

The 2016 Federal Employee Viewpoint Survey (FEVS) Federal Maritime Commission (FMC) Results*

The 2016 FEVS was administered by the U.S. Office of Personnel Management (OPM) from May 3, 2016, through June 14, 2016. The survey was anonymous, web based, and offered to all permanent FMC employees on board as of October 31, 2015. Of the 113 employees surveyed, 80, or 71%, chose to participate. Included in the survey were questions prescribed by OPM that must be asked of employees each year (identified with an asterisk on the attached spreadsheet), several of which were demographic questions.

Our Strengths

Items that are rated at 65 percent positive or higher are considered strengths. FMC has 47 items at 65 percent positive or higher. The areas with the seven highest positive responses in 2016 include:

- 1) When needed I am willing to put in the extra effort to get a job done. (Q. 7, 95% positive)
- 2) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS). (Q. 80, 94% positive)
- 3) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs). (Q. 81, 90% positive – tied for 3rd)
- 4) Employees are protected from health and safety hazards on the job. (Q. 35, 90% positive – tied for 3rd)
- 5) I am constantly looking for ways to do my job better. (Q. 8, 88% positive – tied for 4th)
- 6) The work I do is important. (Q.13, 88% positive – tied for 4th)
- 7) My supervisor supports my need to balance work and other life issues. (Q. 42, 87% positive)

Our Challenges

Items that are 35 percent or more negative are considered a challenge. FMC has 2 items at 35 percent negative or higher. The areas with the five highest negative responses in 2016 included:

- 1) Pay raises depend on how well employees perform their jobs. (Q. 33, 36% negative)
- 2) How satisfied are you with your opportunity to get a better job in your organization? (Q. 67, 35% negative)
- 3) In my work unit, steps are taken to deal with poor performer who cannot or will not improve. (Q. 23, 33% negative)
- 4) In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 53, 32% negative)
- 5) I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9, 30% negative)

Notable Increases and Decreases

Increases: Overall 62 items went up since 2015. The areas with the five highest increases were:

- 1) How satisfied are you with the following Work/Life programs in your agency? Telework (Q.79, 24% increase to 94%)
- 2) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q. 37, 24% increase to 63%)
- 3) Awards in my work unit depend on how well employees perform their jobs. (Q. 25, 20% increase to 59%)
- 4) My organization has prepared employees for potential security threats. (Q. 36, 20% increase to 86%)
- 5) Creativity and innovation are rewarded. (Q. 32, 17% increase to 56%)

Decreases: Overall 14 items went down since 2015. The areas with the five highest decreases were:

- 1) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). (Q. 34, 6% decrease to 66%)
- 2) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) (Q. 81, 6% decrease to 90%)
- 3) Employees in my work unit share job knowledge with each other. (Q. 26, 4% decrease to 70%)
- 4) How would you rate the overall quality of work done by your work unit? (Q. 28, 2% decrease to 77%)
- 5) I feel encouraged to come up with new and better ways of doing things. (Q. 3, 1% decrease to 64%)

**Items 72 thru 78 have been reviewed, but have been omitted from overall analysis as they represent participation and do not measure satisfaction levels.*

**Items 82, 83, and 84 have been reviewed, but have been omitted from overall analysis due to the limited number of employees who responded.*

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1	*I am given a real opportunity to improve my skills in my organization.	67.57%	28.15%	39.42%	10.47%	7.50%	14.46%	21.96%	80	N/A	58.25	9.32
2	I have enough information to do my job well.	74.52%	29.80%	44.73%	10.40%	9.72%	5.36%	15.08%	80	N/A	70.68	3.84
3	I feel encouraged to come up with new and better ways of doing things.	63.95%	25.66%	38.29%	10.40%	9.54%	16.10%	25.65%	78	N/A	65.37	1.42
4	*My work gives me a feeling of personal accomplishment.	69.83%	32.72%	37.11%	10.69%	11.72%	7.75%	19.48%	79	N/A	64.95	4.88
5	*I like the kind of work I do.	78.43%	40.72%	37.71%	8.53%	8.05%	4.99%	13.04%	78	N/A	75.21	3.22
6	I know what is expected of me on the job.	78.14%	29.60%	48.54%	7.96%	6.09%	7.81%	13.91%	80	N/A	69.98	8.16
7	When needed I am willing to put in the extra effort to get a job done.	94.77%	57.44%	37.34%	0.00%	0.00%	5.23%	5.23%	80	N/A	95.03	0.74
8	I am constantly looking for ways to do my job better.	88.12%	44.05%	44.08%	6.40%	1.36%	4.11%	5.47%	79	N/A	88.21	0.09
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	54.67%	11.37%	43.30%	14.92%	17.50%	12.92%	30.41%	80	0	46.9	7.77
10	*My workload is reasonable.	70.54%	17.32%	53.21%	10.83%	9.69%	8.95%	18.63%	80	0	66.28	4.26
11	*My talents are used well in the workplace.	61.18%	19.54%	41.64%	13.52%	9.28%	16.01%	25.30%	77	0	61.24	0.06
12	*I know how my work relates to the agency's goals and priorities.	82.09%	34.47%	47.62%	8.74%	2.48%	6.69%	9.17%	80	0	79.33	2.76
13	*The work I do is important.	88.03%	41.35%	46.68%	5.67%	3.90%	2.40%	6.30%	78	0	76.07	11.96
14	*Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	85.62%	36.79%	48.83%	3.77%	6.70%	3.91%	10.61%	78	0	85.21	0.41

