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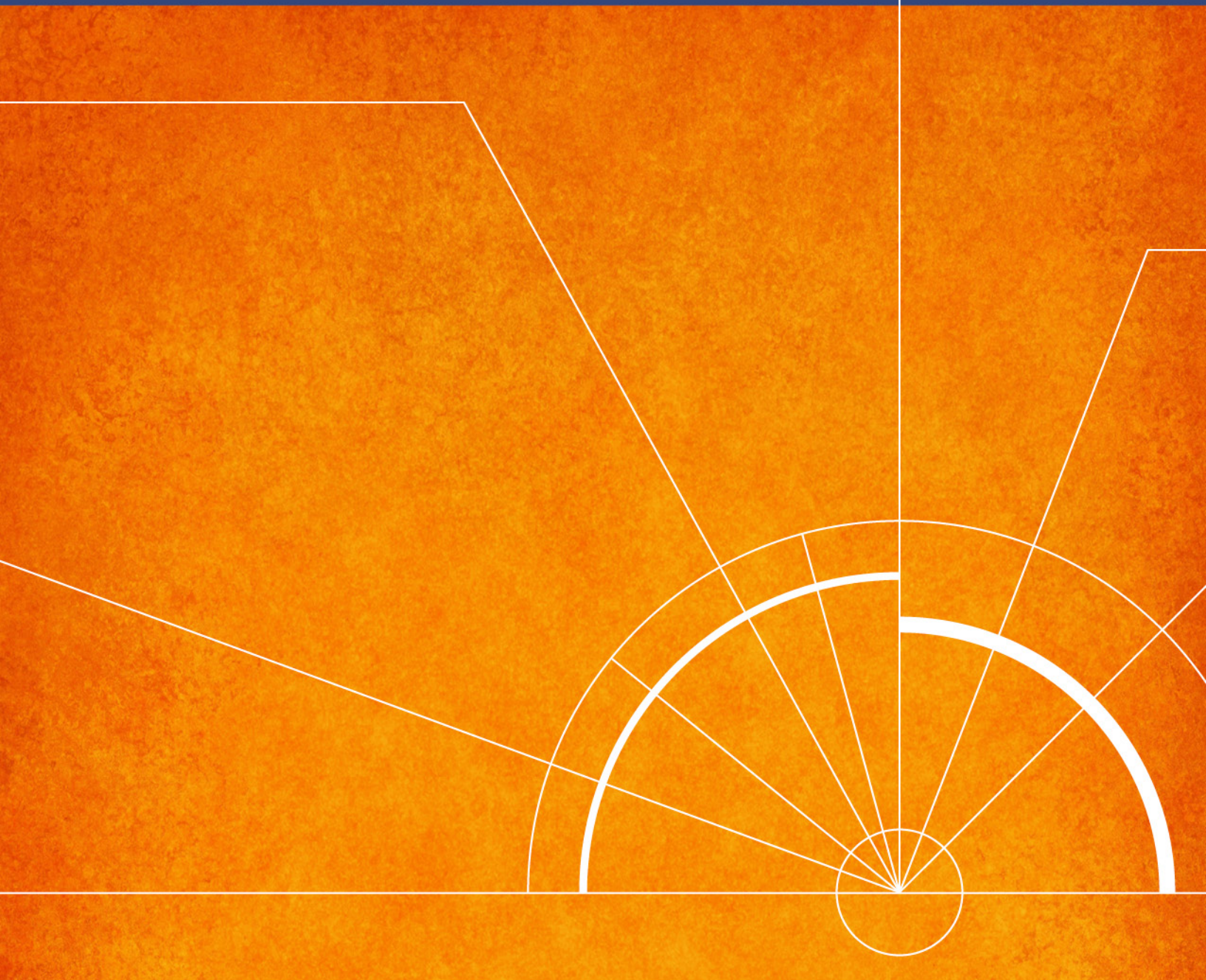


