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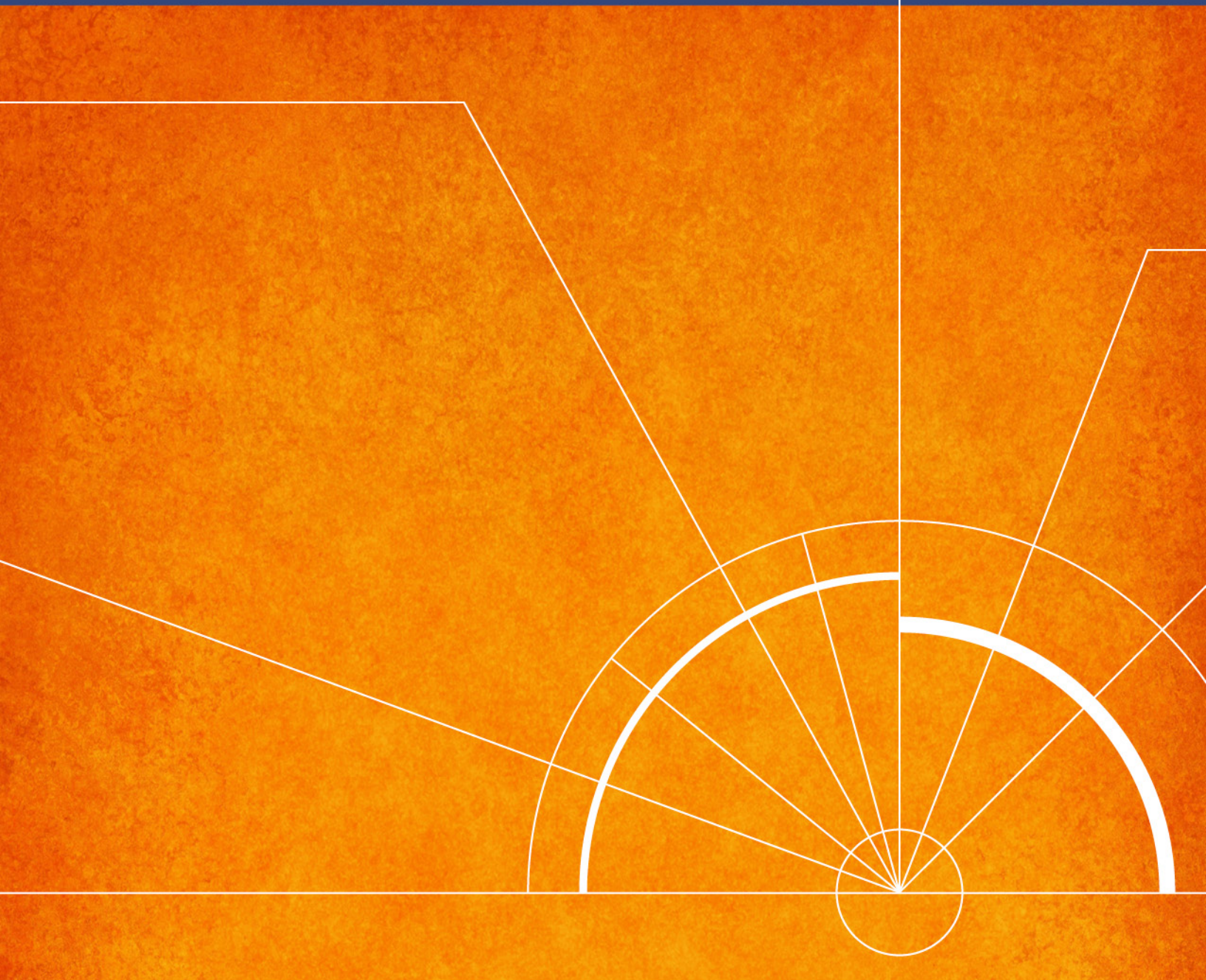


Federal Employee Viewpoint Survey Results

Employees Influencing Change

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report



Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

Response Summary

	Surveys Completed	Response Rate
Governmentwide	421,748	49.7%
Court Services and Offender Supervision Agency	648	58.5%
Community Supervision Program	430	55.6%
Pretrial Services Agency	218	65.5%

