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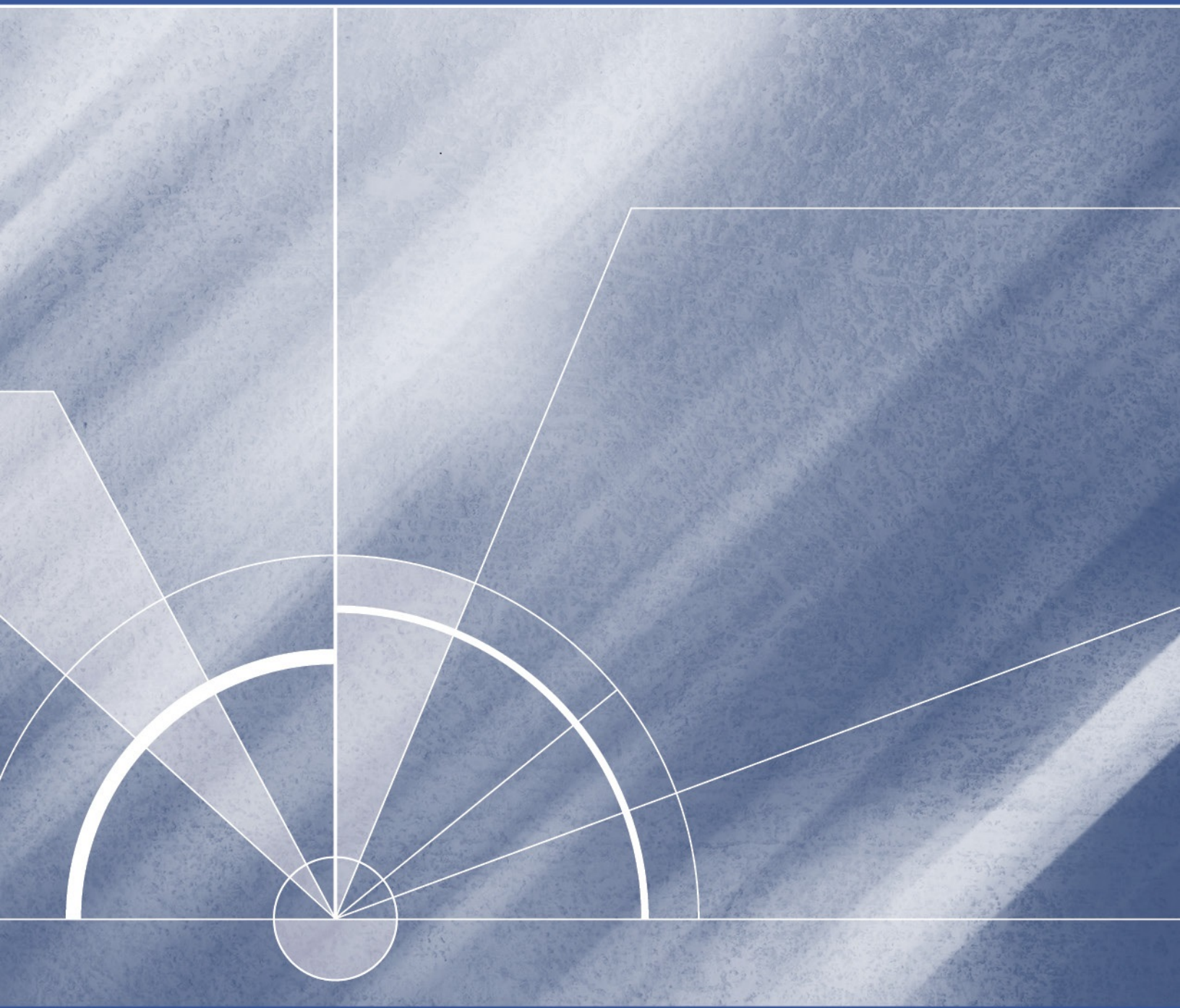
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of the Treasury
OFFICE OF INSPECTOR GENERAL





Department of the Treasury
OFFICE OF INSPECTOR GENERAL
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%
OFFICE OF INSPECTOR GENERAL	111	72.5%

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.

