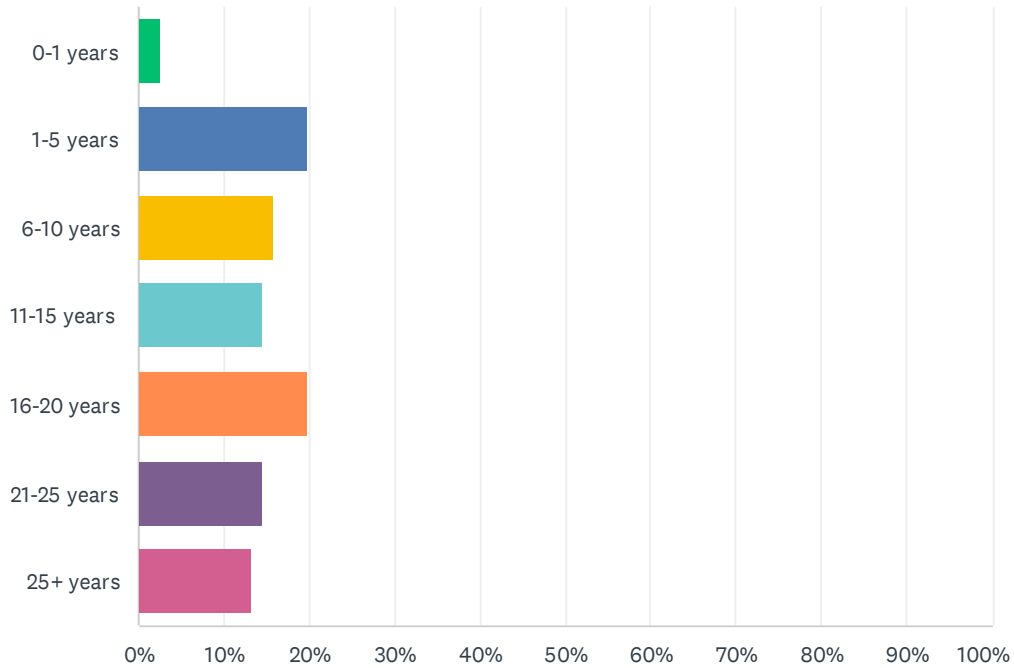


## Q1 How many years do you have on the job?

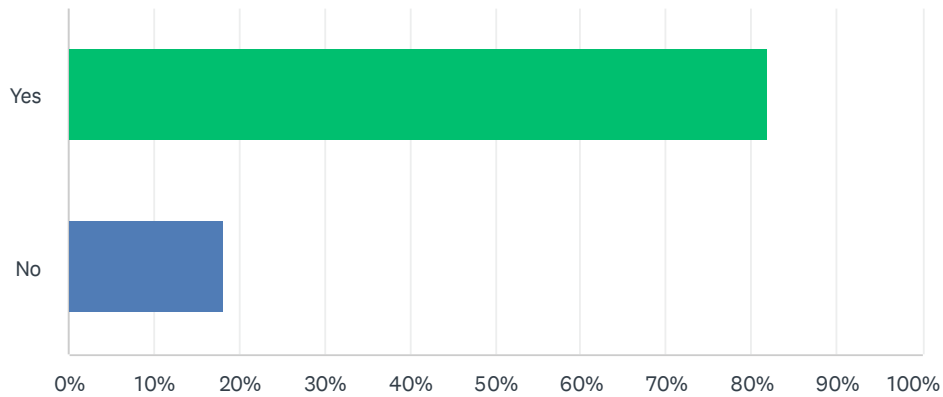
Answered: 76 Skipped: 0



| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| 0-1 years      | 2.63%     | 2  |
| 1-5 years      | 19.74%    | 15 |
| 6-10 years     | 15.79%    | 12 |
| 11-15 years    | 14.47%    | 11 |
| 16-20 years    | 19.74%    | 15 |
| 21-25 years    | 14.47%    | 11 |
| 25+ years      | 13.16%    | 10 |
| TOTAL          |           | 76 |

Q2 Improving communication to members was a priority identified in our strategic plan developed in early 2023. We have created a new website, a new app and have worked to provide timely information to members. Do you feel you receive timely information from union leadership on union specific issues that matter to you?

