# Federal Employee Viewpoint Survey Results

*Empowering employees. Inspiring change.*

**Agency Management Report**

Pension Benefit Guaranty Corporation

# Table of Contents

# About the 2022 OPM FEVS

The 2022 OPM Federal Employee Viewpoint Survey (OPM FEVS) Agency Management Report (AMR) was designed to provide an overview of survey results, enabling agencies to easily identify issues and take action for improvement. The AMR 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 Pension Benefit Guaranty Corporation Respondents

The figures below provide a snapshot of your survey participants. Except for military service and minority status, 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.

**Military Service** — **12%**

**Women** — **56%**

**Agency Tenure of 11+ Years** — **55%**

**Advanced Degrees** (Post Bachelor's Degree) — **49%**

**Pay Grades 13 to 15** — **78%**

**Minorities** — **59%**
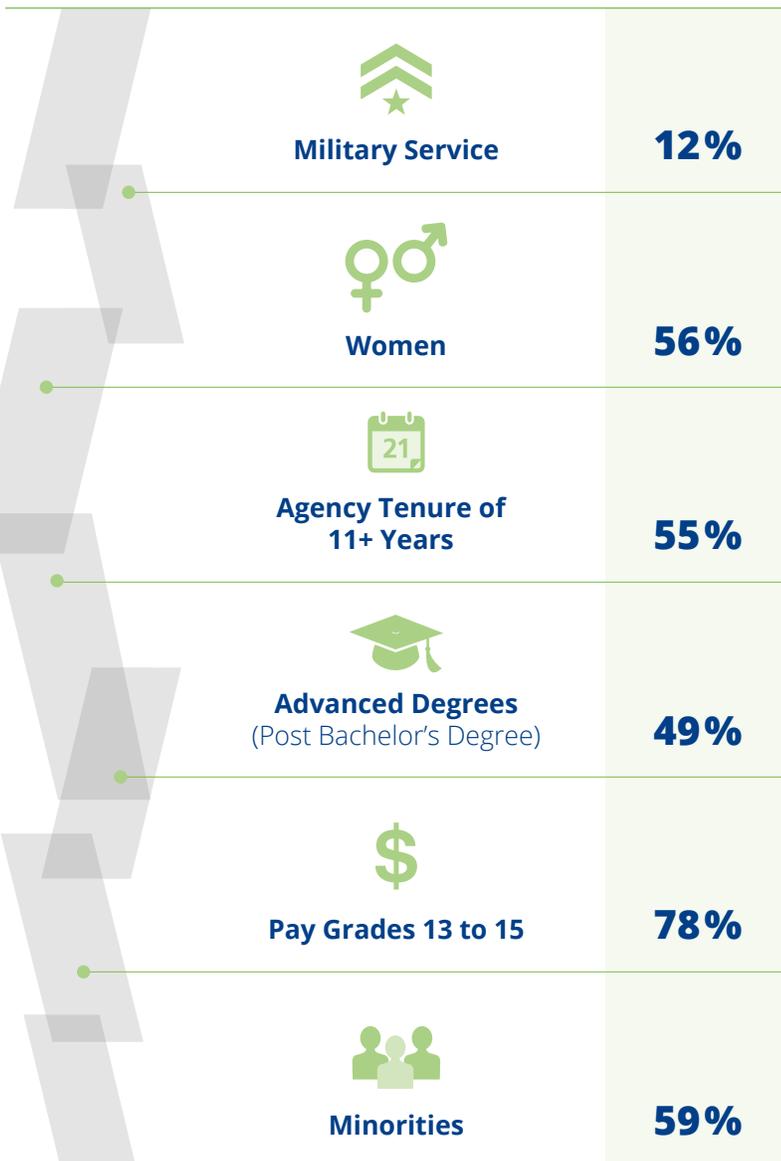
Note: Results are suppressed when any single personal demographic category has fewer than 4 responses.

### PBGC Response Rate

**70%** (606 out of 862 employees responded)

Field Period: May 31, 2022–July 15, 2022
Overall 2021 Response Rate: **66%**

### Component Response Rates

| | |
|---|---|
| 85% | OFFICE OF INFORMATION TECHNOLOGY |
| 76% | OFFICE OF MANAGEMENT & ADMINISTRATION |
| 75% | DEPUTY CHIEF POLICY OFFICE |
| 74% | OFFICE OF BENEFITS ADMINISTRATION |
| 74% | OFFICE OF THE INSPECTOR GENERAL |
| 70% | OFFICE OF NEGOTIATIONS & RESTRUCTURING |
| 63% | OFFICE OF GENERAL COUNSEL |
| 49% | OFFICE OF THE CHIEF FINANCIAL OFFICER |

Agency results have a margin of error of +/- 3%

# 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 |
| **Governmentwide** | 68 | 72 | 71 | 71 | 59 | 80 | 73 |
| **Pension Benefit Guaranty Corporation** | 80 | 84 | 84 | 86 | 79 | 91 | 88 |
| OFFICE OF THE INSPECTOR GENERAL | 86 | 89 | 99 | 98 | 97 | 100 | 96 |
| OFFICE OF NEGOTIATIONS & RESTRUCTURING | 88 | 92 | 92 | 94 | 91 | 98 | 91 |
| DEPUTY CHIEF POLICY OFFICE | — | — | — | 88 | 85 | 91 | 88 |
| OFFICE OF BENEFITS ADMINISTRATION | 76 | 83 | 84 | 86 | 76 | 91 | 90 |
| OFFICE OF INFORMATION TECHNOLOGY | 77 | 85 | 84 | 85 | 81 | 89 | 85 |
| OFFICE OF THE CHIEF FINANCIAL OFFICER | 80 | 77 | 79 | 84 | 79 | 86 | 87 |
| OFFICE OF MANAGEMENT & ADMINISTRATION | 74 | 79 | 78 | 84 | 75 | 91 | 85 |
| OFFICE OF GENERAL COUNSEL | 84 | 87 | 88 | 83 | 70 | 91 | 87 |

