

APPENDIX A: FOCUS GROUPS

Table A-1: Parole Division Focus Groups							
	Amarillo	Midland-1	Midland-2	Bryan	Houston	Dallas	Waxahachie
Dated Conducted (each in July, 1998)	6	17	17	22	23	29	29
# of Participants	9	4	4	13	9	10	7
Opinions of Group Pro-gun Anti-gun Mixed	Mixed	Pro-gun	Anti-gun	Mixed	Mixed	Mixed	Mixed
Age (range)	26-42	29-36	33-40	24-55	27-53	26-60	24-46
Males v. Females	5 v. 4	3 v.1	0 v.4	4 v. 9	3 v. 6	6 v. 4	5 v. 2
Years with the Agency (range)	1-8	1-7	2-10	1-12	1-16	1-12	1-9
Plan to: Carry, or Not carry (undecided's were placed in 'not carry')	6 3	3 1	1 3	8 5	2 7	3 7	5 2
Audio-taped Group	Yes	Yes	Yes	Yes	Yes	No*	Yes
Notes Taken	Yes	Yes	Yes	Yes	Yes	Yes	Yes

*One participant objected to the use of a tape recorder, therefore this session was recorded with the facilitator's written notes.

FOCUS GROUP RESPONSES

Amarillo	Midland-1	Midland-2	Bryan	Houston	Dallas	Waxahachie
What do you think are the important aspects of supervision?						
What characteristics should a parole officer have to effectively do this job?						
Monitor ® because of violent/young offenders More time and attention to ® Protect public Strong work ethic Time management skills Maturity because of the responsibility of the job Open-minded	Supervise ® Make sure they're following conditions and doing what they should Referrals Protect society Honesty Objectivity Have to be able to manage pressure and change well Time management skills	Good communication Time with ® Referrals Identify problem areas Follow-up Patient Non- judgmental Level-headed Team-player	Protect society Time with ® Monitor Referrals to help ® Supervise and enforce special conditions Communication self-discipline Flexibility Honesty with ® and others Patience Organizational skills	Supervise ® Follow-up Protect society De-escalation techniques Communication Prioritization skills Detail-oriented Ability to remain calm Professional People-skills Tolerance Refined judgment Composure Ability to handle stressful situations Calm Rational	Fair but firm Protect public Reintegrate ® Referrals Enforce special conditions Can't think job is to send the ® back (to prison), but to succeed and discharge parole Client-oriented Communication Work with people Enjoy work to be effective Versatile and flexible Like change Unbiased Capable of working independently Willing to learn	Protect society Enforce special conditions Referrals Follow-up Must deal with each ® on an individual basis, not a TDCJ # Common-sense Patience Objectivity Open-minded Independent Must be able to read a map 100% professional Can't take the job personally People person
Do you think there will be any changes because of weapons in the workplace?						
With releasees (offenders)? With officers?						
® will know we have weapons and will assume everyone carries possibly more defensive not much change here because of 1-to- 1 relationships, probably different in larger towns	No change with ®, or more cooperative Supervision styles should not change, if they're a stable- minded person ® are more worried about other people than they are about guns Clerical may be more apprehensive	Definitely A lot of attitudes Some already have attitudes, may get worse More control issues POs more demanding ® will think all POs carry More people at risk/danger because of guns in the workplace May be a shift from social work to law enforcement, but it won't be seen in the paperwork; POs who carry may not know they're changing or won't say it	® will see Pos as more law enforcement ® will not be as open, more skeptical to open-up to Pos ® may be more resistant Supervision ideal won't change, but false sense of security may Some POs will think they have more authority Pos may be cocky or have an attitude change Less patience for officers Pos change, but not be aware of it	Depends on the individual, there should be trust and respect on each side, whether PO carries a gun or not Some POs may go on a power- trip and become more authoritarian POs who carry will increase the number of unscheduled and unannounced visits; they'll think because they're packing they can go on unannounced visits	® may carry more guns since POs are now carrying Now POs are more social work than law enforcement, but their attitudes will change; some have changed because they have a badge, but now they'll be carrying a gun as well May change as younger, fresher people are hired Carrying POs may increase the # of visits conducted and change their supervisory styles	Without the right kind of training, there's the possibility of changes in the work place Guns up the threat to ®, more of a perceived threa Now, perceived threat is low, but with guns, ® may carry more Perceived POs carry all of the time Guns change police officers and they will change POs May be more altercations with POs who carry guns
Why do you want to carry guns? (asked as appropriate)						
Why do you think officers should be allowed to carry guns?						
Safety More scared of "Joe-Redneck"	Safety reasons Out in the field more and more	They're not necessary to do the job, but that	Safety issue Not worried about the ®,	Protection Personal choice POs want to	Concerned more about the people around	Safety reasons Not afraid of ® more afraid of