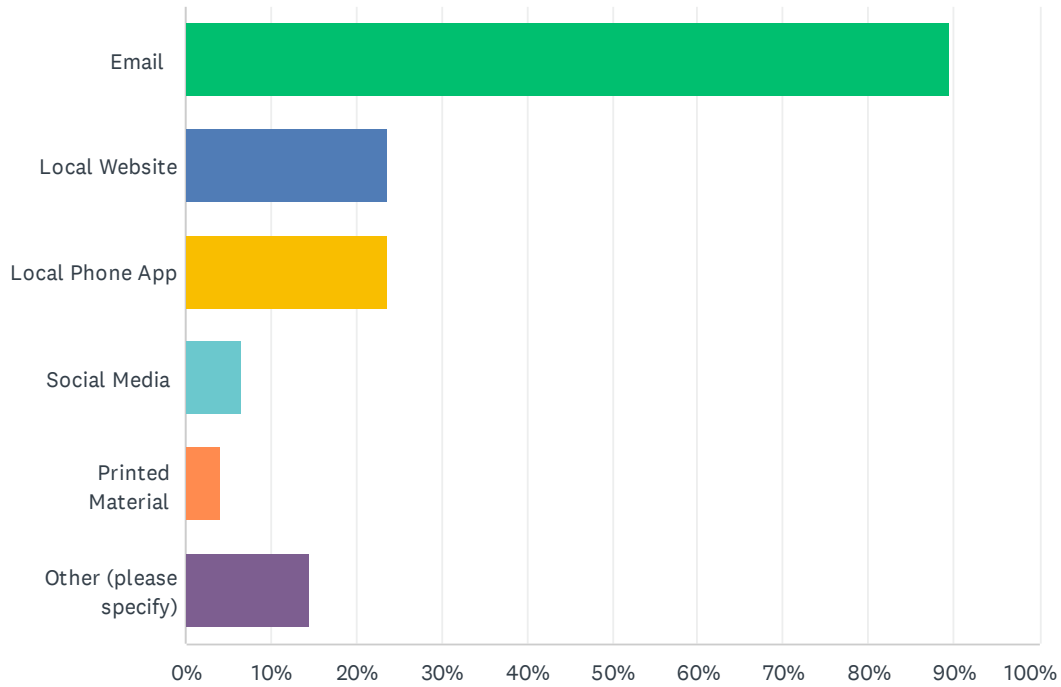
Answered: 72 Skipped: 4



| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| Yes            | 81.94%    | 59 |
| No             | 18.06%    | 13 |
| TOTAL          |           | 72 |