This 2015 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *Strongly Agree* and *Agree* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *Poor* and *Very Poor*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: Response rates are not calculated when there are fewer than 4 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
Governmentwide	420,841	61.3%	16.6%	22.1%
Court Services and Offender Supervision Agency	645	65.6%	15.2%	19.3%
Community Supervision Program	427	65.4%	15.2%	19.4%
Pretrial Services Agency	218	65.9%	15.2%	18.9%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	418,183	69.9%	15.0%	15.2%
Court Services and Offender Supervision Agency	641	78.7%	11.1%	10.1%
Community Supervision Program	424	76.1%	12.9%	10.9%
Pretrial Services Agency	217	84.9%	6.8%	8.3%

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
Governmentwide	414,872	56.5%	18.3%	25.2%
Court Services and Offender Supervision Agency	634	59.1%	19.1%	21.8%
Community Supervision Program	420	58.0%	21.5%	20.5%
Pretrial Services Agency	214	61.6%	13.6%	24.9%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	418,769	70.4%	14.6%	14.9%
Court Services and Offender Supervision Agency	644	71.1%	15.2%	13.7%
Community Supervision Program	427	74.1%	14.0%	11.8%
Pretrial Services Agency	217	63.9%	18.1%	18.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	414,001	82.9%	10.9%	6.2%
Court Services and Offender Supervision Agency	641	84.0%	10.8%	5.2%
Community Supervision Program	426	85.7%	9.8%	4.5%
Pretrial Services Agency	215	79.8%	13.2%	7.0%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	417,035	79.1%	11.2%	9.7%
Court Services and Offender Supervision Agency	643	84.5%	8.8%	6.7%
Community Supervision Program	425	83.3%	10.3%	6.4%
Pretrial Services Agency	218	87.3%	5.3%	7.3%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	418,594	95.6%	2.8%	1.7%
Court Services and Offender Supervision Agency	636	95.0%	3.1%	1.9%
Community Supervision Program	424	94.5%	3.2%	2.3%
Pretrial Services Agency	212	96.2%	2.8%	1.0%

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	419,588	90.5%	7.6%	1.9%
Court Services and Offender Supervision Agency	645	88.8%	8.9%	2.3%
Community Supervision Program	429	91.1%	6.9%	1.9%
Pretrial Services Agency	216	83.1%	13.5%	3.4%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	419,427	46.1%	16.2%	37.7%	1,039
Court Services and Offender Supervision Agency	642	62.4%	15.7%	21.9%	2
Community Supervision Program	425	58.1%	16.0%	25.9%	2
Pretrial Services Agency	217	72.5%	15.0%	12.5%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,538	57.0%	16.5%	26.5%	784
Court Services and Offender Supervision Agency	641	69.4%	14.2%	16.4%	1
Community Supervision Program	425	65.7%	15.7%	18.6%	1
Pretrial Services Agency	216	78.2%	10.6%	11.2%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,246	57.7%	16.7%	25.6%	1,945
Court Services and Offender Supervision Agency	625	53.1%	18.0%	28.9%	3
Community Supervision Program	413	54.1%	17.9%	28.0%	2
Pretrial Services Agency	212	50.8%	18.4%	30.8%	1

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,802	82.5%	10.3%	7.3%	1,495
Court Services and Offender Supervision Agency	642	89.4%	6.3%	4.2%	0
Community Supervision Program	427	88.7%	7.2%	4.1%	0
Pretrial Services Agency	215	91.2%	4.2%	4.6%	0

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,090	90.0%	6.8%	3.2%	1,176
Court Services and Offender Supervision Agency	637	93.5%	4.7%	1.8%	1
Community Supervision Program	425	93.0%	5.4%	1.6%	0
Pretrial Services Agency	212	94.6%	3.0%	2.3%	1

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,770	65.8%	14.1%	20.1%	1,841
Court Services and Offender Supervision Agency	641	68.8%	12.1%	19.0%	1
Community Supervision Program	427	64.3%	14.2%	21.5%	1
Pretrial Services Agency	214	79.7%	7.2%	13.1%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,321	69.1%	14.4%	16.5%	5,987
Court Services and Offender Supervision Agency	642	64.3%	14.4%	21.3%	3
Community Supervision Program	427	59.0%	15.3%	25.7%	2
Pretrial Services Agency	215	77.0%	12.1%	10.9%	1

