

## **Summary of the Federal Maritime Commission's (FMC) 2024 Federal Employee Viewpoint Survey Results**

The Office of Personnel Management's (OPM) Federal Employee Viewpoint Survey (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*.

### **Summary of FMC's 2024 FEVS Results**

Based on our 2024 FEVS results, the Commission recognizes areas for improvement to enhance our workplace. This year, the FMC saw 12 items identified as "challenges" (items rated 35% or more negative are considered a challenge), which will help focus employee engagement efforts within the Commission. While the agency assesses challenges, we also highlight our biggest jump in the questions, "Employees in my work unit share job knowledge", which saw an increase of 6.5% in positive responses from the prior year, and "Employees in my work unit meet the needs of our customers," which saw a 4.6% increase in positive responses from the prior year. The top three responses in the 2024 survey include:

- "Employees in my work unit contribute positively to my agency's performance." (89%)
- "Employees in my work unit meet the needs of our customers." (89%)
- "Employees in my work unit adapt to changing priorities." (87%)
- "It is important to me that my work contribute to the common good." (87%)

OPM uses the Employee Engagement Index (EEI) to measure factors that lead to an engaged workforce, such as supporting employee development and communicating agency goals. The EEI is an average of 15 questions from the FEVS, with questions divided into three subcategories: Supervisors, Intrinsic Work Experiences, and Leaders Lead. This year, the overall EEI reflected the following:

- 64% in **Employee Engagement** (71% in 2023) - *Conditions that lead to engaged employees.*
- 76% on **Supervisors** (79% in 2023) - *The interpersonal relationship between worker and supervisor, including trust, respect, and support.*
- 63% on **Intrinsic Work Experiences** (73% in 2023) - *Employees' feelings of motivation and competency relating to their role in the workplace.*
- 51% on **Leaders Lead** (60% in 2023) - *Perceptions of leadership integrity and behaviors, such as communication and workforce motivation.*

For this FEVS cycle, the FMC had a survey response rate of 57.5%. Of the 113 employees eligible to take the survey, 65 employees responded.

## **Commitment to Improvement**

The Commission is committed to the continuous improvement of our working environment and employee engagement. The Commission's Workforce Improvement Plan (WIP) is instrumental in helping us achieve our goals.

Examples of past WIP initiatives include:

- Leadership Development Program and SES Development Program;
- Career Development and Growth Information Sessions;
- Leadership Seminars and Roundtables series;
- Federal Hiring Seminar;
- Work-Life Balance Survey (with results leading to future initiatives);
- Coaching and Mentorship Program for Supervisors; and
- Port Tours and Site Visits.

The FMC has undergone considerable organizational change in a short period of time. As the agency modernizes its operations to meet the regulatory needs of today's international ocean shipping supply chain, investment in the well-being, development, and empowerment of the FMC's workforce is as important as ever. We strive to make the FMC one of the best places to work and are focusing on employee engagement while we grow as an organization. I am incredibly proud of the vital work we accomplish together in service to the public and our commitment to excellence as an agency.

Daniel B. Maffei  
Chairman  
Federal Maritime Commission

FEVS Questions		2024 FEVS Data							2023 Comparison				2024 Governmentwide Comparison		2024 Small Agency Comparison	
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 %	2023 Percent Positive	Increase or Decrease from 2023	2023 Percent Negative	Increase or Decrease from 2022	2024 Govt-Wide Percent Positive	FMC Percent Above or Below the Govt-Wide Average	2024 Small Agency Percent Positive	FMC Percent Above or Below the Small Agency Wide Average
1	I am given a real opportunity to improve my skills in my organization.	68%	25%	43%	9%	13%	10%	23%	77%	-8.7%	15%	7.9%	72%	-3.7%	77%	-8.7%
2	I feel encouraged to come up with new and better ways of doing things.	53%	26%	27%	19%	11%	17%	28%	68%	-14.7%	22%	5.7%	67%	-13.7%	72%	-18.7%
3	My work gives me a feeling of personal accomplishment.	60%	14%	45%	15%	17%	8%	25%	69%	-9.5%	17%	8.1%	74%	-14.5%	80%	-20.5%
4	I know what is expected of me on the job.	71%	28%	43%	9%	9%	11%	20%	74%	-3.5%	20%	0.1%	82%	-11.5%	83%	-12.5%
5	*My workload is reasonable.	59%	16%	43%	18%	15%	8%	23%	60%	-0.4%	25%	-2.1%	63%	-3.8%	64%	-4.8%
6	*My talents are used well in the workplace.	52%	19%	33%	13%	21%	14%	35%	65%	-12.4%	30%	4.7%	66%	-13.6%	70%	-17.6%
7	*I know how my work relates to the agency's goals.	82%	33%	48%	4%	10%	5%	15%	89%	-7.2%	8%	6.9%	86%	-4.5%	88%	-6.5%
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56%	26%	30%	24%	6%	14%	20%	68%	-11.6%	21%	-0.8%	72%	-16.0%	74%	-18.0%
9	I have enough information to do my job well.	71%	28%	44%	8%	9%	12%	21%	72%	-1.0%	20%	0.5%	74%	-2.7%	77%	-5.7%
10	I receive the training I need to do my job well.	68%	29%	39%	15%	4%	13%	17%	78%	-9.5%	19%	-1.6%	67%	1.0%	70%	-2.0%
11	I am held accountable for the quality of work I produce.	82%	36%	46%	10%	4%	4%	8%	94%	-11.9%	3%	5.8%	87%	-5.0%	89%	-7.0%
12	I have a clear idea of how well I am doing my job.	65%	31%	34%	13%	9%	13%	22%	71%	-6.0%	17%	4.7%	77%	-11.7%	80%	-14.7%
13	I have the autonomy to decide how I do my job.	54%	25%	29%	15%	18%	13%	31%	63%	-9.5%	24%	N/A	73%	-19.4%	76%	-22.4%
14	I can make decisions about my work without getting permission first.	39%	13%	27%	17%	24%	20%	43%	47%	-7.9%	33%	N/A	65%	-25.6%	66%	-26.6%
15	*The people I work with cooperate to get the job done.	78%	46%	32%	9%	4%	9%	13%	86%	-8.4%	5%	8.4%	83%	-4.9%	88%	-9.9%
17	*In my work unit, differences in performance are recognized in a meaningful way.	48%	16%	32%	18%	14%	20%	34%	50%	-1.7%	32%	1.6%	47%	1.2%	53%	-4.8%

