

 **Department of Transportation**

**1. Interpretation of Results**

The Federal Employee Viewpoint Survey, administered by the Office of Personnel Management (OPM), provides an opportunity for Department of Transportation (DOT) employees to influence change by providing feedback about their working conditions, leadership, and other aspects of DOT. The following is a brief summary of the DOT-wide results from the 2016 survey.

Strengths

Responses that are 65 percent or more positive are considered strengths. The top five areas showing the highest positive responses in 2016 are:

* *“When needed I am willing to put in the extra effort to get the job done”* (96 percent positive);
* *“I am constantly looking for ways to do my job better”* (92 percent positive);
* *“The work I do is important”* (91 percent positive);
* *“I like the kind of work I do”* (85 percent positive); and
* *“My supervisor treats me with respect”* (85 percent positive).

Challenges

Responses that are 35 percent or more negative are considered challenges. The top five areas showing the highest negative responses in 2016 are:

* *“Pay raises depend on how well employees perform their jobs”* (56 percent negative);
* *“In my work unit, steps are taken to deal with a poor performer who cannot or will not improve”* (44 percent negative);
* *“Promotions in my work unit are based on merit”* (39 percent negative);
* *“In my work unit, differences in performance are recognized in a meaningful way”* (38 percent negative); and
* *“In my organization, senior leaders generate high levels of motivation and commitment in the workforce”* (36 percent negative).

Employee Engagement Index

OPM’s Employee Engagement Index measures conditions (satisfaction with leadership and supervisors, opportunity to use skills, satisfaction with intrinsic work experiences, etc.) likely to lead to employees’ willingness to put forth more discretionary effort (“going the extra mile”) to achieve positive work outcomes.

As illustrated below, DOT-wide scores on the Employee Engagement Index held relatively steady during the 2013-2016 timeframe, with a modest improvement of 1 percentage point from 2015 to 2016.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 2013 | 2014 | 2015 | 2016 |
| Employee Engagement | 65% | 64% | 66% | 67% |

Human Capital Assessment and Accountability Framework (HCAAF) Index

The HCAAF index measures different aspects of human capital management related to organizational effectiveness. The indices making up the HCAAF Index are Leadership & Knowledge Management, Results-Oriented Performance Culture, Talent Management, and Job Satisfaction. Below are DOT’s HCAAF results since 2013.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | 2013 | 2014 | 2015 | 2016 |
| Leadership & Knowledge Management | 60% | 59% | 61% | 62% |
| Performance Culture | 51% | 51% | 53% | 54% |
| Talent Management | 57% | 57% | 59% | 60% |
| Job Satisfaction | 67% | 65% | 67% | 67% |

DOT-wide scores on HCAAF indices have also held relatively steady during the 2013-2016 timeframe. DOT has seen a two to three percent improvement for Leadership and Knowledge Management, Performance Culture, and Talent Management since 2013.

**2. How the Survey was Conducted**

The survey was conducted online from April 25, 2016 through June 8, 2016. OPM sent emails to a group of randomly selected employees inviting them to participate in the survey. The email invitations contained a hyperlink to the survey website which was connected to a unique identification number to protect confidentiality of survey respondents.

**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 at least since October 31, 2015. DOT employees selected for survey participation included non-supervisory employees, supervisors, managers, and executives or equivalents. The sample included employees from all DOT sub-components. The survey sample was stratified by supervisory status and organizational membership. Also, supervisor and non-supervisory employees were sampled separately to allow for 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 29,868 employees, 14,871 responded for an overall agency response rate of 49.8 percent. 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 eliminated 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**

Please see below:

