

# Federal Employee Viewpoint Survey Results

U.S. Railroad Retirement Board 844 N. Rush St. Chicago, IL 60611-2092

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### U.S. Railroad Retirement Board Federal Employee Viewpoint Survey Results, 2024 (Survey Administration Period 5/16/24-6/28/24)

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. The employee work experience has evolved over the past several years, affecting many across the workforce. Responses to the pandemic have led to rapid changes and new experiences with technology, evolving perspectives on work-life balance, and workplace innovations including expanded work outside of a traditional office. This year's survey included items to assess the employee work experience. Of the 793 employees invited to participate, 542 completed the survey, resulting in a final adjusted response rate of 68.3%, a fourteen percent increase from last year's survey. Seventy-five survey items were identified as strengths (65% positive or higher) while no survey items were identified as a challenge (35% negative or higher). Additionally, of the 90 core items, 55 item responses increased since the last survey while 24 decreased.

The 2024 FEVS results are reported across five indices: 1) Employee Engagement, 2) Global Satisfaction, 3) Performance Confidence, 4) Diversity, Equity, Inclusion, and Accessibility (DEIA), and 5) Employee Experience. We are pleased to report that the RRB employees scored the RRB positively across all five indices. When compared to the prior year's results, RRB's 2024 results indicate an improvement in FEVS scores across four indices (Employee Engagement, Global Satisfaction, Performance Confidence, and DEIA), and only a minimal decrease of 0.5% in Employee Experience. Notably, the 2024 results show an overwhelming positive outlook on the agency's Performance Confidence index of 90.1%, a 4% increase from the prior year.

**How the survey was conducted:** The survey was conducted online by OPM from May 16<sup>th</sup> to June 28<sup>th</sup>, 2024.

**Description of the employee sample:** All full-time, permanent employees of the agency as of November 30<sup>th</sup>, 2023, received the survey.

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

**Number of employees surveyed, number who responded, and representation of respondents:** of the 793 employees invited to participate, 542 completed the survey, for a response rate of 68.3 percent. Demographics of the survey respondents can be found in the following report.

Railroad Retirement Board	
2024 FEVS AES Report	Agency Information
Field Period	May 16 - Jun 28, 2024
Sample or Census	Census
Number of Surveys Completed	542
Number of Surveys Administered	793
Response Rate	68.3%
Number of items identified as Strengths (65% positive or higher)	75
Number of items identified as Challenges (35% negative or higher)	0
2024 Engagement Index	77%
Leaders Lead Subindex	71%
Supervisors Subindex	83%
Intrinsic Work Experience Subindex	79%

Note: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16. A "-<sup>nr</sup>" indicates that there were no responses to the item.