Amarillo	Midland-1	Midland-2	Bryan	Houston	Dallas	Waxahachie
than anyone else” Worried about the family, strangers, neighborhood kids and gangs Everyone should have the responsibility to carry or they shouldn’t be here in the first place	POs know what triggers the ®, not worried about ®, but the surrounding communities and environments Not necessary to carry all the time, but POs need to be given a choice	probably depends on the location—needed more in rural areas Not opposed to guns, but “I don’t want one”	but the people around him Should have the option to carry guns Clear need to carry in the rural areas; no one can hear you if you scream; no service for cell phones in some areas	carry for security of self Not scared of ®, but of neighbors and collaterals More worried about co-workers carrying guns than about the ® Some officers have ulterior motives for wanting to carry a gun	the ®, not the ® himself SISP officers need guns because they have to go out at late hours and on weekends Security because some elements are beyond your control Environment Defensive purposes only	neighbors Nothing stopping POs from carrying a gun now; anyone could have a gun at any time More people will start carrying over time

What do you think will be the overall impact of weapons in the workplace?

Do you have any concerns about guns in the workplace?

False sense of security Average person is intimidated by guns, but it’s because they haven’t had much involvement with them Overall hiring guidelines for POs should be more strict to get more professional officers “Barney-Fife Syndrome”—people with borderline maturity	Bring credibility back to parole No problems, moral is good, good cohesion in the office Mentality here—raised around guns, so people are more likely to carry out here	First 6 months, we will be more fearful until we see what happens—grace period—it will take that much time to be comfortable Real fear is to be shot through a wall because some PO is playing with a gun in his office Support staff may be uncomfortable and concerned about safety Concerned about officers psychologically When POs agree, no problem; mixed views in the office are a problem	Carry/don’t carry groups clash More co-worker conflict With a weapon, POs may be quick to jump to an attitude ® will assume that all officers carry guns, even those who don’t choose to carry—they’ll be in more danger False sense of security in POs who carry ® may carry because POs are carrying Pos may change work hours	Some POs may have a false sense of security Concerned about co-workers; giving guns is a big responsibility See what happens—won’t be comfortable until POs have carried for a while and then nothing has happened Concerned about POs carrying guns in their purses or even to the bathroom POs displace anger and vent on the clerical staff	With a gun, POs are more likely to find a situation to use it Worried about security in the office, such as people carrying in purses A lot of POs won’t follow policy and will take the guns out and clean them in the offices—what if they snap and then use it? Clerical staff is not concerned about POs carrying	Need to think about safety differently Diminish ability to supervise ® because of perceived threat from the PO Eventually may be a whole new group of POs because of carrying guns Clerical are opposed to guns in the workplace Need to change hiring practices and watch who you bring in Took job weren’t carrying, now are, so could be big problem
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What do you think about the policy?

Do you have any apprehensions about the policy or this change in policy?

Concealment is good: out of sight, out of mind Yearly evaluations because the job is so stressful The way the policy’s written, the liability goes back on the parole officer Not that much Unit Supv input May be used as a leverage or retaliation tool	Fine Policy should not supercede law	Hiring practices Psychological should be the same for everyone, so a PO can’t go through three or four tests before they pass—how would you know they did that?	Extra policies for who should or should not carry guns Guns should be in the open so you know who’s carrying Safety issue to know who’s able to carry; don’t know with concealment	Psychological tests are not able to thoroughly weed out people who should not carry—it’s just a tool There needs to be consistency in testing; agency needs to do its own psychologicals More direct supervisory input into the process Sanctions for people who	If PO gets shot, there needs to be a provision for her family, State of Texas should look out for people and provide some type of compensation Agency should pay expenses Be sure up-front that POs can carry before going through the process—NCIC check 1st Unit and parole	Stress legal responsibility Psychological is important before people are able to carry POs should carry the entire time on duty Need to have lock boxes at work so POs can leave guns at work and not take home More training, so people will feel more safe
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Amarillo	Midland-1	Midland-2	Bryan	Houston	Dallas	Waxahachie
				violate policy Anonymous reporting of POs who violate policy Hiring procedures need to change	supervisors give input since the regional director doesn't know the POs Security in offices State-issued shirt or jacket to wear	and comfortable around guns — never lax up on training Concerned about concealment requirement

APPENDIX B: FIREARMS SURVEY

Note to Reader: Codes used to compute means are in BOLD; these codes were not included on the original survey instrument.

