### Highest % Positive Items

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q16</td>
<td>My agency is successful at accomplishing its mission. 100%</td>
</tr>
<tr>
<td>Q15</td>
<td>Employees are protected from health and safety hazards on the job. 96%</td>
</tr>
<tr>
<td>Q13</td>
<td>My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. 96%</td>
</tr>
<tr>
<td>Q9</td>
<td>The people I work with cooperate to get the job done. 96%</td>
</tr>
<tr>
<td>Q7</td>
<td>I know how my work relates to the agency's goals. 93%</td>
</tr>
</tbody>
</table>

### Highest % Negative Items

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q5</td>
<td>My workload is reasonable. 51%</td>
</tr>
<tr>
<td>Q24</td>
<td>I have trust and confidence in my supervisor. 28%</td>
</tr>
<tr>
<td>Q6</td>
<td>My talents are used well in the workplace. 24%</td>
</tr>
<tr>
<td>Q25</td>
<td>Overall, how good a job do you feel is being done by your immediate supervisor? 21%</td>
</tr>
<tr>
<td>Q29</td>
<td>Managers promote communication among different work units (for example, about projects, goals, needed resources). 19%</td>
</tr>
</tbody>
</table>
Annual Employee Survey (AES) Report

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

### Largest Increases in Percent Positive since 2019

**Q2** I feel encouraged to come up with new and better ways of doing things.
- 2017: 60%
- 2018: 69%
- 2019: 50%
- 2020: 80%
- Change: +30

**Q27** My organization's senior leaders maintain high standards of honesty and integrity.
- 2017: 64%
- 2018: 55%
- 2019: 65%
- 2020: 86%
- Change: +21

**Q20** My supervisor is committed to a workforce representative of all segments of society.
- 2017: 68%
- 2018: 66%
- 2019: 60%
- 2020: 80%
- Change: +20

**Q31** I have a high level of respect for my organization's senior leaders.
- 2017: 59%
- 2018: 65%
- 2019: 65%
- 2020: 83%
- Change: +18

**Q36** Considering everything, how satisfied are you with your job?
- 2017: 82%
- 2018: 75%
- 2019: 60%
- 2020: 77%
- Change: +17

### Largest Decreases in Percent Positive since 2019

**Q10** In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.
- 2017: 54%
- 2018: 55%
- 2019: 60%
- 2020: 43%
- Change: -17

**Q23** My supervisor treats me with respect.
- 2017: 80%
- 2018: 69%
- 2019: 83%
- 2020: 75%
- Change: -8

**Q35** How satisfied are you with the recognition you receive for doing a good job?
- 2017: 53%
- 2018: 65%
- 2019: 70%
- 2020: 67%
- Change: -3

**Q30** Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
- 2017: 62%
- 2018: 75%
- 2019: 77%
- 2020: 75%
- Change: -2

**Q5** My workload is reasonable.
- 2017: 26%
- 2018: 38%
- 2019: 31%
- 2020: 29%
- Change: -2
<table>
<thead>
<tr>
<th>Item</th>
<th>Response Type</th>
<th>Item Text</th>
<th>Percent Positive %</th>
<th>Strongly Agree/Very Good/Very Satisfied %</th>
<th>Agree/Good/Satisfied %</th>
<th>Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied %</th>
<th>Disagree/Poor/Dissatisfied %</th>
<th>Percent Negative %</th>
<th>Strongly Agree/Very Good/Very Satisfied N</th>
<th>Agree/Good/Satisfied N</th>
<th>Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied N</th>
<th>Disagree/Poor/Dissatisfied N</th>
<th>Strongly Agree/Very Poor/Very Dissatisfied N</th>
<th>Item Response Total**</th>
<th>Do Not Know N</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 *I am given a real opportunity to improve my skills in my organization.</td>
<td>Agree-disagree</td>
<td>81.4% 45.6% 35.8% 15.0% 3.6% 0% 3.6% 12 10 4 1 0 27 N/A</td>
<td>81.4% 45.6% 35.8% 15.0% 3.6% 0% 3.6% 12 10 4 1 0 27 N/A</td>
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<tr>
<td>2 I feel encouraged to come up with new and better ways of doing things.</td>
<td>Agree-disagree</td>
<td>79.9% 34.5% 45.4% 6.7% 9.2% 4.1% 13.3% 8 13 2 3 1 27 N/A</td>
<td>79.9% 34.5% 45.4% 6.7% 9.2% 4.1% 13.3% 8 13 2 3 1 27 N/A</td>
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<tr>
<td>3 My work gives me a feeling of personal accomplishment.</td>
<td>Agree-disagree</td>
<td>85.1% 61.2% 24.0% 7.1% 7.7% 0.0% 7.7% 16 7 2 2 0 27 N/A</td>
<td>85.1% 61.2% 24.0% 7.1% 7.7% 0.0% 7.7% 16 7 2 2 0 27 N/A</td>
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<tr>
<td>4 I know what is expected of me on the job.</td>
<td>Agree-disagree</td>
<td>73.5% 38.4% 35.2% 15.1% 11.3% 0.0% 11.3% 10 9 5 3 0 27 N/A</td>
<td>73.5% 38.4% 35.2% 15.1% 11.3% 0.0% 11.3% 10 9 5 3 0 27 N/A</td>
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<tr>
<td>5 *My workload is reasonable.</td>
<td>Agree-disagree</td>
<td>29.4% 8.3% 21.0% 19.2% 27.5% 23.9% 51.4% 2 5 5 8 7 27 0</td>
<td>29.4% 8.3% 21.0% 19.2% 27.5% 23.9% 51.4% 2 5 5 8 7 27 0</td>
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<tr>
<td>6 *My talents are used well in the workplace.</td>
<td>Agree-disagree</td>
<td>58.6% 35.5% 23.1% 17.1% 16.6% 7.7% 24.3% 8 7 5 5 2 27 0</td>
<td>58.6% 35.5% 23.1% 17.1% 16.6% 7.7% 24.3% 8 7 5 5 2 27 0</td>
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<tr>
<td>7 *I know how my work relates to the agency’s goals.</td>
<td>Agree-disagree</td>
<td>93.0% 65.7% 27.3% 3.3% 0.0% 3.8% 3.8% 17 7 1 0 1 26 0</td>
<td>93.0% 65.7% 27.3% 3.3% 0.0% 3.8% 3.8% 17 7 1 0 1 26 0</td>
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<tr>
<td>8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>Agree-disagree</td>
<td>80.1% 49.1% 31.0% 8.4% 0.0% 11.4% 11.4% 12 8 2 0 3 25 2</td>
<td>80.1% 49.1% 31.0% 8.4% 0.0% 11.4% 11.4% 12 8 2 0 3 25 2</td>
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<tr>
<td>9 *The people I work with cooperate to get the job done.</td>
<td>Agree-disagree</td>
<td>95.8% 58.8% 37.0% 0.0% 4.2% 0.0% 4.2% 16 10 0 1 0 27 N/A</td>
<td>95.8% 58.8% 37.0% 0.0% 4.2% 0.0% 4.2% 16 10 0 1 0 27 N/A</td>
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<tr>
<td>10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>Agree-disagree</td>
<td>43.2% 12.3% 30.9% 41.7% 11.1% 4.1% 15.1% 3 7 10 3 1 24 3</td>
<td>43.2% 12.3% 30.9% 41.7% 11.1% 4.1% 15.1% 3 7 10 3 1 24 3</td>
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<tr>
<td>11 *In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>Agree-disagree</td>
<td>62.2% 21.0% 41.3% 27.7% 2.9% 7.2% 10.1% 5 10 8 1 2 26 1</td>
<td>62.2% 21.0% 41.3% 27.7% 2.9% 7.2% 10.1% 5 10 8 1 2 26 1</td>
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<tr>
<td>12 *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>Agree-disagree</td>
<td>95.9% 48.9% 47.0% 0.0% 0.0% 4.1% 4.1% 13 13 0 0 1 27 0</td>
<td>95.9% 48.9% 47.0% 0.0% 0.0% 4.1% 4.1% 13 13 0 0 1 27 0</td>
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<tr>
<td>13 Employees are recognized for providing high quality products and services.</td>
<td>Agree-disagree</td>
<td>85.5% 41.9% 43.6% 6.7% 0.0% 7.7% 7.7% 10 13 2 0 2 27 0</td>
<td>85.5% 41.9% 43.6% 6.7% 0.0% 7.7% 7.7% 10 13 2 0 2 27 0</td>
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<td>14 Employees are protected from health and safety hazards on the job.</td>
<td>Agree-disagree</td>
<td>96.5% 80.9% 15.5% 3.5% 0.0% 0.0% 0.0% 22 4 1 0 0 27 0</td>
<td>96.5% 80.9% 15.5% 3.5% 0.0% 0.0% 0.0% 22 4 1 0 0 27 0</td>
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<tr>
<td>15 My agency is successful at accomplishing its mission.</td>
<td>Agree-disagree</td>
<td>100.0% 66.7% 33.3% 0.0% 0.0% 0.0% 0.0% 18 9 0 0 0 27 0</td>
<td>100.0% 66.7% 33.3% 0.0% 0.0% 0.0% 0.0% 18 9 0 0 0 27 0</td>
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<tr>
<td>16 *I recommend my organization as a good place to work.</td>
<td>Agree-disagree</td>
<td>76.4% 51.5% 24.9% 13.1% 6.3% 4.1% 10.4% 13 7 4 2 1 27 N/A</td>
<td>76.4% 51.5% 24.9% 13.1% 6.3% 4.1% 10.4% 13 7 4 2 1 27 N/A</td>
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<tr>
<td>Response Type</td>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive %</td>
<td>Strongly Agree/ Very Good/ Very Satisfied %</td>
<td>Agree/ Good/ Satisfied %</td>
<td>Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %</td>
<td>Disagree/ Poor/ Dissatisfied %</td>
<td>Percent Negative %</td>
<td>Strongly Disagree/ Very Poor/ Very Dissatisfied %</td>
<td>Agree/ Good/ Satisfied N</td>
<td>Disagree/ Poor/ Dissatisfied N</td>
<td>Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N</td>
<td>Strongly Disagree/ Very Poor/ Very Dissatisfied N</td>
<td>Item Response Total **</td>
<td>Do Not Know N</td>
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<tr>
<td>Agree-disagree</td>
<td>18</td>
<td>*I believe the results of this survey will be used to make my agency a better place to work.</td>
<td>68.6%</td>
<td>21.9%</td>
<td>46.7%</td>
<td>13.8%</td>
<td>6.6%</td>
<td>11.0%</td>
<td>17.7%</td>
<td>5</td>
<td>12</td>
<td>4</td>
<td>2</td>
<td>3</td>
<td>26</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>19</td>
<td>My supervisor supports my need to balance work and other life issues.</td>
<td>82.3%</td>
<td>42.9%</td>
<td>39.3%</td>
<td>11.3%</td>
<td>2.8%</td>
<td>3.6%</td>
<td>6.4%</td>
<td>11</td>
<td>11</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>27</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>20</td>
<td>My supervisor is committed to a workforce representative of all segments of society.</td>
<td>80.3%</td>
<td>45.5%</td>
<td>34.9%</td>
<td>6.3%</td>
<td>0.0%</td>
<td>13.3%</td>
<td>13.3%</td>
<td>11</td>
<td>10</td>
<td>2</td>
<td>0</td>
<td>4</td>
<td>27</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>21</td>
<td>Supervisors in my work unit support employee development.</td>
<td>82.7%</td>
<td>40.3%</td>
<td>42.4%</td>
<td>6.7%</td>
<td>6.9%</td>
<td>3.6%</td>
<td>10.5%</td>
<td>10</td>
<td>12</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>27</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>22</td>
<td>My supervisor listens to what I have to say.</td>
<td>78.8%</td>
<td>45.2%</td>
<td>33.6%</td>
<td>10.7%</td>
<td>2.8%</td>
<td>7.7%</td>
<td>10.5%</td>
<td>11</td>
<td>10</td>
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<td>1</td>
<td>2</td>
<td>27</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>23</td>
<td>My supervisor treats me with respect.</td>
<td>75.1%</td>
<td>51.6%</td>
<td>23.5%</td>
<td>7.2%</td>
<td>10.5%</td>
<td>7.2%</td>
<td>17.7%</td>
<td>13</td>
<td>7</td>
<td>2</td>
<td>3</td>
<td>2</td>
<td>27</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>24</td>
<td>I have trust and confidence in my supervisor.</td>
<td>66.4%</td>
<td>45.2%</td>
<td>21.2%</td>
<td>5.9%</td>
<td>17.2%</td>
<td>10.5%</td>
<td>27.7%</td>
<td>11</td>
<td>6</td>
<td>2</td>
<td>5</td>
<td>3</td>
<td>27</td>
</tr>
<tr>
<td>Good-poor</td>
<td>25</td>
<td>Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>63.7%</td>
<td>49.4%</td>
<td>14.2%</td>
<td>15.8%</td>
<td>12.8%</td>
<td>7.7%</td>
<td>20.5%</td>
<td>12</td>
<td>4</td>
<td>5</td>
<td>4</td>
<td>2</td>
<td>27</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>26</td>
<td>In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</td>
<td>75.0%</td>
<td>40.8%</td>
<td>34.1%</td>
<td>14.4%</td>
<td>7.9%</td>
<td>2.8%</td>
<td>10.6%</td>
<td>10</td>
<td>10</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>27</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>27</td>
<td>My organization’s senior leaders maintain high standards of honesty and integrity.</td>
<td>86.4%</td>
<td>58.2%</td>
<td>28.1%</td>
<td>10.9%</td>
<td>0.0%</td>
<td>2.8%</td>
<td>2.8%</td>
<td>15</td>
<td>8</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>27</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>28</td>
<td>*Managers communicate the goals of the organization.</td>
<td>86.2%</td>
<td>58.2%</td>
<td>28.0%</td>
<td>3.1%</td>
<td>7.0%</td>
<td>3.6%</td>
<td>10.6%</td>
<td>15</td>
<td>8</td>
<td>1</td>
<td>2</td>
<td>1</td>
<td>27</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>29</td>
<td>Managers promote communication among different work units (for example, about projects, goals, needed resources).</td>
<td>67.4%</td>
<td>30.7%</td>
<td>36.7%</td>
<td>13.6%</td>
<td>16.1%</td>
<td>2.8%</td>
<td>18.9%</td>
<td>8</td>
<td>10</td>
<td>4</td>
<td>4</td>
<td>1</td>
<td>27</td>
</tr>
<tr>
<td>Good-poor</td>
<td>30</td>
<td>Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</td>
<td>74.6%</td>
<td>48.1%</td>
<td>26.5%</td>
<td>22.5%</td>
<td>0.0%</td>
<td>2.9%</td>
<td>2.9%</td>
<td>12</td>
<td>7</td>
<td>6</td>
<td>0</td>
<td>1</td>
<td>26</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>31</td>
<td>I have a high level of respect for my organization’s senior leaders.</td>
<td>82.7%</td>
<td>46.3%</td>
<td>36.4%</td>
<td>10.9%</td>
<td>3.6%</td>
<td>2.8%</td>
<td>6.4%</td>
<td>12</td>
<td>10</td>
<td>3</td>
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<td>Strongly Agree/ Very Good/ Very Satisfied %</td>
<td>Agree/ Good/ Satisfied %</td>
<td>Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %</td>
<td>Disagree/ Poor/ Very Dissatisfied %</td>
<td>Percent Negative %</td>
<td>Strongly Disagree/ Very Poor/ Very Dissatisfied %</td>
<td>Agree/ Good/ Satisfied N</td>
<td>Disagree/ Poor/ Very Dissatisfied N</td>
<td>Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N</td>
<td>Strongly Disagree/ Very Poor/ Very Dissatisfied N</td>
<td>Item Response Total** N</td>
<td>Do Not Know N</td>
</tr>
<tr>
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<td>-------------------------------------------------</td>
<td>-----------------------------------------------</td>
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</tr>
<tr>
<td>Agree-disagree</td>
<td>32</td>
<td>Senior leaders demonstrate support for Work-Life programs.</td>
<td>88.8%</td>
<td>47.3%</td>
<td>41.5%</td>
<td>7.4%</td>
<td>0.0%</td>
<td>3.7%</td>
<td>3.7%</td>
<td>12</td>
<td>11</td>
<td>2</td>
<td>0</td>
<td>1</td>
<td>26</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>33</td>
<td>*How satisfied are you with your involvement in decisions that affect your work?</td>
<td>63.5%</td>
<td>25.7%</td>
<td>37.8%</td>
<td>20.4%</td>
<td>9.2%</td>
<td>6.9%</td>
<td>16.1%</td>
<td>6</td>
<td>10</td>
<td>6</td>
<td>3</td>
<td>2</td>
<td>27</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>34</td>
<td>*How satisfied are you with the information you receive from management on what's going on in your organization?</td>
<td>80.5%</td>
<td>36.8%</td>
<td>43.7%</td>
<td>6.3%</td>
<td>13.1%</td>
<td>0.0%</td>
<td>13.1%</td>
<td>9</td>
<td>12</td>
<td>2</td>
<td>4</td>
<td>0</td>
<td>27</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>35</td>
<td>*How satisfied are you with the recognition you receive for doing a good job?</td>
<td>67.1%</td>
<td>18.4%</td>
<td>48.7%</td>
<td>22.4%</td>
<td>6.4%</td>
<td>4.1%</td>
<td>10.5%</td>
<td>4</td>
<td>13</td>
<td>7</td>
<td>2</td>
<td>1</td>
<td>27</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>36</td>
<td>*Considering everything, how satisfied are you with your job?</td>
<td>77.2%</td>
<td>29.3%</td>
<td>47.8%</td>
<td>15.1%</td>
<td>4.1%</td>
<td>3.6%</td>
<td>7.7%</td>
<td>7</td>
<td>13</td>
<td>5</td>
<td>1</td>
<td>1</td>
<td>27</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>37</td>
<td>Considering everything, how satisfied are you with your pay?</td>
<td>78.5%</td>
<td>24.3%</td>
<td>54.2%</td>
<td>12.3%</td>
<td>2.8%</td>
<td>6.4%</td>
<td>9.2%</td>
<td>6</td>
<td>15</td>
<td>3</td>
<td>1</td>
<td>2</td>
<td>27</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>38</td>
<td>*Considering everything, how satisfied are you with your organization?</td>
<td>82.7%</td>
<td>45.4%</td>
<td>37.3%</td>
<td>9.5%</td>
<td>7.7%</td>
<td>0.0%</td>
<td>7.7%</td>
<td>11</td>
<td>11</td>
<td>3</td>
<td>2</td>
<td>0</td>
<td>27</td>
</tr>
</tbody>
</table>

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)
** Unweighted count of responses excluding "Do Not Know"
The Dashboard only includes items 1-38, excluding item 11.
Percentages are weighted to represent the Agency’s population.
When responding to the Core OPM FEVS questions 1 through 38, respondents were asked to share their work experiences since the last OPM FEVS administration (June 2019).
Source: 2020 OPM Federal Employee Viewpoint Survey
### 11. In my work unit poor performers usually:

<table>
<thead>
<tr>
<th>Response</th>
<th>2020</th>
<th></th>
<th>2019</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Remain in the work unit and improve their performance over time</td>
<td>5</td>
<td>22.2%</td>
<td>3</td>
<td>11.2%</td>
</tr>
<tr>
<td>Remain in the work unit and continue to underperform</td>
<td>9</td>
<td>32.5%</td>
<td>4</td>
<td>15.9%</td>
</tr>
<tr>
<td>Leave the work unit - removed or transferred</td>
<td>1</td>
<td>3.0%</td>
<td>7</td>
<td>30.9%</td>
</tr>
<tr>
<td>Leave the work unit - quit</td>
<td>2</td>
<td>7.9%</td>
<td>4</td>
<td>17.3%</td>
</tr>
<tr>
<td>There are no poor performers in my work unit</td>
<td>8</td>
<td>34.4%</td>
<td>6</td>
<td>24.7%</td>
</tr>
<tr>
<td>Item Response Total</td>
<td>25</td>
<td>100.0%</td>
<td>24</td>
<td>100.0%</td>
</tr>
<tr>
<td>Do Not Know</td>
<td>2</td>
<td>--</td>
<td>2</td>
<td>--</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
<td>26</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency’s population.

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

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

Source: 2020 OPM Federal Employee Viewpoint Survey
<table>
<thead>
<tr>
<th>Response Type</th>
<th>Year</th>
<th>Item</th>
<th>Item Text</th>
<th>Percent Positive</th>
<th>Percent Neither Satisfied nor Dissatisfied</th>
<th>Percent Negative</th>
<th>Item Response Total** N</th>
<th>Do Not Know N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>1</td>
<td>*I am given a real opportunity to improve my skills in my organization.</td>
<td>81.4%</td>
<td>15.0%</td>
<td>3.6%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>2</td>
<td>*I feel encouraged to come up with new and better ways of doing things.</td>
<td>79.9%</td>
<td>6.7%</td>
<td>13.3%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>3</td>
<td>My work gives me a feeling of personal accomplishment.</td>
<td>85.1%</td>
<td>7.1%</td>
<td>7.7%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>4</td>
<td>I know what is expected of me on the job.</td>
<td>73.5%</td>
<td>15.1%</td>
<td>11.3%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>5</td>
<td>*My workload is reasonable.</td>
<td>29.4%</td>
<td>19.2%</td>
<td>51.4%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>6</td>
<td>*My talents are used well in the workplace.</td>
<td>58.6%</td>
<td>17.1%</td>
<td>24.3%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>7</td>
<td>*I know how my work relates to the agency's goals.</td>
<td>93.0%</td>
<td>3.3%</td>
<td>3.8%</td>
<td>26</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>8</td>
<td>*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>80.1%</td>
<td>8.4%</td>
<td>11.4%</td>
<td>25</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>9</td>
<td>*The people I work with cooperate to get the job done.</td>
<td>95.8%</td>
<td>0.0%</td>
<td>4.2%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>10</td>
<td>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>43.2%</td>
<td>41.7%</td>
<td>15.1%</td>
<td>24</td>
<td>3</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>12</td>
<td>*In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>62.2%</td>
<td>27.7%</td>
<td>10.1%</td>
<td>26</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>13</td>
<td>*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>95.9%</td>
<td>0.0%</td>
<td>4.1%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>14</td>
<td>Employees are recognized for providing high quality products and services.</td>
<td>85.5%</td>
<td>6.7%</td>
<td>7.7%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>15</td>
<td>Employees are protected from health and safety hazards on the job.</td>
<td>96.5%</td>
<td>3.5%</td>
<td>0.0%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>16</td>
<td>My agency is successful at accomplishing its mission.</td>
<td>100.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>17</td>
<td>*I recommend my organization as a good place to work.</td>
<td>76.4%</td>
<td>13.1%</td>
<td>10.4%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>18</td>
<td>*I believe the results of this survey will be used to make my agency a better place to work.</td>
<td>68.6%</td>
<td>13.8%</td>
<td>17.7%</td>
<td>26</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>19</td>
<td>My supervisor supports my need to balance work and other life issues.</td>
<td>82.3%</td>
<td>11.3%</td>
<td>6.4%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>20</td>
<td>My supervisor is committed to a workforce representative of all segments of society.</td>
<td>80.3%</td>
<td>6.3%</td>
<td>13.3%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>21</td>
<td>Supervisors in my work unit support employee development.</td>
<td>82.7%</td>
<td>6.7%</td>
<td>10.5%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>22</td>
<td>My supervisor listens to what I have to say.</td>
<td>78.8%</td>
<td>10.7%</td>
<td>10.5%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>23</td>
<td>My supervisor treats me with respect.</td>
<td>75.1%</td>
<td>7.2%</td>
<td>17.7%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>24</td>
<td>I have trust and confidence in my supervisor.</td>
<td>66.4%</td>
<td>5.9%</td>
<td>27.7%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Good-poor</td>
<td>2020</td>
<td>25</td>
<td>Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>63.7%</td>
<td>15.8%</td>
<td>20.5%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>26</td>
<td>In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</td>
<td>75.0%</td>
<td>14.4%</td>
<td>10.6%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>27</td>
<td>My organization's senior leaders maintain high standards of honesty and integrity.</td>
<td>86.4%</td>
<td>10.9%</td>
<td>2.8%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>28</td>
<td>*Managers communicate the goals of the organization.</td>
<td>86.2%</td>
<td>3.1%</td>
<td>10.6%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>29</td>
<td>Managers promote communication among different work units (for example, about projects, goals, needed resources).</td>
<td>67.4%</td>
<td>13.6%</td>
<td>18.9%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Response Type</td>
<td>Year</td>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive</td>
<td>Percent Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied</td>
<td>Percent Negative</td>
<td>Item Response Total**</td>
<td>Do Not Know N</td>
</tr>
<tr>
<td>---------------</td>
<td>------</td>
<td>------</td>
<td>-----------</td>
<td>------------------</td>
<td>-------------------------------------------------------------------------</td>
<td>-----------------</td>
<td>----------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Good-poor</td>
<td>2020</td>
<td>30</td>
<td>Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</td>
<td>74.6%</td>
<td>22.5%</td>
<td>2.9%</td>
<td>26</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>31</td>
<td>I have a high level of respect for my organization’s senior leaders.</td>
<td>82.7%</td>
<td>10.9%</td>
<td>6.4%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2020</td>
<td>32</td>
<td>Senior leaders demonstrate support for Work-Life programs.</td>
<td>88.8%</td>
<td>7.4%</td>
<td>3.7%</td>
<td>26</td>
<td>0</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2020</td>
<td>33</td>
<td>*How satisfied are you with your involvement in decisions that affect your work?</td>
<td>63.5%</td>
<td>20.4%</td>
<td>16.1%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2020</td>
<td>34</td>
<td>*How satisfied are you with the information you receive from management on what’s going on in your organization?</td>
<td>80.5%</td>
<td>6.3%</td>
<td>13.1%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2020</td>
<td>35</td>
<td>*How satisfied are you with the recognition you receive for doing a good job?</td>
<td>67.1%</td>
<td>22.4%</td>
<td>10.5%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2020</td>
<td>36</td>
<td>*Considering everything, how satisfied are you with your job?</td>
<td>77.2%</td>
<td>15.1%</td>
<td>7.7%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2020</td>
<td>37</td>
<td>Considering everything, how satisfied are you with your pay?</td>
<td>78.5%</td>
<td>12.3%</td>
<td>9.2%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2020</td>
<td>38</td>
<td>*Considering everything, how satisfied are you with your organization?</td>
<td>82.7%</td>
<td>9.5%</td>
<td>7.7%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>1</td>
<td>*I am given a real opportunity to improve my skills in my organization.</td>
<td>71.0%</td>
<td>4.2%</td>
<td>24.8%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>2</td>
<td>I feel encouraged to come up with new and better ways of doing things.</td>
<td>50.2%</td>
<td>12.4%</td>
<td>37.4%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>3</td>
<td>My work gives me a feeling of personal accomplishment.</td>
<td>79.2%</td>
<td>16.7%</td>
<td>4.1%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>4</td>
<td>I know what is expected of me on the job.</td>
<td>71.6%</td>
<td>24.2%</td>
<td>4.2%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>5</td>
<td>*My workload is reasonable.</td>
<td>31.0%</td>
<td>18.2%</td>
<td>50.8%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>6</td>
<td>*My talents are used well in the workplace.</td>
<td>55.6%</td>
<td>12.4%</td>
<td>32.0%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>7</td>
<td>*I know how my work relates to the agency’s goals.</td>
<td>84.6%</td>
<td>11.3%</td>
<td>4.2%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>8</td>
<td>*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>66.8%</td>
<td>12.3%</td>
<td>20.8%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>9</td>
<td>*The people I work with cooperate to get the job done.</td>
<td>93.0%</td>
<td>4.2%</td>
<td>2.9%</td>
<td>27</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>10</td>
<td>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>60.4%</td>
<td>34.6%</td>
<td>4.9%</td>
<td>23</td>
<td>4</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>12</td>
<td>*In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>59.8%</td>
<td>13.4%</td>
<td>26.8%</td>
<td>25</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>13</td>
<td>*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>87.6%</td>
<td>0.0%</td>
<td>12.4%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>14</td>
<td>Employees are recognized for providing high quality products and services.</td>
<td>75.5%</td>
<td>11.4%</td>
<td>13.0%</td>
<td>26</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2019</td>
<td>15</td>
<td>Employees are protected from health and safety hazards on the job.</td>
<td>80.1%</td>
<td>19.9%</td>
<td>0.0%</td>
<td>27</td>
<td>0</td>
</tr>
<tr>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive</td>
<td>Percent Neither Agree nor Disagree</td>
<td>Percent Negative</td>
<td>Item Response Total</td>
<td>Do Not Know</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>My agency is successful at accomplishing its mission.</td>
<td>87.6%</td>
<td>4.1%</td>
<td>8.3%</td>
<td>27</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>*I recommend my organization as a good place to work.</td>
<td>66.8%</td>
<td>12.3%</td>
<td>20.9%</td>
<td>27</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>*I believe the results of this survey will be used to make my agency a better place to work.</td>
<td>57.5%</td>
<td>14.7%</td>
<td>27.8%</td>
<td>27</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>My supervisor supports my need to balance work and other life issues.</td>
<td>82.8%</td>
<td>4.3%</td>
<td>12.9%</td>
<td>26</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20</td>
<td>My supervisor is committed to a workforce representative of all segments of society.</td>
<td>60.1%</td>
<td>35.4%</td>
<td>4.5%</td>
<td>25</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21</td>
<td>Supervisors in my work unit support employee development.</td>
<td>69.7%</td>
<td>17.4%</td>
<td>12.9%</td>
<td>26</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>22</td>
<td>My supervisor listens to what I have to say.</td>
<td>74.0%</td>
<td>8.7%</td>
<td>17.3%</td>
<td>26</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>23</td>
<td>My supervisor treats me with respect.</td>
<td>82.7%</td>
<td>4.3%</td>
<td>13.0%</td>
<td>26</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24</td>
<td>I have trust and confidence in my supervisor.</td>
<td>65.4%</td>
<td>8.7%</td>
<td>26.0%</td>
<td>26</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>64.5%</td>
<td>26.5%</td>
<td>8.9%</td>
<td>25</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</td>
<td>61.0%</td>
<td>8.7%</td>
<td>30.3%</td>
<td>26</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>27</td>
<td>My organization’s senior leaders maintain high standards of honesty and integrity.</td>
<td>65.4%</td>
<td>13.1%</td>
<td>21.6%</td>
<td>26</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>*Managers communicate the goals of the organization.</td>
<td>79.7%</td>
<td>11.6%</td>
<td>8.6%</td>
<td>26</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Managers promote communication among different work units (for example, about projects, goals, needed resources).</td>
<td>58.8%</td>
<td>15.2%</td>
<td>26.0%</td>
<td>26</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</td>
<td>76.7%</td>
<td>9.4%</td>
<td>13.9%</td>
<td>24</td>
<td>1</td>
<td></td>
<td></td>
</tr>
<tr>
<td>31</td>
<td>I have a high level of respect for my organization’s senior leaders.</td>
<td>65.4%</td>
<td>17.3%</td>
<td>17.3%</td>
<td>26</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>32</td>
<td>Senior leaders demonstrate support for Work-Life programs.</td>
<td>78.4%</td>
<td>13.0%</td>
<td>8.6%</td>
<td>26</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>*How satisfied are you with your involvement in decisions that affect your work?</td>
<td>54.6%</td>
<td>19.5%</td>
<td>26.0%</td>
<td>26</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>*How satisfied are you with the information you receive from management on what's going on in your organization?</td>
<td>67.7%</td>
<td>15.7%</td>
<td>16.6%</td>
<td>26</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>*How satisfied are you with the recognition you receive for doing a good job?</td>
<td>70.5%</td>
<td>20.9%</td>
<td>8.6%</td>
<td>26</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>*Considering everything, how satisfied are you with your job?</td>
<td>60.1%</td>
<td>26.9%</td>
<td>13.0%</td>
<td>26</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>37</td>
<td>Considering everything, how satisfied are you with your pay?</td>
<td>64.3%</td>
<td>22.8%</td>
<td>12.9%</td>
<td>26</td>
<td>N/A</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Response Type</td>
<td>Year</td>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive</td>
<td>Percent Neither Agree nor Disagree</td>
<td>Percent Negative</td>
<td>Item Response Total**</td>
<td>Do Not Know</td>
</tr>
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</tr>
<tr>
<td>Satisfied-disatisfied</td>
<td>2019</td>
<td>38</td>
<td>*Considering everything, how satisfied are you with your organization?</td>
<td>69.7%</td>
<td>8.5%</td>
<td>21.7%</td>
<td>26</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>1</td>
<td>*I am given a real opportunity to improve my skills in my organization.</td>
<td>64.6%</td>
<td>14.2%</td>
<td>21.2%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>2</td>
<td>I feel encouraged to come up with new and better ways of doing things.</td>
<td>69.0%</td>
<td>12.8%</td>
<td>18.1%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>3</td>
<td>My work gives me a feeling of personal accomplishment.</td>
<td>77.9%</td>
<td>18.5%</td>
<td>3.7%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>4</td>
<td>I know what is expected of me on the job.</td>
<td>71.7%</td>
<td>21.0%</td>
<td>7.3%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>5</td>
<td>*My workload is reasonable.</td>
<td>38.1%</td>
<td>16.6%</td>
<td>45.3%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>6</td>
<td>*My talents are used well in the workplace.</td>
<td>48.2%</td>
<td>26.4%</td>
<td>25.4%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>7</td>
<td>*I know how my work relates to the agency’s goals.</td>
<td>93.5%</td>
<td>6.5%</td>
<td>0.0%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>8</td>
<td>*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>42.6%</td>
<td>16.9%</td>
<td>40.4%</td>
<td>28</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>9</td>
<td>*The people I work with cooperate to get the job done.</td>
<td>96.4%</td>
<td>0.0%</td>
<td>3.6%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>10</td>
<td>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>54.7%</td>
<td>11.3%</td>
<td>33.9%</td>
<td>24</td>
<td>4</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>11</td>
<td>In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>38.0%</td>
<td>24.1%</td>
<td>37.9%</td>
<td>26</td>
<td>3</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>12</td>
<td>*In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>85.2%</td>
<td>7.4%</td>
<td>7.4%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>13</td>
<td>*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>68.7%</td>
<td>13.1%</td>
<td>18.2%</td>
<td>28</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>14</td>
<td>Employees are recognized for providing high quality products and services.</td>
<td>83.4%</td>
<td>6.5%</td>
<td>10.1%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>15</td>
<td>Employees are protected from health and safety hazards on the job.</td>
<td>89.9%</td>
<td>10.1%</td>
<td>0.0%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>16</td>
<td>My agency is successful at accomplishing its mission.</td>
<td>68.9%</td>
<td>20.0%</td>
<td>11.1%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>17</td>
<td>*I recommend my organization as a good place to work.</td>
<td>61.1%</td>
<td>17.1%</td>
<td>21.8%</td>
<td>28</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>18</td>
<td>*I believe the results of this survey will be used to make my agency a better place to work.</td>
<td>79.2%</td>
<td>13.5%</td>
<td>7.4%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>19</td>
<td>My supervisor supports my need to balance work and other life issues.</td>
<td>66.4%</td>
<td>10.1%</td>
<td>23.5%</td>
<td>27</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>20</td>
<td>My supervisor is committed to a workforce representative of all segments of society.</td>
<td>75.3%</td>
<td>6.6%</td>
<td>18.1%</td>
<td>28</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>21</td>
<td>Supervisors in my work unit support employee development.</td>
<td>75.3%</td>
<td>6.6%</td>
<td>18.1%</td>
<td>28</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>22</td>
<td>My supervisor listens to what I have to say.</td>
<td>68.8%</td>
<td>6.5%</td>
<td>24.7%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>23</td>
<td>My supervisor treats me with respect.</td>
<td>57.8%</td>
<td>17.5%</td>
<td>24.7%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>24</td>
<td>I have trust and confidence in my supervisor.</td>
<td>61.5%</td>
<td>21.0%</td>
<td>17.5%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>25</td>
<td>Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>53.8%</td>
<td>10.1%</td>
<td>36.1%</td>
<td>28</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>26</td>
<td>In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</td>
<td>55.3%</td>
<td>21.2%</td>
<td>23.5%</td>
<td>27</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>27</td>
<td>My organization’s senior leaders maintain high standards of honesty and integrity.</td>
<td>68.6%</td>
<td>17.1%</td>
<td>14.3%</td>
<td>28</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>28</td>
<td>*Managers communicate the goals of the organization.</td>
<td>85.2%</td>
<td>7.4%</td>
<td>7.4%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Response Type</td>
<td>Year</td>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive</td>
<td>Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied</td>
<td>Percent Negative</td>
<td>Item Response Total**</td>
<td>Do Not Know N</td>
</tr>
<tr>
<td>---------------</td>
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<td>------------------</td>
<td>---------------------------------------------------------------------</td>
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<td>----------------</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>29</td>
<td>Managers promote communication among different work units (for example, about projects, goals, needed resources).</td>
<td>54.0%</td>
<td>7.3%</td>
<td>38.6%</td>
<td>28</td>
<td>1</td>
</tr>
<tr>
<td>Good-poor</td>
<td>2018</td>
<td>30</td>
<td>Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</td>
<td>75.2%</td>
<td>13.7%</td>
<td>11.1%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>31</td>
<td>I have a high level of respect for my organization’s senior leaders.</td>
<td>65.4%</td>
<td>10.0%</td>
<td>24.6%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2018</td>
<td>32</td>
<td>Senior leaders demonstrate support for Work-Life programs.</td>
<td>86.2%</td>
<td>10.1%</td>
<td>3.7%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2018</td>
<td>33</td>
<td>*How satisfied are you with your involvement in decisions that affect your work?</td>
<td>51.0%</td>
<td>21.2%</td>
<td>27.8%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2018</td>
<td>34</td>
<td>*How satisfied are you with the information you receive from management on what's going on in your organization?</td>
<td>65.3%</td>
<td>14.5%</td>
<td>20.2%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2018</td>
<td>35</td>
<td>*How satisfied are you with the recognition you receive for doing a good job?</td>
<td>65.5%</td>
<td>16.2%</td>
<td>18.3%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2018</td>
<td>36</td>
<td>*Considering everything, how satisfied are you with your job?</td>
<td>74.6%</td>
<td>14.5%</td>
<td>10.9%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2018</td>
<td>37</td>
<td>Considering everything, how satisfied are you with your pay?</td>
<td>56.7%</td>
<td>25.4%</td>
<td>17.9%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2018</td>
<td>38</td>
<td>*Considering everything, how satisfied are you with your organization?</td>
<td>71.6%</td>
<td>21.2%</td>
<td>7.2%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>1</td>
<td>*I am given a real opportunity to improve my skills in my organization.</td>
<td>68.6%</td>
<td>11.7%</td>
<td>19.7%</td>
<td>35</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>2</td>
<td>I feel encouraged to come up with new and better ways of doing things.</td>
<td>60.0%</td>
<td>23.1%</td>
<td>16.8%</td>
<td>35</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>3</td>
<td>My work gives me a feeling of personal accomplishment.</td>
<td>79.8%</td>
<td>6.2%</td>
<td>14.0%</td>
<td>35</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>4</td>
<td>I know what is expected of me on the job.</td>
<td>66.0%</td>
<td>23.0%</td>
<td>11.0%</td>
<td>35</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>5</td>
<td>*My workload is reasonable.</td>
<td>26.1%</td>
<td>23.1%</td>
<td>50.7%</td>
<td>35</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>6</td>
<td>*My talents are used well in the workplace.</td>
<td>53.7%</td>
<td>17.1%</td>
<td>29.2%</td>
<td>35</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>7</td>
<td>*I know how my work relates to the agency’s goals and priorities.</td>
<td>85.1%</td>
<td>9.4%</td>
<td>5.5%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>8</td>
<td>*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>59.6%</td>
<td>25.4%</td>
<td>15.0%</td>
<td>33</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>9</td>
<td>*The people I work with cooperate to get the job done.</td>
<td>91.5%</td>
<td>5.7%</td>
<td>2.8%</td>
<td>35</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>10</td>
<td>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>53.7%</td>
<td>16.1%</td>
<td>30.2%</td>
<td>26</td>
<td>8</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>12</td>
<td>*In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>42.7%</td>
<td>22.2%</td>
<td>35.1%</td>
<td>28</td>
<td>6</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>13</td>
<td>*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>85.3%</td>
<td>5.9%</td>
<td>8.8%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Response Type</td>
<td>Year</td>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive %</td>
<td>Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied %</td>
<td>Percent Negative %</td>
<td>Item Response Total** N</td>
<td>Do Not Know N</td>
</tr>
<tr>
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<td>--------------------</td>
<td>-------------------------------------------------</td>
<td>-------------------</td>
<td>------------------------</td>
<td>---------------</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>14</td>
<td>Employees are recognized for providing high quality products and services.</td>
<td>63.4%</td>
<td>21.6%</td>
<td>15.0%</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>15</td>
<td>Employees are protected from health and safety hazards on the job.</td>
<td>85.1%</td>
<td>11.8%</td>
<td>3.1%</td>
<td>33</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>16</td>
<td>My agency is successful at accomplishing its mission.</td>
<td>88.1%</td>
<td>5.9%</td>
<td>6.0%</td>
<td>33</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>17</td>
<td>*I recommend my organization as a good place to work.</td>
<td>82.5%</td>
<td>2.9%</td>
<td>14.5%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>18</td>
<td>*I believe the results of this survey will be used to make my agency a better place to work.</td>
<td>68.9%</td>
<td>21.8%</td>
<td>9.3%</td>
<td>32</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>19</td>
<td>My supervisor supports my need to balance work and other life issues.</td>
<td>79.9%</td>
<td>11.5%</td>
<td>8.6%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>20</td>
<td>My supervisor is committed to a workforce representative of all segments of society.</td>
<td>68.4%</td>
<td>19.0%</td>
<td>12.6%</td>
<td>31</td>
<td>3</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>21</td>
<td>Supervisors in my work unit support employee development.</td>
<td>70.8%</td>
<td>14.5%</td>
<td>14.7%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>22</td>
<td>My supervisor listens to what I have to say.</td>
<td>71.0%</td>
<td>11.7%</td>
<td>17.3%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>23</td>
<td>My supervisor treats me with respect.</td>
<td>79.8%</td>
<td>11.8%</td>
<td>8.4%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>24</td>
<td>I have trust and confidence in my supervisor.</td>
<td>68.3%</td>
<td>17.2%</td>
<td>14.5%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Good-poor</td>
<td>2017</td>
<td>25</td>
<td>Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>68.2%</td>
<td>20.2%</td>
<td>11.6%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>26</td>
<td>In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</td>
<td>47.6%</td>
<td>14.7%</td>
<td>37.8%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>27</td>
<td>My organization’s senior leaders maintain high standards of honesty and integrity.</td>
<td>64.2%</td>
<td>26.9%</td>
<td>8.8%</td>
<td>33</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>28</td>
<td>*Managers communicate the goals and priorities of the organization.</td>
<td>63.8%</td>
<td>14.8%</td>
<td>21.4%</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>29</td>
<td>Managers promote communication among different work units (for example, about projects, goals, needed resources).</td>
<td>47.4%</td>
<td>31.9%</td>
<td>20.7%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Good-poor</td>
<td>2017</td>
<td>30</td>
<td>Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</td>
<td>61.7%</td>
<td>25.5%</td>
<td>12.8%</td>
<td>31</td>
<td>3</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>31</td>
<td>I have a high level of respect for my organization’s senior leaders.</td>
<td>59.3%</td>
<td>26.1%</td>
<td>14.5%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2017</td>
<td>32</td>
<td>Senior leaders demonstrate support for Work-Life programs.</td>
<td>82.1%</td>
<td>15.0%</td>
<td>2.9%</td>
<td>33</td>
<td>1</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2017</td>
<td>33</td>
<td>*How satisfied are you with your involvement in decisions that affect your work?</td>
<td>56.5%</td>
<td>17.1%</td>
<td>26.4%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2017</td>
<td>34</td>
<td>*How satisfied are you with the information you receive from management on what's going on in your organization?</td>
<td>76.6%</td>
<td>8.9%</td>
<td>14.5%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2017</td>
<td>35</td>
<td>*How satisfied are you with the recognition you receive for doing a good job?</td>
<td>52.8%</td>
<td>29.8%</td>
<td>17.5%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2017</td>
<td>36</td>
<td>*Considering everything, how satisfied are you with your job?</td>
<td>82.1%</td>
<td>5.9%</td>
<td>11.9%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Response Type</td>
<td>Year</td>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive</td>
<td>Percent Negative</td>
<td>Item Response Total**</td>
<td>Do Not Know</td>
<td></td>
</tr>
<tr>
<td>---------------</td>
<td>------</td>
<td>------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>------------------</td>
<td>------------------</td>
<td>-----------------------</td>
<td>-------------</td>
<td></td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2017</td>
<td>37</td>
<td>Considering everything, how satisfied are you with your pay?</td>
<td>53.4%</td>
<td>23.7%</td>
<td>22.9%</td>
<td>34 N/A</td>
<td></td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2017</td>
<td>38</td>
<td>*Considering everything, how satisfied are you with your organization?</td>
<td>82.5%</td>
<td>8.7%</td>
<td>8.8%</td>
<td>34 N/A</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>1</td>
<td>*I am given a real opportunity to improve my skills in my organization.</td>
<td>64.5%</td>
<td>10.1%</td>
<td>25.4%</td>
<td>29 N/A</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>2</td>
<td>I feel encouraged to come up with new and better ways of doing things.</td>
<td>69.6%</td>
<td>7.0%</td>
<td>23.4%</td>
<td>29 N/A</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>3</td>
<td>My work gives me a feeling of personal accomplishment.</td>
<td>75.2%</td>
<td>9.7%</td>
<td>15.1%</td>
<td>29 N/A</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>4</td>
<td>I know what is expected of me on the job.</td>
<td>65.0%</td>
<td>18.5%</td>
<td>16.5%</td>
<td>29 N/A</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>5</td>
<td>*My workload is reasonable.</td>
<td>31.4%</td>
<td>7.6%</td>
<td>61.1%</td>
<td>28 0</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>6</td>
<td>*My talents are used well in the workplace.</td>
<td>52.7%</td>
<td>17.4%</td>
<td>29.9%</td>
<td>28 0</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>7</td>
<td>*I know how my work relates to the agency's goals and priorities.</td>
<td>71.1%</td>
<td>6.0%</td>
<td>23.0%</td>
<td>28 0</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>8</td>
<td>*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>48.9%</td>
<td>22.3%</td>
<td>28.8%</td>
<td>27 1</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>9</td>
<td>*The people I work with cooperate to get the job done.</td>
<td>61.4%</td>
<td>26.0%</td>
<td>12.6%</td>
<td>29 N/A</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>10</td>
<td>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>52.8%</td>
<td>16.6%</td>
<td>30.5%</td>
<td>27 2</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>12</td>
<td>*In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>38.5%</td>
<td>22.5%</td>
<td>38.9%</td>
<td>28 1</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>13</td>
<td>*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>61.3%</td>
<td>10.2%</td>
<td>28.5%</td>
<td>28 0</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>14</td>
<td>Employees are recognized for providing high quality products and services.</td>
<td>41.8%</td>
<td>23.7%</td>
<td>34.4%</td>
<td>28 0</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>15</td>
<td>Employees are protected from health and safety hazards on the job.</td>
<td>86.7%</td>
<td>10.1%</td>
<td>3.2%</td>
<td>28 1</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>16</td>
<td>My agency is successful at accomplishing its mission.</td>
<td>82.7%</td>
<td>5.9%</td>
<td>11.3%</td>
<td>29 0</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>17</td>
<td>*I recommend my organization as a good place to work.</td>
<td>64.7%</td>
<td>22.9%</td>
<td>12.4%</td>
<td>29 N/A</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>18</td>
<td>*I believe the results of this survey will be used to make my agency a better place to work.</td>
<td>56.5%</td>
<td>20.6%</td>
<td>22.9%</td>
<td>28 1</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>19</td>
<td>My supervisor supports my need to balance work and other life issues.</td>
<td>66.0%</td>
<td>13.4%</td>
<td>20.6%</td>
<td>29 0</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>20</td>
<td>My supervisor is committed to a workforce representative of all segments of society.</td>
<td>67.9%</td>
<td>13.9%</td>
<td>18.2%</td>
<td>29 0</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>21</td>
<td>Supervisors in my work unit support employee development.</td>
<td>60.4%</td>
<td>14.2%</td>
<td>25.4%</td>
<td>29 0</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>22</td>
<td>My supervisor listens to what I have to say.</td>
<td>61.7%</td>
<td>17.3%</td>
<td>21.0%</td>
<td>29 N/A</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>23</td>
<td>My supervisor treats me with respect.</td>
<td>80.6%</td>
<td>11.1%</td>
<td>8.3%</td>
<td>29 N/A</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>24</td>
<td>I have trust and confidence in my supervisor.</td>
<td>52.0%</td>
<td>17.0%</td>
<td>31.0%</td>
<td>29 N/A</td>
<td></td>
</tr>
<tr>
<td>Good-poor</td>
<td>2016</td>
<td>25</td>
<td>Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>54.6%</td>
<td>15.9%</td>
<td>29.5%</td>
<td>28 N/A</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>26</td>
<td>In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</td>
<td>22.6%</td>
<td>26.5%</td>
<td>50.8%</td>
<td>29 0</td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>27</td>
<td>My organization's senior leaders maintain high standards of honesty and integrity.</td>
<td>47.5%</td>
<td>34.4%</td>
<td>18.2%</td>
<td>29 0</td>
<td></td>
</tr>
<tr>
<td>Response Type</td>
<td>Year</td>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive</td>
<td>Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied</td>
<td>Percent Negative</td>
<td>Item Response Total**</td>
<td>N</td>
</tr>
<tr>
<td>---------------</td>
<td>------</td>
<td>------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>------------------</td>
<td>---------------------------------------------------------------</td>
<td>------------------</td>
<td>----------------------</td>
<td>---</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>28</td>
<td>*Managers communicate the goals and priorities of the organization.</td>
<td>43.0%</td>
<td>24.5%</td>
<td>32.5%</td>
<td>28</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>29</td>
<td>Managers promote communication among different work units (for example, about projects, goals, needed resources).</td>
<td>50.6%</td>
<td>25.7%</td>
<td>23.7%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Good-poor</td>
<td>2016</td>
<td>30</td>
<td>Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</td>
<td>33.8%</td>
<td>38.1%</td>
<td>28.1%</td>
<td>27</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>31</td>
<td>I have a high level of respect for my organization’s senior leaders.</td>
<td>33.6%</td>
<td>41.6%</td>
<td>24.8%</td>
<td>29</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2016</td>
<td>32</td>
<td>Senior leaders demonstrate support for Work-Life programs.</td>
<td>70.7%</td>
<td>18.8%</td>
<td>10.5%</td>
<td>28</td>
<td>1</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2016</td>
<td>33</td>
<td>*How satisfied are you with your involvement in decisions that affect your work?</td>
<td>55.1%</td>
<td>15.9%</td>
<td>29.0%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2016</td>
<td>34</td>
<td>*How satisfied are you with the information you receive from management on what’s going on in your organization?</td>
<td>49.9%</td>
<td>18.2%</td>
<td>31.9%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2016</td>
<td>35</td>
<td>*How satisfied are you with the recognition you receive for doing a good job?</td>
<td>55.0%</td>
<td>21.7%</td>
<td>23.3%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2016</td>
<td>36</td>
<td>*Considering everything, how satisfied are you with your job?</td>
<td>70.5%</td>
<td>14.1%</td>
<td>15.3%</td>
<td>28</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2016</td>
<td>37</td>
<td>Considering everything, how satisfied are you with your pay?</td>
<td>63.2%</td>
<td>2.7%</td>
<td>34.1%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2016</td>
<td>38</td>
<td>*Considering everything, how satisfied are you with your organization?</td>
<td>65.5%</td>
<td>19.0%</td>
<td>15.5%</td>
<td>29</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>1</td>
<td>*I am given a real opportunity to improve my skills in my organization.</td>
<td>56.0%</td>
<td>15.2%</td>
<td>28.8%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>2</td>
<td>I feel encouraged to come up with new and better ways of doing things.</td>
<td>58.4%</td>
<td>12.2%</td>
<td>32.3%</td>
<td>32</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>3</td>
<td>My work gives me a feeling of personal accomplishment.</td>
<td>66.1%</td>
<td>11.4%</td>
<td>22.6%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>4</td>
<td>I know what is expected of me on the job.</td>
<td>62.7%</td>
<td>9.1%</td>
<td>28.2%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>5</td>
<td>*My workload is reasonable.</td>
<td>33.6%</td>
<td>9.9%</td>
<td>56.5%</td>
<td>32</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>6</td>
<td>*My talents are used well in the workplace.</td>
<td>57.5%</td>
<td>16.3%</td>
<td>26.2%</td>
<td>32</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>7</td>
<td>*I know how my work relates to the agency's goals and priorities.</td>
<td>77.4%</td>
<td>6.8%</td>
<td>15.8%</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>8</td>
<td>*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>39.1%</td>
<td>23.6%</td>
<td>37.4%</td>
<td>31</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>9</td>
<td>*The people I work with cooperate to get the job done.</td>
<td>57.5%</td>
<td>18.1%</td>
<td>24.4%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>10</td>
<td>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>20.7%</td>
<td>24.9%</td>
<td>54.5%</td>
<td>32</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>12</td>
<td>*In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>28.4%</td>
<td>29.5%</td>
<td>42.1%</td>
<td>32</td>
<td>0</td>
</tr>
<tr>
<td>Response Type</td>
<td>Year</td>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive %</td>
<td>Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied %</td>
<td>Percent Negative %</td>
<td>Item Response Total** N</td>
<td>Do Not Know N</td>
</tr>
<tr>
<td>---------------</td>
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<td>---------------------------------------------------------------------------</td>
<td>--------------------</td>
<td>------------------------------------------------------------------------</td>
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<td>-------------------------</td>
<td>---------------</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>13</td>
<td>*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>45.6%</td>
<td>27.8%</td>
<td>26.7%</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>14</td>
<td>Employees are recognized for providing high quality products and services.</td>
<td>49.7%</td>
<td>16.3%</td>
