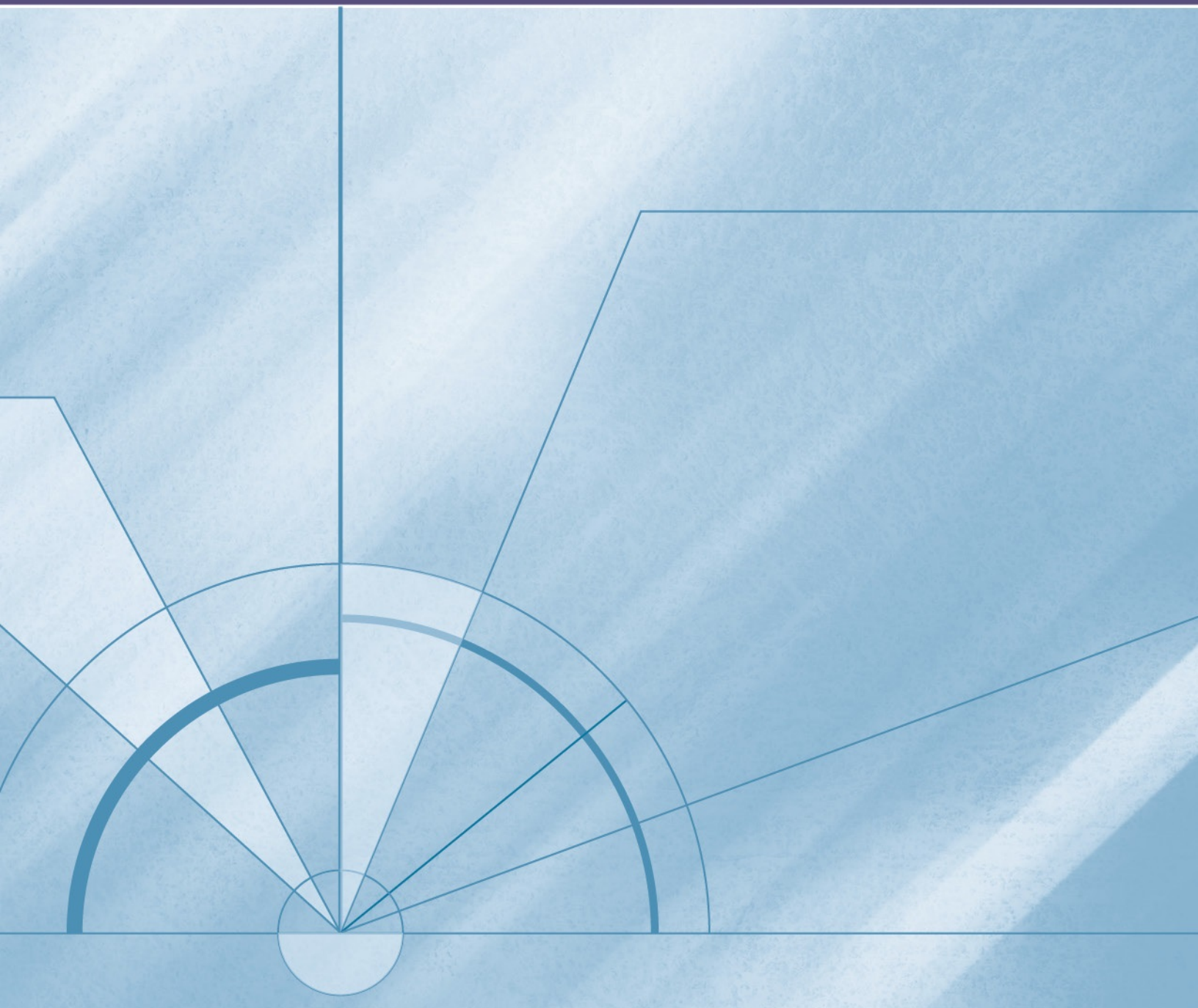


2020

Office of Personnel Management 
Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

2nd Level
Subagency
Report

OSD, Joint Staff, Defense Agencies, and Field Activities
Defense Contract Audit Agency



OSD, Joint Staff, Defense Agencies, and Field Activities

Defense Contract Audit Agency

2nd Level Subagency Report

This 2020 OPM Federal Employee Viewpoint Survey Report provides summary results for the core FEVS, telework, work-life, and demographic items for your subagency, including comparisons to your department or agency.

