

Summary of the Federal Maritime Commission's (FMC) 2023 Federal Employee Viewpoint Survey Results

The Office of Personnel Management's (OPM) Federal Employee Viewpoint Survey (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*.

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Summary of FMC's 2023 FEVS Results

Based on our 2023 FEVS results, the Commission continues to serve as a model federal agency. For the 8th year in a row, we have no items identified as "Challenges" (items rated 35% or more negative are considered a challenge). We saw our biggest jump in the questions, "Considering everything, how satisfied are you with your pay" and "Employees in my work unit make me feel I belong," which both saw a 4% increase in positive responses from the prior year. The top three responses in the 2023 survey include:

- "It is important to me that my work contribute to the common good." (96%)
- "I am held accountable for the quality of work I produce." (94%)
- "Employees in my work unit contribute positively to my agency's performance." (90%)

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 EEI 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 EEI reflected the following:

- 71% in **Employee Engagement** (76% in 2022) - *Conditions that lead to engaged employees.*
- 79% on **Supervisors** (84% in 2022) - *The interpersonal relationship between worker and supervisor, including trust, respect, and support.*
- 73% on **Intrinsic Work Experiences** (76% in 2022) - *Employees' feelings of motivation and competency relating to their role in the workplace.*
- 60% on **Leaders Lead** (70% in 2022) - *Perceptions of leadership integrity and behaviors, such as communication and workforce motivation.*

For this FEVS cycle, the FMC had a survey response rate of 66.9%. Of the 128 employees onboard, 118 employees were eligible to receive a survey, and 79 employees responded.

Commitment to Improvement

The Commission is committed to the continuous improvement of our working environment and employee engagement. The Commission's Workforce Improvement Plan (WIP) is instrumental in helping us achieve our goals.

Examples of WIP initiatives include:

- Leadership Development Program and SES Development Program;
- Career Development and Growth Information Sessions;
- Leadership Seminars and Roundtables series;
- Federal Hiring Seminar;
- Work-Life Balance Survey (with results leading to future initiatives);
- Coaching and Mentorship Program for Supervisors; and
- Port Tours and Site Visits.

The FMC has undergone considerable organizational change in a short period of time. As the agency continues to implement the Ocean Shipping Reform Act of 2022 and modernize its operations to meet the regulatory needs of today's international ocean shipping supply chain, investment in the well-being, development and empowerment of the FMC's workforce will be as important as ever. I am most proud of our staff during this time of intense transformation. We continue to navigate the changes and there is more work ahead, together we can achieve our goal of making the FMC one of the best places to work.

Daniel B. Maffei
Chairman
Federal Maritime Commission

| FEVS Questions | | 2023 FEVS Data | | | | | | | 2022 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 % | 2022 Percent Positive | Increase or Decrease from 2022 | 2022 Percent Negative |
| 1 | I am given a real opportunity to improve my skills in my organization. | 77% | 39% | 38% | 8% | 9% | 6% | 15% | 81.6% | -4.6% | 13.6% |
| 2 | I feel encouraged to come up with new and better ways of doing things. | 68% | 38% | 30% | 10% | 10% | 12% | 22% | 68.1% | -0.1% | 25.1% |
| 3 | My work gives me a feeling of personal accomplishment. | 69% | 32% | 37% | 14% | 9% | 9% | 17% | 76.6% | -7.6% | 14.9% |
| 4 | I know what is expected of me on the job. | 74% | 40% | 34% | 6% | 12% | 8% | 20% | 74.4% | -0.4% | 16.8% |
| 5 | *My workload is reasonable. | 60% | 21% | 39% | 16% | 18% | 7% | 25% | 68.7% | -9.1% | 25.4% |
| 6 | *My talents are used well in the workplace. | 65% | 28% | 36% | 5% | 19% | 11% | 30% | 67.5% | -2.7% | 19.8% |
| 7 | *I know how my work relates to the agency's goals. | 89% | 44% | 45% | 4% | 4% | 4% | 8% | 92.5% | -3.8% | 1.5% |
| 8 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 68% | 50% | 18% | 11% | 12% | 9% | 21% | 76.0% | -8.5% | 14.5% |
| 9 | I have enough information to do my job well. | 72% | 31% | 41% | 8% | 11% | 9% | 20% | 71.2% | 1.2% | 19.8% |
| 10 | I receive the training I need to do my job well. | 78% | 40% | 38% | 4% | 10% | 9% | 19% | 75.8% | 1.7% | 16.7% |
| 11 | I am held accountable for the quality of work I produce. | 94% | 43% | 51% | 4% | 3% | 0% | 3% | 94.5% | -0.6% | 2.4% |

