2020

# Office of Personnel Management ((1)) Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Repo	rt				Cor	mmodity Futures Trading Commission
The Dashboard's largest item increases and decreases o	nly include items 1-38, excluding item 11.	2017	2018	2019	2020	Percentage Point Change
Select: Largest Increases since 2019   ▼	Q9 The people I work with cooperate to get the job done.	77%	77%	73%	84%	+11
Largest Increases in Percent Positive	Q12 In my work unit, differences in performance are recognized in a meaningful way.	24%	23%	23%	33%	+10
since 2019	Q14 Employees are recognized for providing high quality products and services.	45%	43%	44%	54%	+10
items increased since	Q16 My agency is successful at accomplishing its mission.	73%	72%	76%	85%	+9
2019	Q28 Managers communicate the goals of the organization.	52%	53%	55%	64%	+9
Select: Largest Decreases since 2019 ▼	Q19 My supervisor supports my need to balance work and other life issues.	90%	92%	91%	89%	Percentage Point Change
Largest Decreases in Percent Positive						
since 2019						
item decreased since 2019						

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know N
Agree-disagree	1	*I am given a real opportunity to improve my	,,,						,,						.,	
Agree-disagree	2	skills in my organization.  I feel encouraged to come up with new and	64.6%	21.4%	43.3%	16.0%	13.6%	5.7%	19.3%	98	200	72	63	26	459	N/A
Agree-disagree	3	better ways of doing things.  My work gives me a feeling of personal	62.5%	23.0%	39.5%	15.2%	14.3%	8.1%	22.4%	104	180	67	66	36	453	N/A
Agree-uisagree		accomplishment.	71.8%	28.1%	43.8%	14.4%	8.1%	5.6%	13.7%	130	201	64	37	25	457	N/A
Agree-disagree	4	I know what is expected of me on the job.	76.9%	29.4%	47.5%	10.3%	7.0%	5.8%	12.8%	136	217	46	32	26	457	N/A
Agree-disagree	5	*My workload is reasonable.	66.8%	20.3%	46.5%	12.9%	12.5%	7.9%	20.20/	92	200			20	454	
Agree-disagree	6	*My talents are used well in the workplace.	00.0%						20.3%	92	209	59	55	39	454	2
Agree-disagree	7	*I know how my work relates to the agency's	61.0%	18.3%	42.7%	12.8%	16.0%	10.1%	26.1%	83	193	58	69	45	448	2
Agree-disagree	8	goals.  *I can disclose a suspected violation of any law,	84.2%	31.5%	52.7%	7.2%	6.0%	2.6%	8.6%	145	240	32	27	11	455	2
		rule or regulation without fear of reprisal.														
Agree-disagree	9	*The people I work with cooperate to get the	66.8%	31.4%	35.4%	17.8%	7.0%	8.4%	15.4%	138	151	74	30	36	429	29
Agree-disagree	10	job done.  In my work unit, steps are taken to deal with a	84.0%	44.1%	39.9%	7.7%	5.8%	2.5%	8.3%	202	182	35	27	11	457	N/A
		poor performer who cannot or will not improve.														
Agree-disagree	12		33.1%	11.2%	21.9%	33.0%	15.9%	18.0%	33.9%	43	83	124	63	69	382	76
		are recognized in a meaningful way.	33.3%	10.6%	22.7%	26.1%	23.6%	17.0%	40.6%	44	97	108	101	72	422	37
Agree-disagree	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish														
		organizational goals.	84.0%	39.8%	44.2%	6.2%	5.7%	4.1%	9.8%	182	202	29	24	18	455	3
Agree-disagree	14	Employees are recognized for providing high quality products and services.	54.0%	12.7%	41.3%	20.1%	16.6%	9.3%	25.9%	57	191	90	72	44	454	5
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	85.3%	44.8%	40.6%	10.0%	2.1%	2.6%	4.7%	202	182	43	9	12	448	11
Agree-disagree	16	My agency is successful at accomplishing its mission.														
Agree-disagree	17	*I recommend my organization as a good place	85.4%	31.0%	54.4%	9.2%	3.4%	2.0%	5.4%	143	248	41	15	9	456	3
Agree-disagree	18	to work.  *I believe the results of this survey will be used	68.4%	24.4%	44.0%	19.3%	7.4%	4.9%	12.3%	114	203	86	34	22	459	N/A
		to make my agency a better place to work.	45 70/	43.00/	22.00/	22.40/	47.50/	4470/								
Agree-disagree	19	My supervisor supports my need to balance	45.7%	12.8%	33.0%	22.1%	17.5%	14.7%	32.2%	56	146	93	77	63	435	24
Agree-disagree	20	work and other life issues.  My supervisor is committed to a workforce	88.9%	57.4%	31.5%	5.6%	2.6%	2.9%	5.5%	267	143	23	12	13	458	1
		representative of all segments of society.	80.0%	51.6%	28.4%	11.7%	3.3%	5.0%	8.4%	221	121	46	14	20	422	35
Agree-disagree	21	Supervisors in my work unit support employee development.														
Agree-disagree	22		80.5%	43.6%	36.9%	8.4%	6.0%	5.1%	11.1%	200	168	37	27	22	454	5
Agree-disagree	23	My supervisor treats me with respect.	83.3%	49.8%	33.5%	6.1%	5.1%	5.4%	10.6%	232	153	27	23	24	459	N/A
Agree-disagree	24		86.5%	57.3%	29.2%	5.7%	3.7%	4.1%	7.8%	264	133	26	16	18	457	N/A
			75.9%	47.5%	28.4%	9.6%	7.2%	7.2%	14.4%	218	134	42	32	32	458	N/A
Good-poor	25	Overall, how good a job do you feel is being done by your immediate supervisor?														
Agree-disagree	26	In my organization, senior leaders generate high	78.2%	49.2%	29.0%	10.4%	6.8%	4.7%	11.5%	227	133	48	30	21	459	N/A
		levels of motivation and commitment in the workforce.														
Agree-disagree	27	My organization's senior leaders maintain high	49.0%	12.4%	36.5%	21.0%	18.9%	11.1%	30.0%	57	168	95	84	50	454	4
		standards of honesty and integrity.	59.1%	21.1%	38.0%	21.3%	9.1%	10.6%	19.7%	91	167	93	39	46	436	21
Agree-disagree	28	*Managers communicate the goals of the organization.														
Agree-disagree	29	Managers promote communication among	64.2%	16.1%	48.1%	16.5%	10.8%	8.5%	19.3%	75	219	74	48	38	454	2
		different work units (for example, about projects, goals, needed resources).														
Good poor	30	Overall, how good a job do you feel is being	51.8%	15.4%	36.4%	18.8%	15.1%	14.3%	29.4%	70	166	83	68	65	452	6
Good-poor	30	done by the manager directly above your immediate supervisor?														
		carace super risor :	61.0%	32.0%	28.9%	20.0%	9.3%	9.8%	19.1%	141	132	88	42	44	447	9

Agree-disagree	31	I have a high level of respect for my		l	1		I									1
Agree disagree	31	organization's senior leaders.														
		<u> </u>	54.9%	19.2%	35.8%	21.5%	14.3%	9.2%	23.6%	88	164	97	64	42	455	1
Agree-disagree	32	Senior leaders demonstrate support for Work-														
		Life programs.	74.7%	32.4%	42.3%	16.7%	4.6%	4.1%	8.6%	143	189	74	21	18	445	11
Satisfied-	33	*How satisfied are you with your involvement in														1
dissatisfied		decisions that affect your work?														
			51.5%	11.7%	39.8%	20.3%	19.3%	8.9%	28.2%	52	180	93	87	40	452	N/A
Satisfied-	34	*How satisfied are you with the information														
dissatisfied		you receive from management on what's going														
		on in your organization?														
			50.8%	12.0%	38.9%	19.0%	21.1%	9.0%	30.1%	53	179	85	94	41	452	N/A
Satisfied-	35	*How satisfied are you with the recognition you	30.070	12.070	30.570	15.070	21.170	3.070	30.170	33	173	- 03		71	732	14/7
dissatisfied	33	receive for doing a good job?														
uissatisnea		receive for doing a good job.														
			48.6%	14.0%	34.6%	26.6%	15.6%	9.2%	24.8%	64	160	118	72	41	455	N/A
Satisfied-	36	*Considering everything, how satisfied are you														
dissatisfied		with your job?														
			69.7%	21.5%	48.3%	16.1%	7.8%	6.3%	14.2%	99	218	71	36	28	452	N/A
Satisfied-	37	Considering everything, how satisfied are you	05.770	21.570	40.370	10.170	7.070	0.570	14.270	33	210	/1	30	20	432	IN/A
dissatisfied	37	with your pay?														
uissatistieu		with your pay:														
			60.6%	18.3%	42.3%	15.0%	17.2%	7.2%	24.4%	85	192	68	79	32	456	N/A
Satisfied-	38	*Considering everything, how satisfied are you														
dissatisfied		with your organization?														
			66.1%	15.7%	50.4%	18.4%	10.1%	5.5%	15.5%	72	233	79	46	25	455	N/A
			00.1%	15.7%	50.4%	10.4%	10.1%	5.5%	15.5%	/2	233	/9	46	25	455	N/A

<sup>\*</sup> AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

Percentages are weighted to represent the Agency's population.

When responding to the Core OPM FEVS questions 1 through 38, respondents were asked to share their work experiences since the last OPM FEVS administration (June 2019).

<sup>\*\*</sup> Unweighted count of responses excluding "Do Not Know"
The Dashboard only includes items 1-38, excluding item 11.

#### Core Q1-10, 12-38 Trend

	2020		201	9
11. In my work unit poor performers usually:	N	%	N	%
Remain in the work unit and improve their performance over time	50	14.2%	40	12.8%
Remain in the work unit and continue to underperforn	169	48.5%	185	58.2%
Leave the work unit - removed or transferred	12	3.2%	9	2.9%
Leave the work unit - quit	7	2.1%	5	1.4%
There are no poor performers in my work unit	110	32.0%	77	24.7%
Item Response Total	348	100.0%	316	100.0%
Do Not Know	110		81	
Total	458	100.0%	397	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

<sup>&</sup>quot;Do Not Know" responses are not included in percentage calculations.

