

Agency	Cabinet	I receive all the resources I need to do my job properly.	I would recommend my agency as a good place to work.	I feel a strong sense of commitment to my agency.	There are good opportunities here to advance to a better job.	I would be interested in seeking new career opportunities with my agency.	I am usually given recognition when I do a good job.	I receive ongoing training and career development at my agency.	The health and safety conditions in my work unit are good.
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Your supervisor.	Your work group (unit/program area).	Your agency.
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Do you have any additional comments?

Greatest Director ever since I have been employed as an agent.

Overall morale is terrible. Very hostile work environment, multiple complaints all reported to supervision in vain.

I love this agency and its mission, that mission is not always accomplished across the board.

I am very happy with The direction osbi is going, Our leadership impresses teamwork between our divisions. The attitude of the OSBI is better than I've seen in my nearly 30 years

OSBI is great to work for.

The drastic drop in moral and accountability is directly related to leadership changes within the recent past. Core values of trust, integrity, and respect are lost.

i think the tattoo policy should be looked at and relaxed some

With the cost of inflation and higher education (my position required a degree), we could desperately use a pay increase.

Very dissatisfied with the way the accounting dept has been run over the last several months. A new comptroller came in a little over a year ago & did not take the time to learn how things are done and why they work the way they do. She said we're going to start doing this and that was that. She has given work to people who are not qualified to be doing that kind of work or has any knowledge of the work that was given to them. People are leaving or looking to leave this dept.

Support has been very good and making up for a long time of neglect. With time hopefully work life balance will be achievable. We definitely receive the support needed to get to that place. My supervisor does a great job of understanding the task at hand and going to bat for us whenever needed to achieve the agencies goals. Administration is also very responsive and supportive.

Our biggest problem is having to deal with OMES. They add too much time and cost to simple business processes.

My dream since college was to work at OSBI; however, I assumed that it would have kept me in the same city where my family is. I love my job and I love what I do. I would like to advance and move up, however, I have a problem with public speaking and that is always a prerequisite to any further advancement. In addition, I would love to move closer to family, but I don't want to leave my position here. Turning my position into a remote only position would be beneficial and helpful for my family dynamic. It would also go a long way to decrease the stress and anxiety that is commonly felt when a person with strong family bonds has to relocate for employment. Finally, I like my supervisor as a person. I just do not believe that she is a leader. Definitely not a leader that our unit needs. There is a lack of consistency which leads to constant confusion. Further, I find that I get more work done when the supervisor is out of the office.

Not all employees are recognized for achievements and promotions, it seems as though you have to be at a certain "level" to warrant recognition

I am really grateful to work at an agency that really tries to include all employees. The overall experience at my agency is something I have not experience on such a level before. I am used to "unit" family but not everyone being supportive of all employees in some way. I do wish that the State of Oklahoma can get raises approved for all state employees though. I know it would help not only me but a lot of people at my agency. OSBI does a great job of trying to do everything they can but a state wide raise for all employees would be amazing!

First line supervisors are amazing at keeping the bad decisions by agency leadership away from us. There is so much wrong with promotions, lack of any transparency by managers, internal investigations for minor infractions and taking care of "their buddies" that it is so obvious morale is affected by it.

I think a massive boost to recruitment would happen for the agency if we allowed talented people who do not have former law enforcement experience to apply for Special Agent positions. Two years of experience as a "street patrol officer" seems to be an arbitrary requirement to become a Special Agent at the OSBI, especially since the nation's premier law enforcement agencies (like the FBI and the US Marshall Service) do not have any requirement like this. I personally know two very smart, hardworking attorneys who wanted to become Agents for the OSBI, but they couldn't apply for the positions because of they lacked two years of experience as street patrol officers. Because of this arbitrary requirement, we are losing out on a very large talent pool that would bring desperately needed insights and skills (legal, I.T., accounting, etc.) to the agency. These are skills that we will never be able to get if we only recruit street cops.

