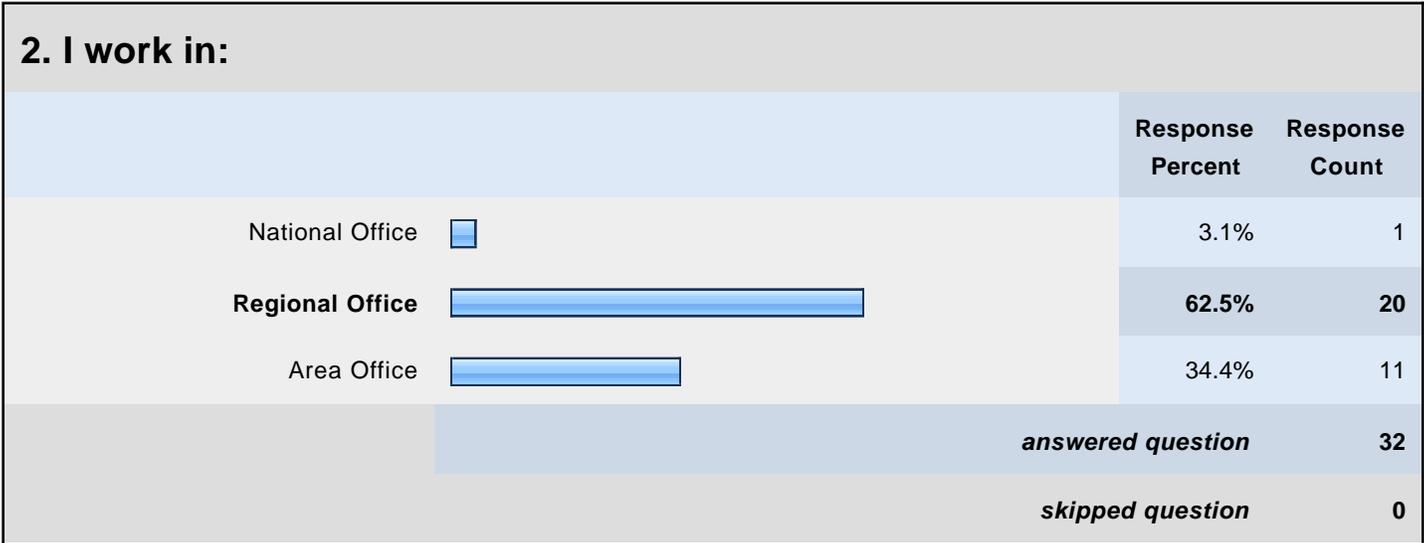
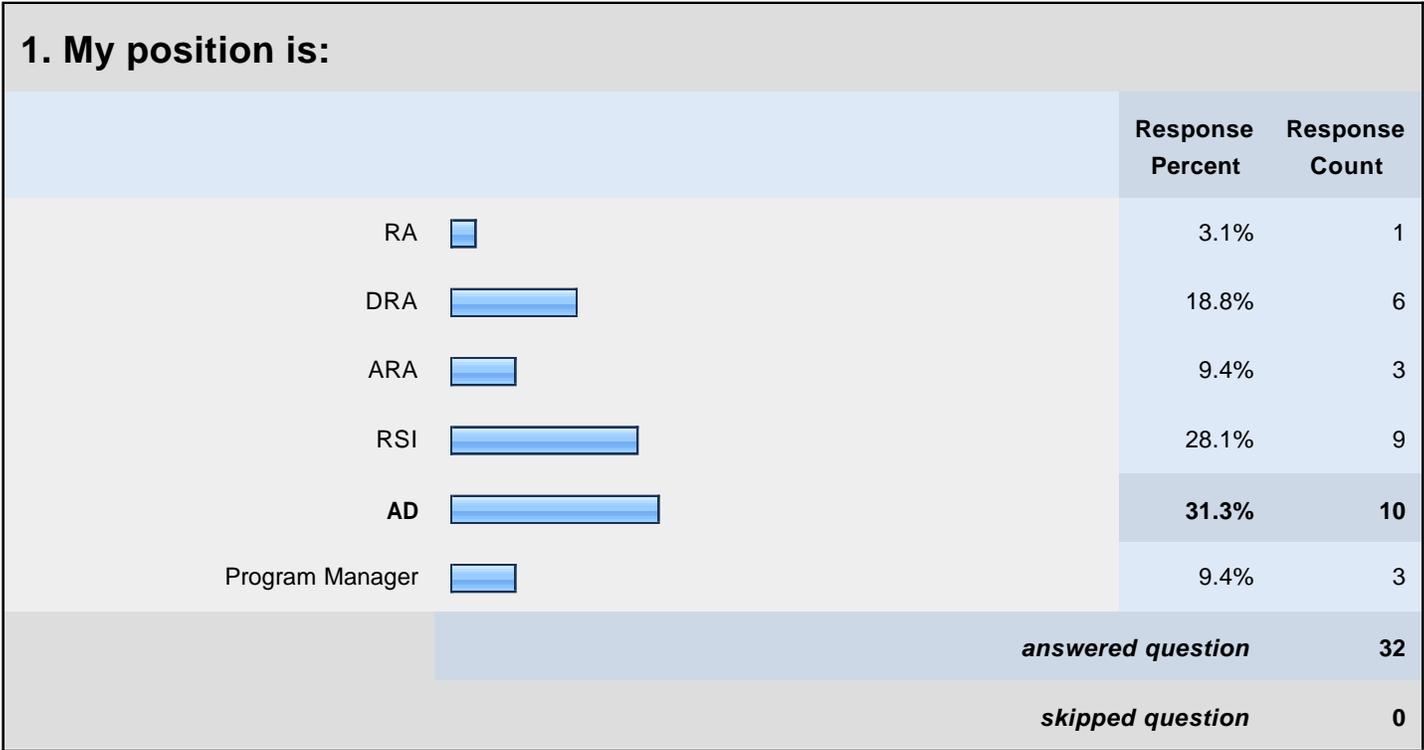
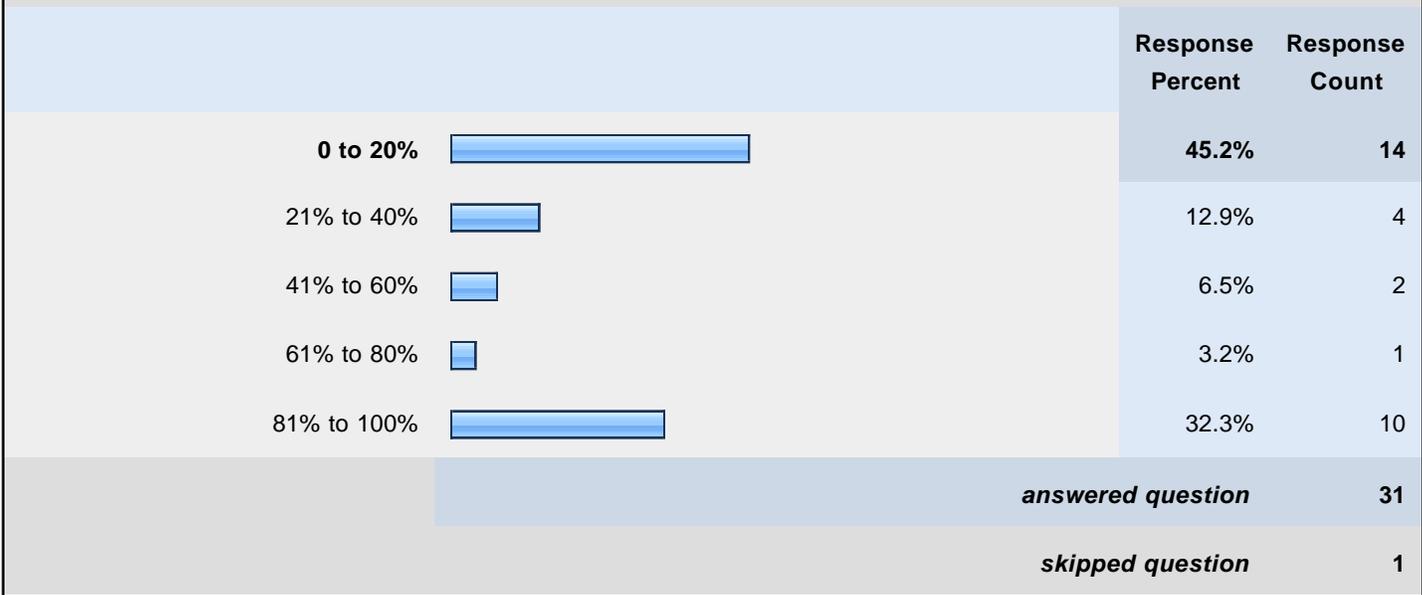


