



## 2018 Federal Employee Viewpoint Survey Results

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### U.S. Railroad Retirement Board Annual Employee Survey Results, 2018 (Survey Administration Period 5/3/18-6/14/18)

**1. Interpretation of Results:** Once again, the responses to the employee survey are positive. We were pleased that of the 861 employees invited to participate, 413 completed the survey, for a response rate of 48 percent in 2018. Thirty nine survey items were identified as strengths (65% positive or higher) while only two survey items were identified as a challenge (35% negative or higher). We are pleased to report that our Engagement Index score met the Office of Personnel Management's (OPM) goal for 2018 (68%) and met or exceeded the governmentwide benchmarks in all areas (New IQ, Global Satisfaction).

Based on OPM's guideline for determining notable results, we scored especially high (greater than 65% favorable—Strongly Agree/Agree) on the majority of the items for questions measuring personal work experiences. About 94% of the respondents think the work they do is important (question 13) and 87% know how their work relates to the agency's goals and priorities (question 12). Seventy-five percent of respondents feel their work gives them a feeling of personal accomplishment (question 4). Almost 82% of respondents like the kind of work they do (question 5) and feel they are held accountable for achieving results (question 16, 83%). Additionally, employees continued to feel supported by their supervisor to balance work and other life issues (question 42, 81%).

On the other hand, the lowest scores were on items measuring performance culture and talent management—although these scores still represent only a minority of the employees that responded. For example, only 34% of the employees surveyed agree that steps are taken to deal with poor performers who do not improve (question 23) and only 39% percent of respondents feel creativity and innovation are rewarded (question 32). Almost 40% of employees feel they do not have sufficient resources to get their job done (question 9). This is an area we intend to concentrate on improving in the upcoming years.

**2. How the survey was conducted:** The survey was conducted online by OPM from May 3rd to June 14<sup>th</sup>, 2018.

**3. Description of the employee sample:** All full-time, permanent employees of the agency as of October 31<sup>st</sup>, 2017 were surveyed.

**4. Survey items, response choices, and number of respondents for each question:** Please refer to the results attached to this report.

**5. Number of employees surveyed, number who responded, and representation of respondents:** of the 861 employees invited to participate, 413 completed the survey, for a response rate of 48 percent. Demographics of the survey respondents can be found in following report.

Core Survey

Item	Item Text	Percent Positive %	Strongly Agree/Very Good/Very Satisfied %	Agree/Good %	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
1	*I am given a real opportunity to improve my skills in my organization.	64.4%	21.7%	42.7%	14.9%	12.3%	8.3%	20.7%	87	176	66	51	33	413	N/A
2	I have enough information to do my job well.	66.6%	22.0%	44.6%	14.8%	10.9%	7.7%	18.6%	87	181	62	47	32	409	N/A
3	I feel encouraged to come up with new and better ways of doing things.	54.3%	23.9%	30.5%	18.5%	17.1%	10.0%	27.1%	95	122	80	71	43	411	N/A
4	My work gives me a feeling of personal accomplishment.	74.5%	33.6%	40.9%	10.0%	9.6%	5.9%	15.5%	138	165	44	41	25	413	N/A
5	I like the kind of work I do.	81.8%	38.7%	43.0%	13.0%	3.0%	2.2%	5.3%	156	176	58	13	10	413	N/A
6	I know what is expected of me on the job.	78.4%	31.8%	46.6%	8.2%	8.1%	5.4%	13.4%	129	191	35	32	23	410	N/A
7	When needed I am willing to put in the extra effort to get a job done.	94.4%	62.7%	31.7%	4.3%	0.8%	0.5%	1.3%	256	134	18	3	2	413	N/A
8	I am constantly looking for ways to do my job better.	84.9%	46.3%	38.6%	13.1%	1.3%	0.7%	2.0%	188	160	55	5	3	411	N/A
9	I have sufficient resources (for example, people, materials, budget) to get my job done.	46.2%	11.7%	34.5%	14.0%	23.2%	16.7%	39.9%	43	140	59	98	69	409	4
10	*My workload is reasonable.	54.6%	13.0%	41.6%	15.5%	16.1%	13.7%	29.8%	52	172	64	65	59	412	1

