



Annual Employee Survey (AES) Report

4th Estate: Defense Technical Information Center

The Dashboard's percent positive and negative results only include items 1-38, excluding item 11.

FIELD PERIOD	Sept 23 - Nov 4, 2020
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	101
NUMBER OF SURVEYS	203
RESPONSE RATE	49.8%

**31** items identified as **strengths** (65% positive or more)

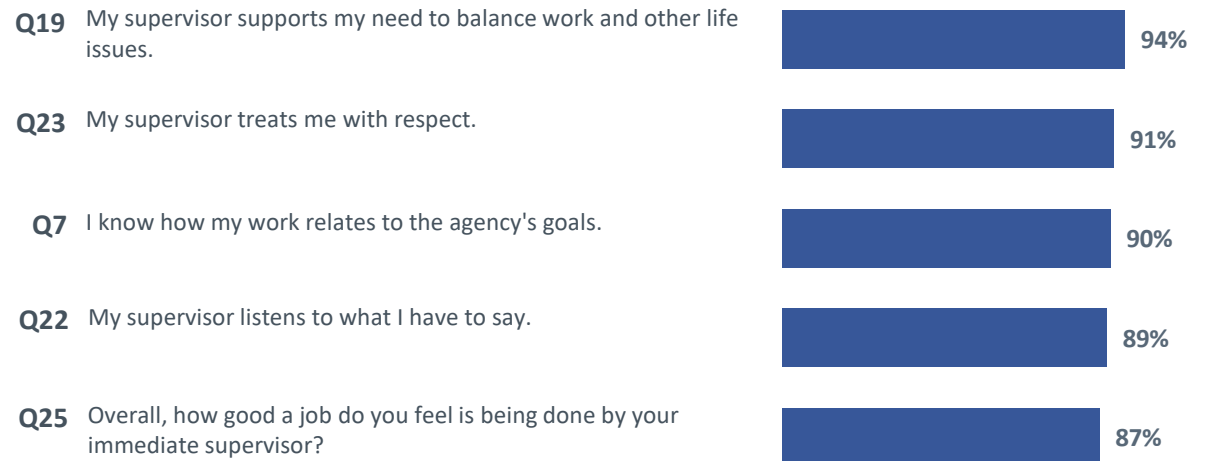
**0** items identified as **challenges** (35% negative or more)

Engagement Index Score

2020 ENGAGEMENT INDEX		
79%		
LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
69%	87%	79%

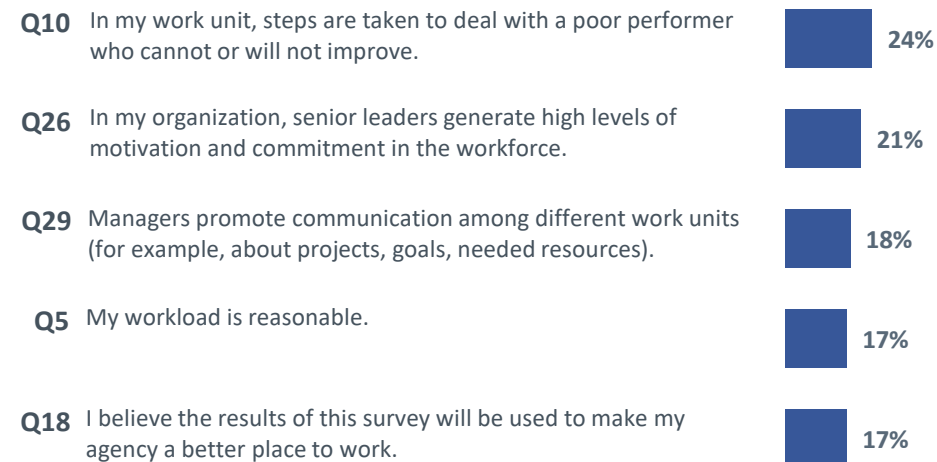
Highest % Positive Items

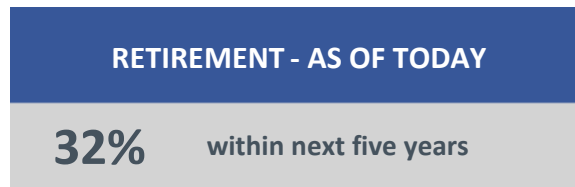
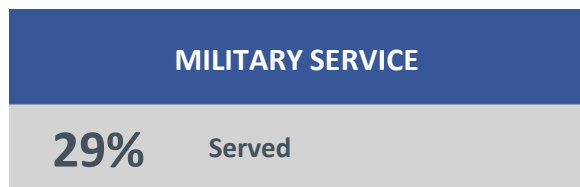
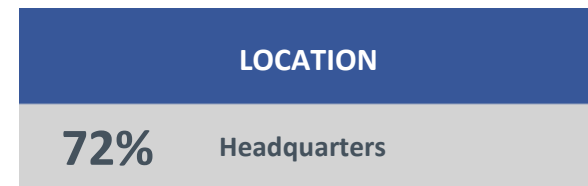
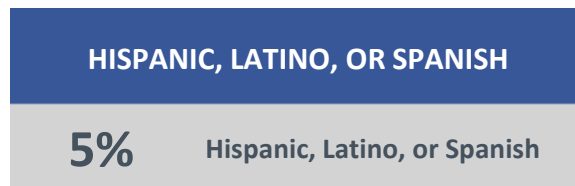
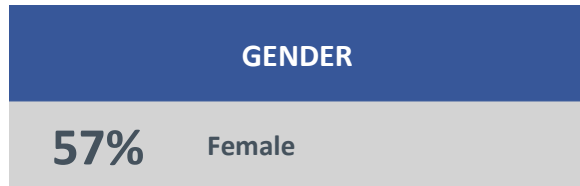
Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative





### Age Group

Age Group

Racial Category

Education



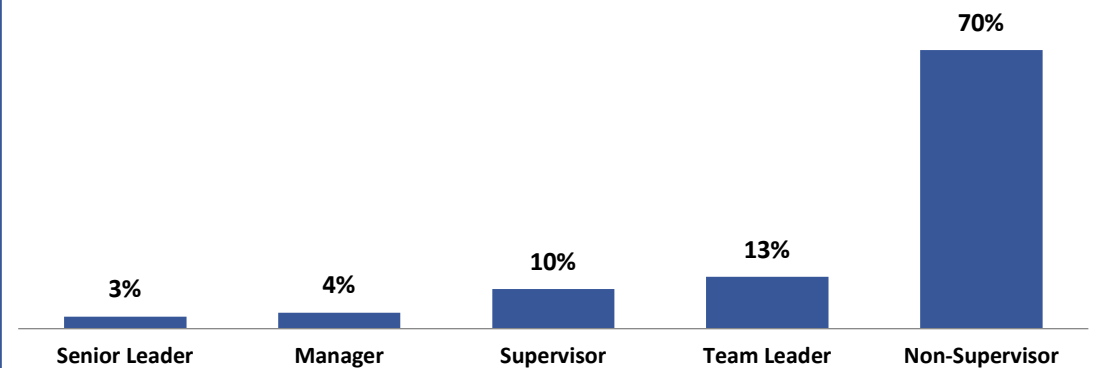
### Supervisory Status

Agency Tenure

Federal Tenure

Supervisory Status

Pay Category/Grade





Annual Employee Survey (AES) Report

4th Estate: Defense Technical Information Center

The Dashboard's largest item increases and decreases only include items 1-38, excluding item 11.

Select: Largest Increases since 2019

### Largest Increases in Percent Positive since 2019

31

items increased since 2019

	2017	2018	2019	2020	Percentage Point Change
Q12 In my work unit, differences in performance are recognized in a meaningful way.	47%	55%	51%	70%	+19
Q21 Supervisors in my work unit support employee development.	77%	71%	70%	85%	+15
Q14 Employees are recognized for providing high quality products and services.	64%	65%	60%	74%	+14
Q25 Overall, how good a job do you feel is being done by your immediate supervisor?	80%	76%	74%	87%	+13
Q19 My supervisor supports my need to balance work and other life issues.	85%	76%	81%	94%	+13

Select: Largest Decreases since 2019

### Largest Decreases in Percent Positive since 2019

6

items decreased since 2019

	2017	2018	2019	2020	Percentage Point Change
Q13 My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	66%	79%	86%	78%	-8
Q32 Senior leaders demonstrate support for Work-Life programs.	78%	69%	77%	72%	-5
Q26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	50%	52%	54%	52%	-2
Q17 I recommend my organization as a good place to work.	64%	59%	64%	62%	-2
Q36 Considering everything, how satisfied are you with your job?	70%	70%	68%	67%	-1

