

Employee Survey <i>Please return this form to Human Resources.</i>	
Department Name:	Police Department
Division Name:	Patrol

Please provide your feedback to the following questions:

1. What do you like most about your job?

I like the fact that every day is different. This job is very fluid and as far as work itself goes we don't get caught in too much of a rut doing the same repetitive thing every day.

2. What do you like least about your job?

Where do I start? I strongly disagree with the leadership in this department. We are stuck in 80-90's policing and refuse to change. Our leaders are hypocrites. They (from sergeant level to the top) are failing to practice what they preach. Supervisors in this agency are all sent to some type of a supervision school, many go to ILEA in Plano where leadership, specifically Servant Leadership, is taught. Servant leadership however is not practiced in the department. Instead we have leaders who brag about leading by fear and intimidation, leaders who have no communication skills which results in yelling at their subordinates instead of having productive conversations and then we have leaders who do nothing. We have supervisors in positions they don't deserve and are not qualified for. There are not many opportunities for advancement in an agency this small and when someone ends up in a position they don't belong in it kills the morale for the entire department. The idea of any supervisor can do any job is insane. Sergeant stripes and lieutenant bars do not automatically qualify a person for a job they know nothing about. If you look at our roster we are full. This is a joke! Almost every shift every day and night is running with minimal staffing. In the last year we forced two officers to a premature retirement. Between the two of them they had over 30 years law enforcement experience and they were both doing amazing work for our community. They had worked hard for several years in their assigned areas. Their lieutenant never offered any praise for the good things they had accomplished only discipline for the occasional short comings. Other supervisors ideas of fixing issue an officer may have is to run them off and get rid of them, instead of investing time and training in those officers to make every attempt to lead, train and mentor the officer. Bottom line this agency, because of its leadership, cannot retain its officers. If you look at our roster we have very few officers with more than five years of experience. Employees don't leave jobs they leave bosses.

3. What training or resources would help you with your current job?

I would like to see the police department be a host for more classes. It seems we could host intermediate and advanced certification classes and save time and money for our agency and our officers. We send officers all over the state for intermediate classes that could be hosted right here. I have asked several times why we don't host classes and have never received an actual answer. Outside of that I would like to see the department implement a real defensive tactics program. I would like to see monthly training for all patrol officers. This training could include firearms, patrol tactics, and defensive tactics. The classes could be smaller so each officer receives more individualized training.

4. What are your career objectives?

I am not sure at this point. Once upon a time I wanted to move up through the ranks as high as possible, but with the leadership we currently have I'm not sure that's what I want anymore.

Please respond to the following questions by checking the appropriate space to the right of each question:

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. I know what is expected of me at work.		X		
2. I have the materials and equipment I need to do my work right.		X		
3. At work, I have the opportunity to do what I do best every day.			X	
4. In the last seven days I have received recognition or praise for doing good work.				X
5. My supervisor, or someone at work, seems to care about me as a person.		X		
6. There is someone at work who encourages my development.			X	
7. At work, my opinions seem to count.				X

FY2019 – Non-Exempt Employee Annual Performance Evaluation

8. The mission/purpose of the City makes me feel my job is important.		X		
9. My co-workers are committed to doing quality work.		X		
10. I have a good friend at work. I am not sure what this matters!		X		
11. In the last six months, someone at work talked to me about my progress.			X	
12. This last year, I had opportunities at work to learn and grow.			X	
Please rate the following items by checking the appropriate space to the right of each item:				
	Excellent	Good	Fair	Poor
Overall Job Satisfaction				X
Work Environment				X
Ability to Make a Positive Difference			X	
Training Opportunities			X	
Opportunities for Advancement				X
Your Benefits				X
Your Supervisor				X
City Administration				X
Communication to Employees				X
Job Safety			X	
Safety of Work Environment			X	
Recognition of Efforts				X
Fair Treatment				X

Employee Survey

Please return this form to Human Resources

Department Name: Kerrville Police Department

Division Name: Patrol Division

Please provide your feedback to the following questions:

1. What do you like most about your job?

I like that I am able to make decisions on the street on my own without being micro managed by my supervisor. I like the opportunity to be able to target drug related crime.

2. What do you like least about your job?

I don't like the fact that the administration refuses to change. The administration seems to be stuck in a cycle of "that's the way we have always done it, so that is why we do it". The administration does not provide the patrol division with tools and resources that would make a more effective department. The department needs a K9 unit in order to help suppress the excessive narcotics that are being used and sold throughout the city. I don't like that Officers are not allowed to work side jobs outside of the city. There are not many side jobs or available overtime shifts for Officers to work in order to supplement income. The Special Crimes Unit is being run by a Sergeant who does not have the required skills to make it an effective and efficient unit. The Special Operations Unit trains every month and is capable of serving high risk narcotics warrants but is not utilized for unknown reasons. The Special Operations Unit's entry vests are expired. The entry vests are oversized and cause Operators to get caught up in doorways and on items inside trailers when serving warrants. The Special Operations Unit does not have any type of armored vehicle that would allow them a safe approach to an active shooter situation. The Special Operations Unit needs some type of armored vehicle in order to prevent rounds from being shot directly at Officers on their approach to a high threat situation. I believe that it will take an Officer getting hurt or killed before any of the equipment is updated and changed. The Police Officer identification cards are cheap and I have been questioned multiple times when presenting it if it is fake or not.

3. What training or resources would help you with your current job?

A proper defensive tactics course that teaches Officers proper hand to hand and control techniques.

