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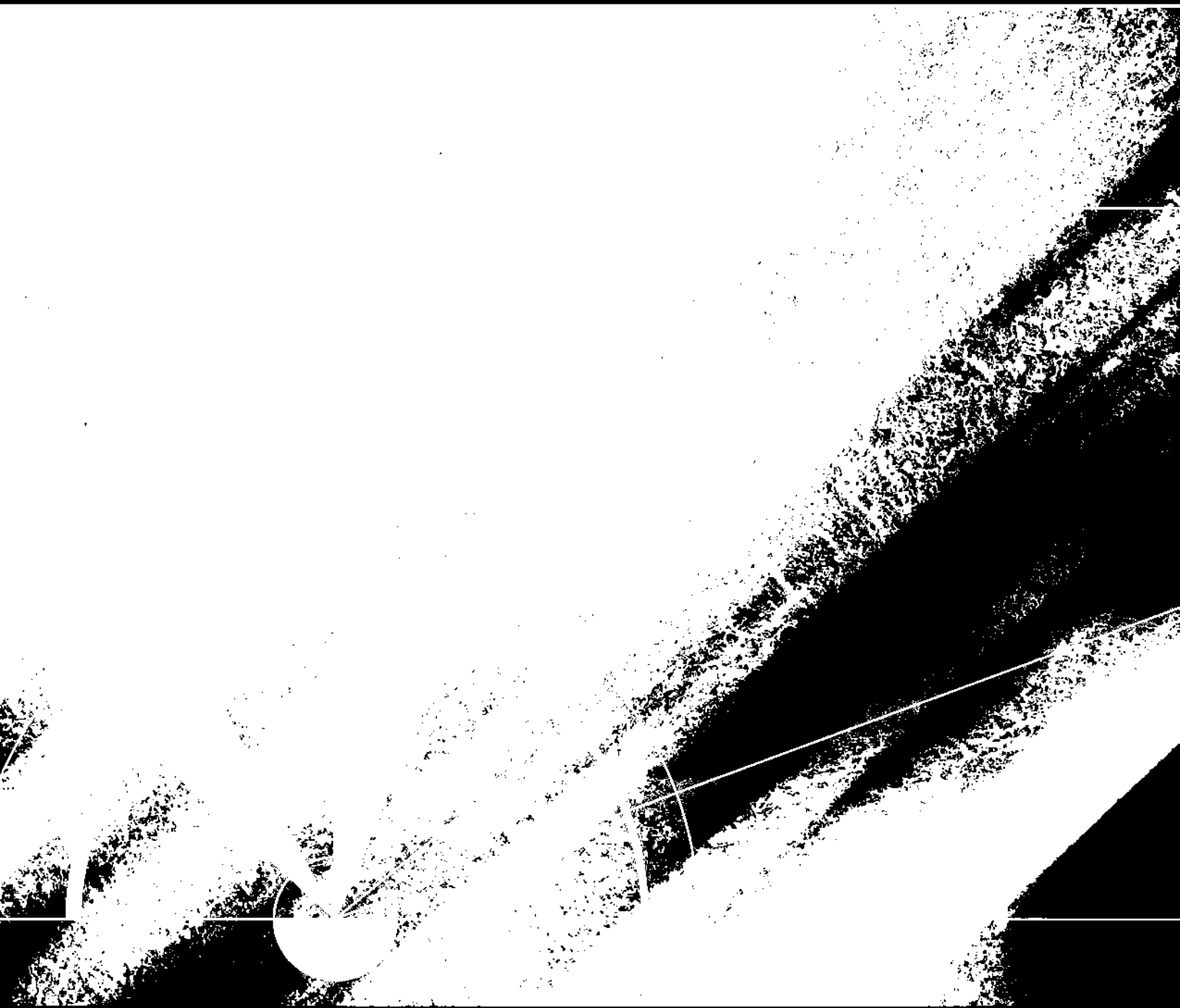
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2017

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

1st Level  
Subagency  
Report

Department of Homeland Security  
Immigration and Customs Enforcement (ICE)





**Department of Homeland Security  
Immigration and Customs Enforcement (ICE)  
*1st Level Subagency Report***

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

**Response Summary**

	<b>Surveys Completed</b>	<b>Response Rate</b>
Governmentwide	486,105	45.5%
Department of Homeland Security	47,414	49.0%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,375</b>	<b>51.8%</b>

**Your Data**

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

**Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.**

These sections provide high level information on how your subagency is doing.

**Main Report Results**

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" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "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.