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| ResponseType | Item | Item Text | PercentPositive% | StronglyAgree/VeryGood/VerySatisfied% | Agree/Good/Satisfied% | NeitherAgree norDisagree/Fair/NeitherSatisfiednorDissatisfied% | Disagree/Poor/Dissatisfied% | StronglyDisagree/Very Poor/VeryDissatisfied% | PercentNegative% | StronglyAgree/VeryGood/VerySatisfiedN | Agree/Good/SatisfiedN | NeitherAgree norDisagree/Fair/NeitherSatisfiednorDissatisfiedN | Disagree/Poor/DissatisfiedN | StronglyDisagree/Very Poor/VeryDissatisfiedN | ItemResponseTotal\*\*N | Do NotKnow/NoBasis toJudgeN |
| Agree-disagree | 1 | \*I am given a real opportunity toimprove my skills in my organization. | 65.23% | 20.08% | 45.14% | 15.69% | 13.54% | 5.54% | 19.08% | 3,329 | 6,579 | 2,260 | 1,874 | 807 | 14,849 | N/A |
| Agree-disagree | 2 | I have enough information to do my jobwell. | 71.34% | 17.58% | 53.76% | 14.88% | 10.82% | 2.95% | 13.77% | 2,891 | 7,601 | 2,174 | 1,585 | 480 | 14,731 | N/A |
| Agree-disagree | 3 | I feel encouraged to come up with newand better ways of doing things. | 58.73% | 21.72% | 37.00% | 18.32% | 15.54% | 7.41% | 22.95% | 3,554 | 5,548 | 2,460 | 2,035 | 1,000 | 14,597 | N/A |
| Agree-disagree | 4 | \*My work gives me a feeling of personalaccomplishment. | 74.45% | 30.43% | 44.02% | 13.21% | 7.71% | 4.63% | 12.34% | 4,656 | 6,377 | 1,894 | 1,178 | 654 | 14,759 | N/A |
| Agree-disagree | 5 | \*I like the kind of work I do. | 85.06% | 42.00% | 43.06% | 9.69% | 3.66% | 1.58% | 5.25% | 6,061 | 6,306 | 1,459 | 542 | 253 | 14,621 | N/A |
| Agree-disagree | 6 | I know what is expected of me on thejob. | 80.08% | 30.89% | 49.19% | 11.34% | 5.89% | 2.69% | 8.58% | 4,621 | 7,085 | 1,650 | 929 | 422 | 14,707 | N/A |
| Agree-disagree | 7 | When needed I am willing to put in theextra effort to get a job done. | 96.14% | 64.92% | 31.22% | 2.36% | 0.88% | 0.63% | 1.50% | 9,745 | 4,480 | 321 | 120 | 88 | 14,754 | N/A |
| Agree-disagree | 8 | I am constantly looking for ways to domy job better. | 91.51% | 49.25% | 42.26% | 6.86% | 1.15% | 0.49% | 1.63% | 7,386 | 6,182 | 986 | 162 | 75 | 14,791 | N/A |
| Agree-disagree | 9 | I have sufficient resources (for example,people, materials, budget) to get my jobdone. | 48.78% | 10.83% | 37.95% | 16.24% | 21.70% | 13.28% | 34.98% | 1,696 | 5,680 | 2,435 | 3,212 | 1,775 | 14,798 | 34 |
| Agree-disagree | 10 | \*My workload is reasonable. | 62.58% | 12.43% | 50.15% | 15.60% | 13.74% | 8.07% | 21.81% | 1,859 | 7,184 | 2,326 | 2,141 | 1,204 | 14,714 | 25 |
| Agree-disagree | 11 | \*My talents are used well in theworkplace. | 61.80% | 16.87% | 44.93% | 15.84% | 13.47% | 8.89% | 22.36% | 2,708 | 6,233 | 2,200 | 1,916 | 1,317 | 14,374 | 51 |
| Agree-disagree | 12 | \*I know how my work relates to theagency's goals and priorities. | 83.59% | 30.45% | 53.13% | 9.92% | 4.35% | 2.14% | 6.50% | 4,830 | 7,524 | 1,407 | 641 | 316 | 14,718 | 42 |
