## 2017 FEVS AES Report

| Response<br>Type                | Item | Item Text<br>* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)<br>** Unweighted count of responses excluding 'Do Not Know'<br>and 'No Basis to Judge'   | Percent<br>Positive<br>% | Strongly<br>Agree/<br>Very<br>Good/<br>Very<br>Satisfied<br>% | Agree/<br>Good/<br>Satisfied<br>% | Neither<br>Agree nor<br>Disagree/<br>Fair/<br>Neither<br>Satisfied<br>nor<br>Dissatisfied<br>% | Disagree/<br>Poor/<br>Dissatisfied<br>% | Strongly<br>Disagree/<br>Very Poor/<br>Very<br>Dissatisfied<br>% | Percent<br>Negative<br>% | Strongly<br>Agree/<br>Very<br>Good/<br>Very<br>Satisfied<br>N | Agree/<br>Good/<br>Satisfied<br>N | Neither<br>Agree nor<br>Disagree/<br>Fair/<br>Neither<br>Satisfied<br>nor<br>Dissatisfied<br>N | Disagree/<br>Poor/<br>Dissatisfied<br>N | Strongly<br>Disagree/<br>Very Poor/<br>Very<br>Dissatisfied<br>N | Item<br>Response<br>Total**<br>N | Do Not<br>Know/<br>No<br>Basis to<br>Judge<br>N |
|---------------------------------|------|---|--------------------------|---|-----------------------------------|--|---|--|--------------------------|---|-----------------------------------|--|---|--|----------------------------------|---|
| Agree<br>-disagree              | 1    | *I am given a real opportunity to improve my skills in my<br>organization.  | 76.39%                   | 35.88%  | 40.51%                            | 11.44%   | 9.03%                                   | 3.14%  | 12.17%                   | 327   | 365                               | 103  | 80                                      | 29   | 904                              | N/A   |
| Agree                           | 2    | I have enough information to do my job well.  |                          |   |                                   |  |   |  |                          |   |                                   |  |   |  |                                  |   |
| -disagree<br>Agree              | 3    | I feel encouraged to come up with new and better ways of doing  | 76.85%                   | 31.53%  | 45.33%                            | 11.17%   | 9.08%                                   | 2.90%  | 11.98%                   | 286   | 413                               | 100  | 82                                      | 27   | 908                              | N/A   |
| -disagree<br>Agree              | 4    | things.<br>My work gives me a feeling of personal accomplishment.   | 73.60%                   | 37.59%  | 36.01%                            | 13.15%   | 8.76%                                   | 4.49%  | 13.25%                   | 341   | 327                               | 119  | 77                                      | 41   | 905                              | N/A   |
| -disagree                       |      |   | 79.02%                   | 42.70%  | 36.32%                            | 10.47%   | 6.66%                                   | 3.86%  | 10.51%                   | 385   | 332                               | 94   | 61                                      | 35   | 907                              | N/A   |
| Agree<br>-disagree              | 5    | I like the kind of work I do.   | 83.96%                   | 46.60%  | 37.36%                            | 10.82%   | 3.36%                                   | 1.86%  | 5.22%                    | 421   | 340                               | 97   | 30                                      | 17   | 905                              | N/A   |
| Agree<br>-disagree              | 6    | I know what is expected of me on the job.   | 82.53%                   | 41.92%  | 40.61%                            | 8.99%  | 6.16%                                   | 2.32%  | 8.48%                    | 377   | 362                               | 82   | 57                                      | 21   | 899                              | N/A   |
| Agree<br>-disagree              | 7    | When needed I am willing to put in the extra effort to get a job done.  | 97.46%                   | 73.98%  | 23.48%                            | 1.82%  | 0.19%                                   | 0.52%  | 0.72%                    | 670   | 212                               | 16   | 2                                       | 5  | 905                              | N/A   |
| Agree                           | 8    | I am constantly looking for ways to do my job better.   |                          |   |                                   |  |   |  |                          |   |                                   |  | 2                                       | 5  |                                  |   |
| -disagree<br>Agree              | 9    | I have sufficient resources (for example, people, materials,  | 92.76%                   | 58.91%  | 33.85%                            | 6.02%  | 0.77%                                   | 0.45%  | 1.22%                    | 530   | 306                               | 56   | 7                                       | 4  | 903                              | N/A   |
| -disagree                       | 10   | budget) to get my job done.<br>*My workload is reasonable.  | 56.98%                   | 17.09%  | 39.89%                            | 13.52%   | 20.84%                                  | 8.66%  | 29.50%                   | 153   | 365                               | 120  | 193                                     | 77   | 908                              | 0   |
