

Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

Small Agency Management Report Selective Service System

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About the 2022 OPM FEVS

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

Changes to the 2022 Survey

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

Understanding Your Results

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

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

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

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

Identifying Strengths, Challenges and Neutral Findings

65 percent positive or higher is considered a strength

35 percent negative or higher is considered a challenge

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






Identifying Increases and Decreases

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

Respondent Overview

The Unique Characteristics of Selective Service System Respondents

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

 Men	58%
 Agency Tenure of 4-10 Years	42%
 Federal Tenure of 11+ Years	47%
 Advanced Degrees (Post Bachelor's Degree)	36%
 Pay Grades 7 to 12	59%

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

SSS Response Rate

58% (63 out of 108 employees responded)

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

Overall 2021 Response Rate: **72%**

Component Response Rates

57% Operations Directorate (Agency Level)

Agency results have a margin of error of +/- 11%

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
Small Agencies, Combined	69	75	76	75	63	84	77
Selective Service System	71	82	84	80	77	86	78
Operations Directorate (Agency Level)	—	—	79	77	72	85	74

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
Small Agencies, Combined	65	72	70	67	71	62	66	70
Selective Service System	61	80	78	73	75	73	77	67
Operations Directorate (Agency Level)	—	—	74	70	73	71	73	62

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
Small Agencies, Combined	92	91	90	92	92	90	87
Selective Service System	93	95	87	91	89	87	82
Operations Directorate (Agency Level)	—	91	84	89	87	84	78

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

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

Diversity

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

Equity

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

Inclusion

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

Accessibility

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

DEIA Component Scores

Agency	DEIA	2022 DEIA Subindices			
	2022	Diversity	Equity	Inclusion	Accessibility
Small Agencies, Combined	75	76	70	80	74
Selective Service System	80	83	75	83	80
Operations Directorate (Agency Level)	78	82	73	81	75

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.

9 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
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Item	2021 Positive	2022 Positive	2022 Neutral	2022 Negative	Increase Since 2021
In my work unit, differences in performance are recognized in a meaningful way. (Q. 16)	61	 65	17	 18	+4
Senior leaders demonstrate support for Work-Life programs. (Q. 61)	88	 91	3	6	+3
My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q. 18)	86	 89	5	7	+3
I know how my work relates to the agency's goals. (Q. 7)	87	 90	5	5	+3
My supervisor is committed to a workforce representative of all segments of society. (Q. 45)	84	 86	12	2	+2
I have trust and confidence in my supervisor. (Q. 50)	84	 86	7	7	+2
I know what is expected of me on the job. (Q. 4)	82	 83	5	12	+1
My supervisor supports my efforts to stay healthy and safe while working. (Q. 98)	97	 98	2	0	+1
Employees are recognized for providing high quality products and services. (Q. 35)	79	 80	8	12	+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: 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.

33 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
Employees in my work unit adapt to changing priorities. (Q. 22)	97	82	11	6	-15
Supervisors in my work unit support employee development. (Q. 46)	95	82	14	3	-13
I believe the results of this survey will be used to make my agency a better place to work. (Q. 44)	75	62	16	22	-13
My work gives me a feeling of personal accomplishment. (Q. 3)	81	69	17	14	-12
Employees are protected from health and safety hazards on the job. (Q. 36)	92	82	13	5	-10
How satisfied are you with your involvement in decisions that affect your work? (Q. 65)	80	70	17	13	-10
My organization's senior leaders maintain high standards of honesty and integrity. (Q. 56)	85	75	16	9	-10
I recommend my organization as a good place to work. (Q. 43)	77	67	23	10	-10
My organization is successful at accomplishing its mission. (Q. 37)	84	76	13	10	-8

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

Decision Aid: Decreases (continued)

