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2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Fish and Wildlife Service

1st Level Subagency Report

United States Office of
Personnel Management

Department of the Interior Fish and Wildlife Service *1st Level Subagency Report*

Response Summary

	Surveys Completed
Governmentwide	376,577
Department of the Interior	18,396
Fish and Wildlife Service	2,844

This 2013 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

1. *I am given a real opportunity to improve my skills in my organization.*

	N	Positive	Neutral	Negative
Governmentwide	375,837	59.7%	17.6%	22.7%
Department of the Interior	18,365	58.6%	17.9%	23.4%
Fish and Wildlife Service	2,837	68.2%	15.1%	16.7%

2. *I have enough information to do my job well.*

	N	Positive	Neutral	Negative
Governmentwide	372,941	70.0%	15.2%	14.8%
Department of the Interior	18,221	66.4%	17.1%	16.4%
Fish and Wildlife Service	2,825	71.1%	15.3%	13.6%

3. *I feel encouraged to come up with new and better ways of doing things.*

	N	Positive	Neutral	Negative
Governmentwide	370,376	55.7%	19.2%	25.2%
Department of the Interior	18,021	58.5%	18.3%	23.2%
Fish and Wildlife Service	2,782	63.3%	17.3%	19.4%

**Department of the Interior
Fish and Wildlife Service
1st Level Subagency Report**

My Work Experience (continued)

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	373,824	70.3%	15.1%	14.6%
Department of the Interior	18,231	72.2%	14.1%	13.7%
Fish and Wildlife Service	2,826	72.7%	13.9%	13.5%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	369,988	82.8%	11.0%	6.2%
Department of the Interior	17,975	85.3%	9.8%	4.9%
Fish and Wildlife Service	2,784	85.9%	9.1%	5.1%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	372,218	79.2%	11.2%	9.5%
Department of the Interior	18,168	76.2%	13.1%	10.7%
Fish and Wildlife Service	2,810	77.3%	12.4%	10.2%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	373,797	95.6%	2.8%	1.6%
Department of the Interior	18,209	96.1%	2.8%	1.1%
Fish and Wildlife Service	2,817	97.0%	2.1%	0.9%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	374,956	90.4%	7.8%	1.8%
Department of the Interior	18,296	90.6%	7.9%	1.4%
Fish and Wildlife Service	2,834	92.4%	6.7%	0.9%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	374,731	43.8%	16.7%	39.5%	915
Department of the Interior	18,308	33.6%	17.1%	49.3%	34
Fish and Wildlife Service	2,826	32.3%	15.6%	52.1%	6

**Department of the Interior
Fish and Wildlife Service
1st Level Subagency Report**

My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,621	57.5%	16.7%	25.8%	677
Department of the Interior	18,205	46.8%	18.9%	34.3%	27
Fish and Wildlife Service	2,825	45.6%	18.1%	36.3%	1

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,841	57.3%	17.3%	25.4%	1,905
Department of the Interior	17,607	56.6%	17.7%	25.7%	59
Fish and Wildlife Service	2,734	59.3%	16.7%	24.0%	5

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,620	82.5%	10.5%	7.0%	1,411
Department of the Interior	18,187	81.5%	11.7%	6.8%	64
Fish and Wildlife Service	2,810	82.3%	10.4%	7.2%	13

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	369,703	90.0%	6.9%	3.1%	1,092
Department of the Interior	17,957	89.2%	7.8%	2.9%	46
Fish and Wildlife Service	2,780	89.0%	7.8%	3.2%	7

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,712	66.1%	14.3%	19.5%	1,514
Department of the Interior	18,255	68.6%	15.4%	15.9%	36
Fish and Wildlife Service	2,823	74.9%	13.3%	11.8%	6

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	369,528	68.4%	15.2%	16.4%	5,283
Department of the Interior	18,075	66.3%	16.5%	17.2%	212
Fish and Wildlife Service	2,799	70.0%	14.8%	15.3%	28

