



Federal Employee Viewpoint Survey Results

U.S. Railroad Retirement Board
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U.S. Railroad Retirement Board Federal Employee Viewpoint Survey Results, 2022 (Survey Administration Period 6/1/22-7/15/22)

1. Interpretation of Results: The Federal Employee Viewpoint Survey (FEVS), developed by the Office of Personnel Management (OPM), is a tool that measures employees' perceptions of whether, and to what extent, conditions characterizing successful organizations are present in their agencies. This year's survey included items to address ongoing responses to the pandemic and return to the worksite. In order to address government priorities, content aligned with the Executive Order on Diversity, Equity, Inclusion, and Accessibility (DEIA) was also included in the 2022 survey. Of the 766 employees invited to participate 373 completed the survey, for a response rate of 49%. Sixty-one survey items were identified as strengths (65% positive or higher) while no survey items were identified as a challenge (35% negative or higher). Additionally, 25 items increased since the last survey while 12 items decreased. We are pleased to report that our Engagement Index score, which OPM developed to measure employees' overall sense of purpose and attachment relative to an organization's mission, exceeded OPM's goal for 2022 (74%) and met or exceeded the governmentwide benchmarks in all areas (global satisfaction, performance confidence and DEIA).

As for the coronavirus-specific content added this year, results indicated that employees felt the agency supported their well-being and work needs during the pandemic and return to worksite. Eighty four percent of employees felt the agency provided effective communications about what to expect with the return to the physical worksite. Nearly 80% of employees indicated that agency senior leaders were committed to protecting employee health and safety and 86% of employees felt their supervisor supported their efforts to stay healthy and safe while working.

1. How the survey was conducted: The survey was conducted online by OPM from June 1st to July 15th, 2022.

3. Description of the employee sample: All full-time, permanent employees of the agency as of November 30th, 2021, 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 766 employees invited to participate, 373 completed the survey, for a response rate of 48.7 percent. Demographics of the survey respondents can be found in following report.

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	65.7%	26.9%	38.9%	17.7%	10.8%	5.8%	16.6%	104	143	62	37	20	366	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	64.3%	27.4%	36.8%	13.9%	12.4%	9.4%	21.8%	108	140	47	43	32	370	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	77.9%	31.4%	46.5%	12.1%	6.4%	3.6%	10.0%	120	168	43	23	12	366	N/A
