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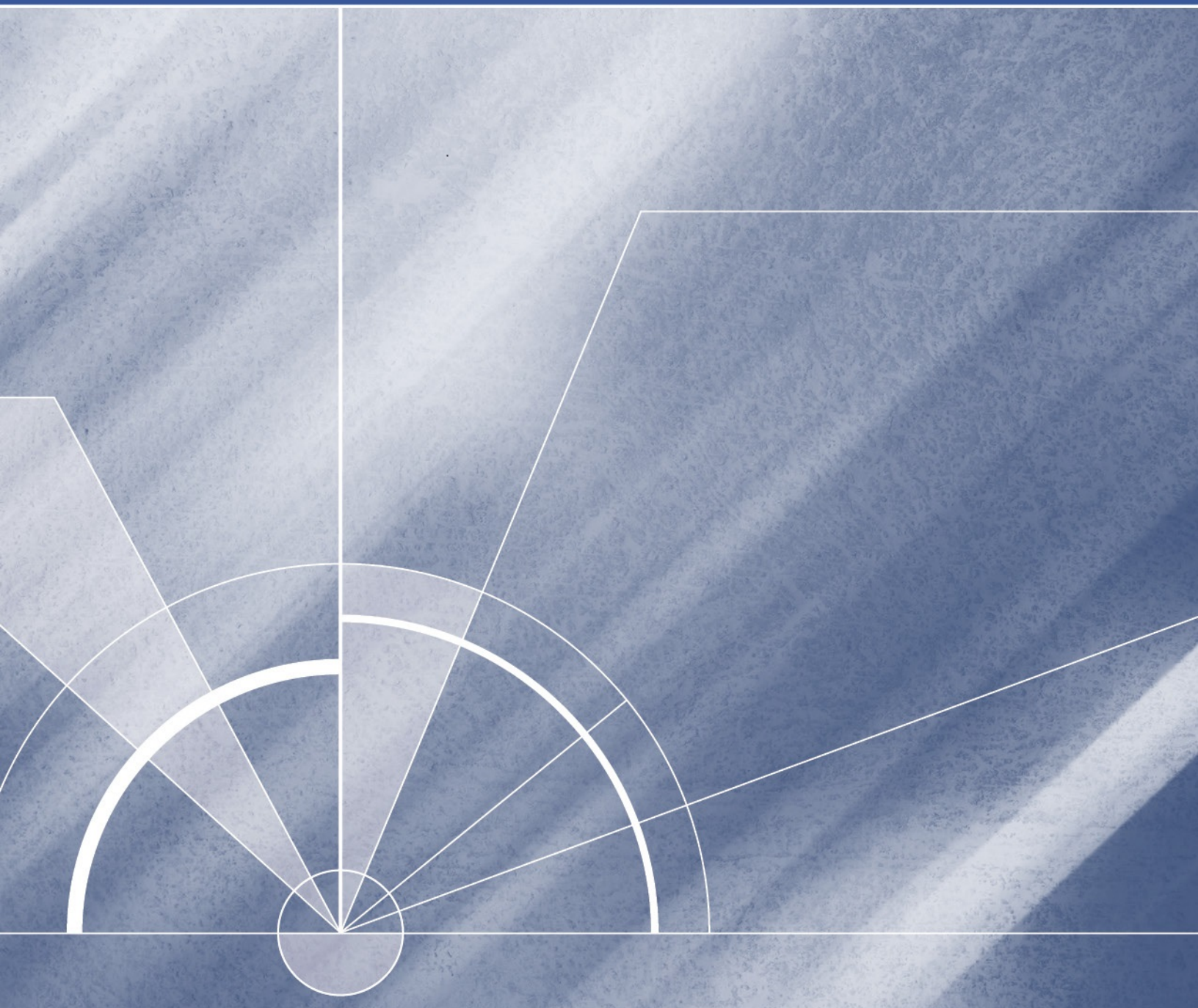
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Comparison
Report

Office of Personnel Management





Office of Personnel Management *1st Level Subagency Comparison Report*

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

Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
Office of Personnel Management	2,914	58.7%
Ofc of the Chief Information Officer	137	44.8%
Congress, Legis & Intergov Affairs	<10	--
Ofc of the Director	15	68.2%
Equal Employment Opportunity Ofc	<10	--
Employee Services	157	72.4%
HR Solutions	248	82.7%
Merit Sys Accountability & Compliance	67	72.0%
Ofc of the Chief Financial Ofcr	75	67.6%
Ofc of Communications	13	100.0%
Ofc of the General Counsel	12	38.7%
Ofc of the Inspector General	93	69.4%
Planning & Policy Analysis	52	70.3%
Retirement Services	342	41.7%
Healthcare & Insurance	84	71.2%
Ofc of Diversity and Inclusion	<10	--
Facilities, Security & Emergency Mgmt	58	70.7%
Office of Procurement Operations	23	74.2%
Suitability Executive Agency Programs	36	80.0%
Nat'l Background Investigations Bureau	1,486	58.4%

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.

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.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

Office of Personnel Management

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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%
Office of Personnel Management	2,906	66.0%	17.3%	16.7%
Ofc of the Chief Information Officer	137	51.4%	25.2%	23.4%
Ofc of the Director	15	81.1%	18.9%	0.0%
Employee Services	155	80.3%	12.0%	7.8%
HR Solutions	247	84.5%	7.3%	8.2%
Merit Sys Accountability & Compliance	67	77.4%	10.1%	12.5%
Ofc of the Chief Financial Ofcr	75	82.0%	3.7%	14.3%
Ofc of Communications	13	53.3%	30.7%	15.9%
Ofc of the General Counsel	12	68.5%	9.7%	21.8%
Ofc of the Inspector General	92	78.5%	10.5%	11.0%
Planning & Policy Analysis	51	84.3%	12.4%	3.3%
Retirement Services	341	68.1%	14.8%	17.2%
Healthcare & Insurance	84	71.6%	16.0%	12.4%
Facilities, Security & Emergency Mgmt	58	77.1%	13.9%	9.0%
Office of Procurement Operations	23	65.2%	17.3%	17.4%
Suitability Executive Agency Programs	36	74.9%	16.7%	8.4%
Nat'l Background Investigations Bureau	1,484	60.6%	20.3%	19.1%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Office of Personnel Management	2,899	67.7%	13.3%	19.1%
Ofc of the Chief Information Officer	137	54.8%	20.8%	24.4%
Ofc of the Director	15	67.4%	18.1%	14.5%
Employee Services	156	84.6%	7.4%	8.0%
HR Solutions	248	85.3%	8.5%	6.2%
Merit Sys Accountability & Compliance	67	69.2%	11.0%	19.8%
Ofc of the Chief Financial Ofcr	75	81.8%	9.4%	8.8%
Ofc of Communications	13	84.1%	7.8%	8.1%
Ofc of the General Counsel	12	78.9%	0.0%	21.1%
Ofc of the Inspector General	93	71.4%	13.0%	15.6%
Planning & Policy Analysis	51	83.8%	8.2%	8.0%
Retirement Services	339	70.0%	11.7%	18.3%
Healthcare & Insurance	83	70.4%	13.4%	16.2%
Facilities, Security & Emergency Mgmt	57	81.8%	9.5%	8.7%
Office of Procurement Operations	23	56.1%	22.7%	21.2%
Suitability Executive Agency Programs	36	80.3%	11.2%	8.5%
Nat'l Background Investigations Bureau	1,479	62.7%	14.4%	22.8%

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My Work Experience (continued)

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%
Office of Personnel Management	2,890	61.1%	17.5%	21.4%
Ofc of the Chief Information Officer	137	50.4%	21.2%	28.4%
Ofc of the Director	15	93.2%	6.8%	0.0%
Employee Services	156	77.0%	12.6%	10.3%
HR Solutions	246	84.0%	5.8%	10.2%
Merit Sys Accountability & Compliance	67	63.5%	10.7%	25.8%
Ofc of the Chief Financial Ofcr	74	82.8%	2.6%	14.7%
Ofc of Communications	13	60.9%	31.0%	8.1%
Ofc of the General Counsel	12	68.5%	9.7%	21.8%
Ofc of the Inspector General	93	69.5%	13.3%	17.2%
Planning & Policy Analysis	49	77.3%	16.1%	6.6%
Retirement Services	338	60.2%	19.1%	20.7%
Healthcare & Insurance	84	64.9%	20.7%	14.3%
Facilities, Security & Emergency Mgmt	58	80.4%	10.6%	9.0%
Office of Procurement Operations	23	64.1%	22.6%	13.3%
Suitability Executive Agency Programs	36	75.1%	11.0%	14.0%
Nat'l Background Investigations Bureau	1,474	55.2%	19.9%	24.9%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Office of Personnel Management	2,898	74.0%	13.8%	12.3%
Ofc of the Chief Information Officer	135	56.7%	22.2%	21.1%
Ofc of the Director	15	73.4%	18.9%	7.8%
Employee Services	156	79.8%	10.5%	9.7%
HR Solutions	248	82.6%	8.9%	8.5%
Merit Sys Accountability & Compliance	66	66.3%	11.7%	22.0%
Ofc of the Chief Financial Ofcr	75	80.7%	10.7%	8.6%
Ofc of Communications	13	100.0%	0.0%	0.0%
Ofc of the General Counsel	12	81.9%	7.5%	10.5%
Ofc of the Inspector General	92	71.8%	10.9%	17.3%
Planning & Policy Analysis	52	74.8%	21.3%	3.8%
Retirement Services	341	76.1%	11.7%	12.2%
Healthcare & Insurance	84	69.8%	21.5%	8.7%
Facilities, Security & Emergency Mgmt	58	84.3%	8.8%	7.0%
Office of Procurement Operations	23	57.6%	16.7%	25.8%
Suitability Executive Agency Programs	36	86.0%	8.3%	5.6%
Nat'l Background Investigations Bureau	1,476	73.5%	14.4%	12.1%

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Office of Personnel Management	2,894	81.5%	12.3%	6.2%
Ofc of the Chief Information Officer	135	70.6%	20.0%	9.4%
Ofc of the Director	15	74.1%	25.9%	0.0%
Employee Services	157	85.3%	7.5%	7.2%
HR Solutions	244	88.4%	7.5%	4.1%
Merit Sys Accountability & Compliance	67	75.8%	8.9%	15.3%
Ofc of the Chief Financial Ofcr	75	84.4%	9.4%	6.2%
Ofc of Communications	13	100.0%	0.0%	0.0%
Ofc of the General Counsel	12	89.5%	10.5%	0.0%
Ofc of the Inspector General	93	73.3%	18.9%	7.8%
Planning & Policy Analysis	52	88.1%	11.9%	0.0%
Retirement Services	337	79.9%	12.9%	7.2%
Healthcare & Insurance	83	74.1%	18.5%	7.4%
Facilities, Security & Emergency Mgmt	58	86.1%	10.4%	3.6%
Office of Procurement Operations	23	57.9%	26.6%	15.5%
Suitability Executive Agency Programs	36	89.0%	8.3%	2.7%
Nat'l Background Investigations Bureau	1,478	82.8%	11.6%	5.6%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Office of Personnel Management	2,892	82.6%	9.4%	8.1%
Ofc of the Chief Information Officer	134	66.2%	11.9%	21.9%
Ofc of the Director	15	79.0%	21.0%	0.0%
Employee Services	157	89.0%	4.7%	6.3%
HR Solutions	247	87.9%	6.9%	5.3%
Merit Sys Accountability & Compliance	67	76.0%	16.3%	7.7%
Ofc of the Chief Financial Ofcr	74	88.2%	5.4%	6.5%
Ofc of Communications	13	92.2%	7.8%	0.0%
Ofc of the General Counsel	12	89.5%	0.0%	10.5%
Ofc of the Inspector General	92	80.9%	13.1%	6.0%
Planning & Policy Analysis	51	88.0%	7.4%	4.5%
Retirement Services	341	86.9%	7.7%	5.4%
Healthcare & Insurance	83	82.4%	9.0%	8.6%
Facilities, Security & Emergency Mgmt	58	85.7%	8.9%	5.4%
Office of Procurement Operations	22	85.7%	14.3%	0.0%
Suitability Executive Agency Programs	35	94.3%	5.7%	0.0%
Nat'l Background Investigations Bureau	1,476	81.4%	10.1%	8.5%

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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%
Office of Personnel Management	2,902	95.2%	3.0%	1.8%
Ofc of the Chief Information Officer	137	93.4%	4.3%	2.3%
Ofc of the Director	15	93.2%	6.8%	0.0%
Employee Services	157	96.7%	0.7%	2.5%
HR Solutions	247	97.7%	0.4%	2.0%
Merit Sys Accountability & Compliance	67	92.3%	1.4%	6.3%
Ofc of the Chief Financial Ofcr	75	98.7%	1.3%	0.0%
Ofc of Communications	13	100.0%	0.0%	0.0%
Ofc of the General Counsel	12	89.5%	0.0%	10.5%
Ofc of the Inspector General	93	95.0%	2.6%	2.4%
Planning & Policy Analysis	51	100.0%	0.0%	0.0%
Retirement Services	341	95.5%	3.0%	1.5%
Healthcare & Insurance	83	96.3%	3.7%	0.0%
Facilities, Security & Emergency Mgmt	58	97.9%	2.1%	0.0%
Office of Procurement Operations	23	96.2%	3.8%	0.0%
Suitability Executive Agency Programs	36	94.7%	2.7%	2.7%
Nat'l Background Investigations Bureau	1,478	94.6%	3.6%	1.8%

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My Work Experience (continued)

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%
Office of Personnel Management	2,908	89.6%	8.6%	1.7%
Ofc of the Chief Information Officer	137	87.4%	8.6%	4.0%
Ofc of the Director	15	93.2%	6.8%	0.0%
Employee Services	157	85.6%	11.9%	2.4%
HR Solutions	247	91.9%	7.4%	0.8%
Merit Sys Accountability & Compliance	66	84.7%	5.9%	9.5%
Ofc of the Chief Financial Ofcr	75	92.0%	6.9%	1.1%
Ofc of Communications	13	100.0%	0.0%	0.0%
Ofc of the General Counsel	12	81.9%	10.5%	7.5%
Ofc of the Inspector General	93	90.2%	6.8%	3.0%
Planning & Policy Analysis	51	96.6%	3.4%	0.0%
Retirement Services	341	92.0%	6.9%	1.1%
Healthcare & Insurance	84	90.7%	7.9%	1.4%
Facilities, Security & Emergency Mgmt	58	96.0%	4.0%	0.0%
Office of Procurement Operations	23	96.0%	4.0%	0.0%
Suitability Executive Agency Programs	36	86.2%	11.1%	2.7%
Nat'l Background Investigations Bureau	1,484	88.8%	9.7%	1.5%

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My Work Experience (continued)

