

## SAPFFA Membership Engagement Survey

April 19, 2024



1

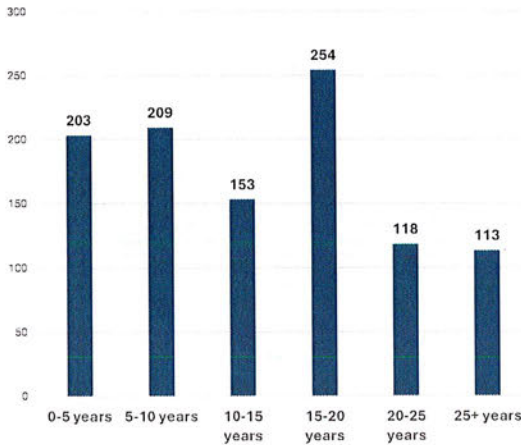
## Member Engagement and Satisfaction



- Between April 12 and 17, SAPFFA conducted a membership engagement survey to measure general member satisfaction as well as reactions to the City's April 4<sup>th</sup> salary proposal.
- Member response was robust – approximately 1100 of 1800 members responded to the survey.
- Members overwhelmingly expressed concerns about being undervalued, about uncompetitive compensation, and about their inability to keep up with the cost of living.
- Members overwhelmingly rejected the City's initial salary proposal.

2

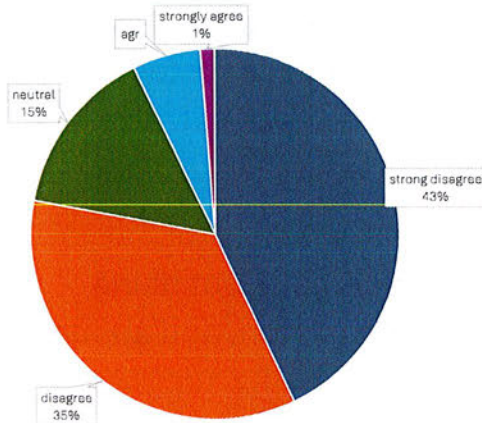
## Cross-Section of SAFD Membership



- Over 1,000 members indicated their years of service with SAFD.
- Over 80% of respondents had 20 or fewer years of service with SAFD.
- Almost 40% of respondents had 10 or fewer years of service with SAFD.

3

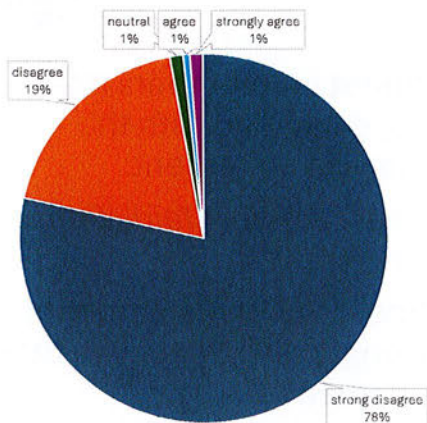
## Members Do Not Feel Valued



- 78% of members (817) disagreed with the following statement:
- *“I feel valued as an employee of COSA.”*
- Almost half of respondents **strongly** disagreed with that statement.

4

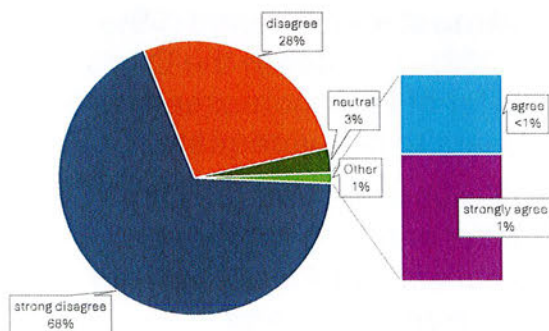
## Members Can't Keep Up With Inflation



- **Almost all** members (97% - 1018) disagreed with the following statement:
- *“My current salary keeps up with the cost of living in San Antonio.”*
- More than  $\frac{3}{4}$  of respondents **strongly** disagreed with that statement.

5

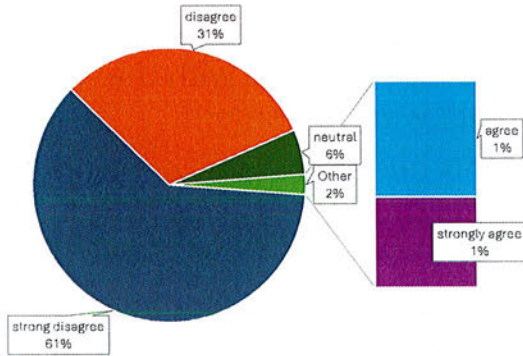
## Salaries Are Not Competitive



- **Almost all** members (96% - 1007) disagreed with the following statement:
- *“I feel that my current salary is competitive with other Texas Departments.”*
- More than  $\frac{2}{3}$  of respondents **strongly** disagreed with that statement.

6

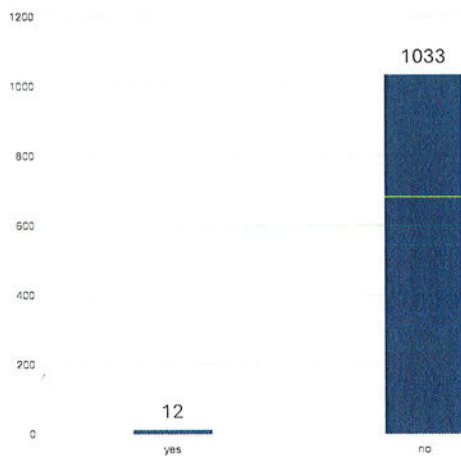
# Current Pay Is Not Fair



- **Almost all** members (92% - 966) disagreed with the following statement:
- *“I feel I am paid fairly for the work I do.”*
- Almost 2/3 of respondents **strongly** disagreed with that statement.

7

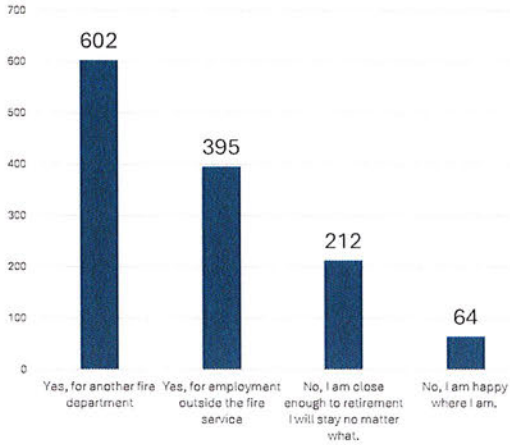
# City’s Salary Offer Is Not Adequate



- **Almost all** members (99% - 1033) considered the City’s offer of 20% increases over 5 years to be inadequate.
- *“Do you feel that the City’s offer of a 20% raise over 5 years is adequate given our current wages and compensation situation?”*

8

# Members Are Considering Leaving



- **Two-thirds** of respondents (67% - 997) indicated that they were considering leaving COSA employment.
- *“Would you consider entertaining job opportunities outside the SAFD?”*

9

Thank You



10