Parole Division Staff Firearms Survey

This survey is being conducted to obtain information regarding Parole Division staff perceptions regarding firearms in the workplace and use while on duty. Within TDCJ-PD, the first officers were authorized to carry firearms at the end of July, 1998.

Please answer the following questions based on your perception of changes since officers were authorized to carry firearms in your office.

INSTRUCTIONS: Beside each of the statements presented below, please complete the statement by checking the appropriate box to the right.	Significantly Increased 2	Increased 1	Not Changed 0	Decreased -1	Significantly Decreased -2
1. While I'm working in the office, I feel that my safety level has _____ since officers have been allowed to carry firearms.	[]	[]	[]	[]	[]
<i>If you are currently employed in a support staff position, please proceed to Question #9.</i>					
2. When I'm conducting home visits, I feel that my safety level has _____ since officers have been allowed to carry firearms.	[]	[]	[]	[]	[]
3. When I'm conducting field visits, I feel that my safety level has _____ since officers have been allowed to carry firearms.	[]	[]	[]	[]	[]

INSTRUCTIONS: Beside each of the statements presented below, please complete the statement by checking the appropriate box to the right. Remember to base your answer on any <u>changes</u> you've experienced or observed <u>since officers have been carrying firearms on duty</u> .		Always 2	Frequently 1	Sometimes 0	Rarely -1	Never -2
4.	I am more concerned about my safety during field visits when I've encountered an offender's neighbors than when I have direct contact with the offender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	I am more concerned about my safety during field visits when I've encountered an offender's family/friends than when I have direct contact with the offender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	I am more concerned about my safety during home visits when I've encountered an offender's family/friends than when I have direct contact with the offender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	I am concerned about my safety during field visits when I'm in contact with the offender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8.	I am concerned about my safety during home visits when I'm in contact with the offender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9.	I am more concerned about my safety during office visits when I've encountered an offender's family/friends than when I have direct contact with the offender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	I am concerned about my safety in the office when I'm in contact with the offender.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	I feel concerned about my safety because parole officers are carrying firearms in my office.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you are currently employed in a support staff position, please proceed to Question #23.

Since implementation of the firearms policy, ...

12. I have _____ the number of scheduled home visits for my offenders.
13. I have _____ the number of unscheduled home visits for my offenders.
14. I have _____ the number of home visits that I conduct after 6:00 PM.
15. I have _____ the number of scheduled field visits I normally conduct for my offenders.
16. I have _____ the number of unscheduled field visits I normally conduct for my offenders.
17. I have _____ the number of field visits that I conduct after 6:00 PM.
18. I have _____ the number of referrals to EM/SISP caseloads.
19. I have _____ the number of referrals to DRC caseloads.
20. I have _____ the number of UAs that I conduct on the offenders on my caseload.
21. I write a(n) _____ number of reports of violations regarding technical violations.

Significantly Increased 2	Increased 1	Not Changed 0	Decreased -1	Significantly Decreased -2
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

22. I feel that because officers are now carrying firearms the offenders on my caseload have overall been:
☐ more resistant -1 ☐ the same 0 ☐ more cooperative 1

My observation of other officers carrying firearms is that...

23. They have _____ the number of scheduled home visits for their offenders.
24. They have _____ the number of unscheduled home visits for their offenders.
25. They have _____ the number of home visits that they conduct after 6:00 PM.

Significantly Increased 2	Increased 1	Not Changed 0	Decreased -1	Significantly Decreased -2
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

My observation of other officers carrying firearms is that...	Significantly Increased 2	Increased 1	Not Changed 0	Decreased -1	Significantly Decreased -2
26. They have _____ the number of scheduled field visits for their offenders.	[]	[]	[]	[]	[]
27. They have _____ the number of unscheduled field visits for their offenders.	[]	[]	[]	[]	[]
28. They have _____ the number of field visits that they conduct after 6:00 PM.	[]	[]	[]	[]	[]
29. They have _____ the number of referrals to EM/SISP caseloads.	[]	[]	[]	[]	[]
30. They have _____ the number of referrals to DRC caseloads.	[]	[]	[]	[]	[]
31. They have _____ the number of UAs that they conduct on their offenders.	[]	[]	[]	[]	[]
32. They write a(n) _____ number of reports of violations regarding technical violations.	[]	[]	[]	[]	[]
	Strongly Agree 2	Agree 1	Neutral 0	Disagree -1	Strongly Disagree -2
33. The firearms policy has not changed my relationship with offenders.	[]	[]	[]	[]	[]
34. The firearms policy has not changed my relationship with my co-workers.	[]	[]	[]	[]	[]

