

## Civilian Fitness Employee Post Survey 1 July

**Type:** Comprehensive Report

**Date:** 8/4/2014

**Time Zone in which Dates/Times Appear:** (UTC-05:00) Eastern Time (US & Canada)

**Total number of responses collected:** 701

**I have read this consent form and understand its contents. I acknowledge that I freely consent to participate in this survey under the conditions described.**

- I AGREE to participate
- I DO NOT agree to participate.

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
<b>I AGREE to participate</b>						<b>97.9%</b>	<b>663</b>
I DO NOT agree to participate.						2.1%	14
Not Answered							2
						<b>Mean</b>	<b>1.021</b>
						<b>Standard Deviation</b>	<b>0.142</b>
						<b>Valid Responses</b>	<b>677</b>
						<b>Total Responses</b>	<b>679</b>

Encl (2)

1. What unit are your stationed at?

- Base Kodiak
- AIRSTA Cape Cod
- Base Miami Beach
- D-7
- HQ

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
Base Kodiak						5.9%	34
AIRSTA Cape Cod						5.4%	31
Base Miami Beach						7.1%	41
D-7						8.5%	49
<b>HQ</b>						<b>73.0%</b>	<b>420</b>
Not Answered							2
						<b>Mean</b>	<b>4.374</b>
						<b>Standard Deviation</b>	<b>1.188</b>
						<b>Valid Responses</b>	<b>575</b>
						<b>Total Responses</b>	<b>577</b>

2. Gender  
 Male  
 Female

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
<b>Male</b>						<b>67.6%</b>	<b>388</b>
Female						32.4%	186
Not Answered							3
						<b>Mean</b>	<b>1.324</b>
						<b>Standard Deviation</b>	<b>0.468</b>
						<b>Valid Responses</b>	<b>574</b>
						<b>Total Responses</b>	<b>577</b>

Encl (2)

3. Which best describes the kind of work that you do?

- Physical
- Sedentary

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
Physical						13.2%	76
<b>Sedentary</b>						<b>86.8%</b>	<b>501</b>
						Mean	1.868
						Standard Deviation	0.338
						Valid Responses	577
						Total Responses	577

4. During the study did you exercise during the work day?

- yes
- no

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
yes						49.9%	288
no						50.1%	289
						Mean	1.501
						Standard Deviation	0.500
						Valid Responses	577
						Total Responses	577

Encl (2)

5. If you exercised during the work day, did you experience any health changes? (Example: Blood pressure, weight, energy level, concentration)

- Not applicable
- Improved health
- Decrease health
- No health changes

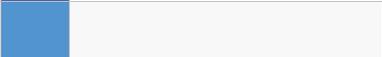
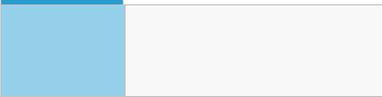
(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
<b>Not applicable</b>						<b>45.4%</b>	<b>251</b>
Improved health						42.3%	234
Decrease health						0.0%	0
No health changes						12.3%	68
Not Answered							24
						<b>Mean</b>	<b>1.792</b>
						<b>Standard Deviation</b>	<b>0.951</b>
						<b>Valid Responses</b>	<b>553</b>
						<b>Total Responses</b>	<b>577</b>

6. During the study how many hours per week, on average, did you exercise during the work day?

- zero to on hour per week
- one to two hours per week
- two to three hours per week
- not applicable, I did not exercise during the work day

(Respondents could only choose a **single** response)

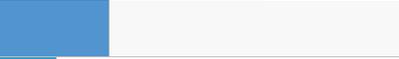
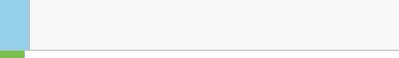
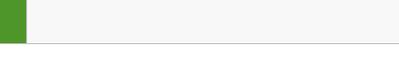
Response	20%	40%	60%	80%	100%	Frequency	Count
zero to on hour per week						17.8%	101
one to two hours per week						17.8%	101
two to three hours per week						31.7%	180
<b>not applicable, I did not exercise during the work day</b>						<b>32.7%</b>	<b>186</b>
Not Answered							9
						<b>Mean</b>	<b>2.794</b>
						<b>Standard Deviation</b>	<b>1.085</b>
						<b>Valid Responses</b>	<b>568</b>
						<b>Total Responses</b>	<b>577</b>

Encl (2)

7. During the study, how many days of work did you miss due to personal illness? (Do not include absences due to care of family members, dental exams, preventive medical screening, etc.).

- 0
- 1-2 days
- 3-5 days
- 6-10 days
- 11-15 days
- 16 or more days

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
<b>0</b>						<b>64.2%</b>	<b>364</b>
1-2 days						23.1%	131
3-5 days						9.0%	51
6-10 days						1.9%	11
11-15 days						0.4%	2
16 or more days						1.4%	8
Not Answered							10
						<b>Mean</b>	<b>1.554</b>
						<b>Standard Deviation</b>	<b>0.932</b>
						<b>Valid Responses</b>	<b>567</b>
						<b>Total Responses</b>	<b>577</b>

7a. Of those days missed due to personal illness, how many were due to a chronic health issue such as care for high blood pressure, diabetes, etc.

- 0
- 1-2 days
- 3-5 days
- 6-10 days
- 11-15 days
- 16 or more days

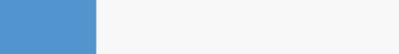
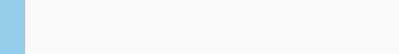
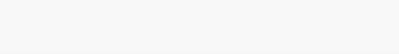
Response	20% 40% 60% 80% 100%	Frequency	Count
<b>0</b>		<b>93.9%</b>	<b>525</b>
1-2 days		3.2%	18
3-5 days		2.1%	12
6-10 days		0.4%	2
11-15 days		0.0%	0
16 or more days		0.4%	2
Not Answered			18
		<b>Mean</b>	<b>1.104</b>
		<b>Standard Deviation</b>	<b>0.479</b>
		<b>Valid Responses</b>	<b>559</b>
		<b>Total Responses</b>	<b>577</b>

Encl (2)

7b. Of those days missed due to personal illness, how many were due to an acute issue such as a cold or the flu?

- 0
- 1-2 days
- 3-5 days
- 6-10 days
- 11-15 days
- 16 or more days

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
<b>0</b>						<b>74.3%</b>	<b>416</b>
1-2 days						19.5%	109
3-5 days						5.2%	29
6-10 days						0.5%	3
11-15 days						0.4%	2
16 or more days						0.2%	1
Not Answered							17
						<b>Mean</b>	<b>1.338</b>
						<b>Standard Deviation</b>	<b>0.662</b>
						<b>Valid Responses</b>	<b>560</b>
						<b>Total Responses</b>	<b>577</b>

8. During the study, how many days of work did you miss due to personal injury?

- 0
- 1-2 days
- 3-5 days
- 6-10 days
- 11-15 days
- 16 or more days

Response	20% 40% 60% 80% 100%	Frequency	Count
<b>0</b>		<b>92.1%</b>	<b>522</b>
1-2 days		6.2%	35
3-5 days		0.7%	4
6-10 days		0.4%	2
11-15 days		0.0%	0
16 or more days		0.7%	4
Not Answered			10
		<b>Mean</b>	<b>1.122</b>
		<b>Standard Deviation</b>	<b>0.533</b>
		<b>Valid Responses</b>	<b>567</b>
		<b>Total Responses</b>	<b>577</b>

Encl (2)

8a. Of those days missed due to personal injury, how many were due to work-related injuries?

- 0
- 1-2 days
- 3-5 days
- 6-10 days
- 11-15 days
- 16 or more days

Response	20%	40%	60%	80%	100%	Frequency	Count
<b>0</b>	98.9%					<b>98.9%</b>	<b>546</b>
1-2 days	0.5%					0.5%	3
3-5 days	0.5%					0.5%	3
6-10 days	0.0%					0.0%	0
11-15 days	0.0%					0.0%	0
16 or more days	0.0%					0.0%	0
Not Answered							25
						<b>Mean</b>	<b>1.016</b>
						<b>Standard Deviation</b>	<b>0.164</b>
						<b>Valid Responses</b>	<b>552</b>
						<b>Total Responses</b>	<b>577</b>

8b. Of those days missed due to personal injury, how many were due to other injuries (such as recreational activities)?

- 0
- 1-2 days
- 3-5 days
- 6-10 days
- 11-15 days
- 16 or more days

Response	20%	40%	60%	80%	100%	Frequency	Count
<b>0</b>						<b>96.4%</b>	<b>535</b>
1-2 days						2.9%	16
3-5 days						0.2%	1
6-10 days						0.2%	1
11-15 days						0.0%	0
16 or more days						0.4%	2
Not Answered							22
						<b>Mean</b>	<b>1.056</b>
						<b>Standard Deviation</b>	<b>0.373</b>
						<b>Valid Responses</b>	<b>555</b>
						<b>Total Responses</b>	<b>577</b>

Encl (2)

9. During the study period, how many days of work did you miss due to stress-related issues?

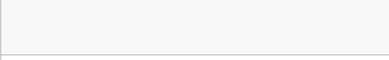
- 0
- 1-2 days
- 3-5 days
- 6-10 days
- 11-15 days
- 16 or more days

Response	20% 40% 60% 80% 100%	Frequency	Count
<b>0</b>		<b>88.2%</b>	<b>500</b>
1-2 days		9.5%	54
3-5 days		1.6%	9
6-10 days		0.5%	3
11-15 days		0.0%	0
16 or more days		0.2%	1
Not Answered			10
		<b>Mean</b>	<b>1.152</b>
		<b>Standard Deviation</b>	<b>0.477</b>
		<b>Valid Responses</b>	<b>567</b>
		<b>Total Responses</b>	<b>577</b>

9a. Of those days missed due to stress-related issues, how many were due to non work-related issues?

- 0
- 1-2 days
- 3-5 days
- 6-10 days
- 11-15 days
- 16 or more days

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
<b>0</b>						<b>93.4%</b>	<b>524</b>
1-2 days						5.5%	31
3-5 days						0.5%	3
6-10 days						0.5%	3
11-15 days						0.0%	0
16 or more days						0.0%	0
Not Answered							16
						<b>Mean</b>	<b>1.082</b>
						<b>Standard Deviation</b>	<b>0.344</b>
						<b>Valid Responses</b>	<b>561</b>
						<b>Total Responses</b>	<b>577</b>

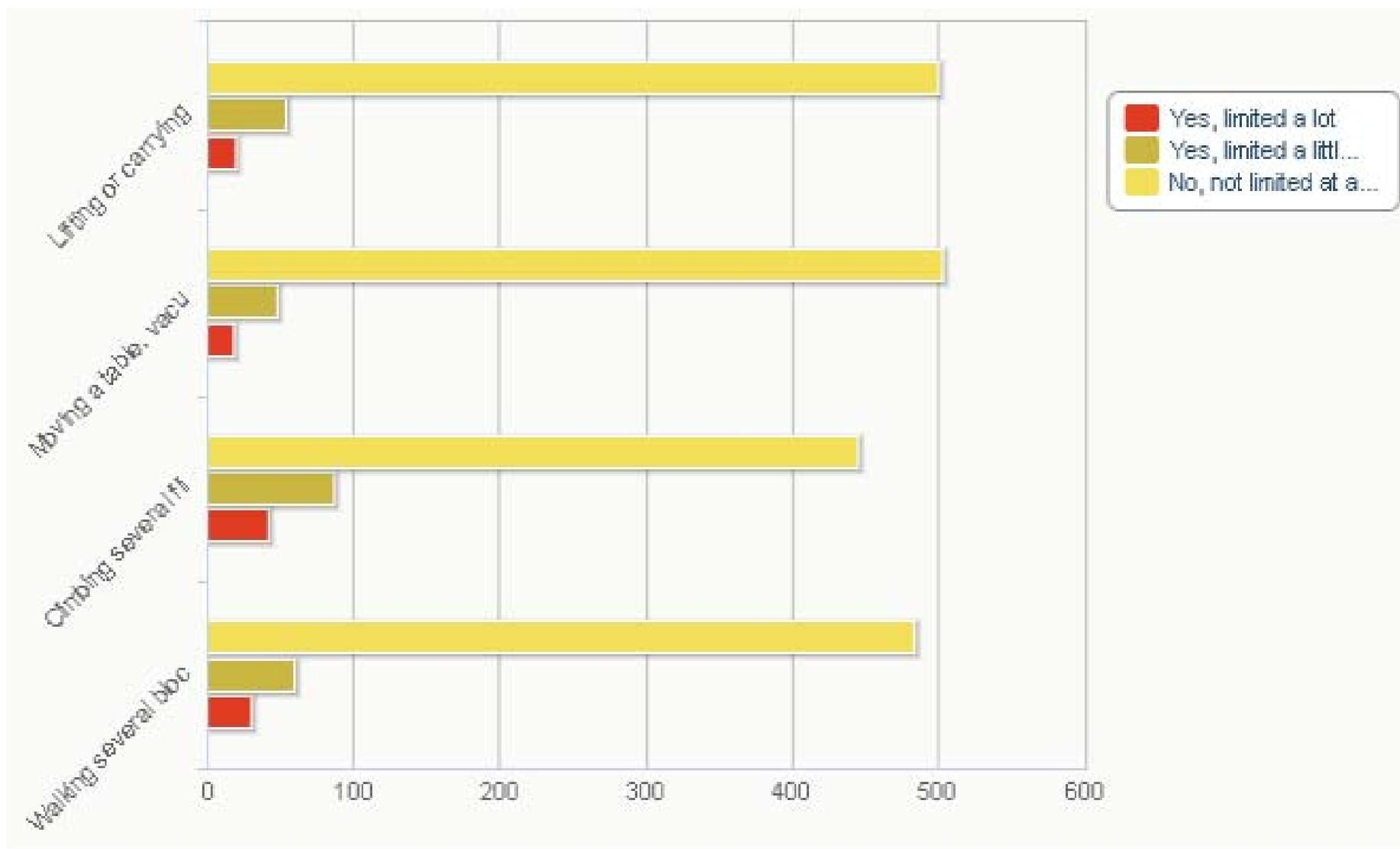
(Respondents could only choose a **single** response)

Encl (2)

10. The following items are about activities you might do during a typical day. Does your health now limit you in these activities? If so, how much?

	Yes, limited a lot	Yes, limited a little	No, not limited at all
Lifting or carrying groceries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Moving a table, vacuuming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Climbing several flights of stairs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Walking several blocks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

(Respondents could only choose a **single** response for each topic)



Encl (2)

11. How many minutes per week did you engage in **moderate-intensity** aerobic activity (examples include brisk walking, water aerobics, bicycle riding slower than 10 mph, ballroom dancing, or general gardening and is activity equivalent to a 5 or 6 on a 10-point scale where 0 is sitting and the highest possible level of effort is 10)?

- I do not engage in moderate-intensity physical activity
- 30 minutes or less per week
- 31-60 minutes per week
- 61-90 minutes per week
- 91-120 minutes per week
- 121-149 minutes per week
- 150 minutes or more per week

Response	20%	40%	60%	80%	100%	Frequency	Count
I do not engage in moderate-intensity physical activity						15.3%	87
30 minutes or less per week						12.0%	68
<b>31-60 minutes per week</b>						<b>18.1%</b>	<b>103</b>
<b>61-90 minutes per week</b>						<b>18.1%</b>	<b>103</b>
91-120 minutes per week						15.6%	89
121-149 minutes per week						4.9%	28
150 minutes or more per week						16.0%	91
Not Answered							8
						<b>Mean</b>	<b>3.856</b>
						<b>Standard Deviation</b>	<b>1.953</b>
						<b>Valid Responses</b>	<b>569</b>
						<b>Total Responses</b>	<b>577</b>

12. How many minutes per week did you engage in **vigorous-intensity** aerobic activity (examples include race walking, jogging, running, swimming laps, aerobic dance, or bicycling 10 mph or faster and is activity equivalent to a 7 or 8 on a 10-point scale where 0 is sitting and the highest possible level of effort is 10)?

- I do not engage in vigorous-intensity aerobic activity
- 30 minutes or less per week
- 31-60 minutes per week
- 60-74 minutes per week
- 75 minutes or more per week

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
<b>I do not engage in vigorous-intensity aerobic activity</b>						<b>35.8%</b>	<b>204</b>
30 minutes or less per week						15.8%	90
31-60 minutes per week						16.0%	91
60-74 minutes per week						8.1%	46
75 minutes or more per week						24.4%	139
Not Answered							7
						<b>Mean</b>	<b>2.695</b>
						<b>Standard Deviation</b>	<b>1.599</b>
						<b>Valid Responses</b>	<b>570</b>
						<b>Total Responses</b>	<b>577</b>

Encl (2)

13. How many days per week did you engage in muscle-strengthening activities that work the major muscle groups to include the legs, hips, back, abdomen, chest, shoulders, and arms (examples include lifting weights, working with resistance bands, and doing exercises that use body weight for resistance)?

- none
- once a week
- twice a week
- three times plus weekly

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
none						42.6%	243
once a week						15.4%	88
twice a week						22.8%	130
three times plus weekly						19.1%	109
Not Answered							7
						<b>Mean</b>	<b>2.184</b>
						<b>Standard Deviation</b>	<b>1.178</b>
						<b>Valid Responses</b>	<b>570</b>
						<b>Total Responses</b>	<b>577</b>

14. How many times per week did you do stretching exercises to improve flexibility?

- none
- once a week
- twice a week
- three plus times weekly

(Respondents could only choose a **single** response)

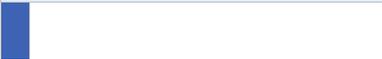
Response	20%	40%	60%	80%	100%	Frequency	Count
none						34.9%	199
once a week						17.7%	101
twice a week						19.8%	113
three plus times weekly						27.7%	158
Not Answered							6
						<b>Mean</b>	<b>2.403</b>
						<b>Standard Deviation</b>	<b>1.222</b>
						<b>Valid Responses</b>	<b>571</b>
						<b>Total Responses</b>	<b>577</b>

Encl (2)

15. Has a doctor instructed you not to exercise due to a health problem you have

- yes
- no

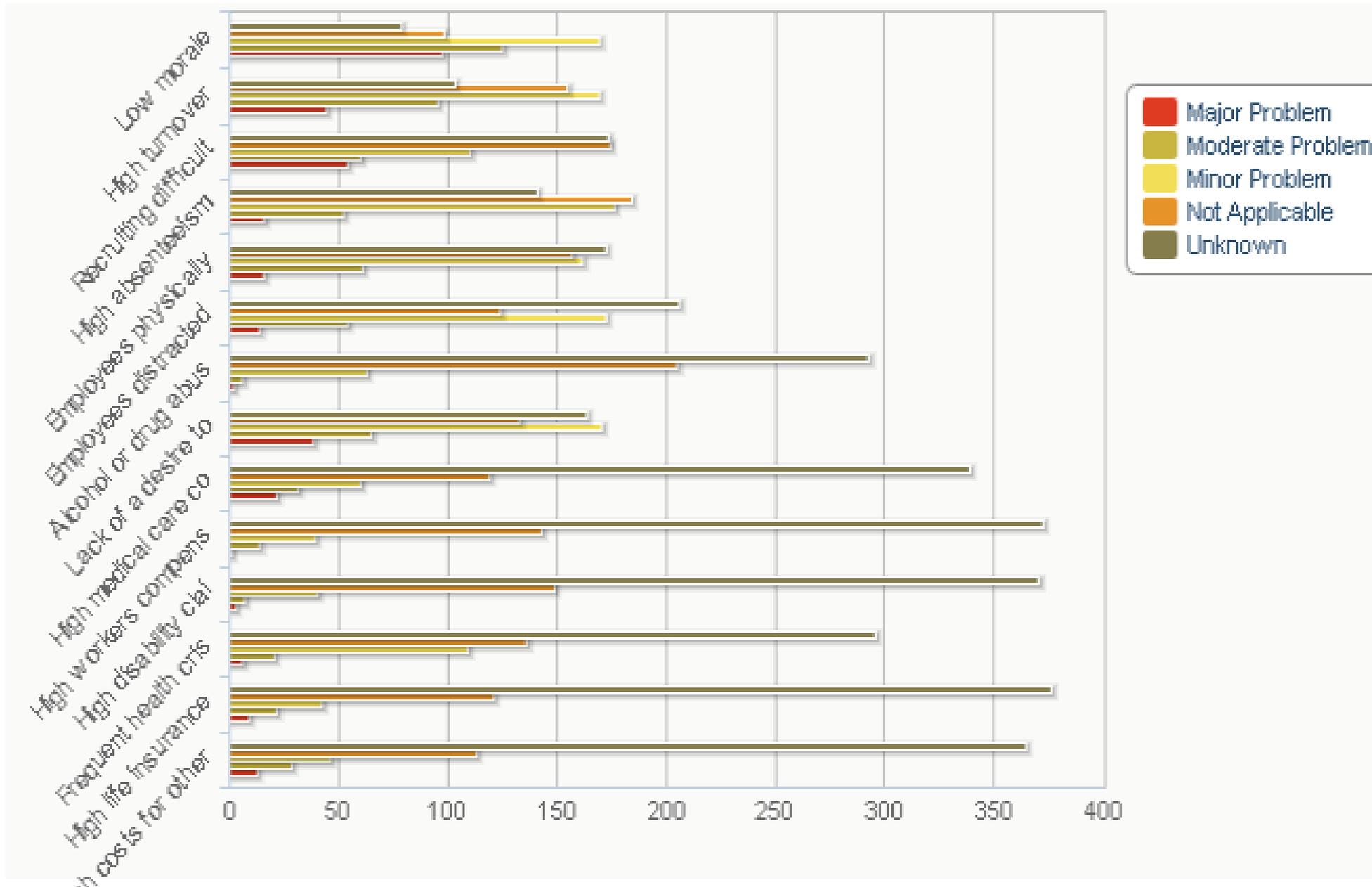
(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
yes						7.5%	43
no						92.5%	528
Not Answered							6
						Mean	1.925
						Standard Deviation	0.264
						Valid Responses	571
						Total Responses	577

