

# Federal Employee Viewpoint Survey Results

*Empowering employees. Inspiring change.*

**Small Agency Management Report**  
National Transportation Safety Board

# Table of Contents

About the 2022 OPM FEVS.....	1
Respondent Overview .....	2
Employee Engagement Index.....	3
Global Satisfaction Index .....	5
Performance Confidence Index .....	7
Diversity, Equity, Inclusion, and Accessibility (DEIA) Index .....	9
Decision Aid: Increases .....	11
Decision Aid: Decreases .....	12
Decision Aid: No Change.....	15
Appendix A: Item Results and Benchmarks.....	16
Appendix B: Index Benchmarks .....	28
Appendix C: Demographic Item Results .....	36
Appendix D: Participating Agencies by Employee Population Size Categories .....	40
Appendix E: Additional OPM FEVS Resources .....	41

# About the 2022 OPM FEVS

The 2022 OPM Federal Employee Viewpoint Survey (OPM FEVS) Small Agency Management Report (SAM) was designed to provide an overview of survey results, enabling agencies to easily identify issues and take action for improvement. The SAM can be helpful in providing a starting point for analysis of your agency's OPM FEVS results, acting as an agency overview before drilling down into specific components of the agency for a more in-depth analysis. This report also highlights important agency successes, which should be acknowledged. We encourage you to share both successes and areas for improvement with employees.

## Changes to the 2022 Survey

The OPM FEVS was updated in 2022 to be as responsive as possible to changing conditions that could impact employees and agencies. As agencies evolve their responses to the pandemic, many employees continue to work from the central worksite while others are returning after engaging in maximum telework. In recognition, several questions were added to address ongoing responses to the pandemic and return to the worksite. In order to address government priorities, content aligned with the Executive Order on Diversity, Equity, Inclusion, and Accessibility (DEIA) was also included in the 2022 survey after being tested in the 2021 survey. These new content areas as well as others highlight current priorities and initiatives across government.

## Understanding Your Results

When reviewing results, keep the guidelines below in mind. These guidelines were created to organize survey results in a way that is easier to digest and interpret.

**Percent Positive** is the sum of two positive categories (e.g., Strongly Agree/Agree)

**Percent Negative** is the sum of two negative categories (e.g., Strongly Disagree/Disagree)

**Percent Neutral** is the neutral category (e.g., Neither Agree nor Disagree)

## Identifying Strengths, Challenges and Neutral Findings

**65 percent positive or higher** is considered a strength

**35 percent negative or higher** is considered a challenge

**30 percent neutral or higher** suggests uncertainty, presenting an opportunity for communication between managers and staff






## Identifying Increases and Decreases

Movement up or down since the previous year is another important piece of information to consider when examining your results. Any increase or decrease in results can be important; however larger increases or decreases (generally 3 or more percentage points) may be a result of significant changes taking place within your agency and should be explored. Increases indicate positive change that should continue to be reinforced. Decreases, especially in areas considered mission critical, may call for appropriate action to initiate and support beneficial workplace improvements. The Decision Aid section of this report only includes 44 core items (items 1-8, 14, 16, 18-22, 35-37, 43-50, 52, 55-61, 65-70, 96-99) that carried over from the 2021 OPM FEVS.

# Respondent Overview

## The Unique Characteristics of National Transportation Safety Board Respondents

The figures below provide a snapshot of your survey participants. The most frequently selected response choice for each demographic item is displayed. Please be aware that these results are based on survey respondents, which may differ from the characteristics of the total employee population of your agency.

 <b>Men</b>	<b>64%</b>
 <b>Agency Tenure of 11+ Years</b>	<b>54%</b>
 <b>Federal Tenure of 11+ Years</b>	<b>72%</b>
 <b>Advanced Degrees (Post Bachelor's Degree)</b>	<b>46%</b>
 <b>Pay Grades 13 to 15</b>	<b>84%</b>

Note: Results are suppressed when any single personal demographic category has fewer than 4 responses.

### NTSB Response Rate

**73%** (269 out of 371 employees responded)

Field Period: June 7, 2022–July 22, 2022

Overall 2021 Response Rate: **78%**

### Component Response Rates

96%	Office of the Chief Information Officer
86%	Office of Safety Recommendations and Communications
85%	Office of the Managing Director
85%	Office of Marine Safety
80%	Office of Railroad, Pipeline, and Hazardous Materials Investigations
75%	Office of Highway Safety
73%	Staff Offices
64%	Office of Administration
62%	Office of Aviation Safety
61%	Office of Research & Engineering

Agency results have a margin of error of +/- 6%

# Employee Engagement Index

The Employee Engagement Index (EEI) measures aspects of engagement that lead to an engaged workforce (e.g., supporting employee development, communicating agency goals). The EEI is comprised of three subindices: Leaders Lead, Supervisors, and Intrinsic Work Experience. Each subindex is assessed through questions on the OPM FEVS as listed below.

## Leaders Lead

Reflects the employees' perceptions of the integrity of leadership, as well as leadership behaviors such as communication and workforce motivation. (Q. 55, 56, 57, 59, and 60)

## Supervisors

Reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support. (Q. 46, 48, 49, 50, and 52)

## Intrinsic Work Experience

Reflects the employees' feelings of motivation and competency relating to their roles in the workplace. (Q. 2, 3, 4, 6, and 7)

## Employee Engagement Index Component Scores and Trends

Agency	EEI Index Trends				2022 EEI Subindices		
	2019	2020	2021	2022	Leaders Lead	Supervisors	Intrinsic Work Experience
<b>Small Agencies, Combined</b>	69	75	76	75	63	84	77
<b>National Transportation Safety Board</b>	75	81	76	72	61	79	76
Office of Safety Recommendations and Communications	89	87	93	83	71	96	82
Office of Research & Engineering	80	86	87	82	72	89	84
Office of Marine Safety	92	91	89	78	69	87	80
Office of the Managing Director	74	88	74	78	71	80	83
Office of Administration	67	84	85	76	55	87	86
Staff Offices	86	86	81	74	71	74	77

