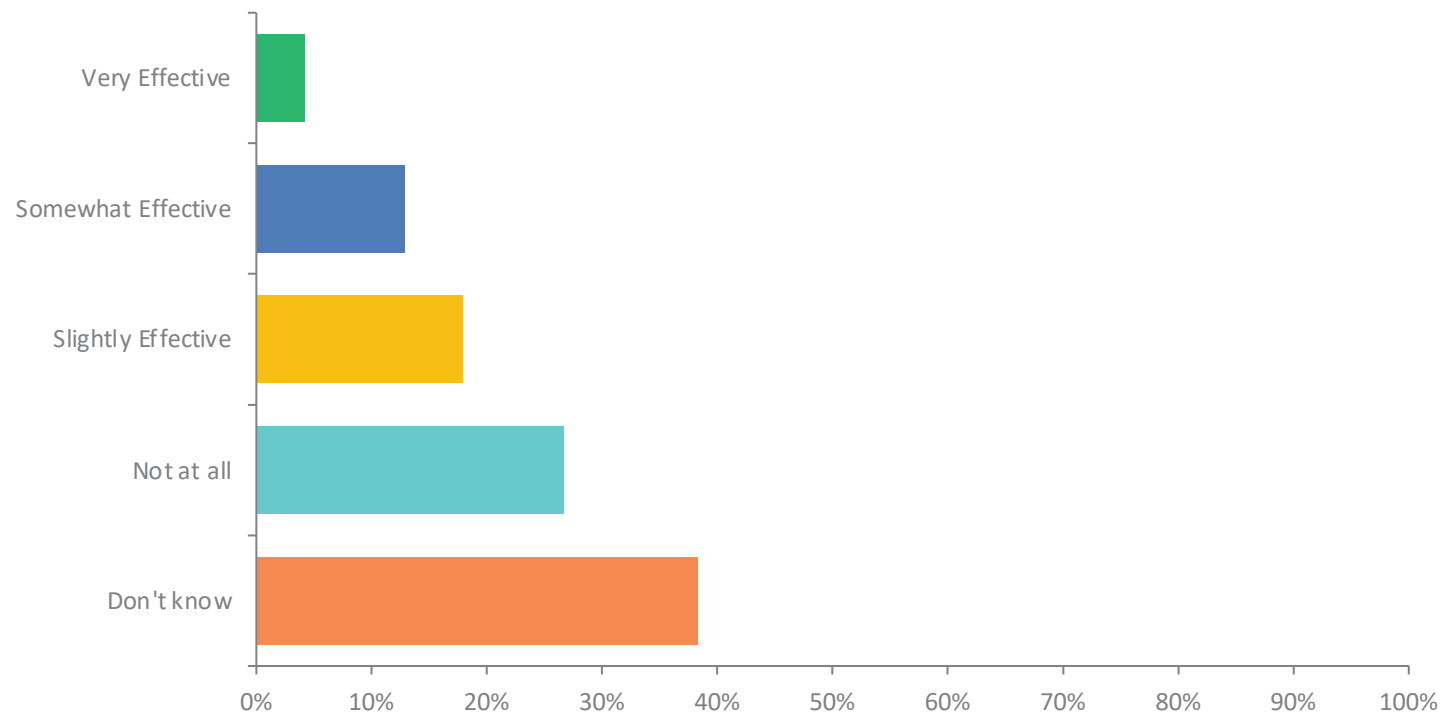
Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	10.42%	25
Somewhat Effective	19.17%	46
Slightly Effective	21.25%	51
Not at all	21.67%	52
Don't know	27.50%	66
TOTAL		240



### Q108: In your opinion, how effective is the juvenile diversion program for 1st time offenders in the Lafayette community?

Answered: 240 Skipped: 7



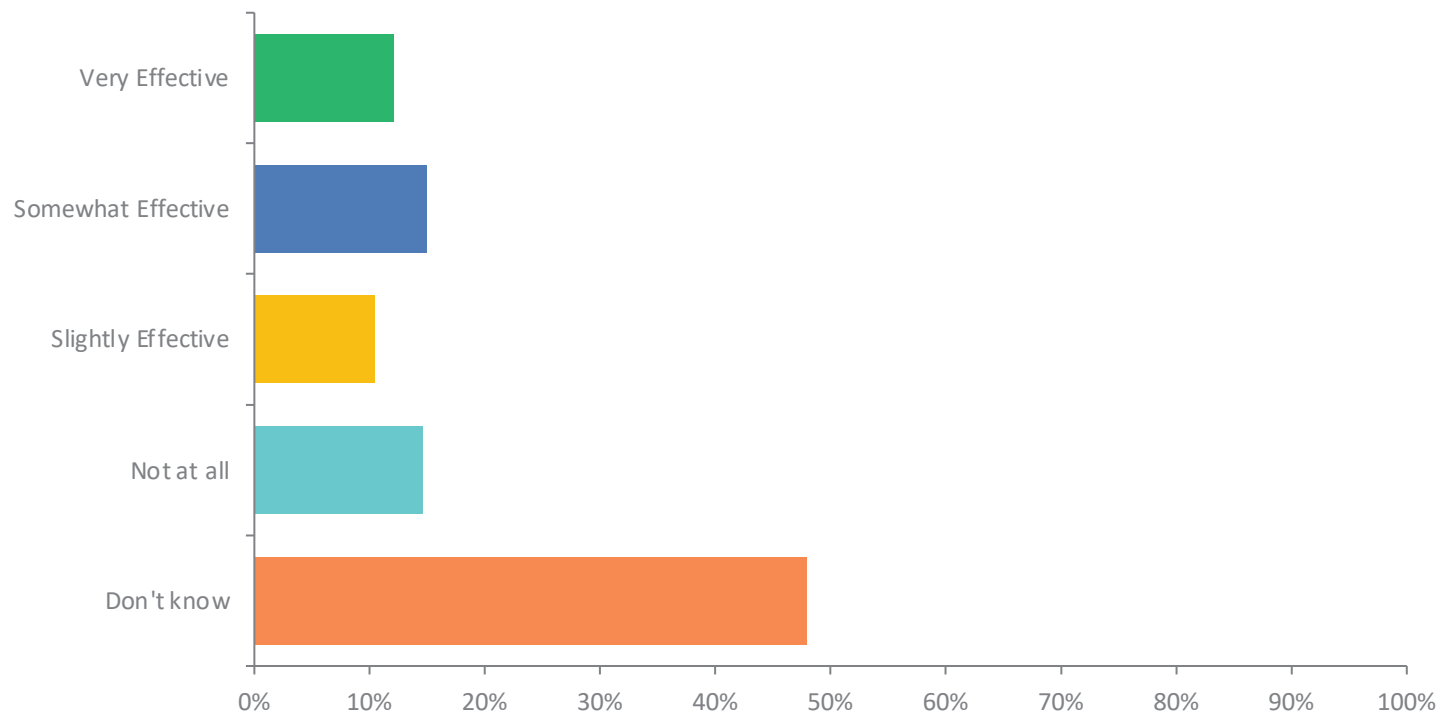
**Q108: In your opinion, how effective is the juvenile diversion program for 1st time offenders in the Lafayette community?**

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	4.17%	10
Somewhat Effective	12.92%	31
Slightly Effective	17.92%	43
Not at all	26.67%	64
Don't know	38.33%	92
TOTAL		240

## Q109: In your opinion, how effective is the Greater Acadiana Drug Task Force in the Lafayette community?

Answered: 240 Skipped: 7



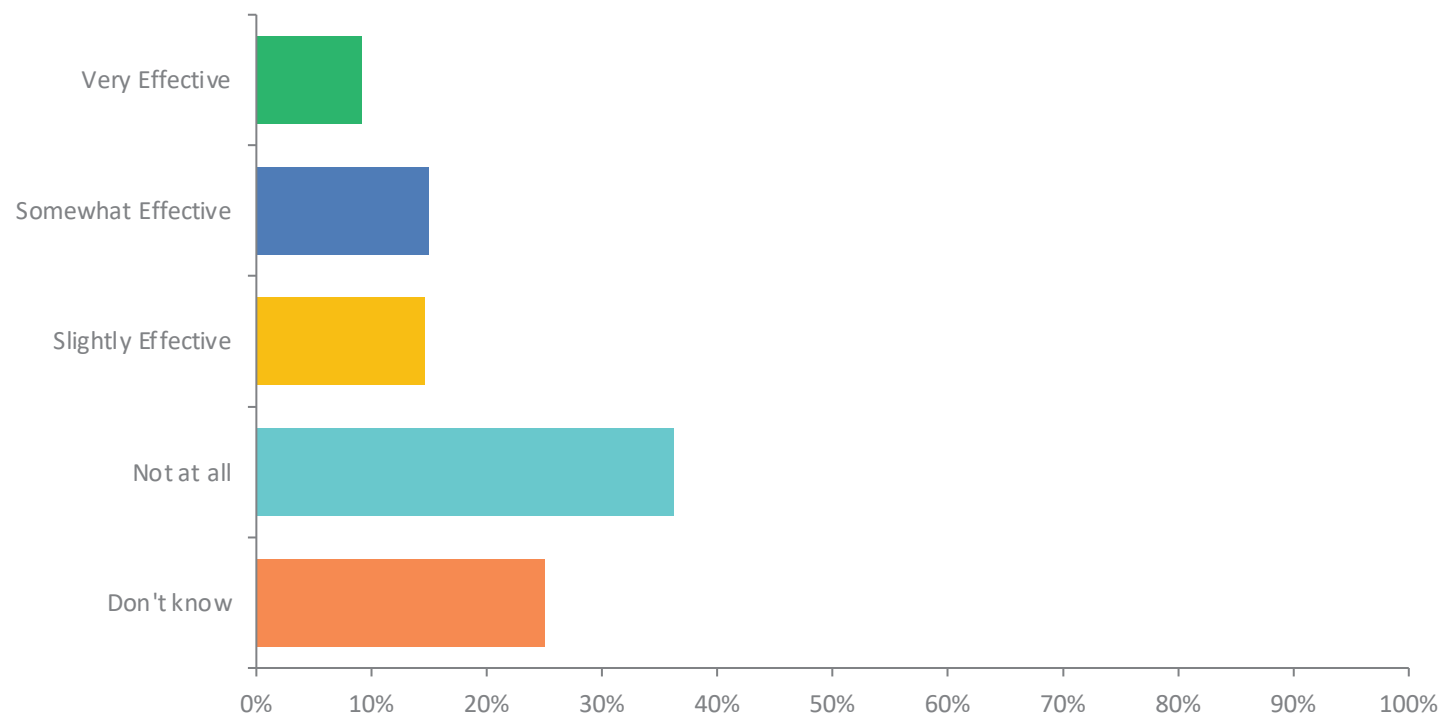
### Q109: In your opinion, how effective is the Greater Acadiana Drug Task Force in the Lafayette community?

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	12.08%	29
Somewhat Effective	15.00%	36
Slightly Effective	10.42%	25
Not at all	14.58%	35
Don't know	47.92%	115
TOTAL		240

## Q110: In your opinion, how effective is the Police Accreditation Program?

Answered: 240 Skipped: 7



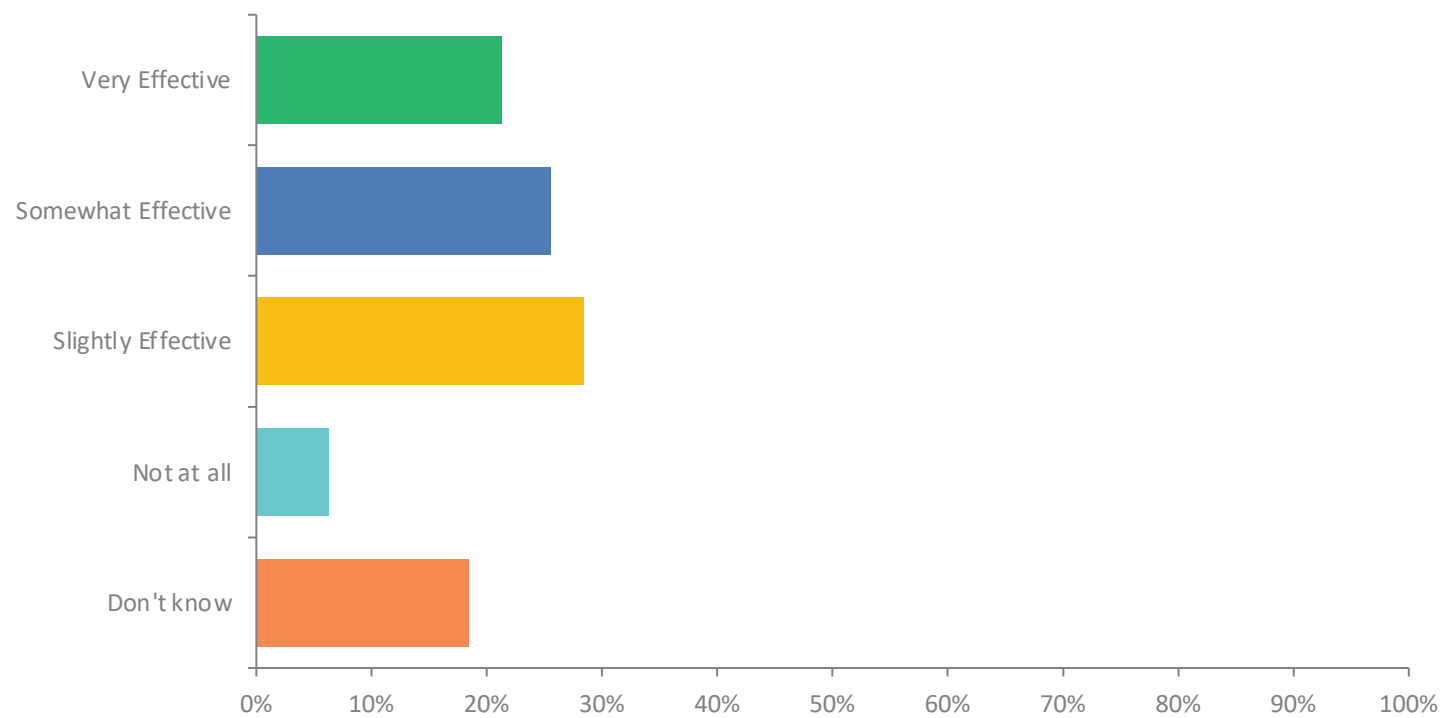
## Q110: In your opinion, how effective is the Police Accreditation Program?

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	9.17%	22
Somewhat Effective	15.00%	36
Slightly Effective	14.58%	35
Not at all	36.25%	87
Don't know	25.00%	60
TOTAL		240

## Q111: In your opinion, how effective is the Lafayette Police Explorer Program?

Answered: 239 Skipped: 8



## Q111: In your opinion, how effective is the Lafayette Police Explorer Program?

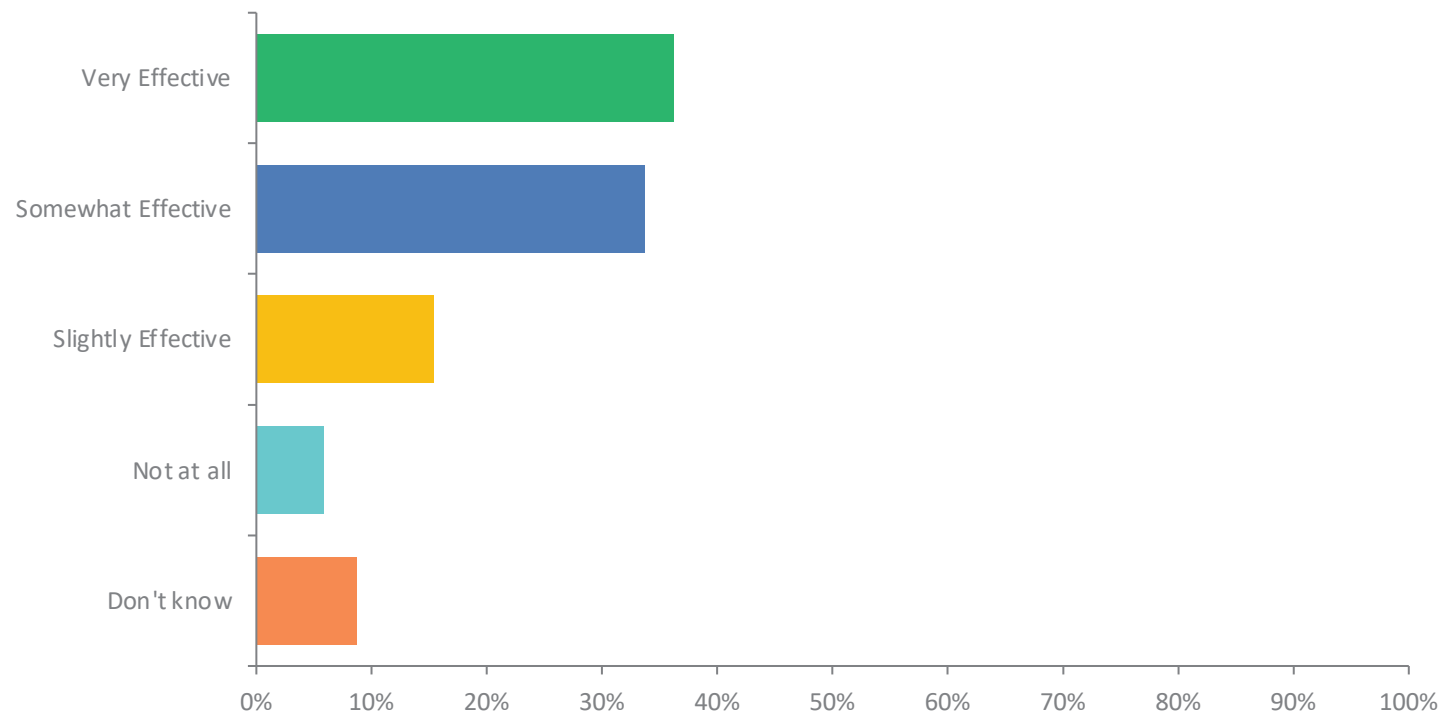
Answered: 239 Skipped: 8

ANSWER CHOICES	RESPONSES	
Very Effective	21.34%	51
Somewhat Effective	25.52%	61
Slightly Effective	28.45%	68
Not at all	6.28%	15
Don't know	18.41%	44
TOTAL		239



## Q112: In your opinion, how effective is the directing patrol to high incident areas in the Lafayette community?

Answered: 240 Skipped: 7



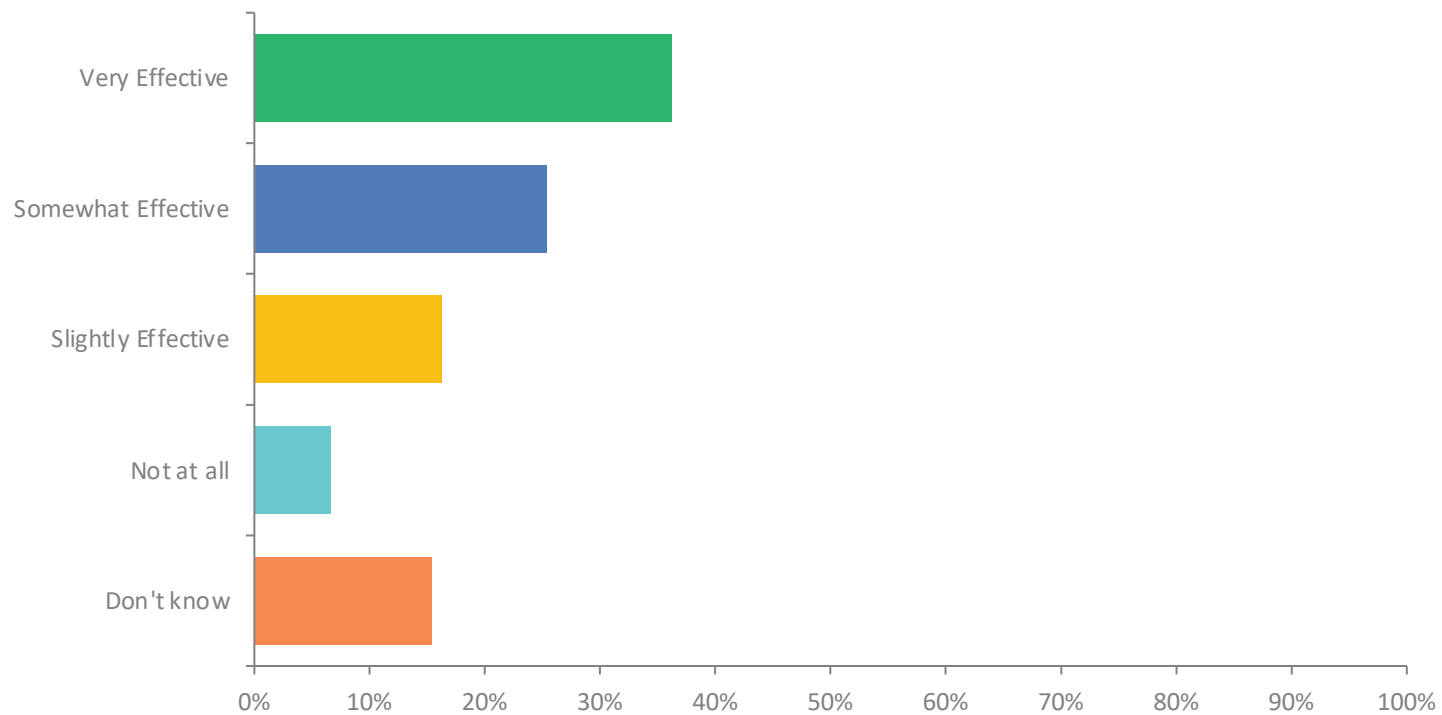
### Q112: In your opinion, how effective is the directing patrol to high incident areas in the Lafayette community?

