

DEFENSE NUCLEAR FACILITIES SAFETY BOARD 2014 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 | | 15 | 27 | 16 | 10 | 5 | 73 | NA |
| | % | 57.87 | 20.61 | 37.26 | 21.53 | 13.87 | 6.73 | 100.00 | |
| 2. I have enough information to do my job well. | N | | 11 | 33 | 13 | 12 | 4 | 73 | NA |
| | % | 61.19 | 15.51 | 45.68 | 17.53 | 15.74 | 5.53 | 100.00 | |
| 3. I feel encouraged to come up with new and better ways of doing things. | N | | 8 | 16 | 15 | 20 | 13 | 72 | NA |
| | % | 33.84 | 11.39 | 22.45 | 20.49 | 28.18 | 17.49 | 100.00 | |
| *4. My work gives me a feeling of personal accomplishment. | N | | 12 | 29 | 15 | 12 | 5 | 73 | NA |
| | % | 55.88 | 16.66 | 39.23 | 20.91 | 16.66 | 6.55 | 100.00 | |
| *5. I like the kind of work I do. | N | | 18 | 32 | 12 | 8 | 1 | 71 | NA |
| | % | 70.33 | 25.75 | 44.58 | 17.00 | 11.29 | 1.39 | 100.00 | |
| 6. I know what is expected of me on the job. | N | | 10 | 21 | 16 | 14 | 12 | 73 | NA |
| | % | 43.39 | 14.31 | 29.08 | 21.42 | 19.22 | 15.97 | 100.00 | |
| 7. When needed I am willing to put in the extra effort to get a job done. | N | | 35 | 31 | 4 | 1 | 1 | 72 | NA |
| | % | 91.80 | 48.64 | 43.16 | 5.46 | 1.37 | 1.37 | 100.00 | |
| 8. I am constantly looking for ways to do my job better. | N | | 18 | 35 | 15 | 3 | 2 | 73 | NA |
| | % | 72.88 | 25.04 | 47.84 | 20.20 | 4.32 | 2.60 | 100.00 | |
| 9. I have sufficient resources (for example, people, materials, budget) to get my job done. | N | | 7 | 25 | 14 | 19 | 7 | 72 | 1 |
| | % | 45.31 | 10.47 | 34.83 | 19.49 | 25.79 | 9.41 | 100.00 | |
| *10. My workload is reasonable. | N | | 7 | 31 | 10 | 18 | 6 | 72 | 1 |
| | % | 53.17 | 9.80 | 43.37 | 13.75 | 24.84 | 8.24 | 100.00 | |
| *11. My talents are used well in the workplace. | N | | 9 | 23 | 15 | 16 | 8 | 71 | 0 |
| | % | 45.37 | 12.98 | 32.39 | 20.96 | 22.60 | 11.07 | 100.00 | |
| *12. I know how my work relates to the agency's goals and priorities. | N | | 15 | 33 | 10 | 7 | 8 | 73 | 0 |
| | % | 66.27 | 20.78 | 45.49 | 13.55 | 9.56 | 10.62 | 100.00 | |

Survey Administration Period: May 6, 2014 to June 13, 2014
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 * AES prescribed items

