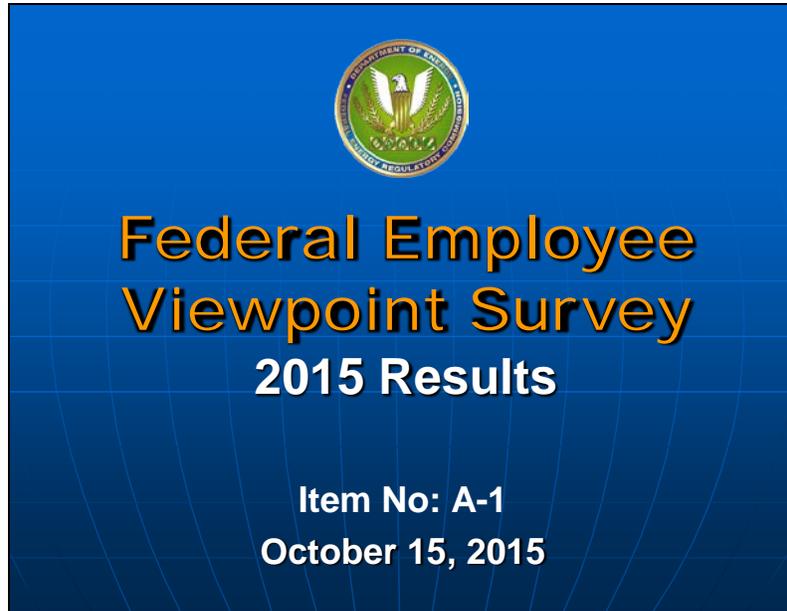


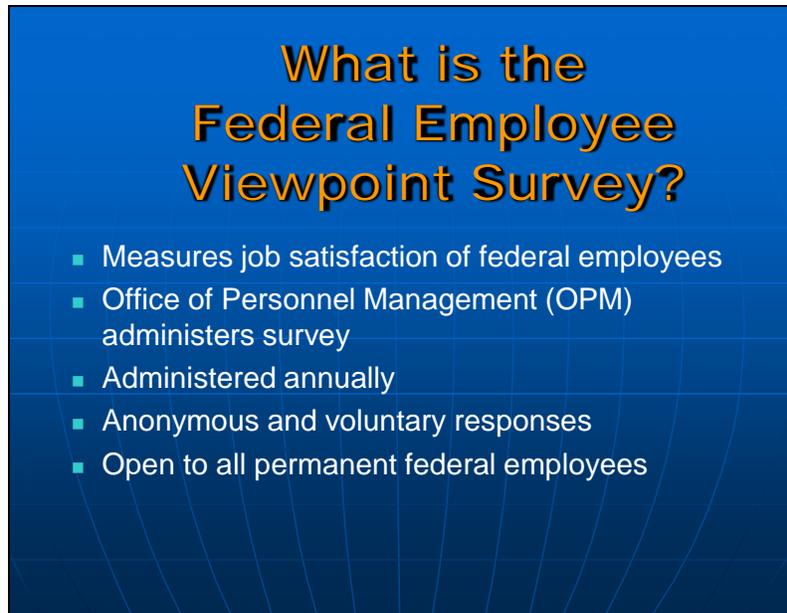
Slide 1



Good morning Mr. Chairman and Commissioners.

Thank you for the opportunity to present the Commission's 2015 Federal Employee Viewpoint Survey Results.

Today, Shabnam and I will be presenting an overview of the Employee Viewpoint survey, the Commission's survey results and rankings when compared to other federal agencies.



## What is the Federal Employee Viewpoint Survey?

- Measures job satisfaction of federal employees
- Office of Personnel Management (OPM) administers survey
- Administered annually
- Anonymous and voluntary responses
- Open to all permanent federal employees

The Federal Employee Viewpoint Survey measures the job satisfaction of federal employees. It is administered every year by the Office of Personnel Management.