### Q3 How do you prefer to receive information from union leadership?

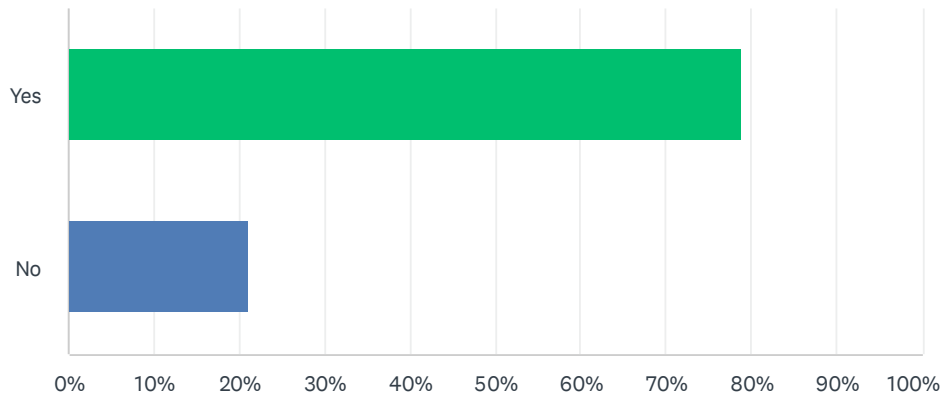
Answered: 76 Skipped: 0



| ANSWER CHOICES         | RESPONSES |    |
|------------------------|-----------|----|
| Email                  | 89.47%    | 68 |
| Local Website          | 23.68%    | 18 |
| Local Phone App        | 23.68%    | 18 |
| Social Media           | 6.58%     | 5  |
| Printed Material       | 3.95%     | 3  |
| Other (please specify) | 14.47%    | 11 |
| Total Respondents: 76  |           |    |

Q4 Social events for members was also identified as a priority in the strategic plan. Effort has been made to coordinate member events during 2023 and provide dues money to help. Union leadership is currently researching an annual event for families, union awards, retirement celebration and potential fundraiser for a non-profit organization. Location would be somewhere within or nearby our FD response area. Does this event sound like something you would be interested in attending?

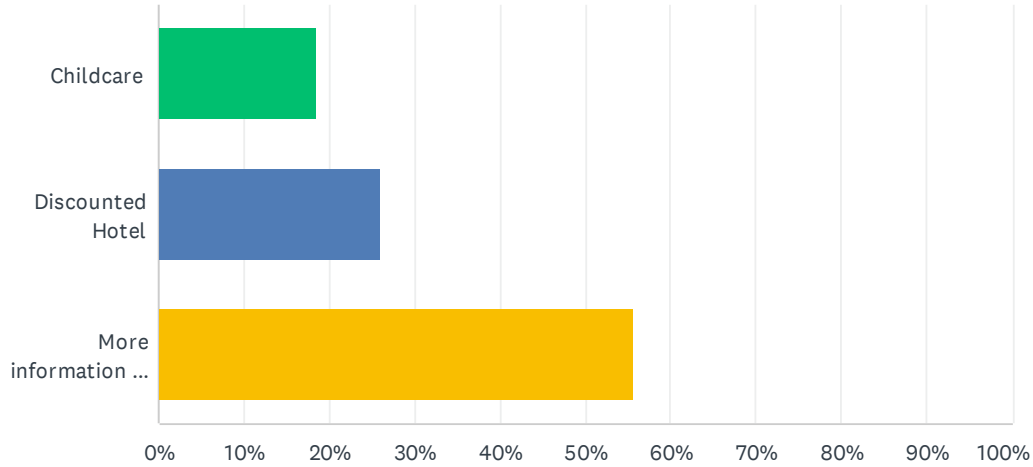
Answered: 76 Skipped: 0



| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| Yes            | 78.95%    | 60 |
| No             | 21.05%    | 16 |
| TOTAL          |           | 76 |