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
Office of Personnel Management	2,897	55.4%	14.6%	30.0%	12
Ofc of the Chief Information Officer	133	35.6%	14.8%	49.7%	3
Ofc of the Director	15	51.3%	28.5%	20.2%	0
Employee Services	156	55.1%	9.4%	35.6%	1
HR Solutions	246	63.4%	10.6%	26.1%	1
Merit Sys Accountability & Compliance	67	38.5%	14.7%	46.9%	0
Ofc of the Chief Financial Ofcr	75	67.0%	13.3%	19.7%	0
Ofc of Communications	13	38.8%	30.5%	30.7%	0
Ofc of the General Counsel	12	44.5%	7.5%	48.0%	0
Ofc of the Inspector General	93	47.4%	16.7%	35.9%	0
Planning & Policy Analysis	51	84.7%	5.2%	10.1%	0
Retirement Services	342	51.0%	16.8%	32.2%	0
Healthcare & Insurance	84	43.9%	18.2%	37.9%	0
Facilities, Security & Emergency Mgmt	57	55.0%	17.8%	27.2%	1
Office of Procurement Operations	23	18.1%	20.6%	61.4%	0
Suitability Executive Agency Programs	35	71.1%	8.5%	20.3%	1
Nat'l Background Investigations Bureau	1,479	59.1%	14.6%	26.3%	5

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Office of Personnel Management	2,895	58.8%	15.1%	26.1%	9
Ofc of the Chief Information Officer	135	43.8%	16.2%	40.0%	1
Ofc of the Director	15	66.6%	20.0%	13.4%	0
Employee Services	157	69.8%	14.0%	16.3%	0
HR Solutions	247	66.8%	12.1%	21.1%	1
Merit Sys Accountability & Compliance	67	64.4%	13.3%	22.3%	0
Ofc of the Chief Financial Ofcr	73	69.1%	17.4%	13.4%	0
Ofc of Communications	13	84.1%	0.0%	15.9%	0
Ofc of the General Counsel	12	67.6%	18.1%	14.3%	0
Ofc of the Inspector General	93	60.2%	13.7%	26.1%	0
Planning & Policy Analysis	52	81.0%	11.4%	7.7%	0
Retirement Services	341	60.8%	13.5%	25.6%	0
Healthcare & Insurance	84	57.0%	19.4%	23.7%	0
Facilities, Security & Emergency Mgmt	56	82.4%	7.4%	10.2%	1
Office of Procurement Operations	23	12.9%	21.2%	65.9%	0
Suitability Executive Agency Programs	35	82.9%	11.3%	5.8%	1
Nat'l Background Investigations Bureau	1,477	56.0%	16.1%	27.9%	5

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My Work Experience (continued)

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
Office of Personnel Management	2,857	61.5%	18.0%	20.4%	16
Ofc of the Chief Information Officer	130	45.7%	19.1%	35.2%	2
Ofc of the Director	14	71.5%	15.6%	13.0%	0
Employee Services	151	73.8%	11.4%	14.8%	0
HR Solutions	241	72.8%	12.1%	15.2%	3
Merit Sys Accountability & Compliance	66	61.7%	14.4%	23.9%	0
Ofc of the Chief Financial Ofcr	73	69.2%	11.8%	19.0%	0
Ofc of Communications	13	76.8%	0.0%	23.2%	0
Ofc of the General Counsel	12	78.2%	11.3%	10.5%	0
Ofc of the Inspector General	93	71.1%	8.5%	20.5%	0
Planning & Policy Analysis	51	77.5%	12.5%	9.9%	0
Retirement Services	335	58.2%	19.2%	22.7%	3
Healthcare & Insurance	84	59.4%	21.6%	18.9%	0
Facilities, Security & Emergency Mgmt	57	76.9%	7.2%	15.9%	1
Office of Procurement Operations	22	52.1%	12.6%	35.3%	0
Suitability Executive Agency Programs	35	80.1%	5.7%	14.2%	1
Nat'l Background Investigations Bureau	1,464	59.9%	20.6%	19.5%	6

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My Work Experience (continued)

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
Office of Personnel Management	2,883	85.5%	9.0%	5.5%	10
Ofc of the Chief Information Officer	134	72.4%	15.3%	12.2%	1
Ofc of the Director	15	86.8%	13.2%	0.0%	0
Employee Services	157	88.8%	8.0%	3.2%	0
HR Solutions	244	90.9%	6.2%	2.9%	2
Merit Sys Accountability & Compliance	67	88.0%	7.4%	4.5%	0
Ofc of the Chief Financial Ofcr	75	91.5%	4.8%	3.8%	0
Ofc of Communications	13	100.0%	0.0%	0.0%	0
Ofc of the General Counsel	12	85.7%	3.7%	10.5%	0
Ofc of the Inspector General	93	87.4%	9.9%	2.6%	0
Planning & Policy Analysis	52	86.5%	9.6%	3.8%	0
Retirement Services	338	88.7%	7.9%	3.4%	1
Healthcare & Insurance	84	87.4%	6.5%	6.1%	0
Facilities, Security & Emergency Mgmt	56	92.8%	1.6%	5.6%	1
Office of Procurement Operations	22	86.6%	9.4%	4.0%	0
Suitability Executive Agency Programs	34	94.2%	2.9%	2.8%	1
Nat'l Background Investigations Bureau	1,471	84.3%	9.5%	6.2%	4

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Office of Personnel Management	2,881	91.9%	5.6%	2.5%	9
Ofc of the Chief Information Officer	132	86.4%	11.4%	2.2%	1
Ofc of the Director	15	93.2%	6.8%	0.0%	0
Employee Services	156	88.6%	10.2%	1.2%	0
HR Solutions	244	95.1%	3.3%	1.6%	2
Merit Sys Accountability & Compliance	67	86.7%	9.1%	4.2%	0
Ofc of the Chief Financial Ofcr	73	92.5%	2.5%	5.0%	0
Ofc of Communications	13	100.0%	0.0%	0.0%	0
Ofc of the General Counsel	12	96.3%	3.7%	0.0%	0
Ofc of the Inspector General	91	83.5%	11.6%	4.9%	1
Planning & Policy Analysis	52	92.8%	5.5%	1.6%	0
Retirement Services	337	95.9%	3.0%	1.1%	1
Healthcare & Insurance	83	89.3%	4.9%	5.8%	0
Facilities, Security & Emergency Mgmt	55	94.5%	3.7%	1.8%	1
Office of Procurement Operations	23	87.0%	5.2%	7.8%	0
Suitability Executive Agency Programs	35	97.3%	0.0%	2.7%	1
Nat'l Background Investigations Bureau	1,477	91.7%	5.4%	2.9%	2

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My Work Experience (continued)

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	481,674	66.3%	14.0%	19.7%	2,014
Office of Personnel Management	2,852	65.8%	17.3%	17.0%	60
Ofc of the Chief Information Officer	135	63.3%	12.2%	24.5%	2
Ofc of the Director	15	73.2%	6.8%	20.1%	0
Employee Services	157	78.2%	11.5%	10.3%	0
HR Solutions	237	85.1%	8.5%	6.4%	11
Merit Sys Accountability & Compliance	67	86.7%	9.2%	4.0%	0
Ofc of the Chief Financial Ofcr	75	84.8%	4.8%	10.4%	0
Ofc of Communications	13	92.2%	7.8%	0.0%	0
Ofc of the General Counsel	12	96.3%	3.7%	0.0%	0
Ofc of the Inspector General	93	73.5%	21.1%	5.3%	0
Planning & Policy Analysis	51	84.6%	9.9%	5.6%	1
Retirement Services	341	55.6%	16.8%	27.6%	0
Healthcare & Insurance	84	71.8%	12.2%	16.0%	0
Facilities, Security & Emergency Mgmt	57	83.1%	8.9%	8.0%	1
Office of Procurement Operations	23	83.1%	5.2%	11.7%	0
Suitability Executive Agency Programs	35	94.4%	2.8%	2.7%	1
Nat'l Background Investigations Bureau	1,441	61.4%	21.6%	17.1%	44

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Office of Personnel Management	2,873	74.6%	11.9%	13.5%	35
Ofc of the Chief Information Officer	128	64.4%	16.9%	18.7%	8
Ofc of the Director	13	84.8%	7.8%	7.4%	2
Employee Services	153	87.5%	7.6%	4.8%	4
HR Solutions	245	82.4%	8.6%	9.0%	2
Merit Sys Accountability & Compliance	67	77.8%	13.8%	8.5%	0
Ofc of the Chief Financial Ofcr	75	76.8%	3.0%	20.2%	0
Ofc of Communications	13	76.5%	7.8%	15.7%	0
Ofc of the General Counsel	11	67.2%	21.0%	11.8%	1
Ofc of the Inspector General	93	80.4%	6.7%	13.0%	0
Planning & Policy Analysis	52	74.4%	19.3%	6.4%	0
Retirement Services	336	74.9%	10.8%	14.3%	4
Healthcare & Insurance	84	76.4%	15.9%	7.7%	0
Facilities, Security & Emergency Mgmt	56	78.4%	13.9%	7.7%	2
Office of Procurement Operations	23	89.6%	10.4%	0.0%	0
Suitability Executive Agency Programs	35	88.3%	3.0%	8.7%	1
Nat'l Background Investigations Bureau	1,474	72.4%	12.7%	14.8%	10

Office of Personnel Management 1st Level Subagency Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Office of Personnel Management	2,889	90.3%	7.7%	1.9%	9
Ofc of the Chief Information Officer	133	81.0%	15.9%	3.1%	4
Ofc of the Director	15	93.2%	6.8%	0.0%	0
Employee Services	156	92.4%	5.6%	2.0%	0
HR Solutions	243	94.2%	5.0%	0.8%	1
Merit Sys Accountability & Compliance	67	93.6%	4.6%	1.7%	0
Ofc of the Chief Financial Ofcr	74	93.4%	5.4%	1.2%	0
Ofc of Communications	13	91.9%	8.1%	0.0%	0
Ofc of the General Counsel	12	89.5%	0.0%	10.5%	0
Ofc of the Inspector General	93	89.2%	9.7%	1.0%	0
Planning & Policy Analysis	51	90.5%	7.8%	1.7%	0
Retirement Services	340	88.7%	9.5%	1.8%	1
Healthcare & Insurance	83	92.4%	6.2%	1.4%	0
Facilities, Security & Emergency Mgmt	55	88.8%	7.5%	3.7%	2
Office of Procurement Operations	23	100.0%	0.0%	0.0%	0
Suitability Executive Agency Programs	35	97.3%	2.7%	0.0%	1
Nat'l Background Investigations Bureau	1,480	90.9%	7.0%	2.0%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Office of Personnel Management	2,715	69.5%	16.8%	13.7%	184
Ofc of the Chief Information Officer	125	51.3%	22.5%	26.2%	10
Ofc of the Director	15	73.4%	26.6%	0.0%	0
Employee Services	147	80.2%	13.0%	6.8%	9
HR Solutions	234	74.4%	12.6%	13.0%	13
Merit Sys Accountability & Compliance	60	79.1%	12.0%	8.9%	7
Ofc of the Chief Financial Ofcr	70	75.9%	8.7%	15.3%	5
Ofc of Communications	13	68.4%	15.6%	15.9%	0
Ofc of the General Counsel	12	78.2%	11.3%	10.5%	0
Ofc of the Inspector General	90	72.6%	10.0%	17.4%	3
Planning & Policy Analysis	42	83.3%	7.8%	8.9%	7
Retirement Services	315	65.2%	22.8%	11.9%	25
Healthcare & Insurance	83	67.4%	22.5%	10.1%	1
Facilities, Security & Emergency Mgmt	54	77.5%	11.4%	11.1%	3
Office of Procurement Operations	21	72.0%	23.1%	4.9%	2
Suitability Executive Agency Programs	34	85.1%	6.1%	8.8%	2
Nat'l Background Investigations Bureau	1,384	69.9%	16.2%	14.0%	97

Office of Personnel Management 1st Level Subagency Comparison Report

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Office of Personnel Management	2,875	59.6%	20.3%	20.0%	32
Ofc of the Chief Information Officer	131	43.8%	24.7%	31.5%	5
Ofc of the Director	15	59.9%	26.7%	13.4%	0
Employee Services	156	75.4%	14.8%	9.7%	1
HR Solutions	247	77.1%	11.9%	11.0%	1
Merit Sys Accountability & Compliance	67	72.3%	6.3%	21.4%	0
Ofc of the Chief Financial Ofcr	75	73.4%	9.3%	17.3%	0
Ofc of Communications	13	22.4%	38.2%	39.4%	0
Ofc of the General Counsel	12	43.3%	18.1%	38.7%	0
Ofc of the Inspector General	93	71.8%	16.0%	12.2%	0
Planning & Policy Analysis	49	74.2%	14.1%	11.7%	2
Retirement Services	336	61.0%	20.6%	18.4%	5
Healthcare & Insurance	82	53.8%	23.6%	22.6%	1
Facilities, Security & Emergency Mgmt	56	66.5%	16.1%	17.4%	2
Office of Procurement Operations	23	65.2%	22.0%	12.8%	0
Suitability Executive Agency Programs	35	68.2%	17.3%	14.5%	1
Nat'l Background Investigations Bureau	1,469	55.8%	22.4%	21.9%	14

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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
Office of Personnel Management	2,876	78.5%	9.8%	11.6%	34
Ofc of the Chief Information Officer	130	58.0%	18.5%	23.4%	7
Ofc of the Director	14	78.8%	14.3%	6.8%	1
Employee Services	152	83.8%	10.1%	6.1%	5
HR Solutions	244	81.8%	7.9%	10.3%	4
Merit Sys Accountability & Compliance	67	79.3%	6.8%	13.8%	0
Ofc of the Chief Financial Ofcr	73	76.2%	8.8%	15.0%	2
Ofc of Communications	13	60.6%	15.9%	23.5%	0
Ofc of the General Counsel	10	87.7%	0.0%	12.3%	2
Ofc of the Inspector General	92	82.0%	8.7%	9.3%	1
Planning & Policy Analysis	50	66.0%	17.1%	17.0%	1
Retirement Services	339	79.0%	10.3%	10.6%	2
Healthcare & Insurance	83	71.7%	12.4%	15.9%	1
Facilities, Security & Emergency Mgmt	58	87.2%	9.1%	3.7%	0
Office of Procurement Operations	23	76.0%	19.5%	4.5%	0
Suitability Executive Agency Programs	36	84.0%	0.0%	16.0%	0
Nat'l Background Investigations Bureau	1,477	80.3%	8.8%	11.0%	7

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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%
Office of Personnel Management	2,909	79.8%	11.6%	8.6%
Ofc of the Chief Information Officer	136	71.2%	12.9%	15.9%
Ofc of the Director	15	80.8%	19.2%	0.0%
Employee Services	157	84.4%	10.4%	5.2%
HR Solutions	247	84.9%	6.9%	8.2%
Merit Sys Accountability & Compliance	67	85.0%	10.5%	4.5%
Ofc of the Chief Financial Ofcr	75	85.5%	4.2%	10.3%
Ofc of Communications	13	44.7%	31.9%	23.4%
Ofc of the General Counsel	12	81.9%	7.5%	10.5%
Ofc of the Inspector General	93	75.0%	13.2%	11.7%
Planning & Policy Analysis	52	94.2%	5.8%	0.0%
Retirement Services	341	79.3%	11.6%	9.1%
Healthcare & Insurance	84	85.7%	9.3%	5.0%
Facilities, Security & Emergency Mgmt	58	91.1%	4.0%	4.9%
Office of Procurement Operations	23	70.1%	17.1%	12.8%
Suitability Executive Agency Programs	36	91.8%	5.5%	2.7%
Nat'l Background Investigations Bureau	1,484	78.9%	12.7%	8.4%

