

OVERVIEW OF FDEP EMPLOYEE SURVEY

Response Rate

10% of the employees to whom the survey was given did not respond. 4,253 given the survey, 3,812 responded.

Department-Wide Issues

55% of the employees do not believe that they have a good opportunity to advance their careers.

33% of the employees do not believe that communications flow smoothly from the top down in their office.

30% of the employees do not believe that communications flow smoothly from the bottom up in their office.

25% of the employees disagree with the statement: “I rarely receive conflicting instructions from different levels of management on how to do my job.”

22% of the employees do not believe that they can go to the next level of management with issues involving conflicts with their supervisor.

23% of the employees do not believe that the “Executive Leadership Team” provides effective leadership.

20% of the employees do not believe that management practices in their office are conducive to organizational success.

12% of the employees were aware of discrimination issues in their office.

District, Bureau and Division Issues

Division of Water Resource Management Bureaus—Wetlands Permitting

Overall, 35% of the employees feel there are significant problems with communication.

36% of the employees do not believe that their supervisor is a positive role model.

100% of the employees feel that protection of the environment is a priority for their office.

33% of the employees do not believe that the Executive Leadership Team provides effective leadership.

Office of Coastal and Aquatic Managed Areas—Director’s Office

33% of the employees do not feel that the Executive Leadership Team provides effective leadership.

Office of Coastal and Aquatic Managed Areas—East Coast Region

39% of the employees are not satisfied with their job,

52% of the employees said that communications were ineffective.

68% of the employees said that vacancies are filled in a timely manner.

44% of the employees feel that management practices in their office are not conducive to organizational success.

Office of Coastal and Aquatic Managed Areas—Florida Keys/South Florida Region

41% of the employees are dissatisfied with the ability to be involved in decisions affecting their work.

67% of the employees feel that they do not have a good opportunity for career advancement.

43% of the employees feel that management practices in their office are not conducive to organizational success.

Office of Coastal and Aquatic Managed Areas—Northwest Florida Region

89% of the employees feel that they do not have a good opportunity for career advancement.

Office of Coastal and Aquatic Managed Areas—Southwest Florida Region

40% of the employees do not feel that the Executive Leadership Team provides effective leadership.

Division of State Lands—Bureau of Public Land Administration

66% of the employees feel that employees are not “free to speak up and say what they think.”

Land & Recreation—Office of Public Outreach

0% of the employees feel that they have a good opportunity for career advancement in their office.

60% of the employees feel that they receive conflicting instructions from different levels of management about how to do their job.

62% of the employees fear reprisal if they have a conflict with their supervisor.

33% of the employees do not feel that protection of the environment is a priority of their office.

50% of the employees do not feel that the Executive Leadership Team provides effective leadership.

Division of Recreation & Parks—Bureau of Design & Construction

31% of the employees fear reprisal if they have a conflict with their supervisor.

Division of Administrative Services—Bureau of Budget and Planning

67% of the employees feel that they are not kept informed about matters that affect their jobs.

Division of Administrative Services—Director’s Office/Administrative Program Support

26% of the employees fear reprisal if they have a conflict with their supervisor.

Division of Administrative Services—Bureau of Finance and Accounting

34% of the employees are not satisfied with their involvement in decisions affecting their work.

In general, 30% of the employees feel that there are problems with communication in their office.

Division of Administrative Services—Bureau of Personnel Services

93% of the employees do not feel that they have a good opportunity for career advancement in their office.

Division of Resource Assessment and Management—Director’s Office and Mercury Program

40% of the employees fear reprisal if they have a conflict with their supervisor.

30% of the employees do not feel that the Executive Leadership Team provides effective leadership.

Division of Resource Assessment and Management—Bureau of Information Systems

37% of the employees do not feel that they are free to speak up and say what they think.

32% of the employees do not feel that protection of the environment is a priority for their office.

Division of Air Resources Management—Bureau of Air Monitoring and Mobile Sources

32% of the employees are not satisfied with their involvement in decisions affecting their work.

36% of the employees do not feel that they are free to speak up and say what they think.

Division of Air Resources Management—Director’s Office/Application Support Group

40% of the employees fear reprisal if they have a conflict with their supervisor.

Central District—Air Resources Management

57% of the employees are not satisfied with their involvement in decisions affecting their work.

86% of the employees do not feel that there is a good opportunity for advancement in their office.

40% of the employees are dissatisfied with their jobs.

60% of the employees do not feel that they are free to speak up and say what they think.

Central District—Environmental Resources

26% of the employees do not feel that environmental protection is a priority in their office.

Northeast District—Air Resources Management

92% of the employees do not feel that there is a good opportunity for career advancement in their jobs.

33% of the employees are not proud to say that they work for their office.

33% of the employees do not feel that employees are free to speak freely.

67% of the employees fear reprisal if they have a conflict with their supervisor.