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### Agree-disagree   200   2   1   feet recoverage for some own with new and other two syst of only things.									
Agen of Suggest         200         3         50 word given me a ferring of promoted accomplishment.         71,88         14,49         13,79         457         14,79         457         14,79         457         14,79         457         14,79         457         14,79         457         14,79         457         14,79         457         14,79         457         14,79         457         14,79         457         14,79         457         14,79         457         14,79         457         14,79         457         14,79         14,79         14,79         14,79         12,00 <th< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></th<>									1
Agree-disagree   200   4   Nove what is susceeded after on the (po. )					62.5%	15.2%	22.4%	453	N/A
Agen on dangere         7000         5 mg/me changes         7000         5 mg/me changes         7000         6 mg/me changes         2000         6 mg/me changes         2000         7 mg/me changes         2000	Agree-disagree	2020	3	My work gives me a feeling of personal accomplishment.	71.8%	14.4%	13.7%	457	N/A
Agree disagree   200   6   Parker disagree   200   7   Nation Normally work relates to the gentry's gards.   201   7   Nation Normally work relates to the gentry's gards.   201   7   Nation Normally work relates to the gentry's gards.   201   7   Nation Normally work relates to the gentry's gards.   201   7   Nation Normally work relates to the gentry's gards.   201   7   Nation Normally work work ordered to gent the gards of the grant gards or without freat reprised.   201   7   Nation Normally work work ordered to get the job down or work work ordered to get the job down or work work ordered to get the job down or work work ordered to make the gards of the gards or work work ordered to the part of the gards or work work ordered to the part of the gards of the gards or work work ordered to get the job down or work work ordered to get the job down or work work ordered to get the job down or work work ordered to get the job down or work work ordered to get the job down or work work ordered to get the job down or work work ordered to get the job down or work work ordered to get the job down or work work work ordered to get the job down or work work work ordered to get the job down or work work work work work work work w	Agree-disagree	2020	4	l know what is expected of me on the job.	76.9%	10.3%	12.8%	457	N/A
Age-of-diagree         200         6   My Latents are used with the workpace.         61,00         12.90         76,15         A66         72,00         66,00         72.90         66,00         72.90         66,00         72.90         66,00         72.90         66,00         72.90         66,00         72.90         62,00         72.90         20.00         72.90         72.00         72.	Agree-disagree	2020	5	*My workload is reasonable.	66.8%	12.9%	20.3%	454	2
Age-of-disagene   2000   7   Nove Nove my work resides to the agency's goals   3   4   4   5   5   5   5   5   5   5   6   6   6	Agree-disagree	2020	6	*My talents are used well in the workplace.		12.8%	26.1%	448	2
Agene disagene         200         8.         Land discloses a supercired volation of any flow, usine or regulation without fairs or regulate.         56.88         17.28.         15.49         40.2         29.           Agene disagene         200         10         10 may work until stage are taken to deal with a poor performer who cannot or will not improve.         31.18         32.05         31.98         32.0         32.98         32.9         32.98         32.9         32.98         32.0         32.98         32.0         32.98         32.0         32.98         32.0         32.98         32.98         32.0         32.98         32.0         32.98         32.98         32.0         32.98         32.0         32.98         32.98         32.98         32.0         32.98         32.98         32.98         32.98         32.98         32.98         32.98         32.98         32.98         32.98         32.98         32.98         32.98         42.98         32.98         45.5         3         32.98         45.5         3         32.98         45.5         3         32.98         45.5         3         3         32.98         45.5         3         3         3         32.98         45.5         3         3         3         3         3.28 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>									
Agree disagree   200   9   The sequel work with cooperate to get the job done.  Agree disagree   200   12   Agree disagree   200   13   Agree disagree   200   15   Agree disagree   200   16   Agree disagree   200   17   Agree disagree   200   2									
Agree disagree         2001         10 In my work turn, streps are taken to deal with a poor performer who cannot or will not improve.         33.34.         33.0%         33.9%         32.0         22.3         33.8%         32.0         22.3         33.8%         22.3         33.8%         22.3         23.8%         22.3         23.2         <									-
Agree disagree   200   12   1 m my work unt, differences in performance are recognized in a memoriphil way.   33.3M   26.1%   40.6%   422   3.3   Agree disagree   200   12   1 mm, work unt, differences in performance are recognized in a memoriphil way.   40.0%   422   3.3   Agree disagree   200   14   Employees are recognized for providing high quality products and services.   54.0%   20.1%   20.1%   20.1%   4.0%   4.7%   4.48   1.1   Agree disagree   200   15   Employees are recognized for providing high quality products and services.   54.0%   4.7%   4.48   1.1   Agree disagree   200   15   Employees are recognized for providing high quality hazards on the job.   4.7%   4.48   1.1   Agree disagree   200   16   Wagnery in secretafied a complex by interesting the services of the secretary in th	Agree-disagree		9	*The people I work with cooperate to get the Job done.	84.0%	7.7%	8.3%	457	N/A
Agree disagree 200 12 PW, work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.  Agree disagree 200 15 Comployees are accomplished for providing high quality products and services.  45.00 15 Comployees are accomplished for providing high quality products and services.  45.00 15 Comployees are accomplished for providing high quality products and services.  45.00 16 10 17 PW, 464 11 12 PW, 475 14 15 10 10 PW, 475 14 15 15 10 PW, 475 14 15 PW,	Agree-disagree	2020	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	33.1%	33.0%	33.9%	382	76
Agree disagree   2007   14 minologoes are encognosed for providing high quality products and services   54.09   62.09   59.00   55.5   5.5    Agree disagree   2007   16 miles provided to the provided plant of the provide	Agree-disagree	2020	12	*In my work unit, differences in performance are recognized in a meaningful way.	33.3%	26.1%	40.6%	422	37
Agene disagree         2000         1.6 Employees are recognized for providing high quality products and services.         54,00         20.14         25,99         45.6         5.7         Afen.         45.0         1.0         Aff.         46.0         1.1         Aff.         46.0         1.3         Aff.         46.0         45.0         Aff.         46.0         1.2         Aff.         46.0         45.0         Aff.         46.0	Agree-disagree	2020	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
Agene disagree         2000         1.6 Employees are recognized for providing high quality products and services.         54,00         20.14         25,99         45.6         5.7         Afen.         45.0         1.0         Aff.         46.0         1.1         Aff.         46.0         1.3         Aff.         46.0         45.0         Aff.         46.0         1.2         Aff.         46.0         45.0         Aff.         46.0					84.0%	6.2%	9.8%	155	2
Agree disagree 2020 15 for playones are protected from health and safety hazards on the jub.  Agree disagree 2020 16 for playones are protected from health and safety hazards on the jub.  Agree disagree 2020 16 for playones is successful at a completing its mission.  Safety 47 for playones 2020 17 for playones 2020 17 for playones 2020 17 for playones 2020 17 for playones 2020 18 for	Agree-disagree	2020	1/1	Employees are recognized for providing high quality products and services					
Agree disagree   200   15   1   200   15   1   200   17   200   17   2									
Age end diagree         Age of Margane         450 Margane         13.3%         13.3%         450 Margane           Age end diagree         2001         18         The Information of the Age of State of St					85.3%	10.0%	4.7%	448	11
Agree-disagree   200   18   Agree-disagree   200   19   Agree-disagree   200   19   Agree-disagree   200   19   Agree-disagree   200   20   Agree-disagree   200   20   Agree-disagree   200   20   Agree-disagree   200   21   Agree-disagree   200   22   Agree-disagree   200   23   Agree-disagree   200   24   Agree-disagree   200   25   Agree-disagree   200   25   Agree-disagree   200   26   Agree-disagree   200   26   Agree-disagree   200   27   Agree-disagree   200   28   Agree-disagree   200   29   Agree-disagree   200   29   Agree-disagree   200   20   Ag	Agree-disagree	2020	16	My agency is successful at accomplishing its mission.	85.4%	9.2%	5.4%	456	3
Agree disagree   2020   20   My supervisor signoprise my need to balance work and other life issues:   88,949   5,676   8,486   11,796   432   33   24,400   20   20   40   40,400   20   20   40   40,400   20   20   20   40   40,400   20   20   20   40   40,400   20   20   20   20   20   20   20	Agree-disagree	2020	17	*I recommend my organization as a good place to work.	68.4%	19.3%	12.3%	459	N/A
Agree disagree   2020   20   20   20   20   20   20	Agree-disagree	2020	18	*I believe the results of this survey will be used to make my agency a better place to work.	45.7%	22.1%	32.2%	435	24
Agree disagree   2020   20   20   20   20   20   20	Agree-disagree	2020	19	My supervisor supports my need to balance work and other life issues.	88.9%	5.6%	5.5%	458	1
Agree disagree (Agree)         2020         21 Supervisors in my work unit support employee development.         88,5%         8,4%         11,1%         45         5,7%         N/A           Agree disagree (Agree)         2020         29         Supervisor (Institute of the Care)         1,0%         459         N/A           Agree disagree (Agree)         2020         28         My supervisor treats me with respect.         85,5%         5,7%         7,2%         459         N/A           Agree disagree (Agree)         2020         28         My supervisor treats me with respect.         73,5%         9,0%         11,4%         458         N/A           Agree-disagree (Agree)         2020         26         In my organization, serior leaders maintain high standards of honesty and integrity.         9,0%         21,0%         30,0%         454         4           Agree-disagree (Agree)         2020         29         My organization's serior leaders maintain high standards of honesty and integrity.         9,1%         21,3%         19,3%         25,0%         42,5%         19,3%         454         4         4         4,2%         1,2%         4,2%         6         6         2,2%         4,2%         1,2,5%         1,3%         1,3%         1,3%         1,3%         1,2%         2,4%									35
Agree disagree         2020         22         My supervisor literates to what I have to say.         459         N/A           Agree disagree         2020         23         My supervisor treats me with respect.         86,5%         5,7%         7,8%         457         N/A           Good poor         2020         24         Invared trust and confidence in my supervisor.         75,9%         3,6%         14,4%         458         N/A           Good poor         2020         25         Invariant and confidence in my supervisor.         75,9%         3,6%         14,4%         458         N/A           Agree-disagree         2020         25         Invariant and confidence in my supervisor.         75,9%         3,0%         14,4%         458         N/A           Agree-disagree         2020         25         Invariant and confidence in my supervisor.         82,1%         13,1%         13,1%         459         N/A           Agree-disagree         2020         27         My organization's senior leaders maintain high standards of honesty and integrity.         59,1%         21,3%         13,9%         486         22           Agree-disagree         2020         28         Managers promote communication and promote communication and promote communication.         45,2%         16,5%									55
Agree-disagree 2020 23 My superstoor treats me with respect. 95.0% 15.7% 7.8% 457 N/A Agree-disagree 2020 24 I have trust and confidence in my supervisor. 95.0% 14.4% 458 N/A Agree-disagree 2020 25 Overall, how good a job do you feel is being done by your immediate supervisor? 78.2% 10.4% 11.5% 459 N/A Agree-disagree 2020 27 My organization, senior leaders generate high levels of motivation and commitment in the workforce. 49.0% 21.0% 30.0% 454 4 Agree-disagree 2020 28 Managers promote communicate the goals of the organization. 61.2% 11.5% 459 N/A Agree-disagree 2020 29 Managers promote communicate the goals of the organization. 61.2% 11.5%									) N/A
Agree disagree   2020   24   Inave trust and confidence in my supervisor.   75,9%   9,6%   14,4%   458   N/A   11,5%   459   N/A   11,5%									1
Sood poor   2020   25   Overall, how good a job do you feel is being done by your immediate supervisor?   78.2%   10.4%   11.5%   459   N/A Agree-disagree   2020   27   My organization, senior leaders generate high levels of motivation and commitment in the workforce.   90.0%   21.0%   30.0%   45.6   4   4   4   4   4   4   4   4   4					86.5%	5.7%	7.8%	457	N/A
Agree-disagree 2020 26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.  49.0% 21.0% 30.0% 454 4 Agree-disagree 2020 27 My organization's senior leaders maintain high standards of honesty and integrity.  59.1% 21.3% 19.7% 436 21.3% 19.7% 436 22.3% 452 13.3% 19.7% 436 22.3% 452 13.3% 454 23.3% 454 23.3	Agree-disagree	2020	24	I have trust and confidence in my supervisor.	75.9%	9.6%	14.4%	458	N/A
Agree-disagree   2020   22   My organization's senior leaders maintain high standards of honesty and integrity.   59,1%   21,3%   19,7%   436   22	Good-poor	2020	25	Overall, how good a job do you feel is being done by your immediate supervisor?	78.2%	10.4%	11.5%	459	N/A
Agree-disagree   2020   27   My organization's senior leaders maintain high standards of honesty and integrity.   21.3 %   19.7 %   436   2.1 Agree-disagree   2020   28   **Managers communication among different work units (for example, about projects, goals, needed resources).   51.8 %   18.8 %   29.4 %   452   6	Agree-disagree	2020	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
Agree-disagree   2020   27   My organization's senior leaders maintain high standards of honesty and integrity.   21.3 %   19.7 %   436   2.1 Agree-disagree   2020   28   **Managers communication among different work units (for example, about projects, goals, needed resources).   51.8 %   18.8 %   29.4 %   452   6					49.0%	21.0%	30.0%	454	4
Agree-disagree 2020 28 **Managers communicate the goals of the organization.  Agree-disagree 2020 29 Managers promote communication among different work units (for example, about projects, goals, needed resources).  51.8% 18.8% 29.4% 452 6  Good-poor 2020 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  61.0% 20.0% 19.1% 447 9  Agree-disagree 2020 31 I have a high level of respect for my organization's senior leaders.  54.9% 21.5% 23.6% 455 1  Agree-disagree 2020 32 Senior leaders demonstrate support for Work-Life programs.  54.9% 21.5% 23.6% 455 1  54.9% 21.5% 23.6% 455 1  54.9% 21.5% 28.6% 445 11  54.9% 20.0% 51.5% 20.3% 28.2% 452 N/A  54.9% 51.5% 50.8% 19.0% 30.1% 452 N/A  54.9% 50.8% 19.0% 30.1% 452 N/A  55.9% 50.8% 19.0% 19.0% 19.0% 19.0% 19.0% 19.0% 19.0% 19.0% 19.0% 19.0% 19.0% 19.0% 19.0% 19.0% 19.0% 19.0%	Agree-disagree	2020	27	My organization's senior leaders maintain high standards of honesty and integrity.	59.1%	21.3%	19.7%	436	21
Agree-disagree 2020 29 Managers promote communication among different work units (for example, about projects, goals, needed resources).    Size   Si									1
South   Sout					04.270	10.570	13.370	757	-
Good-poor   2020   30   Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?   61.0%   20.0%   19.3%   447   79	Agree disagree	2020	23	managers promote communication among americal work and for example, about projects, goals, needed resources,					
Agree-disagree 2020 31 I have a high level of respect for my organization's senior leaders.  Agree-disagree 2020 32 Senior leaders demonstrate support for Work-Life programs.  Agree-disagree 3020 33 * How satisfied are you with your involvement in decisions that affect your work?  dissatisfied-  2020 36 *Considering everything, how satisfied are you with your popy?  dissatisfied-  dissatisfied-  dissatisfied-  dissatisfied-  2020 37 Considering everything, how satisfied are you with your organization?  dissatisfied-  dissatisfied-  dissatisfied-  2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied-  dissatisfied-  2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied-  dissatisfied-  2020 38 *Considering everything, how satisfied are you with your popy?  dissatisfied-  dissatisfied-  2020 37 Considering everything, how satisfied are you with your organization?  dissatisfied-  2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied-  2020 38 *Considering everything, how satisfied are you with your organization?  45. N/A  31. 14. 2% 45c N/A  32. 66. N/A  32. 4. 45. N/A  32. 66. N/A  32. 4. 45. N/A  32. 66. N/A  32. 66. N/A  32. 66. N/A  32. 66. N/A					51.8%	18.8%	29.4%	452	6
Agree-disagree 2020 31 I have a high level of respect for my organization's senior leaders.	Good-poor	2020	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
Agree-disagree 2020 32 Senior leaders demonstrate support for Work-Life programs. 74.7% 16.7% 8.6% 445 11   Satisfied-dissatisfied 2020 33 **How satisfied are you with your involvement in decisions that affect your work?    Satisfied-dissatisfied 2020 34 **How satisfied are you with the information you receive from management on what's going on in your organization?    Satisfied-dissatisfied 2020 35 **How satisfied are you with the recognition you receive for doing a good job?    Satisfied-dissatisfied 2020 36 **Considering everything, how satisfied are you with your job?    Satisfied-dissatisfied 2020 37 Considering everything, how satisfied are you with your pop?    Satisfied-dissatisfied 2020 38 **Considering everything, how satisfied are you with your pop?    Satisfied-dissatisfied 2020 37 Considering everything, how satisfied are you with your pop?    Satisfied-dissatisfied 2020 38 **Considering everything, how satisfied are you with your pop?    Satisfied-dissatisfied 2020 37 Considering everything, how satisfied are you with your organization?    Satisfied-dissatisfied 2020 38 **Considering everything, how satisfied are you with your organization?    Satisfied-dissatisfied 2020 38 **Considering everything, how satisfied are you with your organization?    Satisfied-dissatisfied 2020 38 **Considering everything, how satisfied are you with your organization?    Satisfied-dissatisfied 2020 38 **Considering everything, how satisfied are you with your organization?    Satisfied-dissatisfied 2020 38 **Considering everything, how satisfied are you with your organization?    Satisfied-dissatisfied 2020 38 **Considering everything, how satisfied are you with your organization?    Satisfied-dissatisfied 2020 38 **Considering everything, how satisfied are you with your organization?    Satisfied-dissatisfied 2020 38 **Considering everything, how satisfied are you with your organization?    Satisfied-dissatisfied 2020 38 **Considering everything, how satisfied are you with your organization?    Satisfied-dissatisfied					61.0%	20.0%	19.1%	447	9
Satisfied-dissatisfied   2020   33   *How satisfied are you with your involvement in decisions that affect your work?   51.5%   20.3%   28.2%   452   N/A   Satisfied-dissatisfied   2020   34   *How satisfied are you with the information you receive from management on what's going on in your organization?   50.8%   19.0%   30.1%   452   N/A   Satisfied-dissatisfied   2020   35   *How satisfied are you with the recognition you receive for doing a good job?   48.6%   26.6%   24.8%   455   N/A   Satisfied-dissatisfied   2020   36   *Considering everything, how satisfied are you with your job?   69.7%   16.1%   14.2%   452   N/A   Satisfied-dissatisfied   2020   37   Considering everything, how satisfied are you with your pay?   60.6%   15.0%   24.4%   456   N/A   Satisfied-dissatisfied   2020   38   *Considering everything, how satisfied are you with your organization?   66.1%   18.4%   15.5%   455   N/A   Agree-disagree   2020   38   *Considering everything, how satisfied are you with your organization?   66.1%   18.4%   15.5%   455   N/A   Agree-disagree   2019   1   *I am given a real opportunity to improve my skills in my organization.   59.1%   17.3%   23.6%   411   N/A   Agree-disagree   2019   2   I feel encouraged to come up with new and better ways of doing things.   56.3%   17.4%   26.3%   408   N/A   Agree-disagree   2019   3   M/y work gives me a feeling of personal accomplishment.   69.3%   16.7%   14.0%   409   N/A   Agree-disagree   2019   5   *My work does me accomplishment.   61.7%   14.7%   23.6%   406   0   Agree-disagree   2019   6   My talents are used well in the workplace.   61.7%   14.7%   23.6%   406   0   Agree-disagree   2019   7   *I know how my work relates to the agency's goals.   81.8%   7.2%   11.0%   409   2   Agree-disagree   2019   8   *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.   66.2%   17.0%   16.8%   333   28   Agree-disagree   2019   9   7   *I know how my work relates to the agency's goals.   40.0%   40.0%   40.0%   40.0%	Agree-disagree	2020	31	I have a high level of respect for my organization's senior leaders.	54.9%	21.5%	23.6%	455	1
Satisfied-dissatisfied 2020 33 *How satisfied are you with your involvement in decisions that affect your work?  dissatisfied-dissatisfied 2020 34 *How satisfied are you with the information you receive from management on what's going on in your organization?  50.8% 19.0% 30.1% 452 N/A  Satisfied-dissatisfied 2020 35 *How satisfied are you with the recognition you receive for doing a good job?  dissatisfied-dissatisfied 2020 36 *Considering everything, how satisfied are you with your job?  dissatisfied-dissatisfied 2020 37 Considering everything, how satisfied are you with your pay?  dissatisfied-dissatisfied 2020 38 *Considering everything, how satisfied are you with your pay?  dissatisfied-dissatisfied 2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied-dissatisfied 2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied-dissatisfied 2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied-dissatisfied 2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied-dissatisfied 2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied-dissatisfied 2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied-dissatisfied 2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied-dissatisfied 2020 38 *Considering everything, how satisfied are you with your pay?  dissatisfied-dissatisfied 2020 38 *Considering everything, how satisfied are you with your pay?  dissatisfied-dissatisfied 30 *Considering everything, how satisfied are you with your pay?  dissatisfied 30 *Considering everything, how satisfied are you with your pay?  dissatisfied 40 *Considering everything, how satisfied are you with your pay?  dissatisfied 40 *Considering everything, how satisfied are you with your pay?  dissatisfied 40 *Considering everything, how satisfied are you with your pay?  dissatisfied 4	Agree-disagree	2020	32	Senior leaders demonstrate support for Work-Life programs.	74.7%	16.7%	8.6%	445	11
dissatisfied   2020   34   **How satisfied are you with the information you receive from management on what's going on in your organization?   50.8%   19.0%   30.1%   452   N/A   Satisfied   2020   35   **How satisfied are you with the recognition you receive for doing a good job?   48.6%   26.6%   24.8%   455   N/A   Satisfied   35   **How satisfied are you with the recognition you receive for doing a good job?   48.6%   26.6%   24.8%   455   N/A   Satisfied   2020   36   **Considering everything, how satisfied are you with your job?   48.6%   26.6%   24.8%   455   N/A   Satisfied   37   Considering everything, how satisfied are you with your pay?   60.6%   15.0%   24.4%   456   N/A   Satisfied   2020   38   **Considering everything, how satisfied are you with your organization?   66.1%   18.4%   15.5%   455   N/A   Satisfied   2020   38   **Considering everything, how satisfied are you with your organization?   66.1%   18.4%   15.5%   455   N/A   Agree-disagree   2019   1   ***lam given a real opportunity to improve my skills in my organization.   59.1%   17.3%   23.6%   411   N/A   Agree-disagree   2019   2   Ifeel encouraged to come up with new and better ways of doing things.   56.3%   17.4%   26.3%   408   N/A   Agree-disagree   2019   3   My work gives me a feeling of personal accomplishment.   69.3%   16.7%   14.0%   409   N/A   Agree-disagree   2019   5   ***My workload is reasonable.   61.7%   14.7%   23.6%   406   0.0   Agree-disagree   2019   6   **My talents are used well in the workplace.   52.2%   17.1%   30.8%   406   0.0   Agree-disagree   2019   7   **Iknow how my work relates to the agency's goals.   4.0%	Satisfied-	2020	33	*How satisfied are you with your involvement in decisions that affect your work?					
Satisfied- dissatisfied- dissa					E4 E0/	20.20/	20.20/	450	A1 /A
Satisfied   Solution	C-1:-f:l	2020	24	*11	51.5%	20.3%	28.2%	452	N/A
Satisfied- 2020 35 *How satisfied are you with the recognition you receive for doing a good job?  dissatisfied- 3020 36 *Considering everything, how satisfied are you with your job?  dissatisfied- 3020 36 *Considering everything, how satisfied are you with your pop?  dissatisfied- 3020 37 *Considering everything, how satisfied are you with your pay?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- 3020 38 *Considering everything, how satisfied are you with your organization?  d		2020	34	rnow satisfied are you with the information you receive from management on what's going on in your organization?					
dissatisfied       48.6%       26.6%       24.8%       455       N/A         Satisfied-dissatisfied       2020       36       *Considering everything, how satisfied are you with your pay?       69.7%       16.1%       14.2%       452       N/A         Satisfied-dissatisfied       2020       37       Considering everything, how satisfied are you with your pay?       60.6%       15.0%       24.4%       456       N/A         Satisfied-dissatisfied       2020       38       *Considering everything, how satisfied are you with your organization?       66.1%       18.4%       15.5%       455       N/A         Agree-disagree       2019       1       *I am given a real opportunity to improve my skills in my organization.       59.1%       17.3%       23.6%       411       N/A         Agree-disagree       2019       2       I feel encouraged to come up with new and better ways of doing things.       56.3%       17.4%       26.3%       408       N/A         Agree-disagree       2019       3       My work gives me a feeling of personal accomplishment.       69.3%       16.7%       14.0%       409       N/A         Agree-disagree       2019       4       I know what is expected of me on the job.       73.0%       11.5%       15.5%       411       N/A	dissatisfied				50.8%	19.0%	30.1%	452	N/A
Satisfied- dissatisfied  2020 36 *Considering everything, how satisfied are you with your pop?  dissatisfied- dissatisfied  2020 37 Considering everything, how satisfied are you with your pap?  dissatisfied- dissatisfied  2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- dissatisfied  2020 38 *Considering everything, how satisfied are you with your organization?  dissatisfied- Agree-disagree 2019 1 * I am given a real opportunity to improve my skills in my organization.  Agree-disagree 2019 2 I feel encouraged to come up with new and better ways of doing things.  Agree-disagree 2019 3 My work gives me a feeling of personal accomplishment.  Agree-disagree 2019 4 I know what is expected of me on the job.  Agree-disagree 2019 5 *My workload is reasonable.  Agree-disagree 2019 5 *My workload is reasonable.  Agree-disagree 2019 7 *I know how my work relates to the agency's goals.  Agree-disagree 2019 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.  Agree-disagree 2019 9 *The people I work with cooperate to get the job done.  Agree-disagree 2019 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  2019 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  2020 203 38 *Considering everything, how satisfied are you with your pap?  60.6% 15.0% 24.4% 456 N/A  66.1% 18.4% 15.5% 455 N/A  66.1% 19.1% 15.5% 455 N/A  66.2% 17.1% 30.8% 406 0  67.2% 17.1% 30.8% 406 0  67.2% 17.1% 30.8% 406 0  67.2% 17.1% 30.8% 406 0  67.2% 17.1% 30.8% 406 0  67.2% 17.1% 30.8% 406 0  67.2% 17.1	Satisfied-	2020	35	*How satisfied are you with the recognition you receive for doing a good job?					
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dissatisfied       69,7%       16.1%       14.2%       452       N/A         Satisfied-dissatisfied       2020       37       Considering everything, how satisfied are you with your pay?       60.6%       15.0%       24.4%       456       N/A         Satisfied-dissatisfied       2020       38       *Considering everything, how satisfied are you with your organization?       66.1%       18.4%       15.5%       455       N/A         Agree-disagree       2019       1       *1 am given a real opportunity to improve my skills in my organization.       59.1%       17.3%       23.6%       411       N/A         Agree-disagree       2019       2       I feel encouraged to come up with new and better ways of doing things.       56.3%       17.4%       26.3%       408       N/A         Agree-disagree       2019       3       My work gives me a feeling of personal accomplishment.       69.3%       16.7%       14.0%       409       N/A         Agree-disagree       2019       4       I know what is expected of me on the job.       73.0%       11.5%       15.5%       411       N/A         Agree-disagree       2019       5       *My workload is reasonable.       61.7%       14.7%       23.6%       406       0         Agree-disagree       2019 <td>Satisfied-</td> <td>2020</td> <td>36</td> <td>*Considering everything, how satisfied are you with your job?</td> <td></td> <td></td> <td></td> <td></td> <td>,</td>	Satisfied-	2020	36	*Considering everything, how satisfied are you with your job?					,
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dissatisfied       2020       38       **Considering everything, how satisfied are you with your organization?       66.1%       18.4%       15.5%       455       N/A         Agree-disagree       2019       1       **I am given a real opportunity to improve my skills in my organization.       59.1%       17.3%       23.6%       411       N/A         Agree-disagree       2019       2       I feel encouraged to come up with new and better ways of doing things.       56.3%       17.4%       26.3%       408       N/A         Agree-disagree       2019       3       My work gives me a feeling of personal accomplishment.       69.3%       16.7%       14.0%       409       N/A         Agree-disagree       2019       4       I know what is expected of me on the job.       73.0%       11.5%       15.5%       411       N/A         Agree-disagree       2019       5       *My workload is reasonable.       61.7%       14.7%       23.6%       406       0         Agree-disagree       2019       6       *My talents are used well in the workplace.       52.2%       17.1%       30.8%       406       0         Agree-disagree       2019       7       *I know how my work relates to the agency's goals.       81.8%       7.2%       11.0%       409       2	Catiofical	2020	27	Considering a conthing the constitution are usu with course and	69.7%	16.1%	14.2%	452	N/A
Satisfied 2020 38 *Considering everything, how satisfied are you with your organization?  66.1% 18.4% 15.5% 455 N/A Agree-disagree 2019 1 *I am given a real opportunity to improve my skills in my organization. 59.1% 17.3% 23.6% 411 N/A Agree-disagree 2019 2 I feel encouraged to come up with new and better ways of doing things. 56.3% 17.4% 26.3% 408 N/A Agree-disagree 2019 3 My work gives me a feeling of personal accomplishment. 69.3% 16.7% 14.0% 409 N/A Agree-disagree 2019 4 I know what is expected of me on the job. 73.0% 11.5% 15.5% 411 N/A Agree-disagree 2019 5 *My workload is reasonable. 61.7% 14.7% 23.6% 406 0 Agree-disagree 2019 6 *My talents are used well in the workplace. 52.2% 17.1% 30.8% 406 1 Agree-disagree 2019 7 *I know how my work relates to the agency's goals. 81.8% 7.2% 11.0% 409 2 Agree-disagree 2019 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 66.2% 17.0% 16.8% 383 28 Agree-disagree 2019 9 *The people I work with cooperate to get the job done. 73.2% 13.3% 13.5% 407 N/A Agree-disagree 2019 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 28.7% 26.3% 45.0% 354 54		2020	3/	Considering everything, now satisfied are you with your pay?					
dissatisfied       66.1%       18.4%       15.5%       455       N/A         Agree-disagree       2019       1       *I am given a real opportunity to improve my skills in my organization.       59.1%       17.3%       23.6%       411       N/A         Agree-disagree       2019       2       I feel encouraged to come up with new and better ways of doing things.       56.3%       17.4%       26.3%       408       N/A         Agree-disagree       2019       3       My work gives me a feeling of personal accomplishment.       69.3%       16.7%       14.0%       409       N/A         Agree-disagree       2019       4       I know what is expected of me on the job.       73.0%       11.5%       15.5%       411       N/A         Agree-disagree       2019       5       *My workload is reasonable.       61.7%       14.7%       23.6%       406       0         Agree-disagree       2019       6       *My talents are used well in the workplace.       52.2%       17.1%       30.8%       406       1         Agree-disagree       2019       7       *I know how my work relates to the agency's goals.       81.8%       7.2%       11.0%       409       2         Agree-disagree       2019       8       *I can disclose a suspected vi	dissatisfied				60.6%	15.0%	24.4%	456	N/A
Agree-disagree 2019 1 *1 am given a real opportunity to improve my skills in my organization. 59.1% 17.3% 23.6% 411 N/A Agree-disagree 2019 2 I feel encouraged to come up with new and better ways of doing things. 56.3% 17.4% 26.3% 408 N/A Agree-disagree 2019 3 My work gives me a feeling of personal accomplishment. 69.3% 16.7% 14.0% 409 N/A Agree-disagree 2019 4 I know what is expected of me on the job. 73.0% 11.5% 15.5% 411 N/A Agree-disagree 2019 5 *My workload is reasonable. 61.7% 14.7% 23.6% 406 0 Agree-disagree 2019 6 *My talents are used well in the workplace. 52.2% 17.1% 30.8% 406 1 Agree-disagree 2019 7 *I know how my work relates to the agency's goals. 81.8% 7.2% 11.0% 409 2 Agree-disagree 2019 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 66.2% 17.0% 16.8% 383 28 Agree-disagree 2019 9 *The people I work with cooperate to get the job done. 73.2% 13.3% 13.5% 407 N/A Agree-disagree 2019 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 28.7% 26.3% 45.0% 354 54	Satisfied-	2020	38	*Considering everything, how satisfied are you with your organization?					
Agree-disagree       2019       1       *I am given a real opportunity to improve my skills in my organization.       59.1%       17.3%       23.6%       411       N/A         Agree-disagree       2019       2       I feel encouraged to come up with new and better ways of doing things.       56.3%       17.4%       26.3%       408       N/A         Agree-disagree       2019       3       My work gives me a feeling of personal accomplishment.       69.3%       16.7%       14.0%       409       N/A         Agree-disagree       2019       4       I know what is expected of me on the job.       73.0%       11.5%       15.5%       411       N/A         Agree-disagree       2019       5       *My workload is reasonable.       61.7%       14.7%       23.6%       406       0         Agree-disagree       2019       6       *My talents are used well in the workplace.       52.2%       17.1%       30.8%       406       1         Agree-disagree       2019       7       *I know how my work relates to the agency's goals.       81.8%       7.2%       11.0%       409       2         Agree-disagree       2019       8       *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.       66.2%       17.0%       16.8%       383 </td <td>dissatisfied</td> <td></td> <td></td> <td></td> <td>66.1%</td> <td>18.4%</td> <td>15.5%</td> <td>455</td> <td>N/A</td>	dissatisfied				66.1%	18.4%	15.5%	455	N/A
Agree-disagree       2019       2       I feel encouraged to come up with new and better ways of doing things.       56.3%       17.4%       26.3%       408       N/A         Agree-disagree       2019       3       My work gives me a feeling of personal accomplishment.       69.3%       16.7%       14.0%       409       N/A         Agree-disagree       2019       4       I know what is expected of me on the job.       73.0%       11.5%       15.5%       411       N/A         Agree-disagree       2019       5       *My workload is reasonable.       61.7%       14.7%       23.6%       406       0         Agree-disagree       2019       6       *My talents are used well in the workplace.       52.2%       17.1%       30.8%       406       1         Agree-disagree       2019       7       *I know how my work relates to the agency's goals.       81.8%       7.2%       11.0%       409       2         Agree-disagree       2019       8       *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.       66.2%       17.0%       16.8%       383       28         Agree-disagree       2019       9       *The people I work with cooperate to get the job done.       73.2%       13.3%       13.5%       407       N/A<	Agree-disagree	2019	1	*I am given a real opportunity to improve my skills in my organization.					
Agree-disagree 2019 3 My work gives me a feeling of personal accomplishment. 69.3% 16.7% 14.0% 409 N/A Agree-disagree 2019 4 I know what is expected of me on the job. 73.0% 11.5% 15.5% 411 N/A Agree-disagree 2019 5 *My workload is reasonable. 61.7% 14.7% 23.6% 406 0 Agree-disagree 2019 6 *My talents are used well in the workplace. 52.2% 17.1% 30.8% 406 1 Agree-disagree 2019 7 *I know how my work relates to the agency's goals. 81.8% 7.2% 11.0% 409 2 Agree-disagree 2019 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 66.2% 17.0% 16.8% 383 28 Agree-disagree 2019 9 *The people I work with cooperate to get the job done. 73.2% 13.3% 13.5% 407 N/A Agree-disagree 2019 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 28.7% 26.3% 45.0% 354 54				, , , , ,					
Agree-disagree       2019       4       I know what is expected of me on the job.       73.0%       11.5%       15.5%       411       N/A         Agree-disagree       2019       5       *My workload is reasonable.       61.7%       14.7%       23.6%       406       0         Agree-disagree       2019       6       *My talents are used well in the workplace.       52.2%       17.1%       30.8%       406       1         Agree-disagree       2019       7       *I know how my work relates to the agency's goals.       81.8%       7.2%       11.0%       409       2         Agree-disagree       2019       8       *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.       66.2%       17.0%       16.8%       383       28         Agree-disagree       2019       9       *The people I work with cooperate to get the job done.       73.2%       13.3%       13.5%       407       N/A         Agree-disagree       2019       10       In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.       28.7%       26.3%       45.0%       354       54									
Agree-disagree       2019       5       *My workload is reasonable.       61.7%       14.7%       23.6%       406       0         Agree-disagree       2019       6       *My talents are used well in the workplace.       52.2%       17.1%       30.8%       406       1         Agree-disagree       2019       7       *I know how my work relates to the agency's goals.       81.8%       7.2%       11.0%       409       2         Agree-disagree       2019       8       *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.       66.2%       17.0%       16.8%       383       28         Agree-disagree       2019       9       *The people I work with cooperate to get the job done.       73.2%       13.3%       13.5%       407       N/A         Agree-disagree       2019       10       In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.       28.7%       26.3%       45.0%       354       54									
Agree-disagree       2019       6       *My talents are used well in the workplace.       52.2%       17.1%       30.8%       406       1         Agree-disagree       2019       7       *I know how my work relates to the agency's goals.       81.8%       7.2%       11.0%       409       2         Agree-disagree       2019       8       *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.       66.2%       17.0%       16.8%       383       28         Agree-disagree       2019       9       *The people I work with cooperate to get the job done.       73.2%       13.3%       13.5%       407       N/A         Agree-disagree       2019       10       In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.       28.7%       26.3%       45.0%       354       54									N/A
Agree-disagree       2019       7       *I know how my work relates to the agency's goals.       81.8%       7.2%       11.0%       409       2         Agree-disagree       2019       8       *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.       66.2%       17.0%       16.8%       383       28         Agree-disagree       2019       9       *The people I work with cooperate to get the job done.       73.2%       13.3%       13.5%       407       N/A         Agree-disagree       2019       10       In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.       28.7%       26.3%       45.0%       354       54	Agree-disagree	2019	5	*My workload is reasonable.	61.7%	14.7%	23.6%	406	0
Agree-disagree 2019 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 66.2% 17.0% 16.8% 383 28 Agree-disagree 2019 9 *The people I work with cooperate to get the job done. 73.2% 13.3% 13.5% 407 N/A Agree-disagree 2019 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 28.7% 26.3% 45.0% 354 54	Agree-disagree	2019	6	*My talents are used well in the workplace.	52.2%	17.1%	30.8%	406	1
Agree-disagree 2019 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 66.2% 17.0% 16.8% 383 28 Agree-disagree 2019 9 *The people I work with cooperate to get the job done. 73.2% 13.3% 13.5% 407 N/A Agree-disagree 2019 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 28.7% 26.3% 45.0% 354 54	Agree-disagree	2019	7	*I know how my work relates to the agency's goals.	81.8%	7.2%	11.0%	409	2
Agree-disagree 2019 9 *The people I work with cooperate to get the job done. 73.2% 13.3% 13.5% 407 N/A Agree-disagree 2019 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 28.7% 26.3% 45.0% 354 54	Agree-disagree	2019	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.					
Agree-disagree 2019 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 28.7% 26.3% 45.0% 354 54									-
Agree usagree   2017   12   in my work unit, unrerences in performance are recognized in a medimigrou way.   22.9%   22.9%   54.2%   383   25				, , , , , , , , , , , , , , , , , , , ,					
	, igi ee uisagi ee	2019	12	miny work with, unterences in performance are recognized in a meaningful way.	22.9%	22.9%	54.2%	383	25

