



# Department of the Treasury

## 2013 Federal Employee Viewpoint Survey

### Results

- 1. Interpretation of Results:** The 2013 Federal Employee Viewpoint Survey (FEVS) offers unique insights into federal employees' perceptions of employee satisfaction, engagement and workforce management. Treasury's employees' views present leadership with a broad diversity of opinions from hiring and retention to organizational effectiveness. The results of the FEVS are reviewed and analyzed to determine patterns and themes to identify Treasury's strengths and challenges.

The 98-item survey includes 84 items that measure federal employees' perceptions about how effectively agencies manage their workforce, as well as 14 demographic items. The survey is grouped into eight topic areas:

- Personal Work Experiences
- Work Unit
- Agency
- Supervisor/Team Leader
- Leadership
- Satisfaction
- Work/Life Programs
- Demographics

The 2013 FEVS results reflect:

- 37 survey items had positive ratings of 65% or more (strengths)
- 8 survey items had negative ratings of 35% or more (weaknesses)
- 0 survey items increased by 5 percentage points or more since 2012
- 18 survey items decreased by 5 percentage points or more since 2012
- 24 survey items were 5 percentage points or more above the Governmentwide average
- 1 survey item was 5 percentage points or more below the Governmentwide average

(See attached results for the specific corresponding survey item numbers above.)

In the midst of a number of challenges, including continued pay freezes, hiring freezes, furloughs and a climate of uncertainty, Treasury experienced some decrease in the 2013 positive results from 2012. Treasury employees, however, remain committed to the mission, are

willing to give extra to get the job done and are proud of the quality of their work as evidenced by the high positive scores on the following items:

- 94% Positive- When needed I am willing to put in the extra effort to get a job done. (Q. 7)
- 89% Positive- The work I do is important. (Q. 13)
- 88% Positive- I am constantly looking for ways to do my job better. (Q. 8)
- 87% Positive- How would you rate the overall quality of work done by your work unit? (Q. 28)
- 84% Positive- I am held accountable for achieving results. (Q. 16)

Treasury employees also had positive responses to questions regarding their immediate supervisors. The questions below indicate employees trust their supervisors and feel they are respected and supported by them.

- 83% Positive- My supervisor/team leader treats me with respect. (Q. 49)
- 78% Positive- My supervisor/team leader listens to what I have to say. (Q. 48)
- 75% Positive- Overall, how good a job do you feel is being done by your immediate supervisor/team leader? (Q. 52)
- 71% Positive- Supervisors/team leaders in my work unit support employee development. (Q. 47)
- 71% Positive- I have trust and confidence in my supervisor. (Q. 51)

Treasury - faces continued challenges in 2014. Employees provided high negative responses in the areas of pay, resources and empowerment demonstrating opportunities for Treasury to improve.

- 52% Negative- Pay raises depend on how well employees perform their jobs. (Q. 33)
- 42% Negative - I have sufficient resources (for example, people, materials, budget) to get my job done. (Q. 9)
- 39% Negative - How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)
- 38% Negative - I believe the results of this survey will be used to make my agency a better place to work. (Q. 41)
- 36% Negative - Employees have a feeling of personal empowerment with respect to work processes. (Q. 30)

Treasury values its employees and respects workplace perceptions. The information given through the 2013 FEVS will be instrumental in determining a course of action for improvement.

- 2. How the survey was conducted:** The 2013 FEVS was administered within Treasury April 30 – June 14, 2013 by email by the Office of Personnel Management.
- 3. Description of sample:** The Office of Personnel Management used a hybrid-sampling survey methodology. Consequently all permanent part and full-time, non-seasonal Treasury employees on board with the Department as of October 2012 in components with 50 or fewer employees were invited to participate. A representative sample of eligible employees was invited to participate from components with more than 50 employees.
- 4. Survey items and response choices:** All survey items and response choices required by 5 CFR 250.302 are included in the 2013 Survey and are included in the 2013 Treasury Survey Results on pages 4-15 of this document.

5. **Number of employees surveyed, number responded, and representativeness of respondents:** The Department of the Treasury achieved a response rate of 56% with 50,010 out of 89,995 eligible employees responding. Treasury's 2012 response rate was 59% with 54,890 out of 92,327 eligible employees responding. Although Treasury had a slight decrease in response rate, it was still higher than the government-wide response rate of 48%. Table 1 below shows the representativeness of respondents.

