

## **U.S. Merit Systems Protection Board 2015 Annual Employee Survey Results**

**1. Interpretation of results.** MSPB's results from the 2015 Federal Employee Viewpoint Survey (EVS) showed an increase in percent positive responses for every one of the 71 core questions as compared to the 2014 results. The average positive response to the survey's 71 core questions was 72 percent, a 10 point improvement from the average in 2014. With a few exceptions, the 2015 percent positive results were the highest since MSPB's 2010 or 2011 results.

Five questions had increases of 19 percentage points or more in percent positive responses including: managers communicating the goals and priorities of the agency; having sufficient resources to get the job done; improvement in the skill level of the workforce in the past year; senior leaders generate high levels of motivation and commitment in the workforce; and satisfaction with the policies and practices of senior leaders. Among the 20 questions with increases of 15% or more, were the three remaining questions related to agency leadership, and other questions related to communication and protecting merit.

MSPB employees continue to be committed to the agency's mission to protect the merit system principles and prevent prohibited personnel practices. Questions with the highest percent positive response in 2015 were: when needed I am willing to put in the extra effort to get a job done; I know how my work relates to the agency's goals and priorities; I am constantly looking for ways to do my job better; the work I do is important; and the overall quality of work done by your work unit.

**2. How the survey was conducted.** The 2015 EVS was administered electronically from May 4, 2015 to June 12, 2015. An invitation to participate in the survey was sent via e-mail to the entire sample.

**3. Description of sample.** MSPB's career civil service employees on-board as of October 2014 were invited to participate in the survey. (Political appointees were not included in the sample.)

**4. Number of employees surveyed, number responded, and representativeness of respondents.** The survey was distributed to 192 MSPB employees and 138 employees participated yielding an overall response rate of 72%. Due to MSPB's small size, MSPB did not request demographic data beyond duty location (field or HQ) and bargaining unit status. These data have not yet been made available to MSPB.

**5. The survey items and responses calculated as percentages for each response choice are below. (Insert)**

**MERIT SYSTEMS PROTECTION BOARD  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		36	70	18	7	6	137	NA
	%	77.01	25.89	51.12	13.55	5.13	4.30	100.00	
2. I have enough information to do my job well.	N		42	75	9	8	2	136	NA
	%	85.95	30.45	55.50	6.37	6.09	1.58	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		32	54	24	17	10	137	NA
	%	62.66	22.95	39.71	17.08	12.73	7.53	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		54	58	13	8	4	137	NA
	%	81.27	38.84	42.43	10.02	5.50	3.21	100.00	
*5. I like the kind of work I do.	N		59	62	10	5	2	138	NA
	%	87.72	42.34	45.38	7.37	3.69	1.22	100.00	
6. I know what is expected of me on the job.	N		46	68	10	9	3	136	NA
	%	84.30	33.80	50.50	7.17	6.10	2.43	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		89	45	1	1	0	136	NA
	%	98.31	65.41	32.90	0.84	0.85	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		61	67	6	3	0	137	NA
	%	93.16	45.20	47.96	4.60	2.24	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		17	70	22	20	9	138	0
	%	62.14	11.87	50.26	16.40	14.97	6.49	100.00	
*10. My workload is reasonable.	N		17	62	22	23	13	137	0
	%	57.55	11.62	45.93	15.83	17.04	9.58	100.00	
*11. My talents are used well in the workplace.	N		33	66	17	14	6	136	1
	%	71.83	23.79	48.04	12.90	10.81	4.46	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		74	57	5	2	0	138	0
	%	95.23	53.32	41.91	3.27	1.50	0.00	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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\* AES prescribed items

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

Sample or Census: Census

Number of surveys completed: 138

Number of surveys administered: 192

Response Rate: 71.9%

**MERIT SYSTEMS PROTECTION BOARD  
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*13. The work I do is important.	N		67	56	7	3	1	134	0
	%	92.16	49.87	42.29	5.17	1.91	0.76	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		61	60	13	3	1	138	0
	%	87.76	44.50	43.26	9.29	2.30	0.64	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		47	66	10	8	5	136	2
	%	82.85	34.12	48.73	7.56	5.79	3.80	100.00	
16. I am held accountable for achieving results.	N		58	67	9	3	1	138	0
	%	91.16	42.61	48.55	6.23	1.88	0.74	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		37	42	22	13	18	132	6
	%	59.46	27.66	31.80	16.87	10.20	13.47	100.00	
*18. My training needs are assessed.	N		19	58	32	19	8	136	2
	%	55.97	13.76	42.21	23.58	13.99	6.46	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		48	65	5	13	3	134	4
	%	84.09	35.78	48.31	3.78	9.78	2.35	100.00	
*20. The people I work with cooperate to get the job done.	N		50	67	12	5	3	137	NA
	%	85.41	36.75	48.66	8.90	3.46	2.24	100.00	
*21. My work unit is able to recruit people with the right skills.	N		40	64	13	10	7	134	4
	%	77.65	29.29	48.36	10.01	7.18	5.16	100.00	
*22. Promotions in my work unit are based on merit.	N		26	39	28	14	14	121	14
	%	53.32	21.02	32.30	23.44	11.81	11.44	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		11	38	37	13	12	111	25
	%	43.56	9.53	34.03	34.06	11.38	10.99	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		11	47	33	20	13	124	14
	%	46.36	8.73	37.63	27.38	15.95	10.32	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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Sample or Census: Census

