



Litigaphobia: A Study of the Fear of Civil Litigation

by Law Enforcement Officers

Dissertation Submitted in Partial Fulfillment
of the Requirements for the Degree of Doctor of Education

Department of Education

University of St. Francis

Dissertation Advisor

Dr. Jean Demas

by

Michael R. Espinoza

September 2018

ProQuest Number: 10977894

All rights reserved

INFORMATION TO ALL USERS

The quality of this reproduction is dependent upon the quality of the copy submitted.

In the unlikely event that the author did not send a complete manuscript and there are missing pages, these will be noted. Also, if material had to be removed, a note will indicate the deletion.



ProQuest 10977894

Published by ProQuest LLC (2018). Copyright of the Dissertation is held by the Author.

All rights reserved.

This work is protected against unauthorized copying under Title 17, United States Code
Microform Edition © ProQuest LLC.

ProQuest LLC.
789 East Eisenhower Parkway
P.O. Box 1346
Ann Arbor, MI 48106 – 1346

Abstract

Civil lawsuits against police officers and their employers have increased in recent decades due to a rise in public awareness of police misconduct and the legal remedies made available for it. This produces great concern in the law enforcement community and it is thought that police officers hesitate to take police action for fear of being sued. It is further thought that this hesitation may have a negative effect on the safety of the public. The purpose of this study was to determine if police officers are fearful of civil litigation, if they hesitate to take police action for fear of civil litigation, and to determine if officers feel this has any negative affect on public safety. The study utilized a mixed-method of both quantitative and qualitative research. Based on the results of Likert-like surveys and face to face interviews, it was determined that police officers are in fact fearful of civil litigation and as such are somewhat hesitant to perform their duties as police officers. This study further concluded that the safety of the public can be adversely affected. However, the findings showed that this may not be a widespread problem but rather appeared to be a concern with certain specific police departments.

Keywords: Litigation, law enforcement, police, civil litigation, public safety, lawsuits, police use of force,

Certification

Certification: In accordance with college and university policies, this dissertation is accepted in partial fulfillment of degree requirements.

Jean M. Demos, Ed.D.

Dissertation Advisor

October 3, 2018

Date

Keith Pain

Program Coordinator

October 3, 2018

Date

Acknowledgments

I would like to take this opportunity to acknowledge my family, friends, and cohort for their support during this challenging process. The successful completion of this dissertation would not have been possible without their continued encouragement and patience. You know who are and without your assistance this would have been nearly impossible. I especially want to thank you, Maria, and you, Frank, for being the biggest part of my success with this project.

Thank you to all the professors of the University of St. Francis, especially Dr. Jean Demas, Dr. Keith Pain, and Dr. Stephen Midlock for their tremendous support and guidance.

Table of Contents

Abstract	2
Certification	3
Acknowledgments	4
Table of Contents	5
List of Tables	7
List of Figures	13
CHAPTER 1: Introduction	19
The Study	19
Background of the Study	20
The Effect of Civil Litigation	21
Purpose of the Study	23
Research Questions	24
Significance of the Problem	24
Scope of the Study	25
Limitations of the Study	26
Definition of Terms	28
Summary and Conclusion of Chapter One	31
CHAPTER 2: Review of the Literature	33
Introduction and Purpose	33
Overview	33
Policing and Civil Rights	34
The Cost of Civil Lawsuits	35
Research Questions	35
Implications of the Current Study	40
Summary and Conclusion of Chapter Two	40
CHAPTER 3: Methods	42
Research Design	42
Participants	44
Measures and Instruments	44
Procedures	46
Data Analysis	49

Research Questions	49
CHAPTER 4: Data Analysis.....	52
Introduction.....	52
Data Analysis Overview.....	53
Data Analysis	56
Summary and Conclusion of Chapter Four	168
CHAPTER 5: Summary, Recommendations, and Conclusion.....	170
Introduction.....	170
Summary of the Study	170
Conclusions and Discussion by Research Question	172
Research Questions and Findings	173
Research Question 1.	173
Conclusion and Discussion for Research Question 1.....	176
Research Question 2.	177
Conclusions and Discussion for Research Question 2	182
Research Question 3.	183
Conclusions and Discussion for Research Question 3.....	186
Conclusion	186
Limitations	189
Recommendations for Further Research.....	190
References.....	191
Appendix A: IRB Approval.....	196
Appendix B: Letter of Introduction	197
Appendix C: Survey Informed Consent.....	198
Appendix D: Likert Survey.....	200
Appendix E: Interview Informed Consent.....	204
Appendix F: Interview Questions	206

List of Tables

Table 1	58
Table 2	58
Table 3	59
Table 4	60
Table 5	61
Table 6	62
Table 7	63
Table 8	64
Table 9	65
Table 10	65
Table 11	66
Table 12	67
Table 13	68
Table 14	69
Table 15	70
Table 16	71
Table 17	72
Table 18	72
Table 19	73
Table 20	74
Table 21	75
Table 22	76

Table 23	76
Table 24	76
Table 25	77
Table 26	77
Table 27	78
Table 28	78
Table 29	78
Table 30	79
Table 31	79
Table 32	79
Table 33	81
Table 34	82
Table 35	83
Table 36	84
Table 37	85
Table 38	86
Table 39	87
Table 40	88
Table 41	89
Table 42	90
Table 43	91
Table 44	92
Table 45	93

Table 46	94
Table 47	95
Table 48	96
Table 49	97
Table 50	98
Table 51	99
Table 52	100
Table 53	101
Table 54	102
Table 55	103
Table 56	104
Table 57	105
Table 58	106
Table 59	107
Table 60	108
Table 61	109
Table 62	110
Table 63	111
Table 64	112
Table 65	113
Table 66	114
Table 67	115
Table 68	116

Table 69	117
Table 70	118
Table 71	119
Table 72	120
Table 73	122
Table 74	123
Table 75	124
Table 76	125
Table 77	126
Table 78	127
Table 79	128
Table 80	129
Table 81	130
Table 82	131
Table 83	133
Table 84	134
Table 85	135
Table 86	136
Table 87	137
Table 88	138
Table 89	139
Table 90	139
Table 91	140

Table 92	141
Table 93	142
Table 94	143
Table 95	144
Table 96	145
Table 97	146
Table 98	147
Table 99	148
Table 100	148
Table 101	150
Table 102	150
Table 103	151
Table 104	152
Table 105	153
Table 106	154
Table 107	156
Table 108	156
Table 109	157
Table 110	158
Table 111	159
Table 112	160
Table 113	162
Table 114	164

Table 115	165
Table 116	165
Table 117	166
Table 118	167
Table 119	168

List of Figures

<i>Figure 1.</i> Survey Checklist	46
<i>Figure 2.</i> Mixed Method Data Analysis Plan	50
<i>Figure 3.</i> Qualitative Data Analysis Plan	51
<i>Figure 4.</i> Survey Questions for Research Q-1	57
<i>Figure 5.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-1 for MPD	59
<i>Figure 6.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-1 for MPD	60
<i>Figure 7.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-1 for MPD	61
<i>Figure 8.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-1 for SE	62
<i>Figure 9.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-1 for SE	63
<i>Figure 10.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-1 for SE	64
<i>Figure 11.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-1 for SW	66
<i>Figure 12.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-1 for SW	67
<i>Figure 13.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-1 for SW	68
<i>Figure 14.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-1 for Dayshift Officers	69
<i>Figure 15.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-1 for Dayshift Officers	70
<i>Figure 16.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-1 for Dayshift Officers	71
<i>Figure 17.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-1 for Afternoon Shift Officers	73

<i>Figure 18.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-1 for Afternoon Shift Officers.....	74
<i>Figure 19.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-1 for Afternoon Shift Officers.....	75
<i>Figure 20.</i> Survey Questions for Research Q-2.....	80
<i>Figure 21.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-2 for MPD.....	83
<i>Figure 22.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-2 for MPD.....	84
<i>Figure 23.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-2 for MPD.....	85
<i>Figure 24.</i> Survey Q-4 Frequencies Survey Results Histogram for Research Q-2 for MPD.....	86
<i>Figure 25.</i> Survey Q-5 Frequencies Survey Results Histogram for Research Q-2 for MPD.....	87
<i>Figure 26.</i> Survey Q-6 Frequencies Survey Results Histogram for Research Q-2 for MPD.....	88
<i>Figure 27.</i> Survey Q-7 Frequencies Survey Results Histogram for Research Q-2 for MPD.....	89
<i>Figure 28.</i> Survey Q-8 Frequencies Survey Results Histogram for Research Q-2 for MPD.....	90
<i>Figure 29.</i> Survey Q-9 Frequencies Survey Results Histogram for Research Q-2 for MPD.....	91
<i>Figure 30.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-2 for SE.....	93
<i>Figure 31.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-2 for SE.....	94
<i>Figure 32.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-2 for SE.....	95
<i>Figure 33.</i> Survey Q-4 Frequencies Survey Results Histogram for Research Q-2 for SE.....	96
<i>Figure 34.</i> Survey Q-5 Frequencies Survey Results Histogram for Research Q-2 for SE.....	97
<i>Figure 35.</i> Survey Q-6 Frequencies Survey Results Histogram for Research Q-2 for SE.....	98
<i>Figure 36.</i> Survey Q-7 Frequencies Survey Results Histogram for Research Q-2 for SE.....	99
<i>Figure 37.</i> Survey Q-8 Frequencies Survey Results Histogram for Research Q-2 for SE.....	100
<i>Figure 38.</i> Survey Q-9 Frequencies Survey Results Histogram for Research Q-2 for SE.....	101

<i>Figure 39.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-2 for SW	103
<i>Figure 40.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-2 for SW	104
<i>Figure 41.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-2 for SW	105
<i>Figure 42.</i> Survey Q-4 Frequencies Survey Results Histogram for Research Q-2 for SW	106
<i>Figure 43.</i> Survey Q-5 Frequencies Survey Results Histogram for Research Q-2 for SW	107
<i>Figure 44.</i> Survey Q-6 Frequencies Survey Results Histogram for Research Q-2 for SW	108
<i>Figure 45.</i> Survey Q-7 Frequencies Survey Results Histogram for Research Q-2 for SW	109
<i>Figure 46.</i> Survey Q-8 Frequencies Survey Results Histogram for Research Q-2 for SW	110
<i>Figure 47.</i> Survey Q-9 Frequencies Survey Results Histogram for Research Q-2 for SW	111
<i>Figure 48.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers	113
<i>Figure 49.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers	114
<i>Figure 50.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers	115
<i>Figure 51.</i> Survey Q-4 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers	116
<i>Figure 52.</i> Survey Q-5 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers	117
<i>Figure 53.</i> Survey Q-6 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers	118
<i>Figure 54.</i> Survey Q-7 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers	119

<i>Figure 55. Survey Q-8 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers</i>	120
<i>Figure 56. Survey Q-9 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers</i>	121
<i>Figure 57. Survey Q-1 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers</i>	123
<i>Figure 58. Survey Q-2 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers</i>	124
<i>Figure 59. Survey Q-3 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers</i>	125
<i>Figure 60. Survey Q-4 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers</i>	126
<i>Figure 61. Survey Q-5 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers</i>	127
<i>Figure 62. Survey Q-6 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers</i>	128
<i>Figure 63. Survey Q-7 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers</i>	129
<i>Figure 64. Survey Q-8 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers</i>	130
<i>Figure 65. Survey Q-9 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers</i>	131
<i>Figure 66. Survey Questions for Research Q-3</i>	132

<i>Figure 67.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-3 for MPD.....	134
<i>Figure 68.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-3 for MPD.....	135
<i>Figure 69.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-3 for MPD.....	136
<i>Figure 70.</i> Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for MPD.....	137
<i>Figure 71.</i> Survey Q-5 Frequencies Survey Results Histogram for Research Q-3 for MPD.....	138
<i>Figure 72.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-3 for SE.....	140
<i>Figure 73.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-3 for SE.....	141
<i>Figure 74.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-3 for SE.....	142
<i>Figure 75.</i> Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for SE.....	143
<i>Figure 76.</i> Survey Q-5 Frequencies Survey Results Histogram for Research Q-3 for SE.....	144
<i>Figure 77.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-3 for SW.....	145
<i>Figure 78.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-3 for SW.....	146
<i>Figure 79.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-3 for SW.....	147
<i>Figure 80.</i> Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for SW.....	148
<i>Figure 81.</i> Survey Q-5 Frequencies Survey Results Histogram for Research Q-3 for SW.....	149
<i>Figure 82.</i> Survey Q-1 Frequencies Survey Results Histogram for Research Q-3 for Dayshift Officers	151
<i>Figure 83.</i> Survey Q-2 Frequencies Survey Results Histogram for Research Q-3 for Dayshift Officers	152
<i>Figure 84.</i> Survey Q-3 Frequencies Survey Results Histogram for Research Q-3 for Dayshift Officers	153
<i>Figure 85.</i> Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for Dayshift Officers	154

<i>Figure 86. Survey Q-5 Frequencies Survey Results Histogram for Research Q-3 for Dayshift Officers</i>	155
<i>Figure 87. Survey Q-1 Frequencies Survey Results Histogram for Research Q-3 for Afternoon Shift Officers</i>	157
<i>Figure 88. Survey Q-2 Frequencies Survey Results Histogram for Research Q-3 for Afternoon Shift Officers</i>	158
<i>Figure 89. Survey Q-3 Frequencies Survey Results Histogram for Research Q-3 for Afternoon Shift Officers</i>	159
<i>Figure 90. Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for Afternoon Shift Officers</i>	160
<i>Figure 91. Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for Afternoon Shift Officers</i>	161

CHAPTER 1: Introduction

The Study

According to George E. Rush, Ph.D., litigaphobia is the fear of a lawsuit (Rush, 2015). There are many phobias; however, this particular type creates fear in people that they could face financial penalty or possible prison for certain actions or inactions. It is generally accepted that phobias arise from a combination of external events. These events may be the result of a traumatic incident or a specific triggering event.

In civil law, U.S. Code Section 1983 is the civil rights law that affects police officers when they are accused of violating the civil rights of citizens (findlaw.com, n.d.). Police officers are held accountable for such claims as false arrest, which is regarded as a violation of the Fourth Amendment of the United States Constitution, as well as the use of excessive force, also a violation of the Fourth Amendment, and many other civil rights violations. What is also interesting about civil rights as it applies to law enforcement officers is when a situation arises resulting an officer's *failure* to act. An officer's failure to intervene, for example, is also a violation of civil rights according to U.S. Code Section 1983 which can lead to civil litigation (findlaw.com, n.d.).

In law enforcement, having the fear of litigation can have very negative repercussions. Law enforcement officers may be in fear of performing their duties due to thoughts about litigation and may not perform up to par. Young in 1996 stated, "critics have opined that "it (civil litigation) hampers, restricts and otherwise handicaps the effective operation of law enforcement agencies" (as cited in Ferdik, 2013, p. 4).

Background of the Study

Having worked in the field of law enforcement for several years, this researcher has observed changes in the attitude about policing by fellow officers. As a witness to officers who had become scrutinized more and more for rather minor complaints made by citizens, this researcher observed officers who became bitter about the job of policing. Once an officer has a complaint made against him or her, it opens an officer up to potential litigation which could result in the officer having to pay a monetary settlement in a civil suit.

While most complaints are the result of minor incidents, there are of course more serious incidents involving police officers and citizen's interactions which result in civil litigation. For example, a news story was submitted by Phil Rogers of NBC Chicago Channel 5 about a police-involved shooting incident in Chicago Illinois. The incident involved Chicago Police Officer Jason Van Dyke who shot and killed 17-year Laquan McDonald in October 2014 which resulted in the officer being arrested and charged with first degree murder (Rogers, 2015). A settlement of \$5 million dollars was reached for the family of McDonald as a result of this shooting incident (Marin, 2015). The civil portion of this incident is final; however, at the time of this study, the criminal proceedings against Officer Van Dyke were still pending.

With the development of the criminal case and civil litigation involving Officer Van Dyke as well as other minor or frivolous lawsuits resulting from citizen complaints, this researcher came to realize that people who work in public service are apt to being named as defendants or witnesses in civil litigation quite frequently. It is commonly noted that it is *the price of doing business when you are a public servant*.

It appears as though law enforcement officers are scrutinized for their efforts more than anyone else in public service. The goal of this research is to determine if law enforcement

officers lack the motivation to perform their duties due to fear of lawsuits as well as if this “handicaps the effective operation of law enforcement agencies” (Young, 1996, as cited in Ferdik, 2013, p. 4).

The Effect of Civil Litigation

Lawsuits against police officers and their employers have increased in recent decades as a result of a rise in public awareness of police misconduct, and the legal remedies available for it. This creates great concern in the law enforcement community, as well as in the public community since it is thought that police officers may be hesitant to act for fear of being sued. As stated by Nowick, (1999), “many police officers are beginning to fear civil litigation more than a deadly encounter” (as cited in Kappeler, 2006, p. 58). Further stated by Nowick, (1999), “the main reason for the fear is the increasing onslaught of frivolous civil litigation brought against police officers and their agencies” (as cited by Kappeler, 2006, p. 58). Finally, “The Rodney King Incident was a wake-up call to many attorneys that there was money available from the deep pockets of police agencies” (as cited by Kappeler, 2006, p. 58).

Concern that police officers who are aware of these developments will be apprehensive to perform their duties has been identified as a potential problem by several authors. Breslin, Taylor, and Brodsky (1986) referred to the fear of civil liability as litigaphobia. This study used multivariate analyses to examine the effects of occupation, rank, experience, and education on the experiences and attitudes of criminal justice professionals (Breslin et al., 1986).

There is a substantial amount of literature available on civil litigation against police officers. Numerous books have been written about civil liability focusing on what causes or leads to lawsuits against police. Civil lawsuits stem from claims of wrongful death, police pursuits, excessive use of force, failure to arrest drunk drivers, abandonment of high crime areas,

police sexual violence, violations of freedom of speech of subordinates by supervisors, violations of freedom of speech rights of citizens by police, and retaliation against citizens who complain and criticize the police. Additionally, recent studies have addressed police officer's civil liability under state tort law and police officer culpability standard in Section 1983 actions (Breslin et al, 1986).

Scogin and Brodsky (1991) studied the litigaphobia of 101 police academy cadets. They found that the candidates, even before being inducted as law enforcement officers, worry about being sued in relationship to their police work. The authors concluded that additional civil liability training, both pre-service and in-service, was needed. They also suggested that further research was necessary, including a comparison of veteran officers to recruits (Scogin & Brodsky, 1991).

Ferdik (2013) cited a survey conducted by A.H. Garrison on the impact of litigaphobia. Garrison (1995) discussed a survey of "50 law enforcement officials from state, municipal, and university agencies determined that 28 percent of those surveyed agreed that state police officers were generally more hostile to the idea of civil liability" (as cited in Ferdik, 2013, p. 7). Ferdik (2013) also found "that state police officers were more likely to believe they were a deterrent to police misconduct than were university and municipal police officers" (p. 7).

A study by Vaughn, Cooper, and Del Carmen (2001) examined the attitudes of police chiefs towards civil liability for law enforcement personnel. There were 1, 050 chiefs surveyed including 808 completed by the respondents. Vaughn et al. (2001) observed considerable support by the police chiefs for a system of civil liability for the Law Enforcement Officers' (LEO) misconduct despite believing that the fear of liability makes it more difficult for them and their officers to perform their duties. They did however report that they think about liability

when making decisions concerning the public; however, the chiefs also reported that the concern for liability rarely leads to change. While the study was important, it only examined the views of police chiefs and not line officers and supervisors (Vaughn et al., 2001).

Purpose of the Study

Police officers work in an environment which potentially places them in physical, mental, and possible financial jeopardy. When police officers respond to calls for service, anything can go wrong. Officers could be injured or killed by an offender, or they may have to lawfully injure or take the life of an offender. Police officers' face potential physical harm but may also face legal repercussions for simply performing their job. A split-second decision can result in civil actions which could cause a police officer to lose everything he personally owns. Therefore, as stated, the purpose of this research was to examine the affect civil lawsuits or fear of civil lawsuits may have on a police officers' willingness to perform his/her duties as well as to explore the effect a police officer's performance or lack of performance may have on public safety.

This study was designed to investigate the theory that police officers are adversely affected by the potential for civil litigation and therefore have become reluctant to perform their sworn duties. This reluctance to perform may also affect public safety.

To support the hypotheses, the researcher utilized both a quantitative and qualitative research approach to collect and analyze the data. From a mixed methods research perspective, specific procedures were utilized to show relationships and to support certain predictions in each of the listed hypotheses in Figure 1. To find those relationships and to confirm those predictions, the researcher utilized the various statistical procedures as shown in Figure 1. The researcher conducted face to face interviews of officers who had been sued as a direct result of performing

their police duties. The researcher also utilized Likert-like surveys which were to be completed by a random sample of police officers from 10 random police stations.

This researcher was intent upon determining if there were a significant relationship between the threat of civil litigation and the influence it has on police officers and the decisions they make while performing their duties. This researcher wanted to explore the relationship between the threat of civil litigation and how it influences police officers to work with less enthusiasm. Further, there was a desire to explore what effect police officers' performance has on public safety. Upon organizing these theories and creating a chart (Figure 1), this researcher determined the best analytical procedures to use to reach these conclusions.

Research Questions

The research questions for this study were:

1. Are officers in fact adversely affected by the potential for civil litigation?
2. Are officers purposely performing their duties with less enthusiasm as a result of potential lawsuits?
3. Is public safety being adversely affected by officers' reduced performance?

Significance of the Problem

There is very little research available for this topic. Therefore, this study should serve as way to fill the gap and assist future researchers in addressing this topic as this affects all persons of society. Further, this research should provide police officers and police departments with insight to a serious topic which affects police officers, police departments, and public safety.

There are four identified sub-problems. The first sub-problem is to provide examples of how police officers are scrutinized and unjustly accused of wrongdoing while in performance of their duties. Police work involves a multitude of tasks that are performed daily. Police officers

respond to calls for service ranging from assisting citizens with simple everyday routine problems, to situations which may require the use of deadly force, and their efforts are generally appreciated. However, no matter what the call is or how the situation is resolved, a police officer's performance is almost always scrutinized whether the situation ends with a positive result or not. The nature of police work means that an officer will have to face the possibility of having a complaint made against him, even if the officer performs his duty well. Often, police officers are sued by citizens for simply affecting a lawful arrest and whether the officer is justified in making the arrest or not, the lawsuit will go forth until an outcome is decided.

The second sub-problem is to provide real examples of how often police officers can engage in confrontation with offenders. Since an officer faces confrontation almost daily, it is very likely that serious injury or death will occur for the officer, the offender, or both.

The third sub-problem is to explore how being sued can affect a police officer's willingness to continue to perform his job after being sued. Since police officers are confronted with the potential of civil lawsuits against them, it is thought that this can cause a police officer to perform less than he is capable of or is expected to, for fear of being sued. It is further thought that the inactions of a police officer who fears litigation can potentially result in harm or death to the officer or another.

The fourth sub problem is to determine if police officers' failure to perform as needed has any effect on public safety.

Scope of the Study

The purpose for this study was to investigate the theory that police officers are affected negatively by the potential for civil litigation and because of this have become reluctant to perform their duties as sworn officers. It is thought that officers are not only fearful of lawsuits

but are *purposely* performing their duties less and with greater resistance for fear of litigation. The goal of the research was also designed to determine the effect this has on public safety. As more officers are performing less effectively, it is thought this will affect the safety of all persons in society. This researcher was interested in examining how civil litigation influences police officer's willingness to perform their jobs. The effect civil litigation has is the independent variable, while the officer's performance is the dependent variable.

The instruments utilized for this study were both a Likert survey and pre-written questions used during face to face interviews. The time span this research was conducted was between June 2016 and August 2016. During this time, research was conducted via face to face interviews with police officers who agreed to be interviewed as well as surveys offered to a random sample of police officers who specifically perform patrol duties. The face to face interviews were conducted in a location that would best ensure privacy and anonymity. The sample population was officers who were directly affected by civil litigation in that they were a named party to a civil lawsuit at some point in their law enforcement careers. They may or may have been adversely affected. This would be determined and analyzed in the interviews. It was thought a mixed method research design would best serve this study; therefore, both surveys and face to face interviews were utilized in this study.

Limitations of the Study

Though police officers of varying assignments and experience may be useful to this research, the research was limited to interviews with officers who had been involved in civil litigation to help support this research. The use of surveys with a larger pool of officers was explored as this research progressed. It may become necessary to further validate the research. However, at this time the research was limited to police officers who had been directly

involved in civil litigation. Interviewing officers who have been involved in civil litigation allowed the research to be valid. The research also sought to determine what effect civil lawsuits had if any, on family members of police officers, but interviews of family members were not conducted in this study.

As mentioned, the researcher interviewed police officers who had been named as defendants in civil litigation. Since portions of the litigation process may be regarded as sensitive, private, or unauthorized for dissemination, the interviewees may have wished to refrain from providing adequate or complete responses to the questions asked therefore resulting in incomplete research.

The amount of time on the job was a factor since the amount of experience likely influenced the responses officers when being interviewed. This should not be viewed as an internal validity threat of maturation since all police officers are adults and adults become police officers at different ages. Also, repeated testing did not occur; therefore, there were limited chances of any participants becoming biased or possibly feeling as though they are being tested and be more likely to provide sincere responses.

An internal validity threat of extraneous events can occur due to a police officer's length of time in their assignment as well as the experience they have or the situations to which they have been subjected. To address this and to help prevent this from skewing the result of this study, the researcher stratified the sample to include a police officer's length of time on the job and experience as an officer.

To assist in gaining accurate information, an Olympus VN-4100 digital voice recorder was used to make better use of the time focusing on the interview rather than attempting to write the interviewees responses. By writing down the interviewee's responses, it was felt that this

would create a distraction and might taint the integrity of the interview. Three independent variable instruments used to gather data included; a Likert scale used to measure a participant's opinion on a scale from one to five, and a series of standardized interview questions used for all the participants and a questionnaire. No pretesting was necessary as the variable instruments used were sufficient enough to create a valid conclusion.

Definition of Terms

Throughout this study, there were specific terms utilized that may be considered related specifically to the field of law enforcement which would then require clarification for the reader. A full detail of each of these terms is included as a measure to ensure validity and reliability of this study. The following terms are defined to provide clarity to the reader.

List of Terms Use in this Study

Assailant. Someone who commits criminal assault. In the law enforcement use of force model, it is the term used for an offender who becomes an aggressor and assaults an officer (Merriam-Webster, 2018.).

Calls for Service. Assignments typically distributed to public safety professionals that require their presence to resolve, correct or assist a situation. The calls are generally initiated by the public and relayed through the 911 emergency telephone services. Police calls reflect when someone calls for police service (City of San Antonio, n.d.). Litigaphobia influences an officer's willingness to respond to certain calls for service therefore the term 'calls for service' is the independent variable.

Complaint. In civil law, this is the pleading that initiates some type of civil action. Further, in criminal law, a complaint is a document which provides the basis for which a person is formally charged with a criminal offense (The Free Dictionary, n.d.).

Civil Litigation. A controversy brought before a court. A lawsuit is commonly referred to as litigation. If it is not settled by agreement between the parties, it would eventually be heard and decided by a judge or jury in a civil court. Litigation is a way people and other parties resolve disputes arising out of an infinite variety of factual circumstances. The term litigation is sometimes used to distinguish lawsuits from alternate dispute resolution methods such as arbitration in which a private arbitrator would make the decision, or mediation, which is a type of structured meeting with the parties and an independent third party who works to help them fashion an agreement among themselves (Kane, 2013).

Deadly Force. Force that an actor uses with the purpose of causing, or that the actor should reasonably know, creates a substantial risk of causing death or great bodily harm. The intentional discharge of a firearm in the direction of another person, or at a vehicle in which another person is believed to be, constitutes deadly force (Brubaker, 2002).

Impact Weapons. Police department approved less-than-lethal weapons which are used by law enforcement officers against offenders who are noncompliant, aggressive subjects. Some impact weapons include: baton, expandable metal baton, and bean bags (U.S. Department of Justice, 2011).

Likert Scale. Measures variables of the study. A Likert scale is a psychometric scale commonly used in research utilizing a questionnaire (study.com, n.d.).

Litigaphobia. The fear of lawsuits. Persons who have this phobia tend to fear they may have to make financial restitution or face prison for time for a wrong committed against another (Bozman, 2017). Litigaphobia affects an officer's willingness to perform or not perform his or her duties; therefore, this term is the independent variable for this study.

Mixed Methods Research. Includes the mixing of qualitative and quantitative data, methods, methodologies in a research study (Center for Innovation in Research and Teaching, n.d.).

Offender. A person who is or may be guilty of a crime which has or will likely result in being placed under arrest by a police officer. That person may range from a cooperative subject to an assailant (Merriam-Webster, 2018).

Peace Officer. Describes an employee or elected or appointed official of a political subdivision or law enforcement agency who is licensed by the board and charged with the prevention and detection of crime and the enforcement of the general criminal laws of the state, and who has the full powers of arrest (Merriam-Webster, 2018).

Public Servant. A person who is employed by a government, either by appointment or election. Some examples include, among others, police officers (Merriam-Webster, 2018).

Qualitative Research. Research designed to reveal a specific audience's range of perceptions of specific topics or issues. It utilizes studies of smaller control groups to support hypotheses (Qualitative Research Consultants Association, n.d.).

Quantitative Research. Collecting data to be analyzed by examining the relationship between theory and research in a deductive manner (SIS International Research, n.d.).

Subject. In criminal law, a subject is also known as a suspect and is under suspicion. This person is often formally known as being under investigation by law enforcement officials (U.S. Legal, n.d.)

Use of Force Continuum. Standard that provides law enforcement officials, such as police officers, probation officers, or corrections officers, with guidelines as to how much force may be used against a resisting subject in each situation. The purpose of these models is to

clarify, both for the officers and citizens, the complex subject of the use of force by law enforcement officers. They are often central parts of law enforcement agencies' use of force policies. Although various criminal justice agencies have developed different models of the continuum, there is no universal standard model (National Institute of Justice, 2009). Use of force is one of the dependent variables of this study.

Summary and Conclusion of Chapter One

Police officers are society's first line of defense against criminal activity. There has always been a concern by police officers for civil litigation. However, with incidents such as a news story submitted by Phil Rogers of NBC Chicago Channel 5 about a police-involved shooting incident in Chicago Illinois involving Chicago Police Officer Jason Van Dyke who shot and killed 17-year Laquan McDonald in October 2014 (Rogers, 2015), that concern grows. There is great concern about crime rate growth as a result of police officers performing their duties less as morale decreases (Konkol, 2016). According to Konkol (2016), contact card usage by police officers decreased by approximately 80 percent compared to the same period one year prior. He further stated there was a 37% decline in arrests involving the use of guns and 35% fewer gun confiscations during the same period. Konkol (2016) added there was a 218% increase in shootings and a 125% increase in murders also during the same time span.

With an accurate understanding of the impact that civil litigation has on police officers and their willingness to perform their sworn duties coupled with the negative impact this has on criminal activity and overall safety of the community, this study focused on bringing to light the seriousness of these facts. Based on this research, steps will be necessary to correct the negative direction in policing; the negative opinion officers have about the job they perform as well as the

negative attitude the public has toward police officers; and finally, the dangerous increased level of crime in the streets in our communities.

CHAPTER 2: Review of the Literature

Introduction and Purpose

The purpose of this research was to examine the effect, if any, that civil lawsuits have on police officer's willingness to perform their duties. Additionally, the research examined the effect this may have on public safety. The purpose of the review was to identify the theories on this topic and the need for additional inquiry into these relationships based on existing research. There were three research questions included with researched literature.

Overview

Lawsuits, internal administration, and external civilian review boards play a significant role in monitoring and regulating the behavior of police officers (Roberg, Novak, Cordner, & Smith, 2012). There are three areas worth discussing in this chapter.

Most police departments have internal administrative means of addressing inappropriate actions or accusations of inappropriate actions on the part of police officers, by having an Internal Affairs Division. The Internal Affairs Division is similar to a police department within the police department. The investigators of the Internal Affairs Division, (IAD), investigate allegations of wrongdoing on the part of police officers and more specifically when officers are accused of committing a criminal act (Roberg et al., 2012).

Civilian review boards are another means of addressing certain actions or inactions of officers. When a police officer is accused of committing a noncriminal act or is accused of not taking an action when it is required, a citizen may file a complaint against that officer.

According to the official website of the City of Chicago, the city implemented the Independent Police Review Board (IPRA) in 2007 in response to concerns about police misconduct. IPRA replaced the previous review board known as The Office of Professional Standards (OPS) which

was a unit run internally within the Chicago Police Department (City of Chicago, n.d.). The change was in response to concerns that investigations of police officer misconduct was not being handled appropriately by OPS and officers were allegedly being shielded from appropriate punishments. A civilian review board being run by civilians who are not under the control of the police department would more likely investigate allegations of police misconduct and officers would be appropriately punished for their actions.

The final means of regulating police officer conduct and accusations of misconduct is in civil lawsuits which are often initiated through the federal court system. This area of regulating police officer misconduct will be discussed in more detail under the next two subheadings of this study.

Policing and Civil Rights

Numerous studies on policing and the attitudes police officers have regarding lawsuits have been conducted to examine the effect civil lawsuits have on police officer's willingness to perform their duties. Garrison (1995) completed a study of police officer's attitudes toward civil litigation to help determine if this had any impact on police work. Garrison's study focused primarily on suits brought in civil court under the Civil Rights Act of 1964, Title 42 USC, § 1983, which are brought in federal court. This act provided in part that:

“All persons, who under the color of law, ordinance, regulation, or usage, of any State or Territory, or the District of Columbia, causes any citizen of the United States or any other person within the jurisdiction, any deprivation of rights, privileges, or immunities which are secured by the U.S. Constitution, shall be liable for injuries in an action at law, suit in equity, or other proceeding for redress. . .” (Legal Information Institute, n.d., para. 1).

It is through the Civil Rights Act that civil lawsuits against law enforcement officers for allegations of civil rights violations are brought to federal court (Garrison, 1995).

The Cost of Civil Lawsuits

Police misconduct lawsuits are staggering (Elinson & Frosch, 2015). From 2010 to 2014, the largest police departments in the United States collectively paid out more than \$1 billion in court judgments and settlements resulting in police misconduct cases (Elinson & Frosch, 2015). Those cities included Chicago, Dallas, Baltimore, Houston, Los Angeles, Miami-Dade, New York City, Philadelphia, Phoenix, and Washington, D.C. An investigation conducted by the Baltimore Sun revealed that some police officers were a party to repeated police misconduct lawsuits which often resulted in numerous judgments and settlements over the course of these officers' careers (Puente, 2014).

Research Questions

With the relationship between policing and civil lawsuits as well as the staggering cost of these lawsuits, specific research questions were developed to aid in this research. The following research questions were created for this study which are supported with related literature.

Research Question 1. Are officers in fact adversely affected by the potential for civil litigation?

This question was designed to determine if the threat of civil litigation influenced police officers and if yes, is that threat detrimental to their ability to perform adequately and safely.

Garrison (1995) did a quantitative study on this topic and stated,

“Because the advent of civil suits against police officers during the past two decades has caused concern that the possible threat of civil liability may negatively impact police work, 50 police officers from a State police agency, a

municipal police department, and a university police department were surveyed to discover if the threat of civil liability played a role in the daily performance of their duties.” (Garrison, 1995, p. 19).

Garrison (1995) provided a survey of true-false questions as well as a Likert-like survey with questions designed to ascertain the attitudes of police officers on this issue. Garrison (1995) studied police officers from various levels of policing such as municipal police officers, state police officers, and university police officers, and determined through analysis that collectively, police officers were not necessarily distracted about being sued on a daily basis. However, the officers did view the threat of civil litigation as a deterrent to police misconduct. Garrison’s study also revealed that state police officers were not very supportive of citizens having the ability to sue police officers, while municipal police officers appeared to be the most supportive of such lawsuits. University police officers were less supportive of civil lawsuits than municipal police officers. Both university police and municipal police agreed that lawsuits did have a deterrence effect on misconduct by police officers. The research revealed that police officers were divided on the issue of whether civil litigation posed a hindrance to law enforcement. These theories will need to be further investigated.

Research Question 2. Are officers purposely performing their duties with less enthusiasm as a result of potential lawsuits?

This question was intended to directly follow Research Question 1 and was designed to determine if officers were adversely affected by civil litigation, and whether that effect resulted in police officers performing their jobs with less enthusiasm. Campbell (2015) did a study on this idea and stated,

“Following the bad press and public outcry related to the August 2014 police shooting of Michael Brown in Ferguson, Missouri, politicians and federal authorities have worried that cops may be less motivated to do their jobs due to the so-called “Ferguson effect.” (Campbell, 2015, para. 2).

Campbell (2015) further stated,

“The White House has denied its existence, but FBI Director James Comey last week told students at the University of Chicago Law School that the “era of viral videos” has left officers feeling “under siege” and unwilling to do their duties for fear of consequences.” (Campbell, 2015, para. 3).

Campbell’s research implied the public’s current use of cell phones and cameras to document police incidents influence police officer’s enthusiasm to perform their duties. The presumed ‘Ferguson Effect’ discussed in Campbell’s research seems to have caused officers to feel less inclined to engage citizens. This assumed effect has even prompted some officers to resign their positions as police officers. Campbell (2015) noted a study where 567 deputies from a mid-sized sheriff’s department serving 393,000 residents in the southeastern part of the United States were surveyed anonymously. In this research study, there was no solid evidence supporting the theory that officers were not doing their jobs because of audio or video recordings made by citizens and used against police officers. However, the research by Campbell (2015) did reveal the ‘Ferguson Effect’ to be a strong premise in some jurisdictions. This could mean that officers were in fact showing evidence of having less motivation and enthusiasm to perform their duties. Though this incident is one example, it does demonstrate the theory of this research question. Further research and data collection should provide a clearer picture of the enormity of this problem.

Research Question 3. Is public safety being adversely affected by officers' reduced performance?

The final research question for this study was designed to determine if police officer's willingness or lack of willingness to perform their sworn duty, had any effect on public safety.

Police officers are often scrutinized for their actions and inactions. The death of Freddie Gray by Baltimore Police officers is just one example of where police officers were and are highly criticized for their actions. According to Graham (2015), the city of "Baltimore seems to be facing an impossible dilemma: They can have abusive policing, or hardly any at all." (para. 1). According to Fantz, Ashley, and Botelho (2015), Freddie Gray was arrested by the Baltimore police and while in custody suffered a severe spinal cord injury which resulted in his death. Police officers involved in this case were charged with Gray's death, but those charges were later dropped. This situation prompted protestors to demonstrate in the streets of Baltimore each day. Protesters had been cited as chanting "No Justice, No Peace!" as a result of this incident (Fantz et al., 2015, para. 32).

The arrest and death of Freddie Gray while in Baltimore police custody prompted more than protests by the citizens of Baltimore including a lack of support and strong criticism of the police department by the City of Baltimore's own Mayor Stephanie Rawlings-Blake. The Mayor not only condemned the police department for the manner in which Gray was arrested and died while in custody but stood before news cameras and said of those wishing to protest, "We gave those who wish to destroy, space to do that," which was a way of supporting the displeasure and frustration felt by the citizens of Baltimore (Daly, 2015, p. 1). This was done prior to the completion of an internal investigation or litigation. Gray's death, the lack of support, and the

clear criticism of the police department by that city's mayor, may have created a situation where crime seemed to spike in a relatively short period of time. Graham (2015) wrote,

“As *The Baltimore Sun* noted over the weekend, (the month of) May saw the most murders in any month in Charm City since 1972. Non-lethal shootings have gone up sharply as well. But arrests are down across the city—there were 1,177 arrests in May 2015, as compared to 3,801 in May 2014. The idea that lower arrests are *ipso facto* a bad thing should not go unchallenged: Critics of broken-windows style policing say that there have been too many arrests for petty or irrelevant crimes. Such overly aggressive policing has driven a wedge between the community and the cops. Freddie Gray was almost certainly a victim of excessive arrests—he was detained only for running away from police, and the prosecutor and officers differ on whether the knife they found in his pocket once he was handcuffed was legal or not.” (Graham, 2015, para. 3)

According to Graham (2015), citizens made complaints that many calls they placed to 911 to complain about crimes were not responded to by the police. Graham (2015) further stated,

“No one can pinpoint exactly what has caused a spike in crime and dive in arrests. Those residents and some civil-rights advocates think the police are intentionally backing off enforcing crimes—like going on a strike, but not as radical. A slowdown would be to both punish citizens for lashing out against the police and also to create a sort of cautionary statement: *This is what your streets will look like without cops. Is that really what you want?*” (Graham, 2015, para. 5)

The situation in Baltimore is an example supporting the theory of police officers being criticized, subjected to civil litigation, and even criminal action, which has prompted officers to perform their duties less and without commitment to safety. This example has also led to the

theory that officer's lack of enthusiasm and lack of performance may have a direct correlation to an increase in crime and therefore public safety. This theory should be further investigated as it potentially affects all persons in society.

Implications of the Current Study

In this review of the literature, studies conducted by other researchers have been discussed and have attempted to examine the relationships if any, between civil litigation and the effect on police officer's willingness to perform their duties, as well as the effect on public safety. These studies have been conducted by such researchers as Garrison (1995), Roberg et al., (2012), Elinson and Frosch (2015), and others. Though these studies have laid a foundation, more current research and data are required and necessary to fully realize the impact civil litigation has on police officers and on public safety. It is thought that these issues have more significance today than in years past. This study is necessary to fully realize the enormity of these issues. Public safety has the potential to affect any individual and this should be of concern to all persons in society.

Summary and Conclusion of Chapter Two

The issue of civil litigation is certainly not new since it has affected officers over an extended period of time. However, due to more recent events making news headlines, such as with the police shooting deaths of Michael Brown in Ferguson Missouri, and Laquan McDonald in Chicago Illinois, as well as the in-custody death of Freddie Gray, this issue of civil litigation has caused an adverse effect on more police officers now than in recent years. This current study will add to data already available and will lend support to that existing research. This study provided a mixed method research analysis of the stated research questions rather than relying only on surveys or interviews. Approaching this topic from multiple angles will likely reveal

more current attitudes to civil litigation by allowing the participants the opportunity to state their opinions in depth. A survey of approximately 100 participants will cover a broad spectrum of opinions. Face to face interviews will provide detailed opinions from selected officers meeting a specified criterion.

CHAPTER 3: Methods

Research Design

Police officers work in an environment which potentially places them in physical, mental, and possible financial jeopardy. When police officers respond to calls for service, anything can go wrong. A police officer could be injured or killed by an offender, or he/she may have to lawfully injure or even take the life of an offender. A police officer faces potential physical harm but may also face legal repercussions for simply performing his job. A split-second decision can result in civil actions which could cause a police officer to lose everything he/she personally owns.

The purpose of this research was to examine the effect of facing a civil lawsuit or having the fear of a civil lawsuit imposed on a police officer and the effect on the willingness to perform duties. Further, the purpose of this research was to explore the effect a police officer's performance or lack of performance may have on the safety of the public.