# Employee Engagement Index (continued)

Agency	EEI Index Trends				2022 EEI Subindices		
	2019	2020	2021	2022	Leaders Lead	Supervisors	Intrinsic Work Experience
<b>National Transportation Safety Board</b>	75	81	76	72	61	79	76
Office of the Chief Information Officer	68	81	77	71	65	79	70
Office of Aviation Safety	70	74	67	65	57	69	68
Ofc of Railroad, Pipeline, & Hazardous Mtrls Invtgtns	70	73	62	64	45	72	75
Office of Highway Safety	68	82	73	59	34	76	68

# Global Satisfaction Index

The Global Satisfaction Index is a combination of employees' satisfaction with their jobs, their pay, and their organization, plus their willingness to recommend their organization as a good place to work. The Global Satisfaction Index is an average of the scores of the four items below:

## Job Satisfaction

Considering everything, how satisfied are you with your job? (Q. 68)

## Pay Satisfaction

Considering everything, how satisfied are you with your pay? (Q. 69)

## Organizational Satisfaction

Considering everything, how satisfied are you with your organization? (Q. 70)

## Recommend Organization

I recommend my organization as a good place to work. (Q. 43)

## Global Satisfaction Index Component Scores and Trends

Agency	GS Index Trends				2022 GS Index Items			
	2019	2020	2021	2022	Job Satisfaction	Pay Satisfaction	Organization Satisfaction	Recommend Organization
<b>Small Agencies, Combined</b>	65	72	70	67	71	62	66	70
<b>National Transportation Safety Board</b>	80	80	76	70	71	66	67	74
Office of Safety Recommendations and Communications	92	91	95	83	86	76	86	82
Office of Research & Engineering	78	86	89	82	90	70	83	87
Office of the Managing Director	91	85	73	82	85	83	81	79
Ofc of Railroad, Pipeline, & Hazardous Mtrls Invtgtns	74	73	59	71	80	58	66	78
Office of Administration	74	84	86	70	62	70	70	77
Office of Marine Safety	95	92	90	68	70	66	63	74

## Global Satisfaction Index (continued)

Agency	GS Index Trends				2022 GS Index Items			
	2019	2020	2021	2022	Job Satisfaction	Pay Satisfaction	Organization Satisfaction	Recommend Organization
<b>National Transportation Safety Board</b>	80	80	76	70	71	66	67	74
Office of the Chief Information Officer	66	74	68	66	72	49	69	75
Staff Offices	88	84	75	64	61	69	65	60
Office of Aviation Safety	75	73	69	62	62	57	59	71
Office of Highway Safety	87	86	73	62	61	81	42	65



# Performance Confidence Index

The Performance Confidence Index is a combination of items assessing employees' perception of their work unit's ability to achieve goals and produce work at a high level, or workplace effectiveness. The Performance Confidence Index is an average of the responses for the four items below:

## Met Needs of Customers

Employees in my work unit meet the needs of our customers. (Q. 19)

## Contributed Positively to Agency Performance

Employees in my work unit contribute positively to my agency's performance. (Q. 20)

## Produced High Quality Work

Employees in my work unit produce high-quality work. (Q. 21)

## Adapted to Changing Priorities

Employees in my work unit adapt to changing priorities. (Q. 22)

## Performance Confidence Index Component Scores and Trends

Agency	PC Index Trends			2022 PC Index Items			
	2020	2021	2022	Met Needs	Contributed Positively	Quality Work	Adapted to Change
<b>Small Agencies, Combined</b>	92	91	90	92	92	90	87
<b>National Transportation Safety Board</b>	86	90	89	92	91	90	83
Office of Research & Engineering	98	99	99	100	100	100	96
Office of the Managing Director	98	93	98	100	94	100	97
Office of Safety Recommendations and Communications	98	100	97	96	100	100	93
Office of Marine Safety	96	94	93	100	100	89	84
Office of Administration	99	100	90	93	92	87	87
Office of the Chief Information Officer	95	87	86	95	81	83	87

## Performance Confidence Index (continued)

Agency	PC Index Trends			2022 PC Index Items			
	2020	2021	2022	Met Needs	Contributed Positively	Quality Work	Adapted to Change
<b>National Transportation Safety Board</b>	86	90	89	92	91	90	83
Staff Offices	94	87	86	89	96	84	76
Office of Aviation Safety	71	85	85	89	86	90	75
Ofc of Railroad, Pipeline, & Hazardous Mtrls Invtgtns	73	86	82	83	86	83	77
Office of Highway Safety	87	84	77	74	79	85	68

# Diversity, Equity, Inclusion, and Accessibility (DEIA) Index

To align with government priorities and current research, OPM has developed the new DEIA Index for the 2022 OPM FEVS. This measure was specifically designed to align with Executive Order 14035 which features four distinct factors: diversity, equity, inclusion, and accessibility, included as subindices in the survey.

### Diversity

The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities. (Q. 71 and 72)

### Equity

The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment. (Q. 73, 74, and 75)

### Inclusion

The recognition, appreciation, and use of the talents and skills of employees of all backgrounds. (Q. 77, 78, 79, 80, and 81)

### Accessibility

The design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. (Q. 82, 83, and 84)

## DEIA Component Scores

Agency	DEIA	2022 DEIA Subindices			
	2022	Diversity	Equity	Inclusion	Accessibility
<b>Small Agencies, Combined</b>	75	76	70	80	74
<b>National Transportation Safety Board</b>	76	79	70	80	76
Office of Safety Recommendations and Communications	91	95	91	92	85
Office of Research & Engineering	87	88	84	87	87
Office of the Managing Director	86	85	86	90	85
Office of Marine Safety	86	81	89	86	88

## DEIA Index (continued)

Agency	DEIA	2022 DEIA Subindices			
	2022	Diversity	Equity	Inclusion	Accessibility
<b>National Transportation Safety Board</b>	76	79	70	80	76
Office of Administration	82	75	72	83	100
Office of the Chief Information Officer	75	90	55	72	82
Ofc of Railroad, Pipeline, & Hazardous Mtrls Invtgtns	74	77	68	85	65
Staff Offices	70	74	79	74	52
Office of Highway Safety	67	73	57	66	73
Office of Aviation Safety	65	70	54	74	64

# Decision Aid: Increases

## Identifying Increases Since 2021

The items in this section are sorted by greatest to smallest increase in percent positive results. The items are sorted to allow you to quickly and easily identify where your agency has made the greatest improvements since last year.