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	36.25%	87
Somewhat Effective	33.75%	81
Slightly Effective	15.42%	37
Not at all	5.83%	14
Don't know	8.75%	21
TOTAL		240

**Q113: In your opinion, how effective is is the current procedure of directing long-term zone assignments of patrol officers rather than random assignments in the Lafayette community?**

Answered: 240 Skipped: 7



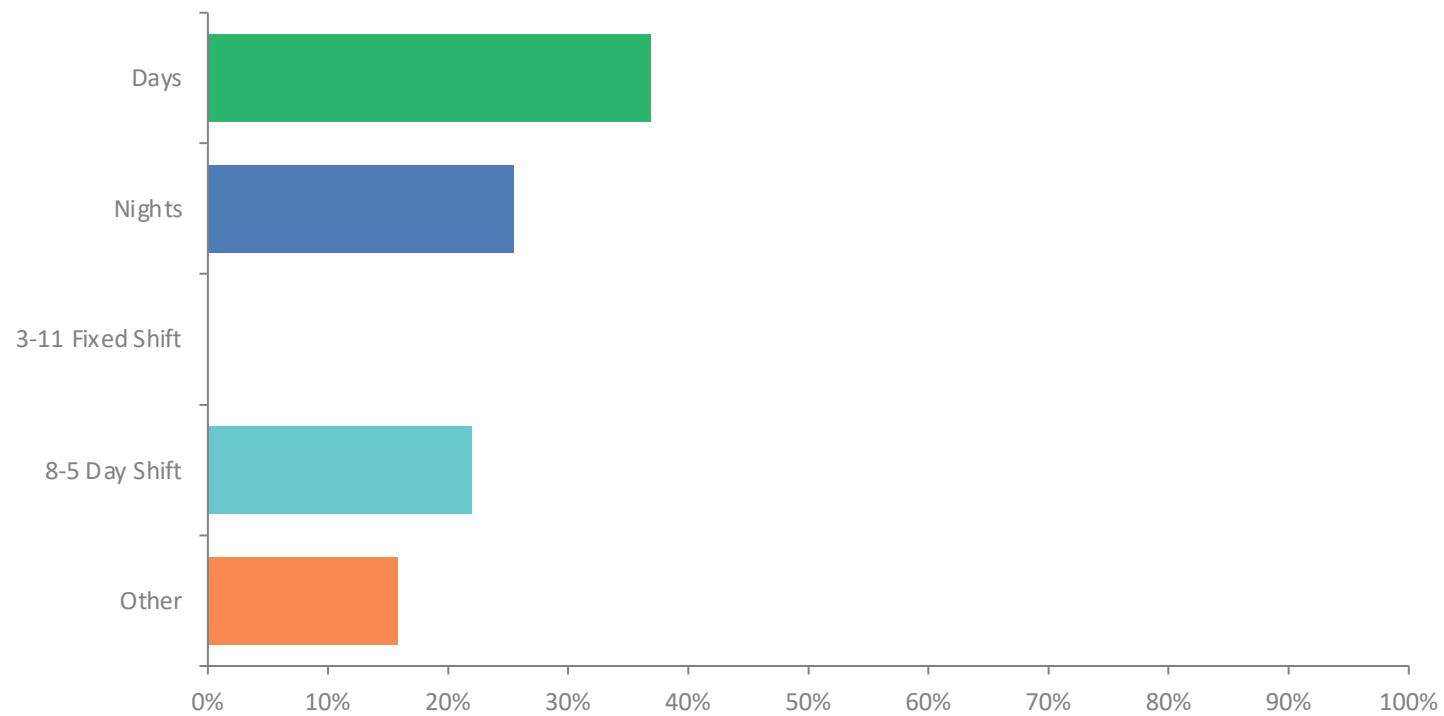
**Q113: In your opinion, how effective is is the current procedure of directing long-term zone assignments of patrol officers rather than random assignments in the Lafayette community?**

Answered: 240 Skipped: 7

ANSWER CHOICES	RESPONSES	
Very Effective	36.25%	87
Somewhat Effective	25.42%	61
Slightly Effective	16.25%	39
Not at all	6.67%	16
Don't know	15.42%	37
TOTAL		240

## Q120: Currently, what shift do you work?

Answered: 228 Skipped: 19



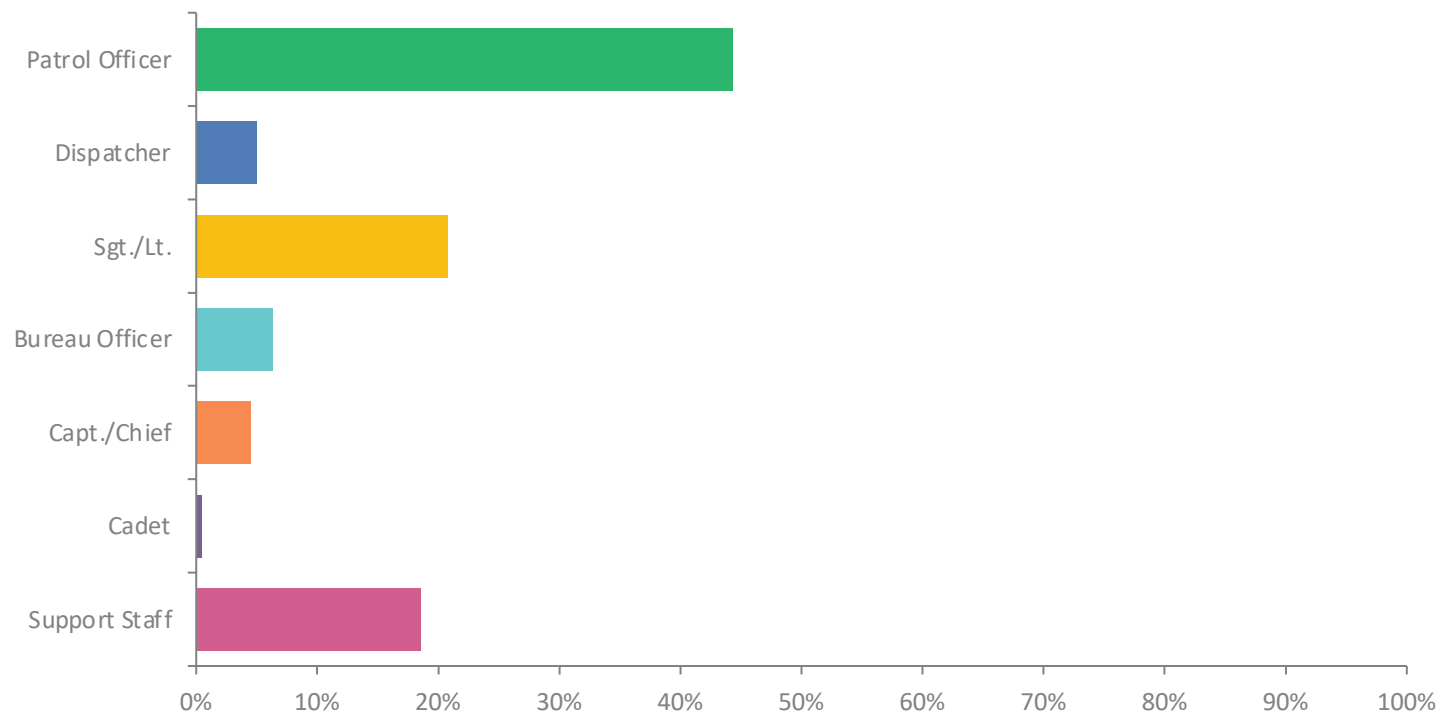
## Q120: Currently, what shift do you work?

Answered: 228 Skipped: 19

ANSWER CHOICES	RESPONSES	
Days	36.84%	84
Nights	25.44%	58
3-11 Fixed Shift	0%	0
8-5 Day Shift	21.93%	50
Other	15.79%	36
TOTAL		228

## Q121: What is your current position?

Answered: 221 Skipped: 26



## Q121: What is your current position?

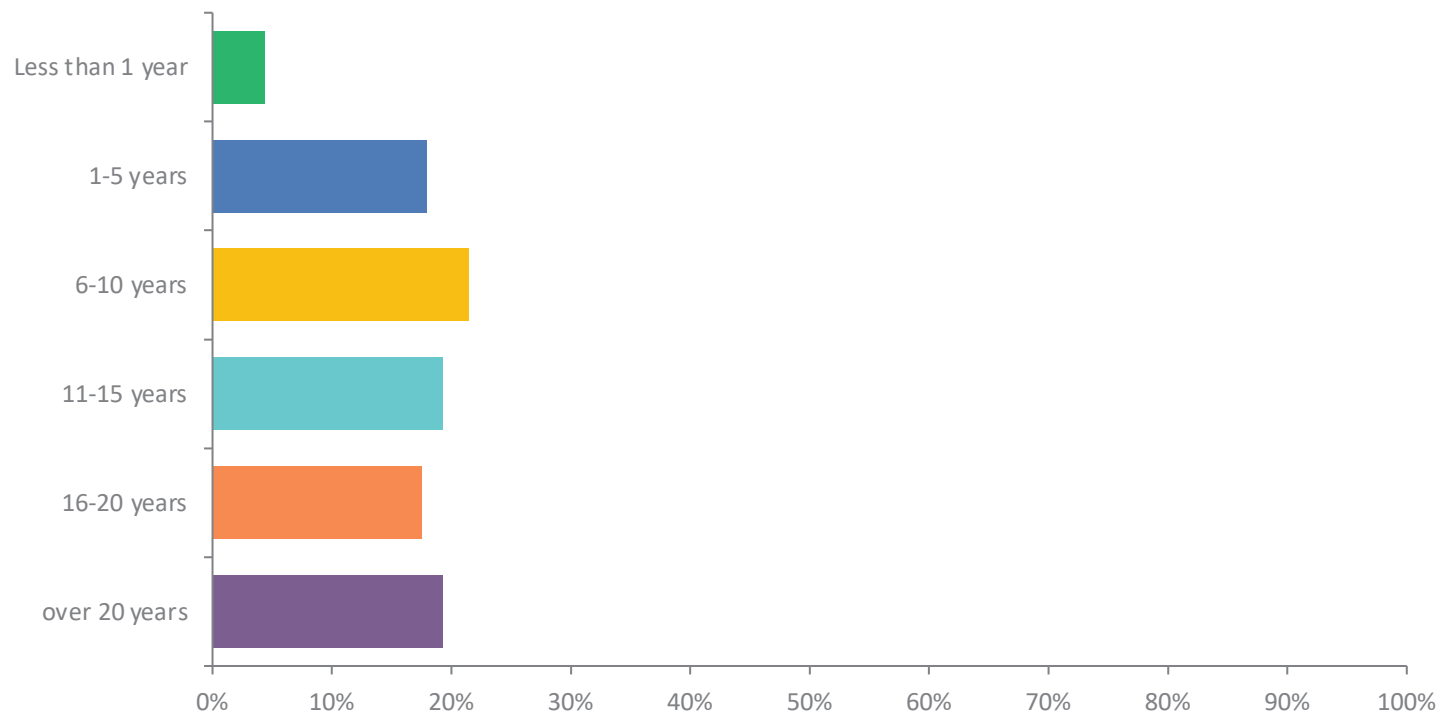
Answered: 221 Skipped: 26

ANSWER CHOICES	RESPONSES	
Patrol Officer	44.34%	98
Dispatcher	4.98%	11
Sgt./Lt.	20.81%	46
Bureau Officer	6.33%	14
Capt./Chief	4.52%	10
Cadet	0.45%	1
Support Staff	18.55%	41
TOTAL		221



## Q122: How long have you been a Lafayette Police Officer/Employee?

Answered: 228 Skipped: 19



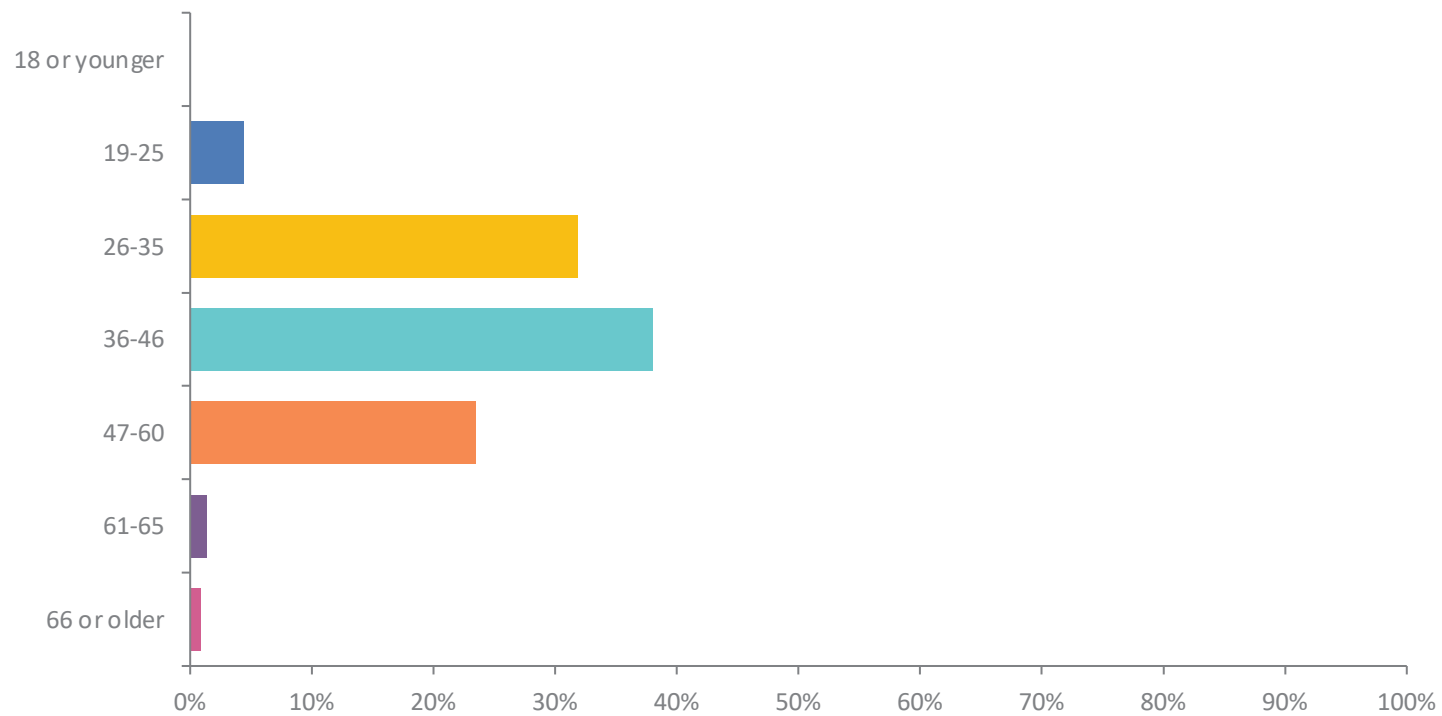
## Q122: How long have you been a Lafayette Police Officer/Employee?

Answered: 228 Skipped: 19

ANSWER CHOICES	RESPONSES	
Less than 1 year	4.39%	10
1-5 years	17.98%	41
6-10 years	21.49%	49
11-15 years	19.30%	44
16-20 years	17.54%	40
over 20 years	19.30%	44
TOTAL		228

## Q123: What is your current age?

Answered: 226 Skipped: 21



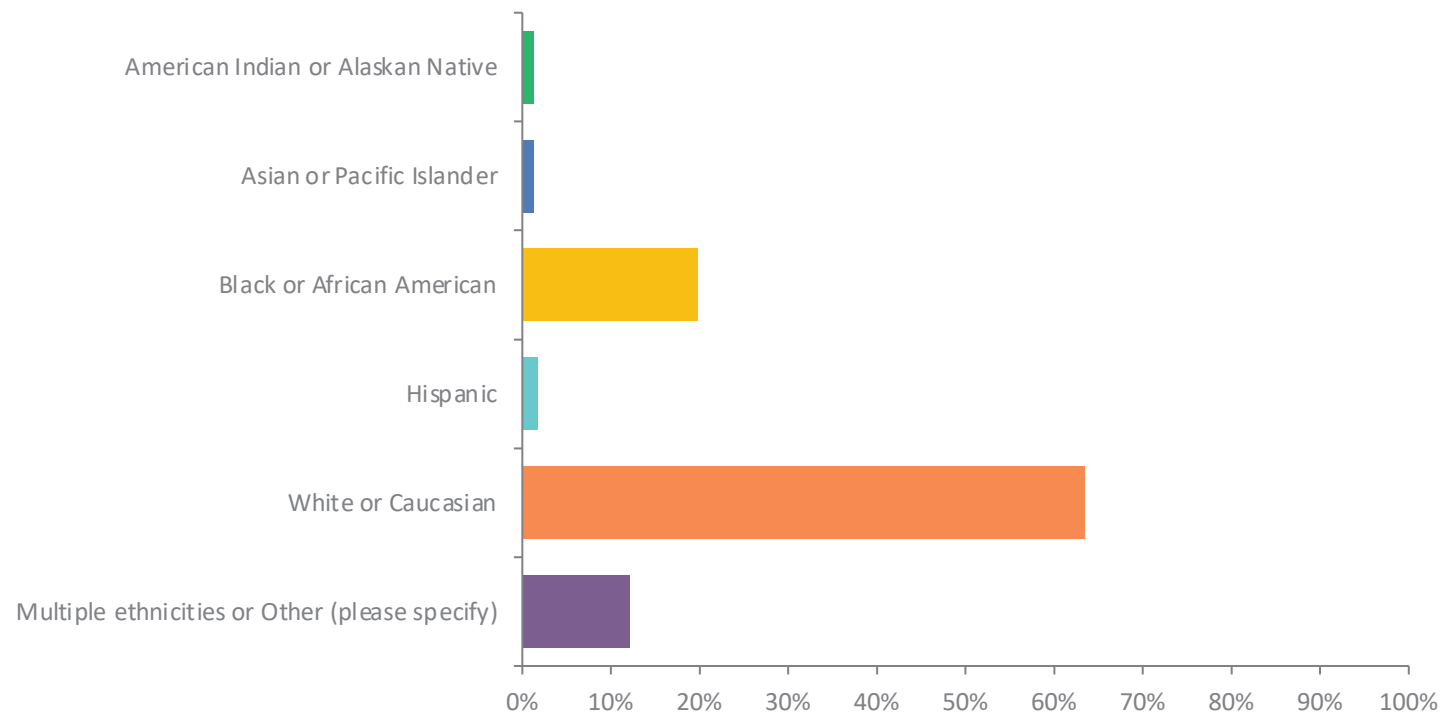
## Q123: What is your current age?

