

## Constant Contact Survey Results

**Survey Name:** Promotional Survey

**Response Status:** Partial & Completed

**Filter:** None

11/25/2020 1:44 PM EST

Please rate the following statement for each rank: "I believe the promotional process is conducted in a fair manner and is merit based"

1 = Strongly Agree, 2 = Agree, 3 = Neutral, 4 = Disagree, 5 = Strongly Disagree, 6 = Don't know

Answer	1	2	3	4	5	6	Number of Response(s)	Rating Score*
Firefighter 2							78	2.8
Engineer							79	2.5
Captain							81	2.8
Battalion Chief							79	3.6
Division Chief							79	4.2

\*The Rating Score is the weighted average calculated by dividing the sum of all weighted ratings by the number of total responses.

In regards to the Engineer, Captain, Battalion Chief and Division Chief, should the promotional process be conducted by a contracted vendor?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			63	76.8 %
No			19	23.1 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>82</b>	<b>100%</b>

With regards to the Engineer, Captain, Battalion Chief and Division Chief, should internal assessors be used for any part of the test?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			41	50.0 %
No			41	50.0 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>82</b>	<b>100%</b>

If external assessors are utilized, should they be hired by the department or be brought in by the test vendor?

Answer	0%	100%	Number of Response(s)	Response Ratio
CFD hires external assessors			15	18.2 %
Vendor brings external assessors			61	74.3 %
Not applicable			6	7.3 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>82</b>	<b>100%</b>

In regards specifically to the Engineers practical, should assessors be internal or external?

Answer	0%	100%	Number of Response(s)	Response Ratio
Internal			47	57.3 %
External			34	41.4 %
No Response(s)			1	1.2 %
<b>Totals</b>			<b>82</b>	<b>100%</b>

Do you agree with this statement with regards to the Captain, Battalion Chief and Division Chief process: "Time on the department and assignments should count just as much towards an over score as a test and assessment center score".

Answer	0%	100%	Number of Response(s)	Response Ratio
Agree			56	68.2 %
Disagree			26	31.7 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>82</b>	<b>100%</b>

Do you think there should be same day scoring for any written part of any promotional exam?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			75	91.4 %
No			7	8.5 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>82</b>	<b>100%</b>

Do you want same day testing? (i.e. All candidates take the written on the same day)

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			69	84.1 %
No			13	15.8 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>82</b>	<b>100%</b>

As of today, who do you believe is in charge of all promotional processes?

Answer	0%	100%	Number of Response(s)	Response Ratio
Fire Department			30	36.5 %
City Human Resources			34	41.4 %
Fire Chief			25	30.4 %
Civil Service Board			1	1.2 %
City Manager			0	0.0 %
Other			9	10.9 %
<b>Totals</b>			<b>82</b>	<b>100%</b>

In its' essence, Rule 9 spells out how to conduct a promotional process. Repealing this as the stated desire by Chief Johnson, would give the Fire Chief ultimate control over the entire promotional process, including components, scoring and actual promotions. Do you think the Fire Chief should have this power?

Answer	0%	100%	Number of Response(s)	Response Ratio
Yes			23	28.0 %
No			59	71.9 %
No Response(s)			0	0.0 %
<b>Totals</b>			<b>82</b>	<b>100%</b>

As they are conducted today, what do you like about any promotional process?

46 Response(s)

As they are conducted today, what do you dislike about the way promotional processes are handled?

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52 Response(s)

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Are there any changes you would like to see in any promotional process?

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48 Response(s)