Item	2021 Positive	2022 Positive	2022 Neutral	2022 Negative	Decrease Since 2021
How satisfied are you with the recognition you receive for doing a good job? (Q. 67)	74	67	21	12	-7
Employees in my work unit contribute positively to my agency's performance. (Q. 20)	96	+89	6	5	-7
Employees in my work unit produce high-quality work. (Q. 21)	94	87	8	5	-7
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 55)	81	74	12	-14	-7
Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 58)	78	71	14	-14	-7
My workload is reasonable. (Q. 5)	80	74	12	-15	-6
My supervisor listens to what I have to say. (Q. 48)	88	82	14	4	-6
Considering everything, how satisfied are you with your job? (Q. 68)	81	75	12	12	-6
I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q. 8)	78	72	17	10	-6
Managers communicate the goals of the organization. (Q. 57)	87	82	9	10	-5
Considering everything, how satisfied are you with your pay? (Q. 69)	78	73	13	-13	-5
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q. 59)	76	71	24	5	-5
My talents are used well in the workplace. (Q. 6)	75	70	11	-18	-5
My supervisor creates an environment where I can voice my concerns about staying healthy and safe. (Q. 99)	92	+88	11	2	-4
Employees in my work unit meet the needs of our customers. (Q. 19)	95	+91	4	5	-4
My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite. (Q. 97)	91	87	8	4	-4
The people I work with cooperate to get the job done. (Q. 14)	89	85	10	5	-4
How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 66)	83	80	10	9	-3
My organization's senior leaders support policies and procedures to protect employee health and safety. (Q. 96)	96	+94	6	0	-2

Decision Aid: Decreases (continued)

Item	2021 Positive	2022 Positive	2022 Neutral	2022 Negative	Decrease Since 2021
I feel encouraged to come up with new and better ways of doing things. (Q. 2)	79	77	14	9	-2
Overall, how good a job do you feel is being done by your immediate supervisor? (Q. 52)	88	87	8	5	-1
I am given a real opportunity to improve my skills in my organization. (Q. 1)	84	83	8	9	-1
My supervisor supports my need to balance work and other life issues. (Q. 47)	96	+95	3	1	-1
I have a high level of respect for my organization's senior leaders. (Q. 60)	85	84	7	9	-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.

2 Items Did Not Change Since 2021



Strength

These items are 65 percent positive or higher



Caution

These items are 30 percent neutral or higher



Challenge

These items are 35 percent negative or higher



Top Pos/Neg

These items are in your top positive or top negative

Item	2021 Positive	2022 Positive	2022 Neutral	2022 Negative	Change Since 2021
My supervisor treats me with respect. (Q. 49)	93	93	7	0	0
Considering everything, how satisfied are you with your organization? (Q. 70)	77	77	9	14	0

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

Appendix A: Item Results and Benchmarks

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

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

My Work Experience

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

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

Appendix A: Item Results and Benchmarks (continued)

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

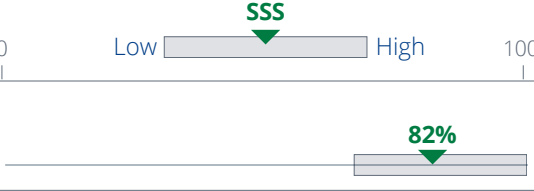



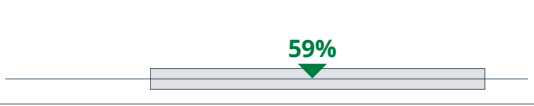



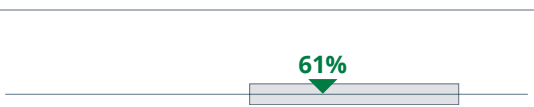



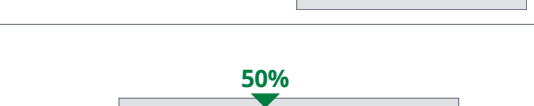
* Item 12 is negatively worded, so percent positive scores include “Strongly Disagree” or “Disagree” responses and percent negative scores include “Strongly Agree” or “Agree” responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce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

My Work Unit

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

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

Appendix A: Item Results and Benchmarks (continued)

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

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

Appendix A: Item Results and Benchmarks (continued)

Performance

Item	2022 Agency	2022 Small Agencies, Combined
15. In my work unit, poor performers usually (select all that apply):		
Remain in the work unit and improve their performance over time	24%	16%
Remain in the work unit and continue to underperform	33%	28%
Leave the work unit — removed or transferred	6%	7%
Leave the work unit — quit	6%	6%
There are no poor performers in my work unit	28%	31%
Do Not Know	14%	23%