Number of surveys completed: 138

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
25. Awards in my work unit depend on how well employees perform their jobs.	N		20	55	24	18	10	127	9
	%	58.61	15.58	43.03	19.03	14.43	7.93	100.00	
26. Employees in my work unit share job knowledge with each other.	N		63	61	6	4	3	137	1
	%	90.06	45.59	44.48	4.59	2.88	2.47	100.00	
27. The skill level in my work unit has improved in the past year.	N		39	52	27	7	7	132	6
	%	68.74	29.31	39.44	20.58	5.19	5.49	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		93	34	10	1	0	138	NA
	%	92.04	67.20	24.84	7.07	0.88	0.00	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		46	77	12	1	1	137	0
	%	90.08	33.09	56.98	8.42	0.67	0.84	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		20	57	34	16	4	131	5
	%	58.28	14.86	43.42	26.96	11.51	3.25	100.00	
31. Employees are recognized for providing high quality products and services.	N		23	67	25	13	6	134	3
	%	67.24	16.39	50.85	19.05	9.20	4.51	100.00	
*32. Creativity and innovation are rewarded.	N		17	41	44	22	8	132	3
	%	43.16	12.74	30.42	34.71	16.17	5.95	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		7	39	40	27	13	126	9
	%	36.16	5.33	30.83	32.38	21.30	10.16	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		28	58	30	7	6	129	6
	%	65.94	21.60	44.34	23.34	5.68	5.04	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		44	74	14	2	1	135	1
	%	87.38	32.13	55.25	10.53	1.37	0.72	100.00	
*36. My organization has prepared employees for potential security threats.	N		53	67	8	4	2	134	0
	%	89.29	39.34	49.95	6.07	3.07	1.58	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		32	53	16	16	10	127	7
	%	66.30	24.40	41.91	13.28	12.74	7.68	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		41	59	14	4	11	129	7
	%	77.28	31.42	45.86	11.36	3.17	8.19	100.00	
39. My agency is successful at accomplishing its mission.	N		47	72	11	5	0	135	0
	%	88.15	34.62	53.53	8.14	3.71	0.00	100.00	
40. I recommend my organization as a good place to work.	N		50	50	23	8	5	136	NA
	%	72.91	35.89	37.03	17.43	5.70	3.96	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		19	37	35	17	12	120	16
	%	47.12	15.22	31.90	28.77	14.34	9.77	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		78	43	10	3	3	137	0
	%	88.08	55.98	32.10	7.32	2.41	2.19	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		44	52	21	9	8	134	2
	%	71.12	31.90	39.22	16.10	6.77	6.01	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		48	49	19	11	8	135	2
	%	71.76	34.94	36.82	14.00	8.23	6.01	100.00	

