

2020

Office of Personnel Management

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Department of Energy

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

FIELD PERIOD	Sept 17 - Oct 29, 2020
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	8,904
NUMBER OF SURVEYS ADMINISTERED	11,579
RESPONSE RATE	76.9%

33 items identified as **strengths** (65% positive or higher)

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

Engagement Index Score

2020 ENGAGEMENT INDEX

77%

LEADERS LEAD

67%

SUPERVISORS

85%

INTRINSIC WORK EXPERIENCE

80%

Highest % Positive Items

Select: Highest % Positive

Q19	My supervisor supports my need to balance work and other life issues.	91%
Q7	I know how my work relates to the agency's goals.	89%
Q23	My supervisor treats me with respect.	89%
Q15	Employees are protected from health and safety hazards on the job.	89%
Q9	The people I work with cooperate to get the job done.	89%

Highest % Negative Items

Select: Highest % Negative

Q18	I believe the results of this survey will be used to make my agency a better place to work.	23%
Q10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	23%
Q26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	21%
Q5	My workload is reasonable.	21%
Q12	In my work unit, differences in performance are recognized in a meaningful way.	19%

2020

Office of Personnel Management

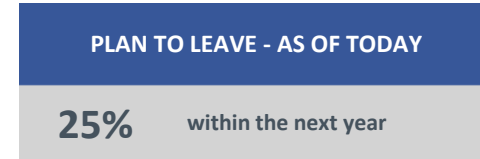
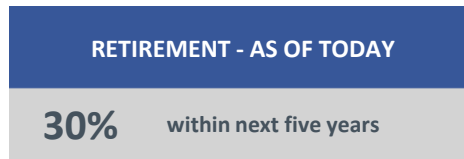
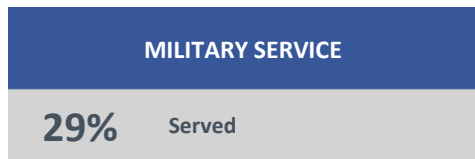
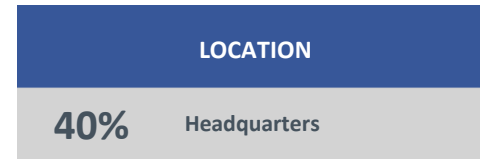
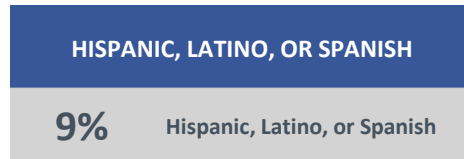
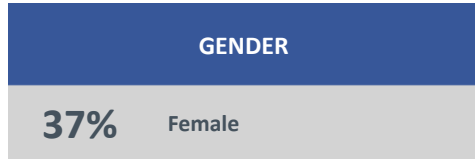
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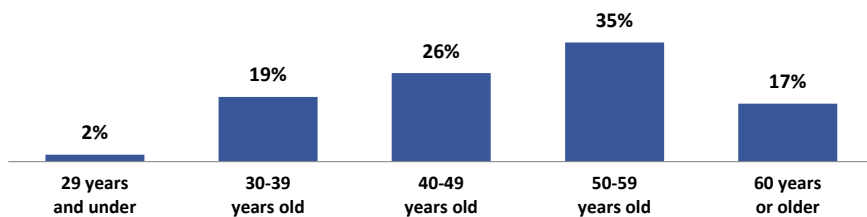
Annual Employee Survey (AES) Report

Department of Energy



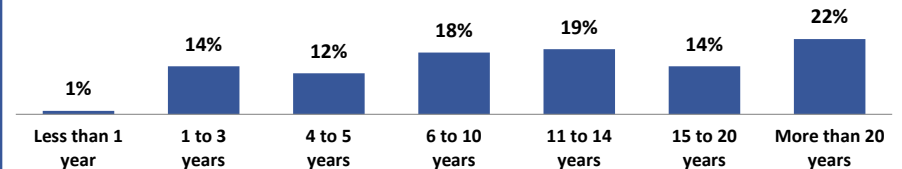
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade





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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

37

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.	41%	42%	43%	57%	+14
Q14 Employees are recognized for providing high quality products and services.	57%	59%	59%	72%	+13
Q32 Senior leaders demonstrate support for Work-Life programs.	67%	69%	69%	78%	+9
Q26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	45%	47%	48%	57%	+9
Q10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36%	38%	39%	48%	+9

Select: Largest Decreases since 2019

Largest Decreases in Percent Positive since 2019

0

items decreased since 2019

	2017	2018	2019	2020	Percentage Point Change
No items decreased					

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.	77.6%	33.7%	43.9%	12.6%	6.7%	3.1%	9.9%	3007	3888	1106	593	272	8866	N/A
Agree-disagree	2	I feel encouraged to come up with new and better ways of doing things.	74.4%	35.0%	39.4%	12.5%	8.6%	4.5%	13.0%	3106	3462	1098	748	387	8801	N/A
Agree-disagree	3	My work gives me a feeling of personal accomplishment.	79.4%	36.3%	43.1%	11.6%	5.9%	3.1%	9.0%	3224	3808	1019	521	267	8839	N/A
Agree-disagree	4	I know what is expected of me on the job.	84.4%	37.5%	46.9%	8.6%	4.6%	2.5%	7.0%	3338	4152	757	403	219	8869	N/A
Agree-disagree	5	*My workload is reasonable.	66.8%	17.4%	49.4%	12.3%	13.4%	7.6%	20.9%	1535	4368	1087	1194	676	8860	1
Agree-disagree	6	*My talents are used well in the workplace.	71.3%	25.2%	46.1%	13.5%	9.7%	5.5%	15.2%	2213	4034	1170	851	474	8742	1
Agree-disagree	7	*I know how my work relates to the agency's goals.	89.1%	42.6%	46.5%	6.9%	2.4%	1.6%	4.0%	3798	4103	597	214	136	8848	1
Agree-disagree	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	73.0%	38.2%	34.8%	13.8%	6.9%	6.2%	13.2%	3328	2997	1179	593	528	8625	25
Agree-disagree	9	*The people I work with cooperate to get the job done.	88.8%	50.4%	38.4%	6.2%	3.7%	1.4%	5.0%	4479	3413	547	324	122	8885	N/A
Agree-disagree	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	48.3%	15.3%	33.0%	28.7%	14.0%	9.0%	23.0%	1157	2486	2143	1049	668	7503	1,38
Agree-disagree	12	*In my work unit, differences in performance are recognized in a meaningful way.	57.1%	16.8%	40.3%	23.9%	12.5%	6.4%	18.9%	1369	3272	1917	1010	512	8080	80
Agree-disagree	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	86.4%	38.5%	47.9%	7.5%	4.4%	1.7%	6.1%	3421	4230	653	390	148	8842	5
Agree-disagree	14	Employees are recognized for providing high quality products and services.	71.7%	26.2%	45.5%	14.9%	8.8%	4.7%	13.5%	2325	4005	1290	765	405	8790	9
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	88.8%	48.2%	40.6%	6.5%	2.7%	2.0%	4.7%	4280	3555	560	234	170	8799	7
Agree-disagree	16	My agency is successful at accomplishing its mission.	87.5%	39.3%	48.2%	9.1%	2.2%	1.2%	3.4%	3492	4219	789	193	102	8795	9
Agree-disagree	17	*I recommend my organization as a good place to work.	76.9%	35.1%	41.8%	13.3%	6.3%	3.5%	9.8%	3140	3721	1178	549	305	8893	N/A
Agree-disagree	18	*I believe the results of this survey will be used to make my agency a better place to work.	52.1%	18.9%	33.3%	24.6%	13.1%	10.1%	23.2%	1616	2848	2089	1112	842	8507	38
Agree-disagree	19	My supervisor supports my need to balance work and other life issues.	91.0%	61.3%	29.6%	5.3%	2.0%	1.8%	3.7%	5457	2618	465	175	151	8866	2
Agree-disagree	20	My supervisor is committed to a workforce representative of all segments of society.	83.4%	51.5%	31.9%	12.2%	2.2%	2.2%	4.4%	4308	2658	1003	179	180	8328	55
Agree-disagree	21	Supervisors in my work unit support employee development.	84.8%	51.0%	33.7%	8.8%	3.7%	2.8%	6.4%	4532	2969	763	319	240	8823	6
Agree-disagree	22	My supervisor listens to what I have to say.	86.5%	54.5%	31.9%	7.3%	4.0%	2.2%	6.2%	4852	2827	642	351	197	8869	N/A
Agree-disagree	23	My supervisor treats me with respect.	89.1%	60.1%	29.0%	5.9%	2.8%	2.2%	5.0%	5342	2563	522	249	194	8870	N/A
Agree-disagree	24	I have trust and confidence in my supervisor.	81.2%	52.8%	28.4%	9.7%	5.1%	4.0%	9.1%	4694	2514	854	447	353	8862	N/A
Good-poor	25	Overall, how good a job do you feel is being done by your immediate supervisor?	82.9%	55.8%	27.1%	11.0%	3.7%	2.4%	6.1%	4967	2409	974	321	214	8885	N/A
Agree-disagree	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	56.9%	18.5%	38.3%	22.1%	12.7%	8.3%	21.0%	1652	3385	1932	1105	720	8794	8
Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.	66.4%	26.7%	39.7%	19.4%	7.4%	6.8%	14.2%	2295	3375	1628	622	562	8482	36
Agree-disagree	28	*Managers communicate the goals of the organization.	74.5%	27.1%	47.4%	14.6%	6.3%	4.6%	10.9%	2416	4187	1268	551	396	8818	3
Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	66.7%	24.8%	41.9%	17.4%	9.5%	6.4%	15.9%	2199	3674	1513	832	549	8767	11