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| *13. The work I do is important. | N | | 27 | 26 | 12 | 7 | 1 | 73 | 0 |
| | % | 72.43 | 36.88 | 35.55 | 16.37 | 9.80 | 1.40 | 100.00 | |
| *14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well. | N | | 26 | 29 | 8 | 7 | 2 | 72 | 1 |
| | % | 77.17 | 36.52 | 40.65 | 10.82 | 9.41 | 2.61 | 100.00 | |
| *15. My performance appraisal is a fair reflection of my performance. | N | | 12 | 24 | 11 | 10 | 15 | 72 | 1 |
| | % | 50.42 | 17.16 | 33.26 | 15.08 | 13.73 | 20.78 | 100.00 | |
| 16. I am held accountable for achieving results. | N | | 11 | 39 | 15 | 5 | 3 | 73 | 0 |
| | % | 68.98 | 15.18 | 53.79 | 20.25 | 6.94 | 3.84 | 100.00 | |
| 17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | N | | 23 | 22 | 8 | 7 | 6 | 66 | 7 |
| | % | 69.31 | 34.87 | 34.44 | 11.42 | 10.22 | 9.05 | 100.00 | |
| *18. My training needs are assessed. | N | | 11 | 15 | 11 | 22 | 13 | 72 | 1 |
| | % | 36.82 | 15.38 | 21.45 | 14.88 | 30.17 | 18.13 | 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 | | 11 | 21 | 10 | 15 | 15 | 72 | 1 |
| | % | 44.94 | 16.23 | 28.71 | 14.00 | 20.59 | 20.47 | 100.00 | |
| *20. The people I work with cooperate to get the job done. | N | | 19 | 32 | 12 | 7 | 3 | 73 | NA |
| | % | 69.70 | 26.52 | 43.17 | 16.26 | 10.00 | 4.04 | 100.00 | |
| *21. My work unit is able to recruit people with the right skills. | N | | 6 | 20 | 18 | 14 | 11 | 69 | 4 |
| | % | 37.23 | 8.49 | 28.74 | 26.59 | 20.61 | 15.57 | 100.00 | |
| *22. Promotions in my work unit are based on merit. | N | | 10 | 14 | 18 | 11 | 13 | 66 | 7 |
| | % | 36.14 | 15.18 | 20.96 | 27.68 | 16.67 | 19.50 | 100.00 | |
| *23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | N | | 6 | 20 | 14 | 15 | 9 | 64 | 8 |
| | % | 40.09 | 9.75 | 30.34 | 21.96 | 23.72 | 14.23 | 100.00 | |
| *24. In my work unit, differences in performance are recognized in a meaningful way. | N | | 5 | 16 | 16 | 20 | 13 | 70 | 3 |
| | % | 30.12 | 7.51 | 22.60 | 22.64 | 28.96 | 18.29 | 100.00 | |

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| 25. Awards in my work unit depend on how well employees perform their jobs. | N | | 4 | 18 | 10 | 19 | 16 | 67 | 5 |
| | % | 33.34 | 6.48 | 26.86 | 14.86 | 28.04 | 23.77 | 100.00 | |
| 26. Employees in my work unit share job knowledge with each other. | N | | 14 | 39 | 7 | 10 | 2 | 72 | 1 |
| | % | 73.09 | 19.84 | 53.25 | 10.13 | 13.99 | 2.79 | 100.00 | |
| 27. The skill level in my work unit has improved in the past year. | N | | 9 | 13 | 18 | 19 | 9 | 68 | 4 |
| | % | 31.76 | 12.95 | 18.82 | 27.15 | 27.92 | 13.18 | 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 | | 26 | 30 | 15 | 2 | 0 | 73 | NA |
| | % | 76.30 | 35.87 | 40.43 | 20.94 | 2.76 | 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 | | 14 | 28 | 19 | 7 | 3 | 71 | 2 |
| | % | 58.86 | 20.08 | 38.78 | 27.55 | 9.67 | 3.92 | 100.00 | |
| *30. Employees have a feeling of personal empowerment with respect to work processes. | N | | 5 | 10 | 11 | 26 | 20 | 72 | 1 |
| | % | 21.54 | 7.39 | 14.16 | 15.21 | 35.20 | 28.04 | 100.00 | |
| 31. Employees are recognized for providing high quality products and services. | N | | 6 | 22 | 18 | 14 | 12 | 72 | 1 |
| | % | 39.61 | 8.63 | 30.98 | 23.91 | 20.07 | 16.41 | 100.00 | |
| *32. Creativity and innovation are rewarded. | N | | 5 | 11 | 18 | 18 | 16 | 68 | 4 |
| | % | 23.43 | 7.67 | 15.77 | 27.01 | 25.97 | 23.59 | 100.00 | |
| *33. Pay raises depend on how well employees perform their jobs. | N | | 5 | 8 | 21 | 13 | 18 | 65 | 7 |
| | % | 19.34 | 7.39 | 11.95 | 33.22 | 20.02 | 27.41 | 100.00 | |

