

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

File Index

Report Navigation Notes:

File Index - Select any item number (e.g., Q1) to link to that specific item results.

Each individual item report includes a '**Return to the File Index**' link at the bottom of each item report.

Survey Items

| Item | Item Text |
|------|------------------------------------------------------------------------------------------------------|
| Q1 | I am given a real opportunity to improve my skills in my organization. |
| Q2 | I feel encouraged to come up with new and better ways of doing things. |
| Q3 | My work gives me a feeling of personal accomplishment. |
| Q4 | I know what is expected of me on the job. |
| Q5 | My workload is reasonable. |
| Q6 | My talents are used well in the workplace. |
| Q7 | I know how my work relates to the agency's goals. |
| Q8 | I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. |
| Q9 | The people I work with cooperate to get the job done. |
| Q10 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. |
| Q11 | In my work unit poor performers usually: |
| Q12 | In my work unit, differences in performance are recognized in a meaningful way. |
| Q13 | My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. |
| Q14 | Employees in my work unit meet the needs of our customers. |
| Q15 | Employees in my work unit contribute positively to my agency's performance. |
| Q16 | Employees in my work unit produce high-quality work. |
| Q17 | Employees in my work unit adapt to changing priorities. |
| Q18 | Employees in my work unit successfully collaborate. |
| Q19 | Employees in my work unit achieve our goals. |
| Q20 | Employees are recognized for providing high quality products and services. |
| Q21 | Employees are protected from health and safety hazards on the job. |
| Q22 | My agency is successful at accomplishing its mission. |
| Q23 | I recommend my organization as a good place to work. |
| Q24 | I believe the results of this survey will be used to make my agency a better place to work. |
| Q25 | My supervisor supports my need to balance work and other life issues. |

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Survey Items

| Item | Item Text |
|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Q26 | My supervisor is committed to a workforce representative of all segments of society. |
| Q27 | Supervisors in my work unit support employee development. |
| Q28 | My supervisor listens to what I have to say. |
| Q29 | My supervisor treats me with respect. |
| Q30 | I have trust and confidence in my supervisor. |
| Q31 | Overall, how good a job do you feel is being done by your immediate supervisor? |
| Q32 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. |
| Q33 | My organization's senior leaders maintain high standards of honesty and integrity. |
| Q34 | Managers communicate the goals of the organization. |
| Q35 | Managers promote communication among different work units. |
| Q36 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? |
| Q37 | I have a high level of respect for my organization's senior leaders. |
| Q38 | Senior leaders demonstrate support for Work-Life programs. |
| Q39 | How satisfied are you with your involvement in decisions that affect your work? |
| Q40 | How satisfied are you with the information you receive from management on what's going on in your organization? |
| Q41 | How satisfied are you with the recognition you receive for doing a good job? |
| Q42 | Considering everything, how satisfied are you with your job? |
| Q43 | Considering everything, how satisfied are you with your pay? |
| Q44 | Considering everything, how satisfied are you with your organization? |
| Q45 | Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite? |
| Q46 | Please select the response that BEST describes your current teleworking schedule. |
| Q47_1 | How has your organization supported you during the COVID-19 pandemic? Expanded Telework |
| Q47_2 | How has your organization supported you during the COVID-19 pandemic? Expanded work schedule flexibilities |
| Q47_3 | How has your organization supported you during the COVID-19 pandemic? Expanded leave policies |
| Q47_4 | How has your organization supported you during the COVID-19 pandemic? Clear guidance on COVID-19 vaccination protocols |