Response Summary

Organizations	Surveys Completed	Response Rate
Governmentwide	624,800	44.3%
Department of Defense	206,219	35.3%
OSD, Joint Staff, Defense Agencies, and Field Activities	36,435	41.7%
Defense Contract Audit Agency	2,835	68.6%

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group

These sections provide high level information on how your sub-agency is doing.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *Choose Not to Participate*, *Not Available to me*, or *Unaware of Programs* responses, where applicable, is listed separately.

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 10 and 12 to 38 are included). Use this snapshot as a quick reference or overview of your OPM FEVS results.

Highest Percent Positive

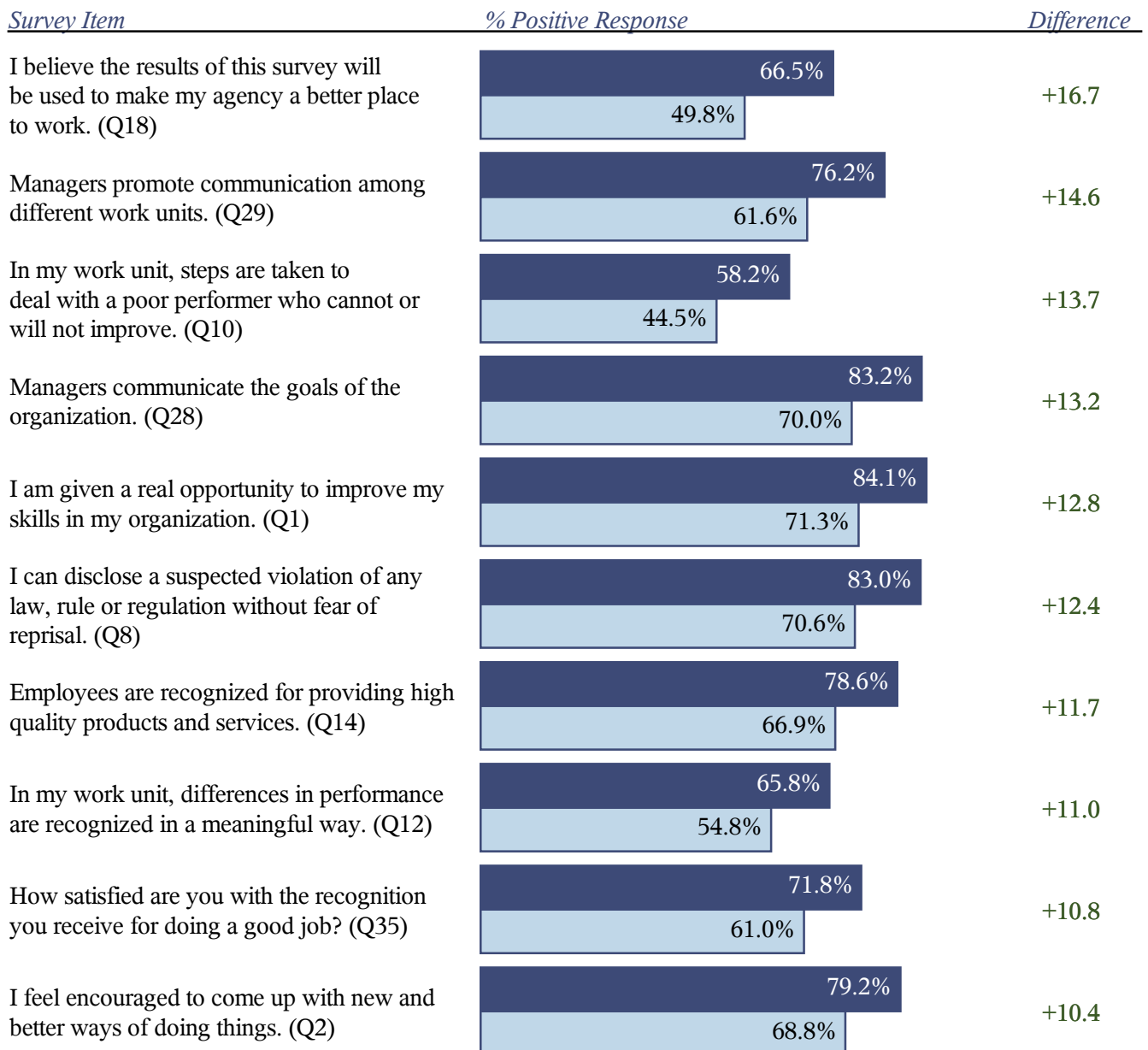
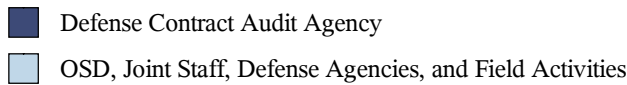
92.5%	My supervisor supports my need to balance work and other life issues. (Q19)
92.2%	I know how my work relates to the agency's goals. (Q7)
91.3%	The people I work with cooperate to get the job done. (Q9)
91.2%	My supervisor treats me with respect. (Q23)
89.8%	My supervisor listens to what I have to say. (Q22)
89.7%	My agency is successful at accomplishing its mission. (Q16)
88.7%	My supervisor is committed to a workforce representative of all segments of society. (Q20)
88.4%	I know what is expected of me on the job. (Q4)
88.1%	Supervisors in my work unit support employee development. (Q21)
87.9%	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q13)