## Using the Legend Icons

The legend icons provide context for interpreting these results. While these items have improved, some may still be considered challenges (35% or more negative) or others may have reached the 65% or more positive mark and become new strengths this year. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

## 2 Items Increased Since 2021



### Strength

These items are 65 percent positive or higher



### Caution

These items are 30 percent neutral or higher



### Challenge

These items are 35 percent negative or higher



### New Strength

These items became a new strength in 2022



### Top Pos/Neg

These items are in your top positive or top negative

Item	2021 Positive	2022 Positive	2022 Neutral	2022 Negative	Increase Since 2021
My organization’s senior leaders provide effective communications about what to expect with the return to the physical worksite. (Q. 97)	72	76	12	12	+4
My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q. 18)	85	87	8	5	+2

Note: Only items that can be trended were included in the Decision Aid. For a full listing of item numbers, see ‘Identifying Increases and Decreases’ on Page 1.

# Decision Aid: Decreases

## Identifying Decreases Since 2021

The items in this section are sorted by greatest to smallest decrease in percent positive results. The items are sorted to allow you to quickly and easily identify where results have dropped since last year.

## Using the Legend Icons

The legend icons provide context for interpreting these results. When identifying the most critical decreases to focus on, it is important to check if these decreases are also identified as challenges (35% or more negative) or if they were previously identified as strengths that have fallen below the 65% or more positive threshold. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

## 39 Items Decreased Since 2021



### Strength

These items are 65 percent positive or higher



### Caution

These items are 30 percent neutral or higher



### Challenge

These items are 35 percent negative or higher



### Past Strength

These items are no longer a strength in 2022



### Top Pos/Neg

These items are in your top positive or top negative

Item	2021 Positive	2022 Positive	2022 Neutral	2022 Negative	Decrease Since 2021
How satisfied are you with your involvement in decisions that affect your work? (Q. 65)	61	49	20	31	-12
Senior leaders demonstrate support for Work-Life programs. (Q. 61)	77	66	18	15	-11
In my work unit, differences in performance are recognized in a meaningful way. (Q. 16)	58	47	24	28	-11
My organization’s senior leaders maintain high standards of honesty and integrity. (Q. 56)	71	62	22	16	-9
Managers communicate the goals of the organization. (Q. 57)	71	62	18	20	-9
I believe the results of this survey will be used to make my agency a better place to work. (Q. 44)	56	47	25	28	-9
I recommend my organization as a good place to work. (Q. 43)	82	74	15	11	-8
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 55)	57	50	22	28	-7

Note: Only items that can be trended were included in the Decision Aid. For a full listing of item numbers, see ‘Identifying Increases and Decreases’ on Page 1.

## Decision Aid: Decreases (continued)

Item	2021 Positive	2022 Positive	2022 Neutral	2022 Negative	Decrease Since 2021
How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 66)	64	57	18	- 25	-7
Considering everything, how satisfied are you with your pay? (Q. 69)	73	66	17	18	-7
Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 58)	62	55	21	- 24	-7
Considering everything, how satisfied are you with your organization? (Q. 70)	74	67	17	16	-7
Employees are recognized for providing high quality products and services. (Q. 35)	70	63	19	18	-7
My organization's senior leaders support policies and procedures to protect employee health and safety. (Q. 96)	89	83	11	6	-6
I know what is expected of me on the job. (Q. 4)	87	81	12	7	-6
My organization is successful at accomplishing its mission. (Q. 37)	91	+ 86	9	6	-5
My supervisor listens to what I have to say. (Q. 48)	84	79	9	12	-5
My supervisor creates an environment where I can voice my concerns about staying healthy and safe. (Q. 99)	87	82	10	8	-5
My supervisor is committed to a workforce representative of all segments of society. (Q. 45)	84	79	12	8	-5
My work gives me a feeling of personal accomplishment. (Q. 3)	84	80	11	9	-4
I am given a real opportunity to improve my skills in my organization. (Q. 1)	76	72	14	14	-4
How satisfied are you with the recognition you receive for doing a good job? (Q. 67)	66	62	20	- 19	-4
I have a high level of respect for my organization's senior leaders. (Q. 60)	71	67	17	16	-4
The people I work with cooperate to get the job done. (Q. 14)	89	+ 85	9	6	-4
My supervisor supports my need to balance work and other life issues. (Q. 47)	86	82	9	10	-4
My supervisor treats me with respect. (Q. 49)	87	+ 83	7	10	-4
Overall, how good a job do you feel is being done by your immediate supervisor? (Q. 52)	81	77	11	12	-4

## Decision Aid: Decreases (continued)

Item	2021 Positive	2022 Positive	2022 Neutral	2022 Negative	Decrease Since 2021
Considering everything, how satisfied are you with your job? (Q. 68)	75	71	13	15	-4
Employees in my work unit adapt to changing priorities. (Q. 22)	86	83	14	3	-3
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q. 59)	68	65	22	13	-3
Employees are protected from health and safety hazards on the job. (Q. 36)	89	+86	8	7	-3
I know how my work relates to the agency's goals. (Q. 7)	90	+87	7	5	-3
My workload is reasonable. (Q. 5)	59	56	16	-28	-3
I have trust and confidence in my supervisor. (Q. 50)	78	75	10	15	-3
I feel encouraged to come up with new and better ways of doing things. (Q. 2)	65	64	16	-20	-1
Employees in my work unit contribute positively to my agency's performance. (Q. 20)	92	+91	8	1	-1
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q. 8)	73	72	14	14	-1
Supervisors in my work unit support employee development. (Q. 46)	82	81	9	11	-1
Employees in my work unit produce high-quality work. (Q. 21)	91	+90	7	2	-1



# Decision Aid: No Change

## Identifying Items That Have Not Changed Since 2021

Your percent positive results for these items have not changed since last year. These are items that your agency is maintaining, which can be either a positive, neutral, or negative finding. For example, an item with low percent positive results over several years is a strong indication of a need for focused action. You may also want to consider changing or updating your approach to addressing these issues if the item has been the focus of attention in the past. On the other hand, a trend of stable, high percent positive results is a finding that should be celebrated. Review each item carefully to determine whether there may be areas of concern for your agency.

