

This report was obtained (via FOIA) and posted by AltGov2

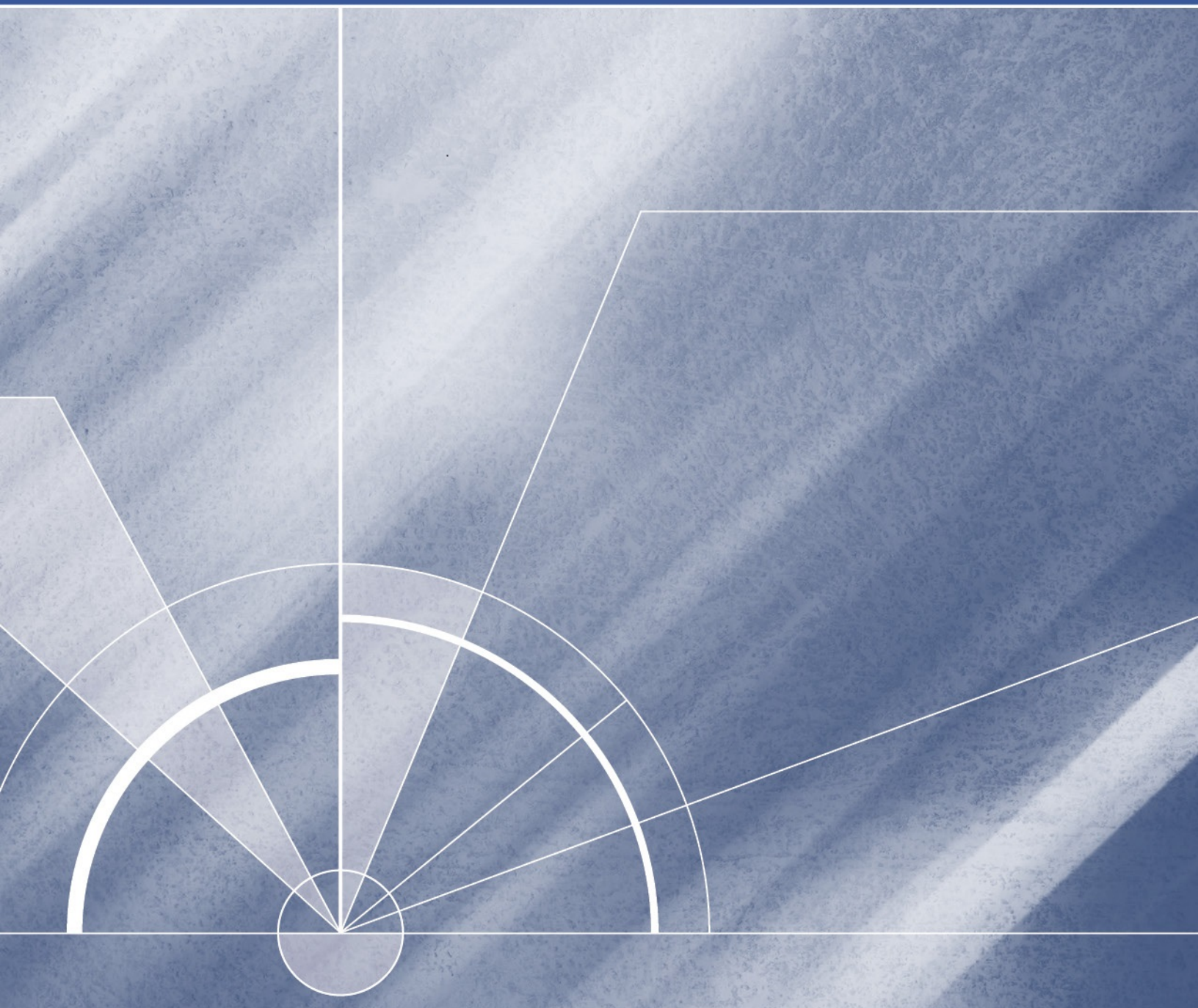
www.altgov2.org/FEVS

2017


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 2017 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 | 486,105 | 45.5% |
| Department of the Treasury | 46,368 | 58.1% |
| BUREAU OF THE FISCAL SERVICE | 2,224 | 64.6% |

Your Data

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

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

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

Main Report Results

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

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

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

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

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

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

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

- 96.7% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 92.1% I am constantly looking for ways to do my job better. (Q.8)
- 89.8% The work I do is important. (Q.13)
- 89.3% My supervisor supports my need to balance work and other life issues. (Q.42)
- 88.3% I am held accountable for achieving results. (Q.16)
- 88.3% How would you rate the overall quality of work done by your work unit? (Q.28)
- 88.3% My supervisor treats me with respect. (Q.49)
- 87.2% In the last six months, my supervisor has talked with me about my performance. (Q.50)
- 86.6% I know how my work relates to the agency's goals and priorities. (Q.12)
- 86.3% Employees are protected from health and safety hazards on the job. (Q.35)