# Federal Employee Viewpoint Survey Results

*Employees Influencing Change*

*Fiscal Service*

*1st Level Subagency Report*



# Department of the Treasury Fiscal Service *1st Level Subagency Report*

## Response Summary

	Surveys Completed	Response Rate
Governmentwide	421,748	49.7%
Department of the Treasury	51,700	61.5%
<b>Fiscal Service</b>	<b>1,829</b>	<b>58.8%</b>

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

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

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

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

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

## My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	420,841	61.3%	16.6%	22.1%
Department of the Treasury	51,575	59.5%	16.7%	23.8%
<b>Fiscal Service</b>	<b>1,823</b>	<b>69.5%</b>	<b>13.2%</b>	<b>17.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	418,183	69.9%	15.0%	15.2%
Department of the Treasury	51,113	68.6%	13.9%	17.4%
<b>Fiscal Service</b>	<b>1,811</b>	<b>68.5%</b>	<b>13.9%</b>	<b>17.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	414,872	56.5%	18.3%	25.2%
Department of the Treasury	50,814	55.3%	19.0%	25.7%
<b>Fiscal Service</b>	<b>1,806</b>	<b>65.1%</b>	<b>14.6%</b>	<b>20.3%</b>

**Department of the Treasury**  
**Fiscal Service**  
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**My Work Experience** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	418,769	70.4%	14.6%	14.9%
Department of the Treasury	51,300	69.5%	14.9%	15.6%
<b>Fiscal Service</b>	<b>1,813</b>	<b>69.4%</b>	<b>14.6%</b>	<b>15.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	414,001	82.9%	10.9%	6.2%
Department of the Treasury	50,567	79.5%	12.4%	8.1%
<b>Fiscal Service</b>	<b>1,805</b>	<b>78.1%</b>	<b>13.6%</b>	<b>8.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	417,035	79.1%	11.2%	9.7%
Department of the Treasury	51,058	80.7%	9.9%	9.4%
<b>Fiscal Service</b>	<b>1,808</b>	<b>76.4%</b>	<b>11.2%</b>	<b>12.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	418,594	95.6%	2.8%	1.7%
Department of the Treasury	51,268	94.1%	3.8%	2.1%
<b>Fiscal Service</b>	<b>1,816</b>	<b>95.7%</b>	<b>2.7%</b>	<b>1.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	419,588	90.5%	7.6%	1.9%
Department of the Treasury	51,425	87.6%	9.9%	2.5%
<b>Fiscal Service</b>	<b>1,816</b>	<b>88.9%</b>	<b>9.0%</b>	<b>2.1%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	419,427	46.1%	16.2%	37.7%	1,039
Department of the Treasury	51,431	39.9%	14.9%	45.3%	134
<b>Fiscal Service</b>	<b>1,821</b>	<b>55.8%</b>	<b>15.2%</b>	<b>29.0%</b>	<b>5</b>

**Department of the Treasury**  
**Fiscal Service**  
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**My Work Experience** (continued)

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,538	57.0%	16.5%	26.5%	784
Department of the Treasury	51,114	56.2%	15.8%	28.0%	95
<b>Fiscal Service</b>	<b>1,815</b>	<b>59.9%</b>	<b>15.1%</b>	<b>25.0%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,246	57.7%	16.7%	25.6%	1,945
Department of the Treasury	49,501	56.6%	17.4%	26.0%	302
<b>Fiscal Service</b>	<b>1,751</b>	<b>57.2%</b>	<b>18.1%</b>	<b>24.8%</b>	<b>13</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,802	82.5%	10.3%	7.3%	1,495
Department of the Treasury	51,045	81.0%	10.9%	8.2%	227
<b>Fiscal Service</b>	<b>1,800</b>	<b>82.1%</b>	<b>11.2%</b>	<b>6.8%</b>	<b>10</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,090	90.0%	6.8%	3.2%	1,176
Department of the Treasury	50,553	88.6%	7.5%	3.9%	144
<b>Fiscal Service</b>	<b>1,790</b>	<b>88.0%</b>	<b>7.9%</b>	<b>4.0%</b>	<b>7</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,770	65.8%	14.1%	20.1%	1,841
Department of the Treasury	51,081	66.2%	14.3%	19.5%	355
<b>Fiscal Service</b>	<b>1,820</b>	<b>72.3%</b>	<b>12.0%</b>	<b>15.7%</b>	<b>5</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	413,321	69.1%	14.4%	16.5%	5,987
Department of the Treasury	50,955	73.6%	11.5%	14.9%	507
<b>Fiscal Service</b>	<b>1,802</b>	<b>69.1%</b>	<b>14.8%</b>	<b>16.1%</b>	<b>20</b>