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 skills in my organization.	73.0%	32.1%	40.9%	16.8%	7.3%	2.9%	10.2%	32	42	17	7	3	101	N/A
Agree-disagree	2	I feel encouraged to come up with new and better ways of doing things.	70.2%	30.0%	40.2%	18.8%	8.9%	2.0%	10.9%	30	41	19	9	2	101	N/A
Agree-disagree	3	My work gives me a feeling of personal accomplishment.	81.5%	30.0%	51.5%	10.7%	4.9%	2.9%	7.8%	30	52	11	5	3	101	N/A
Agree-disagree	4	I know what is expected of me on the job.	85.1%	33.9%	51.1%	8.9%	4.0%	2.0%	6.0%	34	52	9	4	2	101	N/A
Agree-disagree	5	*My workload is reasonable.	69.4%	20.5%	48.9%	13.1%	12.6%	4.8%	17.4%	20	50	13	12	5	100	1
Agree-disagree	6	*My talents are used well in the workplace.	70.5%	25.1%	45.4%	13.9%	12.8%	2.9%	15.6%	25	46	14	13	3	101	0
Agree-disagree	7	*I know how my work relates to the agency's goals.	89.8%	41.7%	48.1%	2.2%	7.2%	0.9%	8.0%	42	49	2	7	1	101	0
Agree-disagree	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	71.4%	32.3%	39.1%	17.1%	4.2%	7.2%	11.5%	32	39	17	4	7	99	2
Agree-disagree	9	*The people I work with cooperate to get the job done.	83.8%	44.4%	39.4%	10.0%	5.1%	1.1%	6.2%	45	40	10	5	1	101	N/A
Agree-disagree	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43.7%	22.9%	20.8%	32.3%	17.7%	6.3%	24.0%	18	17	25	14	5	79	22
Agree-disagree	12	*In my work unit, differences in performance are recognized in a meaningful way.	69.9%	23.6%	46.3%	21.3%	7.8%	1.0%	8.9%	21	41	19	7	1	89	12
Agree-disagree	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.9%	33.7%	44.2%	11.6%	7.4%	3.1%	10.5%	33	45	12	7	3	100	1
Agree-disagree	14	Employees are recognized for providing high quality products and services.	73.6%	23.1%	50.5%	14.0%	9.2%	3.1%	12.3%	23	49	15	9	3	99	2
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	86.6%	41.0%	45.7%	8.3%	4.2%	0.9%	5.1%	41	46	8	4	1	100	0
Agree-disagree	16	My agency is successful at accomplishing its mission.	80.1%	31.5%	48.6%	13.9%	1.9%	4.1%	6.1%	31	48	13	2	4	98	2
Agree-disagree	17	*I recommend my organization as a good place to work.	62.1%	29.6%	32.5%	29.8%	3.1%	5.0%	8.1%	30	33	30	3	5	101	N/A
Agree-disagree	18	*I believe the results of this survey will be used to make my agency a better place to work.	59.8%	26.2%	33.6%	23.3%	9.9%	6.9%	16.9%	24	30	21	9	6	90	11

Agree-disagree	19	My supervisor supports my need to balance work and other life issues.	94.1%	61.5%	32.6%	2.9%	1.1%	2.0%	3.1%	61	34	3	1	2	101	0
Agree-disagree	20	My supervisor is committed to a workforce representative of all segments of society.	87.2%	64.4%	22.8%	9.5%	2.4%	1.0%	3.3%	59	22	9	2	1	93	8
Agree-disagree	21	Supervisors in my work unit support employee development.	85.3%	57.9%	27.4%	9.6%	3.3%	1.8%	5.0%	58	28	10	3	2	101	0
Agree-disagree	22	My supervisor listens to what I have to say.	88.9%	58.0%	31.0%	6.0%	2.2%	2.9%	5.0%	58	32	6	2	3	101	N/A
Agree-disagree	23	My supervisor treats me with respect.	91.2%	63.4%	27.7%	4.8%	0.0%	4.0%	4.0%	63	29	5	0	4	101	N/A
Agree-disagree	24	I have trust and confidence in my supervisor.	84.0%	54.2%	29.8%	9.9%	1.1%	5.0%	6.1%	54	31	10	1	5	101	N/A
Good-poor	25	Overall, how good a job do you feel is being done by your immediate supervisor?	87.3%	59.4%	27.9%	6.7%	2.0%	4.0%	6.0%	59	29	7	2	4	101	N/A
Agree-disagree	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	51.8%	20.2%	31.6%	26.8%	11.7%	9.6%	21.4%	20	31	26	12	9	98	3
Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.	71.0%	26.8%	44.3%	18.5%	3.1%	7.4%	10.5%	26	43	18	3	7	97	4
Agree-disagree	28	*Managers communicate the goals of the organization.	76.3%	22.8%	53.5%	14.8%	5.7%	3.3%	9.0%	23	53	15	6	3	100	1
Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62.0%	16.6%	45.4%	20.2%	11.6%	6.2%	17.8%	17	45	20	12	6	100	1
Good-poor	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	76.7%	40.3%	36.4%	15.6%	3.4%	4.3%	7.6%	40	36	15	3	4	98	3
Agree-disagree	31	I have a high level of respect for my organization's senior leaders.	69.6%	28.1%	41.5%	14.1%	10.0%	6.3%	16.3%	28	41	14	10	6	99	1
Agree-disagree	32	Senior leaders demonstrate support for Work-Life programs.	72.3%	26.8%	45.5%	17.6%	9.0%	1.1%	10.1%	27	45	17	9	1	99	2
Satisfied-dissatisfied	33	*How satisfied are you with your involvement in decisions that affect your work?	60.6%	20.9%	39.7%	25.0%	8.6%	5.7%	14.3%	21	40	25	9	6	101	N/A
Satisfied-dissatisfied	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	66.5%	25.3%	41.2%	20.6%	8.9%	4.0%	12.8%	26	41	21	9	4	101	N/A
Satisfied-dissatisfied	35	*How satisfied are you with the recognition you receive for doing a good job?	70.1%	27.0%	43.2%	14.7%	9.2%	6.0%	15.2%	27	43	14	9	6	99	N/A
Satisfied-dissatisfied	36	*Considering everything, how satisfied are you with your job?	67.1%	29.3%	37.8%	27.8%	2.0%	3.1%	5.1%	29	38	28	2	3	100	N/A

Satisfied-dissatisfied	37	Considering everything, how satisfied are you with your pay?	76.8%	28.1%	48.7%	15.6%	6.5%	1.1%	7.6%	28	50	15	6	1	100	N/A
Satisfied-dissatisfied	38	*Considering everything, how satisfied are you with your organization?	68.1%	23.0%	45.1%	17.7%	10.3%	4.0%	14.2%	23	46	18	10	4	101	N/A

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

\*\* Unweighted count of responses excluding "Do Not Know"

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

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).

Source: 2020 OPM Federal Employee Viewpoint Survey

<b>11. In my work unit poor performers usually:</b>	<b>2020</b>		<b>2019</b>	
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Remain in the work unit and improve their performance over time	20	26.1%	11	20.1%
Remain in the work unit and continue to underperform	29	38.6%	22	40.6%
Leave the work unit - removed or transferred	5	6.9%	3	5.8%
Leave the work unit - quit	1	1.2%	0	0.0%
There are no poor performers in my work unit	21	27.2%	17	33.6%
<b>Item Response Total</b>	<b>76</b>	<b>100.0%</b>	<b>53</b>	<b>100.0%</b>
Do Not Know	25	--	24	--
<b>Total</b>	<b>101</b>	<b>100.0%</b>	<b>77</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

"Do Not Know" responses are not included in percentage calculations.

The rows above do not include results for any year when there were fewer than 10 completed surveys.

Source: 2020 OPM Federal Employee Viewpoint Survey

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Percent Negative %	Item Response Total** N	Do Not Know N
Agree-disagree	2020	1	*I am given a real opportunity to improve my skills in my organization.	73.0%	16.8%	10.2%	101	N/A
Agree-disagree	2020	2	I feel encouraged to come up with new and better ways of doing things.	70.2%	18.8%	10.9%	101	N/A
Agree-disagree	2020	3	My work gives me a feeling of personal accomplishment.	81.5%	10.7%	7.8%	101	N/A
Agree-disagree	2020	4	I know what is expected of me on the job.	85.1%	8.9%	6.0%	101	N/A
Agree-disagree	2020	5	*My workload is reasonable.	69.4%	13.1%	17.4%	100	1
Agree-disagree	2020	6	*My talents are used well in the workplace.	70.5%	13.9%	15.6%	101	0
Agree-disagree	2020	7	*I know how my work relates to the agency's goals.	89.8%	2.2%	8.0%	101	0
Agree-disagree	2020	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	71.4%	17.1%	11.5%	99	2
Agree-disagree	2020	9	*The people I work with cooperate to get the job done.	83.8%	10.0%	6.2%	101	N/A
Agree-disagree	2020	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	43.7%	32.3%	24.0%	79	22
Agree-disagree	2020	12	*In my work unit, differences in performance are recognized in a meaningful way.	69.9%	21.3%	8.9%	89	12
Agree-disagree	2020	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.9%	11.6%	10.5%	100	1
Agree-disagree	2020	14	Employees are recognized for providing high quality products and services.	73.6%	14.0%	12.3%	99	2
Agree-disagree	2020	15	Employees are protected from health and safety hazards on the job.	86.6%	8.3%	5.1%	100	0
Agree-disagree	2020	16	My agency is successful at accomplishing its mission.	80.1%	13.9%	6.1%	98	2
Agree-disagree	2020	17	*I recommend my organization as a good place to work.	62.1%	29.8%	8.1%	101	N/A
Agree-disagree	2020	18	*I believe the results of this survey will be used to make my agency a better place to work.	59.8%	23.3%	16.9%	90	11
Agree-disagree	2020	19	My supervisor supports my need to balance work and other life issues.	94.1%	2.9%	3.1%	101	0
Agree-disagree	2020	20	My supervisor is committed to a workforce representative of all segments of society.	87.2%	9.5%	3.3%	93	8
Agree-disagree	2020	21	Supervisors in my work unit support employee development.	85.3%	9.6%	5.0%	101	0
Agree-disagree	2020	22	My supervisor listens to what I have to say.	88.9%	6.0%	5.0%	101	N/A
Agree-disagree	2020	23	My supervisor treats me with respect.	91.2%	4.8%	4.0%	101	N/A
Agree-disagree	2020	24	I have trust and confidence in my supervisor.	84.0%	9.9%	6.1%	101	N/A
Good-poor	2020	25	Overall, how good a job do you feel is being done by your immediate supervisor?	87.3%	6.7%	6.0%	101	N/A
Agree-disagree	2020	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	51.8%	26.8%	21.4%	98	3
Agree-disagree	2020	27	My organization's senior leaders maintain high standards of honesty and integrity.	71.0%	18.5%	10.5%	97	4
Agree-disagree	2020	28	*Managers communicate the goals of the organization.	76.3%	14.8%	9.0%	100	1
Agree-disagree	2020	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62.0%	20.2%	17.8%	100	1
Good-poor	2020	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	76.7%	15.6%	7.6%	98	3
Agree-disagree	2020	31	I have a high level of respect for my organization's senior leaders.	69.6%	14.1%	16.3%	99	1
Agree-disagree	2020	32	Senior leaders demonstrate support for Work-Life programs.	72.3%	17.6%	10.1%	99	2
Satisfied-dissatisfied	2020	33	*How satisfied are you with your involvement in decisions that affect your work?	60.6%	25.0%	14.3%	101	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?	66.5%	20.6%	12.8%	101	N/A
Satisfied-dissatisfied	2020	35	*How satisfied are you with the recognition you receive for doing a good job?	70.1%	14.7%	15.2%	99	N/A
Satisfied-dissatisfied	2020	36	*Considering everything, how satisfied are you with your job?	67.1%	27.8%	5.1%	100	N/A
Satisfied-dissatisfied	2020	37	Considering everything, how satisfied are you with your pay?	76.8%	15.6%	7.6%	100	N/A
Satisfied-dissatisfied	2020	38	*Considering everything, how satisfied are you with your organization?	68.1%	17.7%	14.2%	101	N/A
Agree-disagree	2019	1	*I am given a real opportunity to improve my skills in my organization.	69.9%	13.3%	16.8%	83	N/A
Agree-disagree	2019	2	I feel encouraged to come up with new and better ways of doing things.	68.2%	17.9%	14.0%	83	N/A
Agree-disagree	2019	3	My work gives me a feeling of personal accomplishment.	75.5%	13.7%	10.8%	83	N/A
Agree-disagree	2019	4	I know what is expected of me on the job.	83.6%	8.9%	7.5%	82	N/A
Agree-disagree	2019	5	*My workload is reasonable.	65.2%	15.8%	19.1%	83	0
Agree-disagree	2019	6	*My talents are used well in the workplace.	62.8%	23.7%	13.5%	79	1
Agree-disagree	2019	7	*I know how my work relates to the agency's goals.	88.5%	6.6%	4.9%	83	0
Agree-disagree	2019	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	66.5%	22.4%	11.1%	81	2
Agree-disagree	2019	9	*The people I work with cooperate to get the job done.	82.5%	12.4%	5.1%	83	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.	38.0%	32.2%	29.8%	74	8
Agree-disagree	2019	12	*In my work unit, differences in performance are recognized in a meaningful way.	51.4%	24.9%	23.7%	78	5
Agree-disagree	2019	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.6%	12.2%	2.2%	82	1
Agree-disagree	2019	14	Employees are recognized for providing high quality products and services.	60.3%	25.8%	14.0%	79	2
Agree-disagree	2019	15	Employees are protected from health and safety hazards on the job.	81.7%	10.8%	7.5%	80	1



