



Lynchburg Police Department Exit Interview



Employee Name _____ Hire Date _____

Immediate Supervisor _____ Last Work Day _____

Interview Conducted By _____ Interview Date _____

An exit interview is a short meeting between a separating Lynchburg Police Department employee and a Personnel & Training Officer. This interview is encouraged in all separations and should be done within 2 weeks of the last day of employment.

During the interview, the employee should give their reason(s) for leaving. If applicable, the employee should be advised of reemployment opportunities, reinstatement privileges, and retirement benefits. This interview is not designed as a counseling or grievance session. The information gained from the employee's viewpoint on subjects such as pay, benefits, training, and working conditions can provide important feedback which ultimately can result in more satisfying employment for other personnel.

- What made you decide to leave your job?
 - New adventure w/ spouse
 - Be closer to family
 - Family, normal work schedule

- Did you have sufficient opportunity to develop your capabilities & skills in your present job?
 - Yes – good training opportunities

- What is your opinion about the amount of work/productivity expected of you?
 - Short staffing can make the amount of work/productivity more difficult to manage. Some supervisors have done well monitoring calls for service and directing officers to priorities.

- Do you feel your job was important? Why or why not?
 - Yes
 - The community can't survive without it

- What are your opinions of your most recent supervisor?
 - Nothing but good things, couldn't ask for better
 - Dissatisfied, a lot of the SGT work was pushed on others to handle

- How was the morale in your area? (How did most people feel about their jobs, their supervisor, the City government?)
 - Low – the low staffing caused officers to do double the work
 - Platoon displayed overall good morale, occasional upset concerning low staffing issues

- Were the working conditions satisfactory?
 - Yes in reference to police cars, no in reference to police building - Looking forward to the new building
 - Officers could take better care of the police vehicles – trash, etc.

- What are your opinions about the benefits the City provides? (insurance, retirement, dental)
 - Adequate
 - More expensive for worse coverage
 - Good for an individual, extremely expensive for a family

- Do you think you were paid fairly for the work you performed?
 - Yes
 - No, police are not paid fairly for the work they have to perform (prior to new pay plan)

- Did you receive fair performance evaluations?
 - Yes

- Why did you originally come to work for the City of Lynchburg?
 - LPD had the best VRS and insurance in the area
 - Positive feedback regarding LPD

- What are your future plans from this point?
 - Traveling for the next couple of years
 - Transferring to another agency closer to home
 - Transferring to an agency to work the courts, more time at home

- Please share any suggestions for change or improvement.
 - Look at possible promotion within a specialized unit
 - Look at how officers can improve their careers that does not involve promotion
 - More staffing