**Department of the Treasury**  
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**My Work Experience** (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	416,218	81.3%	12.2%	6.5%	2,077
Department of the Treasury	50,910	83.7%	11.6%	4.7%	326
<b>Fiscal Service</b>	<b>1,812</b>	<b>84.0%</b>	<b>11.3%</b>	<b>4.7%</b>	<b>6</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	400,156	61.2%	18.7%	20.1%	18,409
Department of the Treasury	48,887	64.8%	18.6%	16.6%	2,365
<b>Fiscal Service</b>	<b>1,713</b>	<b>63.8%</b>	<b>19.3%</b>	<b>17.0%</b>	<b>107</b>

*18. My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	414,506	51.7%	23.1%	25.2%	4,422
Department of the Treasury	50,608	47.6%	23.8%	28.6%	724
<b>Fiscal Service</b>	<b>1,793</b>	<b>58.3%</b>	<b>21.2%</b>	<b>20.5%</b>	<b>18</b>

*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).*

	N	Positive	Neutral	Negative	NBJ
Governmentwide	410,220	68.1%	14.1%	17.8%	10,590
Department of the Treasury	50,462	73.6%	11.8%	14.6%	1,108
<b>Fiscal Service</b>	<b>1,804</b>	<b>73.3%</b>	<b>11.5%</b>	<b>15.2%</b>	<b>24</b>

**My Work Unit**

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

	N	Positive	Neutral	Negative
Governmentwide	420,499	72.7%	14.0%	13.3%
Department of the Treasury	51,552	76.8%	11.9%	11.3%
<b>Fiscal Service</b>	<b>1,825</b>	<b>78.6%</b>	<b>11.2%</b>	<b>10.1%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,630	41.6%	25.7%	32.7%	15,085
Department of the Treasury	48,759	34.5%	25.7%	39.8%	2,803
<b>Fiscal Service</b>	<b>1,769</b>	<b>46.1%</b>	<b>23.7%</b>	<b>30.2%</b>	<b>54</b>

**Department of the Treasury**  
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**My Work Unit (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,579	32.9%	27.9%	39.2%	27,063
Department of the Treasury	47,131	35.3%	28.4%	36.3%	4,089
<b>Fiscal Service</b>	<b>1,705</b>	<b>39.9%</b>	<b>26.3%</b>	<b>33.8%</b>	<b>108</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,304	28.2%	27.0%	44.8%	39,603
Department of the Treasury	43,880	34.6%	29.6%	35.8%	7,442
<b>Fiscal Service</b>	<b>1,617</b>	<b>32.3%</b>	<b>26.7%</b>	<b>41.1%</b>	<b>199</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,142	32.8%	27.9%	39.3%	24,411
Department of the Treasury	46,820	36.0%	29.9%	34.1%	4,549
<b>Fiscal Service</b>	<b>1,704</b>	<b>34.6%</b>	<b>29.9%</b>	<b>35.5%</b>	<b>117</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,970	40.1%	25.0%	34.9%	27,677
Department of the Treasury	46,905	47.0%	24.5%	28.4%	4,400
<b>Fiscal Service</b>	<b>1,668</b>	<b>42.3%</b>	<b>25.0%</b>	<b>32.7%</b>	<b>146</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	417,688	72.7%	14.1%	13.2%	1,762
Department of the Treasury	51,192	79.8%	10.3%	9.9%	215
<b>Fiscal Service</b>	<b>1,810</b>	<b>76.1%</b>	<b>11.4%</b>	<b>12.5%</b>	<b>5</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,364	52.5%	29.1%	18.3%	16,549
Department of the Treasury	48,247	54.3%	28.1%	17.6%	3,214
<b>Fiscal Service</b>	<b>1,754</b>	<b>55.3%</b>	<b>25.8%</b>	<b>18.9%</b>	<b>68</b>