İtem	ltem Text	Index	Performance Dimension Employee-Focused: Employee	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/ Peor/ 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
2	*I am given a real opportunity to improve my skills in my organization. I feel encouraged to come up with new and better ways of doing things.	N/A Employee Engagement: Intrinsic Work Experience	Development N/A	Agree-disagree Agree-disagree	74% 64%	30%	44% 34%	15%	7% 11%	4% 6%	11%	163	235 186	100	35 58	22 31	536 535	N/A N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience Employee Engagement: Intrinsic	N/A	Agree-disagree	81%	37%	44%	11%	5%	3%	8%	196	237	57	25	16	531	N/A
4	know what is expected of me on the job.	Work Experience	N/A Employee-Focused: Work-Life	Agree-disagree	87% 55%	41%	46%	8% 20%	4%	1%	5% 25%	219	242 195	40 101	22	7	530	N/A N/A
6	*My workload is reasonable.  *My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	Support N/A	Agree-disagree Agree-disagree	69%	28%	41%	18%	15%	5%	13%	150	218	93	45	26	535	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	91%	48%	42%	6%	1%	2%	3%	263	228	30	8	8	537	N/A
8	a can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles Foundations: Performance	Agree-disagree	80%	45%	35%	11%	4%	5%	9%	232 133	178	54 72	18	27	509	28
9	I have enough information to do my job well.  I receive the training I need to do my job well.	N/A N/A	Resources Employee-Focused: Employee Development	Agree-disagree Agree-disagree	76% 71%	24%	52% 46%	14%	10%	4%	10%	133	275	80	38 51	19 23	537	N/A N/A
11	am held accountable for the quality of work I produce.	N/A	Goal-Oriented: Accountability Goal-Oriented: Performance	Agree-disagree	91%	42%	49%	7%	1%	1%	2%	229	266	35	6	3	539	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Feedback	Agree-disagree	78%	34%	44%	13%	7%	2%	9%	185	237	69	35	12	538	N/A
13	I have the autonomy to decide how I do my job.  I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy Agile: Autonomy	Agree-disagree Agree-disagree	70%	27%	42%	16%	9%	6%	15%	152 125	226	83 116	49 45	30	540	N/A N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	87%	44%	42%	7%	3%	2%	6%	244	228	39	17	13	541	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal-Oriented: Recognition	Agree-disagree	49%	17%	32%	27%	13%	11%	24%	78	141	124	61	48	452	87
18	Employees in my work unit share job knowledge. "My work unit has the job-relevant knowledge and skills necessary to accomplish organizational popula	N/A	Foundations: Cooperation Foundations: Performance	Agree-disagree	86%	44% 38%	41%	8%	4%	2%	6%	241	224	40 51	22 17	11	538 529	3
20	goals.  Employees in my work unit meet the needs of our customers.	Performance Confidence	Resources N/A	Agree-disagree Always-never	94%	48%	45%	10%	1%	0%	1%	202	229	28	4	12	507	31
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	93%	57%	36%	5%	1%	1%	2%	293	180	27	5	5	510	24
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	90%	48%	42%	8%	2%	0%	2%	245	208	40	8	1	502	36
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A Foundations: Performance	Always-never	85%	47%	38%	11%	4%	1%	4%	239	187	55 97	16 27	4 21	501 454	35 85
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	N/A N/A	Resources Employee-Focused: Employee Voice	Agree-disagree Agree-disagree	68%	24%	44%	21%	7%	5%	11%	110	199 218	123	41	20	539	85 N/A
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	88%	42%	46%	8%	3%	1%	4%	228	251	39	16	6	540	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	55%	19%	37%	24%	13%	8%	21%	94	178	115	61	39	487	51
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	74%	28%	46%	18%	4%	4%	8% 12%	147	238	88	21	18	512 497	29
30	Employees in my work unit consistently look for new ways to improve how they do their work.  Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation Agile: Innovation	Agree-disagree Agree-disagree	67%	24%	41%	21%	9%	4%	13%	127	204	103	40	18	497	40
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience Foundations: Customer	Agree-disagree	61%	24%	37%	26%	9%	4%	13%	116	184	132	41	17	490	37
32	Employees in my work unit consider customer needs a top priority.	N/A	Responsiveness Foundations: Customer	Agree-disagree	86%	47%	40%	9%	3%	1%	5%	244	203	48	15	7	517	18
33	Employees in my work unit consistently look for ways to improve customer service.  Employees in my work unit support my need to balance my work and personal responsibilities.	N/A N/A	Responsiveness Employee-Focused: Work-Life Support	Agree-disagree Agree-disagree	71% 81%	34% 42%	36%	23%	4% 2%	2%	6%	172 220	179 203	115 67	20	9	495 519	16
35	Employees are recognized for providing high quality products and services.	N/A	Goal-Oriented: Recognition	Agree-disagree	63%	21%	42%	18%	13%	6%	19%	106	211	92	65	31	505	35
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	83%	39%	44%	11%	4%	2%	6%	199	225	56	17	11	508	30
	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	80%	32%	48%	15%	5%	1%	6%	163	250	75	23	6	517	22
38	I have a good understanding of my organization's priorities.  My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Goal-Oriented: Goal Clarity Other	Agree-disagree Agree-disagree	83%	39%	44%	13%	3% 5%	2%	5% 9%	208	237	68 45	17	15	538	N/A 29
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	70%	25%	45%	15%	12%	4%	16%	126	233	74	60	17	510	13
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	65%	22%	42%	23%	8%	4%	12%	119	218	118	40	19	514	13
	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience Employee-Focused: Employee	Agree-disagree	73%	26%	46%	20%	5%	2%	7% 6%	135	231	95	24	11	496	35
	My organization has prepared me for potential physical security threats.  My organization has prepared me for potential cybersecurity threats.	N/A N/A	Welfare Employee-Focused: Employee Welfare	Agree-disagree Agree-disagree	83%	35%	48%	12% 9%	3% 2%	2%	3%	184 199	253 259	56 44	17	11 8	521 518	3
45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	65%	31%	34%	18%	10%	7%	17%	149	165	90	44	35	483	47
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	79%	35%	43%	13%	4%	5%	9%	192	234	66	21	23	536	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.  Supervisors in my work unit support employee development.	N/A Employee Engagement: Supervisors	Other N/A	Agree-disagree	61% 80%	29% 46%	32% 35%	23%	9% 5%	6% 4%	15% 9%	144 242	157	112 55	46 24	29	488 523	48
	My supervisors supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	88%	62%	26%	7%	2%	2%	4%	329	142	39	13	10	533	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors Employee Engagement:	N/A	Agree-disagree	85%	56%	29%	8%	5%	3%	7%	295	157	39	24	14	529	N/A
51	My supervisor treats me with respect.	Supervisors Employee Engagement:	N/A	Agree-disagree	87%	60%	27%	7%	3%	2%	5%	321	147	38	14	13	533	N/A
52	I have trust and confidence in my supervisor.  My supervisor holds me accountable for achieving results.	Supervisors N/A	N/A Goal-Oriented: Accountability	Agree-disagree Agree-disagree	92%	55%	24% 35%	11%	4% 2%	6%	10%	291 304	134	56 30	21 9	29	531 528	N/A N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A Goal-Oriented: Performance	Good-poor	81%	53%	28%	12%	4%	3%	7%	289	145	62	20	17	533	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Feedback Goal-Oriented: Performance	Agree-disagree	77%	46%	31%	15%	5%	2%	7%	246	167	79	27	13	532	N/A
56	My supervisor provides me with performance feedback throughout the year. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	N/A Employee Engagement: Leaders Lead	Feedback	Agree-disagree	84% 60%	46% 24%	38%	9% 22%	10%	3% 8%	7% 18%	247 124	196 181	45 112	22 52	16 36	526 505	7 25
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree Agree-disagree	71%	33%	38%	20%	3%	6%	9%	160	180	93	14	28	475	51
59	Managers communicate the goals of the organization.  Managers promote communication among different work units (for example, about projects, goals,	Employee Engagement: Leaders Lead	N/A	Agree-disagree	77%	30%	46%	14%	5%	4%	9%	157	239	71	23	20	510	17
60	needed resources). Overall, how good a job do you feel is being done by the manager directly above your immediate	N/A Employee Engagement: Leaders	Foundations: Communication	Agree-disagree	67%	26%	41%	18%	9%	5%	14%	132	205	87	46	26	496	26
61	supervisor? I have a high level of respect for my organization's senior leaders.	Lead Employee Engagement: Leaders Lead	N/A	Good-poor Agree-disagree	76% 71%	42% 35%	34%	13%	5%	5%	11%	207	169 188	62 88	26 39	26	490 520	12
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	74%	37%	38%	16%	5%	4%	9%	181	192	77	25	19	494	33
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	60%	26%	35%	24%	9%	6%	15%	133	174	123	46	31	507	22
	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience Employee-Focused: Employee	Agree-disagree	65%	26%	39%	19%	9%	7%	16%	132	189	95	46	32	494	32
	Management involves employees in decisions that affect their work.  "How satisfied are you with your involvement in decisions that affect your work?	N/A	Voice Employee-Focused: Employee Voice	Agree-disagree Satisfied- dissatisfied	53%	22%	31%	23%	14%	10%	24% 17%	111	155 174	115	68 65	48	497 531	26 N/A
	"How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied- dissatisfied	65%	26%	39%	20%	12%	3%	15%	140	210	104	59	16	529	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal-Oriented: Recognition	Satisfied- dissatisfied Satisfied-	62%	26%	36%	21%	11%	6%	17%	137	190	113	58	32	530	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	dissatisfied	78%	31%	47%	11%	7%	4%	11%	167	243	58	39	20	527	N/A