**Department of Homeland Security**  
**Immigration and Customs Enforcement (ICE)**  
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**Top 10 Positive & Negative Items**

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

***Highest Percent Positive***

95.8%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
90.4%	I am constantly looking for ways to do my job better. (Q.8)
87.2%	The work I do is important. (Q.13)
82.9%	My supervisor treats me with respect. (Q.49)
82.1%	I like the kind of work I do. (Q.5)
80.7%	My supervisor supports my need to balance work and other life issues. (Q.42)
80.6%	How would you rate the overall quality of work done by your work unit? (Q.28)
78.9%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
77.5%	I am held accountable for achieving results. (Q.16)
77.3%	I know how my work relates to the agency's goals and priorities. (Q.12)


***Highest Percent Negative***

59.9%	Pay raises depend on how well employees perform their jobs. (Q.33)
53.7%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
52.8%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
48.9%	Promotions in my work unit are based on merit. (Q.22)
45.4%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
41.7%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
41.7%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
41.0%	Creativity and innovation are rewarded. (Q.32)
40.5%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
38.6%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)

**Department of Homeland Security  
Immigration and Customs Enforcement (ICE)  
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**Leading Your Comparison Group**

The figure below allows you to see where your subagency results are higher than your comparison group (Department of Homeland Security) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '\*' in % Positive Response represents a percentage less than 10.


 Immigration and Customs Enforcement (ICE)  
Department of Homeland Security

<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
Considering everything, how satisfied are you with your pay? (Q.70)	70.7% 54.9%	+15.8
My supervisor supports my need to balance work and other life issues. (Q.42)	80.7% 71.7%	+9.0
Physical conditions allow employees to perform their jobs well. (Q.14)	68.0% 59.3%	+8.7
My performance appraisal is a fair reflection of my performance. (Q.15)	72.5% 64.1%	+8.4
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels. (Q.19)	74.3% 67.4%	+6.9
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q.60)	56.9% 51.3%	+5.6
My work gives me a feeling of personal accomplishment. (Q.4)	67.8% 63.2%	+4.6
Discussions with my supervisor about my performance are worthwhile. (Q.44)	65.1% 60.8%	+4.3
Considering everything, how satisfied are you with your organization? (Q.71)	54.0% 49.8%	+4.2
Senior leaders demonstrate support for Work/Life programs. (Q.62)	48.0% 43.9%	+4.1

**Department of Homeland Security**  
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**Trailing Your Comparison Group**

The figure below allows you to see where your subagency results are lower than your comparison group (Department of Homeland Security) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '\*' in % Positive Response represents a percentage less than 10.

 Immigration and Customs Enforcement (ICE)  
 Department of Homeland Security

<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
My organization has prepared employees for potential security threats. (Q.36)	61.1% 68.0%	-6.9
My training needs are assessed. (Q.18)	42.5% 48.7%	-6.2
I have sufficient resources to get my job done. (Q.9)	33.6% 39.7%	-6.1
How satisfied are you with the training you receive for your present job? (Q.68)	43.1% 49.1%	-6.0
Pay raises depend on how well employees perform their jobs. (Q.33)	14.4% 18.9%	-4.5
Policies and programs promote diversity in the workplace. (Q.34)	46.9% 51.3%	-4.4
I know what is expected of me on the job. (Q.6)	75.1% 78.3%	-3.2

**Department of Homeland Security  
Immigration and Customs Enforcement (ICE)  
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**My Work Experience**

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

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Department of Homeland Security	47,329	54.7%	17.7%	27.6%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,359</b>	<b>54.2%</b>	<b>16.8%</b>	<b>28.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of Homeland Security	47,218	63.9%	16.7%	19.4%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,346</b>	<b>62.7%</b>	<b>16.1%</b>	<b>21.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Department of Homeland Security	46,968	47.2%	19.4%	33.4%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,316</b>	<b>49.7%</b>	<b>18.9%</b>	<b>31.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of Homeland Security	47,111	63.2%	17.1%	19.7%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,342</b>	<b>67.8%</b>	<b>14.7%</b>	<b>17.5%</b>

***5. I like the kind of work I do.***

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Homeland Security	47,040	80.0%	12.9%	7.1%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,325</b>	<b>82.1%</b>	<b>10.7%</b>	<b>7.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Department of Homeland Security	47,008	78.3%	11.0%	10.8%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,327</b>	<b>75.1%</b>	<b>12.0%</b>	<b>12.9%</b>