Highest Percent Negative

21.5%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q10)
20.8%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q26)
18.9%	In my work unit, differences in performance are recognized in a meaningful way. (Q12)
18.4%	I believe the results of this survey will be used to make my agency a better place to work. (Q18)
15.0%	How satisfied are you with your involvement in decisions that affect your work? (Q33)
14.9%	How satisfied are you with the recognition you receive for doing a good job? (Q35)
14.5%	How satisfied are you with the information you receive from management on what's going on in your organization? (Q34)
13.1%	My workload is reasonable. (Q5)
12.8%	I have a high level of respect for my organization's senior leaders. (Q31)
12.5%	My talents are used well in the workplace. (Q6)

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (OSD, Joint Staff, Defense Agencies, and Field Activities) average (only items 1 to 10 and 12 to 38 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (OSD, Joint Staff, Defense Agencies, and Field Activities) average (only items 1 to 10 and 12 to 38 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.

There are no items in this category

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

Organizations	N	Positive	Neutral	Negative
Governmentwide	619,947	69.9%	15.2%	14.8%
Department of Defense	204,645	71.5%	14.7%	13.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	36,197	71.3%	14.1%	14.5%
Defense Contract Audit Agency	2,821	84.1%	7.3%	8.5%

2. I feel encouraged to come up with new and better ways of doing things.

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,099	66.6%	15.9%	17.5%
Department of Defense	203,063	70.0%	14.8%	15.3%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,874	68.8%	14.9%	16.3%
Defense Contract Audit Agency	2,808	79.2%	9.4%	11.4%

3. My work gives me a feeling of personal accomplishment.

Organizations	N	Positive	Neutral	Negative
Governmentwide	618,334	74.6%	13.7%	11.7%
Department of Defense	204,174	75.0%	13.7%	11.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	36,071	75.7%	13.3%	11.0%
Defense Contract Audit Agency	2,812	80.4%	10.0%	9.6%

4. I know what is expected of me on the job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,862	83.5%	9.2%	7.3%
Department of Defense	205,307	82.8%	9.8%	7.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	36,273	84.4%	8.7%	6.9%
Defense Contract Audit Agency	2,822	88.4%	5.5%	6.1%

5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	619,493	66.7%	12.7%	20.6%	931
Department of Defense	204,619	68.6%	12.2%	19.2%	284
OSD, Joint Staff, Defense Agencies, and Field Activities	36,174	69.9%	11.7%	18.4%	55
Defense Contract Audit Agency	2,818	79.0%	7.9%	13.1%	2

