

2018

Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Department of the Treasury

FIELD PERIOD	May 1 - June 12, 2018
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	42,027
NUMBER OF SURVEYS	78,195
RESPONSE RATE	53.7%

36 items identified as **strengths** (65% positive or

5 items identified as **challenges** (35% negative or

Engagement Index Score

2018 ENGAGEMENT INDEX

68%

LEADERS LEAD

56%

SUPERVISORS

78%

INTRINSIC WORK EXPERIENCE

70%

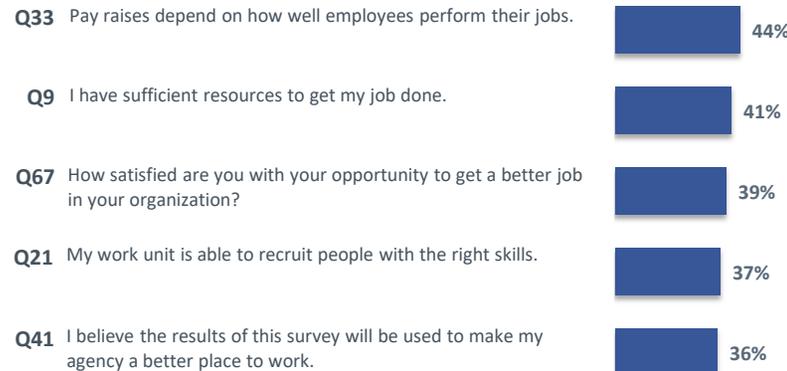
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



Core Survey

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	94.2%	58.2%	36.0%	3.7%	1.0%	1.1%	2.1%	24,838	14,732	1,458	388	426	41,842	N/A
Agree-disagree	13	The work I do is important.	88.9%	45.9%	43.0%	7.3%	2.0%	1.8%	3.8%	19,271	17,815	3,025	814	726	41,651	110
Agree-disagree	8	I am constantly looking for ways to do my job better.	88.3%	45.2%	43.1%	9.2%	1.5%	1.0%	2.5%	19,233	17,904	3,737	600	394	41,868	N/A
Good-poor	28	How would you rate the overall quality of work done by your work unit?	85.9%	45.8%	40.1%	11.3%	1.8%	1.0%	2.7%	19,458	16,670	4,535	703	377	41,743	N/A
Agree-disagree	49	My supervisor treats me with respect.	85.2%	50.8%	34.4%	7.5%	3.7%	3.6%	7.3%	21,362	13,987	2,996	1,466	1,410	41,221	N/A
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	84.9%	49.5%	35.3%	7.7%	3.5%	3.9%	7.4%	20,811	14,357	3,038	1,357	1,514	41,077	253
Agree-disagree	16	I am held accountable for achieving results.	84.1%	32.3%	51.8%	11.2%	2.8%	1.8%	4.6%	13,752	21,474	4,492	1,141	727	41,586	215
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	83.0%	44.5%	38.5%	8.5%	5.6%	2.9%	8.5%	18,846	15,739	3,301	2,184	1,133	41,203	N/A
Agree-disagree	12	*I know how my work relates to the agency's goals.	83.0%	29.4%	53.6%	10.2%	4.0%	2.9%	6.8%	12,615	22,144	4,112	1,624	1,140	41,635	146
Agree-disagree	6	I know what is expected of me on the job.	82.4%	32.3%	50.1%	9.2%	5.4%	3.0%	8.4%	13,708	20,825	3,822	2,271	1,189	41,815	N/A
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	81.4%	32.7%	48.7%	9.7%	5.0%	3.8%	8.9%	13,878	20,247	3,936	2,063	1,517	41,641	205
Agree-disagree	48	My supervisor listens to what I have to say.	81.1%	45.2%	35.9%	9.3%	5.5%	4.1%	9.7%	19,004	14,658	3,700	2,202	1,613	41,177	N/A
Agree-disagree	36	My organization has prepared employees for potential security threats.	80.1%	24.0%	56.1%	11.9%	4.7%	3.3%	8.0%	10,214	22,912	4,723	1,847	1,253	40,949	425
Agree-disagree	5	I like the kind of work I do.	79.9%	34.8%	45.2%	12.6%	4.6%	2.9%	7.5%	14,817	18,798	5,120	1,876	1,122	41,733	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational	79.7%	31.8%	47.9%	12.0%	5.9%	2.5%	8.3%	13,362	19,705	4,749	2,356	962	41,134	683

Core Survey

Agree-disagree	20	*The people I work with cooperate to get the job done.	79.0%	35.1%	44.0%	11.0%	6.7%	3.2%	9.9%	14,923	18,449	4,434	2,729	1,265	41,800	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.0%	50.3%	27.7%	13.5%	4.4%	4.1%	8.5%	20,980	11,379	5,417	1,751	1,608	41,135	N/A
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at	76.4%	36.7%	39.7%	11.0%	7.1%	5.6%	12.6%	14,916	16,359	4,548	3,035	2,294	41,152	725
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	75.7%	31.8%	43.9%	11.2%	7.2%	5.9%	13.1%	13,215	18,213	4,650	3,011	2,401	41,490	329
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	75.0%	39.8%	35.2%	17.5%	3.1%	4.5%	7.6%	15,453	13,324	6,431	1,100	1,602	37,910	3,367
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	74.4%	22.5%	51.9%	14.1%	6.4%	5.1%	11.5%	9,757	21,133	5,458	2,455	1,882	40,685	822
Agree-disagree	51	I have trust and confidence in my supervisor.	73.7%	43.8%	29.9%	13.6%	6.3%	6.3%	12.6%	18,488	12,280	5,414	2,543	2,474	41,199	N/A
Agree-disagree	47	Supervisors in my work unit support employee development.	73.1%	36.9%	36.2%	14.4%	6.0%	6.5%	12.5%	15,421	14,732	5,585	2,354	2,460	40,552	769
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.5%	37.9%	34.7%	14.9%	6.7%	5.8%	12.5%	15,983	14,192	5,904	2,683	2,269	41,031	287
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	72.0%	37.0%	34.9%	14.8%	6.7%	6.5%	13.2%	15,386	14,244	5,925	2,703	2,556	40,814	471
Agree-disagree	39	My agency is successful at accomplishing its mission.	71.7%	21.2%	50.5%	18.9%	5.5%	3.9%	9.4%	8,971	20,352	7,223	2,135	1,445	40,126	1,277
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	71.6%	35.6%	35.9%	15.5%	6.9%	6.1%	13.0%	14,905	14,718	6,222	2,799	2,402	41,046	259
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	71.3%	27.4%	43.9%	14.8%	8.4%	5.5%	13.9%	11,817	18,359	6,049	3,421	2,179	41,825	N/A
Agree-disagree	56	*Managers communicate the goals of the organization.	69.9%	20.2%	49.7%	16.5%	7.3%	6.3%	13.6%	8,441	19,959	6,514	2,910	2,436	40,260	623
Agree-disagree	2	I have enough information to do my job well.	69.7%	18.0%	51.7%	14.1%	12.0%	4.2%	16.2%	7,843	21,740	5,721	4,848	1,671	41,823	N/A
Agree-disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any	69.2%	26.6%	42.5%	19.0%	5.0%	6.9%	11.9%	10,436	15,763	6,674	1,745	2,392	37,010	4,249
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and	68.8%	20.4%	48.4%	19.7%	5.8%	5.7%	11.5%	8,071	18,491	7,334	2,183	2,066	38,145	2,792

Core Survey

Agree-disagree	55	Supervisors work well with employees of different backgrounds.	68.4%	23.4%	45.0%	20.0%	5.3%	6.3%	11.7%	9,249	17,255	7,248	1,914	2,224	37,890	2,939
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	68.0%	29.6%	38.4%	17.2%	6.9%	7.9%	14.8%	12,389	15,357	6,596	2,654	3,005	40,001	1,837
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	68.0%	21.5%	46.5%	16.9%	9.9%	5.2%	15.1%	9,123	19,003	6,694	3,929	2,012	40,761	N/A
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	65.4%	23.3%	42.1%	14.3%	11.7%	8.6%	20.3%	10,099	17,646	5,806	4,712	3,335	41,598	303
Agree-disagree	40	*I recommend my organization as a good place to work.	64.5%	23.7%	40.8%	19.6%	10.0%	6.0%	15.9%	10,312	16,934	7,821	4,012	2,345	41,424	N/A
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	63.9%	28.9%	35.1%	21.0%	7.3%	7.8%	15.0%	11,292	13,323	7,777	2,686	2,804	37,882	3,091
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	62.6%	19.7%	42.9%	16.4%	14.2%	6.9%	21.0%	8,708	18,067	6,568	5,620	2,662	41,625	N/A
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	61.0%	19.3%	41.7%	20.5%	9.8%	8.7%	18.5%	7,804	16,195	7,663	3,711	3,202	38,575	2,093
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	59.4%	20.9%	38.5%	20.6%	9.3%	10.7%	20.1%	8,426	14,852	7,710	3,522	3,898	38,408	3,031
Agree-disagree	58	Managers promote communication among different work units (for example, about projects,	59.2%	18.4%	40.8%	20.3%	11.2%	9.4%	20.5%	7,501	16,041	7,712	4,316	3,498	39,068	1,947
Agree-disagree	62	Senior leaders demonstrate support for Work/Life programs.	59.2%	22.1%	37.0%	25.3%	7.8%	7.8%	15.6%	8,438	13,789	8,980	2,773	2,684	36,664	4,263
Agree-disagree	10	*My workload is reasonable.	58.4%	12.3%	46.2%	15.8%	15.4%	10.4%	25.8%	5,242	19,335	6,492	6,443	4,199	41,711	83
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	58.3%	16.0%	42.3%	21.6%	12.9%	7.2%	20.1%	6,863	17,348	8,466	5,068	2,771	40,516	N/A
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring)	58.2%	18.1%	40.2%	27.3%	6.9%	7.6%	14.5%	7,141	15,279	9,943	2,426	2,633	37,422	3,965

Core Survey

Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	58.0%	17.5%	40.5%	16.2%	16.2%	9.6%	25.8%	7,498	16,717	6,483	6,402	3,688	40,788	N/A
Agree-disagree	11	*My talents are used well in the workplace.	57.9%	16.4%	41.5%	17.9%	14.1%	10.1%	24.2%	7,034	17,301	7,194	5,666	3,983	41,178	189
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	57.5%	20.6%	36.9%	18.7%	15.3%	8.4%	23.8%	9,022	15,439	7,585	6,208	3,346	41,600	N/A
Agree-disagree	27	The skill level in my work unit has improved in the past year.	56.6%	19.3%	37.2%	28.0%	9.1%	6.3%	15.4%	7,849	14,744	10,690	3,495	2,361	39,139	2,576
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	54.4%	17.2%	37.1%	21.8%	15.1%	8.7%	23.8%	7,308	15,315	8,740	6,042	3,375	40,780	N/A
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	53.9%	20.2%	33.6%	24.9%	11.0%	10.2%	21.2%	8,344	13,601	9,822	4,379	3,967	40,113	809
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	53.1%	14.3%	38.9%	22.3%	16.7%	7.8%	24.5%	6,137	16,057	8,889	6,667	3,053	40,803	N/A
Agree-disagree	18	My training needs are assessed.	53.0%	15.4%	37.6%	22.5%	14.9%	9.6%	24.5%	6,785	15,754	9,118	5,990	3,740	41,387	492
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	52.5%	14.0%	38.5%	22.2%	16.2%	9.1%	25.3%	6,115	15,979	8,886	6,310	3,470	40,760	N/A
Agree-disagree	31	Employees are recognized for providing high quality products and services.	51.9%	13.3%	38.6%	21.8%	15.7%	10.6%	26.3%	5,648	15,831	8,593	6,149	4,041	40,262	1,209
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	51.8%	16.5%	35.3%	26.0%	10.1%	12.1%	22.2%	6,522	13,457	9,485	3,691	4,348	37,503	3,495
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	49.4%	13.3%	36.1%	24.5%	13.1%	12.9%	26.0%	5,256	13,958	9,197	4,961	4,743	38,115	3,667
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	49.4%	14.0%	35.4%	23.4%	19.0%	8.2%	27.2%	6,026	14,701	9,327	7,545	3,187	40,786	N/A
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	43.9%	10.3%	33.6%	23.7%	20.2%	12.3%	32.5%	4,347	13,839	9,422	8,037	4,722	40,367	1,062
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	43.5%	10.3%	33.2%	15.4%	23.9%	17.2%	41.1%	4,408	13,927	6,289	9,873	6,926	41,423	113
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	42.7%	11.3%	31.3%	31.4%	16.3%	9.6%	25.9%	4,876	13,078	12,472	6,526	3,766	40,718	N/A

Core Survey

Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	41.6%	11.9%	29.8%	24.9%	18.0%	15.5%	33.5%	4,921	12,080	9,805	7,081	5,961	39,848	1,156
Agree-disagree	32	Creativity and innovation are rewarded.	40.2%	11.1%	29.1%	28.1%	18.8%	12.8%	31.7%	4,624	11,760	10,878	7,265	4,821	39,348	1,887
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	38.7%	13.4%	25.4%	24.9%	17.5%	18.9%	36.4%	5,462	10,144	9,664	6,769	7,039	39,078	2,364
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.2%	9.7%	28.5%	29.8%	18.0%	14.0%	31.9%	3,841	11,119	11,134	6,801	5,143	38,038	3,795
Agree-disagree	22	Promotions in my work unit are based on merit.	36.7%	10.0%	26.8%	29.0%	17.1%	17.1%	34.2%	4,067	10,611	10,977	6,433	6,289	38,377	3,382
Agree-disagree	21	My work unit is able to recruit people with the right skills.	36.6%	8.4%	28.1%	26.4%	21.1%	15.9%	37.0%	3,484	11,415	10,224	8,318	6,081	39,522	2,270
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.2%	8.7%	27.6%	30.2%	16.7%	16.9%	33.6%	3,237	10,075	10,549	5,939	5,862	35,662	6,165
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	35.9%	10.8%	25.1%	25.6%	20.9%	17.7%	38.5%	4,681	10,490	10,374	8,311	6,878	40,734	N/A
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	26.2%	6.7%	19.6%	29.4%	23.6%	20.8%	44.4%	2,669	7,723	11,286	9,066	7,788	38,532	2,832

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)
 ** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'
 The Dashboard only includes items 1-71.
 Percentages are weighted to represent the Agency's population.

72. Please select the response below that BEST describes your current teleworking schedule.	N	%
I telework very infrequently, on an unscheduled or short-term basis	5,014	11.2%
I telework, but only about 1 or 2 days per month	3,500	7.8%
I telework 1 or 2 days per week	8,171	19.4%
I telework 3 or 4 days per week	9,172	23.6%
I telework every work day	1,320	3.3%
I do not telework because I have to be physically present on the job	3,649	9.5%
I do not telework because of technical issues that prevent me from teleworking	1,719	4.6%
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	4,893	13.1%
I do not telework because I choose not to telework	2,979	7.5%
Total	40,417	100.0%

73. How satisfied are you with the following Work/Life programs in your agency? Telework	N	Satisfaction %	All Response Options %
Very Satisfied	15,273	51.0%	38.4%
Satisfied	9,559	31.1%	24.0%
Neither Satisfied nor Dissatisfied	3,209	10.7%	8.1%
Dissatisfied	1,221	3.9%	3.1%
Very Dissatisfied	954	3.3%	2.4%
Item Response Total	30,216	100.0%	75.9%
I choose not to participate in these programs	1,649	--	4.1%
These programs are not available to me	7,464	--	18.8%
I am unaware of these programs	457	--	1.1%
Total	39,786	100.0%	100.0%

74. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules	N	Satisfaction %	All Response Options %
Very Satisfied	14,242	46.6%	35.4%
Satisfied	10,350	34.1%	25.7%
Neither Satisfied nor Dissatisfied	3,952	13.5%	9.8%
Dissatisfied	881	3.0%	2.2%
Very Dissatisfied	799	2.8%	2.0%
Item Response Total	30,224	100.0%	75.1%
I choose not to participate in these programs	6,307	--	15.7%
These programs are not available to me	3,285	--	8.2%
I am unaware of these programs	450	--	1.1%
Total	40,266	100.0%	100.0%

75. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs	N	Satisfaction %	All Response Options %
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Work Life-Telework

Very Satisfied	8,702	25.7%	21.4%
Satisfied	14,576	44.6%	35.9%
Neither Satisfied nor Dissatisfied	7,022	21.8%	17.3%
Dissatisfied	1,597	5.0%	3.9%
Very Dissatisfied	868	2.8%	2.1%
Item Response Total	32,765	100.0%	80.6%
I choose not to participate in these programs	4,200	--	10.3%
These programs are not available to me	2,153	--	5.3%
I am unaware of these programs	1,525	--	3.8%
Total	40,643	100.0%	100.0%

76. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program	N	Satisfaction %	All Response Options %
Very Satisfied	5,695	20.8%	14.0%
Satisfied	9,802	36.9%	24.1%
Neither Satisfied nor Dissatisfied	9,954	37.3%	24.5%
Dissatisfied	748	2.9%	1.8%
Very Dissatisfied	536	2.1%	1.3%
Item Response Total	26,735	100.0%	65.8%
I choose not to participate in these programs	10,049	--	24.7%
These programs are not available to me	628	--	1.5%
I am unaware of these programs	3,209	--	7.9%
Total	40,621	100.0%	100.0%

77. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	2,364	13.9%	5.8%
Satisfied	3,688	22.4%	9.1%
Neither Satisfied nor Dissatisfied	9,322	57.1%	23.0%
Dissatisfied	572	3.4%	1.4%
Very Dissatisfied	479	3.1%	1.2%
Item Response Total	16,425	100.0%	40.5%
I choose not to participate in these programs	13,799	--	34.0%
These programs are not available to me	5,310	--	13.1%
I am unaware of these programs	5,047	--	12.4%
Total	40,581	100.0%	100.0%

78. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs	N	Satisfaction %	All Response Options %
Very Satisfied	1,678	11.3%	4.1%

Work Life-Telework

Satisfied	2,396	16.8%	5.9%
Neither Satisfied nor Dissatisfied	9,235	65.6%	22.8%
Dissatisfied	497	3.6%	1.2%
Very Dissatisfied	355	2.7%	0.9%
Item Response Total	14,161	100.0%	34.9%
I choose not to participate in these programs	12,934	--	31.9%
These programs are not available to me	4,794	--	11.8%
I am unaware of these programs	8,692	--	21.4%
Total	40,581	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

Demographics

<i>Where do you work?</i>	%
Headquarters	32.6%
Field	67.4%
Total	100.0%

<i>What is your supervisory status?</i>	%
Non-Supervisor	74.7%
Team Leader	8.6%
Supervisor	10.8%
Manager	4.3%
Senior Leader	1.6%
Total	100.0%

<i>Are you:</i>	%
Male	42.9%
Female	57.1%
Total	100.0%

<i>Are you Hispanic or Latino?</i>	%
Yes	10.1%
No	89.9%
Total	100.0%

<i>Please select the racial category or categories with which you most closely identify.</i>	%
American Indian or Alaska Native	1.1%
Asian	5.5%
Black or African American	19.4%
Native Hawaiian or Other Pacific Islander	0.5%
White	69.3%
Two or more races	4.2%
Total	100.0%

<i>What is the highest degree or level of education you have completed?</i>	%
Less than High School	0.2%
High School Diploma/GED or equivalent	7.0%
Trade or Technical Certificate	2.2%
Some College (no degree)	17.7%
Associate's Degree (e.g., AA, AS)	7.5%
Bachelor's Degree (e.g., BA, BS)	40.5%
Master's Degree (e.g., MA, MS, MBA)	19.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	6.0%
Total	100.0%

