



Federal Employee Viewpoint Survey Results

U.S. Railroad Retirement Board
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U.S. Railroad Retirement Board Federal Employee Viewpoint Survey Results, 2021 (Survey Administration Period 11/1/21-12/3/21)

1. Interpretation of Results: The Federal Employee Viewpoint Survey (FEVS), developed by OPM, is a tool that measures employees' perceptions of whether, and to what extent, conditions characterizing successful organizations are present in their agencies. This year's core survey items were reduced and a new section was included to address the potential challenges and changes employees have been facing due to the COVID-19 pandemic. Of the 781 employees invited to participate 273 completed the survey, for a response rate of 34.96%. Twenty-seven survey items were identified as strengths (65% positive or higher) while no survey items were identified as a challenge (35% negative or higher). We are pleased to report that our Engagement Index score exceeded the Office of Personnel Management's (OPM) goal for 2021 (72%) and met or exceeded the governmentwide benchmarks in all areas.

As for the COVID-19 specific content added this year, results indicated that employees felt the agency supported their well-being and work needs during the pandemic. Nearly 90% of employees indicated that agency senior leaders were committed to employee health and safety and nearly 85% of employees felt their supervisor supported their efforts to stay healthy and safe while working.

1. How the survey was conducted: The survey was conducted online by OPM from November 1st to December 3rd, 2021.

3. Description of the employee sample: All full-time, permanent employees of the agency as of April 30th, 2021 were surveyed.

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

5. Number of employees surveyed, number who responded, and representation of respondents: of the 781 employees invited to participate, 273 completed the survey, for a response rate of 34.96 percent. Demographics of the survey respondents can be found in following report.

| Item | Item Text | Response Type | 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 |
|------|---|----------------|------------------|---|--------------------------------|---|--------------------------------------|---|------------------|---|--------------------------------|--|--------------------------------------|---|-------------------------|-------------------------------------|
| 1 | *I am given a real opportunity to improve my skills in my organization. | Agree-disagree | 62.9% | 22.5% | 40.4% | 15.5% | 15.5% | 6.1% | 21.7% | 65 | 112 | 41 | 39 | 16 | 273 | N/A |
| 2 | I feel encouraged to come up with new and better ways of doing things. | Agree-disagree | 58.8% | 26.6% | 32.2% | 16.2% | 14.9% | 10.1% | 24.9% | 76 | 89 | 41 | 39 | 27 | 272 | N/A |
| 3 | My work gives me a feeling of personal accomplishment. | Agree-disagree | 71.0% | 32.0% | 39.0% | 14.1% | 10.7% | 4.2% | 14.9% | 89 | 106 | 36 | 27 | 11 | 269 | N/A |
| 4 | I know what is expected of me on the job. | Agree-disagree | 82.5% | 34.7% | 47.8% | 10.4% | 5.0% | 2.1% | 7.1% | 97 | 126 | 27 | 17 | 6 | 273 | N/A |
| 5 | *My workload is reasonable. | Agree-disagree | 55.1% | 13.7% | 41.4% | 12.2% | 19.4% | 13.3% | 32.7% | 39 | 114 | 32 | 53 | 34 | 272 | 1 |
| 6 | *My talents are used well in the workplace. | Agree-disagree | 61.1% | 21.0% | 40.1% | 15.9% | 12.0% | 11.1% | 23.0% | 58 | 108 | 39 | 34 | 25 | 264 | 2 |
| 7 | *I know how my work relates to the agency's goals. | Agree-disagree | 88.1% | 42.5% | 45.6% | 5.6% | 5.1% | 1.2% | 6.3% | 116 | 118 | 15 | 15 | 3 | 267 | 3 |
| 8 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | Agree-disagree | 69.6% | 31.7% | 37.8% | 19.9% | 4.0% | 6.6% | 10.6% | 89 | 97 | 44 | 12 | 16 | 258 | 15 |
| 9 | *The people I work with cooperate to get the job done. | Agree-disagree | 83.7% | 38.2% | 45.6% | 8.3% | 5.9% | 2.0% | 7.9% | 111 | 116 | 23 | 16 | 6 | 272 | N/A |
| 10 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | Agree-disagree | 47.8% | 11.6% | 36.3% | 28.4% | 13.2% | 10.6% | 23.8% | 28 | 82 | 68 | 31 | 25 | 234 | 39 |
| 12 | *In my work unit, differences in performance are recognized in a meaningful way. | Agree-disagree | 45.0% | 15.6% | 29.4% | 28.5% | 13.9% | 12.6% | 26.5% | 39 | 68 | 64 | 31 | 31 | 233 | 39 |
| 13 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | Agree-disagree | 77.4% | 26.2% | 51.2% | 15.8% | 4.0% | 2.7% | 6.8% | 73 | 132 | 42 | 12 | 7 | 266 | 6 |
| 14 | Employees in my work unit meet the needs of our customers. | Always-never | 88.1% | 40.5% | 47.6% | 10.4% | 1.1% | 0.4% | 1.5% | 105 | 122 | 27 | 2 | 1 | 257 | 15 |
| 15 | Employees in my work unit contribute positively to my agency's performance. | Always-never | 88.3% | 46.1% | 42.2% | 8.0% | 2.9% | 0.9% | 3.7% | 117 | 109 | 21 | 7 | 2 | 256 | 13 |
| 16 | Employees in my work unit produce high-quality work. | Always-never | 86.9% | 40.1% | 46.8% | 11.8% | 0.9% | 0.4% | 1.3% | 102 | 121 | 29 | 2 | 1 | 255 | 16 |
| 17 | Employees in my work unit adapt to changing priorities. | Always-never | 82.7% | 44.4% | 38.3% | 14.1% | 2.8% | 0.4% | 3.2% | 112 | 100 | 34 | 8 | 1 | 255 | 18 |
| 18 | Employees in my work unit successfully collaborate. | Always-never | 76.5% | 40.8% | 35.7% | 16.0% | 5.3% | 2.2% | 7.5% | 105 | 97 | 38 | 14 | 6 | 260 | 12 |

| | | | | | | | | | | | | | | | | |
|----|---|----------------|-------|-------|-------|-------|-------|-------|-------|-----|-----|----|----|----|-----|-----|
| 19 | Employees in my work unit achieve our goals. | Always-never | 83.2% | 38.6% | 44.6% | 14.7% | 1.2% | 0.8% | 2.1% | 98 | 116 | 36 | 3 | 2 | 255 | 18 |
| 20 | Employees are recognized for providing high quality products and services. | Agree-disagree | 59.3% | 19.2% | 40.1% | 15.2% | 17.0% | 8.5% | 25.5% | 52 | 107 | 41 | 39 | 24 | 263 | 8 |
| 21 | Employees are protected from health and safety hazards on the job. | Agree-disagree | 75.9% | 33.8% | 42.1% | 15.2% | 6.4% | 2.5% | 8.9% | 91 | 111 | 36 | 17 | 7 | 262 | 9 |
| 22 | My agency is successful at accomplishing its mission. | Agree-disagree | 81.2% | 33.7% | 47.6% | 12.1% | 5.1% | 1.7% | 6.7% | 88 | 122 | 30 | 13 | 4 | 257 | 14 |
| 23 | *I recommend my organization as a good place to work. | Agree-disagree | 69.0% | 27.0% | 42.0% | 15.3% | 9.0% | 6.7% | 15.6% | 76 | 116 | 39 | 23 | 17 | 271 | N/A |
| 24 | *I believe the results of this survey will be used to make my agency a better place to work. | Agree-disagree | 44.4% | 15.7% | 28.7% | 27.2% | 14.8% | 13.6% | 28.4% | 35 | 66 | 69 | 39 | 29 | 238 | 33 |
| 25 | My supervisor supports my need to balance work and other life issues. | Agree-disagree | 87.2% | 49.7% | 37.4% | 7.0% | 2.7% | 3.1% | 5.8% | 139 | 92 | 17 | 8 | 8 | 264 | 4 |
| 26 | My supervisor is committed to a workforce representative of all segments of society. | Agree-disagree | 81.7% | 45.3% | 36.4% | 14.0% | 1.9% | 2.3% | 4.2% | 119 | 85 | 32 | 5 | 6 | 247 | 21 |
| 27 | Supervisors in my work unit support employee development. | Agree-disagree | 77.4% | 40.4% | 36.9% | 14.4% | 4.1% | 4.1% | 8.2% | 110 | 93 | 35 | 11 | 11 | 260 | 8 |
| 28 | My supervisor listens to what I have to say. | Agree-disagree | 83.5% | 44.3% | 39.2% | 8.9% | 5.0% | 2.5% | 7.5% | 126 | 97 | 24 | 14 | 7 | 268 | N/A |
| 29 | My supervisor treats me with respect. | Agree-disagree | 85.8% | 49.0% | 36.8% | 8.4% | 3.1% | 2.7% | 5.9% | 139 | 89 | 22 | 9 | 8 | 267 | N/A |
| 30 | I have trust and confidence in my supervisor. | Agree-disagree | 75.4% | 44.1% | 31.3% | 14.0% | 7.8% | 2.8% | 10.6% | 126 | 75 | 35 | 23 | 8 | 267 | N/A |
| 31 | Overall, how good a job do you feel is being done by your immediate supervisor? | Good-poor | 77.2% | 50.4% | 26.8% | 15.8% | 5.8% | 1.2% | 7.0% | 139 | 68 | 39 | 18 | 3 | 267 | N/A |
| 32 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | Agree-disagree | 51.5% | 17.1% | 34.4% | 20.7% | 19.4% | 8.5% | 27.9% | 44 | 87 | 51 | 45 | 20 | 247 | 17 |
| 33 | My organization's senior leaders maintain high standards of honesty and integrity. | Agree-disagree | 67.2% | 27.8% | 39.4% | 19.6% | 6.2% | 7.0% | 13.2% | 71 | 87 | 46 | 13 | 15 | 232 | 32 |
| 34 | *Managers communicate the goals of the organization. | Agree-disagree | 65.7% | 27.3% | 38.3% | 19.4% | 10.6% | 4.3% | 15.0% | 69 | 97 | 48 | 27 | 11 | 252 | 11 |
| 35 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | Agree-disagree | 56.9% | 21.1% | 35.8% | 21.1% | 15.6% | 6.4% | 22.0% | 55 | 88 | 51 | 39 | 16 | 249 | 14 |
| 36 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | Good-poor | 71.6% | 38.8% | 32.9% | 18.5% | 5.2% | 4.6% | 9.9% | 93 | 78 | 44 | 11 | 12 | 238 | 27 |
| 37 | I have a high level of respect for my organization's senior leaders. | Agree-disagree | 62.4% | 27.4% | 35.0% | 23.6% | 8.3% | 5.7% | 14.0% | 73 | 88 | 62 | 22 | 14 | 259 | 6 |

