# 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY:
## REPORT BY AGENCY

### Table of Contents

Part 1

2017 Federal Employee Viewpoint Survey Methods ................................................................. v

<table>
<thead>
<tr>
<th>Survey Question and Text</th>
<th>Page Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. I am given a real opportunity to improve my skills in my organization</td>
<td>1</td>
</tr>
<tr>
<td>2. I have enough information to do my job well</td>
<td>4</td>
</tr>
<tr>
<td>3. I feel encouraged to come up with new and better ways of doing things</td>
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<tr>
<td>4. My work gives me a feeling of personal accomplishment</td>
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</tr>
<tr>
<td>5. I like the kind of work I do</td>
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</tr>
<tr>
<td>6. I know what is expected of me on the job</td>
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<tr>
<td>7. When needed I am willing to put in the extra effort to get a job done</td>
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<tr>
<td>8. I am constantly looking for ways to do my job better</td>
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<td>9. I have sufficient resources to get my job done</td>
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<tr>
<td>10. My workload is reasonable</td>
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<tr>
<td>11. My talents are used well in the workplace</td>
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<tr>
<td>12. I know how my work relates to the agency’s goals and priorities</td>
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<tr>
<td>13. The work I do is important</td>
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<td>14. Physical conditions allow employees to perform their jobs well</td>
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<tr>
<td>15. My performance appraisal is a fair reflection of my performance</td>
<td>43</td>
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<tr>
<td>16. I am held accountable for achieving results</td>
<td>46</td>
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<tr>
<td>17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal</td>
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<tr>
<td>18. My training needs are assessed</td>
<td>52</td>
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<tr>
<td>19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels</td>
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<tr>
<td>20. The people I work with cooperate to get the job done</td>
<td>58</td>
</tr>
<tr>
<td>21. My work unit is able to recruit people with the right skills</td>
<td>61</td>
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<tr>
<td>22. Promotions in my work unit are based on merit</td>
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<tr>
<td>23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve</td>
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<tr>
<td>24. In my work unit, differences in performance are recognized in a meaningful way</td>
<td>70</td>
</tr>
<tr>
<td>25. Awards in my work unit depend on how well employees perform their jobs</td>
<td>73</td>
</tr>
<tr>
<td>26. Employees in my work unit share job knowledge with each other</td>
<td>76</td>
</tr>
<tr>
<td>27. The skill level in my work unit has improved in the past year</td>
<td>79</td>
</tr>
<tr>
<td>28. How would you rate the overall quality of work done by your work unit?</td>
<td>82</td>
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</table>
## 2017 FEDERAL EMPLOYEE VIEWPOINT SURVEY:
### REPORT BY AGENCY

### Table of Contents (continued)

<table>
<thead>
<tr>
<th>Survey Question and Text</th>
<th>Page Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals</td>
<td>85</td>
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<tr>
<td>30. Employees have a feeling of personal empowerment with respect to work processes</td>
<td>88</td>
</tr>
<tr>
<td>31. Employees are recognized for providing high quality products and services</td>
<td>91</td>
</tr>
<tr>
<td>32. Creativity and innovation are rewarded</td>
<td>94</td>
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<td>33. Pay raises depend on how well employees perform their jobs</td>
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<tr>
<td>34. Policies and programs promote diversity in the workplace</td>
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<tr>
<td>35. Employees are protected from health and safety hazards on the job</td>
<td>103</td>
</tr>
<tr>
<td>36. My organization has prepared employees for potential security threats</td>
<td>106</td>
</tr>
<tr>
<td>37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated</td>
<td>109</td>
</tr>
<tr>
<td>38. Prohibited Personnel Practices are not tolerated</td>
<td>112</td>
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<tr>
<td>39. My agency is successful in accomplishing its mission</td>
<td>115</td>
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### Part 2

<table>
<thead>
<tr>
<th>Survey Question and Text</th>
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<tr>
<td>40. I recommend my organization as a good place to work</td>
<td>118</td>
</tr>
<tr>
<td>41. I believe the results of this survey will be used to make my agency a better place to work</td>
<td>121</td>
</tr>
<tr>
<td>42. My supervisor supports my need to balance work and other life issues</td>
<td>124</td>
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<tr>
<td>43. My supervisor provides me with opportunities to demonstrate my leadership skills</td>
<td>127</td>
</tr>
<tr>
<td>44. Discussions with my supervisor about my performance are worthwhile</td>
<td>130</td>
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<tr>
<td>45. My supervisor is committed to a workforce representative of all segments of society</td>
<td>133</td>
</tr>
<tr>
<td>46. My supervisor provides me with constructive suggestions to improve my job performance</td>
<td>136</td>
</tr>
<tr>
<td>47. Supervisors in my work unit support employee development</td>
<td>139</td>
</tr>
<tr>
<td>48. My supervisor listens to what I have to say</td>
<td>142</td>
</tr>
<tr>
<td>49. My supervisor treats me with respect</td>
<td>145</td>
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<tr>
<td>50. In the last six months, my supervisor has talked with me about my performance</td>
<td>148</td>
</tr>
<tr>
<td>51. I have trust and confidence in my supervisor</td>
<td>151</td>
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<tr>
<td>52. Overall, how good a job do you feel is being done by your immediate supervisor?</td>
<td>154</td>
</tr>
<tr>
<td>53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce</td>
<td>157</td>
</tr>
<tr>
<td>Survey Question and Text</td>
<td>Page Number</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>54. My organization's senior leaders maintain high standards of honesty and integrity.</td>
<td>160</td>
</tr>
<tr>
<td>55. Supervisors work well with employees of different backgrounds.</td>
<td>163</td>
</tr>
<tr>
<td>56. Managers communicate the goals and priorities of the organization.</td>
<td>166</td>
</tr>
<tr>
<td>57. Managers review and evaluate the organization's progress toward meeting its goals</td>
<td>169</td>
</tr>
<tr>
<td>58. Managers promote communication among different work units.</td>
<td>172</td>
</tr>
<tr>
<td>59. Managers support collaboration across work units to accomplish work objectives.</td>
<td>175</td>
</tr>
<tr>
<td>60. Overall, how good a job do you feel is being done by the manager directly above</td>
<td>178</td>
</tr>
<tr>
<td>61. I have a high level of respect for my organization's senior leaders.</td>
<td>181</td>
</tr>
<tr>
<td>62. Senior leaders demonstrate support for Work/Life programs.</td>
<td>184</td>
</tr>
<tr>
<td>63. How satisfied are you with your involvement in decisions that affect your work?</td>
<td>187</td>
</tr>
<tr>
<td>64. How satisfied are you with the information you receive from management on what's</td>
<td>190</td>
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<tr>
<td>65. How satisfied are you with the recognition you receive for doing a good job?</td>
<td>193</td>
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<tr>
<td>66. How satisfied are you with the policies and practices of your senior leaders?</td>
<td>196</td>
</tr>
<tr>
<td>67. How satisfied are you with your opportunity to get a better job in your organization?</td>
<td>199</td>
</tr>
<tr>
<td>68. How satisfied are you with the training you receive for your present job?</td>
<td>202</td>
</tr>
<tr>
<td>69. Considering everything, how satisfied are you with your job?</td>
<td>205</td>
</tr>
<tr>
<td>70. Considering everything, how satisfied are you with your pay?</td>
<td>208</td>
</tr>
<tr>
<td>71. Considering everything, how satisfied are you with your organization?</td>
<td>211</td>
</tr>
<tr>
<td>72. Have you been notified whether or not you are eligible to telework?</td>
<td>214</td>
</tr>
<tr>
<td>73. Please select the response below that BEST describes your current teleworking</td>
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</tr>
<tr>
<td>74. Do you participate in the following Work/Life programs Alternative Work Schedules</td>
<td>220</td>
</tr>
<tr>
<td>75. Do you participate in the following Work/Life programs Health and Wellness Programs?</td>
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<tr>
<td>76. Do you participate in the following Work/Life programs Employee Assistance Program</td>
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<tr>
<td>77. Do you participate in the following Work/Life programs Child Care Programs?</td>
<td>229</td>
</tr>
<tr>
<td>78. Do you participate in the following Work/Life programs Elder Care Programs?</td>
<td>232</td>
</tr>
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<td>Survey Question and Text</td>
<td>Page Number</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------------</td>
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<tr>
<td>79. How satisfied are you with the following Work/Life programs in your agency</td>
<td>235</td>
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<tr>
<td>Telework?</td>
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<tr>
<td>80. How satisfied are you with the following Work/Life programs in your agency</td>
<td>238</td>
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<tr>
<td>Alternative Work Schedules (AWS)?</td>
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<tr>
<td>81. How satisfied are you with the following Work/Life programs in your agency</td>
<td>241</td>
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<tr>
<td>Health and Wellness Programs?</td>
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<td>82. How satisfied are you with the following Work/Life programs in your agency</td>
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<tr>
<td>Employee Assistance Program (EAP)?</td>
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<td>83. How satisfied are you with the following Work/Life programs in your agency</td>
<td>247</td>
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<td>Child Care Programs?</td>
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<tr>
<td>84. How satisfied are you with the following Work/Life programs in your agency</td>
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<tr>
<td>Elder Care Programs?</td>
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</table>
The Federal Employee Viewpoint Survey (FEVS) measures employees’ perceptions of conditions within their agencies, which contribute to their organization’s success. The survey allows government employees to share their opinions about what matters most to them, and gives them the opportunity to let their leadership know how they feel about their job, their supervisor, and their agency. OPM and agency managers use these indicators in developing policy and planning actions to improve agency performance and evaluate individual agencies’ progress towards long-term goals.