Good-poor	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	70.8%	34.8%	36.0%	18.3%	6.1%	4.7%	10.8%	2984	3079	1550	510	400	8523	33
Agree-disagree	31	I have a high level of respect for my organization's senior leaders.	64.8%	27.6%	37.2%	19.8%	9.3%	6.2%	15.5%	2450	3276	1727	807	533	8793	7
Agree-disagree	32	Senior leaders demonstrate support for Work-Life programs.	77.9%	37.0%	41.0%	14.9%	4.3%	2.9%	7.2%	3178	3491	1256	363	243	8531	33
Satisfied-dissatisfied	33	*How satisfied are you with your involvement in decisions that affect your work?	64.7%	23.9%	40.8%	19.1%	11.7%	4.5%	16.1%	2126	3611	1677	1029	390	8833	N/
Satisfied-dissatisfied	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	67.3%	25.1%	42.2%	17.6%	10.7%	4.4%	15.1%	2238	3728	1530	927	387	8810	N/
Satisfied-dissatisfied	35	*How satisfied are you with the recognition you receive for doing a good job?	67.0%	26.4%	40.6%	18.0%	10.1%	5.0%	15.0%	2351	3573	1574	885	430	8813	N/
Satisfied-dissatisfied	36	*Considering everything, how satisfied are you with your job?	77.1%	31.6%	45.5%	13.2%	6.7%	2.9%	9.7%	2790	3998	1159	587	259	8793	N/
Satisfied-dissatisfied	37	Considering everything, how satisfied are you with your pay?	73.7%	28.8%	44.8%	12.6%	9.6%	4.1%	13.7%	2563	3966	1094	844	355	8822	N/
Satisfied-dissatisfied	38	*Considering everything, how satisfied are you with your organization?	72.9%	27.1%	45.8%	15.3%	8.3%	3.5%	11.8%	2417	4053	1337	720	306	8833	N/

* 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

11. In my work unit poor performers usually:	2020		2019	
	N	%	N	%
Remain in the work unit and improve their performance over time	1,261	18.3%	1,146	16.9%
Remain in the work unit and continue to underperform	2,730	39.9%	3,187	47.5%
Leave the work unit - removed or transferred	617	9.0%	582	8.6%
Leave the work unit - quit	152	2.2%	151	2.2%
There are no poor performers in my work unit	2,102	30.7%	1,654	24.8%
Item Response Total	6,862	100.0%	6,720	100.0%
Do Not Know	2,024	--	1,674	
Total	8,886	100.0%	8,394	100.0%

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 4 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.	77.6%	12.6%	9.9%	8866	N
Agree-disagree	2020	2	I feel encouraged to come up with new and better ways of doing things.	74.4%	12.5%	13.0%	8801	N
Agree-disagree	2020	3	My work gives me a feeling of personal accomplishment.	79.4%	11.6%	9.0%	8839	N
Agree-disagree	2020	4	I know what is expected of me on the job.	84.4%	8.6%	7.0%	8869	N
Agree-disagree	2020	5	*My workload is reasonable.	66.8%	12.3%	20.9%	8860	
Agree-disagree	2020	6	*My talents are used well in the workplace.	71.3%	13.5%	15.2%	8742	
Agree-disagree	2020	7	*I know how my work relates to the agency's goals.	89.1%	6.9%	4.0%	8848	
Agree-disagree	2020	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	73.0%	13.8%	13.2%	8625	2
Agree-disagree	2020	9	*The people I work with cooperate to get the job done.	88.8%	6.2%	5.0%	8885	N
Agree-disagree	2020	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	48.3%	28.7%	23.0%	7503	1,3
Agree-disagree	2020	12	*In my work unit, differences in performance are recognized in a meaningful way.	57.1%	23.9%	18.9%	8080	8
Agree-disagree	2020	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
				86.4%	7.5%	6.1%	8842	
Agree-disagree	2020	14	Employees are recognized for providing high quality products and services.	71.7%	14.9%	13.5%	8790	
Agree-disagree	2020	15	Employees are protected from health and safety hazards on the job.	88.8%	6.5%	4.7%	8799	
Agree-disagree	2020	16	My agency is successful at accomplishing its mission.	87.5%	9.1%	3.4%	8795	
Agree-disagree	2020	17	*I recommend my organization as a good place to work.	76.9%	13.3%	9.8%	8893	N
Agree-disagree	2020	18	*I believe the results of this survey will be used to make my agency a better place to work.	52.1%	24.6%	23.2%	8507	3
Agree-disagree	2020	19	My supervisor supports my need to balance work and other life issues.	91.0%	5.3%	3.7%	8866	
Agree-disagree	2020	20	My supervisor is committed to a workforce representative of all segments of society.	83.4%	12.2%	4.4%	8328	5
Agree-disagree	2020	21	Supervisors in my work unit support employee development.	84.8%	8.8%	6.4%	8823	
Agree-disagree	2020	22	My supervisor listens to what I have to say.	86.5%	7.3%	6.2%	8869	N
Agree-disagree	2020	23	My supervisor treats me with respect.	89.1%	5.9%	5.0%	8870	N
Agree-disagree	2020	24	I have trust and confidence in my supervisor.	81.2%	9.7%	9.1%	8862	N
Good-poor	2020	25	Overall, how good a job do you feel is being done by your immediate supervisor?	82.9%	11.0%	6.1%	8885	N
Agree-disagree	2020	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				56.9%	22.1%	21.0%	8794	
Agree-disagree	2020	27	My organization's senior leaders maintain high standards of honesty and integrity.	66.4%	19.4%	14.2%	8482	3
Agree-disagree	2020	28	*Managers communicate the goals of the organization.	74.5%	14.6%	10.9%	8818	
Agree-disagree	2020	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				66.7%	17.4%	15.9%	8767	1
Good-poor	2020	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
				70.8%	18.3%	10.8%	8523	3
Agree-disagree	2020	31	I have a high level of respect for my organization's senior leaders.	64.8%	19.8%	15.5%	8793	
Agree-disagree	2020	32	Senior leaders demonstrate support for Work-Life programs.	77.9%	14.9%	7.2%	8531	3
Satisfied-dissatisfied	2020	33	*How satisfied are you with your involvement in decisions that affect your work?					
				64.7%	19.1%	16.1%	8833	N
Satisfied-dissatisfied	2020	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					
				67.3%	17.6%	15.1%	8810	N
Satisfied-dissatisfied	2020	35	*How satisfied are you with the recognition you receive for doing a good job?					
				67.0%	18.0%	15.0%	8813	N
Satisfied-dissatisfied	2020	36	*Considering everything, how satisfied are you with your job?					
				77.1%	13.2%	9.7%	8793	N
Satisfied-dissatisfied	2020	37	Considering everything, how satisfied are you with your pay?					
				73.7%	12.6%	13.7%	8822	N
Satisfied-dissatisfied	2020	38	*Considering everything, how satisfied are you with your organization?					
				72.9%	15.3%	11.8%	8833	N
Agree-disagree	2019	1	*I am given a real opportunity to improve my skills in my organization.	74.5%	12.1%	13.4%	8521	N
Agree-disagree	2019	2	I feel encouraged to come up with new and better ways of doing things.	68.3%	14.5%	17.2%	8501	N
Agree-disagree	2019	3	My work gives me a feeling of personal accomplishment.	76.0%	12.8%	11.2%	8536	N
Agree-disagree	2019	4	I know what is expected of me on the job.	80.4%	10.4%	9.2%	8523	N
Agree-disagree	2019	5	*My workload is reasonable.	61.7%	15.1%	23.2%	8503	
Agree-disagree	2019	6	*My talents are used well in the workplace.	64.5%	14.8%	20.7%	8451	
Agree-disagree	2019	7	*I know how my work relates to the agency's goals.	86.2%	8.4%	5.5%	8516	
Agree-disagree	2019	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	70.8%	13.9%	15.3%	8244	2
Agree-disagree	2019	9	*The people I work with cooperate to get the job done.	83.3%	9.2%	7.5%	8530	N
Agree-disagree	2019	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	39.4%	29.2%	31.4%	7538	9
Agree-disagree	2019	12	*In my work unit, differences in performance are recognized in a meaningful way.	43.2%	28.7%	28.1%	7927	5

