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To start, please confirm: In what county is it located? \_\_\_\_\_  
**Q1. Are you responding on behalf of...?** (If not a Sheriff's Office) What is your department's name? \_\_\_\_\_  
 County Sheriff's Office What position do you hold? \_\_\_\_\_  
 Local police department or DPS

**Q2. Overall, do you believe the size of the workforce in your Sheriff's Office or police department is sufficient to deliver the needed services?**

	Workforce size is completely sufficient	Somewhat sufficient	Somewhat insufficient	Completely insufficient	Don't know
Law enforcement officers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support staff	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q3. How much of a problem, if at all, are the following personnel issues for your office/department?**

	Not a problem at all	Not much of a problem	Somewhat of a problem	A significant problem	Don't know
Recruiting qualified officers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retaining current officers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Poaching (i.e., officers leaving for positions with other local agencies)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Officer morale	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Negative public interactions or perceptions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lack of professional development and/or ongoing training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Too much required training	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q4. If additional resources were available, which of the following, if any, do you think would most help your office/department recruit additional personnel and/or retain current personnel? (check all that apply)**

<input type="checkbox"/> Revising hiring standards to produce a larger field of candidates	<input type="checkbox"/> Professional development opportunities for officers' career advancement
<input type="checkbox"/> Streamlining the hiring process (e.g., rolling testing opportunities, accelerated background checks, conditional offers, etc.)	<input type="checkbox"/> Creating or expanding "pipeline" programs (e.g., youth or cadet programs, apprenticeships, academy sponsorships, etc.)
<input type="checkbox"/> Increasing pay rates	<input type="checkbox"/> Investing in community trust and relationship-building
<input type="checkbox"/> Increasing benefits	<input type="checkbox"/> None of the above
<input type="checkbox"/> Increasing nontraditional incentives (e.g., more paid time off, flexible schedules, childcare, tuition reimbursements, etc.)	<input type="checkbox"/> Don't know

**Q5. Please briefly share approaches your office/department is currently pursuing, if any, that you think have been particularly successful in addressing law enforcement personnel issues.**

**Q6. (for Chiefs of Police only) Do you think the jurisdiction(s) your department serves appropriates too much, about the right amount, or too little funding to meet your police department's current needs?**

Too much	About the right amount	Too little	Don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q7. Do you think your county appropriates too much, about the right amount, or too little funding to meet the Sheriff's Office's needs?**

Too much	About the right amount	Too little	Don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q8. Do you think your county appropriates too much, about the right amount, or too little funding to meet the County Prosecutor's Office's needs?**

Too much	About the right amount	Too little	Don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q9. If new state or federal funding for law enforcement became available to your office/department, which of the following, if any, would be a priority for allocating those funds?

	A very high priority for additional funding	Somewhat of a priority	Not much of a priority	Not a priority at all for additional funding	Don't know
Hiring new law enforcement officers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increasing pay or benefits for current law enforcement officers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other recruitment/retention efforts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mental health support for officers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Additional or improved training for officers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Updating current equipment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Investing in new technologies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Crisis response teams (e.g., trained mental health professionals that work with police to help with de-escalation in crises)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify) _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q10. (for Sheriffs) In your role as a law enforcement officer, how satisfied are you with each of the following law enforcement agencies working in your county?

	Very satisfied	Somewhat satisfied	Neither satisfied nor dissatisfied	Somewhat dissatisfied	Very dissatisfied	Don't know
State Police	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Local police departments in your county, overall	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The County Prosecutor's Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q11. (for Chiefs of Police) In your role as a law enforcement officer, how satisfied are you with each of the following law enforcement agencies working in the jurisdiction(s) your department serves?

	Very satisfied	Somewhat satisfied	Neither satisfied nor dissatisfied	Somewhat dissatisfied	Very dissatisfied	Don't know
State Police	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
County Sheriff's Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
County Prosecutor's Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q12. To what extent, if any, would you say the following are currently (or have recently been) problems in the community or communities your office/department serves?

	Not a problem at all	Not much of a problem	Somewhat of a problem	A significant problem	Don't know
Violent crimes (e.g., rape, assault, homicide, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domestic violence / intimate partner violence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Property crimes (e.g., burglary, vandalism, identity theft, embezzlement, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Drug crimes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Public-order offenses (e.g., DUI, weapons violations, disorderly conduct, traffic violations, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Crime overall in your jurisdiction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q13. Now thinking about policies and practices your office/department uses, how likely or unlikely is it that your office/department will use the following practices in the near future, or are they already being used?

