

2003 PEER Survey of EPA Region 8 Employees

Public Employees for Environmental Responsibility (PEER), a national, non-profit alliance of state and federal resource professionals working to promote environmental ethics and government accountability, sent the following survey to all Region 8 EPA staff and management employees.

Percentage responses are shown for each possible answer. Six hundred and seventy-five surveys were mailed, of which 22.8% (154) were returned.

Individual Response:

Professionals 0-5 years – 28

Professionals 5-15 years – 49

Professionals 15+ years – 41

Management - 24

Clerical - 12

DIRECTION

1. I feel that EPA Region 8 is an effective organization for protecting the environment.
15% strongly agree 51% agree 6% no opinion 24% disagree 3% strongly disagree **66% Strongly Agree/Agree & 27% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree

Prof. 0-5yrs 18% 57% 7% 18% 0%

Prof. 5-15yrs 14% 63% 0% 22% 0%

Prof. 15+yrs 10% 44% 7% 34% 5%

Management: *46% Strongly Agree/Agree & 42% Strongly Disagree/Disagree*

2. EPA Region 8 is a stronger environmental protection organization that it was five years ago
5% strongly agree 17% agree 19% no opinion 37% disagree 23% strongly disagree **22% Strongly Agree/Agree & 59% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree

Prof. 0-5yrs 7% 7% 52% 22% 11%

Prof. 5-15yrs 4% 27% 12% 35% 22%

Prof. 15+yrs 0% 12% 7% 59% 22%

Management *13% Strongly Agree/Agree & 75% Strongly Disagree/Disagree*

3. In my opinion, EPA Region 8 is moving in the right direction.
5% strongly agree 25% agree 15% no opinion 41% disagree 14% strongly disagree **30% Strongly Agree/Agree & 55% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree

Prof. 0-5yrs 0% 44% 19% 30% 7%

Prof. 5-15yrs 8% 22% 14% 43% 12%

Prof. 15+yrs 0% 17% 12% 51% 20%

Management 17% *Strongly Agree/Agree* & 71% *Strongly Disagree/Disagree*

PROTECTION OF THE ENVIRONMENT

4. Region 8 management decisions consistently promote protection of the environment and public health.

10% strongly agree 33% agree 10% no opinion 39% disagree 8% strongly disagree **42% Strongly Agree/Agree & 47% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree

Prof. 0-5yrs 14% 50% 18% 18% 0%

Prof. 5-15yrs 6% 27% 13% 44% 10%

Prof. 15+yrs 10% 29% 2% 49% 10%

Management 25% *Strongly Agree/Agree* & 71% *Strongly Disagree/Disagree*

5. The leadership of Region 8 places environmental protection and public health above the interests of the regulated business community.

8% strongly agree 32% agree 15% no opinion 35% disagree 10% strongly disagree **40% Strongly Agree/Agree & 45% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree

Prof. 0-5yrs 15% 44% 11% 26% 4%

Prof. 5-15yrs 4% 44% 8% 33% 10%

Prof. 15+yrs 7% 15% 22% 44% 12%

Management 25% *Strongly Agree/Agree* & 67% *Strongly Disagree/Disagree*

6. Senior Managers usually support recommendations for environmental protection made by Region 8 professional staff.

7% strongly agree 32% agree 20% no opinion 33% disagree 7% strongly disagree **40% Strongly Agree/Agree & 41% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree

Prof. 0-5yrs 15% 38% 31% 12% 4%

Prof. 5-15yrs 6% 33% 17% 38% 6%

Prof. 15+yrs 5% 31% 13% 44% 8%

Management 29% *Strongly Agree/Agree* & 63% *Strongly Disagree/Disagree*

POLITICAL INFLUENCES

7. In making environmental decisions, Senior Managers carefully consider the scientific advice and the opinions of professional staff.

6% strongly agree 38% agree 23% no opinion 26% disagree 7% strongly disagree **44% Strongly Agree/Agree & 34% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
 Prof. 0-5yrs 15% 37% 30% 19% 0%
 Prof. 5-15yrs 4% 33% 23% 31% 8%
 Prof. 15+yrs 0% 45% 20% 25% 10%
 Management *46% Strongly Agree/Agree & 46% Strongly Disagree/Disagree*

8. Promoting the President’s Energy Plan and other Administration initiatives has become more important at EPA Region 8 than protecting the environment.
 19% strongly agree 38% agree 27% no opinion 12% disagree 3% strongly disagree **57% Strongly Agree/Agree & 16% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
 Prof. 0-5yrs 11% 36% 29% 21% 4%
 Prof. 5-15yrs 22% 27% 31% 18% 2%
 Prof. 15+yrs 15% 54% 24% 5% 2%
 Management *75% Strongly Agree/Agree & 13% Strongly Disagree/Disagree*

9. Political interests affect key decisions made by EPA more than they did five years ago.
 41% strongly agree 36% agree 17% no opinion 3% disagree 3% strongly disagree **77% Strongly Agree/Agree & 6% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
 Prof. 0-5yrs 46% 27% 23% 0% 4%
 Prof. 5-15yrs 33% 41% 20% 4% 2%
 Prof. 15+yrs 39% 49% 10% 0% 2%
 Management *83% Strongly Agree/Agree & 13% Strongly Disagree/Disagree*

