

Summary of the Federal Maritime Commission's (FMC) 2022 Federal Employee Viewpoint Survey Results

The Office of Personnel Management's (OPM) Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of whether, and to what extent, conditions characteristic of successful organizations are present in their agency. The FEVS provides Commission employees an opportunity to share their perspectives on many critical areas including leadership, communication, pay, innovation, and work-life balance. Aggregated at the working-unit level, survey results provide anonymous staff feedback used by managers to see where improvements within their work unit may be necessary. The quantified results provide FMC leadership measurable insight into areas where improvements have been made, as well as the opportunity to identify areas for additional focus. Results from the FEVS are also used by the Partnership for Public Service (Partnership) in its annual rankings of the *Best Places to Work in the Federal Government*.

FMC Recognition (2017 – 2021)

In 2021, the Federal Maritime Commission was number 11 of 29 small agencies in the *Best Places to Work in the Federal Government* rankings and saw placement in the Top 10 between 2018 and 2020. In 2017, the FMC was recognized by the Partnership as the *Most Improved Small Agency over the Past Five Years* jumping up 6 positions from 23rd to 17th among small agencies. The FMC is proud of its continued accomplishments and remains committed to ongoing improvements.

Summary of FMC's 2022 FEVS Results

Based on our 2022 FEVS results, the Commission continues to serve as a model federal agency. We continued to have no items identified as "Challenges" (items rated 35% or more negative are considered a challenge). We also saw our biggest jump in the question, "My supervisor is committed to a workforce representative of all segments of society", which had a 90% positive response, up 7% from last year. The top three responses in the 2022 survey include:

- "Employees in my work unit meet the needs of our customers" (97%)
- "It is important to me that my work contribute to the common good" (96%)
- "Employees in my work unit contribute positively to my agency's performance" (95%)

OPM uses the Employee Engagement Index (EEI) to measure factors that lead to an engaged workforce, such as supporting employee development and communicating agency goals. This Index is an average of 15 questions from the FEVS, with questions divided into three subcategories: Leaders Lead, Supervisors, and Intrinsic Work Experience.

This year, the overall Employee Engagement Index reflected the following:

- 76% in **Employee Engagement** (81% in 2021) - *Conditions that lead to engaged employees*
- 84% on **Supervisors** (86% in 2021) - *The interpersonal relationship between worker and supervisor, including trust, respect, and support*
- 76% on **Intrinsic Work Experiences** (82% in 2021) - *Employees' feelings of motivation and competency relating to their role in the workplace*
- 70% on **Leaders Lead** (74% in 2021) - *Perceptions of leadership integrity and behaviors, such as communication and workforce motivation*

The Agency-Specific Questions introduced in our 2018 FEVS provided additional insight to help further define and refine the Commission's employee engagement strategy. The FMC-specific questions in the

2022 survey continued to be identified as strengths (65% positive or higher):

- 85% feel FMC policies and practices are applied in a fair and equitable manner to all employees (80% in 2021).
- 67% believe the Commission is headed in the right direction in its efforts to create a more positive working environment (72% in 2021).
- 67% trust their leaders to assist them through counseling, training, and opportunities to advance their career in the FMC (66% in 2021).

Continuing to Move Forward

The Commission's deliberate and united efforts to constantly improve our working environment and employee engagement continues to have a positive impact on our employees. We will continue to build on these successes and work even harder to further improve employee engagement and make the FMC the *Best Place to Work in the Federal Government*. It is leadership's belief that hallmark areas, like the Commission's Workforce Improvement Plan (WIP), will continue to be instrumental in helping us achieve our goals. Developed by the Senior Management team in 2013, the WIP is updated annually. Each renewed plan identifies and communicates the projects or initiatives the Commission is working on, has completed, or is considering undertaking in the future. These projects are designed to improve and support a positive and effective working environment as well as to involve and engage employees. The WIP's annual update process incorporates input from the entire agency, the FEVS responses, as well as mark the addition, revision, and completion of specific projects and initiatives.

Examples of initiatives selected and completed over the last 5 years include:

- Developing a new Annual Diversity Training Program
- Developing and conducting in-house Retirement Readiness Workshops
- Conducting Port Tours and Site Visits
- Conducting Path to Leadership Seminars and Roundtables
- Implementing a Leadership Development Program and SES Development Program

We have had many successes over the past year; however, I am most proud of the people who are invested in the agency's mission and make the FMC such a wonderful place to work every day.