Core Survey

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11	*My talents are used well in the workplace.	59.2%	18.2%	41.0%	15.8%	14.3%	10.7%	25.0%	71	164	65	59	45	404	2
12	*I know how my work relates to the agency's goals.	87.0%	38.7%	48.3%	7.0%	3.3%	2.7%	6.0%	158	196	29	15	11	409	3
13	The work I do is important.	93.8%	54.7%	39.1%	4.9%	0.6%	0.8%	1.4%	223	161	21	2	4	411	0
14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	57.0%	20.6%	36.4%	16.2%	15.8%	11.0%	26.8%	82	149	68	66	47	412	1
15	My performance appraisal is a fair reflection of my performance.	72.2%	31.0%	41.2%	13.4%	7.2%	7.1%	14.3%	128	167	56	31	29	411	0
16	I am held accountable for achieving results.	83.3%	33.3%	50.0%	11.2%	3.0%	2.5%	5.6%	135	204	49	13	10	411	2
17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	67.1%	30.3%	36.8%	17.6%	7.8%	7.5%	15.3%	118	142	74	32	28	394	19
18	My training needs are assessed.	55.8%	19.1%	36.7%	21.1%	12.9%	10.2%	23.1%	74	149	86	54	41	404	8

Core Survey

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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).	74.1%	36.0%	38.1%	9.8%	9.0%	7.1%	16.1%	148	156	40	37	28	409	4
20	*The people I work with cooperate to get the job done.	74.5%	26.8%	47.7%	13.5%	8.1%	4.0%	12.0%	108	193	58	34	18	411	N/A
21	My work unit is able to recruit people with the right skills.	43.0%	10.8%	32.3%	23.1%	20.4%	13.5%	33.9%	37	122	88	82	55	384	29
22	Promotions in my work unit are based on merit.	44.7%	15.6%	29.1%	26.1%	13.8%	15.4%	29.2%	57	110	99	54	60	380	28
23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	34.1%	9.6%	24.5%	31.0%	17.9%	17.0%	34.9%	35	87	113	67	65	367	46
24	*In my work unit, differences in performance are recognized in a meaningful way.	38.3%	11.6%	26.7%	30.6%	16.7%	14.4%	31.1%	43	104	123	65	57	392	20
25	Awards in my work unit depend on how well employees perform their jobs.	50.3%	16.5%	33.8%	24.9%	11.7%	13.1%	24.8%	60	132	96	44	50	382	31
26	Employees in my work unit share job knowledge with each other.	76.1%	27.2%	48.9%	11.5%	7.2%	5.2%	12.4%	110	199	46	30	22	407	5

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27	The skill level in my work unit has improved in the past year.	60.5%	17.9%	42.6%	24.2%	8.1%	7.2%	15.3%	69	164	93	32	30	388	23
28	How would you rate the overall quality of work done by your work unit?	83.9%	37.2%	46.7%	13.0%	1.7%	1.4%	3.1%	154	189	55	8	5	411	N/A
29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	76.8%	26.5%	50.3%	12.1%	7.7%	3.4%	11.0%	107	202	49	31	15	404	6
30	Employees have a feeling of personal empowerment with respect to work processes.	48.2%	10.9%	37.2%	21.0%	17.9%	13.0%	30.9%	39	135	80	67	50	371	28
31	Employees are recognized for providing high quality products and services.	51.2%	14.1%	37.1%	21.0%	16.3%	11.5%	27.8%	53	141	82	62	43	381	17
32	Creativity and innovation are rewarded.	38.8%	9.8%	29.0%	30.1%	17.4%	13.7%	31.1%	36	109	112	67	50	374	25
33	Pay raises depend on how well employees perform their jobs.	37.6%	10.0%	27.6%	30.6%	19.2%	12.6%	31.8%	36	100	108	71	47	362	35
34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	62.8%	22.7%	40.0%	26.3%	3.7%	7.3%	10.9%	81	145	94	12	26	358	42

