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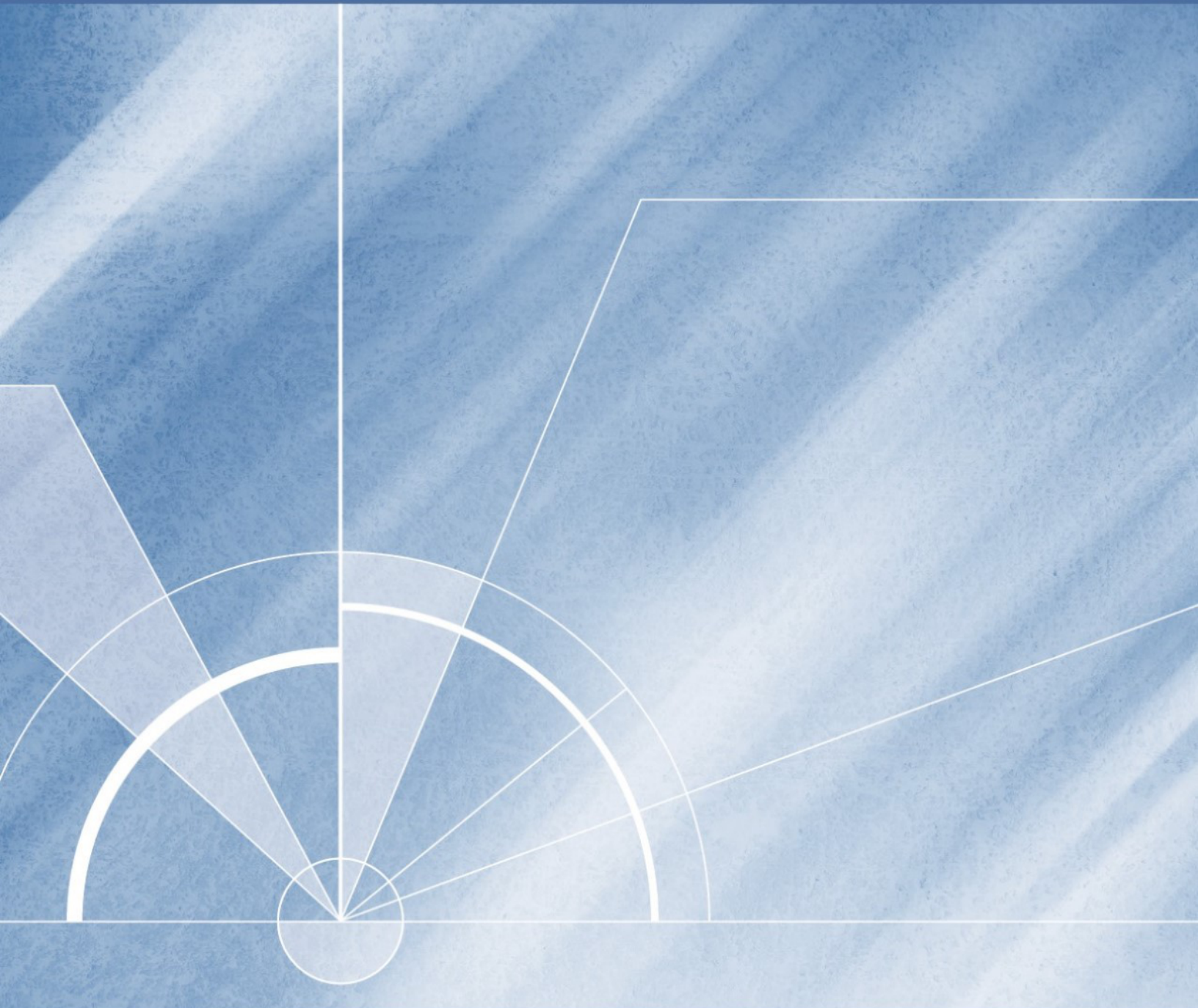
**[www.altgov2.org/FEVS](http://www.altgov2.org/FEVS)**

2016

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

1st Level  
Subagency  
Report

Department of the Treasury  
**BUREAU OF THE FISCAL SERVICE**





**Department of the Treasury**  
**BUREAU OF THE FISCAL SERVICE**  
***1st Level Subagency Report***

This 2016 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

### Response Summary

	Surveys Completed	Response Rate
Governmentwide	407,789	45.8%
Department of the Treasury	45,497	55.9%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,824</b>	<b>56.1%</b>

#### New for 2016

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.