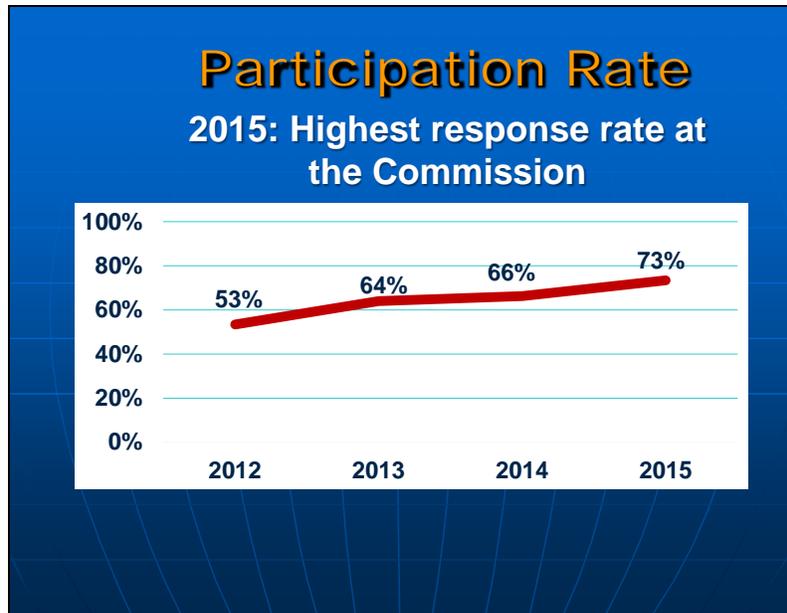
Permanent federal employees at every agency have an opportunity to provide voluntary and anonymous responses.

Once the survey period ends, the Office of Personnel Management compiles the information and issues agency-specific results to every federal agency.

The results, broken down by agency, office, and division level, are a powerful tool for employees wanting to share their perspectives on work experiences, office culture, and agency leadership.

In turn, agency leaders are empowered to further analyze the results, recognize areas of strength, and initiate a plan to improve the agency as a whole.

I will now turn the presentation over to Shabnam, who will provide you with some Commission-specific data.



In 2015, 996 Commission employees completed the survey for a participation rate of 73%, the highest response rate at the Commission since the survey has been administered.

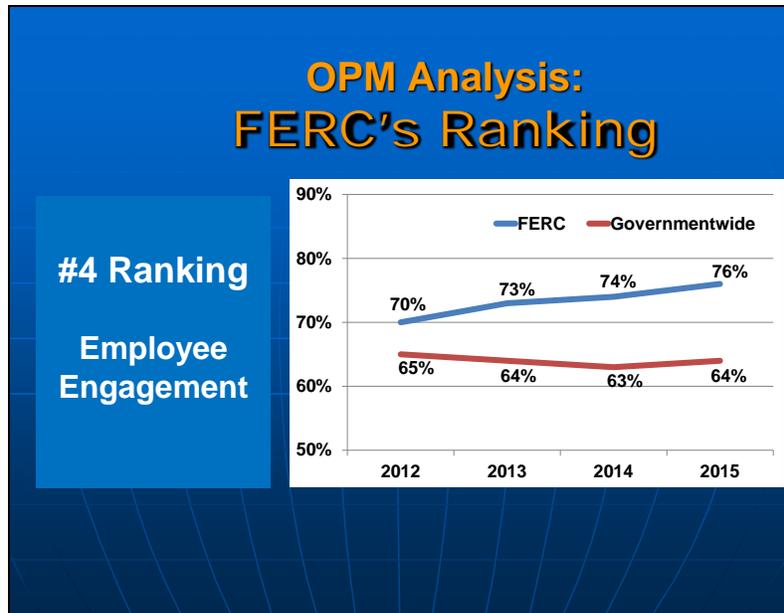
As you can see on this graph, the participation rate has increased by 20% since 2012.

The survey participants include full-time and part-time permanent employees at Commission headquarters and regional offices.

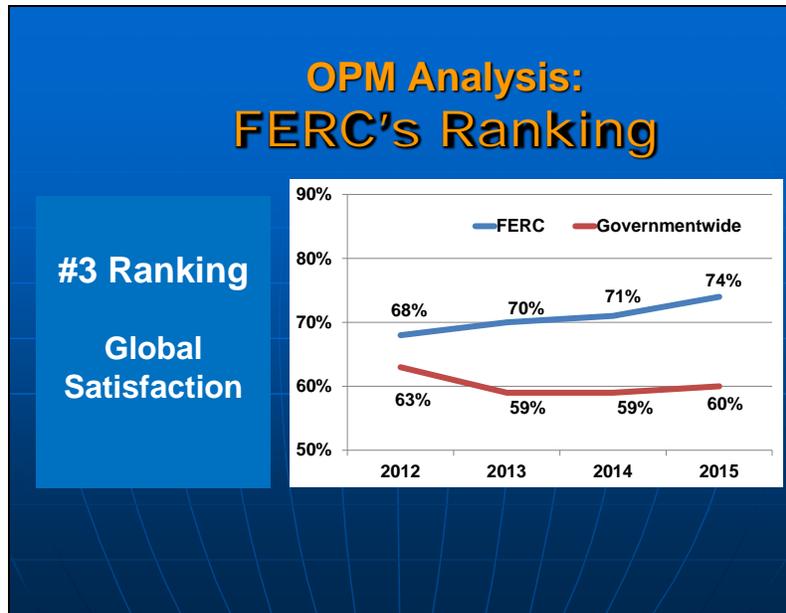


Compared to last year's results, the Commission's scores in 89% of the questions went up. Specifically, 63 of the 71 questions on the survey had an increase in positive scores.