| | | | | | | | | | | | |
|----|---|-----|-----|-----|-----|-----|-----|-----|-------|--------|-------|
| 12 | I have a clear idea of how well I am doing my job. | 71% | 34% | 38% | 11% | 9% | 8% | 17% | 78.8% | -7.5% | 18.1% |
| 13 | I have the autonomy to decide how I do my job. | 63% | 30% | 33% | 13% | 13% | 11% | 24% | N/A | N/A | N/A |
| 14 | I can make decisions about my work without getting permission first. | 47% | 24% | 24% | 20% | 18% | 15% | 33% | N/A | N/A | N/A |
| 15 | *The people I work with cooperate to get the job done. | 86% | 49% | 37% | 9% | 4% | 1% | 5% | 86.3% | 0.1% | 8.7% |
| 17 | *In my work unit, differences in performance are recognized in a meaningful way. | 50% | 22% | 28% | 18% | 21% | 11% | 32% | 60.4% | -10.6% | 23.9% |
| 18 | Employees in my work unit share job knowledge. | 78% | 46% | 32% | 9% | 10% | 3% | 13% | 86.3% | -8.2% | 12.2% |
| 19 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 85% | 46% | 39% | 6% | 5% | 4% | 9% | 85.5% | -0.1% | 13.1% |
| 20 | Employees in my work unit meet the needs of our customers. | 84% | 45% | 39% | 12% | 3% | 1% | 4% | 96.9% | -12.7% | 1.5% |
| 21 | Employees in my work unit contribute positively to my agency's performance. | 90% | 65% | 25% | 9% | 1% | 0% | 1% | 94.9% | -5.2% | 1.5% |
| 22 | Employees in my work unit produce high-quality work. | 88% | 59% | 30% | 11% | 1% | 0% | 1% | 91.9% | -3.7% | 0.0% |
| 23 | Employees in my work unit adapt to changing priorities. | 87% | 57% | 31% | 9% | 4% | 0% | 4% | 89.5% | -2.1% | 1.7% |
| 24 | New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs. | 77% | 45% | 33% | 13% | 6% | 4% | 10% | 76.1% | 1.2% | 10.3% |
| 25 | I can influence decisions in my work unit. | 60% | 31% | 30% | 14% | 15% | 10% | 25% | 71.5% | -11.3% | 21.7% |
| 26 | I know what my work unit's goals are. | 83% | 44% | 39% | 5% | 7% | 6% | 13% | 86.5% | -3.8% | 12.0% |

| | | | | | | | | | | | |
|----|---|-----|-----|-----|-----|-----|-----|-----|-------|--------|-------|
| 27 | My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). | 62% | 31% | 32% | 13% | 15% | 10% | 25% | 73.9% | -11.5% | 15.8% |
| 28 | My work unit successfully manages disruptions to our work. | 72% | 32% | 40% | 17% | 4% | 7% | 11% | 86.0% | -14.2% | 9.7% |
| 29 | Employees in my work unit consistently look for new ways to improve how they do their work. | 70% | 29% | 41% | 18% | 7% | 5% | 12% | 76.8% | -6.4% | 15.8% |
| 30 | Employees in my work unit incorporate new ideas into their work. | 76% | 25% | 51% | 13% | 7% | 5% | 11% | 82.1% | -6.4% | 9.0% |
| 31 | Employees in my work unit approach change as an opportunity. | 67% | 29% | 37% | 18% | 9% | 6% | 16% | 68.4% | -1.7% | 14.4% |
| 32 | Employees in my work unit consider customer needs a top priority. | 83% | 42% | 41% | 8% | 4% | 5% | 9% | 86.4% | -3.1% | 4.8% |
| 33 | Employees in my work unit consistently look for ways to improve customer service. | 72% | 29% | 43% | 14% | 8% | 6% | 14% | 73.1% | -1.2% | 9.3% |
| 34 | Employees in my work unit support my need to balance my work and personal responsibilities. | 78% | 49% | 29% | 7% | 7% | 8% | 15% | 88.8% | -11.1% | 8.0% |
| 35 | Employees are recognized for providing high quality products and services. | 58% | 25% | 33% | 12% | 15% | 14% | 30% | 75.2% | -16.9% | 18.1% |
| 36 | Employees are protected from health and safety hazards on the job. | 82% | 52% | 30% | 11% | 2% | 5% | 8% | 84.5% | -2.9% | 10.3% |
| 37 | My organization is successful at accomplishing its mission. | 76% | 34% | 42% | 12% | 8% | 5% | 13% | 78.8% | -3.3% | 7.2% |
| 38 | I have a good understanding of my organization's priorities. | 81% | 42% | 39% | 7% | 7% | 6% | 13% | 83.4% | -2.8% | 13.5% |
| 39 | My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS). | 76% | 45% | 31% | 8% | 13% | 4% | 16% | N/A | N/A | N/A |
| 40 | Information is openly shared in my organization. | 49% | 19% | 30% | 18% | 17% | 16% | 33% | N/A | N/A | N/A |
| 41 | The approval process in my organization allows timely delivery of my work. | 51% | 21% | 30% | 15% | 22% | 12% | 34% | N/A | N/A | N/A |
| 42 | My organization effectively adapts to changing government priorities. | 64% | 23% | 41% | 16% | 13% | 7% | 21% | 69.2% | -5.4% | 11.6% |