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,218	81.3%	12.2%	6.5%	2,077
Court Services and Offender Supervision Agency	642	84.1%	11.6%	4.3%	4
Community Supervision Program	427	87.3%	9.0%	3.7%	2
Pretrial Services Agency	215	76.6%	17.8%	5.6%	2

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
Governmentwide	400,156	61.2%	18.7%	20.1%	18,409
Court Services and Offender Supervision Agency	616	56.2%	20.7%	23.2%	24
Community Supervision Program	407	52.0%	22.0%	25.9%	18
Pretrial Services Agency	209	66.0%	17.4%	16.6%	6

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	414,506	51.7%	23.1%	25.2%	4,422
Court Services and Offender Supervision Agency	638	57.2%	21.8%	21.1%	6
Community Supervision Program	422	53.8%	23.3%	22.9%	5
Pretrial Services Agency	216	65.1%	18.1%	16.7%	1

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).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	410,220	68.1%	14.1%	17.8%	10,590
Court Services and Offender Supervision Agency	638	74.9%	12.5%	12.6%	9
Community Supervision Program	425	72.7%	13.8%	13.5%	4
Pretrial Services Agency	213	80.1%	9.4%	10.5%	5

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
Governmentwide	420,499	72.7%	14.0%	13.3%
Court Services and Offender Supervision Agency	646	70.9%	16.1%	13.1%
Community Supervision Program	429	70.3%	17.2%	12.5%
Pretrial Services Agency	217	72.1%	13.4%	14.5%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,630	41.6%	25.7%	32.7%	15,085
Court Services and Offender Supervision Agency	627	48.6%	28.0%	23.4%	19
Community Supervision Program	414	47.6%	28.2%	24.2%	14
Pretrial Services Agency	213	50.9%	27.6%	21.6%	5

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,579	32.9%	27.9%	39.2%	27,063
Court Services and Offender Supervision Agency	608	30.1%	32.9%	37.0%	33
Community Supervision Program	399	29.5%	33.5%	37.1%	24
Pretrial Services Agency	209	31.4%	31.6%	37.0%	9

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Work Unit (continued)

23. *In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,304	28.2%	27.0%	44.8%	39,603
Court Services and Offender Supervision Agency	604	32.5%	30.1%	37.4%	39
Community Supervision Program	403	34.3%	28.2%	37.4%	25
Pretrial Services Agency	201	28.1%	34.5%	37.4%	14

24. *In my work unit, differences in performance are recognized in a meaningful way.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,142	32.8%	27.9%	39.3%	24,411
Court Services and Offender Supervision Agency	617	31.8%	34.1%	34.1%	28
Community Supervision Program	412	31.1%	34.7%	34.2%	15
Pretrial Services Agency	205	33.7%	32.5%	33.8%	13

25. *Awards in my work unit depend on how well employees perform their jobs.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,970	40.1%	25.0%	34.9%	27,677
Court Services and Offender Supervision Agency	617	43.1%	25.9%	30.9%	25
Community Supervision Program	409	43.1%	26.7%	30.2%	18
Pretrial Services Agency	208	43.2%	24.1%	32.7%	7

26. *Employees in my work unit share job knowledge with each other.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,688	72.7%	14.1%	13.2%	1,762
Court Services and Offender Supervision Agency	635	73.4%	13.9%	12.7%	4
Community Supervision Program	421	71.9%	14.6%	13.4%	2
Pretrial Services Agency	214	76.9%	12.2%	10.9%	2

27. *The skill level in my work unit has improved in the past year.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,364	52.5%	29.1%	18.3%	16,549
Court Services and Offender Supervision Agency	617	54.3%	29.0%	16.7%	22
Community Supervision Program	407	58.6%	26.5%	14.9%	16
Pretrial Services Agency	210	44.3%	34.8%	20.9%	6

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Work Unit (continued)