Department of the Interior Fish and Wildlife Service *1st Level Subagency Report*

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,151	81.5%	12.4%	6.1%	1,767
Department of the Interior	18,168	80.7%	12.9%	6.4%	74
Fish and Wildlife Service	2,806	83.1%	11.4%	5.5%	7

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	357,689	61.2%	19.4%	19.5%	16,155
Department of the Interior	17,405	58.3%	19.6%	22.1%	851
Fish and Wildlife Service	2,678	63.5%	17.6%	18.9%	147

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	370,252	49.8%	24.1%	26.1%	4,271
Department of the Interior	18,155	43.4%	25.3%	31.3%	140
Fish and Wildlife Service	2,813	54.7%	23.2%	22.1%	17

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).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	366,770	67.7%	14.6%	17.7%	9,032
Department of the Interior	18,110	67.3%	14.9%	17.8%	252
Fish and Wildlife Service	2,806	66.6%	15.1%	18.3%	31

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	375,451	72.5%	14.3%	13.2%
Department of the Interior	18,337	71.4%	14.4%	14.2%
Fish and Wildlife Service	2,836	74.7%	12.6%	12.7%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,026	40.2%	26.7%	33.1%	13,660
Department of the Interior	17,874	35.4%	25.6%	38.9%	485
Fish and Wildlife Service	2,750	39.3%	24.3%	36.4%	84

**Department of the Interior
Fish and Wildlife Service
1st Level Subagency Report**

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,090	31.6%	29.5%	39.0%	24,611
Department of the Interior	17,154	33.6%	29.4%	36.9%	1,094
Fish and Wildlife Service	2,622	34.9%	29.2%	35.9%	204

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
Governmentwide	341,154	28.0%	27.5%	44.6%	32,879
Department of the Interior	16,893	27.3%	27.8%	44.9%	1,387
Fish and Wildlife Service	2,567	28.7%	27.8%	43.5%	261

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
Governmentwide	353,920	31.4%	29.0%	39.5%	20,703
Department of the Interior	17,339	29.7%	29.3%	40.9%	955
Fish and Wildlife Service	2,636	33.0%	29.3%	37.7%	194

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,157	37.7%	26.3%	36.1%	23,879
Department of the Interior	17,132	39.4%	25.3%	35.3%	1,106
Fish and Wildlife Service	2,639	44.8%	25.0%	30.1%	177

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,151	71.8%	14.8%	13.4%	1,576
Department of the Interior	18,220	69.5%	15.5%	15.0%	61
Fish and Wildlife Service	2,822	73.2%	14.0%	12.7%	3

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,810	52.3%	29.6%	18.1%	14,051
Department of the Interior	17,825	49.5%	30.8%	19.8%	494
Fish and Wildlife Service	2,743	49.9%	32.0%	18.1%	88

Department of the Interior Fish and Wildlife Service *1st Level Subagency Report*

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	374,621	82.5%	14.3%	3.2%
Department of the Interior	18,325	82.5%	14.2%	3.3%
Fish and Wildlife Service	2,837	84.3%	13.3%	2.5%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,785	69.7%	18.1%	12.2%	5,883
Department of the Interior	17,802	67.7%	18.9%	13.4%	271
Fish and Wildlife Service	2,748	74.5%	15.5%	10.0%	37

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,361	42.9%	26.0%	31.1%	8,232
Department of the Interior	17,628	42.2%	26.7%	31.1%	430
Fish and Wildlife Service	2,723	46.4%	25.7%	27.9%	64

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,183	45.6%	24.5%	29.9%	7,290
Department of the Interior	17,674	45.2%	25.3%	29.5%	299
Fish and Wildlife Service	2,730	52.6%	24.3%	23.1%	44

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,365	35.5%	29.9%	34.7%	11,534
Department of the Interior	17,483	34.9%	30.3%	34.7%	480
Fish and Wildlife Service	2,707	42.8%	29.6%	27.6%	71