| | | | | | | | | | | | | | | | | |
|----|--|------------------------|-------|-------|-------|-------|-------|------|-------|----|-----|----|----|----|-----|-----|
| 38 | Senior leaders demonstrate support for Work-Life programs. | Agree-disagree | 66.8% | 31.0% | 35.9% | 18.7% | 9.1% | 5.3% | 14.5% | 77 | 90 | 43 | 20 | 13 | 243 | 22 |
| 39 | *How satisfied are you with your involvement in decisions that affect your work? | Satisfied-dissatisfied | 52.6% | 16.9% | 35.6% | 20.0% | 22.8% | 4.6% | 27.4% | 48 | 90 | 50 | 59 | 11 | 258 | N/A |
| 40 | *How satisfied are you with the information you receive from management on what's going on in your organization? | Satisfied-dissatisfied | 53.7% | 19.5% | 34.2% | 23.2% | 18.2% | 4.9% | 23.1% | 52 | 89 | 57 | 47 | 13 | 258 | N/A |
| 41 | *How satisfied are you with the recognition you receive for doing a good job? | Satisfied-dissatisfied | 53.0% | 21.1% | 31.9% | 24.3% | 15.7% | 7.0% | 22.7% | 60 | 82 | 60 | 38 | 18 | 258 | N/A |
| 42 | *Considering everything, how satisfied are you with your job? | Satisfied-dissatisfied | 66.9% | 25.5% | 41.4% | 13.7% | 15.1% | 4.3% | 19.4% | 68 | 112 | 32 | 35 | 11 | 258 | N/A |
| 43 | Considering everything, how satisfied are you with your pay? | Satisfied-dissatisfied | 63.8% | 20.0% | 43.8% | 16.7% | 10.9% | 8.7% | 19.6% | 57 | 115 | 42 | 26 | 20 | 260 | N/A |
| 44 | *Considering everything, how satisfied are you with your organization? | Satisfied-dissatisfied | 64.7% | 23.0% | 41.7% | 16.9% | 13.3% | 5.0% | 18.4% | 62 | 111 | 44 | 31 | 12 | 260 | N/A |

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

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Source: **Railroad Retirement Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

11. In my work unit poor performers usually:

| | 2021 | 2021 | 2020 | 2020 | 2019 | 2019 |
|---|-------------|----------------|-------------|----------------|-------------|----------------|
| | N | % | N | % | N | % |
| Remain in the work unit and improve their performance over time | 45 | 22.1% | 77 | 25.6% | 56 | 22.1% |
| Remain in the work unit and continue to underperform | 82 | 41.5% | 131 | 42.5% | 116 | 45.0% |
| Leave the work unit - removed or transferred | 13 | 6.2% | 19 | 5.8% | 19 | 7.3% |
| Leave the work unit - quit | 7 | 4.2% | 5 | 1.8% | 5 | 2.4% |
| There are no poor performers in my work unit | 50 | 26.0% | 74 | 24.4% | 60 | 23.1% |
| Do Not Know | 76 | — ^b | 104 | — ^b | 68 | — ^b |
| Total | 273 | 100.0% | 410 | 100.0% | 324 | 100.0% |

Percentages are weighted to represent the Agency's population.

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

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

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

Source: **Railroad Retirement Board AES Report, 2021 OPM Federal Employee Viewpoint Survey**

| Item | Year | Item Text | Percent Positive | Percent Neutral | Percent Negative | Item Response Total** N | Do Not Know/ No Basis to Judge N |
|------|------|---|------------------|-----------------|------------------|----------------------------|---|
| 1 | 2021 | *I am given a real opportunity to improve my skills in my organization. | 62.9% | 15.5% | 21.7% | 273 | N/A |
| 1 | 2020 | *I am given a real opportunity to improve my skills in my organization. | 64.2% | 18.6% | 17.1% | 406 | N/A |
| 1 | 2019 | *I am given a real opportunity to improve my skills in my organization. | 66.9% | 12.9% | 20.2% | 343 | N/A |
| 1 | 2018 | *I am given a real opportunity to improve my skills in my organization. | 64.4% | 14.9% | 20.7% | 413 | N/A |
| 1 | 2017 | *I am given a real opportunity to improve my skills in my organization. | 65.1% | 16.6% | 18.2% | 447 | N/A |
| 1 | 2016 | *I am given a real opportunity to improve my skills in my organization. | 65.9% | 16.1% | 18.0% | 319 | N/A |
| 1 | 2015 | *I am given a real opportunity to improve my skills in my organization. | 64.8% | 18.6% | 16.6% | 481 | N/A |
| 2 | 2021 | I feel encouraged to come up with new and better ways of doing things. | 58.8% | 16.2% | 24.9% | 272 | N/A |
| 2 | 2020 | I feel encouraged to come up with new and better ways of doing things. | 55.9% | 22.2% | 21.9% | 407 | N/A |
| 2 | 2019 | I feel encouraged to come up with new and better ways of doing things. | 58.2% | 17.0% | 24.8% | 343 | N/A |
| 2 | 2018 | I feel encouraged to come up with new and better ways of doing things. | 54.3% | 18.5% | 27.1% | 411 | N/A |
| 2 | 2017 | I feel encouraged to come up with new and better ways of doing things. | 56.8% | 19.8% | 23.5% | 445 | N/A |
| 2 | 2016 | I feel encouraged to come up with new and better ways of doing things. | 52.8% | 20.4% | 26.8% | 316 | N/A |
| 2 | 2015 | I feel encouraged to come up with new and better ways of doing things. | 57.5% | 21.3% | 21.2% | 472 | N/A |
| 3 | 2021 | My work gives me a feeling of personal accomplishment. | 71.0% | 14.1% | 14.9% | 269 | N/A |
| 3 | 2020 | My work gives me a feeling of personal accomplishment. | 73.0% | 15.8% | 11.2% | 404 | N/A |
| 3 | 2019 | My work gives me a feeling of personal accomplishment. | 75.6% | 10.2% | 14.2% | 343 | N/A |
| 3 | 2018 | My work gives me a feeling of personal accomplishment. | 74.5% | 10.0% | 15.5% | 413 | N/A |
| 3 | 2017 | My work gives me a feeling of personal accomplishment. | 71.8% | 12.4% | 15.8% | 445 | N/A |
| 3 | 2016 | My work gives me a feeling of personal accomplishment. | 71.6% | 13.6% | 14.7% | 320 | N/A |
| 3 | 2015 | My work gives me a feeling of personal accomplishment. | 79.3% | 9.3% | 11.4% | 478 | N/A |
| 4 | 2021 | I know what is expected of me on the job. | 82.5% | 10.4% | 7.1% | 273 | N/A |
| 4 | 2020 | I know what is expected of me on the job. | 83.8% | 8.5% | 7.7% | 408 | N/A |
| 4 | 2019 | I know what is expected of me on the job. | 80.2% | 8.7% | 11.2% | 343 | N/A |
| 4 | 2018 | I know what is expected of me on the job. | 78.4% | 8.2% | 13.4% | 410 | N/A |
| 4 | 2017 | I know what is expected of me on the job. | 80.5% | 9.2% | 10.3% | 445 | N/A |
| 4 | 2016 | I know what is expected of me on the job. | 78.9% | 12.2% | 8.9% | 314 | N/A |
| 4 | 2015 | I know what is expected of me on the job. | 82.9% | 10.1% | 7.0% | 479 | N/A |
| 5 | 2021 | *My workload is reasonable. | 55.1% | 12.2% | 32.7% | 272 | 1 |
| 5 | 2020 | *My workload is reasonable. | 54.4% | 15.8% | 29.9% | 408 | 1 |
| 5 | 2019 | *My workload is reasonable. | 50.6% | 14.7% | 34.7% | 345 | 0 |
| 5 | 2018 | *My workload is reasonable. | 54.6% | 15.5% | 29.8% | 412 | 1 |
| 5 | 2017 | *My workload is reasonable. | 56.4% | 15.9% | 27.7% | 442 | 1 |
| 5 | 2016 | *My workload is reasonable. | 56.6% | 15.0% | 28.4% | 316 | 0 |

