

**2013**

# **Federal Employee Viewpoint Survey Results**

Employees Influencing Change

**Department of Transportation**  
Agency Management Report

United States Office of  
Personnel Management

## **1. Interpretation of results:**

The 2013 Federal Employee Viewpoint Survey (FEVS) provides an opportunity for Department of Transportation (DOT) employees to contribute to shaping DOT's culture and work environment.

### Strengths

Items that are 65 percent or more positive are considered strengths. The top five areas showing the highest positive responses in 2013 include: *"When needed I am willing to put in the extra effort to get the job done"* (95 percent positive); *"I am constantly looking for ways to do my job better"* (91 percent positive); *"The work I do is important"* (91 percent positive); *"I like the kind of work I do"* (86 percent positive); and *"In the last six months, my supervisor/team leader has talked with me about my performance"* (85 percent positive).

### Challenges

Items that are 35 percent or more negative are considered challenges. The areas with the five highest negative responses in 2013 included: *"Pay raises depend on how well employees perform their jobs"* (62 percent negative); *"In my work unit, steps are taken to deal with a poor performer who cannot or will not improve"* (48 percent negative); *"In my work unit, differences in performance are recognized in a meaningful way"* (43 percent negative); *"Promotions in my work unit are based on merit"* (42 percent negative); and *"Awards in my work unit depend on how well employees perform their jobs"* (39 percent negative). Despite improvement, results on these survey items reflect some of the challenges that still remain at DOT in the Performance Culture index.

### Notable Increases and Decreases

Differences of five percentage points or more are considered notable. DOT had no items that increased by 5 percentage points or more in 2013. However, there was one notable decrease: *"Considering everything, how satisfied are you with your pay?"* which decreased from 66 percent in 2012 to 60 percent in 2013.

### Human Capital Assessment and Accountability Framework (HCAAF) Rankings

DOT showed some improvement in the four of the HCAAF indices measured by the FEVS. In 2013, out of the 37 largest agencies, the Office of Personnel Management (OPM) ranked DOT: 17<sup>th</sup> in Leadership & Knowledge Management (up from 27<sup>th</sup> in 2012); 22<sup>th</sup> in Results Oriented Performance Culture (up from 29<sup>th</sup> in 2012); 22<sup>nd</sup> in Talent Management (down from 20<sup>th</sup> in 2012); and 9<sup>th</sup> in Job Satisfaction (down from 8<sup>th</sup> in 2012).

## **2. How the survey was conducted:**

The survey was conducted online from April 30 through June 14, 2013. OPM sent invitations to participate in the survey via e-mail. Emailed surveys included a hyperlink to the survey

website, which was connected to a unique identification number to ensure confidentiality of survey responses. For the Federal Aviation Administration (FAA), OPM sent survey emails to a random sample of non-supervisory Air Traffic Controllers. All other DOT employees who met the survey inclusion criteria were invited to take the survey.

### **3. Description of sample:**

The population of employees sampled for survey participation consisted of full-time and part-time, permanent, non-seasonal employees who were onboard at DOT since October 31, 2012. 40,831 DOT employees were selected for survey participation, including supervisors, managers, and executives. The sample included a census of all employees from all DOT sub-components, excluding the Surface Transportation Board. (The Surface Transportation Board was surveyed separately among other small, independent Federal agencies.) Within the FAA, however, a representative random sample of non-supervisory Air Traffic Controllers was selected for participation. All other FAA employees who met the survey inclusion criteria were included in the sample. The survey sample was stratified by supervisory status and organizational membership. Also, supervisor and non-supervisory employees were sampled separately to allow later analyses of differences between these two groups.

### **4. Number of employees surveyed, number responded, and representativeness of respondents:**

Of the total agency sample of 40,831 employees, 23,204 responded for an overall agency response rate of 57 percent. The sample included executives, supervisory, and non-supervisory employees. The respondents were representative of DOT's employee population in both demographics and organization membership. Employees' responses to the questions were weighted to produce survey estimates that accurately represent the survey population as provided in OPM's Central Personnel Data File. Data weighting took into account the variable probabilities of selection across sample domains, nonresponse, and known demographic characteristics of the survey population. Weighting also eliminates over or under representation of a group in the survey results that may be a consequence of the sampling strategy or differential response rates.

### **5. Survey Items and Response Choices:**

See the following pages.

