

The 2015 Federal Employee Viewpoint Survey (FEVS) Federal Maritime Commission (FMC) Results

The 2015 FEVS was administered by the U.S. Office of Personnel Management (OPM) from May 4, 2015, through June 12, 2015. The survey was anonymous, web based, and offered to all permanent FMC employees on board as of October 31, 2014. Of the 98 employees surveyed, 77, or 78%, chose to participate. Included in the survey were questions prescribed by OPM that must be asked of employees each year (identified with an asterisk on the attached spreadsheet), several of which were demographic questions.

Our Strengths

Items that are rated at 65 percent positive or higher are considered strengths. The five areas showing the highest positive responses in 2015 include:

- 1) 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). (Q. 81, 96% positive)
- 2) When needed I am willing to put in the extra effort to get a job done. (Q. 7, 95% positive)
- 3) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS). (Q. 80, 89% positive)
- 4) I am constantly looking for ways to do my job better. (Q. 8, 88% positive)
- 5) Employees are protected from health and safety hazards on the job. (Q. 35, 86% positive)

Our Challenges

Items that are 35 percent or more negative are considered a challenge. The areas with the six highest negative responses in 2015 included:

- 1) Pay raises depend on how well employees perform their jobs. (Q. 33, 46% negative)
- 2) In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 53, 45% negative)
- 3) Employees have a sense of personal empowerment with respect to work processes. (Q. 30, 39% negative – tied for 3rd)
- 4) How satisfied are you with your opportunity to get a better job in your organization? (Q. 67, 39% negative – tied for 3rd)
- 5) I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9, 38% negative – tied for 4th)
- 6) Creativity and innovation are rewarded. (Q. 32, 38% negative – tied for 4th)

Notable Increases and Decreases

Increases: Overall 64 items went up since 2014. The areas with the five highest point increases were:

- 1) The skill level in my work unit improved in the past year. (Q. 27, +28 point increase)
- 2) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training awareness of diversity issues, mentoring). (Q. 34, +27 point increase)
- 3) I believe the results of this survey will be used to make my agency a better place to work. (Q. 41, +27 point increase)
- 4) Pay raises depend on how well employees perform their jobs (Q. 33, +26 point increase)
- 5) 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). (Q. 81, +26 point increase)

Decreases: Overall 12 items went down since 2014. The areas with the five highest point decreases were:

- 1) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups). (Q. 83, -69 point decrease)
- 2) My performance appraisal is a fair reflection of my performance. (Q. 15, -9 point decrease)
- 3) Overall, how good a job do you feel is being done by your immediate supervisor? (Q. 52, -5 point decrease)
- 4) My organization has prepared employees for potential security threats. (Q. 36, -5 point decrease)
- 5) The work I do is important. (Q. 13, -4 point decrease)

**FEDERAL MARITIME COMMISSION
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			2015 Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	2014 Percent Positive	Increase or Decrease
*1.	I am given a real opportunity to improve my skills in my organization.	N		18	27	9	10	13	77	NA		
		%	58.25	22.68	35.57	11.79	12.62	17.34	100.00		44.03	14.22
2.	I have enough information to do my job well.	N		21	33	4	8	10	76	NA		
		%	70.68	27.83	42.85	5.29	10.33	13.70	100.00		62.72	7.96
3.	I feel encouraged to come up with new and better ways of doing things.	N		21	28	5	9	12	75	NA		
		%	65.37	27.41	37.96	6.76	11.54	16.33	100.00		47.83	17.54
*4.	My work gives me a feeling of personal accomplishment.	N		27	23	10	6	11	77	NA		
		%	64.95	34.43	30.53	12.83	7.83	14.39	100.00		58.42	6.53
*5.	I like the kind of work I do.	N		30	28	10	6	3	77	NA		
		%	75.21	38.24	36.97	12.89	7.92	3.97	100.00		78.75	3.54
6.	I know what is expected of me on the job.	N		27	26	8	8	7	76	NA		
		%	69.98	35.50	34.48	10.21	10.43	9.38	100.00		70.07	0.09
7.	When needed I am willing to put in the extra effort to get a job done.	N		53	20	3	0	1	77	NA		
		%	95.03	68.14	26.88	3.72	0.00	1.25	100.00		96.74	1.71
8.	I am constantly looking for ways to do my job better.	N		39	29	4	3	2	77	NA		
		%	88.21	50.35	37.85	4.96	4.16	2.67	100.00		92.86	4.65
9.	I have sufficient resources (for example, people, materials, budget) to get my job done.	N		4	32	11	15	15	77	0		
		%	46.90	5.50	41.39	14.51	18.71	19.89	100.00		34.33	12.57
*10.	My workload is reasonable.	N		9	42	6	11	9	77	0		
		%	66.28	11.54	54.74	7.87	14.21	11.64	100.00		57.18	9.10
*11.	My talents are used well in the workplace.	N		18	27	5	10	13	73	1		
		%	61.24	23.53	37.71	7.02	13.31	18.43	100.00		46.08	15.16
*12.	I know how my work relates to the agency's goals and priorities.	N		31	30	6	5	5	77	0		
		%	79.33	39.06	40.27	7.63	6.58	6.47	100.00		74.84	4.49