My Work Experience (continued)

6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	611,287	65.9%	15.3%	18.8%	1,541
Department of Defense	201,971	68.1%	14.5%	17.4%	454
OSD, Joint Staff, Defense Agencies, and Field Activities	35,651	67.9%	14.4%	17.7%	80
Defense Contract Audit Agency	2,801	77.2%	10.3%	12.5%	4

7. I know how my work relates to the agency's goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	618,591	87.1%	7.9%	5.0%	1,479
Department of Defense	204,210	87.5%	7.8%	4.7%	473
OSD, Joint Staff, Defense Agencies, and Field Activities	36,076	88.4%	7.1%	4.4%	84
Defense Contract Audit Agency	2,813	92.2%	4.3%	3.6%	4

8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	604,744	68.5%	16.1%	15.4%	18,046
Department of Defense	201,255	72.2%	14.5%	13.3%	4,361
OSD, Joint Staff, Defense Agencies, and Field Activities	35,304	70.6%	15.1%	14.2%	1,023
Defense Contract Audit Agency	2,746	83.0%	9.1%	7.9%	78

My Work Unit

9. The people I work with cooperate to get the job done.

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,646	84.1%	8.5%	7.4%
Department of Defense	205,872	84.6%	8.2%	7.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	36,383	83.7%	8.2%	8.1%
Defense Contract Audit Agency	2,833	91.3%	4.3%	4.5%

10. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	540,222	42.3%	27.5%	30.2%	83,418
Department of Defense	183,219	42.1%	27.8%	30.1%	22,693
OSD, Joint Staff, Defense Agencies, and Field Activities	31,024	44.5%	26.7%	28.8%	5,351
Defense Contract Audit Agency	2,222	58.2%	20.3%	21.5%	610

My Work Unit (continued)

11. In my work unit poor performers usually:

Organizations	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-Perform	Leave Work Unit-Removed or Transferred	Leave Work Unit-Quit	No Poor Performers In Work Unit	Do Not Know (N)
Governmentwide	479,951	18.6%	49.3%	9.3%	2.0%	20.8%	143,690
Department of Defense	162,671	17.4%	49.6%	11.0%	2.0%	19.9%	43,233
OSD, Joint Staff, Defense Agencies, and Field Activities	27,191	19.9%	46.3%	9.4%	2.2%	22.2%	9,185
Defense Contract Audit Agency	1,999	21.6%	35.1%	11.7%	3.8%	27.7%	832

12. In my work unit, differences in performance are recognized in a meaningful way.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	574,692	50.9%	25.0%	24.1%	48,809
Department of Defense	192,427	51.7%	25.2%	23.0%	13,405
OSD, Joint Staff, Defense Agencies, and Field Activities	33,422	54.8%	22.8%	22.4%	2,936
Defense Contract Audit Agency	2,567	65.8%	15.3%	18.9%	263

13. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	618,137	81.9%	10.5%	7.6%	5,585
Department of Defense	204,253	81.7%	10.6%	7.7%	1,642
OSD, Joint Staff, Defense Agencies, and Field Activities	36,044	81.4%	10.7%	7.9%	342
Defense Contract Audit Agency	2,818	87.9%	6.3%	5.8%	12

My Agency

14. Employees are recognized for providing high quality products and services.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	614,057	64.3%	17.0%	18.8%	7,882
Department of Defense	203,100	65.9%	16.7%	17.4%	2,260
OSD, Joint Staff, Defense Agencies, and Field Activities	35,797	66.9%	15.7%	17.5%	466
Defense Contract Audit Agency	2,789	78.6%	9.5%	11.8%	36

My Agency (continued)

15. Employees are protected from health and safety hazards on the job.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	615,590	77.3%	11.3%	11.4%	6,144
Department of Defense	204,021	80.9%	9.9%	9.2%	1,259
OSD, Joint Staff, Defense Agencies, and Field Activities	35,946	82.6%	9.1%	8.3%	318
Defense Contract Audit Agency	2,803	86.6%	7.0%	6.4%	28