Considering everything, how satisfied are you with your pay?   Global Satisfaction   N/A   Statisfied   Syst.   23%   36%   17%   15%   9%   24%   127   138   85   83   47   530   N/A     Considering everything, how satisfied are you with your organization?   Global Satisfaction   N/A   disasticited   73%   27%   46%   17%   7%   36   10%   148   243   86   35   17   529   N/A     May organization inangement price (see, promotion, recruitment, promotion   Global Satisfaction   N/A   Agree-disagree   80%   42%   38%   15%   22%   38   5%   178   203   72   8   17   478   51     False similar access to advancement opportunities, development, Training   Global Satisfaction   Global Southwest   N/A   Agree-disagree   80%   42%   38%   15%   36   22%   58%   58%   128   203   72   8   17   478   51     False similar access to advancement opportunities (e.g., promotion, correct development, Training   Global Southwest   N/A   Agree-disagree   77%   36%   41%   11%   6%   6%   12%   142   204   53   31   30   550   22     False similar access to advancement opportunities (e.g., promotion, correct development, Training   Global Southwest   N/A   Agree-disagree   77%   36%   41%   11%   6%   6%   12%   142   204   53   31   30   550   22     False similar access to advancement opportunities (e.g., promotion, correct development, Training   Global Southwest   N/A   Agree-disagree   77%   36%   41%   11%   6%   6%   12%   142   204   53   31   30   550   22     False similar access to advancement opportunities (e.g., promotion, correct development, training   Global Southwest   N/A   Agree-disagree   77%   36%   41%   11%   6%   6%   12%   12   204   53   31   30   550   22   29   492   33     False similar access to advance most popularity (e.g., promotion, correct development, training   Global Southwest   N/A   Agree-disagree   77%   36%   41%   12%   37%   27%   55   50   30   30   30   30   30   30	_			1	To a real														
27   *Considering everything, how satisfied are you with your agranization?   Global Satisfaction   N/A   Statisfied   73%   27%   46%   17%   7%   3%   10%   148   243   86   35   17   5.29   N/A   N/A   Agree-disagree   79%   37%   42%   15%   28%   28%   38%   58%   178   203   72   8   17   478   51   12%	71	Consideration accordation from antifficial accordance (as the constant of	Clabal Casisfa asia a	21/2		FOW	220/	2007	4707	150/	00/	240/	127	100	or	02	47	F20	A1 / A
Part	/1	considering everything, now satisfied are you with your pay?	GIODAI SALISIACTION	N/A		39%	23%	30%	1/76	1576	976	24%	127	100	85	83	4/	530	IN/A
May approximate production is multiple as commitment to workforce developing (e.g., curvator, recruitment, promotion)   DEAL Diversity   NA   Agree-disagree   79%   37%   42%   15%   2%   5%   55%   158   1351   67   11   11   468   62   12%	72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	dissatisfied	73%	27%	46%	17%	7%	3%	10%	148	243	86	35	17	529	N/A
Part		My organization's management practices promote diversity (e.g., outreach, recruitment, promotion		,															
DEAL Property	73	opportunities).	DEIA: Diversity	N/A	Agree-disagree	79%	37%	42%	15%	2%	3%	5%	178	203	72	8	17	478	51
DEA: Equity   N/A   Agree-disagree   77%   36%   41%   11%   6%   6%   22%   182   204   53   31   30   500   25																			
DEA: Equity   N/A   Agree-disagree   77%   36%   41%   11%   60%   60%   12%   182   204   53   31   30   500   25	74		DEIA: Diversity	N/A	Agree-disagree	80%	42%	38%	15%	3%	2%	5%	198	181	67	11	11	468	62
Part																			
The single process of the single process o	75			N/A	Agree-disagree	77%	36%	41%	11%	6%	6%	12%	182	204	53	31	30	500	25
DEIA: Equity   N/A   Agree-disagree   65%   34%   32%   17%   10%   7%   18%   164   151   81   48   35   479   46																			
Pack Equity   N/A   Agree-disagree   66%   34%   32%   17%   10%   7%   18%   164   151   81   48   35   479   46	76		DEIA: Equity	N/A	Agree-disagree	78%	42%	36%	12%	4%	6%	10%	206	180	55	22	29	492	33
Pack   Employees in my work unit make me feel belong.   DEA: Inclusion   N/A   Agree-disagree   83%   40%   44%   12%   3%   2%   5%   207   221   60   13   10   511   11	77		DEIA: Fia	21/2	A di	ccov	240/	220/	470/	100/	70/	100/	104	151	01	40	25	470	40
Pack   Employees in my work unit care about me as a person.   DEA: Inclusion   N/A   Agree-disagree   81%   39%   41%   14%   3%   2%   5%   198   201   68   15   11   494   22   22   28   29   20   515   8   20   20   20   20   20   20   20	//	acknowledgements).	DEIA: Equity	N/A	Agree-disagree	00%	34%	32%	1/76	10%	/76	18%	104	151	91	46	33	4/9	40
Pack   Employees in my work unit care about me as a person.   DEA: Inclusion   N/A   Agree-disagree   81%   39%   41%   14%   3%   2%   5%   198   201   68   15   11   494   22   22   28   29   20   515   8   20   20   20   20   20   20   20	78	Employees in my work unit make me feel I helong	DEIA: Inclusion	N/A	Agree-disagree	83%	40%	44%	12%	3%	296	596	207	221	60	13	10	511	11
80 Ian comfortable expressing opinions that are different from other employees in my work unit.  81 In my work unit, people's differences are respected.  82 Ican be successful in my organization being myself.  83 Ican easily make a request of my organization to meet my accessibility needs.  84 My organization responds to my accessibility needs in a timely manner.  85 My organization meets my accessibility needs.  86 My job inspires me.  87 The work I do gives me a sense of accomplishment.  88 I feel a strong personal attachment to my organization.  89 Each accessibility and a Agree-disagree  80 N/A  80 Agree-disagree  81 My 40 Agree-disagree  81 My 40 Agree-disagree  82 My organization.  80 Each accessibility needs.  81 My organization meets my accessibility needs.  83 My organization meets my accessibility needs.  84 My organization meets my accessibility needs.  85 My organization meets my accessibility needs.  86 My job inspires me.  87 The work I do gives me a sense of accomplishment.  88 I feel a strong personal attachment to my organization.  89 I identify with the mission of my organization.  80 Employee Experience  81 My 40 My 41 My	70	Employees in my work difference me reen belong.	DEIT. IIICIOJOII	N/O	Agree disagree	0370	4070	4470	12/0	3,0	270	370	207	22.2	- 00	13		744	
81   In my work unit, people's differences are respected.   DEAL Inclusion   N/A   Agree-disagree   81%   40%   41%   14%   3%   2%   6%   198   206   67   15   12   498   24   24   24   25   25   25   25   25	79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	81%	39%	41%	14%	3%	2%	5%	198	201	68	16	11	494	22
