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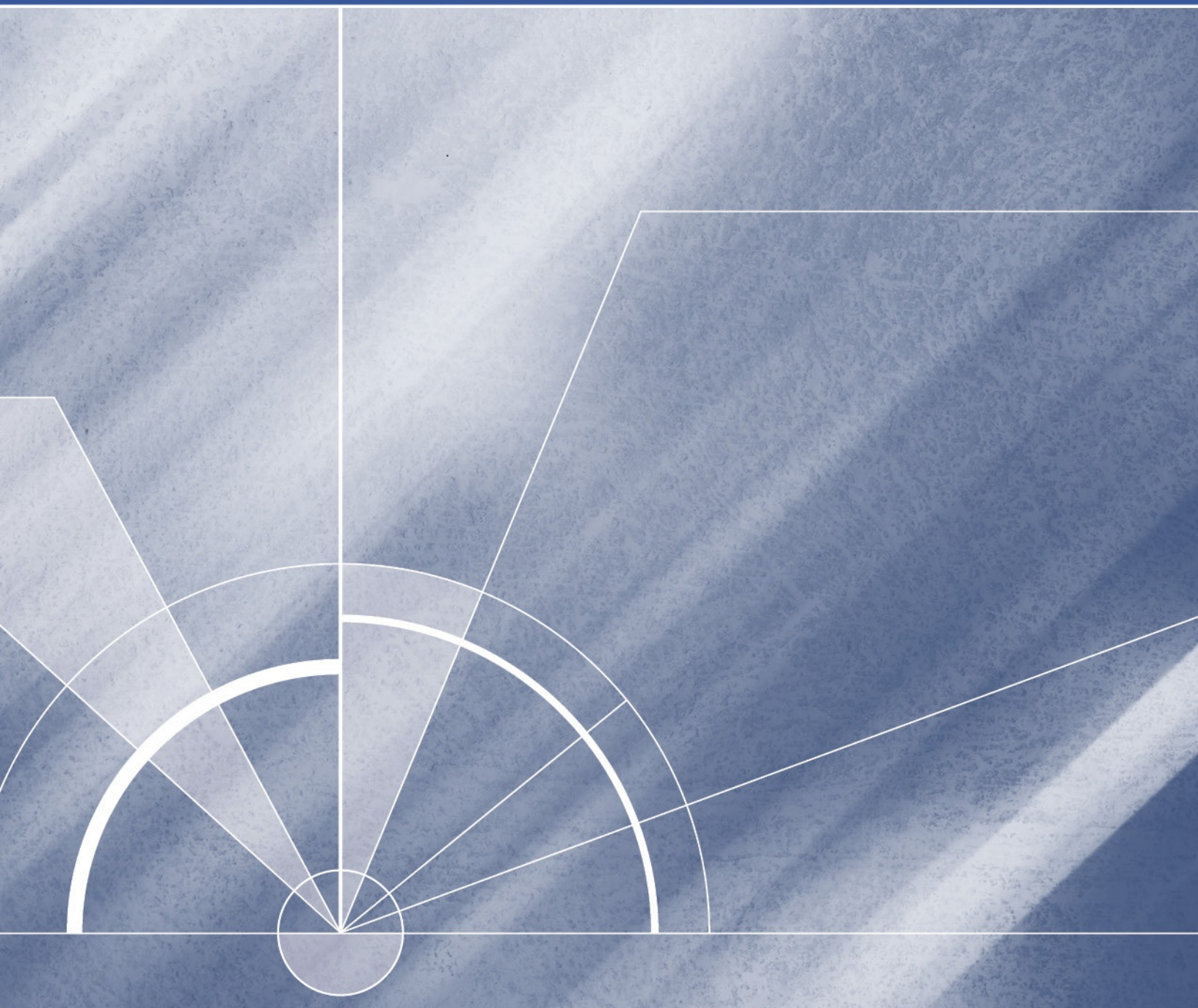
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Department of Justice
U.S. Marshals Service





Department of Justice
U.S. Marshals 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 Justice	16,126	35.1%
U.S. Marshals Service	1,893	56.4%