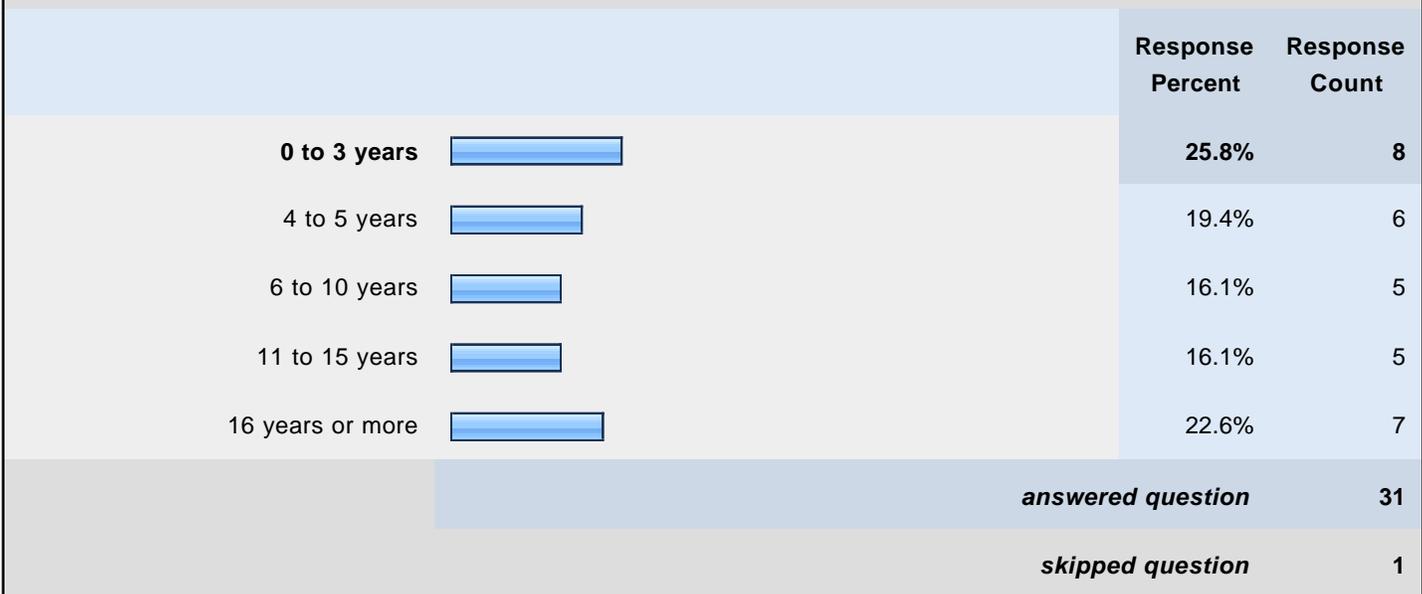
WPP Review - Managers Survey



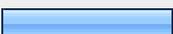
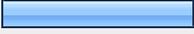
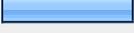
3. Percentage of my time focused on the WPP is:



4. How many years have you worked on WPP issues?

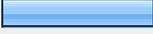


5. What is your level of knowledge of the WPP?

| | Response Percent | Response Count |
|---|------------------|----------------|
| Excellent  | 25.8% | 8 |
| Very Good  | 25.8% | 8 |
| Good  | 29.0% | 9 |
| Very Little  | 19.4% | 6 |
| None | 0.0% | 0 |
| Additional Comments: | | 3 |
| answered question | | 31 |
| skipped question | | 1 |

6. Please rate your level of agreement with the following statement:

Do you believe the WPP needs to be reorganized?