Federal employees have an intimate knowledge of the workings of the government at every level. The FEVS gives them the voice they need to point out inefficiencies and jobs well done. Senior managers can then use this information to make government more effective, and more responsive to the needs of the American people. Reports are offered to help managers at agency and subagency levels, resulting in a greater potential to celebrate successes and identify opportunities for change across each agency.

Survey Items
The 98-item survey includes 84 items that measure Federal employees’ perceptions about how effectively agencies manage their workforce, as well as 14 demographic questions. The survey is grouped into eight topic areas: (1) Personal Work Experiences, (2) Work Unit, (3) Agency, (4) Supervisor, (5) Leadership, (6) Satisfaction, (7) Work/Life Programs, and (8) Demographics.

Who Participated?
Full-time and part-time, permanent, non-seasonal employees were eligible to participate in the survey. A total of 80 agencies (37 departments/large agencies and 43 small/independent agencies) participated in this year’s survey. Of the 1,068,151 employees who received the FEVS, 486,105 completed the survey for a governmentwide response rate of 45.5 percent.

How Was the Survey Administered?
The survey was a self-administered Web survey.

When Were Employees Surveyed?
Agency launch dates were organized in two waves this year, with approximately 6–week administration periods beginning May 2nd and May 9th.

Data Weighting
Data collected from the 2017 survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data could produce biased estimates of population statistics. The weights developed for the 2017 FEVS take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.
Data Analysis

In performing statistical analyses for this report, OPM employed a number of grouping procedures to simplify presentations. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree, and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree nor Disagree). We conducted analyses on all survey items for the various agencies. Responses of Do Not Know/No Basis to Judge were removed before calculation of percentages. More detailed survey statistics are available in the published Federal Employee Viewpoint Survey Data volumes for this survey and can be downloaded from OPM’s Federal Employee Viewpoint Survey website: www.opm.gov/FEVS.
### Report by Agency

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

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
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</thead>
<tbody>
<tr>
<td>All Responses</td>
<td>21.9%</td>
<td>20.5%</td>
<td>19.2%</td>
<td>42.2%</td>
<td>42.1%</td>
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<td>40.6%</td>
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<td>35.3%</td>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.
# Report by Agency

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

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>All Responses</strong></td>
<td>21.9%</td>
<td>20.5%</td>
<td>19.2%</td>
<td>42.2%</td>
<td>42.1%</td>
<td>42.0%</td>
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<td>43.7%</td>
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<td><strong>HUD</strong></td>
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<tr>
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<td><strong>NASA</strong></td>
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<td><strong>SBA</strong></td>
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<td>45.0%</td>
<td>44.5%</td>
</tr>
</tbody>
</table>

**SOURCE:** Federal Employee Viewpoint Survey

****Unweighted count of responses to a question.
Report by Agency

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

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
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<td>15,894 13,565 15,217</td>
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SOURCE: Federal Employee Viewpoint Survey
**Unweighted count of responses to a question.
‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
# Report by Agency

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

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<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.
## Report by Agency

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

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<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.
## Report by Agency

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

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<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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</tbody>
</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
### Report by Agency

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

<table>
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<th>Strongly Agree</th>
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<th>Neither Agree nor Disagree</th>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.**
(3) I feel encouraged to come up with new and better ways of doing things.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
# Report by Agency

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

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<td>3.1%</td>
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</table>

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.**
### Report by Agency

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

<table>
<thead>
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<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
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<td>41.6%</td>
<td>41.7%</td>
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<td>34.1%</td>
<td>32.6%</td>
<td>41.7%</td>
<td>43.0%</td>
<td>42.8%</td>
</tr>
<tr>
<td>HUD</td>
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<td>30.4%</td>
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<td>41.8%</td>
<td>40.9%</td>
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</tr>
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<td>42.1%</td>
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</table>

**Unweighted count of responses to a question.

SOURCE: Federal Employee Viewpoint Survey
### Report by Agency

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

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
</tr>
</thead>
<tbody>
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<td>30.0% 29.4% 28.3%</td>
<td>41.8% 42.2% 42.2%</td>
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<tr>
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<td>15,852 13,491 15,130</td>
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</tbody>
</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.**

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
## Report by Agency

(5) I like the kind of work I do.

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<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.
I like the kind of work I do.

<table>
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<tr>
<th>All Responses</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
</tr>
</thead>
<tbody>
<tr>
<td>GSA</td>
<td>41.1% 38.9% 36.9%</td>
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</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.**
**Report by Agency**

(5) I like the kind of work I do.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
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<tbody>
<tr>
<td><strong>All Responses</strong></td>
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<td>43.2% 43.4% 43.8%</td>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
**Report by Agency**

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

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.**
(6) I know what is expected of me on the job.

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SOURCE: Federal Employee Viewpoint Survey
**Unweighted count of responses to a question.
## Report by Agency

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

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.
†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
Report by Agency

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

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.
## Report by Agency

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

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**Unweighted count of responses to a question.