**Department of the Treasury**  
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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	419,817	82.0%	14.5%	3.5%
Department of the Treasury	51,407	85.2%	11.9%	2.9%
<b>Fiscal Service</b>	<b>1,820</b>	<b>85.7%</b>	<b>11.1%</b>	<b>3.2%</b>

**My Agency**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,662	69.0%	17.8%	13.2%	7,091
Department of the Treasury	49,642	63.8%	18.7%	17.6%	1,281
<b>Fiscal Service</b>	<b>1,771</b>	<b>67.0%</b>	<b>18.3%</b>	<b>14.6%</b>	<b>24</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,200	43.0%	25.2%	31.8%	9,417
Department of the Treasury	49,521	39.2%	23.5%	37.3%	1,381
<b>Fiscal Service</b>	<b>1,761</b>	<b>45.3%</b>	<b>24.5%</b>	<b>30.2%</b>	<b>42</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,880	46.5%	23.5%	30.0%	8,603
Department of the Treasury	49,249	48.0%	22.4%	29.6%	1,514
<b>Fiscal Service</b>	<b>1,756</b>	<b>48.7%</b>	<b>22.2%</b>	<b>29.1%</b>	<b>46</b>

32. *Creativity and innovation are rewarded.*

	N	Positive	Neutral	Negative	DNK
Governmentwide	398,504	36.7%	28.7%	34.6%	13,352
Department of the Treasury	48,367	36.6%	28.7%	34.8%	2,307
<b>Fiscal Service</b>	<b>1,729</b>	<b>39.9%</b>	<b>28.4%</b>	<b>31.7%</b>	<b>67</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,014	21.1%	26.5%	52.4%	27,671
Department of the Treasury	47,331	24.0%	26.7%	49.3%	3,135
<b>Fiscal Service</b>	<b>1,659</b>	<b>22.0%</b>	<b>28.3%</b>	<b>49.7%</b>	<b>126</b>



**Department of the Treasury**  
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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	381,978	56.5%	28.1%	15.4%	30,877
Department of the Treasury	45,897	56.9%	28.1%	15.0%	4,885
<b>Fiscal Service</b>	<b>1,671</b>	<b>60.3%</b>	<b>25.2%</b>	<b>14.5%</b>	<b>128</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,232	75.9%	13.6%	10.5%	6,356
Department of the Treasury	49,795	75.2%	14.3%	10.5%	997
<b>Fiscal Service</b>	<b>1,760</b>	<b>84.4%</b>	<b>10.4%</b>	<b>5.2%</b>	<b>38</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	406,396	75.9%	14.1%	10.0%	5,444
Department of the Treasury	50,029	76.9%	13.8%	9.2%	669
<b>Fiscal Service</b>	<b>1,769</b>	<b>74.3%</b>	<b>15.8%</b>	<b>9.9%</b>	<b>30</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	387,840	50.7%	22.8%	26.5%	24,090
Department of the Treasury	47,145	56.5%	21.4%	22.1%	3,555
<b>Fiscal Service</b>	<b>1,679</b>	<b>49.9%</b>	<b>25.0%</b>	<b>25.1%</b>	<b>115</b>

**38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	374,659	65.6%	19.5%	14.9%	36,134
Department of the Treasury	45,236	67.3%	20.1%	12.7%	5,304
<b>Fiscal Service</b>	<b>1,645</b>	<b>63.6%</b>	<b>23.1%</b>	<b>13.3%</b>	<b>142</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,808	73.2%	17.8%	9.0%	7,655
Department of the Treasury	49,178	67.5%	20.1%	12.3%	1,523
<b>Fiscal Service</b>	<b>1,756</b>	<b>78.0%</b>	<b>15.6%</b>	<b>6.4%</b>	<b>42</b>

**Department of the Treasury**  
**Fiscal Service**  
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**My Agency (continued)**