The problems at the OSBI lie with the Director. Director Spurlock is rarely present, has unclear goals, makes decisions in a vacuum and ignores input, is capricious and retaliatory, and there is an overall culture of fear and hopelessness surrounding her administration. The OSBI went from having the best morale and reputation it's ever had under Director Adams, to rapidly losing key personnel, diminished external reputation status, and abysmal morale in the short time Director Spurlock has been the agency administrator. Director Spurlock is unfair in her decision-making, be it for promotion or discipline, there are clearly different rules dependent upon whether or not one is on her favorites' list. There is a complete lack of transparency and communication from Director Spurlock and her ethics and competency are at the heart of a current investigation by the Attorney General's Office. Additional examples abound, but most recently, Director Spurlock couldn't be bothered to attend the start of the OSBI's Agents' Academy, which had numerous outside attendees; there are widely disparate promotional outcomes (roughly 5 to 1) for east side agents (her favorites) versus west side agents; and routinely agency matters, including those that present safety issues, are found out through the news outlets and other sources, rather than communicated by Director Spurlock.

I know that no state agency is perfect, but the OSBI family is definitely a well-oiled machine to be employed with.

The biggest issue this past year is a drop in moral due to senior leadership stepping in to put unrealistic expectations on employees without providing resources to accomplish the goal asked of them. Another issues is changing the way things have been done for a while now without explanation. Examples would be no longer being allowed to telework on a semi-regular basis, and being strict on time in and out policies. Allowing people to stick to a certain schedule for years, and then suddenly stop allowing it can be frustrating and infringes on the work life balance. Messing with this balance can cause a drop in productivity and moral.

NO

The OSBI has been the best place I have ever worked and plan to be here for a long time. The leadership from team leaders to the director show they care and are willing to listen to feedback. Transparency and communication is rare to find at a workplace, but in my multiple years here- this is exactly what I see on a consistent basis. Well done!

Great place to work, but way too much micromanaging of employees.

I work for the best state agency _ The Oklahoma State Bureau of Investigation

This is a great agency with many great employees.

The Director of my agency is involved in a scandal and has not been transparent, shifting blame away from herself. OSBI policies were changed to benefit the Director and her husband, who is also an employee. The Director is largely absent from her duties. The Deputy Director runs the agency (in the Directors absence) like the dictator of a small country and does not consider ideas or concepts that did not originate with him. Punishment is not dealt impartially. Good employees have left the agency due to the current administration.

The agency has been a great place to work since the 2018 change of administration. However, it seems after the retirement of former Director Ricky Adams the camaraderie and the "One team, One mission" motto has been forgotten and is a thing of the past. We were at a great place, and it has been really hard to watch as we went from being solid and at the top of our game to seeing where we are now. The lack of visibility and communication from our director has caused us to look weak and allows other agencies to view us as that. What was once strong and not broken, has been changed and has slowly deteriorated and made a severe impact in the agency. The fluctuations can be felt through the entire personnel in the OSBI. Since Director Adams retired, we have lost several OSBI personnel that had said they would never leave the agency. We have lost and continue to lose top personnel to "retirement" but have continuously heard that they left because their views did not align with the current administration. The strong leaders that have been a big part of the OSBI family have been leaving one after the other and that trend continues. It is imperative that those who have left are really asked why they left the agency. The lack of communication and what is constantly happening at and within the OSBI has become a big issue. There is a lack of transparency and no one knows when and why things are happening. There have been several instances where we find out about issues through other agencies or the news. The results of promotions are obvious and have distinctly been from one side of the state versus others causing low morale and feeling of no support in certain areas. There have been problems with promoting or allowing supervisors that have been a problem in some areas to transfer. Instead of dealing with a supervisor who is a problem the solution has been to move them out of the area they are a problem in and continue to allow them to be a problem in other areas. Our direct supervisors have been for the most part supportive but in order for things to change and become better it has to start at the top. The morale at the agency has been at its lowest. You can feel the lack of confidence and lack of camaraderie within the agency.

Health/Safety Conditions: Our facilities personnel take care of our buildings to the best of their abilities, they are great. However, I only selected a "neutral" response because our buildings are old and known to have mold.