A mixed method of qualitative and quantitative research was used in this study. Police officers who have been sued would best be able to provide answers to the research questions in this study. This is true since police officers themselves are likely affected by civil litigation and their performance or lack of performance likely has a direct effect on public safety. Surveys were delivered to 6 random police stations throughout the city and suburbs and face to face interviews were requested specifically of police officers in patrol who had been a party to civil litigation. The researcher chose to interview six police officers face to face with participants selected after a random survey was given to police officers asked if they were ever a party to a civil suit as a result of their employment as police officers. Patrol officers were chosen due to the nature of

patrol duties since they had the most contact with the public and were believed to be more likely than officers in other assignments to be susceptible to civil litigation. (Greenberg, 2010)

To address the internal validity threat for this research, the researcher examined and analyzed the number of calls for service assigned to the selected police officers, and the number of arrests made prior to civil litigation versus the number of calls for service the officers responded to following litigation. This was the dependent variable and it was believed this would provide strong reliability. Selecting officers from this particular control group eliminated a selection bias problem for this study.

The statistics required were to validate the theory that calls for service and the association of the number of arrests made before and after litigation would have to be acquired directly from the officer's police department. Although police department statistics are public information, a Freedom of Information Act request was filed to obtain the statistics of the officer's record of arrests and contacts made with citizens. The responses from the officers coupled with the acquired statistics would provide reliability in validating the research. To assist in ensuring the accuracy of the participant's responses, an Olympus VN-4100 digital voice recorder was used to document the interviews held by this researcher with the selected participants.

As stated, a mixed method research design of both qualitative research and quantitative research was chosen for this study. It was felt that qualitative research in the interviews would allow the researcher to observe the individual's reactions to the questions asked of them. Face to face interviews would encourage the interviewees to be more honest when responding to the questions. Additionally, this method would allow the interviewees an opportunity to ponder their answers. To prepare for shortcomings in the research from a qualitative perspective, a Likert-like survey was also created with the intention of distributing it to a mass number of

police officers anticipating the surveys would be accepted, responded to, and returned. These surveys were to be distributed to six random police stations.

Participants

This research was limited to police officers of a major Midwestern city in the State of Illinois as well as police officers from two smaller nearby police departments. At the time of this study, these police departments were comprised of both male and female police officers ranging from 21 to about 63 years of age. There are police officers of varying races and ethnicities in these departments. The level of experience in policing varied but ranged from approximately one year of police service to approximately thirty years of experience.

The officer's experience will vary depending on their area(s) of assignment. For example, some police officers will have experience primarily in patrol duties which means they respond to calls for police service and perform other duties such as investigating minor traffic law violations, landlord-tenant disputes, and domestic violence related incidents. There were other police officers in this department with more experience and who were trained in specialized areas of policing such as in major criminal investigative duties. Finally, there were officers assigned to other duties that required specific training such as canine handlers, evidence technicians, and gang and narcotic crimes.

Measures and Instruments

To provide for triangulation and ensure a good balance of both quantitative and qualitative data analysis, the researcher collected data in two ways. To address the quantitative perspective, a Likert-like instrument was also created to distribute to a mass number of police officers in anticipation of the survey, accepted, responded to, and returned. A pilot study was conducted using 10 police officers to test the reliability of the questions included in the survey.

These surveys were to be distributed to 4 random police stations in the city and 1 to each smaller department. The Cronbach's alpha test was performed to test the reliability of each question answered in the pilot.

For the qualitative perspective, an interview process was created where participants selected from the survey respondents were to meet and provide answers to questions about their experience in law enforcement, their experience(s) with civil litigation, and the impact being involved in civil litigation had on their willingness to perform their duties as police officers. A list of seven demographic questions and sixteen questions about the officer's experiences in law enforcement and experiences in being sued were prepared. The researcher was prepared to ask additional questions based on the responses of the participants if more questions were needed for any clarifications. An internal validity threat of extraneous events can occur due to a police officer's length of time in their assignment as well as the experience they have or situations to which they have been subjected. To address this and to help prevent this from skewing the result of this study, the sample was stratified to include a police officer's length of time on the job and experience as an officer.

To assist in gaining accurate information, an Olympus VN-4100 digital voice recorder was used to make better use of the time focusing on the interview rather than attempting to write the interviewees' responses. By handwriting recording each interviewee's responses, this could create a distraction and might taint the integrity of the interview. Law enforcement officers who had actually been involved in civil litigation were the intended interviewees. The interviewees were chosen based on specific factors and both male and female officers were interviewed to demonstrate that the gender of the officer was not a factor in civil litigation. Two of the officers had twenty or more years of law enforcement experience, two officers with less than five years

of experience, and the last two officers had law enforcement experience of approximately ten years. The researcher wanted to gain a perspective of officers' attitudes regarding civil litigation based on a wide span of time in service. The interviews were intended to determine if police officers performed their duties without hesitation or fear of lawsuits or if they performed differently after they had experienced civil litigation.

Procedures

The researcher created the Likert-like survey questions based on the following research questions:

Research Question 1. Are officers in fact adversely affected by the potential for civil litigation?

Research Question 2. Are officers purposely performing their duties with less enthusiasm as a result of potential lawsuits?

Research Question 3. Is public safety being adversely affected by officers' reduced performance?

The checklist for conducting the survey is included in Figure 1 and the survey instrument is included in Appendix D.

1. *Prepare the survey*
2. *Identify the participants*
3. *Decide the best manner in which to distribute the survey*
4. *Inquire with the commanding officer of each police station as to the procedure for distributing the surveys (possibly attending a roll call)*
5. *Proceed to the police stations and administer the surveys*
6. *Collect the surveys*
7. *Arrange to meet with officers who met the criteria and who agreed to participate in the interview*

Figure 1. Survey Checklist

The researcher contacted the commanding officer or designee of each police station, discussed the research project and requested a time and date to proceed to the individual police

station to distribute and administer the surveys. Once the time and dates were established, the researcher proceeded to the police stations and distributed the surveys. After distributing the surveys and after the participants completed them, the researcher collected the surveys and sorted through the responses. The researcher then compiled a list of police officers who responded to the researcher's request to be interviewed and proceeded to contact them individually. The researcher arranged appointments with each police officer at their convenience and at a location of their choice.

To conduct the interview part of this study, the researcher chose law enforcement officers from the police department's patrol division. This was important as the assumption was that officers who performed patrol duties were more susceptible to citizen encounters and were therefore more likely to be involved in civil litigation. The interviewees were chosen based on specific factors: Both male and female officers were interviewed to demonstrate that the gender of the officer is not a factor in civil litigation. Two of the officers had twenty or more years of law enforcement experience, two officers with less than five years of experience, and the last two officers had law enforcement experience of approximately ten years. The researcher wanted to gain a perspective of officers' attitudes regarding civil litigation based on a wide span of time in service. The interviews were intended to determine if police officers performed their duties without hesitation or fear of lawsuits or if they performed any differently after they had experienced civil litigation.

The first step taken in the interview process was to find six officers who would agree to be interviewed. This was accomplished through the use of surveys delivered to 10 random police stations in the city. Once the officers who agreed to be interviewed were contacted, a time and place was agreed upon to conduct the interviews. The officers were also given an Informed

Consent Form to sign before participating in the interviews. The interviewer explained to each one individually about the research project. The consent form explained that no information about their identity, the department in which they were employed, or any other descriptive information would ever be revealed and would remain confidential. The interviewees were ensured that no information regarding civil litigation to which they were personally involved would be included in this research. Since a tapeless voice recorder was used, the researcher understood this might have been a concern to the interviewees. A point was made to the interviewees explaining that all recordings would be destroyed upon the completion of the research conducted between June 2016 and August 2016.

The interviews were conducted by the researcher in a location without distractions to ensure that the interviewees were most comfortable to speak freely. This option would allow them to speak without fear of being overheard. Each interview was conducted individually and in a private location. To protect the identity of the interviewees, aliases were used for each interviewee by naming each Law Enforcement Officer (LEO) which is differentiated each by adding the day of the week to identify them. For example, the first interviewee became known as LEO Monday. The second became known as LEO Tuesday and so on up to LEO Saturday. Some face to face interviews resulted in answers which included vulgarity which could be considered offensive. To address this issue, the researcher decided to use the term “expletive” in place of the vulgar language used in the interview by the interviewees.

In addition to determining if officers were performing their duties any less, the researcher investigated if any lack of performance had an effect on public safety. This was measured by the responses given by the interviewees as well as crime statistics measured over a period of twelve months to the present.

Data Analysis

Police officers work in an environment which potentially places them in physical, mental, and possible financial jeopardy. When police officers respond to calls for service, anything can go wrong. Officers could be injured or killed by an offender, or they may have to lawfully injure or take the life of an offender. Police officers face potential physical harm but may also face legal repercussions for simply performing their job. A split-second decision can result in civil actions which could cause a police officer to lose everything he personally owns.

This study was designed to investigate the theory that police officers are adversely affected by the potential for civil litigation and therefore have become reluctant to perform their sworn duties. This reluctance to perform may also affect public safety. Descriptive statistics as frequencies, inferential statistics as independent samples t-tests, and the qualitative grounded theory analysis were used as the data analysis methods for this study.

Research Questions

This study used both a quantitative and qualitative approach to collect and analyze the data. From a mixed methods research perspective, specific procedures were utilized to show relationships and to support certain predictions in each of the listed hypotheses in Figure 2. To find those relationships and to confirm those predictions, this study utilized the various statistical procedures as shown (Figure 2 and Figure 3). The researcher also utilized Likert-like surveys which were to be completed by a random sample of police officers from 10 random police stations and then conducted face to face interviews of officers who had actually been sued as a direct result of performing their police duties.

The researcher was intent upon determining if there were a significant relationship between the threat of civil litigation and the influence it has on police officers along with the

decisions they make while performing their duties. This study explored the relationship between the threat of civil litigation and how it influences police officers to work with less enthusiasm. Further, this study explored the impact a police officer's performance has on public safety. Upon organizing these theories then creating a survey checklist (Figure 1), the researcher determined the best analytical procedures to use to reach these conclusions. Figure 2 summarizes the Data Analysis Plan of this study in a quantitative and qualitative perspective.

Research Questions	Data Source	Type of Statistical Analysis	Specific Procedures Utilized
1. Are police officers adversely affected by the potential for civil litigation?	Survey - Interviews	Descriptive Inferential	Frequencies; Grounded Theory
2. Are officers purposely performing their duties with less enthusiasm as a result of potential lawsuits?	Survey - Interviews	Descriptive Inferential	Frequencies; Grounded Theory
3. Is public safety being adversely affected by officers' reduced performance?	Survey - Interviews	Descriptive Inferential	Frequencies; Grounded Theory

Figure 2. Mixed Method Data Analysis Plan

Frequencies were utilized to provide a measure of how many instances there were for each of these values. The independent samples t-test was used to determine if there is a relationship between the means of the variables.

From a qualitative perspective, a data analysis plan in Figure 3 shows the procedures used to collect and analyze the collected data to answer the research questions. The data were collected through face to face interviews conducted between the researcher and a sampling of police officers meeting specific criteria who were selected from the survey results. Utilizing a grounded theory statistical analysis, this study used open coding, axial coding, and selective coding to appropriately categorize the participants' responses to develop common themes. Figure 3 summarizes the Data Analysis Plan of this study in a qualitative perspective.

Research Questions	Data Source	Type of Statistical Analysis	Specific Procedures Utilized
1. Are police officers adversely affected by the potential for civil litigation?	Face to Face Interviews - Observations - Field Notes	Grounded Theory	Open Coding - Axial Coding - Selective Coding
2. Are officers purposely performing their duties with less enthusiasm as a result of potential lawsuits?	Face to Face Interviews - Observations - Field Notes	Grounded Theory	Open Coding - Axial Coding - Selective Coding
3. Is public safety being adversely affected by officers' reduced performance?	Face to Face Interviews - Observations - Field Notes	Grounded Theory	Open Coding - Axial Coding - Selective Coding

Figure 3. Qualitative Data Analysis Plan

CHAPTER 4: Data Analysis

Introduction

The purpose of this study was to determine if police officers are adversely affected by the potential of civil litigation as a result of the officer's performing their duties. Additionally, the study was designed to determine if police officers perform their duties with less enthusiasm, and finally to determine if this has any impact on public safety.

The control group for this study was police officers from three different police departments in the Midwest from both city and suburban police departments. A sample of officers from both city and suburban departments were surveyed since the populations, characteristics, and demographics of cities and suburbs differ, which can cause differences in the manner in which policing is performed. It was thought that these differences could have an impact on the likelihood of civil lawsuits being brought forth against officers. To attain the best possible validation for this study, the researcher surveyed officers from both large and small departments. Police officers were surveyed who worked day shifts and afternoon shifts with varying years of experience in policing. The officers who participated in the survey had experience in policing ranging from one year to twenty plus years on the job. This was an observation made directly by the researcher.

The types of calls and the volume of calls for police service can differ from larger cities and smaller towns. It is because of these variances in calls for service, the manner in which police officers can and do respond, the differences in cities and smaller towns, and the differences in training and policies in each police department that the researcher surveyed officers from different departments. This was designed to provide a reliable sample of police

officers as a whole and to determine if the attitude between officers differed from one department to another.

This study used a quantitative and qualitative mixed methods design. It was determined that police officers who have been sued would best be able to provide answers to the research questions created for this study. This is true since police officers themselves are likely affected by civil litigation and their performance or lack of performance likely has a direct effect on public safety. The researcher chose to interview six police officers face to face. The participants were chosen after a random survey was given to police officers who were asked if they were ever a party to a civil suit as a result of their employment as police officers. The interview would allow the researcher to observe the individual's reactions to the questions asked of them during the interview process with face to face interviews to encourage the interviewees to be more honest when responding to the questions. In addition, the process would allow the interviewees an opportunity to ponder their answers and to provide better insight to their responses.

Data Analysis Overview

The process of gathering quantitative research data began with the development of a Likert-like survey designed to focus on the most pertinent topics regarding civil litigation and the attitude of police officers who are affected by civil litigation. The researcher prepared the surveys by creating five categories with five questions per category. The researcher contacted each of the police departments whose members would be surveyed. Permission was granted to the researcher by each of the duly authorized supervisors of each police department to attend the roll calls of each watch of each police station. Rather than rely on virtual surveys, it was felt that handing hard copy surveys to officers directly would increase the likelihood of having those surveys completed and returned.

Police departments never close. They operate 24 hours a day, 7 days a week, all year around. There are generally three watches, also known as shifts. With three police departments participating including one department having four separate police stations, most having three shifts and some having two or four shifts, this equated to nineteen roll calls. During each roll call, the researcher had the opportunity to address the officers to explain the purpose of the dissertation topic.

The researcher provided Informed Consent forms as well as the actual surveys to the officers. It was made clear to the officers that participation was completely voluntary and anonymous. Following a brief presentation of the research and explanation of the survey, the researcher left the roll call room to allow the officer's time to complete the survey. Leaving the room assured anonymity to the officers. An unmarked envelope was provided for the officers to place the surveys into once completed. After the surveys were completed, the researcher retrieved the envelope after ensuring the last officer left the roll call room. The overall number of surveys provided to three separate police departments which included four separate police stations for one of the three departments was 200 and the total number returned was 186. From the surveys, the researcher was able to secure a meeting with the six face to face interview participants which was conducted at a later time and place.

The collected data were grouped and divided in various ways. The officers were divided and grouped by responses as a whole, by watch, and by police department. For data analysis, specific procedures utilized included frequency analysis to determine how often a specific response occurred in the responses. Additionally, the independent samples t-test was used to compare the means between the individual police departments as well as by watch.

For the qualitative analysis, face to face interview data were collected and analyzed using a grounded theory method. This provided a clear advantage since the data were collected from the experiences of the interviewed individuals. Theoretical sampling began with the selection of a homogeneous sample of individuals, that is a sample of officers working patrol duties and who have been sued. The officers were interviewed using questions from the Likert-like survey presented to them during the qualitative study portion of this research as well as questions developed to delve into the topic of civil liability, news media, police training, and experience in the field of policing. The researcher made comparisons and examined for similarities and differences in the responses using open coding. The sample of officers was then divided into categories and subcategories. Connections between the categories of responses were made using axial coding. This is the phase where the focus of learning more about these categories occurred and where refining the categories and their interconnections was determined. The process of validating the relationships between each category and developing common themes was accomplished through the process of selective coding.

There were some disadvantages with using a grounded-theory method such as the data having to rely on the subjectivity of the participants, and the difficulty for the researcher to refrain from appearing biased and to remain objective. This study mitigated this concern since the researcher remained objective at all times. The researcher remained focused on the interview for the purpose of solely gathering data and disregarded all personal opinion for the good of achieving quality and accurate results.

Chapter 4 presents the data collected via two methods: Likert-like surveys and face to face interviews. This chapter also provided the analysis of that data. The Statistical Package for Social Sciences (SPSS) software version 24 was used for the statistical analyses (IBM 2016).

The Cronbach's alpha analysis was used to determine the reliability of the Likert-like survey administered to police officers of both a metropolitan Midwest city police department as well as two suburban police departments. The researcher first ran the Cronbach's alpha test to analyze the reliability of all 25 survey questions as a whole. Cronbach's alpha resulted in a value of .701 reliability which is an acceptable value. The survey questions were then divided and grouped according to each of the three research questions with the Cronbach's alpha was run for each research question using carefully selected survey questions according to their relevance to each research question. Research Question 1 survey items resulted in .746 reliability; Research Question 2 resulted in .714 reliability; and Research Question 3 resulted in .726 reliability. Detailed data analysis in Chapter 4 is discussed by research question to determine whether significance was found in this study.

Data Analysis

Data Analysis by Research Question

Research Question 1. Are officers in fact adversely affected by the potential for civil litigation? To determine if officers are affected by this, the researcher created a Likert-like survey designed to ask questions of police officers who at the time of this study, were employed and working in the field of policing performing patrol duties. The surveys were divided into five categories with five questions per category. While all 25 survey questions were responded to by the participants, only specific survey questions related directly to each of the research questions respectively; therefore, not all survey questions were used in the analysis of each of the research questions.

Research Q-1	Are police officers adversely affected by the potential for civil litigation?
PPD 1	As a police officer, you feel you are hindered by the potential of civil litigation.
PPD 2	As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.
PPD 3	If not for the potential of civil litigation, you would feel no reason not to perform your police duties.

Figure 4. Survey Questions for Research Q-1

The survey questions used for each of the research questions were administered to the three participating police departments. Statistical analyses were run for each department separately to determine if any correlations or variances existed between the departments. The first step in the process was to determine the reliability of the survey questions. After grouping the survey questions was completed, Cronbach's alpha was used to determine the reliability of the survey grouped survey questions identified in Figure 4 as PPD1, PPD2, and PPD3. Cronbach's alpha resulted in .746 showing reliability of this group of questions.

A frequency test was done using the Statistical Package for Social Sciences (SPSS) software version 24 for each of the research questions (IBM, 2016). The following 32 tables illustrate the frequency results by police department for Research Question 1. Tables 2 through 4 showed the frequency results for the Metropolitan police department labeled as MPD.

Table 1

Frequencies Statistical Results for Research Q-1 for MPD

	Survey Q-1 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-2 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-3 If not for the potential of civil litigation, you would feel no reason not to perform your police duties
Valid	161	161	161
Missing	0	0	0
Mean	4.12	3.64	3.55
Median	4.00	4.00	4.00
Mode	4	4	4
Std. Deviation	.886	1.040	1.030

Table 1 shows the frequency statistical results from the responses received from police officers from the Metropolitan police department labeled as MPD. The Likert-like survey results were based on five choices: (1) Strongly Disagree; (2) Disagree; (3) Neutral; (4) Agree; and (5) Strongly Agree with results compiled from three survey questions. The average mean ranged from 3.55 to 4.12. The median scores for this area were 4.00 across the board. The modes for all the questions were 4.

Table 2

Survey Q-1 Frequencies Survey Results for Research Q-1 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	1.2	1.2	1.2
Disagree	8	5.0	5.0	6.2
Neutral	18	11.2	11.2	17.4
Agree	73	45.3	45.3	62.7
Strongly Agree	60	37.3	37.3	100.0
Total	161	100.0	100.0	

Table 2 shows the frequency survey results from Survey Q-1, Research Question 1, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-1 asked, "As a police officer, you feel you are hindered by the potential of civil litigation."

The results showed: 60 Strongly Agreed; 73 Agreed; 18 were Neutral; 8 Disagreed; and 2 Strongly Disagreed.

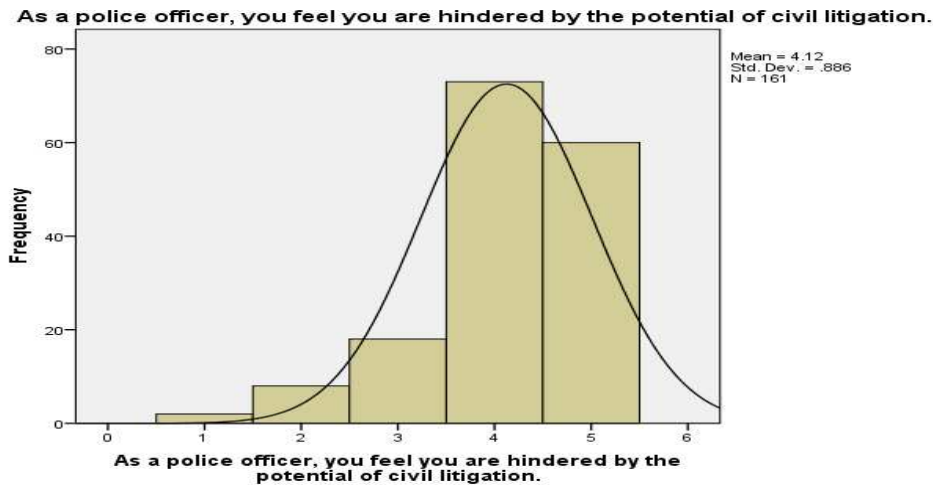


Figure 5. Survey Q-1 Frequencies Survey Results Histogram for Research Q-1 for MPD

Figure 5 shows a histogram and bell curve for Survey Q-1, Research Question 1, for the Metropolitan Police Department (MPD).

Table 3

Survey Q-2 Frequencies Survey Results for Research Q-1 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	4	2.5	2.5	2.5
Disagree	23	14.3	14.3	16.8
Neutral	33	20.5	20.5	37.3
Agree	68	42.2	42.2	79.5
Strongly Agree	33	20.5	20.5	100.0
Total	161	100.0	100.0	

Table 3 shows the frequency survey results from Survey Q-2, Research Question 1, for the Metropolitan police department labeled as MPD. There were 161 officers surveyed. Survey Q-2 asked, “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 33 Strongly Agreed; 68 Agreed; 33 were Neutral; 23 Disagreed; and 4 Strongly Disagreed.

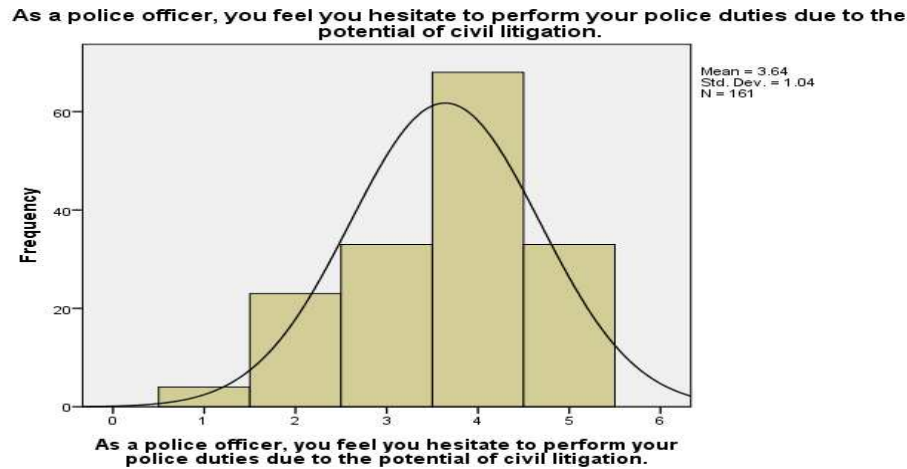


Figure 6. Survey Q-2 Frequencies Survey Results Histogram for Research Q-1 for MPD

Figure 6 shows a histogram and bell curve for Survey Q-2, Research Question 1 for the Metropolitan Police Department (MPD).

Table 4

Survey Q-3 Frequencies Survey Results for Research Q-1 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	7	4.3	4.3	4.3
Disagree	20	12.4	12.4	16.8
Neutral	35	21.7	21.7	38.5
Agree	75	46.6	46.6	85.1
Strongly Agree	24	14.9	14.9	100.0
Total	161	100.0	100.0	

Table 4 shows the frequency survey results from Survey Q-3, Research Question 1, for the Metropolitan police department labeled as MPD. There were 161 officers surveyed. Survey Q-3 asked “If not for the potential of civil litigation, you would feel no reason not to perform your police duties.” The results showed: 24 Strongly Agreed; 75 Agreed; 35 were Neutral; 20 Disagreed; and 7 Strongly Disagreed.

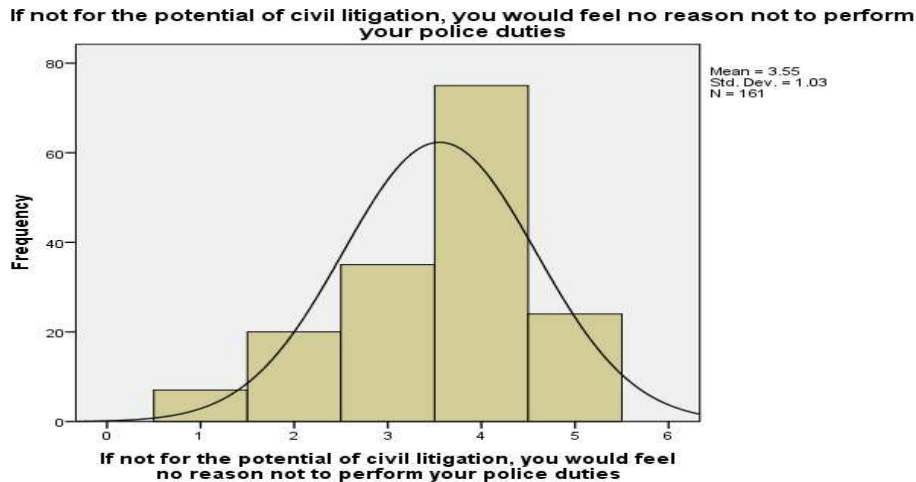


Figure 7. Survey Q-3 Frequencies Survey Results Histogram for Research Q-1 for MPD

Figure 7 shows a histogram and bell curve for Survey Q-3, Research Question 1 for the Metropolitan Police Department (MPD).

To have a more reliable study, the researcher additionally ran frequency results for responses received from police officers from two smaller police departments. These departments are labeled SE which identifies Suburb East and SW which identifies Suburb West. Tables 5 through 8 illustrates the frequency results for police department Suburb East (SE).

Table 5

Frequencies Statistical Results for Research Q-1 for SE

	Survey Q-1 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-2 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-3 If not for the potential of civil litigation, you would feel no reason not to perform your police duties
Valid	13	13	13
Missing	0	0	0
Mean	3.08	2.08	3.46
Median	3.00	2.00	3.00
Mode	2	2	3
Std. Deviation	1.320	.760	1.127

Table 5 shows the frequency statistical results from the responses received from police officers from the Suburb East police department labeled as SE. The results were compiled from

three survey questions. The average mean ranged from 2.08 to 3.46. The median scores for this area ranged from 2.00 to 3.00. The modes ranged from 2 to 3.

Table 6

Survey Q-1 Frequencies Survey Results for Research Q-1 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	7.7	7.7	7.7
Disagree	5	38.5	38.5	46.2
Neutral	1	7.7	7.7	53.8
Agree	4	30.8	30.8	84.6
Strongly Agree	2	15.4	15.4	100.0
Total	13	100.0	100.0	

Table 6 shows the frequency survey results from Survey Q-1, Research Question 1, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-1 asked “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 2 Strongly Agreed; 4 Agreed; 1 was Neutral; 5 Disagreed; and 1 Strongly Disagreed.

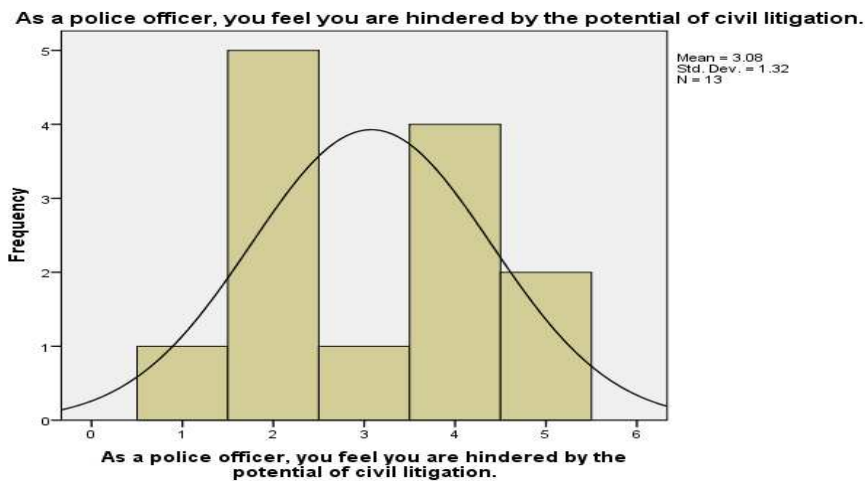


Figure 8. Survey Q-1 Frequencies Survey Results Histogram for Research Q-1 for SE

Figure 8 shows a histogram and bell curve for Survey Q-1, Research Question 1 for Suburb East (SE).

Table 7

Survey Q-2 Frequencies Survey Results for Research Q-1 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	15.4	15.4	15.4
Disagree	9	69.2	69.2	84.6
Neutral	1	7.7	7.7	92.3
Agree	1	7.7	7.7	100.0
Total	13	100.0	100.0	

Table 7 shows the frequency survey results from Survey Q-2, Research Question 1 for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-2 asked “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 1 Agreed; 1 was Neutral; 9 Disagreed; and 2 Strongly Disagreed.

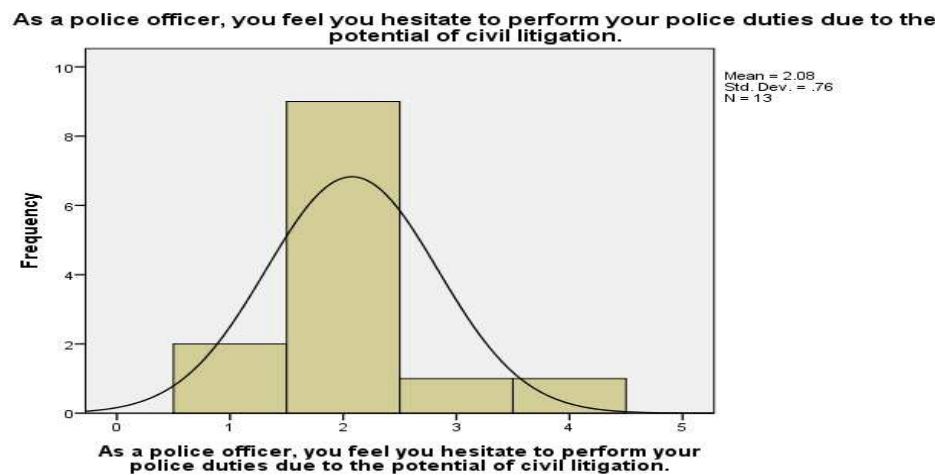


Figure 9. Survey Q-2 Frequencies Survey Results Histogram for Research Q-1 for SE

Figure 9 shows a histogram and bell curve for Survey Q-2, Research Question 1 for Suburb East (SE).

Table 8

Survey Q-3 Frequencies Survey Results for Research Q-1 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	3	23.1	23.1	23.1
Neutral	4	30.8	30.8	53.8
Agree	3	23.1	23.1	76.9
Strongly Agree	3	23.1	23.1	100.0
Total	13	100.0	100.0	

Table 8 shows the frequency survey results from Survey Q-3, Research Question 1, for the Suburb East police department labeled as SE. There were 13 officers surveyed. Survey Q-3 asked “If not for the potential of civil litigation, you would feel no reason not to perform your police duties.” The results showed: 3 Strongly Agreed; 3 Agreed; 4 were Neutral; and 3 Disagreed.

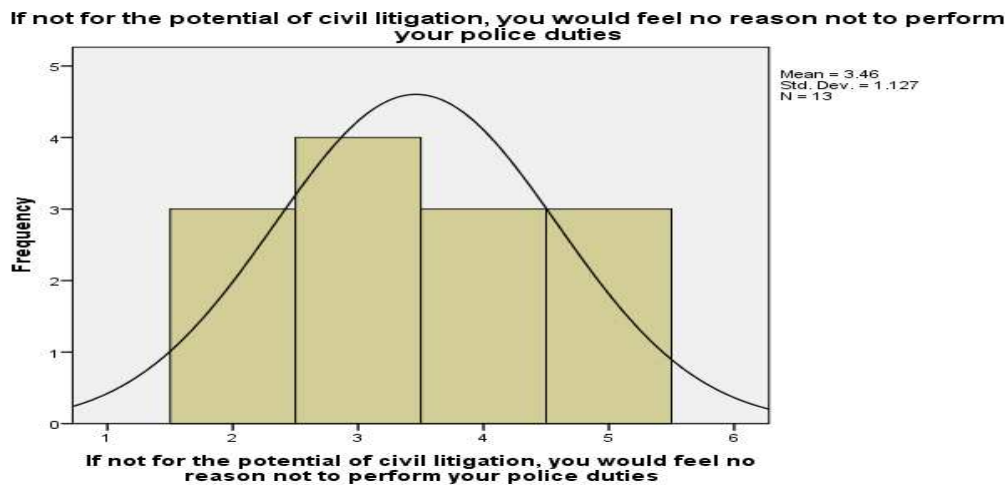


Figure 10. Survey Q-3 Frequencies Survey Results Histogram for Research Q-1 for SE

Figure 10 shows a histogram and bell curve for Survey Q-3, Research Question 1 for Suburb East (SE)

The following tables (numbered 9 through 12) illustrate the frequency results for the police department Suburb West labeled as SW.

Table 9

Frequencies Statistical Results for Research Q-1 for SW

	Survey Q-1 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-2 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-3 If not for the potential of civil litigation, you would feel no reason not to perform your police duties
Valid	12	12	12
Missing	0	0	0
Mean	2.92	2.17	3.17
Median	2.50	2.00	3.00
Mode	2	2	2 ^a
Std. Deviation	1.240	.577	1.030

a. Multiple modes exist. The smallest value is shown

Table 9 shows the frequency statistical results from the responses received from police officers from the Suburb West police department labeled as SW. The results were compiled from three survey questions. The average mean ranged from 2.17 to 3.17. The median scores for this area ranged from 2.00 to 3.00. The modes for all the questions were 2.

Table 10

Survey Q-1 Frequencies Survey Results for Research Q-1 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	8.3	8.3	8.3
Disagree	5	41.7	41.7	50.0
Neutral	1	8.3	8.3	58.3
Agree	4	33.3	33.3	91.7
Strongly Agree	1	8.3	8.3	100.0
Total	12	100.0	100.0	

Table 10 shows the frequency survey results from Survey Q-1, Research Question 1, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-1 asked "As a police officer, you feel you are hindered by the potential of civil litigation." The results showed: 1 Strongly Agreed; 4 Agreed; 1 was Neutral; 5 Disagreed; and 1 Strongly Disagreed.

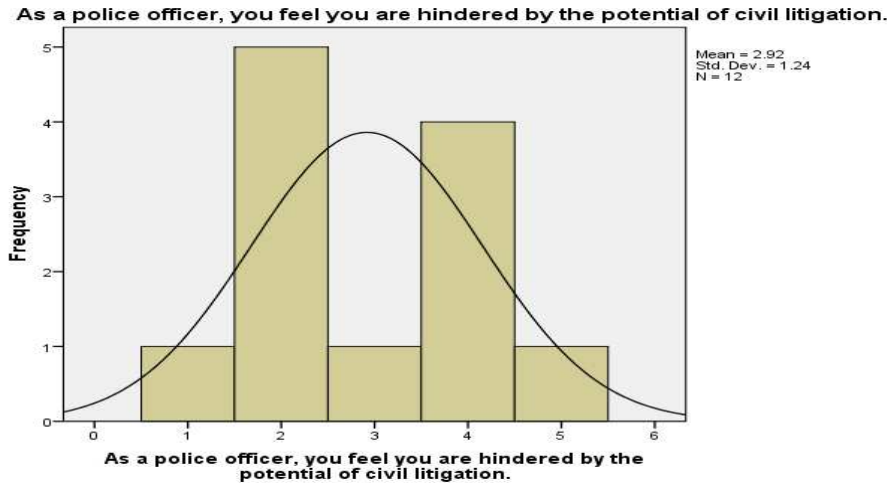


Figure 11. Survey Q-1 Frequencies Survey Results Histogram for Research Q-1 for SW

Figure 11 shows a histogram and bell curve for Survey Q-1, Research Question 1 for Suburb West (SW).

Table 11

Survey Q-2 Frequencies Survey Results for Research Q-1 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	11	91.7	91.7	91.7
Agree	1	8.3	8.3	100.0
Total	12	100.0	100.0	

Table 11 shows the frequency survey results from Survey Q-2, Research Question 1, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-2 asked “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 1 Agreed; and 11 Disagreed.

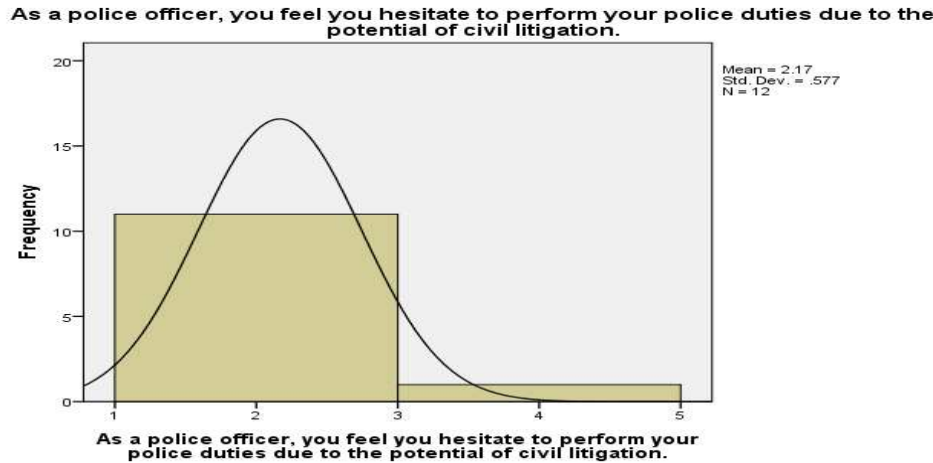


Figure 12. Survey Q-2 Frequencies Survey Results Histogram for Research Q-1 for SW

Figure 12 shows a histogram and bell curve for Survey Q-2, Research Question 1 for Suburb West (SW).

Table 12

Survey Q-3 Frequencies Survey Results for Research Q-1 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	4	33.3	33.3	33.3
Neutral	3	25.0	25.0	58.3
Agree	4	33.3	33.3	91.7
Strongly Agree	1	8.3	8.3	100.0
Total	12	100.0	100.0	

Table 12 shows the frequency survey results from Survey Q-3, Research Question 1, for the Suburb West police department labeled as SW. There were 12 officers surveyed. Survey Q-3 asked “If not for the potential of civil litigation, you would feel no reason not to perform your police duties.” The results showed: 1 Strongly Agreed; 4 Agreed; 3 were Neutral; and 4 Disagreed.

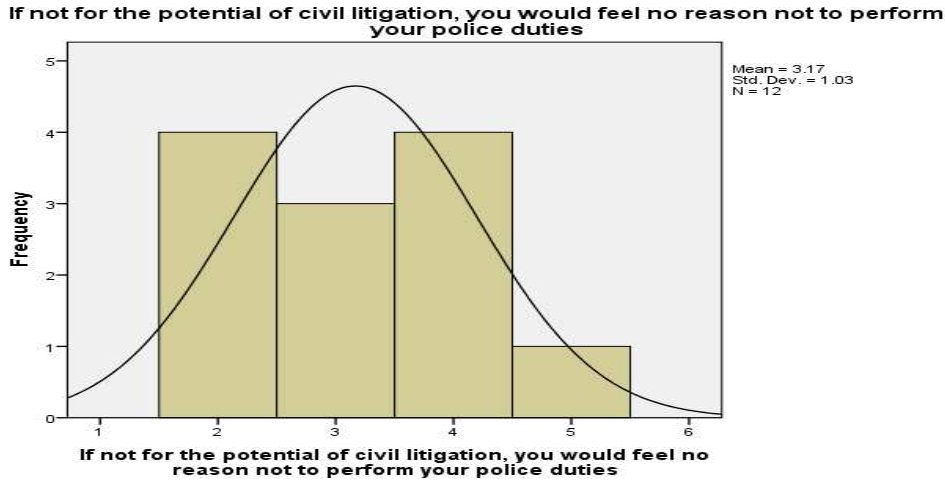


Figure 13. Survey Q-3 Frequencies Survey Results Histogram for Research Q-1 for SW

Figure 13 shows a histogram and bell curve for Survey Q-3, Research Question 1 for Suburb West (SW).

The following tables (numbered 13 through 16) illustrate the frequency results for police officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 13

Frequencies Statistical Results for Research Q-1 for Dayshift Officers

	Survey Q-1 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-2 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-3 If not for the potential of civil litigation, you would feel no reason not to perform your police duties
Valid	51	51	51
Missing	0	0	0
Mean	3.84	3.33	3.24
Median	4.00	4.00	3.00
Mode	4	4	4
Std. Deviation	1.173	1.275	1.258

Table 13 shows the frequency statistical results from the responses received from police officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift. The results were compiled from three survey questions. The average mean ranged from 3.24 to 3.84. The median scores for this area ranged from 3.00 to 4.00. The modes for all the questions were 4.

Table 14

Survey Q-1 Frequencies Survey Results for Research Q-1 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	5.9	5.9	5.9
Disagree	5	9.8	9.8	15.7
Neutral	6	11.8	11.8	27.5
Agree	20	39.2	39.2	66.7
Strongly Agree	17	33.3	33.3	100.0
Total	51	100.0	100.0	

Table 14 shows the frequency survey results from Survey Q-1, Research Question 1, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift. There were 51 officers surveyed. Survey Q-1 asked “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 17 Strongly Agreed; 20 Agreed; 6 were Neutral; 5 Disagreed; and 3 Strongly Disagreed.

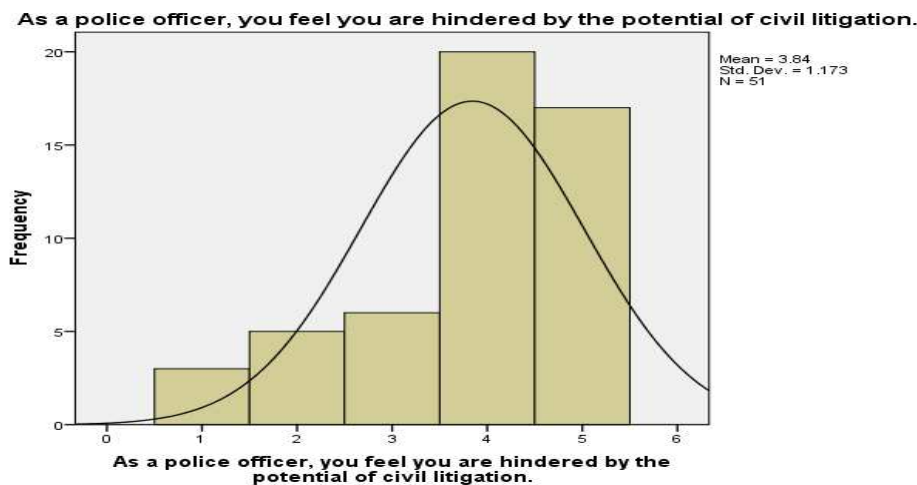


Figure 14. Survey Q-1 Frequencies Survey Results Histogram for Research Q-1 for Dayshift Officers

Figure 14 shows a histogram and bell curve for Survey Q-1, Research Question 1 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 15

Survey Q-2 Frequencies Survey Results for Research Q-1 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	5	9.8	9.8	9.8
Disagree	10	19.6	19.6	29.4
Neutral	9	17.6	17.6	47.1
Agree	17	33.3	33.3	80.4
Strongly Agree	10	19.6	19.6	100.0
Total	51	100.0	100.0	

Table 15 shows the frequency survey results from Survey Q-2, Research Question 1, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift. There were 51 officers surveyed. Survey Q-2 asked “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 10 Strongly Agreed; 17 Agreed; 9 were Neutral; 10 Disagreed; and 5 Strongly Disagreed.