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

	N	Positive	Neutral	Negative
Governmentwide	412,958	62.7%	20.9%	16.4%
Department of the Treasury	50,889	60.3%	20.8%	18.9%
<b>Fiscal Service</b>	<b>1,802</b>	<b>63.6%</b>	<b>17.6%</b>	<b>18.8%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,647	39.0%	27.5%	33.4%	33,765
Department of the Treasury	47,312	36.2%	25.6%	38.2%	3,639
<b>Fiscal Service</b>	<b>1,710</b>	<b>43.6%</b>	<b>24.0%</b>	<b>32.4%</b>	<b>93</b>

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	410,015	77.8%	11.1%	11.0%	2,468
Department of the Treasury	50,496	82.8%	8.4%	8.7%	340
<b>Fiscal Service</b>	<b>1,788</b>	<b>84.6%</b>	<b>8.0%</b>	<b>7.5%</b>	<b>9</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	409,471	65.5%	17.3%	17.3%	2,240
Department of the Treasury	50,389	69.7%	15.9%	14.4%	362
<b>Fiscal Service</b>	<b>1,787</b>	<b>70.2%</b>	<b>15.7%</b>	<b>14.1%</b>	<b>10</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,650	62.5%	18.7%	18.8%	4,783
Department of the Treasury	49,871	69.3%	15.5%	15.2%	657
<b>Fiscal Service</b>	<b>1,756</b>	<b>68.7%</b>	<b>16.4%</b>	<b>14.9%</b>	<b>27</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,582	66.9%	22.4%	10.7%	34,337
Department of the Treasury	46,107	72.7%	18.6%	8.7%	4,528
<b>Fiscal Service</b>	<b>1,648</b>	<b>71.0%</b>	<b>20.9%</b>	<b>8.1%</b>	<b>145</b>

**Department of the Treasury**  
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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	408,296	61.4%	19.9%	18.7%	2,452
Department of the Treasury	50,265	69.0%	16.1%	14.9%	377
<b>Fiscal Service</b>	<b>1,775</b>	<b>68.1%</b>	<b>17.1%</b>	<b>14.9%</b>	<b>17</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	404,801	64.3%	18.5%	17.2%	6,499
Department of the Treasury	49,660	69.2%	15.9%	14.9%	1,040
<b>Fiscal Service</b>	<b>1,770</b>	<b>73.6%</b>	<b>14.6%</b>	<b>11.8%</b>	<b>24</b>

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

	N	Positive	Neutral	Negative
Governmentwide	411,425	75.7%	12.3%	12.0%
Department of the Treasury	50,722	78.9%	10.2%	10.8%
<b>Fiscal Service</b>	<b>1,795</b>	<b>82.0%</b>	<b>9.0%</b>	<b>9.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	410,437	80.9%	10.2%	8.9%
Department of the Treasury	50,588	83.3%	8.4%	8.3%
<b>Fiscal Service</b>	<b>1,785</b>	<b>86.6%</b>	<b>6.3%</b>	<b>7.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	410,472	77.5%	10.2%	12.3%
Department of the Treasury	50,575	82.4%	8.5%	9.1%
<b>Fiscal Service</b>	<b>1,787</b>	<b>83.8%</b>	<b>8.3%</b>	<b>7.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	410,689	66.5%	16.5%	16.9%
Department of the Treasury	50,642	70.8%	14.4%	14.8%
<b>Fiscal Service</b>	<b>1,791</b>	<b>70.7%</b>	<b>14.7%</b>	<b>14.6%</b>

**Department of the Treasury**  
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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	410,877	69.7%	18.0%	12.3%
Department of the Treasury	50,619	75.6%	14.7%	9.8%
<b>Fiscal Service</b>	<b>1,789</b>	<b>74.8%</b>	<b>16.5%</b>	<b>8.8%</b>