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	419,817	82.0%	14.5%	3.5%
Court Services and Offender Supervision Agency	645	82.5%	14.7%	2.7%
Community Supervision Program	427	83.1%	14.2%	2.7%
Pretrial Services Agency	218	81.2%	16.1%	2.7%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,662	69.0%	17.8%	13.2%	7,091
Court Services and Offender Supervision Agency	628	73.3%	17.8%	8.9%	9
Community Supervision Program	414	70.9%	19.7%	9.4%	6
Pretrial Services Agency	214	78.7%	13.4%	7.8%	3

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,200	43.0%	25.2%	31.8%	9,417
Court Services and Offender Supervision Agency	614	44.2%	26.9%	28.9%	19
Community Supervision Program	403	46.2%	25.2%	28.6%	14
Pretrial Services Agency	211	39.6%	30.9%	29.5%	5

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,880	46.5%	23.5%	30.0%	8,603
Court Services and Offender Supervision Agency	627	51.9%	22.9%	25.2%	5
Community Supervision Program	417	49.8%	24.0%	26.2%	3
Pretrial Services Agency	210	57.0%	20.2%	22.8%	2

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	398,504	36.7%	28.7%	34.6%	13,352
Court Services and Offender Supervision Agency	611	37.9%	32.3%	29.7%	14
Community Supervision Program	403	39.9%	29.9%	30.1%	9
Pretrial Services Agency	208	33.2%	38.0%	28.8%	5

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Agency (continued)

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,014	21.1%	26.5%	52.4%	27,671
Court Services and Offender Supervision Agency	591	30.5%	27.5%	42.0%	36
Community Supervision Program	392	31.6%	27.8%	40.6%	25
Pretrial Services Agency	199	27.9%	26.9%	45.2%	11

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	381,978	56.5%	28.1%	15.4%	30,877
Court Services and Offender Supervision Agency	606	61.9%	23.6%	14.5%	23
Community Supervision Program	398	59.8%	23.2%	16.9%	16
Pretrial Services Agency	208	66.6%	24.4%	9.0%	7

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,232	75.9%	13.6%	10.5%	6,356
Court Services and Offender Supervision Agency	623	61.5%	16.5%	22.0%	10
Community Supervision Program	411	54.9%	18.3%	26.8%	7
Pretrial Services Agency	212	77.0%	12.3%	10.7%	3

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,396	75.9%	14.1%	10.0%	5,444
Court Services and Offender Supervision Agency	623	69.0%	17.0%	13.9%	8
Community Supervision Program	412	65.7%	19.1%	15.2%	3
Pretrial Services Agency	211	76.9%	12.2%	10.9%	5

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,840	50.7%	22.8%	26.5%	24,090
Court Services and Offender Supervision Agency	595	45.2%	25.2%	29.6%	34
Community Supervision Program	393	42.7%	25.9%	31.4%	23
Pretrial Services Agency	202	51.1%	23.6%	25.3%	11

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Agency (continued)

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.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	374,659	65.6%	19.5%	14.9%	36,134
Court Services and Offender Supervision Agency	579	63.0%	22.2%	14.8%	54
Community Supervision Program	381	59.9%	23.4%	16.6%	36
Pretrial Services Agency	198	70.1%	19.3%	10.6%	18

39. *My agency is successful at accomplishing its mission.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,808	73.2%	17.8%	9.0%	7,655
Court Services and Offender Supervision Agency	624	79.1%	15.1%	5.9%	9
Community Supervision Program	408	75.5%	16.4%	8.1%	8
Pretrial Services Agency	216	87.1%	11.9%	0.9%	1

40. *I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative
Governmentwide	412,958	62.7%	20.9%	16.4%
Court Services and Offender Supervision Agency	635	60.3%	24.7%	15.1%
Community Supervision Program	419	56.5%	27.0%	16.5%
Pretrial Services Agency	216	69.0%	19.3%	11.7%

41. *I believe the results of this survey will be used to make my agency a better place to work.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,647	39.0%	27.5%	33.4%	33,765
Court Services and Offender Supervision Agency	606	59.3%	21.2%	19.5%	26
Community Supervision Program	398	59.0%	21.1%	20.0%	19
Pretrial Services Agency	208	60.0%	21.6%	18.4%	7

