

**Executive Office of the President  
Office of Management and Budget**



## **2014 Federal Employee Viewpoint Survey Results**

### **Summary of Results**

OMB results on the 2014 Federal Employee Viewpoint Survey (FEVS) identify key strengths and current challenges facing the agency.

The 84-item survey includes 71 items measuring employee satisfaction and perceptions of effective agency management practices and 13 items related to work/life. Forty-one items are identified as agency strengths (greater than 65% positive) and three items are identified as agency challenges (greater than 35% negative).

Consistent with previous years, top survey items focus on the willingness to do whatever it takes to get the job done, cooperation, and the importance of the high quality work performed. Three of the top ten items indicate staff feel that their supervisor treats them with respect, listens to what they have to say, and supports the need for work/life balance.

Items scoring the highest percent positive responses include:

- When needed I am willing to put in the extra effort to get a job done. (99% positive)
- How would you rate the overall quality of work done by your work unit? (94% positive)
- I am constantly looking for ways to do my job better. (93% positive)

However, there are some items with a notable negative responses. These areas focus on sufficient resources and workload. Further, OMB must continue to focus on communications, learning and development, performance management, and ensuring staff feel connected to and empowered by the good work they do. Survey items and response choices are included in tables beginning on page 3.

### **Organizational Performance**

Key indicators of organizational performance are best reflected in the Human Capital Assessment and Accountability Framework (HCAFF), the Employee Engagement Index, and the Global Satisfaction Index. On the HCAFF index which measures an agency's efforts to achieve its mission with human capital strategies, OMB received the following percent positive responses.

- Leadership & Knowledge Management – 60%
- Results-Oriented Performance Culture – 60%
- Talent Management – 61%
- Job Satisfaction – 69%

The Employee Engagement Index measures conditions likely to lead to employee engagement such as responsiveness from leadership and opportunity to use skills. The Global Satisfaction Index measures overall employee satisfaction with job, pay, and the organization as a whole. OMB staff indicates a 73% positive response on the Employee Engagement Index and 66% positive response on the Global Satisfaction Index. OMB is above the governmentwide average on all indices.

### **Background**

The survey was conducted by the Office of Personnel Management (OPM) from May 6 and June 13, 2014. All 399 full-time and part-time career employees who joined the agency on or before October 2013 received the survey. Responses were received from 304 employees with a response rate of 76%.

**OFFICE OF MANAGEMENT AND BUDGET  
2014 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		61	142	54	39	8	304	NA
	%	67.28	21.27	46.01	17.59	12.44	2.68	100.00	
2. I have enough information to do my job well.	N		45	156	51	39	9	300	NA
	%	67.93	15.81	52.12	16.68	12.38	3.02	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		92	122	49	29	10	302	NA
	%	70.89	31.46	39.43	16.45	9.33	3.34	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		109	139	34	15	5	302	NA
	%	81.96	36.46	45.50	11.37	5.02	1.65	100.00	
*5. I like the kind of work I do.	N		120	144	26	7	2	299	NA
	%	88.23	39.97	48.26	8.62	2.45	0.70	100.00	
6. I know what is expected of me on the job.	N		73	154	36	30	10	303	NA
	%	75.52	24.99	50.53	11.63	9.60	3.25	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		227	73	2	0	0	302	NA
	%	99.41	75.07	24.34	0.59	0.00	0.00	100.00	
8. I am constantly looking for ways to do my job better.	N		154	129	18	3	0	304	NA
	%	93.37	50.85	42.52	5.75	0.88	0.00	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		14	75	53	111	50	303	0
	%	29.88	4.79	25.08	17.25	36.02	16.85	100.00	
*10. My workload is reasonable.	N		9	102	58	92	40	301	0
	%	37.34	2.96	34.38	19.50	30.12	13.04	100.00	
*11. My talents are used well in the workplace.	N		48	146	51	45	9	299	0
	%	65.01	16.13	48.88	17.22	14.70	3.07	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		69	152	38	34	10	303	1
	%	74.08	23.39	50.69	11.81	10.81	3.30	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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: Census