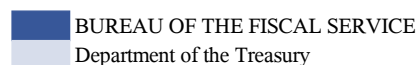
Highest Percent Negative

- 39.5% Pay raises depend on how well employees perform their jobs. (Q.33)
- 32.9% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 30.4% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 26.6% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 25.8% Promotions in my work unit are based on merit. (Q.22)
- 25.7% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 24.5% My work unit is able to recruit people with the right skills. (Q.21)
- 23.9% I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
- 22.3% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 22.0% Awards in my work unit depend on how well employees perform their jobs. (Q.25)

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

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. An '*' in % Positive Response represents a percentage less than 10.





| <i>Survey Item</i> | <i>% Positive Response</i> | | <i>Difference</i> |
|--|----------------------------|-------|-------------------|
| I have sufficient resources to get my job done. (Q.9) | 63.1% | 44.9% | +18.2 |
| My work unit is able to recruit people with the right skills. (Q.21) | 53.1% | 36.4% | +16.7 |
| I believe the results of this survey will be used to make my agency a better place to work. (Q.41) | 53.2% | 38.9% | +14.3 |
| Considering everything, how satisfied are you with your pay? (Q.70) | 72.7% | 58.5% | +14.2 |
| My training needs are assessed. (Q.18) | 66.5% | 52.8% | +13.7 |
| I feel encouraged to come up with new and better ways of doing things. (Q.3) | 70.9% | 57.7% | +13.2 |
| My agency is successful at accomplishing its mission. (Q.39) | 85.0% | 72.0% | +13.0 |
| Employees have a feeling of personal empowerment with respect to work processes. (Q.30) | 55.8% | 42.9% | +12.9 |
| Creativity and innovation are rewarded. (Q.32) | 52.2% | 39.7% | +12.5 |
| I am given a real opportunity to improve my skills in my organization. (Q.1) | 74.5% | 62.5% | +12.0 |

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

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. An '*' in % Positive Response represents a percentage less than 10.

 BUREAU OF THE FISCAL SERVICE
 Department of the Treasury

| <i>Survey Item</i> | <i>% Positive Response</i> | <i>Difference</i> |
|--------------------|----------------------------|-------------------|
|--------------------|----------------------------|-------------------|

You have no items in this category

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

My Work Experience

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 485,193 | 64.1% | 16.0% | 19.9% |
| Department of the Treasury | 46,269 | 62.5% | 16.3% | 21.2% |
| BUREAU OF THE FISCAL SERVICE | 2,221 | 74.5% | 12.5% | 13.0% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 483,786 | 71.1% | 14.4% | 14.5% |
| Department of the Treasury | 46,104 | 70.8% | 13.8% | 15.4% |
| BUREAU OF THE FISCAL SERVICE | 2,218 | 74.0% | 13.0% | 13.0% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 481,568 | 59.5% | 17.7% | 22.8% |
| Department of the Treasury | 45,925 | 57.7% | 19.0% | 23.3% |
| BUREAU OF THE FISCAL SERVICE | 2,214 | 70.9% | 13.7% | 15.4% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 483,323 | 71.9% | 14.4% | 13.7% |
| Department of the Treasury | 46,103 | 70.5% | 15.2% | 14.3% |
| BUREAU OF THE FISCAL SERVICE | 2,216 | 72.6% | 15.4% | 12.0% |

5. I like the kind of work I do.

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|-------------|
| Governmentwide | 481,878 | 83.4% | 10.7% | 5.8% |
| Department of the Treasury | 45,896 | 79.8% | 12.7% | 7.5% |
| BUREAU OF THE FISCAL SERVICE | 2,212 | 80.4% | 13.0% | 6.6% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|-------------|
| Governmentwide | 481,399 | 80.4% | 10.6% | 9.0% |
| Department of the Treasury | 45,867 | 82.3% | 9.3% | 8.4% |
| BUREAU OF THE FISCAL SERVICE | 2,203 | 81.4% | 10.0% | 8.6% |

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

My Work Experience (continued)

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|-------------|-------------|
| Governmentwide | 483,257 | 95.8% | 2.7% | 1.5% |
| Department of the Treasury | 46,065 | 94.3% | 3.6% | 2.1% |
| BUREAU OF THE FISCAL SERVICE | 2,214 | 96.7% | 2.3% | 1.0% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|-------------|-------------|
| Governmentwide | 483,445 | 91.0% | 7.3% | 1.7% |
| Department of the Treasury | 46,078 | 88.3% | 9.3% | 2.4% |
| BUREAU OF THE FISCAL SERVICE | 2,214 | 92.1% | 6.6% | 1.3% |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|----------|
| Governmentwide | 483,755 | 47.4% | 16.1% | 36.6% | 973 |
| Department of the Treasury | 46,097 | 44.9% | 16.0% | 39.2% | 132 |
| BUREAU OF THE FISCAL SERVICE | 2,213 | 63.1% | 14.6% | 22.3% | 3 |

10. My workload is reasonable.

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|----------|
| Governmentwide | 482,533 | 58.9% | 16.0% | 25.0% | 776 |
| Department of the Treasury | 45,972 | 59.7% | 15.9% | 24.4% | 111 |
| BUREAU OF THE FISCAL SERVICE | 2,214 | 68.6% | 15.3% | 16.1% | 4 |