My Supervisor

42. *My supervisor supports my need to balance work and other life issues.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	410,015	77.8%	11.1%	11.0%	2,468
Court Services and Offender Supervision Agency	633	84.0%	8.1%	7.9%	1
Community Supervision Program	418	84.1%	8.4%	7.5%	0
Pretrial Services Agency	215	83.8%	7.4%	8.9%	1

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	409,471	65.5%	17.3%	17.3%	2,240
Court Services and Offender Supervision Agency	631	71.5%	14.7%	13.8%	3
Community Supervision Program	416	70.4%	15.5%	14.1%	1
Pretrial Services Agency	215	74.1%	12.8%	13.1%	2

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,650	62.5%	18.7%	18.8%	4,783
Court Services and Offender Supervision Agency	626	69.0%	13.9%	17.1%	3
Community Supervision Program	412	67.4%	15.4%	17.2%	1
Pretrial Services Agency	214	72.9%	10.4%	16.7%	2

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,582	66.9%	22.4%	10.7%	34,337
Court Services and Offender Supervision Agency	580	70.8%	19.5%	9.7%	46
Community Supervision Program	385	69.9%	20.7%	9.4%	30
Pretrial Services Agency	195	72.8%	16.8%	10.4%	16

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	408,296	61.4%	19.9%	18.7%	2,452
Court Services and Offender Supervision Agency	629	68.2%	17.4%	14.5%	1
Community Supervision Program	417	68.4%	17.5%	14.1%	0
Pretrial Services Agency	212	67.7%	17.0%	15.4%	1

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,801	64.3%	18.5%	17.2%	6,499
Court Services and Offender Supervision Agency	624	72.8%	14.6%	12.6%	9
Community Supervision Program	411	71.5%	14.6%	14.0%	5
Pretrial Services Agency	213	75.8%	14.7%	9.5%	4

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Supervisor (continued)

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	411,425	75.7%	12.3%	12.0%
Court Services and Offender Supervision Agency	636	80.0%	11.3%	8.7%
Community Supervision Program	419	79.3%	11.9%	8.8%
Pretrial Services Agency	217	81.5%	10.0%	8.5%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	410,437	80.9%	10.2%	8.9%
Court Services and Offender Supervision Agency	633	84.2%	9.1%	6.7%
Community Supervision Program	417	82.7%	9.5%	7.8%
Pretrial Services Agency	216	87.8%	8.2%	4.0%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	410,472	77.5%	10.2%	12.3%
Court Services and Offender Supervision Agency	634	84.9%	7.3%	7.8%
Community Supervision Program	418	83.6%	7.8%	8.6%
Pretrial Services Agency	216	88.1%	6.0%	5.9%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	410,689	66.5%	16.5%	16.9%
Court Services and Offender Supervision Agency	634	70.1%	15.5%	14.5%
Community Supervision Program	418	68.1%	17.4%	14.5%
Pretrial Services Agency	216	74.6%	11.1%	14.3%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
Governmentwide	410,877	69.7%	18.0%	12.3%
Court Services and Offender Supervision Agency	633	72.7%	18.6%	8.7%
Community Supervision Program	416	71.5%	19.4%	9.0%
Pretrial Services Agency	217	75.4%	16.6%	8.0%

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,121	39.0%	24.7%	36.3%	7,849
Court Services and Offender Supervision Agency	621	44.9%	25.7%	29.4%	11
Community Supervision Program	407	43.6%	26.5%	29.9%	9
Pretrial Services Agency	214	48.0%	23.7%	28.3%	2

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,737	50.4%	24.7%	24.9%	24,649
Court Services and Offender Supervision Agency	600	50.0%	27.9%	22.1%	31
Community Supervision Program	391	46.9%	29.9%	23.2%	25
Pretrial Services Agency	209	56.9%	23.5%	19.6%	6

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,628	62.9%	22.7%	14.4%	25,756
Court Services and Offender Supervision Agency	589	61.5%	26.3%	12.2%	39
Community Supervision Program	387	60.9%	26.3%	12.8%	30
Pretrial Services Agency	202	63.0%	26.1%	10.9%	9

