

Summary of the Federal Maritime Commission's (FMC) 2021 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 (2013 – 2020)

In 2020, the Federal Maritime Commission remained a Top 10 Small Agency for the third year in a row in the *Best Places to Work in the Federal Government* rankings. The Commission first entered the Top 10 in 2018, rising 8 positions from 17th to 9th. In 2017, the FMC was recognized by the Partnership as the *Most Improved Small Agency over the Past Five Years* jumping up 6 positions in the 2017 *Best Places to Work in the Federal Government* rankings from 23rd to 17th among small agencies. This award highlighted the FMC's sustained accomplishments over the 5-year period, including recognition by the Partnership as the *2015 Most Improved Small Agency*; and separate recognition by OPM for substantial positive increases in the Commission's 2016 FEVS scores. The FMC is proud of its accomplishments and remains committed to ongoing improvements.

Summary of FMC's 2021 FEVS Results

Based on our 2021 FEVS results, the Commission continues to serve as a model federal agency. Overall, the majority of employees believe the agency is headed in the right direction in its efforts to create a more positive working environment and would recommend the FMC as a good place to work. A few of the positive key survey results include:

- We continued to have no items identified as "Challenges" (items rated 35% or more negative are considered a challenge)
- We saw our highest positive responses over the past 7 years in 30% of the core questions answered.
- The top three responses in the 2021 survey, which also saw their highest responses over the past 7 years include:
 - Employees in my work unit contribute positively to my agency's performance (97%)
 - My supervisor supports my need to balance work and other life issues (95%)
 - Employees in my work unit achieve our goals (95%)

OPM uses the 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. While the overall Employee Engagement Index in 2021 dropped 2% from 2020, the overall index remained above 80% and included a 1% increase in the **Supervisors** category. Additionally, the index rates remained higher than 2019's responses by about 5% and continued to show a positive trend when compared to responses over the past 7 years:

- 81% in Employee Engagement (83% in 2020) - *Conditions that lead to engaged employees*

- 86% on **Supervisors** (85% in 2020) - *The interpersonal relationship between worker and supervisor, including trust, respect, and support*
- 82% on **Intrinsic Work Experiences** (86% in 2020) - *Employees' feelings of motivation and competency relating to their role in the workplace*
- 74% on **Leaders Lead** (78% in 2020) - *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 2021 survey continued to be identified as strengths (65% positive or higher) and remain on par with the average survey results seen over the past 3 years:

- 72% believe the Commission is headed in the right direction in its efforts to create a more positive working environment (81% in 2020).
- 80% feel FMC policies and practices are applied in a fair and equitable manner to all employees (83% in 2020).
- 66% trust their leaders to assist them through counseling, training, and opportunities to advance their career in the FMC (72% in 2020).

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 WIP Initiatives selected and completed over the last 7 years include:

- Creating a Peer Recognition Program
- Developing an Employee Handbook
- Developing a new Annual Diversity Training Program
- Developing and conducting in-house Retirement Readiness Workshops

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

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 %	2020 Percent Positive	Increase or Decrease from 2020	2020 Percent Negative	Increase or Decrease from 2020
1	*I am given a real opportunity to improve my skills in my organization.	85.1%	31.6%	53.5%	7.3%	5.0%	2.6%	7.6%	83.5%	1.6%	11.90%	-4.3%
2	I feel encouraged to come up with new and better ways of doing things.	75.9%	34.0%	42.0%	11.9%	9.6%	2.6%	12.2%	79.3%	-3.4%	12.30%	-0.1%
3	My work gives me a feeling of personal accomplishment.	85.0%	19.2%	65.8%	10.0%	0.0%	5.0%	5.0%	82.9%	2.1%	9.90%	-4.9%
4	I know what is expected of me on the job.	86.6%	27.0%	59.6%	3.9%	6.9%	2.6%	9.5%	89.8%	-3.1%	8.40%	1.1%
5	*My workload is reasonable.	79.9%	21.8%	58.0%	6.1%	10.3%	3.7%	14.0%	73.7%	6.2%	13.90%	0.1%
6	*My talents are used well in the workplace.	71.3%	22.1%	49.2%	14.4%	11.6%	2.7%	14.3%	83.7%	-12.3%	9.10%	5.2%
7	*I know how my work relates to the agency's goals.	90.4%	45.5%	44.9%	7.0%	0.0%	2.6%	2.6%	95.0%	-4.6%	1.70%	0.9%
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	77.8%	45.3%	32.6%	10.7%	8.9%	2.7%	11.5%	83.9%	-6.0%	8.80%	2.7%
9	*The people I work with cooperate to get the job done.	85.1%	60.2%	24.9%	4.9%	5.0%	5.0%	10.0%	90.2%	-5.0%	4.70%	5.3%
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	71.1%	33.1%	37.9%	16.1%	9.7%	3.1%	12.8%	76.9%	-5.8%	8.60%	4.2%
12	*In my work unit, differences in performance are recognized in a meaningful way.	69.6%	24.9%	44.7%	14.8%	12.3%	3.2%	15.6%	72.7%	-3.1%	12.90%	2.7%
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	93.1%	52.2%	40.9%	0.0%	4.2%	2.7%	6.9%	88.4%	4.7%	4.90%	2.0%

14	Employees in my work unit meet the needs of our customers.	94.6%	49.9%	44.7%	2.7%	2.7%	0.0%	2.7%	98.1%	-3.5%	0.0%	2.7%
15	Employees in my work unit contribute positively to my agency's performance.	97.3%	59.1%	38.2%	2.7%	0.0%	0.0%	0.0%	96.3%	1.0%	0.0%	0.0%
16	Employees in my work unit produce high-quality work.	90.0%	58.9%	31.1%	10.0%	0.0%	0.0%	0.0%	96.5%	-6.5%	0.0%	0.0%
17	Employees in my work unit adapt to changing priorities.	88.8%	61.9%	26.9%	6.0%	5.2%	0.0%	5.2%	98.2%	-9.4%	0.0%	5.2%
18	Employees in my work unit successfully collaborate.	81.8%	52.3%	29.5%	13.2%	5.0%	0.0%	5.0%	92.7%	-10.9%	0.0%	5.0%
19	Employees in my work unit achieve our goals.	94.7%	60.6%	34.1%	2.6%	2.6%	0.0%	2.6%	100.0%	-5.3%	0.0%	2.6%
20	Employees are recognized for providing high quality products and services.	80.8%	41.1%	39.7%	6.9%	12.3%	0.0%	12.3%	75.1%	5.7%	10.10%	2.2%
21	Employees are protected from health and safety hazards on the job.	91.0%	52.5%	38.5%	3.9%	0.0%	5.1%	5.1%	93.3%	-2.3%	5.00%	0.1%
22	My agency is successful at accomplishing its mission.	83.5%	41.6%	41.9%	11.2%	5.3%	0.0%	5.3%	89.6%	-6.0%	1.70%	3.6%
23	*I recommend my organization as a good place to work.	76.2%	37.0%	39.2%	12.6%	8.6%	2.6%	11.2%	81.8%	-5.7%	9.80%	1.4%
24	*I believe the results of this survey will be used to make my agency a better place to work.	80.4%	36.1%	44.2%	6.8%	5.1%	7.7%	12.8%	79.3%	1.1%	8.30%	4.5%
25	My supervisor supports my need to balance work and other life issues.	94.9%	71.8%	23.0%	0.0%	0.0%	5.1%	5.1%	89.5%	5.3%	3.30%	1.8%
26	My supervisor is committed to a workforce representative of all segments of society.	83.2%	55.8%	27.5%	12.4%	1.5%	2.8%	4.3%	88.5%	-5.3%	7.60%	-3.3%
27	Supervisors in my work unit support employee development.	89.8%	60.0%	29.8%	7.5%	0.0%	2.7%	2.7%	85.0%	4.7%	8.60%	-5.9%
28	My supervisor listens to what I have to say.	82.9%	55.3%	27.6%	6.9%	5.1%	5.1%	10.2%	86.7%	-3.8%	6.70%	3.5%
29	My supervisor treats me with respect.	87.8%	57.2%	30.6%	4.4%	2.6%	5.1%	7.8%	86.7%	1.1%	8.50%	-0.7%

