2020

Office of Personnel Management ((*)) Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

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	2,835
NUMBER OF SURVEYS	4,135
RESPONSE RATE	68.6%

items identified as strengths (65% positive or

items identified as challenges (35% negative or higher)

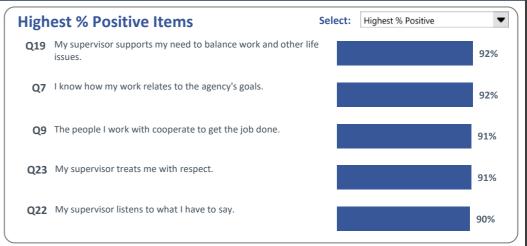
Engagement Index Score

2020	ENGA	GEME	NT IN	IDEX
LULU		CEIVIE		

81%

LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
73%	88%	83%

4th Estate: Defense Contract Audit Agency





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19%

4th Estate: Defense Contract Audit Agency

GENDER 56% Female MILITARY SERVICE

Served

HISPANIC, LATINO, OR SPANISH

10% Hispanic, Latino, or Spanish

LOCATION

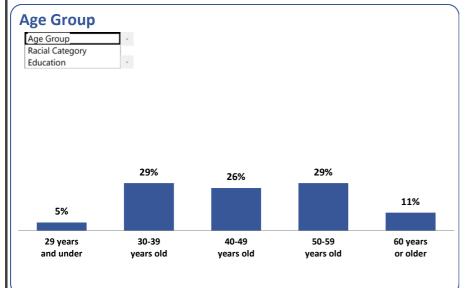
12% Headquarters

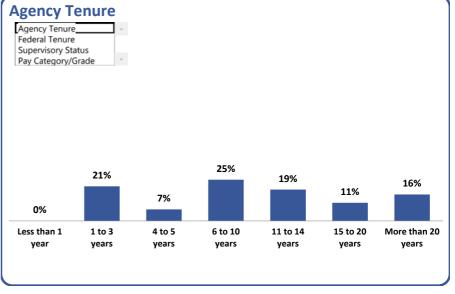
RETIREMENT - AS OF TODAY

21% within next five years

PLAN TO LEAVE - AS OF TODAY

33% within the next year





2020

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Anr	nual Er	mployee Survey (AES) Repor	t				4th E	state: Defense Contract Audit Agency
The Da	ashboard	's largest item increases and decreases or	ly include items 1-38, excluding item 11.	2017	2018	2019	2020	Percentage Point Change
Select:	Large	est Increases since 2019	Q12 In my work unit, differences in performance are recognized in a meaningful way.	53%	50%	55%	66%	+11
1	_	st Increases in cent Positive	Q14 Employees are recognized for providing high quality products and services.	70%	68%	72%	79%	+7
'		ince 2019	Q10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	49%	50%	52%	58%	+6
	31	items increased since 2019	Q21 Supervisors in my work unit support employee development.	82%	82%	83%	88%	+5
			Q2 I feel encouraged to come up with new and better ways of doing things.	74%	72%	74%	79%	+5
				2017	2018	2019	2020	Percentage Point Change
Select:	Large	est Decreases since 2019	Q15 Employees are protected from health and safety hazards on the job.	88%	88%	88%	87%	-1
	_	st Decreases in cent Positive	Q26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	58%	56%	60%	59%	-1
		ince 2019	Q29 Managers promote communication among different work units (for example, about projects, goals, needed resources).	77%	75%	77%	76%	-1
	3	items decreased since						
		2019						

Response			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	Agree/ Good/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Dissatisfied	Strongly Disagree/ Very Poor/ Very Dissatisfied	Item Response Total**	Do Not Know
Туре	Item	Item Text	%	%	%	%	%	%	%	N	N	N	N	N	N	N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	84.1%	35.4%	48.7%	7.3%	6.3%	2.2%	8.5%	1009	1368	205	178	61	2821	N/A
Agree-disagree	2	I feel encouraged to come up with new and better ways of doing things.	79.2%	36.0%	43.2%	9.4%	7.9%	3.4%	11.4%	1023	1209	261	221	94	2808	N/A
Agree-disagree	3	My work gives me a feeling of personal accomplishment.			44.7%	10.0%	6.6%	3.0%		1017		276	181			
Agree-disagree	4	I know what is expected of me on the job.	80.4%	35.7%					9.6%		1255			83	2812	
Agree-disagree	5	*My workload is reasonable.	88.4%	38.5%	49.8%	5.5%	4.7%	1.4%	6.1%	1096	1399	154	134	39	2822	N/A
Agree-disagree	6	*My talents are used well in the workplace.	79.0%	23.9%	55.0%	7.9%	8.9%	4.2%	13.1%	676	1548	222	252	120	2818	
Agree-disagree	7	*I know how my work relates to the agency's	77.2%	28.0%	49.2%	10.3%	8.2%	4.3%	12.5%	797	1372	285	226	121	2801	4
Agree-disagree	8	goals. *I can disclose a suspected violation of any law,	92.2%	41.7%	50.4%	4.3%	2.2%	1.3%	3.6%	1188	1410	117	61	37	2813	4
		rule or regulation without fear of reprisal.	83.0%	44.1%	38.9%	9.1%	4.4%	3.5%	7.9%	1225	1062	242	120	97	2746	78
Agree-disagree	9	*The people I work with cooperate to get the job done.	91.3%	52.6%	38.7%	4.3%	3.2%	1.3%	4.5%	1504	1082	119	90	38	2833	
Agree-disagree	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.														
Agree-disagree	12	*In my work unit, differences in performance are	58.2%	20.9%	37.3%	20.3%	12.6%	8.9%	21.5%	472	833	446	278	193	2222	610
		recognized in a meaningful way.	65.8%	21.2%	44.6%	15.3%	12.5%	6.4%	18.9%	551	1149	386	320	161	2567	263
Agree-disagree	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational	65.8%	21.2%	44.0%	15.3%	12.5%	6.4%	18.9%	221	1149	380	320	101	2567	263
		goals.	87.9%	36.3%	51.6%	6.3%	4.3%	1.5%	5.8%	1033	1447	175	122	41	2818	12
Agree-disagree	14	Employees are recognized for providing high quality products and services.	78.6%	29.3%	49.3%	9.5%	8.2%	3.6%	11.8%	826	1370	265	229	99	2789	36
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	86.6%	42.5%	44.2%	7.0%	4.2%	2.2%	6.4%	1202	1235	192	114	60	2803	28
Agree-disagree	16	My agency is successful at accomplishing its mission.	89.7%	35.0%	54.7%	7.1%	2.3%	0.9%	3.2%	991	1517	194	63	27	2792	
Agree-disagree	17	*I recommend my organization as a good place to work.														
Agree-disagree	18	*I believe the results of this survey will be used to make my agency a better place to work.	78.9%	32.8%	46.1%	12.1%	6.0%	3.0%	9.0%	938	1300	337	169	83	2827	N/A
			66.5%	26.6%	39.8%	15.2%	11.5%	6.9%	18.4%	727	1075	408	309	185	2704	129
Agree-disagree	19	My supervisor supports my need to balance work and other life issues.	92.5%	63.4%	29.1%	3.7%	1.9%	1.9%	3.8%	1795	816	106	54	52	2823	5
Agree-disagree	20	My supervisor is committed to a workforce representative of all segments of society.														
Agree-disagree	21	Supervisors in my work unit support employee	88.7%	55.5%	33.2%	7.9%	1.3%	2.1%	3.4%	1493	884	209	34	56	2676	155
Agree-disagree	22	development. My supervisor listens to what I have to say.	88.1%	54.1%	34.0%	5.9%	3.2%	2.8%	6.0%	1532	949	162	88	77	2808	21
Agree-disagree		My supervisor treats me with respect.	89.8%	58.2%	31.6%	4.6%	3.2%	2.4%	5.6%	1646	890	130	91	66	2823	N/A
Agree-disagree	24	I have trust and confidence in my supervisor.	91.2%	61.8%	29.4%	4.4%	2.5%	1.9%	4.5%	1749	828	121	72	55	2825	N/A
			84.3%	56.2%	28.2%	7.2%	5.1%	3.4%	8.4%	1589	796	200	144	94	2823	N/A
Good-poor	25	Overall, how good a job do you feel is being done by your immediate supervisor?														
Agree-disagree	26	In my organization, senior leaders generate high	84.1%	57.3%	26.8%	10.1%	3.2%	2.5%	5.7%	1630	758	283	92	70	2833	N/A
		levels of motivation and commitment in the workforce.	58.9%	18.8%	40.1%	20.3%	13.4%	7.4%	20.8%	524	1110	558	373	205	2770	55
Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.														
Agree-disagree	28	*Managers communicate the goals of the	73.3%	27.4%	45.9%	15.8%	6.0%	4.8%	10.9%	730	1206	415	159	129	2639	185
		organization.	83.2%	31.2%	52.0%	8.3%	5.2%	3.3%	8.5%	885	1454	229	142	93	2803	13
Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).														
Good-poor	30	Overall, how good a job do you feel is being done	76.2%	30.8%	45.4%	11.6%	7.5%	4.7%	12.2%	871	1266	318	208	131	2794	34
σουα μουι	30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?															
Agree-disagree	31	I have a high level of respect for my organization's	76.4%	37.4%	39.0%	15.2%	4.1%	4.3%	8.3%	1022	1051	401	110		2699	
Agree-disagree	32	senior leaders. Senior leaders demonstrate support for Work-Life	71.1%	27.4%	43.6%	16.2%	7.9%	4.8%	12.8%	768	1202	449	223	135	2777	45
		programs.	75.0%	30.3%	44.7%	14.5%	6.5%	4.0%	10.5%	827	1209	390	176	105	2707	119

Satisfied-	33	*How satisfied are you with your involvement in														
dissatisfied		decisions that affect your work?														
			69.8%	24.0%	45.8%	15.3%	11.7%	3.2%	15.0%	693	1284	426	323	90	2816	N/A
Satisfied-	34	*How satisfied are you with the information you														
dissatisfied		receive from management on what's going on in your organization?														
			71.5%	24.8%	46.6%	14.0%	11.1%	3.4%	14.5%	710	1303	389	309	94	2805	N/A
Satisfied-	35	*How satisfied are you with the recognition you														
dissatisfied		receive for doing a good job?														
			71.8%	26.9%	44.9%	13.3%	10.7%	4.2%	14.9%	769	1254	372	301	116	2812	N/A
Satisfied-	36	*Considering everything, how satisfied are you														
dissatisfied		with your job?														
			79.2%	29.1%	50.2%	11.0%	7.1%	2.6%	9.8%	827	1396	304	199	74	2800	N/A
Satisfied-	37	Considering everything, how satisfied are you														
dissatisfied		with your pay?														
			78.5%	26.7%	51.9%	11.2%	7.6%	2.7%	10.3%	765	1461	310	210	74	2820	N/A
Satisfied-	38	*Considering everything, how satisfied are you														
dissatisfied		with your organization?														
			76.7%	25.2%	51.5%	12.6%	8.1%	2.6%	10.7%	726	1446	348	227	73	2820	N/A

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

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).

^{**} 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.

Core Q1-10, 12-38 Trend

	202	.0	201	.9
11. In my work unit poor performers usually:	N	%	N	%
Remain in the work unit and improve their performance over time	432	21.6%	481	21.6%
Remain in the work unit and continue to underperform	698	35.1%	888	40.4%
Leave the work unit - removed or transferred	237	11.7%	325	14.4%
Leave the work unit - quit	76	3.8%	94	4.2%
There are no poor performers in my work unit	556	27.7%	428	19.3%
Item Response Total	1,999	100.0%	2,216	100.0%
Do Not Know	832		811	
Total	2,831	100.0%	3,027	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.

[&]quot;Do Not Know" responses are not included in percentage calculations.