Northeast District—Waste Management

43% of the employees are not satisfied with their level of involvement in decision-making.

73% do not believe that communication from management is clear.

53% of the employees do not feel that they are free to speak their minds.

57% of the employees do not feel that their office has effective communications.

57% of the employees fear reprisal if they have a conflict with their supervisor.

69% of the employees do not feel that the Executive Leadership Team provides effective leadership.

57% of the employees do not feel that management practices in their office are conducive to organizational success.

Northwest District—Director’s Office and Administration

35% of the employees fear reprisal if they have a conflict with their supervisor.

Northwest District—Air Resources Management

40% of the employees are dissatisfied with their level of involvement in decision-making.

36% of the employees feel that the public does not highly regard their office.

90% of the employees feel that they do not have a good opportunity to advance their careers in their office.

44% of the employees are not proud to say that they work for their office.

55% of the employees do not feel that communications flow smoothly down the chain of command in their office.

55% of the employees do not feel that communication from management is clear.

30% of the employees do not feel that employees are free to speak their minds.

30% of the employees do not feel that their management team provides effective leadership.

33% of the employees do not feel that the Executive Leadership Team provides effective leadership.

45% of the employees do not believe that management practices in their office are conducive to success.

Northwest District—Waste Management

33% of the employees are not satisfied with their level of involvement in decision-making.

45% of the employees do not feel that communications flow smoothly down the chain of command.

50% of the employees do not feel that employees are free to speak their minds.

30% of the employees fear reprisal if they have a conflict with their supervisor.

32% of the employees feel that their management team does not provide effective leadership.

25% of the employees feel that the Executive Leadership Team does not provide effective leadership.

Northwest District—Submerged Lands and Environmental Resource Permitting

48% of the employees are not satisfied with their level of involvement in decision-making.

78% of the employees do not feel that their office is highly regarded by the public.

53% of the employees feel that work is not fairly assigned in their section.

83% of the employees feel that their workload prevents them from doing their job effectively.

42% of the employees feel that they do not receive a fair evaluation of their job performance.

52% of the employees do not feel that they have the information and training needed to do their jobs effectively.

47% of the employees are not proud to say that they work for their office.

66% of the employees are dissatisfied with their jobs.

47% of the employees say that there is no way to discuss their concerns with management.

52% of the employees feel that they are not kept informed about matters affecting their job.

43% of the employees do not feel that sections communicate with each other effectively.

70% of the employees feel that communications do not flow smoothly up the chain of command.

41% of the employees feel that communications do not flow smoothly down the chain of command.

71% of the employees feel that communication from management is unclear.

70% of the employees do not feel that employees are free to speak their minds.

63% of the employees feel that they receive conflicting instructions from different levels of management.

68% of the employees feel that that their office does not have effective communications.

40% of the employees feel that their supervisor does not act as a positive role model.

38% of the employees do not feel that they can depend on their supervisor to honor his/her commitments.

45% of the employees feel that their supervisor is not supportive of staff.

62% of the employees fear reprisal if they have a conflict with their supervisor

45% of the employees do not have confidence in their supervisor's decisions.

48% of the employees do not feel that their supervisor is effective in his/her job.

53% of the employees do not feel that environmental protection is a priority for their office.

72% of the employees feel that their management team does not provide effective leadership.

64% of the employees feel that the Executive Leadership Team does not provide effective leadership.

90% of the employees do not feel that their section's vacancies are filled in a timely manner.

76% of the employees do not feel that management practices in their office are conducive to organizational success.

South District—Air Resources Management

33% of the employees are not satisfied with their level of involvement in decision-making.

40% of the employees do not feel that they are free to speak their minds.

South District—Environmental Resource Permitting

53% of the employees do not feel that their office is highly regarded by the public.

South District—Waste Management

38% of the employees are dissatisfied with their jobs.

38% of the employees do not feel that they are free to speak their minds.

33% of the employees fear reprisal if they have a conflict with their supervisor.

South District (Ft. Myers)—Water Facilities

Only 39% of the employees feel that their office is highly regarded amongst the people that it serves or regulates.

41% of the employees said that their workloads prohibited effective job performance.

29% of the employees were dissatisfied with their job.

53% of the employees receive conflicting instructions from management on how to do their job.

38% of the employees feel that they cannot depend on their supervisors to honor the commitments that he/she makes.

36% of the employees generally feel that there is a problem with communications.

43% of the employees fear reprisal if they have a conflict with their supervisor.

41% of the employees did not believe that their supervisor is effective in his/her job.

44% of the employees do not believe that their Management Team provides effective leadership.

29% of the employees do not feel that their supervisor treats them with dignity and respect.

38% of the employees do not believe that management practices are conducive to organizational success.

Comment [JEP1]: Note: For what it's worth, this doesn't surprise me. When I was doing wastewater enforcement the employees in the South District typically wanted to be rather aggressive. Management continuously tried to rein them in. Eventually, the main supervisor quit his job over it and moved to New Jersey where he felt he could be more aggressive.