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,551	59.1%	20.8%	20.1%	5,334
Court Services and Offender Supervision Agency	617	63.7%	19.3%	17.1%	10
Community Supervision Program	407	64.3%	19.6%	16.1%	7
Pretrial Services Agency	210	62.2%	18.5%	19.3%	3

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,267	58.8%	24.3%	16.9%	27,154
Court Services and Offender Supervision Agency	598	64.0%	20.2%	15.8%	32
Community Supervision Program	398	63.9%	20.9%	15.2%	18
Pretrial Services Agency	200	64.2%	18.5%	17.3%	14

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

Leadership (continued)

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,192	50.5%	23.2%	26.3%	14,282
Court Services and Offender Supervision Agency	613	53.4%	22.6%	24.0%	17
Community Supervision Program	404	52.9%	23.7%	23.4%	12
Pretrial Services Agency	209	54.5%	20.1%	25.5%	5

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,340	54.2%	23.3%	22.5%	14,928
Court Services and Offender Supervision Agency	616	55.2%	23.2%	21.6%	15
Community Supervision Program	405	53.7%	23.2%	23.0%	11
Pretrial Services Agency	211	58.5%	23.1%	18.4%	4

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,360	56.8%	23.8%	19.5%	23,479
Court Services and Offender Supervision Agency	586	57.6%	28.6%	13.8%	42
Community Supervision Program	394	60.3%	29.9%	9.8%	23
Pretrial Services Agency	192	50.6%	25.5%	23.9%	19

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,356	51.4%	24.4%	24.3%	5,387
Court Services and Offender Supervision Agency	622	61.8%	21.6%	16.6%	6
Community Supervision Program	410	60.8%	23.2%	16.0%	4
Pretrial Services Agency	212	64.3%	17.9%	17.8%	2

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,258	53.4%	27.1%	19.5%	36,507
Court Services and Offender Supervision Agency	597	60.8%	25.7%	13.5%	35
Community Supervision Program	397	57.0%	29.1%	13.9%	21
Pretrial Services Agency	200	69.8%	17.5%	12.6%	14

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
Governmentwide	406,408	49.6%	23.4%	26.9%
Court Services and Offender Supervision Agency	624	48.0%	23.9%	28.1%
Community Supervision Program	413	46.8%	24.3%	28.9%
Pretrial Services Agency	211	50.6%	23.1%	26.3%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
Governmentwide	405,736	46.8%	24.0%	29.2%
Court Services and Offender Supervision Agency	627	45.6%	22.9%	31.5%
Community Supervision Program	415	44.8%	23.7%	31.5%
Pretrial Services Agency	212	47.5%	21.1%	31.4%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
Governmentwide	404,473	46.6%	23.8%	29.5%
Court Services and Offender Supervision Agency	625	46.1%	24.0%	29.9%
Community Supervision Program	412	45.4%	24.6%	29.9%
Pretrial Services Agency	213	47.6%	22.6%	29.7%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	404,697	40.8%	29.8%	29.4%
Court Services and Offender Supervision Agency	627	44.1%	27.8%	28.1%
Community Supervision Program	414	41.7%	27.8%	30.5%
Pretrial Services Agency	213	49.8%	27.9%	22.3%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	404,808	34.8%	27.5%	37.7%
Court Services and Offender Supervision Agency	624	33.3%	25.4%	41.3%
Community Supervision Program	413	33.0%	26.8%	40.3%
Pretrial Services Agency	211	34.1%	22.0%	43.9%

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Satisfaction (continued)

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	404,872	51.6%	23.8%	24.6%
Court Services and Offender Supervision Agency	625	59.6%	23.1%	17.3%
Community Supervision Program	412	58.6%	23.0%	18.4%
Pretrial Services Agency	213	62.0%	23.2%	14.8%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	404,704	65.2%	17.9%	16.9%
Court Services and Offender Supervision Agency	624	66.7%	19.9%	13.4%
Community Supervision Program	411	66.2%	21.1%	12.7%
Pretrial Services Agency	213	67.9%	17.2%	15.0%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	405,405	57.1%	17.3%	25.6%
Court Services and Offender Supervision Agency	625	67.6%	13.7%	18.8%
Community Supervision Program	411	65.6%	14.3%	20.1%
Pretrial Services Agency	214	72.1%	12.2%	15.7%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	405,517	55.7%	22.0%	22.3%
Court Services and Offender Supervision Agency	623	57.1%	24.2%	18.8%
Community Supervision Program	411	55.5%	24.8%	19.7%
Pretrial Services Agency	212	60.8%	22.7%	16.5%