Daniel B. Maffei
Chairman
Federal Maritime Commission

FEVS Questions		2022 FEVS Data							2021 Comparison			2022 Governmentwide Comparison		2022 Small Agency Comparison	
Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	2021 Percent Positive	Increase or Decrease from 2021	2021 Percent Negative	2022 Govt-Wide Percent Positive	FMC Percent Above or Below the Govt-Wide Average	2022 Small Agency Percent Positive	FMC Percent Above or Below the Small Agency Wide Average
1	I am given a real opportunity to improve my skills in my organization.	81.6%	46.9%	34.7%	4.8%	6.3%	7.2%	13.6%	85.1%	-3.5%	7.6%	68%	13.6%	74%	7.6%
2	I feel encouraged to come up with new and better ways of doing things.	68.1%	42.9%	25.3%	6.8%	14.6%	10.5%	25.1%	75.9%	-7.8%	12.2%	64%	4.1%	71%	-2.9%
3	My work gives me a feeling of personal accomplishment.	76.6%	35.9%	40.7%	8.5%	4.5%	10.4%	14.9%	85.0%	-8.4%	5.0%	71%	5.6%	78%	-1.4%
4	I know what is expected of me on the job.	74.4%	47.5%	26.9%	8.8%	9.6%	7.2%	16.8%	86.6%	-12.2%	9.5%	81%	-6.6%	83%	-8.6%
5	My workload is reasonable.	68.7%	27.7%	41.0%	5.9%	14.8%	10.6%	25.4%	79.9%	-11.1%	14.0%	69%	-0.3%	64%	4.7%
6	My talents are used well in the workplace.	67.5%	40.9%	26.6%	12.8%	9.2%	10.6%	19.8%	71.3%	-3.9%	14.3%	63%	4.5%	69%	-1.5%
7	*I know how my work relates to the agency's goals.	92.5%	58.2%	34.3%	6.0%	0.0%	1.5%	1.5%	90.4%	2.1%	2.6%	84%	8.5%	88%	4.5%
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.0%	43.5%	32.5%	9.5%	6.8%	7.7%	14.5%	77.8%	-1.8%	11.5%	70%	6.0%	74%	2.0%
9	I have enough information to do my job well.	71.2%	38.3%	32.8%	9.0%	18.3%	1.5%	19.8%	N/A	N/A	N/A	74%	-2.8%	78%	-6.8%
10	I receive the training I need to do my job well.	75.8%	36.0%	39.8%	7.5%	12.8%	3.9%	16.7%	N/A	N/A	N/A	65%	10.8%	69%	6.8%
11	I am held accountable for the quality of work I produce.	94.5%	61.1%	33.4%	3.1%	2.4%	0.0%	2.4%	N/A	N/A	N/A	87%	7.5%	90%	4.5%
12	Continually changing work priorities make it hard for me to produce high quality work. (look for percent pos scores in Strongly Disagree or Disagree)	47.1%	19.4%	21.4%	12.2%	35.8%	11.3%	40.7%	N/A	N/A	N/A	33%	14.1%	38%	9.1%
13	I have a clear idea of how well I am doing my job.	78.8%	31.8%	47.0%	3.1%	9.4%	8.7%	18.1%	N/A	N/A	N/A	74%	4.8%	78%	0.8%
14	*The people I work with cooperate to get the job done.	86.3%	56.4%	29.9%	4.9%	7.3%	1.5%	8.7%	85.1%	1.2%	10.0%	80%	6.3%	87%	-0.7%
16	*In my work unit, differences in performance are recognized in a meaningful way.	60.4%	27.0%	33.4%	15.7%	11.4%	12.5%	23.9%	69.6%	-9.2%	15.6%	42%	18.4%	48%	12.4%

17	Employees in my work unit share job knowledge	86.3%	48.6%	37.7%	1.5%	10.6%	1.6%	12.2%	N/A	N/A	N/A	80%	6.3%	85%	1.3%
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.5%	50.4%	35.0%	1.5%	10.0%	3.1%	13.1%	93.1%	-7.6%	6.9%	79%	6.5%	86%	-0.5%
19	Employees in my work unit meet the needs of our customers.	96.9%	56.0%	40.9%	1.5%	1.5%	0.0%	1.5%	94.6%	2.3%	2.7%	87%	9.9%	92%	4.9%
20	Employees in my work unit contribute positively to my agency's performance.	94.9%	71.2%	23.8%	3.6%	1.5%	0.0%	1.5%	97.3%	-2.4%	0.0%	85%	9.9%	93%	1.9%
21	Employees in my work unit produce high-quality work.	91.9%	60.0%	31.9%	8.1%	0.0%	0.0%	0.0%	90.0%	1.9%	0.0%	82%	9.9%	91%	0.9%
22	Employees in my work unit adapt to changing priorities.	89.5%	69.4%	20.1%	8.7%	0.0%	1.7%	1.7%	88.8%	0.7%	5.2%	80%	9.5%	87%	2.5%
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	76.1%	35.1%	41.0%	13.6%	4.6%	5.6%	10.3%	N/A	N/A	N/A	58%	18.1%	74%	2.1%
24	I can influence decisions in my work unit.	71.5%	34.5%	37.0%	6.8%	13.0%	8.7%	21.7%	N/A	N/A	N/A	63%	8.5%	71%	0.5%
25	I know what my work unit's goals are.	86.5%	48.3%	38.2%	1.5%	6.3%	5.7%	12.0%	N/A	N/A	N/A	82%	4.5%	85%	1.5%
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	73.9%	42.6%	31.3%	10.3%	5.3%	10.5%	15.8%	N/A	N/A	N/A	51%	22.9%	61%	12.9%
27	My work unit successfully manages disruptions to our work.	86.0%	43.1%	42.9%	4.3%	4.7%	5.0%	9.7%	N/A	N/A	N/A	66%	20.0%	76%	10.0%
28	Employees in my work unit consistently look for new ways to improve how they do their work.	76.8%	32.9%	43.9%	7.4%	9.3%	6.5%	15.8%	N/A	N/A	N/A	64%	12.8%	73%	3.8%
29	Employees in my work unit incorporate new ideas into their work.	82.1%	39.1%	43.1%	8.8%	4.2%	4.8%	9.0%	N/A	N/A	N/A	65%	17.1%	75%	7.1%
30	Employees in my work unit approach change as an opportunity.	68.4%	31.5%	36.9%	17.2%	7.9%	6.5%	14.4%	N/A	N/A	N/A	54%	14.4%	66%	2.4%
31	Employees in my work unit consider customer needs a top priority.	86.4%	52.5%	33.9%	8.7%	0.0%	4.8%	4.8%	N/A	N/A	N/A	76%	10.4%	83%	3.4%
32	Employees in my work unit consistently look for ways to improve customer service.	73.1%	38.6%	34.5%	17.6%	1.7%	7.6%	9.3%	N/A	N/A	N/A	63%	10.1%	73%	0.1%
33	Employees in my work unit support my need to balance my work and personal responsibilities.	88.8%	55.8%	33.0%	3.2%	4.7%	3.3%	8.0%	N/A	N/A	N/A	70%	18.8%	80%	8.8%
34	Employees in my work unit are typically under too much pressure to meet work goals (look for percent pos scores in Strongly Disagree or Disagree)	50.2%	11.9%	10.4%	27.5%	33.7%	16.5%	22.3%	N/A	N/A	N/A	42%	8.2%	47%	3.2%
35	Employees are recognized for providing high quality products and services.	75.2%	33.2%	42.1%	6.7%	8.7%	9.4%	18.1%	80.8%	-5.6%	12.3%	59%	16.2%	65%	10.2%

