

Civilian Fitness Supervisor Post survey

Type: Comprehensive Report

Date: 8/5/2014

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

Total number of responses collected: 74

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

Response	20%	40%	60%	80%	100%	Frequency	Count
I AGREE to participate						100.0%	72
I DO NOT AGREE to participate						0.0%	0
Not Answered							1
						Mean	1.000
						Standard Deviation	0.000
						Valid Responses	72
						Total Responses	73

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Encl (4)

1. What unit are you stationed at?

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

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

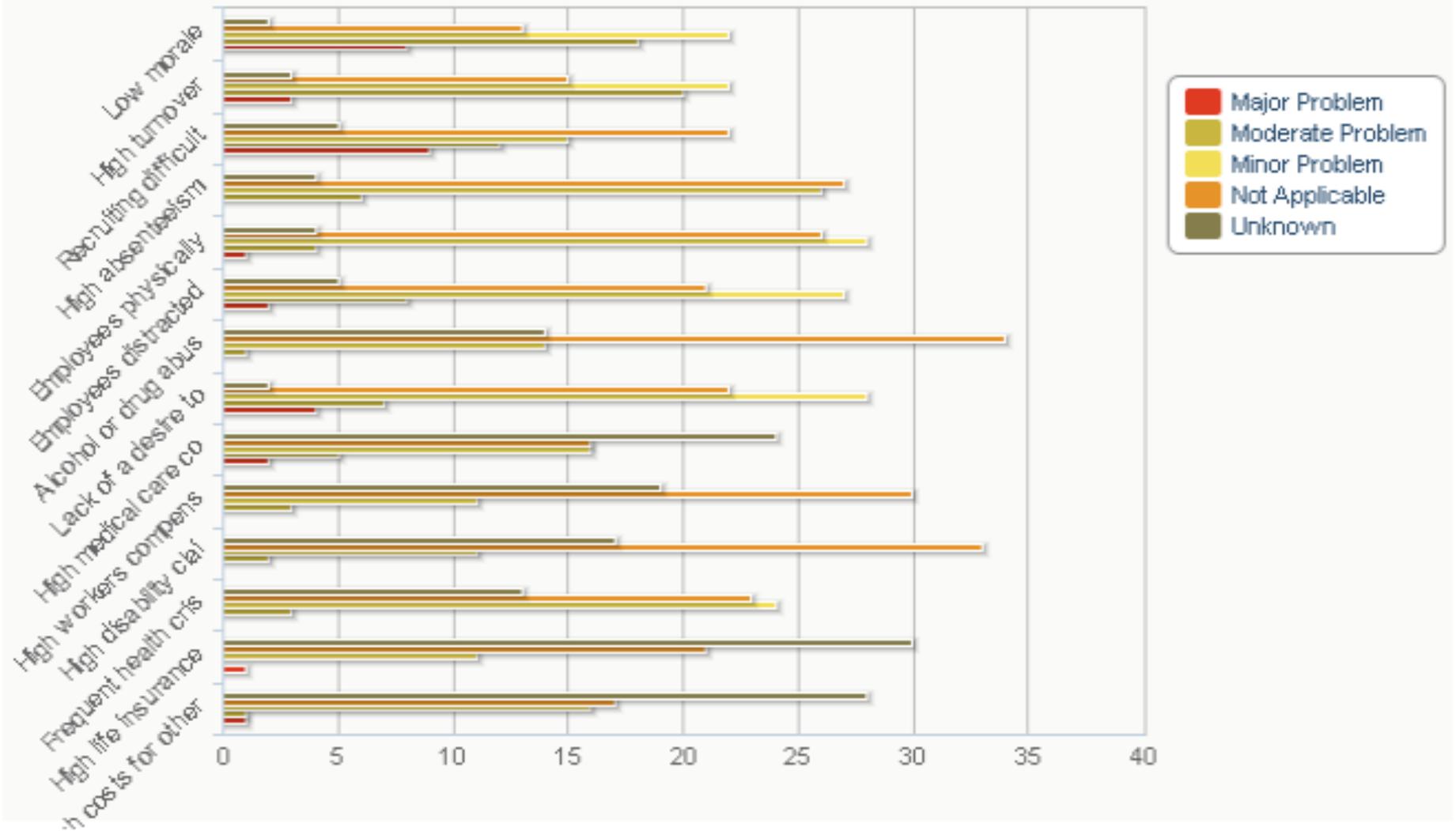
Response	20%	40%	60%	80%	100%	Frequency	Count
Base Kodiak						15.9%	10
AIRSTA Cape Cod						6.3%	4
Base Miami Beach						6.3%	4
D-7						3.2%	2
HQ						68.3%	43
						Mean	4.016
						Standard Deviation	1.571
						Valid Responses	63
						Total Responses	63

2. To what extent is each of the following a problem at your Unit?

	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 (4)