Agree-disagree	2019	16	My agency is successful at accomplishing its mission.	74.9%	19.3%	5.8%	81	0
Agree-disagree	2019	17	*I recommend my organization as a good place to work.	63.9%	20.6%	15.5%	81	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.	57.9%	19.3%	22.9%	73	7
Agree-disagree	2019	19	My supervisor supports my need to balance work and other life issues.	80.7%	9.0%	10.3%	81	0
Agree-disagree	2019	20	My supervisor is committed to a workforce representative of all segments of society.	74.5%	19.3%	6.2%	78	3
Agree-disagree	2019	21	Supervisors in my work unit support employee development.	70.4%	22.4%	7.2%	81	0
Agree-disagree	2019	22	My supervisor listens to what I have to say.	80.6%	8.5%	10.8%	81	N/A
Agree-disagree	2019	23	My supervisor treats me with respect.	82.5%	9.1%	8.4%	81	N/A
Agree-disagree	2019	24	I have trust and confidence in my supervisor.	70.9%	16.2%	13.0%	81	N/A
Good-poor	2019	25	Overall, how good a job do you feel is being done by your immediate supervisor?	73.7%	18.0%	8.3%	81	N/A
Agree-disagree	2019	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	54.4%	20.2%	25.4%	79	2
Agree-disagree	2019	27	My organization's senior leaders maintain high standards of honesty and integrity.	61.3%	28.3%	10.4%	77	3
Agree-disagree	2019	28	*Managers communicate the goals of the organization.	69.2%	16.8%	14.0%	81	0
Agree-disagree	2019	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.0%	21.6%	18.5%	78	2
Good-poor	2019	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	76.1%	11.9%	11.9%	75	4
Agree-disagree	2019	31	I have a high level of respect for my organization's senior leaders.	67.9%	20.8%	11.3%	78	1
Agree-disagree	2019	32	Senior leaders demonstrate support for Work-Life programs.	76.7%	17.1%	6.2%	79	0
Satisfied-dissatisfied	2019	33	*How satisfied are you with your involvement in decisions that affect your work?	57.4%	20.9%	21.7%	79	N/A
Satisfied-dissatisfied	2019	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	55.0%	23.3%	21.7%	78	N/A
Satisfied-dissatisfied	2019	35	*How satisfied are you with the recognition you receive for doing a good job?	61.0%	20.2%	18.8%	79	N/A
Satisfied-dissatisfied	2019	36	*Considering everything, how satisfied are you with your job?	68.4%	19.8%	11.8%	78	N/A
Satisfied-dissatisfied	2019	37	Considering everything, how satisfied are you with your pay?	74.9%	14.6%	10.5%	78	N/A
Satisfied-dissatisfied	2019	38	*Considering everything, how satisfied are you with your organization?	68.5%	17.7%	13.8%	77	N/A
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	76.3%	11.2%	12.5%	86	N/A
Agree-disagree	2018	2	I feel encouraged to come up with new and better ways of doing things.	66.3%	18.6%	15.1%	85	N/A
Agree-disagree	2018	3	My work gives me a feeling of personal accomplishment.	72.9%	16.1%	10.9%	85	N/A
Agree-disagree	2018	4	I know what is expected of me on the job.	79.4%	11.4%	9.2%	86	N/A
Agree-disagree	2018	5	*My workload is reasonable.	61.8%	19.7%	18.5%	86	0
Agree-disagree	2018	6	*My talents are used well in the workplace.	62.8%	13.5%	23.7%	85	1
Agree-disagree	2018	7	*I know how my work relates to the agency's goals.	86.1%	8.6%	5.3%	85	0
Agree-disagree	2018	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	71.7%	19.1%	9.2%	81	4
Agree-disagree	2018	9	*The people I work with cooperate to get the job done.	79.4%	17.6%	2.9%	85	N/A
Agree-disagree	2018	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	32.0%	48.3%	19.7%	77	9
Agree-disagree	2018	12	*In my work unit, differences in performance are recognized in a meaningful way.	54.8%	23.5%	21.7%	82	4
Agree-disagree	2018	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	79.4%	17.6%	3.1%	85	1
Agree-disagree	2018	14	Employees are recognized for providing high quality products and services.	65.1%	22.3%	12.6%	85	0
Agree-disagree	2018	15	Employees are protected from health and safety hazards on the job.	87.1%	10.3%	2.6%	83	2
Agree-disagree	2018	16	My agency is successful at accomplishing its mission.	74.3%	18.9%	6.9%	83	2
Agree-disagree	2018	17	*I recommend my organization as a good place to work.	59.3%	28.4%	12.3%	85	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.	51.5%	22.2%	26.3%	80	5
Agree-disagree	2018	19	My supervisor supports my need to balance work and other life issues.	76.2%	16.1%	7.6%	83	2
Agree-disagree	2018	20	My supervisor is committed to a workforce representative of all segments of society.	69.9%	24.4%	5.8%	80	5
Agree-disagree	2018	21	Supervisors in my work unit support employee development.	70.5%	17.6%	11.9%	84	0
Agree-disagree	2018	22	My supervisor listens to what I have to say.	80.5%	12.9%	6.6%	85	N/A
Agree-disagree	2018	23	My supervisor treats me with respect.	85.0%	10.8%	4.2%	85	N/A
Agree-disagree	2018	24	I have trust and confidence in my supervisor.	71.4%	21.2%	7.4%	85	N/A
Good-poor	2018	25	Overall, how good a job do you feel is being done by your immediate supervisor?	75.6%	19.2%	5.2%	85	N/A
Agree-disagree	2018	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	52.3%	25.4%	22.3%	85	0
Agree-disagree	2018	27	My organization's senior leaders maintain high standards of honesty and integrity.	60.4%	25.8%	13.9%	82	3
Agree-disagree	2018	28	*Managers communicate the goals of the organization.	66.3%	21.6%	12.2%	83	1
Agree-disagree	2018	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	65.5%	19.3%	15.2%	84	1
Good-poor	2018	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	71.3%	18.5%	10.2%	81	4
Agree-disagree	2018	31	I have a high level of respect for my organization's senior leaders.	64.3%	22.0%	13.7%	83	1
Agree-disagree	2018	32	Senior leaders demonstrate support for Work-Life programs.	68.6%	21.3%	10.0%	82	3
Satisfied-dissatisfied	2018	33	*How satisfied are you with your involvement in decisions that affect your work?	55.9%	24.4%	19.6%	85	N/A
Satisfied-dissatisfied	2018	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	57.3%	20.4%	22.3%	85	N/A