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census
Number of surveys completed: 77
Number of surveys administered: 98
Response Rate: 78.6%

Number	8	4
Points	87.57	9.99

FEDERAL MARITIME COMMISSION
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS

			2015 Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	2014 Percent Positive	Increase or Decrease
*13. The work I do is important.	N			37	21	10	4	4	76	0		
	%		76.07	47.58	28.49	13.19	5.40	5.34	100.00		80.79	4.72
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N			30	34	6	2	3	75	1		
	%		85.21	39.41	45.80	7.83	3.00	3.97	100.00		72.84	12.37
*15. My performance appraisal is a fair reflection of my performance.	N			12	32	11	8	10	73	3		
	%		59.63	15.98	43.64	14.99	11.08	14.30	100.00		69.23	9.60
16. I am held accountable for achieving results.	N			31	33	8	3	1	76	0		
	%		84.08	39.68	44.41	10.60	3.79	1.53	100.00		76.87	7.21
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N			18	21	14	3	16	72	5		
	%		53.65	24.59	29.06	19.99	4.15	22.21	100.00		41.03	12.62
*18. My training needs are assessed.	N			11	30	13	10	12	76	1		
	%		53.21	14.38	38.83	17.68	13.31	15.80	100.00		39.86	13.35
*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			12	28	7	11	14	72	5		
	%		55.49	16.11	39.38	9.59	15.18	19.74	100.00		57.35	1.86
*20. The people I work with cooperate to get the job done.	N			24	31	10	6	5	76	NA		
	%		72.01	31.26	40.75	13.43	8.07	6.49	100.00		69.51	2.50
*21. My work unit is able to recruit people with the right skills.	N			12	34	13	12	6	77	0		
	%		59.43	14.96	44.47	17.25	15.44	7.88	100.00		35.36	24.07
*22. Promotions in my work unit are based on merit.	N			14	21	10	12	14	71	5		
	%		48.24	18.91	29.32	14.04	17.60	20.13	100.00		30.65	17.59
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N			8	16	18	7	17	66	7		
	%		35.75	11.91	23.83	27.76	10.63	25.87	100.00		28.01	7.74
*24. In my work unit, differences in performance are recognized in a meaningful way.	N			9	18	19	11	14	71	5		
	%		37.22	12.11	25.11	27.15	15.79	19.83	100.00		34.29	2.93

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Number	9	3
Points	100.38	16.18

**FEDERAL MARITIME COMMISSION
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			2015 Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	2014 Percent Positive	Increase or Decrease
25.	Awards in my work unit depend on how well employees perform their jobs.	N		9	20	21	8	14	72	4		
		%	39.33	11.94	27.39	29.71	11.41	19.56	100.00		38.59	0.74
26.	Employees in my work unit share job knowledge with each other.	N		30	28	7	4	8	77	0		
		%	75.05	38.52	36.53	9.01	5.35	10.60	100.00		58.71	16.34
27.	The skill level in my work unit has improved in the past year.	N		20	24	14	5	10	73	4		
		%	59.69	26.24	33.45	19.75	6.83	13.73	100.00		31.36	28.33
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge	Percent Positive	
28.	How would you rate the overall quality of work done by your work unit?	N		42	19	13	2	1	77	NA		
		%	78.96	53.83	25.13	17.03	2.76	1.25	100.00		75.78	3.18
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	Percent Positive	
*29.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		18	35	9	5	5	72	5		
		%	73.47	24.62	48.85	12.60	6.66	7.27	100.00		62.42	11.05
*30.	Employees have a feeling of personal empowerment with respect to work processes.	N		6	29	9	13	16	73	4		
		%	47.36	7.89	39.47	12.66	18.03	21.95	100.00		25.35	22.01
31.	Employees are recognized for providing high quality products and services.	N		10	27	16	9	13	75	2		
		%	48.72	13.18	35.54	21.90	11.84	17.54	100.00		34.94	13.78
*32.	Creativity and innovation are rewarded.	N		8	19	16	12	15	70	7		
		%	38.88	11.17	27.71	22.63	17.03	21.46	100.00		26.89	11.99
*33.	Pay raises depend on how well employees perform their jobs.	N		4	24	9	15	17	69	8		
		%	39.90	5.69	34.21	13.22	22.15	24.73	100.00		13.59	26.31

