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

Empowering Employees. Inspiring Change.



National Capital Planning Commission

Annual Employee Survey (AES) Report

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

FIELD PERIOD	Sept 24 - Nov 5, 2020
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	25
NUMBER OF SURVEYS	28
RESPONSE RATE	89.3%

items identified 37 as strengths (65% positive or items identified as challenges (35% negative or

Engagement Index Score 2020 ENGAGEMENT INDEX 96% **INTRINSIC SUPERVISORS WORK LEADERS LEAD EXPERIENCE** 95% 99% 94%



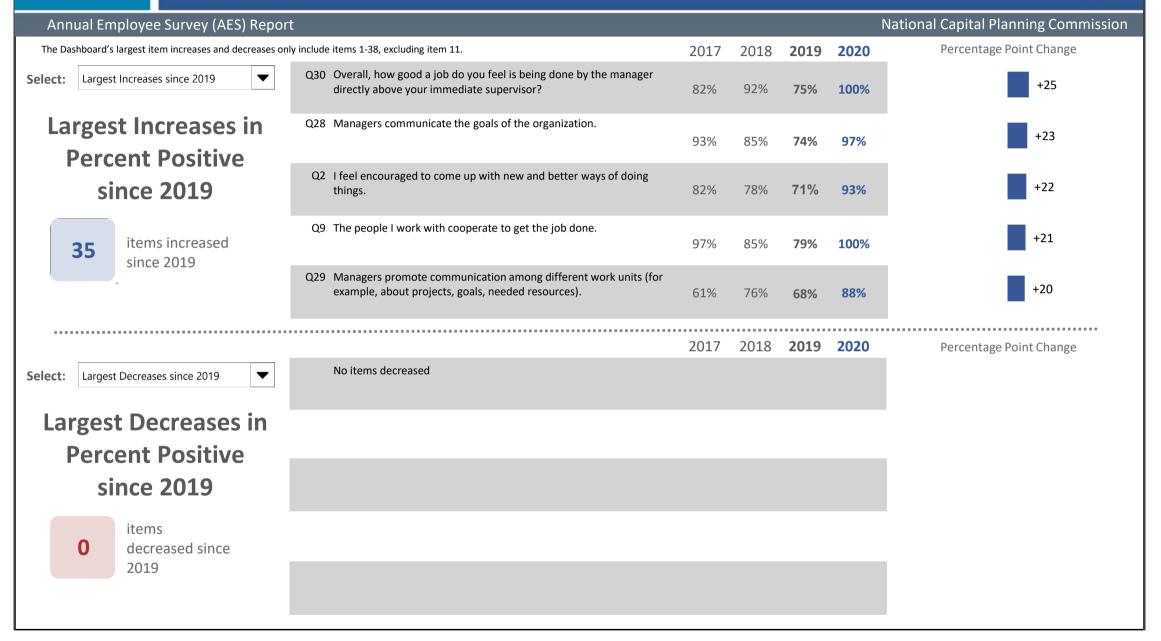


2020

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

Empowering Employees. Inspiring Change.





			Percent	Strongly Agree/ Very Good/ Very	Agree/ Good/	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor	Disagree/ Poor/	Strongly Disagree/ Very Poor/ Very	Percent	Strongly Agree/ Very Good/ Very	Agree/ Good/	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor	Disagree/ Poor/	Strongly Disagree/ Very Poor/ Very	Item Response	Do N
Response Type	Item	Item Text	Positive %	Satisfied %	Satisfied %	Dissatisfied %	Dissatisfied %	Dissatisfied %	Negative %		Satisfied N	Dissatisfied N	Dissatisfied N	Dissatisfied	Total**	Knc
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.								11	12	1	1			_
Agree-disagree	2	I feel encouraged to come up with new and better ways of doing things.	92.9%	48.2% 46.9%	44.7% 45.6%	7.4%	0.0%	0.0%	0.0%	11			0) 25	
Agree-disagree	3	My work gives me a feeling of personal accomplishment.	96.3%	59.8%	36.4%	0.0%	3.7%	0.0%	3.7%	14	10	0	1		25	5
Agree-disagree	4	I know what is expected of me on the job.														
Agree-disagree	5	*My workload is reasonable.	96.5% 82.7%	57.7% 17.4%	38.7% 65.3%	3.5%	7.1%	0.0%	7.1%	13	10		2		22	
Agree-disagree	6	*My talents are used well in the workplace.														
Agree-disagree	7	*I know how my work relates to the agency's	82.7%	29.0%	53.7%	6.9%	6.7%	3.7%	10.4%	7			2	1	L 25	5
Agree-disagree	8	goals.*I can disclose a suspected violation of any law,	100.0%	51.2%	48.8%	0.0%	0.0%	0.0%	0.0%	12	12	0	0		24	4
		rule or regulation without fear of reprisal.	100.0%	44.9%	55.1%	0.0%	0.0%	0.0%	0.0%	10	14	n	0	(24	4
Agree-disagree	9	*The people I work with cooperate to get the job done.										2				
Agree-disagree	10	In my work unit, steps are taken to deal with a	100.0%	72.7%	27.3%	0.0%	0.0%	0.0%	0.0%	17	7	0	0		24	+
		poor performer who cannot or will not improve.	68.6%	29.3%	39.3%	22.4%	9.0%	0.0%	9.0%	6	9	5	2	(22	2
Agree-disagree	12	*In my work unit, differences in performance are recognized in a meaningful way.		27.25	44		2 22	2	2.25	_						
Agree-disagree	13	*My work unit has the job-relevant knowledge	71.9%	27.2%	44.7%	24.3%	3.8%	0.0%	3.8%	5	10	6	1		22	2
		and skills necessary to accomplish organizational goals.	100.0%	58.8%	41.2%	0.0%	0.0%	0.0%	0.0%	14	11	0	0	() 25	5
Agree-disagree	14	Employees are recognized for providing high quality products and services.	93.1%	54.4%	38.8%	6.9%	0.0%	0.0%	0.0%	13	10	2	0		25	5
Agree-disagree	15	Employees are protected from health and safety hazards on the job.	100.0%	68.3%	31.7%	0.0%	0.0%	0.0%	0.0%	17			0			
Agree-disagree	16	My agency is successful at accomplishing its mission.	96.3%	72.8%	23.5%	3.7%	0.0%	0.0%	0.0%	18		1	0) 25	
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.	92.9%	49.8%	43.1%	7.1%	0.0%	0.0%	0.0%	12	11	2	0		25	5
Agree-disagree	19	My supervisor supports my need to balance work	77.7%	38.4%	39.3%	22.3%	0.0%	0.0%	0.0%	9	10	6	0	(25	5
		and other life issues.	96.7%	71.4%	25.2%	0.0%	3.3%	0.0%	3.3%	17	7	0	1	(25	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	92.2%	61.8%	30.5%	4.4%	3.3%	0.0%	3.3%	15	8	1	1		25	5
Agree-disagree	22	development. My supervisor listens to what I have to say.	96.3%	62.6%	33.7%	3.7%	0.0%	0.0%	0.0%	15	9	1	0	(25	5
Agree-disagree	23	My supervisor treats me with respect.	100.0%	59.2%	40.8%	0.0%	0.0%	0.0%	0.0%	14	11	0	0	(25	5
			96.3%	62.7%	33.5%	3.7%	0.0%	0.0%	0.0%	15	9	1	0	(25	5
Agree-disagree		I have trust and confidence in my supervisor.	100.0%	57.7%	42.3%	0.0%	0.0%	0.0%	0.0%	14	11	0	0	(25	5
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	100.0%	68.7%	31.3%	0.0%	0.0%	0.0%	0.0%	17	8	0	0	(25	5
		levels of motivation and commitment in the workforce.	83.4%	33.9%	49.5%	16.6%	0.0%	0.0%	0.0%	8	13) 25	5
Agree-disagree	27	My organization's senior leaders maintain high standards of honesty and integrity.	JJ.470	33.370	73.3/0	10.0/0	0.070	0.070	0.076	8	13	4			25	
			100.0%	45.8%	54.2%	0.0%	0.0%	0.0%	0.0%	11	14	0	0	() 25	5
Agree-disagree	28	*Managers communicate the goals of the organization.	96.7%	37.4%	59.2%	3.3%	0.0%	0.0%	0.0%	9	15	1	0) 25	5
Agree-disagree	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).														
			88.5%	29.3%	59.1%	8.2%	3.3%	0.0%	3.3%	7	15	2	1	(25	5
Good-poor		Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	100.0%	56.7%	43.3%	0.0%	0.0%	0.0%	0.0%	14	11	0) 25	5
Agree-disagree	31	I have a high level of respect for my organization's										0	0			
		senior leaders.	96.3%	59.9%	36.4%	0.0%	3.7%	0.0%	3.7%	15	9	0	1	(25	5

Agree-disagree	32	Senior leaders demonstrate support for Work-Life														
		programs.	88.7%	56.9%	31.8%	11.3%	0.0%	0.0%	0.0%	14	8	3	0	0	25	5
Satisfied-	33	*How satisfied are you with your involvement in														
dissatisfied		decisions that affect your work?														
			89.4%	50.4%	39.0%	3.5%	7.1%	0.0%	7.1%	12	10	1	2	0	25	5
Satisfied-	34	*How satisfied are you with the information you														
dissatisfied		receive from management on what's going on in your organization?														
		your organization:														
			96.5%	42.9%	53.5%	3.5%	0.0%	0.0%	0.0%	10	14	1	0	0	25	5
Satisfied-	35	*How satisfied are you with the recognition you														
dissatisfied		receive for doing a good job?														
			86.0%	43.7%	42.4%	6.9%	7.1%	0.0%	7.1%	10	11	2	2	0	25	5
Satisfied-	36	*Considering everything, how satisfied are you														
dissatisfied		with your job?														
			92.7%	38.9%	53.8%	3.5%	3.7%	0.0%	3.7%	9	14	1	1	0	25	5
Satisfied-	37	Considering everything, how satisfied are you with														
dissatisfied		your pay?														
			80.0%	37.8%	42.2%	16.2%	0.0%	3.7%	3.7%	9	11	4	0	1	25	;
Satisfied-	38	*Considering everything, how satisfied are you														
dissatisfied		with your organization?														
			89.4%	42.2%	47.2%	6.9%	3.7%	0.0%	3.7%	10	12	2	1	0	25	5

^{*} 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

2020		201	.9
N	%	N	%
5	24.4%	3	15.5%
4	18.9%	8	37.2%
0	0.0%	1	6.0%
0	0.0%	2	8.3%
12	56.7%	6	32.9%
21	100.0%	20	100.0%
4		3	
25	100.0%	23	100.0%
	N 5 4 0 0 12 21 4	5 24.4% 4 18.9% 0 0.0% 0 0.0% 12 56.7% 21 100.0% 4	N % N 5 24.4% 3 4 18.9% 8 0 0.0% 1 0 0.0% 2 12 56.7% 6 21 100.0% 20 4 3

Percentages are weighted to represent the Agency's population.