Satisfied-dissatisfied	2018	35	*How satisfied are you with the recognition you receive for doing a good job?	54.1%	29.9%	16.0%	85	N/A
Satisfied-dissatisfied	2018	36	*Considering everything, how satisfied are you with your job?	69.7%	16.3%	14.0%	85	N/A
Satisfied-dissatisfied	2018	37	Considering everything, how satisfied are you with your pay?	71.8%	17.6%	10.6%	85	N/A
Satisfied-dissatisfied	2018	38	*Considering everything, how satisfied are you with your organization?	64.4%	25.5%	10.1%	85	N/A
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	76.2%	10.9%	13.0%	92	N/A
Agree-disagree	2017	2	I feel encouraged to come up with new and better ways of doing things.	67.8%	19.0%	13.2%	91	N/A
Agree-disagree	2017	3	My work gives me a feeling of personal accomplishment.	78.8%	12.5%	8.7%	92	N/A
Agree-disagree	2017	4	I know what is expected of me on the job.	82.9%	7.8%	9.3%	91	N/A
Agree-disagree	2017	5	*My workload is reasonable.	69.8%	17.4%	12.8%	92	0
Agree-disagree	2017	6	*My talents are used well in the workplace.	68.8%	14.9%	16.3%	89	0
Agree-disagree	2017	7	*I know how my work relates to the agency's goals and priorities.	86.5%	9.2%	4.3%	92	0
Agree-disagree	2017	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	70.1%	18.3%	11.6%	89	3
Agree-disagree	2017	9	*The people I work with cooperate to get the job done.	81.9%	13.1%	5.1%	92	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.	40.2%	26.1%	33.7%	80	12
Agree-disagree	2017	12	*In my work unit, differences in performance are recognized in a meaningful way.	47.4%	25.8%	26.8%	85	6
Agree-disagree	2017	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	65.6%	17.0%	17.4%	89	1
Agree-disagree	2017	14	Employees are recognized for providing high quality products and services.	63.8%	21.5%	14.7%	88	2
Agree-disagree	2017	15	Employees are protected from health and safety hazards on the job.	88.0%	8.0%	3.9%	90	1
Agree-disagree	2017	16	My agency is successful at accomplishing its mission.	76.4%	16.9%	6.7%	90	1
Agree-disagree	2017	17	*I recommend my organization as a good place to work.	63.6%	22.8%	13.6%	91	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.	48.2%	23.3%	28.5%	87	4
Agree-disagree	2017	19	My supervisor supports my need to balance work and other life issues.	85.3%	8.2%	6.6%	91	0
Agree-disagree	2017	20	My supervisor is committed to a workforce representative of all segments of society.	79.4%	17.7%	2.9%	84	7
Agree-disagree	2017	21	Supervisors in my work unit support employee development.	77.3%	17.8%	4.9%	89	2
Agree-disagree	2017	22	My supervisor listens to what I have to say.	85.9%	7.7%	6.4%	91	N/A
Agree-disagree	2017	23	My supervisor treats me with respect.	83.7%	13.6%	2.7%	91	N/A
Agree-disagree	2017	24	I have trust and confidence in my supervisor.	76.6%	15.6%	7.8%	91	N/A
Good-poor	2017	25	Overall, how good a job do you feel is being done by your immediate supervisor?	80.1%	15.0%	4.9%	91	N/A
Agree-disagree	2017	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	50.3%	26.3%	23.4%	90	1
Agree-disagree	2017	27	My organization's senior leaders maintain high standards of honesty and integrity.	65.2%	24.9%	9.9%	87	4
Agree-disagree	2017	28	*Managers communicate the goals and priorities of the organization.	73.4%	15.4%	11.2%	89	0
Agree-disagree	2017	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	69.1%	17.1%	13.8%	90	0
Good-poor	2017	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	75.8%	20.0%	4.2%	91	0
Agree-disagree	2017	31	I have a high level of respect for my organization's senior leaders.	64.5%	22.7%	12.9%	91	0
Agree-disagree	2017	32	Senior leaders demonstrate support for Work-Life programs.	78.4%	16.7%	4.9%	89	2
Satisfied-dissatisfied	2017	33	*How satisfied are you with your involvement in decisions that affect your work?	62.1%	19.3%	18.5%	91	N/A
Satisfied-dissatisfied	2017	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	58.8%	27.6%	13.6%	91	N/A
Satisfied-dissatisfied	2017	35	*How satisfied are you with the recognition you receive for doing a good job?	62.1%	23.3%	14.6%	89	N/A
Satisfied-dissatisfied	2017	36	*Considering everything, how satisfied are you with your job?	69.9%	19.1%	11.0%	91	N/A
Satisfied-dissatisfied	2017	37	Considering everything, how satisfied are you with your pay?	68.9%	18.1%	13.1%	91	N/A
Satisfied-dissatisfied	2017	38	*Considering everything, how satisfied are you with your organization?	60.6%	26.7%	12.8%	91	N/A
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	76.5%	8.2%	15.4%	100	N/A
Agree-disagree	2016	2	I feel encouraged to come up with new and better ways of doing things.	72.1%	11.6%	16.4%	99	N/A
Agree-disagree	2016	3	My work gives me a feeling of personal accomplishment.	73.5%	17.1%	9.3%	98	N/A
Agree-disagree	2016	4	I know what is expected of me on the job.	81.5%	10.6%	8.0%	98	N/A
Agree-disagree	2016	5	*My workload is reasonable.	62.5%	20.3%	17.2%	100	0
Agree-disagree	2016	6	*My talents are used well in the workplace.	63.0%	15.7%	21.2%	98	0
Agree-disagree	2016	7	*I know how my work relates to the agency's goals and priorities.	82.4%	7.0%	10.6%	99	0
Agree-disagree	2016	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.1%	23.0%	13.9%	95	5
Agree-disagree	2016	9	*The people I work with cooperate to get the job done.	81.5%	10.3%	8.2%	100	N/A
Agree-disagree	2016	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.9%	32.8%	28.3%	81	18
Agree-disagree	2016	12	*In my work unit, differences in performance are recognized in a meaningful way.	54.0%	25.2%	20.8%	89	11
Agree-disagree	2016	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	66.9%	18.9%	14.1%	99	0
Agree-disagree	2016	14	Employees are recognized for providing high quality products and services.	64.4%	19.8%	15.8%	96	4
Agree-disagree	2016	15	Employees are protected from health and safety hazards on the job.	86.4%	6.6%	6.9%	97	0
Agree-disagree	2016	16	My agency is successful at accomplishing its mission.	79.3%	15.6%	5.1%	98	2

Agree-disagree	2016	17	*I recommend my organization as a good place to work.	55.8%	29.2%	15.0%	100	N/A
Agree-disagree	2016	18	*I believe the results of this survey will be used to make my agency a better place to work.	52.5%	23.3%	24.3%	92	8
Agree-disagree	2016	19	My supervisor supports my need to balance work and other life issues.	87.6%	11.0%	1.4%	100	0
Agree-disagree	2016	20	My supervisor is committed to a workforce representative of all segments of society.	77.1%	18.1%	4.8%	95	4
Agree-disagree	2016	21	Supervisors in my work unit support employee development.	75.9%	14.4%	9.7%	96	3
Agree-disagree	2016	22	My supervisor listens to what I have to say.	83.7%	8.5%	7.8%	100	N/A
Agree-disagree	2016	23	My supervisor treats me with respect.	85.4%	11.3%	3.3%	99	N/A
Agree-disagree	2016	24	I have trust and confidence in my supervisor.	72.8%	16.2%	11.0%	99	N/A
Good-poor	2016	25	Overall, how good a job do you feel is being done by your immediate supervisor?	80.6%	16.3%	3.1%	99	N/A
Agree-disagree	2016	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	53.2%	18.7%	28.1%	93	6
Agree-disagree	2016	27	My organization's senior leaders maintain high standards of honesty and integrity.	53.8%	25.0%	21.2%	88	10
Agree-disagree	2016	28	*Managers communicate the goals and priorities of the organization.	68.8%	19.0%	12.2%	93	6
Agree-disagree	2016	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	64.1%	18.0%	17.9%	93	6
Good-poor	2016	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	73.6%	16.0%	10.5%	90	8
Agree-disagree	2016	31	I have a high level of respect for my organization's senior leaders.	64.1%	20.2%	15.7%	96	3
Agree-disagree	2016	32	Senior leaders demonstrate support for Work-Life programs.	72.0%	23.7%	4.2%	97	2
Satisfied-dissatisfied	2016	33	*How satisfied are you with your involvement in decisions that affect your work?	61.2%	20.7%	18.0%	98	N/A
Satisfied-dissatisfied	2016	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	53.9%	24.4%	21.7%	96	N/A
Satisfied-dissatisfied	2016	35	*How satisfied are you with the recognition you receive for doing a good job?	63.1%	18.5%	18.4%	96	N/A
Satisfied-dissatisfied	2016	36	*Considering everything, how satisfied are you with your job?	66.8%	25.4%	7.8%	98	N/A
Satisfied-dissatisfied	2016	37	Considering everything, how satisfied are you with your pay?	69.3%	11.9%	18.7%	97	N/A
Satisfied-dissatisfied	2016	38	*Considering everything, how satisfied are you with your organization?	59.5%	25.4%	15.1%	98	N/A
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	52.4%	23.1%	24.5%	30	N/A
Agree-disagree	2015	2	I feel encouraged to come up with new and better ways of doing things.	70.8%	14.4%	14.8%	30	N/A
Agree-disagree	2015	3	My work gives me a feeling of personal accomplishment.	63.3%	30.7%	6.1%	30	N/A
Agree-disagree	2015	4	I know what is expected of me on the job.	86.9%	7.1%	6.0%	30	N/A
Agree-disagree	2015	5	*My workload is reasonable.	48.4%	20.7%	30.8%	30	0
Agree-disagree	2015	6	*My talents are used well in the workplace.	59.2%	12.1%	28.7%	28	0
Agree-disagree	2015	7	*I know how my work relates to the agency's goals and priorities.	83.6%	10.3%	6.1%	29	1
Agree-disagree	2015	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50.9%	29.3%	19.8%	29	1
Agree-disagree	2015	9	*The people I work with cooperate to get the job done.	75.5%	18.5%	6.0%	30	N/A
Agree-disagree	2015	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.2%	33.4%	29.4%	28	2
Agree-disagree	2015	12	*In my work unit, differences in performance are recognized in a meaningful way.	45.1%	21.6%	33.3%	30	0
Agree-disagree	2015	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	59.9%	15.4%	24.7%	28	0
Agree-disagree	2015	14	Employees are recognized for providing high quality products and services.	64.3%	21.9%	13.8%	28	0
Agree-disagree	2015	15	Employees are protected from health and safety hazards on the job.	92.0%	8.0%	0.0%	27	1
Agree-disagree	2015	16	My agency is successful at accomplishing its mission.	68.6%	24.1%	7.3%	25	3
Agree-disagree	2015	17	*I recommend my organization as a good place to work.	48.9%	22.9%	28.2%	28	N/A
Agree-disagree	2015	18	*I believe the results of this survey will be used to make my agency a better place to work.	48.3%	19.8%	31.9%	27	1
Agree-disagree	2015	19	My supervisor supports my need to balance work and other life issues.	93.7%	6.3%	0.0%	28	0
Agree-disagree	2015	20	My supervisor is committed to a workforce representative of all segments of society.	77.7%	22.3%	0.0%	23	5
Agree-disagree	2015	21	Supervisors in my work unit support employee development.	70.3%	14.3%	15.4%	28	0
Agree-disagree	2015	22	My supervisor listens to what I have to say.	96.7%	0.0%	3.3%	28	N/A
Agree-disagree	2015	23	My supervisor treats me with respect.	96.7%	0.0%	3.3%	28	N/A
Agree-disagree	2015	24	I have trust and confidence in my supervisor.	82.5%	11.0%	6.5%	28	N/A
Good-poor	2015	25	Overall, how good a job do you feel is being done by your immediate supervisor?	82.8%	14.0%	3.3%	28	N/A
Agree-disagree	2015	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	38.5%	24.1%	37.4%	27	0
Agree-disagree	2015	27	My organization's senior leaders maintain high standards of honesty and integrity.	39.5%	37.1%	23.4%	25	2
Agree-disagree	2015	28	*Managers communicate the goals and priorities of the organization.	48.4%	31.4%	20.2%	27	0
Agree-disagree	2015	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	44.5%	22.7%	32.9%	27	0
Good-poor	2015	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.9%	27.0%	7.1%	26	1
Agree-disagree	2015	31	I have a high level of respect for my organization's senior leaders.	59.9%	22.4%	17.7%	26	1
Agree-disagree	2015	32	Senior leaders demonstrate support for Work-Life programs.	42.5%	38.5%	19.0%	26	1
Satisfied-dissatisfied	2015	33	*How satisfied are you with your involvement in decisions that affect your work?	54.6%	15.9%	29.4%	27	N/A
Satisfied-dissatisfied	2015	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	56.9%	14.7%	28.4%	27	N/A