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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Department of Homeland Security	47,158	94.4%	3.3%	2.3%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,335</b>	<b>95.8%</b>	<b>2.2%</b>	<b>2.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Department of Homeland Security	47,210	87.5%	9.5%	3.0%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,353</b>	<b>90.4%</b>	<b>7.1%</b>	<b>2.5%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Department of Homeland Security	47,169	39.7%	16.0%	44.3%	115
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,333</b>	<b>33.6%</b>	<b>13.6%</b>	<b>52.8%</b>	<b>22</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Homeland Security	47,109	57.4%	16.3%	26.3%	64
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,323</b>	<b>57.2%</b>	<b>15.2%</b>	<b>27.6%</b>	<b>17</b>

**11. My talents are used well in the workplace.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Department of Homeland Security	46,437	49.7%	18.2%	32.1%	236
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,216</b>	<b>53.1%</b>	<b>16.2%</b>	<b>30.7%</b>	<b>46</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Department of Homeland Security	46,905	79.3%	11.1%	9.6%	141
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,307</b>	<b>77.3%</b>	<b>11.7%</b>	<b>11.1%</b>	<b>22</b>



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**My Work Experience (continued)**

***13. The work I do is important.***

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Department of Homeland Security	46,739	89.4%	6.6%	4.0%	123
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,271</b>	<b>87.2%</b>	<b>7.9%</b>	<b>4.9%</b>	<b>34</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Department of Homeland Security	47,008	59.3%	15.5%	25.2%	187
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,316</b>	<b>68.0%</b>	<b>12.3%</b>	<b>19.6%</b>	<b>32</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Department of Homeland Security	46,661	64.1%	15.6%	20.3%	536
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,264</b>	<b>72.5%</b>	<b>12.8%</b>	<b>14.7%</b>	<b>74</b>

***16. I am held accountable for achieving results.***

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Department of Homeland Security	46,829	74.3%	15.0%	10.6%	212
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,287</b>	<b>77.5%</b>	<b>12.8%</b>	<b>9.8%</b>	<b>37</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Department of Homeland Security	45,372	56.6%	19.1%	24.2%	1,693
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,029</b>	<b>59.1%</b>	<b>18.3%</b>	<b>22.6%</b>	<b>306</b>

***18. My training needs are assessed.***

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Homeland Security	46,703	48.7%	23.0%	28.3%	473
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,274</b>	<b>42.5%</b>	<b>23.2%</b>	<b>34.3%</b>	<b>73</b>

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**My Work Experience (continued)**

**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	473,585	71.0%	13.4%	15.6%	11,653
Department of Homeland Security	46,198	67.4%	14.8%	17.8%	1,152
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,240</b>	<b>74.3%</b>	<b>11.5%</b>	<b>14.2%</b>	<b>125</b>

**My Work Unit**

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Department of Homeland Security	47,295	71.1%	14.2%	14.7%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,356</b>	<b>72.6%</b>	<b>12.0%</b>	<b>15.4%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Department of Homeland Security	45,999	35.5%	26.5%	38.0%	1,327
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,091</b>	<b>37.1%</b>	<b>24.7%</b>	<b>38.2%</b>	<b>269</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Department of Homeland Security	44,815	25.8%	25.3%	48.9%	2,366
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,920</b>	<b>26.3%</b>	<b>24.7%</b>	<b>48.9%</b>	<b>423</b>

**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	435,831	30.9%	27.5%	41.5%	47,551
Department of Homeland Security	43,968	25.8%	24.0%	50.3%	3,205
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,813</b>	<b>23.7%</b>	<b>22.7%</b>	<b>53.7%</b>	<b>533</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Department of Homeland Security	45,318	29.3%	25.8%	44.9%	1,872
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,021</b>	<b>30.2%</b>	<b>24.3%</b>	<b>45.4%</b>	<b>331</b>

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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Department of Homeland Security	44,742	36.1%	23.2%	40.6%	2,323
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,870</b>	<b>37.2%</b>	<b>24.2%</b>	<b>38.6%</b>	<b>463</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Department of Homeland Security	47,040	72.4%	14.4%	13.1%	130
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,322</b>	<b>73.7%</b>	<b>12.8%</b>	<b>13.5%</b>	<b>22</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Department of Homeland Security	45,813	50.2%	29.1%	20.7%	1,420
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,105</b>	<b>54.1%</b>	<b>26.4%</b>	<b>19.5%</b>	<b>250</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	484,120	83.4%	13.4%	3.2%	
Department of Homeland Security	47,205	77.3%	17.7%	5.0%	
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,348</b>	<b>80.6%</b>	<b>15.1%</b>	<b>4.3%</b>	

**My Agency**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Department of Homeland Security	45,923	65.2%	18.2%	16.6%	521
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,114</b>	<b>62.6%</b>	<b>18.9%</b>	<b>18.6%</b>	<b>110</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Department of Homeland Security	45,535	37.2%	25.2%	37.6%	881
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,040</b>	<b>39.2%</b>	<b>25.3%</b>	<b>35.5%</b>	<b>181</b>