| | | | | | | | | | | | |
|----|--|-----|-----|-----|-----|-----|-----|-----|-------|--------|-------|
| 43 | My organization has prepared me for potential physical security threats. | 74% | 35% | 39% | 7% | 8% | 11% | 19% | 71.7% | 2.4% | 17.1% |
| 44 | My organization has prepared me for potential cybersecurity threats. | 85% | 31% | 54% | 2% | 4% | 8% | 13% | 81.8% | 3.5% | 12.1% |
| 45 | In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated. | 54% | 36% | 18% | 18% | 12% | 16% | 28% | 65.2% | -10.9% | 23.4% |
| 46 | *I recommend my organization as a good place to work. | 65% | 30% | 35% | 12% | 12% | 12% | 23% | 71.7% | -7.1% | 19.5% |
| 47 | *I believe the results of this survey will be used to make my agency a better place to work. | 59% | 23% | 36% | 18% | 10% | 13% | 23% | 70.6% | -11.4% | 20.6% |
| 48 | Supervisors in my work unit support employee development. | 83% | 62% | 21% | 7% | 6% | 4% | 10% | 87.9% | -5.1% | 9.0% |
| 49 | My supervisor supports my need to balance work and other life issues. | 86% | 64% | 22% | 3% | 4% | 7% | 11% | 93.8% | -7.7% | 3.1% |
| 50 | My supervisor listens to what I have to say. | 80% | 59% | 22% | 9% | 2% | 9% | 11% | 86.6% | -6.2% | 7.3% |
| 51 | My supervisor treats me with respect. | 82% | 61% | 20% | 10% | 3% | 6% | 9% | 84.9% | -3.1% | 10.4% |
| 52 | I have trust and confidence in my supervisor. | 73% | 55% | 18% | 11% | 9% | 7% | 16% | 78.3% | -5.5% | 10.4% |
| 53 | My supervisor holds me accountable for achieving results. | 89% | 62% | 27% | 8% | 0% | 3% | 3% | 92.8% | -3.7% | 2.5% |
| 54 | Overall, how good a job do you feel is being done by your immediate supervisor? | 79% | 53% | 26% | 13% | 4% | 5% | 9% | 80.2% | -1.5% | 8.8% |
| 55 | My supervisor provides me with constructive suggestions to improve my job performance. | 75% | 43% | 32% | 9% | 9% | 6% | 16% | 81.7% | -6.3% | 13.5% |
| 56 | My supervisor provides me with performance feedback throughout the year. | 79% | 41% | 37% | 5% | 10% | 6% | 17% | 83.3% | -4.5% | 11.9% |