Two new sections –**Top 10 Positive & Negative Items** and **Leading & Trailing Your Comparison Group**. These sections provide high level information on how your subagency is doing.

#### Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

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

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

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

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**Top 10 Positive & Negative Items**

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

***Highest Percent Positive***

96.0%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
90.5%	I am constantly looking for ways to do my job better. (Q.8)
87.8%	The work I do is important. (Q.13)
87.8%	How would you rate the overall quality of work done by your work unit? (Q.28)
86.3%	I am held accountable for achieving results. (Q.16)
85.6%	My supervisor supports my need to balance work and other life issues. (Q.42)
85.2%	My supervisor treats me with respect. (Q.49)
85.2%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
85.1%	Employees are protected from health and safety hazards on the job. (Q.35)
82.8%	My organization has prepared employees for potential security threats. (Q.36)

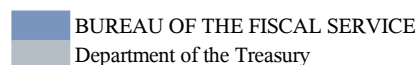
***Highest Percent Negative***

47.3%	Pay raises depend on how well employees perform their jobs. (Q.33)
36.2%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
33.2%	In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
33.0%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
32.0%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
31.6%	Promotions in my work unit are based on merit. (Q.22)
31.4%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
29.7%	Creativity and innovation are rewarded. (Q.32)
28.4%	Employees are recognized for providing high quality products and services. (Q.31)
28.1%	Employees have a feeling of personal empowerment with respect to work processes. (Q.30)

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**Leading Your Comparison Group**

The figure below allows you to see where your subagency results are higher than your comparison group (Department of the Treasury) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.

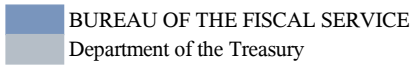


<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
My work unit is able to recruit people with the right skills. (Q.21)	51.4%	35.1%	+16.3
I have sufficient resources to get my job done. (Q.9)	59.4%	43.7%	+15.7
Considering everything, how satisfied are you with your pay? (Q.70)	69.1%	55.1%	+14.0
How satisfied are you with the training you receive for your present job? (Q.68)	62.3%	49.8%	+12.5
I am given a real opportunity to improve my skills in my organization. (Q.1)	73.4%	61.0%	+12.4
My training needs are assessed. (Q.18)	62.2%	50.6%	+11.6
How satisfied are you with your opportunity to get a better job in your organization? (Q.67)	44.3%	33.3%	+11.0
My agency is successful at accomplishing its mission. (Q.39)	79.1%	68.5%	+10.6
Employees are protected from health and safety hazards on the job. (Q.35)	85.1%	74.6%	+10.5
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	48.0%	37.6%	+10.4

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**Trailing Your Comparison Group**

The figure below allows you to see where your subagency results are lower than your comparison group (Department of the Treasury) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.



<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
My performance appraisal is a fair reflection of my performance. (Q.15)	69.2%	74.2%	-5.0
Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated. (Q.37)	55.2%	58.7%	-3.5
In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels. (Q.19)	71.1%	74.5%	-3.4

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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	406,992	62.6%	16.3%	21.1%
Department of the Treasury	45,384	61.0%	16.6%	22.4%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,820</b>	<b>73.4%</b>	<b>11.3%</b>	<b>15.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,152	70.2%	14.7%	15.1%
Department of the Treasury	45,016	69.5%	14.2%	16.4%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,812</b>	<b>69.6%</b>	<b>14.5%</b>	<b>15.8%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	401,408	57.7%	18.0%	24.3%
Department of the Treasury	44,808	56.1%	19.0%	24.9%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,802</b>	<b>64.7%</b>	<b>16.4%</b>	<b>18.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	404,402	71.6%	14.3%	14.1%
Department of the Treasury	45,169	70.3%	14.7%	15.0%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,815</b>	<b>71.7%</b>	<b>14.2%</b>	<b>14.2%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	401,675	83.2%	10.8%	6.1%
Department of the Treasury	44,653	79.8%	12.5%	7.7%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,795</b>	<b>80.9%</b>	<b>10.8%</b>	<b>8.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	402,718	79.4%	11.0%	9.6%
Department of the Treasury	44,883	81.4%	9.7%	9.0%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,804</b>	<b>78.8%</b>	<b>10.9%</b>	<b>10.3%</b>