| Agree-disagree | 13 | \*The work I do is important. | 90.61% | 51.27% | 39.34% | 6.35% | 2.01% | 1.03% | 3.04% | 7,238 | 5,829 | 1,064 | 298 | 177 | 14,606 | 27 |
| Agree-disagree | 14 | \*Physical conditions (for example, noiselevel, temperature, lighting, cleanlinessin the workplace) allow employees toperform their jobs well. | 72.21% | 25.54% | 46.68% | 12.73% | 10.29% | 4.77% | 15.06% | 4,146 | 6,724 | 1,841 | 1,379 | 660 | 14,750 | 43 |
| Agree-disagree | 15 | \*My performance appraisal is a fairreflection of my performance. | 68.53% | 24.30% | 44.23% | 16.25% | 8.33% | 6.89% | 15.22% | 3,665 | 6,361 | 2,317 | 1,227 | 929 | 14,499 | 312 |
| Agree-disagree | 16 | I am held accountable for achievingresults. | 80.55% | 28.57% | 51.98% | 12.29% | 4.42% | 2.74% | 7.16% | 4,581 | 7,616 | 1,681 | 517 | 296 | 14,691 | 76 |
| Agree-disagree | 17 | I can disclose a suspected violation ofany law, rule or regulation without fearof reprisal. | 68.07% | 28.68% | 39.39% | 15.79% | 8.36% | 7.78% | 16.13% | 4,294 | 5,392 | 2,290 | 1,071 | 1,084 | 14,131 | 631 |
| Agree-disagree | 18 | \*My training needs are assessed. | 55.53% | 14.77% | 40.75% | 21.03% | 14.97% | 8.47% | 23.45% | 2,368 | 5,819 | 3,018 | 2,183 | 1,271 | 14,659 | 129 |
| Agree-disagree | 19 | \*In my most recent performanceappraisal, I understood what I had to doto be rated at different performancelevels (for example, Fully Successful,Outstanding). | 61.18% | 21.04% | 40.14% | 17.94% | 12.71% | 8.17% | 20.88% | 3,159 | 5,692 | 2,435 | 1,750 | 1,195 | 14,231 | 613 |
| Agree-disagree | 20 | \*The people I work with cooperate toget the job done. | 76.93% | 28.71% | 48.21% | 12.28% | 7.76% | 3.04% | 10.80% | 4,619 | 7,112 | 1,641 | 1,061 | 412 | 14,845 | N/A |
| Agree-disagree | 21 | \*My work unit is able to recruit peoplewith the right skills. | 42.61% | 9.07% | 33.54% | 24.73% | 20.21% | 12.44% | 32.65% | 1,544 | 5,282 | 3,353 | 2,668 | 1,487 | 14,334 | 496 |
| Agree-disagree | 22 | \*Promotions in my work unit are basedon merit. | 33.88% | 8.57% | 25.31% | 27.28% | 18.38% | 20.46% | 38.84% | 1,505 | 3,827 | 3,714 | 2,287 | 2,350 | 13,683 | 1,091 |
| Agree-disagree | 23 | \*In my work unit, steps are taken todeal with a poor performer who cannotor will not improve. | 27.85% | 5.48% | 22.37% | 27.82% | 21.71% | 22.62% | 44.33% | 933 | 3,271 | 3,888 | 2,715 | 2,505 | 13,312 | 1,461 |
| Agree-disagree | 24 | \*In my work unit, differences inperformance are recognized in ameaningful way. | 33.49% | 7.13% | 26.36% | 28.43% | 20.18% | 17.90% | 38.08% | 1,222 | 4,076 | 3,940 | 2,637 | 2,055 | 13,930 | 864 |
| Agree-disagree | 25 | Awards in my work unit depend on howwell employees perform their jobs. | 41.48% | 9.68% | 31.80% | 25.25% | 16.26% | 17.00% | 33.26% | 1,626 | 4,640 | 3,414 | 2,039 | 1,966 | 13,685 | 1,070 |