| Agree<br>-disagree              |      |   | 53.32%                   | 14.15%  | 39.17%                            | 13.62%   | 22.37%                                  | 10.69%   | 33.06%                   | 126   | 357                               | 124  | 199                                     | 98   | 904                              | 0   |
| Agree<br>-disagree              | 11   | *My talents are used well in the workplace.   | 65.08%                   | 23.74%  | 41.35%                            | 13.37%   | 14.50%                                  | 7.05%  | 21.55%                   | 211   | 370                               | 120  | 130                                     | 62   | 893                              | 3   |
| Agree                           | 12   | *I know how my work relates to the agency's goals and priorities.   | 90.20%                   | 47.12%  | 43.08%                            | 6.55%  | 2.25%                                   | 1.01%  | 3.25%                    | 426   | 394                               | 58   | 21                                      | 0  | 908                              | 0   |
| -disagree<br>Agree              | 13   | The work I do is important.   |                          |   |                                   |  |   |  |                          |   |                                   |  |   | 5  |                                  |   |
| -disagree<br>Agree              | 14   | Physical conditions (for example, noise level, temperature,   | 90.31%                   | 56.03%  | 34.27%                            | 6.16%  | 2.32%                                   | 1.22%  | 3.54%                    | 502   | 311                               | 56   | 20                                      | 11   | 900                              | 0   |
| -disagree                       |      | lighting, cleanliness in the workplace) allow employees to perform their jobs well.   | 76.97%                   | 32.90%  | 44.07%                            | 12.02%   | 7.84%                                   | 3.18%  | 11.01%                   | 298   | 396                               | 112  | 71                                      | 28   | 905                              | 0   |
| Agree                           | 15   | My performance appraisal is a fair reflection of my performance.  |                          |   |                                   |  |   |  |                          |   |                                   |  |   |  |                                  |   |
| -disagree<br>Agree              | 16   | I am held accountable for achieving results.  | 83.27%                   | 47.60%  | 35.67%                            | 7.16%  | 3.89%                                   | 5.69%  | 9.58%                    | 430   | 317                               | 65   | 36                                      | 49   | 897                              | 10  |
| -disagree<br>Agree              | 17   | *I can disclose a suspected violation of any law, rule or regulation  | 87.63%                   | 44.89%  | 42.74%                            | 8.16%  | 2.63%                                   | 1.58%  | 4.21%                    | 406   | 383                               | 74   | 23                                      | 14   | 900                              | 5   |
| -disagree                       |      | without fear of reprisal.   | 67.42%                   | 39.36%  | 28.06%                            | 17.57%   | 7.14%                                   | 7.87%  | 15.01%                   | 341   | 238                               | 150  | 60                                      | 66   | 855                              | 54  |
| Agree<br>-disagree              | 18   | My training needs are assessed.   | 59.53%                   | 23.56%  | 35.97%                            | 21.67%   | 12.09%                                  | 6.71%  | 18.80%                   | 210   | 323                               | 193  | 107                                     | 60   | 893                              | 10  |
| Agree<br>-disagree              | 19   | In my most recent performance appraisal, I understood what I had<br>to do to be rated at different performance levels (for example,   |                          |   |                                   |  |   |  |                          |   |                                   |  |   |  |                                  |   |
|                                 |      | Fully Successful, Outstanding).   | 78.50%                   | 45.28%  | 33.22%                            | 7.93%  | 7.82%                                   | 5.75%  | 13.56%                   | 402   | 288                               | 72   | 70                                      | 50   | 882                              | 27  |