Agree-disagree	2019	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.3%	9.7%	6.0%	8449	1
Agree-disagree	2019	14	Employees are recognized for providing high quality products and services.	59.4%	20.2%	20.4%	8312	1
Agree-disagree	2019	15	Employees are protected from health and safety hazards on the job.	86.1%	8.6%	5.3%	8397	1
Agree-disagree	2019	16	My agency is successful at accomplishing its mission.	81.6%	13.1%	5.3%	8338	1
Agree-disagree	2019	17	*I recommend my organization as a good place to work.	70.5%	16.6%	12.9%	8476	1
Agree-disagree	2019	18	*I believe the results of this survey will be used to make my agency a better place to work.	48.3%	23.7%	28.0%	8138	3
Agree-disagree	2019	19	My supervisor supports my need to balance work and other life issues.	88.3%	6.3%	5.4%	8444	1
Agree-disagree	2019	20	My supervisor is committed to a workforce representative of all segments of society.	75.8%	17.5%	6.7%	7752	6
Agree-disagree	2019	21	Supervisors in my work unit support employee development.	78.3%	12.3%	9.5%	8371	1
Agree-disagree	2019	22	My supervisor listens to what I have to say.	83.7%	8.0%	8.2%	8452	N
Agree-disagree	2019	23	My supervisor treats me with respect.	87.1%	6.5%	6.4%	8450	N
Agree-disagree	2019	24	I have trust and confidence in my supervisor.	76.7%	12.1%	11.2%	8450	N
Good-poor	2019	25	Overall, how good a job do you feel is being done by your immediate supervisor?	78.2%	13.9%	7.9%	8447	N
Agree-disagree	2019	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47.9%	22.7%	29.3%	8297	1
Agree-disagree	2019	27	My organization's senior leaders maintain high standards of honesty and integrity.	58.8%	22.9%	18.3%	7936	4
Agree-disagree	2019	28	*Managers communicate the goals of the organization.	69.1%	16.4%	14.5%	8350	6
Agree-disagree	2019	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62.4%	18.4%	19.2%	8241	1
Good-poor	2019	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66.3%	20.2%	13.5%	8089	3
Agree-disagree	2019	31	I have a high level of respect for my organization's senior leaders.	57.7%	23.1%	19.2%	8327	9
Agree-disagree	2019	32	Senior leaders demonstrate support for Work-Life programs.	68.9%	19.8%	11.3%	7862	5
Satisfied-dissatisfied	2019	33	*How satisfied are you with your involvement in decisions that affect your work?	60.6%	18.7%	20.7%	8401	N
Satisfied-dissatisfied	2019	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	59.3%	19.9%	20.8%	8391	N
Satisfied-dissatisfied	2019	35	*How satisfied are you with the recognition you receive for doing a good job?	59.6%	20.8%	19.6%	8391	N
Satisfied-dissatisfied	2019	36	*Considering everything, how satisfied are you with your job?	72.6%	15.1%	12.3%	8394	N
Satisfied-dissatisfied	2019	37	Considering everything, how satisfied are you with your pay?	70.5%	14.1%	15.4%	8389	N
Satisfied-dissatisfied	2019	38	*Considering everything, how satisfied are you with your organization?	66.2%	18.3%	15.5%	8359	N
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	72.8%	13.6%	13.6%	8581	N
Agree-disagree	2018	2	I feel encouraged to come up with new and better ways of doing things.	68.1%	15.3%	16.6%	8562	N
Agree-disagree	2018	3	My work gives me a feeling of personal accomplishment.	75.6%	13.4%	10.9%	8596	N
Agree-disagree	2018	4	I know what is expected of me on the job.	79.8%	10.6%	9.6%	8580	N
Agree-disagree	2018	5	*My workload is reasonable.	62.3%	15.7%	22.0%	8548	1
Agree-disagree	2018	6	*My talents are used well in the workplace.	64.4%	15.4%	20.2%	8524	1
Agree-disagree	2018	7	*I know how my work relates to the agency's goals.	86.2%	8.1%	5.7%	8567	1
Agree-disagree	2018	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	70.6%	14.6%	14.8%	8241	3
Agree-disagree	2018	9	*The people I work with cooperate to get the job done.	82.6%	9.5%	7.9%	8596	N
Agree-disagree	2018	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.4%	28.7%	32.9%	7605	9
Agree-disagree	2018	12	*In my work unit, differences in performance are recognized in a meaningful way.	41.8%	28.8%	29.4%	8020	5
Agree-disagree	2018	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	84.8%	9.4%	5.8%	8532	1
Agree-disagree	2018	14	Employees are recognized for providing high quality products and services.	58.6%	20.7%	20.7%	8392	1
Agree-disagree	2018	15	Employees are protected from health and safety hazards on the job.	85.7%	8.9%	5.4%	8452	9
Agree-disagree	2018	16	My agency is successful at accomplishing its mission.	80.0%	14.4%	5.6%	8426	1
Agree-disagree	2018	17	*I recommend my organization as a good place to work.	70.2%	16.9%	12.8%	8547	N
Agree-disagree	2018	18	*I believe the results of this survey will be used to make my agency a better place to work.	46.3%	25.2%	28.5%	8137	4
Agree-disagree	2018	19	My supervisor supports my need to balance work and other life issues.	89.1%	5.8%	5.1%	8500	4
Agree-disagree	2018	20	My supervisor is committed to a workforce representative of all segments of society.	75.9%	18.2%	5.9%	7787	7
Agree-disagree	2018	21	Supervisors in my work unit support employee development.	77.9%	12.6%	9.5%	8450	1
Agree-disagree	2018	22	My supervisor listens to what I have to say.	83.9%	8.7%	7.4%	8526	N
Agree-disagree	2018	23	My supervisor treats me with respect.	86.9%	7.1%	6.0%	8529	N
Agree-disagree	2018	24	I have trust and confidence in my supervisor.	76.4%	12.3%	11.3%	8523	N
Good-poor	2018	25	Overall, how good a job do you feel is being done by your immediate supervisor?	78.0%	14.3%	7.7%	8516	N
Agree-disagree	2018	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46.9%	23.9%	29.3%	8360	1
Agree-disagree	2018	27	My organization's senior leaders maintain high standards of honesty and integrity.	58.4%	23.1%	18.6%	7961	5
Agree-disagree	2018	28	*Managers communicate the goals of the organization.	68.6%	16.8%	14.6%	8398	1
Agree-disagree	2018	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.7%	19.3%	20.0%	8288	2
Good-poor	2018	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	65.5%	21.1%	13.4%	8125	3