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

My Organization

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

Appendix A: Item Results and Benchmarks (continued)

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

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

My Supervisor

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

Appendix A: Item Results and Benchmarks (continued)

Leadership

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

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

Appendix A: Item Results and Benchmarks (continued)





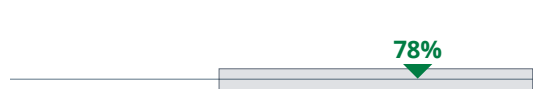







My Satisfaction

Item		2022 Small Agencies, Combined
‡65. How satisfied are you with your involvement in decisions that affect your work?		56%
‡66. How satisfied are you with the information you receive from management on what's going on in your organization?		59%
‡67. How satisfied are you with the recognition you receive for doing a good job?		61%
‡68. Considering everything, how satisfied are you with your job?		71%
69. Considering everything, how satisfied are you with your pay?		62%
‡70. Considering everything, how satisfied are you with your organization?		66%

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

Appendix A: Item Results and Benchmarks (continued)


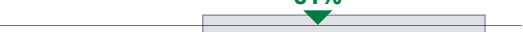




Diversity, Equity, Inclusion, and Accessibility

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

Appendix A: Item Results and Benchmarks (continued)

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

Employee Experience

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

Appendix A: Item Results and Benchmarks (continued)

Pandemic, Transition to the Worksite, Workplace Flexibilities

Item	2022 Agency	2022 Small Agencies, Combined
90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?		
100% of my work time	5%	8%
At least 75% but less than 100%	8%	7%
At least 50% but less than 75%	4%	7%
At least 25% but less than 50%	19%	20%
Less than 25%	39%	26%
I am not currently required to be physically present at my agency worksite	25%	32%
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)	18%	24%
I telework 3 or more days per week	57%	46%
I telework 1 or 2 days per week	16%	19%
I telework, but only about 1 or 2 days per month	2%	1%
I telework very infrequently, on an unscheduled or short-term basis	1%	2%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	2%	4%
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%	1%
I do not telework because I choose not to telework	3%	2%
<i>Only those who responded "I have an approved remote work agreement," to Question 91 received Question 91a.</i>		
91a. What is your current remote work status?		
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	36%	32%
I have an approved remote work agreement and live within the local commuting area (less than 50 miles away)	64%	68%
92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?		
Yes	33%	35%
No	67%	65%

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

Appendix A: Item Results and Benchmarks (continued)

Item	2022 Agency	2022 Small Agencies, Combined
93. Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so why?		
No	75%	78%
Yes, to retire	10%	4%
Yes, to take another job within my Agency	2%	1%
Yes, to take another job within the Federal Government	11%	11%
Yes, to take another job outside the Federal Government	0%	3%
Yes, other	2%	5%
94. My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.		
Strongly Agree	48%	25%
Agree	31%	33%
Neither Agree nor Disagree	18%	22%
Disagree	2%	10%
Strongly Disagree	2%	10%
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	3%	8%
Some employees are physically present on the worksite and others telework or work remotely	80%	70%
No employees in my work unit are physically present on the worksite, we all work remotely	12%	16%
Other	5%	5%

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

Item	0	Low	High	100	2022 Small Agencies, Combined
96. My organization's senior leaders support policies and procedures to protect employee health and safety.			SSS		
				94%	77%
97. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.				87%	72%
98. My supervisor supports my efforts to stay healthy and safe while working.				98%	91%
99. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.				88%	87%

Appendix A: Item Results and Benchmarks (continued)

Paid Parental Leave

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

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

Appendix B: Index Benchmarks

Employee Engagement Index

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

Employee Engagement Index Benchmarks: Small Agencies, Combined



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

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



Appendix B: Index Benchmarks (continued)

Global Satisfaction Index

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

Global Satisfaction Index Benchmarks: Small Agencies, Combined



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

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



Appendix B: Index Benchmarks (continued)

Performance Confidence Index

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

Performance Confidence Index Benchmarks: Small Agencies, Combined



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

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



Appendix B: Index Benchmarks (continued)