The question with the largest positive increase related to the confidence employees have in the survey results being used to improve the workplace.



OPM uses the survey results to rank federal agencies. For the measure of employee engagement, the Commission is ranked number four out of the 37 large agencies in the government. Employee engagement is defined as employees' sense of purpose, their level of dedication to the work, and their commitment to the organization and its mission. It is measured using the scores of 15 questions from the survey regarding employees' views on leaders, supervisors, and intrinsic work experiences. The Commission's score in the employee engagement measure is 76%, which is a 2% increase from last year and a 6% increase from 2012. Compared to the government-wide results, the Commission's score is higher by 12%.

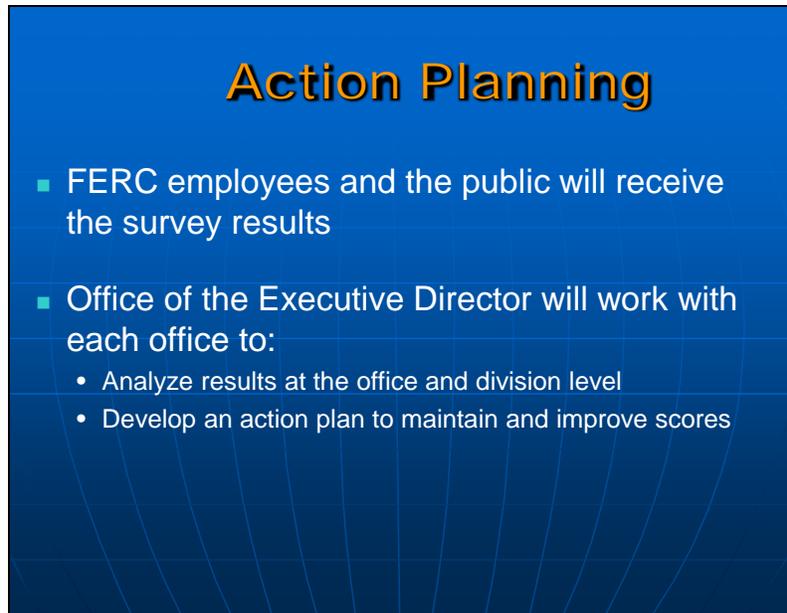


For the measure of Global Satisfaction, the Commission is ranked third among large federal agencies. Global Satisfaction is measured by 4 questions relating to employees' overall satisfaction with their job, organization, and pay and whether they recommend the organization as a good place to work. The Commission's score on the Global Satisfaction measure is 74%, a 3% increase from 2014 and a 6% increase from 2012. Compared to the government-wide results, the Commission's score is higher by 14%.

In addition to the OPM analysis, the Partnership for Public Service also publishes a separate ranking based on the survey results. This is called the "Best Places to Work in the Federal Government" Index. In 2014, the Commission ranked number five in this Index. However, the 2015 rankings have not yet been released.



- Five questions from the survey that highlight the Commission's strengths are the following:  
Employees' views on supervisors treating them with respect and talking to them about their performance;
- Their views on the quality of work within their units;
- Supervisors' support for work/life balance;
- And whether employees believe their work is important.

A blue rectangular slide with a grid pattern. The title "Action Planning" is centered at the top in a bold, orange, sans-serif font. Below the title, there are two main bullet points in white text, each preceded by a small blue square. The first bullet point is "FERC employees and the public will receive the survey results". The second bullet point is "Office of the Executive Director will work with each office to:", followed by two sub-bullet points in white text, each preceded by a small white circle. The sub-bullet points are "Analyze results at the office and division level" and "Develop an action plan to maintain and improve scores".

## Action Planning

- FERC employees and the public will receive the survey results
- Office of the Executive Director will work with each office to:
  - Analyze results at the office and division level
  - Develop an action plan to maintain and improve scores

In terms of next steps, all Commission employees will receive the agency-wide results in the next few days.

In addition, the results will be posted on the Commission's website, [FERC.gov](http://FERC.gov), for the public to view.

The Office of the Executive Director will be partnering with each office to discuss the office and division level survey results and develop an action plan to further improve the workplace in areas identified as strengths as well as areas identified as challenges.

We are encouraged by the interest and enthusiasm of senior leadership and look forward to working with each office soon.

Thank you for your time.

Shabnam and I are open to any questions or comments you may have.



# Federal Employee Viewpoint Survey 2015 Results

Item No: A-1  
October 15, 2015