<td>34.0%</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>15</td>
<td>Employees are protected from health and safety hazards on the job.</td>
<td>69.2%</td>
<td>27.6%</td>
<td>3.2%</td>
<td>30</td>
<td>3</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>16</td>
<td>My agency is successful at accomplishing its mission.</td>
<td>61.3%</td>
<td>29.3%</td>
<td>9.4%</td>
<td>32</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>17</td>
<td>*I recommend my organization as a good place to work.</td>
<td>49.8%</td>
<td>25.4%</td>
<td>24.9%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>18</td>
<td>*I believe the results of this survey will be used to make my agency a better place to work.</td>
<td>37.7%</td>
<td>32.2%</td>
<td>30.1%</td>
<td>31</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>19</td>
<td>My supervisor supports my need to balance work and other life issues.</td>
<td>71.8%</td>
<td>15.7%</td>
<td>12.5%</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>20</td>
<td>My supervisor is committed to a workforce representative of all segments of society.</td>
<td>67.3%</td>
<td>6.4%</td>
<td>26.4%</td>
<td>32</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>21</td>
<td>Supervisors in my work unit support employee development.</td>
<td>49.6%</td>
<td>15.8%</td>
<td>34.6%</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>22</td>
<td>My supervisor listens to what I have to say.</td>
<td>65.0%</td>
<td>12.9%</td>
<td>22.1%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>23</td>
<td>My supervisor treats me with respect.</td>
<td>71.7%</td>
<td>6.2%</td>
<td>22.1%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>24</td>
<td>I have trust and confidence in my supervisor.</td>
<td>50.1%</td>
<td>23.8%</td>
<td>26.1%</td>
<td>32</td>
<td>N/A</td>
</tr>
<tr>
<td>Good-poor</td>
<td>2015</td>
<td>25</td>
<td>Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>54.7%</td>
<td>23.3%</td>
<td>22.1%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>26</td>
<td>In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</td>
<td>21.0%</td>
<td>34.7%</td>
<td>44.3%</td>
<td>31</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>27</td>
<td>My organization’s senior leaders maintain high standards of honesty and integrity.</td>
<td>45.7%</td>
<td>22.9%</td>
<td>31.5%</td>
<td>30</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>28</td>
<td>*Managers communicate the goals and priorities of the organization.</td>
<td>41.1%</td>
<td>29.5%</td>
<td>29.3%</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>29</td>
<td>Managers promote communication among different work units (for example, about projects, goals, needed resources).</td>
<td>52.5%</td>
<td>23.1%</td>
<td>24.4%</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>Good-poor</td>
<td>2015</td>
<td>30</td>
<td>Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</td>
<td>36.5%</td>
<td>32.4%</td>
<td>31.2%</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>31</td>
<td>I have a high level of respect for my organization’s senior leaders.</td>
<td>42.6%</td>
<td>23.0%</td>
<td>34.4%</td>
<td>33</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2015</td>
<td>32</td>
<td>Senior leaders demonstrate support for Work-Life programs.</td>
<td>51.7%</td>
<td>27.2%</td>
<td>21.1%</td>
<td>32</td>
<td>1</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2015</td>
<td>33</td>
<td>*How satisfied are you with your involvement in decisions that affect your work?</td>
<td>52.5%</td>
<td>16.4%</td>
<td>31.2%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2015</td>
<td>34</td>
<td>*How satisfied are you with the information you receive from management on what's going on in your organization?</td>
<td>40.8%</td>
<td>29.3%</td>
<td>29.8%</td>
<td>32</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2015</td>
<td>35</td>
<td>*How satisfied are you with the recognition you receive for doing a good job?</td>
<td>39.5%</td>
<td>22.6%</td>
<td>37.9%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Response Type</td>
<td>Year</td>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive %</td>
<td>Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied %</td>
<td>Percent Negative %</td>
<td>Item Response Total** N</td>
<td>Do Not Know N</td>
</tr>
<tr>
<td>------------------</td>
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</tr>
<tr>
<td>Satisfied-</td>
<td>2015</td>
<td>36</td>
<td>*Considering everything, how satisfied are you with your job?</td>
<td>59.4%</td>
<td>18.5%</td>
<td>22.1%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>dissatisfied</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfied-</td>
<td>2015</td>
<td>37</td>
<td>Considering everything, how satisfied are you with your pay?</td>
<td>54.9%</td>
<td>7.0%</td>
<td>38.1%</td>
<td>32</td>
<td>N/A</td>
</tr>
<tr>
<td>dissatisfied</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfied-</td>
<td>2015</td>
<td>38</td>
<td>*Considering everything, how satisfied are you with your organization?</td>
<td>50.3%</td>
<td>21.4%</td>
<td>28.2%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>dissatisfied</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>1</td>
<td>*I am given a real opportunity to improve my skills in my organization.</td>
<td>49.5%</td>
<td>16.6%</td>
<td>33.9%</td>
<td>36</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>2</td>
<td>I feel encouraged to come up with new and better ways of doing things.</td>
<td>42.2%</td>
<td>12.1%</td>
<td>45.7%</td>
<td>36</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>3</td>
<td>My work gives me a feeling of personal accomplishment.</td>
<td>63.3%</td>
<td>17.0%</td>
<td>19.7%</td>
<td>36</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>4</td>
<td>I know what is expected of me on the job.</td>
<td>54.9%</td>
<td>11.3%</td>
<td>33.8%</td>
<td>36</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>5</td>
<td>*My workload is reasonable.</td>
<td>27.7%</td>
<td>17.6%</td>
<td>54.7%</td>
<td>36</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>6</td>
<td>*My talents are used well in the workplace.</td>
<td>50.5%</td>
<td>8.3%</td>
<td>41.2%</td>
<td>35</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>7</td>
<td>*I know how my work relates to the agency's goals and priorities.</td>
<td>74.7%</td>
<td>2.6%</td>
<td>22.8%</td>
<td>36</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>8</td>
<td>*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>35.3%</td>
<td>15.5%</td>
<td>49.2%</td>
<td>34</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>9</td>
<td>*The people I work with cooperate to get the job done.</td>
<td>52.6%</td>
<td>24.6%</td>
<td>22.8%</td>
<td>36</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>10</td>
<td>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>17.2%</td>
<td>26.8%</td>
<td>56.0%</td>
<td>34</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>11</td>
<td>*In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>17.2%</td>
<td>24.1%</td>
<td>58.7%</td>
<td>34</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>12</td>
<td>*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>46.2%</td>
<td>21.6%</td>
<td>32.2%</td>
<td>36</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>13</td>
<td>Employees are recognized for providing high quality products and services.</td>
<td>39.1%</td>
<td>19.2%</td>
<td>41.7%</td>
<td>36</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>14</td>
<td>Employees are protected from health and safety hazards on the job.</td>
<td>61.8%</td>
<td>22.0%</td>
<td>16.2%</td>
<td>36</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>15</td>
<td>My agency is successful at accomplishing its mission.</td>
<td>58.2%</td>
<td>24.8%</td>
<td>17.0%</td>
<td>35</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>16</td>
<td>*I recommend my organization as a good place to work.</td>
<td>43.2%</td>
<td>16.8%</td>
<td>40.0%</td>
<td>36</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>17</td>
<td>*I believe the results of this survey will be used to make my agency a better place to work.</td>
<td>36.3%</td>
<td>15.1%</td>
<td>48.6%</td>
<td>36</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>18</td>
<td>My supervisor supports my need to balance work and other life issues.</td>
<td>74.2%</td>
<td>6.2%</td>
<td>19.6%</td>
<td>36</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>19</td>
<td>My supervisor is committed to a workforce representative of all segments of society.</td>
<td>47.2%</td>
<td>29.1%</td>
<td>23.6%</td>
<td>35</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>20</td>
<td>Supervisors in my work unit support employee development.</td>
<td>38.7%</td>
<td>23.4%</td>
<td>37.9%</td>
<td>36</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>21</td>
<td>My supervisor listens to what I have to say.</td>
<td>60.4%</td>
<td>9.1%</td>
<td>30.5%</td>
<td>36</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>22</td>
<td>My supervisor treats me with respect.</td>
<td>63.4%</td>
<td>11.7%</td>
<td>24.9%</td>
<td>36</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>23</td>
<td>I have trust and confidence in my supervisor.</td>
<td>39.6%</td>
<td>20.2%</td>
<td>40.2%</td>
<td>36</td>
<td>N/A</td>
</tr>
<tr>
<td>Good-poor</td>
<td>2014</td>
<td>25</td>
<td>Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>41.9%</td>
<td>33.1%</td>
<td>24.9%</td>
<td>36</td>
<td>N/A</td>
</tr>
<tr>
<td>Response Type</td>
<td>Year</td>
<td>Item</td>
<td>Item Text</td>
<td>2014</td>
<td>2013</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---------------</td>
<td>------</td>
<td>------</td>
<td>-----------</td>
<td>------</td>
<td>------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>26</td>
<td>In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</td>
<td>16.9%</td>
<td>29.3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>27</td>
<td>My organization’s senior leaders maintain high standards of honesty and integrity.</td>
<td>28.6%</td>
<td>27.0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>28</td>
<td>*Managers communicate the goals and priorities of the organization.</td>
<td>30.4%</td>
<td>27.0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>29</td>
<td>Managers promote communication among different work units (for example, about projects, goals, needed resources).</td>
<td>38.7%</td>
<td>35.7%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Good-poor</td>
<td>2014</td>
<td>30</td>
<td>Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</td>
<td>24.4%</td>
<td>35.3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>31</td>
<td>I have a high level of respect for my organization’s senior leaders.</td>
<td>38.8%</td>
<td>35.3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2014</td>
<td>32</td>
<td>Senior leaders demonstrate support for Work-Life programs.</td>
<td>50.8%</td>
<td>38.2%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2014</td>
<td>33</td>
<td>*How satisfied are you with your involvement in decisions that affect your work?</td>
<td>48.9%</td>
<td>49.1%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2014</td>
<td>34</td>
<td>*How satisfied are you with the information you receive from management on what’s going on in your organization?</td>
<td>24.6%</td>
<td>24.6%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2014</td>
<td>35</td>
<td>*How satisfied are you with the recognition you receive for doing a good job?</td>
<td>44.1%</td>
<td>44.1%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2014</td>
<td>36</td>
<td>*Considering everything, how satisfied are you with your job?</td>
<td>49.1%</td>
<td>49.1%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2014</td>
<td>37</td>
<td>Considering everything, how satisfied are you with your pay?</td>
<td>32.7%</td>
<td>32.7%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2014</td>
<td>38</td>
<td>*Considering everything, how satisfied are you with your organization?</td>
<td>29.6%</td>
<td>29.6%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>1</td>
<td>*I am given a real opportunity to improve my skills in my organization.</td>
<td>29.3%</td>
<td>30.3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>2</td>
<td>I feel encouraged to come up with new and better ways of doing things.</td>
<td>33.6%</td>
<td>32.7%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>3</td>
<td>My work gives me a feeling of personal accomplishment.</td>
<td>57.2%</td>
<td>59.8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>4</td>
<td>I know what is expected of me on the job.</td>
<td>57.4%</td>
<td>57.4%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>5</td>
<td>*My workload is reasonable.</td>
<td>25.2%</td>
<td>25.2%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>6</td>
<td>*My talents are used well in the workplace.</td>
<td>22.3%</td>
<td>22.3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>7</td>
<td>*I know how my work relates to the agency’s goals and priorities.</td>
<td>68.0%</td>
<td>68.0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>8</td>
<td>*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</td>
<td>34.3%</td>
<td>34.3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>9</td>
<td>*The people I work with cooperate to get the job done.</td>
<td>61.1%</td>
<td>61.1%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Response Type</td>
<td>Year</td>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive %</td>
<td>Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %</td>
<td>Percent Negative %</td>
<td>Item Response Total** N</td>
<td>Do Not Know N</td>
</tr>
<tr>
<td>---------------</td>
<td>------</td>
<td>------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>--------------------</td>
<td>---------------------------------------------------------------</td>
<td>------------------</td>
<td>------------------------</td>
<td>------------------</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>10</td>
<td>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</td>
<td>16.2%</td>
<td>11.7%</td>
<td>72.1%</td>
<td>28</td>
<td>5</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>12</td>
<td>*In my work unit, differences in performance are recognized in a meaningful way.</td>
<td>20.7%</td>
<td>18.6%</td>
<td>60.7%</td>
<td>32</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>13</td>
<td>*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.</td>
<td>44.3%</td>
<td>16.4%</td>
<td>39.3%</td>
<td>33</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>14</td>
<td>Employees are recognized for providing high quality products and services.</td>
<td>31.6%</td>
<td>27.6%</td>
<td>40.9%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>15</td>
<td>Employees are protected from health and safety hazards on the job.</td>
<td>63.2%</td>
<td>11.0%</td>
<td>25.8%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>16</td>
<td>My agency is successful at accomplishing its mission.</td>
<td>66.6%</td>
<td>18.6%</td>
<td>14.9%</td>
<td>31</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>17</td>
<td>*I recommend my organization as a good place to work.</td>
<td>32.6%</td>
<td>36.4%</td>
<td>31.0%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>18</td>
<td>*I believe the results of this survey will be used to make my agency a better place to work.</td>
<td>39.1%</td>
<td>20.0%</td>
<td>40.9%</td>
<td>32</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>19</td>
<td>My supervisor supports my need to balance work and other life issues.</td>
<td>80.4%</td>
<td>8.2%</td>
<td>11.4%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>20</td>
<td>My supervisor is committed to a workforce representative of all segments of society.</td>
<td>59.2%</td>
<td>23.2%</td>
<td>17.6%</td>
<td>32</td>
<td>2</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>21</td>
<td>Supervisors in my work unit support employee development.</td>
<td>41.5%</td>
<td>30.1%</td>
<td>28.5%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>22</td>
<td>My supervisor listens to what I have to say.</td>
<td>57.3%</td>
<td>17.2%</td>
<td>25.5%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>23</td>
<td>My supervisor treats me with respect.</td>
<td>63.3%</td>
<td>13.9%</td>
<td>22.9%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>24</td>
<td>I have trust and confidence in my supervisor.</td>
<td>52.1%</td>
<td>8.1%</td>
<td>39.8%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Good-poor</td>
<td>2013</td>
<td>25</td>
<td>Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>43.2%</td>
<td>32.5%</td>
<td>24.3%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>26</td>
<td>In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</td>
<td>18.2%</td>
<td>17.6%</td>
<td>64.2%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>27</td>
<td>My organization's senior leaders maintain high standards of honesty and integrity.</td>
<td>25.6%</td>
<td>22.0%</td>
<td>52.4%</td>
<td>33</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>28</td>
<td>*Managers communicate the goals and priorities of the organization.</td>
<td>42.2%</td>
<td>20.2%</td>
<td>37.6%</td>
<td>33</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>29</td>
<td>Managers promote communication among different work units (for example, about projects, goals, needed resources).</td>
<td>44.9%</td>
<td>16.4%</td>
<td>38.6%</td>
<td>33</td>
<td>1</td>
</tr>
<tr>
<td>Good-poor</td>
<td>2013</td>
<td>30</td>
<td>Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</td>
<td>44.9%</td>
<td>16.4%</td>
<td>38.6%</td>
<td>33</td>
<td>1</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>31</td>
<td>I have a high level of respect for my organization’s senior leaders.</td>
<td>25.6%</td>
<td>41.2%</td>
<td>33.2%</td>
<td>31</td>
<td>3</td>
</tr>
<tr>
<td>Agree-disagree</td>
<td>2013</td>
<td>32</td>
<td>Senior leaders demonstrate support for Work-Life programs.</td>
<td>25.4%</td>
<td>28.9%</td>
<td>45.7%</td>
<td>34</td>
<td>0</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2013</td>
<td>33</td>
<td>*How satisfied are you with your involvement in decisions that affect your work?</td>
<td>46.0%</td>
<td>26.3%</td>
<td>27.7%</td>
<td>31</td>
<td>3</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2013</td>
<td>34</td>
<td>*How satisfied are you with the information you receive from management on what’s going on in your organization?</td>
<td>37.7%</td>
<td>29.1%</td>
<td>33.2%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Response Type</td>
<td>Year</td>
<td>Item</td>
<td>Item Text</td>
<td>Percent Positive</td>
<td>Neither Agree nor Disagree/Fair/Neither Satisfied nor Dissatisfied</td>
<td>Percent Negative</td>
<td>Item Response Total**</td>
<td>Do Not Know</td>
</tr>
<tr>
<td>---------------------</td>
<td>------</td>
<td>------</td>
<td>---------------------------------------------------------------------------</td>
<td>------------------</td>
<td>---------------------------------------------------------------------</td>
<td>------------------</td>
<td>-----------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2013</td>
<td>35</td>
<td>*How satisfied are you with the recognition you receive for doing a good job?</td>
<td>40.9%</td>
<td>18.4%</td>
<td>40.7%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2013</td>
<td>36</td>
<td>*Considering everything, how satisfied are you with your job?</td>
<td>34.3%</td>
<td>25.1%</td>
<td>40.6%</td>
<td>33</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2013</td>
<td>37</td>
<td>Considering everything, how satisfied are you with your pay?</td>
<td>27.5%</td>
<td>29.7%</td>
<td>42.8%</td>
<td>34</td>
<td>N/A</td>
</tr>
<tr>
<td>Satisfied-dissatisfied</td>
<td>2013</td>
<td>38</td>
<td>*Considering everything, how satisfied are you with your organization?</td>
<td>30.4%</td>
<td>36.3%</td>
<td>33.3%</td>
<td>34</td>
<td>N/A</td>
</tr>
</tbody>
</table>

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

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

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

Percentages are weighted to represent the Agency’s population.

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

Source: 2020 OPM Federal Employee Viewpoint Survey
**COVID-19 Pandemic: Background**

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

<table>
<thead>
<tr>
<th>39. During the COVID-19 pandemic, on average what percentage of your work time have you been <strong>physically present</strong> at your agency worksite (including headquarters, bureau, field offices, etc.)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>2020</td>
</tr>
<tr>
<td>N</td>
</tr>
<tr>
<td>100% of my work time</td>
</tr>
<tr>
<td>At least 75% but less than 100%</td>
</tr>
<tr>
<td>At least 50% but less than 75%</td>
</tr>
<tr>
<td>At least 25% but less than 50%</td>
</tr>
<tr>
<td>Less than 25%</td>
</tr>
<tr>
<td>I have not been physically present at my agency worksite during the pandemic</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>
### 41. What type(s) of leave have you used because of the pandemic? (Mark all that apply)

<table>
<thead>
<tr>
<th>Leave</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leave under the Emergency Paid Sick Leave Act (part of the Families First Coronavirus Response Act)</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Annual leave</td>
<td>10</td>
<td>38.8%</td>
</tr>
<tr>
<td>Sick leave</td>
<td>5</td>
<td>19.5%</td>
</tr>
<tr>
<td>Weather and safety leave</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Administrative leave</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Other paid leave (e.g., comp time, credit hours)</td>
<td>5</td>
<td>17.0%</td>
</tr>
<tr>
<td>Unpaid leave (e.g., LWOP)</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>I have not used leave because of the pandemic</td>
<td>12</td>
<td>43.3%</td>
</tr>
</tbody>
</table>

Total (percents will add to more than 100% because respondents could choose more than one response option) 27 --

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

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

<table>
<thead>
<tr>
<th>Percentage</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>100% of my work time</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>At least 75% but less than 100%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>At least 50% but less than 75%</td>
<td>1</td>
<td>6.2%</td>
</tr>
<tr>
<td>At least 25% but less than 50%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Less than 25%</td>
<td>14</td>
<td>93.8%</td>
</tr>
<tr>
<td>Total</td>
<td>15</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
42. How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic? Examples of AWS include compressed work and flexible work schedule.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>I began an alternative</td>
<td>3</td>
</tr>
<tr>
<td>I ended my usual</td>
<td>0</td>
</tr>
<tr>
<td>No change because of</td>
<td>24</td>
</tr>
<tr>
<td>of the pandemic</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency’s population.

Source: 2020 OPM Federal Employee Viewpoint Survey
## COVID-19 Pandemic: Telework

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

<table>
<thead>
<tr>
<th></th>
<th>BEFORE the COVID-19 pandemic</th>
<th>DURING the PEAK of the pandemic</th>
<th>AS OF the date you responded to this survey</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2020</td>
<td>2020</td>
<td>2020</td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
</tr>
<tr>
<td>I telework every work day</td>
<td>1</td>
<td>4.2%</td>
<td>27</td>
</tr>
<tr>
<td>I telework 3 or 4 days per week</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>I telework 1 or 2 days per week</td>
<td>16</td>
<td>56.9%</td>
<td>0</td>
</tr>
<tr>
<td>I telework, but only about 1 or 2 days per month</td>
<td>3</td>
<td>10.5%</td>
<td>0</td>
</tr>
<tr>
<td>I telework very infrequently, on an unscheduled or short-term basis</td>
<td>4</td>
<td>17.9%</td>
<td>0</td>
</tr>
<tr>
<td>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)</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>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</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>I do not telework because I choose not to telework</td>
<td>3</td>
<td>10.5%</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
<td>27</td>
</tr>
</tbody>
</table>
### Telework Trends

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

<table>
<thead>
<tr>
<th>Response</th>
<th>2020 (BEFORE the COVID-19 pandemic)</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>I telework every work day</td>
<td>1 4.2%</td>
<td>1 2.8%</td>
<td>0 0.0%</td>
</tr>
<tr>
<td>I telework 3 or 4 days per week</td>
<td>0 0.0%</td>
<td>2 8.7%</td>
<td>0 0.0%</td>
</tr>
<tr>
<td>I telework 1 or 2 days per week</td>
<td>16 56.9%</td>
<td>11 45.1%</td>
<td>18 61.5%</td>
</tr>
<tr>
<td>I telework, but only about 1 or 2 days per month</td>
<td>3 10.5%</td>
<td>5 18.1%</td>
<td>7 23.9%</td>
</tr>
<tr>
<td>I telework very infrequently, on an unscheduled or short-term basis</td>
<td>4 17.9%</td>
<td>5 16.6%</td>
<td>2 7.2%</td>
</tr>
<tr>
<td><strong>I do not</strong> telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)**</td>
<td>0 0.0%</td>
<td>0 0.0%</td>
<td>0 0.0%</td>
</tr>
<tr>
<td><strong>I do not</strong> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking</td>
<td>0 0.0%</td>
<td>0 0.0%</td>
<td>0 0.0%</td>
</tr>
<tr>
<td><strong>I do not</strong> telework because I did not receive approval to do so, even though I have the kind of job where I can telework</td>
<td>0 0.0%</td>
<td>0 0.0%</td>
<td>0 0.0%</td>
</tr>
<tr>
<td><strong>I do not</strong> telework because I choose not to telework</td>
<td>3 10.5%</td>
<td>2 8.7%</td>
<td>2 7.4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27 100.0%</td>
<td>26 100.0%</td>
<td>29 100.0%</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency's population.