4	I know what is expected of me on the job.	Agree-disagree	85.8%	37.5%	48.3%	6.3%	4.3%	3.6%	7.9%	141	174	23	16	13	367	N/A
5	*My workload is reasonable.	Agree-disagree	57.5%	18.9%	38.6%	15.5%	15.5%	11.6%	27.1%	71	144	55	58	42	370	N/A
6	*My talents are used well in the workplace.	Agree-disagree	60.7%	23.7%	37.0%	16.8%	11.8%	10.7%	22.5%	91	143	57	41	35	367	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	89.5%	45.9%	43.6%	5.4%	2.4%	2.7%	5.1%	169	159	19	9	10	366	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	72.4%	40.0%	32.4%	15.2%	5.5%	6.9%	12.4%	147	112	55	17	24	355	18
9	I have enough information to do my job well.	Agree-disagree	77.2%	25.6%	51.7%	12.2%	8.2%	2.3%	10.5%	98	188	47	30	9	372	N/A
10	I receive the training I need to do my job well.	Agree-disagree	67.6%	26.2%	41.4%	17.6%	10.6%	4.1%	14.7%	98	154	65	40	15	372	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	90.9%	45.9%	44.9%	7.3%	0.7%	1.1%	1.8%	173	171	23	2	4	373	N/A
12	Continually changing work priorities make it hard for me to produce high quality work. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.)	Agree-disagree, negatively worded	38.5%	9.2%	21.7%	30.5%	26.9%	11.6%	30.9%	33	76	107	101	43	360	13
13	I have a clear idea of how well I am doing my job.	Agree-disagree	76.8%	29.7%	47.0%	15.0%	5.8%	2.4%	8.3%	112	178	53	20	9	372	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	80.0%	36.4%	43.6%	11.2%	6.2%	2.6%	8.8%	140	161	42	20	9	372	N/A
16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	46.1%	13.3%	32.9%	26.4%	18.2%	9.3%	27.5%	41	107	86	55	29	318	54
17	Employees in my work unit share job knowledge.	Agree-disagree	83.4%	38.2%	45.2%	9.9%	5.1%	1.6%	6.7%	143	164	35	20	6	368	5
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	81.5%	30.9%	50.6%	11.3%	5.2%	2.0%	7.2%	114	183	41	19	7	364	8
19	Employees in my work unit meet the needs of our customers.	Always-never	89.2%	42.5%	46.7%	10.3%	0.5%	0.0%	0.5%	152	160	35	2	0	349	22
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	86.7%	48.3%	38.4%	11.6%	1.6%	0.2%	1.8%	173	134	38	5	1	351	15
21	Employees in my work unit produce high-quality work.	Always-never	84.4%	40.0%	44.4%	13.3%	2.3%	0.0%	2.3%	145	156	46	7	0	354	18
22	Employees in my work unit adapt to changing priorities.	Always-never	82.7%	45.4%	37.3%	13.1%	4.2%	0.0%	4.2%	160	129	46	12	0	347	24
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	56.0%	19.2%	36.8%	28.9%	9.4%	5.7%	15.1%	54	100	76	27	14	271	102
24	I can influence decisions in my work unit.	Agree-disagree	59.5%	19.4%	40.1%	23.6%	11.0%	5.8%	16.8%	75	151	86	39	22	373	N/A
25	I know what my work unit's goals are.	Agree-disagree	85.4%	40.5%	44.9%	9.8%	2.1%	2.7%	4.8%	156	165	35	8	9	373	N/A

