

2017

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Marine Mammal Commission

FIELD PERIOD	May 9 - June 20, 2017
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	12
NUMBER OF SURVEYS ADMINISTERED	13
RESPONSE RATE	92.3%

70 items identified as **strengths** (65% positive or higher)

0 items identified as **challenges** (35% negative or higher)

Engagement Index Score

2017 ENGAGEMENT INDEX

96%

LEADERS LEAD

SUPERVISORS

INTRINSIC WORK EXPERIENCE

97%

95%

97%

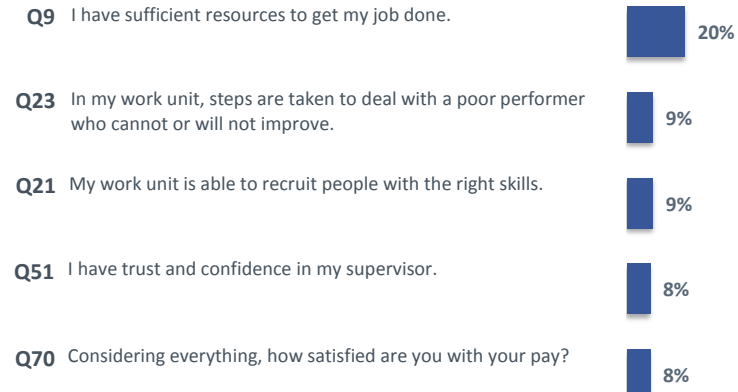
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree -disagree	1	*I am given a real opportunity to improve my skills in my organization.	100.00%	83.67%	16.33%	0.00%	0.00%	0.00%	0.00%	10	2	0	0	0	12	N/A
Agree -disagree	2	I have enough information to do my job well.	100.00%	75.30%	24.70%	0.00%	0.00%	0.00%	0.00%	9	3	0	0	0	12	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	100.00%	92.17%	7.83%	0.00%	0.00%	0.00%	0.00%	11	1	0	0	0	12	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	92.17%	75.17%	17.00%	7.83%	0.00%	0.00%	0.00%	9	2	1	0	0	12	N/A
Agree -disagree	5	I like the kind of work I do.	92.17%	75.23%	16.94%	7.83%	0.00%	0.00%	0.00%	9	2	1	0	0	12	N/A
Agree -disagree	6	I know what is expected of me on the job.	100.00%	75.23%	24.77%	0.00%	0.00%	0.00%	0.00%	9	3	0	0	0	12	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	100.00%	91.50%	8.50%	0.00%	0.00%	0.00%	0.00%	11	1	0	0	0	12	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	100.00%	83.00%	17.00%	0.00%	0.00%	0.00%	0.00%	10	2	0	0	0	12	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	59.97%	39.60%	20.37%	20.39%	10.23%	9.42%	19.64%	4	2	2	1	1	10	0
Agree -disagree	10	*My workload is reasonable.	83.67%	25.15%	58.52%	8.50%	0.00%	7.83%	7.83%	3	7	1	0	1	12	0
Agree -disagree	11	*My talents are used well in the workplace.	91.50%	75.23%	16.26%	8.50%	0.00%	0.00%	0.00%	9	2	1	0	0	12	0
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	100.00%	83.74%	16.26%	0.00%	0.00%	0.00%	0.00%	10	2	0	0	0	12	0
Agree -disagree	13	The work I do is important.	92.17%	92.17%	0.00%	7.83%	0.00%	0.00%	0.00%	11	0	1	0	0	12	0
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	100.00%	83.67%	16.33%	0.00%	0.00%	0.00%	0.00%	10	2	0	0	0	12	0