								1
Agree-disagree	2019	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
Agroo disagroo	2010	1.4	Employees are recognized for providing high quality products and conject	80.2%	9.0%	10.8%	406	2
Agree-disagree	2019	14 15	Employees are recognized for providing high quality products and services.	44.4%	23.1%	32.5%	398	8
Agree-disagree Agree-disagree	2019	16	Employees are protected from health and safety hazards on the job.  My agency is successful at accomplishing its mission.	82.6%	13.2%	4.3%	397 395	9 11
Agree-disagree	2019	17	*I recommend my organization as a good place to work.	75.8% 65.7%	18.6%	5.6% 13.8%	406	N/A
Agree-disagree	2019	18	*I believe the results of this survey will be used to make my agency a better place to work.	39.9%	20.5%	40.0%	388	18
Agree-disagree	2019	19	My supervisor supports my need to balance work and other life issues.	91.3%	4.1%	4.6%	404	2
Agree-disagree	2019	20	My supervisor is committed to a workforce representative of all segments of society.	73.9%	18.9%	7.3%	360	44
Agree-disagree	2019	21	Supervisors in my work unit support employee development.	71.5%	12.8%	15.7%	399	6
Agree-disagree	2019	22	My supervisor listens to what I have to say.	82.0%	6.7%	11.3%	405	N/A
Agree-disagree	2019	23	My supervisor treats me with respect.	85.3%	5.5%	9.1%	405	N/A
Agree-disagree	2019	24	I have trust and confidence in my supervisor.	75.2%	9.9%	14.9%	404	N/A
Good-poor	2019	25	Overall, how good a job do you feel is being done by your immediate supervisor?	78.1%	10.7%	11.1%	402	N/A
Agree-disagree	2019	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				41.0%	18.7%	40.3%	400	3
Agree-disagree	2019	27	My organization's senior leaders maintain high standards of honesty and integrity.	56.2%	20.8%	23.0%	379	22
Agree-disagree	2019	28	*Managers communicate the goals of the organization.	54.7%	18.6%	26.8%	401	1
Agree-disagree	2019	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				47.4%	17.8%	34.8%	395	8
Good-poor	2019	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
				56.3%	21.9%	21.8%	394	7
Agree-disagree	2019	31	I have a high level of respect for my organization's senior leaders.	51.7%	22.9%	25.4%	399	1
Agree-disagree	2019	32	Senior leaders demonstrate support for Work-Life programs.	70.4%	21.6%	8.0%	388	13
Satisfied-	2019	33	*How satisfied are you with your involvement in decisions that affect your work?					
dissatisfied				50.0%	17.4%	32.6%	400	N/A
Satisfied-	2019	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					
dissatisfied				48.3%	18.2%	33.5%	400	N/A
Satisfied-	2019	35	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				47.6%	21.6%	30.8%	400	N/A
Satisfied-	2019	36	*Considering everything, how satisfied are you with your job?					
dissatisfied				62.6%	20.5%	16.8%	400	N/A
Satisfied-	2019	37	Considering everything, how satisfied are you with your pay?					
dissatisfied				58.9%	16.7%	24.3%	400	N/A
Satisfied-	2019	38	*Considering everything, how satisfied are you with your organization?					
dissatisfied				59.5%	19.6%	20.8%	398	N/A
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	52.6%	19.1%	28.3%	473	N/A
Agree-disagree	2018	2	I feel encouraged to come up with new and better ways of doing things.	59.1%	18.6%	22.2%	474	N/A
Agree-disagree	2018	3	My work gives me a feeling of personal accomplishment.	70.4%	13.9%	15.6%	474	N/A
Agree-disagree	2018	4	I know what is expected of me on the job.	74.7%	12.5%	12.8%	472	N/A
Agree-disagree	2018	5	*My workload is reasonable.	59.3%	17.4%	23.2%	470	2
Agree-disagree	2018	6	*My talents are used well in the workplace.	53.0%	15.2%	31.8%	471	2
Agree-disagree	2018	7	*I know how my work relates to the agency's goals.	79.2%	11.1%	9.7%	472	1
Agree-disagree	2018	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	64.4%	18.0%	17.6%	438	36
Agree-disagree	2018	9	*The people I work with cooperate to get the job done.	77.4%	10.2%	12.4%	474	N/A
Agree-disagree Agree-disagree	2018	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.  *In my work unit, differences in performance are recognized in a meaningful way.	28.3%	27.4%	44.4%	409	66
Agree-disagree	2018	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	23.4%	24.5%	52.1%	439	35
Agree disagree	2010	13	work unit has the job relevant knowledge and skins necessary to accomplish organizational godis.	70.70/	10.00/	0.50/	471	2
Agree-disagree	2018	14	Employees are recognized for providing high quality products and services.	79.7% 43.4%	10.8%	9.5%	471 468	6
Agree-disagree	2018	15	Employees are protected from health and safety hazards on the job.	80.8%	14.4%	4.8%	460	14
Agree-disagree	2018	16	My agency is successful at accomplishing its mission.	71.9%	17.1%	10.9%	464	11
Agree-disagree	2018	17	*I recommend my organization as a good place to work.	60.8%	22.0%	17.2%	474	N/A
Agree-disagree	2018	18	*I believe the results of this survey will be used to make my agency a better place to work.	38.4%	22.7%	38.9%	439	35
Agree-disagree	2018	19	My supervisor supports my need to balance work and other life issues.	91.9%	4.0%	4.1%	471	2
Agree-disagree	2018	20	My supervisor is committed to a workforce representative of all segments of society.	78.6%	15.7%	5.8%	413	60
Agree-disagree	2018	21	Supervisors in my work unit support employee development.	71.1%	13.1%	15.8%	461	10
Agree-disagree	2018	22	My supervisor listens to what I have to say.	84.8%	6.7%	8.5%	472	N/A
Agree-disagree	2018	23	My supervisor treats me with respect.	89.4%	3.3%	7.3%	471	N/A
Agree-disagree	2018	24	I have trust and confidence in my supervisor.	76.0%	9.8%	14.2%	471	N/A
Good-poor	2018	25	Overall, how good a job do you feel is being done by your immediate supervisor?	76.8%	12.6%	10.6%	473	N/A
Agree-disagree	2018	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				45.9%	22.3%	31.8%	461	10
Agree-disagree	2018	27	My organization's senior leaders maintain high standards of honesty and integrity.	64.0%	19.3%	16.7%	433	38
Agree-disagree	2018	28	*Managers communicate the goals of the organization.	53.2%	18.6%	28.2%	466	4
Agree-disagree	2018	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				47.4%	19.5%	33.0%	457	14