Moral at this agency is at an all-time low, and I believe most of these issues come from the director. Leadership is not concerned with the opinions or concerns of subordinates; many decisions concerning the everyday work life of employees have been made without consulting with or listening to the needs/wants of those they affect. No one is being heard and communication from the director is non-existent and it has taken a toll on the employees of the agency since Adams' retirement. There seems to be rampant, blatant favoritism being shown with everything from the disciplinary actions to promotions within the agency. Most (if not all) of the instances have been discovered by media coverage rather than hearing from administration what is going on. Training for employees and agents has become almost non-existent and only approved if provided at no costs to the agency. The director is rarely around headquarters and even missed the opening day of the Agents' Academy, where attendees were coming from many outside agencies. I believe most employees are afraid to be retaliated against if any of these issues are brought to administration's attention.

Training is lacking. Book research is extensive and entirely on your own with no direction whatsoever. Then hands on training is at the absolute bear minimum that mistakes are constantly being made due to poor training/inexperience. Feel a great obligation to do everything myself as others can't be trusted to do the extra tasks correctly or completely.

The OSBI is a great agency to work for. It is the best law enforcement agency in the State of Oklahoma.

In November 2023, the OSBI Commission approved an approximately \$24k raise for Director Spurlock, which went into effect on December 1, 2023. This raise was just under \$25k to avoid the expenditure needing approval by the Secretary of Public Safety. Furthermore, Director Spurlock received this large raise, and most of the year, the leadership stated that there was no money in the budget for training or overtime. The OSBI budget for the fiscal year was \$30k. The Director's raise could have been used for training or overtime for Agents or Criminalists. While I agree that the Director's position needed a raise close to the salaries of the OBN Director and the DPS Commissioner, the raise should have waited until the beginning of the next fiscal year on July 1st. Waiting until July 1st would have allowed the raise to be budgeted appropriately. Furthermore, the Director's raise made her salary more than that of the OBN Director and DPS Commissioner, which created unnecessary drama between the agencies. It demonstrates that the Director cares more about herself than she cares about her subordinates while she's in a senior leadership position. [REDACTED]

[REDACTED]

[REDACTED] OSBI General Counsel Jana Wallace should be terminated from her position. Jana demonstrated incompetence in handling [REDACTED] situation. Furthermore, it has come to my attention that in 2023, during Jana's last year as a District Judge, she had an incident where she used a racial slur on her official District Judge email account. Jana was the judge on a case involving a Hispanic person. Jana emailed one of the attorneys on the case from her official email and stated, "I have a basic wetback question about this case." Jana referring to the Hispanic person on a case as a "wetback" is direct racism and brings all her decisions as a judge into question and degrades her ability to be the OSBI's General Counsel. Director Spurlock and the Commission were alerted of this situation in at least January 2024 but have not taken action against Jana.

Some questions are not easy to answer because of the number of new people in management.

I do not feel this administration has an open door, nor are they transparent, even though they constantly advertise that they are. If a problem or different idea is taken to the admin, they use it against you. They tell their employees to not report negative incidents on surveys-and said that should be left for chain of command. They also tell their employees to speak only about the positive things that occur. People are scared to speak up at the Director's Advisory Board because they have been retaliated against in the past any time that they have said anything-so now those boards sit quietly and nobody feels comfortable speaking or sharing ideas. This place is being ran by people implementing a culture of fear. Something has to change with the top 2 leaders, or this place will continue to hemorrhage its people that have been loyal.

no

Due to the presence of black mold in the building, employees should be allowed to telework when possible to avoid adverse health effects of the mold. It is ridiculous, especially in a role where your presence is not necessary, to have to come into work around black mold and increase your inhalers and antihistamines. I get that it's not a simple issue to solve but it's wrong.

AwesomePlace to work. I believe that the State if Ok needs to work in benefits more. I'd like it to be paid and the dental needs to be enhanced. It is terrible coverage in my

The director and her team listen and care about the employees and the agency and lead by example. By far best director I have seen lead this agency in the right direction dealing

Career Opportunities: Opportunities for advancement in smaller cities continue to decrease as the doors of more statewide service-area facilities close. Those jobs are eliminated or relocated to the metropolitan areas where the cost of living is much higher, making the pursuit of advancement unaffordable.