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

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

Response Type	Year	Item	Item Text	Percent Positive %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Percent Negative %	Item Response Total** N	Do Not Know N
Agree-disagree	2020	1	*I am given a real opportunity to improve my skills in my organization.	92.9%	3.3%	3.7%	25	N/A
Agree-disagree	2020		I feel encouraged to come up with new and better ways of doing things.	92.6%	7.4%	0.0%	24	N/A
Agree-disagree	2020		My work gives me a feeling of personal accomplishment.	96.3%	0.0%	3.7%	25	N/A
Agree-disagree	2020	4	I know what is expected of me on the job.	96.5%	3.5%	0.0%	24	N/A
Agree-disagree	2020	5	*My workload is reasonable.	82.7%	10.2%	7.1%	25	0
Agree-disagree	2020	6	*My talents are used well in the workplace.	82.7%	6.9%	10.4%	25	0
Agree-disagree	2020	7	*I know how my work relates to the agency's goals.	100.0%	0.0%	0.0%	24	0
Agree-disagree	2020	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	100.0%	0.0%	0.0%	24	1
Agree-disagree	2020	9	*The people I work with cooperate to get the job done.	100.0%	0.0%	0.0%	24	N/A
Agree-disagree	2020		In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	68.6%	22.4%	9.0%	22	3
Agree-disagree	2020	12	*In my work unit, differences in performance are recognized in a meaningful way.	71.9%	24.3%	3.8%	22	3
Agree-disagree	2020	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
				100.0%	0.0%	0.0%	25	0
Agree-disagree	2020		Employees are recognized for providing high quality products and services.	93.1%	6.9%	0.0%	25	0
Agree-disagree	2020		Employees are protected from health and safety hazards on the job.	100.0%	0.0%	0.0%	25	0
Agree-disagree	2020		My agency is successful at accomplishing its mission.	96.3%	3.7%	0.0%	25	0
Agree-disagree	2020	17	*I recommend my organization as a good place to work.	92.9%	7.1%	0.0%	25	N/A
Agree-disagree	2020		*I believe the results of this survey will be used to make my agency a better place to work.	77.7%	22.3%	0.0%	25	0
Agree-disagree	2020		My supervisor supports my need to balance work and other life issues.	96.7%	0.0%	3.3%	25	0
Agree-disagree	2020		My supervisor is committed to a workforce representative of all segments of society.	92.2%	4.4%	3.3%	25	0
Agree-disagree	2020		Supervisors in my work unit support employee development.	96.3%	3.7%	0.0%	25	0
Agree-disagree	2020		My supervisor listens to what I have to say.	100.0%	0.0%	0.0%	25	N/A
Agree-disagree	2020		My supervisor treats me with respect.	96.3%	3.7%	0.0%	25	N/A
Agree-disagree	2020		I have trust and confidence in my supervisor.	100.0%	0.0%	0.0%	25	N/A
Good-poor	2020		Overall, how good a job do you feel is being done by your immediate supervisor?	100.0%	0.0%	0.0%	25	N/A
Agree-disagree	2020	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
Agno e dispara	2020	27	Mu avganization is conjugate an interior high standards of honosty, and integrity	83.4%	16.6%	0.0%	25	0
Agree-disagree Agree-disagree	2020	27 28	My organization's senior leaders maintain high standards of honesty and integrity. *Managers communicate the goals of the organization.	100.0%	0.0%	0.0%	25	0
Agree-disagree	2020		Managers promote communication among different work units (for example, about projects, goals, needed resources).	96.7%	3.3%	0.0%	25	0
Agree-disagree	2020	23	wanagers promote communication among unrevent work units (for example, about projects, goals, needed resources).	00.50/	0.20/	2.20/	25	0
Good-poor	2020	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	88.5%	8.2%	3.3%	25	0
Agrae disagrae	2020	31	I have a high level of respect for my organization's conjur leaders	100.0%	0.0%	0.0%	25	0
Agree-disagree Agree-disagree	2020		I have a high level of respect for my organization's senior leaders. Senior leaders demonstrate support for Work-Life programs.	96.3%	0.0%	3.7%	25	0
Satisfied-	2020	33	*How satisfied are you with your involvement in decisions that affect your work?	88.7%	11.3%	0.0%	25	0
dissatisfied	2020	33	How satisfied are you with your involvement in decisions that affect your work?	00.40/	2.50/	7.40/	2.5	
Satisfied- dissatisfied	2020	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	89.4%	3.5%	7.1%	25	N/A
Satisfied-	2020	35	*How satisfied are you with the recognition you receive for doing a good job?	96.5%	3.5%	0.0%	25	N/A
dissatisfied	2020	26	***************************************	86.0%	6.9%	7.1%	25	N/A
Satisfied- dissatisfied	2020	36	*Considering everything, how satisfied are you with your job?	92.7%	3.5%	3.7%	25	N/A
Satisfied-	2020	37	Considering everything, how satisfied are you with your pay?	92.7%	3.5%	5.770	25	IN/A
dissatisfied	2020	3,	considering everything, now sudshed are you with your pay.	80.0%	16.2%	3.7%	25	N/A
Satisfied- dissatisfied	2020	38	*Considering everything, how satisfied are you with your organization?	89.4%	6.9%	3.7%	25	N/A
Agree-disagree	2019	1	*I am given a real opportunity to improve my skills in my organization.	74.8%	10.5%	14.7%	23	N/A
Agree-disagree	2019	2	I feel encouraged to come up with new and better ways of doing things.	71.2%	17.8%	11.0%	23	N/A
Agree-disagree	2019	3	My work gives me a feeling of personal accomplishment.	83.7%	0.0%	16.3%	23	N/A
Agree-disagree	2019	4	I know what is expected of me on the job.	83.7%	7.4%	8.8%	23	N/A
Agree-disagree	2019	5	*My workload is reasonable.	74.3%	18.3%	7.4%	23	0
Agree-disagree	2019	6	*My talents are used well in the workplace.	76.6%	7.1%	16.3%	23	0
Agree-disagree	2019	7	*I know how my work relates to the agency's goals.	91.0%	5.3%	3.7%	23	0
Agree-disagree	2019	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	83.7%	7.3%	9.0%	23	0
Agree-disagree	2019	9	*The people I work with cooperate to get the job done.	79.4%	8.5%	12.1%	23	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.	58.1%	17.8%	24.1%	20	3
Agree-disagree	2019	12	*In my work unit, differences in performance are recognized in a meaningful way.	61.7%	20.8%	17.5%	21	2
Agree-disagree	2019	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
				92.7%	3.7%	3.6%	23	0
Agree-disagree	2019		Employees are recognized for providing high quality products and services.	72.9%	10.8%	16.3%	23	0
Agree-disagree	2019	15	Employees are protected from health and safety hazards on the job.	100.0%	0.0%	0.0%	22	1