18	Employees in my work unit share job knowledge.	85%	46%	38%	5%	7%	4%	10%	78%	6.5%	13%	-2.3%	82%	2.6%	86%	-1.4%
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	78%	40%	38%	9%	8%	5%	13%	85%	-7.3%	9%	4.2%	81%	-3.0%	87%	-9.0%
20	Employees in my work unit meet the needs of our customers.	89%	40%	48%	6%	5%	0%	5%	84%	4.6%	4%	1.3%	88%	0.9%	93%	-4.1%
21	Employees in my work unit contribute positively to my agency's performance.	89%	53%	36%	6%	4%	1%	5%	90%	-0.7%	1%	4.0%	86%	3.1%	93%	-3.9%
22	Employees in my work unit produce high-quality work.	84%	48%	35%	13%	4%	0%	4%	88%	-4.4%	1%	2.4%	83%	0.8%	91%	-7.2%
23	Employees in my work unit adapt to changing priorities.	87%	46%	41%	7%	6%	0%	6%	87%	-0.2%	4%	1.9%	80%	7.2%	88%	-0.8%
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	64%	23%	41%	20%	5%	11%	16%	77%	-13.7%	10%	6.3%	61%	2.6%	77%	-13.4%
25	I can influence decisions in my work unit.	58%	21%	38%	18%	15%	9%	24%	60%	-1.8%	25%	-1.8%	70%	-11.6%	77%	-18.6%
26	I know what my work unit's goals are.	75%	30%	45%	8%	11%	5%	17%	83%	-7.7%	13%	3.8%	85%	-10.1%	87%	-12.1%
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	61%	26%	35%	19%	9%	11%	20%	62%	-1.0%	25%	-4.9%	57%	4.4%	66%	-4.6%
28	My work unit successfully manages disruptions to our work.	69%	30%	38%	20%	6%	6%	12%	72%	-3.3%	11%	0.4%	70%	-1.4%	78%	-9.4%
29	Employees in my work unit consistently look for new ways to improve how they do their work.	65%	19%	46%	17%	13%	5%	18%	70%	-5.8%	12%	6.8%	67%	-2.4%	77%	-12.4%
30	Employees in my work unit incorporate new ideas into their work.	68%	20%	48%	11%	15%	5%	21%	76%	-7.3%	11%	9.4%	68%	0.4%	77%	-8.6%
31	Employees in my work unit approach change as an opportunity.	53%	20%	33%	27%	16%	4%	20%	67%	-13.8%	16%	4.6%	59%	-6.2%	69%	-16.2%
32	Employees in my work unit consider customer needs a top priority.	77%	41%	37%	11%	8%	3%	11%	83%	-6.0%	9%	2.8%	78%	-0.6%	85%	-7.6%
33	Employees in my work unit consistently look for ways to improve customer service.	68%	30%	39%	19%	9%	3%	12%	72%	-3.5%	14%	-1.8%	67%	1.4%	76%	-7.6%
34	Employees in my work unit support my need to balance my work and personal responsibilities.	78%	44%	33%	9%	7%	7%	13%	78%	-0.1%	15%	-1.6%	74%	3.6%	84%	-6.4%
35	Employees are recognized for providing high quality products and services.	49%	14%	35%	20%	14%	17%	31%	58%	-9.2%	30%	1.2%	62%	-12.9%	68%	-18.9%
36	Employees are protected from health and safety hazards on the job.	82%	49%	34%	6%	9%	2%	11%	82%	0.8%	8%	3.6%	79%	3.4%	84%	-1.6%
37	My organization is successful at accomplishing its mission.	70%	19%	51%	16%	9%	6%	14%	76%	-5.7%	13%	1.6%	80%	-10.1%	82%	-12.1%

