

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	69.7%	24.5%	45.2%	14.2%	11.4%	4.6%	16.1%	2,053	3,752	1,174	929	382	8,290	N/A
2	I have enough information to do my job well.	71.0%	19.1%	51.9%	14.2%	11.1%	3.6%	14.8%	1,583	4,317	1,183	926	300	8,309	N/A
3	I feel encouraged to come up with new and better ways of doing things.	65.7%	26.3%	39.4%	16.2%	12.4%	5.6%	18.1%	2,203	3,252	1,339	1,023	464	8,281	N/A
4	My work gives me a feeling of personal accomplishment.	75.2%	31.4%	43.7%	12.5%	8.1%	4.3%	12.4%	2,632	3,633	1,025	674	349	8,313	N/A
5	I like the kind of work I do.	83.3%	38.9%	44.4%	10.3%	4.4%	2.0%	6.4%	3,245	3,687	855	364	161	8,312	N/A
6	I know what is expected of me on the job.	79.0%	29.8%	49.2%	11.1%	7.1%	2.8%	9.9%	2,469	4,083	923	589	228	8,292	N/A
7	When needed I am willing to put in the extra effort to get a job done.	96.4%	64.6%	31.9%	2.3%	0.6%	0.7%	1.3%	5,397	2,640	183	49	55	8,324	N/A
8	I am constantly looking for ways to do my job better.	90.1%	48.3%	41.8%	8.2%	1.1%	0.5%	1.7%	4,049	3,464	674	93	42	8,322	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	40.9%	9.4%	31.5%	16.3%	25.2%	17.5%	42.8%	766	2,582	1,342	2,113	1,457	8,260	10
10	*My workload is reasonable.	51.6%	10.0%	41.5%	17.3%	19.4%	11.7%	31.1%	827	3,422	1,434	1,627	977	8,287	13
11	*My talents are used well in the workplace.	60.7%	16.9%	43.9%	16.7%	13.6%	9.0%	22.6%	1,400	3,602	1,351	1,113	734	8,200	26
12	*I know how my work relates to the agency's goals.	84.2%	33.2%	51.1%	9.0%	4.0%	2.8%	6.8%	2,772	4,220	750	327	223	8,292	20
13	The work I do is important.	88.7%	48.2%	40.5%	7.7%	2.2%	1.4%	3.6%	3,989	3,347	634	183	112	8,265	31
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	70.6%	24.5%	46.1%	13.8%	10.0%	5.5%	15.5%	2,037	3,817	1,148	849	467	8,318	13
15	My performance appraisal is a fair reflection of my performance.	77.2%	28.8%	48.4%	12.0%	6.7%	4.0%	10.7%	2,407	3,994	971	544	324	8,240	71
16	I am held accountable for achieving results.	85.9%	30.9%	55.0%	9.9%	2.9%	1.3%	4.2%	2,575	4,538	816	245	106	8,280	30
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	63.2%	26.1%	37.0%	19.9%	8.3%	8.6%	17.0%	2,052	2,869	1,510	648	653	7,732	582
18	My training needs are assessed.	51.6%	14.2%	37.3%	24.1%	16.2%	8.1%	24.3%	1,183	3,071	1,975	1,347	668	8,244	79

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
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).	69.2%	26.4%	42.8%	13.7%	11.0%	6.1%	17.1%	2,186	3,511	1,114	897	496	8,204	123
20	*The people I work with cooperate to get the job done.	83.5%	38.4%	45.1%	9.5%	5.1%	2.0%	7.0%	3,214	3,736	776	426	165	8,317	N/A
21	My work unit is able to recruit people with the right skills.	43.0%	9.4%	33.6%	23.2%	20.8%	13.1%	33.9%	750	2,682	1,818	1,666	1,045	7,961	304
22	Promotions in my work unit are based on merit.	43.1%	11.8%	31.3%	27.7%	15.3%	13.9%	29.2%	901	2,386	2,081	1,151	1,020	7,539	714
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	31.8%	7.2%	24.5%	31.6%	20.6%	16.0%	36.6%	517	1,730	2,191	1,441	1,126	7,005	1,269
24	*In my work unit, differences in performance are recognized in a meaningful way.	40.4%	9.0%	31.3%	29.1%	19.1%	11.5%	30.6%	690	2,362	2,172	1,437	860	7,521	762
25	Awards in my work unit depend on how well employees perform their jobs.	51.8%	13.0%	38.7%	24.3%	13.8%	10.1%	24.0%	971	2,867	1,779	1,002	736	7,355	908
26	Employees in my work unit share job knowledge with each other.	81.8%	32.5%	49.4%	9.8%	5.3%	3.0%	8.3%	2,717	4,054	785	437	245	8,238	46
27	The skill level in my work unit has improved in the past year.	55.7%	18.3%	37.5%	28.4%	10.2%	5.7%	15.9%	1,465	2,965	2,226	806	445	7,907	364
28	How would you rate the overall quality of work done by your work unit?	90.4%	53.6%	36.8%	8.1%	1.0%	0.5%	1.5%	4,439	3,041	659	83	42	8,264	N/A
29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	83.2%	36.3%	46.9%	10.3%	4.8%	1.7%	6.5%	2,983	3,839	839	394	139	8,194	79
30	Employees have a feeling of personal empowerment with respect to work processes.	45.2%	9.8%	35.5%	23.5%	19.5%	11.8%	31.3%	789	2,841	1,868	1,562	946	8,006	198
31	Employees are recognized for providing high quality products and services.	60.1%	14.2%	45.9%	20.3%	12.6%	7.0%	19.6%	1,158	3,716	1,624	1,011	554	8,063	141
32	Creativity and innovation are rewarded.	48.3%	12.4%	36.0%	26.5%	15.7%	9.4%	25.2%	992	2,874	2,086	1,247	739	7,938	224
33	Pay raises depend on how well employees perform their jobs.	23.5%	5.5%	18.0%	32.6%	24.4%	19.5%	43.9%	411	1,318	2,375	1,795	1,428	7,327	861
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	57.8%	16.2%	41.6%	24.8%	9.4%	8.0%	17.4%	1,240	3,157	1,855	694	578	7,524	671

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
35	Employees are protected from health and safety hazards on the job.	82.5%	27.3%	55.2%	12.2%	3.3%	2.0%	5.3%	2,220	4,418	969	265	162	8,034	171
36	My organization has prepared employees for potential security threats.	81.9%	23.2%	58.8%	12.6%	3.8%	1.7%	5.5%	1,875	4,705	1,019	320	138	8,057	114
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	54.4%	17.6%	36.8%	22.1%	12.3%	11.2%	23.5%	1,364	2,808	1,639	922	838	7,571	632
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.	70.0%	25.6%	44.4%	17.9%	6.0%	6.1%	12.0%	1,876	3,199	1,256	412	428	7,171	1,000
39	My agency is successful at accomplishing its mission.	57.6%	14.6%	43.0%	21.2%	12.3%	8.9%	21.2%	1,179	3,451	1,704	989	720	8,043	150
40	*I recommend my organization as a good place to work.	65.0%	22.7%	42.3%	19.5%	10.6%	4.9%	15.5%	1,874	3,476	1,590	860	391	8,191	N/A
41	*I believe the results of this survey will be used to make my agency a better place to work.	37.2%	11.0%	26.2%	28.1%	19.0%	15.7%	34.7%	842	1,995	2,123	1,442	1,189	7,591	612
42	My supervisor supports my need to balance work and other life issues.	88.3%	53.1%	35.2%	6.6%	2.7%	2.4%	5.1%	4,342	2,861	527	220	194	8,144	40
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	77.1%	40.6%	36.5%	12.2%	6.7%	4.1%	10.7%	3,316	2,959	983	540	327	8,125	44
44	Discussions with my supervisor about my performance are worthwhile.	73.5%	35.8%	37.7%	13.8%	7.4%	5.2%	12.7%	2,918	3,054	1,095	602	422	8,091	61
45	My supervisor is committed to a workforce representative of all segments of society.	76.2%	38.9%	37.3%	17.7%	2.9%	3.2%	6.1%	2,889	2,735	1,273	208	225	7,330	832
46	My supervisor provides me with constructive suggestions to improve my job performance.	70.7%	31.5%	39.2%	16.3%	8.2%	4.7%	12.9%	2,584	3,155	1,315	673	381	8,108	66
47	Supervisors in my work unit support employee development.	76.3%	36.8%	39.5%	13.5%	6.1%	4.1%	10.2%	2,991	3,163	1,065	489	321	8,029	138
48	My supervisor listens to what I have to say.	84.8%	48.4%	36.5%	7.8%	4.7%	2.6%	7.3%	3,970	2,958	635	374	214	8,151	N/A
49	My supervisor treats me with respect.	87.4%	54.3%	33.1%	6.8%	3.2%	2.6%	5.8%	4,457	2,692	542	258	208	8,157	N/A

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
50	In the last six months, my supervisor has talked with me about my performance.	90.8%	47.9%	42.9%	5.4%	2.7%	1.1%	3.8%	3,944	3,475	436	212	89	8,156	N/A
51	I have trust and confidence in my supervisor.	75.6%	45.3%	30.3%	13.1%	6.2%	5.0%	11.2%	3,727	2,466	1,064	502	400	8,159	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	79.6%	49.9%	29.7%	13.1%	4.3%	3.0%	7.3%	4,070	2,417	1,072	346	241	8,146	N/A
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	34.2%	9.2%	25.0%	23.6%	21.5%	20.6%	42.1%	743	2,004	1,873	1,716	1,638	7,974	148
54	My organization's senior leaders maintain high standards of honesty and integrity.	42.8%	13.3%	29.5%	25.3%	14.2%	17.8%	32.0%	1,020	2,251	1,905	1,071	1,333	7,580	528
55	Supervisors work well with employees of different backgrounds.	70.3%	22.8%	47.4%	18.5%	6.0%	5.2%	11.2%	1,732	3,552	1,376	440	380	7,480	605
56	*Managers communicate the goals of the organization.	63.5%	15.8%	47.7%	19.2%	10.7%	6.6%	17.3%	1,273	3,824	1,524	853	520	7,994	94
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.2%	17.3%	48.9%	20.4%	7.9%	5.4%	13.3%	1,331	3,707	1,537	592	401	7,568	537
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	58.5%	15.7%	42.8%	19.8%	13.2%	8.5%	21.7%	1,247	3,355	1,548	1,036	660	7,846	269
59	Managers support collaboration across work units to accomplish work objectives.	63.7%	18.0%	45.7%	19.5%	9.8%	7.0%	16.8%	1,428	3,583	1,517	768	548	7,844	238
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	66.1%	30.0%	36.1%	20.3%	7.1%	6.5%	13.6%	2,331	2,779	1,569	550	496	7,725	377
61	I have a high level of respect for my organization's senior leaders.	43.8%	14.8%	29.0%	24.0%	15.8%	16.4%	32.1%	1,197	2,322	1,929	1,269	1,294	8,011	85
62	Senior leaders demonstrate support for Work-Life programs.	57.6%	19.4%	38.3%	26.0%	8.9%	7.4%	16.3%	1,403	2,750	1,847	642	533	7,175	921
63	*How satisfied are you with your involvement in decisions that affect your work?	52.9%	14.5%	38.5%	20.9%	19.2%	6.9%	26.1%	1,169	3,092	1,681	1,557	558	8,057	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	49.8%	12.8%	37.0%	23.1%	19.4%	7.7%	27.1%	1,046	2,974	1,848	1,576	616	8,060	N/A

Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
65	*How satisfied are you with the recognition you receive for doing a good job?	58.8%	18.1%	40.7%	21.4%	13.7%	6.1%	19.8%	1,464	3,280	1,716	1,104	486	8,050	N/A
66	How satisfied are you with the policies and practices of your senior leaders?	35.0%	8.7%	26.3%	28.3%	21.8%	14.8%	36.6%	712	2,128	2,277	1,748	1,184	8,049	N/A
67	How satisfied are you with your opportunity to get a better job in your organization?	37.1%	10.7%	26.4%	30.9%	18.6%	13.3%	31.9%	875	2,130	2,469	1,498	1,057	8,029	N/A
68	How satisfied are you with the training you receive for your present job?	55.1%	14.0%	41.1%	25.9%	13.3%	5.7%	19.0%	1,137	3,301	2,082	1,072	461	8,053	N/A
69	*Considering everything, how satisfied are you with your job?	68.2%	20.9%	47.3%	17.1%	10.3%	4.5%	14.7%	1,693	3,809	1,362	828	351	8,043	N/A
70	Considering everything, how satisfied are you with your pay?	68.7%	21.5%	47.2%	15.6%	11.2%	4.6%	15.7%	1,738	3,811	1,247	893	363	8,052	N/A
71	*Considering everything, how satisfied are you with your organization?	55.5%	14.4%	41.2%	21.4%	15.5%	7.6%	23.1%	1,165	3,304	1,711	1,245	596	8,021	N/A

\* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

	2019		2018	
	N	%	N	%
<b>78. Please select the response below that BEST describes your current teleworking schedule.</b>				
I telework very infrequently, on an unscheduled or short-term basis	1,642	20.5%	1,716	21.5%
I telework, but only about 1 or 2 days per month	960	11.9%	1,059	13.3%
I telework 1 or 2 days per week	4,132	51.3%	3,767	48.8%
I telework 3 or 4 days per week	226	2.9%	217	2.9%
I telework every work day	65	0.8%	59	0.7%
I do not telework because I have to be physically present on the job	144	1.8%	133	1.8%
I do not telework because of technical issues that prevent me from teleworking	48	0.6%	52	0.7%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	148	1.8%	120	1.6%
I do not telework because I choose not to telework	666	8.5%	657	8.6%
<b>Total</b>	<b>8,031</b>	<b>100.0%</b>	<b>7,780</b>	<b>100.0%</b>

	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
<b>79. How satisfied are you with the Telework program in your agency?</b>						
Very Satisfied	2,941	39.2%	36.6%	3,065	43.1%	39.9%
Satisfied	3,133	41.7%	38.8%	2,872	40.9%	37.9%
Neither Satisfied nor Dissatisfied	863	11.6%	10.8%	692	10.1%	9.3%
Dissatisfied	383	5.1%	4.7%	282	4.0%	3.7%
Very Dissatisfied	187	2.5%	2.3%	128	1.9%	1.7%
<b>Item Response Total</b>	<b>7,507</b>	<b>100.0%</b>	<b>93.2%</b>	<b>7,039</b>	<b>100.0%</b>	<b>92.6%</b>
I choose not to participate in this program	397	--	5.0%	419	--	5.7%
This program is not available to me	120	--	1.5%	115	--	1.5%
I am unaware of this program	16	--	0.2%	10	--	0.1%
<b>Total</b>	<b>8,040</b>	<b>100.0%</b>	<b>100.0%</b>	<b>7,583</b>	<b>100.0%</b>	<b>100.0%</b>

	2019	
	N	%
<b>80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):</b>		
Alternative Work Schedules	6,335	78.6%
Health and Wellness Programs	3,679	45.3%
Employee Assistance Program – EAP	581	7.2%
Child Care Programs	368	4.5%
Elder Care Programs	36	0.4%
None listed above	1,015	13.1%
<b>Total (percents will add to more than 100% because respondents could choose more than one response option)</b>	<b>8,016</b>	<b>--</b>

Note: This item was not in the 2018 OPM FEVS.

	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
<b>81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules</b>						
Very Satisfied	3,851	52.3%	47.8%	3,704	51.8%	47.3%
Satisfied	2,798	38.1%	34.8%	2,716	39.1%	35.7%
Neither Satisfied nor Dissatisfied	444	6.1%	5.6%	437	6.4%	5.8%
Dissatisfied	176	2.4%	2.2%	146	2.0%	1.8%
Very Dissatisfied	81	1.1%	1.0%	54	0.7%	0.7%
<b>Item Response Total</b>	<b>7,350</b>	<b>100.0%</b>	<b>91.3%</b>	<b>7,057</b>	<b>100.0%</b>	<b>91.3%</b>
I choose not to participate in these programs	565	--	7.2%	565	--	7.5%
These programs are not available to me	90	--	1.2%	78	--	1.1%
I am unaware of these programs	17	--	0.2%	11	--	0.2%
<b>Total</b>	<b>8,022</b>	<b>100.0%</b>	<b>100.0%</b>	<b>7,711</b>	<b>100.0%</b>	<b>100.0%</b>

	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
<b>82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs</b>						
Very Satisfied	1,751	27.5%	21.9%	1,786	25.6%	22.7%
Satisfied	3,106	48.9%	39.0%	3,233	47.1%	41.9%
Neither Satisfied nor Dissatisfied	1,132	18.1%	14.4%	1,289	18.9%	16.8%
Dissatisfied	247	3.8%	3.0%	408	5.8%	5.1%
Very Dissatisfied	121	1.8%	1.4%	182	2.6%	2.4%
<b>Item Response Total</b>	<b>6,357</b>	<b>100.0%</b>	<b>79.8%</b>	<b>6,898</b>	<b>100.0%</b>	<b>89.0%</b>
I choose not to participate in these programs	1,275	--	16.1%	633	--	8.0%
These programs are not available to me	117	--	1.4%	113	--	1.5%
I am unaware of these programs	214	--	2.7%	127	--	1.6%
<b>Total</b>	<b>7,963</b>	<b>100.0%</b>	<b>100.0%</b>	<b>7,771</b>	<b>100.0%</b>	<b>100.0%</b>

	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
<b>83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP</b>						
Very Satisfied	555	16.6%	6.9%	818	18.1%	10.4%

Satisfied	1,029	31.4%	13.0%	1,530	34.8%	20.0%
Neither Satisfied nor Dissatisfied	1,514	46.9%	19.4%	1,831	42.3%	24.4%
Dissatisfied	107	3.1%	1.3%	142	3.2%	1.8%
Very Dissatisfied	63	2.0%	0.8%	72	1.7%	1.0%
Item Response Total	3,268	100.0%	41.5%	4,393	100.0%	57.6%
I choose not to participate in these programs	3,994	--	50.3%	2,647	--	33.2%
These programs are not available to me	56	--	0.7%	52	--	0.7%
I am unaware of these programs	594	--	7.5%	681	--	8.5%
Total	7,912	100.0%	100.0%	7,773	100.0%	100.0%

<b>84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs</b>	<b>2019</b>			<b>2018</b>		
	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	282	12.0%	3.5%	406	13.4%	5.2%
Satisfied	572	25.3%	7.3%	732	24.5%	9.5%
Neither Satisfied nor Dissatisfied	1,256	56.7%	16.3%	1,617	55.2%	21.5%
Dissatisfied	77	3.3%	0.9%	144	4.6%	1.8%
Very Dissatisfied	63	2.7%	0.8%	66	2.2%	0.9%
Item Response Total	2,250	100.0%	28.7%	2,965	100.0%	38.9%
I choose not to participate in these programs	4,353	--	55.0%	3,415	--	43.1%
These programs are not available to me	638	--	7.9%	595	--	7.8%
I am unaware of these programs	673	--	8.4%	801	--	10.2%
Total	7,914	100.0%	100.0%	7,776	100.0%	100.0%

<b>85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs</b>	<b>2019</b>			<b>2018</b>		
	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	119	7.3%	1.5%	217	9.7%	2.9%
Satisfied	217	13.5%	2.8%	358	16.0%	4.8%
Neither Satisfied nor Dissatisfied	1,213	75.4%	15.8%	1,540	68.4%	20.5%
Dissatisfied	34	2.1%	0.4%	88	3.8%	1.1%
Very Dissatisfied	31	1.8%	0.4%	44	2.0%	0.6%
Item Response Total	1,614	100.0%	20.9%	2,247	100.0%	30.0%
I choose not to participate in these programs	4,188	--	53.0%	3,245	--	40.8%
These programs are not available to me	566	--	7.0%	519	--	6.7%
I am unaware of these programs	1,511	--	19.1%	1,761	--	22.5%
Total	7,879	100.0%	100.0%	7,772	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 4 completed surveys.





## My Employment Demographics

<b><i>Where do you work?</i></b>	<b>%</b>
Headquarters	37.9%
Field	62.1%
Total	100.0%

<b><i>status?</i></b>	<b>%</b>
Senior Leader	1.8%
Manager	4.6%
Supervisor	9.4%
Team Leader	11.0%
Non-Supervisor	73.2%
Total	100.0%

<b><i>category/grade?</i></b>	<b>%</b>
Federal Wage System	0.0%
GS 1-6	0.3%
GS 7-12	19.9%
GS 13-15	77.1%
Senior Executive Service	2.1%
Scientific or Professional	0.2%
Other	0.4%
Total	100.0%

<b><i>service status?</i></b>	<b>%</b>
No Prior Military Service	89.4%
Guard or Reserves	0.7%
Retired	2.9%
Separated or Discharged	7.0%
Total	100.0%

<b><i>with the Federal</i></b>	<b>%</b>
Less than 1 year	0.9%
1 to 3 years	7.4%

4 to 5 years	5.0%
6 to 10 years	13.2%
11 to 14 years	11.8%
15 to 20 years	14.5%
More than 20 years	47.2%

Total	100.0%
-------	--------

<b><i>with your current agency</i></b>	<b>%</b>
--	----------

Less than 1 year	1.7%
1 to 3 years	10.7%
4 to 5 years	5.6%
6 to 10 years	13.8%
11 to 14 years	12.5%
15 to 20 years	14.4%
More than 20 years	41.4%

Total	100.0%
-------	--------

<b><i>leaving your</i></b>	<b>%</b>
----------------------------	----------

No	71.4%
Yes, to retire	6.7%
within the Federal	12.9%
outside the Federal	4.8%
Yes, other	4.1%

Total	100.0%
-------	--------

<b><i>I am planning to retire:</i></b>	<b>%</b>
--	----------

Within one year	4.3%
years	11.7%
years	12.4%
Five or more years	71.6%

Total	100.0%
-------	--------

## My Personal Demographics

<b><i>Latino, or Spanish</i></b>	<b>%</b>
----------------------------------	----------

Yes	7.9%
No	92.1%
Total	100.0%

***category or categories*** %

White	74.9%
Black or African American	14.4%
All other races	10.7%
Total	100.0%

***What is your age group?*** %

29 years and under	4.0%
30-39 years old	17.1%
40-49 years old	24.4%
50-59 years old	36.7%
60 years or older	17.9%
Total	100.0%

***degree or level of*** %

High School Diploma/	1.2%
College/ Associate's	7.1%
Bachelor's Degree	32.0%
Bachelor's Degree)	59.7%
Total	100.0%

***with a disability?*** %

Yes	8.5%
No	91.5%
Total	100.0%

***Are you:*** %

Male	47.4%
Female	52.6%
Total	100.0%

<b><i>Are you transgender?</i></b>	<b>%</b>
Yes	0.2%
No	99.8%
Total	100.0%

<b><i>following do you</i></b>	<b>%</b>
or lesbian	93.4%
Gay or Lesbian	3.2%
Bisexual	1.3%
Something else	2.1%
Total	100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to My Employment Demographics.