Number of surveys completed: 304

Number of surveys administered: 399

Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 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
*13. The work I do is important.	N		134	135	25	3	3	300	2
	%	89.77	44.47	45.30	8.09	1.06	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		30	129	63	47	35	304	0
	%	52.67	9.80	42.87	21.01	14.97	11.35	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		70	156	38	23	10	297	4
	%	75.98	23.29	52.69	12.99	7.73	3.30	100.00	
16. I am held accountable for achieving results.	N		75	166	38	18	6	303	1
	%	80.27	24.97	55.30	12.13	5.66	1.95	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		100	110	31	13	18	272	31
	%	77.13	36.60	40.53	11.83	4.47	6.57	100.00	
*18. My training needs are assessed.	N		23	109	72	69	27	300	4
	%	44.83	8.03	36.80	23.76	22.85	8.56	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		53	134	45	49	19	300	3
	%	62.80	18.08	44.72	14.98	16.12	6.10	100.00	
*20. The people I work with cooperate to get the job done.	N		139	135	20	10	0	304	NA
	%	90.36	46.22	44.14	6.25	3.39	0.00	100.00	
*21. My work unit is able to recruit people with the right skills.	N		41	127	55	60	17	300	4
	%	56.37	14.03	42.34	18.42	19.57	5.64	100.00	
*22. Promotions in my work unit are based on merit.	N		48	97	70	42	13	270	31
	%	54.85	18.93	35.92	25.69	14.83	4.63	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		21	71	80	67	24	263	40
	%	36.52	8.81	27.71	30.68	23.98	8.81	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		28	92	94	53	15	282	20
	%	44.07	10.70	33.37	32.40	18.33	5.21	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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: Census

Number of surveys completed: 304

Number of surveys administered: 399

Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

			<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
25. Awards in my work unit depend on how well employees perform their jobs.	N			44	101	75	41	21	282	21
	%		53.03	17.00	36.03	25.60	13.98	7.39	100.00	
26. Employees in my work unit share job knowledge with each other.	N			109	157	20	10	7	303	0
	%		87.34	36.26	51.08	6.93	3.40	2.33	100.00	
27. The skill level in my work unit has improved in the past year.	N			55	123	84	29	5	296	8
	%		60.39	19.03	41.36	28.43	9.57	1.60	100.00	
			<b>Percent Positive</b>	<b>Very Good</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>	<b>Item Response Total</b>	<b>Do Not Know/ No Basis to Judge</b>
28. How would you rate the overall quality of work done by your work unit?	N			175	110	17	2	0	304	NA
	%		93.80	57.94	35.86	5.62	0.58	0.00	100.00	
			<b>Percent Positive</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither Agree nor Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>	<b>Item Response Total**</b>	<b>Do Not Know/ No Basis to Judge</b>
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N			67	171	43	16	1	298	1
	%		79.70	22.54	57.16	14.80	5.20	0.30	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N			38	118	64	66	13	299	2
	%		52.47	13.29	39.18	21.72	21.73	4.08	100.00	
31. Employees are recognized for providing high quality products and services.	N			51	140	63	35	6	295	4
	%		65.23	18.05	47.18	21.40	11.47	1.89	100.00	
*32. Creativity and innovation are rewarded.	N			37	131	74	41	13	296	5
	%		57.93	13.53	44.40	24.08	13.82	4.17	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N			14	60	87	79	29	269	31
	%		28.98	5.88	23.10	31.81	28.89	10.31	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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: Census