**Department of the Treasury**  
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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	404,739	95.7%	2.7%	1.6%
Department of the Treasury	45,145	94.0%	3.7%	2.3%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,818</b>	<b>96.0%</b>	<b>2.3%</b>	<b>1.7%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	405,416	90.9%	7.2%	1.8%
Department of the Treasury	45,200	87.6%	9.7%	2.7%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,816</b>	<b>90.5%</b>	<b>7.8%</b>	<b>1.6%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	405,568	46.6%	16.0%	37.5%	922
Department of the Treasury	45,219	43.7%	15.2%	41.1%	128
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,812</b>	<b>59.4%</b>	<b>14.9%</b>	<b>25.8%</b>	<b>9</b>

**10. My workload is reasonable.**

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,398	57.5%	16.2%	26.3%	693
Department of the Treasury	44,959	57.7%	15.9%	26.5%	110
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,801</b>	<b>61.4%</b>	<b>15.9%</b>	<b>22.7%</b>	<b>5</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	394,751	58.4%	16.5%	25.1%	1,759
Department of the Treasury	43,802	57.0%	17.8%	25.2%	249
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,747</b>	<b>59.5%</b>	<b>17.0%</b>	<b>23.5%</b>	<b>15</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,835	83.1%	9.9%	7.0%	1,337
Department of the Treasury	44,864	81.2%	10.8%	8.0%	218
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,805</b>	<b>82.2%</b>	<b>11.1%</b>	<b>6.7%</b>	<b>6</b>



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**BUREAU OF THE FISCAL SERVICE**  
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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,340	90.3%	6.6%	3.2%	1,152
Department of the Treasury	44,470	88.5%	7.6%	3.9%	173
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,797</b>	<b>87.8%</b>	<b>8.3%</b>	<b>3.9%</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	403,735	65.7%	14.0%	20.3%	1,775
Department of the Treasury	44,910	66.4%	14.1%	19.5%	309
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,811</b>	<b>74.2%</b>	<b>12.2%</b>	<b>13.6%</b>	<b>7</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	399,544	69.6%	14.3%	16.2%	6,003
Department of the Treasury	44,876	74.2%	11.5%	14.3%	392
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,805</b>	<b>69.2%</b>	<b>12.6%</b>	<b>18.2%</b>	<b>14</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	402,229	81.6%	12.1%	6.3%	1,953
Department of the Treasury	44,730	83.7%	11.6%	4.7%	286
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,800</b>	<b>86.3%</b>	<b>9.4%</b>	<b>4.3%</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	386,924	62.1%	18.1%	19.8%	17,784
Department of the Treasury	43,006	66.4%	17.4%	16.3%	2,056
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,715</b>	<b>65.1%</b>	<b>17.6%</b>	<b>17.3%</b>	<b>102</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	401,073	52.9%	22.9%	24.2%	4,002
Department of the Treasury	44,617	50.6%	23.1%	26.3%	542
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,798</b>	<b>62.2%</b>	<b>19.6%</b>	<b>18.2%</b>	<b>16</b>

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**My Work Experience (continued)**

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	396,712	69.0%	13.6%	17.3%	10,380
Department of the Treasury	44,473	74.5%	11.7%	13.7%	916
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,801</b>	<b>71.1%</b>	<b>12.3%</b>	<b>16.6%</b>	<b>19</b>