| Agree<br>-disagree              | 20   | *The people I work with cooperate to get the job done.  | 84.41%                   | 41.34%  | 43.08%                            | 7.75%  | 5.40%                                   | 2.44%  | 7.84%                    | 379   | 389                               | 70   | 48                                      | 22   | 908                              | N/A   |
| Agree<br>-disagree              | 21   | My work unit is able to recruit people with the right skills.   | 61.40%                   | 19.26%  | 42.14%                            | 18.72%   | 13.58%                                  | 6.30%  | 19.88%                   | 173   | 374                               | 170  | 119                                     | 58   | 894                              | 15  |
| Agree                           | 22   | Promotions in my work unit are based on merit.  |                          |   |                                   |  |   |  |                          |   |                                   |  |   |  |                                  |   |
| -disagree<br>Agree              | 23   | In my work unit, steps are taken to deal with a poor performer  | 49.56%                   | 16.96%  | 32.60%                            | 25.28%   | 12.95%                                  | 12.20%   | 25.15%                   | 141   | 269                               | 209  | 107                                     | 96   | 822                              | 84  |
| -disagree<br>Agree<br>-disagree | 24   | who cannot or will not improve.<br>*In my work unit, differences in performance are recognized in a<br>meaningful way.  | 38.13%                   | 11.14%  | 27.00%                            | 27.38%   | 17.89%                                  | 16.60%   | 34.49%<br>30.74%         | 88  | 217                               | 216  | 144                                     | 128  | 793<br>829                       | 109<br>74                                       |
| Agree<br>-disagree              | 25   | Awards in my work unit depend on how well employees perform<br>their jobs.  | 48.83%                   | 14.83%  | 34.01%                            | 25.46%   | 12.81%                                  | 12.89%   | 25.70%                   | 121   | 276                               | 211  | 104                                     | 102  | 814                              | 90  |
| Agree                           | 26   | Employees in my work unit share job knowledge with each other.  |                          |   | 45.249/                           |  | C 400/                                  |  |                          |   |                                   | 105  |   |  | 000                              | -   |
| -disagree<br>Agree              | 27   | The skill level in my work unit has improved in the past year.  | 78.53%                   | 33.29%  | 45.24%                            | 11.93%   | 6.40%                                   | 3.15%  | 9.54%                    | 302   | 408                               | 106  | 56                                      | 27   | 899                              | 3   |
| -disagree<br>Good               | 28   | How would you rate the overall quality of work done by your work  | 58.42%                   | 24.63%  | 33.79%                            | 28.92%   | 8.10%                                   | 4.57%  | 12.66%                   | 218   | 295                               | 246  | 70                                      | 38   | 867                              | 40  |
| -poor<br>Agree                  | 29   | unit?<br>*The workforce has the job-relevant knowledge and skills   | 92.51%                   | 61.96%  | 30.55%                            | 6.03%  | 0.64%                                   | 0.81%  | 1.46%                    | 562   | 277                               | 54   | 5                                       | 7  | 905                              | N/A   |
| -disagree                       |      | necessary to accomplish organizational goals.   | 82.16%                   | 28.16%  | 54.00%                            | 10.48%   | 4.85%                                   | 2.51%  | 7.36%                    | 248   | 483                               | 92   | 42                                      | 21   | 886                              | 9   |
| Agree<br>-disagree              | 30   | Employees have a feeling of personal empowerment with respect<br>to work processes.   | 60.31%                   | 18.26%  | 42.05%                            | 21.44%   | 11.06%                                  | 7.18%  | 18.25%                   | 160   | 368                               | 190  | 96                                      | 63   | 877                              | 24  |
| Agree<br>-disagree              | 31   | Employees are recognized for providing high quality products and<br>services.   | 62.04%                   | 20.50%  | 41.55%                            | 20.47%   | 11.66%                                  | 5.83%  | 17.49%                   | 180   | 365                               | 177  | 101                                     | 49   | 872                              | 25  |