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

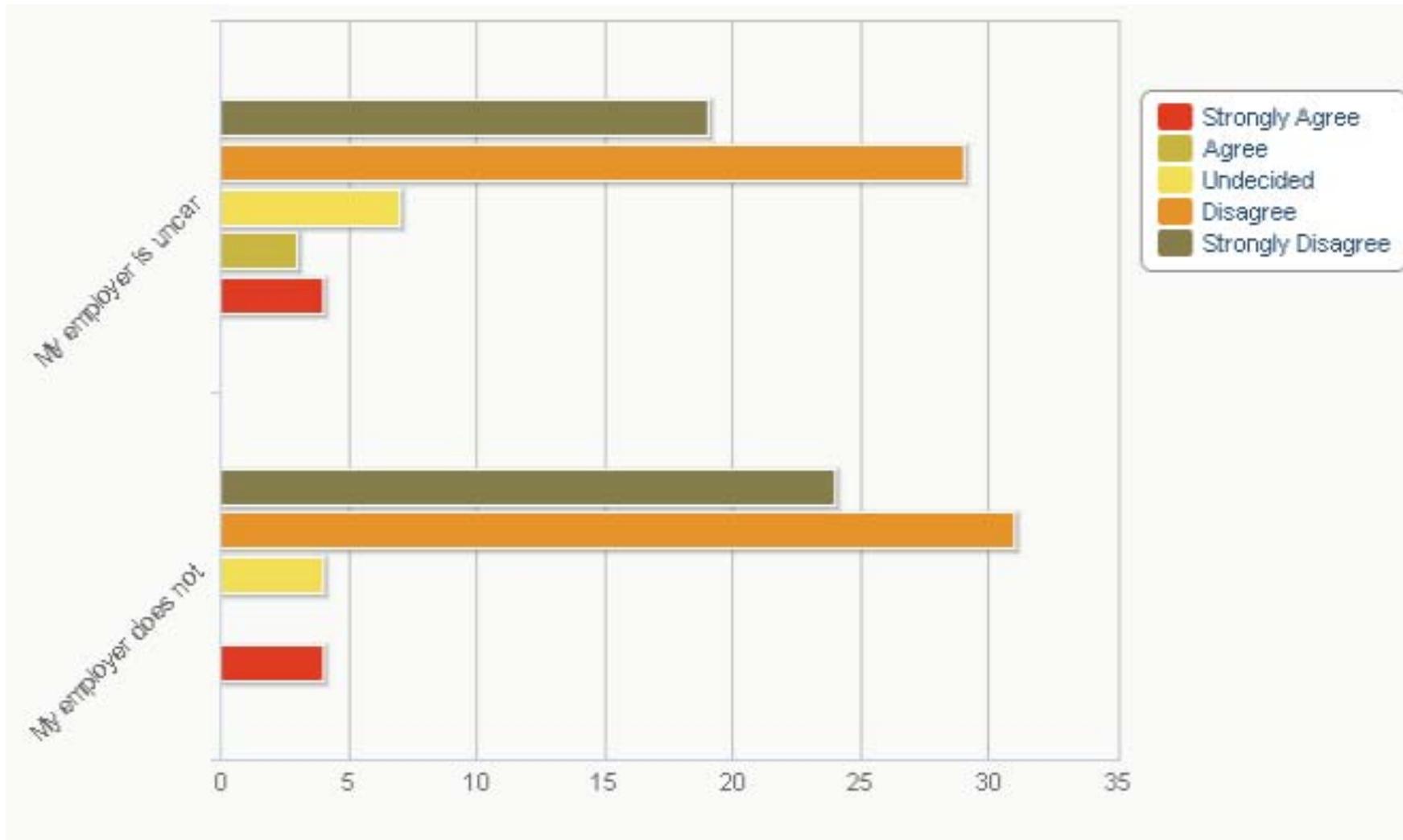


3. For the following items regarding employee perceptions about the employer, please rate each item on a scale from Strongly Agree to Strongly Disagree.