## Q5 Will you need any of the following to help you and significant other attend the event?

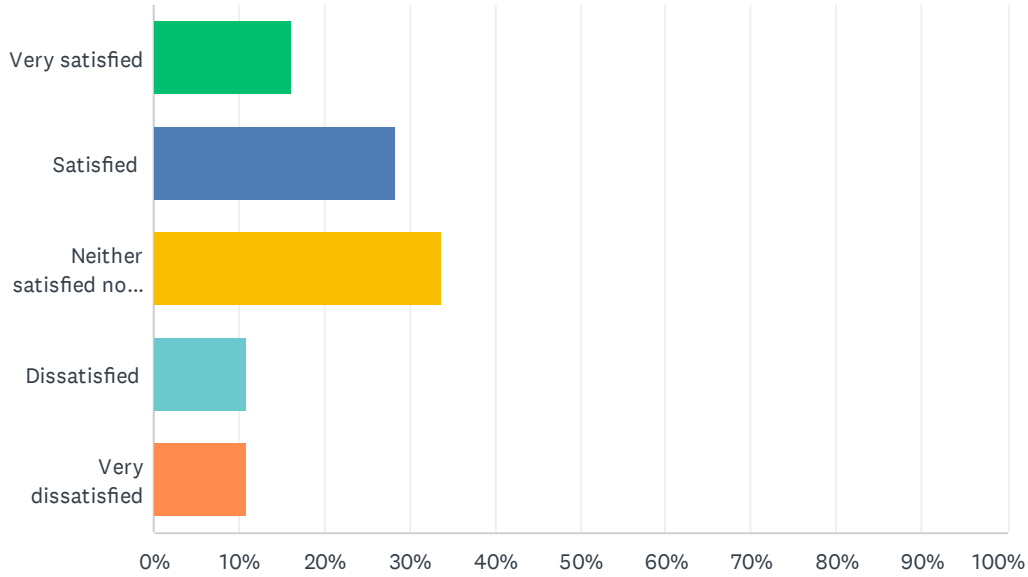
Answered: 54 Skipped: 22



| ANSWER CHOICES                             | RESPONSES |    |
|--|-----------|----|
| Childcare                                  | 18.52%    | 10 |
| Discounted Hotel                           | 25.93%    | 14 |
| More information as to why I should attend | 55.56%    | 30 |
| TOTAL                                      |           | 54 |

### Q6 How important is it for union leadership to include opportunities outside of work for members to get together? (i.e picnic, firefighters ball, day at T-Mobile Park, etc.)

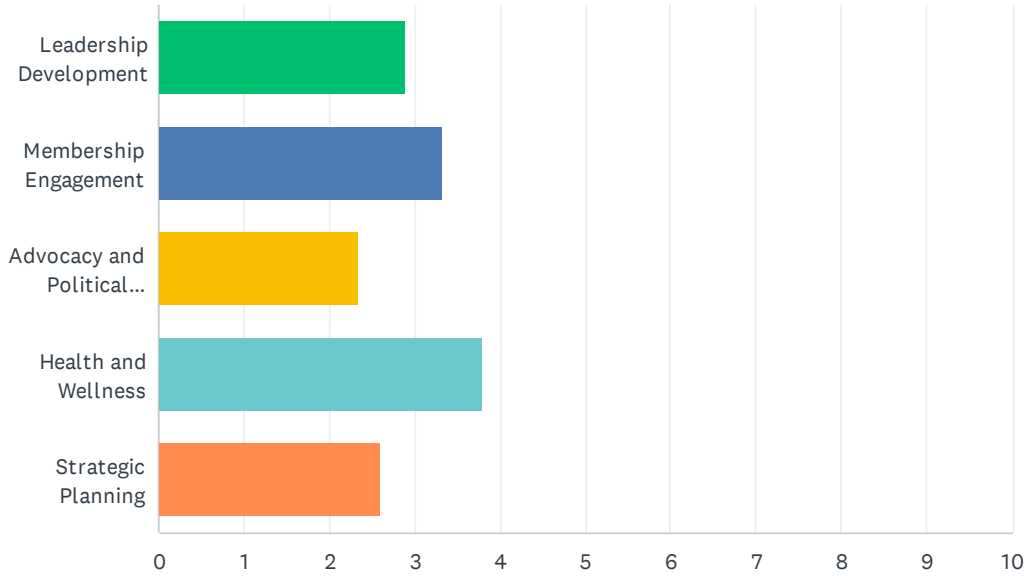
Answered: 74 Skipped: 2



| ANSWER CHOICES                     | RESPONSES |           |
|------------------------------------|-----------|-----------|
| Very satisfied                     | 16.22%    | 12        |
| Satisfied                          | 28.38%    | 21        |
| Neither satisfied nor dissatisfied | 33.78%    | 25        |
| Dissatisfied                       | 10.81%    | 8         |
| Very dissatisfied                  | 10.81%    | 8         |
| <b>TOTAL</b>                       |           | <b>74</b> |