30	I have trust and confidence in my supervisor.	85.4%	49.5%	35.9%	6.9%	2.6%	5.1%	7.8%	79.8%	5.5%	8.40%	-0.6%
31	Overall, how good a job do you feel is being done by your immediate supervisor?	84.3%	55.8%	28.5%	10.5%	2.5%	2.6%	5.1%	86.5%	-2.1%	5.00%	0.1%
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	70.5%	25.2%	45.2%	13.4%	9.6%	6.5%	16.1%	72.7%	-2.2%	17.50%	-1.4%
33	My organization's senior leaders maintain high standards of honesty and integrity.	78.7%	36.2%	42.5%	11.6%	2.9%	6.8%	9.7%	84.5%	-5.8%	8.70%	1.0%
34	*Managers communicate the goals of the organization.	79.3%	25.6%	53.7%	7.1%	13.5%	0.0%	13.5%	77.0%	2.3%	8.40%	5.1%
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	67.9%	21.9%	46.0%	14.9%	8.1%	9.1%	17.2%	69.7%	-1.8%	16.40%	0.8%
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.0%	39.2%	29.8%	22.4%	2.8%	5.8%	8.6%	77.5%	-8.5%	10.40%	-1.8%
37	I have a high level of respect for my organization's senior leaders.	71.0%	25.9%	45.1%	18.7%	5.2%	5.1%	10.3%	79.3%	-8.3%	10.40%	-0.1%
38	Senior leaders demonstrate support for Work-Life programs.	73.0%	37.7%	35.3%	20.5%	2.8%	3.7%	6.5%	86.7%	-13.7%	6.60%	-0.1%
39	*How satisfied are you with your involvement in decisions that affect your work?	70.8%	24.4%	46.4%	12.3%	14.2%	2.7%	16.9%	79.9%	-9.1%	8.10%	8.8%
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	75.2%	30.3%	44.9%	7.0%	10.2%	7.6%	17.8%	86.3%	-11.1%	11.90%	5.9%
41	*How satisfied are you with the recognition you receive for doing a good job?	73.6%	29.1%	44.5%	8.6%	12.7%	5.1%	17.8%	79.6%	-6.0%	10.50%	7.3%

42	*Considering everything, how satisfied are you with your job?	77.3%	23.2%	54.1%	10.2%	7.3%	5.2%	12.5%	81.8%	-4.5%	9.90%	2.6%
43	Considering everything, how satisfied are you with your pay?	77.2%	30.2%	47.0%	15.1%	7.8%	0.0%	7.8%	75.8%	1.3%	5.10%	2.7%
44	*Considering everything, how satisfied are you with your organization?	76.2%	26.8%	49.4%	15.4%	5.8%	2.6%	8.4%	84.9%	-8.7%	11.70%	-3.3%

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

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Source: **Federal Maritime Commission AES Report, 2021 OPM Federal Employee Viewpoint Survey**

Core Q1-10, 12-38 Trend

11. In my work unit poor performers usually:		FMC 2021		FMC 2020	
		# of Respondents	Percent	# of Respondents	Percent
	Remain in the work unit and improve their performance over time	7	16.5%	10	22.8%
	Remain in the work unit and continue to underperform	6	15.0%	11	25.9%
	Leave the work unit - removed or transferred	7	15.0%	4	8.2%
	Leave the work unit - quit	3	6.3%	2	5.1%
	There are no poor performers in my work unit	20	47.3%	16	38.0%
	Do Not Know	7	--	15	--
	Total	50	100.0%	58	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

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

"—" indicates that the "Do Not Know" responses are not included in percentage calculations.

Source: **Federal Maritime Commission AES Report**, 2021 OPM Federal Employee Viewpoint

Agency Pandemic Response: Physically Present

45. Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?				
	FMC 2021		FMC 2020	
	# of Respondents	Percent	# of Respondents	Percent
100% of my work time	1	2.1%	2	3.2%
At least 75% but less than 100%	1	2.6%	1	1.7%
At least 50% but less than 75%	1	2.6%	0	0.0%
At least 25% but less than 50%	0	0.0%	0	0.0%
Less than 25%	31	57.3%	31	52.3%
I have not been physically present at my agency worksite during the pandemic	17	35.3%	25	42.8%
Total	51	100.0%	59	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4

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

Source: **Federal Maritime Commission AES Report**, 2021 OPM Federal

Telework Trends

46. Please select the response that BEST describes your current teleworking schedule.				
	FMC 2021		FMC 2020	
	# of Respondents	Percent	# of Respondents	Percent
I telework every work day	41	78.5%	48	83.1%
I telework 3 or 4 days per week	7	14.1%	6	10.1%
I telework 1 or 2 days per week	2	5.3%	1	1.7%
I telework, but only about 1 or 2 days per month	0	0.0%	1	1.8%
I telework very infrequently, on an unscheduled or short-term basis	1	2.1%	0	0.0%
I <u>do not</u> 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 <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%
I <u>do not</u> 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 <u>do not</u> telework because I choose not to telework	0	0.0%	2	3.2%
Total	51	100.0%	58	100.0%

Percentages are weighted to represent the Agency's population.

Trending for Q46 is based on the "As of now" responses in 2020.

The rows above do not include results for any year when there were fewer than 4

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

Source: **Federal Maritime Commission AES Report, 2021 OPM Federal**

Pandemic: Employee Supports

47. How has your organization supported you during the COVID-19 pandemic?

For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.