Satisfied-dissatisfied	2015	35	*How satisfied are you with the recognition you receive for doing a good job?	52.7%	26.0%	21.3%	25	N/A
Satisfied-dissatisfied	2015	36	*Considering everything, how satisfied are you with your job?	78.5%	18.0%	3.4%	27	N/A
Satisfied-dissatisfied	2015	37	Considering everything, how satisfied are you with your pay?	66.8%	18.3%	14.9%	27	N/A
Satisfied-dissatisfied	2015	38	*Considering everything, how satisfied are you with your organization?	47.8%	33.9%	18.3%	27	N/A
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	37.9%	28.0%	34.1%	32	N/A
Agree-disagree	2014	2	I feel encouraged to come up with new and better ways of doing things.	56.1%	23.9%	20.0%	33	N/A
Agree-disagree	2014	3	My work gives me a feeling of personal accomplishment.	58.1%	23.5%	18.4%	33	N/A
Agree-disagree	2014	4	I know what is expected of me on the job.	72.5%	23.9%	3.6%	33	N/A
Agree-disagree	2014	5	*My workload is reasonable.	50.0%	14.6%	35.4%	33	0
Agree-disagree	2014	6	*My talents are used well in the workplace.	54.6%	13.3%	32.1%	32	0
Agree-disagree	2014	7	*I know how my work relates to the agency's goals and priorities.	77.9%	12.1%	10.0%	33	0
Agree-disagree	2014	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.8%	24.6%	18.6%	29	3
Agree-disagree	2014	9	*The people I work with cooperate to get the job done.	66.6%	26.9%	6.5%	33	N/A
Agree-disagree	2014	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	19.3%	37.5%	43.3%	30	3
Agree-disagree	2014	12	*In my work unit, differences in performance are recognized in a meaningful way.	41.0%	27.5%	31.4%	31	2
Agree-disagree	2014	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	56.8%	19.6%	23.6%	32	1
Agree-disagree	2014	14	Employees are recognized for providing high quality products and services.	46.4%	33.0%	20.7%	32	1
Agree-disagree	2014	15	Employees are protected from health and safety hazards on the job.	82.8%	9.8%	7.4%	31	1
Agree-disagree	2014	16	My agency is successful at accomplishing its mission.	52.9%	47.1%	0.0%	33	0
Agree-disagree	2014	17	*I recommend my organization as a good place to work.	35.7%	45.1%	19.2%	32	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.	38.0%	16.2%	45.8%	26	6
Agree-disagree	2014	19	My supervisor supports my need to balance work and other life issues.	93.1%	3.8%	3.1%	31	1
Agree-disagree	2014	20	My supervisor is committed to a workforce representative of all segments of society.	63.4%	36.6%	0.0%	29	3
Agree-disagree	2014	21	Supervisors in my work unit support employee development.	70.2%	20.7%	9.1%	31	1
Agree-disagree	2014	22	My supervisor listens to what I have to say.	90.1%	9.9%	0.0%	32	N/A
Agree-disagree	2014	23	My supervisor treats me with respect.	91.7%	5.3%	3.0%	32	N/A
Agree-disagree	2014	24	I have trust and confidence in my supervisor.	77.5%	19.5%	3.0%	32	N/A
Good-poor	2014	25	Overall, how good a job do you feel is being done by your immediate supervisor?	83.0%	13.8%	3.2%	30	N/A
Agree-disagree	2014	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	20.7%	26.1%	53.2%	32	0
Agree-disagree	2014	27	My organization's senior leaders maintain high standards of honesty and integrity.	32.7%	33.2%	34.0%	29	2
Agree-disagree	2014	28	*Managers communicate the goals and priorities of the organization.	44.5%	21.5%	34.0%	31	1
Agree-disagree	2014	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	34.5%	27.3%	38.2%	31	1
Good-poor	2014	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	47.7%	30.9%	21.5%	31	1
Agree-disagree	2014	31	I have a high level of respect for my organization's senior leaders.	37.4%	37.2%	25.4%	31	1
Agree-disagree	2014	32	Senior leaders demonstrate support for Work-Life programs.	25.6%	42.1%	32.3%	29	3
Satisfied-dissatisfied	2014	33	*How satisfied are you with your involvement in decisions that affect your work?	42.7%	35.1%	22.2%	31	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?	39.7%	34.5%	25.8%	30	N/A
Satisfied-dissatisfied	2014	35	*How satisfied are you with the recognition you receive for doing a good job?	54.6%	19.4%	26.1%	31	N/A
Satisfied-dissatisfied	2014	36	*Considering everything, how satisfied are you with your job?	47.3%	23.3%	29.4%	31	N/A
Satisfied-dissatisfied	2014	37	Considering everything, how satisfied are you with your pay?	58.6%	24.1%	17.3%	32	N/A
Satisfied-dissatisfied	2014	38	*Considering everything, how satisfied are you with your organization?	37.2%	37.6%	25.2%	31	N/A
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	38.5%	27.6%	33.9%	25	N/A
Agree-disagree	2013	2	I feel encouraged to come up with new and better ways of doing things.	50.2%	27.5%	22.3%	24	N/A
Agree-disagree	2013	3	My work gives me a feeling of personal accomplishment.	63.0%	24.9%	12.2%	25	N/A
Agree-disagree	2013	4	I know what is expected of me on the job.	63.5%	19.1%	17.4%	25	N/A
Agree-disagree	2013	5	*My workload is reasonable.	35.2%	13.6%	51.2%	25	0
Agree-disagree	2013	6	*My talents are used well in the workplace.	48.9%	20.1%	31.0%	25	0
Agree-disagree	2013	7	*I know how my work relates to the agency's goals and priorities.	55.3%	32.8%	11.8%	25	0
Agree-disagree	2013	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50.5%	21.2%	28.3%	24	1
Agree-disagree	2013	9	*The people I work with cooperate to get the job done.	71.3%	8.6%	20.1%	25	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.	18.4%	45.9%	35.7%	24	1
Agree-disagree	2013	12	*In my work unit, differences in performance are recognized in a meaningful way.	25.5%	38.5%	35.9%	25	0
Agree-disagree	2013	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	48.2%	20.7%	31.1%	23	0
Agree-disagree	2013	14	Employees are recognized for providing high quality products and services.	32.9%	30.8%	36.3%	23	0
Agree-disagree	2013	15	Employees are protected from health and safety hazards on the job.	83.3%	11.6%	5.1%	23	0
Agree-disagree	2013	16	My agency is successful at accomplishing its mission.	62.2%	24.7%	13.1%	22	1