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	341,941	18.6%	26.7%	54.7%	24,285
Department of the Interior	16,683	17.5%	29.1%	53.3%	1,236
Fish and Wildlife Service	2,567	19.7%	29.8%	50.5%	206

Department of the Interior Fish and Wildlife Service *1st Level Subagency Report*

My Agency (continued)

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	340,531	55.2%	29.8%	15.0%	27,416
Department of the Interior	16,964	54.2%	29.6%	16.3%	1,094
Fish and Wildlife Service	2,660	65.7%	23.4%	10.9%	132

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,330	76.1%	13.9%	10.0%	5,220
Department of the Interior	17,826	78.1%	13.7%	8.2%	189
Fish and Wildlife Service	2,764	85.3%	10.7%	4.0%	21

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,939	75.9%	14.7%	9.4%	5,179
Department of the Interior	17,592	64.1%	21.4%	14.5%	394
Fish and Wildlife Service	2,734	69.3%	20.5%	10.3%	48

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	346,836	50.7%	23.4%	25.9%	20,370
Department of the Interior	17,057	51.6%	23.2%	25.2%	939
Fish and Wildlife Service	2,643	59.5%	21.4%	19.2%	134

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.

	N	Positive	Neutral	Negative	DNK
Governmentwide	334,239	65.4%	20.4%	14.3%	31,656
Department of the Interior	16,511	66.2%	19.6%	14.3%	1,457
Fish and Wildlife Service	2,564	72.4%	17.2%	10.4%	219

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,459	74.4%	17.6%	8.0%	6,811
Department of the Interior	17,728	70.6%	19.6%	9.8%	329
Fish and Wildlife Service	2,750	71.8%	18.7%	9.5%	39

**Department of the Interior
Fish and Wildlife Service
1st Level Subagency Report**

My Agency (continued)

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
Governmentwide	367,707	63.2%	21.4%	15.4%
Department of the Interior	18,047	63.7%	21.0%	15.3%
Fish and Wildlife Service	2,794	72.6%	17.5%	9.9%

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
Governmentwide	335,303	38.3%	28.8%	33.0%	32,630
Department of the Interior	16,207	33.1%	31.8%	35.1%	1,883
Fish and Wildlife Service	2,469	32.0%	36.2%	31.7%	330

My Supervisor/Team Leader

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,464	77.2%	11.8%	11.0%	2,159
Department of the Interior	17,919	79.9%	10.7%	9.4%	99
Fish and Wildlife Service	2,778	83.9%	9.0%	7.1%	10

43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,224	64.7%	17.9%	17.4%	1,703
Department of the Interior	17,911	64.6%	17.8%	17.6%	76
Fish and Wildlife Service	2,774	67.6%	16.2%	16.2%	9

44. Discussions with my supervisor/team leader about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	360,838	61.4%	19.7%	19.0%	3,744
Department of the Interior	17,734	61.3%	19.1%	19.6%	163
Fish and Wildlife Service	2,748	64.3%	17.4%	18.3%	24

45. My supervisor/team leader is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	335,808	64.6%	24.5%	11.0%	29,552
Department of the Interior	16,295	63.1%	26.3%	10.6%	1,672
Fish and Wildlife Service	2,525	68.4%	23.3%	8.3%	259

**Department of the Interior
Fish and Wildlife Service
1st Level Subagency Report**

My Supervisor/Team Leader (continued)

46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,407	60.3%	20.8%	18.8%	1,849
Department of the Interior	17,838	56.5%	22.9%	20.6%	92
Fish and Wildlife Service	2,760	59.4%	21.9%	18.7%	15

47. Supervisors/team leaders in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,042	64.0%	19.0%	17.0%	4,398
Department of the Interior	17,788	62.3%	19.7%	18.0%	195
Fish and Wildlife Service	2,769	69.7%	18.1%	12.2%	16

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	365,387	74.4%	13.1%	12.5%
Department of the Interior	17,991	74.1%	13.2%	12.7%
Fish and Wildlife Service	2,778	76.4%	12.1%	11.5%