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

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

DEIA Benchmarks: Small Agencies, Combined



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

DEIA Benchmarks: Small Agencies (100–999 employees)



Appendix B: Index Benchmarks (continued)

Diversity Subindex

Diversity Benchmarks: Small Agencies, Combined



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

Diversity Benchmarks: Small Agencies (100–999 employees)



Appendix B: Index Benchmarks (continued)

Equity Subindex

Equity Benchmarks: Small Agencies, Combined



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

Equity Benchmarks: Small Agencies (100–999 employees)



Appendix B: Index Benchmarks (continued)

Inclusion Subindex

Inclusion Benchmarks: Small Agencies, Combined



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

Inclusion Benchmarks: Small Agencies (100–999 employees)



Appendix B: Index Benchmarks (continued)

Accessibility Subindex

Accessibility Benchmarks: Small Agencies, Combined



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

Accessibility Benchmarks: Small Agencies (100–999 employees)



Appendix C: Demographic Item Results

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

Employment Demographics

Item	2022 Percentages
Where do you work?	
Headquarters	33
Field	42
Full-time telework (e.g., home office, telecenter)	25
What is your supervisory status?	
Senior Leader	9
Manager	15
Supervisor	7
Team Leader	15
Non-Supervisor	55
What is your pay category/grade?	
Federal Wage System	0
GS 1-6	2
GS 7-12	59
GS 13-15	39
Senior Executive Service	0
Senior Level (SL) or Scientific or Professional (ST)	0
Other	0
What is your US military service status?	
No Prior Military Service	40
Currently in National Guard or Reserves	0
Retired	38
Separated or Discharged	22

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

Appendix C: Demographic Item Results (continued)

Item	2022 Percentages
Are you:	
The spouse of a current active duty service member of the U.S. Armed Forces	2
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	4
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0
None of the categories listed	95
<i>If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.</i>	
Have you been hired under the Military Spouse Non-Competitive Hiring Authority?	
Yes	33
No	67
How long have you been with the Federal Government (excluding military service)?	
Less than 1 year	2
1 to 3 years	13
4 to 5 years	11
6 to 10 years	27
11 to 14 years	16
15 to 20 years	11
More than 20 years	20
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	
Less than 1 year	7
1 to 3 years	33
4 to 5 years	18
6 to 10 years	24
11 to 14 years	7
15 to 20 years	5
More than 20 years	5
Are you considering leaving your organization within the next year, and if so, why?	
No	60
Yes, to retire	12
Yes, to take another job within the Federal Government	23
Yes, to take another job outside the Federal Government	2
Yes, other	4

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

Appendix C: Demographic Item Results (continued)

Item	2022 Percentages
I am planning to retire in:	
Less than 1 year	5
1 year	4
2 years	4
3 years	7
4 years	4
5 years	2
More than 5 years	75

Personal Demographics

Item	2022 Percentages
Are you of Hispanic, Latino, or Spanish origin?	
Yes	16
No	84
Are you:	
White	72
Black or African American	21
All other races	8
What is your age group?	
29 years and under	0
30-39 years old	19
40-49 years old	15
50-59 years old	48
60 years or older	19

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	—
Certification/ Some College/ Associate's Degree	—
Bachelor's Degree	—
Advanced Degrees (Post Bachelor's Degree)	—
Are you an individual with a disability?	
Yes	33
No	67
Are you:	
Male	58
Female	42
Are you transgender?	
Yes	0
No	100
Which one of the following best represents how you think of yourself?	
Straight, that is not gay or lesbian	—
Gay or Lesbian	—
Bisexual	—
I use a different term	—

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

Appendix D: Participating Agencies by Employee Population Size Categories

Very Large Agencies (≥75,000 employees)

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

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

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

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

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

Small Agencies (100–999 employees)

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

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

Very Small Agencies (<100 employees)

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

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

Appendix E: Additional OPM FEVS Resources

Other Reports

Governmentwide Management Report

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

All Levels, All Indices, All Items Report

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

Subagency Comparison Report

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

Subagency Breakout Report

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

Occupational Series Reports

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

Demographic Comparison Reports

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

Annual Employee Survey (AES) Report

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

Websites

OPM FEVS website

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

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.



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