Agree-disagree	2019		My agency is successful at accomplishing its mission.	89.0%	0.0%	11.0%	23	0
Agree-disagree	2019	17	*I recommend my organization as a good place to work.	83.7%	0.0%	16.3%	23	N/A
Agree-disagree Agree-disagree	2019 2019	18 19	*I believe the results of this survey will be used to make my agency a better place to work. My supervisor supports my need to balance work and other life issues.	68.2%	18.8%	13.0%	22	1
Agree-disagree	2019		My supervisor is committed to a workforce representative of all segments of society.	92.9% 92.3%	0.0% 7.7%	7.1% 0.0%	23 22	0
Agree-disagree	2019		Supervisors in my work unit support employee development.	92.3%	0.0%	7.3%	23	0
Agree-disagree	2019		My supervisor listens to what I have to say.	89.2%	3.6%	7.3%	23	N/A
Agree-disagree	2019		My supervisor treats me with respect.	91.2%	5.3%	3.6%	23	N/A
Agree-disagree	2019	24	I have trust and confidence in my supervisor.	92.7%	0.0%	7.3%	23	N/A
Good-poor	2019	25	Overall, how good a job do you feel is being done by your immediate supervisor?	92.7%	0.0%	7.3%	23	N/A
Agree-disagree	2019	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				72.9%	10.8%	16.3%	23	0
Agree-disagree	2019		My organization's senior leaders maintain high standards of honesty and integrity.	80.0%	11.1%	8.8%	23	0
Agree-disagree	2019	28	*Managers communicate the goals of the organization.	73.6%	19.1%	7.3%	23	0
Agree-disagree	2019	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
Coodings	2010	20		67.8%	21.3%	11.0%	23	0
Good-poor	2019	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
Agree-disagree	2019	31	I have a high level of respect for my organization's senior leaders.	74.9%	12.5%	12.5%	23	0
Agree-disagree	2019		Senior leaders demonstrate support for Work-Life programs.	80.0% 73.3%	3.7% 23.0%	16.3% 3.7%	23 23	0
Satisfied-	2019	33	*How satisfied are you with your involvement in decisions that affect your work?	73.370	23.0%	3.770	23	0
dissatisfied	2025			72.9%	10.8%	16.3%	23	N/A
Satisfied-	2019	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	72.570	10.070	10.570	23	TV/A
dissatisfied				76.5%	19.8%	3.7%	23	N/A
Satisfied-	2019	35	*How satisfied are you with the recognition you receive for doing a good job?					,
dissatisfied				72.9%	16.1%	11.0%	23	N/A
Satisfied-	2019	36	*Considering everything, how satisfied are you with your job?					
dissatisfied				83.7%	5.3%	11.0%	23	N/A
Satisfied-	2019	37	Considering everything, how satisfied are you with your pay?					
dissatisfied				79.5%	12.9%	7.7%	22	N/A
Satisfied-	2019	38	*Considering everything, how satisfied are you with your organization?					
dissatisfied				83.7%	0.0%	16.3%	23	N/A
Agree-disagree	2018	1	*I am given a real opportunity to improve my skills in my organization.	83.7%	8.3%	8.0%	24	N/A
Agree-disagree	2018		I feel encouraged to come up with new and better ways of doing things.	78.4%	9.2%	12.4%	24	N/A
Agree-disagree Agree-disagree	2018		My work gives me a feeling of personal accomplishment. I know what is expected of me on the job.	83.7%	11.2%	5.2%	24	N/A
Agree-disagree	2018	5	*My workload is reasonable.	83.7% 68.4%	9.1%	7.3% 13.3%	24 24	N/A
Agree-disagree	2018	6	*My talents are used well in the workplace.	74.9%	9.2%	15.9%	24	0
Agree-disagree	2018	7	*I know how my work relates to the agency's goals.	95.9%	0.0%	4.1%	24	0
Agree-disagree	2018	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	84.6%	8.1%	7.3%	24	0
Agree-disagree	2018	9	*The people I work with cooperate to get the job done.	84.8%	11.2%	3.9%	24	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.	36.8%	32.0%	31.2%	18	6
Agree-disagree	2018	12	*In my work unit, differences in performance are recognized in a meaningful way.	51.0%	15.8%	33.2%	19	5
Agree-disagree	2018	13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
A succe discourse	2010	1.4	Final control of the	87.6%	12.4%	0.0%	24	0
Agree-disagree Agree-disagree	2018 2018		Employees are recognized for providing high quality products and services. Employees are protected from health and safety hazards on the job.	82.7%	8.5%	8.7%	23	1
Agree-disagree	2018		My agency is successful at accomplishing its mission.	96.0% 92.7%	7.3%	0.0%	24 24	0
Agree-disagree	2018	17	*I recommend my organization as a good place to work.	75.5%	12.1%	12.4%	24	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.	60.1%	18.6%	21.3%	21	3
Agree-disagree	2018	19	My supervisor supports my need to balance work and other life issues.	91.9%	8.1%	0.0%	24	0
Agree-disagree	2018	20	My supervisor is committed to a workforce representative of all segments of society.	78.4%	21.6%	0.0%	22	2
Agree-disagree	2018		Supervisors in my work unit support employee development.	83.5%	4.0%	12.4%	24	0
Agree-disagree	2018		My supervisor listens to what I have to say.	88.7%	3.1%	8.1%	24	N/A
Agree-disagree	2018		My supervisor treats me with respect.	89.3%	10.7%	0.0%	24	N/A
Agree-disagree Good-poor	2018 2018		I have trust and confidence in my supervisor. Overall, how good a job do you feel is being done by your immediate supervisor?	79.6%	0.0%	20.4%	24	N/A
Agree-disagree	2018		In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	76.1%	11.6%	12.2%	24	N/A
Agree disagree	2010	20	in my organization, sellior leaders generate high levels of motivation and commitment in the workforce.	75.5%	12.1%	12.4%	24	0
Agree-disagree	2018	27	My organization's senior leaders maintain high standards of honesty and integrity.	88.8%	3.9%	7.3%	24 24	0
Agree-disagree	2018	28	*Managers communicate the goals of the organization.	84.6%	11.3%	4.1%	24	0
Agree-disagree	2018	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				75.6%	16.1%	8.3%	24	0
Good-poor	2018	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
				92.4%	7.6%	0.0%	23	0
Agree-disagree	2018		I have a high level of respect for my organization's senior leaders.	87.0%	9.7%	3.3%	23	0
Agree-disagree	2018		Senior leaders demonstrate support for Work-Life programs.	91.0%	3.4%	5.6%	22	0
Satisfied-	2018	33	*How satisfied are you with your involvement in decisions that affect your work?					
dissatisfied	2015	2.5	*Howard find an acceptable to find the state of the state	91.0%	5.6%	3.4%	22	N/A
Satisfied- dissatisfied	2018	34	*How satisfied are you with the information you receive from management on what's going on in your organization?		.			
นเวรสแรแยน				72.7%	24.0%	3.3%	23	N/A

