

Executive Office of the President Office of Management and Budget



2015 Federal Employee Viewpoint Survey Results

Summary of Results

The Office of Management and Budget (OMB) results on the 2015 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. OMB had forty-seven items identified as agency strengths (greater than 65% positive) and three items 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. (97% positive)
- How would you rate the overall quality of work done by your work unit? (95% positive)
- I am constantly looking for ways to do my job better. (92% positive)

Survey items with notable negative responses focus on pay, resources, and workload. The item with the largest decrease in percent positive centers on physical work conditions.

Items scoring the highest percent negative responses include:

- Pay raises depend on how well employees perform their jobs. (38% negative)
- I have sufficient resources (for example, people, materials, budget) to get my job done. (37% negative)
- My workload is reasonable. (37% negative)

Survey items and response choices are included in tables beginning on page 3.

Global Satisfaction

The FEVS's Global Satisfaction Index is a combination of employees' satisfaction with their jobs, their pay, and their organizations, plus their willingness to recommend their organization as a good place to work. OMB ranked second among all large agencies at 75% -- a 9% increase over 2014 results and the highest increase in the government.

Employee Engagement

The FEVS's Employee Engagement Index is an overarching model comprised of three sub-factors: Leaders Lead, Supervisors, and Intrinsic Work Experience. The index provides a guide to the critical components and areas to focus to create an engaged workforce. OMB shares the top spot among all large agencies with National Aeronautics and Space Administration (NASA) and the Federal Trade Commission (FTC) at 78%. This marked a 5% increase in employee engagement compared to 2014 results and the largest increase in the government.

Background

The survey was conducted by the Office of Personnel Management (OPM) from May 4 and June 12, 2015. All 378 full-time and part-time career employees who joined the agency on or before October 2014 received the survey. Responses were received from 305 employees with a response rate of **81%** compared to 76% in 2014. This marks the highest response rate in OMB history.

**OFFICE OF MANAGEMENT AND BUDGET
2015 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		88	158	36	20	3	305	NA
	%	79.92	28.01	51.92	12.46	6.48	1.13	100.00	
2. I have enough information to do my job well.	N		58	167	47	25	7	304	NA
	%	74.25	18.47	55.77	15.23	8.04	2.49	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		105	130	37	20	8	300	NA
	%	77.22	33.34	43.88	12.86	7.07	2.85	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		138	122	34	8	2	304	NA
	%	84.27	44.57	39.70	12.33	2.56	0.83	100.00	
*5. I like the kind of work I do.	N		150	125	21	4	2	302	NA
	%	89.95	48.44	41.50	7.87	1.35	0.84	100.00	
6. I know what is expected of me on the job.	N		85	148	42	17	9	301	NA
	%	77.46	27.89	49.57	14.21	5.23	3.10	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		226	71	7	0	1	305	NA
	%	97.08	73.67	23.41	2.53	0.00	0.39	100.00	
8. I am constantly looking for ways to do my job better.	N		175	108	18	3	1	305	NA
	%	92.47	57.08	35.40	6.19	0.95	0.39	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		32	106	53	79	35	305	0
	%	45.04	10.38	34.66	17.85	25.09	12.02	100.00	
*10. My workload is reasonable.	N		20	117	56	82	29	304	0
	%	45.18	7.10	38.07	17.82	26.72	10.28	100.00	
*11. My talents are used well in the workplace.	N		63	137	59	34	3	296	1
	%	66.75	21.67	45.07	20.26	11.73	1.26	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		97	152	34	17	5	305	0
	%	81.31	31.40	49.91	11.02	5.84	1.84	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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: 305

Number of surveys administered: 378

Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 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		153	121	25	1	1	301	1
	%	90.37	50.55	39.82	8.88	0.36	0.39	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		53	97	53	71	29	303	2
	%	48.56	17.50	31.06	17.55	23.66	10.23	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		82	135	37	26	7	287	16
	%	75.26	28.61	46.66	12.51	9.62	2.61	100.00	
16. I am held accountable for achieving results.	N		84	159	45	12	1	301	2
	%	80.51	27.91	52.61	14.95	4.14	0.39	100.00	
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		108	97	40	10	13	268	35
	%	75.73	39.65	36.07	15.48	3.74	5.06	100.00	
*18. My training needs are assessed.	N		37	115	76	62	14	304	1
	%	49.87	11.73	38.13	24.99	20.32	4.83	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		67	111	55	38	16	287	18
	%	62.52	23.77	38.76	19.05	12.72	5.70	100.00	
*20. The people I work with cooperate to get the job done.	N		153	129	17	2	4	305	NA
	%	92.04	49.35	42.69	5.71	0.82	1.43	100.00	
*21. My work unit is able to recruit people with the right skills.	N		56	148	57	29	10	300	5
	%	68.12	18.66	49.46	19.90	8.96	3.02	100.00	
*22. Promotions in my work unit are based on merit.	N		44	106	71	40	9	270	32
	%	53.95	15.20	38.75	26.67	15.78	3.60	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		25	69	82	55	21	252	52
	%	36.75	9.57	27.18	32.45	22.05	8.76	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		29	102	92	47	15	285	18
	%	45.79	9.76	36.03	31.68	16.78	5.75	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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: 305