	Needed and available to me		Needed and available to me		Needed, but not available to me		Needed, but not available to me		Not needed by me now		Not needed by me now	
	2021		2020		2021		2020		2021		2020	
	# of Respondents	Percent	# of Respondents	Percent	# of Respondents	Percent	# of Respondents	Percent	# of Respondents	Percent	# of Respondents	Percent
47A. Expanded telework	49	95.3%	53	93.5%	0	0.0%	0	0.0%	2	4.7%	4	6.5%
47B. Expanded work schedule flexibilities	44	86.5%	44	76.7%	1	1.3%	1	1.5%	6	12.2%	13	21.8%
47C. Expanded leave policies	32	61.7%	27	47.9%	2	3.9%	2	3.4%	17	34.4%	29	48.7%
47D. Clear guidance on COVID-19 vaccination protocols	45	89.3%	— ^a	— ^a	3	6.4%	— ^a	— ^a	2	4.4%	— ^a	— ^a
47E. Appropriate physical health resources (e.g., access to COVID-19 testing) at my agency worksite	19	38.0%	— ^a	— ^a	7	15.1%	— ^a	— ^a	24	46.9%	— ^a	— ^a
47F. Timely communication about possible COVID-19 exposure at my agency worksite	43	84.6%	25	43.1%	3	6.3%	6	10.0%	5	9.1%	27	46.9%
47G. Social distancing in my agency worksite	36	69.2%	31	53.9%	5	8.9%	0	0.0%	10	21.9%	27	46.1%
47H. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	38	71.1%	32	55.3%	3	7.4%	3	5.0%	10	21.5%	23	39.7%
47I. Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness	38	71.3%	— ^a	— ^a	3	6.3%	— ^a	— ^a	10	22.4%	— ^a	— ^a
47J. A well-ventilated worksite	29	56.3%	— ^a	— ^a	11	18.9%	— ^a	— ^a	11	24.8%	— ^a	— ^a
47K. Clear guidance on quarantine requirements after any COVID-19 exposure	40	78.2%	— ^a	— ^a	4	7.3%	— ^a	— ^a	7	14.5%	— ^a	— ^a

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

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

Items Q47D-E and Q47I-K are new and do not trend. Item text for Q47F and Q47G has changed from the 2020 FEVS.

Source: **Federal Maritime Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic Response: Senior Leaders and Supervisors

48. My organization's senior leaders demonstrate commitment to employee health and safety.				
	FMC 2021		FMC 2020	
	# of Respondents	Percent	# of Respondents	Percent
Strongly Agree	30	56.9%	48	82.4%
Agree	14	30.2%	8	14.4%
Neither Agree nor Disagree	2	5.4%	1	1.7%
Disagree	3	5.1%	0	0.0%
Strongly Disagree	1	2.5%	1	1.5%
No Basis to Judge	0	— ^b	0	— ^b
Total	50	100.0%	58	100.0%

49. My organization's senior leaders support policies and procedures to protect employee health and safety.				
	FMC 2021		FMC 2020	
	# of Respondents	Percent	# of Respondents	Percent
Strongly Agree	30	58.4%	49	84.1%
Agree	12	25.7%	7	12.6%
Neither Agree nor Disagree	1	2.7%	1	1.7%
Disagree	5	10.6%	0	0.0%
Strongly Disagree	1	2.6%	1	1.5%
No Basis to Judge	0	— ^b	0	— ^b
Total	49	100.0%	58	100.0%

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

	FMC 2021	
	# of Respondents	Percent
Strongly Agree	25	47.8%
Agree	21	43.2%
Neither Agree nor Disagree	2	4.0%
Disagree	2	5.0%
Strongly Disagree	0	0.0%
No Basis to Judge	0	— ^b
Total	50	100.0%

51. My supervisor shows concern for my health and safety.

	FMC 2021		FMC 2020	
	# of Respondents	Percent	# of Respondents	Percent
Strongly Agree	34	64.1%	45	77.5%
Agree	11	22.8%	8	14.3%
Neither Agree nor Disagree	1	2.5%	1	1.5%
Disagree	2	5.4%	4	6.7%
Strongly Disagree	2	5.2%	0	0.0%
No Basis to Judge	0	— ^b	0	— ^b
Total	50	100.0%	58	100.0%

52. My supervisor supports my efforts to stay healthy and safe while working.				
	FMC 2021		FMC 2020	
	# of Respondents	Percent	# of Respondents	Percent
Strongly Agree	34	65.9%	43	75.2%
Agree	11	23.4%	9	16.4%
Neither Agree nor Disagree	2	5.3%	0	0.0%
Disagree	1	2.7%	4	6.8%
Strongly Disagree	1	2.6%	1	1.6%
No Basis to Judge	0	— ^b	1	— ^b
Total	49	100.0%	58	100.0%

53. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.				
	FMC 2021		FMC 2020	
	# of Respondents	Percent	# of Respondents	Percent
Strongly Agree	33	62.0%	43	74.9%
Agree	12	24.9%	9	16.8%
Neither Agree nor Disagree	2	5.4%	0	0.0%
Disagree	1	2.5%	4	6.8%
Strongly Disagree	2	5.2%	1	1.6%
No Basis to Judge	0	— ^b	1	— ^b
Total	50	100.0%	58	100.0%

Percentages are weighted to represent the Agency's population.

Trending for Q48, Q49, Q51-Q53 is based on the "During the COVID-19 Pandemic"

The rows above do not include results for any year when there were fewer than 4

"—^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

Source: **Federal Maritime Commission AES Report**, 2021 OPM Federal

Pandemic: Type of Work

54. Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?				
	FMC 2021		FMC 2020	
	# of Respondents	Percent	# of Respondents	Percent
Yes	2	5.1%	0	0.0%
No	47	90.2%	54	96.5%
Other	2	4.7%	2	3.5%
Total	51	100.0%	56	100.0%

Percentages are weighted to represent the Agency's population.
 The rows above do not include results for any year when there were fewer than 4
 "—" indicates that there are no trending results available for the year.
 Source: **Federal Maritime Commission AES Report**, 2021 OPM Federal

Pandemic Response

55. My agency's leadership updates employees about return to the worksite planning.		
	FMC 2021	
	# of Respondents	Percent
Strongly Agree	37	71.7%
Agree	13	28.3%
Neither Agree nor Disagree	0	0.0%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
Do Not Know	1	— ^b
Total	51	100.0%

56. In plans to return more employees to the worksite, my organization has made employee safety a top priority.		
	FMC 2021	
	# of Respondents	Percent
Strongly Agree	30	55.6%
Agree	14	29.3%
Neither Agree nor Disagree	2	5.0%
Disagree	4	7.7%
Strongly Disagree	1	2.5%
Do Not Know	0	— ^b
Total	51	100.0%

57. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.				
	FMC 2021		FMC 2020	
	# of Respondents	Percent	# of Respondents	Percent
Strongly Agree	28	52.9%	44	78.3%
Agree	17	36.9%	9	16.4%
Neither Agree nor Disagree	3	6.3%	2	3.7%
Disagree	0	0.0%	0	0.0%
Strongly Disagree	2	3.9%	1	1.6%
No Basis to Judge	0	— ^b	1	— ^b
Total	50	100.0%	57	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4

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

"—^b" indicates that the "Do Not Know" responses are not included in percentage

The "Do Not Know" response option for Q57 was worded as "No Basis to Judge" in

Source: **Federal Maritime Commission AES Report, 2021 OPM Federal**

My Employment Demographics

2021

Where do you work?		%
Headquarters		73.5%
Field		4.1%
Full-time telework (e.g., home office, telecenter)		22.4%
Total		100.0%