## Using the Legend Icons

The legend icons provide context for interpreting results. While these items have not increased or decreased, they still may be causes for celebration or concern depending on the percent positive, negative, and neutral results. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

## 3 Items Did Not Change Since 2021



### Strength

These items are 65 percent positive or higher



### Caution

These items are 30 percent neutral or higher



### Challenge

These items are 35 percent negative or higher



### Top Pos/Neg

These items are in your top positive or top negative

Item	2021 Positive	2022 Positive	2022 Neutral	2022 Negative	Change Since 2021
My talents are used well in the workplace. (Q. 6)	68	68	15	17	0
Employees in my work unit meet the needs of our customers. (Q. 19)	92	92	6	3	0
My supervisor supports my efforts to stay healthy and safe while working. (Q. 98)	90	90	5	5	0

Note: Only items that can be trended were included in the Decision Aid. For a full listing of item numbers, see ‘Identifying Increases and Decreases’ on Page 1.

# Appendix A: Item Results and Benchmarks

For each item, your agency's percent positive results are shown on a 0 to 100 scale, with the triangular arrow indicating where your agency falls. The gray bars represent the range of scores for the 41 small agencies surveyed that had 10 or more respondents.

To understand how well your agency performed compared to others, focus on the location of the triangle within the gray bar. If the triangle is toward the right side of the bar, then your agency was above average on that item. If it is at the right edge of the bar, then you had the highest percent positive results for that item. Additionally, you can numerically compare your percent positive results to the combined small agency average listed to the right of each item.

## My Work Experience

Item	0	Low	NTSB	High	100	2022 Small Agencies, Combined
‡1. I am given a real opportunity to improve my skills in my organization.			72%			74%
2. I feel encouraged to come up with new and better ways of doing things.			64%			70%
3. My work gives me a feeling of personal accomplishment.			80%			76%
4. I know what is expected of me on the job.			81%			82%
‡5. My workload is reasonable.			56%			63%
‡6. My talents are used well in the workplace.			68%			68%
‡7. I know how my work relates to the agency's goals.			87%			87%
‡8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.			72%			73%
9. I have enough information to do my job well.			76%			77%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

## Appendix A: Item Results and Benchmarks (continued)

Item	0	Low	NTSB	High	100	2022 Small Agencies, Combined
10. I receive the training I need to do my job well.						68%
11. I am held accountable for the quality of work I produce.						90%
12. Continually changing work priorities make it hard for me to produce high quality work.*						37%
13. I have a clear idea of how well I am doing my job.						77%

\* Item 12 is negatively worded, so percent positive scores include “Strongly Disagree” or “Disagree” responses and percent negative scores include “Strongly Agree” or “Agree” responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.

### My Work Unit

Item	0	Low	NTSB	High	100	2022 Small Agencies, Combined
‡14. The people I work with cooperate to get the job done.						86%
15. See Performance Section.						
‡16. In my work unit, differences in performance are recognized in a meaningful way.						48%
17. Employees in my work unit share job knowledge.						84%
‡18. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.						85%
19. Employees in my work unit meet the needs of our customers.						92%
20. Employees in my work unit contribute positively to my agency's performance.						92%
21. Employees in my work unit produce high-quality work.						90%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

## Appendix A: Item Results and Benchmarks (continued)

Item	NTSB		2022 Small Agencies, Combined
	0	Low High 100	
22. Employees in my work unit adapt to changing priorities.		83%	87%
23. New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.		73%	74%
24. I can influence decisions in my work unit.		69%	71%
25. I know what my work unit's goals are.		80%	84%
26. My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).		54%	61%
27. My work unit successfully manages disruptions to our work.		69%	75%
28. Employees in my work unit consistently look for new ways to improve how they do their work.		72%	73%
29. Employees in my work unit incorporate new ideas into their work.		69%	75%
30. Employees in my work unit approach change as an opportunity.		57%	65%
31. Employees in my work unit consider customer needs a top priority.		76%	82%
32. Employees in my work unit consistently look for ways to improve customer service.		65%	72%
33. Employees in my work unit support my need to balance my work and personal responsibilities.		74%	80%
34. Employees in my work unit are typically under too much pressure to meet work goals.*		35%	46%

\* Item 34 is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.

## Appendix A: Item Results and Benchmarks (continued)

### Performance

Item	2022 Agency	2022 Small Agencies, Combined
15. In my work unit, poor performers usually (select all that apply):		
Remain in the work unit and improve their performance over time	12%	<b>16%</b>
Remain in the work unit and continue to underperform	37%	<b>28%</b>
Leave the work unit — removed or transferred	5%	<b>7%</b>
Leave the work unit — quit	6%	<b>6%</b>
There are no poor performers in my work unit	31%	<b>31%</b>
Do Not Know	17%	<b>23%</b>

Note: The sum of the percentages may sum to over 100 because respondents could select more than one response.