# 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 |
| **Governmentwide** | 65 | 69 | 64 | 62 | 66 | 56 | 60 | 65 |
| **Pension Benefit Guaranty Corporation** | 78 | 82 | 82 | 83 | 87 | 70 | 87 | 88 |
| OFFICE OF THE INSPECTOR GENERAL | 89 | 87 | 96 | 93 | 100 | 71 | 100 | 100 |
| OFFICE OF NEGOTIATIONS & RESTRUCTURING | 86 | 91 | 90 | 91 | 99 | 75 | 94 | 97 |
| OFFICE OF INFORMATION TECHNOLOGY | 79 | 86 | 82 | 85 | 89 | 75 | 89 | 87 |
| OFFICE OF BENEFITS ADMINISTRATION | 76 | 82 | 83 | 84 | 88 | 71 | 89 | 90 |
| DEPUTY CHIEF POLICY OFFICE | — | — | — | 84 | 89 | 69 | 89 | 89 |
| OFFICE OF THE CHIEF FINANCIAL OFFICER | 83 | 80 | 78 | 83 | 83 | 73 | 88 | 88 |
| OFFICE OF GENERAL COUNSEL | 76 | 80 | 78 | 76 | 83 | 52 | 81 | 89 |
| OFFICE OF MANAGEMENT & ADMINISTRATION | 71 | 76 | 80 | 76 | 80 | 72 | 77 | 75 |

# 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 |
| **Governmentwide** | 87 | 84 | 84 | 87 | 85 | 82 | 80 |
| **Pension Benefit Guaranty Corporation** | 97 | 94 | 95 | 97 | 97 | 95 | 92 |
| OFFICE OF NEGOTIATIONS & RESTRUCTURING | 98 | 98 | 98 | 100 | 100 | 99 | 94 |
| OFFICE OF THE INSPECTOR GENERAL | 100 | 98 | 98 | 100 | 100 | 100 | 92 |
| DEPUTY CHIEF POLICY OFFICE | — | — | 98 | 100 | 100 | 94 | 97 |
| OFFICE OF GENERAL COUNSEL | 100 | 99 | 96 | 98 | 98 | 95 | 94 |
| OFFICE OF MANAGEMENT & ADMINISTRATION | 98 | 89 | 96 | 97 | 94 | 97 | 94 |
| OFFICE OF INFORMATION TECHNOLOGY | 96 | 92 | 94 | 96 | 96 | 93 | 92 |
| OFFICE OF BENEFITS ADMINISTRATION | 96 | 92 | 94 | 96 | 96 | 93 | 92 |
| OFFICE OF THE CHIEF FINANCIAL OFFICER | 95 | 92 | 93 | 96 | 94 | 96 | 88 |

# 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 | 2022 DEIA Subindices | | | |
|---|---|---|---|---|---|
| | | Diversity | Equity | Inclusion | Accessibility |
| **Governmentwide** | 69 | 70 | 65 | 75 | 67 |
| **Pension Benefit Guaranty Corporation** | 86 | 83 | 83 | 87 | 90 |
| OFFICE OF THE INSPECTOR GENERAL | 97 | 92 | 98 | 100 | 100 |
| OFFICE OF NEGOTIATIONS & RESTRUCTURING | 92 | 90 | 87 | 91 | 99 |
| OFFICE OF MANAGEMENT & ADMINISTRATION | 88 | 91 | 83 | 85 | 91 |
| DEPUTY CHIEF POLICY OFFICE | 87 | 78 | 81 | 94 | 94 |

Note: A "—" indicates there was not enough data to calculate a score.

# DEIA Index (continued)

| Agency | DEIA 2022 | 2022 DEIA Subindices | | | |
|---|---|---|---|---|---|
| | | Diversity | Equity | Inclusion | Accessibility |
| **Pension Benefit Guaranty Corporation** | 86 | 83 | 83 | 87 | 90 |
| OFFICE OF INFORMATION TECHNOLOGY | 85 | 82 | 84 | 86 | 87 |
| OFFICE OF GENERAL COUNSEL | 84 | 78 | 85 | 87 | 88 |
| OFFICE OF THE CHIEF FINANCIAL OFFICER | 84 | 79 | 80 | 88 | 87 |
| OFFICE OF BENEFITS ADMINISTRATION | 83 | 79 | 80 | 85 | 87 |

Note: A "—" indicates there was not enough data to calculate a score.