Core Survey

Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	100.00%	75.23%	24.77%	0.00%	0.00%	0.00%	0.00%	9	3	0	0	0	12	0
Agree -disagree	16	I am held accountable for achieving results.	100.00%	75.23%	24.77%	0.00%	0.00%	0.00%	0.00%	9	3	0	0	0	12	0
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	92.17%	83.74%	8.43%	7.83%	0.00%	0.00%	0.00%	10	1	1	0	0	12	0
Agree -disagree	18	My training needs are assessed.	91.50%	41.35%	50.15%	8.50%	0.00%	0.00%	0.00%	5	6	1	0	0	12	0
Agree -disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	83.06%	66.73%	16.33%	16.94%	0.00%	0.00%	0.00%	8	2	2	0	0	12	0
Agree -disagree	20	*The people I work with cooperate to get the job done.	92.17%	66.79%	25.38%	0.00%	7.83%	0.00%	7.83%	8	3	0	1	0	12	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.	82.24%	17.51%	64.72%	9.21%	8.55%	0.00%	8.55%	2	7	1	1	0	11	1
Agree -disagree	22	Promotions in my work unit are based on merit.	90.81%	46.10%	44.71%	9.19%	0.00%	0.00%	0.00%	5	5	1	0	0	11	1
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	70.28%	10.12%	60.16%	20.33%	9.39%	0.00%	9.39%	1	6	2	1	0	10	2
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	90.71%	54.44%	36.28%	9.29%	0.00%	0.00%	0.00%	6	4	1	0	0	11	1
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	100.00%	49.84%	50.16%	0.00%	0.00%	0.00%	0.00%	6	6	0	0	0	12	0
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	100.00%	66.18%	33.82%	0.00%	0.00%	0.00%	0.00%	8	4	0	0	0	12	0
Agree -disagree	27	The skill level in my work unit has improved in the past year.	100.00%	41.34%	58.66%	0.00%	0.00%	0.00%	0.00%	5	7	0	0	0	12	0
Good -poor	28	How would you rate the overall quality of work done by your work unit?	100.00%	83.11%	16.89%	0.00%	0.00%	0.00%	0.00%	10	2	0	0	0	12	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	100.00%	66.78%	33.22%	0.00%	0.00%	0.00%	0.00%	8	4	0	0	0	12	0
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	100.00%	75.23%	24.77%	0.00%	0.00%	0.00%	0.00%	9	3	0	0	0	12	0

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Agree -disagree	31	Employees are recognized for providing high quality products and services.	100.00%	83.67%	16.33%	0.00%	0.00%	0.00%	0.00%	10	2	0	0	0	12	0
Agree -disagree	32	Creativity and innovation are rewarded.	100.00%	83.67%	16.33%	0.00%	0.00%	0.00%	0.00%	10	2	0	0	0	12	0
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	100.00%	20.32%	79.68%	0.00%	0.00%	0.00%	0.00%	2	8	0	0	0	10	2
Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	100.00%	63.67%	36.33%	0.00%	0.00%	0.00%	0.00%	7	4	0	0	0	11	1
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	100.00%	83.67%	16.33%	0.00%	0.00%	0.00%	0.00%	10	2	0	0	0	12	0
Agree -disagree	36	My organization has prepared employees for potential security threats.	100.00%	49.84%	50.16%	0.00%	0.00%	0.00%	0.00%	6	6	0	0	0	12	0
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	92.17%	75.23%	16.95%	7.83%	0.00%	0.00%	0.00%	9	2	1	0	0	12	0
Agree -disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	100.00%	75.23%	24.77%	0.00%	0.00%	0.00%	0.00%	9	3	0	0	0	12	0
Agree -disagree	39	My agency is successful at accomplishing its mission.	100.00%	92.17%	7.83%	0.00%	0.00%	0.00%	0.00%	11	1	0	0	0	12	0
Agree -disagree	40	*I recommend my organization as a good place to work.	100.00%	92.17%	7.83%	0.00%	0.00%	0.00%	0.00%	11	1	0	0	0	12	N/A
Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	92.17%	75.17%	17.00%	7.83%	0.00%	0.00%	0.00%	9	2	1	0	0	12	0
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	100.00%	75.23%	24.77%	0.00%	0.00%	0.00%	0.00%	9	3	0	0	0	12	0
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	100.00%	83.73%	16.27%	0.00%	0.00%	0.00%	0.00%	10	2	0	0	0	12	0
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	100.00%	75.23%	24.77%	0.00%	0.00%	0.00%	0.00%	9	3	0	0	0	12	0