Page-designed 1975						Neither			
Sept. 1925 1935					Percent	Agree nor Disagree/ Fair/ Neither	Percent		Do Not
Agen disagen 200 15 1 " angles an antioperametric improve my stiffs from a perspectation. 99.15 10 mg deposition. 97.20 14.15 20 Mo. Acter disagen 200 20 17 Work plan me a Verificial of partner decomplation. 99.20 15 Mg. 10.00 Mg. 200 Mg.		Vear	Itam	ltom Tayt					
Name - Stages 200 3 More shown the feeling of personal accomplainment 80,000 10,0									
Agen designed 200 3.5					79.2%	9.4%	11.4%	2808	N/A
Agric ellague 202 3 Month 15 Mon									
Agree designer 200 5 Programmer Pr									
Age-ed-larger 200 7 Nove how my wark index to the agency's gamb. 231 4.394 3.88 733 2.456 739 2.456 2.456 2.456 2.456 2.456 2.456 2.456 2.456 2.456 2.456 2.456 2.456 2.456 2.456 2.456 2.456 2.456									
Name of larges 200 5 The people is now with compared to get the pile done. 23.0 23.0 This propose is taken as a taken to deal a page and from which cannot on will not improve. 53.0 23.0 15.0	Agree-disagree	2020	7	*I know how my work relates to the agency's goals.	92.2%	4.3%	3.6%	2813	4
Agence discapage 7000 10 10 10 10 10 10									
Agene designee 200 12 In my work unit, differentiation or congenized for an examingful way. 50.38 15.39 12.90 201 21 Agene disagree 200 10 The work that the the jet-beferent man the the jet-beferent man the the jet-beferent man the pite jet-before man to provide year and provides. 87.9% 6.34 39.9% 201 Agene disagree 200 11 Employees are recognized for providing high qualify products and services. 77.8% 5.9% 6.0% 2999 78 Agene disagree 200 12 Employees are recognized for health and safety because on the jet. 89.7% 7.2% 1.2% 9.0% 2972 7.2% 1.2% 9.0% 2972 7.2% 1.2% 9.0% 2972 7.2% 1.2% 9.0% 2972 7.2% 1.2% 9.0% 2972 7.2% 1.2% 9.0% 2972 7.2% 1.2% 9.0% 2972 7.2% 1.2% 9.0% 2972 7.2% 1.2% 9.0% 2972 7.2% 1.2% 9.0% 2972 7.2% 1.2%									
Agree-disagree 200 13 Completes are recognised for providing his quantity products and services. 7,500 1,5									
Age or changers 200 14 Page or changers 200 14 Page or changers 200 15 Page or changers 278,0 259,0 138,0 220,0 15 Page or Changers 200 201 21 Page or Changers 201					03.070	13.570	20.570	2307	200
Agene distagree 500 1.5 gene plangues 66.66 7.0% 6.0% 2020 23 23 22 23 22 23 22 23 22 23 22 23 22 23 22 23 22 23 22 23 22 23 22 23 22 23 22 23 22 23 22 23 22 23 27 1,04 20 24 22 22 22 23 22 1,04 22 2					87.9%	6.3%	5.8%	2818	12
Agene disagree 300 16 My agency's successful at accomplishing its ministon. 48.76 7.14 3.26 2.292 3.0 Agene disagree 300 17 Infection of my organization as good place to work. 66.5% 12.14% 3.0 3.22 3.0 Agene disagree 300 18 11 febries the results of this survey will be used to make my agency a better piece to wark. 66.5% 3.25 3.26 3.83 223.23 5. Agene disagree 300 19 My supervisor is committed to a world force representative of all segments of society. 8.87 7.7% 8.48 7.076 1.85 Agene disagree 300 22 3.59 3.00									
Agene dangere 200 17 "Incommend on y organization as good place to work. 679.9% 12.1.1% 9.0% 22.27 N/A Agene dangere 200 18 "The lines for retriated of this surport will be used to make my agency a britter place to work. 65.9% 15.24% 8.88.4% 220.0 1.0 Agene dangere 200 19 (My supervisor is promotive responsible to work and other life issues. 92.5% 3.7% 3.8% 2263 15 Agene dangere 200 20 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>									
Apere disagree 200 18 18 believe the results of this survey will be used to make my agenty a better place to work. 66.5% 15.5% 18.8% 200 12 Agene disagree 200 20 30 More such as a survey of the survey will be used to basine ow with and other file Susses. 9.9% 3.7% 3.8% 3.8% 2.83 5.8% 3.8% 2.83 5.8% 3.8% 2.83 5.8% 3.8% 2.82 3.8% 3.8% 2.83 5.8% 6.0% 2.82 3.8% 3.6% 6.0% 5.0% 2.82 2.2 4.8% 6.0% 5.0% 2.82 7.2 4.8% 6.0% 5.0% 2.82 7.2 4.8% 5.0% 2.82 7.2 4.8% 5.0% 2.22 N.4 4.5% 4.25 7.2 8.4 4.5% 4.25 7.2 8.4 4.5% 4.25 7.2 8.4 4.8 2.22 N.4									
Aprec diagree 2020 2030 30 by supervisor is committed to a workforce representative of all segments of society. 887/b 7.9% 3.8% 7.9% 1.5% 0.0% 2020 22 by Agree diagree 2000 22 by My supervisor in my work that support employee development. 883/b 5.9% 6.0% 3.80 2.2 A.6% 6.5% 7.25% N.A Agree diagree 2000 22 My supervisor treats me with repeat. 9.12/b 4.6% 4.5% 5.25% N.A Agree diagree 2000 20 20 by Supervisor treats me with repeat. 9.12/b 4.6% 3.5% 2.233 N.A Agree diagree 2000 20 20 by Supervisor treats me with repeat to what I have be paid only by our immediate supervisor? 8.81/b 2.00 by 3.00 by 2.00 by 2.00 by 2.00 by 2.00 by 2.00 by 2.00 by		2020	18						
Agene disagree (Agene disagree) 2002 220 <th< td=""><td>Agree-disagree</td><td></td><td>19</td><td></td><td>92.5%</td><td>3.7%</td><td>3.8%</td><td>2823</td><td>5</td></th<>	Agree-disagree		19		92.5%	3.7%	3.8%	2823	5
Agere diagrage Ager diagrages 2002 12 by Specific Printers to what I have to say. Age. Ager diagrages Age. Age. Ager diagrages Age. Age. Age. Age. Age. Age. Age. Age.									
Agree disagree Agree Agree disagree Agree A									
Agree disagree 2002 26.1 Have trust and confidence in my supervisor. 84,3% 7,2% 8,4% 22.2 N/A Agree disagree 2000 20 50 Cental how good as a bod you feel be being done by your immediate supervisor? 84,1% 10,1% 5,9% 2838 N/A Agree-disagree 2000 20 To regard transpare of the past of the original state of the past									
Agree disagree 2000 26 In my organization, serior leaders generate high levels of motivation and commitment in the workforce. \$89.8 20.3 \$20.8 \$270 \$5.8 \$4									
Agree-disagree 2000 27	Good-poor	2020	25	Overall, how good a job do you feel is being done by your immediate supervisor?	84.1%	10.1%	5.7%	2833	N/A
Agree disagree (augue) 2020 27 My organization's serior leaders maintain high standards of honesty and integrity. 73.3% 15.5% 10.9% 2639 15.5% 20.9 28.5% 2833 33.5% 2839 15.5% 2803 33.5% 2833 33.5% 2833 33.5% 2833 33.5% 2833 33.5% 2833 33.5% 2833 33.5% 2833 33.5% 2833 33.5% 2833 33.5% 2833 33.5% 2833 33.5% 2833 33.5% 2794 34.5% 33.5% 2834 33.5% 2794 34.5% 33.5% 2834 33.5% 2834 33.5% 2839 12.5% 2777 45.5% 33.3% 2699 12.5% 2777 45.5% 48.3% 2699 12.5% 47.5% 48.3% 2699 12.5% 48.3% 2699 12.5% 41.5% 10.5% 10.5% 22.50 1.0 41.5% 10.5% 10.5% 10.5% 12.5% 12.5% 12.5% 12.5% 12.5% <td>Agree-disagree</td> <td>2020</td> <td>26</td> <td>In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</td> <td></td> <td></td> <td></td> <td></td> <td></td>	Agree-disagree	2020	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
Agree disagree 2020 22 22 22 23 24 25 26 26 26 27 27 28 28 28 28 28 28	Agree-disagree	2020	27	My organization's senior leaders maintain high standards of honesty and integrity					
Agree-disagree 2020 20 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? Agree-disagree 2020 31 I have a high level of respect for my organization's senior leaders. Agree-disagree 2020 31 I have a high level of respect for my organization's senior leaders. Agree-disagree 2020 32 Senior leaders demonstrate support for Work-Life programs. The senior leaders demonstrate support for Work-Life programs and support for Work-Life programs. The senior leaders demonstrate support for Work-Life programs and support for Work-Life program									
Good-poor 2000 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 76,4% 15,2% 8,3% 2699 128					05.270	0.070	0.570	2003	
Agree-disagree 200 31 have a high level of respect for my organization's senior leaders. 71.1% 16.2% 12.8% 2777 4.5 Satisfied- 200 32 Senior leaders demonstrate support for Work-Life programs. 75.0% 14.5% 10.5% 12.8% 2770 4.5 Satisfied- 33 *How satisfied are you with your involvement in decisions that affect your work? 60.8% 15.3% 15.0% 2815 N/A Satisfied- 200 34 *How satisfied are you with the information you receive from management on what's going on in your organization? 71.5% 14.0% 14.5% 2805 N/A Satisfied- 200 55 *How satisfied are you with the recognition you receive for doing a good job? 71.8% 13.3% 14.9% 2812 N/A Satisfied- 200 55 *How satisfied are you with the recognition you receive for doing a good job? 71.8% 13.3% 14.9% 2812 N/A Satisfied- 200 55 *Considering everything, how satisfied are you with your job? 71.8% 13.3% 14.9% 2810 N/A Satisfied- 200 55 *Considering everything, how satisfied are you with your pay? 78.5% 11.2% 10.3% 28.00 N/A Satisfied- 200 58 *Considering everything, how satisfied are you with your organization? 78.5% 11.2% 10.3% 28.00 N/A Satisfied- 200 58 *Considering everything, how satisfied are you with your organization? 78.5% 11.2% 10.3% 28.00 N/A Satisfied- 200 58 *Considering everything, how satisfied are you with your organization? 78.5% 11.2% 10.3% 28.00 N/A Agree-disagree 2019 1 1 *I am given a real opportunity to improve my skills in my organization. 82.1% 7.7% 10.2% 30.09 N/A Agree-disagree 2019 1 1 *I am given a real opportunity to improve my skills in my organization. 82.1% 7.7% 10.5% 30.09 N/A Agree-disagree 2019 1 4 *I know what is expected of me on the job. 84.7% 6.7% 6.5% 30.09 N/A Agree-disagree 2019 1 4 *I know what is expected of me on the job. 84.7% 6.7% 6.3% 30.09 N/A Agree-disagree 2019 5 *N/A vorking with the program of the job. 84.7% 6.5% 6.3% 30.09 N/A Agree-disagree 2019 5 *N/A vorking with the program of the job one. 87.5% 6.5% 6.3% 30.09 N/A Agree-disagree 2019 5 *N/A vorking with the program of the job one. 87.5% 6.5% 10.6% 12.4% 50.5% 10.6% 12.4% 50.					76.2%	11.6%	12.2%	2794	34
Agree-disagree 2020 31 Ihave a high level of respect for my organization's senior leaders 71,00 16,00 16,00 10	Good-poor	2020	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
Agree-disagree 2020 32 Sariosired- 2020 33 How satisfied are you with your proximation of the statisfied- 2020 33 How satisfied are you with the information you receive from management on what's going on in your organization?	Agree-disagree	2020	21	I have a high level of respect for my organization's senior leaders					
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Satisfied 2020 34 **How satisfied are you with the information you receive from management on what's going on in your organization? 71.5% 14.0% 14.5% 2805 N/A Satisfied 2020 35 *How satisfied are you with the recognition you receive for doing a good job? 71.8% 13.3% 14.9% 2812 N/A Satisfied 2020 36 *Considering everything, how satisfied are you with your job? 79.2% 11.0% 9.8% 2800 N/A 2815 N/A 281					75.070	111370	20.570	2,0,	
Satisfied 2020 35 *How satisfied are you with the recognition you receive for doing a good job? 71.8% 14.0% 14.5% 2805 N/A					69.8%	15.3%	15.0%	2816	N/A
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Satisfied 200 36 *Considering everything, how satisfied are you with your job? 201 36 *Considering everything, how satisfied are you with your pay? 202 37 202 37 202 38 *Considering everything, how satisfied are you with your organization? 202 38 *Considering everything, how satisfied are you with your organization? 202 38 *Considering everything, how satisfied are you with your organization? 202 38 *Considering everything, how satisfied are you with your organization? 202 38 *Considering everything, how satisfied are you with your organization? 202 38 *Considering everything, how satisfied are you with your organization? 202 38 *Considering everything, how satisfied are you with your organization? 202 38 *Considering everything, how satisfied are you with your organization? 202 38 *Considering everything, how satisfied are you with your organization? 202 38 *Considering everything, how satisfied are you with your organization? 202 38 *Considering everything, how satisfied are you with your organization? 202 38 *Considering everything, how satisfied are you with your organization? 202		2020	35	*How satisfied are you with the recognition you receive for doing a good job?	71.5%	14.0%	14.5%	2805	N/A
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Satisfied- dissatisfied 2020 37 Considering everything, how satisfied are you with your pay? 38 *Considering everything, how satisfied are you with your organization? 39 *Some and are started are you with your organization? 30 *Some and are started are you with your organization? 31 *Some and are started are you with your organization? 32 *Some and are started are you with your organization? 33 *Some and are started are you with your organization? 34 *Some and are started are you with your organization. 35 *Some and are started are you with your organization. 36 *Some and are started are you with your organization. 37 *Some and are started are you with your organization. 38 *Some and your organization. 39 *Some and your organization. 40 *Some and your organization. 4	Satisfied-	2020	36	*Considering everything, how satisfied are you with your job?					,
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dissatisfied		2020	38	*Considering everything, how satisfied are you with your organization?	78.5%	11.2%	10.3%	2820	N/A
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Agree-disagree 2019 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. Agree-disagree 2019 9 *The people I work with cooperate to get the job done. Agree-disagree 2019 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. Agree-disagree 2019 12 *In my work unit, differences in performance are recognized in a meaningful way. Agree-disagree 2019 13 *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. Before a complete and services are recognized for providing high quality products and services. Agree-disagree 2019 15 Employees are protected from health and safety hazards on the job. Agree-disagree 2019 16 My agency is successful at accomplishing its mission. Agree-disagree 2019 17 *I recommend my organization as a good place to work. Agree-disagree 2019 18 *I believe the results of this survey will be used to make my agency a better place to work.				·				1	3
Agree-disagree 2019 9 *The people I work with cooperate to get the job done. 87.5% 6.2% 6.3% 3095 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. 52.1% 21.4% 26.5% 2686 396 Agree-disagree 2019 12 *In my work unit, differences in performance are recognized in a meaningful way. 55.1% 18.1% 26.8% 2873 204 Agree-disagree 2019 13 *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. 86.1% 7.5% 6.5% 3069 16 Agree-disagree 2019 14 Employees are recognized for providing high quality products and services. 71.6% 11.0% 17.4% 2988 67 Agree-disagree 2019 15 Employees are protected from health and safety hazards on the job. 88.1% 7.3% 4.7% 3008 50 Agree-disagree 2019 16 My agency is successful at accomplishing its mission. 86.7% 8.2% 5.1% 3018 42 Agree-disagree 2019 17 *I	Agree-disagree	2019	7	*I know how my work relates to the agency's goals.				3086	
Agree-disagree 2019 10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. Agree-disagree 2019 12 *In my work unit, differences in performance are recognized in a meaningful way. Agree-disagree 2019 13 *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. Before disagree 2019 14 Employees are recognized for providing high quality products and services. Agree-disagree 2019 15 Employees are protected from health and safety hazards on the job. Agree-disagree 2019 16 My agency is successful at accomplishing its mission. Agree-disagree 2019 17 *I recommend my organization as a good place to work. Agree-disagree 2019 18 *I believe the results of this survey will be used to make my agency a better place to work. Agree-disagree 2019 18 *I believe the results of this survey will be used to make my agency a better place to work.									
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Agree-disagree 2019 15 Employees are protected from health and safety hazards on the job. 88.1% 7.3% 4.7% 3008 50 Agree-disagree 2019 16 My agency is successful at accomplishing its mission. 86.7% 8.2% 5.1% 3018 42 Agree-disagree 2019 17 *I recommend my organization as a good place to work. 77.5% 12.6% 9.9% 3060 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. 65.4% 13.9% 20.7% 2943 116					86.1%	7.5%	6.5%	3069	16
Agree-disagree 2019 16 My agency is successful at accomplishing its mission. 86.7% 8.2% 5.1% 3018 42 Agree-disagree 2019 17 *I recommend my organization as a good place to work. 77.5% 12.6% 9.9% 3060 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. 65.4% 13.9% 20.7% 2943 116									
Agree-disagree 2019 17 *I recommend my organization as a good place to work. 77.5% 12.6% 9.9% 3060 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. 65.4% 13.9% 20.7% 2943 116									
Agree-disagree 2019 18 *I believe the results of this survey will be used to make my agency a better place to work. 65.4% 13.9% 20.7% 2943 116									
2 2 3000	Agree-disagree	2019	19	My supervisor supports my need to balance work and other life issues.				1	5