36	Employees are protected from health and safety hazards on the job.	84.5%	52.2%	32.3%	5.1%	7.2%	3.1%	10.3%	91.0%	-6.5%	5.1%	75%	9.5%	79%	5.5%
37	My organization is successful at accomplishing its mission.	78.8%	40.6%	38.1%	14.0%	5.7%	1.5%	7.2%	83.5%	-4.7%	5.3%	78%	0.8%	81%	-2.2%
38	I have a good understanding of my organization's priorities.	83.4%	42.3%	41.1%	3.1%	10.4%	3.0%	13.5%	N/A	N/A	N/A	77%	6.4%	78%	5.4%
39	My organization effectively adapts to changing government priorities.	69.2%	43.5%	25.7%	19.2%	4.9%	6.7%	11.6%	N/A	N/A	N/A	67%	2.2%	72%	-2.8%
40	My organization has prepared me for potential physical security threats.	71.7%	45.7%	26.0%	11.3%	11.4%	5.7%	17.1%	N/A	N/A	N/A	73%	-1.3%	65%	6.7%
41	My organization has prepared me for potential cybersecurity threats.	81.8%	44.2%	37.6%	6.2%	9.0%	3.1%	12.1%	N/A	N/A	N/A	83%	-1.2%	86%	-4.2%
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	65.2%	37.8%	27.3%	11.4%	10.5%	12.9%	23.4%	N/A	N/A	N/A	52%	13.2%	56%	9.2%
43	*I recommend my organization as a good place to work.	71.7%	47.6%	24.1%	8.8%	12.4%	7.1%	19.5%	76.2%	-4.5%	11.2%	65%	6.7%	71%	0.7%
44	*I believe the results of this survey will be used to make my agency a better place to work.	70.6%	43.7%	26.9%	8.8%	12.4%	8.2%	20.6%	80.4%	-9.8%	12.8%	43%	27.6%	53%	17.6%
45	My supervisor is committed to a workforce representative of all segments of society.	90.3%	67.9%	22.4%	0.0%	1.6%	8.1%	9.7%	N/A	N/A	N/A	78%	12.3%	85%	5.3%
46	Supervisors in my work unit support employee development.	87.9%	67.8%	20.1%	3.1%	1.7%	7.3%	9.0%	N/A	N/A	N/A	77%	10.9%	83%	4.9%
47	My supervisor supports my need to balance work and other life issues.	93.8%	73.3%	20.5%	3.1%	1.5%	1.6%	3.1%	94.9%	-1.1%	5.1%	83%	10.8%	89%	4.8%
48	My supervisor listens to what I have to say.	86.6%	60.6%	26.0%	6.1%	0.0%	7.3%	7.3%	82.9%	3.7%	10.2%	82%	4.6%	86%	0.6%
49	My supervisor treats me with respect.	84.9%	68.8%	16.2%	4.6%	4.9%	5.6%	10.4%	87.8%	-2.9%	7.8%	86%	-1.1%	89%	-4.1%
50	I have trust and confidence in my supervisor.	78.3%	62.5%	15.8%	11.3%	1.5%	9.0%	10.4%	85.4%	-7.1%	7.8%	76%	2.3%	80%	-1.7%
51	My supervisor holds me accountable for achieving results.	92.8%	75.5%	17.3%	4.8%	0.0%	2.5%	2.5%	N/A	N/A	N/A	87%	5.8%	91%	1.8%
52	Overall, how good a job do you feel is being done by your immediate supervisor?	80.2%	65.3%	15.0%	11.0%	1.5%	7.3%	8.8%	84.3%	-4.1%	5.1%	78%	2.2%	82%	-1.8%
53	My supervisor provides me with constructive suggestions to improve my job performance.	81.7%	56.9%	24.8%	4.8%	7.7%	5.7%	13.5%	N/A	N/A	N/A	70%	11.7%	75%	6.7%
54	My supervisor provides me with performance feedback throughout the year.	83.3%	60.1%	23.1%	4.8%	4.5%	7.5%	11.9%	N/A	N/A	N/A	75%	8.3%	78%	5.3%