**DEPARTMENT OF TRANSPORTATION  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		4,160	10,398	3,939	3,373	1,281	23,151	NA
	%	61.87	17.31	44.56	16.55	15.78	5.81	100.00	
2. I have enough information to do my job well.	N		3,740	12,328	3,570	2,625	722	22,985	NA
	%	69.64	15.63	54.02	15.31	11.89	3.16	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		4,616	8,698	4,344	3,510	1,645	22,813	NA
	%	53.56	17.89	35.67	20.04	17.41	8.98	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		6,234	10,337	3,317	2,074	1,076	23,038	NA
	%	72.82	26.27	46.54	13.74	8.66	4.78	100.00	
*5. I like the kind of work I do.	N		9,076	10,129	2,379	848	371	22,803	NA
	%	85.71	42.43	43.29	9.39	3.47	1.42	100.00	
6. I know what is expected of me on the job.	N		6,701	11,467	2,649	1,497	623	22,937	NA
	%	79.70	30.13	49.56	11.61	6.40	2.29	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		14,661	7,402	615	215	162	23,055	NA
	%	95.15	62.77	32.38	3.07	1.10	0.68	100.00	
8. I am constantly looking for ways to do my job better.	N		10,609	10,274	1,781	294	152	23,110	NA
	%	90.63	45.61	45.02	7.54	1.21	0.62	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		1,960	8,082	3,964	5,827	3,273	23,106	44
	%	44.21	8.48	35.73	17.62	24.35	13.82	100.00	
*10. My workload is reasonable.	N		2,469	11,698	3,798	3,343	1,661	22,969	52
	%	65.45	12.20	53.25	15.61	13.22	5.72	100.00	
*11. My talents are used well in the workplace.	N		3,492	9,924	3,602	3,284	2,069	22,371	104
	%	58.92	14.35	44.57	16.49	15.39	9.20	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		6,765	12,445	2,295	913	567	22,985	86
	%	81.27	27.89	53.37	11.02	5.09	2.62	100.00	
*13. The work I do is important.	N		10,836	9,621	1,595	443	297	22,792	71
	%	90.53	49.60	40.93	6.59	1.79	1.09	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		5,645	11,144	3,057	2,119	1,096	23,061	71
	%	69.92	22.81	47.11	13.75	10.37	5.97	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		5,214	10,568	3,771	1,818	1,396	22,767	358
	%	68.43	21.79	46.64	17.41	7.85	6.31	100.00	
16. I am held accountable for achieving results.	N		6,446	12,394	2,770	861	485	22,956	109
	%	78.26	25.98	52.28	13.93	5.32	2.49	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