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Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	90.78%	63.66%	27.12%	9.22%	0.00%	0.00%	0.00%	7	3	1	0	0	11	1
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	91.56%	75.23%	16.33%	8.44%	0.00%	0.00%	0.00%	9	2	1	0	0	12	0
Agree -disagree	47	Supervisors in my work unit support employee development.	100.00%	66.79%	33.21%	0.00%	0.00%	0.00%	0.00%	8	4	0	0	0	12	0
Agree -disagree	48	My supervisor listens to what I have to say.	100.00%	83.73%	16.27%	0.00%	0.00%	0.00%	0.00%	10	2	0	0	0	12	N/A
Agree -disagree	49	My supervisor treats me with respect.	91.56%	83.73%	7.83%	8.44%	0.00%	0.00%	0.00%	10	1	1	0	0	12	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	100.00%	75.23%	24.77%	0.00%	0.00%	0.00%	0.00%	9	3	0	0	0	12	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	91.56%	75.23%	16.33%	0.00%	8.44%	0.00%	8.44%	9	2	0	1	0	12	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	91.56%	83.73%	7.83%	8.44%	0.00%	0.00%	0.00%	10	1	1	0	0	12	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	100.00%	58.29%	41.71%	0.00%	0.00%	0.00%	0.00%	7	5	0	0	0	12	0
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	100.00%	92.17%	7.83%	0.00%	0.00%	0.00%	0.00%	11	1	0	0	0	12	0
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	100.00%	58.29%	41.71%	0.00%	0.00%	0.00%	0.00%	7	5	0	0	0	12	0
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	91.56%	58.28%	33.28%	8.44%	0.00%	0.00%	0.00%	7	4	1	0	0	12	0
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	91.56%	49.84%	41.71%	8.44%	0.00%	0.00%	0.00%	6	5	1	0	0	12	0
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	100.00%	49.84%	50.16%	0.00%	0.00%	0.00%	0.00%	6	6	0	0	0	12	0
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	100.00%	66.78%	33.22%	0.00%	0.00%	0.00%	0.00%	8	4	0	0	0	12	0

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Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	92.17%	75.90%	16.27%	7.83%	0.00%	0.00%	0.00%	9	2	1	0	0	12	0
Agree -disagree	61	I have a high level of respect for my organization's senior leaders.	100.00%	82.17%	17.83%	0.00%	0.00%	0.00%	0.00%	9	2	0	0	0	11	0
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	100.00%	92.17%	7.83%	0.00%	0.00%	0.00%	0.00%	11	1	0	0	0	12	0
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	92.17%	75.23%	16.95%	0.00%	7.83%	0.00%	7.83%	9	2	0	1	0	12	N/A
Satisfied -dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	100.00%	75.23%	24.77%	0.00%	0.00%	0.00%	0.00%	9	3	0	0	0	12	N/A
Satisfied -dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	100.00%	75.17%	24.83%	0.00%	0.00%	0.00%	0.00%	9	3	0	0	0	12	N/A
Satisfied -dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	100.00%	67.40%	32.60%	0.00%	0.00%	0.00%	0.00%	8	4	0	0	0	12	N/A
Satisfied -dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	75.53%	42.26%	33.27%	24.47%	0.00%	0.00%	0.00%	5	4	3	0	0	12	N/A
Satisfied -dissatisfied	68	How satisfied are you with the training you receive for your present job?	83.67%	49.78%	33.89%	16.33%	0.00%	0.00%	0.00%	6	4	2	0	0	12	N/A
Satisfied -dissatisfied	69	*Considering everything, how satisfied are you with your job?	92.17%	83.67%	8.50%	0.00%	7.83%	0.00%	7.83%	10	1	0	1	0	12	N/A
Satisfied -dissatisfied	70	Considering everything, how satisfied are you with your pay?	75.46%	59.13%	16.33%	16.71%	7.83%	0.00%	7.83%	7	2	2	1	0	12	N/A
Satisfied -dissatisfied	71	*Considering everything, how satisfied are you with your organization?	100.00%	92.17%	7.83%	0.00%	0.00%	0.00%	0.00%	11	1	0	0	0	12	N/A
Satisfied -dissatisfied	79	How satisfied are you with the following Work/Life programs in your agency? Telework	90.13%	70.48%	19.64%	9.87%	0.00%	0.00%	0.00%	7	2	1	0	0	10	0