LEADERSHIP

10. I feel that the leadership of Region 8 is committed to upholding environmental laws and regulations.
 10% strongly agree 47% agree 14% no opinion 24% disagree 5% strongly disagree **58% Strongly Agree/Agree & 29% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
 Prof. 0-5yrs 14% 64% 11% 7% 4%
 Prof. 5-15yrs 8% 46% 15% 29% 2%
 Prof. 15+yrs 7% 37% 15% 34% 7%
 Management *50% Strongly Agree/Agree & 38% Strongly Disagree/Disagree*

11. I have confidence in the Senior Managers at EPA Region 8.
 7% strongly agree 26% agree 24% no opinion 31% disagree 12% strongly disagree **33% Strongly Agree/Agree & 43% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
Prof. 0-5yrs 4% 43% 43% 11% 0%
Prof. 5-15yrs 6% 23% 25% 33% 13%
Prof. 15+yrs 2% 22% 17% 46% 12%
Management *21% Strongly Agree/Agree & 67% Strongly Disagree/Disagree*

12. Robbie Roberts is doing a good job as EPA Regional Administrator.
5% strongly agree 20% agree 38% no opinion 22% disagree 14% strongly disagree **26% Strongly Agree/Agree & 36% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
Prof. 0-5yrs 4% 22% 59% 11% 4%
Prof. 5-15yrs 2% 19% 42% 19% 19%
Prof. 15+yrs 2% 20% 29% 34% 15%
Management *25% Strongly Agree/Agree & 50% Strongly Disagree/Disagree*

TRANSPARENCY

13. Region 8 Senior Management is committed to providing the media and the public complete and accurate information on controversial topics.
7% strongly agree 27% agree 24% no opinion 28% disagree 14% strongly disagree **34% Strongly Agree/Agree & 42% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
Prof. 0-5yrs 4% 41% 30% 19% 7%
Prof. 5-15yrs 8% 29% 23% 25% 15%
Prof. 15+yrs 2% 24% 24% 32% 17%
Management *13% Strongly Agree/Agree & 71% Strongly Disagree/Disagree*

14. Region 8 Senior Management is committed to transparency in conducting agency business.
3% strongly agree 19% agree 33% no opinion 33% disagree 13% strongly disagree **21% Strongly Agree/Agree & 46% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
Prof. 0-5yrs 4% 26% 41% 22% 7%
Prof. 5-15yrs 2% 19% 38% 27% 15%
Prof. 15+yrs 0% 15% 30% 35% 20%
Management *9% Strongly Agree/Agree & 78% Strongly Disagree/Disagree*

15. Region 8 Senior Management candidly explains the basis for its decisions on controversial issues to the professional staff.
3% strongly agree 16% agree 28% no opinion 37% disagree 15% strongly disagree **19% Strongly Agree/Agree & 52% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
Prof. 0-5yrs 4% 27% 31% 35% 4%
Prof. 5-15yrs 4% 13% 29% 40% 15%
Prof. 15+yrs 0% 12% 24% 39% 24%
Management *13% Strongly Agree/Agree & 67% Strongly Disagree/Disagree*

MORALE

16. Morale is good within EPA Region 8.
6% strongly agree 21% agree 14% no opinion 42% disagree 17% strongly disagree **27% Strongly Agree/Agree & 58% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
Prof. 0-5yrs 11% 32% 25% 25% 7%
Prof. 5-15yrs 2% 22% 12% 41% 22%
Prof. 15+yrs 0% 15% 10% 54% 22%
Management *21% Strongly Agree/Agree & 67% Strongly Disagree/Disagree*

17. I feel that Senior Management appreciates my job performance and accomplishments.
8% strongly agree 35% agree 20% no opinion 27% disagree 10% strongly disagree **43% Strongly Agree/Agree & 37% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
Prof. 0-5yrs 11% 36% 36% 18% 0%
Prof. 5-15yrs 8% 29% 15% 33% 15%
Prof. 15+yrs 7% 41% 15% 29% 7%
Management *42% Strongly Agree/Agree & 46% Strongly Disagree/Disagree*

18. Managers encourage employee input.
9% strongly agree 41% agree 16% no opinion 26% disagree 8% strongly disagree **51% Strongly Agree/Agree & 34% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
Prof. 0-5yrs 25% 50% 14% 7% 4%
Prof. 5-15yrs 6% 38% 19% 25% 13%
Prof. 15+yrs 3% 45% 20% 25% 8%
Management *33% Strongly Agree/Agree & 58% Strongly Disagree/Disagree*

19. I am hesitant to perform controversial aspects of my job for fear of retaliation.
11% strongly agree 21% agree 25% no opinion 34% disagree 10% strongly disagree **32% Strongly Agree/Agree & 44% Strongly Disagree/Disagree**

Strongly Agree No Opinion Disagree Strongly Agree Disagree
Prof. 0-5yrs 8% 12% 19% 46% 15%
Prof. 5-15yrs 13% 23% 25% 33% 6%

Prof. 15+yrs 7% 29% 20% 37% 7%

Management 42% *Strongly Agree/Agree* & 42% *Strongly Disagree/Disagree*

20. Senior Managers could improve Region 8 by: (Check those you agree with.)

(OVERALL)

72%_ Assuring fair and just decisions based on science and professional judgment

54%_ Involving professional staff in policy making

29%_ Providing additional training for management and staff

47%_ Supporting critical examination of new policies

52%_ Fairly enforcing the law

41%_ Communicating in writing with the staff.