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

Sample or Census: Sample

Number of surveys completed: 23,204

Number of surveys administered: 40,831

Response Rate: 56.8%

**DEPARTMENT OF TRANSPORTATION  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		5,694	8,908	3,830	1,800	1,851	22,083	962
	%	64.30	23.26	41.04	17.86	9.58	8.26	100.00	
*18. My training needs are assessed.	N		2,907	9,010	5,350	3,545	2,020	22,832	254
	%	52.33	12.35	39.98	24.44	14.48	8.75	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		4,599	9,274	4,018	2,794	1,702	22,387	777
	%	60.38	20.03	40.36	19.03	12.10	8.48	100.00	
*20. The people I work with cooperate to get the job done.	N		6,522	11,382	2,939	1,722	583	23,148	NA
	%	76.62	26.56	50.06	12.88	8.10	2.40	100.00	
*21. My work unit is able to recruit people with the right skills.	N		1,872	7,372	5,880	4,641	2,573	22,338	813
	%	37.72	6.91	30.81	26.87	22.52	12.89	100.00	
*22. Promotions in my work unit are based on merit.	N		1,689	5,723	6,353	3,845	3,919	21,529	1,521
	%	28.92	6.41	22.52	29.05	19.43	22.60	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		1,219	5,094	5,905	4,612	4,331	21,161	1,903
	%	25.53	5.04	20.49	26.45	24.28	23.74	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		1,387	5,928	6,534	4,710	3,375	21,934	1,165
	%	28.13	5.10	23.03	29.31	24.60	17.96	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		1,807	6,653	5,923	3,676	3,529	21,588	1,497
	%	33.13	6.86	26.26	28.22	18.50	20.16	100.00	
26. Employees in my work unit share job knowledge with each other.	N		5,333	12,180	3,031	1,510	970	23,024	93
	%	76.94	23.61	53.33	13.23	5.68	4.15	100.00	
27. The skill level in my work unit has improved in the past year.	N		3,324	8,728	6,438	2,438	1,407	22,335	792
	%	51.00	13.98	37.02	28.52	12.08	8.39	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		10,166	9,483	2,848	444	160	23,101	NA
	%	81.76	39.80	41.96	14.58	3.06	0.59	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		3,452	13,147	3,544	1,778	602	22,523	314
	%	71.64	14.89	56.74	17.10	8.74	2.53	100.00	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		2,173	8,740	5,648	3,969	1,823	22,353	477
	%	45.43	9.03	36.40	27.13	19.69	7.75	100.00	
31. Employees are recognized for providing high quality products and services.	N		2,412	8,411	5,520	3,922	2,084	22,349	420
	%	44.00	8.95	35.05	25.33	19.43	11.24	100.00	
*32. Creativity and innovation are rewarded.	N		1,932	6,398	6,642	4,455	2,611	22,038	694
	%	31.90	7.24	24.66	31.73	22.71	13.66	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		879	3,082	5,440	5,570	6,299	21,270	1,421
	%	15.07	3.55	11.52	22.86	26.96	35.11	100.00	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		3,301	8,540	6,125	1,511	1,430	20,907	1,878
	%	53.62	15.95	37.67	30.87	8.09	7.42	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		5,620	12,940	2,587	862	496	22,505	253
	%	78.47	21.63	56.84	13.59	5.06	2.88	100.00	
*36. My organization has prepared employees for potential security threats.	N		4,441	12,864	3,321	1,220	619	22,465	283
	%	74.00	17.47	56.54	17.09	5.41	3.50	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		3,887	8,364	4,823	2,241	2,277	21,592	1,179
	%	52.62	15.78	36.84	23.25	12.28	11.85	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		5,412	9,347	3,733	1,090	1,242	20,824	1,862
	%	69.45	24.15	45.30	18.67	5.73	6.16	100.00	
39. My agency is successful at accomplishing its mission.	N		5,345	12,385	3,370	883	457	22,440	321
	%	76.80	21.23	55.57	16.92	4.44	1.85	100.00	
40. I recommend my organization as a good place to work.	N		5,493	9,827	4,396	2,100	977	22,793	NA
	%	66.48	20.71	45.77	19.35	9.91	4.26	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		2,909	6,386	5,838	3,467	2,630	21,230	1,578
	%	38.99	11.24	27.75	28.32	18.36	14.32	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		9,170	9,578	2,144	899	807	22,598	138
	%	81.52	37.58	43.95	9.87	4.65	3.96	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		6,638	8,934	3,677	2,027	1,304	22,580	121
	%	67.06	26.16	40.89	17.69	9.02	6.23	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		5,918	8,654	3,999	2,251	1,545	22,367	236
	%	64.43	24.39	40.04	17.73	10.82	7.02	100.00	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		6,005	8,323	4,620	863	879	20,690	1,967
	%	67.14	26.33	40.81	23.51	4.91	4.44	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		5,476	8,888	4,535	2,232	1,395	22,526	125
	%	63.49	22.87	40.62	19.95	10.20	6.36	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		6,057	9,268	3,878	1,774	1,403	22,380	285
	%	67.47	24.54	42.93	17.21	8.52	6.81	100.00	
48. My supervisor/team leader listens to what I have to say.	N		8,346	9,670	2,415	1,508	736	22,675	NA
	%	79.14	34.96	44.17	10.76	6.85	3.25	100.00	
49. My supervisor/team leader treats me with respect.	N		9,722	9,121	2,117	986	687	22,633	NA
	%	84.08	41.26	42.82	8.72	4.51	2.69	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		8,266	10,951	1,668	1,272	493	22,650	NA
	%	84.92	35.40	49.52	7.31	5.73	2.05	100.00	
*51. I have trust and confidence in my supervisor.	N		8,050	7,798	3,435	1,855	1,485	22,623	NA
	%	69.96	34.00	35.96	15.48	7.74	6.83	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		9,072	7,188	3,922	1,402	1,022	22,606	NA
	%	71.47	37.68	33.79	17.63	6.46	4.44	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		2,368	7,443	5,815	4,175	2,462	22,263	200
	%	39.36	8.42	30.94	26.76	20.07	13.82	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		3,823	8,357	4,993	2,512	2,114	21,799	656
	%	50.51	14.40	36.10	25.46	12.67	11.37	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		4,137	10,157	4,571	1,489	1,125	21,479	893
	%	65.16	16.68	48.47	21.93	7.12	5.80	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		3,762	10,730	4,240	2,185	1,343	22,260	146
	%	60.59	14.55	46.04	20.30	12.04	7.06	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		3,710	10,329	4,530	1,685	1,032	21,286	1,084
	%	61.30	15.17	46.13	22.48	10.24	5.98	100.00	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		3,468	9,304	4,538	2,797	1,784	21,891	511
	%	54.03	13.26	40.78	22.55	14.54	8.88	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		3,887	9,915	4,285	2,238	1,545	21,870	508
	%	60.84	15.85	44.99	20.81	10.66	7.69	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		5,305	7,593	4,753	1,864	1,584	21,099	1,290
	%	58.45	23.17	35.29	23.30	10.32	7.92	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		4,201	7,282	5,323	3,035	2,264	22,105	287
	%	48.67	15.86	32.81	24.07	15.11	12.16	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		3,818	7,577	5,502	1,825	1,327	20,049	2,318
	%	52.05	15.67	36.38	29.19	10.66	8.11	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		3,247	9,081	5,002	3,708	1,227	22,265	NA
	%	52.92	12.50	40.42	23.84	17.95	5.29	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		2,994	8,816	4,996	3,915	1,516	22,237	NA
	%	49.18	11.65	37.53	24.14	19.71	6.96	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		2,989	7,871	5,404	3,921	1,966	22,151	NA
	%	47.77	11.71	36.06	23.53	18.47	10.22	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		2,239	7,343	6,383	4,199	2,024	22,188	NA
	%	38.73	8.17	30.56	30.01	21.02	10.24	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		2,162	6,020	6,253	4,555	3,209	22,199	NA
	%	36.60	8.79	27.81	27.48	20.60	15.31	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		2,715	8,726	5,277	3,715	1,807	22,240	NA
	%	51.61	11.69	39.93	23.58	16.83	7.97	100.00	