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35	Employees are protected from health and safety hazards on the job.	72.6%	23.9%	48.7%	14.7%	6.9%	5.7%	12.6%	93	191	58	26	22	390	10
36	My organization has prepared employees for potential security threats.	83.1%	30.8%	52.3%	9.9%	3.6%	3.5%	7.1%	121	206	40	14	15	396	4
37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	60.3%	22.4%	37.9%	19.4%	7.7%	12.6%	20.3%	82	141	68	31	44	366	34
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.	70.0%	29.5%	40.5%	19.1%	3.3%	7.6%	10.9%	108	147	66	11	26	358	41
39	My agency is successful at accomplishing its mission.	72.3%	25.6%	46.7%	17.3%	5.8%	4.5%	10.4%	98	177	68	22	18	383	16
40	*I recommend my organization as a good place to work.	68.4%	29.6%	38.8%	17.4%	9.7%	4.5%	14.2%	116	154	72	39	19	400	N/A
41	*I believe the results of this survey will be used to make my agency a better place to work.	45.0%	19.6%	25.5%	25.5%	14.2%	15.3%	29.5%	65	91	90	51	57	354	46

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42	My supervisor supports my need to balance work and other life issues.	81.3%	46.0%	35.3%	8.8%	3.7%	6.2%	9.9%	184	139	35	15	24	397	3
43	My supervisor provides me with opportunities to demonstrate my leadership skills.	66.5%	34.7%	31.8%	15.0%	9.9%	8.5%	18.5%	136	123	60	41	32	392	8
44	Discussions with my supervisor about my performance are worthwhile.	66.4%	34.9%	31.5%	14.0%	9.9%	9.8%	19.7%	139	120	58	41	37	395	4
45	My supervisor is committed to a workforce representative of all segments of society.	69.4%	37.2%	32.2%	20.6%	5.1%	5.0%	10.0%	135	115	77	17	17	361	39
46	My supervisor provides me with constructive suggestions to improve my job performance.	66.3%	31.6%	34.7%	14.4%	9.3%	10.0%	19.3%	123	135	61	39	38	396	4
47	Supervisors in my work unit support employee development.	69.2%	33.3%	35.9%	13.4%	7.2%	10.2%	17.4%	131	137	55	29	38	390	10
48	My supervisor listens to what I have to say.	76.4%	42.5%	33.9%	11.2%	6.6%	5.8%	12.4%	169	135	46	26	23	399	N/A
49	My supervisor treats me with respect.	81.3%	46.1%	35.2%	8.8%	4.7%	5.3%	9.9%	185	138	36	19	21	399	N/A
50	In the last six months, my supervisor has talked with me about my performance.	79.7%	38.7%	41.0%	8.5%	7.0%	4.7%	11.8%	154	165	32	28	19	398	N/A

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51	I have trust and confidence in my supervisor.	66.3%	39.2%	27.1%	15.0%	8.9%	9.7%	18.7%	154	108	62	36	38	398	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	68.5%	42.4%	26.1%	18.2%	7.4%	5.9%	13.3%	169	103	74	30	23	399	N/A
53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	46.0%	13.2%	32.8%	24.8%	13.7%	15.6%	29.2%	50	120	94	54	61	379	17
54	My organization's senior leaders maintain high standards of honesty and integrity.	60.5%	21.3%	39.2%	24.1%	4.5%	10.8%	15.3%	72	136	89	17	39	353	41
55	Supervisors work well with employees of different backgrounds.	70.5%	23.5%	47.0%	16.4%	6.4%	6.7%	13.1%	85	173	62	22	24	366	28
56	*Managers communicate the goals of the organization.	67.4%	20.9%	46.5%	14.4%	9.0%	9.1%	18.1%	78	174	56	37	36	381	11
57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	66.1%	20.5%	45.6%	18.3%	7.3%	8.3%	15.6%	74	161	67	28	30	360	35
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	56.9%	19.9%	36.9%	19.5%	12.9%	10.8%	23.6%	75	135	77	50	42	379	17