What is your supervisory status?		%
Senior Leader		10.2%
Manager		0.0%
Supervisor		10.2%
Team Leader		12.2%
Non-Supervisor		67.3%
Total		100.0%

What is your pay category/grade?		%
Federal Wage System		0.0%
GS 1-6		0.0%
GS 7-12		27.1%
GS 13-15		64.6%
Senior Executive Service		8.3%
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		81.3%
Currently in National Guard or Reserves		0.0%
Retired		8.3%
Separated or Discharged		10.4%
Total		100.0%

Are you:		%
The spouse of a current active duty service member of the U.S. Armed Forces		0.0%
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		6.3%
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		93.8%
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		0.0%
No		100.0%
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		0.0%
1 to 3 years		6.4%
4 to 5 years		8.5%
6 to 10 years		27.7%
11 to 14 years		19.1%
15 to 20 years		10.6%
More than 20 years		27.7%
Total		100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental		%
Less than 1 year		13.0%
1 to 3 years		17.4%
4 to 5 years		15.2%
6 to 10 years		21.7%
11 to 14 years		15.2%
15 to 20 years		2.2%
More than 20 years		15.2%
Total		100.0%

Are you considering leaving your organization within the next year, and if so, why?		%
No		60.4%
Yes, to retire		8.3%
Yes, to take another job within the Federal Government		22.9%
Yes, to take another job outside the Federal Government		2.1%
Yes, other		6.3%
Total		100.0%

I am planning to retire:		%
Less than 1 year		4.1%
1 year		2.0%
2 years		2.0%
3 years		8.2%
4 years		4.1%
5 years		8.2%
More than 5 years		71.4%
Total		100.0%

My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?		%
Yes		—C
No		—C
Total		—C

Please select the racial category or categories with which you most closely identify.		%
White		—C
Black or African American		—C
All other races		—C
Total		—C

What is your age group?		%
29 years and under		--
30-39 years old		--
40-49 years old		--
50-59 years old		--
60 years or older		--
Total		--

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

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		24.4%
No		75.6%
Total		100.0%

Are you:		%
Male		46.7%
Female		53.3%
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		91.1%
Gay or Lesbian		—C
Bisexual		0.0%
Something else		—C
Total		100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to Employment Demographics.

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

Source: **Federal Maritime Commission AES Report, 2021 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.						
	2021			2020		Trend
	# of Respondents	Percent		# of Respondents	Percent	Percent
Strongly Agree	26	48.9%		30	53.8%	
Agree	16	31.2%	80.1%	16	28.9%	82.6%
Neither Agree nor Disagree	3	6.9%	6.9%	3	5.2%	5.2%
Disagree	3	7.8%		4	7.0%	
Strongly Disagree	2	5.2%	13.0%	3	5.2%	12.2%
Total	50	100.0%		56	100.0%	0.8%

2. What level of leadership needs the most improvement in Communication?					
	2021		2020		Trend
	# of Respondents	Percent	# of Respondents	Percent	Percent
Commissioners	10	21.0%	17	32.6%	-11.5%
Commissioners/SES	14	28.3%	7	14.2%	14.1%
SES	9	16.6%	12	23.2%	-6.7%
SES/GS15/14	6	13.8%	8	16.1%	-2.2%
Supervisor (GS15/14)	9	20.3%	7	14.0%	6.3%
Total	48	100.0%	51	100.0%	

3. Overall, I believe the FMC is headed in the right direction in its efforts to create a more positive working environment.						
	2021			2020		Trend
	# of Respondents	Percent		# of Respondents	Percent	Percent
Strongly Agree	14	24.2%		28	49.0%	
Agree	24	48.0%	72.2%	18	31.9%	80.9%
Neither Agree nor Disagree	7	16.3%	16.3%	6	10.4%	10.4%
Disagree	3	7.8%		3	5.2%	
Strongly Disagree	2	3.8%	11.6%	2	3.5%	8.7%
Total	50	100.0%		57	100.0%	2.9%

4. I trust my leaders to assist me through counseling, training, and opportunities to advance my career in my agency.						
	2021			2020		Trend
	# of Respondents	Percent		# of Respondents	Percent	
Strongly Agree	15	27.1%		22	38.9%	
Agree	20	38.9%	66.0%	19	33.4%	72.3% -6.3%
Neither Agree nor Disagree	9	19.7%	19.7%	9	15.7%	15.7% 4.0%
Disagree	1	1.5%		4	6.9%	
Strongly Disagree	5	12.8%	14.3%	3	5.1%	12.0% 2.3%
Total	50	100.0%		57	100.0%	

5. When responding to this survey, I consider "Senior Leaders" and "senior leadership" to refer to:					
	2021		2020		Trend
	# of Respondents	Percent	# of Respondents	Percent	
Commissioners	6	11.2%	7	12.1%	-0.9%
Commissioners/SES	32	62.8%	32	56.6%	6.1%
SES	6	12.4%	11	19.1%	-6.7%
SES/GS15/14	7	13.7%	7	12.2%	1.4%
Supervisor (GS15/14)	0	0.0%	0	0.0%	0.0%
Total	51	100.0%	57	100.0%	

6. Which of the following has the greatest impact on your morale?					
	2021		2020		Trend
	# of Respondents	Percent	# of Respondents	Percent	
Commissioners	3	6.8%	4	7.0%	-0.2%
Commissioners/SES	13	26.4%	12	21.0%	5.4%
SES	4	7.6%	7	11.3%	-3.7%
SES/GS15/14	16	30.1%	15	26.2%	3.9%
Supervisor (GS15/14)	15	29.1%	19	34.6%	-5.4%
Total	51	100.0%	57	100.0%	

7. Which of the following best describes your work-related stress over the past year:					
	2021		2020		Trend
	# of Respondents	Percent	# of Respondents	Percent	
Increased	23	42.6%	27	46.5%	-3.8%
Decreased	4	7.2%	3	5.6%	1.6%
Remained the same	15	31.9%	19	34.2%	-2.3%
I have not experienced significant work-related stress during the last year	9	18.3%	8	13.7%	4.5%
Total	51	100.0%	57	100.0%	

8. Which of the following do you need the most to do your job better?					
	2021		2020		Trend
	# of Respondents	Percent	# of Respondents	Percent	
People	23	45.8%	29	52.2%	-6.4%
Materials	6	12.5%	6	11.6%	0.9%
Budget	5	11.3%	9	16.1%	-4.8%
Training	13	30.5%	11	20.2%	10.3%
Total	47	100.0%	55	100.0%	

