

2018 EPA Employee Viewpoint Survey Summary

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, which directly support the agency’s mission to protect human health and the environment.

Methodology: OPM administered the 2018 EVS from May 1, 2018, through June 12, 2018. The EVS consists of 84 questions: 71 core questions and 13 work/life balance questions. This year’s EVS participation was heavily promoted through weekly articles in This Week @ EPA, senior leadership mass mailers, the EPA Engagement Community of Practice, EVS poster campaigns and One EPA intranet articles. Out of 13,969 surveys administered, 7,972 were completed, allowing the agency to reach a response rate of 57.1%.

Interpretation: The Employee Engagement Index declined two percentage points, down from 69% in 2017 to 67% this year. Our Global Satisfaction Index dropped from 66% in 2017 to 61% in 2018. Our Inclusion Index declined by two percentage points, down from 65% in 2017 to 63% this year.

2018 Increases

Positive responses (Strongly Agree and Agree) increased for eight of the 71 core EVS questions.

One question increased by at least five percentage points. The questions with the largest increases are listed below.

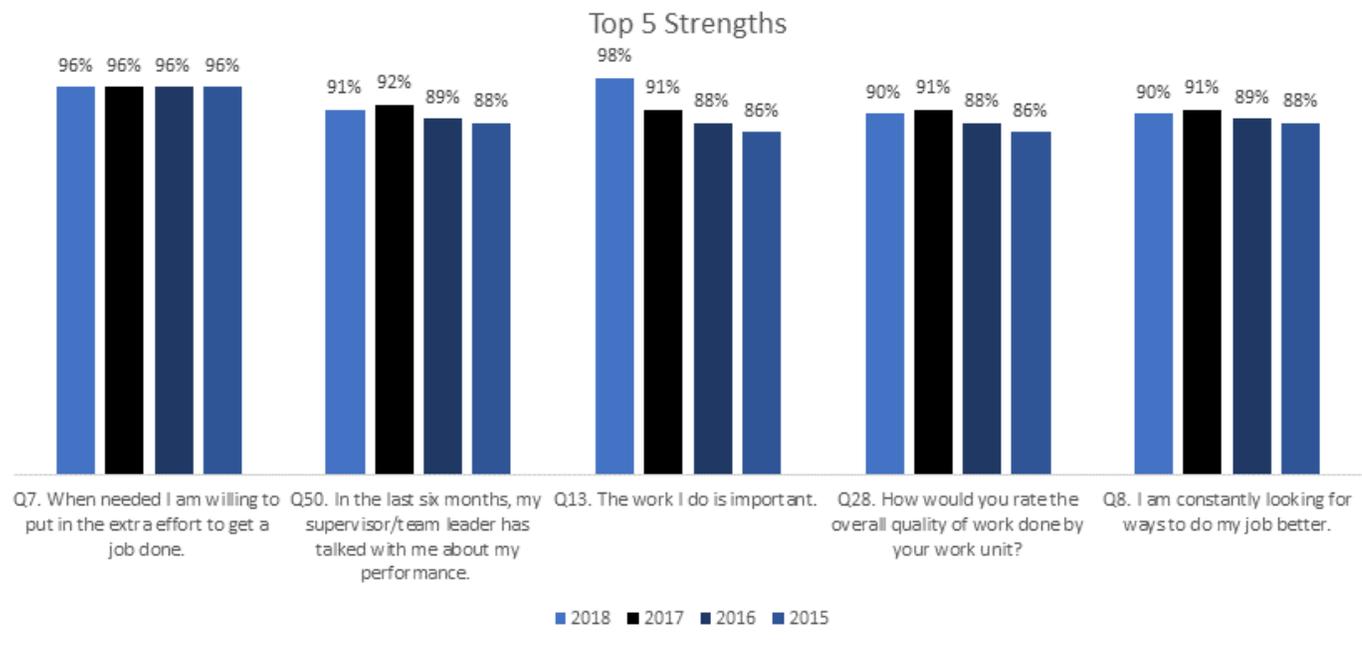
EVS Question	2018 Score
Q29. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83%
Q26. Employees in my work unit share job knowledge with each other.	81%
Q15. My performance appraisal is a fair reflection of my performance.	76%
Q46. My supervisor provides me with constructive suggestions to improve my job performance.	70%
Q19. 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).	67%

2018 Strengths

OPM defines strengths as those EVS questions with a positive response score of 65% or higher. The EPA results identified 37 strengths for this year's EVS. The top five strengths are shown below.

EVS Question	2018 Score
Q7. When needed I am willing to put in the extra effort to get a job done.	96%
Q50. In the last six months, my supervisor has talked with me about my performance.	91%
Q8. I am constantly looking for ways to do my job better.	90%
Q28. How would you rate the overall quality of work done by your work unit?	90%
Q13. The work I do is important.	89%

The top five strengths remain consistent for the past four years, as shown below.