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|----|---|-----|-----|-----|-----|-----|-----|-----|-------|--------|-------|
| 57 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 51% | 19% | 33% | 19% | 5% | 25% | 30% | 64.8% | -13.6% | 24.8% |
| 58 | My organization's senior leaders maintain high standards of honesty and integrity. | 63% | 27% | 36% | 18% | 9% | 10% | 18% | 67.4% | -4.2% | 18.5% |
| 59 | *Managers communicate the goals of the organization. | 64% | 19% | 44% | 16% | 9% | 11% | 21% | 76.7% | -13.1% | 18.3% |
| 60 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 53% | 18% | 34% | 19% | 9% | 19% | 28% | 68.9% | -16.3% | 24.8% |
| 61 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 62% | 34% | 29% | 20% | 9% | 9% | 18% | 71.2% | -8.8% | 15.1% |
| 62 | I have a high level of respect for my organization's senior leaders. | 60% | 26% | 33% | 19% | 9% | 13% | 22% | 67.9% | -8.2% | 18.4% |
| 63 | Senior leaders demonstrate support for Work-Life programs. | 71% | 29% | 41% | 15% | 4% | 11% | 15% | 74.8% | -4.1% | 14.6% |
| 64 | Management encourages innovation. | 55% | 19% | 36% | 17% | 15% | 13% | 28% | 65.2% | -10.5% | 18.3% |
| 65 | Management makes effective changes to address challenges facing our organization. | 53% | 23% | 29% | 20% | 12% | 15% | 27% | 67.8% | -15.2% | 18.8% |
| 66 | Management involves employees in decisions that affect their work. | 48% | 19% | 28% | 19% | 7% | 26% | 34% | 59.6% | -12.1% | 27.4% |
| 67 | *How satisfied are you with your involvement in decisions that affect your work? | 54% | 25% | 29% | 17% | 17% | 12% | 29% | 70.0% | -16.3% | 23.3% |
| 68 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 55% | 19% | 36% | 18% | 18% | 9% | 27% | 63.6% | -8.9% | 24.9% |
| 69 | *How satisfied are you with the recognition you receive for doing a good job? | 58% | 26% | 32% | 15% | 12% | 15% | 27% | 68.7% | -11.1% | 18.7% |

| | | | | | | | | | | | |
|----|---|-----|-----|-----|-----|-----|-----|-----|-------|--------|-------|
| 70 | *Considering everything, how satisfied are you with your job? | 60% | 25% | 35% | 13% | 19% | 8% | 27% | 67.1% | -7.4% | 17.7% |
| 71 | Considering everything, how satisfied are you with your pay? | 75% | 27% | 48% | 14% | 10% | 1% | 11% | 71.4% | 3.9% | 9.2% |
| 72 | *Considering everything, how satisfied are you with your organization? | 64% | 24% | 40% | 10% | 16% | 10% | 26% | 68.7% | -5.0% | 17.1% |
| 73 | My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities). | 75% | 40% | 36% | 11% | 6% | 7% | 13% | 76.8% | -1.4% | 14.0% |
| 74 | My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development). | 80% | 52% | 28% | 9% | 1% | 10% | 11% | 85.0% | -5.3% | 11.5% |
| 75 | I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit. | 78% | 41% | 37% | 5% | 9% | 8% | 17% | 76.9% | 0.9% | 14.1% |
| 76 | My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments). | 76% | 51% | 24% | 7% | 12% | 6% | 18% | 80.8% | -5.1% | 11.0% |
| 77 | In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements). | 65% | 46% | 19% | 8% | 10% | 17% | 27% | 81.5% | -16.6% | 12.9% |
| 78 | Employees in my work unit make me feel I belong. | 85% | 56% | 29% | 4% | 4% | 7% | 11% | 81.4% | 3.5% | 11.9% |
| 79 | Employees in my work unit care about me as a person. | 77% | 49% | 27% | 16% | 0% | 7% | 7% | 88.6% | -11.7% | 6.3% |
| 80 | I am comfortable expressing opinions that are different from other employees in my work unit. | 74% | 42% | 32% | 11% | 6% | 9% | 15% | 84.0% | -10.5% | 10.7% |

| | | | | | | | | | | | |
|----|--|-----|-----|-----|-----|-----|-----|-----|-------|--------|-------|
| 81 | In my work unit, people's differences are respected. | 83% | 49% | 35% | 9% | 0% | 7% | 7% | 88.6% | -5.3% | 8.2% |
| 82 | I can be successful in my organization being myself. | 73% | 45% | 28% | 11% | 7% | 9% | 16% | 79.6% | -7.1% | 15.7% |
| 83 | I can easily make a request of my organization to meet my accessibility needs. | 84% | 39% | 45% | 8% | 4% | 4% | 8% | 93.6% | -10.0% | 4.4% |
| 84 | My organization responds to my accessibility needs in a timely manner. | 84% | 42% | 42% | 9% | 4% | 2% | 7% | 89.9% | -5.5% | 5.1% |
| 85 | My organization meets my accessibility needs. | 87% | 39% | 49% | 9% | 2% | 2% | 4% | 87.4% | -0.3% | 5.1% |
| 86 | My job inspires me. | 56% | 19% | 37% | 18% | 16% | 11% | 27% | 57.4% | -1.8% | 15.3% |
| 87 | The work I do gives me a sense of accomplishment. | 66% | 33% | 33% | 10% | 15% | 9% | 24% | 79.2% | -13.0% | 10.5% |
| 88 | I feel a strong personal attachment to my organization. | 51% | 21% | 30% | 20% | 17% | 11% | 29% | 58.9% | -7.8% | 18.6% |
| 89 | I identify with the mission of my organization. | 66% | 23% | 44% | 16% | 11% | 8% | 18% | 77.7% | -11.6% | 5.7% |
| 90 | It is important to me that my work contribute to the common good. | 96% | 54% | 42% | 1% | 1% | 1% | 3% | 96.0% | 0.1% | 0.0% |

* 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.