16. To what extent is each of the following a problem at your location?

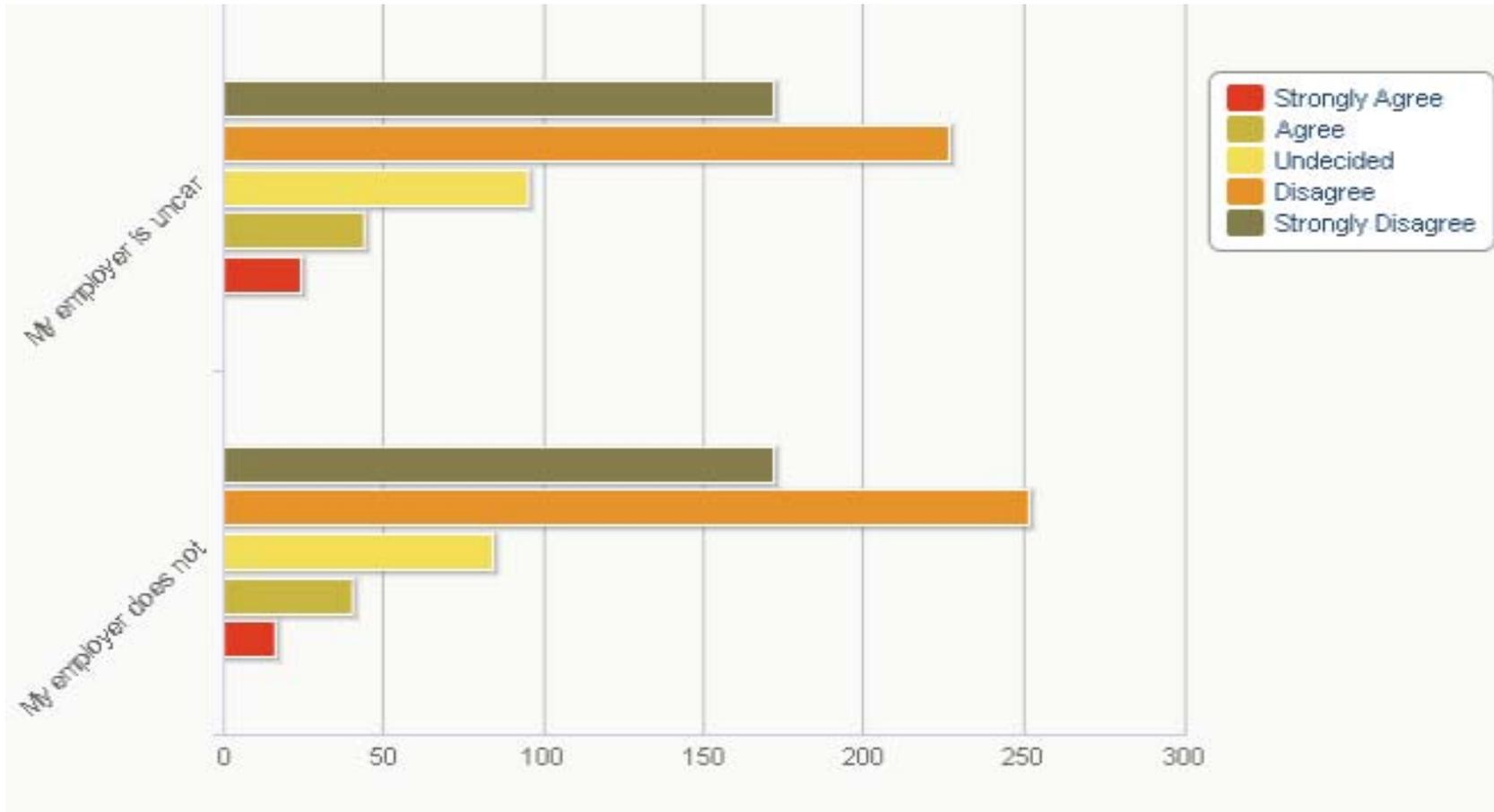
	Major Problem	Moderate Problem	Minor Problem	Not Applicable	Unknown
Low morale	<input type="radio"/>				
High turnover	<input type="radio"/>				
Recruiting difficulties	<input type="radio"/>				
High absenteeism	<input type="radio"/>				
Employees physically exhausted	<input type="radio"/>				
Employees distracted by emotional problems	<input type="radio"/>				
Alcohol or drug abuse interfering with work	<input type="radio"/>				
Lack of a desire to work	<input type="radio"/>				
High medical care costs	<input type="radio"/>				
High workers compensation costs	<input type="radio"/>				
High disability claims	<input type="radio"/>				
Frequent health crises	<input type="radio"/>				
High life insurance	<input type="radio"/>				
High costs for other forms of insurance	<input type="radio"/>				

Encl (2)



17. For the following items regarding employee perceptions about the employer, please rate each item on a scale from Strongly Agree to Strongly Disagree.

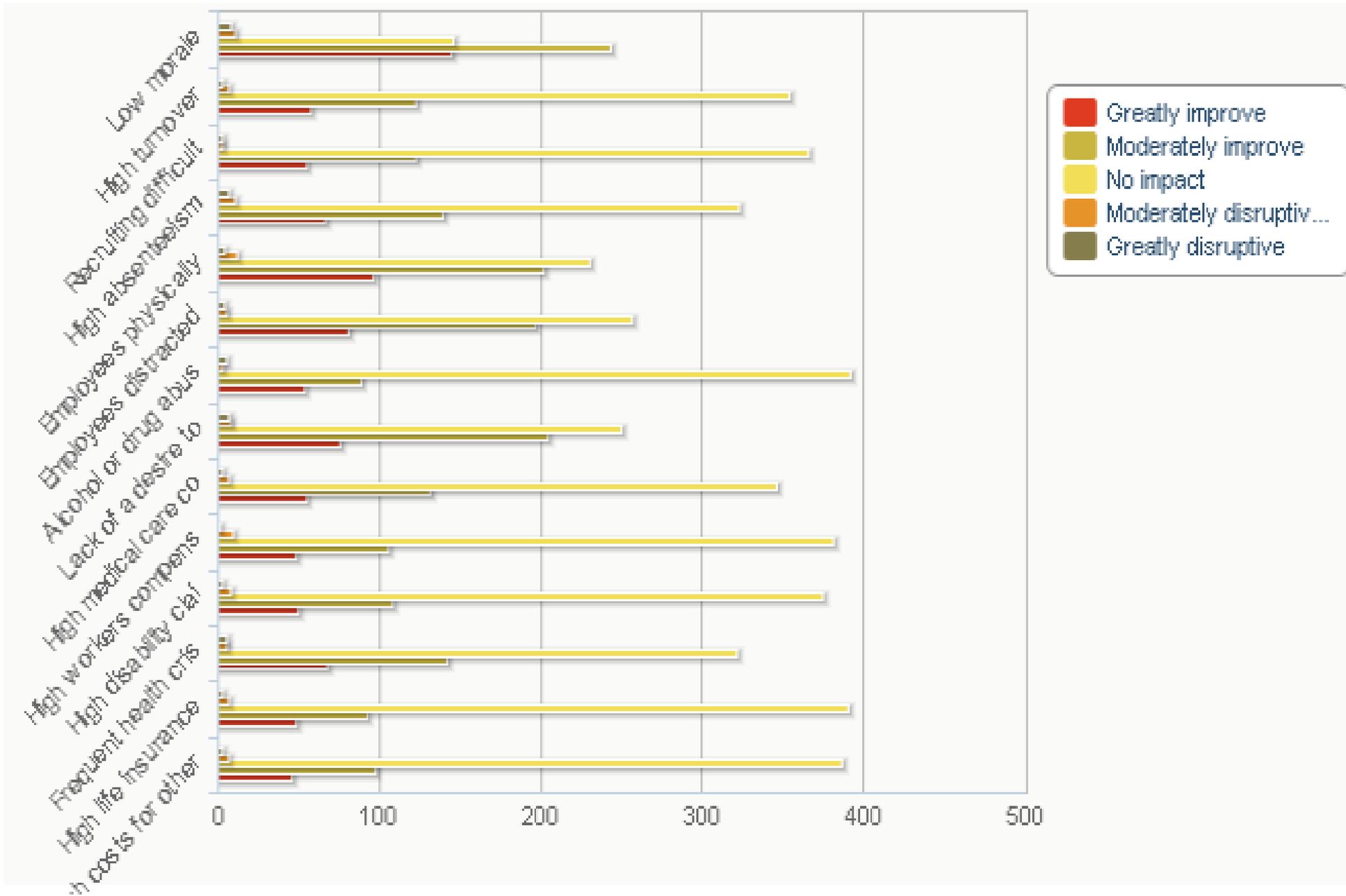
	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
My employer is uncaring	<input type="radio"/>				
My employer does not promote healthy lifestyles	<input type="radio"/>				



18. What impact do you feel an employee exercise program during the workday had on each of the following problems? Rate on the scale below.

	Greatly improve	Moderately improve	No impact	Moderately disruptive	Greatly disruptive
Low morale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High turnover	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruiting difficulties	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High absenteeism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees physically exhausted	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employees distracted by emotional problems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Alcohol or drug abuse interfering with work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lack of a desire to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High medical care costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High workers compensation costs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High disability claims	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frequent health crises	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
High costs for other forms of insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

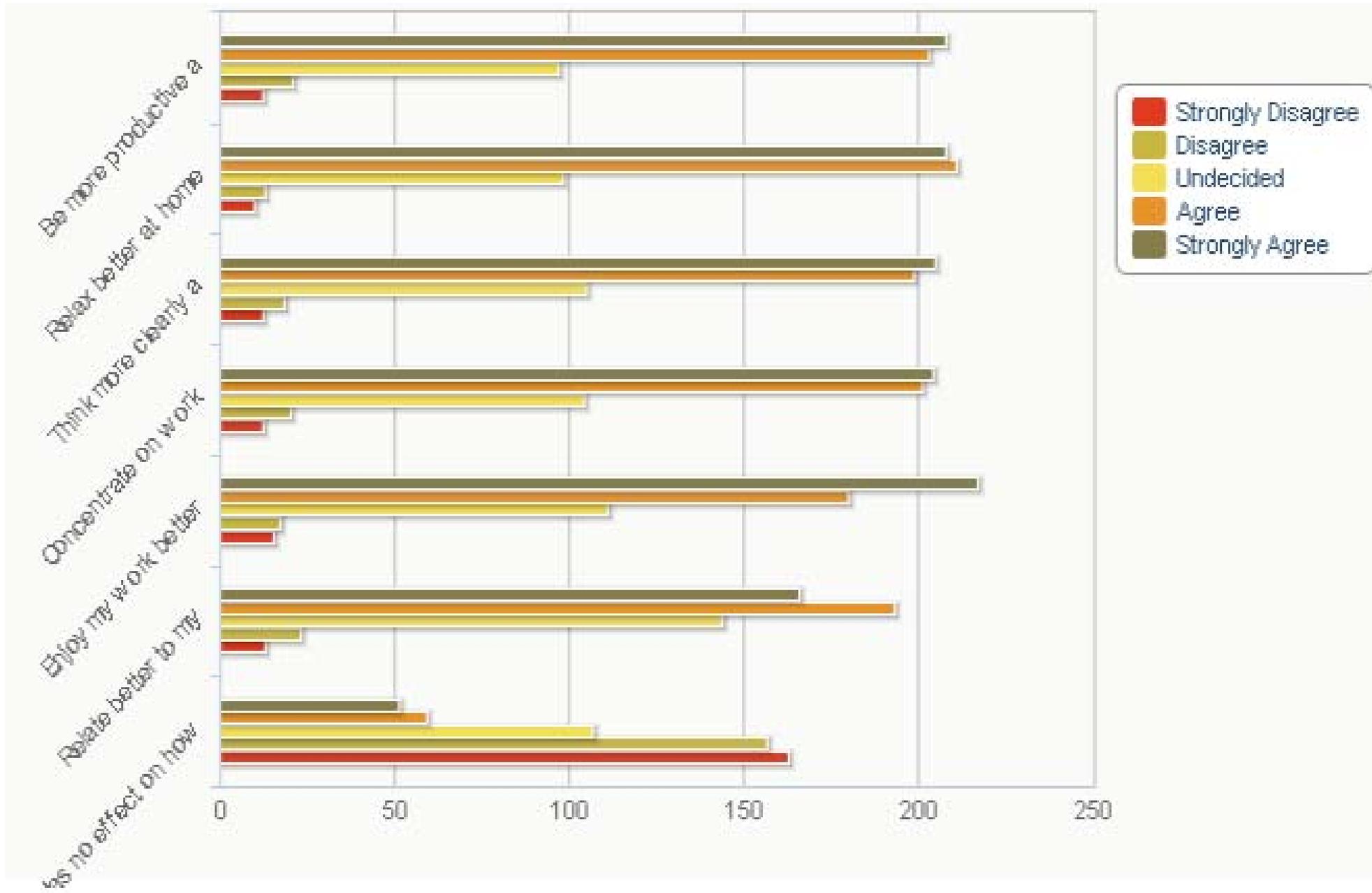
Encl (2)



19. For the following items regarding employee perceptions about the relationship between exercise and work productivity, please rate each item below for the following statement. Exercise during the workday will allow me to:

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
Be more productive at work	<input type="radio"/>				
Relax better at home	<input type="radio"/>				
Think more clearly about work-related problems	<input type="radio"/>				
Concentrate on work tasks	<input type="radio"/>				
Enjoy my work better	<input type="radio"/>				
Relate better to my co-workers	<input type="radio"/>				
Has no effect on how I perform at work	<input type="radio"/>				

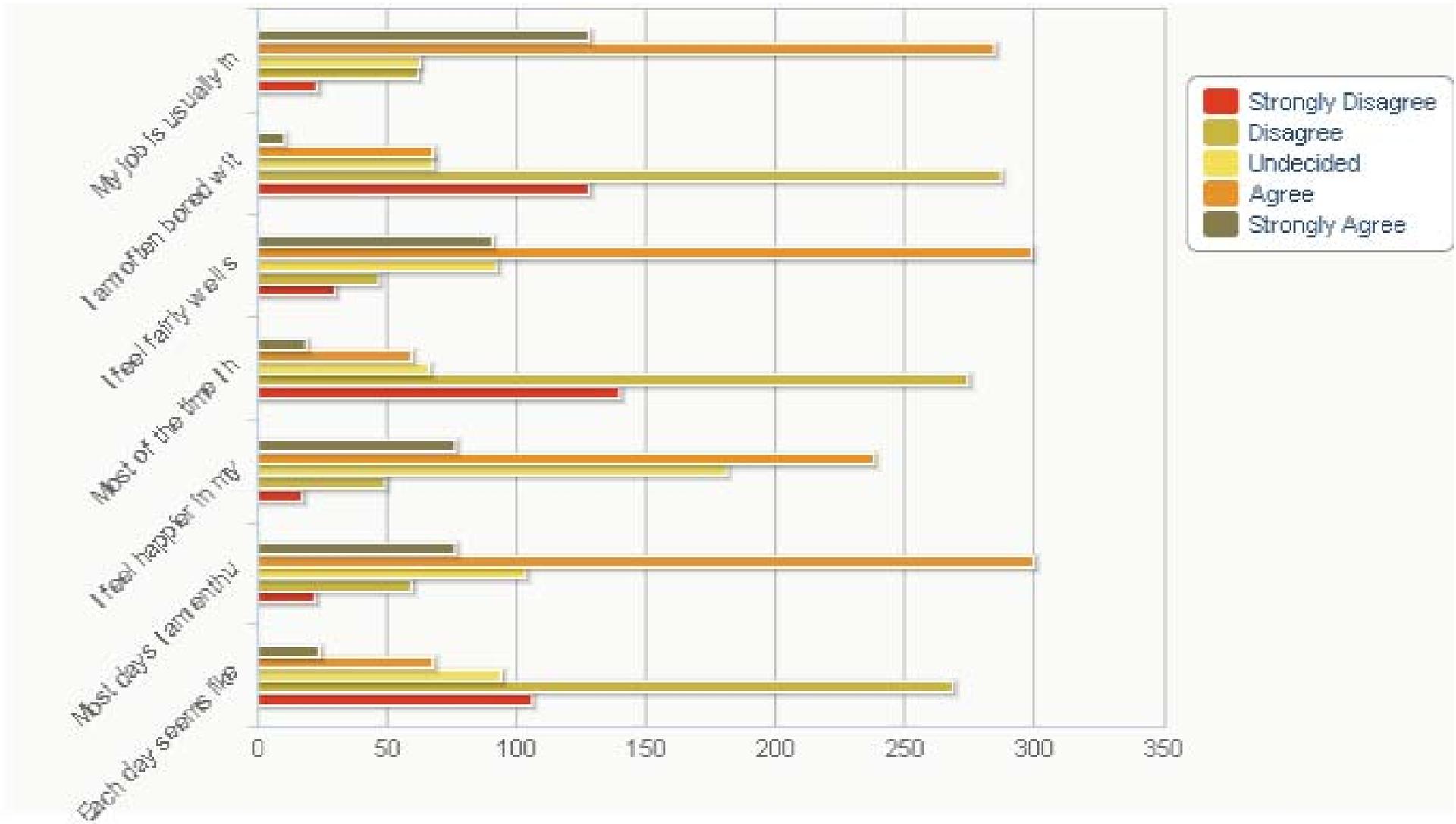
(Respondents could only choose a **single** response for each topic)



20. For the following items regarding employee job satisfaction/morale, rate each item on the scale below.

	Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree
My job is usually interesting enough to keep me from getting bored	<input type="radio"/>				
I am often bored with my job	<input type="radio"/>				
I feel fairly well satisfied with my present job	<input type="radio"/>				
Most of the time I have to force myself to go to work	<input type="radio"/>				
I feel happier in my job than most other people	<input type="radio"/>				
Most days I am enthusiastic about my work	<input type="radio"/>				
Each day seems like it will never end in my work	<input type="radio"/>				

Encl (2)

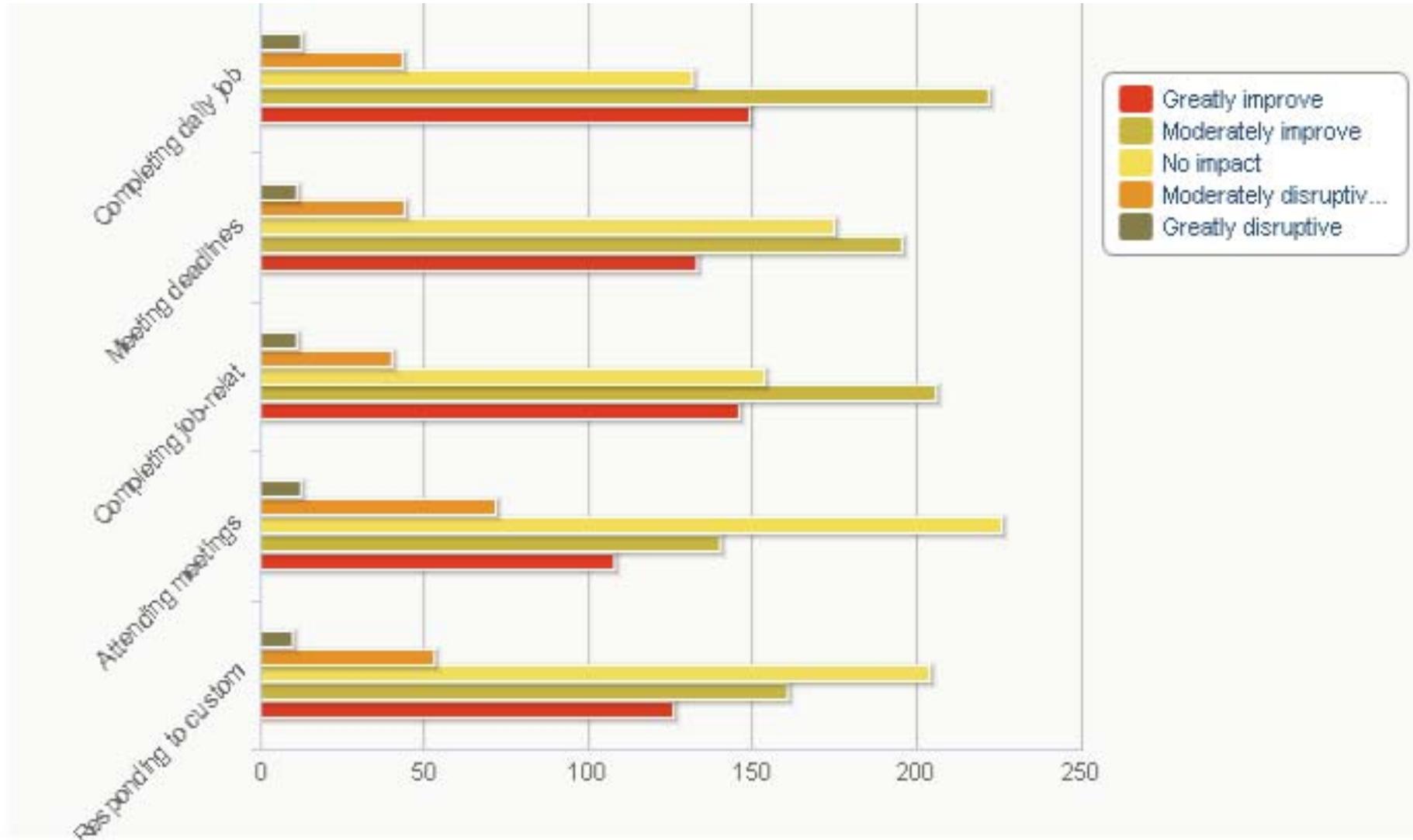


21. If employees were allowed to exercise during the workday, what impact would this have on the following? Rate on the scale below.

	Greatly improve	Moderately improve	No impact	Moderately disruptive	Greatly disruptive
Completing daily job-related tasks	<input type="radio"/>				
Meeting deadlines	<input type="radio"/>				
Completing job-related projects	<input type="radio"/>				
Attending meetings	<input type="radio"/>				
Responding to customers (emails, voicemails, site visits, etc.)	<input type="radio"/>				

(Respondents could only choose a **single** response for each topic)

Encl (2)



22. If you did not participate in exercise during this period, what were your reasons?

- Time did not allow it.
- Workload was too great
- Facilities were not conducive
- Supervisor did not allow it.
- I did not feel comfortable exercising because of current work place climate.