SOURCE: Federal Employee Viewpoint Survey
**Report by Agency**

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

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### Report by Agency

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

<table>
<thead>
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<th>Agency</th>
<th>Strongly Agree</th>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.”
Report by Agency

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

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.
(8) *I am constantly looking for ways to do my job better.*

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
## Report by Agency

(9) I have sufficient resources to get my job done.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

(9) **I have sufficient resources to get my job done.**

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**
## Report by Agency

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**Source:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
# Report by Agency

(10) *My workload is reasonable.*

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<th>Disagree</th>
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**SOURCE:** Federal Employee Viewpoint Survey

**Do Not Know**

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

#### (10) My workload is reasonable.

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
## Report by Agency

### (10) My workload is reasonable.

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<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
## Report by Agency

(11) My talents are used well in the workplace.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

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<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**
### Report by Agency

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

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<th></th>
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<th>Agree</th>
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<th>Disagree</th>
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### Report by Agency

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

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
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**SOURCE:** Federal Employee Viewpoint Survey

**Page 34**

**Unweighted count of responses to a question, not including 'Do Not Know.'**
## Report by Agency

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

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
## Report by Agency

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

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
### Report by Agency

**The work I do is important.**

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**
## Report by Agency

### (13) The work I do is important.

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<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
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<td>7.1%</td>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**
## Report by Agency

### (13) The work I do is important.

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<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
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<td>39.5% 40.1% 40.4%</td>
<td>6.4% 6.6% 6.8%</td>
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<td>0.8% 0.7% 0.7%</td>
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<tr>
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<td>1.9% 2.4% 2.1%</td>
<td>1.0% 1.0% 1.0%</td>
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<tr>
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</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
<table>
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<th>Agency</th>
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<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
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<td>18.4%</td>
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<td>45.8%</td>
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<td>43.9%</td>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
## Report by Agency

### (14) Physical conditions allow employees to perform their jobs well.

<table>
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<tr>
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<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Responses</td>
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<td>42.2% 42.5% 43.1%</td>
<td>14.0% 14.0% 14.1%</td>
<td>12.0% 12.4% 12.3%</td>
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<td>32.9% 30.5% 28.6%</td>
<td>40.5% 40.2% 42.1%</td>
<td>11.9% 13.2% 12.8%</td>
<td>9.0% 9.1% 9.7%</td>
<td>5.7% 7.0% 6.9%</td>
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<td>HHS</td>
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<td>43.5% 43.8% 45.0%</td>
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<td>9.3% 10.4% 10.2%</td>
<td>5.2% 5.9% 5.5%</td>
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<td>7.0% 7.1% 7.6%</td>
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<td>5.6% 10.6% 5.8%</td>
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<td>10.7% 19.6% 17.5%</td>
<td>16.6% 23.7% 23.7%</td>
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<td>17.3% 17.5% 16.6%</td>
<td>9.4% 11.1% 10.1%</td>
<td>7.6% 7.0% 6.9%</td>
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<td>46.5% 47.2% 43.6%</td>
<td>7.9% 9.0% 6.8%</td>
<td>1.7% 3.6% 3.2%</td>
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<td>42.8% 36.5% 43.6%</td>
<td>14.1% 19.3% 13.7%</td>
<td>14.0% 12.5% 11.5%</td>
<td>8.9% 6.1% 8.1%</td>
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**Unweighted count of responses to a question, not including 'Do Not Know.'**
(14) Physical conditions allow employees to perform their jobs well.

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<th>Disagree</th>
<th>Strongly Disagree</th>
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<th>Do Not Know</th>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
Report by Agency

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

<table>
<thead>
<tr>
<th>Agency</th>
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<th>Agree</th>
<th>Neither Agree nor Disagree</th>
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<td>36.3%</td>
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SOURCE: Federal Employee Viewpoint Survey
**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

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<td>3,483 3,151 1,882</td>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
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<td>All Responses</td>
<td>28.0% 26.9% 26.1%</td>
<td>43.3% 42.6% 43.1%</td>
<td>14.1% 14.3% 14.4%</td>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
Report by Agency

(16) I am held accountable for achieving results.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

(16) I am held accountable for achieving results.

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**SOURCE: Federal Employee Viewpoint Survey**

**Unweighted count of responses to a question, not including 'Do Not Know.'**
### Report by Agency

(16) I am held accountable for achieving results.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
## Report by Agency

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

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<th>Disagree</th>
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**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
(18) My training needs are assessed.

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
# Report by Agency

*(18) My training needs are assessed.*

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<th>Disagree</th>
<th>Strongly Disagree</th>
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<td>27.8%</td>
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<td>44.5%</td>
<td>44.5%</td>
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<td>27.0%</td>
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<td>38.7%</td>
<td>37.7%</td>
<td>20.9%</td>
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</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
## Report by Agency

(18) My training needs are assessed.

<table>
<thead>
<tr>
<th></th>
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<th></th>
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<td>38.9% 38.1% 37.8%</td>
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<td>9.5% 10.6% 11.7%</td>
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<td>9.4% 10.3% 10.9%</td>
<td>5,443 5,304 5,030</td>
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<tr>
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<td>117 115 129</td>
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</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

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<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>No Basis to Judge</th>
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<td>41.0% 40.5% 40.5%</td>
<td>13.4% 13.6% 14.1%</td>
<td>9.1% 10.0% 10.3%</td>
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<td>11,653 10,380 10,590</td>
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<td>11.9% 13.1% 15.7%</td>
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<td>4.8% 5.3% 6.1%</td>
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<td>2.5% 3.4% 2.9%</td>
<td>596 611 595</td>
<td>15 30 31</td>
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</tbody>
</table>

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'No Basis to Judge.'
(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>No Basis to Judge</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Responses</td>
<td>30.0%</td>
<td>28.5%</td>
<td>27.6%</td>
<td>41.0%</td>
<td>40.5%</td>
<td>40.5%</td>
<td>13.4%</td>
</tr>
</tbody>
</table>

**Unweighted count of responses to a question, not including 'No Basis to Judge.'
Report by Agency

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

<table>
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<th>Item Response Total**</th>
<th>No Basis to Judge</th>
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<td>2017 2016 2015</td>
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<tr>
<td>All Responses</td>
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<table>
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<th></th>
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<tbody>
<tr>
<td>All Responses</td>
<td>30.0% 28.5% 27.6%</td>
<td>41.0% 40.5% 40.5%</td>
<td>13.4% 13.6% 14.1%</td>
<td>9.1% 10.0% 10.3%</td>
<td>6.4% 7.3% 7.5%</td>
<td>473,585 396,712 410,220</td>
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<tr>
<td>SSA</td>
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<td>12.7% 14.8% 16.4%</td>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'No Basis to Judge.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
Report by Agency

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

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SOURCE: Federal Employee Viewpoint Survey
**Unweighted count of responses to a question.

Page 58
Report by Agency

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

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<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.
### Report by Agency

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

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<th>Strongly Agree</th>
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<th>Neither Agree nor Disagree</th>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
# Report by Agency

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

## Table

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**
(21) My work unit is able to recruit people with the right skills.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
(21) My work unit is able to recruit people with the right skills.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
**Report by Agency**

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

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**Unweighted count of responses to a question, not including 'Do Not Know.'
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
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<td>18.3% 19.8% 20.2%</td>
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<td>33,402 27,943 27,063</td>
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<td>28.2% 26.0% 27.8%</td>
<td>18.3% 18.0% 19.1%</td>
<td>19.1% 20.3% 18.3%</td>
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<td>520 568 679</td>
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<tr>
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<td>16.5% 18.5% 19.7%</td>
<td>13.7% 12.7% 13.0%</td>
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<td>28.8% 28.8% 28.4%</td>
<td>17.1% 17.3% 17.8%</td>
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<td>3,669 3,676 4,089</td>
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<tr>
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<td>18.4% 19.2% 20.5%</td>
<td>14.4% 15.1% 16.8%</td>
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<tr>
<td>VA</td>
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<td>22.2% 23.0% 23.1%</td>
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<tr>
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<td>25.2% 25.0% 24.6%</td>
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<td>14.0% 14.8% 17.0%</td>
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<tr>
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<td>27.1% 25.7% 25.0%</td>
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<td>17.3% 18.4% 18.7%</td>
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<tr>
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<td>28.8% 29.0% 29.6%</td>
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<td>16.4% 20.5% 18.5%</td>
<td>19.7% 23.5% 24.5%</td>
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<td>14,784 12,600 14,252</td>
<td>1,058 899 895</td>
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</table>

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
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<td>6.4%</td>
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<tr>
<td>DHS</td>
<td>5.4%</td>
<td>4.7%</td>
<td>3.8%</td>
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</tbody>
</table>

**Unweighted count of responses to a question, not including 'Do Not Know.'
**Report by Agency**

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

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
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<tbody>
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<td>27.7%</td>
<td>26.1%</td>
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<td>7.3%</td>
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<td>26.6%</td>
<td>26.3%</td>
<td>29.5%</td>
</tr>
<tr>
<td>HUD</td>
<td>8.6%</td>
<td>6.8%</td>
<td>5.8%</td>
<td>23.7%</td>
<td>20.6%</td>
<td>20.2%</td>
<td>30.8%</td>
</tr>
<tr>
<td>NARA</td>
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<td>8.8%</td>
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<td>27.3%</td>
<td>25.2%</td>
<td>27.0%</td>
</tr>
<tr>
<td>NASA</td>
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<td>32.3%</td>
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<td>21.2%</td>
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<td>31.7%</td>
</tr>
</tbody>
</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**
(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

<table>
<thead>
<tr>
<th>Item Response Total**</th>
<th>Do Not Know</th>
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<td>435,831</td>
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<td>SSA</td>
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<td>State</td>
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<td>Treas</td>
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<td>13,024</td>
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<td>1,646</td>
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<tr>
<td>DOD 4th Estate</td>
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</tbody>
</table>

**Unweighted count of responses to a question, not including 'Do Not Know.'
†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
(24) In my work unit, differences in performance are recognized in a meaningful way.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
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<tbody>
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<td>24.4% 23.9% 24.6%</td>
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<td>62 31 50</td>
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<td>18.1% 21.1% 21.0%</td>
<td>16.1% 14.4% 13.1%</td>
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SOURCE: Federal Employee Viewpoint Survey **Unweighted count of responses to a question, not including 'Do Not Know.'
(24) In my work unit, differences in performance are recognized in a meaningful way.

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<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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<th>Do Not Know</th>
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<tr>
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<tr>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

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<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
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<td>26.2%</td>
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</table>

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
## Report by Agency

**Reasons: Awards in my work unit depend on how well employees perform their jobs.**

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<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
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<tbody>
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<td>12.7%</td>
<td>9.0%</td>
<td>25.9%</td>
<td>26.4%</td>
<td>24.3%</td>
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<td>34.9%</td>
<td>31.3%</td>
<td>26.4%</td>
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<tr>
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<td>37.1%</td>
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<td>19.1%</td>
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</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**
## Report by Agency

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

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<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
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<td>449,570 376,070 390,970</td>
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<td>40.0% 37.5% 33.7%</td>
<td>19.6% 21.7% 21.9%</td>
<td>12.3% 11.5% 14.2%</td>
<td>11.7% 13.3% 15.9%</td>
<td>1,741 1,747 1,604</td>
<td>105 112 99</td>
</tr>
<tr>
<td>NASA</td>
<td>21.8% 20.0% 18.2%</td>
<td>41.5% 41.3% 41.4%</td>
<td>21.4% 22.1% 22.5%</td>
<td>9.4% 9.7% 10.8%</td>
<td>5.9% 6.9% 7.1%</td>
<td>10,979 10,380 9,236</td>
<td>759 737 623</td>
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<tr>
<td>NCUA</td>
<td>15.2% 19.2% 16.4%</td>
<td>33.8% 35.3% 37.1%</td>
<td>21.5% 17.5% 19.9%</td>
<td>15.8% 15.1% 14.5%</td>
<td>13.6% 12.9% 12.1%</td>
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<td>35 35 39</td>
</tr>
<tr>
<td>NLRB</td>
<td>14.2% 11.7% 12.6%</td>
<td>33.3% 29.7% 28.9%</td>
<td>24.8% 23.9% 22.5%</td>
<td>13.5% 17.4% 18.7%</td>
<td>14.2% 17.2% 17.3%</td>
<td>763 778 814</td>
<td>81 90 83</td>
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<td>NRC</td>
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<td>10.4% 10.9% 10.2%</td>
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<td>153 155 201</td>
</tr>
<tr>
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<td>14.8% 15.3% 13.6%</td>
<td>34.0% 30.9% 31.6%</td>
<td>25.5% 24.3% 24.0%</td>
<td>12.8% 17.4% 16.2%</td>
<td>12.9% 12.1% 14.6%</td>
<td>814 766 813</td>
<td>90 77 81</td>
</tr>
<tr>
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<td>12.6% 11.4% 14.0%</td>
<td>4.7% 8.6% 4.7%</td>
<td>307 307 265</td>
<td>33 41 37</td>
</tr>
<tr>
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<td>10.4% 11.3% 11.1%</td>
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</tr>
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<td>15.8% 14.8% 10.1%</td>
<td>40.7% 35.0% 33.9%</td>
<td>23.1% 22.4% 26.3%</td>
<td>10.9% 13.8% 15.3%</td>
<td>9.4% 14.1% 14.4%</td>
<td>555 515 581</td>
<td>46 49 45</td>
</tr>
<tr>
<td>RRB</td>
<td>17.8% 11.8% 14.6%</td>
<td>34.6% 32.2% 39.5%</td>
<td>24.4% 30.7% 22.1%</td>
<td>11.6% 13.8% 13.3%</td>
<td>11.6% 11.5% 10.6%</td>
<td>406 280 432</td>
<td>39 34 47</td>
</tr>
<tr>
<td>SBA</td>
<td>12.7% 11.2% 10.1%</td>
<td>32.7% 30.7% 30.5%</td>
<td>24.0% 24.4% 21.9%</td>
<td>12.4% 14.5% 17.5%</td>
<td>18.2% 19.2% 20.0%</td>
<td>1,374 1,270 1,187</td>
<td>127 99 101</td>
</tr>
<tr>
<td>SEC</td>
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<td>34.8% 32.3% 30.4%</td>
<td>24.3% 22.8% 21.6%</td>
<td>12.5% 15.3% 16.2%</td>
<td>11.2% 14.4% 19.9%</td>
<td>3,118 2,819 1,712</td>
<td>380 361 189</td>
</tr>
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</table>

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Responses</td>
<td>11.4% 10.3% 9.6%</td>
<td>32.3% 31.1% 30.5%</td>
<td>25.0% 24.9% 25.0%</td>
<td>15.7% 16.5% 17.4%</td>
<td>15.6% 17.3% 17.5%</td>
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<td>32,923 28,546 27,677</td>
</tr>
<tr>
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<td>10.5% 10.8% 12.2%</td>
<td>29.8% 31.0% 32.8%</td>
<td>26.2% 24.2% 23.4%</td>
<td>16.4% 16.9% 16.0%</td>
<td>17.1% 17.0% 15.7%</td>
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<td>642 739 792</td>
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<tr>
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<td>11.6% 9.4% 10.1%</td>
<td>36.9% 35.2% 34.1%</td>
<td>21.7% 24.0% 25.3%</td>
<td>16.8% 18.6% 18.2%</td>
<td>13.0% 12.7% 12.3%</td>
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<td>173 224 210</td>
</tr>
<tr>
<td>Treas</td>
<td>12.6% 11.8% 11.6%</td>
<td>36.7% 35.0% 35.4%</td>
<td>24.4% 24.7% 24.5%</td>
<td>13.5% 14.2% 14.2%</td>
<td>12.9% 14.2% 14.3%</td>
<td>42,111 41,207 46,905</td>
<td>3,842 3,884 4,000</td>
</tr>
<tr>
<td>USDA</td>
<td>11.5% 9.7% 9.8%</td>
<td>38.9% 34.7% 33.8%</td>
<td>23.0% 24.3% 23.6%</td>
<td>15.5% 18.8% 18.0%</td>
<td>11.2% 12.5% 14.9%</td>
<td>1,966 2,080 1,869</td>
<td>105 179 111</td>
</tr>
<tr>
<td>VA</td>
<td>9.7% 9.3% 8.6%</td>
<td>27.0% 28.6% 27.8%</td>
<td>27.1% 26.6% 26.8%</td>
<td>16.9% 16.9% 18.3%</td>
<td>19.3% 18.6% 18.5%</td>
<td>59,219 28,049 29,876</td>
<td>4,615 2,100 2,099</td>
</tr>
<tr>
<td>Small Agencies</td>
<td>17.8% 15.9% 13.9%</td>
<td>33.5% 32.6% 33.4%</td>
<td>23.1% 24.1% 23.1%</td>
<td>12.8% 14.0% 14.1%</td>
<td>12.7% 13.4% 15.5%</td>
<td>4,969 4,890 4,586</td>
<td>510 482 490</td>
</tr>
<tr>
<td>DOD</td>
<td>11.5% 10.1% 9.4%</td>
<td>33.6% 31.5% 30.8%</td>
<td>25.1% 25.3% 25.6%</td>
<td>15.4% 16.5% 17.3%</td>
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<td>66,460 54,946 68,764</td>
<td>3,777 3,252 3,626</td>
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<tr>
<td>USACE</td>
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<td>39.0% 34.0% 32.9%</td>
<td>24.2% 26.4% 25.8%</td>
<td>14.4% 16.0% 18.3%</td>
<td>10.8% 13.9% 11.4%</td>
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</tr>
<tr>
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<td>24.6% 25.0% 24.4%</td>
<td>16.2% 16.7% 17.4%</td>
<td>14.8% 16.0% 15.7%</td>
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<td>747 721 720</td>
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<tr>
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<td>25.2% 24.1% 25.2%</td>
<td>16.3% 17.9% 18.2%</td>
<td>16.8% 19.9% 20.2%</td>
<td>16,429 12,645 15,736</td>
<td>920 741 830</td>
</tr>
<tr>
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<td>14.9% 15.6% 17.1%</td>
<td>12.0% 14.4% 14.9%</td>
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<td>24.8% 25.4% 23.5%</td>
<td>16.2% 17.5% 15.4%</td>
<td>14.4% 20.4% 19.7%</td>
<td>1,727 1,150 1,612</td>
<td>69 59 62</td>
</tr>
<tr>
<td>DOD 4th Estate</td>
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<td>34.1% 32.4% 31.6%</td>
<td>23.3% 24.6% 25.2%</td>
<td>13.7% 14.8% 16.0%</td>
<td>15.2% 16.3% 16.0%</td>
<td>14,794 12,584 14,167</td>
<td>1,026 912 963</td>
</tr>
</tbody>
</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
## Report by Agency

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

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
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<tbody>
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<td>19.1%</td>
<td>46.1%</td>
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<td>48.0%</td>
<td>19.6%</td>
</tr>
<tr>
<td>CSOSA</td>
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<td>23.7%</td>
<td>22.5%</td>
<td>52.4%</td>
<td>51.7%</td>
<td>50.9%</td>
<td>12.9%</td>
</tr>
<tr>
<td>DHS</td>
<td>20.9%</td>
<td>19.3%</td>
<td>16.7%</td>
<td>51.5%</td>
<td>51.1%</td>
<td>51.0%</td>
<td>14.4%</td>
</tr>
<tr>
<td>DOC</td>
<td>27.4%</td>
<td>24.7%</td>
<td>25.0%</td>
<td>50.1%</td>
<td>50.9%</td>
<td>49.6%</td>
<td>12.6%</td>
</tr>
<tr>
<td>DOE</td>
<td>30.4%</td>
<td>27.6%</td>
<td>23.7%</td>
<td>49.8%</td>
<td>50.5%</td>
<td>51.4%</td>
<td>10.4%</td>
</tr>
<tr>
<td>DOI</td>
<td>30.0%</td>
<td>22.0%</td>
<td>20.0%</td>
<td>50.7%</td>
<td>50.6%</td>
<td>51.0%</td>
<td>13.1%</td>
</tr>
<tr>
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<td>22.6%</td>
<td>23.1%</td>
<td>50.2%</td>
<td>50.4%</td>
<td>51.7%</td>
<td>14.9%</td>
</tr>
<tr>
<td>DOL</td>
<td>31.6%</td>
<td>30.5%</td>
<td>27.7%</td>
<td>47.9%</td>
<td>47.2%</td>
<td>48.6%</td>
<td>10.7%</td>
</tr>
<tr>
<td>DOT</td>
<td>27.4%</td>
<td>25.3%</td>
<td>24.6%</td>
<td>51.9%</td>
<td>53.0%</td>
<td>53.3%</td>
<td>11.9%</td>
</tr>
<tr>
<td>Educ</td>
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<td>29.6%</td>
<td>28.6%</td>
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<td>48.4%</td>
<td>49.3%</td>
<td>10.1%</td>
</tr>
<tr>
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<td>10.8%</td>
</tr>
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<td>50.9%</td>
<td>52.0%</td>
<td>10.7%</td>
</tr>
<tr>
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<td>24.6%</td>
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<td>46.3%</td>
<td>47.6%</td>
<td>11.8%</td>
</tr>
<tr>
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<td>41.4%</td>
<td>38.1%</td>
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<td>42.3%</td>
<td>47.1%</td>
<td>7.8%</td>
</tr>
<tr>
<td>FTC</td>
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<td>49.5%</td>
<td>45.4%</td>
<td>35.7%</td>
<td>38.4%</td>
<td>39.5%</td>
<td>5.6%</td>
</tr>
</tbody>
</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
## Report by Agency

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

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Responses</td>
<td>24.5% 23.1% 21.9%</td>
<td>50.0% 50.2% 50.8%</td>
<td>13.4% 13.8% 14.1%</td>
<td>7.1% 7.5% 7.8%</td>
<td>5.0% 5.3% 5.4%</td>
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</tr>
<tr>
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<td>46.5% 47.9% 49.4%</td>
<td>9.0% 10.7% 11.4%</td>
<td>4.3% 4.6% 5.2%</td>
<td>2.6% 3.3% 3.6%</td>
<td>7,465 7,009 7,790</td>
<td>28 27 34</td>
</tr>
<tr>
<td>HHS</td>
<td>29.3% 26.2% 24.1%</td>
<td>47.1% 48.4% 49.0%</td>
<td>12.5% 13.1% 13.8%</td>
<td>6.8% 7.5% 7.8%</td>
<td>4.3% 4.8% 5.3%</td>
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<td>209 224 201</td>
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<td>6.9% 7.5% 8.0%</td>
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<td>9.3% 9.6% 10.5%</td>
<td>4.1% 4.4% 4.4%</td>
<td>2.0% 2.1% 2.3%</td>
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</tr>
<tr>
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<td>50.8% 50.3% 50.8%</td>
<td>8.9% 9.5% 9.3%</td>
<td>4.4% 4.5% 4.9%</td>
<td>2.1% 3.1% 2.7%</td>
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</tr>
<tr>
<td>NLRB</td>
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<td>48.6% 48.2% 47.7%</td>
<td>8.4% 10.1% 9.0%</td>
<td>3.9% 6.0% 6.3%</td>
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</tr>
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<td>9.1% 9.3% 9.1%</td>
<td>6.0% 5.8% 6.0%</td>
<td>3.5% 4.1% 3.3%</td>
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</tr>
<tr>
<td>NSF</td>
<td>33.3% 31.3% 30.1%</td>
<td>45.2% 46.4% 45.3%</td>
<td>11.9% 11.6% 12.4%</td>
<td>6.4% 7.1% 7.5%</td>
<td>3.1% 3.6% 4.7%</td>
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<td>3 0 3</td>
</tr>
<tr>
<td>OMB</td>
<td>47.3% 43.5% 42.6%</td>
<td>41.2% 45.0% 45.0%</td>
<td>6.1% 6.2% 8.6%</td>
<td>4.2% 4.5% 2.6%</td>
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</tr>
<tr>
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<td>48.5% 49.6% 48.7%</td>
<td>9.7% 9.9% 10.4%</td>
<td>5.8% 5.4% 6.4%</td>
<td>3.1% 3.2% 3.4%</td>
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<tr>
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<td>33.0% 29.4% 26.6%</td>
<td>47.0% 47.6% 49.3%</td>
<td>10.7% 11.5% 10.7%</td>
<td>6.0% 8.4% 8.8%</td>
<td>3.2% 3.0% 4.7%</td>
<td>606 560 624</td>
<td>0 4 2</td>
</tr>
<tr>
<td>RRB</td>
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<td>46.5% 46.5% 49.7%</td>
<td>11.8% 14.3% 13.6%</td>
<td>6.1% 5.8% 4.8%</td>
<td>2.1% 4.1% 5.3%</td>
<td>444 319 473</td>
<td>3 1 5</td>
</tr>
<tr>
<td>SBA</td>
<td>25.4% 23.6% 22.8%</td>
<td>46.2% 46.7% 45.6%</td>
<td>12.7% 12.7% 13.4%</td>
<td>7.4% 8.5% 10.5%</td>
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<td>34.2% 28.8% 27.1%</td>
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<td>9.3% 11.2% 12.4%</td>
<td>5.0% 6.0% 5.9%</td>
<td>3.4% 4.2% 5.4%</td>
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<td>19 16 11</td>
</tr>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
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<td>30.7%</td>
<td>30.3%</td>
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<td>49.6%</td>
<td>49.5%</td>
<td>10.0%</td>
</tr>
<tr>
<td>USDA</td>
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<td>22.7%</td>
<td>21.2%</td>
<td>52.3%</td>
<td>52.7%</td>
<td>54.6%</td>
<td>10.8%</td>
</tr>
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<td>54.4%</td>
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</tr>
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<td>14.6%</td>
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<td>29.4%</td>
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<td>10.9%</td>
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<td>51.8%</td>
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</tr>
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<td>Navy‡</td>
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<td>13.6%</td>
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</table>

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
Report by Agency

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

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
</thead>
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<td>17.8% 16.6% 15.4%</td>
<td>38.3% 37.6% 37.1%</td>
<td>27.6% 28.2% 29.1%</td>
<td>9.7% 10.3% 10.9%</td>
<td>6.6% 7.3% 7.4%</td>
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<td>6.7% 7.0% 5.9%</td>
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<tr>
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<td>9.3% 11.3% 12.1%</td>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
(27) The skill level in my work unit has improved in the past year.

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<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
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<td>27.7%</td>
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</table>

**Unweighted count of responses to a question, not including 'Do Not Know.'
Report by Agency

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

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
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<td>18,337 16,713 16,549</td>
</tr>
<tr>
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<td>18.6% 18.3% 18.4%</td>
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<td>9.4% 10.1% 9.3%</td>
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<tr>
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<td>28.5% 29.4% 30.9%</td>
<td>10.7% 12.0% 11.9%</td>
<td>6.9% 8.5% 8.0%</td>
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<td>41.7% 40.7% 39.1%</td>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
### Report by Agency

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

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.
## Report by Agency

### (28) How would you rate the overall quality of work done by your work unit?

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.**
## Report by Agency

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

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<th>Fair</th>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

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<th>Disagree</th>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

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<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

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<th>Disagree</th>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
### Report by Agency

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

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

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<tr>
<th>Agency</th>
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<th>Agree</th>
<th>Neither Agree nor Disagree</th>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**
### Report by Agency

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

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<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
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<th>Neither Agree nor Disagree</th>
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<th>Strongly Disagree</th>
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#### SSA
- **Strongly Agree**: 9.2%
- **Agree**: 9.5%
- **Neither Agree nor Disagree**: 33.5%
- **Disagree**: 26.6%
- **Strongly Disagree**: 20.6%
- **Item Response Total**: 8,047
- **Do Not Know**: 218

#### State
- **Strongly Agree**: 11.7%
- **Agree**: 11.0%
- **Neither Agree nor Disagree**: 41.5%
- **Disagree**: 22.6%
- **Strongly Disagree**: 17.7%
- **Item Response Total**: 4,094
- **Do Not Know**: 48

#### Treas
- **Strongly Agree**: 9.7%
- **Agree**: 8.7%
- **Neither Agree nor Disagree**: 33.2%
- **Disagree**: 24.1%
- **Strongly Disagree**: 21.0%
- **Item Response Total**: 44,196
- **Do Not Know**: 206

#### USAID
- **Strongly Agree**: 12.5%
- **Agree**: 9.8%
- **Neither Agree nor Disagree**: 38.4%
- **Disagree**: 21.1%
- **Strongly Disagree**: 21.0%
- **Item Response Total**: 47,309
- **Do Not Know**: 442

#### VA
- **Strongly Agree**: 10.0%
- **Agree**: 9.2%
- **Neither Agree nor Disagree**: 31.7%
- **Disagree**: 23.9%
- **Strongly Disagree**: 21.1%
- **Item Response Total**: 61,272
- **Do Not Know**: 1,033

#### Small Agencies
- **Strongly Agree**: 16.9%
- **Agree**: 14.4%
- **Neither Agree nor Disagree**: 35.7%
- **Disagree**: 21.1%
- **Strongly Disagree**: 16.2%
- **Item Response Total**: 5,273
- **Do Not Know**: 174

#### DOD
- **Strongly Agree**: 12.1%
- **Agree**: 10.5%
- **Neither Agree nor Disagree**: 38.4%
- **Disagree**: 24.5%
- **Strongly Disagree**: 7.8%
- **Item Response Total**: 67,843
- **Do Not Know**: 1,272

#### USAF
- **Strongly Agree**: 11.8%
- **Agree**: 9.8%
- **Neither Agree nor Disagree**: 41.2%
- **Disagree**: 25.8%
- **Strongly Disagree**: 15.9%
- **Item Response Total**: 4,249
- **Do Not Know**: 83

#### Army‡
- **Strongly Agree**: 12.2%
- **Agree**: 10.4%
- **Neither Agree nor Disagree**: 37.7%
- **Disagree**: 24.3%
- **Strongly Disagree**: 17.6%
- **Item Response Total**: 16,795
- **Do Not Know**: 315

#### Navy‡
- **Strongly Agree**: 11.1%
- **Agree**: 8.9%
- **Neither Agree nor Disagree**: 39.1%
- **Disagree**: 25.7%
- **Strongly Disagree**: 17.2%
- **Item Response Total**: 13,662
- **Do Not Know**: 227

#### Marine Corps
- **Strongly Agree**: 12.1%
- **Agree**: 10.3%
- **Neither Agree nor Disagree**: 34.3%
- **Disagree**: 27.2%
- **Strongly Disagree**: 18.0%
- **Item Response Total**: 1,750
- **Do Not Know**: 26

#### DOD 4th Estate
- **Strongly Agree**: 12.4%
- **Agree**: 10.7%
- **Neither Agree nor Disagree**: 36.6%
- **Disagree**: 23.1%
- **Strongly Disagree**: 18.4%
- **Item Response Total**: 15,303
- **Do Not Know**: 293

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
### Report by Agency

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

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<tr>
<th></th>
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<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
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| **Unweighted count of responses to a question, not including 'Do Not Know.'**

**SOURCE:** Federal Employee Viewpoint Survey
(31) Employees are recognized for providing high quality products and services.

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** Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
(32) Creativity and innovation are rewarded.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
(32) Creativity and innovation are rewarded.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
Report by Agency

(32) Creativity and innovation are rewarded.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
### Report by Agency

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

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**Source:** Federal Employee Viewpoint Survey

**Notes:** Unweighted count of responses to a question, not including 'Do Not Know.'
### (33) Pay raises depend on how well employees perform their jobs.

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

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**SOURCE:** Federal Employee Viewpoint Survey

**†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.**
(34) Policies and programs promote diversity in the workplace.

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<th>Agency</th>
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<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
# Report by Agency

(34) Policies and programs promote diversity in the workplace.

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<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
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**Unweighted count of responses to a question, not including 'Do Not Know.'

SOURCE: Federal Employee Viewpoint Survey
Policies and programs promote diversity in the workplace.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.


**Report by Agency**

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

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<th>Neither Agree nor Disagree</th>
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<th>Strongly Disagree</th>
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<td>26.6%</td>
<td>29.7%</td>
<td>55.4%</td>
<td>53.2%</td>
<td>51.2%</td>
<td>12.0%</td>
</tr>
<tr>
<td>FERC</td>
<td>40.9%</td>
<td>42.3%</td>
<td>42.6%</td>
<td>47.9%</td>
<td>43.7%</td>
<td>45.4%</td>
<td>8.3%</td>
</tr>
<tr>
<td>FTC</td>
<td>46.3%</td>
<td>44.6%</td>
<td>36.9%</td>
<td>44.3%</td>
<td>43.1%</td>
<td>51.2%</td>
<td>7.7%</td>
</tr>
</tbody>
</table>

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Responses</td>
<td>24.6%</td>
<td>23.4%</td>
<td>22.6%</td>
<td>52.3%</td>
<td>52.6%</td>
<td>53.4%</td>
<td>13.0%</td>
</tr>
<tr>
<td>GSA</td>
<td>33.3%</td>
<td>31.4%</td>
<td>28.2%</td>
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<td>49.9%</td>
<td>52.6%</td>
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</tr>
<tr>
<td>HHS</td>
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<td>HUD</td>
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<td>48.9%</td>
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<td>16.7%</td>
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<td>NASA</td>
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<td>43.8%</td>
<td>44.7%</td>
<td>4.5%</td>
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<td>NCUA</td>
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<td>22.8%</td>
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<td>49.4%</td>
<td>47.8%</td>
<td>15.0%</td>
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<tr>
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<td>21.0%</td>
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<td>49.4%</td>
<td>50.8%</td>
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<td>NRC</td>
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</tr>
<tr>
<td>NSF</td>
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<td>36.5%</td>
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<td>8.7%</td>
</tr>
<tr>
<td>OMB</td>
<td>22.8%</td>
<td>18.4%</td>
<td>12.6%</td>
<td>46.3%</td>
<td>45.3%</td>
<td>41.2%</td>
<td>16.4%</td>
</tr>
<tr>
<td>OPM</td>
<td>19.8%</td>
<td>19.3%</td>
<td>18.7%</td>
<td>43.6%</td>
<td>44.2%</td>
<td>46.8%</td>
<td>21.2%</td>
</tr>
<tr>
<td>PBGC</td>
<td>38.4%</td>
<td>34.9%</td>
<td>31.0%</td>
<td>51.3%</td>
<td>54.1%</td>
<td>55.6%</td>
<td>8.8%</td>
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<tr>
<td>RRB</td>
<td>25.1%</td>
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<td>17.9%</td>
<td>55.6%</td>
<td>52.8%</td>
<td>56.5%</td>
<td>14.2%</td>
</tr>
<tr>
<td>SBA</td>
<td>23.3%</td>
<td>20.2%</td>
<td>21.5%</td>
<td>52.4%</td>
<td>51.8%</td>
<td>53.1%</td>
<td>16.3%</td>
</tr>
<tr>
<td>SEC</td>
<td>40.7%</td>
<td>35.4%</td>
<td>33.1%</td>
<td>49.9%</td>
<td>54.0%</td>
<td>54.7%</td>
<td>7.5%</td>
</tr>
</tbody>
</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

<table>
<thead>
<tr>
<th>All Responses</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
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<tbody>
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<tr>
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<td>23.4%</td>
<td>22.6%</td>
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<td>13.3%</td>
<td>13.6%</td>
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<tr>
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<td>24.6%</td>
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<td>13.0%</td>
<td>13.3%</td>
<td>13.6%</td>
<td>6,356</td>
</tr>
</tbody>
</table>

| SSA           | 24.7%          | 24.0% | 24.9%                      | 50.7%    | 50.9%             | 51.1%                 | 8,182       |
| State         | 24.3%          | 23.3% | 23.7%                      | 56.1%    | 55.3%             | 55.1%                 | 4,080       |
| Treas         | 22.1%          | 21.7% | 21.3%                      | 53.4%    | 52.9%             | 53.9%                 | 44,752      |
| USAID         | 28.8%          | 22.3% | 21.3%                      | 52.9%    | 52.4%             | 53.4%                 | 61,490      |
| USDA          | 23.0%          | 21.8% | 20.6%                      | 57.1%    | 57.6%             | 58.3%                 | 47,863      |
| VA            | 19.8%          | 20.0% | 19.0%                      | 51.6%    | 51.8%             | 52.1%                 | 2,011       |
| Small Agencies | 33.4%         | 31.3% | 30.2%                      | 48.7%    | 48.5%             | 50.1%                 | 5,336       |
| DOD           | 27.6%          | 26.0% | 25.0%                      | 53.6%    | 54.6%             | 55.5%                 | 68,434      |
| USACE         | 29.6%          | 28.2% | 27.4%                      | 56.7%    | 56.4%             | 57.7%                 | 43,000      |
| Air Force     | 28.0%          | 26.9% | 26.7%                      | 53.2%    | 55.2%             | 56.1%                 | 16,268      |
| Army‡         | 27.2%          | 24.9% | 23.3%                      | 53.4%    | 54.0%             | 55.1%                 | 16,927      |
| Navy‡         | 26.2%          | 24.6% | 23.7%                      | 54.2%    | 54.7%             | 55.9%                 | 13,786      |
| Marine Corps  | 26.0%          | 27.2% | 25.4%                      | 52.0%    | 51.2%             | 52.4%                 | 1,758       |
| DOD 4th Estate | 30.3%         | 28.4% | 27.5%                      | 52.8%    | 54.4%             | 54.5%                 | 15,395      |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
### Report by Agency

#### (36) My organization has prepared employees for potential security threats.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
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<td>54.3%</td>
<td>54.4%</td>
<td>54.4%</td>
<td>13.0%</td>
</tr>
<tr>
<td>BBG</td>
<td>12.6%</td>
<td>11.6%</td>
<td>12.1%</td>
<td>44.5%</td>
<td>41.9%</td>
<td>48.5%</td>
<td>24.5%</td>
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<tr>
<td>CSOSA</td>
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<td>20.9%</td>
<td>17.3%</td>
<td>54.3%</td>
<td>54.6%</td>
<td>51.8%</td>
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</tr>
<tr>
<td>DHS</td>
<td>17.2%</td>
<td>15.4%</td>
<td>14.2%</td>
<td>50.8%</td>
<td>48.9%</td>
<td>48.6%</td>
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<td>24.5%</td>
<td>23.2%</td>
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<td>52.7%</td>
<td>53.0%</td>
<td>13.8%</td>
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<tr>
<td>DOI</td>
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<td>26.7%</td>
<td>24.6%</td>
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<td>55.2%</td>
<td>56.9%</td>
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<tr>
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<td>14.1%</td>
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<td>DOE</td>
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<td>53.8%</td>
<td>13.4%</td>
</tr>
<tr>
<td>DOT</td>
<td>24.4%</td>
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<td>20.6%</td>
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<tr>
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<td>22.3%</td>
<td>19.2%</td>
<td>58.8%</td>
<td>59.0%</td>
<td>57.1%</td>
<td>11.1%</td>
</tr>
<tr>
<td>FCC</td>
<td>24.8%</td>
<td>22.9%</td>
<td>25.7%</td>
<td>55.5%</td>
<td>50.7%</td>
<td>51.2%</td>
<td>12.6%</td>
</tr>
<tr>
<td>FERC</td>
<td>32.3%</td>
<td>31.9%</td>
<td>33.0%</td>
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<td>50.6%</td>
<td>50.6%</td>
<td>12.2%</td>
</tr>
<tr>
<td>FTC</td>
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<td>26.4%</td>
<td>24.0%</td>
<td>48.4%</td>
<td>44.1%</td>
<td>47.7%</td>
<td>14.5%</td>
</tr>
</tbody>
</table>

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
## Report by Agency

### (36) My organization has prepared employees for potential security threats.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>All Responses</strong></td>
<td>24.0%</td>
<td>22.8%</td>
<td>21.5%</td>
<td>54.3%</td>
<td>54.4%</td>
<td>54.4%</td>
<td>13.0%</td>
</tr>
<tr>
<td><strong>GSA</strong></td>
<td>30.4%</td>
<td>27.1%</td>
<td>25.1%</td>
<td>52.0%</td>
<td>51.0%</td>
<td>52.8%</td>
<td>11.5%</td>
</tr>
<tr>
<td><strong>HHS</strong></td>
<td>24.8%</td>
<td>22.1%</td>
<td>20.3%</td>
<td>53.0%</td>
<td>53.1%</td>
<td>51.9%</td>
<td>14.3%</td>
</tr>
<tr>
<td><strong>HUD</strong></td>
<td>19.8%</td>
<td>18.8%</td>
<td>17.8%</td>
<td>52.7%</td>
<td>51.3%</td>
<td>52.3%</td>
<td>16.0%</td>
</tr>
<tr>
<td><strong>NARA</strong></td>
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<td>25.2%</td>
<td>56.1%</td>
<td>57.5%</td>
<td>55.3%</td>
<td>10.1%</td>
</tr>
<tr>
<td><strong>NASA</strong></td>
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<td>37.2%</td>
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<td>48.3%</td>
<td>48.6%</td>
<td>50.3%</td>
<td>8.8%</td>
</tr>
<tr>
<td><strong>NCUA</strong></td>
<td>22.6%</td>
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<td>20.8%</td>
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<td>56.3%</td>
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<td>13.8%</td>
</tr>
<tr>
<td><strong>NLRB</strong></td>
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</tr>
<tr>
<td><strong>NRC</strong></td>
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<td>32.1%</td>
<td>32.0%</td>
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<td>53.3%</td>
<td>53.6%</td>
<td>9.7%</td>
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<tr>
<td><strong>NSF</strong></td>
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<td>47.8%</td>
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<td>13.4%</td>
</tr>
<tr>
<td><strong>OMB</strong></td>
<td>17.7%</td>
<td>18.5%</td>
<td>15.9%</td>
<td>45.2%</td>
<td>52.0%</td>
<td>53.8%</td>
<td>16.5%</td>
</tr>
<tr>
<td><strong>OPM</strong></td>
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<td>21.5%</td>
<td>21.1%</td>
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<td>52.1%</td>
<td>52.2%</td>
<td>14.4%</td>
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<td><strong>PBGC</strong></td>
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<td>26.6%</td>
<td>22.2%</td>
<td>55.9%</td>
<td>55.7%</td>
<td>55.5%</td>
<td>10.1%</td>
</tr>
<tr>
<td><strong>RRB</strong></td>
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<td>30.5%</td>
<td>20.7%</td>
<td>53.8%</td>
<td>51.7%</td>
<td>58.6%</td>
<td>9.7%</td>
</tr>
<tr>
<td><strong>SBA</strong></td>
<td>19.9%</td>
<td>19.8%</td>
<td>19.2%</td>
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<td>54.1%</td>
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<tr>
<td><strong>SEC</strong></td>
<td>26.8%</td>
<td>25.3%</td>
<td>21.0%</td>
<td>52.2%</td>
<td>56.6%</td>
<td>54.2%</td>
<td>14.6%</td>
</tr>
</tbody>
</table>

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
**Report by Agency**

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

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Responses</td>
<td>24.0% 22.8% 21.5%</td>
<td>54.3% 54.4% 54.4%</td>
<td>13.0% 13.3% 14.1%</td>
<td>5.4% 5.7% 6.2%</td>
<td>3.3% 3.8% 3.8%</td>
<td>468,960 393,948 406,396</td>
<td>5,276 4,677 5,444</td>
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<tr>
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<td>56.4% 56.1% 57.5%</td>
<td>10.4% 11.0% 9.1%</td>
<td>3.9% 4.7% 3.8%</td>
<td>2.7% 2.7% 2.1%</td>
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<tr>
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<td>4.2% 4.9% 4.8%</td>
<td>1.5% 1.9% 2.3%</td>
<td>4,097 5,048 3,926</td>
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</tr>
<tr>
<td>Treas</td>
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<td>56.9% 56.6% 56.3%</td>
<td>12.3% 12.6% 13.8%</td>
<td>4.5% 4.9% 5.6%</td>
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<tr>
<td>USAID</td>
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<td>53.5% 53.3% 51.8%</td>
<td>10.8% 13.6% 14.0%</td>
<td>4.1% 7.1% 7.9%</td>
<td>1.2% 2.6% 3.5%</td>
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<tr>
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<td>5.8% 6.6% 6.5%</td>
<td>2.7% 3.0% 2.7%</td>
<td>4,097 5,048 3,926</td>
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<td>VA</td>
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<td>7.9% 7.7% 8.7%</td>
<td>5.4% 5.8% 6.0%</td>
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<td>14.9% 16.6% 18.4%</td>
<td>7.7% 9.3% 10.2%</td>
<td>4.1% 4.3% 5.3%</td>
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<td>9.8% 10.4% 11.1%</td>
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</table>

**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
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**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

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

<table>
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<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
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<td>31.4%</td>
<td>20.3%</td>
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</table>

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

<table>
<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
<th>Do Not Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Responses</td>
<td>18.9% 18.0% 16.4%</td>
<td>35.9% 35.2% 34.3%</td>
<td>21.6% 21.8% 22.8%</td>
<td>11.2% 11.8% 12.6%</td>
<td>12.3% 13.3% 14.0%</td>
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<td>Small Agencies</td>
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<td>12.1% 12.5% 13.4%</td>
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### Report by Agency

*(38) Prohibited Personnel Practices are not tolerated.*

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<tr>
<th>Source</th>
<th>Strongly Agree</th>
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<th>Disagree</th>
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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

(38) Prohibited Personnel Practices are not tolerated.

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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
Report by Agency

(38) Prohibited Personnel Practices are not tolerated.

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<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Agree nor Disagree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Item Response Total**</th>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.
### Report by Agency

#### (39) My agency is successful at accomplishing its mission.

<table>
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<th>Neither Agree nor Disagree</th>
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**Unweighted count of responses to a question, not including 'Do Not Know.'**
## Report by Agency

(39) My agency is successful at accomplishing its mission.

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<thead>
<tr>
<th>Agency</th>
<th>Strongly Agree</th>
<th>Agree</th>
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SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'
### Report by Agency

(39) My agency is successful at accomplishing its mission.

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**SOURCE:** Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Do Not Know.'**

‡In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.