If you answered disagree or strongly disagree to items # 33 and/or 34, please indicate how the relationship or your interaction has changed with offenders and your co-workers:

Comments regarding any survey items:

PLEASE BE SURE TO COMPLETE THE LAST PAGE OF THIS SURVEY

Demographic Information:

The following information will be used for statistical purposes only and will be kept strictly confidential.

[illegible]

Caseload:	<input type="checkbox"/> Regular	Age:	<input type="checkbox"/> Under 25	Ethnicity:	<input type="checkbox"/> African American
	<input type="checkbox"/> EM		<input type="checkbox"/> 25-30		<input type="checkbox"/> Asian
	<input type="checkbox"/> SISP		<input type="checkbox"/> 31-40		<input type="checkbox"/> Caucasian
	<input type="checkbox"/> MR/MI		<input type="checkbox"/> 41-50		<input type="checkbox"/> Hispanic
	<input type="checkbox"/> DRC		<input type="checkbox"/> Over 50		<input type="checkbox"/> Middle Eastern
	<input type="checkbox"/> Sex Offenders				<input type="checkbox"/> Native American
	<input type="checkbox"/> Other				<input type="checkbox"/> Pacific Islander
	<input type="checkbox"/> No caseload				<input type="checkbox"/> Other

Sex: ☐ Male Are you?... ☐ Currently carrying a firearm on duty.
 ☐ Female ☐ Currently in the process of obtaining your
psychological evaluation or TCLEOSE training.

Title: ☐ PCW II ☐ Planning to carry a firearm once you complete Staff Development's training and other requirements.
☐ DPO I
☐ DPO II ☐ Planning to not carry on duty.
☐ US/PS ☐ Not eligible to carry a firearm on duty.
☐ ARD/RD
☐ Casemanager
☐ Support Staff
☐ Other

Thank you for taking the time to complete this questionnaire. Your comments and input are valuable to this project and your effort is greatly appreciated.

Please return your survey by October 21, 1998 within the self-addressed, stamped envelope. Since this is an anonymous instrument, your name and return address are not necessary.

If you would like a copy of the final results of this project, please write to the address printed on the return envelope.

APPENDIX C: OPERATIONALIZING THE CONCEPTUAL FRAMEWORKS

Table C-1: Operationalizing the Conceptual Framework for Research Purpose 1	
Research Purpose 1: Describe the safety perceptions of Parole Division staff since implementation of the firearms policy within the Division.	
Carriers' safety perceptions will INCREASE while:	<i>Questionnaire Items</i>
WH#1a: in the office .	Items #1; 9; 10; 11
WH#1b: conducting home visits .	Items #2; 6; 8
WH#1c: conducting field visits .	Items #3; 4; 5; 7
Non-carriers' safety perceptions will:	
WH#2a: DECREASE while in the office .	Items #1; 9; 10; 11
WH#2b: NOT CHANGE while conducting home visits .	Items #2; 6; 8
WH#2c: NOT CHANGE while conducting field visits .	Items #3; 4; 5; 7
WH#3: Support staff safety perceptions will DECREASE while in the office.	Items #1; 9; 10; 11
WH#4: There will be a difference in safety perceptions across groups, including carriers, non-carriers and support staff.	Items #1; 2; 3

Table C-2: Operationalizing the Conceptual Framework for Research Purpose 2	
Research Purpose 2: Explore possible officer supervisory style changes since implementation of the firearms policy within the Division.	
<i>Descriptive Categories</i>	<i>Questionnaire Items</i>
Home Visits	Items #12; 13; 14; 23; 24; 25
Field Visits	Items #15; 16; 17; 26; 27; 28
Referrals	Items #18; 19; 29; 30
Urinalysis	Items #20; 31
Reports of Violation	Items #21; 32
Relationships	Items #22; 33; 34