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Good-poor	2018	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
				59.5%	19.5%	21.0%	458	14
Agree-disagree	2018	31	I have a high level of respect for my organization's senior leaders.	57.1%	20.6%	22.3%	469	2
Agree-disagree	2018	32	Senior leaders demonstrate support for Work-Life programs.	76.1%	15.8%	8.1%	445	28
Satisfied-	2018	33	*How satisfied are you with your involvement in decisions that affect your work?					
dissatisfied				51.1%	20.0%	28.9%	473	N/A
Satisfied-	2018	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	31.170	20.070	20.570	473	14//
dissatisfied	2010	٥.	The seasoned are you man the mornaton you receive normal algement on milet's going on myour organization.	42.00/	22.00/	24.20/	470	
	2040	25	*** *** *** *** *** ***	42.8%	22.9%	34.3%	470	N/A
Satisfied-	2018	35	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				46.3%	24.8%	28.9%	472	N/A
Satisfied-	2018	36	*Considering everything, how satisfied are you with your job?					
dissatisfied				62.6%	19.3%	18.1%	472	N/A
Satisfied-	2018	37	Considering everything, how satisfied are you with your pay?					
dissatisfied				54.0%	18.3%	27.7%	471	N/A
Satisfied-	2018	38	*Considering everything, how satisfied are you with your organization?					,.
dissatisfied			, , , , , , , , , , , , , , , , , , , ,	54.5%	23.1%	22.5%	400	NI/A
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.				469	N/A
				58.8%	20.3%	20.9%	507	N/A
Agree-disagree	2017	2	I feel encouraged to come up with new and better ways of doing things.	61.7%	16.4%	21.8%	506	N/A
Agree-disagree	2017	3	My work gives me a feeling of personal accomplishment.	69.8%	14.2%	16.1%	507	N/A
Agree-disagree	2017	4	I know what is expected of me on the job.	74.5%	13.6%	11.9%	506	N/A
Agree-disagree	2017	5	*My workload is reasonable.	63.7%	16.2%	20.1%	506	1
Agree-disagree	2017	6	*My talents are used well in the workplace.	56.5%	15.4%	28.1%	500	3
Agree-disagree	2017	7	*I know how my work relates to the agency's goals and priorities.	77.6%	11.9%	10.5%	501	2
Agree-disagree	2017	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.1%	15.3%	18.6%	463	44
Agree-disagree	2017	9	*The people I work with cooperate to get the job done.	76.7%	12.8%	10.5%	506	N/A
Agree-disagree	2017	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.3%	30.3%	41.4%	425	81
Agree-disagree	2017	12	*In my work unit, differences in performance are recognized in a meaningful way.	24.4%	23.9%	51.7%	466	40
Agree-disagree	2017	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	24.470	23.370	31.770	400	40
Agree disagree	2017	13	The workforce has the job relevant knowledge and skins necessary to accomplish organizational goals.					
				68.6%	16.5%	14.8%	491	8
Agree-disagree	2017	14	Employees are recognized for providing high quality products and services.	45.2%	24.0%	30.8%	488	12
Agree-disagree	2017	15	Employees are protected from health and safety hazards on the job.	85.1%	11.6%	3.4%	482	17
Agree-disagree	2017	16	My agency is successful at accomplishing its mission.	72.6%	19.7%	7.7%	483	14
Agree-disagree	2017	17	*I recommend my organization as a good place to work.	62.3%	22.3%	15.4%	499	N/A
Agree-disagree	2017	18	*I believe the results of this survey will be used to make my agency a better place to work.	43.7%	17.9%	38.4%	467	33
Agree-disagree	2017	19	My supervisor supports my need to balance work and other life issues.	90.1%	4.0%	5.9%	498	1
Agree-disagree	2017	20	My supervisor is committed to a workforce representative of all segments of society.	79.7%	13.5%	6.8%	431	65
Agree-disagree	2017	21	Supervisors in my work unit support employee development.	68.1%	16.9%	15.0%	492	6
Agree-disagree	2017	22	My supervisor listens to what I have to say.	85.8%	7.7%	6.4%	499	N/A
Agree-disagree	2017	23	My supervisor treats me with respect.					
				89.1%	4.8%	6.2%	499	N/A
Agree-disagree	2017	24	I have trust and confidence in my supervisor.	74.7%	13.5%	11.8%	500	N/A
Good-poor	2017	25	Overall, how good a job do you feel is being done by your immediate supervisor?	78.8%	12.6%	8.5%	499	N/A
Agree-disagree	2017	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				42.3%	24.6%	33.1%	484	13
Agree-disagree	2017	27	My organization's senior leaders maintain high standards of honesty and integrity.	55.8%	21.3%	22.9%	461	36
Agree-disagree	2017	28	*Managers communicate the goals and priorities of the organization.	52.5%	19.5%	28.0%	490	5
Agree-disagree	2017	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				46.3%	17.8%	35.9%	480	15
Good-poor	2017	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	10.570	17.070	55.570	.00	
				62.69/	10.5%	40.00/	474	22
Agus disagus	2017	21	I have a high level of respect for my organization's senior leaders.	62.6%	18.5%	19.0%	474	22
Agree-disagree	2017	31		56.3%	22.8%	20.9%	492	4
Agree-disagree	2017	32	Senior leaders demonstrate support for Work-Life programs.	64.2%	18.1%	17.7%	458	38
Satisfied-	2017	33	*How satisfied are you with your involvement in decisions that affect your work?					
dissatisfied				53.6%	22.9%	23.5%	496	N/A
Satisfied-	2017	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					
dissatisfied				49.2%	20.0%	30.8%	496	N/A
Satisfied-	2017	35	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				47.0%	25.9%	27.0%	495	N/A
Satisfied-	2017	36	*Considering everything, how satisfied are you with your job?	47.076	23.370	27.070	433	IN/A
dissatisfied	2017	30	Considering everything, now satisfied are you with your job:					
				63.5%	18.5%	18.0%	493	N/A
Satisfied-	2017	37	Considering everything, how satisfied are you with your pay?					
dissatisfied				45.8%	17.0%	37.2%	496	N/A
Satisfied-	2017	38	*Considering everything, how satisfied are you with your organization?					
dissatisfied				55.8%	24.3%	19.9%	494	N/A
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	63.6%	16.7%	19.7%	502	N/A
Agree-disagree	2016	2	I feel encouraged to come up with new and better ways of doing things.	60.0%	17.7%	22.3%	501	N/A
Agree-disagree	2016	3	My work gives me a feeling of personal accomplishment.	69.2%	15.0%	15.8%	501	N/A
Agree-disagree	2016	4	I know what is expected of me on the job.					
	2016	5	*My workload is reasonable.	72.0%	13.2%	14.7%	498	N/A
Agree-disagree	2010	э	INTY WOLKIOGO IS LEGSULIANIE.	59.0%	15.7%	25.2%	503	0

Agree-disagree   2016   12   10   In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   28.5%   29.9%   41.6%   429	0 3 39 4/A 71 41 10 15 12 6 4/A 39 3 53 4 4/A/A 4/A 4/A 4/A 4/A 4/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1
Agree-disagree   2016   8   **   **   **   **   **   **   **	39 I/A 71 41 10 15 12 6 I/A 33 3 3 3 4 I/A I/A I/A I/A I/A I/A I/A I/A
Agree-disagree   2016   12   The people work with cooperate to get the job done.   26,9%   22,9%   41,6%   429   41,6%   429   42,6%   42,9%   41,6%   429   42,6%   42,9%   41,6%   429   42,6%   42,9%   42,6%   42,9%   42,6%   42,9%   42,6%   42,9%   42,6%   42,9%   42,6%   42,9%   42,6%   42,9%   42,6%   42,9%   42,9%   42,6%   42,9%   4	1/A 71 41 10 15 12 6 4/A 39 3 53 4 4/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1
Agree-disagree   2016   10   10   10   10   11   11   11	71 41 10 15 12 6 6 4//A 39 3 53 4 4//A 4//A 1//A 1//A 1//A 1//A 1//A 1/
Agree-disagree   2016   12   11   12   13   17   14   15   15   15   15   15   15   15	10 15 12 6 6 4/A 39 3 53 4 4/A 4/A 4/A 4/A 3/A 1/A 1/A 1/A
Agree-disagree   2016   13   *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.   66.5%   16.3%   17.2%   482	10 15 12 6 4/A 39 3 53 4 4/A 4/A 4/A 4/A 3 10
Agree-disagree 2016 14 Employees are recognized for providing high quality products and services. 42.8% 20.5% 36.7% 479 2016 15 Employees are protected from health and safety hazards on the job. 85.1% 11.3% 3.6% 482 Agree-disagree 2016 16 My agency is successful at accomplishing its mission. 67.7% 19.8% 12.5% 489 Agree-disagree 2016 17 **Irecommend my organization as a good place to work. 63.0% 19.8% 17.1% 495 1.2% 489 2.2% 475 Agree-disagree 2016 19 My supervisor supports my need to balance work and other life issues. 91.5% 4.2% 4.3% 492 2.2.% 4.2% 4.3% 492 2.2.% 4.2% 4.3% 492 2.2.% 4.2% 4.3% 492 2.2.% 4.2% 4.3% 492 2.2.% 4.2% 4.3% 492 2.2.% 4.2% 4.3% 492 2.2.% 4.2% 4.3% 492 2.2.% 4.2% 4.3% 4.2%	15 12 6 4/A 39 3 53 4 4/A 4/A 4/A 4/A 3 10
Agree-disagree   2016   14   Employees are recognized for providing high quality products and services.	15 12 6 4/A 39 3 53 4 4/A 4/A 4/A 4/A 3 10
Agree-disagree   2016   15	12 6 4 39 3 53 4 4 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A
Agree-disagree 2016 16 My agency is successful at accomplishing its mission. 67.7% 19.8% 12.5% 489 Agree-disagree 2016 17 *1 recommend my organization as a good place to work. 63.0% 19.8% 17.3% 495 Agree-disagree 2016 18 *1 believe the results of this survey will be used to make my agency a better place to work. 41.1% 19.8% 39.1% 456 Agree-disagree 2016 19 My supervisor supports my need to balance work and other life issues. 91.5% 4.2% 4.3% 492 Agree-disagree 2016 20 My supervisor is committed to a workforce representative of all segments of society. 76.8% 17.3% 6.0% 440 Agree-disagree 2016 21 Supervisors in my work unit support employee development. 71.4% 15.2% 13.4% 489 Agree-disagree 2016 22 My supervisor listens to what I have to say. 85.7% 7.6% 6.6% 494 Agree-disagree 2016 23 My supervisor treats me with respect. 88.6% 5.4% 6.0% 491 Agree-disagree 2016 24 I have trust and confidence in my supervisor. 75.0% 12.4% 12.6% 493 Agree-disagree 2016 26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.  Agree-disagree 2016 28 *Managers communicate the goals and priorities of the organization. 49.4 49.5 49.5 49.5 49.5 49.5 49.5 49.	6 JI/A 39 3 53 4 JI/A JI/A JI/A 10 10
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Agree-disagree         2016         18         *I believe the results of this survey will be used to make my agency a better place to work.         41.1%         19.8%         39.1%         456           Agree-disagree         2016         19         My supervisor supports my need to balance work and other life issues.         91.5%         4.2%         4.3%         492           Agree-disagree         2016         20         My supervisor is port of the properties of the work of the properties of t	39 3 53 4 4 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A 1/A
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Agree-disagree   2016   20   20   My supervisor is committed to a workforce representative of all segments of society.   76.8%   17.3%   6.0%   440	53 4 4//A 4//A 4//A 8 41 3 10
Agree-disagree   2016   21   Supervisors in my work unit support employee development.   71.4%   15.2%   13.4%   489	4 N/A N/A N/A N/A N/A N/A 3 10
Agree-disagree         2016         22         My supervisor listens to what I have to say.         85.7%         7.6%         6.6%         494           Agree-disagree         2016         23         My supervisor treats me with respect.         88.6%         5.4%         6.0%         491           Agree-disagree         2016         24         I have trust and confidence in my supervisor.         75.0%         12.4%         12.6%         493           Agree-disagree         2016         25         Overall, how good a job do you feel is being done by your immediate supervisor?         77.1%         14.0%         8.9%         493           Agree-disagree         2016         26         In my organization, senior leaders generate high levels of motivation and commitment in the workforce.         34.9%         23.1%         42.0%         483           Agree-disagree         2016         27         My organization's senior leaders maintain high standards of honesty and integrity.         54.0%         22.0%         24.1%         447           Agree-disagree         2016         28         *Managers communicate the goals and priorities of the organization.         51.2%         17.1%         31.7%         485           Agree-disagree         2016         30         Overall, how good a job do you feel is being done by the manager directly above your immedi	N/A N/A N/A 8 41 3
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Good-poor 2016 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  Agree-disagree 2016 31 I have a high level of respect for my organization's senior leaders. 50.0% 22.5% 27.5% 486 Agree-disagree 2016 32 Senior leaders demonstrate support for Work-Life programs. 64.8% 18.3% 16.9% 457 Satisfied- dissatisfied 2016 33 *How satisfied are you with your involvement in decisions that affect your work?  Satisfied- dissatisfied 2016 34 *How satisfied are you with the information you receive from management on what's going on in your organization? dissatisfied 2016 35 *How satisfied are you with the recognition you receive for doing a good job?	14
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discatisfied	
dissatisfied 46.3% 22.4% 31.4% 484	I/A
Satisfied- 2016 36 *Considering everything, how satisfied are you with your job?	
dissatisfied 60.1% 22.3% 17.6% 490	I/A
Satisfied- 2016 37 Considering everything, how satisfied are you with your pay?	
dissatisfied 42.9% 15.3% 41.8% 488	I/A
Satisfied- 2016 38 *Considering everything, how satisfied are you with your organization?	
dissatisfied 52.6% 22.2% 25.2% 483	I/A
Agree-disagree 2015 1 *I am given a real opportunity to improve my skills in my organization. 58.0% 16.0% 26.0% 486	I/A
Agree-disagree 2015 2 I feel encouraged to come up with new and better ways of doing things. 54.9% 13.4% 31.7% 478	I/A
Agree-disagree 2015 3 My work gives me a feeling of personal accomplishment. 64.9% 15.4% 19.7% 485	I/A
Agree-disagree 2015 4 I know what is expected of me on the job. 66.7% 13.4% 19.9% 479	I/A
Agree-disagree         2015         5         *My workload is reasonable.         51.4%         14.9%         33.7%         482	0
Agree-disagree         2015         6         *My talents are used well in the workplace.         49.1%         16.3%         34.7%         475	1
Agree-disagree 2015 7 *I know how my work relates to the agency's goals and priorities. 66.5% 13.3% 20.3% 481	1
Agree-disagree 2015 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 61.5% 18.9% 19.6% 439	42
	I/A
Agree-disagree 2015 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. 23.2% 29.1% 47.7% 409	77
Agree-disagree 2015 12 *In my work unit, differences in performance are recognized in a meaningful way. 21.8% 19.8% 58.4% 446	38
Agree-disagree 2015 13 *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	
58.2% 17.9% 24.0% 470	11
Agree-disagree 2015 14 Employees are recognized for providing high quality products and services. 37.1% 22.0% 41.0% 465	17
Agree-disagree 2015 15 Employees are protected from health and safety hazards on the job. 87.3% 8.2% 4.4% 460	19
Agree-disagree 2015 16 My agency is successful at accomplishing its mission. 60.6% 25.3% 14.1% 464	16
	I/A
Agree-disagree 2015 18 *I believe the results of this survey will be used to make my agency a better place to work. 43.2% 17.3% 39.5% 438	45
Agree-disagree 2015 19 My supervisor supports my need to balance work and other life issues. 87.9% 6.0% 6.1% 480	2
Agree-disagree 2015 20 My supervisor is committed to a workforce representative of all segments of society. 72.6% 17.8% 9.6% 417	62
Agree-disagree 2015 21 Supervisors in my work unit support employee development. 69.8% 13.1% 17.1% 473	7
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Good-poor 2015 25 Overall, how good a job do you feel is being done by your immediate supervisor? 72.3% 19.1% 8.5% 480	N/A N/A