81   In my work unit, people's differences are respected.   DEAL Inclusion   N/A   Agree-disagree   81%   40%   41%   14%   3%   2%   6%   198   206   67   15   12   498   24   24   24   25   25   25   25   25																			
R2   Can be successful in my organization being myself.   DEA: Inclusion   N/A   Agree-disagree   81%   39%   41%   13%   4%   3%   7%   203   212   63   18   15   511   10   83   Can easily make a request of my organization to meet my accessibility needs.   DEA: Accessibility   N/A   Agree-disagree   77%   36%   41%   14%   6%   2%   8%   129   144   50   21   8   352   178   178   178   178   188   16   125   62   15   10   328   200   188	80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	77%	36%	41%	13%	6%	4%	10%	190	210	68	27	20	515	8
R2   Can be successful in my organization being myself.   DEA: Inclusion   N/A   Agree-disagree   81%   39%   41%   13%   4%   3%   7%   203   212   63   18   15   511   10   83   Can easily make a request of my organization to meet my accessibility needs.   DEA: Accessibility   N/A   Agree-disagree   77%   36%   41%   14%   6%   2%   8%   129   144   50   21   8   352   178   178   178   178   188   16   125   62   15   10   328   200   188																			
83 I can easily make a request of my organization to meet my accessibility needs.  DEA: Accessibility N/A Agree-disagree 77% 36% 41% 14% 6% 2% 8% 129 144 50 21 8 352 178  84 My organization responds to my accessibility needs in a timely manner.  DEA: Accessibility N/A Agree-disagree 73% 35% 38% 19% 5% 3% 8% 116 125 62 15 10 328 200  85 My organization meets my accessibility needs:  DEA: Accessibility N/A Agree-disagree 76% 36% 39% 17% 5% 2% 8% 121 129 55 18 7 330 197  86 My job inspires me.  Employee Experience N/A Agree-disagree 66% 26% 40% 21% 9% 4% 13% 137 211 109 46 20 523 N/A  87 The work 1 do gives me a sense of accomplishment.  Employee Experience N/A Agree-disagree 66% 35% 35% 35% 12% 45% 12% 44% 3% 7% 189 239 63 22 14 527 N/A  88 I feel a strong personal attachment to my organization.  Employee Experience N/A Agree-disagree 66% 30% 36% 22% 9% 4% 12% 161 186 115 45 18 525 N/A  89 I identify with the mission of my organization.  Employee Experience N/A Agree-disagree 86% 39% 47% 12% 15% 15% 12% 207 247 62 6 5 527 N/A	81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	81%	40%	41%	14%	3%	2%	6%	198	206	67	15	12	498	24
83 I can easily make a request of my organization to meet my accessibility needs.  DEA: Accessibility N/A Agree-disagree 77% 36% 41% 14% 6% 2% 8% 129 144 50 21 8 352 178  84 My organization responds to my accessibility needs in a timely manner.  DEIA: Accessibility N/A Agree-disagree 73% 35% 38% 19% 5% 3% 8% 116 125 62 15 10 328 200  85 My organization meets my accessibility needs:  DEIA: Accessibility N/A Agree-disagree 76% 36% 39% 17% 5% 2% 8% 121 129 55 18 7 330 197  86 My job inspires me.  Employee Experience N/A Agree-disagree 66% 26% 40% 21% 9% 4% 13% 137 211 109 46 20 523 N/A  87 The work 1 do gives me a sense of accomplishment.  Employee Experience N/A Agree-disagree 81% 35% 35% 15% 45% 12% 4% 3% 7% 189 239 63 22 14 527 N/A  88 I feel a strong personal attachment to my organization.  Employee Experience N/A Agree-disagree 66% 30% 36% 22% 9% 4% 12% 161 186 115 45 18 525 N/A  89 I identify with the mission of my organization.  Employee Experience N/A Agree-disagree 88% 39% 47% 12% 15% 15% 15% 207 247 62 6 5 527 N/A																			
84         My organization responds to my accessibility needs in a timely manner.         DEA: Accessibility         N/A         Agree-disagree         73%         35%         38%         116         125         62         15         10         328         200           85         My organization meets my accessibility needs:         DEIA: Accessibility         N/A         Agree-disagree         76%         36%         39%         17%         5%         2%         88         121         129         55         18         7         330         197           86         My job inspires me.         Employee Experience         N/A         Agree-disagree         66%         26%         40%         21%         9%         4%         13%         137         211         109         46         20         523         N/A           87         The work I do gives me a sense of accomplishment.         Employee Experience         N/A         Agree-disagree         81%         35%         45%         12%         4%         3%         7%         189         29         63         22         14         527         N/A           88         I feel a strong personal attachment to my organization.         Employee Experience         N/A         Agree-disagree <td< td=""><td>82</td><td>I can be successful in my organization being myself.</td><td>DEIA: Inclusion</td><td>N/A</td><td>Agree-disagree</td><td>81%</td><td>39%</td><td>41%</td><td>13%</td><td>4%</td><td>3%</td><td>7%</td><td>203</td><td>212</td><td>63</td><td>18</td><td>15</td><td>511</td><td>10</td></td<>	82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	81%	39%	41%	13%	4%	3%	7%	203	212	63	18	15	511	10
84         My organization responds to my accessibility needs in a timely manner.         DEA: Accessibility         N/A         Agree-disagree         73%         35%         38%         116         125         62         15         10         328         200           85         My organization meets my accessibility needs:         DEIA: Accessibility         N/A         Agree-disagree         76%         36%         39%         17%         5%         2%         88         121         129         55         18         7         330         197           86         My job inspires me.         Employee Experience         N/A         Agree-disagree         66%         26%         40%         21%         9%         4%         13%         137         211         109         46         20         523         N/A           87         The work I do gives me a sense of accomplishment.         Employee Experience         N/A         Agree-disagree         81%         35%         45%         12%         4%         3%         7%         189         29         63         22         14         527         N/A           88         I feel a strong personal attachment to my organization.         Employee Experience         N/A         Agree-disagree <td< td=""><td></td><td></td><td></td><td></td><td></td><td>Time/</td><td>2501</td><td>****</td><td></td><td></td><td>201</td><td>001</td><td></td><td></td><td></td><td></td><td></td><td>252</td><td>470</td></td<>						Time/	2501	****			201	001						252	470