As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.

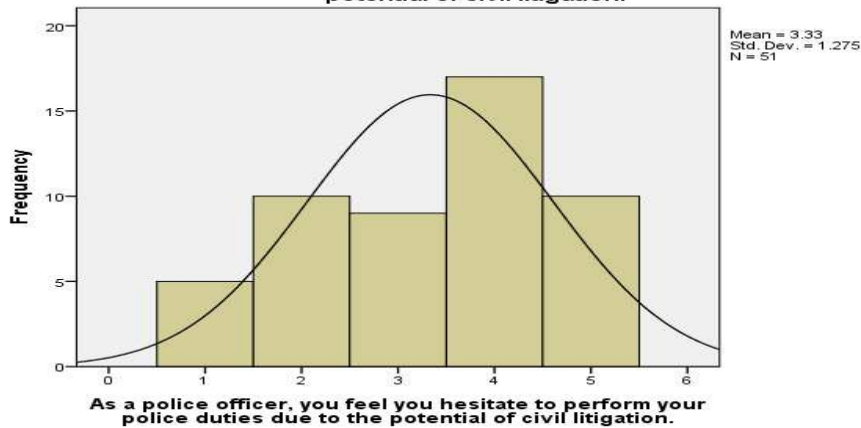


Figure 15. Survey Q-2 Frequencies Survey Results Histogram for Research Q-1 for Dayshift Officers

Figure 15 shows a histogram and bell curve for Survey Q-1, Research Question 1 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 16

Survey Q-3 Frequencies Survey Results for Research Q-1 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	6	11.8	11.8	11.8
Disagree	9	17.6	17.6	29.4
Neutral	11	21.6	21.6	51.0
Agree	17	33.3	33.3	84.3
Strongly Agree	8	15.7	15.7	100.0
Total	51	100.0	100.0	

Table 16 shows the frequency survey results from Survey Q-3, Research Question 1, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift. There were 51 officers surveyed. Survey Q-3 asked “If not for the potential of civil litigation, you would feel no reason not to perform your police duties.” The results showed: 8 Strongly Agreed; 17 Agreed; 11 were Neutral; 9 Disagreed; and 6 Strongly Disagreed.

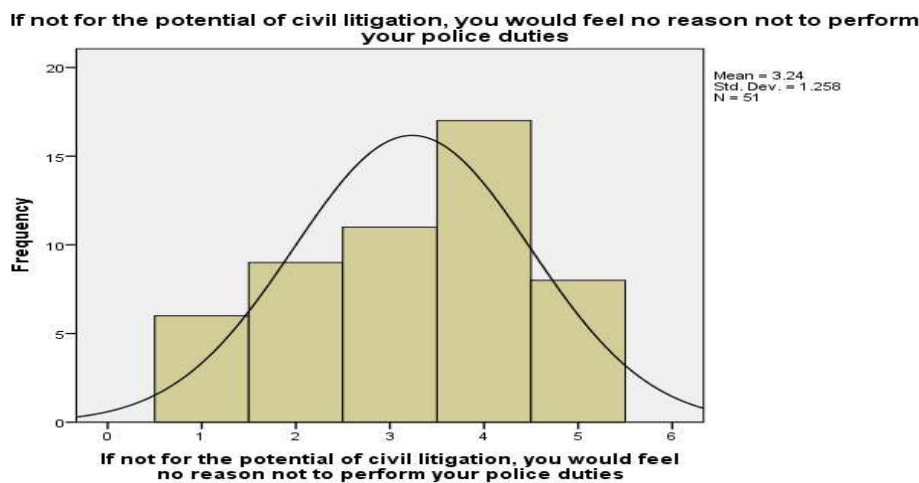


Figure 16. Survey Q-3 Frequencies Survey Results Histogram for Research Q-1 for Dayshift Officers

Figure 16 shows a histogram and bell curve for Survey Q-3, Research Question 1 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

The following tables (numbered 17 through 20) illustrate the frequency results for police officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 17

Frequencies Statistical Results for Research Q-1 for Afternoon Shift Officers

	Survey Q-1 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-2 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-3 If not for the potential of civil litigation, you would feel no reason not to perform your police duties
Valid	88	88	88
Missing	0	0	0
Mean	3.92	3.49	3.55
Median	4.00	4.00	4.00
Mode	4	4	4
Std. Deviation	.937	.994	.921

Table 17 shows the frequency statistical results from the responses received from police officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift. The results were compiled from three survey questions. The average mean ranged from 3.55 to 3.92. The median scores for this area was 4.00 across the board. The modes for all the questions were 4.

Table 18

Survey Q-1 Frequencies Survey Results for Research Q-1 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	1.1	1.1	1.1
Disagree	8	9.1	9.1	10.2
Neutral	12	13.6	13.6	23.9
Agree	43	48.9	48.9	72.7
Strongly Agree	24	27.3	27.3	100.0
Total	88	100.0	100.0	

Table 18 shows the frequency survey results from Survey Q-1, Research Question 1, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift. There were 88 officers surveyed. Survey Q-1 asked “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 24 Strongly Agreed; 43 Agreed; 12 were Neutral; 8 Disagreed; and 1 Strongly Disagreed.

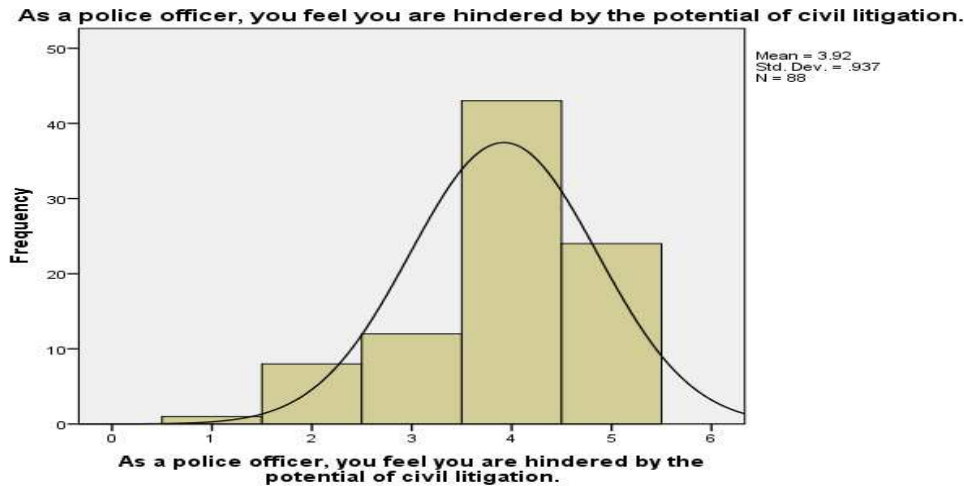


Figure 17. Survey Q-1 Frequencies Survey Results Histogram for Research Q-1 for Afternoon Shift Officers

Figure 17 shows a histogram and bell curve for Survey Q-1, Research Q-1 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 19

Survey Q-2 Frequencies Survey Results for Research Q-1 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	19	21.6	21.6	21.6
Neutral	20	22.7	22.7	44.3
Agree	36	40.9	40.9	85.2
Strongly Agree	13	14.8	14.8	100.0
Total	88	100.0	100.0	

Table 19 shows the frequency survey results from Survey Q-2, Research Question 1, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift. There were 88 officers surveyed. Survey Q-2 asked “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 13 Strongly Agreed; 36 Agreed; 20 were Neutral; and 19 Disagreed.

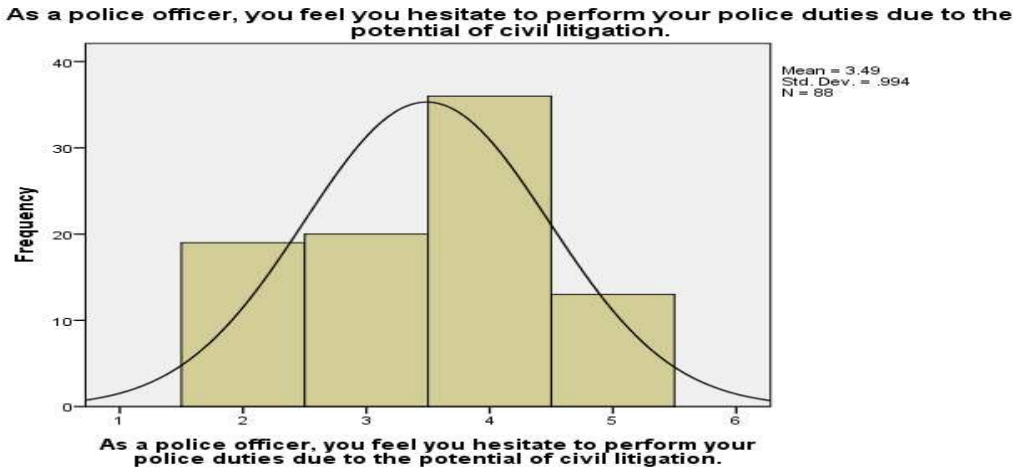


Figure 18. Survey Q-2 Frequencies Survey Results Histogram for Research Q-1 for Afternoon Shift Officers

Figure 18 shows a histogram and bell curve for Survey Q-2, Research Question 1 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 20

Survey Q-3 Frequencies Survey Results for Research Q-1 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	1.1	1.1	1.1
Disagree	13	14.8	14.8	15.9
Neutral	21	23.9	23.9	39.8
Agree	43	48.9	48.9	88.6
Strongly Agree	10	11.4	11.4	100.0
Total	88	100.0	100.0	

Table 20 shows the frequency survey results from Survey Q-3, Research Question 1, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift. There were 88 officers surveyed. Survey Q-3 asked “If not for the potential of civil litigation, you would feel no reason not to perform your police duties.” The results showed: 10 Strongly Agreed; 43 Agreed; 21 were Neutral; 13 Disagreed; and 1 Disagreed.

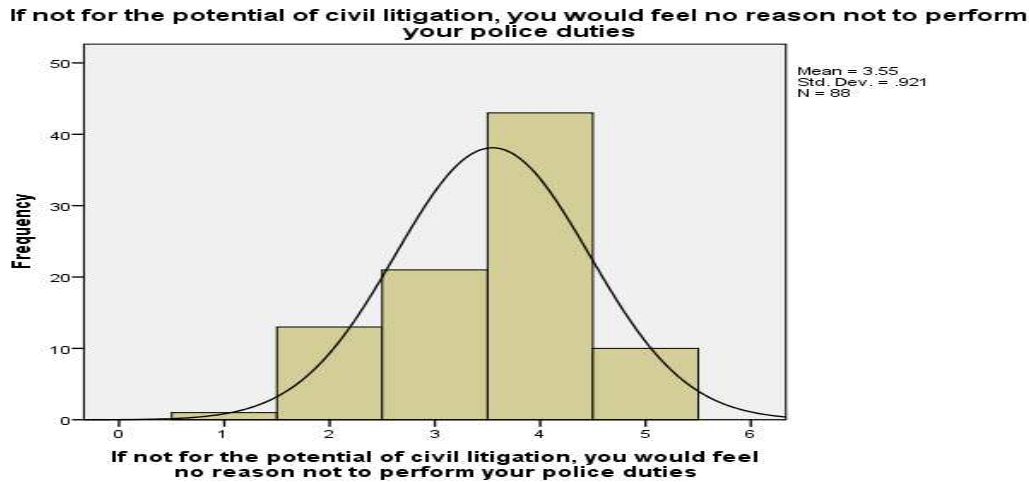


Figure 19. Survey Q-3 Frequencies Survey Results Histogram for Research Q-1 for Afternoon Shift Officers

Figure 19 shows a histogram and bell curve for Survey Q-3, Research Question 1 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Further analysis was conducted to determine any statistical differences between the means of two groups at a time using independent samples t-tests. As previously noted, police officers from three separate police departments were surveyed including officers from two separate shifts. Tables 21 through 32 below show the results of statistical differences between the means.

Table 21

Independent Samples T-test for MPD and SE

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Participant	Equal variances assumed	-7.634	172	.000	-99.000	12.968

Table 21 indicates the t value for equality of means equals -7.634 and the degrees of freedom (df) is 172. Also shown is a significant difference (Sig. 2 tailed, P = .000) in the scores between MPD and SE.

Table 22

Independent Samples T-test for MPD and SE

1=MPD, 2=SubE	N	Mean	Std. Deviation	Std. Error Mean
Participant 1	161	81.00	46.621	3.674
Participant 2	13	180.00	3.894	1.080

As shown in Table 22, the mean for MPD is 81.00 and the mean for SE is 180.00. The standard deviation for MPD is 46.621 and for SE is 3.894. The standard error mean is 3.674 for MPD and 1.080 for SE.

Table 23

Cohen's d Analysis of Effect Size of Significant Difference for MPD and SE

Cohen's d	Equal variances Assumed	M1	SD1	M2	SD2	Cohen's d
		180.00	3.894	81.00	46.621	2.99

As shown in table 23 the Cohen's d analysis determined the magnitude or effect size of the difference and is identified by the small (0.2), medium (0.5), and large (0.8) values. Table 23 indicates the Cohen's d analysis to show the effect size of the difference between the means and standard deviation between department MPD and department SE. Based on the findings that $d = 2.99$, the significance showed a very large effect for Cohen's d.

Table 24

Independent Samples T-test for MPD and SW

		t-test for Equality of Means				
Participant	Equal variances assumed	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
		-6.409	171	.000	-86.500	13.497

Table 24 indicates the t value for equality of means equals -6.409 and the degrees of freedom (df) is 171. Also shown is a significant difference (Sig. 2 tailed, $P = .000$) in the scores between MPD and SW.

Table 25

Independent Samples T-test for MPD and SW

1=MPD, 2=SubW	N	Mean	Std. Deviation	Std. Error Mean
Participant 1	161	81.00	46.621	3.674
Participant 2	12	167.50	3.606	1.041

As shown in Table 25, the mean for MPD is 81.00 and the mean for SW is 167.50. The standard deviation for MPD is 46.621 and for SW is 3.606. The standard error mean is 3.674 for MPD and 1.041 for SW.

Table 26

Cohen's d Analysis of Effect Size of Significant Difference for MPD and SW

Cohen's d	Equal variances Assumed	M1	167.50	SD1	3.606	Cohen's d	2.62
		M2	81.00	SD2	46.621		

As shown in table 26 the Cohen's d analysis determined the magnitude or effect size of the difference and is identified by the small (0.2), medium (0.5), and large (0.8) values.

Table 42 indicates the Cohen's d analysis to show the effect size of the difference between the means and standard deviation between department MPD and department SW. Based on the findings that $d = 2.62$, the significance showed a very large effect for Cohen's d.

Table 27

Independent Samples T-test for SW and SE

		t-test for Equality of Means				
		t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference
Participant	Equal variances assumed	-8.307	23	.000	-12.500	1.505

Table 27 indicates the t value for equality of means equals -8.307 and the degrees of freedom (df) is 23. Also shown is a significant difference (Sig. 2 tailed, P = .000) in the scores between SW and SE.

Table 28

Independent Samples T-test for SW and SE

2=SubW, 3=SubE	N	Mean	Std. Deviation	Std. Error Mean
Participant 2	12	167.50	3.606	1.041
Participant 3	13	180.00	3.894	1.080

As shown in Table 28, the mean for SubW is 167.50 and the mean for SubE is 180.00. The standard deviation for SubW is 3.606 and for SubE is 3.894. The standard error mean is 1.041 for SW and 1.080 for SE.

Table 29

Cohen's d Analysis of Effect Size of Significant Difference for the SW and SE

Cohen's d	Equal variances Assumed	M1	SD1	M2	SD2	Cohen's d
		180.00	3.894	167.50	3.606	3.33

As shown in table 29 the Cohen's d analysis determined the magnitude or effect size of the difference and is identified by the small (0.2), medium (0.5), and large (0,8) values. Table 29 indicates the Cohen's d analysis to show the effect size of the differences between the means and the standard deviation between department Suburb West (SW) and department Suburb East (SE). Based on the findings that d=3.33, the significance showed a very large effect for Cohen's d.

Table 30

Independent Samples T-test for Day Shift and Afternoon Shift for All 3 Police Departments

		t-test for Equality of Means			Mean	Std. Error
		t	df	Sig. (2-tailed)	Difference	Difference
Participant	Equal variances assumed	-2.448	137	.016	-21.885	8.939

Table 30 indicates the t value for equality of means equals -2.448 and the degrees of freedom (df) is 137. Also shown is a significant difference (Sig. 2 tailed, P = .016) in the scores between Day Shift Officers and Afternoon Shift Officers.

Table 31

Independent Samples T-test for Day Shift and Afternoon Shift for All 3 Departments

2=Day, 3=Afternoon	N	Mean	Std. Deviation	Std. Error Mean
Participant 2	51	71.71	54.334	7.608
Participant 3	88	93.59	48.647	5.186

As shown in Table 31, the mean for Day Shift Officers is 71.71 and the mean for Afternoon Shift Officers is 93.59. The standard deviation for Day Shift Officers is 54.334 and for Afternoon Shift Officers is 48.647. The standard error mean is 7.608 for Day Shift Officers and 5.186 for Afternoon Shift Officers.

Table 32

Cohen's d Analysis of Effect Size of Significant Difference for Day Shift and Afternoon Shift for All 3 Police Departments

Cohen's d	Equal variances Assumed	M1	93.59	SD1	48.647	M2	71.71	SD2	54.334	Cohen's d	0.424

As shown in table 32 the Cohen's d analysis determined the magnitude or effect size of the difference and is identified by the small (0.2), medium (0.5), and large (0.8) values. Table 31

indicates the Cohen's *d* analysis to show the effect size of the difference between the means and standard deviation between Day Shift Officers and Afternoon Shift Officers. Based on the findings that $d = 0.424$, the significance showed a medium effect for Cohen's *d*.

Research Question 2. Are officers purposely performing their duties with less enthusiasm as a result of potential lawsuits?

To determine if officers were affected, the survey asked questions of police officers who, at the time of this study, were working in the field of policing performing patrol duties.

Research Question 2	Are officers purposely performing their duties with less enthusiasm as a result of potential lawsuits?
NM 2	The news media is biased.
PT 2	When responding to a call for service, you always respond swiftly.
PT 5	You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).
UOF 3	With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.
UOF 4	To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.
PPD 1	As a police officer, you feel you are hindered by the potential of civil litigation.
PPD 2	As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.
PPD 3	If not for the potential of civil litigation, you would feel no reason not to perform your police duties
PPD 4	You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.

Figure 20. Survey Questions for Research Q-2

The survey questions used for each of the research questions were administered in the three participating police departments. Statistical analyses were run for each department separately to determine if any correlations or variances existed between the departments. The first step in the process was to determine the reliability of the survey questions. After grouping the survey questions was completed, Cronbach's alpha was used to determine the reliability of the survey grouped survey questions identified in Figure 20 as NM2, PT2, PT5, UOF3, UOF4, PPD1, PPD2, PPD3, and PPD4. Cronbach's alpha resulted in .714 showing reliability of this group of questions.

Tables 33 through 42 showed the frequency results for Research Question 2 for the Metropolitan police department labeled as MPD.

Table 33

Frequencies Statistical Results for Research Q-2 for MPD

	Survey Q-1 The news media is biased.	Survey Q-2 When responding to a call for service, you always respond swiftly.	Survey Q-3 You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).	Survey Q-4 With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.
Valid	161	161	161	161
Missing	0	0	0	0
Mean	4.43	3.97	4.10	3.65
Median	5.00	4.00	4.00	4.00
Mode	5	4	4	4
Std. Deviation	.864	.938	.853	1.062

Table 33

Frequencies Statistical Results for Research Q-2 for MPD continued

Survey Q-5 To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.	Survey Q-6 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-7 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-8 If not for the potential of civil litigation, you would feel no reason not to perform your police duties	Survey Q-9 You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.
161	161	161	161	161
0	0	0	0	0
3.58	4.12	3.64	3.55	3.76
4.00	4.00	4.00	4.00	4.00
4	4	4	4	4
1.138	.886	1.040	1.030	.980

Table 33 shows the frequency statistical results from the responses received from police officers from the Metropolitan police department labeled as MPD. The Likert-like survey results were based on five choices: (1) Strongly Disagree; (2) Disagree; (3) Neutral; (4) Agree; and (5) Strongly Agree.

Table 34

Survey Q-1 Frequencies Survey Results for Research Q-2 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	5	3.1	3.1	3.1
Disagree	1	.6	.6	3.7
Neutral	7	4.3	4.3	8.1
Agree	55	34.2	34.2	42.2
Strongly Agree	93	57.8	57.8	100.0
Total	161	100.0	100.0	

Table 34 shows the frequency survey results from Survey Q-1, Research Question 2 for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-1 asked, "The News Media is Biased." The results showed: 93 Strongly Agreed; 55 Agreed; 7 were Neutral; 1 Disagreed; and 5 Strongly Disagreed.

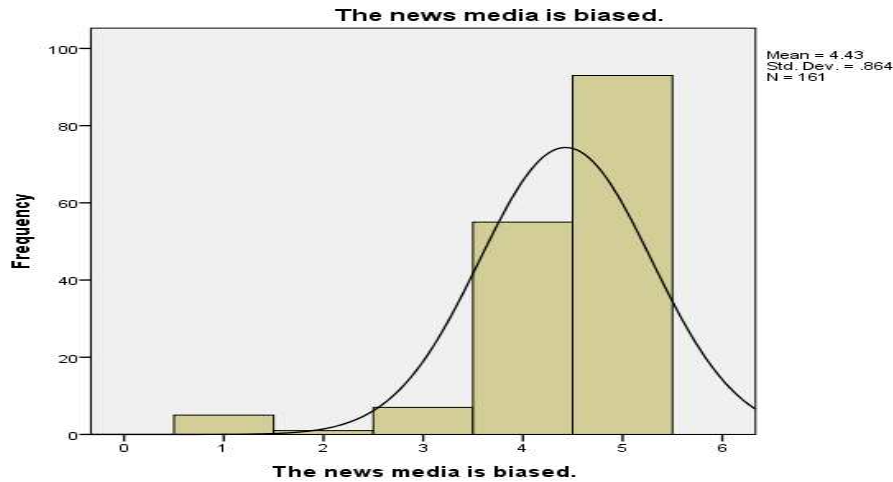


Figure 21. Survey Q-1 Frequencies Survey Results Histogram for Research Q-2 for MPD

Figure 21 shows a histogram and bell curve for Survey Q-1, Research Question 2 for the Metropolitan Police Department (MPD).

Table 35

Survey Q-2 Frequencies Survey Results for Research Q-2 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	5	3.1	3.1	3.1
Disagree	8	5.0	5.0	8.1
Neutral	19	11.8	11.8	19.9
Agree	84	52.2	52.2	72.0
Strongly Agree	45	28.0	28.0	100.0
Total	161	100.0	100.0	

Table 35 shows the frequency survey results from Survey Q-2, Research Question 2, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-2 asked, “When responding to a call for service, you always respond swiftly.” The results showed: 45 Strongly Agreed; 84 Agreed; 19 were Neutral; 8 Disagreed; and 5 Strongly Disagreed.

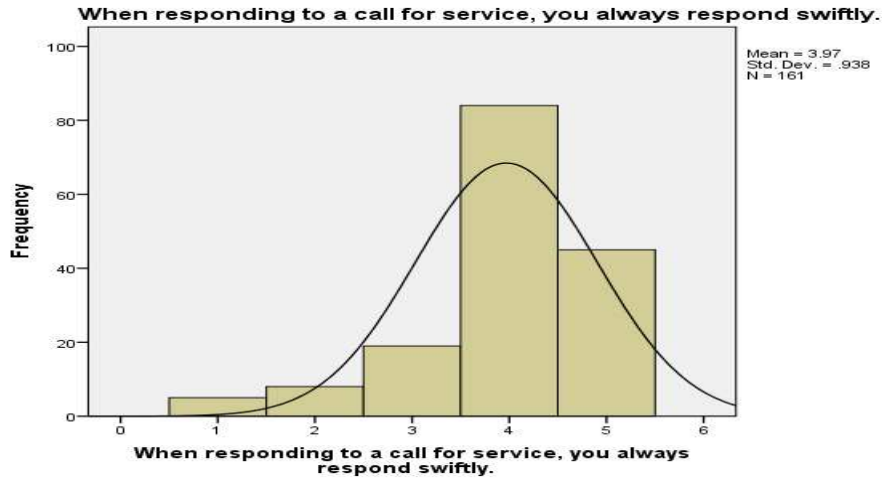


Figure 22. Survey Q-2 Frequencies Survey Results Histogram for Research Q-2 for MPD

Figure 22 shows a histogram and bell curve for Survey Q-2, Research Question 2 for the Metropolitan Police Department (MPD).

Table 36

Survey Q-3 Frequencies Survey Results for Research Q-2 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	1.2	1.2	1.2
Disagree	4	2.5	2.5	3.7
Neutral	27	16.8	16.8	20.5
Agree	71	44.1	44.1	64.6
Strongly Agree	57	35.4	35.4	100.0
Total	161	100.0	100.0	

Table 36 shows the frequency survey results from Survey Q-3, Research Question 2, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-3 asked, “You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).” The results showed: 57 Strongly Agreed; 71 Agreed; 27 were Neutral; 4 Disagreed; and 2 Strongly Disagreed.

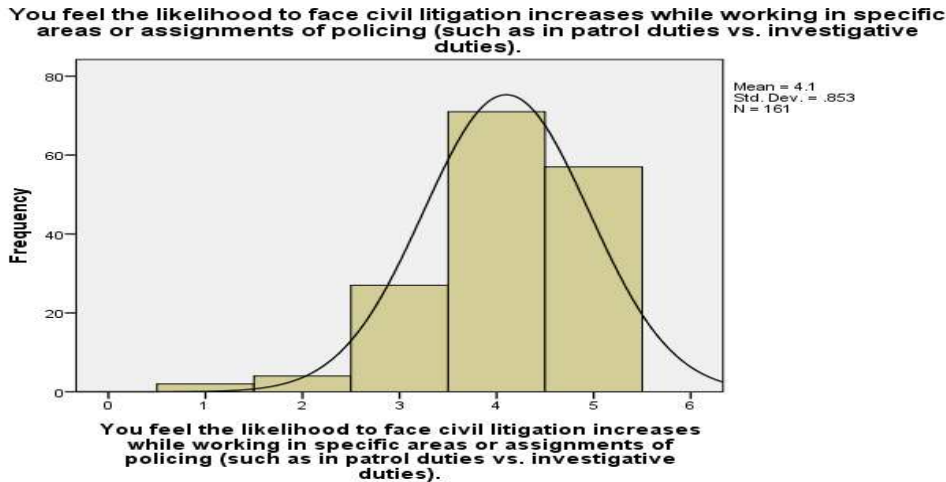


Figure 23. Survey Q-3 Frequencies Survey Results Histogram for Research Q-2 for MPD

Figure 23 shows a histogram and bell curve for Survey Q-3, Research Question 2 for the Metropolitan Police Department (MPD).

Table 37

Survey Q-4 Frequencies Survey Results for Research Q-2 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	6	3.7	3.7	3.7
Disagree	18	11.2	11.2	14.9
Neutral	38	23.6	23.6	38.5
Agree	63	39.1	39.1	77.6
Strongly Agree	36	22.4	22.4	100.0
Total	161	100.0	100.0	

Table 37 shows the frequency survey results from Survey Q-4, Research Question 2, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-4 asked, “With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.” The results showed: 36 Strongly Agreed; 63 Agreed; 38 were Neutral; 18 Disagreed; and 6 Strongly Disagreed.

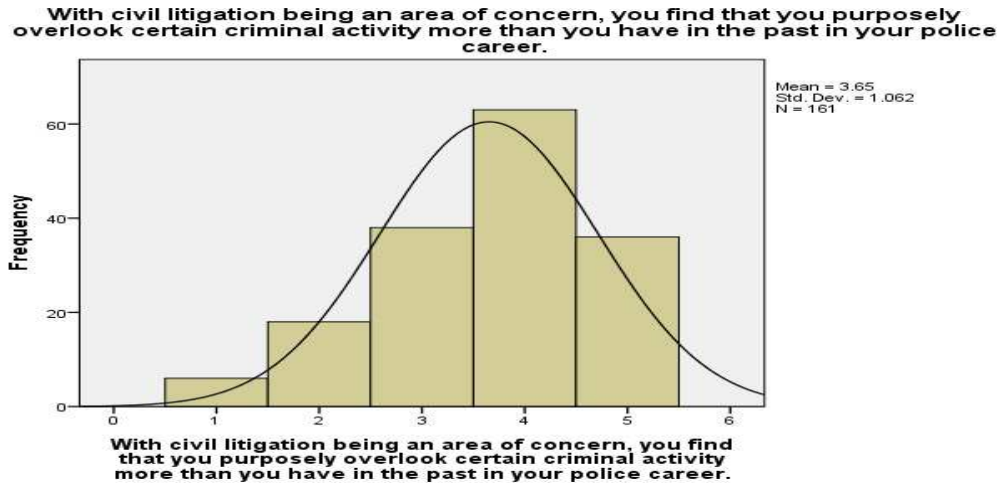


Figure 24. Survey Q-4 Frequencies Survey Results Histogram for Research Q-2 for MPD

Figure 24 shows a histogram and bell curve for Survey Q-4, Research Q-2 for the Metropolitan Police Department (MPD).

Table 38

Survey Q-5 Frequencies Survey Results for Research Q-2 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	9	5.6	5.6	5.6
Disagree	25	15.5	15.5	21.1
Neutral	22	13.7	13.7	34.8
Agree	73	45.3	45.3	80.1
Strongly Agree	32	19.9	19.9	100.0
Total	161	100.0	100.0	

Table 38 shows the frequency survey results from Survey Q-5, Research Question 2, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-5 asked, “To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.” The results showed: 32 Strongly Agreed; 73 Agreed; 22 were Neutral; 25 Disagreed; and 9 Strongly Disagreed.

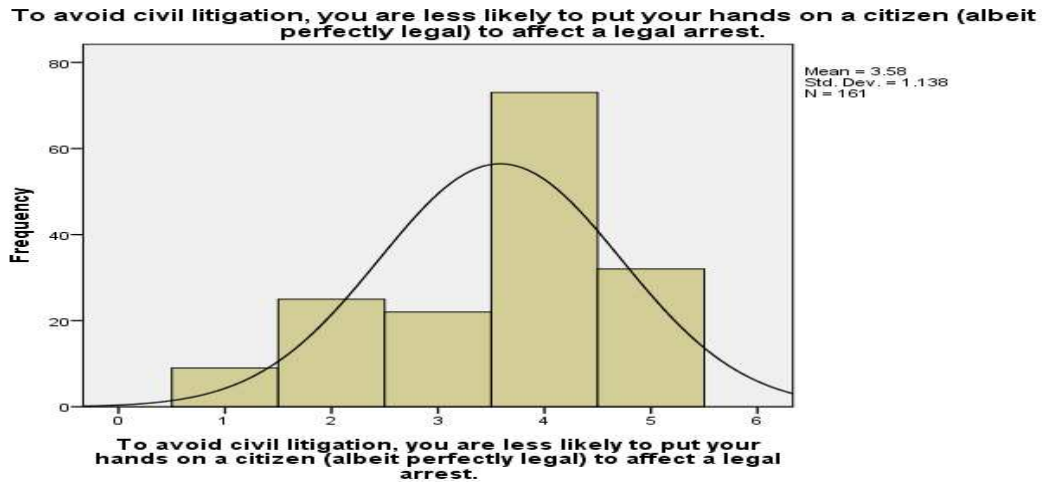


Figure 25. Survey Q-5 Frequencies Survey Results Histogram for Research Q-2 for MPD

Figure 25 shows a histogram and bell curve for Survey Q-5, Research Question 2 for the Metropolitan Police Department (MPD).

Table 39

Survey Q-6 Frequencies Survey Results for Research Q-2 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	1.2	1.2	1.2
Disagree	8	5.0	5.0	6.2
Neutral	18	11.2	11.2	17.4
Agree	73	45.3	45.3	62.7
Strongly Agree	60	37.3	37.3	100.0
Total	161	100.0	100.0	

Table 39 shows the frequency survey results from Survey Q-6, Research Question 2, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-6 asked, “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 60 Strongly Agreed; 73 Agreed; 18 were Neutral; 8 Disagreed; and 2 Strongly Disagreed.

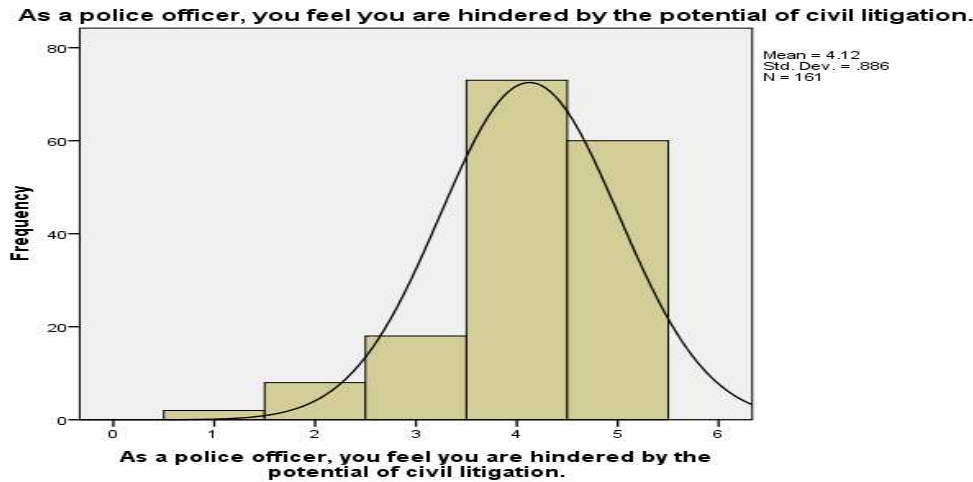


Figure 26. Survey Q-6 Frequencies Survey Results Histogram for Research Q-2 for MPD

Figure 26 shows a histogram and bell curve for Survey Q-6, Research Question 2 for the Metropolitan Police Department (MPD).

Table 40

Survey Q-7 Frequencies Survey Results for Research Q-2 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	4	2.5	2.5	2.5
Disagree	23	14.3	14.3	16.8
Neutral	33	20.5	20.5	37.3
Agree	68	42.2	42.2	79.5
Strongly Agree	33	20.5	20.5	100.0
Total	161	100.0	100.0	

Table 40 shows the frequency survey results from Survey Q-7, Research Question 2, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-7 asked, “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 33 Strongly Agreed; 68 Agreed; 33 were Neutral; 23 Disagreed; and 4 Strongly Disagreed.

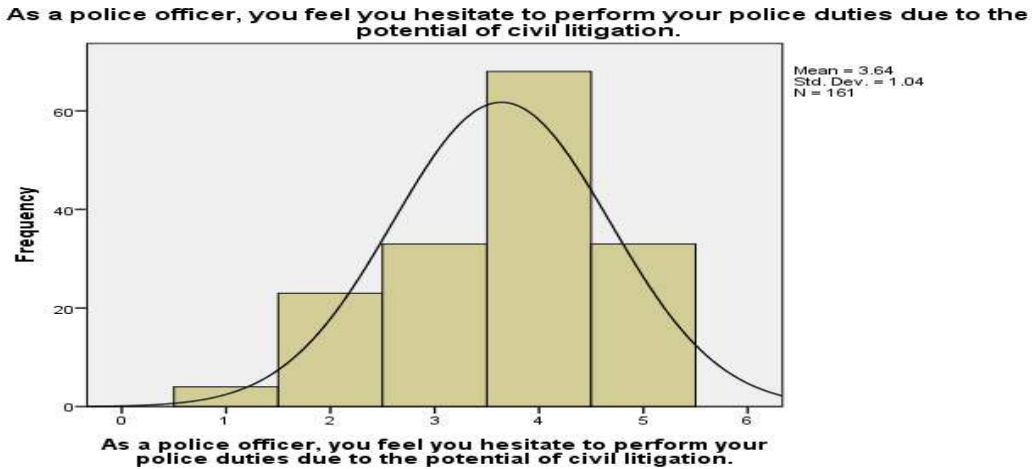


Figure 27. Survey Q-7 Frequencies Survey Results Histogram for Research Q-2 for MPD

Figure 27 shows a histogram and bell curve for Survey Q-7, Research Question 2 for the Metropolitan Police Department (MPD).

Table 41

Survey Q-8 Frequencies Survey Results for Research Q-2 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	7	4.3	4.3	4.3
Disagree	20	12.4	12.4	16.8
Neutral	35	21.7	21.7	38.5
Agree	75	46.6	46.6	85.1
Strongly Agree	24	14.9	14.9	100.0
Total	161	100.0	100.0	

Table 41 shows the frequency survey results from Survey Q-8, Research Question 2, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-8 asked, “If not for the potential of civil litigation, you would feel no reason not to perform your police duties.” The results showed: 24 Strongly Agreed; 75 Agreed; 35 were Neutral; 20 Disagreed; and 7 Strongly Disagreed.

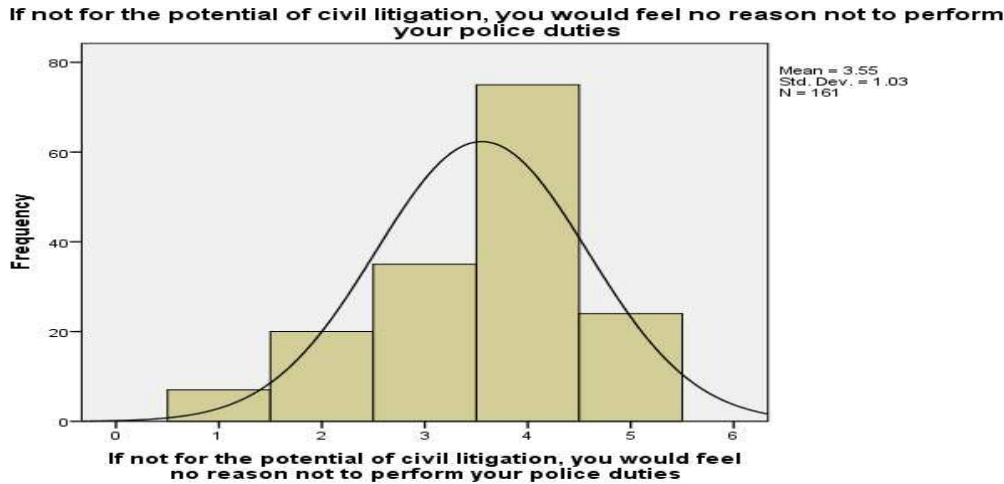


Figure 28. Survey Q-8 Frequencies Survey Results Histogram for Research Q-2 for MPD

Figure 28 shows a histogram and bell curve for Survey Q-8, Research Question 2 for the Metropolitan Police Department (MPD).

Table 42

Survey Q-9 Frequencies Survey Results for Research Q-2 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	4	2.5	2.5	2.5
Disagree	15	9.3	9.3	11.8
Neutral	32	19.9	19.9	31.7
Agree	75	46.6	46.6	78.3
Strongly Agree	35	21.7	21.7	100.0
Total	161	100.0	100.0	

Table 42 shows the frequency survey results from Survey Q-9, Research Question 2, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-9 asked, “You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.” The results showed: 35 Strongly Agreed; 75 Agreed;

32 were Neutral; 15 Disagreed; and 4 Strongly Disagreed.

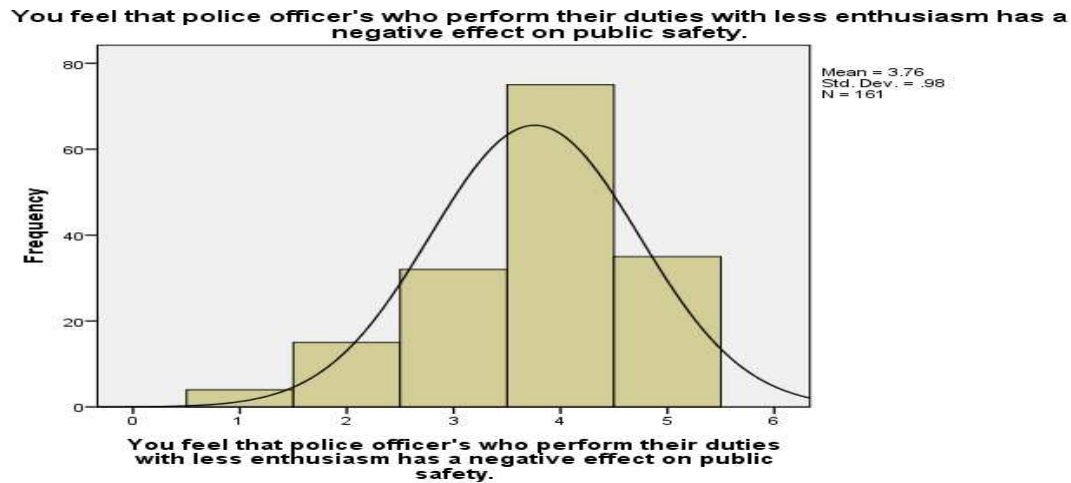


Figure 29. Survey Q-9 Frequencies Survey Results Histogram for Research Q-2 for MPD

Figure 29 shows a histogram and bell curve for Survey Q-9, Research Question 2 for the Metropolitan Police Department (MPD).

Tables 43 through 52 showed the frequency results for the Suburb East police department labeled as (SE).

Table 43

Frequencies Statistical Results for Research Q-2 for SE

	Survey Q-1 The news media is biased.	Survey Q-2 When responding to a call for service, you always respond swiftly.	Survey Q-3 You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).	Survey Q-4 With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.
Valid	13	13	13	13
Missing	0	0	0	0
Mean	4.31	4.62	3.31	2.54
Median	4.00	5.00	4.00	2.00
Mode	4	5	2 ^a	2
Std. Deviation	.630	.506	1.377	1.330

a. Multiple modes exist. The smallest value is shown

Table 43

Frequencies Statistical Results for Research Q-2 for SE continued

Survey Q-5 To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.	Survey Q-6 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-7 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-8 If not for the potential of civil litigation, you would feel no reason not to perform your police duties	Survey Q-9 You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.
13	13	13	13	13
0	0	0	0	0
2.23	3.08	2.08	3.46	3.31
2.00	3.00	2.00	3.00	4.00
2	2	2	3	4
.927	1.320	.760	1.127	1.251

Table 43 shows the frequency statistical results from the responses received from police officers from the Suburb East police department labeled as SE. The results were compiled from nine survey questions. The average mean ranged from 2.08 to 4.62. The median scores for this area ranged from 2.00 to 5.00. The modes for all the questions ranged from 2 to 5.