**Table 1- Representativeness of Respondents**

Category	Respondents
<b>Supervisory Status</b>	
Non-Supervisor	74%
Team Leader	10%
Supervisor	16%
Executive	1%
<b>Gender</b>	
Male	41%
Female	59%
<b>Are you: Hispanic or Latino</b>	
Yes	9%
No	91%
<b>Racial Category</b>	
White	71%
Black or African American	19%
Native Hawaiian or Other Pacific Islander	1%
Asian	5%
American Indian or Alaska Native	1%
Two or more races (Not Hispanic or Latino)	3%

**DEPARTMENT OF THE TREASURY  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N		9,177	21,749	8,041	7,583	3,349	49,899	NA
	%	61.25	17.86	43.38	16.33	15.46	6.97	100.00	
2. I have enough information to do my job well.	N		8,778	26,371	6,732	5,801	1,888	49,570	NA
	%	70.52	17.40	53.12	13.76	11.82	3.90	100.00	
3. I feel encouraged to come up with new and better ways of doing things.	N		9,676	18,031	9,137	8,194	4,341	49,379	NA
	%	55.46	19.00	36.46	18.82	16.74	8.97	100.00	
*4. My work gives me a feeling of personal accomplishment.	N		13,320	21,945	7,161	4,515	2,799	49,740	NA
	%	70.36	26.23	44.13	14.66	9.18	5.80	100.00	
*5. I like the kind of work I do.	N		17,572	22,321	5,705	2,304	1,396	49,298	NA
	%	80.51	35.12	45.39	11.77	4.76	2.95	100.00	
6. I know what is expected of me on the job.	N		15,405	24,808	4,737	3,030	1,478	49,458	NA
	%	81.26	30.94	50.32	9.62	6.09	3.02	100.00	
7. When needed I am willing to put in the extra effort to get a job done.	N		29,281	17,356	1,793	635	619	49,684	NA
	%	93.65	58.23	35.42	3.74	1.32	1.28	100.00	
8. I am constantly looking for ways to do my job better.	N		22,220	21,798	4,445	806	521	49,790	NA
	%	88.14	44.14	43.99	9.14	1.65	1.08	100.00	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N		4,564	16,884	7,429	12,430	8,433	49,740	152
	%	43.37	9.18	34.19	15.05	24.71	16.88	100.00	
*10. My workload is reasonable.	N		5,468	22,785	7,457	8,391	5,432	49,533	123
	%	57.17	11.04	46.13	15.10	16.69	11.04	100.00	
*11. My talents are used well in the workplace.	N		7,784	20,671	8,146	6,928	4,758	48,287	302
	%	58.32	15.80	42.53	17.11	14.49	10.08	100.00	
*12. I know how my work relates to the agency's goals and priorities.	N		14,526	26,266	5,044	2,140	1,495	49,471	235
	%	82.18	28.80	53.38	10.36	4.35	3.11	100.00	
*13. The work I do is important.	N		22,666	21,106	3,523	1,030	881	49,206	171
	%	88.86	45.77	43.09	7.22	2.09	1.83	100.00	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N		11,055	22,306	6,933	5,768	3,482	49,544	299
	%	66.78	21.86	44.92	14.16	11.79	7.26	100.00	
*15. My performance appraisal is a fair reflection of my performance.	N		14,437	21,831	5,843	3,898	3,259	49,268	528
	%	73.61	29.33	44.28	11.83	7.87	6.69	100.00	
16. I am held accountable for achieving results.	N		15,905	25,895	5,376	1,318	905	49,399	293
	%	84.27	31.69	52.57	11.18	2.67	1.89	100.00	