# 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.

### 33 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 workload is reasonable. (Q. 5) | 79 | 83 | 9 | 8 | **+4** |
| My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite. (Q. 97) | 75 | 78 | 11 | ▬ 10 | **+3** |
| I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q. 8) | 78 | 81 | 13 | 6 | **+3** |
| My supervisor creates an environment where I can voice my concerns about staying healthy and safe. (Q. 99) | 91 | + 94 | 4 | 2 | **+3** |
| Supervisors in my work unit support employee development. (Q. 46) | 89 | 92 | 5 | 3 | **+3** |
| Overall, how good a job do you feel is being done by your immediate supervisor? (Q. 52) | 88 | 91 | 6 | 3 | **+3** |
| Employees in my work unit produce high-quality work. (Q. 21) | 92 | + 95 | 4 | 1 | **+3** |
| I know what is expected of me on the job. (Q. 4) | 91 | + 94 | 3 | 3 | **+3** |
| My supervisor supports my need to balance work and other life issues. (Q. 47) | 93 | + 96 | 2 | 2 | **+3** |

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: Increases (continued)

| Item | 2021 Positive | 2022 Positive | 2022 Neutral | 2022 Negative | Increase Since 2021 |
|---|---|---|---|---|---|
| I feel encouraged to come up with new and better ways of doing things. (Q. 2) | 80 | 83 | 9 | 8 | **+3** |
| I believe the results of this survey will be used to make my agency a better place to work. (Q. 44) | 67 | 69 | 19 | ▬ 12 | **+2** |
| Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q. 59) | 83 | 85 | 10 | 5 | **+2** |
| My supervisor is committed to a workforce representative of all segments of society. (Q. 45) | 87 | 89 | 8 | 3 | **+2** |
| My supervisor treats me with respect. (Q. 49) | 91 | ◼+ 93 | 4 | 3 | **+2** |
| My supervisor listens to what I have to say. (Q. 48) | 90 | 92 | 4 | 4 | **+2** |
| Considering everything, how satisfied are you with your job? (Q. 68) | 85 | 87 | 8 | 5 | **+2** |
| I am given a real opportunity to improve my skills in my organization. (Q. 1) | 85 | 87 | 9 | 4 | **+2** |
| My work gives me a feeling of personal accomplishment. (Q. 3) | 85 | 87 | 8 | 5 | **+2** |
| I have trust and confidence in my supervisor. (Q. 50) | 86 | 88 | 8 | 4 | **+2** |
| Considering everything, how satisfied are you with your organization? (Q. 70) | 85 | 87 | 8 | 5 | **+2** |
| How satisfied are you with the recognition you receive for doing a good job? (Q. 67) | 78 | 79 | 13 | 7 | **+1** |
| Employees in my work unit adapt to changing priorities. (Q. 22) | 91 | 92 | 6 | 1 | **+1** |
| I recommend my organization as a good place to work. (Q. 43) | 87 | 88 | 8 | 4 | **+1** |
| Employees are recognized for providing high quality products and services. (Q. 35) | 79 | 80 | 11 | ▬ 9 | **+1** |
| Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 58) | 80 | 81 | 10 | ▬ 9 | **+1** |
| My supervisor supports my efforts to stay healthy and safe while working. (Q. 98) | 95 | ◼+ 96 | 3 | 1 | **+1** |
| I know how my work relates to the agency's goals. (Q. 7) | 96 | ◼+ 97 | 2 | 1 | **+1** |
| Employees in my work unit meet the needs of our customers. (Q. 19) | 96 | ◼+ 97 | 3 | 0 | **+1** |

# Decision Aid: Increases (continued)

| Item | 2021 Positive | 2022 Positive | 2022 Neutral | 2022 Negative | Increase Since 2021 |
|------|------|------|------|------|------|
| Employees in my work unit contribute positively to my agency's performance. (Q. 20) | 96 | + 97 | 3 | 1 | **+1** |
| My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q. 18) | 91 | 92 | 5 | 3 | **+1** |
| I have a high level of respect for my organization's senior leaders. (Q. 60) | 76 | 77 | 17 | 7 | **+1** |
| My talents are used well in the workplace. (Q. 6) | 79 | 80 | 12 | − 9 | **+1** |
| Senior leaders demonstrate support for Work-Life programs. (Q. 61) | 84 | 85 | 11 | 4 | **+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.

### 5 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 |
|---|---|---|---|---|---|
| In my work unit, differences in performance are recognized in a meaningful way. (Q. 16) | 63 | 60 | 23 | ▬ 17 | **-3** |
| Considering everything, how satisfied are you with your pay? (Q. 69) | 71 | ◯70 | 17 | ▬ 14 | **-1** |
| How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 66) | 79 | ◯78 | 13 | ▬ 9 | **-1** |
| My organization's senior leaders support policies and procedures to protect employee health and safety. (Q. 96) | 94 | ◯93 | 5 | 2 | **-1** |
| In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 55) | 71 | ◯70 | 19 | ▬ 11 | **-1** |

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: 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.

## 6 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 |
|------|---------------|---------------|--------------|---------------|-------------------|
| The people I work with cooperate to get the job done. (Q. 14) | 92 | 92 | 5 | 3 | **0** |
| Employees are protected from health and safety hazards on the job. (Q. 36) | 93 | 93 | 5 | 2 | **0** |
| My organization is successful at accomplishing its mission. (Q. 37) | 96 | + 96 | 2 | 1 | **0** |
| My organization's senior leaders maintain high standards of honesty and integrity. (Q. 56) | 78 | 78 | 17 | 5 | **0** |
| Managers communicate the goals of the organization. (Q. 57) | 85 | 85 | 10 | 6 | **0** |
| How satisfied are you with your involvement in decisions that affect your work? (Q. 65) | 77 | 77 | 14 | - 9 | **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 34 departments and large agencies surveyed, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and DOD 4th Estate are rolled into Department of Defense.

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 governmentwide average listed to the right of each item.

