2024 Office of Personnel Management

Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

Agency Management Report
Pension Benefit Guaranty Corporation

Table of Contents

About the 2024 FEVS

The 2024 Federal Employee Viewpoint Survey (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 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.

2024 FEVS content includes both indices and dimensions, with the goal of supporting interpretation of results to help agencies get to action:

An index is a collection of items that statistically cluster together and can be combined into a single score for interpretation and/or analysis. Indices speak to an aspect of employee perspectives and experiences and are indicators of effectiveness. The Employee Engagement Index (EEI) and the Global Satisfaction Index (GSI) were introduced to the FEVS over a decade ago. Responding to priorities, new measures were introduced in recent years including the Performance Confidence Index (PCI), the Diversity, Equity, Inclusion, and Accessibility (DEIA) Index and the Employee Experience Index (EXI).

Dimensions are simply common characteristics of organizations defined by the way employees experience organizational policies and management practices. They support interpretation of results by combining employee perspectives on topics linked with work unit and organizational performance. Employee perceptions of management efforts as they relate to performance dimensions have been found to provide powerful insights for achieving effective actions to drive strategic workplace development. Four sets of dimensions appear on the FEVS, grouped under four categories labeled as: Employee-Focused, Agile, Goal-Oriented, and Foundations, providing agencies with additional key tools for assessing the workforce.

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 includes 89 core items (items 1-90, excluding item 16) that carried over from the 2023 FEVS.

Respondent Overview

The Unique Characteristics of Pension Benefit Guaranty Corporation Respondents

The figures below show a comparison between your survey respondents and your agency's total workforce on selected demographics. Except for military service and minority status, your agency's most frequently selected response choice for each demographic item is displayed.

	Survey Respondents	Total Workforce
Military Service	**11%**	**10%**
Women	**54%**	**56%**
Federal Tenure of 11+ Years	**64%**	**69%**
Advanced Degrees (Post Bachelor's Degree)	**48%**	**36%**
Pay Grades 13 to 15	**77%**	**74%**
Minorities	**58%**	**60%**

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

PBGC Response Rate

67% (621 out of 932 employees responded)

Field Period: May 13, 2024–June 28, 2024
Overall 2023 Response Rate: **77%**

Component Response Rates

91% OFFICE OF INFORMATION TECHNOLOGY
73% OFFICE OF THE INSPECTOR GENERAL
72% OFFICE OF POLICY & EXTERNAL AFFAIRS
69% OFFICE OF MANAGEMENT & ADMINISTRATION
68% OFFICE OF GENERAL COUNSEL
67% OFFICE OF BENEFITS ADMINISTRATION
65% OFFICE OF NEGOTIATIONS & RESTRUCTURING
38% 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 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. 57, 58, 59, 61, and 62)

Supervisors

Reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support. (Q. 48, 50, 51, 52, and 54)

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				2024 EEI Subindices		
	2021	2022	2023	**2024**	Leaders Lead	Supervisors	Intrinsic Work Experience
Governmentwide	71	71	72	73	63	81	75
Pension Benefit Guaranty Corporation	84	86	87	89	84	93	90
OFFICE OF THE INSPECTOR GENERAL	99	98	99	99	99	100	99
OFFICE OF NEGOTIATIONS & RESTRUCTURING	92	94	93	92	88	94	94
OFFICE OF POLICY & EXTERNAL AFFAIRS	84	89	90	92	93	94	88
OFFICE OF MANAGEMENT & ADMINISTRATION	78	84	86	89	86	93	89
OFFICE OF GENERAL COUNSEL	88	83	88	89	80	95	92
OFFICE OF BENEFITS ADMINISTRATION	84	86	85	88	83	93	89
OFFICE OF THE CHIEF FINANCIAL OFFICER	79	84	87	86	82	89	87
OFFICE OF INFORMATION TECHNOLOGY	84	85	85	85	80	91	85

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. 70)

Pay Satisfaction

Considering everything, how satisfied are you with your pay? (Q. 71)

Organizational Satisfaction

Considering everything, how satisfied are you with your organization? (Q. 72)

Recommend Organization

I recommend my organization as a good place to work. (Q. 46)

Global Satisfaction Index Component Scores and Trends

Agency	GS Index Trends				2024 GS Index Items			
	2021	2022	2023	**2024**	Job Satisfaction	Pay Satisfaction	Organization Satisfaction	Recommend Organization
Governmentwide	64	62	64	65	69	59	64	69
Pension Benefit Guaranty Corporation	82	83	84	87	90	79	90	91
OFFICE OF THE INSPECTOR GENERAL	96	93	100	97	100	90	100	100
OFFICE OF NEGOTIATIONS & RESTRUCTURING	90	91	91	93	95	91	95	93
OFFICE OF BENEFITS ADMINISTRATION	83	84	82	87	91	78	90	89
OFFICE OF THE CHIEF FINANCIAL OFFICER	78	83	86	87	88	77	91	91
OFFICE OF POLICY & EXTERNAL AFFAIRS	81	85	86	87	92	73	92	89
OFFICE OF MANAGEMENT & ADMINISTRATION	80	76	85	86	88	82	86	89

Global Satisfaction Index (continued)

Agency	GS Index Trends				2024 GS Index Items			
	2021	2022	2023	**2024**	Job Satisfaction	Pay Satisfaction	Organization Satisfaction	Recommend Organization
Pension Benefit Guaranty Corporation	82	83	84	87	90	79	90	91
OFFICE OF GENERAL COUNSEL	78	76	80	85	91	66	89	94
OFFICE OF INFORMATION TECHNOLOGY	82	85	83	84	85	81	85	86

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. 20)

Contributed Positively to Agency Performance

Employees in my work unit contribute positively to my agency's performance. (Q. 21)

Produced High Quality Work

Employees in my work unit produce high-quality work. (Q. 22)

Adapted to Changing Priorities

Employees in my work unit adapt to changing priorities. (Q. 23)

Performance Confidence Index Component Scores and Trends

Agency	PC Index Trends				2024 PC Index Items			
	2021	2022	2023	**2024**	Met Needs	Contributed Positively	Quality Work	Adapted to Change
Governmentwide	84	84	84	84	88	86	83	80
Pension Benefit Guaranty Corporation	94	95	96	97	98	98	96	96
OFFICE OF POLICY & EXTERNAL AFFAIRS	93	98	99	100	100	100	100	100
OFFICE OF THE INSPECTOR GENERAL	98	98	99	100	100	100	100	100
OFFICE OF NEGOTIATIONS & RESTRUCTURING	98	98	99	99	98	100	98	98
OFFICE OF THE CHIEF FINANCIAL OFFICER	92	93	99	99	98	98	100	100
OFFICE OF MANAGEMENT & ADMINISTRATION	89	96	96	98	99	100	96	99
OFFICE OF INFORMATION TECHNOLOGY	92	94	94	97	99	98	95	94

Performance Confidence Index (continued)

Agency	PC Index Trends				2024 PC Index Items			
	2021	2022	2023	**2024**	Met Needs	Contributed Positively	Quality Work	Adapted to Change
Pension Benefit Guaranty Corporation	94	95	96	97	98	98	96	96
OFFICE OF GENERAL COUNSEL	99	96	97	96	97	97	97	95
OFFICE OF BENEFITS ADMINISTRATION	92	94	95	94	96	96	93	92

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

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. 73 and 74)

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. 75, 76, and 77)

Inclusion

The recognition, appreciation, and use of the talents and skills of employees of all backgrounds. (Q. 78, 79, 80, 81, and 82)

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. 83, 84, and 85)

DEIA Index Component Scores and Trends

Agency	DEIA Index Trends			2024 DEIA Subindices			
	2022	2023	**2024**	Diversity	Equity	Inclusion	Accessibility
Governmentwide	69	71	72	72	68	77	70
Pension Benefit Guaranty Corporation	86	86	88	87	87	90	89
OFFICE OF THE INSPECTOR GENERAL	97	99	97	100	93	94	100
OFFICE OF NEGOTIATIONS & RESTRUCTURING	92	95	93	94	88	93	96
OFFICE OF MANAGEMENT & ADMINISTRATION	88	86	93	93	89	92	97
OFFICE OF POLICY & EXTERNAL AFFAIRS	87	85	89	84	89	91	90

DEIA Index (continued)

Agency	DEIA Index Trends			2024 DEIA Subindices			
	2022	2023	**2024**	Diversity	Equity	Inclusion	Accessibility
Pension Benefit Guaranty Corporation	86	86	88	87	87	90	89
OFFICE OF GENERAL COUNSEL	84	84	87	85	89	92	82
OFFICE OF INFORMATION TECHNOLOGY	85	82	87	87	84	89	88
OFFICE OF BENEFITS ADMINISTRATION	83	82	86	84	85	87	88
OFFICE OF THE CHIEF FINANCIAL OFFICER	84	85	82	79	82	85	81

Employee Experience Index

The Employee Experience Index (EXI) is an outcome measure of employee engagement initially included on the 2022 FEVS.[1] It measures the extent to which employees are engaged by their work and their organization. The long-standing Employee Engagement Index (EEI), is a measure of the conditions for engagement, e.g., whether a workplace has the right environment to foster engaged employees. The new measure assesses whether employees actually experience the state of engagement and gives agencies another tool for assessing whether actions to improve engagement have had the intended effect.

The EXI is comprised of five items that measure work engagement (2 items), organizational engagement (2 items), and public service motivation (1 item). Work engagement measures the relationship between an employee and their specific job, while organizational engagement measures the relationship between an employee and their workplace.[2] Public service motivation was also found to be a key component of engagement for public sector employees.

Work Engagement

My job inspires me. (Q. 86)
The work I do gives me a sense of accomplishment. (Q. 87)

Organizational Engagement

I feel a strong personal attachment to my organization. (Q. 88)
I identify with the mission of my organization. (Q. 89)

Public Service Motivation

It is important to me that my work contribute to the common good. (Q. 90)

Employee Experience Index Component Scores

Agency	EXI Index 2023	EXI Index 2024	Q. 86	Q. 87	Q. 88	Q. 89	Q. 90
Governmentwide	73	74	63	76	62	79	92
Pension Benefit Guaranty Corporation	85	87	79	88	81	91	94
OFFICE OF THE INSPECTOR GENERAL	95	95	90	100	90	94	100
OFFICE OF NEGOTIATIONS & RESTRUCTURING	92	90	85	93	85	93	94

---

1 Included on the survey under a section heading of Employee Experience in 2022 these were items 85-89. In 2023 the survey section had the same heading and these were items 86-90.
2 Government at a Glance 2023 https://doi.org/10.1787/3d5c5d31-en.

Employee Experience Index (continued)

Agency	EXI Index		2024 EXI Index Items				
	2023	**2024**	Q. 86	Q. 87	Q. 88	Q. 89	Q. 90
Pension Benefit Guaranty Corporation	85	87	79	88	81	91	94
OFFICE OF BENEFITS ADMINISTRATION	85	88	81	90	84	94	94
OFFICE OF THE CHIEF FINANCIAL OFFICER	88	88	78	86	84	93	98
OFFICE OF POLICY & EXTERNAL AFFAIRS	84	86	81	88	81	89	93
OFFICE OF GENERAL COUNSEL	83	86	80	87	79	94	91
OFFICE OF INFORMATION TECHNOLOGY	82	83	76	85	75	87	93
OFFICE OF MANAGEMENT & ADMINISTRATION	81	80	69	81	70	83	96

Employee-Focused Performance Dimensions

Organizations are effective when policies and programs support the workforce. Hallmark dimensions assess whether workplace conditions include employee development, opportunities for employee voice in decision-making, and a focus on employee welfare and work-life needs. Characteristic dimensions assessed in the FEVS include:

Employee Development

The organization supports the development of employee skills through training, new assignments, etc. to encourage and strengthen high performance. (Q. 1, 10)

Employee Voice

Employee input is sought to influence decisions, management practices and, in general, to feel heard in decision-making. (Q. 25, 66, 67)

Employee Welfare

The organization ensures the safety and security of its employees. (Q. 36, 43, 44)

Work-Life Support

The organization supports a healthy balance of job and life responsibilities. (Q. 5, 34, 49, 63)

Employee-Focused Performance Dimension Scores

Agency	2024 Employee-Focused Dimensions			
	Employee Development	Employee Voice	Employee Welfare	Work-Life Support
Governmentwide	69	57	79	71
Pension Benefit Guaranty Corporation	90	78	92	92
OFFICE OF BENEFITS ADMINISTRATION	89	71	91	92
OFFICE OF GENERAL COUNSEL	91	79	87	93
OFFICE OF INFORMATION TECHNOLOGY	89	76	93	87
OFFICE OF MANAGEMENT & ADMINISTRATION	90	80	96	91
OFFICE OF NEGOTIATIONS & RESTRUCTURING	93	84	93	94
OFFICE OF POLICY & EXTERNAL AFFAIRS	89	77	95	99

Employee-Focused Performance Dimensions (continued)

Agency	2024 Employee-Focused Dimensions			
	Employee Development	Employee Voice	Employee Welfare	Work-Life Support
Pension Benefit Guaranty Corporation	90	78	92	92
OFFICE OF THE CHIEF FINANCIAL OFFICER	86	78	96	88
OFFICE OF THE INSPECTOR GENERAL	100	98	96	97

Agile Performance Dimensions

Effective organizations sense and adapt rapidly to new information, requirements, or strategically relevant conditions. Agile workplaces are capable of pivoting to meet evolving priorities, respond effectively to disruptions, plus take advantage of emerging opportunities to perform. Agility has become particularly relevant to performance post-Covid and to the future of work. Characteristic dimensions are resilience, innovation, and employee autonomy.

Autonomy

Employees are provided with the freedom to make decisions about how to accomplish their work. (Q. 13, 14)

Innovation

The organization supports the development and implementation of new ideas and approaches.
(Q. 27, 29, 30, 64)

Resilience

Individuals, work units, and the entire organization responds effectively to challenges confronting them, as well as adapt and take advantage of opportunities. (Q. 28, 31, 42, 65)

Agile Performance Dimension Scores

Agency	2024 Agile Dimensions		
	Autonomy	Innovation	Resilience
Governmentwide	69	63	63
Pension Benefit Guaranty Corporation	81	85	86
OFFICE OF BENEFITS ADMINISTRATION	77	79	80
OFFICE OF GENERAL COUNSEL	82	85	86
OFFICE OF INFORMATION TECHNOLOGY	79	83	85
OFFICE OF MANAGEMENT & ADMINISTRATION	83	90	87
OFFICE OF NEGOTIATIONS & RESTRUCTURING	85	88	88
OFFICE OF POLICY & EXTERNAL AFFAIRS	81	93	86
OFFICE OF THE CHIEF FINANCIAL OFFICER	78	83	89
OFFICE OF THE INSPECTOR GENERAL	95	96	99

Goal-Oriented Performance Dimensions

Organizations are effective when focused on well-defined objectives with practices and policies that emphasize productivity, goal fulfillment, and performance management. Key dimensions include accountability, clarity about goals, performance feedback, and recognition.

Accountability

The organization emphasizes employee responsibility for their performance. (Q. 11, 16, 53)

Goal Clarity

The organization clearly defines its goals and priorities, and communicates them to employees. (Q. 26, 38)

Performance Feedback

Employees participate in constructive discussions to guide and motivate goal achievement. (Q. 12, 55, 56)

Recognition

Employees are acknowledged for their performance and contributions to the organization's mission. (Q. 17, 35, 69)

Goal-Oriented Performance Dimension Scores

2024 Goal-Oriented Dimensions

Agency	Accountability	Goal Clarity	Performance Feedback	Recognition
Governmentwide	87	82	76	55
Pension Benefit Guaranty Corporation	98	94	92	78
OFFICE OF BENEFITS ADMINISTRATION	97	95	94	75
OFFICE OF GENERAL COUNSEL	98	93	93	73
OFFICE OF INFORMATION TECHNOLOGY	99	93	92	79
OFFICE OF MANAGEMENT & ADMINISTRATION	98	93	92	82
OFFICE OF NEGOTIATIONS & RESTRUCTURING	98	95	92	78
OFFICE OF POLICY & EXTERNAL AFFAIRS	96	94	94	85

Note: Q16 is not included in the calculation of the Accountability performance dimension score since it has a different response scale.

Goal-Oriented Performance Dimensions (continued)

2024 Goal-Oriented Dimensions

Agency	Accountability	Goal Clarity	Performance Feedback	Recognition
Pension Benefit Guaranty Corporation	98	94	92	78
OFFICE OF THE CHIEF FINANCIAL OFFICER	98	91	86	74
OFFICE OF THE INSPECTOR GENERAL	100	100	97	96

Note: Q16 is not included in the calculation of the Accountability performance dimension score since it has a different response scale.

Foundations Performance Dimensions

Organizations are effective when policies and programs support the workforce. Hallmark dimensions assess whether workplace conditions include employee development, opportunities for employee voice in decision-making, and a focus on employee welfare and work-life needs. Characteristic dimensions assessed in the FEVS include:

Communication

Management conveys relevant information to its employees. (Q. 40, 60, 68)

Cooperation

Employees work together to achieve collective goals. (Q. 15, 18)

Customer Responsiveness

The work unit prioritizes understanding and responding to customer needs. (Q. 32, 33)

Merit Principles

The organization ensures that Federal personnel management practices support fairness and protect employees. (Q. 8, 45)

Performance Resources

The organization supports employees with the necessary resources (i.e., information, staff, skills) required for successful job performance. (Q. 9, 19, 24)

Foundations Performance Dimension Scores

Agency	2024 Foundations Dimensions				
	Communication	Cooperation	Customer Responsiveness	Merit Principles	Performance Resources
Governmentwide	59	82	73	64	72
Pension Benefit Guaranty Corporation	83	93	91	80	90
OFFICE OF BENEFITS ADMINISTRATION	84	90	88	72	87
OFFICE OF GENERAL COUNSEL	76	96	89	87	93
OFFICE OF INFORMATION TECHNOLOGY	83	95	92	74	87

Foundations Performance Dimensions (continued)

2024 Foundations Dimensions

Agency	Communication	Cooperation	Customer Responsiveness	Merit Principles	Performance Resources
Pension Benefit Guaranty Corporation	83	93	91	80	90
OFFICE OF MANAGEMENT & ADMINISTRATION	83	93	96	83	91
OFFICE OF NEGOTIATIONS & RESTRUCTURING	88	98	93	82	96
OFFICE OF POLICY & EXTERNAL AFFAIRS	87	92	88	85	94
OFFICE OF THE CHIEF FINANCIAL OFFICER	78	89	93	80	86
OFFICE OF THE INSPECTOR GENERAL	100	100	92	100	96

Telework & Remote Work Item Results

OPM distinguishes between telework and remote work with telework defined as "a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position...from an approved worksite other than the location from which the employee would otherwise work" codified at 5 U.S.C. 6501(3). Remote work is defined in OPM guidance as "an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis."

Telework and Remote Work Status

Item	2023	2024
Please select the response that BEST describes your current teleworking schedule. (Q. 91)		
I telework every work day (i.e., remote work agreement)	16%	**35%**
I telework 3 or 4 days per week	68%	**49%**
I telework 1 or 2 days per week	15%	**14%**
I telework, but only about 1 or 2 days per month	1%	**<1%**
I telework very infrequently, on an unscheduled or short-term basis	<1%	**<1%**
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%	**0%**
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	<1%	**0%**
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	0%	**0%**
I do not telework because I choose not to telework	1%	**1%**

Only those who responded "I telework every work day," to Question 91 received Question 91a.

What is your current remote work status? (Q. 91a)

Item	2023	2024
I do not have an approved remote work agreement	4%	**2%**
I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away)	59%	**36%**
I have an approved remote work agreement and live **inside** the local commuting area (less than 50 miles away)	37%	**61%**
I do not know	1%	**<1%**

Decision Aid: Increases

Identifying Increases Since 2023

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.

70 Items Increased Since 2023

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 2024

Top Pos/Neg These items are in your top positive or top negative

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Increase Since 2023
My organization has prepared me for potential physical security threats. (Q. 43)	82	89	8	2	+7
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 57)	71	78	13	▬ 9	+7
My organization meets my accessibility needs. (Q. 85)	83	90	8	3	+7
My organization responds to my accessibility needs in a timely manner. (Q. 84)	81	87	10	3	+6
Considering everything, how satisfied are you with your pay? (Q. 71)	73	79	11	▬ 10	+6
My organization's senior leaders maintain high standards of honesty and integrity. (Q. 58)	78	84	10	6	+6
Management encourages innovation. (Q. 64)	76	82	13	5	+6
I have a high level of respect for my organization's senior leaders. (Q. 62)	78	84	10	6	+6
I can easily make a request of my organization to meet my accessibility needs. (Q. 83)	85	90	7	3	+5

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	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Increase Since 2023
Management makes effective changes to address challenges facing our organization. (Q. 65)	78	83	12	5	+5
How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 68)	78	83	10	6	+5
Senior leaders demonstrate support for Work-Life programs. (Q. 63)	85	90	8	3	+5
Information is openly shared in my organization. (Q. 40)	78	83	10	8	+5
My organization has prepared me for potential cybersecurity threats. (Q. 44)	92	+ 97	2	1	+5
My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). (Q. 27)	79	84	12	4	+5
Employees in my work unit consistently look for new ways to improve how they do their work. (Q. 29)	83	87	9	4	+4
In my work unit, differences in performance are recognized in a meaningful way. (Q. 17)	63	67	20	▬ 13	+4
I feel a strong personal attachment to my organization. (Q. 88)	77	81	13	6	+4
My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS). (Q. 39)	89	93	5	3	+4
I can influence decisions in my work unit. (Q. 25)	80	83	13	4	+3
In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated. (Q. 45)	72	75	14	▬ 10	+3
My work unit successfully manages disruptions to our work. (Q. 28)	86	89	9	2	+3
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal. (Q. 8)	82	85	9	6	+3
I receive the training I need to do my job well. (Q. 10)	87	90	7	3	+3
I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit. (Q. 75)	83	86	7	8	+3
My organization effectively adapts to changing government priorities. (Q. 42)	86	89	9	2	+3

Decision Aid: Increases (continued)

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Increase Since 2023
The work I do gives me a sense of accomplishment. (Q. 87)	85	88	7	5	+3
Considering everything, how satisfied are you with your organization? (Q. 72)	87	90	6	4	+3
My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities). (Q. 73)	82	85	10	6	+3
My talents are used well in the workplace. (Q. 6)	82	85	7	▬ 8	+3
Employees in my work unit support my need to balance my work and personal responsibilities. (Q. 34)	91	94	5	2	+3
Management involves employees in decisions that affect their work. (Q. 66)	69	72	18	▬ 10	+3
Employees in my work unit make me feel I belong. (Q. 78)	89	91	7	2	+2
I am given a real opportunity to improve my skills in my organization. (Q. 1)	87	89	6	5	+2
Employees in my work unit incorporate new ideas into their work. (Q. 30)	84	86	10	4	+2
My workload is reasonable. (Q. 5)	86	88	6	6	+2
Employees are recognized for providing high quality products and services. (Q. 35)	82	84	10	6	+2
Considering everything, how satisfied are you with your job? (Q. 70)	88	90	6	4	+2
Supervisors in my work unit support employee development. (Q. 48)	91	93	4	2	+2
I have the autonomy to decide how I do my job. (Q. 13)	83	85	8	7	+2
Employees in my work unit care about me as a person. (Q. 79)	88	90	8	2	+2
I can make decisions about my work without getting permission first. (Q. 14)	74	76	13	▬ 11	+2
My job inspires me. (Q. 86)	77	79	14	7	+2
Employees in my work unit approach change as an opportunity. (Q. 31)	79	81	15	4	+2
Employees in my work unit consistently look for ways to improve customer service. (Q. 33)	86	88	10	2	+2

Decision Aid: Increases (continued)

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Increase Since 2023
In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements). (Q. 77)	85	87	8	6	+2
I believe the results of this survey will be used to make my agency a better place to work. (Q. 47)	77	78	13	▬ 9	+1
Managers communicate the goals of the organization. (Q. 59)	87	88	8	4	+1
The people I work with cooperate to get the job done. (Q. 15)	94	95	2	3	+1
Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 60)	83	84	8	▬ 8	+1
I feel encouraged to come up with new and better ways of doing things. (Q. 2)	84	85	8	7	+1
Employees are protected from health and safety hazards on the job. (Q. 36)	90	91	7	2	+1
Employees in my work unit consider customer needs a top priority. (Q. 32)	93	94	4	1	+1
I have enough information to do my job well. (Q. 9)	91	92	5	4	+1
My work gives me a feeling of personal accomplishment. (Q. 3)	86	87	7	5	+1
I can be successful in my organization being myself. (Q. 82)	88	89	7	5	+1
Employees in my work unit adapt to changing priorities. (Q. 23)	95	96	4	1	+1
I am comfortable expressing opinions that are different from other employees in my work unit. (Q. 80)	87	88	7	5	+1
I know how my work relates to the agency's goals. (Q. 7)	96	✚ 97	1	1	+1
Employees in my work unit contribute positively to my agency's performance. (Q. 21)	97	✚ 98	1	1	+1
I have a clear idea of how well I am doing my job. (Q. 12)	93	94	4	2	+1
My supervisor listens to what I have to say. (Q. 50)	94	95	4	2	+1
My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q. 19)	94	95	3	2	+1

Decision Aid: Increases (continued)

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Increase Since 2023
My supervisor provides me with performance feedback throughout the year. (Q. 56)	93	94	4	2	+1
How satisfied are you with the recognition you receive for doing a good job? (Q. 69)	81	82	12	6	+1
My organization is successful at accomplishing its mission. (Q. 37)	95	+ 96	3	1	+1
New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs. (Q. 24)	82	83	13	4	+1
My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development). (Q. 74)	88	89	8	3	+1
I recommend my organization as a good place to work. (Q. 46)	90	91	6	3	+1
How satisfied are you with your involvement in decisions that affect your work? (Q. 67)	78	79	14	8	+1

Decision Aid: Decreases

Identifying Decreases Since 2023

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.

8 Items Decreased Since 2023

	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 2024	**Top Pos/Neg** These items are in your top positive or top negative

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Decrease Since 2023
I have trust and confidence in my supervisor. (Q. 52)	92	90	6	4	-2
My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments). (Q. 76)	89	88	7	6	-1
I have a good understanding of my organization's priorities. (Q. 38)	93	92	5	3	-1
It is important to me that my work contribute to the common good. (Q. 90)	95	94	5	1	-1
Overall, how good a job do you feel is being done by your immediate supervisor? (Q. 54)	92	91	6	2	-1
I know what is expected of me on the job. (Q. 4)	95	94	3	3	-1
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q. 61)	88	87	9	4	-1
My supervisor provides me with constructive suggestions to improve my job performance. (Q. 55)	89	88	9	3	-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 2023

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.

11 Items Did Not Change Since 2023

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	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Change Since 2023
In my work unit, people's differences are respected. (Q. 81)	90	90	8	2	**0**
My supervisor holds me accountable for achieving results. (Q. 53)	98	+ 98	1	1	**0**
The approval process in my organization allows timely delivery of my work. (Q. 41)	83	83	8	− 9	**0**
I am held accountable for the quality of work I produce. (Q. 11)	97	+ 97	2	0	**0**
Employees in my work unit share job knowledge. (Q. 18)	91	91	5	4	**0**
My supervisor treats me with respect. (Q. 51)	95	95	3	2	**0**
Employees in my work unit produce high-quality work. (Q. 22)	96	+ 96	3	0	**0**
Employees in my work unit meet the needs of our customers. (Q. 20)	98	+ 98	2	0	**0**
My supervisor supports my need to balance work and other life issues. (Q. 49)	96	+ 96	3	1	**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.

Decision Aid: No Change (continued)

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Change Since 2023
I know what my work unit's goals are. (Q. 26)	96	+ 96	2	2	**0**
I identify with the mission of my organization. (Q. 89)	91	91	7	2	**0**

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)	2024 G'wide
‡1. I am given a real opportunity to improve my skills in my organization.	89%	72%
2. I feel encouraged to come up with new and better ways of doing things.	85%	67%
3. My work gives me a feeling of personal accomplishment.	87%	74%
4. I know what is expected of me on the job.	94%	82%
‡5. My workload is reasonable.	88%	63%
‡6. My talents are used well in the workplace.	85%	66%
‡7. I know how my work relates to the agency's goals.	97%	86%
‡8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	85%	72%
9. I have enough information to do my job well.	92%	74%

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

Item	0	PBGC Low ▼ High	100	2024 G'wide
10. I receive the training I need to do my job well.		90%		67%
11. I am held accountable for the quality of work I produce.		97%		87%
12. I have a clear idea of how well I am doing my job.		94%		77%
13. I have the autonomy to decide how I do my job.		85%		73%
14. I can make decisions about my work without getting permission first.		76%		65%

My Work Unit

Item	0	PBGC Low ▼ High	100	2024 G'wide
‡15. The people I work with cooperate to get the job done.		95%		83%
16. See Performance Section.				
‡17. In my work unit, differences in performance are recognized in a meaningful way.		67%		47%
18. Employees in my work unit share job knowledge.		91%		82%
‡19. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.		95%		81%
20. Employees in my work unit meet the needs of our customers.		98%		88%
21. Employees in my work unit contribute positively to my agency's performance.		98%		86%
22. Employees in my work unit produce high-quality work.		96%		83%

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

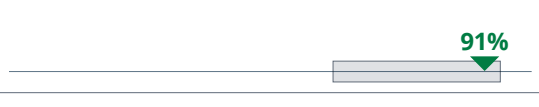| Item		PBGC Low — High (0–100)	2024 G'wide
23.	Employees in my work unit adapt to changing priorities.	96%	80%
24.	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	83%	61%
25.	I can influence decisions in my work unit.	83%	70%
26.	I know what my work unit's goals are.	96%	85%
27.	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	84%	57%
28.	My work unit successfully manages disruptions to our work.	89%	70%
29.	Employees in my work unit consistently look for new ways to improve how they do their work.	87%	67%
30.	Employees in my work unit incorporate new ideas into their work.	86%	68%
31.	Employees in my work unit approach change as an opportunity.	81%	59%
32.	Employees in my work unit consider customer needs a top priority.	94%	78%
33.	Employees in my work unit consistently look for ways to improve customer service.	88%	67%
34.	Employees in my work unit support my need to balance my work and personal responsibilities.	94%	74%
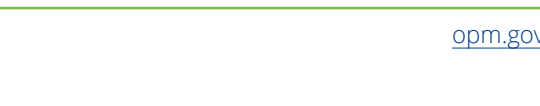
Performance

Item	2024 Agency	2024 G'wide
16. In my work unit, poor performers usually (select all that apply):		
Remain in the work unit and improve their performance over time	19%	**18%**
Remain in the work unit and continue to underperform	16%	**40%**
Leave the work unit — removed or transferred	7%	**10%**
Leave the work unit — quit	3%	**6%**
There are no poor performers in my work unit	34%	**20%**
Do not know	28%	**21%**

Note: The sum of the percentages may not equal 100 because respondents could select more than one response.

My Organization

Item	PBGC — Low / High (0–100)	2024 G'wide
35. Employees are recognized for providing high quality products and services.	84%	62%
36. Employees are protected from health and safety hazards on the job.	91%	79%
37. My organization is successful at accomplishing its mission.	96%	80%
38. I have a good understanding of my organization's priorities.	92%	79%
39. My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	93%	73%
40. Information is openly shared in my organization.	83%	58%
41. The approval process in my organization allows timely delivery of my work.	83%	56%
42. My organization effectively adapts to changing government priorities.	89%	67%

Appendix A: Item Results and Benchmarks (continued)

Item	PBGC	2024 G'wide
43. My organization has prepared me for potential physical security threats.	89%	77%
44. My organization has prepared me for potential cybersecurity threats.	97%	83%
45. In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	75%	56%
‡46. I recommend my organization as a good place to work.	91%	69%
‡47. I believe the results of this survey will be used to make my agency a better place to work.	78%	49%

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

My Supervisor

Item	PBGC	2024 G'wide
48. Supervisors in my work unit support employee development.	93%	79%
49. My supervisor supports my need to balance work and other life issues.	96%	85%
50. My supervisor listens to what I have to say.	95%	83%
51. My supervisor treats me with respect.	95%	87%
52. I have trust and confidence in my supervisor.	90%	78%
53. My supervisor holds me accountable for achieving results.	98%	88%
54. Overall, how good a job do you feel is being done by your immediate supervisor?	91%	79%

Appendix A: Item Results and Benchmarks (continued)

Item		PBGC Low ▾ High 0 100	2024 G'wide
55.	My supervisor provides me with constructive suggestions to improve my job performance.	88%	73%
56.	My supervisor provides me with performance feedback throughout the year.	94%	77%

Leadership

Item		PBGC Low ▾ High 0 100	2024 G'wide
57.	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	78%	52%
58.	My organization's senior leaders maintain high standards of honesty and integrity.	84%	63%
‡59.	Managers communicate the goals of the organization.	88%	68%
60.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	84%	61%
61.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	87%	67%
62.	I have a high level of respect for my organization's senior leaders.	84%	64%
63.	Senior leaders demonstrate support for Work-Life programs.	90%	63%
64.	Management encourages innovation.	82%	60%

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

Appendix A: Item Results and Benchmarks (continued)

Item	0 Low [PBGC] High 100	2024 G'wide
65. Management makes effective changes to address challenges facing our organization.	83%	55%
66. Management involves employees in decisions that affect their work.	72%	48%

My Satisfaction

Item	0 Low [PBGC] High 100	2024 G'wide
‡67. How satisfied are you with your involvement in decisions that affect your work?	79%	54%
‡68. How satisfied are you with the information you receive from management on what's going on in your organization?	83%	56%
‡69. How satisfied are you with the recognition you receive for doing a good job?	82%	57%
‡70. Considering everything, how satisfied are you with your job?	90%	69%
71. Considering everything, how satisfied are you with your pay?	79%	59%
‡72. Considering everything, how satisfied are you with your organization?	90%	64%

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 Low ——— High	2024 G'wide
73. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	85%	71%
74. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	89%	74%
75. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	86%	68%
76. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	88%	72%
77. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	87%	64%
78. Employees in my work make me feel I belong.	91%	79%
79. Employees in my work unit care about me as a person.	90%	78%
80. I am comfortable expressing opinions that are different from other employees in my work unit.	88%	76%
81. In my work unit, people's differences are respected.	90%	77%
82. I can be successful in my organization being myself.	89%	76%
83. I can easily make a request of my organization to meet my accessibility needs.	90%	73%

Appendix A: Item Results and Benchmarks (continued)

Item		PBGC Low — High (0–100)	2024 G'wide
84.	My organization responds to my accessibility needs in a timely manner.	87%	67%
85.	My organization meets my accessibility needs.	90%	71%

Employee Experience

Item		PBGC Low — High (0–100)	2024 G'wide
86.	My job inspires me.	79%	63%
87.	The work I do gives me a sense of accomplishment.	88%	76%
88.	I feel a strong personal attachment to my organization.	81%	62%
89.	I identify with the mission of my organization.	91%	79%
90.	It is important to me that my work contribute to the common good.	94%	92%

Appendix A: Item Results and Benchmarks (continued)

Workplace Flexibilities

Item	2024 Agency	2024 G'wide
91. Please select the response that BEST describes your current teleworking schedule.		
I telework every work day (i.e., remote work agreement)	35%	**13%**
I telework 3 or 4 days per week	49%	**21%**
I telework 1 or 2 days per week	14%	**20%**
I telework, but only about 1 or 2 days per month	<1%	**4%**
I telework very infrequently, on an unscheduled or short-term basis	<1%	**11%**
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%	**5%**
I do not telework because I choose not to telework	1%	**4%**

Only those who responded "I telework every work day," to Question 91 received Question 91a.
91a. What is your current remote work status?

Item	2024 Agency	2024 G'wide
I do not have an approved remote work agreement	2%	**5%**
I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away)	36%	**36%**
I have an approved remote work agreement and live **inside** the local commuting area (less than 50 miles away)	61%	**55%**
I do not know	<1%	**4%**

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

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	89%	
2		86%	FERC, GSA
4		82%	OMB
		73%	Governmentwide

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	89%	
1		89%	NIGC
3		86%	NEH, OSC
5		85%	FLRA
		77%	Small Agencies

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	87%
2	GSA	82%
3	FERC	80%
	Governmentwide	65%

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	89%
2	NEH	88%
3	PBGC	87%
	Small Agencies	70%

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	PBGC	97%
2	FTC	96%
3	GSA	94%
	Governmentwide	84%

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	OSC	98%
2	PBGC	97%
3	STB	96%
	Small Agencies	91%

Appendix B: Index Benchmarks (continued)

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

The DEIA 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).

DEIA Index Benchmarks: Governmentwide

Rank	Agency	Score
1	PBGC	88%
2	FTC, FERC, GSA	85%
5	DOE	81%
	Governmentwide	72%

In addition to looking at your agency's DEIA Index 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 Index Benchmarks: Small Agencies

Rank	Agency	Score
1	OSC	88%
1	PBGC	88%
3	NEH	85%
4	FCA, NIGC	84%
	Small Agencies	78%

Diversity Subindex

Diversity Subindex Benchmarks: Governmentwide

1	PBGC	87%
2		85% FTC
3		84% GSA, FERC, NCUA
		72% Governmentwide

In addition to looking at your agency's Diversity Subindex 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 Subindex Benchmarks: Small Agencies

1	PBGC	87%
2		86% FCA
3		84% CNCS, NEH
		78% Small Agencies

Equity Subindex

Equity Subindex Benchmarks: Governmentwide

1 PBGC — 87%
2 83% FTC
3 82% GSA, FERC
68% Governmentwide

In addition to looking at your agency's Equity Subindex 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 Subindex Benchmarks: Small Agencies

1 PBGC — 87%
2 85% OSC, DNFSB
4 82% NIGC, FLRA, USITC
74% Small Agencies

Inclusion Subindex

Inclusion Subindex Benchmarks: Governmentwide

1	PBGC	90%
1	90%	FTC
3	88%	GSA, FERC
5	87%	OMB
	77%	Governmentwide

In addition to looking at your agency's Inclusion Subindex 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 Subindex Benchmarks: Small Agencies

1	93%	OSC
2	90%	NEH
2	PBGC	90%
4	88%	NIGC
	83%	Small Agencies

Accessibility Subindex

Accessibility Subindex Benchmarks: Governmentwide

Rank	Agency	Value
1	PBGC	89%
2	FERC	86%
3	GSA	84%
	Governmentwide	70%

In addition to looking at your agency's Accessibility Subindex 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 Subindex Benchmarks: Small Agencies

Rank	Agency	Value
1	OSC	93%
2	PBGC	89%
3	FEC, NEH, STB	86%
	Small Agencies	77%

Employee Experience Index

The Employee Experience 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).

Employee Experience Index Benchmarks: Governmentwide

Rank	Agency	Score
1	OMB	87%
1	PBGC	87%
3	FTC	86%
4	EEOC, EPA	84%
	Governmentwide	74%

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

Employee Experience Index Benchmarks: Small Agencies

Rank	Agency	Score
1	OSC	91%
2	NEH	90%
3	NIGC, OMB	87%
3	PBGC	87%
	Small Agencies	79%

Appendix C: Demographic Item Results

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

Employment Demographics

Item	2024 Percentages
Where do you work?	
Headquarters	68
Field	<1
Full-time telework (e.g., home office, telecenter)	32
What is your supervisory status?	
Senior Leader	5
Manager	5
Supervisor	14
Team Leader	9
Non-Supervisor	68
What is your pay category/grade?	
Federal Wage System	<1
GS 1-6	2
GS 7-12	16
GS 13-15	77
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	89
Currently in National Guard or Reserves	1
Retired	3
Separated or Discharged	7

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

Appendix C: Demographic Item Results (continued)

Item	2024 Percentages
Are you the spouse… *(select all that apply)*	
of a current active-duty service member of the U.S. Armed Forces (to include active national guard and reserve duty).	1
of a Veteran of the U.S. Armed Forces and married to them before or during their active service.	2
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	1
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	<1
of a service member who died (i.e., widow or widower) as a result of their service to the U.S. Armed Forces.	<1
None of the spouse categories listed.	95

If the response to the previous question on if you are a military spouse was "None of the spouse categories listed," this item was skipped.
Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

Yes	10
No	90

Are you the child, parent, or next of kin (excluding spouse)…
(select all that apply)

of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	3
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	<1
of a service member who died as a result of their service to the U.S. Armed Forces.	1
None of the child, parent, or next of kin categories listed	97

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

Less than 1 year	2
1 to 3 years	11
4 to 5 years	8
6 to 10 years	15
11 to 14 years	15
15 to 20 years	18
More than 20 years	32

Notes: Demographic results are unweighted. The sum of percentages may not equal 100 due to rounding. Percentages to military spouse and next of kin items may add to more than 100 because respondents could choose more than one response option.

Appendix C: Demographic Item Results (continued)

Item	2024 Percentages
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	
Less than 1 year	3
1 to 3 years	20
4 to 5 years	10
6 to 10 years	16
11 to 14 years	10
15 to 20 years	16
More than 20 years	24
Are you considering leaving your organization within the next year, and if so, why?	
No	86
Yes, to retire	4
Yes, to take another job within the Federal Government	6
Yes, to take another job outside the Federal Government	1
Yes, other	2

If the response to the previous question on your intent to leave was "No," this item was skipped.

Item	2024 Percentages
Has your work unit's telework or remote work options influenced your intent to leave?	
Yes	31
No	69
I am planning to retire in:	
Less than 1 year	2
1 year	3
2 years	5
3 years	5
4 years	4
5 years	5
More than 5 years	75

Appendix C: Demographic Item Results (continued)

Personal Demographics

Item	2024 Percentages
Are you of Hispanic, Latino, or Spanish origin?	
Yes	4
No	96
Are you:	
White	44
Black or African American	40
All other races	15
What is your age group?	
29 years and under	5
30-39 years old	21
40-49 years old	23
50-59 years old	30
60 years or older	22
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	12
Bachelor's Degree	38
Advanced Degrees (Post Bachelor's Degree)	48
Are you an individual with a disability?	
Yes	18
No	82
What is your gender?	
Male	45
Female	54
Non-binary	0
I use a different term	1
Are you transgender?	
Yes	—
No	—

Notes: Demographic results are unweighted. The sum of percentages may not equal 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.

Item	2024 Percentages
Which one of the following best represents how you think of yourself?	
Lesbian or gay	5
Straight, that is, not lesbian or gay	91
Bisexual	2
I use a different term	1

Notes: Demographic results are unweighted. The sum of percentages may not equal 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
Peace Corps
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

Very Small Agencies (<100 employees)

AbilityOne Commission
Advisory Council on Historic Preservation
African Development Foundation
American Battle Monuments Commission
Commission on Civil Rights
Farm Credit System Insurance Corporation
Federal Permitting Improvement Steering Council
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
Privacy and Civil Liberties Oversight Board
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 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 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 2024.

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 2024.

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 and first 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 FEVS administrations.

Websites

FEVS Website

Agencies and the general public can access governmentwide data reports, as well as special topic reports produced from the FEVS. This website includes results from the 2015 administration of the survey to the present. Access the FEVS website at www.opm.gov/FEVS.

Public Release Data File (PRDF)

A public use data set is available for the FEVS and can be requested by completing the form available at: www.opm.gov/fevs/public-data-file. Note: The 2024 PRDF will be available in the spring of 2025.

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.

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.

OPM

United States Office of Personnel Management
Workforce Policy and Innovation/Strategic Workforce Planning

1900 E Street, NW
Washington, DC 20415

opm.gov/FEVS