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

- 95.6% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 91.3% I am constantly looking for ways to do my job better. (Q.8)
- 89.2% The work I do is important. (Q.13)
- 87.0% My agency is successful at accomplishing its mission. (Q.39)
- 85.5% How would you rate the overall quality of work done by your work unit? (Q.28)
- 83.5% I like the kind of work I do. (Q.5)
- 83.1% My supervisor supports my need to balance work and other life issues. (Q.42)
- 83.0% My supervisor treats me with respect. (Q.49)
- 82.7% I know how my work relates to the agency's goals and priorities. (Q.12)
- 82.5% I am held accountable for achieving results. (Q.16)

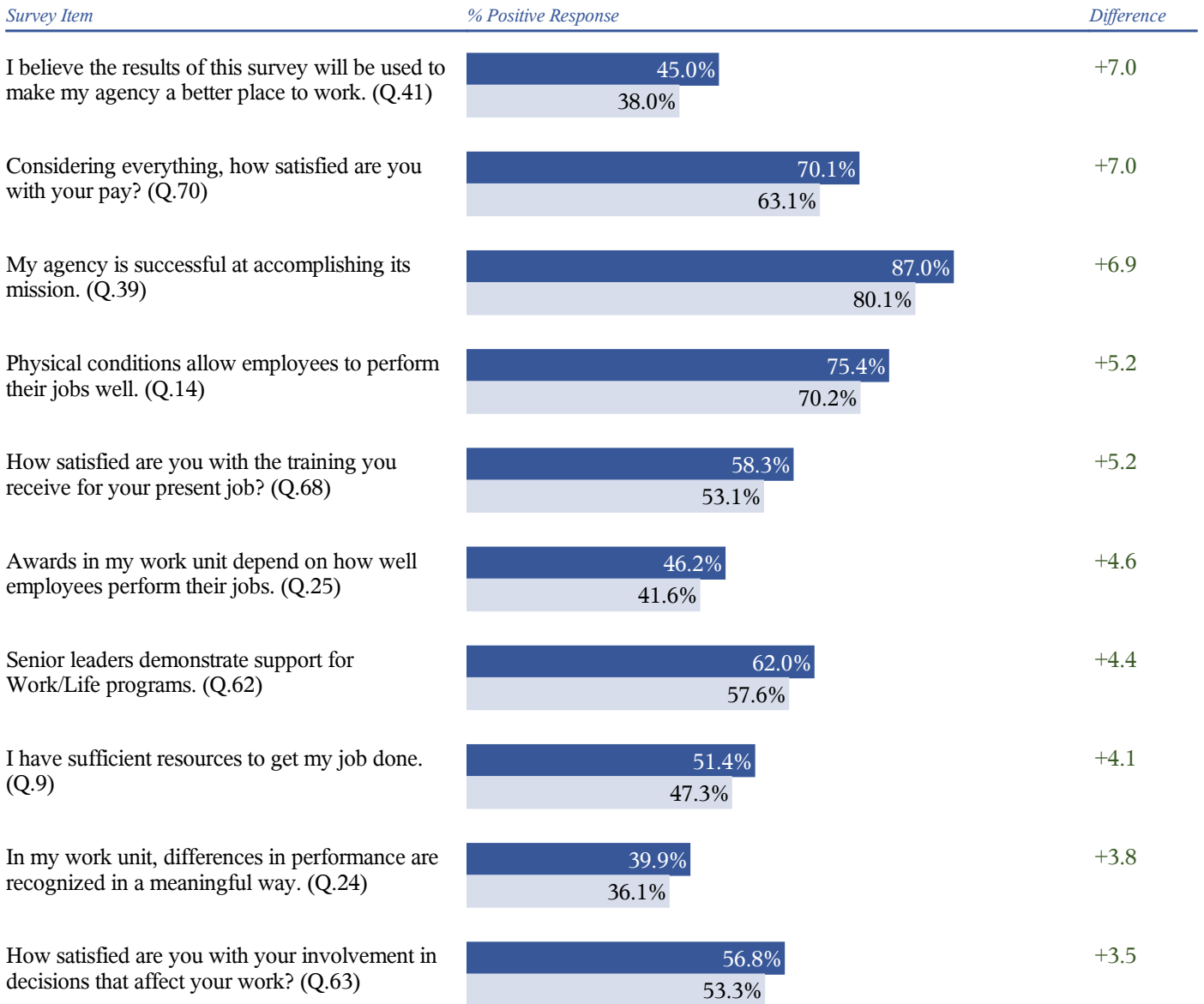
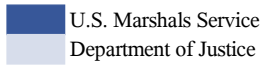
Highest Percent Negative

