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2014

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Bureau of the Fiscal Service

1st Level Subagency Report

United States Office of
Personnel Management

Department of the Treasury Bureau of the Fiscal Service

1st Level Subagency Report

Response Summary

	Surveys Completed
Governmentwide	392,752
Department of the Treasury	51,038
Bureau of the Fiscal Service	1,773

This 2014 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

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

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

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

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

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	391,977	59.1%	17.4%	23.5%
Department of the Treasury	50,913	59.0%	17.0%	24.0%
Bureau of the Fiscal Service	1,769	65.2%	15.3%	19.5%

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

	N	Positive	Neutral	Negative
Governmentwide	388,077	69.2%	15.2%	15.6%
Department of the Treasury	50,439	69.7%	13.9%	16.4%
Bureau of the Fiscal Service	1,762	67.6%	14.5%	17.9%

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

	N	Positive	Neutral	Negative
Governmentwide	385,690	55.2%	19.0%	25.8%
Department of the Treasury	50,215	54.7%	19.4%	25.9%
Bureau of the Fiscal Service	1,735	62.4%	16.6%	21.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	389,314	69.6%	15.0%	15.4%
Department of the Treasury	50,671	71.0%	14.6%	14.4%
Bureau of the Fiscal Service	1,763	69.7%	14.7%	15.6%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	384,679	82.2%	11.3%	6.5%
Department of the Treasury	50,052	80.7%	11.9%	7.3%
Bureau of the Fiscal Service	1,740	79.0%	13.2%	7.8%

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

	N	Positive	Neutral	Negative
Governmentwide	387,941	78.8%	11.5%	9.7%
Department of the Treasury	50,445	81.8%	9.5%	8.7%
Bureau of the Fiscal Service	1,753	77.0%	11.9%	11.1%

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

	N	Positive	Neutral	Negative
Governmentwide	389,516	95.6%	2.8%	1.6%
Department of the Treasury	50,655	94.8%	3.3%	1.9%
Bureau of the Fiscal Service	1,761	96.1%	2.4%	1.5%

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

	N	Positive	Neutral	Negative
Governmentwide	390,789	90.2%	7.9%	1.9%
Department of the Treasury	50,797	88.2%	9.4%	2.3%
Bureau of the Fiscal Service	1,768	89.5%	8.4%	2.1%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,739	44.8%	16.5%	38.7%	935
Department of the Treasury	50,758	42.6%	15.2%	42.2%	139
Bureau of the Fiscal Service	1,766	56.6%	14.8%	28.6%	6

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,209	56.5%	16.7%	26.8%	720
Department of the Treasury	50,441	57.2%	15.4%	27.4%	123
Bureau of the Fiscal Service	1,758	59.2%	17.1%	23.6%	7

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,178	56.5%	17.2%	26.3%	1,880
Department of the Treasury	48,922	57.1%	17.5%	25.4%	283
Bureau of the Fiscal Service	1,688	57.5%	16.5%	26.0%	15

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,298	81.9%	10.7%	7.4%	1,540
Department of the Treasury	50,485	82.3%	10.4%	7.3%	230
Bureau of the Fiscal Service	1,751	82.6%	11.3%	6.1%	8

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,209	89.6%	7.1%	3.3%	1,147
Department of the Treasury	49,888	89.4%	7.1%	3.4%	158
Bureau of the Fiscal Service	1,736	88.5%	8.5%	3.0%	12

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	389,314	65.6%	14.3%	20.1%	1,736
Department of the Treasury	50,513	67.0%	14.1%	19.0%	326
Bureau of the Fiscal Service	1,759	69.4%	13.8%	16.8%	8

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,888	68.2%	14.9%	16.9%	4,845
Department of the Treasury	50,352	74.1%	11.6%	14.3%	443
Bureau of the Fiscal Service	1,747	70.2%	12.9%	16.9%	17

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My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,980	81.1%	12.5%	6.4%	1,810
Department of the Treasury	50,409	84.4%	11.2%	4.4%	271
Bureau of the Fiscal Service	1,760	84.6%	11.1%	4.3%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	373,094	60.3%	19.3%	20.4%	16,950
Department of the Treasury	48,454	65.1%	18.7%	16.2%	2,207
Bureau of the Fiscal Service	1,668	61.5%	20.3%	18.3%	93

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,903	49.6%	23.8%	26.5%	4,288
Department of the Treasury	50,026	46.0%	24.2%	29.7%	712
Bureau of the Fiscal Service	1,739	54.0%	23.8%	22.2%	23