| Agree                           | 32   | Creativity and innovation are rewarded.   | 54.89%                   | 20.75%  | 34.14%                            | 25.15%   | 12.99%                                  | 6.97%  | 19.96%                   | 178   | 294                               | 217  | 113                                     | 60   | 862                              | 35  |
| -disagree<br>Agree              | 33   | Pay raises depend on how well employees perform their jobs.   |                          |   |                                   |  |   |  |                          |   |                                   |  |   |  |                                  |   |
| -disagree<br>Agree<br>-disagree | 34   | Policies and programs promote diversity in the workplace (for<br>example, recruiting minorities and women, training in awareness  | 36.02%                   | 9.92%   | 26.10%                            | 31.11%   | 17.39%                                  | 15.48%   | 32.87%                   | 77  | 201                               | 247  | 141                                     | 119  | 785                              | 111   |
| Agree                           | 35   | of diversity issues, mentoring).<br>Employees are protected from health and safety hazards on the   | 66.13%                   | 24.30%  | 41.84%                            | 18.63%   | 7.80%                                   | 7.43%  | 15.23%                   | 209   | 362                               | 164  | 66                                      | 61   | 862                              | 34  |
| -disagree                       |      | job.  | 86.81%                   | 35.42%  | 51.39%                            | 8.71%  | 2.65%                                   | 1.83%  | 4.48%                    | 310   | 450                               | 80   | 22                                      | 15   | 877                              | 21  |
| Agree<br>-disagree              | 36   | My organization has prepared employees for potential security threats.  | 80.47%                   | 28.19%  | 52.28%                            | 13.39%   | 4.29%                                   | 1.84%  | 6.14%                    | 247   | 455                               | 117  | 39                                      | 16   | 874                              | 15  |
| Agree<br>-disagree              | 37   | Arbitrary action, personal favoritism and coercion for partisan<br>political purposes are not tolerated.  | 62.42%                   | 28.04%  | 34.37%                            | 17.81%   | 10.15%                                  | 9.62%  | 19.77%                   | 240   | 286                               | 149  | 85                                      | 78   | 838                              | 57  |
| -disagree                       | 38   | Prohibited Personnel Practices (for example, illegally<br>discriminating for or against any employee/applicant, obstructing<br>a person's right to compete for employment, knowingly violating<br>veterans' preference requirements) are not tolerated. |                          |   |                                   |  |   |  |                          |   |                                   |  |   |  |                                  |   |
| Agree                           | 39   | My agency is successful at accomplishing its mission.   | 70.71%                   | 35.35%  | 35.37%                            | 16.35%   | 6.49%                                   | 6.45%  | 12.93%                   | 293   | 288                               | 133  | 51                                      | 51   | 816                              | 79  |
| -disagree                       | 40   | *I recommend my organization as a good place to work.   | 90.10%                   | 45.89%  | 44.20%                            | 7.25%  | 1.06%                                   | 1.59%  | 2.65%                    | 410   | 391                               | 63   | 9                                       | 13   | 886                              | 6   |
| Agree<br>-disagree              |      |   | 79.60%                   | 41.35%  | 38.26%                            | 13.77%   | 3.28%                                   | 3.35%  | 6.63%                    | 372   | 341                               | 124  | 28                                      | 29   | 894                              | N/A   |
| Agree<br>-disagree              | 41   | *I believe the results of this survey will be used to make my agency<br>a better place to work.   | 57.88%                   | 24.62%  | 33.26%                            | 21.73%   | 10.28%                                  | 10.11%   | 20.39%                   | 209   | 284                               | 183  | 87                                      | 84   | 847                              | 50  |
| Agree<br>-disagree              | 42   | My supervisor supports my need to balance work and other life<br>issues.  | 85.61%                   | 53.86%  | 31.74%                            | 6.42%  | 3.70%                                   | 4.27%  | 7.97%                    | 488   | 282                               | 59   | 32                                      | 37   | 898                              | 1   |