Agreed-larger   1915   72   72   73   74   74   75   75   75   75   75   75									
Agene disagree   1915   27   Voc cognitional's scortine code to a basely and integrity.   1915   27   28   20,00   39   39   39   39   39   39   39	Agree-disagree	2015	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
Agree clasure   1922   22   Agree companies   1922   23   Agree companies   23   23   Agree clasure   23   A					31.6%	20.6%	47.8%	470	7
Agence diseagener   2019   39   More Segment   2019   39   More Segment   2019   30   More Segment   2					50.3%	23.1%	26.6%	438	38
Code-dose of the control of the cont					41.2%	19.8%	39.0%	470	6
Coord-own   200   30   10   10   10   10   10   10	Agree-disagree	2015	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
Page-designed   19					35.5%	19.4%	45.2%	465	15
Age and Company   1975   37   No. 20   1989   No. 20   No	Good-poor	2015	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
Agene - Risingtion         5015         70         Control disastation         3.7.28         2.2.18         2.0.76         4.30         4.7           Stanford disastation         3.8         70         Author the service of the serv					52.6%	20.7%	26.7%	464	15
Stanford   2013   34   International   Stanford   2014   34   International   Stanford   2015   34   International   Stanford   2015   34   International   International   Stanford   2015   International	-			• • • • • • • • • • • • • • • • • • • •	42.8%	23.5%	33.7%	472	7
Michael   Mich				Senior leaders demonstrate support for Work-Life programs.	57.3%	22.1%	20.7%	433	47
Sacratical Color		2015	33	*How satisfied are you with your involvement in decisions that affect your work?					
Biosasteried   Street					42.0%	23.0%	35.0%	479	N/A
Statisfied   2015   35   Town satisfied are you with the recognition you receive for doing a good job?   38.8%   24.0%   27.1%   27.		2015	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					
International   Statistical	dissatisfied				35.9%	20.1%	44.0%	479	N/A
Satisfied 2015 3-8 Considering everything, how satisfied are you with your pay?  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay?  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay?  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay?  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay?  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay?  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay?  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay?  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay?  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay?  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay?  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay.  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay.  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay.  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay.  Satisfied 2015 3-9 Considering everything, how satisfied are you with your pay.  Agree disagree 2014 3-9 Considering everything, how satisfied are you with your pay.  Agree disagree 2014 5-1 Considering everything, how satisfied are you with your pay.  Agree disagree 2014 5-1 Considering everything, how satisfied are you with your pay.  Agree disagree 2014 5-1 Considering everything, how satisfied are you with your pay.  Agree disagree 2014 5-1 Considering everything, how satisfied are you with your pay.  Agree disagree 2014 5-1 Considering everything, how satisfied are you with your pay.  Agree disagree 2014 5-1 Considering everything, how satisfied are you with your pay.  Agree disagree 2014 5-1 Considering everything, how satisfied are you with your pay.  Agree disagree 2014 5-1 Considering everything, how satisfied		2015	35	*How satisfied are you with the recognition you receive for doing a good job?					
Statisfied   Sta	dissatisfied				38.8%	24.0%	37.1%	477	N/A
Considering everything, how satisfied are you with your pays   2,25   2,25   3,25		2015	36	*Considering everything, how satisfied are you with your job?					
Ministration   1.5   1	dissatisfied				52.3%	21.1%	26.6%	476	N/A
Section   2015   38   Considering everything, how satisfied are you with your organization?   46.2%   21.8%   32.0%   477   N/A   Agree disagree   2014   2   1   1   1   1   1   1   1   1   1		2015	37	Considering everything, how satisfied are you with your pay?					
disastatied   Agree disagree   Agree d	dissatisfied				33.6%	15.0%	51.4%	478	N/A
Agrice disagree   2014   1	Satisfied-	2015	38	*Considering everything, how satisfied are you with your organization?					
Agree disagree (a)         20.4   3   2   1   1   1   1   1   1   1   1   1	dissatisfied				46.2%	21.8%	32.0%	477	N/A
Agree-disagree   2014   3   Agree Agree   3014   5   Agree Agree   30	Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	50.4%	21.0%	28.6%	397	N/A
Agree-disagree   2014   5   Norw what is sepaceted of me on the job.   No.	Agree-disagree	2014	2	I feel encouraged to come up with new and better ways of doing things.	47.2%	20.0%	32.9%	393	N/A
Agree-disagree   2014   5   My workload is researcable   43,0%   18,7%   37,0%   35   0   0	Agree-disagree	2014	3	My work gives me a feeling of personal accomplishment.	62.0%	13.5%	24.5%	395	N/A
Agree-disagree (a) 2014 6 / Agree-disagree (a) 14 7   Agree-disagree (a) 14 7   Agree-disagree (a) 15 8   Agree-disagree (a) 15   Agree-disagree (a) 16   Agree-disagree (a) 16   Agree-disagree (a) 16   Agree-disagree (a) 16   Agree-disagree (a) 17   Agree-disagree (a) 17   Agree-disagree (a) 18   Agree-disagree (a) 18   Agree-disagree (a) 19	Agree-disagree	2014	4	I know what is expected of me on the job.	62.7%	17.1%	20.2%	394	N/A
Agree-disagree         2014         7         **Now how my work relates to the agency's goals and priorities.         70,0%         15,2%         14,8%         355         22,2%           Agree-disagree         2014         8         **Land isclose a suspected violation of any law, rule or regulation without fear of reprisal.         5,63%         24,9%         18,8%         330         56           Agree-disagree         2014         9         **The people is work with cooperate to get the job done.         71,7%         11,2%         11,2%         13,0%         337         N/A           Agree-disagree         2014         12         11         12         14         20,3%         50,4%         333         60,5%         533         41           Agree-disagree         2014         13         **The workforce has the job relevant knowledge and skills increasary to accomplish organizational goals.         46,3%         22,1%         31,0%         376         13           Agree-disagree         2014         14         Employees are recognized for providing high quality products and services.         31,3%         26,6%         42,1%         38,1         31           Agree-disagree         2014         15         Employees are protected from health and afterly hazards on the job.         47,2         42,2%         32,2	Agree-disagree	2014	5	*My workload is reasonable.	43.8%	19.2%	37.0%	395	0
Agree disagree         2014         8         ***Transition of any law, rule or regulation without fear of reprisal.         56.3%         22.9%         88.8%         330         55.8%           Agree-disagree         2014         9         "The people! work with cooperate to get the job done.         71.7%         13.2%         15.0%         397         N/A           Agree-disagree         2014         10         In my work unit, differences in performance are recognized in a meaningful way.         19.1%         20.3%         20.3%         50.3%         00.5%         353         41           Agree-disagree         2014         13         "In my work unit, differences in performance are recognized in a meaningful way.         19.1%         20.3%         00.5%         353         41           Agree-disagree         2014         13         "In my work unit, differences in performance are recognized and skills necessary to accomplish organizational goals.         46.3%         22.1%         31.6%         376         13           Agree-disagree         2014         15         Employees are recognized for providing high quality products and services.         31.3%         26.5%         9.7%         2.5%         378         13           Agree-disagree         2014         15         Prophyces are protected from health and safety bazards on the job. <t< td=""><td>Agree-disagree</td><td>2014</td><td>6</td><td>*My talents are used well in the workplace.</td><td>43.0%</td><td>18.7%</td><td>38.2%</td><td>391</td><td>1</td></t<>	Agree-disagree	2014	6	*My talents are used well in the workplace.	43.0%	18.7%	38.2%	391	1
Agree-disagree   2014   3   The people I work with cooperate to get the job done.   21.7%   13.2%   15.0%   309   N/A	Agree-disagree	2014	7	*I know how my work relates to the agency's goals and priorities.	70.0%	15.2%	14.8%	395	2
Agree-disagree   2014   12   In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.   20.3%   29.3%   50.4%   322   69   Agree-disagree   2014   13   The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	2014	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.3%	24.9%	18.8%	339	56
Agree-disagree   2014   12   *Tin my work unit, differences in performance are recognized in a meaningful way.   2014   13   *The workforce has the job relevant knowledge and skills necessary to accomplish organizational goals.   22.1%   31.6%   376   13   Agree-disagree   2014   15   Employees are recognized for providing high quality products and services.   31.3%   26.6%   42.1%   381   9   9   9   42.1%   381   9   9   9   9   9   9   9   9   9	Agree-disagree	2014	9	*The people I work with cooperate to get the job done.	71.7%	13.2%	15.0%	397	N/A
Agree-disagree   2014   13   *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.   46,3%   22.1%   31.6%   376   13	Agree-disagree	2014	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	20.3%	29.3%	50.4%	323	69
Agree-disagree 2014 15 Employees are recognized for providing high quality products and services. 31.3% 26.6% 42.1% 381 39 Agree-disagree 2014 15 Employees are protected from health and safety hazards on the job. 87.8% 9.7% 2.5.5% 378 13 Agree-disagree 2014 15 May agency is successful at accomplishing its mission. 51.1% 31.1% 17.9% 377 12.2 Agree-disagree 2014 18 Teleview the results of this survey will be used to make my agency a better place to work. 45.2% 32.3% 22.5% 332 N/A Agree-disagree 2014 18 Teleview the results of this survey will be used to make my agency a better place to work. 45.2% 32.3% 22.5% 332 N/A Agree-disagree 2014 19 My supervisor is committed to a wordforce representative of all segments of society. 72.2% 20.1% 7.7% 332 54 Agree-disagree 2014 21 Supervisors in my work unit support employee development. 63.2% 11.0% 17.8% 383 6.2% Agree-disagree 2014 21 Supervisors in my work unit support employee development. 63.2% 11.0% 17.8% 383 N/A Agree-disagree 2014 22 My supervisor is committed to a wordforce representative of all segments of society. 79.0% 9.9% 11.1% 389 N/A Agree-disagree 2014 21 Supervisors in my work unit support employee development. 63.2% 11.0% 17.8% 383 N/A Agree-disagree 2014 22 My supervisor is committed to a wordforce representative method and the variety of the service of the servic	Agree-disagree	2014	12	*In my work unit, differences in performance are recognized in a meaningful way.	19.1%	20.3%	60.5%	353	41
Agree-disagree         2014         15         Employees are recognized for providing high quality products and services.         91.3%         26.6%         42.1%         381         9           Agree-disagree         2014         15         Employees are procected from health and safety hazards on the job.         87.8%         9.7%         2.5%         378         11           Agree-disagree         2014         16         My agency is successful at accomplishing its mission.         51.1%         31.1%         17.9%         377         12           Agree-disagree         2014         17         **Irecommend my organization as a good place to work.         45.2%         32.3%         22.5%         391         N/A           Agree-disagree         2014         19         My supervisor is my most of this survey will be used to make my agency a better place to work.         33.8%         2.0%         40.2%         32.3%         22.5%         391         N/A           Agree-disagree         2014         21         My supervisor is my work wink support employee development.         63.2%         19.0%         7.7%         332         54           Agree-disagree         2014         21         My supervisor is my work wink support employee development.         82.5%         10.7%         63.2%         19.0%         17.3%	Agree-disagree	2014	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
Agree-disagree 2014 15 Employees are protected from health and safety hazards on the job. 27.8% 9.7% 2.5% 378 13 Agree-disagree 2014 16 My agency is successful at accomplishing its mission. 51.9% 31.1% 17.9% 377 12 Agree-disagree 2014 17 "Irecommend my organization as a good place to work. 45.2% 32.3% 22.5% 331 N/A Agree-disagree 2014 18 "I believe the results of this survey will be used to make my agency a better place to work. 33.8% 26.0% 40.2% 34.2 49 Agree-disagree 2014 19 My supervisor is committed to a workforce representative of all segments of society. 72.2% 20.1% 7.7% 332 54 Agree-disagree 2014 20 My supervisor is committed to a workforce representative of all segments of society. 72.2% 20.1% 7.7% 332 54 Agree-disagree 2014 21 Supervisors in my work unit support employee development. 63.2% 19.0% 17.8% 383 66 Agree-disagree 2014 22 My supervisor is town to what I have to say. 79.0% 9.9% 11.1% 389 N/A Agree-disagree 2014 22 My supervisor is the sto what I have to say. 79.0% 9.9% 11.1% 389 N/A Agree-disagree 2014 21 Inavertust and confidence in my supervisor. 66.8% 16.4% 16.8% 388 N/A Agree-disagree 2014 22 My supervisor is my work unit support employee development. 82.5% 10.7% 6.8% 388 N/A Agree-disagree 2014 21 My organization, senior leaders generate high levels of motivation and commitment in the workforce. 23.6% 22.7% 53.7% 376 9 Agree-disagree 2014 27 My organization's senior leaders generate high levels of motivation and commitment in the workforce. 23.6% 22.7% 53.7% 376 9 Agree-disagree 2014 28 My agency is promote communication among different work units (for example, about projects, goals, needed resources). 33.7% 22.6% 36.9% 379 8 Agree-disagree 2014 31 Inave tust and confidence in my supervisor for work units (for example, about projects, goals, needed resources). 33.7% 22.6% 43.7% 377 10 Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 21.6% 26.3% 36.6% 36.9% 379 8 Agree-disagree 2014 31 Inave tust and confidence in m					46.3%	22.1%	31.6%	376	13
Agree-disagree         2014         16         My agency is successful at accomplishing its mission.         51.1%         31.1%         17.9%         377         12           Agree-disagree         2014         17         *Irecommend my organization as a good pilecto work.         45.2%         32.3%         22.5%         391         M/A           Agree-disagree         2014         18         *Itelelieve the results of this survey will be used to make my agency a better place to work.         33.8%         26.0%         40.2%         432         49           Agree-disagree         2014         19         My supervisor is my more dot balance work and other life issues.         87.6%         6.5%         5.9%         386         3           Agree-disagree         2014         20         My supervisor is my more until to a workforce representative of all segments of society.         72.2%         20.1%         7.7%         332         54           Agree-disagree         2014         21         Supervisor in my work until support employee development.         62.2%         19.0%         17.8%         333         6           Agree-disagree         2014         21         My supervisor is row work until support employee development.         62.2%         10.7%         6.8%         388         N/A           Agree-disagre	Agree-disagree	2014	14	Employees are recognized for providing high quality products and services.	31.3%	26.6%	42.1%	381	9
Agree-disagree 2014 17 **I recommend my organization as a good place to work.  Agree-disagree 2014 18 **I believe the results of this survey will be used to make my agency a better place to work.  33.8% 26.0% 40.2% 342 49  Agree-disagree 2014 19 Wy supervisors upports my need to balance work and other life issues.  87.6% 6.5% 5.5% 5.9% 386 33  Agree-disagree 2014 12 Wy supervisors is committed to a workforce representative of all segments of society.  72.2% 20.1% 7.7% 332 54  Agree-disagree 2014 21 Supervisors in my work unit support employee development.  63.2% 19.0% 9.9% 11.1% 388 N/A  Agree-disagree 2014 22 Wy supervisor listens to what I have to say.  79.0% 9.9% 11.1% 388 N/A  Agree-disagree 2014 22 Wy supervisor listens to what I have to say.  Agree-disagree 2014 22 Wy supervisor listens to what I have to say.  Agree-disagree 2014 22 Ny supervisor listens to what I have to say.  Agree-disagree 2014 22 Ny supervisor listens to what I have to say.  Agree-disagree 2014 22 Ny supervisor listens to what I have to say.  Agree-disagree 2014 22 Ny supervisor listens to what I have to say.  Agree-disagree 2014 25 Overall, how good a job do you feel is being done by your immediate supervisor?  70.7% 16.9% 12.4% 388 N/A  Agree-disagree 2014 26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.  23.6% 22.7% 53.7% 378 9  Agree-disagree 2014 27 My organization's senior leaders maintain high standards of honesty and integrity.  42.6% 30.8% 26.6% 36.9% 379 88  Agree-disagree 2014 28 My anagers promote communicate the goals and priorities of the organization.  36.4% 26.6% 36.9% 379 88  Agree-disagree 2014 29 Managers promote communication among different work units (for example, about projects, goals, needed resources).  37.6% 22.6% 43.7% 377 10  Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  52.1% 30.7% 16.6% 35.7% 379 31  Agree-disagree 2014 31 I have a high level of respect for my organizati	Agree-disagree	2014	15	Employees are protected from health and safety hazards on the job.	87.8%	9.7%	2.5%	378	13
Agree-disagree         2014         18         **I believe the results of this survey will be used to make my agency a better place to work.         33.8%         26.0%         40.2%         342         49           Agree-disagree         2014         19         Mys supervisor supports my need to balance work and other life issues.         87.6%         6.5%         5.5%         386         3           Agree-disagree         2014         20         Wys supervisor is committed to a workforce representative of all segments of society.         72.2%         20.13%         7.7%         332         54           Agree-disagree         2014         21         Supervisors in my work unit support employee development.         63.2%         19.0%         17.8%         383         6           Agree-disagree         2014         22         Mys supervisor treats me with respect.         82.5%         10.7%         6.8%         388         N/A           Agree-disagree         2014         24         I have trust and confidence in my supervisor.         66.8%         16.4%         16.8%         388         N/A           Agree-disagree         2014         25         Overall, how good a job do you feel is being done by your immediate supervisor?         70.7%         16.9%         12.4%         38.8         N/A           Agree-disa	Agree-disagree	2014	16	My agency is successful at accomplishing its mission.	51.1%	31.1%	17.9%	377	12
Agree-disagree         2014         19         My supervisor supports my need to balance work and other life issues.         87.6%         6.5%         5.9%         386         3           Agree-disagree         2014         20         Mys supervisor is committed to a workforce representative of all segments of society.         72.2%         20.1%         7.7%         332         54           Agree-disagree         2014         21         Mys supervisor is non ywork unit support employee development.         63.2%         19.0%         19.0%         17.8%         388         N/A           Agree-disagree         2014         22         Mys supervisor istens to what I have to say.         79.0%         9.9%         11.1%         388         N/A           Agree-disagree         2014         23         Mys supervisor treats me with respect.         82.5%         10.7%         6.8%         388         N/A           Agree-disagree         2014         24         I have trust and confidence in my supervisor.         66.8%         16.4%         16.9%         12.4%         388         N/A           Agree-disagree         2014         26         In my organization, senior leaders senerate high levels of motivation and commitment in the workforce.         23.6%         22.7%         53.7%         378         9	Agree-disagree	2014	17	*I recommend my organization as a good place to work.	45.2%	32.3%	22.5%	391	N/A
Agree-disagree   2014   20   2014   20   2014   21	Agree-disagree	2014	18	*I believe the results of this survey will be used to make my agency a better place to work.	33.8%	26.0%	40.2%	342	49
Agree-disagree         2014         21         Supervisors in my work unit support employee development.         63.2%         19.0%         17.8%         383         6           Agree-disagree         2014         22         My supervisor listens to what I have to say.         79.0%         9.9%         11.1%         389         N/A           Agree-disagree         2014         23         My supervisor treats me with respect.         66.8%         16.4%         16.8%         388         N/A           Good-poor         2014         21         I have trust and confidence in my supervisor.         66.8%         16.4%         16.8%         388         N/A           Agree-disagree         2014         26         In my organization, senior leaders generate high levels of motivation and commitment in the workforce.         23.6%         22.7%         53.7%         378         9           Agree-disagree         2014         27         My organization's senior leaders generate high levels of motivation and commitment in the workforce.         23.6%         22.7%         53.7%         378         9           Agree-disagree         2014         27         My organization's senior leaders maintain high standards of honesty and integrity.         42.6%         30.8%         26.6%         35.9%         379         8	Agree-disagree	2014	19	My supervisor supports my need to balance work and other life issues.	87.6%	6.5%	5.9%	386	3
Agree-disagree 2014 22 My supervisor listens to what I have to say. 79.0% 9.9% 11.1% 389 N/A Agree-disagree 2014 23 My supervisor treats me with respect. 82.5% 10.7% 6.8% 388 N/A Agree-disagree 2014 24 I have trust and confidence in my supervisor. 66.8% 16.4% 16.8% 388 N/A Agree-disagree 2014 25 Overall, how good a job do you feel is being done by your immediate supervisor? 70.7% 16.9% 12.4% 388 N/A Agree-disagree 2014 26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 23.6% 22.7% 53.7% 378 9  Agree-disagree 2014 27 My organization's senior leaders maintain high standards of honesty and integrity. 42.6% 30.8% 26.6% 35.2 33  Agree-disagree 2014 28 *Managers communicate the goals and priorities of the organization. 36.4% 26.6% 36.9% 379 8  Agree-disagree 2014 29 Managers promote communication among different work units (for example, about projects, goals, needed resources). 33.7% 22.6% 43.7% 377 10  Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 52.1% 21.6% 26.3% 36.6% 381 6  Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders. 36.6% 26.8% 36.6% 381 6  Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs. 52.7% 30.7% 16.6% 357 31  Satisfied- 2014 33 *How satisfied are you with your involvement in decisions that affect your work? dissatisfied 2014 35 *How satisfied are you with the information you receive from management on what's going on in your organization? 31.8% 37.2% 382 N/A  Satisfied- 2014 36 *Considering everything, how satisfied are you with your job? 25.1% 25.3% 383 N/A	Agree-disagree	2014	20	My supervisor is committed to a workforce representative of all segments of society.	72.2%	20.1%	7.7%	332	54
Agree-disagree 2014 23 My supervisor treats me with respect. 82.5% 10.7% 6.8% 388 N/A Agree-disagree 2014 24 I have trust and confidence in my supervisor. 66.8% 16.4% 16.8% 388 N/A Agree-disagree 2014 25 Overall, how good a job do you feel is being done by your immediate supervisor? 70.7% 16.9% 12.4% 388 N/A Agree-disagree 2014 26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 23.6% 22.7% 53.7% 378 9  Agree-disagree 2014 27 My organization's senior leaders maintain high standards of honesty and integrity. 42.6% 30.8% 26.6% 35.2 33  Agree-disagree 2014 28 "Managers communicate the goals and priorities of the organization. 36.4% 26.6% 36.9% 379 8  Agree-disagree 2014 29 Managers promote communication among different work units (for example, about projects, goals, needed resources). 33.7% 22.6% 43.7% 377 10  Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 52.1% 21.6% 26.3% 36.7 20  Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders. 36.6% 26.8% 36.6% 381 6  Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs. 52.7% 30.7% 16.6% 357 31  Satisfied- 2014 34 "How satisfied are you with your involvement in decisions that affect your work? dissatisfied 2014 35 "How satisfied are you with the information you receive from management on what's going on in your organization? 49.7% 25.1% 25.3% 382 N/A Satisfied- 2014 36 "Considering everything, how satisfied are you with your job? 49.7% 25.1% 25.3% 383 N/A	Agree-disagree	2014	21	Supervisors in my work unit support employee development.	63.2%	19.0%	17.8%	383	6
Agree-disagree 2014 24   have trust and confidence in my supervisor. 66.8% 16.4% 16.8% 388 N/A Good-poor 2014 25 Overall, how good a job do you feel is being done by your immediate supervisor? 70.7% 16.9% 12.4% 388 N/A Agree-disagree 2014 26   hum yorganization, senior leaders generate high levels of motivation and commitment in the workforce. 23.6% 22.7% 53.7% 378 9  Agree-disagree 2014 27 My organization's senior leaders maintain high standards of honesty and integrity. 42.6% 30.8% 26.6% 35.2 33  Agree-disagree 2014 28 *Managers communicate the goals and priorities of the organization. 36.4% 26.6% 36.9% 379 8  Agree-disagree 2014 29 Managers promote communication among different work units (for example, about projects, goals, needed resources). 33.7% 22.6% 43.7% 377 10  Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 52.1% 21.6% 26.3% 367 20  Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders. 36.6% 26.8% 36.6% 381 6  Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs. 52.7% 30.7% 16.6% 357 31  Satisfied- 2014 33 *How satisfied are you with your involvement in decisions that affect your work? 41.1% 23.9% 35.0% 384 N/A  Satisfied- 2014 35 *How satisfied are you with the information you receive for doing a good job? 42.5% 36.5% 382 N/A  Satisfied- 2014 36 *Considering everything, how satisfied are you with your job? 49.7% 25.1% 25.3% 383 N/A	Agree-disagree	2014	22	My supervisor listens to what I have to say.	79.0%	9.9%	11.1%	389	N/A
Good-poor 2014 25 Overall, how good a job do you feel is being done by your immediate supervisor? 70,7% 16.9% 12.4% 388 N/A Agree-disagree 2014 26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 23.6% 22.7% 53.7% 378 9  Agree-disagree 2014 27 My organization's senior leaders maintain high standards of honesty and integrity. 42.6% 30.8% 26.6% 35.2 33  Agree-disagree 2014 28 "Managers communicate the goals and priorities of the organization. 36.4% 26.6% 36.9% 379 8  Agree-disagree 2014 29 Managers promote communication among different work units (for example, about projects, goals, needed resources). 33.7% 22.6% 43.7% 377 10  Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 52.1% 21.6% 26.3% 36.7 20  Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders. 36.6% 26.8% 36.6% 381 6  Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs. 52.7% 30.7% 16.6% 357 31  Satisfied- dissatisfied 2014 34 "How satisfied are you with your involvement in decisions that affect your work? 41.1% 23.9% 35.0% 384 N/A  Satisfied- dissatisfied 2014 36 "Considering everything, how satisfied are you with your job? 49.7% 25.1% 25.3% 383 N/A	Agree-disagree	2014	23	My supervisor treats me with respect.	82.5%	10.7%	6.8%	388	N/A
Agree-disagree 2014 26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.  23.6% 22.7% 53.7% 378 9  Agree-disagree 2014 27 My organization's senior leaders maintain high standards of honesty and integrity. 42.6% 30.8% 26.6% 35.2 33  Agree-disagree 2014 28 *Managers communicate the goals and priorities of the organization. 36.4% 26.6% 36.9% 379 8  Agree-disagree 2014 29 Managers promote communication among different work units (for example, about projects, goals, needed resources).  Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  52.1% 21.6% 26.3% 36.7 20  Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders.  52.1% 21.6% 26.3% 36.6% 381 6  Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs.  Satisfied- 2014 33 *How satisfied are you with your involvement in decisions that affect your work?  dissatisfied 2014 34 *How satisfied are you with the information you receive from management on what's going on in your organization?  31.4% 24.6% 44.0% 382 N/A  Satisfied- 2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	Agree-disagree	2014	24	I have trust and confidence in my supervisor.	66.8%	16.4%	16.8%	388	N/A
Agree-disagree 2014 27 My organization's senior leaders maintain high standards of honesty and integrity. 42.6% 30.8% 26.6% 35.2 33 Agree-disagree 2014 28 *Managers communicate the goals and priorities of the organization. 36.4% 26.6% 36.9% 37.9 8 Agree-disagree 2014 29 Managers promote communication among different work units (for example, about projects, goals, needed resources). 33.7% 22.6% 43.7% 377 10 Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 52.1% 21.6% 26.3% 36.7% 20 Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders. 36.6% 26.8% 36.6% 38.1 6 Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs. 52.7% 30.7% 16.6% 35.7 31 Satisfied-dissatisfied 2014 34 *How satisfied are you with your involvement in decisions that affect your work? 41.1% 23.9% 35.0% 38.4 N/A Satisfied-dissatisfied 2014 35 *How satisfied are you with the information you receive from management on what's going on in your organization? 31.4% 24.6% 44.0% 382 N/A Satisfied-dissatisfied 2014 36 *Considering everything, how satisfied are you with your job? 49.7% 25.1% 25.3% 383 N/A	Good-poor	2014	25	Overall, how good a job do you feel is being done by your immediate supervisor?	70.7%	16.9%	12.4%	388	N/A
Agree-disagree 2014 27 My organization's senior leaders maintain high standards of honesty and integrity. 42.6% 30.8% 26.6% 352 33 Agree-disagree 2014 28 *Managers communicate the goals and priorities of the organization. Agree-disagree 2014 29 Managers promote communication among different work units (for example, about projects, goals, needed resources).  Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  52.1% 21.6% 26.3% 367 20 Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders. 36.6% 26.8% 36.6% 381 6 Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs. 52.7% 30.7% 16.6% 357 31 Satisfied-dissatisfied 31 **How satisfied are you with the information you receive from management on what's going on in your organization?  Satisfied-dissatisfied 2014 35 **How satisfied are you with the recognition you receive for doing a good job?  Satisfied-dissatisfied 2014 36 **Considering everything, how satisfied are you with your job?  **Agree-disagree 2014 36 **Considering everything, how satisfied are you with your job?  **Agree-disagree 2014 36 **Considering everything, how satisfied are you with your job?  **Agree-disagree 2014 36 **Considering everything, how satisfied are you with your job?  **Agree-disagree 2014 36 **Considering everything, how satisfied are you with your job?  **Agree-disagree 2014 36 **Considering everything, how satisfied are you with your job?  **Agree-disagree 2014 37 **Agree-disagree 2014 38 **Considering everything, how satisfied are you with your job?  **Agree-disagree 2014 36 **Considering everything, how satisfied are you with your job?  **Agree-disagree 2014 36 **Considering everything, how satisfied are you with your job?  **Agree-disagree 2014 37 **Agree-disagree 2014 38 **Agree-disagree 2014 39 **Agree-disagree 2014 30 **A	Agree-disagree	2014	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
Agree-disagree 2014 28 *Managers communicate the goals and priorities of the organization.  Agree-disagree 2014 29 Managers promote communication among different work units (for example, about projects, goals, needed resources).  33.7% 22.6% 43.7% 377 10  Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  52.1% 21.6% 26.3% 367 20  Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders.  Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs.  52.7% 30.7% 16.6% 357 31  Satisfied-disagree 2014 33 *How satisfied are you with your involvement in decisions that affect your work?  41.1% 23.9% 35.0% 384 N/A  Satisfied-dissatisfied 2014 34 *How satisfied are you with the information you receive from management on what's going on in your organization?  41.1% 23.9% 35.0% 382 N/A  Satisfied-dissatisfied 2014 36 *Considering everything, how satisfied are you with your job?  44.0% 38.2 N/A  Satisfied-dissatisfied 2014 36 *Considering everything, how satisfied are you with your job?					23.6%	22.7%	53.7%	378	9
Agree-disagree 2014 29 Managers promote communication among different work units (for example, about projects, goals, needed resources).  33.7% 22.6% 43.7% 377 10  Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  52.1% 21.6% 26.3% 367 20  Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders.  Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs.  52.7% 30.7% 16.6% 357 31  Satisfied-dissatisfied 2014 34 *How satisfied are you with your involvement in decisions that affect your work?  dissatisfied 2014 34 *How satisfied are you with the information you receive from management on what's going on in your organization?  41.1% 23.9% 35.0% 384 N/A  Satisfied-dissatisfied 2014 35 *How satisfied are you with the recognition you receive for doing a good job?  dissatisfied 2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	Agree-disagree	2014	27	My organization's senior leaders maintain high standards of honesty and integrity.	42.6%	30.8%	26.6%	352	33
Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  21.6% 26.3% 367 20  Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders. 36.6% 26.8% 36.6% 381 6  Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs. 52.7% 30.7% 16.6% 357 31  Satisfied-dissatisfied 2014 33 *How satisfied are you with your involvement in decisions that affect your work?  41.1% 23.9% 35.0% 384 N/A  Satisfied-dissatisfied 2014 35 *How satisfied are you with the information you receive from management on what's going on in your organization?  31.4% 24.6% 44.0% 382 N/A  Satisfied-dissatisfied 2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	Agree-disagree	2014	28	*Managers communicate the goals and priorities of the organization.	36.4%	26.6%	36.9%	379	8
Good-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?  52.1% 21.6% 26.3% 367 20  Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders. 36.6% 26.8% 36.6% 381 6  Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs. 52.7% 30.7% 16.6% 357 31  Satisfied-dissatisfied 2014 33 *How satisfied are you with your involvement in decisions that affect your work?  41.1% 23.9% 35.0% 384 N/A  Satisfied-dissatisfied 2014 34 *How satisfied are you with the information you receive from management on what's going on in your organization?  31.4% 24.6% 44.0% 382 N/A  Satisfied-dissatisfied 2014 35 *How satisfied are you with the recognition you receive for doing a good job?  31.0% 31.8% 37.2% 382 N/A  Satisfied-dissatisfied 2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	Agree-disagree	2014	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
Agree-disagree   2014   31   I have a high level of respect for my organization's senior leaders.   36.6%   26.8%   36.6%   381   6   6   6   6   6   6   6   6   6					33.7%	22.6%	43.7%	377	10
Agree-disagree 2014 31 I have a high level of respect for my organization's senior leaders. 36.6% 26.8% 36.6% 381 6 Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs. 52.7% 30.7% 16.6% 357 31 Satisfied-dissatisfied 2014 33 *How satisfied are you with your involvement in decisions that affect your work?  Satisfied-dissatisfied 2014 34 *How satisfied are you with the information you receive from management on what's going on in your organization?  dissatisfied 2014 35 *How satisfied are you with the recognition you receive for doing a good job?  dissatisfied 2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	Good-poor	2014	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
Agree-disagree 2014 32 Senior leaders demonstrate support for Work-Life programs. 52.7% 30.7% 16.6% 357 31 Satisfied-dissatisfied 2014 33 *How satisfied are you with your involvement in decisions that affect your work? 41.1% 23.9% 35.0% 384 N/A Satisfied-dissatisfied 2014 34 *How satisfied are you with the information you receive from management on what's going on in your organization? 31.4% 24.6% 44.0% 382 N/A Satisfied-dissatisfied 2014 35 *How satisfied are you with the recognition you receive for doing a good job? 31.0% 31.8% 37.2% 382 N/A Satisfied-dissatisfied 2014 36 *Considering everything, how satisfied are you with your job? 49.7% 25.1% 25.3% 383 N/A					52.1%	21.6%	26.3%	367	20
Satisfied- dissatisfied  2014 33 *How satisfied are you with your involvement in decisions that affect your work?  41.1% 23.9% 35.0% 384 N/A  Satisfied- dissatisfied  2014 34 *How satisfied are you with the information you receive from management on what's going on in your organization?  31.4% 24.6% 44.0% 382 N/A  Satisfied- dissatisfied  2014 35 *How satisfied are you with the recognition you receive for doing a good job?  dissatisfied  2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	Agree-disagree	2014	31	I have a high level of respect for my organization's senior leaders.	36.6%	26.8%	36.6%	381	6
dissatisfied  Satisfied- dissatisfied  2014 34 *How satisfied are you with the information you receive from management on what's going on in your organization?  31.4% 24.6% 44.0% 382 N/A  Satisfied- dissatisfied  2014 35 *How satisfied are you with the recognition you receive for doing a good job? dissatisfied  2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	Agree-disagree	2014	32	Senior leaders demonstrate support for Work-Life programs.	52.7%	30.7%	16.6%	357	31
Satisfied- dissatisfied  2014 34 *How satisfied are you with the information you receive from management on what's going on in your organization?  31.4% 24.6% 44.0% 382 N/A  Satisfied- dissatisfied  2014 35 *How satisfied are you with the recognition you receive for doing a good job? dissatisfied  31.0% 31.8% 37.2% 382 N/A  Satisfied- dissatisfied  2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	Satisfied-	2014	33	*How satisfied are you with your involvement in decisions that affect your work?					
Satisfied- dissatisfied  2014 34 *How satisfied are you with the information you receive from management on what's going on in your organization?  31.4% 24.6% 44.0% 382 N/A  Satisfied- dissatisfied  2014 35 *How satisfied are you with the recognition you receive for doing a good job?  dissatisfied  2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	dissatisfied				41.1%	23.9%	35.0%	384	N/A
Satisfied- dissatisfied  2014 35 *How satisfied are you with the recognition you receive for doing a good job?  dissatisfied  2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	Satisfied-	2014	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					
Satisfied-dissatisfied 2014 35 *How satisfied are you with the recognition you receive for doing a good job?  31.0% 31.8% 37.2% 382 N/A  Satisfied-dissatisfied 2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	dissatisfied				31.4%	24.6%	44.0%	382	N/A
Satisfied- dissatisfied  2014 36 *Considering everything, how satisfied are you with your job?  49.7% 25.1% 25.3% 383 N/A	Satisfied-	2014	35	*How satisfied are you with the recognition you receive for doing a good job?					
Satisfied-dissatisfied 2014 36 *Considering everything, how satisfied are you with your job? 49.7% 25.1% 25.3% 383 N/A	dissatisfied				31.0%	31.8%	37.2%	382	N/A
dissatisfied 49.7% 25.1% 25.3% 383 N/A	Satisfied-		26	*Considering everything, how satisfied are you with your job?	2.370		/*	302	,,
		2014	30						
Satisfied- 2014 37 [Considering everything, how satisfied are you with your pay?	dissatisfied	2014	30		49 7%	25 1%	25.3%	383	N/Δ
disentiation				Considering everything, how satisfied are you with your pay?	49.7%	25.1%	25.3%	383	N/A
25.070 10.170 32.070 363 N/A	Satisfied-	2014	37	Considering everything, how satisfied are you with your pay?	49.7% 29.8%	25.1%	25.3% 52.0%	383	N/A N/A