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		<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
45. My supervisor is committed to a workforce representative of all segments of society.	N		48	47	24	3	6	128	9
	%	73.32	36.50	36.82	19.49	2.26	4.93	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		43	48	23	11	9	134	2
	%	67.35	31.46	35.89	17.59	8.29	6.77	100.00	
*47. Supervisors in my work unit support employee development.	N		48	50	22	8	6	134	3
	%	72.15	35.25	36.90	17.26	5.83	4.76	100.00	
48. My supervisor listens to what I have to say.	N		70	47	9	7	3	136	NA
	%	85.80	50.70	35.09	6.86	5.30	2.04	100.00	
49. My supervisor treats me with respect.	N		82	40	7	4	2	135	NA
	%	90.02	59.88	30.14	5.39	2.90	1.69	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		63	51	8	11	1	134	NA
	%	84.26	46.78	37.48	6.24	8.59	0.91	100.00	
*51. I have trust and confidence in my supervisor.	N		64	40	16	8	7	135	NA
	%	76.44	46.79	29.65	12.14	5.97	5.45	100.00	
		<b>Percent Positive</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Item Response Total</b>	<b>Do Not Know/ No Basis to Judge</b>
*52. Overall, how good a job do you feel is being done by your immediate supervisor?	N		74	32	21	5	5	137	NA
	%	77.08	53.41	23.66	15.50	3.37	4.05	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		16	49	29	29	11	134	2
	%	48.01	11.11	36.90	21.77	22.16	8.06	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		29	54	21	13	11	128	8
	%	64.72	22.07	42.65	16.43	10.56	8.29	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		34	65	19	6	4	128	9
	%	76.70	25.54	51.16	14.86	5.16	3.28	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		28	69	24	8	7	136	1
	%	70.77	19.80	50.97	18.48	5.72	5.03	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		35	56	25	4	3	123	13
	%	73.70	27.82	45.89	20.77	3.13	2.39	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		23	50	31	14	8	126	10
	%	58.07	17.73	40.33	24.96	11.03	5.94	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		26	51	31	12	7	127	9
	%	61.33	20.04	41.29	24.38	9.14	5.15	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	N		38	51	22	8	8	127	10
	%	70.16	28.78	41.37	17.09	6.02	6.74	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		29	50	30	22	5	136	1
	%	58.28	20.87	37.41	21.70	16.21	3.81	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
62. Senior leaders demonstrate support for Work/Life programs.	N		49	57	17	4	3	130	7
	%	81.29	36.66	44.63	12.94	3.45	2.31	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		25	60	27	19	5	136	NA
	%	62.46	17.94	44.51	19.54	14.37	3.63	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		23	64	29	17	3	136	NA
	%	63.81	16.25	47.56	21.60	12.52	2.08	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		32	55	21	23	4	135	NA
	%	63.99	23.41	40.58	15.52	17.61	2.88	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		19	56	35	18	7	135	NA
	%	55.73	13.64	42.09	25.95	12.91	5.41	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		12	32	57	19	16	136	NA
	%	32.32	8.80	23.53	41.53	13.88	12.26	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		25	61	35	9	6	136	NA
	%	62.85	17.86	44.99	25.98	6.11	5.06	100.00	
*69. Considering everything, how satisfied are you with your job?	N		48	57	14	13	4	136	NA
	%	77.36	34.38	42.97	10.02	9.32	3.30	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		33	62	17	20	4	136	NA
	%	69.38	23.67	45.71	12.58	15.01	3.03	100.00	
71. Considering everything, how satisfied are you with your organization?	N		37	62	22	7	7	135	NA
	%	73.47	26.82	46.64	16.29	4.75	5.49	100.00	

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<b>72. Have you been notified whether or not you are eligible to telework?</b>	N	%
Yes, I was notified that I was eligible to telework.	104	78.99
Yes, I was notified that I was not eligible to telework.	22	15.85
No, I was not notified of my telework eligibility.	2	1.55
Not sure if I was notified of my telework eligibility.	5	3.61
<b>Total</b>	<b>133</b>	<b>100.00</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	N	%
I telework 3 or more days per week.	19	13.25
I telework 1 or 2 days per week.	55	40.64
I telework, but no more than 1 or 2 days per month.	6	4.81
I telework very infrequently, on an unscheduled or short-term basis.	18	13.23
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	12	8.40
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	2	1.58
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.	14	10.12
I do not telework because I choose not to telework.	11	7.98
<b>Total</b>	<b>137</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
Yes	66	47.88
No	52	39.61
Not available to me	17	12.51
<b>Total</b>	<b>135</b>	<b>100.00</b>

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<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>	N	%
Yes	43	32.18
No	80	57.85
Not available to me	14	9.96
<b>Total</b>	<b>137</b>	<b>100.00</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>	N	%
Yes	13	10.60
No	122	89.40
Not available to me	0	0.00
<b>Total</b>	<b>135</b>	<b>100.00</b>

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>	N	%
Yes	2	1.54
No	98	71.12
Not available to me	37	27.33
<b>Total</b>	<b>137</b>	<b>100.00</b>

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>	N	%
Yes	2	1.56
No	95	69.55
Not available to me	39	28.89
<b>Total</b>	<b>136</b>	<b>100.00</b>

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		<b>Percent Positive</b>	<b>Very Satisfied</b>	<b>Satisfied</b>	<b>Neither Satisfied nor Dissatisfied</b>	<b>Dissatisfied</b>	<b>Very Dissatisfied</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		50	36	5	5	0	96	2
	%	89.69	52.06	37.62	5.01	5.30	0.00	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		41	26	0	0	0	67	1
	%	100.00	60.16	39.84	0.00	0.00	0.00	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		9	28	4	1	0	42	1
	%	88.26	19.52	68.74	9.50	2.24	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		1	10	1	0	0	12	3
	%	91.39	7.26	84.13	8.61	0.00	0.00	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		0	2	0	0	0	2	0
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		0	2	0	0	0	2	1
	%	100.00	0.00	100.00	0.00	0.00	0.00	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Census

Number of surveys completed: 138

Number of surveys administered: 192

Response Rate: 71.9%