| Agree                           | 43   | My supervisor provides me with opportunities to demonstrate my  |                          |   |                                   |  |   |  |                          |   |                                   |  |   |  |                                  |   |
| -disagree<br>Agree              | 44   | leadership skills.<br>Discussions with my supervisor about my performance are   | 77.17%                   | 45.64%  | 31.53%                            | 11.08%   | 6.35%                                   | 5.40%  | 11.76%                   | 414   | 282                               | 99   | 55                                      | 48   | 898                              | 1   |
| -disagree<br>Agree              | 45   | worthwhile.<br>My supervisor is committed to a workforce representative of all  | 73.54%                   | 42.57%  | 30.97%                            | 13.55%   | 6.28%                                   | 6.64%  | 12.92%                   | 380   | 276                               | 120  | 55                                      | 58   | 889                              | 7   |
| -disagree                       |      | segments of society.  | 77.54%                   | 45.55%  | 31.99%                            | 14.78%   | 3.38%                                   | 4.30%  | 7.68%                    | 384   | 271                               | 123  | 28                                      | 35   | 841                              | 54  |
| Agree<br>-disagree              | 46   | My supervisor provides me with constructive suggestions to<br>improve my job performance.   | 71.15%                   | 39.03%  | 32.12%                            | 14.66%   | 8.06%                                   | 6.13%  | 14.19%                   | 350   | 288                               | 132  | 72                                      | 53   | 895                              | 4   |
| Agree<br>-disagree              | 47   | Supervisors in my work unit support employee development.   | 79.10%                   | 45.84%  | 33.26%                            | 12.54%   | 4.51%                                   | 3.84%  | 8.35%                    | 405   | 298                               | 110  | 39                                      | 33   | 885                              | 13  |
| Agree                           | 48   | My supervisor listens to what I have to say.  |                          |   |                                   |  |   |  |                          |   |                                   |  |   |  |                                  |   |
| -disagree<br>Agree              | 49   | My supervisor treats me with respect.   | 83.06%                   | 52.67%  | 30.39%                            | 9.16%  | 4.09%                                   | 3.69%  | 7.78%                    | 478   | 271                               | 82   | 35                                      | 33   | 899                              | N/A   |
|                                 |      | In the last six months, my supervisor has talked with me about my   | 85.60%                   | 57.42%  | 28.18%                            | 6.35%  | 3.74%                                   | 4.30%  | 8.04%                    | 521   | 249                               | 57   | 33                                      | 37   | 897                              | N/A   |
| -disagree                       |      |   |                          | 1   |                                   |  | 2.58%                                   | 2.11%  | 4.69%                    | 500   | 328                               | 31   | 22                                      | 18   | 899                              | N/A   |
| Agree<br>-disagree              | 50   | performance.  | 91.98%                   | 55.14%  | 36.84%                            | 3.33%  | 2.30%                                   | 2.11/0   | 4.0370                   | 500   | JLU                               |  | ~~                                      | 10   | 035                              |   |
| Agree                           | 50   |   | 91.98%                   | 55.14%<br>48.11%  | 36.84%<br>26.65%                  | 3.33%  | 7.55%                                   | 6.23%  | 13.78%                   | 436   | 237                               | 101  | 66                                      | 54   | 894                              | N/A   |

## 2017 FEVS AES Report

| Agree                    | 53  | In my organization, senior leaders generate high levels of                               |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
|--------------------------|-----|--|---------|--------|---------|--------|--------|--------|---------|-----|-----|-----|-----|-----|-----|------|
| -disagree                |     | motivation and commitment in the workforce.  | 54.42%  | 19.44% | 34.98%  | 20.19% | 15.92% | 9.47%  | 25.39%  | 175 | 307 | 179 | 145 | 84  | 890 | 9    |
| Agree                    | 54  | My organization's senior leaders maintain high standards of                              |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -disagree                |     | honesty and integrity.   | 67.16%  | 29.85% | 37.32%  | 17.59% | 7.27%  | 7.97%  | 15.24%  | 254 | 315 | 149 | 59  | 66  | 843 | 51   |