	Already being used	Likely to adopt in the future	Unlikely to adopt in the future	Don't know
Community policing (assigning officers to particular areas to build relationships with residents)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A civilian oversight board that advises your office/department	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Proactively making policing policies available for public review (e.g., on department or local government website)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policies mandating independent investigations into officer-involved injuries or deaths	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Training for law enforcement officers in any of the following: de-escalation tactics, cultural understanding, and/or bias awareness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policies for recruiting or retaining a law enforcement workforce that reflects the racial and/or ethnic composition of your community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Q21. Regardless of whether or not your county currently has pre-trial diversion programs (e.g., drug/alcohol treatment courts or programs, Veterans court, etc.), do you feel the use of pre-trial diversion programs in general helps or harms...

	Diversion programs significantly help	Somewhat help	No effect	Somewhat harm	Diversion programs significantly harm	Don't know
... recidivism rates?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... public safety in the community?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... your officers' workload?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... the wellbeing of defendants with mental illness or drug dependency?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q22. Regardless of whether or not your county has pre-trial diversion programs, in general, do you support or oppose these types of diversion programs in your county?

Strongly support	Somewhat support	Neither support nor oppose	Somewhat oppose	Strongly oppose	Don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q23. Now we would like you to think specifically about gun diversion programs for individuals with no prior criminal history who are facing charges for criminal possession of a weapon. Through a gun diversion program, they would have an opportunity to avoid incarceration and have their conviction dismissed in return for participating in an intervention program (e.g., a nightly curfew, random drug tests, unannounced home visits by police, therapy, skills training, etc.). In general, would you support or oppose this type of gun diversion program in your county?

Strongly support	Somewhat support	Neither support nor oppose	Somewhat oppose	Strongly oppose	Don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q24. Next, thinking about the equipment and technology used by your office/department, how likely or unlikely is it that your office/department will use the following types of equipment in the near future, or are they already being used?

	Already being used	Likely to adopt in the future	Unlikely to adopt in the future	Don't know
Unmanned aerial vehicles (i.e., drones)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dashboard cameras	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Body cameras	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other public surveillance cameras (e.g., on buildings, streetlights, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Automated license plate readers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facial recognition technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Predictive policing tools (e.g., using AI to help anticipate or assess crime)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q25. (Please only answer for those technologies that are currently in use in your jurisdiction) Thinking about the positives and negatives of your office's or department's use of these policing technologies or equipment (e.g., financial impacts, reduced crime, community opposition to a technology, etc.), do you agree or disagree that they have been a worthwhile investment for the community or communities your office/department serves?

	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know
Unmanned aerial vehicles (i.e., drones)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dashboard cameras	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Body cameras	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other public surveillance cameras (e.g., on buildings, streetlights, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Automated license plate readers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facial recognition technology	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Predictive policing tools (e.g., using AI to help anticipate or assess crime)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q26. In some places, automated tools are used to make decisions about public safety risks that in the past were made by humans. For example, software tracking and keywords may be used to monitor social media for events where a crime might happen. In your opinion, are the decisions made by these tools (such as AI and machine learning) generally more or less accurate than those made by humans?

More accurate	About the same	Less accurate	Don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



**Q32.** The Michigan Legislature recently enacted an “Extreme Risk Protection Order Act” – sometimes referred to as a “red flag” law. This law provides for the issuance of Extreme Risk Protection Orders (ERPOs), which temporarily prohibit individuals judged to be at high risk of harming themselves or others from purchasing or possessing firearms. The law allows several different categories of people, including family members, mental health professionals, and law enforcement officers, to file an ERPO petition. How confident are you that...

	Very confident	Somewhat confident	Not very confident	Not confident at all	Don't know
... local law enforcement officers have sufficient training to decide when an ERPO is appropriate?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... local officers have sufficient training on the process for petitioning the court for an ERPO?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... local non-law enforcement petitioners will use the ERPO process correctly?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... judges in your county will make appropriate decisions regarding ERPOs?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... local law enforcement officers will be safe when serving an ERPO in your county?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
... ERPOs are likely to reduce gun violence?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q33.** Does your office/department currently have a formal protocol that officers use to determine when an ERPO is appropriate?