Agency leaders are invested in the agency doing well and in employees getting what they need to do a good job. However, there are "blind eyes" to known bullies (supervisors) maybe because it's easier to ignore than address directly or leaders think well of the bully ("He/She is nice to me and says the right things to me, so the complaining party must be a whiner"). Some staff who seem close to upper management seem to have more "pull" in decision making, and protection from appropriate discipline [redacted]. I think leaders are trying to do better in this area [favoritism], though. Not doing swearing in ceremonies for new agents and their families hurt morale and PR. It's an important ritual thats done for officers, and we should do that again. Racist language by our legal counsel in a pre-OSBI job, now known, should disqualify her from the job. We seem to have a lot of upper management and need more positions at the front lines of all divisions. I believe in our current leadership and know we can improve [as all agencies should].

I think (statewide, not just our agency) we should make DEI more of a priority. Our agency does a good job at that, but we still have room to grow. We would all be better for it, and better able to serve the needs of Oklahoma with the best of the best on our teams.

The leadership team at OSBI has never been better and more engaged in the people and OSBI. Without this team in place and the Director OSBI would be operating in the dark

I am proud to tell people about the agency I work for.

I think my immediate supervisors do a good job, however, they can only do so much until they are shut down. I do think there is a HUGE lack of communication from the director's office to the lay employees and that even though there is an open-door policy stated, it's not enacted. Regular employees feel that their supervisors will be backed from the Director's Office, even when their supervisors are in the wrong. People that work here do not feel like they can go to the Director's office and express concerns or ideas without it being held against them. Promotions and selections occur from one side of the state only. This survey was brought up by the Director in a command meeting, and in the same breath employees were told to pass good or bad feedback up the chain as it is "better served" that way, which is a problematic statement. Commanders are told to only bring positive things to the command meeting and not to have anything negative addressed. The Bureau leadership from the main office, does not come out into the regions to talk to the people and check in on how things are running. The day-to-day operations and employees at the Bureau are wonderful, things work beautifully together, but there are some problems with the way that the leaders are handling situations, for example, moving a Captain from one region to another instead of fixing problems with the leadership. One of the bigger problems is the lack of communication and transparency from the main office. Recently, the Director gave herself a raise, and this occurred after the non-commissioned employees were told their requested small raise did not go through. The raise she gave herself, also came at a time when Bureau-wide training is at an all-time low because of budget cuts and lack of money. The Director's husband works for the Bureau, that is under her command, which is a problem and against a policy.

Current leadership does not listen to concerns and input. There is a lot a division being fostered although our motto is One Team, One Mission. We are not a Team. --Additionally, there is more effort put into fostering relationships with outside agencies, citizens academies, legislators, senators, etc. then there is with the employees in-house and out in the regions. of our agency. There are some regions that have not seen the Director or Deputy Director in over a year. I'm not sure why there is a promotional process when it is more than obvious that the "leadership" will pick who they want in the positions and have likely already made their decisions before the boards take place. --There are not opportunities for advancement for some at this agency. --Too many friends and buddies getting promoted. There is no funding for training. I have not been able to attend any training to better myself in my career or my position in years because of lack of funding.

Overall, the OSBI is a great agency to work for. Unfortunately the current Director has severely depleted morale across the agency, leads by fear, is rarely present, is an ineffective communicator, overtly partial to employees with whom she worked before assuming an executive leadership position, etc. Overall, agency morale and confidence in executive management seems lower than it's been at any other point during my employment with the agency.

My agency has issues. There is clear and obvious favoritism in both promotions and discipline under the current leadership. There are a few select people who are known trouble makers who are never disciplined and are allowed to continue the problematic behavior with zero repercussions. Even to the extent of causing other employees to leave/want to leave the agency because they are miserable and their complaints fall on deaf ears because of who the offending person is. Another issue is training and the availability of it. The unit I work in receives funding from a federal grant, so the agency's thought is that the grant should cover training for the whole unit. However, the grant is for a specific purpose, and not all trainings for our job duties fall under that specific category. Being able to access these trainings would greatly improve the ability of my unit to do our jobs efficiently, yet we are told "No" because we should have the grant cover it. I understand money is tight, but we should not be blocked from seeking further training simply because our unit has a grant. Over all, I stay where I am because I love the work that my specific unit is responsible for, and I love the people I work with daily. I am, however, sorely disappointed in the direction the agency has taken over the last couple of years.

