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2014

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	392,752
Department of the Interior	18,384
Fish and Wildlife Service	2,979

This 2014 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	391,977	59.1%	17.4%	23.5%
Department of the Interior	18,349	60.1%	17.2%	22.7%
Fish and Wildlife Service	2,974	67.5%	15.9%	16.7%

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

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
Department of the Interior	18,140	66.5%	16.9%	16.6%
Fish and Wildlife Service	2,943	70.9%	15.0%	14.1%

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

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
Department of the Interior	18,027	58.6%	18.0%	23.4%
Fish and Wildlife Service	2,907	61.2%	19.2%	19.7%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
Department of the Interior	18,156	72.0%	14.2%	13.8%
Fish and Wildlife Service	2,941	72.9%	14.0%	13.1%

5. *I like the kind of work I do.*

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
Department of the Interior	18,014	84.7%	10.1%	5.1%
Fish and Wildlife Service	2,920	84.4%	10.1%	5.5%

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

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
Department of the Interior	18,108	76.2%	13.1%	10.7%
Fish and Wildlife Service	2,936	78.4%	11.7%	9.9%

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

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
Department of the Interior	18,200	96.0%	2.6%	1.4%
Fish and Wildlife Service	2,948	96.8%	1.8%	1.4%

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

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
Department of the Interior	18,261	90.6%	8.1%	1.4%
Fish and Wildlife Service	2,965	91.9%	7.0%	1.1%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
Department of the Interior	18,303	36.2%	16.5%	47.4%	29
Fish and Wildlife Service	2,968	34.9%	14.4%	50.7%	1

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
Department of the Interior	18,130	46.3%	18.6%	35.0%	28
Fish and Wildlife Service	2,946	47.4%	17.3%	35.2%	1

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
Department of the Interior	17,584	56.1%	17.7%	26.2%	64
Fish and Wildlife Service	2,853	57.2%	17.7%	25.1%	11

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
Department of the Interior	18,148	80.9%	11.3%	7.8%	67
Fish and Wildlife Service	2,952	79.6%	10.8%	9.5%	5

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
Department of the Interior	17,957	89.3%	7.9%	2.8%	56
Fish and Wildlife Service	2,916	87.7%	9.2%	3.0%	6

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	389,314	65.6%	14.3%	20.1%	1,736
Department of the Interior	18,248	67.7%	15.1%	17.2%	47
Fish and Wildlife Service	2,955	73.4%	12.7%	13.9%	9

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
Department of the Interior	18,118	66.8%	16.0%	17.2%	177
Fish and Wildlife Service	2,948	71.7%	13.9%	14.5%	12

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
Department of the Interior	18,124	80.4%	13.1%	6.6%	87
Fish and Wildlife Service	2,952	83.1%	11.9%	5.0%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
Department of the Interior	17,462	57.9%	19.2%	22.8%	777
Fish and Wildlife Service	2,822	61.8%	19.0%	19.2%	134

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
Department of the Interior	18,107	45.4%	24.5%	30.1%	138
Fish and Wildlife Service	2,942	54.1%	24.3%	21.6%	14

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	382,953	67.5%	14.6%	18.0%	8,987
Department of the Interior	18,090	66.9%	14.6%	18.4%	270
Fish and Wildlife Service	2,951	65.7%	15.6%	18.7%	26

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
Department of the Interior	18,343	71.0%	14.9%	14.0%
Fish and Wildlife Service	2,974	75.8%	13.1%	11.1%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
Department of the Interior	17,779	36.9%	25.7%	37.3%	558
Fish and Wildlife Service	2,862	39.6%	25.3%	35.1%	107

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
Department of the Interior	16,987	35.2%	28.3%	36.5%	1,209
Fish and Wildlife Service	2,698	35.2%	30.3%	34.5%	258

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	354,178	28.2%	26.9%	44.9%	35,600
Department of the Interior	16,810	28.6%	27.4%	44.0%	1,415
Fish and Wildlife Service	2,671	30.7%	28.5%	40.8%	279

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
Department of the Interior	17,228	31.8%	29.0%	39.2%	1,026
Fish and Wildlife Service	2,753	36.0%	29.6%	34.4%	204

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
Department of the Interior	17,034	41.8%	24.7%	33.6%	1,175
Fish and Wildlife Service	2,765	49.0%	23.8%	27.2%	190

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
Department of the Interior	18,198	70.4%	15.0%	14.7%	74
Fish and Wildlife Service	2,952	73.7%	14.7%	11.6%	10