## My Work Experience

| Item | PBGC (Low — High, 0 to 100) | 2022 G'wide |
|---|---|---|
| ‡1. I am given a real opportunity to improve my skills in my organization. | 87% | 68% |
| 2. I feel encouraged to come up with new and better ways of doing things. | 83% | 64% |
| 3. My work gives me a feeling of personal accomplishment. | 87% | 71% |
| 4. I know what is expected of me on the job. | 94% | 81% |
| ‡5. My workload is reasonable. | 83% | 61% |
| ‡6. My talents are used well in the workplace. | 80% | 63% |
| ‡7. I know how my work relates to the agency's goals. | 97% | 84% |
| ‡8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 81% | 70% |
| 9. I have enough information to do my job well. | 91% | 74% |
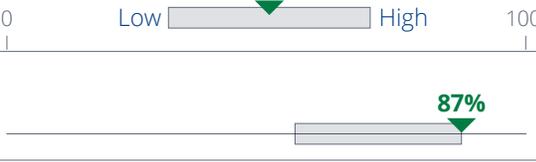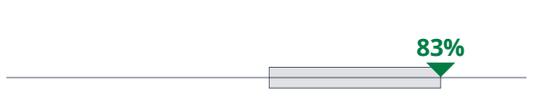
Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

# Appendix A: Item Results and Benchmarks (continued)

| Item | | PBGC<br>Low ⬤ High<br>0 — 100 | 2022<br>G'wide |
|------|---|---|---|
| 10. | I receive the training I need to do my job well. | 88% | 65% |
| 11. | I am held accountable for the quality of work I produce. | 97% | 87% |
| 12. | Continually changing work priorities make it hard for me to produce high quality work.* | 55% | 33% |
| 13. | I have a clear idea of how well I am doing my job. | 92% | 74% |

* 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 | | PBGC<br>Low ⬤ High<br>0 — 100 | 2022<br>G'wide |
|------|---|---|---|
| ‡14. | The people I work with cooperate to get the job done. | 92% | 80% |
| 15. | See Performance Section. | | |
| ‡16. | In my work unit, differences in performance are recognized in a meaningful way. | 60% | 42% |
| 17. | Employees in my work unit share job knowledge. | 89% | 80% |
| ‡18. | My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 92% | 79% |
| 19. | Employees in my work unit meet the needs of our customers. | 97% | 87% |
| 20. | Employees in my work unit contribute positively to my agency's performance. | 97% | 85% |
| 21. | Employees in my work unit produce high-quality work. | 95% | 82% |

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

# Appendix A: Item Results and Benchmarks (continued)

| Item | | PBGC Low — High | 2022 G'wide |
|------|---|---|---|
| 22. | Employees in my work unit adapt to changing priorities. | 92% | 80% |
| 23. | New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs. | 77% | 58% |
| 24. | I can influence decisions in my work unit. | 78% | 63% |
| 25. | I know what my work unit's goals are. | 93% | 82% |
| 26. | My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). | 77% | 51% |
| 27. | My work unit successfully manages disruptions to our work. | 87% | 66% |
| 28. | Employees in my work unit consistently look for new ways to improve how they do their work. | 78% | 64% |
| 29. | Employees in my work unit incorporate new ideas into their work. | 81% | 65% |
| 30. | Employees in my work unit approach change as an opportunity. | 74% | 54% |
| 31. | Employees in my work unit consider customer needs a top priority. | 91% | 76% |
| 32. | Employees in my work unit consistently look for ways to improve customer service. | 84% | 63% |
| 33. | Employees in my work unit support my need to balance my work and personal responsibilities. | 90% | 70% |
| 34. | Employees in my work unit are typically under too much pressure to meet work goals.* | 61% | 42% |

\* 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 G'wide |
|---|---|---|
| 15. In my work unit, poor performers usually (select all that apply): | | |
|     Remain in the work unit and improve their performance over time | 18% | **16%** |
|     Remain in the work unit and continue to underperform | 20% | **42%** |
|     Leave the work unit — removed or transferred | 9% | **10%** |
|     Leave the work unit — quit | 4% | **6%** |
|     There are no poor performers in my work unit | 33% | **19%** |
|     Do Not Know | 24% | **21%** |

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

## My Organization

| Item | PBGC  Low — High  0 — 100 | 2022 G'wide |
|---|---|---|
| 35. Employees are recognized for providing high quality products and services. | **80%** | **59%** |
| 36. Employees are protected from health and safety hazards on the job. | **93%** | **75%** |
| 37. My organization is successful at accomplishing its mission. | **96%** | **78%** |
| 38. I have a good understanding of my organization's priorities. | **93%** | **77%** |
| 39. My organization effectively adapts to changing government priorities. | **88%** | **67%** |
| 40. My organization has prepared me for potential physical security threats. | **79%** | **73%** |
| 41. My organization has prepared me for potential cybersecurity threats. | **93%** | **83%** |
| 42. In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated. | **68%** | **52%** |

# Appendix A: Item Results and Benchmarks (continued)

| Item | PBGC Low — High | 2022 G'wide |
|------|-----------------|-------------|
| ‡43. I recommend my organization as a good place to work. | 88% | 65% |
| ‡44. I believe the results of this survey will be used to make my agency a better place to work. | 69% | 43% |

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

## My Supervisor

| Item | PBGC Low — High | 2022 G'wide |
|------|-----------------|-------------|
| 45. My supervisor is committed to a workforce representative of all segments of society. | 89% | 78% |
| 46. Supervisors in my work unit support employee development. | 92% | 77% |
| 47. My supervisor supports my need to balance work and other life issues. | 96% | 83% |
| 48. My supervisor listens to what I have to say. | 92% | 82% |
| 49. My supervisor treats me with respect. | 93% | 86% |
| 50. I have trust and confidence in my supervisor. | 88% | 76% |
| 51. My supervisor holds me accountable for achieving results. | 98% | 87% |
| 52. Overall, how good a job do you feel is being done by your immediate supervisor? | 91% | 78% |
| 53. My supervisor provides me with constructive suggestions to improve my job performance. | 86% | 70% |
| 54. My supervisor provides me with performance feedback throughout the year. | 91% | 75% |