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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

98.0%	In the last six months, my supervisor has talked with me about my performance. (Q.50)
96.3%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
92.5%	I am constantly looking for ways to do my job better. (Q.8)
89.7%	My supervisor supports my need to balance work and other life issues. (Q.42)
88.9%	My agency is successful at accomplishing its mission. (Q.39)
88.8%	My supervisor treats me with respect. (Q.49)
87.3%	How would you rate the overall quality of work done by your work unit? (Q.28)
87.2%	I am held accountable for achieving results. (Q.16)
87.0%	Physical conditions allow employees to perform their jobs well. (Q.14)
85.8%	Senior leaders demonstrate support for Work/Life programs. (Q.62)

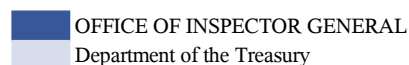
Highest Percent Negative

32.0%	Promotions in my work unit are based on merit. (Q.22)
26.3%	My work unit is able to recruit people with the right skills. (Q.21)
24.9%	Pay raises depend on how well employees perform their jobs. (Q.33)
24.3%	How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
24.2%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
22.9%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
21.6%	I believe the results of this survey will be used to make my agency a better place to work. (Q.41)
21.5%	My talents are used well in the workplace. (Q.11)
21.5%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
21.0%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)

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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.

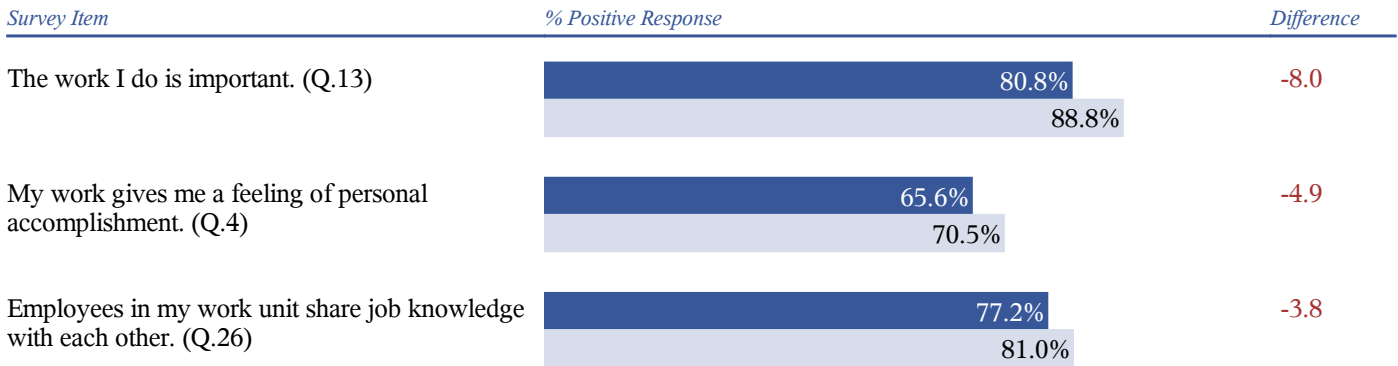
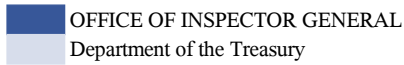


<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
Senior leaders demonstrate support for Work/Life programs. (Q.62)	85.8%	58.8%	+27.0
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)	66.3%	41.8%	+24.5
Employees are recognized for providing high quality products and services. (Q.31)	75.3%	51.3%	+24.0
Pay raises depend on how well employees perform their jobs. (Q.33)	48.9%	26.0%	+22.9
My organization's senior leaders maintain high standards of honesty and integrity. (Q.54)	75.0%	52.1%	+22.9
How satisfied are you with the policies and practices of your senior leaders? (Q.66)	65.6%	42.9%	+22.7
My training needs are assessed. (Q.18)	74.5%	52.8%	+21.7
I have sufficient resources to get my job done. (Q.9)	65.6%	44.9%	+20.7
Physical conditions allow employees to perform their jobs well. (Q.14)	87.0%	66.6%	+20.4
I believe the results of this survey will be used to make my agency a better place to work. (Q.41)	58.6%	38.9%	+19.7

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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.



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My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Department of the Treasury	46,269	62.5%	16.3%	21.2%
OFFICE OF INSPECTOR GENERAL	111	79.1%	9.9%	11.0%

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%
OFFICE OF INSPECTOR GENERAL	111	79.7%	10.2%	10.1%

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%
OFFICE OF INSPECTOR GENERAL	111	63.5%	19.3%	17.2%

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%
OFFICE OF INSPECTOR GENERAL	111	65.6%	16.2%	18.2%

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%
OFFICE OF INSPECTOR GENERAL	110	79.3%	12.5%	8.2%

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%
OFFICE OF INSPECTOR GENERAL	110	83.0%	6.6%	10.4%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	483,257	95.8%	2.7%	1.5%
Department of the Treasury	46,065	94.3%	3.6%	2.1%
OFFICE OF INSPECTOR GENERAL	110	96.3%	1.9%	1.8%

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%
OFFICE OF INSPECTOR GENERAL	111	92.5%	5.7%	1.8%

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
OFFICE OF INSPECTOR GENERAL	111	65.6%	13.4%	21.0%	0

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
OFFICE OF INSPECTOR GENERAL	110	72.8%	16.3%	10.9%	0

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
OFFICE OF INSPECTOR GENERAL	108	59.5%	18.9%	21.5%	1

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
OFFICE OF INSPECTOR GENERAL	110	83.7%	9.1%	7.3%	1

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My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Department of the Treasury	45,593	88.8%	7.6%	3.6%	163
OFFICE OF INSPECTOR GENERAL	109	80.8%	12.0%	7.2%	1

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
OFFICE OF INSPECTOR GENERAL	111	87.0%	7.7%	5.3%	0

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
OFFICE OF INSPECTOR GENERAL	110	82.4%	8.5%	9.1%	1

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
OFFICE OF INSPECTOR GENERAL	111	87.2%	7.3%	5.5%	0

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
OFFICE OF INSPECTOR GENERAL	100	71.3%	15.2%	13.5%	11

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
OFFICE OF INSPECTOR GENERAL	111	74.5%	12.6%	12.9%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Department of the Treasury	45,358	76.4%	11.1%	12.5%	916
OFFICE OF INSPECTOR GENERAL	110	75.8%	11.2%	13.0%	1

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%
OFFICE OF INSPECTOR GENERAL	111	81.2%	10.5%	8.3%

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
OFFICE OF INSPECTOR GENERAL	105	50.2%	23.5%	26.3%	6

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
OFFICE OF INSPECTOR GENERAL	107	56.3%	11.7%	32.0%	4

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
OFFICE OF INSPECTOR GENERAL	94	55.5%	23.0%	21.5%	14

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
OFFICE OF INSPECTOR GENERAL	102	52.2%	23.6%	24.2%	9

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Department of the Treasury	42,111	49.3%	24.4%	26.3%	3,842
OFFICE OF INSPECTOR GENERAL	105	60.6%	16.4%	22.9%	6

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
OFFICE OF INSPECTOR GENERAL	110	77.2%	9.1%	13.8%	0

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
OFFICE OF INSPECTOR GENERAL	104	57.3%	28.2%	14.4%	7

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%
OFFICE OF INSPECTOR GENERAL	111	87.3%	10.0%	2.7%

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
OFFICE OF INSPECTOR GENERAL	109	80.1%	9.2%	10.7%	1

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
OFFICE OF INSPECTOR GENERAL	107	58.3%	28.1%	13.6%	3

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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
OFFICE OF INSPECTOR GENERAL	107	75.3%	13.3%	11.4%	3

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
OFFICE OF INSPECTOR GENERAL	104	55.6%	24.7%	19.7%	4

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
OFFICE OF INSPECTOR GENERAL	101	48.9%	26.2%	24.9%	7

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
OFFICE OF INSPECTOR GENERAL	100	75.5%	18.2%	6.3%	10

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
OFFICE OF INSPECTOR GENERAL	110	85.1%	10.9%	3.9%	0

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
OFFICE OF INSPECTOR GENERAL	109	77.4%	15.2%	7.4%	1

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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	448,936	54.9%	21.6%	23.5%	25,809
Department of the Treasury	42,319	58.7%	21.1%	20.3%	3,097
OFFICE OF INSPECTOR GENERAL	103	63.5%	18.7%	17.8%	7

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
OFFICE OF INSPECTOR GENERAL	97	76.8%	14.6%	8.6%	12

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
OFFICE OF INSPECTOR GENERAL	107	88.9%	7.2%	3.9%	3

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%
OFFICE OF INSPECTOR GENERAL	109	79.9%	11.6%	8.5%

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
OFFICE OF INSPECTOR GENERAL	103	58.6%	19.9%	21.6%	7

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
OFFICE OF INSPECTOR GENERAL	110	89.7%	2.8%	7.5%	0

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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	472,151	67.5%	16.5%	16.0%	2,221
Department of the Treasury	45,199	72.5%	14.7%	12.7%	299
OFFICE OF INSPECTOR GENERAL	109	76.7%	13.1%	10.2%	0

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
OFFICE OF INSPECTOR GENERAL	109	75.0%	11.0%	14.0%	0

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
OFFICE OF INSPECTOR GENERAL	100	81.8%	11.1%	7.1%	10

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
OFFICE OF INSPECTOR GENERAL	110	69.1%	17.9%	13.0%	0

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
OFFICE OF INSPECTOR GENERAL	108	81.0%	10.5%	8.5%	1

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%
OFFICE OF INSPECTOR GENERAL	109	81.4%	11.9%	6.8%

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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%
OFFICE OF INSPECTOR GENERAL	109	88.8%	2.0%	9.2%

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%
OFFICE OF INSPECTOR GENERAL	108	98.0%	0.0%	2.0%

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%
OFFICE OF INSPECTOR GENERAL	108	75.5%	14.9%	9.7%

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%
OFFICE OF INSPECTOR GENERAL	110	83.5%	8.0%	8.5%

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
OFFICE OF INSPECTOR GENERAL	109	66.3%	18.0%	15.7%	1

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
OFFICE OF INSPECTOR GENERAL	107	75.0%	10.8%	14.3%	3

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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
OFFICE OF INSPECTOR GENERAL	108	80.7%	12.8%	6.6%	2

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
OFFICE OF INSPECTOR GENERAL	107	76.2%	11.5%	12.3%	1

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
OFFICE OF INSPECTOR GENERAL	104	78.2%	11.2%	10.5%	6

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
OFFICE OF INSPECTOR GENERAL	106	68.9%	14.0%	17.0%	4

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
OFFICE OF INSPECTOR GENERAL	108	74.5%	10.5%	14.9%	2

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
OFFICE OF INSPECTOR GENERAL	107	70.3%	18.5%	11.3%	2

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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	460,935	55.6%	23.4%	21.0%	8,657
Department of the Treasury	44,053	53.5%	25.3%	21.3%	1,052
OFFICE OF INSPECTOR GENERAL	109	70.8%	14.3%	14.9%	0

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
OFFICE OF INSPECTOR GENERAL	108	85.8%	8.2%	6.0%	0

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%
OFFICE OF INSPECTOR GENERAL	109	64.1%	19.4%	16.5%

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%
OFFICE OF INSPECTOR GENERAL	108	64.9%	22.2%	12.9%

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%
OFFICE OF INSPECTOR GENERAL	108	70.6%	15.8%	13.6%

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%
OFFICE OF INSPECTOR GENERAL	108	65.6%	19.2%	15.2%

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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	466,843	37.1%	27.7%	35.3%
Department of the Treasury	44,872	34.9%	25.9%	39.2%
OFFICE OF INSPECTOR GENERAL	109	48.3%	27.3%	24.3%

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%
OFFICE OF INSPECTOR GENERAL	109	65.9%	19.2%	14.9%

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%
OFFICE OF INSPECTOR GENERAL	108	73.8%	16.9%	9.3%

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%
OFFICE OF INSPECTOR GENERAL	107	73.9%	15.5%	10.7%

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%
OFFICE OF INSPECTOR GENERAL	109	70.5%	18.4%	11.2%

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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	465,495	42.6%	21.9%	26.7%	8.7%
Department of the Treasury	44,725	67.5%	11.9%	16.0%	4.6%
OFFICE OF INSPECTOR GENERAL	109	97.3%	1.9%	0.0%	0.8%

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	463,482	6.5%	13.2%	4.7%	11.7%
Department of the Treasury	44,384	25.2%	19.7%	7.7%	10.8%
OFFICE OF INSPECTOR GENERAL	108	1.0%	41.9%	13.8%	36.7%