| Agree                    | 55  | Supervisors work well with employees of different backgrounds.                           | -       |        |         |        |        |        |         |     |     |     | 49  |     |     |      |
| -disagree                | 56  | the summary second state all successful and subscription of all s                        | 72.62%  | 30.47% | 42.14%  | 15.22% | 5.95%  | 6.21%  | 12.17%  | 263 | 365 | 130 | 49  | 50  | 857 | 39   |
| Agree<br>-disagree       | 56  | *Managers communicate the goals and priorities of the<br>organization.                   | 70.50%  | 26.79% | 43.71%  | 15.74% | 8.60%  | 5.16%  | 13.76%  | 239 | 383 | 142 | 76  | 45  | 885 | 10   |
| Agree                    | 57  | Managers review and evaluate the organization's progress toward                          | 70.30%  | 20.79% | 45.7170 | 13.74% | 0.00%  | 5.10%  | 15.70%  | 200 | 202 | 142 | 70  | 40  | 000 | 10   |
| -disagree                | 57  | meeting its goals and objectives.  | 71.50%  | 26.19% | 45.31%  | 17.51% | 6.18%  | 4.81%  | 10.99%  | 221 | 375 | 149 | 51  | 40  | 836 | 54   |
| Agree                    | 58  | Managers promote communication among different work units                                |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -disagree                |     | (for example, about projects, goals, needed resources).                                  |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
|                          |     |  | 65.43%  | 24.25% | 41.18%  | 16.22% | 11.64% | 6.71%  | 18.35%  | 214 | 361 | 145 | 102 | 60  | 882 | 10   |
| Agree                    | 59  | Managers support collaboration across work units to accomplish                           |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -disagree                |     | work objectives.   | 72.96%  | 28.00% | 44.96%  | 15.07% | 7.56%  | 4.41%  | 11.98%  | 245 | 390 | 134 | 67  | 39  | 875 | 18   |
| Good                     | 60  | Overall, how good a job do you feel is being done by the manager                         |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -poor                    |     | directly above your immediate supervisor?  | 71.04%  | 38.93% | 32.11%  | 18.84% | 4.94%  | 5.18%  | 10.12%  | 338 | 280 | 162 | 43  | 46  | 869 | 26   |
| Agree                    | 61  | I have a high level of respect for my organization's senior leaders.                     |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -disagree                | 62  | Control to do a construction of Construction (1) Construction                            | 65.20%  | 29.39% | 35.80%  | 18.40% | 10.26% | 6.14%  | 16.40%  | 258 | 317 | 164 | 93  | 53  | 885 | 10   |
| Agree<br>-disagree       | 62  | Senior leaders demonstrate support for Work/Life programs.                               | 72.12%  | 34.40% | 37.72%  | 15.41% | 6.63%  | 5.83%  | 12.47%  | 292 | 318 | 132 | 55  | 49  | 846 | 45   |
| Satisfied                | 63  | *How satisfied are you with your involvement in decisions that                           | 72.1276 | 54.40% | 57.7270 | 13.41% | 0.05%  | 3.63%  | 12.4770 | 292 | 210 | 152 | 22  | 49  | 040 | 43   |
| -dissatisfi              | 0.5 | affect your work?  |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| ed                       |     |  | 65.77%  | 25.48% | 40.29%  | 16.00% | 12.17% | 6.06%  | 18.24%  | 229 | 359 | 143 | 108 | 53  | 892 | N/A  |
| Satisfied                | 64  | *How satisfied are you with the information you receive from                             |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -dissatisfi              |     | management on what's going on in your organization?                                      |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| ed                       |     |  | 61.27%  | 24.52% | 36.75%  | 17.93% | 14.73% | 6.07%  | 20.80%  | 219 | 326 | 161 | 131 | 55  | 892 | N/A  |
| Satisfied                | 65  | *How satisfied are you with the recognition you receive for doing                        |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -dissatisfi              |     | a good job?  |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| ed                       |     |  | 64.60%  | 27.99% | 36.61%  | 17.63% | 10.11% | 7.66%  | 17.77%  | 249 | 327 | 154 | 89  | 66  | 885 | N/A  |
| Satisfied                | 66  | How satisfied are you with the policies and practices of your senior                     |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -dissatisfi<br>ed        |     | leaders?   |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| cu                       |     |  | 57.49%  | 20.14% | 37.35%  | 22.08% | 13.25% | 7.18%  | 20.43%  | 179 | 331 | 196 | 120 | 63  | 889 | N/A  |
| Satisfied<br>-dissatisfi | 67  | How satisfied are you with your opportunity to get a better job in<br>your organization? |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -dissatisti<br>ed        |     | your organization?   | 44.03%  | 17.86% | 26.16%  | 26.76% | 17.06% | 12.15% | 29.22%  | 161 | 231 | 238 | 153 | 107 | 890 | N/A  |