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| 34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring). | N | | 9 | 20 | 24 | 6 | 5 | 64 | 9 |
| | % | 44.35 | 13.67 | 30.68 | 38.04 | 9.61 | 8.00 | 100.00 | |
| *35. Employees are protected from health and safety hazards on the job. | N | | 36 | 31 | 6 | 0 | 0 | 73 | 0 |
| | % | 91.92 | 49.81 | 42.10 | 8.08 | 0.00 | 0.00 | 100.00 | |
| *36. My organization has prepared employees for potential security threats. | N | | 20 | 33 | 16 | 3 | 1 | 73 | 0 |
| | % | 73.39 | 27.70 | 45.69 | 21.14 | 4.12 | 1.35 | 100.00 | |
| 37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. | N | | 12 | 17 | 13 | 11 | 15 | 68 | 5 |
| | % | 42.52 | 17.26 | 25.26 | 19.64 | 15.66 | 22.19 | 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 | | 24 | 20 | 9 | 3 | 7 | 63 | 10 |
| | % | 69.15 | 37.24 | 31.91 | 14.96 | 4.56 | 11.34 | 100.00 | |
| 39. My agency is successful at accomplishing its mission. | N | | 9 | 37 | 17 | 5 | 5 | 73 | 0 |
| | % | 63.34 | 12.70 | 50.63 | 23.05 | 6.94 | 6.67 | 100.00 | |
| 40. I recommend my organization as a good place to work. | N | | 7 | 17 | 17 | 18 | 14 | 73 | NA |
| | % | 33.03 | 9.83 | 23.20 | 23.44 | 24.32 | 19.22 | 100.00 | |
| 41. I believe the results of this survey will be used to make my agency a better place to work. | N | | 6 | 21 | 11 | 17 | 16 | 71 | 2 |
| | % | 38.23 | 8.94 | 29.29 | 15.49 | 24.35 | 21.93 | 100.00 | |
| *42. My supervisor supports my need to balance work and other life issues. | N | | 23 | 34 | 11 | 2 | 3 | 73 | 0 |
| | % | 78.18 | 31.81 | 46.37 | 14.96 | 2.89 | 3.97 | 100.00 | |
| 43. My supervisor provides me with opportunities to demonstrate my leadership skills. | N | | 17 | 29 | 11 | 8 | 8 | 73 | 0 |
| | % | 62.79 | 23.45 | 39.34 | 14.89 | 10.98 | 11.34 | 100.00 | |
| *44. Discussions with my supervisor about my performance are worthwhile. | N | | 10 | 30 | 13 | 8 | 12 | 73 | 0 |
| | % | 54.83 | 13.82 | 41.01 | 17.33 | 11.02 | 16.83 | 100.00 | |

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| 45. My supervisor is committed to a workforce representative of all segments of society. | N | | 16 | 23 | 12 | 3 | 3 | 57 | 16 |
| | % | 68.48 | 28.35 | 40.14 | 20.75 | 5.16 | 5.61 | 100.00 | |
| 46. My supervisor provides me with constructive suggestions to improve my job performance. | N | | 12 | 24 | 15 | 10 | 12 | 73 | 0 |
| | % | 49.54 | 17.05 | 32.49 | 20.34 | 13.47 | 16.66 | 100.00 | |
| *47. Supervisors in my work unit support employee development. | N | | 19 | 31 | 7 | 10 | 4 | 71 | 2 |
| | % | 69.91 | 27.10 | 42.80 | 10.29 | 13.86 | 5.94 | 100.00 | |
| 48. My supervisor listens to what I have to say. | N | | 28 | 25 | 11 | 3 | 6 | 73 | NA |
| | % | 72.25 | 38.64 | 33.61 | 15.11 | 4.26 | 8.37 | 100.00 | |
| 49. My supervisor treats me with respect. | N | | 29 | 26 | 12 | 3 | 3 | 73 | NA |
| | % | 74.72 | 39.59 | 35.13 | 16.93 | 4.03 | 4.32 | 100.00 | |
| 50. In the last six months, my supervisor has talked with me about my performance. | N | | 27 | 39 | 4 | 2 | 1 | 73 | NA |
| | % | 90.39 | 37.08 | 53.31 | 5.58 | 2.76 | 1.27 | 100.00 | |
| *51. I have trust and confidence in my supervisor. | N | | 23 | 23 | 10 | 6 | 11 | 73 | NA |
| | % | 62.68 | 31.67 | 31.01 | 13.95 | 7.98 | 15.39 | 100.00 | |
| | | Percent Positive | Very Good | Good | Fair | Poor | Very Poor | Item Response Total | Do Not Know/ No Basis to Judge |
| *52. Overall, how good a job do you feel is being done by your immediate supervisor? | N | | 28 | 16 | 14 | 9 | 6 | 73 | NA |
| | % | 60.11 | 38.52 | 21.60 | 19.36 | 12.14 | 8.39 | 100.00 | |