For confidentiality purposes, a "-c" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: **Federal Maritime Commission AES Report, 2023 OPM Federal Employee Viewpoint Survey**

Core Q1-10, 12-38 Trend

| | | FMC 2023 | | FMC 2022 | |
|--|---|------------------|---------|------------------|---------|
| | | # of Respondents | Percent | # of Respondents | Percent |
| 16. In my work unit poor performers usually: | | | | | |
| | Remain in the work unit and improve their performance over time | 14 | 16.7% | 11 | 18.2% |
| | Remain in the work unit and continue to underperform | 18 | 23.1% | 16 | 25.1% |
| | Leave the work unit - removed or transferred | 7 | 8.9% | 3 | 4.6% |
| | Leave the work unit - quit | 5 | 6.1% | 2 | 3.0% |
| | There are no poor performers in my work unit | 22 | 27.7% | 21 | 34.0% |
| | Do Not Know | 22 | 28.3% | 16 | 25.7% |
| Total (percents will add to more than 100% because respondents could choose more than one response option) | | 79 | N/A | 62 | N/A |

Percentages are weighted to represent the Agency's population.

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

Source: **Federal Maritime Commission AES Report, 2023 OPM Federal Employee Viewpoint**

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. | | | | |
|---|-------------------------|----------------|-------------------------|----------------|
| | # of Respondents | Percent | # of Respondents | Percent |
| I telework every day (i.e. remote work agreement) | 7 | 9.8% | N/A | N/A |
| I have an approved remote work agreement (I am not expected to perform work at an agency worksite) | N/A | N/A | 3 | 5.9% |
| I telework 3 or 4 days per week | 54 | 72.0% | N/A | N/A |
| I telework 3 or more days per week | N/A | N/A | 47 | 78.2% |
| I telework 1 or 2 days per week | 13 | 18.2% | 9 | 15.9% |
| 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% | 0 | 0.0% |
| 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 | 74 | 100.0% | 51 | 100.0% |

Only those who answered "I telework every work day" in 2023 or "I have an approved remote work agreement" in 2022 to the previous question received Question 91a.

91a. What is your current remote work status?

| | FMC 2023 | | FMC 2022 | |
|---|------------------|---------|------------------|---------|
| | # of Respondents | Percent | # of Respondents | Percent |
| I do not have an approved remote work agreement | 1 | 13.4% | N/A | N/A |
| I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away) | 1 | 11.0% | 0 | 0.0% |
| I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away) | 5 | 75.6% | 3 | 100.0% |
| Total | 7 | 100.0% | 3 | 100.0% |

Percentages are weighted to represent the Agency's population.

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

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

In 2023, the response options for Q91 and Q91a were slightly different than in previous years. To facilitate trending, all possible response options are shown and an N/A is shown when the response option is not relevant for that given year.

Source: **Federal Maritime Commission AES Report**, 2023 OPM Federal

Employment Demographics

| <i>Where do you work?</i> | | |
|--|--|--------|
| Headquarters | | 90.1% |
| Field | | 1.4% |
| Full-time telework (e.g., home office, telecenter) | | 8.5% |
| Total | | 100.0% |

| <i>What is your supervisory status?</i> | | |
|--|--|--------|
| Senior Leader | | 7.0% |
| Manager | | 4.2% |
| Supervisor | | 7.0% |
| Team Leader | | 7.0% |
| Non-Supervisor | | 74.6% |
| Total | | 100.0% |

| <i>What is your pay category/grade?</i> | | |
|--|--|--------|
| Federal Wage System | | 0.0% |
| GS 1-6 | | 0.0% |
| GS 7-12 | | 19.1% |
| GS 13-15 | | 72.1% |
| Senior Executive Service | | 4.4% |
| Senior Level (SL) or Scientific or Professional (ST) | | 0.0% |
| Other | | 4.4% |
| Total | | 100.0% |

Core Q1-10, 12-38 Trend

| What is your US military service status? | | |
|---|---|--------|
| | No Prior Military Service | 85.5% |
| | Currently in National Guard or Reserves | 0.0% |
| | Retired | 2.9% |
| | Separated or Discharged | 11.6% |
| | Total | 100.0% |

| Are you: | | |
|-----------------|---|--------|
| | The spouse of a current active duty service member of the U.S. Armed Forces | 2.9% |
| | 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 | 1.4% |
| | 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 | 95.7% |
| | 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.

