



U.S. Occupational Safety and Health Review Commission 2014 Federal Employee Viewpoint Survey Results

Accomplishing the mission of the U.S. Occupational Safety and Health Review Commission (“OSHRC”) depends on getting the right people in the right place, doing the right work, with the right qualifications and skills, at the right time. A major part of these efforts entail reaching out to OSHRC’s employees to gather feedback, and respond to their concerns and needs. OSHRC’s success depends on the talent and motivation of its workforce.

1. **Interpretation of Results:** The 2014 Federal Employee Viewpoint Survey (FEVS) offers unique insights into federal employees’ perceptions of employee satisfaction, engagement and workforce management. OSHRC’s employees’ views present leadership with a broad diversity of opinions on topics regarding hiring and retention to organizational effectiveness. The results of the 2014 FEVS are reviewed and analyzed in order to determine patterns and themes which identify OSHRC’s strengths and challenges.

The Federal Employee Viewpoint Survey included eighty four (84) items that measure Federal employee’s perceptions about how effectively OSHRC manages their workforce. The survey is group into seven topic areas:

- Personal Work Experiences
- Work Unit
- Agency
- Supervisor/Team Leader
- Leadership
- Satisfaction
- Work/Life Programs

The 2014 FEVS results reflect:

- 61 survey items have positive ratings of 65% or more (strengths)
- 0 survey items have negative ratings of 35% or more (weaknesses)
- 21 survey items increased by 5 percentage points or more since 2013
- 19 survey items decreased by 5 percentage points or more since 2013
- 33 survey items were 5 percentage points or more above the Small Agencies combined average

(See attached results for the specific corresponding survey item numbers above)

OSHRC employees are committed to the agency's mission; they are willing to give extra to get the job done and are proud of the quality of their work. This is evidenced by the high positive scores on the following items:

- 100% Positive – How would you rate the overall quality of work done by your work unit? (Q.28)
- 95% Positive – When needed I am willing to put in the extra effort to get a job done. (Q. 7)
- 95% Positive – I am constantly looking for ways to do my job better. (Q. 8)
- 95% Positive – I know how my work relates to the agency's goals and priorities. (Q. 12)
- 95% Positive – Employees in my work unit share job knowledge with each other. (Q. 26)
- 93% Positive – My agency is successful at accomplishing its mission. (Q. 39)
- 92% Positive – The people I work with cooperate to get the job done. (Q. 20)
- 90% Positive – I have enough information to do my job well. (Q. 2)
- 90% Positive – I know what is expected of me on the job. (Q. 6)

OSHRC employees had positive responses to questions regarding their immediate supervisors. The questions below indicate that employees feel they are respected and supported by their supervisors.

- 90% Positive – Overall, how good a job do you feel is being done by your immediate supervisor/team leader? (Q. 52)
- 88% Positive – My supervisor/team leader listens to what I have to say. (Q. 48)
- 86% Positive – My work gives me a feeling of personal accomplishment. (Q. 4)
- 86% Positive – My supervisor/team leader treats me with respect. (Q. 49)
- 83% Positive – I have trust and confidence in my supervisor. (Q. 51)
- 82% Positive – Supervisors/team leaders in my work unit support employee development. (Q. 47)
- 82% Positive – Managers communicate the goals and priorities of the organization. (Q. 56)

OSHRC employees also had positive responses to questions about the agency's Work/Life programs and physical conditions as evidenced below.

- 98% Positive – Employees are protected from health and safety hazards on the job. (Q. 35)
- 92% Positive – Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. (Q. 14)

The highest percent negative items are in the areas of pay, resources and empowerment demonstrating opportunities to improve.

- 25% Negative – Creativity and innovation are rewarded. (Q. 32)

- 22% Negative – I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9)
- 22% Negative – Considering everything, how satisfied are you with your pay? (Q. 70)
- 20% Negative – Pay raises depend on how well employees perform their jobs. (Q. 33)
- 20% Negative – How satisfied are you with the training you receive for your present job? (Q. 68)

Challenges identified from this year’s survey compel the need to address employee performance, promotions, and provide training. OSHRC is a small Federal agency with a workforce of only 65 full-time equivalent positions. Opportunities for pay increases and promotions are limited due to the small size of OSHRC and because a majority of the positions require specialized experience and specific education requirements. In addition, spending on training, promotions and internal advancement opportunities, performance awards and recognition are often limited due to budgetary constraints such as funding through Continuing Resolutions. OSHRC continues to advance even in the face of such challenges. The results from the 2014 survey reflect a favorable improvement in these areas in comparison to the 2013 survey results.