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My Work Unit (continued)

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
Office of Personnel Management	2,746	50.4%	24.9%	24.7%	164
Ofc of the Chief Information Officer	125	41.1%	23.1%	35.7%	11
Ofc of the Director	15	52.1%	47.9%	0.0%	0
Employee Services	150	62.4%	20.7%	16.9%	7
HR Solutions	246	60.6%	21.0%	18.4%	2
Merit Sys Accountability & Compliance	63	48.6%	19.7%	31.8%	4
Ofc of the Chief Financial Ofcr	70	48.2%	17.5%	34.3%	5
Ofc of Communications	13	67.9%	24.0%	8.1%	0
Ofc of the General Counsel	11	70.3%	7.8%	21.9%	1
Ofc of the Inspector General	90	46.7%	20.6%	32.6%	3
Planning & Policy Analysis	50	74.2%	14.1%	11.6%	1
Retirement Services	328	41.9%	29.5%	28.6%	14
Healthcare & Insurance	82	44.5%	26.8%	28.7%	2
Facilities, Security & Emergency Mgmt	55	70.3%	17.0%	12.8%	2
Office of Procurement Operations	23	37.0%	28.5%	34.6%	0
Suitability Executive Agency Programs	35	80.1%	8.5%	11.4%	1
Nat'l Background Investigations Bureau	1,374	50.6%	26.0%	23.4%	111

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My Work Unit (continued)

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
Office of Personnel Management	2,632	45.3%	29.7%	24.9%	268
Ofc of the Chief Information Officer	118	36.6%	25.9%	37.5%	18
Ofc of the Director	13	45.8%	46.9%	7.3%	2
Employee Services	142	60.2%	28.9%	10.8%	14
HR Solutions	236	53.4%	23.5%	23.1%	11
Merit Sys Accountability & Compliance	58	60.1%	23.4%	16.6%	9
Ofc of the Chief Financial Ofcr	70	52.8%	20.8%	26.4%	5
Ofc of Communications	13	52.8%	15.4%	31.9%	0
Ofc of the General Counsel	11	62.4%	18.8%	18.8%	1
Ofc of the Inspector General	88	50.0%	21.2%	28.7%	5
Planning & Policy Analysis	45	51.7%	32.1%	16.2%	6
Retirement Services	319	33.3%	33.5%	33.2%	21
Healthcare & Insurance	80	40.9%	37.4%	21.8%	4
Facilities, Security & Emergency Mgmt	53	67.8%	14.2%	18.0%	5
Office of Procurement Operations	22	36.3%	32.0%	31.7%	1
Suitability Executive Agency Programs	35	71.0%	14.6%	14.4%	1
Nat'l Background Investigations Bureau	1,314	45.8%	31.2%	23.0%	164

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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	435,831	30.9%	27.5%	41.5%	47,551
Office of Personnel Management	2,424	43.9%	29.3%	26.8%	480
Ofc of the Chief Information Officer	119	31.5%	34.3%	34.3%	18
Ofc of the Director	14	27.7%	55.8%	16.5%	1
Employee Services	132	47.0%	29.0%	24.0%	24
HR Solutions	222	41.0%	27.8%	31.2%	25
Merit Sys Accountability & Compliance	54	46.8%	29.8%	23.4%	13
Ofc of the Chief Financial Ofcr	70	46.0%	20.9%	33.0%	5
Ofc of Communications	13	38.0%	30.4%	31.6%	0
Ofc of the General Counsel	9	46.2%	30.0%	23.8%	3
Ofc of the Inspector General	83	44.6%	22.1%	33.2%	10
Planning & Policy Analysis	44	36.5%	26.7%	36.7%	7
Retirement Services	304	34.4%	30.7%	34.9%	38
Healthcare & Insurance	72	39.1%	36.8%	24.1%	12
Facilities, Security & Emergency Mgmt	52	48.2%	23.4%	28.4%	5
Office of Procurement Operations	19	6.2%	33.4%	60.4%	4
Suitability Executive Agency Programs	33	75.6%	18.2%	6.2%	3
Nat'l Background Investigations Bureau	1,169	49.2%	29.1%	21.7%	311

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My Work Unit (continued)

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
Office of Personnel Management	2,641	43.2%	28.7%	28.1%	267
Ofc of the Chief Information Officer	119	31.4%	29.2%	39.4%	18
Ofc of the Director	14	51.3%	27.6%	21.1%	1
Employee Services	142	60.6%	20.6%	18.7%	14
HR Solutions	239	47.9%	23.2%	29.0%	8
Merit Sys Accountability & Compliance	57	45.6%	25.0%	29.3%	10
Ofc of the Chief Financial Ofcr	72	54.9%	19.8%	25.3%	3
Ofc of Communications	13	44.7%	15.6%	39.7%	0
Ofc of the General Counsel	10	40.6%	38.5%	20.9%	2
Ofc of the Inspector General	85	37.3%	31.9%	30.7%	8
Planning & Policy Analysis	45	50.9%	28.8%	20.3%	6
Retirement Services	321	38.1%	31.2%	30.7%	19
Healthcare & Insurance	76	38.0%	27.7%	34.3%	8
Facilities, Security & Emergency Mgmt	53	62.8%	18.8%	18.4%	5
Office of Procurement Operations	20	25.5%	31.8%	42.7%	3
Suitability Executive Agency Programs	33	60.6%	21.4%	18.0%	3
Nat'l Background Investigations Bureau	1,327	43.3%	29.9%	26.8%	158

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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
Office of Personnel Management	2,602	53.0%	25.1%	21.9%	298
Ofc of the Chief Information Officer	118	38.7%	28.6%	32.7%	19
Ofc of the Director	13	48.1%	51.9%	0.0%	1
Employee Services	144	63.1%	22.7%	14.2%	12
HR Solutions	231	54.1%	20.2%	25.7%	16
Merit Sys Accountability & Compliance	56	54.2%	27.0%	18.8%	9
Ofc of the Chief Financial Ofcr	74	60.7%	16.5%	22.8%	1
Ofc of Communications	13	44.7%	23.4%	31.9%	0
Ofc of the General Counsel	11	72.8%	8.4%	18.8%	1
Ofc of the Inspector General	90	54.3%	24.3%	21.4%	3
Planning & Policy Analysis	46	67.3%	21.3%	11.5%	4
Retirement Services	324	46.7%	25.5%	27.8%	15
Healthcare & Insurance	75	53.6%	28.4%	18.0%	9
Facilities, Security & Emergency Mgmt	53	56.7%	22.7%	20.6%	5
Office of Procurement Operations	23	35.1%	30.6%	34.3%	0
Suitability Executive Agency Programs	33	66.6%	18.6%	14.9%	3
Nat'l Background Investigations Bureau	1,284	54.6%	25.8%	19.6%	198

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My Work Unit (continued)

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
Office of Personnel Management	2,891	81.3%	9.7%	8.9%	16
Ofc of the Chief Information Officer	134	65.9%	16.8%	17.4%	3
Ofc of the Director	15	54.2%	31.3%	14.5%	0
Employee Services	157	79.9%	11.4%	8.7%	0
HR Solutions	246	81.9%	8.6%	9.5%	1
Merit Sys Accountability & Compliance	67	89.5%	2.5%	8.0%	0
Ofc of the Chief Financial Ofcr	75	73.5%	7.5%	18.9%	0
Ofc of Communications	13	60.0%	31.9%	8.1%	0
Ofc of the General Counsel	12	81.9%	0.0%	18.1%	0
Ofc of the Inspector General	92	74.9%	19.8%	5.3%	0
Planning & Policy Analysis	50	90.4%	7.8%	1.8%	0
Retirement Services	339	83.4%	10.3%	6.4%	1
Healthcare & Insurance	84	82.1%	6.2%	11.7%	0
Facilities, Security & Emergency Mgmt	56	83.5%	5.8%	10.7%	2
Office of Procurement Operations	23	67.6%	18.9%	13.5%	0
Suitability Executive Agency Programs	35	91.0%	3.0%	5.9%	1
Nat'l Background Investigations Bureau	1,478	83.1%	8.6%	8.2%	7

Office of Personnel Management 1st Level Subagency Comparison Report

My Work Unit (continued)

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
Office of Personnel Management	2,698	59.6%	26.8%	13.5%	210
Ofc of the Chief Information Officer	126	53.4%	28.5%	18.1%	11
Ofc of the Director	14	50.5%	49.5%	0.0%	1
Employee Services	151	62.7%	28.5%	8.8%	6
HR Solutions	239	63.9%	21.1%	15.1%	9
Merit Sys Accountability & Compliance	63	58.2%	13.9%	27.9%	4
Ofc of the Chief Financial Ofcr	73	70.3%	14.6%	15.1%	2
Ofc of Communications	12	82.6%	17.4%	0.0%	0
Ofc of the General Counsel	10	59.7%	19.4%	20.9%	2
Ofc of the Inspector General	91	70.4%	17.2%	12.4%	2
Planning & Policy Analysis	50	68.4%	26.2%	5.5%	1
Retirement Services	329	59.3%	25.3%	15.4%	13
Healthcare & Insurance	80	48.1%	30.5%	21.5%	4
Facilities, Security & Emergency Mgmt	53	79.3%	13.4%	7.3%	5
Office of Procurement Operations	22	62.3%	23.1%	14.6%	1
Suitability Executive Agency Programs	33	82.0%	12.0%	6.0%	3
Nat'l Background Investigations Bureau	1,338	57.9%	29.8%	12.4%	144

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Office of Personnel Management	2,901	89.2%	9.1%	1.7%
Ofc of the Chief Information Officer	135	86.2%	11.6%	2.1%
Ofc of the Director	15	93.2%	6.8%	0.0%
Employee Services	157	93.7%	5.8%	0.5%
HR Solutions	246	92.2%	7.4%	0.4%
Merit Sys Accountability & Compliance	67	83.2%	15.3%	1.4%
Ofc of the Chief Financial Ofcr	75	89.5%	2.6%	7.8%
Ofc of Communications	13	92.2%	7.8%	0.0%
Ofc of the General Counsel	12	89.5%	10.5%	0.0%
Ofc of the Inspector General	93	85.3%	12.2%	2.5%
Planning & Policy Analysis	52	96.2%	3.8%	0.0%
Retirement Services	340	88.5%	9.2%	2.3%
Healthcare & Insurance	84	86.8%	10.7%	2.6%
Facilities, Security & Emergency Mgmt	58	87.4%	10.9%	1.7%
Office of Procurement Operations	23	73.9%	26.1%	0.0%
Suitability Executive Agency Programs	36	91.8%	8.2%	0.0%
Nat'l Background Investigations Bureau	1,479	89.6%	9.0%	1.5%

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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
Office of Personnel Management	2,794	70.7%	15.3%	14.0%	81
Ofc of the Chief Information Officer	127	64.0%	18.3%	17.7%	6
Ofc of the Director	15	79.8%	20.2%	0.0%	0
Employee Services	151	76.2%	16.6%	7.2%	6
HR Solutions	241	82.0%	11.8%	6.3%	4
Merit Sys Accountability & Compliance	66	71.4%	16.5%	12.2%	1
Ofc of the Chief Financial Ofcr	73	77.2%	9.4%	13.4%	2
Ofc of Communications	13	84.1%	15.9%	0.0%	0
Ofc of the General Counsel	12	81.9%	7.5%	10.5%	0
Ofc of the Inspector General	87	79.9%	11.6%	8.4%	4
Planning & Policy Analysis	47	87.2%	3.6%	9.2%	3
Retirement Services	329	74.3%	14.8%	10.9%	8
Healthcare & Insurance	83	72.5%	17.5%	10.0%	1
Facilities, Security & Emergency Mgmt	56	80.3%	12.5%	7.2%	2
Office of Procurement Operations	23	62.5%	12.3%	25.2%	0
Suitability Executive Agency Programs	33	90.9%	6.0%	3.0%	3
Nat'l Background Investigations Bureau	1,424	66.4%	16.3%	17.3%	40

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My Agency (continued)

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
Office of Personnel Management	2,780	52.2%	21.9%	25.9%	97
Ofc of the Chief Information Officer	128	43.0%	26.8%	30.1%	6
Ofc of the Director	14	55.3%	44.7%	0.0%	1
Employee Services	149	66.9%	22.7%	10.5%	7
HR Solutions	240	72.2%	14.7%	13.1%	6
Merit Sys Accountability & Compliance	63	58.5%	21.8%	19.6%	4
Ofc of the Chief Financial Ofcr	73	67.6%	20.7%	11.7%	2
Ofc of Communications	13	60.3%	31.6%	8.1%	0
Ofc of the General Counsel	12	68.5%	17.2%	14.3%	0
Ofc of the Inspector General	89	61.2%	17.0%	21.8%	3
Planning & Policy Analysis	43	72.0%	18.1%	10.0%	7
Retirement Services	332	54.4%	22.9%	22.7%	7
Healthcare & Insurance	81	49.1%	31.0%	20.0%	3
Facilities, Security & Emergency Mgmt	55	71.4%	19.8%	8.8%	2
Office of Procurement Operations	23	49.7%	16.1%	34.2%	0
Suitability Executive Agency Programs	34	79.3%	12.1%	8.7%	2
Nat'l Background Investigations Bureau	1,416	45.8%	21.9%	32.3%	46

Office of Personnel Management 1st Level Subagency Comparison Report

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
Office of Personnel Management	2,762	57.1%	19.7%	23.1%	116
Ofc of the Chief Information Officer	126	47.4%	24.3%	28.2%	8
Ofc of the Director	15	85.5%	6.8%	7.8%	0
Employee Services	152	78.9%	10.8%	10.3%	4
HR Solutions	246	73.3%	17.2%	9.5%	0
Merit Sys Accountability & Compliance	63	71.0%	10.5%	18.5%	4
Ofc of the Chief Financial Ofcr	74	67.8%	10.6%	21.7%	1
Ofc of Communications	13	68.2%	15.9%	15.9%	0
Ofc of the General Counsel	11	71.2%	17.9%	11.0%	1
Ofc of the Inspector General	92	69.5%	15.1%	15.4%	0
Planning & Policy Analysis	48	72.6%	11.8%	15.6%	3
Retirement Services	328	56.6%	20.4%	23.1%	9
Healthcare & Insurance	82	55.3%	24.7%	20.0%	2
Facilities, Security & Emergency Mgmt	55	71.0%	14.3%	14.7%	3
Office of Procurement Operations	23	42.4%	45.4%	12.2%	0
Suitability Executive Agency Programs	35	80.1%	11.5%	8.4%	1
Nat'l Background Investigations Bureau	1,385	51.3%	21.2%	27.5%	78