Answered: 226 Skipped: 21

ANSWER CHOICES	RESPONSES	
18 or younger	0%	0
19-25	4.42%	10
26-35	31.86%	72
36-46	38.05%	86
47-60	23.45%	53
61-65	1.33%	3
66 or older	0.88%	2
TOTAL		226

## Q124: Which race or ethnicity best describes you? (Please choose only one.)

Answered: 222 Skipped: 25



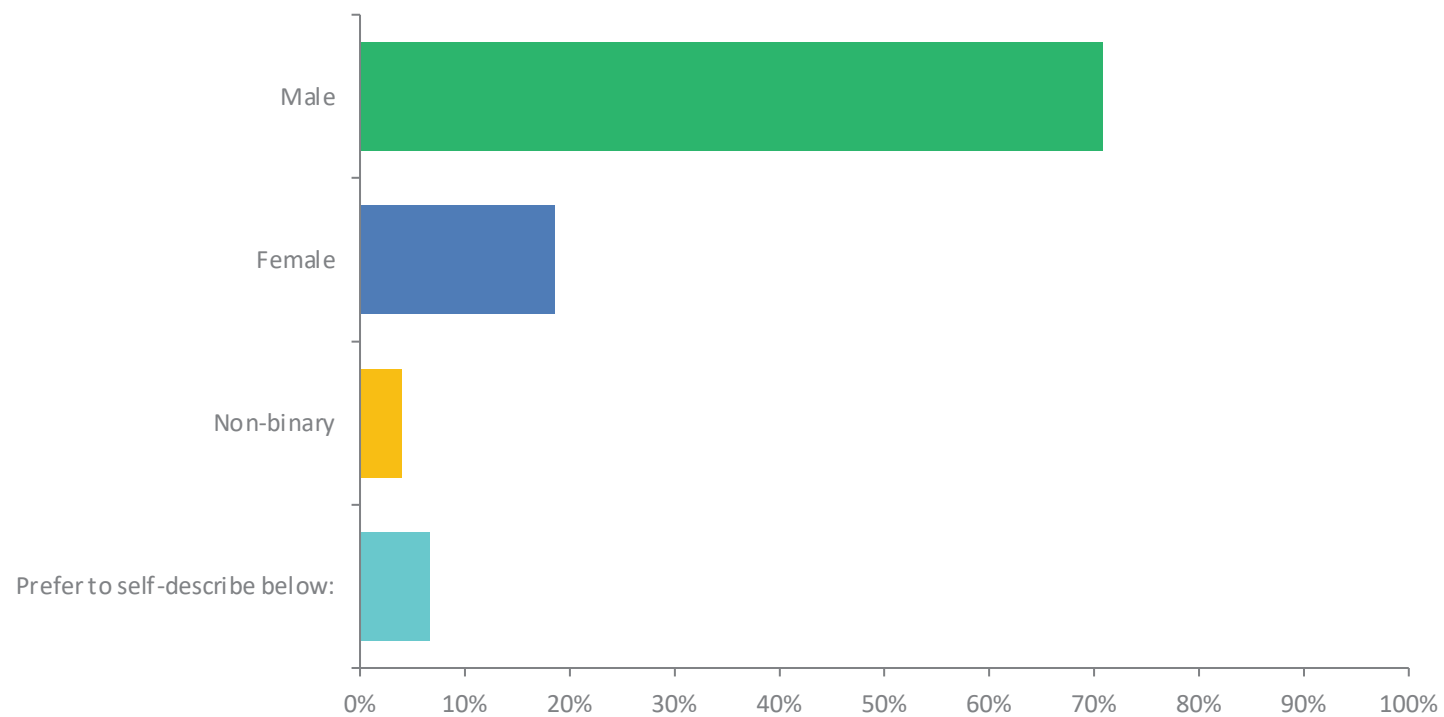
## Q124: Which race or ethnicity best describes you? (Please choose only one.)

Answered: 222 Skipped: 25

ANSWER CHOICES	RESPONSES	
American Indian or Alaskan Native	1.35%	3
Asian or Pacific Islander	1.35%	3
Black or African American	19.82%	44
Hispanic	1.80%	4
White or Caucasian	63.51%	141
Multiple ethnicities or Other (please specify)	12.16%	27
TOTAL		222

## Q125: Which gender do you identify as? (Please choose only one.)

Answered: 226 Skipped: 21



## Q125: Which gender do you identify as? (Please choose only one.)

Answered: 226 Skipped: 21

ANSWER CHOICES	RESPONSES	
Male	70.80%	160
Female	18.58%	42
Non-binary	3.98%	9
Prefer to self-describe below:	6.64%	15
TOTAL		226



# Lafayette Police Department (LPD) Internal Survey

## Results Report (Open-Ended Responses)

Q114 - Q119



## Q114 - The thing I like best about working for the Lafayette Police Department is:

Open-Ended Response

the people i work with

I'M JUST A PO

Helping people, the supervisors and my peers.

The people I work with

Is how we all are a family. We work as a family we communicate as a big family. We learn from each other either through different officers or other dispatchers

The training and preparedness this department has given me.

The coworkers.

The officers

I love the city of Lafayette, but in the last few years, the police department has been without a leader. This is very sad on many levels.

N/A

Support and Training

Officers that I work with. Overtime opportunities.

the employees

the people I work with.

Helping the citizens of Lafayette.

The ability to help the community

N/A

Training Opportunities

our department and the citizens were serve.

The training and the variety of positions

.

I love the fact that this is not a small agency. I love being surrounded by experience officers and I value the training.

SWAT

I like the people I work with and the amount of training I received before being cut loose.

This seems like a department that strives to take care of its employees.

Mounted

I love the people that I work with for the most part. And the ones that are toxic, I avoid. I don't think its a matter of liking or disliking the Lafayette Police Department itself. I think everyone is fed up with police work in general. It doesn't matter what police department you work for, policing in general has become ineffective, which is frustrating for everyone.

the people i work with and the pay

The diversity in assignments within the department

The ability to establish a retireable career. Excellent training and community support. Being the premier agency in the area

Pay is good and ODS opportunities

Helping the community and some of my co workers
Nothing at this time
To be honest, years ago I could have listed numerous things. Currently, I have nothing to say regarding the "best" thing, although I know this is not an anonymous survey, it needs to be said. This department has been in constant decline, the administration is more concerned about public perception instead of backing officer's decisions on the streets. The administration is out of touch, they have no clue what it is like to be an officer on the streets. They punish officers for non-punishable offenses, or open investigations on officers because a "complaint" was filed. Instead of reviewing BWC footage, realizing there is no merit to the complaint, they open an investigation on the proactive officer who made the city a safer place, because "public perception" is more important than enforcing the law without violating policy. The administration talks about "being there for the officers," yet they humor every complaint that walks through the door. The administration is more worried about public perception than they are making the hub city a safer place, which is why this anonymous officer lives outside the city because public perception is more important than actually enforcing the law and making the city a safer place.
Better pay and access to equipment vs other area agencies.
It gives my family and I a good standard of living. Also the department is large enough to work in all areas of Policing.
Retirement system. The flexibility and work hours when kids were young
Camaraderie, family type closeness.
Being able to be a part of something that makes an impact in the community.
Unity in the police department
The camaraderie between squad mates.
We come together in times of need.
I like the majority of the officers at this department. We have some very bright officers.
Training received.
The satisfaction of being able to help victims of crime.
I get to help people and do my part to help the community!
I liked the progression of my carrier at the Department. It is a great place to work and be a Police Officer.
the Bond
For the most part we are a very well rounded and respected Police Department.
The opportunity to be able to try different sections or jobs.
Unfortunately, at the moment there is very little that I, can brag about. I feel that we were at one point the best in the state but now instead of being the premiere agency we are too worried about pleasing the community instead of protecting them.
The ability to come to work and have a shift that is willing to go above and beyond call for service.
Training availability. This has gotten taken away recently due to not wanting to spend the money. But I definitely think that the amount of training that we should be allowed to do is great.
My squad and the leadership of the senior officers.
working with my shift
The bond between the officers, community, and the other L/E agencies.
I like my shift the most ... we are an awesome team and very helpful to each other
The schedule and various over time opportunities. We also get a generous amount of vacation time to take.
We have an opportunity to be the best agency in the State. The training we receive is second to none.
I love my job and the section I am in, but we are unable to be an effective unit due to the lack of personnel which has been continuously looked over and pushed aside as well as not being backed by the current administration on numerous incidents

I like the fact that I can help people on a daily basis and make a slight difference everyday. I like the pay and the availability I have to making more money. I also like the different experiences that I have had thus far and the different places I have attended and training that I have received.
I love my current position and the ability to hopefully impact the citizens of Lafayette in a positive way and help to get justice for the victims.
The unity between officers on the road
The bond you create from working together.
It provides me the opportunity to work as a public servant and help the community
The training and opportunities the department has to offer. The Lafayette Police Department is a great place to work.
The sense of "family" and support from my peers.
The diversity of what you can do as far as specialized sections.
Pay, benefits, camaraderie
The training along with up to date issued gear
The level of professionalism of the Officers.
Job security, retirement benefits
Pay
In my specific assignment, I can make a direct impact on the community without being hamstrung by bureaucrats.
Professionalism
Tuition Reimbursement
My ability to be in the community working and meeting with the public to hear their needs.
My coworkers
Currently, my position gives me the potential to have an affect on officers and their job performance.
The comradery between officers.
In my opinion we are the go to center agency for the Acadiana area and are recognized as such.
Serving my community.
The initial training and the current squad I am in
Retirement
Having the ability to move to section CID/SRO/Traffic/etc.
Working with so many like minded individuals. There are many that work at the department that are willing to help others.
the people i work with
Helping people solve problems
I love the prestige of this agency and how the Lafayette Police Department is viewed as the optimal standard in the Acadiana Region. I feel honored to be apart of such a flamboyant organization.
Working with Officers who are well trained
It feels like a family.
Lafayette PD is a family. For the most part, we all look out for one another. There are a few bad officers but a lot less than other departments.
The co-workers
doing my part to help the department be the best it can be.
Being a part of such a large group of people that want to help other people
The opportunity to work in specific sections in which you strive at and are passionate about.
I like the family of LPD and the opportunities within the department to work various divisions.
The pay

helping the community
The amount of training the department offers in comparison to other departments.
teamwork
Its a great department
The availability for resources, always having backup nearby
The strong sense of brotherhood at the Lafayette Police Department seems to foster a supportive and cohesive working environment, which can positively impact teamwork and morale among colleagues.
Teamwork
I get paid no matter how horrible it is
Various opportunities available to work in different areas of law enforcement.
High call volume and good action
We can train out of town and in subjects that interest us.
1st, I believe this is the best department in the area if not the state and I am proud to be a member. We are well trained and are given the tools we need to do our jobs. 2nd, I love the fact that we do the work and we are efficient in what we do. If someone comes into this city and commits a crime, we will catch them and arrest them, no matter who their daddy knows.
Competitive pay, and I enjoy most of my fellow employees. Also I like th variety of different tasks and assignments I have been able to do throughout my career
There used to be things to like about working at LPD.
Feeling helpful and useful within my department as well as the community. The pay increase was nice too.
The forward thinking by the up and coming supervisor
The vast majority of Lafayette Police officers are better trained and more knowledgeable about law and police functions than any surrounding agency.
The comradery amongst officers and the family atmosphere with peers.
Being able to make a difference in the lives of the most vulnerable.
pay is good and the community is awesome
Being able to serve a community that we live and work in. Also, working with like-minded people who wants to make positive impacts in our interactions with the citizens of Lafayette.
The small family atmosphere of my squad and the ability to further my education and training
Good training, good experience, and a variety of career opportunities within LPD.
The professionalism of the department is what drew me to work here.
The work environment
the pay and the citizens
I like what I do. I enjoy being able to make a difference in the community that I reside.
I enjoy the people I work with and I enjoy having the ability to do some good in the community by taking dangerous criminals off the streets.
The amount of police education that is provided in patrol.
quality of life
The ability to help others.
There are many things about law enforcement that I enjoy, but it is difficult to find something both positive and unique to the Lafayette Police Department that is not common in all other local agencies.
Patrol division
The nice equipment and being able to have input on different situations around the Pd
The quality of training our current training staff implements.

The department is, overall, a good place to work with good training opportunities.
The patrol schedule works well and the comradery with officers on shift and in the department.
Salary, although room to improve. Also, the level of competence among most officers
Having spent many years at the Lafayette Police Department I have had the opportunity to witness many changes. What I admire, and like, about the Lafayette Police Department are the officers who, day in and day out, come to Lafayette Police Department and choose to help, serve and protect the people in this community. The officers, no matter what else may be going on, make a choice to show up and perform in a professional manner.
I like working for the Lafayette Police Department because it gives me the chance to help protect the community that I grew up in.
I enjoy working with the other officers who have become family to me. The training we have is amazing that is known around the state, and I do value that.
Being able to talk to different people everyday and being able to help them and leave them in a better place then when I arrived.
Benefits/retirement
The brotherhood among the officers is second to none. It's one big family and everyone pulls together when needed.
That a lot of officers are self determined and work hard
The Lafayette Police Department is one of the best agencies in the state to work for. I submitted a training request I have not been denied. I am always looking to improve myself and the agency allows that.
LPD is the most respected agency in the area. Our officers look (most of them) professional and conduct themselves in a professional manner (usually). We are paid well for the job we do.
Pay, take home vehicle program, updated tattoo and beard policy.
The department is a family and we take care of one another.
The comradery. The ability as a patrol officer to investigate my calls as far as I can take them. Access to the range.
The officers I work with.
The department has the possibility of being a good agency
Training
Best trained & most professional agency in the area.
understanding the importance of working a requested shift to better accommodate family
The Officers
THE WORK FAMILY I GAINED
The thing I liked was that this department felt like a family but over the years it has broken into pieces and does not feel like a family at all.
The fixed shifts and the quick and heavy response from coworkers when asking of an additional officer or 108
Ability to help people who need it.
There are a lot of good people working in this department.
Helping the community. I wish the Pd would stop trying to divide the races.
The culture of working hard, and being a part of the best department in the state was my favorite thing. Now I don't know if that's true anymore. People once respected us, now suspects say "The jail is full, get me a warrant." The pay is the best thing now.
Nothing
Being funded by the city and supported by most of the community. I truly do enjoy the City of Lafayette and the Lafayette Police Department.
It's the leading law enforcement agency in the surrounding area.

The training opportunities given to officers that aren't offered at other agencies.
location
the retirement plan and bond you build with employees. we look out for each other,
The amount of opportunities to serve in different areas of the department.
The Retirement plan
Some of the people I work with. Only a handful of supervisors make me coming to work worthwhile
retirement, ability to take time off
The people that I work with.
The level of training offered year around for specialized skills.
I take pride working for one of the best Police Departments in the nation.
My squad
Good Technology
Quality of life it provides for me and my family.
I work with the best Officers in the world. Our training and professionalism are far above and beyond.
The respect the department gets from the community and surrounding agencies. It is a fact that LPD is highly regarded among it's citizens and other agencies as a no nonsense hard working agency.
we are known state wide for being professional and the premier agency to work for. i take pride in that
Training, Pay and reputation.
The ability to converse with chain of command.
The training opportunities, professional agency and a great city to protect.
The training section is top notch and prepares new hires for the road. The departments pay has gotten better.
Pass
.
The opportunity within the agency regarding the different sections and positions available to officers who work hard.
The officers
The men and women I work with.
Being in a position to do good things for people and our community
I love my agency, and I love to protect Lafayette citizens, however we need to go back to the old ways of policing if we're going to be effective at protecting our citizens. Policing isn't pretty and often looks bad but with strong leadership backing officers when they are right it's much more effective than this "Mr. Nice cop" era we are in.
I can support my family
The friendships I have built over the years that have turned into almost a family
N/A
Training, pay, benefits
The strength and potential that the agency has, along with its training program.
The best thing about working for LPD is being able to help the community
Being a Mid-size dept. allows us to get to know the citizens that we serve better, allows us to become more familiar with the geographical area and being a mid- size dept. helps us bond better as LEO(s).
The people, training, and pay.
The people I work with.
I like being effective and solving issues
In my position I'm allowed to function the way I see fit and I have the full support of my immediate chain of command

The training the department has sponsored locally and allowed me to attend. Brining in more technology to help solve crime. Keeping equipment updated and adequate.
Fast paced department with opportunities to grow in your career.
The specialized sections
The people I work with
The quality of training
I am encouraged by my supervisors to be proactive, and am not held back, for the most part, from doing my job effectively and efficiently.
Having been here for more than 2 decades I enjoy supporting my community as a protector.
The friendships and networking opportunities. I have been able to meet great and influential individuals in the community.
Benefits including pay as of now compared to others, leave allowances
Motors and the camaraderie.
Professionalism
Training benefits
Some of the people here are some of the best people I've ever known in my life. I genuinely enjoy most of the people I work with here.
helping other people
Growing close to the people I work with as a squad and becoming family.
TEST!!



## Q115 - The thing I would most like to see improved at the Lafayette Police Department is:

Open-Ended Response

the way Officer Talk and treat people

I'M JUST A PO

The pay is not enough for all the work that is required. Being appreciated for all the work that is being done.

Training, Pay, Moral. A Capt. and Chief that care more about violent crimes and not petty crimes, such as misdemeanor theft.

I would say the pay wages go up specifically for dispatchers. We are always her just as much as the officers. Also as much as the other rotation we don't usually work because we're so short handed. Also the fact that some of are officers are scared to communicate with because they are worried they might get in trouble. I feel like officers and dispatchers definitely need to have an understanding and a good relationship with each other.

Alot, 90% of this survey revolves around patrol. As I type this response, [REDACTED] Its my opinion that alot of this city's crime "problems" would be solved if we would focus more on filling our patrol section and treat those brave men and women like the backbone of the department we tell them they are.

Leadership putting more effort into the opinions of lower rank officers.

Pay

Better leadership.

Officer response and interaction with the general public and civilian employees.

Holding all officers accountable.

Don't know at this time

Actual Competitive pay for the amount of calls that we handle compared to neighboring agencies. Also more officers per squad. There are the same amount of officers on the road as fifteen years ago, however the city has grown significantly, along with significantly larger call volume.

improvement in pay and equipment

Promotion system

A increase in pay rate for our non commission personnel.

Upper chain of command to do yearly fit for duty checks. PAY RAISE. Better health insurance or to make it to where this one is not mandatory if we choose to have a different one.

I would like to see more officers held accountable, especially the higher ranks.

Accountability for all ranks. More focus on crime fighting and less on mandated community events (coffee with cops, walks, etc.).

department size - increase Officers.

Attention to the base job duties of a police department and less attention to curtailing operations to fit politically correct ideals

.

N/A

What I would like to see most improved is the officer-to-administration relationship.

Having new cruisers and an available pool of reserves for when units are in need of repair.

Holding officers accountable who actually deserve it. If an officer is warned follow through with discipline instead of repeatedly warning them because they are "buddy buddy" with admin.
Being more aggressive dealing with criminals, technology,tactical operations
I would like for someone to look Mark Garber straight in his eyes and say "Fuck you Mark Garber". This at the moment, he is the worst problem for the Lafayette Police Department and the most likely to get us sued and imprisoned for violating people's civil rights. I would love to cut all funding to the sheriff, "book" prisoners using our own AFIS machine, then ship them off to another corrections facility. Send our funds to another corrections facility. When we take our millions somewhere else, I bet that asshole will be able to magically open up the jail. If not, then it is glaringly obvious that he is incapable of performing his main function.
moral
Using employees where they are most beneficial and placing them in an assignment that best utilizes their potential.
Communication with in the Department
Make it more attractive to new officers, with better pay, but also better benefits such as vacation, and better insurance. Also give officers the ability to be police officers, not social workers, housing advocates, or other "social" issues. This is a law enforcement organization, not Habitat for Humanity, public works, or a mental health agency.
Upper administration to be more accountable and stand with Lower level patrol officers. Not all supervisors are good and honest. It is what it is!!!!
The pay rate, respect for others (lower ranking people)
Fairness
Putting the most qualified officers in positions, not the officer who checks a box. The days of the most qualified officer getting the job are long gone at LPD. The other issue that needs to be addressed is the Chief and Major Brown being removed. The Chief is more concerned about the public than the officers she serves. We understand as the Chief, you need to satisfy the public, however, when you completely disregard the officers, you serve it demonstrates the inability to lead or serve those under your charge. When officers perform within the color of the law, there should be zero discussion about "public perception." The Chief of Police should provide a strong statement backing the officers under their charge. Major Brown, this is an easy issue to address. He is on the "Brady List" a Major at LPD, the same officer who went on "drop" years ago because of being in fear of being indicted, however, he beat it, yet he remains at the department, the second highest rank at the police department that serves the city of Lafayette. The same officer who receives multiple phone calls throughout the year from citizens who interact with LPD officers, requesting he intervene, and he does, is this not unethical, is this not an issue as a Major at the LPD...again, I understand this is not anonymous even though it was told to me by the Chief of Police.... if I am identified for being honest in this "anonymous" survey I would suggest the issue is far greater than what I have expressed thus far. Civil service protects the illegal activities Major Brown continues to exhibit, however, improving the LPD requires action, starting from the top, the future of this department is dependent on correcting the problem from the top down. Unfortunately, I do not have the desire, nor the time to go into more detail on the corruption, discrimination, and inability of the "administration" at LPD. If I were restricted to a certain number of words, I would say the LPD is in a constant decline that we will not recover from unless someone intervenes.
Being able to book anyone in jail for any charge. No waiting lists.
Expand the crime suppression unit. This would help get control of violent crime in the city. Also give Officers more jail space (using other parish jails).
People taking accountability for their actions.
The pay rate for support staff. Accountability, and respect towards work of coworkers.