Overall, the results garnered from the 2014 Federal Employee Viewpoint Survey (FEVS) are favorable considering the comparison with government wide averages of other small agencies and the numerous strengths reported. OSHRC performed particularly well in terms of Work/Life programs and providing meaningful work related to the agency’s mission. Furthermore, the results continue to show that our employees believe that they do important work and understand how their work supports the goals and mission of our agency. Employees responded most positively (strongly agree/agree or very satisfied/satisfied) to questions concerning how they rate the quality of work done by their work unit, the importance of their jobs, their willingness to put in the extra effort, and their commitment to excellence and continual improvement. OSHRC values its employees and respects workplace perceptions. Insight garnered from the 2014 FEVS provides an opportunity for the agency to identify potential challenges, which can lead to the implementation of appropriate corrective measures.

2. **How the survey was conducted:** The 2014 Federal Employee Viewpoint Survey was conducted by the Office of Personnel Management (OPM). OPM distributed survey invitations to OSHRC employees by individual electronic mail messages. The survey administration period began on May 6, 2014 and ended on June 13, 2014. The Office of the Executive Director informed employees about the survey invitation and routinely encouraged them to participate. Survey results were collected by OPM and forwarded to OSHRC for review and evaluation.
3. **Description of sample:** The Office of Personnel Management used a hybrid-sampling survey methodology. Consequently, all permanent part-time and full-time OSHRC employees on board as of October 2013 were invited to participate.

4. **Survey items and response choices:** All survey items and response choices required by 5 CFR 250.302 are included in the 2014 FEVS and are included in OSHRC's 2014 FEVS Survey Results on pages 5-14 of this document.
5. **Number of employees surveyed, number responded, and representativeness:** The survey was distributed to 50 employees and 41 responded. The 2014 employee response rate is 82%. The survey pool is representative of the agency population and includes non-supervisors, supervisors, managers, and executives.

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1.	I am given a real opportunity to improve my skills in my organization.	N 67.14	14 34.74	13 32.41	9 23.27	2 4.96	2 4.63	40 100.00	NA
2.	I have enough information to do my job well.	N 90.43	20 50.15	15 40.28	2 4.82	2 4.75	0 0.00	39 100.00	NA
3.	I feel encouraged to come up with new and better ways of doing things.	N 75.89	16 38.28	15 37.61	2 4.74	3 7.02	5 12.35	41 100.00	NA
*4.	My work gives me a feeling of personal accomplishment.	N 85.59	19 46.06	16 39.54	5 11.91	1 2.50	0 0.00	41 100.00	NA
*5.	I like the kind of work I do.	N 85.99	19 46.04	16 39.95	4 9.42	2 4.59	0 0.00	41 100.00	NA
6.	I know what is expected of me on the job.	N 90.23	24 61.47	11 28.76	2 4.97	2 4.80	0 0.00	39 100.00	NA
7.	When needed I am willing to put in the extra effort to get a job done.	N 95.30	32 80.11	6 15.19	2 4.70	0 0.00	0 0.00	40 100.00	NA
8.	I am constantly looking for ways to do my job better.	N 95.15	24 60.15	14 35.00	2 4.85	0 0.00	0 0.00	40 100.00	NA
9.	I have sufficient resources (for example, people, materials, budget) to get my job done.	N 73.12	11 25.68	19 47.44	2 4.84	8 19.77	1 2.27	41 100.00	0
*10.	My workload is reasonable.	N 82.09	18 43.63	15 38.46	4 9.84	1 3.17	2 4.90	40 100.00	0
*11.	My talents are used well in the workplace.	N 73.43	18 43.03	12 30.40	3 6.93	6 14.82	2 4.81	41 100.00	0
*12.	I know how my work relates to the agency's goals and priorities.	N 95.26	27 64.98	12 30.28	2 4.74	0 0.00	0 0.00	41 100.00	0

