

# EUGENE FIREFIGHTERS, IAFF LOCAL 851

## SURVEY OF MEMBERS



Recently, the City of Eugene conducted its annual employee survey. IAFF members, in large part, chose not to respond. I feel that the poor response was due in part to the fact that the questions did not adequately address the membership's concerns. Subsequently, the Union has decided to conduct its own survey with questions we believe are relevant to IAFF members. Specifically, this questionnaire includes items about your job satisfaction, how well the Fire Department is conducting business, how well the Union is representing its members, and related employment matters. **PLEASE TAKE THE TIME TO COMPLETE THIS SURVEY - YOUR OPINIONS ARE VALUED.**

If you wish to comment on any questions, please feel free to write your notes in the margins next to the question. Your comments will be read, transcribed, and taken into account.

We are committed to making this survey professional and valid, using proven research methods. In light of this, we have created this questionnaire with the assistance of the Oregon Survey Research Laboratory at the University of Oregon (OSRL.) They provided input on content and question design, and will assist with data analysis and interpretation. If you have any questions regarding this survey's validity, use, or importance, please contact President Gary Nauta at Station 6C, or by email at [gary.l.nauta@ci.eugene.or.us](mailto:gary.l.nauta@ci.eugene.or.us).

Survey will be distributed by the individuals carrying the ballot box on December 17<sup>th</sup>, 18<sup>th</sup>, and 19<sup>th</sup>. Please send your completed survey to the Union office through the courier system, or through the US Mail. You may also give your survey to any Executive Board Member. Surveys may also be mailed directly to the OSRL. **PLEASE RETURN YOUR COMPLETED SURVEY NO LATER THAN DECEMBER 27<sup>TH</sup>.**

Your survey responses are completely anonymous. Each questionnaire contains no identifying marks of any kind. All results will be presented in the form of averages and percentages. OSRL will keep the completed questionnaires in its archives. No one will be able to connect your name to any responses. Your response is important and necessary to provide an accurate representation of the issues.

Thank you for participating.

**A.** The first set of questions regards your experience with and opinion of the Eugene Fire&EMS Department.

1) Overall, how satisfied are you with your job at the Eugene Fire & EMS Department? *Please circle your answer.*

- 1. Very satisfied
- 2. Somewhat satisfied
- 3. Not very satisfied
- 4. Not at all satisfied

2) How satisfied are you with each of the following aspects of your current Fire/EMS position and employment? *Please circle the number that best fits your opinion. If the item does not apply to you or you have no direct experience, circle 9 for "I don't know."*

	<i>Very satisfied</i>	<i>Somewhat satisfied</i>	<i>Not very satisfied</i>	<i>Not at all satisfied</i>	<i>Don't know</i>
a. The authority I have to make decisions.....	1	2	3	4	9
b. Time available for planning.....	1	2	3	4	9
c. The opportunity to provide input into decisions that impact my job.....	1	2	3	4	9
d. Overall direction of Eugene Fire/EMS.....	1	2	3	4	9
e. Department Leadership.....	1	2	3	4	9
f. Fire Administration hears your opinions.....	1	2	3	4	9
g. Training and professional development.....	1	2	3	4	9
h. Process for promotion or advancement.....	1	2	3	4	9
i. Clarity of expectations for advancement.....	1	2	3	4	9

3) Of the job aspects above, which is the most important to you? \_\_\_\_\_ *(Fill in letter a - i from above)*

4) Of the job aspects above, which is the least important to you? \_\_\_\_\_ *(Fill in letter a - i from above)*

5) Please indicate the extent to which you agree or disagree with the following statements about your department and district. If you have no direct experience with an item, circle 9 for "don't know."

	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>	<u>Don't know</u>
a. The department allows for a true career path for all its Fire/EMS employees.....	1	2	3	4	9
b. District Chiefs are unable to effect change in the organization.....	1	2	3	4	9
c. District Chiefs feel that their opinion and ideas are being heard.....	1	2	3	4	9
d. My District Chief keeps me informed about organizational matters.....	1	2	3	4	9
e. My District Chief values my input into departmental direction.....	1	2	3	4	9

6) Please rate your opinion of the management style of the following chiefs:

	<u>Excellent</u>	<u>Very Good</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
a. Ted Boss.....	5	4	3	2	1	9
b. Dave Coleman .....	5	4	3	2	1	9
c. Paul Dammen .....	5	4	3	2	1	9
d. Randy DeWitt .....	5	4	3	2	1	9
f. Randy Groves .....	5	4	3	2	1	9
g. Taylor Robertson .....	5	4	3	2	1	9
h. Matt Shuler .....	5	4	3	2	1	9
i. Mike Thrapp .....	5	4	3	2	1	9
j. Dan Wirth .....	5	4	3	2	1	9

7) Please rate your opinion of the fire ground skills of the following chiefs:

	<u>Excellent</u>	<u>Very Good</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
a. Ted Boss.....	5	4	3	2	1	9
b. Dave Coleman .....	5	4	3	2	1	9
c. Paul Dammen .....	5	4	3	2	1	9
d. Randy DeWitt .....	5	4	3	2	1	9
f. Randy Groves .....	5	4	3	2	1	9
g. Taylor Robertson .....	5	4	3	2	1	9
h. Matt Shuler .....	5	4	3	2	1	9
i. Mike Thrapp .....	5	4	3	2	1	9
j. Dan Wirth .....	5	4	3	2	1	9

8) Please rate the following chiefs on how well they perform their duties which are disciplinary in nature:

	<u>Excellent</u>	<u>Very Good</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
a. Ted Boss.....	5	4	3	2	1	9
b. Dave Coleman .....	5	4	3	2	1	9
c. Paul Dammen .....	5	4	3	2	1	9
d. Randy DeWitt .....	5	4	3	2	1	9
f. Randy Groves .....	5	4	3	2	1	9
g. Taylor Robertson .....	5	4	3	2	1	9
h. Matt Shuler .....	5	4	3	2	1	9
i. Mike Thrapp .....	5	4	3	2	1	9
j. Dan Wirth .....	5	4	3	2	1	9

9) Please rate your opinion and experience of how well these divisions perform their duties.

	<u>Excellent</u>	<u>Very Good</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
a. Administration.....	5	4	3	2	1	9
b. Training.....	5	4	3	2	1	9
c. Operations.....	5	4	3	2	1	9
d. EMS.....	5	4	3	2	1	9
e. Logistics.....	5	4	3	2	1	9
f. Fire Prevention.....	5	4	3	2	1	9

7) Next, please rate the morale of the following sections.

	<u>Excellent</u>	<u>Very Good</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
a. The Department .....	5	4	3	2	1	9
b. My shift.....	5	4	3	2	1	9
c. My crew.....	5	4	3	2	1	9
d. Myself.....	5	4	3	2	1	9

Please use the space below to write in any comments you have about the department in general:

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**B. The next series of questions ask for your opinions and experience regarding your Union's performance.**

1) Please rate how well your Union performs the following duties:

	<u>Excellent</u>	<u>Very Good</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
a. How well does the Union address issues concerning wages, hours and working conditions?.....	5	4	3	2	1	9
b. How well does the Union handle grievances?.....	5	4	3	2	1	9
c. How well does the Union handle disciplinary issues?.....	5	4	3	2	1	9
d. Is the Union responding appropriately to the needs of the membership?.....	5	4	3	2	1	9
e. How well does the Union leadership keep you informed on current issues?.....	5	4	3	2	1	9
f. How well does the E-Board of Local 851 advise President Nauta.....	5	4	3	2	1	9

2. Please answer the following questions by circling YES or NO

	<u>Yes</u>	<u>No</u>	<u>Don't Know</u>
a. I believe it is crucial to the health of the Department for labor and management to work together to solve issues.....	1	2	9
b. I believe the Union and management should jointly plan future of the Department.....	1	2	9
c. I believe that a traditional style of Union/Management relationship ("You manage, we grieve") would be more successful than a collaborative relationship.....	1	2	9
d. I have read the contract between the City and the Union.....	1	2	9
e. I have run for an E-Board or officer position.....	1	2	9
f. I would consider running for an E-Board or officer position .....	1	2	9

**3. Next, please rate President Nauta's performance in the following areas:**

	<u>Excellent</u>	<u>Very Good</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
a. Political involvement.....	5	4	3	2	1	9
b. Contract negotiations.....	5	4	3	2	1	9
c. Labor/management relations	5	4	3	2	1	9
d. Handling of discipline .....	5	4	3	2	1	9
e. Handling of grievances .....	5	4	3	2	1	9
f. Overall performance.....	5	4	3	2	1	9

**Please use the space below to write in any comments you have about the Union in general:**

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**C.** In 2000, the City and the Union conducted a joint staffing study to determine the most cost-effective level of staffing. The Union recognizes that the City needs a method of determining individual retirement dates to effectively manage its resources. The next questions address this issue.

**Please respond yes, no, or don't know to the following questions.**

	<u>Yes</u>	<u>No</u>	<u>Don't know</u>
1. Would you give the City a firm retirement date, no less than one year in advance, if the City would abide by the staffing study?.....	1	2	9
2. If the City refused to abide by the staffing study, would you give notice of retirement greater than two weeks?.....	1	2	9
3. Would you give the City a firm retirement date, no less than one year in advance, if the City would increase your leave accruals during this year to financially enhance your retirement?.....	1	2	9

**D. The following questions regard change in the Eugene Fire/EMS Department.**

1. Please answer the following questions yes, no, or don't know.

	<u>YES</u>	<u>NO</u>	<u>Don't know</u>
In your opinion and experience,			
a. is the Eugene Fire/EMS Department making too many changes too quickly?.....	1.	2	9
b. is Eugene Fire/EMS Department making changes without a well-thought out plan?.....	1.	2	9
c. are line employees able to adequately keep up with all the changes?.	1	2	9
d. are the district chiefs able to adequately keep up with all the changes?.....	1.	2	9