APPENDIX D: SUPPLEMENTAL TABLES

SAFETY PERCEPTIONS

Table D-1 Safety Level Changes of Carriers in the Office <i>(Q#1)</i> Mean=1.4*		
Category	Frequency	% of Respondents
Significantly Increased	24	55.8
Increased	13	30.2
Not Changed	5	11.6
Decreased	1	2.4
Significantly Decreased	0	0
Total	N=43	100.0

*Mean is computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

Table D-2 Safety Level Concerns of Carriers in the Office: Percent Distribution N=43						
Question	Always	Frequently	Sometimes	Rarely	Never	Mean*
9. Safety when in contact with family/friends vs. the offender	4.7	9.3	25.6	48.8	11.6	-.53
10. Safety when in contact with the offender	7.0	2.3	48.8	37.2	4.7	-.30
11. Safety because officers are carrying firearms [^]	0	2.4	7.1	19.0	71.4	-1.6

*Means are computed on values: Always (2); Frequently (1); Sometimes (0); Rarely (-1); Never (-2)

[^]N=42

Table D-3 Safety Level Changes of Carriers During Home Visits <i>(Q#2)</i> Mean=1.73*		
Category	Frequency	% of Respondents
Significantly Increased	32	78.0
Increased	8	19.5
Not Changed	0	0
Decreased	1	2.4
Significantly Decreased	0	0
Total	N=41	99.9^

*Mean is computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

^does not add to 100 due to rounding

Table D-4 Safety Level Concerns of Carriers During Home Visits: Percent Distribution N=40						
Question	Always	Frequently	Sometimes	Rarely	Never	Mean*
6. Safety when in contact with family/friends vs. the offender	7.5	32.5	47.5	10.0	2.5	.32
8. Safety when in contact with the offender	20.0	15.0	52.5	12.5	0	.43

*Means are computed on values: Always (2); Frequently (1); Sometimes (0); Rarely (-1); Never (-2)

Table D-5
Safety Level Changes of Carriers During Field
Visits
(Q#3)
Mean=1.56*

Category	Frequency	% of Respondents
Significantly Increased	26	63.4
Increased	13	31.7
Not Changed	1	2.4
Decreased	1	2.4
Significantly Decreased	0	0
Total		N=41
		99.9^

*Mean is computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

^does not add to 100 due to rounding

Table D-6
Safety Level Concerns of Carriers During Field Visits: Percent Distribution
N=40

Question	Always	Frequently	Sometimes	Rarely	Never	Mean*
4. Safety when in contact with neighbors vs. the offender	22.5	25.0	40.0	7.5	5.0	.53
5. Safety when in contact with family/friends vs. the offender	5.0	37.5	40.0	15.0	2.5	.28
7. Safety when in contact with the offender	10.0	12.5	52.5	22.5	2.5	.05

*Means are computed on values: Always (2); Frequently (1); Sometimes (0); Rarely (-1); Never (-2)

Table D-7 Safety Level Changes of Non-carriers in the Office <i>(Q#1)</i>				
Category	Not carrying by choice Mean = -.25*		Not carrying but in the process of obtaining authorization to carry Mean=.52*	
	Frequency	% of Respondents	Frequency	% of Respondents
Significantly Increased	1	1.7	20	18.2
Increased	7	11.9	26	23.6
Not Changed	33	55.9	55	50.0
Decreased	12	20.3	9	8.2
Significantly Decreased	6	10.2	0	0
Totals	N=59	100.0	N=110	100.0

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)
t = 5.5; p < .001

Table D-8 Safety Level Concerns of Non-Carriers in the Office: Percent Distribution							
Question		Always	Frequently	Sometimes	Rarely	Never	Mean**
9. Safety when in contact with family/friends vs. the offender t = -.54^	Non-carry by choice N=60	1.7	3.3	38.3	35.0	21.7	-.72
	Non-carry but getting authority N=109	3.7	2.8	29.4	38.5	25.7	-.80
10. Safety when in contact with the offender t = 7.18^	Non-carry by choice N=61	3.3	8.2	26.2	47.5	14.8	-.62
	Non-carry but getting authority N=110	3.6	6.4	25.5	34.5	30.0	-.81
11. Safety because officers are carrying firearms t = -4.67*	Non-carry by choice N=61	16.4	23.0	31.1	16.4	13.1	.13
	Non-carry but getting authority N=110	5.5	12.7	20.0	19.1	42.7	-.81