Manpower and facility improvement/expansion.
The pay rate for all employees especially the civilian employees who are under paid and work multiple jobs within the department.
More proactive in enforcement traffic and drug laws
Pay for the amount of work LPD produces compared to other agencies around that do less and get paid the same
I would like to see improvement at the foundation with more FTOs and i would like to see an increase of manpower to the [REDACTED]. It is a historical fact that when the [REDACTED] is at full strength and works together as a single unit, the streets are calm and less drug activities which leads to less shooting.
Top relying on old, outdated ideas to solve current policing issues. It is time to utilize the talents that are waiting to shine and provide new fresh ideas and strategies. We are getting tired of the "that's how it's always been done" attitude from older members of the department.
no opinion
To see the department shift from a business outlook to where employees are just a number to where all employees are valued the same and get equal treatment, not just certain people being treated special.
Higher morale (respect between personnel) and pay raises (with consistent raises every year)
Communication from the Chief down the ranks. Asked more to problem solve with the Chief and she would listen.
Communications
Officer retention, morale, less uninformed/uneducated higher ups (some ranks have no knowledge and understanding of the importance of their subordinates positions nor do they care to understand an explanation of importance)
Pay, more officers, less mandatory drafts, better decision making by command staffs, less division
Leadership, and by that statement I mean a Chief and Command Staff that stands behind the Officers while putting the priority on fully staffing the Patrol sector and stop worrying about having special sections like other agencies do. Officers on the street that are allowed to be the Police stop or deter crime, not social police.
combat the large amount of gun violence and drugs in the city.
Holding administration accountable for actions against officers. Patrol spends far to much time concerning themselves with how admins will feel about there actions instead of knowing that administration has their back.
Better marked Patrol units.
communication and respect
Become the #1 agency again in the area that other agencies look at for training and help when needed. This also helps in recruiting as individuals looking to get hired look for that #1 agency. This can be done by empowering officers/civilians in their expertise. LPD must take the lead and stop making excuses for why we can't lead. We have the people, training, and equipment to be the best, we just have to believe in ourselves and move forward.
officer and dispatcher communication
The morale. Especially between different divisions. Some employees are not heard when bringing problems to their supervisors. I would like to see improvements from supervisors in solving problems from their subordinates.
Before specialized units are created, we need to focus our attention on the violent crime in the city. I understand the thought process behind some of these units and I agree they should be there, but not when we had a record number of homicides in the city and nothing is being done about it. The crime rate is increasing and I feel these units will not combat them and were only created for an "image."

Actually taking control of the department and standing up for our officers who try to do the job in its entirety the correct way
I would like for the way we sometimes treat one another to improve, along with extreme lack of trust. I would like for people to mature (even the older people) and for people to stop tearing each other down. I believe that we do all come together when incidents occur, however, we tear each other apart aside from that. In a job where we often have to have each other's backs, we constantly stab each other in it. I would also like for EVERYONE to be held accountable, even the brass, no matter who is friends with who. I would like for everyone to be heard and for the brass to be more open minded. This is not the old days and the world is forever evolving. I would also like for officers to learn how to talk to citizens respectfully and practice more de-escalation. It is not always babying people just because you choose to talk them down rather than 108'ing. I would also like to get away from the mindset that you have to fight people, just to gain respect around the department, especially trainees and rookies.
Holding ALL employees, especially higher ranking, accountable for their actions. It should not just be PO and Cpl's that are held accountable. Get the higher ranking officers in check and the POs and Cpl's will have good role models to follow.
The department has the money for classes and other things, but will deny saying its because of man power or saying someone went to the class and have to learn from the officer that went.
The lack of moral
The communication with the upper administration and the line officers accept criticism from all officers
The morale along with better pay, benefits and incentives The only way to attract better quality of Officer is to provide better benefits and pay.
I would like to see more officers take a sense of pride and respect in their agency.
Keeping good dispatchers. We have lost too many great dispatchers to other agencies. The ones current it is obvious that they are newer. Patrol should be the focus I believe we are over specialized right now. [REDACTED]
Leadership. Morale. No focus on race. Ability over favoritism. Less clique type behavior. Lafayette consists of more than the northside.
More Proactive policing focusing on crime prevention rather than being reactive. And also it takes far too long to be promoted within this department.
I would like to see senior Officers in important positions be held accountable for not doing their jobs. They are holding up spots for promotions and are not required to work. People with competence get penalized by getting overloaded with task while some Officers get away with not working for years.
The mismanagement of personnel by Command Staff. [REDACTED] [REDACTED]
Civilian employee moral. Pay is below poverty level. The inconsiderate attitude about substantial increase in pay from "higher-ups" is insulting.
Manpower
An increase in allowing the training staff to eliminate recruits who are not meeting the standard. Quality over quantity. This job is not a game. The PD also needs to stop nitpicking proactive officers while the lazy are on easy street.
The ability to book suspects in the Jail
Qualifications are upheld for certain positions. Currently newer officers are being transferred to specialized sections without meeting the posted years that is required. Employees with college degrees and night officers get paid higher, like Baton Rouge PD. Have Majors and higher brass occasionally work the road so that they can stay in tune with officers needs; rather than assuming what has worked in the past still is efficient.

More communication from upper management about decisions starting with the Chief. Stop placing officer's in positions based upon relationships.
Salary adjustment to the national average
Increased training opportunities. The current allocation of manpower is baffling.
More movement between sections to create more versatile and well rounded officers and supervisors that have the ability to make sound and informed decisions which will promote confidence in decision making at every level. Truly recognize patrol for the backbone it is and stop treating an assignment to patrol as a punishment or less than other divisions.
Continuous improvement of equipment, tools, and facilities (main station) for all employees and funding for those improvements
Staffing improvements
technology along with care towards officers
Command staff personnel being removed from their position if they are toxic and have their own agenda and operate with a deliberate disregard for their section.
Having a command staff that is willing to listen to the officers and their options. Not just the upper level of staff who have been out of touch with the patrol portion of the PD.
More mandatory training for ALL supervisors, better representation for ALL staff members by members of the command staff, solving internal issues with ALL employees before focusing on community relations. Keeping the philosophy of "it's not a problem till its a problems" is detrimental to the health of this department.
the pay, hopefully will attract more applicants
Manpower
Accountability standards more consistent across, especially with superior officers/administrators. Sometimes, it appears the "don't do as I do, just do as I say" motto is more frequent than it should be.
Patrol increase
pay raise for civilians and for everyone to know that we all have to work together to make this department work. Do not criticize or be little someone that is under you.
Starting pay should be increased to \$50,000/yr in order to attract the best qualified candidates from this State. Young adults today are mostly motivated by money and if we are just offering the same starting pay as the surrounding, smaller, less busier agencies, our candidates will go work there instead.
Recruiting and retention
pay
There is no focus on helping the individuals of the agency. The focus is always how the department appears to the public, instead of assisting the people that are supposed to be assisting the public. The employees cannot do their job if they are always expected to do more without any help from the administration.
The administration becoming aware of what actually happens on the patrol level. The administration needs to know what equipment is needed, what technology is needed, what investigative tools are needed in order to successfully provide a service to the Lafayette community.
I would like to see LPR cameras added if not to all camera poles at least to each area, it would allow a much higher hit and run solve rate.
morale
raises for all
holding the leadership under the chief more accountable
leadership

Numbers on patrol
Jail space in order to do our jobs effectively and reliable units that will not have to be exchanged every single week
Improving consistency, accountability, decision-making, and fairness at the Lafayette Police Department would contribute to a more effective and transparent organization. Clear guidelines and fair processes can enhance overall performance and public trust.
Tactical training
I would like to see a very proactive street team (similar to ACTION) put back into effect.
Pay
We must be encouraged to enforce the law by our policies. At this time, we cannot pursue felonies and are unable to book subjects, preventing us from being proactive.
<div style="background-color: black; width: 250px; height: 1.2em; display: inline-block;"></div> I would also like to add that we need better communication from within because information from the top down through the ranks to the troops gets muddled and lost in translation. Each person changes the message a little or does not care enough to provide the exact wording. The results are the message being completely different from what it started out as, lower ranking officers not really knowing what to do and a break in morale.
Man power increased, incentives for officers who have extra skills and go beyond the basics, like SWAT officers, negotiators, homicide detectives, fatal crash investigators. Just a few examples
Fair and equal treatment for everyone. This department has to many cliques and "favorites"/golden children.
Officer morale and more communication between certain levels of the department to patrol. If they don't know what's actually happening such as SIU/narcotics things then they can't help.
More effort in the retention of quality officers.
Officer accountability at ALL ranks. It's not a secret that Lieutenants, Captains and Majors are (and have always been) a protected class from disciplinary action, including egregious acts and outright violations of law. It is frustrating and outright disheartening for officers, Sergeant and below, to observe the aforementioned and know that no disciplinary actions will arise to the "protected class" in this department. The lack of enforcement of rules, regulations and laws pertaining to criminal violations draws a strong divide between the Sergeants and below and the upper ranks. It is clearly defined as an "Us vs. Them" mentality.
Consistency especially when dealing with discipline and complaints. Implementing more resources to assist officers in coping with the job.
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We could better solve crimes with better technology implementations (I.E. Cell phone tracking technology). The cameras that Brooks Bernard own are FAR SUPERIOR to Flock and FUSUS. The internet issues in P3 hinder our ability to be safe and effective.
more patrol officers on the road
That officers regardless of their rank be held accountable for any wrong doings regardless of it being a violation of department policy or the law.
Less emphasis on community bonding and get back to REAL policing. The only way to decrease crime is boots on the ground and taking back our streets. Only citizens that participate in the community events are the ones not committing crimes. We need a stronger presence in the high crime areas with zero tolerance.



The thing I would like to see improved the most would be improving the number of sworn officers at LPD. [REDACTED]
What I mean by lower quality and customers is that officers go from call to call to call just to clear CAD and majority of the time don't have the opportunity to truly investigate a crime or have the care/urge/want to assist a victim or complainant due to the large call volume or calls pending. Secondly, our overall professionalism needs to be improved; from looks to communication with the general public. Perception is reality!
Communication within the department.
An increase in our uniformed division/more recruits
the culture of the department. (good old boy system) I would like to see a day where all officers are treated equally
Better pay.
A higher focus on staffing/keeping officers in the patrol section. It is always said Patrol is the backbone of the department, but Patrol is consistently leached from in terms of manpower and seems to get the least amount of support from the command staff. It seems that most additional assignments (downtown, hospital guard duty, etc.) are forced on Patrol and put even more stress and busy work in an already stressful section. Patrol needs support and should be meeting healthy staffing criteria before officers are taken from patrol by specialized sections/assignments.
The keepin of patrol staffed before staffing specialized section/ creating new speacialized section. [REDACTED]
upper management held to the same standards as sergeants and lower
Better working envrionment, inclusion of support staff,training opportunities, better incentives, traffic handling more accidents during busy times during the day at busy times.
Better dissemination of information. Patrol officers are the front line of the agency, but are frequently the last to find out information. For example, many of the programs that were asked about in this very survey, I was unaware of their existence, therefore many of us are not equipped to provide the best advice to certain scenarios. There is a lack of communication between the command staff and officers, as well as between the different sections of Lafayette PD.
Communication within the department
Allowing minorities to be in specialized sectors other than SRO
I would like to see more involvement with command staff to boots on the ground. I would like to see personal feelings be left out when speaking to command staff about issues. One of the biggest things we face is officers are scared to speak up about issues in fear of retaliation.
Increased staffing, better communication, ensure the core divisions are fully staffed before the creation of new units
Having more equipment in the units (i.e Moblie Radios). Having the department buy [REDACTED] so that each officer has one.
An agency head that will prioritize proactive and effective policing. Prioritize TNT, Patrol.... And will fight with the sheriff over the jail.
Morale. The Police Department has had many department head changes in the last few years. It is imperative to have a sense of stability, strength and compassion in our department to set the foundation for our officers. When they know we have a strong foundation and they matter to the Command Staff/Supervisors, both at work and in their personal lives, they will feel better about the department and able to perform in a more positive manner. They need to know, "They Matter!"
I would like to see a better plan towards fighting violent crimes in the City of Lafayette.

I would like to see a better plan to fight the high crime/violence that has risen in Lafayette. I agree that community relations are important but to me fighting violence should supersede that. I would honestly like to see a ACTION team put back together that we had years back.
More officers, a detail to combat the loitering around Total Wine, increased use of technology/ better technology, and allowing officers to have the chance to go into specialized sections but are not chosen due to some one's buddy also put in.
More Patrol staffing, less "specialized" sections
Fairness in accountability, instead of differences based on rank and/or status
We stop trying to catch up to other agencies and be the LEADING agency. We only get raises when other agencies do it first, we only make changes when other agencies do it first and we are not leading. There's no way other agencies should have better or competing pay when we worked TEN times as much. But yet they have better pay, units, and policies. When will we set the example and not follow others. We dont even have incentive pay, because agencies around havent started yet. But im sure we will AFTER other agencies start.
The officers who always call in and get a "doctor's note", and tell the supervisors they are going to call in because they don't want to come to work.
<div></div> meanwhile other sections such as SRO and CID remain close to fully staffed.
More people on the road, aggressively going after drugs/firearms.
The integration of all systems (CAD/Evidence/Reporting)
Communication between ranking officials and patrol officers.
Decision making at the highest levels. Admin backing their officers
Pay
Increased staffing on patrol. Higher pay.
Our dispatchers. Some of them are terrible; sounds like they don't want to be at work.
Less redundant paperwork
LESS TURN OVERS DUE TO THE LACK OF PAY. SENIOR PEOPLE ARE LEAVING DUE TO BETTER PAY AT OTHER AGENCIES
The openings, as far as advancement because those staying in the offices for way too long are keeping other officers from advancing in their careers. Also, the officers that go into specialized sections stay way too long and forget where they came from. The FTO unit needs to be gone through and revamped because the ones that are getting cut loose lately do not have the knowledge of what to do on important calls because the FTO unit is NOT teaching these recruits like they should be teaching them. The females have the worse time because of getting propositioned while they are in training or FTO. The FTO unit is not helping with the new recruits at all. One female that just had got cut loose only used her personal laptop in 4th phase and did not have any type of help before getting cut loose. She even asked to have more help but was pushed out anyway. Another officer had to add all the items to her computer so she would have the correct sites to help her on the road.
I would like to see the unfair treatment of officers come to a stop. Too often officers are treated different based on opinion and not merit.
More equal accountability across the officers.
Biased disciplining from supervisors against subordinates that they do not like. I have never had this happen to me but have had friends that have been done wrongly and LPD looked the other way due to the supervisor being the rank of Sargent or above. Accountability for everyone regardless of rank.
Being consistent, transparency and stop dividing the department based on color! Example having a wall based on the color of one races skin color



Supervisors and administration worrying about if officers are chewing bubblegum in uniform or farting in their units. Especially when there are more pressing matters like department morale, filling patrol slots so officers aren't being overworked, and crime suppression to lower the homicide rate. Nitpicking for write-ups and performance logs seems to be more important than those things in the last 5 years.
The command staff to be held accountable and to the same standards as patrol officers. And for command staff to actually use their brains to make smarter decisions.
Moving away from progressive ideologies and focusing more on the incarceration of repeat violent offenders.
Better leadership amongst the admin. Starting from Lt. And up. More road time required by these admins to remain in touch with what's actually occurring on the road.
The fairness of punishments and opportunities given throughout the department. I don't think an officer who hasn't even been confirmed should be put on any type of special team or group. I also don't believe that one officer should be punished for something and another officer not.
the way employees are treated in particular working mothers/females, pay increase for civilian employees
less attitude from officers, more patience, increase in pay. rookie officers training new officers. think it should be officers that have been here for longer than 2 years or more training new officers.
Staffing to reduce the amount of drafts for mandatory overtime.
I would like to see the pay increased. The pay is poor, for the amount of work being expected to be done. More help in departments working short, and being overworked. Decisions being made by people who don't have knowledge of the job.
Leadership
low pay for civilian employees and inability to fill positions is just outrageous at this point
I would like to see the police department stand up for its officers, and not always let other agencies walk on us. I would also like to see the "administration" get out and handle calls to see what policing is actually like not in this city before making decisions based on what the computer or stats tell them.
I would like to see an improvement in the number of on the road officers.
I would like to see more officers on patrol. I believe all squads should have six ACTIVE officers. The department should implement an injured reserve for officers who get hurt/stress leave/ etc. That way they are not taking up a spot on the any shift.
n/a
The department needs to be more aggressive when it comes to policing tactics!!!
More honesty and transparency with the community
Attention to violent crime Placing most qualified persons in position as apposed to personal friends
I would like to see quality recruiting and staffing improve.
Many of the lower rank and file (i.e. patrol officers and corporals and below, still see the ability to move from section to section as a "good 'ol boy" system. While we have had many Chiefs in the last few years, the upper administration still keeps a tight lip about any goings on and makes it very obvious about who their favorites are.
communication between ranks and shifts. most times the left hand has no idea what the right hand is doing
Leadership,
The number of officers, the ability to book criminals, and the prosecution of said criminals, a revised pursuit policy.
Fairness across all the ranks. Don't just hold lower ranks accountable and stop accountability with supervisors
More officers on patrol instead of these new sections that are created while patrol still suffers.
Number of patrol officers increased

I would like to see stronger leadership who is outspoken and doesn't back down when addressing issues for the department and the city. Examples would be addressing the City Council for pay raises (██████████ to speak and nothing was said by our leadership), the Sheriff about issues at the jail, or the District Attorney's Office in regard to prosecution issues.
Our fto training unit it's a joke
Less community walks and more actual policing.
the ability to actually put offenders in jail. I realize this is largely out of our control but it's arguably our biggest issue right now
Training division needs more QUALIFIED personnel. The guys currently in training and FTO ARE PHENOMENAL!! But they need QUALIFIED help.
Not sure
Morale
Our administration to take a day/night shift and patrol the city. Most of our admin has not been on a shift in some time and things have changed in the realm of modern policing. This way our administrators can get a first hand account of what we go through at any given shift.
Accountability at all ranks not just patrol.
Bring back proactive policing and stand behind officers when they do their jobs. Also hold supervisors accountable to the same level that officers and corporals are held to.
Pay, improved technology, and better working environment for dispatch
Increased pay, which would help us with Retention and Recruiting. Also we need to realize that when we "weed out" a recruit while they are in training because they are not performing to the standards of a "seasoned" trainer we are failing as a dept. It appears that Minorities are being "weeded-out more than any other groups of recruits.
For the Chief to stand up to the Sheriff and let the public know about our inability to incarcerate people. Stand up and be heard Chief.
More of a focus on violent crimes than community relations.
Race relations and fairness
Holding the administration to the same standards that the lower ranks are held to
Full staffing for patrol.
Transparency within the department and community. We need to stop hiding things.
Consistency
Letting officers actually be able to police without fear of being reprimanded
Pay
Recognition of police officers for enforcement-related actions, i.e. getting a violent felon off the streets, a large drug bust, solving a burglary ring, etc. In the past, most recognition of officers has been for non-duty-related actions (buying something for a child, etc). These actions are great and commendable, but which action impacts the world more: getting 2 ounces of deadly fentanyl off the street, or buying somebody a new bicycle? In my opinion, it's getting the deadly drugs off the streets. That could be preventing somebody from losing a daughter, sister, brother, etc.
Accountability at all levels and over the past few years the accountability has declined, thus causing the lack of trust that the community that needs us the most current has for us.
Pay, consideration, and more open opportunities for the civilian employees. Everyone wants to feel like they are cared about and that they are being appreciated on their job. That is something that I have not seen much of in all of my years of working for this department.

Internal information ie. Officers involved in incidents and or with narcotic targets where patrol may respond to location
Policies enforced evenly upon employees.
Communication bottom to top as well as top to bottom
Transparency with the department
Fair treatment across the board. No more favoritism
the amount employees are paid.
Better moral and more support for patrol instead of making more specialized divisions.

## Q116 - Please list the most significant values or characteristics that a Lafayette Police Officer should possess.

Open-Ended Response

honesty

I'M JUST A PO

Respect for civilians and the public.

honesty and good work ethic

Officers need to be aware, understanding, patient, proactive, have a open ear, know how to talk to people

.

A Lafayette Police Officer should have the ability to think and act rationally, integrity, compassion, a strong will, and motivation to help others with selfless service and dedication.

Integrity

Be treated as an adult. Proper training and more officers.

Honesty, integrity, and patience.

N/A

Respect for others

Good work ethic, honestly and a level head.

being mindful of words spoken and valuing others

Motivated, selfless leadership, a WANT to be the police

Trustworthiness and honesty

.

Honor and integrity

Well trained and professional appearance. Physically and mentally sound

Honor - Duty - Integrity -

Lafayette officers should possess the utmost integrity along with a desire for improving their skills as they mature within the industry. We should have the best officers in the Acadiana Area.

.

Honest, full of integrity, transparent, kind

A Lafayette Police Officer should be Competitive and have a don't quit attitude. They should also be understanding and have great problem-solving skills.

Integrity, patience, and ambition.

Core values. You should be the same person on the street as at home. A good person makes a good officer.