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	382,953	67.5%	14.6%	18.0%	8,987
Department of the Treasury	50,003	73.4%	11.9%	14.7%	913
Bureau of the Fiscal Service	1,741	69.7%	13.2%	17.1%	30

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	391,426	72.1%	14.2%	13.8%
Department of the Treasury	50,874	77.2%	11.5%	11.2%
Bureau of the Fiscal Service	1,768	77.2%	11.3%	11.5%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,727	40.6%	26.4%	33.0%	14,985
Department of the Treasury	48,112	37.7%	26.4%	35.9%	2,770
Bureau of the Fiscal Service	1,702	44.6%	25.4%	30.0%	69

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	362,631	32.0%	28.7%	39.3%	26,462
Department of the Treasury	46,340	36.4%	29.4%	34.2%	4,212
Bureau of the Fiscal Service	1,639	34.9%	28.3%	36.7%	119

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	354,178	28.2%	26.9%	44.9%	35,600
Department of the Treasury	43,537	34.8%	30.0%	35.2%	7,082
Bureau of the Fiscal Service	1,577	29.5%	27.3%	43.2%	186

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,267	31.5%	28.4%	40.1%	22,310
Department of the Treasury	46,262	36.1%	30.5%	33.4%	4,502
Bureau of the Fiscal Service	1,645	30.6%	29.9%	39.5%	120

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,099	38.0%	25.7%	36.3%	25,833
Department of the Treasury	46,483	47.4%	24.3%	28.3%	4,207
Bureau of the Fiscal Service	1,570	35.2%	27.2%	37.7%	187

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,041	71.9%	14.6%	13.5%	1,704
Department of the Treasury	50,526	80.2%	10.2%	9.6%	248
Bureau of the Fiscal Service	1,759	74.6%	11.8%	13.6%	6

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,813	50.8%	30.2%	19.0%	15,161
Department of the Treasury	47,601	54.7%	28.4%	16.9%	3,183
Bureau of the Fiscal Service	1,696	52.8%	27.0%	20.2%	72

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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	390,716	81.8%	14.6%	3.6%
Department of the Treasury	50,707	85.9%	11.5%	2.6%
Bureau of the Fiscal Service	1,764	87.0%	10.7%	2.3%

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,647	68.5%	18.3%	13.2%	7,045
Department of the Treasury	48,871	64.9%	18.7%	16.4%	1,333
Bureau of the Fiscal Service	1,704	68.6%	18.1%	13.3%	37

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,805	41.9%	25.7%	32.4%	8,728
Department of the Treasury	48,977	38.9%	23.7%	37.4%	1,222
Bureau of the Fiscal Service	1,711	43.2%	24.6%	32.2%	27

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,902	44.6%	24.2%	31.2%	7,530
Department of the Treasury	48,683	47.2%	22.9%	29.9%	1,394
Bureau of the Fiscal Service	1,697	44.3%	23.4%	32.3%	36

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,008	34.8%	29.5%	35.7%	12,026
Department of the Treasury	47,730	35.3%	29.3%	35.4%	2,275
Bureau of the Fiscal Service	1,668	33.3%	30.2%	36.5%	64

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,757	19.6%	26.5%	54.0%	25,095
Department of the Treasury	46,641	23.2%	27.6%	49.2%	3,147
Bureau of the Fiscal Service	1,587	17.1%	28.9%	54.0%	137

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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	354,225	55.5%	29.2%	15.4%	29,633
Department of the Treasury	45,444	58.0%	27.9%	14.1%	4,605
Bureau of the Fiscal Service	1,616	59.2%	26.0%	14.9%	125

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,670	76.0%	13.7%	10.4%	5,777
Department of the Treasury	49,195	76.2%	14.1%	9.7%	876
Bureau of the Fiscal Service	1,717	81.3%	13.0%	5.7%	19

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	377,944	76.0%	14.4%	9.6%	5,237
Department of the Treasury	49,434	78.6%	13.0%	8.3%	605
Bureau of the Fiscal Service	1,706	77.2%	15.0%	7.8%	25

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	361,372	50.3%	23.1%	26.5%	21,762
Department of the Treasury	46,697	57.6%	21.3%	21.1%	3,281
Bureau of the Fiscal Service	1,614	47.3%	25.8%	26.9%	119

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	347,433	65.2%	20.2%	14.6%	33,840
Department of the Treasury	44,710	68.3%	19.8%	11.9%	5,093
Bureau of the Fiscal Service	1,550	64.3%	21.9%	13.8%	179

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,864	73.0%	18.2%	8.8%	7,407
Department of the Treasury	48,416	69.4%	19.9%	10.7%	1,515
Bureau of the Fiscal Service	1,685	77.3%	17.3%	5.4%	49