38	I have a good understanding of my organization's priorities.	70%	27%	43%	8%	14%	8%	22%	81%	-10.7%	13%	9.2%	79%	-9.1%	79%	-9.1%
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	78%	26%	52%	9%	2%	12%	14%	76%	1.9%	16%	N/A	73%	4.6%	84%	-6.4%
40	Information is openly shared in my organization.	32%	14%	19%	18%	23%	26%	49%	49%	-16.5%	33%	N/A	58%	-25.6%	60%	-27.6%
41	The approval process in my organization allows timely delivery of my work.	34%	12%	22%	20%	23%	23%	46%	51%	-16.4%	34%	N/A	56%	-21.8%	58%	-23.8%
42	My organization effectively adapts to changing government priorities.	54%	15%	40%	25%	3%	18%	21%	64%	-9.3%	21%	0.3%	67%	-12.5%	70%	-15.5%
43	My organization has prepared me for potential physical security threats.	55%	20%	35%	13%	24%	8%	33%	74%	-19.1%	19%	13.4%	77%	-22.1%	73%	-18.1%
44	My organization has prepared me for potential cybersecurity threats.	73%	22%	51%	13%	8%	6%	14%	85%	-12.4%	13%	1.7%	83%	-10.1%	87%	-14.1%
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	49%	18%	31%	18%	11%	22%	32%	54%	-5.0%	28%	4.7%	56%	-6.7%	59%	-9.7%
46	*I recommend my organization as a good place to work.	47%	16%	31%	22%	11%	20%	31%	65%	-17.4%	23%	7.6%	69%	-21.9%	74%	-26.9%
47	*I believe the results of this survey will be used to make my agency a better place to work.	44%	22%	22%	21%	12%	23%	35%	59%	-15.3%	23%	12.0%	49%	-5.0%	57%	-13.0%
48	Supervisors in my work unit support employee development.	74%	45%	29%	9%	7%	9%	17%	83%	-8.4%	10%	7.1%	79%	-4.6%	85%	-10.6%
49	My supervisor supports my need to balance work and other life issues.	82%	62%	20%	5%	5%	8%	13%	86%	-3.8%	11%	1.6%	85%	-2.7%	91%	-8.7%
50	My supervisor listens to what I have to say.	80%	42%	39%	9%	2%	9%	11%	80%	0.1%	11%	-0.2%	83%	-2.5%	88%	-7.5%
51	My supervisor treats me with respect.	84%	48%	36%	7%	0%	9%	9%	82%	2.0%	9%	0.5%	87%	-3.2%	90%	-6.2%
52	I have trust and confidence in my supervisor.	68%	40%	28%	14%	7%	11%	18%	73%	-4.9%	16%	1.6%	78%	-10.1%	82%	-14.1%
53	My supervisor holds me accountable for achieving results.	85%	59%	26%	10%	2%	3%	6%	89%	-4.2%	3%	3.0%	88%	-3.1%	91%	-6.1%
54	Overall, how good a job do you feel is being done by your immediate supervisor?	73%	47%	27%	14%	2%	11%	12%	79%	-5.3%	9%	3.7%	79%	-5.6%	83%	-9.6%
55	My supervisor provides me with constructive suggestions to improve my job performance.	61%	34%	27%	23%	7%	9%	16%	75%	-14.4%	16%	0.6%	73%	-11.9%	78%	-16.9%
56	My supervisor provides me with performance feedback throughout the year.	64%	33%	30%	21%	8%	8%	16%	79%	-15.2%	17%	-0.9%	77%	-13.4%	80%	-16.4%
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	38%	19%	19%	16%	13%	32%	45%	51%	-12.9%	30%	15.6%	52%	-13.7%	54%	-15.7%

58	My organization's senior leaders maintain high standards of honesty and integrity.	60%	25%	34%	15%	6%	19%	25%	63%	-3.6%	18%	6.7%	63%	-3.3%	66%	-6.3%
59	*Managers communicate the goals of the organization.	57%	21%	37%	16%	14%	13%	27%	64%	-6.3%	21%	6.2%	68%	-10.6%	72%	-14.6%
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	49%	19%	30%	16%	19%	17%	36%	53%	-3.7%	28%	7.4%	61%	-12.1%	65%	-16.1%
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	52%	26%	26%	26%	6%	16%	22%	62%	-10.5%	18%	3.8%	67%	-15.1%	72%	-20.1%
62	I have a high level of respect for my organization's senior leaders.	50%	19%	31%	18%	11%	21%	33%	60%	-9.8%	22%	10.9%	64%	-14.1%	65%	-15.1%
63	Senior leaders demonstrate support for Work-Life programs.	65%	31%	34%	14%	6%	15%	21%	71%	-5.6%	15%	6.7%	63%	2.0%	69%	-4.0%
64	Management encourages innovation.	50%	19%	31%	17%	15%	18%	34%	55%	-4.8%	28%	5.4%	60%	-10.1%	62%	-12.1%
65	Management makes effective changes to address challenges facing our organization.	41%	15%	25%	24%	15%	21%	36%	53%	-12.1%	27%	8.3%	55%	-14.4%	59%	-18.4%
66	Management involves employees in decisions that affect their work.	35%	13%	22%	22%	9%	34%	42%	48%	-12.3%	34%	8.8%	48%	-12.8%	52%	-16.8%
67	*How satisfied are you with your involvement in decisions that affect your work?	43%	12%	31%	24%	11%	23%	34%	54%	-11.2%	29%	5.0%	54%	-11.4%	59%	-16.4%
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	44%	12%	33%	21%	10%	25%	35%	55%	-10.3%	27%	8.0%	56%	-11.6%	62%	-17.6%
69	*How satisfied are you with the recognition you receive for doing a good job?	51%	13%	38%	19%	12%	18%	30%	58%	-6.3%	27%	3.0%	57%	-5.7%	65%	-13.7%
70	*Considering everything, how satisfied are you with your job?	49%	15%	35%	27%	5%	18%	23%	60%	-10.4%	27%	-3.7%	69%	-19.6%	75%	-25.6%
71	Considering everything, how satisfied are you with your pay?	60%	19%	41%	14%	16%	10%	26%	75%	-15.4%	11%	14.7%	59%	0.9%	65%	-5.1%
72	*Considering everything, how satisfied are you with your organization?	44%	12%	33%	26%	12%	18%	30%	64%	-19.3%	26%	3.8%	64%	-19.6%	69%	-24.6%
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	71%	35%	36%	17%	3%	9%	12%	75%	-4.8%	13%	-0.7%	71%	-0.4%	75%	-4.4%
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	70%	37%	33%	22%	0%	8%	8%	80%	-10.0%	11%	-3.2%	74%	-4.4%	81%	-11.4%