**Means are computed on values: Always (2); Frequently (1); Sometimes (0); Rarely (-1); Never (-2)

* p < .001

^ not significant

Table D-9 Safety Level Changes of Non-carriers During Home Visits <i>(Q#2)</i>				
Category	Not carrying by choice		Not carrying but in the process of obtaining authorization to carry	
	Mean = -.19*		Mean=.69*	
	Frequency	% of Respondents	Frequency	% of Respondents
Significantly Increased	0	0	23	22.5
Increased	4	8.3	32	31.4
Not Changed	34	70.8	39	38.2
Decreased	7	14.6	8	7.8
Significantly Decreased	3	6.3	0	0
Totals	N=48	100.0	N=97	99.9^

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

^ does not add to 100 due to rounding

t = 6.59; p < .001

Table D-10 Safety Level Concerns of Non-Carriers During Home Visits: Percent Distribution							
Question		Always	Frequently	Sometimes	Rarely	Never	Mean*
6. Safety when in contact with family/friends vs. the offender t = .26^	Non-carry by choice N=47	6.4	19.1	42.6	23.4	8.5	-.09
	Non-carry but getting authority N=103	5.8	21.4	42.7	23.3	6.8	.04
8. Safety when in contact with the offender t = .69^	Non-carry by choice N=48	6.8	7.8	33.0	42.7	9.7	-.52
	Non-carry but getting authority N=103	4.2	8.3	25.0	56.3	6.3	-.41

*Means are computed on values: Always (2); Frequently (1); Sometimes (0); Rarely (-1); Never (-2)

^ not significant

Table D-11 Safety Level Changes of Non-carriers During Field Visits <i>(Q#3)</i>				
Category	Not carrying by choice		Not carrying but in the process of obtaining authorization to carry	
	Mean = -.06*		Mean = .69*	
	Frequency	% of Respondents	Frequency	% of Respondents
Significantly Increased	0	0	23	22.5
Increased	4	8.5	29	28.4
Not Changed	38	80.9	45	44.1
Decreased	3	6.4	5	4.9
Significantly Decreased	2	4.3	0	0
Totals	N=47	100.1^	N=102	99.9^

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

^does not add to 100 due to rounding

t = 6.25; p < .001

Table D-12 Safety Level Concerns of Non-Carriers During Field Visits: Percent Distribution							
Question		Always	Frequently	Sometimes	Rarely	Never	Mean*
4. Safety when in contact with neighbors vs. the offender t = .13^	Non-carry by choice N=48	14.6	20.8	41.7	14.6	8.3	.19
	Non-carry but getting authority N=103	11.7	27.2	39.8	13.6	7.8	.21
5. Safety when in contact with family/friends vs. the offender t = .55^	Non-carry by choice N=47	6.4	17.0	44.7	23.4	8.5	-.11
	Non-carry but getting authority N=101	6.9	20.8	43.6	21.8	6.9	.01
7. Safety when in contact with the offender t = 1.0^	Non-carry by choice N=48	4.2	6.3	22.9	54.2	12.5	-.65
	Non-carry but getting authority N=102	6.9	3.9	32.4	48.0	8.8	-.48

*Means are computed on values: Always (2); Frequently (1); Sometimes (0); Rarely (-1); Never (-2)

^ not significant

Table D-13
Safety Level Changes of Support Staff in the Office
(Q#1)
Mean = .00*

Category	Frequency	% of Respondents
Significantly Increased	1	3.6
Increased	6	21.4
Not Changed	14	50.0
Decreased	6	21.4
Significantly Decreased	1	3.6
Total		N=24 100.0

*Mean is computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

Table D-14
Safety Level Concerns of Support Staff in the Office: Percent Distribution

Question	Always	Frequently	Sometimes	Rarely	Never	Mean*
9. Safety when in contact with family/friends vs. the offender <i>N=25</i>	0	4.0	52.0	32.0	12.0	-.52
10. Safety when in contact with the offender <i>N=27</i>	0	14.8	48.1	22.2	14.8	-.37
11. Safety because officers are carrying firearms <i>N=28</i>	10.7	21.4	39.3	14.3	14.3	0

*Means are computed on values: Always (2); Frequently (1); Sometimes (0); Rarely (-1); Never (-2)

Table D-15 Safety Level Changes in the Office One Way Analysis of Variance Between Groups				
Group	Office Safety			
	N	Mean*	Standard Deviation	Standard Error
Carriers	43	1.40	.79	.12
Not carrying but in the process of obtaining authorization to carry	110	.52	.08	.08
Not carrying by choice	59	-.25	.11	.11
Support Staff	28	0	.16	.16
Totals	240	.43	1.02	.07