Agree-disagree	2013	17	*I recommend my organization as a good place to work.	34.4%	20.6%	45.0%	23	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.	39.9%	32.2%	27.9%	21	2
Agree-disagree	2013	19	My supervisor supports my need to balance work and other life issues.	88.8%	3.7%	7.5%	23	0
Agree-disagree	2013	20	My supervisor is committed to a workforce representative of all segments of society.	80.1%	15.5%	4.4%	19	4
Agree-disagree	2013	21	Supervisors in my work unit support employee development.	59.5%	16.3%	24.2%	23	0
Agree-disagree	2013	22	My supervisor listens to what I have to say.	65.6%	20.6%	13.8%	23	N/A
Agree-disagree	2013	23	My supervisor treats me with respect.	75.1%	13.6%	11.2%	23	N/A
Agree-disagree	2013	24	I have trust and confidence in my supervisor.	51.3%	30.4%	18.4%	23	N/A
Good-poor	2013	25	Overall, how good a job do you feel is being done by your immediate supervisor?	61.4%	16.7%	21.9%	23	N/A
Agree-disagree	2013	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	24.3%	26.7%	49.0%	21	0
Agree-disagree	2013	27	My organization's senior leaders maintain high standards of honesty and integrity.	30.2%	20.2%	49.5%	22	0
Agree-disagree	2013	28	*Managers communicate the goals and priorities of the organization.	41.3%	17.8%	41.0%	22	0
Agree-disagree	2013	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	30.2%	24.1%	45.6%	22	0
Good-poor	2013	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	43.2%	16.6%	40.3%	19	3
Agree-disagree	2013	31	I have a high level of respect for my organization's senior leaders.	37.1%	30.8%	32.2%	22	0
Agree-disagree	2013	32	Senior leaders demonstrate support for Work-Life programs.	30.7%	51.0%	18.3%	20	2
Satisfied-dissatisfied	2013	33	*How satisfied are you with your involvement in decisions that affect your work?	44.0%	23.5%	32.5%	21	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?	24.7%	40.4%	34.9%	20	N/A
Satisfied-dissatisfied	2013	35	*How satisfied are you with the recognition you receive for doing a good job?	34.2%	23.7%	42.1%	21	N/A
Satisfied-dissatisfied	2013	36	*Considering everything, how satisfied are you with your job?	43.5%	13.9%	42.7%	21	N/A
Satisfied-dissatisfied	2013	37	Considering everything, how satisfied are you with your pay?	53.5%	17.6%	28.9%	21	N/A
Satisfied-dissatisfied	2013	38	*Considering everything, how satisfied are you with your organization?	31.6%	29.8%	38.6%	21	N/A

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

\*\* 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 10 completed surveys.

Source: 2020 OPM Federal Employee Viewpoint Survey

**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 physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?**

	2020	
	N	%
100% of my work time	5	5.1%
At least 75% but less than 100%	3	3.2%
At least 50% but less than 75%	1	0.9%
At least 25% but less than 50%	9	8.6%
Less than 25%	48	49.2%
I have not been physically present at my agency worksite during the pandemic	32	33.0%
<b>Total</b>	<b>98</b>	<b>100.0%</b>

**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)	0	0.0%
Annual leave	39	40.1%
Sick leave	34	34.5%
Weather and safety leave	4	3.7%
Administrative leave	5	4.8%
Other paid leave (e.g., comp time, credit hours)	7	7.1%
Unpaid leave (e.g., LWOP)	0	0.0%
I have not used leave because of the pandemic	54	53.3%
<b>Total (percents will add to more than 100% because respondents could choose more than one response option)</b>	<b>100</b>	<b>--</b>

*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 because of the pandemic?**

	2020	
	N	%
100% of my work time	2	4.7%

At least 75% but less than 100%	1	2.4%
At least 50% but less than 75%	0	0.0%
At least 25% but less than 50%	1	1.9%
Less than 25%	42	91.0%
Total	46	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	%
I <u>began</u> an alternative work schedule	7	7.6%
I <u>ended</u> my usual alternative work schedule	3	3.0%
No change because of the pandemic	89	89.4%
Total	99	100.0%

Percentages are weighted to represent the Agency's population.

Source: 2020 OPM Federal Employee Viewpoint Survey

**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 PEAK of the pandemic		AS OF the date you responded to this survey	
	2020		2020		2020	
	N	%	N	%	N	%
I telework every work day	4	3.8%	80	81.3%	70	72.3%
I telework 3 or 4 days per week	0	0.0%	12	11.7%	21	21.1%
I telework 1 or 2 days per week	12	12.1%	6	6.0%	6	5.6%
I telework, but only about 1 or 2 days per month	42	41.8%	0	0.0%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	22	22.1%	0	0.0%	0	0.0%
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)	1	1.1%	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	0	0.0%	0	0.0%	0	0.0%
I <u>do not</u> telework because I did not receive approval to do so, even though I have the kind of job where I can telework	8	8.2%	0	0.0%	0	0.0%
I <u>do not</u> telework because I choose not to telework	11	10.9%	1	1.0%	1	1.0%
<b>Total</b>	<b>100</b>	<b>100.0%</b>	<b>99</b>	<b>100.0%</b>	<b>98</b>	<b>100.0%</b>

**Telework Trends**

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

	2020 (BEFORE the COVID-19 pandemic)		2019		2018	
	N	%	N	%	N	%
	I telework every work day	4	3.8%	3	3.5%	2
I telework 3 or 4 days per week	0	0.0%	0	0.0%	1	1.5%
I telework 1 or 2 days per week	12	12.1%	6	8.7%	9	10.1%
I telework, but only about 1 or 2 days per month	42	41.8%	34	45.0%	38	45.9%
I telework very infrequently, on an unscheduled or short-term basis	22	22.1%	22	27.5%	20	22.1%
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)	1	1.1%	1	1.4%	2	2.8%
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%	0	0.0%
I <u>do not</u> telework because I did not receive approval to do so, even though I have the kind of job where I can telework	8	8.2%	3	3.4%	3	3.6%
I <u>do not</u> telework because I choose not to telework	11	10.9%	8	10.5%	10	11.8%
<b>Total</b>	<b>100</b>	<b>100.0%</b>	<b>77</b>	<b>100.0%</b>	<b>85</b>	<b>100.0%</b>

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 10 completed surveys.  
 Source: 2020 OPM Federal Employee Viewpoint Survey



**COVID-19 Pandemic: Employee Supports**

**43. How has your organization supported your well-being 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 available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.**

	Needed and <u>available</u> to me		Needed, but <u>not available</u> to me		Not needed by me now	
	2020		2020		2020	
	N	%	N	%	N	%
43A. Expanded telework	83	85.7%	2	2.1%	12	12.2%
43B. Expanded work schedule flexibilities	65	67.8%	3	3.0%	29	29.2%
43C. Expanded leave policies	30	31.1%	3	3.4%	64	65.4%
43D. More information on available leave policies	38	40.2%	3	3.4%	55	56.4%
43E. Expanded mental health resources (e.g., assistance with stress of COVID-19)	26	26.8%	8	8.6%	64	64.6%
43F. Expanded physical health resources (e.g., temperature checks, COVID-19 illness testing) at my agency worksite	20	20.5%	15	15.1%	63	64.3%
43G. Timely communication about possible COVID-19 illness at my agency worksite	81	81.6%	7	7.0%	11	11.4%
43H. Protection of employees at higher risk for severe illness from COVID-19 exposure	63	63.9%	4	4.3%	31	31.8%
43I. Limited access to my agency worksite buildings/facilities (e.g., closures, limits on activities with external visitors/groups)	68	69.3%	2	1.8%	28	28.9%
43J. Social distancing (e.g., limits on group size, reduced access to common areas) in my agency worksite	71	71.4%	3	2.9%	25	25.6%
43K. Rearranged workspaces to maximize social distancing	27	28.1%	7	7.1%	63	64.7%
43L. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	66	66.5%	3	2.8%	30	30.7%
43M. Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite	70	71.0%	5	4.6%	24	24.4%
43N. Training for all employees on health and safety protocols	51	51.7%	8	8.2%	39	40.2%

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	56	56.1%
Agree	33	33.9%
Neither Agree nor Disagree	6	5.9%
Disagree	4	4.0%
Strongly Disagree	0	0.0%
No Basis to Judge	0	--
Total	99	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	56	56.1%
Agree	34	34.7%
Neither Agree nor Disagree	5	5.2%
Disagree	4	4.0%
Strongly Disagree	0	0.0%
No Basis to Judge	0	--
Total	99	100.0%

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

	2020	
	N	%
Strongly Agree	52	52.8%
Agree	37	37.7%
Neither Agree nor Disagree	7	7.4%
Disagree	2	2.0%
Strongly Disagree	0	0.0%
No Basis to Judge	0	--
Total	98	100.0%

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

	2020	
	N	%
Strongly Agree	60	61.2%
Agree	30	30.2%
Neither Agree nor Disagree	6	6.3%
Disagree	2	2.2%
Strongly Disagree	0	0.0%
No Basis to Judge	1	--
Total	99	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	60	62.9%
Agree	30	30.6%
Neither Agree nor Disagree	4	4.2%
Disagree	2	2.3%
Strongly Disagree	0	0.0%
No Basis to Judge	3	--
Total	99	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	58	61.5%
Agree	25	26.6%
Neither Agree nor Disagree	7	7.4%
Disagree	4	4.5%
Strongly Disagree	0	0.0%
No Basis to Judge	5	--
Total	99	100.0%

Percentages are weighted to represent the Agency's population.