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

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

Source: 2020 OPM Federal Employee Viewpoint Survey
## COVID-19 Pandemic: Employee Supports

43. **How has your organization supported your well-being needs during the COVID-19 pandemic?**

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

<table>
<thead>
<tr>
<th>Support</th>
<th>Needed and available to me</th>
<th>Needed, but not available to me</th>
<th>Not needed by me now</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2020</td>
<td>2020</td>
<td>2020</td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
</tr>
<tr>
<td>43A. Expanded telework</td>
<td>26</td>
<td>96.4%</td>
<td>0</td>
</tr>
<tr>
<td>43B. Expanded work schedule flexibilities</td>
<td>25</td>
<td>92.3%</td>
<td>0</td>
</tr>
<tr>
<td>43C. Expanded leave policies</td>
<td>12</td>
<td>46.8%</td>
<td>5</td>
</tr>
<tr>
<td>43D. More information on available leave policies</td>
<td>15</td>
<td>54.9%</td>
<td>3</td>
</tr>
<tr>
<td>43E. Expanded mental health resources (e.g., assistance with stress of COVID-19)</td>
<td>12</td>
<td>46.3%</td>
<td>3</td>
</tr>
<tr>
<td>43F. Expanded physical health resources (e.g., temperature checks, COVID-19 illness testing) at my agency worksite</td>
<td>0</td>
<td>0.0%</td>
<td>1</td>
</tr>
<tr>
<td>43G. Timely communication about possible COVID-19 illness at my agency worksite</td>
<td>22</td>
<td>79.7%</td>
<td>0</td>
</tr>
<tr>
<td>43H. Protection of employees at higher risk for severe illness from COVID-19 exposure</td>
<td>12</td>
<td>46.3%</td>
<td>0</td>
</tr>
<tr>
<td>43I. Limited access to my agency worksite buildings/facilities (e.g., closures, limits on activities with external visitors/groups)</td>
<td>17</td>
<td>63.8%</td>
<td>0</td>
</tr>
<tr>
<td>43J. Social distancing (e.g., limits on group size, reduced access to common areas) in my agency worksite</td>
<td>8</td>
<td>29.9%</td>
<td>1</td>
</tr>
<tr>
<td>43K. Rearranged workspaces to maximize social distancing</td>
<td>0</td>
<td>0.0%</td>
<td>2</td>
</tr>
<tr>
<td>43L. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite</td>
<td>7</td>
<td>27.0%</td>
<td>1</td>
</tr>
<tr>
<td>43M. Cleaning and sanitizing supplies available to reduce risk of illness in my agency worksite</td>
<td>9</td>
<td>37.1%</td>
<td>1</td>
</tr>
<tr>
<td>43N. Training for all employees on health and safety protocols</td>
<td>4</td>
<td>16.8%</td>
<td>3</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency's population.

Source: 2020 OPM Federal Employee Viewpoint Survey
### COVID-19 Pandemic: Employee Supports

#### 44. During the COVID-19 pandemic my organization’s senior leaders have demonstrated commitment to employee health and safety.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>25</td>
<td>92.6%</td>
</tr>
<tr>
<td>Agree</td>
<td>2</td>
<td>7.4%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

#### 45. During the COVID-19 pandemic my organization’s senior leaders have supported policies and procedures to protect employee health and safety.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>25</td>
<td>92.1%</td>
</tr>
<tr>
<td>Agree</td>
<td>2</td>
<td>7.9%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
### 46. During the COVID-19 pandemic my organization’s senior leaders have provided effective communications about the pandemic.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>24</td>
<td>89.0%</td>
</tr>
<tr>
<td>Agree</td>
<td>3</td>
<td>11.0%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>23</td>
<td>86.4%</td>
</tr>
<tr>
<td>Agree</td>
<td>4</td>
<td>13.6%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
48. During the COVID-19 pandemic my supervisor has supported my efforts to stay healthy and safe while working.

<table>
<thead>
<tr>
<th>Response</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>24</td>
<td>89.2%</td>
</tr>
<tr>
<td>Agree</td>
<td>3</td>
<td>10.8%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency's population. 
"No Basis to Judge" responses are not included in percentage calculations.

Source: 2020 OPM Federal Employee Viewpoint Survey

49. During the COVID-19 pandemic my supervisor has created an environment where I can voice my concerns about staying healthy and safe.

<table>
<thead>
<tr>
<th>Response</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Agree</td>
<td>22</td>
<td>82.8%</td>
</tr>
<tr>
<td>Agree</td>
<td>5</td>
<td>17.2%</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency's population. 
"No Basis to Judge" responses are not included in percentage calculations.

Source: 2020 OPM Federal Employee Viewpoint Survey
## COVID-19 Pandemic: Work Supports

**50. How has your organization supported your work during the COVID-19 pandemic?**
For each support listed choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those you needed but not available to you, and (3) those supports you have not currently needed.

<table>
<thead>
<tr>
<th>Support</th>
<th>Needed and available to me</th>
<th>Needed, but not available to me</th>
<th>Not needed by me now</th>
</tr>
</thead>
<tbody>
<tr>
<td>50A. Consistent communication (e.g., organizational status, what to expect)</td>
<td>27 100.0%</td>
<td>0 0.0%</td>
<td>0 0.0%</td>
</tr>
<tr>
<td>50B. Training for new/changed work or work processes because of the pandemic</td>
<td>14 47.1%</td>
<td>4 15.5%</td>
<td>9 37.4%</td>
</tr>
<tr>
<td>50C. Reallocation of resources (e.g., staffing, budget, materials) to support changes in work because of the pandemic</td>
<td>19 71.7%</td>
<td>2 7.7%</td>
<td>6 20.7%</td>
</tr>
<tr>
<td>50D. Help with commuting issues (e.g., alternatives to public transportation)</td>
<td>4 15.4%</td>
<td>0 0.0%</td>
<td>23 84.6%</td>
</tr>
<tr>
<td>50E. Options for work/business travel</td>
<td>6 19.1%</td>
<td>1 4.5%</td>
<td>20 76.4%</td>
</tr>
<tr>
<td>50F. Information on remote work policies, procedures, and expectations</td>
<td>26 95.9%</td>
<td>0 0.0%</td>
<td>1 4.1%</td>
</tr>
<tr>
<td>50G. Training on how to work remotely</td>
<td>18 65.7%</td>
<td>2 7.8%</td>
<td>7 26.5%</td>
</tr>
<tr>
<td>50H. Equipment and technology for working remotely (e.g., laptops, cell phone, Information Technology infrastructure)</td>
<td>25 91.7%</td>
<td>1 4.1%</td>
<td>1 4.2%</td>
</tr>
<tr>
<td>50I. Expanded collaboration tools (e.g., video conferencing, teleconferencing)</td>
<td>26 95.9%</td>
<td>0 0.0%</td>
<td>1 4.1%</td>
</tr>
<tr>
<td>50J. Expanded training for using remote work tools and applications</td>
<td>17 65.2%</td>
<td>3 10.8%</td>
<td>7 24.0%</td>
</tr>
<tr>
<td>50K. Expanded Information Technology (IT) support</td>
<td>23 82.7%</td>
<td>0 0.0%</td>
<td>4 17.3%</td>
</tr>
<tr>
<td>50L. Information about data security policies and procedures</td>
<td>24 88.2%</td>
<td>0 0.0%</td>
<td>3 11.8%</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency's population.

Source: 2020 OPM Federal Employee Viewpoint Survey
### 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)?

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No</td>
<td>25</td>
<td>96.3%</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>3.7%</td>
</tr>
<tr>
<td>Total</td>
<td>26</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency's population.

Source: 2020 OPM Federal Employee Viewpoint Survey
## COVID-19 Pandemic: Work Effects

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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Extremely</td>
<td>1</td>
</tr>
<tr>
<td>Very</td>
<td>4</td>
</tr>
<tr>
<td>Somewhat</td>
<td>8</td>
</tr>
<tr>
<td>Slightly</td>
<td>9</td>
</tr>
<tr>
<td>Not at All</td>
<td>5</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Greatly Increased</td>
<td>9</td>
</tr>
<tr>
<td>Somewhat Increased</td>
<td>13</td>
</tr>
<tr>
<td>About the Same</td>
<td>5</td>
</tr>
<tr>
<td>Somewhat Decreased</td>
<td>0</td>
</tr>
<tr>
<td>Greatly Decreased</td>
<td>0</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
</tr>
</tbody>
</table>
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.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>17</td>
</tr>
<tr>
<td>Agree</td>
<td>2</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>1</td>
</tr>
<tr>
<td>Disagree</td>
<td>0</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>27</strong></td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>19</td>
</tr>
<tr>
<td>Agree</td>
<td>7</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>1</td>
</tr>
<tr>
<td>Disagree</td>
<td>0</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>27</strong></td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency's population.
"No Basis to Judge" responses are not included in percentage calculations.
Source: 2020 OPM Federal Employee Viewpoint Survey
COVID-19 Pandemic: Work Effects

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

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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Always</td>
<td>18</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>9</td>
</tr>
<tr>
<td>Sometimes</td>
<td>0</td>
</tr>
<tr>
<td>Rarely</td>
<td>0</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Always</td>
<td>23</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>4</td>
</tr>
<tr>
<td>Sometimes</td>
<td>0</td>
</tr>
<tr>
<td>Rarely</td>
<td>0</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27</td>
</tr>
</tbody>
</table>
### 54C. Prior to the COVID-19 pandemic, my work unit produced high-quality work.

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always</td>
<td>17</td>
<td>67.0%</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>10</td>
<td>33.0%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Rarely</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always</td>
<td>22</td>
<td>84.1%</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>3</td>
<td>9.5%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>1</td>
<td>2.8%</td>
</tr>
<tr>
<td>Rarely</td>
<td>1</td>
<td>3.6%</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
### 54E. Prior to the COVID-19 pandemic, my work unit successfully collaborated.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Always</td>
<td>17</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>9</td>
</tr>
<tr>
<td>Sometimes</td>
<td>0</td>
</tr>
<tr>
<td>Rarely</td>
<td>1</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Always</td>
<td>19</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>8</td>
</tr>
<tr>
<td>Sometimes</td>
<td>0</td>
</tr>
<tr>
<td>Rarely</td>
<td>0</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
</tr>
</tbody>
</table>
Please answer the question below thinking of your experiences during the COVID-19 pandemic (for much of the Federal government, pandemic responses began in March 2020).

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

<table>
<thead>
<tr>
<th>Response</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always</td>
<td>19</td>
<td>73.1%</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>8</td>
<td>26.9%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Rarely</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Response</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always</td>
<td>23</td>
<td>86.1%</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>4</td>
<td>13.9%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Rarely</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
### 55C. During the COVID-19 pandemic, my work unit has produced high-quality work.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>Always</td>
<td>20</td>
<td>74.3%</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>7</td>
<td>25.7%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Rarely</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>Always</td>
<td>23</td>
<td>86.4%</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>3</td>
<td>10.0%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>1</td>
<td>3.6%</td>
</tr>
<tr>
<td>Rarely</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
55E. *During the COVID-19 pandemic, my work unit has successfully collaborated.*

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>Always</td>
<td>19</td>
<td>67.0%</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>7</td>
<td>29.4%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>1</td>
<td>3.6%</td>
</tr>
<tr>
<td>Rarely</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency's population.

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

Source: 2020 OPM Federal Employee Viewpoint Survey

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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>Always</td>
<td>19</td>
<td>70.5%</td>
</tr>
<tr>
<td>Most of the Time</td>
<td>8</td>
<td>29.5%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Rarely</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Never</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>No Basis to Judge</td>
<td>0</td>
<td>--</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency's population.

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

Source: 2020 OPM Federal Employee Viewpoint Survey
When responding to questions 58 through 64 about Work-Life programs, respondents were asked to share their work experiences since the last OPM FEVS administration (June 2019).