26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	50.7%	14.4%	36.3%	23.4%	15.9%	10.0%	25.9%	52	122	78	51	33	336	35
27	My work unit successfully manages disruptions to our work.	Agree-disagree	74.0%	23.9%	50.1%	15.5%	6.1%	4.5%	10.6%	88	177	53	20	15	353	20
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	61.0%	19.3%	41.7%	23.4%	11.0%	4.6%	15.6%	65	141	79	37	14	336	32
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	60.1%	17.7%	42.4%	24.2%	11.4%	4.4%	15.7%	59	138	80	37	13	327	39
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	58.4%	18.6%	39.9%	24.5%	13.3%	3.8%	17.1%	61	129	83	41	12	326	39
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	84.1%	40.3%	43.8%	11.4%	3.2%	1.3%	4.5%	142	152	40	10	4	348	21
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	69.3%	28.1%	41.2%	21.6%	6.8%	2.3%	9.1%	94	138	74	21	7	334	33
33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	73.3%	30.6%	42.7%	17.9%	2.7%	6.1%	8.8%	114	155	62	10	19	360	9
34	Employees in my work unit are typically under too much pressure to meet work goals. <i>(Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.)</i>	Agree-disagree, negatively worded	40.3%	8.0%	23.3%	28.4%	26.4%	13.9%	31.3%	27	78	98	94	48	345	24
35	Employees are recognized for providing high quality products and services.	Agree-disagree	55.9%	18.4%	37.5%	21.1%	12.3%	10.7%	23.0%	64	136	72	40	35	347	20
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	73.4%	33.4%	40.1%	15.7%	6.1%	4.8%	10.8%	121	148	54	21	15	359	6
37	My organization is successful at accomplishing its mission.	Agree-disagree	77.7%	26.2%	51.5%	14.8%	5.2%	2.3%	7.5%	94	181	50	19	8	352	16
38	I have a good understanding of my organization's priorities.	Agree-disagree	81.5%	35.6%	46.0%	10.8%	5.1%	2.6%	7.7%	133	169	41	16	9	368	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	70.8%	28.2%	42.5%	18.8%	7.1%	3.4%	10.5%	97	149	64	23	10	343	24
40	My organization has prepared me for potential physical security threats.	Agree-disagree	74.1%	28.8%	45.3%	12.2%	7.9%	5.8%	13.7%	108	164	43	28	20	363	1
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	86.4%	36.6%	49.9%	8.3%	3.4%	1.8%	5.2%	136	180	28	13	6	363	1
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	57.2%	27.0%	30.1%	21.4%	10.5%	10.9%	21.4%	90	107	69	36	33	335	29
43	*I recommend my organization as a good place to work.	Agree-disagree	68.1%	27.6%	40.5%	17.3%	7.8%	6.8%	14.6%	102	151	59	31	20	363	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	46.0%	18.6%	27.4%	25.7%	13.6%	14.7%	28.3%	65	88	82	46	42	323	42
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	78.0%	43.7%	34.3%	15.4%	3.7%	3.0%	6.7%	151	113	44	13	9	330	33
46	Supervisors in my work unit support employee development.	Agree-disagree	76.5%	40.0%	36.5%	12.9%	5.5%	5.0%	10.6%	150	128	44	18	16	356	7
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	87.2%	54.9%	32.3%	7.1%	1.9%	3.8%	5.7%	202	117	21	7	12	359	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	80.3%	48.8%	31.5%	11.4%	5.6%	2.7%	8.3%	181	113	37	18	9	358	N/A
49	My supervisor treats me with respect.	Agree-disagree	87.4%	55.0%	32.4%	7.8%	2.8%	1.9%	4.7%	198	115	27	11	7	358	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	73.2%	47.7%	25.5%	14.3%	6.4%	6.1%	12.5%	175	93	45	22	22	357	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	86.3%	51.3%	35.1%	11.0%	1.5%	1.2%	2.7%	187	131	34	4	4	360	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	77.7%	51.4%	26.2%	15.6%	3.7%	3.0%	6.7%	188	96	50	14	10	358	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	69.2%	35.4%	33.8%	17.9%	8.6%	4.3%	12.9%	128	127	62	27	16	360	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	75.1%	38.2%	36.9%	15.8%	5.4%	3.7%	9.1%	139	133	52	17	14	355	5
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	53.1%	19.9%	33.3%	20.5%	11.3%	15.0%	26.3%	69	114	69	39	47	338	20

