**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 Tamarra Eidler
- Lieutenant Dave Keller
- Firefighter Isaac McLennan
- Firefighter Rich Neighborn
- 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-Sestrin
- 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."

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Do you have a story about a PF&R cogglevation that would be great for this newsletter? Contact Caryn Brooks on the Communications Team caryn.brooks@portlandoregon.gov or 503-823-3714"