### My Organization

Item	0	Low	NTSB	High	100	2022 Small Agencies, Combined
35. Employees are recognized for providing high quality products and services.						<b>64%</b>
36. Employees are protected from health and safety hazards on the job.						<b>79%</b>
37. My organization is successful at accomplishing its mission.						<b>80%</b>
38. I have a good understanding of my organization's priorities.						<b>77%</b>
39. My organization effectively adapts to changing government priorities.						<b>70%</b>
40. My organization has prepared me for potential physical security threats.						<b>63%</b>
41. My organization has prepared me for potential cybersecurity threats.						<b>86%</b>
42. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.						<b>55%</b>

## Appendix A: Item Results and Benchmarks (continued)

Item	0	Low	NTSB	High	100	2022 Small Agencies, Combined
‡43. I recommend my organization as a good place to work.						70%
‡44. I believe the results of this survey will be used to make my agency a better place to work.						52%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

### My Supervisor

Item	0	Low	NTSB	High	100	2022 Small Agencies, Combined
45. My supervisor is committed to a workforce representative of all segments of society.						85%
46. Supervisors in my work unit support employee development.						83%
47. My supervisor supports my need to balance work and other life issues.						88%
48. My supervisor listens to what I have to say.						86%
49. My supervisor treats me with respect.						88%
50. I have trust and confidence in my supervisor.						80%
51. My supervisor holds me accountable for achieving results.						91%
52. Overall, how good a job do you feel is being done by your immediate supervisor?						82%
53. My supervisor provides me with constructive suggestions to improve my job performance.						74%
54. My supervisor provides me with performance feedback throughout the year.						78%

## Appendix A: Item Results and Benchmarks (continued)

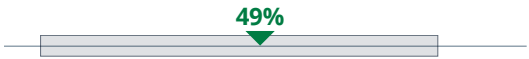
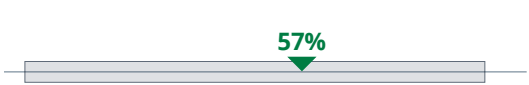




### Leadership

Item	0 <span style="margin-left: 100px;">Low</span> <span style="margin-left: 100px;">NTSB</span> <span style="margin-left: 100px;">High</span> 100	2022 Small Agencies, Combined
55. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	<p>50%</p>	<b>52%</b>
56. My organization's senior leaders maintain high standards of honesty and integrity.	<p>62%</p>	<b>65%</b>
#57. Managers communicate the goals of the organization.	<p>62%</p>	<b>69%</b>
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	<p>55%</p>	<b>60%</b>
59. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	<p>65%</p>	<b>68%</b>
60. I have a high level of respect for my organization's senior leaders.	<p>67%</p>	<b>63%</b>
61. Senior leaders demonstrate support for Work-Life programs.	<p>66%</p>	<b>68%</b>
62. Management encourages innovation.	<p>57%</p>	<b>59%</b>
63. Management makes effective changes to address challenges facing our organization.	<p>52%</p>	<b>56%</b>
64. Management involves employees in decisions that affect their work.	<p>47%</p>	<b>49%</b>

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

## Appendix A: Item Results and Benchmarks (continued)

### My Satisfaction

Item	0 <span style="margin-left: 50px;">Low</span> <span style="margin-left: 100px;">NTSB</span> <span style="margin-left: 100px;">High</span> 100	2022 Small Agencies, Combined
‡65. How satisfied are you with your involvement in decisions that affect your work?		<b>56%</b>
‡66. How satisfied are you with the information you receive from management on what's going on in your organization?		<b>59%</b>
‡67. How satisfied are you with the recognition you receive for doing a good job?		<b>61%</b>
‡68. Considering everything, how satisfied are you with your job?		<b>71%</b>
69. Considering everything, how satisfied are you with your pay?		<b>62%</b>
‡70. Considering everything, how satisfied are you with your organization?		<b>66%</b>

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).



## Appendix A: Item Results and Benchmarks (continued)

### Diversity, Equity, Inclusion, and Accessibility

Item	0 <span style="margin-left: 100px;">Low</span> <span style="margin-left: 100px;">NTSB</span> <span style="margin-left: 100px;">High</span> 100	2022 Small Agencies, Combined
71. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	<p style="text-align: center;">80%</p>	<b>72%</b>
72. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	<p style="text-align: center;">79%</p>	<b>79%</b>
73. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	<p style="text-align: center;">73%</p>	<b>69%</b>
74. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	<p style="text-align: center;">71%</p>	<b>74%</b>
75. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	<p style="text-align: center;">66%</p>	<b>68%</b>
76. Employees in my work unit treat me as a valued member of the team.	<p style="text-align: center;">87%</p>	<b>87%</b>
77. Employees in my work unit make me feel I belong.	<p style="text-align: center;">83%</p>	<b>83%</b>
78. Employees in my work unit care about me as a person.	<p style="text-align: center;">81%</p>	<b>82%</b>
79. I am comfortable expressing opinions that are different from other employees in my work unit.	<p style="text-align: center;">80%</p>	<b>78%</b>
80. In my work unit, people's differences are respected.	<p style="text-align: center;">78%</p>	<b>80%</b>
81. I can be successful in my organization being myself.	<p style="text-align: center;">77%</p>	<b>76%</b>

## Appendix A: Item Results and Benchmarks (continued)

Item	0	Low	NTSB	High	100	2022 Small Agencies, Combined
82. I can easily make a request of my organization to meet my accessibility needs.						76%
83. My organization responds to my accessibility needs in a timely manner.						71%
84. My organization meets my accessibility needs.						75%

### Employee Experience

Item	0	Low	NTSB	High	100	2022 Small Agencies, Combined
85. My job inspires me.						64%
86. The work I do gives me a sense of accomplishment.						76%
87. I feel a strong personal attachment to my organization.						65%
88. I identify with the mission of my organization.						83%
89. It is important to me that my work contribute to the common good.						93%