Agree-disagree	2019	20	My supervisor is committed to a workforce representative of all segments of society.	84.4%	10.1%	5.5%	2809	243
Agree-disagree	2019	21	Supervisors in my work unit support employee development.	82.5%	8.3%	9.1%	3016	34
Agree-disagree	2019	22	My supervisor listens to what I have to say.	86.6%	5.2%	8.3%	3046	N/A
Agree-disagree	2019	23	My supervisor treats me with respect.	89.2%	4.6%	6.2%	3044	N/A
Agree-disagree	2019	24	I have trust and confidence in my supervisor.	79.4%	8.7%	11.9%	3043	N/A
Good-poor	2019	25	Overall, how good a job do you feel is being done by your immediate supervisor?	80.6%	11.1%	8.3%	3047	N/A
Agree-disagree	2019	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
0			, , , , , , , , , , , , , , , , , , , ,	59.8%	17.3%	22.9%	2975	61
Agree-disagree	2019	27	My organization's senior leaders maintain high standards of honesty and integrity.					64
-	_			71.2%	16.0%	12.8%	2840	195
Agree-disagree	2019	28	*Managers communicate the goals of the organization.	82.1%	9.0%	8.9%	3022	17
Agree-disagree	2019	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				76.5%	11.1%	12.4%	2975	62
Good-poor	2019	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
				73.4%	16.0%	10.6%	2959	77
Agree-disagree	2019	31	I have a high level of respect for my organization's senior leaders.	70.1%	15.8%	14.1%	2984	46
Agree-disagree	2019	32	Senior leaders demonstrate support for Work-Life programs.	75.3%	13.0%	11.7%	2874	161
Satisfied-	2019	33	*How satisfied are you with your involvement in decisions that affect your work?	75.570	25.070	11.770	2071	
dissatisfied	2013	33	To a satisfied at a year man year more tentan decisions diet affect year norm.	70.40/	4440/	45 50/	2022	** /*
	2010	24	Bill wife day with the information of the control o	70.4%	14.1%	15.5%	3032	N/A
Satisfied-	2019	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					
dissatisfied				70.3%	13.9%	15.8%	3030	N/A
Satisfied-	2019	35	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				67.4%	13.6%	19.0%	3030	N/A
Satisfied-	2019	36	*Considering everything, how satisfied are you with your job?					
dissatisfied				77.8%	11.2%	11.0%	3033	N/A
Satisfied-	2019	37	Considering everything, how satisfied are you with your pay?	77.070	11.2/0	11.0/0	3033	IN/A
dissatisfied	2013	37	Considering everything, now satisfied are you with your pay:					
	221		***************************************	75.6%	12.1%	12.3%	3028	N/A
Satisfied-	2019	38	*Considering everything, how satisfied are you with your organization?					
dissatisfied				75.3%	12.9%	11.8%	3022	N/A
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	79.9%	8.3%	11.8%	3162	N/A
Agree-disagree	2018	2	I feel encouraged to come up with new and better ways of doing things.	72.0%	11.6%	16.5%	3162	N/A
Agree-disagree	2018	3	My work gives me a feeling of personal accomplishment.	76.3%	11.2%	12.4%	3173	N/A
Agree-disagree	2018	4	I know what is expected of me on the job.	83.4%	7.8%	8.8%	3171	N/A
Agree-disagree	2018	5	*My workload is reasonable.	73.6%	10.4%	16.0%	3169	4
Agree-disagree	2018	6	*My talents are used well in the workplace.					
				70.5%	12.4%	17.2%	3148	12
Agree-disagree	2018	7	*I know how my work relates to the agency's goals.	90.6%	4.7%	4.7%	3171	5
Agree-disagree	2018	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	79.3%	10.6%	10.1%	3055	119
Agree-disagree	2018	9	*The people I work with cooperate to get the job done.	85.5%	6.9%	7.6%	3181	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.	50.3%	21.2%	28.5%	2801	371
Agree-disagree	2018	12	*In my work unit, differences in performance are recognized in a meaningful way.	49.8%	21.8%	28.4%	2969	205
Agree-disagree	2018	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
				85.7%	8.1%	6.2%	3151	26
Agree-disagree	2018	14	Employees are recognized for providing high quality products and services.	67.9%	13.9%	18.1%	3083	83
Agree-disagree	2018	15	Employees are protected from health and safety hazards on the job.					
-	_		My agency is successful at accomplishing its mission.	88.1%	7.4%	4.5%	3117	49
Agree-disagree	2018	16		79.5%	13.4%	7.1%	3104	58
Agree-disagree	2018	17	*I recommend my organization as a good place to work.	75.6%	13.4%	11.0%	3162	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.	65.4%	14.7%	19.9%	3037	125
Agree-disagree	2018	19	My supervisor supports my need to balance work and other life issues.	91.0%	3.2%	5.7%	3156	7
Agree-disagree	2018	20	My supervisor is committed to a workforce representative of all segments of society.	82.1%	12.6%	5.2%	2892	267
Agree-disagree	2018	21	Supervisors in my work unit support employee development.	82.4%	8.9%	8.7%	3111	51
Agree-disagree	2018	22	My supervisor listens to what I have to say.	85.9%	6.1%	7.9%	3159	N/A
Agree-disagree	2018	23	My supervisor treats me with respect.	88.8%	5.6%	5.6%	3155	N/A
Agree-disagree	2018	24	I have trust and confidence in my supervisor.	79.5%	9.0%	11.5%	3159	N/A
Good-poor	2018	25	Overall, how good a job do you feel is being done by your immediate supervisor?					
	_			79.3%	12.5%	8.2%	3158	N/A
Agree-disagree	2018	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				55.7%	17.8%	26.5%	3071	82
Agree-disagree	2018	27	My organization's senior leaders maintain high standards of honesty and integrity.	70.4%	16.3%	13.3%	2911	243
Agree-disagree	2018	28	*Managers communicate the goals of the organization.	82.8%	8.9%	8.3%	3124	24
Agree-disagree	2018	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				75.3%	10.8%	13.9%	3083	68
Good-poor	2018	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
	-320		2 2 2 7 2 2 7 2 2 7 2 2 2 7 2 2 2 2 2 2	72.00/	16.004	11.00/	20.47	400
Agroo disagne	2010	21	I have a high level of respect for my organization's societ leaders	72.0%	16.9%	11.0%	3047	102
Agree-disagree	2018	31	I have a high level of respect for my organization's senior leaders.	68.4%	16.6%	15.0%	3091	55
Agree-disagree	2018	32	Senior leaders demonstrate support for Work-Life programs.	73.5%	13.5%	13.0%	2984	165
Satisfied-	2018	33	*How satisfied are you with your involvement in decisions that affect your work?					
dissatisfied				66.9%	15.7%	17.4%	3141	N/A
Satisfied-	2018	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					
dissatisfied				67.1%	14.7%	18.3%	3150	N/A
Satisfied-	2018	35	*How satisfied are you with the recognition you receive for doing a good job?	07.170	14.770	10.570	3130	14/74
dissatisfied	2010	33	Town satisfied the your with the recognition you receive for doing a good job.		.=			
	2040	20	*C	62.2%	17.6%	20.2%	3144	N/A
Satisfied-	2018	36	*Considering everything, how satisfied are you with your job?					
dissatisfied				75.8%	12.0%	12.1%	3147	N/A
Satisfied-	2018	37	Considering everything, how satisfied are you with your pay?					
dissatisfied				72.7%	13.6%	13.6%	3144	N/A
Satisfied-	2018	38	*Considering everything, how satisfied are you with your organization?	, 2., , , 0	_5.5,0	_5.576	3244	11/1
	_020	- 55	0 3 - 2 , a , a , a , a					
dissatisfied				71.4%	15.0%	13.6%	3130	N/A

Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	04.40/	7.69	11 20/	2000	N1 /A
Agree-disagree	2017	2	I feel encouraged to come up with new and better ways of doing things.	81.1% 74.2%	7.6%	11.3% 15.3%	3080 3058	N/A N/A
Agree-disagree	2017	3	My work gives me a feeling of personal accomplishment.	75.4%	11.7%	12.9%	3074	N/A
Agree-disagree	2017	4	I know what is expected of me on the job.	84.0%	6.6%	9.4%	3060	N/A
Agree-disagree	2017	5	*My workload is reasonable.	73.8%	10.3%	15.9%	3069	4
Agree-disagree	2017	6	*My talents are used well in the workplace.	71.5%	11.1%	17.4%	3040	11
Agree-disagree	2017	7	*I know how my work relates to the agency's goals and priorities.	89.2%	5.6%	5.2%	3068	3
Agree-disagree	2017	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	79.4%	9.7%	10.9%	2980	90
Agree-disagree	2017	9	*The people I work with cooperate to get the job done.	84.9%	7.0%	8.1%	3079	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.	49.3%	22.0%	28.7%	2715	353
Agree-disagree	2017	12	*In my work unit, differences in performance are recognized in a meaningful way.	52.7%	19.5%	27.8%	2893	179
Agree-disagree	2017	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
				81.6%	8.9%	9.5%	3017	34
Agree-disagree	2017	14	Employees are recognized for providing high quality products and services.	69.6%	13.7%	16.7%	2993	54
Agree-disagree	2017	15	Employees are protected from health and safety hazards on the job.	87.7%	6.9%	5.4%	3005	42
Agree-disagree	2017	16	My agency is successful at accomplishing its mission.	79.1%	11.8%	9.1%	2999	45
Agree-disagree	2017	17	*I recommend my organization as a good place to work.	74.7%	13.7%	11.5%	3043	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.	67.6%	14.0%	18.4%	2963	87
Agree-disagree	2017	19	My supervisor supports my need to balance work and other life issues.	91.2%	2.8%	5.9%	3035	10
Agree-disagree	2017	20	My supervisor is committed to a workforce representative of all segments of society.	83.1%	11.1%	5.8%	2802	227
Agree-disagree	2017	21	Supervisors in my work unit support employee development.	82.2%	8.5%	9.3%	3004	39
Agree-disagree	2017	22	My supervisor listens to what I have to say.	86.5%	4.8%	8.7%	3041	N/A
Agree-disagree	2017	23	My supervisor treats me with respect.	89.1%	4.3%	6.6%	3038	N/A
Agree-disagree	2017	24	I have trust and confidence in my supervisor.	79.4%	8.7%	11.9%	3044	N/A
Good-poor	2017	25	Overall, how good a job do you feel is being done by your immediate supervisor?	79.7%	12.2%	8.1%	3044	N/A
Agree-disagree	2017	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				58.5%	16.9%	24.6%	2982	56
Agree-disagree	2017	27	My organization's senior leaders maintain high standards of honesty and integrity.	70.6%	16.2%	13.1%	2822	213
Agree-disagree	2017	28	*Managers communicate the goals and priorities of the organization.	80.9%	8.8%	10.3%	3010	20
Agree-disagree	2017	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				77.2%	9.6%	13.1%	2958	74
Good-poor	2017	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
				73.9%	15.8%	10.4%	2935	100
Agree-disagree	2017	31	I have a high level of respect for my organization's senior leaders.	66.8%	16.8%	16.5%	2992	43
Agree-disagree	2017	32	Senior leaders demonstrate support for Work-Life programs.	74.7%	14.0%	11.3%	2887	148
Satisfied-	2017	33	*How satisfied are you with your involvement in decisions that affect your work?					
dissatisfied				68.7%	14.2%	17.1%	3026	N/A
Satisfied-	2017	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					
dissatisfied				68.9%	14.0%	17.1%	3025	N/A
Satisfied-	2017	35	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				67.2%	15.3%	17.5%	3020	N/A
Satisfied-	2017	36	*Considering everything, how satisfied are you with your job?					
dissatisfied				75.9%	11.5%	12.6%	3022	N/A
Satisfied-	2017	37	Considering everything, how satisfied are you with your pay?					
dissatisfied				75.0%	12.1%	12.9%	3028	N/A
Satisfied-	2017	38	*Considering everything, how satisfied are you with your organization?					
dissatisfied				70.7%	14.7%	14.7%	3031	N/A
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	76.7%	9.3%	14.0%	3215	N/A
Agree-disagree	2016	2	I feel encouraged to come up with new and better ways of doing things.	68.5%	12.4%	19.1%	3192	N/A
Agree-disagree	2016	3	My work gives me a feeling of personal accomplishment.	72.8%	11.5%	15.7%	3212	N/A
Agree-disagree	2016	4	I know what is expected of me on the job.	81.5%	9.1%	9.4%	3196	N/A
Agree-disagree	2016	5	*My workload is reasonable.	72.2%	10.7%	17.1%	3212	2
Agree-disagree	2016	6	*My talents are used well in the workplace.	67.7%	12.5%	19.8%	3156	6
Agree-disagree	2016	7	*I know how my work relates to the agency's goals and priorities.	86.6%	7.0%	6.3%	3189	11
Agree-disagree	2016	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	76.3%	10.7%	13.0%	3119	93
Agree-disagree	2016	9	*The people I work with cooperate to get the job done. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	82.8%	8.0%	9.2%	3219	N/A
Agree-disagree	2016	10 12	, , , , , , , , , , , , , , , , , , , ,	45.5%	21.9%	32.7%	2844	359
Agree-disagree	2016 2016	13	*In my work unit, differences in performance are recognized in a meaningful way. *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	48.4%	21.1%	30.5%	2997	216
Agree-disagree	2010	13	The working of has the journelevant knowledge and skills necessary to accomplish organizational goals.	77.00/	40.007	44 ***		
Agree-disagree	2016	14	Employees are recognized for providing high quality products and services.	77.8%	10.9%	11.4%	3154	43
Agree-disagree	2016	15	Employees are recognized for providing riight quality products and services. Employees are protected from health and safety hazards on the job.	63.6%	15.5%	20.8%	3113	76
Agree-disagree	2016	16	My agency is successful at accomplishing its mission.	86.7%	7.6%	5.7%	3140	48
Agree-disagree	2016	17	*I recommend my organization as a good place to work.	73.9%	15.4%	10.7%	3124	62
Agree-disagree	2016	18	*I believe the results of this survey will be used to make my agency a better place to work.	68.8% 63.7%	16.6% 14.9%	14.6% 21.4%	3190 3058	N/A 136
Agree-disagree	2016	19	My supervisor supports my need to balance work and other life issues.					
Agree-disagree	2016	20	My supervisor is committed to a workforce representative of all segments of society.	90.2% 81.4%	4.2% 13.4%	5.7% 5.1%	3184 2847	325
Agree-disagree	2016	21	Supervisors in my work unit support employee development.					
Agree-disagree	2016	22	My supervisor listens to what I have to say.	79.0% 85.5%	10.4% 6.7%	10.6% 7.8%	3135 3184	49 N/A
Agree-disagree	2016	23	My supervisor treats me with respect.	85.5%	5.3%	6.6%	3184	N/A N/A
Agree-disagree	2016	24	I have trust and confidence in my supervisor.	77.2%	10.6%	12.2%	3177	N/A
Good-poor	2016	25	Overall, how good a job do you feel is being done by your immediate supervisor?	78.6%	13.1%	8.4%	3186	N/A
Agree-disagree	2016	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	70.0%	13.1/0	0.470	3100	IN/A
.g. 11 0.00g/CC	-520		, . g, gardenes of mediation and communicity in the worklotter.	51.6%	18.1%	30.3%	3107	69
Agree-disagree	2016	27	My organization's senior leaders maintain high standards of honesty and integrity.	65.7%	18.1%	16.3%	2930	234
Agree-disagree	2016	28	*Managers communicate the goals and priorities of the organization.	76.4%	11.3%	12.3%	3151	19
g. 22 a.oug/cc		_0		70.4%	11.3/0	12.370	2121	19