56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	66.7%	28.5%	38.2%	19.7%	3.3%	10.4%	13.7%	94	125	62	10	30	321	35
57	*Managers communicate the goals of the organization.	Agree-disagree	74.2%	25.8%	48.4%	13.4%	5.4%	7.0%	12.4%	92	167	51	20	23	353	6
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	57.7%	23.0%	34.7%	22.2%	8.6%	11.5%	20.1%	80	124	72	29	36	341	17
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	74.1%	35.3%	38.9%	12.2%	8.3%	5.4%	13.6%	122	128	40	26	17	333	25
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	65.4%	27.6%	37.8%	20.3%	6.8%	7.5%	14.3%	96	135	73	22	25	351	5
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	68.2%	26.8%	41.3%	19.7%	5.2%	7.0%	12.2%	90	136	63	17	21	327	24
62	Management encourages innovation.	Agree-disagree	54.4%	21.0%	33.4%	23.5%	11.8%	10.3%	22.1%	72	115	77	41	31	336	17
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	57.3%	23.5%	33.8%	19.2%	12.6%	11.0%	23.6%	79	116	63	44	34	336	18
64	Management involves employees in decisions that affect their work.	Agree-disagree	45.6%	17.9%	27.7%	21.5%	15.9%	17.0%	32.9%	61	100	69	55	54	339	16
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	52.2%	20.2%	32.0%	25.0%	15.6%	7.2%	22.8%	72	115	83	54	24	348	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	55.8%	23.0%	32.7%	24.3%	14.8%	5.1%	20.0%	82	118	79	52	18	349	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	57.6%	20.8%	36.8%	19.1%	13.8%	9.4%	23.3%	75	134	64	48	29	350	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	68.9%	27.4%	41.5%	17.2%	8.0%	6.0%	13.9%	98	146	57	29	19	349	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	58.7%	20.2%	38.5%	16.1%	16.9%	8.3%	25.2%	74	137	51	58	28	348	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	64.8%	25.3%	39.5%	20.2%	8.5%	6.4%	15.0%	90	140	68	30	22	350	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	69.2%	32.5%	36.7%	19.9%	5.0%	5.9%	10.9%	104	118	58	14	16	310	44
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	71.4%	37.2%	34.2%	19.9%	4.6%	4.1%	8.7%	118	111	58	12	12	311	44
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	65.8%	29.7%	36.2%	13.9%	11.4%	8.8%	20.2%	104	125	48	36	29	342	13
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	69.5%	31.5%	38.0%	16.2%	7.5%	6.7%	14.3%	111	124	56	23	22	336	18
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	59.9%	27.1%	32.7%	19.3%	9.9%	10.9%	20.8%	89	112	64	30	33	328	25
76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	85.1%	41.7%	43.4%	8.6%	3.7%	2.6%	6.3%	145	151	30	12	10	348	4
77	Employees in my work unit make me feel I belong.	Agree-disagree	82.7%	40.2%	42.5%	11.3%	3.2%	2.8%	6.0%	141	148	38	10	11	348	4
78	Employees in my work unit care about me as a person.	Agree-disagree	79.1%	41.2%	37.9%	14.8%	3.3%	2.8%	6.1%	142	129	50	11	9	341	10
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	74.1%	35.0%	39.2%	12.6%	8.4%	4.9%	13.3%	119	137	40	29	17	342	4
80	In my work unit, people's differences are respected.	Agree-disagree	76.9%	32.0%	44.9%	15.2%	5.6%	2.3%	7.9%	108	155	50	19	8	340	8
81	I can be successful in my organization being myself.	Agree-disagree	75.4%	35.2%	40.2%	16.3%	4.5%	3.8%	8.3%	117	140	52	17	13	339	6
82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	75.5%	33.7%	41.8%	17.1%	6.2%	1.1%	7.4%	80	99	39	13	2	233	117
83	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	68.4%	31.6%	36.9%	23.3%	5.9%	2.3%	8.2%	72	83	51	11	5	222	128
84	My organization meets my accessibility needs.	Agree-disagree	70.7%	32.2%	38.4%	24.2%	3.7%	1.5%	5.2%	74	86	53	7	3	223	127
85	My job inspires me.	Agree-disagree	61.2%	22.9%	38.2%	19.9%	9.8%	9.1%	19.0%	81	134	69	37	27	348	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	77.6%	33.5%	44.0%	13.1%	5.7%	3.6%	9.3%	121	150	46	20	11	348	N/A