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59	Managers support collaboration across work units to accomplish work objectives.	60.3%	20.2%	40.1%	18.9%	11.2%	9.6%	20.8%	75	146	76	44	37	378	15
60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	64.8%	31.2%	33.6%	18.9%	8.9%	7.3%	16.2%	116	122	70	35	27	370	25
61	I have a high level of respect for my organization's senior leaders.	62.1%	28.1%	34.0%	20.1%	9.3%	8.6%	17.8%	106	128	81	38	35	388	8
62	Senior leaders demonstrate support for Work/Life programs.	62.2%	25.6%	36.7%	20.8%	8.1%	8.9%	17.0%	92	137	77	30	32	368	27
63	*How satisfied are you with your involvement in decisions that affect your work?	52.3%	19.6%	32.7%	19.0%	18.3%	10.4%	28.7%	74	127	75	76	42	394	N/A
64	*How satisfied are you with the information you receive from management on what's going on in your organization?	53.2%	17.9%	35.3%	18.3%	18.9%	9.6%	28.5%	65	137	73	79	38	392	N/A
65	*How satisfied are you with the recognition you receive for doing a good job?	57.2%	21.0%	36.2%	17.9%	16.5%	8.4%	24.9%	81	141	74	64	33	393	N/A

Core Survey

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66	How satisfied are you with the policies and practices of your senior leaders?	49.8%	15.3%	34.6%	27.1%	13.9%	9.1%	23.0%	58	132	109	58	37	394	N/A
67	How satisfied are you with your opportunity to get a better job in your organization?	47.1%	16.9%	30.2%	24.8%	13.5%	14.6%	28.1%	66	118	97	56	57	394	N/A
68	How satisfied are you with the training you receive for your present job?	56.4%	19.0%	37.4%	20.5%	14.5%	8.6%	23.1%	73	145	83	60	33	394	N/A
69	*Considering everything, how satisfied are you with your job?	65.7%	24.8%	40.9%	16.3%	12.2%	5.7%	18.0%	95	160	66	48	24	393	N/A
70	Considering everything, how satisfied are you with your pay?	64.8%	18.9%	45.9%	16.0%	12.2%	6.9%	19.1%	75	182	61	48	28	394	N/A
71	*Considering everything, how satisfied are you with your organization?	66.2%	21.5%	44.7%	15.8%	11.5%	6.5%	18.0%	79	172	62	48	26	387	N/A

Work Life-Telework

<b>72. Please select the response below that BEST</b>	<b>N</b>	<b>%</b>
I telework very infrequently, on an unscheduled	26	7.4%
I telework, but only about 1 or 2 days per month	13	3.4%
I telework 1 or 2 days per week	159	38.2%
I telework 3 or 4 days per week	7	1.8%
I telework every work day	2	0.5%
I do not telework because I have to be physically	49	12.9%
I do not telework because of technical issues that	18	4.8%
I do not telework because I did not receive	63	16.7%
I do not telework because I choose not to	56	14.3%
<b>Total</b>	<b>393</b>	<b>100.0%</b>

<b>73. How satisfied are you with the following</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	83	32.4%	21.6%
Satisfied	106	43.2%	27.5%
Neither Satisfied nor Dissatisfied	28	11.6%	7.3%
Dissatisfied	16	7.5%	4.2%
Very Dissatisfied	13	5.3%	3.4%
<b>Item Response Total</b>	<b>246</b>	<b>100.0%</b>	<b>63.9%</b>
I choose not to participate in these programs	34	--	8.8%
These programs are not available to me	99	--	25.7%
I am unaware of these programs	6	--	1.6%
<b>Total</b>	<b>385</b>	<b>100.0%</b>	<b>100.0%</b>

<b>74. How satisfied are you with the following</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	125	39.3%	31.9%
Satisfied	120	39.4%	30.6%
Neither Satisfied nor Dissatisfied	39	12.8%	9.9%
Dissatisfied	14	4.1%	3.6%
Very Dissatisfied	13	4.3%	3.3%
<b>Item Response Total</b>	<b>311</b>	<b>100.0%</b>	<b>79.3%</b>
I choose not to participate in these programs	13	--	3.3%
These programs are not available to me	59	--	15.1%
I am unaware of these programs	9	--	2.3%
<b>Total</b>	<b>392</b>	<b>100.0%</b>	<b>100.0%</b>