## Leadership

| Item | | 2022 G'wide |
|---|---|---|
| | PBGC — Low [ ] High, 0 – 100 | |
| 55. In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 70% | 48% |
| 56. My organization's senior leaders maintain high standards of honesty and integrity. | 78% | 60% |
| ‡57. Managers communicate the goals of the organization. | 85% | 64% |
| 58. Managers promote communication among different work units (for example, about projects, goals, needed resources). | 81% | 58% |
| 59. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 85% | 63% |
| 60. I have a high level of respect for my organization's senior leaders. | 77% | 61% |
| 61. Senior leaders demonstrate support for Work-Life programs. | 85% | 60% |
| 62. Management encourages innovation. | 76% | 56% |
| 63. Management makes effective changes to address challenges facing our organization. | 79% | 52% |
| 64. Management involves employees in decisions that affect their work. | 65% | 43% |

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

# Appendix A: Item Results and Benchmarks (continued)

## My Satisfaction

| Item | | PBGC<br>Low ▬ High | 2022<br>G'wide |
|---|---|---|---|
| ‡65. | How satisfied are you with your involvement in decisions that affect your work? | 77% | 50% |
| ‡66. | How satisfied are you with the information you receive from management on what's going on in your organization? | 78% | 53% |
| ‡67. | How satisfied are you with the recognition you receive for doing a good job? | 79% | 54% |
| ‡68. | Considering everything, how satisfied are you with your job? | 87% | 66% |
| 69. | Considering everything, how satisfied are you with your pay? | 70% | 56% |
| ‡70. | Considering everything, how satisfied are you with your organization? | 87% | 60% |

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 | PBGC (0–100) | 2022 G'wide |
|------|-----|------|
| 71. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities). | 81% | 68% |
| 72. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development). | 84% | 73% |
| 73. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit. | 82% | 65% |
| 74. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments). | 83% | 70% |
| 75. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements). | 83% | 61% |
| 76. Employees in my work unit treat me as a valued member of the team. | 92% | 81% |
| 77. Employees in my work unit make me feel I belong. | 90% | 78% |
| 78. Employees in my work unit care about me as a person. | 87% | 76% |
| 79. I am comfortable expressing opinions that are different from other employees in my work unit. | 88% | 74% |
| 80. In my work unit, people's differences are respected. | 85% | 74% |
| 81. I can be successful in my organization being myself. | 86% | 73% |

| Item | PBGC Low–High | 2022 G'wide |
|------|---------------|-------------|
| 82. I can easily make a request of my organization to meet my accessibility needs. | 93% | 70% |
| 83. My organization responds to my accessibility needs in a timely manner. | 87% | 64% |
| 84. My organization meets my accessibility needs. | 89% | 67% |

## Employee Experience

| Item | PBGC Low–High | 2022 G'wide |
|------|---------------|-------------|
| 85. My job inspires me. | 74% | 59% |
| 86. The work I do gives me a sense of accomplishment. | 87% | 73% |
| 87. I feel a strong personal attachment to my organization. | 74% | 59% |
| 88. I identify with the mission of my organization. | 90% | 77% |
| 89. It is important to me that my work contribute to the common good. | 94% | 91% |

## Pandemic, Transition to the Worksite, Workplace Flexibilities

| Item | 2022 Agency | 2022 G'wide |
|---|---|---|
| 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 | 3% | **36%** |
| At least 75% but less than 100% | 1% | **13%** |
| At least 50% but less than 75% | 1% | **9%** |
| At least 25% but less than 50% | 1% | **9%** |
| Less than 25% | 6% | **15%** |
| I am not currently required to be physically present at my agency worksite | 88% | **18%** |
| 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) | 53% | **14%** |
| I telework 3 or more days per week | 39% | **25%** |
| I telework 1 or 2 days per week | 5% | **17%** |
| I telework, but only about 1 or 2 days per month | 0% | **3%** |
| I telework very infrequently, on an unscheduled or short-term basis | 1% | **10%** |
| 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) | 0% | **20%** |
| I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking | 0% | **1%** |
| 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 | 0% | **6%** |
| I do not telework because I choose not to telework | 1% | **4%** |

*Only those who responded "I have an approved remote work agreement," to Question 91 received Question 91a.*

91a. What is your current remote work status?

| Item | 2022 Agency | 2022 G'wide |
|---|---|---|
| I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away) | 11% | **25%** |
| I have an approved remote work agreement and live **within** the local commuting area (less than 50 miles away) | 89% | **75%** |
| 92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic? | | |
| Yes | 60% | **28%** |
| No | 40% | **72%** |

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

| Item | 2022 Agency | 2022 G'wide |
|---|---|---|
| 93. Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so why? | | |
| No | 89% | **74%** |
| Yes, to retire | 3% | **5%** |
| Yes, to take another job within my Agency | <1% | **2%** |
| Yes, to take another job within the Federal Government | 5% | **11%** |
| Yes, to take another job outside the Federal Government | 1% | **3%** |
| Yes, other | 2% | **5%** |
| 94. My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations. | | |
| Strongly Agree | 28% | **20%** |
| Agree | 33% | **33%** |
| Neither Agree nor Disagree | 31% | **28%** |
| Disagree | 5% | **10%** |
| Strongly Disagree | 3% | **9%** |
| 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 | <1% | **29%** |
| Some employees are physically present on the worksite and others telework or work remotely | 22% | **58%** |
| No employees in my work unit are physically present on the worksite, we all work remotely | 74% | **8%** |
| Other | 3% | **4%** |