87	I feel a strong personal attachment to my organization.	Agree-disagree	60.9%	25.9%	34.9%	22.7%	9.3%	7.1%	16.4%	95	124	72	35	22	348	N/A
88	I identify with the mission of my organization.	Agree-disagree	82.3%	34.0%	48.3%	13.7%	1.7%	2.4%	4.0%	121	163	47	6	8	345	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	91.0%	48.1%	42.9%	6.6%	1.0%	1.4%	2.4%	170	149	22	3	5	349	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any accessibility needs."

Percentages are weighted to represent the Agency's population.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Results for these items should be interpreted with caution as these items have been flagged for review for 2023.

For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.

Source: **Railroad Retirement Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey

15. In my work unit poor performers usually (select all that apply):

	2022	2022
	N	%
Remain in the work unit and improve their performance over time	67	18.3%
Remain in the work unit and continue to underperform	113	31.9%
Leave the work unit - removed or transferred	47	12.9%
Leave the work unit - quit	34	9.4%
There are no poor performers in my work unit	83	21.7%
Do Not Know	95	25.3%
Total (percents will add to more than 100% because respondents could choose more than one response option)	372	N/A

Percentages are weighted to represent the Agency's population.

Source: **Railroad Retirement Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Pandemic, Transition to the Worksite, Workplace Flexibilities

90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

	2022	2022
	N	%
100% of my work time	24	7.0%
At least 75% but less than 100%	73	21.5%
At least 50% but less than 75%	46	13.2%
At least 25% but less than 50%	51	14.7%
Less than 25%	137	37.0%
I am not currently required to be physically present at my agency worksite	21	6.5%
Total	352	100.0%

Percentages are weighted to represent the Agency's population.

Source: **Railroad Retirement Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

Telework : a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work. In practice, telework is a work arrangement that allows employees to have regularly scheduled days on which they telework and regularly scheduled days when they work in their agency worksite.

Remote work : an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis. A remote worker's official worksite may be within or outside the local commuting area of an agency worksite.

91. Please select the response that BEST describes your current remote work or teleworking schedule.

	2022 N	2022 %	2021 N	2021 %
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	23	7.0%	N/A	N/A
I telework 3 or more days per week	171	46.5%	N/A	N/A
I telework 1 or 2 days per week	117	34.7%	26	11.1%
I telework, but only about 1 or 2 days per month	6	1.9%	7	2.6%
I telework very infrequently, on an unscheduled or short-term basis	5	1.4%	7	2.3%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	8	1.9%	4	1.5%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	1	0.3%	0	0.0%
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	8	2.5%	3	1.0%
I do not telework because I choose not to telework	13	3.8%	6	2.5%
Total	352	100.0%	N/A	N/A

Only those who answered "I have an approved remote work agreement" to the previous question received Question 91a.

91a. What is your current remote work status?

2022 N	2022 %
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I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away)	8	33.7%
I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away)	15	66.3%
Total	23	100.0%

92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

	2022 N	2022 %
Yes	153	43.7%
No	199	56.3%
Total	352	100.0%

93. Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

	2022 N	2022 %
No	256	71.2%
Yes, to retire	32	8.8%
Yes, to take another job within my Agency	6	2.1%
Yes, to take another job within the Federal Government	38	12.8%
Yes, to take another job outside the Federal Government	7	2.4%
Yes, other	11	2.8%
Total	350	100.0%

Re-entry" is a term used to describe the transition from the work environment that has existed during the pandemic to the agency's new work environment.

94. My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

	2022	2022
	N	%
Strongly Agree	90	25.7%
Agree	137	39.7%
Neither Agree nor Disagree	60	18.4%
Disagree	34	10.1%
Strongly Disagree	18	6.1%
Not Applicable	12	— ^b
Total	351	100.0%

95. Please select the response that BEST describes how employees in your work unit currently report to work:

	2022	2022
	N	%
All employees in my work unit are physically present on the worksite	33	10.0%
Some employees are physically present on the worksite and others telework or work remotely	279	79.8%
No employees in my work unit are physically present on the worksite, we all work remotely	5	1.1%
Other	34	9.1%
Total	351	100.0%

Percentages are weighted to represent the Agency's population.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "Not Applicable" responses are not included in percentage calculations.

"—^d" indicates that there were no responses to this item.

In 2022, the first two response options to Question 91 (Telework) changed from how it was provided in 2021. To facilitate trending, only results for the 2021 response options that were the same in 2022 are provided.

Questions 92-95 in the remote work/telework section are new for 2022. Therefore, trending is not possible for this year.

Source: **Railroad Retirement Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Senior Leaders and Support

96. My organization’s senior leaders support policies and procedures to protect employee health and safety.

	2022 N	2022 %	2021 N	2021 %	2020 N	2020 %
Strongly Agree	131	36.8%	104	40.6%	207	53.2%
Agree	140	41.8%	91	38.3%	132	35.6%
Neither Agree nor Disagree	34	10.3%	30	12.6%	32	8.7%
Disagree	18	5.3%	11	5.1%	3	0.6%
Strongly Disagree	16	5.8%	7	3.4%	6	1.8%
No Basis to Judge	11	— ^b	14	— ^b	12	— ^b
Total	350	100.0%	257	100.0%	392	100.0%

97. My organization’s senior leaders provide effective communications about what to expect with the return to the physical worksite.

