

2020 Office of Personnel Management Federal Employee Viewpoint Survey:
Report by Agency

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Report Navigation Notes:

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Survey Items

Item	Item Text
Q1	I am given a real opportunity to improve my skills in my organization.
Q2	I feel encouraged to come up with new and better ways of doing things.
Q3	My work gives me a feeling of personal accomplishment.
Q4	I know what is expected of me on the job.
Q5	My workload is reasonable.
Q6	My talents are used well in the workplace.
Q7	I know how my work relates to the agency's goals.
Q8	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.
Q9	The people I work with cooperate to get the job done.
Q10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.
Q11	In my work unit poor performers usually:
Q12	In my work unit, differences in performance are recognized in a meaningful way.
Q13	My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.
Q14	Employees are recognized for providing high quality products and services.
Q15	Employees are protected from health and safety hazards on the job.
Q16	My agency is successful at accomplishing its mission.
Q17	I recommend my organization as a good place to work.
Q18	I believe the results of this survey will be used to make my agency a better place to work.
Q19	My supervisor supports my need to balance work and other life issues.
Q20	My supervisor is committed to a workforce representative of all segments of society.
Q21	Supervisors in my work unit support employee development.
Q22	My supervisor listens to what I have to say.
Q23	My supervisor treats me with respect.
Q24	I have trust and confidence in my supervisor.
Q25	Overall, how good a job do you feel is being done by your immediate supervisor?
Q26	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

Survey Items

Item	Item Text
Q27	My organization's senior leaders maintain high standards of honesty and integrity.
Q28	Managers communicate the goals of the organization.
Q29	Managers promote communication among different work units.
Q30	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?
Q31	I have a high level of respect for my organization's senior leaders.
Q32	Senior leaders demonstrate support for Work/Life programs.
Q33	How satisfied are you with your involvement in decisions that affect your work?
Q34	How satisfied are you with the information you receive from management on what's going on in your organization?
Q35	How satisfied are you with the recognition you receive for doing a good job?
Q36	Considering everything, how satisfied are you with your job?
Q37	Considering everything, how satisfied are you with your pay?
Q38	Considering everything, how satisfied are you with your organization?
Q58	How satisfied are you with the Telework program in your agency?
Q59_01	Work-Life program used at your agency within the last 12 months? Alternative Work Schedules
Q59_02	Work-Life program used at your agency within the last 12 months? Health and Wellness Programs
Q59_03	Work-Life program used at your agency within the last 12 months? Employee Assistance Program
Q59_04	Work-Life program used at your agency within the last 12 months? Child Care Programs
Q59_05	Work-Life program used at your agency within the last 12 months? Elder Care Programs
Q59_06	Work-Life program used at your agency within the last 12 months? None Listed Above
Q60	How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules
Q61	How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs
Q62	How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program
Q63	How satisfied are you with the following Work/Life programs in your agency? Child Care Programs
Q64	How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q1) I am given a real opportunity to improve my skills in my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	26.2 %	43.7 %	15.2 %	10.2 %	4.6 %	619,947
CSOSA	21.2 %	45.7 %	17.6 %	10.2 %	5.3 %	522
DHS	20.2 %	40.8 %	18.0 %	13.6 %	7.3 %	83,790
DOC	27.7 %	46.6 %	14.9 %	7.8 %	3.0 %	21,197
DOE	33.7 %	43.9 %	12.6 %	6.7 %	3.1 %	8,866
DOI	27.1 %	44.9 %	14.6 %	9.5 %	4.0 %	25,951
DOJ	23.4 %	43.1 %	16.1 %	11.7 %	5.6 %	28,749
DOL	26.5 %	40.9 %	15.4 %	10.9 %	6.3 %	7,126
DOT	28.0 %	46.2 %	14.0 %	8.3 %	3.5 %	22,088
ED	22.9 %	44.2 %	16.4 %	10.9 %	5.5 %	2,354
EEOC	32.6 %	39.9 %	14.8 %	8.5 %	4.1 %	1,302
EPA	27.6 %	46.6 %	13.6 %	8.6 %	3.6 %	8,070
FCC	31.6 %	43.9 %	12.2 %	9.0 %	3.3 %	618
FERC	49.0 %	36.8 %	8.2 %	4.1 %	2.0 %	1,141
FTC	51.8 %	36.0 %	7.5 %	3.2 %	1.6 %	720
GSA	41.7 %	41.7 %	9.9 %	4.6 %	2.2 %	7,294
HHS	31.7 %	44.1 %	13.3 %	7.7 %	3.2 %	50,112
HUD	31.9 %	43.2 %	13.4 %	6.7 %	4.9 %	4,481
NARA	29.6 %	44.5 %	12.7 %	8.4 %	4.9 %	1,474
NASA	47.2 %	40.1 %	7.9 %	3.5 %	1.3 %	10,546

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(Q1) I am given a real opportunity to improve my skills in my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	26.2 %	43.7 %	15.2 %	10.2 %	4.6 %	619,947
NCUA	29.4 %	48.0 %	11.3 %	8.0 %	3.2 %	925
NLRB	22.5 %	39.5 %	15.7 %	12.7 %	9.6 %	771
NRC	30.4 %	45.4 %	14.0 %	6.7 %	3.5 %	2,159
NSF	46.7 %	38.7 %	10.8 %	2.0 %	1.8 %	922
OMB	30.7 %	50.3 %	11.3 %	6.7 %	1.0 %	304
OPM	30.2 %	41.1 %	15.5 %	8.5 %	4.7 %	1,337
PBGC	42.5 %	40.4 %	11.7 %	3.6 %	1.8 %	615
RRB	22.4 %	41.8 %	18.6 %	11.0 %	6.1 %	406
SBA	26.6 %	42.8 %	15.0 %	9.6 %	6.0 %	1,325
SSA	18.7 %	40.4 %	19.3 %	14.7 %	6.9 %	28,392
State	25.9 %	48.0 %	13.4 %	9.4 %	3.3 %	10,835
USAGM	21.3 %	36.9 %	18.4 %	10.6 %	12.9 %	606
USAID	28.8 %	46.9 %	12.9 %	8.1 %	3.2 %	2,087
USDA	21.0 %	46.5 %	17.3 %	11.0 %	4.3 %	33,158
USDT	27.5 %	44.0 %	14.5 %	9.4 %	4.6 %	39,950
Small Agencies	32.4 %	41.4 %	12.9 %	8.9 %	4.4 %	5,109
DOD Overall	27.4 %	44.1 %	14.7 %	9.7 %	4.1 %	204,645
USACE	30.8 %	46.8 %	12.6 %	7.3 %	2.5 %	21,022
Air Force	29.9 %	42.9 %	14.0 %	9.4 %	3.9 %	35,194

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(Q1) I am given a real opportunity to improve my skills in my organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	26.2 %	43.7 %	15.2 %	10.2 %	4.6 %	619,947
†Army	26.2 %	42.4 %	15.5 %	10.9 %	4.9 %	60,473
†Navy	25.7 %	46.9 %	14.7 %	9.3 %	3.4 %	47,206
Marine Corps	26.4 %	41.1 %	17.8 %	10.1 %	4.6 %	4,553
DOD 4th Estate	28.4 %	43.0 %	14.1 %	9.5 %	5.0 %	36,197

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 only contains core items from the 2020 OPM FEVS. Items 39 – 57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q2) I feel encouraged to come up with new and better ways of doing things.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	27.4 %	39.2 %	15.9 %	11.5 %	6.0 %	615,099
CSOSA	21.4 %	40.5 %	17.6 %	14.7 %	5.8 %	509
DHS	20.4 %	33.7 %	19.4 %	16.3 %	10.2 %	83,259
DOC	27.3 %	39.0 %	17.7 %	10.9 %	5.1 %	21,025
DOE	35.0 %	39.4 %	12.5 %	8.6 %	4.5 %	8,801
DOI	29.5 %	40.0 %	15.0 %	10.3 %	5.2 %	25,755
DOJ	23.0 %	37.9 %	17.1 %	13.8 %	8.1 %	28,537
DOL	27.9 %	37.1 %	15.4 %	11.9 %	7.8 %	7,065
DOT	29.3 %	41.4 %	14.7 %	9.8 %	4.8 %	21,866
ED	26.0 %	37.7 %	15.6 %	13.3 %	7.4 %	2,333
EEOC	32.5 %	35.8 %	14.2 %	11.7 %	5.7 %	1,293
EPA	31.4 %	41.7 %	13.3 %	9.4 %	4.2 %	8,003
FCC	33.2 %	40.6 %	13.8 %	7.3 %	5.1 %	616
FERC	41.2 %	33.8 %	13.0 %	8.1 %	3.9 %	1,138
FTC	49.4 %	35.3 %	8.2 %	4.6 %	2.5 %	718
GSA	41.6 %	37.6 %	11.7 %	6.0 %	3.2 %	7,230
HHS	32.3 %	40.5 %	14.0 %	9.0 %	4.2 %	49,723
HUD	33.0 %	38.4 %	14.3 %	8.4 %	5.9 %	4,438
NARA	32.4 %	40.3 %	13.2 %	8.6 %	5.5 %	1,472
NASA	50.0 %	36.6 %	7.5 %	4.3 %	1.5 %	10,496

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(Q2) I feel encouraged to come up with new and better ways of doing things.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	27.4 %	39.2 %	15.9 %	11.5 %	6.0 %	615,099
NCUA	26.4 %	39.4 %	16.7 %	12.5 %	4.9 %	913
NLRB	19.0 %	30.0 %	18.3 %	17.2 %	15.4 %	767
NRC	34.7 %	41.4 %	12.6 %	7.2 %	4.1 %	2,139
NSF	45.9 %	35.7 %	10.5 %	4.8 %	3.1 %	920
OMB	38.8 %	35.7 %	12.3 %	9.5 %	3.7 %	302
OPM	32.4 %	39.0 %	13.7 %	9.6 %	5.3 %	1,330
PBGC	43.3 %	38.6 %	9.8 %	5.5 %	2.8 %	603
RRB	22.7 %	33.2 %	22.2 %	14.3 %	7.6 %	407
SBA	30.3 %	39.5 %	13.9 %	9.8 %	6.6 %	1,313
SSA	19.0 %	36.3 %	19.9 %	15.9 %	8.8 %	28,167
State	26.0 %	43.7 %	15.0 %	11.0 %	4.3 %	10,781
USAGM	22.5 %	35.6 %	18.2 %	11.2 %	12.6 %	596
USAID	30.5 %	42.5 %	12.4 %	10.9 %	3.7 %	2,067
USDA	22.3 %	41.8 %	17.6 %	12.5 %	5.8 %	32,700
USDT	27.5 %	39.0 %	16.4 %	11.4 %	5.7 %	39,686
Small Agencies	33.3 %	37.8 %	13.2 %	9.9 %	5.8 %	5,068
DOD Overall	29.2 %	40.7 %	14.8 %	10.3 %	4.9 %	203,063
USACE	31.0 %	43.0 %	14.4 %	8.4 %	3.3 %	20,840
Air Force	32.6 %	39.2 %	13.6 %	9.7 %	4.9 %	34,944

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(Q2) I feel encouraged to come up with new and better ways of doing things.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	27.4 %	39.2 %	15.9 %	11.5 %	6.0 %	615,099
†Army	28.0 %	40.0 %	15.4 %	11.1 %	5.5 %	59,955
†Navy	27.5 %	42.9 %	15.1 %	10.2 %	4.3 %	46,959
Marine Corps	29.4 %	38.7 %	15.3 %	11.4 %	5.2 %	4,491
DOD 4th Estate	29.3 %	39.4 %	14.9 %	10.5 %	5.8 %	35,874

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q3) My work gives me a feeling of personal accomplishment.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	31.4 %	43.2 %	13.7 %	7.5 %	4.2 %	618,334
CSOSA	30.8 %	42.9 %	16.8 %	6.6 %	3.0 %	517
DHS	26.4 %	40.3 %	16.6 %	9.7 %	7.0 %	83,543
DOC	33.8 %	45.6 %	12.3 %	5.4 %	2.8 %	21,139
DOE	36.3 %	43.1 %	11.6 %	5.9 %	3.1 %	8,839
DOI	32.2 %	44.2 %	12.8 %	7.1 %	3.7 %	25,914
DOJ	31.0 %	40.8 %	13.9 %	8.4 %	5.9 %	28,673
DOL	34.8 %	42.0 %	12.6 %	6.3 %	4.4 %	7,120
DOT	33.5 %	44.8 %	12.5 %	6.0 %	3.2 %	22,027
ED	32.9 %	41.3 %	14.3 %	7.0 %	4.6 %	2,346
EEOC	47.6 %	34.3 %	10.7 %	4.8 %	2.6 %	1,302
EPA	34.0 %	44.0 %	12.0 %	6.5 %	3.5 %	8,052
FCC	36.0 %	41.9 %	10.8 %	7.2 %	4.1 %	616
FERC	46.0 %	37.0 %	9.3 %	5.0 %	2.7 %	1,143
FTC	54.7 %	33.8 %	8.1 %	1.8 %	1.5 %	720
GSA	41.1 %	40.7 %	11.2 %	4.6 %	2.4 %	7,276
HHS	37.6 %	42.9 %	11.4 %	5.3 %	2.7 %	49,967
HUD	36.0 %	41.7 %	12.6 %	5.6 %	4.1 %	4,469
NARA	41.0 %	39.8 %	10.0 %	5.5 %	3.6 %	1,479
NASA	49.8 %	38.1 %	7.7 %	3.1 %	1.3 %	10,545

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(Q3) My work gives me a feeling of personal accomplishment.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	31.4 %	43.2 %	13.7 %	7.5 %	4.2 %	618,334
NCUA	31.2 %	45.3 %	13.9 %	7.2 %	2.4 %	925
NLRB	30.9 %	43.8 %	12.2 %	8.3 %	4.9 %	771
NRC	33.7 %	44.2 %	11.9 %	6.0 %	4.2 %	2,154
NSF	46.7 %	39.0 %	8.8 %	3.5 %	2.0 %	923
OMB	30.5 %	43.6 %	13.6 %	10.3 %	2.0 %	304
OPM	36.7 %	42.4 %	11.6 %	5.8 %	3.5 %	1,330
PBGC	43.2 %	40.8 %	10.2 %	4.5 %	1.3 %	609
RRB	28.2 %	44.8 %	15.8 %	6.8 %	4.4 %	404
SBA	41.2 %	40.0 %	10.5 %	4.8 %	3.5 %	1,317
SSA	29.5 %	43.5 %	14.0 %	8.2 %	4.8 %	28,277
State	31.8 %	44.8 %	12.8 %	7.2 %	3.4 %	10,832
USAGM	32.0 %	39.7 %	13.5 %	6.3 %	8.5 %	598
USAID	36.0 %	41.8 %	12.1 %	6.7 %	3.4 %	2,083
USDA	27.9 %	46.0 %	14.0 %	8.0 %	4.1 %	33,061
USDT	32.5 %	43.8 %	13.2 %	6.5 %	4.0 %	39,788
Small Agencies	38.3 %	40.4 %	11.5 %	5.8 %	4.0 %	5,097
DOD Overall	31.0 %	44.0 %	13.7 %	7.5 %	3.8 %	204,174
USACE	32.9 %	46.3 %	12.6 %	5.7 %	2.4 %	20,989
Air Force	32.1 %	42.3 %	13.7 %	7.8 %	4.1 %	35,133

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(Q3) My work gives me a feeling of personal accomplishment.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	31.4 %	43.2 %	13.7 %	7.5 %	4.2 %	618,334
†Army	31.2 %	43.5 %	13.8 %	7.5 %	4.0 %	60,314
†Navy	28.8 %	46.0 %	14.1 %	7.6 %	3.5 %	47,132
Marine Corps	31.1 %	42.4 %	14.2 %	8.5 %	3.7 %	4,535
DOD 4th Estate	33.1 %	42.5 %	13.3 %	7.0 %	4.1 %	36,071

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q4) I know what is expected of me on the job.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	35.4 %	48.1 %	9.2 %	4.9 %	2.4 %	621,862
CSOSA	36.9 %	46.1 %	8.8 %	5.9 %	2.2 %	521
DHS	35.3 %	48.3 %	8.9 %	4.6 %	2.9 %	84,257
DOC	39.9 %	47.3 %	7.1 %	3.9 %	1.8 %	21,231
DOE	37.5 %	46.9 %	8.6 %	4.6 %	2.5 %	8,869
DOI	31.6 %	49.1 %	10.8 %	5.9 %	2.6 %	25,998
DOJ	35.1 %	48.0 %	9.1 %	5.2 %	2.7 %	28,850
DOL	35.5 %	46.2 %	9.5 %	5.4 %	3.4 %	7,156
DOT	35.7 %	49.1 %	8.9 %	4.2 %	2.1 %	22,167
ED	31.6 %	48.5 %	10.0 %	6.2 %	3.8 %	2,354
EEOC	43.1 %	42.3 %	7.4 %	4.5 %	2.6 %	1,303
EPA	33.9 %	50.1 %	8.9 %	4.9 %	2.0 %	8,082
FCC	41.1 %	45.9 %	7.2 %	3.5 %	2.3 %	618
FERC	51.1 %	38.9 %	5.2 %	3.5 %	1.3 %	1,145
FTC	55.4 %	36.8 %	5.0 %	2.1 %	0.8 %	720
GSA	45.2 %	43.2 %	7.0 %	2.9 %	1.6 %	7,295
HHS	39.0 %	47.0 %	8.1 %	4.0 %	1.9 %	50,138
HUD	37.9 %	45.9 %	8.5 %	4.3 %	3.4 %	4,479
NARA	41.2 %	43.9 %	7.1 %	4.4 %	3.4 %	1,487
NASA	47.6 %	42.2 %	6.4 %	2.8 %	1.0 %	10,558

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q4) I know what is expected of me on the job.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	35.4 %	48.1 %	9.2 %	4.9 %	2.4 %	621,862
NCUA	33.6 %	51.7 %	8.0 %	4.3 %	2.4 %	923
NLRB	33.3 %	44.6 %	7.2 %	7.3 %	7.5 %	773
NRC	36.5 %	47.5 %	8.3 %	5.2 %	2.5 %	2,157
NSF	48.5 %	40.4 %	6.1 %	3.1 %	1.9 %	920
OMB	32.6 %	49.3 %	7.5 %	6.7 %	3.9 %	303
OPM	44.0 %	43.7 %	6.3 %	3.9 %	2.2 %	1,340
PBGC	52.5 %	38.9 %	5.4 %	1.5 %	1.7 %	613
RRB	35.3 %	48.4 %	8.5 %	5.7 %	2.1 %	408
SBA	41.1 %	43.1 %	8.3 %	4.7 %	2.7 %	1,328
SSA	35.3 %	49.1 %	8.5 %	4.6 %	2.5 %	28,487
State	31.2 %	50.7 %	10.3 %	5.8 %	1.9 %	10,879
USAGM	34.0 %	44.7 %	10.1 %	4.3 %	6.9 %	609
USAID	30.3 %	50.7 %	10.3 %	6.1 %	2.6 %	2,087
USDA	29.2 %	51.6 %	11.0 %	5.7 %	2.5 %	33,247
USDT	37.4 %	48.3 %	7.9 %	4.1 %	2.3 %	40,145
Small Agencies	40.3 %	43.9 %	7.9 %	4.7 %	3.1 %	5,108
DOD Overall	34.9 %	48.0 %	9.8 %	5.2 %	2.2 %	205,307
USACE	34.4 %	51.0 %	9.0 %	4.0 %	1.6 %	21,045
Air Force	35.8 %	46.0 %	10.2 %	5.6 %	2.5 %	35,321

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q4) I know what is expected of me on the job.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	35.4 %	48.1 %	9.2 %	4.9 %	2.4 %	621,862
†Army	35.0 %	47.7 %	9.6 %	5.3 %	2.4 %	60,706
†Navy	32.1 %	50.4 %	10.3 %	5.3 %	1.9 %	47,401
Marine Corps	37.6 %	45.4 %	9.7 %	4.5 %	2.7 %	4,561
DOD 4th Estate	38.5 %	45.9 %	8.7 %	4.6 %	2.3 %	36,273

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 only contains core items from the 2020 OPM FEVS. Items 39 – 57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q5) My workload is reasonable.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	17.3 %	49.4 %	12.7 %	12.4 %	8.3 %	619,493	931
CSOSA	22.3 %	50.4 %	12.1 %	7.5 %	7.7 %	513	2
DHS	18.5 %	51.4 %	12.9 %	10.0 %	7.1 %	83,820	154
DOC	15.5 %	47.3 %	14.4 %	14.4 %	8.4 %	21,159	28
DOE	17.4 %	49.4 %	12.3 %	13.4 %	7.6 %	8,860	15
DOI	12.6 %	46.0 %	14.1 %	16.0 %	11.3 %	25,919	33
DOJ	16.3 %	50.9 %	12.5 %	11.8 %	8.5 %	28,743	45
DOL	16.4 %	47.1 %	13.2 %	13.0 %	10.3 %	7,117	9
DOT	18.4 %	52.4 %	12.3 %	10.6 %	6.4 %	22,053	39
ED	13.4 %	44.3 %	12.8 %	16.3 %	13.1 %	2,349	3
EEOC	18.0 %	44.4 %	14.1 %	12.6 %	10.8 %	1,300	0
EPA	13.9 %	48.2 %	12.9 %	14.9 %	10.2 %	8,053	10
FCC	21.8 %	53.2 %	9.3 %	10.6 %	5.2 %	618	0
FERC	31.7 %	45.3 %	10.2 %	8.8 %	4.1 %	1,142	0
FTC	33.3 %	44.9 %	9.4 %	8.4 %	4.0 %	720	0
GSA	24.7 %	48.3 %	11.9 %	9.4 %	5.8 %	7,281	8
HHS	18.4 %	49.2 %	12.7 %	12.4 %	7.3 %	50,052	60
HUD	18.9 %	48.5 %	12.4 %	11.6 %	8.5 %	4,477	9
NARA	24.7 %	47.6 %	11.7 %	10.0 %	6.0 %	1,470	5
NASA	22.0 %	47.8 %	12.1 %	12.2 %	6.0 %	10,535	7
NCUA	15.9 %	49.8 %	13.3 %	13.2 %	7.8 %	917	1
NLRB	15.6 %	41.9 %	13.8 %	13.5 %	15.3 %	770	3
NRC	20.2 %	50.1 %	10.5 %	12.0 %	7.2 %	2,156	3
NSF	17.8 %	40.6 %	14.6 %	17.5 %	9.6 %	921	2

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q5) My workload is reasonable.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	17.3 %	49.4 %	12.7 %	12.4 %	8.3 %	619,493	931
OMB	10.1 %	43.9 %	14.8 %	15.3 %	15.9 %	304	0
OPM	19.8 %	48.0 %	12.6 %	11.8 %	7.8 %	1,330	3
PBGC	30.1 %	51.5 %	8.3 %	6.7 %	3.4 %	615	1
RRB	13.5 %	40.9 %	15.8 %	17.0 %	12.9 %	408	1
SBA	16.7 %	49.9 %	11.7 %	11.7 %	10.0 %	1,317	2
SSA	12.4 %	41.2 %	14.6 %	17.1 %	14.8 %	28,363	65
State	13.8 %	48.5 %	12.0 %	16.1 %	9.6 %	10,825	12
USAGM	16.6 %	48.5 %	14.1 %	10.7 %	10.0 %	599	4
USAID	9.8 %	41.4 %	12.7 %	20.9 %	15.1 %	2,086	2
USDA	11.3 %	45.3 %	14.1 %	16.5 %	12.7 %	33,114	56
USDT	18.0 %	48.8 %	12.8 %	11.9 %	8.4 %	39,871	60
Small Agencies	21.3 %	46.5 %	12.5 %	11.7 %	8.0 %	5,097	5
DOD Overall	18.2 %	50.4 %	12.2 %	11.9 %	7.4 %	204,619	284
USACE	15.8 %	51.7 %	13.0 %	12.9 %	6.6 %	21,010	15
Air Force	19.5 %	49.7 %	11.7 %	11.6 %	7.5 %	35,189	55
†Army	18.0 %	49.5 %	12.1 %	12.3 %	8.2 %	60,482	84
†Navy	16.6 %	52.0 %	12.7 %	11.9 %	6.8 %	47,208	68
Marine Corps	19.7 %	50.4 %	11.6 %	11.6 %	6.6 %	4,556	7
DOD 4th Estate	20.4 %	49.4 %	11.7 %	11.1 %	7.3 %	36,174	55

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 only contains core items from the 2020 OPM FEVS. Items 39 – 57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q6) My talents are used well in the workplace.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	21.3 %	44.6 %	15.3 %	11.5 %	7.3 %	611,287	1,541
CSOSA	17.8 %	42.9 %	16.0 %	13.7 %	9.6 %	508	0
DHS	17.5 %	39.6 %	17.8 %	14.1 %	11.0 %	82,664	373
DOC	21.1 %	47.6 %	15.8 %	10.1 %	5.4 %	20,912	42
DOE	25.2 %	46.1 %	13.5 %	9.7 %	5.5 %	8,742	18
DOI	19.9 %	46.5 %	15.1 %	11.5 %	7.1 %	25,565	45
DOJ	19.4 %	43.4 %	15.3 %	12.8 %	9.0 %	28,407	75
DOL	21.8 %	42.6 %	15.9 %	11.5 %	8.2 %	7,003	16
DOT	22.6 %	48.0 %	14.1 %	9.8 %	5.5 %	21,703	50
ED	19.0 %	43.1 %	15.1 %	13.7 %	9.1 %	2,311	8
EEOC	24.9 %	45.0 %	14.5 %	9.6 %	6.0 %	1,281	1
EPA	20.7 %	47.7 %	14.3 %	10.9 %	6.4 %	7,957	22
FCC	26.5 %	42.7 %	13.5 %	10.2 %	7.0 %	614	1
FERC	35.6 %	42.7 %	9.9 %	8.0 %	3.8 %	1,136	0
FTC	42.8 %	38.9 %	9.7 %	5.3 %	3.2 %	714	0
GSA	30.1 %	45.2 %	12.9 %	7.6 %	4.2 %	7,213	14
HHS	24.2 %	46.3 %	14.4 %	9.7 %	5.4 %	49,454	89
HUD	24.8 %	42.8 %	14.6 %	10.1 %	7.7 %	4,411	8
NARA	24.9 %	44.7 %	13.0 %	10.6 %	6.8 %	1,466	7
NASA	35.2 %	45.2 %	10.3 %	6.5 %	2.8 %	10,438	9
NCUA	21.0 %	49.3 %	14.0 %	9.0 %	6.7 %	908	1
NLRB	20.7 %	42.1 %	16.3 %	13.8 %	7.1 %	761	3
NRC	23.3 %	45.0 %	13.7 %	11.0 %	7.0 %	2,125	6
NSF	29.4 %	42.2 %	15.3 %	8.2 %	4.8 %	910	1

