



2023-2026 HPS STRATEGIC PLAN A QUICK LOOK AT THE MEMBER SURVEY RESULTS

660
RESPONSES

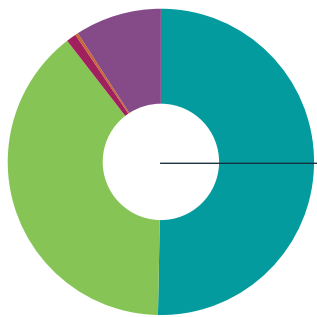
403 **61%**
SWORN

218 **33%**
CIVILIAN

10 **1.5%**
VOLUNTEER

* 29 DID NOT DISCLOSE

DEMOGRAPHICS



GENDER

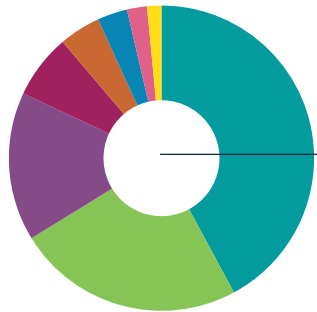
MALE 331

FEMALE 258

DNWD* 60

GENDER FLUID 7

NON-BINARY 2



POSITION/RANK

SWORN CST 278

CIVILIAN 159

SWORN SUPERVISOR 104

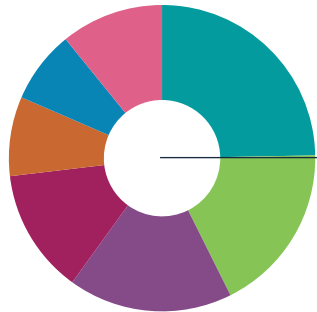
SPECIAL CST 45

DNWD* 29

SENIOR OFFICER 21

CIVILIAN SUPERVISOR 14

VOLUNTEER 10



YEARS OF SERVICE

1-5 YEARS 171

6-10 YEARS 124

11-15 YEARS 120

16-20 YEARS 91

21-25 YEARS 58

26+ YEARS 53

DNWD* 75

*DID NOT WANT TO DISCLOSE

STRATEGIC PLAN RELATED

88%

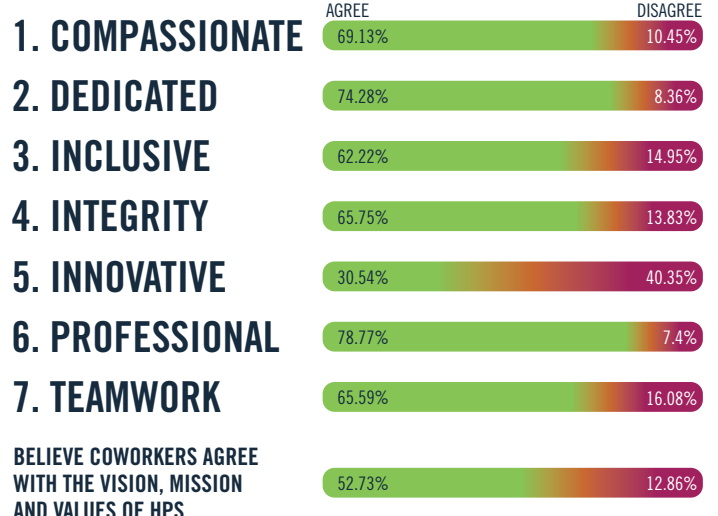
AGREE THAT THE VISION OF HPS 'TO BE A TRUSTED PARTNER IN DELIVERING PUBLIC SAFETY' IS A GOOD VISION STATEMENT.



94%

BELIEVE 'TO SERVE AND PROTECT IN PARTNERSHIP WITH OUR COMMUNITIES' IS A GOOD MISSION STATEMENT.

DO WE LIVE UP TO OUR VALUES?



I UNDERSTAND HOW MY DAILY ACTIVITIES CONTRIBUTE TO THE HPS BUSINESS PLAN

63% YES **16%** NO

WORKLOAD



COMMUNICATION



TRAINING



WHAT ELSE DID WE HEAR?

FLEXIBLE WORK HOURS/WORK FROM HOME

IMPROVED INTERNAL COMMUNICATION

INCREASES IN STAFFING

CREATING EFFICIENCIES TO REDUCE WORKLOAD