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
Department of the Interior	17,781	49.4%	30.6%	20.0%	510
Fish and Wildlife Service	2,880	49.7%	31.8%	18.5%	84

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	390,716	81.8%	14.6%	3.6%
Department of the Interior	18,319	82.2%	14.2%	3.6%
Fish and Wildlife Service	2,966	85.7%	11.9%	2.4%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
Department of the Interior	17,749	65.3%	20.1%	14.6%	324
Fish and Wildlife Service	2,876	71.9%	16.9%	11.2%	51

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
Department of the Interior	17,596	41.3%	26.5%	32.2%	452
Fish and Wildlife Service	2,853	44.6%	25.9%	29.5%	72

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
Department of the Interior	17,691	45.5%	24.3%	30.3%	300
Fish and Wildlife Service	2,881	53.1%	22.8%	24.1%	37

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
Department of the Interior	17,492	34.8%	30.4%	34.9%	484
Fish and Wildlife Service	2,843	42.2%	29.2%	28.6%	74

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
Department of the Interior	16,758	19.0%	29.2%	51.8%	1,199
Fish and Wildlife Service	2,691	18.8%	31.5%	49.7%	227

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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	354,225	55.5%	29.2%	15.4%	29,633
Department of the Interior	16,861	53.2%	29.3%	17.5%	1,176
Fish and Wildlife Service	2,728	62.5%	26.8%	10.7%	201

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
Department of the Interior	17,831	77.7%	13.8%	8.6%	190
Fish and Wildlife Service	2,894	85.0%	10.6%	4.4%	24

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
Department of the Interior	17,643	66.3%	20.0%	13.7%	344
Fish and Wildlife Service	2,869	72.8%	18.1%	9.1%	52

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
Department of the Interior	17,000	51.3%	22.4%	26.3%	1,012
Fish and Wildlife Service	2,769	58.5%	20.4%	21.2%	161

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	347,433	65.2%	20.2%	14.6%	33,840
Department of the Interior	16,389	66.4%	18.5%	15.1%	1,534
Fish and Wildlife Service	2,674	73.5%	15.7%	10.8%	243

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
Department of the Interior	17,686	68.4%	20.4%	11.3%	371
Fish and Wildlife Service	2,871	67.8%	21.3%	11.0%	59

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My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
Department of the Interior	18,055	62.5%	21.1%	16.4%
Fish and Wildlife Service	2,930	69.1%	19.1%	11.8%

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	350,655	38.1%	28.5%	33.4%	33,370
Department of the Interior	16,348	34.4%	30.2%	35.5%	1,729
Fish and Wildlife Service	2,621	35.3%	33.7%	31.0%	316

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
Department of the Interior	17,911	80.7%	10.1%	9.2%	122
Fish and Wildlife Service	2,910	85.5%	7.6%	6.9%	16

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,066	64.3%	17.9%	17.8%	2,012
Department of the Interior	17,881	65.5%	17.3%	17.2%	103
Fish and Wildlife Service	2,908	69.0%	15.5%	15.5%	15

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
Department of the Interior	17,683	61.0%	19.0%	19.9%	174
Fish and Wildlife Service	2,885	64.0%	18.1%	17.8%	21

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
Department of the Interior	16,170	64.8%	24.9%	10.4%	1,798
Fish and Wildlife Service	2,603	68.4%	23.3%	8.4%	320

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
Department of the Interior	17,852	57.9%	22.3%	19.8%	108
Fish and Wildlife Service	2,905	61.3%	21.5%	17.2%	12

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
Department of the Interior	17,717	63.3%	19.3%	17.4%	286
Fish and Wildlife Service	2,901	71.7%	15.5%	12.7%	25

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
Department of the Interior	18,005	75.0%	12.8%	12.2%
Fish and Wildlife Service	2,927	78.9%	11.1%	10.1%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
Department of the Interior	17,941	79.1%	11.0%	9.9%
Fish and Wildlife Service	2,919	81.8%	9.7%	8.4%

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

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
Department of the Interior	17,932	79.8%	9.0%	11.2%
Fish and Wildlife Service	2,909	83.3%	7.6%	9.1%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
Department of the Interior	17,970	64.4%	17.0%	18.6%
Fish and Wildlife Service	2,919	67.7%	15.1%	17.3%

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
Department of the Interior	17,989	66.6%	19.6%	13.7%
Fish and Wildlife Service	2,918	69.8%	19.1%	11.1%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
Department of the Interior	17,572	32.4%	27.2%	40.3%	342
Fish and Wildlife Service	2,841	34.2%	26.0%	39.8%	58