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q6) My talents are used well in the workplace.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	21.3 %	44.6 %	15.3 %	11.5 %	7.3 %	611,287	1,541
OMB	21.9 %	48.2 %	13.6 %	13.1 %	3.1 %	303	0
OPM	25.3 %	43.5 %	14.5 %	10.7 %	6.0 %	1,304	5
PBGC	32.5 %	43.4 %	14.5 %	6.9 %	2.7 %	601	1
RRB	17.2 %	42.0 %	19.4 %	12.6 %	8.8 %	402	1
SBA	23.6 %	45.1 %	12.2 %	11.0 %	8.0 %	1,307	2
SSA	16.3 %	39.8 %	18.5 %	14.8 %	10.6 %	27,960	89
State	17.1 %	47.1 %	15.8 %	13.4 %	6.7 %	10,727	18
USAGM	19.2 %	39.7 %	14.6 %	11.4 %	15.2 %	593	1
USAID	18.3 %	47.3 %	15.3 %	12.4 %	6.8 %	2,056	3
USDA	16.7 %	47.5 %	16.9 %	12.0 %	6.9 %	32,450	64
USDT	22.1 %	44.6 %	15.8 %	10.8 %	6.7 %	39,382	107
Small Agencies	26.6 %	42.3 %	13.3 %	10.7 %	7.0 %	5,028	7
DOD Overall	22.7 %	45.4 %	14.5 %	11.0 %	6.4 %	201,971	454
USACE	23.2 %	49.4 %	13.8 %	9.4 %	4.3 %	20,747	30
Air Force	24.3 %	44.3 %	13.9 %	11.3 %	6.3 %	34,761	73
†Army	22.8 %	44.7 %	14.7 %	11.0 %	6.9 %	59,653	176
†Navy	20.6 %	47.1 %	15.1 %	11.2 %	5.9 %	46,671	85
Marine Corps	24.8 %	43.4 %	14.2 %	11.7 %	5.9 %	4,488	10
DOD 4th Estate	23.9 %	44.0 %	14.4 %	10.6 %	7.1 %	35,651	80

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q7) I know how my work relates to the agency's goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	35.7 %	51.4 %	7.9 %	3.1 %	1.9 %	618,591	1,479
CSOSA	39.4 %	52.3 %	5.6 %	1.4 %	1.3 %	517	1
DHS	32.2 %	51.6 %	9.4 %	3.9 %	2.9 %	83,740	282
DOC	38.8 %	51.1 %	6.5 %	2.3 %	1.2 %	21,116	29
DOE	42.6 %	46.5 %	6.9 %	2.4 %	1.6 %	8,848	19
DOI	34.1 %	51.6 %	8.3 %	3.7 %	2.3 %	25,872	55
DOJ	32.9 %	51.8 %	9.1 %	3.7 %	2.5 %	28,713	78
DOL	39.6 %	48.9 %	7.0 %	2.6 %	1.9 %	7,134	12
DOT	36.8 %	51.6 %	7.2 %	2.9 %	1.5 %	22,028	56
ED	33.2 %	51.2 %	8.6 %	4.6 %	2.4 %	2,342	8
EEOC	45.5 %	47.0 %	4.1 %	2.3 %	1.1 %	1,296	1
EPA	36.8 %	50.4 %	7.5 %	3.3 %	2.0 %	8,039	22
FCC	40.0 %	49.3 %	5.4 %	3.8 %	1.6 %	618	0
FERC	53.4 %	39.8 %	4.1 %	1.7 %	0.9 %	1,139	0
FTC	64.6 %	30.8 %	3.2 %	1.0 %	0.4 %	718	0
GSA	45.9 %	45.6 %	5.9 %	1.7 %	0.9 %	7,269	9
HHS	41.1 %	48.9 %	6.7 %	2.2 %	1.2 %	49,901	102
HUD	37.7 %	49.4 %	7.9 %	2.8 %	2.2 %	4,466	9
NARA	43.4 %	45.4 %	6.5 %	2.6 %	2.1 %	1,471	6
NASA	53.9 %	40.3 %	4.2 %	1.2 %	0.5 %	10,536	11
NCUA	36.2 %	52.0 %	7.3 %	3.0 %	1.5 %	912	1
NLRB	33.9 %	41.6 %	7.7 %	4.2 %	12.6 %	766	4
NRC	44.5 %	46.2 %	5.4 %	2.3 %	1.6 %	2,144	7
NSF	54.7 %	39.8 %	4.1 %	0.7 %	0.8 %	921	0

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q7) I know how my work relates to the agency's goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	35.7 %	51.4 %	7.9 %	3.1 %	1.9 %	618,591	1,479
OMB	32.2 %	45.1 %	9.6 %	9.7 %	3.4 %	304	0
OPM	40.8 %	47.1 %	6.9 %	2.7 %	2.4 %	1,329	3
PBGC	55.7 %	39.8 %	3.0 %	0.8 %	0.7 %	612	1
RRB	38.7 %	53.1 %	4.9 %	1.4 %	1.9 %	406	3
SBA	38.8 %	49.7 %	6.7 %	2.9 %	1.9 %	1,319	1
SSA	34.6 %	54.4 %	7.0 %	2.2 %	1.8 %	28,363	53
State	35.6 %	51.7 %	7.2 %	3.9 %	1.6 %	10,844	18
USAGM	33.6 %	44.9 %	10.4 %	3.1 %	7.9 %	596	3
USAID	39.4 %	50.2 %	6.1 %	2.7 %	1.6 %	2,080	2
USDA	30.5 %	55.6 %	8.6 %	3.4 %	1.9 %	33,039	81
USDT	35.3 %	52.3 %	7.8 %	2.7 %	1.8 %	39,891	118
Small Agencies	44.3 %	44.6 %	5.8 %	3.0 %	2.3 %	5,092	11
DOD Overall	35.9 %	51.5 %	7.8 %	3.0 %	1.7 %	204,210	473
USACE	35.3 %	53.7 %	7.5 %	2.4 %	1.1 %	20,959	38
Air Force	37.5 %	49.8 %	7.8 %	3.1 %	1.8 %	35,128	72
†Army	34.7 %	51.5 %	8.4 %	3.4 %	2.0 %	60,361	179
†Navy	34.5 %	53.5 %	7.7 %	2.9 %	1.4 %	47,142	90
Marine Corps	38.1 %	48.9 %	8.2 %	3.1 %	1.7 %	4,544	10
DOD 4th Estate	38.5 %	49.9 %	7.1 %	2.6 %	1.8 %	36,076	84

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q8) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	31.0 %	37.5 %	16.1 %	7.9 %	7.5 %	604,744	18,046
CSOSA	21.3 %	35.7 %	24.7 %	8.2 %	10.0 %	503	16
DHS	26.4 %	36.3 %	18.0 %	9.4 %	9.8 %	82,452	1,974
DOC	28.7 %	38.7 %	19.1 %	7.5 %	6.1 %	20,173	1,085
DOE	38.2 %	34.8 %	13.8 %	6.9 %	6.2 %	8,625	254
DOI	26.9 %	35.5 %	17.3 %	10.3 %	9.9 %	25,263	778
DOJ	26.7 %	36.4 %	17.5 %	9.5 %	10.0 %	28,088	825
DOL	32.0 %	34.1 %	17.2 %	7.7 %	9.0 %	6,889	280
DOT	34.3 %	39.9 %	13.7 %	6.4 %	5.8 %	21,541	642
ED	24.1 %	31.8 %	21.7 %	11.0 %	11.4 %	2,238	117
EEOC	29.5 %	33.3 %	19.8 %	9.0 %	8.4 %	1,261	43
EPA	25.2 %	35.6 %	19.2 %	10.7 %	9.3 %	7,645	440
FCC	33.8 %	34.0 %	20.1 %	6.4 %	5.8 %	582	39
FERC	49.6 %	31.1 %	12.6 %	3.7 %	3.0 %	1,082	63
FTC	59.4 %	27.9 %	7.8 %	2.2 %	2.6 %	682	38
GSA	41.4 %	35.6 %	13.9 %	4.8 %	4.4 %	7,051	251
HHS	30.6 %	37.1 %	17.8 %	7.7 %	6.8 %	48,101	2,074
HUD	30.9 %	34.8 %	18.7 %	7.2 %	8.4 %	4,319	172
NARA	37.2 %	34.5 %	15.7 %	6.3 %	6.4 %	1,440	52
NASA	51.0 %	33.9 %	8.6 %	3.7 %	2.7 %	10,366	197
NCUA	38.0 %	39.2 %	12.3 %	5.8 %	4.5 %	890	32
NLRB	23.4 %	30.8 %	18.9 %	10.4 %	16.4 %	726	46
NRC	40.2 %	35.7 %	12.2 %	6.0 %	5.9 %	2,104	55
NSF	42.9 %	30.8 %	15.2 %	5.2 %	5.8 %	878	42

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q8) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	31.0 %	37.5 %	16.1 %	7.9 %	7.5 %	604,744	18,046
OMB	17.4 %	22.9 %	17.3 %	20.3 %	22.0 %	285	18
OPM	30.7 %	38.2 %	16.7 %	6.8 %	7.7 %	1,271	65
PBGC	41.8 %	35.2 %	14.3 %	5.6 %	3.2 %	590	28
RRB	30.8 %	35.7 %	18.5 %	7.2 %	7.8 %	399	13
SBA	31.8 %	35.3 %	16.4 %	7.7 %	8.8 %	1,293	34
SSA	25.9 %	37.9 %	19.8 %	8.3 %	8.2 %	27,703	856
State	23.6 %	34.2 %	16.9 %	14.0 %	11.3 %	10,597	305
USAGM	16.8 %	24.8 %	22.0 %	11.9 %	24.6 %	579	28
USAID	28.4 %	33.9 %	16.6 %	11.7 %	9.3 %	2,003	85
USDA	22.4 %	38.9 %	19.1 %	10.1 %	9.5 %	32,290	1,011
USDT	33.9 %	38.4 %	15.7 %	6.1 %	5.9 %	38,742	1,455
Small Agencies	33.3 %	33.5 %	16.8 %	7.6 %	8.8 %	4,838	272
DOD Overall	33.9 %	38.3 %	14.5 %	6.9 %	6.4 %	201,255	4,361
USACE	33.8 %	41.0 %	14.4 %	6.1 %	4.7 %	20,586	479
Air Force	36.6 %	37.1 %	13.3 %	6.8 %	6.3 %	34,687	663
†Army	33.0 %	37.5 %	14.8 %	7.5 %	7.2 %	59,696	1,147
†Navy	32.8 %	40.2 %	14.9 %	6.6 %	5.5 %	46,468	979
Marine Corps	34.4 %	36.0 %	15.1 %	8.1 %	6.4 %	4,514	70
DOD 4th Estate	34.0 %	36.7 %	15.1 %	6.9 %	7.3 %	35,304	1,023

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q9) The people I work with cooperate to get the job done.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	40.4 %	43.7 %	8.5 %	5.4 %	2.0 %	623,646
CSOSA	39.6 %	43.7 %	9.8 %	4.9 %	2.1 %	522
DHS	35.0 %	45.0 %	10.5 %	6.7 %	2.8 %	84,560
DOC	44.4 %	42.7 %	8.0 %	3.6 %	1.3 %	21,275
DOE	50.4 %	38.4 %	6.2 %	3.7 %	1.4 %	8,885
DOI	40.9 %	42.7 %	8.8 %	5.5 %	2.1 %	26,081
DOJ	37.0 %	43.8 %	9.8 %	6.7 %	2.7 %	28,947
DOL	45.2 %	40.8 %	7.7 %	4.3 %	1.9 %	7,174
DOT	44.2 %	43.4 %	7.0 %	4.1 %	1.3 %	22,208
ED	49.8 %	37.4 %	6.6 %	4.3 %	2.0 %	2,359
EEOC	46.3 %	41.8 %	6.4 %	4.2 %	1.4 %	1,306
EPA	50.9 %	38.9 %	5.8 %	3.2 %	1.3 %	8,100
FCC	51.7 %	36.8 %	6.3 %	3.6 %	1.5 %	620
FERC	59.5 %	33.6 %	4.1 %	1.6 %	1.2 %	1,146
FTC	65.8 %	29.3 %	2.8 %	1.3 %	0.8 %	718
GSA	55.2 %	36.1 %	5.6 %	2.2 %	0.9 %	7,314
HHS	46.0 %	40.2 %	7.7 %	4.4 %	1.8 %	50,280
HUD	47.7 %	39.9 %	6.7 %	3.6 %	2.0 %	4,495
NARA	49.6 %	37.1 %	7.3 %	3.9 %	2.0 %	1,492
NASA	57.8 %	35.8 %	4.0 %	1.9 %	0.5 %	10,562

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q9) The people I work with cooperate to get the job done.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	40.4 %	43.7 %	8.5 %	5.4 %	2.0 %	623,646
NCUA	48.7 %	39.4 %	6.2 %	4.7 %	1.0 %	925
NLRB	48.4 %	36.0 %	8.2 %	5.2 %	2.1 %	776
NRC	48.9 %	39.3 %	6.0 %	4.6 %	1.2 %	2,161
NSF	55.4 %	35.7 %	5.2 %	2.5 %	1.2 %	923
OMB	64.7 %	30.6 %	3.3 %	1.0 %	0.3 %	305
OPM	50.0 %	39.8 %	5.8 %	2.7 %	1.8 %	1,337
PBGC	51.7 %	40.2 %	5.6 %	1.3 %	1.2 %	618
RRB	34.4 %	43.5 %	13.8 %	5.3 %	3.0 %	411
SBA	45.5 %	39.8 %	7.5 %	4.7 %	2.4 %	1,332
SSA	31.2 %	46.2 %	11.6 %	7.9 %	3.0 %	28,584
State	45.8 %	42.9 %	6.1 %	4.0 %	1.2 %	10,920
USAGM	38.1 %	42.4 %	9.7 %	3.6 %	6.2 %	611
USAID	46.2 %	42.4 %	6.5 %	3.6 %	1.3 %	2,093
USDA	38.9 %	44.5 %	9.0 %	5.6 %	2.0 %	33,348
USDT	45.5 %	40.5 %	7.8 %	4.3 %	1.8 %	40,265
Small Agencies	50.4 %	36.8 %	6.8 %	4.0 %	2.0 %	5,121
DOD Overall	39.6 %	44.9 %	8.2 %	5.4 %	1.8 %	205,872
USACE	40.1 %	46.7 %	7.9 %	4.2 %	1.2 %	21,093
Air Force	40.1 %	44.5 %	8.1 %	5.4 %	1.8 %	35,389

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q9) The people I work with cooperate to get the job done.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	40.4 %	43.7 %	8.5 %	5.4 %	2.0 %	623,646
†Army	37.6 %	45.2 %	9.0 %	6.0 %	2.2 %	60,930
†Navy	39.7 %	46.5 %	7.7 %	4.8 %	1.4 %	47,493
Marine Corps	39.4 %	44.5 %	8.8 %	5.6 %	1.7 %	4,584
DOD 4th Estate	42.4 %	41.3 %	8.2 %	5.8 %	2.3 %	36,383

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 only contains core items from the 2020 OPM FEVS. Items 39 – 57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q10) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	11.9 %	30.3 %	27.5 %	16.7 %	13.5 %	540,222	83,418
CSOSA	13.8 %	32.0 %	29.0 %	12.8 %	12.3 %	446	77
DHS	11.1 %	27.0 %	24.7 %	18.7 %	18.4 %	77,260	7,300
DOC	15.2 %	36.2 %	28.3 %	12.5 %	7.7 %	16,973	4,297
DOE	15.3 %	33.0 %	28.7 %	14.0 %	9.0 %	7,503	1,383
DOI	11.7 %	31.1 %	28.7 %	16.4 %	12.1 %	22,526	3,546
DOJ	11.1 %	27.8 %	25.5 %	18.5 %	17.1 %	25,821	3,132
DOL	16.2 %	32.3 %	28.2 %	12.6 %	10.7 %	5,812	1,358
DOT	12.0 %	29.8 %	29.6 %	16.7 %	11.9 %	18,943	3,272
ED	14.9 %	28.3 %	30.5 %	14.5 %	11.8 %	1,862	497
EEOC	17.3 %	34.4 %	28.4 %	11.5 %	8.3 %	1,058	249
EPA	12.4 %	32.2 %	31.7 %	14.2 %	9.4 %	6,302	1,800
FCC	13.2 %	30.7 %	31.0 %	16.1 %	9.0 %	497	123
FERC	20.3 %	33.7 %	28.0 %	10.6 %	7.5 %	949	197
FTC	20.3 %	31.0 %	31.8 %	11.3 %	5.6 %	558	162
GSA	21.6 %	34.9 %	27.5 %	9.6 %	6.4 %	6,057	1,256
HHS	13.8 %	33.0 %	28.8 %	14.4 %	10.0 %	42,095	8,163
HUD	15.0 %	32.0 %	29.5 %	13.4 %	10.1 %	3,653	839
NARA	18.9 %	34.0 %	26.0 %	11.3 %	9.8 %	1,276	217
NASA	17.6 %	37.2 %	28.4 %	11.3 %	5.5 %	8,696	1,874
NCUA	13.6 %	34.4 %	27.7 %	14.6 %	9.7 %	763	160
NLRB	12.4 %	29.2 %	30.4 %	15.3 %	12.7 %	602	173
NRC	11.7 %	29.4 %	31.7 %	17.0 %	10.3 %	1,730	435
NSF	15.8 %	32.1 %	28.9 %	13.7 %	9.5 %	759	164

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q10) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	11.9 %	30.3 %	27.5 %	16.7 %	13.5 %	540,222	83,418
OMB	17.5 %	39.6 %	22.8 %	15.1 %	5.0 %	253	50
OPM	18.4 %	31.4 %	27.8 %	11.4 %	11.0 %	1,104	235
PBGC	18.2 %	36.9 %	29.8 %	8.8 %	6.3 %	497	121
RRB	11.9 %	34.9 %	24.1 %	17.0 %	12.2 %	355	57
SBA	16.5 %	30.7 %	27.5 %	12.6 %	12.8 %	1,149	183
SSA	10.1 %	27.1 %	27.9 %	17.9 %	17.0 %	24,743	3,824
State	10.9 %	35.5 %	25.2 %	18.0 %	10.4 %	9,645	1,268
USAGM	10.7 %	30.7 %	28.1 %	15.1 %	15.4 %	543	68
USAID	9.3 %	36.6 %	26.6 %	16.8 %	10.6 %	1,860	228
USDA	9.4 %	29.6 %	29.5 %	17.8 %	13.8 %	29,304	4,037
USDT	15.6 %	31.9 %	29.3 %	12.8 %	10.4 %	31,155	9,116
Small Agencies	18.0 %	33.0 %	27.3 %	12.2 %	9.5 %	4,254	864
DOD Overall	11.4 %	30.7 %	27.8 %	17.1 %	13.0 %	183,219	22,693
USACE	11.5 %	33.1 %	29.3 %	15.8 %	10.3 %	18,951	2,138
Air Force	11.3 %	30.8 %	27.1 %	17.8 %	13.0 %	31,556	3,848
†Army	10.8 %	28.6 %	27.6 %	18.0 %	15.0 %	55,213	5,750
†Navy	10.8 %	31.9 %	28.7 %	17.1 %	11.5 %	42,354	5,141
Marine Corps	12.8 %	31.8 %	27.3 %	15.9 %	12.2 %	4,121	465
DOD 4th Estate	13.8 %	30.7 %	26.7 %	15.0 %	13.8 %	31,024	5,351

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 only contains core items from the 2020 OPM FEVS. Items 39 – 57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q11) In my work unit poor performers usually:

Agency	Remain in the work unit and improve their performance	Remain in the work unit and continue to underperform	Leave the work unit - removed or transferred	Leave the work unit - quit	There are no poor performers in my work unit	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	18.6 %	49.3 %	9.3 %	2.0 %	20.8 %	479,951	143,690
CSOSA	18.1 %	44.4 %	11.2 %	2.1 %	24.2 %	384	136
DHS	18.9 %	57.7 %	6.4 %	1.6 %	15.4 %	69,155	15,406
DOC	23.7 %	37.3 %	10.0 %	4.3 %	24.6 %	14,408	6,864
DOE	18.3 %	39.9 %	9.0 %	2.2 %	30.7 %	6,862	2,024
DOI	16.1 %	46.2 %	8.4 %	2.7 %	26.5 %	20,637	5,436
DOJ	16.2 %	55.3 %	8.6 %	1.5 %	18.4 %	23,180	5,779
DOL	21.5 %	38.6 %	7.8 %	3.5 %	28.6 %	5,147	2,023
DOT	19.5 %	48.5 %	7.1 %	1.3 %	23.7 %	16,898	5,302
ED	20.0 %	40.9 %	8.4 %	1.9 %	28.8 %	1,683	676
EEOC	23.8 %	31.5 %	9.1 %	3.6 %	32.0 %	893	416
EPA	18.0 %	39.0 %	7.7 %	1.5 %	33.7 %	5,940	2,160
FCC	19.7 %	40.4 %	7.5 %	1.9 %	30.6 %	455	164
FERC	29.4 %	33.6 %	5.2 %	3.5 %	28.4 %	871	275
FTC	26.1 %	34.9 %	7.1 %	5.3 %	26.6 %	502	218
GSA	23.4 %	29.9 %	9.0 %	2.0 %	35.7 %	5,414	1,907
HHS	21.2 %	41.6 %	9.7 %	2.6 %	24.8 %	37,049	13,199
HUD	21.0 %	39.3 %	8.9 %	1.8 %	28.9 %	3,262	1,231
NARA	27.5 %	37.5 %	6.8 %	3.7 %	24.5 %	1,137	353
NASA	22.1 %	35.5 %	13.1 %	1.2 %	28.1 %	7,908	2,655
NCUA	20.2 %	39.9 %	8.3 %	3.8 %	27.8 %	724	200
NLRB	21.6 %	40.7 %	4.2 %	3.4 %	30.0 %	558	217
NRC	18.3 %	47.1 %	6.7 %	1.0 %	26.9 %	1,598	564
NSF	23.5 %	40.3 %	8.4 %	3.3 %	24.5 %	720	202
OMB	16.7 %	25.6 %	7.3 %	9.4 %	41.0 %	253	51
OPM	23.6 %	38.2 %	8.9 %	1.7 %	27.6 %	950	390
PBGC	20.5 %	32.8 %	8.1 %	3.3 %	35.3 %	429	188
RRB	25.6 %	42.5 %	5.8 %	1.8 %	24.4 %	306	104

2019 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q11) In my work unit poor performers usually:

Agency	Remain in the work unit and improve their performance	Remain in the work unit and continue to underperform	Leave the work unit - removed or transferred	Leave the work unit - quit	There are no poor performers in my work unit	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	18.6 %	49.3 %	9.3 %	2.0 %	20.8 %	479,951	143,690
SBA	19.9 %	42.6 %	7.8 %	2.2 %	27.5 %	983	343
SSA	21.7 %	54.6 %	6.1 %	1.9 %	15.7 %	21,301	7,292
State	19.4 %	47.3 %	11.2 %	1.8 %	20.2 %	9,045	1,877
USAGM	21.3 %	48.7 %	5.6 %	1.5 %	22.8 %	487	124
USAID	20.7 %	45.2 %	12.9 %	2.6 %	18.6 %	1,760	332
USDA	16.3 %	50.1 %	7.7 %	2.3 %	23.6 %	26,278	7,057
USDT	25.3 %	41.0 %	7.3 %	1.6 %	24.9 %	26,168	14,106
Small Agencies	20.2 %	34.6 %	8.6 %	3.9 %	32.6 %	3,935	1,186
DOD Overall	17.4 %	49.6 %	11.0 %	2.0 %	19.9 %	162,671	43,233
USACE	18.7 %	46.3 %	9.9 %	2.5 %	22.6 %	16,910	4,174
Air Force	16.9 %	51.2 %	11.6 %	1.8 %	18.5 %	28,227	7,193
†Army	16.2 %	53.6 %	9.8 %	1.9 %	18.5 %	49,008	11,946
†Navy	17.5 %	47.0 %	12.8 %	2.0 %	20.6 %	37,635	9,850
Marine Corps	18.4 %	48.2 %	9.9 %	2.2 %	21.3 %	3,700	885
DOD 4th Estate	19.9 %	46.3 %	9.4 %	2.2 %	22.2 %	27,191	9,185

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q12) In my work unit, differences in performance are recognized in a meaningful way.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	13.5 %	37.4 %	25.0 %	15.5 %	8.6 %	574,692	48,809
CSOSA	13.6 %	40.7 %	24.4 %	13.4 %	7.8 %	467	55
DHS	11.6 %	31.9 %	25.4 %	18.8 %	12.3 %	80,127	4,405
DOC	15.3 %	42.3 %	24.3 %	12.7 %	5.4 %	18,931	2,326
DOE	16.8 %	40.3 %	23.9 %	12.5 %	6.4 %	8,080	808
DOI	12.2 %	38.8 %	26.0 %	15.1 %	8.0 %	23,521	2,541
DOJ	12.2 %	35.3 %	24.8 %	17.6 %	10.1 %	26,913	2,032
DOL	17.4 %	37.8 %	21.9 %	13.6 %	9.3 %	6,407	766
DOT	14.8 %	39.1 %	24.7 %	13.9 %	7.4 %	20,404	1,798
ED	16.5 %	37.3 %	22.6 %	15.2 %	8.4 %	2,078	285
EEOC	21.3 %	39.2 %	19.8 %	12.7 %	6.9 %	1,172	135
EPA	14.6 %	44.3 %	22.7 %	12.7 %	5.7 %	7,138	962
FCC	17.9 %	39.7 %	22.7 %	13.4 %	6.3 %	544	78
FERC	28.2 %	42.2 %	18.1 %	6.8 %	4.7 %	1,034	113
FTC	24.2 %	45.2 %	17.6 %	9.8 %	3.1 %	638	82
GSA	22.4 %	41.5 %	22.6 %	9.4 %	4.1 %	6,701	608
HHS	16.3 %	40.8 %	23.3 %	13.2 %	6.3 %	45,977	4,281
HUD	20.2 %	37.9 %	23.1 %	10.8 %	8.0 %	4,027	474
NARA	20.2 %	40.7 %	22.1 %	10.2 %	6.8 %	1,365	121
NASA	23.3 %	46.8 %	18.2 %	8.5 %	3.2 %	9,750	817
NCUA	14.7 %	40.2 %	23.6 %	14.2 %	7.3 %	843	83
NLRB	16.0 %	39.9 %	21.8 %	13.5 %	8.7 %	687	88
NRC	14.8 %	43.7 %	21.7 %	13.4 %	6.4 %	1,955	210
NSF	21.9 %	41.2 %	20.5 %	11.6 %	4.9 %	833	90