The current administration of the OSBI has failed to effectively communicate to the agency. Special provisions have been made for certain employees while other employees have been penalized unfairly. Effective leadership qualities are absent with the current admin., such as communication, encouragement, fairness, and transparency. Overall agency moral is at an all-time low. Special favor is apparent in the handling of internal issues. The favoritism is apparent to everyone. Policy in certain areas has been disregarded in several areas to show favoritism during instances where disciplinary action should have been taken. The Bureau is currently in an investigation with the AG's office due to one instance and in a lawsuit due to another instance. This reflects poorly on the agency, the employees that work at our agency, and the State of Oklahoma. When an administration lacks the skills to effectively lead an agency, the employees suffer low morale, work ethic, and their overall desire to do well at their jobs. The current climate and legal actions that are being taken against the agency are a direct reflection of the lack of leadership and lack of adhering to policy. The OSBI policy is the backbone of our agency and when it is disregarded, the outcome is detrimental to the agency as a whole.

The OSBI is a great place to work!

I have a new supervisor so some of the neutrals will probably improve in time

Poor morale and no transparency at this agency

Not at this time

I love the OSBI and feel that it's a wonderful place to work. I'm honored to keep serving Oklahoma.

For the past year-year and a half, there has been very little to no communication from the director and/or deputy director to its employees. This has not always been the case. When the previous director (Ricky Adams) served as director, there was communication from the top to the bottom and an open-door policy to the director. This is absolutely not the case at the present time nor has it been the case since the present director entered the director position. The agency's moral is probably at its lowest its been for that of the past twenty years. When the present director was appointed director, policy pertaining to nepotism was amended to suit her needs (so that her husband could remain employed as an agent with OSBI). It appears the director "plays favorites" with employees, promoting individuals to key positions (upper administration) who worked within her region/half the state (East side of the state). I'm concerned with the way decisions are being made as it pertains to the agency's budget. The director has the agency believing it is broke,; Examples: No training money for any-all out of state training (one employee who happened to get special approval for out-of-state training, had to either pay herself for a hotel or stay with a relative/friend in the area in which the training was held). No money for paid overtime. No money to fulfill raises for non-commissioned employees. The agency's moral is probably at the lowest it's been in the last 20 years. It's concerning with the number of internal investigations that have been opened for minor complaints against agents. Agents fear daily for their job. The appearance of criminal misconduct by our director at the present time is an embarrassment to our agency and its employees. We are a law enforcement agency. The allegations against our director have the appearance of truth (information from published e-mails), which is disheartening. The director chooses to not ignore minor complaints that are made against agents, opens internal investigations on them, yet when an employees' spouse files a complaint with our OSBI commission against the director, the director strong-arms the employee to which the spouse is told to withdraw the complaint against the director. Unacceptable. We are supposed to be the "Premier Law Enforcement Agency" in Oklahoma and that simply isn't true. The directors' ethics and character should be examined thoroughly.

Support staff pay increases should be considered.

I find it quite concerning that this agency still perpetuates the regressive train of thought that having tattoos / non-natural hair colors / piercings means that you can't be professional and competent at your job. It is imperative that the agency update those outdated, regressive policies in order to combat that type of thinking instead of supporting it. This of course, does not mean that people shouldn't dress appropriately for court or other public appearances, but by allowing employees to openly display those (non-Norman Rockwell) aspects of their personalities, it would communicate to the public that a scientist, an agent, or an "upstanding citizen" comes in all different colors, shapes, and sizes, and that people (and the level of skill we attribute to them) shouldn't be judged based on their appearance. Instead, the image we put forth is that "good", law-abiding citizens look completely strait-laced and devoid of any personality, while criminal delinquents have tattoos and colored hair. It's a dangerous stereotype to encourage and I think it's time to move forward from that at last.

