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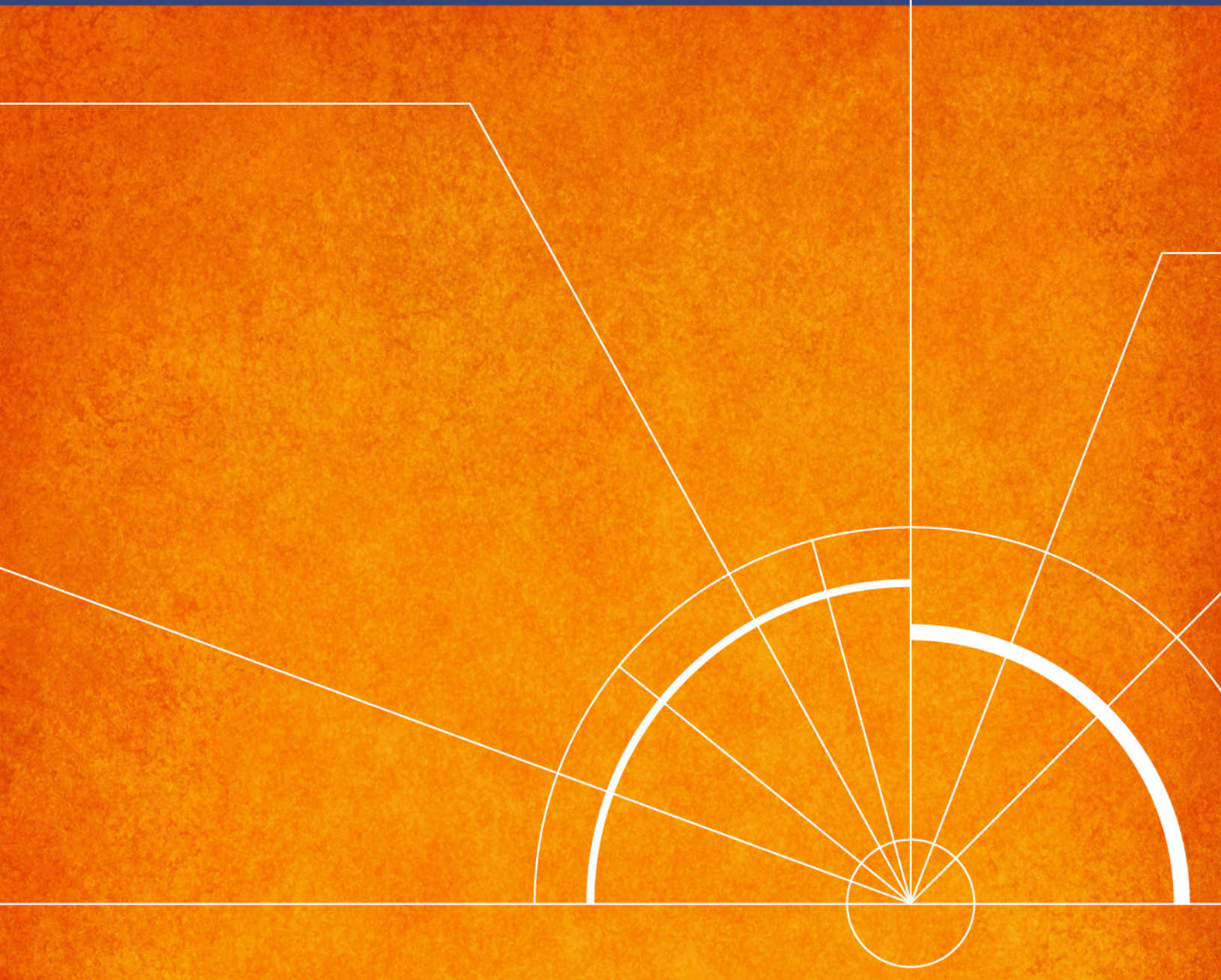


Federal Employee Viewpoint Survey Results

Employees Influencing Change

Fish and Wildlife Service

1st Level Subagency Report



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

Response Summary

	Surveys Completed	Response Rate
Governmentwide	421,748	49.7%
Department of the Interior	26,366	57.4%
Fish and Wildlife Service	4,417	60.4%

This 2015 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.