Office of Personnel Management 1st Level Subagency Comparison Report

My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Office of Personnel Management	2,697	46.8%	27.7%	25.5%	174
Ofc of the Chief Information Officer	123	41.3%	28.0%	30.7%	10
Ofc of the Director	14	71.6%	28.4%	0.0%	1
Employee Services	149	65.0%	20.3%	14.7%	6
HR Solutions	242	68.7%	18.5%	12.9%	3
Merit Sys Accountability & Compliance	63	61.2%	13.9%	24.9%	4
Ofc of the Chief Financial Ofcr	72	65.2%	16.6%	18.2%	3
Ofc of Communications	13	60.9%	15.9%	23.2%	0
Ofc of the General Counsel	11	71.2%	17.9%	11.0%	1
Ofc of the Inspector General	91	53.0%	22.8%	24.2%	1
Planning & Policy Analysis	48	62.4%	20.3%	17.3%	3
Retirement Services	319	45.6%	31.1%	23.3%	16
Healthcare & Insurance	80	51.5%	30.0%	18.5%	2
Facilities, Security & Emergency Mgmt	54	66.4%	18.7%	14.9%	4
Office of Procurement Operations	23	29.6%	53.0%	17.4%	0
Suitability Executive Agency Programs	34	79.5%	11.6%	8.9%	2
Nat'l Background Investigations Bureau	1,346	39.4%	30.2%	30.4%	117

Office of Personnel Management *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	440,033	24.7%	27.8%	47.5%	34,307
Office of Personnel Management	2,554	43.1%	28.2%	28.8%	311
Ofc of the Chief Information Officer	114	26.5%	37.8%	35.8%	20
Ofc of the Director	15	46.4%	53.6%	0.0%	0
Employee Services	137	43.6%	30.7%	25.6%	20
HR Solutions	225	39.2%	30.1%	30.7%	19
Merit Sys Accountability & Compliance	53	53.9%	22.6%	23.5%	13
Ofc of the Chief Financial Ofcr	63	43.7%	23.2%	33.1%	11
Ofc of Communications	12	49.2%	42.3%	8.5%	1
Ofc of the General Counsel	10	58.8%	0.0%	41.2%	2
Ofc of the Inspector General	82	41.4%	31.1%	27.5%	9
Planning & Policy Analysis	42	25.9%	33.6%	40.5%	8
Retirement Services	311	43.8%	23.5%	32.7%	25
Healthcare & Insurance	73	30.4%	34.9%	34.7%	11
Facilities, Security & Emergency Mgmt	49	55.0%	27.2%	17.8%	6
Office of Procurement Operations	19	17.6%	53.0%	29.3%	4
Suitability Executive Agency Programs	33	63.7%	18.3%	18.0%	3
Nat'l Background Investigations Bureau	1,301	45.4%	27.8%	26.8%	158

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My Agency (continued)

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
Office of Personnel Management	2,515	61.3%	27.4%	11.3%	359
Ofc of the Chief Information Officer	115	59.2%	28.3%	12.6%	18
Ofc of the Director	14	79.8%	13.3%	6.9%	1
Employee Services	149	77.6%	16.6%	5.8%	6
HR Solutions	230	71.3%	18.9%	9.8%	16
Merit Sys Accountability & Compliance	64	70.6%	22.6%	6.8%	3
Ofc of the Chief Financial Ofcr	71	60.1%	27.5%	12.3%	4
Ofc of Communications	12	91.2%	8.8%	0.0%	1
Ofc of the General Counsel	10	67.6%	20.1%	12.3%	2
Ofc of the Inspector General	84	66.1%	19.9%	14.1%	8
Planning & Policy Analysis	44	76.6%	18.2%	5.2%	6
Retirement Services	307	58.3%	27.8%	13.9%	30
Healthcare & Insurance	82	58.8%	27.7%	13.5%	2
Facilities, Security & Emergency Mgmt	52	73.0%	19.5%	7.4%	6
Office of Procurement Operations	19	63.3%	31.9%	4.7%	4
Suitability Executive Agency Programs	33	69.7%	21.2%	9.1%	2
Nat'l Background Investigations Bureau	1,215	57.7%	30.9%	11.4%	248

Office of Personnel Management 1st Level Subagency Comparison Report

My Agency (continued)

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
Office of Personnel Management	2,759	63.3%	21.2%	15.5%	115
Ofc of the Chief Information Officer	129	66.6%	25.1%	8.3%	5
Ofc of the Director	15	93.2%	6.8%	0.0%	0
Employee Services	151	85.9%	8.1%	6.0%	6
HR Solutions	234	83.0%	10.5%	6.5%	12
Merit Sys Accountability & Compliance	66	89.6%	10.4%	0.0%	1
Ofc of the Chief Financial Ofcr	75	88.3%	6.3%	5.3%	0
Ofc of Communications	13	91.9%	8.1%	0.0%	0
Ofc of the General Counsel	12	68.5%	31.5%	0.0%	0
Ofc of the Inspector General	89	83.7%	14.3%	2.0%	2
Planning & Policy Analysis	48	88.5%	5.6%	6.0%	1
Retirement Services	335	64.2%	19.5%	16.3%	4
Healthcare & Insurance	82	74.4%	19.8%	5.8%	2
Facilities, Security & Emergency Mgmt	56	87.5%	10.8%	1.8%	1
Office of Procurement Operations	22	94.6%	5.4%	0.0%	1
Suitability Executive Agency Programs	35	91.0%	9.0%	0.0%	1
Nat'l Background Investigations Bureau	1,382	51.4%	26.6%	22.1%	78

Office of Personnel Management 1st Level Subagency Comparison Report

My Agency (continued)

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
Office of Personnel Management	2,825	75.2%	14.4%	10.4%	45
Ofc of the Chief Information Officer	132	70.9%	14.1%	15.0%	2
Ofc of the Director	15	72.0%	20.2%	7.8%	0
Employee Services	153	86.2%	10.3%	3.4%	3
HR Solutions	238	79.2%	15.3%	5.5%	7
Merit Sys Accountability & Compliance	65	84.8%	8.1%	7.1%	2
Ofc of the Chief Financial Ofcr	75	88.4%	10.3%	1.2%	0
Ofc of Communications	12	82.4%	8.8%	8.8%	1
Ofc of the General Counsel	12	70.6%	11.3%	18.1%	0
Ofc of the Inspector General	90	72.2%	18.1%	9.7%	1
Planning & Policy Analysis	49	93.6%	4.7%	1.7%	1
Retirement Services	334	80.5%	13.5%	6.0%	2
Healthcare & Insurance	83	91.1%	7.8%	1.1%	0
Facilities, Security & Emergency Mgmt	57	89.4%	7.3%	3.3%	1
Office of Procurement Operations	23	83.8%	8.3%	7.9%	0
Suitability Executive Agency Programs	35	91.4%	5.6%	3.1%	1
Nat'l Background Investigations Bureau	1,439	69.6%	16.3%	14.1%	21

Office of Personnel Management *1st Level Subagency Comparison Report*

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Office of Personnel Management	2,573	59.2%	21.7%	19.1%	295
Ofc of the Chief Information Officer	112	49.8%	24.5%	25.7%	20
Ofc of the Director	14	78.6%	21.4%	0.0%	1
Employee Services	142	66.1%	22.7%	11.2%	15
HR Solutions	230	65.1%	16.4%	18.5%	16
Merit Sys Accountability & Compliance	61	79.9%	8.2%	11.9%	6
Ofc of the Chief Financial Ofcr	73	59.9%	24.0%	16.2%	2
Ofc of Communications	13	60.1%	8.1%	31.8%	0
Ofc of the General Counsel	11	73.4%	7.8%	18.8%	1
Ofc of the Inspector General	85	62.0%	10.6%	27.4%	6
Planning & Policy Analysis	44	69.9%	16.0%	14.1%	6
Retirement Services	314	51.0%	25.0%	24.1%	22
Healthcare & Insurance	75	56.0%	24.3%	19.7%	9
Facilities, Security & Emergency Mgmt	55	67.2%	19.9%	12.9%	3
Office of Procurement Operations	18	39.8%	33.9%	26.3%	5
Suitability Executive Agency Programs	34	88.2%	9.0%	2.8%	2
Nat'l Background Investigations Bureau	1,278	59.6%	22.5%	17.9%	180

Office of Personnel Management 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	435,144	68.7%	18.2%	13.1%	38,233
Office of Personnel Management	2,497	72.3%	18.0%	9.6%	363
Ofc of the Chief Information Officer	105	62.2%	19.4%	18.4%	24
Ofc of the Director	15	93.2%	6.8%	0.0%	0
Employee Services	145	77.9%	14.1%	8.0%	11
HR Solutions	227	78.9%	13.5%	7.7%	17
Merit Sys Accountability & Compliance	65	88.6%	4.6%	6.7%	2
Ofc of the Chief Financial Ofcr	70	69.3%	15.5%	15.2%	5
Ofc of Communications	11	71.4%	19.3%	9.3%	2
Ofc of the General Counsel	11	81.2%	7.8%	11.0%	1
Ofc of the Inspector General	83	76.6%	12.0%	11.4%	9
Planning & Policy Analysis	43	89.0%	2.1%	8.9%	6
Retirement Services	304	65.9%	22.8%	11.2%	34
Healthcare & Insurance	73	63.5%	24.2%	12.2%	10
Facilities, Security & Emergency Mgmt	53	87.9%	8.2%	3.9%	4
Office of Procurement Operations	18	68.2%	21.2%	10.6%	5
Suitability Executive Agency Programs	34	94.0%	2.9%	3.0%	2
Nat'l Background Investigations Bureau	1,225	72.3%	19.1%	8.6%	230

Office of Personnel Management 1st Level Subagency Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Office of Personnel Management	2,798	70.8%	18.6%	10.6%	67
Ofc of the Chief Information Officer	124	65.5%	25.1%	9.4%	8
Ofc of the Director	15	65.3%	27.0%	7.8%	0
Employee Services	157	80.6%	15.6%	3.8%	0
HR Solutions	245	87.1%	10.0%	2.9%	2
Merit Sys Accountability & Compliance	65	84.4%	9.7%	6.0%	2
Ofc of the Chief Financial Ofcr	75	81.5%	13.7%	4.8%	0
Ofc of Communications	11	81.4%	18.6%	0.0%	0
Ofc of the General Counsel	12	89.5%	10.5%	0.0%	0
Ofc of the Inspector General	91	78.2%	18.7%	3.1%	1
Planning & Policy Analysis	48	79.7%	14.4%	5.9%	2
Retirement Services	329	74.4%	17.5%	8.2%	8
Healthcare & Insurance	83	71.0%	25.3%	3.7%	1
Facilities, Security & Emergency Mgmt	57	85.8%	7.3%	6.9%	1
Office of Procurement Operations	23	83.1%	13.0%	4.0%	0
Suitability Executive Agency Programs	34	94.2%	2.8%	2.9%	2
Nat'l Background Investigations Bureau	1,414	64.5%	20.7%	14.9%	39

Office of Personnel Management

1st Level Subagency Comparison Report

My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Office of Personnel Management	2,872	68.9%	17.4%	13.7%
Ofc of the Chief Information Officer	132	50.4%	24.3%	25.3%
Ofc of the Director	15	79.8%	12.4%	7.8%
Employee Services	156	81.2%	13.7%	5.1%
HR Solutions	246	80.2%	11.2%	8.6%
Merit Sys Accountability & Compliance	66	60.3%	21.1%	18.6%
Ofc of the Chief Financial Ofcr	75	73.3%	14.8%	11.9%
Ofc of Communications	13	76.2%	23.8%	0.0%
Ofc of the General Counsel	12	78.2%	11.3%	10.5%
Ofc of the Inspector General	91	71.0%	16.1%	12.9%
Planning & Policy Analysis	51	80.2%	18.1%	1.7%
Retirement Services	337	80.2%	11.8%	8.1%
Healthcare & Insurance	84	76.3%	10.9%	12.8%
Facilities, Security & Emergency Mgmt	58	73.6%	19.7%	6.7%
Office of Procurement Operations	23	53.0%	33.9%	13.1%
Suitability Executive Agency Programs	36	83.4%	8.4%	8.2%
Nat'l Background Investigations Bureau	1,461	63.9%	19.8%	16.3%

Office of Personnel Management 1st Level Subagency Comparison Report

My Agency (continued)

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	440,039	41.8%	27.0%	31.2%	36,315
Office of Personnel Management	2,672	45.6%	25.4%	29.1%	201
Ofc of the Chief Information Officer	119	44.1%	25.4%	30.5%	14
Ofc of the Director	15	53.3%	19.1%	27.6%	0
Employee Services	151	62.6%	22.2%	15.2%	5
HR Solutions	237	64.9%	19.3%	15.8%	8
Merit Sys Accountability & Compliance	62	56.4%	15.7%	27.9%	5
Ofc of the Chief Financial Ofcr	74	68.7%	18.0%	13.4%	1
Ofc of Communications	12	65.4%	17.5%	17.2%	1
Ofc of the General Counsel	12	57.2%	42.8%	0.0%	0
Ofc of the Inspector General	88	47.0%	23.4%	29.6%	3
Planning & Policy Analysis	47	68.5%	18.5%	13.0%	3
Retirement Services	312	51.3%	24.2%	24.4%	25
Healthcare & Insurance	81	46.4%	32.7%	20.9%	3
Facilities, Security & Emergency Mgmt	55	58.4%	21.4%	20.2%	3
Office of Procurement Operations	21	60.2%	23.0%	16.8%	2
Suitability Executive Agency Programs	34	67.3%	20.8%	11.8%	2
Nat'l Background Investigations Bureau	1,337	36.3%	27.6%	36.2%	125

Office of Personnel Management 1st Level Subagency Comparison Report

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Office of Personnel Management	2,860	86.6%	6.0%	7.4%	14
Ofc of the Chief Information Officer	132	71.9%	13.0%	15.2%	1
Ofc of the Director	15	87.6%	12.4%	0.0%	0
Employee Services	156	93.7%	3.8%	2.6%	0
HR Solutions	245	90.1%	4.6%	5.4%	1
Merit Sys Accountability & Compliance	67	93.6%	3.1%	3.3%	0
Ofc of the Chief Financial Ofcr	74	78.0%	8.6%	13.4%	1
Ofc of Communications	13	91.9%	8.1%	0.0%	0
Ofc of the General Counsel	11	92.2%	7.8%	0.0%	1
Ofc of the Inspector General	92	82.6%	7.8%	9.6%	0
Planning & Policy Analysis	51	97.7%	2.3%	0.0%	0
Retirement Services	334	87.8%	4.9%	7.4%	2
Healthcare & Insurance	84	94.0%	3.5%	2.5%	0
Facilities, Security & Emergency Mgmt	57	92.8%	3.7%	3.5%	1
Office of Procurement Operations	23	91.9%	8.1%	0.0%	0
Suitability Executive Agency Programs	34	97.2%	0.0%	2.8%	1
Nat'l Background Investigations Bureau	1,456	86.0%	6.1%	7.9%	6