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Survey Items

| Item | Item Text |
|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Q47_5 | How has your organization supported you during the COVID-19 pandemic? Appropriate physical health resources at my agency worksite |
| Q47_6 | How has your organization supported you during the COVID-19 pandemic? Timely communication about possible COVID-19 exposure at my agency worksite |
| Q47_7 | How has your organization supported you during the COVID-19 pandemic? Social distancing in my agency worksite |
| Q47_8 | How has your organization supported you during the COVID-19 pandemic? Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite |
| Q47_9 | How has your organization supported you during the COVID-19 pandemic? Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness |
| Q47_10 | How has your organization supported you during the COVID-19 pandemic? A well-ventilated worksite |
| Q47_11 | How has your organization supported you during the COVID-19 pandemic? Clear guidance on quarantine requirements after any COVID-19 exposure |
| Q48 | My organization's senior leaders demonstrate commitment to employee health and safety. |
| Q49 | My organization's senior leaders support policies and procedures to protect employee health and safety. |
| Q50 | My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite. |
| Q51 | My supervisor shows concern for my health and safety. |
| Q52 | My supervisor supports my efforts to stay healthy and safe while working. |
| Q53 | My supervisor creates an environment where I can voice my concerns about staying healthy and safe. |
| Q54 | Does the type of work you do require you to be physically present at a worksite? |
| Q55 | My agency's leadership updates employees about return to the worksite planning. |
| Q56 | In plans to return more employees to the worksite, my organization has made employee safety a top priority. |
| Q57 | Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies. |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(1) I am given a real opportunity to improve my skills in my organization.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 26.6 % | 41.6 % | 15.3 % | 10.9 % | 5.6 % | 291,074 |
| CSOSA | 25.3 % | 40.4 % | 21.2 % | 6.5 % | 6.6 % | 227 |
| DHS | 21.9 % | 38.2 % | 16.3 % | 13.9 % | 9.6 % | 25,484 |
| DOC | 30.9 % | 43.8 % | 14.4 % | 7.4 % | 3.5 % | 9,537 |
| DOE | 35.5 % | 41.9 % | 11.7 % | 7.1 % | 3.8 % | 7,945 |
| DOI | 28.1 % | 44.5 % | 14.2 % | 9.3 % | 4.0 % | 13,928 |
| DOJ | 23.2 % | 39.1 % | 16.6 % | 13.4 % | 7.8 % | 15,403 |
| DOL | 29.1 % | 40.4 % | 15.8 % | 9.5 % | 5.2 % | 6,836 |
| DOT | 27.3 % | 42.6 % | 15.0 % | 9.6 % | 5.5 % | 8,422 |
| ED | 29.7 % | 43.3 % | 13.8 % | 8.6 % | 4.5 % | 2,208 |
| EEOC | 37.5 % | 39.2 % | 11.4 % | 7.9 % | 4.0 % | 943 |
| EPA | 29.9 % | 46.4 % | 12.4 % | 8.2 % | 3.0 % | 6,653 |
| FCC | 31.6 % | 44.1 % | 12.3 % | 7.9 % | 4.1 % | 566 |
| FERC | 46.2 % | 38.3 % | 8.4 % | 4.6 % | 2.5 % | 1,063 |
| FTC | 47.4 % | 31.3 % | 12.5 % | 5.7 % | 3.1 % | 553 |
| GSA | 43.1 % | 40.7 % | 9.1 % | 5.1 % | 2.0 % | 6,617 |
| HHS | 34.3 % | 41.8 % | 12.9 % | 7.9 % | 3.2 % | 18,993 |
| HUD | 34.5 % | 43.0 % | 12.1 % | 6.9 % | 3.6 % | 4,346 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(1) I am given a real opportunity to improve my skills in my organization.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 26.6 % | 41.6 % | 15.3 % | 10.9 % | 5.6 % | 291,074 |
| NARA | 30.1 % | 40.8 % | 15.1 % | 9.4 % | 4.5 % | 1,291 |
| NCUA | 33.7 % | 41.7 % | 12.3 % | 8.4 % | 3.8 % | 865 |
| NLRB | 25.2 % | 41.3 % | 12.7 % | 8.4 % | 12.4 % | 615 |
| NRC | 33.0 % | 44.4 % | 11.9 % | 7.1 % | 3.6 % | 1,825 |
| NSF | 50.1 % | 37.6 % | 7.0 % | 3.7 % | 1.7 % | 903 |
| OMB | 31.3 % | 45.8 % | 12.9 % | 7.4 % | 2.6 % | 420 |
| OPM | 33.2 % | 38.5 % | 13.8 % | 9.1 % | 5.3 % | 1,246 |
| PBGC | 47.1 % | 37.7 % | 8.2 % | 5.4 % | 1.7 % | 583 |
| RRB | 22.5 % | 40.4 % | 15.5 % | 15.5 % | 6.1 % | 273 |
| SBA | 29.0 % | 40.7 % | 16.4 % | 9.0 % | 4.8 % | 1,373 |
| SSA | 20.0 % | 38.8 % | 18.5 % | 14.6 % | 8.0 % | 11,490 |
| State | 23.6 % | 44.5 % | 15.6 % | 11.8 % | 4.5 % | 9,342 |
| USAGM | 25.2 % | 40.6 % | 18.4 % | 9.0 % | 6.8 % | 778 |
| USAID | 26.9 % | 46.7 % | 14.3 % | 9.1 % | 2.9 % | 1,618 |
| USDA | 21.7 % | 46.5 % | 18.0 % | 10.0 % | 3.9 % | 20,517 |
| USDT | 28.8 % | 42.1 % | 14.2 % | 10.1 % | 4.8 % | 15,760 |
| Small Agencies | 32.7 % | 41.5 % | 12.9 % | 8.5 % | 4.5 % | 5,093 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(1) I am given a real opportunity to improve my skills in my organization.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 26.6 % | 41.6 % | 15.3 % | 10.9 % | 5.6 % | 291,074 |
| DOD | 27.1 % | 41.9 % | 15.0 % | 10.9 % | 5.1 % | 87,358 |
| USACE | 30.5 % | 46.1 % | 12.8 % | 7.6 % | 3.0 % | 15,320 |
| Air Force | 28.4 % | 41.3 % | 14.6 % | 10.8 % | 4.9 % | 13,769 |
| †Army | 25.6 % | 40.0 % | 15.4 % | 12.7 % | 6.2 % | 20,291 |
| †Navy | 25.8 % | 44.3 % | 15.8 % | 9.9 % | 4.2 % | 16,371 |
| MarineCorps | 25.1 % | 40.7 % | 16.2 % | 11.7 % | 6.3 % | 4,634 |
| DOD 4thEstate | 29.6 % | 40.9 % | 13.9 % | 10.3 % | 5.4 % | 16,973 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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(2) I feel encouraged to come up with new and better ways of doing things.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 27.3 % | 37.1 % | 15.7 % | 12.5 % | 7.4 % | 288,624 |
| CSOSA | 28.4 % | 35.9 % | 16.3 % | 12.6 % | 6.8 % | 224 |
| DHS | 22.0 % | 31.2 % | 17.2 % | 16.4 % | 13.1 % | 25,257 |
| DOC | 29.4 % | 37.8 % | 16.5 % | 10.6 % | 5.6 % | 9,455 |
| DOE | 37.0 % | 36.9 % | 12.7 % | 8.2 % | 5.2 % | 7,892 |
| DOI | 29.5 % | 40.3 % | 14.5 % | 10.5 % | 5.3 % | 13,837 |
| DOJ | 22.0 % | 33.4 % | 17.1 % | 16.5 % | 11.0 % | 15,260 |
| DOL | 30.1 % | 36.1 % | 15.7 % | 11.4 % | 6.7 % | 6,772 |
| DOT | 29.0 % | 36.5 % | 14.8 % | 11.8 % | 7.8 % | 8,353 |
| ED | 32.3 % | 38.3 % | 13.8 % | 9.6 % | 6.0 % | 2,188 |
| EEOC | 36.7 % | 33.4 % | 13.4 % | 10.4 % | 6.1 % | 948 |
| EPA | 34.9 % | 40.7 % | 11.7 % | 8.8 % | 3.9 % | 6,606 |
| FCC | 34.7 % | 36.1 % | 14.3 % | 10.2 % | 4.7 % | 563 |
| FERC | 38.9 % | 34.7 % | 12.8 % | 8.9 % | 4.7 % | 1,058 |
| FTC | 43.4 % | 28.1 % | 10.2 % | 12.2 % | 6.1 % | 552 |
| GSA | 42.9 % | 36.8 % | 10.8 % | 6.3 % | 3.2 % | 6,568 |
| HHS | 35.4 % | 37.4 % | 13.4 % | 9.6 % | 4.2 % | 18,868 |
| HUD | 33.7 % | 39.9 % | 12.5 % | 8.5 % | 5.3 % | 4,312 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(2) I feel encouraged to come up with new and better ways of doing things.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 27.3 % | 37.1 % | 15.7 % | 12.5 % | 7.4 % | 288,624 |
| NARA | 33.5 % | 37.9 % | 13.6 % | 9.2 % | 5.8 % | 1,279 |
| NCUA | 28.2 % | 36.6 % | 17.7 % | 10.6 % | 6.8 % | 857 |
| NLRB | 23.4 % | 28.2 % | 13.8 % | 15.7 % | 18.9 % | 605 |
| NRC | 31.3 % | 42.0 % | 13.1 % | 8.7 % | 4.8 % | 1,819 |
| NSF | 50.3 % | 33.1 % | 7.0 % | 6.6 % | 3.0 % | 892 |
| OMB | 41.9 % | 37.0 % | 9.6 % | 9.0 % | 2.6 % | 417 |
| OPM | 36.2 % | 32.4 % | 13.7 % | 10.9 % | 6.8 % | 1,229 |
| PBGC | 43.6 % | 36.9 % | 10.9 % | 4.6 % | 4.0 % | 578 |
| RRB | 26.6 % | 32.2 % | 16.2 % | 14.9 % | 10.1 % | 272 |
| SBA | 32.1 % | 36.5 % | 16.1 % | 9.1 % | 6.3 % | 1,365 |
| SSA | 20.5 % | 34.2 % | 18.9 % | 16.4 % | 9.9 % | 11,336 |
| State | 23.9 % | 39.1 % | 17.2 % | 13.8 % | 6.1 % | 9,315 |
| USAGM | 26.5 % | 39.0 % | 16.4 % | 10.2 % | 7.9 % | 772 |
| USAID | 27.7 % | 40.8 % | 15.6 % | 11.5 % | 4.4 % | 1,602 |
| USDA | 22.3 % | 41.2 % | 17.8 % | 13.1 % | 5.6 % | 20,318 |
| USDT | 27.5 % | 36.5 % | 17.1 % | 12.4 % | 6.6 % | 15,655 |
| Small Agencies | 33.0 % | 36.5 % | 13.3 % | 10.7 % | 6.4 % | 5,063 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(2) I feel encouraged to come up with new and better ways of doing things.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 27.3 % | 37.1 % | 15.7 % | 12.5 % | 7.4 % | 288,624 |
| DOD | 28.5 % | 38.6 % | 15.0 % | 11.6 % | 6.3 % | 86,537 |
| USACE | 30.5 % | 42.4 % | 14.6 % | 8.7 % | 3.9 % | 15,190 |
| Air Force | 30.5 % | 38.2 % | 13.8 % | 11.4 % | 6.1 % | 13,650 |
| †Army | 26.6 % | 38.2 % | 15.1 % | 12.7 % | 7.3 % | 20,090 |
| †Navy | 27.8 % | 39.9 % | 15.9 % | 10.9 % | 5.5 % | 16,234 |
| MarineCorps | 25.8 % | 36.8 % | 16.6 % | 13.1 % | 7.7 % | 4,578 |
| DOD 4thEstate | 30.3 % | 37.0 % | 14.6 % | 11.6 % | 6.6 % | 16,795 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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(3) My work gives me a feeling of personal accomplishment.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 30.3 % | 40.8 % | 14.5 % | 8.6 % | 5.9 % | 290,112 |
| CSOSA | 32.7 % | 43.1 % | 12.7 % | 7.8 % | 3.6 % | 225 |
| DHS | 26.7 % | 36.7 % | 15.1 % | 10.6 % | 10.9 % | 25,415 |
| DOC | 34.9 % | 43.6 % | 12.3 % | 6.1 % | 3.1 % | 9,494 |
| DOE | 36.4 % | 41.3 % | 11.7 % | 6.4 % | 4.2 % | 7,932 |
| DOI | 32.3 % | 42.7 % | 13.5 % | 7.5 % | 4.0 % | 13,894 |
| DOJ | 28.1 % | 38.6 % | 14.9 % | 10.2 % | 8.2 % | 15,322 |
| DOL | 36.1 % | 40.9 % | 12.4 % | 6.6 % | 4.1 % | 6,821 |
| DOT | 31.5 % | 41.2 % | 13.7 % | 7.9 % | 5.7 % | 8,403 |
| ED | 36.0 % | 41.9 % | 12.1 % | 5.7 % | 4.3 % | 2,195 |
| EEOC | 50.5 % | 34.0 % | 8.3 % | 4.2 % | 3.0 % | 948 |
| EPA | 35.9 % | 43.8 % | 11.8 % | 5.7 % | 2.8 % | 6,631 |
| FCC | 34.0 % | 43.4 % | 12.6 % | 6.1 % | 4.0 % | 564 |
| FERC | 42.5 % | 38.2 % | 10.6 % | 5.4 % | 3.2 % | 1,061 |
| FTC | 46.3 % | 31.6 % | 9.2 % | 6.7 % | 6.2 % | 553 |
| GSA | 40.7 % | 39.7 % | 11.6 % | 5.4 % | 2.6 % | 6,603 |
| HHS | 39.6 % | 40.2 % | 11.5 % | 5.7 % | 3.0 % | 18,944 |
| HUD | 37.6 % | 41.1 % | 11.4 % | 6.1 % | 3.8 % | 4,328 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(3) My work gives me a feeling of personal accomplishment.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 30.3 % | 40.8 % | 14.5 % | 8.6 % | 5.9 % | 290,112 |
| NARA | 41.0 % | 38.3 % | 13.0 % | 4.7 % | 3.0 % | 1,290 |
| NCUA | 31.7 % | 42.3 % | 14.2 % | 7.7 % | 4.0 % | 862 |
| NLRB | 38.9 % | 41.3 % | 10.5 % | 6.1 % | 3.2 % | 607 |
| NRC | 34.3 % | 40.9 % | 13.3 % | 7.2 % | 4.3 % | 1,823 |
| NSF | 51.9 % | 35.3 % | 6.7 % | 4.3 % | 1.8 % | 901 |
| OMB | 40.4 % | 41.1 % | 12.1 % | 5.4 % | 1.0 % | 420 |
| OPM | 38.6 % | 39.5 % | 11.8 % | 5.5 % | 4.6 % | 1,236 |
| PBGC | 44.7 % | 40.0 % | 8.4 % | 4.7 % | 2.2 % | 581 |
| RRB | 32.0 % | 39.0 % | 14.1 % | 10.7 % | 4.2 % | 269 |
| SBA | 40.9 % | 38.9 % | 11.3 % | 5.7 % | 3.1 % | 1,368 |
| SSA | 29.0 % | 41.1 % | 14.9 % | 8.6 % | 6.5 % | 11,414 |
| State | 29.1 % | 41.5 % | 15.5 % | 9.2 % | 4.7 % | 9,341 |
| USAGM | 36.7 % | 38.7 % | 11.9 % | 6.5 % | 6.2 % | 774 |
| USAID | 30.4 % | 44.1 % | 15.3 % | 7.3 % | 3.0 % | 1,614 |
| USDA | 26.7 % | 44.6 % | 15.7 % | 8.4 % | 4.5 % | 20,448 |
| USDT | 32.5 % | 41.0 % | 14.0 % | 7.6 % | 4.9 % | 15,701 |
| Small Agencies | 36.8 % | 40.8 % | 11.5 % | 6.3 % | 4.5 % | 5,075 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(3) My work gives me a feeling of personal accomplishment.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 30.3 % | 40.8 % | 14.5 % | 8.6 % | 5.9 % | 290,112 |
| DOD | 29.4 % | 41.3 % | 15.0 % | 8.9 % | 5.4 % | 87,055 |
| USACE | 31.2 % | 45.0 % | 13.8 % | 6.5 % | 3.6 % | 15,261 |
| Air Force | 29.3 % | 41.0 % | 14.6 % | 9.4 % | 5.7 % | 13,712 |
| †Army | 29.0 % | 40.7 % | 15.5 % | 8.9 % | 5.9 % | 20,217 |
| †Navy | 27.9 % | 42.5 % | 15.6 % | 8.9 % | 5.1 % | 16,318 |
| MarineCorps | 28.3 % | 39.7 % | 16.2 % | 9.9 % | 5.9 % | 4,609 |
| DOD 4thEstate | 33.1 % | 40.1 % | 13.8 % | 8.2 % | 4.9 % | 16,938 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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(4) I know what is expected of me on the job.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 34.6 % | 46.8 % | 9.8 % | 5.6 % | 3.1 % | 291,324 |
| CSOSA | 36.2 % | 45.5 % | 7.3 % | 7.7 % | 3.3 % | 227 |
| DHS | 34.4 % | 45.4 % | 9.9 % | 5.6 % | 4.8 % | 25,548 |
| DOC | 41.0 % | 45.3 % | 8.0 % | 3.9 % | 1.8 % | 9,542 |
| DOE | 38.2 % | 45.6 % | 9.2 % | 4.2 % | 2.8 % | 7,954 |
| DOI | 31.9 % | 48.8 % | 10.8 % | 5.7 % | 2.8 % | 13,919 |
| DOJ | 32.3 % | 47.7 % | 10.1 % | 5.9 % | 3.9 % | 15,395 |
| DOL | 37.8 % | 45.4 % | 9.0 % | 4.9 % | 2.9 % | 6,843 |
| DOT | 35.1 % | 46.8 % | 8.9 % | 5.7 % | 3.5 % | 8,416 |
| ED | 36.5 % | 45.6 % | 9.6 % | 5.4 % | 3.0 % | 2,204 |
| EEOC | 46.7 % | 39.6 % | 7.9 % | 3.2 % | 2.7 % | 956 |
| EPA | 35.4 % | 49.2 % | 9.0 % | 4.4 % | 2.0 % | 6,658 |
| FCC | 39.9 % | 47.5 % | 6.7 % | 3.7 % | 2.2 % | 567 |
| FERC | 48.4 % | 39.8 % | 6.3 % | 3.7 % | 1.8 % | 1,063 |
| FTC | 43.6 % | 32.6 % | 7.6 % | 8.7 % | 7.5 % | 551 |
| GSA | 46.2 % | 42.2 % | 6.9 % | 3.1 % | 1.5 % | 6,620 |
| HHS | 40.0 % | 45.0 % | 8.7 % | 4.4 % | 1.9 % | 18,997 |
| HUD | 39.7 % | 43.6 % | 9.0 % | 5.1 % | 2.5 % | 4,339 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(4) I know what is expected of me on the job.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|----------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|
| All Responses | 34.6 % | 46.8 % | 9.8 % | 5.6 % | 3.1 % | 291,324 |
| NARA | 41.6 % | 44.1 % | 7.7 % | 3.8 % | 2.9 % | 1,297 |
| NCUA | 36.6 % | 48.4 % | 8.9 % | 3.8 % | 2.3 % | 865 |
| NLRB | 36.6 % | 46.5 % | 8.0 % | 6.3 % | 2.6 % | 612 |
| NRC | 37.3 % | 46.7 % | 8.6 % | 4.4 % | 2.9 % | 1,829 |
| NSF | 50.4 % | 38.8 % | 5.9 % | 3.7 % | 1.3 % | 902 |
| OMB | 35.4 % | 44.2 % | 10.5 % | 7.2 % | 2.7 % | 420 |
| OPM | 44.0 % | 41.7 % | 7.2 % | 4.5 % | 2.6 % | 1,250 |
| PBGC | 51.9 % | 39.5 % | 4.5 % | 2.3 % | 1.8 % | 582 |
| RRB | 34.7 % | 47.8 % | 10.4 % | 5.0 % | 2.1 % | 273 |
| SBA | 44.2 % | 41.4 % | 7.3 % | 5.0 % | 2.0 % | 1,379 |
| SSA | 36.0 % | 47.4 % | 8.6 % | 5.1 % | 3.0 % | 11,491 |
| State | 29.8 % | 48.1 % | 11.7 % | 7.5 % | 2.9 % | 9,392 |
| USAGM | 40.4 % | 43.2 % | 8.9 % | 3.5 % | 4.1 % | 776 |
| USAID | 28.2 % | 48.9 % | 13.3 % | 7.5 % | 2.1 % | 1,618 |
| USDA | 29.2 % | 52.2 % | 10.7 % | 5.5 % | 2.4 % | 20,561 |
| USDT | 37.7 % | 46.7 % | 8.4 % | 4.6 % | 2.6 % | 15,787 |
| Small Agencies | 38.9 % | 44.4 % | 8.1 % | 5.5 % | 3.1 % | 5,095 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(4) I know what is expected of me on the job.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|
| All Responses | 34.6 % | 46.8 % | 9.8 % | 5.6 % | 3.1 % | 291,324 |
| DOD | 34.0 % | 46.7 % | 10.3 % | 6.1 % | 2.9 % | 87,396 |
| USACE | 33.7 % | 49.9 % | 9.8 % | 4.5 % | 2.0 % | 15,301 |
| Air Force | 34.4 % | 45.8 % | 10.3 % | 6.2 % | 3.3 % | 13,784 |
| †Army | 33.6 % | 46.4 % | 10.1 % | 6.8 % | 3.1 % | 20,319 |
| †Navy | 31.9 % | 48.8 % | 10.9 % | 5.6 % | 2.8 % | 16,379 |
| MarineCorps | 34.2 % | 45.2 % | 11.0 % | 6.3 % | 3.4 % | 4,631 |
| DOD 4thEstate | 38.2 % | 44.2 % | 9.4 % | 5.6 % | 2.5 % | 16,982 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(5) My workload is reasonable.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 16.7 % | 45.5 % | 13.0 % | 13.7 % | 11.1 % | 290,329 | 441 |
| CSOSA | 20.8 % | 49.8 % | 13.0 % | 10.2 % | 6.2 % | 226 | 0 |
| DHS | 17.7 % | 45.2 % | 13.5 % | 12.0 % | 11.6 % | 25,415 | 54 |
| DOC | 16.2 % | 45.9 % | 13.8 % | 13.9 % | 10.2 % | 9,501 | 13 |
| DOE | 17.5 % | 45.4 % | 12.9 % | 13.9 % | 10.3 % | 7,928 | 12 |
| DOI | 12.1 % | 42.6 % | 13.8 % | 18.0 % | 13.6 % | 13,891 | 27 |
| DOJ | 15.6 % | 46.5 % | 13.1 % | 13.2 % | 11.6 % | 15,365 | 18 |
| DOL | 17.7 % | 43.0 % | 13.5 % | 14.1 % | 11.7 % | 6,824 | 6 |
| DOT | 16.2 % | 46.0 % | 13.3 % | 13.3 % | 11.2 % | 8,398 | 12 |
| ED | 16.3 % | 43.6 % | 11.5 % | 15.8 % | 12.8 % | 2,197 | 6 |
| EEOC | 21.5 % | 39.2 % | 14.0 % | 14.4 % | 10.9 % | 947 | 2 |
| EPA | 14.4 % | 45.1 % | 13.4 % | 16.3 % | 10.8 % | 6,636 | 10 |
| FCC | 25.6 % | 49.5 % | 9.4 % | 9.1 % | 6.4 % | 568 | 0 |
| FERC | 26.3 % | 43.7 % | 11.9 % | 11.0 % | 7.1 % | 1,068 | 0 |
| FTC | 22.2 % | 40.7 % | 10.0 % | 14.4 % | 12.6 % | 551 | 0 |
| GSA | 24.9 % | 44.5 % | 12.7 % | 10.9 % | 7.0 % | 6,600 | 9 |
| HHS | 17.2 % | 43.6 % | 13.3 % | 15.1 % | 10.8 % | 18,941 | 23 |
| HUD | 20.1 % | 43.6 % | 12.4 % | 13.3 % | 10.6 % | 4,325 | 6 |
| NARA | 22.4 % | 47.9 % | 13.0 % | 9.8 % | 6.9 % | 1,292 | 4 |
| NCUA | 14.2 % | 41.3 % | 14.3 % | 17.6 % | 12.5 % | 864 | 0 |
| NLRB | 15.8 % | 37.5 % | 9.6 % | 13.8 % | 23.2 % | 612 | 0 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(5) My workload is reasonable.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 16.7 % | 45.5 % | 13.0 % | 13.7 % | 11.1 % | 290,329 | 441 |
| NRC | 19.0 % | 47.9 % | 11.6 % | 12.6 % | 8.9 % | 1,827 | 0 |
| NSF | 21.5 % | 37.7 % | 12.5 % | 16.0 % | 12.2 % | 897 | 1 |
| OMB | 15.5 % | 37.3 % | 12.4 % | 20.0 % | 14.8 % | 420 | 0 |
| OPM | 17.7 % | 41.6 % | 15.6 % | 14.9 % | 10.2 % | 1,241 | 2 |
| PBGC | 33.0 % | 45.6 % | 10.7 % | 5.8 % | 4.8 % | 580 | 0 |
| RRB | 13.7 % | 41.4 % | 12.2 % | 19.4 % | 13.3 % | 272 | 1 |
| SBA | 17.7 % | 41.4 % | 10.8 % | 16.8 % | 13.3 % | 1,372 | 0 |
| SSA | 12.8 % | 34.8 % | 13.7 % | 18.5 % | 20.3 % | 11,451 | 36 |
| State | 13.6 % | 43.1 % | 12.4 % | 17.3 % | 13.6 % | 9,333 | 10 |
| USAGM | 21.0 % | 47.3 % | 12.4 % | 12.0 % | 7.3 % | 773 | 4 |
| USAID | 10.0 % | 40.0 % | 12.5 % | 20.6 % | 16.8 % | 1,618 | 1 |
| USDA | 11.8 % | 41.6 % | 14.3 % | 17.5 % | 14.7 % | 20,460 | 21 |
| USDT | 18.8 % | 45.1 % | 12.8 % | 13.3 % | 10.0 % | 15,730 | 19 |
| Small Agencies | 19.9 % | 46.3 % | 12.5 % | 12.2 % | 9.0 % | 5,074 | 7 |
| DOD | 17.5 % | 47.4 % | 12.6 % | 12.8 % | 9.7 % | 87,132 | 137 |
| USACE | 15.9 % | 49.4 % | 12.8 % | 13.5 % | 8.3 % | 15,297 | 17 |
| Air Force | 18.2 % | 47.1 % | 12.2 % | 12.8 % | 9.7 % | 13,722 | 29 |
| †Army | 17.2 % | 47.1 % | 12.9 % | 12.5 % | 10.3 % | 20,258 | 33 |
| †Navy | 16.1 % | 49.0 % | 12.7 % | 13.2 % | 9.0 % | 16,318 | 22 |
| MarineCorps | 18.5 % | 46.7 % | 13.5 % | 12.3 % | 8.9 % | 4,611 | 10 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(5) My workload is reasonable.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 16.7 % | 45.5 % | 13.0 % | 13.7 % | 11.1 % | 290,329 | 441 |
| DOD 4thEstate | 19.5 % | 45.3 % | 11.9 % | 12.6 % | 10.8 % | 16,926 | 26 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(6) My talents are used well in the workplace.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 21.0 % | 42.5 % | 15.5 % | 12.4 % | 8.6 % | 285,707 | 742 |
| CSOSA | 23.6 % | 40.1 % | 16.0 % | 11.4 % | 9.0 % | 222 | 0 |
| DHS | 18.1 % | 36.7 % | 17.0 % | 14.5 % | 13.7 % | 24,970 | 103 |
| DOC | 22.4 % | 46.2 % | 15.5 % | 9.6 % | 6.3 % | 9,351 | 22 |
| DOE | 25.6 % | 45.4 % | 12.6 % | 10.0 % | 6.5 % | 7,793 | 13 |
| DOI | 20.5 % | 46.2 % | 14.8 % | 11.6 % | 6.9 % | 13,675 | 33 |
| DOJ | 18.5 % | 40.2 % | 15.7 % | 14.2 % | 11.4 % | 15,134 | 31 |
| DOL | 24.3 % | 42.3 % | 14.7 % | 10.8 % | 8.0 % | 6,711 | 11 |
| DOT | 21.7 % | 43.7 % | 14.9 % | 11.4 % | 8.3 % | 8,241 | 25 |
| ED | 22.6 % | 43.7 % | 13.8 % | 12.1 % | 7.9 % | 2,171 | 5 |
| EEOC | 31.3 % | 41.7 % | 13.6 % | 7.1 % | 6.3 % | 945 | 1 |
| EPA | 21.9 % | 47.0 % | 14.1 % | 11.1 % | 5.8 % | 6,545 | 8 |
| FCC | 26.3 % | 44.9 % | 14.7 % | 8.5 % | 5.5 % | 562 | 0 |
| FERC | 33.7 % | 41.2 % | 13.9 % | 7.1 % | 4.0 % | 1,051 | 4 |
| FTC | 33.3 % | 38.7 % | 10.0 % | 9.4 % | 8.7 % | 548 | 0 |
| GSA | 32.1 % | 43.3 % | 12.9 % | 7.5 % | 4.2 % | 6,499 | 12 |
| HHS | 25.5 % | 44.0 % | 13.9 % | 10.7 % | 5.9 % | 18,672 | 33 |
| HUD | 26.2 % | 42.4 % | 14.4 % | 10.5 % | 6.4 % | 4,277 | 6 |
| NARA | 27.6 % | 38.1 % | 16.6 % | 10.4 % | 7.2 % | 1,267 | 3 |
| NCUA | 22.7 % | 45.8 % | 15.1 % | 10.2 % | 6.2 % | 851 | 0 |
| NLRB | 21.0 % | 45.0 % | 16.0 % | 11.1 % | 6.8 % | 602 | 0 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(6) My talents are used well in the workplace.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 21.0 % | 42.5 % | 15.5 % | 12.4 % | 8.6 % | 285,707 | 742 |
| NRC | 22.5 % | 46.5 % | 12.0 % | 12.1 % | 6.9 % | 1,804 | 3 |
| NSF | 33.9 % | 41.0 % | 11.1 % | 10.1 % | 3.9 % | 884 | 0 |
| OMB | 25.8 % | 44.9 % | 13.6 % | 11.6 % | 4.1 % | 413 | 0 |
| OPM | 25.2 % | 42.3 % | 14.7 % | 10.6 % | 7.2 % | 1,220 | 2 |
| PBGC | 33.7 % | 45.2 % | 10.4 % | 5.2 % | 5.5 % | 572 | 2 |
| RRB | 21.0 % | 40.1 % | 15.9 % | 12.0 % | 11.1 % | 264 | 2 |
| SBA | 26.3 % | 41.0 % | 14.1 % | 10.9 % | 7.8 % | 1,340 | 3 |
| SSA | 17.2 % | 38.3 % | 18.3 % | 14.9 % | 11.3 % | 11,199 | 45 |
| State | 16.9 % | 40.8 % | 17.3 % | 15.7 % | 9.3 % | 9,210 | 24 |
| USAGM | 23.4 % | 43.8 % | 15.6 % | 8.0 % | 9.2 % | 752 | 6 |
| USAID | 16.0 % | 45.1 % | 15.0 % | 16.6 % | 7.4 % | 1,589 | 2 |
| USDA | 16.5 % | 47.5 % | 18.0 % | 11.7 % | 6.3 % | 20,108 | 39 |
| USDT | 22.1 % | 42.1 % | 16.1 % | 12.0 % | 7.7 % | 15,493 | 48 |
| Small Agencies | 25.1 % | 43.1 % | 13.4 % | 10.9 % | 7.5 % | 5,014 | 9 |
| DOD | 22.0 % | 43.2 % | 14.8 % | 12.2 % | 7.8 % | 85,758 | 247 |
| USACE | 22.4 % | 48.2 % | 14.8 % | 9.7 % | 4.9 % | 15,080 | 34 |
| Air Force | 22.8 % | 43.2 % | 13.9 % | 12.4 % | 7.7 % | 13,485 | 38 |
| †Army | 21.4 % | 42.0 % | 15.2 % | 12.7 % | 8.7 % | 19,930 | 66 |
| †Navy | 20.7 % | 44.8 % | 15.7 % | 11.9 % | 7.0 % | 16,058 | 49 |
| MarineCorps | 22.1 % | 39.4 % | 16.1 % | 13.4 % | 8.9 % | 4,541 | 17 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(6) My talents are used well in the workplace.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 21.0 % | 42.5 % | 15.5 % | 12.4 % | 8.6 % | 285,707 | 742 |
| DOD 4thEstate | 23.7 % | 42.2 % | 14.0 % | 11.6 % | 8.4 % | 16,664 | 43 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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(7) I know how my work relates to the agency's goals.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 35.4 % | 49.6 % | 8.6 % | 3.6 % | 2.8 % | 289,507 | 733 |
| CSOSA | 47.8 % | 43.1 % | 5.4 % | 2.2 % | 1.5 % | 223 | 1 |
| DHS | 32.5 % | 47.2 % | 9.5 % | 4.5 % | 6.3 % | 25,357 | 92 |
| DOC | 41.3 % | 48.3 % | 6.3 % | 2.6 % | 1.5 % | 9,475 | 18 |
| DOE | 43.4 % | 44.9 % | 6.7 % | 2.8 % | 2.2 % | 7,914 | 20 |
| DOI | 34.7 % | 50.4 % | 9.0 % | 3.7 % | 2.2 % | 13,850 | 38 |
| DOJ | 32.3 % | 48.7 % | 10.3 % | 4.5 % | 4.2 % | 15,303 | 32 |
| DOL | 42.4 % | 46.6 % | 6.8 % | 2.4 % | 1.9 % | 6,813 | 12 |
| DOT | 35.2 % | 50.6 % | 7.9 % | 3.5 % | 2.8 % | 8,384 | 21 |
| ED | 39.2 % | 49.0 % | 7.1 % | 2.7 % | 2.0 % | 2,193 | 4 |
| EEOC | 51.5 % | 40.1 % | 4.5 % | 2.8 % | 1.1 % | 955 | 1 |
| EPA | 40.6 % | 49.3 % | 6.6 % | 1.9 % | 1.5 % | 6,625 | 8 |
| FCC | 38.9 % | 51.3 % | 5.3 % | 2.9 % | 1.6 % | 566 | 0 |
| FERC | 50.1 % | 41.3 % | 4.6 % | 2.3 % | 1.7 % | 1,057 | 1 |
| FTC | 46.4 % | 31.6 % | 5.9 % | 9.1 % | 7.1 % | 546 | 4 |
| GSA | 46.3 % | 45.0 % | 6.0 % | 1.6 % | 1.0 % | 6,593 | 11 |
| HHS | 44.3 % | 45.8 % | 6.3 % | 2.2 % | 1.4 % | 18,900 | 25 |
| HUD | 40.2 % | 47.5 % | 7.6 % | 2.9 % | 1.8 % | 4,322 | 11 |
| NARA | 42.3 % | 47.8 % | 6.5 % | 2.0 % | 1.5 % | 1,291 | 5 |
| NCUA | 38.0 % | 49.8 % | 7.2 % | 2.9 % | 2.0 % | 860 | 3 |
| NLRB | 43.4 % | 46.3 % | 5.9 % | 2.9 % | 1.5 % | 609 | 1 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(7) I know how my work relates to the agency's goals.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 35.4 % | 49.6 % | 8.6 % | 3.6 % | 2.8 % | 289,507 | 733 |
| NRC | 43.4 % | 46.1 % | 6.5 % | 2.5 % | 1.5 % | 1,819 | 4 |
| NSF | 60.5 % | 33.6 % | 3.0 % | 2.0 % | 0.9 % | 898 | 0 |
| OMB | 35.8 % | 46.7 % | 6.9 % | 6.8 % | 3.8 % | 419 | 0 |
| OPM | 42.2 % | 45.5 % | 7.5 % | 3.2 % | 1.6 % | 1,245 | 5 |
| PBGC | 58.8 % | 37.0 % | 2.9 % | 0.6 % | 0.7 % | 579 | 1 |
| RRB | 42.5 % | 45.6 % | 5.6 % | 5.1 % | 1.2 % | 267 | 3 |
| SBA | 42.6 % | 46.3 % | 6.2 % | 2.9 % | 1.9 % | 1,372 | 1 |
| SSA | 35.4 % | 53.1 % | 7.1 % | 2.5 % | 1.9 % | 11,391 | 33 |
| State | 34.3 % | 51.0 % | 8.1 % | 4.0 % | 2.5 % | 9,339 | 5 |
| USAGM | 39.8 % | 44.9 % | 9.0 % | 3.0 % | 3.3 % | 767 | 4 |
| USAID | 35.7 % | 53.2 % | 7.2 % | 2.9 % | 1.0 % | 1,611 | 1 |
| USDA | 28.8 % | 55.4 % | 9.9 % | 3.7 % | 2.1 % | 20,419 | 43 |
| USDT | 36.2 % | 50.8 % | 8.3 % | 2.7 % | 2.0 % | 15,671 | 47 |
| Small Agencies | 43.4 % | 44.8 % | 6.3 % | 3.1 % | 2.4 % | 5,048 | 19 |
| DOD | 35.1 % | 50.0 % | 8.8 % | 3.7 % | 2.4 % | 86,826 | 259 |
| USACE | 34.3 % | 52.7 % | 8.5 % | 2.7 % | 1.8 % | 15,233 | 40 |
| Air Force | 36.5 % | 48.8 % | 8.3 % | 4.0 % | 2.5 % | 13,680 | 48 |
| †Army | 33.2 % | 50.3 % | 9.5 % | 4.1 % | 2.9 % | 20,187 | 61 |
| †Navy | 34.3 % | 51.7 % | 8.6 % | 3.3 % | 2.1 % | 16,281 | 42 |
| MarineCorps | 34.0 % | 49.3 % | 10.3 % | 4.1 % | 2.3 % | 4,589 | 19 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(7) I know how my work relates to the agency's goals.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 35.4 % | 49.6 % | 8.6 % | 3.6 % | 2.8 % | 289,507 | 733 |
| DOD 4thEstate | 38.1 % | 48.1 % | 8.3 % | 3.3 % | 2.3 % | 16,856 | 49 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(8) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 32.4 % | 35.9 % | 15.4 % | 7.8 % | 8.5 % | 282,470 | 8,981 |
| CSOSA | 20.5 % | 34.7 % | 25.8 % | 10.9 % | 8.1 % | 213 | 12 |
| DHS | 28.1 % | 33.5 % | 16.5 % | 9.9 % | 12.0 % | 24,909 | 635 |
| DOC | 34.1 % | 36.3 % | 17.4 % | 6.1 % | 6.0 % | 9,061 | 456 |
| DOE | 41.0 % | 34.0 % | 12.0 % | 6.1 % | 7.0 % | 7,723 | 232 |
| DOI | 29.8 % | 36.6 % | 15.6 % | 9.0 % | 9.1 % | 13,540 | 410 |
| DOJ | 28.0 % | 33.4 % | 16.6 % | 10.0 % | 11.9 % | 14,910 | 477 |
| DOL | 36.3 % | 34.2 % | 15.3 % | 6.5 % | 7.8 % | 6,589 | 259 |
| DOT | 34.3 % | 37.8 % | 13.1 % | 6.5 % | 8.2 % | 8,192 | 242 |
| ED | 34.0 % | 35.7 % | 15.8 % | 7.1 % | 7.4 % | 2,087 | 125 |
| EEOC | 34.6 % | 32.1 % | 17.3 % | 7.3 % | 8.7 % | 936 | 25 |
| EPA | 33.4 % | 37.6 % | 17.2 % | 6.3 % | 5.6 % | 6,345 | 315 |
| FCC | 40.8 % | 31.5 % | 18.3 % | 4.6 % | 4.8 % | 545 | 23 |
| FERC | 51.1 % | 29.3 % | 13.2 % | 3.8 % | 2.6 % | 1,006 | 56 |
| FTC | 50.0 % | 26.4 % | 11.2 % | 6.5 % | 5.9 % | 517 | 35 |
| GSA | 44.1 % | 33.4 % | 13.8 % | 4.4 % | 4.4 % | 6,389 | 237 |
| HHS | 36.3 % | 35.6 % | 15.2 % | 6.8 % | 6.2 % | 18,192 | 806 |
| HUD | 34.6 % | 35.9 % | 17.4 % | 5.4 % | 6.8 % | 4,169 | 179 |
| NARA | 39.6 % | 30.7 % | 16.6 % | 7.0 % | 6.1 % | 1,244 | 55 |
| NCUA | 41.9 % | 35.0 % | 13.1 % | 4.7 % | 5.4 % | 836 | 26 |
| NLRB | 31.6 % | 31.8 % | 15.3 % | 8.4 % | 12.8 % | 580 | 34 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(8) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 32.4 % | 35.9 % | 15.4 % | 7.8 % | 8.5 % | 282,470 | 8,981 |
| NRC | 38.6 % | 36.4 % | 13.7 % | 5.7 % | 5.6 % | 1,785 | 46 |
| NSF | 49.3 % | 29.5 % | 11.9 % | 5.2 % | 4.0 % | 868 | 34 |
| OMB | 45.9 % | 33.7 % | 9.5 % | 6.8 % | 4.1 % | 395 | 24 |
| OPM | 37.8 % | 33.1 % | 18.3 % | 4.7 % | 6.1 % | 1,194 | 54 |
| PBGC | 49.0 % | 29.4 % | 13.2 % | 5.6 % | 2.9 % | 557 | 25 |
| RRB | 31.7 % | 37.8 % | 19.9 % | 4.0 % | 6.6 % | 258 | 15 |
| SBA | 38.2 % | 32.7 % | 16.6 % | 5.4 % | 7.1 % | 1,343 | 35 |
| SSA | 29.5 % | 36.9 % | 18.9 % | 6.7 % | 8.0 % | 11,116 | 377 |
| State | 28.7 % | 37.7 % | 15.8 % | 10.2 % | 7.7 % | 9,133 | 257 |
| USAGM | 26.0 % | 30.4 % | 22.5 % | 9.0 % | 12.1 % | 751 | 31 |
| USAID | 32.0 % | 39.8 % | 13.9 % | 8.2 % | 6.1 % | 1,556 | 62 |
| USDA | 24.5 % | 39.7 % | 19.0 % | 8.4 % | 8.4 % | 19,895 | 657 |
| USDT | 35.4 % | 37.0 % | 15.9 % | 5.7 % | 6.1 % | 15,240 | 561 |
| Small Agencies | 38.0 % | 33.2 % | 14.2 % | 6.9 % | 7.7 % | 4,840 | 247 |
| DOD | 34.1 % | 36.2 % | 14.2 % | 7.5 % | 8.0 % | 85,556 | 1,917 |
| USACE | 34.9 % | 39.7 % | 14.3 % | 5.9 % | 5.3 % | 14,955 | 367 |
| Air Force | 36.2 % | 35.0 % | 13.1 % | 7.6 % | 8.1 % | 13,530 | 271 |
| †Army | 32.8 % | 35.9 % | 14.5 % | 7.5 % | 9.3 % | 19,942 | 398 |
| †Navy | 33.0 % | 38.5 % | 14.3 % | 7.5 % | 6.7 % | 16,087 | 298 |
| Marine Corps | 31.8 % | 32.3 % | 17.4 % | 8.8 % | 9.7 % | 4,557 | 83 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(8) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 32.4 % | 35.9 % | 15.4 % | 7.8 % | 8.5 % | 282,470 | 8,981 |
| DOD 4thEstate | 35.2 % | 34.8 % | 14.9 % | 7.1 % | 8.0 % | 16,485 | 500 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(9) The people I work with cooperate to get the job done.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 41.1 % | 42.2 % | 8.6 % | 5.7 % | 2.3 % | 291,910 |
| CSOSA | 38.4 % | 44.9 % | 9.5 % | 4.6 % | 2.6 % | 228 |
| DHS | 38.1 % | 42.9 % | 9.4 % | 6.4 % | 3.2 % | 25,596 |
| DOC | 46.0 % | 40.3 % | 8.3 % | 4.2 % | 1.3 % | 9,537 |
| DOE | 53.1 % | 36.7 % | 5.8 % | 3.0 % | 1.3 % | 7,969 |
| DOI | 40.5 % | 42.6 % | 9.1 % | 5.8 % | 1.9 % | 13,961 |
| DOJ | 36.6 % | 42.0 % | 9.9 % | 7.8 % | 3.7 % | 15,413 |
| DOL | 49.4 % | 38.3 % | 6.9 % | 3.5 % | 1.9 % | 6,859 |
| DOT | 43.1 % | 42.2 % | 7.6 % | 5.0 % | 2.1 % | 8,437 |
| ED | 54.2 % | 35.4 % | 5.5 % | 2.7 % | 2.2 % | 2,213 |
| EEOC | 50.7 % | 37.5 % | 6.4 % | 2.9 % | 2.4 % | 963 |
| EPA | 51.1 % | 38.7 % | 5.9 % | 3.2 % | 1.1 % | 6,669 |
| FCC | 57.2 % | 30.9 % | 5.7 % | 5.7 % | 0.5 % | 571 |
| FERC | 61.1 % | 32.2 % | 3.9 % | 2.1 % | 0.7 % | 1,070 |
| FTC | 71.2 % | 24.0 % | 2.2 % | 1.1 % | 1.5 % | 552 |
| GSA | 57.5 % | 34.4 % | 4.9 % | 2.3 % | 0.9 % | 6,632 |
| HHS | 49.9 % | 37.4 % | 7.1 % | 4.0 % | 1.7 % | 19,025 |
| HUD | 50.6 % | 37.6 % | 6.3 % | 3.6 % | 1.8 % | 4,349 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(9) The people I work with cooperate to get the job done.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 41.1 % | 42.2 % | 8.6 % | 5.7 % | 2.3 % | 291,910 |
| NARA | 48.9 % | 38.7 % | 7.8 % | 3.1 % | 1.4 % | 1,301 |
| NCUA | 51.5 % | 36.4 % | 6.1 % | 4.0 % | 2.0 % | 863 |
| NLRB | 51.8 % | 38.0 % | 5.5 % | 3.4 % | 1.3 % | 614 |
| NRC | 52.4 % | 37.1 % | 6.1 % | 3.1 % | 1.2 % | 1,834 |
| NSF | 61.5 % | 32.0 % | 3.3 % | 2.0 % | 1.2 % | 905 |
| OMB | 63.1 % | 31.0 % | 3.2 % | 2.7 % | 0.0% | 419 |
| OPM | 49.4 % | 38.6 % | 6.8 % | 3.9 % | 1.3 % | 1,249 |
| PBGC | 59.5 % | 32.4 % | 4.6 % | 2.2 % | 1.4 % | 580 |
| RRB | 38.2 % | 45.6 % | 8.3 % | 5.9 % | 2.0 % | 272 |
| SBA | 50.6 % | 36.6 % | 6.8 % | 3.6 % | 2.4 % | 1,375 |
| SSA | 34.1 % | 43.2 % | 11.6 % | 7.8 % | 3.3 % | 11,509 |
| State | 43.5 % | 42.9 % | 7.3 % | 4.7 % | 1.6 % | 9,424 |
| USAGM | 39.1 % | 43.9 % | 10.7 % | 3.8 % | 2.5 % | 783 |
| USAID | 45.9 % | 41.5 % | 6.7 % | 4.0 % | 1.9 % | 1,619 |
| USDA | 41.6 % | 43.0 % | 8.2 % | 5.2 % | 1.9 % | 20,594 |
| USDT | 46.2 % | 38.6 % | 8.2 % | 5.0 % | 2.0 % | 15,820 |
| Small Agencies | 52.4 % | 35.6 % | 5.9 % | 4.1 % | 2.1 % | 5,096 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(9) The people I work with cooperate to get the job done.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 41.1 % | 42.2 % | 8.6 % | 5.7 % | 2.3 % | 291,910 |
| DOD | 39.6 % | 43.7 % | 8.7 % | 5.8 % | 2.3 % | 87,609 |
| USACE | 42.3 % | 45.0 % | 7.7 % | 3.7 % | 1.3 % | 15,341 |
| Air Force | 40.4 % | 42.4 % | 8.6 % | 6.4 % | 2.2 % | 13,825 |
| †Army | 37.4 % | 43.8 % | 9.5 % | 6.4 % | 2.8 % | 20,364 |
| †Navy | 39.1 % | 46.0 % | 8.3 % | 4.8 % | 1.8 % | 16,421 |
| MarineCorps | 37.8 % | 43.1 % | 10.4 % | 6.3 % | 2.5 % | 4,639 |
| DOD 4thEstate | 42.6 % | 40.9 % | 8.1 % | 6.0 % | 2.4 % | 17,019 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(10) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 12.9 % | 29.4 % | 26.6 % | 16.6 % | 14.5 % | 245,119 | 46,919 |
| CSOSA | 14.0 % | 32.3 % | 28.0 % | 10.6 % | 15.1 % | 186 | 39 |
| DHS | 12.5 % | 25.9 % | 24.2 % | 17.9 % | 19.5 % | 22,719 | 2,883 |
| DOC | 16.4 % | 34.8 % | 28.1 % | 13.1 % | 7.6 % | 7,647 | 1,896 |
| DOE | 16.8 % | 33.1 % | 29.3 % | 12.5 % | 8.2 % | 6,455 | 1,510 |
| DOI | 11.8 % | 31.7 % | 27.5 % | 16.1 % | 12.8 % | 11,679 | 2,282 |
| DOJ | 11.4 % | 26.2 % | 24.0 % | 18.3 % | 20.2 % | 13,223 | 2,217 |
| DOL | 17.6 % | 31.5 % | 29.6 % | 12.3 % | 9.0 % | 5,367 | 1,490 |
| DOT | 11.7 % | 28.0 % | 28.6 % | 16.4 % | 15.4 % | 6,965 | 1,482 |
| ED | 16.8 % | 28.3 % | 30.3 % | 13.2 % | 11.4 % | 1,680 | 532 |
| EEOC | 20.4 % | 33.7 % | 27.5 % | 11.1 % | 7.3 % | 754 | 209 |
| EPA | 11.9 % | 30.7 % | 33.3 % | 14.9 % | 9.2 % | 5,022 | 1,652 |
| FCC | 13.0 % | 30.1 % | 35.9 % | 13.2 % | 7.8 % | 436 | 137 |
| FERC | 20.4 % | 34.9 % | 28.5 % | 10.5 % | 5.7 % | 865 | 205 |
| FTC | 22.9 % | 31.7 % | 26.0 % | 13.1 % | 6.3 % | 428 | 123 |
| GSA | 23.1 % | 33.2 % | 27.6 % | 9.8 % | 6.3 % | 5,366 | 1,272 |
| HHS | 16.0 % | 32.6 % | 27.3 % | 14.2 % | 9.9 % | 15,406 | 3,613 |
| HUD | 17.6 % | 29.4 % | 31.0 % | 12.6 % | 9.4 % | 3,346 | 1,008 |
| NARA | 20.4 % | 31.9 % | 27.9 % | 10.1 % | 9.7 % | 1,072 | 227 |
| NCUA | 17.3 % | 34.0 % | 26.2 % | 11.3 % | 11.2 % | 664 | 202 |
| NLRB | 13.2 % | 30.2 % | 30.0 % | 13.9 % | 12.7 % | 478 | 134 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(10) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 12.9 % | 29.4 % | 26.6 % | 16.6 % | 14.5 % | 245,119 | 46,919 |
| NRC | 11.6 % | 31.9 % | 30.2 % | 15.3 % | 11.0 % | 1,411 | 423 |
| NSF | 18.1 % | 34.0 % | 26.1 % | 13.1 % | 8.7 % | 709 | 195 |
| OMB | 18.6 % | 31.2 % | 26.4 % | 15.4 % | 8.4 % | 333 | 85 |
| OPM | 16.6 % | 33.7 % | 26.7 % | 11.5 % | 11.5 % | 980 | 270 |
| PBGC | 22.9 % | 34.7 % | 24.0 % | 11.8 % | 6.6 % | 457 | 124 |
| RRB | 11.6 % | 36.3 % | 28.4 % | 13.2 % | 10.6 % | 234 | 39 |
| SBA | 17.8 % | 32.2 % | 28.6 % | 12.2 % | 9.3 % | 1,132 | 242 |
| SSA | 11.9 % | 25.7 % | 27.9 % | 16.7 % | 17.9 % | 9,515 | 2,011 |
| State | 10.7 % | 31.9 % | 25.9 % | 19.0 % | 12.5 % | 7,989 | 1,437 |
| USAGM | 13.3 % | 29.8 % | 33.2 % | 12.0 % | 11.7 % | 694 | 91 |
| USAID | 11.9 % | 30.3 % | 29.4 % | 17.4 % | 11.0 % | 1,358 | 263 |
| USDA | 11.1 % | 30.6 % | 28.3 % | 17.1 % | 12.9 % | 17,579 | 3,026 |
| USDT | 17.0 % | 29.8 % | 28.8 % | 13.1 % | 11.3 % | 12,007 | 3,820 |
| Small Agencies | 20.0 % | 32.0 % | 26.7 % | 11.2 % | 10.0 % | 4,014 | 1,088 |
| DOD | 12.4 % | 29.9 % | 26.5 % | 17.1 % | 14.2 % | 76,949 | 10,692 |
| USACE | 12.5 % | 32.2 % | 29.4 % | 15.2 % | 10.7 % | 13,224 | 2,120 |
| Air Force | 13.2 % | 30.9 % | 25.2 % | 16.9 % | 13.9 % | 12,321 | 1,505 |
| †Army | 11.0 % | 27.1 % | 26.9 % | 17.8 % | 17.3 % | 18,250 | 2,124 |
| †Navy | 12.0 % | 31.6 % | 26.6 % | 17.3 % | 12.4 % | 14,667 | 1,751 |
| Marine Corps | 12.8 % | 28.0 % | 26.8 % | 17.6 % | 14.8 % | 4,195 | 456 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(10) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 12.9 % | 29.4 % | 26.6 % | 16.6 % | 14.5 % | 245,119 | 46,919 |
| DOD 4thEstate | 14.3 % | 30.0 % | 27.1 % | 16.0 % | 12.6 % | 14,292 | 2,736 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(11) In my work unit poor performers usually:

| Agency | Remain in the work unit and improve their performance | Remain in the work unit and continue to underperform | Leave the work unit - removed or transferred | Leave the work unit - quit | There are no poor performers in my work unit | Item Response Total** | Do Not Know |
|---------------|-------------------------------------------------------|------------------------------------------------------|----------------------------------------------|----------------------------|----------------------------------------------|-----------------------|-------------|
| All Responses | 17.8 % | 50.4 % | 9.0 % | 2.4 % | 20.4 % | 219,694 | 72,324 |
| CSOSA | 20.0 % | 45.5 % | 8.1 % | 0.7 % | 25.7 % | 169 | 57 |
| DHS | 17.9 % | 57.1 % | 6.4 % | 1.8 % | 16.9 % | 20,557 | 5,040 |
| DOC | 21.9 % | 39.4 % | 9.5 % | 4.0 % | 25.2 % | 6,807 | 2,743 |
| DOE | 18.4 % | 37.3 % | 9.0 % | 2.8 % | 32.6 % | 5,861 | 2,108 |
| DOI | 15.8 % | 46.1 % | 8.6 % | 3.4 % | 26.0 % | 10,638 | 3,326 |
| DOJ | 14.8 % | 57.6 % | 8.5 % | 1.5 % | 17.6 % | 11,819 | 3,603 |
| DOL | 22.0 % | 38.0 % | 8.0 % | 3.3 % | 28.7 % | 4,686 | 2,174 |
| DOT | 18.0 % | 50.7 % | 7.2 % | 1.3 % | 22.8 % | 6,218 | 2,221 |
| ED | 18.6 % | 38.6 % | 7.4 % | 2.5 % | 32.8 % | 1,518 | 695 |
| EEOC | 22.7 % | 30.4 % | 9.9 % | 3.0 % | 34.0 % | 621 | 341 |
| EPA | 17.5 % | 39.7 % | 6.7 % | 1.7 % | 34.4 % | 4,727 | 1,945 |
| FCC | 20.0 % | 40.7 % | 7.1 % | 1.6 % | 30.5 % | 382 | 191 |
| FERC | 28.8 % | 32.1 % | 4.5 % | 2.6 % | 32.0 % | 744 | 323 |
| FTC | 21.6 % | 38.6 % | 6.4 % | 5.6 % | 27.7 % | 393 | 159 |
| GSA | 22.4 % | 29.9 % | 7.9 % | 2.4 % | 37.4 % | 4,791 | 1,848 |
| HHS | 20.3 % | 41.3 % | 10.2 % | 3.2 % | 24.9 % | 13,893 | 5,135 |
| HUD | 20.6 % | 38.0 % | 8.9 % | 3.0 % | 29.5 % | 2,885 | 1,466 |
| NARA | 27.5 % | 35.7 % | 6.7 % | 2.5 % | 27.6 % | 933 | 365 |
| NCUA | 20.0 % | 37.2 % | 6.9 % | 3.4 % | 32.5 % | 604 | 262 |
| NLRB | 20.6 % | 39.1 % | 3.8 % | 4.5 % | 32.0 % | 441 | 173 |
| NRC | 18.0 % | 44.3 % | 6.6 % | 1.6 % | 29.5 % | 1,298 | 535 |
| NSF | 23.6 % | 37.8 % | 6.9 % | 2.1 % | 29.5 % | 671 | 234 |
| OMB | 10.4 % | 28.9 % | 6.8 % | 9.4 % | 44.4 % | 341 | 77 |
| OPM | 21.8 % | 39.7 % | 9.6 % | 2.8 % | 26.1 % | 829 | 419 |
| PBGC | 24.0 % | 29.1 % | 7.7 % | 3.5 % | 35.7 % | 398 | 185 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(11) In my work unit poor performers usually:

| Agency | Remain in the work unit and improve their performance | Remain in the work unit and continue to underperform | Leave the work unit - removed or transferred | Leave the work unit - quit | There are no poor performers in my work unit | Item Response Total** | Do Not Know |
|----------------|-------------------------------------------------------|------------------------------------------------------|----------------------------------------------|----------------------------|----------------------------------------------|-----------------------|-------------|
| All Responses | 17.8 % | 50.4 % | 9.0 % | 2.4 % | 20.4 % | 219,694 | 72,324 |
| RRB | 22.1 % | 41.5 % | 6.2 % | 4.2 % | 26.0 % | 197 | 76 |
| SBA | 20.3 % | 38.7 % | 8.3 % | 3.8 % | 29.0 % | 987 | 391 |
| SSA | 20.3 % | 54.7 % | 6.6 % | 2.5 % | 16.0 % | 8,259 | 3,266 |
| State | 17.6 % | 50.3 % | 9.2 % | 1.9 % | 21.0 % | 7,515 | 1,909 |
| USAGM | 23.9 % | 41.8 % | 6.1 % | 1.6 % | 26.5 % | 625 | 158 |
| USAID | 17.0 % | 46.1 % | 10.5 % | 3.2 % | 23.2 % | 1,322 | 299 |
| USDA | 16.2 % | 48.9 % | 6.8 % | 3.3 % | 24.8 % | 15,551 | 5,058 |
| USDT | 24.5 % | 42.3 % | 7.6 % | 2.4 % | 23.2 % | 10,198 | 5,620 |
| Small Agencies | 19.6 % | 33.6 % | 8.3 % | 4.0 % | 34.5 % | 3,726 | 1,376 |
| DOD | 16.9 % | 51.4 % | 10.5 % | 2.3 % | 18.8 % | 69,090 | 18,546 |
| USACE | 17.9 % | 45.8 % | 9.5 % | 2.4 % | 24.4 % | 11,839 | 3,504 |
| Air Force | 17.1 % | 52.0 % | 10.8 % | 2.6 % | 17.5 % | 11,101 | 2,713 |
| †Army | 14.5 % | 56.3 % | 8.9 % | 2.1 % | 18.2 % | 16,433 | 3,944 |
| †Navy | 17.6 % | 49.2 % | 12.1 % | 2.2 % | 18.9 % | 13,227 | 3,202 |
| MarineCorps | 15.8 % | 51.8 % | 9.1 % | 3.1 % | 20.3 % | 3,714 | 929 |
| DOD 4thEstate | 20.4 % | 46.6 % | 10.9 % | 2.3 % | 19.7 % | 12,776 | 4,254 |

SOURCE: Federal Employee Viewpoint Survey
**Unweighted count of responses to a question.
†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(12) In my work unit, differences in performance are recognized in a meaningful way.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 14.3 % | 36.2 % | 24.3 % | 15.8 % | 9.4 % | 265,187 | 26,568 |
| CSOSA | 21.0 % | 33.4 % | 22.2 % | 16.5 % | 6.9 % | 202 | 25 |
| DHS | 13.4 % | 30.7 % | 24.2 % | 18.3 % | 13.4 % | 23,895 | 1,679 |
| DOC | 16.9 % | 41.7 % | 22.7 % | 12.6 % | 6.1 % | 8,513 | 1,021 |
| DOE | 19.2 % | 42.4 % | 21.4 % | 10.7 % | 6.2 % | 7,044 | 917 |
| DOI | 13.9 % | 38.7 % | 24.6 % | 15.5 % | 7.4 % | 12,456 | 1,480 |
| DOJ | 11.8 % | 32.5 % | 23.6 % | 18.6 % | 13.5 % | 13,989 | 1,429 |
| DOL | 21.0 % | 38.8 % | 20.8 % | 11.7 % | 7.7 % | 6,038 | 820 |
| DOT | 15.3 % | 35.1 % | 25.3 % | 14.4 % | 9.9 % | 7,644 | 798 |
| ED | 22.0 % | 37.9 % | 20.4 % | 11.6 % | 8.0 % | 1,903 | 307 |
| EEOC | 26.0 % | 37.9 % | 19.2 % | 9.9 % | 7.0 % | 843 | 116 |
| EPA | 14.6 % | 42.2 % | 23.2 % | 13.2 % | 6.8 % | 5,800 | 867 |
| FCC | 17.2 % | 41.1 % | 24.0 % | 12.9 % | 4.8 % | 490 | 83 |
| FERC | 25.5 % | 45.4 % | 18.6 % | 7.3 % | 3.4 % | 968 | 101 |
| FTC | 25.6 % | 46.8 % | 16.2 % | 6.7 % | 4.6 % | 485 | 64 |
| GSA | 25.7 % | 41.8 % | 20.1 % | 8.5 % | 3.9 % | 5,951 | 679 |
| HHS | 17.9 % | 40.2 % | 23.1 % | 12.8 % | 6.0 % | 17,278 | 1,741 |
| HUD | 21.4 % | 41.1 % | 20.6 % | 9.9 % | 7.0 % | 3,730 | 613 |
| NARA | 21.5 % | 40.9 % | 22.3 % | 9.5 % | 5.8 % | 1,177 | 122 |
| NCUA | 19.1 % | 35.5 % | 23.6 % | 13.8 % | 8.0 % | 774 | 90 |
| NLRB | 15.9 % | 33.3 % | 22.6 % | 17.6 % | 10.6 % | 546 | 67 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(12) In my work unit, differences in performance are recognized in a meaningful way.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 14.3 % | 36.2 % | 24.3 % | 15.8 % | 9.4 % | 265,187 | 26,568 |
| NRC | 16.9 % | 43.3 % | 21.1 % | 11.4 % | 7.2 % | 1,644 | 185 |
| NSF | 22.9 % | 43.5 % | 19.6 % | 8.8 % | 5.2 % | 792 | 112 |
| OMB | 16.3 % | 41.6 % | 20.7 % | 14.1 % | 7.2 % | 395 | 23 |
| OPM | 18.6 % | 39.3 % | 23.4 % | 12.3 % | 6.4 % | 1,115 | 135 |
| PBGC | 26.2 % | 36.5 % | 21.4 % | 10.7 % | 5.2 % | 518 | 65 |
| RRB | 15.6 % | 29.4 % | 28.5 % | 13.9 % | 12.6 % | 233 | 39 |
| SBA | 22.8 % | 36.0 % | 22.4 % | 12.0 % | 6.8 % | 1,237 | 140 |
| SSA | 11.4 % | 32.5 % | 24.9 % | 18.7 % | 12.5 % | 10,400 | 1,106 |
| State | 9.8 % | 36.8 % | 27.4 % | 18.5 % | 7.5 % | 8,674 | 735 |
| USAGM | 15.8 % | 36.9 % | 24.7 % | 12.4 % | 10.2 % | 733 | 50 |
| USAID | 12.9 % | 39.3 % | 25.0 % | 16.9 % | 5.8 % | 1,506 | 111 |
| USDA | 10.9 % | 36.4 % | 25.8 % | 17.6 % | 9.4 % | 18,815 | 1,776 |
| USDT | 17.9 % | 35.4 % | 25.1 % | 13.3 % | 8.3 % | 13,532 | 2,289 |
| Small Agencies | 20.0 % | 37.5 % | 21.7 % | 12.9 % | 8.0 % | 4,474 | 627 |
| DOD | 13.9 % | 37.2 % | 24.5 % | 15.6 % | 8.8 % | 81,393 | 6,156 |
| USACE | 14.1 % | 41.1 % | 25.5 % | 13.0 % | 6.3 % | 14,123 | 1,214 |
| Air Force | 14.8 % | 38.3 % | 24.0 % | 14.5 % | 8.3 % | 12,935 | 873 |
| †Army | 12.6 % | 34.1 % | 24.9 % | 18.0 % | 10.4 % | 19,131 | 1,226 |
| †Navy | 13.1 % | 39.0 % | 25.2 % | 14.8 % | 7.9 % | 15,344 | 1,047 |
| MarineCorps | 13.6 % | 32.4 % | 27.4 % | 16.7 % | 9.9 % | 4,367 | 276 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(12) In my work unit, differences in performance are recognized in a meaningful way.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 14.3 % | 36.2 % | 24.3 % | 15.8 % | 9.4 % | 265,187 | 26,568 |
| DOD 4thEstate | 16.6 % | 38.2 % | 22.0 % | 14.6 % | 8.6 % | 15,493 | 1,520 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 29.9 % | 50.0 % | 11.2 % | 6.1 % | 2.8 % | 289,170 | 2,750 |
| CSOSA | 30.8 % | 52.4 % | 9.8 % | 5.8 % | 1.1 % | 225 | 3 |
| DHS | 28.3 % | 48.9 % | 12.4 % | 6.4 % | 4.0 % | 25,375 | 210 |
| DOC | 36.2 % | 49.2 % | 9.3 % | 4.1 % | 1.3 % | 9,425 | 123 |
| DOE | 39.8 % | 45.9 % | 7.9 % | 4.4 % | 2.0 % | 7,897 | 73 |
| DOI | 30.7 % | 50.6 % | 10.3 % | 6.2 % | 2.3 % | 13,815 | 132 |
| DOJ | 28.0 % | 49.0 % | 12.7 % | 6.5 % | 3.7 % | 15,288 | 134 |
| DOL | 37.5 % | 47.2 % | 9.0 % | 4.3 % | 2.0 % | 6,766 | 97 |
| DOT | 32.5 % | 49.1 % | 10.6 % | 5.4 % | 2.4 % | 8,364 | 77 |
| ED | 37.7 % | 45.1 % | 8.6 % | 5.4 % | 3.3 % | 2,190 | 21 |
| EEOC | 43.4 % | 44.8 % | 7.8 % | 2.3 % | 1.7 % | 950 | 10 |
| EPA | 35.5 % | 48.5 % | 8.6 % | 5.6 % | 1.9 % | 6,616 | 52 |
| FCC | 42.7 % | 43.3 % | 8.2 % | 4.2 % | 1.6 % | 565 | 4 |
| FERC | 49.4 % | 41.4 % | 4.7 % | 3.6 % | 0.8 % | 1,063 | 7 |
| FTC | 62.3 % | 29.4 % | 4.0 % | 2.2 % | 2.0 % | 545 | 7 |
| GSA | 44.7 % | 44.5 % | 6.6 % | 3.1 % | 1.1 % | 6,602 | 41 |
| HHS | 38.7 % | 45.9 % | 9.0 % | 4.6 % | 1.8 % | 18,867 | 159 |
| HUD | 37.0 % | 46.2 % | 9.2 % | 5.1 % | 2.5 % | 4,288 | 63 |
| NARA | 37.9 % | 46.1 % | 9.0 % | 4.8 % | 2.1 % | 1,287 | 13 |
| NCUA | 40.2 % | 46.9 % | 7.0 % | 4.0 % | 1.8 % | 861 | 4 |
| NLRB | 43.3 % | 44.8 % | 6.3 % | 4.3 % | 1.3 % | 604 | 10 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 29.9 % | 50.0 % | 11.2 % | 6.1 % | 2.8 % | 289,170 | 2,750 |
| NRC | 37.7 % | 48.2 % | 7.4 % | 4.1 % | 2.5 % | 1,817 | 14 |
| NSF | 51.0 % | 39.1 % | 4.5 % | 3.8 % | 1.6 % | 900 | 3 |
| OMB | 49.9 % | 40.6 % | 4.5 % | 3.2 % | 1.8 % | 415 | 4 |
| OPM | 35.4 % | 45.6 % | 10.3 % | 6.1 % | 2.6 % | 1,235 | 13 |
| PBGC | 50.6 % | 40.8 % | 5.1 % | 2.1 % | 1.4 % | 580 | 3 |
| RRB | 26.2 % | 51.2 % | 15.8 % | 4.0 % | 2.7 % | 266 | 6 |
| SBA | 36.5 % | 47.0 % | 9.1 % | 4.3 % | 3.1 % | 1,359 | 18 |
| SSA | 25.7 % | 51.5 % | 12.4 % | 7.3 % | 3.1 % | 11,344 | 166 |
| State | 29.0 % | 52.6 % | 10.0 % | 6.4 % | 2.0 % | 9,328 | 87 |
| USAGM | 28.1 % | 48.7 % | 13.2 % | 5.5 % | 4.5 % | 772 | 9 |
| USAID | 29.6 % | 53.5 % | 9.3 % | 5.4 % | 2.1 % | 1,610 | 12 |
| USDA | 26.9 % | 53.4 % | 11.5 % | 5.9 % | 2.2 % | 20,413 | 188 |
| USDT | 31.3 % | 48.3 % | 11.1 % | 6.2 % | 3.1 % | 15,578 | 245 |
| Small Agencies | 44.2 % | 42.1 % | 7.4 % | 4.5 % | 1.9 % | 5,059 | 41 |
| DOD | 28.3 % | 51.1 % | 11.5 % | 6.3 % | 2.7 % | 86,901 | 701 |
| USACE | 31.3 % | 53.2 % | 9.2 % | 4.8 % | 1.5 % | 15,223 | 118 |
| Air Force | 28.0 % | 50.2 % | 11.9 % | 6.9 % | 3.0 % | 13,702 | 113 |
| †Army | 27.8 % | 51.3 % | 11.6 % | 6.5 % | 2.8 % | 20,205 | 162 |
| †Navy | 27.2 % | 52.6 % | 11.4 % | 6.3 % | 2.4 % | 16,289 | 120 |
| Marine Corps | 29.0 % | 49.0 % | 13.1 % | 5.7 % | 3.2 % | 4,607 | 38 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(13) My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 29.9 % | 50.0 % | 11.2 % | 6.1 % | 2.8 % | 289,170 | 2,750 |
| DOD 4th Estate | 31.1 % | 49.4 % | 11.1 % | 5.7 % | 2.7 % | 16,875 | 150 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 40.0 % | 48.2 % | 9.9 % | 1.5 % | 0.4 % | 280,411 | 10,895 |
| CSOSA | 49.6 % | 39.2 % | 9.5 % | 1.7 % | 0.0% | 218 | 8 |
| DHS | 39.4 % | 45.8 % | 11.6 % | 2.2 % | 1.2 % | 24,210 | 1,299 |
| DOC | 42.8 % | 49.3 % | 7.3 % | 0.5 % | 0.2 % | 8,992 | 549 |
| DOE | 50.3 % | 43.4 % | 5.4 % | 0.6 % | 0.3 % | 7,758 | 197 |
| DOI | 35.3 % | 52.0 % | 10.7 % | 1.8 % | 0.3 % | 13,457 | 477 |
| DOJ | 36.3 % | 45.9 % | 13.9 % | 2.8 % | 1.1 % | 14,419 | 979 |
| DOL | 48.5 % | 44.3 % | 6.2 % | 0.8 % | 0.2 % | 6,445 | 403 |
| DOT | 42.8 % | 47.8 % | 8.2 % | 0.9 % | 0.2 % | 8,177 | 257 |
| ED | 47.7 % | 42.9 % | 7.9 % | 1.2 % | 0.3 % | 2,142 | 70 |
| EEOC | 49.8 % | 42.7 % | 6.8 % | 0.4 % | 0.4 % | 898 | 55 |
| EPA | 39.0 % | 52.5 % | 7.8 % | 0.6 % | 0.2 % | 6,434 | 225 |
| FCC | 51.1 % | 42.5 % | 5.4 % | 0.9 % | 0.1 % | 531 | 34 |
| FERC | 58.1 % | 36.8 % | 4.3 % | 0.3 % | 0.4 % | 1,003 | 64 |
| FTC | 62.3 % | 32.2 % | 4.2 % | 0.6 % | 0.7 % | 514 | 38 |
| GSA | 54.1 % | 41.1 % | 4.2 % | 0.4 % | 0.1 % | 6,473 | 161 |
| HHS | 46.5 % | 45.5 % | 6.9 % | 1.0 % | 0.1 % | 18,269 | 726 |
| HUD | 49.8 % | 41.9 % | 7.2 % | 0.8 % | 0.2 % | 4,150 | 195 |
| NARA | 48.0 % | 43.0 % | 7.4 % | 1.3 % | 0.3 % | 1,244 | 54 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 40.0 % | 48.2 % | 9.9 % | 1.5 % | 0.4 % | 280,411 | 10,895 |
| NCUA | 44.5 % | 46.9 % | 7.8 % | 0.4 % | 0.3 % | 838 | 27 |
| NLRB | 50.7 % | 43.0 % | 5.5 % | 0.3 % | 0.5 % | 571 | 42 |
| NRC | 46.4 % | 46.6 % | 6.6 % | 0.4 % | 0.1 % | 1,767 | 64 |
| NSF | 51.7 % | 43.7 % | 4.3 % | 0.2 % | 0.1 % | 882 | 19 |
| OMB | 50.0 % | 42.5 % | 6.1 % | 1.4 % | 0.0% | 406 | 10 |
| OPM | 49.7 % | 42.5 % | 6.6 % | 1.1 % | 0.1 % | 1,207 | 40 |
| PBGC | 62.6 % | 33.2 % | 3.7 % | 0.3 % | 0.1 % | 567 | 14 |
| RRB | 40.5 % | 47.6 % | 10.4 % | 1.1 % | 0.4 % | 257 | 15 |
| SBA | 49.4 % | 42.0 % | 7.6 % | 0.8 % | 0.2 % | 1,334 | 42 |
| SSA | 31.9 % | 50.6 % | 15.1 % | 2.0 % | 0.4 % | 10,849 | 652 |
| State | 31.9 % | 56.7 % | 10.1 % | 0.9 % | 0.3 % | 9,146 | 227 |
| USAGM | 39.5 % | 43.2 % | 13.5 % | 2.5 % | 1.2 % | 757 | 23 |
| USAID | 29.7 % | 58.6 % | 10.5 % | 1.1 % | 0.0% | 1,591 | 31 |
| USDA | 39.8 % | 49.0 % | 9.4 % | 1.5 % | 0.3 % | 19,852 | 692 |
| USDT | 45.3 % | 44.9 % | 8.5 % | 1.1 % | 0.3 % | 14,736 | 1,034 |
| Small Agencies | 51.4 % | 41.3 % | 5.7 % | 1.2 % | 0.4 % | 4,895 | 195 |
| DOD | 39.2 % | 49.5 % | 9.7 % | 1.4 % | 0.3 % | 85,422 | 1,977 |
| USACE | 39.8 % | 51.5 % | 7.6 % | 1.0 % | 0.2 % | 14,919 | 402 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 40.0 % | 48.2 % | 9.9 % | 1.5 % | 0.4 % | 280,411 | 10,895 |
| Air Force | 36.9 % | 51.2 % | 10.0 % | 1.6 % | 0.4 % | 13,515 | 270 |
| †Army | 40.7 % | 46.9 % | 10.6 % | 1.4 % | 0.3 % | 19,908 | 392 |
| †Navy | 37.1 % | 51.7 % | 9.9 % | 1.1 % | 0.2 % | 16,042 | 327 |
| MarineCorps | 40.4 % | 48.2 % | 9.8 % | 1.4 % | 0.2 % | 4,544 | 88 |
| DOD 4thEstate | 43.5 % | 46.9 % | 8.1 % | 1.3 % | 0.2 % | 16,494 | 498 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 46.0 % | 40.3 % | 10.9 % | 2.2 % | 0.7 % | 281,489 | 6,768 |
| CSOSA | 54.2 % | 35.7 % | 7.8 % | 2.2 % | 0.0% | 211 | 9 |
| DHS | 42.3 % | 38.7 % | 13.7 % | 3.7 % | 1.5 % | 24,610 | 605 |
| DOC | 51.8 % | 40.2 % | 7.0 % | 0.7 % | 0.3 % | 9,084 | 369 |
| DOE | 59.3 % | 33.9 % | 5.5 % | 0.9 % | 0.4 % | 7,773 | 130 |
| DOI | 45.2 % | 41.6 % | 10.9 % | 1.8 % | 0.5 % | 13,537 | 272 |
| DOJ | 41.3 % | 37.9 % | 14.6 % | 4.3 % | 1.9 % | 14,888 | 311 |
| DOL | 56.0 % | 36.2 % | 6.4 % | 1.0 % | 0.4 % | 6,514 | 262 |
| DOT | 49.2 % | 39.3 % | 9.4 % | 1.6 % | 0.4 % | 8,155 | 180 |
| ED | 57.0 % | 35.1 % | 6.4 % | 1.2 % | 0.3 % | 2,128 | 50 |
| EEOC | 60.3 % | 32.3 % | 6.5 % | 0.6 % | 0.3 % | 920 | 34 |
| EPA | 54.3 % | 38.7 % | 6.1 % | 0.7 % | 0.2 % | 6,474 | 124 |
| FCC | 63.9 % | 29.4 % | 5.8 % | 0.8 % | 0.1 % | 550 | 15 |
| FERC | 66.2 % | 29.7 % | 3.2 % | 0.5 % | 0.4 % | 1,046 | 17 |
| FTC | 73.3 % | 22.5 % | 3.1 % | 0.5 % | 0.7 % | 544 | 5 |
| GSA | 62.5 % | 32.3 % | 4.4 % | 0.6 % | 0.2 % | 6,452 | 134 |
| HHS | 56.7 % | 34.7 % | 7.0 % | 1.3 % | 0.3 % | 18,493 | 329 |
| HUD | 57.6 % | 34.2 % | 6.8 % | 1.1 % | 0.4 % | 4,165 | 144 |
| NARA | 56.5 % | 34.4 % | 7.2 % | 1.6 % | 0.4 % | 1,244 | 43 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 46.0 % | 40.3 % | 10.9 % | 2.2 % | 0.7 % | 281,489 | 6,768 |
| NCUA | 52.4 % | 38.1 % | 8.0 % | 1.1 % | 0.3 % | 843 | 15 |
| NLRB | 60.4 % | 35.2 % | 3.2 % | 0.6 % | 0.5 % | 584 | 23 |
| NRC | 55.4 % | 37.8 % | 5.7 % | 0.8 % | 0.3 % | 1,788 | 31 |
| NSF | 64.5 % | 30.7 % | 4.0 % | 0.7 % | 0.2 % | 890 | 10 |
| OMB | 65.6 % | 29.2 % | 4.3 % | 1.0 % | 0.0% | 412 | 5 |
| OPM | 58.4 % | 33.8 % | 6.9 % | 0.7 % | 0.2 % | 1,198 | 35 |
| PBGC | 72.5 % | 23.0 % | 3.9 % | 0.3 % | 0.3 % | 567 | 10 |
| RRB | 46.1 % | 42.2 % | 8.0 % | 2.9 % | 0.9 % | 256 | 13 |
| SBA | 60.3 % | 31.1 % | 7.0 % | 1.3 % | 0.3 % | 1,314 | 37 |
| SSA | 38.7 % | 43.6 % | 14.8 % | 2.4 % | 0.4 % | 10,809 | 535 |
| State | 44.3 % | 45.0 % | 9.2 % | 1.2 % | 0.3 % | 9,164 | 130 |
| USAGM | 47.1 % | 37.2 % | 12.5 % | 2.0 % | 1.1 % | 757 | 17 |
| USAID | 45.0 % | 45.0 % | 8.2 % | 1.6 % | 0.2 % | 1,592 | 16 |
| USDA | 44.7 % | 43.1 % | 9.9 % | 1.8 % | 0.4 % | 19,899 | 424 |
| USDT | 52.0 % | 37.0 % | 9.0 % | 1.5 % | 0.5 % | 14,899 | 748 |
| Small Agencies | 62.2 % | 30.5 % | 5.8 % | 1.1 % | 0.4 % | 4,978 | 82 |
| DOD | 44.3 % | 42.0 % | 11.1 % | 2.1 % | 0.5 % | 84,751 | 1,604 |
| USACE | 47.3 % | 42.6 % | 8.3 % | 1.4 % | 0.3 % | 14,873 | 278 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 46.0 % | 40.3 % | 10.9 % | 2.2 % | 0.7 % | 281,489 | 6,768 |
| Air Force | 43.4 % | 42.3 % | 11.6 % | 2.2 % | 0.6 % | 13,376 | 226 |
| †Army | 44.5 % | 40.1 % | 12.2 % | 2.6 % | 0.6 % | 19,713 | 337 |
| †Navy | 42.7 % | 44.7 % | 10.7 % | 1.5 % | 0.3 % | 15,889 | 296 |
| MarineCorps | 43.6 % | 40.8 % | 12.4 % | 2.5 % | 0.6 % | 4,482 | 84 |
| DOD 4thEstate | 48.1 % | 40.0 % | 9.6 % | 1.8 % | 0.5 % | 16,418 | 383 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 42.4 % | 41.2 % | 13.2 % | 2.6 % | 0.7 % | 283,480 | 6,887 |
| CSOSA | 49.6 % | 37.4 % | 11.1 % | 1.9 % | 0.0% | 218 | 8 |
| DHS | 39.1 % | 39.4 % | 16.1 % | 3.9 % | 1.5 % | 24,831 | 580 |
| DOC | 48.0 % | 42.0 % | 8.9 % | 0.7 % | 0.3 % | 9,114 | 386 |
| DOE | 55.0 % | 36.5 % | 7.1 % | 1.0 % | 0.4 % | 7,817 | 123 |
| DOI | 42.5 % | 42.1 % | 12.5 % | 2.4 % | 0.5 % | 13,664 | 228 |
| DOJ | 38.7 % | 38.4 % | 16.9 % | 4.3 % | 1.7 % | 15,020 | 313 |
| DOL | 51.6 % | 37.9 % | 9.0 % | 1.3 % | 0.3 % | 6,514 | 310 |
| DOT | 45.8 % | 40.5 % | 11.0 % | 2.3 % | 0.4 % | 8,214 | 192 |
| ED | 54.2 % | 35.9 % | 8.2 % | 1.4 % | 0.2 % | 2,152 | 54 |
| EEOC | 56.0 % | 34.3 % | 8.5 % | 0.9 % | 0.3 % | 907 | 49 |
| EPA | 50.6 % | 41.1 % | 7.1 % | 1.0 % | 0.2 % | 6,537 | 115 |
| FCC | 58.3 % | 33.3 % | 7.8 % | 0.4 % | 0.3 % | 556 | 13 |
| FERC | 61.1 % | 32.6 % | 5.6 % | 0.3 % | 0.5 % | 1,052 | 16 |
| FTC | 71.4 % | 24.6 % | 3.3 % | 0.0% | 0.7 % | 547 | 4 |
| GSA | 58.4 % | 34.2 % | 6.5 % | 0.7 % | 0.3 % | 6,483 | 135 |
| HHS | 52.7 % | 37.0 % | 8.5 % | 1.5 % | 0.3 % | 18,608 | 341 |
| HUD | 53.0 % | 36.5 % | 8.6 % | 1.5 % | 0.4 % | 4,169 | 167 |
| NARA | 53.8 % | 36.1 % | 8.9 % | 1.0 % | 0.3 % | 1,256 | 42 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 42.4 % | 41.2 % | 13.2 % | 2.6 % | 0.7 % | 283,480 | 6,887 |
| NCUA | 47.0 % | 41.0 % | 10.0 % | 1.7 % | 0.3 % | 844 | 16 |
| NLRB | 53.6 % | 39.9 % | 5.9 % | 0.0% | 0.6 % | 588 | 25 |
| NRC | 49.4 % | 41.3 % | 7.9 % | 1.3 % | 0.1 % | 1,803 | 26 |
| NSF | 58.4 % | 35.2 % | 5.7 % | 0.4 % | 0.3 % | 892 | 7 |
| OMB | 64.2 % | 30.9 % | 4.0 % | 0.9 % | 0.0% | 413 | 4 |
| OPM | 54.4 % | 35.8 % | 8.7 % | 1.0 % | 0.1 % | 1,205 | 35 |
| PBGC | 62.8 % | 29.5 % | 6.3 % | 1.1 % | 0.3 % | 569 | 11 |
| RRB | 40.1 % | 46.8 % | 11.8 % | 0.9 % | 0.4 % | 255 | 16 |
| SBA | 55.6 % | 32.2 % | 9.7 % | 2.3 % | 0.1 % | 1,335 | 38 |
| SSA | 32.9 % | 43.1 % | 19.6 % | 3.8 % | 0.6 % | 10,838 | 616 |
| State | 39.9 % | 46.2 % | 12.1 % | 1.5 % | 0.3 % | 9,245 | 110 |
| USAGM | 41.9 % | 38.0 % | 15.7 % | 3.5 % | 1.0 % | 762 | 11 |
| USAID | 37.9 % | 48.7 % | 11.7 % | 1.7 % | 0.0% | 1,603 | 16 |
| USDA | 42.9 % | 42.8 % | 11.6 % | 2.1 % | 0.5 % | 20,067 | 405 |
| USDT | 48.0 % | 38.6 % | 11.3 % | 1.6 % | 0.5 % | 14,879 | 861 |
| Small Agencies | 56.8 % | 33.9 % | 7.6 % | 1.3 % | 0.5 % | 5,012 | 70 |
| DOD | 40.7 % | 42.8 % | 13.5 % | 2.5 % | 0.5 % | 85,511 | 1,544 |
| USACE | 43.2 % | 43.8 % | 11.0 % | 1.7 % | 0.3 % | 14,969 | 286 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 42.4 % | 41.2 % | 13.2 % | 2.6 % | 0.7 % | 283,480 | 6,887 |
| Air Force | 39.6 % | 43.3 % | 13.8 % | 2.7 % | 0.5 % | 13,496 | 225 |
| †Army | 40.4 % | 41.5 % | 14.5 % | 2.9 % | 0.7 % | 19,914 | 302 |
| †Navy | 40.1 % | 45.0 % | 12.6 % | 2.0 % | 0.3 % | 16,064 | 276 |
| MarineCorps | 40.7 % | 40.5 % | 15.5 % | 2.8 % | 0.4 % | 4,524 | 69 |
| DOD 4thEstate | 43.6 % | 40.8 % | 12.8 % | 2.3 % | 0.5 % | 16,544 | 386 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 43.3 % | 36.6 % | 15.0 % | 4.1 % | 1.0 % | 283,768 | 6,500 |
| CSOSA | 51.1 % | 31.0 % | 14.9 % | 2.5 % | 0.5 % | 215 | 10 |
| DHS | 42.6 % | 34.9 % | 16.0 % | 4.7 % | 1.7 % | 24,951 | 495 |
| DOC | 44.1 % | 39.5 % | 13.5 % | 2.4 % | 0.5 % | 9,096 | 408 |
| DOE | 53.8 % | 33.6 % | 9.9 % | 1.9 % | 0.8 % | 7,807 | 128 |
| DOI | 41.2 % | 39.4 % | 14.2 % | 4.3 % | 0.9 % | 13,628 | 251 |
| DOJ | 38.6 % | 35.8 % | 17.6 % | 6.1 % | 1.9 % | 14,986 | 347 |
| DOL | 52.3 % | 34.2 % | 10.6 % | 2.3 % | 0.5 % | 6,543 | 269 |
| DOT | 45.1 % | 36.4 % | 14.1 % | 3.7 % | 0.8 % | 8,225 | 178 |
| ED | 57.2 % | 30.4 % | 9.6 % | 2.3 % | 0.4 % | 2,156 | 47 |
| EEOC | 56.4 % | 32.2 % | 9.7 % | 1.4 % | 0.3 % | 912 | 45 |
| EPA | 47.4 % | 39.8 % | 10.5 % | 1.9 % | 0.4 % | 6,503 | 127 |
| FCC | 60.2 % | 30.4 % | 7.5 % | 1.6 % | 0.3 % | 552 | 17 |
| FERC | 63.3 % | 28.1 % | 7.5 % | 0.8 % | 0.4 % | 1,041 | 24 |
| FTC | 63.2 % | 27.4 % | 7.7 % | 0.8 % | 0.8 % | 539 | 10 |
| GSA | 59.1 % | 30.9 % | 8.5 % | 1.3 % | 0.3 % | 6,461 | 133 |
| HHS | 52.1 % | 33.7 % | 10.9 % | 2.7 % | 0.6 % | 18,608 | 316 |
| HUD | 53.3 % | 33.5 % | 10.2 % | 2.3 % | 0.8 % | 4,181 | 143 |
| NARA | 54.5 % | 31.2 % | 11.1 % | 2.7 % | 0.4 % | 1,253 | 40 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 43.3 % | 36.6 % | 15.0 % | 4.1 % | 1.0 % | 283,768 | 6,500 |
| NCUA | 52.0 % | 36.1 % | 9.6 % | 1.7 % | 0.6 % | 845 | 12 |
| NLRB | 51.1 % | 38.0 % | 9.0 % | 1.1 % | 0.7 % | 589 | 22 |
| NRC | 47.3 % | 38.4 % | 11.5 % | 2.3 % | 0.5 % | 1,788 | 35 |
| NSF | 54.9 % | 32.1 % | 10.8 % | 1.6 % | 0.5 % | 887 | 11 |
| OMB | 67.8 % | 23.7 % | 7.1 % | 1.1 % | 0.3 % | 415 | 3 |
| OPM | 55.7 % | 29.5 % | 12.1 % | 2.2 % | 0.6 % | 1,214 | 31 |
| PBGC | 62.3 % | 28.4 % | 7.8 % | 1.2 % | 0.4 % | 568 | 12 |
| RRB | 44.4 % | 38.3 % | 14.1 % | 2.8 % | 0.4 % | 255 | 18 |
| SBA | 55.9 % | 31.9 % | 9.2 % | 2.4 % | 0.6 % | 1,338 | 37 |
| SSA | 40.1 % | 38.7 % | 16.4 % | 4.1 % | 0.7 % | 10,932 | 503 |
| State | 42.4 % | 39.3 % | 14.4 % | 3.2 % | 0.6 % | 9,254 | 123 |
| USAGM | 43.7 % | 35.0 % | 14.7 % | 4.9 % | 1.8 % | 755 | 19 |
| USAID | 42.1 % | 41.8 % | 13.3 % | 2.4 % | 0.4 % | 1,594 | 19 |
| USDA | 41.5 % | 38.8 % | 15.1 % | 3.7 % | 0.9 % | 20,059 | 430 |
| USDT | 49.6 % | 34.7 % | 11.8 % | 3.2 % | 0.7 % | 15,039 | 687 |
| Small Agencies | 56.0 % | 31.1 % | 9.6 % | 2.5 % | 0.8 % | 4,977 | 98 |
| DOD | 41.7 % | 37.1 % | 15.9 % | 4.4 % | 0.9 % | 85,602 | 1,452 |
| USACE | 44.1 % | 39.5 % | 13.0 % | 2.8 % | 0.6 % | 14,963 | 294 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 43.3 % | 36.6 % | 15.0 % | 4.1 % | 1.0 % | 283,768 | 6,500 |
| Air Force | 39.8 % | 38.5 % | 16.1 % | 4.7 % | 1.0 % | 13,513 | 220 |
| †Army | 41.0 % | 35.9 % | 16.8 % | 5.1 % | 1.2 % | 19,939 | 279 |
| †Navy | 42.5 % | 37.7 % | 15.4 % | 3.6 % | 0.8 % | 16,052 | 261 |
| MarineCorps | 41.5 % | 35.0 % | 17.6 % | 5.2 % | 0.8 % | 4,547 | 64 |
| DOD 4thEstate | 43.9 % | 35.7 % | 15.4 % | 4.0 % | 0.9 % | 16,588 | 334 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(18) Employees in my work unit successfully collaborate.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 39.5 % | 36.4 % | 16.9 % | 5.7 % | 1.5 % | 286,829 | 4,445 |
| CSOSA | 48.5 % | 34.4 % | 10.8 % | 5.5 % | 0.9 % | 222 | 6 |
| DHS | 37.7 % | 35.0 % | 18.5 % | 6.3 % | 2.5 % | 25,154 | 373 |
| DOC | 43.4 % | 36.4 % | 14.9 % | 4.2 % | 1.1 % | 9,288 | 245 |
| DOE | 50.4 % | 34.7 % | 11.2 % | 2.9 % | 0.8 % | 7,884 | 71 |
| DOI | 37.6 % | 38.8 % | 16.8 % | 5.6 % | 1.2 % | 13,789 | 151 |
| DOJ | 35.4 % | 34.9 % | 19.1 % | 8.0 % | 2.6 % | 15,177 | 212 |
| DOL | 49.2 % | 33.8 % | 11.9 % | 3.8 % | 1.3 % | 6,654 | 184 |
| DOT | 42.1 % | 36.7 % | 15.1 % | 5.2 % | 1.0 % | 8,328 | 108 |
| ED | 53.1 % | 32.3 % | 10.5 % | 3.4 % | 0.7 % | 2,179 | 32 |
| EEOC | 54.4 % | 29.6 % | 11.3 % | 3.1 % | 1.5 % | 923 | 35 |
| EPA | 46.9 % | 37.7 % | 12.2 % | 2.7 % | 0.6 % | 6,587 | 66 |
| FCC | 55.3 % | 31.1 % | 9.9 % | 3.0 % | 0.7 % | 561 | 8 |
| FERC | 60.2 % | 30.2 % | 7.8 % | 1.3 % | 0.4 % | 1,059 | 10 |
| FTC | 65.7 % | 26.3 % | 6.6 % | 0.5 % | 0.8 % | 550 | 2 |
| GSA | 58.1 % | 30.7 % | 8.3 % | 2.3 % | 0.5 % | 6,540 | 83 |
| HHS | 49.1 % | 34.0 % | 12.4 % | 3.5 % | 1.0 % | 18,794 | 189 |
| HUD | 53.4 % | 31.4 % | 11.1 % | 2.9 % | 1.2 % | 4,248 | 91 |
| NARA | 52.8 % | 31.6 % | 11.2 % | 3.3 % | 1.1 % | 1,271 | 26 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(18) Employees in my work unit successfully collaborate.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 39.5 % | 36.4 % | 16.9 % | 5.7 % | 1.5 % | 286,829 | 4,445 |
| NCUA | 49.1 % | 35.3 % | 12.1 % | 2.5 % | 1.0 % | 854 | 10 |
| NLRB | 51.3 % | 33.1 % | 11.7 % | 3.3 % | 0.6 % | 584 | 29 |
| NRC | 48.2 % | 36.9 % | 12.0 % | 2.2 % | 0.6 % | 1,811 | 22 |
| NSF | 53.6 % | 34.7 % | 9.0 % | 2.3 % | 0.4 % | 898 | 5 |
| OMB | 57.5 % | 33.1 % | 7.7 % | 1.6 % | 0.0% | 416 | 3 |
| OPM | 51.6 % | 31.0 % | 13.3 % | 3.6 % | 0.5 % | 1,223 | 26 |
| PBGC | 59.9 % | 28.8 % | 7.9 % | 2.7 % | 0.7 % | 577 | 6 |
| RRB | 40.8 % | 35.7 % | 16.0 % | 5.3 % | 2.2 % | 260 | 12 |
| SBA | 53.1 % | 30.7 % | 11.3 % | 3.4 % | 1.5 % | 1,347 | 24 |
| SSA | 35.0 % | 36.7 % | 20.0 % | 6.7 % | 1.6 % | 11,052 | 426 |
| State | 38.4 % | 40.3 % | 16.6 % | 3.9 % | 0.9 % | 9,306 | 80 |
| USAGM | 40.9 % | 37.4 % | 15.8 % | 4.2 % | 1.7 % | 763 | 9 |
| USAID | 39.5 % | 40.6 % | 15.8 % | 3.6 % | 0.5 % | 1,606 | 14 |
| USDA | 39.3 % | 38.7 % | 16.0 % | 4.7 % | 1.3 % | 20,294 | 265 |
| USDT | 47.7 % | 33.3 % | 13.0 % | 4.7 % | 1.3 % | 15,260 | 527 |
| Small Agencies | 53.4 % | 31.2 % | 10.8 % | 3.4 % | 1.2 % | 5,047 | 42 |
| DOD | 37.2 % | 37.3 % | 17.9 % | 6.1 % | 1.4 % | 86,323 | 1,053 |
| USACE | 40.7 % | 39.7 % | 14.8 % | 4.0 % | 0.9 % | 15,100 | 207 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(18) Employees in my work unit successfully collaborate.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 39.5 % | 36.4 % | 16.9 % | 5.7 % | 1.5 % | 286,829 | 4,445 |
| Air Force | 36.1 % | 37.8 % | 18.0 % | 6.6 % | 1.6 % | 13,608 | 169 |
| †Army | 35.9 % | 36.4 % | 18.8 % | 7.1 % | 1.8 % | 20,103 | 208 |
| †Navy | 37.2 % | 38.6 % | 18.1 % | 5.1 % | 1.0 % | 16,184 | 191 |
| MarineCorps | 36.4 % | 34.7 % | 19.6 % | 7.8 % | 1.4 % | 4,567 | 53 |
| DOD 4thEstate | 40.8 % | 36.0 % | 16.3 % | 5.3 % | 1.5 % | 16,761 | 225 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(19) Employees in my work unit achieve our goals.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 40.6 % | 44.5 % | 12.1 % | 2.0 % | 0.7 % | 284,252 | 7,150 |
| CSOSA | 51.6 % | 38.1 % | 7.5 % | 1.2 % | 1.6 % | 220 | 8 |
| DHS | 41.3 % | 41.8 % | 12.4 % | 2.6 % | 1.8 % | 24,928 | 629 |
| DOC | 42.4 % | 46.5 % | 9.8 % | 1.0 % | 0.3 % | 9,185 | 346 |
| DOE | 50.3 % | 41.3 % | 6.9 % | 1.1 % | 0.4 % | 7,813 | 140 |
| DOI | 34.9 % | 48.3 % | 13.7 % | 2.6 % | 0.6 % | 13,657 | 281 |
| DOJ | 37.7 % | 43.2 % | 14.3 % | 3.2 % | 1.5 % | 15,056 | 332 |
| DOL | 50.0 % | 41.1 % | 7.4 % | 0.9 % | 0.5 % | 6,615 | 236 |
| DOT | 45.0 % | 43.7 % | 9.5 % | 1.4 % | 0.5 % | 8,202 | 219 |
| ED | 50.5 % | 39.2 % | 8.9 % | 1.2 % | 0.2 % | 2,163 | 47 |
| EEOC | 55.5 % | 35.6 % | 7.8 % | 0.7 % | 0.4 % | 930 | 29 |
| EPA | 42.7 % | 47.7 % | 8.5 % | 0.9 % | 0.3 % | 6,521 | 136 |
| FCC | 56.7 % | 35.8 % | 6.5 % | 0.6 % | 0.4 % | 551 | 20 |
| FERC | 61.7 % | 33.2 % | 4.5 % | 0.3 % | 0.3 % | 1,046 | 20 |
| FTC | 59.2 % | 33.8 % | 5.6 % | 0.5 % | 0.9 % | 544 | 8 |
| GSA | 56.9 % | 37.1 % | 5.3 % | 0.7 % | 0.1 % | 6,486 | 137 |
| HHS | 48.5 % | 40.9 % | 8.8 % | 1.5 % | 0.4 % | 18,628 | 351 |
| HUD | 54.6 % | 36.7 % | 7.0 % | 1.3 % | 0.5 % | 4,193 | 150 |
| NARA | 49.9 % | 39.5 % | 8.9 % | 1.3 % | 0.4 % | 1,264 | 34 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(19) Employees in my work unit achieve our goals.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 40.6 % | 44.5 % | 12.1 % | 2.0 % | 0.7 % | 284,252 | 7,150 |
| NCUA | 49.2 % | 43.2 % | 5.8 % | 1.2 % | 0.5 % | 846 | 18 |
| NLRB | 53.8 % | 40.1 % | 5.2 % | 0.3 % | 0.5 % | 586 | 27 |
| NRC | 49.0 % | 43.0 % | 6.8 % | 1.0 % | 0.1 % | 1,801 | 29 |
| NSF | 56.6 % | 37.4 % | 4.8 % | 0.8 % | 0.4 % | 892 | 9 |
| OMB | 43.5 % | 43.4 % | 11.8 % | 1.4 % | 0.0% | 411 | 7 |
| OPM | 51.5 % | 39.3 % | 7.7 % | 1.3 % | 0.2 % | 1,215 | 32 |
| PBGC | 65.9 % | 30.5 % | 3.2 % | 0.4 % | 0.0% | 572 | 10 |
| RRB | 38.6 % | 44.6 % | 14.7 % | 1.2 % | 0.8 % | 255 | 18 |
| SBA | 60.1 % | 32.2 % | 6.3 % | 1.0 % | 0.3 % | 1,335 | 40 |
| SSA | 34.5 % | 46.8 % | 15.6 % | 2.6 % | 0.5 % | 10,941 | 543 |
| State | 34.8 % | 50.1 % | 13.1 % | 1.7 % | 0.4 % | 9,227 | 158 |
| USAGM | 40.8 % | 42.6 % | 12.8 % | 2.6 % | 1.2 % | 754 | 22 |
| USAID | 32.7 % | 52.4 % | 13.0 % | 1.7 % | 0.2 % | 1,592 | 25 |
| USDA | 39.8 % | 47.0 % | 11.0 % | 1.8 % | 0.4 % | 20,121 | 430 |
| USDT | 46.2 % | 41.2 % | 10.4 % | 1.7 % | 0.5 % | 14,974 | 844 |
| Small Agencies | 52.3 % | 39.0 % | 6.8 % | 1.3 % | 0.5 % | 4,991 | 100 |
| DOD | 38.9 % | 45.7 % | 12.9 % | 2.0 % | 0.5 % | 85,737 | 1,715 |
| USACE | 41.6 % | 47.4 % | 9.3 % | 1.3 % | 0.3 % | 15,012 | 303 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(19) Employees in my work unit achieve our goals.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 40.6 % | 44.5 % | 12.1 % | 2.0 % | 0.7 % | 284,252 | 7,150 |
| Air Force | 37.9 % | 46.0 % | 13.4 % | 2.2 % | 0.6 % | 13,515 | 280 |
| †Army | 39.4 % | 43.5 % | 14.0 % | 2.4 % | 0.6 % | 19,978 | 347 |
| †Navy | 36.6 % | 48.8 % | 12.6 % | 1.6 % | 0.3 % | 16,093 | 298 |
| MarineCorps | 41.0 % | 43.1 % | 13.5 % | 2.0 % | 0.4 % | 4,540 | 89 |
| DOD 4thEstate | 42.5 % | 43.6 % | 11.4 % | 1.9 % | 0.6 % | 16,599 | 398 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(20) Employees are recognized for providing high quality products and services.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 23.5 % | 39.3 % | 16.9 % | 12.5 % | 7.9 % | 283,882 | 6,044 |
| CSOSA | 20.8 % | 46.0 % | 17.2 % | 10.7 % | 5.3 % | 221 | 4 |
| DHS | 20.1 % | 33.9 % | 18.2 % | 14.8 % | 13.0 % | 25,008 | 403 |
| DOC | 27.0 % | 43.8 % | 14.3 % | 9.7 % | 5.2 % | 9,290 | 198 |
| DOE | 31.4 % | 41.4 % | 13.5 % | 8.6 % | 5.1 % | 7,779 | 159 |
| DOI | 23.4 % | 42.8 % | 16.3 % | 11.1 % | 6.3 % | 13,573 | 287 |
| DOJ | 20.2 % | 36.4 % | 16.6 % | 16.0 % | 10.7 % | 14,940 | 371 |
| DOL | 31.0 % | 38.9 % | 13.6 % | 10.1 % | 6.3 % | 6,631 | 190 |
| DOT | 25.5 % | 38.5 % | 17.0 % | 10.9 % | 8.1 % | 8,192 | 178 |
| ED | 29.6 % | 41.6 % | 13.7 % | 9.0 % | 6.1 % | 2,131 | 72 |
| EEOC | 34.8 % | 39.4 % | 10.9 % | 9.9 % | 5.0 % | 931 | 23 |
| EPA | 28.0 % | 46.7 % | 13.5 % | 7.9 % | 3.9 % | 6,494 | 107 |
| FCC | 34.0 % | 40.6 % | 14.5 % | 7.8 % | 3.1 % | 545 | 20 |
| FERC | 41.3 % | 40.6 % | 11.1 % | 4.5 % | 2.5 % | 1,044 | 20 |
| FTC | 35.8 % | 32.4 % | 11.9 % | 12.3 % | 7.5 % | 547 | 5 |
| GSA | 38.8 % | 40.7 % | 11.6 % | 5.7 % | 3.2 % | 6,467 | 112 |
| HHS | 29.5 % | 40.9 % | 15.3 % | 9.3 % | 5.0 % | 18,569 | 350 |
| HUD | 34.3 % | 40.7 % | 13.0 % | 7.5 % | 4.5 % | 4,201 | 124 |
| NARA | 31.0 % | 41.2 % | 13.5 % | 8.7 % | 5.6 % | 1,269 | 28 |
| NCUA | 28.9 % | 38.8 % | 14.8 % | 11.1 % | 6.3 % | 852 | 10 |
| NLRB | 23.8 % | 36.1 % | 13.0 % | 8.9 % | 18.2 % | 604 | 8 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(20) Employees are recognized for providing high quality products and services.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 23.5 % | 39.3 % | 16.9 % | 12.5 % | 7.9 % | 283,882 | 6,044 |
| NRC | 29.0 % | 44.5 % | 13.4 % | 7.3 % | 5.7 % | 1,791 | 37 |
| NSF | 43.5 % | 38.0 % | 9.9 % | 6.1 % | 2.5 % | 880 | 17 |
| OMB | 29.7 % | 46.8 % | 10.8 % | 9.1 % | 3.7 % | 416 | 2 |
| OPM | 32.0 % | 36.5 % | 15.8 % | 10.5 % | 5.1 % | 1,202 | 39 |
| PBGC | 40.5 % | 38.2 % | 10.5 % | 8.1 % | 2.8 % | 562 | 14 |
| RRB | 19.2 % | 40.1 % | 15.2 % | 17.0 % | 8.5 % | 263 | 8 |
| SBA | 30.4 % | 37.7 % | 15.8 % | 10.2 % | 5.9 % | 1,344 | 25 |
| SSA | 19.3 % | 38.7 % | 17.3 % | 15.1 % | 9.6 % | 11,133 | 307 |
| State | 20.4 % | 43.3 % | 18.0 % | 12.4 % | 6.0 % | 9,146 | 167 |
| USAGM | 19.3 % | 41.5 % | 19.1 % | 11.0 % | 9.2 % | 757 | 18 |
| USAID | 24.2 % | 47.3 % | 15.4 % | 9.8 % | 3.3 % | 1,597 | 15 |
| USDA | 18.5 % | 39.5 % | 19.6 % | 14.5 % | 7.9 % | 19,978 | 449 |
| USDT | 25.4 % | 40.3 % | 16.4 % | 11.1 % | 6.7 % | 15,030 | 671 |
| Small Agencies | 29.6 % | 39.9 % | 13.9 % | 10.5 % | 6.2 % | 4,991 | 94 |
| DOD | 23.6 % | 39.9 % | 17.1 % | 12.3 % | 7.1 % | 85,504 | 1,512 |
| USACE | 25.6 % | 44.2 % | 16.3 % | 9.3 % | 4.6 % | 15,039 | 237 |
| Air Force | 25.2 % | 40.0 % | 16.8 % | 11.5 % | 6.4 % | 13,475 | 229 |
| †Army | 21.5 % | 37.5 % | 17.4 % | 14.4 % | 9.2 % | 19,892 | 335 |
| †Navy | 22.9 % | 42.4 % | 17.5 % | 11.3 % | 5.9 % | 16,031 | 256 |
| MarineCorps | 21.3 % | 35.8 % | 19.9 % | 14.7 % | 8.4 % | 4,519 | 85 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(20) Employees are recognized for providing high quality products and services.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 23.5 % | 39.3 % | 16.9 % | 12.5 % | 7.9 % | 283,882 | 6,044 |
| DOD 4thEstate | 26.2 % | 39.3 % | 16.2 % | 11.6 % | 6.8 % | 16,548 | 370 |

SOURCE: Federal Employee Viewpoint Survey
**Unweighted count of responses to a question.
†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(21) Employees are protected from health and safety hazards on the job.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 36.5 % | 39.8 % | 12.3 % | 6.2 % | 5.3 % | 282,950 | 7,160 |
| CSOSA | 22.0 % | 43.9 % | 15.0 % | 9.3 % | 9.8 % | 216 | 8 |
| DHS | 27.6 % | 36.2 % | 15.0 % | 9.5 % | 11.7 % | 24,933 | 474 |
| DOC | 45.3 % | 37.3 % | 10.3 % | 4.4 % | 2.7 % | 9,149 | 336 |
| DOE | 53.1 % | 33.8 % | 7.6 % | 2.6 % | 2.9 % | 7,747 | 195 |
| DOI | 34.6 % | 44.0 % | 11.8 % | 6.1 % | 3.6 % | 13,606 | 267 |
| DOJ | 27.0 % | 37.8 % | 16.1 % | 9.9 % | 9.2 % | 14,994 | 315 |
| DOL | 48.3 % | 35.4 % | 10.0 % | 3.5 % | 2.9 % | 6,593 | 235 |
| DOT | 42.2 % | 38.8 % | 11.0 % | 4.1 % | 3.9 % | 8,160 | 213 |
| ED | 44.7 % | 37.3 % | 11.9 % | 3.8 % | 2.4 % | 2,056 | 149 |
| EEOC | 49.8 % | 35.9 % | 10.3 % | 2.3 % | 1.7 % | 909 | 47 |
| EPA | 43.8 % | 41.3 % | 10.5 % | 2.8 % | 1.6 % | 6,331 | 292 |
| FCC | 53.2 % | 33.7 % | 9.7 % | 2.6 % | 0.9 % | 542 | 27 |
| FERC | 66.1 % | 26.9 % | 5.3 % | 0.8 % | 0.9 % | 1,038 | 28 |
| FTC | 69.5 % | 23.8 % | 4.9 % | 0.7 % | 1.1 % | 530 | 21 |
| GSA | 55.3 % | 32.3 % | 8.7 % | 2.1 % | 1.5 % | 6,383 | 213 |
| HHS | 45.7 % | 38.1 % | 10.3 % | 3.8 % | 2.2 % | 18,209 | 732 |
| HUD | 41.1 % | 36.7 % | 15.6 % | 3.9 % | 2.7 % | 4,082 | 245 |
| NARA | 46.8 % | 35.4 % | 10.4 % | 4.4 % | 3.0 % | 1,266 | 28 |
| NCUA | 56.0 % | 31.1 % | 7.1 % | 3.4 % | 2.3 % | 847 | 16 |
| NLRB | 29.0 % | 31.6 % | 11.2 % | 9.3 % | 18.9 % | 596 | 16 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(21) Employees are protected from health and safety hazards on the job.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 36.5 % | 39.8 % | 12.3 % | 6.2 % | 5.3 % | 282,950 | 7,160 |
| NRC | 39.9 % | 32.8 % | 11.2 % | 7.7 % | 8.4 % | 1,800 | 27 |
| NSF | 69.8 % | 22.9 % | 5.6 % | 0.9 % | 0.9 % | 874 | 23 |
| OMB | 36.0 % | 38.0 % | 12.3 % | 10.2 % | 3.5 % | 413 | 7 |
| OPM | 44.4 % | 35.2 % | 12.3 % | 4.5 % | 3.6 % | 1,188 | 56 |
| PBGC | 64.0 % | 28.6 % | 5.5 % | 1.3 % | 0.7 % | 556 | 22 |
| RRB | 33.8 % | 42.1 % | 15.2 % | 6.4 % | 2.5 % | 262 | 9 |
| SBA | 45.5 % | 38.5 % | 10.5 % | 3.3 % | 2.2 % | 1,337 | 39 |
| SSA | 33.1 % | 38.7 % | 15.9 % | 6.5 % | 5.8 % | 10,990 | 458 |
| State | 31.4 % | 41.0 % | 13.3 % | 9.1 % | 5.1 % | 9,128 | 191 |
| USAGM | 26.2 % | 42.7 % | 17.8 % | 6.4 % | 6.9 % | 755 | 22 |
| USAID | 39.1 % | 43.4 % | 10.4 % | 4.8 % | 2.4 % | 1,537 | 77 |
| USDA | 30.3 % | 44.6 % | 13.9 % | 6.1 % | 5.1 % | 19,923 | 516 |
| USDT | 38.4 % | 38.6 % | 12.2 % | 5.8 % | 5.0 % | 15,199 | 513 |
| Small Agencies | 49.9 % | 34.0 % | 9.6 % | 3.3 % | 3.2 % | 4,928 | 163 |
| DOD | 38.1 % | 41.2 % | 11.2 % | 5.5 % | 4.0 % | 85,873 | 1,180 |
| USACE | 41.2 % | 43.1 % | 9.5 % | 3.7 % | 2.4 % | 15,088 | 200 |
| Air Force | 40.4 % | 40.0 % | 10.6 % | 5.0 % | 4.0 % | 13,565 | 151 |
| †Army | 35.7 % | 41.2 % | 12.5 % | 6.1 % | 4.5 % | 19,976 | 245 |
| †Navy | 36.2 % | 43.6 % | 10.8 % | 5.6 % | 3.7 % | 16,131 | 166 |
| MarineCorps | 31.9 % | 40.1 % | 14.2 % | 8.1 % | 5.8 % | 4,565 | 44 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(21) Employees are protected from health and safety hazards on the job.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 36.5 % | 39.8 % | 12.3 % | 6.2 % | 5.3 % | 282,950 | 7,160 |
| DOD 4thEstate | 43.2 % | 38.0 % | 10.2 % | 4.9 % | 3.6 % | 16,548 | 374 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(22) My agency is successful at accomplishing its mission.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 32.9 % | 47.0 % | 12.9 % | 4.3 % | 2.9 % | 285,361 | 4,989 |
| CSOSA | 21.5 % | 60.6 % | 11.8 % | 5.3 % | 0.8 % | 220 | 4 |
| DHS | 28.7 % | 43.2 % | 13.9 % | 5.8 % | 8.5 % | 25,094 | 351 |
| DOC | 39.1 % | 48.4 % | 9.2 % | 2.2 % | 1.0 % | 9,262 | 238 |
| DOE | 43.0 % | 44.1 % | 8.7 % | 2.5 % | 1.7 % | 7,821 | 128 |
| DOI | 26.8 % | 47.8 % | 16.1 % | 6.5 % | 2.8 % | 13,649 | 242 |
| DOJ | 28.2 % | 44.8 % | 16.0 % | 6.2 % | 4.8 % | 15,097 | 222 |
| DOL | 42.4 % | 43.9 % | 9.3 % | 2.8 % | 1.5 % | 6,696 | 137 |
| DOT | 36.7 % | 46.6 % | 10.8 % | 4.1 % | 1.8 % | 8,244 | 139 |
| ED | 33.7 % | 48.2 % | 11.7 % | 4.5 % | 1.8 % | 2,142 | 64 |
| EEOC | 43.1 % | 40.1 % | 11.2 % | 3.8 % | 1.7 % | 946 | 10 |
| EPA | 29.1 % | 52.2 % | 12.8 % | 4.1 % | 1.8 % | 6,541 | 90 |
| FCC | 37.4 % | 47.3 % | 12.0 % | 2.2 % | 1.1 % | 554 | 16 |
| FERC | 58.4 % | 32.1 % | 6.7 % | 1.8 % | 1.0 % | 1,053 | 12 |
| FTC | 39.5 % | 35.0 % | 12.9 % | 6.8 % | 5.9 % | 546 | 6 |
| GSA | 51.7 % | 40.1 % | 6.2 % | 1.4 % | 0.6 % | 6,521 | 87 |
| HHS | 41.8 % | 44.0 % | 10.0 % | 2.7 % | 1.5 % | 18,666 | 283 |
| HUD | 36.7 % | 45.5 % | 12.1 % | 3.9 % | 1.8 % | 4,212 | 120 |
| NARA | 31.0 % | 43.9 % | 14.7 % | 6.4 % | 4.0 % | 1,275 | 21 |
| NCUA | 39.9 % | 44.7 % | 11.1 % | 2.7 % | 1.5 % | 850 | 10 |
| NLRB | 31.3 % | 47.3 % | 12.9 % | 5.4 % | 3.1 % | 590 | 22 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(22) My agency is successful at accomplishing its mission.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 32.9 % | 47.0 % | 12.9 % | 4.3 % | 2.9 % | 285,361 | 4,989 |
| NRC | 41.0 % | 45.2 % | 10.1 % | 2.2 % | 1.5 % | 1,814 | 16 |
| NSF | 68.3 % | 26.9 % | 3.7 % | 0.8 % | 0.3 % | 894 | 4 |
| OMB | 35.1 % | 45.4 % | 11.4 % | 5.3 % | 2.8 % | 409 | 11 |
| OPM | 35.6 % | 44.4 % | 14.0 % | 4.4 % | 1.5 % | 1,213 | 29 |
| PBGC | 62.5 % | 33.1 % | 3.7 % | 0.7 % | 0.0% | 574 | 6 |
| RRB | 33.7 % | 47.6 % | 12.1 % | 5.1 % | 1.7 % | 257 | 14 |
| SBA | 40.6 % | 44.2 % | 10.6 % | 3.1 % | 1.4 % | 1,341 | 34 |
| SSA | 25.3 % | 49.6 % | 16.6 % | 5.6 % | 2.8 % | 11,153 | 298 |
| State | 25.8 % | 49.8 % | 16.2 % | 5.9 % | 2.3 % | 9,190 | 135 |
| USAGM | 26.0 % | 46.8 % | 17.2 % | 5.3 % | 4.6 % | 747 | 28 |
| USAID | 24.5 % | 54.3 % | 15.6 % | 4.7 % | 0.9 % | 1,595 | 18 |
| USDA | 26.4 % | 49.6 % | 15.8 % | 5.4 % | 2.8 % | 20,073 | 386 |
| USDT | 32.2 % | 46.7 % | 14.3 % | 4.7 % | 2.2 % | 15,209 | 513 |
| Small Agencies | 40.7 % | 41.1 % | 11.2 % | 4.2 % | 2.9 % | 5,011 | 83 |
| DOD | 34.3 % | 48.4 % | 12.0 % | 3.6 % | 1.7 % | 85,902 | 1,212 |
| USACE | 37.2 % | 50.9 % | 8.5 % | 2.4 % | 0.9 % | 15,106 | 190 |
| Air Force | 37.0 % | 47.7 % | 10.8 % | 3.2 % | 1.4 % | 13,560 | 175 |
| †Army | 33.3 % | 47.7 % | 13.4 % | 3.7 % | 1.9 % | 19,964 | 267 |
| †Navy | 31.5 % | 50.5 % | 12.5 % | 4.0 % | 1.4 % | 16,046 | 252 |
| MarineCorps | 32.6 % | 47.2 % | 14.9 % | 3.4 % | 1.9 % | 4,552 | 61 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(22) My agency is successful at accomplishing its mission.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 32.9 % | 47.0 % | 12.9 % | 4.3 % | 2.9 % | 285,361 | 4,989 |
| DOD 4thEstate | 36.6 % | 46.2 % | 11.2 % | 3.7 % | 2.2 % | 16,674 | 267 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 28.3 % | 38.3 % | 17.7 % | 9.8 % | 5.9 % | 289,942 |
| CSOSA | 19.1 % | 36.0 % | 27.3 % | 10.6 % | 6.9 % | 225 |
| DHS | 23.3 % | 34.2 % | 19.0 % | 12.1 % | 11.4 % | 25,413 |
| DOC | 36.1 % | 40.7 % | 13.9 % | 5.8 % | 3.5 % | 9,490 |
| DOE | 36.4 % | 38.0 % | 13.8 % | 7.3 % | 4.5 % | 7,949 |
| DOI | 27.7 % | 40.2 % | 17.7 % | 9.4 % | 5.0 % | 13,866 |
| DOJ | 25.5 % | 35.3 % | 19.5 % | 12.0 % | 7.7 % | 15,284 |
| DOL | 34.6 % | 36.8 % | 15.8 % | 7.5 % | 5.3 % | 6,832 |
| DOT | 34.0 % | 37.6 % | 15.1 % | 8.7 % | 4.6 % | 8,385 |
| ED | 26.8 % | 40.6 % | 19.0 % | 7.7 % | 5.9 % | 2,201 |
| EEOC | 38.5 % | 37.9 % | 14.1 % | 5.5 % | 4.0 % | 954 |
| EPA | 37.0 % | 41.8 % | 12.9 % | 5.4 % | 2.9 % | 6,621 |
| FCC | 37.6 % | 39.7 % | 13.4 % | 6.1 % | 3.2 % | 566 |
| FERC | 58.9 % | 29.4 % | 7.6 % | 2.9 % | 1.2 % | 1,068 |
| FTC | 42.5 % | 26.0 % | 12.0 % | 12.5 % | 7.0 % | 551 |
| GSA | 51.7 % | 33.3 % | 9.8 % | 3.6 % | 1.7 % | 6,604 |
| HHS | 38.3 % | 38.2 % | 14.1 % | 6.2 % | 3.1 % | 18,914 |
| HUD | 30.8 % | 40.7 % | 16.9 % | 7.0 % | 4.6 % | 4,334 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 28.3 % | 38.3 % | 17.7 % | 9.8 % | 5.9 % | 289,942 |
| NARA | 28.2 % | 39.3 % | 19.5 % | 7.9 % | 5.2 % | 1,297 |
| NCUA | 41.0 % | 38.2 % | 12.8 % | 4.9 % | 3.1 % | 863 |
| NLRB | 23.7 % | 37.8 % | 16.4 % | 8.6 % | 13.4 % | 609 |
| NRC | 32.4 % | 39.3 % | 14.3 % | 8.5 % | 5.5 % | 1,828 |
| NSF | 63.2 % | 25.8 % | 6.2 % | 2.9 % | 1.8 % | 899 |
| OMB | 34.7 % | 38.1 % | 16.8 % | 6.7 % | 3.7 % | 418 |
| OPM | 35.2 % | 38.5 % | 13.3 % | 8.6 % | 4.4 % | 1,239 |
| PBGC | 54.5 % | 32.3 % | 8.7 % | 2.8 % | 1.7 % | 577 |
| RRB | 27.0 % | 42.0 % | 15.3 % | 9.0 % | 6.7 % | 271 |
| SBA | 31.3 % | 37.2 % | 17.8 % | 8.7 % | 4.9 % | 1,373 |
| SSA | 23.6 % | 37.8 % | 19.7 % | 11.7 % | 7.2 % | 11,434 |
| State | 26.0 % | 41.2 % | 18.6 % | 9.8 % | 4.3 % | 9,314 |
| USAGM | 21.7 % | 36.5 % | 25.2 % | 9.7 % | 6.9 % | 779 |
| USAID | 28.4 % | 44.4 % | 16.8 % | 7.6 % | 2.8 % | 1,606 |
| USDA | 23.8 % | 40.3 % | 19.8 % | 10.8 % | 5.4 % | 20,461 |
| USDT | 33.0 % | 39.4 % | 16.0 % | 7.4 % | 4.2 % | 15,710 |
| Small Agencies | 34.4 % | 38.4 % | 14.8 % | 7.6 % | 5.0 % | 5,088 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

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

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 28.3 % | 38.3 % | 17.7 % | 9.8 % | 5.9 % | 289,942 |
| DOD | 27.4 % | 39.1 % | 18.1 % | 10.1 % | 5.3 % | 86,919 |
| USACE | 35.0 % | 41.7 % | 14.1 % | 6.2 % | 3.1 % | 15,267 |
| Air Force | 28.8 % | 37.9 % | 17.6 % | 10.5 % | 5.3 % | 13,671 |
| †Army | 24.7 % | 38.7 % | 19.1 % | 11.3 % | 6.1 % | 20,201 |
| †Navy | 26.0 % | 40.9 % | 18.5 % | 9.8 % | 4.8 % | 16,278 |
| MarineCorps | 23.9 % | 36.5 % | 22.1 % | 10.7 % | 6.8 % | 4,599 |
| DOD 4thEstate | 31.5 % | 38.1 % | 16.6 % | 8.7 % | 5.1 % | 16,903 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(24) I believe the results of this survey will be used to make my agency a better place to work.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 15.4 % | 24.7 % | 26.9 % | 16.5 % | 16.5 % | 269,172 | 20,997 |
| CSOSA | 16.6 % | 27.6 % | 22.8 % | 17.9 % | 15.1 % | 207 | 19 |
| DHS | 16.0 % | 23.3 % | 22.0 % | 15.8 % | 22.9 % | 24,010 | 1,421 |
| DOC | 20.3 % | 33.9 % | 25.1 % | 12.0 % | 8.7 % | 8,813 | 690 |
| DOE | 19.2 % | 31.4 % | 23.9 % | 12.8 % | 12.9 % | 7,504 | 452 |
| DOI | 12.9 % | 27.0 % | 27.9 % | 17.3 % | 14.8 % | 12,790 | 1,078 |
| DOJ | 11.7 % | 19.3 % | 26.3 % | 20.4 % | 22.3 % | 13,787 | 1,506 |
| DOL | 20.9 % | 30.9 % | 24.5 % | 12.3 % | 11.4 % | 6,293 | 551 |
| DOT | 16.8 % | 26.2 % | 26.2 % | 14.8 % | 15.9 % | 7,810 | 568 |
| ED | 17.7 % | 31.0 % | 22.7 % | 15.7 % | 12.9 % | 2,043 | 166 |
| EEOC | 23.7 % | 28.5 % | 23.1 % | 13.9 % | 10.8 % | 865 | 93 |
| EPA | 15.6 % | 33.7 % | 28.0 % | 13.5 % | 9.3 % | 6,137 | 497 |
| FCC | 17.3 % | 33.8 % | 27.0 % | 14.2 % | 7.7 % | 502 | 66 |
| FERC | 38.3 % | 34.1 % | 15.3 % | 7.4 % | 4.8 % | 1,030 | 39 |
| FTC | 29.5 % | 27.9 % | 16.5 % | 15.7 % | 10.3 % | 492 | 60 |
| GSA | 31.7 % | 33.2 % | 20.5 % | 8.6 % | 6.0 % | 6,263 | 344 |
| HHS | 23.2 % | 33.0 % | 23.6 % | 12.0 % | 8.2 % | 17,797 | 1,134 |
| HUD | 20.8 % | 33.4 % | 24.8 % | 11.5 % | 9.6 % | 3,971 | 367 |
| NARA | 21.1 % | 29.4 % | 23.6 % | 11.8 % | 14.1 % | 1,224 | 73 |
| NCUA | 29.4 % | 34.7 % | 17.7 % | 11.4 % | 6.8 % | 832 | 31 |
| NLRB | 13.1 % | 23.9 % | 19.5 % | 16.3 % | 27.2 % | 568 | 43 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(24) I believe the results of this survey will be used to make my agency a better place to work.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 15.4 % | 24.7 % | 26.9 % | 16.5 % | 16.5 % | 269,172 | 20,997 |
| NRC | 17.4 % | 30.3 % | 22.2 % | 15.4 % | 14.6 % | 1,747 | 83 |
| NSF | 38.8 % | 32.9 % | 15.8 % | 7.2 % | 5.3 % | 852 | 48 |
| OMB | 17.9 % | 33.3 % | 20.3 % | 18.7 % | 9.9 % | 386 | 34 |
| OPM | 22.9 % | 30.8 % | 23.3 % | 13.3 % | 9.7 % | 1,158 | 84 |
| PBGC | 34.8 % | 31.9 % | 19.8 % | 8.8 % | 4.7 % | 531 | 47 |
| RRB | 15.7 % | 28.7 % | 27.2 % | 14.8 % | 13.6 % | 238 | 33 |
| SBA | 24.8 % | 27.9 % | 25.1 % | 11.3 % | 10.9 % | 1,310 | 64 |
| SSA | 17.2 % | 27.6 % | 26.8 % | 14.7 % | 13.7 % | 10,525 | 921 |
| State | 11.9 % | 23.9 % | 29.2 % | 20.0 % | 15.1 % | 8,490 | 829 |
| USAGM | 21.4 % | 30.4 % | 25.2 % | 10.0 % | 13.0 % | 738 | 44 |
| USAID | 14.4 % | 32.1 % | 25.4 % | 17.1 % | 11.0 % | 1,519 | 90 |
| USDA | 13.0 % | 24.9 % | 28.3 % | 17.9 % | 15.9 % | 18,976 | 1,495 |
| USDT | 19.7 % | 29.7 % | 24.6 % | 13.5 % | 12.5 % | 14,556 | 1,155 |
| Small Agencies | 22.8 % | 30.1 % | 22.5 % | 13.0 % | 11.6 % | 4,756 | 336 |
| DOD | 13.6 % | 22.3 % | 29.3 % | 17.6 % | 17.2 % | 80,452 | 6,536 |
| USACE | 17.1 % | 29.8 % | 27.1 % | 14.4 % | 11.5 % | 14,300 | 988 |
| Air Force | 11.9 % | 19.4 % | 30.7 % | 19.4 % | 18.6 % | 12,428 | 1,252 |
| †Army | 13.2 % | 21.1 % | 28.9 % | 17.6 % | 19.2 % | 18,682 | 1,540 |
| †Navy | 12.1 % | 22.6 % | 30.3 % | 18.3 % | 16.7 % | 15,101 | 1,175 |
| Marine Corps | 12.5 % | 20.1 % | 29.6 % | 19.9 % | 17.9 % | 4,173 | 428 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(24) I believe the results of this survey will be used to make my agency a better place to work.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 15.4 % | 24.7 % | 26.9 % | 16.5 % | 16.5 % | 269,172 | 20,997 |
| DOD 4thEstate | 19.3 % | 27.5 % | 26.1 % | 13.7 % | 13.4 % | 15,768 | 1,153 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(25) My supervisor supports my need to balance work and other life issues.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 51.9 % | 31.6 % | 8.2 % | 4.2 % | 4.1 % | 287,844 | 1,423 |
| CSOSA | 54.9 % | 32.8 % | 5.7 % | 2.7 % | 3.9 % | 225 | 1 |
| DHS | 46.2 % | 31.8 % | 10.2 % | 5.4 % | 6.4 % | 25,220 | 119 |
| DOC | 59.2 % | 28.6 % | 6.5 % | 3.1 % | 2.6 % | 9,408 | 63 |
| DOE | 64.4 % | 26.3 % | 4.9 % | 2.2 % | 2.1 % | 7,917 | 21 |
| DOI | 54.2 % | 31.4 % | 7.3 % | 3.9 % | 3.2 % | 13,758 | 67 |
| DOJ | 47.2 % | 31.8 % | 8.6 % | 5.4 % | 7.0 % | 15,154 | 69 |
| DOL | 61.0 % | 27.8 % | 5.9 % | 2.7 % | 2.7 % | 6,794 | 38 |
| DOT | 55.4 % | 30.0 % | 7.4 % | 3.4 % | 3.8 % | 8,321 | 42 |
| ED | 67.0 % | 24.4 % | 4.4 % | 1.6 % | 2.6 % | 2,196 | 6 |
| EEOC | 60.8 % | 27.2 % | 6.5 % | 3.6 % | 2.0 % | 946 | 6 |
| EPA | 60.3 % | 30.4 % | 5.3 % | 2.2 % | 1.7 % | 6,587 | 25 |
| FCC | 62.5 % | 28.5 % | 4.9 % | 2.3 % | 1.8 % | 563 | 3 |
| FERC | 73.7 % | 19.7 % | 4.0 % | 1.4 % | 1.3 % | 1,065 | 5 |
| FTC | 69.9 % | 22.3 % | 3.5 % | 2.4 % | 1.9 % | 543 | 6 |
| GSA | 70.5 % | 22.3 % | 4.0 % | 1.7 % | 1.4 % | 6,562 | 31 |
| HHS | 58.5 % | 28.1 % | 6.8 % | 3.7 % | 3.0 % | 18,799 | 85 |
| HUD | 61.6 % | 26.8 % | 6.2 % | 2.4 % | 2.9 % | 4,312 | 22 |
| NARA | 67.7 % | 23.1 % | 6.0 % | 1.2 % | 2.0 % | 1,289 | 8 |
| NCUA | 56.6 % | 32.2 % | 5.2 % | 2.3 % | 3.7 % | 862 | 2 |
| NLRB | 57.6 % | 29.8 % | 5.0 % | 4.7 % | 2.9 % | 608 | 3 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(25) My supervisor supports my need to balance work and other life issues.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 51.9 % | 31.6 % | 8.2 % | 4.2 % | 4.1 % | 287,844 | 1,423 |
| NRC | 64.2 % | 26.4 % | 4.8 % | 2.4 % | 2.3 % | 1,818 | 10 |
| NSF | 67.2 % | 25.1 % | 3.9 % | 2.1 % | 1.7 % | 897 | 2 |
| OMB | 58.4 % | 29.1 % | 6.1 % | 4.4 % | 2.0 % | 417 | 1 |
| OPM | 67.0 % | 24.3 % | 4.3 % | 2.9 % | 1.5 % | 1,236 | 3 |
| PBGC | 72.5 % | 20.9 % | 2.7 % | 1.8 % | 2.1 % | 572 | 2 |
| RRB | 49.7 % | 37.4 % | 7.0 % | 2.7 % | 3.1 % | 264 | 4 |
| SBA | 59.9 % | 28.9 % | 6.4 % | 2.0 % | 2.8 % | 1,370 | 4 |
| SSA | 43.7 % | 34.5 % | 10.6 % | 5.6 % | 5.7 % | 11,328 | 77 |
| State | 46.9 % | 33.9 % | 8.9 % | 6.0 % | 4.3 % | 9,225 | 45 |
| USAGM | 46.6 % | 35.6 % | 8.7 % | 4.6 % | 4.5 % | 774 | 4 |
| USAID | 48.9 % | 35.8 % | 8.0 % | 4.3 % | 3.1 % | 1,600 | 6 |
| USDA | 52.4 % | 33.7 % | 7.6 % | 3.4 % | 3.0 % | 20,304 | 102 |
| USDT | 58.1 % | 28.5 % | 6.9 % | 3.2 % | 3.3 % | 15,531 | 136 |
| Small Agencies | 62.2 % | 26.5 % | 5.3 % | 2.8 % | 3.2 % | 5,058 | 16 |
| DOD | 51.0 % | 32.7 % | 8.5 % | 4.1 % | 3.7 % | 86,321 | 389 |
| USACE | 55.5 % | 33.4 % | 6.5 % | 2.6 % | 2.1 % | 15,210 | 59 |
| Air Force | 52.2 % | 31.6 % | 8.1 % | 4.5 % | 3.6 % | 13,539 | 68 |
| †Army | 48.2 % | 33.4 % | 9.8 % | 4.4 % | 4.3 % | 20,061 | 99 |
| †Navy | 50.1 % | 34.7 % | 8.2 % | 3.7 % | 3.3 % | 16,139 | 70 |
| MarineCorps | 50.5 % | 32.1 % | 9.0 % | 4.3 % | 4.1 % | 4,577 | 12 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(25) My supervisor supports my need to balance work and other life issues.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 51.9 % | 31.6 % | 8.2 % | 4.2 % | 4.1 % | 287,844 | 1,423 |
| DOD 4thEstate | 54.6 % | 29.6 % | 7.6 % | 4.2 % | 4.0 % | 16,795 | 81 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(26) My supervisor is committed to a workforce representative of all segments of society.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 47.2 % | 31.7 % | 14.2 % | 3.4 % | 3.5 % | 272,204 | 16,722 |
| CSOSA | 44.2 % | 40.2 % | 9.4 % | 3.2 % | 3.0 % | 215 | 8 |
| DHS | 42.5 % | 32.5 % | 16.2 % | 3.9 % | 5.0 % | 23,907 | 1,406 |
| DOC | 53.4 % | 30.7 % | 11.3 % | 2.5 % | 2.2 % | 8,812 | 641 |
| DOE | 57.7 % | 27.9 % | 10.0 % | 2.2 % | 2.2 % | 7,416 | 518 |
| DOI | 45.5 % | 33.0 % | 14.7 % | 3.8 % | 3.0 % | 13,018 | 794 |
| DOJ | 42.3 % | 31.2 % | 15.6 % | 5.2 % | 5.7 % | 14,267 | 939 |
| DOL | 55.6 % | 28.9 % | 10.6 % | 2.3 % | 2.6 % | 6,337 | 489 |
| DOT | 50.7 % | 30.2 % | 13.7 % | 2.6 % | 2.9 % | 7,826 | 532 |
| ED | 60.8 % | 25.8 % | 8.5 % | 2.2 % | 2.6 % | 2,088 | 117 |
| EEOC | 61.3 % | 25.2 % | 9.6 % | 2.3 % | 1.7 % | 897 | 53 |
| EPA | 53.8 % | 31.6 % | 10.4 % | 2.6 % | 1.6 % | 6,192 | 412 |
| FCC | 56.4 % | 26.2 % | 12.3 % | 2.7 % | 2.3 % | 511 | 56 |
| FERC | 68.6 % | 22.5 % | 6.6 % | 1.1 % | 1.2 % | 1,000 | 64 |
| FTC | 68.2 % | 21.4 % | 7.3 % | 1.7 % | 1.5 % | 522 | 27 |
| GSA | 64.4 % | 24.6 % | 8.3 % | 1.4 % | 1.4 % | 6,244 | 339 |
| HHS | 54.6 % | 28.6 % | 11.1 % | 3.0 % | 2.7 % | 17,952 | 914 |
| HUD | 56.9 % | 27.1 % | 10.6 % | 2.4 % | 2.9 % | 4,043 | 286 |
| NARA | 59.0 % | 24.5 % | 12.0 % | 1.9 % | 2.6 % | 1,210 | 83 |
| NCUA | 55.1 % | 30.7 % | 9.6 % | 2.0 % | 2.6 % | 797 | 66 |
| NLRB | 56.3 % | 28.2 % | 10.9 % | 2.2 % | 2.5 % | 563 | 47 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(26) My supervisor is committed to a workforce representative of all segments of society.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 47.2 % | 31.7 % | 14.2 % | 3.4 % | 3.5 % | 272,204 | 16,722 |
| NRC | 57.0 % | 29.4 % | 9.4 % | 1.8 % | 2.4 % | 1,710 | 115 |
| NSF | 64.7 % | 26.1 % | 6.1 % | 2.0 % | 1.2 % | 872 | 29 |
| OMB | 53.8 % | 31.3 % | 8.5 % | 5.1 % | 1.3 % | 401 | 16 |
| OPM | 60.9 % | 25.9 % | 9.4 % | 1.8 % | 1.9 % | 1,164 | 75 |
| PBGC | 64.1 % | 22.9 % | 9.0 % | 1.6 % | 2.3 % | 543 | 33 |
| RRB | 45.3 % | 36.4 % | 14.0 % | 1.9 % | 2.3 % | 247 | 21 |
| SBA | 54.2 % | 28.7 % | 13.0 % | 2.2 % | 1.9 % | 1,306 | 66 |
| SSA | 41.1 % | 33.2 % | 17.6 % | 3.8 % | 4.3 % | 10,491 | 886 |
| State | 46.1 % | 34.9 % | 12.4 % | 3.5 % | 3.0 % | 8,825 | 438 |
| USAGM | 44.3 % | 33.6 % | 13.4 % | 4.0 % | 4.7 % | 749 | 30 |
| USAID | 50.0 % | 35.3 % | 9.8 % | 2.7 % | 2.2 % | 1,545 | 60 |
| USDA | 46.4 % | 35.1 % | 13.4 % | 2.7 % | 2.5 % | 19,377 | 1,016 |
| USDT | 54.3 % | 29.3 % | 11.1 % | 2.2 % | 3.1 % | 14,502 | 1,147 |
| Small Agencies | 56.4 % | 27.6 % | 9.9 % | 3.0 % | 3.1 % | 4,744 | 325 |
| DOD | 46.2 % | 32.1 % | 14.8 % | 3.5 % | 3.3 % | 81,911 | 4,674 |
| USACE | 48.2 % | 34.7 % | 12.7 % | 2.5 % | 1.9 % | 14,398 | 859 |
| Air Force | 47.5 % | 30.9 % | 14.5 % | 3.7 % | 3.4 % | 12,830 | 753 |
| †Army | 44.3 % | 31.9 % | 15.8 % | 4.1 % | 3.9 % | 19,106 | 1,011 |
| †Navy | 44.6 % | 34.2 % | 15.2 % | 3.1 % | 2.8 % | 15,380 | 812 |
| MarineCorps | 43.4 % | 32.1 % | 16.5 % | 4.2 % | 3.7 % | 4,345 | 236 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(26) My supervisor is committed to a workforce representative of all segments of society.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 47.2 % | 31.7 % | 14.2 % | 3.4 % | 3.5 % | 272,204 | 16,722 |
| DOD 4thEstate | 50.7 % | 29.7 % | 12.9 % | 3.2 % | 3.4 % | 15,852 | 1,003 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(27) Supervisors in my work unit support employee development.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 44.0 % | 33.4 % | 12.2 % | 5.7 % | 4.7 % | 285,794 | 3,225 |
| CSOSA | 46.8 % | 35.9 % | 9.6 % | 3.4 % | 4.2 % | 225 | 2 |
| DHS | 38.8 % | 32.3 % | 14.7 % | 7.1 % | 7.1 % | 25,043 | 271 |
| DOC | 50.8 % | 31.4 % | 10.4 % | 4.4 % | 3.0 % | 9,355 | 117 |
| DOE | 56.4 % | 28.9 % | 8.8 % | 3.5 % | 2.4 % | 7,869 | 68 |
| DOI | 44.6 % | 35.0 % | 11.0 % | 5.7 % | 3.8 % | 13,668 | 145 |
| DOJ | 39.1 % | 33.5 % | 13.6 % | 7.3 % | 6.5 % | 15,039 | 175 |
| DOL | 49.7 % | 31.0 % | 10.4 % | 4.8 % | 4.1 % | 6,722 | 103 |
| DOT | 46.3 % | 32.7 % | 11.5 % | 5.1 % | 4.5 % | 8,265 | 92 |
| ED | 54.3 % | 29.4 % | 9.1 % | 3.8 % | 3.5 % | 2,168 | 34 |
| EEOC | 57.3 % | 25.6 % | 10.3 % | 3.7 % | 3.2 % | 934 | 12 |
| EPA | 50.6 % | 33.4 % | 9.0 % | 4.6 % | 2.3 % | 6,535 | 69 |
| FCC | 48.9 % | 34.1 % | 7.7 % | 4.2 % | 5.2 % | 553 | 13 |
| FERC | 66.7 % | 24.5 % | 4.9 % | 2.4 % | 1.4 % | 1,058 | 10 |
| FTC | 65.7 % | 23.8 % | 6.5 % | 2.5 % | 1.6 % | 544 | 5 |
| GSA | 64.0 % | 26.0 % | 5.9 % | 2.3 % | 1.8 % | 6,537 | 47 |
| HHS | 51.8 % | 30.3 % | 10.1 % | 4.5 % | 3.3 % | 18,684 | 186 |
| HUD | 56.1 % | 29.0 % | 8.6 % | 3.1 % | 3.2 % | 4,277 | 48 |
| NARA | 54.7 % | 29.1 % | 9.3 % | 3.8 % | 3.1 % | 1,276 | 18 |
| NCUA | 50.8 % | 33.8 % | 7.5 % | 4.0 % | 3.9 % | 860 | 4 |
| NLRB | 47.1 % | 32.3 % | 10.0 % | 5.5 % | 5.1 % | 603 | 8 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(27) Supervisors in my work unit support employee development.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 44.0 % | 33.4 % | 12.2 % | 5.7 % | 4.7 % | 285,794 | 3,225 |
| NRC | 57.2 % | 30.2 % | 7.8 % | 2.5 % | 2.3 % | 1,808 | 20 |
| NSF | 65.2 % | 24.7 % | 6.7 % | 1.5 % | 2.0 % | 895 | 3 |
| OMB | 45.5 % | 33.3 % | 10.8 % | 7.3 % | 3.2 % | 416 | 3 |
| OPM | 56.4 % | 26.1 % | 10.7 % | 3.7 % | 3.1 % | 1,223 | 13 |
| PBGC | 63.0 % | 26.2 % | 5.4 % | 2.9 % | 2.6 % | 572 | 3 |
| RRB | 40.4 % | 36.9 % | 14.4 % | 4.1 % | 4.1 % | 260 | 8 |
| SBA | 50.3 % | 29.6 % | 12.0 % | 4.8 % | 3.3 % | 1,350 | 20 |
| SSA | 36.6 % | 33.8 % | 15.3 % | 7.6 % | 6.8 % | 11,174 | 223 |
| State | 40.4 % | 37.1 % | 12.9 % | 6.1 % | 3.5 % | 9,156 | 109 |
| USAGM | 36.9 % | 38.4 % | 11.5 % | 6.8 % | 6.4 % | 760 | 12 |
| USAID | 44.2 % | 38.8 % | 10.4 % | 3.8 % | 2.9 % | 1,591 | 12 |
| USDA | 43.5 % | 38.1 % | 11.1 % | 4.1 % | 3.2 % | 20,193 | 196 |
| USDT | 50.9 % | 29.8 % | 10.3 % | 4.6 % | 4.4 % | 15,378 | 272 |
| Small Agencies | 53.3 % | 29.6 % | 9.3 % | 3.8 % | 4.1 % | 5,011 | 61 |
| DOD | 43.2 % | 34.1 % | 12.4 % | 5.8 % | 4.5 % | 85,792 | 843 |
| USACE | 47.6 % | 35.9 % | 9.7 % | 4.2 % | 2.6 % | 15,140 | 118 |
| Air Force | 44.7 % | 33.2 % | 11.8 % | 5.9 % | 4.4 % | 13,431 | 165 |
| †Army | 39.8 % | 34.0 % | 14.0 % | 6.6 % | 5.6 % | 19,941 | 194 |
| †Navy | 42.6 % | 36.2 % | 12.6 % | 5.0 % | 3.7 % | 16,061 | 142 |
| MarineCorps | 41.1 % | 32.6 % | 14.9 % | 6.4 % | 5.0 % | 4,549 | 36 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(27) Supervisors in my work unit support employee development.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 44.0 % | 33.4 % | 12.2 % | 5.7 % | 4.7 % | 285,794 | 3,225 |
| DOD 4thEstate | 47.2 % | 31.9 % | 10.6 % | 5.6 % | 4.6 % | 16,670 | 188 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(28) My supervisor listens to what I have to say.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 49.7 % | 32.5 % | 9.1 % | 5.5 % | 3.2 % | 287,561 |
| CSOSA | 52.1 % | 30.7 % | 10.3 % | 4.1 % | 2.7 % | 224 |
| DHS | 45.6 % | 33.8 % | 10.4 % | 6.4 % | 3.8 % | 25,171 |
| DOC | 57.1 % | 29.5 % | 6.9 % | 4.3 % | 2.2 % | 9,430 |
| DOE | 59.7 % | 28.2 % | 6.3 % | 3.8 % | 1.9 % | 7,898 |
| DOI | 50.2 % | 32.8 % | 8.8 % | 5.3 % | 2.9 % | 13,764 |
| DOJ | 44.5 % | 32.6 % | 9.9 % | 8.2 % | 4.8 % | 15,127 |
| DOL | 57.3 % | 28.4 % | 7.7 % | 4.1 % | 2.6 % | 6,793 |
| DOT | 52.4 % | 31.8 % | 8.6 % | 4.6 % | 2.6 % | 8,314 |
| ED | 61.9 % | 26.0 % | 5.3 % | 3.9 % | 3.0 % | 2,192 |
| EEOC | 60.5 % | 24.2 % | 7.7 % | 4.6 % | 3.0 % | 948 |
| EPA | 58.5 % | 30.0 % | 6.2 % | 3.5 % | 1.8 % | 6,583 |
| FCC | 58.8 % | 29.0 % | 6.9 % | 3.2 % | 2.1 % | 561 |
| FERC | 72.2 % | 20.2 % | 3.9 % | 2.4 % | 1.3 % | 1,068 |
| FTC | 70.3 % | 21.3 % | 3.5 % | 3.0 % | 1.9 % | 548 |
| GSA | 66.9 % | 23.5 % | 5.3 % | 2.7 % | 1.5 % | 6,559 |
| HHS | 55.7 % | 29.3 % | 7.9 % | 4.5 % | 2.6 % | 18,780 |
| HUD | 58.5 % | 27.3 % | 7.6 % | 3.8 % | 2.8 % | 4,317 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(28) My supervisor listens to what I have to say.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 49.7 % | 32.5 % | 9.1 % | 5.5 % | 3.2 % | 287,561 |
| NARA | 61.7 % | 26.2 % | 6.5 % | 3.3 % | 2.3 % | 1,286 |
| NCUA | 56.0 % | 31.2 % | 6.1 % | 3.3 % | 3.3 % | 862 |
| NLRB | 52.0 % | 33.4 % | 5.9 % | 5.8 % | 2.8 % | 610 |
| NRC | 58.9 % | 29.6 % | 5.7 % | 3.8 % | 2.0 % | 1,816 |
| NSF | 64.5 % | 23.4 % | 6.0 % | 3.8 % | 2.3 % | 896 |
| OMB | 61.9 % | 27.6 % | 6.2 % | 3.0 % | 1.4 % | 414 |
| OPM | 61.3 % | 26.0 % | 6.7 % | 3.9 % | 2.0 % | 1,232 |
| PBGC | 66.5 % | 23.4 % | 4.7 % | 3.0 % | 2.4 % | 569 |
| RRB | 44.3 % | 39.2 % | 8.9 % | 5.0 % | 2.5 % | 268 |
| SBA | 56.5 % | 29.8 % | 6.8 % | 4.1 % | 2.9 % | 1,365 |
| SSA | 45.1 % | 34.3 % | 9.8 % | 6.5 % | 4.3 % | 11,289 |
| State | 48.8 % | 34.3 % | 8.5 % | 5.6 % | 2.9 % | 9,217 |
| USAGM | 45.5 % | 34.5 % | 11.2 % | 4.5 % | 4.2 % | 774 |
| USAID | 52.2 % | 33.9 % | 7.1 % | 4.2 % | 2.6 % | 1,593 |
| USDA | 49.4 % | 34.7 % | 8.5 % | 4.9 % | 2.5 % | 20,293 |
| USDT | 55.0 % | 28.7 % | 8.3 % | 4.8 % | 3.3 % | 15,581 |
| Small Agencies | 58.2 % | 27.8 % | 6.6 % | 4.5 % | 3.0 % | 5,055 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(28) My supervisor listens to what I have to say.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 49.7 % | 32.5 % | 9.1 % | 5.5 % | 3.2 % | 287,561 |
| DOD | 48.7 % | 33.4 % | 9.4 % | 5.5 % | 3.1 % | 86,164 |
| USACE | 52.5 % | 33.9 % | 7.6 % | 4.0 % | 2.0 % | 15,179 |
| Air Force | 50.0 % | 32.1 % | 8.7 % | 6.1 % | 3.1 % | 13,506 |
| †Army | 45.3 % | 34.3 % | 10.7 % | 6.1 % | 3.6 % | 20,031 |
| †Navy | 48.9 % | 35.1 % | 9.0 % | 4.6 % | 2.5 % | 16,101 |
| MarineCorps | 46.7 % | 33.5 % | 11.1 % | 5.4 % | 3.3 % | 4,563 |
| DOD 4thEstate | 51.7 % | 30.2 % | 8.9 % | 5.7 % | 3.5 % | 16,784 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(29) My supervisor treats me with respect.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|
| All Responses | 55.6 % | 30.6 % | 7.6 % | 3.6 % | 2.7 % | 287,462 |
| CSOSA | 55.8 % | 31.9 % | 6.0 % | 3.7 % | 2.6 % | 224 |
| DHS | 51.6 % | 32.8 % | 8.7 % | 3.7 % | 3.1 % | 25,170 |
| DOC | 63.5 % | 25.6 % | 6.4 % | 2.7 % | 1.8 % | 9,436 |
| DOE | 65.9 % | 24.7 % | 5.1 % | 2.6 % | 1.7 % | 7,896 |
| DOI | 55.8 % | 30.2 % | 7.6 % | 3.6 % | 2.8 % | 13,751 |
| DOJ | 50.2 % | 31.7 % | 9.0 % | 5.0 % | 4.1 % | 15,120 |
| DOL | 63.4 % | 25.5 % | 5.8 % | 2.8 % | 2.5 % | 6,791 |
| DOT | 59.1 % | 29.0 % | 6.6 % | 3.3 % | 2.1 % | 8,312 |
| ED | 67.1 % | 22.0 % | 5.2 % | 2.7 % | 3.0 % | 2,193 |
| EEOC | 66.4 % | 21.6 % | 6.6 % | 3.3 % | 2.1 % | 948 |
| EPA | 64.6 % | 26.6 % | 4.9 % | 2.4 % | 1.5 % | 6,583 |
| FCC | 64.6 % | 24.0 % | 7.0 % | 1.9 % | 2.5 % | 563 |
| FERC | 76.5 % | 17.7 % | 2.9 % | 1.4 % | 1.5 % | 1,067 |
| FTC | 76.0 % | 17.9 % | 3.1 % | 1.4 % | 1.5 % | 548 |
| GSA | 71.6 % | 20.8 % | 4.6 % | 1.6 % | 1.4 % | 6,557 |
| HHS | 61.1 % | 26.5 % | 6.8 % | 3.1 % | 2.6 % | 18,767 |
| HUD | 63.5 % | 25.2 % | 6.1 % | 2.6 % | 2.7 % | 4,314 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(29) My supervisor treats me with respect.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 55.6 % | 30.6 % | 7.6 % | 3.6 % | 2.7 % | 287,462 |
| NARA | 66.4 % | 23.6 % | 5.4 % | 2.2 % | 2.3 % | 1,286 |
| NCUA | 61.4 % | 28.1 % | 5.2 % | 2.3 % | 2.9 % | 863 |
| NLRB | 57.6 % | 30.9 % | 5.0 % | 4.0 % | 2.5 % | 609 |
| NRC | 64.4 % | 26.5 % | 4.7 % | 2.5 % | 2.0 % | 1,818 |
| NSF | 72.3 % | 20.0 % | 3.3 % | 2.4 % | 2.0 % | 894 |
| OMB | 68.9 % | 23.9 % | 3.8 % | 2.8 % | 0.6 % | 413 |
| OPM | 67.3 % | 23.3 % | 5.2 % | 1.9 % | 2.3 % | 1,227 |
| PBGC | 70.3 % | 20.8 % | 3.6 % | 2.9 % | 2.4 % | 568 |
| RRB | 49.0 % | 36.8 % | 8.4 % | 3.1 % | 2.7 % | 267 |
| SBA | 62.1 % | 26.0 % | 6.4 % | 3.2 % | 2.2 % | 1,364 |
| SSA | 51.4 % | 33.7 % | 8.0 % | 3.7 % | 3.2 % | 11,267 |
| State | 56.4 % | 30.3 % | 7.1 % | 3.7 % | 2.5 % | 9,216 |
| USAGM | 51.2 % | 33.1 % | 8.3 % | 4.0 % | 3.4 % | 773 |
| USAID | 58.6 % | 29.7 % | 6.3 % | 3.0 % | 2.4 % | 1,592 |
| USDA | 55.7 % | 32.0 % | 7.1 % | 3.0 % | 2.3 % | 20,288 |
| USDT | 60.6 % | 26.7 % | 6.8 % | 3.2 % | 2.6 % | 15,587 |
| Small Agencies | 63.9 % | 24.6 % | 5.9 % | 2.7 % | 2.9 % | 5,056 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(29) My supervisor treats me with respect.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 55.6 % | 30.6 % | 7.6 % | 3.6 % | 2.7 % | 287,462 |
| DOD | 54.5 % | 31.6 % | 7.7 % | 3.7 % | 2.6 % | 86,134 |
| USACE | 59.1 % | 30.9 % | 5.8 % | 2.4 % | 1.7 % | 15,174 |
| Air Force | 55.3 % | 30.7 % | 7.8 % | 3.8 % | 2.4 % | 13,494 |
| †Army | 51.3 % | 33.0 % | 8.3 % | 4.1 % | 3.2 % | 20,013 |
| †Navy | 55.0 % | 32.9 % | 7.1 % | 3.0 % | 2.0 % | 16,110 |
| MarineCorps | 51.6 % | 31.8 % | 8.9 % | 4.3 % | 3.3 % | 4,561 |
| DOD 4thEstate | 58.0 % | 27.9 % | 7.5 % | 4.0 % | 2.6 % | 16,782 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(30) I have trust and confidence in my supervisor.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 48.3 % | 27.3 % | 12.5 % | 6.6 % | 5.4 % | 287,369 |
| CSOSA | 46.8 % | 27.3 % | 14.1 % | 8.2 % | 3.6 % | 222 |
| DHS | 44.7 % | 28.0 % | 13.6 % | 7.6 % | 6.1 % | 25,157 |
| DOC | 55.2 % | 26.4 % | 9.9 % | 4.9 % | 3.5 % | 9,422 |
| DOE | 57.9 % | 24.7 % | 9.1 % | 4.7 % | 3.6 % | 7,896 |
| DOI | 48.5 % | 27.1 % | 12.6 % | 6.6 % | 5.2 % | 13,757 |
| DOJ | 42.8 % | 27.1 % | 13.8 % | 8.5 % | 7.7 % | 15,105 |
| DOL | 55.8 % | 24.3 % | 10.2 % | 5.0 % | 4.7 % | 6,787 |
| DOT | 51.1 % | 26.5 % | 11.8 % | 5.9 % | 4.6 % | 8,310 |
| ED | 59.2 % | 22.0 % | 9.4 % | 5.0 % | 4.4 % | 2,193 |
| EEOC | 58.4 % | 22.2 % | 9.3 % | 6.3 % | 3.8 % | 947 |
| EPA | 55.5 % | 26.2 % | 10.3 % | 4.7 % | 3.3 % | 6,578 |
| FCC | 56.3 % | 25.4 % | 8.8 % | 5.2 % | 4.2 % | 562 |
| FERC | 70.5 % | 18.7 % | 5.4 % | 3.5 % | 1.8 % | 1,066 |
| FTC | 70.3 % | 19.4 % | 5.2 % | 2.8 % | 2.3 % | 548 |
| GSA | 65.3 % | 21.3 % | 7.2 % | 3.6 % | 2.6 % | 6,551 |
| HHS | 53.8 % | 25.8 % | 10.5 % | 5.5 % | 4.4 % | 18,758 |
| HUD | 56.4 % | 23.5 % | 10.4 % | 5.3 % | 4.4 % | 4,315 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(30) I have trust and confidence in my supervisor.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 48.3 % | 27.3 % | 12.5 % | 6.6 % | 5.4 % | 287,369 |
| NARA | 59.0 % | 24.1 % | 9.8 % | 3.4 % | 3.8 % | 1,285 |
| NCUA | 55.1 % | 26.8 % | 8.9 % | 4.1 % | 5.0 % | 862 |
| NLRB | 52.6 % | 28.8 % | 10.6 % | 4.6 % | 3.3 % | 608 |
| NRC | 56.3 % | 25.7 % | 10.1 % | 4.0 % | 3.9 % | 1,816 |
| NSF | 61.9 % | 22.6 % | 7.1 % | 4.7 % | 3.7 % | 893 |
| OMB | 62.6 % | 22.8 % | 4.5 % | 7.3 % | 2.8 % | 414 |
| OPM | 59.2 % | 22.8 % | 10.4 % | 4.1 % | 3.6 % | 1,227 |
| PBGC | 60.9 % | 25.1 % | 6.8 % | 3.9 % | 3.2 % | 569 |
| RRB | 44.1 % | 31.3 % | 14.0 % | 7.8 % | 2.8 % | 267 |
| SBA | 55.4 % | 24.3 % | 10.8 % | 5.5 % | 4.1 % | 1,362 |
| SSA | 43.4 % | 27.9 % | 14.2 % | 8.0 % | 6.4 % | 11,274 |
| State | 47.2 % | 29.6 % | 11.4 % | 6.9 % | 5.0 % | 9,217 |
| USAGM | 45.1 % | 28.5 % | 13.2 % | 6.5 % | 6.7 % | 773 |
| USAID | 49.9 % | 31.1 % | 10.3 % | 4.9 % | 3.8 % | 1,592 |
| USDA | 48.1 % | 29.0 % | 12.5 % | 5.9 % | 4.5 % | 20,295 |
| USDT | 53.4 % | 25.0 % | 11.5 % | 5.2 % | 4.9 % | 15,570 |
| Small Agencies | 55.5 % | 24.8 % | 10.1 % | 4.9 % | 4.7 % | 5,051 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(30) I have trust and confidence in my supervisor.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|
| All Responses | 48.3 % | 27.3 % | 12.5 % | 6.6 % | 5.4 % | 287,369 |
| DOD | 47.3 % | 27.7 % | 12.8 % | 6.6 % | 5.4 % | 86,120 |
| USACE | 51.3 % | 29.4 % | 10.5 % | 5.2 % | 3.6 % | 15,174 |
| Air Force | 48.3 % | 27.1 % | 12.0 % | 6.9 % | 5.7 % | 13,496 |
| †Army | 44.0 % | 28.1 % | 14.1 % | 7.5 % | 6.3 % | 20,019 |
| †Navy | 47.7 % | 29.4 % | 12.6 % | 5.7 % | 4.6 % | 16,097 |
| MarineCorps | 45.0 % | 27.1 % | 14.6 % | 7.5 % | 5.7 % | 4,559 |
| DOD 4thEstate | 50.5 % | 24.8 % | 12.6 % | 6.6 % | 5.4 % | 16,775 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(31) Overall, how good a job do you feel is being done by your immediate supervisor?

| Agency | Very Good | Good | Fair | Poor | Very Poor | Item Response Total** |
|---------------|-----------|--------|--------|-------|-----------|-----------------------|
| All Responses | 50.2 % | 27.6 % | 13.8 % | 4.9 % | 3.5 % | 288,152 |
| CSOSA | 50.2 % | 27.3 % | 17.9 % | 2.8 % | 1.8 % | 221 |
| DHS | 47.7 % | 27.7 % | 15.0 % | 5.4 % | 4.2 % | 25,228 |
| DOC | 57.8 % | 25.6 % | 11.2 % | 3.2 % | 2.2 % | 9,465 |
| DOE | 59.8 % | 24.8 % | 10.0 % | 3.4 % | 2.0 % | 7,923 |
| DOI | 48.5 % | 28.8 % | 13.8 % | 5.5 % | 3.4 % | 13,783 |
| DOJ | 45.3 % | 27.6 % | 15.5 % | 6.6 % | 5.0 % | 15,143 |
| DOL | 57.8 % | 25.1 % | 10.7 % | 3.5 % | 2.9 % | 6,800 |
| DOT | 53.2 % | 26.8 % | 12.1 % | 4.9 % | 3.0 % | 8,320 |
| ED | 59.7 % | 23.7 % | 10.4 % | 3.1 % | 3.1 % | 2,200 |
| EEOC | 62.4 % | 22.4 % | 9.5 % | 3.2 % | 2.5 % | 951 |
| EPA | 58.2 % | 26.5 % | 10.2 % | 3.1 % | 1.9 % | 6,587 |
| FCC | 59.3 % | 24.4 % | 10.2 % | 3.9 % | 2.2 % | 564 |
| FERC | 70.3 % | 20.6 % | 6.0 % | 2.0 % | 1.2 % | 1,067 |
| FTC | 72.2 % | 18.3 % | 5.5 % | 2.2 % | 1.8 % | 547 |
| GSA | 67.8 % | 21.0 % | 7.4 % | 2.3 % | 1.4 % | 6,583 |
| HHS | 56.2 % | 25.5 % | 11.6 % | 3.9 % | 2.7 % | 18,811 |
| HUD | 60.4 % | 22.8 % | 11.1 % | 2.9 % | 2.9 % | 4,320 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(31) Overall, how good a job do you feel is being done by your immediate supervisor?