16. My agency is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	614,969	81.4%	12.5%	6.1%	7,377
Department of Defense	203,456	84.8%	10.8%	4.4%	2,007
OSD, Joint Staff, Defense Agencies, and Field Activities	35,886	84.2%	10.9%	4.9%	416
Defense Contract Audit Agency	2,792	89.7%	7.1%	3.2%	36

17. I recommend my organization as a good place to work.

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,730	70.7%	17.2%	12.1%
Department of Defense	205,890	71.4%	17.3%	11.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	36,368	72.4%	16.3%	11.3%
Defense Contract Audit Agency	2,827	78.9%	12.1%	9.0%

18. I believe the results of this survey will be used to make my agency a better place to work.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	580,828	42.9%	28.2%	28.8%	43,177
Department of Defense	190,799	40.6%	30.5%	28.9%	15,184
OSD, Joint Staff, Defense Agencies, and Field Activities	33,947	49.8%	26.3%	23.8%	2,446
Defense Contract Audit Agency	2,704	66.5%	15.2%	18.4%	129

My Supervisor

19. My supervisor supports my need to balance work and other life issues.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	620,352	84.8%	8.1%	7.1%	3,002
Department of Defense	204,823	85.5%	7.9%	6.6%	945
OSD, Joint Staff, Defense Agencies, and Field Activities	36,213	85.9%	7.2%	6.9%	145
Defense Contract Audit Agency	2,823	92.5%	3.7%	3.8%	5

20. My supervisor is committed to a workforce representative of all segments of society.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	590,535	78.9%	14.7%	6.4%	32,108
Department of Defense	195,833	79.3%	14.6%	6.1%	9,763
OSD, Joint Staff, Defense Agencies, and Field Activities	34,474	80.2%	13.3%	6.4%	1,841
Defense Contract Audit Agency	2,676	88.7%	7.9%	3.4%	155

21. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	616,623	77.8%	12.5%	9.7%	6,265
Department of Defense	203,831	78.5%	12.3%	9.3%	1,792
OSD, Joint Staff, Defense Agencies, and Field Activities	35,974	78.1%	12.0%	9.9%	348
Defense Contract Audit Agency	2,808	88.1%	5.9%	6.0%	21

22. My supervisor listens to what I have to say.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,769	82.7%	9.1%	8.1%
Department of Defense	205,309	83.0%	9.1%	7.9%
OSD, Joint Staff, Defense Agencies, and Field Activities	36,284	82.9%	8.7%	8.4%
Defense Contract Audit Agency	2,823	89.8%	4.6%	5.6%

My Supervisor (continued)

23. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,647	86.5%	7.6%	5.9%
Department of Defense	205,313	86.7%	7.6%	5.7%
OSD, Joint Staff, Defense Agencies, and Field Activities	36,301	86.4%	7.4%	6.2%
Defense Contract Audit Agency	2,825	91.2%	4.4%	4.5%

24. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,453	76.0%	12.6%	11.3%
Department of Defense	205,225	76.3%	12.6%	11.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	36,270	76.3%	12.0%	11.6%
Defense Contract Audit Agency	2,823	84.3%	7.2%	8.4%

25. Overall, how good a job do you feel is being done by your immediate supervisor?

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,361	78.1%	14.0%	7.8%
Department of Defense	205,821	77.8%	14.2%	8.0%
OSD, Joint Staff, Defense Agencies, and Field Activities	36,364	78.1%	13.5%	8.4%
Defense Contract Audit Agency	2,833	84.1%	10.1%	5.7%

Leadership

26. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	610,089	50.7%	23.6%	25.7%	10,495
Department of Defense	201,607	53.9%	23.7%	22.4%	3,201
OSD, Joint Staff, Defense Agencies, and Field Activities	35,636	53.9%	23.2%	22.9%	576
Defense Contract Audit Agency	2,770	58.9%	20.3%	20.8%	55

Leadership (continued)

27. My organization's senior leaders maintain high standards of honesty and integrity.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	589,211	61.0%	21.5%	17.5%	28,542
Department of Defense	195,925	65.5%	20.1%	14.4%	7,852
OSD, Joint Staff, Defense Agencies, and Field Activities	34,321	63.8%	21.0%	15.2%	1,701
Defense Contract Audit Agency	2,639	73.3%	15.8%	10.9%	185

28. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	613,083	67.6%	17.3%	15.1%	5,087
Department of Defense	202,277	67.6%	17.7%	14.7%	1,757
OSD, Joint Staff, Defense Agencies, and Field Activities	35,789	70.0%	16.1%	13.9%	298
Defense Contract Audit Agency	2,803	83.2%	8.3%	8.5%	13

29. Managers promote communication among different work units (for example, about projects, goals, needed resources).

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	608,353	60.1%	19.8%	20.1%	11,890
Department of Defense	201,181	61.1%	20.0%	18.9%	3,527
OSD, Joint Staff, Defense Agencies, and Field Activities	35,554	61.6%	19.3%	19.2%	653
Defense Contract Audit Agency	2,794	76.2%	11.6%	12.2%	34

30. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	584,531	66.8%	20.0%	13.2%	34,681
Department of Defense	192,698	67.4%	20.1%	12.4%	11,586
OSD, Joint Staff, Defense Agencies, and Field Activities	34,023	68.1%	19.1%	12.8%	2,128
Defense Contract Audit Agency	2,699	76.4%	15.2%	8.3%	128

Leadership (continued)

31. I have a high level of respect for my organization's senior leaders.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	610,973	61.8%	21.2%	17.0%	8,107
Department of Defense	201,814	65.6%	20.2%	14.1%	2,420
OSD, Joint Staff, Defense Agencies, and Field Activities	35,710	65.7%	20.4%	13.9%	429
Defense Contract Audit Agency	2,777	71.1%	16.2%	12.8%	45

32. Senior leaders demonstrate support for Work-Life programs.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	574,976	64.2%	22.0%	13.8%	43,872
Department of Defense	189,588	65.7%	21.7%	12.5%	14,560
OSD, Joint Staff, Defense Agencies, and Field Activities	34,169	67.8%	20.0%	12.2%	1,960
Defense Contract Audit Agency	2,707	75.0%	14.5%	10.5%	119

My Satisfaction

33. How satisfied are you with your involvement in decisions that affect your work?

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,320	57.9%	21.8%	20.2%
Department of Defense	202,893	60.8%	21.1%	18.1%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,940	60.5%	20.9%	18.6%
Defense Contract Audit Agency	2,816	69.8%	15.3%	15.0%

34. How satisfied are you with the information you receive from management on what's going on in your organization?

Organizations	N	Positive	Neutral	Negative
Governmentwide	613,053	57.8%	20.6%	21.6%
Department of Defense	202,084	58.6%	20.6%	20.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,799	61.3%	19.5%	19.3%
Defense Contract Audit Agency	2,805	71.5%	14.0%	14.5%

My Satisfaction (continued)

35. How satisfied are you with the recognition you receive for doing a good job?

Organizations	N	Positive	Neutral	Negative
Governmentwide	612,519	58.7%	21.0%	20.2%
Department of Defense	201,818	59.2%	21.4%	19.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,769	61.0%	19.6%	19.4%
Defense Contract Audit Agency	2,812	71.8%	13.3%	14.9%

36. Considering everything, how satisfied are you with your job?

Organizations	N	Positive	Neutral	Negative
Governmentwide	611,647	71.6%	15.4%	13.0%
Department of Defense	201,467	72.2%	15.3%	12.5%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,697	73.4%	14.6%	12.0%
Defense Contract Audit Agency	2,800	79.2%	11.0%	9.8%

37. Considering everything, how satisfied are you with your pay?

Organizations	N	Positive	Neutral	Negative
Governmentwide	614,373	67.0%	15.0%	18.0%
Department of Defense	202,484	68.0%	15.2%	16.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,867	71.1%	14.2%	14.7%
Defense Contract Audit Agency	2,820	78.5%	11.2%	10.3%

38. Considering everything, how satisfied are you with your organization?

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,661	65.6%	18.9%	15.5%
Department of Defense	202,995	66.7%	18.9%	14.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,963	69.0%	17.5%	13.5%
Defense Contract Audit Agency	2,820	76.7%	12.6%	10.7%

Telework

40A. Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic.