Agree-disagree	2018	31	I have a high level of respect for my organization's senior leaders.	57.4%	22.9%	19.7%	8384	5
Agree-disagree	2018	32	Senior leaders demonstrate support for Work-Life programs.	68.6%	20.8%	10.7%	7857	6
Satisfied-dissatisfied	2018	33	*How satisfied are you with your involvement in decisions that affect your work?	60.0%	19.6%	20.4%	8468	N
Satisfied-dissatisfied	2018	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	57.5%	21.4%	21.1%	8467	N
Satisfied-dissatisfied	2018	35	*How satisfied are you with the recognition you receive for doing a good job?	59.9%	21.0%	19.1%	8459	N
Satisfied-dissatisfied	2018	36	*Considering everything, how satisfied are you with your job?	73.6%	14.3%	12.1%	8472	N
Satisfied-dissatisfied	2018	37	Considering everything, how satisfied are you with your pay?	69.5%	14.9%	15.6%	8457	N
Satisfied-dissatisfied	2018	38	*Considering everything, how satisfied are you with your organization?	66.3%	18.2%	15.5%	8429	N
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	71.1%	13.9%	15.0%	8576	N
Agree-disagree	2017	2	I feel encouraged to come up with new and better ways of doing things.	66.1%	15.4%	18.6%	8518	N
Agree-disagree	2017	3	My work gives me a feeling of personal accomplishment.	73.7%	13.6%	12.7%	8543	N
Agree-disagree	2017	4	I know what is expected of me on the job.	79.1%	11.1%	9.7%	8521	N
Agree-disagree	2017	5	*My workload is reasonable.	62.1%	16.0%	21.9%	8530	1
Agree-disagree	2017	6	*My talents are used well in the workplace.	62.9%	15.8%	21.4%	8428	1
Agree-disagree	2017	7	*I know how my work relates to the agency's goals and priorities.	84.8%	8.8%	6.5%	8511	1
Agree-disagree	2017	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.0%	15.5%	15.5%	8180	3
Agree-disagree	2017	9	*The people I work with cooperate to get the job done.	82.1%	9.7%	8.2%	8572	N
Agree-disagree	2017	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.4%	28.9%	34.8%	7556	9
Agree-disagree	2017	12	*In my work unit, differences in performance are recognized in a meaningful way.	40.7%	28.4%	30.9%	7960	5
Agree-disagree	2017	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.0%	15.0%	10.0%	8371	1
Agree-disagree	2017	14	Employees are recognized for providing high quality products and services.	57.1%	21.7%	21.1%	8314	1
Agree-disagree	2017	15	Employees are protected from health and safety hazards on the job.	85.8%	8.6%	5.6%	8400	1
Agree-disagree	2017	16	My agency is successful at accomplishing its mission.	80.6%	14.1%	5.3%	8353	1
Agree-disagree	2017	17	*I recommend my organization as a good place to work.	68.6%	17.5%	13.9%	8509	N
Agree-disagree	2017	18	*I believe the results of this survey will be used to make my agency a better place to work.	44.9%	25.3%	29.8%	8039	4
Agree-disagree	2017	19	My supervisor supports my need to balance work and other life issues.	88.1%	6.4%	5.6%	8478	1
Agree-disagree	2017	20	My supervisor is committed to a workforce representative of all segments of society.	73.7%	19.2%	7.0%	7706	7
Agree-disagree	2017	21	Supervisors in my work unit support employee development.	76.0%	13.1%	10.9%	8393	9
Agree-disagree	2017	22	My supervisor listens to what I have to say.	82.8%	8.6%	8.6%	8493	N
Agree-disagree	2017	23	My supervisor treats me with respect.	86.2%	7.4%	6.4%	8465	N
Agree-disagree	2017	24	I have trust and confidence in my supervisor.	75.1%	12.7%	12.2%	8489	N
Good-poor	2017	25	Overall, how good a job do you feel is being done by your immediate supervisor?	77.4%	13.8%	8.8%	8492	N
Agree-disagree	2017	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	44.9%	24.1%	31.0%	8291	1
Agree-disagree	2017	27	My organization's senior leaders maintain high standards of honesty and integrity.	57.2%	23.3%	19.5%	7934	5
Agree-disagree	2017	28	*Managers communicate the goals and priorities of the organization.	66.0%	17.0%	17.0%	8359	1
Agree-disagree	2017	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.0%	19.0%	21.0%	8244	2
Good-poor	2017	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.4%	21.2%	14.4%	8105	3
Agree-disagree	2017	31	I have a high level of respect for my organization's senior leaders.	55.3%	23.8%	20.9%	8337	1
Agree-disagree	2017	32	Senior leaders demonstrate support for Work-Life programs.	66.9%	21.1%	12.0%	7736	7
Satisfied-dissatisfied	2017	33	*How satisfied are you with your involvement in decisions that affect your work?	59.0%	20.3%	20.7%	8445	N
Satisfied-dissatisfied	2017	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	56.7%	21.1%	22.2%	8435	N
Satisfied-dissatisfied	2017	35	*How satisfied are you with the recognition you receive for doing a good job?	57.6%	22.6%	19.8%	8420	N
Satisfied-dissatisfied	2017	36	*Considering everything, how satisfied are you with your job?	71.5%	15.1%	13.3%	8430	N
Satisfied-dissatisfied	2017	37	Considering everything, how satisfied are you with your pay?	68.1%	14.7%	17.2%	8445	N
Satisfied-dissatisfied	2017	38	*Considering everything, how satisfied are you with your organization?	63.8%	18.9%	17.3%	8439	N
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	70.0%	13.9%	16.1%	8065	N
Agree-disagree	2016	2	I feel encouraged to come up with new and better ways of doing things.	64.1%	15.8%	20.1%	7974	N
Agree-disagree	2016	3	My work gives me a feeling of personal accomplishment.	73.4%	13.5%	13.1%	8016	N
Agree-disagree	2016	4	I know what is expected of me on the job.	76.8%	12.3%	10.8%	7995	N
Agree-disagree	2016	5	*My workload is reasonable.	59.4%	16.2%	24.4%	8001	1
Agree-disagree	2016	6	*My talents are used well in the workplace.	60.6%	15.9%	23.5%	7864	1
Agree-disagree	2016	7	*I know how my work relates to the agency's goals and priorities.	83.4%	9.7%	6.9%	7992	1

Agree-disagree	2016	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	65.7%	15.7%	18.6%	7678	3
Agree-disagree	2016	9	*The people I work with cooperate to get the job done.	80.5%	10.2%	9.3%	8062	N
Agree-disagree	2016	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.1%	29.1%	36.8%	7126	9
Agree-disagree	2016	12	*In my work unit, differences in performance are recognized in a meaningful way.	36.9%	28.4%	34.8%	7545	4
Agree-disagree	2016	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	73.9%	14.9%	11.2%	7834	1
Agree-disagree	2016	14	Employees are recognized for providing high quality products and services.	51.7%	22.8%	25.5%	7786	1
Agree-disagree	2016	15	Employees are protected from health and safety hazards on the job.	84.7%	9.6%	5.8%	7848	9
Agree-disagree	2016	16	My agency is successful at accomplishing its mission.	77.9%	15.6%	6.6%	7796	1
Agree-disagree	2016	17	*I recommend my organization as a good place to work.	65.9%	18.1%	16.0%	7965	N
Agree-disagree	2016	18	*I believe the results of this survey will be used to make my agency a better place to work.	42.7%	25.5%	31.8%	7467	5
Agree-disagree	2016	19	My supervisor supports my need to balance work and other life issues.	86.0%	7.6%	6.4%	7943	3
Agree-disagree	2016	20	My supervisor is committed to a workforce representative of all segments of society.	71.0%	20.8%	8.2%	7131	8
Agree-disagree	2016	21	Supervisors in my work unit support employee development.	73.8%	14.2%	11.9%	7851	1
Agree-disagree	2016	22	My supervisor listens to what I have to say.	80.8%	9.7%	9.5%	7958	N
Agree-disagree	2016	23	My supervisor treats me with respect.	84.4%	8.4%	7.1%	7932	N
Agree-disagree	2016	24	I have trust and confidence in my supervisor.	72.8%	13.0%	14.2%	7949	N
Good-poor	2016	25	Overall, how good a job do you feel is being done by your immediate supervisor?	74.8%	15.4%	9.8%	7951	N
Agree-disagree	2016	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.3%	23.3%	34.3%	7834	1
Agree-disagree	2016	27	My organization's senior leaders maintain high standards of honesty and integrity.	53.9%	23.1%	23.0%	7509	4
Agree-disagree	2016	28	*Managers communicate the goals and priorities of the organization.	63.7%	18.2%	18.1%	7818	6
Agree-disagree	2016	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	55.0%	20.8%	24.2%	7714	2
Good-poor	2016	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	61.8%	22.2%	16.0%	7586	3
Agree-disagree	2016	31	I have a high level of respect for my organization's senior leaders.	52.6%	23.7%	23.7%	7848	1
Agree-disagree	2016	32	Senior leaders demonstrate support for Work-Life programs.	64.4%	21.9%	13.7%	7408	5
Satisfied-dissatisfied	2016	33	*How satisfied are you with your involvement in decisions that affect your work?	55.8%	20.1%	24.0%	7914	N
Satisfied-dissatisfied	2016	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	54.4%	21.3%	24.3%	7892	N
Satisfied-dissatisfied	2016	35	*How satisfied are you with the recognition you receive for doing a good job?	53.3%	22.1%	24.6%	7881	N
Satisfied-dissatisfied	2016	36	*Considering everything, how satisfied are you with your job?	68.9%	16.0%	15.1%	7893	N
Satisfied-dissatisfied	2016	37	Considering everything, how satisfied are you with your pay?	65.3%	15.4%	19.2%	7891	N
Satisfied-dissatisfied	2016	38	*Considering everything, how satisfied are you with your organization?	60.5%	19.7%	19.8%	7903	N
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	64.9%	15.5%	19.5%	8455	N
Agree-disagree	2015	2	I feel encouraged to come up with new and better ways of doing things.	58.3%	18.0%	23.8%	8336	N
Agree-disagree	2015	3	My work gives me a feeling of personal accomplishment.	69.1%	14.9%	16.0%	8410	N
Agree-disagree	2015	4	I know what is expected of me on the job.	74.8%	12.8%	12.4%	8391	N
Agree-disagree	2015	5	*My workload is reasonable.	56.3%	17.1%	26.7%	8404	N
Agree-disagree	2015	6	*My talents are used well in the workplace.	56.3%	16.5%	27.2%	8152	1
Agree-disagree	2015	7	*I know how my work relates to the agency's goals and priorities.	81.2%	10.8%	8.0%	8384	1
Agree-disagree	2015	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.5%	17.0%	21.5%	8050	3
Agree-disagree	2015	9	*The people I work with cooperate to get the job done.	77.2%	12.0%	10.7%	8453	N
Agree-disagree	2015	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	30.4%	28.0%	41.6%	7565	8
Agree-disagree	2015	12	*In my work unit, differences in performance are recognized in a meaningful way.	32.1%	28.0%	39.9%	7894	5
Agree-disagree	2015	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	70.5%	16.3%	13.2%	8207	1
Agree-disagree	2015	14	Employees are recognized for providing high quality products and services.	45.6%	24.9%	29.5%	8178	1
Agree-disagree	2015	15	Employees are protected from health and safety hazards on the job.	82.5%	10.5%	7.0%	8251	1
Agree-disagree	2015	16	My agency is successful at accomplishing its mission.	74.8%	17.6%	7.7%	8175	1
Agree-disagree	2015	17	*I recommend my organization as a good place to work.	60.0%	21.0%	18.9%	8368	N
Agree-disagree	2015	18	*I believe the results of this survey will be used to make my agency a better place to work.	35.7%	27.9%	36.4%	7732	6
Agree-disagree	2015	19	My supervisor supports my need to balance work and other life issues.	84.3%	8.2%	7.5%	8337	1
Agree-disagree	2015	20	My supervisor is committed to a workforce representative of all segments of society.	66.8%	23.5%	9.7%	7467	8
Agree-disagree	2015	21	Supervisors in my work unit support employee development.	68.5%	16.3%	15.2%	8234	1
Agree-disagree	2015	22	My supervisor listens to what I have to say.	77.7%	11.4%	10.9%	8354	N
Agree-disagree	2015	23	My supervisor treats me with respect.	81.8%	9.6%	8.6%	8331	N
Agree-disagree	2015	24	I have trust and confidence in my supervisor.	67.8%	15.9%	16.3%	8346	N
Good-poor	2015	25	Overall, how good a job do you feel is being done by your immediate supervisor?	70.9%	17.3%	11.8%	8343	N
Agree-disagree	2015	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	35.9%	24.7%	39.4%	8213	1
Agree-disagree	2015	27	My organization's senior leaders maintain high standards of honesty and integrity.	48.5%	24.6%	26.9%	7845	4
Agree-disagree	2015	28	*Managers communicate the goals and priorities of the organization.	58.0%	20.2%	21.9%	8230	6

