

Fish and Wildlife Service Employee Exit Follow-Up

The Fish and Wildlife Service (Service) is examining the issue of employee retention. As an employee who recently separated from the Service, please complete this survey to provide information that will assist us in developing strategies to improve employee retention. Please take approximately 15 minutes to complete this survey and return it in the enclosed envelope within 5 days of receipt. Your candid and honest feedback will be a valuable asset. The information you contribute will remain anonymous, and management will only receive aggregate data.

1. How long (a) did you work for the Service and (b) did you work for the Federal government?

- a. less than 3 years 3-5 years 6-10 years 11-20 years more than 20 years
b. less than 3 years 3-5 years 6-10 years 11-20 years more than 20 years

2. What was your last position title, series, and grade (e.g., Criminal Investigator, GS-1811-12)?

3. What Region were you working in when you separated from the Service?

- Region 1 (OR, WA, ID, HA, CNO) Region 2 (AZ, NM, OK, TX)
 CNO (CA, NV) Region 3 (MN, MO, IL, IA, WI, IN, OH, MI)
 Region 4 (AR, LA, TN, KY, MS, NC, SC, GA, FL, AL) Region 5 (ME, NH, VT, NY, CT, RI, NJ, PA, MD, WV, VA, DE, MA)
 Region 6 (MT, ND, SD, WY, NE, UT, CO, KS) Region 7 (AK)
 Region 9 (Washington Office; Arlington, VA; National Conservation Training Center)

4. What Program area were you working in when you separated from the Service?

- | | |
|---|---|
| <input type="checkbox"/> Budget & Administration | <input type="checkbox"/> International Affairs |
| <input type="checkbox"/> Budget, Planning & Human Resources | <input type="checkbox"/> Law Enforcement |
| <input type="checkbox"/> Business Management & Operations | <input type="checkbox"/> Migratory Birds & State Programs |
| <input type="checkbox"/> Ecological Services/Endangered Species | <input type="checkbox"/> National Wildlife Refuge System |
| <input type="checkbox"/> External Affairs | <input type="checkbox"/> Office of the Director/Regional Director |
| <input type="checkbox"/> Fisheries | <input type="checkbox"/> Other: _____ |

5. What is your ethnicity? Hispanic or Latino Not Hispanic or Latino

6. What is your race (check one or more)?

- African American/Black Native Hawaiian or other Pacific Islander
 American Indian or Alaska Native White Asian

7. What is your gender? Male Female

8. What is your age? ___ Under 25 years ___ 25-34 ___ 35-44 ___ 45-54 ___ 55 and Over

9. What were your reasons for leaving the Fish and Wildlife Service (select all that apply)?

- Dissatisfied with Pay/Advancement Opportunities
- Worklife or Family Issues (e.g., flexible work schedules, child-care, medical)
- Lack of Career Development/Training Opportunities
- Accepted Position in the Private Sector (non-Government)
- Accepted Position in the Public Sector (Government)
- Retirement
- Dissatisfied with Supervisor or Manager
- Unacceptable Work Environment (e.g., harassment, discrimination, unfair practices)
- Job was not Challenging (e.g., dissatisfied with job duties/responsibilities)
- Stress in the Workplace
- Organizational Culture
- Lack of Awards or Recognition
- Other (Please state reasons): _____
- _____
- _____
- _____

The next set of questions has to do with the work environment of the Fish and Wildlife Service. Please think about your last position with the Service and answer questions 10-20 using the following scale:

1 – Strongly Disagree 2 – Disagree 3 – Undecided 4 – Agree 5 – Strongly Agree

	1.	2.	3.	4.	5.
10. I enjoyed my employment with the Service					
11. My boss provided guidance and direction to help me succeed					
12. I was treated fairly					
13. I had the resources (e.g., tools, equipment, funding, staff, training) to do my job well					
14. I feel that my skills were appreciated:					
14a. by senior management					
14b. by my supervisor					
14c. by my co-workers					
15. My workplace was free from discrimination					
16. I worked in an environment where I felt welcomed					
17. My co-workers provided support to help me succeed					
18. My workplace was safe (including safe accessibility for persons with disabilities)					
19. I would like to work for the Service again in the future					
20. I would recommend the Service to others					

Additional Comments: Please add any additional comments you may have concerning your overall employment with the Fish and Wildlife Service:

**Employee Exit Follow-Up Survey
Privacy Act and Paperwork Reduction Act Notices**

In accordance with the Privacy Act (5 U.S.C. 552a) and the Paperwork Reduction Act (44 U.S.C. 3501), please note the following information:

1. This survey is authorized by the Merit System Principles (5 U.S.C. 2301) and the Fish and Wildlife Service's Career Development and Retention Plan.
2. Your response is voluntary. All names and identifying information will be removed when we compile the results and only summary information will be reported. Survey results will be used to develop a plan to appropriately direct the Service's resources in implementation of a successful development and retention program. The information is maintained in accordance with the Privacy Act. An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. This information collection has been approved by OMB and assigned clearance number 1018-0112.
3. We estimate that it will take you 15 minutes to read and respond to the survey. This burden estimate includes time for reviewing instructions, gathering data and completing and reviewing the form.
4. Comments regarding the burden estimate or any other aspect of the form may be directed to the Service Information Clearance Officer, Fish and Wildlife Service, MS 222-ARLSQ, 4401 N. Fairfax Drive, Arlington, VA 22203.

Freedom of Information Act – Notice

We request that you identify any information that should be considered privileged and confidential to allow the Service to meet its responsibilities under FOIA. A nonconfidential summary and documents may be made available to the public under FOIA [43 CFR 2.13(c)(4), 43 CFR 2.15(d)(1)(i)].

Application Processing Fee

There is no fee related to this survey.