Office of Personnel Management 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	472,151	67.5%	16.5%	16.0%	2,221
Office of Personnel Management	2,850	73.1%	14.7%	12.2%	14
Ofc of the Chief Information Officer	131	59.7%	20.7%	19.6%	1
Ofc of the Director	15	80.1%	19.9%	0.0%	0
Employee Services	156	81.5%	12.8%	5.7%	0
HR Solutions	246	84.3%	6.6%	9.1%	0
Merit Sys Accountability & Compliance	67	77.5%	11.7%	10.8%	0
Ofc of the Chief Financial Ofcr	75	78.9%	5.7%	15.4%	0
Ofc of Communications	13	60.3%	15.9%	23.8%	0
Ofc of the General Counsel	12	78.2%	11.3%	10.5%	0
Ofc of the Inspector General	92	86.7%	5.3%	8.0%	0
Planning & Policy Analysis	50	81.9%	16.1%	2.0%	0
Retirement Services	332	71.9%	15.6%	12.5%	3
Healthcare & Insurance	83	81.1%	10.4%	8.5%	0
Facilities, Security & Emergency Mgmt	57	85.7%	3.5%	10.8%	1
Office of Procurement Operations	23	74.3%	21.4%	4.3%	0
Suitability Executive Agency Programs	34	79.2%	12.2%	8.6%	1
Nat'l Background Investigations Bureau	1,449	70.6%	16.4%	13.0%	8

Office of Personnel Management *1st Level Subagency Comparison Report*

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Office of Personnel Management	2,852	76.1%	11.5%	12.4%	15
Ofc of the Chief Information Officer	131	60.3%	15.2%	24.4%	2
Ofc of the Director	14	84.6%	15.4%	0.0%	1
Employee Services	154	80.2%	13.0%	6.8%	2
HR Solutions	245	78.6%	8.6%	12.9%	1
Merit Sys Accountability & Compliance	66	66.4%	13.3%	20.3%	0
Ofc of the Chief Financial Ofcr	75	75.1%	11.7%	13.2%	0
Ofc of Communications	13	76.2%	23.8%	0.0%	0
Ofc of the General Counsel	12	81.9%	0.0%	18.1%	0
Ofc of the Inspector General	92	76.6%	10.8%	12.6%	0
Planning & Policy Analysis	51	70.6%	15.1%	14.4%	0
Retirement Services	332	78.7%	10.6%	10.7%	3
Healthcare & Insurance	82	76.8%	11.9%	11.2%	0
Facilities, Security & Emergency Mgmt	56	80.7%	10.2%	9.1%	2
Office of Procurement Operations	23	79.4%	16.6%	4.0%	0
Suitability Executive Agency Programs	34	88.2%	6.1%	5.8%	1
Nat'l Background Investigations Bureau	1,456	76.4%	11.5%	12.1%	3

Office of Personnel Management 1st Level Subagency Comparison Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Office of Personnel Management	2,607	79.4%	14.4%	6.1%	260
Ofc of the Chief Information Officer	114	67.7%	19.5%	12.8%	17
Ofc of the Director	15	81.1%	18.9%	0.0%	0
Employee Services	151	86.7%	9.6%	3.7%	5
HR Solutions	227	82.5%	9.8%	7.7%	18
Merit Sys Accountability & Compliance	64	78.6%	15.0%	6.4%	3
Ofc of the Chief Financial Ofcr	70	77.8%	11.4%	10.8%	5
Ofc of Communications	12	82.7%	17.3%	0.0%	1
Ofc of the General Counsel	10	79.1%	8.7%	12.2%	2
Ofc of the Inspector General	86	80.5%	9.1%	10.4%	6
Planning & Policy Analysis	47	86.4%	11.1%	2.5%	4
Retirement Services	317	76.6%	17.4%	6.0%	19
Healthcare & Insurance	81	78.4%	14.2%	7.4%	3
Facilities, Security & Emergency Mgmt	54	85.1%	9.6%	5.2%	3
Office of Procurement Operations	21	74.8%	20.2%	4.9%	2
Suitability Executive Agency Programs	32	87.4%	9.6%	3.0%	3
Nat'l Background Investigations Bureau	1,290	80.3%	14.5%	5.2%	169

Office of Personnel Management 1st Level Subagency Comparison Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Office of Personnel Management	2,855	75.4%	12.8%	11.8%	11
Ofc of the Chief Information Officer	133	58.5%	15.9%	25.6%	0
Ofc of the Director	15	73.4%	26.6%	0.0%	0
Employee Services	153	84.3%	10.0%	5.8%	2
HR Solutions	244	77.6%	9.9%	12.5%	0
Merit Sys Accountability & Compliance	67	68.5%	10.0%	21.4%	0
Ofc of the Chief Financial Ofcr	75	78.2%	7.9%	13.9%	0
Ofc of Communications	13	76.2%	23.8%	0.0%	0
Ofc of the General Counsel	12	64.7%	17.2%	18.1%	0
Ofc of the Inspector General	91	79.3%	11.3%	9.5%	0
Planning & Policy Analysis	49	72.2%	17.6%	10.2%	0
Retirement Services	333	77.4%	11.9%	10.7%	3
Healthcare & Insurance	84	68.3%	19.9%	11.8%	0
Facilities, Security & Emergency Mgmt	56	78.5%	10.8%	10.7%	2
Office of Procurement Operations	23	66.4%	16.8%	16.8%	0
Suitability Executive Agency Programs	34	79.1%	15.1%	5.8%	1
Nat'l Background Investigations Bureau	1,457	76.2%	12.8%	11.0%	3

Office of Personnel Management 1st Level Subagency Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Office of Personnel Management	2,811	76.1%	13.4%	10.6%	54
Ofc of the Chief Information Officer	129	67.6%	13.7%	18.7%	4
Ofc of the Director	15	81.1%	18.9%	0.0%	0
Employee Services	153	85.1%	10.6%	4.3%	2
HR Solutions	246	87.7%	6.9%	5.4%	0
Merit Sys Accountability & Compliance	65	81.2%	7.8%	11.0%	1
Ofc of the Chief Financial Ofcr	75	82.4%	3.4%	14.1%	0
Ofc of Communications	13	76.2%	23.8%	0.0%	0
Ofc of the General Counsel	12	72.3%	9.7%	18.1%	0
Ofc of the Inspector General	88	78.2%	9.8%	12.0%	1
Planning & Policy Analysis	50	89.7%	8.0%	2.3%	0
Retirement Services	329	73.1%	15.8%	11.1%	7
Healthcare & Insurance	83	82.4%	12.6%	4.9%	1
Facilities, Security & Emergency Mgmt	57	82.4%	8.7%	8.9%	1
Office of Procurement Operations	22	64.3%	22.3%	13.3%	1
Suitability Executive Agency Programs	34	88.0%	6.2%	5.8%	1
Nat'l Background Investigations Bureau	1,424	74.2%	14.7%	11.1%	35

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Office of Personnel Management	2,869	83.6%	7.9%	8.5%
Ofc of the Chief Information Officer	133	71.3%	8.0%	20.8%
Ofc of the Director	15	86.8%	13.2%	0.0%
Employee Services	156	88.3%	5.9%	5.8%
HR Solutions	246	85.6%	7.0%	7.4%
Merit Sys Accountability & Compliance	67	76.9%	11.8%	11.2%
Ofc of the Chief Financial Ofcr	75	81.5%	5.5%	13.0%
Ofc of Communications	13	84.1%	8.1%	7.8%
Ofc of the General Counsel	12	92.5%	7.5%	0.0%
Ofc of the Inspector General	91	82.5%	6.9%	10.6%
Planning & Policy Analysis	50	89.3%	8.4%	2.3%
Retirement Services	337	84.5%	8.9%	6.5%
Healthcare & Insurance	84	86.7%	5.9%	7.4%
Facilities, Security & Emergency Mgmt	58	87.9%	6.6%	5.5%
Office of Procurement Operations	23	79.4%	20.6%	0.0%
Suitability Executive Agency Programs	35	91.3%	0.0%	8.7%
Nat'l Background Investigations Bureau	1,458	83.8%	7.9%	8.2%

Office of Personnel Management *1st Level Subagency Comparison Report*

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Office of Personnel Management	2,870	87.5%	6.4%	6.1%
Ofc of the Chief Information Officer	133	68.1%	16.6%	15.3%
Ofc of the Director	15	86.8%	13.2%	0.0%
Employee Services	155	92.2%	4.6%	3.2%
HR Solutions	246	90.1%	4.9%	5.0%
Merit Sys Accountability & Compliance	67	84.8%	7.6%	7.6%
Ofc of the Chief Financial Ofcr	75	81.7%	6.8%	11.5%
Ofc of Communications	13	84.1%	8.1%	7.8%
Ofc of the General Counsel	12	100.0%	0.0%	0.0%
Ofc of the Inspector General	91	86.6%	3.7%	9.7%
Planning & Policy Analysis	50	93.9%	6.1%	0.0%
Retirement Services	337	88.6%	6.9%	4.5%
Healthcare & Insurance	84	87.8%	8.5%	3.7%
Facilities, Security & Emergency Mgmt	58	87.7%	7.0%	5.3%
Office of Procurement Operations	23	92.2%	3.8%	4.0%
Suitability Executive Agency Programs	35	94.2%	2.7%	3.1%
Nat'l Background Investigations Bureau	1,460	88.7%	5.4%	5.9%

Office of Personnel Management *1st Level Subagency Comparison Report*

My Supervisor (continued)

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%
Office of Personnel Management	2,863	93.1%	3.6%	3.4%
Ofc of the Chief Information Officer	132	79.6%	8.1%	12.4%
Ofc of the Director	15	87.6%	6.8%	5.7%
Employee Services	156	92.4%	4.7%	2.9%
HR Solutions	245	93.4%	2.9%	3.7%
Merit Sys Accountability & Compliance	67	92.5%	4.4%	3.1%
Ofc of the Chief Financial Ofcr	75	85.0%	2.6%	12.5%
Ofc of Communications	13	100.0%	0.0%	0.0%
Ofc of the General Counsel	12	64.2%	8.1%	27.7%
Ofc of the Inspector General	92	91.2%	4.2%	4.6%
Planning & Policy Analysis	49	85.0%	10.6%	4.4%
Retirement Services	336	94.4%	3.2%	2.4%
Healthcare & Insurance	83	83.0%	10.1%	6.9%
Facilities, Security & Emergency Mgmt	58	89.1%	5.3%	5.5%
Office of Procurement Operations	23	78.5%	17.0%	4.5%
Suitability Executive Agency Programs	35	100.0%	0.0%	0.0%
Nat'l Background Investigations Bureau	1,456	96.0%	2.3%	1.6%

Office of Personnel Management

1st Level Subagency Comparison Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Office of Personnel Management	2,869	78.1%	11.3%	10.6%
Ofc of the Chief Information Officer	132	62.3%	12.3%	25.4%
Ofc of the Director	15	86.8%	13.2%	0.0%
Employee Services	156	85.7%	8.8%	5.5%
HR Solutions	246	80.2%	9.0%	10.8%
Merit Sys Accountability & Compliance	67	70.7%	13.5%	15.8%
Ofc of the Chief Financial Ofcr	75	74.1%	12.9%	13.0%
Ofc of Communications	13	76.2%	15.9%	7.8%
Ofc of the General Counsel	12	81.9%	7.5%	10.5%
Ofc of the Inspector General	92	77.2%	6.8%	16.0%
Planning & Policy Analysis	50	78.1%	13.6%	8.3%
Retirement Services	337	77.8%	15.0%	7.2%
Healthcare & Insurance	84	79.7%	11.9%	8.4%
Facilities, Security & Emergency Mgmt	58	80.7%	9.2%	10.1%
Office of Procurement Operations	23	70.4%	25.1%	4.5%
Suitability Executive Agency Programs	35	79.7%	20.3%	0.0%
Nat'l Background Investigations Bureau	1,458	79.6%	10.2%	10.2%

Office of Personnel Management *1st Level Subagency Comparison Report*

My Supervisor (continued)

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%
Office of Personnel Management	2,861	80.3%	12.3%	7.4%
Ofc of the Chief Information Officer	132	63.6%	19.7%	16.7%
Ofc of the Director	14	84.8%	8.3%	6.9%
Employee Services	156	85.8%	10.4%	3.8%
HR Solutions	245	82.6%	11.2%	6.2%
Merit Sys Accountability & Compliance	67	67.8%	21.2%	11.0%
Ofc of the Chief Financial Ofcr	75	80.3%	14.4%	5.3%
Ofc of Communications	12	73.9%	26.1%	0.0%
Ofc of the General Counsel	12	81.9%	10.5%	7.5%
Ofc of the Inspector General	90	78.0%	5.5%	16.5%
Planning & Policy Analysis	51	81.0%	12.7%	6.3%
Retirement Services	337	81.9%	13.5%	4.6%
Healthcare & Insurance	84	84.9%	12.5%	2.6%
Facilities, Security & Emergency Mgmt	57	84.1%	12.6%	3.3%
Office of Procurement Operations	23	78.7%	16.8%	4.5%
Suitability Executive Agency Programs	35	82.5%	14.8%	2.7%
Nat'l Background Investigations Bureau	1,455	81.3%	11.0%	7.7%

Office of Personnel Management

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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
Office of Personnel Management	2,750	44.8%	24.9%	30.3%	103
Ofc of the Chief Information Officer	126	32.3%	24.5%	43.2%	5
Ofc of the Director	14	70.3%	21.5%	8.2%	1
Employee Services	149	65.6%	20.3%	14.0%	7
HR Solutions	243	65.9%	15.8%	18.3%	3
Merit Sys Accountability & Compliance	65	43.4%	29.7%	26.9%	2
Ofc of the Chief Financial Ofcr	75	67.2%	13.1%	19.7%	0
Ofc of Communications	13	84.1%	8.1%	7.8%	0
Ofc of the General Counsel	12	61.0%	20.9%	18.1%	0
Ofc of the Inspector General	92	52.7%	20.8%	26.5%	0
Planning & Policy Analysis	49	68.0%	15.5%	16.6%	0
Retirement Services	325	49.2%	25.4%	25.4%	9
Healthcare & Insurance	82	57.7%	27.6%	14.6%	2
Facilities, Security & Emergency Mgmt	55	80.0%	12.4%	7.6%	2
Office of Procurement Operations	22	56.3%	26.5%	17.3%	1
Suitability Executive Agency Programs	34	67.3%	26.9%	5.8%	1
Nat'l Background Investigations Bureau	1,380	35.4%	27.5%	37.1%	68

Office of Personnel Management 1st Level Subagency Comparison Report

Leadership (continued)