Demographics

<i>What is your pay category/grade?</i>	%
Federal Wage System	1.6%
GS 1-6	6.4%
GS 7-12	43.4%
GS 13-15	36.9%
Senior Executive Service	0.9%
Senior Level (SL) or Scientific or Professional (ST)	0.2%
Other	10.6%
Total	100.0%

<i>How long have you been with the Federal Government (excluding military service)?</i>	%
Less than 1 year	0.3%
1 to 3 years	4.8%
4 to 5 years	4.0%
6 to 10 years	21.0%
11 to 14 years	14.1%
15 to 20 years	15.0%
More than 20 years	40.8%
Total	100.0%

<i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i>	%
Less than 1 year	0.8%
1 to 3 years	8.0%
4 to 5 years	5.7%
6 to 10 years	23.2%
11 to 20 years	28.5%
More than 20 years	33.8%
Total	100.0%

<i>Are you considering leaving your organization within the next year, and if so, why?</i>	%
No	72.5%
Yes, to retire	8.8%
Yes, to take another job within the Federal Government	11.6%
Yes, to take another job outside the Federal Government	3.3%
Yes, other	3.7%
Total	100.0%

<i>I am planning to retire:</i>	%
Within one year	5.2%
Between one and three years	14.0%
Between three and five years	13.1%
Five or more years	67.7%
Total	100.0%

Demographics

Are you transgender?		%
Yes		0.5%
No		99.5%
Total		100.0%

Which one of the following do you consider yourself to be?		%
Straight, that is not gay or lesbian		93.7%
Gay or Lesbian		2.7%
Bisexual		1.0%
Something else		2.6%
Total		100.0%

What is your US military service status?		%
No Prior Military Service		86.2%
Currently in National Guard or Reserves		0.6%
Retired		3.4%
Separated or Discharged		9.8%
Total		100.0%

Are you an individual with a disability?		%
Yes		12.8%
No		87.2%
Total		100.0%

What is your age group?		%
25 and under		0.6%
26-29 years old		1.9%
30-39 years old		16.2%
40-49 years old		22.7%
50-59 years old		40.2%
60 years or older		18.4%
Total		100.0%

Percentages for demographic questions are unweighted.

Agency-Specific Questions

1. The work I perform over the course of the year closely reflects my performance plan.

	# of Respondents	Percent
	2018	2018
Completely Disagree	2,691	6.8%
Mostly Disagree	3,260	8.1%
Neutral	8,971	23.1%
Mostly Agree	15,752	38.5%
Completely Agree	9,516	23.6%
Total	40,190	100.0%

2. My supervisor and I agree about the day to day work priorities necessary to meet the organization's mission.

	# of Respondents	Percent
	2018	2018
Completely Disagree	2,846	7.1%
Mostly Disagree	2,673	6.8%
Neutral	7,419	19.2%
Mostly Agree	15,336	37.7%
Completely Agree	12,019	29.2%
Total	40,293	100.0%

3. My senior leaders do a good job of explaining the reasons behind major decisions.

	# of Respondents	Percent
	2018	2018
Completely Disagree	6,803	17.3%
Mostly Disagree	7,760	19.3%
Neutral	10,763	27.1%
Mostly Agree	10,300	24.9%
Completely Agree	4,712	11.2%
Total	40,338	100.0%

4. My senior leaders communicate effectively progress being made on the Treasury strategic plan and Bureau priorities.

	# of Respondents 2018	Percent 2018
Completely Disagree	6,493	16.5%
Mostly Disagree	6,988	17.4%
Neutral	12,534	31.7%
Mostly Agree	9,776	23.7%
Completely Agree	4,503	10.7%
Total	40,294	100.0%

5. When considering satisfaction with pay which factors take priority? (select 1 or more)

	# of Respondents 2018	Percent 2018
Current GS pay	23,809	60.8%
Access to next grade if on career ladder	14,682	37.7%
Quality step increase	13,982	36.4%
Within grade increase	13,773	35.0%
Performance awards	19,740	50.3%
Access to benefits	14,307	35.3%
Agency retirement contributions	14,934	36.7%
Total	115,227	--

6. I am empowered to identify risks within my organization.

	# of Respondents 2018	Percent 2018
Completely Disagree	3,382	8.8%
Mostly Disagree	4,606	11.7%
Neutral	12,698	33.0%
Mostly Agree	11,889	29.0%
Completely Agree	7,401	17.5%
Total	39,976	100.0%

7. In the last 6 months my supervisor has met with my work unit to hold an open discussion on how we might improve our performance as a team.