75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	56%	32%	23%	19%	9%	16%	25%	78%	-22.3%	17%	8.4%	68%	-12.5%	73%	-17.5%
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	67%	36%	31%	11%	5%	16%	22%	76%	-8.5%	18%	3.8%	72%	-4.8%	78%	-10.8%
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	65%	32%	34%	13%	5%	17%	22%	65%	0.6%	27%	-4.9%	64%	1.4%	72%	-6.6%
78	Employees in my work unit make me feel I belong.	79%	51%	29%	13%	4%	4%	7%	85%	-5.4%	11%	-3.9%	79%	0.5%	85%	-5.5%
79	Employees in my work unit care about me as a person.	76%	46%	30%	11%	9%	4%	13%	77%	-1.1%	7%	5.6%	78%	-2.2%	85%	-9.2%
80	I am comfortable expressing opinions that are different from other employees in my work unit.	78%	44%	34%	10%	7%	5%	12%	74%	4.1%	15%	-3.3%	76%	1.6%	81%	-3.4%
81	In my work unit, people's differences are respected.	83%	44%	39%	9%	2%	7%	8%	83%	-0.3%	7%	1.0%	77%	6.0%	84%	-1.0%
82	I can be successful in my organization being myself.	65%	29%	36%	14%	5%	16%	21%	73%	-7.5%	16%	4.9%	76%	-10.9%	80%	-14.9%
83	I can easily make a request of my organization to meet my accessibility needs.	74%	47%	27%	10%	7%	10%	16%	84%	-9.9%	8%	8.4%	73%	0.7%	79%	-5.3%
84	My organization responds to my accessibility needs in a timely manner.	70%	39%	31%	22%	0%	8%	8%	84%	-14.3%	7%	1.3%	67%	3.2%	75%	-4.8%
85	My organization meets my accessibility needs.	73%	50%	23%	8%	8%	12%	19%	87%	-14.5%	4%	15.0%	71%	1.7%	78%	-5.3%
86	My job inspires me.	33%	11%	22%	26%	20%	21%	41%	56%	-22.6%	27%	14.2%	63%	-30.0%	68%	-35.0%
87	The work I do gives me a sense of accomplishment.	53%	13%	40%	22%	12%	13%	25%	66%	-12.9%	24%	0.9%	76%	-22.8%	80%	-26.8%
88	I feel a strong personal attachment to my organization.	31%	10%	20%	26%	22%	21%	43%	51%	-20.4%	29%	14.6%	62%	-31.3%	67%	-36.3%
89	I identify with the mission of my organization.	59%	17%	42%	19%	11%	11%	22%	66%	-6.6%	18%	3.7%	79%	-19.5%	84%	-24.5%

90	It is important to me that my work contribute to the common good.	87%	56%	30%	9%	0%	4%	4%	96%	-9.3%	3%	1.5%	92%	-5.2%	94%	-7.2%
----	---	-----	-----	-----	----	----	----	----	-----	-------	----	------	-----	-------	-----	-------

Source: **Federal Maritime Commission AES Report, 2024 OPM Federal Employee Viewpoint Survey**



Core Q1-10, 12-38 Trend

<b>16. In my work unit poor performers usually:</b>		<b>FMC 2024</b>		<b>FMC 2023</b>	
		<b># of Respondents</b>	<b>Percent</b>	<b># of Respondents</b>	<b>Percent</b>
	Remain in the work unit and improve their performance over time	7	11.6%	14	16.7%
	Remain in the work unit and continue to underperform	16	23.8%	18	23.1%
	Leave the work unit - removed or transferred	11	16.7%	7	8.9%
	Leave the work unit - quit	4	5.3%	5	6.1%
	There are no poor performers in my work unit	15	21.8%	22	27.7%
	Do Not Know	18	30.9%	22	28.3%
Total (percents will add to more than 100% because respondents could choose more than one response option)		64	N/A	79	N/A

Percentages are weighted to represent the Agency's population.

Source: **Federal Maritime Commission AES Report, 2024 OPM Federal Employee Viewpoint**

## Telework/Remote Work

**Telework:** a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work. In practice, telework is a work arrangement that allows employees to have regularly scheduled days on which they telework and regularly scheduled days when they work in their agency worksite.

**Remote work:** an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis. A remote worker's official worksite may be within or outside the local commuting area of an agency worksite.

<b>91. Please select the response that BEST describes your current remote work or teleworking schedule.</b>				
	<b>FMC 2024</b>		<b>FMC 2023</b>	
	<b># of Respondents</b>	<b>Percent</b>	<b># of Respondents</b>	<b>Percent</b>
I telework every day (i.e. remote work agreement)	10	14.1%	7	9.8%
I telework 3 or 4 days per week	37	61.3%	54	72.0%
I telework 1 or 2 days per week	13	20.6%	13	18.2%
I telework, but only about 1 or 2 days per month	0	0.0%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	0	0.0%	0	0.0%
I do not 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 do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%
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	2	4.0%	0	0.0%
I do not telework because I choose not to telework	0	0.0%	0	0.0%
<b>Total</b>	<b>62</b>	<b>100.0%</b>	<b>74</b>	<b>100.0%</b>

*Only those who answered "I telework every work day (i.e., remote work agreement)" to the previous question received Question 91a.*

**91a. What is your current remote work status?**

	FMC 2024		FMC 2023	
	# of Respondents	Percent	# of Respondents	Percent
I do not have an approved remote work agreement	4	34.3%	1	13.4%
I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away)	0	0.0%	1	11.0%
I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away)	6	65.7%	5	75.6%
Total	10	100.0%	7	100.0%

Percentages are weighted to represent the Agency's population.