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

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

2021 OPM Federal Employee Viewpoint Survey

Item	Year	Item Text	Percent Positive	Percent Neutral	Percent Negative	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	2021	*I am given a real opportunity to improve my skills in my organization.	85.1%	7.3%	7.6%	52	N/A
1	2020	*I am given a real opportunity to improve my skills in my organization.	83.5%	4.5%	11.9%	59	N/A
1	2019	*I am given a real opportunity to improve my skills in my organization.	69.6%	20.3%	10.1%	69	N/A
1	2018	*I am given a real opportunity to improve my skills in my organization.	67.9%	15.7%	16.4%	75	N/A
1	2017	*I am given a real opportunity to improve my skills in my organization.	69.9%	15.3%	14.8%	75	N/A
1	2016	*I am given a real opportunity to improve my skills in my organization.	67.6%	10.5%	22.0%	80	N/A
1	2015	*I am given a real opportunity to improve my skills in my organization.	58.3%	11.8%	30.0%	77	N/A
2	2021	I feel encouraged to come up with new and better ways of doing things.	75.9%	11.9%	12.2%	52	N/A
2	2020	I feel encouraged to come up with new and better ways of doing things.	79.3%	8.3%	12.3%	57	N/A
2	2019	I feel encouraged to come up with new and better ways of doing things.	69.2%	10.6%	20.2%	68	N/A
2	2018	I feel encouraged to come up with new and better ways of doing things.	64.8%	15.7%	19.5%	75	N/A
2	2017	I feel encouraged to come up with new and better ways of doing things.	67.2%	10.2%	22.6%	75	N/A
2	2016	I feel encouraged to come up with new and better ways of doing things.	63.9%	10.4%	25.6%	78	N/A
2	2015	I feel encouraged to come up with new and better ways of doing things.	65.4%	6.8%	27.9%	75	N/A
3	2021	My work gives me a feeling of personal accomplishment.	85.0%	10.0%	5.0%	52	N/A
3	2020	My work gives me a feeling of personal accomplishment.	82.9%	7.2%	9.9%	59	N/A
3	2019	My work gives me a feeling of personal accomplishment.	68.6%	19.3%	12.0%	68	N/A
3	2018	My work gives me a feeling of personal accomplishment.	75.1%	16.3%	8.7%	75	N/A
3	2017	My work gives me a feeling of personal accomplishment.	73.0%	12.0%	15.0%	75	N/A
3	2016	My work gives me a feeling of personal accomplishment.	69.8%	10.7%	19.5%	79	N/A
3	2015	My work gives me a feeling of personal accomplishment.	65.0%	12.8%	22.2%	77	N/A
4	2021	I know what is expected of me on the job.	86.6%	3.9%	9.5%	52	N/A
4	2020	I know what is expected of me on the job.	89.8%	1.8%	8.4%	59	N/A
4	2019	I know what is expected of me on the job.	83.8%	6.1%	10.1%	68	N/A
4	2018	I know what is expected of me on the job.	82.0%	7.7%	10.3%	75	N/A
4	2017	I know what is expected of me on the job.	79.3%	7.2%	13.5%	74	N/A
4	2016	I know what is expected of me on the job.	78.1%	8.0%	13.9%	80	N/A
4	2015	I know what is expected of me on the job.	70.0%	10.2%	19.8%	76	N/A
5	2021	*My workload is reasonable.	79.9%	6.1%	14.0%	51	0
5	2020	*My workload is reasonable.	73.7%	12.5%	13.9%	57	0
5	2019	*My workload is reasonable.	83.6%	5.8%	10.6%	68	1
5	2018	*My workload is reasonable.	81.8%	10.3%	8.0%	75	0
5	2017	*My workload is reasonable.	74.0%	10.8%	15.2%	73	1
5	2016	*My workload is reasonable.	70.5%	10.8%	18.6%	80	0
5	2015	*My workload is reasonable.	66.3%	7.9%	25.9%	77	0
6	2021	*My talents are used well in the workplace.	71.3%	14.4%	14.3%	50	0
6	2020	*My talents are used well in the workplace.	83.7%	7.2%	9.1%	54	1
6	2019	*My talents are used well in the workplace.	64.8%	14.7%	20.5%	69	0
6	2018	*My talents are used well in the workplace.	66.7%	17.2%	16.0%	73	1
6	2017	*My talents are used well in the workplace.	65.5%	15.6%	19.0%	75	0
6	2016	*My talents are used well in the workplace.	61.2%	13.5%	25.3%	77	0
6	2015	*My talents are used well in the workplace.	61.2%	7.0%	31.7%	73	1
7	2021	*I know how my work relates to the agency's goals.	90.4%	7.0%	2.6%	52	0
7	2020	*I know how my work relates to the agency's goals.	95.0%	3.3%	1.7%	58	0
7	2019	*I know how my work relates to the agency's goals.	95.6%	3.0%	1.4%	68	1
7	2018	*I know how my work relates to the agency's goals.	91.4%	7.1%	1.5%	75	0
7	2017	*I know how my work relates to the agency's goals and priorities.	91.8%	4.3%	4.0%	74	1
7	2016	*I know how my work relates to the agency's goals and priorities.	82.1%	8.7%	9.2%	80	0
7	2015	*I know how my work relates to the agency's goals and priorities.	79.3%	7.6%	13.0%	77	0
8	2021	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	77.8%	10.7%	11.5%	51	1
8	2020	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	83.9%	7.3%	8.8%	56	3
8	2019	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.1%	17.0%	13.9%	66	3
8	2018	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.3%	16.1%	15.6%	68	6
8	2017	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	67.2%	14.9%	17.9%	69	5
8	2016	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.9%	13.8%	22.3%	80	0
8	2015	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	53.7%	20.0%	26.4%	72	5