### Q7 Please rank the following themes in order of importance to you. (1 being the highest priority, 5 being the lowest)

Answered: 75 Skipped: 1



|                               | 1            | 2            | 3            | 4            | 5            | TOTAL | SCORE |
|-------------------------------|--------------|--------------|--------------|--------------|--------------|-------|-------|
| Leadership Development        | 14.67%<br>11 | 24.00%<br>18 | 20.00%<br>15 | 18.67%<br>14 | 22.67%<br>17 | 75    | 2.89  |
| Membership Engagement         | 26.67%<br>20 | 20.00%<br>15 | 22.67%<br>17 | 21.33%<br>16 | 9.33%<br>7   | 75    | 3.33  |
| Advocacy and Political Action | 10.81%<br>8  | 9.46%<br>7   | 20.27%<br>15 | 22.97%<br>17 | 36.49%<br>27 | 74    | 2.35  |
| Health and Wellness           | 32.00%<br>24 | 33.33%<br>25 | 22.67%<br>17 | 6.67%<br>5   | 5.33%<br>4   | 75    | 3.80  |
| Strategic Planning            | 16.00%<br>12 | 12.00%<br>9  | 14.67%<br>11 | 30.67%<br>23 | 26.67%<br>20 | 75    | 2.60  |

## Q8 In your opinion, what are the top three challenges currently facing our union membership?

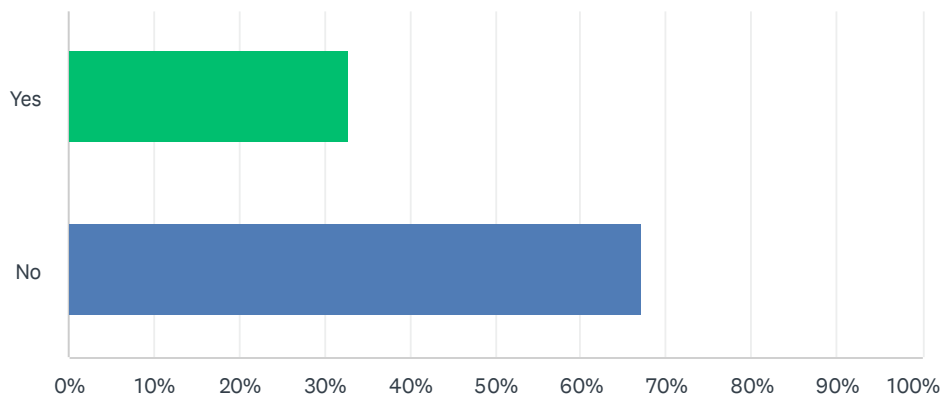
Answered: 59 Skipped: 17

| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| Open response  | 100.00%   | 59 |
| Open response  | 88.14%    | 52 |
| Open response  | 76.27%    | 45 |



Q9 Our union comprises every member, not solely the Executive Board's leadership team, as is frequently emphasized. To operate effectively, active participation from each member is essential for fulfilling our core responsibility of safeguarding wages, hours, and working conditions. Prioritizing succession planning is crucial to identify members who aspire to assume union leadership roles in the future, allowing them to acquire the necessary knowledge and experience. Are you interested in taking on a leadership role within the union in the future?