## Appendix A: Item Results and Benchmarks (continued)

### Pandemic, Transition to the Worksite, Workplace Flexibilities

Item	2022 Agency	2022 Small Agencies, Combined
90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?		
100% of my work time	2%	<b>8%</b>
At least 75% but less than 100%	10%	<b>7%</b>
At least 50% but less than 75%	17%	<b>7%</b>
At least 25% but less than 50%	21%	<b>20%</b>
Less than 25%	30%	<b>26%</b>
I am not currently required to be physically present at my agency worksite	20%	<b>32%</b>
91. Please select the response that BEST describes your current remote work or teleworking schedule.		
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	20%	<b>24%</b>
I telework 3 or more days per week	41%	<b>46%</b>
I telework 1 or 2 days per week	30%	<b>19%</b>
I telework, but only about 1 or 2 days per month	3%	<b>1%</b>
I telework very infrequently, on an unscheduled or short-term basis	3%	<b>2%</b>
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)	1%	<b>4%</b>
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0%	<b>&lt;1%</b>
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	<1%	<b>1%</b>
I do not telework because I choose not to telework	2%	<b>2%</b>
<i>Only those who responded "I have an approved remote work agreement," to Question 91 received Question 91a.</i>		
91a. What is your current remote work status?		
I have an approved remote work agreement and live <b>outside</b> the local commuting area (more than 50 miles away)	86%	<b>32%</b>
I have an approved remote work agreement and live <b>within</b> the local commuting area (less than 50 miles away)	14%	<b>68%</b>
92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?		
Yes	67%	<b>35%</b>
No	33%	<b>65%</b>

Note: The sum of percentages may not add to 100 due to rounding.

## Appendix A: Item Results and Benchmarks (continued)

Item	2022 Agency	2022 Small Agencies, Combined
93. Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so why?		
No	76%	<b>78%</b>
Yes, to retire	6%	<b>4%</b>
Yes, to take another job within my Agency	1%	<b>1%</b>
Yes, to take another job within the Federal Government	8%	<b>11%</b>
Yes, to take another job outside the Federal Government	3%	<b>3%</b>
Yes, other	5%	<b>5%</b>
94. My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.		
Strongly Agree	20%	<b>25%</b>
Agree	40%	<b>33%</b>
Neither Agree nor Disagree	21%	<b>22%</b>
Disagree	8%	<b>10%</b>
Strongly Disagree	12%	<b>10%</b>
95. Please select the response that BEST describes how employees in your work unit currently report to work:		
All employees in my work unit are physically present on the worksite	7%	<b>8%</b>
Some employees are physically present on the worksite and others telework or work remotely	86%	<b>70%</b>
No employees in my work unit are physically present on the worksite, we all work remotely	3%	<b>16%</b>
Other	5%	<b>5%</b>

Note: The sum of percentages may not add to 100 due to rounding.

Item	0	Low	NTSB	High	100	2022 Small Agencies, Combined
96. My organization's senior leaders support policies and procedures to protect employee health and safety.			83%			<b>77%</b>
97. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.			76%			<b>72%</b>
98. My supervisor supports my efforts to stay healthy and safe while working.			90%			<b>91%</b>
99. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.			82%			<b>87%</b>

## Appendix A: Item Results and Benchmarks (continued)

### Paid Parental Leave

Item	2022 Agency	2022 Small Agencies, Combined
100. Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?		
Yes	4%	<b>4%</b>
No, did not have a qualifying event	95%	<b>93%</b>
No, I was not aware of the leave although I had a qualifying event	1%	<b>1%</b>
No, I chose not to use the leave although I had a qualifying event	0%	<b>1%</b>
No, I had a qualifying event (e.g., birth of a child), but was not eligible to use the leave	<1%	<b>1%</b>
No, I had a qualifying event, but I used all my FMLA leave previously	<1%	<b>&lt;1%</b>
<i>Only those who answered "Yes" to Question 100 received Questions 100a and 100b.</i>		
100a. For what purpose did you use Paid Parental Leave?		
Birth of a child	100%	<b>97%</b>
Placement of a child for adoption	0%	<b>3%</b>
Placement of a child for foster care	0%	<b>1%</b>
100b. How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event (use can be either continuous or intermittent)? Note: If you are still using your leave when taking this survey, respond with how many weeks of Paid Parental Leave you expect to take in total.		
Full 12 weeks	100%	<b>86%</b>
At least 8 weeks but less than 12 weeks	0%	<b>11%</b>
At least 6 weeks but less than 8 weeks	0%	<b>1%</b>
At least 3 weeks but less than 6 weeks	0%	<b>2%</b>
Less than 3 weeks	0%	<b>&lt;1%</b>
<i>If the response to Question 100b was "Full 12 weeks" then Question 100c was skipped.</i>		
100c. What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Choose all that apply.		
Did not need to use the full 12 weeks of leave	—	<b>28%</b>
Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me	—	<b>0%</b>
Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period	—	<b>3%</b>
Did not feel I could be away from job responsibilities for a full 12 weeks	—	<b>71%</b>
Concerned about the impact using the leave would have on my career advancement	—	<b>53%</b>
Did not feel that my coworkers supported my use of all 12 weeks of the leave	—	<b>13%</b>
Did not feel that my supervisor supported my use of all 12 weeks of the leave	—	<b>22%</b>
Other reason	—	<b>15%</b>

Note: The sum of the percentages may sum to over 100 because respondents could select more than one response. For confidentiality purposes, for Q100c, if there were fewer than 4 responses to a given response category, a "—" in that response category indicates that results are suppressed.

# Appendix B: Index Benchmarks

## Employee Engagement Index

Below, you can see where your agency's EEI score ranks (out of 41 small agencies with 10 or more respondents) and how it compares to the combined small agency average. The names of agencies with the highest EEI scores are listed to facilitate the sharing of information, such as best practices.

### Employee Engagement Index Benchmarks: Small Agencies, Combined



In addition to looking at your agency's EEI results from a combined small agency perspective, the figure below allows you to compare your EEI results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

### Employee Engagement Index Benchmarks: Small Agencies (100–999 employees)



## Appendix B: Index Benchmarks (continued)

### Global Satisfaction Index

The Global Satisfaction Index score for your agency, the highest scoring agencies, and the combined small agency average are displayed below, along with your agency ranking (out of 41 small agencies with 10 or more respondents).