- 47.7% Pay raises depend on how well employees perform their jobs. (Q.33)
- 42.7% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 39.9% Promotions in my work unit are based on merit. (Q.22)
- 34.8% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 34.4% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 34.1% I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
- 31.5% My work unit is able to recruit people with the right skills. (Q.21)
- 31.0% Awards in my work unit depend on how well employees perform their jobs. (Q.25)
- 30.4% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 28.7% How satisfied are you with the information you receive from management on what's going on in your organization? (Q.64)

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Leading Your Comparison Group

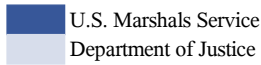
The figure below allows you to see where your subagency results are higher than your comparison group (Department of Justice) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency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



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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 Justice) 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.



<i>Survey Item</i>	<i>% Positive Response</i>		<i>Difference</i>
Policies and programs promote diversity in the workplace. (Q.34)	55.4%	62.0%	-6.6
My work unit is able to recruit people with the right skills. (Q.21)	39.6%	44.2%	-4.6

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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 Justice	16,093	63.7%	16.6%	19.7%
U.S. Marshals Service	1,886	62.8%	15.9%	21.3%

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 Justice	16,058	74.6%	13.3%	12.1%
U.S. Marshals Service	1,885	74.4%	12.7%	12.9%

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 Justice	15,957	58.7%	18.0%	23.3%
U.S. Marshals Service	1,879	58.2%	18.6%	23.2%

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 Justice	16,052	71.7%	14.1%	14.3%
U.S. Marshals Service	1,886	72.7%	13.8%	13.6%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Justice	15,987	82.9%	10.9%	6.2%
U.S. Marshals Service	1,878	83.5%	10.8%	5.7%

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 Justice	15,989	83.3%	9.2%	7.5%
U.S. Marshals Service	1,885	82.3%	10.0%	7.6%

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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 Justice	16,024	96.2%	2.3%	1.5%
U.S. Marshals Service	1,884	95.6%	3.0%	1.5%

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 Justice	16,053	91.3%	7.0%	1.7%
U.S. Marshals Service	1,885	91.3%	6.7%	2.0%

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 Justice	16,057	47.3%	16.1%	36.6%	26
U.S. Marshals Service	1,889	51.4%	14.5%	34.1%	1

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Justice	16,022	64.3%	15.5%	20.1%	18
U.S. Marshals Service	1,884	64.6%	14.7%	20.7%	2

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 Justice	15,807	59.3%	17.0%	23.7%	54
U.S. Marshals Service	1,858	60.1%	16.1%	23.8%	6

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 Justice	15,960	83.8%	9.4%	6.7%	44
U.S. Marshals Service	1,869	82.7%	10.8%	6.5%	7

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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 Justice	15,922	88.6%	7.5%	3.8%	34
U.S. Marshals Service	1,879	89.2%	7.1%	3.7%	2

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 Justice	15,994	70.2%	13.9%	15.9%	47
U.S. Marshals Service	1,885	75.4%	11.3%	13.3%	4

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 Justice	15,862	72.9%	12.9%	14.2%	207
U.S. Marshals Service	1,867	70.7%	13.0%	16.3%	22

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 Justice	15,941	80.5%	12.1%	7.4%	55
U.S. Marshals Service	1,882	82.5%	11.2%	6.2%	4

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 Justice	15,375	63.9%	16.8%	19.3%	636
U.S. Marshals Service	1,849	62.8%	15.7%	21.5%	35

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Justice	15,881	53.9%	22.3%	23.9%	151
U.S. Marshals Service	1,867	56.7%	21.2%	22.2%	15

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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 Justice	15,700	74.4%	10.7%	15.0%	394
U.S. Marshals Service	1,854	72.5%	12.6%	14.9%	32