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My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Department of Homeland Security	45,586	39.6%	23.4%	37.0%	761
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,054</b>	<b>42.2%</b>	<b>22.5%</b>	<b>35.2%</b>	<b>154</b>

**32. Creativity and innovation are rewarded.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of Homeland Security	45,057	31.9%	26.5%	41.5%	1,178
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,944</b>	<b>31.2%</b>	<b>27.7%</b>	<b>41.0%</b>	<b>238</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Department of Homeland Security	43,603	18.9%	23.7%	57.4%	2,617
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,774</b>	<b>14.4%</b>	<b>25.7%</b>	<b>59.9%</b>	<b>418</b>

**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	442,361	58.7%	27.1%	14.2%	33,267
Department of Homeland Security	42,646	51.3%	30.4%	18.2%	3,717
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,391</b>	<b>46.9%</b>	<b>32.4%</b>	<b>20.7%</b>	<b>826</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Department of Homeland Security	45,722	61.9%	17.8%	20.3%	639
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,082</b>	<b>65.2%</b>	<b>18.7%</b>	<b>16.2%</b>	<b>139</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Department of Homeland Security	45,841	68.0%	16.3%	15.6%	364
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,123</b>	<b>61.1%</b>	<b>18.8%</b>	<b>20.1%</b>	<b>80</b>

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**My Agency (continued)**

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Department of Homeland Security	44,050	41.4%	23.2%	35.4%	2,237
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,806</b>	<b>41.9%</b>	<b>23.6%</b>	<b>34.4%</b>	<b>405</b>

***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.***

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Department of Homeland Security	42,228	60.6%	22.3%	17.0%	3,884
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,499</b>	<b>61.3%</b>	<b>21.4%</b>	<b>17.3%</b>	<b>697</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Department of Homeland Security	45,793	68.8%	19.5%	11.7%	587
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,093</b>	<b>66.2%</b>	<b>20.2%</b>	<b>13.6%</b>	<b>123</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of Homeland Security	46,313	55.7%	21.8%	22.4%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,212</b>	<b>59.5%</b>	<b>20.4%</b>	<b>20.2%</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Department of Homeland Security	43,017	39.0%	23.3%	37.7%	3,330
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,674</b>	<b>37.7%</b>	<b>21.7%</b>	<b>40.5%</b>	<b>540</b>

**My Supervisor**

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Department of Homeland Security	46,008	71.7%	12.7%	15.6%	218
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,158</b>	<b>80.7%</b>	<b>8.6%</b>	<b>10.7%</b>	<b>36</b>

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**My Supervisor** (continued)

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Department of Homeland Security	45,944	62.7%	18.3%	19.0%	195
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,146</b>	<b>65.3%</b>	<b>16.5%</b>	<b>18.2%</b>	<b>37</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Department of Homeland Security	45,537	60.8%	19.1%	20.1%	412
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,086</b>	<b>65.1%</b>	<b>16.2%</b>	<b>18.7%</b>	<b>73</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Department of Homeland Security	42,546	63.4%	24.5%	12.1%	3,500
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,520</b>	<b>67.1%</b>	<b>21.8%</b>	<b>11.1%</b>	<b>654</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Department of Homeland Security	45,822	61.1%	19.3%	19.6%	200
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,120</b>	<b>63.8%</b>	<b>17.7%</b>	<b>18.5%</b>	<b>44</b>

***47. Supervisors in my work unit support employee development.***

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Department of Homeland Security	45,548	60.2%	19.6%	20.2%	546
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,060</b>	<b>62.1%</b>	<b>17.9%</b>	<b>20.1%</b>	<b>103</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of Homeland Security	46,106	74.2%	12.7%	13.2%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,166</b>	<b>77.0%</b>	<b>10.3%</b>	<b>12.7%</b>

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My Supervisor (continued)

**49. My supervisor treats me with respect.**

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of Homeland Security	45,988	80.2%	10.6%	9.1%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,149</b>	<b>82.9%</b>	<b>8.5%</b>	<b>8.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Department of Homeland Security	46,003	76.5%	10.7%	12.7%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,157</b>	<b>78.9%</b>	<b>10.0%</b>	<b>11.1%</b>

**51. I have trust and confidence in my supervisor.**

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of Homeland Security	46,026	66.0%	17.0%	17.0%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,150</b>	<b>69.1%</b>	<b>14.1%</b>	<b>16.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Department of Homeland Security	46,061	68.9%	18.6%	12.5%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,163</b>	<b>72.0%</b>	<b>15.8%</b>	<b>12.2%</b>