55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	64.8%	33.1%	31.7%	10.4%	12.2%	12.6%	24.8%	70.5%	-5.7%	16.1%	48%	16.8%	54%	10.8%
56	My organization's senior leaders maintain high standards of honesty and integrity.	67.4%	35.6%	31.8%	14.1%	10.2%	8.3%	18.5%	78.7%	-11.3%	9.7%	60%	7.4%	66%	1.4%
57	*Managers communicate the goals of the organization.	76.7%	35.8%	40.9%	4.9%	6.4%	11.9%	18.3%	79.3%	-2.6%	13.5%	64%	12.7%	71%	5.7%
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	68.9%	36.5%	32.4%	6.3%	6.4%	18.4%	24.8%	67.9%	1.0%	17.2%	58%	10.9%	62%	6.9%
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.2%	46.4%	24.9%	13.7%	4.9%	10.1%	15.1%	69.0%	2.2%	8.6%	63%	8.2%	70%	1.2%
60	I have a high level of respect for my organization's senior leaders.	67.9%	35.9%	31.9%	13.7%	8.9%	9.5%	18.4%	71.0%	-3.1%	10.3%	61%	6.9%	64%	3.9%
61	Senior leaders demonstrate support for Work-Life programs.	74.8%	41.8%	33.0%	10.6%	9.6%	5.0%	14.6%	73.0%	1.8%	6.5%	60%	14.8%	69%	5.8%
62	Management encourages innovation.	65.2%	28.9%	36.3%	16.4%	10.0%	8.3%	18.3%	N/A	N/A	N/A	56%	9.2%	60%	5.2%
63	Management makes effective changes to address challenges facing our organization.	67.8%	29.8%	38.0%	13.4%	12.2%	6.6%	18.8%	N/A	N/A	N/A	52%	15.8%	58%	9.8%
64	Management involves employees in decisions that affect their work.	59.6%	26.1%	33.5%	13.0%	8.2%	19.2%	27.4%	N/A	N/A	N/A	43%	16.6%	50%	9.6%
65	*How satisfied are you with your involvement in decisions that affect your work?	70.0%	33.9%	36.1%	6.7%	9.8%	13.6%	23.3%	70.8%	-0.8%	16.9%	50%	20.0%	57%	13.0%
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	63.6%	27.6%	36.0%	11.6%	12.9%	12.0%	24.9%	75.2%	-11.6%	17.8%	53%	10.6%	60%	3.6%
67	*How satisfied are you with the recognition you receive for doing a good job?	68.7%	36.5%	32.2%	12.6%	9.7%	8.9%	18.7%	73.6%	-4.9%	17.8%	54%	14.7%	63%	5.7%
68	*Considering everything, how satisfied are you with your job?	67.1%	33.5%	33.7%	15.2%	11.9%	5.8%	17.7%	77.3%	-10.2%	12.5%	66%	1.1%	72%	-4.9%
69	Considering everything, how satisfied are you with your pay?	71.4%	26.1%	45.4%	19.4%	9.2%	0.0%	9.2%	77.2%	-5.8%	7.8%	56%	15.4%	62%	9.4%
70	*Considering everything, how satisfied are you with your organization?	68.7%	34.1%	34.6%	14.2%	9.8%	7.3%	17.1%	76.2%	-7.5%	8.4%	60%	8.7%	68%	0.7%

71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	76.8%	43.8%	33.0%	9.3%	5.2%	8.8%	14.0%	N/A	N/A	N/A	68%	8.8%	72%	4.8%
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	85.0%	60.8%	24.2%	3.5%	1.8%	9.7%	11.5%	N/A	N/A	N/A	73%	12.0%	79%	6.0%
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	76.9%	43.7%	33.2%	9.0%	4.8%	9.2%	14.1%	N/A	N/A	N/A	65%	11.9%	70%	6.9%
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	80.8%	51.4%	29.4%	8.2%	3.2%	7.8%	11.0%	N/A	N/A	N/A	70%	10.8%	75%	5.8%
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	81.5%	48.4%	33.1%	5.6%	1.7%	11.2%	12.9%	N/A	N/A	N/A	61%	20.5%	69%	12.5%
76	Employees in my work unit treat me as a valued member of the team.	87.1%	53.8%	33.3%	8.1%	1.7%	3.2%	4.8%	N/A	N/A	N/A	81%	6.1%	87%	0.1%
77	Employees in my work unit make me feel I belong.	81.4%	52.1%	29.3%	6.7%	8.7%	3.2%	11.9%	N/A	N/A	N/A	78%	3.4%	84%	-2.6%
78	Employees in my work unit care about me as a person.	88.6%	49.5%	39.0%	5.1%	1.5%	4.8%	6.3%	N/A	N/A	N/A	76%	12.6%	83%	5.6%
79	I am comfortable expressing opinions that are different from other employees in my work unit.	84.0%	47.8%	36.3%	5.2%	4.2%	6.6%	10.7%	N/A	N/A	N/A	74%	10.0%	79%	5.0%
80	In my work unit, people's differences are respected.	88.6%	48.1%	40.5%	3.2%	5.1%	3.2%	8.2%	N/A	N/A	N/A	74%	14.6%	81%	7.6%
81	I can be successful in my organization being myself.	79.6%	46.3%	33.3%	4.7%	6.6%	9.1%	15.7%	N/A	N/A	N/A	73%	6.6%	78%	1.6%
82	I can easily make a request of my organization to meet my accessibility needs.	93.6%	58.6%	34.9%	2.0%	2.1%	2.3%	4.4%	N/A	N/A	N/A	70%	23.6%	78%	15.6%
83	My organization responds to my accessibility needs in a timely manner.	89.9%	60.8%	29.1%	4.9%	2.5%	2.7%	5.1%	N/A	N/A	N/A	64%	25.9%	73%	16.9%
84	My organization meets my accessibility needs.	87.4%	61.0%	26.4%	7.4%	2.5%	2.7%	5.1%	N/A	N/A	N/A	67%	20.4%	76%	11.4%
85	My job inspires me.	57.4%	27.7%	29.7%	27.4%	9.6%	5.7%	15.3%	N/A	N/A	N/A	59%	-1.6%	65%	-7.6%

86	The work I do gives me a sense of accomplishment.	79.2%	38.1%	41.1%	10.3%	6.4%	4.0%	10.5%	N/A	N/A	N/A	73%	6.2%	77%	2.2%
87	I feel a strong personal attachment to my organization.	58.9%	25.6%	33.3%	22.5%	11.2%	7.4%	18.6%	N/A	N/A	N/A	59%	-0.1%	65%	-6.1%
88	I identify with the mission of my organization.	77.7%	36.6%	41.1%	16.7%	3.1%	2.6%	5.7%	N/A	N/A	N/A	77%	0.7%	83%	-5.3%
89	It is important to me that my work contribute to the common good.	96.0%	71.6%	24.4%	4.0%	0.0%	0.0%	0.0%	N/A	N/A	N/A	91%	5.0%	93%	3.0%

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs."