Table 44

Survey Q-1 Frequencies Survey Results for Research Q-2 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Neutral	1	7.7	7.7	7.7
Agree	7	53.8	53.8	61.5
Strongly Agree	5	38.5	38.5	100.0
Total	13	100.0	100.0	

Table 44 shows the frequency survey results from Survey Q-1, Research Question 2, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-1 asked, "The news media is biased." The results showed: 5 Strongly Agreed; 7 Agreed; and 1 was Neutral.

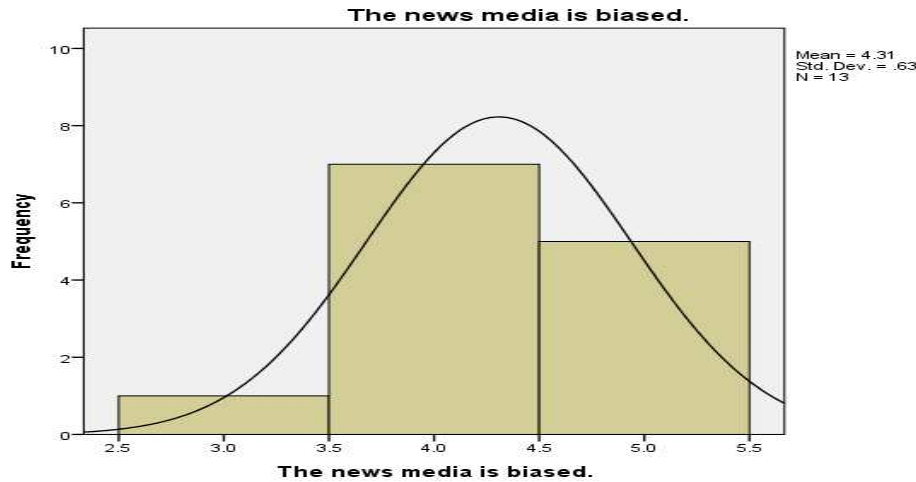


Figure 30. Survey Q-1 Frequencies Survey Results Histogram for Research Q-2 for SE

Figure 30 shows a histogram and bell curve for Survey Q-1, Research Question 2 for the Suburb East Police Department (SE).

Table 45

Survey Q-2 Frequencies Survey Results for Research Q-2 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	5	38.5	38.5	38.5
Strongly Agree	8	61.5	61.5	100.0
Total	13	100.0	100.0	

Table 45 shows the frequency survey results from Survey Q-2, Research Question 2, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-2 asked, “When responding to a call for service, you always respond swiftly.” The results showed: 8 Strongly Agreed; and 5 Agreed.

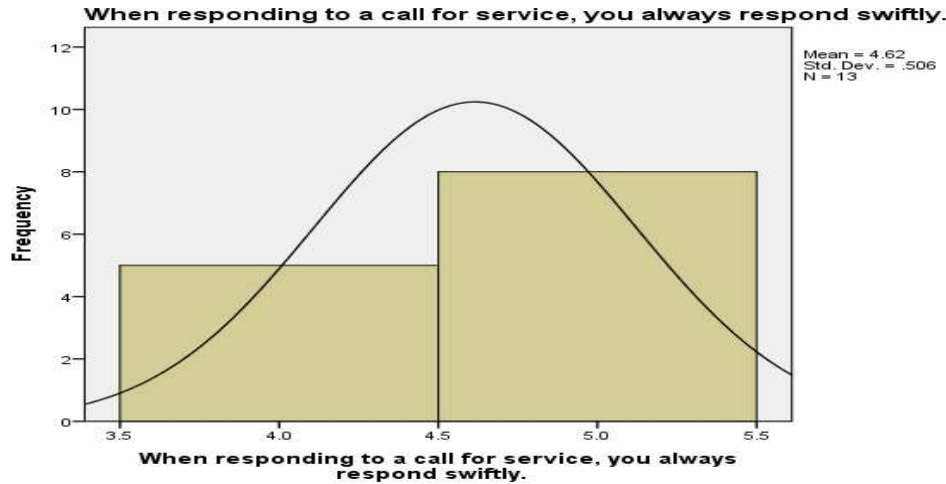


Figure 31. Survey Q-2 Frequencies Survey Results Histogram for Research Q-2 for SE

Figure 31 shows a histogram and bell curve for Survey Q-2, Research Q-2 for the Suburb East Police Department (SE).

Table 46

Survey Q-3 Frequencies Survey Results for Research Q-2 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	7.7	7.7	7.7
Disagree	4	30.8	30.8	38.5
Neutral	1	7.7	7.7	46.2
Agree	4	30.8	30.8	76.9
Strongly Agree	3	23.1	23.1	100.0
Total	13	100.0	100.0	

Table 46 shows the frequency survey results from Survey Q-3, Research Question 2, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-3 asked, “You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).” The results showed: 3 Strongly Agreed; 4 Agreed; 1 was Neutral; 4 Disagreed; and 1 Strongly Agreed.

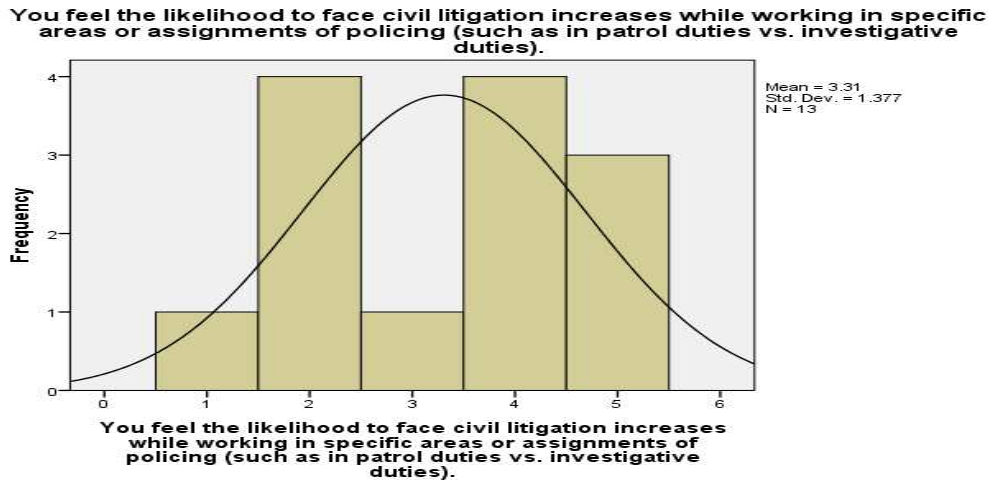


Figure 32. Survey Q-3 Frequencies Survey Results Histogram for Research Q-2 for SE

Figure 32 shows a histogram and bell curve for Survey Q-3, Research Question 2 for the Suburb East Police Department (SE).

Table 47

Survey Q-4 Frequencies Survey Results for Research Q-2 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	15.4	15.4	15.4
Disagree	7	53.8	53.8	69.2
Neutral	1	7.7	7.7	76.9
Agree	1	7.7	7.7	84.6
Strongly Agree	2	15.4	15.4	100.0
Total	13	100.0	100.0	

Table 47 shows the frequency survey results from Survey Q-4, Research Question 2, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-4 asked, “With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.” The results showed: 2 Strongly Agreed; 1 Agreed; 1 was Neutral; 7 Disagreed; and 2 Strongly Agreed.

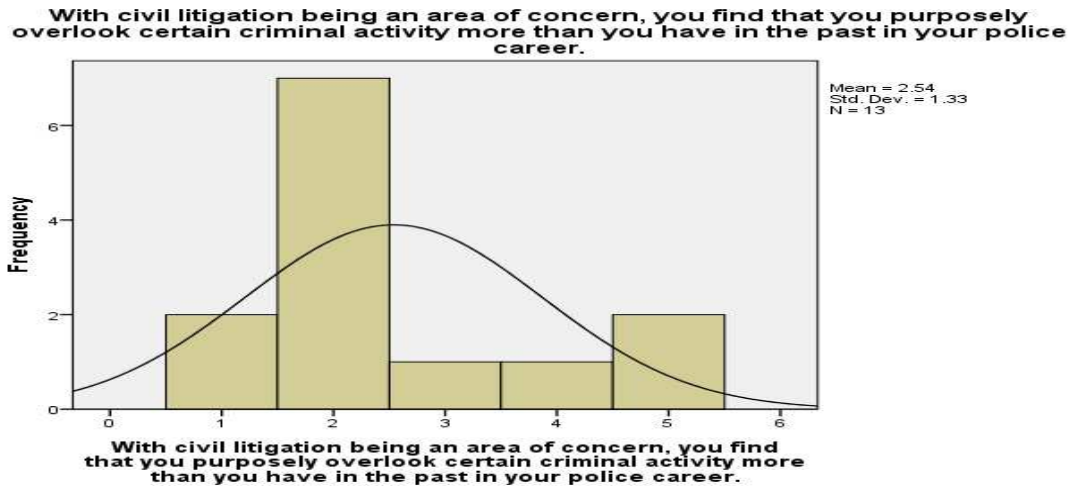


Figure 33. Survey Q-4 Frequencies Survey Results Histogram for Research Q-2 for SE

Figure 33 shows a histogram and bell curve for Survey Q-4, Research Question 2 for the Suburb East Police Department (SE).

Table 48

Survey Q-5 Frequencies Survey Results for Research Q-2 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	15.4	15.4	15.4
Disagree	8	61.5	61.5	76.9
Neutral	1	7.7	7.7	84.6
Agree	2	15.4	15.4	100.0
Total	13	100.0	100.0	

Table 48 shows the frequency survey results from Survey Q-5, Research Question 2, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-5 asked, “To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.” The results showed: 2 Agreed; 1 was Neutral; 8 Disagreed; and 2 Strongly Agreed.

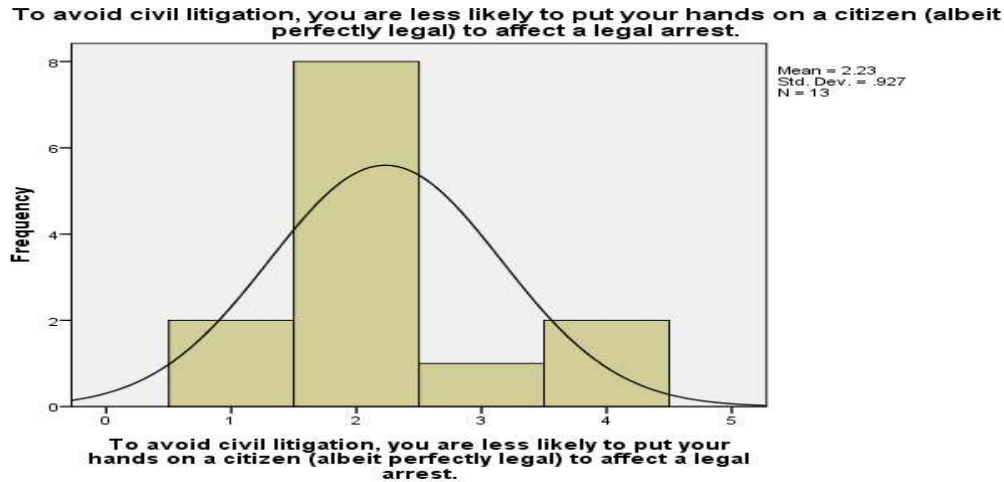


Figure 34. Survey Q-5 Frequencies Survey Results Histogram for Research Q-2 for SE

Figure 34 shows a histogram and bell curve for Survey Q-5, Research Question 2 for the Suburb East Police Department (SE).

Table 49

Survey Q-6 Frequencies Survey Results for Research Q-2 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	7.7	7.7	7.7
Disagree	5	38.5	38.5	46.2
Neutral	1	7.7	7.7	53.8
Agree	4	30.8	30.8	84.6
Strongly Agree	2	15.4	15.4	100.0
Total	13	100.0	100.0	

Table 49 shows the frequency survey results from Survey Q-6, Research Question 2, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-6 asked, “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 2 Strongly Agreed; 4 Agreed; 1 was Neutral; 5 Disagreed; and 1 Strongly Agreed.

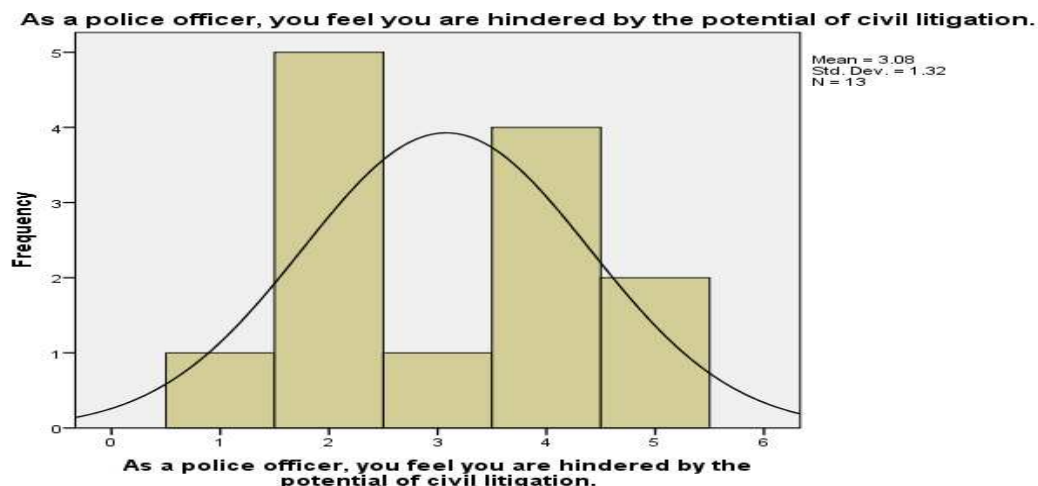


Figure 35. Survey Q-6 Frequencies Survey Results Histogram for Research Q-2 for SE

Figure 35 shows a histogram and bell curve for Survey Q-6, Research Question 2 for the Suburb East Police Department (SE).

Table 50

Survey Q-7 Frequencies Survey Results for Research Q-2 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	15.4	15.4	15.4
Disagree	9	69.2	69.2	84.6
Neutral	1	7.7	7.7	92.3
Agree	1	7.7	7.7	100.0
Total	13	100.0	100.0	

Table 51 shows the frequency survey results from Survey Q-7, Research Question 2, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-7 asked, “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 1 Agreed; 1 was Neutral; 9 Disagreed; and 2 Strongly Agreed.

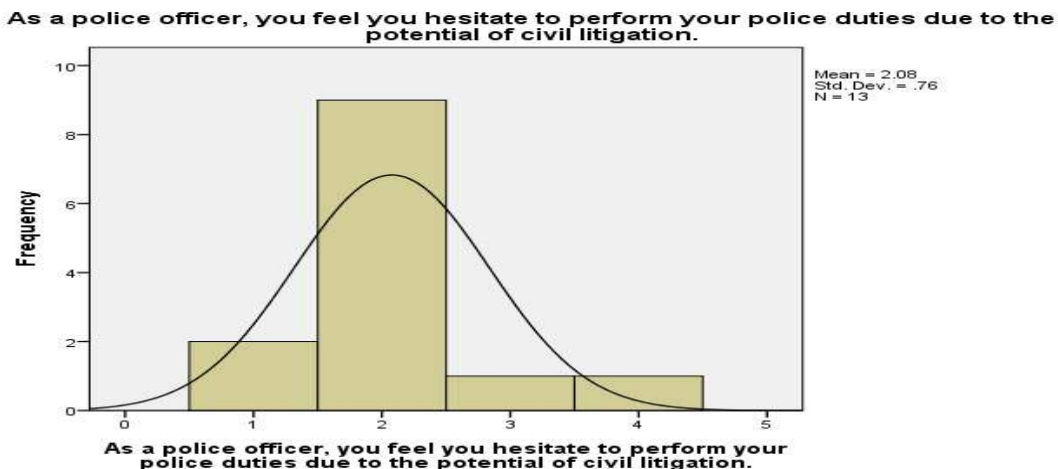


Figure 36. Survey Q-7 Frequencies Survey Results Histogram for Research Q-2 for SE

Figure 36 shows a histogram and bell curve for Survey Q-7, Research Question 2 for the Suburb East Police Department (SE).

Table 51

Survey Q-8 Frequencies Survey Results for Research Q-2 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	3	23.1	23.1	23.1
Neutral	4	30.8	30.8	53.8
Agree	3	23.1	23.1	76.9
Strongly Agree	3	23.1	23.1	100.0
Total	13	100.0	100.0	

Table 51 shows the frequency survey results from Survey Q-8, Research Question 2, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-8 asked, “If not for the potential of civil litigation, you would feel no reason not to perform your police duties.” The results showed: 3 Strongly Agreed; 3 Agreed; 4 were Neutral; and 3 Disagreed.

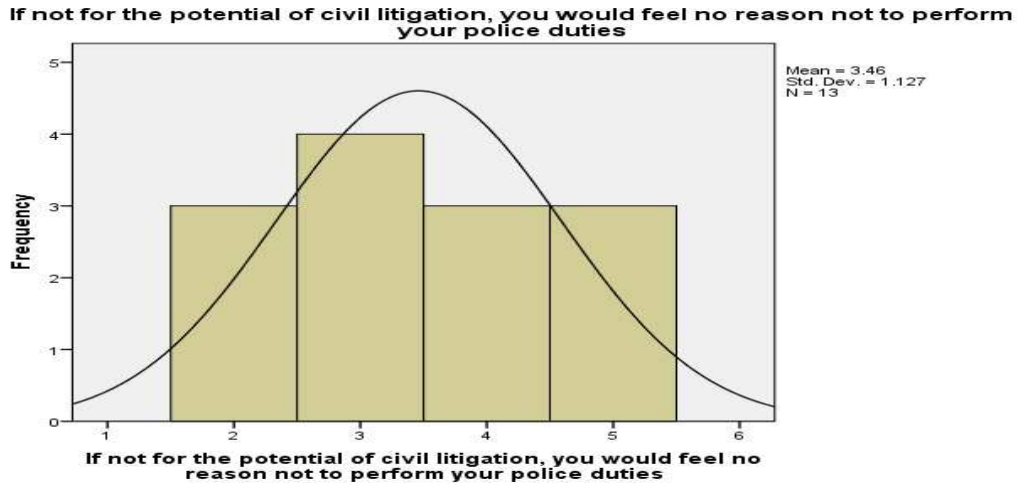


Figure 37. Survey Q-8 Frequencies Survey Results Histogram for Research Q-2 for SE

Figure 37 shows a histogram and bell curve for Survey Q-8, Research Question 2 for the Suburb East Police Department (SE).

Table 52

Survey Q-9 Frequencies Survey Results for Research Q-2 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	7.7	7.7	7.7
Disagree	3	23.1	23.1	30.8
Neutral	2	15.4	15.4	46.2
Agree	5	38.5	38.5	84.6
Strongly Agree	2	15.4	15.4	100.0
Total	13	100.0	100.0	

Table 52 shows the frequency survey results from Survey Q-9, Research Question 2, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-9 asked, “You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.” The results showed: 2 Strongly Agreed; 5 Agreed; 2 were Neutral; 3 Disagreed; and 1 Strongly Disagreed.

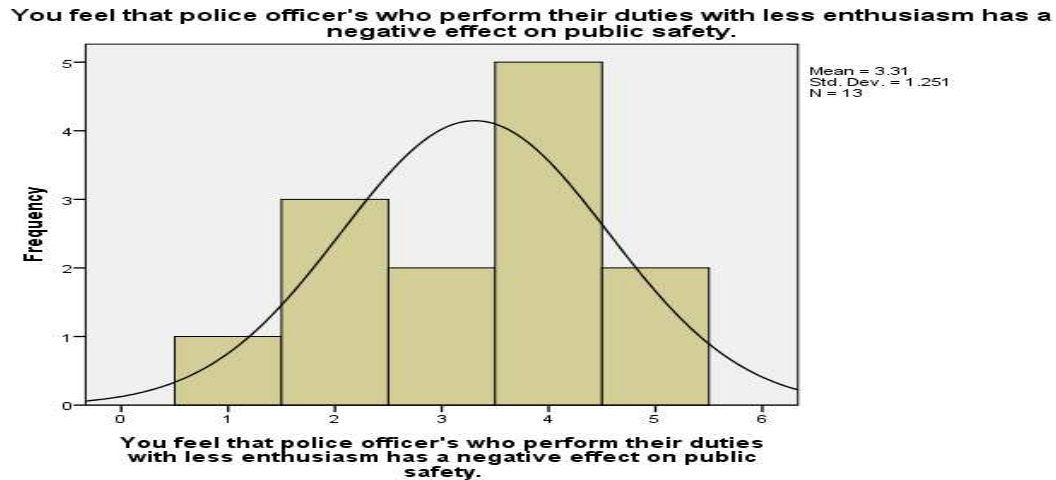


Figure 38. Survey Q-9 Frequencies Survey Results Histogram for Research Q-2 for SE

Figure 38 shows a histogram and bell curve for Survey Q-9, Research Question 2 for the Suburb East Police Department (SE)

Tables 53 through 62 showed the frequencies results for the Suburb West police department labeled as (SW).

Table 53

Frequencies Statistical Results for Research Q-2 for SW

	Survey Q-1 The news media is biased.	Survey Q-2 When responding to a call for service, you always respond swiftly.	Survey Q-3 You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).	Survey Q-4 With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.
Valid	12	12	12	12
Missing	0	0	0	0
Mean	4.25	4.50	3.67	2.92
Median	4.50	4.50	4.00	2.50
Mode	5	4 ^a	4	2
Std. Deviation	.866	.522	1.073	1.087

a. Multiple modes exist. The smallest value is shown

Table 53

Frequencies Statistical Results for Research Q-2 for SW continued

Survey Q-5 To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.	Survey Q-6 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-7 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-8 If not for the potential of civil litigation, you would feel no reason not to perform your police duties	Survey Q-9 You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.
12	12	12	12	12
0	0	0	0	0
2.50	2.92	2.17	3.17	4.00
2.00	2.50	2.00	3.00	4.00
2	2	2	2 ^a	4
1.087	1.240	.577	1.030	.853

a. Multiple modes exist. The smallest value is shown

Table 53 shows the frequency statistical results from the responses received from police officers from the Suburb West police department labeled as SW. The results were compiled from nine survey questions. The average mean ranged from 2.17 to 4.50. The median scores for this area ranged from 2.00 to 4.50. The modes for all the questions ranged from 2 to 5.

Table 54

Survey Q-1 Frequencies Survey Results for Research Q-2 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Neutral	3	25.0	25.0	25.0
Agree	3	25.0	25.0	50.0
Strongly Agree	6	50.0	50.0	100.0
Total	12	100.0	100.0	

Table 54 shows the frequency survey results from Survey Q-1, Research Question 2, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-1 asked, "The news media is biased." The results showed: 6 Strongly Agreed; 3 Agreed; and 3 were Neutral.

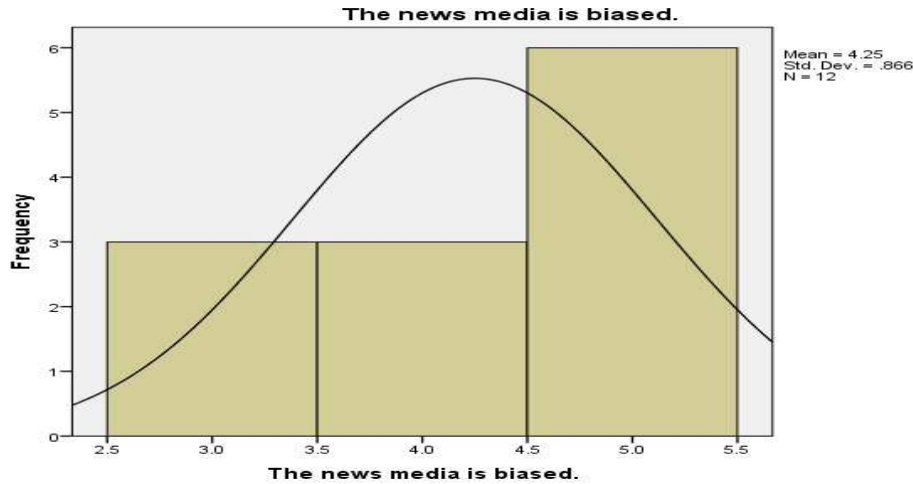


Figure 39. Survey Q-1 Frequencies Survey Results Histogram for Research Q-2 for SW

Figure 39 shows a histogram and bell curve for Survey Q-1, Research Question 2 for the Suburb West Police Department (SW)

Table 55

Survey Q-2 Frequencies Survey Results for Research Q-2 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	6	50.0	50.0	50.0
Strongly Agree	6	50.0	50.0	100.0
Total	12	100.0	100.0	

Table 55 shows the frequency survey results from Survey Q-2, Research Question 2, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-2 asked, “When responding to a call for service, you always respond swiftly.” The results showed: 6 Strongly Agreed; and 6 Agreed.

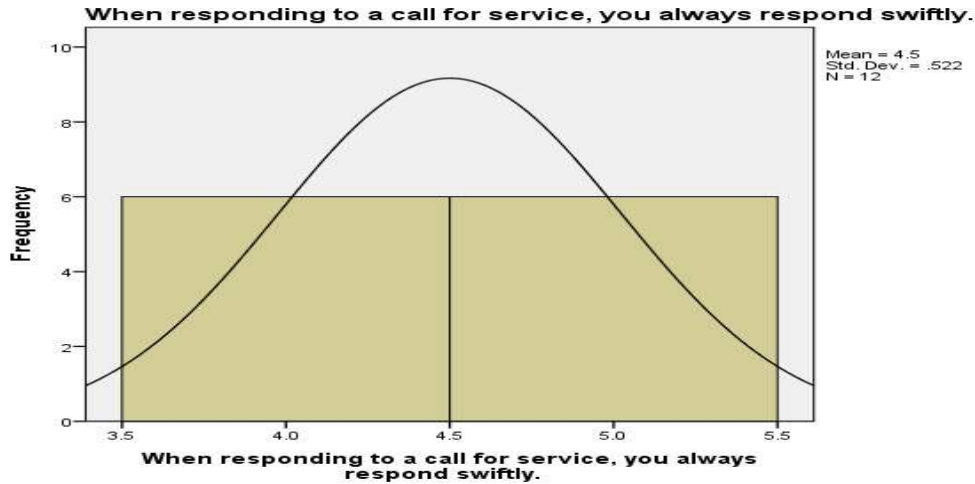


Figure 40. Survey Q-2 Frequencies Survey Results Histogram for Research Q-2 for SW

Figure 40 shows a histogram and bell curve for Survey Q-1, Research Q-2 for the Suburb West Police Department (SW).

Table 56

Survey Q-3 Frequencies Survey Results for Research Q-2 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	2	16.7	16.7	16.7
Neutral	3	25.0	25.0	41.7
Agree	4	33.3	33.3	75.0
Strongly Agree	3	25.0	25.0	100.0
Total	12	100.0	100.0	

Table 56 shows the frequency survey results from Survey Q-3, Research Question 2, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-3 asked, “You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).” The results showed: 3 Strongly Agreed; 4 Agreed; 3 were Neutral; and 2 Disagreed.

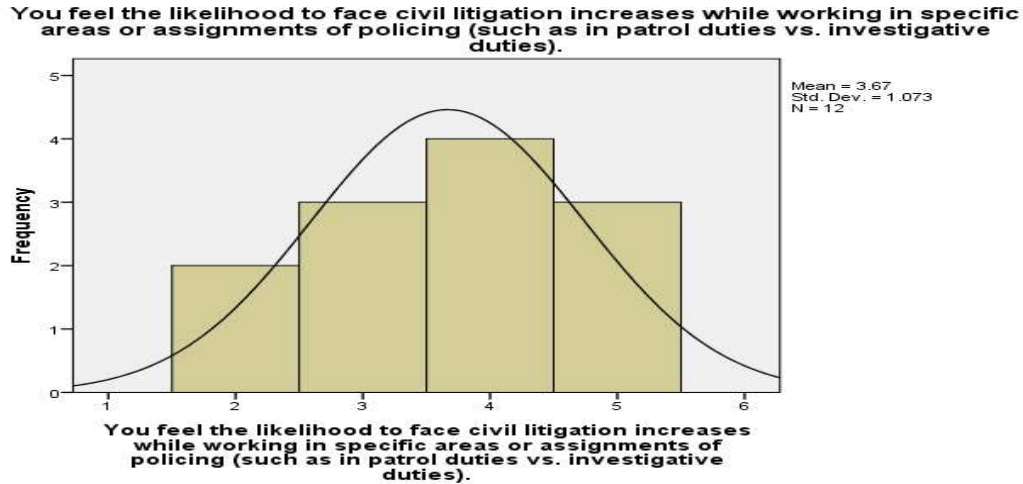


Figure 41. Survey Q-3 Frequencies Survey Results Histogram for Research Q-2 for SW

Figure 41 shows a histogram and bell curve for Survey Q-3, Research Q-2 for the Suburb West Police Department (SW).

Table 57

Survey Q-4 Frequencies Survey Results for Research Q-2 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	6	50.0	50.0	50.0
Neutral	2	16.7	16.7	66.7
Agree	3	25.0	25.0	91.7
Strongly Agree	1	8.3	8.3	100.0
Total	12	100.0	100.0	

Table 57 shows the frequency survey results from Survey Q-4, Research Question 2, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-4 asked, “With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.” The results showed: 1 Strongly Agreed; 3 Agreed; 2 were Neutral; and 6 Disagreed.

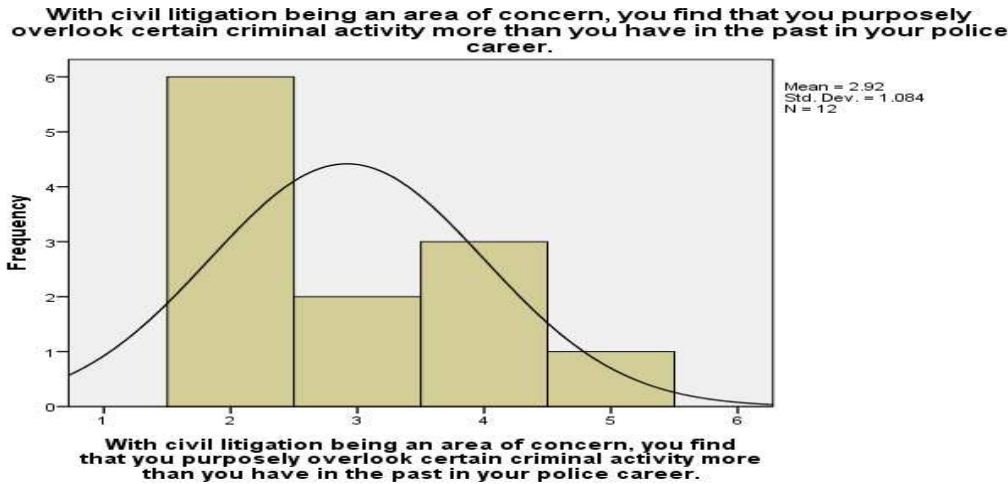


Figure 42. Survey Q-4 Frequencies Survey Results Histogram for Research Q-2 for SW

Figure 42 shows a histogram and bell curve for Survey Q-4, Research Question 2 for the Suburb West Police Department (SW).

Table 58

Survey Q-5 Frequencies Survey Results for Research Q-2 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	8.3	8.3	8.3
Disagree	7	58.3	58.3	66.7
Neutral	2	16.7	16.7	83.3
Agree	1	8.3	8.3	91.7
Strongly Agree	1	8.3	8.3	100.0
Total	12	100.0	100.0	

Table 58 shows the frequency survey results from Survey Q-5, Research Question 2, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-5 asked, “To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.” The results showed: 1 Strongly Agreed; 1 Agreed; 2 were Neutral; 7 Disagreed; and 1 Strongly Disagreed.

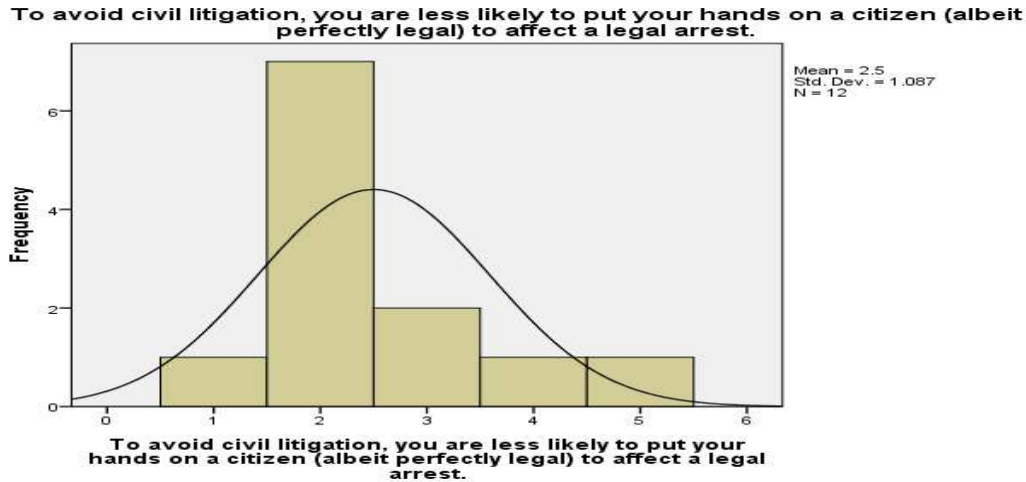


Figure 43. Survey Q-5 Frequencies Survey Results Histogram for Research Q-2 for SW

Figure 98 shows a histogram and bell curve for Survey Q-5, Research Question 2 for the Suburb West Police Department (SW),

Table 59

Survey Q-6 Frequencies Survey Results for Research Q-2 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	8.3	8.3	8.3
Disagree	5	41.7	41.7	50.0
Neutral	1	8.3	8.3	58.3
Agree	4	33.3	33.3	91.7
Strongly Agree	1	8.3	8.3	100.0
Total	12	100.0	100.0	

Table 59 shows the frequency survey results from Survey Q-6, Research Question 2, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-6 asked, “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 1 Strongly Agreed; 4 Agreed; 1 was Neutral; 5 Disagreed; and 1 Strongly Disagreed.

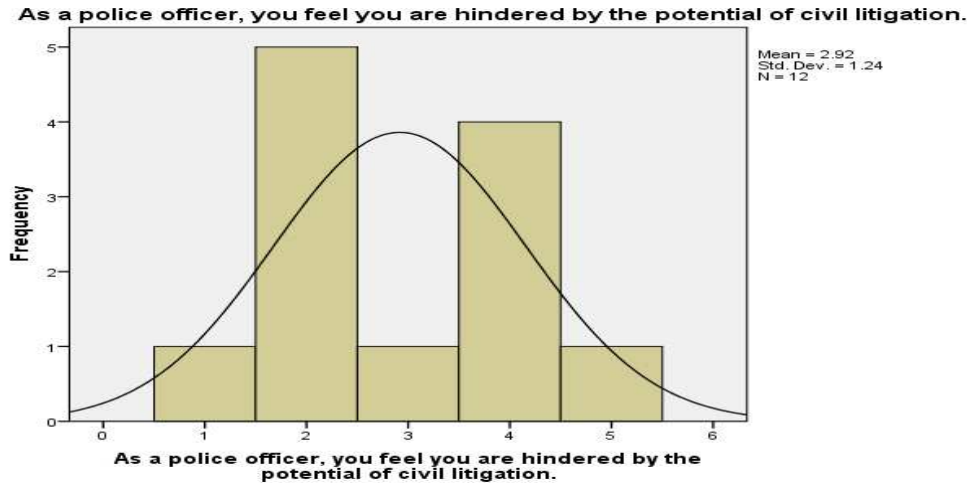


Figure 44. Survey Q-6 Frequencies Survey Results Histogram for Research Q-2 for SW

Figure 44 shows a histogram and bell curve for Survey Q-6, Research Question 2 for the Suburb West Police Department (SW).

Table 60

Survey Q-7 Frequencies Survey Results for Research Q-2 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	11	91.7	91.7	91.7
Agree	1	8.3	8.3	100.0
Total	12	100.0	100.0	

Table 60 shows the frequency survey results from Survey Q-7, Research Question 2, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-7 asked, “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 1 Agreed; and 11 Disagreed.

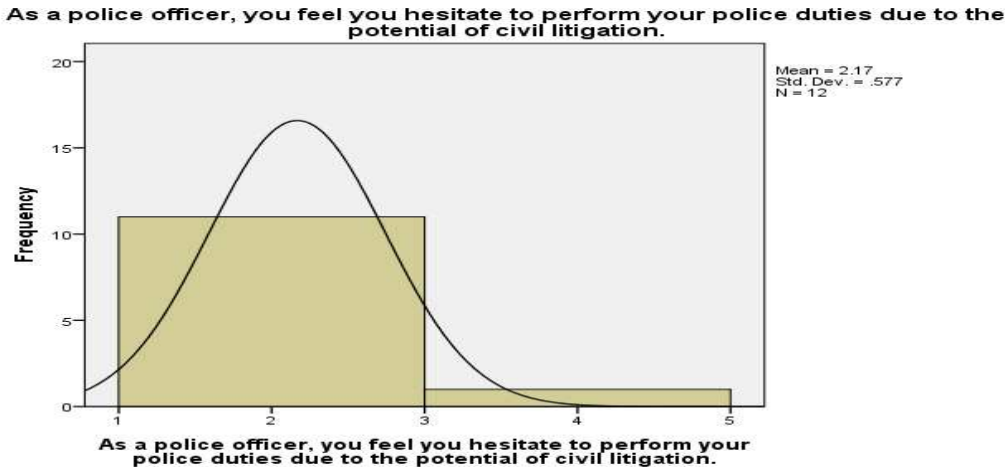


Figure 45. Survey Q-7 Frequencies Survey Results Histogram for Research Q-2 for SW

Figure 45 shows a histogram and bell curve for Survey Q-7, Research Question 2 for the Suburb West Police Department (SW).

Table 61

Survey Q-8 Frequencies Survey Results for Research Q-2 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	4	33.3	33.3	33.3
Neutral	3	25.0	25.0	58.3
Agree	4	33.3	33.3	91.7
Strongly Agree	1	8.3	8.3	100.0
Total	12	100.0	100.0	

Table 61 shows the frequency survey results from Survey Q-8, Research Question 2, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-8 asked, “If not for the potential of civil litigation, you would feel no reason not to perform your police duties.” The results showed: 1 Strongly Agreed; 4 Agreed; 3 were Neutral; and 4 Disagreed.

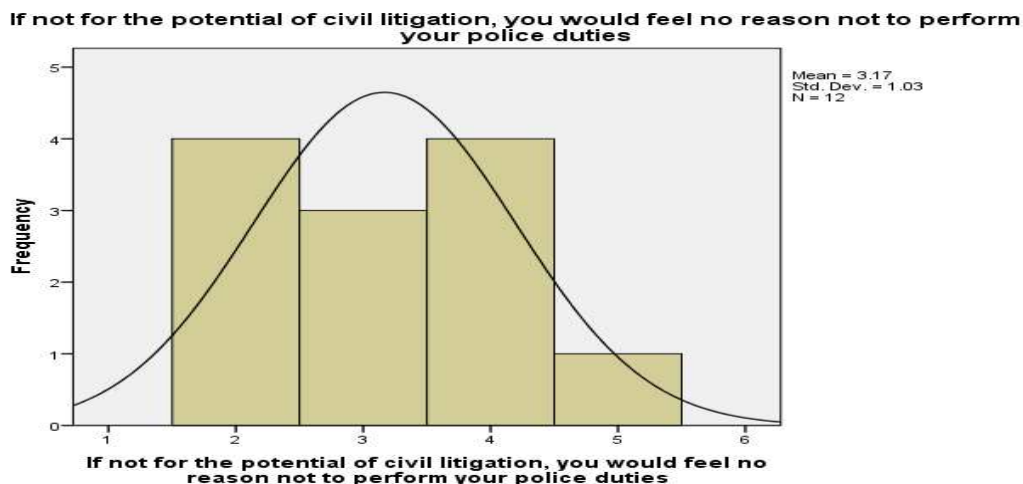


Figure 46. Survey Q-8 Frequencies Survey Results Histogram for Research Q-2 for SW

Figure 46 shows a histogram and bell curve for Survey Q-8, Research Question 2 for the Suburb West Police Department (SW).

Table 62

Survey Q-9 Frequencies Survey Results for Research Q-2 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	1	8.3	8.3	8.3
Neutral	1	8.3	8.3	16.7
Agree	7	58.3	58.3	75.0
Strongly Agree	3	25.0	25.0	100.0
Total	12	100.0	100.0	

Table 62 shows the frequency survey results from Survey Q-9, Research Question 2, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-9 asked, “You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.” The results showed: 3 Strongly Agreed; 7 Agreed; 1 was Neutral; and 1 Disagreed.

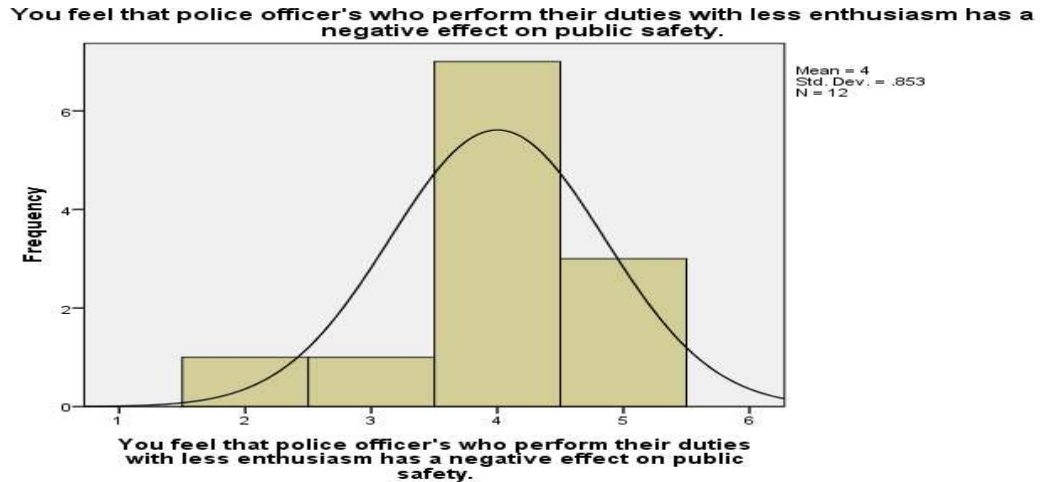


Figure 47. Survey Q-9 Frequencies Survey Results Histogram for Research Q-2 for SW

Figure 47 shows a histogram and bell curve for Survey Q-9, Research Question 2 for the Suburb West Police Department (SW).

Tables 63 through 72 showed the frequency results for police officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 63.