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 50,010

Number of surveys administered: 89,995

Response Rate: 55.6%

**DEPARTMENT OF THE TREASURY  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		12,946	18,557	8,592	3,637	3,791	47,523	2,091
	%	65.39	26.37	39.03	18.59	7.80	8.22	100.00	
*18. My training needs are assessed.	N		6,147	18,000	11,682	7,973	5,205	49,007	734
	%	48.87	12.21	36.67	23.94	16.31	10.87	100.00	
*19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).	N		15,623	20,200	5,822	4,214	3,037	48,896	974
	%	73.55	32.25	41.31	11.85	8.41	6.19	100.00	
*20. The people I work with cooperate to get the job done.	N		15,528	23,329	5,668	3,745	1,582	49,852	NA
	%	77.45	30.79	46.66	11.61	7.64	3.31	100.00	
*21. My work unit is able to recruit people with the right skills.	N		3,822	14,625	12,296	10,048	6,634	47,425	2,444
	%	38.60	7.91	30.69	26.37	20.99	14.03	100.00	
*22. Promotions in my work unit are based on merit.	N		4,139	13,125	13,379	7,884	7,471	45,998	3,635
	%	36.61	8.63	27.99	29.45	17.30	16.63	100.00	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		3,332	12,246	12,667	7,820	7,267	43,332	6,315
	%	35.13	7.42	27.70	29.71	18.03	17.13	100.00	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		3,619	13,305	13,401	8,962	6,504	45,791	3,918
	%	36.39	7.70	28.69	29.56	19.52	14.53	100.00	
25. Awards in my work unit depend on how well employees perform their jobs.	N		4,973	15,270	11,493	6,822	7,239	45,797	3,841
	%	43.98	10.67	33.30	25.12	14.86	16.04	100.00	
26. Employees in my work unit share job knowledge with each other.	N		14,955	24,918	4,977	2,680	1,983	49,513	225
	%	80.09	29.86	50.24	10.23	5.51	4.17	100.00	
27. The skill level in my work unit has improved in the past year.	N		8,550	18,274	12,733	4,516	2,919	46,992	2,747
	%	56.55	17.90	38.64	27.47	9.60	6.39	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		22,716	20,425	5,278	787	455	49,661	NA
	%	86.51	45.22	41.28	10.90	1.63	0.96	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		6,528	26,141	8,493	4,781	2,099	48,042	1,029
	%	67.53	13.33	54.19	18.06	9.94	4.48	100.00	

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*30. Employees have a feeling of personal empowerment with respect to work processes.	N		4,166	15,606	11,217	10,617	6,309	47,915	1,186
	%	40.89	8.52	32.37	23.56	22.14	13.40	100.00	
31. Employees are recognized for providing high quality products and services.	N		5,403	17,815	10,583	8,355	5,610	47,766	1,246
	%	47.88	10.98	36.90	22.43	17.65	12.03	100.00	
*32. Creativity and innovation are rewarded.	N		4,218	13,031	13,432	9,525	6,673	46,879	1,987
	%	36.23	8.75	27.48	28.86	20.37	14.53	100.00	
*33. Pay raises depend on how well employees perform their jobs.	N		2,198	7,629	12,147	11,363	12,474	45,811	2,960
	%	21.23	4.73	16.50	26.66	24.73	27.38	100.00	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		7,799	18,478	12,414	2,880	3,083	44,654	4,311
	%	57.73	16.79	40.94	28.23	6.72	7.32	100.00	
*35. Employees are protected from health and safety hazards on the job.	N		10,926	26,232	6,496	2,604	1,918	48,176	793
	%	76.34	21.86	54.48	13.87	5.59	4.19	100.00	
*36. My organization has prepared employees for potential security threats.	N		10,602	26,770	6,525	2,747	1,684	48,328	579
	%	76.87	21.44	55.44	13.74	5.76	3.62	100.00	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		9,087	17,310	9,804	4,668	4,894	45,763	3,114
	%	56.78	19.16	37.62	21.84	10.31	11.06	100.00	
38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.	N		11,420	19,112	8,401	2,171	2,911	44,015	4,716
	%	68.20	24.86	43.34	19.78	5.09	6.94	100.00	
39. My agency is successful at accomplishing its mission.	N		9,455	24,990	8,638	2,581	1,955	47,619	1,288
	%	71.64	19.28	52.36	18.63	5.47	4.26	100.00	
40. I recommend my organization as a good place to work.	N		11,356	20,558	9,453	4,954	2,667	48,988	NA
	%	64.73	22.65	42.07	19.58	10.14	5.56	100.00	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		5,572	10,862	11,862	8,753	8,366	45,415	3,616
	%	35.98	12.14	23.84	26.07	19.13	18.82	100.00	
*42. My supervisor supports my need to balance work and other life issues.	N		22,463	18,147	4,012	1,883	2,066	48,571	307
	%	83.16	45.68	37.49	8.44	3.95	4.44	100.00	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		16,216	18,004	7,477	3,742	3,043	48,482	316
	%	69.98	32.88	37.10	15.73	7.81	6.48	100.00	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		15,746	17,572	7,502	3,834	3,485	48,139	522
	%	68.90	32.37	36.54	15.73	7.96	7.41	100.00	