25.00 25.0									
Age August 1.5 1.0 No. 1 Implication of respect for my organization south seasons 1.0	Agree-disagree	2016	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	71.0%	12.8%	16.2%	3081	89
Asset Granges 2016 251 The set September of regardance senter to endought of the set September 11 12 13 13 13 13 13 13	Good-poor	2016	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
Speed 1966 1976 1987 1987 1988	Agree-disagree	2016	21	I have a high level of respect for my organization's senior leaders					79
Seminary 1972 1973 1974 1975 197				• • • • • • • • • • • • • • • • • • • •					136
Statistical Control of the Control o				· · · · · · · ·	73.170	13.270	11.770	3044	130
Material Part Material Par	dissatisfied				63.2%	16.6%	20.2%	3172	N/A
Standard Control Con		2016	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	61.5%	16.6%	21.9%	3168	N/A
Standard Column		2016	35	*How satisfied are you with the recognition you receive for doing a good job?					
Stanford		2016	26	*Considering even thing, how entirfied are you with your inh?	59.8%	18.2%	22.0%	3160	N/A
Secretarion Secretario Secretario Secretario Secretario Secretario Secretario Secretario Secreta	dissatisfied			, , ,	72.0%	13.6%	14.4%	3164	N/A
March disagree 2015 2 1 man given a read opportunity to improve my skills in my organization. 3,75% 10,95% 3,95% 3,90% 3,00%		2016	37	Considering everything, how satisfied are you with your pay?	69.3%	13.8%	16.9%	3165	N/A
Agree-disagree 205 5 1 Anna glows an earl-apportunity to improve my statis in my organization. 32.5 370		2016	38	*Considering everything, how satisfied are you with your organization?	64.7%	16.9%	18.4%	3170	N/A
Agree disagree 2025 3 W work given me a feeting of personal accomplishment. 2025 4 Introve what the operated of nor the fight. 2025 3 4 Introve what the operated of nor the fight. 2025 3084 3	Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	73.5%	11.9%	14.6%	3097	N/A
Agree-disparce 2025 4 New white is expected of me on the job. 258 1.10% 258 1.25% 1.25% 1.25% 1.25% 3.25% 2.25% 3.25% 3.25% 2.25% 3.	Agree-disagree	2015	2	I feel encouraged to come up with new and better ways of doing things.	64.8%	15.2%	20.0%	3079	N/A
Apere disagree 2055 5.9 May workload for resonable. 2075 13.26 13.26 30.88 Agere disagree 3055 6.9 May facilities are used with in the workpieze. 20.86 30.56 19.66 30.56 <td>Agree-disagree</td> <td>2015</td> <td>3</td> <td>My work gives me a feeling of personal accomplishment.</td> <td>69.4%</td> <td>15.5%</td> <td>15.2%</td> <td>3078</td> <td>N/A</td>	Agree-disagree	2015	3	My work gives me a feeling of personal accomplishment.	69.4%	15.5%	15.2%	3078	N/A
Agree disagree 2015 6 Agree disagree 2015 6 Agree disagree 2015 7 Note the permitting of the agreety's gash and priorities. 338 328 328 70% 3081	Agree-disagree	2015	4	I know what is expected of me on the job.	79.5%	11.0%	9.5%	3081	N/A
Agree disagree 1015 7	Agree-disagree	2015	5	*My workload is reasonable.	67.5%	13.2%	19.2%	3084	5
Agree disagree 7015 8 1 1 1 1 1 1 1 1 1	Agree-disagree	2015	6	*My talents are used well in the workplace.	63.8%	16.6%	19.6%	3045	7
Agree disagree 2015 50 The people's work with cooperate to get the pilo done. 79.8 10.23 10.00	Agree-disagree	2015	7	*I know how my work relates to the agency's goals and priorities.	83.8%	9.2%	7.0%	3081	6
Agree - diagrage (Agree - diagrage) 2015 1 20 1 17 1 17 1 17 1 17 1 17 1 17 1 17	Agree-disagree	2015	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	73.1%	12.8%	14.1%	2998	95
Agree-disagree 2015 12 17 mm yourk until, differences in performance are recognized in a meaningful way. Agree-disagree 2015 13 17 mm yourk until, differences in performance are recognized in a meaningful way. Agree-disagree 2015 13 14 mm yourk until support and services in performance are recognized for growding legh sealily products and services. Agree-disagree 2015 13 15 mm yourk until support and services in performance are recognized for growding legh sealily products and services. Agree-disagree 2015 13 15 mm yourk until support and services in performance with the pipe services and services. Agree-disagree 2015 13 15 mm your your your your your your your your	Agree-disagree	2015	9	*The people I work with cooperate to get the job done.	79.8%	10.3%	10.0%	3100	N/A
Agree-disagree 2015 13 "The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. Agree-disagree 2015 15 Englose are preceden from health and stelly have also for the providing light quality products and services. Agree-disagree 2015 15 If Suppose are preceden from health and stelly have also in the job. Agree-disagree 2015 17 "Incommend organization as a good pace to work. Agree-disagree 2015 17 "Incommend organization as a good pace to work. Agree-disagree 2015 18 "Incommend organization as a good pace to work. Agree-disagree 2015 18 "Incommend organization as a good pace to work. Agree-disagree 2015 19 "Incommend organization as a good pace to work. Agree-disagree 2015 19 "Incommend organization as a good pace to work. Agree-disagree 2015 10 "Incommend organization as a good pace to work. Agree-disagree 2015 10 "Incommend organization as a good pace to work. Agree-disagree 2015 10 "Incommend organization as a good pace to work. Agree-disagree 2015 12 "Incommend organization as a good pace to work. Agree-disagree 2015 12 "Incommend organization as a good pace to work. Agree-disagree 2015 12 "Incommend organization as a good pace to work organization. Agree-disagree 2015 12 "Incommend organization as a good pace to be a good pace or a good pace or a good pace of the go	Agree-disagree	2015	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.9%	25.4%	36.7%	2793	301
Age-disagre 2015 16 Employees are recognized for providing high quality products and services. 56.47 21.10 23.25 30.00 Agree-disagree 2015 15 Employees are recognized for providing high quality products and services. 56.47 21.10 23.25 30.00 30.	Agree-disagree			*In my work unit, differences in performance are recognized in a meaningful way.	38.4%	25.4%	36.2%	2943	156
Agree-disagree (Agree disagree (Agree) 2015 15 (agree) 16 (mployees are receptive for providing high quality products and services. 8,4% (2) (b) 22.9% (30.0) 30.00 (Agree-disagree (Agree) 2015 15 (agree) 15 (agree) 22.9% (30.0) 30.06 (b) 30.00 (b)<	Agree-disagree	2015	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	74.7%	14.4%	10.9%	3039	35
Agree-disagree (a) 2015 5 Employees are protected from health and safety hazards on the job. 8,2% 9,7% 5,1% 2006 Agree-disagree (a) 2015 15 Magney (a) 2015 17 17 (a) 3006 Agree-disagree (a) 2015 18 Network (a) 66,1% 20,0% 14,0% 3072 Agree-disagree (a) 2015 18 Network (a) 60,0% 9,5% 30,5% 29,7% Agree-disagree (a) 2015 30 15,0% 30,00	Agree-disagree	2015	14	Employees are recognized for providing high quality products and services.					66
Agree-disagree (adaptive profit of the profit of	Agree-disagree	2015	15	Employees are protected from health and safety hazards on the job.					36
Agree-disagree (Agree) (2015) 17 17 19 19 3073 3075 3077	Agree-disagree	2015	16						47
Agree-disagree (a) 2015 18 ** Delieve the results of this curvey will be used to make my agency a better place to work. 60.0% 19.5% 20.5% 2935 Agree-disagree (a) 2015 19 Ay supervisor is committed to a workforce representative of all segments of society. 76.5% 17.1% 6.4% 30.66 Agree-disagree (a) 2015 22 Supervisors in my work unit support employee development. 75.5% 13.6% 10.9% 30.06 Agree-disagree (a) 2015 22 Supervisors in my work unit support employee development. 83.3% 8.0% 8.7% 30.06 Agree-disagree (a) 2015 22 My supervisor treats ne with respect. 83.3% 8.0% 8.7% 30.06 Good-poor (2) 2015 20 19.2% 19.2% 10.0% 30.06 13.8% 30.06 13.8% 30.06 13.8% 30.06 13.8% 30.06 13.8% 30.06 13.8% 30.06 13.8% 30.06 13.8% 30.06 13.8% 30.06 13.8% 30.06 13.8% 30.06		2015	17						N/A
Agree-disagree 2015 2019 My supervisor supports my need to balance work and other life issues: 88.7% 5.2% 6.1% 3066 Agree-disagree 2015 20 you purvisor is sommitted to a workfore representative of all segments of society. 76.5% 12.1% 6.4% 2277 Agree-disagree 2015 20 Supervisors in my work unit support employee development. 75.5% 13.6% 10.0% 3016 Agree-disagree 2015 20 Supervisor is term to swift respect. 85.1% 7.9% 3060 Agree-disagree 2015 23 May upervisor treast me with respect. 85.1% 7.9% 3060 Agree-disagree 2015 25 Committed to supervisor treast me with respect. 85.1% 7.9% 13.0% 13.8% 3065 Agree-disagree 2015 27 May organization's senior leaders emissain high standards of motivation and commitment in the workforce. 47.7% 12.8% 30.5% 2905 Agree-disagree 2015 27 Managers communicate the goals and priorities of the organization. 47.7% 12.8%		2015	18						142
Agree-disagree 2015 20	Agree-disagree	2015	19	My supervisor supports my need to balance work and other life issues.					9
Agree-disagree 2015 21 Supervisors in my work unit support employee development. 75.5% 13.6% 10.9% 3015 Agree-disagree 2015 23 My supervisor iterate with respect. 83.1% 7.9% 7.0% 3060 Agree-disagree 2015 23 My supervisor iterate with respect. 83.1% 7.9% 7.0% 3060 Agree-disagree 2015 24 Thave trust and confidence in my supervisor. 73.2% 13.0% 31.3% 3005 Agree-disagree 2015 25 Thave trust and confidence in my supervisor. 73.2% 13.0% 31.3% 3005 Agree-disagree 2015 25 Thave trust and confidence in my supervisor. 73.2% 13.0% 31.3% 3005 Agree-disagree 2015 26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 47.7% 21.8% 30.5% 2995 Agree-disagree 2015 27 My organization's senior leaders maintain high standards of honesty and integrity. 63.7% 13.8% 13.5% 13.1% 30.1% 30.1% Agree-disagree 2015 29 Managers communication among different work units (for example, about projects, goals, needed resources). 66.3% 15.8% 17.9% 2997 Agree-disagree 2015 29 Managers communication among different work units (for example, about projects, goals, needed resources). 66.3% 15.8% 17.9% 2997 Agree-disagree 2015 31 Thave a high level of respect for my organization's senior leaders. 59.3% 22.5% 18.3% 30.00 Agree-disagree 2015 32 Senior leaders demonstrate support for Work-Life programs. 71.1% 16.4% 12.4% 2.29% 2.25% 18.3% 30.00 Agree-disagree 2015 33 How a staffied are you with the information you receive from management on what's going on in your organization? 57.9% 21.0% 21.2% 30.4%	Agree-disagree	2015	20	My supervisor is committed to a workforce representative of all segments of society.					293
Agree-disagree 2015 22 My supervisor listens to what I have to say. 3.064 Agree-disagree 2015 23 Value 23 Value 24 Value 25 Value 25 Value 25 Value 25 Value 26 Value 27 Value	Agree-disagree	2015	21	Supervisors in my work unit support employee development.	75.5%	13.6%	10.9%	3016	56
Agree-disagree 2015 24 Agree-disagree 2015 24 Agree-disagree 2015 24 Agree-disagree 2015 25 Coerall, how good a job do you feel is being done by your immediate supervisor? 74.7% 13.7% 13.0% 30.5%	Agree-disagree	2015	22	My supervisor listens to what I have to say.	83.3%	8.0%	8.7%	3064	N/A
Agree-disagree 2015 24 (ooc-door 1 have trust and confidence in my supervisor. 37,32% 13,0% 13,8% 3065 Cood-poor 2015 25 (ooc-door 2015 25 (ooc-door 74,7% 15,2% 10,1% 3065 Agree-disagree 2015 26 (ooc-door 27 (ooc-door-door-door-door-door-door-door-d	Agree-disagree	2015	23	My supervisor treats me with respect.		7.9%		3060	N/A
Agree-disagree 2015 26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. 47.7% 21.8% 30.5% 2995	Agree-disagree	2015	24	I have trust and confidence in my supervisor.	73.2%	13.0%	13.8%	3065	N/A
Agree-disagree 2015 27 My organization's senior leaders maintain high standards of honesty and integrity. 47.% 21.8% 30.5% 2995 Agree-disagree 2015 28 *Managers communicate the goals and priorities of the organization. 73.2% 13.1% 13.7% 3018 Agree-disagree 2015 29 Managers promote communication among different work units (for example, about projects, goals, needed resources). 66.3% 15.8% 17.9% 2957 Good-poor 2015 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 66.6% 18.9% 14.5% 2960 Agree-disagree 2015 31 I have a high level of respect for my organization's senior leaders. 71.1% 16.4% 12.4% 2937 Agree-disagree 2015 32 Senior leaders demonstrate support for Work-Life programs. 71.1% 16.4% 12.4% 2937 Satisfied- 2015 33 *How satisfied are you with your involvement in decisions that affect your work? 21.2% 30.47 Satisfied- 2015 34 *How satisfied are you with the information you receive from management on what's going on in your organization? 55.8% 21.3% 22.9% 3048 Satisfied- 2015 36 *Considering everything, how satisfied are you with your job? 53.2% 22.2% 24.6% 3034 Satisfied- 2015 36 *Considering everything, how satisfied are you with your pay? 21.2% 3047 Satisfied- 2015 37 Considering everything, how satisfied are you with your pay? 21.2% 3047 Satisfied- 2015 38 *Considering everything, how satisfied are you with your pay? 3048 Satisfied- 2015 38 *Considering everything, how satisfied are you with your pay? 3048 Satisfied- 2015 38 *Considering everything, how satisfied are you with your pay? 3048 Satisfied- 2015 38 *Considering everything, how satisfied are you with your pay? 3048 Satisfied- 2015 38 *Considering everything, how satisfied are you with your pay? 3048 Satisfied- 2015 38 *Considering everything, how satisfied are you with your pay? 3048 Satisfied- 2015 37 *Considering everything, how satisfied are you with your pay? 3048 Satisfied- 2015 38 *Considering everything, how satisfied are you with your pay? 3048 Satisfied- 2015 38 *Considering ev	Good-poor	2015	25	Overall, how good a job do you feel is being done by your immediate supervisor?	74.7%	15.2%	10.1%	3065	N/A
Agree-disagree 2015 27 My organization's senior leaders maintain high standards of honesty and integrity. 63.7% 19.8% 16.4% 2857	Agree-disagree	2015	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
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Agree-disagree 2015 29 Managers promote communication among different work units (for example, about projects, goals, needed resources). 66.3% 15.8% 17.9% 2957	Agree-disagree				63.7%	19.8%	16.4%	2857	199
Good-poor 2015 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 66.6% 18.9% 14.5% 2960	Agree-disagree				73.2%	13.1%	13.7%	3018	35
Agree-disagree 2015 31 I have a high level of respect for my organization's senior leaders. 59.3% 22.5% 18.3% 30.00 Agree-disagree 2015 32 Senior leaders demonstrate support for Work-Life programs. 71.1% 16.4% 12.4% 2937 Satisfied-dissatisfied 2015 33 **How satisfied are you with your involvement in decisions that affect your work? 57.9% 21.0% 21.2% 3047 Satisfied-dissatisfied 2015 34 **How satisfied are you with the information you receive from management on what's going on in your organization? 55.8% 21.3% 22.9% 3048 Satisfied-dissatisfied 2015 35 **How satisfied are you with the recognition you receive for doing a good job? 55.8% 21.3% 22.9% 3048 Satisfied-dissatisfied 2015 36 **Considering everything, how satisfied are you with your job? 55.8% 20.2.2% 24.6% 3034 Satisfied-dissatisfied 2015 36 **Considering everything, how satisfied are you with your pap? 56.2% 16.4% 16.4% 30.38 Satisfied-dissatisfied 2015 37 Considering everything, how satisfied are you with your pap? 56.2% 16.4% 16.4% 30.47 Satisfied-dissatisfied 2015 38 **Considering everything, how satisfied are you with your organization? 56.5% 21.6% 17.9% 30.46 Agree-disagree 2014 1 **Lam given a real opportunity to improve my skills in my organization. 75.0% 12.2% 12.8% 3513 Agree-disagree 2014 2 I feel encouraged to come up with new and better ways of doing things. 63.0% 16.3% 20.7% 3486 Agree-disagree 2014 3 My work gives me a feeling of personal accomplishment. 67.0% 16.9% 16.1% 3502 Agree-disagree 2014 5 **My work gives me a feeling of personal accomplishment. 67.0% 16.9% 16.6% 3504 Agree-disagree 2014 5 **My work gives me a feeling of personal accomplishment. 67.0% 16.9% 16.6% 3504 Agree-disagree 2014 5 **My work gives me a feeling of personal accomplishment. 67.0% 16.9% 16.6% 3504 Agree-disagree 2014 6 **My talents are used well in the workplace. 67.4% 17.2% 20.4% 3466 Agree-disagree 2014 7 **Ik now how my work relates to the agency's goals and priorities. 84.6% 9.0% 6.4% 3501 Agree-disagree 2014 8 **Ic an disclose a suspected violation of any l	Agree-disagree	2015	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).	66.3%	15.8%	17.9%	2957	94
Agree-disagree 2015 31 I have a high level of respect for my organization's senior leaders. 59.3% 22.5% 18.3% 3020 Agree-disagree 2015 32 Senior leaders demonstrate support for Work-Life programs. 71.1% 16.4% 12.4% 2937 Satisfied-disastisfied 2015 33 *How satisfied are you with your involvement in decisions that affect your work? 57.9% 21.0% 21.2% 3047 Satisfied-disastisfied 2015 34 *How satisfied are you with the information you receive for doing a good job? 55.8% 21.3% 22.9% 3048 Satisfied-dissatisfied 2015 36 *Considering everything, how satisfied are you with your job? 53.2% 22.2% 24.6% 3034 Satisfied-dissatisfied 2015 36 *Considering everything, how satisfied are you with your pay? 67.3% 18.1% 14.6% 3038 Satisfied-dissatisfied 2015 37 Considering everything, how satisfied are you with your organization? 67.2% 16.4% 16.4% 3047 Satisfied-dissatisfied 2015 38 *Considering	Good-poor	2015	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66.6%	18 9%	14 5%	2960	92
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Satisfied 2015 35 *How satisfied are you with the recognition you receive for doing a good job?		2015	24	*II	57.9%	21.0%	21.2%	3047	N/A
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Satisfied- dissatisfied 2015 36 *Considering everything, how satisfied are you with your job? 67.3% 18.1% 14.6% 3038 Satisfied- dissatisfied 2015 37 Considering everything, how satisfied are you with your pay? 67.2% 16.4% 16.4% 3047 Satisfied- dissatisfied 2015 38 *Considering everything, how satisfied are you with your organization? 60.5% 21.6% 17.9% 3046 Agree-disagree 2014 1 *I am given a real opportunity to improve my skills in my organization. 60.5% 21.6% 17.9% 3046 Agree-disagree 2014 2 I feel encouraged to come up with new and better ways of doing things. 63.0% 16.3% 20.7% 3486 Agree-disagree 2014 3 My work gives me a feeling of personal accomplishment. 67.0% 16.9% 16.1% 3502 Agree-disagree 2014 4 I know what is expected of me on the job. 67.2% 12.2% 12.3% 9.5% 3496 Agree-disagree 2014 5 *My workload is reasonable. 69.1% 14.3% 16.6% 3504 Agree-disagree 2014 6 *My talents are used well in the workplace. 69.1% 14.3% 16.6% 3504 Agree-disagree 2014 7 *I know how my work relates to the agency's goals and priorities. 84.6% 9.0% 6.4% 3501 Agree-disagree 2014 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.		2015	35	*How satisfied are you with the recognition you receive for doing a good job?					
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dissatisfied 2015 38 *Considering everything, how satisfied are you with your organization? 60.5% 21.6% 17.9% 3046 Agree-disagree 2014 1 *I am given a real opportunity to improve my skills in my organization. 75.0% 12.2% 12.8% 3513 Agree-disagree 2014 2 I feel encouraged to come up with new and better ways of doing things. 63.0% 16.3% 20.7% 3486 Agree-disagree 2014 3 My work gives me a feeling of personal accomplishment. 67.0% 16.9% 16.1% 3502 Agree-disagree 2014 4 I know what is expected of me on the job. 78.2% 12.3% 9.5% 3496 Agree-disagree 2014 5 *My workload is reasonable. 69.1% 14.3% 16.6% 3504 Agree-disagree 2014 6 *My talents are used well in the workplace. 62.4% 17.2% 20.4% 3461 Agree-disagree 2014 7 *I know how my work relates to the agency's goals and priorities. 84.6% 9.0% 6.4% 3501 Agree-disagree 2014 8 *I can disclose a suspected vio	dissatisfied				67.3%	18.1%	14.6%	3038	N/A
dissatisfied 60.5% 21.6% 17.9% 3046 Agree-disagree 2014 1 *I am given a real opportunity to improve my skills in my organization. 75.0% 12.2% 12.8% 3513 Agree-disagree 2014 2 I feel encouraged to come up with new and better ways of doing things. 63.0% 16.3% 20.7% 3486 Agree-disagree 2014 3 My work gives me a feeling of personal accomplishment. 67.0% 16.9% 16.1% 3502 Agree-disagree 2014 4 I know what is expected of me on the job. 78.2% 12.3% 9.5% 3496 Agree-disagree 2014 5 *My workload is reasonable. 69.1% 14.3% 16.6% 3504 Agree-disagree 2014 6 *My talents are used well in the workplace. 62.4% 17.2% 20.4% 3461 Agree-disagree 2014 7 *I know how my work relates to the agency's goals and priorities. 84.6% 9.0% 6.4% 3501 Agree-disagree 2014 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 74.1% 12.8% 13.		2015	37	Considering everything, how satisfied are you with your pay?	67.2%	16.4%	16.4%	3047	N/A
Agree-disagree 2014 1 *I am given a real opportunity to improve my skills in my organization. 75.0% 12.2% 12.8% 3513 Agree-disagree 2014 2 I feel encouraged to come up with new and better ways of doing things. 63.0% 16.3% 20.7% 3486 Agree-disagree 2014 3 My work gives me a feeling of personal accomplishment. 67.0% 16.9% 16.1% 3502 Agree-disagree 2014 4 I know what is expected of me on the job. 78.2% 12.3% 9.5% 3496 Agree-disagree 2014 5 *My workload is reasonable. 69.1% 14.3% 16.6% 3504 Agree-disagree 2014 6 *My talents are used well in the workplace. 62.4% 17.2% 20.4% 3461 Agree-disagree 2014 7 *I know how my work relates to the agency's goals and priorities. 84.6% 9.0% 6.4% 3501 Agree-disagree 2014 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 74.1% 12.8% 13.1% 3394		2015	38	*Considering everything, how satisfied are you with your organization?	60.5%	21.69/	17.00/	2046	
Agree-disagree 2014 2 I feel encouraged to come up with new and better ways of doing things. 63.0% 16.3% 20.7% 3486 Agree-disagree 2014 3 My work gives me a feeling of personal accomplishment. 67.0% 16.9% 16.1% 3502 Agree-disagree 2014 4 I know what is expected of me on the job. 78.2% 12.3% 9.5% 3496 Agree-disagree 2014 5 *My workload is reasonable. 69.1% 14.3% 16.6% 3504 Agree-disagree 2014 6 *My talents are used well in the workplace. 62.4% 17.2% 20.4% 3461 Agree-disagree 2014 7 *I know how my work relates to the agency's goals and priorities. 84.6% 9.0% 6.4% 3501 Agree-disagree 2014 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 74.1% 12.8% 13.1% 3394		2014	1	*I am given a real opportunity to improve my skills in my organization.					N/A
Agree-disagree 2014 3 My work gives me a feeling of personal accomplishment. 67.0% 16.9% 16.1% 3502 Agree-disagree 2014 4 I know what is expected of me on the job. 78.2% 12.3% 9.5% 3496 Agree-disagree 2014 5 *My workload is reasonable. 69.1% 14.3% 16.6% 3504 Agree-disagree 2014 6 *My talents are used well in the workplace. 62.4% 17.2% 20.4% 3461 Agree-disagree 2014 7 *I know how my work relates to the agency's goals and priorities. 84.6% 9.0% 6.4% 3501 Agree-disagree 2014 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 74.1% 12.8% 13.1% 3394									N/A
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Agree-disagree 2014 8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. 74.1% 12.8% 13.1% 3394									
									112
SU.5% 10.0% 9.4% 3515	Agree-disagree	2014	9	*The people I work with cooperate to get the job done.	80.6%	10.0%	9.4%	3515	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.					344

