

## Public Employees For Environmental Responsibility (PEER) 2017 BLM Survey Results

*This survey consists of questions developed by employees within the Bureau of Land Management (BLM). The purpose of this survey was to allow key BLM employees to express their views about the agency's direction and needs and to identify pressing issues of concern to employees on the front lines.*

*(364 responses from 2,213 surveys delivered – 17% response rate)*

### RESOURCES

1. I have adequate resources to do my job.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
<b>All Responses</b>	<b>7%</b>	<b>47%</b>	<b>2%</b>	<b>35%</b>	<b>10%</b>	<b>0%</b>
Archaeology	8%	47%	0%	37%	8%	0%
Fire	4%	51%	2%	33%	10%	0%
Management	8%	32%	0%	44%	16%	0%
Range	11%	51%	1%	34%	4%	0%
Science/Ecology	7%	46%	3%	32%	13%	0%

2. As an agency, BLM has enough resources to accomplish its mission.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
<b>All Responses</b>	<b>2%</b>	<b>23%</b>	<b>7%</b>	<b>48%</b>	<b>19%</b>	<b>0%</b>
Archaeology	0%	29%	8%	45%	18%	0%
Fire	6%	22%	8%	53%	12%	0%
Management	4%	12%	0%	68%	16%	0%
Range	2%	28%	6%	47%	16%	0%
Science/Ecology	2%	21%	8%	45%	24%	0%

3. In my opinion, BLM is a more capable organization today than it was five years ago.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
<b>All Responses</b>	<b>4%</b>	<b>27%</b>	<b>27%</b>	<b>28%</b>	<b>14%</b>	<b>1%</b>
Archaeology	10%	27%	35%	20%	6%	2%
Fire	2%	31%	18%	35%	14%	0%
Management	0%	20%	24%	36%	20%	0%
Range	1%	28%	25%	31%	15%	0%
Science/Ecology	4%	28%	28%	25%	14%	1%

## LEADERSHIP & DIRECTION

4. I have confidence in the leadership in BLM National Headquarters.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
<b>All Responses</b>	<b>2%</b>	<b>28%</b>	<b>29%</b>	<b>25%</b>	<b>16%</b>	<b>0%</b>
Archaeology	2%	37%	37%	12%	12%	0%
Fire	2%	25%	31%	25%	16%	0%
Management	0%	24%	8%	40%	28%	0%
Range	1%	18%	35%	25%	21%	0%
Science/Ecology	2%	33%	26%	27%	12%	0%

5. BLM senior management welcomes input from the field.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
<b>All Responses</b>	<b>5%</b>	<b>31%</b>	<b>20%</b>	<b>26%</b>	<b>18%</b>	<b>0%</b>
Archaeology	8%	33%	22%	20%	18%	0%
Fire	0%	25%	24%	31%	20%	0%
Management	8%	20%	8%	40%	24%	0%

Range	8%	26%	20%	32%	14%	0%
Science/Ecology	3%	38%	20%	22%	18%	1%

6. In my experience, energy development has come to dominate BLM priorities.

	Strongly Agree	Agree	No Opinion	Disagree	Strongly Disagree	No Response
<b>All Responses</b>	<b>14%</b>	<b>36%</b>	<b>22%</b>	<b>23%</b>	<b>4%</b>	<b>1%</b>
Archaeology	24%	35%	22%	16%	4%	0%
Fire	6%	29%	39%	20%	4%	2%
Management	0%	52%	16%	32%	0%	0%
Range	15%	31%	19%	27%	7%	1%
Science/Ecology	14%	40%	20%	22%	3%	0%

**The new administration can best improve BLM by:**

**Essay responses from Managers**

*“No hiring freeze.”*

*“Allowing the field offices to fill vacant positions.”*

**Environmental Staff & Scientists**

*“Too many positions vacant too long.”*

*“NOT implementing a hiring freeze – that would be a disaster.”*

*“More funds to hire extra positions, to take extra duties off others – as soon as someone leaves their job duties are put on others due to attrition.”*

*“By not freezing the hiring of federal jobs. A great deal of workers, especially seasonal employees, depend on these jobs for their livelihood.”*