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)
F-test = 33.15; $p < .0001$

Table D-16 Safety Level Changes in the Office One Way ANOVA: Post Hoc Scheffé Test				
Groups (Mean*)	Carriers (1.4)	Not carrying but obtaining authority (.52)	Not carrying by choice (-.25)	Support Staff (0)
Carriers (1.4)	n/a	p < .05	p < .05	p < .05
Not carrying but in the process of obtaining authorization to carry (.52)	p < .05	n/a	p < .05	p < .05
Not carrying by choice (-.25)	p < .05	p < .05	n/a	^
Support Staff (0)	p < .05	p < .05	^	n/a

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

n/a = not applicable since it is the same comparison group

^ = Not Significant

F-test = 33.15; p < .0001

Table D-17 Safety Level Changes During Home and Field Visits One Way Analysis of Variance Between Carriers and Non-carriers				
Group	Home Visit Safety		Field Visit Safety	
	N	Mean*	N	Mean*
Carriers	41	1.73	41	1.56
Not carrying but in the process of obtaining authorization to carry	102	.69	102	.69
Not carrying by choice	48	-.19	47	-.06
One Way ANOVA	F-test = 64.17; p < .0001		F-test = 48.76; p < .0001	

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

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Table D-18 Home Visits: Officer Changes for Carriers Since Implementation of the Firearms Policy <i>Percent Distribution</i>				Legend: SI-Significantly Increased I-Increased N-Not Changed D-Decreased SD-Significantly Decreased		
Category	Reported Changes N=40			Observed Changes N=230		
	SI/I	N	D/SD	SI/I	N	D/SD
Number of scheduled home visits	Q #12; Mean = .2*			Q #23; Mean = .14*		
	15.0	82.5	2.5	12.6	86.9	.4
Number of unscheduled home visits	Q #13; Mean = .35*			Q #24; Mean = .14*		
	25.0	75.0	0	13.0	86.1	.8
Number of home visits conducted after 6:00 PM	Q #14; Mean = .32*			Q #25; Mean = .17*		
	22.5	77.5	0	15.1	83.7	1.2

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

Table D-19 Home Visits: Officer Changes for Non-carriers Since Implementation of the Firearms Policy <i>Percent Distribution</i> N=149				Legend: SI-Significantly Increased I-Increased N-Not Changed D-Decreased SD-Significantly Decreased	
Question		SI/I	N	D/SD	
12. Number of scheduled home visits Mean = .07*		5.3	94.6	0	
13. Number of unscheduled home visits Mean = .01*		5.3	89.9	4.7	
14. Number of home visits conducted after 6:00 PM Mean = .1*		14.1	80.5	5.4	

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

Table D-20 Field Visits: Officer Changes for Carriers Since Implementation of the Firearms Policy <i>Percent Distribution</i>				Legend: SI-Significantly Increased I-Increased N-Not Changed D-Decreased SD-Significantly Decreased		
Category	Reported Changes N=40			Observed Changes N=224		
	SI/I	N	D/SD	SI/I	N	D/SD
Number of scheduled field visits	Q #15; Mean = .18*			Q #26; Mean = .15*		
	15.0	85.0	0	12.1	87.4	.4
Number of unscheduled field visits	Q #16; Mean = .28*			Q #27; Mean = .14*		
	22.5	77.5	0	13.3	85.4	1.2
Number of field visits conducted after 6:00 PM	Q #17; Mean = .28*			Q #28; Mean = .18*		
	20.0	80.0	0	15.5	82.8	1.7

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

Table D-21 Field Visits: Officer Changes for Non-carriers Since Implementation of the Firearms Policy <i>Percent Distribution</i> N=149		Legend: SI-Significantly Increased I-Increased N-Not Changed D-Decreased SD-Significantly Decreased	
Question	SI/I	N	D/SD
15. Number of scheduled field visits Mean = .07*	6.0	93.3	.7
16. Number of unscheduled field visits Mean = .05*	7.4	88.6	3.1
17. Number of field visits conducted after 6:00 PM Mean = .08*	11.4	83.9	4.7