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

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

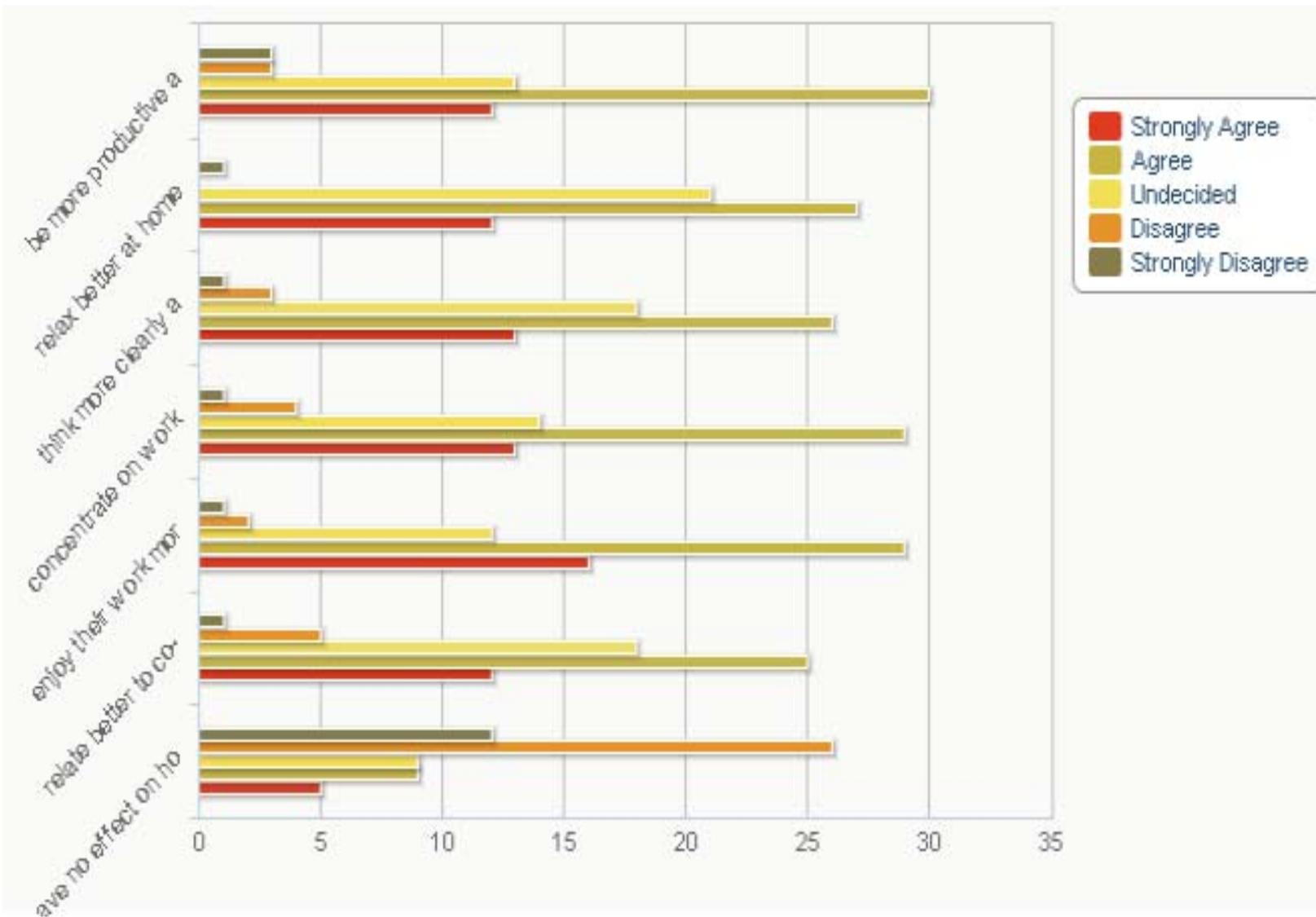
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4. For the following items regarding the perception about the relationship between exercise and work please rate each item below for the following statement noted during the civilian exercise study. "Exercise during the work day allowed my employee to:

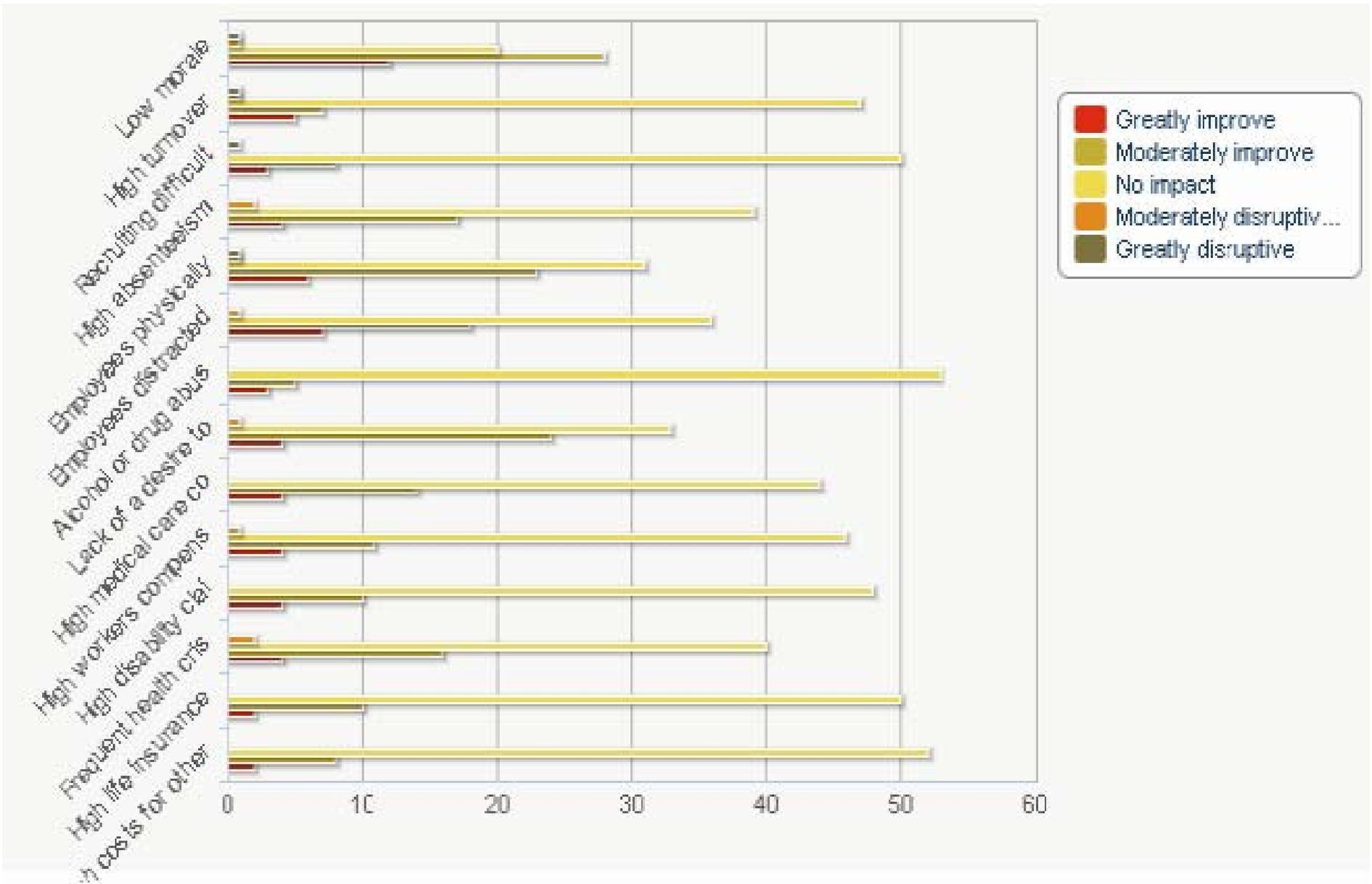
	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
be more productive at work	<input type="radio"/>				
relax better at home	<input type="radio"/>				
think more clearly about work related problems	<input type="radio"/>				
concentrate on work tasks	<input type="radio"/>				
enjoy their work more	<input type="radio"/>				
relate better to co-workers	<input type="radio"/>				
have no effect on how they perform.	<input type="radio"/>				

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



5. What impact did 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"/>

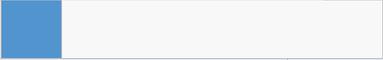


6. Should the Coast Guard adopt a civilian exercise program ?

yes

no

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

Response	20%	40%	60%	80%	100%	Frequency	Count
yes						84.1%	53
no						15.9%	10
						Mean	1.159
						Standard Deviation	0.368
						Valid Responses	63
						Total Responses	63

Encl (4)

6a. Why or why not?

Response
The civilian work force should maintain a healthy appearance and lifestyle. They also represent the United States Coast Guard, even though they do not wear the uniform.
Exercising promotes a healthy workforce.
I think the overall benefits to employee's health and productivity outweigh the lost time at work. That said, my civilian employees are not generally not currently taking advantage of this program due to car pool requirements or child care issues.
USCG should absolutely adopt a civilian exercise program. The justification for such a program is nearly identical to the justification for mandating an exercise program for active duty personnel. The benefits of an exercise program have been documented and exhaustively proven time and time again. A more fit employee is a more productive employee.
Improves health and reduces health cares.
Improve work/life balance, Make longer CWS days less stressful, Improve general health, Improve focus on work,
I believe it improves employees' focus, health and state of mind. They get the direct benefit of the exercise as well as the broader advantage of feeling their employer cares about their long-term health and well-being. It's my opinion that the relatively few hours away from their desk have a substantial return. It's easy to say that they can/should do the exercise on their own time/at home but the fact is many get quickly overwhelmed by family issues/pressures/commitments and can't make the time.
Improved morale and fostered a team environment rather than Active Duty and Civilian mentality.
Employee health and physical fitness should be a concern for the USCG regardless of whether a person is in uniform or a civilian. The USCG should adopt a civilian exercise program when the type of work being performed allows the flexibility for employees to participate and not impact the completion of required work.
Excercise promotes good health. I believe it should be limited to 150-180 min/week.
There have been a number of studies at private sector companies all with positive results. Having an opportunity to improve health and morale always benefit the organization. Getting away from the desk and the computer for 45-60 minutes refreshes the mind and I am always more productive.
yes but, not mandatory
While I support an active/healthy lifestyle and maximum flexibility with leave approval and adjusted work hours to encourage exercise during he workday, I am not a fan of the federal government paying civil servants a salary to exercise. Additionally, we are currently in a position where we are considering requesting overtime to meet our reporting responsibilities to DHS. Too many extra-curricular (outside of core duties) events like mandated training and paid exercise limit my ability to produce results. I