- Yes, we have a formal ERPO protocol, and we're satisfied with it so far
- Yes, we have one, but it needs revision
- No, but we're currently developing one internally
- No, but we're developing one in collaboration with other stakeholders (e.g., County agencies, the County Prosecutor, community groups, etc.)
- No, and we have no plans to develop a formal ERPO protocol
- Don't know

**Q34.** Please briefly describe any additional resources or support (e.g., supplemental training, coordination of efforts through the County, etc.) that would be helpful to your office/department and its personnel for implementing the ERPO Act.

We now have a few questions about accountability in law enforcement.

**Q35.** Some people believe that law enforcement officers whose actions cause harm or violate individuals' civil rights should be held legally accountable. Others think they should be protected due to the nature of their job. Although every case is unique, in general, do you agree or disagree that law enforcement officers should be held legally accountable if they are found to have engaged in misconduct?

Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q36.** In general, in cases where there is suspicion of criminal misconduct by an officer in your office/department, would you support or oppose the following actors having a role in investigating the charge?

	Strongly support	Somewhat support	Neither support nor oppose	Somewhat oppose	Strongly oppose	Don't know
Our office/department (through an internal investigation)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The State Police or other law enforcement agency not associated with the officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Michigan Attorney General's office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A civilian oversight board	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Another independent outside investigator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q37.** In general, in cases where there is evidence of criminal misconduct by local law enforcement, who do you think should prosecute the offense?

	Should always be involved	Should sometimes be involved	Should never be involved	Don't know
The County Prosecutor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Michigan Attorney General's Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The U.S. Attorney's Office	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Q38.** In your opinion, overall, how confident are residents in your community that instances of local law enforcement officers' misconduct will be dealt with effectively?

Residents are very confident	Somewhat confident	Not very confident	Residents are not confident at all	Don't know
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Q44. In your opinion, how difficult would it be to implement a co-responder or alternative responder program in your community?

- One has already been implemented  
 Not difficult at all to start a new program  
 Not very difficult  
 Somewhat difficult  
 Very difficult to start a new program  
 Don't know

Q45. (if selected "already implemented" in Q44) What advice would you give to local governments that might be interested in adopting a co-responder or alternative responder program?

Q46. (if selected "do not support" in Q42) Would significant additional funding make you more likely to support the introduction of a co-responder or alternative responder program in your community?

- It would not make any difference  
 Somewhat unlikely to make a difference  
 Somewhat likely to make a difference  
 It would make me much more likely to support a program  
 Don't know

Q47. How much do you trust the following sources of information on policing strategies and practice?

	Very much	Somewhat	Not much	Not at all	Don't know
Examples from law enforcement agencies in neighboring or similar communities in Michigan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Michigan law enforcement associations (e.g., Michigan Sheriffs Association, Michigan Association of Chiefs of Police)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National law enforcement associations (e.g., National Police Association, International Association of Chiefs of Police)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Non-profits or advocacy organizations (e.g., Center for Policing Equity, ACLU, MADD)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Universities or academic research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Feedback from residents	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Policing technology manufacturers (e.g., Shotspotter, Lexipol, Flock Safety)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q48. Finally, is there anything you would like to clarify about the topics or questions asked about on this survey, or are there any other insights you'd like to share with other Michigan law enforcement offices or local governments about these issues?

Q49. We are interested in learning more about policy issues according to whether communities are rural, urban, or somewhere in between. Overall, how would you characterize the community or communities your office/department serves?

- Rural     
  Mostly rural     
  Mostly urban     
  Urban     
  Don't know

CLOSUP will protect your privacy and anonymity to the full extent provided by law. We need to confirm your personal information such as name and email address for tracking and administrative purposes only. Your personal information will not be shared with any outside sources. As with all of the questions in this survey, these are optional.

Your name \_\_\_\_\_ Your email address \_\_\_\_\_

We would like to ask some demographic questions. As with all of the questions in this survey, these are optional. Responses will be reported in aggregate form only so that your individual responses will remain confidential.

Q50. In what year were you born? \_\_\_\_\_

Q51. How many years have you served in your current role? \_\_\_\_\_

Q52. How many years, if any, have you served as an officer in this Sheriff's Office or police department? \_\_\_\_\_

Q53. How many years have you been in law enforcement over the course of your career? \_\_\_\_\_