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My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	383,760	62.1%	21.6%	16.4%
Department of the Treasury	50,146	64.0%	20.1%	15.9%
Bureau of the Fiscal Service	1,743	62.1%	18.1%	19.7%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	350,655	38.1%	28.5%	33.4%	33,370
Department of the Treasury	46,352	36.6%	26.7%	36.7%	3,804
Bureau of the Fiscal Service	1,616	40.6%	26.3%	33.0%	126

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,621	77.3%	11.5%	11.2%	2,306
Department of the Treasury	49,708	83.8%	8.0%	8.1%	331
Bureau of the Fiscal Service	1,722	82.7%	10.0%	7.3%	17

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,066	64.3%	17.9%	17.8%	2,012
Department of the Treasury	49,591	69.8%	15.7%	14.5%	345
Bureau of the Fiscal Service	1,724	67.1%	18.1%	14.8%	13

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,309	61.6%	19.2%	19.2%	4,317
Department of the Treasury	49,063	69.2%	15.7%	15.1%	634
Bureau of the Fiscal Service	1,688	66.1%	18.1%	15.8%	41

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	349,672	66.2%	23.1%	10.7%	31,868
Department of the Treasury	45,659	73.2%	18.6%	8.2%	4,186
Bureau of the Fiscal Service	1,575	69.4%	23.3%	7.3%	160

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,197	60.5%	20.4%	19.1%	2,159
Department of the Treasury	49,486	68.9%	16.1%	14.9%	346
Bureau of the Fiscal Service	1,716	65.3%	18.9%	15.8%	20

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,678	63.1%	19.3%	17.6%	6,028
Department of the Treasury	48,842	69.7%	15.9%	14.5%	1,039
Bureau of the Fiscal Service	1,700	70.9%	17.1%	12.0%	34

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

	N	Positive	Neutral	Negative
Governmentwide	381,761	75.0%	12.7%	12.2%
Department of the Treasury	49,884	79.2%	10.0%	10.8%
Bureau of the Fiscal Service	1,742	80.1%	10.9%	9.1%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	380,603	80.2%	10.6%	9.2%
Department of the Treasury	49,720	83.6%	8.3%	8.2%
Bureau of the Fiscal Service	1,733	83.6%	9.9%	6.5%

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

	N	Positive	Neutral	Negative
Governmentwide	380,812	77.3%	10.3%	12.4%
Department of the Treasury	49,777	81.9%	8.7%	9.4%
Bureau of the Fiscal Service	1,736	81.9%	9.2%	8.9%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	380,967	65.4%	17.2%	17.4%
Department of the Treasury	49,787	70.7%	14.5%	14.8%
Bureau of the Fiscal Service	1,738	68.7%	16.1%	15.2%

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My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	381,129	68.9%	18.6%	12.5%
Department of the Treasury	49,796	75.6%	14.9%	9.6%
Bureau of the Fiscal Service	1,740	72.8%	19.1%	8.1%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,179	37.5%	25.2%	37.3%	6,901
Department of the Treasury	48,369	37.7%	25.5%	36.8%	1,203
Bureau of the Fiscal Service	1,705	38.9%	23.6%	37.5%	19

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	356,007	49.5%	25.5%	25.0%	22,553
Department of the Treasury	45,530	47.7%	27.4%	24.9%	3,979
Bureau of the Fiscal Service	1,635	45.6%	23.6%	30.8%	91

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	354,441	63.1%	22.9%	14.0%	21,209
Department of the Treasury	45,373	65.0%	22.6%	12.3%	3,811
Bureau of the Fiscal Service	1,613	67.1%	21.0%	11.9%	100

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,472	58.2%	21.5%	20.3%	4,914
Department of the Treasury	48,753	69.5%	16.9%	13.7%	653
Bureau of the Fiscal Service	1,702	65.9%	19.1%	15.0%	20

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	351,864	58.0%	25.2%	16.8%	25,427
Department of the Treasury	46,058	68.1%	20.8%	11.1%	3,322
Bureau of the Fiscal Service	1,612	65.3%	22.7%	12.0%	105

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Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,473	49.9%	23.9%	26.2%	13,214
Department of the Treasury	46,984	55.4%	22.1%	22.5%	2,415
Bureau of the Fiscal Service	1,664	56.2%	19.6%	24.2%	54

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	364,241	53.5%	24.0%	22.5%	13,338
Department of the Treasury	46,822	57.1%	22.1%	20.8%	2,561
Bureau of the Fiscal Service	1,669	58.4%	21.2%	20.4%	57