Source: **Federal Maritime Commission AES Report**, 2024 Federal Employee Viewpoint Survey

**Employment Demographics**

<b>Where do you work?</b>		
Headquarters		84.5%
Field		0.0%
Full-time telework (e.g., home office, telecenter)		15.5%
Total		100.0%

<b>What is your supervisory status?</b>		
Senior Leader		5.4%
Manager		3.6%
Supervisor		10.7%
Team Leader		5.4%
Non-Supervisor		75.0%
Total		100.0%

<b>What is your pay category/grade?</b>		
Federal Wage System		0.0%
GS 1-6		0.0%
GS 7-12		31.5%
GS 13-15		63.0%
Senior Executive Service		5.6%
Senior Level (SL) or Scientific or Professional (ST)		0.0%
Other		0.0%
Total		100.0%

<b>What is your US military service status?</b>		
No Prior Military Service		82.5%
Currently in National Guard or Reserves		1.8%
Retired		3.5%
Separated or Discharged		12.3%
Total		100.0%

<b>Are you the spouse...</b>		
	of a current active duty service member of the U.S. Armed Forces (to include active national guard and reserve duty).	3.7%
	of a Veteran of the U.S. Armed Forces and married to them before or during their active service.	3.7%
	of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	5.6%
	who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.0%
	of a service member who died (i.e., widow or widower) as a result of their service to the U.S. Armed Forces.	0.0%
	None of the spouse categories listed	87.0%
	Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A

***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%

***Are you the child, parent, or next of kin (excluding spouse)...***

	of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	5.7%
	who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.0%
	of a service member who died as a result of their service to the U.S. Armed Forces.	1.9%
	None of the child, parent, or next of kin categories listed.	94.3%
	Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A

***How long have you been with the Federal Government (excluding military service)?***

	Less than 1 year	7.1%
	1 to 3 years	19.6%
	4 to 5 years	10.7%
	6 to 10 years	8.9%
	11 to 14 years	1.8%
	15 to 20 years	25.0%
	More than 20 years	26.8%
	Total	100.0%

Core Q1-10, 12-38 Trend

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>		
Less than 1 year		12.5%
1 to 3 years		32.1%
4 to 5 years		8.9%
6 to 10 years		17.9%
11 to 14 years		7.1%
15 to 20 years		10.7%
More than 20 years		10.7%
Total		100.0%

<b>Are you considering leaving your organization within the next year, and if so, why?</b>		
No		40.4%
Yes, to retire		0.0%
Yes, to take another job within the Federal Government		47.4%
Yes, to take another job outside the Federal Government		5.3%
Yes, other		7.0%
Total		100.0%

<b>If the response to the previous question on your intent to leave was "No," this item was skipped.</b>		
<b>Has your work unit's telework or remote work options influenced your intent to leave?</b>		
Yes		67.6%
No		32.4%
Total		100.0%

<b>I am planning to retire:</b>		
Less than 1 year		1.9%
1 year		1.9%
2 years		1.9%
3 years		3.8%
4 years		3.8%
5 years		5.7%
More than 5 years		81.1%
Total		100.0%

## Personal Demographics

<b>Are you of Hispanic, Latino, or Spanish origin?</b>		
Yes		— <sup>s</sup>
No		— <sup>s</sup>
Total		— <sup>s</sup>

<b>Please select the racial category or categories with which you most closely identify.</b>		
White		63.5%
Black or African American		19.2%
All other races		17.3%
Total		100.0%

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

<b>What is your age group?</b>		
29 years and under		— <sup>c</sup>
30-39 years old		— <sup>c</sup>
40-49 years old		— <sup>c</sup>
50-59 years old		— <sup>c</sup>
60 years or older		— <sup>c</sup>
Total		— <sup>c</sup>

<b>What is the highest degree or level of education you have completed?</b>		
Less than High School/ High School Diploma/ GED		— <sup>c</sup>
Certification/ Some College/ Associate's Degree		— <sup>c</sup>
Bachelor's Degree		— <sup>c</sup>
Advanced Degrees (Post Bachelor's Degree)		— <sup>c</sup>
Total		— <sup>c</sup>

<b>Are you an individual with a disability?</b>		
Yes		25.9%
No		74.1%
Total		100.0%

<b>What is your gender?</b>		
Male		— <sup>s</sup>
Female		— <sup>s</sup>
Non-binary		— <sup>s</sup>
I use a different term		— <sup>s</sup>
Total		— <sup>s</sup>

<b>Are you transgender?</b>		
Yes		0.0%
No		100.0%
Total		100.0%

Core Q1-10, 12-38 Trend

<i>Which one of the following do you consider yourself to be?</i>		
Lesbian or gay		— <sup>c</sup>
Straight, that is, not gay or lesbian		87.5%
Bisexual		— <sup>c</sup>
I use a different term		— <sup>c</sup>
Total		100.0%

Percentages for demographic questions are unweighted.

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

A "—" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Federal Maritime Commission AES Report**, 2024 Federal Employee Viewpoint Survey



## Agency Specific Questions

<i>In my Office/Bureau, policies and practices are applied in a fair and equitable manner to all employees.</i>						
	2024			2023		Trend
	# of Respondents	Percent		# of Respondents	Percent	Percent
Strongly Agree	20	28.2%		32	42.4%	
Agree	19	31.7%	59.9%	21	28.9%	71.3%
Neither Agree nor Disagree	9	18.3%	18.3%	9	11.2%	11.2%
Disagree	4	5.7%		6	8.4%	
Strongly Disagree	11	16.1%	21.8%	7	9.2%	17.5%
Total	63	100.0%		75	100.0%	4.3%

<i>What level of leadership needs the most improvement in Communication?</i>					
	2024		2023		Trend
	# of Respondents	Percent	# of Respondents	Percent	Percent
Chairman	21	35.2%	N/A	N/A	N/A
Commissioners	20	35.7%	N/A	N/A	N/A
SES	33	59.8%	N/A	N/A	N/A
Bureau/Office Director	20	34.6%	N/A	N/A	N/A
Direct Supervisor	12	21.0%	11	16.4%	4.6%
Total	57	N/A	69		

<i>Overall, I believe the FMC is headed in the right direction in its efforts to create a more positive working environment.</i>						
	2024			2023		Trend
	# of Respondents	Percent		# of Respondents	Percent	Percent
Strongly Agree	9	11.8%		22	29.0%	
Agree	18	28.0%	39.8%	20	27.4%	56.4%
Neither Agree nor Disagree	13	24.2%	24.2%	12	15.9%	15.9%
Disagree	7	12.0%		10	14.0%	
Strongly Disagree	16	24.0%	36.0%	11	13.7%	27.7%
Total	63	100.0%		75	100.0%	8.3%