4. What are your career objectives?

I would like to join the Special Crimes Unit and then promote to Sergeant.

Please respond to the following questions by checking the appropriate space to the right of each question:

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. I know what is expected of me at work.		X		
2. I have the materials and equipment I need to do my work right.		X		
3. At work, I have the opportunity to do what I do best every day.		X		
4. In the last seven days I have received recognition or praise for doing good work.				X
5. My supervisor, or someone at work, seems to care about me as a person.		X		
6. There is someone at work who encourages my development.			X	
7. At work, my opinions seem to count.				X
8. The mission/purpose of the City makes me feel my job is important.			X	
9. My co-workers are committed to doing quality work.		X		
10. I have a good friend at work.		X		
11. In the last six months, someone at work talked to me about my progress.		X		
12. This last year, I had opportunities at work to learn and grow.		X		

Please rate the following items by checking the appropriate space to the right of each item:

	Excellent	Good	Fair	Poor
Overall Job Satisfaction			X	
Work Environment		X		
Ability to Make a Positive Difference		X		

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Training Opportunities			X	
Opportunities for Advancement				X
Your Benefits			X	
Your Supervisor		X		
City Administration				X
Communication to Employees			X	
Job Safety		X		
Safety of Work Environment		X		
Recognition of Efforts			X	
Fair Treatment			X	

Employee Survey

Please return this form to Human Resources.

Department Name: Kerrville Police Department

Division Name: Patrol

Please provide your feedback to the following questions:

1. What do you like most about your job?

Police work.

2. What do you like least about your job?

-The pay is below the common standard for our area.

-When the pay scale was "fixed" they lowered the patrol officers top end pay significantly.

-The 5-7 year officers were not put in the correct pay step. Therefore, losing money.

-The administration seems like they don't listen to officers concerns/ ideas of improvement. They seem opposed to change, they appear stuck in an old policing manor.

- Our Police Commission card look fake; they have been questioned in the past of being legitimate. Officers feel embarrassed to present them.

- The new patches look fake.

-There are a couple people in leadership positions that should not be there.

3. What training or resources would help you with your current job?

-SOU needs an armored vehicle, this will provide protection to the team when they are utilized. They are currently using a ford van that had zero ballistic protection. If the team were to take fire on a call out/ warrant, the rounds would rip through the van.

-The PD needs a K9 program. Kerrville has a major drug issue. The officers are doing good job at fighting it, but they are losing the battle. They need the proper tools to fight the battle. A K9 is a very valuable tool in locating drugs. They can also be used to gain control of suspects, either as intimidation or a use of force. Using a K9 to chase suspects would lower the risk of officer injury.

- A take home vehicle program would be a good selling point to get certified officers to apply with Kerrville. Several officers are on the fence about applying with Kerrville because of the pay. If they could have a take home vehicle that could possibly persuade them to apply with the PD. A take home program would also lower the fleet maintenance tremendously. The vehicle would not be used 24/7, therefore they would last longer. There is currently a 2016 model explorer that has 100,000 miles.

- The pay needs to be fixed so we can attract more officers. Officers don't want to stay in Kerrville when they can make more money by just driving down IH10.

4. What are your career objectives?

Please respond to the following questions by checking the appropriate space to the right of each question:

	Strongly Agree	Agree	Disagree	Strongly Disagree
1. I know what is expected of me at work.		X		
2. I have the materials and equipment I need to do my work right.			X	
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5. My supervisor, or someone at work, seems to care about me as a person.		X		
6. There is someone at work who encourages my development.		X		
7. At work, my opinions seem to count.			X	
8. The mission/purpose of the City makes me feel my job is important.			X	

FY2019 – Non-Exempt Employee Annual Performance Evaluation

9. My co-workers are committed to doing quality work.		X		
10. I have a good friend at work.		X		
11. In the last six months, someone at work talked to me about my progress.		X		
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Please rate the following items by checking the appropriate space to the right of each item:				
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City Administration				X
Communication to Employees			X	
Job Safety			X	
Safety of Work Environment			X	
Recognition of Efforts			X	
Fair Treatment			X	



City of Kerrville
Police Department
429 Sidney Baker
Kerrville, Texas 78028-5069
830-257-8181 (O)
830-792-2702 (F)

MEMORANDUM

TO: Chief Knight

FROM: Officer Wherry

DATE: October 20, 2019 @ 1640 hours

SUBJECT: Resignation Letter

Dear Chief,

This letter is to inform you of my resignation from the Kerrville Police Department. Again, my hands have been tied and left with no other choice but to resign. I refuse to work with an agency who condones criminal activity and persecuted the officers who report these illegal acts. The administration of this department has not only let me down and persecuted with false allegations, but has let the entire department down along with the community as a whole. There is so much more to say, however my words will go unheard and have no meaning to the ones who can make a change. When I say these things I'm not only speaking for myself, but my fellow officers who have expressed their concerns to me. I have spent nearly 10 years with this department and given more of my life to protecting this community that you will ever know, but at the same time you have taken more from me than you can imagine! My entire family has seen what the administration has done to me including my son. As I told my son that I was resigning today, he stated "I'm happy for you". What does that tell you? So, today 10/20/2019 @ 1640 hours, is my last day as a Kerrville Police Officer. I hope that the officers employed here who are still doing this for the right reasons and not personal gain prosper and do well!

Officer Wherry

[Handwritten signature] #3210