Core Q1-10, 12-38 Trend

9	2021	*The people I work with cooperate to get the job done.	85.1%	4.9%	10.0%	52	N/A
9	2020	*The people I work with cooperate to get the job done.	90.2%	5.1%	4.7%	59	N/A
9	2019	*The people I work with cooperate to get the job done.	81.0%	11.8%	7.2%	69	N/A
9	2018	*The people I work with cooperate to get the job done.	83.3%	12.3%	4.4%	74	N/A
9	2017	*The people I work with cooperate to get the job done.	82.7%	7.9%	9.5%	75	N/A
9	2016	*The people I work with cooperate to get the job done.	79.3%	5.1%	15.6%	80	N/A
9	2015	*The people I work with cooperate to get the job done.	72.0%	13.4%	14.6%	76	N/A
10	2021	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	71.1%	16.1%	12.8%	40	11
10	2020	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	76.9%	14.5%	8.6%	47	12
10	2019	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	59.9%	24.5%	15.7%	63	6
10	2018	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	57.8%	30.2%	12.0%	63	12
10	2017	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	55.2%	20.4%	24.4%	64	11
10	2016	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40.8%	26.2%	33.0%	75	5
10	2015	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	35.7%	27.8%	36.5%	66	7
12	2021	*In my work unit, differences in performance are recognized in a meaningful way.	69.6%	14.8%	15.6%	41	11
12	2020	*In my work unit, differences in performance are recognized in a meaningful way.	72.7%	14.4%	12.9%	54	4
12	2019	*In my work unit, differences in performance are recognized in a meaningful way.	56.7%	25.7%	17.6%	63	5
12	2018	*In my work unit, differences in performance are recognized in a meaningful way.	53.9%	24.2%	21.9%	68	6
12	2017	*In my work unit, differences in performance are recognized in a meaningful way.	54.9%	19.5%	25.6%	69	6
12	2016	*In my work unit, differences in performance are recognized in a meaningful way.	50.5%	23.7%	25.8%	77	3
12	2015	*In my work unit, differences in performance are recognized in a meaningful way.	37.2%	27.2%	35.6%	71	5
13	2021	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	93.1%	0.0%	6.9%	50	1
13	2020	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	88.4%	6.7%	4.9%	59	0
13	2019	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	92.9%	2.9%	4.3%	68	1
13	2018	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	91.5%	4.9%	3.6%	75	0
13	2017	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	79.5%	12.9%	7.6%	72	3
13	2016	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.1%	9.3%	13.6%	78	1
13	2015	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.5%	12.6%	13.9%	72	5
14	2021	Employees in my work unit meet the needs of our customers.	94.6%	2.7%	2.7%	50	1
14	2020	During the COVID-19 pandemic, my work unit has met the needs of our customers.	98.1%	1.9%	0.0%	52	4
15	2021	Employees in my work unit contribute positively to my agency's performance.	97.3%	2.7%	0.0%	51	0
15	2020	During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.	96.3%	3.7%	0.0%	55	1
16	2021	Employees in my work unit produce high-quality work.	90.0%	10.0%	0.0%	52	0
16	2020	During the COVID-19 pandemic, my work unit has produced high-quality work.	96.5%	3.5%	0.0%	57	0
17	2021	Employees in my work unit adapt to changing priorities.	88.8%	6.0%	5.2%	50	1
17	2020	During the COVID-19 pandemic, my work unit has adapted to changing priorities.	98.2%	1.8%	0.0%	55	2
18	2021	Employees in my work unit successfully collaborate.	81.8%	13.2%	5.0%	52	0
18	2020	During the COVID-19 pandemic, my work unit has successfully collaborated.	92.7%	7.3%	0.0%	56	1
19	2021	Employees in my work unit achieve our goals.	94.7%	2.6%	2.6%	51	0
19	2020	During the COVID-19 pandemic, my work unit has achieved our goals.	100.0%	0.0%	0.0%	53	3
20	2021	Employees are recognized for providing high quality products and services.	80.8%	6.9%	12.3%	48	4
20	2020	Employees are recognized for providing high quality products and services.	75.1%	14.8%	10.1%	58	1
20	2019	Employees are recognized for providing high quality products and services.	63.8%	21.4%	14.8%	67	2
20	2018	Employees are recognized for providing high quality products and services.	56.8%	31.3%	11.9%	69	4
20	2017	Employees are recognized for providing high quality products and services.	67.5%	15.7%	16.8%	74	1
20	2016	Employees are recognized for providing high quality products and services.	62.9%	9.1%	28.1%	78	0
20	2015	Employees are recognized for providing high quality products and services.	48.7%	21.9%	29.4%	75	2
21	2021	Employees are protected from health and safety hazards on the job.	91.0%	3.9%	5.1%	51	1
21	2020	Employees are protected from health and safety hazards on the job.	93.3%	1.7%	5.0%	59	0
21	2019	Employees are protected from health and safety hazards on the job.	86.3%	11.9%	1.8%	69	0
21	2018	Employees are protected from health and safety hazards on the job.	87.6%	11.1%	1.3%	73	1
21	2017	Employees are protected from health and safety hazards on the job.	86.2%	5.4%	8.4%	74	1
21	2016	Employees are protected from health and safety hazards on the job.	89.5%	5.3%	5.2%	78	0
21	2015	Employees are protected from health and safety hazards on the job.	86.6%	4.0%	9.4%	77	0

Core Q1-10, 12-38 Trend

22	2021	My agency is successful at accomplishing its mission.	83.5%	11.2%	5.3%	50	1
22	2020	My agency is successful at accomplishing its mission.	89.6%	8.7%	1.7%	58	0
22	2019	My agency is successful at accomplishing its mission.	89.9%	5.9%	4.3%	68	1
22	2018	My agency is successful at accomplishing its mission.	84.5%	11.1%	4.4%	74	0
22	2017	My agency is successful at accomplishing its mission.	83.3%	8.4%	8.3%	73	2
22	2016	My agency is successful at accomplishing its mission.	76.2%	11.5%	12.3%	75	3
22	2015	My agency is successful at accomplishing its mission.	70.4%	17.7%	11.9%	75	2
23	2021	*I recommend my organization as a good place to work.	76.2%	12.6%	11.2%	52	N/A
23	2020	*I recommend my organization as a good place to work.	81.8%	8.3%	9.8%	59	N/A
23	2019	*I recommend my organization as a good place to work.	74.1%	13.0%	12.9%	69	N/A
23	2018	*I recommend my organization as a good place to work.	75.4%	11.9%	12.7%	74	N/A
23	2017	*I recommend my organization as a good place to work.	62.9%	18.3%	18.8%	75	N/A
23	2016	*I recommend my organization as a good place to work.	57.2%	21.5%	21.2%	78	N/A
23	2015	*I recommend my organization as a good place to work.	53.2%	17.2%	29.6%	76	N/A
24	2021	*I believe the results of this survey will be used to make my agency a better place to work.	80.4%	6.8%	12.8%	49	3
24	2020	*I believe the results of this survey will be used to make my agency a better place to work.	79.3%	12.4%	8.3%	58	1
24	2019	*I believe the results of this survey will be used to make my agency a better place to work.	77.4%	12.2%	10.5%	66	3
24	2018	*I believe the results of this survey will be used to make my agency a better place to work.	64.2%	18.5%	17.3%	71	3
24	2017	*I believe the results of this survey will be used to make my agency a better place to work.	63.6%	20.2%	16.2%	71	4
24	2016	*I believe the results of this survey will be used to make my agency a better place to work.	66.5%	14.5%	18.9%	77	2
24	2015	*I believe the results of this survey will be used to make my agency a better place to work.	65.8%	9.8%	24.4%	71	6
25	2021	My supervisor supports my need to balance work and other life issues.	94.9%	0.0%	5.1%	51	0
25	2020	My supervisor supports my need to balance work and other life issues.	89.5%	7.2%	3.3%	58	1
25	2019	My supervisor supports my need to balance work and other life issues.	87.0%	10.1%	2.9%	68	1
25	2018	My supervisor supports my need to balance work and other life issues.	85.9%	9.4%	4.7%	74	0
25	2017	My supervisor supports my need to balance work and other life issues.	83.2%	5.7%	11.1%	73	1
25	2016	My supervisor supports my need to balance work and other life issues.	87.0%	5.3%	7.6%	79	0
25	2015	My supervisor supports my need to balance work and other life issues.	79.9%	10.6%	9.5%	75	1
26	2021	My supervisor is committed to a workforce representative of all segments of society.	83.2%	12.4%	4.3%	47	4
26	2020	My supervisor is committed to a workforce representative of all segments of society.	88.5%	3.9%	7.6%	53	6
26	2019	My supervisor is committed to a workforce representative of all segments of society.	77.5%	16.3%	6.2%	63	6
26	2018	My supervisor is committed to a workforce representative of all segments of society.	71.0%	19.2%	9.8%	64	9
26	2017	My supervisor is committed to a workforce representative of all segments of society.	69.8%	20.0%	10.2%	70	5
26	2016	My supervisor is committed to a workforce representative of all segments of society.	72.8%	14.9%	12.3%	77	2
26	2015	My supervisor is committed to a workforce representative of all segments of society.	65.6%	18.8%	15.5%	71	5
27	2021	Supervisors in my work unit support employee development.	89.8%	7.5%	2.7%	50	1
27	2020	Supervisors in my work unit support employee development.	85.0%	6.3%	8.6%	58	0
27	2019	Supervisors in my work unit support employee development.	77.3%	15.3%	7.4%	67	1
27	2018	Supervisors in my work unit support employee development.	75.5%	13.2%	11.3%	74	0
27	2017	Supervisors in my work unit support employee development.	77.5%	9.8%	12.7%	73	2
27	2016	Supervisors in my work unit support employee development.	71.7%	10.8%	17.6%	78	0
27	2015	Supervisors in my work unit support employee development.	66.9%	15.1%	17.9%	74	3
28	2021	My supervisor listens to what I have to say.	82.9%	6.9%	10.2%	51	N/A
28	2020	My supervisor listens to what I have to say.	86.7%	6.6%	6.7%	59	N/A
28	2019	My supervisor listens to what I have to say.	84.0%	11.7%	4.4%	68	N/A
28	2018	My supervisor listens to what I have to say.	76.3%	9.5%	14.2%	74	N/A
28	2017	My supervisor listens to what I have to say.	79.4%	9.6%	11.0%	74	N/A
28	2016	My supervisor listens to what I have to say.	80.3%	6.7%	13.0%	79	N/A
28	2015	My supervisor listens to what I have to say.	74.2%	10.8%	15.0%	75	N/A
29	2021	My supervisor treats me with respect.	87.8%	4.4%	7.8%	51	N/A
29	2020	My supervisor treats me with respect.	86.7%	4.8%	8.5%	59	N/A
29	2019	My supervisor treats me with respect.	84.0%	4.4%	11.6%	68	N/A
29	2018	My supervisor treats me with respect.	80.2%	11.4%	8.4%	74	N/A
29	2017	My supervisor treats me with respect.	81.7%	8.7%	9.7%	74	N/A
29	2016	My supervisor treats me with respect.	84.0%	4.1%	11.9%	79	N/A
29	2015	My supervisor treats me with respect.	77.0%	7.9%	15.2%	76	N/A
30	2021	I have trust and confidence in my supervisor.	85.4%	6.9%	7.8%	51	N/A
30	2020	I have trust and confidence in my supervisor.	79.8%	11.8%	8.4%	59	N/A
30	2019	I have trust and confidence in my supervisor.	72.4%	14.7%	13.0%	68	N/A
30	2018	I have trust and confidence in my supervisor.	71.6%	12.2%	16.2%	74	N/A
30	2017	I have trust and confidence in my supervisor.	71.5%	16.4%	12.0%	74	N/A
30	2016	I have trust and confidence in my supervisor.	77.4%	6.7%	15.8%	79	N/A
30	2015	I have trust and confidence in my supervisor.	63.9%	14.6%	21.6%	76	N/A

Core Q1-10, 12-38 Trend

31	2021	Overall, how good a job do you feel is being done by your immediate supervisor?	84.3%	10.5%	5.1%	51	N/A
31	2020	Overall, how good a job do you feel is being done by your immediate supervisor?	86.5%	8.5%	5.0%	58	N/A
31	2019	Overall, how good a job do you feel is being done by your immediate supervisor?	80.8%	16.3%	2.9%	67	N/A
31	2018	Overall, how good a job do you feel is being done by your immediate supervisor?	76.1%	16.3%	7.7%	74	N/A
31	2017	Overall, how good a job do you feel is being done by your immediate supervisor?	80.1%	7.8%	12.1%	75	N/A
31	2016	Overall, how good a job do you feel is being done by your immediate supervisor?	77.5%	6.4%	16.0%	78	N/A
31	2015	Overall, how good a job do you feel is being done by your immediate supervisor?	69.0%	16.3%	14.7%	76	N/A
32	2021	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	70.5%	13.4%	16.1%	49	1
32	2020	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	72.7%	9.8%	17.5%	58	0
32	2019	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	62.5%	24.2%	13.3%	67	1
32	2018	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	53.6%	30.1%	16.3%	74	0
32	2017	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.8%	25.8%	24.4%	75	0
32	2016	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.7%	18.2%	32.1%	77	1
32	2015	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	40.9%	13.8%	45.3%	73	3
33	2021	My organization's senior leaders maintain high standards of honesty and integrity.	78.7%	11.6%	9.7%	46	3
33	2020	My organization's senior leaders maintain high standards of honesty and integrity.	84.5%	6.8%	8.7%	57	2
33	2019	My organization's senior leaders maintain high standards of honesty and integrity.	69.4%	21.3%	9.3%	65	3
33	2018	My organization's senior leaders maintain high standards of honesty and integrity.	67.7%	18.8%	13.5%	71	3
33	2017	My organization's senior leaders maintain high standards of honesty and integrity.	60.2%	24.2%	15.7%	72	3
33	2016	My organization's senior leaders maintain high standards of honesty and integrity.	54.5%	24.8%	20.7%	74	3
33	2015	My organization's senior leaders maintain high standards of honesty and integrity.	52.7%	20.1%	27.2%	71	4
34	2021	*Managers communicate the goals of the organization.	79.3%	7.1%	13.5%	48	2
34	2020	*Managers communicate the goals of the organization.	77.0%	14.6%	8.4%	59	0
34	2019	*Managers communicate the goals of the organization.	73.4%	17.6%	9.0%	67	0
34	2018	*Managers communicate the goals of the organization.	71.4%	17.7%	10.8%	73	0
34	2017	*Managers communicate the goals and priorities of the organization.	62.0%	24.9%	13.1%	71	4
34	2016	*Managers communicate the goals and priorities of the organization.	60.1%	18.7%	21.2%	78	0
34	2015	*Managers communicate the goals and priorities of the organization.	60.2%	17.0%	22.8%	71	3
35	2021	Managers promote communication among different work units (for example, about projects, goals, needed resources).	67.9%	14.9%	17.2%	49	1
35	2020	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.7%	13.9%	16.4%	56	3
35	2019	Managers promote communication among different work units (for example, about projects, goals, needed resources).	75.9%	13.7%	10.4%	66	1
35	2018	Managers promote communication among different work units (for example, about projects, goals, needed resources).	65.1%	23.3%	11.6%	72	2
35	2017	Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.4%	29.2%	12.4%	72	3
35	2016	Managers promote communication among different work units (for example, about projects, goals, needed resources).	61.4%	18.7%	19.8%	78	0
35	2015	Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.6%	15.9%	25.6%	74	2
36	2021	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69.0%	22.4%	8.6%	46	4
36	2020	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	77.5%	12.1%	10.4%	58	1
36	2019	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	78.3%	13.3%	8.5%	59	7
36	2018	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	73.0%	20.1%	7.0%	70	4
36	2017	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	79.8%	11.3%	8.9%	69	4
36	2016	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.0%	13.6%	15.4%	75	3
36	2015	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	54.8%	19.8%	25.4%	75	1

