

# COGGLEVATION

APRIL 2018 | THE LIFE AND TIMES OF PF&R'S STRATEGIC PLAN | WWW.PORTLANDOREGON.GOV/FIRE/COGGLE

ALL HANDS ON DECK

## THE WORKPLACE ASSESSMENT SURVEY IS COMING

(And Chief Myers really, really, really wants everyone to take it.)



Steve Harvey won't be coming by to ask crazy questions, but you'll still want to know what the survey says.

As many of you are probably aware, Portland Fire & Rescue hired Portland State University to assist the bureau with a Workplace Assessment. The Workplace Assessment is a follow-up to similar bureau evaluations done in 2002 and 2008. The assessment consists of three parts: one-on-one interviews with leadership, focus groups, and finally, a bureau-wide survey.

PF&R has completed the first two parts of this process and we are now heading into the survey portion of the assessment. In early May, your manager or company officer will be providing you with a postage paid paper survey that you can fill out and return in the next three weeks.

"The survey is, to me, one of the most important parts of this process. This is where every single person at the bureau has a chance to offer their opinions on what makes a workplace great," says Chief Myers. "However, the survey only works if as many people as possible take it so we can capture an accurate snapshot of PF&R's environment. I am asking every single employee at Portland Fire & Rescue to take the survey."

This survey includes a series of questions designed to assess the workplace experience. Some questions included are repeated from previous surveys, so PSU can measure change over time. Other questions were developed for this survey to assess more current interests related to PF&R workplace culture.

Using feedback from the Workplace Assessment Planning Group (a selection of employees from every division and level), PSU decided to go with a paper survey. The Planning Group noted that the ability to stop the survey if a call came in and then later pick up where they left off was of great importance; since most line firefighters don't have their own email addresses or work computers, the best way to meet this need is to use a paper survey. Employees can complete the survey at work or home and drop in a work mail slot or public mailbox. The paper survey format is also the most anonymous format available.

Once mailed, your completed survey will be sent directly to Portland State University and they will keep your data behind a firewall. There is nothing in your survey that can be tied to you and all data is protected from public records requests.

Portland State will analyze the data and create a report that will be shared.

Chief Myers says that he plans to take the results of the assessment and create action items to be placed in the Coggle for completion as part of PF&R's strategic plan.

### ***The Workplace Assessment Planning Committee***

Firefighter Jesse Altig  
Lieutenant Aspen Breuer  
Firefighter Bruce Brown  
Captain Brian Cummings  
Firefighter Tommy Dang  
Firefighter Tamara Eidler  
Lieutenant Dave Keller  
Firefighter Isaac McLennan  
Firefighter Rich Neighorn  
Firefighter Sally Olson  
Firefighter Chris Riddell  
Fire Training Officer Aimee Rooney  
Firefighter Jasen Stensgaard  
Firefighter Terra Vandewiele  
Battalion Chief Bill Goforth  
Senior Inspector Terry Kimmons  
Senior Inspector Jason Birch  
Program Coordinator Caryn Brooks  
Recruiter Irene Concepcion-Sestric  
Deputy Chief Ryan Gillespie  
Communications Manager Aaron Johnson  
PIO Louisa Jones  
EMS Specialist Krista Godon  
Captain Tim Matthews  
Senior Management Analyst Roy Lawson  
Utility Worker II Don Wilkinson

"Every year I visit every station and every crew to both gather feedback and give updates on the strategic plan. One bit of feedback I received during my first year of visits was that folks felt the rules around covering tattoos seemed out of date and particularly burdensome," says Myers. "I brought that issue back to the Bureau Equity Committee and together we made changes to the bureau's grooming policies and produced an update to the General Order. I wish I could visit every station and every crew more often, but it's not feasible. Consider this survey like a Chief's visit. Your anonymous responses will be taken seriously and put into action."

## PF&R OUT AND ABOUT

A few events of note...



On Wednesday, April 25 at 10 a.m. in City Council Chambers, Portland City Council issued a proclamation naming April "Portland Metro Fire Camp for Young Women Month," in honor of the camp's upcoming 10th season.

The proclamation was issued before the summer to direct attention to the application process and attract prospective campers to apply. A video produced by Portland firefighter Liz Thompson and shot and edited by Greg Monson in TV Services was shown.

The video takes on gender norms by inviting women in non-conventional careers (firefighter, construction worker, fighter pilot, and ER doctor) to walk into a first-grade classroom in Portland and talk to students. That video can be seen on the PF&R website or directly at: <https://vimeo.com/portlandfire/shefightsfires>

This year for the first time, the camp is holding a second session at a separate location: the training grounds of Tualatin Valley Fire & Rescue.



On Saturday, April 21, the United States Navy vessel USS Portland was commissioned on the Willamette River and PF&R was a part of it. The Commissioning Ceremony is one of the most important traditional ceremonial milestones in the life of a ship: it represents the acceptance of the ship by the United States Navy and her entry into the active fleet.

PF&R was asked to provide a plaque to be placed on the ship as a thanks to the partnership and support we provide to Navy vessels and their crews.

Captain Tom Walsh oversaw the project to create the plaque, which was presented to the Navy by Chief Myers at the Chairman's Reception the Friday night before the commissioning.

Thanks to everyone who worked together to create the beautiful plaque with such a quick turnaround:

**James Wright** – Graphics and art  
**Versa Tech** – Steel fabrication  
**Mel Clayton, Guido Fletcher, and Shawn Roberti** – Steel layout and assembly  
**Paul Radmaker and Shawn Roberti** – Painting  
**Kolor Werx** – PF&R emblem decal and gold leaf  
**Shea Anderson, Lisa Williamson, Nate Hall, and Tyler Burke** – General assistance  
**Tom Walsh** – Overall Coordination and concept, general assistance, set up and delivery  
**Truck 3, B-shift** – Setup at Multnomah Athletic Club



Do you have a story about a PF&R cogglevation that would be great for this newsletter?  
Contact Caryn Brooks on the Communications Team  
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