<b>75. How satisfied are you with the following</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	142	44.6%	36.0%
Satisfied	122	38.2%	31.0%
Neither Satisfied nor Dissatisfied	35	10.7%	8.9%
Dissatisfied	10	3.1%	2.5%
Very Dissatisfied	10	3.4%	2.5%
<b>Item Response Total</b>	<b>319</b>	<b>100.0%</b>	<b>81.0%</b>
I choose not to participate in these programs	20	--	5.1%
These programs are not available to me	45	--	11.4%
I am unaware of these programs	10	--	2.5%
<b>Total</b>	<b>394</b>	<b>100.0%</b>	<b>100.0%</b>

<b>76. How satisfied are you with the following</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
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Work Life-Telework

Very Satisfied	64	26.7%	16.2%
Satisfied	78	31.9%	19.8%
Neither Satisfied nor Dissatisfied	88	35.9%	22.3%
Dissatisfied	9	3.7%	2.3%
Very Dissatisfied	5	1.8%	1.3%
<b>Item Response Total</b>	<b>244</b>	<b>100.0%</b>	<b>61.9%</b>
I choose not to participate in these programs	109	--	27.7%
These programs are not available to me	9	--	2.3%
I am unaware of these programs	32	--	8.1%
<b>Total</b>	<b>394</b>	<b>100.0%</b>	<b>100.0%</b>

<b>77. How satisfied are you with the following</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	21	14.6%	5.3%
Satisfied	34	24.4%	8.6%
Neither Satisfied nor Dissatisfied	77	53.5%	19.5%
Dissatisfied	3	2.7%	0.8%
Very Dissatisfied	6	4.9%	1.5%
<b>Item Response Total</b>	<b>141</b>	<b>100.0%</b>	<b>35.8%</b>
I choose not to participate in these programs	115	--	29.2%
These programs are not available to me	69	--	17.5%
I am unaware of these programs	69	--	17.5%
<b>Total</b>	<b>394</b>	<b>100.0%</b>	<b>100.0%</b>

<b>78. How satisfied are you with the following</b>	<b>N</b>	<b>Satisfaction %</b>	<b>All Response Options %</b>
Very Satisfied	15	13.8%	3.8%
Satisfied	20	17.1%	5.1%
Neither Satisfied nor Dissatisfied	73	63.7%	18.6%
Dissatisfied	2	2.0%	0.5%
Very Dissatisfied	4	3.5%	1.0%
<b>Item Response Total</b>	<b>114</b>	<b>100.0%</b>	<b>29.1%</b>
I choose not to participate in these programs	106	--	27.0%
These programs are not available to me	74	--	18.9%
I am unaware of these programs	98	--	25.0%
<b>Total</b>	<b>392</b>	<b>100.0%</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

## Demographics

<b>Where do you work?</b>	<b>%</b>
Headquarters	73.3%
Field	26.7%
Total	100.0%

<b>What is your supervisory status?</b>	<b>%</b>
Non-Supervisor	69.1%
Team Leader	10.2%
Supervisor	12.3%
Manager	6.6%
Senior Leader	1.8%
Total	100.0%

<b>Are you:</b>	<b>%</b>
Male	41.8%
Female	58.2%
Total	100.0%

<b>Are you Hispanic or Latino?</b>	<b>%</b>
Yes	6.6%
No	93.4%
Total	100.0%

<b>Please select the racial category or categories with which you most closely identify.</b>	<b>%</b>
American Indian or Alaska Native	--
Asian	--
Black or African American	--
Native Hawaiian or Other Pacific Islander	--
White	--
Two or more races	--
Total	--

*Note: All results are suppressed when any single demographic category has*

<b>What is the highest degree or level of education you have completed?</b>	<b>%</b>
Less than High School	0.0%
High School Diploma/GED or equivalent	6.2%
Trade or Technical Certificate	3.1%
Some College (no degree)	14.4%
Associate's Degree (e.g., AA, AS)	5.9%
Bachelor's Degree (e.g., BA, BS)	49.7%
Master's Degree (e.g., MA, MS, MBA)	18.3%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	2.3%
Total	100.0%