Frequencies Statistical Results for Research Q-2 for Day Shift Officers

	Survey Q-1 The news media is biased.	Survey Q-2 When responding to a call for service, you always respond swiftly.	Survey Q-3 You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).	Survey Q-4 With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.
Valid	51	51	51	51
Missing	0	0	0	0
Mean	4.45	3.96	4.12	3.63
Median	5.00	4.00	4.00	4.00
Mode	5	4	5	4
Std. Deviation	.856	1.095	1.032	1.166

Table 63

Frequencies Statistical Results for Research Q-2 for Day Shift continued

Survey Q-5 To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.	Survey Q-6 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-7 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-8 If not for the potential of civil litigation, you would feel no reason not to perform your police duties	Survey Q-9 You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.
51	51	51	51	51
0	0	0	0	0
3.41	3.84	3.33	3.24	3.73
4.00	4.00	4.00	3.00	4.00
4	4	4	4	4
1.314	1.173	1.275	1.258	1.218

Table 63 shows the frequency statistical results from the responses received from officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift. The results were compiled from nine survey questions. The average mean ranged from 3.24 to 4.45. The median scores for this area ranged from 3.00 to 5.00. The modes for all the questions ranged from 4 to 5.

Table 64

Survey Q-1 Frequencies Survey Results for Research Q-2 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	2.0	2.0	2.0
Disagree	1	2.0	2.0	3.9
Neutral	3	5.9	5.9	9.8
Agree	15	29.4	29.4	39.2
Strongly Agree	31	60.8	60.8	100.0
Total	51	100.0	100.0	

Table 64 shows the frequency survey results from Survey Q-1, Research Question 2, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51

officers were surveyed. Survey Q-1 asked, “The news media is biased.” The results showed: 31 Strongly Agreed; 15 Agreed; 3 were Neutral; 1 Disagreed; and 1 Strongly Agreed.

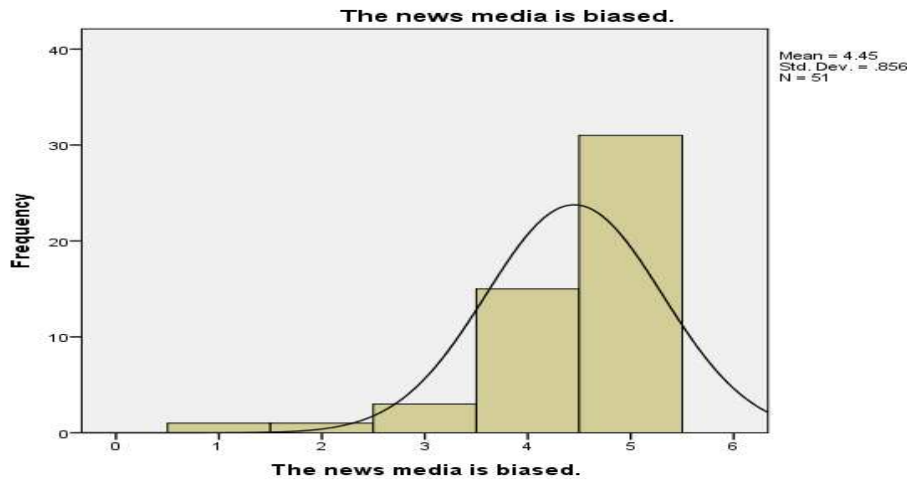


Figure 48. Survey Q-1 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers

Figure 48 shows a histogram and bell curve for Survey Q-1, Research Question 2 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 65

Survey Q-2 Frequencies Survey Results for Research Q-2 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	5.9	5.9	5.9
Disagree	3	5.9	5.9	11.8
Neutral	4	7.8	7.8	19.6
Agree	24	47.1	47.1	66.7
Strongly Agree	17	33.3	33.3	100.0
Total	51	100.0	100.0	

Table 65 shows the frequency survey results from Survey Q-2, Research Question 2, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-2 asked, “When responding to a call for service, you always respond swiftly.” The results showed: 17 Strongly Agreed; 24 Agreed; 4 were Neutral; 3 Disagreed; and 3 Strongly Agreed.

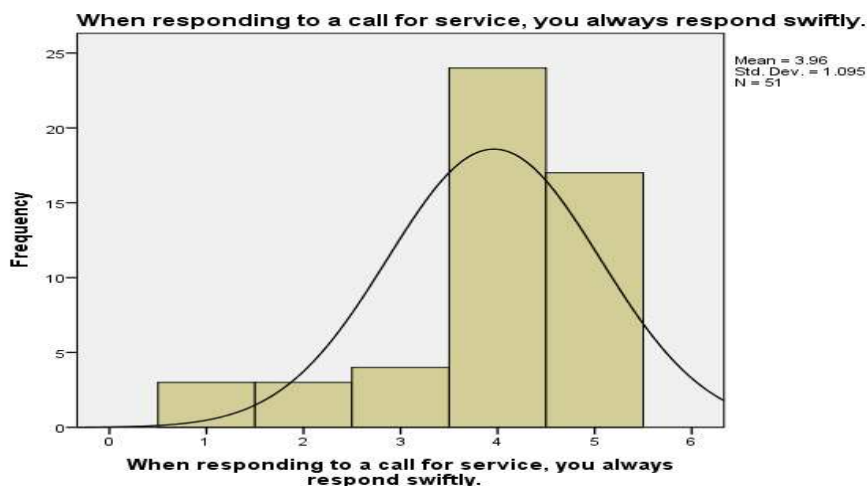


Figure 49. Survey Q-2 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers

Figure 49 shows a histogram and bell curve for Survey Q-2, Research Question 2 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as “Day Shift.”

Table 66

Survey Q-3 Frequencies Survey Results for Research Q-2 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	3.9	3.9	3.9
Disagree	2	3.9	3.9	7.8
Neutral	6	11.8	11.8	19.6
Agree	19	37.3	37.3	56.9
Strongly Agree	22	43.1	43.1	100.0
Total	51	100.0	100.0	

Table 66 shows the frequency survey results from Survey Q-3, Research Question 2, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-3 asked, “You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).” The results showed: 22 Strongly Agreed; 19 Agreed; 6 were Neutral; 2 Disagreed; and 2 Strongly Agreed.

You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).

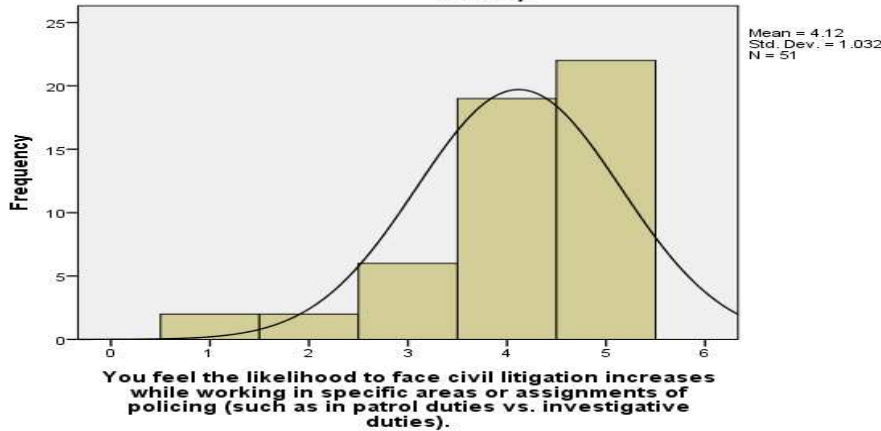


Figure 50. Survey Q-3 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers

Figure 50 shows a histogram and bell curve for Survey Q-3, Research Question 2 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 67

Survey Q-4 Frequencies Survey Results for Research Q-2 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	5.9	5.9	5.9
Disagree	6	11.8	11.8	17.6
Neutral	11	21.6	21.6	39.2
Agree	18	35.3	35.3	74.5
Strongly Agree	13	25.5	25.5	100.0
Total	51	100.0	100.0	

Table 67 shows the frequency survey results from Survey Q-4, Research Question 2, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-4 asked, “With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.” The results showed: 13 Strongly Agreed; 18 Agreed; 11 were Neutral; 6 Disagreed; and 3 Strongly Agreed.

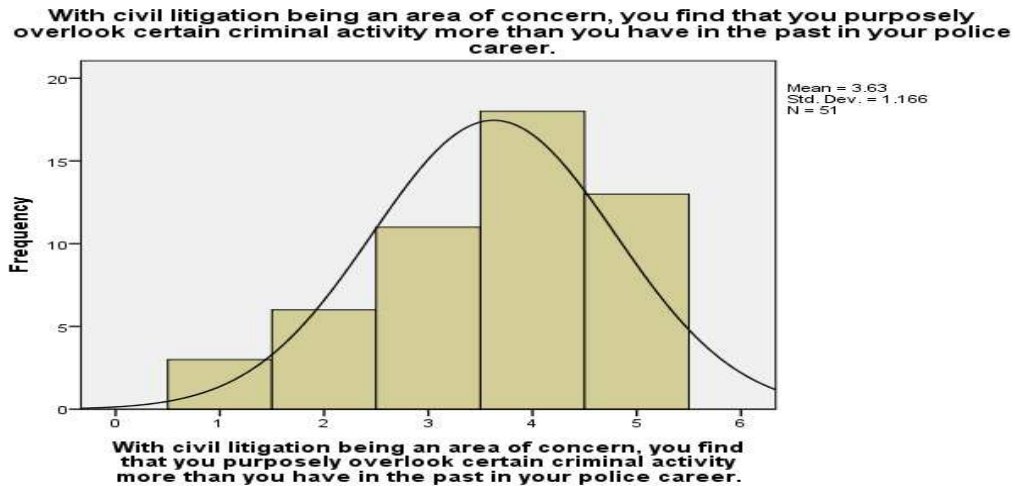


Figure 51. Survey Q-4 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers

Figure 51 shows a histogram and bell curve for Survey Q-4, Research Question 2 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 68

Survey Q-5 Frequencies Survey Results for Research Q-2 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	6	11.8	11.8	11.8
Disagree	9	17.6	17.6	29.4
Neutral	4	7.8	7.8	37.3
Agree	22	43.1	43.1	80.4
Strongly Agree	10	19.6	19.6	100.0
Total	51	100.0	100.0	

Table 68 shows the frequency survey results from Survey Q-5, Research Question 2, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-5 asked, “To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.” The results showed: 10 Strongly Agreed; 22 Agreed; 4 were Neutral; 9 Disagreed; and 6 Strongly Agreed.

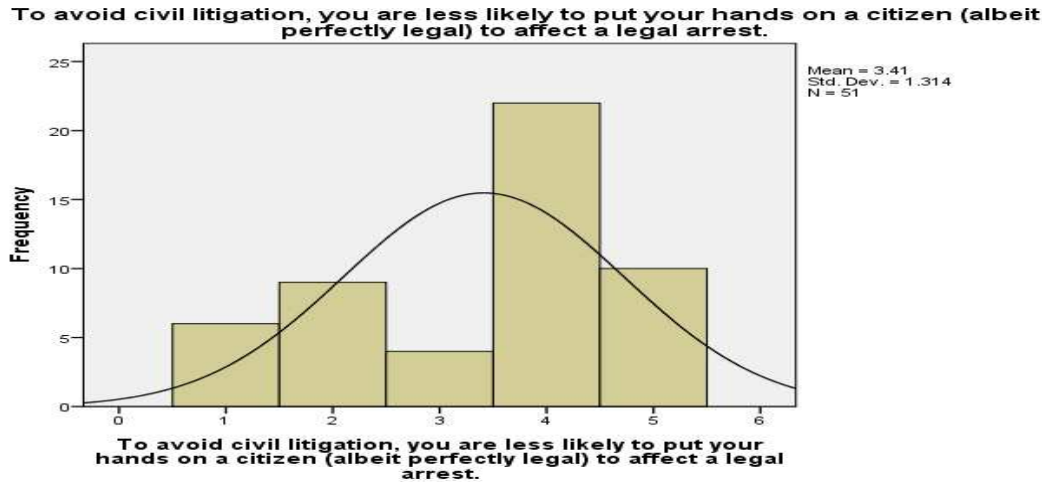


Figure 52. Survey Q-5 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers

Figure 52 shows a histogram and bell curve for Survey Q-5, Research Question 2 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 69

Survey Q-6 Frequencies Survey Results for Research Q-2 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	5.9	5.9	5.9
Disagree	5	9.8	9.8	15.7
Neutral	6	11.8	11.8	27.5
Agree	20	39.2	39.2	66.7
Strongly Agree	17	33.3	33.3	100.0
Total	51	100.0	100.0	

Table 69 shows the frequency survey results from Survey Q-6, Research Question 2, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-6 asked, “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 17 Strongly Agreed; 20 Agreed; 6 were Neutral; 5 Disagreed; and 3 Strongly Agreed.

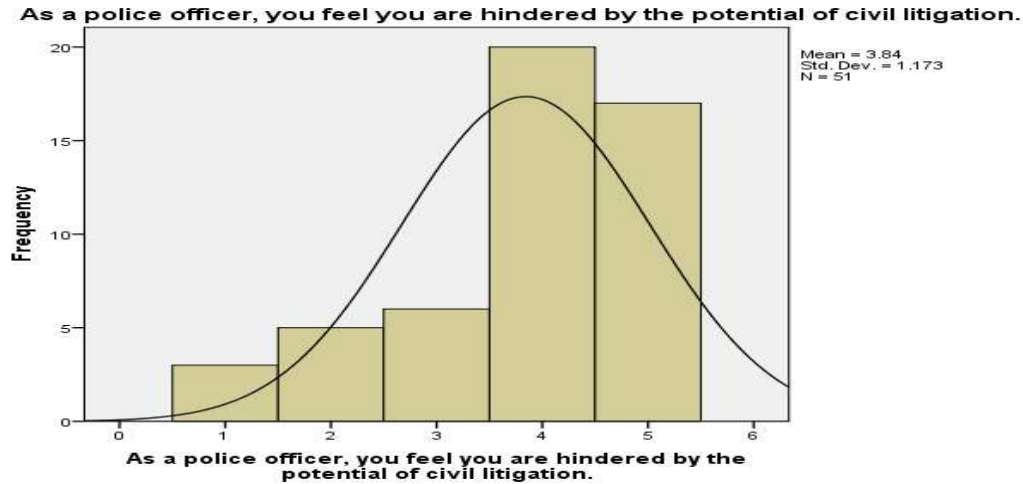


Figure 53. Survey Q-6 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers

Figure 53 shows a histogram and bell curve for Survey Q-6, Research Question 2 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 70

Survey Q-7 Frequencies Survey Results for Research Q-2 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	5	9.8	9.8	9.8
Disagree	10	19.6	19.6	29.4
Neutral	9	17.6	17.6	47.1
Agree	17	33.3	33.3	80.4
Strongly Agree	10	19.6	19.6	100.0
Total	51	100.0	100.0	

Table 70 shows the frequency survey results from Survey Q-7, Research Question 2, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-7 asked, “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 10 Strongly Agreed; 17 Agreed; 9 were Neutral; 10 Disagreed; and 5 Strongly Agreed.

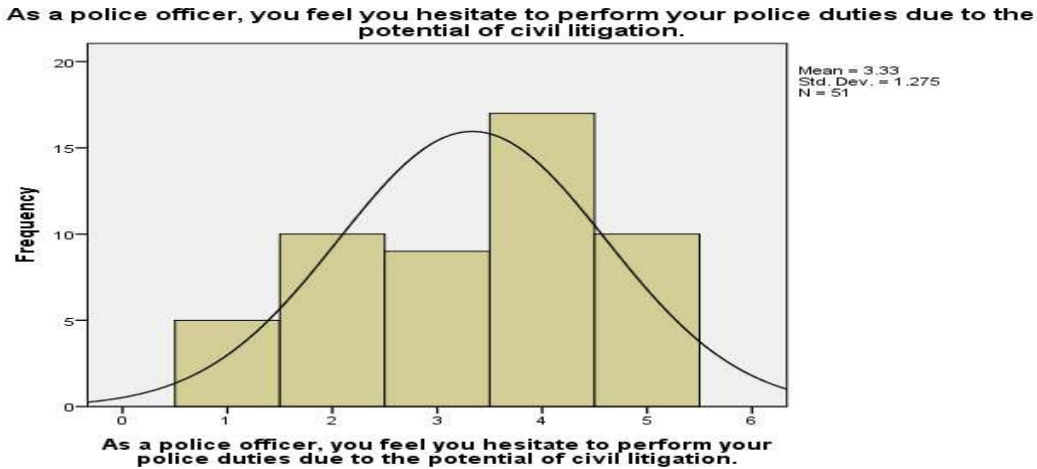


Figure 54. Survey Q-7 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers

Figure 54 shows a histogram and bell curve for Survey Q-7, Research Question 2 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 71

Survey Q-8 Frequencies Survey Results for Research Q-2 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	6	11.8	11.8	11.8
Disagree	9	17.6	17.6	29.4
Neutral	11	21.6	21.6	51.0
Agree	17	33.3	33.3	84.3
Strongly Agree	8	15.7	15.7	100.0
Total	51	100.0	100.0	

Table 71 shows the frequency survey results from Survey Q-8, Research Question 2, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-8 asked, “If not for the potential of civil litigation, you would feel no reason not to perform your police duties.” The results showed: 8 Strongly Agreed; 17 Agreed; 11 were Neutral; 9 Disagreed; and 6 Strongly Agreed.

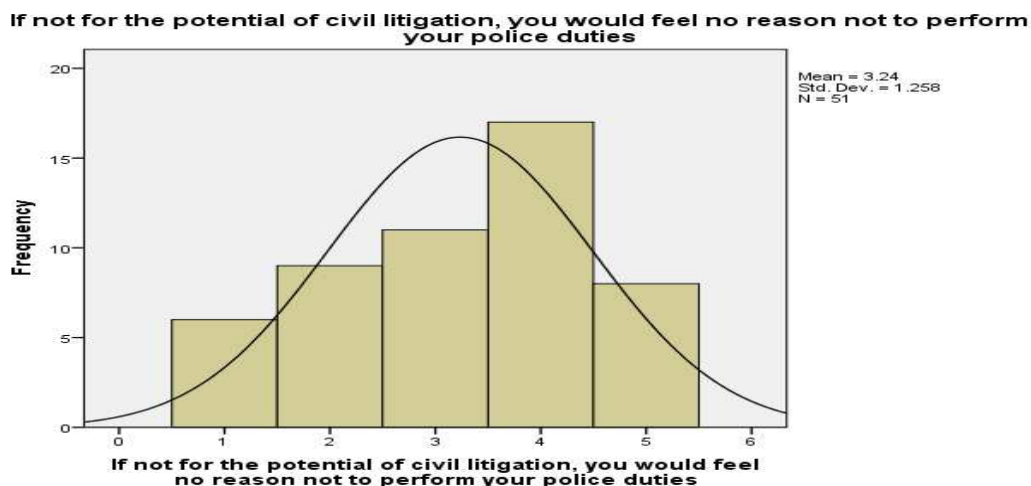


Figure 55. Survey Q-8 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers

Figure 55 shows a histogram and bell curve for Survey Q-8, Research Question 2 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 72

Survey Q-9 Frequencies Survey Results for Research Q-2 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	4	7.8	7.8	7.8
Disagree	5	9.8	9.8	17.6
Neutral	7	13.7	13.7	31.4
Agree	20	39.2	39.2	70.6
Strongly Agree	15	29.4	29.4	100.0
Total	51	100.0	100.0	

Table 72 shows the frequency survey results from Survey Q-9, Research Question 2, for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-9 asked, “You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.” The results showed: 15 Strongly Agreed; 20 Agreed; 7 were Neutral; 5 Disagreed; and 4 Strongly Agreed.

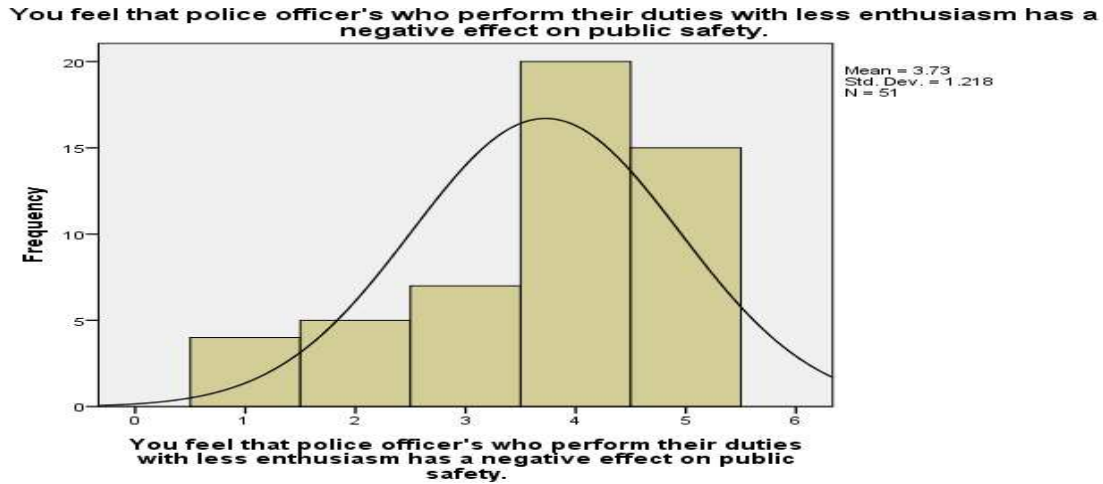


Figure 56. Survey Q-9 Frequencies Survey Results Histogram for Research Q-2 for Day Shift Officers

Figure 56 shows a histogram and bell curve for Survey Q-9, Research Question 2 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Tables 73 through 82 showed the frequency results for police officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 73

Frequencies Statistical Results for Research Q-2 for Afternoon Shift Officers

	Survey Q-1 The news media is biased.	Survey Q-2 When responding to a call for service, you always respond swiftly.	Survey Q-3 You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).	Survey Q-4 With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.
Valid	88	88	88	88
Missing	0	0	0	0
Mean	4.39	3.95	4.00	3.39
Median	5.00	4.00	4.00	3.00
Mode	5	4	4	4
Std. Deviation	.808	8.70	.816	1.108

Q-5 To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.	Q-6 As a police officer, you feel you are hindered by the potential of civil litigation.	Q-7 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Q-8 If not for the potential of civil litigation, you would feel no reason not to perform your police duties	Q-9 You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.
88	88	88	88	88
0	0	0	0	0
3.45	3.92	3.49	3.55	3.72
4.00	4.00	4.00	4.00	4.00
4	4	4	4	4
1.092	.937	.994	.921	.857

Table 73 shows the frequency statistical results from the responses received from officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift. The results were compiled from nine survey questions. The average mean ranged from 3.39 to 4.39.

The median scores for this area ranged from 3.00 to 5.00. The modes for all the questions ranged from 4 to 5.

Table 74

Survey Q-1 Frequencies Survey Results for Research Q-2 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	2.3	2.3	2.3
Neutral	6	6.8	6.8	9.1
Agree	34	38.6	38.6	47.7
Strongly Agree	46	52.3	52.3	100.0
Total	88	100.0	100.0	

Table 74 shows the frequency survey results from Survey Q-1, Research Question 2, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-1 asked, “The news media is biased.” The results showed: 46 Strongly Agreed; 34 Agreed; 6 were Neutral; and 2 Strongly Agreed.

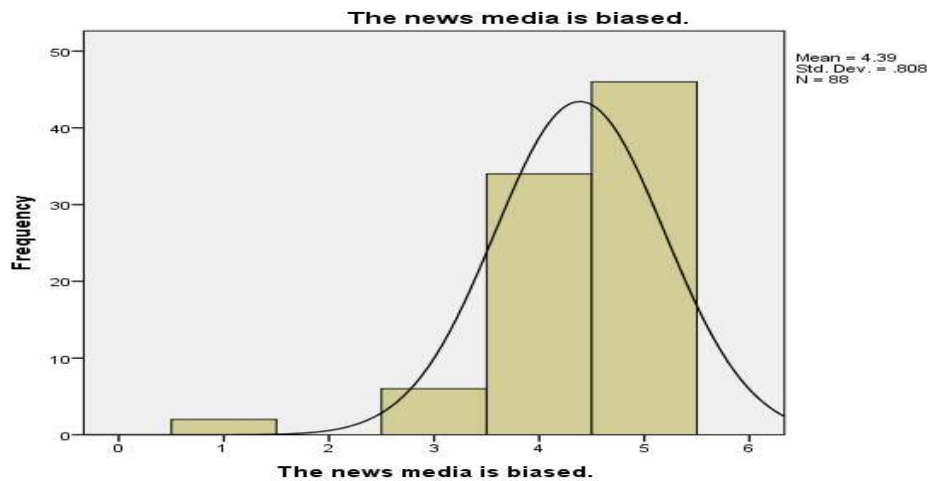


Figure 57. Survey Q-1 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers

Figure 57 shows a histogram and bell curve for Survey Q-1, Research Question 2 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 75

Survey Q-2 Frequencies Survey Results for Research Q-2 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	2.3	2.3	2.3
Disagree	4	4.5	4.5	6.8
Neutral	11	12.5	12.5	19.3
Agree	50	56.8	56.8	76.1
Strongly Agree	21	23.9	23.9	100.0
Total	88	100.0	100.0	

Table 75 shows the frequency survey results from Survey Q-2, Research Question 2, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-2 asked, “When responding to a call for service, you always respond swiftly.” The results showed: 21 Strongly Agreed; 50 Agreed; 11 were Neutral; 4 Disagreed; and 2 Strongly Agreed.

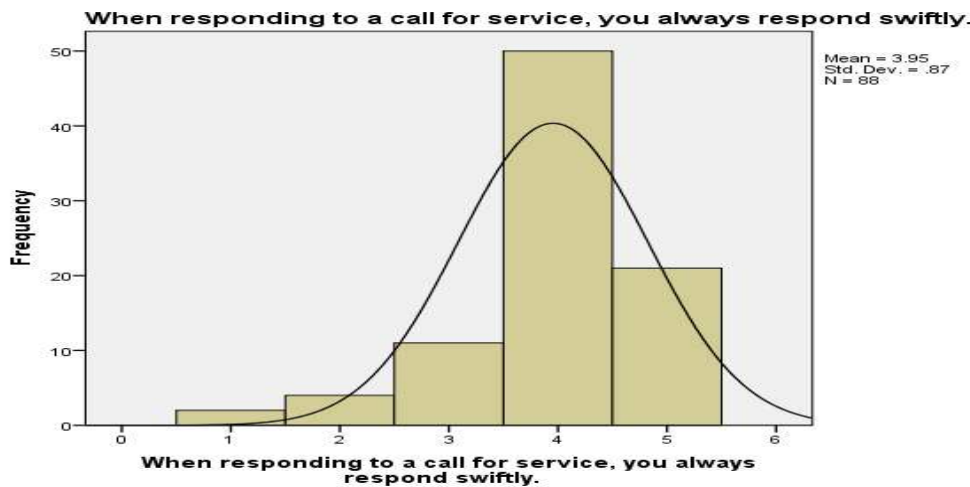


Figure 58. Survey Q-2 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers

Figure 58 shows a histogram and bell curve for Survey Q-2, Research Question 2 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 76

Survey Q-3 Frequencies Survey Results for Research Q-2 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	4	4.5	4.5	4.5
Neutral	17	19.3	19.3	23.9
Agree	42	47.7	47.7	71.6
Strongly Agree	25	28.4	28.4	100.0
Total	88	100.0	100.0	

Table 76 shows the frequency survey results from Survey Q-3, Research Question 2, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-3 asked, “You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).” The results showed: 25 Strongly Agreed; 42 Agreed; 17 were Neutral; and 4 Disagreed.

You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).

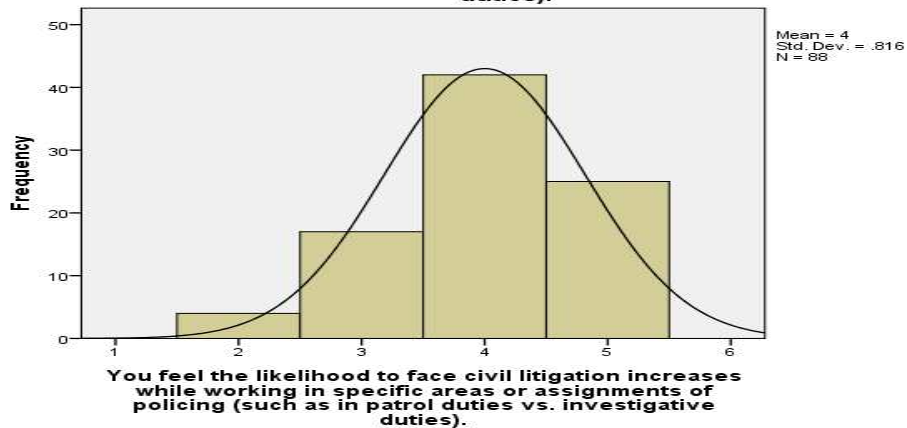


Figure 59. Survey Q-3 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers

Figure 59 shows a histogram and bell curve for Survey Q-3, Research Question 2 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 77

Survey Q-4 Frequencies Survey Results for Research Q-2 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	4	4.5	4.5	4.5
Disagree	16	18.2	18.2	22.7
Neutral	25	28.4	28.4	51.1
Agree	28	31.8	31.8	83.0
Strongly Agree	15	17.0	17.0	100.0
Total	88	100.0	100.0	

Table 77 shows the frequency survey results from Survey Q-4, Research Question 2, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-4 asked, “With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.” The results showed: 15 Strongly Agreed; 28 Agreed; 25 were Neutral; 16 Disagreed; and 4 Strongly Disagreed.

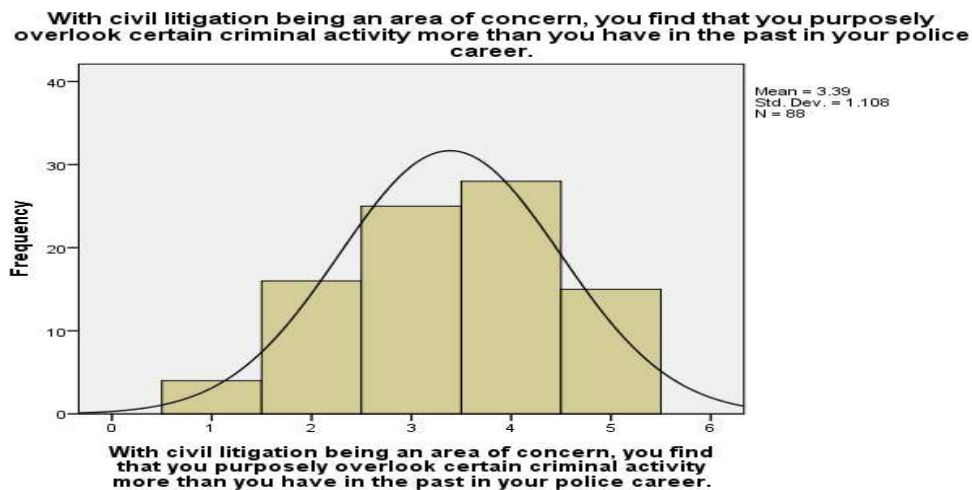


Figure 60. Survey Q-4 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers

Figure 60 shows a histogram and bell curve for Survey Q-4, Research Question 2 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 78

Survey Q-5 Frequencies Survey Results for Research Q-2 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	3.4	3.4	3.4
Disagree	18	20.5	20.5	23.9
Neutral	17	19.3	19.3	43.2
Agree	36	40.9	40.9	84.1
Strongly Agree	14	15.9	15.9	100.0
Total	88	100.0	100.0	

Table 78 shows the frequency survey results from Survey Q-5, Research Question 2, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-5 asked, “To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.” The results showed: 14 Strongly Agreed; 36 Agreed; 17 were Neutral; 18 Disagreed; and 3 Strongly Disagreed.

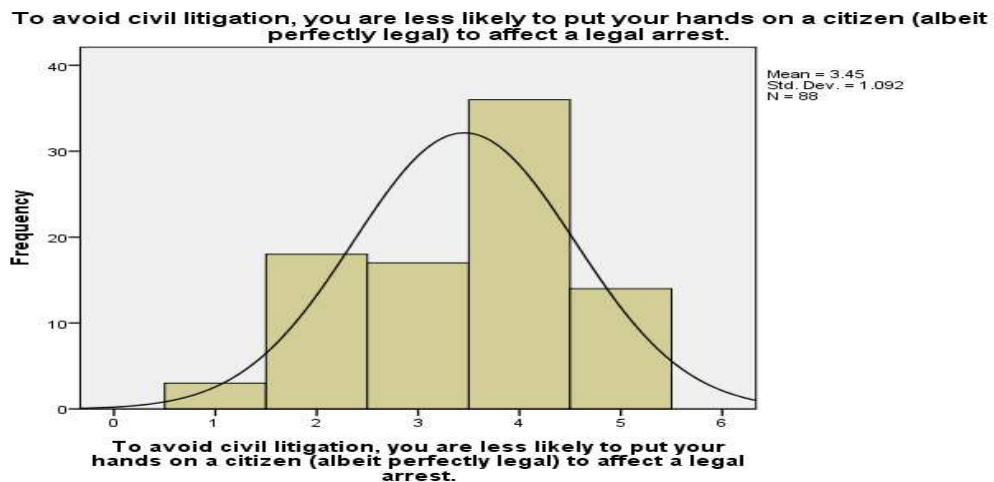


Figure 61. Survey Q-5 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers

Figure 61 shows a histogram and bell curve for Survey Q-5, Research Question 2 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 79

Survey Q-6 Frequencies Survey Results for Research Q-2 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	1.1	1.1	1.1
Disagree	8	9.1	9.1	10.2
Neutral	12	13.6	13.6	23.9
Agree	43	48.9	48.9	72.7
Strongly Agree	24	27.3	27.3	100.0
Total	88	100.0	100.0	

Table 79 shows the frequency survey results from Survey Q-6, Research Question 2, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-6 asked, “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 24 Strongly Agreed; 43 Agreed; 12 were Neutral; 8 Disagreed; and 1 Strongly Disagreed.

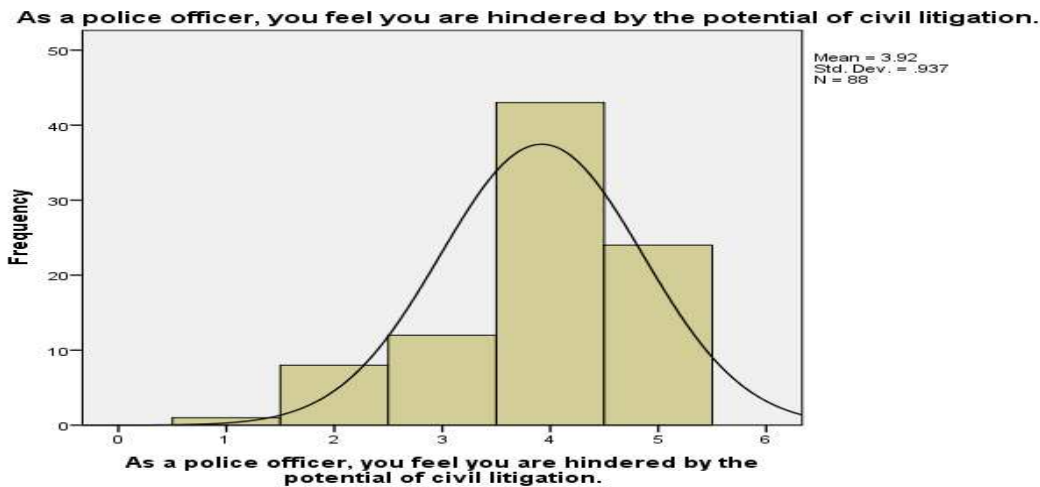


Figure 62. Survey Q-6 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers

Figure 62 shows a histogram and bell curve for Survey Q-6, Research Question 2 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 80

Survey Q-7 Frequencies Survey Results for Research Q-2 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	19	21.6	21.6	21.6
Neutral	20	22.7	22.7	44.3
Agree	36	40.9	40.9	85.2
Strongly Agree	13	14.8	14.8	100.0
Total	88	100.0	100.0	

Table 80 shows the frequency survey results from Survey Q-7, Research Question 2, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-7 asked, “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 13 Strongly Agreed; 36 Agreed; 20 were Neutral; and 19 Disagreed.

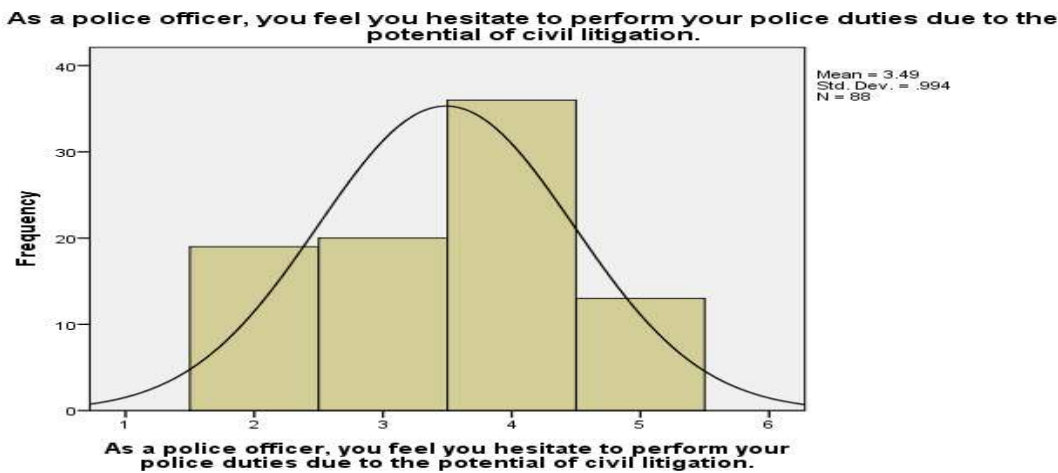


Figure 63. Survey Q-7 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers

Figure 63 shows a histogram and bell curve for Survey Q-6, Research Question 2 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 81

Survey Q-8 Frequencies Survey Results for Research Q-2 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	1.1	1.1	1.1
Disagree	13	14.8	14.8	15.9
Neutral	21	23.9	23.9	39.8
Agree	43	48.9	48.9	88.6
Strongly Agree	10	11.4	11.4	100.0
Total	88	100.0	100.0	

Table 81 shows the frequency survey results from Survey Q-8, Research Question 2, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-8 asked, “If not for the potential of civil litigation, you would feel no reason not to perform your police duties.” The results showed: 10 Strongly Agreed; 43 Agreed; 21 were Neutral; 13 Disagreed; and 1 Strongly Agreed.

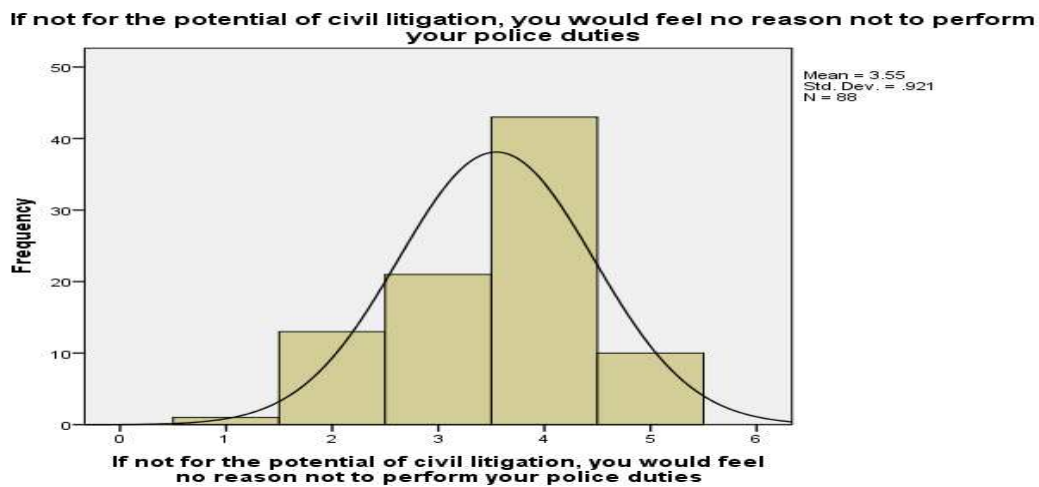


Figure 64. Survey Q-8 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers

Figure 64 shows a histogram and bell curve for Survey Q-8, Research Question 2 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 82

Survey Q-9 Frequencies Survey Results for Research Q-2 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	9	10.2	10.2	10.2
Neutral	21	23.9	23.9	34.1
Agree	44	50.0	50.0	84.1
Strongly Agree	14	15.9	15.9	100.0
Total	88	100.0	100.0	

Table 82 shows the frequency survey results from Survey Q-9, Research Question 2, for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-9 asked, “You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.” The results showed: 14 Strongly Agreed; 44 Agreed; 21 were Neutral; and 9 Disagreed.

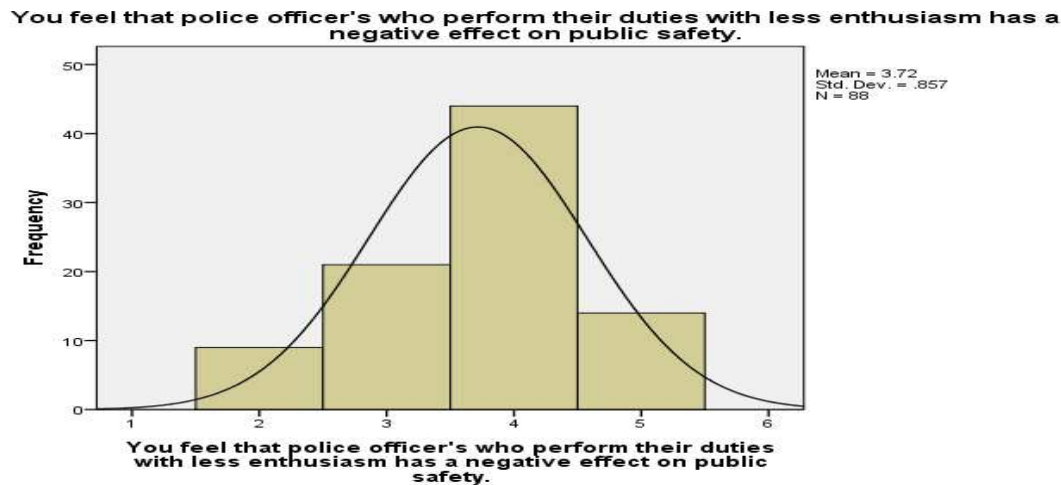


Figure 65. Survey Q-9 Frequencies Survey Results Histogram for Research Q-2 for Afternoon Shift Officers

Figure 65 shows a histogram and bell curve for Survey Q-9, Research Question 2 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Research Question 3. Is public safety being adversely affected by officers' reduced performance?

To determine if officers' reduced performance has an adverse effect on public safety, the researcher created a Likert-like survey designed to ask questions of police officers who at the time of this study, were employed and working in the field of policing performing patrol duties. The surveys were divided into five categories with five questions per category. While all twenty-five survey questions were responded to by the participants, only specific survey questions related directly to each of the research questions respectively therefore, not all survey questions were used in the analysis of each of the research questions.

Research Q-3	Is public safety being adversely affected by officers' reduced performance?
PT 4	When responding to a citizen's request for police service, you are distracted with the possibility of facing civil litigation.
PT 5	You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).
PPD 1	As a police officer, you feel you are hindered by the potential of civil litigation.
PPD 2	As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.
PPD 4	You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.

Figure 66. Survey Questions for Research Q-3

The survey questions used for each of the research questions were administered in the three participating police departments. Statistical analyses were run for each department

separately to determine if any correlations or variances existed between the departments. The first step in the process was to determine the reliability of the survey questions. After grouping the survey questions was completed, the Cronbach's alpha determined the reliability of the survey grouped survey questions identified in Figure 66 as PT4, PT5, PPD1, PPD2, and PPD4. Cronbach's alpha resulted in .726 showing reliability of this group of questions. Tables 83 through 89 showed the frequency results for research question 3 for the Metropolitan police department labeled as MPD.