Satisfied- dissatisfied	2014	38	*Considering everything, how satisfied are you with your organization?	26.00/	20.50/	24.60/	204	
Agree-disagree	2013	1	*I am given a real enperturity to improve my skills in my organization	36.8%	28.6%	34.6%	384	N/A
-	2013	2	*I am given a real opportunity to improve my skills in my organization.  I feel encouraged to come up with new and better ways of doing things.	59.0%	18.1%	22.9%	354	N/A
Agree-disagree Agree-disagree	2013	3	My work gives me a feeling of personal accomplishment.	56.5%	18.8%	24.7%	349	N/A
Agree-disagree	2013	4	I know what is expected of me on the job.	65.8%	16.0%	18.2%	354	N/A
Agree-disagree	2013	5	*My workload is reasonable.	71.4%	14.0%	14.7%	350	N/A
	2013	6	·	54.9%	15.6%	29.5%	354	0
Agree-disagree	2013	7	*My talents are used well in the workplace.	50.7%	18.2%	31.1%	348	1
Agree-disagree			*I know how my work relates to the agency's goals and priorities.	79.8%	10.3%	9.9%	354	1
Agree-disagree	2013	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.4%	18.4%	16.2%	326	27
Agree-disagree		9	*The people I work with cooperate to get the job done.	73.3%	13.3%	13.4%	355	N/A
Agree-disagree	2013	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	24.2%	27.6%	48.2%	296	58
Agree-disagree	2013	12	*In my work unit, differences in performance are recognized in a meaningful way.	24.5%	24.6%	50.8%	324	31
Agree-disagree	2013	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
				64.0%	18.0%	17.9%	343	5
Agree-disagree	2013	14	Employees are recognized for providing high quality products and services.	44.7%	27.2%	28.0%	336	12
Agree-disagree	2013	15	Employees are protected from health and safety hazards on the job.	90.4%	7.8%	1.8%	335	11
Agree-disagree	2013	16	My agency is successful at accomplishing its mission.	69.3%	21.1%	9.5%	338	9
Agree-disagree	2013	17	*I recommend my organization as a good place to work.	63.6%	20.4%	16.0%	349	N/A
Agree-disagree	2013	18	*I believe the results of this survey will be used to make my agency a better place to work.	39.3%	24.2%	36.4%	297	52
Agree-disagree	2013	19	My supervisor supports my need to balance work and other life issues.	89.0%	5.2%	5.8%	348	2
Agree-disagree	2013	20	My supervisor is committed to a workforce representative of all segments of society.	71.2%	21.7%	7.1%	308	39
Agree-disagree	2013	21	Supervisors in my work unit support employee development.	69.3%	14.7%	16.0%	341	5
Agree-disagree	2013	22	My supervisor listens to what I have to say.	81.3%	8.4%	10.3%	348	N/A
Agree-disagree	2013	23	My supervisor treats me with respect.	87.5%	5.4%	7.2%	348	N/A
Agree-disagree	2013	24	I have trust and confidence in my supervisor.	71.0%	16.1%	13.0%	346	N/A
Good-poor	2013	25	Overall, how good a job do you feel is being done by your immediate supervisor?	73.6%	17.0%	9.4%	346	N/A
Agree-disagree	2013	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				35.9%	22.7%	41.4%	343	2
Agree-disagree	2013	27	My organization's senior leaders maintain high standards of honesty and integrity.	56.5%	23.3%	20.2%	326	19
Agree-disagree	2013	28	*Managers communicate the goals and priorities of the organization.	53.8%	20.2%	26.1%	340	5
Agree-disagree	2013	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				44.0%	22.2%	33.8%	335	10
Good-poor	2013	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	44.070	22.270	33.070	333	10
Good poo.	2010	50	overally now good a job do you reen a semiglatine by the manager uncorry above your miniculate supervisor.	FF 00/	25.00/	40.50/	222	4.4
Agree-disagree	2013	31	I have a high level of respect for my organization's senior leaders.	55.8%	25.8%	18.5%	333 342	14
Agree-disagree	2013	32	Senior leaders demonstrate support for Work-Life programs.	51.4%	20.8%	27.8%		
Satisfied-	2013	33	*How satisfied are you with your involvement in decisions that affect your work?	57.1%	22.7%	20.2%	312	34
dissatisfied	2013	33	now satisfied are you with your involvement in decisions that affect your work?					
	2042			48.3%	24.3%	27.4%	343	N/A
Satisfied- dissatisfied	2013	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					
				42.3%	23.4%	34.3%	344	N/A
Satisfied-	2013	35	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				44.7%	26.7%	28.6%	343	N/A
Satisfied-	2013	36	*Considering everything, how satisfied are you with your job?					
dissatisfied				56.3%	23.6%	20.1%	343	N/A
Satisfied-	2013	37	Considering everything, how satisfied are you with your pay?					
dissatisfied				42.7%	22.1%	35.3%	344	N/A
Satisfied-	2013	38	*Considering everything, how satisfied are you with your organization?					
dissatisfied				54.5%	25.2%	20.2%	343	N/A
				55,5	20.270	20.270	3.3	,,,

<sup>\*</sup> AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

<sup>\*\*</sup> Unweighted count of responses excluding "Do Not Know"

The Trending Dashboard only includes items 1-38, excluding item 11.