Fair, compassionate, leader,

Honesty, Accountability, Integrity, Good work ethic, strength of character, good reasoning and communication skills

to be professional

Integrity, Patience, and Empathy

Honesty and Integrity

Honest, integrity, and hard working

Integrity and Accountability Trustworthiness and ability to sacrifice
Compassion for others, willingness to listen, ability to comprehend simple orders, common sense
Social skills
Honor, Courage, Commitment, Integrity, Selflessness, Judgement, Dependability, Loyalty,
Brains and balls.
1-Productive Work Ethic 2-Makes Decisions Quickly 3-Physically Capable to Perform the Job
Good morals and values.
Respect Accountability
Professionalism (behavior and appearance), maturity, high morals, empathy, physical fitness, desire to improve personally and professionally.
A lot of the officers have pride issues. They should set their pride aside and worry about the matters at hand instead of just themselves.
Integrity
Courteous and kind
Professionalism, confidence, courteous, be able to communicate and care.
Honor, integrity and loyalty..
Patience, understanding, empathy and the ability to reason and problem solve.
Honesty, respect, and self value.
Compassion, patience, and the ability to put others before self
Courage, integrity, willingness to help their fellow man. Problem solver. Common sense.
Proactivity
Integrity, honesty, dependability
Honor, Dedication, Integrity. He/She should have a strong urge to protect the community no matter of race, gender or orientation.
Good attitude, Great communication skills, physically fit for duty
Integrity, endurance and communication
Integrity, Assertive, Compassionate, Educated, and problem solvers.
humbleness
Honesty Determination Leadership
na
a high concern for the problems of the public
Communication skills, bravery, compassion, a true want to do this job
Strong work ethic, courageous, empathetic, sympathetic, un-biased, quick thinking, mentally stable, and many more.
Honesty, EMPATHY, trustworthiness, great work ethic, responsible, somewhat organized, somewhat intelligent, brave and courageous.
Integrity, morals, good values.
respect, freedom to do their job the right way without fear that admin will get involved because someone complain
Integrity, confidence and empathy
Truthfulness and respect for other officers and citizens in the community.
Lafayette Police Officer should have integrity, dependability, responsible for actions. Should be willing to attend training better oneself along with secondary education and specialized training. Once again, this goes with the quality of Officer in general were recruiting we have to recruit the top Candidates from around the state and nation, better pay, incentives and benefits is greatly needed.
Honesty, Integrity and Selflessness

Loyalty/duty/respect/selfless-service/integrity/personal courage
Honor. Integrity. Ability. Intelligence.
Work ethic, appearance in a uniform, and professionalism.
Professionalism, knowledge, and honesty.
Compassion and humility with the ability to exercise their authority professionally and effectively.
Loyalty, Honor and most important, Integrity
Integrity, honor, and bravery sum it all up. Worrying about an officer using a few curse words should be the last of our concerns.
Honesty and Integrity
Ability to problem solve.
Self control, respect for the community, having an understanding of all ethnic groups, verbal communication skills, positive leadership skills, respect of the law that we enforce
Integrity Selflessness Goal Setter-A willingness to improve Excellent communicator
Reliability, honesty, integrity.
honest, self motivated, ethical with well defined morals, and willingness to learn.
Honesty, hard working, integrity, respect, and overall high moral values to do the right thing
To understand the task at hand and complete that task without worrying about what others are doing or not doing.
honor fearless pride valor
Integrity, honesty, genuine concern for doing their part to make Lafayette a better place.
An officer should have a strong character. This will allow him or her to have a strong value in their career. Being able to listen to other officers from higher and lower ranks is very important and should be practiced each day. Loving the community that you work in helps you complete a shift with a better attitude
Respect and integrity
willing and adaptable to change transparency everyone is HUMAN and should be treated and respected
Professional Self-motivated Well trained
1) The ability and willingness to actually "speak with" citizens instead of just "speaking at" citizens. This includes being an active listener. 2) Have some personal established of physical fitness. Officers should hold themselves to a higher standard when it comes to their own physical and mental health in order to effectively make sound decisions on duty. 3) Be "coachable" and "trainable." Realize those qualities should never leave an officer's mindset. Striving to be better should be a constant. 4) Follow lawful orders in a professional manner. This goes hand in hand with being "coachable" as opposed to being a "tyrant."
Well Trained, Professional, Integrity
Patience, honesty, dependability, hard worker, reliable, accountability, caring
Integrity. Intelligence. Determination. Confidence. Wisdom.
Integrity
Honesty
Pride in their work, leadership(not management) attitude at every level, and positive interpersonal skills
Morals, ethics, confident, knowledgeable, willing to take criticism and be humble.
Integrity, self motivation, dedication, and pride
integrity
loyalty
Well rounded in fitness, training, and respectful to all others.

integrity
Dont know
Honor Integrity Kind Hard working
Honesty, integrity, dependability, reliability, honor, and truthfulness are all crucial values and characteristics that Lafayette Police Officers should possess. These qualities form the foundation of trust between law enforcement and the community they serve.
Courage Integrity
the complete opposite of what the upper admin has
Honesty, Integrity, Selflessness
Physical fitness, open mindedness, & willingness to train and improve
Integrity and Professional appearance.
-Honesty -Integrity -Pride in their work (meaning that they take care to do thorough investigations, compile trial worthy reports and not just finish it quick so that they can go to a "more fun" call.
Emotional control
Fair, Honest, Adaptable.
Integrity, honesty, moral fiber.
A strong work ethic, selflessness, and the desire to make a difference
Professionalism in action and appearance. The desire to solve problems and keep order. Courage to put themselves in harms way, to protect people who cannot protect themselves.
Integrity and Empathy
The only important quality is to have a high moral standard. If this exists, every other important quality will be there.
intergrity
The understanding that some of the people we deal with are having one of the worst days of their life. Show compasion and treat everyone the same way you would want your family to be treated in the same situation.
Intelligence, quick decision making without the fear of upper chain Monday morning morning quarterbacking their decisions, trust, leadership, teamwork, motivated.
1)Professionalism 2)Hard work ethic 3)Intelligence 4)Integrity 5)Pride
Professional, outgoing, level-headed and most importantly learning how to just be yourself and not allow the badge to get to your head.
Passion for the job, compassion for the people, intelligence, able to make quick decisions
are police officer here needs to be able to communicate with the public and employees. the officer should treat everyone fairly and should be able to make choices and decisions
Open minded, honest, and have pride.
Good work ethic, good decision-making, effective time management, people skills, and effective communication.
good work ethics. helpng other officers. putting city before self.
professionalism/integrity
Compassion Understanding of other jobs in the department Not jumping to another precinct for no reason,leaving his/her precinct shorthanded, telling others how to do their job with no understanding of how to do said job.
Professionalism, honesty and accountability
Morale within the department and positive work environment
A public relationship with the community



Honest, hard worker, strives to be a perfectionist,
Honor, Integrity, Loyalty
Integrity, professionalism, accountability
Courage, competence, dedication
Integrity, Emotional Intelligence, Professionalism, Passion for the job, Physical Fitness.
Honest and hard working
Honesty, good work ethic, respect of the public
Respect towards the community and other officers.
Be humble. Some let it go to their head which creates problems.
Professionalism, Strong Will, Good Work Ethic
- Integrity -Respect -Motivation -Discipline
Integrity
Lafayette Police Officers need to be willing to work hard. It is a very busy city with a lot of extra events.
Integrity, courage, and respect for others.
Honesty, courage
Integrity. Respect. Honesty. Empathy
Great training.
Intelligence, compassion
Composer
Work ethic cause of the high call volume.
True loyalty and not afraid to take a report from a coworker who has more reports.
Good morals Good character Take pride in yourself, your department
PATIENCE AND INTEGRITY
The recruits need to know their job and how to handle the in-progress calls. These recruits are failing because of our FTO unit.
Integrity, Compassion, Understanding and verbal de-escalation skills
Strong moral courage, bravery, patience.
Most important is to know how to talk to people and treat them with respect until they show otherwise then be able to handle business quickly and efficiently.
Self confidence, humility humbleness kindness and a willingness to help others
Confidence, Accountability, Pride, Mental Toughness, Physical readiness, and Common Sense.
Integrity and respect
Intelligent, physically capable, and has a great ability to use discretion and to think critically.
Integrity, courage, drive.
Integrity, pride, honesty, reliably
integrity, hard working, the ability to talk to people with respect
unsure
Dedication to reducing crime and enforcing laws. Honor & Courage.
Honesty/Integrity
Integrity, Morals, Ethics, Good head on their shoulders, not selfish or self-serving
i dont know
A strong drive to work.
Integrity, professionalism, and courage.
An LPD officer should be proud to work for LPD. We are one of the best agencies in the nation. LPD officers should be willing to serve and protect the city.
integrity, honesty, grit, courage, and open-mindedness



Self-Motivation
Honesty, hard worker
Honesty; integrity; determination
Courage, strong work ethic, loyalty to fellow officers, physical fitness, and common sense.
Knowledgeable, professional, trained, drive, compassion and empathy.
honesty. just be honest, do your job to the best of your ability
Honor, Courage & Commitment
Integrity, tenacity, confidence, courage, compassion, empathy.
Great work ethic, respect, compassion, and integrity
Integrity
Integrity, accountability, dependability
Strong work ethic, integrity and empathy. A dedication to duty and to the betterment of the community through good police work.
Hard work
Integrity, courage, compassion
Integrity, honesty, compassion
INTEGRITY RESPECT SELFLESS ACCOUNTABILITY
Tactics
Honesty, integrity, fairness, passion, and fire
Honesty, courtesy, compassion, understanding
Honor, trust, integrity, self worth, courage
Professional, Courteous, Compassionate yet strong and capable of making solid decisions on the fly
LEO(s) should be approachable and display a genuine sense of empathy towards the community and the citizens that requires our service(s).
Integrity and work ethic.
Hard working and a problem solver.
Fairness
Loyalty, integrity, Tact and Decisiveness.
Integrity, honesty, courage, bravery, empathy, maturity.
kindness, toughness, social person, speaks well, caring,
Integrity
Officers need to be more selfless
Integrity, good work ethic
Professionalism, thorough knowledge of the law, and internal motivation to do their job.
Selfless service Putting the needs of others before your own
brave, kind, empathetic, sympathetic, understanding, someone who genuinely listens and eager to help no matter the situation. No judgement!
Communication with average person
Public safety , honor and integrity.
The ability to talk to people, professionalism, urgency
Proactive Patience Professional Bravery
A sincere desire to see this community improve. High sense of integrity and a strong moral compass.
respect for others, kindness, and the ability to work well with all people.

Physical fitness, strong mind, strong will, and the ability to help others with quick reactions and thinking. Problem solving.

## Q117 - The thing I would most like to see from Lafayette residents is:

Open-Ended Response

nothing

I'M JUST A PO

Helping each other in times of need.

n/a

Them understanding about certain things as in when we turn are code blue lights on, or understand why a certain person didn't get what they wanted when we get called out there

Nothing, we serve them, they don't serve us.

Cooperation with Police.

Common sense

Faster release of bodycam footage

N/A

Cooperation and Understanding

More support, take accountability for actions, stop committing crime.

understanding that police have a job to do and they arent the only resident in lafayette so know that calls are handled in a timely fashion

Cooperation

We are here to protect and serve them. We should not expect anything from them.

the continued support.

community involvement

Continued support.

.

I would like the residents of Lafayette to treat each other with more respect and compassion.

A willingness to engage in discussion when on the scene of a call for service.

Understanding. Officers are there to do a job not be lap dogs who do whatever they want just because they ask us too. We are not here to solve their life problems we are here to enforce the law.

Na

To stop committing crimes. Report the crimes that you see. Teach their children the difference between right and wrong. And teach them that there are consequences to their actions.

support

The community taking an interest in crime prevention and education.

Support for the Police

Lock your car doors and DO NOT LEAVE FIREARMS IN YOUR VEHICLES!

More support of LPD

accountability

support Law enforcement more

Fewer complaints and more support

Stop shooting each other.
Better parenting of their children and to understand Officers cannot fix poor parenting through the course of a single call for service.
more involved with youth and community.
Better understanding of the profession.
Support for the department.
To be more accountable for the things that goes on in our community
Stop feeding and or giving money to the homeless population. It has played a major role in littering and becoming a major nuisance for concerned citizens in our neighborhoods.
More involvement from the community leaders. They need to be out there at all times and not only when something tragic happens.
Buy in to the department, which will require some work on our end.
On a whole I believe the majority of residents support our department. We need to stop giving so much energy to the antagonists, ie. [REDACTED] who clearly have no will to work together for a greater good.
Continued support.
More cooperation with police and participation in police activities/events
Parents be Parents and not friends to the children they were given to teach and grow into productive citizens. Drivers looking out for others and not being so "I'm more important than you"
Secure vehicles and homes
Appreciation and assistance in solving crimes. Crime Stoppers is legit anonymous, help the police arrest who is responsible for these shootings/murders because communities know people, faces, suspects, etc. Community witnesses are highly important. Everyone sees/knows something
accountability
Accountability. Only when the community can admit that they failed raising their children, protecting their property and looking out for each other rather than putting the blame on the police will our community return to a safer community again.
help officers solve crimes in the area of which they live in.
Respect for police
Patience when responding officers are working emergency calls.
respect
Trust in the LPD and the process
na
More support for the police/pd. I see and hear a lot of complaints from residents about everything that the pd does within the community, big or small.
trust the decisions we make and not try to crucify us when they feel we did wrong.
Willingness to cooperate with investigations
for them to not be so naive, take more accountability, remember that we are also human like them, use common sense and their better judgement.
continued support
open to speak with us
Assisting officers with investigations instead of turning a blind eye and say the police are not doing anything.
Be more understanding and allow officers to do their jobs without being criticized
The continued support and to work with Police Department to help solve and report crimes and any information.

Teach and invest in their children.
Support. Personal responsibility. Locked vehicles
Less focus on race and DEI.
More cooperation with law enforcement to solve and prevent crime instead of complaining that police are doing nothing. Residents should want their neighborhoods to be safer.
lock your cars and stop shooting each other.
That I may be a Police Officer, but I am also a human being that feels there pain in times of crisis.
Respect for police officers who do not abuse their authority.
N/A
Common sense.
Citizen Involvement
Accountability for their actions, and support law enforcement.
Speak up more about injustice and hold police officer's accountable for bad behavior.
Respectful drivers Better parenting
Their continued support of us.
Trust
More accountability and cooperation
Involvement. The community demands the Police fix everything or that the Police must change. I would like to see a program where the community (not the civilian academy) is educated on communicating with the Police. A program where the focus is on encouragement to be engaged on problem solving and not finger pointing. A program where it is understood that this is a two-way street. If the Police are demanded to change, the residents must also change. Whether this is a PowerPoint, pamphlet, online course, classroom or other. Maybe even on the new LPD app.
less domestic violence
Personal responsibility for their actions and not blaming others for their bad choices they have made in life.
By using the mobile or online reporting system allows officers to respond to other needed calls for service.
Learning to be aware of the ongoing issues within the community as well as ways to protect themselves and their property from theft, vandalism, and other crimes.
see something , say something... stop NOT seeing anything but getting on tv or social media saying the police not doing anything when NO ONE SPEAKS OR OFFERS ASSISTANCE ..VIDEO ETC
Self-reliance
More patience and understanding when encountering officers. Most of the time, officers are being asked to rectify long-occurring self-made issues within a short time frame.
cooperation with police when witnessing a crime
help and speak out if they see anything.
Start raising their children, instead of just having them and letting them run amock. Raising them does not mean just beat them when they do something wrong and eventually "give up" on them. A parent should NEVER give up being a parent. Stop making excuses for their mistakes and the mistakes of their children.
Responsibility. I feel that most of the guns on the street are coming from people leaving them inside their vehicles.
cooperation with police
A greater understanding on how much they should be protecting themselves and their own property
More understanding that the Lafayette Police Department does not get paid enough for all of the work we do that goes unnoticed.

Cooperation in witnesses for prosecution of perpetrators.
accountability
be more respectful to the law enforcement officials
Assistance in creating a system where we help each other.
problem solving
Lock there cars
More willingness to help prevent crime
Encouraging Lafayette residents to take more responsibly for their safety and the protection of the property with collaboration with the Lafayette Police Department can lead to a more effective community policing effort. Residents need to become "hard targets" as best they can making it a little more difficult for them to become victims of crimes. Building a partnership between law enforcement and residents enhances overall safety and well-being.
Be more engaged in making the community safer
They owe me nothing
Empathy.
Let us do our job and go hard against criminals
They should be informed that the Jail is not open and [REDACTED]
[REDACTED]
Continued support
Stop committing crime. Though that would be bad for my job security
What?
Cooperation with the department and more involved/better parenting of the youth.
To listen and realize we are doing a job that most don't want to do and it's noting personal
To report more crimes that they witnessed without fear of repercussions. I want them to trust that we won't divulge their identity for giving us information.
More accountability and involvement in preventing and solving violent crime.
Mind your business and allow trained police officers to do their job.
more input
An understanding that police officers are people too. We are not always "out to get people."
Higher values and an understanding that crime prevention is not pretty.
I would like for residents to have trust and respect for our police force.
The community is torn apart and we need to see more unity.
Support
fairness to all officers of color. the culture of the department through it history has never made officers of color feel wanted nor needed Make them feel valued for all of the work the do while trying to keep the city safe
N/a
Respect for the job. I don't need praise or support. I just need residents to respect the man behind the badge and a realization that policing is also a job.
respect for the police
sports teams
Better understanding of how our job is not just who they see in person.
Continued support
People interactive with the officers
Police support

More cooperation amongst the investigations with violent crimes
Cooperation in suggestions by police ie, locking vehicles, removing firearms, securing personal property
Support
Continued support, lobby to city council for us, and fight LPSO
Respect. We must earn the respect of our community to be able to effectively police our community.
I would like to see more respect for officers.
More respect for the police.
Feedback on how we best could help them.
An understanding of the job.
Don't Know
The amount of support from residents is awesome.
Stop calling Major Brown! and when you arrive on scene they start demanding things because they already spoke to him and he told them how we should do our jobs.
Raise there children correctly.
Support from residents when Officers do the right thing, even if they may not understand or agree with it.
Trust in the police department.
Cooperation with investigations
Open line of communication with officers.
Respect
Understanding
Stop calling the police for petty nonsense.
Let us do our jobs. Especially on rowdy scenes when people not involved show up. It causes more chaos
Respect and support
RESPECT FOR LAW ENFORCEMENT
N/A
Support and respect
Support.
A minimal amount of feedback. They do not know this job and will never understand what we do. We should always be polite when possible during the execution of our job and never be effected by public feedback. We do the public an injustice by worrying about what they think and not preventing violent criminals from being free just because they are ignorant to what needs to be done to protect them.
Self awareness. They need to take responsibility for their own actions ex locking their doors and securing their guns.
The want to make their city and area better. We can't do it alone, enthusiasm in that regard would be nice. Not "Do your job and figure it out." Officers need help from the population.
Actually caring
Honestly, I don't think that residents should have to do much of anything FOR us. We work for them. That being said, I think that residents should be well aware of the jail's refusal to take in suspects as well as the failure of the 15th JDC to keep repeat violent offenders incarcerated.
Cooperation and assistance with law enforcement when it comes to solving violent crime investigations . Unfortunately that is a pipe dream. Specifically referencing the north side. A large majority of the residents have learned through several generations a distrust with law enforcement. It's The equivalent of believing in a religion. A few community walks isn't going to change their beliefs. And the people that are participating in these community walks are only 1% of that community.
Better parenting to juveniles
cooperation with law enforecement

understanding that we have more than one call and officers will arrive as soon as they can.
Accepting that they are also responsible for reducing crime in the city.
More patience/less attitude
A simple waive
parents parenting their kids more
Is for more support when doing the job.
More cooperation when it comes to providing information with investigations.
Support or at least a willing to sit down and speak with us.
n/a
To understand that police officers exist to handle criminal matters and not civil issues
Continued support
Lafayette residence strongly support this police department. They are involved
Most of the residents of Lafayette provide an incredible amount of support for LPD. I would like to see some accurate reporting from our local news.
I honestly think that the residents of Lafayette assist as much as they can. Understanding that we're trying our best with what we have.
talk to us when we canvass
support & trust
More involvement in their children's lives. More discipline at home.
More vocal support
Cooperation during investigations. Uploading video when asked
Cooperation. Simple prevention such as locking doors, obeying traffic laws in hopes of a decrease in crashes
N/A
Learn to drive
Would like to see more residents involved in helping stop the violence in their communities.
Greater cooperation and a willingness to provide information
Understand our job isn't pretty and it takes rough men and women to get there hands dirty to be effective.
Two parent households
Holding themselves accountable and trying to fix their own problems when possible
Accountability and understanding
Trust
Raise your kids and be accountable for their actions. Lock your cars and homes and stop allowing yourself to be a victim to the best of your ability
More trust and cooperation with LEO(s).
Continued support.
Accountability.
Collaboration
More understanding
vote Yes on a sales tax or other method to fund a new correctional center.
Let the officers and detectives do their jobs.
Not sure
Increased support



To stop leaving valuables/firearms in cars and stop leaving cars unlocked
I think the sector of the population that is critical of the police is actually quite miniscule, but unfortunately local media outlets give those few people a very large voice in the media. A large majority of residents are pro-police and helpful. I would really put the onus on LPD to make sure that residents are 100% informed on the crimes that are going on in there community, on a daily basis. We can't blame someone for being upset if they aren't aware of what's going on. Simply put: you need to tell the public you're doing your job, so that they'll know you're doing your job.
For us as a department to allow them to want to trust us once again. But that is on us
solidarity and kindness! seems as if everyone is ok doing their own thing with no care in the world for others.
Acceptance and understanding of officers completing their task and knowledge of basic reasoning
More educated drivers.
Lock everything
Assistance
Learning to settle problems on their own without involving police.
more respect for law enforcement even when they disagree with the law etc.
Helping solve cases.