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

| Item | PBGC Low ▼ High | 2022 G'wide |
|---|---|---|
| 96. My organization's senior leaders support policies and procedures to protect employee health and safety. | **93%** | **74%** |
| 97. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite. | **78%** | **68%** |
| 98. My supervisor supports my efforts to stay healthy and safe while working. | **96%** | **85%** |
| 99. My supervisor creates an environment where I can voice my concerns about staying healthy and safe. | **94%** | **80%** |

# Appendix A: Item Results and Benchmarks (continued)

## Paid Parental Leave

| Item | 2022 Agency | 2022 G'wide |
|---|---|---|
| **100. Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?** | | |
| Yes | 5% | **4%** |
| No, did not have a qualifying event | 94% | **93%** |
| No, I was not aware of the leave although I had a qualifying event | <1% | **1%** |
| No, I chose not to use the leave although I had a qualifying event | 1% | **1%** |
| No, I had a qualifying event (e.g., birth of a child), but was not eligible to use the leave | 1% | **1%** |
| No, I had a qualifying event, but I used all my FMLA leave previously | <1% | **<1%** |

*Only those who answered "Yes" to Question 100 received Questions 100a and 100b.*

100a. For what purpose did you use Paid Parental Leave?

| Item | 2022 Agency | 2022 G'wide |
|---|---|---|
| Birth of a child | 97% | **96%** |
| Placement of a child for adoption | 3% | **2%** |
| Placement of a child for foster care | 0% | **2%** |

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.

| Item | 2022 Agency | 2022 G'wide |
|---|---|---|
| Full 12 weeks | 77% | **81%** |
| At least 8 weeks but less than 12 weeks | 10% | **9%** |
| At least 6 weeks but less than 8 weeks | 7% | **3%** |
| At least 3 weeks but less than 6 weeks | 5% | **4%** |
| Less than 3 weeks | 0% | **2%** |

*If the response to Question 100b was "Full 12 weeks" then Question 100c was skipped.*

100c. What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Choose all that apply.

| Item | 2022 Agency | 2022 G'wide |
|---|---|---|
| Did not need to use the full 12 weeks of leave | 86% | **29%** |
| Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me | 0% | **2%** |
| Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period | 0% | **4%** |
| Did not feel I could be away from job responsibilities for a full 12 weeks | — | **57%** |
| Concerned about the impact using the leave would have on my career advancement | — | **29%** |
| Did not feel that my coworkers supported my use of all 12 weeks of the leave | 0% | **13%** |
| Did not feel that my supervisor supported my use of all 12 weeks of the leave | 0% | **15%** |
| Other reason | — | **24%** |

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 34 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and DOD 4th Estate are rolled into Department of Defense) and how it compares to the governmentwide 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: Governmentwide

| Rank | Agency | Score |
|---|---|---|
| 1 | PBGC | 86% |
| 2 | GSA, FERC | 83% |
| 4 | NSF | 82% |
| | Governmentwide | 71% |

In addition to looking at your agency's EEI results from a governmentwide 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

| Rank | Agency | Score |
|---|---|---|
| 1 | PBGC | 86% |
| 2 | OSC | 85% |
| 3 | NEH, STB | 84% |
| | Small Agencies | 76% |

# Global Satisfaction Index

The Global Satisfaction Index score for your agency, the highest scoring agencies, and the governmentwide average are displayed below, along with your agency ranking (out of 34 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and Other Defense agencies/activities are rolled into Department of Defense).

## Global Satisfaction Index Benchmarks: Governmentwide

| Rank | Agency | Score |
|------|--------|-------|
| 1 | PBGC | 83% |
| 2 | NSF | 81% |
| 3 | GSA | 78% |
| | Governmentwide | 62% |

In addition to looking at your agency's Global Satisfaction Index results from a governmentwide 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

| Rank | Agency | Score |
|------|--------|-------|
| 1 | NIGC | 83% |
| 1 | PBGC | 83% |
| 1 | NEH | 83% |
| 4 | OSC | 82% |
| 5 | FLRA | 80% |
| | Small Agencies | 68% |

# Performance Confidence Index

The Performance Confidence Index score for your agency, the highest scoring agencies, and the governmentwide average are displayed below, along with your agency ranking (out of 34 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and Other Defense agencies/activities are rolled into Department of Defense).

## Performance Confidence Index Benchmarks: Governmentwide

| Rank | Agency | Score |
|------|--------|-------|
| 1 | | 96% FTC |
| 2 | PBGC | 95% |
| 3 | | 93% FERC, OMB, NSF |
| | | 84% Governmentwide |

In addition to looking at your agency's Performance Confidence Index results from a governmentwide 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
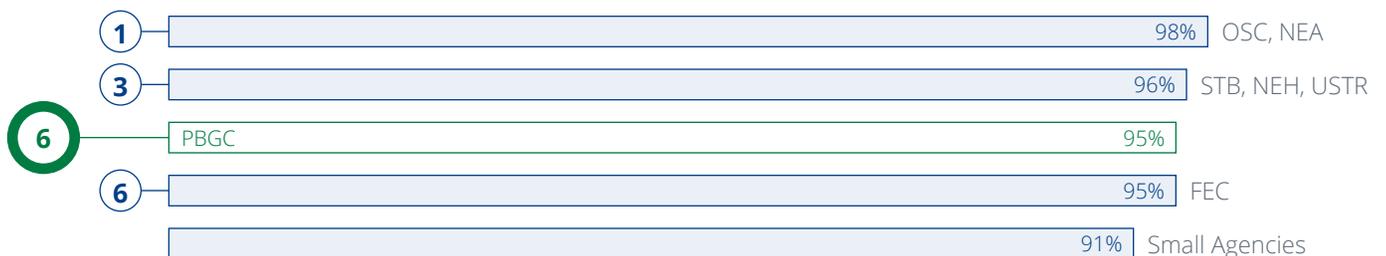
| Rank | Agency | Score |
|------|--------|-------|
| 1 | | 98% OSC, NEA |
| 3 | | 96% STB, NEH, USTR |
| 6 | PBGC | 95% |
| 6 | | 95% FEC |
| | | 91% Small Agencies |

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

The DEIA score for your agency, the highest scoring agencies, and the governmentwide average are displayed below, along with your agency ranking (out of 34 departments/large agencies, where Army, Army Corps of Engineers, Air Force, Navy, Marine Corps, and Other Defense agencies/activities are rolled into Department of Defense).

## DEIA Benchmarks: Governmentwide

| Rank | Agency | Score |
|------|--------|-------|
| 1 | PBGC | 86% |
| 2 | FTC | 85% |
| 3 | NSF | 82% |
| | Governmentwide | 69% |

In addition to looking at your agency's DEIA results from a governmentwide 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

| Rank | Agency | Score |
|------|--------|-------|
| 1 | PBGC | 86% |
| 2 | FMC | 84% |
| 3 | FCA | 83% |
| | Small Agencies | 76% |
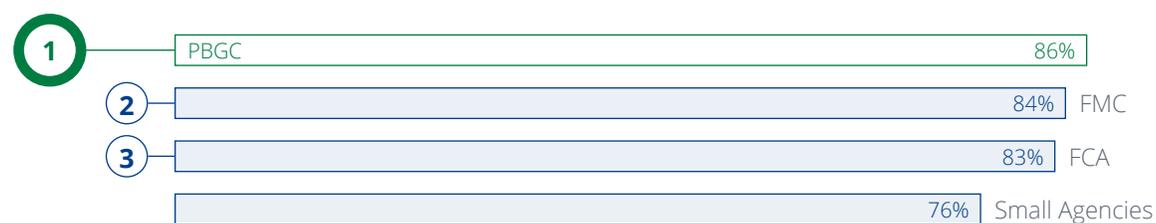
# Diversity Subindex

## Diversity Benchmarks: Governmentwide

| | | |
|---|---|---|
| **1** | 86% | FTC |
| **2** | 83% | NSF |
| **2** | PBGC | 83% |
| **4** | 82% | NCUA, GSA |
| | 70% | Governmentwide |

In addition to looking at your agency's Diversity results from a governmentwide 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

| | | |
|---|---|---|
| **1** | 87% | FCA |
| **2** | PBGC | 83% |
| **2** | 83% | SSS |
| **4** | 82% | FHFA, NEA |
| | 76% | Small Agencies |
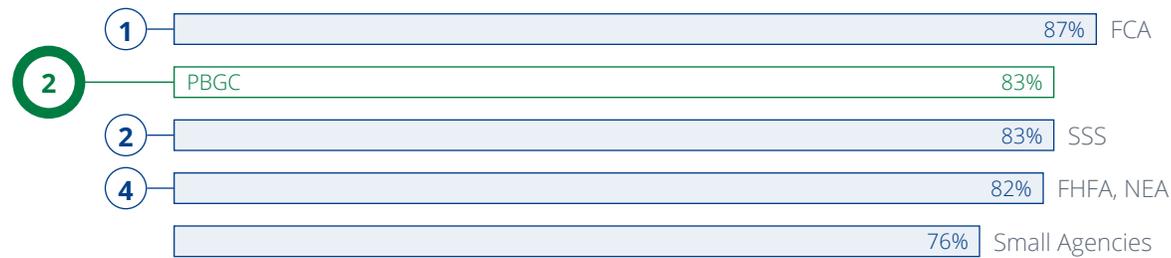
# Equity Subindex

## Equity Benchmarks: Governmentwide

| Rank | | Value | Agency |
|---|---|---|---|
| 1 | FTC | 83% | FTC |
| 1 | PBGC | 83% | |
| 3 | GSA, FERC | 79% | GSA, FERC |
| 5 | NSF, OMB | 78% | NSF, OMB |
| | Governmentwide | 65% | Governmentwide |

In addition to looking at your agency's Equity results from a governmentwide 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

| Rank | | Value | Agency |
|---|---|---|---|
| 1 | | 84% | OSC |
| 2 | PBGC | 83% | |
| 3 | | 81% | NEA |
| | | 71% | Small Agencies |

# Inclusion Subindex

## Inclusion Benchmarks: Governmentwide

| | | |
|---|---|---|
| 1 | 89% | FTC |
| 2 | PBGC 87% | |
| 3 | 86% | OMB |
| | 75% | Governmentwide |

In addition to looking at your agency's Inclusion results from a governmentwide 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

| | | |
|---|---|---|
| 1 | PBGC 87% | |
| 2 | 86% | OMB, NEA, OSC |
| 5 | 85% | FLRA, USITC, NIGC |
| | 81% | Small Agencies |
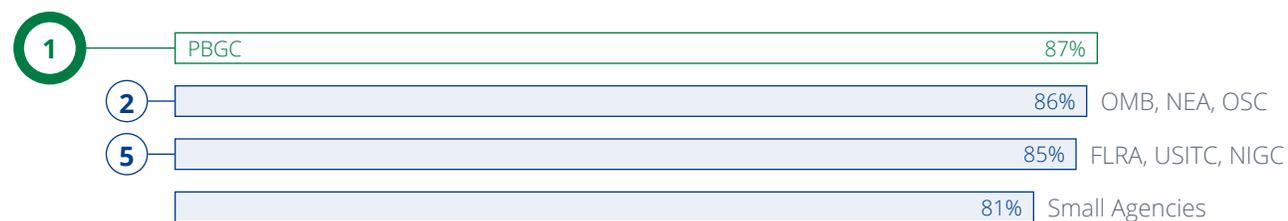
# Accessibility Subindex

**Accessibility** Benchmarks: Governmentwide

| | | |
|---|---|---|
| **1** | PBGC | 90% |
| **2** | NSF | 84% |
| **3** | FTC | 82% |
| | Governmentwide | 67% |

In addition to looking at your agency's Accessibility results from a governmentwide 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

| | | |
|---|---|---|
| **1** | FMC | 90% |
| **1** | PBGC | 90% |
| **3** | FLRA | 86% |
| **4** | NEH | 85% |
| | Small Agencies | 75% |
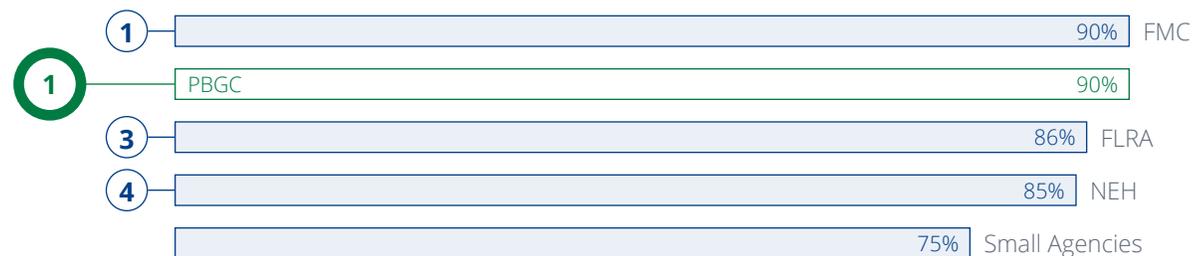
# Appendix C: Demographic Item Results

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

## Employment Demographics

| Item | 2022 Percentages |
|---|---|
| **Where do you work?** | |
| Headquarters | 44 |
| Field | <1 |
| Full-time telework (e.g., home office, telecenter) | 56 |
| **What is your supervisory status?** | |
| Senior Leader | 5 |
| Manager | 4 |
| Supervisor | 14 |
| Team Leader | 8 |
| Non-Supervisor | 69 |
| **What is your pay category/grade?** | |
| Federal Wage System | 0 |
| GS 1-6 | <1 |
| GS 7-12 | 16 |
| GS 13-15 | 78 |
| Senior Executive Service | 0 |
| Senior Level (SL) or Scientific or Professional (ST) | 5 |
| Other | 1 |
| **What is your US military service status?** | |
| No Prior Military Service | 88 |
| Currently in National Guard or Reserves | 0 |
| Retired | 2 |
| Separated or Discharged | 10 |

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 | 1 |
| 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 | 98 |

*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?**

| Item | 2022 Percentages |
| --- | --- |
| Yes | 11 |
| No | 89 |

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

| Item | 2022 Percentages |
| --- | --- |
| Less than 1 year | 2 |
| 1 to 3 years | 9 |
| 4 to 5 years | 5 |
| 6 to 10 years | 17 |
| 11 to 14 years | 16 |
| 15 to 20 years | 19 |
| More than 20 years | 33 |

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

| Item | 2022 Percentages |
| --- | --- |
| Less than 1 year | 4 |
| 1 to 3 years | 15 |
| 4 to 5 years | 7 |
| 6 to 10 years | 19 |
| 11 to 14 years | 15 |
| 15 to 20 years | 15 |
| More than 20 years | 25 |

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

| Item | 2022 Percentages |
| --- | --- |
| No | 81 |
| Yes, to retire | 5 |
| Yes, to take another job within the Federal Government | 9 |
| Yes, to take another job outside the Federal Government | 1 |
| Yes, other | 3 |

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 | 2 |
| 1 year | 2 |
| 2 years | 6 |
| 3 years | 6 |
| 4 years | 2 |
| 5 years | 8 |
| More than 5 years | 73 |

## Personal Demographics

| Item | 2022 Percentages |
|---|---|
| **Are you of Hispanic, Latino, or Spanish origin?** | |
| Yes | 6 |
| No | 94 |
| **Are you:** | |
| White | 45 |
| Black or African American | 39 |
| All other races | 15 |
| **What is your age group?** | |
| 29 years and under | 4 |
| 30-39 years old | 20 |
| 40-49 years old | 23 |
| 50-59 years old | 33 |
| 60 years or older | 21 |

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 | 1 |
| Certification/ Some College/ Associate's Degree | 12 |
| Bachelor's Degree | 38 |
| Advanced Degrees (Post Bachelor's Degree) | 49 |
| **Are you an individual with a disability?** | |
| Yes | 15 |
| No | 85 |
| **Are you:** | |
| Male | 44 |
| Female | 56 |
| **Are you transgender?** | |
| Yes | — |
| No | — |
| **Which one of the following best represents how you think of yourself?** | |
| Straight, that is not gay or lesbian | 93 |
| Gay or Lesbian | 4 |
| Bisexual | 1 |
| I use a different term | 2 |

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

# 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.

### 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. 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.

### 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.

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

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