(Respondents were allowed to choose **multiple** responses)

Response	20%	40%	60%	80%	100%	Frequency	Count
<b>Time did not allow it.</b>						<b>55.9%</b>	<b>200</b>
Workload was too great						46.1%	165
Facilities were not conducive						19.8%	71
Supervisor did not allow it.						7.5%	27
I did not feel comfortable exercising because of current work place climate.						25.7%	92
						<b>Valid Responses</b>	<b>358</b>
						<b>Total Responses</b>	<b>577</b>

Encl (2)

23. Do you feel the Coast Guard should support civilian exercise policy?

- yes
- no

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
yes						93.0%	531
no						7.0%	40
Not Answered							6
						Mean	1.070
						Standard Deviation	0.255
						Valid Responses	571
						Total Responses	577

## 24. Why or why not?

Response
Improve moral, better moral means higher productivity
Exercising during the day clears my mind to focus on work-related problem. It also allows for networking opprotunites to meet others outside of the direct office to communicate on work-related situations. It motivates me to come to the office and perform work while being healthy.
it promotes better health
Prmotes overall health.
I feel that the morale is greatly increased when employees are allowed to exercise. It also provides me the flexibility to workout during the day when I have co-workers to encourage me to do so. I also feel more energetic and it breaks up the monotony of the workday allowing me to focus better upon my return.
Most of my exercising is done after work but I did notice those that participated were in better moods.
The exerise poicy will help keed health cost down and keep a great satisfied on the job.
We should not have to be so controlling by having to track on the pay system! Keeps me from wanting to continue.
It is good to exerise, I wish i could bad knees, I do swim those.
As a supervisor i noticed an improvement in morale and work production.
It builds morale it builds self esteem and I believe it will increase quality of work preformed
Exercise provides a means of stress relief and physical well being which leads to better maorale and higher productivity.
It improves productivity, morale,and relationships. It is an important for health especially for those insedantary work positions. It greatly improves quality of life and sense of well being. The DoD has a similar program in place. The ability to exercise at work carries over to increased commitment to exercise outside of work.
It promotes a health lifestyle. I did not partcipate because I could not exercize in my last hour of work. I did not want to have to shower before returning to work.
excercising give employees a chance to clear their minds so they can bette5r concentrate on work. it also improved dedication to the employer.

Encl (2)

Would greatly improve productivity if there are no health issues with the individual.

I feel the Command supported the program but failed to recognize that some projects are currently below adequate staffing levels with redundant skill sets and in turn some personnel chose to forgo the opportunity to participate. I prioritized my work load and my desire to work out based on the work load being covered adequately. I was only able to participate sporadically during a evaluation due to my recognition of work load and shop staffing levels. I believe this is a worthwhile program for ALL Coast Guard employees and hope to be afforded the opportunity to continue doing so in the future. Work load permitting... Respectfully, Dan Morisset - Civ / AETC-RET

Anything we can do to improve morale, promote better health and safety is a good policy. Exercise can reduce stress and improve peoples overall health which in the long run should effect the cost of insurance throughout the DHS eventually. Saving money in todays economy should be a priority of all working families.

Healthier people live longer and are happier about themselves. Would you employ a bunch of fat unmotivated people who complain that they are fat?

promoting an active healthy lifestly has potential to be overall more beneficial than detrimental.

Maintain a healthy/stress free workforce that will be more productive and capable.

Great return on a small investment.

yes i believe it improves morale and health

Yes, does improve work processes and interaction with personnel, due to not being so tired or bored.

Since beginning the exercise program I am much more alert and productive during the work day. I used to be very sluggish and tired in the afternoon and now I feel great! I have gained muscle and have lost some weight.I feel that there is a big boost in my units morale with this program being offered to us and hope that it continues as it has now become a part of my routine.The gym here at my station closes at 1700 every day which does not give me the opportunity to go exercise after work.

The benifits out weigh any negatives.

The breaking of the routine along with the good health benefict it brings, would make the day more pleasurable.

Extended life span on the individual exercising...less down time due to the common cold/flu type sickness.

Coast Guard should support civilian exercise policy because better physical exercise reduces stress, improves healt, and helps with concentration. All this benefits should help reduce employees absenteeism due to illneses. As for question 22, I did not participate in the exercise program because I already have a home program which I am stiking with. However, there are plenty of other civilian employees participating in the program in my area and one can see the benefits first hand.

<p>First of all the CG is currently getting rid of personnel for one reason or another. You name it RIF, CRSP, or whatever name they want to call it now a day. They claim they need to save money. So how much is the tax payers money going to waste because people are taking time off to do something they should be doing at home or in their off time anyway. It seems some people come to work to work out. Pretty soon workers are going to think that it's the norm to come to work and work out. When my coworker tells me hey " I don't want to start this because it's going to cut into my work out" that's a problem. Second I'm not going to spent time logging into WEBTA my workout hours. There is too much that the supervisor can do to keep you from working out. It's like holding the carrot in front of your face. " You better do this or that or I won't let you work out." If you truly want to help out the workers make the program so that it is included in the daily routine work day. WebTA is bad enough as it is. Right now if you log in your hours and your supervisor doesn't approve it on time when it comes time to validate your time card you won't be able to because the supervisor didn't approve the time off. Too much can go wrong in the system. I have a supervisor that is a control freak I don't need this person to control every bit of my life. I work out at home and in peace. Thank You.</p>
<p>It gives you a break or a chance to change the pace of your day for the better.</p>
<p>The job i do mirrors what the active duty component does.</p>
<p>Employees are paid to work 8hrs per day.</p>
<p>Because it's hard to get work done when the military are working out at the same time, we may as well work out to. This way we aren't getting upset that our calls and emails are going unanswered.</p>
<p>it would reduce the obesity rate and would give employees more energy and stamina to work and get things done. morale would increase due to having a healthy lifestyle.</p>
<p>There are many benefits of exercising regularly. From weight loss and staying in shape to improving many aspects of life, including work productivity. A regular exercise program during the work week can result in a more efficient and productive work performance. Our active duty have exercise guidelines and an exercise workout policy in order to maintain a healthy &amp; fit workforce. Why would the CG not want to provide their civilian population with this same policy in order to get a more healthy &amp; fit civilian workforce?</p>
<p>Abosolutely! Allowing civilians, as myself to take advantage of excersizing, means the world. I work hard to ensure all my work is done, so i can excersize and improve my well-being. This opportunity to excersize during the work day has been extraordinary. This opporunity is another reason why I love the Coast Guard. Always looking for ways to support their workforce. I have been actively excersizing and the results have been excellent. My weight has maintained and my health has improved. Though stress can elevate at times, excersizing helps to release work related stress. I strongly urge the higher chain to please make this life changing opporunity to be a permananet way for civilians life.</p>
<p>Yes, see below.</p>
<p>Because is healthy</p>

Encl (2)

Only if the work day is extended.
I do feel that the Coast Guard should support a civilian exercise policy. As of right now military members have a workout policy and it's a benefit to them. I feel that the Coast Guard is split; you have military and civilian. I think by implementing workout policy for civilians it will allow both military members and civilians to bond more thus creating a better team environment.
For above reasons mentioned above and for me better health which leads to less medical problems and bills and high morale.
The program helps mental and physical health of the civilian members on the base.
I believe the benefits to the US Coast Guard are great, the exercising 3 times a week have really improved my motivation and physical readiness to perform with more flexibility while doing my job. I hope the program can remain in place. I guess the normal injuries that could be obtained performing work are avoided due to the program. The work on occasion has had priority but still a great opportunity for being flexible physically and mentally. I hope it continues.
I see a positive outlook from people who have taking advantage of the exercise program, even through three hours of the work week is spent exercising I see more work being done.
the coastie have an exercise policy i think it's only fair that civilians have exercise time. it also promotes good health.
Other company's outside of the Coast Guard don't have this program and are not willing to lose money paying people to do it. Most do it on there off time from work.
Help with moral. Heathy people require less day off
promoting physical exercise activities can only enhance overall health, thereby making the employee more likely to not miss workdays due to fatigue, stress, or other health related issues.
I am an Army reservist and being allowed to perform physical fitness at work helps me keep in shape to help me meet my military fitness requirements. I am formerly a DoD employee and we were authorized 3 hours a week of physical fitness activities. It lessened work related injuries and fatigue across the board, as well as helped those of us who were reservists. I was dissappointed when I transferred last year to DHS and there was no program! I was very happy they implemented it shortly after I was hired and sincerely hope they continue it.
This is the best improvement for morale and health that was sorely needed. I have always worked out at lunch anyway, and this gives me more time to actually finish my workout. It also makes me feel better in the fact that i feel more a part of the team. I have been with the CG 30 years now and this is one of the best things to ever come down the line yet!
It's a proven fact that exercise not only keep you in better health, it keeps your mind sharper as well. With a sharper mind, you are more aware of your surroundings and less likely to have accidents. Healthier people do not get sick as often, thus increasing time on the job and production.
For better morale, Better physical health and helps with reducing stress.
It would greatly benefit health and overall morale, health, and well-being.

It is a great stress reliever. My work is generally spent on my desk talking to customers on a phone all day. Very busy, but very sedentary. A break away to work out made me feel better, reduced stress and cleared my mind for the remainder of the day. I think it reduces overall stress level (at work and home) and allows me to be more productive and positive at work (and home).

For all the reasons previously stated. It energizes and boosts my energy levels in the afternoon to where I perform much better than not doing anything at all.

The CG's support of a civilian exercise policy will benefit both the employee and the CG. The benefits to the employee include improved health, morale, and productivity, all of which also benefit the CG.

Most of us at MWR work way too many hours and don't get a chance to work out because of the hiring "PAUSE", and because of the cutbacks of active duty members. It's been a very rough year us here at MWR in Base Kodiak Alaska. We are struggling to keep our moral up, we are exhausted and we are having troubles with wanting to come to work because one person will work for three people. It's hard right now. I'd love to work out, but work does not give us a chance to.

I feel that we should be given time to workout because it does improve the overall well being. I work a full day, with a one hour lunch, and once I get off work my husband works nights and this does not allow for me to workout because I have 2 children. In the past I have worked out on my lunch break but one hour does not allow for much travel time to/from the gym.

A healthy lifestyle is conducive to a great work environment. It has been shown to reduce stress and build comraderie.

Exercise is key to good mental health.

It's a good incentive program for those civilian personnel who choose to participate.

Exercise promotes better physiological health and wellness among employees and allows us a break to take care of ourselves. Unfortunately, some positions have too great of a workload and are unable to fully participate in the program, which is no fault of their own but due to lack of hiring.

I think the Coast Guard should support this program as it will only benefit supervisors in the long run with happier and healthier employees. I feel that if this program is available to military, GS, and WG employees, NAF employees should also be included at the supervisor's discretion. I worked out religiously at the start of this program and recorded my time, but due to a major shortage in personnel we've recently experienced, I was not able to continue with it on paper, but did continue to work out whenever possible while at work, but if not there, I worked out on my own time.

Sequestration and downsizing are having a continued and increasing effect on what the rest of the staff can accomplish. As the workforce diminishes the quality and morale has gone down. The loss of mid-level managers are putting a strain on the entire staff and its abilities accomplish tasks. Having the flexibility to workout during a downtime or seek relief from high stress situations can have a calming effect. I would think most competent employees could use this tool in a beneficial manner but there are always exceptions.

It has been so frustrating over the last few years to get no/nominal pay raises that have seriously failed to keep up with the true cost of living, and that the civilian workforce in Alaska in my field has dropped to 50%-60% capacity... nearly every civilian I worked with 5 years ago have quit. Work loads/time commitments have shot up in the interim. I went to get housing, and can only afford a condo in low-

Encl (2)

income track housing after a 15 year career with the USCG (as an engineer). My co-workers laughed, because they don't even qualify to purchase low income housing. At least the new exercise program is one positive thing in my life. It seriously makes a huge difference. Maybe I'm too busy to use it, sometimes, but mentally, it's a huge boost.

DEFINITLY: IT IS GOOD FOR EMPLOYEE PHYSICAL AND MENTAL HEALTH. AN HOUR AWAY FROM EXTREMELY STRESSFUL WORK ENVIRONMENT EACH DAY REFRESHES THE EMPLOYEE AT WORK. THIS PROGRAM IN THE LONG RUN WILL BE VERY PRODUCTIVE TO USCG AS IT INSTILLS GOOD MORALE + HEALTH. ESPECIALLY, IN EXTREME ARCTIC + ISOLATED PLACES AS BASE KODIAK!!! ON BEHALF OF USCG EMPLOYEES, PLEASE ACCEPT OUR PROFOUND GRATITUDE. THANK YOU - USCG!!!

I tried to participate in this program but the totality of circumstances will not allow it. Can not afford a gym membership, workload will not allow it and although the leadership says they support it, thier actions prove that is a lie. It would cost over \$2000 a year to have a gym membership. As a retiree I would normally have a gym on base that I could use. Not here. No base, no free gym to work out in. And in an Alaskan rain forest the opportunities to excercise outdoors are extremely limited. We do it but it's not possible as much as elsewhere.

You need a "OTHER" category on some of your questions.

I have personally felt more aware with an increase in work performance since the program has started. I participate 3 hours a week, and my supervisor has also noted a dramatic change in energy and output. I have high blood pressure, hypercholesterol and diabeated. I do not know if I would even be alive it it wern't from this program. Men in my age group drop dead every day. Since this excersise program started, I know of two people who have passed away in my age group.

In my personal experience, regular exercise provides these benefits: - Makes me feel more energetic and pysicaly up to the task of doing my job (at my age, some might say "Spry". - Great stress reliever. When I'm getting up tight and jittery in stressful situations, exercise allows me to settle back down and deal with the stressor. - gives me time to contemplate problems at work. Running or swimming is a great time to think things through and I often solve work related problems while exercising. - Allows me to enjoy my "off-duty" time more. I stay in shape to be able to keep doing the things I like to do. - Although my job is largely sedentary, I do have opportunities to crawl around in crawl spaces, climb up on roofs, and move quantities of heavy supplies. Working out helps with all of these activities.

improve body image and health ,release stress, build camaraderie, increased awareness of surroundings and what's going on with the community with out engaging in gossips.

It would be a nice benefit if the employees had free time during the work day. The unfortunate reality is that I have more to do each day than can be accomplished in 8 hours. So taking time off during the day just forces overtime.

The Coast Guard supports every other social and cultural issue or viewpoint, this is more impactful than most cultural or sexual preference awarenwess days or months.

Better morale and camaraderie.

I was able to lower my blood pressure and my doctor took me off of my blood preassure medicine, this is huge, my scheduled check ups are now farther apart due to improved health and I look forward to

<p>coming to work on my work out days so that I can attend my excersize ruitine. My wife is happier with my appearance and stamina and is happier about my employment with the Coast Guard. My job is stressfull due to the position, I work in public works and deal with alot of unhappy tenants and Coost Guard Commands demanding things I usually have no control over and over see part of a maintenance contract and deal with attempting to get the work out of them that is paid for by the Government. It is difficult when you are viewed as the bad guy by both your employeer and contractor when they do not get what they feel they are entitled to. The ability to relieve some stress during the day has been very supportive of my health and my home life and has helped me to look forward to coming to work again, even on days when you know there is no making anybody happy.</p>
<p>Exercise policy is a positive initiative. Although I've not had the time to participate due to significant lack of staffing {multiple vacant FTEs positions}, I would probably seriously consider participating if there wasn't such a staffing shortfall.</p>
<p>Yes!! Even knowing that the option is there, even though I was unable to work my own personal schedule around it, improved morale.</p>
<p>In my opinion I believe that allow the civilian employees the time to work during work hours will increase morale as well as give employees the energy to be more productive during the day. Most employees live very demanding lives and exercising after work or before work creates a great challenge for employees with families. By the CG allowing it's civilian employees to exercise during the work hours will foster a better working enviornment as it pulls the employees together as a team. I witnessed many employees working out together to help each other accomplish their fitness goals. This will definately foster better working relationships within the work place and allow each member to become more productive as they work together as a team to accomplish the mission.</p>
<p>I support the excercise program becaus el know that even a short time away from teh desk to destress the mind and the body makes a big difference in customer service, and feeling refreshed to complete the workday. I did not participate during the study because of medical conditions that would have been made worse by excercising although in past years when I did walk at lunch it made a big difference in my job performance and energy level.</p>
<p>My boss is forit.</p>
<p>Numerous studies and real ;life examples have proven a fitness program is good for the organization. The program was first released under the health manual I noticed many co-workers happier. even if they did not use that time they felt better about the job knowing they could if they wanted. When it was repealed morale went down (again). comments such as "I knew they would never do it!" and such. when the study came out folks were tentative. With encouragement they got back on board as did managers. No matter how hard the day things seemed better when folks had that break to work-out, go for a walk, or other such activities. I highly encourage the USCG to embrace and implement this program agency wide. S.</p>
<p>At times I had to exercise good judgment and not workout during the workday. But the 1.5 hours to work out in the middle of the day (lunch and workout time) drastically improves my quality of life and my work quality.</p>
<p>By allowing a period of time during the work day to participate in physical exercise the CG would be</p>

Encl (2)

promoting healthy choices for employees. During this study I have lowered my blood pressure, lowered my feelings of stress and anxiety, lowered my body fat and bad cholesterol, lost weight and feel more energetic even at my work station. I have noticed that I feel more focused at my job and do not tend to count down the minutes until the end of the day as I used to do. By having a break during the day to exercise, that is separate from my lunch, I feel like I am more ready to complete my work day and stay positive. My sleep has also improved, which is very helpful when you sit at a computer for hours. I no longer find myself feeling sleeping while trying to push through a task.

It promotes a healthier lifestyle.

This program and the surveys will show that this program improves the lives of CG employee's, their organization, and the CG as a whole.

Equal to all parties.

Why have a civilian exercise program? Why have an active duty exercise program? For the same reason. To encourage health and fitness among those employees. Fit employees are able to perform their jobs better, which helps ensure Coast Guard missions are properly executed. Gone are the days when civilians were a group of people that sat in cubicles at Headquarters and District offices. We actually have civilians at every Sector and other units that carryout the same missions as active duty personnel. Besides, every active duty officer that has also sat in on of those cubicles knows that maintaining fitness helps performance of their daily tasks. The policy should encourage a fit workforce, CG wide.

To reduce health issues. The benefits would be huge.

Civilians are people, and people need to do everything they can to optimize their health and well-being.

i don't think they should. they already provide good information and all sorts of counseling, but it should be the employees responsibility to workout, there is no need for the Coast Guard to to pay for a civilian to workout at work. most get paid a good wage for the job they do and if they want to excersie do it on their own time

It helps to improve morale and productivity. It also helps reduce stress.

Exercise program is currently permitted for law enforcement job series. All other job series must do the program on their own time. Many want to exercise first thing in the morning when most meetings are scheduled or when client appointments are scheduled. In summertime, the heat after 11 am can directly affect work performance.

we get paid to work

The Coast Guard should support civilian exercise policy because; (1) I can be more productive at work. (2) I can relax better at home. (3) I can think more clearly about work-related problems. (4) I can concentrate on work tasks. (5) I can enjoy my work better. (6) I can relate better to my co-workers.

exercise is a personal responsibility. also, even if you provide the time...that time is an unpaid period...So many work t achieve there hours and work out on their own time. My schedule is also very

different then a hourly employee. I do 12hr shifts nights weekends holidays and leaving the work space is not recommended.
I think it is a great program. I did not participate as much as I would have liked, but I intend to begin a walking program on a regular basis. Being allowed to do this during work hours is a great benefit.
it takes to much time to deal with time cards, active duty has a policy in place just allow the civilians to follow that policy.trust your civilian force to do the right thing.
Im sorry but I feel civilians were hired to do a specific Job IAW their hiring and a lot of civilians i know do a poor job and allowing them additional time off to "Exercise" puts more work on those who Love the Job and really want to make a contribution to the Coast Guard vice slacking. P.S. I am a retired Military member and use to work out on my own time before the work day started.
The CG may support a civilian exercise policy but local commands do not seem to care anything about civilian employees. We have not been offered or promoted to even try the program.
All the statistics prove that working out during the workday actually increases productivity, health, attitude, etc. I'm retired from the Coast Guard and that was a tough transition not be allowed to work out.
Biggest reason is that it assists greatly with stress. Sitting in front of a computer for 12 hours a day is draining. Since beginning the fitness program I have seen an increase in energy and loss of weight. This program is a WIN - WIN for the Coast Guard and its employees.
Working in the Command Center is very stressful and a long day from 12-24 hours depending on whether you are a OU or a CDO. A hour or so work out break when manning/extra personnel are around gives a much needed break and energizes you for the rest of the day.
I have 26 years active duty in the Coast Guard and 10 years as a civilian. Almost every active duty unit had an exercise policy based on case studies conducted by industry that determined that employees given 30 minutes of physical fitness per day, on company time, were more productive than those that were not, or, than the respective employees had been without physical fitness. If productivity is the goal, physical fitness is a proven enabling component.
improve everything....
This has been a great program and I appreciate the chance to participate. This program made me exercise, in-turn, increaded my ability to complete my work tasts with ease. I noticed my stamina increased whicked made my work output increase. During this period I had my semi-annual physical and my doctor stated..."I don't know what you are doing different but all your blood results are pefect and your blood pressure is great, Keep doing what your doing". As far as morale goes, this program helped raise the bar. All the active duty personnel get to work out during the day, every day. Allowing civilians to work out 3 hrs a week has been fantastic. I just wish more civilians on board the base would participate.
it helps physically and mentaly you feel with more energy and you fell happier and you fell more motivated
I think exercise is a great stress reliever.
I would like to be able to work out when time permits. It was a busy spring and I was not able to exercise during the work day but will when time permits.

Encl (2)

It would help morale and a healthier work force seems like a no-brainer to me.

The Coast Guard should support civilian exercise policy because according to the Center for Disease Control workplace health program can increase workplace productivity.

I absolutely think every USCG employee should have the opportunity to exercise, and improve their overall health and well being. I am a huge advocate for personal fitness and a healthy lifestyle. Many times I have witnessed first hand how much happy people can be when they get into a regular exercise routine. They are able to manage their stress better, their mood improves and generally they just seem more willing to work, and be productive because they feel better about themselves.

1. Exercise during the workday permits civilian employees to "get them away from their desks" by providing them a opportunity to engage in meaningful physical activity. I have observed that busy civilian employees often do not take breaks - they tend to work through lunch, and by the end of the work day are pretty beat. I think having a dedicated civilian employee exercise program that is supported by the organization will be immediately beneficial to the employee and may have long term positive consequences for both the employee and the organization. 2. Military members are offered opportunities for physical exercise - like their civilian counterparts all of these members have sedentary jobs. Providing equity across the workforce would have a positive impact.

I believe it boosts morale and makes my work unit healthier. It is not disruptive to my work unit and I fully support and participate when I can.

A healthy workforce = a more productive workforce.

The Coast Guard has always allowed for me to manage my own fitness, I make use of my time before or after work to exercise. I do not want to exercise and then return to work where I will be sweating for the rest of the day. In regards to question #22 above other was not an option, and none of those were the reason.

Participating in this study was very beneficial for me. I had extra time in my afternoons after work for me because my workout was already out of the way. Working out improves health and allows us to feel better and focus better. All CG employees should be allowed to exercise during the work day.

I feel it's a great incentive to staying healthy and alert enabling employees to be more productive.

I feel the CG should support civilian exercise policy because it will result in a healthier work force thus more productive, happier and efficient group.

Working out promotes health and well-being. Workouts greatly reduce stress and negativity.

It will allow time for civilians to have the opportunity to work out during the day; due to the long commute home you may be less motivated and be discouraged to work out once you arrive home in the evening.

Civilians support CG in many fields. If Semper Paratus is the slogan of Coast Guard then civilian should be ready to serve and support CG militaries personels.

Your job takes up a lot of your time. In addition to the hours you spend actually working, there is the time required to get to and from work and take lunch and rest breaks during the work day. In the end, there are a limited number of hours left over for the rest of your life. This work life imbalance is

especially true for Americans, where statistics show that we work exceptionally hard. Many jobs today are sedentary, and many people drive to work or take public transportation. The pressures of work may also cause us to eat lunch at our desks and skip breaks. Then, after work or on the weekends we juggle household chores, family responsibilities and social engagements. Staff ill health has cost implications for businesses through loss of production, early retirement, staff turnover and absenteeism (both through long term sick pay and the cost of temporary staff). Management plays a key role in creating a culture that promotes health.

This would be a great moral booster, many people try to workout during their lunch period, this would allow ample time for lunch and working out. I think individual would be more focused on completing their assigned tasking or mission related items.

Exercise during the work day breaks up the sedentary nature of the job (all this sitting is terrible for my health)and supports my goals to engage in healthy life style changes. This is particularly important for those of us who are moving towards senior status and wish to preserve our health as long as possible. Exercise during the work day gives me something to look forward to and improves my attitude. Exercise during the work day gets me away from my desk for a healthy break, reduces my stress level, and helps me feel better during the work week. I do have a disability that is mitigated with exercise. The pilot program was timely because I was on the verge of requesting paperwork from my doctor for exercise time as a reasonable accommodation. With exercise during the work day as a normal benefit, I don't have to feel singled out.

It's a very stressful office exercise will help if you have the time.

I believe it would greatly increase attitude and mental well-being, contributing to a better workplace environment.

standard DHS and fed workforce amenity

I feel the CG should support a civilian exercise program because I would like to see the entire CG operating at it's highest level. Supporting an exercise program that includes civilians would show One CG and that boosts morale and healthy living.

to address the military vs civilian bias. To try to keep some of the civilians alive. To attract workers in a world where the private competitors routinely allow exercise time AND encourage preventive health. Civilians like me can log thousands of hours of unused sick leave but get absolutely nothing for it, unless we are dishonest enough to lie and say we are as unhealthy as those being rewarded with usable leave.

There is direct correlation between working out and productivity. Also, it keeps me healthier overall.

I think civilians should have the option to exercise during the workday, but I do believe it is disruptive. It should only be allowed if the workout occurs during lunch.

At HQ, we have difficulty recruiting desired new employees due to our current location and issues with transportation. Allowing exercise during the workday is an "offset" to the currently unfavorable commuting climate and remote location.

I always feel better after I work out and I know it improves my attitude as well as my work product. One of the major obstacles to working out here is the facilities. It use to be easy to get the locker room and

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then go outside for a run or lift in the gym. Now so much more time has to be allotted just to get to the gym. Even if I want to skip the gym and go for a run, the shower facilities are at the gym which is very far from my office. It use to take me an hour and a half (with one hour of running) to get from the day care to my office, to the locker room to drop off my stuff, run, then back to the gym, showered and back to the office. My hour and half routine now take an hour and 45 minutes to almost 2 hours. Not to mention the options for running outside are not as safe as when we could run at Ft. McNair. To be honest though, I have not tried running at Joint Base Anacostia mostly becuae I am not sure how to get on the base as a runner (as opposed to being in a car) and I am not familiar with the base layout to make sure I don't get lost. That was never a problem at Ft. McNair. Right now I only workout at home. I get up in the morning and run or lift at home before coming to work but I am limited becuae I can't necesairly leave the house since I have my children there. Whereas when I am at work, my children are already at the daycare.

A healthier workforce equals higher productivity, enhanced morale and mission accomplishment!

I think morale and productivity would be higher if a civilian exercise program was supported and encouraged.

It's great for morale and it promotes healthy living. As long as the employee ensures all of their work/projects are completed in a timely fashion and/or all client contacts are not negatively impacted, providing for a civilian exercise program during the day is a great way to promote good workforce morale and improve productivity in the workplace.

I had been trying to go once a week to yogo but have not done so recently. I think the availability helps morale even if not used consistently and can help vitality if used but I find it hard to tag it to specific effects. I exercise at home, mostly on weekends. The civilian program would allow some balance in time and variety of exercise to help the overall exercise effort. I believe exercise improves general alertness and energy level.

It is a matter of equity. Military members are provided time to exercise during the work day, "to maintain readiness." Providing a civilian exercise policy is an opportunity for the Coast Guard, as an organization, to show that it cares for the health and welfare of everyone in the organization and not just military readiness.

First of all no one in my chain of command informed the civilians there even WAS this "employee excercise program" or a study period. The climate in HQ is that the Fitness Center is only for Military, NOT civilians. I'd use it if I could.

Coast Guard should support civilian exercise policy because: 1 Health issues 2 Less tension 3 over weight

A healthy and physically fit workforce is a productive worforce. Plus, this would be a benefit appreciated by all thus increasing employee satisfaction.

Win Win for the employer and the employee. Better productivity at the workplace

The health benefits, and I submit the health care cost avoidance, of this program cannot be disputed. While not as critical as it is to military members who must be ready to respond to crises, the tangible benefits to allowing civilian exercise outweigh the modrate amount of management required to support it.

Creates better morale and resiliency. Also helps reduce insurance and other kinds of costs to the organization. It is the right thing to do given our culture of gluteny.
Research clearly demonstrates that exercising at work has positive benefits.
more productive workmates; less proned to afternoon blahs; more alert. I think the literature clearly supports it as a good thing for the organization's morale, general health, and productivity. Proving this with limited data provided by this study may be difficult though.
If used correctly and not abused, the policy invigorates workers and results in better overall health and performance.
It is the right thing to do. Improves health. Healthy people are happier and more productive.
Health benefits. Improves morale.
It is a great morale builder. Employees will be in a better shape; less sick "call outs" and probaably more productive.
Improved morale, Improved productivity Creates Teamwork Creates interaction external to you normal daily contacts (coversations held at gym are productive)
A healthy workforce will cut down on medical costs and it will build a healthier mindset for members to be productive.
It is the one physical thing we are allowed to due that has positive emotional and physical impact.
Over the long term the benefits of regular exercise will benefit both the employee and the organization.
Having recently undergoing Total Knee Replacement additional exercise time would help me a lot. Just the simple tasks of walking/stair climbing and transit requires energy. Improving my exercise habits only improve my ability to be functional and literate.
Promoting health and well-being is in the best interest of the Service and each individual. In addition to increased productivity and better health, a civilian exercise policy provides some equality with the military workforce--such fair treatment is also likely to improve morale.
This is another program that some would benefit from and some would not, just like the telework program and the compressed work schedule. I would feel differently if the program/policy was enforced by all directorates, supervisors, etc.
Commuting to and from work by car, I now spend a total of 3.5 hours a day sitting in the car. Being able to exercise during the workday would be beneficial to our health and well-being.
Question 22. I did not participate in exercise during this period because I didn't know there was an exercise program.
With the increased commute problems associated with duty at CGHQ, there is no time in a duty day to exercise before or after work, unless one is able to commute to work by bicycle. Employee fitness has been long shown to improve workforce performance by improved health & emotional well-being. If the CG wishes to retain a well-functioning civilian workforce, it should make a reasonable amount of time during the work week available for basic physical fitness purposes.

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<p>Besides the obvious health benefits, an exercise program would send a message to employees saying that we are important and that our employment here is valued. It would send the message that exercise is important for mind and body!</p>
<p>bad questions do you mean at work or at home. Support exercise but not at the cost of work hours. We are doing a way with jobs look at what is important.</p>
<p>To improve morale and well being of the employee to yeild better productivity and quality.</p>
<p>An exerercise program has tremendous benefits to employee's sense of being valued by the employer. It also has unquestionable benefits in terms of energy-boost, stress-relief, productivity-enhancement, and overall sense of wellbeing. It is logical that there are further benefits to physical and mental health. I have experienced absolutely no detrimental impacts to getting the job done at work and in fact believe that exercise makes one a better performer for reasons cited above.</p>
<p>Physical activity is critical to one's health and managing a reasonable work-life balance. Given the commute times in the Washington, DC region, splitting exercise time between available non-workplace hours and workplace hours is a reasonable investment in employee wellness and performance.</p>
<p>it impacts overall readiness and improves physical well-being</p>
<p>It promotes a healthier work life balance, in return you get a higher rate of production and a reduced probability of having weight related illness.</p>
<p>I have mild COPD and back problems and the gym is too far away from the main bldg and I can not walk uphill. I do very little exercise, but trying to change that.</p>
<p>The civilians that exercised during the day were viewed as slackers and I think that is a cultural issue. You're viewed more favorably and as a harder/better worker if you never leave your desk. Having a permanent policy in place that is openly supported by CG leadership could help. No one thinks twice when active duty goes to the gym, but if a civilian does it, people make comments. At least here. I think part of it also has to do with this policy being misunderstood or not being made as well known as originally thought.</p>
<p>To provide the necessary time to work out/exercise for health reasons.</p>
<p>I see many of the uniform members that work out and they come back re-energized and ready to tackle the rest of the day and seem to have boundless energy.</p>
<p>I don't think that the tax payers should have to subsidize civilian workouts. Military members are held to different standards -- they are required to weigh in an maintain physical fitness, whereas civilians are not. If employers allow employees to take a break long enough for a workout, that is great -- but a workout should not be included as part of a civilian's work hours the way it can be for military members.</p>
<p>It promotes a healthy lifestyle. If everyone were able to exercise during work it would allow everyone to take some time out and focus on their health. It also allows you to get away from the headaches or issues you are dealing with on a daily basis. You exercise and clear the mind which allows you to be more productive once you return to your work. It shows the Coast Guard cares about its employees health.</p>
<p>Exercise is a stress reliever. The policy for civilian employees regarding time permitted for physical fitness is not clear. If you ask one person they say one thing and then another supervisor says</p>

<p>something different. 30 minutes is not enough time to workout, shower and get back into the workplace but that is what alot of supervisors expect employees to use their lunch hour for. A fitness program needs to be revamped and understood by all.</p>
<p>The amount of meetings and constant impromptu taskings can be exhausting and overwhelming. Civilians, just like military personnel need to take a break or they will eventually become mentally incapable of carrying out their daily duties and other taskings.</p>
<p>37% of the U.S. population are obese; Americans take more prescription drugs than people in any other nation; Americans pay more for health care than any other nation (all according to U.N. data). In short, we are officially the most unhealthy nation in the world. For this reason, the Coast Guard and our federal govt need to take health and wellness seriously, and make every effort to counteract what our society is giving us in the way of personnel raised with poor health habits. Bodies are meant to be in motion, not seated all day.</p>
<p>I think the CG should support people working out, but it should not take away from the normal hours a person is expected to work each day. For instance, a person who work a normal 8 hr day can workout during the day, as long as that person workout time is not inclusive in the normal 8 hrs. Most supervisor have no problem with working out, as long as the employee put in the normal 8 hrs. this has been the policy and it works well in my mind.</p>
<p>11. How many minutes per week did you engage in moderate-intensity aerobic activity (examples include brisk walking-- taking a walk on my lunch break does not qualify as time off for exercise 18. What impact do you feel an employee exercise program during the workday "had" on each of the following problems? Rate on the scale below. This is an incorrect statement. There was no time given off for exercise program during "the study". Can't answer this wuestion Same for this question... not allowed time to exercise during the day unless I work the hours missed while exercising. 19. For the following items regarding employee perceptions about the relationship between exercise and work productivity, please rate each item below for the following statement. Exercise during the workday allowed me to: should ask "would allow me"</p>
<p>I think that regular exercise can improve health and therefore would have some positive impact on work performance</p>
<p>If this is being done for the military then it should also be done for civilians that would like to partake of this opportunity.</p>
<p>Stress reducer Refreshing and helping in clearing up mind</p>
<p>Federal workers are already under the scrutiny of the entire tax paying and congressional population. We are not an "on-call" force as are the active duty military. There is no affordable justification for the program. We civilians don't generally qualify for overtime. So, we have the luxury of getting home (or going to work) at an hour that would allow the opportunity for exercise. Or, we can incorporate our exercise into the commute. The last thing we need is the "appearance" of more benefits, which would assure we never get another cost of living raise.</p>
<p>It will increase the morale and the productivity.</p>
<p>It improves the individuals energy level for both work and home activities. Employees don't go home and crash making thier home life and work life much better. Not to mention the overall health</p>

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improvements.
Civilian experience the same benefits of regular exercise as active duty. Particularly at HQ, where many people experience exceptionally long commute times, the only opportunity to work out is at work (except weekends). And weekend workouts alone are not sufficient to maintain health, particularly for those with sendentary jobs (which is nearly everyone at HQ).
Great for morale and overall health benefits!!
The two highest performers in my group participate in the wellness program. The employees that are not participating negatively affected the scores in question 16 above.
I believe that the exercise program would improve morale and would make the civilian workforce more productive.....however it doesn't pass the New York Times front page test. When Congress gets notified (they will get notified of the program), how do we explain that we are under a nation-wide hiring freeze and cutting civilian billets, while at the same time giving time off for exercise during the week. Good program, very poor timing. One of the first to be notified on the Hill by the BAMTC Union, will be Senator Mikulski...Chairman of the Appropriation Committee. Have fun explaining this issue to her.
Most jobs here at HQ are sedentary and a lot of employees have health related problems, e.g., obesity, diabetes, chronic pain and illnesses. promoting and giving employees time to exercise during the day for one hour a day or number of hours similar to the military personnel would allow employees to leave their desk legally without being accused of using official time for personal business. this is a big constraint for employees who fear that their performance rating will be affected by the time devoted to exercise, however, if civilian employees are legally allowed to exercise for so many hours a week, then that fear will dissipate and employees will be encouraged to exercise and improve their health.
good for functional purposes as well as improving individual accomplishments.
To help imporve clarity and health!
It allows employees time to focus on their health when they might now ever consider it.
Healthy lifestyle is good for employees
It will allow the civilian employee to release stress and give a different atomosphere to the employee so they can regroup themselves prior to coming back to the office.
I feel that given the opportunity to workout during the work day would greatly improve my overall job performance, morale, and personal goals. It would be difficult to justify, to myself, knowing that I have been given the option to exercise during the work day, not doing so.
For the military personnel, absolutley. Civilian and contractor employees should be working at work. I feel strongly that there should be programs to encorage/facilitate excercise before or after work, period. Not during. Not on taxpayers dime. The taxpayers should not be paying employees while they are excercising, ask them. Do a focus group. Understand some civilian companies permit/encourage/faciltate this, the government should not. It will be abused like tekleworking is, not by all, and at first not by many, but over time abuse will grow. I think surveys should be done to determine

productivity. I see some employees that come to work, go to breakfast, surf the net and read the paper, take care of personal items, talk on the phone and to co-workers about their lives, go to lunch, surf the net again, do homework, take care of personal issues, etc. There are many that do a lot of this. There are some employees that accomplish little in a 9 hour work day. There may even be chiefs and supervisors that do some/part of the above, or they are not actively preventing it. In my opinion it is because there is no push for efficiency for lack of a profit margin. Let's not create more unproductive activities.

I strongly believe that an exercise program at work will help in morale. Completing an exercise program will increase blood flow in your system and make you more "alive" vice being lethargic, especially, in the early morning commute.

#### Good Business Practice

Exercise is an important aspect of health/longevity, irrespective of one's military status. Shows USCG cares about its civilians. Permitting military, but not civilians, to exercise creates the perception civilians are lesser members of the team. A healthy, fit employee is more likely to be on the job, and be more relaxed, efficient, and productive while on the job. These benefits offset moderate disruptions, and the extent of disruption is subject to management.

There are no questions of the benefit of exercising.

I fully support the workplace exercise program/opportunity but during this period I was only able to make it to the gym 1 time. For me, I think part of the problem is the total amount of time from desk to gym and back is tough in a 1 to 1 and 1/2 time period. Having the program must definitely help people stay fit and will reduce absences and medical costs in the long run. Again, the tough part is not everything can fit it into their schedules.

Exercise allows one to reduce work related stress to more manageable levels. Plus strongly believe that a healthier body equals a healthier mind.

Yes, I think it makes it easier for employees to build an exercise routine that they will stick with if they can do so at work

It is important for moral and health.

It would likely improve work production supported by: 1) The 15% performance boost cited in a study by professor Jim McKenna of Leeds Metropolitan University in 2005, 2) A "Healthy Living" webpage reference to Harvard researchers finding that post-workout blood flow creates optimal conditions for performing tasks that require focused thinking. 3) A finding from a University of Bristol study in 2008 that indicated workers who exercised took about 25% less unscheduled breaks than those who didn't exercise, and 4) A 22% decrease in absenteeism cited in Journal of Exercise Physiology reports.

Cannot afford the time out of the work day for exercise. Staffing is currently not sufficient to perform all the required work. Reducing work time available by allowing exercise during the work day will only make matters worse.

The Coast Guard does support civilian exercise. BTW, the later part of your poll is flawed.

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Healthy Living.
to improve morale and the health of civilian workforce
Need policy to provide time ... currently using personal time to exercise
Because you should exercise on your own time.
It benifits the employee, and climate
Civilian employees are here to work, not to exercise. If an employee has time to exercise at work, then they don't have enough work to do. People can make time to exercise on their own time, but not at work when getting paid by the taxpayers to work.
Civilian employess are paid to do a job. The public perception is that federal employees don't work and overpaid as it is. Coupled with budget and personnel reductions there is too much work that needs to be accomplished over working out during the workday.
Civilians should take personal responsibility for their health and well being. However, policy should permit civilian exercise time during the workday if they find it necessary, and it does not intefere with work.
A healthy, alert and awake employee is always better than a sleepy out of shape one. A healthy body promotes a healthy mind. Also, this is one area where the CG can provide a great benefit to its employeees that would create a better work environment. It is important to take these oportunites to imporve our workforce and morale, especially in a time were we aren't getting any raises (at least ones that are significant).
This is outside the scope of responsibility for the CG. Employees are paid by the hour, and should work the hours they are paid for.
Yes, because we need some type of exercise to keep us productive in our daily work.
As a retired Coastie, I appreciate the value of a consistent fitness routine. The overall civilian workforce could greatly benefit from such a program.
if its good for them, then it should be good for everyone else
The obesity epidemic is a drain on productivity and is one of the reasons for rising health care costs. this epidemic is facilitated in part by a seditary lifestyle. the work out break is also significant in enhancing morale and team spirit.
Honestly, I never thought about it. I use exercise facility close to my home which is more conducive for me. CG Facility does not fit into my working schedule while in the office..
Not only will an exercise program improve your health and longevity, it will increase your energy level, allowing you work harder and longer.
A fit and healthy workforce benefits the individuals and management.

i see my military counterparts being told they must work out 3 hours a week. i am glad the civilian exercise policy is letting us do the same. I think the coast guard has a responsibility to value the health of all its members equally. We're all shipmates afterall.

Although I choose to exercise outside of work hours because of the type of exercise I engage in (swimming), I strongly support my civilian colleagues' ability to do so during the workday as time permits. The freedom to engage in an exercise regime during the workday enhances overall health - both physical and emotional - especially given many folks' long commute times. Additionally, exercising onsite enables a better sense of camaraderie between civilians and the military who engage in PT and helps break down another barrier that divides us. Productivity is also improved by a physical fitness regime. In summary, the Coast Guard wins any which way you look at it.

The civilians in the CG support the military in all respects. Staying fit is not a luxury, it is a must.

The Coast Guard should support healthy life styles for all its personnel, not just military personnel.

it creates a more productive work force if that continue to modivate by going to the gym. an individual will want to stay later and get things accomplished is the member does not need to go other locations to get a work out in.

Because our uniformed counterparts are afforded the opportunity.

Coast Guard Civilian Employees work directly with Our uniformed-active-duty Counterparts. A Civilian Excercise Policy will help aid Civilian employees maintain a similar level of energy, vitality and general good health to ensure a key element of overall "Team Coast Guard" is operating at maximum capacity. Additionally, and nearly equally as important, there is much to be said about the affect a Civilian Excercise Policy would have on general morale of the workforce in total, as it reflects greater equality across the board for Coast Guard employees. In other words, it can deterioriate from an office/units morale when uniformed members are permitted to work-out 1.5 hours or so during the day, while Civilians who are often doing the exact same work, are restricted from benefitting from Fitness oportunities to the same extent. In short, a Civilian Excercise Policy would be a "win-win" for all of Team Coast Guard - and as a result the "customers" each office or unit serves will reap the benefit; which of course will only reflect positively on the Service as a whole.

Yes, I believe Coast Guard should support civilian exercise policy since we are part of the Coast Guard family and they are always speaking or promoting health.

I think our civilian workforce are generally out of shape and prone toward physical ailments which access to exercise could help to improve.

I like to exercise and have started exercising; however, if I had the opportunity to exercise at the facility it would be better and more convenient for my lifestyle. It could also be used as an incentive when hiring civilian employees.

no coment

For all the reasons mentioned in this survey. It improves productivity. People feel better about themselves and others. They can handle stress better reducing employee dissatisfaction. Health cost is reduced when employees engage in healthy activities. I know when I exercise, my blood pressure is

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usually within the normal range but when I do not, it is elevated. It also helps me manage my blood glucose levels. I am a much happier individual when I exercise. I am not short-tempered and can reason better. It is a win win situation....organization improves so does the worker.
Sure why not.
I feel the exercise program helps civilians stay healthy and keeps them from getting sick and taking off from work. Also this gives a chance for people who have no workout areas at home a chance to be more healthy and inturn cut back on absentes.
Healthy workers are more productive. Exercise breaks up the monotony of the day.
With sitting at a desk all day staring at a compter, the benefits of getting away and exercising are a no brainer
Yes, I think it would increase the number of people that go and exercise during the work day.
Great way to break the day
The benefits of increased wellness (e.g., increased productivity, health, overall attitudes at work)far outweigh any negative feelings on the policy.
The Coast Guard campus is high a high security and restricted area with very limited access within in the main buliding for physical activities. Commute times to and from work prevent many from engaging in excercise activities before or after the work day.
Overall, I believe an civilian exercise policy would be beneficial. However, in my particular area of work, the workload is too great and I would be less likely to make up the 3 hours of missed work if I chose to exercise. Additionally, the distance I must walk to the workout facility creates additional stress because I am worried about how to move fast enough to get there, complete my workout, shower/dress, and return to my workplace within the designated timeframe. Then I incur more stress because of the work I missed when I worked out. The pressure was just too much.
I am in support. I think that a civilain exercise program provides greater benefits than costs and results in a happier, focused and more prodcutive workforce.
Employees who suffer from health/stress related issues or who simply need to take an extended break from work during the day to be more productive, exercising is a great way to provide balance and health benefits.
It's huge benefit to both employees and employer.
I have a disability and I feel much better when I swim. We do not have a swimming pool here, and civilians do not get an hour off either at the beginning or at the end of the work day to work-out. I see military personnel working out but i am not familiar with their excercise program. Three hours in the traffic, 9.5 hours at work and family at home, there is not too much time left in the day to go to the swimming pool. An excercise program to include civilians is exceptional. I believe that it would be literally saving lifes for people with high blood pressure, diabetis, arthritis and so on. Savings on health and life insurance, increased morale and productivity would be significant.

<p>It is no secret that exercise not only has health benefits but mental and emotional benefits too. Encouraging civilians to exercise helps people relieve stress, helps break the day, and in return helps people stay sharper and more alert after their work out, especially in the afternoons. It also helps with team bonding as co workers go take a spin class, or go play soccer together and helps with morale tremendously. Not too many employers give this opportunity to employees and that's why I think it will help with turn over and help sustain employees.</p>
<p>Morale builder. Exercise builds endorphins and happier employees when they are allowed to take full advantage of the facilities.</p>
<p>I believe that Coast Guard should support civilian exercise policy because it helps employees with the work life balance. Working long days leave little motivation and enthusiasm for additional physical work at the days end. Time constraints, especially those with children, school enrollment, and other time consuming activities, prevent adequate physical fitness on a weekly basis. Those in sedentary jobs need physical fitness to improve posture. It is known that exercise regimens lead to more energy, which is much needed in sedentary jobs.</p>
<p>Great help to me in finding the time to exercise. Recruiting. Makes worklife more enjoyable.</p>
<p>It is too disruptive when people are coming and going to the gym throughout the entire day. It is unclear who is available and when. There is no mechanism to know whether the employee actually went to the gym or not. It's also more difficult for females to work out during the day because well we're women and like to not smell or look disheveled during the day. Before and after the work day the gym is crowded and for HQ it also takes too long to get there, exercise, cleanup and return to work. Most of the time is spent travelling to and from the gym.</p>
<p>Please continue the civilian exercise policy! I had difficulties exercising 3x a week because I was always tired. It wasn't apparent to me before because I "worked" through the tiredness. It wasn't until I hit a wall with not completing the exercise schedule that I realized I had a health issue. My doctor and I are working on identifying and improving my health but I can see where my job performance has been affected in hindsight. I know that improving my health is going to have a positive impact on my exercise schedule as well as my work productivity. My experience shows that the USCG civilian exercise policy motivates employees to re-evaluate their health status and encourages employees to exercise... a win win for everyone.</p>
<p>To promote a more Healthier and Fit Workforce</p>
<p>Exercise is critical to good personal health. It has been proven that a healthier mind and body allow a person to accomplish more work and do better quality work. By having time to exercise during the workday, you can ensure that you will get your exercise in. If you cannot exercise during the workday, then the commute home and family life will often create obstacles to getting your exercise in. I personally feel better mentally and physically when I am exercising on a daily basis.</p>
<p>It personally helps me tremendously!</p>
<p>Having a civilian exercise policy is a fantastic benefit. Although I did not participate during the current study, I have participated in the past at USCG and other DHS components. Having time allotted during the work day to clear my head, get some fresh air, and de-stress was a HUGE help in getting through</p>

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<p>the work week with less stress and a calmer mind. The physical health benefits are an added bonus that will further allow me to be a productive employee.</p>
<p>I feel the Coast should support civilian work place exercise policy because of all the positive impacts checked above.</p>
<p>It will improve the overall morale. Help people relieve stress and become more active since our jobs at HQ require minimal physical activity. My only concern was my supervisor action to having time to work out during the day.</p>
<p>I was not aware a study was going on. The current location is too far for persons with mobility issues to get there. Also, there is no parking near the gym in order for use with issues to drive. GSA and CG did not consider all of their employees. Hearing that this is a "walking campus" needs to be evaluated. Almost every "so called" amenity with the new HQ is too far to enjoy.</p>
<p>It shows a workplace that cares about the holistic aspect of its employees. Not just go to work and go home. We spend a lot of our time at work, and majority are over 40+ age and sedentary work environment destroys productivity and employee health. It also make Coast Guard "the place to work for"...rather that being avoided. We see great recruitment now due to our "flexible" hours work life balance. Why not push the "health" aspect as well, and making sure supervisors see the "light" in terms of promoting and allowing employees to work out a minimum allowance. I have trained classes during 1 hour lunches and the supervisors MADE the employees take personal leave. Ridiculous! I would not want to work for supervisors like that.</p>
<p>It's HUGELY important, and for many people (me included) the most accessible exercise is the facility at work.</p>
<p>Yes, Coast Guard should support civilian exercise and allow for schedule adjustments to accommodate physical activity during the work day, No, time spent exercising should not count towards 80 hours worked over a pay period. Allowing time spend exercising to count towards hours worked is inappropriate - we should not ask taxpayers to pay salary dollars for the time employees spend playing basketball.</p>
<p>Yes, absolutely, but it will take a change in culture at the supervisory and leadership levels for employees to feel comfortable participating. Employees will not participate if they know their supervisor disagrees with the policy.</p>
<p>I beleive that the morale will go up and build relationships with counter parts (military).</p>
<p>I feel overall that morale in CG-9 is especially low. High turnover rates, high employment disstatisfaction and too many "cronies" in charge of the day to day work flow. You have to be a part of the "good ole boys or gals club" here in order to get any allowance to participate in the physical fitness program or even teleworking 2 days per week.... Only the favored few get these accomodations. Management presses their employees "down" here and no one in the front office- Ms. Grady, Ms. Lewis or RADM Baffer cares about it or the lack of communication. They (SEs and the RADMs) just listen to their GS-15 managers and they DO NOT engage the other staff members that actually do the work here. This is the WORST place I have ever worked and I do not see any change here for the future. Sad but true. No one will say anything here for fear of reprisal from their GS-15 supervisor. Non-bargaining unit employees have no protections here at the USCG.</p>

Even a modest amount of physical activity during the work day can have a positive impact on focus, productivity, and overall morale for a unit. The only negative for encouraging exercise during the work day is the loss of a minimal amount of time (up to three hours a week, per the USCG's program). This time is more than made up for by employees who are reenergized and able to more efficiently produce while at their desks.

Was not able to participate due to medical reasons

Exercise is generally recognized as reducing a variety of health problems such as those mentioned in the questions above. It is often possible to coordinate with supervisors and coworkers to cover periods of absence as long as those aren't too numerous. However, a major problem here at HQ is that the majority of folks are not able to get here/depart here early enough/late enough to still do exercise (include cleanup and clothing changes) and do their work hours, Because of Mass transit (train/bus/vehicle pools etc) issues. There are literally no bus connections after 1900 hours, and even early arrivals are limited (although not as bad as the late departures). So, If CG wished to promote health through exercise and such, it should consider either paid exercise time (probably not viable except perhaps as a yearly performance incentive in lieu of a cash award or PTO) or perhaps allowing some employees to have a 1-2 times/week parking pass to allow them to arrive/depart independent of the mass transit. for those that want more exercise in the week, they would need to explore other alternatives

We can all get healthier and feel better about coming to work. However, having to stay longer to make up the time is not going to help increase morale.

The Coast Guard should support healthy lifestyles and should not have such disparate policies for Military vs Civilian.

Reduces health costs Reduces absenteeism Improves attitudes Improves efficiency

Need set policy that civilians can use time on the clock (such as 3 hours/week) to use facilities at work to improve wellness and morale.

Primarily, I feel that it is unfair that while we promote a "Coast Guard family," civilians are not given the same opportunities as military to work on their physical fitness. I understand that for the military, weight requirements make this much more justifiable. However, civilians ARE working out during the work day...so wouldn't it benefit the entire organization if we had a standard policy, vs. adhoc supervisor arrangements?

Routine exercise improves energy level and sense of well-being.

I notice that many of my co-workers enjoy the opportunity. While I do less exercise than many, I would probably take greater advantage if a program were offered.

If carried out properly (and with senior leadership and supervisor support) I would like to start doing an exercise program during the day. However, the pace of work almost never allows me to do more than a quick walk around campus (certainly not a tough workout followed by cool down, shower, etc.).

The implementation of a workday exercise program for employees would have the effect of improving morale and individual physical health and mental well-being. I experience this first hand as a indoor cycling instructor twice a week during the work day. There is scientific evidence that cardio exercise

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relieves stress, improves brain function and boosts happy brain chemicals, not to mention the benefits of strengthening muscles that are deteriorating on a daily basis by sitting at desks for long hours. In addition to workforce health and happiness, a workday exercise program would also communicate to employees that leadership is concerned and supportive of their health, and trusts them to manage their workloads. An exercise break is key and vital to individual work productivity and a healthy workforce. Good employees will not abuse this policy and deserve it.

The CG should support civilian exercise to decrease health care costs and absence due to illness. It also helps increase focus and productivity. However, the supervisors must be more supportive of this. I often was worried to exercise for fear of my supervisor looking for me and being upset he couldn't find me.

Civilians should have the option to workout as I think it would promote better health since a lot of civilian employees are overweight. It's hard to exercise when you sit at the computer all day and fight a commute on both ends of the work day. I am up at 0400 to get to work by 0600 and home by 1630. By the time I get dinner on the table, clean up, and bathe the kids and do homework (during the school year), it's 1930-2000. Just in time to start getting the kids to bed and then I'm right behind them because I get up at 0400. There is no time to workout, ever. Not to mention I'm exhausted. While I support the program I would never partake in a workout as it takes me so long to get ready in the morning, almost an hour, that by the time I walked up to the gym, changed, worked out, and showered and changed again, it would be 2 hours out of the office. I cannot extend my workday to cover that amount of time away from the desk. My husband and I have a schedule to cover the kids schedule and I have to leave at 1530 everyday.

Workout program definitely promotes mental AND physical well-being. Mentally, an hour break a couple of times during the week helped clear mental fatigue as well as provide a good mental recharge after working on a task(s) for an extended period of time - allows for a fresh perspective. Physically, the workout program helps me maintain healthier blood sugar levels as I am a diabetic. Better blood sugar levels equates to less work-time missed due to health issues.

Every study ever conducted on workplace exercise programs, show improved performance by employees with reduced health costs overall. Increased morale within the unit, employees tend to work a bit longer hours to finish required tasks. Why not allow an exercise program? We should not even have to answer why not. I don't believe in today's age, that is even a viable answer. If you don't allow a program for civilians, Coast Guard Civilian employees will continue to find other jobs within the government that allow exercise programs, losing corporate knowledge. I guess if you don't have a program for civilians, you don't care about your workforce and it will show in low morale, higher medical costs, etc. One improvement Coast Guard could make are showers etc. Having one gym on the main level is difficult for lower levels 8 and 9 to participate, so I did my workouts on Tele-Work days in order to shower, etc. There is plenty of room within the new HQ to convert or extend the existing heads to have a shower or two for each of the genders. Take a look at the BMI for most civilians at HQ...I will bet most civilians are 27-40% BMI. Grossly obese. Allowing an exercise program for civilians may help reduce that to a manageable level.

It's valuable for some, but some use it as a reason to avoid work. That alienates the other employees, and morale suffers. Without wide participation, a workout program creates resentment among the

employees and becomes another management challenge.

I did not participate in the program because I was unaware of the option. However, I would love to participate in a workout program. I use to work out 4 times per week at the office in Buzzards Point. I found it extremely beneficial. My stress level was greatly diminished and I lost a weight. I found it so beneficial that I started work earlier in the morning, and worked through my lunch so that I could get all of my work done and have time to work out. I consider myself to be a happy employee and am very grateful for everything that comes with my current job. However, I use to love work because I had the chance to work out when I came in. The extra time working in the morning and lunch was worth it to me because it gave me the chance to get my workouts in.

I know I am more productive and happier when I get in some activity during the workday. It helps me focus more.

At one point my supervisor did allow us unofficially to work out a reasonable time during the week and I found that very helpful. I was able to focus better and had a greater appreciation for my work/office knowing this was not standard practice. This was one of the reasons I did not look for a new position earlier, as my quality of life was overall improved. When the climate changed as to not allow such flexibility it was disappointing and one less reason keeping me at my current location. I planned to take advantage of the exercise policy but timing with new responsibilities and general climate in the office kept me from requesting.

as in all USCG civilian policies it is not evenly enforced or enacted across organizations with leadership turning a blind eye to all problems and placing the burden on first line supervisors. Employee began with one hour and then quickly tried to take advantage of the program by coming into work in athletic attire, hanging around the cube for 30 minutes then going to gym and returning to work 90 minutes later. Employees also began to complain that the gym was too far from their work location so they needed an extra 15 minutes each way to get to and from the gym. Now it is up to two hours a day for exercise and walking and showering.

Regular Exercise (and Endorphins) result in healthier and motivated/more engaged employees. At CGHQ, we have an Outstanding(!) facility, and ample local areas/routes for fitness/running/biking. Fitness time also provides another work-day networking opportunity, and outside the office/cubicle personal thinking time. It shows the organization cares about health and well-being of staff (staff retention tool/reduced absenteeism/stress). Rather than preaching about work-life balance, we do what we can about it by encouraging fitness at work!

Exercise is a proven method for increasing energy levels and reducing stress in the workplace. Although I do not exercise during the day at work, my answers were largely based on my exercise routine after work hours. The gym here at HQ is a bit far away and would take too long to walk to, exercise, and get back to work so I do not use it. If it were closer I would exercise during the day like many others do.

The availability of being able to engage in physical activity is important for the health and well-being of employees, especially in headquarters where a majority of the workforce is sedentary. Since there is no policy in place currently, I choose to exercise early in the day to minimize the impact of my availability to my coworkers or after work. This requires me to spend time away from family and friends outside of

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work. With a policy in place, I would be able to work on my physical health, relieve stress and still have enough time to spend with my family doing non-physical activities.

I am a Federal Civil Servant. I took an oath. I think it is unethical to go to gym class during the time when the American tax payers expect me to be working. If you want people to exercise, fine - just not during working hours. Working hours are that - hours spent working.

It would improve overall productivity, improve moral, and improve the quality of future employees.

Morale, employee retention, etc.

For a simple reason... Excercise is important to have a good health.

Some people need it and would take advantage of it.

Coast Guard and civilian employee will benefit the civilian exercise policy in the long term.

This program will help increase the low morale in the office. Such a program will improve employees health and attitudes and thus increase productivity and ability to focus on tasks. If policy is not changed to support civilian excersie routine, we will not take advantage in the benefits working out provides. Studies show that one loses focus on tasks after about an hour. Getting a small break in the day to work-out and re-boot the mind will create far more benefits to the person's health and daily taskings.

1. It is nice to look forward to the exercise period. 2. I do it during or in lieu of taking lunch. 3. It sharpens the mind, gets the 'cobwebs' out. 4. Low cost for the positive impact. 5. Responsible employees know when their work schedule is too full to exercise on any particular day and do not do so. I had my gym bag with me today but my work schedule did not allow an exercise period at work but over a week I am able to get in 2-3 exercise periods at work. 6. I feel healthier when I exercise and I believe that I am healthier and more productive when I exercise.

I have cardiivascular disease, and also have muscle pain, rash, and liver problem due to taking cholesterol reducers such as lipitor or crestor. ==> My doctor recommended to exercise, eating good food and try to loose weight. After 6 months of do exercise about 1 hour daily at work, the cholesterol level reduces to an acceptable level ( less than 200). So far, I have no more chest pain... and mu doctor said a stent is not needed to insert into the artery. Therefore the USCG should support Civilian exercise policy.

I feel and think that the Coast Guard should support civilian exercise policy because the employees will be more productive, use less sick leave and have been attitudes.

Sure: a heathy workforce would be nice. It seems a large portion of the civilian workforce are both older and heavier than their military colleagues.

Because it woill help the employees feel better during the day and provide them with more energy. This will help to keep individuals more alert during the day and reduce absenteeism.

It would be good for morale.

Civilian exercise will promote good health, which in turn will lift the employee's self-image and productivity.

The program has improved morale in the office and has given folks the opportunity to focus on their health who might otherwise be constrained by other commitments and unable to fit exercising into their schedule.

During the last 18 months I have been working to lose weight through diet and exercise. I have successfully lost 135 lbs and improved my physical fitness. My overall health has improved by lowering my heart rate, lowering blood pressure and cholesterol. As a result of the improved health I have reduced my fatigue and the time that I am sick, in part by improving recovery when I do get sick. I find that I have a higher motivation to come to work and a higher energy level while at work. I find that the time I spend in the gym helps to reduce my stress, clear my mind and help me to think through problems at work and often arrive at new solutions. Overall I feel a higher level of commitment to my job and making certain it is done well. With the increased cost of health care employers must take a more invested approach in employees health and simply encouraging physical activity without actually providing the means and the time to do that can be demoralizing. By allowing the time to work out you boost moral of the employees, improve physical fitness which makes for a more productive employee and an employee that is more committed to the job.

Granting time to exercise improves the work-life balance and could improve a person's health over time. With regards to the former, traveling to work, being at work, and traveling home from work sucks up about ten-eleven hours of my day, which leaves very little time to myself for other activities (working out, participating in hobbies, etc). Being granted time to work during the workday makes my life after work a bit more pleasureable. In other words, I'm happier. One could argue that being happier makes one more productive... With regards to health, it is my opinion that a lot of health problems facing our population are rooted in lack of exercise. Having a program that allows exercise during the work time encourages our population to get healthier. One could argue that being healthier leads to greater production because folks are less likely to have to take sick leave.

There's no doubt that even small amounts of time exercising can trigger feeling better overall, and consequently promote better job performance quality - why would an employer not want to promote that as a part of workforce management?

A large portion of the CG workforce is over 50 yoa with weight issues, diabetes, orthopedic issues from active duty career, and other health related issues. While the active duty side is encouraged to exercise during the day, it is discouraged in the civilian sector. Most supervisors express a concern of employees not giving the tax payer their money's worth if they take 30 mins to exercise a few times per week. The reality is that productivity goes down and absenteeism increases due to a stressful and unhealthy lifestyle. Nearly all commuters have a commute of at least an hour, many have a longer commute. For a nine hour workday, I am gone from my home for 13 hours each day I work. I leave home at 0500 in order to meet a vanpool and come to work, so exercising prior to work is not feasible. I arrive home at approx 1730 to 1800 each evening (later in the Summer months). By the time dinner is prepared and cleaned up, and any personal business attended to, it is time for bed if there is any hope of getting at least seven hours. That leaves no time for going to the gym. The most I can fit in is a 20 minute walk in the neighborhood. As a diabetic, this plus whatever exercise I can do on the weekends is not enough to maintain the level of exercise I need to be healthy. Allowing 45 minutes at least three times per week would be very helpful (time to and from the gym plus 30 mins for actual exercise).

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The gym provides an excellent form of networking for civilians. I have very good connections to get my work done through relationships developed from routine exercise.

I guess it works for some folks.

Civilians are paid to work. Civilian workday time should not be spent exercising.

It seems that those with whom I work that do not exercise are the least productive, least motivated and most prone to absenteeism. There are certainly exceptions both for those who do exercise and would be inclined by nature to be less productive and conversely those who do not exercise who are highly productive, but as a general rule those who exercise are more energized and motivated individuals. I do not take time from my work day to exercise, rather I extend my work day by an hour to allow me to exercise at mid day and still complete 8 full hours of work. I am aware that I am probably the exception to this rule. My long commute requires me to arise very early and arrive home at a late hour, making exercise before or after work impractical. Given the generally long commutes in costly housing urban areas like Washington DC this is a common problem. People with families choose to live in the outer suburbs.

any physical exercise is good for the body and give energy.

Because the civilian workforce should be afforded the same opportunities as the uniformed personnel.

Fitness during the day helps the employee have an outlet during the day. it also ensures that the employee improves fitness and reduces fitness related concerns.

It would greatly improve the morale and productivity in the agency. Need to get the supervisors to accept the fact there is a policy of encouraging/promoting exercising during the workday. By doing that, would be more productive for the agency as well.

Will certainly be abused by some. Disciplinary action should be swift and known by all.

My health improved over the past months, plus I lost 7 pounds due to exercise. This is a great program that shows leadership is concerned about their employees.

I heard of the policy in other offices and it was explained to me; however, COMDTINST 6200 was not discussed in my office. I am not sure why the command has not supported it when other offices have. However, that other office has a much higher level of moral than the office I work and leadership there works hard to improve those factors, which affect morale.

Civilians should not be excluded from this privilege that the military members use. Allowing one and not the other creates an atmosphere of tension and exclusion.

Having a break half-way through the day is invaluable for stress relief.

Because it promotes health and wellness and can be a morale booster.

Everyone deserves to live a healthy lifestyle. We spend most of our time at work. Many of us have lengthy commutes to and from work. By the time we leave the workplace and get home, there is only enough time to prepare dinner and get ready for the next day. Exercise during the work day allows

individuals to make the most of their time by working hard and working out.
Most of HQ work is mainly sedentary and exercise can only help maintain the health of the workforce. Policy should be to encourage or incentivize the civilians to exercise, not mandate.
It is not responsible to taxpayers to pay people with no job related reason to work out instead of the job they are here to do.
Exercise is good for you so if it is good for you it most likely will help with your day to day activities.
Coast Guard as a whole is an organization that promotes health and wellness.
Morale/Individual Health Reasons.
Exercise is a healthy part of life and most IMPORTANT IT RELIEVES stress. This survey did not focus much on the benefits of stress relief. Stress in turn affects everything in a negative way.
Right thing to do. workout policy will lead to happier and more productive workers/
I generally exercise during lunch to break up my workday but remain flexible to accommodate meetings, deadlines and other commitments. I like running, and I think it gives me the opportunity to think through issues that I then address when I get back to work. It also provides a great venue for getting to know others I work with, and often leads to discussion regarding work related issues that lead to better understandings and or solutions.
I believe health is too important for any employer - be it government or private - to not embrace a liberal exercise policy. Not to mention, there are plenty of measures available - even non-intrusive measures, to see if it is useful or working for employees.
They offer a free gym with all sorts of equipment for use by any/everyone.
I arrive at work at 6:00 and depart at 3:30. I arrive home at 4:30 and have to prepare supper for my family. I am usually too tired at this point to exercise. If given the opportunity I would walk at work.
The CG should support an exercise program for all employees because employees spend 90% of their lives at work. 10% with family and other activities.
I feel that exercise can make people more productive at work as well as help with employees' overall health. However, Coast Guard Headquarters has solely focused on exercise for the already physically fit to maintain that fitness. The fitness center is a block away, accessed either up or down a very steep hill, exposed to all the elements (rain, sleet, snow, heat). It takes 20 minutes round trip just to get to and from the fitness center and that eats into exercise time. The classes are for physically fit people, except for one class I know about which still caters to higher levels of fitness. Considering that HQ has many age-50+ civilian employees (including myself) who would appreciate and benefit from exercise, it's disappointing that HQ has not found a way to be helpful. A percentage of these employees are overweight and/or suffer from arthritis or other health problems. Gentle exercise could be useful. I fully understand that the majority of the fitness equipment and classes need to be targeted at the physically-fit enlisted personnel and some of the younger civilian employees. However, I don't think employees not in that category should be ignored. An individual with mobility problems (my condition on some

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<p>days) has no chance of accessing exercise equipment or classes at HQ. I used to enjoy the reclining bicycle at our other (Transpoint HQ) building, only an elevator-ride away. The new St. Elizabeths campus does not accommodate exercise within our building, opting instead for a "college campus" layout of buildings. I recommend the Coast Guard set up an area for people with health issues to exercise within the Munro building. Individuals would have to be screened on why they could not use the main fitness center a block away, then given passes to allow them to access the facilities here. This would provide those with handicaps, temporary injuries (a person with a sprained ankle could still lift weights), or other health issues access to some exercise. An additional focus to encourage supervisors to allow employees to exercise would also be helpful. My supervisor is open to employees exercising, but right now it's very much a "if we have time" situation. Finally,</p>
<p>Unified effort since Military personnel are allowed to work out without being charged leave but certain civilians may be required to work later than normal to make up time for their workout sessions.</p>
<p>Obviously physical activity for sedentary cubicle style work is a good idea. Why are we even debating this issue. C'mon people.</p>
<p>The health work out options for this "trial" were not promoted well enough. Many employees would like to work out for at least 30 minutes a day. The distance between office space and work out facilities is lengthy, making it difficult. It would be nice to have a dedicated meditation and stretching room in the main building. This would add to my focus tremendously.</p>
<p>Even if the positive benefits are relatively modest, the costs (in terms of impacts on individual people, not infrastructure/physical facilities) are very low with very few (if any) negative impacts.</p>
<p>right thing to do</p>
<p>There is a national epidemic of obesity in this country. Many people search for excuses for why they cannot exercise. Removing these excuses is a significant step towards making our country healthy again. The government should be setting the standard for employee wellness programs, not lagging behind.</p>
<p>Exercise for military and for civilians provides many benefits, such as, being more alert, healthier person, reduce health issues, reduce insurance costs due to less doctor visits. Some supervisors do NOT believe in allowing personnel to use facilities, especially some military supervisors over civilians. The culture needs to change to ensure ALL military supervisors support civilian involvement.</p>
<p>Promotes workplace effectiveness. Over time, more exercise means better health, thus more efficiency. Fairness - civilians should be able to exercise too.</p>
<p>There are some unquantifiable benefits to permitting exercise time. Mental health, physical health and social interaction are improved as a direct result of exercise. How much improvement is tough to say, but these are all benefits that contribute to improved worker satisfaction and longevity. If the Coast Guard is serious about trying to get young workers to commit to a career as USCG members both military and civilian here at HQ, this would be a significant step in the right direction.</p>
<p>As an older civilian employee (about 60), I have noticed that flexibility and stamina are slipping. I also have developed hemorrhoids which my doctor attributes to my 9-plus hours a day sitting at a computer and desk. (They almost went away during the last break in government funding.) With aging (especially after 50), one must actively resist the changes or accept decreasing abilities. Loss of muscle volume</p>

and flexibility with age means a slip or fall is that more likely to result in an injury. However, it is hard to exercise at home when commuting means you leave the house at 0530 and you do not get home until 1800 on a good day.
Civilians gain the same benefits from a healthy lifestyle and regular physical activity that military do. As an organization, the Coast Guard should encourage and facilitate that.
Allowing civilians to exercise during the work day has the potential to greatly improve overall morale. The new location of USCG HQ makes for exceptionally long commutes for some, limiting the time they have to exercise. Most jobs at HQ are "desk jobs" with little opportunity for movement throughout the day, which has a cumulative negative impact on workers' health.
....
1 - part of TEAM Coast Guard 2 - it is good for employees to see some consistency in 'privileges' - remember when CG reservists were treated equal but separate - that did not work well. Now they are integrated into active duty units instead of being separate. 3 - at units where there are a number of civilians, they normally are the hard core and consistent members of the unit with experience and knowledge. You want to ensure you take care of these people, just like the old adage - don't piss off the cook, the yeoman or the CO's secretary. It is not a privilege I refer to, but to have what is seen as a great benefit and then to not include a percentage of your employees in that is a little short sighted.
Exercising is a form of relaxation, keeps you in shape and it's healthy for your. If your under pressure, exercising allows you to think better and to release any stress you may be under.
Taking a mid-day exercise break refreshes the mind body and soul.
I feel it will allow for a better productive work day and also show that there is no difference between Coast Guard personnel and civilians.
To encourage fitness among employees
Physical Fitness and Good Health are extremely important to productivity and organizational success. In today's work environment, most time is spent in front of a computer or attending meetings. This is not good for your health. In fact it's bad for your health. People need to spend one to two hours every day (five to six days/week) exercising and participating in sports or physical activity they enjoy. The Coast Guard would be a much more effective organization if we made this a priority. For many of us, exercising at home is a preferred option. But in the morning we have to get up early and do a long commute just to get here. Then we work a nine-hour plus day. Then we have a long commute just to get home. It is definitely not a healthy lifestyle here in the DC area. We should allow civilians (all personnel) time each week to work out at home (morning or afternoon) rather than just when we are at the workplace. If we were allowed to use all the parking spaces at St Es we could drive our own vehicles and set our own schedules, rather than being forced into vanpools that come and go at specified times. I prefer to workout first thing in the morning, and then come to work. Balance is really important, and we need to make it a priority. Plus an Olympic-size indoor swimming pool at USCG HQ would be a great way of saying we are really serious about physical fitness. So let's get one!
The benefits of physical activity are well documented, particularly for those with an inclination toward fitness and exercise. However, managing the Civ and MIL workforces differently regarding

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accommodations for exercise is difficult. In addition, supervisors may not be well prepared to deal with abuses of fitness accommodations among CIV or MIL. Overall, supporting Civ exercise seems to be in keeping with the Coast Guard's representation of itself as a caring work environment, as a 'family' cognizant of the needs of its members and employees. In addition, all measures that increase parity and reduce disparity in the treatment of CIV and MIL members will pay dividends in standardizing work expectations. Finally, exercise can pay dividends to individuals in terms of longevity, outlook, etc, but most importantly good employees respond with increased dedication when employers go beyond the baseline to invest in them including in their physical well being. In a time when salaries are losing pace with cost of living due to de minimus annual COLA adjustments, when productivity and incentive rewards have necessarily been minimized or eliminated, allowing fair use of onsite facilities is an incentive that comes with little additional cost, could reduce absenteeism and improve morale.

Long term health benefits, demonstrate commitment by the organization to the health and well being of their employees. As a retired military officer, it is incongruous that the CG doesn't emphasize health and well being of their employees with civilians in the same committed manner that they do to military members.

We work in a god forsaken place. The facilities are nice but getting to work is a bit too much. Since I have been at St Elizabeth I have been in physical therapy -- I believe caused by the stress of the commute. I am exhausted by the end of the week. Getting to and from meetings during the day is a logistical feat. I am trapped -- not enough time to go offsite to get decent food. The Cafeteria is ridiculous. Rest rooms are a considerable distance from our work location. I feel like I work in a maximum security prison. I walk in the visitor's center and there are 7-8 guards standing around. We cannot receive visitors or the red cross to visit without jumping through hoops. I consider myself lucky in that I work in an office that is flexible with telework. The leadership is very progressive and professional and I believe morale is high. But I hear about other offices where telework is not allowed and civilians are using up all their annual and sick leave in order to make their medical appointments, etc. Why are we in this location? This facility is NOT ADA accessible. Visitors who use walking canes and have difficulty walking have problems getting to our facilities. The upper leadership of this organization need to try and I mean really TRY to push for flexibility and get their SESs and office heads in line with the new reality.

Not enough time.

Medical Science has sufficiently documented the fact that regular exercise not only helps your physical being, it also helps improve your cognitive functions. A viable employee exercise program also reduces health costs and improves morale. In short, it's a no brainer that the CG should have both a military and civilian exercise program in place. My main problem and the problem of many of my co-workers is we're so busy at work that the day flies by and we've missed yet another chance to exercise. There is also the old guard supervisors who feel that exercise is something a person should do on their own time. The "I'm too busy" mentality that I so often fall victim to is my own fault. I need to re-rack my priorities! As to the supervisors...I believe that leadership needs to work hard to rid the service of this kind of mentality and ensure that every supervisor realizes that this program has the full support of the COMDT and that supervisors will be judged on their support of the program.

<p>Many private organizations have established exercise at work policies for many years now. Many employers speak to reduced medical insurance costs and credits for a work exercise program.</p>
<p>Our military staff are expected to stay fit and are allowed time each day to exercise. They take advantage of this perk and appear to perform better. As a civilian, I would like to exercise more but have been unable to due to an injury of some sort a couple months ago. Before our office moved locations, I used to make a point of going for a 30 minute walk as many days as I could, whether outdoors or in. I believe this helped keep me thinking clearer. Many times, for civilians, it seems the choice is whether to eat while working and then exercise, or eat during lunch and not exercise. We can't do both. News reports about DOD Studies in the 1990's found that employees who exercised during lunch were more productive in the afternoon than those people who did not. Giving the extra time to exercise might make us all get more done in the remaining time than if we stayed at our desk and worked less effectively.</p>
<p>Exercise improves personal satisfaction and outlook.</p>
<p>Physical fitness is linked to mental and emotional fitness and general wellbeing.</p>
<p>A physical fit workforce is more productive.</p>
<p>Better health and stamina for the job. I think the time offered to allow people to exercise is well worth the expenditure in lost work time to avoid health costs incurred for sedentary people who never exercise, i.e. heart and circulatory problems, diabetes, obesity, aching joints from lack of movement, etc. Exercise really should be promoted.</p>
<p>Those who are younger and believe it increases productivity could make use of it. Those who would not, won't have to.</p>
<p>Yes. I personally don't engage in exercise during the work day because of certain considerations that aren't available to me at work that are necessary due to my current physical state. I suffer from chronic osteo-arthritis in my shoulders and knees as well as in my lower lumbar. I can better prepare to exercise and cool-down at home than at work.</p>
<p>A healthy workforce is a more productive workforce.</p>
<p>I believe there is a demonstrated correlation between exercise and productivity. Also, the availability of exercise programs, and encouragement from management to participate, should result in a healthier work force, thereby resulting in fewer days of sick leave.</p>
<p>I think it is bad enough now for Civilians and military who don't work out at work who are having to cover for military and civilian members who work out daily and then travel too and take lots of leave, all this without a policy already.</p>
<p>Allows for greater flexibility in getting the necessary health improvement activities scheduled for the day. Also allows the office to better spread out when we are at the gym since we now don't all have to go during lunchtime.</p>
<p>The civilian exercise program greatly increased employee morale and helped build a community. Everyone that participated in it raved about it and it allowed people to exercise that otherwise would not have.</p>

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Well being, translating to improved productivity & satisfaction

if the public would find out about it (especially Congress) they would be foaming at the mouth. Very few private sector firms allow this.

i think it's a great idea. It's plus for morale and plus for recruiting people. I do notice some people (a minority) do the glance around "where is Mike" "Where is Greta" "exercising again?!". that kind of attitude sinks the ship. people shouldn't have to keep looking over their shoulders about where they are and what they are doing. and the exercise privilege shouldn't be abused. i dont think it is w people here. i used to take an hour of leave in the old bldg to go to mcnair's gym during the day or go after work. i havent been to the current gym yet. i've heard it's nice but it's a long walk. i wouldnt mind doing laps around our very nice climate controlled building which i havent gotten a chance to explore yet. or even doing laps in the parking garage. i hope to start exercise program soon. my stress mgmt of late has been food and it's taking a toll on my health. for the first time in my life i'm prehypertensive.

Ata minimum it shows CG leadership is responding to concerns of the civilian workforce. Over time it may show health benefits. Also it helps civilian employees that participate another opportunity to knwo each other away from the office.

Both personally and as a first level supervisor, the civilian exercise policy improves morale and productivity. Also, it helps as a recruitment tool and has been well-received by potential job candidates.

The pilot program has been a wonderful experience. It allows us to interact at a more interpersonal level with our shipmates, and is an important "eraser" that blurs the barriers among military and civilian staff, younger and more veteran employees. We are able to exercise during the day, which helps those of us with long commutes to fit in exercise without incurring an expense at sleep, and I have to say that my personal productivity could not have been better on the days that I had exercise sessions. Not only did I work a little more efficiently to finish up modules in progress before going to exercise, but when I came back to my desk, I invariably felt more focused, alert, and "raring to go". This netted out to significantly greater productivity on exercise days, and also more focused and problem-solving approaches to meeting the challenges of the day. I feel better physically, have lost weight [much-needed] after years of failure trying without success, and really enjoy life more both at work and at home. What a difference! I also note that some of our staff that formerly did not interact as much with their peers have come out of their shells by getting to know some of their colleagues better. This development has led to greater camaraderie and improved teamwork in our Divison and inspired greater participation in events like the walking challenge this spring. We had a remarkable percentage of staff engaged in that event, which was spiced up with a little friendly competition among teams. I do not believe that this would have occurred without the foundation created by the pilot exercise program - - we'd have been lucky to have fielded a single team.

I'm a breast cancer survivor and it is n important part of my healing process and allows me to maintain a healthy weight.

Exercise program is a good incentive for folks who want to participate in it but likely not going to change the approach that non-exercisers take towards it. You can lead a horse to water but you can't make it drink...

The Coast Guard should support and encourage a civilian exercise policy. Such a policy makes sense

to promote personal wellness. It shows the civilian that the organization cares about not only the military but the civilian personnel. Most support comes from former military or those currently in the military. There are civilians without any prior military seem to be hesistant about supporting exercise during the work day. An exercise policy will provide the necessary framework to allow civilians to exercise. Such a policy needs to address the time allowed to exercise taking into account available exercise facilities, and allowing people to exercise at the start or end of the workday without reporting first or back to the workspaces. The Coast Gaurd should trust their people.

I don't think it's a problem to promote a civilian exercise policy. However, civilians are hired to perform a job and are compensated for the work they perform. If they want to work out during the day, during normal business hours, supervisors should provide the opportunity, so long as they complete a full work day.

Sitting at a desk all day is not healthy.

We emphasize fitness for our folks in uniform, but not so much for our civilian workforce. It creates a disparity here at Headquarters, and sends a negative message to civilians that their health and well being is less important than is that for military personnel. I would suggest that civilians would probably benefit more from fitness programs due to average age and lifestyle. I firmly believe that promoting exercise and a healthy lifestyle among the civilian workforce will benefit the service/govt and taxpayers thru lower healtcare costs for civilians and greater work output. When we're going to great extents to accomodate such programs as govt funded/subsidized childcare in the workplace, maternity/paternity leave, nursing rooms, work-life programs, it appears trite that we will only allow civilians to exercise at work if they make up the time during the day. When one looks at the average workday for all personnel here at HQ...to include commuting time to/from work...it further punctuates the disparity between military and civilian when assessing the vlaue of being able to exercise aduring the work day. It should be a part of the work day...but limited to one hour...and only to be used if exercising (i.e., not a free hour to do other things). It's time to get our head out of the sand...look what industry does for their employees...look what the rest of the wrld does in this regard...with such societal emphasis on fitness, energy, vitality, vim and vigor, it's about time we prmotoe exercise/fitness for all employees...and afford them the means to accomplish it.

Because exercise is a good thing. However, a policy is not worth the paper it's written on if it's not properly implemented. I believe the Coast Guard should have an exercise policy that promotes physical activities at home and at the workplace. Impediment: Long commutes coupled with the core hour requirement. Currently, employees work 8 or 9 hour days as long they are present/available for the core hours of 0900-1500. Recommend elimination of the core hours and allow the employee/supervisor to develop a scheduled. Examples: TBD to 0400 hours - Personal commute 0400 to 0500 hours - Physical activity 0500 to 1300 hours - Work day 1300 to UTC - Personal communte TBD to 1200 hours - Personal commute 1200 to 1300 hours - Physical activity 1300 to 2100 hours - Work day 2100 to UTC - Personal communte Advantages: 1) Little to no traffic during commutes = Less time on the road. 2) Work is accomplished. Disadvantages: 1) Not able to get all the employees in the same room at the same time.

They seem so uncaring about us after our move to St. E's that any sign that we mattered in any way

Encl (2)

would be great at improving perceptions.

Physical activity for sedentary work allows for greater health, energy and productivity long term. I solve many problems while working out, as I can get mentally away from difficult issues. Solutions often pop into my head while exercising.

I believe The Civilian Exercise Program will serve to improve the overall health and well-being of the civilian workforce. It should cut health care cost and improve morale, cognitive ability and provide a capacity to think through complexities and problem solve with more clarity of mind. I also believe most employees will adjust their exercise schedule in accordance with their work schedule, as I have observed is already being practiced.

I have seen workplace exercise help people in very stressful situations cope with their duties. In this particular environment, it's not as applicable to my work unit, I support late arrivals and adjusted work hours to enable exercise. In general, I believe that people who are going to exercise will find a way to do that, good leaders will support that. People who do not exercise may be swayed into it by a workplace policy, but I have not seen that as a forcing function.

Absolutely, for a number of reasons: we are a military service, and all members are called upon to support military functions, which requires a high degree of physical fitness. It improves employee morale and work output. The biggest impediment is managers who refuse to believe that anything other than grinding away at a keyboard is an appropriate use of work time.

I think we should work to promote a healthy lifestyle. That includes physical activity, especially if our jobs require us to remain at a desk all day. Sitting at a desk is not healthy and creates many health problems. Taking a break from being behind your desk will greatly impact your health.

For the reasons I noted above.

USCG HQ Perspective CGHQ is located in Wash, DC. I feel safe in assuming that the predominance of employees at CGHQ commute to work. I feel safe in extending that assumption to another one, that the majority of those commuters spend 1.5 - 3hrs per day commuting. That on top of an 8.5hr workday leaves little, if any, time for exercise either in the morning or evening. In my specific case I commute for no less than 3hrs per day, am on an RDO schedule and have two children, one with significant health needs. My wife is also a full time employee - though locally in our home community. Waking up at 430am and returning no sooner to my home than 1800hrs leaves no time for exercise other than doing so while at work. My primary hobby has always been fitness and endurance athletic events. Though three hours a work-week is not sufficient to increase my level of fitness, it is sufficient to maintain it decently when coupled with weekend workouts. When I don't exercise often I end up with high blood pressure and an assortment of stress related issues like migraine headaches. The only remaining contentious issue is that no matter the amount of time allotted for exercise, the "clock" starts "ticking" as soon as I walk out of the office. So, if I want three one hour days per week for working out, 30 minutes is actual exercise (warm-up, work, finish), 30 minutes is devoted to walking to and from the gym, showering and changing clothes. I could spend this time referencing scientific studies related to both sedentary work-life and the benefits of exercise but hopefully you can glean most of what those

<p>statistics would show you through a quick look into the life of one person who simply stays at work a little longer as a means to find time to stay healthy through exercise at the workplace.</p>		
<p>But the one hour allotted for exercise is not enough time to make it worth the effort. More stress is added by trying to get the exercise in, which can lead to doing exercises wrong, skip the warm-up / stretching needed to prevent injuries, etc... More time is needed for proper exercising, which includes the warm-up, stretching, the exercise, cool down, shower, etc... I do not find it beneficial when something that should decrease stress only adds stress, and that is what the current civilian exercise policy does.</p>		
<p>Exercise will improve overall conditioning and promote good health.</p>		
<p>My office fully supports civilian exercise. Exercise periods don't count toward your work time, so I don't believe everyone participates, because it means they have to stay at work longer, but many do and it is always allowed. The leadership at my office is very supportive of physical fitness. The one way the USCG could probably increase participation is if they said, say, a half hour per day counted toward work time. Then people who worked out would still go home at the same time as if they hadn't worked out, which would have employees looking at it a different way.</p>		
<p>Yes, if the individual is motivated to exercise then the benefits are as stated above. The majority of personnel have no desire to exercise and will not take advantage of this opportunity. However, for the few who do take advantage of an exercise policy the benefits can be very helpful.</p>		
<p>For some people who are dissatisfied with their job/supervisor/work load, it might be the break in the day that they need in order to feel refreshed and charged.</p>		
<p>Before we moved, the gym was readily accessible so that I could visit for short periods several times a day. The new building has a great gym, but the time it takes to go to a separate building, especially during inclement weather uses more time than I used total in the old building. A civilian exercise policy would help remove the guilt I feel when I do go to the gym.</p>		
<p>Because I think it leads to higher morale, and happier employees tend to work harder and longer - and thus are more productive. Plus, the active duty component has such a policy, and the Coast Guard talks about "team" all the time.</p>		
<p>I believe it greatly improves health and morale and makes for a more productive employee.</p>		
<p>The exercise program was not only good for my physical health, but my mental health. Winters in Alaska are long and can be hard, I noticed a significant difference in my ability to shake the winter blues when I started exercising.</p>		
<p>It is a great way to relieve stress and remain healthy and flexible. You cannot just eat healthy, you must also exercise to keep your weight at acceptable levels. Exercise also prevents diabetes and other ailments from sitting.</p>		
	<b>Valid Responses</b>	<b>409</b>
	<b>Total Responses</b>	<b>577</b>

Encl (2)

25. If you were able to exercise during the workday, would you take advantage of the opportunity?

yes

no

(Respondents could only choose a **single** response)

Response	20%	40%	60%	80%	100%	Frequency	Count
yes						83.5%	466
no						16.5%	92
Not Answered							19
						Mean	1.165
						Standard Deviation	0.371
						Valid Responses	558
						Total Responses	577

### 17. 26. Why or why not?

Response
it makes you feel better
I like to work out 3x a day so the program me to break up my workouts
Yes, I already exercise during the workday and hope to continue.
I would change my exercise routine to during the work schedule.
It is a good thing to do.
Exercise provides a means of stress relief and physical well being which leads to better maorale and higher productivity.
Absolutely. To the extent my work load allowed.
see ancwer for 24.
To focus better on tasks assigned.
I prioritized my work load and my desire to work out based on the work load being covered adequately. I was only able to participate sporadically during a evaluation due to my recognition of work load and shop staffing levels. I believe this is a worthwhile program for ALL Coast Guard employees and hope to be afforded the opportunity to continue doing so in the future. Work load permitting... Respectfully, Dan Morisset - Civ / AETC-RET
I believe that exercise is good for everyone. Just going for a walk alone can reduce stress and improve health overall. Anything I can do to better myself I am all for. This program benifits the individual and the DHS.
I would like to keep my waist size the same. Still the same since high school.
it could help me to get up and move in ways i curently dont durring the day; and releasse work-related stress.
Maintain health, capabilities and stress relief. Too bad my workload is obscene and I couldn't take advantage of the workout opportunities as much as I wanted/needed. Now I have tendinitis in my elbow and I'm stressed.
I'm more fit and my morale has improved. I would like to continue the process.
i am tring to lose wieght

Encl (2)

.
Yes, feel much better now since the program started. Could hardly workout now I am up to 35 minutes between the stationary bike and the elliptical machines.
I have been participating in the program and I feel great and have seen many health benefits from it such as weight loss and increased energy and focus. I have made it part of my routine and it is now a habit. It is very hard to make it to the gym after work with all the demands of running a household and family so being able to take an hour 3 days a week while at work keeps me on track. I have lost over 50 lbs over the past 2 years and am trying to continue on with a healthy lifestyle and this program supports me and my goals.
It helps with commom styress and allows time to work it in to schedule.
Over all it would improve my mental attitude.
I love working out.
See 24.
Read my above statement in block number 24. The thing about surveys you tend to ask the same questions over and over again. just think about how much tax payers dollars I just spent on this survey.
I did and it worked well for me.
Absolutely!! and did. Was able to drop about 10lbs and keep it off.
Employees are paid to work 8hrs per day. I workout in the evenings/weekends
To much work to do.
It is difficult to go to the gym after working so many hours and being tired and many times i do not want to exercise and if i was given an opportunity to do it during the workday, it would help me in my quest to getting healthy and avoid illnesses and know that i would have completed my daily exercise routine out of the way prior to going home
Yes, i would absolutely take advantage because a regular exercise program during the workday helps me be more productive at work and at home with my family.
Yes, indeed! Since the policy came out at the beginning of 2014, I have actively and consistenly excersized every week. I urge the higher chain to do eveything it can, to allows this opportunity to be the norm rather than the exception. People lifes will never be the same, and let alone, their health.
I was not able to consistently exercise during the workday because our office is understaffed and we have to much work to do! Also, I would be sending the wrong message to other staff members who are NOT participating in the exercise routine, believing if he has the time to work out, maybe I should be doing less. Just a thought, though that could be off base. This is a great iniative and one our Command fully supports, however the challenge is getting out of the office with all work sitting on the desk. At no

time, did Command intervene or discourage participation. Personally, I highly recommend this study continue and have faith that one day it will be implemented. I've seen it succeed during my tenure at the Army. It does improve morale.
I would take advantage of the opportunity as I did. During the time I was allowed to take part in the workout program, I felt more energized. I sometimes exercised in the morning or in the afternoon. It was good to know that I could take a break clear my mind and then return back to work to complete a task. I was able to lose weight which had a positive impact in my personal life. I think a civilian workout policy would greatly impact the Coast Guard in a positive way.
Early bird catches the worm. Statistics show that the best time to exercise is in the morning.
Yes, I enjoy my workouts every week.
I have been exercising during the work week as part of the program.
yes i would i have already lost 8lbs.
I'm paid to work and get the job done. I believe the tax payers will feel the same way.
I am glad i got to work out 3 times a week for an hour
for the reasons stated above. My overall health has improved dramatically since starting the program. I find it difficult to exercise after a full workday and ride home due to time restraints and fatigue.
As i previously stated I am an Army Reservist and being able to exercise reduces my stress and helps in my overall fitness so that I may pass my bi annual Army physical fitness test.
Because I love it and it greatly affects the way I veiw my workday.
Yes, depending on my workload. I would like to exercise in the am when it is cooler. The exercise I do (jogging) takes more of the allotted time (need to shower after) that what is provided.
Time provided during work hours is an excellent incentive to participate.
All of the reasons stated above. We were allowed to work out on a test basis and I took advantage of it every day that our workload allowed it and would continue to do so if possible.
for the reason stated above.
Because my health is important to me. When I am engaged in a structured excercise program I feel better, I have more energy, my outlook on life is positive and upbeat. All of these personal benefits have a desireable impact on the quality of work that I perform and the attitude in which I perform it.
Working out is very important. I use to teach boot camp classes which helped out so many people with their attitude, with getting work done because they now have the energy to do work...I'd take advantage of it everyday if we weren't so strapped with lacking of people here. MWR is down 12 active duty members, we are down 8 civilian full time workers. It's impossible to work out right now with trying to get the job done that is required of us. We are struggling.

Encl (2)

<p>Yes I would, because this would give me a guaranteed time to get my workout done and not worry about care for my children.</p>
<p>I often feel I do not have time to workout after work. To be able to take a break from my normal routine and be able to focus on something else would allow me to look at any challenges with a fresh set of eyes. At most units civilians and active duty are often treated separate but equal; being able to work out together would help break down those barriers. Being able to work out on a regular basis would improve my health and well-being.</p>
<p>I love the endorphins. endorphins make people happy, happy people are more productive people. If I am able to walk away from my desk for an hour, I have better concentrations skills.</p>
<p>I do plan on participating and would take advantage of it simply because it's afforded to employees.</p>
<p>A chance to improve my health and wellness.</p>
<p>I feel better getting away from the desk and exerting some energy especially knowing the benefits I get from it. I seem to have more patience with work related events going on around me.</p>
<p>I try to engage other people during group activities and network with people I do not usually run into during my regular work routine. I like to use gym equipment during Off hours due to conjection especially, as more equipment is going off line due to maintainance issues.</p>
<p>I live for a break from my desk.</p>
<p>ABSOLUTELY: I SUGGEST PROVIDING 5 HOURS/WEEK V/S CURRENT 3 HOURS/WEEK. THIS WAY, EVERY EMPLOYEE WILL HAVE AN HOUR/DAY [5 DAYS/WEEK] AND FEEL DAILY REWARDED FOR THEIR WORK. AN HOUR DAILY OF EXERCISE WILL HELP RECHARGE THE EMPLOYEE BOTH PHYSICALLY + MENTALLY AT WORK. I AM A STRONG ADVOCATE OF GOOD HEALTHY ENVIRONMENT AT WORK AND THIS PROGRAM IS A PRACTICAL REINFORCEMENT. I HAVE TO CONCEDE THAT IN ALL THE YEARS IN FEDERAL SERVICE, THIS "EMPLOYEE WELLNESS PROGRAM" IS THE BEST THING TO HAPPEN! WE, USCG EMPLOYEE FEEL THAT WE ARE FINALLY RECOGNIZED + AWARDED ACROSS THE FLOOR FOR OUR DILIGENCE + DEVOTION TO DUTY. I ON BEHALF OF MY SHIP-MATES THANK USCG FOR PIONEERING + PROMOTING THIS PROGRAM. I HOPE MY SUGGESTION FOR 5 HOURS/WEEK [AN HOUR DAILY FOR 5 WORKING DAYS] WILL BE CONSIDERED BENEVOLENTLY. ESPECIALLY, IN EXTREME ARCTIC + ISOLATED PLACES AS BASE KODIAK!!! ON BEHALF OF USCG EMPLOYEES, PLEASE ACCEPT OUR PROFOUND GRATITUDE. THANK YOU - USCG!!!</p>
<p>I have chronic pain from multiple spine surgeries following a service connected back injury. Being able to excercise without going broke and without getting the ire of the unit leadership would greatly improve my (and our whole unit's) morale and productivity. Lots of physical reasons, increased blood flow, cardio health, stress relief plus the inherent increase to morale because of better health would make it well worth while. But the system put in place CG-wide does not work in Juneau, AK.</p>
<p>#22 I already to all my own workouts before I ever come to work, therefor the program has no personal effect on me, or my well being, one way or another. I already take care of myself.</p>
<p>First of all, it gives me a great opportunity to do things that make me feel better. I took advantage of the active duty version of this program before I retired from active duty in 2011. I was a boarding officer on</p>

cutters in Alaska, and regular work outs made climbing on and off ships much easier and safer. Likewise, it will make my current civilian duties easier and safer. It breaks up the day really well. I have a chance to consider work related issues while in a different, more relaxed mind set.
as above mention
I would when I could. Unfortunately, I was not able to participate much during this study due to work load.
I know it is necessary for longevity and good health.
Better morale and better life.
It has improved my health and has given me an opportunity to relive work induced stress in a positive way.
I would if we had the number of engineering staff members we're allotted to have in order to get accomplished all that needs to be done. Too much is and has been slipping due to continued staffing shortfalls. Working more than 8 hours a day 5 days a week as become common practice. If we weren't able to put the time we do, what needs to be addressed would be even more lacking. The continued staffing shortages is not only shortsighted, but is already beginning to show the long term affects in both limited readiness and lack in cost effectiveness.
Yes - It is a fantastic stress reliever especially if able to complete it at the end of the day.
I would take advantage of the opportunity if I was allowed to exercise during the workday. I am a mother of four, my children's ages range from 13yrs to 9 months old. If I'm not allowed to work out during the day I wouldn't be able to work out before work or after due to daycare issues. Allowing me the opportunity to exercise during the workday would allow me to relieve daily stress from the job and home as well as promote a healthier lifestyle.
Increase energy level, relieve stress, and come back refreshed.
If bl can get my work done, I will.
The break in the day combined with the physical activity is more effective than dosing with caffeine. It makes me more attentive and energetic in the afternoon.
I would take advantage of the opportunity because I have seen the very positive results that it has brought to my work time and my home time. I am healthier and more energetic than I was before the study. I have more genuine drive to excel at my job. I am also eating healthier than before. It used to be, before the study, I had to cram in a workout and my lunch in one hour. It was difficult to put in a meaningful workout and have the time to have a healthy lunch. With these activities each having separate time I find that my workouts were much more effective and I was taking the time to have a peaceful and healthy lunch. Both of those aided in my positive health changes.
It improved my day and health

Encl (2)

I'm a regular exerciser, but thier are co-workers in my office that would not exercise if they could not utilize this program to work out during the duty day.
I'd like to but I'm usually pretty busy and it's hard to get away.
Extremely convenient and easy to work into daily/weekly routine.
Equal to all parties.
Definately. Because I know keeping in shape helps me perform my job better.
I carry high levels of LDL and excersise is recommended by my physician.
I know that I need to exercise to maintain and improve my health, and my time constraints are my main impediment.
i don't think i should get paid for working out
Improve my health and fitness.
Why not if it is offered and is equitably permitted.
N/C
If I were able to exercise during the workday, would you take advantage of the opportunity because; (1) I can be more productive at work. (2) I can relax better at home. (3) I can think more clearly about work-related problems. (4) I can concentrate on work tasks. (5) I can enjoy my work better. (6) I can relate better to my co-workers.
See above
gime flexebility rather that do one hour of. paperwork for a half hour of exercise
Command apathy tells me it is not going to be promoted or sustained.
Great mental break from work. By the time most people drive home, the last thing they want to do is workout.
I rather work-out at home after the work day.
For the reasons above.
I strongly believe in working out.
As stated in 24. above; and, I know from personal experience that physical exercise helps me to focus on the job, relieves stress and boredom. I highly recommend continuing this program!

i would loose weight and feel better, and be more productive
See 24
it helps physically and mentaly you feel with more energy and you fell happier and you fell more motivated
I always participated on Wellness programs when I worked for the Navy. Before the CG Wellness program was implemented I use my half hour lunch to do weight training. Once I get home, I don't get a chance to workout. I can't seem to make the time. Throughout my Civil Service career, I have taken advantage of Wellness programs.
Time permitting, I would love to work out in the mornings for health reasons.
It would make me healthier.
I would you take advantage of the opportunity to exercise during the workday because I care about my health and longevity; I want to enjoy my retirement to the fullest and being healthy will allow me to do so.
I would work out everyday before beginning my work day, if permitted. Morning work outs always help me wake up and jump start my day!
1. My supervisor supported this initiative. He/She also permitted me flexibility in moving my dates/times.
I've planned to take advantage of the oppportunity during this study, but didn't find the time to make it happen. If the program continues, I will take advantage of it.
The Coast Guard has always allowed for me to manage my own fitness, I make use of my time before or after work to exercise. I do not want to exercise and then return to work where I will be sweating for the rest of the day.
I exercise on my own time, at my own home gym.
The only set-back is the workload allowing us the time to exercise.
I would not take advantage because of the hassle of having to clean up to return to work. If I were allowed to workout at the end of my day I would participate.
The gym is located in my building which is very convenient. I prefer to throw on workout clothes and exercise in the morning before I start my work day.
Improve overall health and well-being.
I value exercise very high on helping people to be in good shape in both physical and mental. When I go home normally I'm busy with my children and help my wife and don't have much time to get exercise. This is a great opportunity for me to build my strength and reduce any stress to support my work at CG and also support my family.
Improving my work-life balance.

Encl (2)

I would take advantage to the opportunity to have workout time include in my work week.

See my answers above.

At least 3 times a week. Due to workload and stress cannot workout.

Because everyone, regardless of age, needs to maintain a proactive exercise program.

I'd take advantage of exercising during the day because it helps with morale, energy level.

I would certainly try.

It would take 1.5 hours out of my workday to exercise, which I believe would be disruptive. Therefore, I would not do so.

Exercise is vital for continued health and vitality. The ability to exercise during the workday is a great benefit and a stress reducer.

For my overall health status.

See above

Helps me stay both mentally and physically sharp, healthy and facilitates endurance.

Because I have trouble finding the time to go work out although I would love to work out everyday and I think it would benefit me in the workplace as well as at home.

It's healthy and it does improve upon work productivity and overall office morale.

I see a benefit, I just don't always break away to attend.

I am able to exercise during the day; however, for personal reasons I have not taken advantage of this opportunity. I walk while playing golf at least 2-3 times per week and I stretch for 15 - 30 minutes each morning. While more vigorous exercise would likely be even better, the length of my workday seems to preclude me from doing this.

Evening activities at home don't always allow me the chance to exercise after work. Having the flexibility to exercise at work helps me to meet my fitness goals. It also energizes me in the afternoons and keeps me focused.

I've been at HQ a little more than 10 years and have gained 40 lbs during that time. Enough said.

Then I can go straight home from work

I actually could take advantage of this and used to in the prior HQ building. But that was entirely more convenient. If my leadership encouraged me and vocally supported my exercising then I definitely would. As the Federal workforce ages I believe increased focus on fitness will become increasingly of value.

I agree with promoting a healthy lifestyle.
Improved morale, health, and productivity.
I might walk during the day but am not interested in taking the time to shower again etc.
Would increase my sense of clarity. would break up the day and reduce perceived stress and anxiety.
I prefer to work out on my way home (can easily clean up at home) or via bike rides after I get home. and I'm old school in this way: working out on the job just feels like I'm not earning my pay. Sorry but have always felt this way even when I was in uniform. go figure.
Do not feel comfortable exercising where I work, and with people I work with.
It helps me stay healthy, attentive, and motivated.
Because I like to work out. I like the after effect more relaxed, more attentive, happier, makes me feel good.
Health benefits. Improves morale.
Same as above
It is in my best interest to exercise on a regular basis.
Improves my health and increases my productivity. I also get to meet and network with other users of the CG Fitness facilities.
I work on LL9, which means about one half of the time allotted to workout would be spent walking to and from the gym. The remaining time would allow 15 minutes to work out and 15 minutes to shower and dress.
Because sitting in a cubicle is not healthy. Being able to exercise for 30-60 minutes a day is healthy.
Would like to add strength training to my bicycle commute exercise.
Without an approved, sanctioned exercise program, I feel a little guilty working out during the work day as a civilian--even though my military supervisors probably wouldn't object to it. If we were able to work out during the work day, I would be more prone to take advantage of this program. Military members are expected to work out to stay in shape and maintain their weight standards. With the exception of staying sharp and focused during the day, this same physical-related requirement is placed on the civilian workforce. Also, with more people teleworking, I don't think we would have an overcrowding issue in the facilities.
No exercise room in building.
To the extent I am physically possible.

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Because it makes me feel better.
For reasons stated above!
Sustaining a viable fitness program all week instead of crammed in on the weekends.
it's hard to exercise, given the facility set up at CGHQ. it takes 10 minutes to get to the gym. if you factor in the time to shower after exercising, it's not worth the effort, particularly since there are no showers in our building.
Gym is too far away from main Bldg.
Only if the climate changed so that I didn't look bad for going to the gym.
My doctor recommends exercise, as part of my daily regimen, due to my diabetes problem.
I would like to get rid of some excess weight and feel better.
To get a good workout in and take a shower would take too much time away from my desk. Also, it is so busy that it is hard enough to break and eat lunch some days....I just don't see being able to walk away for an hour or more to work out.
Allows me to break away from everything I am working on in the office and clear my mind. I am more productie when I exercise becasue my energy levels and focus goes up.
I am no longer located at CGHQ, I was moved to ICC in Suitland MD in January. This command does not support civilians working out during the workday. If this was offered I would love to utilize the gym facilities etc. Working out after the workday is out of the question due to traffic. I start work at 0530 so working out before the workday, while possible, is not something I care to wake up any earlier for than I already do.
I think it would improve the overall health and wellness of employees and would be a very good morale booster.
It would allow me to relieve added stress involving day-to-day work and prepare for the evening commute home.
I take advantage of the opportunity now.
As cited above. I am fighting my own battles with weight, cardiology problems and the effects of a sedentary job; I am much more alert when I'm moving.
Yes, but I would make sure I give government a solid 8 plus hours a day that does not include the time I workout.
need a break to refresh, reduce stress
I, most likely, would not take advantage. To be of any benefit, exercise has to be a regular scheduled event. Varied job requirements make it difficult to do this and intermittent occasional exercise produces little or no benefit and can actually be harmful

Not enough time...would feel rushed to return to work. I like to take my time with an exercise routine and not come back hurried or sweaty. I prefer to do exercise on my own time.
I can exercise, it is just not convenient in HQ. The facility location is a couple of office blocks away. Having to: carry gear, change into workout clothes, engaging in physical activity and then showering and going back to office can be a hour and half to two hours if done meaningfully. In the old HQ building there were places nearby (within the office floor) where one could change and then shower. Now everything is "off site" and far.
It is a waste of taxpayers' dollars.
I am sure that it will be beneficial to me and my employer.
I would certainly take advantage of this opportunity, as much as I could.
See answer to #24 regarding long commute times and no other time window to routinely work out.
Then I would not have to workout during the evenings. The location of the gym at work is to far to walk. Just walking to facility is heart rate is on the rise.
I feel very strongly that exercise provides both physical and mental benefits that positively enhance work performance.
There is no way I would bug my O-6 supervisor, who already has too much to do, to take the time to approve my requests in TA for me to exercise...he wouldn't mind, but I wouldn't burden him with it. Every civilian I talked to feels the same way.
i exercised at home after work when i had lots of health issues and all my bloodwork results were very good, a lot of improvement.
provide a break when needed.
No provisions provided. No approvals.
During the study, when my schedule permitted, I would walk 30 mins each day. It helped maintain my current weight. I would like to continue the program now in order to try to loose weight.
Just makes too much sense
I currently ride in a carpool with specific arrival and departure times. this makes it difficult to spend extra time for a workout, shower, clothes change, etc. I find it easier to work out at home, after work. if the workplace were located where i could commute easier, without the need to use the interstate HOV lanes to facilitate an efficient commute drive, and if parking were available near the workplace so that i could drive myself and adjust my hours to allow more time for a workout, than i would probably change my daily routine and exercise during the workday.
It will give me time to exercise if its written in a policy for federal employees to exercise while at work.
Most definitely!!

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In my opinion, and I know it is the minority, it is not appropriate.
It sets the day for me. I know that after a good work out, I'm excited to getting things done more quickly and efficiently.
The facilities are readily available
I'm lazy. At CGHQ, the exercise facility is located some distance from my workplace. After subtracting transit and shower time, there's little time remaining in an hour for a worthwhile workout. Thus, participation would be more likely to increase, rather than decrease, my personal stress. I think 1.5 hours three days a week would be a more beneficial option.
Unfortunately the HQ facilities have an overly restrictive use agreement that requires I waive all rights to use the facility, including those based on negligent operation of the facility.
Since moving to St. Es I was required to either take metro at 90 minutes each way or get in a car pool, I joined a car pool. There is no flexibility in the time I arrive and leave. To walk to the cafeteria, get lunch, and come back to the office is an hour. To work out, walk to gym, workout, shower and back to office is 90 minutes. This is 2 and a half hours lost out of my work day. I tried doing this and each time ended up having to log back in when I got home, drawing out my workday even longer. Any benefit gained by the day's workout was lost due to the additional lost time at home from family time. Some people do not have a problem letting their work get pushed off and delayed so they can work out. I don't feel the tax payer owes me work out time that infringes on my ability to complete the work that the tax payer is paying me to complete. The commute is what kills this opportunity for me. When in Jemal, I drove in and would drive in early so that I could work out with no negative impact to my work day. Quite the opposite. If you asked me the same questions at Jemal, the answers would have been much more positive, and yes, I felt a lot better when I worked out.
I plan to make sure to adjust my schedule to accomodate it in the future, so yes I will take advantage of it.
Would allow for better flexibility in fitting in exercise during the day.
Yes, I would, I think it makes it easier to build a exercise routine and stick to it. Question 22 did not offer an appropriate reason for not participating. I did not participate because I had paid for training with trainer after work hours at a local gym prior to this opportunity.
It provides me with extra energy to complete work and improve concentration in meetings. It also helps we focus which allows me to complete my tasker quicker and in the correct manner. I would recommend that we allow 1 hour for exercise for each working day.
It would help maintain, if not improve, my overall health and would assist in work performance.
Would not have time to complete my workload.
And I do...
Healthy Living

I need to lose weight to improve health
Exercise is beneficial to both me & the Government.
Don't have enough time in the Day. Also, I come to HQs everyday to perform my job. Exercising is not part of my job during the Work day
Health Reasons
I have enough work to do and I'm getting paid to do it. Each government employee should be assigned enough work to keep them busy from start of the work day until the end of the work day, with time off for lunch. Exercising should not impact on my ability to complete that work or to cause delays in meeting deadlines. I an employee wants to exercise, they can exercise during lunch and then eat their lunch at their desk while they work.
A leisurely walk during the workday would be a welcomed break.
The exercise activities I choose are too time consuming to complete during the workday.
Life/Work balance is so hard. By the time I get home I am exhausted, the last thing I have energy to do is exercise. Being able to do this at work gives me that time.
The time required to change/shower.
Because it is there for me too.
If I didn't have to make up the time by staying even later each day, sure.
because my body really need to exercise, I'm fat!
It would be great to be able to take a break from the cubicle chair and just go clear you head and think about the tasks at hand.
Honestly, I never thought about it. I use exercise facility close to my home which is more conducive for me. CG Facility does not fit into my working schedule while in the office. I also get about 1 mile or more brisk walking before and after work surrounding commute to work and back home. I think civilians should be able to incorporate into work day if they can.
I already do and I know it improves my productivity.
I would occassionally for some fitness and exercise routines but primarily try to participate in and enjoy fitness activities with my spouse.
We have awesome gym facilities here and i have the time without family responsibilites to get a workout in.
If I could easily swim during a mid-day break, I would, because when I used to run, I always felt refreshed afterwards and able to accomplish more than when I did not exercise.

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<p>The time allowance provided by the CG provides the necessary incentive to get to the gym on campus. We use the buddy system to encourage one or the other on those days when you may not feel like going to the gym. There is no buddy system when you leave work, arrive home, and then don't feel like going to the gym alone.</p>
<p>I prefer to exercise at home.</p>
<p>it is a good break in the day and I can concentrate on things that may need some time to think on. After thinking about an issue it is much easier to figure out and accomplish.</p>
<p>Would improve my productivity and health.</p>
<p>For all of the reasons stated in #24 above.</p>
<p>Yes, I would exercise, but I would like to exercise at least 5 day a week versus 3 day a week.</p>
<p>I am more productive when I have the opportunity to exercise.</p>
<p>Yes.</p>
<p>no comment</p>
<p>Read above</p>
<p>I exercise in the evening away from work.</p>
<p>I have a long distance travel that causes me to get home late which inturn gives me no time to work out through the week. The hour I spend on my lunch time helps keep me fit.</p>
<p>I would like to, but the time it takes to exercise is too long away from my desk.</p>
<p>I would not feel like I was being watched when I went to exercise. Now I feel like the clock is being watched for me...but not the military members.</p>
<p>I would participate maybe twice a week.</p>
<p>To improve overall heath.</p>
<p>Part of a overall healthy lif style</p>
<p>My doctor highly recommends that I exercise and I believe exercise would be beneficial. My workplace requirements combined with the location of the workout facility makes it impossible for me to take advantage of the opportunity to exercise during the workday.</p>
<p>I personally do not like to use public showers and I sweat heavily after exercising. If I decided to take advantage of this opportunity, it will be close to the end of my workday.</p>
<p>Absolutely. I am usually more energized and focused if or when I'm able to exercise before I start work day.</p>

Help break the day apart, help me relieve stress, help with my cholesterol levels and improve my health and quality of life.
Morale builder. Exercise builds endorphins and happier employees when they are allowed to take full advantage of the facilities. Normally, I am a chronic exerciser and I feel good when I know I am doing something good for my body.
It will provide a healthy break from work metnally so that I may be better abled to completed the remaining job duites that day.
Opens the door to having time to exercise. Some days my workload does not allow me to participate in this.
If the gym was closer and it didn't take so long to get ready for work, I would love to work out before I go to work. Unfortunately, my work tends to start at 7:30 so it would mean getting up even earlier to get to the gym early enough to continue to start my work day at 7:30.
I value my work responsibilities and have been unable to partner my exercise needs with my job demands until the USCG put forth their civilian exercise policy. I just felt in constant conflict between the two responsibilities so I didn't exercise. I have demonstrated to myself that I can complete my work responsibilities with an exercise schedule as a result of this policy. The internal conflict I had about exercising during the workday because work was more "important" than my health in my employer's eyes was resolved so I could concentrate on doing both!
To stay healthy and strong for the workday
See reasons above in box #24.
It seriously helps me with managing my stress.
See above. The benefits far outweigh any conventional concerns about employees being out of the workplace during work hours or abuse of policy.
The facilities here are not that condusive to exercise during the work day, but it would be worthwhile if if was available during the workday.
It is a way to direct the mind toward another task and when done I may be able to think clearer of a better approach to accomplishing my day's work.
Yes, I would definitely take advantage of exercising during the workday if I was given the opportunity. During at the work day is the only time I have available during the work week to exercise. Being that I am in a carpool I am unable to come in early or stay late to work out. When I get home in the evening I have to take care of my child and get ready for the next workday. When did exercise during the workday I found myself being more productive and uplifted. Which I believe improved my overall work performance.
I really need the endorphins and don't want to become a marshmallow! My health is important to me and I want to take care of my body.
As a female the facilities and the time required to workout and then clean-up to a professional appearance results in an excessive amount of time lost. Working out during work hours is a good thing, but it is a benefit that disproportionately benefits male employees.

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<p>I would absolutely exercise during the workday, if my supervisor was supportive. My current supervisor is not in favor of this initiative, and therefore I have not participated (or asked to participate). I have found that exercising outside of the workday, while working full time and raising children, is very difficult, and having this opportunity would make a world of difference.</p>
<p>Promote a healthy lifestyle.</p>
<p>I see value in the program and would like to participate, but my manager DOES NOT ALLOW ME TO participate.</p>
<p>It is good for the body mind and soul.</p>
<p>See answer to question 24</p>
<p>Maybe - it depends. Right now, we have to make up the time we spend working out. That means an extra 2 hours for women (exercise and shower, hair, makeup etc)! and it's just not worth it.</p>
<p>I would relish the opportunity to exercise during the workday. It would help me focus and perform better.</p>
<p>I joined a gym offsite and workout on the way home, but after a long workday and commute my workouts seem unproductive some days. I tend to cut them short because of exhaustion. Would be better to workout during the day (before lunch) when I have more energy and motivation.</p>
<p>I feel that it allows me to focus more and reduce work stress. It also greatly improves my work/life balance by giving me the opportunity once or twice a week to make sure that I can still get my exercise in if I have something else to do after work.</p>
<p>I would likely make a better effort to engage in physical activity.</p>
<p>I recognize that it's important to my overall and well being given the extremely sedentary and stressful nature of the office environment.</p>
<p>See above</p>
<p>Unless we were given a minimum of 2 hours then it would simply not be possible for me. It's easier for men they don't have to redo their hair and makeup.</p>
<p>For the reasons stated in block 24 - improved mental and physical well-being.</p>
<p>Absolutely. Having been a fitness coordinator while on Active Duty, all are benefits to exercise programs with very few drawbacks. Safe and effective monitoring will help alleviate violators of the policy. Thanks for asking.</p>
<p>Too much work to do and demands such as employee interaction and boss' demands of my time. A dedicated workout time would just add to the workday.</p>
<p>just my schedule and having enough time to clean,etc... would be of possible concern.</p>
<p>Same reason why I think the Coast Guard should have a civilian exercise policy.</p>

<p>With a recent shift in work assignments, timed closely with the release of this policy, I was unable to take advantage however I plan to now that I'm up to speed on work efforts. I appreciate the efforts taken to provide civilians similar opportunities as the military. Being in good health is not purely a military necessity, civilians need the same. Thank you for the efforts put forth to make this a policy for civilians.</p>
<p>too busy. does not set a good precedent to disappear from work for an hour and leads other employees to find constructive ways to disappear for an hour, like extended lunches, walks to the exchange...</p>
<p>Absolutely! I've made daily exercise habit/goal very early in my career, and have been fortunate to have a supervisor who allows for it, and understands how valuable it is for/to their workforce. If all heck breaks loose and it's a really bad work day, I've done something for me (exercise), which makes those bad things much more bearable.</p>
<p>I would prefer to exercise during the day rather than my normal routine of exercising after work.</p>
<p>Since there is no policy in place currently, I choose to exercise early in the day to minimize the impact of my availability to my coworkers or after work. This requires me to spend time away from family and friends outside of work. With a policy in place, I would be able to work on my physical health, relieve stress and still have enough time to spend with my family doing non-physical activities.</p>
<p>See above. We at Headquarters work in an office environment. I could understand and condone a physical fitness option or program if our jobs required us to maintain certain physical capabilities (policeman, fireman). Our jobs don't. Our jobs require us to come to work to work, not to go to the gym or go running during working hours. In my mind this behavior is completely unethical; it's no different than taking a two hour, three martini lunch to 'relax'.</p>
<p>I currently find it hard to find the time. I depart for work at 0600 and get home at 1800.</p>
<p>Long commute to/from CG HQ discourages exercise before or after working hours.</p>
<p>It can be a way of motivation not only for me but for all employees to get healthier.</p>
<p>I get my exercise at Tae Kwan Do after work hours and don't need the time during the day. I prefer to do work during the work day.</p>
<p>I would love to exercise during the workday.</p>
<p>Absolutely and without a doubt. I love working out and now with the move to St. E's have less time in the evening to have a good workout since my commute doubled! Having time during the work-day to get in a good run would save me so much time in the evening, allow me to get home, wind-down and spend time with my family.</p>
<p>Carrying gym clothes on public transportation with other items.</p>
<p>See #24 above</p>

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<p>I'm doing now and the result was good.</p>
<p>I normally walk at Coast Guard Hq after work and also work-out at home in the evening. However, if we could have a designated amount of time to work out, without any interruptions from work, I would work out during the day.</p>
<p>This exercise survey was not introduced in the best format. Most of the employees I talked with didn't know they could exercise. They could have done a better job informing the workers about this survey.</p>
<p>If there were time during the day. We're so busy it's hard to get away from desks or meetings.</p>
<p>Because exercise is something I need to do to strengthen my muscles, reduce weight, and improve health. At the end of the day, when I get home from a long commute, I'm usually tired and don't feel like exercising.</p>
<p>I'd have more leisure time at home.</p>
<p>The current showers are too far from my workplace. I am not sure how management would view taking the time off to exercise, shower, etc.</p>
<p>I do workout during the day and it has improved my attitude and self-confidence. I have also networked with several people just through meeting them in the gym here at HQ.</p>
<p>As I have stated I have worked very hard to lose 135 lbs over the last 18 months and seeing the benefits physically and emotionally both at work and at home motivates me to at the very least maintain my current physical fitness and activity. without this program I would find it difficult to be able to maintain this lifestyle especially given the long commute.</p>
<p>To become happier and healthier, as responded in #24. So long as the exercise schedule doesn't interfere with scheduled work (meetings, conference calls, tasks), I would definitely take advantage of the opportunity.</p>
<p>Absolutely...I always have, and I always will - allowing me to work out a little bit during a workday is one of the best/cost-effective ways that my organization can communicate to me that it cares about my well-being, my health, and my ability to do my job - taking that away will only cause significantly lower productivity and employee dedication/loyalty.</p>
<p>As a 56 year old diabetic, exercise would help me better maintain blood sugars in range thereby making me more alert and productive during the workday.</p>
<p>It is a personal habit.</p>
<p>Way too much for me to do during the workday. Sometimes I wonder how some folks are spending so much time at the gym.</p>
<p>See above.</p>
<p>As noted previously I extend my work day presently to include exercise time during my work day. However, I would greatly appreciate being allowed to use a small portion of my work hours for this purpose.</p>
<p>Its a matter of my choose</p>

Yes, rather than before or after a full workday.
I'd do it at the start of the day. I see that it helps me in the performce of my job.
Because it would make me more healthy and less sick days. However, there is a supervisor in this office that is against of this exercise during the workday.
I was told by my primary care doctor that I needed to lese 30 lbs.
I have taken advantage during the workday and seen a huge improvement in my health. I lost weight and improved my cholesterol levels.
Heck yeah! It would certainly help me out with stress reduction.
I care about my health and any chance that I am given to excersicse I would take it. With a long communte (1.5 hours+) each way, finding time to workout is difficult.
See item #24.
To maintain or improve overall health to include stress relief.
I would like to take advantage of exercise during the work day. It will allow me take to take a few minutes and focus on my health and well being. I am a mother of two active boys. After work, I am usually taking someone to practice for a sports activity. Exercise during the day will allow me to work out and get in shape so I can be a healthier mom for my kids.
I would like to take the opportunity to exercise during the workday because I work an RDO schedule and have an hour (metro) commute each way. Before work and lunch time are not convenient for me so I am left with usually exercising late after work. I know that when I exercise I am happier and healthier. I have more energy and feel like I am getting more things done.
I would not be able to get the needed work done completed without extending my work hours to compensate for the time taken to exercise. With lost work hours available due to continued staff reductions, now competing with work time exercise, things will not get done and the organization will suffer long term.
Heavy sweating!
If time permits, I would participate. I've found that it takes almost two hours to walk to/from facility, take class, and shower.
I do not want to participate in exercise activity during the workday.
To relieve stress
I cycle everyday to work. I take time everyday to shower. I do not do any more physical activity as I do not want to take advantage of the CG. If allowed to do additional excercise without a negative impact/perception on me I would/

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I do now.
It relieves stress, makes me feel better, helps me concentrate, I actually eat better food when I work out, drink less coffee etc. Plus, based on commuting needs, being able to exercise at work alleviates a couple workout scheduling conflicts.
The convenience and cost free use facility.
Don't have time to do it at night or I am too tired by the time I get home
The only hindrance is the location. The gym should have been inside the compound not outside where nobody wants to go during bad weather. Plus the distance takes up time when you could be working out.
See above. Accessing the fitness center is prohibitive for me due to its location.
great way to break up the day and feel better.
I would work-out in the AM before meetings.
Extensive sitting in uncomfortable chairs makes work difficult at times.
Laziness, lack of motivation, maybe even middle-aged depression.
schedule wise it is better for me to exercise at home
I do. However, I have not been entering my time into WebTA. I feel that the requirement to enter the time for each session is prohibitive. I should be able to just put it on my default schedule.
The facilities are better here than at home and its hard to exercise at the end of the day when at home.
As much as I would like to exercise daily, the work load here is a deterrent. I would try to catch at least a day or two a week to do yoga. Our location and physical barriers to go outside this compound of HQ for any reasonable physical activity without a car poses a lot of issues for people thinking about working here. If we could solve the problems of vacant positions, employee hiring, and retention, then more opportunities to exercise might occur. Exercising in the wee hours of the morning or at the end of the day at home before/after an hour or more commuting just doesn't happen with all other home life demands on time.
I would as the long commute on public transportation (DC) makes it difficult to exercise before and after work. I did not sign up for the trial as the required paperwork seemed excessive and there was uncertainty whether the program would continue. It is hard to justify spending the time on the paperwork and approval process for a short-term experiment if the normal workload has you busy. For many of us, the whole idea is the ability to attend a yoga class or some other exercise class to get the blood flowing. There is not real fitness goal as weight loss and the ability to lift a given weight. As it stands, I often take a few minutes to climb about 6 flights of stairs in the afternoon to counter the after-

lunch slump.
I have for many years, and intend to continue whether on my own time or the Coast Guard's time. I believe the latter is a very worthwhile investment in our people.
Exercising during the day allows me to enjoy more time with my family that otherwise is taken up by commuting and the normal work day.
To get healthy and maintain it
I am in an analysis job where I do not get out and about during the day, because I am working intensely at a computer generating statistics and analyses of these stats. With the 'Jega' puzzle which is the new HQ building, it is essential to get outside into the courtyards or out to the gym for some time away from the terminal. Many studies show getting away from the terminal for a few minutes or going to exercise away from the desk are beneficial to the employee's health and well being.
To become heathier and to gain strenght.
It takes greater than 10 minutes to get over to the gym and get ready to exercise and then about the same to get back to the office. If given an additional 30 minutes to work it would be more beneficial & meaningful. I used to exercise regularly but fell off the wagon several years ago with promotion and new job. Just didn't seem to be enough time with the added responsibility.
This would allow me to clear my mind, get healthier and not have to worry about going to the gym after i get off of work.
I have far too much work to do. Further, the location of the facilities and need to shower after a workout increases the time away from the office; instead I choose to workout at home where there is no loss of time due to logistics.
I prefer to workout at home first thing in the morning.
My supervisor(s) would allow me the lattitude to work out during the work day, and some of my MIL colleauges do so. However, as a CIV employee I feel compelled to work longer, harder and to avoid absences from my duty station, and therefore tend to my physical fitness- which I do see as a responsibility if not an obligation- on my own time. I would likely work out more frequently at work if a climate of expectation of tending to physical fitness(though not mandatory requirement) was fostered in the workplace. I would also add that, after searching my email files, I find no reference to the start of the trial period, unless that was noticed by CGMS traffic.
Long term health benefits. Morale, focus and health benefits during the day of exercise as well.
I am not comfortable with the facilities.
Not enough time.
The why is I'd be far more successful working out in the middle of the day. My workday starts at 0345 and ends at 2100. In between is a 9 1/2 hour workday and a 4 1/2 hour commute. I'm certainly not going to get up earlier to exercise, nor do I feel like exercising after I've dragged myself through the

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<p>door at 1815. Exercising at work is really the only time that I could manage to find the time when I'm not fatigued or forced to give up more of what is already an inadequate amount of sleep every night.</p>
<p>I am completely underutilized at my job, do not feel fulfilled, the work section provides no means to advance and only people that have worked here 15+ years are advanced into more senior positions, senior positions GS-14 and above more likely than not go to retiring CG senior officers, I have worked hard to advance my education in national security, and I was "lateralled" into this job which I never would have applied for in the first place. People in office speak to sea stories - big deal - been there done it. I am completely dissatisfied with my work so I enjoy every opportunity to be outside of the office. Would you enjoy working in these conditions? As yourself.</p>
<p>I find when I do exercise, I think more clearly and do better quality work.</p>
<p>I was allowed to workout.</p>
<p>To improve my over health and well being.</p>
<p>same as 24. To stay out of a poor health condition.</p>
<p>Time won't allow due to the insane location of the gym. Same reason most people don't make use of the cafeteria: non-caring officials place it in a location that eat up most of one's lunch period just traveling to and from the facility, while a lot of space is utterly wasted in the design of the headquarters building. Also, I understand the food quality is not worth the money or the hike. So why should management care about exercise?</p>
<p>Not unless the gym was better equipped to accommodate older persons with physical limitations. The only formal exercise I would consider, under the present circumstances, is the Yoga sessions. I do indulge in a moderate walk of 30-40 min. approximately 1.5 to 2 miles at least 3 times a week. I remain in my work clothes for this exercise, which I limit during the summer because of the consistently hot and humid conditions.</p>
<p>Ability to exercise is limited due to long commute and cost of gym membership.</p>
<p>It's refreshing and makes me a healthier, and more productive, employee.</p>
<p>Prefer to exercise in the evening after work.</p>
<p>I don't feel during the work day is the time to workout because you always have members who take advantage of the system and then those of us who don't want to workout at work end up caring the weight.</p>
<p>I feel better at work and I am more productive when I have a healthy/active lifestyle. I feel my quality of work improves as well.</p>
<p>Due to success I've experienced with trial program (strength training: weight loss, increased mobility, improved physical appearance, personal satisfaction.</p>
<p>too much work when I get to work. Cannot take 3-5 hours per day of worktime to workout. Do it before I leave home in the morning (as most employees should do, not at work).</p>

scheduling an appt and doing paperwork feels like a barrier but it's not the end of the world. the location of the gym is an issue. going after work is no longer an option because of where it is. it's not a quick in/out and i dont want to be here late. i'm not so sure there will be a bus if i did and walking to metro is questionably safe esp in winter. i didnt mind it so much at old bldg. but did pass on two occassions police activity, guns drawn, etc in that neighborhood. it would save me and others leave hours for those that used leave during the day to workout.

1) Health improvement reasons [fitness, weight loss, cholesterol levels, etc.] 2) I am actually less tired, have better mental concentration/focus/personal productivity on exercise days 3) More fit life habits [exercise] is translating into healthier diet and eating habits 4) Noted improvements in fitness and medical checks. 5) Long term health benefits of a more active lifestyle. 6) I've finally found some "athletic" things I'm good at and enjoy! A life-changing discovery, and I'm now open to embracing new challenges in that arena.

Important part of my recovery.

It is a good opportunity that can be built into a routine. The only downside is that some will abuse it.

I exercise during the workday under the current exercise policy. It's exetremely important to me to maintain my wellness.

For me, working out during the day is too disruptive to my job. I prefer to work out 4-5 times per week after the work day.

I am more productive if I work out first thing in the morning.

I am currently having to exercise at 0315-0345 before work, or 1800-1900 after returning home...al at home on my own to maximize time for exercise vice tafvelling to/from a fitness facility. This represents giving up sleep in the morning (difficult to get 6-8 recommended hours) and/or give up eating in the evening (too late to eat before going to sleep)...and limits my time to decompress and spend time with family because 13+ hours of my day is spent travelling to/from work and working. It comes down to choices, but current restrictions limit the choices I have. Also, it would be great to take advantage of fitness programs offered thru the fitness center.

See above.

I can only perform a limited number of physical activities. My lower body requires aids in walking, there is no pool at this location (which I would be inclined to use)and there is no place to store workout clothes without stinking up my workplace, and everyone else's. I get plenty of exercise walking from the bus to the building uphill, trying to figure out why the bathrooms have no handicap entrances and in fact just walking to the bathrooms from my work area.

I work out at home on my personal equipment..

See above.

It will help me to have more of a sense of well-being and help me to be more energtic especially in the afternoons. I want to loose some weight and be able to manage keeping it off. I want to improve my

Encl (2)

overall health and well-being most of all. Bodily movement is important as one advances in age.
Work pace and demands are too high. If I take time during the day, the work demands will spill over into home life. I exercise at home.
Doubtful, because we already have supervisors and managers announcing that they won't abide by a workout policy and will refuse to allow personnel to participate.
I think it would be a nice break to exercise and up lifting to employees.
I would love to take advantage of a workout, however, we are often operating with a short staff and while I don't think it would negatively impact our mission to work out during the day, I feel that the perception is that if I worked out during the day, when we are always short a person, then I am taking advantage of the system and that other people (unfamiliar with my mission) would think there was a negative impact to the mission.
I have.
See above. Significant health benefits; significant increase in thought clarity, morale, critical thinking, motivation, energy, positive attitude, over-all healthy lifestyle, and self confidence/esteem.
If more time is allowed for proper exercise.
I exercise at home. Too much of work load to break up my day.
I did not know previously that taking time to exercise was permitted.
Helps stay in shape and feel more alert. Good for long-term health and short-term production.
I started exercising about 3 months ago and have joined a karate class with 2 workouts per week. I am reaping the benefits of being mentally alert and feeling great. So I'd be interested in increasing my workouts under a work exercise policy. However, most of my coworkers probably have no interest in exercise so I'm a minority.
See above
I found that I felt better and I have gained 16 pounds since moving.
It is a great opportunity to lead a healthy lifestyle.
With a three hour daily commute and a 9 hour work day, it is extremely hard to find work/life balance and the time to fit in exercise. Having the ability to exercise during the workday will allow me to feel healthy and will greatly increase my energy level during the workday. I am a new employee that is authorized to participate in the program, but wanted to have a few weeks of experience prior to beginning the exercise program. I plan to take advantage going forward.
Yes . . . mostly. Often would not take the time to exercise because I had too much work to do, my choice.

	<b>Valid Responses</b>	<b>388</b>
	<b>Total Responses</b>	<b>577</b>