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15	*My performance appraisal is a fair reflection of my performance.	64.20%	28.43%	35.77%	19.13%	5.13%	11.54%	16.67%	79	1	59.63	4.47
16	I am held accountable for achieving results.	83.36%	42.83%	40.53%	11.67%	1.17%	3.80%	4.97%	80	0	84.08	0.72
17	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.91%	30.89%	33.02%	13.83%	6.50%	15.76%	22.26%	80	0	53.65	10.26
18	*My training needs are assessed.	62.62%	24.62%	38.00%	14.26%	8.93%	14.19%	23.12%	80	0	53.21	9.41
19	*In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	66.86%	26.09%	40.77%	16.16%	6.44%	10.53%	16.97%	77	3	55.49	11.37
20	*The people I work with cooperate to get the job done.	79.30%	36.43%	42.88%	5.13%	7.61%	7.96%	15.57%	80	N/A	72.01	7.29
21	*My work unit is able to recruit people with the right skills.	65.60%	22.80%	42.80%	11.40%	11.13%	11.87%	23.00%	78	2	59.43	6.17
22	*Promotions in my work unit are based on merit.	56.03%	22.57%	33.46%	16.78%	10.95%	16.24%	27.20%	77	2	48.24	7.79
23	*In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40.83%	22.36%	18.48%	26.20%	10.37%	22.60%	32.97%	75	5	35.75	5.08
24	*In my work unit, differences in performance are recognized in a meaningful way.	50.48%	22.46%	28.02%	23.75%	6.60%	19.16%	25.77%	77	3	37.22	13.26
25	Awards in my work unit depend on how well employees perform their jobs.	58.92%	25.84%	33.08%	15.83%	6.52%	18.73%	25.25%	78	2	39.33	19.59
26	Employees in my work unit share job knowledge with each other.	70.10%	36.66%	33.44%	9.29%	8.90%	11.71%	20.61%	80	0	75.05	4.05

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27	The skill level in my work unit has improved in the past year.	59.12%	31.87%	27.25%	20.69%	4.05%	16.14%	20.19%	78	2	59.69	0.57
28	How would you rate the overall quality of work done by your work unit?	77.36%	46.51%	30.85%	15.89%	3.95%	2.80%	6.76%	79	N/A	78.96	1.6
29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.15%	31.11%	46.04%	9.28%	4.39%	9.18%	13.57%	78	1	73.47	3.68
30	*Employees have a feeling of personal empowerment with respect to work processes.	51.02%	18.76%	32.26%	22.87%	11.04%	15.08%	26.12%	76	3	47.36	3.66
31	Employees are recognized for providing high quality products and services.	62.86%	25.43%	37.43%	9.08%	13.47%	14.59%	28.06%	78	0	48.72	14.44
32	*Creativity and innovation are rewarded.	55.61%	21.37%	34.24%	15.96%	12.51%	15.92%	28.43%	77	2	38.88	16.73
33	*Pay raises depend on how well employees perform their jobs.	40.80%	16.83%	23.96%	23.55%	14.53%	21.12%	35.65%	73	6	39.9	0.9
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	65.75%	33.55%	32.20%	21.09%	4.01%	9.15%	13.15%	78	0	71.42	5.67
35	*Employees are protected from health and safety hazards on the job.	89.52%	42.86%	46.66%	5.29%	1.50%	3.69%	5.19%	78	0	86.61	2.91
36	*My organization has prepared employees for potential security threats.	86.46%	37.57%	48.89%	5.44%	0.00%	8.10%	8.10%	77	1	66.97	19.49
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.84%	27.79%	35.05%	12.46%	6.81%	17.89%	24.70%	75	4	38.72	24.12