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	355,344	56.0%	24.5%	19.4%	22,457
Department of the Treasury	45,193	61.6%	22.8%	15.6%	4,298
Bureau of the Fiscal Service	1,639	63.8%	21.7%	14.5%	83

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,771	50.1%	25.1%	24.9%	5,069
Department of the Treasury	48,471	49.2%	26.7%	24.2%	1,000
Bureau of the Fiscal Service	1,700	50.3%	24.0%	25.8%	24

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	342,150	52.3%	28.3%	19.4%	35,524
Department of the Treasury	43,384	54.2%	28.7%	17.1%	6,024
Bureau of the Fiscal Service	1,578	55.6%	27.6%	16.8%	145

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	375,988	48.4%	24.0%	27.6%
Department of the Treasury	49,307	47.3%	23.6%	29.1%
Bureau of the Fiscal Service	1,720	47.9%	23.0%	29.1%

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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	375,120	45.6%	24.5%	29.9%
Department of the Treasury	49,215	51.0%	23.4%	25.6%
Bureau of the Fiscal Service	1,712	46.6%	21.2%	32.2%

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

	N	Positive	Neutral	Negative
Governmentwide	373,823	44.6%	24.5%	31.0%
Department of the Treasury	49,026	51.4%	21.7%	26.9%
Bureau of the Fiscal Service	1,707	46.6%	23.3%	30.1%

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

	N	Positive	Neutral	Negative
Governmentwide	374,396	39.6%	30.4%	30.0%
Department of the Treasury	49,087	38.5%	32.1%	29.4%
Bureau of the Fiscal Service	1,714	40.4%	29.3%	30.3%

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

	N	Positive	Neutral	Negative
Governmentwide	374,391	33.1%	28.1%	38.8%
Department of the Treasury	49,101	33.4%	26.3%	40.4%
Bureau of the Fiscal Service	1,716	37.0%	24.6%	38.4%

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

	N	Positive	Neutral	Negative
Governmentwide	374,483	49.8%	24.3%	25.9%
Department of the Treasury	49,128	46.6%	22.2%	31.1%
Bureau of the Fiscal Service	1,712	53.1%	24.5%	22.4%

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

	N	Positive	Neutral	Negative
Governmentwide	374,286	64.1%	18.6%	17.3%
Department of the Treasury	49,031	66.7%	18.0%	15.3%
Bureau of the Fiscal Service	1,715	63.4%	19.4%	17.2%

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My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	374,805	55.8%	17.9%	26.3%
Department of the Treasury	49,140	55.3%	16.6%	28.2%
Bureau of the Fiscal Service	1,716	66.7%	15.8%	17.4%

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

	N	Positive	Neutral	Negative
Governmentwide	375,127	54.5%	22.8%	22.7%
Department of the Treasury	49,194	55.6%	22.8%	21.6%
Bureau of the Fiscal Service	1,717	55.8%	20.0%	24.1%

Work/Life

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

	N	Yes, Notified Eligible	Yes, Notified Not Eligible	No, Not Notified	Not Sure Notified
Governmentwide	374,027	35.7%	21.2%	32.8%	10.3%
Department of the Treasury	49,031	63.7%	10.1%	19.4%	6.7%
Bureau of the Fiscal Service	1,717	63.9%	16.8%	14.3%	5.1%

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	368,971	4.0%	10.3%	4.4%	10.9%
Department of the Treasury	47,927	17.6%	21.3%	8.6%	12.9%
Bureau of the Fiscal Service	1,700	4.5%	27.8%	6.4%	12.6%

(continued)

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Work/Life (continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	368,971	32.1%	5.2%	20.3%	12.9%
Department of the Treasury	47,927	12.3%	6.2%	12.2%	8.9%
Bureau of the Fiscal Service	1,700	9.9%	6.9%	18.2%	13.7%

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

	N	Yes	No	Not Available To Me
Governmentwide	372,726	33.0%	45.2%	21.8%
Department of the Treasury	48,913	42.5%	49.2%	8.3%
Bureau of the Fiscal Service	1,713	71.4%	27.5%	1.1%

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	371,495	28.0%	59.9%	12.2%
Department of the Treasury	48,696	23.8%	66.2%	10.0%
Bureau of the Fiscal Service	1,712	42.3%	54.7%	2.9%

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

	N	Yes	No	Not Available To Me
Governmentwide	368,151	14.3%	80.3%	5.4%
Department of the Treasury	48,201	17.4%	79.5%	3.1%
Bureau of the Fiscal Service	1,684	18.2%	80.0%	1.8%

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	372,753	3.9%	78.7%	17.4%
Department of the Treasury	48,860	2.2%	82.6%	15.2%
Bureau of the Fiscal Service	1,713	2.2%	77.4%	20.4%