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

### **COVID-19 Pandemic: Background**

When responding to questions 39 through 57, respondents were asked to think of their experiences during the COVID-19 pandemic (for much of the Federal government, pandemic responses began in March 2020), unless otherwise instructed.

# 39. During the COVID-19 pandemic, on average what percentage of your work time have you been <u>physically present</u> at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2020	
	N	%
100% of my work time	8	1.7%
At least 75% but less than 100%	2	0.5%
At least 50% but less than 75%	0	0.0%
At least 25% but less than 50%	2	0.5%
Less than 25%	109	24.2%
I have not been physically present at my agency worksite during the		
pandemic	332	73.1%
Total	453	100.0%

#### 41. What type(s) of leave have you used because of the pandemic? (Mark all that apply)

	2020	
	N	%
Leave under the Emergency Paid Sick Leave Act (part of the Families First		
Coronavirus Response Act)	51	10.9%
Annual leave	204	45.2%
Sick leave	150	33.8%
Weather and safety leave	4	0.9%
Administrative leave	88	19.0%
Other paid leave (e.g., comp time, credit hours)	113	24.2%
Unpaid leave (e.g., LWOP)	0	0.0%
I have not used leave because of the pandemic	199	44.2%
Total (percents will add to more than 100% because respondents could		
choose more than one response option)	450	

If the response to item 41 was "I have not used leave because of the pandemic", item 41a was skipped.

# 41a. During the COVID-19 pandemic, what percentage of your total work time have you used leave <u>because</u> of the pandemic?

	2020	
	N	%
100% of my work time	2	0.8%
At least 75% but less than 100%	2	0.9%
At least 50% but less than 75%	0	0.0%
At least 25% but less than 50%	18	7.4%
Less than 25%	229	91.0%
Total	251	100.0%

# 42. How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic? Examples of AWS include compressed work and flexible work schedule.

	2020		
	N	%	
<u>I began</u> an alternative work schedule	43	9.3%	
<u>I ended</u> my usual alternative work schedule	21	4.6%	
No change because of the pandemic	387	86.1%	
Total	451	100.0%	

Percentages are weighted to represent the Agency's population.

#### **COVID-19 Pandemic: Telework**

40. Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic, (2) DURING the PEAK of the pandemic, and (3) AS OF the date you responded to this survey.

	BEFORE the COVID-19 pandemic		DURING the PEAI pandemic		AS OF the date you to this surv	•
	2020		2020		2020	
	N	%	N	%	N	%
I telework every work day	4	1.0%	437	97.9%	431	96.2%
I telework 3 or 4 days per week	3	0.7%	6	1.3%	11	2.3%
I telework 1 or 2 days per week	235	52.7%	0	0.0%	1	0.2%
I telework, but only about 1 or 2 days per month	40	8.5%	1	0.2%	1	0.2%
I telework very infrequently, on an unscheduled or short-term basis	84	17.7%	1	0.2%	1	0.2%
I <u>do not</u> telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	2	0.5%	0	0.0%	0	0.0%
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	2	0.4%	0	0.0%		0.0%
I do not telework because I did not receive approval to do so, even though I						
have the kind of job where I can telework	5	1.2%	0	0.0%	0	0.0%
I do not telework because I choose not to telework	78	17.4%	2	0.4%	4	0.9%
Total	453	100.0%	447	100.0%	449	100.0%

#### **Telework Trends**

40. Please select the response that BEST describes your teleworking schedule.

	(BEFORE the COVID-19 pandemic)		,		2019		2018	
	N	%	N	%	N	%		
I telework every work day	4	1.0%	0	0.0%	0	0.0%		
I telework 3 or 4 days per week	3	0.7%	2	0.5%	1	0.2%		
I telework 1 or 2 days per week	235	52.7%	200	51.5%	231	48.9%		
I telework, but only about 1 or 2 days per month	40	8.5%	50	12.4%	73	15.3%		
I telework very infrequently, on an unscheduled or short-term basis	84	17.7%	67	16.6%	80	16.5%		
I <u>do not</u> telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security	_				_			
personnel)	2	0.5%	2	0.5%	3	0.6%		
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	2	0.4%	9	2.3%	13	2.9%		
I do not telework because I did not receive approval to do so, even though I								
have the kind of job where I can telework	5	1.2%	4	1.1%	2	0.4%		
I <u>do not</u> telework because I choose not to telework	78	17.4%	59	15.0%	68	15.1%		
Total	453	100.0%	393	100.0%	471	100.0%		

Percentages are weighted to represent the Agency's population.

Trending for the Telework (Q40) question is based on the "BEFORE the COVID-19 pandemic" responses.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

#### **COVID-19 Pandemic: Employee Supports**

43. How has your organization supported your <u>well-being</u> needs during the COVID-19 pandemic?
For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been <u>available</u> to you, (2) those needed but <u>not available</u> to you, and (3) those supports you have not currently needed.

			Needed, but <u>not a</u>	<u>vailable</u>		
-	Needed and <u>availa</u>	ble to me	to me		Not needed by n	ne now
	2020		2020	Į.	2020	
<u>-</u>	N	%	N	%	N	%
43A. Expanded telework	415	92.9%	2	0.5%	29	6.6%
43B. Expanded work schedule flexibilities	338	75.7%	7	1.8%	98	22.5%
43C. Expanded leave policies	254	56.5%	35	7.8%	155	35.7%
43D. More information on available leave policies	240	53.5%	32	7.2%	171	39.2%
43E. Expanded mental health resources (e.g., assistance with stress of COVID-19)	80	17.7%	38	8.5%	330	73.8%
43F. Expanded physical health resources (e.g., temperature checks, COVID-19 illness testing) at my agency worksite	26	5.8%	46	10.6%	373	83.6%
43G. Timely communication about possible COVID-19 illness at my agency worksite	178	39.8%	87	19.4%	178	40.8%
43H. Protection of employees at higher risk for severe illness from COVID- 19 exposure	142	32.2%	35	8.1%	267	59.7%
43I. Limited access to my agency worksite buildings/facilities (e.g., closures, limits on activities with external visitors/groups)	231	51.1%	8	2.0%	207	46.9%
43J. Social distancing (e.g., limits on group size, reduced access to common areas) in my agency worksite  43K. Rearranged workspaces to maximize social distancing	113 38	25.0% 8.0%	12 21	2.8% 4.9%	317 385	72.2% 87.1%
43L. Encouraged use of personal protective equipment (PPE) or other	30	0.070	21	4.570	303	07.170
safety equipment in my agency worksite	110	24.1%	12	2.8%	322	73.1%
43M. Cleaning and sanitizing supplies available to reduce risk of illness in		10.00/	20	. 70/	222	75 50/
my agency worksite	91	19.8%	20	4.7%	332	75.5%
43N. Training for all employees on health and safety protocols	52	11.4%	63	14.2%	328	74.3%

Percentages are weighted to represent the Agency's population. Source: 2020 OPM Federal Employee Viewpoint Survey

### **COVID-19 Pandemic: Employee Supports**

# 44. During the COVID-19 pandemic my organization's senior leaders have demonstrated commitment to employee health and safety.

	2020	
	N	%
Strongly Agree	308	69.4%
Agree	102	23.5%
Neither Agree nor Disagree	18	4.0%
Disagree	8	1.8%
Strongly Disagree	6	1.4%
No Basis to Judge	6	
Total	448	100.0%

# 45. During the COVID-19 pandemic my organization's senior leaders have supported policies and procedures to protect employee health and safety.

	2020	
	N	%
Strongly Agree	300	66.7%
Agree	110	25.2%
Neither Agree nor Disagree	16	3.7%
Disagree	11	2.4%
Strongly Disagree	9	2.1%
No Basis to Judge	2	
Total	448	100.0%

# 46. During the COVID-19 pandemic my organization's senior leaders have provided effective communications about the pandemic.

	2020		
	N	%	
Strongly Agree	231	50.9%	
Agree	148	33.8%	
Neither Agree nor Disagree	38	8.7%	
Disagree	19	4.3%	
Strongly Disagree	10	2.3%	
No Basis to Judge	2		

Total 448 100.0%

#### 47. During the COVID-19 pandemic my supervisor has shown concern for my health and safety.

	2020	
	N	%
Strongly Agree	285	64.5%
Agree	105	24.5%
Neither Agree nor Disagree	30	7.5%
Disagree	11	2.3%
Strongly Disagree	5	1.2%
No Basis to Judge	12	
Total	448	100.0%

# 48. During the COVID-19 pandemic my supervisor has supported my efforts to stay healthy and safe while working.

	2020	_
	N	%
Strongly Agree	291	67.1%
Agree	96	22.5%
Neither Agree nor Disagree	30	7.5%
Disagree	8	1.8%
Strongly Disagree	5	1.2%
No Basis to Judge	18	
Total	448	100.0%

# 49. During the COVID-19 pandemic my supervisor has created an environment where I can voice my concerns about staying healthy and safe.

	2020		
	N	%	
Strongly Agree	270	61.9%	
Agree	91	21.5%	
Neither Agree nor Disagree	49	12.8%	
Disagree	11	2.5%	
Strongly Disagree	6	1.3%	
No Basis to Judge	20		

Total 447 100.0%

Percentages are weighted to represent the Agency's population.

"No Basis to Judge" responses are not included in percentage calculations.

#### **COVID-19 Pandemic: Work Supports**

50. How has your organization supported <u>your work</u> during the COVID-19 pandemic?

For each support listed choose the best response from one of the 3 columns: (1) those supports you needed and have been <u>available</u> to you, (2) those you needed but <u>not available</u> to you, and (3) those supports you have not currently needed.

			Needed, but <u>not av</u>	/ailable		
_	Needed and <u>availab</u>	ole to me	to me		Not needed by m	e now
	2020		2020		2020	
_	N	%	N	%	N	%
FOA Consistent communication (a consessional atotus what consest)	274	02.10/	F4	11.00/	22	F 20/
50A. Consistent communication (e.g., organizational status, what to expect)	371	83.1%	51	11.6%	22	5.3%
50B. Training for new/changed work or work processes because of the pandemic	118	26.5%	60	13.9%	259	59.6%
50C. Reallocation of resources (e.g., staffing, budget, materials) to support changes in work because of the pandemic	150	33.4%	73	16.3%	216	50.3%
50D. Help with commuting issues (e.g., alternatives to public transportation)	45	9.8%	34	7.8%	363	82.4%
50E. Options for work/business travel	52	11.4%	20	4.6%	369	83.9%
50F. Information on remote work policies, procedures, and expectations	315	71.6%	24	5.3%	104	23.1%
50G. Training on how to work remotely	140	31.9%	41	9.3%	263	58.8%
50H. Equipment and technology for working remotely (e.g., laptops, cell phone, Information Technology infrastructure)	330	74.5%	66	14.4%	49	11.1%
501. Expanded collaboration tools (e.g., video conferencing, teleconferencing)	299	68.5%	75	16.2%	68	15.3%
50J. Expanded training for using remote work tools and applications	168	38.3%	100	21.8%	176	39.9%
50K. Expanded Information Technology (IT) support	233	52.2%	93	20.7%	116	27.1%
50L. Information about data security policies and procedures	269	61.0%	49	10.9%	122	28.1%

Percentages are weighted to represent the Agency's population.
Source: 2020 OPM Federal Employee Viewpoint Survey

# **COVID-19 Pandemic: Work Supports**

# 51. Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?

	2020	2020	
	N	%	
Yes	4	1.0%	
No	434	97.7%	
Other	6	1.2%	
Total	444	100.0%	

Percentages are weighted to represent the Agency's population.

# **COVID-19 Pandemic: Work Effects**

### 52. How disruptive has the COVID-19 pandemic been to your ability to do your work?

	2020	2020	
	N	%	
Extremely	15	3.2%	
Very	35	7.6%	
Somewhat	87	19.8%	
Slightly	132	29.2%	
Not at All	176	40.2%	
No Basis to Judge	1		
Total	446	100.0%	

# 53. How have your work demands changed because of the COVID-19 pandemic?

	2020	
	N	%
Greatly Increased	55	12.1%
Somewhat Increased	142	31.8%
About the Same	237	54.3%
Somewhat Decreased	8	1.8%
Greatly Decreased	0	0.0%
No Basis to Judge	4	
Total	446	100.0%

# 56. In the phased return of employees to the agency worksite (i.e., opening up government), my organization has made employee safety a top priority.

	2020	2020	
	N	%	
Strongly Agree	173	55.7%	
Agree	96	31.2%	
Neither Agree nor Disagree	22	7.0%	
Disagree	9	3.1%	
Strongly Disagree	9	3.0%	
No Basis to Judge	136		
Total	445	100.0%	

# 57. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

	2020	2020	
	N	%	
Strongly Agree	185	42.4%	
Agree	177	41.3%	
Neither Agree nor Disagree	39	9.6%	
Disagree	18	4.3%	
Strongly Disagree	10	2.4%	
No Basis to Judge	16		
Total	445	100.0%	

Percentages are weighted to represent the Agency's population.

<sup>&</sup>quot;No Basis to Judge" responses are not included in percentage calculations.

# **COVID-19 Pandemic: Work Effects**

Please answer the question below thinking of your experiences <u>prior to</u> the COVID-19 pandemic (for much of the Federal government, pandemic responses began in March 2020).

54A. Prior to the COVID-19 pandemic, my work unit met the ne	eeds of our customers.
--	------------------------

	2020	2020	
	N	%	
Always	250	61.0%	
Most of the Time	144	34.1%	
Sometimes	19	4.4%	
Rarely	1	0.2%	
Never	1	0.2%	
No Basis to Judge	32		
Total	447	100.0%	

### 54B. <u>Prior to</u> the COVID-19 pandemic, my work unit contributed positively to my agency's performance.

	2020	
	N	%
Always	303	69.1%
Most of the Time	112	25.6%
Sometimes	18	4.0%
Rarely	4	0.9%
Never	2	0.4%
No Basis to Judge	7	
Total	446	100.0%

#### 54C. <u>Prior to</u> the COVID-19 pandemic, my work unit produced high-quality work.

	2020	
	N	%
Always	297	67.6%
Most of the Time	113	25.6%
Sometimes	24	5.3%
Rarely	5	1.1%
Never	2	0.4%

No Basis to Judge	5	
Total	446	100.0%
54D. <u>Prior to</u> the COVID-19 pandemic, my work unit add	apted to changing priorities.	
	2020	
	N	%
Always	282	64.7%
Most of the Time	114	26.0%
Sometimes	32	7.4%
Rarely	7	1.5%
Never	2	0.4%
No Basis to Judge	8	
Total	445	100.0%
54E. <u>Prior to</u> the COVID-19 pandemic, my work unit suc	cessfully collaborated.	
	2020	
	N	%
Always	263	60.2%
Most of the Time	114	25.8%
Sometimes	44	9.7%
Rarely	15	3.4%
Never	4	0.9%
No Basis to Judge	6	
Total	446	100.0%
54F. <u>Prior to</u> the COVID-19 pandemic, my work unit ach	ieved our goals.	
	2020	
	N	%
Always	256	59.7%
Most of the Time	147	33.3%
Sometimes	24	5.6%
		5.0%
Rarely	5	1.2%
Rarely Never	5 1	

No Basis to Judge

Total

9

100.0%

442

Please answer the question below thinking of your experiences <u>during</u> the COVID-19 pandemic (for much of the Federal government, pandemic responses began in March 2020).

#### 55A. <u>During</u> the COVID-19 pandemic, my work unit has met the needs of our customers.

	2020	
	N	%
Always	252	63.2%
Most of the Time	132	31.4%
Sometimes	18	4.3%
Rarely	4	0.8%
Never	1	0.2%
No Basis to Judge	35	
Total	442	100.0%

#### 55B. <u>During</u> the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.

	2020	2020	
	N	%	
Always	311	72.6%	
Most of the Time	93	21.3%	
Sometimes	20	4.5%	
Rarely	5	1.1%	
Never	2	0.4%	
No Basis to Judge	11		
Total	442	100.0%	

### 55C. <u>During</u> the COVID-19 pandemic, my work unit has produced high-quality work.

	2020		
	N	%	
Always	298	69.0%	
Most of the Time	103	23.1%	
Sometimes	24	5.5%	
Rarely	10	2.1%	
Never	1	0.2%	
No Basis to Judge	8		

Total	444	100.0%
rotar	444	100.0%

#### 55D. <u>During</u> the COVID-19 pandemic, my work unit has adapted to changing priorities.

	2020	2020		
	N	%		
Always	294	69.1%		
Most of the Time	102	23.4%		
Sometimes	22	5.3%		
Rarely	8	1.7%		
Never	2	0.4%		
No Basis to Judge	11			
Total	439	100.0%		

### 55E. <u>During</u> the COVID-19 pandemic, my work unit has successfully collaborated.

	2020		
	N	%	
Always	262	60.9%	
Most of the Time	112	25.2%	
Sometimes	41	9.4%	
Rarely	14	3.2%	
Never	6	1.3%	
No Basis to Judge	9		
Total	444	100.0%	

### 55F. <u>During</u> the COVID-19 pandemic, my work unit has achieved our goals.

	2020		
	N	%	
Always	274	64.4%	
Most of the Time	124	28.1%	
Sometimes	25	5.8%	
Rarely	6	1.3%	
Never	2	0.4%	
No Basis to Judge	12		
Total	443	100.0%	

Percentages are weighted to represent the Agency's population.

"No Basis to Judge" responses are not included in percentage calculations.