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| *53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | N | | 5 | 8 | 8 | 21 | 29 | 71 | 2 |
| | % | 17.65 | 6.69 | 10.96 | 11.71 | 30.04 | 40.61 | 100.00 | |
| 54. My organization's senior leaders maintain high standards of honesty and integrity. | N | | 10 | 13 | 21 | 10 | 15 | 69 | 4 |
| | % | 32.50 | 14.07 | 18.44 | 32.05 | 14.17 | 21.28 | 100.00 | |
| *55. Supervisors work well with employees of different backgrounds. | N | | 12 | 24 | 17 | 8 | 5 | 66 | 7 |
| | % | 53.43 | 17.32 | 36.12 | 26.99 | 11.83 | 7.75 | 100.00 | |
| *56. Managers communicate the goals and priorities of the organization. | N | | 9 | 19 | 15 | 12 | 16 | 71 | 1 |
| | % | 40.08 | 12.97 | 27.11 | 21.06 | 16.54 | 22.33 | 100.00 | |
| *57. Managers review and evaluate the organization's progress toward meeting its goals and objectives. | N | | 10 | 29 | 14 | 8 | 9 | 70 | 2 |
| | % | 55.73 | 13.85 | 41.88 | 19.98 | 11.16 | 13.12 | 100.00 | |
| 58. Managers promote communication among different work units (for example, about projects, goals, needed resources). | N | | 8 | 20 | 14 | 13 | 15 | 70 | 2 |
| | % | 40.06 | 11.06 | 28.99 | 20.19 | 18.38 | 21.38 | 100.00 | |
| 59. Managers support collaboration across work units to accomplish work objectives. | N | | 10 | 29 | 11 | 8 | 13 | 71 | 1 |
| | % | 54.44 | 13.46 | 40.98 | 15.75 | 11.18 | 18.64 | 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 | | 7 | 14 | 18 | 15 | 15 | 69 | 3 |
| | % | 30.10 | 9.63 | 20.47 | 26.14 | 22.47 | 21.29 | 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 | | 9 | 8 | 20 | 17 | 17 | 71 | 1 |
| | % | 23.41 | 12.49 | 10.93 | 29.28 | 24.17 | 23.13 | 100.00 | |

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| 62. Senior leaders demonstrate support for Work/Life programs. | N | | 10 | 25 | 22 | 6 | 5 | 68 | 4 |
| | % | 51.53 | 14.13 | 37.40 | 32.52 | 8.41 | 7.55 | 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 | | 9 | 15 | 17 | 19 | 12 | 72 | NA |
| | % | 34.23 | 12.15 | 22.08 | 23.19 | 26.19 | 16.39 | 100.00 | |
| *64. How satisfied are you with the information you receive from management on what's going on in your organization? | N | | 7 | 15 | 15 | 19 | 16 | 72 | NA |
| | % | 31.48 | 10.01 | 21.48 | 20.72 | 26.00 | 21.80 | 100.00 | |
| *65. How satisfied are you with the recognition you receive for doing a good job? | N | | 6 | 16 | 18 | 19 | 12 | 71 | NA |
| | % | 30.90 | 7.98 | 22.91 | 25.03 | 27.44 | 16.63 | 100.00 | |
| *66. How satisfied are you with the policies and practices of your senior leaders? | N | | 5 | 6 | 24 | 19 | 18 | 72 | NA |
| | % | 15.73 | 6.51 | 9.22 | 33.48 | 26.40 | 24.39 | 100.00 | |
| *67. How satisfied are you with your opportunity to get a better job in your organization? | N | | 6 | 12 | 24 | 13 | 16 | 71 | NA |
| | % | 25.48 | 8.17 | 17.32 | 33.66 | 17.97 | 22.88 | 100.00 | |
| *68. How satisfied are you with the training you receive for your present job? | N | | 8 | 24 | 23 | 8 | 8 | 71 | NA |
| | % | 44.86 | 10.72 | 34.14 | 32.70 | 11.25 | 11.20 | 100.00 | |
| *69. Considering everything, how satisfied are you with your job? | N | | 7 | 23 | 13 | 18 | 10 | 71 | NA |
| | % | 42.26 | 9.34 | 32.92 | 18.26 | 25.23 | 14.25 | 100.00 | |
| *70. Considering everything, how satisfied are you with your pay? | N | | 11 | 24 | 19 | 11 | 7 | 72 | NA |
| | % | 48.70 | 14.71 | 33.98 | 26.33 | 14.69 | 10.28 | 100.00 | |
| 71. Considering everything, how satisfied are you with your organization? | N | | 6 | 15 | 14 | 21 | 16 | 72 | NA |
| | % | 29.84 | 7.93 | 21.92 | 18.96 | 29.34 | 21.86 | 100.00 | |