Agree designed 2014 21 Proceeds 2015 22 Proceeds 2015 23 Procedure 2015 23 P									
The continues The continue					36.5%	26.6%	36.9%	3318	189
Agree disagree 2014 15 Employees are recognized for providing high quality provides and services. 52.85 72.85 73.85 73.86 3.04 6.4	Agree-disagree	2014	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
Agree disages					76.0%	14.1%	10.0%	3462	31
Apere disagree 2014 11 We agently accounted as accomplishing its mission. 60,35 19,5% 10,9% 35,95 20 36,95 10,9% 34,96 36,95 20 36,95 3	Agree-disagree	2014	14	Employees are recognized for providing high quality products and services.	52.6%	22.8%	24.6%	3424	63
Agree disagers 2054 17 In recommend my organization as a good place to work. 64.5% 13.5% 13.5% 34.6% 39.00 Number of the place o	Agree-disagree	2014	15	Employees are protected from health and safety hazards on the job.	85.3%	9.2%	5.6%	3442	43
Agree disagree 254 19	Agree-disagree	2014	16	My agency is successful at accomplishing its mission.	70.3%	19.5%	10.3%	3456	28
Agree disagree 2014 15 15 15 15 15 15 15	Agree-disagree	2014	17	*I recommend my organization as a good place to work.	66.1%	19.5%	14.4%	3490	N/A
Agree daugner 20.4 20 20 20 20 20 20 20 2	Agree-disagree	2014	18	*I believe the results of this survey will be used to make my agency a better place to work.	64.4%	18.2%	17.4%	3298	198
Agree disagree 2016 211 Supervisions in my work unit support employee development. 77,7% 34,3% 11,0% 3444 3,1% 3441 3,1% 3441 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% 3481 3,1% <th< td=""><td>Agree-disagree</td><td>2014</td><td>19</td><td>My supervisor supports my need to balance work and other life issues.</td><td>87.9%</td><td>6.4%</td><td>5.7%</td><td>3477</td><td>11</td></th<>	Agree-disagree	2014	19	My supervisor supports my need to balance work and other life issues.	87.9%	6.4%	5.7%	3477	11
Agree disagree 1014 92 by Agree disagree 18 9 by Agree disagree 85.06 by B.3 by B.	Agree-disagree	2014	20	My supervisor is committed to a workforce representative of all segments of society.	75.7%	18.7%	5.6%	3156	327
Agree-dispace of Sales 20 20.0 22 My supervisor (insects to whit I have to say.) 8.25 (s. 6.0%) 2.35 (s. 1.36) 3.93 (s. 1.36) 3.94 (s. 1.36) <td>Agree-disagree</td> <td>2014</td> <td>21</td> <td>Supervisors in my work unit support employee development.</td> <td></td> <td></td> <td></td> <td>3444</td> <td>42</td>	Agree-disagree	2014	21	Supervisors in my work unit support employee development.				3444	42
Agree-disagree Support 2014 20 January (agree-disagree) 2014 20 January (agree-disagree) 35.5% (agree-disagree) 80.5% (agree-disagree) 7.5% (agree-disagree) 1.5% (agree-disagree) 2.0% (agr	Agree-disagree	2014	22	My supervisor listens to what I have to say.	82.6%	9.3%	8.1%	3481	N/A
Agree disagree 2014 24 15 25 26 26 27 27 27 27 27 27	Agree-disagree	2014	23	My supervisor treats me with respect.		8.0%	7.5%		N/A
Good poor 2014 25 25 25 25 25 25 25 2		2014	24	I have trust and confidence in my supervisor.					
Agree-diagree 2014 2 2 2 m or y organization, senior leaders generate high levels of motivation and commitment in the workforce. 504% 24 0% 25 5% 325 4 4 26		2014	25	Overall, how good a job do you feel is being done by your immediate supervisor?					
Agree-disagree 2014 27 Managurs communicate the goals and priorities of the organization. 73.66 14.7% 11.7% 344 11.7% 344 11.7% 344 11.7% 344 11.7% 344 11.7% 344 11.7% 344 11.7% 344 11.7% 344 11.7% 344 11.7% 344 11.7% 344 34.7% 34		2014	26						,
Agreed-disagree 2014 2014 2014 34 40 Agree disagree or principle to global patronic by the opposition of the					50.4%	24.0%	25.6%	3425	44
Agree-disagree 2014 29 Managers communication among different work units (for example, about projects, goals, needed resources). 4004 29 Managers promote communication among different work units (for example, about projects, goals, needed resources). 5004 29 Managers promote communication among different work units (for example, about projects, goals, needed resources). 5004 2014 30 Overall, how good a job du you feel is being done by the manager directly above your immediate supervisor? 6005 2007 118% 3330 124 Agree-disagree 2014 31 Inhaw a high level of respect for my organization's serior leaders. 619% 20.07% 118% 3330 144 Agree-disagree 2014 33 Senior leaders demonstrate support for Work Life programs. 74.60% 10.38% 31% 31% 31% 31% 31% 31% 31% and 31% 31% 31% 31% 31% 31% 31% 31% 31% 31%	Agree-disagree	2014	27	My organization's senior leaders maintain high standards of honesty and integrity.					
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Coord poor 2014 20					73.0%	14.776	11.770	3442	- 17
Sood-poor 2014 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? 67.5% 20.7% 11.8% 3338 12.7% 12.7% 12.2% 14.1% 3433 33.3% 3	Agree-disagree	2014	23	managers promote communication among universit work units (for example, about projects, goals, needed resources).	65.204	47.60/	47.20/	2254	0.4
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dissatisfied	dissatisfied				67.2%	17.6%	15.2%	3458	N/A
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Agree-disagree 2013 21 Supervisors in my work unit support employee development. 76.6% 12.9% 10.5% 1848 21 Agree-disagree 2013 22 My supervisor listens to what I have to say. 82.6% 9.0% 8.4% 1872 N/A									6
Agree-disagree 2013 22 My supervisor listens to what I have to say. 82.6% 9.0% 8.4% 1872 N/A									
									21
	Agree-disagree	2013	23	My supervisor treats me with respect.	85.7%	7.5%	6.8%	1868	N/A
					74.6%	12.4%	13.0%	1872	N/A
					75.7%	14.5%	9.8%	1870	N/A
Agree-disagree 2013 26 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	2013	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
					51.3%	23.4%	25.3%	1847	15
Agree-disagree 2013 27 My organization's senior leaders maintain high standards of honesty and integrity. 69.7% 18.1% 12.1% 1811 52	Agree-disagree	2013	27	My organization's senior leaders maintain high standards of honesty and integrity.	69.7%	18.1%	12.1%	1811	52
Agree-disagree 2013 28 *Managers communicate the goals and priorities of the organization. 75.8% 13.5% 10.6% 1851	Agree-disagree	2013	28	*Managers communicate the goals and priorities of the organization.	75.8%	13.5%	10.6%	1851	9
Agree-disagree 2013 29 Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	2013	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
66.1% 17.0% 16.9% 1805 50					66.1%	17.0%	16.9%	1805	50
Good-poor 2013 30 Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	2013	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
69.4% 19.7% 10.8% 1791 66					69.4%	19.7%	10.8%	1791	66
	Agree-disagree	2013	31	I have a high level of respect for my organization's senior leaders.					14
		2013	32						84
Satisfied- 2013 33 *How satisfied are you with your involvement in decisions that affect your work?					-,-				
discatisfied					60.8%	20.3%	19.0%	1857	N/A
					55.576	_0.0,0	_5.576	2007	/ / .