## Q118 - The thing I would most like to see from our Chief of Police and other Command Staff is:

Open-Ended Response

The willingness to change with the times.

I'M JUST A PO

Communication and acknowledgment.

Focus on real crimes that threaten the lives of Lafayette citizens and not petty theft. Use personnel in a more effective way. Not show favoritism to certain Officers and allow other officers to apply and obtain desired positions. Actually work on patrol, so they do not loose touch with the heart and soul of the PD. Ask and actually listen to suggestions from Patrol Officers. Stop being tight with overtime and time off request.

I would like them to pay more attention when it comes dispatch I feel as in if they just sweep dispatchers under the rug alot and I don't find it to be fair. Dispatchers need to be heard in some aspects and taken care of as well not just the officers.

Continuity is discipline.

Take time to analyze Officers opinions on personal matters, and job related positions. Most of the time if an officer is requesting a certain spot for a shift change or a transfer in division, it can mean that an officer would most likely benefit from that position as well as help others in need of that replacement. This would not only motivate the officer to attend their job but will allow them to help the department in its specific individual needs and will secure a stronger trust with the officer and the department itself.

I

Retire, some are sticking around for the wrong reasons.

Engagement and concern for everyone's opinions.

N/A

Continued Leadership

More support for their officers. More problem solving, such as better pay and getting more patrol officers on the road.

being mindful that we work hard and more appreciative

crime fighting ideas... new one at least

Respect their employees and listen.

I would like to see the Chief of Police and other Command staff get all the information possible before making a decision that effects a unit none of them known anything about. Some units at the department are not plug and play spots. The time of "I don't need to know how to do what they do. I just need to make sure they are doing it" has past.

Working as a TEAM.

hiring and training new officers

I would like to see our administration brainstorming and creating more original ideas and plans at confronting the issues of rising crime within the city. While community outreach is definitely needed to a certain level, the focus of the admin needs to return to ideals on how best to utilize the limited manpower we currently have as opposed to over-extending the manpower with unnecessary full time positions.

.

A higher rank has said more than once “The only reason I come to work is to eat lunch with others at this point of my career.” I find that statement extremely problematic because someone who will take the time to work or fix issues is in line for that same position.
I would like to see more support towards patrol.
N/A
A back bone. Stop being afraid of the public and making decisions based on trying to look good to the public. Put your officers first and allow them to do the sometimes difficult job they are here to do. Also when officers tell them they need something understand its coming from first hand incidents on the road. Don't back down from city hall because you are scared to spend money. One officers life and safety is worth every penny the department has.
Fairness and listen to their officers
Fairness. And the ability to stand up to the sheriff, which I think will be improved with the new mayor. Also, I addressing individual issues instead of blanket discipline. And also standing up to individuals who are lazy and don't want to do the job they are paid to do.
support
A continued push for technology, equipment, and training that will make us more effective at policing.
Be willing to be vocal, and fight for the issues that are being brought up.
Stand up for the Department. Be a voice and stop trying satisfy everyone who is not for the department. Listen to the boots on the grounds. Today’s policing efforts are not the same as when were when yall were young officers with the department. The Shierff Office, DA's officer, and Courts system order of operations needs to be improved. When are enablers and right now this department is a joke in our of their eyes. We have no respect. We are supposed to be the premiere agency but instead we are the laughing stock
willingness to have an open mind regarding new policing techniques and compassion for lower ranking officers/civilians
Listen to everything before making judgement and treat everyone equal
Supporting the officers on the road. Not concerned about support sections, creating sections that pull from patrol that will not address a record-high homicide rate. Fully staffing traffic and CID all the while, pulling from an already understaffed patrol unit, which is the "essential" part of the LPD. Does this make Sense? NO The administration, or "command staff" does not understand what it is to be a "police officer" in 2024. They are out of touch and make decisions based off public perception.
The green light to start cleaning up the streets.
To place our resources (Officers) in the areas that will help promote public safety for the City of Lafayette.
not just listen to concern of employees, but also take action.
Leadership and accountability.
For them to support the civilian employees and fight for them when its needed instead of brushing them off because they're at the bottom of the totem pole
To put together a street team to enforce all state and local laws
Make the administration just as accountable as the boots on the ground. Stop talking down on your subordinates just because you have rank. We are supposed to be a family. (Not all the admin is like this). Just a few
Address the troops at "All levels or ranks" in person.

Give us something to buy into as well. We have been through a lot with Chiefs and a crazy Mayor. We want to get back to doing our jobs and knowing the Chief has our back. I would like to see the Chief create a Asst. Chief position and do away with the Major spots and create in place of that Deputy Chief spots. This would allow the chief to pick his/her command staff. Also, just because someone has been here for 280-33 years does not mean they have the best interest of LPD in mind.
Would like them to focus on the manpower issue that we are currently facing. Hold those who are responsible for ensuring that we are appropriately staffed accountable for their job duties.
Many of the departments lower ranks have been to many schools in several different states. There they have learned updated police practices and modern police tactics. When they return with this new training, they are often not able to implement the training into their work. So we are forced to continue "doing what we always have done". It would be beneficial to see the Command staff be more open to modern policing. However, with out the support of the Sheriff (jail space) and the courts (providing consequences) we will continue to deal with or arrest the same individuals over and over.
To be more proactive and to speak up more for civilians
I feel that there is only two people making decisions and it should be opened up to obtain a wider thought process. She needs to hear different perspectives and then come up with her decision.
Communications and involvement
Understanding that you may have been out of the patrol/specialized sections for a while and sometimes what the day to day people in these sections say/request is better than what you as a rank think/believe. Majority of the subordinate input is not to sound better/smarter/etc (whatever the rank has an issue with) it is because they know how things are supposed to work, how they should be supervised (specialized section) due to being in a certain position for years. We are all on the same team and should want the best for every section or take into account other opinions.
Fairness across the board and less favoritism
Accountability the same as they do for the Officers. Command Staff can make bad calls, make bad decisions, lack in leadership, etc. that the officers see but they are never held to the same standards as required of the lower rank. This is demoralizing and has always been the norm.
have an open door. let officers explain the problems from our perspective.
Support for officers. Not emotional support, but actually appreciation for good hard honest officers instead of only highlighting errors.
Transparency and communication.
doesn't matter will not change
Leadership We need to look at LPD as a unit and make it the best agency. We do this by empowering our employees and entrusting them to do the right thing. We need to train our people on the best tactics from the command staff to the newest recruit. We are only as strong as our weakest link.
na
More support and hearing employees out. Taking action when something is brought to them instead of saying "ill look into it"
Lead by example. Not remain so disconnected from the boots on the ground. Policing is not what it was 20 years ago and the same ideas they had back then are not applicable now. Listen to the newer supervisors ideas.
actually standing up for officers on all fronts. being more vocal in EVERY way, get us the equipment (I.E. new units, uniforms...) we need to be successful in our city. stop hiding behind excuses and being scared of reprocusion from the sherriff and mayor, and actually do the job you were appointed to do

To remember where they started, to get back on the streets sometimes to see what their subordinates go through, maybe even take reports to get the entire feel of the present day and not 30 plus years ago. To be realistic, to take accountability, to be honest, to not fall victim to the public and stand up to the public when need be, to not let opinions override the truth, to not be afraid to stand up to other brass, city hall, or anyone else. Also, to not delegate all work to their subordinates, because there are things that we ALL can do to ensure that this place keeps running. When hearing opinions, complaints, or problems from officers, work to actually try to make a change, not just hear it and that's all. Be honest about who should be in what positions, even if there are friendships involved. Ensure that supervisors are doing what they need to do and not just idling in a spot, which is where accountability comes in.
ACCOUNTABILITY and better decision making skills.
Freedom for officer to do ours job and them to have our backs, let officers be comfortable in different uniforms not because they want it that way, listen and follow through with officers ideas and promises they make.
Reassure officers that they have their officers best interest
Allow officers to be more slective rather than being so demanding of forced overtime and mandatory work assignments
Police need another street team to help target these violent crime areas within the city, more resources for narcotics officers to help combat the violent crimes within our city.
Focus on staffing
Leadership. Strength of character. No focus on race, racial equity or DEI.
I would like to see the Chief to be able to pick their own command staff. This would make everyone work hard prior to obtaining a rank and just getting paid to do nothing and waiting their turn.
More accountability towards patrol the back bone of the department. Getting the man power on the road where it will be most effective and will reduce Officer safety issues such responding to calls alone.
Consideration and compassion for civilian employees. The police department support staff is comprised of majority civilians and is not run by police officers.
Treat everyone equally no matter what the person's rank is. Listen to the men and women who have ideas, because they are actually doing the work!
Support for police officers. Real support, not lip service. A small percentage of the community is going to hate us no matter what we do. So stop worrying about that garbage and do what's right. Be a cop, not a politician. The Command Staff should be held to the same nearly impossible standard as patrol officers. Uniformed officers are disciplined for the most minor, nonsensical infractions. The same cannot be said for command staff.
Communication
Be more involved with officers on a daily bases. Maybe go on calls. By being in officers lives they will realize that the command staff care and are open to suggestions by the front line officers. Essentially stay in touch with what is going on.
Be fair across the board with expectations of police officers behavior. Hold officers more accountable for negative behaviors that could effect the entire department. Be a leader, look like a leader, make decisions like a leader, and be in the community more. Stop being afraid of making tough decisions based upon relationships.
To stop standing in the way of progress. Quit being "the way it's always been". Also to make a decision when it needs to be made even if it is a tough decision.

Stream lined communication through the ranks by following the chain of command, both ways, from Chief on down. Which would help eliminate miscommunication and all pertinent persons would be informed. And it would help to restore respect for rank and accountability for all on actions and information.
Continuous fair, impartial, and supportive leadership
I believe the Chief is doing well. The command staff is new and no opinion has been formulated.
respect towards officers on the road or injured
Leadership and not achieving personal agenda.
Be able to make decisions. There has been a problem with leadership for some time now at the Pd. We need Command Staff to take control and lead the Police Dept. Command staff should have an open mind to all and not just what they think should be done. Not all who lead are leaders and not all who follow are followers. Show the officers that their options matter and used sometimes.
Willingness to stand up for ALL employees under them. Employees need to have someone that is determined to improve not only community relations but the relations and quality of life of those working within the department.
Continued leadership. maybe an once a year meeting with civilians employees to update and educate
Less hugs for thugs.
The Chief has established a solid role in further building community-police relationships. However, with the rising crime rates and a record for homicides being recently set in the year 2023, I believe the Chief needs to take a broader stance on crime prevention from a public standpoint. I also would like to see our Chief being much more vocal, interdepartmental and with the public, with the jail issues that are continuing to hinder our officers on a daily basis.
Building a better relationship (more open communication) with the Officers on the road, as they are the backbone of the agency
to know that everybody plays a part to make this department run. To not forget about the civilians because they matter.
I believe the current Chief and Command Staff are doing a great job in a rough time, as far as violent crime in Lafayette.
To allow employees at all levels to do the jobs they are knowledgeable about, and not to micro manage. The Command Staff should be setting policy, but should seek feedback from the workers that they will apply to, before major changes are made.
lead by example
I would like to see Command Staff and the Chief do more to understand the positions of the employees they are supposed to lead. For them to do they jobs they are asking their employees to do.
Be knowledgeable of how low moral is, actually know what Officers are dealing with on a daily basis, place qualified personnel in actual positions in which they strive at, take advise from Officers that actually know and can show what they are talking about.
Officers on light duty to be able to work cameras in the EOC for downtown, and other events to help supplement pay while also enhancing the officers use of FUSUS and map systems.
leadership
help civilian employees get raises and try to overstaff the records department if possible.
The Chief holding the command staff more accountable.
Support
Take a stand and make a change so Officers can do their job and without having to worry about availability of bed space at a jail.



Building trust is essential for a well-functioning police department. Open communication, transparency, and consistent actions can help bridge gaps and foster a more trusting relationship between officers, the Chief, and her command staff. Addressing concerns and actively working towards a positive, collaborative environment is crucial. It seems that the Chief and her Majors all have different agendas or ideas and are not working together. When this happens the department and the community are the victims.
Make decisions. Provide equipment and training for officers. Less PowerPoint training about nonsense, more practical training on actual police work.
Instead of making a section that helps in no way to the road, which it has already shown, make changes that will help us, not their personnel feelings
Complete fairness and objectivity.
Implement intelligence led Policing and allow Swat to conduct more aggressive operations to lower crime.
She has not been outspoken on any issues of the Police dept. The Chief must get the jail issue resolved without compromise.
This is the most fair administration that I have witnessed in my time at this department. Please continue that. I would like to see consistency as much as possible, such as the way payroll is done. For example, in patrol some people are paid for their Garcia after attending a single day training class - like inservice (I am not referring to SWAT ect.)- while others are only paid for the 8 hrs that the same training class covered.
Inspire the police department by setting a good example
Leadership. Keyword Lead. We know our administration can send emails about every aspect of the job that we do wrong. Seek buy in from employees prior to implementing change not just in an "mandatory yet somehow anonymous survey" actually speak to subordinates outside of their normal "yes man" cliques. Yes, I know buy in is not required however it makes the implementation of an idea or procedure more effective if those actually carrying out understand it. If our admin was on the ground with their officers, and speaking to those officers, this survey would not be necessary. Stop the electronic leadership, get out and see officers that do not work inside LPD HQ building. Go to a briefing, stop by on a call, go check on officers and arrestees at LPCC (Some of whom are being held to 12+ hours). Be present leaders, put a face to the names we see on these emails.
Backbone. Stand up for our department in all ways especially with city hall. I know they control a lot of things within the department but we need to know that they support and will stand up for us in all things.
Stop appeasing the public at the cost of an officer when the officer doesn't do anything wrong. We have to use force and/or certain language to affect the correct response
Chief of Police- continue to fight for the best interest of the police officers. Please don't concern yourself with attempting to make everyone happy. That is completely impossible, because different people want different things. As long as the best interest of the officers is kept in mind. Other Command Staff- Take a full evaluation of your position as an employee of the Lafayette Police Department. Put your ego to the side and ask yourself, "Am I providing any actual value to this department? Or am I just comfortable here, doing next to nothing for anyone but me? Am I in the way?" Whichever of you that can honestly admit to yourself that you are in the way, and slowing down progress, and crushing the morale of young officers, then you can admit to yourself that it's time to go home. Retire. And be thankful that you got away with so many things that a young officer would have been fired for, or indicted for.
Strong support for officers especially when dealing with the public and city hall.
I personally believe the chief has my (shift officer's) best interest in mind.
patrol is the back bone of the department and to know patrol is always working hard to get accomplishments and tasks to be completed on time

To be strong enough to hold people accountable for wrong-doing, regardless of rank.
To get back to the basics of policing. Less fluff and worry about the media and others opinions. We need to flood the high crime areas with officers and enforce all city and state laws in those areas. The community events and cares units can wait until we are fully staffed. We must focus on crime and the criminals. Provide support to the officers and give the supervisors the ability to supervise.
What I would most like to see from Chief and Command Staff is supporting our working officers, improving morale, improving recruiting/retention, and formulating a legitimate plan to curb the unnecessary gun violence that happens on a DAILY basis. I think that a plan to curb the gun violence issue is not solely on LPD however LPD seems to be the agency affected most by the issue as we directly respond to these scenes. I think that this plan should involve LPD, LPSO, State Partners, Federal Partners, State Prosecutors, and Federal Prosecutors. We can not combat this issue alone, however working together can make a difference.
I love the current Chief and Command staff. The things that are being done within the department and for our community is great.
Support
I would like the chief to take more leadership classes so she would learn how to lead and make decisions. Would like the chief to listen and take the advice of the people who have done alot of jobs here and no just do what's best for her friends
N/a
In consideration of specialized assignments or other privileges (i.e. someone switching from night shift to day shift), the most qualified individual should be considered first. After that, other factors (family, time requested, etc.) can be utilized in the decision-making process.
Allowing qualified personal to be moved where needed before seniority.
upper management held to the same standards as sergeants and lower
Understanding of what we do Staff being able to go on ride-alongs
An understanding of what it is like to be a patrol officer in today's Lafayette PD era. Patrol is constantly being handed down special requests or tasks from captains and majors, with no regard to the current workload. Not to mention that many of those requests are a waste of manpower to begin with. It's a common scenario for officers to be on a special request while others may be sitting at LPCC with an arrestee, or another officer is just dealing with any other burden that falls to patrol outside of the normal response to calls for service.
Fairness when moved to different sections within the department
Awarding officers more
Support. Our entire command staff does not support officers at all even when claiming to do so. You can't tell the command staff you support officers as the chief and never tell your subordinates. Very few people at our dept feel that the command staff supports us.
More leadership to combat the current issues we as Officers are experiencing with booking issues, prosecution issues, lack of resources when dealing with suspects



I would like to have the chief and command staff be honest with their officers and have a backbone. Tell your officers what they are doing wrong don't make up lies to make yourself feel better. Your officers will appreciate it more if you are just honest with them. I would like to see the chief make better decisions with her officers and support them when they are right. I would like to see the command staff stop headhunting officers and putting a target on their back. I would like to see a change with command staff favoring officers. Especially when officers want to go to a specialized section and know that they won't get that spot because that section already has someone picked. I would like to see the chief do something about the problems we are having with the parish jail. It's frustrating for officers to babysit 10-15's at the jail when there's already a problem of being short handed on the road. There is retention problem with this department. We should be having a waiting list to come to work for this department with our pay scale. Officers are quitting and pursuing another career or agencies due to the lack of support they are getting from the chief and command staff.

I love our chief as a person, however.... I think she has made significantly misguided decisions... she needs to be assertive and back patrol and TNT. We need a deputy chief

Every new administration expresses how they are going to change the department for the better. Every great leader has ideas but without participation, support and "Buy In" from subordinates, those ideas are inconsequential. I would like to see the "Team," do a better job of identifying themselves, being open-minded to new ideas and actually listening to some of the ideas proposed, and implementing them. We, at the Lafayette PD, are falling behind other agencies when once we were considered the elite. Change is hard but necessary. This department cannot continue on with antiquated ideas and be successful. Technology and all that encompasses has arrived and we must advance with it. The appearance is the command staff and Chief keep secrets, whether it is starting a new section, transferring personnel or new policies. It is a positive to get input from all levels of the organization. Being transparent and open about these things stops the rumors, conveys honesty and helps with the change that is approaching. Change is hard, having time to prepare for the change makes it easier to accept for everyone at all levels.

Putting patrol first and helping patrol fight the violence in the streets.

Putting Patrol first and helping Patrol with a plan to fight the violence that is on the street.

To be honest I don't know much about the chief except what has been told from other officers and same goes for most of the command staff. I'm too new of an officer to have worked with them prior to them being promoted.

Understand that patrol isn't the same as 20 years ago. Call volume is HIGH and staff is LOW. It is difficult to do the tasks that get constantly assigned whilst responding to calls.

Research the amount of calls for service with no criminal element involved to see if we can stop responding to certain ones

I feel like both parties does not have our backs. It feels like they don't care nor do they care to actually hear the bare minimum to increase moral. For example, I'm not in the section but i know the owi section requested to be able to wear class B's because its more comfortable. It was turned down but yet, narcotics which is just as proactive is allowed to. Or, even allowing night shift to wear them but its the little things i feel like admin doesn't care to do which wouldn't hurt anyone but would help everyone. It honestly feels like not only do we follow other agencies lead, but we don't adjust until after the other agencies make improvements.

Be more involved with patrol staff.

Better decisions on manpower allocations. Lafayette is not just "unsafe", it is a violent city. There are gangs here, they are violent and they make money by selling illegal narcotics. These are facts. The Street Team is the most effective tool the Lafayette Police Department has to combat this issue. [REDACTED]
[REDACTED] The two spots in the CARES unit could have been better allocated (that and better solution listed below).
Better decision making when it comes to the placement of personnel. There is no reason that Patrol should ever be short handed when the main office, at any given time, has more sworn Police Officers inside of it than Officers available to handle priority calls for service.
Back the police officers.
I don't have an answer for this question as I am satisfied with the relationship between the Command Staff and the Rank and File.
Better communication
Actually make decisions instead of staying stagnant. Actual leaders
Listen
Quit worrying about community outreach programs. It has 0 effect on violent crime.
Fill empty patrol positions. Yes...easier said than done.
Support
THEIR PRESENCE TO SHOW CONCERN FOR THE DEPT. COME IN A SEE IF THAT DEPARTMENT HAVE CONCERNS OR NEED ASSISTANCE NOT JUST WHEN AN EMERGENCY OR CRISIS COMES
The command staff needs to be more productive at the pd, other than just showing up to the police department and checking their email, then drinking coffee and walking around the police department doing nothing all day. As some of the command staff have their patrol guys doing the comstat reports other than them looking through everything and complying their own reports.
Response to suggestion and an open mind instead of the "my way or the highway" mentality of some
Support of patrol and individual officers discretion.
Become more aggressive less political with things like jail capacity, use of force/pursuits by the street team like lifting pursuit policy for street team only. Also increased convictions by the district attorneys office on any violent offense,fun charge, or any hard drug charge.
Transparency consistently fairness and stop making decisions on the color of one skin. Realize community walks don't work and if you give and do stuff for the north side residents then do it for the south side. Stop giving free stuff to one demographic again stop making it about color
Less focus on writing officers up and spot-checking small things and more focus on the hard work young P.O. IIs and Cpls are doing on the street. Officers are giving their heart, soul, and time to this department and they get back a couple of thank you emails to the PD Email List. Keep your thank you and just make working conditions better, help further careers by writing positive commendations more than negative performance logs, and giving guys a chance at specialized sections based on performance in daily patrol duties. Patrol is the backbone of the police department but are treated as expendable pawns by the Administration and command staff. Command staff should work for the patrol officers and in turn, patrol will give command staff a hard tour worth of work.
To man up and quit being fucking stupid

I would like the Chief of Police to hold a press conference addressing the current practices of the Lafayette Sheriff's Office turning away arrested persons and claiming that there are no beds available. This press conference should also include the current practice of a suspect being handcuffed to a bench for up to 36 hours without being booked while awaiting a bed. I would also like the D.A.'s office to be addressed and have to answer for gun and violent offender cases that are being arbitrarily nolle prossed.