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Satisfied- dissatisfied	2018	35	*How satisfied are you with the recognition you receive for doing a good job?	81.1%	15.6%	3.3%	23	N/A
Satisfied- dissatisfied	2018	36	*Considering everything, how satisfied are you with your job?					
Satisfied- dissatisfied	2018	37	Considering everything, how satisfied are you with your pay?	87.2%	5.4%	7.4%	23	N/A
Satisfied-	2018	38	*Considering everything, how satisfied are you with your organization?	74.7%	4.1%	21.2%	23	N/A
dissatisfied				92.6%	0.0%	7.4%	23	N/A
Agree-disagree	2017	1	*I am given a real opportunity to improve my skills in my organization.	82.0%	18.0%	0.0%	26	N/A
Agree-disagree	2017		I feel encouraged to come up with new and better ways of doing things.	82.1%	14.2%	3.7%	26	N/A
Agree-disagree	2017		My work gives me a feeling of personal accomplishment.	85.9%	14.1%	0.0%	26	N/A
Agree-disagree	2017		I know what is expected of me on the job.	92.7%	3.7%	3.7%	26	N/A
Agree-disagree	2017	5 6	*My workload is reasonable. *My talents are used well in the workplace.	78.5%	10.7%	10.8%	26	0
Agree-disagree Agree-disagree	2017	7	*I know how my work relates to the agency's goals and priorities.	82.0% 100.0%	7.0% 0.0%	10.9% 0.0%	26 26	0
Agree-disagree	2017	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	85.5%	3.7%	10.9%	26	0
Agree-disagree	2017	9	*The people I work with cooperate to get the job done.	96.6%	0.0%	3.4%	26	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.	43.6%	30.3%	26.1%	21	5
Agree-disagree	2017	12	*In my work unit, differences in performance are recognized in a meaningful way.	64.2%	24.0%	11.9%	23	3
Agree-disagree	2017	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	96.5%	0.0%	3.5%	26	0
Agree-disagree	2017	14	Employees are recognized for providing high quality products and services.	84.9%	3.7%	11.4%	26 24	0
Agree-disagree	2017		Employees are protected from health and safety hazards on the job.	100.0%	0.0%	0.0%	26	0
Agree-disagree	2017		My agency is successful at accomplishing its mission.	93.0%	7.0%	0.0%	26	0
Agree-disagree	2017	17	*I recommend my organization as a good place to work.	93.1%	3.5%	3.4%	26	N/A
Agree-disagree	2017		*I believe the results of this survey will be used to make my agency a better place to work.	67.8%	20.4%	11.8%	24	2
Agree-disagree	2017		My supervisor supports my need to balance work and other life issues.	96.6%	0.0%	3.4%	26	0
Agree-disagree	2017		My supervisor is committed to a workforce representative of all segments of society.	80.2%	19.8%	0.0%	23	3
Agree-disagree	2017	21	Supervisors in my work unit support employee development.	89.0%	11.0%	0.0%	25	1
Agree-disagree	2017	22	My supervisor listens to what I have to say.	89.4%	10.6%	0.0%	26	N/A
Agree-disagree	2017	23	My supervisor treats me with respect.	92.8%	7.2%	0.0%	26	N/A
Agree-disagree	2017	24	I have trust and confidence in my supervisor.	75.1%	10.7%	14.2%	26	N/A
Good-poor	2017	25	Overall, how good a job do you feel is being done by your immediate supervisor?	82.4%	10.6%	7.0%	26	N/A
Agree-disagree	2017	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	C 4 40/	20.70/	C 00/	26	0
Agree-disagree	2017	27	My organization's senior leaders maintain high standards of honesty and integrity.	64.4% 78.7%	28.7%	6.9% 0.0%	26 26	0
Agree-disagree	2017	28	*Managers communicate the goals and priorities of the organization.	93.2%	6.8%	0.0%	26	0
Agree-disagree	2017		Managers promote communication among different work units (for example, about projects, goals, needed resources).	93.270	0.870	0.070	20	
			,	60.7%	35.9%	3.4%	26	0
Good-poor	2017	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	00.770	33.370	3.170	20	
				82.3%	14.4%	3.4%	26	0
Agree-disagree	2017		I have a high level of respect for my organization's senior leaders.	89.3%	7.3%	3.4%	26	0
Agree-disagree	2017		Senior leaders demonstrate support for Work-Life programs.	85.9%	14.1%	0.0%	26	0
Satisfied- dissatisfied	2017	33	*How satisfied are you with your involvement in decisions that affect your work?	70 70/	47.60/	2 70/	2.5	21.42
Satisfied-	2017	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	78.7%	17.6%	3.7%	26	N/A
dissatisfied	2017	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	75.2%	21.1%	3.7%	26	N/A
Satisfied-	2017	35	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				78.7%	10.4%	10.9%	26	N/A
Satisfied-	2017	36	*Considering everything, how satisfied are you with your job?					
dissatisfied	00:-			85.8%	7.2%	7.0%	26	N/A
Satisfied- dissatisfied	2017	37	Considering everything, how satisfied are you with your pay?	74.7%	10.9%	14.4%	26	N/A
Satisfied-	2017	38	*Considering everything, how satisfied are you with your organization?	7-1.770	10.070	<u> </u>	20	14/7
dissatisfied			construction of the second of	85.7%	7.2%	7.0%	26	N/A
Agree-disagree	2016	1	*I am given a real opportunity to improve my skills in my organization.	84.7%	7.5%	7.8%	23	N/A
Agree-disagree	2016		I feel encouraged to come up with new and better ways of doing things.	65.3%	23.2%	11.5%	23	N/A
Agree-disagree	2016		My work gives me a feeling of personal accomplishment.	80.1%	12.0%	7.8%	23	N/A
Agree-disagree	2016		I know what is expected of me on the job.	79.8%	15.9%	4.4%	23	N/A
Agree-disagree	2016	5	*My workload is reasonable.	82.9%	9.0%	8.0%	23	0
Agree-disagree	2016	6	*My talents are used well in the workplace.	64.7%	22.9%	12.4%	23	0
Agree-disagree	2016	7	*I know how my work relates to the agency's goals and priorities.	100.0%	0.0%	0.0%	23	0
Agree-disagree	2016	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.0%	26.4%	4.5%	22	1
Agree-disagree	2016	9	*The people I work with cooperate to get the job done.	90.3%	5.3%	4.4%	23	N/A
Agree-disagree	2016		In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40.4%	46.7%	12.9%	19	4
Agree-disagree	2016	12	*In my work unit, differences in performance are recognized in a meaningful way.	52.3%	34.0%	13.7%	19	4
Agree-disagree	2016	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	92.2%	7.8%	0.0%	23	0
Agree-disagree	2016	14	Employees are recognized for providing high quality products and services.	80.3%	15.3%	4.4%	23	0
Agree-disagree	2016		Employees are protected from health and safety hazards on the job.	100.0%	0.0%	0.0%	22	0
Agree-disagree	2016		My agency is successful at accomplishing its mission.	92.2%	7.8%	0.0%	23	0
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Agree-disagree	2016	17	*I recommend my organization as a good place to work.	75.4%	21.1%	3.5%	23	N/A
Agree-disagree	2016	18	*I believe the results of this survey will be used to make my agency a better place to work.	58.6%	26.4%	15.0%	20	3
Agree-disagree	2016	19	My supervisor supports my need to balance work and other life issues.	92.0%	8.0%	0.0%	23	0
Agree-disagree	2016	20	My supervisor is committed to a workforce representative of all segments of society.	76.8%	23.2%	0.0%	21	2
Agree-disagree	2016	21	Supervisors in my work unit support employee development.	84.2%	11.5%	4.4%	23	0
Agree-disagree	2016	22	My supervisor listens to what I have to say.	86.8%	7.8%	5.3%	23	N/A
Agree-disagree	2016	23	My supervisor treats me with respect.	92.2%	7.8%	0.0%	23	N/A
Agree-disagree	2016	24	I have trust and confidence in my supervisor.	82.8%	12.8%	4.4%	23	N/A
Good-poor	2016	25	Overall, how good a job do you feel is being done by your immediate supervisor?	87.9%	12.1%	0.0%	22	N/A
Agree-disagree	2016	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				56.3%	20.8%	22.9%	22	0
Agree-disagree	2016	27	My organization's senior leaders maintain high standards of honesty and integrity.	63.8%	31.7%	4.6%	22	0
Agree-disagree	2016	28	*Managers communicate the goals and priorities of the organization.	76.2%	20.1%	3.7%	22	0
Agree-disagree	2016	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				60.1%	31.2%	8.7%	22	0
Good-poor	2016	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
				82.3%	12.7%	5.0%	20	2
Agree-disagree	2016	31	I have a high level of respect for my organization's senior leaders.	77.1%	14.4%	8.6%	21	1
Agree-disagree	2016	32	Senior leaders demonstrate support for Work-Life programs.	71.1%	23.7%	5.2%	20	2
Satisfied-	2016	33	*How satisfied are you with your involvement in decisions that affect your work?					
dissatisfied				63.0%	28.4%	8.6%	21	N/A
Satisfied-	2016	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					
dissatisfied				59.0%	24.3%	16.7%	21	N/A
Satisfied-	2016	35	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				78.6%	12.3%	9.2%	21	N/A
Satisfied-	2016	36	*Considering everything, how satisfied are you with your job?					,
dissatisfied				87.0%	4.4%	8.6%	21	N/A
Satisfied-	2016	37	Considering everything, how satisfied are you with your pay?	071070	,	0.070		1,7,1
dissatisfied				64.1%	12.8%	23.1%	21	N/A
Satisfied-	2016	38	*Considering everything, how satisfied are you with your organization?	04.170	12.070	23.170	21	14/7
dissatisfied				82.6%	8.8%	8.6%	21	N/A
Agree-disagree	2015	1	*I am given a real opportunity to improve my skills in my organization.	69.7%	17.5%	12.9%	24	N/A
Agree-disagree	2015		I feel encouraged to come up with new and better ways of doing things.	63.5%	22.9%	13.5%	24	N/A N/A
Agree-disagree	2015		My work gives me a feeling of personal accomplishment.	86.5%	9.5%	4.0%	24	N/A N/A
Agree-disagree	2015		I know what is expected of me on the job.	82.5%	3.9%	13.5%	24	N/A
Agree-disagree	2015	5	*My workload is reasonable.	66.5%	21.4%	12.1%	24	0
Agree-disagree	2015	6	*My talents are used well in the workplace.	63.6%	26.8%	9.6%	22	0
Agree-disagree	2015	7	*I know how my work relates to the agency's goals and priorities.	95.2%	4.8%	0.0%	24	0
Agree-disagree	2015	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.5%	16.2%	15.4%	21	3
Agree-disagree	2015	9	*The people I work with cooperate to get the job done.	73.0%	13.4%	13.5%	24	N/A
Agree-disagree	2015		In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.3%	45.9%	19.7%	22	2
Agree-disagree	2015	12	*In my work unit, differences in performance are recognized in a meaningful way.	49.5%	31.4%	19.0%	23	1
Agree-disagree	2015	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	43.370	31.470	13.070	23	
l ig. co alloag. co			The first of the f	91.2%	4.0%	4.8%	24	0
Agree-disagree	2015	14	Employees are recognized for providing high quality products and services.	69.0%	17.5%	13.5%	24	0
Agree-disagree	2015		Employees are protected from health and safety hazards on the job.	100.0%	0.0%	0.0%	23	1
Agree-disagree	2015		My agency is successful at accomplishing its mission.	91.2%	4.7%	4.0%	24	0
Agree-disagree	2015	17	*I recommend my organization as a good place to work.	73.0%	22.2%	4.7%	24	N/A
Agree-disagree	2015	18	*I believe the results of this survey will be used to make my agency a better place to work.	60.8%	18.3%	20.9%	21	2
Agree-disagree	2015		My supervisor supports my need to balance work and other life issues.	83.2%	12.7%	4.0%	24	0
Agree-disagree	2015		My supervisor is committed to a workforce representative of all segments of society.	82.9%	5.7%	11.4%	20	4
Agree-disagree	2015		Supervisors in my work unit support employee development.	73.8%	17.3%	8.8%	24	0
Agree-disagree	2015		My supervisor listens to what I have to say.	77.8%	8.0%	14.2%	24	N/A
Agree-disagree	2015		My supervisor treats me with respect.	81.7%	0.0%	18.3%	24	N/A
Agree-disagree	2015		I have trust and confidence in my supervisor.	77.8%	8.7%	13.5%	24	N/A
Good-poor	2015		Overall, how good a job do you feel is being done by your immediate supervisor?	81.7%	9.5%	8.8%	24	N/A
Agree-disagree	2015		In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	01.770	3.370	0.070		14//
				46.8%	31.0%	22.2%	24	0
Agree-disagree	2015	27	My organization's senior leaders maintain high standards of honesty and integrity.	71.9%	14.0%	14.1%	24	1
Agree-disagree	2015	28	*Managers communicate the goals and priorities of the organization.	74.6%	21.5%	3.9%	24	0
Agree-disagree	2015		Managers promote communication among different work units (for example, about projects, goals, needed resources).	7 4.070	21.3/0	3.370	27	
0 == 5.555.55			5 - Francisco Control of the Control	57.1%	34.2%	8.7%	24	О
Good-poor	2015	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	37.170	J+.∠/0	J. 7 /0	24	
	_015	50	The state of the state of the state of the manager and the your minimediate supervisor:	76.00/	1./. 00/	9.2%	22	1
Agree-disagree	2015	31	I have a high level of respect for my organization's senior leaders.	76.9% 69.1%	14.0% 12.6%	9.2% 18.3%	23 24	1
Agree-disagree	2015		Senior leaders demonstrate support for Work-Life programs.	78.6%	12.5%	8.7%	24	0
Satisfied-	2015	33	*How satisfied are you with your involvement in decisions that affect your work?	70.0%	14.770	0.770	24	
dissatisfied	2013	<i>_</i>	1.5.1. Satisfied the your mitally our involvement in decisions that threat your work:	60.404	77 1 0/	17 50/	24	NI/A
Satisfied-	2015	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	60.4%	22.1%	17.5%	24	N/A
dissatisfied	2013	54	110 W Satisfied the you with the information you receive from management on what's going on in your organization?	64.404	26.407	40.704	2.1	21/2
a.ssatisfied				61.1%	26.1%	12.7%	24	N/A

Satisfied- dissatisfied	2015	35	*How satisfied are you with the recognition you receive for doing a good job?	69.0%	17.5%	13.5%	24	N/A
Satisfied- dissatisfied	2015	36	*Considering everything, how satisfied are you with your job?	73.8%	12.6%	13.5%	24	N/A
Satisfied- dissatisfied	2015	37	Considering everything, how satisfied are you with your pay?	61.8%	12.7%	25.4%	24	N/A
Satisfied- dissatisfied	2015	38	*Considering everything, how satisfied are you with your organization?	69.1%	17.4%	13.5%	24	N/A
Agree-disagree	2014	1	*I am given a real opportunity to improve my skills in my organization.	69.1%	20.0%	10.9%	26	N/A
Agree-disagree	2014	2	I feel encouraged to come up with new and better ways of doing things.	47.0%	39.6%	13.4%	25	N/A
Agree-disagree	2014		My work gives me a feeling of personal accomplishment.	76.4%	7.0%	16.6%	26	N/A
Agree-disagree	2014		I know what is expected of me on the job.	79.0%	4.4%	16.6%	26	N/A
Agree-disagree	2014	5	*My workload is reasonable.	76.1%	7.7%	16.2%	26	0
Agree-disagree	2014	6 7	*My talents are used well in the workplace. *I know how my work relates to the agency's goals and priorities.	63.2%	11.8%	24.9%	25	0
Agree-disagree Agree-disagree	2014	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	96.1% 51.6%	0.0% 30.4%	3.9% 18.0%	26 24	0
Agree-disagree	2014	9	*The people I work with cooperate to get the job done.	69.3%	19.5%	11.2%	26	N/A
Agree-disagree	2014		In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40.6%	18.1%	41.3%	20	6
Agree-disagree	2014	12	*In my work unit, differences in performance are recognized in a meaningful way.	24.3%	42.3%	33.4%	22	4
Agree-disagree	2014	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
				79.7%	20.3%	0.0%	26	0
Agree-disagree	2014	14	Employees are recognized for providing high quality products and services.	63.8%	18.9%	17.4%	26	0
Agree-disagree	2014	15	Employees are protected from health and safety hazards on the job.	87.6%	3.3%	9.1%	26	0
Agree-disagree	2014	16	My agency is successful at accomplishing its mission.	84.4%	15.6%	0.0%	26	0
Agree-disagree	2014	17	*I recommend my organization as a good place to work.	64.0%	19.4%	16.6%	26	N/A
Agree-disagree	2014	18	*I believe the results of this survey will be used to make my agency a better place to work.	48.7%	25.6%	25.7%	24	2
Agree-disagree	2014	19	My supervisor supports my need to balance work and other life issues.	79.1%	11.8%	9.1%	26	0
Agree-disagree	2014		My supervisor is committed to a workforce representative of all segments of society.	77.0%	8.4%	14.6%	23	3
Agree-disagree	2014		Supervisors in my work unit support employee development.	72.4%	10.9%	16.6%	26	0
Agree-disagree	2014		My supervisor listens to what I have to say.	71.5%	11.9%	16.6%	26	N/A
Agree-disagree	2014		My supervisor treats me with respect.	75.8%	7.5%	16.6%	26	N/A
Agree-disagree	2014		I have trust and confidence in my supervisor.	60.4%	23.0%	16.6%	26	N/A
Good-poor	2014		Overall, how good a job do you feel is being done by your immediate supervisor?	71.8%	11.5%	16.6%	26	N/A
Agree-disagree	2014	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.00/	10 10/	38.00/	26	0
Agree-disagree	2014	27	My organization's senior leaders maintain high standards of honesty and integrity.	42.0% 67.4%	19.1% 11.5%	38.9% 21.2%	26 25	1
Agree-disagree	2014	28	*Managers communicate the goals and priorities of the organization.	62.6%	25.7%	11.6%	25	1
Agree-disagree	2014		Managers promote communication among different work units (for example, about projects, goals, needed resources).	02.076	23.770	11.070	23	
1,9,00 0,000			,	60.1%	9.1%	30.8%	26	0
Good-poor	2014	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	00.170	3.170	30.070	20	
				52.2%	31.8%	16.0%	26	0
Agree-disagree	2014	31	I have a high level of respect for my organization's senior leaders.	56.6%	16.0%	27.4%	26	0
Agree-disagree	2014	32	Senior leaders demonstrate support for Work-Life programs.	68.4%	16.0%	15.6%	26	0
Satisfied-	2014	33	*How satisfied are you with your involvement in decisions that affect your work?					
dissatisfied				65.7%	18.7%	15.6%	26	N/A
Satisfied- dissatisfied	2014	34	*How satisfied are you with the information you receive from management on what's going on in your organization?	51.8%	12.4%	35.8%	26	N/A
Satisfied-	2014	35	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				64.5%	16.0%	19.5%	26	N/A
Satisfied-	2014	36	*Considering everything, how satisfied are you with your job?					
dissatisfied				69.6%	15.1%	15.3%	26	N/A
Satisfied- dissatisfied	2014	37	Considering everything, how satisfied are you with your pay?	57.F0/	22.50/	20.00/	26	21/0
Satisfied-	2014	38	*Considering everything, how satisfied are you with your organization?	57.5%	22.5%	20.0%	26	N/A
dissatisfied	2014	30	Considering everything, now satisfied are you with your organization:	61.1%	15.2%	23.6%	26	NI/A
Agree-disagree	2013	1	*I am given a real opportunity to improve my skills in my organization.	59.8%	24.7%	15.5%	26 21	N/A N/A
Agree-disagree	2013		I feel encouraged to come up with new and better ways of doing things.	69.4%	14.3%	16.4%	21	N/A
Agree-disagree	2013		My work gives me a feeling of personal accomplishment.	65.0%	9.6%	25.4%	21	N/A
Agree-disagree	2013		I know what is expected of me on the job.	84.7%	4.9%	10.4%	21	N/A
Agree-disagree	2013	5	*My workload is reasonable.	75.1%	11.2%	13.7%	21	0
Agree-disagree	2013	6	*My talents are used well in the workplace.	68.5%	11.8%	19.7%	20	1
Agree-disagree	2013	7	*I know how my work relates to the agency's goals and priorities.	83.9%	16.1%	0.0%	21	0
Agree-disagree	2013	8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.8%	13.1%	18.1%	18	3
Agree-disagree	2013	9	*The people I work with cooperate to get the job done.	78.7%	11.2%	10.1%	21	N/A
Agree-disagree	2013	10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	46.5%	32.4%	21.1%	15	6
Agree-disagree	2013	12	*In my work unit, differences in performance are recognized in a meaningful way.	56.3%	12.9%	30.9%	21	0
Agree-disagree	2013	13	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.					
				90.1%	9.9%	0.0%	20	1
Agree-disagree	2013		Employees are recognized for providing high quality products and services.	63.5%	17.1%	19.4%	21	0
Agree-disagree	2013		Employees are protected from health and safety hazards on the job.	89.6%	10.4%	0.0%	21	0
Agree-disagree	2013	16	My agency is successful at accomplishing its mission.	89.9%	5.2%	4.9%	21	0

								_
Agree-disagree	2013	17	*I recommend my organization as a good place to work.	64.2%	30.9%	4.9%	21	N/A
Agree-disagree	2013	18	*I believe the results of this survey will be used to make my agency a better place to work.	63.5%	15.7%	20.7%	20	1
Agree-disagree	2013	19	My supervisor supports my need to balance work and other life issues.	88.8%	6.0%	5.2%	21	0
Agree-disagree	2013	20	My supervisor is committed to a workforce representative of all segments of society.	83.8%	0.0%	16.2%	20	1
Agree-disagree	2013	21	Supervisors in my work unit support employee development.	73.5%	11.2%	15.3%	21	0
Agree-disagree	2013	22	My supervisor listens to what I have to say.	84.7%	4.9%	10.4%	21	N/A
Agree-disagree	2013	23	My supervisor treats me with respect.	78.7%	16.1%	5.2%	21	N/A
Agree-disagree	2013	24	I have trust and confidence in my supervisor.	69.4%	20.5%	10.1%	21	N/A
Good-poor	2013	25	Overall, how good a job do you feel is being done by your immediate supervisor?	70.2%	24.6%	5.2%	21	N/A
Agree-disagree	2013	26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.					
				60.1%	14.5%	25.4%	21	0
Agree-disagree	2013	27	My organization's senior leaders maintain high standards of honesty and integrity.	79.5%	15.0%	5.5%	20	1
Agree-disagree	2013	28	*Managers communicate the goals and priorities of the organization.	81.1%	9.6%	9.3%	21	0
Agree-disagree	2013	29	Managers promote communication among different work units (for example, about projects, goals, needed resources).					
				64.9%	20.3%	14.8%	21	0
Good-poor	2013	30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?					
				70.5%	24.1%	5.4%	20	1
Agree-disagree	2013	31	I have a high level of respect for my organization's senior leaders.	60.8%	25.0%	14.3%	21	0
Agree-disagree	2013	32	Senior leaders demonstrate support for Work-Life programs.	83.7%	11.2%	5.2%	21	0
Satisfied-	2013	33	*How satisfied are you with your involvement in decisions that affect your work?					
dissatisfied				69.4%	11.2%	19.4%	21	N/A
Satisfied-	2013	34	*How satisfied are you with the information you receive from management on what's going on in your organization?					,
dissatisfied				70.9%	14.5%	14.6%	21	N/A
Satisfied-	2013	35	*How satisfied are you with the recognition you receive for doing a good job?					
dissatisfied				74.5%	9.3%	16.1%	21	N/A
Satisfied-	2013	36	*Considering everything, how satisfied are you with your job?	74.570	3.370	10.170		11,71
dissatisfied				68.8%	16.3%	14.9%	20	N/A
Satisfied-	2013	37	Considering everything, how satisfied are you with your pay?	00.070	10.570	14.570	20	14/ 🖯
dissatisfied	2020	0.	considering everything, non satisfied are you with your pay.	71.3%	8.6%	20.1%	21	N/A
Satisfied-	2013	38	*Considering everything, how satisfied are you with your organization?	/1.5%	8.070	20.170	21	IN/A
dissatisfied	2013	30	Considering everything, now satisfied are you with your organization:	00.60/	5.20/	4.4.20/	21	21/4
aissatisfica				80.6%	5.2%	14.3%	21	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 4 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</u> <u>present</u> at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2020	
	N	%
100% of my work time	1	4.3%
At least 75% but less than 100%	0	0.0%
At least 50% but less than 75%	0	0.0%
At least 25% but less than 50%	1	5.1%
Less than 25%	11	40.9%
I have not been physically present at my agency worksite during the		
pandemic	12	49.8%
Total	25	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)	0	0.0%
Annual leave	11	47.4%
Sick leave	8	32.3%
Weather and safety leave	0	0.0%
Administrative leave	0	0.0%
Other paid leave (e.g., comp time, credit hours)	2	10.2%
Unpaid leave (e.g., LWOP)	0	0.0%
I have not used leave because of the pandemic	11	44.4%
Total (percents will add to more than 100% because respondents could		
choose more than one response option)	24	

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?

<u> </u>	2020	
	N	%
100% of my work time	0	0.0%

At least 75% but less than 100%	0	0.0%
At least 50% but less than 75%	0	0.0%
At least 25% but less than 50%	0	0.0%
Less than 25%	13	100.0%
Total	13	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	1	3.3%	
I ended my usual alternative work schedule	1	4.3%	
No change because of the pandemic	23	92.3%	
Total	25	100.0%	

Percentages are weighted to represent the Agency's population.