Agree-disagree	2015	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	49.5%	22.0%	28.6%	8079	2
Good-poor	2015	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	56.0%	24.2%	19.8%	7960	3
Agree-disagree	2015	31	I have a high level of respect for my organization's senior leaders.	48.1%	25.5%	26.4%	8228	4
Agree-disagree	2015	32	Senior leaders demonstrate support for Work-Life programs.	58.5%	25.0%	16.5%	7662	6
Satisfied-dissatisfied	2015	33	*How satisfied are you with your involvement in decisions that affect your work?	51.2%	22.4%	26.4%	8295	N
Satisfied-dissatisfied	2015	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	48.4%	23.2%	28.4%	8285	N
Satisfied-dissatisfied	2015	35	*How satisfied are you with the recognition you receive for doing a good job?	47.5%	24.5%	28.0%	8284	N
Satisfied-dissatisfied	2015	36	*Considering everything, how satisfied are you with your job?	64.1%	18.2%	17.7%	8270	N
Satisfied-dissatisfied	2015	37	Considering everything, how satisfied are you with your pay?	62.8%	16.9%	20.3%	8287	N
Satisfied-dissatisfied	2015	38	*Considering everything, how satisfied are you with your organization?	54.1%	22.6%	23.3%	8293	N
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	60.7%	17.1%	22.2%	6507	N
Agree-disagree	2014	2	I feel encouraged to come up with new and better ways of doing things.	56.7%	17.5%	25.9%	6409	N
Agree-disagree	2014	3	My work gives me a feeling of personal accomplishment.	66.6%	15.4%	18.0%	6458	N
Agree-disagree	2014	4	I know what is expected of me on the job.	73.3%	13.4%	13.4%	6443	N
Agree-disagree	2014	5	*My workload is reasonable.	54.9%	17.3%	27.8%	6442	N
Agree-disagree	2014	6	*My talents are used well in the workplace.	53.8%	16.7%	29.5%	6267	N
Agree-disagree	2014	7	*I know how my work relates to the agency's goals and priorities.	79.8%	11.5%	8.6%	6439	N
Agree-disagree	2014	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	59.2%	18.0%	22.8%	6205	2
Agree-disagree	2014	9	*The people I work with cooperate to get the job done.	75.0%	13.4%	11.6%	6499	N
Agree-disagree	2014	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	29.7%	27.7%	42.6%	5865	6
Agree-disagree	2014	12	*In my work unit, differences in performance are recognized in a meaningful way.	28.6%	29.1%	42.3%	6138	3
Agree-disagree	2014	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	68.6%	17.8%	13.6%	6299	1
Agree-disagree	2014	14	Employees are recognized for providing high quality products and services.	41.9%	24.8%	33.3%	6277	1
Agree-disagree	2014	15	Employees are protected from health and safety hazards on the job.	80.8%	11.8%	7.4%	6319	N
Agree-disagree	2014	16	My agency is successful at accomplishing its mission.	72.7%	19.1%	8.2%	6277	1
Agree-disagree	2014	17	*I recommend my organization as a good place to work.	57.1%	22.4%	20.5%	6413	N
Agree-disagree	2014	18	*I believe the results of this survey will be used to make my agency a better place to work.	31.3%	29.7%	39.1%	5856	5
Agree-disagree	2014	19	My supervisor supports my need to balance work and other life issues.	82.9%	9.2%	7.9%	6366	N
Agree-disagree	2014	20	My supervisor is committed to a workforce representative of all segments of society.	65.1%	25.0%	9.9%	5674	7
Agree-disagree	2014	21	Supervisors in my work unit support employee development.	64.8%	18.2%	17.1%	6303	9
Agree-disagree	2014	22	My supervisor listens to what I have to say.	75.2%	12.5%	12.3%	6400	N
Agree-disagree	2014	23	My supervisor treats me with respect.	79.8%	10.8%	9.4%	6385	N
Agree-disagree	2014	24	I have trust and confidence in my supervisor.	64.8%	16.9%	18.3%	6392	N
Good-poor	2014	25	Overall, how good a job do you feel is being done by your immediate supervisor?	68.1%	18.7%	13.2%	6390	N
Agree-disagree	2014	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	32.4%	24.7%	42.9%	6282	4
Agree-disagree	2014	27	My organization's senior leaders maintain high standards of honesty and integrity.	45.4%	25.0%	29.6%	6034	3
Agree-disagree	2014	28	*Managers communicate the goals and priorities of the organization.	56.0%	21.0%	23.0%	6283	1
Agree-disagree	2014	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	46.3%	24.2%	29.5%	6153	1
Good-poor	2014	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	52.7%	27.0%	20.3%	6042	3
Agree-disagree	2014	31	I have a high level of respect for my organization's senior leaders.	44.3%	25.3%	30.4%	6300	4
Agree-disagree	2014	32	Senior leaders demonstrate support for Work-Life programs.	54.2%	27.4%	18.4%	5763	5
Satisfied-dissatisfied	2014	33	*How satisfied are you with your involvement in decisions that affect your work?	48.3%	23.3%	28.5%	6333	N
Satisfied-dissatisfied	2014	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	44.6%	23.5%	31.9%	6324	N
Satisfied-dissatisfied	2014	35	*How satisfied are you with the recognition you receive for doing a good job?	42.5%	26.1%	31.5%	6300	N
Satisfied-dissatisfied	2014	36	*Considering everything, how satisfied are you with your job?	60.2%	20.6%	19.3%	6312	N
Satisfied-dissatisfied	2014	37	Considering everything, how satisfied are you with your pay?	60.2%	17.7%	22.1%	6326	N
Satisfied-dissatisfied	2014	38	*Considering everything, how satisfied are you with your organization?	49.8%	23.6%	26.5%	6318	N
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	62.3%	16.7%	20.9%	6699	N
Agree-disagree	2013	2	I feel encouraged to come up with new and better ways of doing things.	60.0%	16.9%	23.1%	6617	N
Agree-disagree	2013	3	My work gives me a feeling of personal accomplishment.	68.5%	16.0%	15.5%	6665	N

Agree-disagree	2013	4	I know what is expected of me on the job.	74.2%	14.5%	11.3%	6638	N
Agree-disagree	2013	5	*My workload is reasonable.	58.5%	17.1%	24.4%	6657	
Agree-disagree	2013	6	*My talents are used well in the workplace.	55.4%	17.7%	26.9%	6494	
Agree-disagree	2013	7	*I know how my work relates to the agency's goals and priorities.	81.0%	10.8%	8.2%	6646	
Agree-disagree	2013	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.7%	17.5%	19.7%	6392	2
Agree-disagree	2013	9	*The people I work with cooperate to get the job done.	76.3%	12.9%	10.8%	6696	N
Agree-disagree	2013	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.4%	27.0%	41.6%	6055	6
Agree-disagree	2013	12	*In my work unit, differences in performance are recognized in a meaningful way.	30.7%	28.4%	40.9%	6362	3
Agree-disagree	2013	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	71.2%	16.9%	11.9%	6479	1
Agree-disagree	2013	14	Employees are recognized for providing high quality products and services.	46.1%	24.5%	29.5%	6484	
Agree-disagree	2013	15	Employees are protected from health and safety hazards on the job.	85.5%	9.5%	5.0%	6521	
Agree-disagree	2013	16	My agency is successful at accomplishing its mission.	75.9%	16.9%	7.3%	6456	1
Agree-disagree	2013	17	*I recommend my organization as a good place to work.	60.7%	21.9%	17.3%	6591	N
Agree-disagree	2013	18	*I believe the results of this survey will be used to make my agency a better place to work.	34.1%	29.2%	36.7%	6047	5
Agree-disagree	2013	19	My supervisor supports my need to balance work and other life issues.	83.6%	9.3%	7.1%	6533	
Agree-disagree	2013	20	My supervisor is committed to a workforce representative of all segments of society.	65.4%	25.0%	9.6%	5920	6
Agree-disagree	2013	21	Supervisors in my work unit support employee development.	66.9%	17.5%	15.6%	6496	
Agree-disagree	2013	22	My supervisor listens to what I have to say.	77.1%	11.9%	11.0%	6559	N
Agree-disagree	2013	23	My supervisor treats me with respect.	80.5%	10.5%	8.9%	6540	N
Agree-disagree	2013	24	I have trust and confidence in my supervisor.	67.6%	16.4%	16.0%	6547	N
Good-poor	2013	25	Overall, how good a job do you feel is being done by your immediate supervisor?	69.8%	18.4%	11.8%	6551	N
Agree-disagree	2013	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	38.4%	26.4%	35.2%	6487	
Agree-disagree	2013	27	My organization's senior leaders maintain high standards of honesty and integrity.	53.9%	22.5%	23.6%	6313	2
Agree-disagree	2013	28	*Managers communicate the goals and priorities of the organization.	58.4%	21.0%	20.6%	6475	
Agree-disagree	2013	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	51.3%	22.5%	26.2%	6367	1
Good-poor	2013	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	57.6%	23.6%	18.8%	6254	2
Agree-disagree	2013	31	I have a high level of respect for my organization's senior leaders.	49.7%	23.9%	26.4%	6453	
Agree-disagree	2013	32	Senior leaders demonstrate support for Work-Life programs.	58.8%	24.7%	16.5%	6019	4
Satisfied-dissatisfied	2013	33	*How satisfied are you with your involvement in decisions that affect your work?	51.7%	22.9%	25.4%	6486	N
Satisfied-dissatisfied	2013	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	48.4%	23.1%	28.5%	6480	N
Satisfied-dissatisfied	2013	35	*How satisfied are you with the recognition you receive for doing a good job?	45.8%	25.7%	28.5%	6461	N
Satisfied-dissatisfied	2013	36	*Considering everything, how satisfied are you with your job?	63.9%	19.2%	16.9%	6464	N
Satisfied-dissatisfied	2013	37	Considering everything, how satisfied are you with your pay?	60.9%	17.0%	22.1%	6468	N
Satisfied-dissatisfied	2013	38	*Considering everything, how satisfied are you with your organization?	55.6%	21.8%	22.6%	6480	N