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	420,841	61.3%	16.6%	22.1%
Department of the Interior	26,324	63.4%	15.9%	20.7%
Fish and Wildlife Service	4,409	72.1%	13.5%	14.4%

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

	N	Positive	Neutral	Negative
Governmentwide	418,183	69.9%	15.0%	15.2%
Department of the Interior	26,119	67.9%	16.2%	15.9%
Fish and Wildlife Service	4,377	72.2%	14.7%	13.1%

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

	N	Positive	Neutral	Negative
Governmentwide	414,872	56.5%	18.3%	25.2%
Department of the Interior	25,829	60.1%	17.6%	22.3%
Fish and Wildlife Service	4,328	65.3%	16.8%	17.9%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	418,769	70.4%	14.6%	14.9%
Department of the Interior	26,122	72.4%	14.5%	13.1%
Fish and Wildlife Service	4,383	75.0%	13.9%	11.1%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	414,001	82.9%	10.9%	6.2%
Department of the Interior	25,767	85.8%	9.3%	4.8%
Fish and Wildlife Service	4,314	86.3%	8.9%	4.9%

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

	N	Positive	Neutral	Negative
Governmentwide	417,035	79.1%	11.2%	9.7%
Department of the Interior	26,031	76.3%	13.0%	10.7%
Fish and Wildlife Service	4,360	77.7%	12.5%	9.8%

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

	N	Positive	Neutral	Negative
Governmentwide	418,594	95.6%	2.8%	1.7%
Department of the Interior	26,139	95.9%	2.6%	1.4%
Fish and Wildlife Service	4,381	96.7%	1.8%	1.5%

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

	N	Positive	Neutral	Negative
Governmentwide	419,588	90.5%	7.6%	1.9%
Department of the Interior	26,237	91.1%	7.5%	1.5%
Fish and Wildlife Service	4,396	92.6%	6.3%	1.2%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	419,427	46.1%	16.2%	37.7%	1,039
Department of the Interior	26,228	39.1%	16.0%	45.0%	55
Fish and Wildlife Service	4,401	36.4%	15.8%	47.8%	8

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,538	57.0%	16.5%	26.5%	784
Department of the Interior	26,039	47.2%	17.8%	35.1%	42
Fish and Wildlife Service	4,360	46.1%	17.6%	36.2%	7

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,246	57.7%	16.7%	25.6%	1,945
Department of the Interior	25,230	57.7%	17.3%	25.1%	86
Fish and Wildlife Service	4,209	60.9%	16.9%	22.1%	11

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,802	82.5%	10.3%	7.3%	1,495
Department of the Interior	26,002	80.8%	11.1%	8.1%	94
Fish and Wildlife Service	4,366	79.2%	12.2%	8.6%	19

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,090	90.0%	6.8%	3.2%	1,176
Department of the Interior	25,750	89.8%	7.4%	2.8%	85
Fish and Wildlife Service	4,310	89.7%	7.5%	2.8%	14

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	417,770	65.8%	14.1%	20.1%	1,841
Department of the Interior	26,131	67.5%	15.0%	17.5%	84
Fish and Wildlife Service	4,384	73.1%	12.7%	14.3%	11

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,321	69.1%	14.4%	16.5%	5,987
Department of the Interior	25,852	67.0%	16.1%	17.0%	328
Fish and Wildlife Service	4,355	71.6%	14.5%	13.9%	37

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,218	81.3%	12.2%	6.5%	2,077
Department of the Interior	25,996	80.6%	12.9%	6.5%	133
Fish and Wildlife Service	4,359	82.9%	12.2%	5.0%	19

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	400,156	61.2%	18.7%	20.1%	18,409
Department of the Interior	24,963	57.4%	19.4%	23.2%	1,197
Fish and Wildlife Service	4,159	59.7%	19.6%	20.6%	224

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	414,506	51.7%	23.1%	25.2%	4,422
Department of the Interior	25,965	49.1%	23.5%	27.4%	185
Fish and Wildlife Service	4,365	57.9%	22.0%	20.1%	21

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	410,220	68.1%	14.1%	17.8%	10,590
Department of the Interior	25,894	67.6%	14.6%	17.7%	450
Fish and Wildlife Service	4,370	67.0%	14.1%	18.9%	45

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	420,499	72.7%	14.0%	13.3%
Department of the Interior	26,308	72.1%	14.3%	13.6%
Fish and Wildlife Service	4,406	77.1%	12.9%	10.0%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,630	41.6%	25.7%	32.7%	15,085
Department of the Interior	25,636	38.5%	25.4%	36.1%	679
Fish and Wildlife Service	4,282	43.1%	25.4%	31.5%	130