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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	373,277	2.5%	79.8%	17.7%
Department of the Treasury	48,986	2.0%	82.9%	15.0%
Bureau of the Fiscal Service	1,712	2.7%	76.2%	21.1%

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	167,341	76.6%	14.0%	9.5%	7,571
Department of the Treasury	29,170	86.8%	7.5%	5.8%	1,219
Bureau of the Fiscal Service	879	79.3%	9.3%	11.4%	15

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	138,977	89.1%	7.5%	3.4%	3,202
Department of the Treasury	20,343	93.6%	4.1%	2.4%	328
Bureau of the Fiscal Service	1,203	95.5%	3.1%	1.4%	7

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

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	100,599	79.5%	16.7%	3.8%	7,562
Department of the Treasury	10,982	82.1%	15.1%	2.8%	894
Bureau of the Fiscal Service	704	87.7%	10.4%	1.9%	25

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	52,178	74.1%	21.6%	4.3%	8,882
Department of the Treasury	8,131	81.4%	15.5%	3.2%	937
Bureau of the Fiscal Service	292	85.8%	12.7%	1.5%	44

*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	10,509	71.7%	23.9%	4.4%	4,356
Department of the Treasury	927	67.6%	29.4%	3.1%	455
Bureau of the Fiscal Service	33	65.9%	31.5%	2.7%	12

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,385	67.6%	29.5%	2.9%	3,459
Department of the Treasury	862	70.2%	27.5%	2.3%	345
Bureau of the Fiscal Service	36	69.0%	28.5%	2.5%	17

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

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Demographic Questions

Where do you work?

	N	%
Headquarters	954	56.3%
Field	741	43.7%

What is your supervisory status?

	N	%
Non-Supervisor	1,249	73.3%
Team Leader	174	10.2%
Supervisor	142	8.3%
Manager	110	6.5%
Senior Leader	30	1.8%

Are you:

	N	%
Male	692	41.1%
Female	992	58.9%

Are you Hispanic or Latino?

	N	%
Yes	65	3.9%
No	1,617	96.1%

Race

	N	%
American Indian or Alaska Native	8	0.5%
Asian	26	1.6%
Black or African American	243	14.8%
Native Hawaiian or Other Pacific Islander	3	0.2%
White	1,317	80.1%
Two or more races (Not Hispanic or Latino)	47	2.9%

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Demographic Questions (continued)

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

	N	%
Less than High School	3	0.2%
High School Diploma/GED or equivalent	104	6.2%
Trade or Technical Certificate	26	1.5%
Some College (no degree)	307	18.2%
Associate's Degree (e.g., AA, AS)	160	9.5%
Bachelor's Degree (e.g., BA, BS)	767	45.4%
Master's Degree (e.g., MA, MS, MBA)	287	17.0%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	36	2.1%

What is your pay category/grade?

	N	%
Federal Wage System	12	0.7%
GS 1-6	113	6.7%
GS 7-12	891	52.7%
GS 13-15	649	38.4%
Senior Executive Service	20	1.2%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	7	0.4%

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

	N	%
Less than 1 year	22	1.3%
1 to 3 years	162	9.6%
4 to 5 years	129	7.6%
6 to 10 years	411	24.3%
11 to 14 years	247	14.6%
15 to 20 years	187	11.1%
More than 20 years	531	31.4%

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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	34	2.0%
1 to 3 years	213	12.6%
4 to 5 years	138	8.2%
6 to 10 years	442	26.2%
11 to 20 years	475	28.1%
More than 20 years	387	22.9%

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

	N	%
No	1,208	71.2%
Yes, to retire	74	4.4%
Yes, to take another job within the Federal Government	306	18.0%
Yes, to take another job outside the Federal Government	40	2.4%
Yes, other	68	4.0%

I am planning to retire:

	N	%
Within one year	44	2.6%
Between one and three years	136	8.1%
Between three and five years	126	7.5%
Five or more years	1,376	81.8%

Self-Identify as:

	N	%
Heterosexual or Straight	1,369	85.2%
Gay, Lesbian, Bisexual, or Transgender	32	2.0%
I prefer not to say	205	12.8%

What is your US military service status?

	N	%
No Prior Military Service	1,395	83.3%
Currently in National Guard or Reserves	13	0.8%
Retired	68	4.1%
Separated or Discharged	198	11.8%

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	185	11.0%
No	1,492	89.0%

What is your age group?

	N	%
25 and under	33	1.9%
26-29	68	3.8%
30-39	372	21.0%
40-49	568	32.0%
50-59	563	31.8%
60 or older	169	9.5%