**My Work Unit**

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

	N	Positive	Neutral	Negative
Governmentwide	406,886	73.3%	13.5%	13.2%
Department of the Treasury	45,391	77.2%	11.6%	11.2%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,817</b>	<b>80.1%</b>	<b>10.3%</b>	<b>9.6%</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,412	42.6%	25.2%	32.2%	14,370
Department of the Treasury	42,857	35.1%	25.8%	39.2%	2,490
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,765</b>	<b>51.4%</b>	<b>20.6%</b>	<b>28.0%</b>	<b>54</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	376,444	34.5%	27.6%	38.0%	27,943
Department of the Treasury	41,362	35.7%	28.8%	35.5%	3,676
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,704</b>	<b>42.9%</b>	<b>25.4%</b>	<b>31.6%</b>	<b>107</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	363,758	29.3%	27.1%	43.6%	41,216
Department of the Treasury	38,476	34.9%	29.8%	35.3%	6,629
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,626</b>	<b>35.5%</b>	<b>28.3%</b>	<b>36.2%</b>	<b>186</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,352	34.0%	27.9%	38.1%	25,041
Department of the Treasury	41,142	36.9%	29.5%	33.5%	4,034
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,703</b>	<b>37.9%</b>	<b>29.1%</b>	<b>33.0%</b>	<b>108</b>

**Department of the Treasury**  
**BUREAU OF THE FISCAL SERVICE**  
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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	376,070	41.4%	24.9%	33.8%	28,546
Department of the Treasury	41,207	46.8%	24.7%	28.4%	3,884
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,656</b>	<b>44.1%</b>	<b>24.6%</b>	<b>31.4%</b>	<b>155</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	403,664	73.3%	13.8%	12.9%	1,739
Department of the Treasury	44,983	80.3%	10.2%	9.5%	194
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,809</b>	<b>77.5%</b>	<b>11.3%</b>	<b>11.2%</b>	<b>4</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,303	54.2%	28.2%	17.6%	16,713
Department of the Treasury	42,430	54.9%	28.0%	17.0%	2,838
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,752</b>	<b>60.7%</b>	<b>23.1%</b>	<b>16.2%</b>	<b>67</b>

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

	N	Positive	Neutral	Negative
Governmentwide	406,077	82.3%	14.1%	3.6%
Department of the Treasury	45,233	85.3%	11.8%	3.0%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,820</b>	<b>87.8%</b>	<b>10.0%</b>	<b>2.3%</b>

**My Agency**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,750	69.4%	17.3%	13.3%	6,753
Department of the Treasury	43,584	64.5%	18.7%	16.9%	1,065
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,761</b>	<b>71.1%</b>	<b>15.3%</b>	<b>13.6%</b>	<b>32</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,805	44.8%	24.6%	30.6%	9,449
Department of the Treasury	43,425	40.5%	24.2%	35.3%	1,200
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,757</b>	<b>49.6%</b>	<b>22.3%</b>	<b>28.1%</b>	<b>34</b>

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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,973	48.0%	23.1%	28.9%	8,551
Department of the Treasury	43,282	48.7%	22.3%	28.9%	1,281
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,741</b>	<b>50.3%</b>	<b>21.3%</b>	<b>28.4%</b>	<b>46</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	385,387	38.4%	28.3%	33.3%	13,365
Department of the Treasury	42,447	37.8%	28.4%	33.9%	2,030
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,723</b>	<b>42.5%</b>	<b>27.8%</b>	<b>29.7%</b>	<b>65</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,966	22.3%	26.9%	50.7%	29,028
Department of the Treasury	41,438	24.1%	27.6%	48.4%	2,930
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,644</b>	<b>25.1%</b>	<b>27.6%</b>	<b>47.3%</b>	<b>132</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	370,140	57.8%	27.4%	14.8%	29,591
Department of the Treasury	40,208	57.4%	28.3%	14.3%	4,358
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,656</b>	<b>62.3%</b>	<b>25.0%</b>	<b>12.7%</b>	<b>131</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,340	76.0%	13.3%	10.7%	6,278
Department of the Treasury	43,758	74.6%	14.4%	11.0%	836
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,765</b>	<b>85.1%</b>	<b>10.1%</b>	<b>4.8%</b>	<b>26</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	393,948	77.2%	13.3%	9.5%	4,677
Department of the Treasury	43,952	79.1%	12.6%	8.2%	507
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,766</b>	<b>82.8%</b>	<b>10.8%</b>	<b>6.4%</b>	<b>18</b>