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,579	32.9%	27.9%	39.2%	27,063
Department of the Interior	24,665	35.3%	28.1%	36.6%	1,527
Fish and Wildlife Service	4,093	36.7%	29.7%	33.6%	294

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	379,304	28.2%	27.0%	44.8%	39,603
Department of the Interior	24,104	28.0%	27.7%	44.3%	2,077
Fish and Wildlife Service	3,960	30.1%	28.6%	41.3%	418

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,142	32.8%	27.9%	39.3%	24,411
Department of the Interior	24,814	32.0%	29.6%	38.4%	1,400
Fish and Wildlife Service	4,126	35.9%	30.9%	33.2%	270

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,970	40.1%	25.0%	34.9%	27,677
Department of the Interior	24,523	42.5%	24.6%	32.8%	1,646
Fish and Wildlife Service	4,135	49.5%	23.8%	26.7%	251

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,688	72.7%	14.1%	13.2%	1,762
Department of the Interior	26,095	71.1%	14.7%	14.2%	109
Fish and Wildlife Service	4,373	74.9%	13.5%	11.6%	15

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,364	52.5%	29.1%	18.3%	16,549
Department of the Interior	25,516	51.8%	29.2%	19.0%	775
Fish and Wildlife Service	4,275	51.6%	32.5%	15.9%	130

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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	419,817	82.0%	14.5%	3.5%
Department of the Interior	26,272	82.2%	14.2%	3.5%
Fish and Wildlife Service	4,395	86.1%	11.7%	2.2%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,662	69.0%	17.8%	13.2%	7,091
Department of the Interior	25,515	66.6%	18.9%	14.5%	416
Fish and Wildlife Service	4,283	72.8%	15.8%	11.4%	70

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,200	43.0%	25.2%	31.8%	9,417
Department of the Interior	25,307	42.1%	26.3%	31.6%	594
Fish and Wildlife Service	4,257	45.3%	25.8%	28.9%	88

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,880	46.5%	23.5%	30.0%	8,603
Department of the Interior	25,282	47.1%	23.7%	29.2%	518
Fish and Wildlife Service	4,245	53.4%	22.8%	23.8%	83

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	398,504	36.7%	28.7%	34.6%	13,352
Department of the Interior	25,034	37.1%	29.4%	33.5%	733
Fish and Wildlife Service	4,225	42.9%	28.8%	28.3%	97

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,014	21.1%	26.5%	52.4%	27,671
Department of the Interior	23,994	19.4%	29.0%	51.7%	1,699
Fish and Wildlife Service	4,039	19.4%	30.5%	50.1%	283

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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	381,978	56.5%	28.1%	15.4%	30,877
Department of the Interior	24,284	54.1%	28.3%	17.6%	1,564
Fish and Wildlife Service	4,104	63.1%	25.1%	11.7%	227

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,232	75.9%	13.6%	10.5%	6,356
Department of the Interior	25,512	78.0%	13.3%	8.6%	292
Fish and Wildlife Service	4,283	85.7%	10.3%	4.1%	49

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,396	75.9%	14.1%	10.0%	5,444
Department of the Interior	25,258	65.3%	20.0%	14.7%	519
Fish and Wildlife Service	4,243	70.4%	19.0%	10.7%	82

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,840	50.7%	22.8%	26.5%	24,090
Department of the Interior	24,451	51.0%	23.0%	26.0%	1,390
Fish and Wildlife Service	4,115	55.5%	22.5%	22.0%	217

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	374,659	65.6%	19.5%	14.9%	36,134
Department of the Interior	23,634	66.6%	18.7%	14.7%	2,096
Fish and Wildlife Service	3,986	74.2%	14.9%	10.9%	326

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,808	73.2%	17.8%	9.0%	7,655
Department of the Interior	25,397	68.3%	20.5%	11.2%	498
Fish and Wildlife Service	4,269	68.8%	20.3%	10.9%	74

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My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	412,958	62.7%	20.9%	16.4%
Department of the Interior	25,903	63.2%	21.1%	15.7%
Fish and Wildlife Service	4,343	71.0%	18.1%	10.9%

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	379,647	39.0%	27.5%	33.4%	33,765
Department of the Interior	23,589	34.4%	29.6%	36.0%	2,355
Fish and Wildlife Service	3,904	34.8%	33.1%	32.2%	446