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
Department of the Interior	16,530	46.6%	27.4%	26.0%	1,343
Fish and Wildlife Service	2,653	48.2%	27.0%	24.8%	242

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
Department of the Interior	16,391	59.8%	25.8%	14.4%	1,296
Fish and Wildlife Service	2,620	64.5%	24.0%	11.5%	243

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
Department of the Interior	17,553	51.4%	23.7%	24.9%	268
Fish and Wildlife Service	2,851	56.0%	21.9%	22.1%	41

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
Department of the Interior	16,260	49.3%	29.1%	21.6%	1,566
Fish and Wildlife Service	2,634	51.5%	28.7%	19.8%	256

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
Department of the Interior	17,306	45.2%	24.0%	30.8%	547
Fish and Wildlife Service	2,797	48.2%	23.9%	27.9%	91

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
Department of the Interior	17,293	51.2%	24.0%	24.8%	546
Fish and Wildlife Service	2,793	56.8%	22.0%	21.2%	93

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	355,344	56.0%	24.5%	19.4%	22,457
Department of the Interior	16,863	52.7%	25.9%	21.4%	1,029
Fish and Wildlife Service	2,725	56.2%	25.7%	18.1%	167

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
Department of the Interior	17,588	44.4%	28.0%	27.6%	297
Fish and Wildlife Service	2,845	44.8%	26.4%	28.8%	48

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
Department of the Interior	15,962	53.5%	29.1%	17.4%	1,929
Fish and Wildlife Service	2,560	63.4%	24.9%	11.6%	335

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	375,988	48.4%	24.0%	27.6%
Department of the Interior	17,807	49.7%	23.2%	27.1%
Fish and Wildlife Service	2,876	51.5%	22.3%	26.2%

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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	375,120	45.6%	24.5%	29.9%
Department of the Interior	17,742	42.9%	25.5%	31.6%
Fish and Wildlife Service	2,868	43.1%	25.8%	31.1%

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

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
Department of the Interior	17,719	46.0%	24.8%	29.3%
Fish and Wildlife Service	2,877	51.6%	22.4%	26.0%

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

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
Department of the Interior	17,723	35.2%	32.7%	32.2%
Fish and Wildlife Service	2,871	34.8%	32.2%	32.9%

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

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
Department of the Interior	17,749	32.2%	29.6%	38.2%
Fish and Wildlife Service	2,865	32.7%	30.5%	36.8%

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

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
Department of the Interior	17,724	46.9%	25.1%	28.0%
Fish and Wildlife Service	2,869	58.2%	21.7%	20.0%

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

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
Department of the Interior	17,745	63.9%	18.5%	17.6%
Fish and Wildlife Service	2,869	67.1%	16.8%	16.1%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
Department of the Interior	17,764	58.0%	18.4%	23.6%
Fish and Wildlife Service	2,871	63.5%	16.7%	19.7%

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

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
Department of the Interior	17,774	53.8%	23.0%	23.1%
Fish and Wildlife Service	2,875	59.3%	20.8%	19.9%

Work/Life

72. *Have you been notified whether or not you are eligible to telework?*

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
Department of the Interior	17,707	60.0%	14.0%	17.3%	8.7%
Fish and Wildlife Service	2,866	68.3%	10.0%	12.6%	9.1%

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	368,971	4.0%	10.3%	4.4%	10.9%
Department of the Interior	17,643	2.4%	11.6%	6.7%	20.0%
Fish and Wildlife Service	2,864	2.9%	13.7%	6.9%	22.2%

(continued)

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Work/Life (continued)

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

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
Department of the Interior	17,643	21.2%	5.4%	14.1%	18.5%
Fish and Wildlife Service	2,864	20.0%	3.6%	11.1%	19.6%

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

	N	Yes	No	Not Available To Me
Department of the Interior	17,657	49.2%	39.8%	11.0%
Fish and Wildlife Service	2,858	50.9%	43.5%	5.6%

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
Department of the Interior	17,633	29.6%	56.2%	14.1%
Fish and Wildlife Service	2,862	30.6%	61.9%	7.6%

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

	N	Yes	No	Not Available To Me
Department of the Interior	17,454	21.5%	76.0%	2.5%
Fish and Wildlife Service	2,823	17.6%	81.3%	1.2%

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
Department of the Interior	17,682	1.8%	74.8%	23.4%
Fish and Wildlife Service	2,862	1.9%	81.1%	17.0%