Survey Administration Period: May 4, 2015 to June 12, 2015
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* AES prescribed items

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Sample or Census: Census
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Number	9	0
Points	133.73	0

**FEDERAL MARITIME COMMISSION
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			2015 Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	2014 Percent Positive	Increase or Decrease
34.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		15	37	8	4	8	72	5		
		%	71.42	20.29	51.13	11.28	5.66	11.64	100.00		43.54	27.88
*35.	Employees are protected from health and safety hazards on the job.	N		24	43	3	3	4	77	0		
		%	86.61	30.51	56.10	4.01	4.17	5.21	100.00		79.41	7.20
*36.	My organization has prepared employees for potential security threats.	N		13	36	11	8	6	74	2		
		%	66.97	17.21	49.75	14.75	10.07	8.22	100.00		72.15	5.18
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		11	17	18	9	16	71	6		
		%	38.72	14.87	23.85	26.10	12.54	22.65	100.00		29.98	8.74
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		21	23	16	4	9	73	4		
		%	59.70	27.76	31.93	21.95	5.64	12.72	100.00		43.05	16.65
39.	My agency is successful at accomplishing its mission.	N		25	28	13	4	5	75	2		
		%	70.45	32.51	37.94	17.65	5.09	6.81	100.00		59.48	10.97
40.	I recommend my organization as a good place to work.	N		16	25	13	8	14	76	NA		
		%	53.25	20.79	32.46	17.16	10.69	18.91	100.00		37.34	15.91
41.	I believe the results of this survey will be used to make my agency a better place to work.	N		20	27	7	4	13	71	6		
		%	65.84	27.80	38.04	9.77	5.66	18.74	100.00		38.45	27.39
*42.	My supervisor supports my need to balance work and other life issues.	N		37	23	8	1	6	75	1		
		%	79.93	49.08	30.85	10.59	1.45	8.03	100.00		80.21	0.28
43.	My supervisor provides me with opportunities to demonstrate my leadership skills.	N		24	27	11	6	8	76	1		
		%	66.58	30.84	35.73	14.45	8.13	10.84	100.00		54.48	12.10
*44.	Discussions with my supervisor about my performance are worthwhile.	N		23	23	14	5	9	74	2		
		%	61.90	30.79	31.11	18.56	7.12	12.42	100.00		51.90	10.00

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Number	9	2
Points	136.84	5.46

**FEDERAL MARITIME COMMISSION
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			2015 Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	2014 Percent Positive	Increase or Decrease
45.	My supervisor is committed to a workforce representative of all segments of society.	N		25	22	13	3	8	71	5		
		%	65.65	34.64	31.01	18.84	3.92	11.60	100.00		50.28	15.37
46.	My supervisor provides me with constructive suggestions to improve my job performance.	N		23	25	11	7	10	76	1		
		%	62.53	29.70	32.83	14.37	9.79	13.31	100.00		58.91	3.62
*47.	Supervisors in my work unit support employee development.	N		27	23	11	3	10	74	3		
		%	66.94	35.73	31.21	15.14	4.07	13.85	100.00		56.74	10.20
48.	My supervisor listens to what I have to say.	N		31	25	8	3	8	75	NA		
		%	74.19	40.86	33.33	10.85	4.20	10.77	100.00		70.32	3.87
49.	My supervisor treats me with respect.	N		35	24	6	6	5	76	NA		
		%	76.98	45.70	31.27	7.86	8.36	6.80	100.00		75.83	1.15
50.	In the last six months, my supervisor has talked with me about my performance.	N		25	38	5	6	2	76	NA		
		%	82.58	32.24	50.35	7.02	7.91	2.48	100.00		72.95	9.63
*51.	I have trust and confidence in my supervisor.	N		29	20	11	8	8	76	NA		
		%	63.88	37.67	26.21	14.57	10.78	10.77	100.00		58.01	5.87
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge	Percent Positive	
*52.	Overall, how good a job do you feel is being done by your immediate supervisor?	N		36	17	12	7	4	76	NA		
		%	69.03	46.95	22.09	16.27	9.49	5.21	100.00		74.93	5.90