	# of Respondents	Percent
	2018	2018
Completely Disagree	4,287	10.9%
Mostly Disagree	4,321	10.7%
Neutral	7,544	19.1%
Mostly Agree	11,976	29.8%
Completely Agree	12,004	29.5%
Total	40,132	100.0%

Demographic

Are you a bargaining unit employee?

	# of Respondents	Unweighted Percent
	2018	2018
Yes	23,517	60.0%
No	15,698	40.0%
Total	39,215	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency’s population, unless otherwise noted.

Source: Federal Employee Viewpoint Survey

2018 Federal Employee Viewpoint Survey Item Changes

2018 Item Text and Response Options	2017 Item Text and Response Options
(12) I know how my work relates to the agency's goals.	(12) I know how my work relates to the agency's goals and priorities.
(29) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.
(56) Managers communicate the goals of the organization.	(56) Managers communicate the goals and priorities of the organization.
Item removed from 2018 FEVS	<p>(72) Have you been notified whether or not you are eligible to telework?</p> <ul style="list-style-type: none"> • Yes, I was notified that I was eligible to telework • Yes, I was notified that I was not eligible to telework • No, I was not notified of my telework eligibility • Not sure if I was notified of my telework eligibility
<p>(72) Please select the response below that BEST describes your current teleworking schedule.</p> <ul style="list-style-type: none"> • I telework very infrequently, on an unscheduled or short-term basis • I telework, but only about 1 or 2 days per month • I telework 1 or 2 days per week • I telework 3 or 4 days per week • I telework every work day • I do not telework because I have to be physically present on the job (e.g. Law Enforcement Officers, Park Rangers, Security Personnel) • I do not telework because of technical issues (e.g. connectivity, inadequate equipment) that prevent me from teleworking • 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 • I do not telework because I choose not to telework 	<p>(73) Please select the response below that BEST describes your current teleworking situation.</p> <ul style="list-style-type: none"> • I telework 3 or more days per week • I telework 1 or 2 days per week • I telework, but no more than 1 or 2 days per month • I telework very infrequently, on an unscheduled or short-term basis • I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel) • I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking • 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 • I do not telework because I choose not to telework

<p>(73-78) How satisfied are you with the following Work/Life programs in your agency? Note: 2017 FEVS items 74-84 were combined (participation - satisfaction); new response scale for these items is displayed below item 78.</p>	<p>(74-78) Do you participate in the following Work/Life programs? Note: Response scale for these items is displayed below item 78.</p>	<p>(79-84) How satisfied are you with the following Work/Life programs in your agency? Note: Response scale for these items is displayed below item 84.</p>
(73) Telework	N/A	(79) Telework
(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)	(74) Alternative Work Schedules (AWS)	(80) Alternative Work Schedules (AWS)
(75) Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)	(75) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	(81) Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)
(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)	(76) Employee Assistance Program (EAP)	(82) Employee Assistance Program (EAP)
(77) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)	(77) Child Care Programs (for example, daycare, parenting classes, parenting support groups)	(83) Child Care Programs (for example, daycare, parenting classes, parenting support groups)
(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)	(84) Elder Care Programs (for example, elder/adult care, support groups, speakers)
<ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in these programs • These programs are not available to me • I am unaware of these programs 	<ul style="list-style-type: none"> • Yes • No • Not available to me 	<ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • No Basis to Judge
<p>(90) Are you transgender?</p> <ul style="list-style-type: none"> • Yes • No 	Not a separate item in 2017 FEVS	

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

- Straight, that is not gay or lesbian
- Gay or Lesbian
- Bisexual
- Something else

(96) Do you consider yourself to be one or more of the following? (Mark all that apply)

- Heterosexual or Straight
- Gay or Lesbian
- Bisexual
- Transgender
- I prefer not to say