

**Implementing a Leadership Framework and High Visibility
Enforcement
Implementation Law Enforcement Personnel Interview Guide
Post-Implementation**

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Personnel Background (for new interviewees only)

- How long have you been working in law enforcement? How long have you worked in this department?
- What led you to work in law enforcement (or “traffic safety” IF part of the traffic division or a state trooper)?
- Can you describe what you do in a typical day on the job related to traffic safety?
- [*For line officers only*] What percentage of your time is spent on seatbelt enforcement?
- [*For line officers only*] Do you get regular briefings on seatbelt enforcement goals and strategies?

Details about New/Enhanced Seat Belt Enforcement Program

- Has the department made any changes to the new/enhanced seat belt enforcement activities that you described to us when we last spoke? If so, what was changed and why? Has seat belt enforcement changed as a result of these changes? Has your day-to-day work changed at all? What specifically has changed?
- Has the department implemented any new activities (enforcement or non-enforcement) since we last spoke? If so, can you describe them? What made the department decide to undertake these new activities?
- [*If new activities were implemented*] Were these ideas created within the department, or are they based on successful approaches from elsewhere? If based on other successful approaches, what programs are the basis for these activities? Did the department make any changes from the original model(s)? If so, what was changed and why?
- In practice, are deputies/officers/troopers able to implement the new enforcement activities exactly as instructed, or have they needed to make changes? If so, what changes have been made and why?

- Overall, what is your opinion of the new/enhanced activities that were implemented? Did some activities work better than others? What worked and what did not? Why?
- Did you see any changes (within the department, within the community, etc.) that you can attribute to these activities? Has the data shown any changes in key measures (e.g., seat belt compliance rates, unbelted fatality rates, etc.) since your department started implementing these activities? What kinds of changes have you seen?
- What challenges did you experience in your implementation? Were you able to overcome those challenges? Why or why not?
- Is the department planning to continue implementing some or all of the activities? If yes, which will be continued and why? If no, why were these activities discontinued? Do you think that the new/enhanced activities should be continued? Why or why not?
- [*For line officers only*] Have you had any opportunities to provide feedback to your supervisors or leadership about the new/enhanced enforcement activities? If so, have you provided feedback? What have you told them? Have they acted on your feedback?
- If you had to do it all over again, would you make any changes to the department's approach? If so, what would you change and why?

Departmental Support for New/Enhanced Efforts

- Among department leadership, what is your opinion of the level of support for the new/enhanced activities? What about among the deputies/officers/troopers responsible for enforcement? What leads you to believe that they feel that way? Has the level of support changed over time? If so, how has it changed and why?
- [*For line officers only*] When you first learned of the new/enhanced seatbelt enforcement efforts, how receptive were you? Has your opinion changed as they've been implemented?
- Were there any challenges in keeping members of leadership engaged in the new activities? What about the deputies/officers/troopers responsible for enforcement? What approaches were taken to retain their engagement throughout the process? Were these approaches effective?
- Are there any departmental "champions" (whether in leadership or among line officers) who have been instrumental in supporting the new activities? What have they done to support or assist these efforts? Has their involvement changed over time? If so, how has it changed and why?

Community Support for New/Enhanced Efforts

- Has the department undertaken any new efforts (since we last spoke) to raise awareness of or publicize the new/enhanced activities in the local community? What was done? Do you feel it was effective?

- What is your opinion of the level of support in the local community for the new/enhanced activities? Has the level of support changed over time? If so, how has it changed and why?
- Is the department working with any individuals or community groups to champion these efforts outside of the department? If so, how did they become involved? What are they doing to support these efforts? Has their involvement changed over time? If so, how has it changed and why?
- Are there any local individuals or community groups who you hoped to work with, but have been unable to engage? What challenges have been experienced in trying to bring them on-board? Is the department still planning to try to engage them? If so, what approaches being used to do so?

Technical Assistance Needed and Received

- As you were planning or implementing the new/enhanced activities, did you need any technical assistance, information, or training? What types of assistance did you need? Who did you go to for this assistance? Did you receive it? Was it effective?
- *[For line officers only]* Do you have any further needs for information or training? If so, what additional information or training is needed? Have you requested this from your supervisors or leadership? If so, what was their response?
- Have you received technical assistance from the Westat team? What assistance did they provide you? Was it useful and/or helpful? Did it meet your needs?
- Have you used the toolkit provided by the Westat team? If so, how did you use it? What parts of it did you use? Did you find it helpful? Do you think that the toolkit will be useful for other law enforcement agencies? Why or why not?
- Do you have any suggestions for improving the toolkit or other technical assistance offered by the Westat team? If so, what needs to be improved?
- Did you have any technical assistance needs that were not met? Why were they not addressed?
- *[If continuing to implement]* Do you foresee any future technical assistance needs?

Other

- Is there anything else you'd like to tell us about your seatbelt enforcement activities that has not been covered already?