| Have you been hired under the Military Spouse Non-Competitive Hiring Authority? | | |
|--|-------|--------|
| | Yes | 33.3% |
| | No | 66.7% |
| | Total | 100.0% |

Core Q1-10, 12-38 Trend

| How long have you been with the Federal Government (excluding military service)? | | |
|---|--|--------|
| Less than 1 year | | 4.5% |
| 1 to 3 years | | 11.9% |
| 4 to 5 years | | 4.5% |
| 6 to 10 years | | 25.4% |
| 11 to 14 years | | 10.4% |
| 15 to 20 years | | 19.4% |
| More than 20 years | | 23.9% |
| Total | | 100.0% |

| How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)? | | |
|---|--|--------|
| Less than 1 year | | 11.8% |
| 1 to 3 years | | 29.4% |
| 4 to 5 years | | 11.8% |
| 6 to 10 years | | 20.6% |
| 11 to 14 years | | 8.8% |
| 15 to 20 years | | 8.8% |
| More than 20 years | | 8.8% |
| Total | | 100.0% |

| Are you considering leaving your organization within the next year, and if so, why? | | |
|--|--|--------|
| No | | 45.7% |
| Yes, to retire | | 2.9% |
| Yes, to take another job within the Federal Government | | 41.4% |
| Yes, to take another job outside the Federal Government | | 1.4% |
| Yes, other | | 8.6% |
| Total | | 100.0% |

Core Q1-10, 12-38 Trend

| <i>If the response to the previous question on your intent to leave was "No," this item was skipped.</i> | | |
|---|--|--------|
| <i>Has your work unit's telework or remote work options influenced your intent to leave?</i> | | |
| Yes | | 63.9% |
| No | | 36.1% |
| Total | | 100.0% |

| <i>I am planning to retire:</i> | | |
|--|--|--------|
| Less than 1 year | | 0.0% |
| 1 year | | 3.1% |
| 2 years | | 1.5% |
| 3 years | | 3.1% |
| 4 years | | 1.5% |
| 5 years | | 4.6% |
| More than 5 years | | 86.2% |
| Total | | 100.0% |

Personal Demographics

| <i>Are you of Hispanic, Latino, or Spanish origin?</i> | | |
|---|--|--------|
| Yes | | 10.9% |
| No | | 89.1% |
| Total | | 100.0% |

| <i>Please select the racial category or categories with which you most closely identify.</i> | | |
|---|--|--------|
| White | | 64.5% |
| Black or African American | | 19.4% |
| All other races | | 16.1% |
| Total | | 100.0% |

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

Core Q1-10, 12-38 Trend

| What is your age group? | | |
|--------------------------------|--|----------------|
| 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 |

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

| Are you an individual with a disability? | | |
|---|--|--------|
| Yes | | 18.5% |
| No | | 81.5% |
| Total | | 100.0% |

| Are you: | | |
|-----------------|--|--------|
| Male | | 44.4% |
| Female | | 55.6% |
| Total | | 100.0% |

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

Core Q1-10, 12-38 Trend

| <i>Which one of the following do you consider yourself to be?</i> | | |
|--|--------------------------------------|----------------|
| | Lesbian or gay | — ^c |
| | Straight, that is not gay or lesbian | 87.1% |
| | Bisexual | — ^c |
| | I use a different term | — ^c |
| | Total | 100.0% |

Percentages for demographic questions are unweighted.

The first two response options "Lesbian or gay" and "Straight, that is not lesbian or gay" for the sexual orientation item were re-

Note: For confidentiality purposes, a "—^c" indicates that there are either fewer than 4 responses to a single personal demographic

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

No suppression was applied to Employment Demographics.

Source: **Federal Maritime Commission AES Report, 2023 OPM Federal Employee Viewpoint Survey**