Core Q1-10, 12-44 Trend

| | | | | | | | |
|----|------|--|-------|-------|-------|-----|-----|
| 5 | 2015 | *My workload is reasonable. | 59.4% | 16.6% | 23.9% | 478 | 0 |
| 6 | 2021 | *My talents are used well in the workplace. | 61.1% | 15.9% | 23.0% | 264 | 2 |
| 6 | 2020 | *My talents are used well in the workplace. | 59.2% | 19.4% | 21.4% | 402 | 1 |
| 6 | 2019 | *My talents are used well in the workplace. | 56.2% | 14.7% | 29.1% | 341 | 0 |
| 6 | 2018 | *My talents are used well in the workplace. | 59.2% | 15.8% | 25.0% | 404 | 2 |
| 6 | 2017 | *My talents are used well in the workplace. | 61.3% | 16.0% | 22.8% | 440 | 2 |
| 6 | 2016 | *My talents are used well in the workplace. | 60.5% | 18.7% | 20.8% | 302 | 2 |
| 6 | 2015 | *My talents are used well in the workplace. | 60.7% | 19.9% | 19.4% | 446 | 0 |
| 7 | 2021 | *I know how my work relates to the agency's goals. | 88.1% | 5.6% | 6.3% | 267 | 3 |
| 7 | 2020 | *I know how my work relates to the agency's goals. | 91.8% | 4.9% | 3.3% | 406 | 3 |
| 7 | 2019 | *I know how my work relates to the agency's goals. | 87.7% | 6.3% | 6.0% | 340 | 1 |
| 7 | 2018 | *I know how my work relates to the agency's goals. | 87.0% | 7.0% | 6.0% | 409 | 3 |
| 7 | 2017 | *I know how my work relates to the agency's goals and priorities. | 85.6% | 8.5% | 5.9% | 446 | 2 |
| 7 | 2016 | *I know how my work relates to the agency's goals and priorities. | 88.2% | 7.8% | 4.0% | 314 | 0 |
| 7 | 2015 | *I know how my work relates to the agency's goals and priorities. | 87.3% | 10.0% | 2.7% | 476 | 1 |
| 8 | 2021 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 69.6% | 19.9% | 10.6% | 258 | 15 |
| 8 | 2020 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 66.5% | 18.5% | 14.9% | 399 | 13 |
| 8 | 2019 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 69.9% | 13.7% | 16.4% | 329 | 16 |
| 8 | 2018 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 67.1% | 17.6% | 15.3% | 394 | 19 |
| 8 | 2017 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 68.7% | 18.8% | 12.5% | 411 | 33 |
| 8 | 2016 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 64.3% | 22.5% | 13.2% | 296 | 22 |
| 8 | 2015 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 63.2% | 20.6% | 16.2% | 438 | 41 |
| 9 | 2021 | *The people I work with cooperate to get the job done. | 83.7% | 8.3% | 7.9% | 272 | N/A |
| 9 | 2020 | *The people I work with cooperate to get the job done. | 77.8% | 13.8% | 8.3% | 411 | N/A |
| 9 | 2019 | *The people I work with cooperate to get the job done. | 76.7% | 12.5% | 10.8% | 342 | N/A |
| 9 | 2018 | *The people I work with cooperate to get the job done. | 74.5% | 13.5% | 12.0% | 411 | N/A |
| 9 | 2017 | *The people I work with cooperate to get the job done. | 77.5% | 11.3% | 11.2% | 447 | N/A |
| 9 | 2016 | *The people I work with cooperate to get the job done. | 76.3% | 13.2% | 10.5% | 318 | N/A |
| 9 | 2015 | *The people I work with cooperate to get the job done. | 75.1% | 14.1% | 10.8% | 481 | N/A |
| 10 | 2021 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 47.8% | 28.4% | 23.8% | 234 | 39 |
| 10 | 2020 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 46.8% | 24.1% | 29.1% | 355 | 57 |
| 10 | 2019 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 40.6% | 24.0% | 35.4% | 299 | 39 |
| 10 | 2018 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 34.1% | 31.0% | 34.9% | 367 | 46 |
| 10 | 2017 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 37.0% | 29.3% | 33.7% | 389 | 55 |
| 10 | 2016 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 34.4% | 30.6% | 35.0% | 273 | 42 |
| 10 | 2015 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. | 36.9% | 27.9% | 35.2% | 421 | 58 |
| 12 | 2021 | *In my work unit, differences in performance are recognized in a meaningful way. | 45.0% | 28.5% | 26.5% | 233 | 39 |
| 12 | 2020 | *In my work unit, differences in performance are recognized in a meaningful way. | 49.4% | 26.2% | 24.5% | 369 | 42 |
| 12 | 2019 | *In my work unit, differences in performance are recognized in a meaningful way. | 42.0% | 26.2% | 31.8% | 311 | 27 |

Core Q1-10, 12-44 Trend

| | | | | | | | |
|----|------|--|-------|-------|-------|-----|----|
| 12 | 2018 | *In my work unit, differences in performance are recognized in a meaningful way. | 38.3% | 30.6% | 31.1% | 392 | 20 |
| 12 | 2017 | *In my work unit, differences in performance are recognized in a meaningful way. | 40.9% | 29.2% | 29.9% | 400 | 45 |
| 12 | 2016 | *In my work unit, differences in performance are recognized in a meaningful way. | 36.3% | 34.8% | 28.9% | 284 | 34 |
| 12 | 2015 | *In my work unit, differences in performance are recognized in a meaningful way. | 38.8% | 29.9% | 31.3% | 441 | 37 |
| 13 | 2021 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 77.4% | 15.8% | 6.8% | 266 | 6 |
| 13 | 2020 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 78.1% | 12.5% | 9.4% | 406 | 5 |
| 13 | 2019 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 78.0% | 14.4% | 7.6% | 336 | 3 |
| 13 | 2018 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 76.8% | 12.1% | 11.0% | 404 | 6 |
| 13 | 2017 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 68.1% | 17.9% | 14.1% | 423 | 19 |
| 13 | 2016 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 71.3% | 19.1% | 9.5% | 311 | 6 |
| 13 | 2015 | *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 69.5% | 17.8% | 12.7% | 460 | 12 |
| 14 | 2021 | Employees in my work unit meet the needs of our customers. | 88.1% | 10.4% | 1.5% | 257 | 15 |
| 14 | 2020 | During the COVID-19 pandemic, my work unit has met the needs of our customers. | 83.6% | 13.3% | 3.1% | 358 | 25 |
| 15 | 2021 | Employees in my work unit contribute positively to my agency's performance. | 88.3% | 8.0% | 3.7% | 256 | 13 |
| 15 | 2020 | During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance. | 88.1% | 9.8% | 2.0% | 362 | 25 |
| 16 | 2021 | Employees in my work unit produce high-quality work. | 86.9% | 11.8% | 1.3% | 255 | 16 |
| 16 | 2020 | During the COVID-19 pandemic, my work unit has produced high-quality work. | 87.1% | 11.0% | 1.8% | 365 | 22 |
| 17 | 2021 | Employees in my work unit adapt to changing priorities. | 82.7% | 14.1% | 3.2% | 255 | 18 |
| 17 | 2020 | During the COVID-19 pandemic, my work unit has adapted to changing priorities. | 84.9% | 11.2% | 3.8% | 365 | 22 |
| 18 | 2021 | Employees in my work unit successfully collaborate. | 76.5% | 16.0% | 7.5% | 260 | 12 |
| 18 | 2020 | During the COVID-19 pandemic, my work unit has successfully collaborated. | 81.7% | 13.2% | 5.1% | 363 | 24 |
| 19 | 2021 | Employees in my work unit achieve our goals. | 83.2% | 14.7% | 2.1% | 255 | 18 |
| 19 | 2020 | During the COVID-19 pandemic, my work unit has achieved our goals. | 84.0% | 12.4% | 3.6% | 350 | 37 |
| 20 | 2021 | Employees are recognized for providing high quality products and services. | 59.3% | 15.2% | 25.5% | 263 | 8 |
| 20 | 2020 | Employees are recognized for providing high quality products and services. | 55.7% | 20.6% | 23.7% | 401 | 8 |
| 20 | 2019 | Employees are recognized for providing high quality products and services. | 54.1% | 19.2% | 26.7% | 324 | 11 |
| 20 | 2018 | Employees are recognized for providing high quality products and services. | 51.2% | 21.0% | 27.8% | 381 | 17 |
| 20 | 2017 | Employees are recognized for providing high quality products and services. | 52.4% | 23.1% | 24.6% | 423 | 19 |
| 20 | 2016 | Employees are recognized for providing high quality products and services. | 53.3% | 23.4% | 23.4% | 294 | 22 |
| 20 | 2015 | Employees are recognized for providing high quality products and services. | 53.5% | 21.3% | 25.2% | 451 | 19 |

Core Q1-10, 12-44 Trend

| | | | | | | | |
|----|------|--|-------|-------|-------|-----|-----|
| 21 | 2021 | Employees are protected from health and safety hazards on the job. | 75.9% | 15.2% | 8.9% | 262 | 9 |
| 21 | 2020 | Employees are protected from health and safety hazards on the job. | 71.0% | 18.2% | 10.8% | 400 | 9 |
| 21 | 2019 | Employees are protected from health and safety hazards on the job. | 73.1% | 15.4% | 11.5% | 323 | 11 |
| 21 | 2018 | Employees are protected from health and safety hazards on the job. | 72.6% | 14.7% | 12.6% | 390 | 10 |
| 21 | 2017 | Employees are protected from health and safety hazards on the job. | 80.7% | 14.2% | 5.2% | 429 | 13 |
| 21 | 2016 | Employees are protected from health and safety hazards on the job. | 76.1% | 15.8% | 8.1% | 310 | 5 |
| 21 | 2015 | Employees are protected from health and safety hazards on the job. | 74.4% | 15.9% | 9.8% | 454 | 15 |
| 22 | 2021 | My agency is successful at accomplishing its mission. | 81.2% | 12.1% | 6.7% | 257 | 14 |
| 22 | 2020 | My agency is successful at accomplishing its mission. | 77.9% | 15.5% | 6.7% | 401 | 9 |
| 22 | 2019 | My agency is successful at accomplishing its mission. | 75.6% | 15.1% | 9.3% | 323 | 12 |
| 22 | 2018 | My agency is successful at accomplishing its mission. | 72.3% | 17.3% | 10.4% | 383 | 16 |
| 22 | 2017 | My agency is successful at accomplishing its mission. | 80.0% | 12.6% | 7.3% | 425 | 16 |
| 22 | 2016 | My agency is successful at accomplishing its mission. | 81.5% | 12.9% | 5.6% | 303 | 13 |
| 22 | 2015 | My agency is successful at accomplishing its mission. | 80.9% | 14.6% | 4.5% | 460 | 13 |
| 23 | 2021 | *I recommend my organization as a good place to work. | 69.0% | 15.3% | 15.6% | 271 | N/A |
| 23 | 2020 | *I recommend my organization as a good place to work. | 69.4% | 18.3% | 12.3% | 411 | N/A |
| 23 | 2019 | *I recommend my organization as a good place to work. | 69.8% | 15.9% | 14.4% | 333 | N/A |
| 23 | 2018 | *I recommend my organization as a good place to work. | 68.4% | 17.4% | 14.2% | 400 | N/A |
| 23 | 2017 | *I recommend my organization as a good place to work. | 73.0% | 16.9% | 10.1% | 443 | N/A |
| 23 | 2016 | *I recommend my organization as a good place to work. | 71.8% | 18.4% | 9.8% | 314 | N/A |
| 23 | 2015 | *I recommend my organization as a good place to work. | 72.9% | 18.0% | 9.1% | 471 | N/A |
| 24 | 2021 | *I believe the results of this survey will be used to make my agency a better place to work. | 44.4% | 27.2% | 28.4% | 238 | 33 |
| 24 | 2020 | *I believe the results of this survey will be used to make my agency a better place to work. | 43.9% | 29.5% | 26.6% | 372 | 40 |
| 24 | 2019 | *I believe the results of this survey will be used to make my agency a better place to work. | 46.7% | 24.6% | 28.7% | 301 | 33 |
| 24 | 2018 | *I believe the results of this survey will be used to make my agency a better place to work. | 45.0% | 25.5% | 29.5% | 354 | 46 |
| 24 | 2017 | *I believe the results of this survey will be used to make my agency a better place to work. | 47.8% | 27.2% | 25.0% | 386 | 57 |
| 24 | 2016 | *I believe the results of this survey will be used to make my agency a better place to work. | 49.9% | 24.9% | 25.2% | 279 | 36 |
| 24 | 2015 | *I believe the results of this survey will be used to make my agency a better place to work. | 45.2% | 29.6% | 25.3% | 418 | 52 |
| 25 | 2021 | My supervisor supports my need to balance work and other life issues. | 87.2% | 7.0% | 5.8% | 264 | 4 |
| 25 | 2020 | My supervisor supports my need to balance work and other life issues. | 83.0% | 9.4% | 7.7% | 408 | 3 |
| 25 | 2019 | My supervisor supports my need to balance work and other life issues. | 83.4% | 7.6% | 9.1% | 326 | 3 |
| 25 | 2018 | My supervisor supports my need to balance work and other life issues. | 81.3% | 8.8% | 9.9% | 397 | 3 |
| 25 | 2017 | My supervisor supports my need to balance work and other life issues. | 82.8% | 10.2% | 7.0% | 437 | 2 |
| 25 | 2016 | My supervisor supports my need to balance work and other life issues. | 81.1% | 10.9% | 7.9% | 307 | 5 |
| 25 | 2015 | My supervisor supports my need to balance work and other life issues. | 82.9% | 10.1% | 7.0% | 463 | 7 |
| 26 | 2021 | My supervisor is committed to a workforce representative of all segments of society. | 81.7% | 14.0% | 4.2% | 247 | 21 |
| 26 | 2020 | My supervisor is committed to a workforce representative of all segments of society. | 76.5% | 16.8% | 6.7% | 385 | 26 |
| 26 | 2019 | My supervisor is committed to a workforce representative of all segments of society. | 71.7% | 18.9% | 9.3% | 298 | 33 |
| 26 | 2018 | My supervisor is committed to a workforce representative of all segments of society. | 69.4% | 20.6% | 10.0% | 361 | 39 |

Core Q1-10, 12-44 Trend

| | | | | | | | |
|----|------|--|-------|-------|-------|-----|-----|
| 26 | 2017 | My supervisor is committed to a workforce representative of all segments of society. | 72.0% | 20.1% | 7.9% | 388 | 49 |
| 26 | 2016 | My supervisor is committed to a workforce representative of all segments of society. | 70.7% | 23.9% | 5.4% | 272 | 40 |
| 26 | 2015 | My supervisor is committed to a workforce representative of all segments of society. | 71.1% | 21.3% | 7.6% | 408 | 61 |
| 27 | 2021 | Supervisors in my work unit support employee development. | 77.4% | 14.4% | 8.2% | 260 | 8 |
| 27 | 2020 | Supervisors in my work unit support employee development. | 74.9% | 13.1% | 12.0% | 404 | 5 |
| 27 | 2019 | Supervisors in my work unit support employee development. | 71.9% | 13.6% | 14.5% | 323 | 8 |
| 27 | 2018 | Supervisors in my work unit support employee development. | 69.2% | 13.4% | 17.4% | 390 | 10 |
| 27 | 2017 | Supervisors in my work unit support employee development. | 68.7% | 17.8% | 13.5% | 429 | 8 |
| 27 | 2016 | Supervisors in my work unit support employee development. | 65.7% | 17.6% | 16.7% | 300 | 12 |
| 27 | 2015 | Supervisors in my work unit support employee development. | 64.5% | 20.2% | 15.3% | 454 | 17 |
| 28 | 2021 | My supervisor listens to what I have to say. | 83.5% | 8.9% | 7.5% | 268 | N/A |
| 28 | 2020 | My supervisor listens to what I have to say. | 75.5% | 14.0% | 10.5% | 409 | N/A |
| 28 | 2019 | My supervisor listens to what I have to say. | 76.8% | 9.8% | 13.3% | 330 | N/A |
| 28 | 2018 | My supervisor listens to what I have to say. | 76.4% | 11.2% | 12.4% | 399 | N/A |
| 28 | 2017 | My supervisor listens to what I have to say. | 78.4% | 12.1% | 9.4% | 437 | N/A |
| 28 | 2016 | My supervisor listens to what I have to say. | 77.0% | 10.9% | 12.1% | 315 | N/A |
| 28 | 2015 | My supervisor listens to what I have to say. | 77.4% | 12.5% | 10.1% | 471 | N/A |
| 29 | 2021 | My supervisor treats me with respect. | 85.8% | 8.4% | 5.9% | 267 | N/A |
| 29 | 2020 | My supervisor treats me with respect. | 83.2% | 9.0% | 7.8% | 411 | N/A |
| 29 | 2019 | My supervisor treats me with respect. | 83.0% | 8.7% | 8.3% | 330 | N/A |
| 29 | 2018 | My supervisor treats me with respect. | 81.3% | 8.8% | 9.9% | 399 | N/A |
| 29 | 2017 | My supervisor treats me with respect. | 84.3% | 8.9% | 6.8% | 436 | N/A |
| 29 | 2016 | My supervisor treats me with respect. | 80.4% | 11.4% | 8.2% | 309 | N/A |
| 29 | 2015 | My supervisor treats me with respect. | 81.3% | 11.0% | 7.7% | 470 | N/A |
| 30 | 2021 | I have trust and confidence in my supervisor. | 75.4% | 14.0% | 10.6% | 267 | N/A |
| 30 | 2020 | I have trust and confidence in my supervisor. | 71.6% | 14.2% | 14.2% | 408 | N/A |
| 30 | 2019 | I have trust and confidence in my supervisor. | 70.9% | 14.2% | 14.9% | 330 | N/A |
| 30 | 2018 | I have trust and confidence in my supervisor. | 66.3% | 15.0% | 18.7% | 398 | N/A |
| 30 | 2017 | I have trust and confidence in my supervisor. | 70.9% | 14.2% | 14.9% | 437 | N/A |
| 30 | 2016 | I have trust and confidence in my supervisor. | 67.9% | 14.3% | 17.8% | 312 | N/A |
| 30 | 2015 | I have trust and confidence in my supervisor. | 67.3% | 19.6% | 13.1% | 471 | N/A |
| 31 | 2021 | Overall, how good a job do you feel is being done by your immediate supervisor? | 77.2% | 15.8% | 7.0% | 267 | N/A |
| 31 | 2020 | Overall, how good a job do you feel is being done by your immediate supervisor? | 73.3% | 16.5% | 10.2% | 410 | N/A |
| 31 | 2019 | Overall, how good a job do you feel is being done by your immediate supervisor? | 71.6% | 17.1% | 11.3% | 331 | N/A |
| 31 | 2018 | Overall, how good a job do you feel is being done by your immediate supervisor? | 68.5% | 18.2% | 13.3% | 399 | N/A |
| 31 | 2017 | Overall, how good a job do you feel is being done by your immediate supervisor? | 74.9% | 16.0% | 9.1% | 438 | N/A |
| 31 | 2016 | Overall, how good a job do you feel is being done by your immediate supervisor? | 69.8% | 18.0% | 12.2% | 314 | N/A |
| 31 | 2015 | Overall, how good a job do you feel is being done by your immediate supervisor? | 72.3% | 17.4% | 10.3% | 470 | N/A |

Core Q1-10, 12-44 Trend

| | | | | | | | |
|----|------|---|-------|-------|-------|-----|----|
| 32 | 2021 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 51.5% | 20.7% | 27.9% | 247 | 17 |
| 32 | 2020 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 53.2% | 23.2% | 23.6% | 388 | 18 |
| 32 | 2019 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 48.1% | 18.2% | 33.7% | 309 | 21 |
| 32 | 2018 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 46.0% | 24.8% | 29.2% | 379 | 17 |
| 32 | 2017 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 48.1% | 27.2% | 24.7% | 411 | 23 |
| 32 | 2016 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 45.5% | 30.9% | 23.6% | 295 | 17 |
| 32 | 2015 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 45.9% | 29.2% | 24.9% | 444 | 22 |
| 33 | 2021 | My organization's senior leaders maintain high standards of honesty and integrity. | 67.2% | 19.6% | 13.2% | 232 | 32 |
| 33 | 2020 | My organization's senior leaders maintain high standards of honesty and integrity. | 66.6% | 21.4% | 12.0% | 370 | 35 |
| 33 | 2019 | My organization's senior leaders maintain high standards of honesty and integrity. | 56.4% | 26.0% | 17.6% | 294 | 35 |
| 33 | 2018 | My organization's senior leaders maintain high standards of honesty and integrity. | 60.5% | 24.1% | 15.3% | 353 | 41 |
| 33 | 2017 | My organization's senior leaders maintain high standards of honesty and integrity. | 60.8% | 26.4% | 12.8% | 385 | 49 |
| 33 | 2016 | My organization's senior leaders maintain high standards of honesty and integrity. | 58.2% | 28.9% | 12.9% | 277 | 33 |
| 33 | 2015 | My organization's senior leaders maintain high standards of honesty and integrity. | 58.5% | 27.6% | 13.9% | 422 | 44 |
| 34 | 2021 | *Managers communicate the goals of the organization. | 65.7% | 19.4% | 15.0% | 252 | 11 |
| 34 | 2020 | *Managers communicate the goals of the organization. | 70.5% | 18.6% | 11.0% | 398 | 5 |
| 34 | 2019 | *Managers communicate the goals of the organization. | 67.6% | 16.0% | 16.4% | 321 | 7 |
| 34 | 2018 | *Managers communicate the goals of the organization. | 67.4% | 14.4% | 18.1% | 381 | 11 |
| 34 | 2017 | *Managers communicate the goals and priorities of the organization. | 71.1% | 14.5% | 14.4% | 423 | 10 |
| 34 | 2016 | *Managers communicate the goals and priorities of the organization. | 61.7% | 20.8% | 17.5% | 302 | 10 |
| 34 | 2015 | *Managers communicate the goals and priorities of the organization. | 65.1% | 19.4% | 15.5% | 445 | 19 |
| 35 | 2021 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 56.9% | 21.1% | 22.0% | 249 | 14 |
| 35 | 2020 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 55.1% | 21.1% | 23.8% | 392 | 13 |
| 35 | 2019 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 57.6% | 19.1% | 23.3% | 313 | 14 |
| 35 | 2018 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 56.9% | 19.5% | 23.6% | 379 | 17 |
| 35 | 2017 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 60.7% | 19.3% | 20.0% | 409 | 20 |

Core Q1-10, 12-44 Trend

| | | | | | | | |
|----|------|---|-------|-------|-------|-----|-----|
| 35 | 2016 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 54.5% | 23.5% | 22.0% | 297 | 16 |
| 35 | 2015 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 55.4% | 24.3% | 20.2% | 429 | 34 |
| 36 | 2021 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 71.6% | 18.5% | 9.9% | 238 | 27 |
| 36 | 2020 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 71.0% | 16.1% | 12.9% | 377 | 28 |
| 36 | 2019 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 67.1% | 17.4% | 15.5% | 309 | 19 |
| 36 | 2018 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 64.8% | 18.9% | 16.2% | 370 | 25 |
| 36 | 2017 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 68.4% | 17.6% | 13.9% | 408 | 25 |
| 36 | 2016 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 66.8% | 20.4% | 12.8% | 296 | 17 |
| 36 | 2015 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 68.2% | 19.7% | 12.1% | 413 | 52 |
| 37 | 2021 | I have a high level of respect for my organization's senior leaders. | 62.4% | 23.6% | 14.0% | 259 | 6 |
| 37 | 2020 | I have a high level of respect for my organization's senior leaders. | 64.9% | 23.6% | 11.5% | 395 | 8 |
| 37 | 2019 | I have a high level of respect for my organization's senior leaders. | 59.9% | 23.5% | 16.5% | 321 | 7 |
| 37 | 2018 | I have a high level of respect for my organization's senior leaders. | 62.1% | 20.1% | 17.8% | 388 | 8 |
| 37 | 2017 | I have a high level of respect for my organization's senior leaders. | 59.8% | 24.1% | 16.1% | 419 | 13 |
| 37 | 2016 | I have a high level of respect for my organization's senior leaders. | 59.0% | 23.7% | 17.4% | 306 | 6 |
| 37 | 2015 | I have a high level of respect for my organization's senior leaders. | 63.2% | 23.7% | 13.1% | 456 | 10 |
| 38 | 2021 | Senior leaders demonstrate support for Work-Life programs. | 66.8% | 18.7% | 14.5% | 243 | 22 |
| 38 | 2020 | Senior leaders demonstrate support for Work-Life programs. | 67.2% | 21.7% | 11.1% | 374 | 30 |
| 38 | 2019 | Senior leaders demonstrate support for Work-Life programs. | 61.9% | 22.9% | 15.2% | 308 | 19 |
| 38 | 2018 | Senior leaders demonstrate support for Work-Life programs. | 62.2% | 20.8% | 17.0% | 368 | 27 |
| 38 | 2017 | Senior leaders demonstrate support for Work-Life programs. | 68.2% | 20.7% | 11.1% | 393 | 40 |
| 38 | 2016 | Senior leaders demonstrate support for Work-Life programs. | 63.6% | 23.1% | 13.4% | 287 | 26 |
| 38 | 2015 | Senior leaders demonstrate support for Work-Life programs. | 64.5% | 25.2% | 10.3% | 411 | 52 |
| 39 | 2021 | *How satisfied are you with your involvement in decisions that affect your work? | 52.6% | 20.0% | 27.4% | 258 | N/A |
| 39 | 2020 | *How satisfied are you with your involvement in decisions that affect your work? | 55.0% | 24.1% | 20.9% | 399 | N/A |
| 39 | 2019 | *How satisfied are you with your involvement in decisions that affect your work? | 54.9% | 17.5% | 27.7% | 323 | N/A |
| 39 | 2018 | *How satisfied are you with your involvement in decisions that affect your work? | 52.3% | 19.0% | 28.7% | 394 | N/A |
| 39 | 2017 | *How satisfied are you with your involvement in decisions that affect your work? | 54.3% | 22.3% | 23.4% | 432 | N/A |
| 39 | 2016 | *How satisfied are you with your involvement in decisions that affect your work? | 50.6% | 29.7% | 19.8% | 311 | N/A |

Core Q1-10, 12-44 Trend

| | | | | | | | |
|----|------|--|-------|-------|-------|-----|-----|
| 39 | 2015 | *How satisfied are you with your involvement in decisions that affect your work? | 52.5% | 26.8% | 20.7% | 466 | N/A |
| 40 | 2021 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 53.7% | 23.2% | 23.1% | 258 | N/A |
| 40 | 2020 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 61.0% | 17.1% | 21.9% | 400 | N/A |
| 40 | 2019 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 56.4% | 19.0% | 24.7% | 324 | N/A |
| 40 | 2018 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 53.2% | 18.3% | 28.5% | 392 | N/A |
| 40 | 2017 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 57.7% | 18.8% | 23.5% | 431 | N/A |
| 40 | 2016 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 53.3% | 25.0% | 21.7% | 310 | N/A |
| 40 | 2015 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 56.0% | 20.7% | 23.3% | 466 | N/A |
| 41 | 2021 | *How satisfied are you with the recognition you receive for doing a good job? | 53.0% | 24.3% | 22.7% | 258 | N/A |
| 41 | 2020 | *How satisfied are you with the recognition you receive for doing a good job? | 59.3% | 18.4% | 22.3% | 399 | N/A |
| 41 | 2019 | *How satisfied are you with the recognition you receive for doing a good job? | 59.7% | 19.9% | 20.4% | 324 | N/A |
| 41 | 2018 | *How satisfied are you with the recognition you receive for doing a good job? | 57.2% | 17.9% | 24.9% | 393 | N/A |
| 41 | 2017 | *How satisfied are you with the recognition you receive for doing a good job? | 56.8% | 21.4% | 21.7% | 427 | N/A |
| 41 | 2016 | *How satisfied are you with the recognition you receive for doing a good job? | 54.8% | 25.7% | 19.5% | 307 | N/A |
| 41 | 2015 | *How satisfied are you with the recognition you receive for doing a good job? | 53.0% | 23.1% | 23.9% | 459 | N/A |
| 42 | 2021 | *Considering everything, how satisfied are you with your job? | 66.9% | 13.7% | 19.4% | 258 | N/A |
| 42 | 2020 | *Considering everything, how satisfied are you with your job? | 70.2% | 13.4% | 16.4% | 399 | N/A |
| 42 | 2019 | *Considering everything, how satisfied are you with your job? | 69.3% | 12.3% | 18.4% | 321 | N/A |
| 42 | 2018 | *Considering everything, how satisfied are you with your job? | 65.7% | 16.3% | 18.0% | 393 | N/A |
| 42 | 2017 | *Considering everything, how satisfied are you with your job? | 72.7% | 11.2% | 16.1% | 427 | N/A |
| 42 | 2016 | *Considering everything, how satisfied are you with your job? | 69.0% | 17.2% | 13.8% | 310 | N/A |
| 42 | 2015 | *Considering everything, how satisfied are you with your job? | 71.6% | 14.7% | 13.6% | 464 | N/A |
| 43 | 2021 | Considering everything, how satisfied are you with your pay? | 63.8% | 16.7% | 19.6% | 260 | N/A |
| 43 | 2020 | Considering everything, how satisfied are you with your pay? | 62.9% | 16.6% | 20.5% | 400 | N/A |
| 43 | 2019 | Considering everything, how satisfied are you with your pay? | 63.7% | 15.3% | 21.0% | 322 | N/A |
| 43 | 2018 | Considering everything, how satisfied are you with your pay? | 64.8% | 16.0% | 19.1% | 394 | N/A |
| 43 | 2017 | Considering everything, how satisfied are you with your pay? | 63.0% | 15.6% | 21.4% | 430 | N/A |
| 43 | 2016 | Considering everything, how satisfied are you with your pay? | 58.5% | 19.6% | 21.9% | 309 | N/A |
| 43 | 2015 | Considering everything, how satisfied are you with your pay? | 62.1% | 17.1% | 20.8% | 466 | N/A |
| 44 | 2021 | *Considering everything, how satisfied are you with your organization? | 64.7% | 16.9% | 18.4% | 260 | N/A |
| 44 | 2020 | *Considering everything, how satisfied are you with your organization? | 66.2% | 19.5% | 14.3% | 401 | N/A |

Core Q1-10, 12-44 Trend

| | | | | | | | |
|----|------|--|-------|-------|-------|-----|-----|
| 44 | 2019 | *Considering everything, how satisfied are you with your organization? | 64.7% | 17.2% | 18.1% | 322 | N/A |
| 44 | 2018 | *Considering everything, how satisfied are you with your organization? | 66.2% | 15.8% | 18.0% | 387 | N/A |
| 44 | 2017 | *Considering everything, how satisfied are you with your organization? | 70.4% | 15.9% | 13.7% | 429 | N/A |
| 44 | 2016 | *Considering everything, how satisfied are you with your organization? | 69.2% | 17.6% | 13.3% | 308 | N/A |
| 44 | 2015 | *Considering everything, how satisfied are you with your organization? | 67.8% | 19.8% | 12.4% | 462 | N/A |

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

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Trending for Q14-Q19 is based on the "During the COVID-19 Pandemic" responses in 2020.

Q14-Q19 were not included in the 2015-2019 OPM FEVS and therefore not shown for those years.

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

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

Source: **Railroad Retirement Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Agency Pandemic Response: Physically Present

45. Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

| | 2021 N | 2021 % | 2020 N | 2020 % |
|--|------------|---------------|------------|---------------|
| 100% of my work time | 17 | 7.3% | 7 | 1.9% |
| At least 75% but less than 100% | 26 | 10.4% | 13 | 3.5% |
| At least 50% but less than 75% | 18 | 6.7% | 16 | 4.2% |
| At least 25% but less than 50% | 22 | 9.0% | 49 | 13.0% |
| Less than 25% | 91 | 33.6% | 125 | 31.2% |
| I have not been physically present at my agency worksite during the pandemic | 85 | 33.0% | 189 | 46.2% |
| Total | 259 | 100.0% | 399 | 100.0% |

Percentages are weighted to represent the Agency's population.
 The rows above do not include results for any year when there were fewer than 4 completed surveys.
 "—" indicates that there are no trending results available for the year.

Source: **Railroad Retirement Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Telework Trends

46. Please select the response that BEST describes your current teleworking schedule.

| | 2021 N | 2021 % | 2020 N | 2020 % | 2019 N | 2019 % |
|---|------------|---------------|------------|---------------|------------|---------------|
| I telework every work day | 159 | 60.3% | 252 | 62.3% | 2 | 0.6% |
| I telework 3 or 4 days per week | 47 | 18.7% | 100 | 26.1% | 4 | 1.4% |
| I telework 1 or 2 days per week | 26 | 11.1% | 27 | 7.0% | 144 | 43.9% |
| I telework, but only about 1 or 2 days per month | 7 | 2.6% | 2 | 0.5% | 11 | 3.5% |
| I telework very infrequently, on an unscheduled or short-term basis | 7 | 2.3% | 4 | 1.1% | 22 | 7.2% |
| 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) | 4 | 1.5% | 6 | 1.5% | 43 | 13.0% |
| I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking | 0 | 0.0% | 1 | 0.3% | 10 | 2.9% |
| 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 | 3 | 1.0% | 0 | 0.0% | 44 | 15.2% |
| I do not telework because I choose not to telework | 6 | 2.5% | 4 | 1.3% | 42 | 12.3% |
| Total | 259 | 100.0% | 396 | 100.0% | 322 | 100.0% |

Percentages are weighted to represent the Agency's population.
 Trending for Q46 is based on the "As of now" responses in 2020.
 The rows above do not include results for any year when there were fewer than 4 completed surveys.
 "—" indicates that there are no trending results available for the year.

Source: **Railroad Retirement Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic: Employee Supports

47. How has your organization supported you during the COVID-19 pandemic?
For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.

| | 2021 | | 2021 | | 2021 | | 2020 | | 2020 | | 2020 | |
|--|----------------------------|----------------------------|---------------------------------|---------------------------------|----------------------|----------------------|----------------------------|----------------------------|---------------------------------|---------------------------------|----------------------|----------------------|
| | Needed and available to me | Needed and available to me | Needed, but not available to me | Needed, but not available to me | Not needed by me now | Not needed by me now | Needed and available to me | Needed and available to me | Needed, but not available to me | Needed, but not available to me | Not needed by me now | Not needed by me now |
| | N | % | N | % | N | % | N | % | N | % | N | % |
| 47A. Expanded telework | 225 | 87.0% | 11 | 4.3% | 23 | 8.7% | 347 | 89.3% | 6 | 1.6% | 36 | 9.1% |
| 47B. Expanded work schedule flexibilities | 183 | 70.7% | 32 | 14.0% | 40 | 15.3% | 238 | 61.2% | 46 | 12.1% | 105 | 26.7% |
| 47C. Expanded leave policies | 143 | 56.8% | 18 | 7.0% | 93 | 36.2% | 166 | 43.8% | 26 | 7.1% | 194 | 49.1% |
| 47D. Clear guidance on COVID-19 vaccination protocols | 207 | 81.4% | 14 | 5.0% | 35 | 13.6% | — ^a | — ^a | — ^a | — ^a | — ^a | — ^a |
| 47E. Appropriate physical health resources (e.g., access to COVID-19 testing) at my agency worksite | 84 | 35.5% | 55 | 22.0% | 117 | 42.6% | — ^a | — ^a | — ^a | — ^a | — ^a | — ^a |
| 47F. Timely communication about possible COVID-19 exposure at my agency worksite | 136 | 52.7% | 45 | 19.3% | 75 | 28.0% | 174 | 46.3% | 112 | 28.3% | 106 | 25.4% |
| 47G. Social distancing in my agency worksite | 162 | 62.2% | 13 | 5.7% | 81 | 32.1% | 241 | 62.6% | 12 | 3.4% | 139 | 33.9% |
| 47H. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite | 167 | 64.6% | 7 | 2.9% | 83 | 32.5% | 238 | 62.5% | 12 | 3.5% | 140 | 34.0% |
| 47I. Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness | 144 | 55.9% | 29 | 11.8% | 83 | 32.3% | — ^a | — ^a | — ^a | — ^a | — ^a | — ^a |
| 47J. A well-ventilated worksite | 114 | 44.6% | 57 | 22.3% | 86 | 33.1% | — ^a | — ^a | — ^a | — ^a | — ^a | — ^a |
| 47K. Clear guidance on quarantine requirements after any COVID-19 exposure | 149 | 59.2% | 29 | 11.7% | 79 | 29.1% | — ^a | — ^a | — ^a | — ^a | — ^a | — ^a |

Percentages are weighted to represent the Agency's population.
 The rows above do not include results for any year when there were fewer than 4 completed surveys.
 "—" indicates that there are no trending results available for the year.
 Items Q47D-E and Q47I-K are new and do not trend. Item text for Q47F and Q47G has changed from the 2020 FEVS.

Source: **Railroad Retirement Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic Response: Senior Leaders and Supervisors

48. My organization's senior leaders demonstrate commitment to employee health and safety.

| | 2021 | 2021 | 2020 | 2020 |
|----------------------------|-------------|----------------|-------------|----------------|
| | N | % | N | % |
| Strongly Agree | 107 | 41.8% | 207 | 53.5% |
| Agree | 92 | 38.0% | 124 | 33.2% |
| Neither Agree nor Disagree | 30 | 12.9% | 31 | 8.6% |
| Disagree | 12 | 5.0% | 10 | 2.8% |
| Strongly Disagree | 5 | 2.4% | 6 | 1.8% |
| No Basis to Judge | 14 | — ^b | 14 | — ^b |
| Total | 260 | 100.0% | 392 | 100.0% |

49. My organization's senior leaders support policies and procedures to protect employee health and safety.

| | 2021 | 2021 | 2020 | 2020 |
|----------------------------|-------------|----------------|-------------|----------------|
| | N | % | N | % |
| Strongly Agree | 104 | 40.6% | 207 | 53.2% |
| Agree | 91 | 38.3% | 132 | 35.6% |
| Neither Agree nor Disagree | 30 | 12.6% | 32 | 8.7% |
| Disagree | 11 | 5.1% | 3 | 0.6% |
| Strongly Disagree | 7 | 3.4% | 6 | 1.8% |
| No Basis to Judge | 14 | — ^b | 12 | — ^b |
| Total | 257 | 100.0% | 392 | 100.0% |

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

| | 2021 | 2021 |
|----------------------------|-------------|----------------|
| | N | % |
| Strongly Agree | 89 | 34.7% |
| Agree | 87 | 34.4% |
| Neither Agree nor Disagree | 38 | 16.5% |
| Disagree | 24 | 9.2% |
| Strongly Disagree | 12 | 5.1% |
| No Basis to Judge | 7 | — ^b |
| Total | 257 | 100.0% |

51. My supervisor shows concern for my health and safety.

| | 2021 | 2021 | 2020 | 2020 |
|----------------------------|-------------|----------------|-------------|----------------|
| | N | % | N | % |
| Strongly Agree | 127 | 48.3% | 205 | 52.4% |
| Agree | 91 | 38.3% | 116 | 30.5% |
| Neither Agree nor Disagree | 19 | 8.3% | 44 | 11.7% |
| Disagree | 6 | 2.4% | 8 | 2.1% |
| Strongly Disagree | 8 | 2.7% | 12 | 3.4% |
| No Basis to Judge | 8 | — ^b | 6 | — ^b |
| Total | 259 | 100.0% | 391 | 100.0% |

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

| | 2021 N | 2021 % | 2020 N | 2020 % |
|----------------------------|------------|----------------|------------|----------------|
| Strongly Agree | 126 | 48.3% | 205 | 52.6% |
| Agree | 88 | 35.8% | 121 | 31.8% |
| Neither Agree nor Disagree | 24 | 10.4% | 43 | 11.3% |
| Disagree | 5 | 2.2% | 5 | 1.3% |
| Strongly Disagree | 8 | 3.3% | 11 | 3.0% |
| No Basis to Judge | 8 | — ^b | 9 | — ^b |
| Total | 259 | 100.0% | 394 | 100.0% |

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

| | 2021 N | 2021 % | 2020 N | 2020 % |
|----------------------------|------------|----------------|------------|----------------|
| Strongly Agree | 112 | 43.7% | 186 | 48.4% |
| Agree | 86 | 35.4% | 113 | 29.7% |
| Neither Agree nor Disagree | 28 | 12.4% | 51 | 13.9% |
| Disagree | 12 | 5.3% | 13 | 3.5% |
| Strongly Disagree | 9 | 3.2% | 16 | 4.5% |
| No Basis to Judge | 13 | — ^b | 13 | — ^b |
| Total | 260 | 100.0% | 392 | 100.0% |

Percentages are weighted to represent the Agency's population.

Trending for Q48, Q49, Q51-Q53 is based on the "During the COVID-19 Pandemic" responses in 2020.

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

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

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

Source: **Railroad Retirement Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic: Type of Work

54. Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?

| | 2021 | 2021 | 2020 | 2020 |
|--------------|-------------|---------------|-------------|---------------|
| | N | % | N | % |
| Yes | 34 | 13.9% | 27 | 7.3% |
| No | 207 | 79.3% | 323 | 84.3% |
| Other | 18 | 6.8% | 30 | 8.4% |
| Total | 259 | 100.0% | 380 | 100.0% |

Percentages are weighted to represent the Agency's population.
 The rows above do not include results for any year when there were fewer than 4 completed surveys.
 "—" indicates that there are no trending results available for the year.

Source: **Railroad Retirement Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic Response

55. My agency's leadership updates employees about return to the worksite planning.

| | 2021 | 2021 |
|----------------------------|-------------|----------------|
| | N | % |
| Strongly Agree | 85 | 32.6% |
| Agree | 131 | 51.4% |
| Neither Agree nor Disagree | 18 | 7.5% |
| Disagree | 14 | 5.4% |
| Strongly Disagree | 8 | 3.2% |
| Do Not Know | 2 | — ^b |
| Total | 258 | 100.0% |

56. In plans to return more employees to the worksite, my organization has made employee safety a top priority.

| | 2021 | 2021 |
|----------------------------|-------------|----------------|
| | N | % |
| Strongly Agree | 81 | 32.1% |
| Agree | 95 | 38.6% |
| Neither Agree nor Disagree | 43 | 18.5% |
| Disagree | 13 | 5.6% |
| Strongly Disagree | 11 | 5.1% |
| Do Not Know | 15 | — ^b |
| Total | 258 | 100.0% |

57. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

| | 2021 | 2021 | 2020 | 2020 |
|----------------------------|-------------|-------------|-------------|-------------|
| | N | % | N | % |
| Strongly Agree | 88 | 34.4% | 149 | 39.0% |
| Agree | 105 | 41.9% | 153 | 40.6% |
| Neither Agree nor Disagree | 33 | 14.7% | 42 | 11.6% |

| | | | | |
|-------------------|-----|----------------|-----|----------------|
| Disagree | 11 | 4.6% | 16 | 4.3% |
| Strongly Disagree | 10 | 4.3% | 17 | 4.6% |
| Do Not Know | 12 | — ^b | 8 | — ^b |
| Total | 259 | 100.0% | 385 | 100.0% |

Percentages are weighted to represent the Agency's population.

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

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

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

The "Do Not Know" response option for Q57 was worded as "No Basis to Judge" in 2020.

Source: **Railroad Retirement Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Employment Demographics***Where do you work?***

| | <u>%</u> |
|--|----------|
| Headquarters | 63.8% |
| Field | 21.4% |
| Full-time telework (e.g., home office, telecenter) | 14.8% |
| Total | 100.0% |

What is your supervisory status?

| | <u>%</u> |
|----------------|----------|
| Senior Leader | 2.8% |
| Manager | 7.9% |
| Supervisor | 10.3% |
| Team Leader | 12.3% |
| Non-Supervisor | 66.8% |
| Total | 100.0% |

What is your pay category/grade?

| | <u>%</u> |
|--|----------|
| Federal Wage System | 0.0% |
| GS 1-6 | 3.6% |
| GS 7-12 | 64.0% |
| GS 13-15 | 30.8% |
| Senior Executive Service | 1.6% |
| Senior Level (SL) or Scientific or Professional (ST) | 0.0% |
| Other | 0.0% |
| Total | 100.0% |

What is your US military service status?%

| | |
|---|--------|
| No Prior Military Service | 82.1% |
| Currently in National Guard or Reserves | 0.8% |
| Retired | 4.7% |
| Separated or Discharged | 12.5% |
| Total | 100.0% |

Are you:

| | <u>%</u> |
|---|----------|
| The spouse of a current active duty service member of the U.S. Armed Forces | 0.8% |
| The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent | 0.4% |
| The widow(er) of a service member killed while on active duty in the U.S. Armed Forces | 0.0% |
| None of the categories listed | 98.8% |
| Total | 100.0% |

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

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

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

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

| | <u>%</u> |
|--------------------|----------|
| Less than 1 year | 1.2% |
| 1 to 3 years | 11.6% |
| 4 to 5 years | 7.0% |
| 6 to 10 years | 17.1% |
| 11 to 14 years | 14.3% |
| 15 to 20 years | 7.8% |
| More than 20 years | 41.1% |

| | |
|-------|--------|
| Total | 100.0% |
|-------|--------|

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

| | <u>%</u> |
|--------------------|----------|
| Less than 1 year | 1.2% |
| 1 to 3 years | 20.2% |
| 4 to 5 years | 5.8% |
| 6 to 10 years | 19.4% |
| 11 to 14 years | 12.4% |
| 15 to 20 years | 4.7% |
| More than 20 years | 36.4% |
| Total | 100.0% |

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

| | <u>%</u> |
|---|----------|
| No | 65.1% |
| Yes, to retire | 11.0% |
| Yes, to take another job within the Federal Government | 18.4% |
| Yes, to take another job outside the Federal Government | 2.0% |
| Yes, other | 3.5% |
| Total | 100.0% |

I am planning to retire:

| | <u>%</u> |
|-------------------|----------|
| Less than 1 year | 6.7% |
| 1 year | 4.0% |
| 2 years | 9.9% |
| 3 years | 9.1% |
| 4 years | 5.2% |
| 5 years | 7.1% |
| More than 5 years | 57.9% |
| Total | 100.0% |

Personal Demographics***Are you of Hispanic, Latino, or Spanish origin?***

| | <u>%</u> |
|-------|----------|
| Yes | 10.8% |
| No | 89.2% |
| Total | 100.0% |

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

| | <u>%</u> |
|---------------------------|----------|
| White | 66.0% |
| Black or African American | 26.5% |
| All other races | 7.6% |
| Total | 100.0% |

What is your age group?

| | <u>%</u> |
|--------------------|----------|
| 29 years and under | 3.3% |
| 30-39 years old | 13.0% |
| 40-49 years old | 20.7% |
| 50-59 years old | 41.5% |
| 60 years or older | 21.5% |
| Total | 100.0% |

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

| | <u>%</u> |
|---|----------|
| Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree | 4.4% |
| Bachelor's Degree | 17.1% |
| Advanced Degrees (Post Bachelor's Degree) | 53.2% |
| Total | 25.4% |
| | 100.0% |

Are you an individual with a disability?

| | <u>%</u> |
|-------|----------|
| Yes | 17.2% |
| No | 82.8% |
| Total | 100.0% |

Are you:

| | <u>%</u> |
|--------|----------|
| Male | 39.3% |
| Female | 60.7% |
| Total | 100.0% |

Are you transgender?

| | <u>%</u> |
|-------|----------------|
| Yes | — ^c |
| No | — ^c |
| Total | — ^c |

Which one of the following do you consider yourself to be?

| | <u>%</u> |
|--------------------------------------|----------------|
| Straight, that is not gay or lesbian | 95.9% |
| Gay or Lesbian | 2.5% |
| Bisexual | — ^c |
| Something else | — ^c |
| Total | 100.0% |

Percentages for demographic questions are unweighted.

No suppression was applied to Employment Demographics.

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

Source: **Railroad Retirement Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Agency-Specific Questions

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

| | N | % |
|---|------------|---------------|
| Yes, on a regular basis (e.g. every Monday) | 204 | 78.9% |
| Yes, on an intermittent basis (I occasionally telework) | 39 | 16.1% |
| No, I am not eligible to telework | 7 | 2.3% |
| No, I am eligible but choose not to telework | 7 | 2.6% |
| Total | 257 | 100.0% |

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

| | N | % |
|--------------------------------|------------|----------------|
| I agree | 177 | 91.0% |
| I disagree | 19 | 9.0% |
| N/A, I have no opinion on this | 62 | — ^b |
| Total | 258 | 100.0% |

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

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

| | N | % |
|--------------------------------|------------|----------------|
| I agree | 203 | 93.6% |
| I disagree | 12 | 6.4% |
| N/A, I have no opinion on this | 43 | — ^b |
| Total | 258 | 100.0% |

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

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

| | N | % |
|--------------------------------|------------|----------------|
| I agree | 231 | 97.7% |
| I disagree | 4 | 2.3% |
| N/A, I have no opinion on this | 21 | — ^b |
| Total | 256 | 100.0% |

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

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

| | N | % |
|--------------------------------|------------|----------------|
| Yes | 119 | 64.6% |
| No | 65 | 35.4% |
| N/A, I have no opinion on this | 74 | — ^b |
| Total | 258 | 100.0% |

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

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Railroad Retirement Board AES Report**, 2021 OPM Federal Employee Viewpoint Survey