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REMARKS

Just in case you haven't seen this. Some interesting data, especially on SES. I wonder what a similar survey on our SIS would

STAT produce.



(6. C/SIS)

DO NOT use this form as a RECORD of approvals, concurrences, disposals, clearances, and similar actions

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FEDERAL EXECUTIVE INSTITUTE ALUMNI ASSOCIATION

FEIAA NEWSLETTER**QUESTIONNAIRE RESULTS — SPECIAL EDITION**
January 1985 — No. 67

As promised, this Special Edition of the FEIAA Newsletter is devoted *solely* to the results of the Questionnaire survey mailed to the FEIAA membership in October 1984. *Excluded* from that mailing were those FEIAA members who are employed by State, local, and foreign governments, since all questions posed pertained to Federal employee concerns. Also *excluded* were questionnaires received *after* the December cut-off date, which had to be *scrupulously observed* in order to have these results *available* when Congress reconvened. Even so, some 1,100 members (1,079 to be exact) returned completed questionnaires in time to be tabulated. This represents an excellent *60 percent return* from the 1,800 members included in the survey.

Copies of this Special Edition will be sent to Administration officials, all 535 Members of Congress, staffs of relevant congressional committees, and the GAO. Copies will also be distributed to the media and other organizations similarly involved in public service matters. Considering the *"political agenda"* facing the 99th Congress as its first session gets underway, this most current FEIAA survey is *especially timely* in terms of the very *issues* that appear to be headed for Congressional and Administration consideration.

That this FEIAA survey has been computerized, posted, tabulated, statistically analyzed and evaluated in only five weeks since the December cut-off date is due to the *extraordinary efforts and dedication put forth by John Weber and Marie Eldridge.*

SUMMARY RESULTS**Section A. General Background***

| | | | |
|--|-----|--|-----|
| 1. <i>Current Status:</i> | | 6. <i>Completed SES Candidate Dev. Program:</i> | |
| a. Currently employed by Fed. Govt. | 904 | a. Yes | 145 |
| b. Retired from Fed. Govt. | 162 | b. No | 846 |
| c. Resigned From Fed. Govt. | 13 | 7. <i>Actively seeking SES position:</i> | |
| 2. <i>Age at retirement or resignation:</i> | | a. Yes | 217 |
| a. Under 50 | 17 | b. No | 784 |
| b. 50-54 | 28 | 8. <i>Sufficient opportunities for SES mobility between federal agencies:</i> | |
| c. 55-59 | 92 | a. Yes | 166 |
| d. 60+ | 37 | b. No | 743 |
| 3. <i>Main reasons for retiring or resignation:</i> | | 9. <i>Current age:</i> | |
| a. Reached retirement eligibility | 69 | a. Under 35 | 3 |
| b. Pay capped or too low | 64 | b. 35-44 | 213 |
| c. Retirement COLA's preferred | 16 | c. 45-54 | 510 |
| d. Better job offer | 27 | d. 55-60 | 226 |
| e. Health | 9 | e. 61+ | 125 |
| f. Position abolished | 17 | 10. <i>Gender:</i> | |
| g. Frustration | 58 | a. Female | 97 |
| h. Pursuit of other interests | 27 | b. Male | 976 |
| 4. <i>Current or last level employment:</i> | | 11. <i>Years federal service:</i> | |
| a. SES | 521 | a. Less than 10 | 46 |
| b. GS/GM 15 | 443 | b. 10-15 | 121 |
| c. GS 16-18 | 70 | c. 16-24 | 337 |
| d. Other | 36 | d. 25-34 | 460 |
| 5. <i>As member of the SES:</i> | | e. 35-40 | 85 |
| a. Generalist | 344 | f. 40+ | 26 |
| b. Tech. Specialist | 183 | | |

*The above data are in absolutes and represent the actual count as indicated by responders. For this reason, totals may not add to the 1,079 questionnaires returned.

Section B. Federal Executive Institute (FEI)*

| | | | |
|--|-----|---|-----|
| 1. <i>Returned to FEI for additional training:</i> | | 3. <i>Sends subordinates to FEI:</i> | |
| a. Yes | 369 | a. Routinely | 220 |
| b. No | 703 | b. Occasionally | 294 |
| 2. <i>Attended Executive Dev. Days sessions in:</i> | | c. Never | 366 |
| a. Wash., DC | 477 | 4. <i>Favor elimination of 3 and 7 week classes:</i> | |
| b. Region | 60 | a. Agree | 460 |
| | | b. Disagree | 386 |
| | | c. No opinion | 202 |

*The above data are in absolutes and represent the actual count as indicated by responders. For this reason, totals may not add to the 1,079 questionnaires returned.