#### Global Satisfaction Index Benchmarks: Small Agencies, Combined



In addition to looking at your agency's Global Satisfaction Index results from a combined small agency perspective, the figure below allows you to compare your Global Satisfaction Index results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

#### Global Satisfaction Index Benchmarks: Small Agencies (100–999 employees)



## Appendix B: Index Benchmarks (continued)

### Performance Confidence Index

The Performance Confidence Index score for your agency, the highest scoring agencies, and the combined small agency average are displayed below, along with your agency ranking (out of 41 small agencies with 10 or more respondents).

#### Performance Confidence Index Benchmarks: Small Agencies, Combined



In addition to looking at your agency's Performance Confidence Index results from a combined small agency perspective, the figure below allows you to compare your Performance Confidence Index results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

#### Performance Confidence Index Benchmarks: Small Agencies (100–999 employees)





## Appendix B: Index Benchmarks (continued)

### Diversity, Equity, Inclusion, and Accessibility (DEIA) Index

The DEIA score for your agency, the highest scoring agencies, and the combined small agency average are displayed below, along with your agency ranking (out of 41 small agencies with 10 or more respondents).

#### DEIA Benchmarks: Small Agencies, Combined



In addition to looking at your agency's DEIA results from a combined small agency perspective, the figure below allows you to compare your DEIA Index results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

#### DEIA Benchmarks: Small Agencies (100–999 employees)



## Appendix B: Index Benchmarks (continued)

### Diversity Subindex

#### Diversity Benchmarks: Small Agencies, Combined

---



In addition to looking at your agency's Diversity results from a combined small agency perspective, the figure below allows you to compare your Diversity Subindex results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

#### Diversity Benchmarks: Small Agencies (100–999 employees)

---



## Appendix B: Index Benchmarks (continued)

### Equity Subindex

#### Equity Benchmarks: Small Agencies, Combined

---



In addition to looking at your agency's Equity results from a combined small agency perspective, the figure below allows you to compare your Equity Subindex results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

#### Equity Benchmarks: Small Agencies (100–999 employees)

---



## Appendix B: Index Benchmarks (continued)

### Inclusion Subindex

#### Inclusion Benchmarks: Small Agencies, Combined

---



In addition to looking at your agency's Inclusion results from a combined small agency perspective, the figure below allows you to compare your Inclusion Subindex results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

#### Inclusion Benchmarks: Small Agencies (100–999 employees)

---



## Appendix B: Index Benchmarks (continued)

### Accessibility Subindex

#### Accessibility Benchmarks: Small Agencies, Combined

---



In addition to looking at your agency's Accessibility results from a combined small agency perspective, the figure below allows you to compare your Accessibility Subindex results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

#### Accessibility Benchmarks: Small Agencies (100–999 employees)

---



# Appendix C: Demographic Item Results

Appendix C displays the demographic characteristics of your agency's survey respondents.

## Employment Demographics

Item	2022 Percentages
Where do you work?	
Headquarters	71
Field	9
Full-time telework (e.g., home office, telecenter)	19
What is your supervisory status?	
Senior Leader	6
Manager	4
Supervisor	15
Team Leader	9
Non-Supervisor	66
What is your pay category/grade?	
Federal Wage System	0
GS 1-6	<1
GS 7-12	8
GS 13-15	84
Senior Executive Service	5
Senior Level (SL) or Scientific or Professional (ST)	2
Other	1
What is your US military service status?	
No Prior Military Service	78
Currently in National Guard or Reserves	2
Retired	7
Separated or Discharged	13

Notes: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding.

## Appendix C: Demographic Item Results (continued)

Item	2022 Percentages
Are you:	
The spouse of a current active duty service member of the U.S. Armed Forces	2
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	1
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0
None of the categories listed	97
<i>If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.</i>	
Have you been hired under the Military Spouse Non-Competitive Hiring Authority?	
Yes	0
No	100
How long have you been with the Federal Government (excluding military service)?	
Less than 1 year	1
1 to 3 years	6
4 to 5 years	6
6 to 10 years	16
11 to 14 years	17
15 to 20 years	21
More than 20 years	34
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	
Less than 1 year	4
1 to 3 years	15
4 to 5 years	8
6 to 10 years	18
11 to 14 years	15
15 to 20 years	14
More than 20 years	25
Are you considering leaving your organization within the next year, and if so, why?	
No	67
Yes, to retire	9
Yes, to take another job within the Federal Government	14
Yes, to take another job outside the Federal Government	5
Yes, other	5

Notes: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding.

## Appendix C: Demographic Item Results (continued)

Item	2022 Percentages
I am planning to retire in:	
Less than 1 year	5
1 year	3
2 years	4
3 years	5
4 years	1
5 years	8
More than 5 years	74

### Personal Demographics

Item	2022 Percentages
Are you of Hispanic, Latino, or Spanish origin?	
Yes	5
No	95
Are you:	
White	77
Black or African American	12
All other races	11
What is your age group?	
29 years and under	—
30-39 years old	—
40-49 years old	—
50-59 years old	—
60 years or older	—

Notes: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, if there are fewer than 4 responses to a **single** personal demographic category, all results for that question are suppressed. If there are fewer than 4 responses in **multiple** personal demographic categories, only those are suppressed, and remaining data are displayed.



## Appendix C: Demographic Item Results (continued)

Item	2022 Percentages
What is the highest degree or level of education you have completed?	
Less than High School/ High School Diploma/ GED	2
Certification/ Some College/ Associate's Degree	14
Bachelor's Degree	39
Advanced Degrees (Post Bachelor's Degree)	46
Are you an individual with a disability?	
Yes	9
No	91
Are you:	
Male	64
Female	36
Are you transgender?	
Yes	—
No	—
Which one of the following best represents how you think of yourself?	
Straight, that is not gay or lesbian	—
Gay or Lesbian	—
Bisexual	—
I use a different term	—

Notes: Demographic results are unweighted. The sum of percentages may not add to 100 due to rounding. For confidentiality purposes, if there are fewer than 4 responses to a **single** personal demographic category, all results for that question are suppressed. If there are fewer than 4 responses in **multiple** personal demographic categories, only those are suppressed, and remaining data are displayed.