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*69. Considering everything, how satisfied are you with your job?	N		4,932	10,341	3,814	2,161	919	22,167	NA
	%	69.20	21.58	47.63	17.27	9.52	4.00	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		3,711	9,052	3,774	3,693	1,980	22,210	NA
	%	60.05	19.86	40.20	16.24	15.89	7.83	100.00	
71. Considering everything, how satisfied are you with your organization?	N		3,457	9,624	4,748	3,020	1,375	22,224	NA
	%	55.89	12.47	43.42	22.62	14.93	6.56	100.00	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
Yes	16,278	54.15
No	5,372	42.66
Not sure	554	3.19
<b>Total</b>	<b>22,204</b>	<b>100.00</b>

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
I telework 3 or more days per week.	772	2.61
I telework 1 or 2 days per week.	3,486	11.03
I telework, but no more than 1 or 2 days per month.	2,708	8.49
I telework very infrequently, on an unscheduled or short-term basis.	4,619	14.65
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	4,116	35.06
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	749	4.77
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.	2,475	11.74
I do not telework because I choose not to telework.	3,154	11.64
<b>Total</b>	<b>22,079</b>	<b>100.00</b>

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

Sample or Census: Sample

Number of surveys completed: 23,204

Number of surveys administered: 40,831

Response Rate: 56.8%

**DEPARTMENT OF TRANSPORTATION  
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74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
<b>Yes</b>	13,378	52.52
<b>No</b>	6,797	33.43
<b>Not available to me</b>	1,925	14.05
<b>Total</b>	22,100	100.00

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
<b>Yes</b>	4,569	18.32
<b>No</b>	13,893	63.71
<b>Not available to me</b>	3,547	17.97
<b>Total</b>	22,009	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
<b>Yes</b>	3,290	14.00
<b>No</b>	17,957	82.64
<b>Not available to me</b>	630	3.35
<b>Total</b>	21,877	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
<b>Yes</b>	723	2.83
<b>No</b>	17,897	78.08
<b>Not available to me</b>	3,480	19.09
<b>Total</b>	22,100	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
<b>Yes</b>	610	2.12
<b>No</b>	18,160	80.29
<b>Not available to me</b>	3,355	17.59
<b>Total</b>	22,125	100.00

**DEPARTMENT OF TRANSPORTATION  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N		4,156	4,633	1,572	794	298	11,453	262
	%	76.30	35.72	40.58	13.88	7.00	2.82	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		6,307	5,762	753	295	129	13,246	135
	%	89.46	44.04	45.42	6.01	2.82	1.71	100.00	
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N		1,304	2,215	691	89	41	4,340	420
	%	78.38	26.82	51.56	16.76	2.10	2.77	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		872	1,593	552	78	29	3,124	504
	%	79.04	26.46	52.57	17.15	1.89	1.93	100.00	
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N		189	246	146	12	5	598	259
	%	70.02	29.43	40.59	22.90	6.51	0.56	100.00	
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N		128	221	138	5	6	498	225
	%	61.81	22.39	39.42	36.45	0.85	0.88	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