Section C. Issues

| | Yes | Percent No | N/A* |
|--|--------|------------|--------|
| 1. Would return to General Schedule: | 35.59% | 29.19% | 35.22% |
| 2. SES bonus awards were made in fair manner: | 23.73% | 50.23% | 26.04% |
| 3. Satisfied with performance appraisal & review: | 38.00% | 47.91% | 14.09% |
| 4. SES Review Boards elected by career SES members: | 49.86% | 26.41% | 23.73% |
| 5. Management incentives worth cost of administration: | 10.38% | 78.41% | 11.21% |

continued on back

| | Percent | | |
|--|---------|--------|--------|
| | Yes | No | N/A* |
| 6. SES candidate dev. program working effectively: | 20.57% | 55.70% | 23.73% |
| 7. Mgt. effectiveness fostered by career/political relationship: | 20.76% | 57.65% | 21.59% |
| 8. New political appointees received sufficient orientation: | 16.59% | 49.77% | 33.64% |
| 9. Fed/private health benefits compare favorably: | 7.23% | 80.35% | 12.42% |
| 10. Encourage young people to consider Fed. career: | 41.80% | 52.27% | 5.93% |
| 11. Merit pay appraisal based upon: | | | |
| A. True merit: | 26.60% | 55.89% | 17.52% |
| B. Responses to dept. policy: | 53.57% | 23.54% | 22.89% |

12. On the FEI scale of 1 (low) to 7 (high), how do you rate morale in your agency?


| Scales | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Total | Average |
|--------|----|-----|-----|-----|-----|----|----|-------|---------|
| FY1983 | 31 | 128 | 218 | 298 | 216 | 88 | 10 | 989 | 3.8 |
| FY1984 | 55 | 166 | 235 | 229 | 190 | 96 | 11 | 982 | 3.6 |

13. On the FEI scale of 1 (low) to 7 (high), how do you rate your future in federal service?

| Scale | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Total | Average |
|-------|----|----|-----|-----|-----|-----|----|-------|---------|
| | 46 | 99 | 107 | 260 | 185 | 150 | 48 | 895 | 4.2 |

| 14. What stand should FEIAA take on the following: | Percent | | | |
|--|---------|--------|---------|------|
| | Endorse | Oppose | Monitor | N/A* |
| A. Exclusion from personal liability: | 80% | 6% | 11% | 3% |
| B. Elimination of SES bonus system: | 31% | 38% | 25% | 6% |
| C. Elimination of SES Candidate Program: | 24% | 42% | 28% | 7% |
| D. Elimination of personnel ceilings: | 50% | 22% | 23% | 5% |
| E. Biannual rather than annual budgets: | 66% | 19% | 11% | 4% |
| F. Separate service for non-career execs: | 51% | 19% | 22% | 9% |

*Not answered by those returning questionnaire.



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Section D. Federal Retirement System

| | Incorporate In New System | | | Incorporate/Maintain In Existing System | | |
|--|---------------------------|--------|------|---|--------|------|
| | Percent | | | Percent | | |
| | Favor | Oppose | N/A* | Favor | Oppose | N/A* |
| 1. Retire 55/30 with 56% annuity: | 57% | 27% | 16% | 80% | 10% | 10% |
| 2. Voluntary retirement only at 60: | 32% | 52% | 16% | 15% | 70% | 15% |
| 3. Retire 55, reduction 2% or less per yr under 60: | 41% | 48% | 19% | 33% | 50% | 17% |
| 4. Investment plans to supplement pensions: | 79% | 9% | 12% | 75% | 12% | 13% |
| 5. High 5 yr average for retirement computation: | 36% | 50% | 14% | 18% | 70% | 13% |
| 6. COLAs equal to 75% increase consumer price index: | 29% | 57% | 14% | 24% | 63% | 12% |
| 7. Option to join new retirement system: | 67% | 12% | 21% | 66% | 17% | 16% |
| 8. Lower COLAs for retirees under 62: | 17% | 70% | 14% | 13% | 75% | 12% |
| 9. Increase employee contributions: | 24% | 61% | 15% | 18% | 68% | 13% |

*Not answered by those returning questionnaire.