<b><i>I trust my leaders to assist me through counseling, training, and opportunities to advance my career in my agency.</i></b>						
	<b>2024</b>			<b>2023</b>		<b>Trend</b>
	<b># of Respondents</b>	<b>Percent</b>		<b># of Respondents</b>	<b>Percent</b>	
Strongly Agree	11	13.7%		24	31.1%	
Agree	18	29.5%	43.2%	19	26.3%	57.4%
Neither Agree nor Disagree	17	31.5%	31.5%	15	20.2%	20.2%
Disagree	4	5.9%		8	11.0%	
Strongly Disagree	13	19.4%	25.3%	9	11.3%	22.3%
Total	63	100.0%		75	100.0%	

<b><i>When responding to this survey, I consider "Senior Leaders" and "senior leadership" to refer to:</i></b>					
	<b>2024</b>		<b>2023</b>		<b>Trend</b>
	<b># of Respondents</b>	<b>Percent</b>	<b># of Respondents</b>	<b>Percent</b>	
Chairman	6	9.4%	N/A	N/A	N/A
Commissioners	11	18.0%	N/A	N/A	N/A
SES	37	58.9%	N/A	N/A	N/A
Bureau/Office Director	7	11.9%	N/A	N/A	N/A
Direct Supervisor	1	1.8%	0	0	1.8%
Total	74	100.0%	60	100.0%	

<b><i>When answering the survey questions about your "organization," which organization were you primarily thinking of?</i></b>					
	<b>2024</b>		<b>2023</b>		<b>Trend</b>
	<b># of Respondents</b>	<b>Percent</b>	<b># of Respondents</b>	<b>Percent</b>	
The overall agency (FMC)	51	81.3%	50	83.3%	-2.0%
The bureau/office level (e.g., OMD, OGC, BCL, etc.)	9	14.1%	6	11.1%	3.0%
Your work unit	3	4.6%	3	5.5%	-1.0%
Total	63	100.0%	59	100.0%	

<i>Which of the following has the greatest impact on your morale?</i>					
	2023		2022		Trend
	# of Respondents	Percent	# of Respondents	Percent	
Chairman	13	20.8%	N/A	N/A	N/A
Commissioners	9	15.9%	N/A	N/A	N/A
SES	28	47.1%	N/A	N/A	N/A
Bureau Director	23	39.2%	N/A	N/A	N/A
Direct Supervisor	39	61.9%	42	57.1%	4.8%
Other (Colleagues, subordinates, mission, etc.)	21	35.2%	4	5.4%	29.8%
Total		100.0%	59	100.0%	

<i>Which of the following best describes your work-related stress over the past year:</i>					
	2024		2023		Trend
	# of Respondents	Percent	# of Respondents	Percent	
Increased	33	50.2%	46	62.8%	-12.6%
Decreased	3	3.7%	3	3.6%	0.1%
Remained the same	20	35.2%	18	24.7%	10.5%
I have not experienced significant work-related stress during the last year	7	10.9%	6	9.0%	1.9%
Total	63	100.0%	73	100.0%	

***If you are considering leaving your organization within the next year, please indicate your main reason for leaving (select all that apply):***

	2024		2023		Trend
	# of Respondents	Percent	# of Respondents	Percent	
I am not considering leaving in the next year	17	27.5%	24	33.7%	-6.2%
Benefits (other than pay)	2	3.2%	1	1.0%	2.3%
Pay	15	27.1%	14	18.3%	8.8%
Better career opportunities	21	37.4%	17	22.9%	14.4%
Inadequate remote work opportunities	18	29.8%	23	30.1%	-0.4%
Inadequate telework opportunities	10	16.7%	5	6.3%	10.4%
Inflexible work schedules	4	6.3%	6	7.9%	-1.5%
My supervisor	11	18.3%	12	16.0%	2.4%
Lack of Growth potential	18	35.2%	15	20.8%	14.4%
Lack of professional opportunities	15	29.6%	8	10.5%	19.1%
The Organization leadership	16	28.3%	10	13.5%	14.8%
Lack of training opportunities	6	10.1%	5	6.3%	3.8%
Insufficient recognition	14	25.6%	15	20.5%	5.1%
Lack of performance awards	8	14.2%	7	9.6%	4.7%
Feeling of exclusion based on personal demographics	3	4.6%	6	7.9%	-3.3%
Unit climate/morale/coworkers	12	19.3%	12	15.6%	3.6%
Retirement	0	0.0%	2	2.8%	-2.8%
Other not listed	6	9.9%	12	15.5%	-5.6%
Total	60	N/A	74	N/A	

<i>Looking forward, please select the top three areas that should be a priority for making improvements in your Organization? (select all that apply):</i>					
	2024		2023		Trend
	# of Respondents	Percent	# of Respondents	Percent	
Awards	13	20.4%	12	16.9%	3.5%
Communication of upcoming changes effectively and in a timely manner	19	29.6%	26	34.8%	-5.2%
Communication of complete work related information	19	33.5%	17	21.7%	11.8%
Cross-training, details, or other developmental activities	14	24.8%	21	27.6%	-2.8%
Expansion of career ladders	17	31.5%	20	27.0%	4.6%
Increase personnel in my work unit	15	25.9%	21	28.1%	-2.2%
Information technology technical support	18	27.2%	29	37.5%	-10.2%
Information technology hardware and software	19	28.9%	32	42.2%	-13.2%
Performance management process	8	13.7%	2	2.2%	11.5%
Meaningful performance evaluations	11	19.0%	8	10.4%	8.6%
Non-IT related supplies (i.e. office supplies, lighting, furniture, etc.)	2	3.1%	0	0.0%	3.1%
Telework opportunities	10	14.9%	11	14.8%	0.1%
Remote work opportunities	22	35.0%	36	47.0%	-12.0%
Flexible work schedules	4	6.4%	8	11.4%	-5.0%
Visionary/inspirational leadership	20	34.2%	15	19.6%	14.6%
Total	61	N/A	75	N/A	

