

The following survey has been sent to all National Military Fish & Wildlife Association (NMFWA). The questions were composed jointly by PEER staff and NMFWA members. More than 100 responded. Below are the results.

RESOURCE PROTECTION

For purposes of this survey, "resource" or "resources" includes both natural and cultural resources.

1. My installation is sufficiently funded to carry out its resources mission as mandated by the Sikes Act.

5% strongly agree 42% agree 7% no opinion 34% disagree 12% strongly disagree

2. My installation is sufficiently staffed to carry out its resources mission as mandated by the Sikes Act.

3% strongly agree 32% agree 9% no opinion 43% disagree 13% strongly disagree

3. My installation has an effective resources stewardship program.

13% strongly agree 49% agree 7% no opinion 27% disagree 4% strongly disagree

4. The planning at my installation adequately addresses all of the major resource protection challenges.

8% strongly agree 47% agree 5% no opinion 31% disagree 9% strongly disagree

5. My installation has a strong record of actually implementing its resource management plans.

7% strongly agree 44% agree 13% no opinion 25% disagree 11% strongly disagree

LEADERSHIP

6. Changes of command have resulted in disruption of my installation's resources program.

11% strongly agree 39% agree 11% no opinion 35% disagree 4% strongly disagree

7. Fulfillment of the resources mission is a high priority with the current installation command.

7% strongly agree 35% agree 22% no opinion 26% disagree 10% strongly disagree

8. During my career, I have been directed by my command to overlook

resource violations or circumvent resource laws and regulations.
9% strongly agree 24% agree 9% no opinion 34% disagree 24% strongly disagree

9. In my experience, violations of resource regulations create negative career consequences for the responsible officers.
5% strongly agree 21% agree 29% no opinion 34% disagree 11% strongly disagree

10. Generally speaking, officers at my installation respect the expertise resident within the civilian staff.
7% strongly agree 59% agree 11% no opinion 17% disagree 6% strongly disagree

11. Concerning controversial incidents, the information provided to the public by my installation is generally complete and accurate.
7% strongly agree 48% agree 19% no opinion 20% disagree 6% strongly disagree

RESOURCE CHALLENGES

12. (You may check as many as are applicable)
At my installation, the following are major challenges:

- | | |
|--|---|
| (a) Threatened & endangered species 60% | (h) Fragile/sensitive habitat 42% |
| (b) Control of exotic invasives 59% | (i) ITAM/LCTA (training) 25% |
| (c) Protection of archaeological sites 48% | (j) Bird airstrike hazards around airfields 24% |
| (d) Erosion/sedimentation/flooding 57% | (k) Wetlands 55% |
| (e) Forest stewardship 34% | (l) Fire management 43% |
| (f) Outdoor recreation 33% | (m) Hunting or fishing 45% |
| (g) Planning 40% | (n) Agricultural outleasing 20% |
| (o) Other 17% | |

13. At my installation, the resources challenges are:
25% growing greatly 58% growing somewhat 17% static 0% decreasing greatly 0% decreasing somewhat

CONTRACTING

The Sikes Act and other regulations allow for "outsourcing" or contracting with private firms for routine tasks, such as fish stocking or tree planting but does not allow contracting out positions or duties with resource management responsibilities. The focus of the following questions is outsourcing of resource management tasks under a review of "Commercial Activities" pursuant to OMB Circular A-76.

14a. My installation has contracted out resource management positions to the private sector.

20% Yes 6% Don't Know 74% No

14b. (Answer only if the answer to 14a was "yes") The experience with the private contractor has been—

9% excellent 24% good 29% fair 24% poor 14% extremely poor

15. My installation has contracted out resource management responsibilities to other state or federal land management agencies.

> 25% Yes 4% Don't Know 71% No

16. My installation is now planning to contract out resource management positions.

15% Yes 31% Don't Know 54% No

17. In my experience, I have seen private contractors place "customer satisfaction" ahead of what is best for the resource.

40% Yes 38% Don't Know 22% No

18. In my opinion, my installation's contracting plans and actions are motivated by a desire to mask resource problems.

12% Yes 37% Don't Know 51% No

WORKPLACE CLIMATE

19. Morale among the resource management staff at my installation is good.

5% strongly agree 40% agree 10% no opinion 32% disagree 13% strongly disagree

20. My installation command fosters professional development among the resource management staff.

12% strongly agree 50% agree 12% no opinion 17% disagree 9% strongly disagree

21. Resource management information is accurately communicated to the top of the chain-of-command at my installation.

10% strongly agree 42% agree 15% no opinion 24% disagree 9%

strongly disagree

22. I fear job-related retaliation for reporting problems to my chain-of-command.

21% Yes 15% Don't Know 64% No

The following two questions are for coding purposes only:

23. What size is your installation (circle the number of acres nearest to yours)

5K 10K 20k 30k 40k 50k 75k 100k 150k 200k 300k 400k or over

19% 10% 12% 6% 3% 9% 6% 9% 4% 4% 1% 16%

24. At my installation, how many command levels separate the resource management program from the Commanding Officer:

11% One 40% Two 29% Three 20% Four or more