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	410,015	77.8%	11.1%	11.0%	2,468
Department of the Interior	25,701	80.8%	9.8%	9.4%	179
Fish and Wildlife Service	4,315	85.2%	8.0%	6.8%	28

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	409,471	65.5%	17.3%	17.3%	2,240
Department of the Interior	25,703	66.6%	16.5%	16.9%	138
Fish and Wildlife Service	4,320	70.7%	15.7%	13.5%	20

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,650	62.5%	18.7%	18.8%	4,783
Department of the Interior	25,313	62.0%	18.9%	19.2%	305
Fish and Wildlife Service	4,257	65.5%	17.7%	16.8%	40

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,582	66.9%	22.4%	10.7%	34,337
Department of the Interior	23,477	65.1%	24.3%	10.6%	2,309
Fish and Wildlife Service	3,938	70.3%	22.6%	7.1%	389

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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	408,296	61.4%	19.9%	18.7%	2,452
Department of the Interior	25,598	58.8%	21.9%	19.2%	174
Fish and Wildlife Service	4,301	62.5%	21.0%	16.5%	24

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,801	64.3%	18.5%	17.2%	6,499
Department of the Interior	25,414	65.6%	17.8%	16.6%	390
Fish and Wildlife Service	4,283	74.1%	15.0%	10.8%	47

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

	N	Positive	Neutral	Negative
Governmentwide	411,425	75.7%	12.3%	12.0%
Department of the Interior	25,817	75.6%	12.4%	12.0%
Fish and Wildlife Service	4,332	79.1%	11.3%	9.7%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	410,437	80.9%	10.2%	8.9%
Department of the Interior	25,750	79.7%	10.6%	9.7%
Fish and Wildlife Service	4,323	82.1%	9.6%	8.3%

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

	N	Positive	Neutral	Negative
Governmentwide	410,472	77.5%	10.2%	12.3%
Department of the Interior	25,749	78.9%	9.5%	11.6%
Fish and Wildlife Service	4,315	82.8%	8.0%	9.2%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	410,689	66.5%	16.5%	16.9%
Department of the Interior	25,793	65.4%	16.5%	18.1%
Fish and Wildlife Service	4,328	68.7%	15.5%	15.8%

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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	410,877	69.7%	18.0%	12.3%
Department of the Interior	25,796	67.8%	18.9%	13.3%
Fish and Wildlife Service	4,326	71.2%	18.0%	10.8%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,121	39.0%	24.7%	36.3%	7,849
Department of the Interior	25,124	32.8%	26.6%	40.6%	548
Fish and Wildlife Service	4,214	34.0%	25.8%	40.3%	101

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,737	50.4%	24.7%	24.9%	24,649
Department of the Interior	23,808	46.3%	27.3%	26.4%	1,820
Fish and Wildlife Service	3,974	45.3%	27.9%	26.8%	331

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,628	62.9%	22.7%	14.4%	25,756
Department of the Interior	23,463	58.8%	26.3%	14.9%	1,918
Fish and Wildlife Service	3,904	63.3%	24.6%	12.1%	365

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,551	59.1%	20.8%	20.1%	5,334
Department of the Interior	25,144	50.7%	23.5%	25.7%	375
Fish and Wildlife Service	4,217	55.7%	22.3%	22.0%	69

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,267	58.8%	24.3%	16.9%	27,154
Department of the Interior	23,273	49.2%	28.8%	22.0%	2,222
Fish and Wildlife Service	3,899	50.2%	29.6%	20.3%	385

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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	393,192	50.5%	23.2%	26.3%	14,282
Department of the Interior	24,739	45.0%	24.3%	30.7%	834
Fish and Wildlife Service	4,139	48.7%	24.8%	26.5%	150

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,340	54.2%	23.3%	22.5%	14,928
Department of the Interior	24,719	51.4%	23.8%	24.8%	882
Fish and Wildlife Service	4,144	56.8%	22.9%	20.3%	158

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	384,360	56.8%	23.8%	19.5%	23,479
Department of the Interior	24,115	52.2%	26.2%	21.6%	1,518
Fish and Wildlife Service	4,068	56.3%	25.3%	18.4%	239

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,356	51.4%	24.4%	24.3%	5,387
Department of the Interior	25,260	44.5%	27.5%	28.0%	372
Fish and Wildlife Service	4,235	43.4%	26.8%	29.8%	68