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		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		15,428	16,816	8,857	1,548	2,071	44,720	3,990
	%	71.42	33.89	37.53	20.13	3.58	4.87	100.00	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		15,041	18,313	7,930	3,903	3,255	48,442	274
	%	68.55	30.72	37.83	16.48	8.07	6.89	100.00	
*47. Supervisors/team leaders in my work unit support employee development.	N		16,154	18,275	7,140	3,238	3,197	48,004	706
	%	71.10	33.16	37.94	15.11	6.85	6.94	100.00	
48. My supervisor/team leader listens to what I have to say.	N		19,383	18,845	4,993	3,443	2,030	48,694	NA
	%	78.10	39.27	38.83	10.43	7.18	4.30	100.00	
49. My supervisor/team leader treats me with respect.	N		22,319	18,058	4,131	2,285	1,840	48,633	NA
	%	82.69	45.31	37.38	8.65	4.77	3.89	100.00	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		19,298	20,824	4,098	3,034	1,356	48,610	NA
	%	82.05	39.05	43.00	8.69	6.36	2.91	100.00	
*51. I have trust and confidence in my supervisor.	N		19,251	15,432	6,981	3,579	3,375	48,618	NA
	%	70.77	38.97	31.80	14.60	7.46	7.17	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		22,158	14,500	7,155	2,556	2,182	48,551	NA
	%	75.10	45.23	29.87	14.92	5.34	4.64	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		5,138	15,308	11,808	9,293	6,126	47,673	599
	%	42.36	10.55	31.81	25.01	19.52	13.10	100.00	
54. My organization's leaders maintain high standards of honesty and integrity.	N		7,899	17,385	10,778	5,143	4,764	45,969	2,236
	%	54.20	16.61	37.59	23.86	11.30	10.64	100.00	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		9,689	21,505	8,930	2,777	2,662	45,563	2,546
	%	67.55	20.61	46.94	20.01	6.29	6.15	100.00	
*56. Managers communicate the goals and priorities of the organization.	N		10,022	24,644	7,196	3,369	2,537	47,768	366
	%	72.24	20.52	51.73	15.29	7.01	5.46	100.00	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		9,436	23,041	8,441	2,607	2,079	45,604	2,449
	%	70.82	20.23	50.59	18.78	5.70	4.70	100.00	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N		7,981	19,320	9,483	5,567	4,059	46,410	1,727
	%	58.48	16.84	41.63	20.66	11.96	8.91	100.00	
59. Managers support collaboration across work units to accomplish work objectives.	N		8,419	19,560	9,363	4,944	3,913	46,199	1,915
	%	60.08	17.81	42.26	20.59	10.68	8.65	100.00	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N		11,880	16,306	9,794	3,515	3,344	44,839	3,353
	%	62.43	26.05	36.37	22.03	7.90	7.65	100.00	
		Percent Positive	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N		8,692	15,836	11,539	6,146	5,188	47,401	770
	%	51.46	18.05	33.40	24.55	12.91	11.08	100.00	
62. Senior leaders demonstrate support for Work/Life programs.	N		8,368	16,028	11,295	4,045	3,385	43,121	4,995
	%	55.79	18.91	36.88	26.56	9.50	8.15	100.00	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N		6,310	17,371	10,928	9,404	3,971	47,984	NA
	%	48.64	12.77	35.87	23.09	19.77	8.50	100.00	
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N		6,691	19,187	10,386	8,103	3,566	47,933	NA
	%	53.45	13.55	39.89	21.94	17.00	7.61	100.00	
*65. How satisfied are you with the recognition you receive for doing a good job?	N		7,337	17,039	10,124	8,377	4,953	47,830	NA
	%	50.53	15.02	35.50	21.34	17.59	10.54	100.00	
*66. How satisfied are you with the policies and practices of your senior leaders?	N		4,781	14,975	14,048	8,939	5,051	47,794	NA
	%	40.71	9.68	31.02	29.75	18.78	10.77	100.00	
*67. How satisfied are you with your opportunity to get a better job in your organization?	N		4,722	12,179	12,446	10,226	8,224	47,797	NA
	%	34.78	9.51	25.26	25.99	21.60	17.63	100.00	
*68. How satisfied are you with the training you receive for your present job?	N		5,803	18,316	10,707	8,419	4,570	47,815	NA
	%	49.81	11.72	38.09	22.42	17.89	9.88	100.00	

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2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		9,973	22,039	8,296	4,925	2,546	47,779	NA
	%	66.49	20.35	46.14	17.66	10.36	5.50	100.00	
*70. Considering everything, how satisfied are you with your pay?	N		6,733	17,289	7,696	9,512	6,636	47,866	NA
	%	49.39	13.52	35.87	16.28	20.08	14.25	100.00	
71. Considering everything, how satisfied are you with your organization?	N		6,858	20,131	10,324	6,741	3,842	47,896	NA
	%	55.67	13.80	41.87	21.85	14.22	8.26	100.00	

72. Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).

	N	%
<b>Yes</b>	30,436	62.53
<b>No</b>	15,724	33.69
<b>Not sure</b>	1,741	3.78
<b>Total</b>	47,901	100.00

73. Please select the response below that BEST describes your current teleworking situation:

	N	%
<b>I telework 3 or more days per week.</b>	6,645	14.62
<b>I telework 1 or 2 days per week.</b>	9,559	20.70
<b>I telework, but no more than 1 or 2 days per month.</b>	3,635	7.45
<b>I telework very infrequently, on an unscheduled or short-term basis.</b>	6,415	12.97
<b>I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).</b>	6,622	14.31
<b>I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.</b>	3,211	7.08
<b>I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.</b>	5,970	13.37
<b>I do not telework because I choose not to telework.</b>	4,443	9.50
<b>Total</b>	46,500	100.00

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

Sample or Census: Census

Number of surveys completed: 50,010

Number of surveys administered: 89,995

Response Rate: 55.6%

**DEPARTMENT OF THE TREASURY  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	%
<b>Yes</b>	19,589	41.32
<b>No</b>	24,071	50.68
<b>Not available to me</b>	3,969	8.00
<b>Total</b>	47,629	100.00

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	%
<b>Yes</b>	11,646	24.81
<b>No</b>	31,116	65.58
<b>Not available to me</b>	4,552	9.61
<b>Total</b>	47,314	100.00

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	%
<b>Yes</b>	8,275	18.16
<b>No</b>	37,391	78.95
<b>Not available to me</b>	1,330	2.89
<b>Total</b>	46,996	100.00

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	%
<b>Yes</b>	1,184	2.59
<b>No</b>	39,420	82.70
<b>Not available to me</b>	6,949	14.72
<b>Total</b>	47,553	100.00

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	%
<b>Yes</b>	1,029	2.19
<b>No</b>	39,760	83.18
<b>Not available to me</b>	6,917	14.63
<b>Total</b>	47,706	100.00

Survey Administration Period: April 30, 2013 to June 14, 2013  
Percentages are weighted to represent the Agency's population.

Sample or Census: Census  
Number of surveys completed: 50,010  
Number of surveys administered: 89,995  
Response Rate: 55.6%

**DEPARTMENT OF THE TREASURY  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
79. How satisfied are you with the following Work/Life programs in your agency? Telework	N %	86.59	12,803 49.13	9,842 37.46	2,245 8.52	973 3.56	353 1.33	26,216 100.00	1,359
80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)	N %	92.81	10,878 56.14	7,091 36.67	869 4.52	321 1.67	181 1.00	19,340 100.00	347
81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)	N %	81.54	3,341 29.38	5,862 52.16	1,725 15.45	236 2.12	95 0.89	11,259 100.00	953
82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)	N %	81.31	2,476 30.01	4,218 51.30	1,305 15.87	162 1.98	67 0.84	8,228 100.00	946
83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)	N %	66.29	313 30.25	371 36.03	309 30.27	22 2.18	12 1.26	1,027 100.00	570
84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)	N %	70.16	280 32.35	333 37.81	247 27.83	11 1.40	5 0.62	876 100.00	407

Survey Administration Period: April 30, 2013 to June 14, 2013

The work/life satisfaction results only include employees who indicated that they participated in the program.

Percentages are weighted to represent the Agency's population.

