

**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:

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Response Type | Item | Item Text | Percent Positive % | Strongly Agree/ Very Good/ Very Satisfied % | Agree/ Good/ Satisfied % | Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied % | Disagree/ Poor/ Dissatisfied % | Strongly Disagree/ Very Poor/ Very Dissatisfied % | Percent Negative % | Strongly Agree/ Very Good/ Very Satisfied N | Agree/ Good/ Satisfied N | Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N | Disagree/ Poor/ Dissatisfied N | Strongly Disagree/ Very Poor/ Very Dissatisfied N | Item Response Total\*\* N | Do Not Know/ No Basis to Judge N |
| Agree -disagree | 1 | \*I am given a real opportunity to improve 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 job well. | 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 new and 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 personal accomplishment. | 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 the job. | 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 the extra 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 do my 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 job done. | 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 the workplace. | 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 the agency'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, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform 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 fair reflection 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 achieving results. | 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 of any law, rule or regulation without fear of 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 performance appraisal, I understood what I had to do to be rated at different performance levels (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 to get 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 people with 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 based on 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 to deal with a poor performer who cannot or 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 in performance are recognized in a meaningful 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 how well 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 job knowledge 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 has improved 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 quality of 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-relevant knowledge and skills necessary to accomplish 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 personal empowerment with respect to work processes. | 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 providing high 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 are rewarded. | 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 well employees 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 promote diversity 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 health and 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 prepared employees for potential security threats. | 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 favoritism and coercion for partisan political purposes 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 (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. | 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 at accomplishing 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 good place 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 will be used to make my agency a better place 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 to balance 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 with opportunities to demonstrate my leadership 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 about my 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 a workforce representative of all segments 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 with constructive suggestions to improve my job 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 support employee 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 to say. | 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 supervisor has talked with me about my performance. | 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 my supervisor. | 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 is being done by your immediate supervisor? | 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 leaders generate high levels of motivation and commitment 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 leaders maintain high standards of honesty and integrity. | 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 employees of 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 and priorities 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 the organization's progress toward meeting its 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 communication among different work units (for example, about projects, goals, needed resources). | 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 across work units to accomplish work objectives. | 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 is being done by the manager directly above 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 my organization'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 for Work/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 -dissatisfi ed | 63 | \*How satisfied are you with your involvement in decisions that affect your 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 -dissatisfi ed | 64 | \*How satisfied are you with the information you receive from management on what's going on in your 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 -dissatisfi ed | 65 | \*How satisfied are you with the recognition you receive for doing a good 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 -dissatisfi ed | 66 | \*How satisfied are you with the policies and 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 -dissatisfi ed | 67 | \*How satisfied are you with your opportunity to get a better job in your organization? | 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 -dissatisfi ed | 68 | \*How satisfied are you with the training you 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 -dissatisfi ed | 69 | \*Considering everything, how satisfied are 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 -dissatisfi ed | 70 | \*Considering everything, how satisfied are 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 -dissatisfi ed | 71 | Considering everything, how satisfied are 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 -dissatisfi ed | 79 | How satisfied are you with the following Work/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 -dissatisfi ed | 80 | How satisfied are you with the following Work/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 -dissatisfi ed | 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) | 80.70% | 31.75% | 48.95% | 15.64% | 3.12% | 0.54% | 3.66% | 959 | 1,390 | 400 | 69 | 17 | 2,835 | 233 |
| Satisfied -dissatisfi ed | 82 | How satisfied are you with the following Work/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 -dissatisfi ed | 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) | 74.64% | 33.45% | 41.19% | 21.67% | 2.28% | 1.42% | 3.69% | 139 | 140 | 96 | 10 | 2 | 387 | 191 |
| Satisfied -dissatisfi ed | 84 | How satisfied are you with the following Work/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 |