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,258	53.4%	27.1%	19.5%	36,507
Department of the Interior	22,914	54.1%	28.0%	17.9%	2,724
Fish and Wildlife Service	3,830	62.0%	26.0%	12.0%	476

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	406,408	49.6%	23.4%	26.9%
Department of the Interior	25,548	51.1%	22.5%	26.4%
Fish and Wildlife Service	4,293	53.8%	21.3%	24.9%

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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	405,736	46.8%	24.0%	29.2%
Department of the Interior	25,483	43.4%	25.3%	31.4%
Fish and Wildlife Service	4,280	45.3%	24.9%	29.7%

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

	N	Positive	Neutral	Negative
Governmentwide	404,473	46.6%	23.8%	29.5%
Department of the Interior	25,410	47.9%	24.1%	27.9%
Fish and Wildlife Service	4,266	52.9%	23.7%	23.4%

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

	N	Positive	Neutral	Negative
Governmentwide	404,697	40.8%	29.8%	29.4%
Department of the Interior	25,441	35.4%	32.4%	32.3%
Fish and Wildlife Service	4,278	35.3%	31.8%	32.9%

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

	N	Positive	Neutral	Negative
Governmentwide	404,808	34.8%	27.5%	37.7%
Department of the Interior	25,445	34.6%	28.8%	36.6%
Fish and Wildlife Service	4,275	36.3%	27.9%	35.9%

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

	N	Positive	Neutral	Negative
Governmentwide	404,872	51.6%	23.8%	24.6%
Department of the Interior	25,450	51.0%	24.5%	24.5%
Fish and Wildlife Service	4,285	61.8%	21.6%	16.6%

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

	N	Positive	Neutral	Negative
Governmentwide	404,704	65.2%	17.9%	16.9%
Department of the Interior	25,426	65.7%	17.7%	16.6%
Fish and Wildlife Service	4,273	70.1%	15.7%	14.2%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	405,405	57.1%	17.3%	25.6%
Department of the Interior	25,493	59.1%	17.2%	23.7%
Fish and Wildlife Service	4,291	64.2%	15.4%	20.4%

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

	N	Positive	Neutral	Negative
Governmentwide	405,517	55.7%	22.0%	22.3%
Department of the Interior	25,533	55.5%	22.4%	22.1%
Fish and Wildlife Service	4,287	61.3%	19.9%	18.7%

Work/Life

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	404,547	37.6%	21.3%	31.2%	9.8%
Department of the Interior	25,452	60.4%	14.6%	16.6%	8.4%
Fish and Wildlife Service	4,270	68.5%	10.5%	12.7%	8.4%

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	400,800	4.8%	10.9%	4.5%	11.1%
Department of the Interior	25,374	3.2%	12.8%	7.6%	20.3%
Fish and Wildlife Service	4,271	3.8%	15.0%	7.9%	21.7%

(continued)

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Work/Life (continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	400,800	31.7%	4.7%	19.8%	12.5%
Department of the Interior	25,374	22.1%	4.5%	12.6%	16.9%
Fish and Wildlife Service	4,271	20.8%	3.1%	9.6%	18.0%

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

	N	Yes	No	Not Available To Me
Governmentwide	403,625	33.1%	46.0%	20.9%
Department of the Interior	25,382	48.1%	40.5%	11.4%
Fish and Wildlife Service	4,276	50.1%	42.6%	7.3%

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	402,481	27.4%	60.7%	11.9%
Department of the Interior	25,363	29.1%	56.8%	14.1%
Fish and Wildlife Service	4,258	32.1%	60.2%	7.7%

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

	N	Yes	No	Not Available To Me
Governmentwide	398,860	13.9%	80.7%	5.4%
Department of the Interior	25,132	20.2%	76.9%	2.9%
Fish and Wildlife Service	4,224	17.5%	80.7%	1.7%

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	403,125	3.8%	78.8%	17.4%
Department of the Interior	25,379	1.7%	73.9%	24.4%
Fish and Wildlife Service	4,273	1.8%	80.1%	18.1%

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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	403,461	2.4%	80.1%	17.5%
Department of the Interior	25,411	1.3%	74.9%	23.7%
Fish and Wildlife Service	4,277	0.9%	82.4%	16.7%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	190,959	78.2%	12.8%	9.1%	6,780
Department of the Interior	11,311	78.3%	13.6%	8.1%	305
Fish and Wildlife Service	2,105	80.1%	13.3%	6.7%	40