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38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	69.46%	32.34%	37.12%	12.29%	5.91%	12.34%	18.25%	75	4	59.7	9.76
39	My agency is successful at accomplishing its mission.	76.23%	31.24%	44.99%	11.50%	3.94%	8.33%	12.27%	75	3	70.45	5.78
40	I recommend my organization as a good place to work.	57.24%	26.39%	30.85%	21.54%	5.22%	16.01%	21.22%	78	N/A	53.25	3.99
41	I believe the results of this survey will be used to make my agency a better place to work.	66.54%	31.27%	35.27%	14.53%	8.00%	10.92%	18.92%	77	2	65.84	0.7
42	*My supervisor supports my need to balance work and other life issues.	87.04%	53.53%	33.51%	5.33%	1.24%	6.39%	7.63%	79	0	79.93	7.11
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	69.69%	40.37%	29.31%	12.06%	6.41%	11.84%	18.25%	79	0	66.58	3.11
44	*Discussions with my supervisor about my performance are worthwhile.	73.25%	36.38%	36.87%	11.99%	2.57%	12.19%	14.76%	78	0	61.9	11.35
45	My supervisor is committed to a workforce representative of all segments of society.	72.77%	39.19%	33.58%	14.94%	1.35%	10.94%	12.29%	77	2	65.65	7.12
46	My supervisor provides me with constructive suggestions to improve my job performance.	70.31%	32.04%	38.27%	16.08%	2.64%	10.98%	13.61%	78	0	62.53	7.78
47	*Supervisors in my work unit support employee development.	71.65%	38.38%	33.27%	10.76%	6.90%	10.68%	17.59%	78	0	66.94	4.71

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48	My supervisor listens to what I have to say.	80.27%	46.84%	33.43%	6.68%	2.78%	10.26%	13.05%	79	N/A	74.19	6.08
49	My supervisor treats me with respect.	84.05%	45.66%	38.39%	4.09%	6.77%	5.09%	11.86%	79	N/A	76.88	7.17
50	In the last six months, my supervisor has talked with me about my performance.	86.46%	43.02%	43.44%	5.26%	2.85%	5.43%	8.28%	79	N/A	82.58	3.88
51	*I have trust and confidence in my supervisor.	77.44%	43.07%	34.37%	6.73%	1.48%	14.35%	15.83%	79	N/A	63.88	13.56
52	*Overall, how good a job do you feel is being done by your immediate supervisor?	77.53%	50.24%	27.30%	6.42%	8.05%	8.00%	16.05%	78	N/A	69.03	8.5
53	*In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	49.70%	20.24%	29.46%	18.22%	13.19%	18.90%	32.08%	77	1	40.87	8.83
54	My organization's senior leaders maintain high standards of honesty and integrity.	54.48%	25.19%	29.29%	24.84%	5.29%	15.39%	20.68%	74	3	52.7	1.78
55	*Supervisors work well with employees of different backgrounds.	67.50%	30.16%	37.34%	12.05%	6.99%	13.46%	20.45%	76	2	58.59	8.91
56	*Managers communicate the goals and priorities of the organization.	60.08%	23.72%	36.36%	18.74%	9.10%	12.07%	21.17%	78	0	60.2	0.12
57	*Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.78%	25.03%	41.74%	17.14%	3.98%	12.10%	16.08%	78	0	62.27	4.06
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	61.45%	20.16%	41.29%	18.71%	5.32%	14.52%	19.84%	78	0	58.58	2.87

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59	Managers support collaboration across work units to accomplish work objectives.	65.70%	25.06%	40.64%	13.28%	7.82%	13.20%	21.02%	78	0	57.86	7.84
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.04%	32.41%	38.63%	13.60%	4.16%	11.20%	15.36%	75	3	54.8	16.24
61	*I have a high level of respect for my organization's senior leaders.	56.28%	21.16%	35.12%	23.74%	6.09%	13.88%	19.97%	77	0	52.28	4
62	Senior leaders demonstrate support for Work/Life programs.	73.48%	33.51%	39.96%	13.33%	4.16%	9.04%	13.19%	78	1	63.7	9.78
63	*How satisfied are you with your involvement in decisions that affect your work?	67.78%	30.55%	37.24%	10.68%	6.95%	14.59%	21.54%	78	N/A	65.57	2.21
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.04%	18.56%	41.48%	16.30%	9.13%	14.53%	23.66%	79	N/A	60.5	0.46
65	*How satisfied are you with the recognition you receive for doing a good job?	56.31%	25.71%	30.60%	15.01%	15.52%	13.16%	28.68%	79	N/A	51.93	4.38
66	*How satisfied are you with the policies and practices of your senior leaders?	50.77%	17.84%	32.93%	24.58%	11.29%	13.36%	24.65%	78	N/A	49.22	1.55
67	*How satisfied are you with your opportunity to get a better job in your organization?	48.94%	17.99%	30.95%	15.99%	17.70%	17.37%	35.07%	79	N/A	37.58	11.36
68	*How satisfied are you with the training you receive for your present job?	61.60%	28.90%	32.70%	21.39%	3.77%	13.25%	17.01%	78	N/A	54.64	6.96