85 My organization meets my accessibility needs.  DEA: Accessibility N/A Agree-disagree 76% 36% 39% 17% 5% 2% 8% 121 129 55 18 7 330 197  86 My job inspires me.  Employee Experience N/A Agree-disagree 66% 26% 40% 21% 9% 4% 13% 137 211 109 46 20 523 N/A  87 The work i do gives me a sense of accomplishment.  Employee Experience N/A Agree-disagree 81% 35% 45% 12% 4% 3% 7% 189 239 63 22 14 527 N/A  88 I feel a strong personal attachment to my organization.  Employee Experience N/A Agree-disagree 66% 30% 36% 22% 9% 4% 12% 161 186 115 45 18 525 N/A  89 I identify with the mission of my organization.  Employee Experience N/A Agree-disagree 86% 39% 47% 12% 15% 15% 207 247 62 6 5 527 N/A	83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	//%	36%	41%	14%	6%	2%	8%	129	144	50	21	- 8	352	1/8
85 My organization meets my accessibility needs.  DEA: Accessibility N/A Agree-disagree 76% 36% 39% 17% 5% 2% 8% 121 129 55 18 7 330 197  86 My job inspires me.  Employee Experience N/A Agree-disagree 66% 26% 40% 21% 9% 4% 13% 137 211 109 46 20 523 N/A  87 The work i do gives me a sense of accomplishment.  Employee Experience N/A Agree-disagree 81% 35% 45% 12% 4% 3% 7% 189 239 63 22 14 527 N/A  88 I feel a strong personal attachment to my organization.  Employee Experience N/A Agree-disagree 66% 30% 36% 22% 9% 4% 12% 161 186 115 45 18 525 N/A  89 I identify with the mission of my organization.  Employee Experience N/A Agree-disagree 85% 39% 47% 12% 15% 15% 25% 207 247 62 6 5 527 N/A	0.4	My organization recognite to my accordibility people in a timely manner	DEIA: Accossibility	N/A	Agree disagree	720/	259/	200/	100/	Eer	20/	99/	116	125	62	15	10	220	200
86         My job inspires me.         Employee Experience         N/A         Agree-disagree         66%         26%         40%         21%         9%         4%         13%         137         211         109         46         20         523         N/A           87         The work I do gives me a sense of accomplishment.         Employee Experience         N/A         Agree-disagree         81%         35%         45%         12%         45%         12%         48         229         63         22         14         527         N/A           88         I feel a strong personal attachment to my organization.         Employee Experience         N/A         Agree-disagree         66%         30%         36%         22%         9%         4%         12%         161         186         115         45         18         525         N/A           89         I identify with the mission of my organization.         Employee Experience         N/A         Agree-disagree         85%         39%         47%         12%         207         247         62         6         5         527         N/A	04	lwy organization responds to my accessionicy needs in a timely manner.	DEIA. Accessibility	N/A	Agree-uisagree	7370	33/0	30/0	13/0	3/6	3/0	0.70	110	123	02	13	10	320	200
86         My job inspires me.         Employee Experience         N/A         Agree-disagree         66%         26%         40%         21%         9%         4%         13%         137         211         109         46         20         523         N/A           87         The work I do gives me a sense of accomplishment.         Employee Experience         N/A         Agree-disagree         81%         35%         45%         12%         4%         3%         7%         189         239         63         22         14         527         N/A           88         I feel a strong personal attachment to my organization.         Employee Experience         N/A         Agree-disagree         66%         30%         36%         22%         9%         4%         12%         161         186         115         45         18         525         N/A           89         I identify with the mission of my organization.         Employee Experience         N/A         Agree-disagree         85%         39%         47%         12%         207         247         62         6         5         527         N/A	85	My organization meets my accessibility needs	DEIA: Accessibility	N/A	Agree-disagree	76%	36%	39%	17%	5%	2%	8%	121	129	55	18	7	330	197
87 The work I do gives me a sense of accomplishment. Employee Experience N/A Agree-disagree 81% 35% 45% 12% 4% 3% 7% 189 239 63 22 14 527 N/A 88 I feel a strong personal attachment to my organization. Employee Experience N/A Agree-disagree 66% 30% 36% 22% 9% 4% 12% 161 186 115 45 18 525 N/A 89 I identify with the mission of my organization. Employee Experience N/A Agree-disagree 86% 39% 47% 12% 15% 15% 207 247 62 6 5 527 N/A		The Age of the Control of the Contro					30/1					0,1							
88   feel a strong personal attachment to my organization.	86	My job inspires me.	Employee Experience	N/A	Agree-disagree	66%	26%	40%	21%	9%	4%	13%	137	211	109	46	20	523	N/A
88   feel a strong personal attachment to my organization.																			
89   Identify with the mission of my organization.   Employee Experience N/A Agree-disagree 86% 39% 47% 12% 1% 1% 2% 207 247 62 6 5 527 N/A	87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	81%	35%	45%	12%	4%	3%	7%	189	239	63	22	14	527	N/A
89   Identify with the mission of my organization.   Employee Experience   N/A   Agree-disagree   86%   39%   47%   12%   1%   1%   2%   207   247   62   6   5   527   N/A																			
	88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	66%	30%	36%	22%	9%	4%	12%	161	186	115	45	18	525	N/A
		L		l	1											_	_		
90 It is important to me that my work contribute to the common good Employee Everylence N/A Agree-discrete OAM 53M 53M 53M 19M 50M 19M 275 218 27 4 0 535 N/A	89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	86%	39%	47%	12%	1%	1%	2%	207	247	62	6	5	527	N/A
	90	It is important to me that my work contribute to the common good	Employee Experience	N/A	Agrao dicagrao	0.496	E20/	420/	E9/	19/	09/	196	276	210	27	4		525	N/A
30 In simportuni to the common good. Emproyee Experience 11/1/1 Project supplied 34/1/2 32/2 42/2 32/2 42/2 42/2 42/2 42/2 42	90	nt is important to me that my work contribute to the common good.	Limpioyee Experience	13/75	Agree-ulsagree	3470	J376	4270	376	176	076	176	4/0	218	21	4		323	IN/A

<sup>\*</sup> 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.

For confidentiality purposes, a "-" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

#### **Performance Dimension: Goal-Oriented: Accountability**

16. In my work unit poor performers usually (select all that apply):						
	2024	2024	2023	2023	2022	2022
	N	%	N	%	N	%
Remain in the work unit and improve their performance over time	113	21.3%	84	20.8%	67	18.3%
Remain in the work unit and continue to underperform	139	26.7%	116	28.4%	113	31.9%
Leave the work unit - removed or transferred	38	7.0%	44	11.2%	47	12.9%
Leave the work unit - quit	39	7.2%	31	8.0%	34	9.4%
There are no poor performers in my work unit	140	25.7%	95	22.8%	83	21.7%
Do Not Know	152	27.1%	100	24.3%	95	25.3%
Total (percents will add to more than 100% because respondents could choose more than one response option)	540	N/A	410	N/A	372	N/A

Percentages are weighted to represent the Agency's population. A " $^{-nt_n}$  indicates that there are no trending results available for the year.

											Sort for	Sort for	Sort for
Item	Item Text	Index	Performance Dimension	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	2024 Percent Positive	Difference 2024-2021	Difference 2024-2022	Difference 2024-2023	Largest Differences 2024-2021	Largest Differences 2024-2022	Largest Differences 2024-2023
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	63%	66%	69%	74%	11%	8%	5%	3	16	10
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience Employee Engagement: Intrinsic	N/A	59%	64%	64%	64%	5%	0%	0%	19	80	56
3	My work gives me a feeling of personal accomplishment.	Work Experience Employee Engagement: Intrinsic	N/A	71%	78%	80%	81%	10%	3%	1%	8	52	48
4	I know what is expected of me on the job.	Work Experience	N/A Employee-Focused: Work-Life	83%	86%	86%	87%	4%	1%	1%	24	75	47
6	*My workload is reasonable.  *My talents are used well in the workplace.	N/A Employee Engagement: Intrinsic Work Experience	Support N/A	55%	57% 61%	60%	55%	0%	-2%	-5% 3%	37	84	87 21
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	88%	90%	89%	91%	3%	1%	2%	32	72	31
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles Foundations: Performance	70%	72%	74%	80%	10%	8%	6%	6	20	5
9	I have enough information to do my job well.	N/A	Resources Employee-Focused: Employee	_nt	77%	77%	76%	_nt	-1%	-1%	_nt	83	67
10	I receive the training I need to do my job well.  I am held accountable for the quality of work I produce.	N/A	Development  Goal-Oriented: Accountability	_nt	68% 91%	69%	71% 91%	_nt	3%	2%	_nt	53	28
12	Tam neid accountable for the quality or work i produce.  I have a clear idea of how well I am doing my job.	N/A	Goal-Oriented: Accountability Goal-Oriented: Performance Feedback	_nt	77%	79%	78%	_nt	1%	-1%	_nt	79	68
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	_nt	_nt	71%	70%	_nt	_nt	-1%	_nt	_nt	70
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	_nt	_nt	63%	64%	_nt	_nt	1%	_nt	_nt	36
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	84%	80%	82%	87%	3%	7%	5%	30	25	11
17	*In my work unit, differences in performance are recognized in a meaningful way.  Employees in my work unit share job knowledge.	N/A N/A	Goal-Oriented: Recognition Foundations: Cooperation	45% _nt	46% 83%	46% 83%	49% 86%	4% _nt	3%	3%	nt	59 62	26 27
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	77%	81%	81%	84%	7%	3%	3%	17	61	24
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	88%	89%	90%	94%	6%	5%	4%	18	44	16
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	88%	87%	88%	93%	5%	6%	5%	21	32	12
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	87%	84%	83%	90%	3%	6%	7%	31	35	3
23	Employees in my work unit adapt to changing priorities.  New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Performance Confidence N/A	N/A Foundations: Performance Resources	83% _nt	83% 56%	84% 64%	85% 68%	2% _nt	2% 12%	1%	_nt	66	52 18
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	_nt	60%	65%	66%	_nt	6%	1%	_nt	29	53
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	_nt	85%	88%	88%	_nt	3%	0%	_nt	57	62
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	_nt	51%	52%	55%	_nt	4%	3%	_nt	45	20
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	_nt	74%	77%	74%	_nt	0%	-3%	_nt	81	82
30	Employees in my work unit consistently look for new ways to improve how they do their work.  Employees in my work unit incorporate new ideas into their work.	N/A N/A	Agile: Innovation Agile: Innovation	_nt	61%	66%	66%	_nt	5% 7%	7%	_nt	39	60
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	_nt	58%	59%	61%	_nt	3%	2%	_nt	60	30
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness Foundations: Customer	_nt	84%	85%	86%	_nt	2%	1%	_nt	63	40
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Responsiveness Employee-Focused: Work-Life	_nt	69%	70%	71%	_nt	2%	1%	_nt	70	50
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Support	_nt	73%	75%	81%	_nt 4%	8%	6%	_nt	21	6
35	Employees are recognized for providing high quality products and services.  Employees are protected from health and safety hazards on the job.	N/A	Goal-Oriented: Recognition Employee-Focused: Employee Welfare	59% 76%	56% 73%	59% 78%	63% 83%	7%	7% 10%	5%	25 16	22 6	13
37	My organization is successful at accomplishing its mission.	N/A	Other	81%	78%	82%	80%	-1%	2%	-2%	38	67	77
38	I have a good understanding of my organization's priorities.  My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint	N/A	Goal-Oriented: Goal Clarity	_nt	82%	83%	83%	_nt	1%	0%	_nt	74	61
39	Survey (FEVS).	N/A	Other	_nt	_nt	68%	82%	_nt	_nt	14%	_nt	_nt	1
40	Information is openly shared in my organization.  The approval process in my organization allows timely delivery of my work.	N/A N/A	Foundations: Communication Other	_nt	_nt	59% 63%	70% 65%	_nt	_nt	11%	_nt	_nt	34
42	The approval process in my organization allows timely delivery of my work.  My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	_nt	71%	72%	73%	_nt	2%	1%	_nt	64	45
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	_nt	74%	83%	83%	_nt	9%	0%	_nt	12	65
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	_nt	86%	91%	88%	_nt	2%	-3%	_nt	71	81
	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	_nt	57%	64%	65%	_nt	8%	1%	_nt	18	43
46	*I recommend my organization as a good place to work.  *I believe the results of this survey will be used to make my agency a better place to work.	Global Satisfaction	N/A Other	69%	68%	75% 58%	79% 61%	10%	11%	4%	9	1	22
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	77%	77%	81%	80%	3%	3%	-1%	29	50	66
49	My supervisor supports my need to balance work and other life issues.	N/A Employee Engagement:	Employee-Focused: Work-Life Support	87%	87%	87%	88%	1%	1%	1%	36	76	51
	My supervisor listens to what I have to say.	Supervisors Employee Engagement:	N/A	84%	80%	84%	85%	1%	5%	1%	35	42	49
	My supervisor treats me with respect.	Supervisors Employee Engagement:	N/A	86%	87%	85%	87%	1%	0%	2%	34	82	29
52	I have trust and confidence in my supervisor.  My supervisor holds me accountable for achieving results.	Supervisors N/A	N/A Goal-Oriented: Accountability	75% _nt	73% 86%	79% 92%	80% 92%	5% _nt	7% 6%	1%	_nt	34	42 64
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	77%	78%	81%	81%	4%	3%	0%	26	51	58
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal-Oriented: Performance Feedback Goal-Oriented: Performance	_nt	69%	76%	77%	_nt	8%	1%	_nt	17	38
	My supervisor provides me with performance feedback throughout the year.	N/A Employee Engagement: Leaders	Feedback	_nt	75%	81%	84%	_nt	9%	3%	_nt	11	23
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.  My organization's senior leaders maintain high standards of honesty and integrity.	Lead Employee Engagement: Leaders Lead	N/A N/A	51% 67%	53% 67%	58% 71%	60% 71%	9%	7% 4%	2%	11 27	24 46	35 59
59	My organization's senior leaders maintain nigh standards or nonesty and integrity.  *Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	66%	74%	73%	71%	11%	3%	4%	4	58	15
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A Employee Engagement: Leaders	Foundations: Communication	57%	58%	66%	67%	10%	9%	1%	7	7	37
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead Employee Engagement: Leaders	N/A	72%	74%	79%	76%	4%	2%	-3%	22	65	78
62	I have a high level of respect for my organization's senior leaders.	Lead	N/A Employee-Focused: Work-Life	62%	65%	73%	71%	9%	6%	-2%	10	33	71
63	Senior leaders demonstrate support for Work-Life programs.  Management encourages innovation	N/A N/A	Support Agile: Innovation	67% _nt	68% 54%	77% 64%	74%	7% _nt	6%	-3% -4%	_nt	28	79 85
	Management encourages innovation.  Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	_nt	54%	67%	65%	_nt	8%	-4%	_nt	19	73
	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	_nt	46%	52%	53%	_nt	7%	1%	_nt	23	46
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	53%	52%	61%	57%	4%	5%	-4%	23	41	86
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	54%	56%	64%	65%	11%	9%	1%	2	8	39
69	*How satisfied are you with the recognition you receive for doing a good job?  *Considering quenthing how satisfied are you with your job?	N/A Global Satisfaction	Goal-Oriented: Recognition N/A	53%	58%	61%	62%	9%	4%	1%	12	47 10	54
	*Considering everything, how satisfied are you with your job?  Considering everything, how satisfied are you with your pay?	Global Satisfaction Global Satisfaction	N/A	67%	69% 59%	76% 62%	78% 59%	-5%	9%	-3%	39	78	32 80
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	65%	65%	70%	73%	8%	8%	3%	13	13	19
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	_nt	69%	74%	79%	_nt	10%	5%	_nt	5	8