**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Department of Homeland Security	44,882	33.3%	22.1%	44.6%	941
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,960</b>	<b>36.0%</b>	<b>22.3%</b>	<b>41.7%</b>	<b>164</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Department of Homeland Security	43,026	44.2%	24.5%	31.3%	2,725
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,557</b>	<b>47.3%</b>	<b>24.7%</b>	<b>28.0%</b>	<b>558</b>

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**Leadership (continued)**

**55. Supervisors work well with employees of different backgrounds.**

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Department of Homeland Security	43,812	63.6%	21.1%	15.3%	1,693
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,727</b>	<b>62.5%</b>	<b>21.4%</b>	<b>16.1%</b>	<b>361</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Department of Homeland Security	44,989	51.7%	20.4%	27.9%	573
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,983</b>	<b>52.3%</b>	<b>19.9%</b>	<b>27.8%</b>	<b>107</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Department of Homeland Security	42,346	50.2%	25.1%	24.7%	3,197
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,459</b>	<b>51.5%</b>	<b>24.4%</b>	<b>24.0%</b>	<b>629</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Department of Homeland Security	44,167	43.9%	22.5%	33.5%	1,444
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,813</b>	<b>44.5%</b>	<b>21.2%</b>	<b>34.3%</b>	<b>289</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Department of Homeland Security	44,126	47.4%	22.9%	29.7%	1,480
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,820</b>	<b>48.8%</b>	<b>20.6%</b>	<b>30.6%</b>	<b>280</b>

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

	<b>N</b>	<b>Positive</b>	<b>Neutral</b>	<b>Negative</b>	<b>DNK</b>
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Department of Homeland Security	43,687	51.3%	24.7%	24.0%	1,978
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,770</b>	<b>56.9%</b>	<b>21.5%</b>	<b>21.6%</b>	<b>328</b>



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**Leadership** (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Department of Homeland Security	45,001	46.2%	23.8%	30.0%	665
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,981</b>	<b>50.1%</b>	<b>22.8%</b>	<b>27.2%</b>	<b>123</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Department of Homeland Security	41,826	43.9%	26.4%	29.7%	3,850
<b>Immigration and Customs Enforcement (ICE)</b>	<b>6,347</b>	<b>48.0%</b>	<b>27.3%</b>	<b>24.7%</b>	<b>748</b>

**My Satisfaction**

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

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Department of Homeland Security	45,481	43.5%	24.4%	32.1%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,067</b>	<b>45.9%</b>	<b>23.0%</b>	<b>31.1%</b>

**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	467,501	50.3%	23.0%	26.8%
Department of Homeland Security	45,387	40.6%	23.8%	35.6%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,063</b>	<b>41.3%</b>	<b>22.1%</b>	<b>36.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Department of Homeland Security	45,367	42.0%	24.0%	33.9%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,052</b>	<b>45.4%</b>	<b>23.8%</b>	<b>30.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Department of Homeland Security	45,311	35.7%	28.3%	36.0%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,067</b>	<b>38.1%</b>	<b>29.6%</b>	<b>32.2%</b>

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Department of Homeland Security	45,354	32.2%	26.0%	41.7%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,055</b>	<b>32.0%</b>	<b>26.2%</b>	<b>41.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Department of Homeland Security	45,346	49.1%	22.3%	28.5%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,056</b>	<b>43.1%</b>	<b>22.9%</b>	<b>33.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of Homeland Security	45,343	60.7%	19.0%	20.3%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,054</b>	<b>64.4%</b>	<b>17.7%</b>	<b>17.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of Homeland Security	45,381	54.9%	16.1%	29.1%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,062</b>	<b>70.7%</b>	<b>13.1%</b>	<b>16.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Department of Homeland Security	45,411	49.8%	21.9%	28.3%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,074</b>	<b>54.0%</b>	<b>20.8%</b>	<b>25.2%</b>

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**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	465,495	42.6%	21.9%	26.7%	8.7%
Department of Homeland Security	45,177	27.3%	24.0%	36.6%	12.1%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,050</b>	<b>28.2%</b>	<b>30.5%</b>	<b>30.8%</b>	<b>10.6%</b>

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

	N	Telework			Infrequently
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Department of Homeland Security	45,100	4.1%	9.1%	3.1%	6.7%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,016</b>	<b>1.0%</b>	<b>7.5%</b>	<b>3.8%</b>	<b>10.9%</b>