2. How strongly do you agree or disagree with the following statements about change in the Eugene Fire/EMS Department?

	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Somewhat Disagree</u>	<u>Strongly disagree</u>	<u>Don't know</u>
a. I appreciate change accomplished methodically..	1	2	3	4	9
b. There is too much change, too fast, and not well thought-out.....	1	2	3	4	9
c. We need more follow-up to indicate if changes made are successful.....	1	2	3	4	9
d. The Chief is moving the department in a positive and beneficial direction for the <u>community</u> .....	1	2	3	4	9
e. The Chief is moving the department in a positive and beneficial direction for the line <u>personnel</u> .....	1	2	3	4	9
f. Doing away with dual-role medic units will provide better service to the community.....	1	2	3	4	9

3. In your opinion, has Fire and EMS service to the community improved, worsened, or stayed the same during the last three years?

	<u>Improved</u>	<u>Worsened</u>	<u>Stayed Same</u>	<u>Don't know</u>
a. Fire Service to the community.....	1	2	3	9
b. EMS Service to the community .....	1	2	3	9

4. Please use the space below to write in any comments you have about change in general:

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**E. The Union views Training as the backbone of the department. The next questions regard the Training division.**

1. Please rate the following aspects of training from your experience:

	<u>Excellent</u>	<u>Very Good</u>	<u>Good</u>	<u>Fair</u>	<u>Poor</u>	<u>Don't know</u>
a. The overall quality of the hands-on training opportunities.....	5	4	3	2	1	9
b. How well the training division teaches ....	5	4	3	2	1	9
c. My EMS skills.....	5	4	3	2	1	9
d. My Fire skills .....	5	4	3	2	1	9
e. The user-friendliness of the process for advancement/promotion.....	5	4	3	2	1	9

2) In your opinion, is the Training division is adequately staffed to provide necessary training?

<u>Yes</u>	<u>No</u>	<u>Don't know</u>
1	2	9

Comments \_\_\_\_\_

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b. Do you clearly understand the relevance of NFPA 1410 (hose evolution, timed)?

Yes                      No                      Don't know  
1                                      2                                      9

Comments \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**F. The following questions concern Chief Tallon.**

1. Please answer the following statements with how strongly you agree or disagree.

	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>	<u>Don't know</u>
a. Chief Tallon has his own agenda.....	4	3	2	1	9
b. Things are better in the Department since Chief Tallon's arrival three years ago... ..	4	3	2	1	9

2. How often does Chief Tallon...

	<u>Always</u>	<u>Usually</u>	<u>Sometimes</u>	<u>Never</u>	<u>Don't know</u>
a. work in the best interest of the citizens of the community?.....	4	3	2	1	9
b. keep the department informed on the overall direction?.....	4	3	2	1	9
c. genuinely seek your opinion and feedback?...	4	3	2	1	9
d. take your opinions and feedback seriously?...	4	3	2	1	9
e. integrate your suggestions into department planning?.....	4	3	2	1	9
f. placate you regarding your opinions, suggestions, and feedback?.....	4	3	2	1	9
g. act in a deceptive or untrustworthy manner?...	4	3	2	1	9
h. present ideas or thoughts as final decisions?...	4	3	2	1	9
i. present a clear, well-reasoned vision or agenda for current issues?.....	4	3	2	1	9
j. present what seems to be a self-serving agenda?.....	4	3	2	1	9
k. How often do you believe things are better in the department since Chief Tallon arrived three years ago?.....	4	3	2	1	9

**3. How often do you believe Chief Tallon...**

	<u>Always</u>	<u>Usually</u>	<u>Sometimes</u>	<u>Never</u>	<u>Don't know</u>
a. works in the <b>community's</b> best interest with regards to EMS?.....	4	3	2	1	9
b. works in the <b>community's</b> best interest with regards to fire protection?.....	4	3	2	1	9
c. works in the <b>department's</b> best interest with regards to EMS?.....	4	3	2	1	9
d. works in the <b>department's</b> best interest with regards to fire protection?.....	4	3	2	1	9
e. How often do you have confidence in Chief Tallon's abilities?.....	4	3	2	1	9

**Please use the space below to write in any comments you have about Chief Tallon:**

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**G. To conclude, please answer the following questions about you. These will be used to help interpret the survey's results. Again, your answers will never be linked to your identity. However, you may feel free to skip a question below if you are concerned.**

1. Years of service in Eugene: \_\_\_\_\_
2. Position/Rank: \_\_\_\_\_
3. Sex; 1. Male 2. Female
4. Race/ethnicity: 1. Caucasian 2. Non-Caucasian
5. Experience with another Fire Department? 1. Yes 2. No