Our agency's lower level supervision is great but our agency administration is problematic. Our director and deputy director don't care to listen to alternative ideas or view points. They prefer to hear only the things they want to hear. They also react harshly without first looking into the situation. Resources do not seem to be fairly distributed and training funds were cut from some but extra provided to those that say what administration wanted to hear. Discipline within the agency appears to be unfairly administered or at least inconsistently applied. There has also appeared to be an intentional attack on employees or leadership that was threatening to them. A quick review of recent retirements or resigns would show the amount of experience being lost. Employees are afraid of the current administration and do not trust that they have the agency or its employees in their best interest.

no

•The director's spouse should not be employed at the same agency. But even more insulting is changing the policies and rules for that to happen. No one else at the agency would get that courtesy. Then he goes to a special "task force" that no one else is offered the opportunity to work on – more favoritism. •Plucking commissioned personnel and putting them in civilian jobs and labeling them "special investigators" and letting them stay on OLEERS is insulting to all the people under that person who make less and are not afforded the luxury of a 20 year pension system. •Communication from the administration has been very minimal. When things are communicated – it is only to commissioned personnel. Might be why the agency motto changed from "one team one mission" because that isn't the case anymore. •Director did not attend the retirement of an employee who had dedicated more than 40 years to this agency – certainly doesn't make any employee feel valued to see that kind of a snub. • The director took away the step-raises (2-3%) for non-commissioned employee that the previous director had put in place – which was still much less than what commissioned personnel were given (30%). Then she sent an email about it rather than a phone call or a forum. She only makes agency phone calls about silly things like IT exemptions (and calls that communication). •After telling non-commission employees we aren't valued enough to get more than a small "bonus" then leaders at the agency send out emails asking for help recruiting people to work in ISD – where the pay is below the poverty line. But the upper admin salary just keeps increasing. • The last email communication we received from her was about the complaint (which was minimized - more info was shared from the media in an article than her "transparent" email). In summary – the core values of this agency have eroded since August of 2022 – a leader who can not be trusted due to lack of integrity will never earn respect

In recent years there has been a change in the director and a couple of changes in division directors. Prior to their appointment the morale at this agency has been as high as I have ever seen. Since then, I have watched morale spiral to an all time low at an unbelievable rate. The administration has willfully violated policy and law as it pertains to nepotism assigning the directors husband to an OBN task force allowing him to accrue overtime when overtime was prohibited for other OSBI employees due to lack of funds. This is a waste of agency funds as we are dedicating an agent to do another agencies mission. Certain people within the agency get preferential treatment, application of discipline and policy is unequal. [REDACTED]

[REDACTED] another agent makes an "offensive" comment to another employee in a private phone conversation and they are asked to resign. Another employee was scheduled to get a new car and turned in their old car with tires that needed to be replaced. They took their new car back and made them keep an older car to "teach them a lesson". [REDACTED]

The director has not shown up to events that she should have in order to adequately represent the agency such as the Agents Academy. I have only seen the director in the building a hand full of times and makes no effort to visit employees. She has prohibited employees from attending the OSBI Commission meeting. Management decisions on personnel has been terrible. We are told we didn't have money to keep two background investigators but then turns around and creates positions that have never been needed or were covered by positions already in place. OSBI has taken on HR duties to other agencies that has caused increase in background investigations that are done by agents assigned to work cases because she removed the background investigators. I don't feel there is any communication coming from the Director and Deputy Director. Select employees have been allowed to not comply with policies regarding keeping and maintaining required equipment. I have witnessed information being withheld in media releases that would have been in the publics best interest to know because other agencies have requested it because it would cause embarrassment to their agencies and ours in regards to employees being arrested. This was contrary to normal and previous procedures. Director Carter talks at people not to people. There is obvious favor for those in polygraph, crime scene and those that work on the east side of the state. All recent promotions for statewide units / divisions have been people from that side of the state. Units that receive grants to administer certain programs have been asked to cover expenses that the state should cover. Financial responsibility is laughable. They have ran off good employees simply because they did not like them. The director has had several opportunities to motivate and increase morale, but has failed to do so. At a recent awards banquet, the director took the opportunity to complain that she was being compared to previous directors and the only "shoes" she could fill are her own, rather than lead the agency in a very self-serving "speech". Many feel that bringing up issues will receive retaliation. They claim to have an open door policy but I have witnessed and been victim of retribution when taking a contrary stance. There is a lack of transparency, inequitable application of training funds especially those units that have grant money available. Direct supervisor is good, administration is not good at all.