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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	373,277	2.5%	79.8%	17.7%
Department of the Interior	17,691	1.7%	75.7%	22.6%
Fish and Wildlife Service	2,866	1.6%	82.7%	15.6%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
Department of the Interior	7,358	76.9%	15.2%	8.0%	253
Fish and Wildlife Service	1,360	80.3%	13.3%	6.4%	26

*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	138,977	89.1%	7.5%	3.4%	3,202
Department of the Interior	8,489	89.7%	7.1%	3.2%	121
Fish and Wildlife Service	1,486	91.0%	6.2%	2.8%	18

*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	100,599	79.5%	16.7%	3.8%	7,562
Department of the Interior	5,106	76.4%	18.6%	5.0%	289
Fish and Wildlife Service	868	83.6%	13.6%	2.8%	42

*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	52,178	74.1%	21.6%	4.3%	8,882
Department of the Interior	3,639	75.3%	20.1%	4.6%	421
Fish and Wildlife Service	532	79.5%	17.3%	3.2%	55

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

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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	10,509	71.7%	23.9%	4.4%	4,356
Department of the Interior	265	58.2%	35.5%	6.3%	159
Fish and Wildlife Service	46	60.6%	39.4%	0.0%	20

**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	7,385	67.6%	29.5%	2.9%	3,459
Department of the Interior	228	62.1%	35.2%	2.7%	150
Fish and Wildlife Service	32	67.7%	32.3%	0.0%	18

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

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Demographic Questions

Where do you work?

	N	%
Headquarters	614	21.5%
Field	2,247	78.5%

What is your supervisory status?

	N	%
Non-Supervisor	1,665	58.1%
Team Leader	385	13.4%
Supervisor	534	18.6%
Manager	267	9.3%
Senior Leader	15	0.5%

Are you:

	N	%
Male	1,566	55.2%
Female	1,269	44.8%

Are you Hispanic or Latino?

	N	%
Yes	170	6.0%
No	2,646	94.0%

Race

	N	%
American Indian or Alaska Native	63	2.3%
Asian	43	1.6%
Black or African American	92	3.4%
Native Hawaiian or Other Pacific Islander	10	0.4%
White	2,428	88.6%
Two or more races (Not Hispanic or Latino)	105	3.8%

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Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	2	0.1%
High School Diploma/GED or equivalent	87	3.1%
Trade or Technical Certificate	45	1.6%
Some College (no degree)	285	10.0%
Associate's Degree (e.g., AA, AS)	135	4.7%
Bachelor's Degree (e.g., BA, BS)	1,045	36.6%
Master's Degree (e.g., MA, MS, MBA)	1,020	35.8%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	233	8.2%

What is your pay category/grade?

	N	%
Federal Wage System	144	5.0%
GS 1-6	145	5.1%
GS 7-12	1,815	63.6%
GS 13-15	733	25.7%
Senior Executive Service	12	0.4%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	5	0.2%

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

	N	%
Less than 1 year	5	0.2%
1 to 3 years	185	6.5%
4 to 5 years	278	9.7%
6 to 10 years	371	13.0%
11 to 14 years	534	18.7%
15 to 20 years	452	15.8%
More than 20 years	1,037	36.2%

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Demographic Questions (continued)

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

	N	%
Less than 1 year	10	0.3%
1 to 3 years	342	12.0%
4 to 5 years	372	13.0%
6 to 10 years	450	15.7%
11 to 20 years	1,010	35.3%
More than 20 years	677	23.7%

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

	N	%
No	1,917	67.3%
Yes, to retire	149	5.2%
Yes, to take another job within the Federal Government	537	18.9%
Yes, to take another job outside the Federal Government	114	4.0%
Yes, other	130	4.6%

I am planning to retire:

	N	%
Within one year	104	3.7%
Between one and three years	241	8.5%
Between three and five years	301	10.6%
Five or more years	2,185	77.2%

Self-Identify as:

	N	%
Heterosexual or Straight	2,224	81.9%
Gay, Lesbian, Bisexual, or Transgender	81	3.0%
I prefer not to say	410	15.1%

What is your US military service status?

	N	%
No Prior Military Service	2,355	83.4%
Currently in National Guard or Reserves	28	1.0%
Retired	122	4.3%
Separated or Discharged	318	11.3%

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	260	9.2%
No	2,556	90.8%

What is your age group?

	N	%
25 and under	30	1.0%
26-29	87	2.9%
30-39	519	17.4%
40-49	903	30.3%
50-59	1,066	35.8%
60 or older	374	12.6%