**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,121	39.0%	24.7%	36.3%	7,849
Department of the Treasury	49,164	39.0%	25.1%	35.9%	1,272
<b>Fiscal Service</b>	<b>1,756</b>	<b>41.8%</b>	<b>24.4%</b>	<b>33.7%</b>	<b>27</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	383,737	50.4%	24.7%	24.9%	24,649
Department of the Treasury	46,318	49.1%	26.2%	24.7%	4,032
<b>Fiscal Service</b>	<b>1,681</b>	<b>49.0%</b>	<b>23.2%</b>	<b>27.8%</b>	<b>99</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,628	62.9%	22.7%	14.4%	25,756
Department of the Treasury	45,470	62.9%	23.1%	14.1%	4,508
<b>Fiscal Service</b>	<b>1,653</b>	<b>66.0%</b>	<b>21.2%</b>	<b>12.8%</b>	<b>113</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,551	59.1%	20.8%	20.1%	5,334
Department of the Treasury	49,537	67.9%	17.2%	14.8%	674
<b>Fiscal Service</b>	<b>1,756</b>	<b>66.1%</b>	<b>17.0%</b>	<b>16.9%</b>	<b>17</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	379,267	58.8%	24.3%	16.9%	27,154
Department of the Treasury	46,814	67.2%	20.8%	12.1%	3,272
<b>Fiscal Service</b>	<b>1,668</b>	<b>65.3%</b>	<b>21.3%</b>	<b>13.4%</b>	<b>103</b>

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## Fiscal Service

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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	393,192	50.5%	23.2%	26.3%	14,282
Department of the Treasury	47,803	55.0%	21.9%	23.1%	2,443
<b>Fiscal Service</b>	<b>1,730</b>	<b>58.6%</b>	<b>17.1%</b>	<b>24.2%</b>	<b>44</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,340	54.2%	23.3%	22.5%	14,928
Department of the Treasury	47,486	56.8%	22.1%	21.2%	2,744
<b>Fiscal Service</b>	<b>1,722</b>	<b>61.0%</b>	<b>18.4%</b>	<b>20.6%</b>	<b>52</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	384,360	56.8%	23.8%	19.5%	23,479
Department of the Treasury	46,182	61.5%	22.2%	16.3%	4,148
<b>Fiscal Service</b>	<b>1,701</b>	<b>64.8%</b>	<b>20.3%</b>	<b>14.9%</b>	<b>76</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,356	51.4%	24.4%	24.3%	5,387
Department of the Treasury	49,350	50.5%	25.9%	23.6%	931
<b>Fiscal Service</b>	<b>1,761</b>	<b>52.9%</b>	<b>23.7%</b>	<b>23.3%</b>	<b>14</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	371,258	53.4%	27.1%	19.5%	36,507
Department of the Treasury	44,445	55.8%	26.9%	17.3%	5,860
<b>Fiscal Service</b>	<b>1,644</b>	<b>59.0%</b>	<b>24.4%</b>	<b>16.6%</b>	<b>135</b>

#### My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	406,408	49.6%	23.4%	26.9%
Department of the Treasury	50,153	46.7%	24.0%	29.3%
<b>Fiscal Service</b>	<b>1,775</b>	<b>51.3%</b>	<b>22.4%</b>	<b>26.3%</b>

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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	405,736	46.8%	24.0%	29.2%
Department of the Treasury	50,089	50.1%	23.5%	26.5%
<b>Fiscal Service</b>	<b>1,772</b>	<b>50.2%</b>	<b>21.6%</b>	<b>28.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,473	46.6%	23.8%	29.5%
Department of the Treasury	49,900	51.6%	21.8%	26.6%
<b>Fiscal Service</b>	<b>1,765</b>	<b>50.8%</b>	<b>23.4%</b>	<b>25.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,697	40.8%	29.8%	29.4%
Department of the Treasury	49,953	39.7%	31.2%	29.1%
<b>Fiscal Service</b>	<b>1,773</b>	<b>43.8%</b>	<b>29.0%</b>	<b>27.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,808	34.8%	27.5%	37.7%
Department of the Treasury	49,929	32.8%	25.5%	41.7%
<b>Fiscal Service</b>	<b>1,764</b>	<b>40.9%</b>	<b>24.4%</b>	<b>34.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,872	51.6%	23.8%	24.6%
Department of the Treasury	49,935	47.1%	22.9%	30.0%
<b>Fiscal Service</b>	<b>1,775</b>	<b>56.9%</b>	<b>23.7%</b>	<b>19.4%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,704	65.2%	17.9%	16.9%
Department of the Treasury	49,888	65.0%	18.1%	17.0%
<b>Fiscal Service</b>	<b>1,770</b>	<b>65.9%</b>	<b>17.5%</b>	<b>16.5%</b>