Table 83

Frequencies Statistical Results for Research Q-3 for MPD

	Survey Q-1 When responding to a citizen's request for police service, you are distracted with the possibility of facing civil litigation.	Survey Q-2 You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).	Survey Q-3 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-4 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-5 You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.
Valid	161	161	161	161	161
Missing	0	0	0	0	0
Mean	3.34	4.10	4.12	3.64	3.76
Median	4.00	4.00	4.00	4.00	4.00
Mode	4	4	4	4	4
Std. Deviation	1.146	.853	.886	1.040	.980

Table 83 shows the frequency statistical results from the responses received from police officers from the Metropolitan police department labeled as MPD. The Likert-like survey results were based on five choices: (1) Strongly Disagree; (2) Disagree; (3) Neutral; (4) Agree; and (5) Strongly Agree. The results were compiled from five survey questions. The average mean

ranged from 3.34 to 4.12. The median scores for this area were 4.00 across the board. The modes for all the questions were 4.

Table 84

Survey Q-1 Frequencies Survey Results for Research Q-3 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	7	4.3	4.3	4.3
Disagree	39	24.2	24.2	28.6
Neutral	34	21.1	21.1	49.7
Agree	54	33.5	33.5	83.2
Strongly Agree	27	16.8	16.8	100.0
Total	161	100.0	100.0	

Table 84 shows the frequency survey results from Survey Q-1, Research Question 3, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-1 asked, “When responding to a citizen’s request for police service, you are distracted with the possibility of facing civil litigation.” The results showed: 27 Strongly Agreed; 54 Agreed; 34 were Neutral; 39 Disagreed; and 7 Strongly Disagreed.

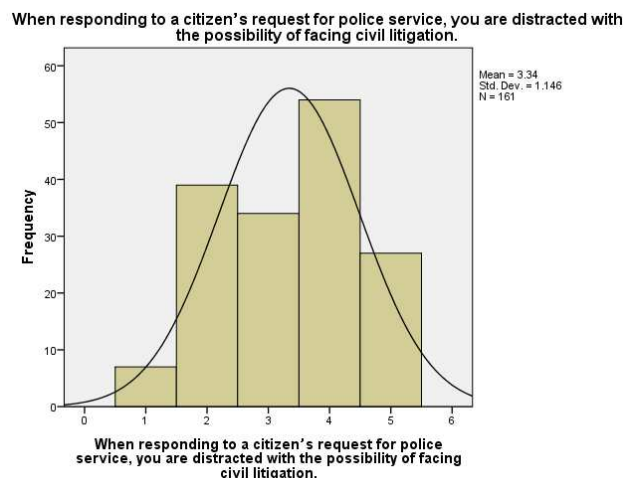


Figure 67. Survey Q-1 Frequencies Survey Results Histogram for Research Q-3 for MPD

Figure 67 shows a histogram and bell curve for Survey Q-1, Research Question 3 for the Metropolitan Police Department (MPD).

Table 85

Survey Q-2 Frequencies Survey Results for Research Q-3 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	1.2	1.2	1.2
Disagree	4	2.5	2.5	3.7
Neutral	27	16.8	16.8	20.5
Agree	71	44.1	44.1	64.6
Strongly Agree	57	35.4	35.4	100.0
Total	161	100.0	100.0	

Table 85 shows the frequency survey results from Survey Q-2, Research Question 3, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-2 asked, “You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).” The results showed: 57 Strongly Agreed; 71 Agreed; 27 were Neutral; 4 Disagreed; and 2 Strongly Disagreed.

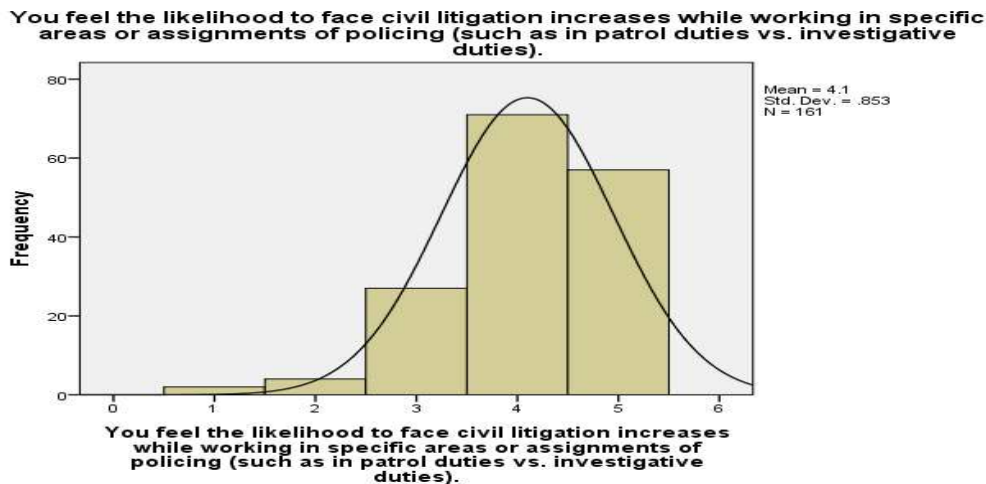


Figure 68. Survey Q-2 Frequencies Survey Results Histogram for Research Q-3 for MPD

Figure 68 shows a histogram and bell curve for Survey Q-2, Research Question 3 for the Metropolitan Police Department (MPD).

Table 86

Survey Q-3 Frequencies Survey Results for Research Q-3 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	1.2	1.2	1.2
Disagree	8	5.0	5.0	6.2
Neutral	18	11.2	11.2	17.4
Agree	73	45.3	45.3	62.7
Strongly Agree	60	37.3	37.3	100.0
Total	161	100.0	100.0	

Table 86 shows the frequency survey results from Survey Q-3, Research Question 3, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-3 asked, “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 60 Strongly Agreed; 73 Agreed; 18 were Neutral; 8 Disagreed; and 2 Strongly Disagreed.

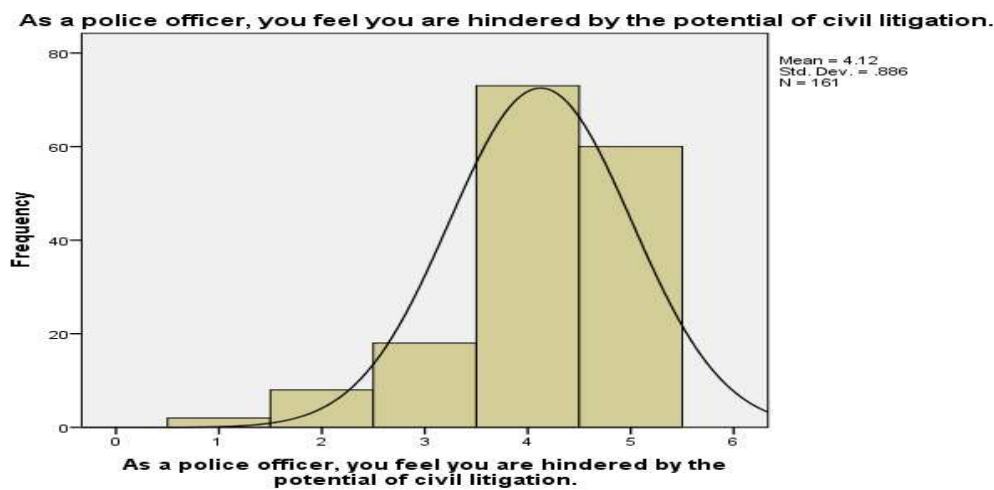


Figure 69. Survey Q-3 Frequencies Survey Results Histogram for Research Q-3 for MPD

Figure 69 shows a histogram and bell curve for Survey Q-3, Research Question 3 for the Metropolitan Police Department (MPD).

Table 87

Survey Q-4 Frequencies Survey Results for Research Q-3 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	4	2.5	2.5	2.5
Disagree	23	14.3	14.3	16.8
Neutral	33	20.5	20.5	37.3
Agree	68	42.2	42.2	79.5
Strongly Agree	33	20.5	20.5	100.0
Total	161	100.0	100.0	

Table 87 shows the frequency survey results from Survey Q-4, Research Question 3, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-4 asked, “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 33 Strongly Agreed; 68 Agreed; 33 were Neutral; 23 Disagreed; and 4 Strongly Disagreed.

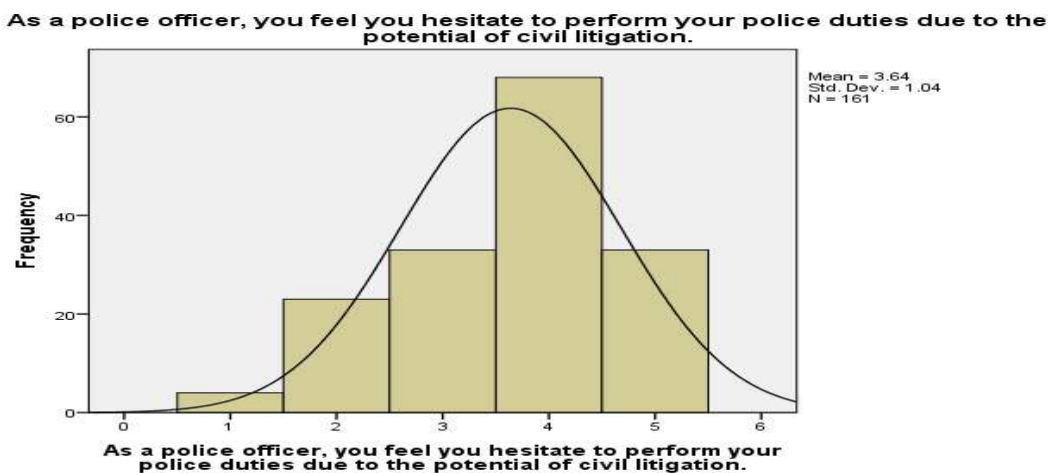


Figure 70. Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for MPD

Figure 70 shows a histogram and bell curve for Survey Q-4, Research Question 3 for the Metropolitan Police Department (MPD)

Table 88

Survey Q-5 Frequencies Survey Results for Research Q-3 for MPD

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	4	2.5	2.5	2.5
Disagree	15	9.3	9.3	11.8
Neutral	32	19.9	19.9	31.7
Agree	75	46.6	46.6	78.3
Strongly Agree	35	21.7	21.7	100.0
Total	161	100.0	100.0	

Table 88 shows the frequency survey results from Survey Q-5, Research Question 3, for the Metropolitan police department labeled as MPD where 161 officers were surveyed. Survey Q-5 asked, “You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.” The results showed: 35 Strongly Agreed; 75 Agreed; 32 were Neutral; 15 Disagreed; and 4 Strongly Disagreed.

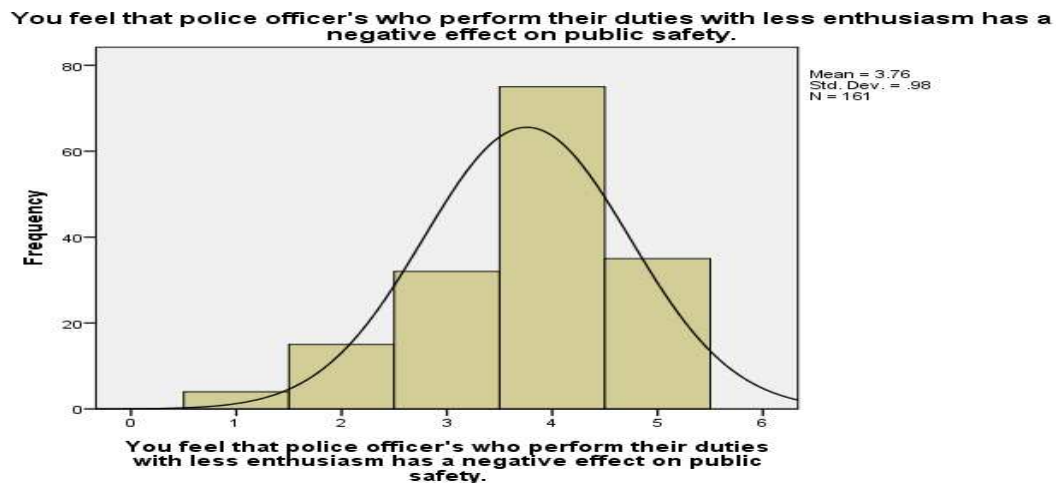


Figure 71. Survey Q-5 Frequencies Survey Results Histogram for Research Q-3 for MPD

Figure 71 shows a histogram and bell curve for Survey Q-5, Research Question 3 for the Metropolitan Police Department (MPD).

Tables 89 through 94 showed the frequency results for the Suburb East police department labeled as (SE).

Table 89

Frequencies Statistical Results for Research Q-3 for SE

	Survey Q-1 When responding to a citizen's request for police service, you are distracted with the possibility of facing civil litigation.	Survey Q-2 You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).	Survey Q-3 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-4 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-5 You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.
Valid	13	13	13	13	13
Missing	0	0	0	0	0
Mean	2.23	3.31	3.08	2.08	3.31
Median	2.00	4.00	3.00	2.00	4.00
Mode	2	2 ^a	2	2	4
Std. Deviation	1.013	1.377	1.320	.760	1.251

a. Multiple modes exist. The smallest value is shown

Table 89 shows the frequency statistical results from the responses received from police officers from the Suburb East police department labeled as SE. The results were compiled from five survey questions. The average mean ranged from 2.08 to 3.31. The median scores for this area ranged from 2.00 to 4.00. The modes for all the questions ranged from 2 to 4.

Table 90

Survey Q-1 Frequencies Survey Results for Research Q-3 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	23.1	23.1	23.1
Disagree	6	46.2	46.2	69.2
Neutral	2	15.4	15.4	84.6
Agree	2	15.4	15.4	100.0
Total	13	100.0	100.0	

Table 90 shows the frequency survey results from Survey Q-1, Research Question 3, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-1 asked, "When responding to a citizen's request for police service, you are distracted with the

possibility of facing civil litigation.” The results showed: 2 Agreed; 2 were Neutral; 6 Disagreed; and 3 Strongly Disagreed.

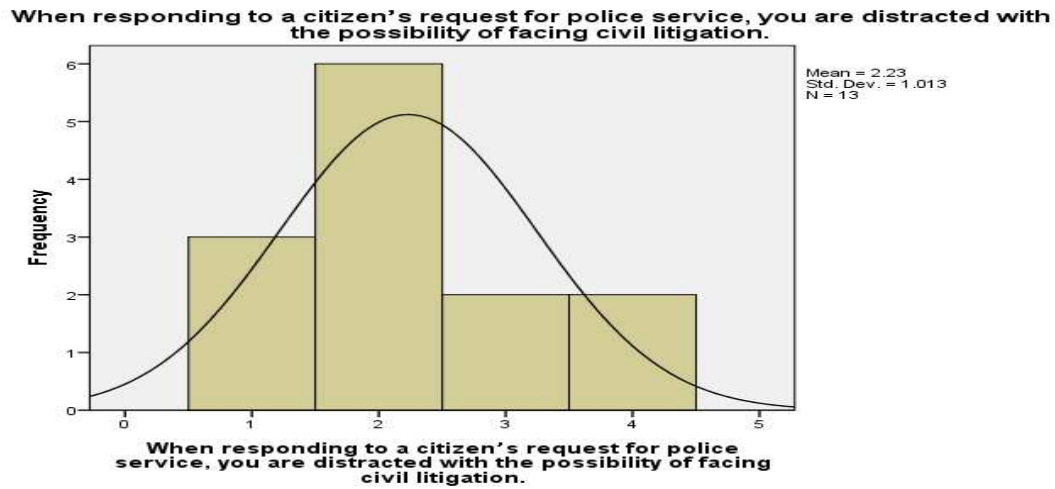


Figure 72. Survey Q-1 Frequencies Survey Results Histogram for Research Q-3 for SE

Figure 72 shows a histogram and bell curve for Survey Q-1, Research Question 3 for the Suburb East Police Department (SE).

Table 91

Survey Q-2 Frequencies Survey Results for Research Q-3 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	7.7	7.7	7.7
Disagree	4	30.8	30.8	38.5
Neutral	1	7.7	7.7	46.2
Agree	4	30.8	30.8	76.9
Strongly Agree	3	23.1	23.1	100.0
Total	13	100.0	100.0	

Table 91 shows the frequency survey results from Survey Q-2, Research Question 3, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-2 asked, “You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).” The results showed: 3 Strongly Agreed; 4 Agreed; 1 was Neutral; 4 Disagreed; and 1 Strongly Disagreed.

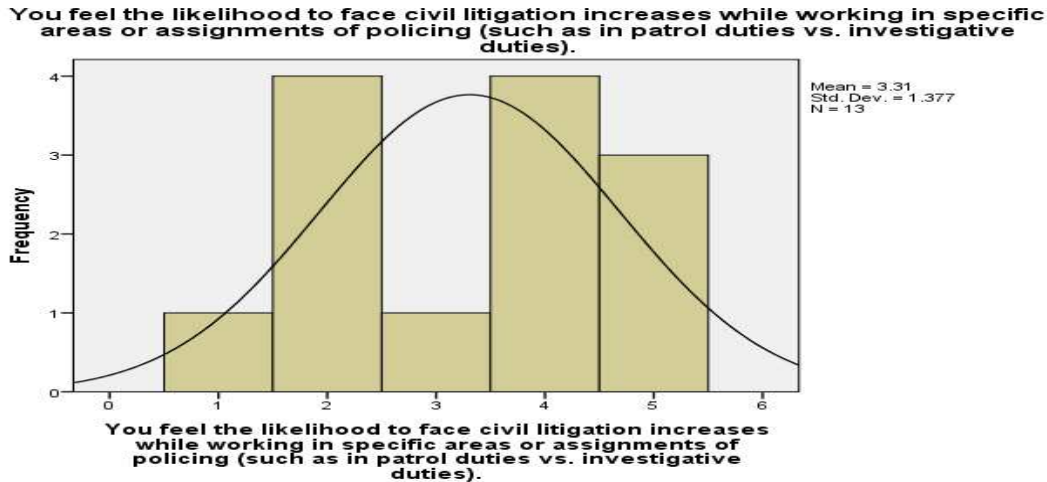


Figure 73. Survey Q-2 Frequencies Survey Results Histogram for Research Q-3 for SE

Figure 73 shows a histogram and bell curve for Survey Q-2, Research Question 3 for the Suburb East Police Department (SE).

Table 92

Survey Q-3 Frequencies Survey Results for Research Q-3 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	7.7	7.7	7.7
Disagree	5	38.5	38.5	46.2
Neutral	1	7.7	7.7	53.8
Agree	4	30.8	30.8	84.6
Strongly Agree	2	15.4	15.4	100.0
Total	13	100.0	100.0	

Table 92 shows the frequency survey results from Survey Q-3, Research Question 3, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-3 asked, “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 2 Strongly Agreed; 4 Agreed; 1 was Neutral; 5 Disagreed; and 1 Strongly Disagreed.

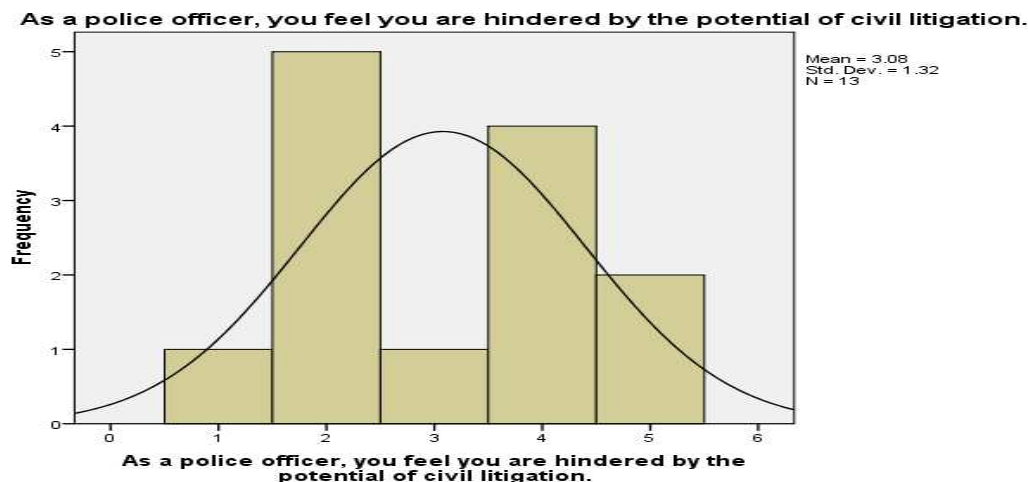


Figure 74. Survey Q-3 Frequencies Survey Results Histogram for Research Q-3 for SE

Figure 74 shows a histogram and bell curve for Survey Q-3, Research Question 3 for the Suburb East Police Department (SE).

Table 93

Survey Q-4 Frequencies Survey Results for Research Q-3 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	15.4	15.4	15.4
Disagree	9	69.2	69.2	84.6
Neutral	1	7.7	7.7	92.3
Agree	1	7.7	7.7	100.0
Total	13	100.0	100.0	

Table 93 shows the frequency survey results from Survey Q-4, Research Question 3, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-4 asked, “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 1 Agreed; 1 was Neutral; 9 Disagreed; and 2 Strongly Disagreed.

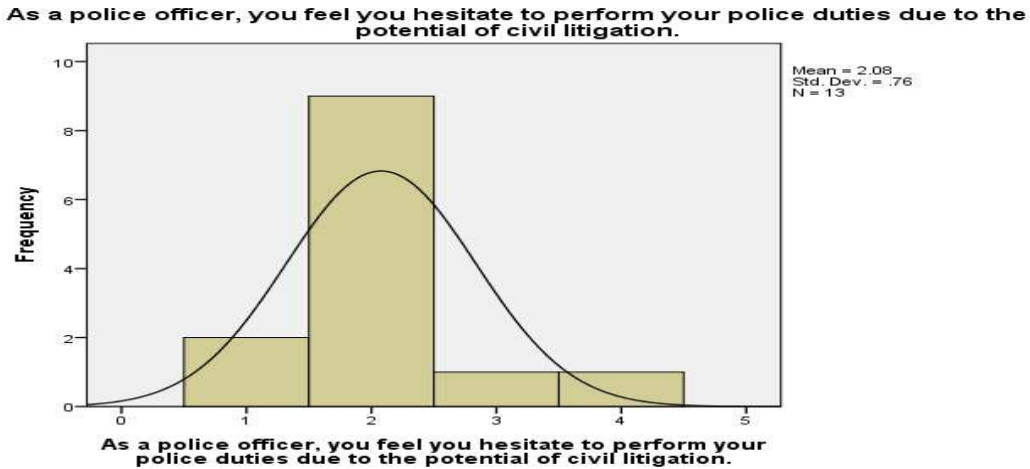


Figure 75. Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for SE

Figure 75 shows a histogram and bell curve for Survey Q-4, Research Question 3 for the Suburb East Police Department (SE).

Table 94

Survey Q-5 Frequencies Survey Results for Research Q-3 for SE

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	7.7	7.7	7.7
Disagree	3	23.1	23.1	30.8
Neutral	2	15.4	15.4	46.2
Agree	5	38.5	38.5	84.6
Strongly Agree	2	15.4	15.4	100.0
Total	13	100.0	100.0	

Table 94 shows the frequency survey results from Survey Q-5, Research Question 3, for the Suburb East police department labeled as SE where 13 officers were surveyed. Survey Q-5 asked, “You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.” The results showed: 2 Strongly Agreed; 5 Agreed; 2 were Neutral; 3 Disagreed; and 1 Strongly Disagreed.

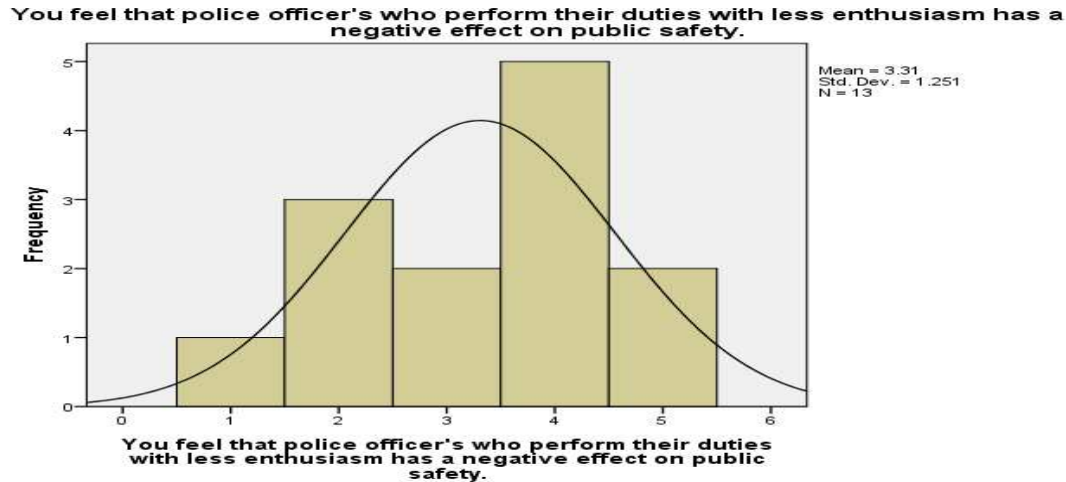


Figure 76. Survey Q-5 Frequencies Survey Results Histogram for Research Q-3 for SE

Figure 76 shows a histogram and bell curve for Survey Q-5, Research Question 3 for the Suburb East Police Department (SE).

Tables 95 through 100 showed the frequency results for the Suburb West police department labeled as (SW).

Table 95

Frequencies Statistical Results for Research Q-3 for SW

	Survey Q-1 When responding to a citizen's request for police service, you are distracted with the possibility of facing civil litigation.	Survey Q-2 You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).	Survey Q-3 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-4 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-5 You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.
Valid	12	12	12	12	12
Missing	0	0	0	0	0
Mean	2.50	3.67	2.92	2.17	4.00
Median	2.00	4.00	2.50	2.00	4.00
Mode	2	4	2	2	4
Std. Deviation	1.243	1.073	1.240	.577	.853

Table 95 shows the frequency statistical results from the responses received from police officers from the Suburb West police department labeled as SW. The results were compiled from five survey questions. The average mean ranged from 2.17 to 4.00. The median scores for this area ranged from 2.00 to 4.00. The modes for all the questions ranged from 2 to 4.

Table 96

Survey Q-1 Frequencies Survey Results for Research Q-3 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	16.7	16.7	16.7
Disagree	6	50.0	50.0	66.7
Neutral	1	8.3	8.3	75.0
Agree	2	16.7	16.7	91.7
Strongly Agree	1	8.3	8.3	100.0
Total	12	100.0	100.0	

Table 96 shows the frequency survey results from Survey Q-1, Research Question 3, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-1 asked, “When responding to a citizen’s request for police service, you are distracted with the possibility of facing civil litigation.” The results showed: 1 Strongly Agreed; 2 Agreed; 1 was Neutral; 6 Disagreed; and 2 Strongly Disagreed.

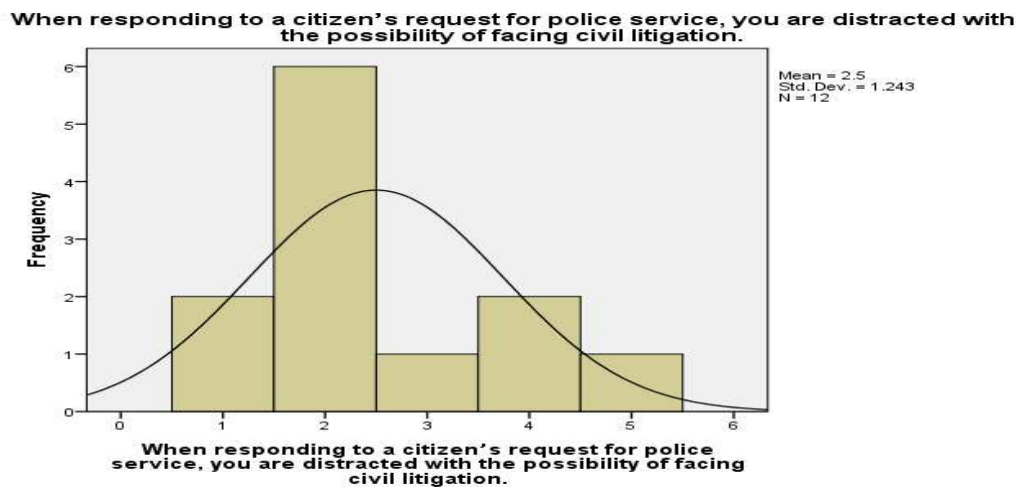


Figure 77. Survey Q-1 Frequencies Survey Results Histogram for Research Q-3 for SW

Figure 77 shows a histogram and bell curve for Survey Q-1, Research Question 3 for the Suburb West Police Department (SW).

Table 97

Survey Q-2 Frequencies Survey Results for Research Q-3 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	2	16.7	16.7	16.7
Neutral	3	25.0	25.0	41.7
Agree	4	33.3	33.3	75.0
Strongly Agree	3	25.0	25.0	100.0
Total	12	100.0	100.0	

Table 97 shows the frequency survey results from Survey Q-2, Research Question 3, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-2 asked, “You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).” The results showed: 3 Strongly Agreed; 4 Agreed; 3 were Neutral; and 2 Disagreed.

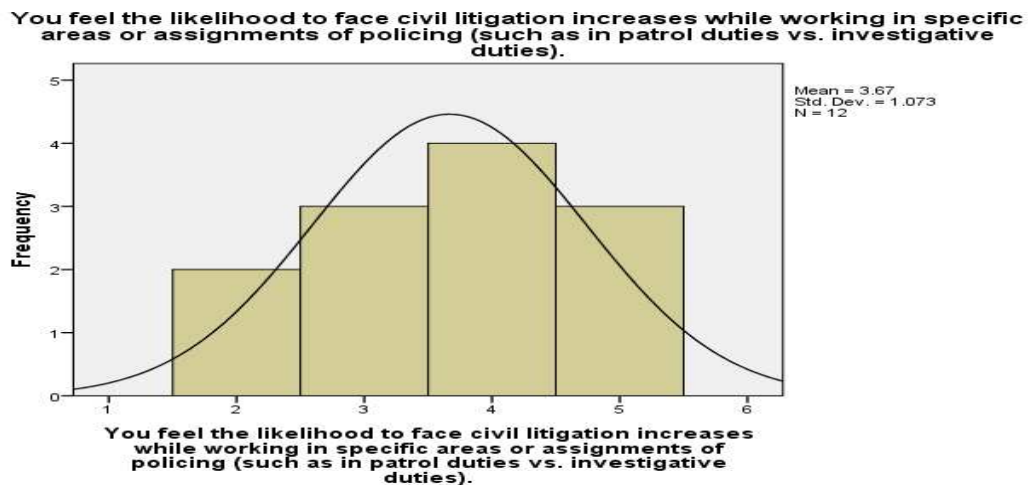


Figure 78. Survey Q-2 Frequencies Survey Results Histogram for Research Q-3 for SW

Figure 78 shows a histogram and bell curve for Survey Q-2, Research Question 3 for the Suburb West Police Department (SW).

Table 98

Survey Q-3 Frequencies Survey Results for Research Q-3 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	8.3	8.3	8.3
Disagree	5	41.7	41.7	50.0
Neutral	1	8.3	8.3	58.3
Agree	4	33.3	33.3	91.7
Strongly Agree	1	8.3	8.3	100.0
Total	12	100.0	100.0	

Table 98 shows the frequency survey results from Survey Q-3, Research Question 3, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-3 asked, “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 1 Strongly Agreed; 4 Agreed; 1 was Neutral; 5 Disagreed; and 1 Strongly Disagreed.

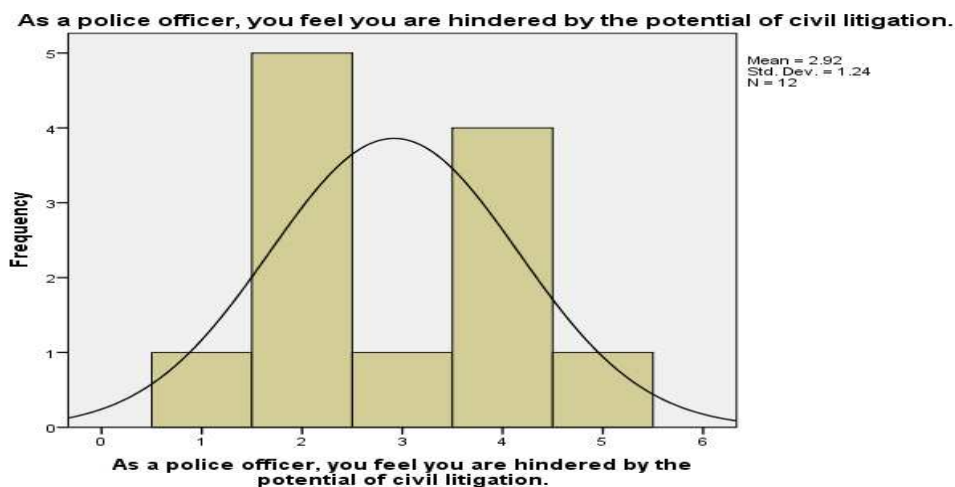


Figure 79. Survey Q-3 Frequencies Survey Results Histogram for Research Q-3 for SW

Figure 79 shows a histogram and bell curve for Survey Q-3, Research Question 3 for the Suburb West Police Department (SW).

Table 99

Survey Q-4 Frequencies Survey Results for Research Q-3 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	11	91.7	91.7	91.7
Agree	1	8.3	8.3	100.0
Total	12	100.0	100.0	

Table 99 shows the frequency survey results from Survey Q-4, Research Question 3, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-4 asked, “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 1 Agreed; and 11 Disagreed

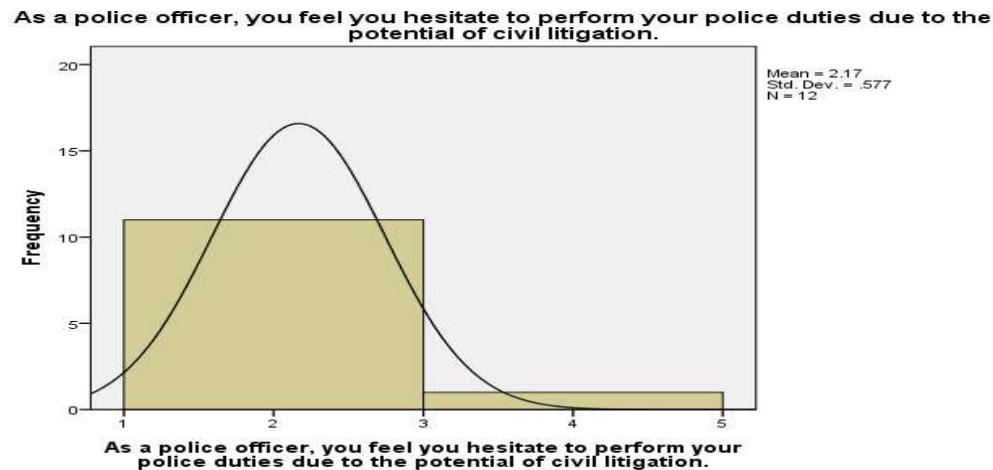
*Figure 80. Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for SW*

Figure 80 shows a histogram and bell curve for Survey Q-4, Research Question 3 for the Suburb West Police Department (SW).

Table 100

Survey Q-5 Frequencies Survey Results for Research Q-3 for SW

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	1	8.3	8.3	8.3
Neutral	1	8.3	8.3	16.7
Agree	7	58.3	58.3	75.0
Strongly Agree	3	25.0	25.0	100.0
Total	12	100.0	100.0	

Table 100 shows the frequency survey results from Survey Q-5, Research Question 3, for the Suburb West police department labeled as SW where 12 officers were surveyed. Survey Q-5 asked, “You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.” The results showed: 3 Strongly Agreed; 7 Agreed; 1 was Neutral; and 1 Disagreed.

You feel that police officer's who perform their duties with less enthusiasm has a negative effect on public safety.

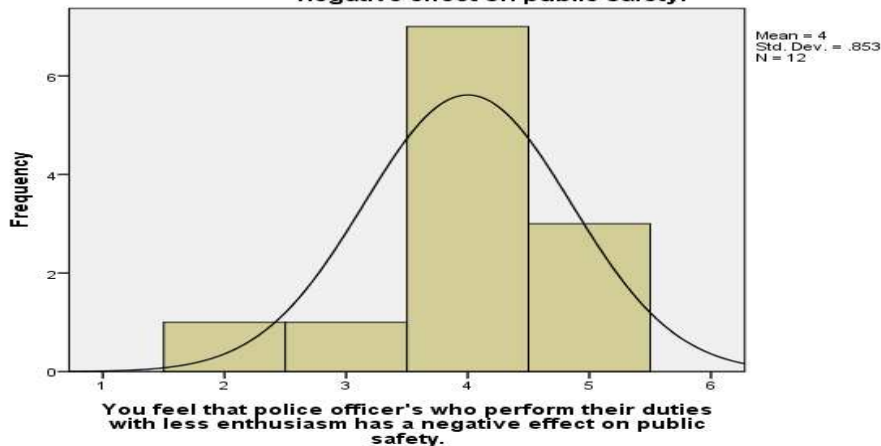


Figure 81. Survey Q-5 Frequencies Survey Results Histogram for Research Q-3 for SW

Figure 81 shows a histogram and bell curve for Survey Q-5, Research Question 3 for the Suburb West Police Department (SW).

Tables 101 through 106 showed the frequencies results for police officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 101

Frequencies Statistical Results for Research Q-3 for Day Shift Officers

	Survey Q-1 When responding to a citizen's request for police service, you are distracted with the possibility of facing civil litigation.	Survey Q-2 You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).	Survey Q-3 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-4 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-5 You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.
Valid	51	51	51	51	51
Missing	0	0	0	0	0
Mean	3.22	4.12	3.84	3.33	3.73
Median	3.00	4.00	4.00	4.00	4.00
Mode	2	5	4	4	4
Std. Deviation	1.238	1.032	1.173	1.275	1.218

Table 101 shows the frequency statistical results from the responses received from police officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift. The results were compiled from five survey questions. The average mean ranged from 3.22 to 4.12. The median scores for this area ranged from 3.00 to 4.00. The modes for all the questions ranged from 2 to 5.

Table 102

Survey Q-1 Frequencies Survey Results for Research Q-3 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	5.9	5.9	5.9
Disagree	15	29.4	29.4	35.3
Neutral	11	21.6	21.6	56.9
Agree	12	23.5	23.5	80.4
Strongly Agree	10	19.6	19.6	100.0
Total	51	100.0	100.0	

Table 102 shows the frequency survey results from Survey Q-1, Research Question 3, for police officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-1 asked, “When responding to a citizen’s request for police service, you are distracted with the possibility of facing civil litigation.” The results showed: 10 Strongly Agreed; 12 Agreed; 11 were Neutral; 15 Disagreed; and 3 Strongly Disagreed.

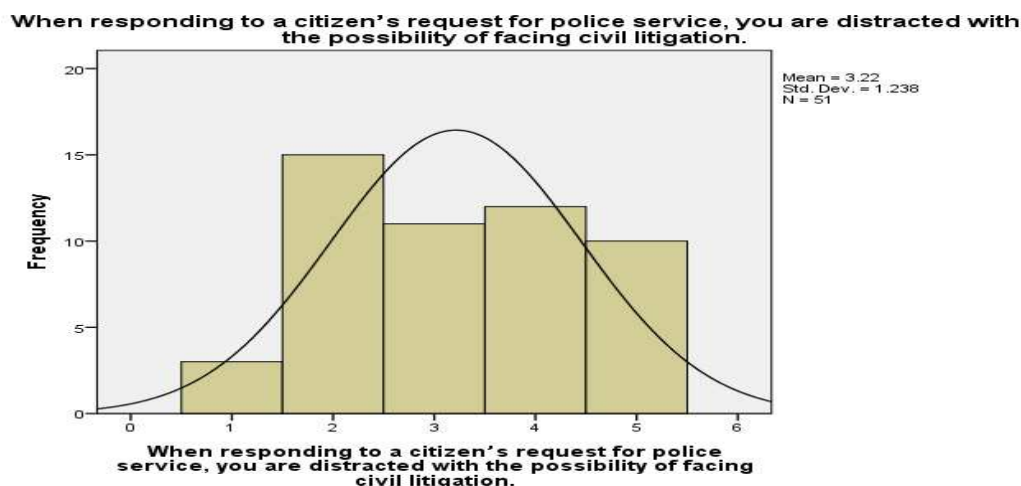


Figure 82. Survey Q-1 Frequencies Survey Results Histogram for Research Q-3 for Dayshift Officers

Figure 82 shows a histogram and bell curve for Survey Q-1, Research Question 3 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 103

Survey Q-2 Frequencies Survey Results for Research Q-3 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	2	3.9	3.9	3.9
Disagree	2	3.9	3.9	7.8
Neutral	6	11.8	11.8	19.6
Agree	19	37.3	37.3	56.9
Strongly Agree	22	43.1	43.1	100.0
Total	51	100.0	100.0	

Table 103 shows the frequency survey results from Survey Q-2, Research Question 3, for police officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where

51 officers were surveyed. Survey Q-2 asked, “You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).” The results showed: 22 Strongly Agreed; 19 Agreed; 6 were Neutral; 2 Disagreed; and 2 Strongly Disagreed.

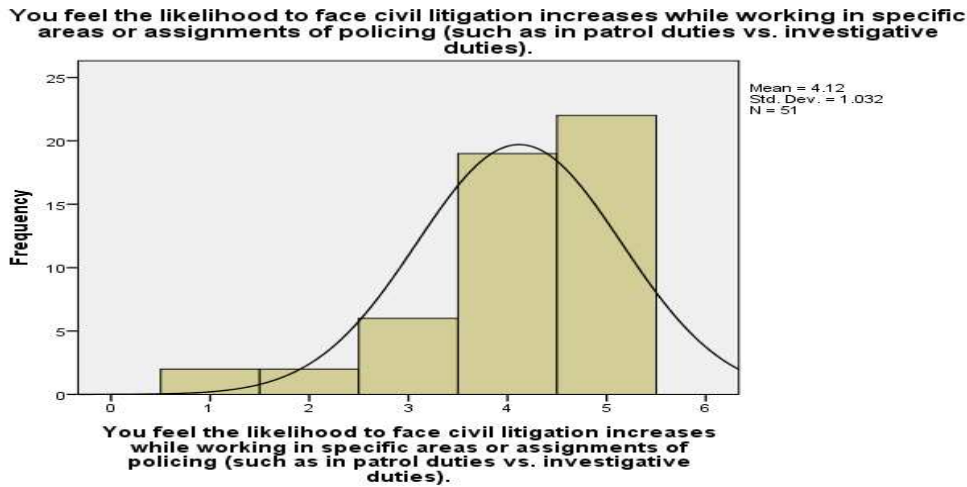


Figure 83. Survey Q-2 Frequencies Survey Results Histogram for Research Q-3 for Dayshift Officers

Figure 83 shows a histogram and bell curve for Survey Q-2, Research Question 3 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 104

Survey Q-3 Frequencies Survey Results for Research Q-3 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	3	5.9	5.9	5.9
Disagree	5	9.8	9.8	15.7
Neutral	6	11.8	11.8	27.5
Agree	20	39.2	39.2	66.7
Strongly Agree	17	33.3	33.3	100.0
Total	51	100.0	100.0	

Table 104 shows the frequency survey results from Survey Q-3, Research Question 3, for police officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-3 asked, “As a police officer, you feel you are hindered by

the potential of civil litigation.” The results showed: 17 Strongly Agreed; 20 Agreed; 6 were Neutral; 5 Disagreed; and 3 Strongly Disagreed.