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

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

2024 OPM Federal Employee Viewpoint Survey

Item	Item Text	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	2024 Percent Positive	Difference 2024-2021	Difference 2024-2022	Difference 2024-2023	Sort for Largest Differences 2024-2021	Sort for Largest Differences 2024-2022	Sort for Largest Differences 2024-2023
1	*I am given a real opportunity to improve my skills in my organization.	85%	82%	77%	68%	-17%	-14%	-9%	17	42	50
2	I feel encouraged to come up with new and better ways of doing things.	76%	68%	68%	53%	-23%	-15%	-15%	30	50	78
3	My work gives me a feeling of personal accomplishment.	85%	77%	69%	60%	-25%	-17%	-9%	31	58	54
4	I know what is expected of me on the job.	87%	74%	74%	71%	-16%	-3%	-3%	16	7	20
5	*My workload is reasonable.	80%	69%	60%	59%	-21%	-10%	-1%	24	26	12
6	*My talents are used well in the workplace.	71%	67%	65%	52%	-19%	-15%	-13%	21	51	70
7	*I know how my work relates to the agency's goals.	90%	93%	89%	82%	-8%	-11%	-7%	9	29	41
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	78%	76%	68%	56%	-22%	-20%	-12%	27	71	65
9	I have enough information to do my job well.	_nt	71%	72%	71%	_nt	0%	-1%	_nt	1	15
10	I receive the training I need to do my job well.	_nt	76%	78%	68%	_nt	-8%	-10%	_nt	17	56
11	I am held accountable for the quality of work I produce.	_nt	94%	94%	82%	_nt	-12%	-12%	_nt	37	66
12	I have a clear idea of how well I am doing my job.	_nt	79%	71%	65%	_nt	-14%	-6%	_nt	44	37
13	I have the autonomy to decide how I do my job.	_nt	_nt	63%	54%	_nt	_nt	-9%	_nt	_nt	53
14	I can make decisions about my work without getting permission first.	_nt	_nt	47%	39%	_nt	_nt	-8%	_nt	_nt	46
15	*The people I work with cooperate to get the job done.	85%	86%	86%	78%	-7%	-8%	-8%	6	21	47
17	*In my work unit, differences in performance are recognized in a meaningful way.	70%	60%	50%	48%	-22%	-12%	-2%	26	35	17
18	Employees in my work unit share job knowledge.	_nt	86%	78%	85%	_nt	-1%	7%	_nt	3	1
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	93%	85%	85%	78%	-15%	-7%	-7%	14	15	42
20	Employees in my work unit meet the needs of our customers.	95%	97%	84%	89%	-6%	-8%	5%	4	20	2
21	Employees in my work unit contribute positively to my agency's performance.	97%	95%	90%	89%	-8%	-6%	-1%	8	10	13
22	Employees in my work unit produce high-quality work.	90%	92%	88%	84%	-6%	-8%	-4%	5	19	26
23	Employees in my work unit adapt to changing priorities.	89%	90%	87%	87%	-2%	-3%	0%	1	6	10
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	_nt	76%	77%	64%	_nt	-12%	-13%	_nt	36	73
25	I can influence decisions in my work unit.	_nt	71%	60%	58%	_nt	-13%	-2%	_nt	40	18
26	I know what my work unit's goals are.	_nt	87%	83%	75%	_nt	-12%	-8%	_nt	33	45
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	_nt	74%	62%	61%	_nt	-13%	-1%	_nt	38	14
28	My work unit successfully manages disruptions to our work.	_nt	86%	72%	69%	_nt	-17%	-3%	_nt	59	19
29	Employees in my work unit consistently look for new ways to improve how they do their work.	_nt	77%	70%	65%	_nt	-12%	-5%	_nt	34	31
30	Employees in my work unit incorporate new ideas into their work.	_nt	82%	76%	68%	_nt	-14%	-8%	_nt	46	43
31	Employees in my work unit approach change as an opportunity.	_nt	68%	67%	53%	_nt	-15%	-14%	_nt	54	74
32	Employees in my work unit consider customer needs a top priority.	_nt	86%	83%	77%	_nt	-9%	-6%	_nt	24	36
33	Employees in my work unit consistently look for ways to improve customer service.	_nt	73%	72%	68%	_nt	-5%	-4%	_nt	8	22
34	Employees in my work unit support my need to balance my work and personal responsibilities.	_nt	89%	78%	78%	_nt	-11%	0%	_nt	30	9