* 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 4 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	430	5.1%
At least 75% but less than 100%	490	5.7%
At least 50% but less than 75%	440	5.1%
At least 25% but less than 50%	474	5.4%
Less than 25%	2,380	27.0%
I have not been physically present at my agency worksite during the pandemic	4,559	51.7%
Total	8,773	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)	513	5.8%
Annual leave	3,276	37.4%
Sick leave	2,432	27.8%
Weather and safety leave	480	5.6%
Administrative leave	1,860	21.1%
Other paid leave (e.g., comp time, credit hours)	1,111	12.5%
Unpaid leave (e.g., LWOP)	40	0.5%
I have not used leave because of the pandemic	4,471	50.4%
Total (percents will add to more than 100% because respondents could choose more than one response option)	8,814	--

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	81	1.9%
At least 75% but less than 100%	82	1.9%
At least 50% but less than 75%	90	2.1%
At least 25% but less than 50%	297	6.9%
Less than 25%	3,768	87.1%
Total	4,318	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	734	8.3%
<u>I ended</u> my usual alternative work schedule	239	2.7%
No change because of the pandemic	7,852	88.9%
Total	8,825	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	263	3.0%	7,350	83.3%	6,336	72.1%
I telework 3 or 4 days per week	192	2.1%	559	6.4%	916	10.4%
I telework 1 or 2 days per week	1,890	21.5%	212	2.4%	507	5.8%
I telework, but only about 1 or 2 days per month	773	8.8%	53	0.6%	106	1.2%
I telework very infrequently, on an unscheduled or short-term basis	2,280	25.6%	177	2.1%	247	2.9%
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)	895	10.6%	345	4.2%	496	6.0%
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	178	2.0%	29	0.3%	34	0.4%
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	735	8.4%	23	0.3%	40	0.5%
I <u>do not</u> telework because I choose not to telework	1,578	17.8%	27	0.3%	72	0.8%
Total	8,784	100.0%	8,775	100.0%	8,754	100.0%

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	263	3.0%	109	1.3%	86
I telework 3 or 4 days per week	192	2.1%	178	2.1%	138	1.6%
I telework 1 or 2 days per week	1,890	21.5%	1,745	20.9%	1,587	19.0%
I telework, but only about 1 or 2 days per month	773	8.8%	1,055	12.5%	990	11.6%
I telework very infrequently, on an unscheduled or short-term basis	2,280	25.6%	2,457	28.8%	2,621	30.3%
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)	895	10.6%	988	12.4%	1,062	13.1%
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	178	2.0%	163	2.0%	188	2.3%
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	735	8.4%	445	5.4%	498	6.0%
I <u>do not</u> telework because I choose not to telework	1,578	17.8%	1,234	14.7%	1,276	14.9%
Total	8,784	100.0%	8,374	100.0%	8,446	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.

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.

	<u>Needed and available to me</u>		<u>Needed, but not available to me</u>		<u>Not needed by me now</u>	
	2020		2020		2020	
	N	%	N	%	N	%
43A. Expanded telework	7,351	83.6%	185	2.2%	1,214	14.1%
43B. Expanded work schedule flexibilities	5,392	61.8%	320	3.8%	2,977	34.5%
43C. Expanded leave policies	3,460	39.8%	408	4.8%	4,842	55.4%
43D. More information on available leave policies	4,027	46.2%	416	4.9%	4,250	48.9%
43E. Expanded mental health resources (e.g., assistance with stress of COVID-19)	1,900	21.7%	315	3.7%	6,528	74.6%
43F. Expanded physical health resources (e.g., temperature checks, COVID-19 illness testing) at my agency worksite	1,994	22.8%	737	8.6%	5,981	68.6%
43G. Timely communication about possible COVID-19 illness at my agency worksite	6,493	73.9%	486	5.6%	1,788	20.5%
43H. Protection of employees at higher risk for severe illness from COVID-19 exposure	4,272	48.9%	370	4.4%	4,078	46.7%
43I. Limited access to my agency worksite buildings/facilities (e.g., closures, limits on activities with external visitors/groups)	5,318	60.4%	253	3.0%	3,192	36.6%
43J. Social distancing (e.g., limits on group size, reduced access to common areas) in my agency worksite	4,625	52.7%	244	2.9%	3,887	44.4%
43K. Rearranged workspaces to maximize social distancing	2,432	28.0%	440	5.1%	5,862	66.9%
43L. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	4,887	55.8%	261	3.0%	3,600	41.2%
43M. Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite	4,565	52.1%	360	4.2%	3,826	43.7%
43N. Training for all employees on health and safety protocols	5,093	58.0%	634	7.4%	3,005	34.6%

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	5,587	63.5%
Agree	2,399	27.8%
Neither Agree nor Disagree	430	5.1%
Disagree	184	2.1%
Strongly Disagree	133	1.6%
No Basis to Judge	59	--
Total	8,792	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	5,563	63.4%
Agree	2,411	28.0%
Neither Agree nor Disagree	423	5.0%
Disagree	183	2.2%
Strongly Disagree	122	1.4%
No Basis to Judge	70	--
Total	8,772	100.0%

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

	2020	
	N	%
Strongly Agree	5,169	58.8%
Agree	2,558	29.6%
Neither Agree nor Disagree	557	6.5%
Disagree	279	3.2%
Strongly Disagree	161	1.9%
No Basis to Judge	33	--
Total	8,757	100.0%

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

	2020	
	N	%
Strongly Agree	5,835	66.5%
Agree	2,173	25.2%
Neither Agree nor Disagree	473	5.5%
Disagree	147	1.7%
Strongly Disagree	95	1.1%
No Basis to Judge	71	--
Total	8,794	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	5,927	67.9%
Agree	2,108	24.5%
Neither Agree nor Disagree	454	5.3%
Disagree	106	1.3%
Strongly Disagree	82	1.0%
No Basis to Judge	101	--
Total	8,778	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	5,572	64.3%
Agree	2,098	24.6%
Neither Agree nor Disagree	607	7.1%
Disagree	200	2.4%
Strongly Disagree	139	1.6%
No Basis to Judge	154	--
Total	8,770	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.