(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	463,482	30.1%	3.8%	17.9%	12.2%
Department of Homeland Security	45,100	56.1%	1.5%	11.1%	8.4%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,016</b>	<b>53.2%</b>	<b>1.6%</b>	<b>13.8%</b>	<b>8.3%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	465,405	33.7%	47.0%	19.3%
Department of Homeland Security	45,206	27.8%	41.2%	31.0%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,037</b>	<b>19.6%</b>	<b>42.4%</b>	<b>38.0%</b>

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**Work/Life (continued)**

**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	464,589	26.4%	61.9%	11.7%
Department of Homeland Security	45,144	27.4%	57.6%	15.0%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,022</b>	<b>38.7%</b>	<b>48.2%</b>	<b>13.1%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Department of Homeland Security	44,962	17.9%	78.1%	3.9%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,002</b>	<b>16.7%</b>	<b>80.1%</b>	<b>3.2%</b>

**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	464,201	3.4%	79.8%	16.8%
Department of Homeland Security	45,139	2.1%	73.3%	24.6%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,035</b>	<b>1.6%</b>	<b>68.0%</b>	<b>30.4%</b>

**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	464,386	2.2%	81.1%	16.7%
Department of Homeland Security	45,064	1.8%	74.9%	23.3%
<b>Immigration and Customs Enforcement (ICE)</b>	<b>7,036</b>	<b>1.3%</b>	<b>70.2%</b>	<b>28.5%</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Department of Homeland Security	16,362	76.1%	12.2%	11.7%	477
<b>Immigration and Customs Enforcement (ICE)</b>	<b>1,837</b>	<b>69.3%</b>	<b>15.5%</b>	<b>15.3%</b>	<b>88</b>

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

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**Work/Life (continued)**

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Department of Homeland Security	15,280	87.2%	8.1%	4.7%	268
<b>Immigration and Customs Enforcement (ICE)</b>	<b>1,637</b>	<b>90.6%</b>	<b>5.6%</b>	<b>3.7%</b>	<b>28</b>

\*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	119,164	81.3%	15.1%	3.7%	7,694
Department of Homeland Security	12,239	77.0%	17.5%	5.5%	835
<b>Immigration and Customs Enforcement (ICE)</b>	<b>2,404</b>	<b>78.3%</b>	<b>16.5%</b>	<b>5.2%</b>	<b>139</b>

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Department of Homeland Security	7,047	75.1%	19.8%	5.0%	885
<b>Immigration and Customs Enforcement (ICE)</b>	<b>1,057</b>	<b>73.8%</b>	<b>19.8%</b>	<b>6.4%</b>	<b>149</b>

\*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	12,057	73.0%	22.2%	4.7%	4,915
Department of Homeland Security	725	61.6%	31.7%	6.7%	421
<b>Immigration and Customs Enforcement (ICE)</b>	<b>77</b>	<b>63.8%</b>	<b>28.6%</b>	<b>7.6%</b>	<b>56</b>

\*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	8,738	67.9%	29.3%	2.7%	4,560
Department of Homeland Security	670	60.1%	35.2%	4.7%	434
<b>Immigration and Customs Enforcement (ICE)</b>	<b>63</b>	<b>50.7%</b>	<b>41.3%</b>	<b>8.0%</b>	<b>45</b>

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

**Department of Homeland Security  
Immigration and Customs Enforcement (ICE)  
1st Level Subagency Report**

**Demographic Questions**

***Where do you work?***

	<b>N</b>	<b>%</b>
Headquarters	1,371	19.5%
Field	5,649	80.5%

***What is your supervisory status?***

	<b>N</b>	<b>%</b>
Non-Supervisor	5,002	71.1%
Team Leader	582	8.3%
Supervisor	952	13.5%
Manager	419	6.0%
Senior Leader	77	1.1%

***Are you:***

	<b>N</b>	<b>%</b>
Male	4,788	68.7%
Female	2,184	31.3%

***Are you Hispanic or Latino?***

	<b>N</b>	<b>%</b>
Yes	1,537	22.2%
No	5,383	77.8%

***Race***

	<b>N</b>	<b>%</b>
American Indian or Alaska Native	85	1.3%
Asian	316	4.7%
Black or African American	763	11.3%
Native Hawaiian or Other Pacific Islander	63	0.9%
White	5,193	77.2%
Two or more races	310	4.6%

Note: Percentages for demographic questions are unweighted.