Southeast District—Environmental Resource Permitting

67% of the employees do not feel that they have a good opportunity to advance their careers in their office.

18% of the employees do not feel that environmental protection is a priority for their office.

Southeast District—Water Resource Management and Environmental Permitting

31% of the employees do not feel that they are free to speak their minds.

Southwest District—Air Resources Management

50% of the employees do not feel satisfied with their involvement in decision-making affecting their work.

50% of the employees do not feel that their office is highly regarded by the public.

44% of the employees are not proud to say that they work for their office.

84% of the employees feel that they don't have a good opportunity for advancement.

58% of the employees said that they were not satisfied with their job.

61% of the employees do not feel that employees are free to speak their minds.

On average, only 46% of the employees felt that communication was good.

76% of the employees felt that their supervisor(s) did not encourage them to be innovative and creative.

59% of the employees said that their supervisor did not act as a positive role model.

58% of the employees said that their supervisors didn't support their staff.

79% of the employees do not feel that communication from management is clear.

47% of the employees feel that they often receive conflicting instructions from management.

67% of the employees do not believe that their office has effective communications.

44% of the employees cannot depend on their supervisor to honor his/her commitments.

59% of the employees fear reprisal if they have a conflict with their supervisor.

56% of the employees do not have confidence in their supervisor's decisions.

37% of the employees do not feel that environmental protection is a priority for their office.

72% of the employees do not feel that their Management Team provides effective leadership.

59% of the employees do not feel that the Executive Leadership Team provides effective leadership.

84% of the employees did not feel that vacancies are filled in a timely manner.

67% of the employees do not feel that management practices are conducive to organizational success.

35% of the employees do not understand the goals and objectives of their section.

Southwest District—Waste Management

43% of the employees do not feel that employees are free to speak their minds.

Southwest District—Watershed and Environmental Resource Management

54% of the employees do not feel that their office is highly regarded by the public.

Division of Waste Management—Director's Office

50% of the employees are not satisfied with their involvement in decision-making.

40% of the employees do not feel that they receive fair performance ratings.

33% of the employees are dissatisfied with their job.

53% of the employees do not feel that there is a way to discuss their concerns with management.

43% of the employees feel that they are not kept informed about matters affecting their job.

50% of the employees feel that communications do not flow smoothly up the chain of command.

50% of the employees feel that communications do not flow smoothly down the chain of command.

57% of the employees do not feel that employees are free to speak their minds.

37% of the employees do not feel that communication from management is clear.

44% of the employees fear reprisal if they have a conflict with their supervisor.

Division of Waste Management—Bureau of Petroleum Storage Systems

36% of the employees do not feel that employees are free to speak their minds.

Division of Water Resource Management—Office of Water Quality Standards and Special Projects

37% of the employees feel that they receive conflicting instructions from different levels of management.

Division of Law Enforcement—Director’s Office/Office of Public Education & Training

30% of the employees are not satisfied with their level of involvement in decision-making.

50% of the employees feel that they are not kept informed about matters affecting their job.

60% of the employees do not feel that communications flow smoothly up the chain of command.

50% of the employees do not feel that communications flow smoothly down the chain of command.

40% of the employees feel that communication from management is unclear.

50% of the employees feel that employees are not free to speak their minds.

43% of the employees fear reprisal if they have a conflict with their supervisor.

Division of Law Enforcement—Bureau of Environmental Investigations

56% of the employees feel that communication from management is unclear.

58% of the employees feel that employees are not free to speak their minds.

47% of the employees feel that they receive conflicting instructions from different levels of management.

45% of the employees feel that their management team does not provide effective leadership.

32% of the employees feel that the Executive Leadership Team does not provide effective leadership.

Division of Law Enforcement—Bureau of Operational Support and Planning

33% of the employees feel that communications do not flow smoothly up the chain of command.

50% of the employees feel that communications do not flow smoothly down the chain of command.

50% of the employees feel that communication from management is unclear.

50% of the employees feel that employees are not free to speak their minds.

40% of the employees feel that they receive conflicting instructions from different levels of management.

Division of Law Enforcement—Bureau of Park Patrol

48% of the employees are dissatisfied with their involvement in decision-making.

49% of the employees feel that they are not kept informed about matters affecting their jobs.

41% of the employees do not feel that sections in the office communicate with each other as needed.

52% of the employees feel that communications do not flow smoothly up the chain of command.

55% of the employees feel that communications do not flow smoothly down the chain of command.

60% of the employees feel that communication from management is unclear.

49% of the employees feel that employees are not free to speak their minds.

53% of the employees feel that they receive conflicting instructions from different levels of management.

30% of the employees do not feel that environmental protection is a priority for their office.

56% of the employees feel that their management team does not provide effective leadership.

54% of the employees feel that the Executive Leadership Team does not provide effective leadership.