Core Q1-10, 12-38 Trend

37	2021	I have a high level of respect for my organization's senior leaders.	71.0%	18.7%	10.3%	50	0
37	2020	I have a high level of respect for my organization's senior leaders.	79.3%	10.3%	10.4%	58	0
37	2019	I have a high level of respect for my organization's senior leaders.	77.4%	10.6%	11.9%	66	0
37	2018	I have a high level of respect for my organization's senior leaders.	72.9%	18.9%	8.2%	74	0
37	2017	I have a high level of respect for my organization's senior leaders.	62.2%	22.7%	15.1%	75	0
37	2016	I have a high level of respect for my organization's senior leaders.	56.3%	23.7%	20.0%	77	0
37	2015	I have a high level of respect for my organization's senior leaders.	52.3%	20.3%	27.4%	76	1
38	2021	Senior leaders demonstrate support for Work-Life programs.	73.0%	20.5%	6.5%	51	0
38	2020	Senior leaders demonstrate support for Work-Life programs.	86.7%	6.7%	6.6%	59	0
38	2019	Senior leaders demonstrate support for Work-Life programs.	88.0%	9.0%	3.0%	66	1
38	2018	Senior leaders demonstrate support for Work-Life programs.	84.5%	10.5%	5.0%	72	1
38	2017	Senior leaders demonstrate support for Work-Life programs.	67.9%	20.7%	11.4%	72	3
38	2016	Senior leaders demonstrate support for Work-Life programs.	73.5%	13.3%	13.2%	78	1
38	2015	Senior leaders demonstrate support for Work-Life programs.	63.7%	17.4%	18.9%	74	3
39	2021	*How satisfied are you with your involvement in decisions that affect your work?	70.8%	12.3%	16.9%	50	N/A
39	2020	*How satisfied are you with your involvement in decisions that affect your work?	79.9%	12.0%	8.1%	59	N/A
39	2019	*How satisfied are you with your involvement in decisions that affect your work?	69.9%	16.8%	13.3%	67	N/A
39	2018	*How satisfied are you with your involvement in decisions that affect your work?	66.7%	17.7%	15.6%	73	N/A
39	2017	*How satisfied are you with your involvement in decisions that affect your work?	65.3%	15.7%	19.0%	75	N/A
39	2016	*How satisfied are you with your involvement in decisions that affect your work?	67.8%	10.7%	21.5%	78	N/A
39	2015	*How satisfied are you with your involvement in decisions that affect your work?	65.6%	11.9%	22.5%	76	N/A
40	2021	*How satisfied are you with the information you receive from management on what's going on in your organization?	75.2%	7.0%	17.8%	51	N/A
40	2020	*How satisfied are you with the information you receive from management on what's going on in your organization?	86.3%	1.8%	11.9%	57	N/A
40	2019	*How satisfied are you with the information you receive from management on what's going on in your organization?	67.7%	14.7%	17.5%	67	N/A
40	2018	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.7%	17.9%	15.5%	73	N/A
40	2017	*How satisfied are you with the information you receive from management on what's going on in your organization?	62.6%	20.1%	17.3%	74	N/A
40	2016	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.0%	16.3%	23.7%	79	N/A
40	2015	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.5%	14.7%	24.8%	76	N/A
41	2021	*How satisfied are you with the recognition you receive for doing a good job?	73.6%	8.6%	17.8%	51	N/A
41	2020	*How satisfied are you with the recognition you receive for doing a good job?	79.6%	9.9%	10.5%	57	N/A
41	2019	*How satisfied are you with the recognition you receive for doing a good job?	66.0%	20.8%	13.3%	67	N/A
41	2018	*How satisfied are you with the recognition you receive for doing a good job?	65.5%	22.2%	12.3%	73	N/A
41	2017	*How satisfied are you with the recognition you receive for doing a good job?	63.3%	13.9%	22.8%	75	N/A
41	2016	*How satisfied are you with the recognition you receive for doing a good job?	56.3%	15.0%	28.7%	79	N/A
41	2015	*How satisfied are you with the recognition you receive for doing a good job?	51.9%	21.5%	26.5%	75	N/A
42	2021	*Considering everything, how satisfied are you with your job?	77.3%	10.2%	12.5%	50	N/A
42	2020	*Considering everything, how satisfied are you with your job?	81.8%	8.3%	9.9%	59	N/A
42	2019	*Considering everything, how satisfied are you with your job?	73.4%	11.8%	14.8%	67	N/A
42	2018	*Considering everything, how satisfied are you with your job?	74.6%	14.3%	11.1%	74	N/A
42	2017	*Considering everything, how satisfied are you with your job?	71.1%	9.6%	19.2%	75	N/A
42	2016	*Considering everything, how satisfied are you with your job?	65.9%	12.0%	22.1%	79	N/A
42	2015	*Considering everything, how satisfied are you with your job?	63.6%	8.4%	28.0%	75	N/A
43	2021	Considering everything, how satisfied are you with your pay?	77.2%	15.1%	7.8%	51	N/A
43	2020	Considering everything, how satisfied are you with your pay?	75.8%	19.1%	5.1%	57	N/A
43	2019	Considering everything, how satisfied are you with your pay?	71.2%	18.0%	10.8%	67	N/A
43	2018	Considering everything, how satisfied are you with your pay?	74.0%	17.8%	8.2%	74	N/A
43	2017	Considering everything, how satisfied are you with your pay?	64.4%	23.0%	12.7%	75	N/A
43	2016	Considering everything, how satisfied are you with your pay?	65.3%	16.8%	17.9%	79	N/A
43	2015	Considering everything, how satisfied are you with your pay?	55.2%	16.0%	28.8%	77	N/A
44	2021	*Considering everything, how satisfied are you with your organization?	76.2%	15.4%	8.4%	51	N/A
44	2020	*Considering everything, how satisfied are you with your organization?	84.9%	3.4%	11.7%	59	N/A
44	2019	*Considering everything, how satisfied are you with your organization?	73.6%	11.8%	14.6%	67	N/A
44	2018	*Considering everything, how satisfied are you with your organization?	77.3%	13.0%	9.7%	73	N/A
44	2017	*Considering everything, how satisfied are you with your organization?	68.4%	15.5%	16.1%	75	N/A
44	2016	*Considering everything, how satisfied are you with your organization?	59.9%	19.8%	20.4%	78	N/A
44	2015	*Considering everything, how satisfied are you with your organization?	56.5%	17.6%	25.9%	77	N/A

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

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Trending for Q14-Q19 is based on the "During the COVID-19 Pandemic" responses in 2020.

Q14-Q19 were not included in the 2015-2019 OPM FEVS and therefore not shown for those years.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

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

Source: **Federal Maritime Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey