



FIELD PERIOD	May 14 - June 25, 2019
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS	41,771
NUMBER OF SURVEYS	76,305
RESPONSE RATE	54.7%

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

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

Engagement Index Score

2019 ENGAGEMENT INDEX		
69%		
LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE
58%	79%	71%

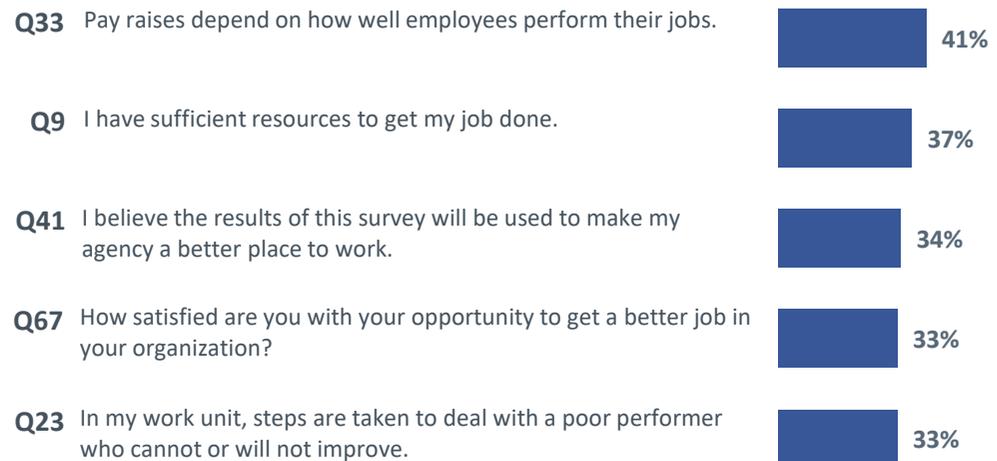
Highest % Positive Items

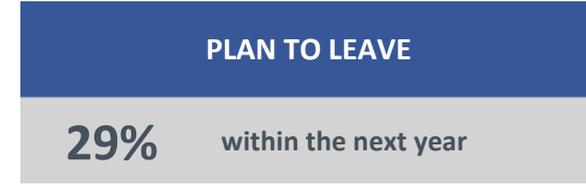
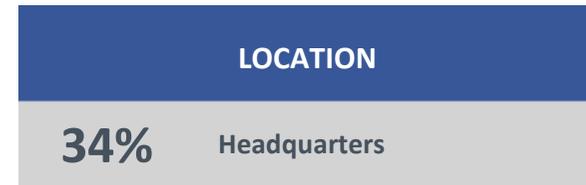
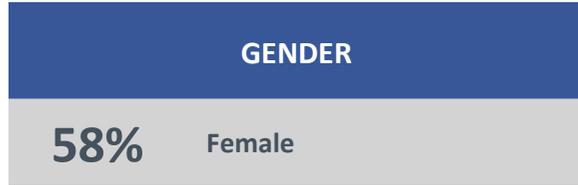
Select: Highest % Positive



Highest % Negative Items

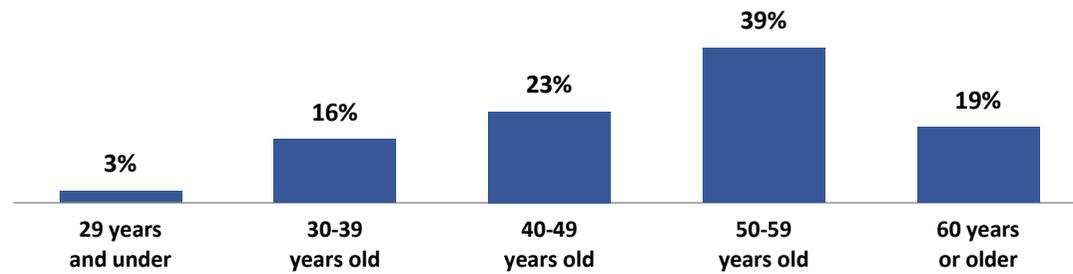
Select: Highest % Negative





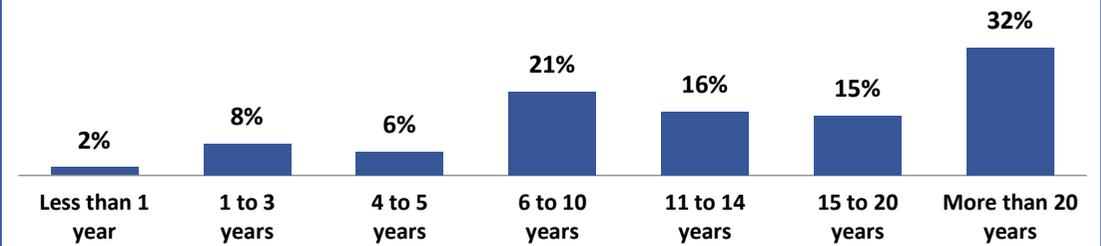
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade





Annual Employee Survey (AES) Report

Department of the Treasury

Select: Largest Increases since 2018 ▼

Largest Increases in Percent Positive since 2018

56

items increased since 2018

	2016	2017	2018	2019	Percentage Point Change
Q67 How satisfied are you with your opportunity to get a better job in your organization?	33%	35%	36%	42%	+6
Q21 My work unit is able to recruit people with the right skills.	35%	36%	37%	42%	+5
Q9 I have sufficient resources to get my job done.	44%	45%	43%	48%	+5
Q22 Promotions in my work unit are based on merit.	36%	37%	37%	40%	+3
Q33 Pay raises depend on how well employees perform their jobs.	24%	26%	26%	29%	+3

Select: Largest Decreases since 2018 ▼

Largest Decreases in Percent Positive since 2018

1

item decreased since 2018

	2016	2017	2018	2019	Percentage Point Change
Q50 In the last six months, my supervisor has talked with me about my performance.	83%	83%	83%	82%	-1

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	1	*I am given a real opportunity to improve my skills in my organization.	64.4%	21.4%	43.1%	15.9%	13.1%	6.5%	19.6%	9,323	17,967	6,394	5,227	2,525	41,436	N/A
Agree-disagree	2	I have enough information to do my job well.	70.0%	19.3%	50.7%	14.2%	11.6%	4.2%	15.8%	8,314	21,147	5,733	4,688	1,663	41,545	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	58.9%	22.2%	36.7%	18.9%	14.5%	7.7%	22.2%	9,589	15,240	7,623	5,822	3,045	41,319	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	71.8%	28.6%	43.2%	14.9%	8.2%	5.1%	13.3%	12,246	17,980	6,028	3,309	2,005	41,568	N/A
Agree-disagree	5	I like the kind of work I do.	80.3%	35.8%	44.5%	12.5%	4.5%	2.8%	7.2%	15,095	18,446	5,016	1,811	1,081	41,449	N/A
Agree-disagree	6	I know what is expected of me on the job.	82.9%	33.1%	49.8%	9.4%	4.9%	2.8%	7.7%	13,907	20,575	3,872	2,067	1,121	41,542	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	94.4%	58.6%	35.8%	3.8%	0.9%	1.0%	1.9%	24,775	14,581	1,486	362	371	41,575	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	88.9%	46.3%	42.5%	9.0%	1.3%	0.9%	2.2%	19,515	17,616	3,644	521	346	41,642	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	47.7%	11.9%	35.8%	15.8%	22.0%	14.5%	36.5%	4,997	14,871	6,428	9,054	5,877	41,227	117
Agree-disagree	10	*My workload is reasonable.	60.5%	13.9%	46.6%	15.6%	14.2%	9.8%	23.9%	5,835	19,318	6,389	5,945	3,946	41,433	88
Agree-disagree	11	*My talents are used well in the workplace.	59.2%	17.7%	41.5%	17.7%	13.6%	9.5%	23.1%	7,510	17,193	7,037	5,459	3,733	40,932	215
Agree-disagree	12	*I know how my work relates to the agency's goals.	83.7%	30.9%	52.8%	10.1%	3.6%	2.6%	6.2%	13,130	21,648	4,045	1,476	1,057	41,356	168
Agree-disagree	13	The work I do is important.	89.5%	47.0%	42.5%	7.1%	1.9%	1.6%	3.5%	19,534	17,532	2,895	807	633	41,401	108
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	65.6%	24.0%	41.6%	14.2%	11.9%	8.3%	20.2%	10,311	17,315	5,724	4,790	3,253	41,393	264
Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	75.7%	33.2%	42.5%	11.6%	7.1%	5.6%	12.7%	13,756	17,532	4,703	2,934	2,282	41,207	403