74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	_nt	71%	75%	80%	_nt	9%	5%	_nt	9	7
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	_nt	66%	74%	77%	_nt	11%	3%	_nt	3	25
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	_nt	70%	74%	78%	_nt	8%	4%	_nt	14	17
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	_nt	60%	64%	66%	_nt	6%	2%	_nt	30	33
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	_nt	83%	85%	83%	_nt	0%	-2%	_nt	77	76
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	_nt	79%	82%	81%	_nt	2%	-1%	_nt	69	69
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	_nt	74%	79%	77%	_nt	3%	-2%	_nt	56	72
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	_nt	77%	84%	81%	_nt	4%	-3%	_nt	48	83
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	_nt	75%	80%	81%	_nt	6%	1%	_nt	36	55
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	_nt	75%	84%	77%	_nt	2%	-7%	_nt	68	88
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	_nt	68%	77%	73%	_nt	5%	-4%	_nt	43	84
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	_nt	71%	83%	76%	_nt	5%	-7%	_nt	38	89
86	My job inspires me.	Employee Experience	N/A	_nt	61%	68%	66%	_nt	5%	-2%	_nt	40	74
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	_nt	78%	81%	81%	_nt	3%	0%	_nt	55	63
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	_nt	61%	68%	66%	_nt	5%	-2%	_nt	37	75
89	I identify with the mission of my organization.	Employee Experience	N/A	_nt	82%	86%	86%	_nt	4%	0%	_nt	49	57
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	_nt	91%	93%	94%	_nt	3%	1%	_nt	54	44
	1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	+ -										

For confidentiality purposes, a \*-b\*\* indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

<sup>\*</sup> AES prescribed items as of 2017 (5 CFR Part 250, Subpart C) Percentages are weighted to represent the Agency's population. A " $^{m_0}$  indicates that there are no trending results available for the year.

### **Telework/Remote Work**

	2024	2024	2023	2023
	N	%	N	%
I telework every work day (i.e., remote work agreement)	113	20.6%	65	17.6%
I telework 3 or 4 days per week	208	38.8%	158	41.1%
I telework 1 or 2 days per week	139	28.2%	109	27.9%
I telework, but only about 1 or 2 days per month	7	1.2%	10	2.4%
I telework very infrequently, on an unscheduled or short-term basis	19	3.8%	12	2.6%
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)	10	1.7%	8	1.8%
I do not telework because of technical issues (e.g., connectivity,				
inadequate equipment) that prevent me from teleworking	0	0.0%	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	14	2.7%	8	2.0%
I do not telework because I choose not to telework	14	3.0%	19	4.7%
Total	524	100.0%	389	100.0%

### Only those who answered "I telework every work day (i.e., remote work agreement)" to the previous question received Question 91a.

91a. What is your current remote work status?

	2024	2024	2023	2023
	N	%	N	%
I do not have an approved remote work agreement	3	2.4%	9	15.3%
I have an approved remote work agreement and live outside the local				
commuting area (more than 50 miles away)	35	32.9%	13	20.7%
I have an approved remote work agreement and live inside the local				
commuting area (less than 50 miles away)	69	60.7%	38	57.7%
I do not know	5	4.0%	4	6.4%
Total	112	100.0%	64	100.0%

Percentages are weighted to represent the Agency's population.

<sup>&</sup>quot;-nt" indicates that there are no trending results available for the year.

<sup>&</sup>quot;-nr" indicates that there were no responses to this item.

### **Employment Demographics**

Where de ver work?	
Where do you work?	0.4
Handausenhaus	<u>%</u>
Headquarters	57.7%
Field Field	27.4%
Full-time telework (e.g., home office, telecenter)	14.9%
Total	100.0%
What is your supervisory status?	
What is your supervisory status:	%
Senior Leader	2.9%
	7.4%
Manager	13.6%
Supervisor To any London	
Team Leader	10.3%
Non-Supervisor	65.8%
Total	100.0%
What is your pay category/grade?	
	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.0%
GS 1-6	8.3%
GS 7-12	63.8%
GS 13-15	26.4%
Senior Executive Service	1.0%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.6%
Total	100.0%
What is your US military service status?	
	%
No Prior Military Service	79.5%
Currently in National Guard or Reserves	0.6%
Retired	4.9%
Separated or Discharged	15.0%
Total	100.0%
TOTAL	100.0%
Are you the spouse	
	%
of a current active-duty service member of the U.S. Armed Forces (to include active national guard and reserve duty).	1.2%
of a Veteran of the U.S. Armed Forces and married to them before or during their active service.	3.2%
	3.2,0
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	2.4%
The vector who retired or separated from delive duty in the old. At med voices with a disability rating of 200 percent.	2.170
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.6%
of a service member who died (i.e., widow or widower) as a result of their service to the U.S. Armed Forces.	0.2%
None of the spouse categories listed.  Total (percents will add to more than 100% because respondents could choose more than one response option)	93.8% N/A
Total (percents will add to more than 100% because respondents codid choose more than one response option)	IN/A
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?	
, , , , , , , , , , , , , , , , , , , ,	

Yes	16.1%
No	83.9%
Total	100.0%
Are you the child, parent, or next of kin (excluding spouse)	
Are you the timu, purent, or next of kin (excluding spouse)	%
<del>-</del>	70
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	4.6%
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.6%
of a service member who died as a result of their service to the U.S. Armed Forces.	0.2%
None of the child, parent, or next of kin categories listed.	95.0%
Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A
How long have you been with the Federal Government (excluding military service)?	
now long have you been with the reactal Government (excluding himtary service):	%
Less than 1 year	6.8%
1 to 3 years	11.3%
4 to 5 years	6.4%
6 to 10 years	18.1%
11 to 14 years	13.1%
15 to 20 years	13.6%
More than 20 years	30.6%
Total	100.0%
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	%
Less than 1 year	13.5%
1 to 3 years	17.8%
4 to 5 years	8.0%
6 to 10 years	18.2%
11 to 14 years	11.5%
15 to 20 years	6.8%
More than 20 years	24.1%
Total	100.0%
And the control of th	
Are you considering leaving your organization within the next year, and if so, why?	%
	73.4%
Yes, to retire	9.3%
Yes, to take another job within the Federal Government	14.5%
Yes, to take another job outside the Federal Government	0.8%
Yes, other	1.9%
Total	100.0%
If the second of	
If the response to the previous question on your intent to leave was "No," this item was skipped.  Has your work unit's tolework or remote work entires influenced your intent to leave?	
Has your work unit's telework or remote work options influenced your intent to leave?	%
Yes	32.6%
No No	67.4%
Total	100.0%
I am planning to retire:	
	%
Less than 1 year	5.3%