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69	*Considering everything, how satisfied are you with your job?	65.86%	30.20%	35.66%	12.02%	13.02%	9.09%	22.12%	79	N/A	63.64	2.22
70	*Considering everything, how satisfied are you with your pay?	65.27%	21.69%	43.58%	16.84%	7.62%	10.28%	17.90%	79	N/A	55.22	10.05
71	Considering everything, how satisfied are you with your organization?	59.86%	24.06%	35.80%	19.77%	5.67%	14.70%	20.37%	78	N/A	56.49	3.37
79	How satisfied are you with the following Work/Life programs in your agency? Telework	73.97%	40.69%	33.28%	9.40%	9.29%	7.34%	16.63%	43	0	49.64	24.33
80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	93.99%	74.68%	19.31%	3.84%	2.18%	0.00%	2.18%	48	0	89.9	4.09
81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	90.44%	50.00%	40.44%	3.20%	6.36%	0.00%	6.36%	33	2	96.35	5.91
82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	77.14%	29.98%	47.17%	22.86%	0.00%	0.00%	0.00%	9	3	79.85	2.71
83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	2	0	0	0
84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	60.12%	41.25%	18.86%	39.88%	0.00%	0.00%	0.00%	5	0	100	59.88

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										Legend		
										Percentage Increase from 2015 to 2016		
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	2016		2015	
72. Have you been notified whether or not you are eligible to telework?	N	%	N	%
Yes, I was notified that I was eligible to telework.	67	84.36%	53	67.88
Yes, I was notified that I was not eligible to telework.	5	6.39%	7	9.45
No, I was not notified of my telework eligibility.	5	6.58%	11	14.73
Not sure if I was notified of my telework eligibility.	2	2.66%	6	7.94
Total	79	100.00%	77	100
73. Please select the response below that BEST describes your current teleworking situation.	N	%	N	%
I telework 3 or more days per week.	1	1.29%	0	0
I telework 1 or 2 days per week.	10	12.27%	2	2.31
I telework, but no more than 1 or 2 days per month.	10	12.67%	7	8.71
I telework very infrequently.	22	27.20%	34	42.83
I do not telework because I have to be physically present on the job.	2	2.53%	2	3.01
I do not telework because I have technical issues.	5	6.38%	4	5.68
I do not telework because I did not receive approval to do so.	4	5.12%	12	15.91
I do not telework because I choose not to telework.	25	32.54%	16	21.55
Total	79	100.00%	77	100
74. Do you participate in the following Work/Life programs? Alternative Work Schedules	N	%	N	%
Yes	48	60.07%	41	54.8
No	31	39.93%	35	45.2
Not available to me	0	0.00%	0	0
Total	79	100.00%	77	100
75. Do you participate in the following Work/Life programs? Health and Wellness Programs	N	%	N	%
Yes	34	42.93%	32	42.8
No	43	55.87%	41	52.39
Not available to me	1	1.20%	4	4.81
Total	78	100.00%	77	100
76. Do you participate in the following Work/Life programs? Employee Assistance Program	N	%	N	%
Yes	11	14.30%	12	16.57
No	62	79.64%	62	79.78

		2016		2015	
	Not available to me	5	6.06%	3	3.65
	Total	78	100.00%	77	100
77. Do you participate in the following Work/Life programs? Child Care Programs		N	%	N	%
	Yes	2	2.62%	1	1.41
	No	51	65.77%	48	62.2
	Not available to me	26	31.61%	28	36.39
	Total	79	100.00%	77	100
78. Do you participate in the following Work/Life programs? Elder Care Programs		N	%	N	%
	Yes	4	5.32%	6	8.26
	No	52	67.40%	45	58
	Not available to me	22	27.28%	26	33.73
	Total	78	100.00%	77	100

Percentages are weighted to represent the Agency's population.