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	364,519	79.7%	11.0%	9.4%
Department of the Interior	17,939	78.1%	11.4%	10.4%
Fish and Wildlife Service	2,779	79.6%	11.0%	9.4%

50. In the last six months, my supervisor/team leader has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	364,501	76.7%	10.5%	12.8%
Department of the Interior	17,951	78.6%	9.6%	11.8%
Fish and Wildlife Service	2,782	80.7%	8.7%	10.6%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	364,718	65.8%	17.2%	17.0%
Department of the Interior	17,970	64.3%	17.2%	18.5%
Fish and Wildlife Service	2,778	67.2%	15.3%	17.5%

**Department of the Interior
Fish and Wildlife Service
1st Level Subagency Report**

My Supervisor/Team Leader (continued)

52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?

	N	Positive	Neutral	Negative
Governmentwide	364,643	68.4%	18.8%	12.7%
Department of the Interior	17,982	66.0%	19.8%	14.3%
Fish and Wildlife Service	2,780	68.8%	18.2%	13.0%

Leadership

53. In my organization, leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	358,319	40.8%	26.2%	33.0%	3,649
Department of the Interior	17,724	36.2%	28.6%	35.2%	155
Fish and Wildlife Service	2,741	41.4%	26.8%	31.8%	22

54. My organization's leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,438	53.6%	23.6%	22.8%	12,164
Department of the Interior	17,225	51.7%	24.7%	23.7%	630
Fish and Wildlife Service	2,656	55.1%	24.7%	20.2%	98

55. Managers/supervisors/team leaders work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	344,622	62.8%	22.6%	14.6%	15,793
Department of the Interior	16,729	59.1%	25.8%	15.1%	1,050
Fish and Wildlife Service	2,584	64.6%	23.3%	12.1%	164

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	357,806	61.2%	20.3%	18.6%	3,047
Department of the Interior	17,676	54.0%	23.5%	22.5%	153
Fish and Wildlife Service	2,738	60.4%	21.8%	17.9%	16

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	340,114	60.7%	23.8%	15.5%	20,067
Department of the Interior	16,479	51.4%	28.2%	20.4%	1,275
Fish and Wildlife Service	2,570	53.4%	27.6%	19.0%	179

Department of the Interior Fish and Wildlife Service *1st Level Subagency Report*

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,863	52.3%	23.0%	24.7%	9,912
Department of the Interior	17,432	47.6%	24.0%	28.4%	392
Fish and Wildlife Service	2,707	52.2%	22.5%	25.3%	50

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,160	56.1%	23.0%	20.9%	10,380
Department of the Interior	17,414	53.6%	23.4%	23.0%	403
Fish and Wildlife Service	2,713	58.3%	23.6%	18.2%	42

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,315	57.0%	24.3%	18.6%	18,440
Department of the Interior	16,932	53.3%	25.7%	21.0%	889
Fish and Wildlife Service	2,613	57.7%	24.8%	17.5%	138

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,566	52.3%	23.8%	23.9%	4,307
Department of the Interior	17,610	46.4%	26.8%	26.8%	216
Fish and Wildlife Service	2,726	49.1%	25.9%	25.1%	28

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	328,520	53.7%	27.6%	18.7%	32,091
Department of the Interior	15,975	53.3%	29.3%	17.3%	1,872
Fish and Wildlife Service	2,487	63.3%	26.2%	10.6%	270

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	358,999	49.5%	24.2%	26.3%
Department of the Interior	17,771	49.7%	23.6%	26.7%
Fish and Wildlife Service	2,735	54.4%	21.3%	24.3%

**Department of the Interior
Fish and Wildlife Service
1st Level Subagency Report**

My Satisfaction (continued)