1 year	3.1%
2 years	5.3%
3 years	6.1%
4 years	3.5%
5 years	5.5%
More than 5 years	71.1%
Total	100.0%
Demonstration of the second se	
Personal Demographics	
Are you of Hispanic, Latino, or Spanish origin?	
	%
Yes	11.0%
No	89.0%
Total	100.0%
Please select the racial category or categories with which you most closely identify.	0/
	<u>%</u>
White  Plack or African American	54.0%
Black or African American	38.9% 7.1%
All other races Total	7.1% 100.0%
Total	100.076
What is your age group?	
	%
29 years and under	6.9%
30-39 years old	17.1%
40-49 years old	27.1%
50-59 years old	29.0%
60 years or older	19.8%
60 years or older Total	19.8%
60 years or older	19.8%
60 years or older  Total  What is the highest degree or level of education you have completed?	19.8% 100.0%
60 years or older  Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED	19.8%
60 years or older Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED  Certification/ Some College/ Associate's Degree	19.8% 100.0% 
60 years or older  Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED  Certification/ Some College/ Associate's Degree  Bachelor's Degree	19.8% 100.0% ——————————————————————————————————
60 years or older Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED  Certification/ Some College/ Associate's Degree	19.8% 100.0% <b>%</b> 4.0% 20.2%
Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total	19.8% 100.0%
60 years or older  Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED  Certification/ Some College/ Associate's Degree  Bachelor's Degree  Advanced Degrees (Post Bachelor's Degree)	19.8% 100.0%
Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?	19.8% 100.0%
Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?  Yes	19.8% 100.0%
Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree) Total  Are you an individual with a disability?  Yes No	19.8% 100.0%
Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?  Yes	19.8% 100.0%
Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree) Total  Are you an individual with a disability?  Yes No	19.8% 100.0%
Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?  Yes No Total	19.8% 100.0%
Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?  Yes No Total	19.8% 100.0%    4.0% 20.2% 48.5% 27.3% 100.0%   % 20.8% 79.2% 100.0%
Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?  Yes No Total  What is your gender?	19.8% 100.0%
60 years or older  Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?  Yes No Total  What is your gender?  Male Female Non-binary	19.8% 100.0%
60 years or older Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED  Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?  Yes No Total  What is your gender?  Male Female	19.8% 100.0%  % 4.0% 20.2% 48.5% 27.3% 100.0%  % 20.8% 79.2% 100.0%  41.4% 57.4%
60 years or older Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?  Yes No Total  What is your gender?  Male Female Non-binary	19.8% 100.0%
60 years or older  Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED  Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?  Yes No Total  What is your gender?  Male Female Non-binary I use a different term Total	19.8% 100.0%
60 years or older  Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?  Yes No Total  What is your gender?  Male Female Non-binary I use a different term	19.8% 100.0%     4.0% 20.2% 48.5% 27.3% 100.0%
60 years or older  Total  What is the highest degree or level of education you have completed?  Less than High School/ High School Diploma/ GED  Certification/ Some College/ Associate's Degree Bachelor's Degree Advanced Degrees (Post Bachelor's Degree)  Total  Are you an individual with a disability?  Yes No Total  What is your gender?  Male Female Non-binary I use a different term Total	19.8% 100.0%

Yes	_,
No	_s
Total	_s
Which one of the following best represents how you think of yourself?	
	%
Lesbian or gay	2.9%
Straight, that is, not lesbian or gay	92.9%
Bisexual	1.9%
I use a different term	2.3%

Percentages for demographic questions are unweighted.

Note: For confidentiality purposes, a "-s" indicates 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 " $-^{\text{nr}_{\text{II}}}$  indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

#### **Generic Item**

#### 1. I currently participate in RRB's telework or remote work program.

	N	<u>%</u>
Yes, on a regular basis (e.g. every Monday)	431	81.4%
Yes, on an intermittent basis (I occasionally telework)	50	10.1%
No, I am not eligible to telework	29	5.4%
No, I am eligible but choose not to telework	15	3.2%
Total	525	100.0%

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

	N	<u>%</u>
I agree	412	93.7%
I disagree	26	6.3%
N/A, I have no opinion on this	90	ex
Total	528	100.0%

Note: A " $-^{ex_{11}}$  indicates "N/A, I have no opinion on this" responses are not included in percentage calculations.

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

	N	%
I agree	445	97.4%
I disagree	12	2.6%
N/A, I have no opinion on this	68	ex
Total	525	100.0%

Note: A " $-^{ex_{II}}$  indicates "N/A, I have no opinion on this" responses are not included in percentage calculations.

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

	N	<u>%</u>
I agree	482	98.9%
I disagree	5	1.1%
N/A, I have no opinion on this	41	ex
Total	528	100.0%

Note: A " $-^{ex_{II}}$  indicates "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	<u> </u>
Yes	275	76.3%
No	81	23.7%
N/A, I have no opinion on this	172	_ex
Total	528	100.0%

Note: A " $-^{ex_{11}}$  indicates "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	<u> </u>
Agency Heads	105	19.8%
Executive Committee	194	37.0%
Office/Bureau Division Directors	171	34.0%
Network Managers	45	9.2%
Total	515	100.0%

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

	N	<u>%</u>
The Office/Bureau (e.g. Office of Programs)	348	67.2%
The division or network (e.g. Disability Benefits Division or Network 1)	89	16.7%
The section/unit (e.g. Training and Development section)	38	7.6%
The field office (Nashville field office)	40	8.4%
Total	515	100.0%

#### 8. I am comfortable providing feedback to my leaders, even if it is in opposition.

	N	<u>%</u>
Strongly Agree	151	28.6%
Agree	226	43.3%
Neither Agree nor Disagree	85	16.2%
Disagree	38	7.3%
Strongly Disagree	24	4.5%
Total	524	100.0%

### 9. Leaders (i.e., immediate supervisor, second level supervisor, and SES members) seek to understand employees' concerns and differing perspectives.

	N	<u> </u>
Strongly Agree	132	25.0%
Agree	235	44.8%
Neither Agree nor Disagree	94	17.9%

Disagree	42	8.3%
Strongly Disagree	20	3.9%
Total	523	100.0%

#### For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Railroad Retirement Board AES Report, 2024 Federal Employee

Viewpoint Survey