	<u>Needed and available to me</u>		<u>Needed, but not available to me</u>		<u>Not needed by me now</u>	
	2020		2020		2020	
	N	%	N	%	N	%
50A. Consistent communication (e.g., organizational status, what to expect)	7,643	87.5%	546	6.4%	516	6.1%
50B. Training for new/changed work or work processes because of the pandemic	4,463	51.4%	676	7.9%	3,520	40.7%
50C. Reallocation of resources (e.g., staffing, budget, materials) to support changes in work because of the pandemic	3,226	37.1%	974	11.3%	4,494	51.7%
50D. Help with commuting issues (e.g., alternatives to public transportation)	1,361	15.9%	279	3.3%	7,074	80.8%
50E. Options for work/business travel	2,074	24.1%	444	5.2%	6,155	70.7%
50F. Information on remote work policies, procedures, and expectations	6,834	78.2%	375	4.4%	1,501	17.5%
50G. Training on how to work remotely	4,476	51.3%	497	5.8%	3,726	42.9%
50H. Equipment and technology for working remotely (e.g., laptops, cell phone, Information Technology infrastructure)	6,153	70.3%	1,127	12.8%	1,452	16.9%
50I. Expanded collaboration tools (e.g., video conferencing, teleconferencing)	7,228	82.6%	554	6.3%	941	11.1%
50J. Expanded training for using remote work tools and applications	4,839	55.4%	981	11.3%	2,882	33.3%
50K. Expanded Information Technology (IT) support	5,732	65.6%	941	10.8%	2,042	23.6%
50L. Information about data security policies and procedures	6,145	70.5%	475	5.5%	2,066	24.0%

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	1,265	15.2%
No	6,480	74.9%
Other	851	9.9%
Total	8,596	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	428	5.0%
Very	1,029	11.9%
Somewhat	2,561	29.3%
Slightly	2,411	27.5%
Not at All	2,306	26.3%
No Basis to Judge	44	--
Total	8,779	100.0%

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

	2020	
	N	%
Greatly Increased	1,303	15.0%
Somewhat Increased	2,983	34.2%
About the Same	3,927	45.2%
Somewhat Decreased	395	4.6%
Greatly Decreased	88	1.0%
No Basis to Judge	83	--
Total	8,779	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	4,670	58.3%
Agree	2,279	29.0%
Neither Agree nor Disagree	627	8.1%
Disagree	211	2.7%
Strongly Disagree	144	1.9%
No Basis to Judge	824	--
Total	8,755	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	4,400	50.4%
Agree	2,962	34.6%
Neither Agree nor Disagree	861	10.1%
Disagree	250	3.0%
Strongly Disagree	166	2.0%
No Basis to Judge	116	--
Total	8,755	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	5,366	62.9%
Most of the Time	2,898	33.9%
Sometimes	220	2.6%
Rarely	39	0.5%
Never	11	0.1%
No Basis to Judge	205	--
Total	8,739	100.0%

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

	2020	
	N	%
Always	6,014	70.6%
Most of the Time	2,205	25.9%
Sometimes	232	2.7%
Rarely	48	0.6%
Never	18	0.2%
No Basis to Judge	166	--
Total	8,683	100.0%

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

	2020	
	N	%
Always	5,859	68.2%
Most of the Time	2,351	27.3%
Sometimes	306	3.6%
Rarely	57	0.7%
Never	19	0.2%

No Basis to Judge	133	--
Total	8,725	100.0%

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

	2020	
	N	%
Always	5,612	65.3%
Most of the Time	2,376	27.6%
Sometimes	445	5.2%
Rarely	130	1.5%
Never	28	0.3%
No Basis to Judge	137	--
Total	8,728	100.0%

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

	2020	
	N	%
Always	5,278	61.2%
Most of the Time	2,496	29.0%
Sometimes	621	7.3%
Rarely	171	2.0%
Never	52	0.6%
No Basis to Judge	122	--
Total	8,740	100.0%

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

	2020	
	N	%
Always	5,255	61.6%
Most of the Time	2,851	33.4%
Sometimes	345	4.1%
Rarely	58	0.7%
Never	20	0.2%
No Basis to Judge	175	--
Total	8,704	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	4,732	55.8%
Most of the Time	3,176	37.3%
Sometimes	484	5.7%
Rarely	73	0.9%
Never	18	0.2%
No Basis to Judge	255	--
Total	8,738	100.0%

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

	2020	
	N	%
Always	5,641	66.3%
Most of the Time	2,357	27.8%
Sometimes	395	4.7%
Rarely	78	1.0%
Never	28	0.3%
No Basis to Judge	223	--
Total	8,722	100.0%

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

	2020	
	N	%
Always	5,487	64.1%
Most of the Time	2,477	28.9%
Sometimes	487	5.7%
Rarely	83	1.0%
Never	22	0.3%
No Basis to Judge	183	--

Total	8,739	100.0%
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55D. During the COVID-19 pandemic, my work unit has adapted to changing priorities.

	2020	
	N	%
Always	5,522	64.4%
Most of the Time	2,342	27.3%
Sometimes	541	6.3%
Rarely	123	1.5%
Never	36	0.4%
No Basis to Judge	165	--
Total	8,729	100.0%

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

	2020	
	N	%
Always	4,892	57.0%
Most of the Time	2,580	30.0%
Sometimes	829	9.7%
Rarely	210	2.5%
Never	66	0.8%
No Basis to Judge	152	--
Total	8,729	100.0%

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

	2020	
	N	%
Always	4,792	56.4%
Most of the Time	2,982	35.1%
Sometimes	590	7.0%
Rarely	106	1.3%
Never	26	0.3%
No Basis to Judge	235	--
Total	8,731	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			All Response Options %	2019			2018		
	N	Satisfaction %	%		N	Satisfaction %	%	N	Satisfaction %	%
58. How satisfied are you with the Telework program in your agency?										
Very Satisfied	4,284	51.3%	48.7%	2,354	34.7%	27.7%	2,401	36.7%	28.3%	
Satisfied	2,882	34.6%	32.9%	2,519	37.3%	29.8%	2,381	36.6%	28.2%	
Neither Satisfied nor Dissatisfied	717	8.6%	8.2%	1,074	16.1%	12.8%	1,061	16.6%	12.8%	
Dissatisfied	320	3.9%	3.7%	511	7.7%	6.1%	395	6.3%	4.8%	
Very Dissatisfied	127	1.6%	1.5%	275	4.2%	3.4%	243	3.8%	3.0%	
Item Response Total	8,330	100.0%	95.0%	6,733	100.0%	79.8%	6,481	100.0%	77.1%	
I choose not to participate in this program	76	--	0.9%	653	--	7.8%	747	--	8.8%	
This program is not available to me	333	--	4.0%	930	--	11.7%	1,049	--	13.2%	
I am unaware of this program	12	--	0.1%	65	--	0.8%	67	--	0.8%	
Total	8,751	100.0%	100.0%	8,381	100.0%	100.0%	8,344	100.0%	100.0%	

	2020		All Response Options %	2019	
	N	%		N	%
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)					
Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)	5,254	60.1%	4,949	59.1%	
Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and wellness fair)	2,053	23.3%	2,777	33.0%	
Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)	465	5.3%	558	6.7%	
Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)	285	3.2%	249	2.9%	
Elder Care Programs (for example, elder/adult care, support groups, resources)	52	0.6%	33	0.4%	
None listed above	2,747	31.8%	2,317	28.1%	
Total (percents will add to more than 100% because respondents could choose more than one response option)	8,712	--	8,338	--	

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

	2020			All Response Options %	2019			2018		
	N	Satisfaction %	%		N	Satisfaction %	%	N	Satisfaction %	%
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)										
Very Satisfied	4,043	59.4%	46.0%	3,298	48.7%	39.0%	3,337	48.4%	39.4%	
Satisfied	2,026	30.0%	23.2%	2,388	35.7%	28.6%	2,513	37.0%	30.1%	
Neither Satisfied nor Dissatisfied	530	7.9%	6.1%	767	11.6%	9.3%	690	10.2%	8.3%	
Dissatisfied	130	1.9%	1.5%	155	2.3%	1.8%	179	2.7%	2.2%	
Very Dissatisfied	56	0.8%	0.6%	107	1.6%	1.3%	108	1.7%	1.4%	
Item Response Total	6,785	100.0%	77.5%	6,715	100.0%	80.1%	6,827	100.0%	81.4%	
I choose not to participate in these programs	1,358	--	15.6%	962	--	11.4%	922	--	10.9%	
These programs are not available to me	509	--	5.9%	551	--	6.7%	511	--	6.3%	
I am unaware of these programs	86	--	1.0%	137	--	1.7%	111	--	1.4%	
Total	8,738	100.0%	100.0%	8,365	100.0%	100.0%	8,371	100.0%	100.0%	

	2020			All Response Options %	2019			2018		
	N	Satisfaction %	%		N	Satisfaction %	%	N	Satisfaction %	%
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)										
Very Satisfied	1,863	30.9%	21.3%	1,630	26.2%	19.3%	2,103	28.8%	24.7%	
Satisfied	2,391	39.9%	27.6%	2,687	43.9%	32.4%	3,317	45.9%	39.3%	
Neither Satisfied nor Dissatisfied	1,323	22.2%	15.4%	1,375	22.6%	16.7%	1,366	19.2%	16.4%	
Dissatisfied	298	5.0%	3.4%	324	5.3%	3.9%	293	4.0%	3.5%	
Very Dissatisfied	116	1.9%	1.3%	123	2.0%	1.5%	154	2.1%	1.8%	
Item Response Total	5,991	100.0%	69.0%	6,139	100.0%	73.9%	7,233	100.0%	85.7%	
I choose not to participate in these programs	1,916	--	22.2%	1,465	--	17.5%	756	--	8.8%	
These programs are not available to me	449	--	5.2%	437	--	5.3%	246	--	3.0%	
I am unaware of these programs	303	--	3.5%	277	--	3.4%	219	--	2.6%	
Total	8,659	100.0%	100.0%	8,318	100.0%	100.0%	8,454	100.0%	100.0%	