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

Work/Life

72. *Have you been notified whether or not you are eligible to telework?*

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	404,547	37.6%	21.3%	31.2%	9.8%
Court Services and Offender Supervision Agency	621	81.1%	11.3%	6.3%	1.3%
Community Supervision Program	411	80.7%	12.2%	6.1%	1.0%
Pretrial Services Agency	210	82.1%	9.0%	6.8%	2.0%

73. *Please select the response below that BEST describes your current teleworking situation.*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	400,800	4.8%	10.9%	4.5%	11.1%
Court Services and Offender Supervision Agency	629	6.4%	22.8%	29.8%	9.2%
Community Supervision Program	415	5.7%	22.8%	32.1%	7.6%
Pretrial Services Agency	214	8.1%	22.8%	24.4%	12.8%

(continued)

73. *Please select the response below that BEST describes your current teleworking situation. (continued)*

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	400,800	31.7%	4.7%	19.8%	12.5%
Court Services and Offender Supervision Agency	629	11.0%	1.1%	6.8%	12.8%
Community Supervision Program	415	10.8%	1.2%	7.2%	12.4%
Pretrial Services Agency	214	11.4%	0.9%	5.8%	13.7%

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

Work/Life (continued)

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
Governmentwide	403,625	33.1%	46.0%	20.9%
Court Services and Offender Supervision Agency	624	57.3%	35.2%	7.5%
Community Supervision Program	413	55.6%	36.1%	8.3%
Pretrial Services Agency	211	61.5%	32.9%	5.6%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
Governmentwide	402,481	27.4%	60.7%	11.9%
Court Services and Offender Supervision Agency	619	42.4%	52.6%	5.0%
Community Supervision Program	406	48.9%	48.0%	3.1%
Pretrial Services Agency	213	27.3%	63.4%	9.3%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
Governmentwide	398,860	13.9%	80.7%	5.4%
Court Services and Offender Supervision Agency	611	27.2%	71.1%	1.7%
Community Supervision Program	402	28.8%	69.8%	1.5%
Pretrial Services Agency	209	23.7%	74.1%	2.2%

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
Governmentwide	403,125	3.8%	78.8%	17.4%
Court Services and Offender Supervision Agency	621	6.3%	72.3%	21.4%
Community Supervision Program	407	7.4%	71.6%	21.0%
Pretrial Services Agency	214	4.0%	73.9%	22.1%

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

Work/Life (continued)

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
Governmentwide	403,461	2.4%	80.1%	17.5%
Court Services and Offender Supervision Agency	622	3.1%	74.8%	22.0%
Community Supervision Program	411	3.6%	74.9%	21.4%
Pretrial Services Agency	211	2.0%	74.6%	23.4%

79. How satisfied are you with the following Work/Life programs in your agency? Telework*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	190,959	78.2%	12.8%	9.1%	6,780
Court Services and Offender Supervision Agency	428	74.7%	9.1%	16.3%	5
Community Supervision Program	281	73.7%	10.0%	16.3%	4
Pretrial Services Agency	147	76.9%	7.0%	16.1%	1

*The results for this item only include employees who indicated that they participated in this program.

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	151,249	89.0%	7.5%	3.5%	2,908
Court Services and Offender Supervision Agency	351	92.6%	4.6%	2.8%	5
Community Supervision Program	223	91.3%	5.3%	3.4%	3
Pretrial Services Agency	128	95.4%	3.2%	1.4%	2

*The results for this item only include employees who indicated that they participated in this program.

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)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	106,036	79.9%	16.5%	3.6%	7,380
Court Services and Offender Supervision Agency	259	84.0%	10.4%	5.5%	7
Community Supervision Program	201	85.6%	10.4%	4.0%	6
Pretrial Services Agency	58	77.6%	10.6%	11.8%	1

*The results for this item only include employees who indicated that they participated in this program.