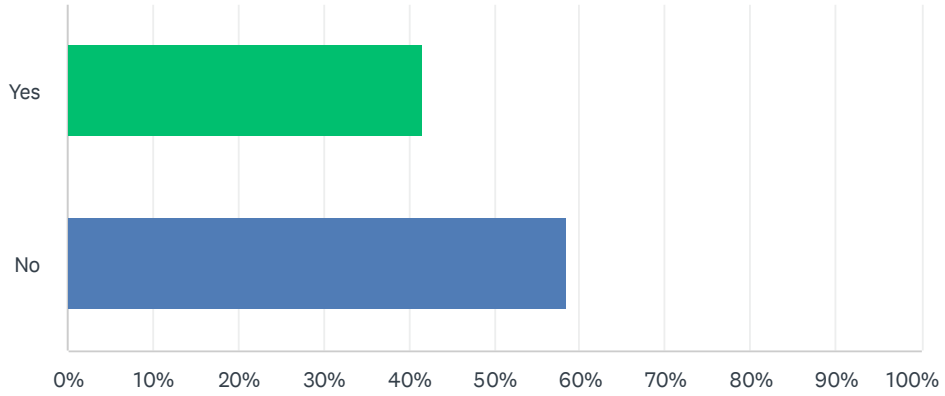
Answered: 67 Skipped: 9



| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| Yes            | 32.84%    | 22 |
| No             | 67.16%    | 45 |
| TOTAL          |           | 67 |

### Q10 Several opportunities exist throughout the year to send members to union specific training. Does this interest you?

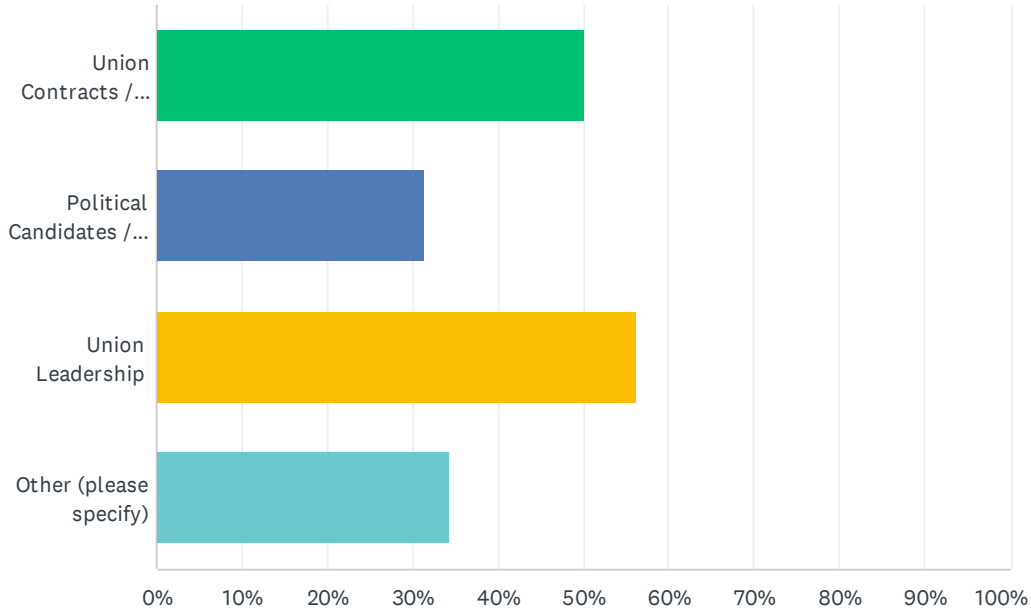
Answered: 72 Skipped: 4



| ANSWER CHOICES | RESPONSES |    |
|----------------|-----------|----|
| Yes            | 41.67%    | 30 |
| No             | 58.33%    | 42 |
| TOTAL          |           | 72 |

### Q11 If you answered Yes, please check the boxes below that you feel fit your interest.

Answered: 32 Skipped: 44



| ANSWER CHOICES                          | RESPONSES |    |
|---|-----------|----|
| Union Contracts / Negotiations          | 50.00%    | 16 |
| Political Candidates / Political Action | 31.25%    | 10 |
| Union Leadership                        | 56.25%    | 18 |
| Other (please specify)                  | 34.38%    | 11 |
| Total Respondents: 32                   |           |    |