11. My talents are used well in the workplace.

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 475,916 | 59.7% | 16.5% | 23.8% | 1,928 |
| Department of the Treasury | 45,258 | 58.3% | 17.7% | 24.0% | 245 |
| BUREAU OF THE FISCAL SERVICE | 2,174 | 63.6% | 17.5% | 18.8% | 17 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|-------------|-------------|----------|
| Governmentwide | 481,130 | 84.2% | 9.5% | 6.4% | 1,459 |
| Department of the Treasury | 45,822 | 82.3% | 10.5% | 7.1% | 210 |
| BUREAU OF THE FISCAL SERVICE | 2,207 | 86.6% | 8.6% | 4.9% | 8 |

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

My Work Experience (continued)

13. The work I do is important.

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|-------------|-------------|-----------|
| Governmentwide | 479,280 | 90.7% | 6.4% | 2.8% | 1,120 |
| Department of the Treasury | 45,593 | 88.8% | 7.6% | 3.6% | 163 |
| BUREAU OF THE FISCAL SERVICE | 2,192 | 89.8% | 7.6% | 2.6% | 10 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|----------|
| Governmentwide | 481,674 | 66.3% | 14.0% | 19.7% | 2,014 |
| Department of the Treasury | 45,812 | 66.6% | 14.2% | 19.3% | 293 |
| BUREAU OF THE FISCAL SERVICE | 2,207 | 77.2% | 11.1% | 11.7% | 5 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 477,285 | 71.3% | 14.1% | 14.6% | 6,699 |
| Department of the Treasury | 45,781 | 75.7% | 11.4% | 12.9% | 390 |
| BUREAU OF THE FISCAL SERVICE | 2,200 | 75.7% | 11.8% | 12.5% | 16 |

16. I am held accountable for achieving results.

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|-------------|-------------|----------|
| Governmentwide | 480,241 | 82.7% | 11.5% | 5.8% | 2,029 |
| Department of the Treasury | 45,736 | 84.5% | 11.1% | 4.4% | 243 |
| BUREAU OF THE FISCAL SERVICE | 2,205 | 88.3% | 7.9% | 3.8% | 6 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 462,879 | 64.5% | 17.3% | 18.2% | 19,717 |
| Department of the Treasury | 43,850 | 67.7% | 17.4% | 14.8% | 2,097 |
| BUREAU OF THE FISCAL SERVICE | 2,113 | 71.9% | 16.1% | 12.0% | 104 |

18. My training needs are assessed.

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 478,928 | 55.2% | 22.4% | 22.5% | 4,395 |
| Department of the Treasury | 45,515 | 52.8% | 23.1% | 24.1% | 516 |
| BUREAU OF THE FISCAL SERVICE | 2,190 | 66.5% | 17.7% | 15.8% | 21 |

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

My Work Experience (continued)

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

| | N | Positive | Neutral | Negative | NBJ |
|-------------------------------------|--------------|--------------|-------------|--------------|-----------|
| Governmentwide | 473,585 | 71.0% | 13.4% | 15.6% | 11,653 |
| Department of the Treasury | 45,358 | 76.4% | 11.1% | 12.5% | 916 |
| BUREAU OF THE FISCAL SERVICE | 2,198 | 76.9% | 9.9% | 13.2% | 26 |

My Work Unit

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|-------------|
| Governmentwide | 484,728 | 74.6% | 12.9% | 12.5% |
| Department of the Treasury | 46,222 | 78.2% | 11.2% | 10.6% |
| BUREAU OF THE FISCAL SERVICE | 2,220 | 80.9% | 11.5% | 7.7% |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 468,542 | 42.3% | 25.4% | 32.3% | 16,412 |
| Department of the Treasury | 43,661 | 36.4% | 26.3% | 37.3% | 2,551 |
| BUREAU OF THE FISCAL SERVICE | 2,135 | 53.1% | 22.3% | 24.5% | 82 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 449,801 | 35.8% | 28.4% | 35.9% | 33,402 |
| Department of the Treasury | 42,365 | 37.1% | 28.8% | 34.1% | 3,669 |
| BUREAU OF THE FISCAL SERVICE | 2,068 | 46.3% | 27.9% | 25.8% | 142 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 435,831 | 30.9% | 27.5% | 41.5% | 47,551 |
| Department of the Treasury | 39,404 | 36.4% | 29.4% | 34.2% | 6,667 |
| BUREAU OF THE FISCAL SERVICE | 1,983 | 37.4% | 29.7% | 32.9% | 228 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 454,415 | 36.1% | 28.2% | 35.7% | 29,143 |
| Department of the Treasury | 41,889 | 38.6% | 29.8% | 31.5% | 4,164 |
| BUREAU OF THE FISCAL SERVICE | 2,071 | 44.0% | 29.4% | 26.6% | 137 |

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

My Work Unit (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 449,570 | 43.7% | 25.0% | 31.3% | 32,923 |
| Department of the Treasury | 42,111 | 49.3% | 24.4% | 26.3% | 3,842 |
| BUREAU OF THE FISCAL SERVICE | 2,061 | 54.6% | 23.3% | 22.0% | 151 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 481,370 | 74.5% | 13.4% | 12.1% | 1,941 |
| Department of the Treasury | 45,856 | 81.0% | 10.0% | 9.0% | 211 |
| BUREAU OF THE FISCAL SERVICE | 2,200 | 79.5% | 10.1% | 10.3% | 10 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 465,631 | 56.1% | 27.6% | 16.3% | 18,337 |
| Department of the Treasury | 43,312 | 57.0% | 27.6% | 15.4% | 2,799 |
| BUREAU OF THE FISCAL SERVICE | 2,154 | 66.6% | 22.1% | 11.3% | 62 |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|-------------|
| Governmentwide | 484,120 | 83.4% | 13.4% | 3.2% |
| Department of the Treasury | 46,137 | 86.2% | 11.1% | 2.7% |
| BUREAU OF THE FISCAL SERVICE | 2,219 | 88.3% | 10.2% | 1.4% |

My Agency

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|-------------|-----------|
| Governmentwide | 469,308 | 70.9% | 16.8% | 12.4% | 7,233 |
| Department of the Treasury | 44,474 | 66.5% | 18.3% | 15.2% | 1,116 |
| BUREAU OF THE FISCAL SERVICE | 2,156 | 75.9% | 15.0% | 9.1% | 43 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 465,394 | 47.4% | 24.4% | 28.2% | 10,900 |
| Department of the Treasury | 44,196 | 42.9% | 24.1% | 33.0% | 1,355 |
| BUREAU OF THE FISCAL SERVICE | 2,145 | 55.8% | 22.9% | 21.3% | 48 |

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

My Agency (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 465,997 | 50.8% | 22.5% | 26.7% | 9,657 |
| Department of the Treasury | 44,144 | 51.3% | 22.1% | 26.5% | 1,402 |
| BUREAU OF THE FISCAL SERVICE | 2,149 | 61.1% | 20.3% | 18.6% | 54 |

32. Creativity and innovation are rewarded.

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 459,635 | 40.9% | 28.2% | 30.9% | 15,232 |
| Department of the Treasury | 43,293 | 39.7% | 28.7% | 31.6% | 2,148 |
| BUREAU OF THE FISCAL SERVICE | 2,133 | 52.2% | 25.9% | 21.9% | 56 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 440,033 | 24.7% | 27.8% | 47.5% | 34,307 |
| Department of the Treasury | 42,300 | 26.0% | 28.7% | 45.3% | 3,065 |
| BUREAU OF THE FISCAL SERVICE | 2,038 | 28.6% | 31.8% | 39.5% | 153 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 442,361 | 58.7% | 27.1% | 14.2% | 33,267 |
| Department of the Treasury | 41,183 | 58.3% | 27.7% | 14.1% | 4,310 |
| BUREAU OF THE FISCAL SERVICE | 2,063 | 65.7% | 23.6% | 10.7% | 136 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|-------------|-------------|-----------|
| Governmentwide | 469,234 | 76.9% | 13.0% | 10.1% | 6,752 |
| Department of the Treasury | 44,752 | 75.4% | 14.2% | 10.4% | 838 |
| BUREAU OF THE FISCAL SERVICE | 2,175 | 86.3% | 9.4% | 4.3% | 28 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|-------------|-----------|
| Governmentwide | 468,960 | 78.3% | 13.0% | 8.7% | 5,276 |
| Department of the Treasury | 44,925 | 80.3% | 12.3% | 7.5% | 494 |
| BUREAU OF THE FISCAL SERVICE | 2,176 | 84.8% | 10.1% | 5.1% | 19 |

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

My Agency (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 448,936 | 54.9% | 21.6% | 23.5% | 25,809 |
| Department of the Treasury | 42,319 | 58.7% | 21.1% | 20.3% | 3,097 |
| BUREAU OF THE FISCAL SERVICE | 2,057 | 60.1% | 21.5% | 18.4% | 136 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 435,144 | 68.7% | 18.2% | 13.1% | 38,233 |
| Department of the Treasury | 40,634 | 69.1% | 19.3% | 11.6% | 4,606 |
| BUREAU OF THE FISCAL SERVICE | 2,011 | 72.7% | 16.9% | 10.4% | 179 |

39. My agency is successful at accomplishing its mission.

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|-------------|-----------|
| Governmentwide | 467,844 | 76.3% | 16.3% | 7.5% | 7,610 |
| Department of the Treasury | 44,140 | 72.0% | 18.7% | 9.3% | 1,322 |
| BUREAU OF THE FISCAL SERVICE | 2,145 | 85.0% | 11.5% | 3.5% | 51 |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 475,463 | 66.3% | 19.4% | 14.3% |
| Department of the Treasury | 45,567 | 64.8% | 19.7% | 15.5% |
| BUREAU OF THE FISCAL SERVICE | 2,200 | 73.3% | 14.5% | 12.2% |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 440,039 | 41.8% | 27.0% | 31.2% | 36,315 |
| Department of the Treasury | 42,817 | 38.9% | 25.5% | 35.6% | 2,856 |
| BUREAU OF THE FISCAL SERVICE | 2,097 | 53.2% | 22.9% | 23.9% | 106 |

My Supervisor

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|-------------|-------------|-----------|
| Governmentwide | 472,921 | 79.9% | 10.0% | 10.1% | 2,324 |
| Department of the Treasury | 45,286 | 84.9% | 7.6% | 7.5% | 282 |
| BUREAU OF THE FISCAL SERVICE | 2,184 | 89.3% | 6.7% | 3.9% | 10 |

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

My Supervisor (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|----------|
| Governmentwide | 472,151 | 67.5% | 16.5% | 16.0% | 2,221 |
| Department of the Treasury | 45,199 | 72.5% | 14.7% | 12.7% | 299 |
| BUREAU OF THE FISCAL SERVICE | 2,181 | 75.1% | 14.3% | 10.7% | 9 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 468,047 | 65.5% | 17.4% | 17.1% | 4,670 |
| Department of the Treasury | 44,869 | 71.9% | 14.6% | 13.5% | 480 |
| BUREAU OF THE FISCAL SERVICE | 2,175 | 74.7% | 13.6% | 11.7% | 14 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|-------------|------------|
| Governmentwide | 438,339 | 69.6% | 20.7% | 9.8% | 34,846 |
| Department of the Treasury | 41,555 | 75.1% | 17.3% | 7.6% | 3,764 |
| BUREAU OF THE FISCAL SERVICE | 2,032 | 77.8% | 15.6% | 6.6% | 155 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 470,605 | 64.3% | 18.5% | 17.2% | 2,367 |
| Department of the Treasury | 45,015 | 71.4% | 15.3% | 13.3% | 279 |
| BUREAU OF THE FISCAL SERVICE | 2,182 | 74.4% | 13.8% | 11.8% | 10 |

47. Supervisors in my work unit support employee development.

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|-------------|-----------|
| Governmentwide | 467,336 | 67.7% | 16.9% | 15.4% | 6,537 |
| Department of the Treasury | 44,594 | 72.8% | 14.5% | 12.7% | 835 |
| BUREAU OF THE FISCAL SERVICE | 2,170 | 78.5% | 12.9% | 8.6% | 19 |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|-------------|-------------|
| Governmentwide | 474,257 | 77.6% | 11.4% | 11.1% |
| Department of the Treasury | 45,511 | 81.0% | 9.4% | 9.6% |
| BUREAU OF THE FISCAL SERVICE | 2,198 | 85.0% | 8.1% | 6.9% |

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

My Supervisor (continued)

49. My supervisor treats me with respect.

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|-------------|-------------|
| Governmentwide | 472,973 | 82.5% | 9.3% | 8.2% |
| Department of the Treasury | 45,360 | 85.1% | 7.7% | 7.2% |
| BUREAU OF THE FISCAL SERVICE | 2,192 | 88.3% | 6.4% | 5.2% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|-------------|-------------|
| Governmentwide | 472,997 | 79.4% | 9.3% | 11.3% |
| Department of the Treasury | 45,334 | 83.5% | 8.3% | 8.2% |
| BUREAU OF THE FISCAL SERVICE | 2,190 | 87.2% | 7.4% | 5.4% |

51. I have trust and confidence in my supervisor.

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 473,365 | 69.4% | 15.3% | 15.4% |
| Department of the Treasury | 45,405 | 73.7% | 13.7% | 12.6% |
| BUREAU OF THE FISCAL SERVICE | 2,195 | 76.5% | 13.4% | 10.1% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|-------------|
| Governmentwide | 473,735 | 71.9% | 16.8% | 11.3% |
| Department of the Treasury | 45,430 | 78.0% | 13.3% | 8.6% |
| BUREAU OF THE FISCAL SERVICE | 2,196 | 79.9% | 12.9% | 7.2% |

Leadership

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 458,664 | 43.1% | 24.5% | 32.3% | 12,542 |
| Department of the Treasury | 43,785 | 41.8% | 25.3% | 32.9% | 1,434 |
| BUREAU OF THE FISCAL SERVICE | 2,123 | 52.4% | 21.9% | 25.7% | 60 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 438,606 | 54.4% | 24.1% | 21.5% | 31,681 |
| Department of the Treasury | 41,160 | 52.1% | 26.6% | 21.3% | 3,960 |
| BUREAU OF THE FISCAL SERVICE | 2,056 | 59.3% | 20.3% | 20.3% | 126 |

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

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|-------------|-----------|
| Governmentwide | 445,624 | 68.5% | 19.4% | 12.1% | 22,578 |
| Department of the Treasury | 41,809 | 68.8% | 19.7% | 11.5% | 3,126 |
| BUREAU OF THE FISCAL SERVICE | 2,078 | 75.0% | 15.5% | 9.5% | 93 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 461,098 | 62.4% | 19.4% | 18.2% | 7,338 |
| Department of the Treasury | 44,205 | 69.5% | 16.8% | 13.8% | 756 |
| BUREAU OF THE FISCAL SERVICE | 2,153 | 73.9% | 14.1% | 12.0% | 26 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|-------------|------------|
| Governmentwide | 437,863 | 62.5% | 22.4% | 15.1% | 30,108 |
| Department of the Treasury | 41,929 | 68.8% | 19.9% | 11.3% | 2,942 |
| BUREAU OF THE FISCAL SERVICE | 2,053 | 73.0% | 17.7% | 9.3% | 115 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 452,145 | 55.3% | 21.4% | 23.2% | 16,506 |
| Department of the Treasury | 42,775 | 58.7% | 20.9% | 20.4% | 2,200 |
| BUREAU OF THE FISCAL SERVICE | 2,124 | 67.1% | 15.8% | 17.1% | 56 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 452,092 | 58.6% | 21.4% | 19.9% | 17,020 |
| Department of the Treasury | 42,661 | 60.7% | 20.7% | 18.5% | 2,370 |
| BUREAU OF THE FISCAL SERVICE | 2,122 | 69.2% | 15.4% | 15.4% | 59 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 442,275 | 60.2% | 22.5% | 17.4% | 27,324 |
| Department of the Treasury | 41,453 | 64.3% | 21.1% | 14.6% | 3,672 |
| BUREAU OF THE FISCAL SERVICE | 2,109 | 72.3% | 16.6% | 11.1% | 71 |

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

Leadership (continued)

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|-----------|
| Governmentwide | 460,935 | 55.6% | 23.4% | 21.0% | 8,657 |
| Department of the Treasury | 44,053 | 53.5% | 25.3% | 21.3% | 1,052 |
| BUREAU OF THE FISCAL SERVICE | 2,144 | 63.3% | 18.9% | 17.9% | 30 |

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

| | N | Positive | Neutral | Negative | DNK |
|-------------------------------------|--------------|--------------|--------------|--------------|------------|
| Governmentwide | 425,880 | 56.8% | 25.3% | 17.9% | 43,909 |
| Department of the Treasury | 39,978 | 58.8% | 25.7% | 15.5% | 5,125 |
| BUREAU OF THE FISCAL SERVICE | 2,020 | 69.8% | 19.9% | 10.3% | 156 |

My Satisfaction

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 468,305 | 52.7% | 22.3% | 24.9% |
| Department of the Treasury | 45,022 | 50.0% | 23.8% | 26.2% |
| BUREAU OF THE FISCAL SERVICE | 2,178 | 59.7% | 21.0% | 19.3% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 467,501 | 50.3% | 23.0% | 26.8% |
| Department of the Treasury | 44,940 | 53.4% | 22.4% | 24.3% |
| BUREAU OF THE FISCAL SERVICE | 2,174 | 61.4% | 18.3% | 20.3% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 466,707 | 50.1% | 23.5% | 26.4% |
| Department of the Treasury | 44,843 | 54.8% | 21.5% | 23.7% |
| BUREAU OF THE FISCAL SERVICE | 2,173 | 62.3% | 19.2% | 18.5% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 466,287 | 44.9% | 29.5% | 25.6% |
| Department of the Treasury | 44,815 | 42.9% | 31.3% | 25.8% |
| BUREAU OF THE FISCAL SERVICE | 2,175 | 54.7% | 24.5% | 20.8% |

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

My Satisfaction (continued)

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 466,843 | 37.1% | 27.7% | 35.3% |
| Department of the Treasury | 44,872 | 34.9% | 25.9% | 39.2% |
| BUREAU OF THE FISCAL SERVICE | 2,177 | 46.3% | 23.3% | 30.4% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 466,512 | 54.5% | 22.8% | 22.7% |
| Department of the Treasury | 44,861 | 51.8% | 22.7% | 25.5% |
| BUREAU OF THE FISCAL SERVICE | 2,167 | 62.5% | 20.8% | 16.8% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 466,948 | 68.1% | 16.7% | 15.2% |
| Department of the Treasury | 44,880 | 68.1% | 17.3% | 14.7% |
| BUREAU OF THE FISCAL SERVICE | 2,172 | 72.3% | 15.1% | 12.7% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 467,270 | 60.6% | 16.7% | 22.7% |
| Department of the Treasury | 44,896 | 58.5% | 16.3% | 25.2% |
| BUREAU OF THE FISCAL SERVICE | 2,172 | 72.7% | 13.5% | 13.8% |

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

| | N | Positive | Neutral | Negative |
|-------------------------------------|--------------|--------------|--------------|--------------|
| Governmentwide | 467,295 | 59.9% | 20.7% | 19.4% |
| Department of the Treasury | 44,906 | 58.7% | 21.8% | 19.5% |
| BUREAU OF THE FISCAL SERVICE | 2,171 | 68.3% | 15.5% | 16.2% |

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

Work/Life

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

| | N | Notified eligible | Notified not eligible | Not notified | Not sure notified |
|-------------------------------------|--------------|-------------------|-----------------------|--------------|-------------------|
| Governmentwide | 465,495 | 42.6% | 21.9% | 26.7% | 8.7% |
| Department of the Treasury | 44,725 | 67.5% | 11.9% | 16.0% | 4.6% |
| BUREAU OF THE FISCAL SERVICE | 2,168 | 88.7% | 6.3% | 3.5% | 1.5% |

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

| | N | Telework | | | Infrequently |
|-------------------------------------|--------------|------------------|-------------------|---------------------------------|--------------|
| | | 3+ Days Per Week | 1-2 Days Per Week | No More Than 1-2 Days Per Month | |
| Governmentwide | 463,482 | 6.5% | 13.2% | 4.7% | 11.7% |
| Department of the Treasury | 44,384 | 25.2% | 19.7% | 7.7% | 10.8% |
| BUREAU OF THE FISCAL SERVICE | 2,176 | 20.7% | 41.1% | 6.1% | 13.6% |

(continued)

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

| | N | Do Not Telework | | | |
|-------------------------------------|--------------|----------------------------|------------------|-------------------------|------------------------|
| | | Must Be Physically Present | Technical Issues | Not Allowed To Telework | Choose Not To Telework |
| Governmentwide | 463,482 | 30.1% | 3.8% | 17.9% | 12.2% |
| Department of the Treasury | 44,384 | 9.7% | 3.9% | 15.2% | 7.7% |
| BUREAU OF THE FISCAL SERVICE | 2,176 | 3.5% | 1.8% | 5.1% | 8.2% |

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

| | N | Yes | No | Not Available To Me |
|-------------------------------------|--------------|--------------|--------------|---------------------|
| | | | | |
| Governmentwide | 465,405 | 33.7% | 47.0% | 19.3% |
| Department of the Treasury | 44,768 | 40.9% | 50.5% | 8.6% |
| BUREAU OF THE FISCAL SERVICE | 2,172 | 68.4% | 29.5% | 2.2% |

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

Work/Life (continued)

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

| | N | Yes | No | Not Available To Me |
|-------------------------------------|--------------|--------------|--------------|---------------------|
| Governmentwide | 464,589 | 26.4% | 61.9% | 11.7% |
| Department of the Treasury | 44,563 | 21.5% | 69.0% | 9.5% |
| BUREAU OF THE FISCAL SERVICE | 2,169 | 31.8% | 64.7% | 3.5% |

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

| | N | Yes | No | Not Available To Me |
|-------------------------------------|--------------|--------------|--------------|---------------------|
| Governmentwide | 462,760 | 13.4% | 81.5% | 5.1% |
| Department of the Treasury | 44,447 | 16.9% | 79.6% | 3.5% |
| BUREAU OF THE FISCAL SERVICE | 2,166 | 16.0% | 81.8% | 2.2% |

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

| | N | Yes | No | Not Available To Me |
|-------------------------------------|--------------|-------------|--------------|---------------------|
| Governmentwide | 464,201 | 3.4% | 79.8% | 16.8% |
| Department of the Treasury | 44,522 | 2.1% | 82.8% | 15.1% |
| BUREAU OF THE FISCAL SERVICE | 2,161 | 2.2% | 83.7% | 14.1% |

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

| | N | Yes | No | Not Available To Me |
|-------------------------------------|--------------|-------------|--------------|---------------------|
| Governmentwide | 464,386 | 2.2% | 81.1% | 16.7% |
| Department of the Treasury | 44,620 | 2.0% | 83.1% | 14.9% |
| BUREAU OF THE FISCAL SERVICE | 2,166 | 3.5% | 83.3% | 13.1% |

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

| | N | Positive | Neutral | Negative | NBJ |
|-------------------------------------|--------------|--------------|-------------|-------------|----------|
| Governmentwide | 236,481 | 80.8% | 10.9% | 8.3% | 6,455 |
| Department of the Treasury | 28,537 | 89.9% | 5.6% | 4.5% | 647 |
| BUREAU OF THE FISCAL SERVICE | 1,783 | 88.2% | 6.0% | 5.8% | 5 |

**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
1st Level Subagency Report

Work/Life (continued)

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

| | N | Positive | Neutral | Negative | NBJ |
|-------------------------------------|--------------|--------------|-------------|-------------|----------|
| Governmentwide | 172,594 | 90.3% | 6.7% | 3.0% | 3,366 |
| Department of the Treasury | 17,974 | 93.9% | 3.8% | 2.2% | 297 |
| BUREAU OF THE FISCAL SERVICE | 1,466 | 96.1% | 2.4% | 1.5% | 9 |

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

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

| | N | Positive | Neutral | Negative | NBJ |
|-------------------------------------|------------|--------------|--------------|-------------|-----------|
| Governmentwide | 119,164 | 81.3% | 15.1% | 3.7% | 7,694 |
| Department of the Treasury | 9,135 | 83.3% | 14.0% | 2.7% | 777 |
| BUREAU OF THE FISCAL SERVICE | 654 | 87.3% | 11.2% | 1.5% | 20 |

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

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

| | N | Positive | Neutral | Negative | NBJ |
|-------------------------------------|------------|--------------|--------------|-------------|-----------|
| Governmentwide | 60,783 | 77.6% | 18.3% | 4.2% | 7,854 |
| Department of the Treasury | 7,048 | 83.9% | 13.3% | 2.8% | 667 |
| BUREAU OF THE FISCAL SERVICE | 316 | 84.0% | 12.7% | 3.4% | 27 |

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

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

| | N | Positive | Neutral | Negative | NBJ |
|-------------------------------------|-----------|--------------|--------------|-------------|-----------|
| Governmentwide | 12,057 | 73.0% | 22.2% | 4.7% | 4,915 |
| Department of the Treasury | 879 | 64.7% | 31.4% | 3.9% | 542 |
| BUREAU OF THE FISCAL SERVICE | 44 | 65.0% | 32.4% | 2.6% | 21 |

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

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

| | N | Positive | Neutral | Negative | NBJ |
|-------------------------------------|-----------|--------------|--------------|-------------|-----------|
| Governmentwide | 8,738 | 67.9% | 29.3% | 2.7% | 4,560 |
| Department of the Treasury | 845 | 66.8% | 30.2% | 3.1% | 465 |
| BUREAU OF THE FISCAL SERVICE | 64 | 67.8% | 27.0% | 5.2% | 23 |

*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
1st Level Subagency Report

Demographic Questions

Where do you work?

| | N | % |
|--------------|-------|-------|
| Headquarters | 1,161 | 54.2% |
| Field | 983 | 45.8% |

What is your supervisory status?

| | N | % |
|----------------|-------|-------|
| Non-Supervisor | 1,597 | 74.2% |
| Team Leader | 182 | 8.5% |
| Supervisor | 187 | 8.7% |
| Manager | 150 | 7.0% |
| Senior Leader | 35 | 1.6% |

Are you:

| | N | % |
|--------|-------|-------|
| Male | 900 | 42.1% |
| Female | 1,236 | 57.9% |

Are you Hispanic or Latino?

| | N | % |
|-----|-------|-------|
| Yes | 96 | 4.5% |
| No | 2,019 | 95.5% |

Race

| | N | % |
|---|-------|-------|
| American Indian or Alaska Native | 16 | 0.8% |
| Asian | 34 | 1.6% |
| Black or African American | 240 | 11.6% |
| Native Hawaiian or Other Pacific Islander | 1 | 0.0% |
| White | 1,730 | 83.4% |
| Two or more races | 53 | 2.6% |

Note: Percentages for demographic questions are unweighted.

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

Demographic Questions (continued)

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

| | N | % |
|--|-------|-------|
| Less than High School | 4 | 0.2% |
| High School Diploma/GED or equivalent | 84 | 3.9% |
| Trade or Technical Certificate | 33 | 1.5% |
| Some College (no degree) | 318 | 14.8% |
| Associate's Degree (e.g., AA, AS) | 255 | 11.9% |
| Bachelor's Degree (e.g., BA, BS) | 1,009 | 47.0% |
| Master's Degree (e.g., MA, MS, MBA) | 409 | 19.1% |
| Doctoral/Professional Degree (e.g., Ph.D., MD, JD) | 33 | 1.5% |

What is your pay category/grade?

| | N | % |
|--|-------|-------|
| Federal Wage System | 12 | 0.6% |
| GS 1-6 | 135 | 6.3% |
| GS 7-12 | 1,245 | 58.0% |
| GS 13-15 | 732 | 34.1% |
| Senior Executive Service | 23 | 1.1% |
| Senior Level (SL) or Scientific or Professional (ST) | 1 | 0.0% |
| Other | 0 | 0.0% |

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

| | N | % |
|--------------------|-----|-------|
| Less than 1 year | 77 | 3.6% |
| 1 to 3 years | 367 | 17.1% |
| 4 to 5 years | 172 | 8.0% |
| 6 to 10 years | 382 | 17.8% |
| 11 to 14 years | 329 | 15.3% |
| 15 to 20 years | 311 | 14.5% |
| More than 20 years | 510 | 23.7% |

Note: Percentages for demographic questions are unweighted.

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

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 | 99 | 4.6% |
| 1 to 3 years | 446 | 20.8% |
| 4 to 5 years | 208 | 9.7% |
| 6 to 10 years | 344 | 16.1% |
| 11 to 20 years | 671 | 31.3% |
| More than 20 years | 375 | 17.5% |

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

| | N | % |
|---|-------|-------|
| No | 1,677 | 78.0% |
| Yes, to retire | 69 | 3.2% |
| Yes, to take another job within the Federal Government | 282 | 13.1% |
| Yes, to take another job outside the Federal Government | 55 | 2.6% |
| Yes, other | 66 | 3.1% |

I am planning to retire:

| | N | % |
|------------------------------|-------|-------|
| Within one year | 36 | 1.7% |
| Between one and three years | 134 | 6.2% |
| Between three and five years | 187 | 8.7% |
| Five or more years | 1,789 | 83.4% |

Self-Identify as:

| | N | % |
|--|-------|-------|
| Heterosexual or Straight | 1,806 | 87.6% |
| Gay, Lesbian, Bisexual, or Transgender | 43 | 2.1% |
| I prefer not to say | 212 | 10.3% |

What is your US military service status?

| | N | % |
|---|-------|-------|
| No Prior Military Service | 1,727 | 81.2% |
| Currently in National Guard or Reserves | 28 | 1.3% |
| Retired | 115 | 5.4% |
| Separated or Discharged | 257 | 12.1% |

Note: Percentages for demographic questions are unweighted.

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

Demographic Questions (continued)

Are you an individual with a disability?

| | N | % |
|-----|-------|-------|
| Yes | 367 | 17.2% |
| No | 1,765 | 82.8% |

What is your age group?

| | N | % |
|--------------|-----|-------|
| 25 and under | 48 | 2.2% |
| 26-29 | 98 | 4.4% |
| 30-39 | 544 | 24.5% |
| 40-49 | 632 | 28.4% |
| 50-59 | 706 | 31.7% |
| 60 or older | 196 | 8.8% |

Note: Percentages for demographic questions are unweighted.