Regarding my answer to "do you have the resources to do your job." The answer is obviously "yes" however I feel we are not living up to our status of "the premier investigative agency in the state." More capital investment and strategic planning needs to go into facilities and training. For example, NERO is second only in staff size to HQ, and is arguably the busiest region in the state. The personnel who office in NERO represent every specialty unit in the OSBI, yet our facility cannot fit every agent in the same room for a meeting, briefing, or presentation, much less invite members from outside agencies. A leased office space is not in keeping with our vision. A modern, state owned, stand alone facility in northeastern Oklahoma (not necessarily in Tulsa) could put OSBI in position to truly be the premier investigative agency in the state by presenting a professional image through current technology. NERO would also be a destination location for training, rather than our usual routine of "beg, borrow, or steal" training space. The OSBI is in fact the best investigative group I have had the privilege to work with and it would be a disservice to the citizens and our law enforcement partners to see us fall behind other agencies due to budget shortfalls.

I think a survey specific for agency executives (especially those that report to a commission and not a singular boss or manager), and a survey that allows for a comment section after each question would be beneficial.

OSBI is a great agency to work for. There had been some bumps in the road with prior supervision not being held to core values and accountable for their actions. Remedies have been made and the environment within my team has improved tremendously.

The Director may be in violation of Title 21

No training, No overtime is hurting ability and moral.

The OSBI is by far the best investigative agency I have worked for, worked, with, or been exposed to. I would put OSBI up against any investigative agency or unit in the country.

There should be more effective communication and team work between units who work closely together to help with morale in the agency.

The OSBI is the best state agency for which to work. I am proud of this agency.

Working here is an honor and privilege and I am so very thankful to work for such an overall great agency that does everything to the best of their ability.

This is overall a great agency to work for with a few kinks that need to be worked out.

The first time since I have been employed at this agency the director knows what employees do because the director came up through the ranks. The director has an extremely high ethics and expects employees to support the mission and support Oklahoma citizens. The director has also held poor supervisors accountable.

I value the fact that the director and deputy director worked as highly experienced investigators in the field as OSBI special agents and have cultivated a strong family culture at OSBI.

I love my job and the work we do for the citizens of Oklahoma. I am discouraged by the lack of supervision, training, continued training, resources, policy (my unit has zero policy and procedures), and commitment to our unit. We are one of the only divisions that are started at the bottom of the pay band instead of the middle. We are not fairly progressed through the III progression steps. Our JFD has V steps, but the OSBI opted not to fill them the IV and V positions, leaving us with no room for growth. So within a couple of years you have reached the highest you will ever go. The Director said she understood the OSBI had been a training ground for other analyst positions in the state and in an open forum told analysts, "So be it." No desire to fight for us or show us we are valued. We do feel valued by our agents. They treat us great, which is what keeps most of us here doing this work for the families and victims of major crimes across Oklahoma. In addition, our HR is the worst I have ever dealt with. Christine Chalmers is not approachable and does not make us feel like we can come to her. I am looking at retiring and have no one to talk to about it. It is a source of major stress. Also, a co worker and I were sent for out of state training, which we begged for. What happened was they made us drive a state car to Denver in October and then stay with my co workers family. Refusing to pay for a flight in late fall in Colorado and refusing to pay for a hotel for us. The vehicle we traveled is assigned to our unit and awful. The headrest exploded into the back of my coworker's head. Very unsafe. I could write for weeks about the issues here, but I'd never remember it all. Again, love my job and would do it for free but the administration makes me hate it..

I am proud of and satisfied with my unit and supervisors and I cannot see myself working for a different unit. That being said, I do not feel like there is a path for growth into a different role, as an example, I've been told that there is no path to become an agent unless you leave this agency to go to a police academy. You'd think that the agency would like to invest in the employees who were trained here and are passionate about the mission and the work they do but no. As for leadership, I never had direct issues myself but they certainly play favorites here and it's obvious. One example is how some people are allowed to claim overtime/comp time when volunteering when other units need help but some other people are expected to do it for free. I will not even enter the topic of promotions and awards as this would make this additional comment even longer. Besides that, funds that were granted to improve one unit/service has been used for other purposes, remodeling projects for the building while actively seeking a new location to build a new HQ, mold issues and etc

The Director of the OSBI is attempting to correct major issues left by the prior administration and I fully support her and the mission of "One Team One Mission".