| Agree-disagree | 26 | Employees in my work unit share jobknowledge with each other. | 78.22% | 25.25% | 52.97% | 11.62% | 6.55% | 3.62% | 10.17% | 3,987 | 7,431 | 1,737 | 982 | 613 | 14,750 | 44 |
| Agree-disagree | 27 | The skill level in my work unit hasimproved in the past year. | 55.80% | 16.95% | 38.85% | 26.80% | 10.44% | 6.97% | 17.40% | 2,594 | 5,600 | 3,845 | 1,365 | 854 | 14,258 | 553 |
| Good-poor | 28 | How would you rate the overall qualityof work done by your work unit? | 84.24% | 43.46% | 40.78% | 12.75% | 2.15% | 0.85% | 3.01% | 6,912 | 5,837 | 1,677 | 269 | 120 | 14,815 | N/A |
| Agree-disagree | 29 | \*The workforce has the job-relevantknowledge and skills necessary toaccomplish organizational goals. | 72.07% | 16.19% | 55.87% | 15.90% | 9.09% | 2.94% | 12.03% | 2,524 | 7,983 | 2,209 | 1,299 | 439 | 14,454 | 223 |
| Agree-disagree | 30 | \*Employees have a feeling of personalempowerment with respect to workprocesses. | 49.41% | 10.77% | 38.64% | 25.31% | 16.34% | 8.94% | 25.28% | 1,779 | 5,541 | 3,429 | 2,332 | 1,212 | 14,293 | 354 |
| Agree-disagree | 31 | Employees are recognized for providinghigh quality products and services. | 48.57% | 12.21% | 36.35% | 22.65% | 17.59% | 11.19% | 28.78% | 2,068 | 5,638 | 3,152 | 2,164 | 1,304 | 14,326 | 315 |
| Agree-disagree | 32 | \*Creativity and innovation arerewarded. | 37.73% | 10.06% | 27.67% | 29.25% | 19.75% | 13.26% | 33.02% | 1,726 | 4,408 | 3,959 | 2,463 | 1,560 | 14,116 | 490 |
| Agree-disagree | 33 | \*Pay raises depend on how wellemployees perform their jobs. | 19.36% | 4.65% | 14.70% | 24.39% | 24.72% | 31.53% | 56.25% | 830 | 2,386 | 3,669 | 3,312 | 3,384 | 13,581 | 998 |
| Agree-disagree | 34 | Policies and programs promotediversity in the workplace (for example,recruiting minorities and women,training in awareness of diversity issues,mentoring). | 57.56% | 18.44% | 39.12% | 29.06% | 6.79% | 6.59% | 13.38% | 2,621 | 5,506 | 3,582 | 875 | 851 | 13,435 | 1,194 |
| Agree-disagree | 35 | \*Employees are protected from healthand safety hazards on the job. | 82.98% | 27.33% | 55.65% | 10.72% | 4.07% | 2.24% | 6.31% | 4,196 | 7,956 | 1,516 | 466 | 280 | 14,414 | 222 |
| Agree-disagree | 36 | \*My organization has preparedemployees for potential securitythreats. | 79.29% | 21.76% | 57.53% | 12.68% | 5.37% | 2.66% | 8.04% | 3,583 | 8,165 | 1,724 | 660 | 317 | 14,449 | 148 |
| Agree-disagree | 37 | Arbitrary action, personal favoritismand coercion for partisan politicalpurposes are not tolerated. | 58.76% | 19.96% | 38.80% | 20.60% | 9.89% | 10.76% | 20.65% | 3,004 | 5,294 | 2,709 | 1,348 | 1,390 | 13,745 | 851 |
| Agree-disagree | 38 | Prohibited Personnel Practices (forexample, illegally discriminating for oragainst any employee/applicant,obstructing a person's right to competefor employment, knowingly violatingveterans' preference requirements) arenot tolerated. | 71.87% | 28.38% | 43.49% | 16.50% | 5.43% | 6.20% | 11.63% | 4,014 | 5,733 | 2,064 | 649 | 806 | 13,266 | 1,255 |