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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	405,405	57.1%	17.3%	25.6%
Department of the Treasury	49,970	54.4%	16.4%	29.2%
<b>Fiscal Service</b>	<b>1,777</b>	<b>67.7%</b>	<b>14.2%</b>	<b>18.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	405,517	55.7%	22.0%	22.3%
Department of the Treasury	50,025	54.0%	22.7%	23.3%
<b>Fiscal Service</b>	<b>1,772</b>	<b>57.9%</b>	<b>19.8%</b>	<b>22.3%</b>

**Work/Life**

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	404,547	37.6%	21.3%	31.2%	9.8%
Department of the Treasury	49,968	63.9%	10.8%	19.4%	5.9%
<b>Fiscal Service</b>	<b>1,769</b>	<b>74.8%</b>	<b>13.4%</b>	<b>8.7%</b>	<b>3.1%</b>

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

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
Governmentwide	400,800	4.8%	10.9%	4.5%	11.1%
Department of the Treasury	49,068	20.1%	20.5%	7.7%	12.2%
<b>Fiscal Service</b>	<b>1,761</b>	<b>7.8%</b>	<b>33.3%</b>	<b>7.2%</b>	<b>14.4%</b>

(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	400,800	31.7%	4.7%	19.8%	12.5%
Department of the Treasury	49,068	11.3%	5.2%	14.6%	8.3%
<b>Fiscal Service</b>	<b>1,761</b>	<b>8.2%</b>	<b>5.1%</b>	<b>11.7%</b>	<b>12.3%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	403,625	33.1%	46.0%	20.9%
Department of the Treasury	49,806	42.2%	49.5%	8.3%
<b>Fiscal Service</b>	<b>1,772</b>	<b>69.9%</b>	<b>28.3%</b>	<b>1.8%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	402,481	27.4%	60.7%	11.9%
Department of the Treasury	49,616	22.7%	67.4%	9.9%
<b>Fiscal Service</b>	<b>1,764</b>	<b>40.4%</b>	<b>56.4%</b>	<b>3.2%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	398,860	13.9%	80.7%	5.4%
Department of the Treasury	49,000	17.1%	79.7%	3.2%
<b>Fiscal Service</b>	<b>1,744</b>	<b>18.1%</b>	<b>80.3%</b>	<b>1.6%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	403,125	3.8%	78.8%	17.4%
Department of the Treasury	49,694	2.3%	82.5%	15.1%
<b>Fiscal Service</b>	<b>1,767</b>	<b>2.5%</b>	<b>79.8%</b>	<b>17.8%</b>

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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	403,461	2.4%	80.1%	17.5%
Department of the Treasury	49,832	2.0%	83.0%	14.9%
<b>Fiscal Service</b>	<b>1,765</b>	<b>1.7%</b>	<b>80.5%</b>	<b>17.8%</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	190,959	78.2%	12.8%	9.1%	6,780
Department of the Treasury	29,941	88.6%	6.6%	4.9%	987
<b>Fiscal Service</b>	<b>1,110</b>	<b>83.2%</b>	<b>8.6%</b>	<b>8.2%</b>	<b>16</b>

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	151,249	89.0%	7.5%	3.5%	2,908
Department of the Treasury	20,595	93.2%	4.1%	2.7%	310
<b>Fiscal Service</b>	<b>1,230</b>	<b>95.2%</b>	<b>2.4%</b>	<b>2.4%</b>	<b>2</b>