COVID-19 Pandemic: Telework

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

	BEFORE the COVID)-19 pandemic	DURING the F		AS OF the date y to this s	-
	2020	•	202		202	<u> </u>
	N	%	N	%	N	%
I telework every work day	0	0.0%	24	100.0%	23	96.3%
I telework 3 or 4 days per week	0	0.0%	0	0.0%	1	3.7%
I telework 1 or 2 days per week	9	38.5%	0	0.0%	0	0.0%
I telework, but only about 1 or 2 days per month	3	11.0%	0	0.0%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	9	33.8%	0	0.0%	0	0.0%
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)	1	5.1%	0	0.0%	0	0.0%
I do not telework because of technical issues (e.g., connectivity, inadequate						
equipment) that prevent me from teleworking	0	0.0%	0	0.0%	0	0.0%
I do not telework because I did not receive approval to do so, even though I						
have the kind of job where I can telework	0	0.0%	0	0.0%	0	0.0%
I <u>do not</u> telework because I choose not to telework	3	11.6%	0	0.0%	0	0.0%
Total	25	100.0%	24	100.0%	24	100.0%

Telework Trends

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

	2020 (BEFORE the CO	VID-19				
	pandemic		2019		2018	
	N	%	N	%	N	%
I telework every work day	0	0.0%	0	0.0%	0	0.0%
I telework 3 or 4 days per week	0	0.0%	0	0.0%	0	0.0%
I telework 1 or 2 days per week	9	38.5%	10	44.5%	6	25.6%
I telework, but only about 1 or 2 days per month	3	11.0%	3	15.2%	1	5.4%
I telework very infrequently, on an unscheduled or short-term basis	9	33.8%	9	35.2%	14	60.0%
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)	1	5.1%	1	5.1%	1	4.2%
I do not telework because of technical issues (e.g., connectivity, inadequate						
equipment) that prevent me from teleworking	0	0.0%	0	0.0%	0	0.0%
I do not telework because I did not receive approval to do so, even though I						
have the kind of job where I can telework	0	0.0%	0	0.0%	0	0.0%
I do not telework because I choose not to telework	3	11.6%	0	0.0%	1	4.8%
Total	25	100.0%	23	100.0%	23	100.0%

Percentages are weighted to represent the Agency's population.

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

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

COVID-19 Pandemic: Employee Supports

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

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

			Needed, but not av	ailable_		
	Needed and availab	<u>le</u> to me	to me		Not needed by m	e now
	2020		2020		2020	
	N	%	N	%	N	%
43A. Expanded telework	24	94.9%	0	0.0%	1	5.1%
43B. Expanded work schedule flexibilities	17	75.3%	0	0.0%	6	24.7%
43C. Expanded leave policies	12	51.8%	2	9.0%	9	39.2%
43D. More information on available leave policies	16	71.3%	1	3.7%	6	25.0%
43E. Expanded mental health resources (e.g., assistance with stress of						
COVID-19)	9	40.5%	2	7.3%	12	52.2%
43F. Expanded physical health resources (e.g., temperature checks, COVID-						
19 illness testing) at my agency worksite	6	26.0%	1	3.9%	17	70.0%
43G. Timely communication about possible COVID-19 illness at my agency						
worksite	18	76.4%	1	3.7%	4	19.9%
43H. Protection of employees at higher risk for severe illness from COVID-19						
exposure	15	65.1%	0	0.0%	9	34.9%
431. Limited access to my agency worksite buildings/facilities (e.g., closures,						
limits on activities with external visitors/groups)	19	83.6%	0	0.0%	4	16.4%
43J. Social distancing (e.g., limits on group size, reduced access to common						
areas) in my agency worksite	18	76.4%	0	0.0%	5	23.6%
43K. Rearranged workspaces to maximize social distancing	8	32.2%	1	3.9%	15	63.8%
43L. Encouraged use of personal protective equipment (PPE) or other safety						
equipment in my agency worksite	18	74.8%	0	0.0%	6	25.2%
43M. Cleaning and sanitizing supplies available to reduce risk of illness in						
my agency worksite	16	64.5%	0	0.0%	8	35.5%
43N. Training for all employees on health and safety protocols	15	60.8%	1	3.5%	8	35.7%

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

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	
	N	%
Strongly Agree	22	88.3%
Agree	3	11.7%
Neither Agree nor Disagree	0	0.0%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
No Basis to Judge	0	
Total	25	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	21	83.3%
Agree	4	16.7%
Neither Agree nor Disagree	0	0.0%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
No Basis to Judge	0	
Total	25	100.0%

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

	2020		
	N	%	
Strongly Agree	19	79.0%	
Agree	5	21.0%	
Neither Agree nor Disagree	0	0.0%	
Disagree	0	0.0%	
Strongly Disagree	0	0.0%	
No Basis to Judge	0		
Total	24	100.0%	

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

	2020	
	N	%
Strongly Agree	19	78.1%
Agree	6	21.9%
Neither Agree nor Disagree	0	0.0%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
No Basis to Judge	0	
Total	25	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	19	78.1%
Agree	6	21.9%
Neither Agree nor Disagree	0	0.0%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
No Basis to Judge	0	
Total	25	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	18	73.6%	
Agree	7	26.4%	
Neither Agree nor Disagree	0	0.0%	
Disagree	0	0.0%	
Strongly Disagree	0	0.0%	
No Basis to Judge	0		
Total	25	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 <u>your work</u> during the COVID-19 pandemic?

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

			Needed, but not ava	ailable_		
	Needed and <u>availal</u>	ole to me	to me		Not needed by m	e now
	2020		2020		2020	
_	N	%	N	%	N	%
50A. Consistent communication (e.g., organizational status, what to expect)	23	94.3%	0	0.0%	1	5.7%
50B. Training for new/changed work or work processes because of the pandemic	15	62.5%	0	0.0%	9	37.5%
50C. Reallocation of resources (e.g., staffing, budget, materials) to support	44	46.70	٥	0.00/	42	52.20/
changes in work because of the pandemic	11	46.7%	0	0.0%	13	53.3%
50D. Help with commuting issues (e.g., alternatives to public transportation)	2	9.1%	1	5.1%	21	85.8%
50E. Options for work/business travel	3	12.8%	0	0.0%	21	87.2%
50F. Information on remote work policies, procedures, and expectations	21	86.8%	0	0.0%	3	13.2%
50G. Training on how to work remotely	17	68.9%	0	0.0%	7	31.1%
50H. Equipment and technology for working remotely (e.g., laptops, cell phone, Information Technology infrastructure)	23	90.8%	0	0.0%	2	9.2%
50I. Expanded collaboration tools (e.g., video conferencing, teleconferencing)	24	94.6%	0	0.0%	1	5.4%
50J. Expanded training for using remote work tools and applications	21	82.6%	0	0.0%	4	17.4%
50K. Expanded Information Technology (IT) support	23	90.8%	0	0.0%	2	9.2%
50L. Information about data security policies and procedures	22	87.3%	0	0.0%	3	12.7%

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	%
1	5.1%
23	90.1%
1	4.9%
25	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	0	0.0%	
Very	1	5.1%	
Somewhat	7	27.1%	
Slightly	11	41.7%	
Not at All	6	26.2%	
No Basis to Judge	0		
Total	25	100.0%	

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

	2020	
	N	%
Greatly Increased	1	5.4%
Somewhat Increased	10	37.8%
About the Same	14	56.8%
Somewhat Decreased	0	0.0%
Greatly Decreased	0	0.0%
No Basis to Judge	0	
Total	25	100.0%

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

	2020	
	N	%
Strongly Agree	17	78.6%
Agree	4	17.5%
Neither Agree nor Disagree	1	3.9%
Disagree	0	0.0%
Strongly Disagree	0	0.0%
No Basis to Judge	3	
Total	25	100.0%

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

	2020	2020	
	N	%	
Strongly Agree	19	76.5%	
Agree	6	23.5%	
Neither Agree nor Disagree	0	0.0%	
Disagree	0	0.0%	
Strongly Disagree	0	0.0%	
No Basis to Judge	0		
Total	25	100.0%	

Percentages are weighted to represent the Agency's population.

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

COVID-19 Pandemic: Work 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).

	2020	2020	
	N	%	
Always	22	87.2%	
Most of the Time	3	12.8%	
Sometimes	0	0.0%	
Rarely	0	0.0%	
Never	0	0.0%	
No Basis to Judge	0		
Total	25	100.0%	

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

	2020	
	N	%
Always	23	90.5%
Most of the Time	2	9.5%
Sometimes	0	0.0%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	0	
Total	25	100.0%

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

	2020	2020	
	N	%	
Always	21	81.7%	
Most of the Time	4	18.3%	
Sometimes	0	0.0%	
Rarely	0	0.0%	
Never	0	0.0%	
No Basis to Judge	0		
Total	25	100.0%	

54D. <u>Prior to</u> the COVID-19 pandemic, my work unit adapted to changing p		
	2020	
	N	%
Always	22	86.2%
Most of the Time	3	13.8%
Sometimes	0	0.0%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	0	
Total	25	100.0%
54E. <u>Prior to</u> the COVID-19 pandemic, my work unit successfully collaborate	ed.	
<u></u>	2020	
	N	%
Always	19	72.9%
Most of the Time	6	27.1%
Sometimes	0	0.0%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	0	
Total	25	100.0%
EAF Dries to the COVID 10 pandomic may work unit achieved our goals		
54F. <u>Prior to</u> the COVID-19 pandemic, my work unit achieved our goals.	2020	
	N	%
Always	20	79.1%
Most of the Time	5	20.9%
Sometimes	0	0.0%
Rarely	0	0.0%
Never	0	0.0%
INCVCI	U	0.0%

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).

25

100.0%

No Basis to Judge

Total

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

	2020	2020	
	N	%	
Always	22	87.8%	
Most of the Time	3	12.2%	
Sometimes	0	0.0%	
Rarely	0	0.0%	
Never	0	0.0%	
No Basis to Judge	0		
Total	25	100.0%	

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

	202	0
	N	%
Always	24	95.7%
Most of the Time	1	4.3%
Sometimes	0	0.0%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	0	
Total	25	100.0%

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

	202	0
	N	%
Always	23	91.9%
Most of the Time	2	8.1%
Sometimes	0	0.0%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	0	
Total	25	100.0%

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

	2020	
	N	%
Always	23	91.1%
Most of the Time	2	8.9%
Sometimes	0	0.0%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	0	
Total	25	100.0%

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

	2020	
	N	%
Always	20	79.0%
Most of the Time	5	21.0%
Sometimes	0	0.0%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	0	
Total	25	100.0%

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

	2020	_
	N	%
Always	21	84.0%
Most of the Time	4	16.0%
Sometimes	0	0.0%
Rarely	0	0.0%
Never	0	0.0%
No Basis to Judge	0	
Total	25	100.0%

Percentages are weighted to represent the Agency's population.

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

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

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63. How satisfied or you with the following Work-Life programs in your agency? Child Care Programs (for example, child	0% 100.
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Dissatisfied 1	0% 0.
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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) Satisfaction Not with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult satisfied or possible) Satisfaction Not with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult satisfied or possible) Satisfaction Not with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult satisfied or possible) All Response Satisfaction Not with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult satisfied or possible) N % Options % N N Options % N	24.
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) Satisfaction No	0% 100.
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Neither Satisfied nor Dissatisfied 0 0.0% 0.0% 4 100.0% 18.8% 4 100. Dissatisfied 0 0.0% 0.0% 0 0.0% 0 0.0% 0	0% 0.
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10tai 24 100.0% 100.0% 22 100.0% 100.0% 23 100.	,,o 100.

Percentages are weighted to represent the Agency's population.

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

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	15	56.7%
No arrangements needed to manage child care responsibilities (e.g., older		
children)	4	18.0%
Child care in my own home (e.g., other parent, relative, nanny, au pair)	4	16.5%
Alternative work arrangement (e.g., telework, flexible work schedule)	4	17.0%
Child care center	0	0.0%
Paid leave	3	12.7%
Unpaid leave	2	7.9%
Child care in someone else's home (e.g., relative or neighbor, professional		
child care provider)	1	3.3%
Respite care (temporary care of a sick or disabled child, providing relief for		
their usual caregiver)	0	0.0%
Agency emergency back-up care program	0	0.0%
Resource and referral services for dependent child care	0	0.0%
Other services/arrangements	0	0.0%
Total (percents will add to more than 100% because respondents could		
choose more than one response option)	25	

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	20	81.7%
No arrangements needed to manage elder/adult care responsibilities (e.g.,		
elder can manage tasks of everyday living)	1	4.3%
Alternative work arrangement (e.g., telework, flexible work schedule)	2	7.3%
Elder/adult day care center	0	0.0%
Paid leave	2	6.7%
Unpaid leave	0	0.0%
Long-term care insurance	0	0.0%
Respite care (temporary care of a sick or disabled adult/elder, providing relief		
for their usual caregiver)	0	0.0%
Other services/arrangements	0	0.0%
Total (percents will add to more than 100% because respondents could		
choose more than one response option)	25	

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	13	
Extremely	1	11.3%
Very	1	9.4%
Somewhat	4	44.9%
Slightly	3	34.4%
Not at All	0	0.0%
Does Not Apply	3	
Total	25	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	15	
Extremely	1	15.3%
Very	1	12.7%
Somewhat	4	57.6%
Slightly	1	14.5%
Not at All	0	0.0%
Does Not Apply	3	
Total	25	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.

							Employee	
				Employee	Employee	Employee	Engagement:	
				Engagement:	Engagement:	Engagement:	Intrinsic Work	Global
Agency & Subagency Name	Level Code	Reporting Level	Response Count	Overall	Leaders Lead	Supervisors	Experience	Satisfaction
Governmentwide	GOV	Governmentwide	624,800	72%	62%	80%	76%	69%
Very Small Agencies (< 100 employees)	Very Small	Agency Size	462	81%	72%	87%	83%	75%
National Capital Planning Commission	NP	Agency	25	96%	95%	99%	94%	89%

Item	Item Text	Employee Engagement Index	Global Satisfaction Index	AES	COVID-19
Q1	I am given a real opportunity to improve my skills in my organization.			AES	
Q2	I feel encouraged to come up with new and better ways of doing things.	Intrinsic Work Experience			
Q3	My work gives me a feeling of personal accomplishment.	Intrinsic Work Experience			
Q4	I know what is expected of me on the job.	Intrinsic Work Experience			
Q5	My workload is reasonable.			AES	
Q6	My talents are used well in the workplace.	Intrinsic Work Experience		AES	
Q7	I know how my work relates to the agency's goals.	Intrinsic Work Experience		AES	
Q8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.			AES	
Q9	The people I work with cooperate to get the job done.			AES	
Q10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.				
Q11	In my work unit poor performers usually:				
Q12	In my work unit, differences in performance are recognized in a meaningful way.			AES	
Q13	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.			AES	
Q14	Employees are recognized for providing high quality products and services.				
Q15	Employees are protected from health and safety hazards on the job.				
Q16	My agency is successful at accomplishing its mission.				
Q17	I recommend my organization as a good place to work.		Global Satisfaction Index	AES	
Q18	I believe the results of this survey will be used to make my agency a better place to work.			AES	
Q19	My supervisor supports my need to balance work and other life issues.				
Q20	My supervisor is committed to a workforce representative of all segments of society.				
Q21	Supervisors in my work unit support employee development.	Supervisors			
Q22	My supervisor listens to what I have to say.	Supervisors			
Q23	My supervisor treats me with respect.	Supervisors			
Q24	I have trust and confidence in my supervisor.	Supervisors			
Q25	Overall, how good a job do you feel is being done by your immediate supervisor?	Supervisors			
Q26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Leaders Lead			
Q27	My organization's senior leaders maintain high standards of honesty and integrity.	Leaders Lead			
Q28	Managers communicate the goals of the organization.	Leaders Lead		AES	
Q29	Managers promote communication among different work units (for example, about projects, goals, needed resources).				
Q30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Leaders Lead			
Q31	I have a high level of respect for my organization's senior leaders.	Leaders Lead			
Q32	Senior leaders demonstrate support for Work-Life programs.				
Q33	How satisfied are you with your involvement in decisions that affect your work?			AES	
Q34	How satisfied are you with the information you receive from management on what's going on in your organization?			AES	
Q35	How satisfied are you with the recognition you receive for doing a			AES	
	good job?				

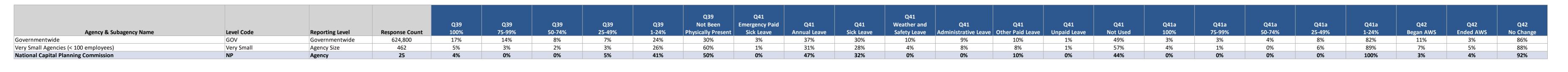
Q36	Considering everything, how satisfied are you with your job?	Global Satisfaction Index	AES	
Q37	Considering everything, how satisfied are you with your pay?	Global Satisfaction Index		
Q38	Considering everything, how satisfied are you with your organization?	Global Satisfaction Index	AES	
Q39	During the COVID-19 pandemic, on average what percentage of your work time have you been physically-present at your agency worksite (including headquarters, bureau, field offices, etc.)?			COVID-19 Pandemic: Background
Q40	Please select the response that BEST describes <u>your teleworking</u> <u>schedule</u> (1) BEFORE the COVID-19 pandemic, (2) DURING the PEAK of the pandemic, and (3) AS OF the date you responded to this survey.			COVID-19 Pandemic: Telework
Q41	What type(s) of leave have you used because of the pandemic? (Mark all that apply) A. Leave under the Emergency Paid Sick Leave Act (part of the Families First Coronavirus Response Act) B. Annual leave C. Sick leave D. Weather and safety leave E. Administrative leave F. Other paid leave (e.g., comp time, credit hours) G. Unpaid leave (e.g., LWOP) H. I have not used leave because of the pandemic			COVID-19 Pandemic: Background
Q41a	During the COVID-19 pandemic, what percentage of your <i>total</i> work time have you used leave <u>because of</u> the pandemic?			COVID-19 Pandemic: Background
Q42	How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic? Examples of AWS include compressed work and flexible work schedule.			COVID-19 Pandemic: Background
Q43	How has your organization supported your well-being needs during the COVID-19 pandemic? A. Expanded telework B. Expanded work schedule flexibilities C. Expanded leave policies D. More information on available leave policies E. Expanded mental health resources (e.g., assistance with stress of COVID-19) F. Expanded physical health resources (e.g., temperature checks, COVID-19 illness testing) at my agency worksite G. Timely communication about possible COVID-19 illness at my agency worksite H. Protection of employees at higher risk for severe illness from COVID-19 exposure I. Limited access to my agency worksite buildings/facilities (e.g., closures, limits on activities with external visitors/groups) J. Social distancing (e.g., limits on group size, reduced access to common areas) in my agency worksite K. Rearranged workspaces to maximize social distancing L. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite M. Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite N. Training for all employees on health and safety protocols			COVID-19 Pandemic: Employee Supports
Q44	During the COVID-19 pandemic my organization's senior leaders havedemonstrated commitment to employee health and safety.			COVID-19 Pandemic: Employee Supports
Q45	During the COVID-19 pandemic my organization's senior leaders havesupported policies and procedures to protect employee health and safety.			COVID-19 Pandemic: Employee Supports
Q46	During the COVID-19 pandemic my organization's senior leaders haveprovided effective communications about the pandemic.			COVID-19 Pandemic: Employee Supports
Q47	During the COVID-19 pandemic my supervisor has shown concern for my health and safety.			COVID-19 Pandemic: Employee Supports
Q48	During the COVID-19 pandemic my supervisor has supported my efforts to stay healthy and safe while working.			COVID-19 Pandemic: Employee Supports

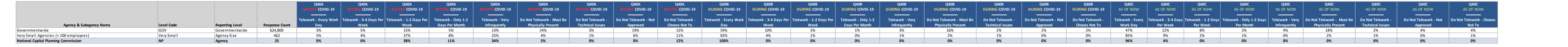
	During the COVID-19 pandemic my supervisor hascreated an	
Q49	environment where I can voice my concerns about staying healthy	COVID-19 Pandemic: Employee
	and safe.	Supports
Q50	How has your organization supported your work during the COVID-19 pandemic? A. Consistent communication (e.g., organizational status, what to expect) B. Training for new/changed work or work processes because of the pandemic C. Reallocation of resources (e.g., staffing, budget, materials) to support changes in work because of the pandemic D. Help with commuting issues (e.g., alternatives to public transportation) E. Options for work/business travel F. Information on remote work policies, procedures, and expectations G. Training on how to work remotely H. Equipment and technology for working remotely (e.g., laptops, cell phone, Information Technology infrastructure) I. Expanded collaboration tools (e.g., video conferencing, teleconferencing) J. Expanded training for using remote work tools and applications K. Expanded Information Technology (IT) support L. Information about data security policies and procedures	COVID-19 Pandemic: Work Supports
	-	
Q51	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)?	COVID-19 Pandemic: Work Supports
Q52	How disruptive has the COVID-19 pandemic been to your ability to do your work?	COVID-19 Pandemic: Work Effects
Q53	How have your work demands changed because of the COVID-19 pandemic?	COVID-19 Pandemic: Work Effects
Q54	Prior to the COVID-19 pandemic, my work unit A. Met the needs of our customers. B. Contributed positively to my agency's performance. C. Produced high-quality work. D. Adapted to changing priorities. E. Successfully collaborated. F. Achieved our goals.	COVID-19 Pandemic: Work Effects
Q55	During the COVID-19 pandemic, my work unit A. Has met the needs of our customers. B. Has contributed positively to my agency's performance. C. Has produced high-quality work. D. Has adapted to changing priorities. E. Has successfully collaborated. F. Has achieved our goals.	COVID-19 Pandemic: Work Effects
Q56	In the phased return of employees to the agency worksite (i.e., opening up government), my organization has made employee safety a top priority.	COVID-19 Pandemic: Work Effects
	Based on my organization's handling of the COVID-19 pandemic, I	COVID-19 Pandemic: Work
Q57	believe my organization will respond effectively to future emergencies.	Effects
Q58	How satisfied are you with the Telework program in your agency?	
Q59	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) A. Alternative Work Schedules (for example, compressed work schedule, flexible work schedule) B. Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and wellness fair) C. Employee Assistance Program – EAP (for example, short-term counseling, referral services, legal services, education services) D. Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) E. Elder Care Programs (for example, elder/adult care, support groups, resources) F. None listed above	