2018 Decreases

Positive responses decreased for 52 of the 71 core EVS questions. The questions with the largest decreases in positive responses are listed below.

EVS Question	2018 Positive Score
Q39. My agency is successful at accomplishing its mission.	55%
Q62. Senior leaders demonstrate support for Work/Life programs.	54%

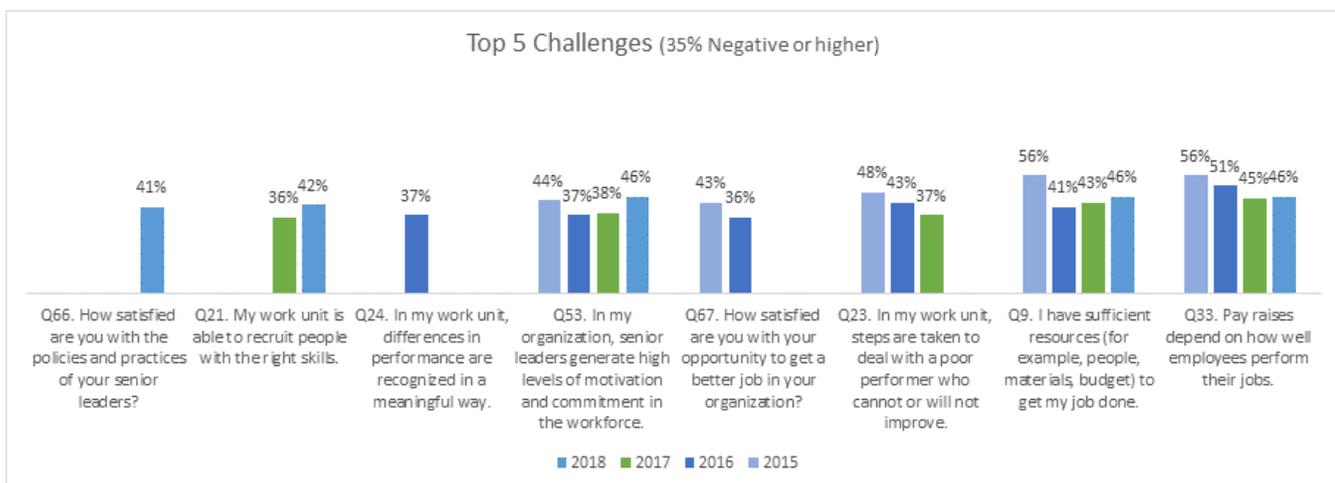
EVS Question	2018 Positive Score
Q71. Considering everything, how satisfied are you with your organization?	52%
Q61. I have a high level of respect for my organization's senior leaders.	40%
Q54. My organization's senior leaders maintain high standards of honesty and integrity.	39%

2018 Challenges

OPM defines EVS challenges as those questions with a negative response score (Strongly Disagree or Disagree) of 35% or higher. (Note: This differs from the positive response scores that are used throughout this report). This year nine questions were identified as challenges for the EPA. The top five challenges are shown below.

EVS Question	2018 Negative Score
Q53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46%
Q33. Pay raises depend on how well employees perform their jobs.	46%
Q9. I have sufficient resources (for example, people, materials, budget) to get my job done.	46%
Q21. My work unit is able to recruit people with the right skills.	42%
Q66. How satisfied are you with the policies and practices of your senior leaders?	41%

Three of these questions have appeared as challenges for the past four years, as shown below:



EPA-Specific Questions

In 2016, in an effort to gain greater insight from the EVS, the EPA added eight agency-specific questions to the survey. The questions were developed through employee feedback, union contributions, and senior leadership recommendations. Below are the agency-specific questions, their respective positive scores (Strongly Agree and Agree) for 2018, and the percent change from 2017.

Agency-Specific EVS Question	2018 Positive Score	Change from 2017
Q1. Managers in my office make effectively managing their people a priority.	53.5%	-6.1%
Q2. My office's top-level management team is aware of the challenges that can affect my work.	52.0%	-7.7%
Q3. In my organization, employee feedback is incorporated into supervisors' annual performance reviews.	30.4%	-3.1%
Q4. Senior leaders in my organization actively work to eliminate barriers to productivity that I face in my daily job.	28.6%	-7.0%
Q5. In our work culture, people feel free to raise dissenting opinions without it having a negative impact on their careers.	40.5%	-6.2%
Q6. My office's processes have a negative impact on my work output.	32.7%	-8.4%
Q7. I have access to the technology I need to do my job effectively.	69.1%	-2.3%
Q8. My supervisor supports my career planning and advancement.	69.1%	-1.0%