35	Employees are recognized for providing high quality products and services.	81%	75%	58%	49%	-32%	-26%	-9%	36	79	51
36	Employees are protected from health and safety hazards on the job.	91%	85%	82%	82%	-9%	-3%	0%	10	5	6
37	My organization is successful at accomplishing its mission.	84%	79%	76%	70%	-14%	-9%	-6%	13	23	35
38	I have a good understanding of my organization's priorities.	_nt	83%	81%	70%	_nt	-13%	-11%	_nt	41	63
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	_nt	_nt	76%	78%	_nt	_nt	2%	_nt	_nt	5
40	Information is openly shared in my organization.	_nt	_nt	49%	32%	_nt	_nt	-17%	_nt	_nt	83
41	The approval process in my organization allows timely delivery of my work.	_nt	_nt	51%	34%	_nt	_nt	-17%	_nt	_nt	82
42	My organization effectively adapts to changing government priorities.	_nt	69%	64%	54%	_nt	-15%	-10%	_nt	49	55
43	My organization has prepared me for potential physical security threats.	_nt	72%	74%	55%	_nt	-17%	-19%	_nt	57	85
44	My organization has prepared me for potential cybersecurity threats.	_nt	82%	85%	73%	_nt	-9%	-12%	_nt	22	68
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	_nt	65%	54%	49%	_nt	-16%	-5%	_nt	55	30
46	*I recommend my organization as a good place to work.	76%	72%	65%	47%	-29%	-25%	-18%	34	77	84
47	*I believe the results of this survey will be used to make my agency a better place to work.	80%	71%	59%	44%	-36%	-27%	-15%	39	81	80
48	Supervisors in my work unit support employee development.	90%	88%	83%	74%	-16%	-14%	-9%	15	43	48
49	My supervisor supports my need to balance work and other life issues.	95%	94%	86%	82%	-13%	-12%	-4%	12	32	24
50	My supervisor listens to what I have to say.	83%	87%	80%	80%	-3%	-7%	0%	2	13	8
51	My supervisor treats me with respect.	88%	85%	82%	84%	-4%	-1%	2%	3	2	4
52	I have trust and confidence in my supervisor.	85%	78%	73%	68%	-17%	-10%	-5%	20	28	29
53	My supervisor holds me accountable for achieving results.	_nt	93%	89%	85%	_nt	-8%	-4%	_nt	18	25
54	Overall, how good a job do you feel is being done by your immediate supervisor?	84%	80%	79%	73%	-11%	-7%	-6%	11	14	32
55	My supervisor provides me with constructive suggestions to improve my job performance.	_nt	82%	75%	61%	_nt	-21%	-14%	_nt	72	76
56	My supervisor provides me with performance feedback throughout the year.	_nt	83%	79%	64%	_nt	-19%	-15%	_nt	65	79
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	70%	65%	51%	38%	-32%	-27%	-13%	38	80	71
58	My organization's senior leaders maintain high standards of honesty and integrity.	79%	67%	63%	60%	-19%	-7%	-3%	23	16	21
59	*Managers communicate the goals of the organization.	79%	77%	64%	57%	-22%	-20%	-7%	28	67	38
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	68%	69%	53%	49%	-19%	-20%	-4%	22	70	23
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69%	71%	62%	52%	-17%	-19%	-10%	18	64	60
62	I have a high level of respect for my organization's senior leaders.	71%	68%	60%	50%	-21%	-18%	-10%	25	62	57
63	Senior leaders demonstrate support for Work-Life programs.	73%	75%	71%	65%	-8%	-10%	-6%	7	27	34
64	Management encourages innovation.	_nt	65%	55%	50%	_nt	-15%	-5%	_nt	52	28
65	Management makes effective changes to address challenges facing our organization.	_nt	68%	53%	41%	_nt	-27%	-12%	_nt	82	67
66	Management involves employees in decisions that affect their work.	_nt	60%	48%	35%	_nt	-25%	-13%	_nt	76	69
67	*How satisfied are you with your involvement in decisions that affect your work?	71%	70%	54%	43%	-28%	-27%	-11%	33	83	64
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	75%	64%	55%	44%	-31%	-20%	-11%	35	66	61
69	*How satisfied are you with the recognition you receive for doing a good job?	74%	69%	58%	51%	-23%	-18%	-7%	29	60	39
70	*Considering everything, how satisfied are you with your job?	77%	67%	60%	49%	-28%	-18%	-11%	32	61	62

71	Considering everything, how satisfied are you with your pay?	77%	71%	75%	60%	-17%	-11%	-15%	19	31	81
72	*Considering everything, how satisfied are you with your organization?	76%	69%	64%	44%	-32%	-25%	-20%	37	75	86
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	_nt	77%	75%	71%	_nt	-6%	-4%	_nt	11	27
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	_nt	85%	80%	70%	_nt	-15%	-10%	_nt	53	59
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	_nt	77%	78%	56%	_nt	-21%	-22%	_nt	73	88
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	_nt	81%	76%	67%	_nt	-14%	-9%	_nt	45	49
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	_nt	81%	65%	65%	_nt	-16%	0%	_nt	56	7
78	Employees in my work unit make me feel I belong.	_nt	81%	85%	79%	_nt	-2%	-6%	_nt	4	33
79	Employees in my work unit care about me as a person.	_nt	89%	77%	76%	_nt	-13%	-1%	_nt	39	16
80	I am comfortable expressing opinions that are different from other employees in my work unit.	_nt	84%	74%	78%	_nt	-6%	4%	_nt	12	3
81	In my work unit, people's differences are respected.	_nt	89%	83%	83%	_nt	-6%	0%	_nt	9	11
82	I can be successful in my organization being myself.	_nt	80%	73%	65%	_nt	-15%	-8%	_nt	48	44
83	I can easily make a request of my organization to meet my accessibility needs.	_nt	94%	84%	74%	_nt	-20%	-10%	_nt	69	58
84	My organization responds to my accessibility needs in a timely manner.	_nt	90%	84%	70%	_nt	-20%	-14%	_nt	68	75
85	My organization meets my accessibility needs.	_nt	87%	87%	73%	_nt	-14%	-14%	_nt	47	77
86	My job inspires me.	_nt	57%	56%	33%	_nt	-24%	-23%	_nt	74	89
87	The work I do gives me a sense of accomplishment.	_nt	79%	66%	53%	_nt	-26%	-13%	_nt	78	72
88	I feel a strong personal attachment to my organization.	_nt	59%	51%	31%	_nt	-28%	-20%	_nt	84	87
89	I identify with the mission of my organization.	_nt	78%	66%	59%	_nt	-19%	-7%	_nt	63	40
90	It is important to me that my work contribute to the common good.	_nt	96%	96%	87%	_nt	-9%	-9%	_nt	25	52

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

Percentages are weighted to represent the Agency's population.

A "\_nt" indicates that there are no trending results available for the year.

For confidentiality purposes, a "\_nt" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: **Federal Maritime Commission AES Report**, 2024 Federal Employee Viewpoint Survey