Survey Administration Period: May 6, 2014 to June 13, 2014

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: 41
Number of surveys administered: 50

Response Rate: 82.0%

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13.	The work I do is important.	N %	24 87.57	11 59.99	4 9.88	1 2.56	0 0.00	40 100.00	0
*14.	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N %	22 92.18	16 52.76	3 7.82	0 0.00	0 0.00	41 100.00	0
*15.	My performance appraisal is a fair reflection of my performance.	N %	17 72.18	9 47.03	8 22.71	2 5.11	0 0.00	36 100.00	4
16.	I am held accountable for achieving results.	N %	20 87.37	15 48.77	5 12.63	0 0.00	0 0.00	40 100.00	0
17.	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N %	19 70.63	8 48.59	5 12.67	3 8.35	3 8.34	38 100.00	2
*18.	My training needs are assessed.	N %	13 69.15	15 31.64	6 37.52	4 15.56	2 9.80	40 100.00	1
*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 %	17 80.54	7 55.95	4 24.58	2 13.34	0 6.12	30 100.00	10
*20.	The people I work with cooperate to get the job done.	N %	20 92.32	17 48.80	2 5.38	1 2.30	0 0.00	40 100.00	NA
*21.	My work unit is able to recruit people with the right skills.	N %	6 64.28	20 14.40	8 49.88	4 20.19	2 10.41	40 100.00	1
*22.	Promotions in my work unit are based on merit.	N %	10 67.79	13 28.56	6 39.23	2 18.00	3 5.70	34 100.00	6
*23.	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N %	11 63.95	13 28.78	12 35.17	1 30.63	1 3.01	38 100.00	2
*24.	In my work unit, differences in performance are recognized in a meaningful way.	N %	5 56.75	16 43.40	11 29.74	2 5.73	3 7.79	37 100.00	3

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25.	Awards in my work unit depend on how well employees perform their jobs.	N		4	15	13	3	2	37	3
		%	52.32	10.26	42.06	34.13	8.59	4.96	100.00	
26.	Employees in my work unit share job knowledge with each other.	N		15	22	0	1	1	39	1
		%	95.15	37.54	57.60	0.00	2.48	2.37	100.00	
27.	The skill level in my work unit has improved in the past year.	N		13	11	10	4	1	39	1
		%	61.81	33.60	28.21	25.90	9.68	2.61	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28.	How would you rate the overall quality of work done by your work unit?	N		29	12	0	0	0	41	NA
		%	100.00	71.29	28.71	0.00	0.00	0.00	100.00	
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29.	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		12	22	3	3	0	40	0
		%	84.72	29.36	55.36	7.75	7.52	0.00	100.00	
*30.	Employees have a feeling of personal empowerment with respect to work processes.	N		5	20	8	4	3	40	1
		%	62.34	12.18	50.16	20.04	9.60	8.01	100.00	
31.	Employees are recognized for providing high quality products and services.	N		10	20	4	5	2	41	0
		%	73.30	24.04	49.26	9.28	12.16	5.26	100.00	
*32.	Creativity and innovation are rewarded.	N		6	16	8	5	5	40	1
		%	55.93	14.37	41.56	19.47	11.96	12.63	100.00	
*33.	Pay raises depend on how well employees perform their jobs.	N		3	14	15	5	3	40	1
		%	43.05	7.46	35.59	36.76	12.21	7.98	100.00	