**Department of Homeland Security  
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Demographic Questions (continued)

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

	N	%
Less than High School	2	0.0%
High School Diploma/GED or equivalent	265	3.8%
Trade or Technical Certificate	94	1.3%
Some College (no degree)	1,242	17.8%
Associate's Degree (e.g., AA, AS)	508	7.3%
Bachelor's Degree (e.g., BA, BS)	2,960	42.5%
Master's Degree (e.g., MA, MS, MBA)	1,135	16.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	766	11.0%

***What is your pay category/grade?***

	N	%
Federal Wage System	4	0.1%
GS 1-6	114	1.6%
GS 7-12	2,550	36.4%
GS 13-15	4,274	61.0%
Senior Executive Service	56	0.8%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	6	0.1%

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

	N	%
Less than 1 year	121	1.7%
1 to 3 years	371	5.3%
4 to 5 years	221	3.2%
6 to 10 years	1,744	24.9%
11 to 14 years	1,143	16.3%
15 to 20 years	1,661	23.7%
More than 20 years	1,740	24.9%

Note: Percentages for demographic questions are unweighted.

**Department of Homeland Security  
Immigration and Customs Enforcement (ICE)  
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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	313	4.5%
1 to 3 years	742	10.6%
4 to 5 years	305	4.4%
6 to 10 years	2,396	34.2%
11 to 20 years	2,344	33.5%
More than 20 years	896	12.8%

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

	N	%
No	4,852	69.4%
Yes, to retire	390	5.6%
Yes, to take another job within the Federal Government	1,347	19.3%
Yes, to take another job outside the Federal Government	179	2.6%
Yes, other	226	3.2%

***I am planning to retire:***

	N	%
Within one year	237	3.4%
Between one and three years	631	9.0%
Between three and five years	764	10.9%
Five or more years	5,348	76.6%

***Self-Identify as:***

	N	%
Heterosexual or Straight	5,753	86.5%
Gay, Lesbian, Bisexual, or Transgender	164	2.5%
I prefer not to say	734	11.0%

***What is your US military service status?***

	N	%
No Prior Military Service	4,355	62.6%
Currently in National Guard or Reserves	174	2.5%
Retired	592	8.5%
Separated or Discharged	1,832	26.3%

Note: Percentages for demographic questions are unweighted.



**Department of Homeland Security  
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Demographic Questions (continued)

*Are you an individual with a disability?*

	N	%
Yes	892	12.9%
No	6,044	87.1%

*What is your age group?*

	N	%
25 and under	17	0.2%
26-29	118	1.6%
30-39	1,825	24.7%
40-49	3,240	43.9%
50-59	1,689	22.9%
60 or older	486	6.6%

Note: Percentages for demographic questions are unweighted.

# FEVS 2017 - Immigration and Customs Enforcement Trend Report

**Sum of Percent**

Row Labels	2013	2014	2015	2016	2017	Trend
01) *I am given a real opportunity to improve my skills in my organization.	43%	36%	37%	47%	54%	△
02) I have enough information to do my job well.	55%	51%	48%	56%	63%	△
03) I feel encouraged to come up with new and better ways of doing things.	39%	34%	34%	41%	50%	△
04) My work gives me a feeling of personal accomplishment.	55%	49%	49%	59%	68%	△
05) I like the kind of work I do.	74%	69%	71%	77%	82%	△
06) I know what is expected of me on the job.	66%	63%	61%	69%	75%	△
07) When needed I am willing to put in the extra effort to get a job done.	94%	92%	91%	94%	96%	
08) I am constantly looking for ways to do my job better.	87%	84%	83%	87%	90%	△
09) I have sufficient resources (for example, people, materials, budget) to get my job done.	29%	29%	30%	35%	34%	
10) *My workload is reasonable.	54%	52%	51%	56%	57%	
11) *My talents are used well in the workplace.	44%	38%	39%	46%	53%	△
12) *I know how my work relates to the agency's goals and priorities.	64%	58%	56%	66%	77%	△
13) The work I do is important.	79%	74%	74%	80%	87%	△
14) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	67%	68%	64%	65%	68%	△
15) My performance appraisal is a fair reflection of my performance.	68%	65%	64%	68%	72%	△
16) I am held accountable for achieving results.	71%	68%	67%	72%	77%	△
17) *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50%	50%	45%	51%	59%	△
18) My training needs are assessed.	33%	29%	29%	36%	42%	△
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).	68%	67%	67%	71%	74%	△
20) *The people I work with cooperate to get the job done.	67%	65%	66%	70%	73%	△
21) My work unit is able to recruit people with the right skills.	28%	25%	25%	32%	37%	△
22) Promotions in my work unit are based on merit.	20%	17%	18%	22%	26%	△
23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	19%	17%	17%	19%	24%	△
24) way.	24%	21%	21%	26%	30%	△
25) Awards in my work unit depend on how well employees perform their jobs.	30%	27%	27%	32%	37%	△
26) Employees in my work unit share job knowledge with each other.	66%	66%	65%	70%	74%	△
27) The skill level in my work unit has improved in the past year.	47%	41%	40%	47%	54%	△
28) How would you rate the overall quality of work done by your work unit?	75%	74%	73%	76%	81%	△
29) *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	58%	54%	52%	57%	63%	△
30) Employees have a feeling of personal empowerment with respect to work processes.	28%	24%	22%	29%	39%	△
31) Employees are recognized for providing high quality products and services.	32%	28%	28%	34%	42%	△
32) Creativity and innovation are rewarded.	23%	19%	20%	25%	31%	△
33) Pay raises depend on how well employees perform their jobs.	9%	8%	8%	12%	14%	△
34) Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	40%	36%	35%	42%	47%	△
35) Employees are protected from health and safety hazards on the job.	62%	60%	58%	61%	65%	△
36) My organization has prepared employees for potential security threats.	54%	53%	49%	54%	61%	△
37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	32%	29%	28%	37%	42%	△