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q12) In my work unit, differences in performance are recognized in a meaningful way.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	13.5 %	37.4 %	25.0 %	15.5 %	8.6 %	574,692	48,809
OMB	17.6 %	46.7 %	17.8 %	11.3 %	6.6 %	291	14
OPM	19.2 %	37.6 %	23.6 %	12.5 %	7.1 %	1,202	136
PBGC	21.7 %	39.3 %	24.1 %	9.7 %	5.1 %	558	59
RRB	16.4 %	33.0 %	26.2 %	16.3 %	8.2 %	369	42
SBA	17.6 %	37.1 %	22.7 %	13.6 %	9.0 %	1,219	112
SSA	10.3 %	31.8 %	26.3 %	19.9 %	11.7 %	26,298	2,301
State	10.6 %	40.5 %	25.7 %	16.8 %	6.4 %	10,208	707
USAGM	15.5 %	33.4 %	19.8 %	16.4 %	14.9 %	575	36
USAID	13.1 %	43.4 %	22.1 %	14.9 %	6.6 %	1,976	115
USDA	9.7 %	35.7 %	26.8 %	18.1 %	9.7 %	30,640	2,698
USDT	16.9 %	37.5 %	25.4 %	12.9 %	7.3 %	34,714	5,532
Small Agencies	18.1 %	37.5 %	22.7 %	14.2 %	7.5 %	4,623	494
DOD Overall	13.3 %	38.4 %	25.2 %	14.9 %	8.1 %	192,427	13,405
USACE	13.3 %	42.1 %	25.4 %	13.2 %	6.0 %	19,790	1,292
Air Force	13.4 %	38.3 %	25.0 %	15.4 %	7.8 %	33,244	2,163
†Army	12.6 %	36.3 %	25.3 %	16.2 %	9.6 %	57,221	3,700
†Navy	12.4 %	39.7 %	26.5 %	14.3 %	7.2 %	44,427	3,058
Marine Corps	15.0 %	37.8 %	25.3 %	13.9 %	8.0 %	4,323	256
DOD 4th Estate	16.1 %	38.6 %	22.8 %	13.9 %	8.5 %	33,422	2,936

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	30.1 %	51.8 %	10.5 %	5.4 %	2.2 %	618,137	5,585
CSOSA	31.1 %	52.1 %	11.7 %	4.2 %	0.9 %	521	2
DHS	26.5 %	52.1 %	12.5 %	5.8 %	3.0 %	83,927	623
DOC	35.6 %	51.2 %	8.3 %	3.7 %	1.3 %	20,975	304
DOE	38.5 %	47.9 %	7.5 %	4.4 %	1.7 %	8,842	50
DOI	30.6 %	51.2 %	10.3 %	5.6 %	2.3 %	25,870	203
DOJ	29.3 %	51.6 %	11.4 %	5.2 %	2.6 %	28,753	208
DOL	35.4 %	48.8 %	8.7 %	4.9 %	2.2 %	7,098	76
DOT	33.3 %	51.7 %	8.6 %	4.7 %	1.7 %	22,028	176
ED	33.5 %	47.7 %	9.6 %	6.5 %	2.8 %	2,330	26
EEOC	40.0 %	49.1 %	6.7 %	2.7 %	1.5 %	1,290	14
EPA	37.2 %	48.4 %	7.6 %	5.1 %	1.7 %	8,017	89
FCC	42.2 %	45.9 %	6.3 %	4.9 %	0.8 %	616	6
FERC	50.8 %	40.8 %	4.9 %	2.4 %	1.1 %	1,139	7
FTC	64.9 %	30.0 %	3.2 %	0.8 %	1.0 %	716	4
GSA	42.5 %	46.6 %	6.9 %	2.7 %	1.3 %	7,272	49
HHS	36.0 %	49.0 %	9.1 %	4.2 %	1.7 %	49,869	414
HUD	36.3 %	47.5 %	8.6 %	5.0 %	2.5 %	4,469	36
NARA	36.4 %	49.3 %	7.5 %	4.6 %	2.2 %	1,473	11
NASA	46.7 %	44.6 %	5.2 %	2.6 %	0.8 %	10,527	50
NCUA	40.4 %	46.5 %	7.2 %	4.6 %	1.3 %	921	4
NLRB	39.8 %	45.5 %	9.4 %	3.5 %	1.9 %	766	10
NRC	38.8 %	47.5 %	7.2 %	4.4 %	2.1 %	2,140	24
NSF	45.2 %	43.8 %	6.4 %	3.0 %	1.6 %	918	7

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	30.1 %	51.8 %	10.5 %	5.4 %	2.2 %	618,137	5,585
OMB	49.0 %	42.6 %	3.9 %	3.8 %	0.7 %	304	1
OPM	35.3 %	50.5 %	8.2 %	4.4 %	1.6 %	1,328	13
PBGC	47.9 %	42.9 %	7.3 %	1.3 %	0.7 %	613	5
RRB	29.1 %	49.0 %	12.5 %	7.0 %	2.4 %	406	5
SBA	33.9 %	47.5 %	10.0 %	5.1 %	3.4 %	1,322	9
SSA	24.5 %	53.4 %	12.5 %	6.8 %	2.8 %	28,167	436
State	31.3 %	54.0 %	8.5 %	5.0 %	1.2 %	10,850	65
USAGM	25.9 %	45.9 %	13.6 %	6.8 %	7.8 %	602	9
USAID	33.0 %	51.0 %	8.7 %	5.8 %	1.4 %	2,080	13
USDA	26.3 %	54.1 %	11.1 %	6.3 %	2.1 %	33,058	283
USDT	31.8 %	50.4 %	10.3 %	5.2 %	2.4 %	39,591	674
Small Agencies	43.0 %	43.3 %	7.4 %	4.3 %	2.0 %	5,086	37
DOD Overall	29.1 %	52.7 %	10.6 %	5.5 %	2.2 %	204,253	1,642
USACE	31.4 %	54.1 %	9.0 %	4.1 %	1.4 %	20,963	130
Air Force	28.6 %	52.3 %	10.7 %	6.1 %	2.3 %	35,134	278
†Army	28.7 %	52.3 %	11.3 %	5.5 %	2.3 %	60,444	494
†Navy	28.0 %	54.5 %	10.1 %	5.5 %	1.9 %	47,119	365
Marine Corps	32.3 %	49.1 %	11.2 %	5.0 %	2.4 %	4,549	33
DOD 4th Estate	31.1 %	50.3 %	10.7 %	5.5 %	2.5 %	36,044	342

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q14) Employees are recognized for providing high quality products and services.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	20.9 %	43.3 %	17.0 %	12.0 %	6.7 %	614,057	7,882
CSOSA	17.9 %	47.5 %	16.7 %	11.4 %	6.5 %	509	6
DHS	16.3 %	37.0 %	20.1 %	15.9 %	10.7 %	83,438	892
DOC	23.3 %	46.8 %	15.0 %	9.9 %	4.9 %	20,972	262
DOE	26.2 %	45.5 %	14.9 %	8.8 %	4.7 %	8,790	91
DOI	19.9 %	45.5 %	16.8 %	11.9 %	6.0 %	25,652	331
DOJ	18.9 %	41.6 %	17.8 %	13.6 %	8.1 %	28,545	322
DOL	24.2 %	42.0 %	15.1 %	11.1 %	7.6 %	7,008	136
DOT	23.2 %	45.9 %	15.7 %	10.0 %	5.3 %	21,841	287
ED	19.3 %	44.1 %	16.0 %	12.8 %	7.7 %	2,301	55
EEOC	29.3 %	42.8 %	13.2 %	9.6 %	5.1 %	1,284	15
EPA	24.5 %	49.5 %	13.3 %	8.6 %	4.1 %	7,985	92
FCC	28.0 %	46.9 %	12.4 %	8.4 %	4.4 %	604	17
FERC	42.2 %	41.6 %	9.1 %	3.8 %	3.3 %	1,131	12
FTC	49.0 %	38.2 %	7.3 %	3.8 %	1.7 %	717	3
GSA	32.7 %	45.6 %	13.2 %	5.6 %	3.0 %	7,224	69
HHS	25.3 %	45.4 %	15.0 %	9.5 %	4.8 %	49,602	579
HUD	27.3 %	43.7 %	14.5 %	8.8 %	5.7 %	4,417	68
NARA	28.2 %	44.7 %	14.5 %	7.5 %	5.1 %	1,477	12
NASA	39.3 %	46.9 %	8.2 %	3.9 %	1.6 %	10,479	78
NCUA	23.5 %	44.0 %	15.0 %	12.7 %	4.8 %	917	8
NLRB	22.4 %	41.1 %	13.0 %	12.5 %	11.0 %	761	12
NRC	27.6 %	50.3 %	11.2 %	6.7 %	4.2 %	2,145	17
NSF	36.2 %	46.0 %	9.4 %	5.2 %	3.2 %	917	5

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q14) Employees are recognized for providing high quality products and services.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	20.9 %	43.3 %	17.0 %	12.0 %	6.7 %	614,057	7,882
OMB	26.2 %	49.2 %	11.3 %	9.4 %	3.8 %	304	1
OPM	25.2 %	41.7 %	16.1 %	11.6 %	5.3 %	1,314	25
PBGC	33.8 %	45.2 %	13.2 %	5.2 %	2.6 %	613	3
RRB	18.1 %	37.6 %	20.6 %	14.5 %	9.2 %	401	8
SBA	23.9 %	42.7 %	15.4 %	10.6 %	7.3 %	1,305	20
SSA	16.0 %	42.0 %	17.9 %	15.0 %	9.1 %	28,092	425
State	20.2 %	49.2 %	14.7 %	11.1 %	4.9 %	10,801	88
USAGM	15.5 %	36.0 %	19.4 %	14.8 %	14.2 %	598	8
USAID	23.1 %	48.7 %	13.4 %	10.5 %	4.3 %	2,076	13
USDA	14.6 %	42.2 %	19.9 %	15.2 %	8.1 %	32,681	550
USDT	22.3 %	43.6 %	17.0 %	11.2 %	6.0 %	39,007	1,052
Small Agencies	25.9 %	43.9 %	14.7 %	10.3 %	5.2 %	5,049	60
DOD Overall	21.6 %	44.3 %	16.7 %	11.4 %	6.0 %	203,100	2,260
USACE	23.4 %	48.0 %	15.7 %	9.0 %	3.9 %	20,874	178
Air Force	22.5 %	44.1 %	16.3 %	11.5 %	5.7 %	34,940	364
†Army	20.4 %	41.6 %	17.7 %	12.8 %	7.5 %	60,038	735
†Navy	20.9 %	46.8 %	16.5 %	10.7 %	5.1 %	46,925	471
Marine Corps	21.2 %	42.7 %	18.3 %	12.2 %	5.6 %	4,526	46
DOD 4th Estate	23.5 %	43.4 %	15.7 %	10.8 %	6.6 %	35,797	466

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q15) Employees are protected from health and safety hazards on the job.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	32.7 %	44.6 %	11.3 %	6.6 %	4.8 %	615,590	6,144
CSOSA	20.5 %	42.9 %	17.1 %	11.7 %	7.7 %	511	8
DHS	22.5 %	40.7 %	15.5 %	11.0 %	10.3 %	83,775	493
DOC	39.7 %	44.7 %	9.8 %	3.7 %	2.1 %	20,741	484
DOE	48.2 %	40.6 %	6.5 %	2.7 %	2.0 %	8,799	78
DOI	32.7 %	48.1 %	10.2 %	5.5 %	3.4 %	25,769	224
DOJ	23.5 %	41.9 %	15.0 %	10.6 %	8.9 %	28,669	206
DOL	38.3 %	42.9 %	10.0 %	5.0 %	3.7 %	7,045	105
DOT	40.2 %	46.2 %	8.2 %	3.4 %	2.1 %	21,873	258
ED	30.5 %	44.1 %	15.4 %	6.3 %	3.6 %	2,283	66
EEOC	43.2 %	43.9 %	8.7 %	2.3 %	2.0 %	1,285	15
EPA	32.7 %	43.8 %	13.0 %	6.5 %	4.0 %	7,887	190
FCC	48.4 %	39.0 %	9.2 %	2.6 %	0.8 %	603	14
FERC	63.7 %	29.7 %	5.0 %	0.8 %	0.8 %	1,140	7
FTC	74.3 %	21.9 %	2.1 %	1.1 %	0.5 %	714	6
GSA	52.9 %	37.1 %	7.3 %	1.6 %	1.1 %	7,190	107
HHS	40.1 %	44.2 %	9.4 %	3.9 %	2.4 %	49,331	795
HUD	34.4 %	43.1 %	13.7 %	5.8 %	3.0 %	4,360	110
NARA	42.7 %	43.8 %	8.3 %	3.0 %	2.1 %	1,475	16
NASA	61.4 %	33.9 %	3.2 %	1.1 %	0.4 %	10,508	50
NCUA	50.0 %	39.1 %	6.7 %	2.6 %	1.5 %	923	2
NLRB	29.8 %	40.2 %	12.3 %	7.4 %	10.3 %	752	21
NRC	52.2 %	39.7 %	5.5 %	1.5 %	1.1 %	2,141	19
NSF	60.9 %	33.3 %	4.0 %	0.9 %	1.0 %	916	6

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q15) Employees are protected from health and safety hazards on the job.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	32.7 %	44.6 %	11.3 %	6.6 %	4.8 %	615,590	6,144
OMB	12.9 %	28.3 %	14.7 %	22.5 %	21.7 %	301	4
OPM	36.3 %	41.3 %	12.9 %	5.2 %	4.3 %	1,302	32
PBGC	54.6 %	38.5 %	5.1 %	1.3 %	0.4 %	605	10
RRB	29.3 %	41.6 %	18.2 %	6.5 %	4.3 %	400	9
SBA	38.2 %	42.0 %	10.4 %	5.0 %	4.4 %	1,303	22
SSA	28.4 %	44.5 %	14.0 %	7.8 %	5.2 %	28,157	374
State	27.8 %	46.0 %	12.9 %	8.7 %	4.6 %	10,788	104
USAGM	20.3 %	43.1 %	18.0 %	9.2 %	9.3 %	584	20
USAID	34.2 %	47.6 %	9.3 %	5.7 %	3.2 %	2,042	37
USDA	25.0 %	49.7 %	13.0 %	7.3 %	5.0 %	32,899	317
USDT	34.8 %	42.4 %	11.3 %	6.5 %	5.0 %	39,479	592
Small Agencies	48.1 %	37.2 %	8.1 %	3.7 %	2.8 %	5,019	84
DOD Overall	34.5 %	46.4 %	9.9 %	5.7 %	3.5 %	204,021	1,259
USACE	38.6 %	48.8 %	7.7 %	3.2 %	1.7 %	20,910	118
Air Force	35.9 %	45.2 %	9.6 %	5.9 %	3.4 %	35,108	182
†Army	32.8 %	46.3 %	10.6 %	6.3 %	4.1 %	60,378	371
†Navy	32.5 %	48.3 %	10.1 %	5.8 %	3.2 %	47,129	251
Marine Corps	31.1 %	43.9 %	12.0 %	7.9 %	5.0 %	4,550	19
DOD 4th Estate	38.7 %	43.9 %	9.1 %	4.6 %	3.7 %	35,946	318

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16) My agency is successful at accomplishing its mission.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	31.1 %	50.3 %	12.5 %	4.0 %	2.2 %	614,969	7,377
CSOSA	24.0 %	57.0 %	13.9 %	3.5 %	1.6 %	508	7
DHS	25.3 %	49.6 %	15.7 %	5.5 %	3.9 %	83,559	802
DOC	35.7 %	50.9 %	10.0 %	2.5 %	1.0 %	20,821	417
DOE	39.3 %	48.2 %	9.1 %	2.2 %	1.2 %	8,795	94
DOI	24.6 %	49.7 %	15.7 %	6.6 %	3.4 %	25,682	344
DOJ	28.4 %	49.4 %	14.1 %	4.8 %	3.2 %	28,665	241
DOL	37.0 %	46.5 %	10.8 %	3.5 %	2.3 %	7,051	107
DOT	35.8 %	50.8 %	9.6 %	2.8 %	1.1 %	21,942	225
ED	20.7 %	49.8 %	17.3 %	7.7 %	4.5 %	2,297	56
EEOC	34.0 %	46.2 %	12.7 %	5.1 %	2.0 %	1,287	13
EPA	19.9 %	41.6 %	18.2 %	11.9 %	8.4 %	7,982	99
FCC	37.9 %	45.6 %	10.6 %	4.4 %	1.6 %	614	5
FERC	54.0 %	37.9 %	5.5 %	1.9 %	0.7 %	1,137	11
FTC	63.8 %	31.0 %	3.9 %	0.9 %	0.4 %	721	0
GSA	47.7 %	44.5 %	6.2 %	1.1 %	0.5 %	7,248	49
HHS	35.0 %	47.7 %	11.8 %	3.6 %	1.9 %	49,679	527
HUD	29.4 %	48.4 %	15.0 %	4.6 %	2.6 %	4,409	86
NARA	30.8 %	48.0 %	13.0 %	5.1 %	3.0 %	1,471	17
NASA	51.9 %	40.8 %	5.3 %	1.5 %	0.5 %	10,514	40
NCUA	38.1 %	50.1 %	9.0 %	2.1 %	0.8 %	918	7
NLRB	22.4 %	35.5 %	14.6 %	9.8 %	17.7 %	768	7
NRC	43.4 %	45.7 %	7.6 %	2.2 %	1.2 %	2,148	15
NSF	64.9 %	30.7 %	3.3 %	0.8 %	0.3 %	918	5

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q16) My agency is successful at accomplishing its mission.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	31.1 %	50.3 %	12.5 %	4.0 %	2.2 %	614,969	7,377
OMB	23.6 %	40.8 %	19.3 %	11.2 %	5.1 %	303	2
OPM	29.7 %	47.9 %	15.2 %	4.9 %	2.3 %	1,307	31
PBGC	54.4 %	41.9 %	3.1 %	0.3 %	0.3 %	613	2
RRB	30.8 %	47.1 %	15.5 %	4.0 %	2.6 %	401	9
SBA	33.6 %	49.8 %	11.0 %	3.5 %	2.0 %	1,303	23
SSA	24.2 %	53.7 %	15.5 %	4.2 %	2.4 %	28,012	508
State	23.7 %	50.5 %	16.1 %	6.9 %	2.8 %	10,777	107
USAGM	17.7 %	46.0 %	17.9 %	7.9 %	10.5 %	581	21
USAID	24.8 %	54.2 %	15.4 %	4.3 %	1.3 %	2,076	14
USDA	23.8 %	52.4 %	15.8 %	5.4 %	2.5 %	32,812	453
USDT	29.1 %	50.3 %	14.3 %	4.0 %	2.3 %	39,144	970
Small Agencies	39.7 %	42.9 %	10.2 %	4.4 %	2.8 %	5,050	56
DOD Overall	33.4 %	51.4 %	10.8 %	3.0 %	1.4 %	203,456	2,007
USACE	36.4 %	52.5 %	8.2 %	2.2 %	0.8 %	20,908	149
Air Force	35.7 %	50.6 %	9.7 %	2.8 %	1.2 %	35,007	330
†Army	33.2 %	51.0 %	11.3 %	3.1 %	1.5 %	60,190	596
†Navy	30.3 %	53.8 %	11.3 %	3.3 %	1.3 %	46,946	462
Marine Corps	34.1 %	49.3 %	12.1 %	3.4 %	1.2 %	4,519	54
DOD 4th Estate	35.4 %	48.8 %	10.9 %	3.0 %	1.9 %	35,886	416

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q17) I recommend my organization as a good place to work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	28.5 %	42.2 %	17.2 %	7.9 %	4.2 %	623,730
CSOSA	21.1 %	40.0 %	27.1 %	7.4 %	4.4 %	522
DHS	21.7 %	40.3 %	20.8 %	10.4 %	6.8 %	84,579
DOC	34.7 %	42.9 %	13.8 %	5.7 %	2.8 %	21,283
DOE	35.1 %	41.8 %	13.3 %	6.3 %	3.5 %	8,893
DOI	26.5 %	43.0 %	17.3 %	8.9 %	4.3 %	26,068
DOJ	28.0 %	41.4 %	17.5 %	8.4 %	4.7 %	28,969
DOL	30.8 %	38.5 %	16.9 %	8.3 %	5.5 %	7,166
DOT	35.9 %	43.3 %	13.1 %	5.4 %	2.3 %	22,209
ED	15.8 %	38.6 %	23.5 %	13.7 %	8.4 %	2,357
EEOC	31.0 %	42.0 %	17.6 %	6.3 %	3.1 %	1,309
EPA	26.7 %	44.0 %	16.8 %	8.5 %	3.9 %	8,097
FCC	37.7 %	41.7 %	11.5 %	5.6 %	3.6 %	618
FERC	61.4 %	29.0 %	6.5 %	2.0 %	1.2 %	1,145
FTC	67.2 %	24.0 %	5.9 %	2.2 %	0.8 %	721
GSA	50.6 %	35.7 %	9.2 %	3.1 %	1.4 %	7,320
HHS	35.1 %	42.1 %	14.4 %	5.6 %	2.7 %	50,290
HUD	27.2 %	42.2 %	18.5 %	7.4 %	4.8 %	4,503
NARA	25.0 %	42.0 %	18.8 %	8.5 %	5.7 %	1,491
NASA	59.2 %	30.9 %	6.3 %	2.6 %	1.0 %	10,570

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q17) I recommend my organization as a good place to work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	28.5 %	42.2 %	17.2 %	7.9 %	4.2 %	623,730
NCUA	41.0 %	41.5 %	11.9 %	4.1 %	1.4 %	921
NLRB	18.2 %	35.2 %	18.2 %	12.8 %	15.6 %	776
NRC	34.7 %	41.9 %	13.1 %	6.9 %	3.3 %	2,166
NSF	53.7 %	32.8 %	9.5 %	2.9 %	1.2 %	925
OMB	22.3 %	39.7 %	18.8 %	16.3 %	2.9 %	305
OPM	31.0 %	39.0 %	16.5 %	7.8 %	5.7 %	1,341
PBGC	50.1 %	37.5 %	9.0 %	2.2 %	1.2 %	616
RRB	30.3 %	39.0 %	18.3 %	8.1 %	4.2 %	411
SBA	27.0 %	41.3 %	18.6 %	8.4 %	4.7 %	1,329
SSA	23.6 %	41.7 %	18.9 %	10.1 %	5.6 %	28,604
State	25.0 %	44.9 %	18.1 %	8.8 %	3.2 %	10,915
USAGM	13.6 %	34.0 %	26.2 %	12.1 %	14.1 %	608
USAID	27.9 %	45.7 %	16.7 %	6.7 %	3.0 %	2,093
USDA	22.6 %	43.9 %	19.8 %	9.3 %	4.4 %	33,349
USDT	30.8 %	43.5 %	15.5 %	6.6 %	3.7 %	40,249
Small Agencies	34.2 %	38.8 %	16.0 %	6.6 %	4.4 %	5,122
DOD Overall	28.3 %	43.0 %	17.3 %	7.5 %	3.8 %	205,890
USACE	36.4 %	44.9 %	12.4 %	4.4 %	1.9 %	21,090
Air Force	28.7 %	42.1 %	17.1 %	7.9 %	4.3 %	35,407

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q17) I recommend my organization as a good place to work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	28.5 %	42.2 %	17.2 %	7.9 %	4.2 %	623,730
†Army	26.0 %	42.3 %	18.9 %	8.5 %	4.3 %	60,947
†Navy	27.7 %	45.0 %	17.1 %	7.0 %	3.2 %	47,494
Marine Corps	27.3 %	40.7 %	19.1 %	8.7 %	4.2 %	4,584
DOD 4th Estate	30.7 %	41.6 %	16.3 %	7.1 %	4.2 %	36,368

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q18) I believe the results of this survey will be used to make my agency a better place to work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	14.9 %	28.0 %	28.2 %	15.7 %	13.1 %	580,828	43,177
CSOSA	18.0 %	29.0 %	27.5 %	14.9 %	10.5 %	478	44
DHS	14.8 %	26.5 %	25.2 %	15.9 %	17.5 %	79,828	4,769
DOC	19.0 %	34.5 %	25.7 %	12.7 %	8.2 %	19,649	1,635
DOE	18.9 %	33.3 %	24.6 %	13.1 %	10.1 %	8,507	384
DOI	11.9 %	27.1 %	29.3 %	17.7 %	14.0 %	24,170	1,907
DOJ	12.0 %	23.3 %	29.1 %	19.0 %	16.7 %	26,519	2,461
DOL	18.0 %	29.4 %	25.0 %	13.9 %	13.6 %	6,598	579
DOT	16.6 %	31.6 %	28.4 %	13.1 %	10.3 %	20,553	1,664
ED	9.6 %	24.4 %	24.7 %	20.8 %	20.5 %	2,221	139
EEOC	18.4 %	31.2 %	27.1 %	13.3 %	9.9 %	1,178	131
EPA	11.9 %	29.0 %	27.2 %	18.5 %	13.4 %	7,474	632
FCC	17.4 %	31.9 %	29.6 %	12.0 %	9.1 %	560	60
FERC	40.0 %	33.1 %	16.6 %	6.6 %	3.7 %	1,110	37
FTC	39.2 %	36.6 %	14.9 %	6.6 %	2.7 %	676	44
GSA	29.4 %	36.8 %	21.0 %	7.7 %	5.2 %	7,029	291
HHS	21.0 %	35.9 %	24.4 %	10.9 %	7.8 %	47,203	3,099
HUD	18.3 %	31.0 %	26.5 %	13.8 %	10.3 %	4,157	343
NARA	18.9 %	28.5 %	26.4 %	14.1 %	12.1 %	1,431	62
NASA	30.1 %	38.1 %	20.8 %	7.1 %	3.9 %	10,056	528
NCUA	25.7 %	37.4 %	18.7 %	11.1 %	7.1 %	890	34
NLRB	9.9 %	18.5 %	20.1 %	17.3 %	34.2 %	714	62
NRC	17.9 %	34.3 %	23.8 %	13.1 %	10.9 %	2,078	87
NSF	30.8 %	34.1 %	20.1 %	10.1 %	4.9 %	876	50