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

Source: 2020 OPM Federal Employee Viewpoint Survey

**COVID-19 Pandemic: Work Supports**

**50. How has your organization supported your work 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 available to you, (2) those you needed but not available to you, and (3) those supports you have not currently needed.**

	Needed and available to me		Needed, but not available to me		Not needed by me now	
	2020		2020		2020	
	N	%	N	%	N	%
50A. Consistent communication (e.g., organizational status, what to expect)	82	86.2%	8	8.4%	5	5.4%
50B. Training for new/changed work or work processes because of the pandemic	47	48.6%	8	8.2%	41	43.2%
50C. Reallocation of resources (e.g., staffing, budget, materials) to support changes in work because of the pandemic	32	32.7%	12	12.4%	53	54.8%
50D. Help with commuting issues (e.g., alternatives to public transportation)	18	18.9%	3	3.1%	76	78.1%
50E. Options for work/business travel	18	19.1%	2	2.2%	76	78.8%
50F. Information on remote work policies, procedures, and expectations	76	78.5%	5	5.1%	16	16.4%
50G. Training on how to work remotely	54	57.3%	4	4.3%	36	38.5%
50H. Equipment and technology for working remotely (e.g., laptops, cell phone, Information Technology infrastructure)	89	90.7%	1	1.1%	8	8.2%
50I. Expanded collaboration tools (e.g., video conferencing, teleconferencing)	81	84.1%	7	7.2%	8	8.7%
50J. Expanded training for using remote work tools and applications	59	59.7%	9	9.5%	29	30.9%
50K. Expanded Information Technology (IT) support	74	76.4%	11	11.3%	12	12.2%
50L. Information about data security policies and procedures	81	85.7%	3	3.5%	10	10.8%

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	
	N	%
Yes	4	4.0%
No	72	74.5%
Other	22	21.5%
Total	98	100.0%

Percentages are weighted to represent the Agency's population.

Source: 2020 OPM Federal Employee Viewpoint Survey

## COVID-19 Pandemic: Work Effects

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

	2020	
	N	%
Extremely	1	1.1%
Very	0	0.0%
Somewhat	20	20.5%
Slightly	35	36.0%
Not at All	40	42.4%
No Basis to Judge	1	--
Total	97	100.0%

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

	2020	
	N	%
Greatly Increased	17	17.9%
Somewhat Increased	32	33.6%
About the Same	44	47.5%
Somewhat Decreased	1	1.0%
Greatly Decreased	0	0.0%
No Basis to Judge	3	--
Total	97	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	
	N	%
Strongly Agree	39	47.6%
Agree	25	30.6%
Neither Agree nor Disagree	13	16.6%
Disagree	3	3.8%
Strongly Disagree	1	1.4%
No Basis to Judge	17	--
Total	98	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	
	N	%
Strongly Agree	39	41.0%
Agree	38	40.8%
Neither Agree nor Disagree	13	13.5%
Disagree	2	2.3%
Strongly Disagree	2	2.3%
No Basis to Judge	4	--
Total	98	100.0%

Percentages are weighted to represent the Agency's population.

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

Source: 2020 OPM Federal Employee Viewpoint Survey

**COVID-19 Pandemic: Work Effects**

*Please answer the question below thinking of your experiences prior to 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 needs of our customers.**

	2020	
	N	%
Always	59	62.3%
Most of the Time	31	32.1%
Sometimes	5	5.6%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	3	--
<b>Total</b>	<b>98</b>	<b>100.0%</b>

**54B. Prior to the COVID-19 pandemic, my work unit contributed positively to my agency's performance.**

	2020	
	N	%
Always	67	71.2%
Most of the Time	24	25.2%
Sometimes	3	3.5%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	3	--
<b>Total</b>	<b>97</b>	<b>100.0%</b>

**54C. Prior to the COVID-19 pandemic, my work unit produced high-quality work.**

	2020	
	N	%
Always	64	67.5%
Most of the Time	27	29.0%
Sometimes	3	3.5%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	4	--
<b>Total</b>	<b>98</b>	<b>100.0%</b>



**54D. Prior to the COVID-19 pandemic, my work unit adapted to changing priorities.**

	2020	
	N	%
Always	67	69.7%
Most of the Time	26	26.8%
Sometimes	2	2.3%
Rarely	1	1.1%
Never	0	0.0%
No Basis to Judge	2	--
Total	98	100.0%

**54E. Prior to the COVID-19 pandemic, my work unit successfully collaborated.**

	2020	
	N	%
Always	63	65.4%
Most of the Time	30	31.1%
Sometimes	3	3.4%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	2	--
Total	98	100.0%

**54F. Prior to the COVID-19 pandemic, my work unit achieved our goals.**

	2020	
	N	%
Always	61	63.4%
Most of the Time	33	34.3%
Sometimes	1	1.2%
Rarely	1	1.1%
Never	0	0.0%
No Basis to Judge	2	--
Total	98	100.0%

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

**55A. During the COVID-19 pandemic, my work unit has met the needs of our customers.**

	2020	
	N	%
Always	56	59.6%
Most of the Time	33	33.6%
Sometimes	6	6.7%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	3	--
Total	98	100.0%

**55B. During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.**

	2020	
	N	%
Always	67	69.8%
Most of the Time	25	25.6%
Sometimes	4	4.6%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	1	--
Total	97	100.0%

**55C. During the COVID-19 pandemic, my work unit has produced high-quality work.**

	2020	
	N	%
Always	69	71.6%
Most of the Time	23	23.8%
Sometimes	3	3.4%
Rarely	1	1.2%
Never	0	0.0%
No Basis to Judge	2	--
Total	98	100.0%

**55D. During the COVID-19 pandemic, my work unit has adapted to changing priorities.**

	2020	
	N	%
Always	70	71.7%
Most of the Time	23	23.8%
Sometimes	2	2.3%
Rarely	2	2.3%
Never	0	0.0%
No Basis to Judge	1	--
Total	98	100.0%

**55E. During the COVID-19 pandemic, my work unit has successfully collaborated.**

	2020	
	N	%
Always	64	66.3%
Most of the Time	25	26.0%
Sometimes	5	5.4%
Rarely	2	2.3%
Never	0	0.0%
No Basis to Judge	2	--
Total	98	100.0%

**55F. During the COVID-19 pandemic, my work unit has achieved our goals.**

	2020	
	N	%
Always	62	64.7%
Most of the Time	29	29.5%
Sometimes	4	4.6%
Rarely	1	1.2%
Never	0	0.0%
No Basis to Judge	2	--
Total	98	100.0%

Percentages are weighted to represent the Agency's population.

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

Source: 2020 OPM Federal Employee Viewpoint Survey

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).

	2020			2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
<b>58. How satisfied are you with the Telework program in your agency?</b>									
Very Satisfied	40	43.4%	41.0%	16	23.8%	20.9%	19	26.8%	23.7%
Satisfied	26	28.5%	26.9%	20	29.4%	25.8%	25	33.4%	29.6%
Neither Satisfied nor Dissatisfied	13	14.0%	13.2%	17	25.6%	22.5%	14	19.9%	17.6%
Dissatisfied	11	11.9%	11.3%	8	11.3%	9.9%	11	13.8%	12.2%
Very Dissatisfied	2	2.3%	2.1%	7	10.0%	8.8%	5	6.2%	5.5%
Item Response Total	92	100.0%	94.6%	68	100.0%	87.9%	74	100.0%	88.6%
I choose not to participate in this program	2	--	2.0%	5	--	7.0%	7	--	8.6%
This program is not available to me	2	--	2.3%	4	--	5.1%	2	--	2.9%
I am unaware of this program	1	--	1.1%	0	--	0.0%	0	--	0.0%
Total	97	100.0%	100.0%	77	100.0%	100.0%	83	100.0%	100.0%

	2020		2019	
	N	%	N	%
<b>59. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply)</b>				
Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)	73	75.0%	58	75.8%
Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and wellness fair)	47	48.6%	47	61.2%
Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)	4	4.3%	2	2.6%
Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)	5	5.1%	1	1.2%
Elder Care Programs (for example, elder/adult care, support groups, resources)	0	0.0%	0	0.0%
None listed above	18	17.9%	10	12.8%
Total (percents will add to more than 100% because respondents could choose more than one response option)	98	--	77	--

Note: This item was not in the 2018 OPM FEVS.

	2020			2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
<b>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)</b>									
Very Satisfied	50	59.6%	51.7%	30	46.1%	39.1%	29	40.5%	35.5%
Satisfied	29	33.4%	29.0%	31	47.6%	40.4%	35	47.4%	41.6%
Neither Satisfied nor Dissatisfied	5	6.0%	5.2%	3	4.5%	3.9%	9	12.1%	10.6%
Dissatisfied	1	1.1%	0.9%	0	0.0%	0.0%	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%	1	1.7%	1.4%	0	0.0%	0.0%
Item Response Total	85	100.0%	86.8%	65	100.0%	84.8%	73	100.0%	87.7%
I choose not to participate in these programs	10	--	9.9%	10	--	12.7%	8	--	10.0%
These programs are not available to me	3	--	3.4%	2	--	2.5%	1	--	1.3%
I am unaware of these programs	0	--	0.0%	0	--	0.0%	1	--	1.0%
Total	98	100.0%	100.0%	77	100.0%	100.0%	83	100.0%	100.0%

	2020			2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
<b>61. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)</b>									
Very Satisfied	33	43.0%	33.9%	29	43.2%	37.8%	34	42.3%	40.7%
Satisfied	30	38.7%	30.5%	30	44.5%	38.9%	35	41.9%	40.3%
Neither Satisfied nor Dissatisfied	10	13.1%	10.3%	5	7.9%	6.9%	9	12.0%	11.6%
Dissatisfied	3	3.8%	3.0%	2	2.8%	2.4%	3	3.8%	3.7%
Very Dissatisfied	1	1.4%	1.1%	1	1.7%	1.4%	0	0.0%	0.0%
Item Response Total	77	100.0%	78.8%	67	100.0%	87.4%	81	100.0%	96.2%
I choose not to participate in these programs	17	--	16.9%	10	--	12.6%	4	--	3.8%
These programs are not available to me	3	--	3.2%	0	--	0.0%	0	--	0.0%
I am unaware of these programs	1	--	1.1%	0	--	0.0%	0	--	0.0%
Total	98	100.0%	100.0%	77	100.0%	100.0%	85	100.0%	100.0%