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 Justice	16,079	73.6%	12.9%	13.6%
U.S. Marshals Service	1,887	75.3%	13.5%	11.2%

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 Justice	15,541	44.2%	25.9%	29.9%	539
U.S. Marshals Service	1,826	39.6%	28.9%	31.5%	66

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 Justice	15,066	34.5%	27.9%	37.6%	977
U.S. Marshals Service	1,824	34.6%	25.5%	39.9%	66

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 Justice	14,685	28.7%	26.7%	44.7%	1,340
U.S. Marshals Service	1,804	31.4%	25.9%	42.7%	80

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 Justice	15,123	36.1%	27.8%	36.1%	899
U.S. Marshals Service	1,828	39.9%	25.8%	34.4%	58

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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 Justice	14,900	41.6%	24.1%	34.2%	1,109
U.S. Marshals Service	1,803	46.2%	22.8%	31.0%	78

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 Justice	15,956	73.4%	14.9%	11.7%	70
U.S. Marshals Service	1,879	72.4%	14.8%	12.7%	4

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 Justice	15,388	54.1%	28.9%	17.1%	645
U.S. Marshals Service	1,847	54.8%	30.7%	14.5%	37

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 Justice	16,040	83.1%	13.4%	3.5%
U.S. Marshals Service	1,880	85.5%	11.8%	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 Justice	15,420	73.5%	16.2%	10.3%	197
U.S. Marshals Service	1,841	75.6%	16.7%	7.8%	10

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 Justice	15,213	48.8%	25.7%	25.5%	401
U.S. Marshals Service	1,821	51.5%	25.7%	22.8%	26

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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 Justice	15,247	50.6%	23.4%	26.0%	326
U.S. Marshals Service	1,816	48.7%	24.1%	27.2%	27

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of Justice	15,047	40.3%	28.8%	30.9%	509
U.S. Marshals Service	1,817	41.9%	29.8%	28.2%	27

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 Justice	14,454	22.5%	27.8%	49.7%	1,104
U.S. Marshals Service	1,765	22.2%	30.1%	47.7%	79

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 Justice	14,574	62.0%	25.6%	12.4%	1,024
U.S. Marshals Service	1,717	55.4%	30.6%	14.0%	128

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 Justice	15,379	73.8%	15.0%	11.2%	241
U.S. Marshals Service	1,829	75.8%	15.5%	8.7%	19

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 Justice	15,384	76.5%	13.7%	9.8%	162
U.S. Marshals Service	1,827	77.9%	13.3%	8.8%	14

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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 Justice	14,779	50.4%	22.0%	27.6%	759
U.S. Marshals Service	1,778	49.6%	23.1%	27.2%	61

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 Justice	14,315	68.1%	18.3%	13.6%	1,211
U.S. Marshals Service	1,711	66.5%	18.8%	14.7%	125

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 Justice	15,380	80.1%	14.0%	5.9%	204
U.S. Marshals Service	1,825	87.0%	9.6%	3.3%	21

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 Justice	15,563	71.1%	17.4%	11.5%
U.S. Marshals Service	1,845	71.9%	18.0%	10.1%

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 Justice	14,166	38.0%	28.5%	33.5%	1,427
U.S. Marshals Service	1,712	45.0%	27.5%	27.6%	136

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 Justice	15,459	80.4%	9.9%	9.7%	76
U.S. Marshals Service	1,837	83.1%	8.0%	8.9%	6

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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 Justice	15,425	67.7%	17.0%	15.3%	75
U.S. Marshals Service	1,835	69.3%	14.9%	15.8%	7

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 Justice	15,278	65.2%	17.5%	17.3%	171
U.S. Marshals Service	1,831	67.7%	16.6%	15.7%	11

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 Justice	14,365	68.7%	21.6%	9.7%	1,107
U.S. Marshals Service	1,730	69.5%	20.4%	10.1%	107

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 Justice	15,399	65.0%	18.1%	16.9%	84
U.S. Marshals Service	1,834	66.1%	17.7%	16.2%	7

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 Justice	15,288	68.0%	17.1%	15.0%	203
U.S. Marshals Service	1,825	67.3%	17.1%	15.6%	15