Row Labels	2013	2014	2015	2016	2017	Trend
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.	52%	51%	48%	55%	61%	△
39) My agency is successful at accomplishing its mission.	52%	45%	41%	49%	66%	△
40) *I recommend my organization as a good place to work.	44%	38%	35%	47%	59%	△
41) *I believe the results of this survey will be used to make my agency a better place to work.	29%	24%	22%	29%	38%	△
42) My supervisor supports my need to balance work and other life issues.	76%	75%	75%	78%	81%	△
43) My supervisor provides me with opportunities to demonstrate my leadership skills.	59%	57%	57%	62%	65%	△
44) Discussions with my supervisor about my performance are worthwhile.	56%	55%	55%	60%	65%	△
45) My supervisor is committed to a workforce representative of all segments of society.	56%	56%	56%	61%	67%	△
46) My supervisor provides me with constructive suggestions to improve my job performance.	55%	54%	54%	60%	64%	△
47) Supervisors in my work unit support employee development.	55%	51%	51%	58%	62%	△
48) My supervisor listens to what I have to say.	70%	70%	70%	74%	77%	△
49) My supervisor treats me with respect.	77%	76%	77%	80%	83%	△
performance.	75%	75%	73%	76%	79%	△
51) I have trust and confidence in my supervisor.	61%	59%	59%	66%	69%	△
supervisor?	63%	63%	63%	69%	72%	△
53) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	25%	20%	18%	25%	36%	△
54) My organization's senior leaders maintain high standards of honesty and integrity.	39%	30%	28%	37%	47%	△
55) Supervisors work well with employees of different backgrounds.	50%	48%	47%	54%	62%	△
56) *Managers communicate the goals and priorities of the organization.	43%	37%	36%	45%	52%	△
57) Managers review and evaluate the organization's progress toward meeting its goals and objectives.	43%	36%	34%	42%	52%	△
58) Managers promote communication among different work units (for example, about projects, goals, needed resources).	36%	30%	29%	37%	45%	△
59) Managers support collaboration across work units to accomplish work objectives.	39%	35%	33%	42%	49%	△
60) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	47%	44%	44%	51%	57%	△
61) I have a high level of respect for my organization's senior leaders.	38%	31%	30%	37%	50%	△
62) Senior leaders demonstrate support for Work/Life programs.	39%	35%	33%	40%	48%	△
work?	37%	32%	32%	40%	46%	△
64) *How satisfied are you with the information you receive from management on what's going on in your organization?	32%	26%	26%	34%	41%	△
65) *How satisfied are you with the recognition you receive for doing a good job?	37%	33%	34%	39%	45%	△
66) How satisfied are you with the policies and practices of your senior leaders?	27%	22%	21%	28%	38%	△
67) How satisfied are you with your opportunity to get a better job in your organization?	24%	20%	19%	27%	32%	△
68) How satisfied are you with the training you receive for your present job?	34%	31%	32%	40%	43%	△
69) *Considering everything, how satisfied are you with your job?	51%	44%	44%	55%	64%	△
70) Considering everything, how satisfied are you with your pay?	58%	56%	55%	66%	71%	△
71) *Considering everything, how satisfied are you with your organization?	38%	33%	29%	40%	54%	△
79) How satisfied are you with the following Work/Life programs in your agency? Telework	65%	62%	64%	66%	69%	△

<b>Row Labels</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>Trend</b>
80) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	85%	87%	86%	88%	91%	△
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)	72%	70%	72%	75%	78%	△
82) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	70%	66%	72%	70%	74%	△
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)	54%	60%	40%	57%	64%	△
84) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	50%	71%	27%	53%	51%	▽