\*\* Unweighted count of responses excluding 'Do Not Know' and 'No Basis to Judge'

Sample or Census: Census

Number of surveys completed: 50,010

Number of surveys administered: 89,995

Response Rate: 55.6%

**DEPARTMENT OF THE TREASURY  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

85. Where do you work?	N	%
Headquarters	14,327	31.26
Field	31,506	68.74
<b>Total</b>	<b>45,833</b>	<b>100.00</b>

*86. What is your supervisory status?	N	%
Non-Supervisor	34,903	73.89
Team Leader	4,525	9.58
Supervisor	5,230	11.07
Manager	2,159	4.57
Executive	419	0.89
<b>Total</b>	<b>47,236</b>	<b>100.00</b>

*87. Are you:	N	%
Male	18,853	40.87
Female	27,272	59.13
<b>Total</b>	<b>46,125</b>	<b>100.00</b>

*88. Are you Hispanic or Latino?	N	%
Yes	3,904	8.59
No	41,567	91.41
<b>Total</b>	<b>45,471</b>	<b>100.00</b>

*89. Please select the racial category or categories with which you most closely identify.	N	%
American Indian or Alaska Native	516	1.19
Asian	2,074	4.77
Black or African American	8,339	19.17
Native Hawaiian or Other Pacific Islander	224	0.52
White	30,900	71.04
Two or more races	1,441	3.31
<b>Total</b>	<b>43,494</b>	<b>100.00</b>

Survey Administration Period: April 30, 2013 to June 14, 2013

Percentages are weighted to represent the Agency's population.

\* AES prescribed items

Sample or Census: Census

Number of surveys completed: 50,010

Number of surveys administered: 89,995

Response Rate: 55.6%

**DEPARTMENT OF THE TREASURY  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

90. What is your age group?

	N	%
<b>25 and under</b>	425	0.94
<b>26-29</b>	1,502	3.34
<b>30-39</b>	6,473	14.38
<b>40-49</b>	12,362	27.46
<b>50-59</b>	17,578	39.05
<b>60 or older</b>	6,675	14.83
<b>Total</b>	45,015	100.00

91. What is your pay category/grade?

	N	%
<b>Federal Wage System</b>	972	2.09
<b>GS 1-6</b>	3,764	8.08
<b>GS 7-12</b>	20,965	44.98
<b>GS 13-15</b>	15,903	34.12
<b>Senior Executive Service</b>	338	0.73
<b>Senior Level (SL) or Scientific or Professional (ST)</b>	152	0.33
<b>Other</b>	4,517	9.69
<b>Total</b>	46,611	100.00

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

	N	%
<b>Less than 1 year</b>	399	0.86
<b>1 to 3 years</b>	3,375	7.24
<b>4 to 5 years</b>	4,101	8.79
<b>6 to 10 years</b>	6,927	14.85
<b>11 to 14 years</b>	5,496	11.78
<b>15 to 20 years</b>	4,178	8.96
<b>More than 20 years</b>	22,160	47.52
<b>Total</b>	46,636	100.00

Survey Administration Period: April 30, 2013 to June 14, 2013  
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Sample or Census: Census  
Number of surveys completed: 50,010  
Number of surveys administered: 89,995  
Response Rate: 55.6%

**DEPARTMENT OF THE TREASURY  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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

	N	%
<b>Less than 1 year</b>	717	1.55
<b>1 to 3 years</b>	4,922	10.62
<b>4 to 5 years</b>	4,982	10.75
<b>6 to 10 years</b>	7,690	16.60
<b>11 to 20 years</b>	9,582	20.68
<b>More than 20 years</b>	18,435	39.79
<b>Total</b>	46,328	100.00

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

	N	%
<b>No</b>	34,771	74.42
<b>Yes, to retire</b>	3,430	7.34
<b>Yes, to take another job within the Federal Government</b>	4,889	10.46
<b>Yes, to take another job outside the Federal Government</b>	1,874	4.01
<b>Yes, other</b>	1,760	3.77
<b>Total</b>	46,724	100.00

95. I am planning to retire:

	N	%
<b>Within one year</b>	2,036	4.45
<b>Between one and three years</b>	5,452	11.91
<b>Between three and five years</b>	5,408	11.82
<b>Five or more years</b>	32,870	71.82
<b>Total</b>	45,766	100.00

**DEPARTMENT OF THE TREASURY  
2013 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**

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96. Self-Identify as:	N	%
Heterosexual or Straight	35,500	81.62
Gay, Lesbian, Bisexual, or Transgender	1,315	3.02
I prefer not to say	6,681	15.36
<b>Total</b>	<b>43,496</b>	<b>100.00</b>

97. Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?	N	%
Yes	6,245	13.51
No	39,990	86.49
<b>Total</b>	<b>46,235</b>	<b>100.00</b>

98. Are you an individual with a disability?	N	%
Yes	5,033	10.91
No	41,094	89.09
<b>Total</b>	<b>46,127</b>	<b>100.00</b>