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34.	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N	58.32	11	12	14	1	1	39	2
		%		27.95	30.37	36.35	2.20	3.13	100.00	
*35.	Employees are protected from health and safety hazards on the job.	N	97.50	25	15	1	0	0	41	0
		%		60.97	36.54	2.50	0.00	0.00	100.00	
*36.	My organization has prepared employees for potential security threats.	N	68.16	17	11	9	3	1	41	0
		%		42.39	25.77	22.14	7.60	2.10	100.00	
37.	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N	70.92	15	13	5	1	5	39	1
		%		37.68	33.24	13.29	2.62	13.17	100.00	
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	73.14	19	10	6	0	4	39	2
		%		47.92	25.21	16.04	0.00	10.83	100.00	
39.	My agency is successful at accomplishing its mission.	N	92.59	22	16	2	0	1	41	0
		%		52.73	39.86	4.91	0.00	2.50	100.00	
40.	I recommend my organization as a good place to work.	N	77.18	21	11	4	4	1	41	NA
		%		50.29	26.89	10.25	9.59	2.98	100.00	
41.	I believe the results of this survey will be used to make my agency a better place to work.	N	61.43	10	12	6	6	1	35	6
		%		28.48	32.94	18.23	16.89	3.45	100.00	
*42.	My supervisor supports my need to balance work and other life issues.	N	88.03	24	11	2	3	0	40	0
		%		59.71	28.33	4.70	7.27	0.00	100.00	
43.	My supervisor provides me with opportunities to demonstrate my leadership skills.	N	70.80	23	5	6	4	2	40	0
		%		57.72	13.08	14.77	9.67	4.77	100.00	
*44.	Discussions with my supervisor about my performance are worthwhile.	N	77.70	21	9	7	1	1	39	1
		%		53.11	24.58	17.42	2.53	2.35	100.00	

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Sample or Census: Census
Number of surveys completed:

41

Number of surveys administered: 50

Response Rate: 82.0%

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45.	My supervisor is committed to a workforce representative of all segments of society.	N		17	11	7	1	2	38	2
		%	73.92	43.59	30.33	18.46	2.77	4.85	100.00	
46.	My supervisor provides me with constructive suggestions to improve my job performance.	N		18	12	7	2	0	39	1
		%	76.94	44.80	32.14	18.37	4.70	0.00	100.00	
*47.	Supervisors in my work unit support employee development.	N		20	12	3	2	2	39	1
		%	81.99	49.91	32.08	8.04	5.23	4.74	100.00	
48.	My supervisor listens to what I have to say.	N		24	11	3	2	0	40	NA
		%	87.86	59.56	28.30	7.20	4.94	0.00	100.00	
49.	My supervisor treats me with respect.	N		24	10	4	2	0	40	NA
		%	85.56	59.38	26.18	9.47	4.97	0.00	100.00	
50.	In the last six months, my supervisor has talked with me about my performance.	N		23	11	6	0	0	40	NA
		%	84.89	57.50	27.39	15.11	0.00	0.00	100.00	
*51.	I have trust and confidence in my supervisor.	N		24	9	5	1	1	40	NA
		%	83.16	58.87	24.29	12.22	2.30	2.33	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52.	Overall, how good a job do you feel is being done by your immediate supervisor?	N		23	13	3	1	0	40	NA
		%	90.26	57.46	32.81	7.41	2.33	0.00	100.00	

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41

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Response Rate: 82.0%

			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53.	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		17	10	7	2	3	39	1
		%	69.49	42.62	26.87	17.44	4.83	8.24	100.00	
54.	My organization's senior leaders maintain high standards of honesty and integrity.	N		20	9	4	1	4	38	2
		%	76.01	51.20	24.81	10.18	2.69	11.12	100.00	
*55.	Supervisors work well with employees of different backgrounds.	N		20	10	6	1	2	39	1
		%	76.17	50.32	25.85	15.59	2.71	5.53	100.00	
*56.	Managers communicate the goals and priorities of the organization.	N		17	14	3	4	0	38	2
		%	81.98	43.64	38.33	7.69	10.33	0.00	100.00	
*57.	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		16	14	5	2	0	37	3
		%	81.17	41.96	39.21	13.21	5.62	0.00	100.00	
58.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		12	14	4	5	3	38	2
		%	67.88	30.78	37.10	10.96	12.84	8.33	100.00	
59.	Managers support collaboration across work units to accomplish work objectives.	N		11	16	7	2	2	38	2
		%	70.77	28.24	42.53	19.01	5.06	5.16	100.00	
			Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		20	8	5	3	1	37	2
		%	76.07	54.00	22.07	12.57	8.08	3.28	100.00	
			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61.	I have a high level of respect for my organization's senior leaders.	N		20	8	9	2	1	40	1
		%	69.24	48.77	20.46	22.81	4.89	3.06	100.00	