	2022 N	2022 %	2021 N	2021 %
Strongly Agree	128	37.3%	89	34.7%
Agree	153	46.3%	87	34.4%
Neither Agree nor Disagree	26	7.2%	38	16.5%
Disagree	16	4.6%	24	9.2%
Strongly Disagree	12	4.5%	12	5.1%
No Basis to Judge	6	— ^b	7	— ^b
Total	341	100.0%	257	100.0%

98. My supervisor supports my efforts to stay healthy and safe while working.

	2022 N	2022 %	2021 N	2021 %	2020 N	2020 %
Strongly Agree	181	50.9%	126	48.3%	205	52.6%
Agree	119	35.3%	88	35.8%	121	31.8%
Neither Agree nor Disagree	27	8.7%	24	10.4%	43	11.3%
Disagree	10	3.3%	5	2.2%	5	1.3%
Strongly Disagree	5	1.9%	8	3.3%	11	3.0%

No Basis to Judge	8	— ^b	8	— ^b	9	— ^b
Total	350	100.0%	259	100.0%	394	100.0%

99. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

	2022	2022	2021	2021	2020	2020
	N	%	N	%	N	%
Strongly Agree	164	46.3%	112	43.7%	186	48.4%
Agree	129	38.5%	86	35.4%	113	29.7%
Neither Agree nor Disagree	26	8.1%	28	12.4%	51	13.9%
Disagree	13	4.3%	12	5.3%	13	3.5%
Strongly Disagree	8	2.8%	9	3.2%	16	4.5%
No Basis to Judge	9	— ^b	13	— ^b	13	— ^b
Total	349	100.0%	260	100.0%	392	100.0%

Percentages are weighted to represent the Agency's population.

Note: Trending for Q96, Q98-Q99 are based on the "During the COVID-19 Pandemic" responses in 2020.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: **Railroad Retirement Board AES Report, 2022 OPM Federal Employee Viewpoint Survey**

Employment Demographics

Where do you work?

	%
Headquarters	68.5%
Field	26.4%
Full-time telework (e.g., home office, telecenter)	5.2%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	3.5%
Manager	8.7%
Supervisor	13.9%
Team Leader	11.3%
Non-Supervisor	62.7%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.3%
GS 1-6	3.5%
GS 7-12	63.8%
GS 13-15	30.3%
Senior Executive Service	2.0%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.0%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	80.5%

Currently in National Guard or Reserves	0.6%
Retired	4.1%
Separated or Discharged	14.8%
Total	100.0%

Are you:

	<u>%</u>
The spouse of a current active duty service member of the U.S. Armed Forces	0.3%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	1.4%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	98.3%
Total	100.0%

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

	<u>%</u>
Yes	0.0%
No	100.0%
Total	100.0%

How long have you been with the Federal Government (excluding military service)?

	<u>%</u>
Less than 1 year	1.1%
1 to 3 years	7.4%
4 to 5 years	6.6%
6 to 10 years	15.5%
11 to 14 years	15.5%
15 to 20 years	10.6%
More than 20 years	43.3%
Total	100.0%

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	<u>%</u>
Less than 1 year	4.9%
1 to 3 years	12.9%
4 to 5 years	9.2%
6 to 10 years	19.8%
11 to 14 years	10.3%
15 to 20 years	8.3%
More than 20 years	34.7%
Total	100.0%

Are you considering leaving your organization within the next year, and if so, why?

	<u>%</u>
No	67.3%
Yes, to retire	11.3%
Yes, to take another job within the Federal Government	16.5%
Yes, to take another job outside the Federal Government	1.7%
Yes, other	3.2%
Total	100.0%

I am planning to retire:

	<u>%</u>
Less than 1 year	4.6%
1 year	4.9%
2 years	7.8%
3 years	6.4%
4 years	6.4%
5 years	6.9%
More than 5 years	63.0%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	<u>%</u>
Yes	10.0%
No	90.0%
Total	100.0%

Please select the racial category or categories with which you most closely identify.

