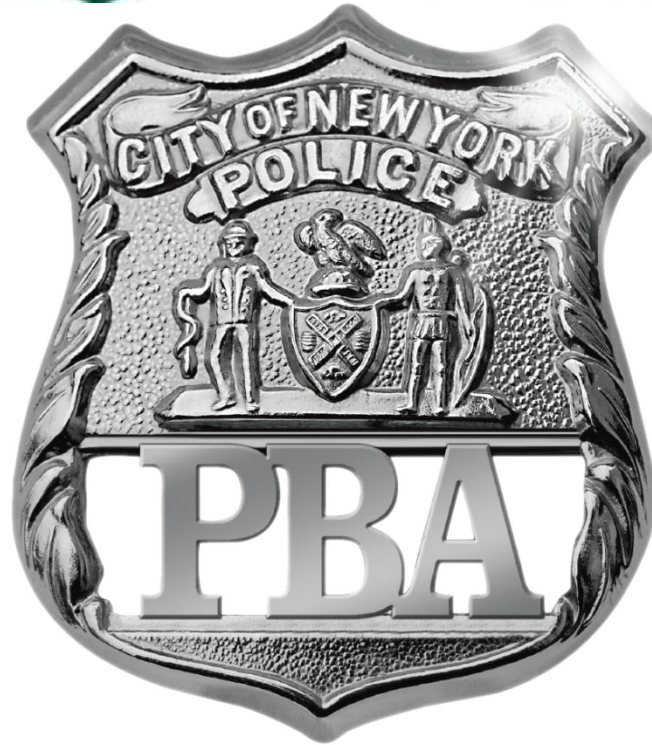# McLaughlin & Associates

New York Patrolmen's Benevolent Association Membership Study

John McLaughlin

March 15, 2016

Presentation Outline:

1. Methodology
2. Police Officers' Work Environment
3. Mayor Bill de Blasio Analysis
4. Commissioner Bill Bratton Analysis
5. Job Satisfaction Analysis
6. Other Key Findings

1. Methodology:

The Patrolmen's Benevolent Association of the City of New York commissioned McLaughlin & Associates to conduct an Internet survey of its members. The Internet survey of 6,004 respondents was conducted between February 9th and February 26th, 2016.

There was no sampling used in this survey (every NYC PBA member was invited to participate) so it is not appropriate to report a statistical margin of sampling error. For comparison: had this been a sampled survey that yielded 6,004 interviews from a larger universe of potential participants the sampling process would have introduced that error 19 out of 20 times (95% confidence) and would be plus or minus 1.3 percentage points. The sampling error for this survey is zero, but sampling error is just one form of error or bias that can affect survey results.
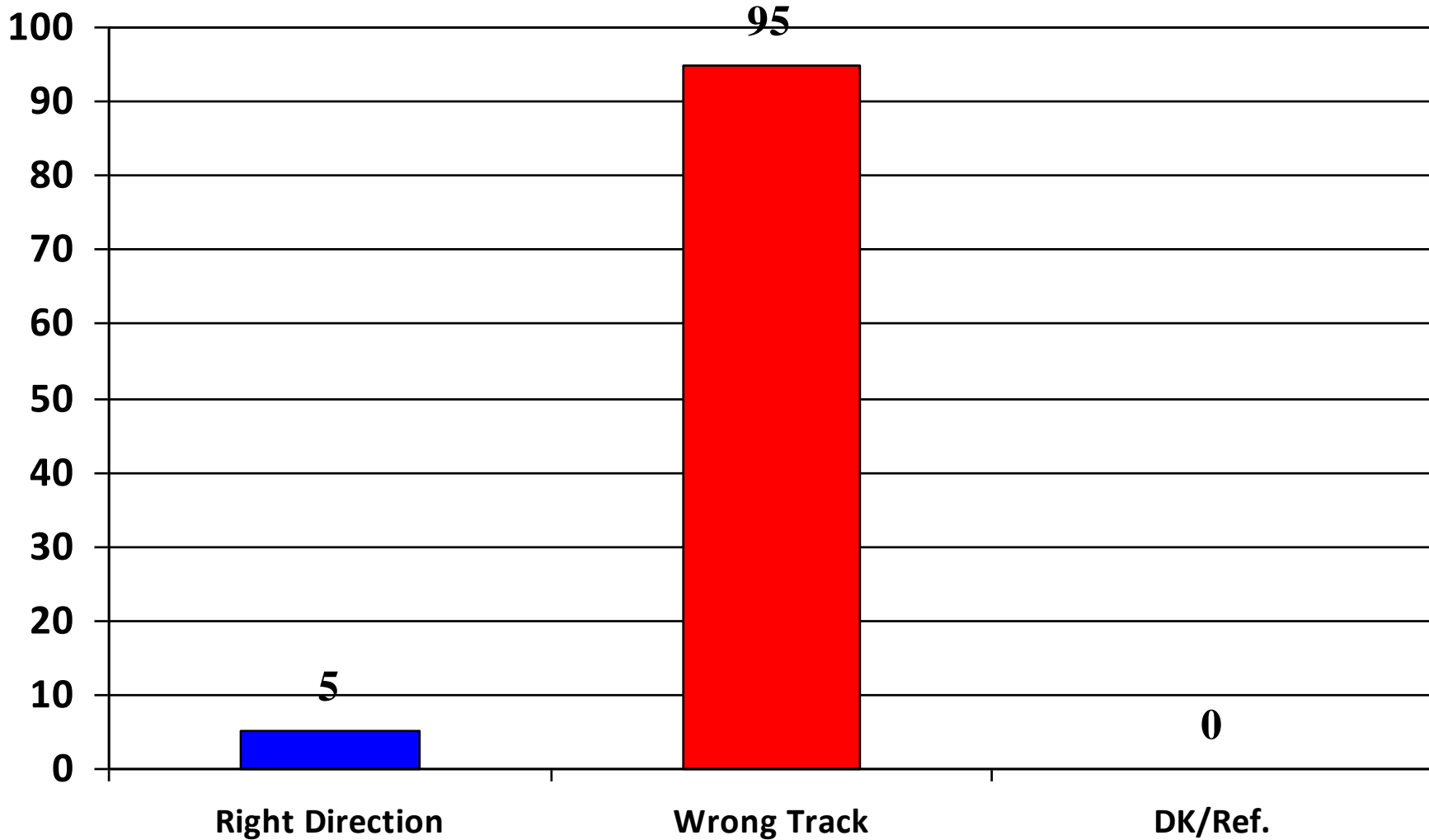
The actual response rate was very high. We received 6,004 completed surveys from a universe of over 24,000 members. Among the total membership, 12,548 members with emails on file with the PBA received an invitation to take the survey.

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2. Police Officers' Work Environment

The overwhelming majority of respondents, near unanimity, say New York City is heading down the wrong track; they say they feel less safe than they did 2 years ago; and they are concerned their relationship with the public has worsened.

A.   Ninety-five percent (95%) of the respondents said New York City is heading down the wrong track.

B.   Eighty-seven percent (87%) said New York City has become "less safe" in the past two years. The majority, 55%, say "a lot less safe".

C.   In comparison to years past, 95% of the PBA members say they personally feel "less safe" "while on duty as a police officer". Again, the majority, 58%, say "much less safe".

D.   Ninety six percent (96%) say the relationship between the NYPD and the public has worsened in the past few years. Seventy percent (70%) say it has "greatly worsened".

E.   The top reasons cited for the worsened relationship include: Mayor de Blasio and/or the City Council (17%), a lack of support/respect (16%).

New York City:
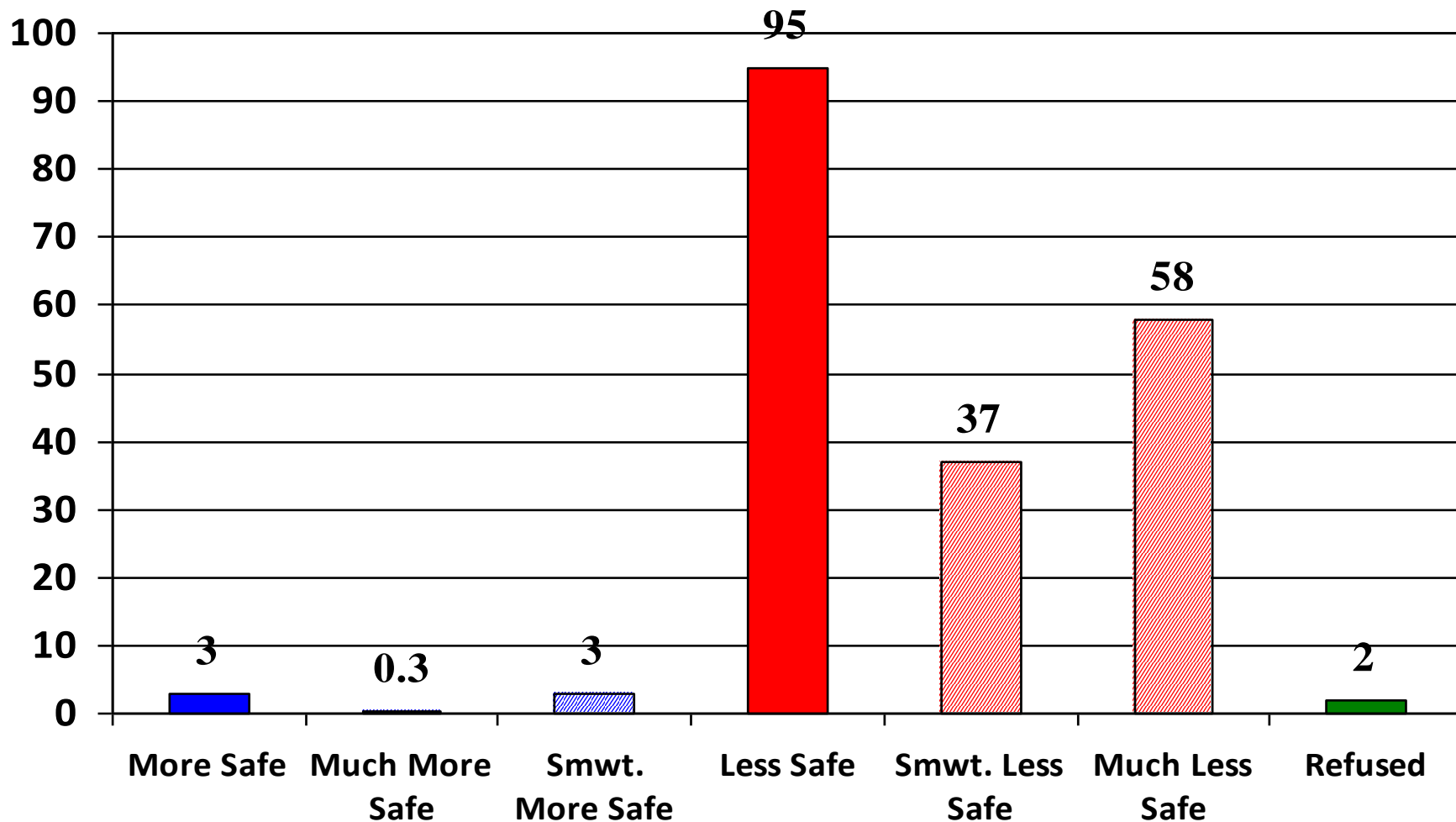## Right Direction / Wrong Track

	RD	WT		RD	WT		RD	WT
TOTAL	5	95	**de Blasio Overall Job – Approve**	45	55	**Length of Job – Up to 10 Years**	6	94
The Bronx	6	95	**de Blasio Overall Job – Disapprove**	4	96	**Length of Job – 10 to 20 Years**	4	96
Brooklyn	7	93	**Bratton Overall Job – Approve**	7	93	**Length of Job – Over 20**	5	95
Brooklyn North	8	92	**Bratton Overall Job – Disapprove**	2	95	**Men – Up to 10**	6	94
Brooklyn South	5	95	**Bratton Represent Best Interest – Pos.**	8	92	**Men – Over 10**	4	96
Manhattan	6	94	**Bratton Represent Best Interest – Neg.**	2	98	**Women – Up to 10**	5	95
Manhattan North	8	92	**Direct Supervisors Rep Best Interest – Pos.**	6	94	**Women – Over 10**	6	94
Manhattan South	4	96	**Direct Supervisors Rep Best Interest – Neg.**	5	96	**Age: 18 – 29**	7	94
Queens	4	96	**C/O Rep Best Interest – Pos.**	7	93	**Age: 30 – 40**	5	95
Queens North	4	96	**C/O Rep Best Interest – Neg.**	5	95	**Age: 41 – 50**	4	96
Queens South	3	97	**de Blasio Admin Support – Increased**	12	88	**Age: 51 – 62**	8	92
Staten Island	3	97	**de Blasio Admin Support – Remain Same**	28	72	**Gender – Male**	5	95
Transit	2	98	**de Blasio Admin Support – Decreased**	4	96	**Gender – Female**	6	94
Housing	6	94	**de Blasio Support Decreased Smwt.**	12	88	**Pension Tier – 2**	5	96
Assigned to Patrol – Yes	6	94	**de Blasio Support Decreased A Lot**	3	97	**Pension Tier 3/3R**	6	94
Assigned to Patrol –No	4	96	**Compared to Past – Feel More Safe**	30	70			
NYC – Right Direction	100	0	**Compared to Past – Feel Less Safe**	4	96			
NYC – Wrong Track	0	100	**Relationship w/ Public – Improved**	27	73			
In Past 2 Yeas NYC – Safer	30	70	**Relationship w/ Public – Worsened**	4	96			
In Past 2 Yeas NYC – Same	21	79						
In Past 2 Yeas NYC – Less Safe	3	98						
Somewhat Leas Safe	5	95						
Mush Less Safe	1	99						
								6

Compared to 2 years ago, under the previous administration, would you say that New York City has become…?

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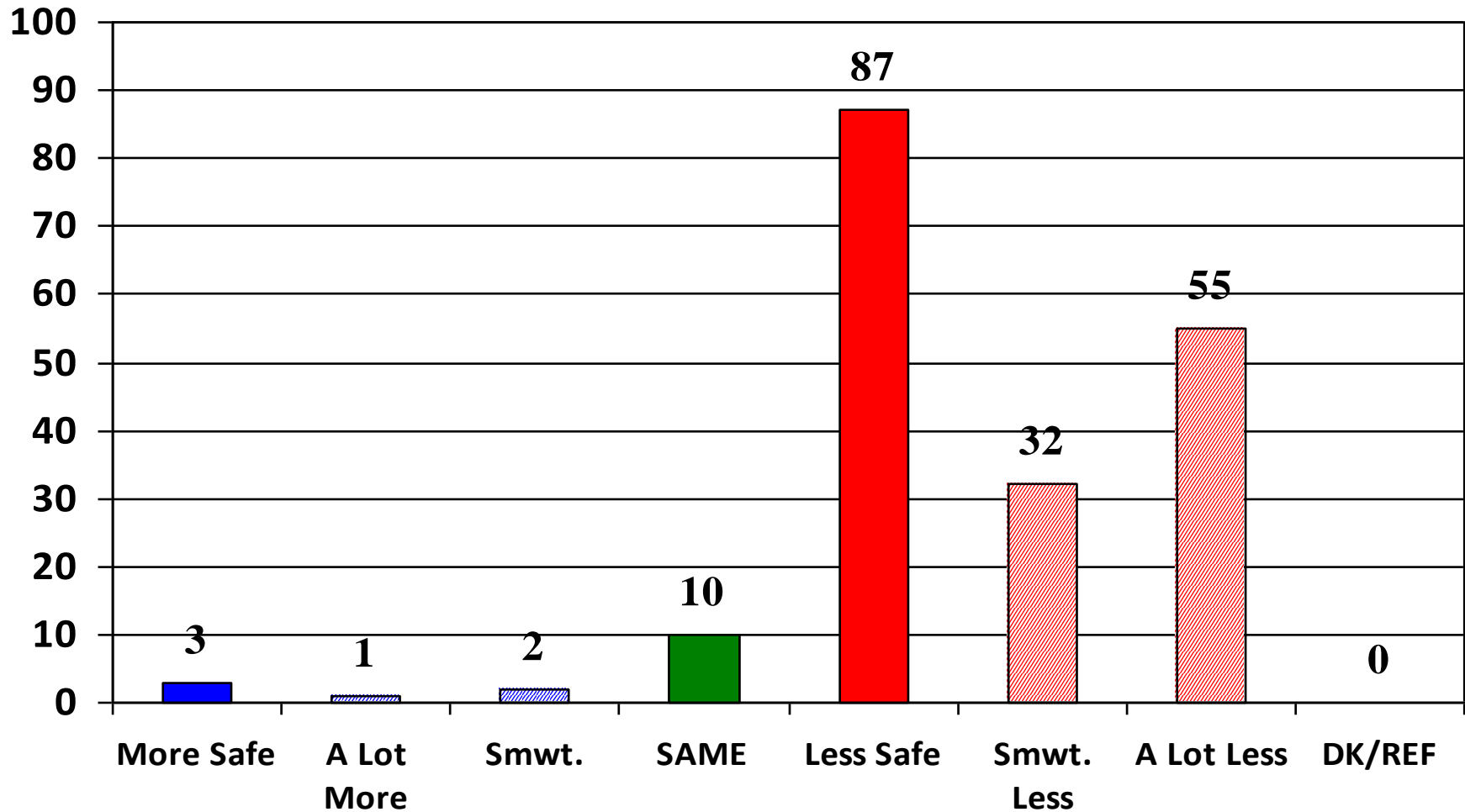
	Safe	Same	Less		Safe	Same	Less		Safe	Same	Less
TOTAL	3	10	87	de Blasio Overall Job – Approve	23	36	41	Length of Job – Up to 10 Years	4	11	85
The Bronx	4	9	87	de Blasio Overall Job –Disapprove	3	9	89	Length of Job – 10 to 20 Years	3	8	89
Brooklyn	4	13	84	Bratton Overall Job – Approve	4	12	84	Length of Job – Over 20	3	7	91
Brooklyn North	5	13	82	Bratton Overall Job – Disapprove	1	5	94	Men – Up to 10	4	11	86
Brooklyn South	3	12	85	Bratton Represent Best Interest – Pos.	5	12	83	Men – Over 10	3	7	90
Manhattan	3	9	88	Bratton Represent Best Interest –Neg.	2	7	92	Women – Up to 10	4	15	81
Manhattan North	4	11	85	Direct Supervrs. Rep Best Interest – Pos.	4	10	86	Women – Over 10	3	13	84
Manhattan South	3	8	89	Direct Supervrs. Rep Best Interest – Neg.	3	9	88	Age: 18 – 29	4	13	83
Queens	3	8	89	C/O Rep Best Interest – Pos.	5	11	84	Age: 30 – 40	3	9	88
Queens North	3	8	89	C/O Rep Best Interest – Neg.	2	9	89	Age: 41 – 50	3	9	89
Queens South	3	9	89	de Blasio Admin Support – Increased	10	11	78	Age: 51 – 62	5	5	90
Staten Island	1	7	93	de Blasio Admin Support – Remain Same	12	37	52	Gender – Male	3	9	88
Transit	4	5	91	de Blasio Admin Support Decreased	3	8	89	Gender – Female	4	14	83
Housing	4	9	87	de Blasio Support Decreased Smwt.	6	21	73	Pension Tier – 2	3	9	88
Assigned to Patrol – Yes	3	11	86	de Blasio Support Decreased A Lot	2	7	91	Pension Tier 3/3R	4	11	85
Assigned to Patrol –No	3	7	89	Compared to Past – Feel More Safe	28	29	43				
NYC – Right Direction	19	39	42	Compared to Past – Feel Less Safe	3	9	89				
NYC – Wrong Track	3	8	90	Relationship w/ Public –Improved	17	25	58				
In Past 2 Yeas NYC – Safer	100	0	0	Relationship w/ Public Worsened	3	9	89				
In Past 2 Yeas NYC – Same	0	100	0								
In Past 2 Yeas NYC – Less	0	0	100								
Somewhat Leas Safe	0	0	100								
Mush Less Safe	0	0	100								

In comparison to years past, **while on duty as a police officer**, do you feel…?

Chart values:
- More Safe: 3
- Much More Safe: 0.3
- Smwt. More Safe: 3
- Less Safe: 95
- Smwt. Less Safe: 37
- Much Less Safe: 58
- Refused: 2

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	More	Less		More	Less		More	Less
TOTAL	3	95	de Blasio Overall Job – Approve	23	69	Length of Job – Up to 10 Years	3	94
The Bronx	3	96	de Blasio Overall Job – Disapprove	2	96	Length of Job – 10 to 20 Years	2	97
Brooklyn	3	94	Bratton Overall Job – Approve	4	94	Length of Job – Over 20	5	94
Brooklyn North	3	94	Bratton Overall Job – Disapprove	1	98	Men – Up to 10	3	94
Brooklyn South	4	95	Bratton Represent Best Interest – Pos.	5	93	Men – Over 10	3	96
Manhattan	3	95	Bratton Represent Best Interest – Neg.	1	97	Women – Up to 10	3	96
Manhattan North	4	95	Direct Supervrs. Rep Best Interest – Pos.	4	93	Women – Over 10	2	97
Manhattan South	3	96	Direct Supervrs. Rep Best Interest – Neg.	2	96	Age: 18 – 29	3	93
Queens	2	95	C/O Rep Best Interest – Pos.	6	92	Age: 30 – 40	2	96
Queens North	2	95	C/O Rep Best Interest – Neg.	2	97	Age: 41 – 50	3	95
Queens South	2	96	de Blasio Admin Support – Increased	10	88	Age: 51 – 62	7	92
Staten Island	4	95	de Blasio Admin Support – Remain	14	81	Gender – Male	3	95
Transit	2	98	de Blasio Admin Support – Decreased	2	96	Gender – Female	3	96
Housing	4	92	de Blasio Support Decreased Smwt.	5	90	Pension Tier – 2	3	96
Assigned to Patrol – Yes	3	95	de Blasio Support Decreased A Lot	2	97	Pension Tier 3/3R	3	94
Assigned to Patrol –No	3	95	Compared to Past – Feel More Safe	100	0			
NYC – Right Direction	17	78	Compared to Past – Feel Less Safe	0	100			
NYC – Wrong Track	2	96	Relationship w/ Public – Improved	19	78			
In Past 2 Yeas NYC – Safer	24	72	Relationship w/ Public – Worsened	2	96			
In Past 2 Yeas NYC – Same	9	85						
In Past 2 Yeas NYC – Less Safe	1	97						
Somewhat Leas Safe	3	94						
Mush Less Safe	1	98						

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In the past few years, would you say the relationship between the PUBLIC and the NYPD has…?

Improved	Greatly Imprv.	Smwt. Imprv.	Worsened	Swmt. Worsened	Greatly Worsened	Refused
4	0.1	4	96	25	70	1
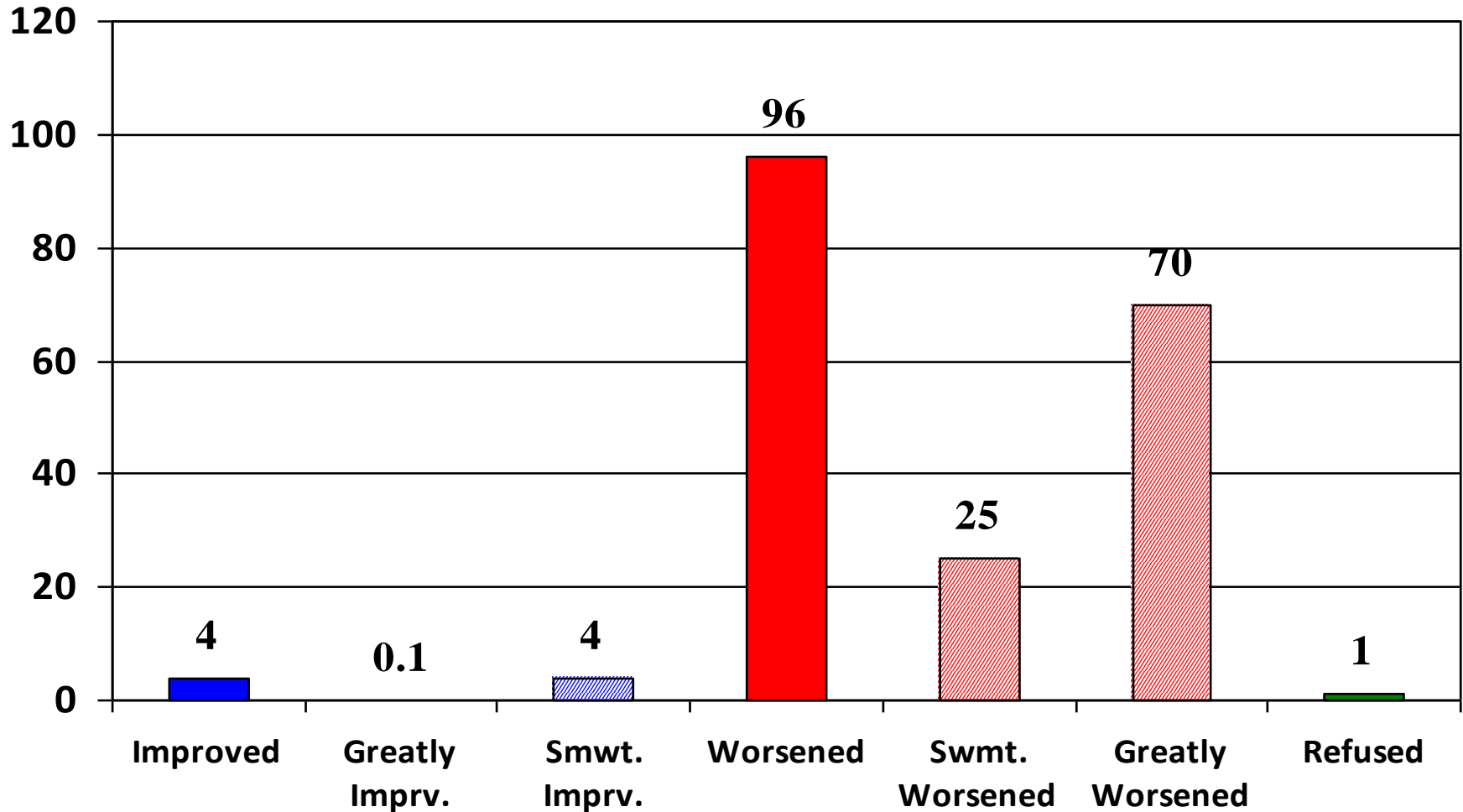
	IMPRV	WORSE		IMPRV	WORSE		IMPRV	WORSE
TOTAL	4	96	de Blasio Overall Job – Approve	26	71	Length of Job – Up to 10 Years	4	95
The Bronx	4	95	de Blasio Overall Job – Disapprove	3	96	Length of Job – 10 to 20 Years	3	96
Brooklyn	5	95	Bratton Overall Job – Approve	5	94	Length of Job – Over 20	3	97
Brooklyn North	4	96	Bratton Overall Job – Disapprove	1	98	Men – Up to 10	4	95
Brooklyn South	5	95	Bratton Represent Best Interest – Pos.	5	94	Men – Over 10	3	96
Manhattan	3	96	Bratton Represent Best Interest – Neg.	2	97	Women – Up to 10	4	96
Manhattan North	5	94	Direct Supervrs. Rep Best Interest – Pos.	5	95	Women – Over 10	3	97
Manhattan South	2	97	Direct Supervrs. Rep Best Interest – Neg.	3	96	Age: 18 – 29	4	95
Queens	3	96	C/O Rep Best Interest – Pos.	5	94	Age: 30 – 40	4	96
Queens North	2	97	C/O Rep Best Interest – Neg.	3	96	Age: 41 – 50	3	96
Queens South	4	96	de Blasio Admin Support – Increased	11	88	Age: 51 – 62	3	97
Staten Island	3	96	de Blasio Admin Support – Remain	19	78	Gender – Male	4	96
Transit	1	98	de Blasio Admin Support – Decreased	3	97	Gender – Female	3	97
Housing	11	88	de Blasio Support Decreased Smwt.	8	91	Pension Tier – 2	3	96
Assigned to Patrol – Yes	4	95	de Blasio Support Decreased A Lot	2	97	Pension Tier 3/3R	4	95
Assigned to Patrol –No	3	96	Compared to Past – Feel More Safe	24	74			
NYC – Right Direction	20	78	Compared to Past – Feel Less Safe	3	97			
NYC – Wrong Track	3	97	Relationship w/ Public – Improved	100	0			
In Past 2 Yeas NYC – Safer	19	80	Relationship w/ Public – Worsened	0	100			
In Past 2 Yeas NYC – Same	10	88						
In Past 2 Yeas NYC – Less Safe	3	97						
Somewhat Leas Safe	4	95						
Mush Less Safe	2	98						

In your opinion, why has the NYPD's relationship with the public worsened?

Category	Value
de Balsio / City Council	17
No Support / Respect	16
Media / Negative	12
Anti Cop Rhetoric / Protests	5
Quota Driven / Over Policing	5
Poor Public Perception	4
Politics	2
Bad Mouth Cops / Opinion	2
Public OK To Fight Police	2
Liberal Politics	2
Don't Know	13
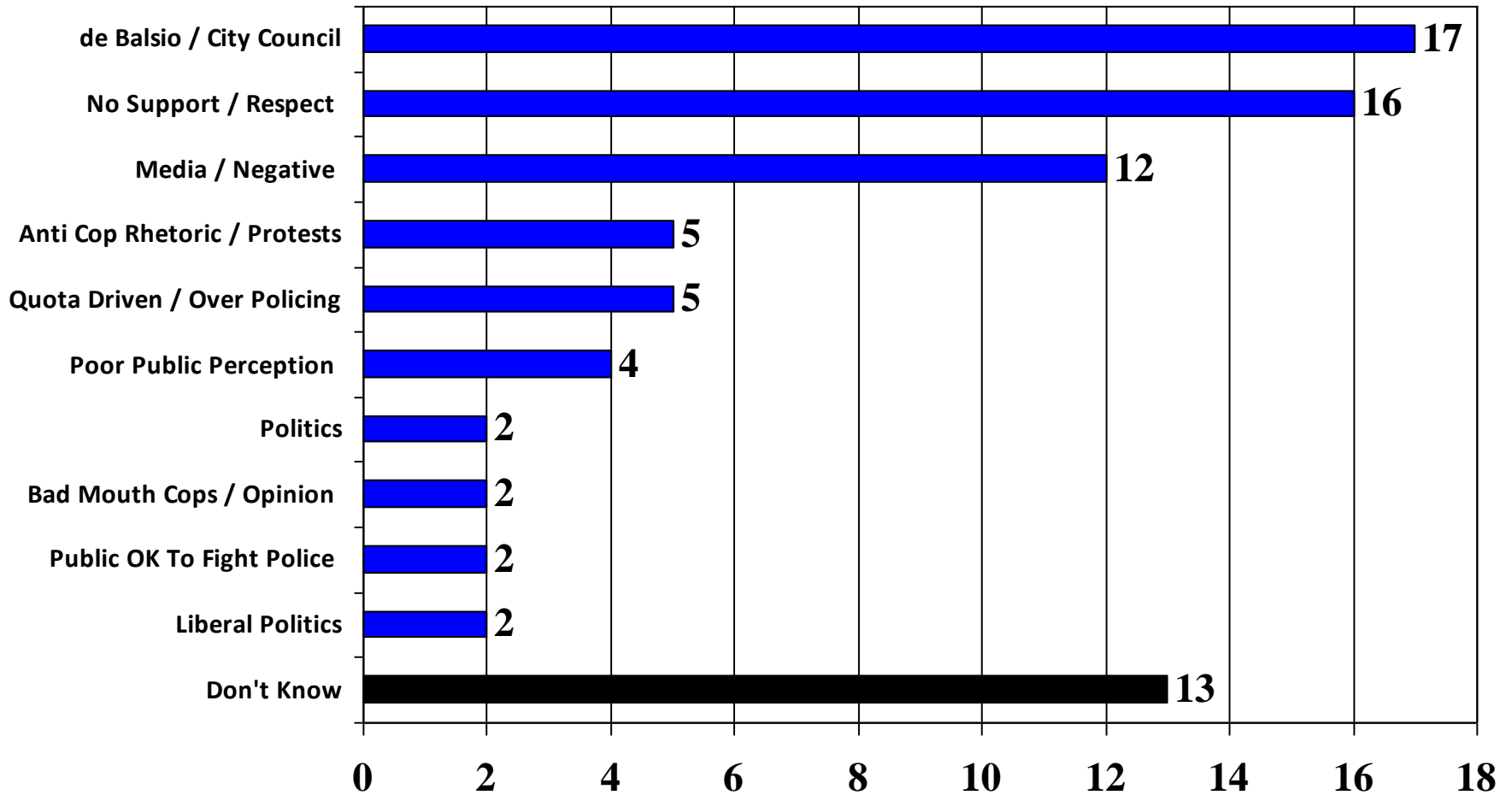
3. Mayor Bill de Blasio Analysis

Mayor Bill de Blasio receives nearly unanimous negative ratings from members of the New York City Police Department. de Blasio's lack of support for the police drives his negatives.

A. Ninety-two percent (92%) of the respondents say support for the police has decreased during the de Blasio administration, when compared to past administrations. Eighty-three percent (83%) say support has "decreased a lot".

B. Ninety-six percent (96%) are unfavorable towards de Blasio, with 88% very unfavorable.

C. When "representing the best interest of New York City Police Officers", 95% give de Blasio a "poor" job rating.

D. When asked what they liked "most" about de Blasio, 62% cited "nothing", 8% said "his term is up", and 3% said he's a "1 term mayor".

E. When asked what they liked "least", "anti-cop" received 18%. Only 17% could not cite what they "liked least". 5 in 6 police officers cited a negative.

F. Ninety-six percent (96%) disapprove of de Blasio's "policing and public safety policies".

G. Ninety-seven percent (97%) say de Blasio has created an environment where criminals feel emboldened and 95% say de Blasio created an environment in New York City that is combative towards police.

H. City Council Speaker Melissa Mark-Viverito (85% unfavorable) and the New York City Council (97% negative job rating), both receive poor ratings from the membership.

Comparing the de Blasio administration to past administrations, would you say that support for police officers and the work you do has...?


Bar chart values:
- Increased: 3
- A Lot: 2
- Smwt.: 2
- SAME: 3
- Decreased: 92
- Smwt.: 9
- A Lot: 83
- DK/REF: 1
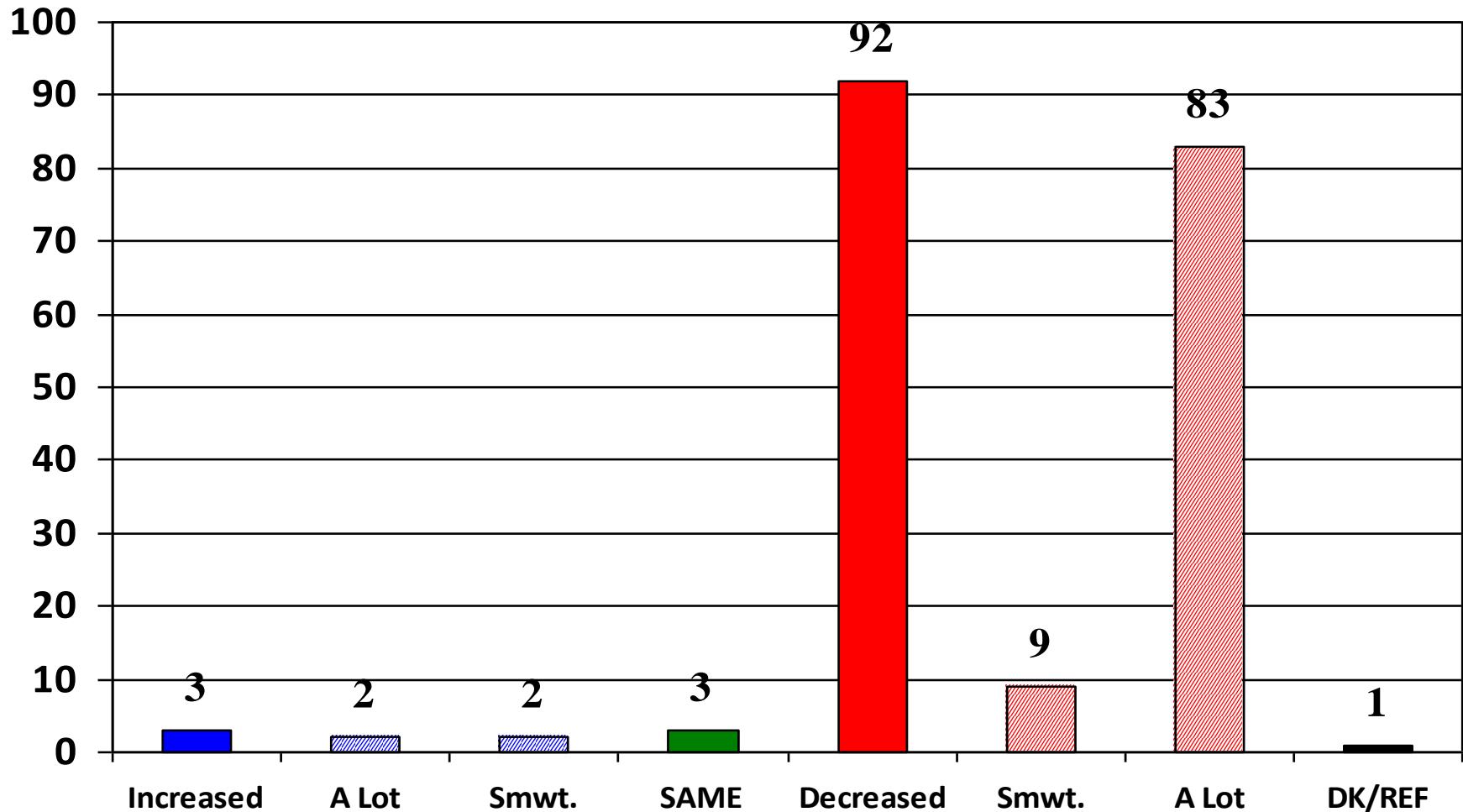
	INC	SAME	DCR		INC	SAME	DCR		INC	SAME	DCR
TOTAL	3	3	92	de Blasio Overall Job – Approve	14	30	53	Length of Job – Up to 10 Years	3	3	93
The Bronx	4	3	92	de Blasio Overall Job – Disapprove	3	3	94	Length of Job – 10 to 20 Years	4	4	92
Brooklyn	4	4	92	Bratton Overall Job – Approve	3	4	92	Length of Job – Over 20	4	3	93
Brooklyn North	3	4	93	Bratton Overall Job – Disapprove	3	2	95	Men – Up to 10	3	3	93
Brooklyn South	4	4	91	Bratton Represent Best Interest – Pos.	4	4	91	Men – Over 10	4	3	92
Manhattan	4	3	92	Bratton Represent Best Interest – Neg.	3	2	94	Women – Up to 10	3	4	91
Manhattan North	5	5	89	Direct Supervrs. Rep Best Interest – Pos.	3	3	92	Women – Over 10	4	5	91
Manhattan South	3	2	93	Direct Supervrs. Rep Best Interest – Neg.	3	3	93	Age: 18 – 29	2	3	93
Queens	2	3	94	C/O Rep Best Interest – Pos.	3	4	92	Age: 30 – 40	3	3	93
Queens North	2	4	93	C/O Rep Best Interest – Neg.	3	3	93	Age: 41 – 50	5	4	91
Queens South	2	2	95	de Blasio Admin Support – Increased	100	0	0	Age: 51 – 62	4	3	92
Staten Island	2	4	93	de Blasio Admin Support – Remain	0	100	0	Gender – Male	3	3	93
Transit	3	2	94	de Blasio Admin Support – Decreased	0	0	100	Gender – Female	3	4	91
Housing	4	4	92	de Blasio Support Decreased Smwt.	0	0	100	Pension Tier – 2	4	3	92
Assigned to Patrol – Yes	3	3	92	de Blasio Support Decreased A Lot	0	0	100	Pension Tier 3/3R	3	3	93
Assigned to Patrol –No	3	3	93	Compared to Past – Feel More Safe	11	16	71				
NYC – Right Direction	8	18	73	Compared to Past – Feel Less Safe	3	3	93				
NYC – Wrong Track	3	3	94	Relationship w/ Public – Improved	10	17	72				
In Past 2 Yeas NYC – Safer	10	12	74	Relationship w/ Public – Worsened	3	3	93				
In Past 2 Yeas NYC – Same	4	13	82								
In Past 2 Yeas NYC – Less Safe	3	2	94								
Somewhat Leas Safe	3	3	93								
Mush Less Safe	3	1	95								

Favorable/Unfavorable:
Bill de Blasio

Bar chart showing favorable/unfavorable ratings for Bill de Blasio:
- FAV: 2
- Very: 1
- Smwt.: 1
- UNFAV: 96
- Smwt.: 8
- Very: 88
- NO OPIN: 3
- NHO: 0
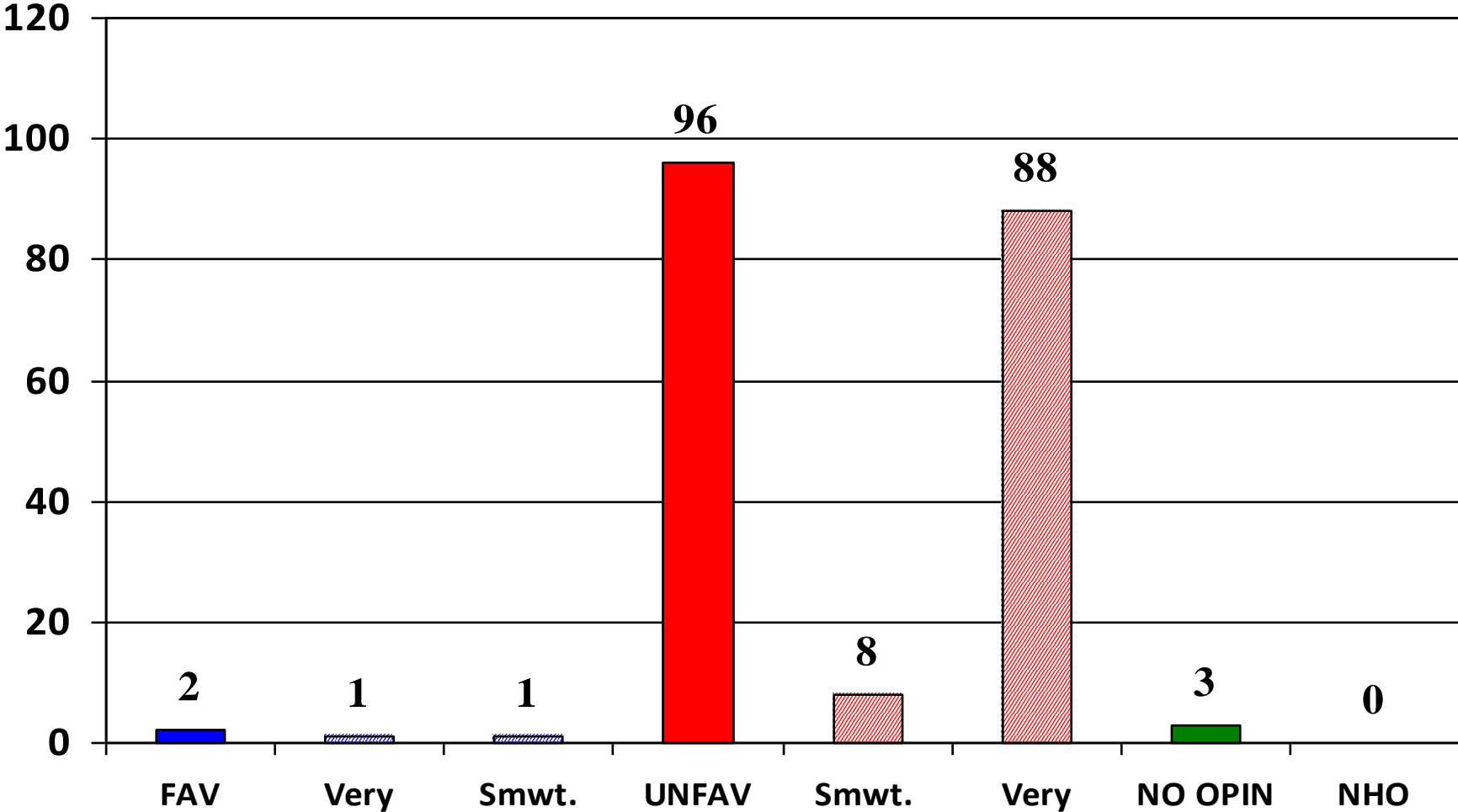
	FAV	UNFAV		FAV	UNFAV		FAV	UNFAV
TOTAL	2	96	de Blasio Overall Job – Approve	28	59	Length of Job – Up to 10 Years	1	95
The Bronx	2	95	de Blasio Overall Job – Disapprove	1	97	Length of Job – 10 to 20 Years	2	96
Brooklyn	2	95	Bratton Overall Job – Approve	2	95	Length of Job – Over 20	2	96
Brooklyn North	2	95	Bratton Overall Job – Disapprove	1	98	Men – Up to 10	1	96
Brooklyn South	2	96	Bratton Represent Best Interest – Pos.	2	95	Men – Over 10	2	97
Manhattan	2	96	Bratton Represent Best Interest – Neg.	1	97	Women – Up to 10	1	87
Manhattan North	2	95	Direct Supervrs. Rep Best Interest – Pos.	2	96	Women – Over 10	2	94
Manhattan South	1	97	Direct Supervrs. Rep Best Interest – Neg.	1	96	Age: 18 – 29	1	96
Queens	1	96	C/O Rep Best Interest – Pos.	3	94	Age: 30 – 40	2	96
Queens North	1	95	C/O Rep Best Interest – Neg.	1	97	Age: 41 – 50	2	96
Queens South	1	97	de Blasio Admin Support – Increased	9	87	Age: 51 – 62	1	97
Staten Island	1	97	de Blasio Admin Support–Remain Same	13	75	Gender – Male	2	96
Transit	2	97	de Blasio Admin Support – Decreased	1	97	Gender – Female	2	91
Housing	0	95	de Blasio Support Decreased Smwt.	3	90	Pension Tier – 2	2	96
Assigned to Patrol – Yes	2	95	de Blasio Support Decreased A Lot	1	98	Pension Tier 3/3R	2	96
Assigned to Patrol –No	1	96	Compared to Past – Feel More Safe	10	76			
NYC – Right Direction	13	77	Compared to Past – Feel Less Safe	1	96			
NYC – Wrong Track	1	97	Relationship w/ Public – Improved	10	80			
In Past 2 Yeas NYC – Safer	6	83	Relationship w/ Public – Worsened	1	96			
In Past 2 Yeas NYC – Same	6	87						
In Past 2 Yeas NYC – Less	1	97						
Somewhat Leas Safe	1	96						
Mush Less Safe	1	98						

Job Rating – Representing the Best Interests of New York City Police Officers: Bill de Blasio

	Positive	Excellent	Good	Negative	Only Fair	Poor	DK/ Ref.
Value	1	0	1	98	3	95	2
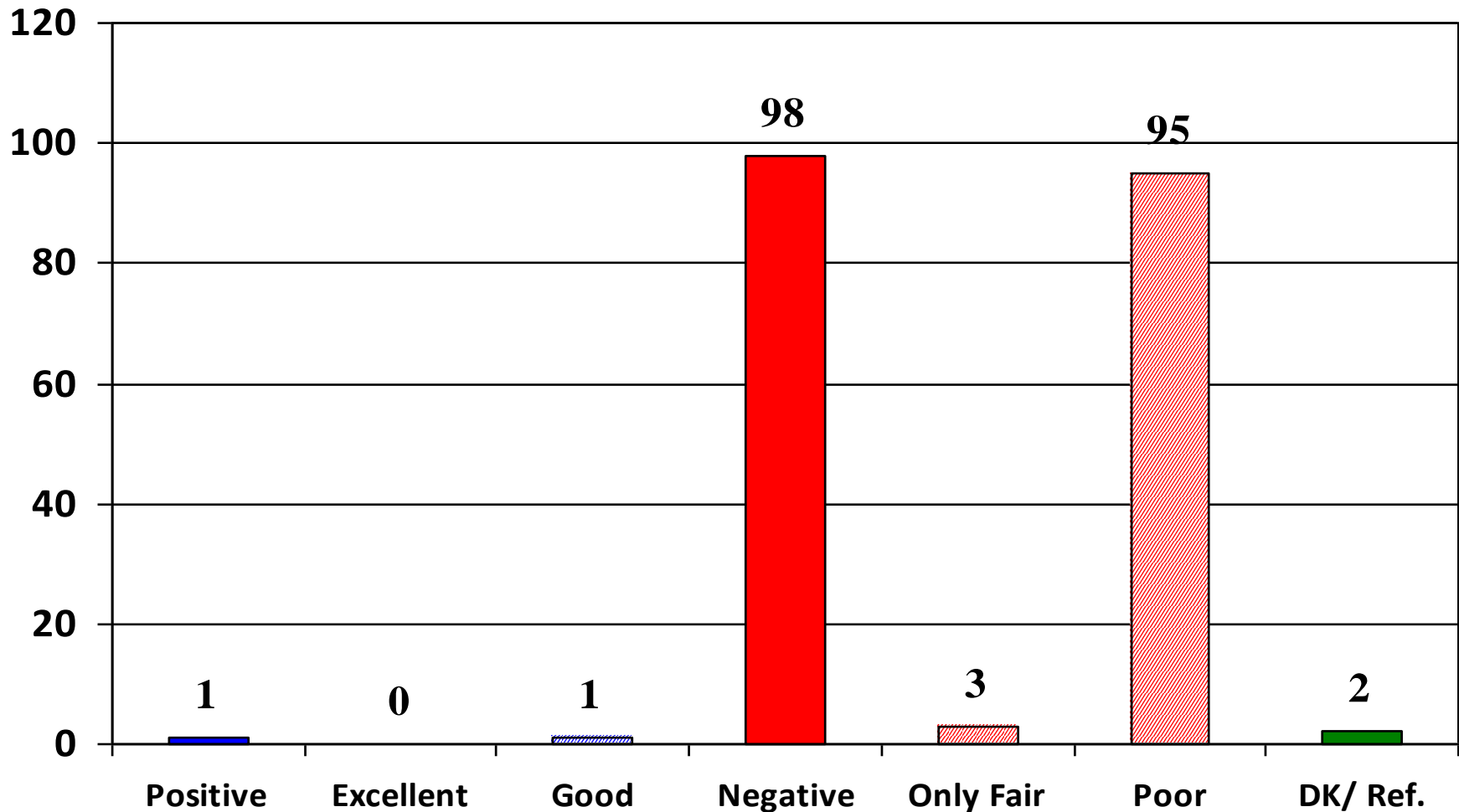
	POS	NEG		POS	NEG		POS	NEG
TOTAL	1	98	de Blasio Overall Job – Approve	13	83	**Length of Job – Up to 10 Years**	1	97
The Bronx	0	98	de Blasio Overall Job – Disapprove	0	99	**Length of Job – 10 to 20 Years**	1	98
Brooklyn	1	98	Bratton Overall Job – Approve	1	98	**Length of Job – Over 20**	1	99
Brooklyn North	1	98	Bratton Overall Job – Disapprove	0	99	**Men – Up to 10**	1	98
Brooklyn South	1	98	Bratton Represent Best Interest – Pos.	1	98	**Men – Over 10**	1	98
Manhattan	1	98	Bratton Represent Best Interest – Neg.	0	99	**Women – Up to 10**	0	95
Manhattan North	1	98	Direct Supervrs. Rep Best Interest – Pos.	1	98	**Women – Over 10**	1	98
Manhattan South	1	98	Direct Supervrs. Rep Best Interest – Neg.	0	98	**Age: 18 – 29**	1	97
Queens	1	98	C/O Rep Best Interest – Pos.	1	97	**Age: 30 – 40**	1	98
Queens North	0	98	C/O Rep Best Interest – Neg.	0	98	**Age: 41 – 50**	1	99
Queens South	1	97	de Blasio Admin Support – Increased	4	95	**Age: 51 – 62**	2	95
Staten Island	1	98	de Blasio Admin Support – Remain	6	91	**Gender – Male**	1	98
Transit	1	98	de Blasio Admin Support – Decreased	0	98	**Gender – Female**	1	97
Housing	1	99	de Blasio Support Decreased Smwt.	1	97	**Pension Tier – 2**	1	98
Assigned to Patrol – Yes	1	98	de Blasio Support Decreased A Lot	0	98	**Pension Tier 3/3R**	1	97
Assigned to Patrol –No	1	98	Compared to Past – Feel More Safe	7	89			
NYC – Right Direction	6	90	Compared to Past – Feel Less Safe	0	98			
NYC – Wrong Track	0	98	Relationship w/ Public – Improved	6	91			
In Past 2 Yeas NYC – Safer	5	90	Relationship w/ Public – Worsened	1	98			
In Past 2 Yeas NYC – Same	2	96						
In Past 2 Yeas NYC – Less	0	98						
Somewhat Leas Safe	1	98						
Mush Less Safe	0	98						

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What do you like MOST about Mayor Bill de Blasio?

Category	Value
Nothing	62
Term Is Up	8
Insults / Don't Like Him	3
1 Term Mayor / Not Reelect	3
Personal Appearance	1
Universal Pre K	1
New Equipment / Tech for NYPD	1
Commissioner Bratton	1
Tries Hard to Make Right	0.3
Helping Homeless	0.3
Don't Know	16
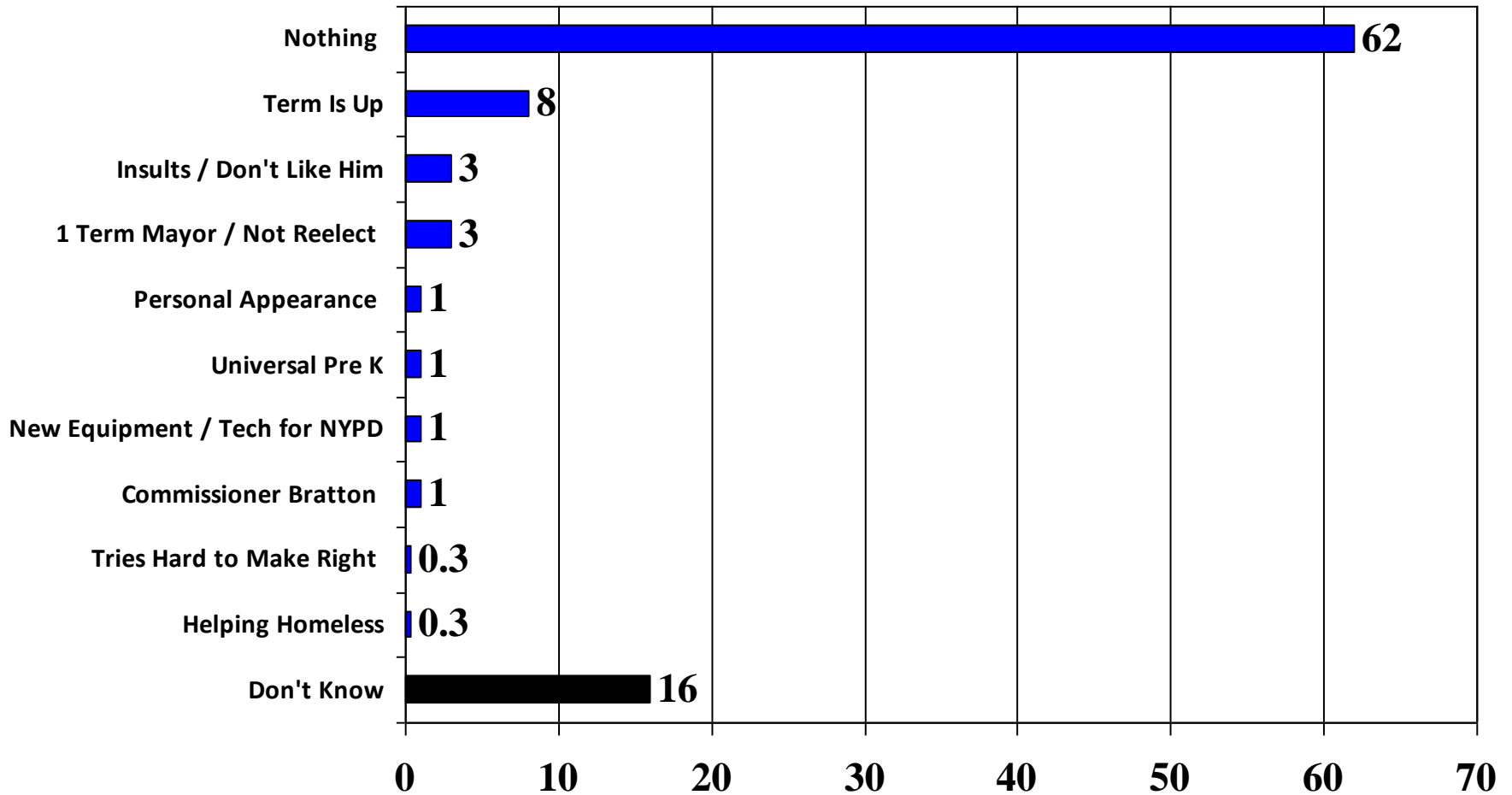
What do you like LEAST about Mayor Bill de Blasio?

Category	Value
Anti-Cop	18
Everything	16
Attitude / Disrespect NYPD	8
Dislike / Insult	4
Still In Office	4
Views / General	3
Liberal	3
Unfair Pay Raise	2
Sides w/ Criminals	2
Corrupt / Self Interest	2
Don't Know	17
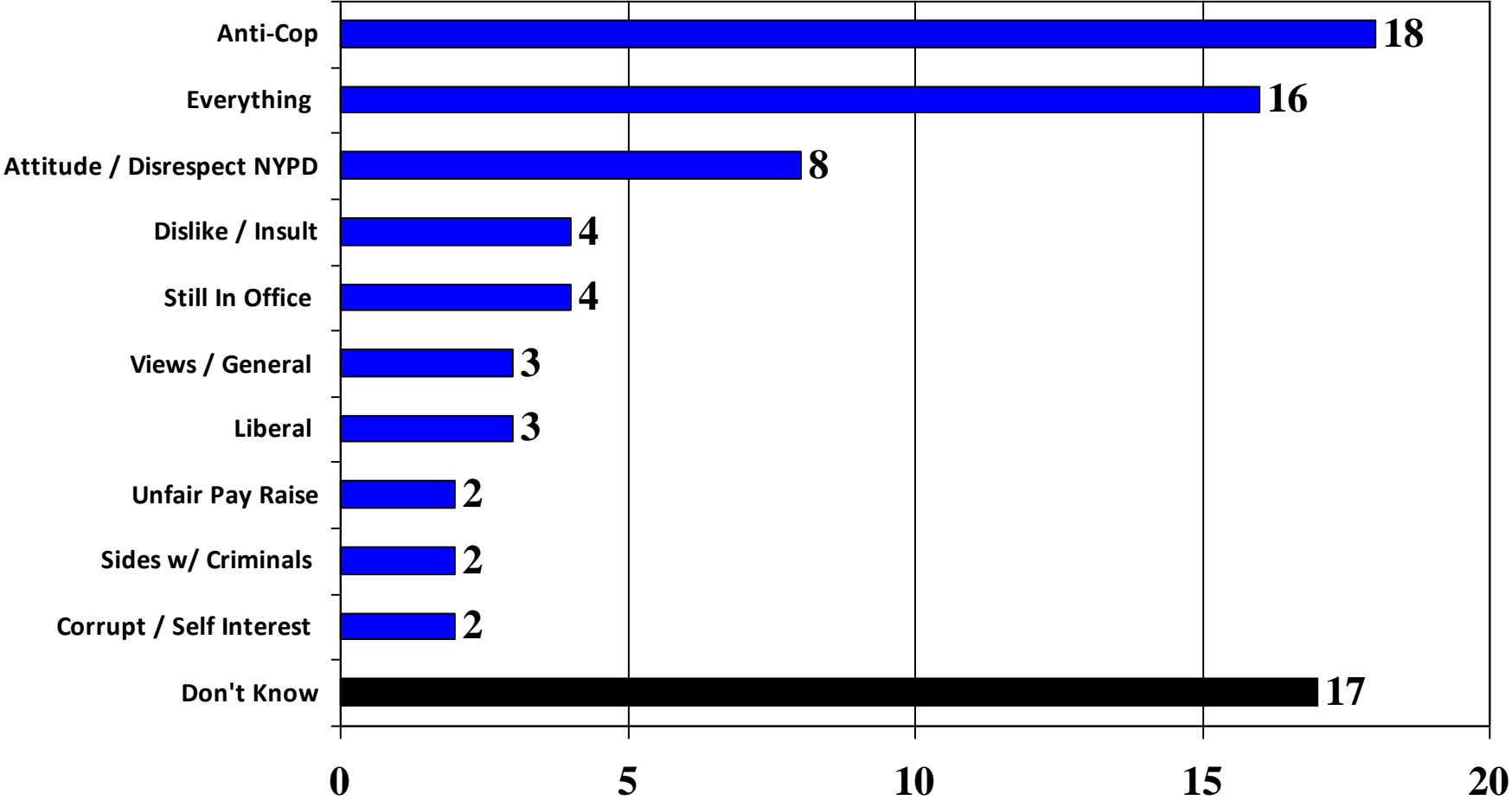
Overall, do you approve or disapprove of Mayor Bill de Blasio's policing and public safety policies?

NYC PBA Member Study
February 2016

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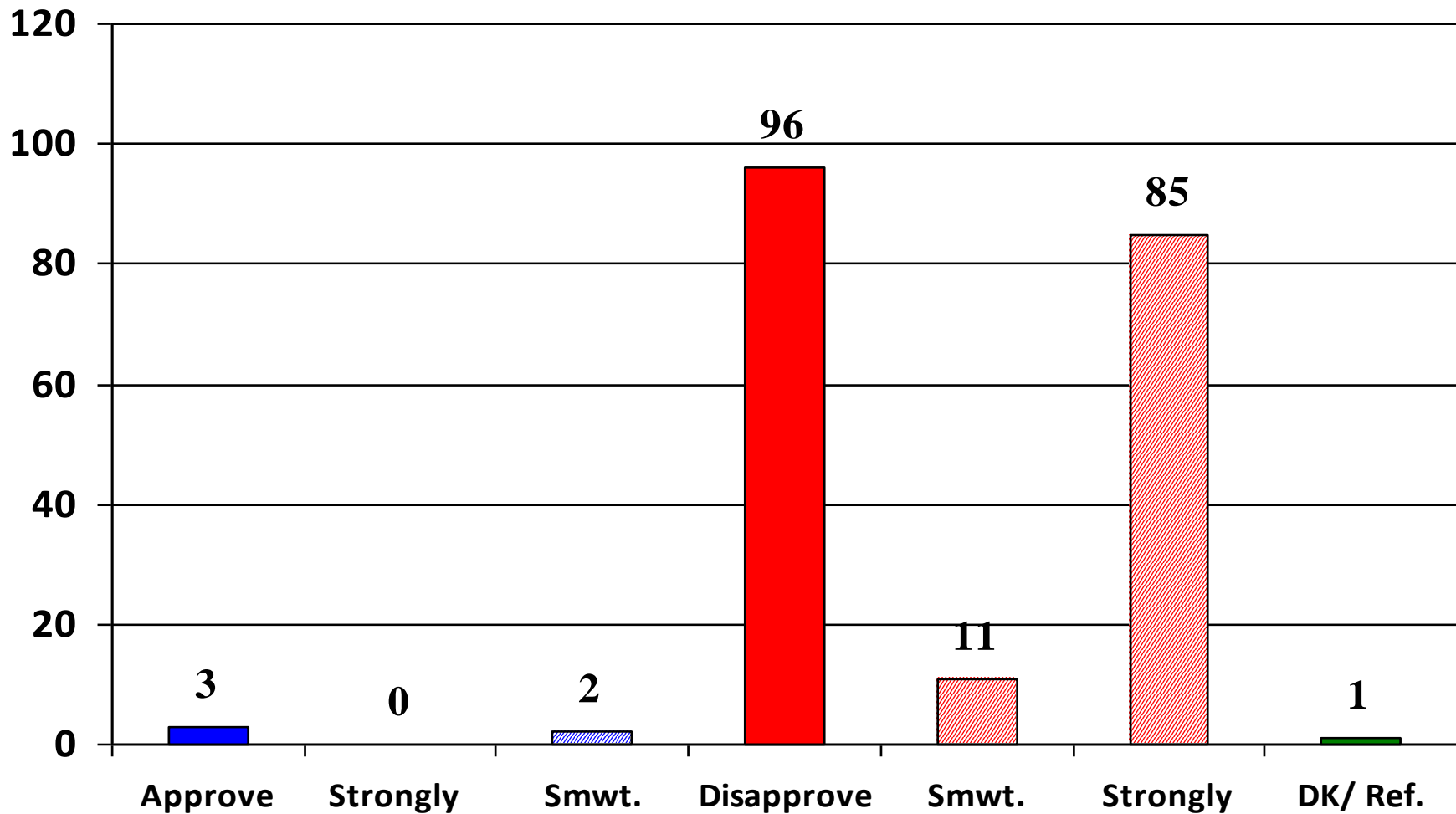
	APPV	DISAPV		APPV	DISAPV		APPV	DISAPV
TOTAL	3	96	**de Blasio Overall Job – Approve**	100	0	**Length of Job – Up to 10 Years**	3	96
The Bronx	3	95	**de Blasio Overall Job – Disapprove**	0	100	**Length of Job – 10 to 20 Years**	2	97
Brooklyn	3	96	**Bratton Overall Job – Approve**	4	95	**Length of Job – Over 20**	2	97
Brooklyn North	4	95	**Bratton Overall Job – Disapprove**	1	99	**Men – Up to 10**	2	96
Brooklyn South	3	97	**Bratton Represent Best Interest – Pos.**	4	95	**Men – Over 10**	2	97
Manhattan	3	97	**Bratton Represent Best Interest – Neg.**	1	98	**Women – Up to 10**	4	93
Manhattan North	3	96	**Direct Supervrs. Rep Best Interest – Pos.**	3	96	**Women – Over 10**	3	95
Manhattan South	2	97	**Direct Supervrs. Rep Best Interest – Neg.**	2	97	**Age: 18 – 29**	3	95
Queens	2	97	**C/O Rep Best Interest – Pos.**	4	95	**Age: 30 – 40**	2	97
Queens North	2	97	**C/O Rep Best Interest – Neg.**	2	97	**Age: 41 – 50**	3	96
Queens South	2	98	**de Blasio Admin Support – Increased**	11	87	**Age: 51 – 62**	3	95
Staten Island	1	97	**de Blasio Admin Support – Remain**	23	74	**Gender – Male**	2	97
Transit	2	98	**de Blasio Admin Support – Decreased**	1	98	**Gender – Female**	4	94
Housing	3	95	**de Blasio Support Decreased Smwt.**	7	88	**Pension Tier – 2**	2	97
Assigned to Patrol – Yes	3	96	**de Blasio Support Decreased A Lot**	1	99	**Pension Tier 3/3R**	3	96
Assigned to Patrol –No	2	97	**Compared to Past – Feel More Safe**	20	75			
NYC – Right Direction	22	74	**Compared to Past – Feel Less Safe**	2	97			
NYC – Wrong Track	1	97	**Relationship w/ Public – Improved**	17	79			
In Past 2 Yeas NYC – Safer	17	77	**Relationship w/ Public – Worsened**	2	97			
In Past 2 Yeas NYC – Same	10	87						
In Past 2 Yeas NYC – Less	1	98						
Somewhat Leas Safe	2	96						
Mush Less Safe	1	99						

Do you agree or disagree with the following statements?

	Total	On the Job			AGE				Gender		Tier	
		Up to 10 Years	10 – 20 Years	Over 20 Year	18 – 29	30 – 40	41 – 50	51 – 62	Male	Female	Tier 1	Tier 2
Mayor de Blasio has created an environment in New York City where criminals feel emboldened to carry guns, and use them against civilians and the police.	**97/3**	97/3	97/3	97/3	98/2	97/3	97/3	96/4	97/3	97/4	97/3	97/3
The de Blasio administration has created an environment in New York City and among its residents that is combative towards the Police in New York City.	**95/5**	95/5	96/4	95/5	95/5	95/5	96/4	95/5	95/5	95/5	96/4	95/5

Favorable/Unfavorable:
City Council Speaker Melissa Mark-Viverito
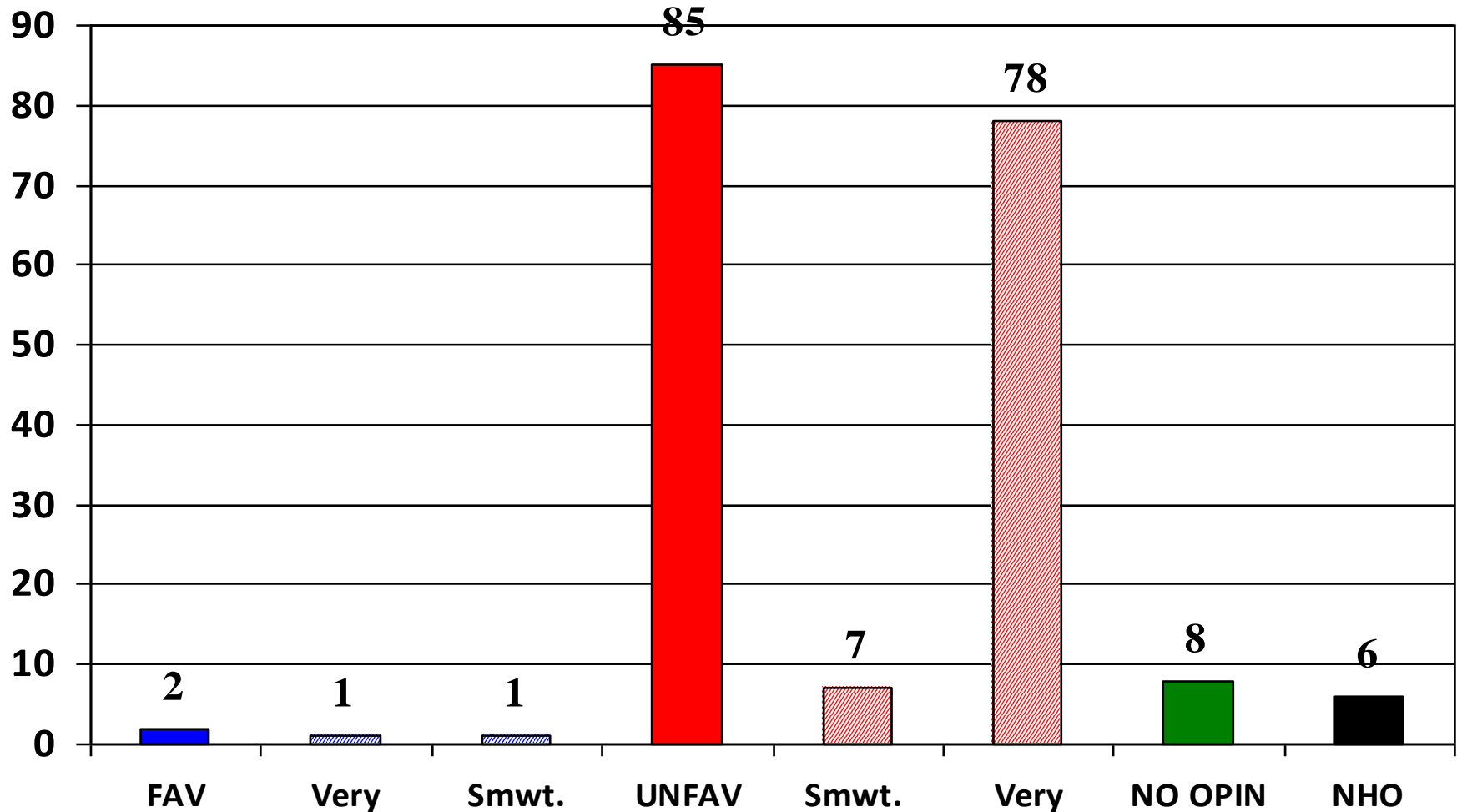
	FAV	UNFAV		FAV	UNFAV		FAV	UNFAV
TOTAL	2	85	de Blasio Overall Job – Approve	12	55	Length of Job – Up to 10 Years	1	83
The Bronx	2	84	de Blasio Overall Job – Disapprove	2	86	Length of Job – 10 to 20 Years	2	85
Brooklyn	2	81	Bratton Overall Job – Approve	2	83	Length of Job – Over 20	3	90
Brooklyn North	2	80	Bratton Overall Job – Disapprove	2	89	Men – Up to 10	1	85
Brooklyn South	2	83	Bratton Represent Best Interest – Pos.	2	82	Men – Over 10	2	88
Manhattan	2	87	Bratton Represent Best Interest – Neg.	2	87	Women – Up to 10	1	66
Manhattan North	3	85	Direct Supervrs. Rep Best Interest – Pos.	2	85	Women – Over 10	4	70
Manhattan South	1	89	Direct Supervrs. Rep Best Interest – Neg.	2	85	Age: 18 – 29	1	82
Queens	2	85	C/O Rep Best Interest – Pos.	3	81	Age: 30 – 40	2	86
Queens North	2	86	C/O Rep Best Interest – Neg.	2	86	Age: 41 – 50	3	85
Queens South	3	83	de Blasio Admin Support – Increased	6	75	Age: 51 – 62	2	90
Staten Island	0	86	de Blasio Admin Support –Same	7	69	Gender – Male	2	87
Transit	2	84	de Blasio Admin Support – Decreased	2	86	Gender – Female	3	68
Housing	2	82	de Blasio Support Decreased Smwt.	2	77	Pension Tier – 2	2	86
Assigned to Patrol – Yes	2	84	de Blasio Support Decreased A Lot	1	87	Pension Tier 3/3R	1	83
Assigned to Patrol –No	2	87	Compared to Past – Feel More Safe	7	64			
NYC – Right Direction	6	62	Compared to Past – Feel Less Safe	2	86			
NYC – Wrong Track	2	86	Relationship w/ Public – Improved	6	69			
In Past 2 Yeas NYC – Safer	6	64	Relationship w/ Public – Worsened	2	85			
In Past 2 Yeas NYC – Same	4	69						
In Past 2 Yeas NYC – Less	2	87						
Somewhat Leas Safe	2	83						
Mush Less Safe	2	89						

Job Rating – Representing the Best Interests of New York City Police Officers: New York City Council

Chart data:
- Positive: 1
- Excellent: 0
- Good: 1
- Negative: 97
- Only Fair: 7
- Poor: 89
- DK/ Ref.: 3

NYC PBA Member Study
February 2016

McLaughlin & Associates
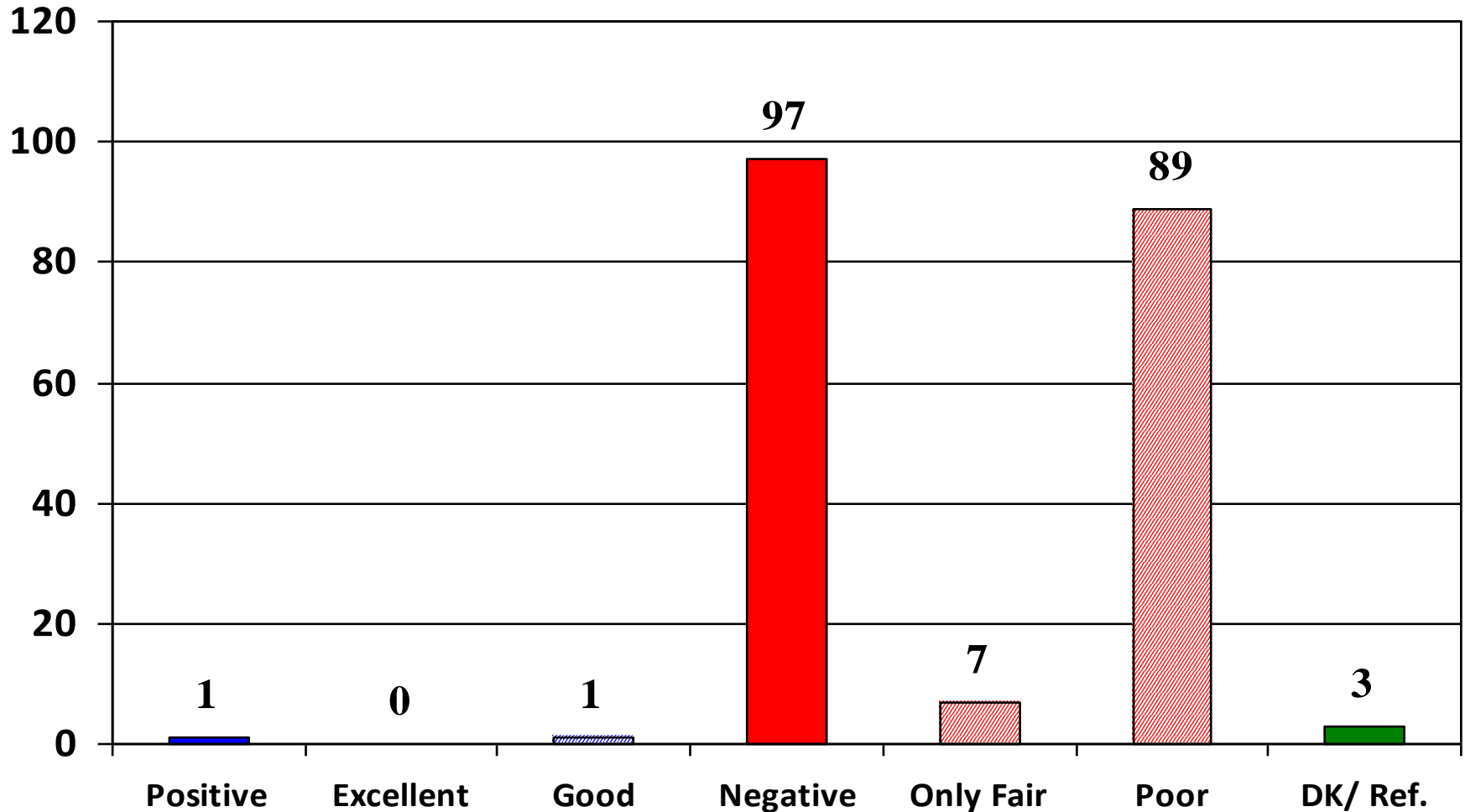
	POS	NEG		POS	NEG		POS	NEG
TOTAL	1	97	de Blasio Overall Job – Approve	11	85	Length of Job – Up to 10 Years	1	96
The Bronx	1	96	de Blasio Overall Job – Disapprove	1	97	Length of Job – 10 to 20 Years	1	97
Brooklyn	1	96	Bratton Overall Job – Approve	1	96	Length of Job – Over 20	1	98
Brooklyn North	1	96	Bratton Overall Job – Disapprove	0	99	Men – Up to 10	1	97
Brooklyn South	1	96	Bratton Represent Best Interest – Pos.	2	95	Men – Over 10	1	98
Manhattan	1	97	Bratton Represent Best Interest – Neg.	0	98	Women – Up to 10	0	93
Manhattan North	1	95	Direct Supervrs. Rep Best Interest – Pos.	2	96	Women – Over 10	2	93
Manhattan South	0	98	Direct Supervrs. Rep Best Interest – Neg.	0	97	Age: 18 – 29	1	96
Queens	1	97	C/O Rep Best Interest – Pos.	2	95	Age: 30 – 40	1	97
Queens North	2	96	C/O Rep Best Interest – Neg.	0	98	Age: 41 – 50	1	97
Queens South	1	98	de Blasio Admin Support – Increased	4	92	Age: 51 – 62	1	98
Staten Island	1	95	de Blasio Admin Support – Remain	5	91	Gender – Male	1	97
Transit	1	97	de Blasio Admin Support – Decreased	1	97	Gender – Female	1	93
Housing	0	99	de Blasio Support Decreased Smwt.	3	93	Pension Tier – 2	1	97
Assigned to Patrol – Yes	1	96	de Blasio Support Decreased A Lot	0	97	Pension Tier 3/3R	1	96
Assigned to Patrol –No	1	97	Compared to Past – Feel More Safe	7	90			
NYC – Right Direction	5	90	Compared to Past – Feel Less Safe	1	97			
NYC – Wrong Track	1	97	Relationship w/ Public – Improved	5	90			
In Past 2 Yeas NYC – Safer	4	86	Relationship w/ Public – Worsened	1	97			
In Past 2 Yeas NYC – Same	2	93						
In Past 2 Yeas NYC – Less	1	97						
Somewhat Leas Safe	1	96						
Mush Less Safe	1	98						

4. Commissioner Bill Bratton Analysis

**Commissioner Bratton receives relatively high ratings, but his favorables lack intensity.**

A. Sixty-four percent (64%) of the respondents are favorable towards Commissioner Bill Bratton. The plurality of respondents, 46%, are "somewhat favorable". Thirty percent (30%) are unfavorable and only 8% are "very unfavorable".

B. Bratton receives a 66% overall job approval rating.

C. When "representing the best interest of New York City Police Officers", Bratton receives a 50% positive job rating and a 49% negative. This measure lacks intensity, as 37% say "good" and another 37% say "only fair". Just 13% say excellent and another 13% say "poor".

Favorable/Unfavorable:
Bill Bratton

Bar chart values:
- FAV: 64
- Very: 19
- Smwt.: 46
- UNFAV: 30
- Smwt.: 21
- Very: 8
- NO OPIN: 6
- NHO: 0
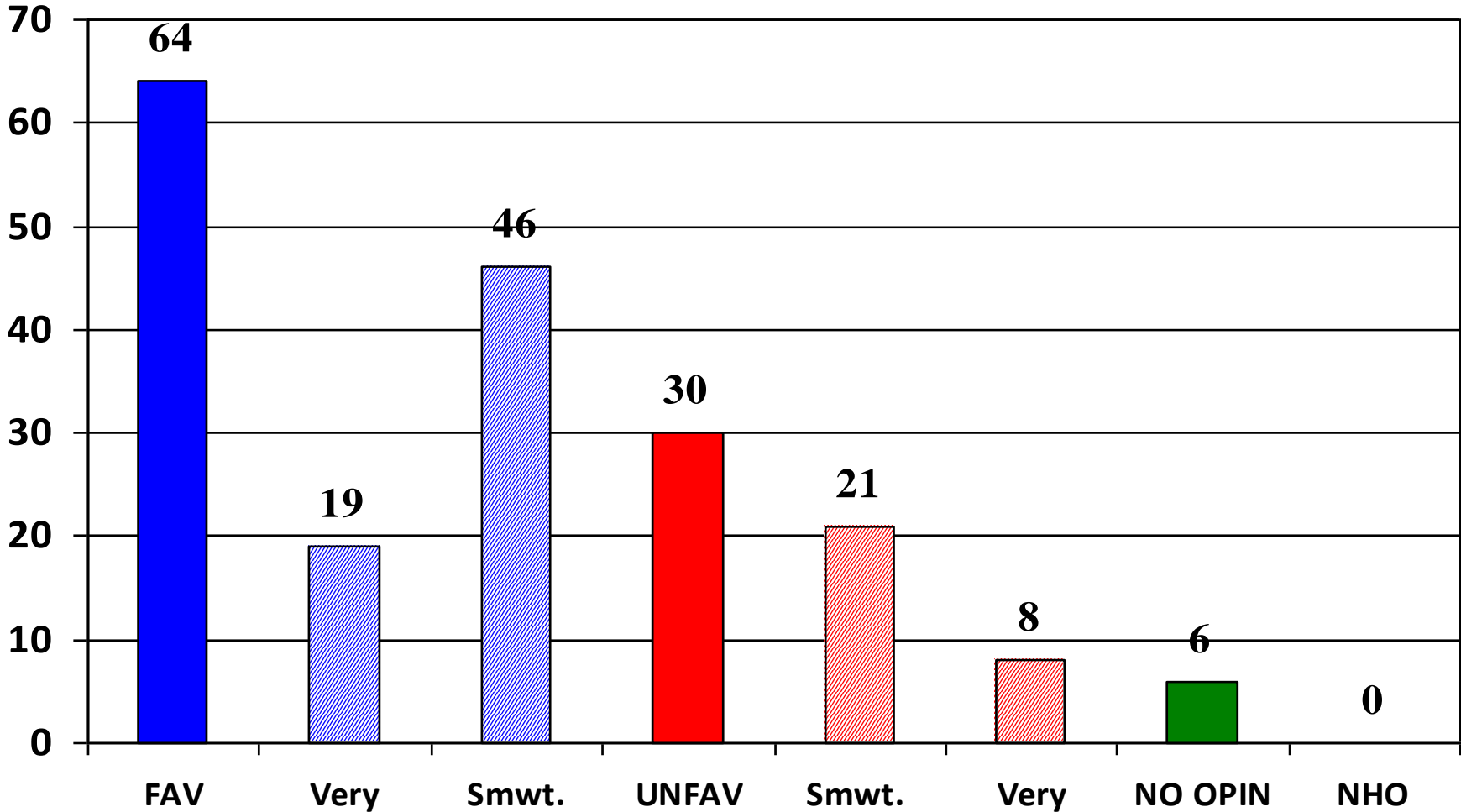
	FAV	UNFAV		FAV	UNFAV		FAV	UNFAV
TOTAL	64	30	de Blasio Overall Job – Approve	78	14	Length of Job – Up to 10 Years	66	28
The Bronx	66	27	de Blasio Overall Job – Disapprove	64	31	Length of Job – 10 to 20 Years	62	32
Brooklyn	64	30	Bratton Overall Job – Approve	87	9	Length of Job – Over 20	60	37
Brooklyn North	60	34	Bratton Overall Job – Disapprove	19	74	Men – Up to 10	67	28
Brooklyn South	69	25	Bratton Represent Best Interest – Pos.	93	5	Men – Over 10	62	33
Manhattan	66	29	Bratton Represent Best Interest – Neg.	36	55	Women – Up to 10	59	28
Manhattan North	71	26	Direct Supervrs. Rep Best Interest – Pos.	74	22	Women – Over 10	60	30
Manhattan South	63	32	Direct Supervrs. Rep Best Interest – Neg.	58	35	Age: 18 – 29	67	27
Queens	62	32	C/O Rep Best Interest – Pos.	77	18	Age: 30 – 40	64	30
Queens North	61	33	C/O Rep Best Interest – Neg.	59	35	Age: 41 – 50	61	33
Queens South	63	32	de Blasio Admin Support – Increased	65	27	Age: 51 – 62	66	30
Staten Island	60	34	de Blasio Admin Support – Same	71	19	Gender – Male	65	30
Transit	58	35	de Blasio Admin Support – Decreased	64	31	Gender – Female	60	29
Housing	68	25	de Blasio Support Decreased Smwt.	74	21	Pension Tier – 2	63	32
Assigned to Patrol – Yes	63	31	de Blasio Support Decreased A Lot	62	32	Pension Tier 3/3R	66	27
Assigned to Patrol –No	66	28	Compared to Past – Feel More Safe	82	12			
NYC – Right Direction	82	13	Compared to Past – Feel Less Safe	63	31			
NYC – Wrong Track	63	31	Relationship w/ Public – Improved	80	13			
In Past 2 Yeas NYC – Safer	79	15	Relationship w/ Public – Worsened	63	31			
In Past 2 Yeas NYC – Same	74	18						
In Past 2 Yeas NYC – Less	62	32						
Somewhat Leas Safe	71	23						
Mush Less Safe	57	37						

Overall, do you approve or disapprove of the job that Bill Bratton is doing as Police Commissioner?

Approve	Strongly	Smwt.	Disapprove	Smwt.	Strongly	DK/ Ref.
66	15	51	32	24	8	3
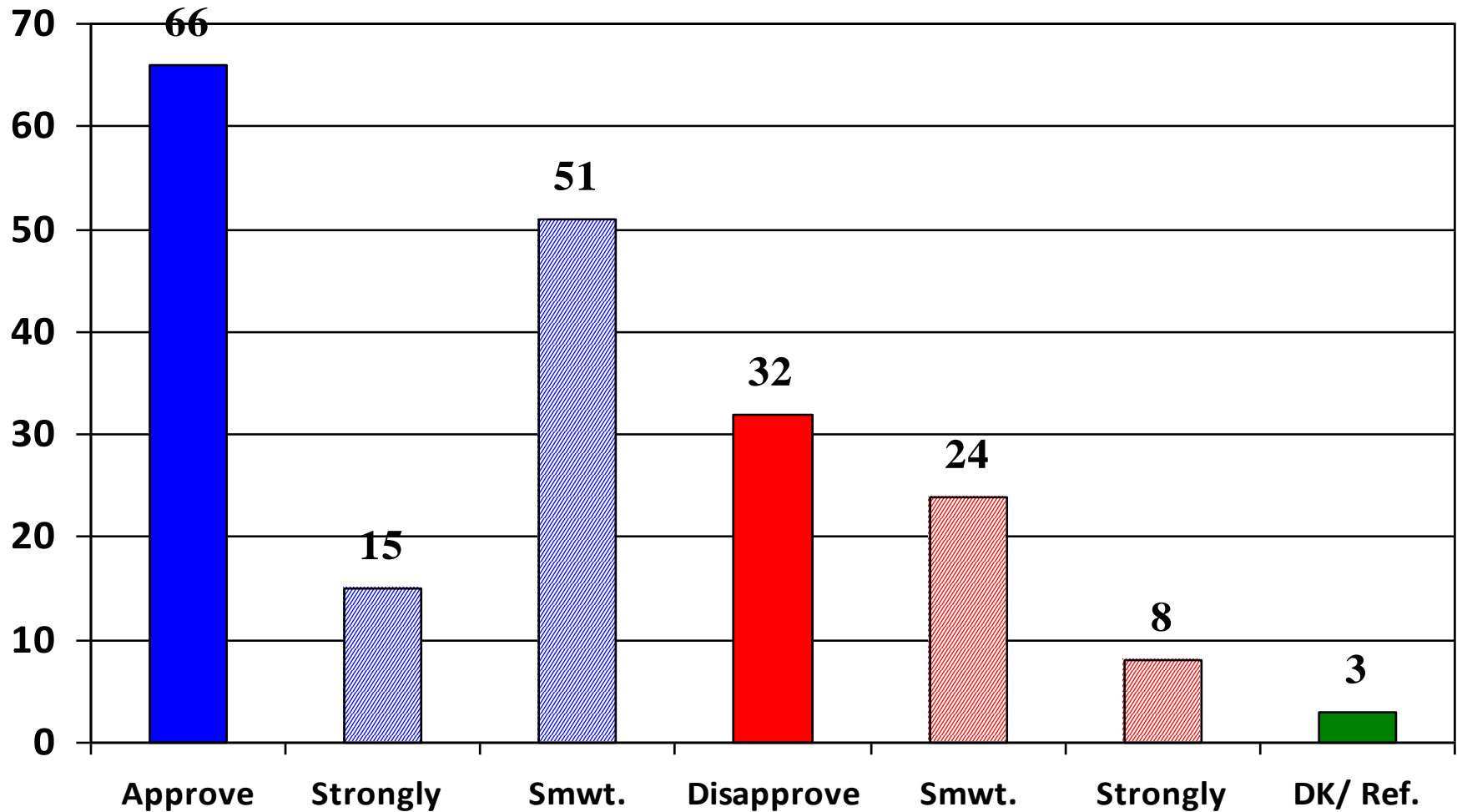
	APP	DISAPP		APP	DISAPP		APP	DISAPP
TOTAL	66	32	de Blasio Overall Job – Approve	92	7	Length of Job – Up to 10 Years	68	29
The Bronx	71	27	de Blasio Overall Job – Disapprove	65	32	Length of Job – 10 to 20 Years	64	34
Brooklyn	66	32	Bratton Overall Job – Approve	100	0	Length of Job – Over 20	61	37
Brooklyn North	62	35	Bratton Overall Job – Disapprove	0	100	Men – Up to 10	69	29
Brooklyn South	69	28	Bratton Represent Best Interest – Pos.	95	5	Men – Over 10	64	34
Manhattan	69	30	Bratton Represent Best Interest – Neg.	38	59	Women – Up to 10	58	36
Manhattan North	74	25	Direct Supervrs. Rep Best Interest – Pos.	76	22	Women – Over 10	59	37
Manhattan South	65	33	Direct Supervrs. Rep Best Interest – Neg.	60	38	Age: 18 – 29	68	30
Queens	63	35	C/O Rep Best Interest – Pos.	80	18	Age: 30 – 40	66	31
Queens North	63	36	C/O Rep Best Interest – Neg.	61	38	Age: 41 – 50	64	34
Queens South	64	34	de Blasio Admin Support – Increased	70	27	Age: 51 – 62	62	36
Staten Island	61	37	de Blasio Admin Support – Remain	79	19	Gender – Male	67	31
Transit	57	41	de Blasio Admin Support – Decreased	65	32	Gender – Female	59	36
Housing	64	32	de Blasio Support Decreased Smwt.	76	21	Pension Tier – 2	65	33
Assigned to Patrol – Yes	65	33	de Blasio Support Decreased A Lot	64	34	Pension Tier 3/3R	67	30
Assigned to Patrol –No	68	30	Compared to Past – Feel More Safe	91	8			
NYC – Right Direction	89	10	Compared to Past – Feel Less Safe	65	33			
NYC – Wrong Track	65	33	Relationship w/ Public – Improved	87	12			
In Past 2 Yeas NYC – Safer	86	11	Relationship w/ Public – Worsened	65	32			
In Past 2 Yeas NYC – Same	80	18						
In Past 2 Yeas NYC – Less	64	34						
Somewhat Leas Safe	73	25						
Mush Less Safe	58	39						

Job Rating – Representing the Best Interests of New York City Police Officers: Bill Bratton
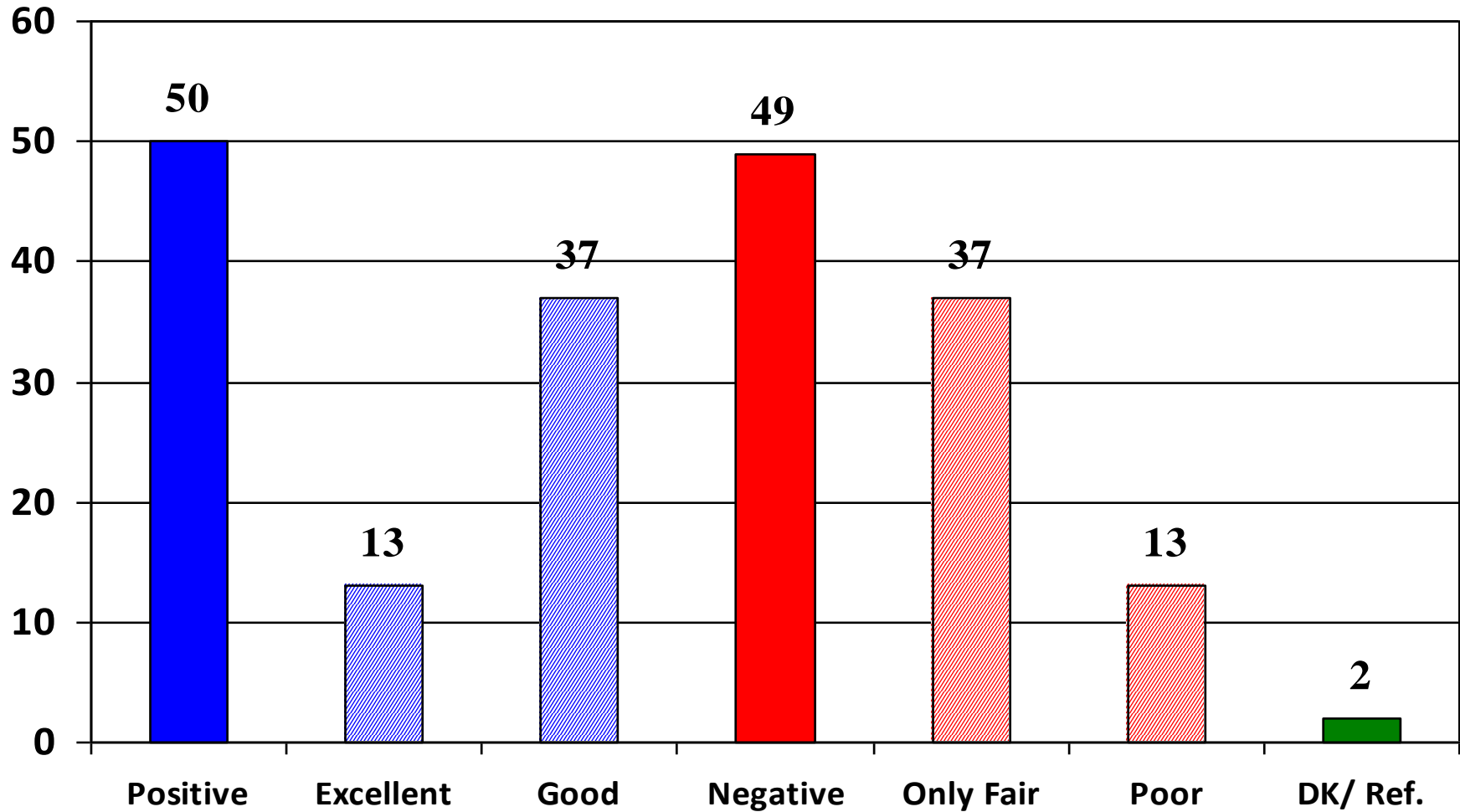
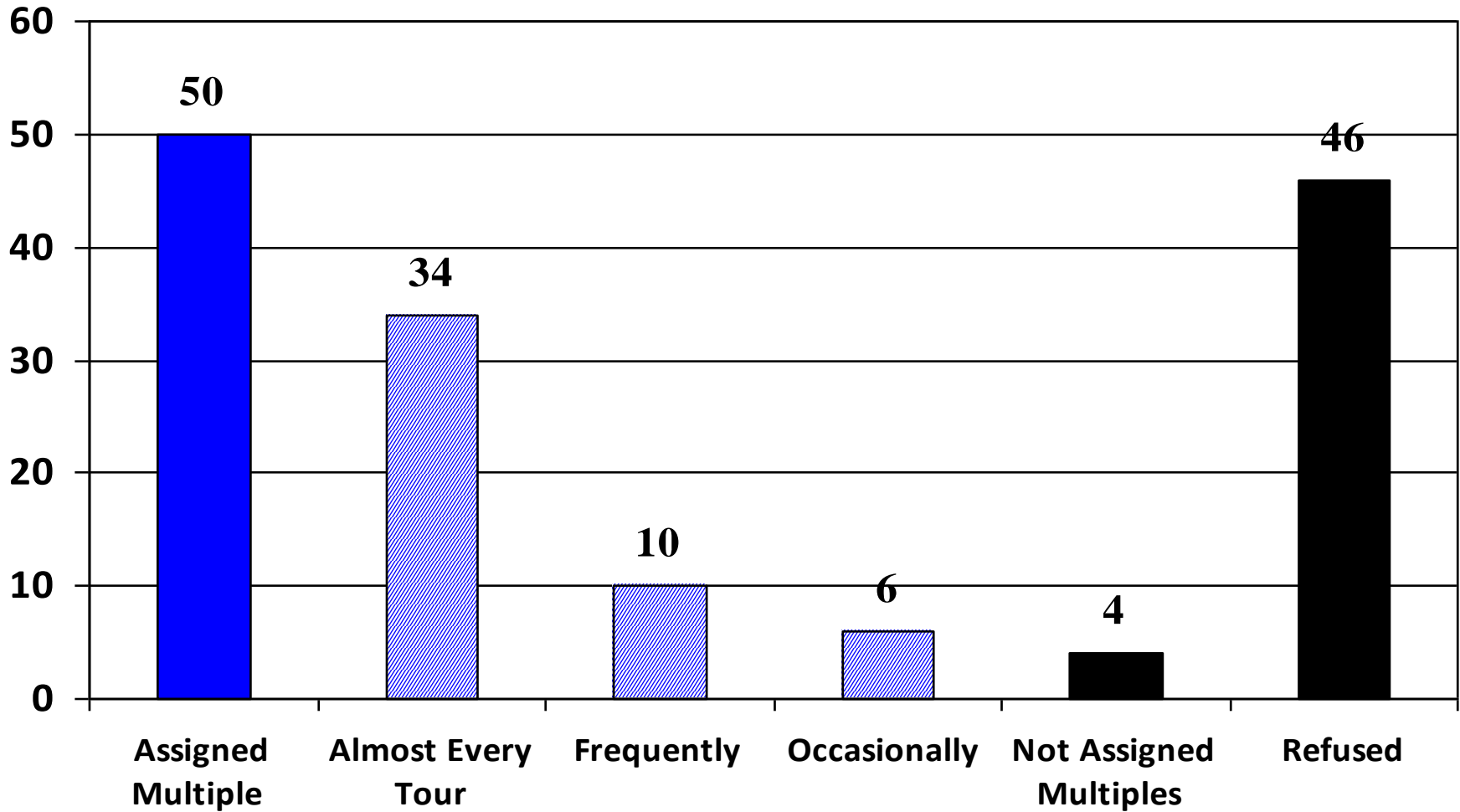|	POS	NEG		POS	NEG		POS	NEG
TOTAL	49	49	de Blasio Overall Job – Approve	78	21	Length of Job – Up to 10 Years	50	48
The Bronx	54	44	de Blasio Overall Job – Disapprove	49	50	Length of Job – 10 to 20 Years	49	50
Brooklyn	49	50	Bratton Overall Job – Approve	71	29	Length of Job – Over 20	46	53
Brooklyn North	45	54	Bratton Overall Job – Disapprove	7	92	Men – Up to 10	51	47
Brooklyn South	53	46	Bratton Represent Best Interest – Pos.	100	0	Men – Over 10	49	50
Manhattan	52	47	Bratton Represent Best Interest – Neg.	0	100	Women – Up to 10	40	56
Manhattan North	58	41	Direct Supervrs. Rep Best Interest – Pos.	63	36	Women – Over 10	44	53
Manhattan South	49	50	Direct Supervrs. Rep Best Interest – Neg.	41	58	Age: 18 – 29	51	47
Queens	46	53	C/O Rep Best Interest – Pos.	67	31	Age: 30 – 40	49	49
Queens North	48	51	C/O Rep Best Interest – Neg.	42	57	Age: 41 – 50	48	51
Queens South	44	54	de Blasio Admin Support – Increased	55	45	Age: 51 – 62	46	53
Staten Island	45	54	de Blasio Admin Support – Remain	65	34	Gender – Male	50	49
Transit	44	56	de Blasio Admin Support – Decreased	49	50	Gender – Female	42	54
Housing	49	49	de Blasio Support Decreased Smwt.	62	37	Pension Tier – 2	49	50
Assigned to Patrol – Yes	48	51	de Blasio Support Decreased A Lot	47	51	Pension Tier 3/3R	50	48
Assigned to Patrol –No	53	46	Compared to Past – Feel More Safe	79	20			
NYC – Right Direction	78	51	Compared to Past – Feel Less Safe	48	50			
NYC – Wrong Track	48	51	Relationship w/ Public – Improved	70	30			
In Past 2 Yeas NYC – Safer	74	26	Relationship w/ Public – Worsened	49	50			
In Past 2 Yeas NYC – Same	64	35						
In Past 2 Yeas NYC – Less	47	52						
Somewhat Leas Safe	54	45						
Mush Less Safe	43	56						

5. Job Satisfaction Analysis

The Mayor's lack of support, as well as salary and personal safety concerns, are leading to low morale among members of the NYPD.

A. Thirty-five percent (35%) of the respondents cited "raise/pay" as the number one change to improve the lives and working conditions.

B. Eighty-nine percent (89%) said they would leave the NYPD for another law enforcement agency with better pay in the New York City area. 85% would leave the New York City area if offered better pay.

C. Salary and other direct compensation (67%) are the most important part of their compensation package, followed by Pension Benefits (22%).

D. Direct Supervisors (38% positive / 61% negative) and Commanding Officers (30% positive / 69% negative) receive net negative job ratings when it comes to representing the best interest of members of the NYPD.

E. Compared to years past, 86% of the respondents are "less likely" to recommend a career with the New York City Police Department to their own children or relatives.

If you could make just one change to improve the lives and working conditions of New York City police officers, what would it be?

Category	Value
Raise / Pay	35
Modern Chart / Schedule	8
10 / 12 Hour Tours / Longer	6
Support / Respect	6
Remove Quotas / Better Evals	5
Change Mayor / City Council	4
Improved Facilities	3
More Training	2
Time Off / No Overtime	2
Imporved Equipment	2
Don't Know	9
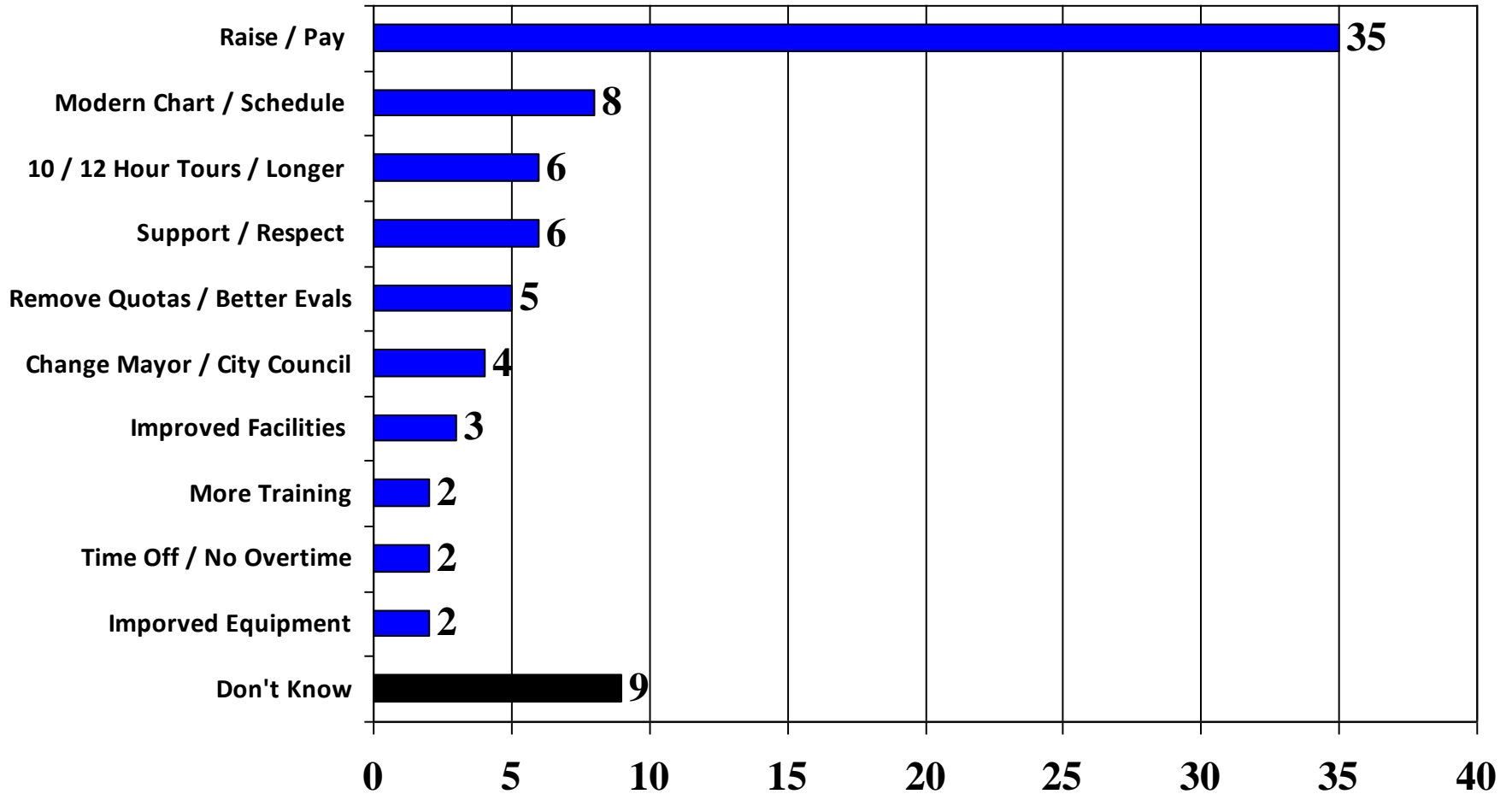
While on patrol during the past month, how often were you assigned more than one job/radio run at a time?

- Assigned Multiple: 50
- Almost Every Tour: 34
- Frequently: 10
- Occasionally: 6
- Not Assigned Multiples: 4
- Refused: 46

If you were offered a position with another law enforcement agency **in the New York City area** with a better salary, would you leave the NYPD to work elsewhere?

Bar chart values:
- YES: 89
- Definitely Yes: 68
- Probably Yes: 22
- NO: 9
- Probably No: 6
- Definitely No: 3
- Refused: 2
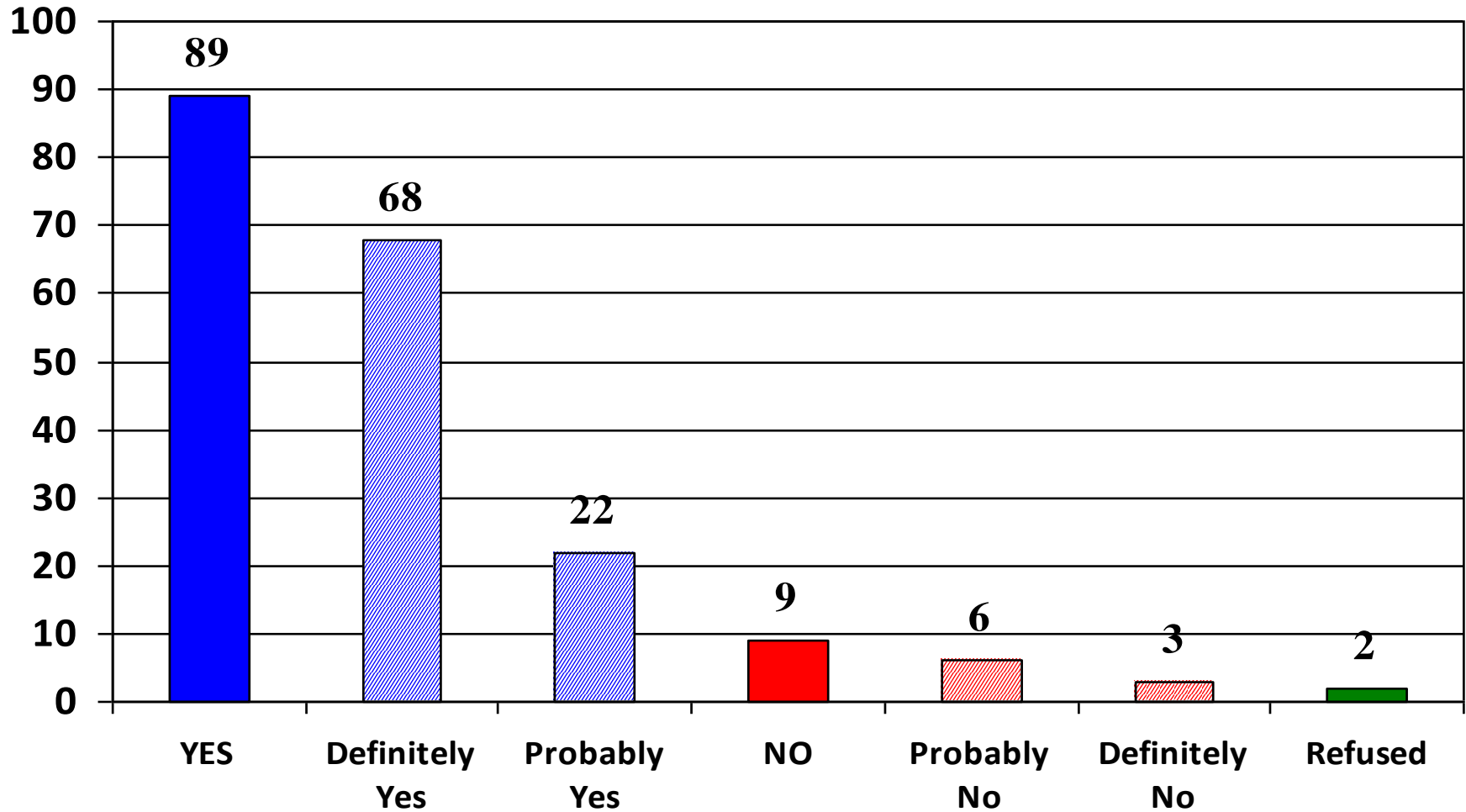
	YES	NO		YES	NO		YES	NO
TOTAL	89	9	de Blasio Overall Job – Approve	83	16	Length of Job – Up to 10 Years	91	8
The Bronx	90	8	de Blasio Overall Job – Disapprove	90	9	Length of Job – 10 to 20 Years	88	11
Brooklyn	88	11	Bratton Overall Job – Approve	88	11	Length of Job – Over 20	85	12
Brooklyn North	90	8	Bratton Overall Job – Disapprove	93	6	Men – Up to 10	91	7
Brooklyn South	85	13	Bratton Represent Best Interest – Pos.	86	12	Men – Over 10	88	10
Manhattan	89	10	Bratton Represent Best Interest – Neg.	93	6	Women – Up to 10	89	9
Manhattan North	88	11	Direct Supervrs. Rep Best Interest – Pos.	85	13	Women – Over 10	82	15
Manhattan South	89	10	Direct Supervrs. Rep Best Interest – Neg.	92	7	Age: 18 – 29	91	8
Queens	92	7	C/O Rep Best Interest – Pos.	84	14	Age: 30 – 40	90	9
Queens North	92	7	C/O Rep Best Interest – Neg.	92	7	Age: 41 – 50	88	11
Queens South	92	7	de Blasio Admin Support – Increased	89	10	Age: 51 – 62	81	16
Staten Island	91	9	de Blasio Admin Support – Remain	84	16	Gender – Male	90	9
Transit	94	5	de Blasio Admin Support – Decreased	89	9	Gender – Female	85	12
Housing	84	12	de Blasio Support Decreased Smwt.	85	13	Pension Tier – 2	89	10
Assigned to Patrol – Yes	91	7	de Blasio Support Decreased A Lot	90	9	Pension Tier 3/3R	91	7
Assigned to Patrol –No	86	12	Compared to Past – Feel More Safe	76	22			
NYC – Right Direction	79	20	Compared to Past – Feel Less Safe	90	9			
NYC – Wrong Track	90	9	Relationship w/ Public – Improved	84	15			
In Past 2 Yeas NYC – Safer	84	14	Relationship w/ Public – Worsened	90	9			
In Past 2 Yeas NYC – Same	85	13						
In Past 2 Yeas NYC – Less Safe	90	9						
Somewhat Leas Safe	88	11						
Mush Less Safe	91	8						

If you were offered a position with another law enforcement agency **outside of the New York City area** with a better salary, would you leave the NYPD to work elsewhere?


Bar chart values:
- YES: 85
- Definitely Yes: 59
- Probably Yes: 26
- NO: 14
- Probably No: 11
- Definitely No: 4
- Refused: 2
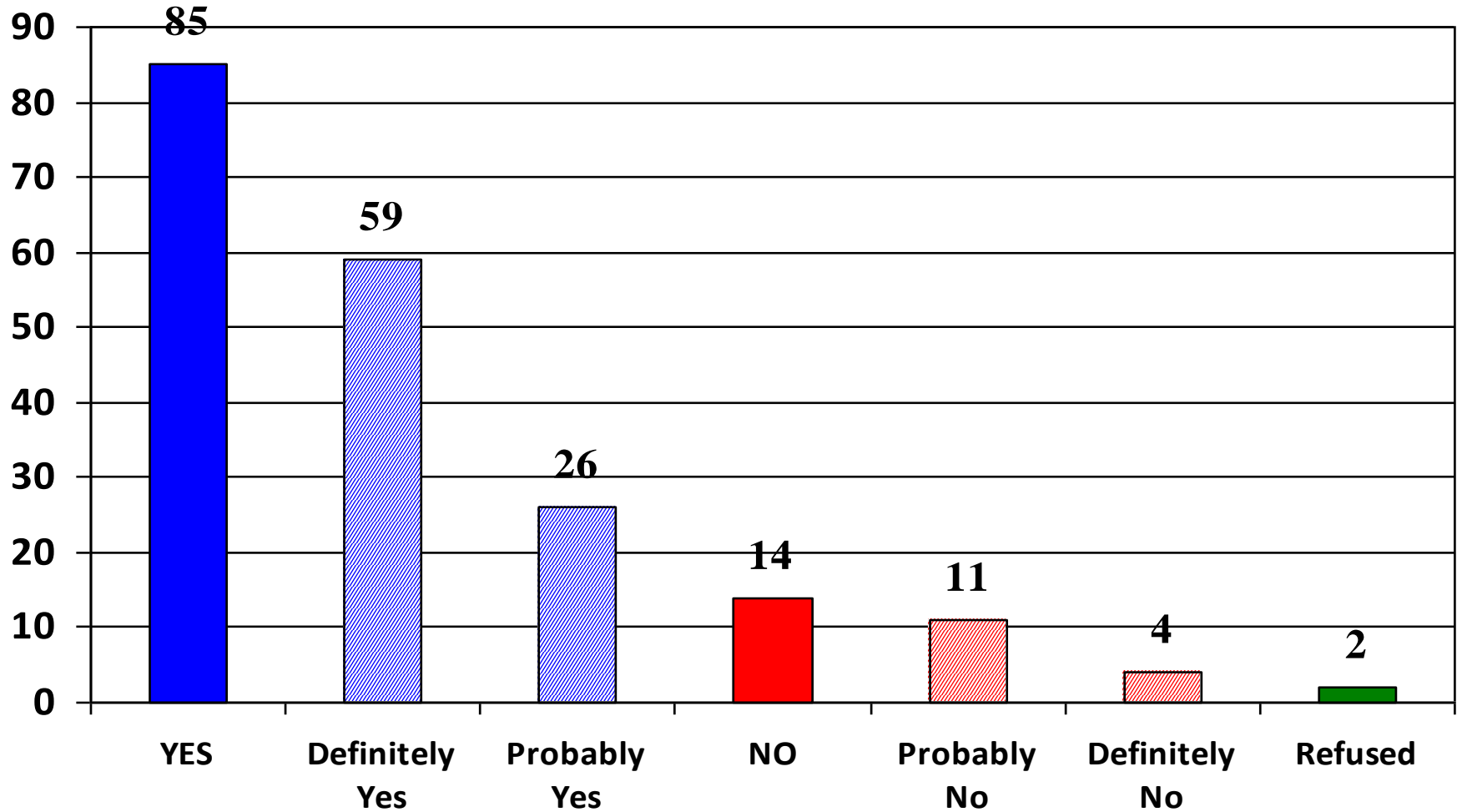
	YES	NO		YES	NO		YES	NO
TOTAL	85	14	de Blasio Overall Job – Approve	74	25	Length of Job – Up to 10 Years	85	13
The Bronx	86	13	de Blasio Overall Job – Disapprove	85	14	Length of Job – 10 to 20 Years	84	15
Brooklyn	81	17	Bratton Overall Job – Approve	82	16	Length of Job – Over 20	83	15
Brooklyn North	84	14	Bratton Overall Job – Disapprove	90	9	Men – Up to 10	86	12
Brooklyn South	78	20	Bratton Represent Best Interest – Pos.	81	18	Men – Over 10	85	14
Manhattan	84	15	Bratton Represent Best Interest – Neg.	89	10	Women – Up to 10	83	16
Manhattan North	84	15	Direct Supervrs. Rep Best Interest – Pos.	79	19	Women – Over 10	75	22
Manhattan South	84	15	Direct Supervrs. Rep Best Interest – Neg.	88	11	Age: 18 – 29	87	11
Queens	87	12	C/O Rep Best Interest – Pos.	78	20	Age: 30 – 40	87	15
Queens North	88	11	C/O Rep Best Interest – Neg.	88	11	Age: 41 – 50	84	15
Queens South	87	12	de Blasio Admin Support – Increased	83	16	Age: 51 – 62	80	18
Staten Island	85	15	de Blasio Admin Support – Remain	77	23	Gender – Male	85	13
Transit	91	7	de Blasio Admin Support – Decreased	85	14	Gender – Female	79	19
Housing	85	12	de Blasio Support Decreased Smwt.	79	19	Pension Tier – 2	84	15
Assigned to Patrol – Yes	87	12	de Blasio Support Decreased A Lot	86	13	Pension Tier 3/3R	87	12
Assigned to Patrol –No	82	17	Compared to Past – Feel More Safe	74	25			
NYC – Right Direction	82	28	Compared to Past – Feel Less Safe	85	14			
NYC – Wrong Track	85	13	Relationship w/ Public – Improved	79	19			
In Past 2 Yeas NYC – Safer	78	20	Relationship w/ Public – Worsened	85	14			
In Past 2 Yeas NYC – Same	80	18						
In Past 2 Yeas NYC – Less Safe	85	13						
Somewhat Leas Safe	81	17						
Mush Less Safe	88	11						

What aspect of your compensation package is most important to you?
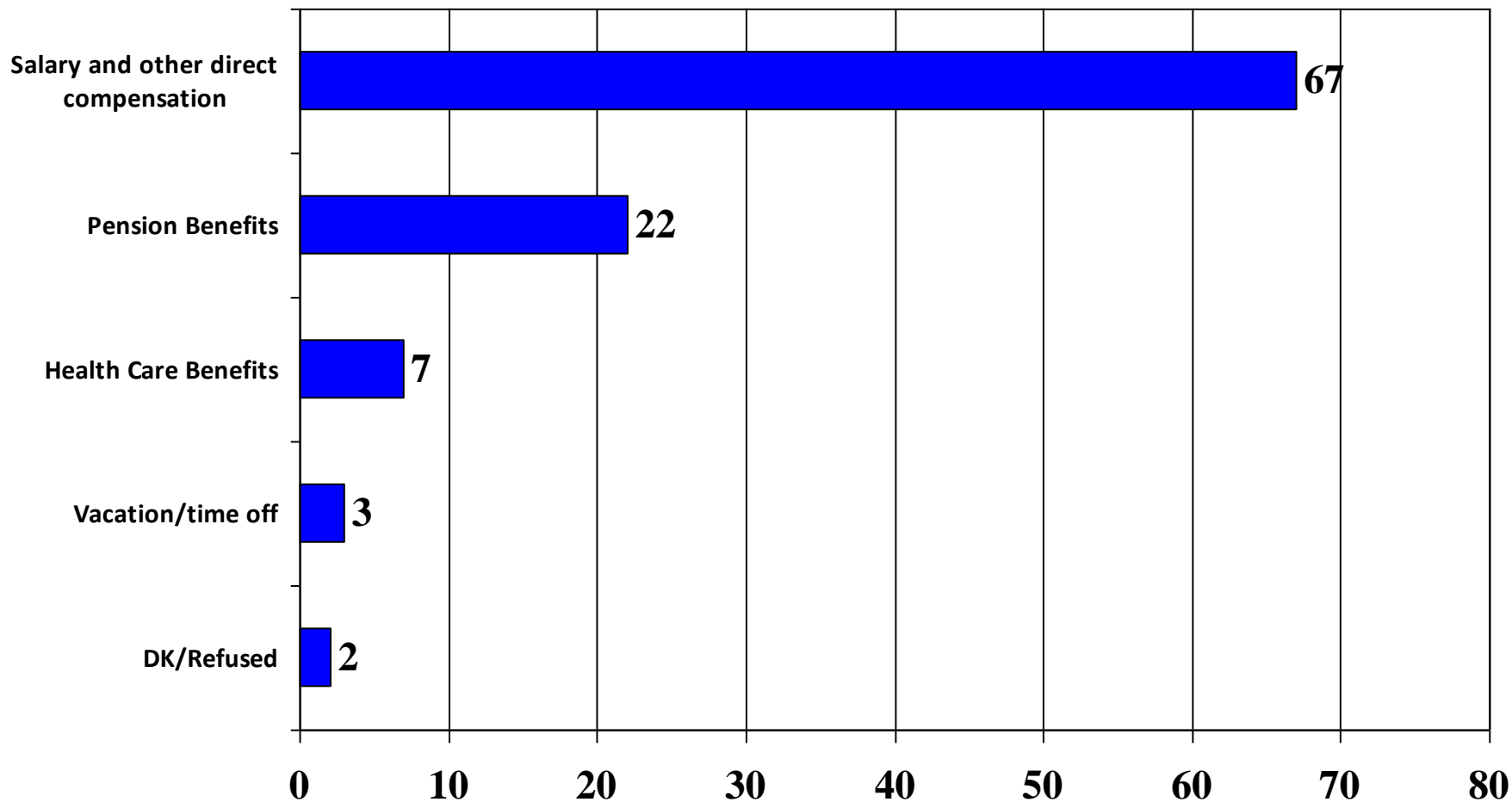
# Job Rating – Representing the Best Interests of New York City Police Officers: Direct Supervisors in the New York City Police Department


Category	Value
Positive	38
Excellent	5
Good	33
Negative	61
Only Fair	38
Poor	23
DK/ Ref.	1
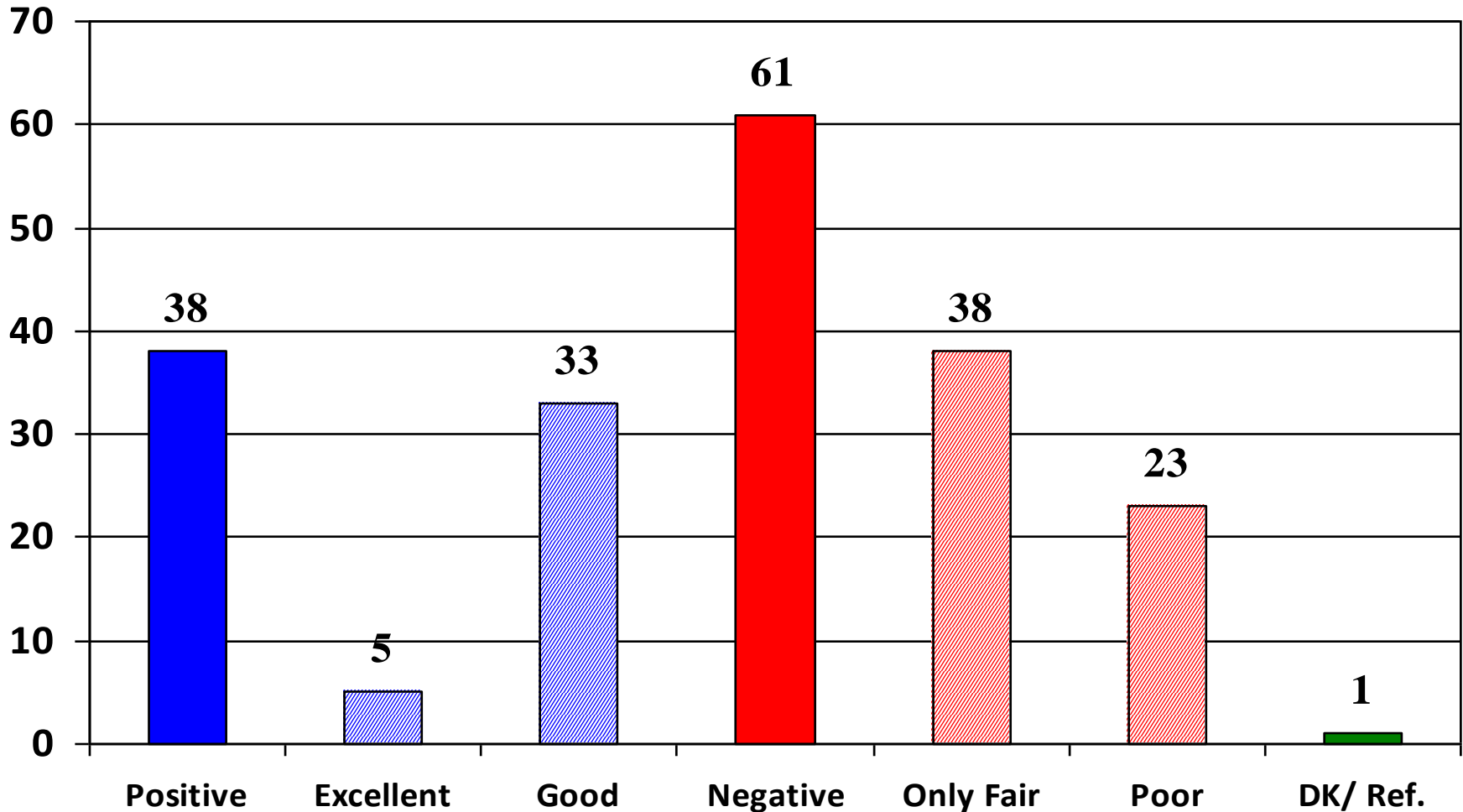
	POS	NEG		POS	NEG		POS	NEG
TOTAL	38	61	de Blasio Overall Job – Approve	49	51	Length of Job – Up to 10 Years	41	57
The Bronx	37	62	de Blasio Overall Job – Disapprove	38	61	Length of Job – 10 to 20 Years	34	66
Brooklyn	66	63	Bratton Overall Job – Approve	44	55	Length of Job – Over 20	42	58
Brooklyn North	35	65	Bratton Overall Job – Disapprove	27	72	Men – Up to 10	41	57
Brooklyn South	37	62	Bratton Represent Best Interest – Pos.	48	51	Men – Over 10	36	63
Manhattan	41	58	Bratton Represent Best Interest – Neg.	28	71	Women – Up to 10	37	59
Manhattan North	39	60	Direct Supervrs. Rep Best Interest – Pos.	100	0	Women – Over 10	28	70
Manhattan South	42	57	Direct Supervrs. Rep Best Interest – Neg.	0	100	Age: 18 – 29	42	57
Queens	40	59	C/O Rep Best Interest – Pos.	78	21	Age: 30 – 40	37	62
Queens North	41	59	C/O Rep Best Interest – Neg.	21	79	Age: 41 – 50	37	62
Queens South	40	59	de Blasio Admin Support – Increased	39	60	Age: 51 – 62	41	59
Staten Island	30	69	de Blasio Admin Support – Remain	38	60	Gender – Male	39	60
Transit	36	64	de Blasio Admin Support – Decreased	38	61	Gender – Female	32	65
Housing	30	69	de Blasio Support Decreased Smwt.	46	52	Pension Tier – 2	36	63
Assigned to Patrol – Yes	35	63	de Blasio Support Decreased A Lot	37	62	Pension Tier 3/3R	42	57
Assigned to Patrol –No	43	56	Compared to Past – Feel More Safe	56	43			
NYC – Right Direction	46	52	Compared to Past – Feel Less Safe	37	61			
NYC – Wrong Track	38	61	Relationship w/ Public – Improved	48	51			
In Past 2 Yeas NYC – Safer	48	51	Relationship w/ Public – Worsened	38	61			
In Past 2 Yeas NYC – Same	41	58						
In Past 2 Yeas NYC – Less	37	61						
Somewhat Leas Safe	41	58						
Mush Less Safe	36	63						

Job Rating – Representing the Best Interests of New York City Police Officers: Commanding Officers in the New York City Police Department

Category	Value
Positive	30
Excellent	4
Good	26
Negative	69
Only Fair	37
Poor	32
DK/ Ref.	2
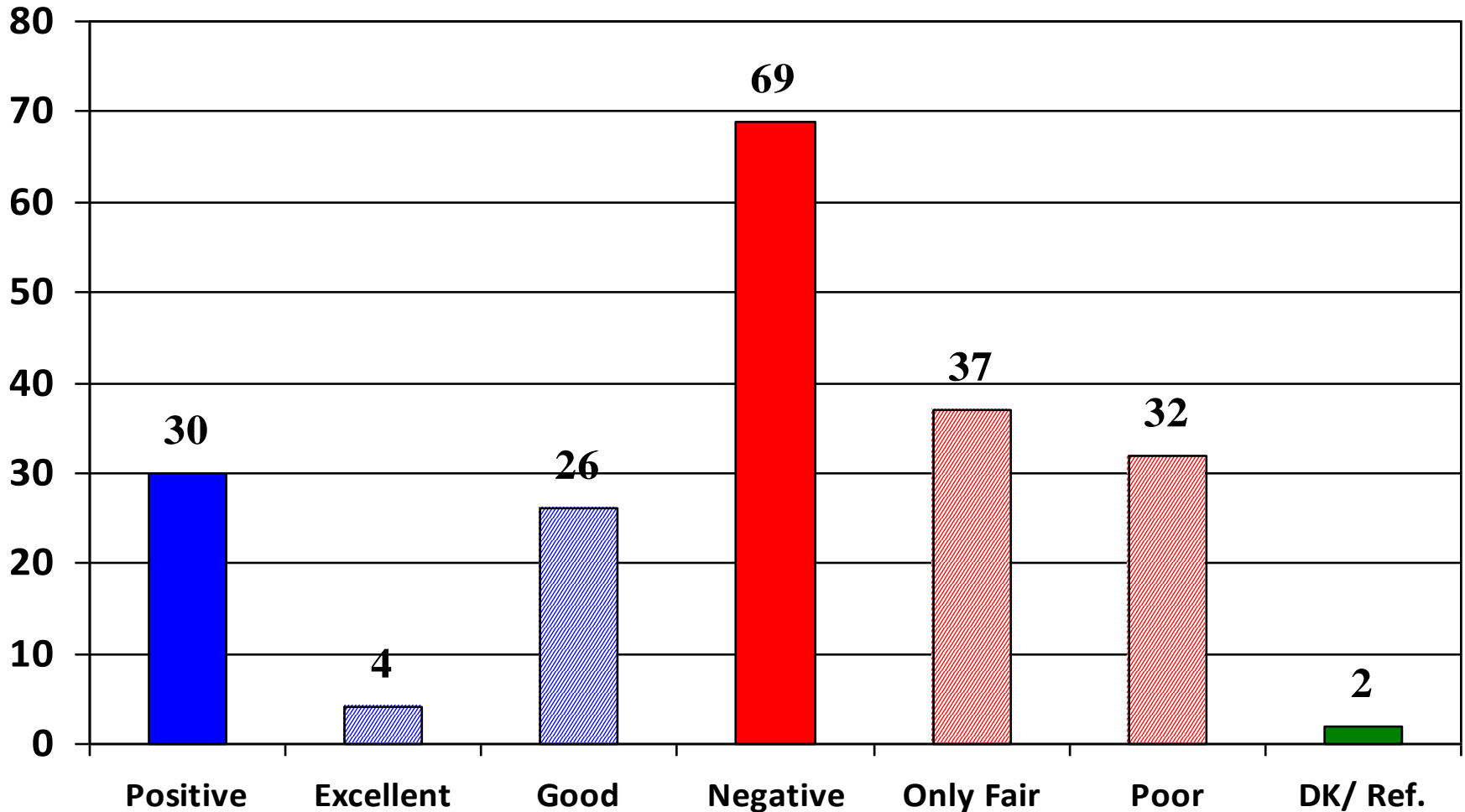
	POS	NEG		POS	NEG		POS	NEG
TOTAL	30	69	de Blasio Overall Job – Approve	49	51	Length of Job – Up to 10 Years	31	68
The Bronx	31	67	de Blasio Overall Job – Disapprove	29	69	Length of Job – 10 to 20 Years	28	71
Brooklyn	28	71	Bratton Overall Job – Approve	36	63	Length of Job – Over 20	34	64
Brooklyn North	28	71	Bratton Overall Job – Disapprove	17	82	Men – Up to 10	31	68
Brooklyn South	29	70	Bratton Represent Best Interest – Pos.	41	58	Men – Over 10	29	70
Manhattan	33	66	Bratton Represent Best Interest – Neg.	19	80	Women – Up to 10	34	62
Manhattan North	31	67	Direct Supervrs. Rep Best Interest – Pos.	61	38	Women – Over 10	31	67
Manhattan South	34	65	Direct Supervrs. Rep Best Interest – Neg.	11	89	Age: 18 – 29	31	68
Queens	30	69	C/O Rep Best Interest – Pos.	100	0	Age: 30 – 40	29	70
Queens North	31	68	C/O Rep Best Interest – Neg.	0	100	Age: 41 – 50	31	68
Queens South	30	69	de Blasio Admin Support – Increased	31	67	Age: 51 – 62	37	61
Staten Island	25	73	de Blasio Admin Support – Remain	32	68	Gender – Male	30	69
Transit	28	71	de Blasio Admin Support – Decreased	30	69	Gender – Female	32	65
Housing	16	83	de Blasio Support Decreased Smwt.	35	64	Pension Tier – 2	29	70
Assigned to Patrol – Yes	27	72	de Blasio Support Decreased A Lot	29	69	Pension Tier 3/3R	32	67
Assigned to Patrol –No	35	64	Compared to Past – Feel More Safe	56	42			
NYC – Right Direction	38	60	Compared to Past – Feel Less Safe	29	70			
NYC – Wrong Track	29	69	Relationship w/ Public – Improved	42	57			
In Past 2 Yeas NYC – Safer	48	50	Relationship w/ Public – Worsened	29	69			
In Past 2 Yeas NYC – Same	33	65						
In Past 2 Yeas NYC – Less	29	70						
Somewhat Leas Safe	32	66						
Mush Less Safe	27	72						

In comparison to years past, has it become more likely or less likely that you would recommend a career with the New York City Police Department to your own children or relatives?
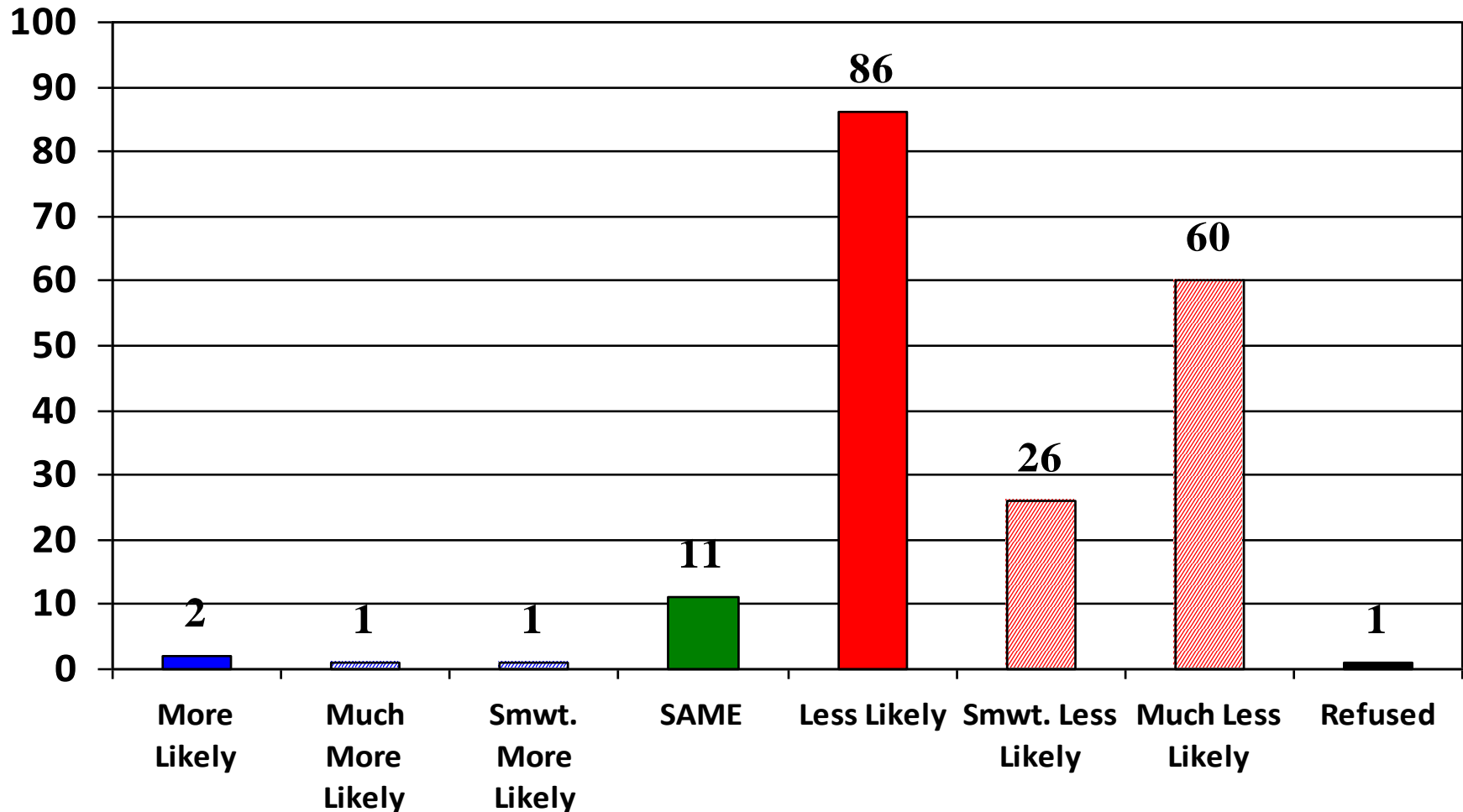
	Same	Less		Same	Less		Same	Less
TOTAL	11	86	de Blasio Overall Job – Approve	27	59	On Job – Up to 10 Years	14	82
The Bronx	13	84	de Blasio Overall Job – Disapprove	11	87	On Job – 10 to 20 Years	8	90
Brooklyn	10	86	Bratton Overall Job – Approve	14	82	Length of Job – Over 20	7	90
Brooklyn North	10	86	Bratton Overall Job – Disapprove	5	93	Men – Up to 10	15	82
Brooklyn South	10	86	Bratton Represent Best Interest – Pos.	15	81	Men – Over 10	7	90
Manhattan	11	86	Bratton Represent Best Interest – Neg.	7	91	Women – Up to 10	12	83
Manhattan North	14	83	Direct Supervrs. Rep Best Interest – Pos.	15	81	Women – Over 10	8	88
Manhattan South	10	88	Direct Supervrs. Rep Best Interest – Neg.	8	89	Age: 18 – 29	17	80
Queens	11	87	C/O Rep Best Interest – Pos.	17	79	Age: 30 – 40	10	87
Queens North	11	87	C/O Rep Best Interest – Neg.	8	89	Age: 41 – 50	7	90
Queens South	11	87	de Blasio Admin Support – Increased	10	80	Age: 51 – 62	10	85
Staten Island	8	89	de Blasio Admin Support – Remain	26	64	Gender – Male	11	86
Transit	9	88	de Blasio Admin Support – Decreased	10	87	Gender – Female	10	86
Housing	14	82	de Blasio Support Decreased Smwt.	19	77	Pension Tier – 2	8	90
Assigned to Patrol – Yes	11	86	de Blasio Support Decreased A Lot	9	88	Pension Tier 3/3R	17	79
Assigned to Patrol –No	12	86	Compared to Past – Feel More Safe	28	51			
NYC – Right Direction	28	59	Compared to Past – Feel Less Safe	10	88			
NYC – Wrong Track	10	87	Relationship w/ Public – Improved	26	61			
In Past 2 Yeas NYC – Safer	20	62	Relationship w/ Public – Worsened	10	87			
In Past 2 Yeas NYC – Same	23	71						
In Past 2 Yeas NYC – Less	9	89						
Somewhat Leas Safe	14	84						
Mush Less Safe	7	91						

6. Other Key Findings

There is almost universal agreement....

A.   That officers are reluctant to take action for fear of lawsuits and complaints.

B.   Arrest subjects are more likely to resist arrest.

C.   The NYPD is understaffed.

D.   Signs of disorder are growing.

E.   NYPD Supervisors impose quotas

F.   The one-percent pay raise was unreasonable.

When asked (on a scale of 0 to 10) about their benefits, work schedules and morale issues, the responses ranged from mediocre to very low.

Do you agree or disagree with the following statements?