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
Office of Personnel Management	2,542	57.8%	25.0%	17.2%	313
Ofc of the Chief Information Officer	115	43.0%	26.1%	30.9%	17
Ofc of the Director	15	79.8%	20.2%	0.0%	0
Employee Services	146	74.5%	18.1%	7.4%	10
HR Solutions	237	68.7%	20.2%	11.1%	9
Merit Sys Accountability & Compliance	62	69.4%	25.3%	5.3%	5
Ofc of the Chief Financial Ofcr	74	64.9%	13.7%	21.5%	1
Ofc of Communications	12	82.7%	8.8%	8.5%	1
Ofc of the General Counsel	11	63.4%	17.9%	18.8%	1
Ofc of the Inspector General	90	68.6%	14.9%	16.5%	2
Planning & Policy Analysis	43	76.9%	15.9%	7.2%	6
Retirement Services	314	55.1%	24.6%	20.3%	19
Healthcare & Insurance	78	71.8%	19.5%	8.7%	6
Facilities, Security & Emergency Mgmt	55	87.1%	9.0%	3.9%	2
Office of Procurement Operations	21	67.0%	23.4%	9.6%	2
Suitability Executive Agency Programs	33	78.4%	21.6%	0.0%	2
Nat'l Background Investigations Bureau	1,222	52.6%	29.0%	18.4%	228

Office of Personnel Management *1st Level Subagency Comparison Report*

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Office of Personnel Management	2,593	72.7%	18.0%	9.3%	246
Ofc of the Chief Information Officer	120	59.2%	23.0%	17.8%	12
Ofc of the Director	14	78.1%	21.9%	0.0%	1
Employee Services	151	79.0%	16.4%	4.6%	5
HR Solutions	235	79.7%	12.1%	8.3%	9
Merit Sys Accountability & Compliance	62	78.1%	13.0%	8.9%	5
Ofc of the Chief Financial Ofcr	75	78.1%	6.5%	15.4%	0
Ofc of Communications	13	76.2%	15.9%	7.8%	0
Ofc of the General Counsel	11	81.2%	0.0%	18.8%	1
Ofc of the Inspector General	88	70.3%	15.2%	14.5%	4
Planning & Policy Analysis	46	88.6%	9.0%	2.5%	3
Retirement Services	315	74.5%	17.4%	8.1%	17
Healthcare & Insurance	82	77.7%	10.1%	12.2%	1
Facilities, Security & Emergency Mgmt	53	92.0%	4.1%	3.9%	1
Office of Procurement Operations	21	90.7%	4.3%	5.0%	2
Suitability Executive Agency Programs	31	90.4%	6.3%	3.2%	3
Nat'l Background Investigations Bureau	1,261	69.9%	21.1%	9.0%	181

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Office of Personnel Management	2,802	69.8%	16.4%	13.8%	44
Ofc of the Chief Information Officer	129	53.8%	24.2%	22.0%	2
Ofc of the Director	15	79.8%	12.4%	7.8%	0
Employee Services	154	82.5%	7.7%	9.8%	2
HR Solutions	246	80.0%	10.1%	9.9%	0
Merit Sys Accountability & Compliance	66	80.3%	13.1%	6.6%	0
Ofc of the Chief Financial Ofcr	75	81.1%	7.3%	11.5%	0
Ofc of Communications	13	91.9%	8.1%	0.0%	0
Ofc of the General Counsel	11	71.2%	10.0%	18.8%	1
Ofc of the Inspector General	90	73.5%	15.0%	11.5%	2
Planning & Policy Analysis	50	73.1%	14.8%	12.1%	0
Retirement Services	328	74.9%	15.8%	9.2%	4
Healthcare & Insurance	82	80.2%	12.7%	7.1%	2
Facilities, Security & Emergency Mgmt	55	86.7%	3.9%	9.3%	2
Office of Procurement Operations	23	74.0%	17.5%	8.5%	0
Suitability Executive Agency Programs	34	88.2%	6.1%	5.8%	1
Nat'l Background Investigations Bureau	1,417	65.0%	18.6%	16.4%	26

Office of Personnel Management 1st Level Subagency Comparison Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Office of Personnel Management	2,613	71.3%	18.0%	10.6%	238
Ofc of the Chief Information Officer	122	62.6%	18.7%	18.7%	10
Ofc of the Director	14	71.4%	28.6%	0.0%	1
Employee Services	147	82.0%	10.0%	8.0%	9
HR Solutions	236	81.6%	11.0%	7.4%	10
Merit Sys Accountability & Compliance	62	82.0%	12.7%	5.3%	5
Ofc of the Chief Financial Ofcr	74	79.1%	11.7%	9.2%	1
Ofc of Communications	12	82.4%	8.8%	8.8%	1
Ofc of the General Counsel	10	58.8%	20.1%	21.1%	2
Ofc of the Inspector General	80	76.1%	12.6%	11.3%	11
Planning & Policy Analysis	45	86.8%	8.7%	4.4%	3
Retirement Services	317	74.9%	19.2%	5.9%	17
Healthcare & Insurance	79	74.0%	18.6%	7.5%	3
Facilities, Security & Emergency Mgmt	56	82.0%	14.3%	3.7%	1
Office of Procurement Operations	23	74.0%	17.5%	8.5%	0
Suitability Executive Agency Programs	32	84.1%	9.7%	6.1%	2
Nat'l Background Investigations Bureau	1,290	66.7%	20.5%	12.7%	160

Office of Personnel Management 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	452,145	55.3%	21.4%	23.2%	16,506
Office of Personnel Management	2,682	60.3%	19.7%	20.0%	169
Ofc of the Chief Information Officer	128	49.9%	21.8%	28.3%	4
Ofc of the Director	15	73.6%	18.6%	7.8%	0
Employee Services	151	73.7%	12.1%	14.2%	4
HR Solutions	244	75.6%	12.7%	11.6%	0
Merit Sys Accountability & Compliance	65	65.9%	10.5%	23.6%	2
Ofc of the Chief Financial Ofcr	72	74.6%	9.3%	16.1%	3
Ofc of Communications	12	83.3%	8.8%	7.9%	1
Ofc of the General Counsel	11	81.2%	0.0%	18.8%	1
Ofc of the Inspector General	89	61.0%	12.5%	26.5%	1
Planning & Policy Analysis	49	75.6%	14.4%	10.0%	1
Retirement Services	321	60.8%	22.5%	16.7%	13
Healthcare & Insurance	82	70.6%	19.8%	9.7%	2
Facilities, Security & Emergency Mgmt	56	78.3%	12.6%	9.1%	1
Office of Procurement Operations	22	69.3%	17.7%	12.9%	1
Suitability Executive Agency Programs	31	74.1%	16.2%	9.7%	3
Nat'l Background Investigations Bureau	1,320	54.9%	22.1%	23.0%	130

Office of Personnel Management 1st Level Subagency Comparison Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Office of Personnel Management	2,681	62.8%	19.5%	17.7%	171
Ofc of the Chief Information Officer	129	51.9%	20.0%	28.1%	3
Ofc of the Director	15	73.1%	19.2%	7.8%	0
Employee Services	150	77.0%	12.1%	11.0%	5
HR Solutions	244	79.4%	12.3%	8.3%	2
Merit Sys Accountability & Compliance	63	64.2%	16.5%	19.3%	4
Ofc of the Chief Financial Ofcr	75	75.8%	7.3%	16.9%	0
Ofc of Communications	13	84.6%	8.1%	7.3%	0
Ofc of the General Counsel	11	70.3%	11.0%	18.8%	1
Ofc of the Inspector General	91	63.0%	13.5%	23.4%	0
Planning & Policy Analysis	48	89.8%	4.1%	6.0%	1
Retirement Services	318	62.4%	21.1%	16.5%	15
Healthcare & Insurance	82	71.0%	19.5%	9.5%	2
Facilities, Security & Emergency Mgmt	56	80.0%	10.8%	9.2%	1
Office of Procurement Operations	22	64.7%	27.1%	8.2%	1
Suitability Executive Agency Programs	32	74.9%	12.6%	12.5%	2
Nat'l Background Investigations Bureau	1,318	57.8%	22.5%	19.8%	132

Office of Personnel Management *1st Level Subagency Comparison Report*

Leadership (continued)

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	442,275	60.2%	22.5%	17.4%	27,324
Office of Personnel Management	2,619	67.7%	19.2%	13.1%	228
Ofc of the Chief Information Officer	120	43.8%	32.3%	23.9%	10
Ofc of the Director	13	91.0%	9.0%	0.0%	1
Employee Services	149	86.1%	10.5%	3.3%	6
HR Solutions	239	71.8%	18.4%	9.8%	6
Merit Sys Accountability & Compliance	61	56.7%	28.5%	14.8%	5
Ofc of the Chief Financial Ofcr	71	66.2%	20.6%	13.2%	4
Ofc of Communications	12	74.3%	25.7%	0.0%	1
Ofc of the General Counsel	12	81.9%	0.0%	18.1%	0
Ofc of the Inspector General	87	71.8%	12.2%	16.1%	3
Planning & Policy Analysis	46	82.2%	5.0%	12.7%	4
Retirement Services	317	67.1%	21.9%	11.0%	17
Healthcare & Insurance	81	80.4%	12.5%	7.1%	2
Facilities, Security & Emergency Mgmt	56	83.2%	13.1%	3.7%	1
Office of Procurement Operations	22	71.9%	28.1%	0.0%	1
Suitability Executive Agency Programs	27	88.6%	11.4%	0.0%	7
Nat'l Background Investigations Bureau	1,292	66.3%	18.8%	14.8%	158

Office of Personnel Management 1st Level Subagency Comparison Report

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
Office of Personnel Management	2,763	57.1%	23.5%	19.4%	81
Ofc of the Chief Information Officer	128	43.4%	28.3%	28.3%	2
Ofc of the Director	14	91.7%	0.0%	8.3%	0
Employee Services	151	75.0%	18.6%	6.4%	2
HR Solutions	244	72.2%	16.6%	11.2%	2
Merit Sys Accountability & Compliance	65	50.7%	36.9%	12.4%	1
Ofc of the Chief Financial Ofcr	72	75.7%	12.1%	12.2%	1
Ofc of Communications	13	92.2%	0.0%	7.8%	0
Ofc of the General Counsel	12	74.4%	7.5%	18.1%	0
Ofc of the Inspector General	90	62.2%	18.7%	19.1%	0
Planning & Policy Analysis	48	75.7%	9.4%	14.9%	0
Retirement Services	331	62.4%	20.1%	17.5%	4
Healthcare & Insurance	83	77.4%	16.7%	5.9%	0
Facilities, Security & Emergency Mgmt	57	82.2%	15.9%	1.9%	1
Office of Procurement Operations	23	71.7%	28.3%	0.0%	0
Suitability Executive Agency Programs	33	75.3%	18.7%	6.0%	2
Nat'l Background Investigations Bureau	1,383	49.1%	27.1%	23.8%	66

Office of Personnel Management 1st Level Subagency Comparison Report

Leadership (continued)

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
Office of Personnel Management	2,522	61.4%	23.3%	15.3%	328
Ofc of the Chief Information Officer	123	53.0%	27.4%	19.7%	8
Ofc of the Director	14	93.9%	6.1%	0.0%	0
Employee Services	150	85.9%	11.7%	2.5%	5
HR Solutions	239	79.6%	12.3%	8.1%	7
Merit Sys Accountability & Compliance	64	77.6%	12.3%	10.1%	3
Ofc of the Chief Financial Ofcr	72	74.3%	12.1%	13.6%	2
Ofc of Communications	13	92.2%	7.8%	0.0%	0
Ofc of the General Counsel	11	81.2%	7.8%	11.0%	1
Ofc of the Inspector General	86	70.5%	17.4%	12.1%	5
Planning & Policy Analysis	45	89.0%	4.0%	7.0%	4
Retirement Services	309	61.4%	23.8%	14.8%	24
Healthcare & Insurance	77	74.9%	18.8%	6.3%	6
Facilities, Security & Emergency Mgmt	56	87.2%	11.0%	1.8%	2
Office of Procurement Operations	21	89.6%	10.4%	0.0%	2
Suitability Executive Agency Programs	30	86.5%	13.5%	0.0%	5
Nat'l Background Investigations Bureau	1,196	51.1%	29.0%	19.9%	254

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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%
Office of Personnel Management	2,839	53.3%	22.3%	24.4%
Ofc of the Chief Information Officer	128	40.0%	23.9%	36.0%
Ofc of the Director	15	61.1%	25.3%	13.7%
Employee Services	155	75.6%	15.2%	9.1%
HR Solutions	241	69.1%	13.8%	17.2%
Merit Sys Accountability & Compliance	66	64.0%	14.0%	22.0%
Ofc of the Chief Financial Ofcr	75	76.3%	8.1%	15.6%
Ofc of Communications	13	68.1%	8.1%	23.8%
Ofc of the General Counsel	12	68.5%	13.4%	18.1%
Ofc of the Inspector General	90	61.8%	22.9%	15.3%
Planning & Policy Analysis	50	69.7%	18.2%	12.0%
Retirement Services	335	57.2%	21.6%	21.2%
Healthcare & Insurance	82	62.7%	16.1%	21.2%
Facilities, Security & Emergency Mgmt	57	78.5%	11.1%	10.5%
Office of Procurement Operations	23	50.1%	27.9%	22.0%
Suitability Executive Agency Programs	35	77.0%	11.5%	11.5%
Nat'l Background Investigations Bureau	1,447	45.7%	25.8%	28.5%

Office of Personnel Management

1st Level Subagency Comparison Report

My Satisfaction (continued)

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%
Office of Personnel Management	2,843	55.1%	21.6%	23.2%
Ofc of the Chief Information Officer	127	42.3%	21.3%	36.4%
Ofc of the Director	15	67.5%	24.7%	7.8%
Employee Services	155	81.9%	10.5%	7.7%
HR Solutions	245	70.1%	18.3%	11.6%
Merit Sys Accountability & Compliance	66	66.3%	16.5%	17.2%
Ofc of the Chief Financial Ofcr	75	77.6%	8.5%	13.9%
Ofc of Communications	13	84.1%	15.9%	0.0%
Ofc of the General Counsel	12	67.6%	14.3%	18.1%
Ofc of the Inspector General	90	67.2%	17.1%	15.6%
Planning & Policy Analysis	49	75.4%	18.1%	6.4%
Retirement Services	335	59.3%	22.3%	18.4%
Healthcare & Insurance	83	62.1%	16.0%	21.8%
Facilities, Security & Emergency Mgmt	57	76.8%	14.3%	8.9%
Office of Procurement Operations	23	65.7%	22.0%	12.2%
Suitability Executive Agency Programs	35	68.2%	14.4%	17.4%
Nat'l Background Investigations Bureau	1,447	46.7%	24.6%	28.7%

Office of Personnel Management

1st Level Subagency Comparison Report

My Satisfaction (continued)