## Demographics

<b>What is your pay category/grade?</b>	<b>%</b>
Federal Wage System	--
GS 1-6	--
GS 7-12	--
GS 13-15	--
Senior Executive Service	--
Senior Level (SL) or Scientific or Professional (ST)	--
Other	--
<b>Total</b>	<b>--</b>

*Note: All results are suppressed when any single demographic category has*

<b>How long have you been with the Federal Government (excluding military service)?</b>	<b>%</b>
Less than 1 year	0.0%
1 to 3 years	9.8%
4 to 5 years	5.7%
6 to 10 years	23.3%
11 to 14 years	6.7%
15 to 20 years	7.0%
More than 20 years	47.4%
<b>Total</b>	<b>100.0%</b>

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	<b>%</b>
Less than 1 year	0.0%
1 to 3 years	20.1%
4 to 5 years	9.1%
6 to 10 years	19.5%
11 to 20 years	11.2%
More than 20 years	40.1%
<b>Total</b>	<b>100.0%</b>

<b>Are you considering leaving your organization within the next year, and if so, why?</b>	<b>%</b>
No	66.8%
Yes, to retire	11.3%
Yes, to take another job within the Federal Government	14.2%
Yes, to take another job outside the Federal Government	3.1%
Yes, other	4.6%
<b>Total</b>	<b>100.0%</b>

<b>I am planning to retire:</b>	<b>%</b>
Within one year	7.9%
Between one and three years	13.1%

## Demographics

Between three and five years	11.0%
Five or more years	68.1%
Total	100.0%

<b>Are you transgender?</b>	<b>%</b>
Yes	--
No	--
Total	--

*Note: All results are suppressed when any single demographic category has*

<b>Which one of the following do you consider yourself to be?</b>	<b>%</b>
Straight, that is not gay or lesbian	92.0%
Gay or Lesbian	3.2%
Bisexual	1.1%
Something else	3.8%
Total	100.0%

<b>What is your US military service status?</b>	<b>%</b>
No Prior Military Service	80.1%
Currently in National Guard or Reserves	1.3%
Retired	3.7%
Separated or Discharged	14.9%
Total	100.0%

<b>Are you an individual with a disability?</b>	<b>%</b>
Yes	14.6%
No	85.4%
Total	100.0%

<b>What is your age group?</b>	<b>%</b>
25 and under	--
26-29 years old	--
30-39 years old	16.1%
40-49 years old	22.2%
50-59 years old	43.8%
60 years or older	16.9%
Total	100.0%

*Note: Results are suppressed for each demographic category with fewer than 4 responses.*

Percentages for demographic questions are unweighted.

## Agency-Specific Questions

**1. In my opinion, there is a climate of cooperation between labor and management and they work together to solve problems.**

	# of Respondents	Percent
	2018	2018
Yes	135	36.6%
No	86	21.5%
Sometimes	163	42.0%
Total	384	100.0%

**2. In my work unit, within the last six months, union representatives and management have met to discuss workplace matters.**

	# of Respondents	Percent
	2018	2018
Yes	78	20.2%
No	89	22.5%
I Don't Know	223	57.3%
Total	390	100.0%

**3. Within the last six months, I have met with my union representative to discuss an issue involving management.**

	# of Respondents	Percent
	2018	2018
Yes	39	9.8%
No	223	56.8%
Not Applicable	128	33.4%
Total	390	100.0%

**4. Within the last six months, the union has filed a grievance on my behalf.**

	# of Respondents	Percent
	2018	2018
Yes	13	3.5%



No	375	96.5%
Total	388	100.0%

***5. The RRB provides enough retirement and financial planning to prepare employees for retirement.***

	# of Respondents <b>2018</b>	Percent <b>2018</b>
Yes	233	59.4%
No	153	40.6%
Total	386	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Employee Viewpoint Survey