| Agency | Very Good | Good | Fair | Poor | Very Poor | Item Response Total** |
|----------------|-----------|--------|--------|-------|-----------|-----------------------|
| All Responses | 50.2 % | 27.6 % | 13.8 % | 4.9 % | 3.5 % | 288,152 |
| NARA | 63.6 % | 23.2 % | 8.3 % | 2.0 % | 2.9 % | 1,292 |
| NCUA | 58.5 % | 25.6 % | 9.7 % | 3.2 % | 3.1 % | 865 |
| NLRB | 59.2 % | 25.0 % | 9.6 % | 3.6 % | 2.7 % | 604 |
| NRC | 60.3 % | 24.3 % | 10.4 % | 2.6 % | 2.3 % | 1,824 |
| NSF | 65.9 % | 22.2 % | 7.7 % | 2.7 % | 1.4 % | 897 |
| OMB | 59.0 % | 26.4 % | 8.4 % | 3.7 % | 2.5 % | 417 |
| OPM | 61.5 % | 23.8 % | 9.1 % | 3.2 % | 2.4 % | 1,233 |
| PBGC | 70.1 % | 17.8 % | 7.9 % | 1.7 % | 2.5 % | 571 |
| RRB | 50.4 % | 26.8 % | 15.8 % | 5.8 % | 1.2 % | 267 |
| SBA | 58.4 % | 24.0 % | 11.5 % | 3.5 % | 2.5 % | 1,371 |
| SSA | 46.1 % | 29.1 % | 16.4 % | 4.9 % | 3.5 % | 11,352 |
| State | 47.1 % | 30.6 % | 14.0 % | 5.3 % | 3.0 % | 9,227 |
| USAGM | 49.9 % | 26.4 % | 12.5 % | 6.4 % | 4.8 % | 778 |
| USAID | 50.1 % | 31.7 % | 12.5 % | 3.3 % | 2.3 % | 1,598 |
| USDA | 49.7 % | 29.8 % | 13.5 % | 4.1 % | 2.9 % | 20,343 |
| USDT | 56.7 % | 25.3 % | 11.0 % | 3.8 % | 3.2 % | 15,572 |
| Small Agencies | 58.4 % | 24.5 % | 10.4 % | 3.6 % | 3.1 % | 5,065 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(31) Overall, how good a job do you feel is being done by your immediate supervisor?

| Agency | Very Good | Good | Fair | Poor | Very Poor | Item Response Total** |
|---------------|-----------|--------|--------|-------|-----------|-----------------------|
| All Responses | 50.2 % | 27.6 % | 13.8 % | 4.9 % | 3.5 % | 288,152 |
| DOD | 48.8 % | 28.1 % | 14.4 % | 5.2 % | 3.5 % | 86,363 |
| USACE | 52.2 % | 29.4 % | 12.0 % | 4.0 % | 2.4 % | 15,232 |
| Air Force | 49.9 % | 27.3 % | 13.9 % | 5.2 % | 3.7 % | 13,532 |
| †Army | 45.7 % | 28.3 % | 15.8 % | 6.0 % | 4.2 % | 20,073 |
| †Navy | 48.8 % | 29.8 % | 14.1 % | 4.5 % | 2.8 % | 16,128 |
| Marine Corps | 47.2 % | 27.6 % | 15.5 % | 5.7 % | 4.0 % | 4,566 |
| DOD 4thEstate | 52.2 % | 25.8 % | 13.5 % | 5.0 % | 3.6 % | 16,832 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(32) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 16.7 % | 32.5 % | 22.5 % | 15.5 % | 12.9 % | 280,913 | 5,608 |
| CSOSA | 12.5 % | 32.7 % | 23.7 % | 17.3 % | 13.7 % | 216 | 6 |
| DHS | 14.8 % | 27.1 % | 19.9 % | 15.9 % | 22.3 % | 24,748 | 330 |
| DOC | 17.4 % | 38.0 % | 22.5 % | 13.4 % | 8.6 % | 9,172 | 244 |
| DOE | 20.2 % | 36.7 % | 20.2 % | 12.1 % | 10.7 % | 7,800 | 104 |
| DOI | 12.1 % | 30.5 % | 25.8 % | 18.5 % | 13.1 % | 13,362 | 336 |
| DOJ | 13.8 % | 26.8 % | 21.8 % | 19.7 % | 18.0 % | 14,687 | 322 |
| DOL | 22.1 % | 34.1 % | 20.5 % | 12.5 % | 10.8 % | 6,614 | 168 |
| DOT | 16.0 % | 31.4 % | 22.6 % | 15.6 % | 14.4 % | 8,133 | 161 |
| ED | 17.3 % | 37.5 % | 22.8 % | 13.1 % | 9.3 % | 2,138 | 50 |
| EEOC | 30.8 % | 34.3 % | 17.5 % | 9.9 % | 7.6 % | 929 | 17 |
| EPA | 18.7 % | 39.6 % | 22.4 % | 12.1 % | 7.1 % | 6,440 | 109 |
| FCC | 23.5 % | 39.0 % | 22.5 % | 9.8 % | 5.2 % | 552 | 8 |
| FERC | 36.7 % | 33.9 % | 15.2 % | 8.9 % | 5.3 % | 1,054 | 12 |
| FTC | 17.6 % | 23.9 % | 13.4 % | 19.4 % | 25.7 % | 544 | 1 |
| GSA | 31.0 % | 38.6 % | 17.8 % | 7.6 % | 5.0 % | 6,462 | 87 |
| HHS | 23.6 % | 37.9 % | 20.0 % | 11.5 % | 7.0 % | 18,412 | 325 |
| HUD | 23.8 % | 36.3 % | 20.3 % | 11.2 % | 8.4 % | 4,194 | 107 |
| NARA | 20.3 % | 31.3 % | 24.2 % | 13.0 % | 11.2 % | 1,262 | 25 |
| NCUA | 22.2 % | 39.7 % | 18.4 % | 11.0 % | 8.7 % | 854 | 8 |
| NLRB | 19.5 % | 28.1 % | 16.8 % | 13.4 % | 22.2 % | 595 | 11 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(32) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 16.7 % | 32.5 % | 22.5 % | 15.5 % | 12.9 % | 280,913 | 5,608 |
| NRC | 16.2 % | 38.2 % | 20.4 % | 13.1 % | 12.1 % | 1,795 | 26 |
| NSF | 36.1 % | 37.8 % | 14.2 % | 7.5 % | 4.4 % | 887 | 7 |
| OMB | 21.5 % | 39.7 % | 16.2 % | 14.0 % | 8.6 % | 415 | 2 |
| OPM | 22.9 % | 35.1 % | 20.8 % | 12.4 % | 8.8 % | 1,196 | 33 |
| PBGC | 27.4 % | 43.2 % | 17.2 % | 8.0 % | 4.2 % | 550 | 21 |
| RRB | 17.1 % | 34.4 % | 20.7 % | 19.4 % | 8.5 % | 247 | 17 |
| SBA | 22.3 % | 34.8 % | 20.6 % | 13.4 % | 8.9 % | 1,344 | 20 |
| SSA | 14.1 % | 28.4 % | 25.1 % | 17.8 % | 14.5 % | 10,893 | 372 |
| State | 14.1 % | 35.7 % | 23.3 % | 16.7 % | 10.2 % | 9,014 | 125 |
| USAGM | 16.1 % | 32.6 % | 27.0 % | 11.5 % | 12.8 % | 749 | 22 |
| USAID | 17.9 % | 37.0 % | 23.1 % | 15.4 % | 6.7 % | 1,577 | 10 |
| USDA | 12.0 % | 30.2 % | 25.7 % | 19.0 % | 13.1 % | 19,757 | 478 |
| USDT | 19.3 % | 35.2 % | 22.0 % | 13.6 % | 10.0 % | 15,025 | 466 |
| Small Agencies | 20.2 % | 35.4 % | 20.5 % | 13.6 % | 10.3 % | 4,992 | 59 |
| DOD | 17.0 % | 33.7 % | 22.9 % | 15.2 % | 11.2 % | 84,304 | 1,519 |
| USACE | 17.5 % | 38.0 % | 23.7 % | 12.9 % | 7.9 % | 14,903 | 284 |
| Air Force | 18.2 % | 35.1 % | 21.7 % | 15.0 % | 10.1 % | 13,159 | 268 |
| †Army | 17.1 % | 32.0 % | 23.5 % | 15.6 % | 11.8 % | 19,617 | 310 |
| †Navy | 14.8 % | 34.0 % | 24.1 % | 15.6 % | 11.4 % | 15,747 | 264 |
| Marine Corps | 16.7 % | 29.7 % | 23.5 % | 16.1 % | 14.0 % | 4,449 | 81 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(32) In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 16.7 % | 32.5 % | 22.5 % | 15.5 % | 12.9 % | 280,913 | 5,608 |
| DOD 4th Estate | 18.6 % | 33.5 % | 21.5 % | 14.2 % | 12.1 % | 16,429 | 312 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(33) My organization's senior leaders maintain high standards of honesty and integrity.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 24.5 % | 35.6 % | 21.1 % | 8.8 % | 10.0 % | 269,828 | 15,418 |
| CSOSA | 13.2 % | 37.8 % | 24.7 % | 12.5 % | 11.8 % | 211 | 11 |
| DHS | 20.6 % | 30.9 % | 20.8 % | 10.1 % | 17.6 % | 23,949 | 1,009 |
| DOC | 27.5 % | 41.1 % | 19.3 % | 6.5 % | 5.6 % | 8,692 | 679 |
| DOE | 30.5 % | 36.4 % | 17.3 % | 7.0 % | 8.7 % | 7,513 | 371 |
| DOI | 18.9 % | 36.4 % | 24.6 % | 10.5 % | 9.6 % | 12,678 | 976 |
| DOJ | 20.3 % | 30.9 % | 21.6 % | 11.9 % | 15.2 % | 14,206 | 748 |
| DOL | 30.3 % | 34.9 % | 18.9 % | 7.1 % | 8.8 % | 6,277 | 476 |
| DOT | 22.7 % | 34.4 % | 23.0 % | 9.3 % | 10.6 % | 7,798 | 471 |
| ED | 25.4 % | 37.7 % | 23.5 % | 6.3 % | 7.1 % | 2,023 | 154 |
| EEOC | 35.5 % | 34.6 % | 17.4 % | 4.8 % | 7.6 % | 889 | 58 |
| EPA | 28.2 % | 41.3 % | 18.8 % | 6.3 % | 5.4 % | 6,140 | 395 |
| FCC | 37.9 % | 36.0 % | 18.7 % | 3.2 % | 4.3 % | 527 | 31 |
| FERC | 50.3 % | 33.6 % | 10.4 % | 3.3 % | 2.3 % | 1,025 | 33 |
| FTC | 27.4 % | 25.7 % | 18.1 % | 12.3 % | 16.5 % | 509 | 35 |
| GSA | 39.8 % | 36.7 % | 15.1 % | 4.4 % | 3.9 % | 6,237 | 283 |
| HHS | 32.0 % | 37.9 % | 17.8 % | 6.7 % | 5.6 % | 17,748 | 908 |
| HUD | 29.8 % | 36.3 % | 21.2 % | 6.0 % | 6.6 % | 3,948 | 331 |
| NARA | 25.2 % | 38.0 % | 21.2 % | 7.1 % | 8.6 % | 1,212 | 71 |
| NCUA | 27.5 % | 40.8 % | 17.6 % | 7.4 % | 6.7 % | 812 | 47 |
| NLRB | 28.4 % | 35.0 % | 12.3 % | 7.5 % | 16.8 % | 571 | 33 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(33) My organization's senior leaders maintain high standards of honesty and integrity.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 24.5 % | 35.6 % | 21.1 % | 8.8 % | 10.0 % | 269,828 | 15,418 |
| NRC | 26.0 % | 36.2 % | 18.9 % | 8.3 % | 10.6 % | 1,741 | 70 |
| NSF | 48.1 % | 34.0 % | 10.3 % | 4.4 % | 3.2 % | 858 | 36 |
| OMB | 35.6 % | 42.8 % | 13.0 % | 5.3 % | 3.3 % | 404 | 13 |
| OPM | 30.0 % | 37.4 % | 19.4 % | 6.4 % | 6.9 % | 1,149 | 70 |
| PBGC | 35.2 % | 42.6 % | 14.6 % | 5.0 % | 2.7 % | 524 | 44 |
| RRB | 27.8 % | 39.4 % | 19.6 % | 6.2 % | 7.0 % | 232 | 32 |
| SBA | 28.1 % | 35.6 % | 21.7 % | 8.2 % | 6.4 % | 1,271 | 84 |
| SSA | 20.7 % | 34.4 % | 26.6 % | 8.5 % | 9.8 % | 10,287 | 910 |
| State | 23.8 % | 41.4 % | 19.9 % | 7.9 % | 7.1 % | 8,731 | 379 |
| USAGM | 21.6 % | 32.9 % | 26.3 % | 8.5 % | 10.7 % | 723 | 50 |
| USAID | 26.0 % | 43.1 % | 19.1 % | 6.7 % | 5.1 % | 1,516 | 62 |
| USDA | 18.0 % | 35.3 % | 26.1 % | 10.6 % | 10.0 % | 18,870 | 1,263 |
| USDT | 26.7 % | 37.5 % | 21.3 % | 7.1 % | 7.5 % | 14,213 | 1,212 |
| Small Agencies | 29.6 % | 36.7 % | 17.5 % | 7.2 % | 9.0 % | 4,783 | 248 |
| DOD | 25.7 % | 36.5 % | 20.5 % | 8.6 % | 8.6 % | 81,561 | 3,825 |
| USACE | 26.3 % | 41.5 % | 19.0 % | 6.7 % | 6.4 % | 14,416 | 701 |
| Air Force | 28.5 % | 36.1 % | 19.2 % | 8.3 % | 7.9 % | 12,743 | 609 |
| †Army | 24.3 % | 35.4 % | 21.6 % | 9.2 % | 9.5 % | 19,009 | 816 |
| †Navy | 24.2 % | 38.4 % | 21.0 % | 8.4 % | 8.0 % | 15,340 | 586 |
| MarineCorps | 24.0 % | 32.8 % | 22.3 % | 9.6 % | 11.2 % | 4,320 | 180 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(33) My organization's senior leaders maintain high standards of honesty and integrity.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 24.5 % | 35.6 % | 21.1 % | 8.8 % | 10.0 % | 269,828 | 15,418 |
| DOD 4thEstate | 26.8 % | 35.4 % | 20.0 % | 8.4 % | 9.4 % | 15,733 | 933 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(34) Managers communicate the goals of the organization.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 22.1 % | 43.6 % | 17.3 % | 9.6 % | 7.4 % | 282,666 | 2,831 |
| CSOSA | 16.8 % | 40.4 % | 18.9 % | 12.6 % | 11.3 % | 215 | 2 |
| DHS | 19.9 % | 38.3 % | 17.5 % | 11.0 % | 13.3 % | 24,828 | 170 |
| DOC | 24.2 % | 48.8 % | 15.7 % | 7.1 % | 4.2 % | 9,221 | 147 |
| DOE | 28.9 % | 45.2 % | 13.5 % | 7.0 % | 5.4 % | 7,833 | 51 |
| DOI | 16.5 % | 44.5 % | 20.0 % | 11.4 % | 7.6 % | 13,493 | 157 |
| DOJ | 17.3 % | 40.6 % | 19.2 % | 12.6 % | 10.3 % | 14,812 | 147 |
| DOL | 30.8 % | 43.7 % | 13.2 % | 6.7 % | 5.6 % | 6,693 | 67 |
| DOT | 22.3 % | 45.5 % | 15.9 % | 9.3 % | 7.0 % | 8,196 | 72 |
| ED | 24.5 % | 47.3 % | 15.3 % | 7.7 % | 5.1 % | 2,163 | 20 |
| EEOC | 36.4 % | 45.1 % | 9.7 % | 4.7 % | 4.1 % | 937 | 6 |
| EPA | 24.7 % | 49.1 % | 15.0 % | 7.6 % | 3.6 % | 6,466 | 56 |
| FCC | 29.4 % | 42.8 % | 15.4 % | 8.9 % | 3.4 % | 556 | 1 |
| FERC | 41.7 % | 38.0 % | 11.4 % | 5.4 % | 3.4 % | 1,058 | 5 |
| FTC | 33.0 % | 32.7 % | 10.8 % | 10.9 % | 12.6 % | 542 | 4 |
| GSA | 40.9 % | 42.8 % | 10.2 % | 3.7 % | 2.5 % | 6,487 | 36 |
| HHS | 28.8 % | 44.7 % | 14.5 % | 7.3 % | 4.7 % | 18,501 | 164 |
| HUD | 31.6 % | 43.8 % | 13.8 % | 6.4 % | 4.4 % | 4,237 | 44 |
| NARA | 28.7 % | 46.0 % | 13.7 % | 6.5 % | 5.1 % | 1,268 | 15 |
| NCUA | 27.9 % | 45.3 % | 15.1 % | 7.1 % | 4.6 % | 856 | 4 |
| NLRB | 26.7 % | 41.7 % | 13.1 % | 8.2 % | 10.3 % | 599 | 7 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(34) Managers communicate the goals of the organization.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 22.1 % | 43.6 % | 17.3 % | 9.6 % | 7.4 % | 282,666 | 2,831 |
| NRC | 24.3 % | 49.1 % | 13.5 % | 7.5 % | 5.7 % | 1,802 | 13 |
| NSF | 38.9 % | 40.6 % | 9.7 % | 7.3 % | 3.4 % | 886 | 5 |
| OMB | 33.2 % | 46.0 % | 8.7 % | 8.7 % | 3.3 % | 414 | 3 |
| OPM | 31.0 % | 43.1 % | 14.4 % | 6.5 % | 4.9 % | 1,218 | 6 |
| PBGC | 40.7 % | 44.4 % | 10.0 % | 3.4 % | 1.5 % | 565 | 5 |
| RRB | 27.3 % | 38.3 % | 19.4 % | 10.6 % | 4.3 % | 252 | 11 |
| SBA | 28.3 % | 43.9 % | 14.4 % | 7.9 % | 5.4 % | 1,344 | 13 |
| SSA | 25.2 % | 50.7 % | 13.7 % | 5.4 % | 5.0 % | 11,102 | 112 |
| State | 19.6 % | 46.7 % | 18.2 % | 10.1 % | 5.5 % | 9,025 | 81 |
| USAGM | 20.4 % | 40.4 % | 20.9 % | 10.5 % | 7.8 % | 757 | 12 |
| USAID | 20.8 % | 51.5 % | 16.4 % | 7.4 % | 3.9 % | 1,574 | 6 |
| USDA | 17.3 % | 46.4 % | 21.1 % | 9.4 % | 5.8 % | 19,926 | 238 |
| USDT | 28.0 % | 46.8 % | 13.8 % | 6.6 % | 4.7 % | 15,200 | 212 |
| Small Agencies | 27.2 % | 42.4 % | 14.9 % | 8.7 % | 6.8 % | 5,004 | 34 |
| DOD | 21.6 % | 43.3 % | 18.0 % | 10.1 % | 7.0 % | 84,636 | 905 |
| USACE | 22.0 % | 47.3 % | 17.6 % | 8.5 % | 4.6 % | 14,980 | 168 |
| Air Force | 22.6 % | 43.0 % | 17.3 % | 10.1 % | 7.0 % | 13,208 | 167 |
| †Army | 20.6 % | 41.1 % | 19.0 % | 11.6 % | 7.7 % | 19,639 | 217 |
| †Navy | 19.7 % | 44.8 % | 18.9 % | 9.9 % | 6.7 % | 15,813 | 155 |
| MarineCorps | 20.3 % | 38.7 % | 20.5 % | 11.2 % | 9.3 % | 4,463 | 48 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(34) Managers communicate the goals of the organization.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 22.1 % | 43.6 % | 17.3 % | 9.6 % | 7.4 % | 282,666 | 2,831 |
| DOD 4thEstate | 25.5 % | 45.2 % | 15.1 % | 7.6 % | 6.7 % | 16,533 | 150 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(35) Managers promote communication among different work units.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 20.7 % | 38.1 % | 19.3 % | 12.4 % | 9.5 % | 279,665 | 6,253 |
| CSOSA | 14.8 % | 38.0 % | 18.7 % | 16.0 % | 12.5 % | 217 | 5 |
| DHS | 18.5 % | 32.2 % | 19.3 % | 13.9 % | 16.1 % | 24,588 | 445 |
| DOC | 21.8 % | 40.9 % | 19.8 % | 11.0 % | 6.5 % | 9,060 | 333 |
| DOE | 25.9 % | 39.8 % | 17.5 % | 9.7 % | 7.1 % | 7,759 | 130 |
| DOI | 16.6 % | 38.8 % | 20.2 % | 14.3 % | 10.0 % | 13,368 | 289 |
| DOJ | 16.5 % | 35.1 % | 20.7 % | 15.0 % | 12.6 % | 14,547 | 424 |
| DOL | 27.7 % | 36.8 % | 16.9 % | 9.8 % | 8.8 % | 6,576 | 198 |
| DOT | 22.6 % | 40.1 % | 17.5 % | 11.5 % | 8.3 % | 8,121 | 152 |
| ED | 23.9 % | 40.1 % | 17.3 % | 11.7 % | 6.9 % | 2,134 | 52 |
| EEOC | 33.2 % | 39.3 % | 13.9 % | 7.6 % | 6.0 % | 917 | 30 |
| EPA | 22.3 % | 43.0 % | 18.4 % | 11.1 % | 5.2 % | 6,387 | 153 |
| FCC | 29.6 % | 39.1 % | 16.9 % | 9.2 % | 5.2 % | 545 | 13 |
| FERC | 40.8 % | 37.0 % | 11.7 % | 6.5 % | 4.0 % | 1,048 | 16 |
| FTC | 35.2 % | 33.3 % | 12.2 % | 10.9 % | 8.4 % | 533 | 12 |
| GSA | 38.3 % | 39.2 % | 12.9 % | 5.7 % | 3.9 % | 6,439 | 97 |
| HHS | 26.5 % | 39.9 % | 17.2 % | 10.1 % | 6.3 % | 18,324 | 382 |
| HUD | 29.5 % | 39.7 % | 15.6 % | 8.5 % | 6.7 % | 4,205 | 82 |
| NARA | 26.8 % | 39.2 % | 17.6 % | 8.8 % | 7.5 % | 1,260 | 28 |
| NCUA | 26.5 % | 37.8 % | 17.1 % | 11.4 % | 7.2 % | 845 | 15 |
| NLRB | 21.2 % | 36.2 % | 18.5 % | 11.6 % | 12.5 % | 588 | 16 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(35) Managers promote communication among different work units.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 20.7 % | 38.1 % | 19.3 % | 12.4 % | 9.5 % | 279,665 | 6,253 |
| NRC | 23.2 % | 45.7 % | 16.0 % | 8.6 % | 6.5 % | 1,779 | 40 |
| NSF | 34.7 % | 40.0 % | 11.5 % | 9.5 % | 4.3 % | 882 | 9 |
| OMB | 33.2 % | 40.0 % | 12.8 % | 9.8 % | 4.2 % | 407 | 8 |
| OPM | 27.9 % | 35.8 % | 19.5 % | 9.5 % | 7.4 % | 1,199 | 24 |
| PBGC | 36.1 % | 43.7 % | 9.4 % | 7.2 % | 3.6 % | 561 | 9 |
| RRB | 21.1 % | 35.8 % | 21.1 % | 15.6 % | 6.4 % | 249 | 14 |
| SBA | 27.5 % | 37.4 % | 16.0 % | 11.3 % | 7.8 % | 1,334 | 27 |
| SSA | 21.4 % | 39.0 % | 19.4 % | 11.2 % | 9.0 % | 10,933 | 312 |
| State | 18.0 % | 42.0 % | 20.5 % | 12.4 % | 7.1 % | 8,980 | 140 |
| USAGM | 18.2 % | 36.1 % | 24.0 % | 12.3 % | 9.4 % | 752 | 23 |
| USAID | 18.5 % | 43.3 % | 20.8 % | 12.0 % | 5.5 % | 1,570 | 15 |
| USDA | 16.4 % | 40.5 % | 22.5 % | 12.6 % | 7.9 % | 19,753 | 454 |
| USDT | 25.8 % | 39.6 % | 17.3 % | 10.2 % | 7.1 % | 14,866 | 578 |
| Small Agencies | 24.4 % | 36.9 % | 16.9 % | 12.7 % | 9.1 % | 4,944 | 94 |
| DOD | 20.5 % | 38.7 % | 19.6 % | 12.5 % | 8.8 % | 83,995 | 1,634 |
| USACE | 21.4 % | 43.0 % | 19.2 % | 10.5 % | 5.9 % | 14,832 | 317 |
| Air Force | 22.1 % | 38.4 % | 18.7 % | 12.2 % | 8.6 % | 13,109 | 276 |
| †Army | 19.5 % | 37.0 % | 20.4 % | 13.2 % | 9.9 % | 19,524 | 364 |
| †Navy | 18.5 % | 40.5 % | 20.2 % | 12.9 % | 7.9 % | 15,706 | 277 |
| MarineCorps | 19.9 % | 34.2 % | 20.7 % | 14.4 % | 10.8 % | 4,438 | 79 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(35) Managers promote communication among different work units.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 20.7 % | 38.1 % | 19.3 % | 12.4 % | 9.5 % | 279,665 | 6,253 |
| DOD 4thEstate | 23.3 % | 38.9 % | 18.1 % | 10.8 % | 9.0 % | 16,386 | 321 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(36) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

| Agency | Very Good | Good | Fair | Poor | Very Poor | Item Response Total** | Do Not Know |
|---------------|-----------|--------|--------|--------|-----------|-----------------------|-------------|
| All Responses | 31.2 % | 34.3 % | 19.9 % | 7.8 % | 6.9 % | 268,910 | 16,389 |
| CSOSA | 27.0 % | 32.6 % | 22.6 % | 10.5 % | 7.3 % | 202 | 19 |
| DHS | 29.2 % | 30.7 % | 20.6 % | 9.0 % | 10.4 % | 23,867 | 1,095 |
| DOC | 34.7 % | 37.3 % | 18.1 % | 5.5 % | 4.4 % | 8,631 | 756 |
| DOE | 37.2 % | 34.3 % | 16.9 % | 6.2 % | 5.4 % | 7,522 | 362 |
| DOI | 27.8 % | 34.8 % | 21.7 % | 8.7 % | 7.1 % | 12,753 | 875 |
| DOJ | 27.1 % | 31.5 % | 21.2 % | 9.4 % | 10.7 % | 14,070 | 848 |
| DOL | 38.9 % | 32.5 % | 16.4 % | 6.3 % | 5.8 % | 6,363 | 391 |
| DOT | 31.8 % | 34.9 % | 18.5 % | 8.0 % | 6.8 % | 7,811 | 469 |
| ED | 36.6 % | 35.0 % | 15.8 % | 5.9 % | 6.7 % | 2,026 | 157 |
| EEOC | 47.3 % | 31.6 % | 11.6 % | 3.4 % | 6.1 % | 878 | 66 |
| EPA | 37.0 % | 36.1 % | 17.6 % | 5.2 % | 4.1 % | 6,239 | 282 |
| FCC | 47.8 % | 31.1 % | 12.8 % | 4.5 % | 3.9 % | 524 | 35 |
| FERC | 54.8 % | 26.3 % | 12.3 % | 3.6 % | 2.9 % | 1,034 | 26 |
| FTC | 44.4 % | 25.3 % | 14.3 % | 7.3 % | 8.8 % | 525 | 17 |
| GSA | 47.9 % | 32.9 % | 13.0 % | 3.3 % | 2.8 % | 6,298 | 232 |
| HHS | 38.6 % | 33.7 % | 17.4 % | 5.7 % | 4.5 % | 17,769 | 899 |
| HUD | 42.9 % | 31.9 % | 15.4 % | 4.5 % | 5.2 % | 4,051 | 232 |
| NARA | 44.3 % | 32.8 % | 14.2 % | 4.0 % | 4.7 % | 1,218 | 67 |
| NCUA | 35.2 % | 39.0 % | 16.0 % | 4.3 % | 5.6 % | 792 | 68 |
| NLRB | 41.3 % | 29.3 % | 15.9 % | 6.3 % | 7.2 % | 571 | 30 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(36) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