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	358,403	47.6%	23.9%	28.5%
Department of the Interior	17,733	45.0%	24.8%	30.2%
Fish and Wildlife Service	2,731	48.8%	23.8%	27.4%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	357,371	45.4%	24.7%	29.9%
Department of the Interior	17,665	44.9%	25.4%	29.7%
Fish and Wildlife Service	2,724	53.2%	22.8%	24.0%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	357,560	41.3%	29.7%	28.9%
Department of the Interior	17,677	37.3%	31.2%	31.4%
Fish and Wildlife Service	2,721	40.0%	30.0%	30.1%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	357,563	33.6%	28.7%	37.7%
Department of the Interior	17,687	31.0%	30.6%	38.4%
Fish and Wildlife Service	2,727	33.5%	28.5%	38.0%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	357,694	49.7%	24.6%	25.7%
Department of the Interior	17,710	43.0%	26.6%	30.4%
Fish and Wildlife Service	2,724	55.7%	22.7%	21.6%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	357,338	64.9%	18.5%	16.5%
Department of the Interior	17,698	64.7%	18.3%	17.0%
Fish and Wildlife Service	2,728	69.2%	17.0%	13.8%

**Department of the Interior
Fish and Wildlife Service
1st Level Subagency Report**

My Satisfaction (continued)

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	357,967	53.5%	18.2%	28.3%
Department of the Interior	17,736	55.4%	18.8%	25.8%
Fish and Wildlife Service	2,736	60.3%	17.3%	22.5%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	358,271	55.6%	22.7%	21.7%
Department of the Interior	17,739	55.3%	23.1%	21.6%
Fish and Wildlife Service	2,733	62.7%	20.1%	17.2%

Work/Life

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	Yes	No	Not Sure
Governmentwide	358,004	39.1%	55.8%	5.0%
Department of the Interior	17,719	66.8%	27.7%	5.5%
Fish and Wildlife Service	2,730	73.0%	22.0%	4.9%

73. Please select the response below that BEST describes your current teleworking situation:

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	351,757	3.3%	9.2%	4.0%	10.2%
Department of the Interior	17,613	2.4%	9.7%	6.0%	18.6%
Fish and Wildlife Service	2,728	2.6%	10.9%	5.8%	19.6%

(continued)

Department of the Interior Fish and Wildlife Service *1st Level Subagency Report*

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	351,757	34.1%	5.5%	21.2%	12.5%
Department of the Interior	17,613	23.6%	5.6%	14.8%	19.3%
Fish and Wildlife Service	2,728	23.9%	4.3%	11.9%	21.0%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	355,682	32.6%	45.2%	22.2%
Department of the Interior	17,626	46.8%	41.5%	11.8%
Fish and Wildlife Service	2,713	49.3%	42.5%	8.1%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	354,458	28.2%	59.4%	12.4%
Department of the Interior	17,602	29.6%	55.4%	15.0%
Fish and Wildlife Service	2,703	32.9%	59.6%	7.5%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	351,827	14.3%	80.0%	5.7%
Department of the Interior	17,415	21.2%	76.4%	2.4%
Fish and Wildlife Service	2,690	19.6%	79.0%	1.3%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	356,035	3.9%	78.7%	17.4%
Department of the Interior	17,640	1.7%	75.1%	23.3%
Fish and Wildlife Service	2,716	1.7%	80.3%	18.0%

Department of the Interior Fish and Wildlife Service *1st Level Subagency Report*

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	356,650	2.6%	79.7%	17.7%
Department of the Interior	17,669	1.5%	75.8%	22.7%
Fish and Wildlife Service	2,730	1.7%	82.6%	15.7%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	147,505	75.6%	15.3%	9.1%	8,017
Department of the Interior	6,774	75.0%	17.5%	7.5%	238
Fish and Wildlife Service	1,159	80.6%	12.9%	6.6%	31

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	134,642	88.7%	7.9%	3.4%	3,316
Department of the Interior	8,269	89.3%	7.9%	2.8%	163
Fish and Wildlife Service	1,382	88.5%	8.5%	3.0%	24

*The results for this item only include employees who indicated that they participated in this program.