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* AES prescribed items

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Sample or Census: Census
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Number	7	1
Points	49.71	5.9

FEDERAL MARITIME COMMISSION
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		2015 Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	2014 Percent Positive	Increase or Decrease
*53.	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N	12	18	10	18	15	73	3		
		%	40.87	15.86	25.01	13.80	24.36	20.97	100.00	27.42	13.45
54.	My organization's senior leaders maintain high standards of honesty and integrity.	N	14	24	14	6	13	71	4		
		%	52.70	18.89	33.81	20.11	8.46	18.73	100.00	41.50	11.20
*55.	Supervisors work well with employees of different backgrounds.	N	14	28	15	6	8	71	5		
		%	58.59	18.83	39.76	20.60	8.94	11.88	100.00	54.56	4.03
*56.	Managers communicate the goals and priorities of the organization.	N	14	29	12	4	12	71	3		
		%	60.20	19.14	41.06	17.05	5.58	17.18	100.00	40.69	19.51
*57.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N	14	32	12	5	10	73	3		
		%	62.72	18.37	44.35	16.64	6.51	14.13	100.00	55.43	7.29
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N	14	29	12	7	12	74	2		
		%	58.58	18.13	40.44	15.87	9.10	16.45	100.00	43.50	15.08
59.	Managers support collaboration across work units to accomplish work objectives.	N	16	27	11	11	10	75	1		
		%	57.86	20.44	37.41	14.07	14.16	13.92	100.00	50.67	7.19
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge	Percent Positive	
60.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N	24	17	15	10	9	75	1		
		%	54.80	31.42	23.38	19.77	13.28	12.15	100.00	53.30	1.50
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	Percent Positive	
*61.	I have a high level of respect for my organization's senior leaders.	N	14	26	15	9	12	76	1		
		%	52.28	18.44	33.84	20.34	11.44	15.93	100.00	40.48	11.80

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* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 77

Number of surveys administered: 98

Response Rate: 78.6%

Number	9	0
Points	91.05	0

**FEDERAL MARITIME COMMISSION
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			2015 Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge	2014 Percent Positive	Increase or Decrease
62.	Senior leaders demonstrate support for Work/Life programs.	N		19	28	13	8	6	74	3		
		%	63.70	25.45	38.25	17.45	10.80	8.05	100.00		62.38	1.32
			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge	Percent Positive	
*63.	How satisfied are you with your involvement in decisions that affect your work?	N		19	31	9	7	10	76	NA		
		%	65.57	24.09	41.48	11.94	8.95	13.54	100.00		46.61	18.96
*64.	How satisfied are you with the information you receive from management on what's going on in your organization?	N		12	34	11	9	10	76	NA		
		%	60.50	15.70	44.80	14.71	11.62	13.17	100.00		39.76	20.74
*65.	How satisfied are you with the recognition you receive for doing a good job?	N		18	21	16	6	14	75	NA		
		%	51.93	23.54	28.39	21.52	7.59	18.96	100.00		39.08	12.85
*66.	How satisfied are you with the policies and practices of your senior leaders?	N		10	27	18	9	10	74	NA		
		%	49.22	13.47	35.75	25.24	11.98	13.56	100.00		34.34	14.88
*67.	How satisfied are you with your opportunity to get a better job in your organization?	N		14	15	18	10	19	76	NA		
		%	37.58	18.05	19.53	22.96	13.85	25.61	100.00		29.14	8.44
*68.	How satisfied are you with the training you receive for your present job?	N		14	27	13	9	11	74	NA		
		%	54.64	18.52	36.12	17.84	12.15	15.38	100.00		39.24	15.40
*69.	Considering everything, how satisfied are you with your job?	N		20	28	6	13	8	75	NA		
		%	63.64	25.67	37.97	8.35	17.40	10.61	100.00		52.09	11.55
*70.	Considering everything, how satisfied are you with your pay?	N		12	31	12	15	7	77	NA		
		%	55.22	15.43	39.79	15.99	19.53	9.26	100.00		38.08	17.14
71.	Considering everything, how satisfied are you with your organization?	N		13	31	13	10	10	77	NA		
		%	56.49	16.54	39.95	17.56	12.78	13.17	100.00		44.63	11.86