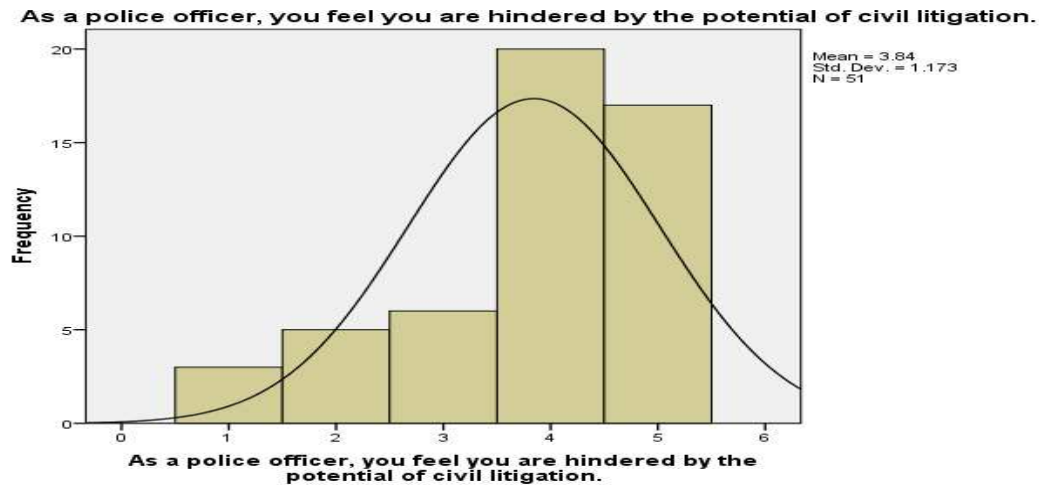


Figure 84. Survey Q-3 Frequencies Survey Results Histogram for Research Q-3 for Dayshift Officers

Figure 84 shows a histogram and bell curve for Survey Q-3, Research Question 3 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 105

Survey Q-4 Frequencies Survey Results for Research Q-3 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	5	9.8	9.8	9.8
Disagree	10	19.6	19.6	29.4
Neutral	9	17.6	17.6	47.1
Agree	17	33.3	33.3	80.4
Strongly Agree	10	19.6	19.6	100.0
Total	51	100.0	100.0	

Table 105 shows the frequency survey results from Survey Q-4, Research Question 3, for police officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-4 asked, “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 10 Strongly Agreed; 17 Agreed; 9 were Neutral; 10 Disagreed; and 5 Strongly Disagreed.

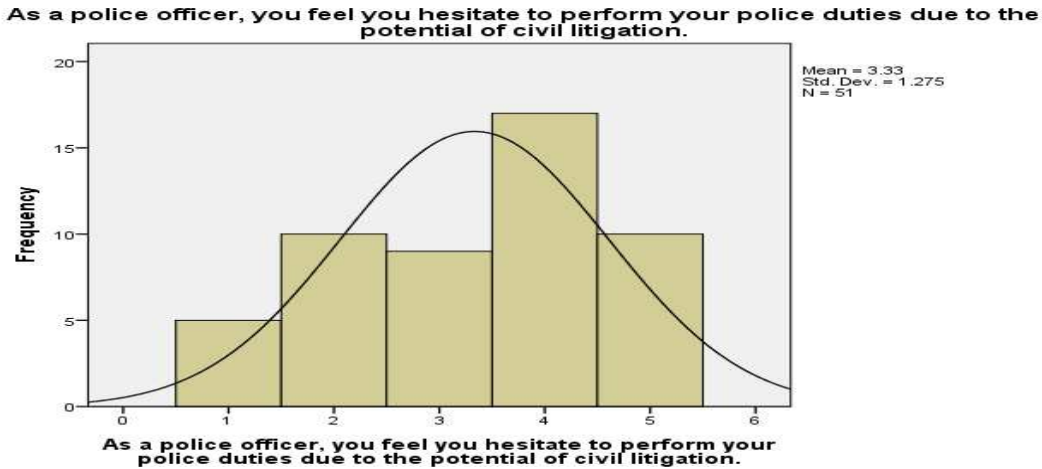


Figure 85. Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for Dayshift Officers

Figure 85 shows a histogram and bell curve for Survey Q-4, Research Question 3 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Table 106

Survey Q-5 Frequencies Survey Results for Research Q-3 for Dayshift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	4	7.8	7.8	7.8
Disagree	5	9.8	9.8	17.6
Neutral	7	13.7	13.7	31.4
Agree	20	39.2	39.2	70.6
Strongly Agree	15	29.4	29.4	100.0
Total	51	100.0	100.0	

Table 106 shows the frequency survey results from Survey Q-5, Research Question 3, for police officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift where 51 officers were surveyed. Survey Q-5 asked, “You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.” The results showed: 15 Strongly Agreed; 20 Agreed; 7 were Neutral; 5 Disagreed; and 4 Strongly Disagreed.

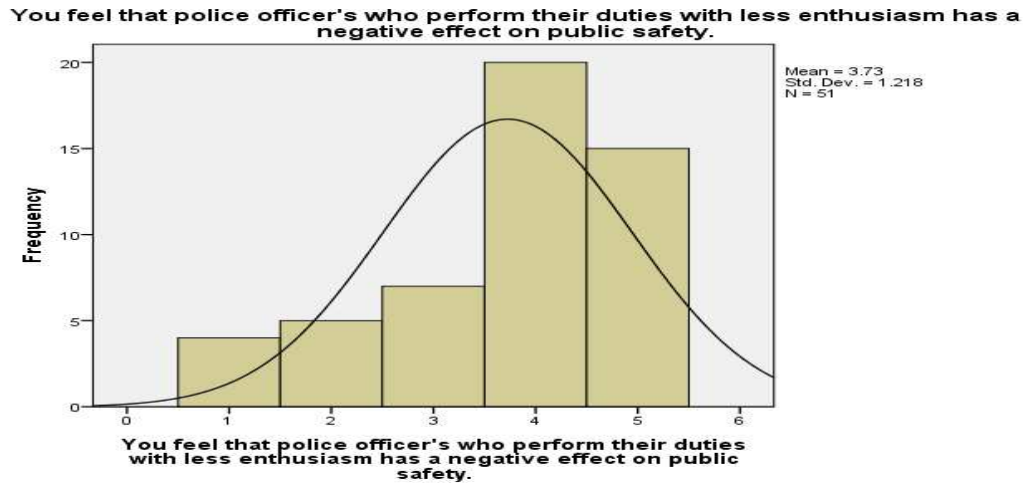


Figure 86. Survey Q-5 Frequencies Survey Results Histogram for Research Q-3 for Dayshift Officers

Figure 86 shows a histogram and bell curve for Survey Q-5, Research Question 3 for officers who work the day shift (primarily 7:00am – 3:00pm) labeled as Day Shift.

Tables 107 through 112 showed the frequencies results for police officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 107

Frequencies Statistical Results for Research Q-3 for Afternoon Shift Officers

	Survey Q-1 When responding to a citizen's request for police service, you are distracted with the possibility of facing civil litigation.	Survey Q-2 You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).	Survey Q-3 As a police officer, you feel you are hindered by the potential of civil litigation.	Survey Q-4 As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.	Survey Q-5 You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.
Valid	88	88	88	88	88
Missing	0	0	0	0	0
Mean	3.18	4.00	3.92	3.49	3.72
Median	3.00	4.00	4.00	4.00	4.00
Mode	4	4	4	4	4
Std. Deviation	1.078	.816	.937	.994	.857

Table 107 shows the frequency statistical results from the responses received from police officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift. The results were compiled from five survey questions. The average mean ranged from 3.18 to 4.00. The median scores for this area ranged from 3.00 to 4.00. The modes for all the questions were all 4.

Table 108

Survey Q-1 Frequencies Survey Results for Research Q-3 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	6	6.8	6.8	6.8
Disagree	20	22.7	22.7	29.5
Neutral	20	22.7	22.7	52.3
Agree	36	40.9	40.9	93.2
Strongly Agree	6	6.8	6.8	100.0
Total	88	100.0	100.0	

Table 108 shows the frequency survey results from Survey Q-1, Research Question 3, for police officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-1 asked, “When responding to a citizen’s request for police service, you are distracted with the possibility of facing civil litigation.” The results showed: 6 Strongly Agreed; 36 Agreed; 20 were Neutral; 20 Disagreed; and 6 Strongly Disagreed.

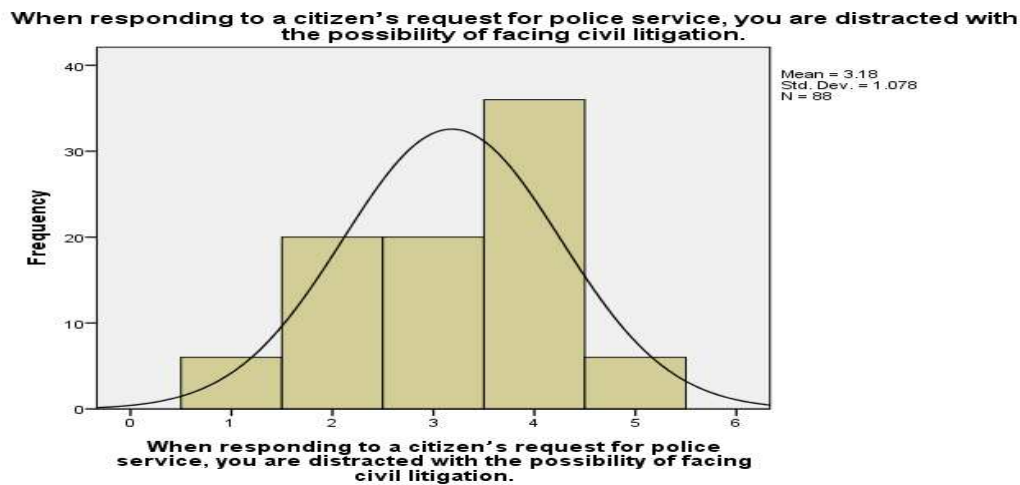


Figure 87. Survey Q-1 Frequencies Survey Results Histogram for Research Q-3 for Afternoon Shift Officers

Figure 87 shows a histogram and bell curve for Survey Q-1, Research Question 3 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 109

Survey Q-2 Frequencies Survey Results for Research Q-3 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	4	4.5	4.5	4.5
Neutral	17	19.3	19.3	23.9
Agree	42	47.7	47.7	71.6
Strongly Agree	25	28.4	28.4	100.0
Total	88	100.0	100.0	

Table 109 shows the frequency survey results from Survey Q-2, Research Question 3, for police officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-2 asked, “You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).” The results showed: 25 Strongly Agreed; 42 Agreed; 17 were Neutral; and 4 Disagreed.

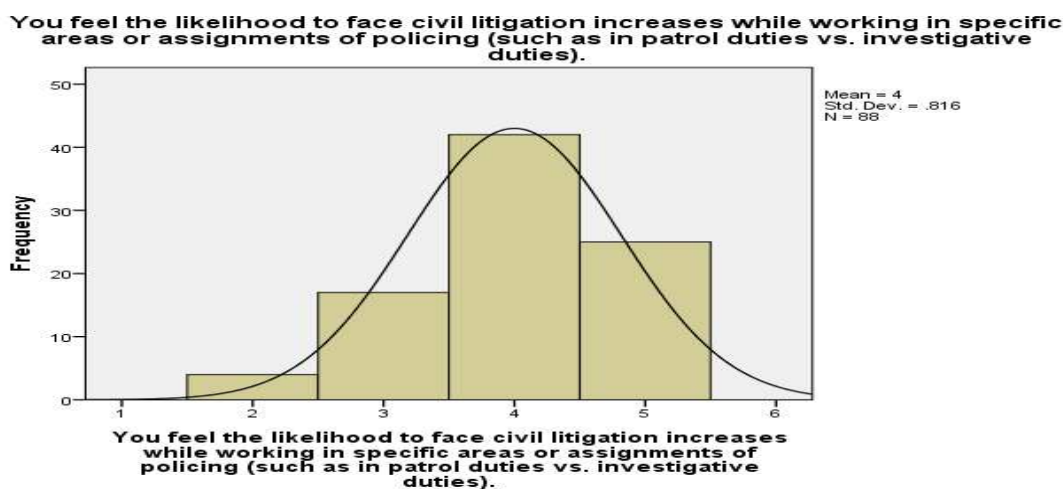


Figure 88. Survey Q-2 Frequencies Survey Results Histogram for Research Q-3 for Afternoon Shift Officers

Figure 88 shows a histogram and bell curve for Survey Q-2, Research Question 3 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 110

Survey Q-3 Frequencies Survey Results for Research Q-3 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Disagree	1	1.1	1.1	1.1
Disagree	8	9.1	9.1	10.2
Neutral	12	13.6	13.6	23.9
Agree	43	48.9	48.9	72.7
Strongly Agree	24	27.3	27.3	100.0
Total	88	100.0	100.0	

Table 110 shows the frequency survey results from Survey Q-3, Research Question 3, for police officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-3 asked, “As a police officer, you feel you are hindered by the potential of civil litigation.” The results showed: 24 Strongly Agreed; 43 Agreed; 12 were Neutral; 8 Disagreed; and 1 Strongly Disagreed.

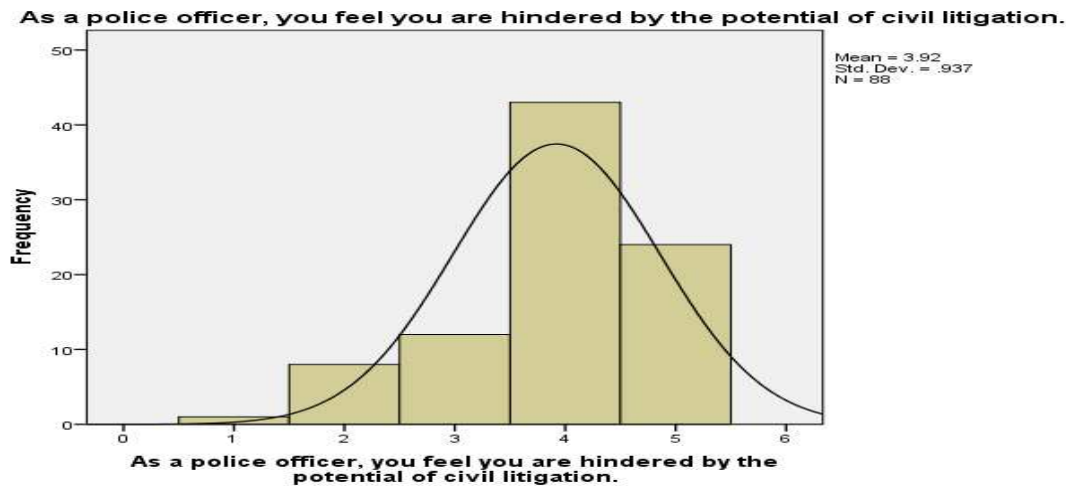


Figure 89. Survey Q-3 Frequencies Survey Results Histogram for Research Q-3 for Afternoon Shift Officers

Figure 89 shows a histogram and bell curve for Survey Q-3, Research Question 3 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 111

Survey Q-4 Frequencies Survey Results for Research Q-3 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	19	21.6	21.6	21.6
Neutral	20	22.7	22.7	44.3
Agree	36	40.9	40.9	85.2
Strongly Agree	13	14.8	14.8	100.0
Total	88	100.0	100.0	

Table 111 shows the frequency survey results from Survey Q-4, Research Question 3, for police officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon

Shift where 88 officers were surveyed. Survey Q-4 asked, “As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.” The results showed: 13 Strongly Agreed; 36 Agreed; 20 were Neutral; and 19 Disagreed.

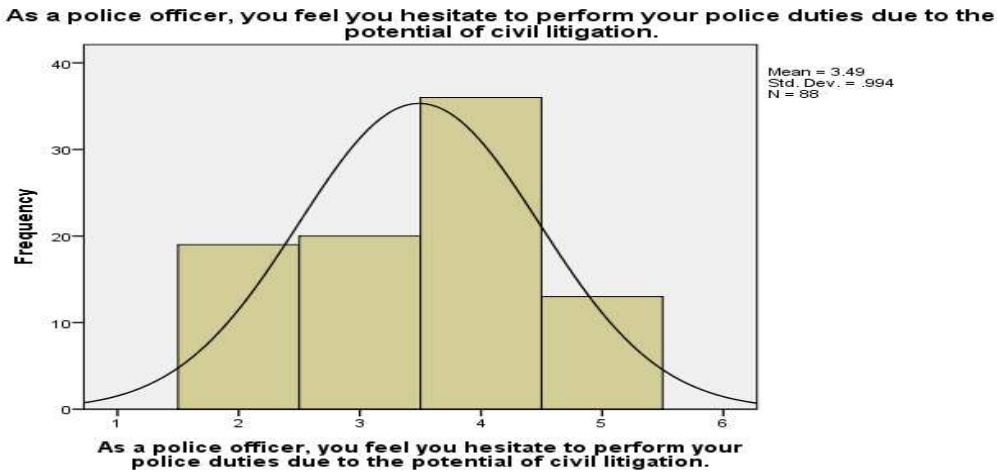


Figure 90. Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for Afternoon Shift Officers

Figure 90 shows a histogram and bell curve for Survey Q-4, Research Question 3 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Table 112

Survey Q-5 Frequencies Survey Results for Research Q-3 for Afternoon Shift Officers

	Frequency	Percent	Valid Percent	Cumulative Percent
Disagree	9	10.2	10.2	10.2
Neutral	21	23.9	23.9	34.1
Agree	44	50.0	50.0	84.1
Strongly Agree	14	15.9	15.9	100.0
Total	88	100.0	100.0	

Table 112 shows the frequency survey results from Survey Q-5, Research Question 3, for police officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift where 88 officers were surveyed. Survey Q-5 asked, “You feel that police officers who

perform their duties with less enthusiasm has a negative effect on public safety.” The results showed: 14 Strongly Agreed; 44 Agreed; 21 were Neutral; and 9 Disagreed.

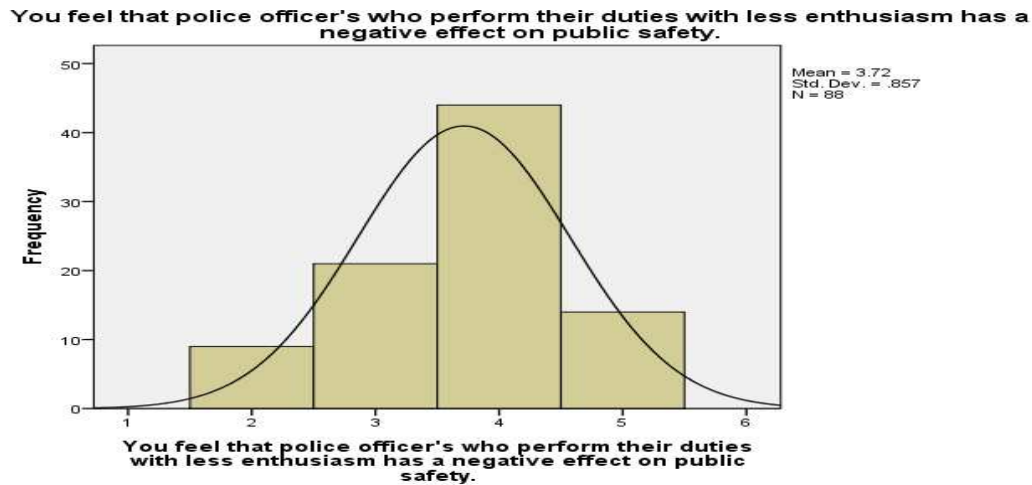


Figure 91. Survey Q-4 Frequencies Survey Results Histogram for Research Q-3 for Afternoon Shift Officers

Figure 91 shows a histogram and bell curve for Survey Q-5, Research Question 3 for officers who work the afternoon shift (primarily 4:00pm – 12:00am) labeled as Afternoon Shift.

Chapter 4 presented the data collected via Likert-like surveys and for qualitative analysis, the researcher conducted face to face interviews based on the three research questions of this study. The questions were designed to gain a perspective of the officer's feelings and attitudes regarding their performance as officers and the affect civil lawsuits have on their willingness to perform. Additionally, the questions were designed to determine the impact, if any, on public safety based on the responses of the officers.

Six face to face interviews were conducted and the data collected from those six interviews were grouped by various themes, relationships and connections. The responses from the interviews and were initially grouped using open coding. The collected data were then read numerous times to select information to begin creating labels that best summarized the trends as

seen from the observations and interviews. Responses from the participants were taken directly from the interviews and this established the properties of each code.

From the participating police officers, the researcher gained insight into their views regarding civil litigation; their feelings about performing police work as a result of being sued; their thoughts about other officers being sued; and their willingness to perform their duties. The researcher also inquired about public safety. The researcher specifically asked the officers if they felt their level of performance had any effect on public safety.

From the open coding, the researcher was able to use axial coding to identify the relationships established among the open codes. The connections were identified among the codes to further explain the data. The researcher then used selective coding to comprehend the core variables that were established for all the data. The data relating to the identified core variables were coded selectively. The following tables illustrate this process.

Table 113

Initial Themes created from face to face interview responses

LEO 1	LEO 2	LEO 3	LEO 4	LEO 5	LEO 6
Married has dependents	Divorced has dependents	Married has dependents	Single no dependents	Married no dependents	Married has dependents
13 years in policing	5 years in policing	23 years of experience in policing	4 years of experience	22 years' experience	14 years' experience
Master's Degree	Master's Degree	Shy of a Bachelor's Degree	Some college	Master's Degree	Bachelor's Degree
Hispanic	White	White	Hispanic	Hispanic	White
Numerous awards	Numerous awards.	Over 100 awards	Some awards	Numerous awards	Numerous awards
Over 500 arrests	Over 200 arrests	Over 3000 arrests	200 – 300 arrests	Over 1500 arrests	Over 500 arrests
Arrests diminished as a result of what has occurred personally and to others	Arrests diminished as a result of what has occurred personally and to others	Arrests diminished but not due to anything related to self or others	Arrests diminished but not due to anything related to self / yes to others	Arrests diminished as a result of what has occurred and also not	Arrests have not diminished much
Citizen initiated calls	Citizen initiated calls	Half citizen-initiated calls	Activity always is self-initiated	Half citizen-initiated calls	Half citizen-initiated calls
In 40's	48 years old	50 years old	34 years old	42 years old	45 years old
Fears being sued again	Does fear being sued again	Does fear being sued again	Does fear being sued again	Does fear being sued again	Does fear being sued again

Table 113

Initial Themes created from face to face interview responses continued

LEO 1	LEO 2	LEO 3	LEO 4	LEO 5	LEO 6
Not affected personally by previous lawsuits	Is affected personally by previous lawsuits	Somewhat affected personally by previous lawsuits	Just goes along with the job	Somewhat affected personally by previous lawsuits	Not affected personally by previous lawsuits
Department paid / Officer did not pay	Department paid / Officer did not pay	Department and Officer did not pay	Unsure of the outcome as of yet	Department and Officer did not pay	Settlement Reached
Accused of wrongdoing	Failure to perform duty	No probable cause / false arrest	Racial profiling	False arrest / excessive force	False arrest
Some adverse effect on performance of duties now	Some adverse effect on performance of duties now	Some effect on performance of duties now	Little effect on performance of duties now	Yes, affected by the outcome	Not really affected
Require citizens held accountable for making false accusations against officers	Force citizens to sign affidavits	Require citizens held accountable / better investigation of complaints against officers	Process is nonsense. Very easy for citizens to make complaints	Process is designed to be too east for citizens to complain and get away with it	System itself is fine but should be enforced
Public safety is definitely affected	Public safety is definitely affected	Public safety is definitely affected	Public safety is definitely affected	Public safety is definitely affected	Public safety is definitely affected
Complaint process too easy for citizens to make false complaints	Complaint process is ridiculous	Require complainants to be held accountable	Do not know how to improve system. Citizens should be able to complain	Make citizens responsible for making false claims against the police	Enforce the laws and make citizens accountable

Table 113 illustrates the initial themes created from the face to face interview responses.

They are labeled and organized by the pseudonym for each participant as “LEO” which stands for Law Enforcement Officer followed by a number 1 through 6 used to designate and distinguish each participant. The themes were created from the most relevant responses given by the participants for this study.

Table 114

Primary Themes and Sub-themes

Initial Themes	Sub-themes
Demographics	<ul style="list-style-type: none"> • Marital Status • Dependents • Level of Education • Officers Race • Age
Officer Activity	<ul style="list-style-type: none"> • Awards • Number of Arrests • Manner in which Officers respond to calls for service
Complaints, Lawsuits, Effect on Officer Performance	<ul style="list-style-type: none"> • Attitude toward being sued in the future • The personal effect being sued has on the officer • Basis for being sued as a police officer • Compensation and Restitution paid by the department and the officer
Officer's Opinion as to How to Address this Situation	<ul style="list-style-type: none"> • What causes the complaint process to be at the level it is • Manner in which complaints against officers should be handled
Effect on Public Safety	<ul style="list-style-type: none"> • Does being sued in the past affect officer's performance on the job now • Officer's opinion: Is public safety being affected

Table 114 illustrates the primary themes and sub-themes created that were most relevant to the study. The researcher developed 5 initial themes and a number of sub-themes for each theme respectively.

Table 115

Primary Themes and Sub-themes Demographics

Theme 1. Demographics	Responses	Analysis of Responses
Officer's Age	40's LEO 1, 48 LEO 2, 50 LEO 3, 34 LEO 4, 42 LEO 5, 45 LEO 6	All officers range from 40's to 50's in age
Officer's Race	Hispanic LEO 1, White LEO 2, White LEO 3, Hispanic LEO 4, Hispanic LEO 5, White LEO 6	Officers are either White or Hispanic
Officer's Level of Education	Master's Degree LEO 1, Master's degree LEO 2, Shy of a bachelor's degree LEO 3, Some college LEO 4, Master's degree LEO 5, Bachelor's degree LEO 6	All Officers range in education from some college to Master's Degree. Most have higher education.
Officer's Marital Status	Married LEO 1, Divorced LEO 2, Married LEO 3, Single LEO 4, Married LEO 5, Married LEO 6	Officers range from one who is Single to four who are Married and one who is Divorced
Dependents of the Officer	Has dependents LEO 1, Has dependents LEO 2, Has dependents LEO 3, Has dependents LEO 4, Has dependents LEO 5, Has dependents LEO 6,	All officers have dependents who rely on them for financial support

Table 115 illustrates theme 1 “demographics” which identifies the participants’ age, race, level of education, marital status, and if the participants have dependents who rely on them for financial support.

Table 116

Primary Themes and Sub-themes Officer Activity

Theme 2. Officer Activity	Responses	Analysis of Responses
Awards earned as a police officer	Numerous awards LEO 1, Numerous awards LEO 2, over 100 awards LEO 3, Some awards LEO 4, Numerous awards LEO 5, Numerous awards LEO 6	All officers have received numerous awards for their services as police officers
Number of arrests throughout the officer's career	Over 500 LEO 1, Over 200 LEO 2, Over 3000 LEO 3, 200-300 LEO 4, Over 1500 LEO 5, Over 500 LEO 6	The number of arrests range from 200 – 3000. Most are 500 or more
Manner in which the officer initiates a response to criminal activity	Citizen initiated calls LEO 1, Citizen initiated calls LEO 2, Half of the calls are initiated by citizens and half are self-initiated LEO 3, Activity is always self-initiated LEO 4, Half are initiated by citizens and half are self-initiated LEO 5, Half are initiated by citizens and half are self-initiated LEO 6	All officers respond to citizen initiated calls for police service. However, 2 only respond to citizen-initiated calls, 3 are split in that they respond to citizen-initiated calls and self-initiate their calls and 1 only self-initiates calls.

Table 116 illustrates theme 2 “officer activity” identifying the participants’ the number of arrests affected by the participating police officers; the manner in which the officers initiate their response to criminal activity be it through self-initiated contact with citizens and potential criminal offenders; or via dispatched calls for service which are requests for police service made by members of the public. Table 204 further illustrates the responses offered by the participants regarding the number of awards received by these officers from their respective departments as a result of various actions such as bravery, problem solving, or other noteworthy acts.

Table 117

Primary Themes and Sub-themes Complaint, Lawsuits, Effect on Officer Performance

Theme 3. Complaints, Lawsuits, Effect on Officer Performance	Responses	Analysis of Responses
Attitude toward being sued in the future	Fears being sued again LEO 1, Fears being sued again LEO 2, Fears being sued again LEO 3, Fears being sued again LEO 4, Fears being sued again LEO 5, Fears being sued again LEO 6	All 6 officers expressed fear of being sued again
The personal effect being sued has on the officer	Not affected personally LEO 1, Is affected personally LEO 2, Somewhat affected personally LEO 3, Just goes with the job LEO 4, Somewhat affected personally LEO 5, Not affected personally LEO 6	2 state they are not affected personally, 1 expressed being affected, 2 stated they are somewhat affected, and 1 was not affected at all
Basis for being sued as a police officer	Accused of wrongdoing LEO 1, Failure to Perform Duty LEO 2, No Probable Cause / False Arrest LEO 3, Racial Profiling LEO 4, False Arrest / Excessive Force LEO 5, False Arrest LEO 6	1 was accused of wrong doing (very generic statement), 1 accused of failure to perform duty, 3 accused of false arrest, 1 accused of racial profiling, and 1 charged with using excessive force
Compensation and Restitution paid by the department and by the officer	Department paid / PO did not pay LEO 1, Department paid / PO did not pay LEO 2, Department paid, and PO did not pay LEO 3, Unsure of the outcome as of yet LEO 4, Department paid / PO did not pay LEO 5, Settlement reached LEO 6	Police departments paid restitution in 3 cases, did not pay in 2 cases and in one case the officer was unsure of the outcome

Table 117 illustrates theme 3 “Complaints, Lawsuits, Effect on Officer Performance” which identifies 4 areas of performance or lack of performance due to being sued as well as the basis for being sued and what, if any, compensations may have been court-ordered. Officers offered their feelings about performing police work after being sued including the causes for

their being sued and then revealed if their police department or they themselves were ordered by a court to pay restitution.

Table 118

Primary Themes and Sub-themes Officer's Opinion as to How to Address this Situation

Theme 4. Officer's Opinion as to How to Address this Situation	Responses	Analysis of Responses
What causes the complaint process to be at the level it is	Complaint process is too easy for citizens to make complaints LEO 1, Complaint process is ridiculous LEO 2, Require complainants to be held accountable LEO 3, Do not know how to improve the system. Citizens should be allowed to complain LEO 4, make citizens responsible for making false claims against the police LEO 5, Enforce the laws and make citizens accountable LEO 6	1 feels the system is too easy for citizens to make complaints, 1 stated the process is "ridiculous," 2 state the complainants should be required to be held accountable, 1 felt citizens should be allowed to complain but does not know how to improve the system, 1 felt citizens should be accountable and officers should enforce the law meaning they should just perform their duties and complaints would be minimal
Manner in which complaints against officers should be handled	Require citizens held accountable for making false accusations against officers LEO 1, Force citizens to sign affidavits LEO 2, Require citizens held accountable / better investigation of complaints against officers LEO 3, Process is nonsense. Very easy for citizens to make complaints LEO 4, Process is designed to be too east for citizens to complain and get away with it LEO 5, System itself is fine but should be enforced LEO 6	2 officers felt citizens should be held accountable, 1 felt citizens should be required to sign affidavits 1 felt the current system is fine but should be better enforced, 1 felt the process is "nonsense" and very easy for citizens to complain, and 1 simply stated the process is designed to make it easy for citizens to complain

Table 118 illustrates theme 4 "Officer's Opinion as to How to Address this Situation" which discusses the officer's opinions as to what causes the number of citizen complaints against officers to be as high as it is. This area further reveals the opinions offered by the officers as to how this process should be monitored and governed. Officers responded with their own professional observations of the current system which allows citizens to file complaints against police officers and then offered opinions as to how the system should be regulated.

Table 119

Primary Themes and Sub-themes Effect on Public Safety

Theme 5. Effect on Public Safety	Responses	Analysis of Responses
Does being sued in the past affect officer's performance on the job now	Some adverse effect on performance of duties now LEO 1, Some adverse effect on performance of duties now LEO 2, Some effect on performance of duties now LEO 3, Little effect on performance of duties now LEO 4, Yes affected by the outcome LEO 5, Not really affected LEO 6	3 officers stated there is some adverse effect on their performance of their duties, 1 responded "yes," 1 stated that there is little effect, and 1 stated performance is "not really affected."
Officer's opinion: Is public safety being affected	Public safety is definitely affected – All participants made this same statement	All participants stated that public safety is definitely affected by police officers' lack of performance of their required duties

Table 119 illustrates theme 5 "Effect on Public Safety" which asked officers their opinion about public safety and if they felt their actions or inactions had a direct effect on the safety of the public. The officers were then asked for their opinion about the safety of the public and if public safety is in jeopardy.

Summary and Conclusion of Chapter Four

The purpose of this study was to investigate if police officers are adversely affected by the potential for civil litigation, to learn if they purposely perform their duties with less enthusiasm as a result of potential lawsuits, and to determine if public safety is adversely affected by officers' reduced performance.

To aid in addressing these questions, data were collected utilizing two methods; Likert-like surveys; and face to face interviews. For the quantitative analysis, the researcher created and utilized Likert-like surveys and distributed the surveys to police officers from three police departments in the Midwest section of the United States. One department is a large metropolitan police department and the remaining two are smaller suburban police departments, all of which are near each other.

The data collected from the surveys were run through a variety of statistical tests. The Likert-like survey questions were grouped according to three research questions. Those groups of questions were then tested for reliability using Cronbach's alpha where all three questions were at or exceeded a value of .7 reliability. Further analyses utilized included frequencies, independent samples t-tests, and Cohens' d when significance was found. For the qualitative analysis, face to face interview data were collected and analyzed using a grounded theory method. This provided a clear advantage since the data were collected from the experiences of six interviewed individual police officers who at some point in their professional careers had been sued civilly as a result of performing their duties as police officers. A discussion of the results of the data analysis is provided in Chapter 5.

CHAPTER 5: Summary, Recommendations, and Conclusion

Introduction

Chapter 4 outlined the analytical results of this study. Chapter 5 is a summary of the mixed method research design which measured the effect civil litigation had on police officer's attitude toward policing and if there is an adverse effect on public safety.

Summary of the Study

This study was undertaken to examine the relationship between civil litigation and the effect it has on police officers. Specifically, the study was designed to examine three theories: if civil litigation has an adverse effect on police officer's attitudes toward policing; if this affect has any significance on police officers' willingness to perform their duties; and finally, if public safety suffers as a result.

For this research, a mix of qualitative and quantitative research methods were used. It was determined that police officers who have been sued would best be able to provide answers to the research questions created for this study. This is true since police officers themselves are likely affected by civil litigation and their performance or lack of performance likely has a direct effect on public safety. The researcher chose to interview six police officers face to face. Using interviews would permit observations of individual's reactions to the questions asked of them. It was believed that face to face interviews would encourage the interviewees to be more honest and could offer explanations to their responses.

The interview participants were chosen after a random survey was given to police officers who were asked if they were ever a party to a civil suit as a result of their employment as police officers. The surveys were delivered to a police department in a large metropolitan city and two smaller suburban police stations in the Midwest where face to face interviews were

requested specifically of police officers in patrol who had actually been a party to civil litigation. Patrol officers were chosen due to the nature of patrol duties since they have the most contact with the public and are believed to be more likely than officers in other assignments to be susceptible to civil litigation. (Greenberg, 2010)

To further extend the research, a Likert-like survey was also created with the intention of distributing it to a mass number of police officers in anticipation that the surveys would be accepted, responded to, and returned. These surveys were to be distributed to four random police stations in a large metropolitan city and two smaller suburbs in the Midwest.

This study was conducted because of the limited resources available on such a topic. Civil litigation has an effect on all persons of society and more research should be conducted to further understand the issues police officers confront every day while merely performing their duties. This study was further conducted because of how performance of duty, or lack of performance by the police, affects the safety of the public. There are many studies available with varying topics which focus on the relationship between citizens and police officers. However, most studies examined the relationship as it is viewed by citizens. Rarely have studies been conducted and the results presented from the perspective of police officers themselves. This particular topic has both police officers and society in mind since the feelings, attitudes, and effects of civil litigation on police officers are discussed as well as the effect on the safety of society.

This study was conducted from April to May 2017. Police officers from three preselected police departments in the Midwest were surveyed using a Likert-like survey. One large metropolitan police department and two smaller suburban police departments were selected for this study. The departments were selected using the theory that officers from larger

metropolitan departments and officers from smaller suburban departments may differ in their attitudes toward policing. This concept was based on the idea that officers from larger cities have contact with more diverse groups of citizens than seems to be the case in suburban towns. To examine further, the researcher also categorized the officers by the shift they worked but did not separate them by department. It was believed that police officers who worked during the dayshift hours (primarily 7:00 a.m.-3:00 p.m.) tend to have more experience as police officers than officers who work the afternoon shift (primarily 4:00 p.m.-12:00 a.m.). It was thought that officers with more time on the job would have more attitudes toward policing, especially since officers with more time on the job would be more likely to have been civilly sued as a result of being a police officer. Chapter 4 separated the analysis for dayshift officers and afternoon shift officers to determine if this theory was accurate.

Conclusions and Discussion by Research Question

There were three research questions investigated which were the foundation of this study. The Likert-like survey questions (Appendix C) were created and designed to center on each of the research questions. This section is organized by each research question. The discussion and conclusion of each research question is based on the data presented and analyzed in Chapter 4 of this dissertation.

Research Questions and Findings

Research Question 1. Are officers in fact adversely affected by the potential for civil litigation? There were three survey questions developed to address this research question as follows: 1) As a police officer, you feel you are hindered by the potential of civil litigation; 2) As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation; and 3) If not for the potential of civil litigation, you would feel no reason not to perform your police duties.

MPD officers. Frequency results for the metropolitan police department labeled as MPD for the first research question and survey question showed 45.3% of the 161 surveyed officers agreed and 37.3% strongly agreed with this question. For the second survey question, 42.2% of the 161 officers agreed and both 20.5% strongly agreed and also had a neutral response for this question. For the third survey question, 46.6% agreed, 14.9% strongly agreed, and 21.7% had a neutral feeling with this question.

Overall, this was interpreted to mean that of the 161 surveyed MPD officers, most agreed they feel hindered by the potential of civil litigation. The officers felt they tended to hesitate to perform their duties for fear of civil litigation, and if not for civil litigation, officers would perform their sworn police duties.

SE officers. Frequency results for the east suburban police department labeled as SE showed the results for the first research question, and first survey question as 38.5% disagreed and 30.8% agreed with this question. For the second survey question, 69.2% disagreed and 15.4% strongly disagreed with this question. For the third survey question, most officers were neutral at 30.8% and the remaining were even split at 23.1% ranging from disagree to strongly agree.

This was interpreted to mean that the 13 surveyed police officers from the east suburban police department (SE) were evenly split with the theory that they are hindered by the potential of civil litigation. Half agreed they are hindered, and half disagreed. For the second survey question, approximately half the officers felt they do not hesitate to perform their duties. The third survey question resulted in most officers being neutral in their response. Overall this was interpreted to mean the 13 surveyed officers from the SE police department were not adversely affected by the threat of civil litigation, would likely perform their duties, and the threat of civil litigation had little effect on them.

SW officers. Frequency results acquired from the 12 officers from the west suburban police department labeled as SW showed the results for the first research question and the first survey question as 41.7% disagreed and 33.3% agreed with this question. For the second survey question, 91.7% disagreed and for the third survey question, the officers were split ranging from one-third agreeing to one-third disagreeing with just under one-third being neutral.

Overall this was interpreted much the same as the officers from the east suburban police department (SE) for all three questions under the first research question.

Dayshift officers. Frequency results for the 51 police officers from all three departments combined who worked the dayshift (primarily 7:00 a.m.-3:00 p.m.), for the first research question, revealed that 39.2% agreed and 33.3% strongly agreed with the first survey question. For the second survey question, 33.3% agreed and an even split ranging from strongly agreed to disagreed with approximately 20% from each category were the responses acquired from the officers. The third survey question resulted in a near even response rate ranging from strongly agreed to strongly disagreed with agreed at 33.3% being the highest percentage.

When making comparisons of officers working the dayshift it should be understood the results were taken from all three police departments collectively. The results for the first survey question of the first research question indicated the officers do feel hindered by the potential of being sued; however, when compared to the responses of officers from both suburbs, the collective response was less definitive as their responses were evenly split ranging from agree to disagree. This result might suggest that dayshift officers have concerns about civil litigation or civil litigation having an adverse effect on their willingness to perform their duty. However, this researcher has concluded the results for the first research question may be somewhat skewed by having combined officers' responses from three police departments.

Overall, this result was interpreted to mean that dayshift officers agreed that they feel hindered by the potential of civil litigation. Some officers feel they tend to hesitate to perform their duties for fear of civil litigation while others do not, and if not for civil litigation, some officers would find no reason not to perform their sworn police duties while others would not be affected.

Afternoon shift officers. Frequency results for the 88 police officers from all three combined police departments who work the afternoon shift (primarily 4:00 p.m.-12:00 a.m.) for the first research question, revealed that 48.9% agreed with survey the first question 1 and 27.3% strongly agreed. Only 13.6% were neutral and approximately 10% either disagreed or strongly disagreed combined. For the second survey question, 40.9% agreed and 14.8% strongly agreed while an equal amount (approximately 44% combined) of officers were either neutral or disagreed. For the third survey question, most officers agreed with the result being 48.9% agreed and 23.9% were neutral. Approximately 15% disagreed or strongly disagreed.

Overall this was interpreted much the same as the officers who worked the day shift for all three survey questions under the first research question.

Conclusion and Discussion for Research Question 1

The overall conclusion for the first research question indicated that officers from the MPD appeared to be more adversely affected by the potential of civil litigation. These officers agreed they do hesitate to perform their duty for fear of civil litigation and if not for the potential of civil litigation, would otherwise perform their duty without hesitation. Officers who worked the afternoon shift and dayshift seemed to agree although they were adversely affected by the potential of civil litigation, they were not likely to hesitate to perform their duty though some officers would hesitate. Finally, the officers from both suburban police departments were less hindered by the potential of civil litigation, would not hesitate to perform their duty, but were split in their opinion about the potential of civil litigation having any effect on their willingness to perform their duty.

According to Kasper (2010), younger police officers are better trained than their predecessors. Rookie police officers go through “systematic and standardized programs to better prepare officers for their careers” (Kasper 2010, p.1). Rookie officers will make mistakes which can result in termination or have other legal repercussions. Nowick (1999) reported that when a civil lawsuit is filed against a police officer, the police department and the city are often named as defendants as well (as cited in Kappeler, 2006). It would be in the best interest of police departments to provide the best training available to their officers to lessen the likelihood of civil lawsuits. With this in mind, this study concluded that officers who work the afternoon shift who tend to be newer on the job may be better trained and more aware of other officers being sued which may affect their overall opinion about civil litigation. The results of the survey revealed

the officers with limited time on the job appear to feel the same as officers with many years on the job.