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%
Office of Personnel Management	2,832	57.7%	21.3%	21.0%
Ofc of the Chief Information Officer	127	39.6%	25.1%	35.3%
Ofc of the Director	15	61.8%	38.2%	0.0%
Employee Services	153	77.4%	14.4%	8.3%
HR Solutions	242	65.1%	18.7%	16.2%
Merit Sys Accountability & Compliance	66	64.6%	18.2%	17.2%
Ofc of the Chief Financial Ofcr	74	66.2%	8.5%	25.4%
Ofc of Communications	12	65.2%	17.6%	17.3%
Ofc of the General Counsel	12	81.9%	0.0%	18.1%
Ofc of the Inspector General	90	61.3%	23.6%	15.0%
Planning & Policy Analysis	49	73.6%	17.3%	9.1%
Retirement Services	333	58.5%	17.6%	23.9%
Healthcare & Insurance	82	60.4%	22.2%	17.5%
Facilities, Security & Emergency Mgmt	57	71.8%	18.1%	10.2%
Office of Procurement Operations	23	69.7%	18.1%	12.2%
Suitability Executive Agency Programs	35	74.2%	17.3%	8.4%
Nat'l Background Investigations Bureau	1,446	54.4%	24.1%	21.6%

Office of Personnel Management *1st Level Subagency Comparison Report*

My Satisfaction (continued)

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%
Office of Personnel Management	2,829	48.0%	29.3%	22.7%
Ofc of the Chief Information Officer	127	35.5%	28.2%	36.3%
Ofc of the Director	15	67.5%	32.5%	0.0%
Employee Services	155	72.3%	20.9%	6.8%
HR Solutions	244	60.7%	24.1%	15.2%
Merit Sys Accountability & Compliance	66	57.5%	24.2%	18.3%
Ofc of the Chief Financial Ofcr	75	65.9%	21.8%	12.3%
Ofc of Communications	13	76.2%	23.8%	0.0%
Ofc of the General Counsel	12	74.4%	7.5%	18.1%
Ofc of the Inspector General	89	61.0%	19.4%	19.7%
Planning & Policy Analysis	47	64.8%	23.6%	11.6%
Retirement Services	332	51.5%	27.6%	20.9%
Healthcare & Insurance	83	61.5%	27.7%	10.8%
Facilities, Security & Emergency Mgmt	57	76.7%	12.6%	10.8%
Office of Procurement Operations	23	62.5%	16.9%	20.6%
Suitability Executive Agency Programs	35	71.1%	20.0%	9.0%
Nat'l Background Investigations Bureau	1,440	39.7%	33.6%	26.7%

Office of Personnel Management 1st Level Subagency Comparison Report

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%
Office of Personnel Management	2,837	37.6%	30.6%	31.7%
Ofc of the Chief Information Officer	124	22.5%	36.0%	41.5%
Ofc of the Director	15	48.6%	45.5%	5.9%
Employee Services	154	49.0%	32.0%	19.0%
HR Solutions	245	49.2%	24.5%	26.3%
Merit Sys Accountability & Compliance	66	32.0%	32.2%	35.8%
Ofc of the Chief Financial Ofcr	75	42.1%	29.2%	28.7%
Ofc of Communications	13	45.3%	16.2%	38.5%
Ofc of the General Counsel	12	44.1%	20.6%	35.3%
Ofc of the Inspector General	89	48.2%	23.2%	28.6%
Planning & Policy Analysis	49	52.4%	35.9%	11.7%
Retirement Services	333	41.0%	24.5%	34.5%
Healthcare & Insurance	83	37.3%	32.1%	30.6%
Facilities, Security & Emergency Mgmt	58	52.9%	29.8%	17.3%
Office of Procurement Operations	23	57.8%	20.8%	21.4%
Suitability Executive Agency Programs	35	56.9%	25.5%	17.6%
Nat'l Background Investigations Bureau	1,447	33.7%	33.1%	33.2%

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My Satisfaction (continued)

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%
Office of Personnel Management	2,831	55.3%	20.8%	23.9%
Ofc of the Chief Information Officer	125	41.1%	32.2%	26.7%
Ofc of the Director	15	66.6%	27.7%	5.7%
Employee Services	154	71.9%	21.7%	6.4%
HR Solutions	244	73.6%	17.0%	9.5%
Merit Sys Accountability & Compliance	66	65.8%	16.7%	17.4%
Ofc of the Chief Financial Ofcr	75	70.9%	15.3%	13.8%
Ofc of Communications	13	44.7%	47.5%	7.8%
Ofc of the General Counsel	12	43.3%	29.0%	27.7%
Ofc of the Inspector General	88	65.5%	24.8%	9.7%
Planning & Policy Analysis	50	70.7%	26.0%	3.4%
Retirement Services	334	58.4%	20.2%	21.4%
Healthcare & Insurance	83	61.9%	23.7%	14.4%
Facilities, Security & Emergency Mgmt	57	65.1%	16.1%	18.8%
Office of Procurement Operations	23	61.8%	17.9%	20.3%
Suitability Executive Agency Programs	35	74.0%	14.4%	11.6%
Nat'l Background Investigations Bureau	1,441	49.4%	19.9%	30.7%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Office of Personnel Management	2,834	71.2%	15.6%	13.2%
Ofc of the Chief Information Officer	128	54.8%	20.1%	25.1%
Ofc of the Director	15	73.4%	18.9%	7.8%
Employee Services	152	81.6%	10.3%	8.1%
HR Solutions	244	80.6%	9.9%	9.5%
Merit Sys Accountability & Compliance	65	65.8%	19.9%	14.3%
Ofc of the Chief Financial Ofcr	75	75.0%	13.9%	11.2%
Ofc of Communications	13	84.1%	15.9%	0.0%
Ofc of the General Counsel	12	64.7%	17.2%	18.1%
Ofc of the Inspector General	90	75.8%	8.8%	15.5%
Planning & Policy Analysis	49	74.9%	18.9%	6.1%
Retirement Services	333	77.1%	12.9%	10.0%
Healthcare & Insurance	82	73.1%	15.9%	10.9%
Facilities, Security & Emergency Mgmt	57	82.0%	13.1%	4.9%
Office of Procurement Operations	23	62.5%	29.2%	8.3%
Suitability Executive Agency Programs	35	88.8%	8.3%	2.9%
Nat'l Background Investigations Bureau	1,445	68.4%	17.2%	14.5%

Office of Personnel Management

1st Level Subagency Comparison Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Office of Personnel Management	2,838	71.4%	14.3%	14.3%
Ofc of the Chief Information Officer	128	58.2%	19.2%	22.6%
Ofc of the Director	15	69.6%	30.4%	0.0%
Employee Services	155	82.8%	8.9%	8.4%
HR Solutions	244	75.6%	12.0%	12.4%
Merit Sys Accountability & Compliance	66	83.1%	10.8%	6.1%
Ofc of the Chief Financial Ofcr	75	70.6%	10.6%	18.8%
Ofc of Communications	13	68.1%	15.9%	15.9%
Ofc of the General Counsel	12	64.7%	9.7%	25.6%
Ofc of the Inspector General	90	81.0%	12.1%	7.0%
Planning & Policy Analysis	49	70.4%	18.5%	11.1%
Retirement Services	333	69.7%	14.2%	16.0%
Healthcare & Insurance	83	72.7%	12.8%	14.5%
Facilities, Security & Emergency Mgmt	55	80.8%	8.0%	11.2%
Office of Procurement Operations	23	60.5%	17.5%	22.0%
Suitability Executive Agency Programs	35	83.1%	14.1%	2.9%
Nat'l Background Investigations Bureau	1,447	71.0%	15.0%	14.1%

Office of Personnel Management

1st Level Subagency Comparison Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Office of Personnel Management	2,837	63.3%	18.9%	17.8%
Ofc of the Chief Information Officer	128	47.3%	24.7%	28.0%
Ofc of the Director	15	73.4%	18.9%	7.8%
Employee Services	154	81.7%	11.4%	6.9%
HR Solutions	244	75.6%	16.1%	8.4%
Merit Sys Accountability & Compliance	66	62.0%	29.0%	9.0%
Ofc of the Chief Financial Ofcr	74	70.9%	17.8%	11.3%
Ofc of Communications	13	76.2%	23.8%	0.0%
Ofc of the General Counsel	12	72.3%	9.7%	18.1%
Ofc of the Inspector General	90	75.1%	10.1%	14.8%
Planning & Policy Analysis	50	83.7%	12.3%	4.0%
Retirement Services	334	71.2%	16.1%	12.7%
Healthcare & Insurance	82	72.3%	16.5%	11.2%
Facilities, Security & Emergency Mgmt	57	83.6%	4.1%	12.4%
Office of Procurement Operations	23	57.2%	24.1%	18.7%
Suitability Executive Agency Programs	35	82.7%	11.7%	5.6%
Nat'l Background Investigations Bureau	1,445	56.6%	21.2%	22.2%

Office of Personnel Management 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	465,495	42.6%	21.9%	26.7%	8.7%
Office of Personnel Management	2,823	85.8%	8.7%	2.5%	3.1%
Ofc of the Chief Information Officer	128	84.0%	7.5%	6.4%	2.1%
Ofc of the Director	14	72.5%	21.4%	6.1%	0.0%
Employee Services	154	97.4%	1.3%	0.6%	0.8%
HR Solutions	245	97.9%	1.3%	0.4%	0.4%
Merit Sys Accountability & Compliance	66	100.0%	0.0%	0.0%	0.0%
Ofc of the Chief Financial Ofcr	75	90.0%	3.3%	3.9%	2.8%
Ofc of Communications	13	100.0%	0.0%	0.0%	0.0%
Ofc of the General Counsel	12	85.7%	14.3%	0.0%	0.0%
Ofc of the Inspector General	90	92.6%	5.3%	1.1%	1.0%
Planning & Policy Analysis	50	100.0%	0.0%	0.0%	0.0%
Retirement Services	331	77.3%	17.6%	3.3%	1.7%
Healthcare & Insurance	82	95.0%	2.7%	0.0%	2.4%
Facilities, Security & Emergency Mgmt	58	79.6%	12.7%	5.6%	2.1%
Office of Procurement Operations	23	100.0%	0.0%	0.0%	0.0%
Suitability Executive Agency Programs	35	97.0%	3.0%	0.0%	0.0%
Nat'l Background Investigations Bureau	1,431	84.0%	8.8%	2.4%	4.7%

Office of Personnel Management 1st Level Subagency Comparison Report

Work/Life (continued)

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

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Office of Personnel Management	2,810	33.3%	33.3%	5.4%	10.4%
Ofc of the Chief Information Officer	128	14.0%	46.2%	9.8%	14.8%
Ofc of the Director	14	0.0%	13.3%	31.3%	14.4%
Employee Services	154	21.5%	51.0%	8.9%	12.2%
HR Solutions	244	65.6%	21.3%	6.1%	3.7%
Merit Sys Accountability & Compliance	66	16.8%	62.7%	8.9%	8.6%
Ofc of the Chief Financial Ofcr	75	3.0%	45.8%	19.1%	19.2%
Ofc of Communications	13	7.5%	69.0%	0.0%	7.3%
Ofc of the General Counsel	12	0.0%	50.4%	10.5%	24.7%
Ofc of the Inspector General	88	7.6%	63.9%	4.6%	13.0%
Planning & Policy Analysis	48	20.8%	61.0%	12.0%	6.2%
Retirement Services	330	15.4%	39.1%	2.4%	12.4%
Healthcare & Insurance	83	7.0%	62.0%	5.9%	16.5%
Facilities, Security & Emergency Mgmt	57	0.0%	43.7%	12.1%	22.2%
Office of Procurement Operations	23	45.7%	43.8%	0.0%	5.2%
Suitability Executive Agency Programs	35	5.7%	43.4%	8.1%	17.2%
Nat'l Background Investigations Bureau	1,424	45.9%	23.2%	4.2%	8.6%

(continued)

Office of Personnel Management 1st Level Subagency Comparison Report

Work/Life (continued)

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

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Office of Personnel Management	2,810	7.1%	0.8%	3.4%	6.2%
Ofc of the Chief Information Officer	128	3.3%	1.4%	7.5%	3.0%
Ofc of the Director	14	14.5%	0.0%	13.0%	13.5%
Employee Services	154	1.3%	0.6%	1.3%	3.1%
HR Solutions	244	0.0%	0.0%	1.7%	1.6%
Merit Sys Accountability & Compliance	66	0.0%	1.4%	0.0%	1.5%
Ofc of the Chief Financial Ofcr	75	1.1%	0.0%	2.5%	9.4%
Ofc of Communications	13	0.0%	0.0%	8.1%	8.1%
Ofc of the General Counsel	12	0.0%	0.0%	3.7%	10.5%
Ofc of the Inspector General	88	4.2%	1.2%	3.3%	2.2%
Planning & Policy Analysis	48	0.0%	0.0%	0.0%	0.0%
Retirement Services	330	9.7%	2.3%	8.1%	10.5%
Healthcare & Insurance	83	0.0%	0.0%	0.0%	8.5%
Facilities, Security & Emergency Mgmt	57	14.4%	1.9%	1.9%	3.9%
Office of Procurement Operations	23	0.0%	0.0%	0.0%	5.2%
Suitability Executive Agency Programs	35	3.0%	2.7%	0.0%	19.9%
Nat'l Background Investigations Bureau	1,424	9.4%	0.5%	2.3%	6.0%

Office of Personnel Management 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	465,405	33.7%	47.0%	19.3%
Office of Personnel Management	2,829	45.6%	50.6%	3.8%
Ofc of the Chief Information Officer	125	35.7%	53.1%	11.2%
Ofc of the Director	14	44.6%	40.9%	14.5%
Employee Services	154	51.5%	47.1%	1.4%
HR Solutions	242	35.2%	57.3%	7.5%
Merit Sys Accountability & Compliance	66	28.1%	65.8%	6.1%
Ofc of the Chief Financial Ofcr	75	53.3%	41.4%	5.3%
Ofc of Communications	13	23.2%	76.8%	0.0%
Ofc of the General Counsel	12	56.0%	33.4%	10.5%
Ofc of the Inspector General	89	62.1%	26.6%	11.3%
Planning & Policy Analysis	50	60.9%	39.1%	0.0%
Retirement Services	332	52.0%	47.5%	0.5%
Healthcare & Insurance	82	46.5%	53.5%	0.0%
Facilities, Security & Emergency Mgmt	57	30.1%	64.2%	5.6%
Office of Procurement Operations	23	62.5%	37.5%	0.0%
Suitability Executive Agency Programs	35	40.3%	59.7%	0.0%
Nat'l Background Investigations Bureau	1,444	44.8%	51.9%	3.3%

Office of Personnel Management 1st Level Subagency Comparison Report

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%
Office of Personnel Management	2,815	11.8%	72.2%	16.0%
Ofc of the Chief Information Officer	125	15.7%	72.4%	11.9%
Ofc of the Director	14	21.7%	78.3%	0.0%
Employee Services	153	13.1%	80.8%	6.1%
HR Solutions	241	11.4%	77.4%	11.2%
Merit Sys Accountability & Compliance	66	19.1%	67.2%	13.6%
Ofc of the Chief Financial Ofcr	75	18.7%	68.1%	13.3%
Ofc of Communications	13	15.9%	84.1%	0.0%
Ofc of the General Counsel	12	0.0%	100.0%	0.0%
Ofc of the Inspector General	87	11.9%	56.1%	32.0%
Planning & Policy Analysis	48	12.8%	80.8%	6.5%
Retirement Services	331	17.0%	73.0%	10.0%
Healthcare & Insurance	82	22.6%	70.2%	7.2%
Facilities, Security & Emergency Mgmt	57	20.8%	75.1%	4.1%
Office of Procurement Operations	22	10.9%	68.0%	21.2%
Suitability Executive Agency Programs	35	3.0%	82.8%	14.3%
Nat'l Background Investigations Bureau	1,438	8.3%	71.1%	20.6%