*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	151,249	89.0%	7.5%	3.5%	2,908
Department of the Interior	12,061	90.1%	7.0%	2.9%	145
Fish and Wildlife Service	2,119	90.5%	6.6%	2.9%	20

*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	106,036	79.9%	16.5%	3.6%	7,380
Department of the Interior	7,126	76.8%	17.8%	5.4%	391
Fish and Wildlife Service	1,307	82.5%	13.6%	3.9%	62

*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	55,156	74.8%	20.9%	4.4%	8,714
Department of the Interior	4,856	75.8%	19.7%	4.5%	559
Fish and Wildlife Service	741	79.6%	15.3%	5.1%	69

*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	10,781	71.6%	24.4%	4.1%	4,620
Department of the Interior	382	64.4%	29.7%	5.8%	210
Fish and Wildlife Service	66	60.5%	32.0%	7.5%	31

**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	7,497	66.3%	31.3%	2.4%	3,831
Department of the Interior	295	63.4%	34.4%	2.1%	160
Fish and Wildlife Service	31	66.7%	33.3%	0.0%	26

**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	952	22.4%
Field	3,303	77.6%

What is your supervisory status?

	N	%
Non-Supervisor	2,371	55.6%
Team Leader	533	12.5%
Supervisor	894	21.0%
Manager	442	10.4%
Senior Leader	26	0.6%

Are you:

	N	%
Male	2,330	55.4%
Female	1,879	44.6%

Are you Hispanic or Latino?

	N	%
Yes	258	6.2%
No	3,919	93.8%

Race

	N	%
American Indian or Alaska Native	76	1.9%
Asian	73	1.8%
Black or African American	150	3.7%
Native Hawaiian or Other Pacific Islander	19	0.5%
White	3,608	88.6%
Two or more races	144	3.5%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than High School	4	0.1%
High School Diploma/GED or equivalent	146	3.4%
Trade or Technical Certificate	74	1.7%
Some College (no degree)	395	9.3%
Associate's Degree (e.g., AA, AS)	202	4.7%
Bachelor's Degree (e.g., BA, BS)	1,601	37.6%
Master's Degree (e.g., MA, MS, MBA)	1,517	35.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	316	7.4%

What is your pay category/grade?

	N	%
Federal Wage System	228	5.3%
GS 1-6	141	3.3%
GS 7-12	2,565	60.2%
GS 13-15	1,301	30.5%
Senior Executive Service	13	0.3%
Senior Level (SL) or Scientific or Professional (ST)	2	0.0%
Other	14	0.3%

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

	N	%
Less than 1 year	21	0.5%
1 to 3 years	166	3.9%
4 to 5 years	348	8.1%
6 to 10 years	644	15.1%
11 to 14 years	698	16.3%
15 to 20 years	785	18.4%
More than 20 years	1,610	37.7%

Note: Percentages for demographic questions are unweighted.

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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	41	1.0%
1 to 3 years	279	6.5%
4 to 5 years	516	12.1%
6 to 10 years	789	18.5%
11 to 20 years	1,538	36.0%
More than 20 years	1,106	25.9%

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

	N	%
No	2,990	70.3%
Yes, to retire	216	5.1%
Yes, to take another job within the Federal Government	743	17.5%
Yes, to take another job outside the Federal Government	133	3.1%
Yes, other	174	4.1%

I am planning to retire:

	N	%
Within one year	129	3.0%
Between one and three years	381	9.0%
Between three and five years	487	11.5%
Five or more years	3,239	76.5%

Self-Identify as:

	N	%
Heterosexual or Straight	3,335	82.7%
Gay, Lesbian, Bisexual, or Transgender	118	2.9%
I prefer not to say	581	14.4%

What is your US military service status?

	N	%
No Prior Military Service	3,501	83.4%
Currently in National Guard or Reserves	34	0.8%
Retired	193	4.6%
Separated or Discharged	468	11.2%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	407	9.7%
No	3,794	90.3%

What is your age group?

	N	%
25 and under	33	0.7%
26-29	113	2.6%
30-39	730	16.5%
40-49	1,367	30.9%
50-59	1,593	36.1%
60 or older	581	13.2%

Note: Percentages for demographic questions are unweighted.