Agree-disagree	16	I am held accountable for achieving results.	84.6%	33.6%	51.1%	11.0%	2.6%	1.8%	4.3%	14,141	21,043	4,369	1,040	715	41,308	236
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.1%	31.0%	38.2%	16.9%	6.7%	7.3%	14.0%	12,851	15,161	6,433	2,592	2,764	39,801	1,759
Agree-disagree	18	My training needs are assessed.	53.7%	16.5%	37.2%	22.5%	14.4%	9.5%	23.9%	7,158	15,484	9,032	5,766	3,717	41,157	458
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	77.8%	38.6%	39.1%	10.6%	6.5%	5.1%	11.6%	15,599	15,894	4,332	2,747	2,111	40,683	877
Agree-disagree	20	*The people I work with cooperate to get the job done.	79.0%	35.7%	43.2%	11.4%	6.5%	3.1%	9.7%	15,128	17,957	4,509	2,619	1,231	41,444	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	41.6%	9.9%	31.7%	27.0%	19.1%	12.3%	31.4%	4,011	12,590	10,271	7,410	4,674	38,956	2,316
Agree-disagree	22	Promotions in my work unit are based on merit.	39.9%	11.3%	28.7%	28.4%	16.1%	15.5%	31.7%	4,526	11,158	10,582	6,017	5,653	37,936	3,289
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	37.2%	9.5%	27.7%	30.0%	16.9%	15.8%	32.8%	3,479	9,951	10,364	5,888	5,364	35,046	6,209
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	40.6%	10.6%	30.0%	29.7%	16.6%	13.1%	29.7%	4,159	11,526	10,928	6,186	4,717	37,516	3,777
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	51.9%	14.5%	37.4%	24.3%	12.2%	11.6%	23.8%	5,639	14,167	8,996	4,555	4,204	37,561	3,665
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	81.9%	33.7%	48.2%	9.8%	4.6%	3.7%	8.3%	14,121	19,776	3,906	1,875	1,445	41,123	191
Agree-disagree	27	The skill level in my work unit has improved in the past year.	58.4%	20.8%	37.6%	27.0%	8.5%	6.1%	14.7%	8,267	14,593	10,169	3,265	2,258	38,552	2,603
Good-poor	28	How would you rate the overall quality of work done by your work unit?	85.7%	45.5%	40.2%	11.5%	1.8%	1.0%	2.8%	19,151	16,444	4,513	699	393	41,200	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	79.7%	32.5%	47.3%	11.9%	5.7%	2.7%	8.4%	13,437	19,250	4,635	2,289	1,015	40,626	661
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	46.0%	11.5%	34.5%	23.9%	18.8%	11.3%	30.1%	4,729	13,960	9,335	7,376	4,299	39,699	1,132
Agree-disagree	31	Employees are recognized for providing high quality products and services.	53.6%	14.3%	39.3%	21.4%	15.2%	9.8%	25.0%	5,962	15,862	8,269	5,882	3,681	39,656	1,188
Agree-disagree	32	Creativity and innovation are rewarded.	42.1%	12.2%	29.9%	28.3%	17.7%	11.9%	29.6%	4,966	11,812	10,773	6,720	4,396	38,667	1,892
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	29.3%	7.5%	21.8%	29.3%	22.6%	18.8%	41.4%	2,960	8,423	11,061	8,555	6,970	37,969	2,807
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	59.9%	19.3%	40.6%	26.9%	6.5%	6.7%	13.2%	7,465	15,126	9,652	2,300	2,308	36,851	3,921
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	74.3%	23.7%	50.7%	14.3%	6.5%	4.8%	11.3%	10,056	20,343	5,514	2,428	1,789	40,130	755

Agree-disagree	36	My organization has prepared employees for potential security threats.	80.8%	25.1%	55.6%	11.7%	4.5%	3.1%	7.6%	10,489	22,323	4,570	1,740	1,164	40,286	404
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	59.0%	21.3%	37.6%	20.9%	9.6%	10.5%	20.1%	8,470	14,335	7,730	3,582	3,804	37,921	2,892
Agree-disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	69.3%	27.2%	42.1%	19.0%	5.0%	6.7%	11.7%	10,420	15,354	6,619	1,761	2,318	36,472	4,193
Agree-disagree	39	My agency is successful at accomplishing its mission.	73.0%	22.2%	50.7%	18.3%	5.0%	3.6%	8.7%	9,218	20,124	6,938	1,916	1,351	39,547	1,240
Agree-disagree	40	*I recommend my organization as a good place to work.	66.9%	25.3%	41.6%	18.9%	9.1%	5.2%	14.2%	10,738	16,972	7,449	3,648	2,009	40,816	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	40.7%	14.4%	26.3%	24.9%	16.9%	17.5%	34.4%	5,719	10,321	9,524	6,414	6,504	38,482	2,370
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	84.9%	50.0%	34.9%	7.8%	3.4%	3.8%	7.2%	20,705	13,999	3,021	1,319	1,444	40,488	234
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	73.3%	39.0%	34.3%	14.6%	6.6%	5.5%	12.1%	16,183	13,808	5,694	2,598	2,117	40,400	300
Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	72.8%	38.2%	34.6%	14.6%	6.4%	6.1%	12.6%	15,610	13,846	5,748	2,567	2,372	40,143	501
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	75.8%	41.0%	34.8%	17.0%	2.9%	4.2%	7.1%	15,642	12,996	6,172	1,032	1,468	37,310	3,338
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	72.3%	36.8%	35.4%	15.2%	6.7%	5.8%	12.5%	15,149	14,302	6,057	2,672	2,255	40,435	252
Agree-disagree	47	Supervisors in my work unit support employee development.	73.7%	38.2%	35.5%	14.1%	6.0%	6.2%	12.2%	15,703	14,230	5,423	2,284	2,334	39,974	726
Agree-disagree	48	My supervisor listens to what I have to say.	81.5%	46.5%	35.0%	9.4%	5.3%	3.7%	9.1%	19,252	14,077	3,704	2,106	1,446	40,585	N/A
Agree-disagree	49	My supervisor treats me with respect.	85.8%	52.0%	33.8%	7.4%	3.5%	3.4%	6.9%	21,498	13,505	2,896	1,393	1,301	40,593	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	82.3%	44.8%	37.5%	9.2%	5.6%	2.9%	8.5%	18,654	15,096	3,564	2,172	1,097	40,583	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	74.7%	45.0%	29.8%	13.3%	5.9%	6.0%	11.9%	18,664	11,998	5,241	2,337	2,335	40,575	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.7%	51.1%	27.7%	13.1%	4.2%	3.9%	8.1%	20,988	11,182	5,189	1,658	1,513	40,530	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	44.1%	13.3%	30.8%	24.8%	17.0%	14.2%	31.1%	5,370	12,233	9,580	6,584	5,379	39,146	1,175
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	53.4%	17.7%	35.6%	25.9%	9.5%	11.3%	20.8%	6,831	13,278	9,301	3,401	4,014	36,825	3,471
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	69.4%	24.9%	44.5%	19.6%	5.1%	5.9%	11.0%	9,633	16,700	7,055	1,797	2,061	37,246	2,822
Agree-disagree	56	*Managers communicate the goals of the organization.	70.9%	21.4%	49.5%	16.3%	6.9%	5.9%	12.8%	8,732	19,596	6,315	2,704	2,252	39,599	606
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	70.1%	21.6%	48.6%	19.2%	5.4%	5.3%	10.7%	8,366	18,254	7,025	2,041	1,892	37,578	2,657
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	60.5%	19.7%	40.7%	20.3%	10.5%	8.7%	19.2%	7,829	15,760	7,604	3,944	3,215	38,352	1,939
Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	62.2%	20.7%	41.5%	20.2%	9.3%	8.2%	17.5%	8,156	15,906	7,417	3,446	2,972	37,897	2,089
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66.2%	30.8%	35.5%	19.8%	6.7%	7.3%	13.9%	11,713	13,187	7,180	2,412	2,578	37,070	3,169
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	56.4%	22.3%	34.0%	24.2%	9.9%	9.6%	19.5%	8,982	13,436	9,363	3,903	3,673	39,357	837
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	60.2%	24.1%	36.2%	24.1%	7.9%	7.8%	15.7%	8,996	13,273	8,452	2,761	2,668	36,150	4,050
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	51.6%	15.3%	36.2%	23.1%	17.4%	7.8%	25.3%	6,403	14,714	9,065	6,820	3,011	40,013	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	55.3%	15.7%	39.6%	22.0%	15.5%	7.2%	22.8%	6,567	15,987	8,593	6,094	2,792	40,033	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	56.1%	18.3%	37.8%	21.6%	14.2%	8.1%	22.3%	7,619	15,217	8,442	5,592	3,114	39,984	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	45.0%	13.0%	32.0%	30.5%	15.4%	9.2%	24.6%	5,420	13,024	11,926	6,052	3,565	39,987	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	41.5%	13.1%	28.4%	25.0%	18.7%	14.7%	33.4%	5,475	11,498	9,960	7,334	5,674	39,941	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	53.4%	15.1%	38.3%	21.6%	15.9%	9.1%	25.0%	6,405	15,543	8,509	6,115	3,436	40,008	N/A

Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	68.9%	22.9%	46.0%	16.9%	9.2%	5.0%	14.2%	9,432	18,415	6,588	3,592	1,927	39,954	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	61.0%	19.2%	41.9%	16.3%	14.7%	8.0%	22.7%	7,945	16,844	6,370	5,762	3,040	39,961	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	60.9%	17.4%	43.4%	20.7%	12.0%	6.4%	18.4%	7,252	17,369	7,967	4,640	2,438	39,666	N/A

* 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. Currently, in my work unit poor performers usually:	N	%
Remain in the work unit and improve their performance over time	6,470	22.9%
Remain in the work unit and continue to underperform	13,572	48.8%
Leave the work unit - removed or transferred	1,597	5.5%
Leave the work unit - quit	495	1.7%
There are no poor performers in my work unit	5,908	21.1%
Item Response Total	28,042	100.0%
Do not know	11,960	--
Total	40,002	100.0%

Percentages are weighted to represent the Agency's population.

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your	N	%
The shutdown had no impact on my working/pay status	7,781	16.0%
I did not work and did not receive pay until after the lapse ended	20,567	54.3%
I worked some of the shutdown but did not receive pay until after the lapse ended	6,461	16.6%
I worked for the entirety of the shutdown but did not receive pay until after the lapse ended	3,858	9.6%
Other, not listed above	1,325	3.5%
Total	39,992	100.0%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?	N	%
It had no impact	8,904	20.8%
A slightly negative impact	6,011	15.4%
A moderately negative impact	8,943	23.3%
A very negative impact	7,674	20.4%
An extremely negative impact	7,306	20.1%
Total	38,838	100.0%

If the response to item 74 was "It had no impact", item 75 was skipped.

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)	N	%
Unmanageable workload	11,939	40.4%
Missed deadlines	17,943	60.8%
Unrecoverable loss of work	6,442	21.8%
Reduced customer service	16,212	54.5%
Delayed work	23,172	77.6%
Reduced work quality	10,282	35.5%
Cutback of critical work	7,003	23.4%
Time lost in restarting work	17,005	57.0%
Unmet statutory requirements	4,473	15.7%
Other	5,483	18.6%
Total (percents will add to more than 100% because respondents could choose more than one response option)	29,731	--

76. Are you looking for another job because of the partial government shutdown?	N	%
I am looking for another job <u>specifically</u> because of the shutdown	915	2.5%
I am looking for another job, but the shutdown is <u>only one</u> of the reasons	3,286	8.8%
I am looking for another job, but the shutdown had <u>no influence</u> on that decision	5,569	14.1%
I am <u>not</u> looking for another job currently	29,866	74.5%
Total	39,636	100.0%

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.	N	%
	7,292	19.4%
	13,101	35.9%
	7,766	22.1%
	4,129	11.9%
	3,546	10.6%
Item Response Total	35,834	100.0%
	4,060	--
Total	39,894	100.0%

Percentages are weighted to represent the Agency's population.

78. Please select the response below that BEST describes your current teleworking schedule.	2019		2018	
	N	%	N	%
	4,446	10.2%	5,014	11.2%
	3,012	6.8%	3,500	7.8%
	7,629	18.5%	8,171	19.4%
	10,171	26.3%	9,172	23.6%
	883	2.2%	1,320	3.3%
	3,447	9.3%	3,649	9.5%
	1,603	4.3%	1,719	4.6%
	5,296	14.6%	4,893	13.1%
	3,010	7.8%	2,979	7.5%
	39,497	100.0%	40,417	100.0%

79. How satisfied are you with the Telework program in your agency?	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	13,575	46.4%	33.5%	15,273	51.0%	37.9%
Satisfied	9,673	32.3%	23.3%	9,559	31.1%	23.1%
Neither Satisfied nor Dissatisfied	3,248	11.0%	8.0%	3,209	10.7%	8.0%
Dissatisfied	1,709	5.8%	4.2%	1,221	3.9%	2.9%
Very Dissatisfied	1,281	4.5%	3.3%	954	3.3%	2.4%
	29,486	100.0%	72.2%	30,216	100.0%	74.3%
I choose not to participate in this program	1,376	--	3.5%	1,649	--	4.2%
This program is not available to me	8,172	--	22.3%	7,464	--	20.2%
I am unaware of this program	708	--	2.0%	457	--	1.3%
	39,742	100.0%	100.0%	39,786	100.0%	100.0%

80. 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):	2019	
	N	%
	18,531	46.0%
	9,861	24.4%
	3,476	9.1%
	817	2.0%
	185	0.4%
	15,519	40.0%
	39,502	--

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

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	13,334	45.6%	32.9%	14,242	46.6%	34.8%
Satisfied	10,009	34.6%	25.0%	10,350	34.1%	25.4%
Neither Satisfied nor Dissatisfied	3,967	14.3%	10.3%	3,952	13.5%	10.0%
Dissatisfied	850	3.1%	2.2%	881	3.0%	2.3%
Very Dissatisfied	661	2.5%	1.8%	799	2.8%	2.1%
	28,821	100.0%	72.3%	30,224	100.0%	74.6%
I choose not to participate in these programs	6,908	--	17.6%	6,307	--	16.1%
These programs are not available to me	3,129	--	8.2%	3,285	--	8.2%
I am unaware of these programs	716	--	1.9%	450	--	1.1%
	39,574	100.0%	100.0%	40,266	100.0%	100.0%

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	6,656	24.4%	16.4%	8,702	25.7%	20.7%
Satisfied	11,736	44.3%	29.7%	14,576	44.6%	35.9%
Neither Satisfied nor Dissatisfied	6,570	25.5%	17.1%	7,022	21.8%	17.6%
Dissatisfied	953	3.7%	2.5%	1,597	5.0%	4.1%
Very Dissatisfied	534	2.1%	1.4%	868	2.8%	2.3%
	26,449	100.0%	67.1%	32,765	100.0%	80.5%
I choose not to participate in these programs	8,539	--	21.4%	4,200	--	10.3%
These programs are not available to me	2,106	--	5.4%	2,153	--	5.4%
I am unaware of these programs	2,283	--	6.1%	1,525	--	3.8%
	39,377	100.0%	100.0%	40,643	100.0%	100.0%

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	3,603	17.8%	9.2%	5,695	20.8%	13.8%
Satisfied	6,681	33.7%	17.4%	9,802	36.9%	24.5%
Neither Satisfied nor Dissatisfied	8,710	43.7%	22.5%	9,954	37.3%	24.8%
Dissatisfied	563	2.9%	1.5%	748	2.9%	1.9%
Very Dissatisfied	360	1.9%	1.0%	536	2.1%	1.4%
	19,917	100.0%	51.6%	26,735	100.0%	66.6%
I choose not to participate in these programs	15,351	--	37.9%	10,049	--	23.9%
These programs are not available to me	720	--	1.9%	628	--	1.6%
I am unaware of these programs	3,283	--	8.6%	3,209	--	7.9%
	39,271	100.0%	100.0%	40,621	100.0%	100.0%

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	1,494	11.5%	3.7%	2,364	13.9%	5.6%
Satisfied	2,523	19.7%	6.4%	3,688	22.4%	9.1%
Neither Satisfied nor Dissatisfied	7,995	63.6%	20.7%	9,322	57.1%	23.1%
Dissatisfied	331	2.7%	0.9%	572	3.4%	1.4%
Very Dissatisfied	304	2.5%	0.8%	479	3.1%	1.3%
	12,647	100.0%	32.6%	16,425	100.0%	40.5%
I choose not to participate in these programs	17,733	--	44.1%	13,799	--	33.2%
These programs are not available to me	4,426	--	11.7%	5,310	--	13.5%
I am unaware of these programs	4,374	--	11.6%	5,047	--	12.8%
	39,180	100.0%	100.0%	40,581	100.0%	100.0%

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	994	8.8%	2.5%	1,678	11.3%	3.9%
Satisfied	1,606	14.5%	4.1%	2,396	16.8%	5.9%
Neither Satisfied nor Dissatisfied	7,897	72.5%	20.5%	9,235	65.6%	22.9%
Dissatisfied	251	2.4%	0.7%	497	3.6%	1.3%
Very Dissatisfied	191	1.9%	0.5%	355	2.7%	0.9%
	10,939	100.0%	28.3%	14,161	100.0%	34.9%
I choose not to participate in these programs	17,001	--	42.4%	12,934	--	30.9%
These programs are not available to me	3,783	--	10.0%	4,794	--	12.3%
I am unaware of these programs	7,282	--	19.3%	8,692	--	22.0%
	39,005	100.0%	100.0%	40,581	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

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

My Employment Demographics

Where do you work?	%
Headquarters	34.1%
Field	65.9%
Total	100.0%

What is your supervisory status?	%
Senior Leader	1.8%
Manager	5.3%
Supervisor	10.2%
Team Leader	9.5%
Non-Supervisor	73.2%
Total	100.0%

What is your pay category/grade?	%
Federal Wage System	1.5%
GS 1-6	6.5%
GS 7-12	43.3%
GS 13-15	36.4%
Senior Executive Service	0.9%
Senior Level (SL) or Scientific or Professional (ST)	0.3%
Other	11.1%
Total	100.0%

What is your US military service status?	%
No Prior Military Service	86.8%
Currently in National Guard or Reserves	0.5%
Retired	3.4%
Separated or Discharged	9.3%
Total	100.0%

How long have you been with the Federal Government (excluding military service)?	%
Less than 1 year	0.6%
1 to 3 years	5.3%
4 to 5 years	4.5%
6 to 10 years	19.2%
11 to 14 years	16.3%
15 to 20 years	15.1%
More than 20 years	38.9%
Total	100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	%
Less than 1 year	1.6%
1 to 3 years	8.1%
4 to 5 years	6.0%
6 to 10 years	21.1%
11 to 14 years	16.2%
15 to 20 years	14.6%
More than 20 years	32.5%
Total	100.0%

Are you considering leaving your organization within the next year, and if so, why?	%
No	70.9%
Yes, to retire	8.7%
Yes, to take another job within the Federal Government	13.7%
Yes, to take another job outside the Federal Government	3.3%
Yes, other	3.4%

Trend Core Survey

Total	100.0%
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<i>I am planning to retire:</i>	%
Within one year	5.5%
Between one and three years	13.6%
Between three and five years	12.8%
Five or more years	68.1%
Total	100.0%

My Personal Demographics

<i>Are you of Hispanic, Latino, or Spanish origin?</i>	%
Yes	10.7%
No	89.3%
Total	100.0%

<i>Please select the racial category or categories with which you most closely identify.</i>	%
White	68.9%
Black or African American	19.6%
All other races	11.5%
Total	100.0%

<i>What is your age group?</i>	%
29 years and under	2.7%
30-39 years old	16.0%
40-49 years old	22.7%
50-59 years old	39.4%
60 years or older	19.3%
Total	100.0%

<i>What is the highest degree or level of education you have completed?</i>	%
Less than High School/ High School Diploma/ GED	7.4%
Certification/ Some College/ Associate's Degree	27.9%
Bachelor's Degree	39.6%
Advanced Degrees (Post Bachelor's Degree)	25.1%
Total	100.0%

<i>Are you an individual with a disability?</i>	%
Yes	12.1%
No	87.9%
Total	100.0%

<i>Are you:</i>	%
Male	42.4%
Female	57.6%
Total	100.0%

<i>Are you transgender?</i>	%
Yes	0.5%
No	99.5%
Total	100.0%

<i>Which one of the following do you consider yourself to be?</i>	%
Straight, that is not gay or lesbian	93.9%
Gay or Lesbian	2.7%
Bisexual	1.0%
Something else	2.4%
Total	100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to My Employment Demographics.

Agency-Specific Questions

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

	# of Respondents	Percent
	2019	2019
Completely Disagree	2,675	6.9%
Mostly Disagree	3,138	8.1%
Neutral	7,772	20.5%
Mostly Agree	15,340	38.7%
Completely Agree	10,234	25.8%
Total	39,159	100.0%

2. My supervisor and I agree about the day to day work priorities.

	# of Respondents	Percent
	2019	2019
Completely Disagree	2,764	7.1%
Mostly Disagree	2,530	6.6%
Neutral	6,141	16.3%
Mostly Agree	14,917	37.7%
Completely Agree	12,946	32.2%
Total	39,298	100.0%

3. My senior leaders effectively explain the reasons behind major decisions.

	# of Respondents	Percent
	2019	2019
Completely Disagree	5,615	15.0%
Mostly Disagree	7,537	19.8%
Neutral	10,541	27.8%
Mostly Agree	10,052	25.4%
Completely Agree	4,828	12.1%
Total	38,573	100.0%

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

	# of Respondents	Percent
	2019	2019
Completely Disagree	5,492	14.3%
Mostly Disagree	7,070	18.1%
Neutral	12,530	32.3%
Mostly Agree	9,780	24.2%
Completely Agree	4,523	11.1%
Total	39,395	100.0%

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

	# of Respondents	Percent
	2019	2019
Completely Disagree	4,015	10.4%
Mostly Disagree	4,994	13.0%
Neutral	10,928	28.8%
Mostly Agree	12,273	30.6%
Completely Agree	7,126	17.2%
Total	39,336	100.0%

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

	# of Respondents	Percent
	2019	2019
Completely Disagree	4,868	12.4%
Mostly Disagree	4,899	12.4%
Neutral	7,032	18.2%
Mostly Agree	12,002	30.4%
Completely Agree	10,636	26.5%
Total	39,437	100.0%

7. Managers consider how changes impact their employees as part of their decision making.

	# of Respondents	Percent
	2019	2019
Completely Disagree	5,602	14.7%
Mostly Disagree	6,112	15.7%
Neutral	10,234	26.7%
Mostly Agree	10,962	27.3%
Completely Agree	6,318	15.6%
Total	39,228	100.0%

8. Are you a bargaining unit employee?

	# of Respondents	Percent
	2019	2019
Yes	23,371	63.0%
No	15,296	37.0%
Total	38,667	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: 2019 OPM Federal Employee Viewpoint Survey