Office of Personnel Management 1st Level Subagency Comparison Report

Work/Life (continued)

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%
Office of Personnel Management	2,815	10.2%	85.3%	4.5%
Ofc of the Chief Information Officer	125	15.9%	81.6%	2.5%
Ofc of the Director	14	8.3%	91.7%	0.0%
Employee Services	154	11.3%	88.0%	0.7%
HR Solutions	240	9.6%	88.3%	2.1%
Merit Sys Accountability & Compliance	65	13.6%	80.1%	6.3%
Ofc of the Chief Financial Ofcr	75	16.5%	73.0%	10.5%
Ofc of Communications	13	8.1%	91.9%	0.0%
Ofc of the General Counsel	12	0.0%	100.0%	0.0%
Ofc of the Inspector General	89	9.0%	73.3%	17.7%
Planning & Policy Analysis	48	14.8%	83.1%	2.1%
Retirement Services	328	16.8%	80.0%	3.2%
Healthcare & Insurance	83	13.8%	83.8%	2.4%
Facilities, Security & Emergency Mgmt	57	7.0%	90.8%	2.2%
Office of Procurement Operations	23	4.0%	87.8%	8.3%
Suitability Executive Agency Programs	35	5.6%	88.5%	5.9%
Nat'l Background Investigations Bureau	1,438	7.0%	88.0%	5.0%

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Work/Life (continued)

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%
Office of Personnel Management	2,826	2.2%	80.5%	17.3%
Ofc of the Chief Information Officer	125	1.6%	84.9%	13.4%
Ofc of the Director	14	8.3%	91.7%	0.0%
Employee Services	154	3.4%	92.1%	4.5%
HR Solutions	243	1.2%	84.6%	14.2%
Merit Sys Accountability & Compliance	66	0.0%	89.0%	11.0%
Ofc of the Chief Financial Ofcr	75	4.3%	73.8%	21.9%
Ofc of Communications	13	0.0%	100.0%	0.0%
Ofc of the General Counsel	12	0.0%	91.9%	8.1%
Ofc of the Inspector General	89	1.2%	68.1%	30.7%
Planning & Policy Analysis	48	2.4%	91.0%	6.6%
Retirement Services	333	3.9%	83.9%	12.2%
Healthcare & Insurance	82	5.2%	92.6%	2.3%
Facilities, Security & Emergency Mgmt	57	0.0%	87.3%	12.7%
Office of Procurement Operations	23	0.0%	91.7%	8.3%
Suitability Executive Agency Programs	35	0.0%	85.6%	14.4%
Nat'l Background Investigations Bureau	1,441	1.7%	76.4%	21.9%

Office of Personnel Management 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	464,386	2.2%	81.1%	16.7%
Office of Personnel Management	2,826	2.5%	82.9%	14.5%
Ofc of the Chief Information Officer	126	4.3%	84.6%	11.1%
Ofc of the Director	14	8.3%	91.7%	0.0%
Employee Services	154	4.8%	93.4%	1.8%
HR Solutions	242	1.3%	89.7%	9.0%
Merit Sys Accountability & Compliance	66	0.0%	87.4%	12.6%
Ofc of the Chief Financial Ofcr	75	4.3%	78.3%	17.5%
Ofc of Communications	13	8.1%	91.9%	0.0%
Ofc of the General Counsel	12	0.0%	100.0%	0.0%
Ofc of the Inspector General	89	0.0%	74.2%	25.8%
Planning & Policy Analysis	48	4.5%	91.0%	4.5%
Retirement Services	332	5.6%	84.1%	10.3%
Healthcare & Insurance	82	6.0%	90.5%	3.5%
Facilities, Security & Emergency Mgmt	57	0.0%	87.3%	12.7%
Office of Procurement Operations	23	0.0%	91.7%	8.3%
Suitability Executive Agency Programs	35	0.0%	85.6%	14.4%
Nat'l Background Investigations Bureau	1,442	1.3%	80.1%	18.6%

Office of Personnel Management 1st Level Subagency Comparison Report

Work/Life (continued)

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
Office of Personnel Management	2,322	85.2%	8.7%	6.1%	55
Ofc of the Chief Information Officer	109	79.4%	6.4%	14.2%	0
Ofc of the Director	8	85.9%	0.0%	14.1%	0
Employee Services	142	90.9%	4.6%	4.6%	1
HR Solutions	234	92.2%	5.2%	2.6%	0
Merit Sys Accountability & Compliance	64	84.8%	4.2%	10.9%	0
Ofc of the Chief Financial Ofcr	64	76.8%	6.0%	17.2%	1
Ofc of Communications	11	82.7%	9.3%	8.0%	0
Ofc of the General Counsel	10	70.2%	8.8%	21.0%	0
Ofc of the Inspector General	79	78.0%	13.7%	8.3%	0
Planning & Policy Analysis	50	90.5%	3.5%	6.0%	0
Retirement Services	227	82.7%	9.1%	8.1%	6
Healthcare & Insurance	76	82.9%	9.6%	7.5%	0
Facilities, Security & Emergency Mgmt	44	93.6%	4.3%	2.1%	1
Office of Procurement Operations	22	94.5%	5.5%	0.0%	0
Suitability Executive Agency Programs	25	100.0%	0.0%	0.0%	1
Nat'l Background Investigations Bureau	1,142	85.5%	10.4%	4.2%	45

*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
Office of Personnel Management	1,258	96.4%	2.8%	0.9%	6
Ofc of the Chief Information Officer	44	88.4%	8.7%	2.9%	1
Ofc of the Director	6	100.0%	0.0%	0.0%	0
Employee Services	80	98.9%	0.0%	1.1%	0
HR Solutions	84	98.8%	1.2%	0.0%	1
Merit Sys Accountability & Compliance	18	95.2%	0.0%	4.8%	0
Ofc of the Chief Financial Ofcr	39	95.3%	0.0%	4.7%	0
Ofc of Communications	3	100.0%	0.0%	0.0%	0
Ofc of the General Counsel	6	86.5%	13.5%	0.0%	0
Ofc of the Inspector General	54	97.7%	2.3%	0.0%	0
Planning & Policy Analysis	30	97.0%	3.0%	0.0%	0
Retirement Services	170	94.4%	4.7%	1.0%	0
Healthcare & Insurance	36	91.9%	5.6%	2.4%	1
Facilities, Security & Emergency Mgmt	17	100.0%	0.0%	0.0%	0
Office of Procurement Operations	15	100.0%	0.0%	0.0%	0
Suitability Executive Agency Programs	14	93.2%	6.8%	0.0%	0
Nat'l Background Investigations Bureau	635	97.5%	2.0%	0.5%	3

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

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Work/Life (continued)

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
Office of Personnel Management	314	79.9%	16.4%	3.7%	27
Ofc of the Chief Information Officer	19	69.8%	25.8%	4.5%	2
Ofc of the Director	3	100.0%	0.0%	0.0%	0
Employee Services	21	91.2%	8.8%	0.0%	1
HR Solutions	29	82.6%	13.9%	3.5%	0
Merit Sys Accountability & Compliance	13	71.8%	21.4%	6.7%	0
Ofc of the Chief Financial Ofcr	12	93.0%	7.0%	0.0%	1
Ofc of Communications	2	49.1%	0.0%	50.9%	0
Ofc of the General Counsel	0	--	--	--	0
Ofc of the Inspector General	10	70.1%	29.9%	0.0%	2
Planning & Policy Analysis	5	62.6%	37.4%	0.0%	1
Retirement Services	50	80.4%	12.7%	6.9%	6
Healthcare & Insurance	19	71.6%	23.4%	5.0%	0
Facilities, Security & Emergency Mgmt	12	84.2%	15.8%	0.0%	0
Office of Procurement Operations	2	56.9%	43.1%	0.0%	1
Suitability Executive Agency Programs	1	0.0%	100.0%	0.0%	0
Nat'l Background Investigations Bureau	113	81.8%	15.7%	2.6%	12

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

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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	60,783	77.6%	18.3%	4.2%	7,854
Office of Personnel Management	247	77.4%	17.7%	5.0%	41
Ofc of the Chief Information Officer	16	71.9%	22.7%	5.4%	4
Ofc of the Director	0	--	--	--	1
Employee Services	16	82.5%	17.5%	0.0%	1
HR Solutions	22	87.1%	12.9%	0.0%	4
Merit Sys Accountability & Compliance	9	90.4%	9.6%	0.0%	1
Ofc of the Chief Financial Ofcr	9	100.0%	0.0%	0.0%	3
Ofc of Communications	1	0.0%	0.0%	100.0%	0
Ofc of the General Counsel	0	--	--	--	0
Ofc of the Inspector General	6	70.4%	29.6%	0.0%	1
Planning & Policy Analysis	6	100.0%	0.0%	0.0%	1
Retirement Services	50	70.6%	27.2%	2.2%	9
Healthcare & Insurance	11	89.8%	10.2%	0.0%	0
Facilities, Security & Emergency Mgmt	4	100.0%	0.0%	0.0%	0
Office of Procurement Operations	1	100.0%	0.0%	0.0%	0
Suitability Executive Agency Programs	2	100.0%	0.0%	0.0%	0
Nat'l Background Investigations Bureau	91	76.1%	13.9%	10.0%	15

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

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Work/Life (continued)

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
Office of Personnel Management	49	75.5%	16.8%	7.7%	18
Ofc of the Chief Information Officer	1	100.0%	0.0%	0.0%	3
Ofc of the Director	0	--	--	--	1
Employee Services	4	75.4%	24.6%	0.0%	2
HR Solutions	3	67.1%	32.9%	0.0%	0
Merit Sys Accountability & Compliance	0	--	--	--	0
Ofc of the Chief Financial Ofcr	3	100.0%	0.0%	0.0%	0
Ofc of Communications	0	--	--	--	0
Ofc of the General Counsel	0	--	--	--	0
Ofc of the Inspector General	1	0.0%	100.0%	0.0%	0
Planning & Policy Analysis	0	--	--	--	1
Retirement Services	11	81.3%	7.7%	11.0%	2
Healthcare & Insurance	3	71.2%	28.8%	0.0%	2
Facilities, Security & Emergency Mgmt	0	--	--	--	0
Office of Procurement Operations	0	--	--	--	0
Suitability Executive Agency Programs	0	--	--	--	0
Nat'l Background Investigations Bureau	23	72.0%	18.4%	9.6%	6

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

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Work/Life (continued)

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
Office of Personnel Management	55	72.9%	24.5%	2.6%	20
Ofc of the Chief Information Officer	3	29.5%	35.2%	35.2%	3
Ofc of the Director	0	--	--	--	1
Employee Services	6	83.5%	16.5%	0.0%	2
HR Solutions	4	75.2%	24.8%	0.0%	0
Merit Sys Accountability & Compliance	0	--	--	--	0
Ofc of the Chief Financial Ofcr	3	100.0%	0.0%	0.0%	0
Ofc of Communications	1	0.0%	100.0%	0.0%	0
Ofc of the General Counsel	0	--	--	--	0
Ofc of the Inspector General	0	--	--	--	0
Planning & Policy Analysis	0	--	--	--	2
Retirement Services	17	72.2%	27.8%	0.0%	2
Healthcare & Insurance	6	69.2%	30.8%	0.0%	0
Facilities, Security & Emergency Mgmt	0	--	--	--	0
Office of Procurement Operations	0	--	--	--	0
Suitability Executive Agency Programs	0	--	--	--	0
Nat'l Background Investigations Bureau	15	82.1%	17.9%	0.0%	9

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

Office of Personnel Management

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Demographic Questions

Where do you work?

	N	%
Headquarters	1,104	39.3%
Field	1,707	60.7%

What is your supervisory status?

	N	%
Non-Supervisor	2,270	80.7%
Team Leader	173	6.2%
Supervisor	233	8.3%
Manager	92	3.3%
Senior Leader	45	1.6%

Are you:

	N	%
Male	1,237	44.9%
Female	1,517	55.1%

Are you Hispanic or Latino?

	N	%
Yes	183	6.7%
No	2,532	93.3%

Race

	N	%
American Indian or Alaska Native	23	0.9%
Asian	79	3.0%
Black or African American	481	18.4%
Native Hawaiian or Other Pacific Islander	6	0.2%
White	1,908	73.0%
Two or more races	117	4.5%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

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

	N	%
Less than High School	1	0.0%
High School Diploma/GED or equivalent	163	5.9%
Trade or Technical Certificate	47	1.7%
Some College (no degree)	342	12.4%
Associate's Degree (e.g., AA, AS)	163	5.9%
Bachelor's Degree (e.g., BA, BS)	1,202	43.7%
Master's Degree (e.g., MA, MS, MBA)	734	26.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	100	3.6%

What is your pay category/grade?

	N	%
Federal Wage System	1	0.0%
GS 1-6	142	5.1%
GS 7-12	1,614	58.0%
GS 13-15	981	35.3%
Senior Executive Service	35	1.3%
Senior Level (SL) or Scientific or Professional (ST)	4	0.1%
Other	5	0.2%

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

	N	%
Less than 1 year	56	2.0%
1 to 3 years	265	9.5%
4 to 5 years	168	6.0%
6 to 10 years	786	28.2%
11 to 14 years	462	16.6%
15 to 20 years	352	12.6%
More than 20 years	695	25.0%

Note: Percentages for demographic questions are unweighted.

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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	121	4.4%
1 to 3 years	478	17.3%
4 to 5 years	246	8.9%
6 to 10 years	858	31.0%
11 to 20 years	733	26.5%
More than 20 years	328	11.9%

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

	N	%
No	1,927	69.5%
Yes, to retire	138	5.0%
Yes, to take another job within the Federal Government	505	18.2%
Yes, to take another job outside the Federal Government	71	2.6%
Yes, other	131	4.7%

I am planning to retire:

	N	%
Within one year	94	3.4%
Between one and three years	210	7.6%
Between three and five years	237	8.6%
Five or more years	2,215	80.4%

Self-Identify as:

	N	%
Heterosexual or Straight	2,199	83.6%
Gay, Lesbian, Bisexual, or Transgender	69	2.6%
I prefer not to say	363	13.8%

What is your US military service status?

	N	%
No Prior Military Service	1,930	70.9%
Currently in National Guard or Reserves	42	1.5%
Retired	306	11.2%
Separated or Discharged	446	16.4%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	441	16.2%
No	2,284	83.8%

What is your age group?

	N	%
25 and under	21	0.7%
26-29	83	2.8%
30-39	822	28.2%
40-49	767	26.3%
50-59	899	30.9%
60 or older	322	11.1%

Note: Percentages for demographic questions are unweighted.