AGREE / DISAGREE	Total	On the Job			AGE				Gender		Tier	
		Up to 10 Years	10 – 20 Years	Over 20 Year	18 – 29	30 – 40	41 – 50	51 – 62	Male	Female	Tier 1	Tier 2
Police officers are reluctant to take action for fear of lawsuits or complaints by the public.	97/3	97/3	97/3	96/4	98/2	97/3	96/4	94/6	97/3	96/4	97/3	97/3
Arrest subjects are now more likely to actively resist.	96/5	95/5	95/5	96/4	96/4	95/5	95/5	94/6	96/4	95/6	95/5	96/4
The NYPD is structurally understaffed and staffing should be significantly increased.	93/7	93/7	93/7	93/7	93/7	93/7	93/7	94/6	93/7	93/7	94/6	92/8
Graffiti, public urination, panhandlers and other signs of disorder are growing more prevalent.	91/9	91/10	91/9	93/7	90/10	92/9	91/9	91/9	92/9	88/12	91/9	91/9
The new procedures and requirements related to the use of stop, question and frisk limit police officers' ability to safely and effectively make stops, when necessary.	81/19	81/19	82/18	82/18	81/19	81/19	82/18	79/21	82/18	78/23	81/19	82/19

Do you agree or disagree with the following statements?

AGREE / DISAGREE	Total	On the Job			AGE				Gender		Tier	
		Up to 10 Years	10 – 20 Years	Over 20 Year	18 – 29	30 – 40	41 – 50	51 – 62	Male	Female	Tier 1	Tier 2
Requiring police officers to wear body cameras that record video and audio will allow for a more just resolution of civilian complaints.	70/30	71/29	70/30	67/33	71/29	71/29	67/33	67/33	70/30	72/29	70/31	72/28
The numerical objectives that your superiors set to evaluate your performance on the job are necessary and generally reasonable.	24/76	28/72	20/81	21/79	29/72	24/77	21/79	22/78	23/7	29/71	22/78	29/72
NYPD supervisors DO NOT impose quotas for police activity.	11/89	13/87	8/92	7/93	14/86	11/89	8/92	9/91	11/9	13/87	9/91	14/86
The one-percent pay raises awarded by arbitrator Howard Edelman were just and reasonable.	1/99	1/99	1/99	1/99	1/99	1/99	1/99	1/99	1/99	2/98	1/99	1/99

Please rate each of the following on a scale of zero (0) to ten (10), with zero being the absolute lowest/worst and 10 being the absolute highest/best. You can choose any number between zero (0) to ten (10).
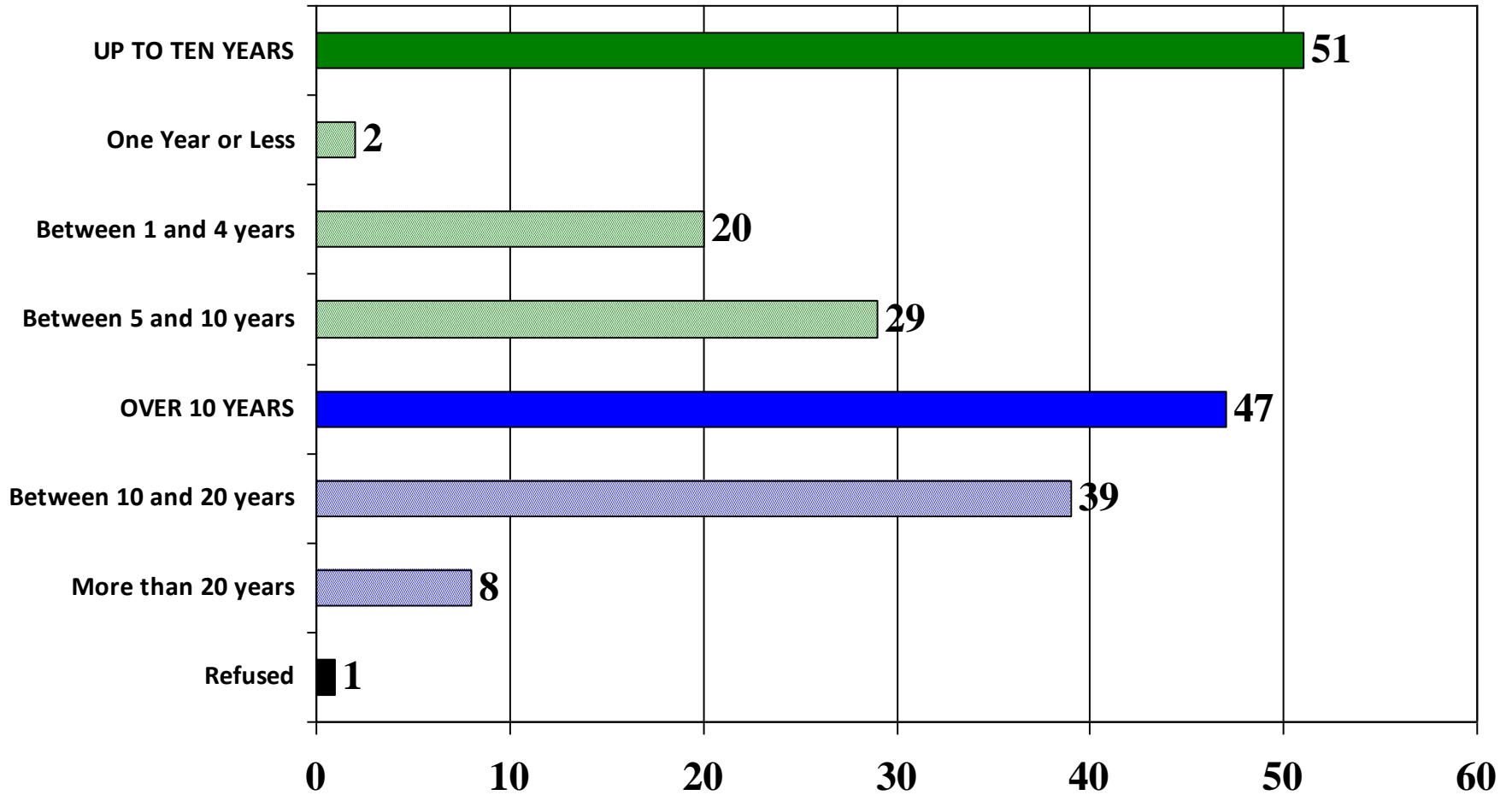
Means Score

	Total	On the Job			AGE				Gender		Tier	
		Up to 10 Years	10 – 20 Years	Over 20 Year	18 – 29	30 – 40	41 – 50	51 – 62	Male	Female	Tier 1	Tier 2
The healthcare benefits that New York City Police Officers receive.	5.57	5.71	5.47	5.12	5.88	5.64	5.13	5.27	5.60	5.27	5.51	5.70
The pension benefits that New York City Police Officers receive.	5.20	4.87	5.62	5.31	4.69	5.36	5.38	5.42	5.23	5.06	5.65	4.37
The vacation time granted to New York City Police Officers.	4.96	4.34	5.71	5.44	3.82	5.17	5.58	5.71	4.99	4.86	5.57	3.81
The work schedules and charts that apply to New York City Police Officers.	3.76	3.61	3.92	3.94	3.35	3.84	3.98	4.18	3.69	4.37	3.88	3.50
NYPD supervisors' level of support for police officers.	3.56	3.82	3.20	3.57	3.91	3.52	3.29	3.67	3.56	3.50	3.33	3.96
The level of morale among New York City Police officers.	2.49	2.74	2.20	2.22	2.87	2.45	2.20	2.35	2.45	2.76	2.26	2.88
The fairness of the disciplinary processes and penalties to which New York City police officers are subject.	2.18	2.25	2.09	2.19	2.25	2.19	2.09	2.20	2.17	2.28	2.09	2.30

Please rate each of the following on a scale of zero (0) to ten (10), with zero being the absolute lowest/worst and 10 being the absolute highest/best. You can choose any number between zero (0) to ten (10).
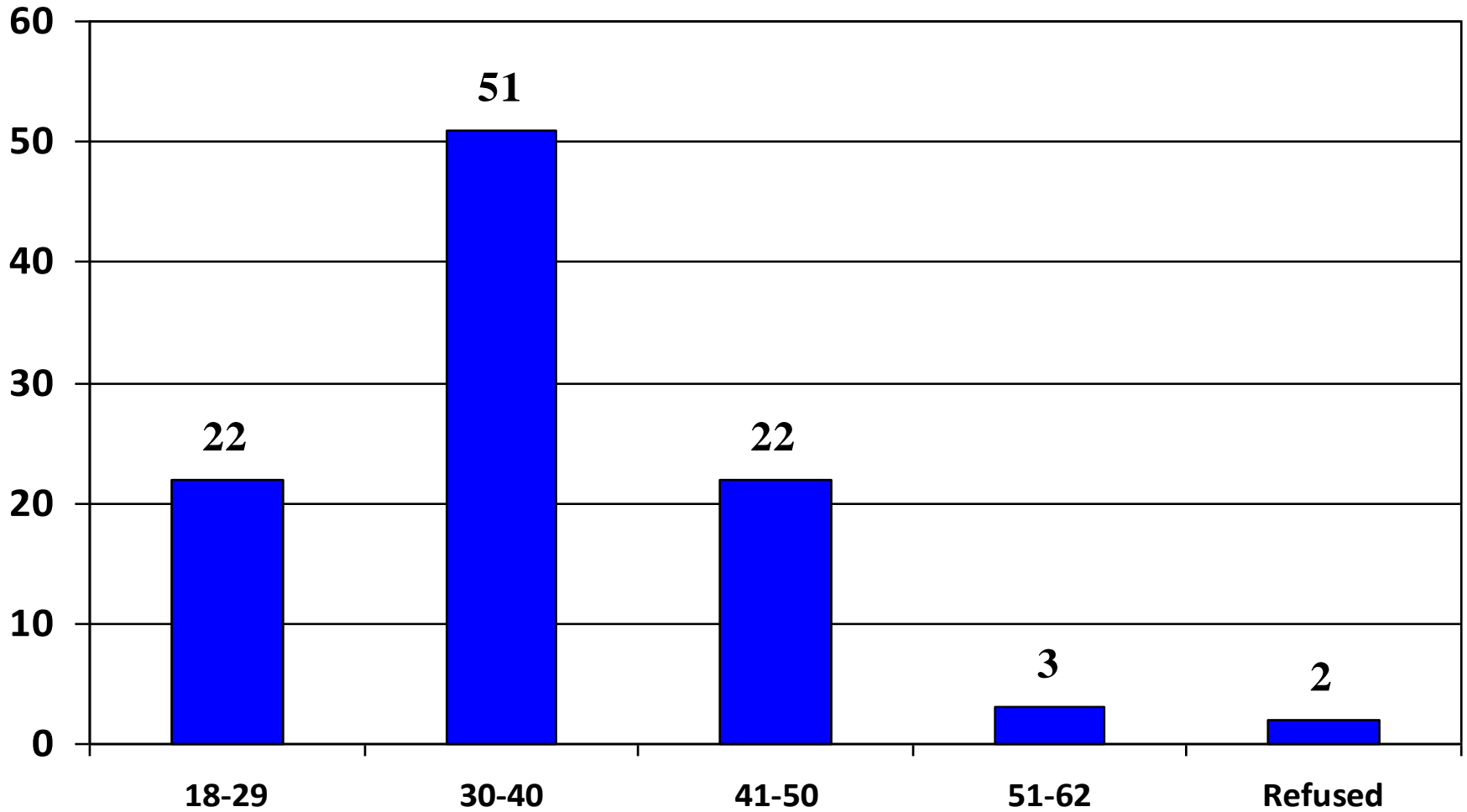
Means Score

| | Total | On the Job | | | AGE | | | | Gender | | Tier | |
		Up to 10 Years	10 – 20 Years	Over 20 Year	18 – 29	30 – 40	41 – 50	51 – 62	Male	Female	Tier 1	Tier 2
The sufficiency of the equipment provided to police officers on patrol to respond to an active shooter-style terrorist attack.	2.17	2.10	2.23	2.42	2.00	2.19	2.26	2.61	2.14	2.51	2.20	2.07
The sufficiency of the training provided to police officers on patrol to respond to an active shooter-style terrorist attack.	2.09	2.00	2.13	2.43	1.93	2.06	2.23	2.70	2.04	2.54	2.11	2.00
The conditions of the precincts and facilities of the Police Department, including the offices, bathrooms and rest areas.	1.58	1.51	1.61	1.91	1.47	1.54	1.75	1.92	1.57	1.66	1.59	1.54
The salary that New York City Police Officers receive.	1.36	1.40	1.32	1.26	1.37	1.39	1.27	1.37	1.37	1.25	1.34	1.38

How long have you been a member of the NYPD?

Category	Value
UP TO TEN YEARS	51
One Year or Less	2
Between 1 and 4 years	20
Between 5 and 10 years	29
OVER 10 YEARS	47
Between 10 and 20 years	39
More than 20 years	8
Refused	1

What is your age?

Gender

McLaughlin & Associates
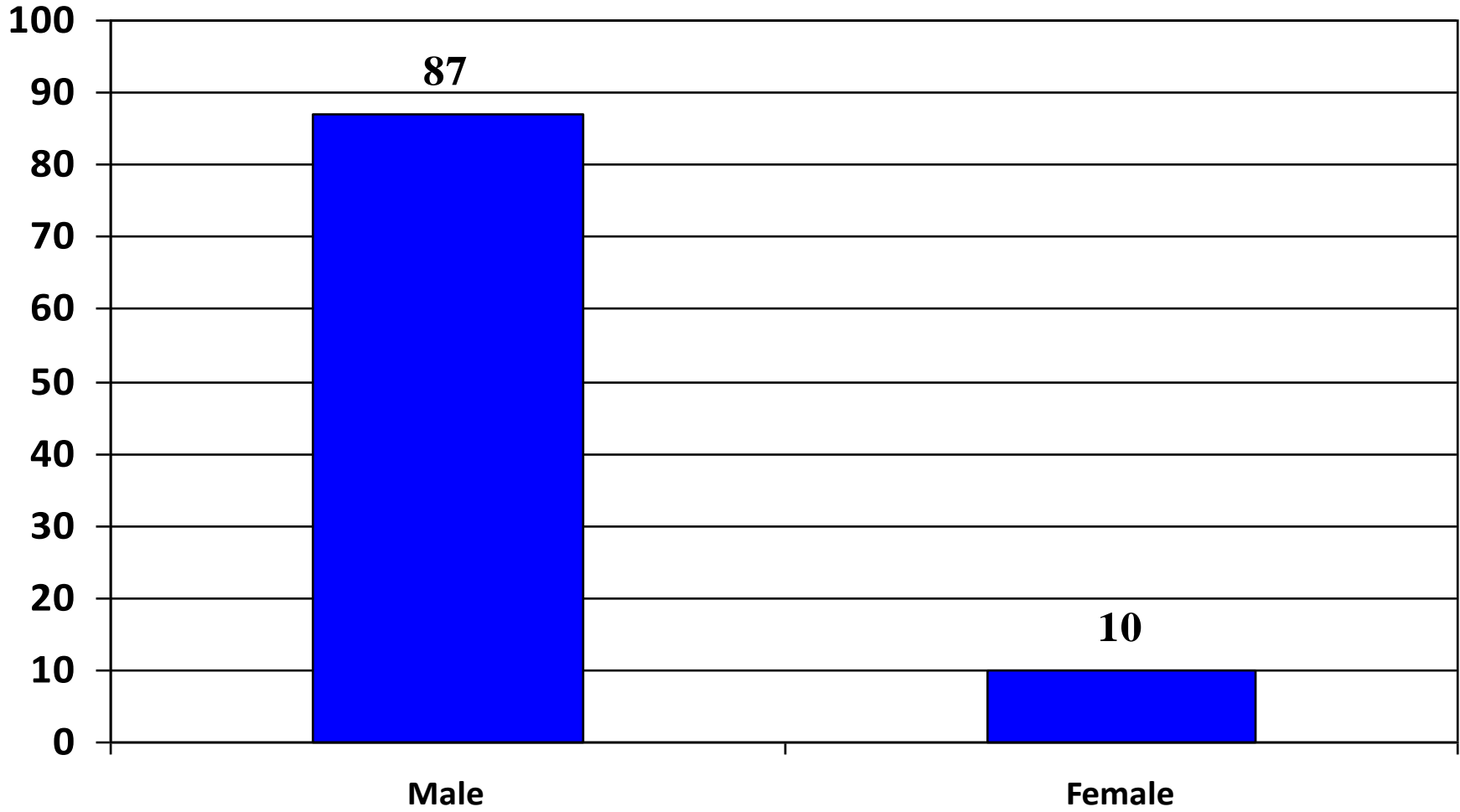
What borough do you work in?

Borough	Value
BRONX	15
BROOKLYN	23
Brooklyn North	11
Brooklyn South	12
MANHATTAN	25
Manhattan North	10
Manhattan South	15
QUEENS	19
Queens North	10
Queens South	10
STATEN ISLAND	4
TRANSIT	4
HOUSING	2
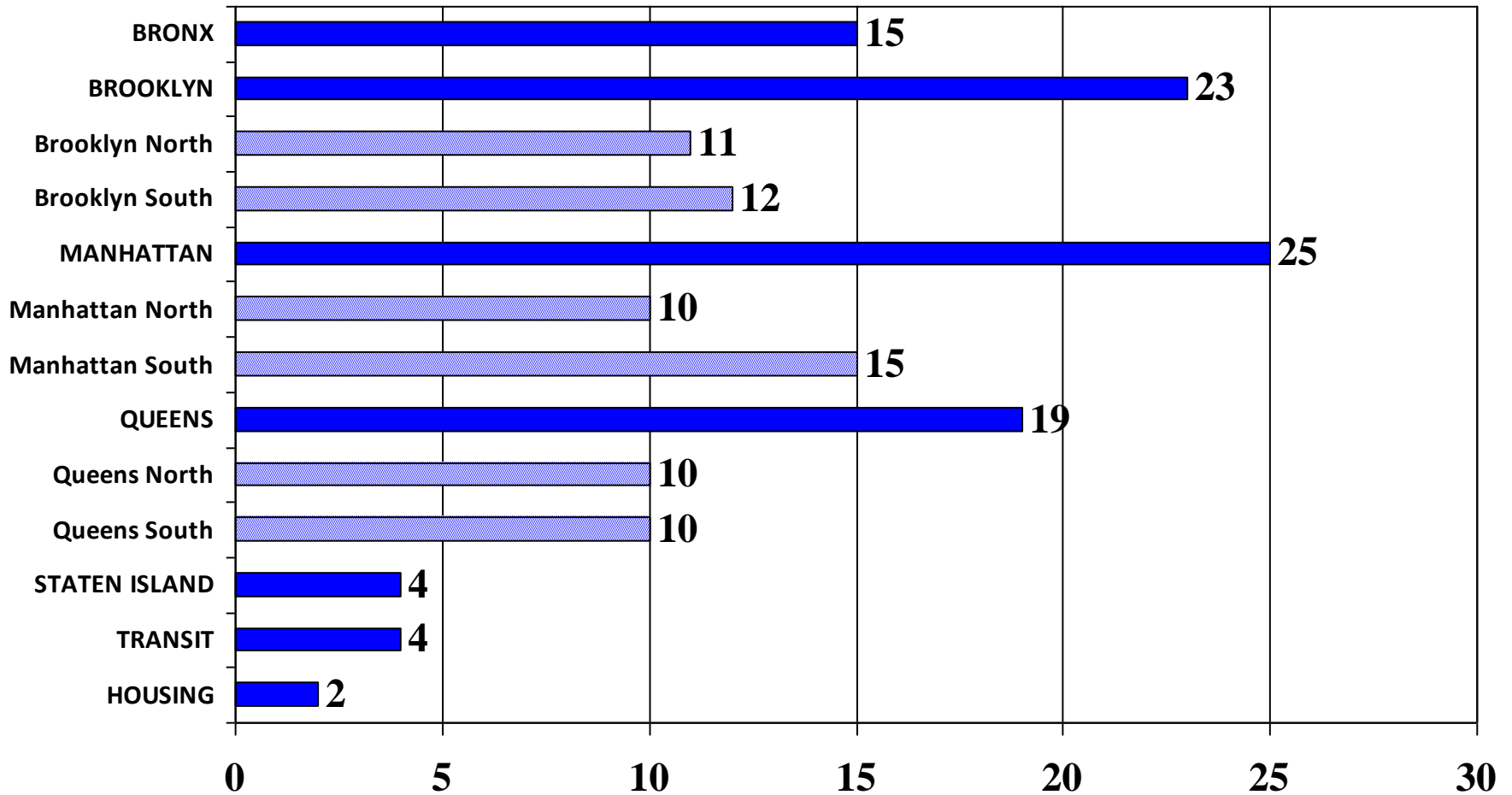
Are you currently assigned to patrol?

Pension Tier

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