Agency Specific Questions

| <i>In my Office/Bureau, policies and practices are applied in a fair and equitable manner to all employees.</i> | | | | | | |
|---|------------------|---------|-------|------------------|---------|---------|
| | 2023 | | | 2022 | | Trend |
| | # of Respondents | Percent | | # of Respondents | Percent | Percent |
| Strongly Agree | 32 | 42.4% | | 34 | 56.0% | |
| Agree | 21 | 28.9% | 71.3% | 18 | 29.3% | 85.3% |
| Neither Agree nor Disagree | 9 | 11.2% | 11.2% | 2 | 4.0% | 4.0% |
| Disagree | 6 | 8.4% | | 2 | 3.4% | |
| Strongly Disagree | 7 | 9.2% | 17.6% | 4 | 7.3% | 10.7% |
| Total | 75 | 100.0% | | 50 | 100.0% | 6.9% |

| <i>What level of leadership needs the most improvement in Communication?</i> | | | | | |
|--|------------------|---------|------------------|---------|---------|
| | 2023 | | 2022 | | Trend |
| | # of Respondents | Percent | # of Respondents | Percent | Percent |
| Chairman/Commissioners | 12 | 17.3% | N/A | N/A | N/A |
| Commissioners/SES | 20 | 29.6% | 21 | 35.3% | -5.7% |
| SES/Bureau Director | 26 | 36.8% | N/A | N/A | N/A |
| Direct Supervisor | 11 | 16.4% | N/A | N/A | N/A |
| Total | 69 | 100.0% | | 100.0% | |

| <i>Overall, I believe the FMC is headed in the right direction in its efforts to create a more positive working environment.</i> | | | | | | |
|--|------------------|---------|-------|------------------|---------|---------|
| | 2023 | | | 2022 | | Trend |
| | # of Respondents | Percent | | # of Respondents | Percent | Percent |
| Strongly Agree | 22 | 29.0% | | 19 | 30.6% | |
| Agree | 20 | 27.4% | 56.4% | 22 | 36.4% | 67.0% |
| Neither Agree nor Disagree | 12 | 15.9% | 15.9% | 7 | 12.6% | 12.6% |
| Disagree | 10 | 14.0% | | 7 | 12.4% | |
| Strongly Disagree | 11 | 13.7% | 27.7% | 5 | 8.0% | 20.4% |
| Total | 75 | 100.0% | | 60 | 100.0% | 7.3% |

| <i>I trust my leaders to assist me through counseling, training, and opportunities to advance my career in my agency.</i> | | | | | | |
|--|-------------------------|----------------|-------|-------------------------|----------------|----------------|
| | 2023 | | | 2022 | | Trend |
| | # of Respondents | Percent | | # of Respondents | Percent | |
| Strongly Agree | 24 | 31.1% | | 23 | 36.7% | |
| Agree | 19 | 26.3% | 57.4% | 18 | 29.9% | 66.7% -9.2% |
| Neither Agree nor Disagree | 15 | 20.2% | 20.2% | 7 | 13.0% | 13.0% 7.2% |
| Disagree | 8 | 11.0% | | 7 | 11.2% | |
| Strongly Disagree | 9 | 11.3% | 22.3% | 5 | 9.1% | 20.3% 2.0% |
| Total | 75 | 100.0% | | 60 | 100.0% | |

| <i>When responding to this survey, I consider "Senior Leaders" and "senior leadership" to refer to:</i> | | | | | |
|--|-------------------------|----------------|-------------------------|----------------|--------------|
| | 2023 | | 2022 | | Trend |
| | # of Respondents | Percent | # of Respondents | Percent | |
| Chairman/Commissioners | 10 | 14.5% | N/A | N/A | N/A |
| Commissioners/SES | 41 | 55.6% | 47 | 78.6% | -23.0% |
| SES/Bureau Director | 23 | 29.9% | N/A | N/A | N/A |
| Direct Supervisor | 0 | 0.0% | N/A | N/A | N/A |
| Total | 74 | 100.0% | 60 | 100.0% | |

| <i>When answering the survey questions about your "organization," which organization were you primarily thinking of?</i> | | | | | |
|---|-------------------------|----------------|-------------------------|----------------|--------------|
| | 2023 | | 2022 | | Trend |
| | # of Respondents | Percent | # of Respondents | Percent | |
| The overall agency (FMC) | 58 | 77.3% | 50 | 83.3% | -6.0% |
| The bureau/office level (e.g., OMD, OGC, BCL, etc.) | 12 | 15.3% | 6 | 11.1% | 4.2% |
| Your work unit | 5 | 7.4% | 3 | 5.5% | 1.8% |
| Total | 75 | 100.0% | 59 | 100.0% | |

| <i>Which of the following has the greatest impact on your morale?</i> | | | | | |
|---|------------------|---------|------------------|---------|--------|
| | 2023 | | 2022 | | Trend |
| | # of Respondents | Percent | # of Respondents | Percent | |
| Chairman/Commissioners | 7 | 9.9% | N/A | N/A | N/A |
| Commissioners/SES | 8 | 10.6% | 16 | 26.5% | -15.9% |
| SES/Bureau Director | 14 | 17.0% | N/A | N/A | N/A |
| Direct Supervisor | 42 | 57.1% | N/A | N/A | N/A |
| Other | 4 | 5.4% | N/A | N/A | N/A |
| Total | | 100.0% | 59 | 100.0% | |