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* AES prescribed items

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Number of surveys administered: 98
Response Rate: 78.6%

Number	10	0
Points	133.14	0

**FEDERAL MARITIME COMMISSION
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		2015		2014	
72.	Have you been notified whether or not you are eligible to telework?	N	%		
	Yes, I was notified that I was eligible to telework.	53	67.88	64	77.09
	Yes, I was notified that I was not eligible to telework.	7	9.45	6	7.34
	No, I was not notified of my telework eligibility.	11	14.73	6	7.43
	Not sure if I was notified of my telework eligibility.	6	7.94	7	8.14
	Total	77	100.00	83	100.00
73.	Please select the response below that BEST describes your current teleworking situation.	N	%		
	I telework 3 or more days per week.	0	0.00	0	0.00
	I telework 1 or 2 days per week.	2	2.31	3	3.89
	I telework, but no more than 1 or 2 days per month.	7	8.71	14	16.10
	I telework very infrequently, on an unscheduled or short-term basis.	34	42.83	32	36.85
	I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	2	3.01	4	4.86
	I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	4	5.68	6	8.22
	I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	12	15.91	9	11.32
	I do not telework because I choose not to telework.	16	21.55	15	18.76
	Total	77	100.00	83	100.00
74.	Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%		
	Yes	41	54.80	50	61.00
	No	35	45.20	33	39.00
	Not available to me	0	0.00	0	0.00
	Total	76	100.00	83	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages are weighted to represent the Agency's population.

Sample or Census: Census
Number of surveys completed: 77
Number of surveys administered: 98
Response Rate: 78.6%

**FEDERAL MARITIME COMMISSION
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			2015	2014	
75.	Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%		
	Yes	32	42.80	37	47.07
	No	41	52.39	43	49.08
	Not available to me	4	4.81	3	3.85
	Total	77	100.00	83	100.00
76.	Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%		
	Yes	12	16.57	19	25.29
	No	62	79.78	62	73.66
	Not available to me	3	3.65	1	1.05
	Total	77	100.00	82	100.00
77.	Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%		
	Yes	1	1.41	3	4.53
	No	48	62.20	60	74.63
	Not available to me	28	36.39	18	20.84
	Total	77	100.00	81	100.00
78.	Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%		
	Yes	6	8.26	4	5.56
	No	45	58.00	64	77.38
	Not available to me	26	33.73	15	17.05
	Total	77	100.00	83	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages are weighted to represent the Agency's population.

Sample or Census: Census
Number of surveys completed: 77
Number of surveys administered: 98
Response Rate: 78.6%

**FEDERAL MARITIME COMMISSION
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		2015 Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge	2014 Percent Positive	Increase or Decrease	
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		3	18	11	7	3	42	1			
	%	49.64	7.40	42.23	26.30	16.87	7.19	100.00		48.38	1.27	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		23	15	3	1	0	42	0			
	%	89.90	55.15	34.75	7.54	2.55	0.00	100.00		92.17	2.27	
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		10	18	1	0	0	29	3			
	%	96.35	34.11	62.24	3.65	0.00	0.00	100.00		70.32	26.03	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		2	6	2	0	0	10	2			
	%	79.85	19.12	60.73	20.15	0.00	0.00	100.00		67.65	12.20	
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		0	0	0	1	0	1	0			
	%	0.00	0.00	0.00	0.00	100.00	0.00	100.00		69.56	**69.56	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		3	3	0	0	0	6	0			
	%	100.00	46.52	53.48	0.00	0.00	0.00	100.00		100.00	0.00	No Change
Survey Administration Period: May 4, 2015 to June 12, 2015										Sample or Census: Census		
The work/life satisfaction results only include employees who indicated that they participated in the program.										Number of surveys completed: 77		
Percentages are weighted to represent the Agency's population.										Number of surveys administered: 98		
** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'										Response Rate: 78.6%		
Agency Totals												
	Number	3	2			Total Number	64	12				
	Points	39.05	71.38			Total Points	771.47	108.91				
**Question 83 was answered by 3 employees in 2014 resulting in a 69.56% positive score. In 2015 only 1 employee answered the question resulting in a 100% negative score. The result is a decrease of 69.56.												