**Department of the Treasury**  
**BUREAU OF THE FISCAL SERVICE**  
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**My Agency (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	375,254	53.1%	21.8%	25.1%	23,720
Department of the Treasury	41,341	58.7%	20.6%	20.7%	3,127
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,685</b>	<b>55.2%</b>	<b>22.4%</b>	<b>22.4%</b>	<b>109</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	361,746	66.7%	18.9%	14.4%	35,073
Department of the Treasury	39,506	68.4%	19.3%	12.2%	4,713
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,622</b>	<b>68.4%</b>	<b>18.4%</b>	<b>13.2%</b>	<b>152</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,488	74.0%	17.2%	8.8%	7,188
Department of the Treasury	43,213	68.5%	20.2%	11.3%	1,373
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,747</b>	<b>79.1%</b>	<b>14.3%</b>	<b>6.6%</b>	<b>45</b>

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

	N	Positive	Neutral	Negative
Governmentwide	400,013	64.0%	20.1%	15.8%
Department of the Treasury	44,608	62.2%	20.2%	17.6%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,793</b>	<b>67.3%</b>	<b>16.2%</b>	<b>16.5%</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	370,195	40.9%	26.8%	32.3%	30,395
Department of the Treasury	41,802	37.6%	25.7%	36.7%	2,926
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,685</b>	<b>48.0%</b>	<b>24.8%</b>	<b>27.1%</b>	<b>111</b>

**My Supervisor**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	397,533	78.3%	10.8%	10.9%	2,147
Department of the Treasury	44,279	83.4%	8.1%	8.5%	325
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,783</b>	<b>85.6%</b>	<b>8.3%</b>	<b>6.1%</b>	<b>8</b>

**Department of the Treasury**  
**BUREAU OF THE FISCAL SERVICE**  
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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	396,644	66.2%	16.9%	17.0%	2,033
Department of the Treasury	44,186	71.0%	15.0%	14.0%	305
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,780</b>	<b>70.8%</b>	<b>15.3%</b>	<b>13.9%</b>	<b>6</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	391,835	63.4%	18.2%	18.4%	4,496
Department of the Treasury	43,721	70.3%	15.3%	14.4%	592
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,756</b>	<b>71.3%</b>	<b>14.4%</b>	<b>14.2%</b>	<b>21</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	365,376	67.8%	21.7%	10.5%	32,531
Department of the Treasury	40,525	73.5%	18.4%	8.1%	3,846
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,636</b>	<b>74.2%</b>	<b>17.8%</b>	<b>8.0%</b>	<b>150</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	395,581	62.5%	19.1%	18.5%	2,285
Department of the Treasury	44,045	70.0%	15.9%	14.1%	321
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,773</b>	<b>69.2%</b>	<b>16.8%</b>	<b>14.0%</b>	<b>9</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	392,465	65.6%	17.8%	16.6%	6,120
Department of the Treasury	43,529	70.9%	15.0%	14.0%	953
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,767</b>	<b>75.0%</b>	<b>14.9%</b>	<b>10.1%</b>	<b>21</b>

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

	N	Positive	Neutral	Negative
Governmentwide	398,731	76.1%	12.1%	11.8%
Department of the Treasury	44,483	79.8%	9.8%	10.4%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,786</b>	<b>82.8%</b>	<b>9.1%</b>	<b>8.1%</b>

**Department of the Treasury**  
**BUREAU OF THE FISCAL SERVICE**  
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**My Supervisor** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	397,483	81.3%	10.0%	8.7%
Department of the Treasury	44,316	83.8%	8.2%	8.0%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,780</b>	<b>85.2%</b>	<b>7.9%</b>	<b>6.9%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	397,581	77.6%	10.0%	12.4%
Department of the Treasury	44,323	82.9%	8.5%	8.6%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,779</b>	<b>85.2%</b>	<b>7.3%</b>	<b>7.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	398,003	67.4%	16.0%	16.6%
Department of the Treasury	44,401	71.8%	14.1%	14.1%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,783</b>	<b>73.2%</b>	<b>13.3%</b>	<b>13.6%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	398,213	70.5%	17.4%	12.1%
Department of the Treasury	44,399	76.6%	13.9%	9.5%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,787</b>	<b>76.0%</b>	<b>15.5%</b>	<b>8.5%</b>

**Leadership**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	388,819	40.9%	24.1%	35.0%	7,594
Department of the Treasury	43,152	40.6%	24.4%	35.0%	1,075
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,743</b>	<b>45.0%</b>	<b>21.8%</b>	<b>33.2%</b>	<b>32</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	372,029	51.8%	24.0%	24.3%	23,730
Department of the Treasury	40,535	49.9%	26.0%	24.1%	3,611
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,685</b>	<b>51.5%</b>	<b>21.8%</b>	<b>26.7%</b>	<b>90</b>

**Department of the Treasury**  
**BUREAU OF THE FISCAL SERVICE**  
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**Leadership (continued)**

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	368,225	64.0%	22.0%	13.9%	25,081
Department of the Treasury	39,879	63.7%	22.9%	13.5%	3,985
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,656</b>	<b>69.8%</b>	<b>18.1%</b>	<b>12.1%</b>	<b>107</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	389,027	60.3%	20.1%	19.6%	5,145
Department of the Treasury	43,404	68.4%	17.0%	14.6%	558
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,737</b>	<b>68.2%</b>	<b>16.1%</b>	<b>15.7%</b>	<b>26</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	367,493	60.1%	23.5%	16.4%	26,319
Department of the Treasury	41,060	67.5%	20.3%	12.2%	2,835
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,666</b>	<b>68.9%</b>	<b>18.5%</b>	<b>12.5%</b>	<b>98</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	381,145	52.0%	22.5%	25.5%	13,697
Department of the Treasury	41,885	56.3%	21.4%	22.3%	2,132
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,724</b>	<b>60.6%</b>	<b>18.0%</b>	<b>21.4%</b>	<b>42</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	380,902	55.7%	22.4%	21.8%	14,062
Department of the Treasury	41,816	57.9%	21.5%	20.6%	2,237
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,718</b>	<b>62.8%</b>	<b>19.0%</b>	<b>18.3%</b>	<b>49</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	373,425	57.9%	23.3%	18.9%	21,965
Department of the Treasury	40,461	62.2%	21.4%	16.4%	3,666
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,689</b>	<b>68.5%</b>	<b>17.6%</b>	<b>13.9%</b>	<b>88</b>



**Department of the Treasury**  
**BUREAU OF THE FISCAL SERVICE**  
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**Leadership** (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	390,254	53.1%	23.5%	23.4%	5,078
Department of the Treasury	43,276	51.9%	24.6%	23.5%	844
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,755</b>	<b>57.1%</b>	<b>19.4%</b>	<b>23.6%</b>	<b>18</b>

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	363,124	55.1%	25.8%	19.1%	32,433
Department of the Treasury	39,342	57.6%	25.6%	16.8%	4,773
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,644</b>	<b>63.2%</b>	<b>22.0%</b>	<b>14.8%</b>	<b>132</b>

**My Satisfaction**

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

	N	Positive	Neutral	Negative
Governmentwide	394,068	50.7%	22.7%	26.6%
Department of the Treasury	43,978	48.0%	23.6%	28.4%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,764</b>	<b>55.2%</b>	<b>21.5%</b>	<b>23.3%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	393,156	48.0%	23.5%	28.5%
Department of the Treasury	43,873	51.5%	22.4%	26.1%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,763</b>	<b>56.2%</b>	<b>17.7%</b>	<b>26.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	392,389	47.5%	23.8%	28.7%
Department of the Treasury	43,761	52.3%	21.8%	25.9%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,760</b>	<b>54.2%</b>	<b>21.3%</b>	<b>24.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	392,440	42.5%	29.3%	28.3%
Department of the Treasury	43,769	40.9%	30.5%	28.6%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,758</b>	<b>47.3%</b>	<b>25.8%</b>	<b>27.0%</b>

**Department of the Treasury**  
**BUREAU OF THE FISCAL SERVICE**  
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**My Satisfaction** (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	392,739	35.9%	27.3%	36.8%
Department of the Treasury	43,832	33.3%	25.8%	40.9%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,757</b>	<b>44.3%</b>	<b>23.7%</b>	<b>32.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	392,659	52.5%	23.5%	23.9%
Department of the Treasury	43,836	49.8%	22.9%	27.3%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,760</b>	<b>62.3%</b>	<b>19.6%</b>	<b>18.1%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	392,826	66.2%	17.4%	16.4%
Department of the Treasury	43,808	66.0%	17.9%	16.1%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,752</b>	<b>67.9%</b>	<b>16.1%</b>	<b>16.0%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	393,242	58.2%	16.9%	24.9%
Department of the Treasury	43,869	55.1%	16.8%	28.1%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,761</b>	<b>69.1%</b>	<b>14.4%</b>	<b>16.5%</b>

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

	N	Positive	Neutral	Negative
Governmentwide	393,451	56.9%	21.4%	21.7%
Department of the Treasury	43,913	55.4%	22.5%	22.1%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,759</b>	<b>60.6%</b>	<b>19.5%</b>	<b>19.9%</b>

**Department of the Treasury**  
**BUREAU OF THE FISCAL SERVICE**  
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**Work/Life**

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

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
Department of the Treasury	43,758	67.1%	10.6%	17.2%	5.2%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,755</b>	<b>84.3%</b>	<b>8.4%</b>	<b>5.3%</b>	<b>2.0%</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	389,999	5.7%	11.8%	4.7%	11.8%
Department of the Treasury	43,213	23.1%	21.0%	7.6%	11.8%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,757</b>	<b>13.0%</b>	<b>39.5%</b>	<b>7.0%</b>	<b>15.0%</b>

(continued)

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

	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
Department of the Treasury	43,213	10.4%	4.4%	13.9%	7.9%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,757</b>	<b>4.5%</b>	<b>2.5%</b>	<b>8.4%</b>	<b>10.1%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	391,178	33.4%	45.8%	20.8%
Department of the Treasury	43,666	42.4%	49.8%	7.7%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,748</b>	<b>70.4%</b>	<b>27.9%</b>	<b>1.7%</b>

**Department of the Treasury**  
**BUREAU OF THE FISCAL SERVICE**  
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**Work/Life (continued)**

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

	N	Yes	No	Not Available To Me
Governmentwide	390,233	26.8%	61.0%	12.1%
Department of the Treasury	43,454	22.3%	67.9%	9.8%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,751</b>	<b>37.3%</b>	<b>58.6%</b>	<b>4.1%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	387,376	13.6%	81.0%	5.3%
Department of the Treasury	43,093	16.7%	79.9%	3.4%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,728</b>	<b>17.4%</b>	<b>79.8%</b>	<b>2.8%</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	390,848	3.7%	79.1%	17.2%
Department of the Treasury	43,538	2.1%	82.7%	15.2%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,751</b>	<b>2.8%</b>	<b>80.3%</b>	<b>16.9%</b>

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

	N	Yes	No	Not Available To Me
Governmentwide	391,248	2.3%	80.4%	17.2%
Department of the Treasury	43,654	2.1%	83.0%	14.9%
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,754</b>	<b>2.0%</b>	<b>81.9%</b>	<b>16.1%</b>

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	204,775	78.9%	12.0%	9.1%	6,007
Department of the Treasury	27,640	89.0%	6.2%	4.7%	795
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,313</b>	<b>85.2%</b>	<b>8.0%</b>	<b>6.7%</b>	<b>15</b>

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

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**BUREAU OF THE FISCAL SERVICE**  
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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	148,859	89.7%	7.0%	3.3%	3,222
Department of the Treasury	18,029	93.2%	4.3%	2.5%	334
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>1,220</b>	<b>96.2%</b>	<b>2.3%</b>	<b>1.5%</b>	<b>7</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	102,282	80.5%	15.7%	3.8%	7,335
Department of the Treasury	9,197	82.5%	14.4%	3.1%	827
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>616</b>	<b>85.5%</b>	<b>11.4%</b>	<b>3.1%</b>	<b>28</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	51,991	75.5%	20.1%	4.4%	8,067
Department of the Treasury	6,970	81.4%	15.6%	3.1%	849
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>276</b>	<b>81.1%</b>	<b>16.4%</b>	<b>2.5%</b>	<b>45</b>

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

**83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Positive	Neutral	Negative	NBJ
Governmentwide	10,701	72.2%	23.5%	4.3%	4,380
Department of the Treasury	842	64.0%	32.5%	3.5%	506
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>40</b>	<b>64.2%</b>	<b>31.0%</b>	<b>4.8%</b>	<b>17</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	7,399	67.6%	30.2%	2.2%	3,730
Department of the Treasury	811	69.0%	28.3%	2.7%	419
<b>BUREAU OF THE FISCAL SERVICE</b>	<b>27</b>	<b>66.2%</b>	<b>31.3%</b>	<b>2.5%</b>	<b>15</b>

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

**Department of the Treasury**  
**BUREAU OF THE FISCAL SERVICE**  
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**Demographic Questions**

***Where do you work?***

	N	%
Headquarters	929	53.7%
Field	800	46.3%

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

	N	%
Non-Supervisor	1,296	74.3%
Team Leader	155	8.9%
Supervisor	153	8.8%
Manager	111	6.4%
Senior Leader	30	1.7%

***Are you:***

	N	%
Male	726	42.2%
Female	995	57.8%

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

	N	%
Yes	76	4.4%
No	1,639	95.6%

***Race***

	N	%
American Indian or Alaska Native	10	0.6%
Asian	28	1.7%
Black or African American	227	13.5%
Native Hawaiian or Other Pacific Islander	2	0.1%
White	1,363	81.3%
Two or more races	47	2.8%

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	79	4.6%
Trade or Technical Certificate	22	1.3%
Some College (no degree)	277	16.0%
Associate's Degree (e.g., AA, AS)	180	10.4%
Bachelor's Degree (e.g., BA, BS)	807	46.6%
Master's Degree (e.g., MA, MS, MBA)	335	19.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	30	1.7%

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

	N	%
Federal Wage System	8	0.5%
GS 1-6	76	4.4%
GS 7-12	979	56.3%
GS 13-15	648	37.3%
Senior Executive Service	22	1.3%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	5	0.3%

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

	N	%
Less than 1 year	62	3.6%
1 to 3 years	236	13.6%
4 to 5 years	105	6.0%
6 to 10 years	364	21.0%
11 to 14 years	230	13.2%
15 to 20 years	278	16.0%
More than 20 years	461	26.6%

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	85	4.9%
1 to 3 years	301	17.4%
4 to 5 years	122	7.0%
6 to 10 years	356	20.5%
11 to 20 years	551	31.8%
More than 20 years	318	18.3%

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

	N	%
No	1,299	74.8%
Yes, to retire	55	3.2%
Yes, to take another job within the Federal Government	290	16.7%
Yes, to take another job outside the Federal Government	38	2.2%
Yes, other	55	3.2%

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

	N	%
Within one year	32	1.8%
Between one and three years	124	7.2%
Between three and five years	141	8.1%
Five or more years	1,435	82.9%

***Self-Identify as:***

	N	%
Heterosexual or Straight	1,407	85.9%
Gay, Lesbian, Bisexual, or Transgender	35	2.1%
I prefer not to say	195	11.9%

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

	N	%
No Prior Military Service	1,399	81.4%
Currently in National Guard or Reserves	17	1.0%
Retired	89	5.2%
Separated or Discharged	213	12.4%

Note: Percentages for demographic questions are unweighted.



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**Demographic Questions (continued)**

*Are you an individual with a disability?*

	N	%
Yes	265	15.4%
No	1,451	84.6%

*What is your age group?*

	N	%
25 and under	34	1.9%
26-29	81	4.4%
30-39	390	21.4%
40-49	551	30.2%
50-59	596	32.7%
60 or older	172	9.4%

Note: Percentages for demographic questions are unweighted.