	<u>%</u>
White	59.1%
Black or African American	31.8%
All other races	9.1%
Total	100.0%

What is your age group?

	<u>%</u>
29 years and under	2.7%
30-39 years old	13.5%
40-49 years old	22.5%
50-59 years old	39.5%
60 years or older	21.9%
Total	100.0%

What is the highest degree or level of education you have completed?

	<u>%</u>
Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree	4.7%
Bachelor's Degree	21.8%
Advanced Degrees (Post Bachelor's Degree)	49.6%
Total	23.9%
	100.0%

Are you an individual with a disability?

	<u>%</u>
Yes	17.4%
No	82.6%
Total	100.0%

Are you:		%
Male		40.1%
Female		59.9%
Total		100.0%

Are you transgender?		%
Yes		0.0%
No		100.0%
Total		100.0%

Which one of the following best represents how you think of yourself?		%
Straight, that is not gay or lesbian		— ^c
Gay or Lesbian		— ^c
Bisexual		— ^c
I use a different term		— ^c
Total		— ^c

Percentages for demographic questions are unweighted.

The "I use a different term" response option for the sexual orientation item was worded as "Something else" in 2021.

Note: For confidentiality purposes, a "—^c" indicated that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

A "—^d" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Railroad Retirement Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Agency-Specific Questions

1. I currently participate in RRB's telework program.

	N	%
Yes, on a regular basis (e.g. every Monday)	270	75.9%
Yes, on an intermittent basis (I occasionally telework)	52	15.9%
No, I am not eligible to telework	16	4.5%
No, I am eligible but choose not to telework	13	3.7%
Total	351	100.0%

2. It is my opinion that RRB employees that telework are more engaged, effective and/or productive in the performance of their work.

	N	%
I agree	247	90.7%
I disagree	26	9.3%
N/A, I have no opinion on this	78	— ^b
Total	351	100.0%

Note: "N/A, I have no opinion on this" responses are not included in percentage calculations.

3. It is my opinion that RRB employees that telework have better morale, happiness, and/or a more positive work attitude.

	N	%
I agree	277	95.2%
I disagree	14	4.8%
N/A, I have no opinion on this	60	— ^b
Total	351	100.0%

Note: "N/A, I have no opinion on this" responses are not included in percentage calculations.

4. It is my opinion that RRB employees that telework have a better ability to balance work-life demands (e.g. family care needs).

	N	%
I agree	318	98.6%
I disagree	5	1.4%
N/A, I have no opinion on this	27	— ^b
Total	350	100.0%

Note: "N/A, I have no opinion on this" responses are not included in percentage calculations.

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

	N	%
Yes	152	62.7%
No	89	37.3%
N/A, I have no opinion on this	110	— ^b
Total	351	100.0%

Note: "N/A, I have no opinion on this" responses are not included in percentage calculations.

6. When answering the survey questions about your "senior leaders," who were you primarily thinking of?

	N	%
Agency Heads (Chairman, Labor Member and Management Member)	70	20.0%
Executive Committee (Office/Bureau Directors such as the Director of Administration)	133	37.9%
Office/Bureau Division Directors (e.g. Assistant Chief Information Officer or Chief of Actg. and Budget Division)	111	31.5%
Network Managers (for Field Service employees only)	34	10.5%
Total	348	100.0%

7. When answering the survey questions about your "organization," which organization were you primarily thinking of?

	N	%
The Office/Bureau (e.g. Office of Programs)	252	73.4%
The division or network (e.g. Disability Benefits Division or Network 1)	38	11.5%
The section/unit (e.g. Training and Development section)	20	5.8%
The field office (Nashville field office)	30	9.4%
Total	340	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Railroad Retirement Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey