

2017

**Federal Employee Viewpoint Survey**

Empowering Employees. Inspiring Change.



Annual Employee Survey (AES) Report

Department of the Treasury

<b>FIELD PERIOD</b>	May 2 - June 13, 2017
<b>SAMPLE OR CENSUS</b>	CENSUS
<b>NUMBER OF SURVEYS COMPLETED</b>	46,368
<b>NUMBER OF SURVEYS ADMINISTERED</b>	79,744
<b>RESPONSE RATE</b>	58.1%

**37** items identified as **strengths** (65% positive or higher)

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

**Engagement Index Score**

2017 ENGAGEMENT INDEX		
<b>68%</b>		
<b>LEADERS LEAD</b>	<b>SUPERVISORS</b>	<b>INTRINSIC WORK EXPERIENCE</b>
<b>56%</b>	<b>78%</b>	<b>70%</b>

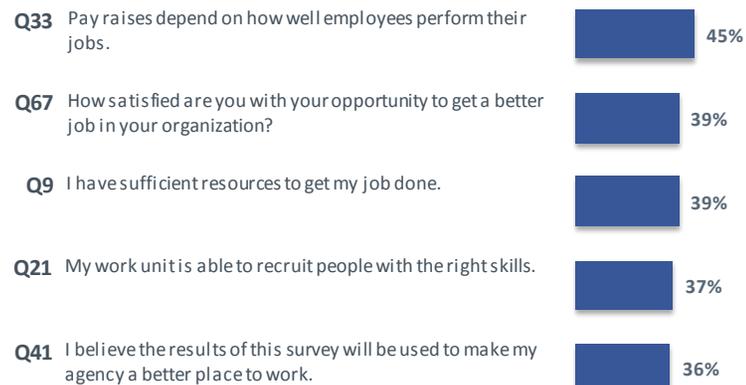
**Highest % Positive Items**

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	1	*I am given a real opportunity to improve my skills in my organization.	62.46%	19.31%	43.15%	16.35%	14.42%	6.78%	21.19%	9,368	20,125	7,380	6,441	2,955	46,269	N/A
Agree -disagree	2	I have enough information to do my job well.	70.78%	18.81%	51.97%	13.83%	11.34%	4.05%	15.39%	8,927	24,043	6,242	5,106	1,786	46,104	N/A
Agree -disagree	3	I feel encouraged to come up with new and better ways of doing things.	57.69%	20.77%	36.92%	18.97%	14.97%	8.37%	23.34%	9,926	17,050	8,526	6,732	3,691	45,925	N/A
Agree -disagree	4	My work gives me a feeling of personal accomplishment.	70.52%	26.98%	43.54%	15.18%	8.82%	5.49%	14.30%	12,803	20,098	6,822	3,964	2,416	46,103	N/A
Agree -disagree	5	I like the kind of work I do.	79.78%	34.64%	45.15%	12.74%	4.65%	2.82%	7.47%	16,225	20,688	5,683	2,074	1,226	45,896	N/A
Agree -disagree	6	I know what is expected of me on the job.	82.31%	32.18%	50.14%	9.27%	5.39%	3.03%	8.42%	14,899	22,906	4,236	2,478	1,348	45,867	N/A
Agree -disagree	7	When needed I am willing to put in the extra effort to get a job done.	94.25%	58.07%	36.18%	3.60%	1.03%	1.12%	2.14%	27,177	16,376	1,581	449	482	46,065	N/A
Agree -disagree	8	I am constantly looking for ways to do my job better.	88.27%	44.89%	43.38%	9.30%	1.46%	0.97%	2.43%	20,944	19,865	4,182	660	427	46,078	N/A
Agree -disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	44.88%	10.41%	34.47%	15.97%	23.32%	15.84%	39.15%	4,885	15,925	7,258	10,823	7,206	46,097	132
Agree -disagree	10	*My workload is reasonable.	59.69%	12.32%	47.37%	15.90%	14.90%	9.51%	24.41%	5,741	21,746	7,248	6,920	4,317	45,972	111
Agree -disagree	11	*My talents are used well in the workplace.	58.33%	16.21%	42.11%	17.70%	13.87%	10.10%	23.97%	7,564	19,246	7,853	6,176	4,419	45,258	245
Agree -disagree	12	*I know how my work relates to the agency's goals and priorities.	82.35%	28.76%	53.58%	10.53%	4.15%	2.97%	7.12%	13,503	24,384	4,729	1,888	1,318	45,822	210
Agree -disagree	13	The work I do is important.	88.77%	45.53%	43.24%	7.59%	2.01%	1.64%	3.64%	20,886	19,637	3,421	918	731	45,593	163
Agree -disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	66.55%	23.10%	43.45%	14.17%	11.32%	7.97%	19.28%	10,894	19,985	6,383	5,072	3,478	45,812	293
Agree -disagree	15	My performance appraisal is a fair reflection of my performance.	75.68%	31.79%	43.89%	11.40%	7.12%	5.81%	12.93%	14,502	20,108	5,238	3,294	2,639	45,781	390
Agree -disagree	16	I am held accountable for achieving results.	84.49%	32.34%	52.15%	11.11%	2.61%	1.80%	4.40%	15,019	23,797	4,927	1,190	803	45,736	243
Agree -disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	67.71%	29.02%	38.69%	17.45%	6.90%	7.94%	14.84%	13,175	16,976	7,412	2,955	3,332	43,850	2,097
Agree -disagree	18	My training needs are assessed.	52.78%	14.70%	38.08%	23.14%	14.54%	9.55%	24.08%	6,982	17,493	10,358	6,498	4,184	45,515	516
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).	76.36%	36.15%	40.20%	11.12%	7.15%	5.37%	12.52%	16,185	18,274	5,105	3,355	2,439	45,358	916
Agree -disagree	20	*The people I work with cooperate to get the job done.	78.21%	33.65%	44.55%	11.16%	7.21%	3.42%	10.63%	15,769	20,669	5,042	3,239	1,503	46,222	N/A
Agree -disagree	21	My work unit is able to recruit people with the right skills.	36.43%	8.32%	28.11%	26.28%	21.20%	16.09%	37.29%	3,738	12,482	11,261	9,283	6,897	43,661	2,551
Agree -disagree	22	Promotions in my work unit are based on merit.	37.15%	9.72%	27.43%	28.80%	17.06%	16.99%	34.05%	4,327	11,910	12,052	7,139	6,937	42,365	3,669
Agree -disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	36.42%	8.20%	28.23%	29.39%	17.33%	16.86%	34.19%	3,364	11,343	11,435	6,814	6,448	39,404	6,667
Agree -disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	38.62%	9.05%	29.58%	29.84%	17.65%	13.88%	31.54%	3,934	12,601	12,348	7,366	5,640	41,889	4,164
Agree -disagree	25	Awards in my work unit depend on how well employees perform their jobs.	49.32%	12.65%	36.68%	24.36%	13.46%	12.85%	26.31%	5,474	15,555	10,175	5,654	5,253	42,111	3,842
Agree -disagree	26	Employees in my work unit share job knowledge with each other.	80.98%	31.59%	49.39%	10.02%	5.12%	3.88%	9.00%	14,650	22,674	4,513	2,316	1,703	45,856	211
Agree -disagree	27	The skill level in my work unit has improved in the past year.	57.01%	18.80%	38.21%	27.60%	8.87%	6.52%	15.39%	8,336	16,683	11,758	3,826	2,709	43,312	2,799
Good -poor	28	How would you rate the overall quality of work done by your work unit?	86.24%	46.74%	39.51%	11.08%	1.76%	0.93%	2.68%	21,902	18,130	4,933	773	399	46,137	N/A
Agree -disagree	29	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	66.54%	13.92%	52.62%	18.27%	10.51%	4.68%	15.19%	6,392	23,580	7,892	4,610	2,000	44,474	1,116
Agree -disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	42.92%	9.70%	33.23%	24.10%	21.04%	11.93%	32.97%	4,442	14,931	10,564	9,174	5,085	44,196	1,355
Agree -disagree	31	Employees are recognized for providing high quality products and services.	51.35%	12.49%	38.86%	22.11%	16.31%	10.24%	26.54%	5,760	17,432	9,599	7,028	4,325	44,144	1,402
Agree -disagree	32	Creativity and innovation are rewarded.	39.70%	10.39%	29.31%	28.67%	18.95%	12.68%	31.63%	4,701	12,941	12,288	8,083	5,280	43,293	2,148
Agree -disagree	33	Pay raises depend on how well employees perform their jobs.	25.98%	6.20%	19.78%	28.70%	23.86%	21.47%	45.33%	2,699	8,542	12,086	10,124	8,849	42,300	3,065

## Core Survey

Agree -disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	58.26%	17.23%	41.03%	27.67%	6.86%	7.22%	14.07%	7,437	17,116	11,136	2,722	2,772	41,183	4,310
Agree -disagree	35	Employees are protected from health and safety hazards on the job.	75.44%	22.08%	53.36%	14.17%	5.77%	4.61%	10.38%	10,341	23,896	6,107	2,483	1,925	44,752	838
Agree -disagree	36	My organization has prepared employees for potential security threats.	80.28%	23.33%	56.95%	12.26%	4.46%	3.01%	7.47%	10,788	25,547	5,368	1,952	1,270	44,925	494
Agree -disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	58.66%	20.22%	38.44%	21.07%	9.53%	10.74%	20.27%	8,930	16,357	8,732	3,959	4,341	42,319	3,097
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.	69.13%	25.68%	43.45%	19.29%	4.90%	6.68%	11.58%	10,932	17,691	7,520	1,934	2,557	40,634	4,606
Agree -disagree	39	My agency is successful at accomplishing its mission.	71.99%	20.32%	51.67%	18.74%	5.44%	3.83%	9.27%	9,363	22,859	7,967	2,344	1,607	44,140	1,322
Agree -disagree	40	*I recommend my organization as a good place to work.	64.80%	23.13%	41.67%	19.72%	9.81%	5.67%	15.48%	10,976	18,981	8,745	4,392	2,473	45,567	N/A
Agree -disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	38.94%	12.94%	25.99%	25.48%	17.46%	18.12%	35.59%	5,720	11,326	10,848	7,429	7,494	42,817	2,856
Agree -disagree	42	My supervisor supports my need to balance work and other life issues.	84.91%	48.79%	36.12%	7.60%	3.58%	3.91%	7.49%	22,378	16,307	3,348	1,584	1,669	45,286	282
Agree -disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	72.54%	37.14%	35.41%	14.74%	6.86%	5.85%	12.71%	17,078	16,010	6,531	3,057	2,523	45,199	299
Agree -disagree	44	Discussions with my supervisor about my performance are worthwhile.	71.94%	36.57%	35.37%	14.55%	7.03%	6.47%	13.51%	16,557	15,897	6,457	3,155	2,803	44,869	480
Agree -disagree	45	My supervisor is committed to a workforce representative of all segments of society.	75.15%	39.12%	36.03%	17.27%	3.19%	4.40%	7.58%	16,488	15,036	7,033	1,281	1,717	41,555	3,764
Agree -disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	71.40%	35.39%	36.01%	15.30%	7.08%	6.21%	13.30%	16,068	16,261	6,807	3,177	2,702	45,015	279
Agree -disagree	47	Supervisors in my work unit support employee development.	72.80%	35.95%	36.85%	14.47%	6.20%	6.52%	12.72%	16,332	16,556	6,278	2,672	2,756	44,594	835
Agree -disagree	48	My supervisor listens to what I have to say.	81.00%	44.35%	36.64%	9.45%	5.71%	3.85%	9.55%	20,436	16,645	4,215	2,552	1,663	45,511	N/A
Agree -disagree	49	My supervisor treats me with respect.	85.12%	49.88%	35.23%	7.67%	3.92%	3.30%	7.22%	22,895	15,878	3,409	1,750	1,428	45,360	N/A
Agree -disagree	50	In the last six months, my supervisor has talked with me about my performance.	83.50%	43.95%	39.55%	8.32%	5.44%	2.75%	8.18%	20,240	17,877	3,636	2,402	1,179	45,334	N/A
Agree -disagree	51	I have trust and confidence in my supervisor.	73.71%	43.07%	30.64%	13.66%	6.47%	6.16%	12.63%	19,852	13,937	6,054	2,883	2,679	45,405	N/A
Good -poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	78.03%	49.74%	28.29%	13.34%	4.64%	3.99%	8.63%	22,777	12,891	5,963	2,065	1,734	45,430	N/A
Agree -disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	41.79%	11.43%	30.36%	25.31%	17.98%	14.92%	32.90%	5,183	13,443	10,969	7,831	6,359	43,785	1,434
Agree -disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	52.11%	16.02%	36.09%	26.59%	9.71%	11.59%	21.30%	6,885	15,018	10,684	3,948	4,625	41,160	3,960
Agree -disagree	55	Supervisors work well with employees of different backgrounds.	68.77%	22.80%	45.98%	19.69%	5.50%	6.05%	11.54%	9,851	19,384	7,999	2,204	2,371	41,809	3,126
Agree -disagree	56	*Managers communicate the goals and priorities of the organization.	69.46%	19.41%	50.05%	16.77%	7.63%	6.13%	13.77%	8,832	22,111	7,294	3,353	2,615	44,205	756
Agree -disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	68.77%	19.58%	49.19%	19.90%	5.86%	5.48%	11.34%	8,455	20,620	8,202	2,445	2,207	41,929	2,942
Agree -disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.73%	17.63%	41.10%	20.88%	11.28%	9.11%	20.39%	7,783	17,672	8,765	4,786	3,769	42,775	2,200
Agree -disagree	59	Managers support collaboration across work units to accomplish work objectives.	60.73%	18.52%	42.20%	20.74%	9.90%	8.64%	18.54%	8,170	18,117	8,640	4,181	3,553	42,661	2,370
Good -poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.30%	27.99%	36.32%	21.11%	7.41%	7.18%	14.59%	11,858	15,120	8,593	3,018	2,864	41,453	3,672
Agree -disagree	61	I have a high level of respect for my organization's senior leaders.	53.48%	19.64%	33.84%	25.27%	11.28%	9.97%	21.25%	8,858	14,982	10,944	4,957	4,312	44,053	1,052
Agree -disagree	62	Senior leaders demonstrate support for Work/Life programs.	58.76%	21.44%	37.31%	25.74%	7.98%	7.52%	15.51%	8,862	15,087	10,060	3,113	2,856	39,978	5,125
Satisfied -dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	50.04%	13.72%	36.32%	23.77%	18.34%	7.85%	26.19%	6,452	16,570	10,493	8,123	3,384	45,022	N/A

Core Survey

Satisfied -dissatisfi ed	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	53.37%	13.71%	39.66%	22.37%	16.70%	7.57%	24.27%	6,411	18,000	9,850	7,402	3,277	44,940	N/A
Satisfied -dissatisfi ed	65	*How satisfied are you with the recognition you receive for doing a good job?	54.78%	16.74%	38.04%	21.53%	15.21%	8.48%	23.70%	7,747	17,155	9,541	6,741	3,659	44,843	N/A
Satisfied -dissatisfi ed	66	How satisfied are you with the policies and practices of your senior leaders?	42.85%	10.71%	32.14%	31.30%	16.42%	9.43%	25.85%	5,012	14,643	13,765	7,288	4,107	44,815	N/A
Satisfied -dissatisfi ed	67	How satisfied are you with your opportunity to get a better job in your organization?	34.87%	9.93%	24.94%	25.94%	21.49%	17.70%	39.19%	4,693	11,448	11,650	9,479	7,602	44,872	N/A
Satisfied -dissatisfi ed	68	How satisfied are you with the training you receive for your present job?	51.80%	13.36%	38.44%	22.68%	16.55%	8.97%	25.52%	6,305	17,496	10,044	7,190	3,826	44,861	N/A
Satisfied -dissatisfi ed	69	*Considering everything, how satisfied are you with your job?	68.09%	21.37%	46.72%	17.26%	9.57%	5.08%	14.65%	9,932	21,007	7,541	4,226	2,174	44,880	N/A
Satisfied -dissatisfi ed	70	Considering everything, how satisfied are you with your pay?	58.52%	17.02%	41.49%	16.31%	15.80%	9.37%	25.17%	7,968	18,765	7,197	6,959	4,007	44,896	N/A
Satisfied -dissatisfi ed	71	*Considering everything, how satisfied are you with your organization?	58.65%	15.44%	43.21%	21.80%	12.71%	6.84%	19.55%	7,292	19,551	9,547	5,581	2,935	44,906	N/A
Satisfied -dissatisfi ed	79	How satisfied are you with the following Work/Life programs in your agency? Telework	89.91%	56.28%	33.64%	5.56%	3.11%	1.42%	4.53%	15,861	9,712	1,622	928	414	28,537	647
Satisfied -dissatisfi ed	80	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	93.92%	60.74%	33.18%	3.84%	1.56%	0.69%	2.24%	10,926	5,972	680	275	121	17,974	297
Satisfied -dissatisfi ed	81	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	83.31%	32.53%	50.78%	14.02%	1.84%	0.83%	2.67%	3,008	4,627	1,259	166	75	9,135	777
Satisfied -dissatisfi ed	82	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	83.88%	33.15%	50.74%	13.29%	2.05%	0.77%	2.83%	2,347	3,571	936	141	53	7,048	667
Satisfied -dissatisfi ed	83	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	64.68%	32.89%	31.78%	31.40%	2.33%	1.59%	3.92%	289	282	274	20	14	879	542
Satisfied -dissatisfi ed	84	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	66.78%	31.82%	34.96%	30.16%	1.42%	1.64%	3.06%	268	298	252	13	14	845	465

\* 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.

<b>72. Have you been notified whether or not you are eligible to telework?</b>	<b>N</b>	<b>%</b>
Yes, I was notified that I was eligible to telework.	30,727	67.54%
Yes, I was notified that I was not eligible to telework.	5,288	11.91%
No, I was not notified of my telework eligibility.	6,713	15.97%
Not sure if I was notified of my telework eligibility.	1,997	4.58%
<b>Total</b>	<b>44,725</b>	<b>100.00%</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	<b>N</b>	<b>%</b>
I telework 3 or more days per week.	10,798	25.20%
I telework 1 or 2 days per week.	8,857	19.71%
I telework, but no more than 1 or 2 days per month.	3,696	7.69%
I telework very infrequently.	5,272	10.82%
I do not telework because I have to be physically present on the job.	4,324	9.65%
I do not telework because I have technical issues.	1,672	3.93%
I do not telework because I did not receive approval to do so.	6,320	15.25%
I do not telework because I choose not to telework.	3,445	7.75%
<b>Total</b>	<b>44,384</b>	<b>100.00%</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules</b>	<b>N</b>	<b>%</b>
Yes	18,227	40.88%
No	22,588	50.53%
Not available to me	3,953	8.59%
<b>Total</b>	<b>44,768</b>	<b>100.00%</b>

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs</b>	<b>N</b>	<b>%</b>
Yes	9,538	21.50%
No	30,835	68.98%
Not available to me	4,190	9.52%
<b>Total</b>	<b>44,563</b>	<b>100.00%</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program</b>	<b>N</b>	<b>%</b>
Yes	7,209	16.87%
No	35,701	79.58%
Not available to me	1,537	3.55%
<b>Total</b>	<b>44,447</b>	<b>100.00%</b>

<b>77. Do you participate in the following Work/Life programs? Child Care Programs</b>	<b>N</b>	<b>%</b>
Yes	914	2.11%
No	37,034	82.82%
Not available to me	6,574	15.07%
<b>Total</b>	<b>44,522</b>	<b>100.00%</b>

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs</b>	<b>N</b>	<b>%</b>
Yes	904	2.04%
No	37,227	83.10%
Not available to me	6,489	14.86%
<b>Total</b>	<b>44,620</b>	<b>100.00%</b>

Percentages are weighted to represent the Agency's population.

## Demographics

<b>Where do you work?</b>	<b>N</b>	<b>%</b>
Headquarters	14,338	33.10%
Field	28,980	66.90%
<b>Total</b>	<b>43,318</b>	<b>100.00%</b>

<b>What is your supervisory status?</b>	<b>N</b>	<b>%</b>
Non-Supervisor	32,840	73.88%
Team Leader	3,990	8.98%
Supervisor	4,918	11.06%
Manager	1,967	4.43%
Senior Leader	736	1.66%
<b>Total</b>	<b>44,451</b>	<b>100.00%</b>

<b>Are you:</b>	<b>N</b>	<b>%</b>
Male	18,234	42.28%
Female	24,892	57.72%
<b>Total</b>	<b>43,126</b>	<b>100.00%</b>

<b>Are you Hispanic or Latino?</b>	<b>N</b>	<b>%</b>
Yes	4,106	9.66%
No	38,390	90.34%
<b>Total</b>	<b>42,496</b>	<b>100.00%</b>

<b>Please select the racial category or categories with which you most closely identify.</b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	459	1.13%
Asian	2,185	5.37%
Black or African American	8,112	19.94%
Native Hawaiian or Other Pacific Islander	181	0.44%
White	28,090	69.03%
Two or more races	1,663	4.09%
<b>Total</b>	<b>40,690</b>	<b>100.00%</b>

<b>What is the highest degree or level of education you have completed?</b>	<b>N</b>	<b>%</b>
Less than High School	77	0.18%
High School Diploma/GED or equivalent	3,342	7.67%
Trade or Technical Certificate	1,067	2.45%
Some College (no degree)	8,194	18.81%
Associate's Degree (e.g., AA, AS)	3,289	7.55%
Bachelor's Degree (e.g., BA, BS)	17,308	39.73%
Master's Degree (e.g., MA, MS, MBA)	7,797	17.90%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2,485	5.70%
<b>Total</b>	<b>43,559</b>	<b>100.00%</b>

<b>What is your pay category/grade?</b>	<b>N</b>	<b>%</b>
Federal Wage System	905	2.06%
GS 1-6	3,055	6.96%
GS 7-12	18,929	43.11%
GS 13-15	15,858	36.12%
Senior Executive Service	378	0.86%
Senior Level (SL) or Scientific or Professional (ST)	107	0.24%
Other	4,672	10.64%
<b>Total</b>	<b>43,904</b>	<b>100.00%</b>

<b>How long have you been with the Federal Government (excluding military service)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	441	1.00%
1 to 3 years	1,615	3.67%
4 to 5 years	1,670	3.79%
6 to 10 years	9,726	22.08%

## Demographics

11 to 14 years	5,413	12.29%
15 to 20 years	6,391	14.51%
More than 20 years	18,793	42.66%
<b>Total</b>	<b>44,049</b>	<b>100.00%</b>

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	832	1.90%
1 to 3 years	2,728	6.23%
4 to 5 years	2,390	5.46%
6 to 10 years	10,720	24.49%
11 to 20 years	11,589	26.48%
More than 20 years	15,514	35.44%
<b>Total</b>	<b>43,773</b>	<b>100.00%</b>

<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>N</b>	<b>%</b>
No	32,292	73.47%
Yes, to retire	3,872	8.81%
Yes, to take another job within the Federal Government	4,678	10.64%
Yes, to take another job outside the Federal Government	1,422	3.24%
Yes, other	1,687	3.84%
<b>Total</b>	<b>43,951</b>	<b>100.00%</b>

<b>I am planning to retire:</b>	<b>N</b>	<b>%</b>
Within one year	2,284	5.23%
Between one and three years	6,037	13.83%
Between three and five years	5,848	13.40%
Five or more years	29,467	67.53%
<b>Total</b>	<b>43,636</b>	<b>100.00%</b>

<b>Self-Identify as:</b>	<b>N</b>	<b>%</b>
Heterosexual or Straight	33,744	81.99%
Gay, Lesbian, Bisexual, or Transgender	1,312	3.19%
I prefer not to say	6,101	14.82%
<b>Total</b>	<b>41,157</b>	<b>100.00%</b>

<b>What is your US military service status?</b>	<b>N</b>	<b>%</b>
No Prior Military Service	37,178	86.44%
Currently in National Guard or Reserves	215	0.50%
Retired	1,413	3.29%
Separated or Discharged	4,202	9.77%
<b>Total</b>	<b>43,008</b>	<b>100.00%</b>

<b>Are you an individual with a disability?</b>	<b>N</b>	<b>%</b>
Yes	5,213	12.05%
No	38,044	87.95%
<b>Total</b>	<b>43,257</b>	<b>100.00%</b>

<b>What is your age group?</b>	<b>N</b>	<b>%</b>
25 and under	218	0.47%
26-29	786	1.70%
30-39	7,205	15.54%
40-49	10,278	22.17%
50-59	19,039	41.06%
60 or older	8,842	19.07%
<b>Total</b>	<b>46,368</b>	<b>100.00%</b>

Percentages for demographic questions are unweighted.

## Demographic

### Are you a bargaining unit employee?

	# of Respondents			Unweighted Percent		
	2017	2016	2015	2017	2016	2015
Yes	25570	25852	30028	58.8%	60.7%	61.7%
No	15239	14602	16207	35.1%	34.3%	33.3%
Not Sure	2663	2124	2471	6.1%	5.0%	5.1%
Total	43472	42578	48706	100.0%	100.0%	100.0%

## Agency-Specific Questions

### 1. Which of the following items do you feel could be causing issues with morale in your organization? (choose the top three that apply)

	# of Respondents			Percent		
	2017	2016	2015	2017	2016	2015
Not enough staffing	23256	23154	32169	51.8%	52.7%	64.6%
Uneven treatment of employees by management	12191	12070	18714	27.8%	28.3%	38.5%
Managers continually demanding more with less	17050	16868	24548	38.5%	38.9%	49.8%
Little opportunity for advancement	19307	19216	26572	44.1%	44.7%	54.1%
Not feeling empowered by management	7594	7316	NA	16.8%	16.6%	NA
Pay freeze and low raises	21878	23143	33611	50.1%	53.6%	68.0%
Public image	6259	6680	17762	13.8%	14.9%	35.2%
None of the above	1896	1442	1578	4.1%	3.3%	3.2%
There are no issues with morale in my organization	1512	1223	1219	3.3%	2.8%	2.5%
Total	110943	111112	156173	--	--	--

### 2. I could be more productive in my job if...(choose the top three that apply)

	# of Respondents			Percent		
	2017	2016	2015	2017	2016	2015
More collaboration within the work unit	7410	7540	7254	16.9%	17.7%	15.1%
Leaders in my organization support employee development	8932	9319	NA	21.1%	22.4%	NA
Access to updated job-related software and hardware (e.g., telephones, computers, printers)	12139	11288	13869	27.9%	26.4%	28.5%
There were fewer complicated and time-consuming procedures	22361	22705	25036	50.5%	52.2%	51.0%
There was clear guidance and direction	15176	15198	18458	34.6%	35.4%	38.1%
Free to act responsibly without fear of reprisal	7691	7938	NA	17.6%	18.5%	NA
Less workplace stressors	13509	13848	NA	30.9%	32.1%	NA
None of these	8156	7287	12213	18.2%	16.9%	24.9%
Total	95374	95123	76830	--	--	--

### 3. What motivates me to perform my job well? (choose the top three that apply)

	# of Respondents			Percent		
	2017	2016	2015	2017	2016	2015
Knowing my work makes a difference	31858	31140	38162	71.3%	71.3%	77.1%
Opportunity for career advancement	16337	16201	20073	37.4%	38.2%	41.2%
Applying my technical knowledge	20088	19436	25721	45.2%	44.8%	52.1%
Non-monetary recognition by my peers	4301	4200	15554	9.3%	9.4%	31.2%
Non-monetary recognition by my managers	6304	6123	20925	13.7%	13.8%	42.2%
Monetary recognition	17346	16916	NA	39.1%	39.2%	NA
My supervisor cares about me	11781	11624	17270	26.2%	26.4%	34.8%
None of these	2930	2814	4008	6.7%	6.6%	8.2%
Total	110945	108454	141713	--	--	--

### 4. My supervisor asks for my input on how he/she can enhance my job satisfaction.

	# of Respondents			Percent		
	2017	2016	2015	2017	2016	2015
Strongly Agree	9654	8922	9728	21.6%	20.4%	19.6%
Agree	14875	14047	15499	33.2%	32.4%	31.5%
Neither Agree Nor Disagree	9856	9812	11787	22.3%	22.6%	23.9%
Disagree	6280	6492	6890	14.1%	14.9%	14.0%
Strongly Disagree	3764	4090	5285	8.7%	9.6%	10.9%
Total	44429	43363	49189	100.0%	100.0%	100.0%

### 5. I am empowered by my organization to identify and respond to potential security threats.

	# of Respondents		Percent	
	2017	2016	2017	2016
Strongly Agree	11568	10731	25.3%	24.2%

Agree	19825	19379	44.6%	44.6%
Neither Agree Nor Disagree	9564	9527	22.0%	22.3%
Disagree	2111	2179	4.9%	5.2%
Strongly Disagree	1345	1500	3.2%	3.6%
Total	44413	43316	100.0%	100.0%

**6. Top level management is aware of my job difficulties and takes steps to resolve disengagement in my work unit with innovative solutions.**

	# of Respondents		Percent	
	2017	2016	2017	2016
Strongly Agree	3143	2817	8.5%	7.8%
Agree	7616	7200	20.6%	20.1%
Neither Agree Nor Disagree	10750	10287	29.8%	29.1%
Disagree	7631	7621	21.0%	21.4%
Strongly Disagree	7182	7577	20.2%	21.6%
Don't know	2557	2486	--	--
No basis to judge	5539	5331	--	--
Total	44418	43319	100.0%	100.0%

Note: "Don't know" and "No basis to judge" responses are not included in percentage calculations.

**7. Promotions in my work unit are based on either skills or job performance.**

	# of Respondents		Percent	
	2017	2016	2017	2016
Strongly Agree	4040	3710	10.3%	9.8%
Agree	11027	10593	28.6%	28.4%
Neither Agree Nor Disagree	9112	8820	24.4%	24.1%
Disagree	6844	6602	18.3%	18.1%
Strongly Disagree	6707	6957	18.4%	19.5%
Don't know	2603	2507	--	--
No basis to judge	4044	4151	--	--
Total	44377	43340	100.0%	100.0%

Note: "Don't know" and "No basis to judge" responses are not included in percentage calculations.

**8. My organization takes precautions to secure work related products, data and information.**

	# of Respondents		Percent	
	2017	2016	2017	2016
Strongly Agree	14991	13995	34.6%	33.4%
Agree	20310	19647	48.2%	47.9%
Neither Agree Nor Disagree	4588	4813	11.4%	12.1%
Disagree	1329	1494	3.3%	3.7%
Strongly Disagree	1016	1152	2.6%	2.9%
Don't know	1182	1260	--	--
No basis to judge	1071	1029	--	--
Total	44487	43390	100.0%	100.0%

Note: "Don't know" and "No basis to judge" responses are not included in percentage calculations.

**Occupation**

**What is your occupation? (Choose one)**

	# of Respondents					Unweighted Percent				
	2017	2016	2015	2014	2013	2017	2016	2015	2014	2013
Accountant (GS-0510)	849	664	625	659	595	1.9%	1.6%	1.3%	1.4%	1.3%
Auditor (GS-0511)	689	444	568	529	549	1.6%	1.0%	1.2%	1.1%	1.2%
Bank Examiner (0570)	1790	1371	1366	1404	1427	4.1%	3.2%	2.8%	2.9%	3.1%
Contact Representative (GS-0962)	4570	4298	5350	4349	3907	10.4%	10.0%	11.0%	9.1%	8.4%
Contract Specialist (GS-1102)	287	216	263	244	232	0.7%	0.5%	0.5%	0.5%	0.5%
Criminal Investigator (GS-1811)	1148	993	NA	NA	NA	2.6%	2.3%	NA	NA	NA
Economist (GS-0110)	337	330	330	326	313	0.8%	0.8%	0.7%	0.7%	0.7%
Financial Analyst (1160)	271	218	244	192	175	0.6%	0.5%	0.5%	0.4%	0.4%
Human Resources Specialist (GS-0201)	929	881	934	889	911	2.1%	2.1%	1.9%	1.9%	2.0%
Intelligence Specialist (GS-0132)	100	112	136	137	139	0.2%	0.3%	0.3%	0.3%	0.3%
Internal Revenue Agent (GS-0512)	5801	6771	7628	8064	7580	13.2%	15.8%	15.7%	16.8%	16.3%
Internal Revenue Officer (GS-1169)	1971	2141	2446	2689	2705	4.5%	5.0%	5.0%	5.6%	5.8%
Investigative Analyst (GS-1805)	121	121	NA	NA	NA	0.3%	0.3%	NA	NA	NA
Investigator (GS-1801)	170	188	319	373	375	0.4%	0.4%	0.7%	0.8%	0.8%
Investigator (GS-1810)	68	NA	NA	NA	NA	0.2%	NA	NA	NA	NA
IT Specialist (GS-2210)	3501	3467	4186	3763	3359	8.0%	8.1%	8.6%	7.9%	7.2%
Police Officer (GS-0083)	282	248	NA	NA	NA	0.6%	0.6%	NA	NA	NA
Program Analyst (GS-0343)	2485	2486	NA	NA	NA	5.7%	5.8%	NA	NA	NA
Tax Examiner (GS-0592)	3649	3727	4051	4252	4193	8.3%	8.7%	8.3%	8.9%	9.0%
My occupational series is not listed	14866	14099	20175	20030	20142	33.9%	33.0%	41.5%	41.8%	43.2%
Total	43884	42775	48621	47900	46602	100.0%	100.0%	100.0%	100.0%	100.0%

For all tables on this worksheet:

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

NA indicates that the response option was not available for that year.

Source: Federal Employee Viewpoint Survey