	2020			2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
<b>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)</b>									
Very Satisfied	9	23.6%	9.3%	4	15.5%	5.2%	8	18.9%	9.6%
Satisfied	9	22.8%	9.0%	5	20.8%	6.9%	16	38.2%	19.4%
Neither Satisfied nor Dissatisfied	20	53.6%	21.1%	15	55.5%	18.5%	18	42.9%	21.7%
Dissatisfied	0	0.0%	0.0%	1	3.9%	1.3%	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%	1	4.4%	1.5%	0	0.0%	0.0%
Item Response Total	38	100.0%	39.4%	26	100.0%	33.4%	42	100.0%	50.6%
I choose not to participate in these programs	51	--	51.8%	43	--	57.0%	27	--	30.6%
These programs are not available to me	3	--	3.2%	2	--	2.6%	1	--	1.0%
I am unaware of these programs	5	--	5.5%	5	--	7.0%	15	--	17.8%
Total	97	100.0%	100.0%	76	100.0%	100.0%	85	100.0%	100.0%

	2020			2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
<b>63. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)</b>									
Very Satisfied	5	18.1%	5.2%	4	17.5%	4.7%	6	15.5%	6.3%
Satisfied	9	34.7%	10.1%	3	17.5%	4.7%	10	30.4%	12.4%
Neither Satisfied nor Dissatisfied	13	47.2%	13.6%	13	59.6%	16.0%	18	54.1%	22.0%
Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%
Very Dissatisfied	0	0.0%	0.0%	1	5.4%	1.5%	0	0.0%	0.0%
Item Response Total	27	100.0%	28.9%	21	100.0%	26.9%	34	100.0%	40.7%
I choose not to participate in these programs	60	--	61.2%	45	--	59.5%	38	--	43.2%
These programs are not available to me	5	--	5.3%	5	--	6.2%	2	--	2.2%
I am unaware of these programs	4	--	4.6%	5	--	7.4%	11	--	13.9%
Total	96	100.0%	100.0%	76	100.0%	100.0%	85	100.0%	100.0%

	2020			2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
<b>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)</b>									
Very Satisfied	3	16.3%	3.1%	2	10.4%	2.5%	2	6.8%	2.0%
Satisfied	1	6.1%	1.2%	2	13.5%	3.3%	5	20.6%	5.9%
Neither Satisfied nor Dissatisfied	14	77.6%	14.8%	14	70.1%	17.1%	16	69.1%	19.8%
Dissatisfied	0	0.0%	0.0%	0	0.0%	0.0%	1	3.4%	1.0%
Very Dissatisfied	0	0.0%	0.0%	1	6.0%	1.5%	0	0.0%	0.0%
Item Response Total	18	100.0%	19.1%	19	100.0%	24.4%	24	100.0%	28.6%
I choose not to participate in these programs	59	--	61.3%	42	--	56.3%	31	--	35.3%
These programs are not available to me	6	--	6.6%	4	--	4.8%	6	--	6.8%
I am unaware of these programs	12	--	13.0%	11	--	14.5%	24	--	29.3%
Total	95	100.0%	100.0%	76	100.0%	100.0%	85	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 10 completed surveys.

Source: 2020 OPM Federal Employee Viewpoint Survey

**Work-Life**

**65. Which of the following paid and unpaid *child care* 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	71	74.8%
No arrangements needed to manage child care responsibilities (e.g., older children)	10	9.9%
Child care in my own home (e.g., other parent, relative, nanny, au pair)	8	9.0%
Alternative work arrangement (e.g., telework, flexible work schedule)	10	10.8%
Child care center	2	2.0%
Paid leave	6	6.5%
Unpaid leave	0	0.0%
Child care in someone else’s home (e.g., relative or neighbor, professional child care provider)	1	1.0%
Respite care (temporary care of a sick or disabled child, providing relief for their usual caregiver)	0	0.0%
Agency emergency back-up care program	0	0.0%
Resource and referral services for dependent child care	0	0.0%
Other services/arrangements	1	1.0%
Total (percents will add to more than 100% because respondents could choose more than one response option)	95	--

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.

Source: 2020 OPM Federal Employee Viewpoint Survey

**Work-Life**

**66. Which of the following paid and unpaid elder/adult care 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	83	85.2%
No arrangements needed to manage elder/adult care responsibilities (e.g., elder can manage tasks of everyday living)	6	6.1%
Alternative work arrangement (e.g., telework, flexible work schedule)	5	5.5%
Elder/adult day care center	0	0.0%
Paid leave	5	5.5%
Unpaid leave	0	0.0%
Long-term care insurance	0	0.0%
Respite care (temporary care of a sick or disabled adult/elder, providing relief for their usual caregiver)	0	0.0%
Other services/arrangements	2	2.1%
Total (percents will add to more than 100% because respondents could choose more than one response option)	97	--

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.

Source: 2020 OPM Federal Employee Viewpoint Survey

**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	49	--
Extremely	1	2.8%
Very	2	5.8%
Somewhat	9	25.7%
Slightly	12	36.2%
Not at All	10	29.5%
Does Not Apply	14	--
<b>Total</b>	<b>97</b>	<b>100.0%</b>

**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	62	--
Extremely	1	5.1%
Very	2	10.7%
Somewhat	3	16.9%
Slightly	7	39.7%
Not at All	5	27.6%
Does Not Apply	17	--
<b>Total</b>	<b>97</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

"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.

Source: 2020 OPM Federal Employee Viewpoint Survey



**My Employment Demographics****Where do you work?**

	%
Headquarters	71.6%
Field	9.5%
Full-time telework (e.g., home office, telecenter)	18.9%
Total	100.0%

**What is your supervisory status?**

	%
Senior Leader	3.1%
Manager	4.2%
Supervisor	10.4%
Team Leader	12.5%
Non-Supervisor	69.8%
Total	100.0%

**What is your pay category/grade?**

	%
Federal Wage System	0.0%
GS 1-6	1.1%
GS 7-12	35.8%
GS 13-15	62.1%
Senior Executive Service	1.1%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.0%
Total	100.0%

**What is your US military service status?**

	%
No Prior Military Service	70.5%
Currently in National Guard or Reserves	0.0%
Retired	10.5%
Separated or Discharged	18.9%
Total	100.0%

**Are you:**

	%
The spouse of a current active duty service member of the U.S. Armed Forces	1.1%
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	3.2%
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	95.8%
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	0.0%
No	100.0%
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	14.7%
4 to 5 years	11.6%
6 to 10 years	15.8%
11 to 14 years	14.7%
15 to 20 years	11.6%
More than 20 years	31.6%
Total	100.0%

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>%</b>
Less than 1 year	4.2%
1 to 3 years	21.9%
4 to 5 years	17.7%
6 to 10 years	14.6%
11 to 14 years	12.5%
15 to 20 years	12.5%
More than 20 years	16.7%
<b>Total</b>	<b>100.0%</b>

**Please select the response that best describes your intention to leave your organization (1) before the COVID-19 pandemic and (2) today (the date you responded to this survey).**

	<b>Before the COVID-19 Pandemic %</b>	<b>Today %</b>
<b>Are you considering leaving your organization within the next year, and if so, why?</b>		
No	61.5%	62.8%
Yes, to retire	7.3%	10.6%
Yes, to take another job within the Federal Government	19.8%	18.1%
Yes, to take another job outside the Federal Government	5.2%	1.1%
Yes, other	6.3%	7.4%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**If the response to your considering leaving your organization did not differ between "Before the COVID-19 Pandemic" and "Today," this item was skipped.**

<b>Has your intention to leave your organization within the next year changed <u>because of</u> the COVID-19 pandemic?</b>	<b>%</b>
Yes	50.0%
No	50.0%
<b>Total</b>	<b>100.0%</b>

**Please select the response that best describes your retirement plans (1) before the COVID-19 pandemic and (2) today (the date you responded to this survey).**

	<b>Before the COVID-19 Pandemic %</b>	<b>Today %</b>
<b>I am planning to retire:</b>		
Less than 1 year	3.2%	3.3%
1 year	3.2%	5.4%
2 years	10.5%	8.7%
3 years	5.3%	3.3%
4 years	2.1%	2.2%
5 years	9.5%	8.7%
More than 5 years	66.3%	68.5%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>

**If the response to your retirement plans did not differ between "Before the COVID-19 Pandemic" and "Today," this item was skipped.**

<b>Has your retirement plan changed <u>because of</u> the COVID-19 pandemic?</b>	<b>%</b>
Yes	40.0%
No	60.0%
<b>Total</b>	<b>100.0%</b>

## **My Personal Demographics**

<b>Are you of Hispanic, Latino, or Spanish origin?</b>	<b>%</b>
Yes	5.4%

No	94.6%
Total	100.0%

**Please select the racial category or categories with which you most closely identify.** %

White	64.5%
Black or African American	17.2%
All other races	18.3%
Total	100.0%

**What is your age group?** %

29 years and under	--
30-39 years old	--
40-49 years old	--
50-59 years old	--
60 years or older	--
Total	--

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

**What is the highest degree or level of education you have completed?** %

Less than High School/ High School Diploma/ GED	--
Certification/ Some College/ Associate's Degree	--
Bachelor's Degree	--
Advanced Degrees (Post Bachelor's Degree)	--
Total	--

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

**Are you an individual with a disability?** %

Yes	26.9%
No	73.1%
Total	100.0%

**Are you:** %

Male	42.9%
Female	57.1%
Total	100.0%

**Are you transgender?** %

Yes	--
No	--
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	95.6%
Gay or Lesbian	0.0%
Bisexual	--
Something else	--
Total	100.0%

Note: Results are suppressed for each demographic category with fewer than 4 responses.

Percentages for demographic questions are unweighted.

No suppression was applied to My Employment Demographics.

Source: 2020 OPM Federal Employee Viewpoint Survey