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| 72. Have you been notified whether or not you are eligible to telework? | N | % |
|---|-----------|---------------|
| Yes, I was notified that I was eligible to telework. | 60 | 83.67 |
| Yes, I was notified that I was not eligible to telework. | 11 | 14.91 |
| No, I was not notified of my telework eligibility. | 0 | 0.00 |
| Not sure if I was notified of my telework eligibility. | 1 | 1.41 |
| Total | 72 | 100.00 |

| 73. Please select the response below that BEST describes your current teleworking situation. | N | % |
|--|-----------|---------------|
| I telework 3 or more days per week. | 1 | 1.39 |
| I telework 1 or 2 days per week. | 16 | 22.02 |
| I telework, but no more than 1 or 2 days per month. | 10 | 13.46 |
| I telework very infrequently, on an unscheduled or short-term basis. | 23 | 32.28 |
| I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel). | 9 | 12.36 |
| I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking. | 1 | 1.37 |
| 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 | 2.79 |
| I do not telework because I choose not to telework. Total | 10 | 14.34 |
| | 72 | 100.00 |

| 74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS) | N | % |
|--|-----------|---------------|
| Yes | 3 | 3.76 |
| No | 15 | 20.32 |
| Not available to me | 54 | 75.93 |
| Total | 72 | 100.00 |

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| 75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs) | N | % |
|--|-----------|---------------|
| Yes | 20 | 27.10 |
| No | 44 | 61.57 |
| Not available to me | 8 | 11.33 |
| Total | 72 | 100.00 |

| 76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP) | N | % |
|---|-----------|---------------|
| Yes | 6 | 8.49 |
| No | 62 | 86.03 |
| Not available to me | 4 | 5.48 |
| Total | 72 | 100.00 |

| 77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups) | N | % |
|---|-----------|---------------|
| Yes | 0 | 0.00 |
| No | 48 | 66.91 |
| Not available to me | 24 | 33.09 |
| Total | 72 | 100.00 |

| 78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers) | N | % |
|---|-----------|---------------|
| Yes | 2 | 2.70 |
| No | 50 | 69.90 |
| Not available to me | 20 | 27.40 |
| Total | 72 | 100.00 |

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| 79. How satisfied are you with the following Work/Life programs in your agency? Telework | N | | 11 | 27 | 10 | 1 | 1 | 50 | 0 |
| | % | 75.11 | 21.76 | 53.35 | 20.44 | 2.07 | 2.38 | 100.00 | |
| 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) | N | | 2 | 0 | 1 | 0 | 0 | 3 | 0 |
| | % | 65.73 | 65.73 | 0.00 | 34.27 | 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 | | 3 | 14 | 3 | 0 | 0 | 20 | 0 |
| | % | 84.25 | 15.04 | 69.22 | 15.75 | 0.00 | 0.00 | 100.00 | |
| 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP) | N | | 0 | 5 | 1 | 0 | 0 | 6 | 0 |
| | % | 83.65 | 0.00 | 83.65 | 16.35 | 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 | 0 | 0 | 0 | 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) | N | | 0 | 1 | 1 | 0 | 0 | 2 | 0 |
| | % | 50.85 | 0.00 | 50.85 | 49.15 | 0.00 | 0.00 | 100.00 | |

Survey Administration Period: May 6, 2014 to June 13, 2014
Percentages are weighted to represent the Agency's population.

* AES prescribed items

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

Sample or Census: Census
Number of surveys completed: 73
Number of surveys administered: 100
Response Rate: 73.0%