Percentages are weighted to represent the Agency's population.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Results for these items should be interpreted with caution as these items have been flagged for review for 2023.

For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.

Source: **Federal Maritime Commission AES Report, 2022 OPM Federal Employee Viewpoint Survey**

Core Q1-10, 12-38 Trend

15. In my work unit poor performers usually:		FMC 2022		FMC 2021	
		# of Respondents	Percent	# of Respondents	Percent
	Remain in the work unit and improve their performance over time	11	18.2%	7	16.5%
	Remain in the work unit and continue to underperform	16	25.1%	6	15.0%
	Leave the work unit - removed or transferred	3	4.6%	7	15.0%
	Leave the work unit - quit	2	3.0%	3	6.3%
	There are no poor performers in my work unit	21	34.0%	20	47.3%
	Do Not Know	16	25.7%	7	--
	Total (percents will add to more than 100% because respondents could choose more than one response option)	62	N/A	50	100.0%

Percentages are weighted to represent the Agency's population.

Source: **Federal Maritime Commission AES Report**, 2022 OPM Federal Employee Viewpoint

Agency Pandemic Response: Physically Present

90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?				
	FMC 2022		FMC 2021	
	# of Respondents	Percent	# of Respondents	Percent
100% of my work time	0	0.0%	1	2.1%
At least 75% but less than 100%	2	3.6%	1	2.6%
At least 50% but less than 75%	3	5.0%	1	2.6%
At least 25% but less than 50%	9	14.7%	0	0.0%
Less than 25%	42	69.6%	31	57.3%
I have not been physically present at my agency worksite during the pandemic	4	7.2%	17	35.3%
Total	60	100.0%	51	100.0%

Percentages are weighted to represent the Agency's population.
 Source: **Federal Maritime Commission AES Report**, 2022 OPM Federal

Telework/Remote Work

Telework: a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work. In practice, telework is a work arrangement that allows employees to have regularly scheduled days on which they telework and regularly scheduled days when they work in their agency worksite.

Remote work: an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis. A remote worker's official worksite may be within or outside the local commuting area of an agency worksite.

91. Please select the response that BEST describes your current remote work or teleworking schedule.				
	FMC 2022		FMC 2021	
	# of Respondents	Percent	# of Respondents	Percent
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	3	5.9%	41	78.5%
I telework 3 or more days per week	47	78.2%	7	14.1%
I telework 1 or 2 days per week	9	15.9%	2	5.3%
I telework, but only about 1 or 2 days per month	0	0.0%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	0	0.0%	1	2.1%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0	0.0%	0	0.0%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%
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	0	0.0%	0	0.0%
I do not telework because I choose not to telework	0	0.0%	0	0.0%
Total	51	100.0%	51	100.0%

Only those who answered "I have an approved remote work agreement" to the previous question received Question 91a.

91a. What is your current remote work status?

	FMC 2022		FMC 2021	
	# of Respondents	Percent	# of Respondents	Percent
I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away)	0	0.0%	N/A	N/A
I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away)	3	100.0%	N/A	N/A
Total	3	100.0%	N/A	N/A

92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

	FMC 2022		FMC 2021	
	# of Respondents	Percent	# of Respondents	Percent
Yes	4	7.3%	N/A	N/A
No	55	92.7%	N/A	N/A
Total	59	100.0%	N/A	N/A

93. Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

	FMC 2022		FMC 2021	
	# of Respondents	Percent	# of Respondents	Percent
No	43	72.7%	N/A	N/A
Yes, to retire	1	1.6%	N/A	N/A
Yes, to take another job within my Agency	1	1.7%	N/A	N/A
Yes, to take another job within the Federal Government	10	17.4%	N/A	N/A
Yes, to take another job outside the Federal Government	1	1.6%	N/A	N/A
Yes, other	3	5.0%	N/A	N/A
Total	59	100.0%	N/A	N/A

Re-entry” is a term used to describe the transition from the work environment that has existed during the pandemic to the agency’s new work environment.

94. My agency’s re-entry arrangements are fair in accounting for employees’ diverse needs and situations.

	FMC 2022		FMC 2021	
	# of Respondents	Percent	# of Respondents	Percent
Strongly Agree	27	46.7%	N/A	N/A
Agree	16	27.2%	N/A	N/A
Neither Agree nor Disagree	8	13.9%	N/A	N/A
Disagree	3	5.5%	N/A	N/A
Strongly Disagree	4	6.8%	N/A	N/A
Not Applicable	2	— ^b	N/A	N/A
Total	60	100.0%	N/A	N/A

95. Please select the response that BEST describes how employees in your work unit currently report to work:				
	FMC 2022		FMC 2021	
	# of Respondents	Percent	# of Respondents	Percent
All employees in my work unit are physically present on the worksite	3	4.8%	N/A	N/A
Some employees are physically present on the worksite and others telework or work remotely	49	81.7%	N/A	N/A
No employees in my work unit are physically present on the worksite, we all work remotely	2	4.1%	N/A	N/A
Other	5	9.4%	N/A	N/A
Total	59	100.0%	N/A	N/A

Percentages are weighted to represent the Agency's population.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "Not Applicable" responses are not included in percentage calculations.

"—^u" indicates that there were no responses to this item.

In 2022, the first two response options to Question 91 (Telework) changed from how it was provided in 2021. To facilitate trending, only results for the 2021 response options that were the same in 2022 are provided.

Questions 92-95 in the remote work/telework section are new for 2022. Therefore, trending is not possible for this year.

Source: **Federal Maritime Commission AES Report, 2022 OPM Federal**

Senior Leaders and Support

96. My organization's senior leaders support policies and procedures to protect employee health and safety.				
	FMC 2022		FMC 2021	
	# of Respondents	Percent	# of Respondents	Percent
Strongly Agree	34	55.9%	30	58.4%
Agree	15	26.0%	12	25.7%
Neither Agree nor Disagree	2	3.4%	1	2.7%
Disagree	7	11.5%	5	10.6%
Strongly Disagree	2	3.2%	1	2.6%
No Basis to Judge	0	— ^b	0	— ^b
Total	60	100.0%	49	100.0%

97. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

	FMC 2022		FMC 2021	
	# of Respondents	Percent	# of Respondents	Percent
Strongly Agree	33	57.0%	25	47.8%
Agree	18	30.9%	21	43.2%
Neither Agree nor Disagree	2	3.7%	2	4.0%
Disagree	3	5.2%	2	5.0%
Strongly Disagree	2	3.3%	0	0.0%
No Basis to Judge	0	— ^b	0	— ^b
Total	58	100.0%	50	100.0%

98. My supervisor supports my efforts to stay healthy and safe while working.

	FMC 2022		FMC 2021	
	# of Respondents	Percent	# of Respondents	Percent
Strongly Agree	42	69.1%	34	64.1%
Agree	14	24.3%	11	22.8%
Neither Agree nor Disagree	0	0.0%	1	2.5%
Disagree	3	4.9%	2	5.4%
Strongly Disagree	1	1.7%	2	5.2%
No Basis to Judge	0	— ^b	0	— ^b
Total	60	100.0%	50	100.0%

99. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

	FMC 2022		FMC 2021	
	# of Respondents	Percent	# of Respondents	Percent
Strongly Agree	42	68.9%	33	62.0%
Agree	13	21.7%	12	24.9%
Neither Agree nor Disagree	1	2.0%	2	5.4%
Disagree	3	5.8%	1	2.5%
Strongly Disagree	1	1.7%	2	5.2%
No Basis to Judge	0	— ^b	0	— ^b
Total	60	100.0%	50	100.0%

Percentages are weighted to represent the Agency's population.

Note: Trending for Q96, Q98-Q99 are based on the "During the COVID-19 Pandemic" responses in 2020.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: **Federal Maritime Commission AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?		
Headquarters		85.7%
Field		0.0%
Full-time telework (e.g., home office, telecenter)		14.3%
Total		100.0%

What is your supervisory status?		
Senior Leader		10.9%
Manager		1.8%
Supervisor		14.5%
Team Leader		9.1%
Non-Supervisor		63.6%
Total		100.0%

What is your pay category/grade?		
Federal Wage System		0.0%
GS 1-6		0.0%
GS 7-12		20.8%
GS 13-15		71.7%
Senior Executive Service		7.5%
Senior Level (SL) or Scientific or Professional (ST)		0.0%
Other		0.0%
Total		100.0%

What is your US military service status?		
No Prior Military Service		81.1%
Currently in National Guard or Reserves		0.0%
Retired		5.7%
Separated or Discharged		13.2%
Total		100.0%

Are you:		
The spouse of a current active duty service member of the U.S. Armed Forces		1.9%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent		7.4%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces		0.0%
None of the categories listed		90.7%
Total		100.0%

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

<i>Have you been hired under the Military Spouse Non-Competitive Hiring Authority?</i>		
Yes		0.0%
No		100.0%
Total		100.0%

<i>How long have you been with the Federal Government (excluding military service)?</i>		
Less than 1 year		0.0%
1 to 3 years		9.4%
4 to 5 years		11.3%
6 to 10 years		24.5%
11 to 14 years		11.3%
15 to 20 years		22.6%
More than 20 years		20.8%
Total		100.0%

<i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i>		
Less than 1 year		5.9%
1 to 3 years		31.4%
4 to 5 years		9.8%
6 to 10 years		25.5%
11 to 14 years		9.8%
15 to 20 years		9.8%
More than 20 years		7.8%
Total		100.0%

<i>Are you considering leaving your organization within the next year, and if so, why?</i>		
No		60.7%
Yes, to retire		3.6%
Yes, to take another job within the Federal Government		28.6%
Yes, to take another job outside the Federal Government		3.6%
Yes, other		3.6%
Total		100.0%

<i>I am planning to retire:</i>		
Less than 1 year		1.9%
1 year		1.9%
2 years		1.9%
3 years		3.8%
4 years		0.0%
5 years		7.5%
More than 5 years		83.0%
Total		100.0%

Personal Demographics

<i>Are you of Hispanic, Latino, or Spanish origin?</i>		
Yes		— ^c
No		— ^c
Total		— ^c

<i>Please select the racial category or categories with which you most closely identify.</i>		
White		70.8%
Black or African American		16.7%
All other races		12.5%
Total		100.0%

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

<i>What is your age group?</i>		
29 years and under		— ^c
30-39 years old		— ^c
40-49 years old		— ^c
50-59 years old		— ^c
60 years or older		— ^c
Total		— ^c

<i>What is the highest degree or level of education you have completed?</i>		
Less than High School/ High School Diploma/ GED		— ^c
Certification/ Some College/ Associate's Degree		— ^c
Bachelor's Degree		— ^c
Advanced Degrees (Post Bachelor's Degree)		— ^c
Total		— ^c

<i>Are you an individual with a disability?</i>		
Yes		24.5%
No		75.5%
Total		100.0%

Core Q1-10, 12-38 Trend

Are you:		
Male		49.0%
Female		51.0%
Total		100.0%

Are you transgender?		
Yes		0.0%
No		100.0%
Total		100.0%

Which one of the following do you consider yourself to be?		
Straight, that is not gay or lesbian		— ^c
Gay or Lesbian		— ^c
Bisexual		— ^c
Something else		— ^c
Total		— ^c

Percentages for demographic questions are unweighted.

The "I use a different term" response option for the sexual orientation item was worded as "Something else" in 2021.

Note: For confidentiality purposes, a "—^c" indicated that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

A "—^u" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Federal Maritime Commission AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Agency Specific Questions

1. In my Office/Bureau, policies and practices are applied in a fair and equitable manner to all employees.						
	2022			2021		Trend
	# of Respondents	Percent		# of Respondents	Percent	
Strongly Agree	34	56.0%	85.3%	26	48.9%	80.1%
Agree	18	29.3%		16	31.2%	
Neither Agree nor Disagree	2	4.0%		3	6.9%	
Disagree	2	3.4%	10.7%	3	7.8%	13.0%
Strongly Disagree	4	7.3%		2	5.2%	
Total	50	100.0%		50	100.0%	

2. What level of leadership needs the most improvement in Communication?					
	2022		2021		Trend
	# of Respondents	Percent	# of Respondents	Percent	Percent
Commissioners	11	19.8%	10	21.0%	-1.2%
Commissioners/SES	21	35.3%	14	28.3%	6.9%
SES	8	14.0%	9	16.6%	-2.5%
SES/GS15/14	7	12.4%	6	13.8%	-1.4%
Supervisor (GS15/14)	10	18.5%	9	20.3%	-1.8%
Total	57	100.0%	48	100.0%	

3. Overall, I believe the FMC is headed in the right direction in its efforts to create a more positive working environment.						
	2022			2021		Trend
	# of Respondents	Percent		# of Respondents	Percent	
Strongly Agree	19	30.6%	67.0%	14	24.2%	72.2%
Agree	22	36.4%		24	48.0%	
Neither Agree nor Disagree	7	12.6%		7	16.3%	
Disagree	7	12.4%	20.4%	3	7.8%	11.6%
Strongly Disagree	5	8.0%		2	3.8%	
Total	60	100.0%		50	100.0%	

4. I trust my leaders to assist me through counseling, training, and opportunities to advance my career in my agency.						
	2022			2021		Trend
	# of Respondents	Percent		# of Respondents	Percent	
Strongly Agree	23	36.7%	66.7%	15	27.1%	66.0%
Agree	18	29.9%		20	38.9%	
Neither Agree nor Disagree	7	13.0%	13.0%	9	19.7%	19.7%
Disagree	7	11.2%	20.3%	1	1.5%	14.3%
Strongly Disagree	5	9.1%		5	12.8%	
Total	60	100.0%		50	100.0%	

5. When responding to this survey, I consider "Senior Leaders" and "senior leadership" to refer to:					
	2022		2021		Trend
	# of Respondents	Percent	# of Respondents	Percent	
Commissioners	4	6.5%	6	11.2%	-4.6%
Commissioners/SES	47	78.6%	32	62.8%	15.8%
SES	4	6.5%	6	12.4%	-5.9%
SES/GS15/14	4	6.7%	7	13.7%	-7.0%
Supervisor (GS15/14)	1	1.7%	0	0.0%	1.7%
Total	60	100.0%	51	100.0%	

6. When answering the survey questions about your "organization," which organization were you primarily thinking of?					
	2022		2021		Trend
	# of Respondents	Percent	# of Respondents	Percent	
The overall agency (FMC)	50	83.3%	N/A	N/A	N/A
The bureau/office level (e.g., OMD, OGC, BCL, etc.)	6	11.1%	N/A	N/A	N/A
Your work unit	3	5.5%	N/A	N/A	N/A
Total	59	100.0%	N/A	N/A	

7. Which of the following has the greatest impact on your morale?					
	2022		2021		Trend
	# of Respondents	Percent	# of Respondents	Percent	
Commissioners	3	5.1%	3	6.8%	-1.7%
Commissioners/SES	16	26.5%	13	26.4%	0.1%
SES	7	11.5%	4	7.6%	3.9%
SES/GS15/14	17	27.9%	16	30.1%	-2.2%
Supervisor (GS15/14)	16	29.0%	15	29.1%	-0.1%
Total	59	100.0%	51	100.0%	

8. Which of the following best describes your work-related stress over the past year:					
	2021		2020		Trend
	# of Respondents	Percent	# of Respondents	Percent	
Increased	36	60.1%	23	42.6%	17.5%
Decreased	2	3.1%	4	7.2%	-4.0%
Remained the same	17	28.9%	15	31.9%	-3.1%
I have not experienced significant work-related stress during the last year	4	7.9%	9	18.3%	-10.4%
Total	51	100.0%	51	100.0%	

9. Which of the following do you need the most to do your job better?					
	2021		2020		Trend
	# of Respondents	Percent	# of Respondents	Percent	
People	37	63.6%	23	45.8%	17.9%
Materials	5	8.8%	6	12.5%	-3.7%
Budget	5	9.4%	5	11.3%	-1.9%
Training	11	18.2%	13	30.5%	-12.3%
Total	58	100.0%	47	100.0%	

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Federal Maritime Commission AES Report,**

2022 OPM Federal Employee Viewpoint Survey

Item	Item Text	2019 Percent Positive	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	Difference 2022-2019	Difference 2022-2020	Difference 2022-2021	Sort for Largest Differences 2022-2019	Sort for Largest Differences 2022-2020	Sort for Largest Differences 2022-2021
1	*I am given a real opportunity to improve my skills in my organization.	70%	84%	85%	82%	12%	-2%	-3%	2	12	19
2	I feel encouraged to come up with new and better ways of doing things.	69%	79%	76%	68%	-1%	-11%	-8%	20	31	32
3	My work gives me a feeling of personal accomplishment.	69%	83%	85%	77%	8%	-6%	-8%	5	21	33
4	I know what is expected of me on the job.	84%	90%	87%	74%	-10%	-16%	-13%	33	36	40
5	*My workload is reasonable.	84%	74%	80%	69%	-15%	-5%	-11%	36	18	37
6	*My talents are used well in the workplace.	65%	84%	71%	67%	2%	-17%	-4%	14	38	20
7	*I know how my work relates to the agency's goals.	96%	95%	90%	93%	-2%	-2%	3%	24	13	3
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69%	84%	78%	76%	7%	-8%	-2%	6	22	13
14	*The people I work with cooperate to get the job done.	81%	90%	85%	86%	5%	-4%	1%	9	15	8
16	*In my work unit, differences in performance are recognized in a meaningful way.	57%	73%	70%	60%	3%	-13%	-10%	11	34	35
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	93%	88%	93%	85%	-8%	-3%	-8%	31	14	31
19	Employees in my work unit meet the needs of our customers.	— ^a	98%	95%	97%	— ^a	-1%	2%	— ^a	8	4
20	Employees in my work unit contribute positively to my agency's performance.	— ^a	96%	97%	95%	— ^a	-1%	-2%	— ^a	9	15
21	Employees in my work unit produce high-quality work.	— ^a	96%	90%	92%	— ^a	-4%	2%	— ^a	16	6
22	Employees in my work unit adapt to changing priorities.	— ^a	98%	89%	90%	— ^a	-8%	1%	— ^a	24	10
35	Employees are recognized for providing high quality products and services.	64%	75%	81%	75%	11%	0%	-6%	3	4	26
36	Employees are protected from health and safety hazards on the job.	86%	93%	91%	85%	-1%	-8%	-6%	21	26	28
37	My organization is successful at accomplishing its mission.	90%	90%	84%	79%	-11%	-11%	-5%	34	29	23
43	*I recommend my organization as a good place to work.	74%	82%	76%	72%	-2%	-10%	-4%	23	28	22
44	*I believe the results of this survey will be used to make my agency a better place to work.	77%	79%	80%	71%	-6%	-8%	-9%	28	25	34
45	My supervisor is committed to a workforce representative of all segments of society.	77%	88%	83%	90%	13%	2%	7%	1	3	1
46	Supervisors in my work unit support employee development.	77%	85%	90%	88%	11%	3%	-2%	4	2	14
47	My supervisor supports my need to balance work and other life issues.	87%	90%	95%	94%	7%	4%	-1%	7	1	12
48	My supervisor listens to what I have to say.	84%	87%	83%	87%	3%	0%	4%	13	5	2
49	My supervisor treats me with respect.	84%	87%	88%	85%	1%	-2%	-3%	16	11	17
50	I have trust and confidence in my supervisor.	72%	80%	85%	78%	6%	-2%	-7%	8	10	29
52	Overall, how good a job do you feel is being done by your immediate supervisor?	81%	86%	84%	80%	-1%	-6%	-4%	19	20	21
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	63%	73%	70%	65%	2%	-8%	-5%	15	23	25
56	My organization's senior leaders maintain high standards of honesty and integrity.	69%	85%	79%	67%	-2%	-18%	-12%	22	39	39
57	*Managers communicate the goals of the organization.	73%	77%	79%	77%	4%	0%	-2%	10	6	16
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	76%	70%	68%	69%	-7%	-1%	1%	29	7	9
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	78%	77%	69%	71%	-7%	-6%	2%	30	19	5
60	I have a high level of respect for my organization's senior leaders.	77%	79%	71%	68%	-9%	-11%	-3%	32	32	18
61	Senior leaders demonstrate support for Work-Life programs.	88%	87%	73%	75%	-13%	-12%	2%	35	33	7
65	*How satisfied are you with your involvement in decisions that affect your work?	70%	80%	71%	70%	0%	-10%	-1%	18	27	11
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	68%	86%	75%	64%	-4%	-22%	-11%	25	40	38
67	*How satisfied are you with the recognition you receive for doing a good job?	66%	80%	74%	69%	3%	-11%	-5%	12	30	24
68	*Considering everything, how satisfied are you with your job?	73%	82%	77%	67%	-6%	-15%	-10%	27	35	36
69	Considering everything, how satisfied are you with your pay?	71%	76%	77%	71%	0%	-5%	-6%	17	17	27
70	*Considering everything, how satisfied are you with your organization?	74%	85%	76%	69%	-5%	-16%	-7%	26	37	30

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

Percentages are weighted to represent the Agency's population.

Only items 1-8, 14, 16, 18-22, 35-37, 43-50, 52, 55-61, 65-70 that carried over from the 2021 OPM FEVS are included on this tab.

Q19-Q22 were not included in the 2019 OPM FEVS.

Item text for Q37 has changed from "My agency" to "My organization" in the 2022 OPM FEVS.

A "—" indicates that there are no trending results available for the year.

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: **Federal Maritime Commission AES Report**, 2022 OPM Federal Employee Viewpoint Survey