Core Q1-10, 12-38 Trend

Satisfied-	2013	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					
dissatisfied				58.4%	21.3%	20.3%	1858	N/A
Satisfied-	2013	35	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				53.0%	23.3%	23.7%	1852	N/A
Satisfied-	2013	36	*Considering everything, how satisfied are you with your job?					
dissatisfied				69.0%	15.9%	15.2%	1849	N/A
Satisfied-	2013	37	Considering everything, how satisfied are you with your pay?					
dissatisfied				60.9%	16.9%	22.2%	1855	N/A
Satisfied-	2013	38	*Considering everything, how satisfied are you with your organization?					
dissatisfied				61.7%	20.7%	17.6%	1856	N/A

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

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.

^{**} Unweighted count of responses excluding "Do Not Know"

COVID-19 Pandemic: Background

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

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

	2020	
	N	%
100% of my work time	96	3.4%
At least 75% but less than 100%	33	1.2%
At least 50% but less than 75%	20	0.7%
At least 25% but less than 50%	73	2.7%
Less than 25%	1,113	39.6%
I have not been physically present at my agency worksite during the		
pandemic	1,452	52.4%
Total	2,787	100.0%

41. What type(s) of leave have you used $\underline{because of}$ the pandemic? (Mark all that apply)

	2020	
	N	%
Leave under the Emergency Paid Sick Leave Act (part of the Families First		
Coronavirus Response Act)	137	5.0%
Annual leave	978	35.4%
Sick leave	843	30.5%
Weather and safety leave	17	0.6%
Administrative leave	27	1.0%
Other paid leave (e.g., comp time, credit hours)	363	12.9%
Unpaid leave (e.g., LWOP)	17	0.6%
I have not used leave because of the pandemic	1,660	58.5%
Total (percents will add to more than 100% because respondents could		
choose more than one response option)	2,808	

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

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

2020	
N	%

100% of my work time	12	1.1%
At least 75% but less than 100%	15	1.4%
At least 50% but less than 75%	10	0.9%
At least 25% but less than 50%	63	5.7%
Less than 25%	1,043	90.9%
Total	1,143	100.0%

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

	2020		
	N	%	
<u>I began</u> an alternative work schedule	245	8.7%	
<u>I ended</u> my usual alternative work schedule	57	2.1%	
No change because of the pandemic	2,516	89.2%	
Total	2,818	100.0%	

Percentages are weighted to represent the Agency's population.

COVID-19 Pandemic: Telework

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

			DURING the F		AS OF the date y	•
	BEFORE the COVII	•	pandemic		to this survey	
	2020)	202	0	202	0
	N	%	N	%	N	%
I telework every work day	45	1.6%	2,711	97.0%	2,286	81.8%
I telework 3 or 4 days per week	269	9.8%	53	1.9%	372	13.1%
I telework 1 or 2 days per week	1,299	46.5%	14	0.5%	90	3.2%
I telework, but only about 1 or 2 days per month	360	12.6%	2	0.1%	16	0.5%
I telework very infrequently, on an unscheduled or short-term basis	594	20.8%	5	0.2%	22	0.8%
I do not telework because I have to be physically present on the job (e.g., law						
enforcement officers, TSA agent, border patrol agent, security personnel)	10	0.4%	1	0.0%	1	0.0%
I do not telework because of technical issues (e.g., connectivity, inadequate						
equipment) that prevent me from teleworking	6	0.2%	0	0.0%	2	0.1%
I do not telework because I did not receive approval to do so, even though I						
have the kind of job where I can telework	51	1.8%	2	0.1%	3	0.1%
I do not telework because I choose not to telework	177	6.3%	5	0.2%	11	0.4%
Total	2,811	100.0%	2,793	100.0%	2,803	100.0%

Telework Trends

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

40. Fleuse select the response that BEST describes your teleworking schedule.		T				
	2020	DVID 10				
	(BEFORE the CO		2010		204	•
_	pandemi	c)	2019		201	8
	N	%	N	%	N	%
I telework every work day	45	1.6%	29	1.0%	28	0.9%
I telework 3 or 4 days per week	269	9.8%	310	10.4%	308	10.0%
I telework 1 or 2 days per week	1,299	46.5%	1,339	44.5%	1,379	43.8%
I telework, but only about 1 or 2 days per month	360	12.6%	432	14.1%	467	14.6%
I telework very infrequently, on an unscheduled or short-term basis	594	20.8%	688	22.6%	736	23.3%
I do not telework because I have to be physically present on the job (e.g., law						
enforcement officers, TSA agent, border patrol agent, security personnel)	10	0.4%	17	0.6%	7	0.2%
I do not telework because of technical issues (e.g., connectivity, inadequate						
equipment) that prevent me from teleworking	6	0.2%	8	0.3%	13	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	51	1.8%	50	1.7%	60	2.0%
I <u>do not</u> telework because I choose not to telework	177	6.3%	147	4.9%	147	4.8%
Total	2,811	100.0%	3,020	100.0%	3,145	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 10 completed surveys.