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	55,156	74.8%	20.9%	4.4%	8,714
Court Services and Offender Supervision Agency	155	89.6%	8.6%	1.9%	16
Community Supervision Program	111	88.9%	9.3%	1.8%	11
Pretrial Services Agency	44	91.5%	6.4%	2.1%	5

*The results for this item only include employees who indicated that they participated in this program.

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)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	10,781	71.6%	24.4%	4.1%	4,620
Court Services and Offender Supervision Agency	35	69.8%	26.9%	3.3%	8
Community Supervision Program	28	65.7%	30.3%	3.9%	7
Pretrial Services Agency	7	89.7%	10.3%	0.0%	1

*The results for this item only include employees who indicated that they participated in this program.

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,497	66.3%	31.3%	2.4%	3,831
Court Services and Offender Supervision Agency	18	63.9%	36.1%	0.0%	6
Community Supervision Program	13	57.9%	42.1%	0.0%	5
Pretrial Services Agency	5	83.1%	16.9%	0.0%	1

*The results for this item only include employees who indicated that they participated in this program.

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

Demographic Questions

Where do you work?

	N	%
Headquarters	297	47.4%
Field	329	52.6%

What is your supervisory status?

	N	%
Non-Supervisor	456	73.1%
Team Leader	40	6.4%
Supervisor	85	13.6%
Manager	31	5.0%
Senior Leader	12	1.9%

Are you:

	N	%
Male	224	36.1%
Female	397	63.9%

Are you Hispanic or Latino?

	N	%
Yes	38	6.2%
No	577	93.8%

Race

	N	%
American Indian or Alaska Native	4	0.7%
Asian	11	1.8%
Black or African American	447	74.4%
Native Hawaiian or Other Pacific Islander	1	0.2%
White	121	20.1%
Two or more races	17	2.8%

Note: Percentages for demographic questions are unweighted.

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	26	4.2%
Trade or Technical Certificate	3	0.5%
Some College (no degree)	64	10.3%
Associate's Degree (e.g., AA, AS)	25	4.0%
Bachelor's Degree (e.g., BA, BS)	256	41.0%
Master's Degree (e.g., MA, MS, MBA)	213	34.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	37	5.9%

What is your pay category/grade?

	N	%
Federal Wage System	4	0.6%
GS 1-6	10	1.6%
GS 7-12	393	63.0%
GS 13-15	206	33.0%
Senior Executive Service	7	1.1%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	4	0.6%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	5	0.8%
1 to 3 years	29	4.6%
4 to 5 years	58	9.3%
6 to 10 years	165	26.4%
11 to 14 years	118	18.9%
15 to 20 years	138	22.1%
More than 20 years	112	17.9%

Note: Percentages for demographic questions are unweighted.

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	9	1.5%
1 to 3 years	55	8.9%
4 to 5 years	60	9.7%
6 to 10 years	196	31.7%
11 to 20 years	273	44.2%
More than 20 years	25	4.0%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	360	58.1%
Yes, to retire	23	3.7%
Yes, to take another job within the Federal Government	205	33.1%
Yes, to take another job outside the Federal Government	8	1.3%
Yes, other	24	3.9%

I am planning to retire:

	N	%
Within one year	15	2.4%
Between one and three years	39	6.3%
Between three and five years	49	7.9%
Five or more years	514	83.3%

Self-Identify as:

	N	%
Heterosexual or Straight	531	87.6%
Gay, Lesbian, Bisexual, or Transgender	20	3.3%
I prefer not to say	55	9.1%

What is your US military service status?

	N	%
No Prior Military Service	546	89.2%
Currently in National Guard or Reserves	4	0.7%
Retired	16	2.6%
Separated or Discharged	46	7.5%

Note: Percentages for demographic questions are unweighted.

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	48	7.7%
No	572	92.3%

What is your age group?

	N	%
25 and under	1	0.2%
26-29	18	2.8%
30-39	201	31.0%
40-49	239	36.9%
50-59	136	21.0%
60 or older	53	8.2%

Note: Percentages for demographic questions are unweighted.