

EPA Employee Viewpoint Survey Summary 2016

The Office of Personnel Management's Federal Employee Viewpoint Survey results are used to gauge the attitudes and perceptions of employees in key work experience areas that drive satisfaction and commitment, ultimately boosting morale, productivity and capacity for mission success. The EPA views EVS results as crucial and ongoing input to our broad human capital planning processes. Results are used to create action plans focused on improving the EPA's work environment.

Methodology: OPM administered the 2016 EVS from April 26, 2016, through June 7, 2016. This year's EVS participation was heavily promoted through weekly articles in *This Week @ EPA*, senior leadership mass mailers, EVS poster campaigns and One EPA intranet articles. As a change from previous years, nearly all permanent EPA employees as of the beginning of FY 2016 were given the opportunity to complete the EVS. Out of 14,054 surveys administered, **10,156 were completed**, allowing the agency to reach an all-time high response rate of 72%.

Interpretation: The EPA has a lot to be proud of with respect to this year's EVS results. In addition to a **significantly increased response rate** (up from 62% in 2015 to 72% this year) 19 questions increased **more than five percentage points**. The **Employee Engagement Index increased four percentage points**, up from 63% in 2015 to 67% this year. Our **Global Satisfaction Index increased five percentage points**, up from 61% in 2015 to 66% this year. Strength indicators of work satisfaction remained constant. While we still have a lot of work to do to continue understanding our issues, we are excited about our progress and our increased positive response rates.

2016 Increases

Responses increased for 68 of the 71 core EVS questions; 19 questions increased by at least five percentage points. The questions with the largest increases are listed below. (Response rates provided are for 2016.)

	EVS Question	2015 Score	2016 Score	Change
61.	I have a high level of respect for my organization's senior leaders. (9,506 total responses)	43	51	+8
21.	My work unit is able to recruit people with the right skills. (10,129 total responses)	37	44	+7
27.	The skill level in my work unit has improved in the past year. (10,045 total responses)	46	53	+7
71.	Considering everything, how satisfied are you with your organization? (9,933 total responses)	53	60	+7
40.	I recommend my organization as a good place to work. (10,038 total responses)	63	69	+6
53.	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (10,005 total responses)	32	38	+6
58.	Managers promote communication among different work units. (9,604 total responses)	46	52	+6
60.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (9,506 total responses)	56	62	+6
64.	How satisfied are you with the information you receive from management on what's going on in your organization? (9,910 total responses)	45	51	+6

2016 Decreases

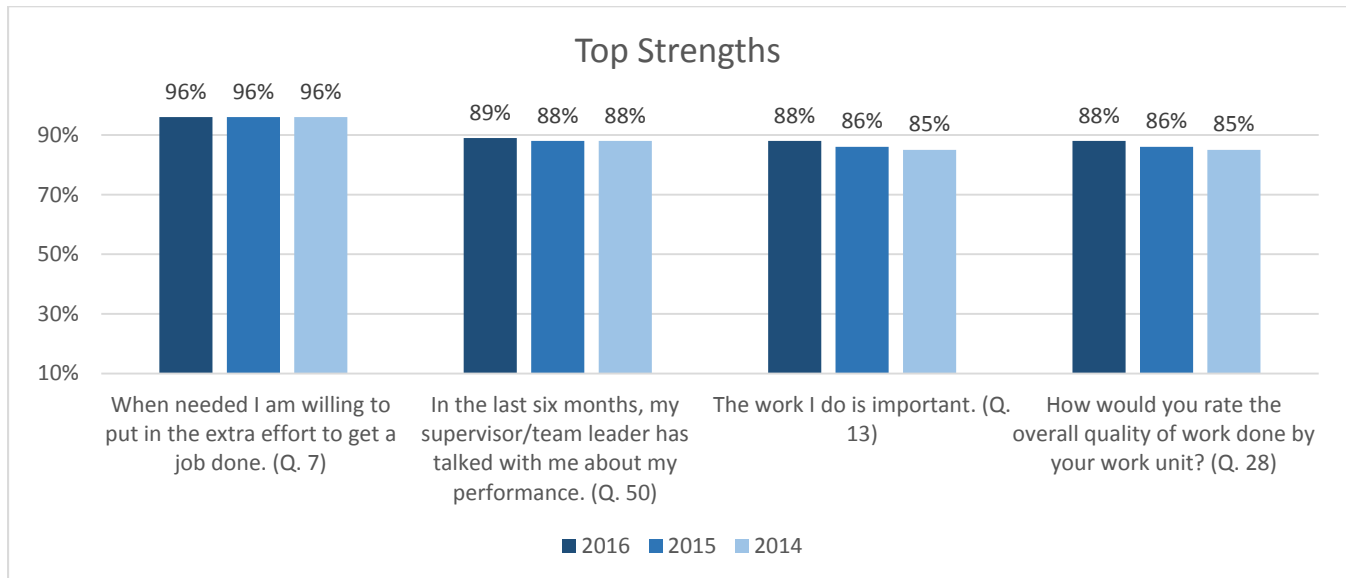
EPA results decreased for the following 2016 EVS survey questions. (Response rates provided are for 2016.)