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	106,036	79.9%	16.5%	3.6%	7,380
Department of the Treasury	10,557	81.7%	15.2%	3.2%	942
<b>Fiscal Service</b>	<b>692</b>	<b>86.6%</b>	<b>10.7%</b>	<b>2.7%</b>	<b>32</b>

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	55,156	74.8%	20.9%	4.4%	8,714
Department of the Treasury	8,217	80.7%	16.0%	3.3%	1,005
<b>Fiscal Service</b>	<b>310</b>	<b>83.3%</b>	<b>13.2%</b>	<b>3.5%</b>	<b>41</b>

\*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	10,781	71.6%	24.4%	4.1%	4,620
Department of the Treasury	989	67.4%	28.2%	4.5%	557
<b>Fiscal Service</b>	<b>38</b>	<b>66.5%</b>	<b>24.8%</b>	<b>8.7%</b>	<b>18</b>

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

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	7,497	66.3%	31.3%	2.4%	3,831
Department of the Treasury	895	68.1%	29.3%	2.6%	394
<b>Fiscal Service</b>	<b>30</b>	<b>48.2%</b>	<b>47.9%</b>	<b>3.8%</b>	<b>14</b>

*\*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	933	53.2%
Field	821	46.8%

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

	N	%
Non-Supervisor	1,282	72.6%
Team Leader	181	10.3%
Supervisor	163	9.2%
Manager	109	6.2%
Senior Leader	30	1.7%

***Are you:***

	N	%
Male	722	41.5%
Female	1,016	58.5%

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

	N	%
Yes	92	5.3%
No	1,633	94.7%

***Race***

	N	%
American Indian or Alaska Native	11	0.6%
Asian	34	2.0%
Black or African American	265	15.6%
Native Hawaiian or Other Pacific Islander	5	0.3%
White	1,337	78.9%
Two or more races	42	2.5%

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	2	0.1%
High School Diploma/GED or equivalent	99	5.7%
Trade or Technical Certificate	30	1.7%
Some College (no degree)	304	17.4%
Associate's Degree (e.g., AA, AS)	183	10.5%
Bachelor's Degree (e.g., BA, BS)	789	45.1%
Master's Degree (e.g., MA, MS, MBA)	309	17.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	33	1.9%

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

	N	%
Federal Wage System	9	0.5%
GS 1-6	71	4.1%
GS 7-12	982	56.1%
GS 13-15	667	38.1%
Senior Executive Service	20	1.1%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	2	0.1%

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

	N	%
Less than 1 year	23	1.3%
1 to 3 years	188	10.7%
4 to 5 years	125	7.1%
6 to 10 years	396	22.6%
11 to 14 years	253	14.4%
15 to 20 years	247	14.1%
More than 20 years	524	29.8%

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	42	2.4%
1 to 3 years	268	15.4%
4 to 5 years	125	7.2%
6 to 10 years	414	23.7%
11 to 20 years	525	30.1%
More than 20 years	370	21.2%

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

	N	%
No	1,272	72.9%
Yes, to retire	80	4.6%
Yes, to take another job within the Federal Government	298	17.1%
Yes, to take another job outside the Federal Government	42	2.4%
Yes, other	54	3.1%

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

	N	%
Within one year	51	2.9%
Between one and three years	96	5.5%
Between three and five years	149	8.6%
Five or more years	1,438	82.9%

***Self-Identify as:***

	N	%
Heterosexual or Straight	1,446	87.0%
Gay, Lesbian, Bisexual, or Transgender	32	1.9%
I prefer not to say	185	11.1%

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

	N	%
No Prior Military Service	1,405	81.3%
Currently in National Guard or Reserves	18	1.0%
Retired	86	5.0%
Separated or Discharged	219	12.7%

Note: Percentages for demographic questions are unweighted.

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**Demographic Questions** (continued)

*Are you an individual with a disability?*

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	N	%
Yes	240	13.8%
No	1,498	86.2%

*What is your age group?*

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	N	%
25 and under	29	1.6%
26-29	69	3.8%
30-39	383	20.9%
40-49	595	32.5%
50-59	596	32.6%
60 or older	157	8.6%

Note: Percentages for demographic questions are unweighted.