When responding to questions 58 through 64 about Work-Life programs, respondents were asked to share their work experiences since the last OPM FEVS administration (June 2019)

When responding to questions 58 through 64 about Work-Life programs, respondents were asked to share their work experiences sin the last OPM FEVS administration (June 2019).	ice								
		2020			2019			2018	
50 Use while does not take to Talenda and the		Satisfaction	All Response		Satisfaction	All Response		Satisfaction	All Response
58. How satisfied are you with the Telework program in your agency?  Very Satisfied	N 197	<b>%</b> 44.7%	Options % 44.2%	N 119	<b>%</b> 34.0%	Options % 30.4%	N 190	<b>%</b> 44.3%	Options % 40.1%
Satisfied	169	38.5%	38.0%	161	45.5%	40.6%	169	40.4%	36.5%
Neither Satisfied nor Dissatisfied	29	6.2%	6.2%	45	12.5%	11.2%	41	9.6%	8.6%
Dissatisfied	32	7.8%	7.7%	17	4.7%	4.2%	21	4.9%	4.4%
Very Dissatisfied	12 439	2.7%	2.7% 98.8%	11 353	3.2% 100.0%	2.9%	3 424	0.7% 100.0%	0.7% 90.3%
Item Response Total I choose not to participate in this program	439	100.0%	0.6%	36	100.0%	89.3% 9.3%	424	100.0%	90.3%
This program is not available to me	0		0.0%	5		1.4%	1		0.2%
I am unaware of this program	2		0.5%	0		0.0%	0		0.0%
Total	444	100.0%	100.0%	394	100.0%	100.0%	466	100.0%	100.0%
59. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months?		2020		20:	19				
(Mark all that apply)		N	%	N	%				
Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)		366	82.6%	307	77.9%				
Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and									
wellness fair)		82	18.4%	109	27.9%				
Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)		22	4.7%	21	5.0%				
Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible			4.770	2.1	3.070				
spending account)		9	1.9%	11	2.9%				
Elder Care Programs (for example, elder/adult care, support groups, resources)		3	0.7%	0	0.0%				
None listed above		67	15.8%	60	15.3%				
Total (percents will add to more than 100% because respondents could choose more than one response option)  Note: This item was not in the 2018 OPM FEVS.		440		393					
NOICE. THIS ILEHT WAS HOLLIN THE 2010 OFWI FEVS.									
CO Harran Maria and the fall of the Maria		2020	AU D		2019	A II D		2018	All D
60. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	226	55.6%	50.6%	164	46.0%	41.7%	218	50.6%	46.2%
Satisfied	143	35.8%	32.5%	157	44.2%	40.2%	174	40.7%	37.2%
Neither Satisfied nor Dissatisfied	21	5.2%	4.7%	21	5.8%	5.3%	25	5.6%	5.1%
Dissatisfied	11	2.9%	2.6%	11	3.2%	2.9%	10	2.4%	2.2%
Very Dissatisfied	2	0.5%	0.4%	3 356	0.9%	0.8%	3	0.7%	0.6% 91.3%
Item Response Total I choose not to participate in these programs	403 36	100.0%	90.9% 8.4%	356	100.0%	90.8% 8.4%	430 37	100.0%	91.3%
These programs are not available to me	1		0.3%	2		0.6%	1		0.3%
I am unaware of these programs	2		0.4%	1		0.2%	2		0.5%
Total	442	100.0%	100.0%	392	100.0%	100.0%	470	100.0%	100.0%
		2020			2019			2018	
61. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example,		Satisfaction	All Response		Satisfaction	All Response		Satisfaction	All Response
onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)	N	%	Options %	N	%	Options %	N	%	Options %
Very Satisfied	59	20.1%	13.4%	55	19.1%	14.0%	86	21.5%	17.9%
Satisfied	129	44.4%	29.5%	134	46.7%	34.1%	172	44.1%	36.7%
Neither Satisfied nor Dissatisfied Dissatisfied	81 19	27.5% 6.4%	18.3% 4.2%	73 16	25.8% 6.0%	18.9% 4.4%	97 31	25.1% 8.4%	20.8% 6.9%
Very Dissatisfied	5	1.7%	1.2%	7	2.4%	1.8%	4	0.9%	0.7%
Item Response Total	293	100.0%	66.6%	285	100.0%	73.1%	390	100.0%	83.1%
I choose not to participate in these programs	103		24.2%	76		19.0%	53		11.5%
These programs are not available to me	16		3.4%	11		2.9%	10		2.1%
I am unaware of these programs Total	27 439	100.0%	5.8% 100.0%	19 391	100.0%	4.9% 100.0%	16 469	100.0%	3.3% 100.0%
IOtal	433	100.076	100.076	331	100.076	100.076	403	100.076	100.0%
		2020			2019			2018	
62. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	36	20.0%	8.1%	21	12.4%	5.0%	46	16.7%	9.4%
Satisfied	47	26.2%	10.6%	47	30.3%	12.2%	73	27.6%	15.5%
Neither Satisfied nor Dissatisfied	81	46.2%	18.7%	79	50.5%	20.4%	132	49.1%	27.6%
Dissatisfied	9	5.1%	2.1%	6 4	4.2%	1.7%	16	6.5%	3.7%
Very Dissatisfied  Item Response Total	177	2.4%	1.0% 40.5%	157	2.6%	1.0% 40.4%	267	0.0% 100.0%	0.0% 56.2%
I choose not to participate in these programs	237		53.6%	204		52.6%	158		33.7%
These programs are not available to me	1		0.2%	2		0.5%	8		1.8%
I am unaware of these programs	26		5.7%	24		6.5%	39		8.3%
Total	441	100.0%	100.0%	387	100.0%	100.0%	472	100.0%	100.0%
		2020			2019			2018	
63. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care		Satisfaction	All Response		Satisfaction	All Response		Satisfaction	All Response
center, parenting classes and support groups, back-up care, subsidy, flexible spending account)	N	%	Options %	N	%	Options %	N	%	Options %
Very Satisfied Satisfied	16 21	16.4% 18.9%	3.9% 4.5%	15 19	12.7% 16.9%	3.7% 4.9%	11 37	5.1% 19.0%	2.1% 7.8%
Neither Satisfied nor Dissatisfied	49	46.3%	11.1%	64	56.6%	16.4%	115	58.9%	24.2%
Dissatisfied	13	12.0%	2.9%	9	9.1%	2.6%	20	11.2%	4.6%
		6.4%	1.5%	5	4.7%	1.4%	11	5.8%	2.4%
Very Dissatisfied	6			112	100.0%	20.00/	194	100.00/	41.1%
Item Response Total	105	100.0%	23.9%	112	100.070	29.0%		100.0%	
Item Response Total I choose not to participate in these programs	105 205	100.0%	47.8%	159		41.1%	115	-	25.2%
Item Response Total I choose not to participate in these programs These programs are not available to me	105 205 70		47.8% 15.0%	159 55	-	41.1% 14.2%	115 76		15.8%
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs	105 205 70 59	  	47.8% 15.0% 13.3%	159 55 60	  	41.1% 14.2% 15.7%	115 76 86	  	15.8% 18.0%
Item Response Total I choose not to participate in these programs These programs are not available to me	105 205 70	100.0%	47.8% 15.0%	159 55	100.0%	41.1% 14.2%	115 76	100.0%	15.8%
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total	105 205 70 59	  100.0% <b>2020</b>	47.8% 15.0% 13.3% 100.0%	159 55 60	100.0% 2019	41.1% 14.2% 15.7% 100.0%	115 76 86	100.0% 2018	15.8% 18.0% 100.0%
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total  64. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example,	105 205 70 59 439	100.0% 2020 Satisfaction	47.8% 15.0% 13.3% 100.0%	159 55 60 386	100.0% 2019 Satisfaction	41.1% 14.2% 15.7% 100.0% All Response	115 76 86 471	100.0% 2018 Satisfaction	15.8% 18.0% 100.0%
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs Total	105 205 70 59	  100.0% <b>2020</b>	47.8% 15.0% 13.3% 100.0%	159 55 60	100.0% 2019	41.1% 14.2% 15.7% 100.0%	115 76 86	100.0% 2018	15.8% 18.0% 100.0%
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs  Total  64. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)	105 205 70 59 439	100.0% 2020 Satisfaction	47.8% 15.0% 13.3% 100.0% All Response Options %	159 55 60 386	100.0% 2019 Satisfaction %	41.1% 14.2% 15.7% 100.0% All Response Options %	115 76 86 471	100.0% 2018 Satisfaction %	15.8% 18.0% 100.0% All Response Options %
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs  Total  64. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)  Very Satisfied Satisfied Neither Satisfied nor Dissatisfied	105 205 70 59 439 <b>N</b> 14 8 49	100.0% 2020 Satisfaction % 17.7% 10.1% 60.1%	47.8% 15.0% 13.3% 100.0% All Response Options % 3.4% 1.9% 11.4%	159 55 60 386 <b>N</b> 10 8 59	100.0%  2019 Satisfaction % 11.0% 10.6% 68.0%	41.1% 14.2% 15.7% 100.0% All Response Options % 2.4% 2.3% 15.0%	115 76 86 471 <b>N</b> 8 20 98	100.0%  2018 Satisfaction % 5.0% 13.4% 68.7%	15.8% 18.0% 100.0% All Response Options % 1.5% 4.1% 20.9%
Item Response Total I choose not to participate in these programs These programs are not available to me I am unaware of these programs  Total  64. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources) Very Satisfied Satisfied Neither Satisfied nor Dissatisfied Dissatisfied	105 205 70 59 439 N 14 8 49 6	100.0% 2020 Satisfaction % 17.7% 10.1% 60.1% 7.4%	47.8% 15.0% 13.3% 100.0%  All Response Options % 3.4% 1.9% 11.4%	159 55 60 386 <b>N</b> 10 8 59 5	100.0%  2019 Satisfaction % 11.0% 10.6% 68.0% 6.4%	41.1% 14.2% 15.7% 100.0% All Response Options % 2.4% 2.3% 15.0% 1.4%	115 76 86 471 <b>N</b> 8 20 98 12	100.0%  2018  Satisfaction  %  5.0%  13.4% 68.7% 8.8%	15.8% 18.0% 100.0% All Response Options % 1.5% 4.1% 20.9% 2.7%
Item Response Total  I choose not to participate in these programs These programs are not available to me I am unaware of these programs  Total  64. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)  Very Satisfied Satisfied Neither Satisfied nor Dissatisfied	105 205 70 59 439 <b>N</b> 14 8 49	100.0% 2020 Satisfaction % 17.7% 10.1% 60.1%	47.8% 15.0% 13.3% 100.0% All Response Options % 3.4% 1.9% 11.4%	159 55 60 386 <b>N</b> 10 8 59	100.0%  2019 Satisfaction % 11.0% 10.6% 68.0%	41.1% 14.2% 15.7% 100.0% All Response Options % 2.4% 2.3% 15.0%	115 76 86 471 <b>N</b> 8 20 98	100.0%  2018 Satisfaction % 5.0% 13.4% 68.7%	15.8% 18.0% 100.0% All Response Options % 1.5% 4.1% 20.9%

Core Q1-10, 12-38 Trend

I choose not to participate in these programs	201		46.5%	179		46.5%	131		28.4%
These programs are not available to me	56		11.9%	46		11.6%	56		11.9%
I am unaware of these programs	102		22.7%	77		20.0%	139		29.3%
Total	440	100.0%	100.0%	387	100.0%	100.0%	470	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

Source: 2020 OPM Federal Employee Viewpoint Survey

### **Work-Life**

# 65. Which of the following paid and unpaid <u>child care</u> arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply)

	2020	_
	N	%
I do not have any child care responsibilities	226	52.3%
No arrangements needed to manage child care responsibilities (e.g., older		
children)	62	13.7%
Child care in my own home (e.g., other parent, relative, nanny, au pair)	99	22.3%
Alternative work arrangement (e.g., telework, flexible work schedule)	106	23.5%
Child care center	25	5.5%
Paid leave	90	19.4%
Unpaid leave	6	1.2%
Child care in someone else's home (e.g., relative or neighbor, professional		
child care provider)	32	6.9%
Respite care (temporary care of a sick or disabled child, providing relief for		
their usual caregiver)	5	1.0%
Agency emergency back-up care program	0	0.0%
Resource and referral services for dependent child care	2	0.5%
Other services/arrangements	16	3.7%
Total (percents will add to more than 100% because respondents could		
choose more than one response option)	441	

Percentages are weighted to represent the Agency's population.

Note: "I do not have any child care responsibilities" and "No arrangements needed to manage child care responsibilities (e.g., older children)" response options are mutually exclusive; respondents could not select either of these options and any other response option.

### **Work-Life**

66. Which of the following paid and unpaid <u>elder/adult care</u> arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply)

	2020	
	N	%
I do not have any elder/adult care responsibilities	337	76.9%
No arrangements needed to manage elder/adult care responsibilities (e.g.,		
elder can manage tasks of everyday living)	38	8.3%
Alternative work arrangement (e.g., telework, flexible work schedule)	40	9.1%
Elder/adult day care center	1	0.2%
Paid leave	35	7.9%
Unpaid leave	4	1.0%
Long-term care insurance	1	0.3%
Respite care (temporary care of a sick or disabled adult/elder, providing		
relief for their usual caregiver)	5	1.4%
Other services/arrangements	23	5.2%
Total (percents will add to more than 100% because respondents could		
choose more than one response option)	440	

Percentages are weighted to represent the Agency's population.

Note: "I do not have any elder/adult care responsibilities" and "No arrangements needed to manage elder/adult care responsibilities (e.g., elder can manage tasks of everyday living)" response options are mutually exclusive; respondents could not select either of these options and any other response option.

### **Work-Life**

# 67. During the COVID-19 pandemic, how disruptive have school closures/changes been to your ability to do your work?

	2020		
	N	%	
I do not have responsibility for school-aged children	201		
Extremely	52	26.9%	
Very	31	15.7%	
Somewhat	50	26.4%	
Slightly	32	16.0%	
Not at All	28	15.0%	
Does Not Apply	48		
Total	442	100.0%	

# 68. During the COVID-19 pandemic, how disruptive have changes to your children's day care been to your ability to do your work?

	2020		
	N	%	
I do not have responsibility for children who need day care	255		
Extremely	43	33.3%	
Very	23	17.9%	
Somewhat	26	20.7%	
Slightly	12	9.2%	
Not at All	23	18.9%	
Does Not Apply	59		
Total	441	100.0%	

Percentages are weighted to represent the Agency's population.

<sup>&</sup>quot;I do not have responsibility for school-aged children", "I do not have responsibility for children who need day care", and "Does Not Apply" responses are not included in percentage calculations.

### **My Employment Demographics**

More than 20 years

Where do you work?	%
Headquarters	62.8%
Field	30.5%
Full-time telework (e.g., home office, telecenter)	6.7%
Total	100.0%
What is your supervisory status?	%
Senior Leader	3.0%
Manager	7.0%
Supervisor	15.7%
Team Leader	7.3%
Non-Supervisor	67.0%
Total	100.0%
What is your pay category/grade?	%
Federal Wage System	1.2%
GS 1-6	0.0%
GS 7-12	3.0%
GS 13-15	56.2%
Senior Executive Service	3.0%
Senior Level (SL) or Scientific or Professional (ST)	0.5%
Other	36.1%
Total	100.0%
What is your US military service status?	%
No Prior Military Service	90.6%
Currently in National Guard or Reserves	0.9%
Retired	1.9%
Separated or Discharged	6.6%
Total	100.0%
Are you:	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.0%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100	
percent	0.9%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	99.1%
Total	100.0%
If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.	
Have you been hired under the Military Spouse Non-Competitive Hiring Authority?	%
Yes	25.0%
No No	75.0%
Total	100.0%
How long have you been with the Federal Government (excluding military service)?	%
Less than 1 year	0.0%
1 to 3 years	3.1%
4 to 5 years	7.5%
6 to 10 years	25.5%
11 to 14 years	22.4%
15 to 20 years	10.6%

30.9%

Total		100.0%
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?		%
Less than 1 year		0.0%
1 to 3 years		7.1%
4 to 5 years		14.6%
6 to 10 years		28.9%
11 to 14 years		20.9%
15 to 20 years		7.3%
More than 20 years		21.2%
Total		100.0%
Please select the response that best describes your <u>intention to leave your organization</u> (1) before the COVID-19 pandemic and (2) today (the date you responded to this survey).		
	Before the	
	COVID-19	
	Pandemic	Today
Are you considering leaving your organization within the next year, and if so, why?	%	%
No	79.3%	75.4%
Yes, to retire	3.1%	4.1%
Yes, to take another job within the Federal Government	10.5%	12.1%
Yes, to take another job outside the Federal Government	5.2%	5.6%
Yes, other	1.9%	2.9%
Total	100.0%	100.0%
this item was skipped.  Has your intention to leave your organization within the next year changed because of the COVID-19 pandemic?		%
Yes		36.8%
No		63.2%
Total		100.0%
Please select the response that best describes your <u>retirement plans</u> (1) before the COVID-19 pandemic and (2) today (the date you responded to this survey).		
	Before the	
	COVID-19	
	Pandemic	Today
I am planning to retire:	%	%
Less than 1 year	0.0%	1.5%
1 year	2.4%	1.7%
2 years	2.6%	3.1%
3 years	6.0%	4.6%
4 years	2.6%	2.9%
5 years	5.7%	6.1%
More than 5 years	80.7%	80.1%
Total	100.0%	100.0%
If the response to your retirement plans did not differ between "Before the COVID-19 Pandemic" and "Today," this item was skipped.		
Has your retirement plan changed <u>because of</u> the COVID-19 pandemic?		%
Yes		40.0%
No No		
INC		60.0%

100.0%

Total

### **My Personal Demographics**

Are you of Hispanic, Latino, or Spanish origin?	%
Yes	6.5%
No	93.5%
Total	100.0%
Please select the racial category or categories with which you most closely identify.	%
White	76.3%
Black or African American	14.5%
All other races	9.2%
Total	100.0%
What is your age group?	%
29 years and under	0.0%
30-39 years old	17.9%
40-49 years old	33.2%
50-59 years old	35.0%
60 years or older	13.9%
Total	100.0%
What is the highest degree or level of education you have completed?	%
Less than High School/ High School Diploma/ GED	2.0%
Certification/ Some College/ Associate's Degree	5.2%
Bachelor's Degree	27.5%
Advanced Degrees (Post Bachelor's Degree)	65.4%
Total	100.0%
Are you an individual with a disability?	%
Yes	6.2%
No	93.8%
Total	100.0%
Are you:	%
Male	58.0%
Female	42.0%
Total	100.0%
Are you transgender?	%
Yes	-
No No	<u>-</u> .
Total	
Note: All results are suppressed when any single demographic category has fewer than 4 responses.	
Which one of the following do you consider yourself to be?	%
Straight, that is not gay or lesbian	
Gay or Lesbian	
Bisexual	

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Percentages for demographic questions are unweighted.

Something else

Total

No suppression was applied to My Employment Demographics.