Organizations	N	Telework				
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
Governmentwide	606,230	3.2%	5.3%	15.5%	5.0%	12.8%
Department of Defense	199,714	1.9%	2.6%	10.5%	4.1%	14.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,504	3.9%	11.8%	26.1%	5.4%	15.8%
Defense Contract Audit Agency	2,811	1.6%	9.8%	46.5%	12.6%	20.8%

40A. Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	606,230	23.7%	3.4%	19.1%	11.8%
Department of Defense	199,714	21.0%	4.7%	26.8%	13.7%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,504	14.8%	1.8%	10.5%	9.9%
Defense Contract Audit Agency	2,811	0.4%	0.2%	1.8%	6.3%

40B. Please select the response that BEST describes your teleworking schedule (2) DURING the PEAK of the pandemic.

Organizations	N	Telework				
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
Governmentwide	608,111	59.0%	9.5%	5.2%	1.0%	3.3%
Department of Defense	200,427	55.1%	11.1%	6.4%	1.1%	4.4%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,496	70.0%	7.4%	3.5%	0.6%	2.0%
Defense Contract Audit Agency	2,793	97.0%	1.9%	0.5%	0.1%	0.2%

40B. Please select the response that BEST describes your teleworking schedule (2) DURING the PEAK of the pandemic. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	608,111	16.0%	1.6%	2.2%	2.2%
Department of Defense	200,427	13.6%	2.2%	3.3%	2.8%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,496	11.8%	1.0%	1.8%	2.0%
Defense Contract Audit Agency	2,793	0.0%	0.0%	0.1%	0.2%

Telework (continued)

40C. Please select the response that BEST describes your teleworking schedule (3) AS OF the date you responded to this survey.

Organizations	N	Telework				
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
Governmentwide	604,562	47.3%	11.6%	8.0%	1.7%	3.9%
Department of Defense	199,183	38.5%	13.5%	10.0%	1.9%	5.2%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,413	61.1%	11.2%	6.2%	0.9%	2.3%
Defense Contract Audit Agency	2,803	81.8%	13.1%	3.2%	0.5%	0.8%

40C. Please select the response that BEST describes your teleworking schedule (3) AS OF the date you responded to this survey. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	604,562	18.3%	1.7%	3.9%	3.5%
Department of Defense	199,183	16.7%	2.5%	6.8%	4.9%
OSD, Joint Staff, Defense Agencies, and Field Activities	35,413	12.3%	0.9%	2.5%	2.6%
Defense Contract Audit Agency	2,803	0.0%	0.1%	0.1%	0.4%

Work-Life

58. How satisfied are you with the Telework program in your agency?

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Program (N)
Governmentwide	512,728	78.4%	11.5%	10.1%	9,996	70,318	5,155
Department of Defense	169,283	76.2%	13.0%	10.8%	3,842	22,910	1,123
OSD, Joint Staff, Defense Agencies, and Field Activities	32,074	86.6%	7.3%	6.1%	390	2,324	138
Defense Contract Audit Agency	2,783	92.8%	3.2%	4.0%	9	4	0

59. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply)

Organizations	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Governmentwide	594,723	48.8%	18.9%	5.6%	2.8%	0.5%	41.6%
Department of Defense	196,267	50.7%	17.3%	3.5%	2.8%	0.3%	41.6%
OSD, Joint Staff, Defense Agencies, and Field Activities	34,789	51.7%	31.6%	5.0%	2.5%	0.4%	36.2%
Defense Contract Audit Agency	2,790	52.6%	4.4%	5.9%	2.8%	0.0%	42.8%

Work-Life (continued)

60. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	420,768	82.5%	12.1%	5.4%	92,389	67,807	14,558
Department of Defense	141,576	81.7%	12.7%	5.5%	26,556	23,413	4,859
OSD, Joint Staff, Defense Agencies, and Field Activities	26,156	86.7%	9.5%	3.8%	5,337	2,652	665
Defense Contract Audit Agency	2,002	94.0%	4.1%	1.9%	730	32	24

61. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	366,652	63.8%	27.1%	9.1%	125,421	54,613	44,877
Department of Defense	117,653	59.4%	30.4%	10.2%	41,894	17,562	18,009
OSD, Joint Staff, Defense Agencies, and Field Activities	23,272	72.9%	20.4%	6.7%	6,763	2,733	1,823
Defense Contract Audit Agency	783	51.2%	32.3%	16.5%	942	627	419

62. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	270,883	51.1%	42.7%	6.3%	266,695	13,796	42,632
Department of Defense	85,500	45.2%	48.7%	6.1%	85,689	6,488	18,339
OSD, Joint Staff, Defense Agencies, and Field Activities	15,324	53.2%	42.1%	4.7%	16,665	690	2,022
Defense Contract Audit Agency	1,003	60.9%	35.3%	3.9%	1,640	26	107

63. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	174,140	36.9%	55.6%	7.5%	300,375	55,448	63,609
Department of Defense	59,628	34.1%	59.3%	6.7%	98,243	15,707	22,260
OSD, Joint Staff, Defense Agencies, and Field Activities	9,901	38.4%	56.1%	5.5%	18,501	2,583	3,708
Defense Contract Audit Agency	614	47.8%	45.8%	6.4%	1,450	349	371

Work-Life (continued)

64. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	140,850	28.5%	66.2%	5.3%	298,503	49,768	101,189
Department of Defense	47,645	25.2%	70.8%	4.0%	94,172	15,093	37,824
OSD, Joint Staff, Defense Agencies, and Field Activities	8,224	30.8%	65.4%	3.8%	17,969	2,378	5,952
Defense Contract Audit Agency	447	33.2%	61.2%	5.5%	1,438	342	540

My Employment Demographics

Where do you work?

Response	%
Headquarters	12.3%
Field	74.8%
Full-time telework (e.g., home office, telecenter)	12.8%

What is your supervisory status?

Response	%
Senior Leader	0.9%
Manager	5.6%
Supervisor	18.5%
Team Leader	7.5%
Non-Supervisor	67.6%

What is your pay category/grade?

Response	%
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%

What is your US military service status?

Response	%
No Prior Military Service	81.5%
Currently in National Guard or Reserves	0.8%
Retired	5.2%
Separated or Discharged	12.5%

Note: Percentages for demographic questions are unweighted.

My Employment Demographics (continued)

Are you:

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	1.0%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	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%

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

Response	%
Yes	14.3%
No	85.7%

Note: If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

How long have you been with the Federal Government (excluding military service)?

Response	%
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%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

Response	%
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%

Note: Percentages for demographic questions are unweighted.

My Employment Demographics (continued)

Are you considering leaving your organization within the next year, and if so, why?

Response	Before the COVID-19 pandemic %	Today %
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%

Has your intention to leave your organization within the next year changed because of the COVID-19 pandemic?

Response	%
Yes	26.3%
No	73.8%

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

I am planning to retire:

Response	Before the COVID-19 pandemic %	Today %
Less than 1 year	2.0%	2.9%
1 year	1.8%	2.0%
2 years	4.1%	4.0%
3 years	4.2%	4.0%
4 years	3.0%	2.8%
5 years	5.7%	5.0%
More than 5 years	79.2%	79.3%

Has your retirement plan changed because of the COVID-19 pandemic?

Response	%
Yes	28.2%
No	71.8%

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

Note: Percentages for demographic questions are unweighted.

My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

Response	%
Yes	9.7%
No	90.3%

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

Response	%
White	68.8%
Black or African American	16.0%
All other races	15.3%

What is your age group?

Response	%
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%

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

Response	%
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%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

My Personal Demographics (continued)

Are you an individual with a disability?

Response	%
Yes	9.7%
No	90.3%

Are you:

Response	%
Male	44.3%
Female	55.7%

Are you transgender?

Response	%
Yes	0.3%
No	99.7%

Which one of the following do you consider yourself to be?

Response	%
Straight, that is not gay or lesbian	96.2%
Gay or Lesbian	1.8%
Bisexual	0.7%
Something else	1.3%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.