Number of surveys completed: 304

Number of surveys administered: 399

Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 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
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		26	97	93	47	22	285	17
	%	43.63	9.59	34.03	32.16	16.05	8.17	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		38	112	71	49	20	290	12
	%	52.43	13.53	38.90	24.62	16.38	6.56	100.00	
*36. My organization has prepared employees for potential security threats.	N		50	152	53	31	13	299	2
	%	67.77	16.84	50.93	18.00	10.01	4.22	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		83	120	46	24	8	281	20
	%	72.37	29.96	42.42	16.40	8.31	2.92	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		101	122	34	10	7	274	26
	%	80.85	36.69	44.16	12.55	3.81	2.79	100.00	
39. My agency is successful at accomplishing its mission.	N		54	160	56	25	3	298	3
	%	71.80	18.41	53.39	18.80	8.48	0.92	100.00	
40. I recommend my organization as a good place to work.	N		74	146	55	22	5	302	NA
	%	73.23	25.05	48.18	17.76	7.25	1.76	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		42	98	69	63	21	293	9
	%	48.54	14.72	33.83	23.78	20.60	7.07	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		144	115	20	15	8	302	0
	%	85.97	47.71	38.26	6.62	4.79	2.62	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		124	107	37	25	7	300	2
	%	77.43	42.23	35.19	12.10	8.19	2.28	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		89	115	50	22	18	294	6
	%	69.35	30.71	38.64	17.04	7.53	6.09	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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: Census

Number of surveys completed: 304

Number of surveys administered: 399

Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 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
45. My supervisor is committed to a workforce representative of all segments of society.	N		95	113	49	14	5	276	24
	%	75.74	34.87	40.87	17.52	4.95	1.79	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		77	130	51	31	10	299	1
	%	69.57	26.16	43.41	16.94	10.10	3.39	100.00	
*47. Supervisors in my work unit support employee development.	N		112	121	42	17	7	299	3
	%	78.42	38.52	39.90	13.70	5.62	2.26	100.00	
48. My supervisor listens to what I have to say.	N		157	104	19	16	6	302	NA
	%	86.39	52.31	34.08	6.22	5.31	2.08	100.00	
49. My supervisor treats me with respect.	N		172	95	15	12	7	301	NA
	%	88.92	57.50	31.42	4.86	3.81	2.42	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		107	121	27	33	13	301	NA
	%	75.54	35.87	39.67	9.37	10.85	4.23	100.00	
*51. I have trust and confidence in my supervisor.	N		144	97	36	15	10	302	NA
	%	79.92	48.01	31.90	11.84	4.92	3.32	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?	N		150	91	42	11	6	300	NA
	%	80.78	50.43	30.35	13.56	3.64	2.03	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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: Census

Number of surveys completed: 304

Number of surveys administered: 399

Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 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
*53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N		27	112	80	52	25	296	4
	%	47.49	9.51	37.99	27.32	17.03	8.15	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		70	137	48	18	9	282	17
	%	73.34	25.08	48.27	17.05	6.56	3.05	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		61	139	52	14	7	273	23
	%	73.03	22.16	50.87	19.12	5.27	2.59	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		41	127	62	50	16	296	2
	%	57.21	14.48	42.73	20.80	16.84	5.15	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		31	100	84	57	16	288	12
	%	45.96	11.08	34.87	29.03	19.64	5.38	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		48	126	60	49	14	297	3
	%	59.20	16.92	42.28	19.84	16.42	4.54	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		60	138	56	32	10	296	2
	%	67.20	20.99	46.21	18.64	10.84	3.33	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?	N		103	109	57	18	6	293	6
	%	72.73	35.33	37.40	19.10	6.28	1.89	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		57	139	58	32	12	298	2
	%	66.24	19.40	46.84	19.23	10.71	3.81	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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: Census

Number of surveys completed: 304

Number of surveys administered: 399

Response Rate: 76.2%



**OFFICE OF MANAGEMENT AND BUDGET  
2014 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
62. Senior leaders demonstrate support for Work/Life programs.	N		38	116	69	45	19	287	13
	%	54.62	13.56	41.07	23.45	15.24	6.69	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		55	123	64	45	11	298	NA
	%	60.52	19.07	41.45	21.29	14.51	3.68	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		48	124	67	43	16	298	NA
	%	59.31	17.41	41.90	21.77	13.73	5.19	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		47	121	63	50	17	298	NA
	%	56.94	16.20	40.74	21.39	16.15	5.52	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		27	125	81	49	16	298	NA
	%	51.46	9.42	42.04	26.94	16.33	5.28	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		34	67	115	60	22	298	NA
	%	34.15	11.93	22.22	39.07	19.80	6.98	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		24	82	106	72	13	297	NA
	%	36.31	8.24	28.07	35.53	24.15	4.00	100.00	
*69. Considering everything, how satisfied are you with your job?	N		66	146	56	25	6	299	NA
	%	71.58	22.64	48.94	18.30	8.07	2.05	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		37	140	58	46	18	299	NA
	%	58.25	12.00	46.26	19.94	15.42	6.39	100.00	
71. Considering everything, how satisfied are you with your organization?	N		46	138	68	35	11	298	NA
	%	62.34	15.61	46.73	22.54	11.41	3.71	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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: Census

Number of surveys completed: 304

Number of surveys administered: 399

Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>72. Have you been notified whether or not you are eligible to telework?</b>	N	%
Yes, I was notified that I was eligible to telework.	271	91.27
Yes, I was notified that I was not eligible to telework.	7	2.20
No, I was not notified of my telework eligibility.	11	3.72
Not sure if I was notified of my telework eligibility.	9	2.82
<b>Total</b>	<b>298</b>	<b>100.00</b>

<b>73. Please select the response below that BEST describes your current teleworking situation.</b>	N	%
I telework 3 or more days per week.	5	1.56
I telework 1 or 2 days per week.	33	10.90
I telework, but no more than 1 or 2 days per month.	25	8.46
I telework very infrequently, on an unscheduled or short-term basis.	168	56.36
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	5	1.71
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	1	0.30
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.	10	3.39
I do not telework because I choose not to telework.	51	17.32
<b>Total</b>	<b>298</b>	<b>100.00</b>

<b>74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)</b>	N	%
Yes	46	15.06
No	152	52.36
Not available to me	100	32.58
<b>Total</b>	<b>298</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 304  
Number of surveys administered: 399  
Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)</b>	N	%
Yes	82	27.48
No	210	70.98
Not available to me	5	1.54
<b>Total</b>	<b>297</b>	<b>100.00</b>

<b>76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)</b>	N	%
Yes	18	6.12
No	274	92.57
Not available to me	4	1.31
<b>Total</b>	<b>296</b>	<b>100.00</b>

<b>77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)</b>	N	%
Yes	25	8.20
No	249	83.97
Not available to me	24	7.83
<b>Total</b>	<b>298</b>	<b>100.00</b>

<b>78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)</b>	N	%
Yes	2	0.80
No	270	91.35
Not available to me	24	7.86
<b>Total</b>	<b>296</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 304  
Number of surveys administered: 399  
Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 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		62	100	40	23	4	229	2
	%	70.95	27.62	43.33	17.30	10.16	1.60	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		23	14	5	2	2	46	1
	%	81.23	51.01	30.22	10.38	3.94	4.44	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		25	44	9	4	0	82	2
	%	84.09	31.39	52.70	10.50	5.41	0.00	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		5	9	3	1	1	19	2
	%	73.45	24.42	49.02	16.11	5.98	4.46	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		7	11	3	3	1	25	1
	%	72.37	27.05	45.32	12.01	10.80	4.82	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		0	2	1	0	0	3	1
	%	64.70	0.00	64.70	35.30	0.00	0.00	100.00	

Survey Administration Period: May 6, 2014 to June 13, 2014

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: Census

Number of surveys completed: 304

Number of surveys administered: 399

Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	296	100.00
Field	0	0.00
<b>Total</b>	<b>296</b>	<b>100.00</b>

*What is your supervisory status?	N	%
Non-Supervisor	203	68.81
Team Leader	36	12.20
Supervisor	38	12.88
Manager	8	2.71
Senior Leader	10	3.39
<b>Total</b>	<b>295</b>	<b>100.00</b>

*Are you:	N	%
Male	138	47.26
Female	154	52.74
<b>Total</b>	<b>292</b>	<b>100.00</b>

*Are you Hispanic or Latino?	N	%
Yes	7	2.43
No	281	97.57
<b>Total</b>	<b>288</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
 Percentages are weighted to represent the Agency's population.  
 \* AES prescribed items

Sample or Census: Census  
 Number of surveys completed: 304  
 Number of surveys administered: 399  
 Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>*Please select the racial category or categories with which you most closely identify.</b>	<b>N</b>	<b>%</b>
American Indian or Alaska Native	0	0.00
Asian	27	9.78
Black or African American	12	4.35
Native Hawaiian or Other Pacific Islander	1	0.36
White	229	82.97
Two or more races	7	2.54
<b>Total</b>	<b>276</b>	<b>100.00</b>

<b>What is the highest degree or level of education you have completed?</b>	<b>N</b>	<b>%</b>
Less than High School	0	0.00
High School Diploma/GED or equivalent	2	0.69
Trade or Technical Certificate	0	0.00
Some College (no degree)	7	2.41
Associate's Degree (e.g., AA, AS)	1	0.34
Bachelor's Degree (e.g., BA, BS)	26	8.93
Master's Degree (e.g., MA, MS, MBA)	198	68.04
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	57	19.59
<b>Total</b>	<b>291</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
 Percentages are weighted to represent the Agency's population.  
 \* AES prescribed items

Sample or Census: Census  
 Number of surveys completed: 304  
 Number of surveys administered: 399  
 Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

What is your pay category/grade?	N	%
Federal Wage System	0	0.00
GS 1-6	0	0.00
GS 7-12	32	10.88
GS 13-15	216	73.47
Senior Executive Service	46	15.65
Senior Level (SL) or Scientific or Professional (ST)	0	0.00
Other	0	0.00
<b>Total</b>	<b>294</b>	<b>100.00</b>

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	0	0.00
1 to 3 years	29	9.97
4 to 5 years	36	12.37
6 to 10 years	96	32.99
11 to 14 years	32	11.00
15 to 20 years	35	12.03
More than 20 years	63	21.65
<b>Total</b>	<b>291</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 304  
Number of surveys administered: 399  
Response Rate: 76.2%

**OFFICE OF MANAGEMENT AND BUDGET  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>N</b>	<b>%</b>
Less than 1 year	0	0.00
1 to 3 years	51	17.35
4 to 5 years	52	17.69
6 to 10 years	97	32.99
11 to 20 years	52	17.69
More than 20 years	42	14.29
<b>Total</b>	<b>294</b>	<b>100.00</b>

<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>N</b>	<b>%</b>
No	172	58.70
Yes, to retire	8	2.73
Yes, to take another job within the Federal Government	61	20.82
Yes, to take another job outside the Federal Government	38	12.97
Yes, other	14	4.78
<b>Total</b>	<b>293</b>	<b>100.00</b>

<b>I am planning to retire:</b>	<b>N</b>	<b>%</b>
Within one year	7	2.41
Between one and three years	17	5.84
Between three and five years	15	5.15
Five or more years	252	86.60
<b>Total</b>	<b>291</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 304  
Number of surveys administered: 399  
Response Rate: 76.2%



**OFFICE OF MANAGEMENT AND BUDGET  
2014 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

<b>Self-Identify as:</b>	N	%
Heterosexual or Straight	228	83.52
Gay, Lesbian, Bisexual, or Transgender	17	6.23
I prefer not to say	28	10.26
<b>Total</b>	<b>273</b>	<b>100.00</b>

<b>What is your US military service status?</b>	N	%
No Prior Military Service	269	93.40
Currently in National Guard or Reserves	2	0.69
Retired	6	2.08
Separated or Discharged	11	3.82
<b>Total</b>	<b>288</b>	<b>100.00</b>

<b>Are you an individual with a disability?</b>	N	%
Yes	12	4.14
No	278	95.86
<b>Total</b>	<b>290</b>	<b>100.00</b>

<b>What is your age group?</b>	N	%
25 and under	0	0.00
26-29	23	7.57
30-39	133	43.75
40-49	70	23.03
50-59	50	16.45
60 or older	28	9.21
<b>Total</b>	<b>304</b>	<b>100.00</b>

Survey Administration Period: May 6, 2014 to June 13, 2014  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 304  
Number of surveys administered: 399  
Response Rate: 76.2%