| Agree-disagree | 39 | My agency is successful ataccomplishing its mission. | 80.33% | 25.13% | 55.20% | 13.69% | 3.80% | 2.18% | 5.98% | 3,861 | 7,753 | 1,993 | 529 | 294 | 14,430 | 222 |
| Agree-disagree | 40 | I recommend my organization as a goodplace to work. | 68.71% | 26.04% | 42.67% | 17.93% | 9.06% | 4.31% | 13.37% | 4,102 | 6,125 | 2,551 | 1,266 | 611 | 14,655 | N/A |
| Agree-disagree | 41 | I believe the results of this survey willbe used to make my agency a betterplace to work. | 42.45% | 14.95% | 27.50% | 27.14% | 16.22% | 14.19% | 30.41% | 2,315 | 4,042 | 3,596 | 2,005 | 1,614 | 13,572 | 1,098 |
| Agree-disagree | 42 | \*My supervisor supports my need tobalance work and other life issues. | 83.88% | 43.56% | 40.32% | 8.02% | 4.49% | 3.61% | 8.10% | 6,862 | 5,613 | 1,084 | 553 | 469 | 14,581 | 74 |
| Agree-disagree | 43 | My supervisor provides me withopportunities to demonstrate myleadership skills. | 68.72% | 31.55% | 37.17% | 16.07% | 8.86% | 6.34% | 15.21% | 5,091 | 5,261 | 2,123 | 1,204 | 869 | 14,548 | 76 |
| Agree-disagree | 44 | \*Discussions with my supervisor aboutmy performance are worthwhile. | 65.32% | 29.03% | 36.29% | 17.00% | 9.60% | 8.09% | 17.69% | 4,463 | 5,080 | 2,388 | 1,323 | 1,089 | 14,343 | 198 |
| Agree-disagree | 45 | My supervisor is committed to aworkforce representative of allsegments of society. | 71.64% | 32.58% | 39.06% | 20.04% | 3.71% | 4.62% | 8.33% | 4,686 | 5,075 | 2,446 | 473 | 567 | 13,247 | 1,349 |
| Agree-disagree | 46 | My supervisor provides me withconstructive suggestions to improve myjob performance. | 65.49% | 26.64% | 38.85% | 18.03% | 9.54% | 6.94% | 16.48% | 4,196 | 5,406 | 2,570 | 1,368 | 969 | 14,509 | 82 |
| Agree-disagree | 47 | \*Supervisors in my work unit supportemployee development. | 68.54% | 29.16% | 39.38% | 16.33% | 8.19% | 6.94% | 15.13% | 4,607 | 5,520 | 2,257 | 1,074 | 930 | 14,388 | 233 |
| Agree-disagree | 48 | My supervisor listens to what I have tosay. | 79.79% | 40.35% | 39.44% | 10.76% | 6.17% | 3.29% | 9.46% | 6,192 | 5,616 | 1,442 | 898 | 473 | 14,621 | N/A |
| Agree-disagree | 49 | My supervisor treats me with respect. | 84.71% | 46.28% | 38.43% | 8.40% | 3.93% | 2.96% | 6.89% | 7,037 | 5,305 | 1,178 | 581 | 472 | 14,573 | N/A |
| Agree-disagree | 50 | In the last six months, my supervisorhas talked with me about myperformance. | 83.49% | 38.98% | 44.52% | 7.67% | 5.98% | 2.86% | 8.83% | 5,942 | 6,259 | 1,108 | 893 | 397 | 14,599 | N/A |
| Agree-disagree | 51 | \*I have trust and confidence in mysupervisor. | 70.27% | 37.69% | 32.57% | 14.87% | 8.10% | 6.76% | 14.86% | 5,862 | 4,581 | 2,092 | 1,105 | 942 | 14,582 | N/A |
| Good-poor | 52 | \*Overall, how good a job do you feel isbeing done by your immediatesupervisor? | 72.78% | 42.09% | 30.69% | 16.42% | 6.09% | 4.71% | 10.81% | 6,483 | 4,353 | 2,327 | 796 | 656 | 14,615 | N/A |