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q18) I believe the results of this survey will be used to make my agency a better place to work.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	14.9 %	28.0 %	28.2 %	15.7 %	13.1 %	580,828	43,177
OMB	9.7 %	28.2 %	17.9 %	27.0 %	17.2 %	287	18
OPM	18.0 %	31.3 %	25.2 %	14.8 %	10.7 %	1,257	85
PBGC	27.7 %	39.4 %	20.5 %	7.6 %	4.8 %	583	35
RRB	13.3 %	30.6 %	29.5 %	15.7 %	10.9 %	372	40
SBA	18.4 %	34.6 %	23.3 %	12.2 %	11.5 %	1,241	91
SSA	15.8 %	29.2 %	27.6 %	15.2 %	12.3 %	26,376	2,243
State	11.2 %	25.9 %	29.9 %	20.1 %	12.9 %	10,010	915
USAGM	12.3 %	26.9 %	26.3 %	15.1 %	19.4 %	560	52
USAID	14.0 %	34.8 %	24.1 %	16.5 %	10.6 %	1,997	97
USDA	10.7 %	25.8 %	29.9 %	18.6 %	15.0 %	30,954	2,412
USDT	16.5 %	30.3 %	25.8 %	14.9 %	12.4 %	37,610	2,663
Small Agencies	21.9 %	31.6 %	22.7 %	12.8 %	10.9 %	4,827	300
DOD Overall	13.8 %	26.9 %	30.5 %	16.1 %	12.8 %	190,799	15,184
USACE	17.1 %	33.6 %	28.1 %	12.7 %	8.5 %	19,922	1,170
Air Force	12.1 %	23.6 %	32.6 %	17.5 %	14.3 %	32,247	3,178
†Army	12.8 %	25.3 %	30.4 %	16.9 %	14.6 %	56,495	4,479
†Navy	12.8 %	27.8 %	31.2 %	16.2 %	11.9 %	43,969	3,545
Marine Corps	11.7 %	22.9 %	33.6 %	17.0 %	14.8 %	4,219	366
DOD 4th Estate	19.0 %	30.8 %	26.3 %	13.2 %	10.6 %	33,947	2,446

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q19) My supervisor supports my need to balance work and other life issues.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	49.6 %	35.2 %	8.1 %	3.7 %	3.4 %	620,352	3,002
CSOSA	55.5 %	30.1 %	6.8 %	2.7 %	4.9 %	516	3
DHS	42.0 %	36.4 %	11.3 %	5.3 %	5.0 %	84,006	489
DOC	55.1 %	33.0 %	6.8 %	2.7 %	2.4 %	21,156	113
DOE	61.3 %	29.6 %	5.3 %	2.0 %	1.8 %	8,866	22
DOI	53.0 %	34.4 %	6.8 %	3.2 %	2.6 %	25,943	120
DOJ	47.2 %	34.3 %	8.8 %	4.7 %	5.0 %	28,821	121
DOL	55.2 %	31.5 %	7.1 %	3.1 %	3.1 %	7,130	37
DOT	55.3 %	33.8 %	6.1 %	2.5 %	2.2 %	22,111	89
ED	58.6 %	29.7 %	6.2 %	2.2 %	3.2 %	2,355	8
EEOC	58.3 %	29.7 %	6.5 %	3.4 %	2.1 %	1,301	5
EPA	60.3 %	31.0 %	5.0 %	2.0 %	1.8 %	8,061	31
FCC	59.9 %	29.0 %	7.4 %	1.7 %	2.0 %	618	2
FERC	72.8 %	20.9 %	3.8 %	1.4 %	1.1 %	1,145	1
FTC	69.8 %	21.7 %	4.2 %	2.2 %	2.1 %	722	0
GSA	66.6 %	25.2 %	5.0 %	1.7 %	1.5 %	7,295	22
HHS	54.7 %	31.8 %	7.1 %	3.5 %	2.9 %	50,065	214
HUD	57.2 %	30.6 %	7.0 %	2.5 %	2.7 %	4,478	21
NARA	63.9 %	27.2 %	5.0 %	1.7 %	2.3 %	1,482	9
NASA	67.9 %	26.3 %	3.4 %	1.5 %	0.9 %	10,551	22
NCUA	53.2 %	34.1 %	6.4 %	3.7 %	2.6 %	923	3
NLRB	54.1 %	32.2 %	6.6 %	4.6 %	2.5 %	770	5
NRC	61.0 %	29.7 %	4.8 %	2.8 %	1.6 %	2,160	3
NSF	63.1 %	28.0 %	5.8 %	1.3 %	1.8 %	926	0

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q19) My supervisor supports my need to balance work and other life issues.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	49.6 %	35.2 %	8.1 %	3.7 %	3.4 %	620,352	3,002
OMB	63.1 %	30.4 %	3.3 %	2.1 %	1.1 %	302	0
OPM	64.0 %	28.4 %	4.2 %	1.3 %	2.1 %	1,335	7
PBGC	68.0 %	24.1 %	4.7 %	2.2 %	1.0 %	617	1
RRB	45.8 %	37.1 %	9.4 %	4.0 %	3.6 %	408	3
SBA	53.6 %	33.6 %	6.9 %	3.1 %	2.8 %	1,324	5
SSA	39.3 %	38.3 %	11.2 %	5.7 %	5.6 %	28,373	187
State	48.4 %	37.2 %	6.9 %	4.9 %	2.6 %	10,851	64
USAGM	40.6 %	37.0 %	9.9 %	5.7 %	6.8 %	606	3
USAID	50.9 %	34.4 %	7.0 %	4.4 %	3.2 %	2,084	5
USDA	47.7 %	37.7 %	8.0 %	3.6 %	3.0 %	33,175	150
USDT	56.2 %	31.8 %	6.3 %	2.8 %	2.9 %	39,944	275
Small Agencies	59.8 %	28.9 %	6.0 %	2.8 %	2.5 %	5,109	17
DOD Overall	49.0 %	36.5 %	7.9 %	3.5 %	3.1 %	204,823	945
USACE	52.2 %	36.3 %	6.8 %	2.8 %	1.9 %	21,018	63
Air Force	50.0 %	35.6 %	7.9 %	3.6 %	3.0 %	35,203	195
†Army	45.5 %	37.6 %	9.0 %	4.1 %	3.8 %	60,569	313
†Navy	49.2 %	37.7 %	7.5 %	3.2 %	2.4 %	47,259	209
Marine Corps	48.4 %	37.0 %	8.2 %	3.3 %	3.1 %	4,561	20
DOD 4th Estate	52.6 %	33.3 %	7.2 %	3.4 %	3.5 %	36,213	145

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q20) My supervisor is committed to a workforce representative of all segments of society.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	43.4 %	35.5 %	14.7 %	3.3 %	3.1 %	590,535	32,108
CSOSA	47.9 %	30.8 %	14.4 %	2.7 %	4.2 %	490	25
DHS	37.0 %	36.5 %	18.5 %	4.0 %	4.0 %	80,329	4,068
DOC	47.8 %	34.8 %	13.1 %	2.4 %	1.9 %	19,665	1,574
DOE	51.5 %	31.9 %	12.2 %	2.2 %	2.2 %	8,328	553
DOI	42.6 %	35.8 %	15.2 %	3.5 %	2.9 %	24,504	1,527
DOJ	40.0 %	35.3 %	16.1 %	4.3 %	4.4 %	27,407	1,512
DOL	49.0 %	31.5 %	13.1 %	2.9 %	3.5 %	6,707	453
DOT	48.5 %	34.6 %	12.2 %	2.5 %	2.2 %	20,894	1,269
ED	52.1 %	29.4 %	12.2 %	3.0 %	3.3 %	2,217	137
EEOC	53.7 %	28.5 %	12.5 %	2.9 %	2.4 %	1,252	51
EPA	52.0 %	33.7 %	10.0 %	2.4 %	2.0 %	7,599	486
FCC	50.5 %	30.9 %	12.7 %	2.7 %	3.2 %	569	50
FERC	64.0 %	24.8 %	8.9 %	1.1 %	1.2 %	1,085	59
FTC	62.1 %	23.8 %	10.2 %	2.1 %	1.7 %	695	27
GSA	60.5 %	27.0 %	9.3 %	1.7 %	1.4 %	6,988	322
HHS	48.3 %	33.0 %	12.6 %	3.2 %	2.9 %	47,884	2,300
HUD	49.8 %	32.2 %	12.3 %	2.6 %	3.2 %	4,255	237
NARA	52.5 %	32.2 %	9.7 %	3.0 %	2.6 %	1,414	76
NASA	62.3 %	28.5 %	6.8 %	1.3 %	1.0 %	10,144	418
NCUA	47.8 %	35.1 %	12.1 %	3.1 %	1.8 %	872	54
NLRB	48.1 %	32.3 %	13.6 %	2.8 %	3.2 %	714	59
NRC	51.2 %	32.7 %	12.0 %	1.6 %	2.5 %	2,007	153
NSF	57.0 %	29.7 %	8.6 %	2.7 %	1.9 %	893	31

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q20) My supervisor is committed to a workforce representative of all segments of society.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	43.4 %	35.5 %	14.7 %	3.3 %	3.1 %	590,535	32,108
OMB	48.6 %	33.4 %	9.2 %	6.4 %	2.4 %	297	5
OPM	55.2 %	30.9 %	10.1 %	1.7 %	2.1 %	1,264	77
PBGC	58.1 %	29.2 %	9.3 %	2.5 %	0.9 %	584	32
RRB	40.8 %	35.7 %	16.8 %	3.3 %	3.5 %	385	26
SBA	47.9 %	32.3 %	13.5 %	2.9 %	3.3 %	1,257	72
SSA	35.3 %	37.1 %	18.9 %	4.3 %	4.5 %	26,734	1,821
State	46.1 %	36.8 %	11.8 %	3.2 %	2.1 %	10,456	438
USAGM	37.0 %	32.4 %	17.9 %	5.3 %	7.4 %	575	28
USAID	48.1 %	34.7 %	10.9 %	3.7 %	2.6 %	2,020	68
USDA	39.8 %	39.2 %	15.0 %	3.2 %	2.7 %	31,779	1,504
USDT	50.8 %	32.2 %	11.8 %	2.4 %	2.7 %	37,595	2,563
Small Agencies	51.5 %	30.1 %	12.1 %	3.2 %	3.1 %	4,844	270
DOD Overall	43.1 %	36.2 %	14.6 %	3.2 %	3.0 %	195,833	9,763
USACE	44.2 %	38.1 %	13.3 %	2.5 %	1.9 %	20,116	946
Air Force	45.0 %	34.9 %	14.1 %	3.2 %	2.9 %	33,646	1,716
†Army	40.7 %	36.9 %	15.1 %	3.7 %	3.6 %	58,222	2,623
†Navy	42.0 %	37.7 %	15.1 %	2.9 %	2.4 %	45,011	2,423
Marine Corps	41.9 %	36.0 %	15.9 %	3.1 %	3.2 %	4,364	214
DOD 4th Estate	46.8 %	33.5 %	13.3 %	3.0 %	3.4 %	34,474	1,841

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q21) Supervisors in my work unit support employee development.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	41.0 %	36.7 %	12.5 %	5.5 %	4.2 %	616,623	6,265
CSOSA	44.3 %	34.9 %	11.3 %	4.9 %	4.6 %	512	10
DHS	33.8 %	36.4 %	16.4 %	7.5 %	5.9 %	83,634	822
DOC	45.4 %	37.2 %	10.6 %	4.1 %	2.8 %	20,976	278
DOE	51.0 %	33.7 %	8.8 %	3.7 %	2.8 %	8,823	64
DOI	41.7 %	37.7 %	11.4 %	5.5 %	3.7 %	25,794	266
DOJ	38.8 %	36.2 %	13.3 %	6.4 %	5.3 %	28,631	299
DOL	43.9 %	33.4 %	11.7 %	5.9 %	5.1 %	7,049	107
DOT	46.1 %	36.2 %	10.5 %	4.1 %	3.2 %	21,967	206
ED	46.7 %	33.8 %	11.1 %	4.4 %	4.1 %	2,320	38
EEOC	50.6 %	30.7 %	10.3 %	4.4 %	4.0 %	1,287	17
EPA	48.5 %	35.8 %	9.3 %	3.9 %	2.5 %	8,012	76
FCC	44.0 %	35.6 %	12.1 %	5.4 %	2.8 %	614	6
FERC	64.1 %	27.6 %	5.1 %	1.8 %	1.5 %	1,140	4
FTC	63.4 %	23.8 %	6.7 %	4.0 %	2.1 %	717	3
GSA	59.6 %	29.6 %	6.9 %	2.1 %	1.7 %	7,264	44
HHS	46.5 %	34.4 %	10.8 %	4.8 %	3.5 %	49,785	437
HUD	50.0 %	33.1 %	9.6 %	3.6 %	3.7 %	4,454	37
NARA	52.7 %	32.3 %	8.6 %	3.1 %	3.4 %	1,477	13
NASA	61.5 %	30.7 %	5.0 %	1.7 %	1.1 %	10,510	59
NCUA	46.6 %	37.5 %	8.4 %	4.0 %	3.4 %	925	1
NLRB	44.2 %	34.5 %	10.8 %	6.7 %	3.8 %	763	12
NRC	51.1 %	36.5 %	7.2 %	2.7 %	2.6 %	2,137	25
NSF	59.7 %	30.2 %	6.1 %	1.9 %	2.1 %	922	3

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q21) Supervisors in my work unit support employee development.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	41.0 %	36.7 %	12.5 %	5.5 %	4.2 %	616,623	6,265
OMB	53.7 %	36.4 %	7.4 %	2.1 %	0.4 %	303	1
OPM	51.8 %	31.8 %	10.5 %	3.0 %	2.9 %	1,318	22
PBGC	57.9 %	28.7 %	8.0 %	3.3 %	2.2 %	610	6
RRB	35.1 %	39.7 %	13.1 %	6.8 %	5.2 %	404	5
SBA	44.7 %	33.3 %	11.3 %	5.9 %	4.8 %	1,311	16
SSA	31.7 %	36.6 %	16.8 %	8.1 %	6.9 %	28,079	456
State	41.5 %	40.8 %	10.5 %	4.5 %	2.8 %	10,794	105
USAGM	33.7 %	32.1 %	16.2 %	7.7 %	10.3 %	596	10
USAID	44.2 %	38.4 %	10.4 %	4.6 %	2.4 %	2,066	21
USDA	37.6 %	40.9 %	12.8 %	5.2 %	3.5 %	32,972	339
USDT	47.4 %	33.7 %	10.5 %	4.5 %	3.9 %	39,550	628
Small Agencies	48.9 %	33.6 %	9.2 %	4.6 %	3.7 %	5,076	37
DOD Overall	40.9 %	37.6 %	12.3 %	5.4 %	3.9 %	203,831	1,792
USACE	44.1 %	38.9 %	10.3 %	4.2 %	2.5 %	20,949	122
Air Force	42.1 %	36.9 %	12.0 %	5.3 %	3.7 %	35,022	365
†Army	38.3 %	37.5 %	13.4 %	6.1 %	4.7 %	60,312	534
†Navy	40.4 %	39.5 %	11.9 %	5.0 %	3.2 %	47,031	388
Marine Corps	39.7 %	37.7 %	12.9 %	5.9 %	3.8 %	4,543	35
DOD 4th Estate	43.9 %	34.2 %	12.0 %	5.1 %	4.8 %	35,974	348

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q22) My supervisor listens to what I have to say.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	46.6 %	36.1 %	9.1 %	5.2 %	2.9 %	621,769
CSOSA	50.2 %	32.5 %	8.5 %	5.5 %	3.4 %	519
DHS	41.0 %	38.6 %	11.0 %	6.0 %	3.4 %	84,260
DOC	52.7 %	33.7 %	7.5 %	4.1 %	2.1 %	21,219
DOE	54.5 %	31.9 %	7.3 %	4.0 %	2.2 %	8,869
DOI	47.0 %	35.5 %	9.2 %	5.3 %	2.9 %	25,978
DOJ	43.9 %	35.8 %	9.9 %	6.6 %	3.8 %	28,838
DOL	50.1 %	32.5 %	8.6 %	5.1 %	3.6 %	7,157
DOT	50.7 %	35.3 %	7.8 %	4.1 %	2.1 %	22,133
ED	54.9 %	31.0 %	7.0 %	4.1 %	3.0 %	2,361
EEOC	54.5 %	29.7 %	7.5 %	5.2 %	3.1 %	1,305
EPA	55.7 %	32.8 %	6.2 %	3.7 %	1.6 %	8,074
FCC	57.1 %	30.4 %	6.4 %	3.3 %	2.8 %	619
FERC	69.0 %	22.6 %	4.4 %	2.2 %	1.8 %	1,141
FTC	65.3 %	24.5 %	4.3 %	4.2 %	1.7 %	718
GSA	61.7 %	28.5 %	5.9 %	2.4 %	1.6 %	7,300
HHS	50.8 %	33.0 %	8.7 %	4.7 %	2.7 %	50,108
HUD	53.6 %	30.6 %	8.4 %	3.9 %	3.5 %	4,491
NARA	56.8 %	30.6 %	6.1 %	3.6 %	2.8 %	1,484
NASA	64.4 %	27.9 %	4.2 %	2.4 %	1.1 %	10,535

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q22) My supervisor listens to what I have to say.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	46.6 %	36.1 %	9.1 %	5.2 %	2.9 %	621,769
NCUA	50.1 %	35.4 %	7.7 %	4.2 %	2.7 %	922
NLRB	52.7 %	31.1 %	7.8 %	5.5 %	3.0 %	773
NRC	53.4 %	33.6 %	6.9 %	3.7 %	2.4 %	2,150
NSF	60.3 %	26.0 %	7.9 %	3.9 %	1.9 %	922
OMB	63.3 %	29.9 %	4.0 %	1.3 %	1.4 %	303
OPM	57.7 %	31.3 %	5.6 %	3.0 %	2.4 %	1,341
PBGC	62.6 %	26.9 %	5.0 %	3.3 %	2.2 %	614
RRB	39.6 %	35.9 %	14.0 %	5.3 %	5.2 %	409
SBA	51.8 %	30.9 %	8.4 %	5.3 %	3.5 %	1,327
SSA	39.3 %	38.6 %	11.0 %	7.0 %	4.1 %	28,515
State	49.9 %	35.9 %	7.6 %	4.7 %	1.9 %	10,870
USAGM	39.6 %	34.6 %	12.3 %	6.6 %	6.9 %	606
USAID	51.1 %	34.7 %	7.2 %	4.7 %	2.4 %	2,087
USDA	43.5 %	38.4 %	9.7 %	5.4 %	3.0 %	33,231
USDT	51.8 %	32.9 %	7.9 %	4.5 %	2.8 %	40,170
Small Agencies	54.6 %	31.2 %	7.2 %	4.2 %	2.8 %	5,111
DOD Overall	46.0 %	37.0 %	9.1 %	5.1 %	2.8 %	205,309
USACE	48.3 %	37.5 %	8.0 %	4.2 %	1.9 %	21,019
Air Force	47.4 %	35.8 %	8.8 %	5.3 %	2.7 %	35,310

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q22) My supervisor listens to what I have to say.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	46.6 %	36.1 %	9.1 %	5.2 %	2.9 %	621,769
†Army	43.1 %	37.6 %	10.2 %	5.8 %	3.4 %	60,787
†Navy	46.1 %	38.5 %	8.7 %	4.6 %	2.1 %	47,332
Marine Corps	45.9 %	37.2 %	9.3 %	4.8 %	2.8 %	4,577
DOD 4th Estate	48.5 %	34.4 %	8.7 %	5.1 %	3.3 %	36,284

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q23) My supervisor treats me with respect.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	52.3 %	34.2 %	7.6 %	3.4 %	2.5 %	621,647
CSOSA	57.4 %	29.2 %	6.7 %	3.7 %	3.0 %	519
DHS	47.1 %	37.7 %	8.6 %	3.7 %	2.9 %	84,257
DOC	58.4 %	30.7 %	6.2 %	2.8 %	1.9 %	21,207
DOE	60.1 %	29.0 %	5.9 %	2.8 %	2.2 %	8,870
DOI	52.2 %	33.0 %	8.3 %	3.8 %	2.6 %	25,966
DOJ	49.5 %	34.8 %	8.1 %	4.5 %	3.1 %	28,822
DOL	55.8 %	29.7 %	7.3 %	3.9 %	3.3 %	7,159
DOT	56.9 %	32.5 %	6.2 %	2.6 %	1.9 %	22,124
ED	59.4 %	28.0 %	6.7 %	3.1 %	2.7 %	2,360
EEOC	59.1 %	27.8 %	7.0 %	3.5 %	2.5 %	1,300
EPA	61.3 %	28.5 %	5.7 %	2.9 %	1.6 %	8,071
FCC	61.5 %	26.9 %	6.1 %	2.9 %	2.7 %	618
FERC	74.7 %	18.0 %	4.2 %	1.8 %	1.3 %	1,141
FTC	71.7 %	20.1 %	4.3 %	2.3 %	1.5 %	714
GSA	66.8 %	25.2 %	5.0 %	1.5 %	1.5 %	7,303
HHS	55.8 %	30.7 %	7.6 %	3.3 %	2.5 %	50,095
HUD	57.6 %	29.1 %	7.4 %	2.5 %	3.4 %	4,487
NARA	62.6 %	26.4 %	5.5 %	2.8 %	2.8 %	1,486
NASA	70.6 %	23.4 %	3.5 %	1.6 %	0.9 %	10,533

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q23) My supervisor treats me with respect.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	52.3 %	34.2 %	7.6 %	3.4 %	2.5 %	621,647
NCUA	56.4 %	31.9 %	6.2 %	3.7 %	1.8 %	920
NLRB	57.4 %	29.6 %	6.2 %	3.3 %	3.5 %	772
NRC	60.4 %	28.5 %	6.0 %	2.7 %	2.4 %	2,146
NSF	66.5 %	22.7 %	6.5 %	1.9 %	2.4 %	921
OMB	71.4 %	21.8 %	3.4 %	1.7 %	1.7 %	303
OPM	63.2 %	27.8 %	5.1 %	1.9 %	2.0 %	1,339
PBGC	66.1 %	24.4 %	6.2 %	2.5 %	0.8 %	616
RRB	46.4 %	36.8 %	9.0 %	3.3 %	4.5 %	411
SBA	56.1 %	29.2 %	7.5 %	4.3 %	2.9 %	1,324
SSA	46.3 %	37.7 %	8.6 %	4.2 %	3.2 %	28,526
State	56.0 %	32.6 %	6.1 %	3.2 %	2.1 %	10,868
USAGM	45.0 %	34.2 %	11.6 %	3.9 %	5.4 %	606
USAID	56.9 %	31.0 %	6.3 %	3.3 %	2.5 %	2,086
USDA	49.8 %	35.9 %	7.9 %	3.8 %	2.6 %	33,207
USDT	57.3 %	30.6 %	6.5 %	3.1 %	2.5 %	40,153
Small Agencies	61.2 %	26.8 %	6.0 %	3.4 %	2.6 %	5,104
DOD Overall	51.7 %	35.0 %	7.6 %	3.3 %	2.4 %	205,313
USACE	54.3 %	34.6 %	6.7 %	2.8 %	1.7 %	21,008
Air Force	52.9 %	33.9 %	7.5 %	3.2 %	2.5 %	35,318

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q23) My supervisor treats me with respect.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	52.3 %	34.2 %	7.6 %	3.4 %	2.5 %	621,647
†Army	48.5 %	36.4 %	8.5 %	3.8 %	2.9 %	60,784
†Navy	52.1 %	36.1 %	7.1 %	2.9 %	1.9 %	47,327
Marine Corps	50.7 %	34.8 %	8.5 %	3.4 %	2.6 %	4,575
DOD 4th Estate	54.1 %	32.3 %	7.4 %	3.4 %	2.8 %	36,301

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q24) I have trust and confidence in my supervisor.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	45.4 %	30.7 %	12.6 %	6.4 %	4.9 %	621,453
CSOSA	46.1 %	28.3 %	11.4 %	8.6 %	5.8 %	517
DHS	40.5 %	32.5 %	14.2 %	7.2 %	5.5 %	84,214
DOC	51.0 %	29.7 %	10.7 %	5.2 %	3.5 %	21,207
DOE	52.8 %	28.4 %	9.7 %	5.1 %	4.0 %	8,862
DOI	44.9 %	30.3 %	12.9 %	6.7 %	5.1 %	25,974
DOJ	42.7 %	29.7 %	13.6 %	7.8 %	6.2 %	28,812
DOL	48.6 %	27.4 %	11.6 %	6.4 %	6.0 %	7,154
DOT	49.6 %	30.1 %	11.1 %	5.3 %	4.0 %	22,132
ED	50.7 %	27.7 %	10.8 %	5.3 %	5.4 %	2,359
EEOC	51.7 %	26.7 %	11.2 %	6.4 %	4.0 %	1,301
EPA	52.8 %	28.7 %	10.3 %	5.1 %	3.0 %	8,067
FCC	56.5 %	25.3 %	10.1 %	3.8 %	4.2 %	619
FERC	67.0 %	21.3 %	6.1 %	3.5 %	2.0 %	1,139
FTC	62.6 %	23.9 %	6.8 %	3.6 %	3.1 %	717
GSA	60.3 %	25.3 %	8.6 %	3.3 %	2.5 %	7,293
HHS	49.4 %	28.6 %	11.9 %	5.8 %	4.3 %	50,055
HUD	50.3 %	27.5 %	11.9 %	5.0 %	5.3 %	4,491
NARA	53.5 %	27.8 %	9.9 %	4.3 %	4.5 %	1,479
NASA	62.3 %	25.8 %	6.8 %	3.2 %	1.9 %	10,535

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q24) I have trust and confidence in my supervisor.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	45.4 %	30.7 %	12.6 %	6.4 %	4.9 %	621,453
NCUA	49.0 %	30.0 %	10.4 %	6.6 %	4.1 %	922
NLRB	49.9 %	29.0 %	10.0 %	5.7 %	5.4 %	772
NRC	49.8 %	29.4 %	11.4 %	5.0 %	4.4 %	2,149
NSF	55.4 %	25.5 %	11.3 %	3.9 %	4.0 %	922
OMB	62.6 %	26.3 %	5.0 %	4.1 %	2.0 %	303
OPM	55.7 %	26.4 %	10.2 %	4.4 %	3.3 %	1,339
PBGC	61.1 %	23.1 %	9.1 %	4.3 %	2.4 %	615
RRB	38.4 %	33.3 %	14.2 %	7.1 %	7.1 %	408
SBA	48.9 %	25.0 %	13.7 %	6.0 %	6.3 %	1,323
SSA	37.9 %	31.1 %	15.8 %	8.5 %	6.7 %	28,498
State	47.5 %	31.8 %	11.5 %	5.6 %	3.5 %	10,867
USAGM	38.8 %	26.7 %	16.5 %	8.9 %	9.1 %	608
USAID	49.7 %	28.0 %	11.7 %	6.3 %	4.3 %	2,087
USDA	42.2 %	31.7 %	13.7 %	7.0 %	5.4 %	33,225
USDT	50.3 %	28.6 %	11.5 %	5.3 %	4.3 %	40,159
Small Agencies	53.0 %	26.5 %	10.2 %	5.7 %	4.7 %	5,104
DOD Overall	45.0 %	31.3 %	12.6 %	6.3 %	4.8 %	205,225
USACE	47.7 %	32.3 %	11.1 %	5.6 %	3.4 %	21,012
Air Force	46.3 %	30.4 %	12.0 %	6.4 %	4.8 %	35,297

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q24) I have trust and confidence in my supervisor.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	45.4 %	30.7 %	12.6 %	6.4 %	4.9 %	621,453
†Army	41.9 %	31.4 %	14.0 %	7.0 %	5.8 %	60,745
†Navy	45.2 %	32.8 %	12.2 %	5.8 %	4.0 %	47,324
Marine Corps	44.8 %	30.9 %	12.6 %	6.9 %	4.8 %	4,577
DOD 4th Estate	47.0 %	29.3 %	12.0 %	6.3 %	5.3 %	36,270

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q25) Overall, how good a job do you feel is being done by your immediate supervisor?

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	48.8 %	29.4 %	14.0 %	4.7 %	3.1 %	623,361
CSOSA	49.2 %	27.5 %	15.2 %	5.3 %	2.8 %	522
DHS	45.3 %	30.0 %	16.0 %	5.1 %	3.6 %	84,541
DOC	55.4 %	27.6 %	11.4 %	3.5 %	2.1 %	21,259
DOE	55.8 %	27.1 %	11.0 %	3.7 %	2.4 %	8,885
DOI	47.1 %	30.3 %	14.3 %	4.9 %	3.4 %	26,055
DOJ	46.3 %	28.2 %	15.8 %	5.4 %	4.2 %	28,940
DOL	52.5 %	27.4 %	11.8 %	4.8 %	3.5 %	7,168
DOT	53.3 %	28.5 %	11.8 %	3.8 %	2.6 %	22,188
ED	54.5 %	26.0 %	12.2 %	4.1 %	3.2 %	2,352
EEOC	58.9 %	23.3 %	11.9 %	3.4 %	2.5 %	1,308
EPA	56.5 %	28.0 %	10.9 %	3.0 %	1.6 %	8,091
FCC	58.1 %	27.4 %	8.7 %	2.8 %	3.0 %	618
FERC	69.7 %	21.2 %	5.8 %	2.1 %	1.2 %	1,147
FTC	66.8 %	20.4 %	8.1 %	2.7 %	2.0 %	721
GSA	63.7 %	24.4 %	8.2 %	2.0 %	1.7 %	7,317
HHS	53.2 %	27.4 %	12.5 %	4.2 %	2.8 %	50,237
HUD	56.8 %	25.3 %	11.1 %	3.5 %	3.3 %	4,489
NARA	58.8 %	25.2 %	10.0 %	2.8 %	3.0 %	1,491
NASA	65.9 %	24.1 %	6.9 %	2.1 %	1.0 %	10,574

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q25) Overall, how good a job do you feel is being done by your immediate supervisor?

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	48.8 %	29.4 %	14.0 %	4.7 %	3.1 %	623,361
NCUA	53.6 %	30.0 %	10.5 %	2.8 %	3.0 %	922
NLRB	55.7 %	25.9 %	11.4 %	3.9 %	3.0 %	773
NRC	55.1 %	26.7 %	12.3 %	3.7 %	2.2 %	2,162
NSF	61.9 %	24.4 %	8.7 %	2.9 %	2.2 %	925
OMB	56.8 %	30.4 %	10.2 %	1.3 %	1.3 %	303
OPM	59.7 %	26.6 %	8.4 %	3.4 %	1.9 %	1,339
PBGC	65.0 %	22.7 %	9.9 %	1.4 %	0.9 %	614
RRB	45.8 %	27.5 %	16.5 %	6.1 %	4.1 %	410
SBA	52.0 %	25.9 %	14.4 %	3.8 %	3.9 %	1,327
SSA	42.6 %	30.8 %	17.4 %	5.6 %	3.6 %	28,585
State	48.9 %	31.7 %	12.8 %	4.3 %	2.2 %	10,916
USAGM	41.9 %	24.1 %	18.9 %	6.0 %	9.1 %	609
USAID	50.5 %	30.0 %	12.0 %	4.5 %	3.0 %	2,091
USDA	45.6 %	30.8 %	15.2 %	5.1 %	3.4 %	33,319
USDT	55.7 %	26.6 %	11.4 %	3.5 %	2.7 %	40,220
Small Agencies	55.8 %	25.9 %	11.7 %	3.7 %	2.8 %	5,122
DOD Overall	47.5 %	30.3 %	14.2 %	4.9 %	3.1 %	205,821
USACE	49.8 %	31.1 %	12.8 %	3.9 %	2.3 %	21,071
Air Force	48.3 %	30.0 %	13.7 %	4.9 %	3.1 %	35,411

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q25) Overall, how good a job do you feel is being done by your immediate supervisor?

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	48.8 %	29.4 %	14.0 %	4.7 %	3.1 %	623,361
†Army	45.0 %	30.2 %	15.6 %	5.4 %	3.8 %	60,901
†Navy	47.4 %	31.7 %	14.0 %	4.6 %	2.3 %	47,489
Marine Corps	48.7 %	28.9 %	13.8 %	5.6 %	3.0 %	4,585
DOD 4th Estate	50.3 %	27.8 %	13.5 %	4.8 %	3.6 %	36,364

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q26) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	16.2 %	34.6 %	23.6 %	14.9 %	10.8 %	610,089	10,495
CSOSA	14.1 %	29.6 %	29.7 %	16.9 %	9.7 %	508	10
DHS	13.1 %	29.0 %	23.5 %	17.6 %	16.7 %	83,056	1,084
DOC	16.3 %	37.6 %	24.2 %	13.3 %	8.5 %	20,655	558
DOE	18.5 %	38.3 %	22.1 %	12.7 %	8.3 %	8,794	84
DOI	10.9 %	29.8 %	25.3 %	19.4 %	14.6 %	25,425	543
DOJ	14.5 %	31.3 %	23.2 %	16.8 %	14.2 %	28,276	442
DOL	17.8 %	32.2 %	22.4 %	14.7 %	12.9 %	6,983	160
DOT	17.1 %	37.5 %	24.0 %	13.2 %	8.2 %	21,712	407
ED	11.9 %	29.2 %	22.2 %	17.7 %	19.1 %	2,315	37
EEOC	22.2 %	35.5 %	19.9 %	13.0 %	9.4 %	1,286	17
EPA	12.2 %	31.3 %	22.5 %	17.9 %	16.1 %	7,969	104
FCC	24.0 %	39.8 %	18.8 %	10.9 %	6.5 %	605	13
FERC	36.3 %	39.8 %	11.9 %	7.6 %	4.4 %	1,138	6
FTC	42.2 %	38.0 %	12.2 %	4.9 %	2.8 %	715	3
GSA	29.9 %	40.7 %	18.3 %	6.9 %	4.2 %	7,227	75
HHS	21.0 %	38.6 %	21.3 %	11.6 %	7.5 %	49,369	763
HUD	19.4 %	33.8 %	23.6 %	13.3 %	9.8 %	4,411	73
NARA	18.7 %	34.5 %	24.3 %	12.4 %	10.2 %	1,474	11
NASA	31.3 %	43.1 %	16.1 %	6.6 %	2.9 %	10,440	107
NCUA	18.4 %	43.3 %	20.6 %	11.6 %	6.1 %	915	7
NLRB	13.1 %	20.1 %	16.4 %	15.9 %	34.5 %	758	14
NRC	19.0 %	42.5 %	19.2 %	12.2 %	7.0 %	2,136	23
NSF	29.8 %	41.4 %	17.2 %	8.7 %	2.9 %	913	10

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q26) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	16.2 %	34.6 %	23.6 %	14.9 %	10.8 %	610,089	10,495
OMB	6.9 %	14.3 %	14.2 %	23.1 %	41.6 %	301	4
OPM	19.2 %	31.5 %	23.4 %	16.5 %	9.5 %	1,303	31
PBGC	27.0 %	42.7 %	17.8 %	9.1 %	3.5 %	604	12
RRB	15.5 %	37.7 %	23.2 %	11.9 %	11.7 %	388	18
SBA	18.3 %	34.8 %	21.8 %	14.4 %	10.7 %	1,303	22
SSA	12.5 %	30.2 %	25.6 %	17.3 %	14.4 %	27,524	823
State	12.0 %	31.0 %	21.9 %	19.7 %	15.4 %	10,724	99
USAGM	8.4 %	25.0 %	23.5 %	14.6 %	28.4 %	580	25
USAID	13.6 %	32.9 %	22.6 %	18.6 %	12.3 %	2,068	18
USDA	10.5 %	31.2 %	27.4 %	18.2 %	12.7 %	32,479	664
USDT	18.0 %	35.7 %	23.2 %	13.8 %	9.3 %	39,063	979
Small Agencies	19.8 %	35.0 %	21.0 %	14.5 %	9.7 %	5,065	48
DOD Overall	17.1 %	36.7 %	23.7 %	13.8 %	8.6 %	201,607	3,201
USACE	17.9 %	41.0 %	24.0 %	11.4 %	5.6 %	20,726	336
Air Force	19.3 %	37.2 %	22.8 %	13.0 %	7.7 %	34,553	604
†Army	16.6 %	35.4 %	23.8 %	14.5 %	9.6 %	59,719	903
†Navy	15.7 %	37.3 %	24.4 %	14.1 %	8.5 %	46,474	716
Marine Corps	16.9 %	34.4 %	25.0 %	13.7 %	10.0 %	4,499	66
DOD 4th Estate	17.7 %	36.2 %	23.2 %	13.8 %	9.1 %	35,636	576

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q27) My organization's senior leaders maintain high standards of honesty and integrity.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	23.1 %	37.9 %	21.5 %	8.7 %	8.8 %	589,211	28,542
CSOSA	17.7 %	33.3 %	28.5 %	11.7 %	8.7 %	498	19
DHS	18.7 %	34.1 %	23.3 %	10.6 %	13.3 %	80,646	3,161
DOC	23.6 %	41.3 %	21.6 %	7.3 %	6.2 %	19,510	1,616
DOE	26.7 %	39.7 %	19.4 %	7.4 %	6.8 %	8,482	365
DOI	16.0 %	33.3 %	24.7 %	12.8 %	13.1 %	24,386	1,460
DOJ	20.5 %	35.5 %	21.6 %	10.5 %	12.0 %	27,560	1,045
DOL	24.5 %	34.3 %	21.6 %	9.3 %	10.3 %	6,669	436
DOT	23.3 %	40.5 %	21.9 %	7.6 %	6.6 %	20,829	1,193
ED	15.8 %	31.6 %	24.2 %	11.5 %	16.9 %	2,214	122
EEOC	28.3 %	34.5 %	21.3 %	8.3 %	7.6 %	1,234	65
EPA	16.7 %	32.4 %	22.8 %	12.9 %	15.2 %	7,667	371
FCC	30.3 %	38.6 %	18.5 %	6.4 %	6.3 %	581	32
FERC	47.9 %	34.6 %	10.2 %	4.5 %	2.8 %	1,116	24
FTC	57.6 %	29.1 %	9.2 %	2.9 %	1.2 %	698	17
GSA	36.6 %	40.9 %	14.8 %	4.2 %	3.4 %	7,009	255
HHS	27.1 %	38.1 %	20.2 %	7.8 %	6.8 %	47,938	1,988
HUD	23.5 %	35.5 %	24.2 %	8.0 %	8.8 %	4,192	267
NARA	26.0 %	34.3 %	22.7 %	8.1 %	8.9 %	1,419	64
NASA	43.1 %	40.1 %	11.3 %	3.2 %	2.2 %	10,178	344
NCUA	23.0 %	39.2 %	21.7 %	9.3 %	6.8 %	884	36
NLRB	17.4 %	23.0 %	17.4 %	11.3 %	30.9 %	733	32
NRC	28.4 %	41.2 %	17.2 %	7.1 %	6.0 %	2,083	68
NSF	40.9 %	36.9 %	13.7 %	5.2 %	3.3 %	886	36

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q27) My organization's senior leaders maintain high standards of honesty and integrity.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	23.1 %	37.9 %	21.5 %	8.7 %	8.8 %	589,211	28,542
OMB	8.3 %	13.9 %	19.4 %	18.9 %	39.6 %	298	6
OPM	25.2 %	36.2 %	21.0 %	8.6 %	9.1 %	1,251	76
PBGC	33.5 %	38.4 %	18.5 %	6.8 %	2.9 %	588	25
RRB	25.9 %	40.7 %	21.4 %	5.3 %	6.7 %	370	35
SBA	23.6 %	34.4 %	24.7 %	8.7 %	8.6 %	1,245	79
SSA	18.2 %	35.9 %	26.4 %	9.3 %	10.2 %	26,228	1,957
State	17.5 %	31.1 %	20.6 %	13.7 %	17.1 %	10,520	286
USAGM	11.7 %	25.6 %	23.3 %	11.3 %	28.1 %	557	44
USAID	18.0 %	34.6 %	23.3 %	13.1 %	11.1 %	1,991	84
USDA	15.3 %	36.9 %	27.0 %	11.1 %	9.7 %	30,937	1,993
USDT	24.0 %	38.6 %	22.8 %	7.4 %	7.2 %	37,014	2,875
Small Agencies	27.1 %	35.1 %	20.6 %	8.5 %	8.6 %	4,875	214
DOD Overall	25.5 %	40.0 %	20.1 %	7.6 %	6.8 %	195,925	7,852
USACE	26.7 %	43.4 %	19.1 %	6.4 %	4.4 %	20,121	828
Air Force	28.9 %	39.5 %	18.4 %	7.1 %	6.2 %	33,597	1,406
†Army	23.7 %	38.6 %	21.3 %	8.5 %	7.9 %	58,232	2,058
†Navy	24.6 %	42.0 %	19.9 %	7.2 %	6.3 %	45,264	1,709
Marine Corps	26.0 %	37.1 %	21.1 %	8.4 %	7.3 %	4,390	150
DOD 4th Estate	25.0 %	38.8 %	21.0 %	7.6 %	7.5 %	34,321	1,701

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q28) Managers communicate the goals of the organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	21.1 %	46.4 %	17.3 %	9.0 %	6.1 %	613,083	5,087
CSOSA	17.5 %	44.2 %	19.4 %	12.8 %	6.1 %	510	5
DHS	17.7 %	41.5 %	19.4 %	11.3 %	10.0 %	83,266	575
DOC	22.2 %	51.2 %	15.4 %	7.2 %	4.0 %	20,873	286
DOE	27.1 %	47.4 %	14.6 %	6.3 %	4.6 %	8,818	34
DOI	15.5 %	45.3 %	20.4 %	11.4 %	7.3 %	25,664	226
DOJ	18.6 %	43.4 %	19.3 %	10.6 %	8.1 %	28,320	253
DOL	26.0 %	46.3 %	14.5 %	7.2 %	6.0 %	7,054	57
DOT	22.8 %	48.9 %	15.9 %	7.3 %	5.0 %	21,880	149
ED	18.4 %	46.5 %	17.2 %	10.8 %	7.1 %	2,324	23
EEOC	32.5 %	48.7 %	10.3 %	5.1 %	3.3 %	1,289	12
EPA	18.7 %	49.6 %	16.8 %	9.4 %	5.5 %	7,976	57
FCC	26.6 %	46.8 %	15.6 %	6.8 %	4.2 %	614	5
FERC	42.3 %	41.2 %	10.4 %	3.5 %	2.7 %	1,137	2
FTC	51.7 %	37.5 %	5.9 %	2.9 %	2.0 %	715	1
GSA	37.3 %	46.6 %	10.4 %	3.5 %	2.1 %	7,249	36
HHS	25.1 %	47.8 %	15.5 %	7.1 %	4.5 %	49,536	405
HUD	26.5 %	47.1 %	14.4 %	6.9 %	5.1 %	4,427	39
NARA	27.3 %	47.6 %	14.9 %	5.6 %	4.7 %	1,475	3
NASA	37.7 %	45.2 %	10.8 %	4.5 %	1.7 %	10,469	56
NCUA	24.7 %	51.9 %	14.4 %	5.9 %	3.1 %	917	3
NLRB	21.7 %	43.3 %	15.0 %	11.1 %	8.9 %	763	7
NRC	25.4 %	51.0 %	13.6 %	6.1 %	3.9 %	2,145	13
NSF	34.4 %	45.0 %	12.6 %	4.9 %	3.1 %	915	7

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q28) Managers communicate the goals of the organization.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	21.1 %	46.4 %	17.3 %	9.0 %	6.1 %	613,083	5,087
OMB	22.9 %	50.0 %	12.4 %	8.2 %	6.5 %	304	0
OPM	27.6 %	45.6 %	13.3 %	7.5 %	5.9 %	1,318	10
PBGC	36.2 %	49.6 %	9.8 %	2.9 %	1.6 %	611	1
RRB	23.1 %	47.3 %	18.6 %	5.6 %	5.4 %	398	5
SBA	23.6 %	46.2 %	16.7 %	7.5 %	6.0 %	1,309	13
SSA	23.2 %	52.9 %	13.3 %	5.7 %	4.9 %	28,061	164
State	18.3 %	51.5 %	16.8 %	9.0 %	4.4 %	10,716	57
USAGM	11.9 %	35.5 %	20.5 %	12.8 %	19.2 %	583	19
USAID	19.6 %	53.2 %	16.2 %	7.1 %	4.0 %	2,069	10
USDA	14.8 %	48.9 %	20.2 %	10.0 %	6.1 %	32,648	343
USDT	25.4 %	49.6 %	14.0 %	6.4 %	4.6 %	39,387	424
Small Agencies	25.4 %	44.7 %	15.2 %	8.6 %	6.1 %	5,066	30
DOD Overall	21.2 %	46.4 %	17.7 %	9.2 %	5.5 %	202,277	1,757
USACE	21.6 %	49.2 %	17.5 %	8.0 %	3.6 %	20,828	160
Air Force	22.9 %	44.9 %	17.3 %	9.5 %	5.5 %	34,657	375
†Army	20.0 %	45.2 %	18.5 %	9.8 %	6.4 %	59,832	517
†Navy	20.0 %	48.2 %	17.9 %	9.0 %	4.9 %	46,664	376
Marine Corps	20.5 %	42.0 %	19.7 %	10.5 %	7.3 %	4,507	31
DOD 4th Estate	23.4 %	46.6 %	16.1 %	8.3 %	5.7 %	35,789	298

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q29) Managers promote communication among different work units.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	19.7 %	40.4 %	19.8 %	11.9 %	8.2 %	608,353	11,890
CSOSA	15.8 %	34.4 %	22.5 %	17.1 %	10.3 %	508	11
DHS	16.3 %	34.5 %	21.3 %	14.7 %	13.2 %	82,706	1,419
DOC	19.4 %	42.5 %	20.7 %	10.9 %	6.5 %	20,285	890
DOE	24.8 %	41.9 %	17.4 %	9.5 %	6.4 %	8,767	111
DOI	16.1 %	39.7 %	21.2 %	13.8 %	9.2 %	25,461	488
DOJ	17.0 %	37.4 %	21.6 %	13.5 %	10.5 %	28,076	609
DOL	23.5 %	38.2 %	17.9 %	11.2 %	9.3 %	6,992	156
DOT	22.8 %	44.2 %	17.4 %	9.3 %	6.3 %	21,764	333
ED	18.6 %	38.9 %	19.6 %	12.6 %	10.3 %	2,310	43
EEOC	28.4 %	41.5 %	15.4 %	8.8 %	5.9 %	1,271	31
EPA	18.5 %	44.7 %	18.7 %	11.4 %	6.6 %	7,919	150
FCC	27.1 %	42.1 %	14.2 %	10.2 %	6.3 %	607	9
FERC	41.5 %	37.5 %	10.8 %	6.2 %	4.0 %	1,127	18
FTC	44.2 %	35.8 %	11.7 %	5.2 %	3.1 %	701	12
GSA	34.7 %	43.7 %	12.7 %	5.9 %	3.0 %	7,212	79
HHS	23.2 %	42.8 %	18.0 %	9.9 %	6.2 %	49,156	904
HUD	24.6 %	41.7 %	16.8 %	9.9 %	7.1 %	4,402	76
NARA	25.3 %	39.7 %	18.3 %	10.1 %	6.6 %	1,453	34
NASA	35.3 %	44.4 %	12.6 %	5.5 %	2.2 %	10,393	143
NCUA	21.8 %	44.7 %	18.3 %	10.0 %	5.3 %	902	19
NLRB	20.9 %	34.3 %	18.1 %	12.5 %	14.2 %	747	21
NRC	25.1 %	46.3 %	15.0 %	8.9 %	4.7 %	2,124	34
NSF	31.3 %	40.1 %	16.2 %	8.2 %	4.2 %	916	7

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q29) Managers promote communication among different work units.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	19.7 %	40.4 %	19.8 %	11.9 %	8.2 %	608,353	11,890
OMB	26.8 %	43.7 %	15.2 %	9.7 %	4.7 %	303	2
OPM	26.0 %	40.3 %	16.2 %	9.6 %	7.9 %	1,307	21
PBGC	32.0 %	44.2 %	13.9 %	7.2 %	2.7 %	610	6
RRB	19.7 %	35.4 %	21.1 %	15.0 %	8.8 %	392	13
SBA	22.4 %	38.9 %	17.4 %	11.8 %	9.4 %	1,304	23
SSA	19.5 %	41.1 %	18.5 %	11.8 %	9.2 %	27,870	514
State	17.7 %	47.0 %	18.3 %	11.3 %	5.6 %	10,711	116
USAGM	12.4 %	31.2 %	22.5 %	13.7 %	20.1 %	583	24
USAID	18.6 %	47.1 %	18.2 %	10.3 %	5.8 %	2,060	25
USDA	14.0 %	41.0 %	22.8 %	13.6 %	8.6 %	32,393	731
USDT	23.5 %	41.9 %	17.9 %	9.8 %	6.8 %	38,812	1,215
Small Agencies	23.1 %	37.8 %	18.0 %	12.5 %	8.6 %	5,028	76
DOD Overall	20.0 %	41.1 %	20.0 %	11.7 %	7.2 %	201,181	3,527
USACE	20.8 %	44.9 %	19.4 %	9.9 %	5.0 %	20,720	318
Air Force	21.9 %	40.4 %	19.3 %	11.3 %	7.1 %	34,474	646
†Army	18.9 %	40.3 %	20.3 %	12.4 %	8.0 %	59,601	1,011
†Navy	18.6 %	42.7 %	20.5 %	11.8 %	6.5 %	46,326	848
Marine Corps	20.2 %	38.1 %	20.7 %	12.4 %	8.5 %	4,506	51
DOD 4th Estate	21.7 %	39.9 %	19.3 %	11.3 %	7.8 %	35,554	653

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q30) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	30.6 %	36.1 %	20.0 %	7.3 %	6.0 %	584,531	34,681
CSOSA	23.9 %	35.3 %	25.4 %	8.4 %	7.0 %	482	38
DHS	27.0 %	32.8 %	22.2 %	9.0 %	8.9 %	80,321	3,726
DOC	32.8 %	38.2 %	18.8 %	6.0 %	4.2 %	18,890	2,299
DOE	34.8 %	36.0 %	18.3 %	6.1 %	4.7 %	8,523	335
DOI	28.0 %	35.6 %	21.1 %	8.4 %	6.9 %	24,322	1,565
DOJ	28.0 %	34.2 %	21.2 %	8.7 %	7.9 %	27,090	1,462
DOL	35.8 %	33.3 %	16.9 %	6.8 %	7.3 %	6,732	403
DOT	33.7 %	36.8 %	18.5 %	6.3 %	4.7 %	20,889	1,201
ED	30.7 %	34.3 %	19.8 %	7.5 %	7.8 %	2,202	147
EEOC	43.0 %	32.4 %	15.2 %	4.7 %	4.7 %	1,219	82
EPA	36.0 %	35.8 %	17.5 %	6.3 %	4.5 %	7,756	290
FCC	47.8 %	29.2 %	13.7 %	5.0 %	4.3 %	590	26
FERC	53.4 %	29.8 %	11.1 %	3.5 %	2.3 %	1,110	33
FTC	56.5 %	30.1 %	8.8 %	2.5 %	2.0 %	688	27
GSA	46.3 %	34.6 %	12.9 %	3.3 %	2.9 %	7,047	251
HHS	36.0 %	35.7 %	18.0 %	5.7 %	4.5 %	47,547	2,522
HUD	40.0 %	32.6 %	16.3 %	5.6 %	5.5 %	4,245	236
NARA	39.9 %	34.1 %	15.3 %	5.4 %	5.3 %	1,429	56
NASA	46.1 %	36.2 %	12.6 %	3.3 %	1.8 %	10,072	456
NCUA	32.0 %	41.2 %	17.6 %	5.5 %	3.7 %	877	44
NLRB	40.4 %	33.1 %	14.7 %	5.0 %	6.7 %	735	32
NRC	34.0 %	37.4 %	18.5 %	5.3 %	4.9 %	2,092	66
NSF	47.0 %	31.1 %	14.4 %	4.4 %	3.1 %	899	22

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q30) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	30.6 %	36.1 %	20.0 %	7.3 %	6.0 %	584,531	34,681
OMB	42.4 %	36.6 %	15.4 %	0.8 %	4.9 %	291	10
OPM	38.4 %	33.7 %	16.3 %	5.4 %	6.2 %	1,255	74
PBGC	46.9 %	38.1 %	10.7 %	2.6 %	1.7 %	593	22
RRB	34.5 %	36.4 %	16.1 %	7.3 %	5.6 %	377	28
SBA	36.2 %	32.0 %	17.9 %	7.1 %	6.9 %	1,251	74
SSA	29.3 %	35.5 %	20.9 %	7.7 %	6.5 %	26,629	1,627
State	34.3 %	37.2 %	18.4 %	6.0 %	4.0 %	10,370	423
USAGM	23.3 %	28.6 %	20.8 %	11.3 %	16.0 %	560	45
USAID	32.5 %	36.4 %	19.3 %	6.6 %	5.3 %	1,999	80
USDA	24.5 %	37.9 %	22.8 %	8.4 %	6.4 %	31,076	1,980
USDT	35.3 %	36.4 %	17.6 %	5.5 %	5.1 %	36,783	3,203
Small Agencies	37.3 %	31.9 %	18.2 %	6.6 %	6.1 %	4,892	210
DOD Overall	29.9 %	37.5 %	20.1 %	7.1 %	5.3 %	192,698	11,586
USACE	32.2 %	39.0 %	18.8 %	6.1 %	4.0 %	20,059	979
Air Force	31.2 %	37.9 %	19.3 %	6.5 %	5.2 %	33,074	1,942
†Army	28.4 %	36.6 %	20.9 %	7.9 %	6.2 %	57,206	3,297
†Navy	28.9 %	38.7 %	20.7 %	7.0 %	4.7 %	44,027	3,002
Marine Corps	30.7 %	35.1 %	20.3 %	8.4 %	5.5 %	4,309	238
DOD 4th Estate	32.1 %	36.0 %	19.1 %	7.2 %	5.6 %	34,023	2,128

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q31) I have a high level of respect for my organization's senior leaders.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	25.4 %	36.4 %	21.2 %	9.6 %	7.4 %	610,973	8,107
CSOSA	21.5 %	38.5 %	25.7 %	9.3 %	5.0 %	510	11
DHS	21.7 %	33.2 %	22.9 %	11.1 %	11.1 %	83,057	975
DOC	25.2 %	38.9 %	21.2 %	8.9 %	5.8 %	20,682	499
DOE	27.6 %	37.2 %	19.8 %	9.3 %	6.2 %	8,793	75
DOI	16.7 %	31.8 %	25.7 %	14.2 %	11.6 %	25,470	435
DOJ	22.6 %	34.2 %	21.2 %	11.8 %	10.2 %	28,240	307
DOL	26.4 %	34.0 %	20.9 %	9.5 %	9.2 %	7,025	99
DOT	25.4 %	38.6 %	21.3 %	8.8 %	5.8 %	21,808	290
ED	16.8 %	31.3 %	23.5 %	13.0 %	15.5 %	2,313	35
EEOC	31.9 %	32.4 %	19.6 %	9.2 %	6.9 %	1,280	22
EPA	18.3 %	30.7 %	22.5 %	14.6 %	13.9 %	7,969	80
FCC	33.1 %	37.0 %	17.9 %	7.6 %	4.5 %	613	5
FERC	47.0 %	34.2 %	11.6 %	4.5 %	2.7 %	1,142	4
FTC	47.8 %	35.4 %	10.6 %	4.0 %	2.2 %	713	2
GSA	38.6 %	38.8 %	15.1 %	4.5 %	3.1 %	7,238	48
HHS	30.6 %	37.6 %	18.6 %	7.8 %	5.4 %	49,475	582
HUD	27.0 %	35.0 %	21.8 %	8.8 %	7.4 %	4,406	69
NARA	25.0 %	35.6 %	21.2 %	10.4 %	7.8 %	1,468	13
NASA	42.3 %	38.2 %	12.8 %	4.5 %	2.2 %	10,452	80
NCUA	25.6 %	40.9 %	20.0 %	8.2 %	5.3 %	913	8
NLRB	17.4 %	24.0 %	16.0 %	14.7 %	27.9 %	757	10
NRC	25.8 %	41.1 %	17.8 %	8.9 %	6.4 %	2,147	9
NSF	41.4 %	37.1 %	13.8 %	5.5 %	2.2 %	918	3

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q31) I have a high level of respect for my organization's senior leaders.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	25.4 %	36.4 %	21.2 %	9.6 %	7.4 %	610,973	8,107
OMB	7.5 %	15.7 %	17.2 %	20.1 %	39.6 %	301	3
OPM	28.8 %	33.2 %	21.9 %	8.0 %	8.2 %	1,309	18
PBGC	35.7 %	40.5 %	16.9 %	4.0 %	2.8 %	607	8
RRB	30.3 %	34.6 %	23.6 %	5.4 %	6.1 %	395	8
SBA	27.7 %	32.3 %	22.7 %	9.8 %	7.5 %	1,300	23
SSA	22.3 %	34.8 %	23.7 %	10.5 %	8.8 %	27,663	570
State	18.3 %	31.1 %	22.4 %	15.0 %	13.1 %	10,690	93
USAGM	17.5 %	23.2 %	21.9 %	12.9 %	24.5 %	579	25
USAID	16.7 %	33.1 %	24.2 %	16.0 %	10.1 %	2,063	13
USDA	17.9 %	34.8 %	25.9 %	12.6 %	8.8 %	32,522	528
USDT	27.0 %	37.3 %	21.7 %	7.9 %	6.0 %	39,271	705
Small Agencies	27.5 %	36.0 %	19.0 %	9.8 %	7.7 %	5,070	32
DOD Overall	27.5 %	38.1 %	20.2 %	8.5 %	5.7 %	201,814	2,420
USACE	28.6 %	41.2 %	19.2 %	7.0 %	3.9 %	20,817	217
Air Force	30.0 %	37.3 %	19.3 %	8.1 %	5.3 %	34,603	397
†Army	26.4 %	37.4 %	20.8 %	8.8 %	6.6 %	59,772	713
†Navy	26.2 %	39.2 %	20.4 %	8.7 %	5.4 %	46,417	612
Marine Corps	29.1 %	35.8 %	20.9 %	9.0 %	5.2 %	4,495	52
DOD 4th Estate	28.1 %	37.7 %	20.4 %	8.1 %	5.8 %	35,710	429

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q32) Senior leaders demonstrate support for Work/Life programs.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	26.1 %	38.1 %	22.0 %	7.8 %	6.0 %	574,976	43,872
CSOSA	25.4 %	42.1 %	22.0 %	5.8 %	4.8 %	487	31
DHS	20.9 %	33.5 %	25.6 %	10.3 %	9.8 %	78,268	5,714
DOC	30.2 %	41.6 %	18.0 %	6.1 %	4.2 %	19,338	1,843
DOE	37.0 %	41.0 %	14.9 %	4.3 %	2.9 %	8,531	336
DOI	21.2 %	39.7 %	25.0 %	8.2 %	5.9 %	23,423	2,470
DOJ	21.4 %	35.7 %	24.1 %	10.4 %	8.5 %	26,080	2,458
DOL	30.2 %	37.1 %	20.4 %	6.2 %	6.1 %	6,541	586
DOT	29.4 %	41.8 %	20.1 %	5.1 %	3.6 %	20,370	1,714
ED	19.3 %	33.0 %	22.8 %	11.5 %	13.5 %	2,232	116
EEOC	34.7 %	38.7 %	17.9 %	4.8 %	3.8 %	1,207	91
EPA	23.1 %	39.2 %	20.7 %	9.4 %	7.6 %	7,502	550
FCC	38.9 %	41.6 %	12.8 %	4.0 %	2.7 %	581	38
FERC	54.9 %	32.4 %	8.5 %	2.2 %	2.0 %	1,108	36
FTC	61.8 %	29.7 %	5.4 %	1.8 %	1.3 %	695	21
GSA	49.7 %	35.8 %	10.6 %	2.3 %	1.7 %	7,083	213
HHS	33.0 %	39.8 %	17.8 %	5.7 %	3.7 %	47,236	2,809
HUD	31.6 %	39.2 %	20.2 %	4.7 %	4.3 %	4,139	334
NARA	34.6 %	43.7 %	15.8 %	3.2 %	2.7 %	1,412	69
NASA	50.8 %	37.3 %	8.5 %	2.4 %	1.0 %	10,200	325
NCUA	32.7 %	46.2 %	13.6 %	4.2 %	3.4 %	894	26
NLRB	22.3 %	32.7 %	18.5 %	8.5 %	18.0 %	721	47
NRC	41.2 %	42.0 %	10.7 %	3.9 %	2.3 %	2,116	42
NSF	53.6 %	33.0 %	10.1 %	2.3 %	1.0 %	905	17

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q32) Senior leaders demonstrate support for Work/Life programs.

Agency	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know
2020 (No trending as a result of FEVS modification due to COVID-19)							
All Responses	26.1 %	38.1 %	22.0 %	7.8 %	6.0 %	574,976	43,872
OMB	9.9 %	18.9 %	24.0 %	25.5 %	21.7 %	289	16
OPM	33.6 %	40.4 %	16.0 %	5.3 %	4.6 %	1,227	102
PBGC	47.1 %	38.1 %	12.3 %	1.4 %	1.0 %	595	18
RRB	29.6 %	37.5 %	21.7 %	5.4 %	5.7 %	374	30
SBA	29.4 %	35.7 %	21.8 %	7.0 %	6.1 %	1,235	91
SSA	18.7 %	33.6 %	27.7 %	10.6 %	9.4 %	25,833	2,381
State	19.5 %	38.9 %	23.8 %	11.2 %	6.6 %	10,311	478
USAGM	16.7 %	27.6 %	29.9 %	8.5 %	17.2 %	516	88
USAID	23.7 %	41.5 %	19.8 %	8.8 %	6.1 %	2,004	76
USDA	18.7 %	40.6 %	25.2 %	9.1 %	6.4 %	30,503	2,532
USDT	31.3 %	38.9 %	19.4 %	5.7 %	4.6 %	36,558	3,388
Small Agencies	36.5 %	37.3 %	15.8 %	5.5 %	4.9 %	4,874	226
DOD Overall	26.7 %	39.0 %	21.7 %	7.4 %	5.1 %	189,588	14,560
USACE	27.6 %	43.2 %	20.5 %	5.6 %	3.1 %	19,460	1,579
Air Force	28.4 %	38.9 %	20.7 %	7.0 %	5.0 %	32,372	2,606
†Army	24.9 %	37.3 %	23.6 %	8.1 %	6.1 %	55,583	4,872
†Navy	25.8 %	40.2 %	21.7 %	7.5 %	4.7 %	43,804	3,199
Marine Corps	26.6 %	36.1 %	23.9 %	8.1 %	5.3 %	4,200	344
DOD 4th Estate	28.8 %	39.0 %	20.0 %	7.0 %	5.2 %	34,169	1,960

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q33) How satisfied are you with your involvement in decisions that affect your work?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	18.2 %	39.7 %	21.8 %	14.7 %	5.5 %	615,320
CSOSA	12.4 %	35.2 %	25.6 %	20.7 %	6.1 %	509
DHS	14.6 %	34.5 %	24.9 %	17.8 %	8.1 %	83,452
DOC	17.3 %	40.1 %	21.6 %	15.0 %	6.0 %	21,102
DOE	23.9 %	40.8 %	19.1 %	11.7 %	4.5 %	8,833
DOI	17.6 %	40.8 %	20.9 %	15.3 %	5.4 %	25,778
DOJ	16.5 %	37.2 %	22.4 %	17.2 %	6.8 %	28,324
DOL	19.8 %	37.1 %	20.9 %	15.2 %	7.0 %	7,107
DOT	21.2 %	43.2 %	19.6 %	11.8 %	4.2 %	21,979
ED	14.9 %	35.1 %	22.5 %	18.9 %	8.6 %	2,340
EEOC	23.5 %	37.2 %	20.1 %	13.5 %	5.7 %	1,291
EPA	17.0 %	41.5 %	20.5 %	15.6 %	5.4 %	8,019
FCC	27.7 %	38.7 %	18.0 %	10.6 %	5.0 %	613
FERC	33.9 %	41.5 %	14.2 %	7.9 %	2.4 %	1,144
FTC	41.9 %	38.8 %	9.9 %	6.5 %	3.0 %	715
GSA	29.8 %	41.7 %	17.1 %	8.8 %	2.7 %	7,258
HHS	20.5 %	42.6 %	20.5 %	12.4 %	4.0 %	49,876
HUD	21.0 %	40.0 %	20.8 %	12.9 %	5.2 %	4,459
NARA	22.6 %	37.6 %	21.2 %	11.4 %	7.2 %	1,473
NASA	33.0 %	44.0 %	13.7 %	7.3 %	2.0 %	10,496

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q33) How satisfied are you with your involvement in decisions that affect your work?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	18.2 %	39.7 %	21.8 %	14.7 %	5.5 %	615,320
NCUA	18.1 %	42.6 %	22.3 %	12.5 %	4.5 %	919
NLRB	15.4 %	30.9 %	18.2 %	18.0 %	17.5 %	768
NRC	22.4 %	42.5 %	18.2 %	12.7 %	4.1 %	2,147
NSF	31.1 %	41.3 %	14.8 %	9.6 %	3.2 %	917
OMB	12.1 %	37.2 %	21.5 %	21.4 %	7.8 %	302
OPM	23.0 %	39.0 %	19.3 %	13.5 %	5.2 %	1,325
PBGC	30.9 %	45.4 %	13.9 %	7.7 %	2.1 %	614
RRB	17.0 %	38.0 %	24.1 %	14.5 %	6.4 %	399
SBA	21.6 %	39.1 %	21.2 %	12.9 %	5.2 %	1,321
SSA	11.7 %	33.6 %	26.4 %	20.4 %	7.8 %	27,942
State	16.5 %	44.5 %	20.8 %	14.5 %	3.7 %	10,683
USAGM	11.2 %	34.3 %	25.2 %	14.8 %	14.5 %	598
USAID	18.0 %	43.6 %	19.5 %	14.7 %	4.3 %	2,065
USDA	13.4 %	39.3 %	24.1 %	17.4 %	5.9 %	32,853
USDT	18.4 %	38.6 %	22.8 %	14.6 %	5.6 %	39,715
Small Agencies	22.0 %	38.7 %	19.1 %	14.4 %	5.8 %	5,091
DOD Overall	19.4 %	41.4 %	21.1 %	13.5 %	4.7 %	202,893
USACE	20.8 %	45.4 %	19.8 %	11.0 %	3.1 %	20,984
Air Force	21.4 %	40.5 %	19.8 %	13.6 %	4.7 %	34,697

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q33) How satisfied are you with your involvement in decisions that affect your work?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	18.2 %	39.7 %	21.8 %	14.7 %	5.5 %	615,320
†Army	18.7 %	39.9 %	21.6 %	14.5 %	5.2 %	60,093
†Navy	17.7 %	43.4 %	21.9 %	12.8 %	4.1 %	46,679
Marine Corps	20.6 %	40.0 %	20.2 %	14.5 %	4.8 %	4,500
DOD 4th Estate	20.1 %	40.4 %	20.9 %	13.5 %	5.1 %	35,940

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q34) How satisfied are you with the information you receive from management on what's going on in your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	17.8 %	40.0 %	20.6 %	15.4 %	6.2 %	613,053
CSOSA	13.4 %	34.3 %	26.8 %	15.9 %	9.5 %	504
DHS	14.3 %	35.1 %	22.3 %	19.0 %	9.3 %	83,153
DOC	17.6 %	43.1 %	20.3 %	13.5 %	5.5 %	21,017
DOE	25.1 %	42.2 %	17.6 %	10.7 %	4.4 %	8,810
DOI	15.4 %	39.4 %	21.8 %	16.7 %	6.7 %	25,676
DOJ	15.7 %	36.8 %	21.5 %	17.9 %	8.0 %	28,198
DOL	20.0 %	37.0 %	19.6 %	15.2 %	8.3 %	7,077
DOT	20.7 %	43.2 %	18.6 %	12.7 %	4.8 %	21,902
ED	16.7 %	39.7 %	20.5 %	15.1 %	8.0 %	2,324
EEOC	25.9 %	42.9 %	16.3 %	10.1 %	4.9 %	1,296
EPA	17.4 %	42.0 %	19.4 %	15.1 %	6.2 %	7,994
FCC	27.2 %	42.8 %	15.2 %	11.0 %	3.8 %	612
FERC	35.4 %	43.4 %	12.2 %	7.5 %	1.6 %	1,141
FTC	49.0 %	38.1 %	6.4 %	5.3 %	1.4 %	715
GSA	33.7 %	44.1 %	13.5 %	6.5 %	2.3 %	7,249
HHS	21.5 %	42.8 %	19.4 %	12.0 %	4.3 %	49,702
HUD	22.4 %	42.1 %	19.2 %	11.7 %	4.6 %	4,444
NARA	26.8 %	41.3 %	18.5 %	8.5 %	4.8 %	1,471
NASA	36.2 %	43.7 %	12.2 %	6.2 %	1.7 %	10,457

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q34) How satisfied are you with the information you receive from management on what's going on in your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	17.8 %	40.0 %	20.6 %	15.4 %	6.2 %	613,053
NCUA	23.4 %	49.7 %	17.2 %	6.4 %	3.3 %	918
NLRB	15.0 %	32.3 %	16.0 %	19.0 %	17.8 %	762
NRC	25.1 %	47.0 %	15.5 %	8.9 %	3.5 %	2,145
NSF	31.4 %	41.1 %	14.4 %	10.8 %	2.2 %	914
OMB	11.3 %	40.8 %	16.3 %	26.0 %	5.7 %	301
OPM	22.0 %	41.2 %	17.9 %	11.9 %	7.0 %	1,319
PBGC	32.6 %	45.7 %	14.4 %	4.8 %	2.4 %	609
RRB	18.5 %	42.5 %	17.1 %	16.4 %	5.5 %	400
SBA	19.4 %	40.2 %	18.1 %	15.1 %	7.1 %	1,311
SSA	14.3 %	40.4 %	21.7 %	16.6 %	7.0 %	27,849
State	16.8 %	46.2 %	18.6 %	14.2 %	4.2 %	10,648
USAGM	9.1 %	31.0 %	22.7 %	21.2 %	16.1 %	596
USAID	18.5 %	45.9 %	17.1 %	14.1 %	4.3 %	2,055
USDA	12.2 %	39.1 %	23.7 %	18.4 %	6.6 %	32,710
USDT	20.7 %	43.1 %	18.7 %	12.6 %	5.0 %	39,623
Small Agencies	23.4 %	39.7 %	16.9 %	13.9 %	6.2 %	5,067
DOD Overall	18.1 %	40.5 %	20.6 %	15.2 %	5.5 %	202,084
USACE	19.8 %	44.1 %	20.2 %	12.5 %	3.3 %	20,904
Air Force	18.8 %	38.8 %	20.2 %	16.2 %	5.9 %	34,565

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q34) How satisfied are you with the information you receive from management on what's going on in your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	17.8 %	40.0 %	20.6 %	15.4 %	6.2 %	613,053
†Army	17.3 %	39.0 %	21.1 %	16.3 %	6.3 %	59,856
†Navy	16.9 %	42.5 %	21.1 %	14.5 %	5.0 %	46,472
Marine Corps	17.8 %	37.0 %	21.5 %	17.5 %	6.2 %	4,488
DOD 4th Estate	20.1 %	41.2 %	19.5 %	13.9 %	5.4 %	35,799

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q35) How satisfied are you with the recognition you receive for doing a good job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	20.9 %	37.8 %	21.0 %	13.1 %	7.2 %	612,519
CSOSA	17.2 %	40.6 %	20.7 %	13.9 %	7.6 %	511
DHS	16.3 %	33.3 %	23.2 %	16.6 %	10.5 %	83,052
DOC	21.5 %	41.6 %	20.1 %	11.5 %	5.3 %	21,033
DOE	26.4 %	40.6 %	18.0 %	10.1 %	5.0 %	8,813
DOI	20.0 %	40.0 %	21.0 %	12.7 %	6.3 %	25,697
DOJ	20.5 %	36.5 %	20.9 %	13.5 %	8.6 %	28,188
DOL	23.9 %	36.5 %	19.5 %	11.7 %	8.3 %	7,058
DOT	25.4 %	39.5 %	18.8 %	10.7 %	5.5 %	21,878
ED	19.0 %	38.7 %	21.2 %	13.0 %	8.1 %	2,326
EEOC	29.5 %	39.1 %	15.5 %	10.4 %	5.5 %	1,293
EPA	24.0 %	44.1 %	18.0 %	9.5 %	4.4 %	7,987
FCC	29.4 %	40.0 %	16.2 %	9.2 %	5.1 %	616
FERC	42.3 %	38.3 %	10.9 %	5.7 %	2.8 %	1,138
FTC	45.5 %	36.7 %	9.2 %	5.1 %	3.5 %	712
GSA	31.4 %	40.6 %	17.2 %	7.3 %	3.5 %	7,245
HHS	24.7 %	39.6 %	19.5 %	11.1 %	5.0 %	49,713
HUD	27.9 %	39.4 %	17.4 %	9.0 %	6.3 %	4,449
NARA	26.7 %	40.3 %	17.5 %	9.5 %	5.9 %	1,465
NASA	39.5 %	39.6 %	12.3 %	6.1 %	2.6 %	10,476

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q35) How satisfied are you with the recognition you receive for doing a good job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	20.9 %	37.8 %	21.0 %	13.1 %	7.2 %	612,519
NCUA	19.4 %	40.3 %	19.5 %	13.5 %	7.4 %	918
NLRB	23.4 %	38.4 %	15.4 %	12.8 %	9.9 %	766
NRC	26.6 %	41.6 %	16.9 %	10.2 %	4.8 %	2,149
NSF	37.2 %	38.4 %	15.3 %	5.6 %	3.4 %	914
OMB	25.9 %	40.8 %	14.7 %	15.2 %	3.4 %	303
OPM	26.2 %	36.8 %	19.1 %	11.4 %	6.5 %	1,316
PBGC	33.2 %	43.4 %	15.2 %	4.9 %	3.2 %	611
RRB	24.7 %	34.7 %	18.4 %	14.5 %	7.7 %	399
SBA	23.1 %	41.2 %	16.2 %	12.7 %	6.8 %	1,310
SSA	16.3 %	36.9 %	21.6 %	16.2 %	9.0 %	27,816
State	17.8 %	40.9 %	20.6 %	14.5 %	6.2 %	10,648
USAGM	14.6 %	36.5 %	18.5 %	13.9 %	16.5 %	596
USAID	17.9 %	40.9 %	21.1 %	14.2 %	6.0 %	2,062
USDA	15.3 %	38.0 %	23.4 %	15.5 %	7.9 %	32,648
USDT	23.8 %	39.5 %	19.5 %	11.4 %	5.9 %	39,520
Small Agencies	26.1 %	37.5 %	19.4 %	11.0 %	6.0 %	5,075
DOD Overall	21.1 %	38.0 %	21.4 %	12.7 %	6.7 %	201,818
USACE	22.6 %	42.0 %	19.7 %	11.1 %	4.6 %	20,891
Air Force	22.1 %	36.6 %	21.7 %	12.5 %	7.1 %	34,526

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q35) How satisfied are you with the recognition you receive for doing a good job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	20.9 %	37.8 %	21.0 %	13.1 %	7.2 %	612,519
†Army	19.9 %	36.3 %	22.0 %	14.0 %	7.8 %	59,691
†Navy	20.1 %	40.0 %	21.8 %	12.3 %	5.8 %	46,478
Marine Corps	24.2 %	36.9 %	21.0 %	11.8 %	6.2 %	4,463
DOD 4th Estate	23.0 %	38.1 %	19.6 %	12.3 %	7.1 %	35,769

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q36) Considering everything, how satisfied are you with your job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	26.4 %	45.2 %	15.4 %	9.0 %	4.0 %	611,647
CSOSA	23.5 %	49.3 %	16.6 %	7.7 %	3.0 %	504
DHS	22.2 %	43.2 %	18.3 %	10.4 %	5.9 %	82,929
DOC	27.8 %	48.0 %	13.7 %	7.7 %	2.8 %	20,984
DOE	31.6 %	45.5 %	13.2 %	6.7 %	2.9 %	8,793
DOI	24.6 %	46.3 %	15.3 %	10.0 %	3.9 %	25,609
DOJ	26.2 %	43.2 %	15.4 %	10.0 %	5.1 %	28,154
DOL	28.5 %	43.7 %	14.3 %	8.4 %	5.1 %	7,065
DOT	31.7 %	46.1 %	12.9 %	6.6 %	2.6 %	21,848
ED	20.6 %	45.7 %	17.9 %	10.0 %	5.9 %	2,334
EEOC	33.8 %	42.3 %	13.5 %	7.1 %	3.3 %	1,291
EPA	25.1 %	47.4 %	14.9 %	9.3 %	3.4 %	7,985
FCC	32.0 %	45.4 %	11.4 %	8.3 %	3.0 %	613
FERC	44.3 %	40.7 %	8.6 %	4.9 %	1.5 %	1,138
FTC	52.7 %	34.5 %	6.2 %	4.7 %	1.9 %	710
GSA	39.3 %	43.1 %	11.0 %	4.8 %	1.9 %	7,231
HHS	30.2 %	46.4 %	13.9 %	6.9 %	2.6 %	49,653
HUD	30.9 %	45.2 %	13.6 %	6.8 %	3.6 %	4,425
NARA	31.0 %	44.3 %	13.1 %	7.8 %	3.7 %	1,475
NASA	45.4 %	40.4 %	8.5 %	4.3 %	1.4 %	10,455

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q36) Considering everything, how satisfied are you with your job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	26.4 %	45.2 %	15.4 %	9.0 %	4.0 %	611,647
NCUA	28.9 %	48.7 %	13.8 %	6.5 %	2.1 %	916
NLRB	24.3 %	40.8 %	14.6 %	14.3 %	6.0 %	765
NRC	29.0 %	46.0 %	13.4 %	7.8 %	3.9 %	2,134
NSF	41.9 %	40.2 %	11.3 %	5.0 %	1.6 %	914
OMB	17.3 %	41.9 %	20.5 %	16.3 %	4.0 %	302
OPM	30.9 %	44.1 %	13.0 %	9.2 %	2.8 %	1,320
PBGC	39.9 %	44.0 %	10.0 %	4.8 %	1.3 %	611
RRB	25.9 %	44.3 %	13.4 %	11.9 %	4.6 %	399
SBA	28.9 %	47.4 %	12.5 %	7.8 %	3.4 %	1,312
SSA	21.1 %	45.5 %	16.8 %	11.4 %	5.3 %	27,811
State	22.1 %	46.8 %	17.4 %	10.1 %	3.6 %	10,637
USAGM	20.1 %	44.3 %	17.5 %	9.2 %	9.0 %	595
USAID	22.2 %	46.5 %	17.0 %	10.8 %	3.5 %	2,047
USDA	21.6 %	46.5 %	17.1 %	10.6 %	4.3 %	32,663
USDT	28.3 %	46.6 %	13.9 %	7.6 %	3.6 %	39,491
Small Agencies	31.1 %	44.1 %	13.8 %	7.3 %	3.8 %	5,067
DOD Overall	26.7 %	45.5 %	15.3 %	8.8 %	3.7 %	201,467
USACE	29.2 %	48.6 %	13.3 %	6.8 %	2.2 %	20,862
Air Force	27.2 %	44.5 %	15.0 %	9.2 %	4.1 %	34,421

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q36) Considering everything, how satisfied are you with your job?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	26.4 %	45.2 %	15.4 %	9.0 %	4.0 %	611,647
†Army	26.4 %	44.5 %	16.0 %	9.1 %	4.0 %	59,642
†Navy	25.0 %	47.1 %	15.7 %	8.9 %	3.3 %	46,382
Marine Corps	28.4 %	43.2 %	15.8 %	9.2 %	3.4 %	4,463
DOD 4th Estate	28.5 %	44.9 %	14.6 %	8.2 %	3.8 %	35,697

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q37) Considering everything, how satisfied are you with your pay?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	22.4 %	44.6 %	15.0 %	12.3 %	5.7 %	614,373
CSOSA	27.3 %	49.1 %	11.6 %	9.4 %	2.6 %	505
DHS	21.5 %	38.5 %	14.9 %	14.7 %	10.4 %	83,360
DOC	23.6 %	46.0 %	14.7 %	11.2 %	4.5 %	21,073
DOE	28.8 %	44.8 %	12.6 %	9.6 %	4.1 %	8,822
DOI	20.8 %	45.4 %	15.4 %	13.0 %	5.3 %	25,747
DOJ	22.6 %	44.0 %	14.4 %	13.0 %	6.1 %	28,253
DOL	25.5 %	45.5 %	13.9 %	10.5 %	4.6 %	7,099
DOT	25.5 %	42.8 %	14.9 %	11.6 %	5.1 %	21,955
ED	23.4 %	44.8 %	15.1 %	11.6 %	5.2 %	2,336
EEOC	27.5 %	42.4 %	13.4 %	11.6 %	5.1 %	1,291
EPA	25.8 %	49.2 %	12.2 %	9.0 %	3.7 %	8,007
FCC	26.2 %	43.5 %	13.9 %	11.1 %	5.3 %	614
FERC	32.5 %	44.0 %	13.0 %	7.6 %	2.9 %	1,142
FTC	24.7 %	37.5 %	17.4 %	14.9 %	5.5 %	712
GSA	31.9 %	46.1 %	12.0 %	7.5 %	2.4 %	7,248
HHS	24.5 %	45.3 %	15.1 %	11.3 %	3.8 %	49,813
HUD	30.4 %	45.3 %	12.4 %	8.4 %	3.5 %	4,456
NARA	26.4 %	37.6 %	15.3 %	14.2 %	6.5 %	1,472
NASA	35.3 %	42.5 %	11.6 %	7.8 %	2.7 %	10,494

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q37) Considering everything, how satisfied are you with your pay?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	22.4 %	44.6 %	15.0 %	12.3 %	5.7 %	614,373
NCUA	26.6 %	45.8 %	14.5 %	9.4 %	3.7 %	921
NLRB	21.6 %	38.6 %	17.2 %	12.3 %	10.4 %	764
NRC	31.1 %	44.9 %	12.0 %	7.9 %	4.2 %	2,147
NSF	36.7 %	40.6 %	11.3 %	8.7 %	2.7 %	915
OMB	23.4 %	45.0 %	18.8 %	11.6 %	1.2 %	303
OPM	25.4 %	49.1 %	13.0 %	8.6 %	4.0 %	1,323
PBGC	27.9 %	43.5 %	14.3 %	10.0 %	4.3 %	617
RRB	20.9 %	42.0 %	16.6 %	14.7 %	5.8 %	400
SBA	26.1 %	47.7 %	13.5 %	9.0 %	3.7 %	1,318
SSA	20.8 %	46.3 %	15.6 %	12.4 %	5.0 %	27,932
State	21.7 %	48.5 %	15.0 %	11.2 %	3.6 %	10,673
USAGM	20.8 %	44.4 %	19.7 %	8.6 %	6.5 %	600
USAID	21.1 %	46.5 %	15.8 %	12.3 %	4.3 %	2,055
USDA	17.8 %	45.2 %	16.7 %	14.1 %	6.2 %	32,803
USDT	22.9 %	43.9 %	14.8 %	12.8 %	5.7 %	39,634
Small Agencies	25.6 %	42.1 %	15.1 %	12.1 %	5.1 %	5,085
DOD Overall	21.9 %	46.1 %	15.2 %	11.9 %	4.9 %	202,484
USACE	22.1 %	47.5 %	15.3 %	11.1 %	4.0 %	20,957
Air Force	21.6 %	44.9 %	15.4 %	12.6 %	5.5 %	34,610

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q37) Considering everything, how satisfied are you with your pay?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	22.4 %	44.6 %	15.0 %	12.3 %	5.7 %	614,373
†Army	21.8 %	45.4 %	15.0 %	12.5 %	5.4 %	59,980
†Navy	20.6 %	47.2 %	15.9 %	11.7 %	4.6 %	46,582
Marine Corps	23.1 %	45.5 %	15.0 %	12.4 %	4.0 %	4,488
DOD 4th Estate	24.7 %	46.4 %	14.2 %	10.5 %	4.2 %	35,867

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q38) Considering everything, how satisfied are you with your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	21.0 %	44.6 %	18.9 %	10.7 %	4.8 %	615,661
CSOSA	18.7 %	48.1 %	19.0 %	10.2 %	4.0 %	512
DHS	16.6 %	40.6 %	21.8 %	13.5 %	7.5 %	83,575
DOC	23.2 %	48.6 %	16.8 %	8.1 %	3.4 %	21,089
DOE	27.1 %	45.8 %	15.3 %	8.3 %	3.5 %	8,833
DOI	17.9 %	44.8 %	20.0 %	12.2 %	5.1 %	25,769
DOJ	20.7 %	43.0 %	18.6 %	11.8 %	6.0 %	28,333
DOL	23.9 %	43.0 %	17.4 %	9.9 %	5.7 %	7,110
DOT	24.5 %	47.6 %	16.4 %	8.5 %	3.1 %	21,994
ED	13.8 %	41.2 %	21.7 %	15.5 %	7.9 %	2,339
EEOC	27.6 %	43.8 %	15.6 %	9.4 %	3.5 %	1,297
EPA	17.8 %	44.0 %	19.1 %	13.3 %	5.8 %	8,026
FCC	28.0 %	45.6 %	16.5 %	6.6 %	3.4 %	613
FERC	45.1 %	41.0 %	8.8 %	3.9 %	1.3 %	1,140
FTC	56.5 %	32.0 %	6.4 %	3.0 %	2.0 %	716
GSA	37.5 %	45.4 %	11.4 %	3.9 %	1.9 %	7,259
HHS	26.0 %	46.6 %	16.7 %	7.8 %	2.9 %	49,886
HUD	24.6 %	45.1 %	17.3 %	8.7 %	4.3 %	4,457
NARA	24.5 %	43.5 %	17.8 %	9.1 %	5.2 %	1,473
NASA	42.2 %	41.8 %	9.8 %	4.4 %	1.7 %	10,487

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q38) Considering everything, how satisfied are you with your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	21.0 %	44.6 %	18.9 %	10.7 %	4.8 %	615,661
NCUA	26.5 %	51.3 %	14.2 %	5.7 %	2.3 %	919
NLRB	16.6 %	31.7 %	17.0 %	15.1 %	19.6 %	768
NRC	24.8 %	47.5 %	14.6 %	9.3 %	3.8 %	2,145
NSF	41.7 %	42.0 %	10.4 %	4.3 %	1.7 %	916
OMB	12.8 %	31.7 %	20.6 %	25.3 %	9.5 %	303
OPM	25.4 %	43.9 %	17.5 %	8.9 %	4.4 %	1,326
PBGC	38.6 %	47.7 %	10.1 %	2.7 %	0.9 %	612
RRB	24.8 %	41.3 %	19.5 %	8.9 %	5.4 %	401
SBA	22.8 %	47.1 %	17.9 %	7.8 %	4.5 %	1,316
SSA	17.0 %	45.1 %	19.8 %	12.4 %	5.8 %	28,007
State	15.2 %	44.1 %	20.6 %	14.7 %	5.5 %	10,695
USAGM	12.7 %	36.8 %	22.7 %	14.6 %	13.2 %	600
USAID	17.8 %	46.4 %	20.1 %	12.0 %	3.7 %	2,059
USDA	14.8 %	44.7 %	21.8 %	13.4 %	5.3 %	32,864
USDT	22.4 %	46.6 %	18.0 %	8.8 %	4.2 %	39,733
Small Agencies	26.9 %	43.5 %	16.3 %	8.7 %	4.6 %	5,094
DOD Overall	21.5 %	45.2 %	18.9 %	10.2 %	4.2 %	202,995
USACE	25.2 %	50.1 %	15.7 %	6.8 %	2.2 %	20,975
Air Force	22.9 %	43.7 %	18.5 %	10.0 %	4.8 %	34,705

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q38) Considering everything, how satisfied are you with your organization?

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**
2020 (No trending as a result of FEVS modification due to COVID-19)						
All Responses	21.0 %	44.6 %	18.9 %	10.7 %	4.8 %	615,661
†Army	20.5 %	43.8 %	19.9 %	11.1 %	4.7 %	60,158
†Navy	19.7 %	46.7 %	19.6 %	10.3 %	3.7 %	46,687
Marine Corps	21.8 %	43.1 %	19.4 %	11.6 %	4.1 %	4,507
DOD 4th Estate	23.5 %	45.5 %	17.5 %	9.3 %	4.2 %	35,963

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q58) How satisfied are you with the following Work/Life programs in your agency? Telework

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modication due to COVID-19)									
All Responses	43.5 %	34.9 %	11.5 %	6.5 %	3.6 %	512,728	9,996	70,318	5,155
CSOSA	45.1 %	39.5 %	7.2 %	5.4 %	2.9 %	481	4	12	0
DHS	42.1 %	34.3 %	13.9 %	5.9 %	3.7 %	49,444	1,681	27,061	2,575
DOC	55.9 %	33.1 %	6.7 %	3.3 %	1.0 %	20,067	186	430	88
DOE	51.3 %	34.6 %	8.6 %	3.9 %	1.6 %	8,330	76	333	12
DOI	41.5 %	39.2 %	11.8 %	4.9 %	2.6 %	23,108	436	1,650	48
DOJ	30.6 %	34.8 %	17.4 %	10.7 %	6.4 %	19,263	556	6,537	570
DOL	53.1 %	33.0 %	7.2 %	4.4 %	2.2 %	6,772	89	56	2
DOT	53.3 %	34.2 %	7.7 %	3.5 %	1.3 %	20,548	199	735	31
ED	22.9 %	22.1 %	9.5 %	21.6 %	24.0 %	2,273	20	10	0
EEOC	61.0 %	31.6 %	3.9 %	2.5 %	1.0 %	1,240	17	17	2
EPA	33.4 %	40.1 %	9.4 %	11.5 %	5.7 %	7,736	84	41	7
FCC	57.4 %	34.4 %	4.3 %	2.7 %	1.1 %	599	2	3	0
FERC	47.9 %	35.6 %	8.1 %	6.4 %	2.0 %	1,115	12	6	1
FTC	64.0 %	28.6 %	3.1 %	3.1 %	1.2 %	693	4	4	2
GSA	74.5 %	19.7 %	3.2 %	1.8 %	0.8 %	7,088	31	33	7
HHS	55.7 %	32.0 %	7.1 %	3.5 %	1.6 %	44,721	678	3,281	319
HUD	54.1 %	35.7 %	5.4 %	3.6 %	1.1 %	4,267	41	57	6
NARA	39.0 %	40.7 %	12.6 %	5.6 %	2.0 %	1,343	24	80	3
NASA	65.8 %	28.3 %	4.0 %	1.4 %	0.5 %	10,239	38	37	14
NCUA	52.3 %	33.4 %	9.2 %	3.4 %	1.7 %	868	8	39	1
NLRB	45.2 %	33.6 %	7.3 %	9.0 %	5.0 %	747	3	5	0
NRC	56.7 %	34.2 %	5.4 %	2.8 %	0.8 %	2,101	13	9	0
NSF	73.1 %	21.7 %	3.0 %	1.7 %	0.6 %	900	1	0	2
OMB	32.9 %	44.8 %	10.1 %	7.9 %	4.2 %	297	2	1	0
OPM	58.7 %	31.8 %	5.3 %	3.7 %	0.6 %	1,236	21	30	1
PBGC	67.6 %	26.7 %	3.4 %	2.2 %	0.2 %	602	4	0	0
RRB	43.9 %	38.2 %	10.2 %	3.9 %	3.8 %	368	4	13	1
SBA	51.8 %	32.0 %	7.7 %	5.5 %	3.1 %	1,258	24	14	1
SSA	44.2 %	34.4 %	8.2 %	7.2 %	6.1 %	24,799	299	1,332	35

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q58) How satisfied are you with the following Work/Life programs in your agency? Telework

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modication due to COVID-19)									
All Responses	43.5 %	34.9 %	11.5 %	6.5 %	3.6 %	512,728	9,996	70,318	5,155
State	27.9 %	44.9 %	15.3 %	9.0 %	2.9 %	9,381	104	797	54
USAGM	44.8 %	41.1 %	8.6 %	3.0 %	2.4 %	542	4	36	3
USAID	48.1 %	37.2 %	8.1 %	5.3 %	1.4 %	1,953	10	50	4
USDA	27.9 %	35.6 %	15.4 %	12.6 %	8.5 %	27,862	881	2,931	141
USDT	59.2 %	31.1 %	5.5 %	2.7 %	1.4 %	36,464	551	1,549	89
Small Agencies	50.1 %	34.2 %	8.2 %	5.4 %	2.1 %	4,740	47	219	13
DOD Overall	40.3 %	35.8 %	13.0 %	7.1 %	3.7 %	169,283	3,842	22,910	1,123
USACE	43.1 %	37.7 %	11.4 %	5.3 %	2.5 %	19,125	302	1,299	62
Air Force	37.9 %	36.3 %	14.0 %	7.6 %	4.2 %	27,769	713	4,743	202
†Army	37.6 %	35.4 %	14.8 %	7.8 %	4.5 %	47,284	1,353	9,354	534
†Navy	37.7 %	37.0 %	13.8 %	7.7 %	3.8 %	39,314	998	4,677	172
Marine Corps	34.9 %	34.6 %	15.9 %	9.3 %	5.3 %	3,717	86	513	15
DOD 4th Estate	53.4 %	33.2 %	7.3 %	4.2 %	1.9 %	32,074	390	2,324	138

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_01) Work-Life program used at your agency within the last 12 months? Alternative Work Schedules

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	48.8 %	298,928	295,795
CSOSA	65.1 %	313	181
DHS	38.1 %	33,349	46,696
DOC	66.4 %	14,104	6,578
DOE	60.1 %	5,254	3,458
DOI	58.5 %	14,981	10,102
DOJ	38.4 %	10,202	16,484
DOL	45.9 %	3,139	3,719
DOT	70.6 %	14,979	6,472
ED	56.2 %	1,284	1,006
EEOC	62.6 %	791	476
EPA	79.5 %	6,258	1,584
FCC	18.0 %	109	490
FERC	81.1 %	919	214
FTC	39.6 %	279	420
GSA	71.1 %	5,075	2,058
HHS	40.9 %	20,406	28,288
HUD	50.7 %	2,174	2,184
NARA	36.7 %	534	907
NASA	59.5 %	6,077	4,202
NCUA	74.6 %	682	230
NLRB	66.2 %	485	261
NRC	79.3 %	1,676	443
NSF	37.9 %	334	563
OMB	20.6 %	60	233
OPM	53.2 %	679	605
PBGC	47.8 %	286	321
RRB	54.7 %	215	171
SBA	58.4 %	757	532
SSA	27.5 %	7,106	19,170
State	31.8 %	3,286	6,948
USAGM	26.7 %	157	421
USAID	36.1 %	719	1,278
USDA	59.6 %	19,226	12,460
USDT	47.8 %	18,565	19,857
Small Agencies	53.1 %	2,728	2,256
DOD Overall	50.7 %	101,740	94,527

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_01) Work-Life program used at your agency within the last 12 months? Alternative Work Schedules

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	48.8 %	298,928	295,795
USACE	51.1 %	10,535	10,157
Air Force	49.1 %	16,538	16,724
†Army	44.5 %	26,830	31,423
†Navy	57.0 %	26,510	18,432
Marine Corps	48.7 %	2,122	2,207
DOD 4th Estate	51.7 %	19,205	15,584

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_02) Work-Life program used at your agency within the last 12 months? Health and Wellness Programs

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	18.9 %	117,911	476,812
CSOSA	28.1 %	131	363
DHS	15.8 %	12,961	67,084
DOC	18.7 %	3,929	16,753
DOE	23.3 %	2,053	6,659
DOI	19.4 %	5,014	20,069
DOJ	20.8 %	5,599	21,087
DOL	18.4 %	1,294	5,564
DOT	14.9 %	3,442	18,009
ED	20.4 %	472	1,818
EEOC	16.4 %	201	1,066
EPA	35.1 %	2,793	5,049
FCC	30.1 %	184	415
FERC	38.2 %	437	696
FTC	28.9 %	202	497
GSA	15.1 %	1,081	6,052
HHS	30.4 %	15,008	33,686
HUD	22.7 %	1,012	3,346
NARA	34.5 %	505	936
NASA	28.8 %	2,946	7,333
NCUA	14.7 %	137	775
NLRB	7.5 %	56	690
NRC	34.9 %	748	1,371
NSF	41.3 %	371	526
OMB	34.7 %	105	188
OPM	9.5 %	118	1,166
PBGC	36.1 %	219	388
RRB	31.7 %	130	256
SBA	15.1 %	196	1,093
SSA	13.8 %	3,716	22,560
State	25.2 %	2,605	7,629
USAGM	16.8 %	98	480
USAID	28.1 %	564	1,433
USDA	24.2 %	6,581	25,105
USDT	16.7 %	6,598	31,824
Small Agencies	25.5 %	1,341	3,643
DOD Overall	17.3 %	35,064	161,203

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_02) Work-Life program used at your agency within the last 12 months? Health and Wellness Programs

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	18.9 %	117,911	476,812
USACE	16.8 %	3,468	17,224
Air Force	19.4 %	6,534	26,728
†Army	12.6 %	7,233	51,020
†Navy	13.0 %	5,629	39,313
Marine Corps	18.7 %	911	3,418
DOD 4th Estate	31.6 %	11,289	23,500

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_03) Work-Life program used at your agency within the last 12 months? Employee Assistance Program

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	5.6 %	35,346	559,377
CSOSA	9.5 %	47	447
DHS	6.7 %	5,450	74,595
DOC	5.7 %	1,204	19,478
DOE	5.3 %	465	8,247
DOI	7.2 %	1,875	23,208
DOJ	7.2 %	1,822	24,864
DOL	8.5 %	582	6,276
DOT	6.5 %	1,445	20,006
ED	7.6 %	170	2,120
EEOC	6.1 %	77	1,190
EPA	6.3 %	516	7,326
FCC	2.2 %	14	585
FERC	6.0 %	69	1,064
FTC	6.7 %	47	652
GSA	6.0 %	427	6,706
HHS	7.1 %	3,557	45,137
HUD	8.3 %	354	4,004
NARA	7.6 %	111	1,330
NASA	7.1 %	723	9,556
NCUA	8.4 %	78	834
NLRB	2.3 %	16	730
NRC	8.8 %	186	1,933
NSF	16.0 %	142	755
OMB	4.0 %	11	282
OPM	8.1 %	98	1,186
PBGC	6.3 %	38	569
RRB	5.6 %	22	364
SBA	6.6 %	84	1,205
SSA	9.8 %	2,551	23,725
State	6.3 %	658	9,576
USAGM	3.4 %	20	558
USAID	11.1 %	224	1,773
USDA	7.2 %	2,109	29,577
USDT	7.8 %	2,911	35,511
Small Agencies	7.3 %	362	4,622
DOD Overall	3.5 %	6,881	189,386

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_03) Work-Life program used at your agency within the last 12 months? Employee Assistance Program

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	5.6 %	35,346	559,377
USACE	4.0 %	820	19,872
Air Force	3.7 %	1,195	32,067
†Army	2.5 %	1,447	56,806
†Navy	3.5 %	1,581	43,361
Marine Corps	2.6 %	120	4,209
DOD 4th Estate	5.0 %	1,718	33,071

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.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_04) Work-Life program used at your agency within the last 12 months? Child Care Programs

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	2.8 %	17,783	576,940
CSOSA	4.3 %	20	474
DHS	2.4 %	1,859	78,186
DOC	4.0 %	850	19,832
DOE	3.2 %	285	8,427
DOI	3.0 %	789	24,294
DOJ	2.1 %	671	26,015
DOL	4.0 %	281	6,577
DOT	2.0 %	398	21,053
ED	4.5 %	108	2,182
EEOC	1.5 %	20	1,247
EPA	4.2 %	342	7,500
FCC	1.5 %	9	590
FERC	5.8 %	65	1,068
FTC	7.4 %	52	647
GSA	3.5 %	255	6,878
HHS	3.5 %	1,824	46,870
HUD	2.7 %	124	4,234
NARA	1.2 %	20	1,421
NASA	4.3 %	458	9,821
NCUA	3.4 %	31	881
NLRB	1.4 %	11	735
NRC	3.2 %	71	2,048
NSF	6.6 %	60	837
OMB	15.9 %	47	246
OPM	1.6 %	23	1,261
PBGC	3.3 %	20	587
RRB	2.1 %	7	379
SBA	1.6 %	21	1,268
SSA	4.1 %	1,083	25,193
State	6.6 %	693	9,541
USAGM	0.5 %	3	575
USAID	5.5 %	111	1,886
USDA	2.2 %	725	30,961
USDT	1.8 %	725	37,697
Small Agencies	4.0 %	211	4,773
DOD Overall	2.8 %	5,511	190,756

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_04) Work-Life program used at your agency within the last 12 months? Child Care Programs

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	2.8 %	17,783	576,940
USACE	4.6 %	943	19,749
Air Force	2.5 %	745	32,517
†Army	3.1 %	1,772	56,481
†Navy	2.6 %	1,176	43,766
Marine Corps	1.7 %	70	4,259
DOD 4th Estate	2.5 %	805	33,984

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_05) Work-Life program used at your agency within the last 12 months? Elder Care Programs

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	0.5 %	3,436	591,287
CSOSA	1.0 %	4	490
DHS	0.6 %	475	79,570
DOC	0.8 %	170	20,512
DOE	0.6 %	52	8,660
DOI	0.5 %	132	24,951
DOJ	0.4 %	122	26,564
DOL	0.6 %	41	6,817
DOT	0.5 %	121	21,330
ED	0.4 %	10	2,280
EEOC	0.2 %	2	1,265
EPA	0.5 %	41	7,801
FCC	0.5 %	4	595
FERC	0.3 %	3	1,130
FTC	1.1 %	8	691
GSA	0.5 %	37	7,096
HHS	1.2 %	606	48,088
HUD	0.6 %	25	4,333
NARA	0.9 %	12	1,429
NASA	1.2 %	120	10,159
NCUA	0.8 %	8	904
NLRB	0.4 %	3	743
NRC	1.0 %	20	2,099
NSF	2.8 %	23	874
OMB	1.1 %	3	290
OPM	0.7 %	7	1,277
PBGC	1.7 %	11	596
RRB	0.5 %	2	384
SBA	0.3 %	3	1,286
SSA	0.9 %	225	26,051
State	1.6 %	164	10,070
USAGM	0.4 %	2	576
USAID	1.3 %	26	1,971
USDA	0.4 %	121	31,565
USDT	0.5 %	198	38,224
Small Agencies	0.7 %	34	4,950
DOD Overall	0.3 %	601	195,666

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_05) Work-Life program used at your agency within the last 12 months? Elder Care Programs

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	0.5 %	3,436	591,287
USACE	0.3 %	55	20,637
Air Force	0.2 %	87	33,175
†Army	0.3 %	166	58,087
†Navy	0.3 %	140	44,802
Marine Corps	0.3 %	13	4,316
DOD 4th Estate	0.4 %	140	34,649

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_06) Work-Life program used at your agency within the last 12 months? None Listed Above

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	41.6 %	237,192	357,531
CSOSA	25.4 %	133	361
DHS	51.0 %	38,453	41,592
DOC	28.2 %	5,492	15,190
DOE	31.8 %	2,747	5,965
DOI	33.7 %	8,145	16,938
DOJ	48.5 %	12,920	13,766
DOL	42.8 %	2,914	3,944
DOT	25.4 %	5,506	15,945
ED	33.8 %	776	1,514
EEOC	31.1 %	398	869
EPA	14.3 %	1,102	6,740
FCC	57.3 %	340	259
FERC	11.8 %	134	999
FTC	40.9 %	284	415
GSA	24.4 %	1,740	5,393
HHS	40.3 %	19,132	29,562
HUD	36.8 %	1,625	2,733
NARA	41.1 %	583	858
NASA	30.5 %	3,155	7,124
NCUA	21.5 %	194	718
NLRB	31.5 %	243	503
NRC	14.6 %	310	1,809
NSF	38.7 %	352	545
OMB	44.2 %	128	165
OPM	41.3 %	536	748
PBGC	34.6 %	213	394
RRB	35.5 %	133	253
SBA	35.5 %	452	837
SSA	57.2 %	15,090	11,186
State	49.0 %	4,982	5,252
USAGM	62.8 %	360	218
USAID	45.4 %	904	1,093
USDA	33.2 %	10,397	21,289
USDT	42.7 %	16,245	22,177
Small Agencies	35.1 %	1,660	3,324
DOD Overall	41.6 %	79,414	116,853

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q59_06) Work-Life program used at your agency within the last 12 months? None Listed Above

Agency	% of Participants	Participants Total	Non Participants Total
2020 (No trending as a result of FEVS modification due to COVID-19)			
All Responses	41.6 %	237,192	357,531
USACE	40.9 %	8,502	12,190
Air Force	42.2 %	13,901	19,361
†Army	48.2 %	27,486	30,767
†Navy	37.9 %	16,263	28,679
Marine Corps	42.8 %	1,811	2,518
DOD 4th Estate	36.2 %	11,451	23,338

Source: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q60) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modication due to COVID-19)									
All Responses	49.4 %	33.1 %	12.1 %	3.3 %	2.1 %	420,768	92,389	67,807	14,558
CSOSA	55.2 %	32.0 %	7.2 %	4.2 %	1.5 %	394	63	33	5
DHS	41.7 %	32.9 %	16.5 %	4.9 %	4.0 %	49,672	8,334	18,649	3,661
DOC	61.8 %	30.0 %	6.0 %	1.5 %	0.7 %	17,047	2,095	1,116	455
DOE	59.4 %	30.0 %	7.9 %	1.9 %	0.8 %	6,785	1,358	509	86
DOI	49.8 %	36.4 %	10.5 %	2.1 %	1.2 %	20,039	3,150	1,670	318
DOJ	38.8 %	35.5 %	15.6 %	6.0 %	4.1 %	15,866	4,094	5,973	824
DOL	55.0 %	32.4 %	9.8 %	1.8 %	1.0 %	4,843	1,642	286	121
DOT	61.0 %	30.7 %	6.0 %	1.6 %	0.7 %	18,449	2,050	795	148
ED	42.6 %	38.7 %	11.4 %	4.1 %	3.2 %	1,720	498	63	20
EEOC	63.3 %	28.9 %	6.2 %	1.3 %	0.3 %	1,011	227	18	13
EPA	48.8 %	38.7 %	6.1 %	4.6 %	1.8 %	7,026	744	66	11
FCC	43.2 %	35.3 %	19.0 %	1.4 %	1.2 %	265	300	19	14
FERC	66.4 %	26.7 %	4.8 %	1.7 %	0.4 %	1,003	125	7	2
FTC	62.5 %	26.2 %	7.3 %	3.2 %	0.7 %	426	218	50	6
GSA	74.7 %	19.9 %	4.2 %	0.6 %	0.6 %	5,939	1,049	127	34
HHS	50.7 %	33.1 %	12.1 %	2.8 %	1.3 %	30,784	11,534	5,095	1,326
HUD	56.6 %	32.4 %	8.6 %	1.7 %	0.7 %	3,203	954	170	32
NARA	48.9 %	35.5 %	13.1 %	1.9 %	0.6 %	913	456	63	11
NASA	66.2 %	27.5 %	5.3 %	0.9 %	0.2 %	8,229	1,794	143	135
NCUA	61.8 %	30.1 %	6.1 %	1.7 %	0.4 %	832	59	21	4
NLRB	41.8 %	38.3 %	9.3 %	4.8 %	5.8 %	608	111	23	7
NRC	66.3 %	29.4 %	3.7 %	0.4 %	0.3 %	1,926	150	37	4
NSF	62.8 %	23.5 %	10.5 %	2.4 %	0.8 %	583	285	25	11
OMB	25.0 %	32.9 %	21.0 %	13.5 %	7.6 %	129	87	77	7
OPM	62.6 %	27.0 %	8.6 %	1.7 %	0.2 %	920	306	54	8
PBGC	61.4 %	31.8 %	6.4 %	0.4 %	0.0%	429	159	6	9
RRB	45.6 %	32.6 %	13.2 %	5.4 %	3.2 %	277	39	55	11
SBA	57.5 %	31.1 %	8.1 %	2.5 %	0.8 %	1,001	243	44	8
SSA	41.1 %	36.2 %	17.2 %	3.6 %	2.0 %	15,317	8,578	1,618	714

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q60) How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modication due to COVID-19)									
All Responses	49.4 %	33.1 %	12.1 %	3.3 %	2.1 %	420,768	92,389	67,807	14,558
State	31.6 %	40.1 %	19.5 %	6.5 %	2.3 %	5,756	2,441	1,743	333
USAGM	36.2 %	39.2 %	21.2 %	1.7 %	1.6 %	289	94	107	89
USAID	43.1 %	39.4 %	11.5 %	3.8 %	2.2 %	1,186	512	270	33
USDA	48.5 %	38.3 %	9.5 %	2.4 %	1.3 %	25,635	2,959	2,515	596
USDT	57.4 %	29.6 %	9.9 %	2.0 %	1.1 %	27,076	8,173	2,603	557
Small Agencies	55.0 %	31.4 %	9.7 %	2.6 %	1.3 %	3,614	952	344	86
DOD Overall	49.0 %	32.8 %	12.7 %	3.4 %	2.1 %	141,576	26,556	23,413	4,859
USACE	47.3 %	35.6 %	13.0 %	2.9 %	1.2 %	15,437	3,127	1,725	458
Air Force	46.9 %	33.2 %	13.5 %	4.0 %	2.4 %	23,124	4,560	4,761	831
†Army	45.5 %	31.8 %	15.5 %	4.1 %	3.0 %	39,012	7,566	9,667	2,008
†Navy	50.0 %	34.0 %	11.2 %	3.1 %	1.7 %	34,857	5,308	4,051	786
Marine Corps	45.4 %	32.3 %	16.3 %	4.0 %	2.0 %	2,990	658	557	111
DOD 4th Estate	56.7 %	30.0 %	9.5 %	2.3 %	1.6 %	26,156	5,337	2,652	665

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q61) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modication due to COVID-19)									
All Responses	24.9 %	38.9 %	27.1 %	6.0 %	3.1 %	366,652	125,421	54,613	44,877
CSOSA	28.4 %	40.6 %	25.1 %	5.2 %	0.7 %	369	81	17	24
DHS	20.9 %	35.6 %	29.6 %	8.5 %	5.5 %	46,824	14,093	10,788	8,153
DOC	31.5 %	40.6 %	23.1 %	3.7 %	1.2 %	11,387	5,504	2,031	1,595
DOE	30.9 %	39.9 %	22.2 %	5.0 %	1.9 %	5,991	1,916	449	303
DOI	19.1 %	39.7 %	30.2 %	7.8 %	3.2 %	15,961	4,403	2,857	1,791
DOJ	22.0 %	44.7 %	24.5 %	5.9 %	2.8 %	18,593	4,514	1,958	1,493
DOL	29.7 %	40.8 %	23.4 %	4.1 %	2.0 %	4,023	1,876	549	378
DOT	26.4 %	38.3 %	27.8 %	5.4 %	2.1 %	13,066	4,776	2,080	1,371
ED	21.7 %	46.7 %	25.8 %	4.1 %	1.7 %	1,459	641	69	107
EEOC	31.8 %	38.2 %	23.5 %	4.6 %	1.9 %	750	288	107	117
EPA	27.2 %	47.2 %	18.8 %	5.0 %	1.7 %	5,966	1,415	173	236
FCC	36.3 %	47.3 %	13.6 %	2.6 %	0.2 %	425	137	19	15
FERC	47.1 %	40.5 %	10.7 %	1.3 %	0.4 %	844	223	29	29
FTC	45.0 %	40.4 %	12.4 %	1.4 %	0.8 %	458	202	22	15
GSA	37.7 %	34.1 %	24.7 %	2.4 %	1.1 %	3,907	2,243	425	510
HHS	36.4 %	44.1 %	16.1 %	2.4 %	1.0 %	35,765	9,437	1,684	1,539
HUD	31.7 %	42.8 %	21.0 %	3.3 %	1.2 %	2,912	999	187	207
NARA	31.2 %	43.4 %	20.8 %	3.4 %	1.2 %	1,003	311	97	28
NASA	45.4 %	38.2 %	13.3 %	2.5 %	0.7 %	7,192	2,673	192	188
NCUA	33.7 %	33.2 %	27.1 %	3.6 %	2.4 %	476	250	114	71
NLRB	8.7 %	15.0 %	23.0 %	19.0 %	34.3 %	383	98	222	47
NRC	49.5 %	37.9 %	10.8 %	1.2 %	0.6 %	1,615	400	62	21
NSF	52.0 %	36.4 %	9.4 %	1.7 %	0.5 %	709	174	11	9
OMB	23.6 %	59.0 %	12.9 %	2.6 %	1.9 %	231	59	1	6
OPM	22.5 %	35.1 %	31.5 %	6.9 %	3.9 %	556	418	203	100
PBGC	45.7 %	42.5 %	11.3 %	0.2 %	0.2 %	449	128	6	15
RRB	31.2 %	39.9 %	19.6 %	5.6 %	3.8 %	275	60	35	13
SBA	25.0 %	37.1 %	30.6 %	5.6 %	1.6 %	714	324	161	87
SSA	23.7 %	39.9 %	28.5 %	5.5 %	2.4 %	14,335	6,779	3,277	1,695

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q61) How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modification due to COVID-19)									
All Responses	24.9 %	38.9 %	27.1 %	6.0 %	3.1 %	366,652	125,421	54,613	44,877
State	21.5 %	49.1 %	22.8 %	4.9 %	1.7 %	6,994	2,141	498	601
USAGM	17.9 %	46.2 %	29.8 %	4.0 %	2.1 %	331	115	47	86
USAID	29.1 %	49.1 %	17.7 %	2.7 %	1.4 %	1,301	475	92	124
USDA	25.1 %	38.8 %	26.9 %	6.0 %	3.1 %	16,736	5,220	6,015	3,484
USDT	28.9 %	40.9 %	24.0 %	4.2 %	1.9 %	23,634	10,146	2,250	2,144
Small Agencies	30.5 %	41.9 %	20.9 %	4.8 %	1.9 %	3,365	1,008	324	266
DOD Overall	22.8 %	36.6 %	30.4 %	6.7 %	3.5 %	117,653	41,894	17,562	18,009
USACE	21.6 %	38.4 %	29.1 %	7.6 %	3.3 %	13,200	3,910	1,908	1,584
Air Force	23.5 %	37.1 %	29.3 %	6.5 %	3.7 %	20,816	7,164	2,651	2,436
†Army	19.1 %	37.4 %	33.0 %	6.9 %	3.6 %	33,083	12,008	6,067	6,695
†Navy	17.8 %	35.4 %	34.9 %	8.1 %	3.7 %	24,723	11,165	3,794	5,034
Marine Corps	26.0 %	33.4 %	31.8 %	6.0 %	2.7 %	2,559	884	409	437
DOD 4th Estate	36.2 %	36.7 %	20.4 %	4.1 %	2.6 %	23,272	6,763	2,733	1,823

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q62) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modication due to COVID-19)									
All Responses	19.1 %	32.0 %	42.7 %	3.8 %	2.5 %	270,883	266,695	13,796	42,632
CSOSA	26.5 %	36.0 %	35.4 %	1.4 %	0.8 %	305	173	4	9
DHS	18.2 %	32.5 %	41.4 %	4.3 %	3.7 %	40,314	32,165	2,543	5,209
DOC	22.0 %	31.6 %	41.2 %	3.3 %	1.9 %	7,979	10,226	486	1,916
DOE	23.8 %	31.0 %	40.6 %	2.8 %	1.8 %	3,750	4,498	83	364
DOI	15.7 %	33.4 %	43.3 %	4.8 %	2.8 %	12,552	10,924	325	1,322
DOJ	20.7 %	38.4 %	34.0 %	4.0 %	3.0 %	13,920	10,959	465	1,344
DOL	25.9 %	33.1 %	36.2 %	2.7 %	2.0 %	3,019	3,388	64	391
DOT	23.0 %	32.0 %	41.1 %	2.5 %	1.4 %	10,146	9,739	256	1,224
ED	17.4 %	34.5 %	42.9 %	3.4 %	1.7 %	985	1,132	17	160
EEOC	28.4 %	28.2 %	40.6 %	1.7 %	1.2 %	559	618	14	74
EPA	18.7 %	33.4 %	40.6 %	5.0 %	2.4 %	3,030	4,263	40	466
FCC	23.0 %	27.4 %	41.8 %	5.8 %	2.0 %	187	365	8	37
FERC	28.7 %	37.7 %	30.6 %	2.0 %	1.0 %	376	703	7	45
FTC	34.9 %	26.7 %	34.0 %	3.0 %	1.3 %	224	448	1	23
GSA	30.3 %	27.2 %	39.5 %	1.8 %	1.2 %	2,801	3,705	85	521
HHS	24.5 %	33.9 %	36.6 %	3.2 %	1.7 %	21,027	23,962	711	2,846
HUD	22.9 %	33.4 %	38.5 %	3.3 %	1.8 %	2,046	2,001	42	250
NARA	26.7 %	32.7 %	36.2 %	2.5 %	1.9 %	665	733	8	35
NASA	39.3 %	32.1 %	25.7 %	2.1 %	0.9 %	4,236	5,703	39	294
NCUA	27.1 %	29.9 %	40.6 %	0.8 %	1.5 %	385	473	9	41
NLRB	14.8 %	25.2 %	51.0 %	4.7 %	4.3 %	295	388	15	47
NRC	33.4 %	35.6 %	28.1 %	1.9 %	1.0 %	901	1,149	7	48
NSF	44.3 %	31.7 %	18.3 %	4.6 %	1.1 %	458	428	2	11
OMB	16.7 %	43.5 %	33.5 %	5.1 %	1.2 %	87	186	0	25
OPM	23.9 %	32.0 %	40.1 %	2.0 %	2.1 %	524	652	26	83
PBGC	30.4 %	34.1 %	32.2 %	2.8 %	0.5 %	259	297	9	37
RRB	20.5 %	32.2 %	37.8 %	5.2 %	4.4 %	179	170	8	25
SBA	20.2 %	32.0 %	42.2 %	4.4 %	1.2 %	593	612	21	68
SSA	20.8 %	35.9 %	36.3 %	4.5 %	2.5 %	12,974	11,668	313	1,245

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q62) How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modication due to COVID-19)									
All Responses	19.1 %	32.0 %	42.7 %	3.8 %	2.5 %	270,883	266,695	13,796	42,632
State	16.4 %	36.3 %	39.4 %	5.4 %	2.5 %	4,053	4,787	277	1,144
USAGM	13.6 %	27.2 %	50.6 %	5.5 %	3.1 %	202	192	41	142
USAID	24.9 %	39.8 %	29.2 %	3.6 %	2.4 %	880	902	46	174
USDA	15.5 %	34.0 %	43.1 %	4.5 %	2.9 %	15,195	13,275	818	2,333
USDT	25.5 %	34.8 %	35.4 %	2.7 %	1.6 %	18,097	17,681	458	2,035
Small Agencies	23.9 %	32.5 %	37.6 %	3.9 %	2.1 %	2,180	2,441	60	305
DOD Overall	16.4 %	28.8 %	48.7 %	3.7 %	2.4 %	85,500	85,689	6,488	18,339
USACE	16.8 %	30.4 %	47.8 %	3.1 %	1.9 %	9,869	8,803	419	1,608
Air Force	16.8 %	29.9 %	47.5 %	3.6 %	2.3 %	14,676	14,876	1,035	2,613
†Army	14.4 %	27.3 %	51.1 %	4.3 %	2.9 %	24,753	22,611	3,129	7,674
†Navy	14.6 %	28.5 %	50.7 %	3.8 %	2.3 %	19,072	20,881	1,053	3,931
Marine Corps	13.8 %	24.9 %	54.3 %	4.6 %	2.4 %	1,806	1,853	162	491
DOD 4th Estate	22.8 %	30.4 %	42.1 %	2.7 %	2.0 %	15,324	16,665	690	2,022

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q63) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modication due to COVID-19)									
All Responses	15.1 %	21.7 %	55.6 %	4.2 %	3.3 %	174,140	300,375	55,448	63,609
CSOSA	22.3 %	18.6 %	54.8 %	3.2 %	1.1 %	180	199	50	65
DHS	13.6 %	20.9 %	55.2 %	5.2 %	5.0 %	24,842	35,422	9,081	10,854
DOC	19.4 %	26.0 %	49.4 %	2.9 %	2.3 %	5,484	11,410	1,746	1,936
DOE	19.6 %	22.1 %	52.7 %	3.5 %	2.2 %	2,414	4,900	745	636
DOI	12.1 %	22.1 %	57.6 %	4.3 %	3.8 %	6,966	12,094	3,371	2,678
DOJ	12.6 %	22.7 %	52.2 %	6.9 %	5.5 %	7,587	11,233	3,862	3,998
DOL	21.2 %	25.1 %	49.2 %	2.5 %	2.0 %	1,993	4,004	370	484
DOT	17.7 %	22.2 %	54.8 %	3.2 %	2.2 %	6,251	11,397	1,872	1,838
ED	13.7 %	27.8 %	52.5 %	3.2 %	2.8 %	703	1,297	95	195
EEOC	17.5 %	20.1 %	57.4 %	3.5 %	1.5 %	316	574	159	216
EPA	15.5 %	28.0 %	49.0 %	4.5 %	3.0 %	1,969	4,628	534	665
FCC	19.6 %	23.3 %	45.2 %	8.4 %	3.5 %	128	313	90	66
FERC	28.8 %	28.4 %	40.9 %	1.3 %	0.7 %	274	754	53	47
FTC	37.3 %	27.1 %	33.5 %	2.0 %	0.0%	198	453	20	29
GSA	25.3 %	21.8 %	50.2 %	1.6 %	1.1 %	1,948	4,318	378	469
HHS	20.7 %	25.5 %	47.8 %	3.7 %	2.2 %	13,821	27,328	3,402	3,934
HUD	16.6 %	24.7 %	53.7 %	3.1 %	1.9 %	1,260	2,347	330	395
NARA	20.5 %	22.3 %	52.3 %	2.1 %	2.8 %	363	778	210	96
NASA	34.0 %	25.9 %	37.0 %	1.5 %	1.6 %	2,692	6,898	358	312
NCUA	17.8 %	19.9 %	58.5 %	1.4 %	2.3 %	219	461	109	122
NLRB	7.1 %	13.9 %	44.6 %	3.3 %	31.1 %	225	278	138	106
NRC	28.2 %	24.8 %	43.5 %	1.7 %	1.8 %	484	1,417	129	74
NSF	41.1 %	24.8 %	30.5 %	3.0 %	0.7 %	307	551	16	22
OMB	20.4 %	44.1 %	23.7 %	8.7 %	3.2 %	91	181	11	17
OPM	18.3 %	21.1 %	56.6 %	3.1 %	0.9 %	316	691	126	145
PBGC	23.8 %	26.1 %	43.7 %	6.3 %	0.0%	177	312	49	62
RRB	14.3 %	22.3 %	56.4 %	1.3 %	5.8 %	100	168	54	60
SBA	14.4 %	18.2 %	59.8 %	5.8 %	1.8 %	332	649	153	158
SSA	16.7 %	24.7 %	50.8 %	4.8 %	2.9 %	8,435	13,437	2,305	2,014

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q63) How satisfied are you with the following Work/Life programs in your agency? Child Care Programs

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modification due to COVID-19)									
All Responses	15.1 %	21.7 %	55.6 %	4.2 %	3.3 %	174,140	300,375	55,448	63,609
State	14.4 %	28.6 %	44.3 %	7.9 %	4.8 %	3,057	5,455	776	968
USAGM	9.8 %	18.2 %	62.3 %	5.5 %	4.2 %	132	219	75	146
USAID	16.2 %	27.4 %	38.3 %	11.6 %	6.4 %	566	1,069	191	171
USDA	10.8 %	22.3 %	60.0 %	3.9 %	3.0 %	8,434	14,202	4,907	4,057
USDT	18.2 %	22.2 %	54.5 %	2.8 %	2.3 %	10,910	20,233	3,388	3,722
Small Agencies	17.4 %	24.5 %	47.7 %	6.4 %	4.0 %	1,338	2,462	588	592
DOD Overall	14.0 %	20.1 %	59.3 %	3.7 %	3.0 %	59,628	98,243	15,707	22,260
USACE	15.8 %	22.4 %	54.9 %	4.3 %	2.7 %	6,723	8,950	2,311	2,687
Air Force	13.9 %	19.5 %	60.6 %	3.5 %	2.5 %	9,756	18,385	2,268	2,765
†Army	14.1 %	20.6 %	58.7 %	3.6 %	3.0 %	18,438	26,831	5,201	7,640
†Navy	11.7 %	19.7 %	60.6 %	4.4 %	3.6 %	13,552	23,394	3,015	4,925
Marine Corps	12.4 %	17.3 %	65.7 %	2.6 %	2.0 %	1,258	2,182	329	535
DOD 4th Estate	18.3 %	20.1 %	56.1 %	2.9 %	2.5 %	9,901	18,501	2,583	3,708

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q64) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modification due to COVID-19)									
All Responses	12.4 %	16.2 %	66.2 %	2.8 %	2.4 %	140,850	298,503	49,768	101,189
CSOSA	15.4 %	12.5 %	67.6 %	3.3 %	1.2 %	141	199	47	102
DHS	11.8 %	16.5 %	63.3 %	4.1 %	4.3 %	21,268	35,797	8,128	14,231
DOC	16.4 %	18.7 %	61.1 %	2.0 %	1.7 %	4,188	11,334	1,555	3,459
DOE	17.0 %	15.9 %	64.0 %	1.3 %	1.8 %	1,918	4,956	660	1,146
DOI	10.0 %	15.3 %	68.9 %	3.1 %	2.7 %	5,622	12,125	2,996	4,269
DOJ	11.3 %	16.8 %	62.4 %	4.8 %	4.7 %	5,993	11,432	3,519	5,578
DOL	16.8 %	18.5 %	61.4 %	1.6 %	1.7 %	1,575	4,098	289	869
DOT	15.0 %	17.1 %	64.8 %	1.7 %	1.4 %	5,278	11,317	1,494	3,179
ED	10.6 %	19.5 %	65.6 %	2.5 %	1.8 %	541	1,341	71	334
EEOC	17.6 %	13.9 %	64.6 %	3.5 %	0.4 %	245	566	144	300
EPA	12.0 %	16.8 %	65.7 %	3.3 %	2.1 %	1,309	4,598	515	1,347
FCC	19.6 %	23.6 %	49.1 %	6.1 %	1.6 %	101	299	78	120
FERC	22.4 %	19.5 %	56.0 %	1.6 %	0.5 %	191	765	40	130
FTC	29.0 %	18.5 %	51.5 %	1.0 %	0.0%	127	475	13	79
GSA	19.6 %	16.6 %	61.8 %	1.0 %	0.9 %	1,545	4,258	301	981
HHS	18.0 %	20.8 %	57.2 %	2.3 %	1.7 %	11,116	27,995	2,909	6,319
HUD	12.8 %	17.6 %	66.0 %	2.0 %	1.6 %	1,010	2,264	301	749
NARA	18.8 %	17.2 %	60.9 %	1.5 %	1.5 %	313	780	169	175
NASA	27.6 %	20.7 %	49.8 %	0.9 %	0.9 %	1,978	6,921	321	1,012
NCUA	14.1 %	13.2 %	68.2 %	1.1 %	3.4 %	178	465	91	175
NLRB	6.1 %	9.4 %	53.8 %	3.0 %	27.7 %	159	261	131	194
NRC	20.3 %	16.0 %	61.7 %	0.6 %	1.4 %	350	1,465	90	191
NSF	36.9 %	22.8 %	37.0 %	1.6 %	1.7 %	249	589	14	39
OMB	5.2 %	28.7 %	56.3 %	4.4 %	5.4 %	40	219	6	35
OPM	15.2 %	15.7 %	65.8 %	2.1 %	1.3 %	280	707	98	192
PBGC	21.9 %	26.1 %	47.7 %	4.2 %	0.0%	145	320	30	102
RRB	12.2 %	20.3 %	57.6 %	2.6 %	7.3 %	79	165	50	87
SBA	13.9 %	13.0 %	67.6 %	4.0 %	1.4 %	288	617	147	235
SSA	13.6 %	18.8 %	61.8 %	3.4 %	2.5 %	7,080	14,269	1,824	2,843

2020 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q64) How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs

Agency	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Choose Not To Participate	Not Available To Me	Unaware Of Program
2020 (No trending as a result of FEVS modification due to COVID-19)									
All Responses	12.4 %	16.2 %	66.2 %	2.8 %	2.4 %	140,850	298,503	49,768	101,189
State	12.1 %	22.2 %	57.9 %	4.9 %	3.0 %	2,288	5,799	574	1,538
USAGM	8.4 %	14.1 %	70.2 %	2.2 %	5.1 %	123	205	65	176
USAID	15.4 %	23.5 %	51.3 %	6.3 %	3.5 %	405	1,153	150	282
USDA	8.7 %	16.2 %	69.3 %	3.3 %	2.5 %	7,006	14,318	4,388	5,768
USDT	15.4 %	17.6 %	62.8 %	2.2 %	2.0 %	9,107	19,783	2,935	6,150
Small Agencies	15.5 %	15.2 %	61.8 %	4.1 %	3.3 %	969	2,476	532	979
DOD Overall	10.8 %	14.3 %	70.8 %	2.2 %	1.8 %	47,645	94,172	15,093	37,824
USACE	11.7 %	15.0 %	69.1 %	2.6 %	1.5 %	5,126	9,047	2,073	4,363
Air Force	10.8 %	14.3 %	71.8 %	1.8 %	1.4 %	7,968	17,562	2,094	5,375
†Army	10.2 %	14.2 %	70.9 %	2.6 %	2.1 %	14,484	24,833	5,329	13,044
†Navy	9.3 %	13.9 %	72.7 %	2.3 %	1.8 %	10,783	22,716	2,900	8,247
Marine Corps	10.5 %	13.1 %	72.7 %	2.2 %	1.5 %	1,060	2,045	319	843
DOD 4th Estate	15.1 %	15.6 %	65.4 %	1.9 %	1.9 %	8,224	17,969	2,378	5,952

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 only contains core items from the 2020 OPM FEVS. Items 39-57 were included this year to address the COVID-19 pandemic and will be presented in a separate report.

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