# Appendix D: Participating Agencies by Employee Population Size Categories

## Very Large Agencies (≥75,000 employees)

Department of Agriculture  
Department of Defense  
Department of the Army  
Department of the Navy  
Department of the Air Force  
OSD, Joint Staff, Defense Agencies, and Field Activities (DOD 4th Estate)  
Department of Health and Human Services  
Department of Homeland Security  
Department of Justice  
Department of the Treasury

## Large Agencies (10,000–74,999 employees)

Department of Commerce  
Department of Energy  
Department of Labor  
Department of State  
Department of the Interior  
Department of Transportation  
Environmental Protection Agency  
General Services Administration  
Social Security Administration

## Medium Agencies (1,000–9,999 employees)

Court Services and Offender Supervision Agency  
Department of Education  
Department of Housing and Urban Development  
Equal Employment Opportunity Commission  
Federal Communications Commission  
Federal Energy Regulatory Commission  
Federal Trade Commission  
National Archives and Records Administration  
National Credit Union Administration  
National Labor Relations Board  
National Science Foundation  
Nuclear Regulatory Commission  
Office of Personnel Management  
Small Business Administration  
U.S. Agency for Global Media  
U.S. Agency for International Development

## Small Agencies (100–999 employees)

Commodity Futures Trading Commission  
Consumer Product Safety Commission  
Corporation for National and Community Service  
Defense Nuclear Facilities Safety Board

Export-Import Bank of the United States  
Farm Credit Administration  
Federal Election Commission  
Federal Housing Finance Agency  
Federal Labor Relations Authority  
Federal Maritime Commission  
Federal Mediation and Conciliation Service  
Federal Retirement Thrift Investment Board  
International Boundary and Water Commission  
Merit Systems Protection Board  
National Endowment for the Arts  
National Endowment for the Humanities  
National Gallery of Art  
National Indian Gaming Commission  
National Transportation Safety Board  
Office of Management and Budget  
Office of the U.S. Trade Representative  
Pension Benefit Guaranty Corporation  
Railroad Retirement Board  
Selective Service System  
Surface Transportation Board  
U.S. International Development Finance Corporation  
U.S. International Trade Commission  
U.S. Office of Special Counsel  
U.S. Peace Corps

## Very Small Agencies (<100 employees)

AbilityOne Commission  
Advisory Council on Historic Preservation  
American Battle Monuments Commission  
Commission on Civil Rights  
Farm Credit System Insurance Corporation  
Federal Mine Safety and Health Review Commission  
Institute of Museum and Library Services  
Inter-American Foundation  
John F. Kennedy Center for the Performing Arts  
Marine Mammal Commission  
National Capital Planning Commission  
National Council on Disability  
National Mediation Board  
Occupational Safety and Health Review Commission  
Office of Navajo and Hopi Indian Relocation  
Postal Regulatory Commission  
U.S. Access Board  
U.S. Chemical Safety and Hazard Investigation Board  
U.S. Office of Government Ethics  
U.S. Trade and Development Agency

Note: All agencies listed in the Small and Very Small categories make up the Small Agencies, Combined benchmark category, with the exception of the Office of Management and Budget, Pension Benefit Guaranty Corporation, and Railroad Retirement Board.

# Appendix E: Additional OPM FEVS Resources

## Other Reports

### Governmentwide Management Report

This report provides an overview of the governmentwide results. The report includes item results, index scores, information on who responded to the survey, survey updates, and other special topics.

### All Levels, All Indices, All Items Report

The purpose of this report is to provide a comprehensive summary of all OPM FEVS items and index scores for subagencies with at least 10 respondents in a Microsoft® Excel® spreadsheet.

### Subagency Comparison Report

This report provides the results of all the offices that report to the same “parent” office. This report is only created when there are two or more sub-offices that both have at least 10 responses. Note: Subagency reports are only available for agencies that included organizational breakouts in 2022.

### Subagency Breakout Report

This report displays survey results for a single office so long as it has at least 10 responses. Note: Subagency reports are only available for agencies that included organizational breakouts in 2022.

### Occupational Series Reports

This report allows for the comparison of occupational series and families at the agency and first level.

### Demographic Comparison Reports

This report allows for the comparison of demographic subgroups at the agency level.

### Annual Employee Survey (AES) Report

This report is a Microsoft® Excel® spreadsheet with a breakdown of agency and first level results. It also includes trends from previous OPM FEVS administrations.

## Websites

### OPM FEVS website

Agencies and the general public can access governmentwide data reports, as well as special topic reports produced from the OPM FEVS. This website includes results from the 2004 administration of the survey to the present. Access the OPM FEVS website at [www.opm.gov/FEVS](http://www.opm.gov/FEVS).

### Public Release Data File (PRDF)

A public use data set is available for the OPM FEVS and can be requested by completing the form available at: [www.opm.gov/fevs/public-data-file](http://www.opm.gov/fevs/public-data-file). Note: The 2022 PRDF will be available in the spring of 2023.

### FedScope

OPM’s FedScope is an online publicly available tool which allows users to access and analyze HR data from OPM’s Enterprise Human Resources Integration (EHRI). Access this site using the following link: [www.fedscope.opm.gov](http://www.fedscope.opm.gov).

### OPM FEVS Online Reporting and Analysis Tool

A password protected tool for agency points of contact to access agency-specific and governmentwide reports. In addition, agency users can develop customized reports that may be useful for data analysis and action planning. Questions and feedback for this online tool can be sent to [EVS@opm.gov](mailto:EVS@opm.gov).



**United States  
Office of Personnel Management  
Office of Strategy and Innovation**

1900 E Street, NW  
Washington, DC 20415

[www.opm.gov/FEVS](http://www.opm.gov/FEVS)