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

Table D-22 Referrals: Officer Changes for Carriers Since Implementation of the Firearms Policy <i>Percent Distribution</i>				Legend: SI-Significantly Increased I-Increased N-Not Changed D-Decreased SD-Significantly Decreased		
Category	Reported Changes N=39			Observed Changes N=223		
	SI/I	N	D/SD	SI/I	N	D/SD
Number of referrals to EM/SISP caseloads	Q #18; Mean = .03*			Q #29; Mean = .05*		
	2.6	97.4	0	5.1	93.3	1.7
Number of referrals to DRC caseloads [^]	Q #19; Mean = -.05*			Q #30; Mean = .05*		
	0	97.3	2.7	6.1	92.6	1.3

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

[^]DRC reported changes N=37; DRC observed changes N=216

The number of respondents for the questions pertaining to DRC caseloads dropped since not all offices are able to refer to these caseloads.

Table D-23 Referrals: Officer Changes for Non-carriers Since Implementation of the Firearms Policy <i>Percent Distribution</i> N=148				Legend: SI-Significantly Increased I-Increased N-Not Changed D-Decreased SD-Significantly Decreased	
Question	SI/I	N	D/SD		
18. Number of referrals to EM/SISP caseloads Mean = .03*	5.4	93.2	1.4		
19. Number of referrals to DRC caseloads Mean = .07*	6.8	93.2	0		

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

Table D-24 Urinalysis: Officer Changes for Carriers Since Implementation of the Firearms Policy <i>Percent Distribution</i>				Legend: SI-Significantly Increased I-Increased N-Not Changed D-Decreased SD-Significantly Decreased		
Category	Reported Changes (Q #20) N=40 Mean = .1*			Observed Changes (Q #31) N=224 Mean = .12*		
	SI/I	N	D/SD	SI/I	N	D/SD
Number of UAs conducted on Offenders	10.0	90.0	0	10.8	88.3	.8

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

Table D-25 Urinalysis: Officer Changes for Non-carriers Since Implementation of the Firearms Policy <i>Percent Distribution</i> N=150				Legend: SI-Significantly Increased I-Increased N-Not Changed D-Decreased SD-Significantly Decreased	
Question		SI/I	N	D/SD	
20. Number of UAs conducted on Offenders Mean = .17*		16.0	84.0	0	

*Mean is computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

Table D-26 Reports of Violation: Officer Changes for Carriers Since Implementation of the Firearms Policy <i>Percent Distribution</i>				Legend: SI-Significantly Increased I-Increased N-Not Changed D-Decreased SD-Significantly Decreased		
Category	Reported Changes (Q #21) N=40 Mean = .1*			Observed Changes (Q #32) N=224 Mean = .13*		
	SI/I	N	D/SD	SI/I	N	D/SD
Number of technical reports of violations written for offenders	7.5	92.5	0	10.4	88.7	.8

*Means are computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

Table D-27 Reports of Violation: Officer Changes for Non-carriers Since Implementation of the Firearms Policy <i>Percent Distribution</i> N=149		Legend: SI-Significantly Increased I-Increased N-Not Changed D-Decreased SD-Significantly Decreased	
Question	SI/I	N	D/SD
21. Number of technical reports of violations written for offenders Mean = .1*	10.0	88.6	1.3

*Mean is computed on values: Significantly Increased (2); Increased (1); Not Changed (0); Decreased (-1); Significantly Decreased (-1)

Table D-28 Relationships with Co-Workers and Offenders Since Implementation of the Firearms Policy <i>Percent Distribution</i>										Legend: SA-Strongly Agree A-Agree N-Neutral D-Disagree SD-Strongly Disagree		
Category	Carriers N=41			Non-Carrying but Getting Authority N=107			Non-Carrying by Choice N=61			Support Staff N=25		
Question	SA/ A	N	D/ SD	SA/ A	N	D/ SD	SA/ A	N	D/ SD	SA/ A	N	D/ SD
33. The firearms policy has not changed my relationship with offenders.	Mean = 1.27*			Mean = 1.12*			Mean = .74*			Mean = .64*		
	87.8	9.8	2.4	84.1	12.1	3.7	60.6	31.1	8.2	56.0	40.0	4.0
34. The firearms policy has not changed my relationship with my co-workers.	Mean = 1.29*			Mean = 1.07*			Mean = .28*			Mean = .7*		
	87.8	4.9	7.3	84.1	9.3	6.5	48.3	25.5	26.7	55.5	37.0	7.4

*Means are computed on values: Strongly Agree (2); Agree (1); Neutral (0); Disagree (-1); Strongly Disagree (-1)