| Agree-disagree | 53 | \*In my organization, senior leadersgenerate high levels of motivation andcommitment in the workforce. | 40.16% | 10.76% | 29.39% | 23.94% | 20.33% | 15.57% | 35.90% | 1,880 | 4,540 | 3,366 | 2,549 | 1,957 | 14,292 | 259 |
| Agree-disagree | 54 | My organization's senior leadersmaintain high standards of honesty andintegrity. | 51.68% | 16.24% | 35.44% | 24.82% | 11.30% | 12.20% | 23.50% | 2,626 | 4,995 | 3,174 | 1,385 | 1,485 | 13,665 | 876 |
| Agree-disagree | 55 | \*Supervisors work well with employeesof different backgrounds. | 67.98% | 20.22% | 47.76% | 20.27% | 6.03% | 5.73% | 11.75% | 2,943 | 6,434 | 2,644 | 809 | 765 | 13,595 | 845 |
| Agree-disagree | 56 | \*Managers communicate the goals andpriorities of the organization. | 63.32% | 16.59% | 46.74% | 19.17% | 10.25% | 7.26% | 17.51% | 2,680 | 6,756 | 2,528 | 1,375 | 993 | 14,332 | 145 |
| Agree-disagree | 57 | \*Managers review and evaluate theorganization's progress toward meetingits goals and objectives. | 63.51% | 17.11% | 46.40% | 21.85% | 8.57% | 6.08% | 14.64% | 2,598 | 6,454 | 2,707 | 1,052 | 740 | 13,551 | 906 |
| Agree-disagree | 58 | Managers promote communicationamong different work units (forexample, about projects, goals, neededresources). | 56.60% | 15.71% | 40.89% | 20.99% | 12.83% | 9.58% | 22.41% | 2,497 | 5,837 | 2,786 | 1,736 | 1,246 | 14,102 | 398 |
| Agree-disagree | 59 | Managers support collaboration acrosswork units to accomplish workobjectives. | 62.38% | 18.03% | 44.35% | 19.24% | 9.87% | 8.52% | 18.38% | 2,813 | 6,217 | 2,637 | 1,371 | 1,078 | 14,116 | 382 |
| Good-poor | 60 | Overall, how good a job do you feel isbeing done by the manager directlyabove your immediate supervisor? | 60.41% | 25.38% | 35.03% | 21.84% | 9.52% | 8.23% | 17.75% | 3,915 | 4,782 | 2,878 | 1,155 | 1,086 | 13,816 | 708 |
| Agree-disagree | 61 | \*I have a high level of respect for myorganization's senior leaders. | 52.92% | 19.55% | 33.36% | 23.70% | 13.03% | 10.36% | 23.38% | 3,222 | 4,813 | 3,208 | 1,685 | 1,418 | 14,346 | 175 |
| Agree-disagree | 62 | Senior leaders demonstrate support forWork/Life programs. | 57.97% | 21.47% | 36.50% | 25.90% | 9.04% | 7.08% | 16.13% | 3,210 | 5,124 | 3,053 | 1,002 | 826 | 13,215 | 1,313 |
| Satisfied-dissatisfied | 63 | \*How satisfied are you with yourinvolvement in decisions that affectyour work? | 55.22% | 14.73% | 40.49% | 21.39% | 16.54% | 6.85% | 23.38% | 2,510 | 5,805 | 2,980 | 2,300 | 903 | 14,498 | N/A |
| Satisfied-dissatisfied | 64 | \*How satisfied are you with theinformation you receive frommanagement on what's going on inyour organization? | 50.66% | 13.12% | 37.54% | 23.55% | 17.68% | 8.11% | 25.78% | 2,266 | 5,513 | 3,196 | 2,439 | 1,032 | 14,446 | N/A |
| Satisfied-dissatisfied | 65 | \*How satisfied are you with therecognition you receive for doing agood job? | 48.29% | 14.55% | 33.75% | 24.07% | 17.07% | 10.57% | 27.64% | 2,443 | 5,115 | 3,274 | 2,288 | 1,300 | 14,420 | N/A |