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)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	95,574	79.6%	16.9%	3.6%	7,496
Department of the Interior	5,010	75.8%	19.5%	4.6%	314
Fish and Wildlife Service	847	81.7%	14.9%	3.3%	43

*The results for this item only include employees who indicated that they participated in this program.

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	50,775	74.1%	21.8%	4.1%	8,526
Department of the Interior	3,683	75.3%	20.5%	4.2%	405
Fish and Wildlife Service	545	80.8%	15.8%	3.4%	54

*The results for this item only include employees who indicated that they participated in this program.

Department of the Interior Fish and Wildlife Service *1st Level Subagency Report*

Work/Life (continued)

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)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	10,108	70.3%	25.9%	3.8%	4,459
Department of the Interior	257	55.9%	38.6%	5.5%	168
Fish and Wildlife Service	41	65.1%	32.7%	2.1%	32

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,391	66.3%	31.3%	2.3%	3,445
Department of the Interior	228	63.8%	32.2%	4.0%	155
Fish and Wildlife Service	37	74.5%	19.8%	5.8%	20

**The results for this item only include employees who indicated that they participated in this program.*

**Department of the Interior
Fish and Wildlife Service
*1st Level Subagency Report***

Demographic Questions

85. Where do you work?

	N	%
Headquarters	706	26.1%
Field	2,001	73.9%

86. What is your supervisory status?

	N	%
Non-Supervisor	1,557	57.2%
Team Leader	359	13.2%
Supervisor	510	18.7%
Manager	286	10.5%
Executive	12	0.4%

87. Are you:

	N	%
Male	1,410	52.4%
Female	1,283	47.6%

88. Are you Hispanic or Latino?

	N	%
Yes	162	6.1%
No	2,495	93.9%

89. Race

	N	%
American Indian or Alaska Native	58	2.2%
Asian	55	2.1%
Black or African American	92	3.5%
Native Hawaiian or Other Pacific Islander	12	0.5%
White	2,298	88.6%
Two or more races (Not Hispanic or Latino)	80	3.1%

**Department of the Interior
Fish and Wildlife Service
*1st Level Subagency Report***

Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	35	1.3%
26-29	85	3.2%
30-39	461	17.2%
40-49	786	29.3%
50-59	1,004	37.5%
60 or older	309	11.5%

91. What is your pay category/grade?

	N	%
Federal Wage System	128	4.7%
GS 1-6	159	5.9%
GS 7-12	1,645	60.7%
GS 13-15	756	27.9%
Senior Executive Service	9	0.3%
Senior Level (SL) or Scientific or Professional (ST)	2	0.1%
Other	10	0.4%

92. How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	11	0.4%
1 to 3 years	221	8.1%
4 to 5 years	249	9.2%
6 to 10 years	361	13.3%
11 to 14 years	459	16.9%
15 to 20 years	410	15.1%
More than 20 years	1,002	36.9%

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	19	0.7%
1 to 3 years	398	14.7%
4 to 5 years	304	11.2%
6 to 10 years	453	16.7%
11 to 20 years	915	33.8%
More than 20 years	621	22.9%

**Department of the Interior
Fish and Wildlife Service
*1st Level Subagency Report***

Demographic Questions (continued)

94. Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	1,885	69.7%
Yes, to retire	152	5.6%
Yes, to take another job within the Federal Government	423	15.6%
Yes, to take another job outside the Federal Government	112	4.1%
Yes, other	134	5.0%

95. I am planning to retire:

	N	%
Within one year	95	3.5%
Between one and three years	253	9.4%
Between three and five years	283	10.5%
Five or more years	2,058	76.5%

96. Self-Identify as:

	N	%
Heterosexual or Straight	2,112	82.0%
Gay, Lesbian, Bisexual, or Transgender	77	3.0%
I prefer not to say	386	15.0%

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?

	N	%
Yes	420	15.7%
No	2,258	84.3%

98. Are you an individual with a disability?

	N	%
Yes	244	9.1%
No	2,437	90.9%