Number of surveys administered: 378

Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 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
25. Awards in my work unit depend on how well employees perform their jobs.	N		48	110	58	36	13	265	37
	%	59.96	16.99	42.96	21.34	13.96	4.75	100.00	
26. Employees in my work unit share job knowledge with each other.	N		136	135	23	7	3	304	0
	%	87.52	42.55	44.97	8.58	2.62	1.28	100.00	
27. The skill level in my work unit has improved in the past year.	N		80	116	70	18	7	291	14
	%	65.90	26.26	39.65	25.41	5.98	2.71	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		184	107	11	1	2	305	NA
	%	95.31	59.58	35.73	3.56	0.30	0.83	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		87	163	35	15	2	302	1
	%	82.26	27.34	54.91	11.97	5.00	0.77	100.00	
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		55	139	57	43	7	301	3
	%	62.99	17.65	45.34	19.58	15.03	2.41	100.00	
31. Employees are recognized for providing high quality products and services.	N		72	146	47	29	4	298	5
	%	72.63	24.32	48.31	15.75	10.02	1.60	100.00	
*32. Creativity and innovation are rewarded.	N		68	118	67	38	6	297	7
	%	60.72	22.75	37.97	24.41	12.75	2.12	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		13	67	93	75	25	273	30
	%	28.69	4.73	23.95	33.46	28.32	9.54	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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: 305

Number of surveys administered: 378

Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 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		27	109	83	46	22	287	18
	%	46.68	9.58	37.10	28.34	17.03	7.96	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		37	122	89	37	7	292	12
	%	53.74	12.56	41.18	30.97	12.75	2.54	100.00	
*36. My organization has prepared employees for potential security threats.	N		50	163	53	28	7	301	0
	%	69.70	15.95	53.75	17.97	9.41	2.91	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		83	125	49	18	9	284	20
	%	71.55	28.78	42.77	17.92	7.00	3.53	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		104	125	32	10	6	277	26
	%	81.35	37.15	44.20	12.73	3.42	2.50	100.00	
39. My agency is successful at accomplishing its mission.	N		81	160	51	9	1	302	3
	%	78.45	25.43	53.02	17.89	3.26	0.39	100.00	
40. I recommend my organization as a good place to work.	N		109	143	36	13	3	304	NA
	%	82.54	35.00	47.54	11.55	4.95	0.96	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		62	98	64	44	24	292	12
	%	53.52	20.38	33.14	22.15	15.80	8.53	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		141	119	23	11	8	302	2
	%	86.43	47.42	39.01	7.41	3.55	2.62	100.00	
43. My supervisor provides me with opportunities to demonstrate my leadership skills.	N		124	121	31	16	9	301	2
	%	81.18	40.83	40.34	10.54	5.22	3.06	100.00	
*44. Discussions with my supervisor about my performance are worthwhile.	N		97	111	44	23	17	292	8
	%	71.26	33.76	37.50	15.18	7.57	5.98	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015
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: 305
Number of surveys administered: 378
Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 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		96	108	53	11	7	275	27
	%	74.53	34.92	39.60	18.84	3.93	2.71	100.00	
46. My supervisor provides me with constructive suggestions to improve my job performance.	N		83	119	60	27	10	299	2
	%	68.81	28.07	40.74	19.23	8.48	3.48	100.00	
*47. Supervisors in my work unit support employee development.	N		121	136	31	10	2	300	4
	%	85.53	39.82	45.70	10.59	3.14	0.75	100.00	
48. My supervisor listens to what I have to say.	N		152	118	19	10	5	304	NA
	%	88.77	50.30	38.48	6.02	3.52	1.68	100.00	
49. My supervisor treats me with respect.	N		173	92	24	9	6	304	NA
	%	87.09	57.69	29.40	7.89	3.13	1.89	100.00	
50. In the last six months, my supervisor has talked with me about my performance.	N		120	128	25	25	6	304	NA
	%	80.97	39.66	41.31	8.42	8.60	2.01	100.00	
*51. I have trust and confidence in my supervisor.	N		146	110	18	18	11	303	NA
	%	84.28	48.69	35.58	5.93	6.08	3.72	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		147	105	34	8	7	301	NA
	%	84.08	48.54	35.53	11.04	2.45	2.44	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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: 305

