



FCM 042-2016

FIRE CHIEF MEMORANDUM

DATE: April 14, 2016

TO: All Members

THROUGH: Eric C. Tade, Chief of Department *ECT*
Todd A. Bower, Deputy Chief of Department *TAB*

FROM: Desmond G. Fulton, Division Chief, Administration *DGF*

SUBJECT: EMPLOYEE ENGAGEMENT SURVEY RESPONSE AND ACTION PLAN

In the latter part of 2015, the City and County of Denver conducted a City-wide “Employee Engagement Survey.” Measuring employees’ perceptions and attitudes about their work environment is important because research links engagement with quality of work performance and employee retention. The results of this survey were very positive, and pointed out to us and the rest of the City what a wonderful job we have and how great we perform each and every day. It was also evident that we truly have exceptional people on our Department who strive for excellence daily; this came as no surprise.

Areas that we could work on as Department and specific areas of recommendation were also shared. Some examples of this were the desire for more training opportunities, more formal communication(s) from the Administration and Assistant Chief(s), and additional mentoring opportunities. Knowing the wants and needs of our employees, it is now incumbent upon us as an Administration to take this feedback and make our Department even better. Look for future communications relating to new opportunities and programs focused on these particular areas.

Thank you to those of you who participated in this Employee Engagement Survey, and thanks to each and every one of you for your dedication, professionalism, and commitment to the citizens that we so proudly serve.

DF:kfc/H/FCM/2016/042-2016 Employee Engagement Survey and Action Plan

DISPOSITION: Read at Roll Call for three (3) consecutive shifts.

DISTRIBUTION: Suppression and Support Services (*electronic*)