COVID-19 Pandemic: Employee Supports

43. How has your organization supported your <u>well-being</u> needs during the COVID-19 pandemic?

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

			Needed, but <u>ne</u>	ot available		
_	Needed and availa	<u>ble</u> to me	to me	e	Not needed by	me now
	2020		2020		2020	
_	N	%	N	%	N	%
43A. Expanded telework	2,555	91.3%	16	0.6%	226	8.1%
43B. Expanded work schedule flexibilities	1,680	60.7%	55	2.0%	1,054	37.3%
43C. Expanded leave policies	951	34.4%	104	3.8%	1,736	61.7%
43D. More information on available leave policies	1,004	36.5%	144	5.3%	1,639	58.2%
43E. Expanded mental health resources (e.g., assistance with stress of COVID-						
19)	640	23.3%	123	4.6%	2,042	72.1%
43F. Expanded physical health resources (e.g., temperature checks, COVID-19						
illness testing) at my agency worksite	407	14.9%	311	11.4%	2,068	73.7%
43G. Timely communication about possible COVID-19 illness at my agency						
worksite	1,981	70.7%	158	5.8%	659	23.5%
43H. Protection of employees at higher risk for severe illness from COVID-19						
exposure	1,348	48.2%	150	5.6%	1,293	46.2%
43I. Limited access to my agency worksite buildings/facilities (e.g., closures,						
limits on activities with external visitors/groups)	1,795	63.9%	88	3.3%	920	32.9%
43J. Social distancing (e.g., limits on group size, reduced access to common						
areas) in my agency worksite	1,581	56.1%	74	2.7%	1,157	41.2%
43K. Rearranged workspaces to maximize social distancing	897	32.1%	165	6.0%	1,741	61.9%
43L. Encouraged use of personal protective equipment (PPE) or other safety						
equipment in my agency worksite	1,610	57.2%	91	3.4%	1,101	39.4%
43M. Cleaning and sanitizing supplies available to reduce risk of illness in my						
agency worksite	1,440	51.2%	273	9.7%	1,094	39.1%
43N. Training for all employees on health and safety protocols	1,062	38.0%	478	17.4%	1,257	44.6%

 $\label{percentages} \mbox{ Percentages are weighted to represent the Agency's population.}$

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	2020		
	N	%		
Strongly Agree	1,492	53.5%		
Agree	962	35.2%		
Neither Agree nor Disagree	146	5.3%		
Disagree	97	3.5%		
Strongly Disagree	66	2.5%		
No Basis to Judge	46			
Total	2,809	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	1,484	53.5%
Agree	971	35.7%
Neither Agree nor Disagree	156	5.7%
Disagree	82	3.0%
Strongly Disagree	59	2.2%
No Basis to Judge	52	
Total	2,804	100.0%

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

	2020	
	N	%
Strongly Agree	1,430	51.1%
Agree	1,012	36.6%
Neither Agree nor Disagree	161	5.9%
Disagree	110	4.0%
Strongly Disagree	66	2.4%
No Basis to Judge	21	
Total	2,800	100.0%

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

	2020	
	N	%
Strongly Agree	1,789	64.0%
Agree	791	28.8%
Neither Agree nor Disagree	117	4.2%
Disagree	42	1.5%
Strongly Disagree	41	1.6%
No Basis to Judge	27	
Total	2,807	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	1,826	65.6%
Agree	768	28.0%
Neither Agree nor Disagree	107	3.9%
Disagree	37	1.3%
Strongly Disagree	30	1.2%
No Basis to Judge	42	
Total	2,810	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	1,749	63.3%
Agree	760	27.9%
Neither Agree nor Disagree	140	5.2%
Disagree	54	2.0%
Strongly Disagree	43	1.6%
No Basis to Judge	55	
Total	2,801	100.0%

Percentages are weighted to represent the Agency's population.

[&]quot;No Basis to Judge" responses are not included in percentage calculations.

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 <u>available</u> to you, (2) those you needed but <u>not available</u> to you, and (3) those supports you have not currently needed.

			Needed, but not a	vailable		
_	Needed and availab	ole to me	to me		Not needed by m	e now
	2020		2020		2020	
<u>-</u>	N	%	N	%	N	%
50A. Consistent communication (e.g., organizational status, what to expect)	2,473	88.9%	183	6.7%	120	4.4%
50B. Training for new/changed work or work processes because of the	4 242	44.40/	200	10.00/	1 261	45.00/
pandemic 50C. Reallocation of resources (e.g., staffing, budget, materials) to support	1,212	44.1%	299	10.8%	1,261	45.0%
changes in work because of the pandemic	838	30.5%	241	8.8%	1,698	60.7%
50D. Help with commuting issues (e.g., alternatives to public transportation)	324	12.0%	74	2.7%	2,393	85.3%
50E. Options for work/business travel	540	19.6%	113	4.1%	2,118	76.3%
50F. Information on remote work policies, procedures, and expectations	1,991	71.6%	85	3.1%	710	25.3%
50G. Training on how to work remotely	1,256	45.8%	96	3.4%	1,436	50.8%
50H. Equipment and technology for working remotely (e.g., laptops, cell phone, Information Technology infrastructure)	2,048	73.7%	204	7.2%	531	19.0%
50I. Expanded collaboration tools (e.g., video conferencing, teleconferencing)	2,178	78.3%	300	10.5%	309	11.2%
50J. Expanded training for using remote work tools and applications	1,343	48.8%	398	14.0%	1,038	37.2%
50K. Expanded Information Technology (IT) support	1,641	59.3%	468	16.4%	678	24.3%
50L. Information about data security policies and procedures	1,977	71.2%	105	3.7%	701	25.1%

Percentages are weighted to represent the Agency's population.

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	43	1.6%
No	2,560	92.8%
Other	153	5.7%
Total	2.756	100.0%

Percentages are weighted to represent the Agency's population.

COVID-19 Pandemic: Work Effects

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

	2020	2020	
	N	%	
Extremely	79	2.8%	
Very	191	6.8%	
Somewhat	736	26.3%	
Slightly	862	30.6%	
Not at All	926	33.5%	
No Basis to Judge	11		
Total	2,805	100.0%	

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

	2020	2020	
	N	%	
Greatly Increased	149	5.4%	
Somewhat Increased	536	19.2%	
About the Same	1,957	71.1%	
Somewhat Decreased	93	3.4%	
Greatly Decreased	23	0.9%	
No Basis to Judge	47		
Total	2.805	100.0%	

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

	2020	2020	
	N	%	
Strongly Agree	1,134	47.0%	
Agree	798	33.5%	
Neither Agree nor Disagree	229	9.7%	
Disagree	137	5.8%	
Strongly Disagree	92	3.9%	
No Basis to Judge	406		
Total	2,796	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	1,202	43.4%
Agree	1,108	40.6%
Neither Agree nor Disagree	267	9.8%
Disagree	94	3.4%
Strongly Disagree	71	2.7%
No Basis to Judge	54	
Total	2,796	100.0%

Percentages are weighted to represent the Agency's population.

[&]quot;No Basis to Judge" responses are not included in percentage calculations.

COVID-19 Pandemic: Work Effects

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

54A. Prior to the COVID-19 pandemic, my work unit met the needs of our custo.

	2020	2020	
	N	%	
Always	1,811	66.4%	
Most of the Time	861	31.4%	
Sometimes	48	1.8%	
Rarely	10	0.4%	
Never	3	0.1%	
No Basis to Judge	60		
Total	2.793	100.0%	

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

	2020	
	N	%
Always	1,926	70.6%
Most of the Time	712	26.3%
Sometimes	63	2.4%
Rarely	12	0.4%
Never	7	0.3%
No Basis to Judge	60	
Total	2,780	100.0%

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

	2020	
	N	%
Always	1,893	68.9%
Most of the Time	751	27.5%
Sometimes	85	3.1%
Rarely	7	0.2%
Never	5	0.2%
No Basis to Judge	51	

Total	2,792	100.0%

54D. Prior to the COVID-19 pandemic, my work unit adapted to change	naina priorities.
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	2020	
	N	%
Always	1,899	69.2%
Most of the Time	720	26.5%
Sometimes	96	3.5%
Rarely	14	0.5%
Never	7	0.3%
No Basis to Judge	47	
Total	2.783	100.0%

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

	2020	2020	
	N	%	
Always	1,866	67.8%	
Most of the Time	709	25.9%	
Sometimes	121	4.4%	
Rarely	42	1.5%	
Never	10	0.4%	
No Basis to Judge	39		
Total	2.787	100.0%	

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

	2020	2020	
	N	%	
Always	1,776	65.4%	
Most of the Time	867	31.8%	
Sometimes	64	2.4%	
Rarely	7	0.2%	
Never	4	0.2%	
No Basis to Judge	61		
Total	2,779	100.0%	

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

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

	2020	
	N	%
Always	1,672	61.6%
Most of the Time	922	33.9%
Sometimes	111	4.0%
Rarely	9	0.3%
Never	7	0.3%
No Basis to Judge	67	
Total	2,788	100.0%

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

	2020	
	N	%
Always	1,836	67.3%
Most of the Time	763	28.1%
Sometimes	106	3.9%
Rarely	17	0.6%
Never	4	0.1%
No Basis to Judge	61	
Total	2,787	100.0%

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

	2020	
	N	%
Always	1,816	66.3%
Most of the Time	784	28.7%
Sometimes	119	4.4%
Rarely	11	0.4%
Never	4	0.1%
No Basis to Judge	57	
Total	2,791	100.0%

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

	2020	
	N	%
Always	1,866	67.9%
Most of the Time	728	26.7%
Sometimes	132	4.7%
Rarely	15	0.5%
Never	3	0.1%
No Basis to Judge	47	
Total	2,791	100.0%

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

	2020	
	N	%
Always	1,765	63.9%
Most of the Time	731	26.7%
Sometimes	208	7.5%
Rarely	44	1.6%
Never	10	0.3%
No Basis to Judge	35	
Total	2,793	100.0%

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

	2020	2020	
	N	%	
Always	1,710	62.9%	
Most of the Time	871	32.0%	
Sometimes	126	4.6%	
Rarely	10	0.3%	
Never	4	0.1%	
No Basis to Judge	67		
Total	2,788	100.0%	

Percentages are weighted to represent the Agency's population.

[&]quot;No Basis to Judge" responses are not included in percentage calculations.