(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%
OFFICE OF INSPECTOR GENERAL	108	1.9%	0.8%	2.0%	1.8%

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%
OFFICE OF INSPECTOR GENERAL	108	54.4%	35.2%	10.4%

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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	464,589	26.4%	61.9%	11.7%
Department of the Treasury	44,563	21.5%	69.0%	9.5%
OFFICE OF INSPECTOR GENERAL	107	84.1%	15.9%	0.0%

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%
OFFICE OF INSPECTOR GENERAL	108	12.0%	78.5%	9.5%

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%
OFFICE OF INSPECTOR GENERAL	107	1.9%	67.5%	30.6%

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%
OFFICE OF INSPECTOR GENERAL	108	1.9%	67.8%	30.3%

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
OFFICE OF INSPECTOR GENERAL	100	89.1%	9.8%	1.1%	1

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

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Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Department of the Treasury	17,974	93.9%	3.8%	2.2%	297
OFFICE OF INSPECTOR GENERAL	58	98.6%	1.4%	0.0%	0

**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
OFFICE OF INSPECTOR GENERAL	88	99.0%	1.0%	0.0%	3

**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
OFFICE OF INSPECTOR GENERAL	11	91.8%	8.2%	0.0%	2

**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
OFFICE OF INSPECTOR GENERAL	1	100.0%	0.0%	0.0%	2

**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
OFFICE OF INSPECTOR GENERAL	1	100.0%	0.0%	0.0%	1

**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	89	83.2%
Field	18	16.8%

What is your supervisory status?

	N	%
Non-Supervisor	46	42.6%
Team Leader	20	18.5%
Supervisor	23	21.3%
Manager	12	11.1%
Senior Leader	7	6.5%

Are you:

	N	%
Male	57	53.8%
Female	49	46.2%

Are you Hispanic or Latino?

	N	%
Yes	7	7.0%
No	93	93.0%

Race

	N	%
American Indian or Alaska Native	1	1.1%
Asian	8	8.6%
Black or African American	24	25.8%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	57	61.3%
Two or more races	3	3.2%

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	0	0.0%
High School Diploma/GED or equivalent	2	1.9%
Trade or Technical Certificate	0	0.0%
Some College (no degree)	3	2.9%
Associate's Degree (e.g., AA, AS)	2	1.9%
Bachelor's Degree (e.g., BA, BS)	53	51.0%
Master's Degree (e.g., MA, MS, MBA)	40	38.5%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	4	3.8%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	0	0.0%
GS 7-12	25	24.8%
GS 13-15	70	69.3%
Senior Executive Service	6	5.9%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

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

	N	%
Less than 1 year	2	2.0%
1 to 3 years	13	12.7%
4 to 5 years	5	4.9%
6 to 10 years	31	30.4%
11 to 14 years	18	17.6%
15 to 20 years	15	14.7%
More than 20 years	18	17.6%

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	3	2.9%
1 to 3 years	24	23.3%
4 to 5 years	16	15.5%
6 to 10 years	37	35.9%
11 to 20 years	19	18.4%
More than 20 years	4	3.9%

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

	N	%
No	68	64.8%
Yes, to retire	4	3.8%
Yes, to take another job within the Federal Government	31	29.5%
Yes, to take another job outside the Federal Government	1	1.0%
Yes, other	1	1.0%

I am planning to retire:

	N	%
Within one year	1	1.0%
Between one and three years	9	8.6%
Between three and five years	8	7.6%
Five or more years	87	82.9%

Self-Identify as:

	N	%
Heterosexual or Straight	77	81.1%
Gay, Lesbian, Bisexual, or Transgender	1	1.1%
I prefer not to say	17	17.9%

What is your US military service status?

	N	%
No Prior Military Service	75	75.0%
Currently in National Guard or Reserves	3	3.0%
Retired	8	8.0%
Separated or Discharged	14	14.0%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	9	8.8%
No	93	91.2%

What is your age group?

	N	%
25 and under	1	0.9%
26-29	3	2.7%
30-39	39	35.1%
40-49	33	29.7%
50-59	27	24.3%
60 or older	8	7.2%

Note: Percentages for demographic questions are unweighted.