| Satisfied-dissatisfied | 66 | \*How satisfied are you with the policiesand practices of your senior leaders? | 41.53% | 10.44% | 31.09% | 30.40% | 17.98% | 10.10% | 28.07% | 1,865 | 4,726 | 4,094 | 2,424 | 1,346 | 14,455 | N/A |
| Satisfied-dissatisfied | 67 | \*How satisfied are you with youropportunity to get a better job in yourorganization? | 38.60% | 10.49% | 28.11% | 26.77% | 18.19% | 16.45% | 34.63% | 1,853 | 4,111 | 3,776 | 2,624 | 2,079 | 14,443 | N/A |
| Satisfied-dissatisfied | 68 | \*How satisfied are you with the trainingyou receive for your present job? | 54.01% | 13.86% | 40.15% | 22.42% | 15.18% | 8.39% | 23.57% | 2,232 | 5,701 | 3,207 | 2,151 | 1,146 | 14,437 | N/A |
| Satisfied-dissatisfied | 69 | \*Considering everything, how satisfiedare you with your job? | 69.11% | 23.49% | 45.62% | 17.03% | 9.38% | 4.48% | 13.86% | 3,701 | 6,448 | 2,316 | 1,408 | 577 | 14,450 | N/A |
| Satisfied-dissatisfied | 70 | \*Considering everything, how satisfiedare you with your pay? | 58.05% | 18.72% | 39.33% | 15.71% | 16.73% | 9.51% | 26.24% | 2,897 | 6,089 | 2,200 | 2,172 | 1,103 | 14,461 | N/A |
| Satisfied-dissatisfied | 71 | Considering everything, how satisfiedare you with your organization? | 58.88% | 16.27% | 42.61% | 20.75% | 14.04% | 6.32% | 20.36% | 2,757 | 6,180 | 2,816 | 1,851 | 857 | 14,461 | N/A |
| Satisfied-dissatisfied | 79 | How satisfied are you with the followingWork/Life programs in your agency?Telework | 81.59% | 41.20% | 40.38% | 10.42% | 5.80% | 2.19% | 8.00% | 4,270 | 4,148 | 1,047 | 602 | 240 | 10,307 | 114 |
| Satisfied-dissatisfied | 80 | How satisfied are you with the followingWork/Life programs in your agency?Alternative Work Schedules (AWS) | 91.11% | 50.67% | 40.44% | 5.66% | 2.37% | 0.87% | 3.24% | 4,811 | 3,578 | 446 | 184 | 64 | 9,083 | 72 |
| Satisfied-dissatisfied | 81 | How satisfied are you with the followingWork/Life programs in your agency?Health and Wellness Programs (forexample, exercise, medical screening,quit smoking programs) | 80.70% | 31.75% | 48.95% | 15.64% | 3.12% | 0.54% | 3.66% | 959 | 1,390 | 400 | 69 | 17 | 2,835 | 233 |
| Satisfied-dissatisfied | 82 | How satisfied are you with the followingWork/Life programs in your agency?Employee Assistance Program (EAP) | 81.43% | 29.25% | 52.18% | 15.72% | 2.09% | 0.76% | 2.85% | 672 | 1,040 | 308 | 46 | 16 | 2,082 | 286 |
| Satisfied-dissatisfied | 83 | How satisfied are you with the followingWork/Life programs in your agency?Child Care Programs (for example,daycare, parenting classes, parentingsupport groups) | 74.64% | 33.45% | 41.19% | 21.67% | 2.28% | 1.42% | 3.69% | 139 | 140 | 96 | 10 | 2 | 387 | 191 |
| Satisfied-dissatisfied | 84 | How satisfied are you with the followingWork/Life programs in your agency?Elder Care Programs (for example,support groups, speakers) | 70.90% | 31.13% | 39.77% | 26.71% | 1.82% | 0.57% | 2.39% | 106 | 121 | 91 | 7 | 3 | 328 | 158 |