<p>encouraged my staff to take advantage of the pilot program as a group and individual meetings. To date, I have not received a singled admin absence request in WEBTA to facilitate exercise during the workday.</p>
<p>Coast Guard should adopt a civilian exercise program because 1) exercise time if provided for military to keep fit. Civilian counterparts would also have the option to do the same 2) an exercise program would cost little and provide considerable benefits to both physical health and mental health.</p>
<p>With all of the other administrative requirements for USCG personnel, the USCG cannot afford the additional paid time off from work for exercise. Civilian personnel already must take mandatory training and professional training that reduces their time available for work. Allowing 45 minutes a day for workouts will further reduce time available for mission performance by over 9% at a time when we are already short staffed. Allowing paid time off for exercise during the workday will consequently result in a 9% decrease in mission performance. Instead, the USCG should provide exercise facilities at the workplace and allow flexible work schedules for personnel to exercise before or after work, or during flexible work schedule breaks during the day rather than during work hours.</p>
<p>too disruptive, not evenly enforced across offices. some employees take hours for events like soccer while others maintain the 1 hour and this creates heartburn among employees. Employees continually try to push the envelope of time off to account for showers, walking to the gym, changing clothes. too much burden on supervisors for so very little benefit.</p>
<p>Improved physical and emotional health</p>
<p>Improves health, lowers health cost Improves morale Improves efficiency</p>
<p>Without concrete evidence that productivity will improve as a result of this program, I'm opposed. The Coast Guard has a wonderful culture (caring, concerned people), but it is the individual decision that makes all the difference. Some people choose to take care of themselves, others don't. The people who are inclined to workout, will workout whether it is on the taxpayers time or their own. As a taxpayer, it is my belief that this should be done on the individuals time, not the taxpayer. This is bad precedence in a time where government employment is already heavily scrutinized for poor management practices. In the work-life balance, this should be left to the individual to be managed in the "life" portion of the equation.</p>
<p>Good physical health has been proven to increase the effectiveness of the work force. It helps to keep the employee in shape and get them away from there daily routine of sitting at a desk. It helps in preventing heart attacks, strokes and obesity. An active exercise program a work allows the employee that time to exercise where otherwise he/she otherwise will not have due to spending most of his time at work or traveling back and forth to work. Spending most of your time treveling to and from work and eitht or more hours at a desk does not promote a health life style. It reduces the effectiveness of the workforce.</p>
<p>It helped bridge the gap between the active duty and civilian work forces by allowing the civilians work out time such as active duty has. It also increases morale and well being.</p>

Encl (4)

Maybe... Civilians should be afforded the same access to workout facilities as military members have. They can use their half-hour lunch break and if needed add time to their work day to compensate for the missed work time, i.e., stay at work a half hour longer. Many employees are already working out, coming to work early then putting in a full day. Some employees are working out during the day without adding work time. So if we have already have an unsanctioned workout program maybe we should have a measured program. Question? Will the program encourage more employees to work out - not sure. Will those that already workout an hour a day get the hint that they need to curtail their absences to the prescribed three hour a week limit - doubt it. The somewhat unhealthy employees need to be encouraged to get up from their desks and take a short walk around the building and throw in some stair climbing as their fitness level improves. If we can encourage that sense of healthiness then I would wholeheartily support a civilian exercise program during the work day. But as is, the jocks will continue to run miles a day either way. The drive should be to encourage the less-fit to get up and exercise!

The programs adds morale, and well-being keeping employees healthier with improved daily life styles. The program also reduces stress in the work place and has improved some co-worker relationships in the office. It also keeps our employees in a CG position without having them move on to other agencies.

As long as the supervisor is able to make the determination when to allow it, depending on workload, performance, etc. If it becomes another issue of contention between union and management to agree when can the time be negated to an employee.

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We're all members of the same Team Coast Guard. The same benefits that accrue to military personnel from regular fitness activities accrue as well to civilian employees. We should be encouraging ALL of our members to embrace a fit and healthy lifestyle, and a civilian exercise program facilitates and encourages that. The potential benefits to individual members and the organization far outweigh the minimal investment in time.

Helps promote a healthy workforce & physical training or just taking a walk is great for stress reduction.

Exercise improves health, lowers stress, and overall contributes to the well being and productivity of the unit.

Civilian employees should be afforded opportunities to exercise and maintain healthy standards.

If civilians want to work out during the workday, they already do. In my office there are already people doing it routinely and garnering all the benefits of a healthy lifestyle. I believe that a combursome system requiring WebTA check logging of work out time would be unnecessary. Recommend we allow the current unit leadership (HQ offices chiefs) to manage this issue.

overall, in the presently high stress environment of the USCG, a benefit like this is an acceptable and productive way to get/keep the employee's happy in an otherwise mundane and negative environment.

It is happening anyway.