Number of surveys administered: 378

Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 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		36	137	70	43	13	299	3
	%	57.01	11.49	45.52	23.82	14.57	4.60	100.00	
54. My organization's senior leaders maintain high standards of honesty and integrity.	N		73	143	49	15	6	286	16
	%	74.29	25.37	48.92	17.65	5.74	2.32	100.00	
*55. Supervisors work well with employees of different backgrounds.	N		79	132	47	17	3	278	22
	%	74.85	28.17	46.69	17.63	6.32	1.19	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		58	141	56	33	11	299	2
	%	66.66	19.15	47.51	18.60	11.29	3.45	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		46	102	76	42	11	277	23
	%	53.50	16.52	36.98	26.44	15.98	4.09	100.00	
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		61	129	60	34	13	297	5
	%	63.49	20.97	42.51	19.99	11.99	4.53	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		80	136	56	18	8	298	5
	%	72.19	26.50	45.69	18.97	5.95	2.88	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		99	128	54	12	3	296	6
	%	76.52	33.02	43.50	18.33	4.24	0.91	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		70	148	51	23	9	301	2
	%	71.49	23.27	48.22	17.05	8.39	3.07	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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: 305

Number of surveys administered: 378

Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 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		43	124	78	38	13	296	7
	%	56.78	15.05	41.73	25.93	12.71	4.58	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		52	142	63	40	6	303	NA
	%	63.05	17.41	45.64	21.28	13.48	2.19	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		49	141	56	47	9	302	NA
	%	63.10	16.58	46.51	18.07	15.49	3.35	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		64	133	63	34	7	301	NA
	%	65.63	21.67	43.96	20.90	11.06	2.42	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		32	148	81	34	8	303	NA
	%	57.88	10.87	47.01	27.34	11.99	2.78	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		31	93	116	52	11	303	NA
	%	41.16	10.39	30.77	38.27	16.58	3.99	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		36	121	91	44	10	302	NA
	%	51.50	11.94	39.56	30.40	14.61	3.49	100.00	
*69. Considering everything, how satisfied are you with your job?	N		86	157	41	14	4	302	NA
	%	79.23	28.22	51.01	14.42	4.99	1.36	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		46	149	55	39	12	301	NA
	%	64.15	13.97	50.18	18.41	13.15	4.30	100.00	
71. Considering everything, how satisfied are you with your organization?	N		56	170	47	23	5	301	NA
	%	73.64	18.52	55.12	16.36	7.83	2.17	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015
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: 305
Number of surveys administered: 378
Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

72. Have you been notified whether or not you are eligible to telework?	N	%
Yes, I was notified that I was eligible to telework.	264	88.05
Yes, I was notified that I was not eligible to telework.	10	3.24
No, I was not notified of my telework eligibility.	11	3.49
Not sure if I was notified of my telework eligibility.	18	5.22
Total	303	100.00

73. Please select the response below that BEST describes your current teleworking situation.	N	%
I telework 3 or more days per week.	1	0.38
I telework 1 or 2 days per week.	39	13.23
I telework, but no more than 1 or 2 days per month.	35	11.39
I telework very infrequently, on an unscheduled or short-term basis.	175	57.13
I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).	4	1.42
I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.	0	0.00
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.	9	2.64
I do not telework because I choose not to telework.	40	13.82
Total	303	100.00

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)	N	%
Yes	46	16.31
No	160	52.67
Not available to me	97	31.01
Total	303	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages are weighted to represent the Agency's population.

Sample or Census: Census
Number of surveys completed: 305
Number of surveys administered: 378
Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N	%
Yes	91	29.54
No	207	69.37
Not available to me	3	1.08
Total	301	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)	N	%
Yes	16	5.43
No	278	93.09
Not available to me	4	1.47
Total	298	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N	%
Yes	29	9.63
No	252	84.59
Not available to me	19	5.78
Total	300	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)	N	%
Yes	4	1.53
No	275	91.53
Not available to me	21	6.94
Total	300	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages are weighted to represent the Agency's population.

Sample or Census: Census
Number of surveys completed: 305
Number of surveys administered: 378
Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 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		56	106	49	25	13	249	1
	%	64.40	21.75	42.65	19.65	10.55	5.40	100.00	
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N		23	18	3	1	0	45	0
	%	91.63	50.51	41.12	6.70	1.67	0.00	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		21	51	12	1	2	87	4
	%	82.26	22.74	59.51	13.52	0.95	3.27	100.00	
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N		2	12	2	0	0	16	4
	%	89.31	11.03	78.28	10.69	0.00	0.00	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		8	11	7	3	0	29	2
	%	62.14	24.40	37.74	26.89	10.97	0.00	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	3	1	0	0	4	2
	%	75.44	0.00	75.44	24.56	0.00	0.00	100.00	

Survey Administration Period: May 4, 2015 to June 12, 2015

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: 305

Number of surveys administered: 378

Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Where do you work?	N	%
Headquarters	302	100.00
Field	0	0.00
Total	302	100.00

*What is your supervisory status?	N	%
Non-Supervisor	215	71.19
Team Leader	29	9.60
Supervisor	41	13.58
Manager	11	3.64
Senior Leader	6	1.99
Total	302	100.00

*Are you:	N	%
Male	143	48.31
Female	153	51.69
Total	296	100.00

*Are you Hispanic or Latino?	N	%
Yes	6	2.01
No	293	97.99
Total	299	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 305

Number of surveys administered: 378

Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

*Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	3	1.05
Asian	29	10.10
Black or African American	10	3.48
Native Hawaiian or Other Pacific Islander	0	0.00
White	237	82.58
Two or more races	8	2.79
Total	287	100.00

What is the highest degree or level of education you have completed?	N	%
Less than High School	0	0.00
High School Diploma/GED or equivalent	3	1.01
Trade or Technical Certificate	0	0.00
Some College (no degree)	6	2.01
Associate's Degree (e.g., AA, AS)	1	0.34
Bachelor's Degree (e.g., BA, BS)	23	7.72
Master's Degree (e.g., MA, MS, MBA)	214	71.81
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	51	17.11
Total	298	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015

Percentages for demographic questions are unweighted.

* AES prescribed items

Sample or Census: Census

Number of surveys completed: 305

Number of surveys administered: 378

Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 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	34	11.45
GS 13-15	213	71.72
Senior Executive Service	49	16.50
Senior Level (SL) or Scientific or Professional (ST)	0	0.00
Other	1	0.34
Total	297	100.00

How long have you been with the Federal Government (excluding military service)?	N	%
Less than 1 year	13	4.41
1 to 3 years	16	5.42
4 to 5 years	48	16.27
6 to 10 years	85	28.81
11 to 14 years	40	13.56
15 to 20 years	35	11.86
More than 20 years	58	19.66
Total	295	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Census
Number of surveys completed: 305
Number of surveys administered: 378
Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	N	%
Less than 1 year	26	8.78
1 to 3 years	30	10.14
4 to 5 years	59	19.93
6 to 10 years	86	29.05
11 to 20 years	56	18.92
More than 20 years	39	13.18
Total	296	100.00

Are you considering leaving your organization within the next year, and if so, why?	N	%
No	194	65.32
Yes, to retire	8	2.69
Yes, to take another job within the Federal Government	51	17.17
Yes, to take another job outside the Federal Government	28	9.43
Yes, other	16	5.39
Total	297	100.00

I am planning to retire:	N	%
Within one year	5	1.70
Between one and three years	12	4.08
Between three and five years	15	5.10
Five or more years	262	89.12
Total	294	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Census
Number of surveys completed: 305
Number of surveys administered: 378
Response Rate: 80.7%

**OFFICE OF MANAGEMENT AND BUDGET
2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

Self-Identify as:	N	%
Heterosexual or Straight	228	79.44
Gay, Lesbian, Bisexual, or Transgender	23	8.01
I prefer not to say	36	12.54
Total	287	100.00

What is your US military service status?	N	%
No Prior Military Service	274	92.88
Currently in National Guard or Reserves	3	1.02
Retired	5	1.69
Separated or Discharged	13	4.41
Total	295	100.00

Are you an individual with a disability?	N	%
Yes	12	4.03
No	286	95.97
Total	298	100.00

What is your age group?	N	%
25 and under	3	0.98
26-29	25	8.20
30-39	129	42.30
40-49	75	24.59
50-59	50	16.39
60 or older	23	7.54
Total	305	100.00

Survey Administration Period: May 4, 2015 to June 12, 2015
Percentages for demographic questions are unweighted.

Sample or Census: Census
Number of surveys completed: 305
Number of surveys administered: 378
Response Rate: 80.7%