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Sample or Census: Census
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			Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
62.	Senior leaders demonstrate support for Work/Life programs.	N		19	11	6	1	2	39	1
		%	76.95	48.13	28.82	14.87	2.70	5.48	100.00	
			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63.	How satisfied are you with your involvement in decisions that affect your work?	N		18	9	8	4	2	41	NA
		%	65.84	43.53	22.31	19.81	9.36	4.99	100.00	
*64.	How satisfied are you with the information you receive from management on what's going on in your organization?	N		14	16	5	5	1	41	NA
		%	73.46	33.61	39.85	12.51	11.76	2.27	100.00	
*65.	How satisfied are you with the recognition you receive for doing a good job?	N		16	13	8	2	0	39	NA
		%	75.10	41.12	33.98	20.15	4.75	0.00	100.00	
*66.	How satisfied are you with the policies and practices of your senior leaders?	N		15	9	7	6	2	39	NA
		%	61.02	37.92	23.10	17.93	15.54	5.51	100.00	
*67.	How satisfied are you with your opportunity to get a better job in your organization?	N		12	7	14	3	4	40	NA
		%	47.16	29.94	17.22	35.85	7.60	9.39	100.00	
*68.	How satisfied are you with the training you receive for your present job?	N		11	14	8	7	1	41	NA
		%	61.03	27.00	34.03	19.26	16.72	2.98	100.00	
*69.	Considering everything, how satisfied are you with your job?	N		17	17	6	1	0	41	NA
		%	82.25	41.05	41.20	14.77	2.98	0.00	100.00	
*70.	Considering everything, how satisfied are you with your pay?	N		8	16	8	6	3	41	NA
		%	59.15	19.41	39.74	19.17	14.33	7.35	100.00	
71.	Considering everything, how satisfied are you with your organization?	N		16	16	7	1	1	41	NA
		%	77.73	38.56	39.16	16.71	2.58	2.98	100.00	

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72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	27	66.78
Yes, I was notified that I was not eligible to telework.	12	30.93
No, I was not notified of my telework eligibility.	0	0.00
Not sure if I was notified of my telework eligibility.	1	2.29
Total	40	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	1	2.29
I telework 1 or 2 days per week.	15	36.76
I telework, but no more than 1 or 2 days per month.	5	12.69
I telework very infrequently, on an unscheduled or short-term basis.	0	0.00
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	7	18.03
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0.00
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.	4	10.14
I do not telework because I choose not to telework.	8	20.09
Total	40	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	7	18.49
No	26	67.19
Not available to me	6	14.32
Total	39	100.00

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Sample or Census:
Census
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75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)		N	%
Yes		18	45.23
No		21	52.48
Not available to me		1	2.29
Total		40	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)		N	%
Yes		6	15.91
No		33	84.09
Not available to me		0	0.00
Total		39	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		0	0.00
No		30	76.38
Not available to me		10	23.62
Total		40	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)		N	%
Yes		0	0.00
No		31	78.71
Not available to me		9	21.29
Total		40	100.00

Survey Administration Period: May 6, 2014 to June 13, 2014
Percentages are weighted to represent the Agency's population.

Sample or Census: Census
Number of surveys completed: 41
Number of surveys administered: 50
Response Rate: 82.0%

			Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79.	How satisfied are you with the following Work/Life programs in your agency? Telework	N		7	10	1	4	0	22	0
		%	76.62	31.10	45.52	4.86	18.52	0.00	100.00	
80.	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		4	3	1	0	0	8	0
		%	87.21	48.78	38.44	12.79	0.00	0.00	100.00	
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		6	11	1	0	0	18	0
		%	95.25	34.28	60.97	4.75	0.00	0.00	100.00	
82.	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		2	3	0	0	0	5	2
		%	100.00	40.54	59.46	0.00	0.00	0.00	100.00	
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	0	0	0	0
		%	---	---	---	---	---	---	---	
84.	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		0	0	0	0	0	0	0
		%	---	---	---	---	---	---	---	

Survey Administration Period: May 6, 2014 to June 13, 2014

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census
Number of surveys completed:

41

Number of surveys administered: 50

Response Rate: 82.0%