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

Sample or Census: Sample

Number of surveys completed: 23,204

Number of surveys administered: 40,831

Response Rate: 56.8%

**DEPARTMENT OF TRANSPORTATION  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	5,752	26.06
Field	16,317	73.94
<b>Total</b>	<b>22,069</b>	<b>100.00</b>

*86. What is your supervisory status?	N	%
Non-Supervisor	14,933	67.64
Team Leader	2,551	11.56
Supervisor	2,754	12.48
Manager	1,524	6.90
Executive	314	1.42
<b>Total</b>	<b>22,076</b>	<b>100.00</b>

*87. Are you:	N	%
Male	14,780	67.74
Female	7,038	32.26
<b>Total</b>	<b>21,818</b>	<b>100.00</b>

*88. Are you Hispanic or Latino?	N	%
Yes	1,698	7.87
No	19,889	92.13
<b>Total</b>	<b>21,587</b>	<b>100.00</b>

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	275	1.31
Asian	931	4.44
Black or African American	2,583	12.32
Native Hawaiian or Other Pacific Islander	138	0.66
White	16,306	77.78
Two or more races	730	3.48
<b>Total</b>	<b>20,963</b>	<b>100.00</b>

**DEPARTMENT OF TRANSPORTATION  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	N	%
<b>25 and under</b>	147	0.68
<b>26-29</b>	513	2.38
<b>30-39</b>	2,729	12.66
<b>40-49</b>	6,042	28.03
<b>50-59</b>	8,752	40.60
<b>60 or older</b>	3,371	15.64
<b>Total</b>	21,554	100.00

91. What is your pay category/grade?

	N	%
<b>Federal Wage System</b>	1,124	5.14
<b>GS 1-6</b>	361	1.65
<b>GS 7-12</b>	4,340	19.85
<b>GS 13-15</b>	10,305	47.14
<b>Senior Executive Service</b>	281	1.29
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	76	0.35
<b>Other</b>	5,375	24.59
<b>Total</b>	21,862	100.00

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

	N	%
<b>Less than 1 year</b>	387	1.76
<b>1 to 3 years</b>	2,019	9.19
<b>4 to 5 years</b>	2,116	9.64
<b>6 to 10 years</b>	3,651	16.63
<b>11 to 14 years</b>	2,801	12.76
<b>15 to 20 years</b>	2,522	11.48
<b>More than 20 years</b>	8,464	38.54
<b>Total</b>	21,960	100.00

Survey Administration Period: April 30, 2013 to June 14, 2013

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Sample or Census: Sample

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Response Rate: 56.8%

**DEPARTMENT OF TRANSPORTATION  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

93. How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
<b>Less than 1 year</b>	615	2.81
<b>1 to 3 years</b>	2,690	12.27
<b>4 to 5 years</b>	2,601	11.87
<b>6 to 10 years</b>	3,982	18.17
<b>11 to 20 years</b>	5,695	25.98
<b>More than 20 years</b>	6,338	28.91
<b>Total</b>	21,921	100.00

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

	N	%
<b>No</b>	15,776	71.91
<b>Yes, to retire</b>	1,548	7.06
<b>Yes, to take another job within the Federal Government</b>	2,711	12.36
<b>Yes, to take another job outside the Federal Government</b>	977	4.45
<b>Yes, other</b>	927	4.23
<b>Total</b>	21,939	100.00

95. I am planning to retire:

	N	%
<b>Within one year</b>	921	4.23
<b>Between one and three years</b>	2,410	11.08
<b>Between three and five years</b>	2,523	11.60
<b>Five or more years</b>	15,897	73.09
<b>Total</b>	21,751	100.00

**DEPARTMENT OF TRANSPORTATION  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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96. Self-Identify as:	N	%
<b>Heterosexual or Straight</b>	17,637	84.84
<b>Gay, Lesbian, Bisexual, or Transgender</b>	482	2.32
<b>I prefer not to say</b>	2,669	12.84
<b>Total</b>	20,788	100.00

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
<b>Yes</b>	8,229	37.66
<b>No</b>	13,624	62.34
<b>Total</b>	21,853	100.00

98. Are you an individual with a disability?	N	%
<b>Yes</b>	2,711	12.45
<b>No</b>	19,057	87.55
<b>Total</b>	21,768	100.00