Q60	How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)		
Q61	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)		
Q62	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)		
Q63	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)		
Q64	How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)		
Q65	Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) A. I do not have any child care responsibilities B. No arrangements needed to manage child care responsibilities (e.g., older children) C. Child care in my own home (e.g., other parent, relative, nanny, au pair) D. Alternative work arrangement (e.g., telework, flexible work schedule) E. Child care center F. Paid leave G. Unpaid leave H. Child care in someone else's home (e.g., relative or neighbor, professional child care provider) I. Respite care (temporary care of a sick or disabled child, providing relief for their usual caregiver) J. Agency emergency back-up care program K. Resource and referral services for dependent child care L. Other services/arrangements		COVID-19 Pandemic: Child Care Arrangements
Q66	Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic? (Mark all that apply) A. I do not have any elder/adult care responsibilities B. No arrangements needed to manage elder/adult care responsibilities (e.g., elder can manage tasks of everyday living) C. Alternative work arrangement (e.g., telework, flexible work schedule) D. Elder/adult day care center E. Paid leave F. Unpaid leave G. Long-term care insurance H. Respite care (temporary care of a sick or disabled adult/elder, providing relief for their usual caregiver) I. Other services/arrangements		COVID-19 Pandemic: Elder/Adult Care Arrangements
Q67	During the COVID-19 pandemic, how disruptive have school closures/changes been to your ability to do your work?		COVID-19 Pandemic: School Closures/Changes
Q68	During the COVID-19 pandemic, how disruptive have changes to your children's day care been to your ability to do your work?		COVID-19 Pandemic: Day Care Changes

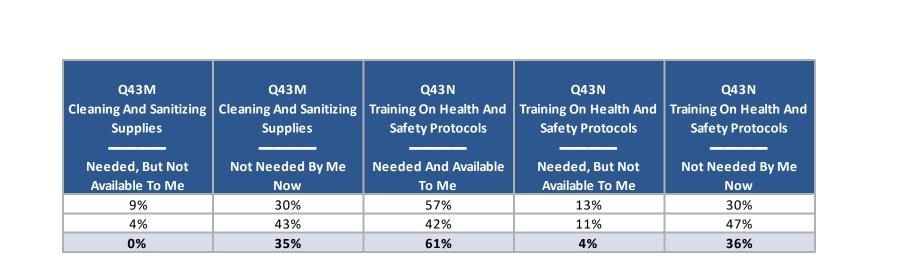
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				Unit And Improve		Removed or	Q11 Leave Work Unit -	Q11 No Poor Performers In	Q11 Do Not Know
Agency & Subagency Name	Level Code	Reporting Level	Response Count	Over Time	To Underperform	Transferred	Quit	Work Unit	(N)
Governmentwide	GOV	Governmentwide	624,800	19%	49%	9%	2%	21%	143,690
Very Small Agencies (< 100 employees)	Very Small	Agency Size	462	25%	28%	9%	4%	34%	109
National Capital Planning Commission	NP	Agency	25	24%	19%	0%	0%	57%	4





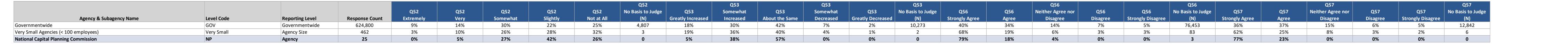


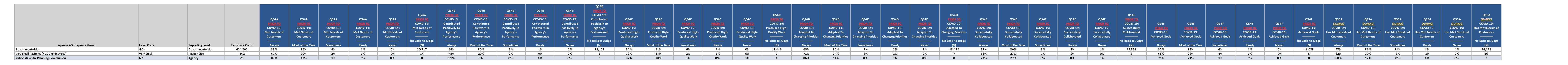






				Q51	Q51	Q51
Agency & Subagency Name	Level Code	Reporting Level	Response Count	Yes	No	Other
Governmentwide	GOV	Governmentwide	624,800	27%	62%	10%
Very Small Agencies (< 100 employees)	Very Small	Agency Size	462	7%	86%	6%
National Capital Planning Commission	NP	Agency	25	5%	90%	5%

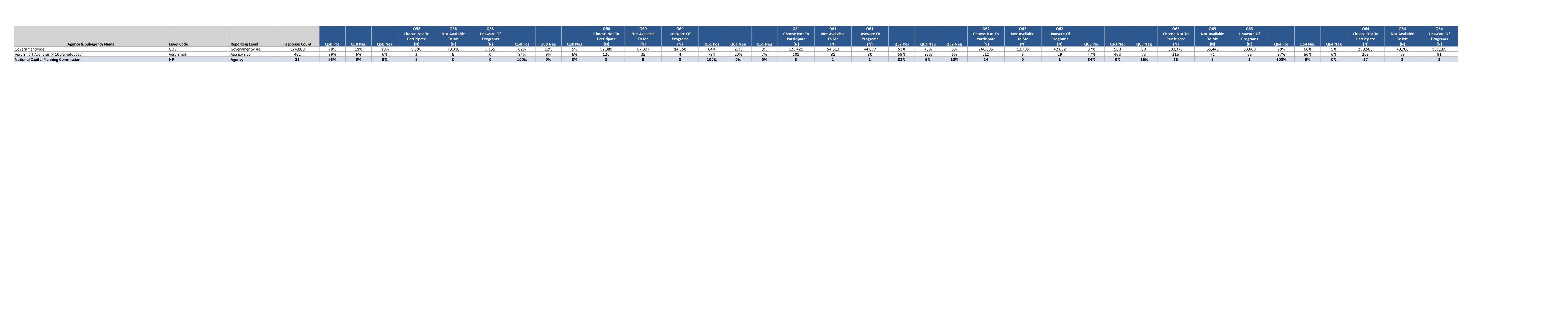




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					Q 59	Q59			
				Q59	Health and	Employee	Q 59	Q 59	
				Alternative Work	Wellness	Assistance	Child Care	Elder Care	Q59
Agency & Subagency Name	Level Code	Reporting Level	Response Count	Schedules	Programs	Program - EAP	Programs	Programs	None Listed
Governmentwide	GOV	Governmentwide	624,800	49%	19%	6%	3%	1%	42%
Very Small Agencies (< 100 employees)	Very Small	Agency Size	462	45%	23%	8%	3%	1%	43%
National Capital Planning Commission	NP	Agency	25	48%	42%	10%	3%	0%	28%



				Q65	Q65	Q65	Q65				Q65		Q65	Q65	Q65
				No Child Care	No Arrangements	Child Care In Own	Alternative Work	Q65	Q65	Q65	Child Care In	Q65	Agency Emergency	Resource And	Other Services/
Agency & Subagency Name	Level Code	Reporting Level	Response Count	Responsibilities	Needed	Home	Arrangement	Child Care Center	Paid Leave	Unpaid Leave	Someone's Home	Respite Care	Back-Up Care	Referral Services	Arrangements
Governmentwide	GOV	Governmentwide	624,800	61%	11%	17%	12%	4%	11%	1%	5%	0%	0%	0%	3%
Very Small Agencies (< 100 employees)	Very Small	Agency Size	462	68%	8%	16%	15%	4%	13%	1%	3%	1%	0%	0%	3%
National Capital Planning Commission	NP	Agency	25	57%	18%	16%	17%	0%	13%	8%	3%	0%	0%	0%	0%

				Q66	Q66	Q66	Q66			Q66		Q66
				No Elder/Adult Care	No Arrangements	Alternative Work	Elder/Adult Day Care	Q66	Q66	Long-Term Care	Q66	Other Services/
Agency & Subagency Name	Level Code	Reporting Level	Response Count	Responsibilities	Needed	Arrangement	Center	Paid Leave	Unpaid Leave	Insurance	Respite Care	Arrangements
Governmentwide	GOV	Governmentwide	624,800	82%	9%	4%	0%	5%	0%	0%	1%	3%
Very Small Agencies (< 100 employees)	Very Small	Agency Size	462	81%	8%	6%	0%	6%	0%	1%	1%	2%
National Capital Planning Commission	NP	Agency	25	82%	4%	7%	0%	7%	0%	0%	0%	0%

				Q67							Q68						
				No School-Aged							No Day Care						
				Children						Q67	Children						Q68
				Responsibility	Q67	Q67	Q67	Q67	Q67	Does Not Apply	Responsibility	Q68	Q68	Q68	Q68	Q68	Does Not Apply
Agency & Subagency Name	Level Code	Reporting Level	Response Count	(N)	Extremely	Very	Somewhat	Slightly	Not at All	(N)	(N)	Extremely	Very	Somewhat	Slightly	Not at All	(N)
Governmentwide	GOV	Governmentwide	624,800	295,138	23%	15%	26%	17%	19%	63,146	345,956	27%	16%	23%	14%	20%	98,502
Very Small Agencies (< 100 employees)	Very Small	Agency Size	462	266	14%	25%	32%	15%	14%	38	300	21%	25%	30%	11%	13%	55
National Capital Planning Commission	ND	Agency	25	12	11%	0%	45%	34%	0%	2	15	15%	13%	58%	14%	0%	2