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 Justice	15,486	77.2%	11.7%	11.1%
U.S. Marshals Service	1,837	77.9%	11.7%	10.4%

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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 Justice	15,455	82.8%	9.2%	8.1%
U.S. Marshals Service	1,838	83.0%	9.0%	8.1%

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 Justice	15,444	79.3%	9.4%	11.3%
U.S. Marshals Service	1,838	80.7%	9.7%	9.6%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of Justice	15,454	69.7%	15.2%	15.1%
U.S. Marshals Service	1,837	70.2%	14.9%	14.9%

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 Justice	15,472	72.5%	15.9%	11.5%
U.S. Marshals Service	1,839	73.1%	15.8%	11.1%

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 Justice	14,936	46.7%	23.9%	29.4%	370
U.S. Marshals Service	1,799	47.6%	22.0%	30.4%	32

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 Justice	14,478	57.9%	21.0%	21.0%	788
U.S. Marshals Service	1,768	56.4%	19.8%	23.8%	59

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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 Justice	14,530	69.0%	19.1%	11.8%	678
U.S. Marshals Service	1,767	71.7%	16.3%	12.0%	56

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 Justice	14,961	63.3%	19.3%	17.4%	256
U.S. Marshals Service	1,799	61.0%	18.6%	20.4%	22

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 Justice	14,011	63.0%	22.2%	14.8%	1,179
U.S. Marshals Service	1,711	63.6%	22.0%	14.4%	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 Justice	14,609	56.2%	21.3%	22.5%	602
U.S. Marshals Service	1,759	55.8%	21.5%	22.7%	57

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 Justice	14,619	58.7%	22.1%	19.1%	602
U.S. Marshals Service	1,759	59.4%	21.6%	19.0%	65

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 Justice	14,415	61.0%	21.3%	17.7%	782
U.S. Marshals Service	1,742	63.3%	19.6%	17.1%	73

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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 Justice	14,960	59.3%	20.9%	19.8%	248
U.S. Marshals Service	1,805	59.4%	18.8%	21.8%	21

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 Justice	13,694	57.6%	25.1%	17.3%	1,510
U.S. Marshals Service	1,654	62.0%	22.4%	15.6%	166

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 Justice	15,087	53.3%	22.3%	24.4%
U.S. Marshals Service	1,818	56.8%	21.1%	22.1%

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 Justice	15,068	50.3%	23.0%	26.7%
U.S. Marshals Service	1,818	50.3%	21.0%	28.7%

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 Justice	15,049	51.6%	23.2%	25.1%
U.S. Marshals Service	1,814	54.1%	21.7%	24.3%

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 Justice	15,029	49.0%	27.6%	23.4%
U.S. Marshals Service	1,813	52.1%	23.6%	24.3%

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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 Justice	15,041	40.1%	26.1%	33.9%
U.S. Marshals Service	1,815	41.0%	24.2%	34.8%

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 Justice	15,037	53.1%	23.4%	23.5%
U.S. Marshals Service	1,819	58.3%	19.9%	21.7%

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 Justice	15,044	70.7%	15.8%	13.6%
U.S. Marshals Service	1,816	72.5%	15.1%	12.4%

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 Justice	15,043	63.1%	15.2%	21.8%
U.S. Marshals Service	1,815	70.1%	13.4%	16.5%

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 Justice	15,055	65.4%	18.2%	16.4%
U.S. Marshals Service	1,810	68.1%	16.7%	15.2%

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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 Justice	14,970	15.0%	25.0%	47.1%	12.9%
U.S. Marshals Service	1,809	27.0%	39.9%	20.5%	12.5%

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 Justice	14,827	1.1%	4.9%	1.7%	5.4%
U.S. Marshals Service	1,807	2.3%	5.9%	1.3%	4.8%

(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 Justice	14,827	58.9%	5.0%	14.5%	8.6%
U.S. Marshals Service	1,807	67.3%	1.7%	9.1%	7.6%

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 Justice	14,970	25.3%	48.2%	26.5%
U.S. Marshals Service	1,813	11.8%	54.7%	33.5%

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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 Justice	14,946	27.2%	59.9%	12.9%
U.S. Marshals Service	1,811	52.8%	40.6%	6.6%

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 Justice	14,887	22.3%	75.7%	2.1%
U.S. Marshals Service	1,805	18.1%	78.2%	3.6%

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 Justice	14,949	2.5%	73.2%	24.2%
U.S. Marshals Service	1,805	2.8%	74.7%	22.5%

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 Justice	14,927	1.8%	74.9%	23.3%
U.S. Marshals Service	1,803	2.5%	76.5%	21.0%

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 Justice	4,019	70.8%	15.9%	13.3%	286
U.S. Marshals Service	250	76.6%	12.7%	10.7%	16

**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 Justice	3,872	86.3%	9.6%	4.1%	96
U.S. Marshals Service	208	84.4%	11.4%	4.2%	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 Justice	4,101	74.0%	21.4%	4.6%	295
U.S. Marshals Service	889	75.8%	20.4%	3.7%	57

*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 Justice	2,590	80.9%	14.6%	4.4%	275
U.S. Marshals Service	299	76.9%	19.6%	3.5%	43

*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 Justice	293	69.5%	27.2%	3.3%	148
U.S. Marshals Service	36	62.8%	37.2%	0.0%	20

*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 Justice	243	67.2%	31.0%	1.8%	163
U.S. Marshals Service	33	56.9%	43.1%	0.0%	18

*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	282	15.6%
Field	1,521	84.4%

What is your supervisory status?

	N	%
Non-Supervisor	1,035	57.4%
Team Leader	269	14.9%
Supervisor	328	18.2%
Manager	131	7.3%
Senior Leader	41	2.3%

Are you:

	N	%
Male	1,319	74.6%
Female	449	25.4%

Are you Hispanic or Latino?

	N	%
Yes	197	11.2%
No	1,559	88.8%

Race

	N	%
American Indian or Alaska Native	22	1.3%
Asian	54	3.1%
Black or African American	185	10.8%
Native Hawaiian or Other Pacific Islander	16	0.9%
White	1,390	80.9%
Two or more races	52	3.0%

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	1	0.1%
High School Diploma/GED or equivalent	59	3.3%
Trade or Technical Certificate	18	1.0%
Some College (no degree)	296	16.6%
Associate's Degree (e.g., AA, AS)	142	8.0%
Bachelor's Degree (e.g., BA, BS)	964	54.0%
Master's Degree (e.g., MA, MS, MBA)	279	15.6%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	25	1.4%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	6	0.3%
GS 7-12	996	55.7%
GS 13-15	770	43.0%
Senior Executive Service	14	0.8%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	3	0.2%

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

	N	%
Less than 1 year	10	0.6%
1 to 3 years	44	2.5%
4 to 5 years	41	2.3%
6 to 10 years	463	26.0%
11 to 14 years	362	20.3%
15 to 20 years	331	18.6%
More than 20 years	533	29.9%

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	34	1.9%
1 to 3 years	82	4.6%
4 to 5 years	61	3.4%
6 to 10 years	561	31.4%
11 to 20 years	644	36.0%
More than 20 years	407	22.8%

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

	N	%
No	1,401	78.1%
Yes, to retire	119	6.6%
Yes, to take another job within the Federal Government	186	10.4%
Yes, to take another job outside the Federal Government	40	2.2%
Yes, other	48	2.7%

I am planning to retire:

	N	%
Within one year	77	4.3%
Between one and three years	170	9.5%
Between three and five years	199	11.1%
Five or more years	1,345	75.1%

Self-Identify as:

	N	%
Heterosexual or Straight	1,520	88.4%
Gay, Lesbian, Bisexual, or Transgender	39	2.3%
I prefer not to say	160	9.3%

What is your US military service status?

	N	%
No Prior Military Service	1,023	57.6%
Currently in National Guard or Reserves	67	3.8%
Retired	115	6.5%
Separated or Discharged	570	32.1%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	192	10.8%
No	1,580	89.2%

What is your age group?

	N	%
25 and under	1	0.1%
26-29	33	1.7%
30-39	537	28.4%
40-49	777	41.0%
50-59	465	24.6%
60 or older	80	4.2%

Note: Percentages for demographic questions are unweighted.