	EVS Question	2015 Score	2016 Score	Change
35.	Employees are protected from health and safety hazards on the job. (9,364 total responses)	83	82	-1
Work/Life Questions*:				
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) (284 total responses)	77	69	-8
84.	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers) (192 total responses)	71	64	-7
82.	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) (1,073 total responses)	82	77	-5

*Satisfaction level responses were solicited only from employees who indicated that they actually utilized a particular work/life program.

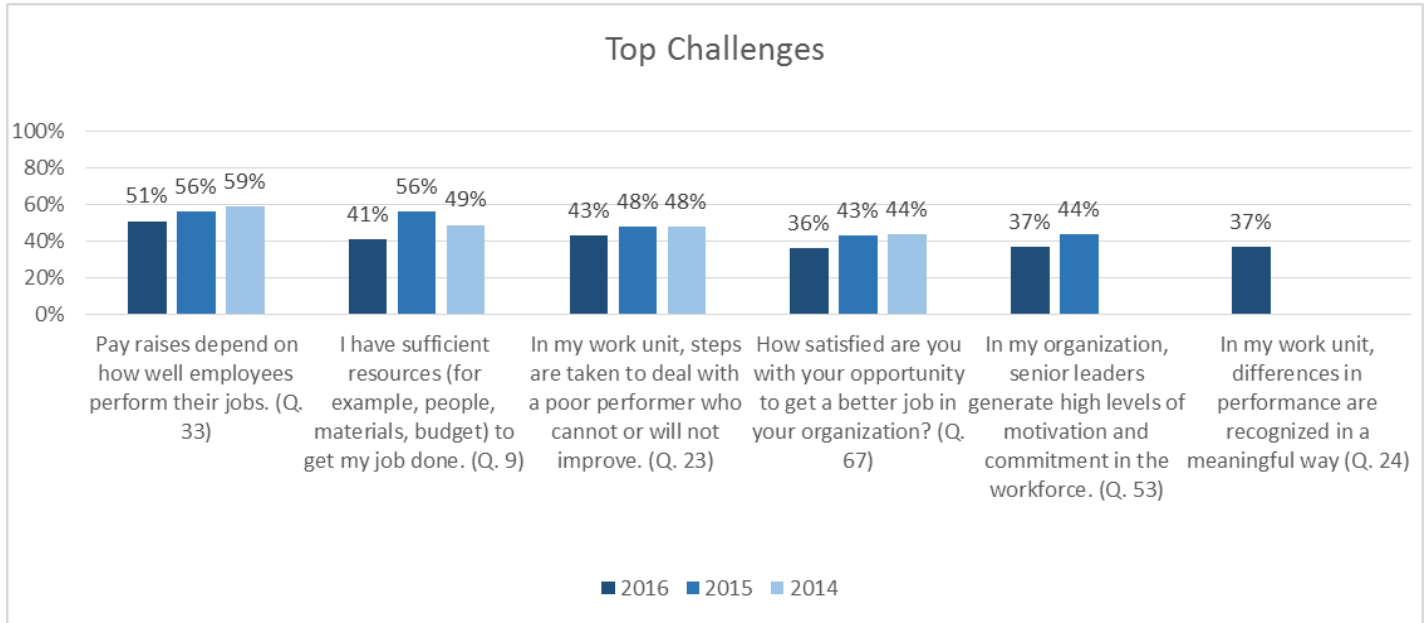
2016 Strengths

OPM defines strengths as those EVS questions with a positive response score of 65% or higher. EPA results identified 33 strengths for this year's EVS. The top five strengths remain consistent since 2014, as shown below.



2016 Challenges

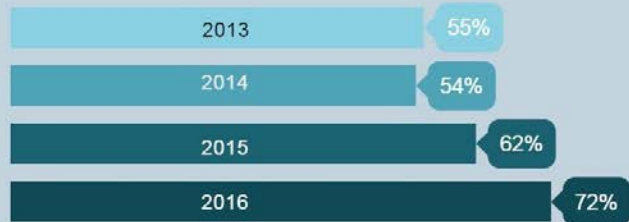
OPM defines challenges from the EVS as those questions with a negative response score of 35% or higher. (Note: This differs from the positive response scores that are used throughout this report). The EVS identified six questions as challenges for the EPA. This is an improvement from the nine challenges identified in 2015.



EPA Employee Viewpoint Survey 2016



Agency response rate has increased substantially since 2013



All 3 Indices Have Increased



Employee Engagement

Leaders Lead Supervisors
Intrinsic Work Experience

Global Satisfaction

Job, Pay and Organizational Satisfaction
Recommend your Place to Work

New IQ

Fair
Open
Cooperative
Supportive
Empowering