



2019 Federal Employee Viewpoint Survey Results

U.S. Railroad Retirement Board
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U.S. Railroad Retirement Board Annual Employee Survey Results, 2019 (Survey Administration Period 5/16/19-6/27/19)

1. Interpretation of Results: Once again, the responses to the employee survey are positive. Though this year's results are favorable overall, our response rate decreased in 2019 to 42.8% (compared to a government-wide response rate of 42.6%). Forty survey items were identified as strengths (65% positive or higher) while only four survey items were identified as a challenge (35% negative or higher). Additionally, 55 items increased since the last survey while only ten items decreased. We are pleased to report that our Engagement Index score exceeded the Office of Personnel Management's (OPM) goal for 2019 (69%) and met or exceeded the governmentwide benchmarks in all areas (New IQ, Global Satisfaction).

Based on OPM's guideline for determining notable results, we scored especially high (greater than 65% favorable—Strongly Agree/Agree) on the majority of the items for questions measuring personal work experiences. About 95% of the respondents think the work they do is important (question 13) and 88% know how their work relates to the agency's goals and priorities (question 12). Over 75 percent of respondents feel their work gives them a feeling of personal accomplishment (question 4). Over 82% of respondents like the kind of work they do (question 5) and feel they are held accountable for achieving results (question 16, 87%). Additionally, employees continued to feel supported by their supervisor to balance work and other life issues (question 42, 83%).

On the other hand, the lowest scores were on items measuring performance culture and talent management—although these scores still represent only a minority of the employees that responded. For example, only 41% of the employees surveyed agree that pay raises depend on how well employees perform their jobs (question 33) and only 42% percent of respondents feel creativity and innovation are rewarded (question 32). Almost 42% of employees feel they do not have sufficient resources to get their job done (question 9). This is an area we intend to concentrate on improving in the upcoming years.

2. How the survey was conducted: The survey was conducted online by OPM from May 16th to June 27th, 2019.

3. Description of the employee sample: All full-time, permanent employees of the agency as of October 31st, 2018 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 809 employees invited to participate, 346 completed the survey, for a response rate of 43 percent. Demographics of the survey respondents can be found in following report.

Response Type	Item	Item Text	Percent Positive %	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative %	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
Agree-disagree	1	*I am given a real opportunity to improve my skills in my organization.	66.9%	25.4%	41.5%	12.9%	12.7%	7.5%	20.2%	87	143	45	44	24	343	N/A
Agree-disagree	2	I have enough information to do my job well.	71.1%	24.1%	47.0%	12.5%	9.8%	6.7%	16.5%	81	161	42	34	22	340	N/A
Agree-disagree	3	I feel encouraged to come up with new and better ways of doing things.	58.2%	26.3%	31.9%	17.0%	14.5%	10.3%	24.8%	90	111	59	48	35	343	N/A
Agree-disagree	4	My work gives me a feeling of personal accomplishment.	75.6%	31.7%	43.9%	10.2%	8.9%	5.3%	14.2%	111	152	34	29	17	343	N/A
Agree-disagree	5	I like the kind of work I do.	82.9%	36.7%	46.2%	10.6%	3.7%	2.9%	6.5%	127	159	35	14	9	344	N/A
Agree-disagree	6	I know what is expected of me on the job.	80.2%	35.8%	44.4%	8.7%	8.7%	2.5%	11.2%	122	154	30	29	8	343	N/A
Agree-disagree	7	When needed I am willing to put in the extra effort to get a job done.	95.0%	61.1%	33.9%	2.8%	1.6%	0.6%	2.2%	211	120	8	5	2	346	N/A
Agree-disagree	8	I am constantly looking for ways to do my job better.	88.2%	44.8%	43.3%	9.0%	1.7%	1.2%	2.8%	155	150	32	6	3	346	N/A
Agree-disagree	9	I have sufficient resources (for example, people, materials, budget) to get my job done.	46.7%	12.9%	33.7%	11.6%	22.8%	18.8%	41.7%	44	112	41	82	65	344	1
Agree-disagree	10	*My workload is reasonable.	50.6%	13.3%	37.3%	14.7%	18.8%	15.9%	34.7%	47	127	51	65	55	345	0
Agree-disagree	11	*My talents are used well in the workplace.	56.2%	17.8%	38.4%	14.7%	16.9%	12.1%	29.1%	63	133	50	53	42	341	0
Agree-disagree	12	*I know how my work relates to the agency's goals.	87.7%	39.9%	47.8%	6.3%	3.7%	2.3%	6.0%	136	162	23	12	7	340	1
Agree-disagree	13	The work I do is important.	94.8%	59.8%	34.9%	3.2%	0.7%	1.3%	2.0%	203	119	11	3	4	340	2
Agree-disagree	14	Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	59.9%	23.3%	36.6%	14.4%	13.9%	11.8%	25.7%	78	128	48	51	40	345	0

Agree-disagree	15	My performance appraisal is a fair reflection of my performance.	71.5%	28.0%	43.5%	12.2%	7.4%	8.9%	16.3%	96	148	42	26	29	341	3
Agree-disagree	16	I am held accountable for achieving results.	86.8%	36.6%	50.1%	9.5%	2.5%	1.2%	3.7%	123	176	33	8	3	343	2
Agree-disagree	17	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	69.9%	32.7%	37.3%	13.7%	6.8%	9.6%	16.4%	106	122	47	24	30	329	16
Agree-disagree	18	My training needs are assessed.	57.3%	25.0%	32.3%	18.7%	13.7%	10.2%	24.0%	84	111	65	46	34	340	4
Agree-disagree	19	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	76.0%	38.8%	37.2%	7.0%	9.1%	7.9%	17.0%	126	126	25	33	25	335	10
Agree-disagree	20	*The people I work with cooperate to get the job done.	76.7%	31.8%	44.9%	12.5%	6.7%	4.1%	10.8%	106	155	43	24	14	342	N/A
Agree-disagree	21	My work unit is able to recruit people with the right skills.	44.3%	12.2%	32.1%	23.6%	18.9%	13.2%	32.1%	38	100	76	63	43	320	17
Agree-disagree	22	Promotions in my work unit are based on merit.	46.7%	14.0%	32.7%	26.0%	12.9%	14.5%	27.3%	46	101	81	42	45	315	22
Agree-disagree	23	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	40.6%	10.9%	29.7%	24.0%	18.0%	17.5%	35.4%	34	87	72	54	52	299	39
Agree-disagree	24	*In my work unit, differences in performance are recognized in a meaningful way.	42.0%	11.7%	30.3%	26.2%	16.8%	15.0%	31.8%	39	93	80	55	44	311	27
Agree-disagree	25	Awards in my work unit depend on how well employees perform their jobs.	55.8%	16.8%	39.0%	20.9%	10.0%	13.3%	23.3%	54	120	62	32	39	307	30
Agree-disagree	26	Employees in my work unit share job knowledge with each other.	79.8%	31.1%	48.7%	10.5%	4.6%	5.0%	9.7%	102	166	35	16	16	335	1
Agree-disagree	27	The skill level in my work unit has improved in the past year.	62.0%	22.6%	39.4%	24.5%	6.6%	6.9%	13.5%	72	128	78	23	21	322	13
Good-poor	28	How would you rate the overall quality of work done by your work unit?	86.4%	46.6%	39.8%	10.9%	1.5%	1.2%	2.7%	158	136	35	5	4	338	N/A
Agree-disagree	29	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	78.0%	33.9%	44.1%	14.4%	3.9%	3.7%	7.6%	112	149	49	14	12	336	3
Agree-disagree	30	Employees have a feeling of personal empowerment with respect to work processes.	48.2%	13.5%	34.7%	21.2%	17.9%	12.7%	30.7%	45	111	67	60	39	322	13

Agree-disagree	31	Employees are recognized for providing high quality products and services.	54.1%	16.0%	38.0%	19.2%	13.8%	12.9%	26.7%	53	123	64	45	39	324	11
Agree-disagree	32	Creativity and innovation are rewarded.	42.4%	12.7%	29.7%	25.9%	16.9%	14.8%	31.8%	42	94	82	53	45	316	15
Agree-disagree	33	Pay raises depend on how well employees perform their jobs.	41.0%	11.9%	29.0%	22.9%	17.4%	18.8%	36.1%	37	91	72	55	58	313	20
Agree-disagree	34	Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	68.0%	24.1%	43.9%	19.3%	4.6%	8.1%	12.7%	73	132	60	13	22	300	34
Agree-disagree	35	Employees are protected from health and safety hazards on the job.	73.1%	26.5%	46.5%	15.4%	5.0%	6.5%	11.5%	84	152	51	17	19	323	11
Agree-disagree	36	My organization has prepared employees for potential security threats.	84.5%	33.9%	50.6%	8.3%	4.3%	2.9%	7.2%	107	171	28	15	8	329	3
Agree-disagree	37	Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	62.3%	22.5%	39.8%	15.9%	9.2%	12.6%	21.8%	69	124	49	31	39	312	21
Agree-disagree	38	Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	74.8%	28.8%	46.0%	11.9%	5.4%	7.9%	13.3%	85	137	37	16	24	299	33
Agree-disagree	39	My agency is successful at accomplishing its mission.	75.6%	25.7%	49.9%	15.1%	4.7%	4.6%	9.3%	80	162	50	17	14	323	12
Agree-disagree	40	*I recommend my organization as a good place to work.	69.8%	28.3%	41.5%	15.9%	7.8%	6.6%	14.4%	92	140	54	26	21	333	N/A
Agree-disagree	41	*I believe the results of this survey will be used to make my agency a better place to work.	46.7%	17.4%	29.2%	24.6%	12.3%	16.4%	28.7%	49	87	76	40	49	301	33
Agree-disagree	42	My supervisor supports my need to balance work and other life issues.	83.4%	44.8%	38.6%	7.6%	5.5%	3.6%	9.1%	146	127	24	18	11	326	3
Agree-disagree	43	My supervisor provides me with opportunities to demonstrate my leadership skills.	67.3%	34.7%	32.6%	15.0%	9.5%	8.1%	17.7%	115	105	51	32	26	329	2

Agree-disagree	44	Discussions with my supervisor about my performance are worthwhile.	66.4%	35.8%	30.6%	13.9%	9.9%	9.8%	19.8%	116	103	47	32	31	329	2
Agree-disagree	45	My supervisor is committed to a workforce representative of all segments of society.	71.7%	40.8%	30.9%	18.9%	3.1%	6.2%	9.3%	121	92	57	10	18	298	33
Agree-disagree	46	My supervisor provides me with constructive suggestions to improve my job performance.	67.0%	33.7%	33.3%	16.7%	7.2%	9.2%	16.3%	108	112	56	24	28	328	2
Agree-disagree	47	Supervisors in my work unit support employee development.	71.9%	31.2%	40.7%	13.6%	6.3%	8.2%	14.5%	99	131	45	22	26	323	8
Agree-disagree	48	My supervisor listens to what I have to say.	76.8%	40.1%	36.8%	9.8%	8.7%	4.7%	13.3%	132	123	32	29	14	330	N/A
Agree-disagree	49	My supervisor treats me with respect.	83.0%	47.6%	35.5%	8.7%	4.8%	3.5%	8.3%	157	115	30	16	12	330	N/A
Agree-disagree	50	In the last six months, my supervisor has talked with me about my performance.	79.0%	38.1%	40.8%	8.6%	7.5%	5.0%	12.5%	124	137	28	25	16	330	N/A
Agree-disagree	51	I have trust and confidence in my supervisor.	70.9%	38.6%	32.3%	14.2%	8.0%	6.9%	14.9%	127	109	45	26	23	330	N/A
Good-poor	52	Overall, how good a job do you feel is being done by your immediate supervisor?	71.6%	45.6%	25.9%	17.1%	6.0%	5.4%	11.3%	152	88	54	19	18	331	N/A
Agree-disagree	53	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	48.1%	18.0%	30.1%	18.2%	18.5%	15.3%	33.7%	55	92	57	61	44	309	21
Agree-disagree	54	My organization's senior leaders maintain high standards of honesty and integrity.	56.4%	23.7%	32.8%	26.0%	7.0%	10.6%	17.6%	69	95	79	21	30	294	35
Agree-disagree	55	Supervisors work well with employees of different backgrounds.	70.2%	27.0%	43.3%	18.0%	5.4%	6.3%	11.8%	84	132	56	18	18	308	18
Agree-disagree	56	*Managers communicate the goals of the organization.	67.6%	24.5%	43.1%	16.0%	9.0%	7.4%	16.4%	76	140	53	29	23	321	7
Agree-disagree	57	Managers review and evaluate the organization's progress toward meeting its goals and objectives.	67.0%	26.3%	40.7%	17.1%	7.7%	8.2%	15.9%	76	120	53	22	22	293	32
Agree-disagree	58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	57.6%	24.7%	32.9%	19.1%	10.7%	12.6%	23.3%	76	102	64	33	38	313	14

Agree-disagree	59	Managers support collaboration across work units to accomplish work objectives.	60.2%	24.5%	35.8%	17.8%	9.3%	12.6%	21.9%	76	111	59	28	37	311	12
Good-poor	60	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	67.1%	36.8%	30.3%	17.4%	6.9%	8.6%	15.5%	115	93	54	21	26	309	19
Agree-disagree	61	I have a high level of respect for my organization's senior leaders.	59.9%	28.4%	31.5%	23.5%	8.7%	7.9%	16.5%	91	98	78	29	25	321	7
Agree-disagree	62	Senior leaders demonstrate support for Work-Life programs.	61.9%	29.2%	32.7%	22.9%	5.2%	10.1%	15.2%	89	101	72	18	28	308	19
Satisfied-dissatisfied	63	*How satisfied are you with your involvement in decisions that affect your work?	54.9%	20.8%	34.1%	17.5%	17.7%	9.9%	27.7%	67	110	58	57	31	323	N/A
Satisfied-dissatisfied	64	*How satisfied are you with the information you receive from management on what's going on in your organization?	56.4%	20.9%	35.5%	19.0%	15.4%	9.2%	24.7%	66	115	61	53	29	324	N/A
Satisfied-dissatisfied	65	*How satisfied are you with the recognition you receive for doing a good job?	59.7%	20.4%	39.2%	19.9%	10.2%	10.2%	20.4%	67	128	64	33	32	324	N/A
Satisfied-dissatisfied	66	How satisfied are you with the policies and practices of your senior leaders?	49.6%	19.7%	30.0%	26.1%	13.6%	10.6%	24.2%	64	95	87	44	33	323	N/A
Satisfied-dissatisfied	67	How satisfied are you with your opportunity to get a better job in your organization?	46.2%	17.4%	28.7%	22.9%	14.1%	16.9%	30.9%	57	94	77	44	52	324	N/A
Satisfied-dissatisfied	68	How satisfied are you with the training you receive for your present job?	57.7%	21.9%	35.7%	19.7%	13.5%	9.1%	22.6%	70	115	66	43	30	324	N/A
Satisfied-dissatisfied	69	*Considering everything, how satisfied are you with your job?	69.3%	25.2%	44.1%	12.3%	12.0%	6.4%	18.4%	82	143	37	39	20	321	N/A
Satisfied-dissatisfied	70	Considering everything, how satisfied are you with your pay?	63.7%	20.0%	43.7%	15.3%	11.9%	9.1%	21.0%	64	147	48	35	28	322	N/A
Satisfied-dissatisfied	71	*Considering everything, how satisfied are you with your organization?	64.7%	23.6%	41.1%	17.2%	11.4%	6.8%	18.1%	75	135	54	37	21	322	N/A

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

** Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

The Dashboard only includes items 1-71.

Percentages are weighted to represent the Agency's population.

72. Currently, in my work unit poor performers usually:	N	%
Remain in the work unit and improve their performance over time	56	22.1%
Remain in the work unit and continue to underperform	116	45.0%
Leave the work unit - removed or transferred	19	7.3%
Leave the work unit - quit	5	2.4%
There are no poor performers in my work unit	60	23.1%
Item Response Total	256	100.0%
Do not know	68	--
Total	324	100.0%

Percentages are weighted to represent the Agency's population.

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?	N	%
The shutdown had no impact on my working/pay status	284	88.8%
I did not work and did not receive pay until after the lapse ended	6	1.6%
I worked some of the shutdown but did not receive pay until after the lapse ended	3	1.1%
I worked for the entirety of the shutdown but did not receive pay until after the lapse ended	15	4.1%
Other, not listed above	14	4.4%
Total	322	100.0%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?	N	%
It had no impact	235	73.5%
A slightly negative impact	39	11.7%
A moderately negative impact	33	10.0%
A very negative impact	9	3.0%
An extremely negative impact	6	1.9%
Total	322	100.0%

If the response to item 74 was "It had no impact", item 75 was skipped.

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)	N	%
Unmanageable workload	17	22.5%
Missed deadlines	24	29.5%
Unrecoverable loss of work	5	7.7%
Reduced customer service	28	34.2%
Delayed work	51	61.0%
Reduced work quality	16	19.7%
Cutback of critical work	10	12.7%
Time lost in restarting work	14	17.5%
Unmet statutory requirements	8	11.0%
Other	30	36.6%
Total (percents will add to more than 100% because respondents could choose more than one response option)	84	--

76. Are you looking for another job because of the partial government shutdown?	N	%
I am looking for another job specifically because of the shutdown	0	0.0%
I am looking for another job, but the shutdown is only one of the reasons	19	6.2%
I am looking for another job, but the shutdown had no influence on that decision	49	16.0%
I am not looking for another job currently	252	77.8%
Total	320	100.0%

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.	N	%
Strongly Agree	59	32.3%
Agree	71	38.9%
Neither Agree nor Disagree	42	22.2%
Disagree	8	3.4%
Strongly Disagree	5	3.1%
Item Response Total	185	100.0%
No support required	137	--
Total	322	100.0%

Percentages are weighted to represent the Agency's population.

78. Please select the response below that BEST describes your current teleworking schedule.	2019		2018	
	N	%	N	%
I telework very infrequently, on an unscheduled or short-term basis	22	7.2%	26	7.4%
I telework, but only about 1 or 2 days per month	11	3.5%	13	3.4%
I telework 1 or 2 days per week	144	43.9%	159	38.2%
I telework 3 or 4 days per week	4	1.4%	7	1.8%
I telework every work day	2	0.6%	2	0.5%
I do not telework because I have to be physically present on the job	43	13.0%	49	12.9%
I do not telework because of technical issues that prevent me from teleworking	10	2.9%	18	4.8%
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	44	15.2%	63	16.7%
I do not telework because I choose not to telework	42	12.3%	56	14.3%
Total	322	100.0%	393	100.0%

79. How satisfied are you with the Telework program in your agency?	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	65	29.7%	20.7%	83	32.4%	20.4%
Satisfied	91	38.5%	26.9%	106	43.2%	27.3%
Neither Satisfied nor Dissatisfied	31	13.8%	9.6%	28	11.6%	7.3%
Dissatisfied	24	10.0%	7.0%	16	7.5%	4.8%
Very Dissatisfied	18	8.0%	5.6%	13	5.3%	3.3%
Item Response Total	229	100.0%	69.8%	246	100.0%	63.1%
I choose not to participate in this program	27	--	8.1%	34	--	8.7%
This program is not available to me	65	--	21.2%	99	--	26.3%
I am unaware of this program	2	--	0.9%	6	--	1.9%
Total	323	100.0%	100.0%	385	100.0%	100.0%

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):	2019	
	N	%
Alternative Work Schedules	190	58.2%
Health and Wellness Programs	154	46.7%
Employee Assistance Program – EAP	29	8.6%
Child Care Programs	6	2.3%
Elder Care Programs	3	0.8%
None listed above	88	28.8%
Total (percents will add to more than 100% because respondents could choose more than one response option)	321	--

Note: This item was not in the 2018 OPM FEVS.

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	124	48.3%	38.7%	125	39.3%	31.3%
Satisfied	94	34.7%	27.8%	120	39.4%	31.3%
Neither Satisfied nor Dissatisfied	21	7.6%	6.1%	39	12.8%	10.2%
Dissatisfied	10	3.9%	3.2%	14	4.1%	3.3%
Very Dissatisfied	14	5.5%	4.4%	13	4.3%	3.4%
Item Response Total	263	100.0%	80.2%	311	100.0%	79.6%
I choose not to participate in these programs	18	--	5.7%	13	--	3.4%
These programs are not available to me	38	--	12.7%	59	--	14.7%
I am unaware of these programs	4	--	1.4%	9	--	2.3%

Total	323	100.0%	100.0%	392	100.0%	100.0%
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82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	123	52.4%	38.5%	142	44.6%	36.1%
Satisfied	93	37.4%	27.5%	122	38.2%	30.9%
Neither Satisfied nor Dissatisfied	18	7.9%	5.8%	35	10.7%	8.6%
Dissatisfied	0	0.0%	0.0%	10	3.1%	2.5%
Very Dissatisfied	6	2.4%	1.7%	10	3.4%	2.7%
Item Response Total	240	100.0%	73.5%	319	100.0%	80.9%
I choose not to participate in these programs	33	--	10.4%	20	--	4.7%
These programs are not available to me	36	--	11.3%	45	--	11.9%
I am unaware of these programs	14	--	4.8%	10	--	2.5%
Total	323	100.0%	100.0%	394	100.0%	100.0%

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	36	25.7%	12.4%	64	26.7%	16.8%
Satisfied	58	36.2%	17.4%	78	31.9%	20.1%
Neither Satisfied nor Dissatisfied	55	34.6%	16.7%	88	35.9%	22.6%
Dissatisfied	1	0.7%	0.4%	9	3.7%	2.3%
Very Dissatisfied	5	2.7%	1.3%	5	1.8%	1.1%
Item Response Total	155	100.0%	48.2%	244	100.0%	62.8%
I choose not to participate in these programs	130	--	40.0%	109	--	27.0%
These programs are not available to me	13	--	4.3%	9	--	2.4%
I am unaware of these programs	23	--	7.5%	32	--	7.7%
Total	321	100.0%	100.0%	394	100.0%	100.0%

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	13	19.0%	4.6%	21	14.6%	5.4%
Satisfied	17	23.0%	5.6%	34	24.4%	9.0%
Neither Satisfied nor Dissatisfied	44	55.1%	13.4%	77	53.5%	19.8%
Dissatisfied	0	0.0%	0.0%	3	2.7%	1.0%
Very Dissatisfied	2	2.9%	0.7%	6	4.9%	1.8%
Item Response Total	76	100.0%	24.3%	141	100.0%	36.9%
I choose not to participate in these programs	137	--	41.2%	115	--	28.5%
These programs are not available to me	58	--	17.7%	69	--	17.9%
I am unaware of these programs	51	--	16.8%	69	--	16.7%
Total	322	100.0%	100.0%	394	100.0%	100.0%

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs	2019			2018		
	N	Satisfaction %	All Response Options %	N	Satisfaction %	All Response Options %
Very Satisfied	11	19.1%	4.1%	15	13.8%	4.0%
Satisfied	13	19.7%	4.2%	20	17.1%	5.0%
Neither Satisfied nor Dissatisfied	38	54.9%	11.8%	73	63.7%	18.6%
Dissatisfied	0	0.0%	0.0%	2	2.0%	0.6%
Very Dissatisfied	4	6.3%	1.4%	4	3.5%	1.0%

Item Response Total	66	100.0%	21.5%	114	100.0%	29.2%
I choose not to participate in these programs	116	--	35.6%	106	--	26.6%
These programs are not available to me	57	--	17.6%	74	--	19.1%
I am unaware of these programs	79	--	25.3%	98	--	25.0%
Total	318	100.0%	100.0%	392	100.0%	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any item or year when there were fewer than 4 completed surveys.

My Employment Demographics

<i>Where do you work?</i>	%
Headquarters	74.9%
Field	25.1%
Total	100.0%

<i>What is your supervisory status?</i>	%
Senior Leader	2.2%
Manager	6.9%
Supervisor	11.9%
Team Leader	14.4%
Non-Supervisor	64.7%
Total	100.0%

<i>What is your pay category/grade?</i>	%
Federal Wage System	0.0%
GS 1-6	3.4%
GS 7-12	65.4%
GS 13-15	30.8%
Senior Executive Service	0.3%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	0.0%
Total	100.0%

<i>What is your US military service status?</i>	%
No Prior Military Service	79.8%
Currently in National Guard or Reserves	0.9%
Retired	4.7%
Separated or Discharged	14.6%
Total	100.0%

<i>How long have you been with the Federal Government (excluding military service)?</i>	%
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Trend Core Survey

Less than 1 year	0.6%
1 to 3 years	8.4%
4 to 5 years	4.6%
6 to 10 years	20.7%
11 to 14 years	12.1%
15 to 20 years	5.3%
More than 20 years	48.3%
Total	100.0%

<i>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</i>	%
Less than 1 year	1.5%
1 to 3 years	15.7%
4 to 5 years	9.0%
6 to 10 years	19.1%
11 to 14 years	9.3%
15 to 20 years	4.3%
More than 20 years	41.0%
Total	100.0%

<i>Are you considering leaving your organization within the next year, and if so, why?</i>	%
No	68.3%
Yes, to retire	10.9%
Yes, to take another job within the Federal Government	16.5%
Yes, to take another job outside the Federal Government	2.5%
Yes, other	1.9%
Total	100.0%

<i>I am planning to retire:</i>	%
Within one year	8.7%
Between one and three years	13.0%
Between three and five years	15.8%
Five or more years	62.4%
Total	100.0%

My Personal Demographics

<i>Are you of Hispanic, Latino, or Spanish origin?</i>	%
Yes	5.9%
No	94.1%
Total	100.0%

<i>Please select the racial category or categories with which you most closely identify.</i>	%
White	57.3%
Black or African American	34.7%
All other races	8.0%
Total	100.0%

<i>What is your age group?</i>	%
29 years and under	1.3%
30-39 years old	11.3%
40-49 years old	22.9%
50-59 years old	48.1%
60 years or older	16.5%
Total	100.0%

<i>What is the highest degree or level of education you have completed?</i>	%
Less than High School/ High School Diploma/ GED	4.7%
Certification/ Some College/ Associate's Degree	24.1%
Bachelor's Degree	48.6%
Advanced Degrees (Post Bachelor's Degree)	22.6%
Total	100.0%

<i>Are you an individual with a disability?</i>	%
Yes	13.5%
No	86.5%
Total	100.0%

Trend Core Survey

Are you:	%
Male	37.5%
Female	62.5%
Total	100.0%

Are you transgender?	%
Yes	--
No	--
Total	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Which one of the following do you consider yourself to be?	%
Straight, that is not gay or lesbian	--
Gay or Lesbian	--
Bisexual	--
Something else	--
Total	--

Note: All results are suppressed when any single demographic category has fewer than 4 responses.

Percentages for demographic questions are unweighted.

No suppression was applied to My Employment Demographics.

Agency-Specific Questions

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

	# of Respondents	Percent
	2019	2019
Yes	114	36.1%
No	61	19.3%
Sometimes	145	44.6%
Total	320	100.0%

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

	# of Respondents	Percent
	2019	2019
Yes	61	19.1%
No	93	29.5%
I Don't Know	166	51.4%
Total	320	100.0%

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

	# of Respondents	Percent
	2019	2019
Yes	24	11.3%

No	191	88.7%
Not Applicable	107	--
Total	322	100.0%

Note: "Not Applicable" responses are not included in percentage calculations.

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

	# of Respondents	Percent
	2019	2019
Yes	5	1.6%
No	317	98.4%
Total	322	100.0%

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

	# of Respondents	Percent
	2019	2019
Yes	185	58.1%
No	137	41.9%
Total	322	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: 2019 OPM Federal Employee Viewpoint Survey