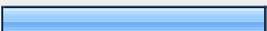
| | Response Percent | Response Count |
|---|------------------|----------------|
| Strongly Agree  | 48.4% | 15 |
| Agree  | 25.8% | 8 |
| Neutral  | 22.6% | 7 |
| Disagree | 0.0% | 0 |
| Strongly Disagree  | 3.2% | 1 |
| Additional Comments: | | 12 |
| answered question | | 31 |
| skipped question | | 1 |

7. What is your opinion of the current state of the WPP?

| | Response Percent | Response Count |
|---|------------------|----------------|
| The WPP is effective.  | 6.7% | 2 |
| The WPP is stressed.  | 63.3% | 19 |
| The WPP is broken.  | 30.0% | 9 |
| Additional Comments: | | 10 |
| <i>answered question</i> | | 30 |
| <i>skipped question</i> | | 2 |

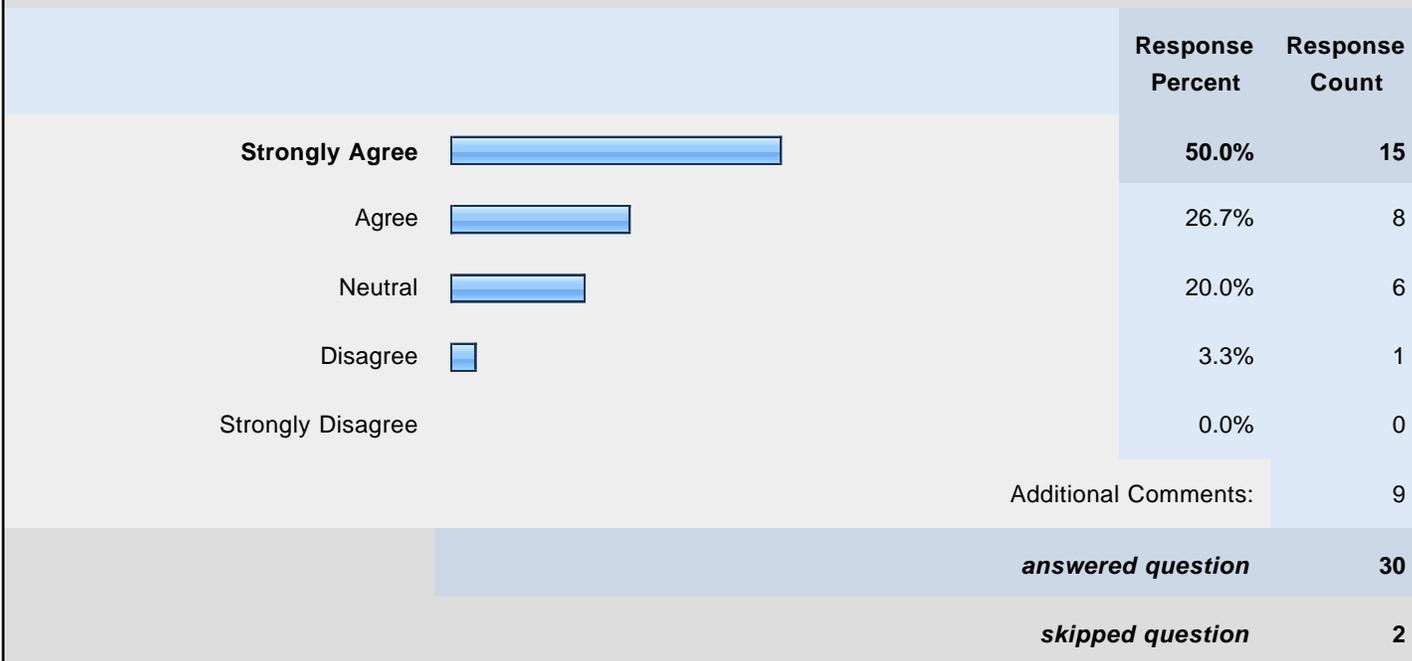
8. Please rate your level of agreement with the following statement:

Do you believe the WPP would be more effective if there was separate funding for operating and personnel costs at the national/regional/area office levels?

| | Response Percent | Response Count |
|---|------------------|----------------|
| Strongly Agree  | 40.0% | 12 |
| Agree  | 20.0% | 6 |
| Neutral  | 26.7% | 8 |
| Disagree  | 6.7% | 2 |
| Strongly Disagree  | 6.7% | 2 |
| Additional Comments: | | 8 |
| <i>answered question</i> | | 30 |
| <i>skipped question</i> | | 2 |

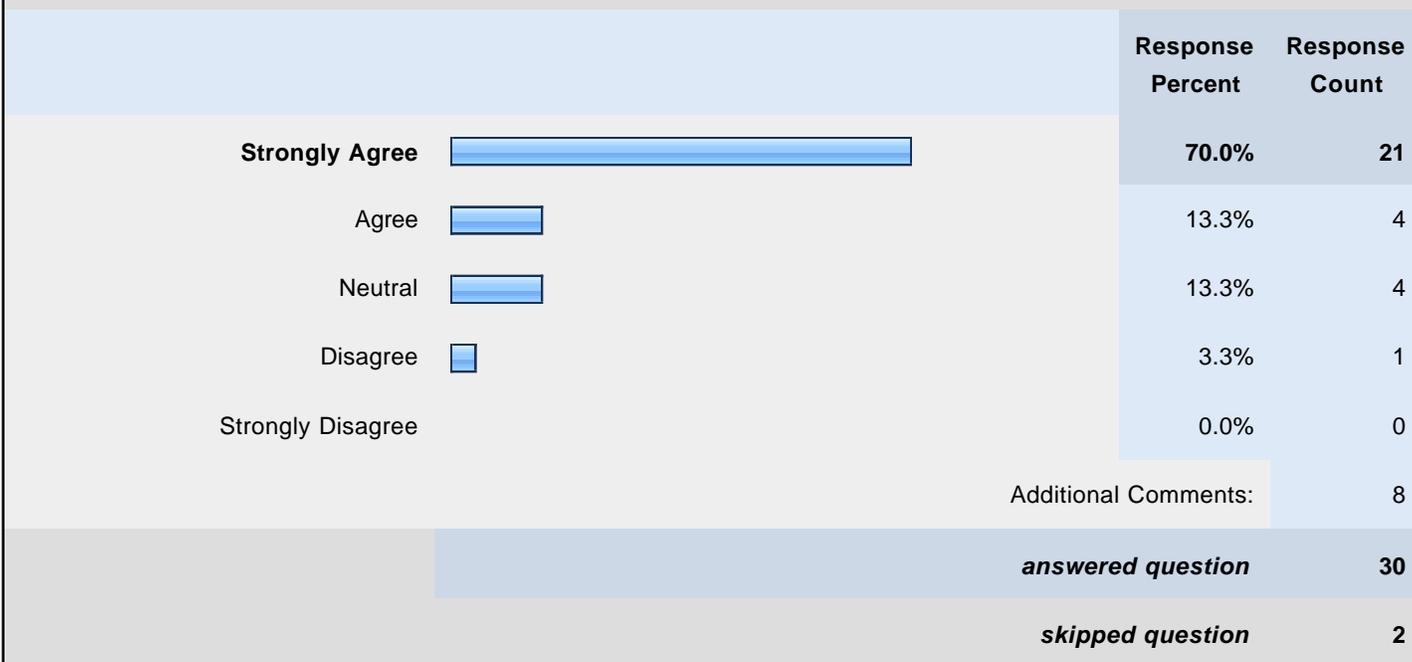
9. Please rate your level of agreement with the following statement:

Do you believe the WPP would be more effective with an increase in overall funding?



10. Please rate your level of agreement with the following statement:

Do you believe the WPP would be more effective if the agency hired more WB Investigators?



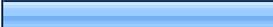
11. Where will the WPP be most effective?

| | Response Percent | Response Count |
|--|------------------|----------------|
| Remain with OSHA under Enforcement Programs | 16.7% | 5 |
| Remain with OSHA, but under a newly created WPP Directorate | 46.7% | 14 |
| Other (Please provide additional comments.) | 36.7% | 11 |
| Additional Comments: | | 17 |
| <i>answered question</i> | | 30 |
| <i>skipped question</i> | | 2 |

12. In your opinion what equipment and/or resources do WB Investigators need to effectively perform their jobs?

| | Response Count |
|--------------------------|----------------|
| | 29 |
| <i>answered question</i> | 29 |
| <i>skipped question</i> | 3 |

13. What is your level of knowledge of the OTI course curriculum for 1420 (Basic Whistleblower Course) and 1460 (Federal Statutes)?

| | Response Percent | Response Count |
|---|------------------|----------------|
| Excellent  | 13.8% | 4 |
| Very Good  | 13.8% | 4 |
| Good  | 41.4% | 12 |
| Very Little  | 20.7% | 6 |
| None  | 10.3% | 3 |
| Additional Comments: | | 5 |
| answered question | | 29 |
| skipped question | | 3 |

14. Please rate your level of agreement with the following statement:

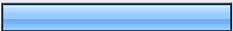
Do you believe the current formal OTI training provided to the WB Investigators adequately prepares them for the job?

| | Response Percent | Response Count |
|---|------------------|----------------|
| Strongly Agree  | 6.9% | 2 |
| Agree  | 17.2% | 5 |
| Neutral  | 48.3% | 14 |
| Disagree  | 17.2% | 5 |
| Strongly Disagree  | 10.3% | 3 |
| Additional Comments: | | 11 |
| answered question | | 29 |
| skipped question | | 3 |

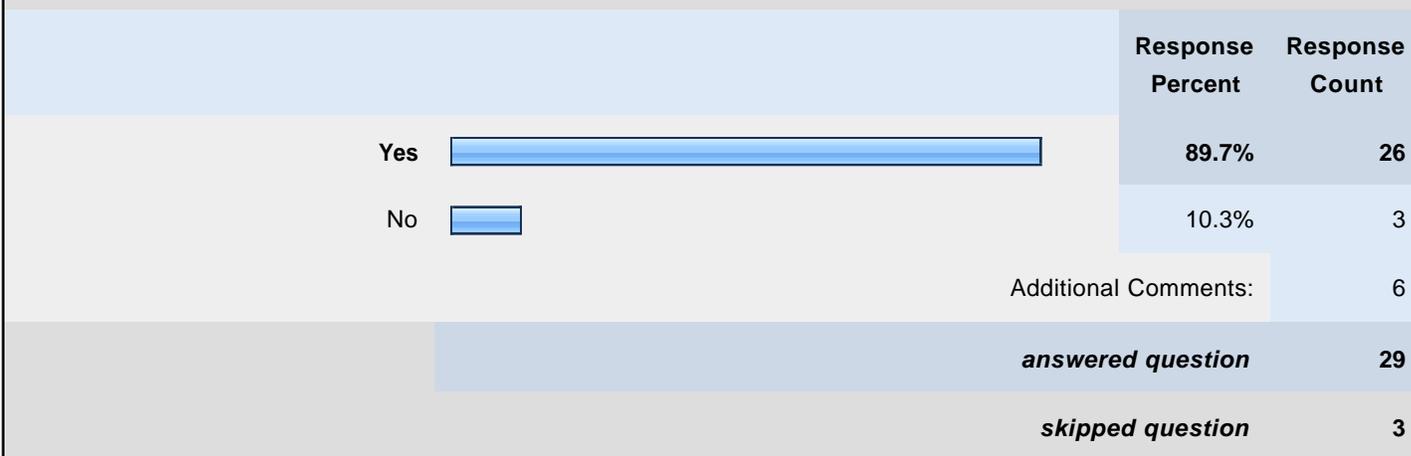
15. What other types of training should WB Investigators be required to attend?

| | Response Count |
|--------------------------|----------------|
| | 29 |
| <i>answered question</i> | 29 |
| <i>skipped question</i> | 3 |

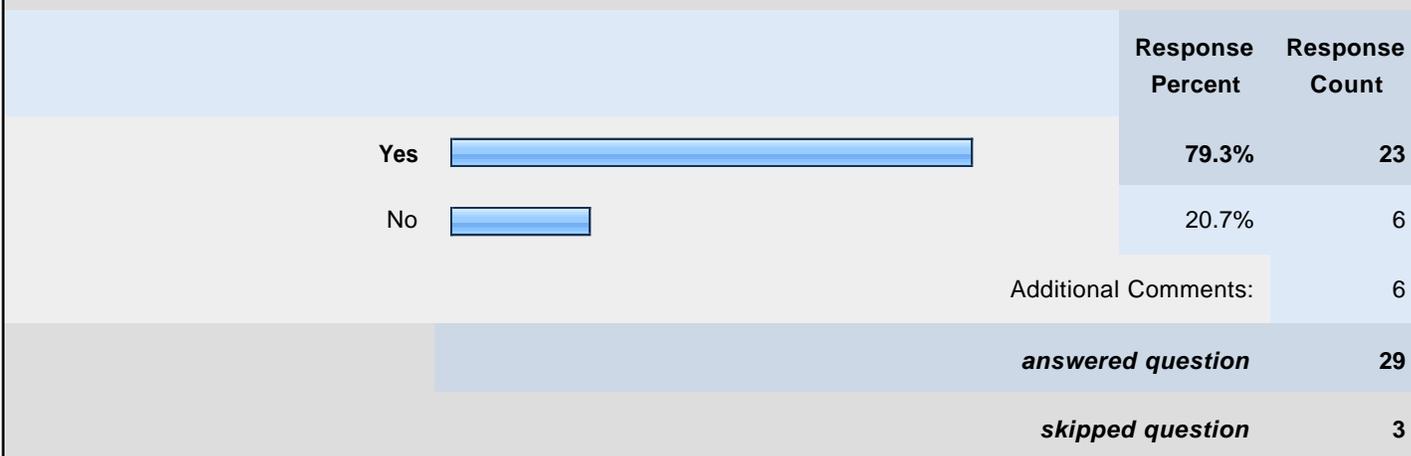
16. What is your level of knowledge with OSHA Instruction DIS 0-0.9, “Whistleblower Investigations Manual”?

| | Response Percent | Response Count |
|---|------------------|----------------|
| Excellent  | 24.1% | 7 |
| Very Good  | 13.8% | 4 |
| Good  | 34.5% | 10 |
| Very Little  | 24.1% | 7 |
| None  | 3.4% | 1 |
| Additional Comments: | | 1 |
| <i>answered question</i> | | 29 |
| <i>skipped question</i> | | 3 |

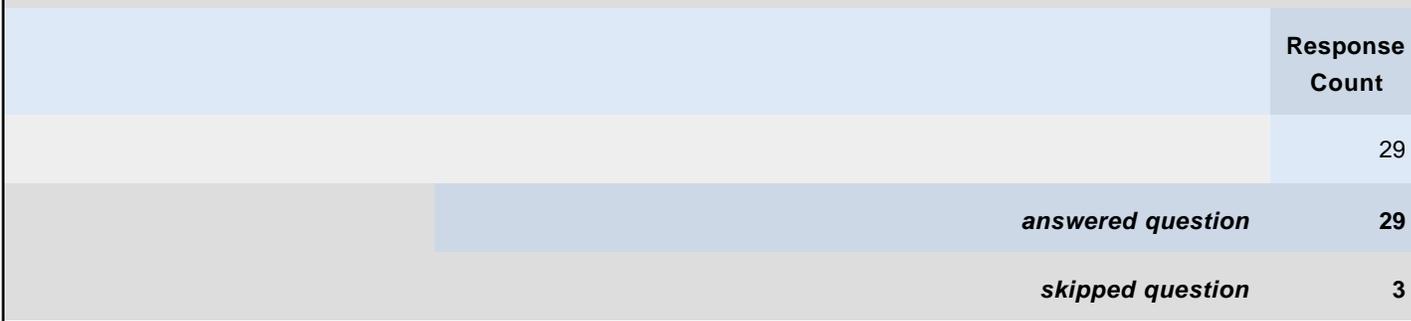
17. Does your Region fully implement the procedures outlined in DIS 0-0.9?



18. Does your Region utilize any Regional directives or local policies to administer your WPP?

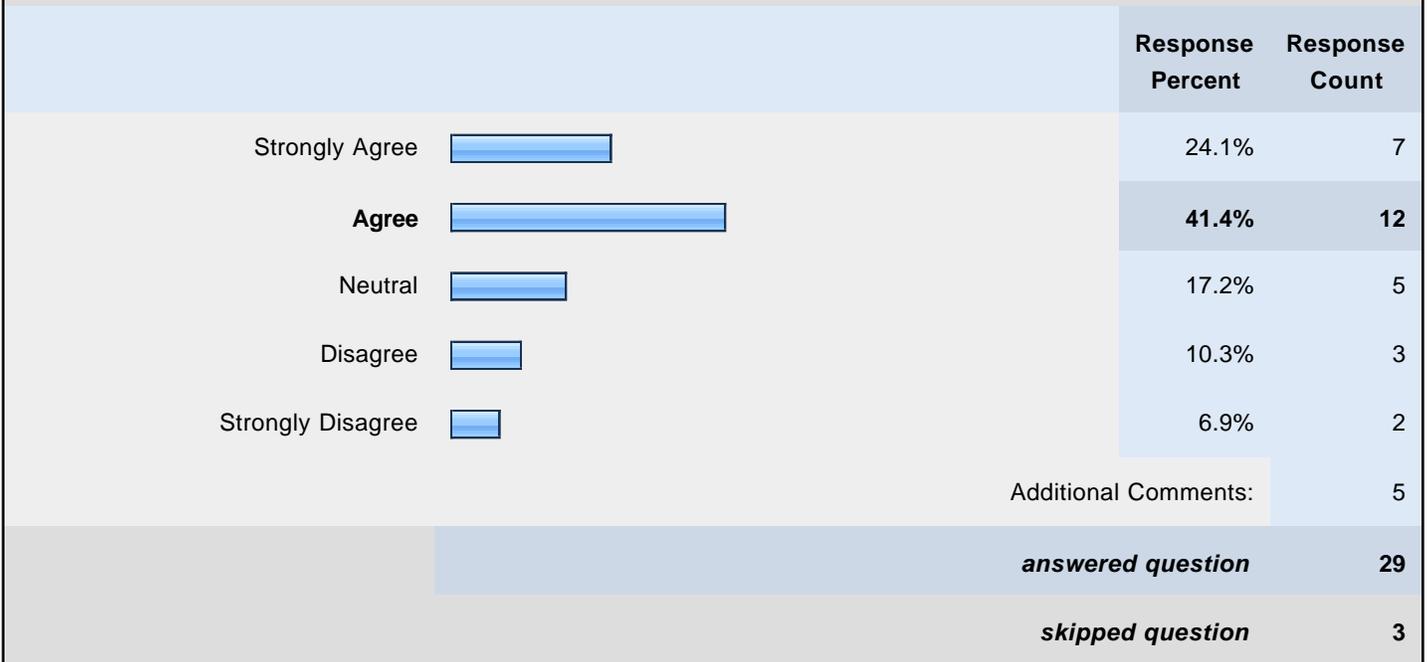


19. Please describe what local WPP directives or policies you have in place (i.e., screenings, investigations, settlements).

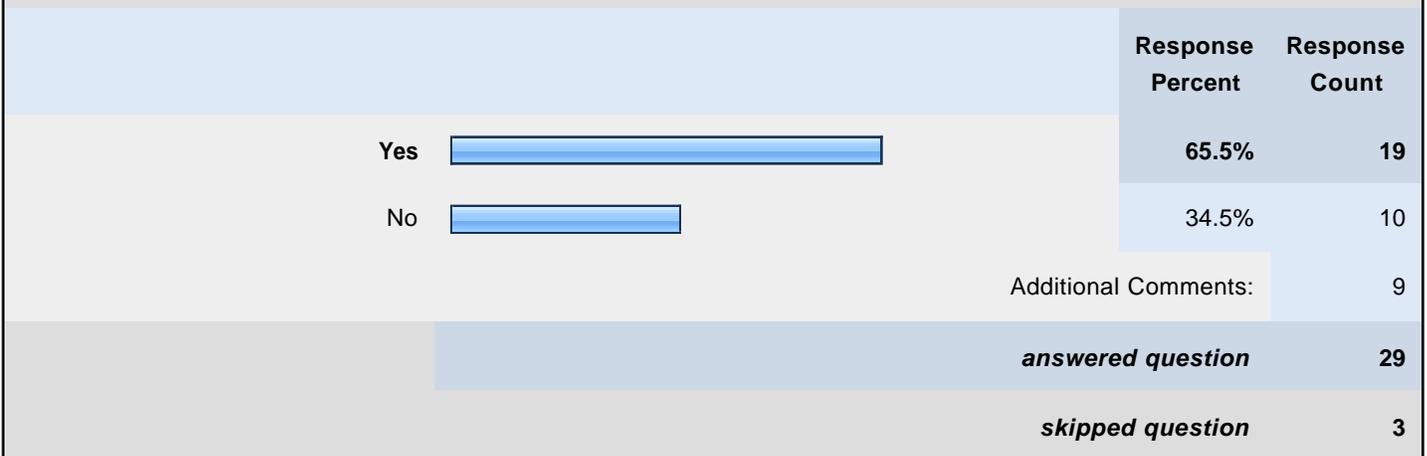


20. Please rate your level of agreement with the following statement:

My organizational structure is designed to effectively manage our Regional WPP.



21. Do you think the WPP should have a Technical or “complex case” GS-13 WB Investigator?



22. What organizational structure does your region use to administer the WPP?

| | Response Percent | Response Count |
|---|------------------|----------------|
| RA, ARA, Investigators | 0.0% | 0 |
| RA, ARA, RSI, Investigators | 41.4% | 12 |
| RA, AD, Investigators | 10.3% | 3 |
| RA, ARA, Program Manager, Investigator | 13.8% | 4 |
| Other (Please provide additional comments.) | 34.5% | 10 |
| Additional Comments: | | 12 |
| answered question | | 29 |
| skipped question | | 3 |

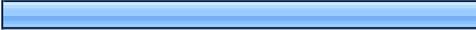
23. Please choose the most appropriate answer to the following question: With respect to the WPP, what organizational structure is most effective to administer the program?

| | Response Percent | Response Count |
|---|------------------|----------------|
| RA, ARA, Investigators | 0.0% | 0 |
| RA, ARA, RSI, Investigators | 41.4% | 12 |
| RA, AD, Investigators | 10.3% | 3 |
| RA, ARA, Program Manager, Investigator | 6.9% | 2 |
| Other (Please provide additional comments.) | 41.4% | 12 |
| Additional Comments: | | 13 |
| answered question | | 29 |
| skipped question | | 3 |

24. Do you believe that in order to have an effective WPP that Investigators need to be in Area Offices?

| | Response Percent | Response Count |
|---|------------------|----------------|
| Yes  | 48.3% | 14 |
| No  | 51.7% | 15 |
| Additional Comments: | | 9 |
| <i>answered question</i> | | 29 |
| <i>skipped question</i> | | 3 |

25. Do you utilize CSHOs to conduct WB investigations?

| | Response Percent | Response Count |
|---|------------------|----------------|
| Yes  | 27.6% | 8 |
| No  | 72.4% | 21 |
| Additional Comments: | | 7 |
| <i>answered question</i> | | 29 |
| <i>skipped question</i> | | 3 |

26. Should there be a separate Assistant Regional Administrator for WPP in each region?

| | Response Percent | Response Count |
|---|------------------|----------------|
| Yes  | 58.6% | 17 |
| No  | 41.4% | 12 |
| Additional Comments: | | 4 |
| <i>answered question</i> | | 29 |
| <i>skipped question</i> | | 3 |

27. How do you think the national office WPP should be structured?

| | Response Count |
|--------------------------|----------------|
| | 29 |
| <i>answered question</i> | 29 |
| <i>skipped question</i> | 3 |

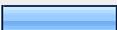
28. Who should be responsible for the WPP audit program?

| | Response Percent | Response Count |
|--|------------------|----------------|
| National Office  | 48.3% | 14 |
| Regional Office  | 37.9% | 11 |
| Area Office | 0.0% | 0 |
| Other (Please provide additional comments.)  | 13.8% | 4 |
| Additional Comments: | | 9 |
| <i>answered question</i> | | 29 |
| <i>skipped question</i> | | 3 |

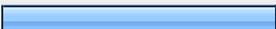
29. Do you audit your own WPP?

| | Response Percent | Response Count |
|--|------------------|----------------|
| Yes  | 69.0% | 20 |
| No  | 31.0% | 9 |
| Additional Comments: | | 4 |
| <i>answered question</i> | | 29 |
| <i>skipped question</i> | | 3 |

30. How often does your Region perform an internal WPP audit?

| | Response Percent | Response Count |
|---|------------------|----------------|
| Never  | 13.8% | 4 |
| Annually  | 44.8% | 13 |
| Every 2 years  | 20.7% | 6 |
| Every 3 years  | 17.2% | 5 |
| Every 4 years  | 3.4% | 1 |
| Additional Comments: | | 8 |
| <i>answered question</i> | | 29 |
| <i>skipped question</i> | | 3 |

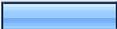
31. Do you believe that in order to have a thorough and effective WB investigation that all WB complainants must be interviewed in person?

| | Response Percent | Response Count |
|---|------------------|----------------|
| Yes  | 41.4% | 12 |
| No  | 58.6% | 17 |
| Additional Comments: | | 13 |
| <i>answered question</i> | | 29 |
| <i>skipped question</i> | | 3 |

32. Do you agree that in order to have a thorough and effective WB investigation that all investigations must be conducted on-site?

| | Response Percent | Response Count |
|---|---------------------------------|----------------|
| Strongly Agree  | 10.3% | 3 |
| Agree  | 31.0% | 9 |
| Neutral  | 27.6% | 8 |
| Disagree  | 20.7% | 6 |
| Strongly Disagree  | 10.3% | 3 |
| Additional Comments: | | 12 |
| | <i>answered question</i> | 29 |
| | <i>skipped question</i> | 3 |

33. Should on-site interviews of complainants, respondents or witnesses be discretionary?

| | Response Percent | Response Count |
|---|---------------------------------|----------------|
| Strongly Agree  | 17.2% | 5 |
| Agree  | 37.9% | 11 |
| Neutral  | 31.0% | 9 |
| Disagree  | 6.9% | 2 |
| Strongly Disagree  | 6.9% | 2 |
| Additional Comments: | | 10 |
| | <i>answered question</i> | 29 |
| | <i>skipped question</i> | 3 |

34. What is the WB complaint screening process used in your region?

| | Response Count |
|--------------------------|----------------|
| | 28 |
| <i>answered question</i> | 28 |
| <i>skipped question</i> | 4 |

35. What do you believe would be an effective WB complaint screening process?

| | Response Count |
|--------------------------|----------------|
| | 28 |
| <i>answered question</i> | 28 |
| <i>skipped question</i> | 4 |

36. What best practices have you instituted in your investigation process?

| | Response Count |
|--------------------------|----------------|
| | 28 |
| <i>answered question</i> | 28 |
| <i>skipped question</i> | 4 |

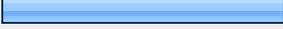
37. Please rate your level of agreement with the following statement:

WB investigative files are adequately reviewed by a supervisor prior to merit or non-merit decisions.

| | Response Percent | Response Count |
|---|------------------|----------------|
| Strongly Agree  | 32.1% | 9 |
| Agree  | 50.0% | 14 |
| Neutral  | 7.1% | 2 |
| Disagree  | 7.1% | 2 |
| Strongly Disagree  | 3.6% | 1 |
| Additional Comments: | | 4 |
| <i>answered question</i> | | 28 |
| <i>skipped question</i> | | 4 |

38. Please rate your level of agreement with the following statement:

A mediation/alternate dispute resolution program can be an effective tool to resolve WB complaints.

| | Response Percent | Response Count |
|--|------------------|----------------|
| Strongly Agree  | 32.1% | 9 |
| Agree  | 21.4% | 6 |
| Neutral  | 42.9% | 12 |
| Disagree  | 3.6% | 1 |
| Strongly Disagree | 0.0% | 0 |
| Additional Comments: | | 6 |
| <i>answered question</i> | | 28 |
| <i>skipped question</i> | | 4 |

39. Please rate your level of agreement with the following statement:

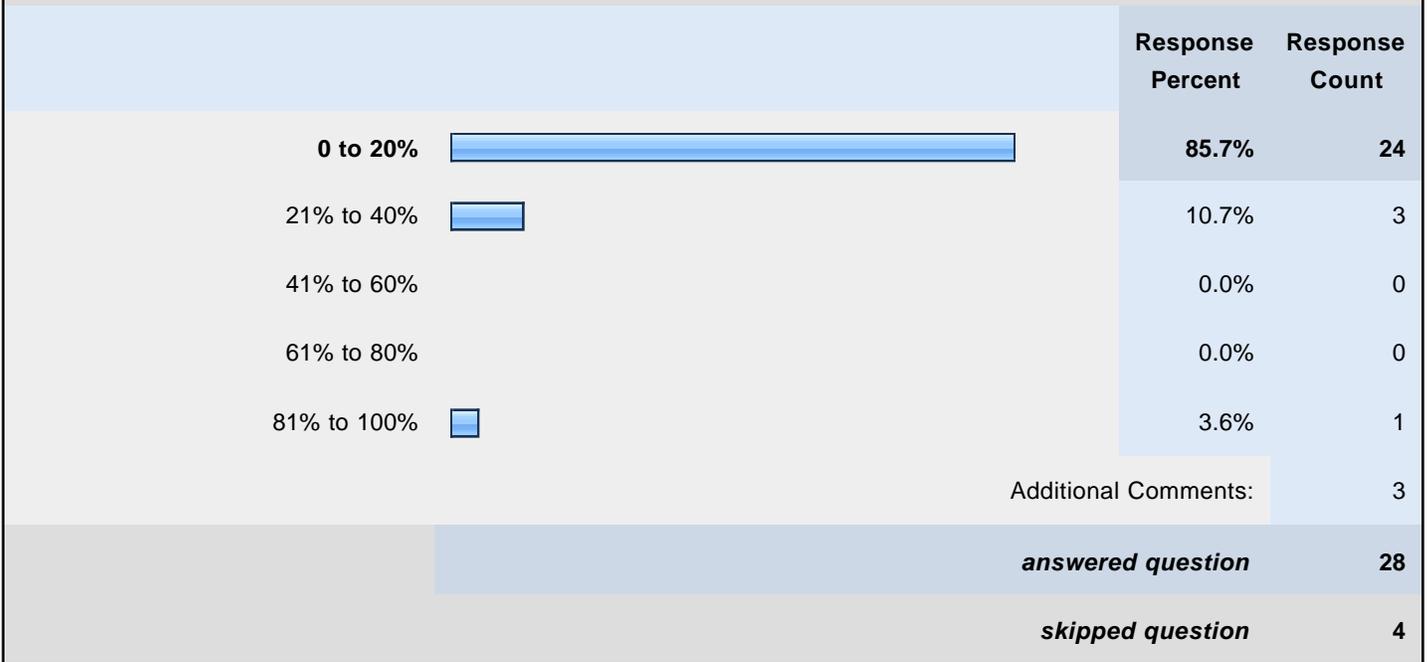
The National Office 11C, AHERA, ISCA appeal process is effective.

| | Response Percent | Response Count |
|---|------------------|----------------|
| Strongly Agree | 0.0% | 0 |
| Agree  | 10.7% | 3 |
| Neutral  | 42.9% | 12 |
| Disagree  | 21.4% | 6 |
| Strongly Disagree  | 25.0% | 7 |
| Additional Comments: | | 7 |
| <i>answered question</i> | | 28 |
| <i>skipped question</i> | | 4 |

40. What changes if any would you recommend to the National Office 11C, AHERA, ISCA appeal process?

| | Response Count |
|--------------------------|----------------|
| | 28 |
| <i>answered question</i> | 28 |
| <i>skipped question</i> | 4 |

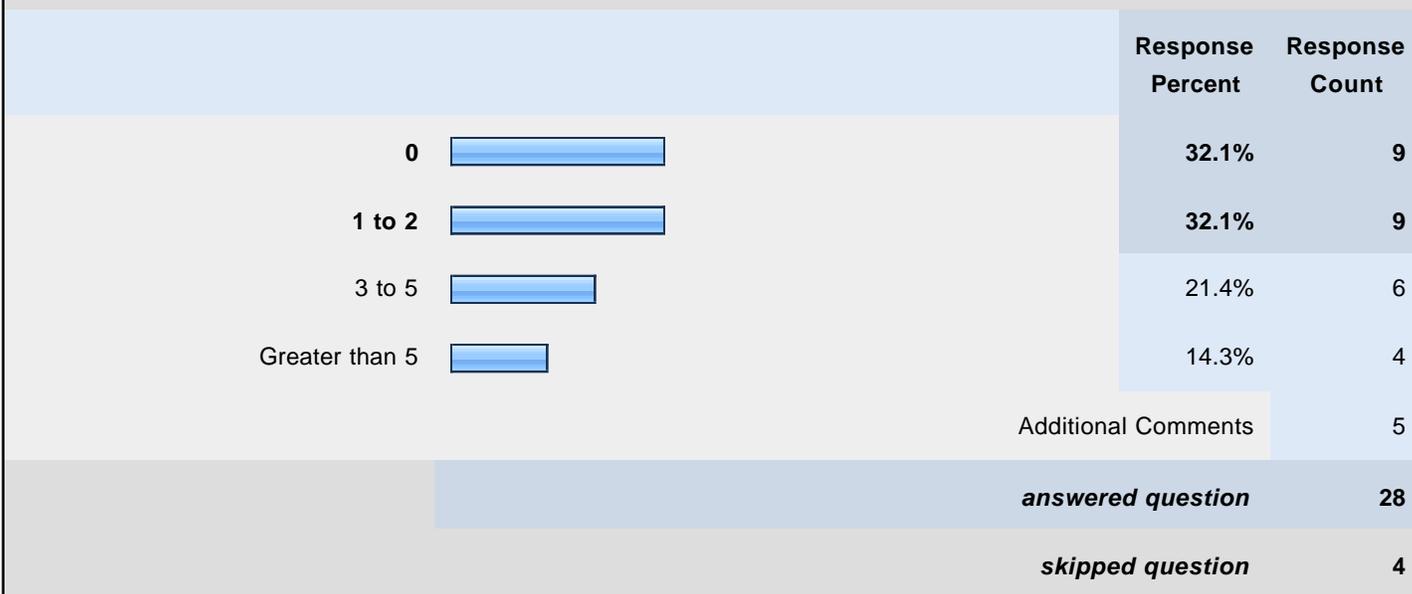
41. What percent of your time focuses on state plan WB monitoring activities?



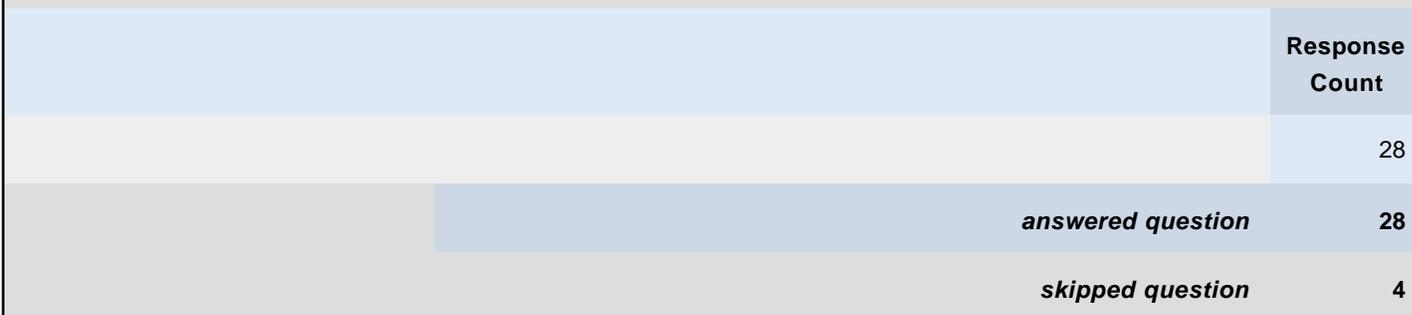
42. Per fiscal year what is the average number of WB investigations you conduct that stem from a dually filed complaint?



43. Per fiscal year what is the average number of WB CASPAs your Region receives?



44. What do you see as your biggest challenge in administering the WPP?



45. If applicable, what do you see as your biggest challenge with respect to State plan WPP?



46. Please list any improvements you see needed in the WPP.

| | Response Count |
|--------------------------|----------------|
| | 28 |
| <i>answered question</i> | 28 |
| <i>skipped question</i> | 4 |