		2020 Satisfaction	All Beer		2019	All Dass		2018 Satisfaction	All David
B. How satisfied are you with the Telework program in your agency?	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Respon
Very Satisfied	1,591	57.1%	56.8%	1,399	47.3%	46.1%	1,502	49.6%	48.
Satisfied	993	35.7%	35.6%	1,112	37.9%	36.9%	1,100	36.5%	35.
Neither Satisfied nor Dissatisfied Dissatisfied	90 72	3.2% 2.6%	3.2% 2.6%	190 157	6.5% 5.4%	6.3%	216 141	7.1% 4.7%	6 4
Very Dissatisfied	37	1.4%	1.4%	84	2.9%	5.3% 2.9%	62	2.1%	2.
Item Response Total	2,783	100.0%	99.5%	2,942	100.0%	97.6%	3,021	100.0%	97
I choose not to participate in this program	9	-	0.3%	59		2.0%	67		2
This program is not available to me	4		0.1%	14		0.5%	23		0
I am unaware of this program	0	-	0.0%	0		0.0%	2		0
Total	2,796	100.0%	100.0%	3,015	100.0%	100.0%	3,113	100.0%	100
). Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all		2020		20:	19				
at apply)		N	%	N	%				
Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)		1,456	52.6%	1,503	50.3%				
Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and wellness									
fair)		120	4.4%	216	7.2%				
Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)		162	5.9%	178	5.9%				
Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending		102	3.5%	170	3.570				
account)		77	2.8%	101	3.4%				
Elder Care Programs (for example, elder/adult care, support groups, resources)		1	0.0%	4	0.1%				
None listed above		1,211	42.8%	1,296	43.2%				
Total (percents will add to more than 100% because respondents could choose more than one response option)		2,790		2,995					
te: This item was not in the 2018 OPM FEVS.									
		2020			2019			2018	
. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example,		Satisfaction	All Response		Satisfaction	All Response		Satisfaction	All Resp
mpressed work schedule, flexible work schedule)	N	%	Options %	N 4 205	%	Options %	N	%	Optio
Very Satisfied	1,291	64.1%	46.2%	1,305	55.9%	43.2%	1,494	55.8%	4
Satisfied Neither Satisfied nor Dissatisfied	592 83	29.9% 4.1%	21.5% 3.0%	825 159	35.5% 6.8%	27.4% 5.3%	961 174	36.0% 6.4%	3
Dissatisfied	22	1.2%	0.8%	23	1.0%	0.8%	23	0.8%	
Very Dissatisfied	14	0.7%	0.5%	17	0.8%	0.6%	24	0.9%	
Item Response Total	2,002	100.0%	72.0%	2,329	100.0%	77.2%	2,676	100.0%	8
I choose not to participate in these programs	730		26.0%	620		20.6%	390		1
These programs are not available to me	32		1.1%	43		1.4%	44		
I am unaware of these programs	24		0.9%	22		0.7%	17		
Total	2,788	100.0%	100.0%	3,014	100.0%	100.0%	3,127	100.0%	10
		2020			2019			2018	
1. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example,		Satisfaction	All Response		Satisfaction	All Response		Satisfaction	All Respo
nsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)	N	%	Options %	N	%	Options %	N	%	Option
Very Satisfied Satisfied	185 217	23.5% 27.7%	6.7% 7.8%	206 337	19.9% 32.4%	6.8% 11.2%	323 470	20.9% 30.5%	10 15
Neither Satisfied nor Dissatisfied	253	32.3%	9.1%	346	33.6%	11.6%	406	26.1%	1:
Dissatisfied	83	10.7%	3.0%	87	8.4%	2.9%	201	12.9%	1.
Very Dissatisfied	45	5.8%	1.6%	57	5.7%	2.0%	149	9.6%	
Item Response Total	783	100.0%	28.3%	1,033	100.0%	34.5%	1,549	100.0%	4:
I choose not to participate in these programs	942	-	34.0%	894		29.7%	413		1
These programs are not available to me	627		22.4%	636		21.2%	669		2
I am unaware of these programs	419		15.3%	440		14.6%	509		10
Total	2,771	100.0%	100.0%	3,003	100.0%	100.0%	3,140	100.0%	100
		2020			2019			2018	
. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example,		Satisfaction	All Response		Satisfaction	All Response		Satisfaction	All Resp
ort-term counseling, referral services, legal services, education services) Very Satisfied	N 265	% 26.4%	Options % 9.5%	N 259	% 21.0%	Options % 8.5%	N 412	% 21.8%	Optio 1
Satisfied	347	34.5%	12.4%	432	35.4%	14.3%	737	39.4%	2
Neither Satisfied nor Dissatisfied	353	35.3%	12.7%	488	40.2%	16.3%	648	34.2%	20
Dissatisfied	29	3.0%	1.1%	27	2.3%	0.9%	54	2.9%	
Very Dissatisfied	9	0.9%	0.3%	13	1.2%	0.5%	31	1.7%	
Item Response Total	1,003	100.0%	36.1%	1,219	100.0%	40.5%	1,882	100.0%	6
I choose not to participate in these programs	1,640		59.0%	1,548		51.5%	1,059		3
These programs are not available to me I am unaware of these programs	26 107	-	1.0% 4.0%	48 188		1.6% 6.3%	40 164		:
Total	2,776	100.0%	100.0%	3,003	100.0%	100.0%	3,145	100.0%	10
Total	2,770	100.070	100.0%	3,003	100.070	200.070	5,215	100.070	201
How estimates and with the following Work IV		2020	All Deer		2019	All D		2018	A11.5
. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care nter, parenting classes and support groups, back-up care, subsidy, flexible spending account)	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Resp
Very Satisfied	136	21.8%	4.8%	149	18.6%	4.9%	200	% 17.5%	Optio
Satisfied	159	26.0%	5.7%	216	27.1%	7.2%	308	27.2%	
Neither Satisfied nor Dissatisfied	281	45.8%	10.1%	403	50.7%	13.5%	552	48.0%	1
Dissatisfied	24	3.9%	0.9%	17	2.1%	0.6%	50	4.5%	
Very Dissatisfied	14	2.5%	0.5%	12	1.6%	0.4%	32	2.8%	
Item Response Total	614	100.0%	22.1%	797	100.0%	26.6%	1,142	100.0%	3
I choose not to participate in these programs These programs are not available to me	1,450 349	-	51.7% 12.6%	1,370 436		45.4% 14.5%	981 496		3
These programs are not available to me I am unaware of these programs	349 371	_	13.6%	436		13.5%	523		1
Total	2,784	100.0%	100.0%	3,004	100.0%	100.0%	3,142	100.0%	10
. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult		2020 Satisfaction	All Despess		2019 Satisfaction	All Bernana		2018 Satisfaction	All Da
. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult re, support groups, resources)	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Resp Optio
Very Satisfied	86	19.0%	3.1%	78	12.3%	2.6%	136	15.0%	Орио
Satisfied	64	14.3%	2.3%	124	19.8%	4.1%	177	19.7%	
	274	61.2%	9.9%	404	64.7%	13.5%	541	59.7%	1
Neither Satisfied nor Dissatisfied		3.4%	0.6%	11	1.8%	0.4%	26	2.9%	
Dissatisfied	15								
Dissatisfied Very Dissatisfied	8	2.1%	0.3%	9	1.5%	0.3%	24	2.7%	
Dissatisfied Very Dissatisfied Item Response Total	8 447	2.1% 100.0%	0.3% 16.2%	626	100.0%	20.9%	904	100.0%	2
Dissatisfied Very Dissatisfied Item Response Total I choose not to participate in these programs	447 1,438	2.1%	0.3% 16.2% 51.7%	626 1,383	100.0%	20.9% 46.2%	904 952	100.0%	2
Dissatisfied Very Dissatisfied Item Response Total	8 447	2.1% 100.0%	0.3% 16.2%	626	100.0%	20.9%	904	100.0%	2 3 1 2

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.

Work-Life

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

	2020	
	N	%
I do not have any child care responsibilities	1,610	57.4%
No arrangements needed to manage child care responsibilities (e.g., older		
children)	353	12.4%
Child care in my own home (e.g., other parent, relative, nanny, au pair)	500	18.6%
Alternative work arrangement (e.g., telework, flexible work schedule)	437	16.0%
Child care center	172	6.3%
Paid leave	360	13.3%
Unpaid leave	38	1.4%
Child care in someone else's home (e.g., relative or neighbor, professional		
child care provider)	155	5.6%
Respite care (temporary care of a sick or disabled child, providing relief for		
their usual caregiver)	12	0.4%
Agency emergency back-up care program	0	0.0%
Resource and referral services for dependent child care	2	0.1%
Other services/arrangements	50	1.8%
Total (percents will add to more than 100% because respondents could		
choose more than one response option)	2,778	

Percentages are weighted to represent the Agency's population.

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

Work-Life

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

	2020	
	N	%
I do not have any elder/adult care responsibilities	2,286	82.3%
No arrangements needed to manage elder/adult care responsibilities (e.g.,		
elder can manage tasks of everyday living)	248	8.9%
Alternative work arrangement (e.g., telework, flexible work schedule)	136	4.8%
Elder/adult day care center	2	0.1%
Paid leave	145	5.1%
Unpaid leave	5	0.2%
Long-term care insurance	2	0.1%
Respite care (temporary care of a sick or disabled adult/elder, providing relief		
for their usual caregiver)	10	0.4%
Other services/arrangements	49	1.8%
Total (percents will add to more than 100% because respondents could		
choose more than one response option)	2,780	

Percentages are weighted to represent the Agency's population.

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

Work-Life

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

	2020	_
	N	%
I do not have responsibility for school-aged children	1,332	
Extremely	146	12.8%
Very	159	13.8%
Somewhat	308	26.2%
Slightly	253	21.5%
Not at All	298	25.7%
Does Not Apply	295	
Total	2,791	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	1,528	
Extremely	129	16.0%
Very	115	14.3%
Somewhat	184	22.8%
Slightly	163	20.2%
Not at All	216	26.6%
Does Not Apply	457	
Total	2,792	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.

My Employment Demographics

Where do you work?	%
Headquarters	12.3%
Field	74.8%
Full-time telework (e.g., home office, telecenter)	12.8%
Total	100.0%
What is your supervisory status?	%
Senior Leader	0.9%
Manager	5.6%
Supervisor	18.5%
Team Leader	7.5%
Non-Supervisor	67.6%
Total	100.0%
What is your pay category/grade?	%
Federal Wage System	0.0%
GS 1-6	2.1%
GS 7-12	64.7%
GS 13-15	32.6%
Senior Executive Service	0.5%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.1%
Total	100.0%
What is your US military service status?	%
No Prior Military Service	81.5%
Currently in National Guard or Reserves	0.8%
Retired	5.2%
Separated or Discharged	12.5%
Total	100.0%
Are you:	%
The spouse of a current active duty service member of the U.S. Armed Forces	1.0%
The constant of a source provide provided or appropriate discussion duty in the LLC. Armond Foress with a discipling refuse of 100 persons	2.00/
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	2.0%
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	96.9%
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	14.3%
No No	85.7%
Total	100.0%
How long have you been with the Federal Government (excluding military service)?	%
Less than 1 year	0.4%
1 to 3 years	15.6%
4 to 5 years	6.2%
6 to 10 years	22.2%
11 to 14 years	22.4%
15 to 20 years	12.8%
More than 20 years	20.4%
Total	100.0%
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	%
Less than 1 year	0.4%

1 to 3 years		21.1%
4 to 5 years		7.0%
6 to 10 years		24.5%
11 to 14 years		19.4%
15 to 20 years		11.2%
More than 20 years		16.3%
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	71.3%	67.1%
Yes, to retire	3.9%	4.9%
Yes, to take another job within the Federal Government	20.7%	21.9%
Yes, to take another job outside the Federal Government	1.2%	1.9%
Yes, other	2.8%	4.1%
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 because of the COVID-19 pandemic?		%
Yes		26.3%
No		73.8%
Total		100.0%
responded to this survey).	Before the COVID-19	Today
		Today %
I am planning to retire: Less than 1 year	COVID-19 Pandemic	
I am planning to retire:	COVID-19 Pandemic %	%
I am planning to retire: Less than 1 year	COVID-19 Pandemic % 2.0%	% 2.9%
I am planning to retire: Less than 1 year 1 year	COVID-19 Pandemic % 2.0% 1.8%	% 2.9% 2.0%
I am planning to retire: Less than 1 year 1 year 2 years	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0%	% 2.9% 2.0% 4.0% 4.0% 2.8%
Less than 1 year 1 year 2 years 3 years 4 years 5 years	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7%	% 2.9% 2.0% 4.0% 4.0% 2.8% 5.0%
I am planning to retire: Less than 1 year 1 year 2 years 3 years 4 years 5 years More than 5 years	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7% 79.2%	% 2.9% 2.0% 4.0% 4.0% 2.8% 5.0% 79.3%
Less than 1 year 1 year 2 years 3 years 4 years 5 years	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7%	% 2.9% 2.0% 4.0% 4.0% 2.8% 5.0%
Less than 1 year 1 year 2 years 3 years 4 years 5 years More than 5 years	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7% 79.2%	% 2.9% 2.0% 4.0% 4.0% 2.8% 5.0% 79.3%
Less than 1 year 1 year 2 years 3 years 4 years 5 years More than 5 years Total	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7% 79.2%	% 2.9% 2.0% 4.0% 4.0% 2.8% 5.0% 79.3% 100.0%
Less than 1 year 1 year 2 years 3 years 4 years 5 years More than 5 years Total 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 because of the COVID-19 pandemic? Yes	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7% 79.2%	% 2.9% 4.0% 4.0% 5.0% 79.3% 100.0%
Less than 1 year 1 year 2 years 3 years 4 years 5 years More than 5 years Total 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 because of the COVID-19 pandemic? Yes No	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7% 79.2%	% 2.9% 4.0% 4.0% 5.0% 79.3% 100.0%
Less than 1 year 1 year 2 years 3 years 4 years 5 years More than 5 years Total 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 because of the COVID-19 pandemic? Yes	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7% 79.2%	% 2.9% 4.0% 4.0% 2.8% 5.0% 79.3% 100.0%
Less than 1 year 1 year 2 years 3 years 4 years 5 years More than 5 years Total 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 because of the COVID-19 pandemic? Yes No	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7% 79.2%	% 2.9% 4.0% 4.0% 5.0% 79.3% 100.0%
Less than 1 year 1 year 2 years 3 years 4 years 5 years More than 5 years Total 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 because of the COVID-19 pandemic? Yes No Total	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7% 79.2%	% 2.9% 4.0% 4.0% 2.8% 5.0% 79.3% 100.0%
Less than 1 year 1 year 2 years 3 years 4 years 5 years More than 5 years Total 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 because of the COVID-19 pandemic? Yes No Total My Personal Demographics	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7% 79.2%	% 2.9% 4.0% 4.0% 5.0% 79.3% 100.0%
I am planning to retire: Less than 1 year 1 year 2 years 3 years 4 years 5 years More than 5 years Total 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 because of the COVID-19 pandemic? Yes No Total My Personal Demographics Are you of Hispanic, Latino, or Spanish origin?	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7% 79.2%	% 2.9% 4.0% 4.0% 4.0% 5.0% 79.3% 100.0% % 28.2% 71.8% 100.0%
I am planning to retire: Less than 1 year 1 year 2 years 3 years 4 years 5 years More than 5 years Total 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 because of the COVID-19 pandemic? Yes No Total My Personal Demographics Are you of Hispanic, Latino, or Spanish origin? Yes	COVID-19 Pandemic % 2.0% 1.8% 4.1% 4.2% 3.0% 5.7% 79.2%	% 2.9% 4.0% 4.0% 2.8% 5.0% 79.3% 100.0% % 28.2% 71.8% 100.0%
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Black or African American	16.0%
All other races	15.3%
Total	100.0%
What is your age group?	%
29 years and under	4.8%
30-39 years old	28.7%
40-49 years old	26.3%
50-59 years old	28.7%
60 years or older	11.5%
Total	100.0%
What is the highest degree or level of education you have completed?	%
Less than High School/ High School Diploma/ GED	0.7%
Certification/ Some College/ Associate's Degree	3.8%
Bachelor's Degree	44.7%
Advanced Degrees (Post Bachelor's Degree)	50.8%
Total	100.0%
Are you an individual with a disability?	%
Yes	9.7%
No	90.3%
Total	100.0%
Are you:	%
Male	44.3%
Female	55.7%
Total	100.0%
Are you transgender?	%
Yes	0.3%
No	99.7%
Total	100.0%
Which one of the following do you consider yourself to be?	%
Straight, that is not gay or lesbian	96.2%
Gay or Lesbian	1.8%
Bisexual	0.7%
Something else	1.3%

100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to My Employment Demographics.

Source: 2020 OPM Federal Employee Viewpoint Survey

Total