**Office of Personnel Management Federal Employee Viewpoint Survey
2019 Item Change Summary**

2019 Item Text and Response Options	2018 Item Text and Response Options
<p>(72) Currently, in my work unit poor performers usually:</p> <ul style="list-style-type: none"> • Remain in the work unit and improve their performance over time • Remain in the work unit and continue to underperform • Leave the work unit - removed or transferred • Leave the work unit - quit • There are no poor performers in my work unit • Do not know 	Not in 2018 OPM FEVS
<p>(73) Which of the following best describes the impact of the partial government shutdown (December 22, 2018 – January 25, 2019) on your working/pay status?</p> <ul style="list-style-type: none"> • The shutdown had no impact on my working/pay status • I did not work and did not receive pay until after the lapse ended • I worked some of the shutdown but did not receive pay until after the lapse ended • I worked for the entirety of the shutdown but did not receive pay until after the lapse ended • Other, not listed above 	Not in 2018 OPM FEVS
<p>(74) How was your everyday work impacted during (if you worked) or after the partial government shutdown?</p> <ul style="list-style-type: none"> • It had no impact • A slightly negative impact • A moderately negative impact • A very negative impact • An extremely negative impact 	Not in 2018 OPM FEVS
<p>(75) In what ways did the partial government shutdown negatively affect your work? (Check all that apply)</p> <ul style="list-style-type: none"> • Unmanageable workload • Missed deadlines • Unrecoverable loss of work • Reduced customer service • Delayed work • Reduced work quality • Cutback of critical work • Time lost in restarting work • Unmet statutory requirements • Other 	Not in 2018 OPM FEVS

<p>(76) Are you looking for another job because of the partial government shutdown?</p> <ul style="list-style-type: none"> • I am looking for another job specifically because of the shutdown • I am looking for another job, but the shutdown is only one of the reasons • I am looking for another job, but the shutdown had no influence on that decision • I am not looking for another job currently 	<p>Not in 2018 OPM FEVS</p>
<p>(77) My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.</p> <ul style="list-style-type: none"> • Strongly Agree • Agree • Neither Agree nor Disagree • Disagree • Strongly Disagree • No support required 	<p>Not in 2018 OPM FEVS</p>
<p>(79) How satisfied are you with the Telework program in your agency?</p> <ul style="list-style-type: none"> • Very satisfied • Satisfied • Neither Satisfied nor Dissatisfied • Dissatisfied • Very Dissatisfied • I choose not to participate in this program • This program is not available to me • I am unaware of this program 	<p>(73) How satisfied are you with the following Work/Life programs in your agency? Telework</p> <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
<p>(80) 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):</p> <ul style="list-style-type: none"> • Alternative Work Schedules (for example, compressed work schedule, flexible work schedule) • Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, Health and wellness fair) • Employee Assistance Program – EAP (for example, short-term counseling, referral services, legal services, information services) • Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account) • Elder Care Programs (for example, elder/adult care, support groups, resources) • None listed above 	<p>Not in 2018 OPM FEVS</p>
<p>(81-85) How satisfied are you with the following Work-Life programs in your agency?</p> <p>(81) Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)</p> <p>(83) Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)</p>	<p>(73-78) How satisfied are you with the following Work/Life programs in your agency?</p> <p>(74) Alternative Work Schedules (AWS, for example, compressed work schedule or flexible work schedule)</p> <p>(76) Employee Assistance Program (EAP, for example, short-term counseling, referral services, legal services, information services)</p>

<p>(84) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)</p>	<p>(77) Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, flexible spending account)</p>
<p>(85) Elder Care Programs (for example, elder/adult care, support groups, resources)</p>	<p>(78) Elder Care Programs (for example, elder/adult care, support groups, speakers)</p>
<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"> • 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
<p>(87) What is your supervisory status?</p> <ul style="list-style-type: none"> • Senior Leader: You are the head of a department/agency or a member of the immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment, and typically is a member of the Senior Executive Service or equivalent. • Manager: You are in a management position and supervise one or more supervisors. • Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave approval. • Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals. • Non-Supervisor : You do not supervise other employees. 	<p>(80) What is your supervisory status?</p> <ul style="list-style-type: none"> • Non-Supervisor : You do not supervise other employees. • Team Leader: You are not an official supervisor; you provide employees with day-to-day guidance in work projects, but do not have supervisory responsibilities or conduct performance appraisals. • Supervisor: You are a first-line supervisor who is responsible for employees' performance appraisals and leave approval. • Manager: You are in a management position and supervise one or more supervisors. • Senior Leader: You are the head of a department/agency or a member of the immediate leadership team responsible for directing the policies and priorities of the department/agency. May hold either a political or career appointment, and typically is a member of the Senior Executive Service or equivalent.
<p>(91) How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</p> <ul style="list-style-type: none"> • Less than 1 year • 1 to 3 years • 4 to 5 years • 6 to 10 years • 11 to 14 years • 15 to 20 years • More than 20 years 	<p>(87) How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</p> <ul style="list-style-type: none"> • Less than 1 year • 1 to 3 years • 4 to 5 years • 6 to 10 years • 11 to 20 years • More than 20 years
<p>(94) Are you of Hispanic, Latino, or Spanish origin?</p> <ul style="list-style-type: none"> • Yes • No 	<p>(82) Are you Hispanic or Latino?</p> <ul style="list-style-type: none"> • Yes • No