Our street team and patrol guys are working every day risking their lives to make these arrests. This includes our detectives, ATAC officers, K-9 officers, narcotics officers, and any other officers who contribute to making arrests. Can you imagine how it feels after fighting a suspect, making an arrest for a felony, and just releasing that person and typing a warrant for an "eventual arrest.?" I have had the drive for proactive policing taken away from me because of this reason alone. Even if a booking is possible, there's a good chance that a suspect will have to be babysat for many hours after the arrest "awaiting a bed."

A clear plan on defeating the high crime. This requires a strong back bone and the willingness to take some criticism from the public until the issue is solved.

Listening to ideas from patrol officers. The patrol officers are the back bone of the department and are the ones dealing with the public daily, regardless of a positive interaction or not.

to be aware of what is going on independent of the chain of command because a lot of important things get lost on the way up

more concerns for other departments other than just patrol. actually take into consideration of what they suggest.

Focus on increasing staffing throughout the agency, by not only increasing benefits, but improving the ability for officers to take advantage of off time. It needs to be recognized that a large percentage of police officers no longer wish to work overtime and off-duty. They want to enjoy their time off and be able to use their vacation time.

Concern for all departments, not just police officers

Leadership. Direction. Communication. Problem solving. Quit chasing Facebook likes. Forgot what policing is

pay raises and recruiting for civilian employees

Is for the command staff to get out of the office handle calls and take a few reports. I think the command staff should be required to check out a marked unit out (not a brand new one but ones we have to check out) and work several hours during the day and several hours during the night. They should be required to handle calls and take reports. It should also be they work with the other Officers and not discipline them while working. This would close the distance between the "administration" and the ones in the street.

I would like to see leadership. I believe we allow the Sheriff to control the jail situation too much. I understand it is there facility. It is not fair for officers to have to sit at the jail for hours and more importantly it is not fair for the arrestees to be sitting in the holding area for hours sometimes days.

Open-mindedness

To allow officers to the ability to be more aggressive when it comes to policing and criminal apprehension tactics

A better understanding of current crime and violent trends

Command Leadership, competence in decisions

Continue to take a firm stance against overzealous politicians and community activists who are spreading misinformation for political gain.

Unfortunately, as much as people used to complain about how Craft and his administration ran, since changing Chief's I've yet to see much change between patrol and their administration. While Chiefs have done what they could, there still exists quite a bit of animosity between patrol and our administration. It has always felt very much as an "us versus them." Admittedly, I don't have an idea on how this could change, but this shouldn't be the case. There is a fine line between respecting the ranks structure and being able to properly discipline officers. Damned if you do, damned if don't.
open communication, listen to what the officers ask and evaluate the entire side of a situation good or bad. even if their idea is not utilized provide constructive feedback
Support
Work being done on the booking problem at the jail, the lack of prosecution at the D.A. level, the staffing shortage at the PD, and a revised pursuit policy.
Hole everyone equally accountable not just the lower ranks
Putting their foot down and backing officers. Keep patrol staffed and listen to suggestions from the lower ranks. Standing up to the Sheriff and calling him out publicly on his inability to effectively run the jail and having beds open for offenders who need to be book!
More concern and support for the actual officers on the road, actually doing work and being the face of the department, vs the current suck up to citizens (media, videos recently aired) conveying a fake feeling message
Make personnel decisions based off priorities identified by officers & the community. We recently met with the Chief & it was agreed that the number one issue was violent crime. It was also agreed that the Street Team is the number one section that can make a direct impact on violent crime due to its focus in proactively locating & arresting violent offenders.
However, within days multiple officers were pulled from patrol to create a CARES Unit that isn't even available 24/7. Mental Health is an issue in our country but it is NOT the root cause of violent crime in our community. It would be better to have 1-2 officers per squad in each precinct CIT certified. This would allow for CIT officers to be available 24/7 for a mental health crisis & not affect manpower on patrol. If violent crime is the priority & patrol was able to spare officers for transfer to another division then it should be to the division tasked with locating & apprehending those offenders.
Stop policing in the 90s and let officers work more
Fairness in the standard of discipline being given is out to young officers. For example a young officer makes a bad decision and gets 30 day suspension. A major makes a bad decision on video and because the o-
Transparency and clear communication and directives
For Mike brown to retire Chief Estorage to start being more aggressive as a Chief and stop community walks. They don't work.
Retirement
Integrity, integrity, integrity, and the ability to lead men and women in this line of work. The lack of accountability, for some people in this department is astounding
A willingness to listen and put into action suggestions.
Stand up for the department to outside sources such as the Sheriff and jail issues. Hold themselves accountable even at the rank of captain and major.
Hold supervisors accountable. Stand behind our officers when they do their jobs. Stop nitpicking things that are insignificant and driving down morale.
Assist in increasing the morale of the officers under their command

For the Chief to stand up and be transparent to the public about the jail situation. It's her J O B.
To take the opinions of Cpls and below more seriously and to refocus on the root issues within the city.
Consistency
Stand up and have the officers backs. Stick to her original plan of fortifying patrol and not specialized sections.
Be decisive and confident when addressing the public and media about what our needs are and what our plan is. Be honest about what's holding us back.
Be more transparent with the community and department. We also need to stop going out and conducting community walks. It DOES NOT WORK. We instead need to be placing those bodies out in troubled neighborhoods enforcing laws. Also would like to see these captains and others go out and ride with officers. Things have changed
Fairness.
Supporting subordinates and recognizing officers for doing police work instead of buying things for people.
Periodic Q&A's at briefings
Recognition of the true factors that are actually driving up violent crime in Lafayette: LAFAYETTE HAS A GANG PROBLEM. I capitalize for emphasis, and until this is realized and addressed, gains in crime prevention will be difficult. Also, an observation that shouldn't be overlooked is that violent, bad criminals flee from law enforcement. That includes fleeing in vehicles. The vehicle pursuit policy needs to be reviewed and altered.
The fact is that our chief and certain members of our command staff do not have the knowledge nor ability to perform the duties of a police sergeant let alone lead our organization. This is evident by the fact that she flat out refuses to public address issue of violence in our community and continues to hide from the spot light for the past 15 months.
I would like to see a little more aggressiveness when it comes to standing behind your employees. Seems as if some are hesitant about making some noise, employees are asking for specifics and our numbers are dropping drastically. There is no time to waste.
Continue to improve department and acknowledging the day to day work by officers
Na
Actually do something about the jail. We're paying overtime to officers to babysit prisoners at the jail until a spot opens.
Transparency and be more receptive to the younger officers working the streets
Fix the jail! Having to constantly babysit people at the jail and constantly taking from patrol has stretched patrol far too thin. I don't even check for warrants anymore because we have no where to place these people anymore and I'm not going to be the cause of someone having to babysit someone for hours on end just for a traffic warrant. I would like to see our Chief actually make a useful decision and have a backbone. This CARES unit isn't the answer to the shootings and the horrible morale of patrol. I would like our majors to actually come out on the road and try to remember what its like to work the road. Far too many of our command staff are so disconnected from patrol that I feel like they wouldn't last a day on the road.
recognizing in a simple way (not in a facebook post) the contributions of their employees for a job well done -even it's a simple thank you while passing someone in the hallway.
More support for patrol in attempts to increase man power.

## Q119 - Other comments or suggestions for improving the Lafayette Police Department:

Open-Ended Response

none

I'M JUST A PO

This job is interesting and rewarding. However, officers and other employees should have to sit in records to see what goes on in a day.

Higher Pay, more officers on patrol, forced retirement once done with DROP. Forced retirement on 33rd year.

I feel like the FTO program needs to start doing something when it comes to dispatch as in possibly sitting in here for a night/day or 2. Dispatchers have to do ride alongs to help understand what the officer goes through I feel like the officers need to do the same. Also dispatchers need some type of trainer strictly just for training because It does get hard for some dispatchers to have to sit and train people when it get busy and have it to deal with officers that don't understand that we also have trainees. Also I will go back to the pay raises we All feel like we need to get paid more. We have to come through hurricanes, bad storms, when the other shift doesn't have people or when our own coworkers call out for their in call. We have to come in. We also have to deal with people on the phones and helping them through stuff as far as tragic events when our officers are not there yet. Also the stuff we hear I feel like officers don't understand we may not see everything but we definitely hear it. Also we need to fix something's in here as far as our desk all of them are broken either you can't move them much or you can't move them at all. Some of our phones have wired that just tangle all up with each other and they stop working. Also our CAD, we can't track people anymore or they turn their trackers off or the officers switch units and decide not to tell dispatch so we can't see where they are. That is very important for when it come to having to see where they are when they are not answering. Some radios are horrible to the point we can't understand what their saying nor they can't keep up is there anyway we can update our radios.

The relationship between the Police department and the community is very important. As the department and the community grow, the people which we serve must understand that we are there for them and we rely on each other to make the city of Lafayette a better place. However, a relationship between the officers and the department must come first in some ways. Without a strong bond amongst officers and their employer, the community will be the first to feel the impact. As keepers of the peace and as the enforcers of the law, we as police officers are also a part of the community. If there are problems that are internal with the department, then that would mean that the foundation that the structure is built on is weak and then everything else would collapse after. A department that represents and is there for their officers, would result in a strong department and a strong community.

None at the moment

Get a new Chief and add back a Deputy Chief.

Raise for civilians. Most civilian employees have to work more than one job to support their families.

N/A

None at this time

Until Patrol is stacked with more people stop making specialized sections, without patrol there is no need for specialized sections.

none

better leadership!!!!!!!!!!!!!!



N/A
Return to the basic principle of law enforcement. The tactic of "community policing" (walks, coffee, greets) that is currently being used is out dated. By mandating officers to attend a community walk who has no involved in that specific area is ineffective.
adding cameras in high crime areas other areas of high traffic flow
We have a serious disconnect with accountability within the department. There seems to be a ceiling when it comes to accountability and discipline which hovers between the Corporal and Sergeant positions. Supervisors are consistently allowed to be somewhat derelict in their duties with no fear of discipline while nonsupervisor positions are being held to a different standard. Morale will continue to fall if we do not address the accountability issues and the stretching thin of the patrol division.
.
SWAT
None.
N/A
Be leaders not bosses. I honestly don't feel like anyone in our command staff gives a damn about the officers as people. Your job in a position of leadership is to take care of the people under your care. Not to pander to the public's nonsense.
Na
Nothing at this time. I think I covered all of the issues I have.
n/a
Overall I think we are an effective agency with many outstanding officers. I believe crime has become worse as a result of continued poverty and the lack of morals being taught
OPEN THE JAIL
Listen to all officers opinions, not just supervisors
Hold EVERYONE accountable for their actions, stop holding personal grudges for things people have done in the past. Put the most qualified person in positions not just friends. If Patrol is the backbone of the department than stop dwindling from Patrol to create useless specialized jobs. Stop recycling the same people for specialized sections, give other officers a chance to work in these sections not just the same "special" people.
none
Get rid of the entire "Command Staff" except Major Azamar, he legitimately cares about this department. Allow the Officers who respond to "service calls" input on how to improve the LPD. Unfortunately, this will never happen. It is always promised, however, the "command staff" meets with junior offices, and cuts meetings short because they voice concerns and issues within the department that do not meet the "standard" of the command staff, meaning, the public perception. This department was great at one point, I can honestly say as an "anonymous" person...very sarcastic, we will never be fully staffed, and the city will continue to become more violent, all the while, community walks and a CARE unit will be at the forefront. The department and the city take for granted the amount of work the officers do. It is slowly becoming a joke, which is why the majority of the most qualified officers are leaving. I want to reemphasize that I know ALL officers were told this survey was anonymous and not to expect any repercussions, however, in the environment we work in, I fully expect repercussions. This final sentence should demonstrate the work environment LPD officers deal with daily.
none.

To be open to Officers comments and criticism.
I would Love a pay raise.
substantial increase in pay for support staff.
Do not lower the standards just to fill vacancies. Increase the standards and make salary reflect those increased standards. Train recruits thoroughly and properly regardless of manpower issues. Improve moral and pride.
This is a very great agency to work for. However, the pay and support by the administration have been lacking for too long and need to be reformed before we lose more great officers to different agencies. Chief Estorge has made improvements in her tenure here and shows that she cares about officers' opinions.
None.
Listen to your folks, if they are taking the time to present ideas with data to back it, remember that it took them time to come up with it and time to work up the nerve to present it to you. WE also have a vested interest in this department even if we have not been here very long.
Stop doing favors for friends and place qualified personal in the positions that they have the ability to be successful in.
We have become a reactive police force. This is a role that is not necessarily our fault. We have lacked the support of the Sheriff and courts, which extremely hinders our ability to provide the citizens with a safer city. The mere presence of Police Officers are no longer a deterrent to criminals committing crimes of violence or even murders. This occurs frequently now with an example of the murders and shootings which have been occurring in the downtown area with the numerous officers present. As in other cities, the soft on crime program that we have been following has caused criminals to take advantage of non-pursuit policies and no consequences from the courts. Officers are now directed to conduct numerous mandatory patrols at all hours in all areas. All of this with normally low or minimal staffing. Having a more commonsense look toward patrol and manpower (this outlook applies to all areas of the police department) would help to increase moral, instead of penalizing the patrol supervisor and officers for being realistic with the controlling of manpower.
Please refer to previous answers
instead of having only two officers for the Care Unit we should have one officer from each Precinct on each shift trained to deal with the mentally needed. Or all of the Officers. The Care Unit is a good idea but not at this time. We need more officers to combat the Major crime and drugs of our city.
Communications and involvement.
again, officer retention and trying to get the violent crimes under control. Then again, with the leniency of the courts on these violent suspects, we may never get out of the near 30s for homicides.
more officers, more pay, less drama
set a standard and adhere to it the same for all. Stop worrying about how the community feels about us as long as we as a whole do everything we can to provide safety and security for all. Hold the community accountable the same as they hold us. Go back to old school policing and take back the city that once was a safe place to visit and live. We need to be the Police, not social warriors, not guidance counselors, not babysitters, etc. We are the Lafayette Police Department!!! We need to take back our city by putting officers in Patrol cars doing real police work, instead of all these specialized units that truly do not make a difference other than to appease the ones that can never truly be appeased.
N/A
N/A
none



na

I feel that our dispatchers are very overlooked and underappreciated. We have lost 2 dispatchers to other dispatch agencies and 2 others to go to the road. We also have 2 more that are potentially leaving as well. All of these are senior people who have been here 7+ years. The pay is lower than the SO and the fire dept and our dispatchers do the most work, including things for animal control and city Marshalls. Had is not been for some of the officers in the police union, dispatch would not have been included in the recent pay raise. They received a 4% raise which was not very much. The pay itself is not attracting many people to do this job. Especially when they find out the amount of work that the job requires Our dispatchers are also overworked. There are times when some dispatchers are working 120+ hours a pay period because of staff shortage. There have been complaints for years about what goes on in dispatch and they are unheard. There are people upstairs that make decisions for dispatch, not realizing that some of those decisions are not effective. They do not know what actually goes on in dispatch to make these decisions. They do not talk to dispatch to see what decisions would be best for dispatch. I would definitely like to see improvement in morale and pay for our dispatchers.

LEADERS LEAD BY EXAMPLE!!!



If it ain't broke, don't fix it. Which has been an issue here. If it works, let it work. And to be open minded. We cannot run this department like it was ran MANY YEARS AGO. Hearing from the guys on the street and younger/middle aged officers can greatly assist. I believe that officers in specialized sections should have a cap on how long they can be in it, because when they make supervisor, we are putting them back on the road 90%of the time, and they do not remember how to be a regular patrol officer anymore. I believe that no one should be able to be in a specialized section until either they make corporal or they have 4 years total on patrol as a Lafayette Police Officer. The situation with the jail is taking away officers' motivation to be proactive, because who wants to sit at the jail for hours? Why can't people/ranks other than patrol go sit at the jail? Pick a new section (SRO might be more difficult to do) every week and assign them to jail duty. Stop letting officers use adjusted/annual instead of sick leave. Officers are straying more and more away from talking to individuals and are quicker to use force or go hands on, which is sometimes necessary, but where is this mindset starting? Training? And I also understand the idea of Hogan's, but how many officers are we losing during Hogan's? and Why? Is there anything else we can do instead? Are these quality applicants that we are losing? Minimize BS calls officers have to respond to. If the public has an issue with it, give them an application. Animal control calls, why are we doing part of their job for them? Why do we need to verify if an animal is vicious or sick? We are human just like the caller. We don't have any special training just like the caller does not. Why do we have to keep eyes on the animal until they get there, as if we don't have more pressing matters to deal with, as in trying to prevent homicides from occurring as much as we can. Our dispatchers are unheard and feel underappreciated and are under paid. We lost 2 GREAT dispatchers (to other agencies) and are on the way to losing 4 more (3 to the road and 1 to another agency) . The complaints never make it to the top because their supervisors are lazy and are always more worried about lunch or anything not dispatch related. They also need more training on how to speak on the radio, when to clear the net, attitudes, and more. The communication supervisors are not providing a great example either. Some of the dispatchers that are cut loose, should no longer be employed here due to them not being able to adequately do the job, yet we have to keep them because we have no people. We are becoming desperate. Our lives are in their hands and a lot of us are not comfortable with their training. The units and the internet are both terrible. Overall, accountability is a big issue, along with the messiness. How is it that something occurs between 2-3 people, yet all 200 plus employees know? This also brings down morale. This place is a middle school, if not worst. Supervisors included. Instead of gossiping about each other, we should be trying to help each other. Why discuss what an officer did wrong, yet no one tries to give the officer and insight on what they did wrong. I believe we should be required to go shoot at the range quarterly, along with speak to a mental health profession quarterly. After major incidents, we should be required to complete sessions with EAP, not just peer support. Also, major incidents count as more than just officer involved shootings.

It should not matter who you are or who you know, in order to use annual time. The buddy buddy system needs to go. It should not matter who you are or who you know for policies and procedures to pertain to you.

N/A

Attempt to close the gap between race-related issues in the department. The Police department should mirror the face of the community.

Pay, benefits and more training you cannot have quality people without the three.

Pay increase to compete with other agencies.