Where possible, uniformed and civilian employees should be afforded the same program opportunities.
It helps civilians maintain a level of fitness in line with the active duty mbrs... this helps with morale and health.
Review the data from any study about the benefit of exercise on health, stamina, productivity, stress relief, etc. All results and trends point to the correlation of better employee health to better workplace health. This all translates into better productivity at work, less absenteeism, reduction in health care costs.
There's no doubt that some physical exercise during the work day promotes better overall health and, consequently, productivity - it might not necessarily improve morale, but would at least show that the organization is concerned about its employees' welfare and health.
If carefully controlled and schedules, can be a good stress reduction and healthy life style contribution. However, the stress of managing the heavy workload with employees who are out of the office for more than an hour daily may offset any positive benefit and push supervisors to say exercise needs to be an off duty activity.
Sedentary work conditions create a difficult long term work situation. Good health, attitude, and productivity come with exercise. As long as it's done in concert with work schedules, and not as the end all, it's beneficial to both the CG and individual.
In addition to the healthy lifestyle, the workout during the day also helps with stress and gives a person a much needed break during the workday.
There is a direct correlation between exercise and job performance. Great way to reduce stress as well.
PEOPLE DONT WANT TO DO FORCED PT. MOST PEOPLE WANT THE TIME TO DO WHAT THEY WANT ON THEIR OWN. JUST GRANT THEM THE TIME TO DO IT
Worker moral can be both positively and negatively impacted by the CG exercise program. Many military abuse the exercise programs and spend an inordinate amount of time exercising when their civilian counterparts are unable to do so. This leads to unfairness in the workplace. Furthermore, those civilians who have or take the time to exercise do so at the expense of others who can't participate due to many different factors. I feel there is no question that, if an exercise program is fairly offered and available to all then employee moral greatly improves and, with the introduction of a more healthy lifestyle and opportunities to exercise, then there'll be a correlation between that and a greater perception that the CG does care about employee wellbeing, overall employee health and all the great things that come from that. This will then directly improve an employee's life and will more likely lead to better moral, improved attitude towards work and associated improved work products, lower absenteeism, fewer sick days, better recruitment and the like. The issue is FAIRNESS! If a system is fair to all then all can enjoy the resultant positive influences it will have a positive impact both individually and organizationally.
For the reasons identified above.
I am much more productive if I start my day by exercising.

Encl (4)

The civilian employees who work out, are the ones who already find time in their day to workout, either before work, during lunch or after work. Those employees who started to work out during the work day only lasted for a week or two and didn't carry thru...and if they go to the gym, it's a "stroll" on the treadmill, more to not work (in my opinion) vice wanting to work out. There was absolutely no change in behavior of new employees being allowed to workout in CG time.

I believe that healthy individuals are generally happier and more productive.

I believe it to be an effective way of showing employees that their physical health is valued by the organization.

Exercise does help with lowering stress and increasing energy. Unfortunately not everyone exercises routinely or even at all.

CGHQ civilians barely work a 40-hour week.

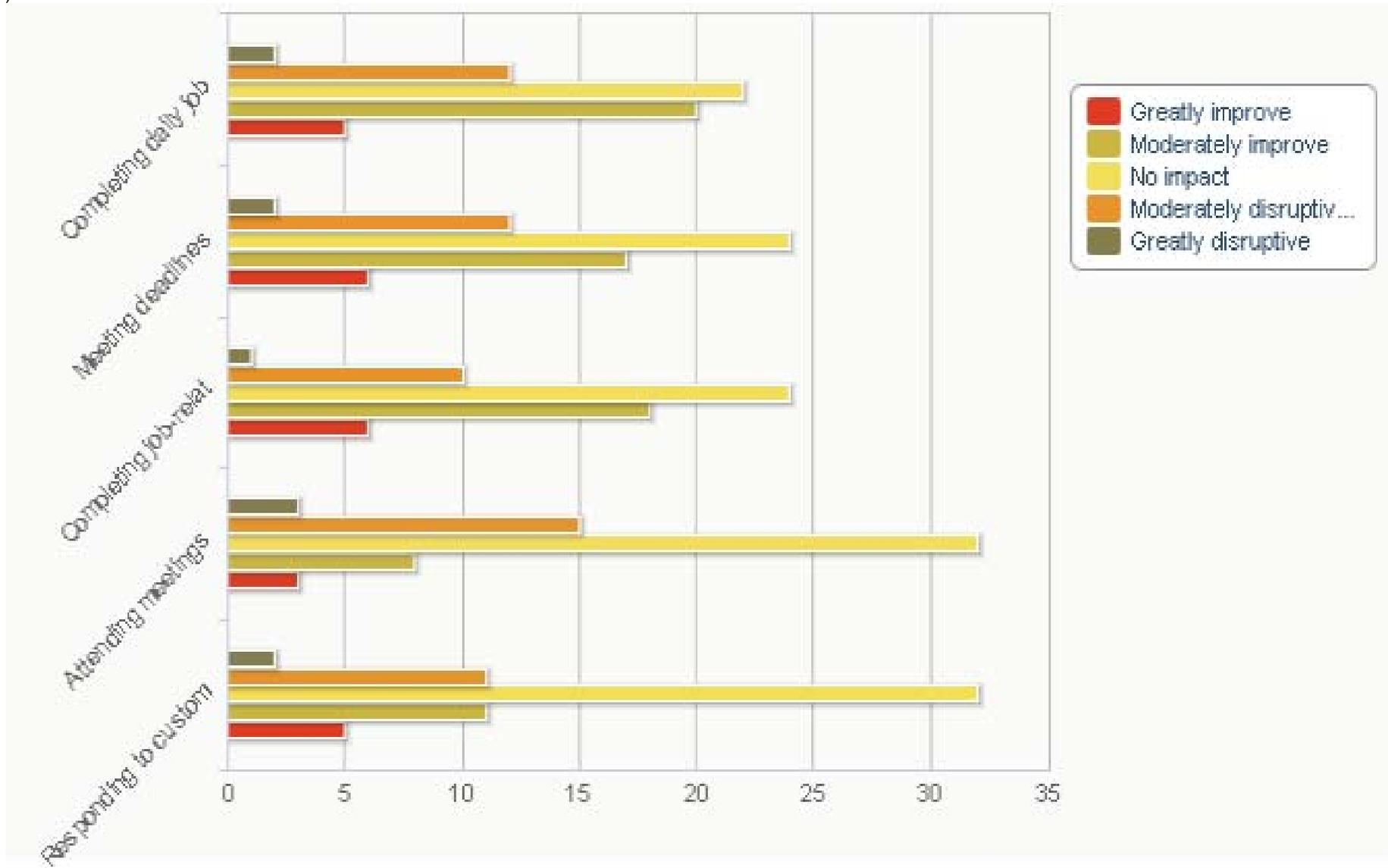
I believe in allowing an exercise program/time for civilian employees. Daily exercise is known to improve a person mentally and physically.

	Valid Responses	50
	Total Responses	63

7. 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"/>				

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8. For the above question, how did you arrive at your responses?

Response
As long as the civilian employee is being productive at work, there should be no impact. If problems arise, the shop supervisors should be allowed to pull this privilege.
Division workforce for the oversight of the CRD Program (Informal/ADR/Formal) is extremely high for the number of FTE, which include processing formal complaints of investigation and data management.
I think that this would impact the employee's times available for meetings, but this would be a minor disruption that could be worked around. I think employees who get regular exercise are more effective so I think their ability to complete tasks would actually improve.
I applied the same logic that I applied toward my active duty subordinates. Also, from experience, my subordinates that invested in their own health more also more invested in their job performance.
Time and scheduling management.
Can schedule exercise time in regard to reoccurring tasks but may impact meeting unforeseen deadlines or completing projects that cannot be easily define effort needed to finish and are critical to mission delivery.
Experience and observation
Program has only been ongoing for a few months so i am provding my best guess. I have not seen any decrease in productivity and have seen many increases in morale as stated above. Recommend CG proceed with this initiative.
I'm not sure how to measure the effectiveness you are trying to associate these work outcomes with an exercise program. If nothing else, you should an improvement in employee morale. This is a good thing to do. I whole heartily recommend you go forward with the program.
If folks are in the office less, it stands to reason they will have less time to get their work done, even if they are more efficient.
Based on my own personal experience. I'm a work alcoholic. I stare at the computer screen for 9 straight hours. I even eat at my desk. The only thing that drags me away is an opportunity for physical exercise and afterwards I note improvement in my productivity, my attitude and my ability to resolve challenges.
comparing non active workers to sedintary
We have a number of periodic deliverables that give us very little flexibility in planning/scheduling based on the availability of inputs and the outputs we are required to produce. 2-3 hours a week away from the office for up to 8 civilian employees would be problematic.
Based on the recognized physical and mental benefits of even moderate exercise.

Encl (4)

<p>Allowing 45 minutes a day for workouts will reduce the individual's time available for mission performance by over 9% at a time when we are already short staffed. Therefore, allowing paid time off for exercise during the workday will consequently result in a 9% decrease in mission performance. A 9% decrease in mission performance is more than a moderate disruption to the workplace.</p>
<p>employees put in for when they want to go to the gym, timecards are always a mess, other employees complain that they dont receive "ONE" hour to goof off at the gym. not worth the effort. civilians should work out on their own time.</p>
<p>Employees who exercise are more aware of the need for better time management, improves efficiency</p>
<p>Based on the type of work that is required in the Facilities and Engineering Department, it would allow the employee to visit the gym and see first hand any problems that needs to be addressed and reported. It provides an opportunity to interact with other military patriots to gain information on improvements of the facility. Also, it assist with the strengthening and endurance of the employee that is needed when walking the HQ building during building inspections. It improves the employees alertness and ability to keep up with the high pace of environment.</p>
<p>I did not see any major changes in how my employees completed their jobs. They all continued to complete their assignments in the same manner as they did prior to the pilot program.</p>
<p>There are numerous distractions during the day that take our attention away from our general focus of completing job-related projects and responding to customers. Adding another official time-away will not greatly impact productivity. Employeees can balance their work days to get the job done and get some needed exercise. There sholdn't be any disruptions to regularly scheduled meetings - know in advance - all should be ready to attend.</p>
<p>Allowing employees to exercise during the workday in our office improves morale and inturn improves employee productivity and work place climate. This is a given seen in daily operations and special tasking.</p>
<p>.</p>
<p>My perception, based on observation of both my staff and myself over an extended period, is that regular exercise is an effective morale booster, and a very worthwhile investment in increased energy levels and productivity (particularly in the often woozy post-lunch afternoon hours). Also, fit employees are healthier employees, with less down time due to sickness (perhaps it's just anecdotal, but I have almost a year of sick leave on the books because I very seldom get sick (which I ascribe largely to regular aerobic exercise)).</p>
<p>Not at their workstation, no visability on voice mail or emails of importance. Slight delays but if it's really urgent most folks will pick up a phone.</p>
<p>Exercise helps to improve mental and physical capacity leading to more productive individuals.</p>
<p>I have employees that work out and those that do not and both groups are productive, if they are individually motivated.</p>
<p>Active employees appear to have more vitality and ability to do their jobs.</p>

<p>due to understaffing, everybody already works harder and longer to achieve success. This is a stopgap measure in a long term downhill slide.</p>
<p>There will be no change, we are allowing civilians to work out right now and will continue to do so. This is a pretty horrible survey. It does not ask the obvious questions like: does your employee want to work out?</p>
<p>Work out time improves the morale of the individual but is generally time away from the employees primary job.</p>
<p>This will be another time requirement that will result in less time to accomplish the cited responsibilities. Although I beleive it's manageable, it will have an impact to effectively reduce the number of hours available for employee productivity.</p>
<p>At Headquarters, deadlines and expectations will remain the same... i.e., if civilians choose to workout, they have to do so around the same performance expectations.</p>
<p>Time management allows workout to be scheduled in a manner that does not disruopt the workflow in the office.</p>
<p>Increased energy level of employees. Better time management knowing part of the day will be set aside specifically for employee. Better mental state after exercise. Several of my civilian employees exercise at lunchtime and make up for any additional time taken after work, that's why I only rated "moderately improve." Already have seen the benefits of daily exercise in my office staff.</p>
<p>Exercise would improve job/performance quality...not necessarily quantity - current workload volumes are so high and diverse that exercise among the current workforce size would not significantly accelerate project completions...but would provide better focus and job quality as projects are completed.</p>
<p>More than 50% of staff exercise already and they are very disciplined about their schedule before work day starts, schedule at end of work day or lunch time use. However, unless there are guidelines where excercise is secondary to the needs of the workplace, there are people who will not make disciplined choices to meet obligations rather than meet exercise desires. I do see a correlation between those that work out and feelings of less stress or say they are working out their stress. However, this has not at all impacted morale issues in the workplace. What could impact already low workplace morale is the combination of time out every day coupled with RDOs(which we dont control due to car pools) in meeting office requirements. The HQS gym situation is not conducive to a quick break for exercise - a trip up to the gym and back takes an hour out of the productive work day. Unless the expectation is work will be completed as required within a now 7 hour work day and coordinated carefully within the office for backup, there could be a significant negative impact on an office outcome.</p>
<p>I have 14 years of personal experience excercising in a HQ environment, and supervising other who both do, and do not engage in excercise.</p>
<p>A clear healthy mind helps a person to focus and provides energy to get a person through the day.</p>
<p>There would be improvement in those tqasks that benefits from exercise. I also believe the quality of work would alos be improved.</p>

Encl (4)

PHYSICAL FITNESS IS GOOD BUT WONT AFFECT PRODUCTION ETC IN MY WORK SPACE		
My employees and I are mission oriented and get the job done when it needs to get done. If an exercise program was fairly implemented i'm sure they'd be flexible in its implementation to ensure it's success and the success of our missions.		
Using the gym during the workday for approximately 20 years.		
Healthier employees are more productive and motivated.		
From my observations, employees who worked out prior to this initiative, there was no change to their work habits/behavior, but it did improve THEIR morale. For those new to working out (again, they didn't work out previously) they either didn't stick to it, or if they did, their workout times were time for them to "get away " from their day to day tasks, taking away from meetings, day to day tasks, delays in projects, delays in responding to VM, email, etc.		
Being healthy and physically fit means the employee will have more energy with which to complete tasks quicker and more efficiently.		
I don't see it as a disruption.		
If one wants to incorporate an exercise routine into the workday, it is very possible to do so with minimal impact to productivity.		

High morale and with added time to workout during the day improves a member physically and mentally, fewer days sick and is also felt and seen in positive customer service.		
	Valid Responses	49
	Total Responses	63