	2020			All Response Options %	2019			2018		
	N	Satisfaction %	%		N	Satisfaction %	%	N	Satisfaction %	%
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)										
Very Satisfied	897	23.8%	10.3%	660	16.5%	8.0%	1,042	19.6%	12.3%	
Satisfied	1,163	31.0%	13.4%	1,196	29.9%	14.4%	1,901	36.0%	22.6%	
Neither Satisfied nor Dissatisfied	1,516	40.6%	17.5%	1,946	49.1%	23.7%	2,095	40.0%	25.0%	
Dissatisfied	105	2.8%	1.2%	108	2.6%	1.3%	138	2.6%	1.6%	
Very Dissatisfied	69	1.8%	0.8%	78	1.9%	0.9%	96	1.9%	1.2%	
Item Response Total	3,750	100.0%	43.2%	3,988	100.0%	48.3%	5,272	100.0%	62.6%	
I choose not to participate in these programs	4,498	--	51.5%	3,715	--	44.2%	2,438	--	28.5%	
These programs are not available to me	83	--	1.0%	125	--	1.6%	92	--	1.1%	
I am unaware of these programs	364	--	4.3%	493	--	6.0%	650	--	7.8%	
Total	8,695	100.0%	100.0%	8,321	100.0%	100.0%	8,452	100.0%	100.0%	

	2020			All Response Options %	2019			2018		
	N	Satisfaction %	%		N	Satisfaction %	%	N	Satisfaction %	%
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)										
Very Satisfied	476	19.6%	5.5%	324	12.5%	3.9%	489	15.0%	5.7%	
Satisfied	535	22.1%	6.2%	479	18.7%	5.8%	729	22.7%	8.7%	
Neither Satisfied nor Dissatisfied	1,267	52.7%	14.8%	1,619	63.7%	19.8%	1,751	54.9%	21.0%	
Dissatisfied	84	3.5%	1.0%	70	2.7%	0.8%	125	3.9%	1.5%	
Very Dissatisfied	52	2.2%	0.6%	63	2.4%	0.8%	111	3.5%	1.3%	
Item Response Total	2,414	100.0%	28.0%	2,555	100.0%	31.1%	3,205	100.0%	38.2%	
I choose not to participate in these programs	4,900	--	56.1%	4,208	--	50.2%	3,395	--	39.7%	
These programs are not available to me	745	--	8.5%	860	--	10.3%	922	--	11.0%	
I am unaware of these programs	636	--	7.4%	686	--	8.3%	932	--	11.1%	
Total	8,695	100.0%	100.0%	8,309	100.0%	100.0%	8,454	100.0%	100.0%	

	2020			All Response Options %	2019			2018		
	N	Satisfaction %	%		N	Satisfaction %	%	N	Satisfaction %	%
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	328	17.0%	3.8%	189	8.9%	2.3%	302	11.2%	3.6%	
Satisfied	303	15.9%	3.6%	264	12.4%	3.2%	434	16.3%	5.2%	
Neither Satisfied nor Dissatisfied	1,229	64.0%	14.4%	1,612	76.3%	19.8%	1,805	67.4%	21.6%	
Dissatisfied	25	1.3%	0.3%	24	1.1%	0.3%	78	3.0%	0.9%	
Very Dissatisfied	33	1.8%	0.4%	27	1.3%	0.3%	54	2.1%	0.7%	
Item Response Total	1,918	100.0%	22.4%	2,116	100.0%	26.0%	2,673	100.0%	32.1%	

I choose not to participate in these programs	4,956	--	56.8%	4,138	--	49.5%	3,290	--	38.4
These programs are not available to me	660	--	7.5%	769	--	9.2%	833	--	9.9
I am unaware of these programs	1,146	--	13.3%	1,269	--	15.4%	1,655	--	19.7
Total	8,680	100.0%	100.0%	8,292	100.0%	100.0%	8,451	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 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	5,068	58.3%
No arrangements needed to manage child care responsibilities (e.g., older children)	1,086	12.5%
Child care in my own home (e.g., other parent, relative, nanny, au pair)	1,571	18.2%
Alternative work arrangement (e.g., telework, flexible work schedule)	1,449	16.7%
Child care center	324	3.7%
Paid leave	1,261	14.5%
Unpaid leave	62	0.7%
Child care in someone else's home (e.g., relative or neighbor, professional child care provider)	395	4.5%
Respite care (temporary care of a sick or disabled child, providing relief for their usual caregiver)	42	0.5%
Agency emergency back-up care program	19	0.2%
Resource and referral services for dependent child care	14	0.2%
Other services/arrangements	245	2.9%
Total (percents will add to more than 100% because respondents could choose more than one response option)	8,677	--

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	6,931	80.0%
No arrangements needed to manage elder/adult care responsibilities (e.g., elder can manage tasks of everyday living)	824	9.6%
Alternative work arrangement (e.g., telework, flexible work schedule)	465	5.4%
Elder/adult day care center	25	0.3%
Paid leave	525	6.1%
Unpaid leave	24	0.3%
Long-term care insurance	15	0.2%
Respite care (temporary care of a sick or disabled adult/elder, providing relief for their usual caregiver)	64	0.8%
Other services/arrangements	178	2.1%
Total (percents will add to more than 100% because respondents could choose more than one response option)	8,652	--

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	4,226	--
Extremely	701	19.2%
Very	543	14.9%
Somewhat	985	27.2%
Slightly	735	20.1%
Not at All	676	18.7%
Does Not Apply	865	--
Total	8,731	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	5,063	--
Extremely	513	22.8%
Very	422	18.9%
Somewhat	552	25.0%
Slightly	342	15.3%
Not at All	397	18.0%
Does Not Apply	1,436	--
Total	8,725	100.0%

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	40.4%
Field	48.2%
Full-time telework (e.g., home office, telecenter)	11.4%
Total	100.0%

What is your supervisory status?	%
Senior Leader	3.0%
Manager	5.7%
Supervisor	13.2%
Team Leader	14.0%
Non-Supervisor	64.1%
Total	100.0%

What is your pay category/grade?	%
Federal Wage System	4.7%
GS 1-6	0.4%
GS 7-12	18.0%
GS 13-15	64.0%
Senior Executive Service	3.0%
Senior Level (SL) or Scientific or Professional (ST)	0.6%
Other	9.3%
Total	100.0%

What is your US military service status?	%
No Prior Military Service	70.8%
Currently in National Guard or Reserves	1.4%
Retired	8.5%
Separated or Discharged	19.3%
Total	100.0%

Are you:	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.4%
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	98.8%
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	2.8%
No	97.2%
Total	100.0%

How long have you been with the Federal Government (excluding military service)?	%
Less than 1 year	0.5%
1 to 3 years	7.4%
4 to 5 years	8.0%
6 to 10 years	15.6%
11 to 14 years	20.2%
15 to 20 years	17.4%
More than 20 years	30.9%

Total	100.0%
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How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	%
Less than 1 year	0.8%
1 to 3 years	14.0%
4 to 5 years	12.3%
6 to 10 years	17.8%
11 to 14 years	18.9%
15 to 20 years	13.9%
More than 20 years	22.2%
Total	100.0%

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).

	Before the COVID-19 Pandemic %	Today %
Are you considering leaving your organization within the next year, and if so, why?		
No	77.1%	74.5%
Yes, to retire	7.0%	7.7%
Yes, to take another job within the Federal Government	10.5%	11.0%
Yes, to take another job outside the Federal Government	2.9%	3.4%
Yes, other	2.4%	3.4%
Total	100.0%	100.0%

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

Has your intention to leave your organization within the next year changed <u>because of</u> the COVID-19 pandemic?	%
Yes	33.3%
No	66.7%
Total	100.0%

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).

	Before the COVID-19 Pandemic %	Today %
I am planning to retire:		
Less than 1 year	3.2%	4.2%
1 year	3.6%	3.6%
2 years	5.9%	5.8%
3 years	5.7%	5.6%
4 years	3.7%	3.6%
5 years	7.5%	7.5%
More than 5 years	70.3%	69.7%
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	40.8%
No	59.2%
Total	100.0%

My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?		%
Yes		8.6%
No		91.4%
Total		100.0%
Please select the racial category or categories with which you most closely identify.		%
White		80.6%
Black or African American		8.4%
All other races		11.0%
Total		100.0%
What is your age group?		%
29 years and under		2.4%
30-39 years old		18.9%
40-49 years old		26.1%
50-59 years old		35.1%
60 years or older		17.5%
Total		100.0%
What is the highest degree or level of education you have completed?		%
Less than High School/ High School Diploma/ GED		2.3%
Certification/ Some College/ Associate's Degree		17.9%
Bachelor's Degree		35.6%
Advanced Degrees (Post Bachelor's Degree)		44.2%
Total		100.0%
Are you an individual with a disability?		%
Yes		13.2%
No		86.8%
Total		100.0%
Are you:		%
Male		63.2%
Female		36.8%
Total		100.0%
Are you transgender?		%
Yes		0.4%
No		99.6%
Total		100.0%
Which one of the following do you consider yourself to be?		%
Straight, that is not gay or lesbian		95.2%
Gay or Lesbian		1.8%
Bisexual		0.9%
Something else		2.0%
Total		100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to My Employment Demographics.

Source: 2020 OPM Federal Employee Viewpoint Survey