Research Question 2. Are officers purposely performing their duties with less enthusiasm as a result of potential lawsuits? There were nine survey questions developed to address this research question as follows: 1) The news media is biased; 2) When responding to a call for service, you always respond swiftly; 3) You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties); 4) With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career; 5) To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest; 6) As a police officer, you feel you are hindered by the potential of civil litigation; 7) As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation; 8) If not for the potential of civil litigation, you would feel no reason not to perform your police duties; and 9) You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.

MPD officers. Frequency results for the metropolitan police department labeled as MPD for the second research question, and the first survey question showed that of the 161 police officers surveyed, 57.8% strongly agreed and 34.2% agreed with this question. For the second survey question, 52.2% agreed and 28% strongly agreed. For the third survey question, 44.1% agreed and 35.4% strongly agreed with this question. The fourth survey question resulted in 39.1% agreeing and 22.4% strongly agreeing; however, 23.6% responded with neutral and 11.2% disagreed with this question. For the fifth survey question, 45.3% agreed and the remaining responses were nearly even ranging from strongly agreeing to disagreeing and 5.6%

strongly disagreeing. For the sixth survey question, 45.3% agreed and 37.3% strongly agreed. The seventh survey question revealed that 42.2% agreed and 20.5% strongly agreed. The seventh survey question also revealed that 20.5% were neutral and very few disagreed at 14.3%. For the eighth survey question, most officers agreed with this question which resulted in 46.6% agreeing and 14.9% strongly agreeing, with approximately 22% responding as neutral. For the ninth survey question, 46.6% agreed and 21.7% strongly agreed with 19.9% being neutral.

The overall conclusion for this research question based on the frequency results indicated that the 161 police officers from the metropolitan police department (MPD) tended to perform their duties with less enthusiasm as a result of potential lawsuits. The second research question revealed that the police officers of this department felt the news media is biased. One response that remains unclear was the second research question in which officers were asked if they respond quickly when responding to a call for service. The officers mostly agreed they do respond quickly which disputed the first research question for the second survey question in which 42.2% of the 161 officers agreed and both 20.5% strongly agreed that as a police officer, they feel they hesitate to perform their police duties due to the potential of civil litigation. There may have been a misinterpretation between both questions. This is an area that should be followed up with improved clarity in future research. This may imply that officers feel the news media do not report stories accurately and that the officers are being portrayed unfairly to the public.

SE officers. Frequency results for the east suburban police department labeled as SE showed the results for the first survey question that of the 13 police officers surveyed, 53.8% agreed and 38.5% strongly agreed with this question. For the second survey question, 61.5% strongly agreed and 38.5% agreed. For the third survey question, 23.1% strongly agreed, 30.8%

agreed and 30.8% disagreed with this question. The fourth survey question resulted in 53.8% disagreeing and 15.4% strongly agreeing; however, 7.7% responded with both neutral and agreeing with this question. For the fifth survey question, 61.5% disagreed, and the remaining responses were even from agreeing to strongly disagreeing. For the sixth survey question, 38.5% disagreed, 30.8% agreed, and 15.4% strongly agreed. The seventh survey question revealed that 69.2% agreed and 15.4% strongly disagreed. For the eighth survey question, there was an even response from strongly disagreed to strongly agreed. For the ninth survey question, the responses were mostly even across the board; however, 38.5% indicated they agreed. The overall conclusion for the second research question based on the frequency results indicated that the 13 surveyed police officers from the SE police department are more likely to perform their duties though with only some hesitation. The only area of concern is they feel the media is biased; however, this does not appear to have any negative effect on their willingness to perform their duties. The officers from this department were evenly split in their opinion about officers not performing their duties having a negative effect on public safety. The results of this survey given to the officers of this department indicated a balanced opinion and attitude about policing. There appeared to be only a slight concern about lawsuits or the potential for lawsuits having any effect on the officers themselves or on public safety.

SW officers. Frequency results for the west suburban police department labeled as SW showed the results for the first survey question that of the 12 police officers surveyed, 50% strongly agreed and 25% both agreed and were neutral with this question. For the second survey question, an even split agreed or strongly agreed. For the third survey question, there was an even split ranging from strongly disagreed to strongly agreed with this question; however, 33.3% agreed. The fourth survey question resulted in 50% who strongly disagreed and a combined total

of 33.3% agreed and strongly agreed with this question. For the fifth survey question, 58.3% disagreed, and the remaining responses were even from agreeing to strongly disagreeing. For the sixth survey question, 41.7% disagreed and 33.3% agreed with the remaining few evenly split. The seventh survey question revealed that 91.7% disagreed and 8.3% agreed. For the eighth survey question, there was an even response from strongly disagreed to agreed, with the remaining 8.3% strongly agreeing. For the ninth survey question, 58.3% indicated they agreed and 25% strongly agreed.

The overall conclusion for the second research question based on the frequency results indicated that the 12 surveyed police officers from the SW very much agreed with the results obtained from the officers of the suburban east police department (SE). The results were very identical for all nine questions for this second research question.

Dayshift officers. Frequency results for the 51 police officers from all three departments combined who work the dayshift (primarily 7:00 a.m.-3:00 p.m.), for the second research question and first survey question showed that of the 51 police officers surveyed, 60.8% strongly agreed and 29.4% agreed with this question. For the second survey question, 47.1% agreed and 33.3% strongly agreed. For the third survey question, 43.1% strongly disagreed, 37.3% agreed, and 11.8% were neutral with this question. The fourth survey question resulted in 35.3% who agreed and 25.5% strongly agreed with this question. For the fifth survey question, 43.1% agreed, 19.6% strongly agreed, and 17.6% disagreed. For the sixth survey question, 39.2% agreed and 33.3% strongly agreed with the remaining few evenly split ranging from strongly disagreed to neutral. The seventh survey question revealed that 33.3% agreed, 19.6% strongly agreed and the remaining were evenly split ranging from strongly disagree to neutral. For the eighth survey question, there was an even response from strongly disagreed to strongly disagree.

For the ninth survey question, 39.2% indicated they agreed, 29.4% strongly agreed and the remainder split ranging from strongly disagree to neutral.

The overall conclusion for the second research question based on the frequency results indicated that the 51 surveyed police officers from the dayshift from all three departments had similar responses for all the questions under this research question as the officers working in both suburban police departments. Some responses were similar to those of the metropolitan police department, such as agreeing the media is biased and police officers responded swiftly to calls for service. However, they agreed they purposely overlooked certain crimes more than they had earlier in their career. The dayshift officers agreed that a police officer's lack of enthusiasm to perform his duty does have a negative effect on public safety.

Afternoon Shift Officers. Frequency results for the 88 police officers from all three combined police departments who worked the afternoon shift (primarily 4:00 p.m.-12:00 a.m.) for the first survey question showed that of the 88 police officers surveyed, 52.3% strongly agreed and 38.6% agreed with this question. For the second survey question, 56.8% agreed and 23.9% strongly agreed. For the third survey question, there was an even split ranging from neutral to strongly agreed with this question; however, 47.7% agreed. The fourth survey question resulted in 31.8% who agreed, and the remainder were mostly split ranging from disagreeing to strongly agreeing with this question. For the fifth survey question, 40.9% agreed, and the remaining responses were even from strongly agree to disagree. For the sixth survey question, 48.9% agreed and 27.3% strongly agreed. The seventh survey question revealed that 40.9% agreed and the remaining sample was split ranging from strongly disagreed to strongly agreed. For the eighth survey question, 48.9% agreed and 23.9% were neutral. For the ninth survey question, 50% indicated they agreed, 15.9% strongly agreed, and 23.9% were neutral.

The overall conclusion for the second research question based on the frequency results indicated the 88 surveyed police officers from all three departments had similar responses for all the survey questions under the second research question as the officers working for both suburban police departments and the officers working all three departments on the dayshift.

Conclusions and Discussion for Research Question 2

The overall conclusion for this research question based on the frequency results indicated that the surveyed police officers from the suburban departments as well as the officers working the day shift and the afternoon shift from all three departments had similar responses. The officers working for the metropolitan police department had similar responses as the other four sample groups for three of the nine questions. Those responses were as follows: the officers agreed the media is biased; they agreed they respond swiftly for calls for service; and they agreed that police officers who perform their duties with less enthusiasm has a negative effect on public safety.

Research Question 3. Is public safety being adversely affected by officers' reduced performance? There were five survey questions developed to address this research question as follows: 1) When responding to a citizen's request for police service, you are distracted with the possibility of facing civil litigation; 2) You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties); 3) As a police officer, you feel you are hindered by the potential of civil litigation; 4) As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation; and 5) You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.

MPD officers. Frequency results for the metropolitan police department labeled as MPD for the third research question and the first survey question showed that of the 161 police officers surveyed, the highest percentage of 33.5% agreed and the remainder were split ranging from disagree to strongly agree with this question. For the second survey question, 44.1% agreed and 35, 4% strongly agreed. For the third survey question, 45.3% agreed and 37.3% strongly agreed with this question. The fourth survey question resulted in 42.2% agreeing and 20.5% strongly agreeing; however, 20.5% responded with neutral. For the fifth survey question, 46.6% agreed, 21.7% strongly agreed and 19.9% responded neutral.

The results for survey questions 1 through 5 for the third research question were also used for the first and second research questions. These results were previously analyzed and discussed. The fourth survey question asked if officers are distracted with the possibility of civil litigation when responding to a citizen's request for police service. The officers for this department agreed with this question as shown in the analysis results.

SE officers. Frequency results for the east suburban police department labeled as SE showed the results for the first survey question that of the 13 police officers surveyed, 46.2% disagreed with this question while the remainder were split ranging from strongly disagree to agree. For the second survey question, 30.8% agreed and 30.8 % disagreed; however, 23.1% strongly agreed. For the third survey question, 38.5% disagreed and 30.8% agreed with this question. The fourth survey question resulted in 69.2% disagreeing and the remaining sample was split ranging from strongly disagreeing to agreeing with this question. For the fifth survey question, 38.5% agreed and the remaining responses were nearly even ranging from strongly agreeing to disagreeing.

The results for survey questions 1 through 5 for the third research question were also used for the first and second research questions. These results were previously analyzed and discussed. The fourth survey question 4 asked if officers are distracted with the possibility of civil litigation when responding to a citizen's request for police service. The officers for this department disagreed with this question as shown in the analysis results.

SW officers. Frequency results for the west suburban police department labeled as SW showed the results for the first survey question that of the 12 police officers surveyed, 50% disagreed, 16.7% strongly disagreed and 16.7% agreed with this question. For the second survey question, 33.3% agreed, 25% were neutral, 25% strongly agreed and 16.7% disagreed. For the third survey question, 41.7% disagreed and 33.3% agreed with this question. For the fourth survey question, 91.7% disagreed with this question. For the fifth survey question, 58.3% agreed and 25% strongly agreed.

The results for survey questions 1 through 5 were also used for the first and second research questions. These results were previously analyzed and discussed. Question 4 for

research question 3 asked if officers are distracted with the possibility of civil litigation when responding to a citizen's request for police service. The officers for this department disagreed with this question as shown in the analysis results.

Dayshift officers. Frequency results for the 51 police officers from all three departments combined who worked the dayshift (primarily 7:00 a.m.-3:00 p.m.), for the third research question and first survey question showed that of the 51 police officers surveyed, 29.4% disagreed and the remainder were split ranging from disagree to strongly agreed with this question. For the second survey question, 43.1% strongly agreed and 37.3% agreed. For the third survey question, 39.2% agreed and 33.3% strongly agreed with this question. The fourth survey question resulted in 33.3% agreeing and the remainder were split ranging from disagreed to strongly agreeing with this question. For the fifth survey question, 39.2% agreed and 29.4% strongly agreed with this question.

The results for survey questions 1 through 5 were also used for the first and second research questions. These results were previously analyzed and discussed. The fourth survey question asked if officers are distracted with the possibility of civil litigation when responding to a citizen's request for police service. The officers for this department were split with this question as shown in the analysis results. Approximately one-third agreed however the remaining participants of this sample group either agreed or did not agree.

Afternoon Shift Officers. Frequency results for the 88 police officers from all three combined police departments who worked the afternoon shift (primarily 4:00 p.m.-12:00 a.m.) for the third research question and the first survey question showed that of the 88 police officers surveyed, 40.9% agreed, 22.7% disagreed, and 22.7% were neutral with this question. For the second survey question, 47.7% agreed and 28.4% strongly agreed. For the third survey question,

48.9% agreed and 27.3% strongly agreed with this question. The fourth survey question resulted in 40.9% agreeing, 22.7% were neutral, and 21.6% disagreeing with this question. For the fifth survey question, 50% agreed and the remaining responses were nearly even ranging from strongly agreeing to disagree.

The results for questions 1 through 5 were also used for the first and second research questions. These results were previously analyzed and discussed. The fourth survey question asked if officers are distracted with the possibility of civil litigation when responding to a citizen's request for police service. The officers for this department were split with this question as shown in the analysis results. Less than one-half agreed; however, the remaining participants of this sample group either agreed or did not agree.

Conclusions and Discussion for Research Question 3

The overall conclusion for this research question based on the frequency results indicated that the surveyed police officers from the suburban departments had similar results in that they did not agree with being distracted with the possibility of facing civil litigation when responding to a citizen's request for police service. The officers of the dayshift and afternoon shift were mostly split by agreeing and disagreeing with this question. The officers of the metropolitan police department very much agreed with this question.

Conclusion

This study used a mixed method research design to gather data. Likert-like surveys were used and then following the surveys, the researcher conducted six face to face interviews with officers who met specific criteria as follows:

- Sworn active duty police officer.
- Must be assigned to patrol duties.

- Had been a party to a civil lawsuit as a result of his / her duty as a police officer.

Additionally, two of the participants were required to have at least 20 years of law enforcement experience, two with seven to ten years, and two with less than three years of law enforcement experience. The researcher requested both male and female officers to participate in this study.

The researcher met with the six participants individually and interviewed them using the questions found in Appendix E. From the participant's responses, as well as the responses acquired from the Likert-like surveys, the researcher drew conclusions based collectively from those responses.

Using the grounded-theory approach beginning with open coding, the researcher used axial coding to identify the relationships established among the open codes. The connections were identified among the codes to further explain the data. The researcher then used selective coding to comprehend the core variables that were established for all the data. The data relating to the identified core variables were coded selectively to establish common themes.

All the officers agreed the media played a large role in the attitude the public has about police officers. They all felt the public is misinformed, misled, and some officers stated the media actually reports untruthful information just to have something newsworthy to share with the public. The officers who work for the metropolitan police department regardless of their time on the job, all appeared to have the same concerns about civil litigation. They all agreed they do their best to perform their duties but admit that being sued in the past has had a negative effect on their willingness to perform with the same enthusiasm they once had for their work.

When asked about their statistics regarding the number of arrests, the type of arrests, and if their activity was mostly self-initiated, the officers responded by stating they had several

hundred to several thousand arrests throughout their career. Many of those arrests were self-initiated. They stated their number of arrests diminished considerably over the course of time but especially after being sued. The officers of this department felt that a police officer's performance or lack of performance had a definite effect on the safety of the public; however, at this point in their career, they would rather be as inactive as possible to avoid civil litigation. The officers were asked what they felt was the leading cause for their being sued and for their lack of enthusiasm. The officers responded by saying they felt they were not adequately supported by their department, department leaders or their city leaders. They further felt the process for a citizen to file a complaint against an officer was much too easy and that there is no accountability for filing false reports against the police which is illegal and prosecutable in criminal court.

The responses acquired by the officers of both the east and west suburban police departments had a much different perspective. Most officers stated they were concerned about civil lawsuits and did become more concerned about lawsuits after experiencing being sued. However, they felt supported by their department, department leaders and town or village leaders. They felt when they were sued, it was often justified and therefore harbored no ill feelings as a result. The officers felt they performed their duty with the same enthusiasm as always and would not hesitate to take action when called upon. It appeared being sued or having the fear of being sued did not have a negative effect on this group of officers. The only area of concern for one officer was the complaint process. It was felt the process was much too easy for a citizen to file a complaint without repercussions for filing a false complaint. This was the only similarity between officers of all three departments.

Limitations

Limitations can affect the results of research. The researcher attempted to gather as large and broad a sample as was practical. The research included having participants from three different police departments. The researcher surveyed officers who worked in a variety of neighborhoods and who worked at different times of the day.

Participants who completed surveys were provided an opportunity to respond to the questions asked; however, their responses were limited. The surveys only allowed the participants to provide an answer but offered no opportunity to provide an explanation or insight.

A limitation that may have affected the research was that officers are bound by the same laws regardless of where they work and also are expected to provide the same police service to all persons. The research results could have been skewed by these factors.

Police officers from one part of the country are often adversely affected by incidents that occur in other parts of the country. The attitude of the public toward the police is often affected by those incidents and oftentimes many citizens will lash out the police which impacts how officers perform their duties. Protests and anti-police rallies seem to be the common response from the public when an incident occurs, even when the incident was not considered questionable from a legal perspective. These incidents can occur without warning.

The research data were collected over a period of one month and it is possible the survey responses as well as the responses from the interviews could have been affected by what may have occurred during the month the data were being collected. Officer's opinions could be swayed by an event and could affect their attitude and responses. It would be difficult to determine if this had any effect on the research.

The current administration could influence the attitude of the officers. If officers feel they are well supported, they may have different responses than officers have from other agencies which could skew data results. One participant stated how the current police chief is a better boss and now the officer feels confident going to work.

Recommendations for Further Research

This is a topic that has very limited research available as determined in the literature review in this study. As stated earlier, there are many resources available discussing interaction between the police and the public but not very much from the perspective of the police officers. There are three recommendations offered by this researcher.

- This research could be expanded to other metropolitan cities to compare results.
- The interview questions asked of the officers might include asking for more suggestions to address their concerns.
- This research could be expanded to include officers who work in other areas of policing other than patrol. This may well reveal that this is a patrol specific phenomenon. It may reveal that patrol is not the only area of policing that is affected.
- Expanding this research to include more departments could reveal this to be a police department specific issue and not necessarily a nationwide concern. It would then be possible to compare the results gathered by more than one type of department such as was the case with the two suburban departments. Only one large metropolitan department was surveyed and a comparison with another large department might have revealed this to be an issue with large departments rather than with a specific one.
- A longitudinal study over a longer period of time may produce very different results.

References

- Breslin, F., Taylor, K. and Brodsky, S. (1986), Development of a Litigaphobia Scale: Measurement of Excessive Fear of Litigation, *Psychological Reports*, 58(2), 547-50.
Retrieved March 1, 2016, from <http://proquest.umi.com>
- Bozman, E. (2017). *Litigaphobia*. Retrieved from <http://common-phobias.com/Litiga/index.htm>
- Brubaker, L.C. (2002). Deadly force: A 20-year study of fatal encounters. *FBI Law Enforcement Bulletin*, 71(4), 6-13.
- Center for Innovation in Research and Teaching. (n.d.). Overview of mixed methods. Grand Canyon University. Retrieved from https://cirt.gcu.edu/research/developmentresources/research_ready/mixed_methods/overview
- City of Chicago (n.d.). *Civilian Office of Police Accountability*. Independent Police Review Board. Retrieved April 16, 2017, from <https://www.cityofchicago.org/city/en/depts/copa.html>
- Campbell, A. (2015), Fergusson effect probably not keeping police from doing their jobs, study suggests. *Huffington Post*. Retrieved April 2, 2017, from <http://www.huffingtonpost.com>
- City of San Antonio. (n.d.). *Calls for service*. Retrieved June 1, 2016, from <https://www.sanantonio.gov/SAPD/Calls>
- Daly, M. (2015), Baltimore mayor gave permission to riot, before condemning the thugs who are looting and burning the city, Stephanie Rawlings-Blake talked about giving ‘space’ to people intent on destruction, showing a startling lack of common sense. *The Daily Beast*. Retrieved March 15, 2017, from www.thedailybeast.com
- Elinson, Z., & Frosch, D. (2015). Cost of police misconduct cases soars in big U.S.

cities: Data show rising payouts for police misconduct settlements and court judgments.

The Wall Street Journal. Retrieved July 15, 2015, from <http://www.wsj.com>

Fantz, A. & Botelho, G. (2015) *What we know, don't know about Freddie Gray's death*.

Retrieved March 28, 2017, from <http://www.cnn.com/2015/04/22/us/baltimore-freddie-gray-what-we-know/>

Ferdik, F. V. (2013). *Perception is reality: A qualitative approach to understanding police*

officer views on civil liability. Working Paper No. 49. The International Police

Executive Symposium (IPES). Retrieved March 14 2016, from

http://ipes.info/WPS/WPS_No_49.pdf

Findlaw.com. (n.d.). *Police misconduct and civil rights*. Retrieved March 15, 2016. From

<http://civilrights.findlaw.com>

Garrison, A. H. (1995), Law enforcement civil liability under federal law and attitudes on civil

liability: A survey of university, municipal and state police officers. *Police Studies*, 18,

19-37. Retrieved March 1, 2016, from <http://proquest.umi.com>

Graham, D.A. (2015). What's causing Baltimore's crime spike? As activists blame cops,

police blame prosecutors, and the commissioner blames drugs, citizens are left to deal

with the consequences. *The Atlantic*. Retrieved March 30, 2017, from

<https://www.theatlantic.com/politics/archive/2015/06/baltimore-police-slowdown/394931/>

Greenberg, M. (2010). *5 myths about patrol officers and detectives: The role of a patrol officer*

is crucial to a successful criminal investigation. Retrieved April 10, 2016

from <https://www.policeone.com>.

- Kane, S. (2018). Introduction to civil litigation. *The Balance Career*. Retrieved October 23, 2018, from <https://www.thebalancecareers.com/introduction-to-civil-litigation-2164619>
- Kappeler, V. E. (2006). *Critical issues in police civil liability* (Fourth Edition). Long Grove, IL: Waveland Press, Inc.
- Kasper, J. (2010). 10 Rookie Errors to Avoid. *Police, The Law Enforcement Magazine*. Retrieved March 1, 2017, from <http://policemag.com>
- Konkol, M. (2016) *Chicago police street stops decrease dramatically amid sinking morale*. Retrieved June 10, 2016, from <https://www.dnainfo.com/chicago>
- Legal Information Institute. (n.d.). *42 U.S. Code § 1983 - Civil action for deprivation of rights*. Cornell University. Retrieved from <https://www.law.cornell.edu/uscode/text/42/1983>
- Marin, Carol (2015), *Six Chicago police officers named in settlement agreement*. Retrieved March 10 2016 from <http://www.nbcchicago.com>
- Merriam-Webster. (2018). *Definition of offend[er]*. Retrieved October 22, 2018, from <https://www.merriam-webster.com/dictionary/offender>
- Merriam-Webster. (2018). *Definition of peace officer*. Retrieved October 22, 2018, from <https://www.merriam-webster.com/dictionary/peace%20officer>
- Merriam-Webster. (2018). *Definition of public servant*. Retrieved October 22, 2018, from <https://www.merriam-webster.com/dictionary/public%20servant>
- Merriam-Webster. (2018). *Legal definition of assailant*. Retrieved October 22, 2018, from <https://www.merriam-webster.com/legal/assailant>
- National Institute of Justice. (2009). *The use-of-force continuum*. Office of Justice Programs. Washington DC. Retrieved June 12, 2016, from <https://www.nij.gov/topics/law-enforcement/officer-safety/use-of-force/Pages/continuum.aspx>

- U.S. Department of Justice. (2002). *Police use of force: A conciliation handbook for the police and the community*. Washington DC: Community Relations Service. Retrieved May 31, 2016, from <https://www.justice.gov/archive/crs/pubs/pdexcess.htm>
- Puente, M. (2014, October 4). Some Baltimore police officers face repeated misconduct lawsuits. *Baltimore Sun*. Retrieved from <http://articles.baltimoresun.com>
- Qualitative Research Consultants Association (n.d.). *The Place for Cutting-Edge Qualitative Research*. Retrieved June 15, 2016 from <http://www.qrca.org>
- Roberg, R., Novak, K., Cordner, G., & Smith, B. (2012). *Police & society*. New York: Oxford University Press. Retrieved from <https://global.oup.com/academic/product/police-and-society-9780190639211?cc=us&lang=en&>
- Rogers, P. (2015). *Officer charged with murder in Laquan McDonald's death posts bond, leaves jail*. Retrieved March 10, 2016 from <http://nbccchicago.com>
- Rush, G. E. (Ed.). (2015), *Criminal justice terms & definitions: a glossary of the most commonly used terms in the criminal justice system* (3rd Edition). San Clemente, CA: LawTech Publishing Group.
- Scogin, F. and Brodsky, S. (1991), Fear of Litigation Among Law Enforcement Officers *American Journal of Police*, 10(1), 41-5. Retrieved March 1, 2016, from <http://proquest.umi.com>.
- SIS International Research. (n.d.). *What is quantitative research?* Retrieved October 22, 2018, from <https://www.sisinternational.com/what-is-quantitative-research/>
- Stinson, P. M. & Brewer Jr., S. L. (2016), *Federal civil rights litigation pursuant to 42 U.S.C as a correlate of police crime*. Retrieved April 1, 2017, from <http://scholarworks.bgsu.edu>

Study.com. (n.d.). *Example and analysis of Likert scale*. Retrieved June 22, 2016, from <https://study.com/academy/lesson/likert-scale-definition-examples-analysis.html>

The Free Dictionary by Farlex. (n.d.). *Complaint*. Retrieved October 23, 2018, from <https://legal-dictionary.thefreedictionary.com/complaint>

U.S. Department of Justice. (2011). Justice department releases investigative findings on the Seattle police department. *Justice News*. Office of Public Affairs. Press Release 11-1660. Retrieved from <https://www.justice.gov/opa/pr/justice-department-releases-investigative-findings-seattle-police-department>

U.S. Department of Justice. (2002). *Police use of force: A conciliation handbook for the police and the community*. Washington DC: Community Relations Service. Retrieved May 31, 2016, from <https://www.justice.gov/archive/crs/pubs/pdexcess.htm>

U.S. Legal. (n.d.). *Suspect law and legal definition*. Retrieved from <https://definitions.uslegal.com/s/suspect/>

Vaughn, M.S., Cooper, T. and Del Carmen, R. (2001), Assessing legal liabilities in law enforcement: police chiefs views, *Crime and Delinquency*, 47, 3-27). Retrieved March 1, 2016, from <http://proquest.umi.com>

Appendix A: IRB Approval



>>> Institutional Review Board 05/01/17 5:37 PM >>>
Greetings Michael Espinoza,

Thank you for your prompt and detailed attention to the suggested revisions of your submission. Members of the IRB Committee have reviewed your documents and have determined that your methodology satisfactorily protects human subjects. *No further review is needed.* Should you make any additional changes to your study, please submit an updated application prior to beginning work.

Best wishes on your project!

Kind regards,

Christina L. Nordick, DNP, FNP-BC
Co-Chair, IRB

Appendix B: Letter of Introduction

University of St. Francis
Joliet, Illinois

Greetings,

Let me introduce myself, my name is Michael R Espinoza. I am a doctoral student from the University of St Francis, Joliet Illinois. [REDACTED]

I have been assigned to patrol duties as well as other assignments including asset forfeiture as an investigator, and as an analyst with the Deployment Operations Center, among other assignments during my career. Aside to being a police officer, I am also a Criminal Justice Instructor at [REDACTED] and have been in higher education teaching for about nine years.

I am passionate about police work as well as education. I fully support the efforts of police officers regardless of their unit of assignment or years of experience. I also fully enjoy teaching students who are eager to be a part of our world of Criminal Justice.

About two years, I decided to begin working on my doctoral degree in education. I chose to enroll at the University of St Francis in the Doctor of Education program with a concentration of stewardship leadership. When the time came to decide on a topic for my dissertation, I knew immediately that I wanted to research the topic I have entitled "Litigaphobia: A Study of the Fear of Civil Litigation by Law Enforcement Officers." This is a study that will examine a theory I have about police officers (both those that have been involved in civil litigation and those who have not) who have a fear of civil litigation as a result of simply performing their duties as officers. I myself have been involved in civil litigation as a police officer and it is not a pleasant experience. I have known and worked with officers who have also experienced this. Over the years I have observed how being a party to civil litigation or even just being in fear of it has a negative effect on police officers and their willingness to perform the job. I also wondered how this may (or may not) affect public safety.

My research is designed to collect data from police officers who can provide feedback regarding this topic. I assure you your identity will never be revealed (unless you provide written permission). Also, I assure you your agency's identity will never be revealed. What I am asking for is about **5 to 7 minutes of your time** to complete a survey which will ask you questions requiring a response on a scale ranging from "strongly disagree to strongly agree." Once completed, your surveys will be placed into an envelope which will preserve your anonymity and I personally will collect them afterward. I will be present when the surveys are being completed so they will only be in your hands, then in mine. Once I have the data from your surveys, I will only use the information to formulate opinions about the research topic. I will then discard the surveys.

The last thing I would like to mention, and this is of great importance, your participation is **entirely voluntary**. At no time should you feel obligated to participate. As a fellow police officer, I have only our best interest in mind. I feel this is a topic of great concern and it should be researched, and the results published.

I thank you for your time,

Be safe,

Michael R Espinoza

Appendix C: Survey Informed Consent

University of St. Francis
Joliet, Illinois

Consent for Participation in Research

SURVEY

“Litigaphobia; A Study of the Fear of Civil Litigation by Law Enforcement Officers”

Greetings,

You are being asked to be a participant in a research study about law enforcement officers’ willingness or lack of willingness to perform their duties in light of probable or possible civil litigation. This research is being conducted by Michael R Espinoza, a doctoral degree candidate from the College of Education at the University of St. Francis. You have been asked to participate in the research because you are a law enforcement officer who can provide meaningful insight about this research topic. I ask that you read this form and ask any questions you may have before agreeing to be in the research.

First, you should know that whether or not you decide to take part in this study is completely up to you. If you decide to participate, you are free to stop at any time.

Your participation in this research is voluntary and involves responding to a short survey that will take less than 10 minutes to complete. You can choose whether to be in this study or not. If you volunteer to be in this study, you may withdraw any time without consequences of any kind. You may also refuse to answer any questions you do not want to answer and still be included in the study. Your decision whether or not to participate will not affect your current or future relations with the College. If you decide to participate, you are free to withdraw at any time without affecting that relationship.

You will be asked about your perceptions regarding civil litigation as it may or may not affect your willingness to perform your duties as a law enforcement officer. You will also be given an opportunity to choose from a list of basic demographic information such as age, gender and race. I will personally hand you and all other officers present the survey and after you complete it, you can return the survey in a non-descript envelope which will be provided. Please seal the envelope. Participation is voluntary.

Potential risks are minimal and include the possible inconvenience of answering some questions. If at any time you wish to not participate in the study, you may merely inform the researcher of your wish to discontinue participation.

You may ask any questions you have now. If you have questions later, you may contact me at [REDACTED] or [REDACTED] or my faculty advisor, Dr. Jean Demas at [REDACTED] or [REDACTED]. Sometimes people want to know more about the guidelines we follow when doing research at the University of St. Francis. If you have questions like that, please contact the Institutional Review Board at irb@stfrancis.edu.

Thank you for agreeing to participate in this important study.

Michael R Espinoza
University of St. Francis
[REDACTED]

**University of St. Francis
Joliet, Illinois**

Consent for Participation in Research

SURVEY

“Litigaphobia; A Study of the Fear of Civil Litigation by Law Enforcement Officers”

Data from the survey will be analyzed and stored in a password protected file on a flash drive that will be kept in a locked drawer in the researcher’s office until the conclusion of the research. At that time, the responses will be destroyed. No other parties will have access to this file. Your name will not be reported or used at any time.

Signature of Participant or Legally Authorized Representative

I have read the above information. I have been given an opportunity to ask questions and my questions have been answered to my satisfaction. I certify that I am at least 18 years of age. I agree to participate in this study voluntarily and I have been given a copy of this form.

I understand this survey is anonymous and my name will not be used and will remain confidential.

Signature

Date

Printed Name

Signature of Researcher

Date (must be same as participant’s)

Michael R Espinoza

Printed Name

Signature of Witness (if appropriate)

Date (must be same as participant’s)

Printed name of Witness (if appropriate)

Completion of this survey indicates your consent to participate in the study.

PLEASE PLACE INTO THE PROVIDED ENVELOPE MARKED “CONSENT”

Remember: Your decision whether or not to participate will not affect your current or future relations with the University of St Francis. If you decide to participate, you are free to stop at any time, and your relations with USF will not change.

Appendix D: Likert Survey

Title: Litigaphobia: A Study of the Fear of Civil Litigation by Law Enforcement Officers’

Researcher Name: Michael R Espinoza, University of St Francis

There are five categories. Each category has five questions / statements (totaling 25). You are asked to make one choice for each question / statement by circling your choice. Your responses will ONLY be used to assist in this research study. Your identity will NOT be revealed at any time.

News Media (NM)

- 1) The news media plays an important role in shaping a negative public perception of the police.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
-------------------	----------	---------	-------	----------------
- 2) The news media is biased.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
-------------------	----------	---------	-------	----------------
- 3) The news media reports the story in its entirety.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
-------------------	----------	---------	-------	----------------
- 4) The news media is selective in what information is reported to the public.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
-------------------	----------	---------	-------	----------------
- 5) The news media reports stories accurately.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
-------------------	----------	---------	-------	----------------

Citizen Complaint Process (CCP)

- 1) The current process for citizens to file complaints against police officer’s conduct is fair to police officers.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
-------------------	----------	---------	-------	----------------
- 2) The current process for citizens to file complaints against police officer’s conduct is fair to citizens.

Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
-------------------	----------	---------	-------	----------------
- 3) The news media plays an integral role in the direction an investigation takes in a citizen complaint against the police.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 4) The opinion of members of the community plays an integral role in the direction an investigation takes in a citizen complaint against the police.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 5) The complaint process available to citizens to make complaints against the police is necessary to maintain the integrity of the police department.

Strongly Disagree Disagree Neutral Agree Strongly Agree

Police Training (PT)

- 1) The academy training you received and continue to receive is sufficient to make you feel you can adequately perform your duty safely and with little chance for civil litigation against you to occur.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 2) When responding to a call for service, you always respond swiftly.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 3) When responding to a citizen's request for police service, you will respond and provide police service with regard to servicing the citizen's need first and foremost.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 4) When responding to a citizen's request for police service, you are distracted with the possibility of facing civil litigation.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 5) You feel the likelihood to face civil litigation increases while working in specific areas or assignments of policing (such as in patrol duties vs. investigative duties).

Strongly Disagree Disagree Neutral Agree Strongly Agree

Police Use of Force (U.S. Department of Justice, 2002) and State Statutes (UOF)

- 1) You feel you are well trained in the Use of Force Model adopted by your police department.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 2) As a police officer, when faced with a possible life and death situation, you will take

the appropriate legal action regardless of the potential legal outcome.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 3) With civil litigation being an area of concern, you find that you purposely overlook certain criminal activity more than you have in the past in your police career.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 4) To avoid civil litigation, you are less likely to put your hands on a citizen (albeit perfectly legal) to affect a legal arrest.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 5) You feel your police agency as well as your Village, Town, or City does support your legally justified use of force in effecting arrests of criminal offenders.

Strongly Disagree Disagree Neutral Agree Strongly Agree

Performance of Police Duties (PPD)

- 1) As a police officer, you feel you are hindered by the potential of civil litigation.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 2) As a police officer, you feel you hesitate to perform your police duties due to the potential of civil litigation.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 3) With the exception of civil litigation, there is no reason to refrain from performing your police duties.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 4) You feel that police officers who perform their duties with less enthusiasm has a negative effect on public safety.

Strongly Disagree Disagree Neutral Agree Strongly Agree

- 5) As a police officer, you feel you make a positive difference in the community you serve.

Strongly Disagree Disagree Neutral Agree Strongly Agree

PLEASE PLACE THIS SURVEY ONLY IN THE ENVELOPE MARKED "SURVEY."
Thank you for your responses.

THIS SECTION IS ONLY FOR THOSE OFFICERS WHO WISH TO PARTICIPATE IN A FACE TO FACE INTERVIEW AND WHO MEET THE CRITERIA LISTED BELOW

To arrange for a face to face meeting, please email Michael R Espinoza at: [REDACTED] you may call [REDACTED] to make an appointment for an interview. To maintain anonymity, please do not include your name, email or phone number.

If you do not complete the section below, please return the blank form (marked page 7) in the envelope marked “SURVEY.”

If you do complete the section below, please place the completed form in the envelope marked “INTERVIEW.” The participants for the face to face **MUST** meet the following criteria:

- Sworn active duty police officer.
- Must be assigned to patrol duties.
- Has been a party to a civil lawsuit as a result of his / her duty as a police officer.

There will be an additional Informed Consent Form provided prior to the interview. The researcher is requesting to meet with six police officers at a time and place that is convenient and agreeable to both the participant and the researcher. Two of the participants should have at least (20) twenty years of law enforcement experience, two with (7 to 10) seven to ten years, and two with less than (3) three years of law enforcement experience. Both male and female officers are asked to participate and only officers who are assigned to patrol duties are requested.

Please circle either YES or NO for each question.

- 1) I am a patrol officer for my police department. YES NO
- 2) I have been a party to a civil lawsuit as a result of performing my duties as a police officer. YES NO
- 3) I feel I can be of assistance with this study by answering questions about my concerns with civil litigation. YES NO
- 4) Please select ONE. I am a, MALE police officer / FEMALE police officer
- 5) Please select ONE. I have, TWENTY plus years of service as a police officer
SEVEN to TEN years of service as a police officer
LESS than THREE years of service as a police officer
- 6) I have the flexibility to meet face to face to complete an interview which may run from 20 – 30 minutes. YES NO

PLEASE PLACE THIS COMPLETED SURVEY (page 7) IN THE ENVELOPE MARKED “INTERVIEW.”

Appendix E: Interview Informed Consent

University of St. Francis
Joliet, Illinois

Consent for Participation in Research

INTERVIEW

“Litigaphobia; A Study of the Fear of Civil Litigation by Law Enforcement Officers”

Greetings,

You are being asked to be a participant in a research study about law enforcement officers’ willingness or lack of willingness to perform their duties in light of probable or possible civil litigation. This research is being conducted by Michael R Espinoza, a doctoral degree candidate from the College of Education at the University of St. Francis. You have been asked to participate in the research because you are a law enforcement who can provide meaningful insight about this research topic. I ask that you read this form and ask any questions you may have before agreeing to be in the research.

First, you should know that whether or not you decide to take part in this study is completely up to you. If you decide to participate, you are free to stop at any time.

Your participation in this research is voluntary and involves responding to a face to face interview that will take less than 30 minutes to complete. You can choose whether to be in this study or not. If you volunteer to be in this study, you may withdraw any time without consequences of any kind. You may also refuse to answer any questions you do not want to answer and still be included in the study. Your decision whether or not to participate will not affect your current or future relations with the College. If you decide to participate, you are free to withdraw at any time without affecting that relationship.

You will be asked questions about your perceptions regarding civil litigation as it may or may not affect your willingness to perform your duties as a law enforcement officer.

Potential risks are minimal and include the possible inconvenience of answering some questions. If at any time you wish to not participate in the study, you may merely inform the researcher of your wish to discontinue participation.

You may ask any questions you have now. If you have questions later, you may contact me at [REDACTED] or [REDACTED] or my faculty advisor, Dr. Jean Demas at [REDACTED] or jdemas@stfrancis.edu. Sometimes people want to know more about the guidelines we follow when doing research at the University of St. Francis. If you have questions like that, please contact the Institutional Review Board at irb@stfrancis.edu.

Thank you for agreeing to participate in this important study.

Michael R Espinoza
University of St. Francis
[REDACTED]

Remember: Your decision whether or not to participate will not affect your current or future relations with the University of St Francis. If you decide to participate, you are free to stop at any time, and your relations with USF will not change.

University of St. Francis
Joliet, Illinois

Consent for Participation in Research

INTERVIEW

“Litigaphobia; A Study of the Fear of Civil Litigation by Law Enforcement Officers”

Data from the survey will be analyzed and stored in a password protected file on a flash drive that will be kept in a locked drawer in the researcher’s office until the conclusion of the research. At that time, the responses will be destroyed. No other parties will have access to this file. Your name will not be reported or used at any time.

Signature of Participant or Legally Authorized Representative

I have read the above information. I have been given an opportunity to ask questions and my questions have been answered to my satisfaction. I certify that I am at least 18 years of age. I agree to participate in this study voluntarily and I have been given a copy of this form.

I understand this survey is anonymous and my name will not be used and will remain confidential.

Signature

Date

Printed Name

Signature of Researcher

Date (must be same as participant’s)

Michael R Espinoza

Printed Name

Signature of Witness (if appropriate)

Date (must be same as participant’s)

Printed name of Witness (if appropriate)

Completion of this survey indicates your consent to participate in the study.

Appendix F: Interview Questions

Title: "Litigaphobia; A Study of the Fear of Civil Litigation by Law Enforcement Officers"

Researcher Name: Michael R Espinoza, University of St Francis

The following questions will be asked of the participant. Any question not answered or refused will be excluded.

No mention of the question nor any refusal to answer will be noted.

Demographics

- 1 How old are you?
- 2 What is your marital status?
- 3 Do you have any children who depend on you for financial support?
- 4 How long have you been a Law Enforcement Officer?
- 5 What is your current rank or title?
- 6 What is your assignment within your department (i.e., patrol, tactical officer, etc.)?
- 7 What is your level of education?
- 8 What is your race?

Experience as a law enforcement officer

- 9 What type of awards have you received as a Law Enforcement Officer?
- 10 How many arrests would you say you have made in your career?
- 11 Has the number of arrests diminished over the years?
- 12 If your number of arrests has diminished over time, is this the result of anything that has occurred directly to you?
- 13 If your number of arrests has diminished over time, is this the result of anything that you have observed happening to other officers?
- 14 Do you initiate arrests or are your arrests primarily the result of citizen complaints made against offenders?
- 15 Have you received any citizen's complaints accusing you of wrongdoing? Please explain.
- 16 How many complaints in the past 10 years (or in your career if less than 10 years of service) have you had?
- 17 What was the outcome of those citizen's complaints?
- 18 Were you adversely affected (personally) due to the outcome of the complaint?

Complaints and Civil Litigation

- 19 How many times as a Law Enforcement Officer have you been sued?
- 20 Has your department ever had to pay damages?
- 21 Have you ever had to pay damages?
- 22 How do you view the citizen complaint system regarding the ability to sue Law Enforcement Officers?
- 23 Do you feel that the city, county, state settles lawsuits too swiftly?
- 24 Do you fear being sued again?
- 25 Has your being sued in the past had an adverse effect on your job performance now?
- 26 Has your style of responding to calls for service changed any?
- 27 Do you feel that you hesitate to act for fear of being sued?
- 28 Are you concerned that hesitation to act can cause serious injury or death to you, or others?
- 29 If you could revamp the system regarding how citizens' complaints are resolved what would you do?
- 30 Would you perform your sworn duty regardless of threat litigation in a life and death situation?

Effect on Public Safety

- 31 Do you feel a police officer's reluctance to perform his or her duty has a direct effect on public safety?
- 32 Do you feel your performance has a negative effect on public safety?
- 33 As you are aware, this research will be made publicly available. Do you feel this research topic will have any effect on public opinion regarding public safety?
- 34 If you could go back in time, would you still become a police officer?
- 35 Is there anything you feel you can add to this interview that was not discussed?
- 36 What do you feel can be done to address this important issue?
- 37 Are we at a "tipping point" in our careers as police officers?