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

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>All Response Options</td>
</tr>
<tr>
<td>Very Satisfied</td>
<td>21</td>
<td>79.0%</td>
<td>79.0%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>6</td>
<td>21.0%</td>
<td>21.0%</td>
</tr>
<tr>
<td>Neither Satisfied nor Dissatisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Item Response Total</strong></td>
<td>27</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>I choose not to participate in this program</td>
<td>0</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>This program is not available to me</td>
<td>0</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>I am unaware of this program</td>
<td>0</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### 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)

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
</tr>
<tr>
<td>Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)</td>
<td>13</td>
<td>45.7%</td>
</tr>
<tr>
<td>Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and wellness fair)</td>
<td>7</td>
<td>25.2%</td>
</tr>
<tr>
<td>Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, education services)</td>
<td>6</td>
<td>22.7%</td>
</tr>
<tr>
<td>Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)</td>
<td>3</td>
<td>9.8%</td>
</tr>
<tr>
<td>Elder Care Programs (for example, elder/adult care, support groups, resources)</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>None listed above</td>
<td>11</td>
<td>41.8%</td>
</tr>
<tr>
<td><strong>Total (percents will add to more than 100% because respondents could choose more than one response option)</strong></td>
<td>27</td>
<td>--</td>
</tr>
</tbody>
</table>

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

### 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)

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>All Response Options</td>
</tr>
<tr>
<td>Very Satisfied</td>
<td>8</td>
<td>46.7%</td>
<td>30.5%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>8</td>
<td>42.9%</td>
<td>28.0%</td>
</tr>
<tr>
<td>Neither Satisfied nor Dissatisfied</td>
<td>2</td>
<td>10.3%</td>
<td>6.7%</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Item Response Total</strong></td>
<td>18</td>
<td>100.0%</td>
<td>65.3%</td>
</tr>
<tr>
<td>I choose not to participate in these programs</td>
<td>7</td>
<td>--</td>
<td>26.6%</td>
</tr>
<tr>
<td>These programs are not available to me</td>
<td>1</td>
<td>--</td>
<td>4.5%</td>
</tr>
<tr>
<td>I am unaware of these programs</td>
<td>1</td>
<td>--</td>
<td>3.6%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
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)

<table>
<thead>
<tr>
<th>Item Response Total</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>All Response Options %</td>
</tr>
<tr>
<td>Very Satisfied</td>
<td>2</td>
<td>14.9%</td>
<td>9.7%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>8</td>
<td>45.3%</td>
<td>29.6%</td>
</tr>
<tr>
<td>Neither Satisfied nor Dissatisfied</td>
<td>7</td>
<td>39.8%</td>
<td>26.0%</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Item Response Total</td>
<td>17</td>
<td>100.0%</td>
<td>65.4%</td>
</tr>
<tr>
<td>I choose not to participate in these programs</td>
<td>6</td>
<td>--</td>
<td>19.7%</td>
</tr>
<tr>
<td>These programs are not available to me</td>
<td>2</td>
<td>--</td>
<td>7.2%</td>
</tr>
<tr>
<td>I am unaware of these programs</td>
<td>2</td>
<td>--</td>
<td>7.8%</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

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)

<table>
<thead>
<tr>
<th>Item Response Total</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>All Response Options %</td>
</tr>
<tr>
<td>Very Satisfied</td>
<td>4</td>
<td>20.5%</td>
<td>12.8%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>7</td>
<td>47.4%</td>
<td>29.5%</td>
</tr>
<tr>
<td>Neither Satisfied nor Dissatisfied</td>
<td>5</td>
<td>26.4%</td>
<td>16.4%</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>1</td>
<td>5.8%</td>
<td>3.6%</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Item Response Total</td>
<td>17</td>
<td>100.0%</td>
<td>62.4%</td>
</tr>
<tr>
<td>I choose not to participate in these programs</td>
<td>9</td>
<td>--</td>
<td>34.1%</td>
</tr>
<tr>
<td>These programs are not available to me</td>
<td>0</td>
<td>--</td>
<td>0.0%</td>
</tr>
<tr>
<td>I am unaware of these programs</td>
<td>1</td>
<td>--</td>
<td>3.5%</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

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)

<table>
<thead>
<tr>
<th>Item Response Total</th>
<th>2020</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>All Response Options %</td>
</tr>
<tr>
<td>Very Satisfied</td>
<td>1</td>
<td>9.8%</td>
<td>3.7%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>4</td>
<td>41.8%</td>
<td>16.0%</td>
</tr>
<tr>
<td>Neither Satisfied nor Dissatisfied</td>
<td>4</td>
<td>38.6%</td>
<td>14.8%</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>1</td>
<td>9.8%</td>
<td>3.8%</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Item Response Total</td>
<td>10</td>
<td>100.0%</td>
<td>38.3%</td>
</tr>
<tr>
<td>I choose not to participate in these programs</td>
<td>12</td>
<td>--</td>
<td>45.6%</td>
</tr>
<tr>
<td>These programs are not available to me</td>
<td>2</td>
<td>--</td>
<td>8.5%</td>
</tr>
<tr>
<td>I am unaware of these programs</td>
<td>2</td>
<td>--</td>
<td>7.6%</td>
</tr>
<tr>
<td>Total</td>
<td>26</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
<tr>
<td>Item Response Total</td>
<td>2020 Satisfaction</td>
<td>2020 All Response Options %</td>
<td>2019 Satisfaction</td>
</tr>
<tr>
<td>-------------------------------------</td>
<td>-------------------</td>
<td>-----------------------------</td>
<td>-------------------</td>
</tr>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
</tr>
<tr>
<td>Very Satisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>Satisfied</td>
<td>1</td>
<td>28.0%</td>
<td>1</td>
</tr>
<tr>
<td>Neither Satisfied nor Dissatisfied</td>
<td>4</td>
<td>72.0%</td>
<td>7</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>Very Dissatisfied</td>
<td>0</td>
<td>0.0%</td>
<td>0</td>
</tr>
<tr>
<td>Item Response Total</td>
<td>5</td>
<td>100.0%</td>
<td>8</td>
</tr>
<tr>
<td>I choose not to participate in these programs</td>
<td>13</td>
<td>--</td>
<td>14</td>
</tr>
<tr>
<td>These programs are not available to me</td>
<td>4</td>
<td>--</td>
<td>1</td>
</tr>
<tr>
<td>I am unaware of these programs</td>
<td>5</td>
<td>--</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
<td>100.0%</td>
<td>26</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency’s population.
The rows above do not include results for any year when there were fewer than 4 completed surveys.
Source: 2020 OPM Federal Employee Viewpoint Survey
### Work-Life

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

<table>
<thead>
<tr>
<th>Arrangement</th>
<th>2020</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>I do not have any child care responsibilities</td>
<td></td>
<td>12</td>
<td>45.3%</td>
</tr>
<tr>
<td>No arrangements needed to manage child care responsibilities (e.g., older children)</td>
<td></td>
<td>2</td>
<td>8.2%</td>
</tr>
<tr>
<td>Child care in my own home (e.g., other parent, relative, nanny, au pair)</td>
<td></td>
<td>10</td>
<td>36.5%</td>
</tr>
<tr>
<td>Alternative work arrangement (e.g., telework, flexible work schedule)</td>
<td></td>
<td>8</td>
<td>28.4%</td>
</tr>
<tr>
<td>Child care center</td>
<td></td>
<td>2</td>
<td>8.8%</td>
</tr>
<tr>
<td>Paid leave</td>
<td></td>
<td>9</td>
<td>33.1%</td>
</tr>
<tr>
<td>Unpaid leave</td>
<td></td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Child care in someone else’s home (e.g., relative or neighbor, professional child care provider)</td>
<td></td>
<td>2</td>
<td>6.7%</td>
</tr>
<tr>
<td>Respite care (temporary care of a sick or disabled child, providing relief for their usual caregiver)</td>
<td></td>
<td>1</td>
<td>2.8%</td>
</tr>
<tr>
<td>Agency emergency back-up care program</td>
<td></td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Resource and referral services for dependent child care</td>
<td></td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Other services/arrangements</td>
<td></td>
<td>3</td>
<td>10.4%</td>
</tr>
<tr>
<td><strong>Total</strong> (percents will add to more than 100% because respondents could choose more than one response option)</td>
<td></td>
<td>27</td>
<td>--</td>
</tr>
</tbody>
</table>

Percentages are weighted to represent the Agency’s population.

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

Source: 2020 OPM Federal Employee Viewpoint Survey
### Work-Life

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

<table>
<thead>
<tr>
<th>Arrangement</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>I do not have any elder/adult care responsibilities</td>
<td>22</td>
</tr>
<tr>
<td>No arrangements needed to manage elder/adult care responsibilities (e.g., elder can manage tasks of everyday living)</td>
<td>1</td>
</tr>
<tr>
<td>Alternative work arrangement (e.g., telework, flexible work schedule)</td>
<td>2</td>
</tr>
<tr>
<td>Elder/adult day care center</td>
<td>0</td>
</tr>
<tr>
<td>Paid leave</td>
<td>2</td>
</tr>
<tr>
<td>Unpaid leave</td>
<td>0</td>
</tr>
<tr>
<td>Long-term care insurance</td>
<td>0</td>
</tr>
<tr>
<td>Respite care (temporary care of a sick or disabled adult/elder, providing relief for their usual caregiver)</td>
<td>0</td>
</tr>
<tr>
<td>Other services/arrangements</td>
<td>2</td>
</tr>
</tbody>
</table>

Total (percents will add to more than 100% because respondents could choose more than one response option) 27 --

Percentages are weighted to represent the Agency’s population.

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

Source: 2020 OPM Federal Employee Viewpoint Survey
### Work-Life

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

<table>
<thead>
<tr>
<th>Response</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>I do not have responsibility for school-aged children</td>
<td>14</td>
<td>--</td>
</tr>
<tr>
<td>Extremely</td>
<td>3</td>
<td>23.7%</td>
</tr>
<tr>
<td>Very</td>
<td>5</td>
<td>45.2%</td>
</tr>
<tr>
<td>Somewhat</td>
<td>3</td>
<td>22.0%</td>
</tr>
<tr>
<td>Slightly</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>Not at All</td>
<td>1</td>
<td>9.1%</td>
</tr>
<tr>
<td>Does Not Apply</td>
<td>1</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

**68. During the COVID-19 pandemic, how disruptive have changes to your children’s day care been to your ability to do your work?**

<table>
<thead>
<tr>
<th>Response</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>I do not have responsibility for children who need day care</td>
<td>13</td>
<td>--</td>
</tr>
<tr>
<td>Extremely</td>
<td>2</td>
<td>18.6%</td>
</tr>
<tr>
<td>Very</td>
<td>3</td>
<td>25.9%</td>
</tr>
<tr>
<td>Somewhat</td>
<td>4</td>
<td>29.1%</td>
</tr>
<tr>
<td>Slightly</td>
<td>2</td>
<td>16.7%</td>
</tr>
<tr>
<td>Not at All</td>
<td>1</td>
<td>9.7%</td>
</tr>
<tr>
<td>Does Not Apply</td>
<td>2</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>27</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
Percentages are weighted to represent the Agency's population.

"I do not have responsibility for school-aged children", "I do not have responsibility for children who need day care", and "Does Not Apply" responses are not included in percentage calculations.

Source: 2020 OPM Federal Employee Viewpoint Survey
## Agency-Specific Questions

### 1. My agency has built a more unified team over the last year.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>9</td>
</tr>
<tr>
<td>Agree</td>
<td>12</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>5</td>
</tr>
<tr>
<td>Disagree</td>
<td>1</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
</tr>
<tr>
<td>Do Not Know</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
</tr>
</tbody>
</table>

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

### 2. My satisfaction working at my agency has increased over the last year.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>7</td>
</tr>
<tr>
<td>Agree</td>
<td>4</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>11</td>
</tr>
<tr>
<td>Disagree</td>
<td>2</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>2</td>
</tr>
<tr>
<td>Do Not Know</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>26</td>
</tr>
</tbody>
</table>

Note: "Do Not Know" responses are not included in percentage calculations.
### 3. My agency is heading in the right direction.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>9</td>
</tr>
<tr>
<td>Agree</td>
<td>12</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>6</td>
</tr>
<tr>
<td>Disagree</td>
<td>0</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>0</td>
</tr>
<tr>
<td>Do Not Know</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
</tr>
</tbody>
</table>

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

### 4. My work unit has built a more unified team over the last year.

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
</tr>
<tr>
<td>Strongly Agree</td>
<td>8</td>
</tr>
<tr>
<td>Agree</td>
<td>9</td>
</tr>
<tr>
<td>Neither Agree nor Disagree</td>
<td>5</td>
</tr>
<tr>
<td>Disagree</td>
<td>4</td>
</tr>
<tr>
<td>Strongly Disagree</td>
<td>1</td>
</tr>
<tr>
<td>Do Not Know</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>27</td>
</tr>
</tbody>
</table>

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

For all tables on this worksheet:
Percentages are weighted to represent the Agency’s population.
Source: 2020 OPM Federal Employee Viewpoint Survey

FY20 IAF FEVs Results