The department should return to enforcement at every level. When I was growing up everyone knew Lafayette wasn't the place to do stupid things. I know given the current climate of anti-police sentiment and rhetoric that police work isn't popular, but I believe the citizens of Lafayette want and need us to do our jobs.
I would like to see a training/shadow program specific to Sgts and Lts. I dont agree with someone not getting a position because they didnt stay on patrol long enough after they were promoted. This might take the best and most qualified person out of the equation. especially if this agency spent years training them for a specific spot.
None
Accountability. Work ethics are at an all time low
Disband specialized sections that are not benefiting the department or the community and reallocate that manpower to the patrol division. Actually, have a Recruiter that goes out and recruits people, not just sit here and wait for someone to call and see if we are hiring. We are in law enforcement, we are always hiring.
Making the Street team larger.
Despite what is being presented to the public, this department has been racially divided for years. To say that African American officers are treated the same as Caucasian officers is a lie. To say that there is fair treatment of woman at the department is a lie. To say that officers are chosen for positions based upon work ethics and fairness is a lie. There are supervisors and officers within the department who have been proven to have violated sexual harassment policies, participated in racial profiling, lying under oath, abuse of power, violating rights of citizens, participating in unethical behavior and yet they are still employed. Fairness across the board and a zero tolerance for unethical behavior needs to be enforced no matter who the person is, who they know, or who they owe a favor to.
See 115 and 118.
Reorganize and restructure to get the most out of each section
N/A
Nobody likes the truth. Its ugly and shows our flaws. But I believe you have to show the public what we are dealing with. Who we are dealing with and what needs to be done to change the environment. But we don't want to hurt people's feelings or piss off a political entity or show ourselves in a bad light and band aids get placed on wounds that deserve stitches. We want to show transparency of what the police are doing to gain trust from the public. Why are we then denying the transparency of what our community is doing to themselves? On a second note...I would like to see community walks in all neighborhoods. If it's good for the northside, it's good for the southside. The walks are good, but we are the police and trust is still an issue. I see it when I knock on a door and no one answers, but I hear people inside. I would like to see billboards, posters or Q codes around the city promoting engagement with us and not just crime stoppers. I do understand there are things, events or programs that I may not be aware of that are in the works or may have already been implemented. I give you my perspective through my looking glass. I thank you for your time.
Hold accountable for all levels.
none
Addressing issues within the department before they becoming an issue, supporting the staff of all levels and not just patrol officers, actively working to help employees by pushing for raises and improvements of work-life balance. Better outreach for officers that have been in difficult situations on the road (mandatory therapy and monitoring), improving communication on all levels and making employees aware of the day to day goings on of the department.

since there is a lack of cooperation from the public, i would saturate the city with CAMERAS.. even get businesses and maybe residents with them! also have some type of program including the installment of cameras with the agreement that if a crime occurred the footage has to be turned in to police. CAMERAS i think they are our way to solve crimes.
Having other divisions of the criminal justice system holding up their end of the bargain.
I think today's generation of officers that are out on the streets need to consistently know their chief and command staff back them. This includes being more vocal on the issues that are hindering officers from being able to be effective out on the streets.
Some type of incentives for shift trainers. They are helping mold Officers that will be the future of this agency. Sometimes good Officers decline to train due to the extra energy it requires
Other than what I mentioned, I can't think of anything specific that we could do at this time to improve. Of course, improved pay and more patrol cops at work would be great!
The biggest improvement that could be made is to change the rules to allow the Chief to pick the Command Staff. I feel that the rank of Major is the biggest flaw of the the Civil Service System and the Department.
Broadening the training for ALL employees, not just specialized sections and police officers. Encouraging a better work/home balance. Most of all, administration should be more willing to make decisions to support their employees instead of trying to have others fix the problems their employees need help with
The Lafayette Police Department is failing at being the number one agency in our area due to poor decisions that are being made. It is of my opinion that the focus of the Police Department has shifted from fighting crime with proactive aspects to walks in the neighborhood and becoming more of a reactive Department than a proactive Department. I believe that this tactic is one of the reasons we are having an influx in violent crimes because aggressive policing is frowned upon. The Police Department needs to contact the task forces in which we have representatives with and ask for advise or assistance in major operations in order to deter the violent crime issues. The Chief also needs to correct the issues in which we have with the Lafayette Parish Sheriff's Jail. The community knows that LPD, more than often, can not book arrestees. By the community knowing this, they are more likely to commit these crimes over and over again.
Add officer RCN next to their name for lists such as the Mardi Gras roster used in the EOC to aid in radio communication.
a stronger recruiting campaign
give civilian employees raises
Continuing to move the department ahead in training and technology.
None
Reliable units, not just to the command staff but the patrol officers who daily use and need an effective patrol unit
The Lafayette Police Department is a good department and well respected in the Acadian area, the State, and throughout the country. It is well documented that the department has had some struggles in recent years, but are only a few obstacles away from making it the great the department it once was. Fair treatment, trust in leadership, transparency, accountability, and support for officers are critical components. Addressing these concerns could contribute to creating a more positive and effective working environment within the department.
Open the jail

Fixe patrol first, balance squads out, then sections for crime suppression, then the hug a thug and other "actives" that aren't police matters.
I believe the vehicle pursuit policy should be updated to allow officers more latitude in pursuing vehicles.
The Lafayette Police Department has a lot of knowledge in their ranks that is not used or appreciated.
N/A
I believe we are heading in the right direction. Please continue to seek alternatives to the current booking issues that are taking place with LPCC.
Improvement in civil service. Your character and qualifications should get you into leadership not just time.
Disseminate Information. We complete pass on reports for misdemeanor thefts however little to no information is disseminated in reference to major crimes. I often find out more information about incidents from citizens and news agencies than through our own agency. We are told to ignore rumors within the department and only listen to official information however there is never or little official information released, and the rumors spread often are accurate and more detailed.
Focus on recruiting and training. We need to fill patrol ranks and get more officers on the streets so proactive patrol can become priority again. Officers are burnt out. [REDACTED] [REDACTED] Patrol needs to be made a priority again. They feel as though no one is looking out for them and the specialized sections are all that are considered important. Bring the old style street team back to run corners in neighborhoods and high crime areas to get the low level dealers out of there. This will force the "gangs" and dealers out of the areas because they know we are there constantly.
Patrol wears class B uniforms (no shiny stuff) and reward people that haven't be in 20 different sections
Do away with our in-house Internal Affairs. Internal Affairs investigations should be conducted by an outside source. They should be civilian employees who have extensive investigative experience. They should not have any relationship with or any personal knowledge of the person they are investigating. They should be appointed by and work for the Mayor. Or be a private investigative firm and conduct work on a contractual agreement with LCG. Upon completion of their investigation, they should present their findings to the Civil Service Board. The Civil Service Board should then make a determination with a majority vote, and either exonerate the investigated person or hand down discipline, in accordance with written policy. That would do three significant things. #1 Satisfy the Checks and Balances of authority, which will eliminate any personal bias during the process, #2 Create trust with the community by proving to them that police will be completely held accountable for their actions, and #3 It will ensure the destruction of immunity from discipline that the upper ranking officers have been enjoying. This will increase morale by dissolving the "Us vs. Them" mentality. [REDACTED] [REDACTED]
PLEASE READ>>>>>> I think we could greatly benefit from hosting deadly force scenarios for civilians/activists who have expressed their distrust in the police or their misunderstanding of how quickly situations can escalate. This has been done in other areas, even in Opelousas, and there are several youtube channels that also do this (Search Breaking Barriers United). The goal is to have those civilians understand the speed at which incidents can happen and that they should be preaching "COMPLIANCE not CONFUSION". Also I believe civilian ride-alongs have the potential to be dangerous as there are many times that we have to leave an unaccompanied person inside of our vehicle, with access to our computers, databases, weapons, etc.
have command staff and brass go on patrol to help out the call load

Crime is spiraling out of control and we must get control of this issue fast. Internal moral is also very low due to the majority of employees not agreeing with the current direction of the department. And for God's sake, stand up for our agency, stand up to the sheriff and let's get back to being looked as the top the top agency in the area. Citizens from adjacent towns used to be scared to come into the city to commit their crimes, now they prefer it because we can't book them or chase and apprehend them.
I think that every section within LPD needs to be truly looked at. I do believe that there are some sections at LPD that utilize sworn officers that could potentially be served by civilian employees. I believe that the SRO program really needs to be looked at. If we are as short-handed on the road as we say we are, can we truly justify officers being a security guard at the school all day. I understand no one wants to be the person to remove SROs from protecting our youth however I believe the section needs to be looked at. The probability of an active shooter actually happening is so small, yet the probability of those officers handling calls or investigating crimes is 100%. I know this is a complex issue however I think it can at least be looked at.
N/A
Increase pay, increase tools to solve crimes
allow the black supervisors to do their job and to value them. dismantle the low morale and the bad culture of the department that is slowly destroying the department.
N/a
As mentioned previously, staffing patrol must be paramount. This needs to be a priority and we should not be increasing other sections in the department or creating entirely new sections without having a safe number of patrol officers on the road. [REDACTED]
N/A
none
Better work envrionment,more opportunites for support staff to advance.
-Better communication -Fairness in opportunities -Unity between command and officers -Reestablish a high quality of training across the board -Better promotion of online reporting
None
N-a
When you ask boots on the ground for solutions, actually listen to them instead of throwing them in the garbage. Us as guys on the ground know exactly what's going on in the city and there's a reason the command staff asks us, but yall take our opinions and trash them.
I think this department needs to have stronger leadership starting at the top. I believe there are ways to combat the violent crimes that are on the rise. I think adding a larger and stronger street team and having them in the high crime areas and enforcing the law. I think the department needs to bring back the Power Squad with strong motivated officers to help with the high peek times. I also believe that officers that spend their entire career in a specialized section needs to stop. I believe that you should spend at least 5 years in specialized section then return to patrol and give other officers opptunity to expand in the department. I believe that the CARE unit is not effective. In the past two weeks I have never seen or heard the CARE unit on the road. Officer's have been handling calls that are designed for the CARE unit and they don't respond. When I first started in the this department it had a high level of respect. Now it seems like the respect that we had is gone. The communtiy does not support us because of the increase violent crimes. Training, I believe we need to have our own academy and get away from the Sheriff's Office (ALETA).
Increase salary, we are already being matched. REMOVE SRO, apply for more fed grants



I would like to take the time to thank Chief Estorge for stepping up and taking a very difficult position during an extremely difficult time. It is not forgotten the sacrifice and the stress that you have placed upon yourself and your family. We, the Officers of the Lafayette Police Department are extremely grateful to you! Thank you!

I think that the Command Staff and Chief of Police needs to listen to officers and do more and not just say it.

N/A

You put EMT/medic in your what would you like to see in training. We have a few officer that are EMT's but are not looking to keep the license current do to never utilizing it and having to pay out of pocket to upkeep it. If medical is something the department wants to utilize, then utilize the ones that are already licensed to perform medical task.

Hire more people!

I would like to see the "Self Dispatch" function on the new MDT system, that way officer's wouldn't have to tie up the radio traffic as much. Also would like to see dispatch do a better job of screening the calls and learn which comments they need to read aloud on our primary channel instead of occupying the air. This creates an officer safety issue in my opinion. Officer's can utilize the MDT for almost every function during their normal duty day. Supervisors should be aware of officer's who misuse the "Self Dispatch" function and discipline those officers accordingly.

I feel like we should consider bringing back ACTION to combat the gun violence. I know we are short staffed but if we include the Sheriff's Office we could easily have a 20 man team really going after gun violence and shootings within our city. But keep it seperate from narcotics so they have their sole purpose.

Focus on the officers who always call in when they get their annual denied or always call in and do the bare nothing every day and have them step up. Officers are taking 5 or 6 reports and have one person on a squad that only takes 1 report every few tours. When you get with your Sgt they tell you "It is what it is, it is a dispatch problem". No, it's favoritism! Every officer signed the line knowing what we were getting ourselves into. The bare-nothing "officers" need to be addressed from the top because nothing happening at the bottom. They are allowed to do whatever and whenever but when an officer who takes reports gets "fussed" at because takes a few extra minutes on a call to catch up. All you will have to do is pull Monthly from Sgt and find out who works and wants to be here and make a difference and who is here for a paycheck. The officers who work understand things will not change overnight but these officers just did not start doing the bare-nothing overnight either. This will bring morale up I believe, this is a great department by far.

The two CARES Officers need to immediately go back to the patrol division. A better solution would be to make CARES a part time unit, like SWAT and Mounted. Certify and train an Officer on Every Patrol squad to do this job. These Officers would continue to work in a patrol capacity and when the need arises, they can handle mental health issues anywhere in the city. Make it so that they have the ability to extract from a patrol call and travel across the city if needed. Let them attend training, but leave them on patrol. Departments much larger than LPD have CIT Officers and those officers function exactly as described. There is not and will not be not be enough work to keep these two officers busy in a full capacity, which will lead to the unit's ultimate failure. And if you do choose to leave as a stand alone unit, ask yourself...honestly..... why would these two officers be gifted a work schedule that allowed them to work exclusively in the daytime and off on weekends? Are those the only times when people suffer mental heath crisis? Mental Health is a real issue, but gun violence and Street Gangs who deal illegal narcotics are much more pressing issue. If you subtracted out the gang and drug related homicides annually, our yearly murder rate would approximate zero.

More emphasis on hiring/recruiting qualified candidates. Retention benefits for those of us that remain employed here.

Stack up the patrol, street team and agents so we can get the streets back.
Let the officers do their jobs. Open the jail. Make decisions that will allow officers to do their jobs.
Protect your officers
Staffing needs to be increased dramatically. Patrol section needs double the man-power. It will increase officer's proactivity and the increased manpower will lower crime.
No comments. I think our department is doing the best we can.
N/A
The police department needs to work on the jail situation because officers can not do their job. The police department as a whole needs to stop placing personnel in places that they are not qualified for. The ones that are getting placed into positions are just because of who they are or who they know. Other officers are more qualified for positions that have been given to other officers just because of who they are.
It would be nice to see ZERO tolerance for officers that have behaved unbecoming and sometimes even criminal
None.
Decreased personal or political moves from certain individuals for personal gain or glory rather than for the overall good of the city of Lafayette.
We should be independent not have to rely on LpSO for crime scene or monitoring our cameras. We should also not have to pay for public works to run. We have gas cards and should be able to use them anyway and fixing our units since it takes months for them to do it.
<p>[REDACTED]</p> <p>Create some sort of swing shift like Power used to be so the night shift is not stacked with deltas before 7 pm and unable to do proactive patrolling and the day shift can go home to their families on time. Spread around Sr. Cpls and Cpls instead of them all being on dayshift and only rookies are on nights with very little experience. Rookies are teaching rookies at this point. Day and night traffic units would be a quality-of-life buff for the Department. (Once patrol is filled) The number of 21Mrs is increasing and it would take a lot off of patrol to have a couple of traffic units to help. CAD clear much faster. More officers to a precinct, every precinct is different. Looking into adding more officers per precinct would be nothing but beneficial, the number of calls has increased in the years why are there still the same amount of officers in the precincts as there were 10 years ago? Actually take into serious consideration what officers are saying when reading these surveys. Nothing is personal, these are observations from the ground troops. Getting hurt feelings and ignoring what is said is usually what happens, yet officers are supposed to take constructive criticism from higher-ups. Hold the same standard that the lowest PO is held to.</p>
Everyone from captain on up to the chief should retire.



OVERALL, I love the Lafayette Police Department. I love the people I work with and have been treated great since my hire. That being said..... 1) Public safety should be our number 1 goal. Violent, repeat offenders need to be sought after and arrested. When a felon gets caught with a gun, dealing narcotics, committing a burglary, etc they need to first be booked without any issues at the jail. There should absolutely no reason for a person arrested for a felony by released immediately with a "pending warrant." Secondly, felony cases should be followed up by someone at the police department to see what is happening once they reach the D.A.'s office. Patrol officers NEED access to the clerk of courts system. Currently, only 1 or 2 LPD officers have access to the clerk of courts system to view dispositions of cases. The public should know just how many violent offenders are either given a low bail or have their charges dropped arbitrarily. 2.) Pursuits are often one of the most dangerous things an officer can engage in. While I do think a structured pursuit policy is needed, our current one is far too extreme. I think that our current pursuit policy should allow for pursuits more often than the current policy. Officers should be trained in pursuit driving, for starters. Once trained, sergeants WORKING THE ROAD should have discretion on whether or not a pursuit should be allowed. If we were to train officers in pursuit driving, knowing when it becomes unsafe and needing to call it off is probably the most crucial thing to learn. Burglars or gun crimes should be allowed to be pursued, as well as SOME misdemeanor cases. 3) I believe that tactical responses should be handled by the SWAT commanders on scene. 4) CIT-trained officers are important. I have been certified in CIT, and it's something that every officer should be trained in. That being said, I do not believe an entire specialized division should exist (at least not until we are fully staffed.) If we were fully staffed, I would not have an issue with a CIT response division. At the same time, I would also like to see every officer be certified in CIT so that we would not even need a specialized unit. 5.) Diversity equity and inclusion and race and/or gender-based hiring practices have no place in our department. These policies are based on Marxist ideologies. Every city that has allowed for these sorts of far-left ideologies has suffered greatly. Dividing us by race, gender, sexual orientation, etc only weakens our department and on a larger scale our society.

Cares is a great idea but it is bad timing. The directives of this unit is not a priority right now in LPD history. Cares needs to be temporarily dissolved and those 2 officers need to refill patrol spots. The street team needs to be increased to 7 man squads with a supervisor on each rotation. You need to pull highly motivated officers to fill the section and create a Crime Suppression Unit. This unit responds to legitimate HIGH priority calls and during down time focusing on recovering guns and drugs. CSU needs to be a joint task force with juvenile CID, adult CID working hand in hand to ensure this cases are being processed correctly and efficiently. Weekly meeting with DA need to be held with this unit to make a clear path for prosecution of these violent individuals. The pursuit policy needs to be temporarily lifted to the street team and k9. This would be for felonies such as 68s & 62s. Depending on certain times during the day field supervisors can either cancel or approve the pursuit. We need to be outsourcing to other jails for both adult and juvenile. There are no consequences for committing crimes in Lafayette which the ROOT of the violent problem.

I believe every situation is different and the course of action should be handled for each individual situation. I do believe when it comes to punishments handed down to officers, one officer shouldn't be given a different punishment from another officer for doing the same thing.

treat employees better to include civilian employees as well

crime rates need to be handled better, officers need to learn to use their cads more, more communication between departments as well as higher up staff.

Instead of pay raises, which would need to be matched with retirement benefits and other costs, look into bonuses for working nights, being on call, serving on swat, etc.

Leadership. Quit worrying about petty stuff. Learn to say NO. Place is running the same exact way with the same thought process from 20 years ago. 3rd floor chasing Facebook likes. Big push for after hours community walks/get togethers with little to no involvement or attendance from the community. We promote victimization instead of individual responsibility. At least a 1/3 of the service calls dispatched aren't even law enforcement related. There is only one section with the best supervisors and officers and it's either CID or Narcotics. These supervisors are stand up straight talking officers and their subordinates will work to the end because of their guidance, leadership and fairness.
several senior civilian employees have left or are planning on leaving due to pay and their departments not being taken seriously and don't feel that people are being recruited. also decisions are always being made about those departments by people who don't work in them or understand how it will effect those doing the jobs.
To stop letting the jail control the crime rate in this city by not allowing people to be booked. Also to hold the DA's officer and city prosecutes accountable for these criminals to be out on the street with the plea deals and credit for time served. The honest answer is the crime rate in this city is a direct result of the DA's office and city prosecutors wanting to make themselves look good with conviction rates and letting people go on plea deals as well as the jail being "full" all the time.
n/a
I am a firm believer in Gladiators Academy. They offer free training for officers, and I don't believe officers are taking advantage of it enough. It is life changing. It improves hand to hand skills and overall confidence.
n/a
N/A
Cares is a needed tool, however it does not need to be police officers, should be civilian's with direct contact to dispatch if needed. Those recourses could be better utilized in other areas to help deter violent crime.
We need to focus on policing in the community, and fighting the drug and violence epidemics.
Nothing I haven't already covered.
just be more open
better training, (legal updates)
N/A
More training, more officers, and better pay
N/A
Patrol officers are tasked with and responsible for too many jobs. Make traffic work crashes. Make the 900 units work all 25's. Push the online reporting system, big time! On the news social media etc. Patrol is taking way too many useless reports, tying a valuable officer up for an hour. Walk-ins, FORCE the receptionist to confirm that a crime has occurred and WHERE it has occurred. Many many walk ins do not occur in LPDs jurisdiction. Again, wasting a patrol officers valuable hour. Walk ins should be dispatched to the corresponding precinct officer if legitimate. This prevent precinct 2 from handling all walk ins just bc the pd is in p2. It also makes that officer conduct follow ups and investigations in neighborhoods across the city and with a community/area the officer is unfamiliar with.
Stop being distracted by or focusing on what "looks good" and start focusing on what actually reduces crime and makes our residents safer.
New Leander

The decisions being made and advice given are coming from people that have always had difficulty performing in ACTUAL police environments. Actually putting an advisor in place, like Capt Trouard, who isn't intimidated to make a decision and has the overwhelming respect of over 90 % of the department could immediately impact the trajectory of the morale and buy in from the police officers here.
None
Mike Brown retiring.
Book criminals
This department needs a leader and command staff who are not afraid of fighting City Hall or political pressures when necessary. This department used to be one of the most well respected departments in the entire southern United States. Now, we let political operatives from other entities have influence over what we do, or do not do and that needs to stop
N/A
Not allow officers to stay in specialized sections for 10-15 years etc. fair treatment for all officers regardless of what group or "click" an officer is with.
Stop depending on the Sheriff to investigate our crimes (RTCC), he's taking credit for everything they help us with, while using our equipment. Stop being a coward when it comes to calling out the Sheriff for not doing his job. Stand up for our officers and stop depending on the Union to your dirty work.
Change in uniform. Seek the opinions from the officers in designing a new uniform.
Na
NA
Fairness in selecting the right people for the position selected
Nope
x
We are a reactive department. We need to be more proactive and place more officers on the road
None
None
N/A
We have the personnel and the resources to drive down crime here in our city. We just need the ability to do so. 1 additional suggestion: A LPD-only Real Time Crime Center would make a considerable impact on enforcement activity.
I would offer my suggestion but with the current climate I feel they will fall on deaf ears.
Department needs a day shift I, pro active division that targets higher crime areas during the day and is able to be seen by the community other than just night shift details and or narcotics
More pro active enforcement.
Bottom line: We need more cops.
Transparency across the board
Stop the favoritism. Treat everyone here fairly and the same. Fix the jail. Leadership needs remember where you came from. Stop stealing people from patrol for pointless functions.
no comment
none