*“Hiring enough staff to fill current vacancies.”*

*“Staffing & funding agency at levels that will allow it to meet its missions FLMA, NLCS, ESA sec 7 (a) 1, Clean Water Act etc. At current staffing and funding levels ecosystem restoration and T&E species recovery cannot be accomplished.”*

*“We do not have enough trained, skilled professionals to adequately & timely process the realty, restoration, permit renewals for grazing requests that we get from the public and our interagency/NGO partners.”*

*“Do not further cut our funding. I have 1.8 million acres of land in my field office to manage and I am the only natural resources staff member.”*

*“Filling the positions needed to accomplish all we are expected to do. We don’t have enough staff to do all the grazing permit renewals, and sage grouse habitat monitoring and wild horse management and oil & gas leasing and transportation planning and EISs for two new gas fields and rewriting onshore orders and watershed management and processing oil & gas drilling permits and restoring mule deer habitat and inventorying cultural resources for the whole resource area and managing multiple recreation sites and selling sand/gravel/rock etc.”*

*“If funding & positions are going to continue to get cut, our work load must also get cut.”*

*“Providing proper funding to perform our duties for the American public. We have been stretched very thin over the last 4-5 years.”*

*“Not imposing hiring freezes .... [R]eplacing positions with the same position (e.g. botanist) as baby boomers retire.”*

*“Need more money for equipment and more bodies. Some people are doing 2-3 jobs just to get the job done. Also don’t have certain field equipment to get the job done.”*

*“Hiring more botanists. The need for qualified botanists keeps increasing (energy restoration, sage grouse/desert tortoise habitat restoration), yet we have fewer and fewer botanists and these duties are going to wildlife biologists and others with limited botany/plant ecology skills and knowledge.”*

*“Providing adequate funding & personnel to provide public with multiple use management in a timely fashion. Thereby reducing pressure from O&G/Timber/Minerals proponents to privatize public lands.”*

*“Increasing budget and or personnel in science areas to find solutions to best protect resources while keeping multi-use mandate.”*

*“My office is currently understaffed and has been for many years. Increased staffing will help to increase staff morale, decrease stress, increase productivity, & increase the quality of work produced by the employees. Many employees are performing the work of multiple employees as positions are not being refilled. Critical work is not being completed or timelines are being extended.”*

*“Giving us enough people to handle the workload in a quality manner without delays.”*

## **Range**

*“Getting the funding to the field office. On the ground work cannot be accomplished without enough staff—specialists and support staff. Districts funnel money to pay for staff at the district level and that takes away from funding to accomplish the mission on the ground.”*

*“Funding to fill vacant positions – more than 20 in our office.”*

*“Hiring more seasonals & entry level positions to help with the workload and get things done!”*

*“Advocating for a greatly increased budget so we can hire the workers we need, especially seasonal employees, to conduct vitally important field work.”*

*“If Washington wants us to keep doing all the new stuff they continuously throw on our plates, they better give us the people and resources to get the job done. Quit giving us more and more stuff to do! We are all swamped with our work load.”*

*“Need money to hire range jobs within my field office to do my work load every year.”*

*“Giving us the staff we need to manage vast acreages!”*

*“Put people, more people, in the programs we are required to manage by law & regulation. The grazing program in NM has been less people, reduced workforce, so you get creative with contracting to get help from partners to do such things as monitoring or contracting permit renewals.”*

## **Fire**

*“Funding positions for more field going personnel. Stop combining offices and eliminating positions only to double the workload for someone else.”*

*“Not cutting positions or hiring freeze.”*

## **Archaeology & Cultural Resources**

*“Increasing HR abilities to quickly fill vacant positions.”*

*“Allocate resources sufficient to do the job that Congress & the President requires us to do.”*

*“Not reducing our already pressed staff and budget further.”*

*“Not conducting a hiring freeze, it would make the job very difficult.”*

*“We are already short staffed, with individuals doing multiple tasks outside their job description. A hiring freeze would negatively impact BLM and BLM managed lands.”*

*“Continuing to fully fund BLM and not place a hiring freeze on federal employees (particularly if they also want to increase resource extraction).”*

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