| <i>Which of the following best describes your work-related stress over the past year:</i> | | | | | |
|---|------------------|---------|------------------|---------|-------|
| | 2023 | | 2022 | | Trend |
| | # of Respondents | Percent | # of Respondents | Percent | |
| Increased | 46 | 62.8% | 36 | 60.10% | 2.7% |
| Decreased | 3 | 3.6% | 2 | 3.10% | 0.5% |
| Remained the same | 18 | 24.7% | 17 | 28.90% | -4.2% |
| I have not experienced significant work-related stress during the last year | 6 | 9.0% | 4 | 7.90% | 1.1% |
| Total | 73 | 100.0% | 59 | 100.0% | |

| <i>If you are considering leaving your organization within the next year, please indicate your main reason for leaving (select all that apply):</i> | | | | | |
|---|------------------|--------------|------------------|---------|-------|
| | 2023 | | 2022 | | Trend |
| | # of Respondents | Percent | # of Respondents | Percent | |
| I am not considering leaving in the next year | 24 | 33.7% | N/A | N/A | N/A |
| Benefits (other than pay) | 1 | 1.0% | N/A | N/A | N/A |
| Pay | 14 | 18.3% | N/A | N/A | N/A |
| Better career opportunities | 17 | 22.9% | N/A | N/A | N/A |
| Inadequate remote work opportunities | 23 | 30.1% | N/A | N/A | N/A |
| Inadequate telework opportunities | 5 | 6.3% | N/A | N/A | N/A |
| Inflexible work schedules | 6 | 7.9% | N/A | N/A | N/A |
| My supervisor | 12 | 16.0% | N/A | N/A | N/A |
| Lack of Growth potential | 15 | 20.8% | N/A | N/A | N/A |
| Lack of professional opportunities | 8 | 10.5% | N/A | N/A | N/A |
| The Organization leadership | 10 | 13.5% | N/A | N/A | N/A |
| Lack of training opportunities | 5 | 6.3% | N/A | N/A | N/A |
| Insufficient recognition | 15 | 20.5% | N/A | N/A | N/A |
| Lack of performance awards | 7 | 9.6% | N/A | N/A | N/A |
| Feeling of exclusion based on personal demographics | 6 | 7.9% | N/A | N/A | N/A |
| Unit climate/morale/coworkers | 12 | 15.6% | N/A | N/A | N/A |
| Retirement | 2 | 2.8% | N/A | N/A | N/A |
| Other not listed | 12 | 15.5% | N/A | N/A | N/A |
| Total | 74 | N/A | N/A | N/A | |

| Looking forward, please select the top three areas that should be a priority for making improvements in your Organization? (select all that apply): | | | | | |
|--|-------------------------|----------------|-------------------------|----------------|--------------|
| | 2023 | | 2022 | | Trend |
| | # of Respondents | Percent | # of Respondents | Percent | |
| Awards | 12 | 16.9% | N/A | N/A | N/A |
| Communication of upcoming changes effectively and in a timely manner | 26 | 34.8% | N/A | N/A | N/A |
| Communication of complete work related information | 17 | 21.7% | N/A | N/A | N/A |
| Cross-training, details, or other developmental activities | 21 | 27.6% | N/A | N/A | N/A |
| Expansion of career ladders | 20 | 27.0% | N/A | N/A | N/A |
| Increase personnel in my work unit | 21 | 28.1% | N/A | N/A | N/A |
| Information technology technical support | 29 | 37.5% | N/A | N/A | N/A |
| Information technology hardware and software | 32 | 42.2% | N/A | N/A | N/A |
| Performance management process | 2 | 2.2% | N/A | N/A | N/A |
| Meaningful performance evaluations | 8 | 10.4% | N/A | N/A | N/A |
| Non-IT related supplies (i.e. office supplies, lighting, furniture, etc.) | 0 | 0.0% | N/A | N/A | N/A |
| Telework opportunities | 11 | 14.8% | N/A | N/A | N/A |
| Remote work opportunities | 36 | 47.0% | N/A | N/A | N/A |
| Flexible work schedules | 8 | 11.4% | N/A | N/A | N/A |
| Visionary/inspirational leadership | 15 | 19.6% | N/A | N/A | N/A |
| Total | 75 | N/A | N/A | N/A | |

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

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

2023 OPM Federal Employee Viewpoint Survey