| Satisfied                | 68  | How satisfied are you with the training you receive for your                             | 44.05%  | 17.00% | 20.10%  | 20.70% | 17.00% | 12.13% | 23.2270 | 101 | 251 | 200 | 100 | 107 | 090 | IN/A |
| -dissatisfi              | 00  | present job?   |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| ed                       |     |  | 65.57%  | 26.30% | 39.27%  | 23.42% | 7.95%  | 3.07%  | 11.01%  | 233 | 351 | 205 | 69  | 27  | 885 | N/A  |
| Satisfied                | 69  | *Considering everything, how satisfied are you with your job?                            |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -dissatisfi              |     |  |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| ed                       |     |  | 74.43%  | 33.41% | 41.02%  | 13.27% | 8.38%  | 3.92%  | 12.30%  | 297 | 366 | 118 | 75  | 34  | 890 | N/A  |
| Satisfied                | 70  | Considering everything, how satisfied are you with your pay?                             |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -dissatisfi              |     |  |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| ed                       |     |  | 68.90%  | 25.62% | 43.28%  | 13.41% | 11.91% | 5.78%  | 17.69%  | 231 | 387 | 119 | 104 | 50  | 891 | N/A  |
| Satisfied                | 71  | *Considering everything, how satisfied are you with your                                 |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -dissatisfi<br>ed        |     | organization?  | 74.72%  | 31.11% | 43.62%  | 13.14% | 8.30%  | 3.83%  | 42.449  | 278 | 200 | 447 | 70  | 24  | 000 |      |
| Satisfied                | 79  | How satisfied are you with the following Work/Life programs in                           | /4./270 | 51.11% | 45.0270 | 13.14% | 0.30%  | 3.6370 | 12.14%  | 2/8 | 390 | 117 | 73  | 34  | 892 | N/A  |
| -dissatisfi              | 15  | your agency? Telework  |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| ed                       |     |  | 82.88%  | 43.61% | 39.27%  | 8.38%  | 5.98%  | 2.77%  | 8.74%   | 352 | 306 | 65  | 48  | 20  | 791 | 9    |
| Satisfied                | 80  | How satisfied are you with the following Work/Life programs in                           |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -dissatisfi              |     | your agency? Alternative Work Schedules (AWS)  |         |        | 1       | 1      | 1      | 1      |         |     |     |     |     |     |     |      |
| ed                       |     |  | 90.77%  | 54.40% | 36.37%  | 6.66%  | 1.53%  | 1.04%  | 2.57%   | 71  | 47  | 8   | 2   | 1   | 129 | 4    |
| Satisfied                | 81  | How satisfied are you with the following Work/Life programs in                           |         |        |         |        |        |        |         |     |     |     |     |     |     | T    |
| -dissatisfi              |     | your agency? Health and Wellness Programs (for example,                                  |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| ed                       |     | exercise, medical screening, quit smoking programs)                                      |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
|                          |     |  | 89.66%  | 41.06% | 48.60%  | 8.57%  | 0.98%  | 0.79%  | 1.77%   | 126 | 144 | 25  | 3   | 2   | 300 | 5    |
| Satisfied                | 82  | How satisfied are you with the following Work/Life programs in                           |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| -dissatisfi<br>ed        |     | your agency? Employee Assistance Program (EAP)   | 07.044  | 27.540 | 50.200  | 0.440/ | 2.07%  | 0.040  | 2.000   |     |     |     |     |     |     | _    |
| ed<br>Satisfied          | 83  | How satisfied are you with the following Work/Life programs in                           | 87.91%  | 37.54% | 50.36%  | 9.41%  | 2.07%  | 0.61%  | 2.68%   | 54  | 71  | 13  | 3   | 1   | 142 | - 5  |
| -dissatisfi              | 05  | your agency? Child Care Programs (for example, daycare,                                  |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| ed                       |     | parenting classes, parenting support groups)   |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
|                          |     | 0  | 80.23%  | 44.75% | 35.49%  | 17.11% | 0.00%  | 2.65%  | 2.65%   | 16  | 13  | 6   | 0   | 1   | 36  | 5    |
| Satisfied                | 84  | How satisfied are you with the following Work/Life programs in                           |         |        |         |        |        |        |         |     |     | -   |     | -   |     |      |
| -dissatisfi              |     | your agency? Elder Care Programs (for example, support groups,                           |         |        |         |        |        |        |         |     |     |     |     |     |     |      |
| ed                       |     | speakers)  | 89.51%  | 40.67% | 48.84%  | 10.49% | 0.00%  | 0.00%  | 0.00%   | 7   | 8   | 2   | 0   | 0   | 17  | 6    |
|                          |     |  |         |        |         |        |        |        |         |     |     |     |     |     |     |      |