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Satisfied -dissatisfied	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3	0	0	0	0	3	0
Satisfied- dissatisfi ed	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0	1	0	0	0	1	0
Satisfied -dissatisfied	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	100.00%	49.97%	50.03%	0.00%	0.00%	0.00%	0.00%	1	1	0	0	0	2	0
Satisfied -dissatisfied	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	--	--	--	--	--	--	--	--	--	--	--	--	0	0
Satisfied -dissatisfied	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	--	--	--	--	--	--	--	--	--	--	--	--	0	0

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

Trend Work Life-Telework

72. Have you been notified whether or not you are eligible to telework?	2017	2016	2015	2014	2013	2012	2011
Number of respondents	11	10	8	7	--	--	--
Yes, I was notified that I was eligible to telework.	91.04%	76.52%	100.00%	85.61%	--	--	--
Yes, I was notified that I was not eligible to telework.	8.96%	12.21%	0.00%	0.00%	--	--	--
No, I was not notified of my telework eligibility.	0.00%	0.00%	0.00%	0.00%	--	--	--
Not sure if I was notified of my telework eligibility.	0.00%	11.28%	0.00%	14.39%	--	--	--
Total	100.00%	100.00%	100.00%	100.00%	--	--	--

73. Please select the response below that BEST describes your current teleworking situation.	2017	2016	2015	2014	2013	2012	2011
Number of respondents	12	10	8	7	9	10	10
I telework 3 or more days per week.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
I telework 1 or 2 days per week.	33.21%	38.53%	38.36%	42.64%	21.32%	29.52%	9.48%
I telework, but no more than 1 or 2 days per month.	0.00%	0.00%	0.00%	28.12%	22.09%	9.54%	40.72%
I telework very infrequently.	49.92%	26.71%	34.40%	0.00%	33.09%	31.94%	19.11%
I do not telework because I have to be physically present on the job.	0.00%	12.21%	0.00%	0.00%	0.00%	19.47%	9.11%
I do not telework because I have technical issues.	8.43%	11.28%	13.42%	14.39%	0.00%	0.00%	10.81%
I do not telework because I did not receive approval to do so.	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
I do not telework because I choose not to telework.	8.43%	11.28%	13.83%	14.84%	23.50%	9.54%	10.77%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

74. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Alternative Work Schedules							
Number of respondents	12	10	8	7	10	10	10
Yes	24.71%	27.63%	27.24%	29.05%	30.11%	41.87%	28.76%
No	67.08%	49.26%	58.93%	70.95%	69.89%	58.13%	62.13%
Not available to me	8.21%	23.11%	13.83%	0.00%	0.00%	0.00%	9.11%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

75. Do you participate in the following Work/Life programs?	2017	2016	2015	2014	2013	2012	2011
Health and Wellness Programs							

Trend Work Life-Telework

Number of respondents	12	10	7	7	10	9	10
Yes	8.44%	16.35%	29.03%	14.66%	30.09%	24.19%	51.51%
No	83.12%	73.29%	70.97%	70.50%	58.50%	54.16%	39.01%
Not available to me	8.43%	10.36%	0.00%	14.84%	11.41%	21.66%	9.48%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

76. Do you participate in the following Work/Life programs?

Employee Assistance Program

	2017	2016	2015	2014	2013	2012	2011
Number of respondents	12	10	8	7	10	10	10
Yes	16.88%	10.36%	25.01%	14.66%	30.09%	19.47%	20.40%
No	83.12%	77.44%	74.99%	85.34%	69.91%	80.53%	79.60%
Not available to me	0.00%	12.21%	0.00%	0.00%	0.00%	0.00%	0.00%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

77. Do you participate in the following Work/Life programs?

Child Care Programs

	2017	2016	2015	2014	2013	2012	2011
Number of respondents	12	10	8	7	10	10	10
Yes	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
No	91.57%	66.16%	88.82%	100.00%	100.00%	89.95%	90.37%
Not available to me	8.43%	33.84%	11.18%	0.00%	0.00%	10.05%	9.63%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

78. Do you participate in the following Work/Life programs?

Elder Care Programs

	2017	2016	2015	2014	2013	2012	2011
Number of respondents	12	10	8	7	10	10	10
Yes	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
No	91.57%	66.16%	88.82%	100.00%	100.00%	89.95%	90.37%
Not available to me	8.43%	33.84%	11.18%	0.00%	0.00%	10.05%	9.63%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 10 completed surveys.