| Agency | Very Good | Good | Fair | Poor | Very Poor | Item Response Total** | Do Not Know |
|----------------|-----------|--------|--------|-------|-----------|-----------------------|-------------|
| All Responses | 31.2 % | 34.3 % | 19.9 % | 7.8 % | 6.9 % | 268,910 | 16,389 |
| NRC | 33.7 % | 34.8 % | 18.9 % | 7.2 % | 5.5 % | 1,749 | 68 |
| NSF | 50.0 % | 31.5 % | 11.6 % | 3.9 % | 3.0 % | 860 | 30 |
| OMB | 44.9 % | 37.0 % | 13.3 % | 2.4 % | 2.4 % | 395 | 19 |
| OPM | 42.6 % | 31.7 % | 15.7 % | 5.5 % | 4.4 % | 1,138 | 84 |
| PBGC | 49.2 % | 33.5 % | 11.5 % | 2.8 % | 3.0 % | 553 | 18 |
| RRB | 38.8 % | 32.9 % | 18.5 % | 5.2 % | 4.6 % | 238 | 27 |
| SBA | 40.7 % | 32.1 % | 14.0 % | 7.0 % | 6.3 % | 1,263 | 92 |
| SSA | 31.9 % | 33.8 % | 19.9 % | 7.6 % | 6.8 % | 10,405 | 800 |
| State | 29.9 % | 38.1 % | 20.2 % | 6.7 % | 5.1 % | 8,658 | 437 |
| USAGM | 31.0 % | 32.7 % | 19.5 % | 8.6 % | 8.2 % | 717 | 52 |
| USAID | 31.5 % | 38.0 % | 21.4 % | 4.2 % | 4.9 % | 1,513 | 70 |
| USDA | 27.7 % | 36.8 % | 21.9 % | 7.7 % | 5.9 % | 18,799 | 1,370 |
| USDT | 36.7 % | 35.0 % | 16.4 % | 5.9 % | 6.0 % | 14,067 | 1,376 |
| Small Agencies | 38.5 % | 31.4 % | 17.1 % | 6.4 % | 6.5 % | 4,767 | 270 |
| DOD | 30.1 % | 35.2 % | 20.4 % | 8.0 % | 6.3 % | 80,644 | 4,750 |
| USACE | 32.8 % | 38.2 % | 18.6 % | 6.0 % | 4.4 % | 14,335 | 816 |
| Air Force | 30.7 % | 35.4 % | 19.7 % | 7.9 % | 6.3 % | 12,618 | 730 |
| †Army | 28.8 % | 33.9 % | 21.8 % | 8.4 % | 7.0 % | 18,771 | 1,046 |
| †Navy | 28.6 % | 36.7 % | 20.9 % | 8.3 % | 5.6 % | 14,992 | 907 |
| Marine Corps | 29.7 % | 33.4 % | 21.3 % | 8.6 % | 7.0 % | 4,260 | 241 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(36) Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

| Agency | Very Good | Good | Fair | Poor | Very Poor | Item Response Total** | Do Not Know |
|----------------|-----------|--------|--------|-------|-----------|-----------------------|-------------|
| All Responses | 31.2 % | 34.3 % | 19.9 % | 7.8 % | 6.9 % | 268,910 | 16,389 |
| DOD 4th Estate | 33.4 % | 34.0 % | 18.6 % | 7.6 % | 6.4 % | 15,668 | 1,010 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(37) I have a high level of respect for my organization's senior leaders.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 26.2 % | 33.5 % | 21.0 % | 10.1 % | 9.1 % | 281,087 | 4,126 |
| CSOSA | 22.0 % | 34.2 % | 24.6 % | 11.8 % | 7.4 % | 218 | 4 |
| DHS | 22.8 % | 29.7 % | 19.9 % | 11.7 % | 15.9 % | 24,707 | 267 |
| DOC | 27.6 % | 36.9 % | 22.2 % | 7.8 % | 5.4 % | 9,186 | 192 |
| DOE | 29.1 % | 35.0 % | 18.6 % | 8.5 % | 8.8 % | 7,812 | 73 |
| DOI | 19.2 % | 33.6 % | 25.5 % | 12.1 % | 9.5 % | 13,328 | 291 |
| DOJ | 21.6 % | 29.5 % | 21.1 % | 13.5 % | 14.3 % | 14,686 | 221 |
| DOL | 31.3 % | 33.8 % | 19.0 % | 8.1 % | 7.9 % | 6,649 | 105 |
| DOT | 23.1 % | 32.8 % | 21.9 % | 11.4 % | 10.8 % | 8,163 | 108 |
| ED | 25.9 % | 37.5 % | 21.5 % | 8.6 % | 6.5 % | 2,148 | 37 |
| EEOC | 42.2 % | 32.4 % | 14.4 % | 5.7 % | 5.3 % | 934 | 12 |
| EPA | 28.1 % | 39.1 % | 20.1 % | 7.6 % | 5.1 % | 6,444 | 74 |
| FCC | 36.1 % | 34.8 % | 19.4 % | 6.0 % | 3.6 % | 547 | 9 |
| FERC | 49.5 % | 32.2 % | 11.3 % | 3.9 % | 3.1 % | 1,053 | 8 |
| FTC | 22.7 % | 25.8 % | 16.1 % | 17.3 % | 18.1 % | 539 | 4 |
| GSA | 39.8 % | 35.2 % | 15.9 % | 5.6 % | 3.5 % | 6,481 | 39 |
| HHS | 34.4 % | 36.1 % | 17.8 % | 7.0 % | 4.7 % | 18,438 | 224 |
| HUD | 33.0 % | 35.1 % | 19.5 % | 6.1 % | 6.3 % | 4,208 | 74 |
| NARA | 28.5 % | 33.7 % | 20.1 % | 10.2 % | 7.4 % | 1,272 | 16 |
| NCUA | 28.2 % | 40.0 % | 17.5 % | 7.4 % | 6.9 % | 850 | 10 |
| NLRB | 30.9 % | 29.8 % | 14.1 % | 8.6 % | 16.6 % | 595 | 7 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(37) I have a high level of respect for my organization's senior leaders.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 26.2 % | 33.5 % | 21.0 % | 10.1 % | 9.1 % | 281,087 | 4,126 |
| NRC | 25.3 % | 35.1 % | 18.8 % | 10.3 % | 10.6 % | 1,806 | 9 |
| NSF | 46.6 % | 32.2 % | 12.9 % | 4.7 % | 3.6 % | 883 | 7 |
| OMB | 31.2 % | 38.6 % | 17.0 % | 9.2 % | 4.0 % | 413 | 3 |
| OPM | 33.4 % | 35.5 % | 18.1 % | 7.5 % | 5.5 % | 1,207 | 15 |
| PBGC | 40.9 % | 34.9 % | 15.3 % | 5.8 % | 3.1 % | 559 | 11 |
| RRB | 27.4 % | 35.0 % | 23.6 % | 8.3 % | 5.7 % | 259 | 6 |
| SBA | 30.4 % | 34.0 % | 20.3 % | 8.9 % | 6.3 % | 1,331 | 27 |
| SSA | 24.3 % | 33.0 % | 23.7 % | 10.0 % | 9.0 % | 10,954 | 248 |
| State | 23.6 % | 38.4 % | 21.1 % | 10.3 % | 6.7 % | 8,990 | 101 |
| USAGM | 26.9 % | 33.4 % | 23.1 % | 7.4 % | 9.2 % | 752 | 16 |
| USAID | 24.4 % | 40.1 % | 21.7 % | 8.3 % | 5.4 % | 1,565 | 17 |
| USDA | 20.0 % | 33.1 % | 24.8 % | 12.3 % | 9.8 % | 19,770 | 381 |
| USDT | 29.3 % | 34.8 % | 21.3 % | 8.0 % | 6.7 % | 15,096 | 346 |
| Small Agencies | 29.3 % | 34.3 % | 19.6 % | 9.1 % | 7.7 % | 4,984 | 56 |
| DOD | 27.4 % | 34.2 % | 20.8 % | 9.8 % | 7.8 % | 84,260 | 1,108 |
| USACE | 28.3 % | 37.9 % | 19.8 % | 8.0 % | 6.0 % | 14,919 | 218 |
| Air Force | 29.2 % | 34.0 % | 20.1 % | 9.4 % | 7.4 % | 13,159 | 189 |
| †Army | 27.0 % | 33.3 % | 21.7 % | 9.5 % | 8.5 % | 19,599 | 224 |
| †Navy | 25.3 % | 34.9 % | 21.5 % | 10.9 % | 7.5 % | 15,699 | 205 |
| Marine Corps | 27.6 % | 31.8 % | 22.2 % | 9.6 % | 8.8 % | 4,440 | 57 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(37) I have a high level of respect for my organization's senior leaders.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 26.2 % | 33.5 % | 21.0 % | 10.1 % | 9.1 % | 281,087 | 4,126 |
| DOD 4thEstate | 28.5 % | 34.6 % | 19.2 % | 9.7 % | 8.0 % | 16,444 | 215 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(38) Senior leaders demonstrate support for Work-Life programs.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 25.9 % | 34.5 % | 22.1 % | 9.1 % | 8.3 % | 265,328 | 19,923 |
| CSOSA | 25.9 % | 41.8 % | 15.5 % | 10.2 % | 6.6 % | 201 | 20 |
| DHS | 22.4 % | 29.5 % | 22.8 % | 10.6 % | 14.7 % | 23,520 | 1,458 |
| DOC | 31.6 % | 40.0 % | 18.0 % | 5.7 % | 4.7 % | 8,616 | 766 |
| DOE | 36.1 % | 37.6 % | 14.8 % | 5.6 % | 5.8 % | 7,502 | 382 |
| DOI | 22.0 % | 39.5 % | 23.4 % | 8.3 % | 6.9 % | 12,438 | 1,178 |
| DOJ | 19.7 % | 29.5 % | 25.2 % | 12.2 % | 13.4 % | 13,515 | 1,405 |
| DOL | 34.2 % | 37.7 % | 17.6 % | 5.5 % | 5.0 % | 6,240 | 516 |
| DOT | 27.4 % | 36.0 % | 20.8 % | 8.1 % | 7.7 % | 7,686 | 583 |
| ED | 33.9 % | 39.2 % | 16.7 % | 5.8 % | 4.4 % | 2,032 | 157 |
| EEOC | 42.4 % | 34.8 % | 12.7 % | 4.7 % | 5.4 % | 881 | 61 |
| EPA | 32.1 % | 42.6 % | 17.3 % | 5.3 % | 2.7 % | 6,103 | 418 |
| FCC | 38.2 % | 36.9 % | 14.9 % | 7.0 % | 3.0 % | 518 | 39 |
| FERC | 50.8 % | 31.8 % | 10.8 % | 4.0 % | 2.6 % | 1,019 | 43 |
| FTC | 37.5 % | 34.6 % | 15.1 % | 7.2 % | 5.6 % | 490 | 53 |
| GSA | 48.1 % | 34.6 % | 11.9 % | 3.0 % | 2.4 % | 6,289 | 244 |
| HHS | 35.9 % | 36.4 % | 17.5 % | 6.2 % | 4.1 % | 17,610 | 1,053 |
| HUD | 35.5 % | 37.6 % | 18.1 % | 5.0 % | 3.9 % | 3,963 | 320 |
| NARA | 35.4 % | 40.6 % | 16.0 % | 4.2 % | 3.9 % | 1,227 | 62 |
| NCUA | 38.4 % | 37.8 % | 14.4 % | 4.7 % | 4.7 % | 839 | 20 |
| NLRB | 29.3 % | 25.6 % | 14.4 % | 11.2 % | 19.6 % | 578 | 22 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(38) Senior leaders demonstrate support for Work-Life programs.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 25.9 % | 34.5 % | 22.1 % | 9.1 % | 8.3 % | 265,328 | 19,923 |
| NRC | 29.1 % | 37.5 % | 14.5 % | 8.9 % | 10.0 % | 1,780 | 36 |
| NSF | 54.9 % | 30.0 % | 10.0 % | 2.7 % | 2.3 % | 860 | 27 |
| OMB | 27.5 % | 34.3 % | 17.9 % | 13.0 % | 7.3 % | 393 | 23 |
| OPM | 39.1 % | 36.5 % | 15.0 % | 4.7 % | 4.6 % | 1,144 | 80 |
| PBGC | 49.3 % | 35.0 % | 12.0 % | 1.7 % | 2.0 % | 537 | 33 |
| RRB | 31.0 % | 35.9 % | 18.7 % | 9.1 % | 5.3 % | 243 | 22 |
| SBA | 31.5 % | 39.1 % | 19.8 % | 5.6 % | 4.0 % | 1,271 | 86 |
| SSA | 21.6 % | 32.1 % | 26.4 % | 10.7 % | 9.2 % | 10,272 | 927 |
| State | 20.6 % | 35.0 % | 22.0 % | 13.2 % | 9.2 % | 8,689 | 408 |
| USAGM | 25.4 % | 36.8 % | 25.7 % | 6.1 % | 6.1 % | 702 | 67 |
| USAID | 23.7 % | 40.3 % | 19.8 % | 10.7 % | 5.5 % | 1,514 | 68 |
| USDA | 21.2 % | 37.4 % | 25.6 % | 8.9 % | 6.8 % | 18,649 | 1,515 |
| USDT | 32.0 % | 36.0 % | 19.5 % | 6.6 % | 5.9 % | 14,083 | 1,348 |
| Small Agencies | 34.4 % | 36.2 % | 17.1 % | 6.3 % | 6.0 % | 4,769 | 266 |
| DOD | 25.5 % | 34.8 % | 22.7 % | 9.5 % | 7.5 % | 79,155 | 6,217 |
| USACE | 27.3 % | 39.7 % | 21.0 % | 7.1 % | 4.8 % | 13,948 | 1,199 |
| Air Force | 27.5 % | 35.4 % | 22.4 % | 8.2 % | 6.5 % | 12,279 | 1,068 |
| †Army | 24.7 % | 33.4 % | 23.6 % | 10.2 % | 8.2 % | 18,345 | 1,471 |
| †Navy | 23.1 % | 35.1 % | 23.2 % | 10.6 % | 8.1 % | 14,840 | 1,055 |
| Marine Corps | 25.0 % | 29.7 % | 25.2 % | 11.1 % | 9.0 % | 4,107 | 390 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(38) Senior leaders demonstrate support for Work-Life programs.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 25.9 % | 34.5 % | 22.1 % | 9.1 % | 8.3 % | 265,328 | 19,923 |
| DOD 4thEstate | 27.8 % | 35.5 % | 20.4 % | 8.9 % | 7.6 % | 15,636 | 1,034 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q39) How satisfied are you with your involvement in decisions that affect your work?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 18.8 % | 36.9 % | 21.6 % | 16.0 % | 6.7 % | 283,445 |
| CSOSA | 13.3 % | 39.1 % | 22.4 % | 17.3 % | 7.9 % | 218 |
| DHS | 16.0 % | 31.3 % | 23.3 % | 18.7 % | 10.7 % | 24,787 |
| DOC | 20.2 % | 38.4 % | 20.7 % | 14.7 % | 6.0 % | 9,340 |
| DOE | 24.8 % | 40.4 % | 17.6 % | 11.6 % | 5.6 % | 7,862 |
| DOI | 18.5 % | 39.6 % | 21.0 % | 15.2 % | 5.8 % | 13,526 |
| DOJ | 15.4 % | 33.5 % | 22.3 % | 19.9 % | 8.8 % | 14,774 |
| DOL | 22.7 % | 36.5 % | 21.0 % | 13.5 % | 6.3 % | 6,727 |
| DOT | 20.1 % | 37.8 % | 19.9 % | 15.8 % | 6.5 % | 8,240 |
| ED | 20.4 % | 39.6 % | 17.8 % | 15.9 % | 6.4 % | 2,176 |
| EEOC | 27.2 % | 35.6 % | 19.3 % | 12.1 % | 5.7 % | 936 |
| EPA | 19.6 % | 43.7 % | 19.0 % | 13.4 % | 4.3 % | 6,499 |
| FCC | 24.3 % | 42.5 % | 19.7 % | 9.8 % | 3.7 % | 554 |
| FERC | 32.1 % | 39.6 % | 15.5 % | 9.8 % | 3.0 % | 1,060 |
| FTC | 25.7 % | 32.2 % | 16.5 % | 18.0 % | 7.5 % | 540 |
| GSA | 32.0 % | 39.9 % | 16.0 % | 8.8 % | 3.2 % | 6,488 |
| HHS | 22.6 % | 40.1 % | 19.3 % | 13.4 % | 4.7 % | 18,562 |
| HUD | 22.7 % | 38.9 % | 20.2 % | 13.0 % | 5.2 % | 4,261 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q39) How satisfied are you with your involvement in decisions that affect your work?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|----------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 18.8 % | 36.9 % | 21.6 % | 16.0 % | 6.7 % | 283,445 |
| NARA | 23.7 % | 37.0 % | 19.5 % | 13.3 % | 6.6 % | 1,279 |
| NCUA | 20.3 % | 42.2 % | 19.4 % | 12.2 % | 5.9 % | 858 |
| NLRB | 18.6 % | 28.0 % | 17.0 % | 20.5 % | 15.9 % | 601 |
| NRC | 21.1 % | 41.3 % | 18.0 % | 13.9 % | 5.7 % | 1,816 |
| NSF | 31.5 % | 41.7 % | 13.3 % | 10.7 % | 2.7 % | 889 |
| OMB | 20.9 % | 37.8 % | 20.3 % | 15.4 % | 5.5 % | 416 |
| OPM | 25.1 % | 36.2 % | 20.3 % | 12.3 % | 6.1 % | 1,217 |
| PBGC | 34.5 % | 42.7 % | 12.6 % | 7.1 % | 3.0 % | 568 |
| RRB | 16.9 % | 35.6 % | 20.0 % | 22.8 % | 4.6 % | 258 |
| SBA | 23.0 % | 38.1 % | 21.4 % | 12.8 % | 4.6 % | 1,351 |
| SSA | 13.6 % | 31.1 % | 25.4 % | 21.4 % | 8.6 % | 11,111 |
| State | 16.3 % | 39.5 % | 22.5 % | 16.4 % | 5.4 % | 8,981 |
| USAGM | 15.3 % | 38.8 % | 22.2 % | 14.4 % | 9.3 % | 765 |
| USAID | 17.2 % | 41.9 % | 22.2 % | 14.2 % | 4.4 % | 1,567 |
| USDA | 14.4 % | 38.8 % | 24.1 % | 16.7 % | 6.0 % | 20,034 |
| USDT | 19.2 % | 35.7 % | 23.5 % | 15.1 % | 6.5 % | 15,318 |
| Small Agencies | 23.1 % | 38.1 % | 19.0 % | 13.5 % | 6.4 % | 5,021 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q39) How satisfied are you with your involvement in decisions that affect your work?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 18.8 % | 36.9 % | 21.6 % | 16.0 % | 6.7 % | 283,445 |
| DOD | 19.7 % | 38.2 % | 21.1 % | 15.1 % | 5.9 % | 84,845 |
| USACE | 20.5 % | 42.9 % | 20.2 % | 12.2 % | 4.1 % | 15,099 |
| Air Force | 21.7 % | 38.0 % | 19.8 % | 14.6 % | 5.9 % | 13,220 |
| †Army | 18.3 % | 37.0 % | 22.4 % | 15.7 % | 6.6 % | 19,688 |
| †Navy | 18.5 % | 39.5 % | 21.6 % | 15.1 % | 5.3 % | 15,788 |
| Marine Corps | 18.7 % | 35.0 % | 23.5 % | 16.9 % | 5.9 % | 4,461 |
| DOD 4thEstate | 21.5 % | 37.4 % | 19.8 % | 15.2 % | 6.1 % | 16,589 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q40) How satisfied are you with the information you receive from management on what's going on in your organization?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 18.1 % | 37.3 % | 20.6 % | 16.6 % | 7.4 % | 282,267 |
| CSOSA | 11.4 % | 37.6 % | 23.0 % | 16.1 % | 11.8 % | 218 |
| DHS | 15.9 % | 32.7 % | 20.5 % | 18.8 % | 12.2 % | 24,703 |
| DOC | 20.4 % | 41.2 % | 20.7 % | 12.8 % | 5.0 % | 9,307 |
| DOE | 25.7 % | 39.9 % | 17.0 % | 11.8 % | 5.7 % | 7,843 |
| DOI | 16.2 % | 39.1 % | 21.6 % | 16.6 % | 6.5 % | 13,471 |
| DOJ | 14.5 % | 33.1 % | 22.2 % | 20.3 % | 9.9 % | 14,706 |
| DOL | 22.8 % | 37.8 % | 19.0 % | 14.2 % | 6.2 % | 6,712 |
| DOT | 20.0 % | 37.2 % | 20.8 % | 15.2 % | 6.8 % | 8,200 |
| ED | 19.2 % | 41.8 % | 18.9 % | 13.6 % | 6.4 % | 2,168 |
| EEOC | 28.9 % | 41.9 % | 14.4 % | 10.7 % | 4.1 % | 938 |
| EPA | 20.2 % | 44.8 % | 18.3 % | 12.8 % | 4.0 % | 6,478 |
| FCC | 21.5 % | 42.3 % | 20.8 % | 11.6 % | 3.8 % | 555 |
| FERC | 33.0 % | 41.5 % | 12.5 % | 9.7 % | 3.3 % | 1,052 |
| FTC | 29.1 % | 34.5 % | 10.1 % | 16.9 % | 9.4 % | 538 |
| GSA | 35.3 % | 41.3 % | 14.0 % | 7.2 % | 2.2 % | 6,463 |
| HHS | 24.2 % | 40.5 % | 18.5 % | 12.1 % | 4.6 % | 18,503 |
| HUD | 24.4 % | 41.3 % | 18.1 % | 11.7 % | 4.5 % | 4,249 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q40) How satisfied are you with the information you receive from management on what's going on in your organization?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|----------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 18.1 % | 37.3 % | 20.6 % | 16.6 % | 7.4 % | 282,267 |
| NARA | 27.4 % | 40.4 % | 17.0 % | 9.4 % | 5.8 % | 1,269 |
| NCUA | 25.0 % | 42.6 % | 17.1 % | 10.6 % | 4.8 % | 855 |
| NLRB | 19.6 % | 31.8 % | 15.3 % | 17.3 % | 16.0 % | 599 |
| NRC | 22.8 % | 42.2 % | 18.1 % | 11.3 % | 5.7 % | 1,804 |
| NSF | 34.3 % | 37.1 % | 12.8 % | 12.4 % | 3.4 % | 886 |
| OMB | 24.9 % | 42.5 % | 15.6 % | 10.7 % | 6.2 % | 415 |
| OPM | 26.2 % | 39.0 % | 15.9 % | 13.5 % | 5.3 % | 1,210 |
| PBGC | 34.5 % | 44.1 % | 13.5 % | 5.8 % | 2.1 % | 566 |
| RRB | 19.5 % | 34.2 % | 23.2 % | 18.2 % | 4.9 % | 258 |
| SBA | 22.4 % | 39.5 % | 18.8 % | 13.0 % | 6.3 % | 1,344 |
| SSA | 15.7 % | 38.4 % | 21.2 % | 17.0 % | 7.7 % | 11,035 |
| State | 17.0 % | 42.3 % | 19.8 % | 15.3 % | 5.6 % | 8,954 |
| USAGM | 16.4 % | 41.4 % | 23.6 % | 10.9 % | 7.6 % | 766 |
| USAID | 18.5 % | 45.3 % | 20.6 % | 11.7 % | 3.9 % | 1,564 |
| USDA | 13.9 % | 37.9 % | 23.4 % | 18.2 % | 6.5 % | 19,958 |
| USDT | 22.0 % | 40.5 % | 18.7 % | 12.8 % | 5.8 % | 15,246 |
| Small Agencies | 24.0 % | 38.6 % | 17.4 % | 13.5 % | 6.6 % | 4,995 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q40) How satisfied are you with the information you receive from management on what's going on in your organization?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 18.1 % | 37.3 % | 20.6 % | 16.6 % | 7.4 % | 282,267 |
| DOD | 17.9 % | 37.2 % | 20.8 % | 17.1 % | 6.9 % | 84,439 |
| USACE | 18.7 % | 41.9 % | 20.7 % | 13.6 % | 5.0 % | 15,024 |
| Air Force | 18.6 % | 36.7 % | 20.1 % | 17.2 % | 7.3 % | 13,152 |
| †Army | 16.4 % | 36.4 % | 20.8 % | 18.6 % | 7.7 % | 19,594 |
| †Navy | 17.1 % | 37.7 % | 21.8 % | 17.2 % | 6.3 % | 15,716 |
| Marine Corps | 16.9 % | 32.7 % | 23.7 % | 18.8 % | 7.9 % | 4,439 |
| DOD 4thEstate | 21.2 % | 38.4 % | 19.4 % | 14.8 % | 6.2 % | 16,514 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q41) How satisfied are you with the recognition you receive for doing a good job?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 21.5 % | 35.5 % | 21.0 % | 13.6 % | 8.3 % | 282,219 |
| CSOSA | 21.4 % | 37.0 % | 22.5 % | 12.7 % | 6.4 % | 219 |
| DHS | 18.8 % | 31.3 % | 21.3 % | 16.0 % | 12.7 % | 24,672 |
| DOC | 25.3 % | 38.7 % | 19.1 % | 11.3 % | 5.5 % | 9,312 |
| DOE | 30.8 % | 38.5 % | 15.6 % | 9.8 % | 5.3 % | 7,832 |
| DOI | 23.1 % | 38.9 % | 19.3 % | 12.4 % | 6.3 % | 13,491 |
| DOJ | 19.0 % | 34.0 % | 21.0 % | 15.1 % | 10.9 % | 14,712 |
| DOL | 30.2 % | 35.6 % | 16.8 % | 10.7 % | 6.7 % | 6,703 |
| DOT | 24.7 % | 36.3 % | 19.5 % | 12.1 % | 7.4 % | 8,207 |
| ED | 27.6 % | 38.2 % | 17.3 % | 10.4 % | 6.6 % | 2,167 |
| EEOC | 34.5 % | 37.6 % | 13.4 % | 9.1 % | 5.4 % | 931 |
| EPA | 26.3 % | 42.1 % | 16.9 % | 10.1 % | 4.6 % | 6,468 |
| FCC | 32.2 % | 40.3 % | 15.2 % | 9.1 % | 3.3 % | 551 |
| FERC | 41.9 % | 36.4 % | 13.0 % | 6.4 % | 2.3 % | 1,057 |
| FTC | 33.5 % | 36.9 % | 12.9 % | 10.5 % | 6.2 % | 535 |
| GSA | 36.9 % | 38.0 % | 14.8 % | 6.8 % | 3.5 % | 6,474 |
| HHS | 27.1 % | 37.1 % | 18.7 % | 11.4 % | 5.6 % | 18,476 |
| HUD | 32.8 % | 37.7 % | 15.0 % | 9.4 % | 5.0 % | 4,246 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q41) How satisfied are you with the recognition you receive for doing a good job?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|----------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 21.5 % | 35.5 % | 21.0 % | 13.6 % | 8.3 % | 282,219 |
| NARA | 30.0 % | 37.5 % | 17.5 % | 9.0 % | 6.0 % | 1,273 |
| NCUA | 23.8 % | 40.0 % | 17.2 % | 10.7 % | 8.2 % | 854 |
| NLRB | 25.9 % | 31.4 % | 14.9 % | 13.0 % | 14.8 % | 592 |
| NRC | 28.2 % | 39.5 % | 17.0 % | 10.0 % | 5.4 % | 1,807 |
| NSF | 42.4 % | 36.6 % | 11.7 % | 6.9 % | 2.5 % | 882 |
| OMB | 27.8 % | 40.0 % | 18.3 % | 9.1 % | 4.8 % | 417 |
| OPM | 30.7 % | 35.1 % | 19.3 % | 9.3 % | 5.6 % | 1,215 |
| PBGC | 37.8 % | 39.8 % | 11.0 % | 7.6 % | 3.9 % | 568 |
| RRB | 21.1 % | 31.9 % | 24.3 % | 15.7 % | 7.0 % | 258 |
| SBA | 28.4 % | 37.1 % | 19.4 % | 10.1 % | 4.9 % | 1,344 |
| SSA | 18.9 % | 35.7 % | 19.2 % | 16.6 % | 9.6 % | 11,053 |
| State | 16.6 % | 37.0 % | 22.4 % | 16.3 % | 7.7 % | 8,952 |
| USAGM | 19.9 % | 37.0 % | 22.0 % | 12.5 % | 8.7 % | 761 |
| USAID | 19.3 % | 39.1 % | 21.9 % | 12.9 % | 6.7 % | 1,570 |
| USDA | 17.2 % | 36.1 % | 23.5 % | 15.4 % | 7.8 % | 19,944 |
| USDT | 25.1 % | 37.0 % | 19.4 % | 11.5 % | 7.0 % | 15,244 |
| Small Agencies | 27.6 % | 37.9 % | 17.0 % | 10.7 % | 6.9 % | 5,000 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q41) How satisfied are you with the recognition you receive for doing a good job?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 21.5 % | 35.5 % | 21.0 % | 13.6 % | 8.3 % | 282,219 |
| DOD | 20.8 % | 35.5 % | 22.1 % | 13.6 % | 8.1 % | 84,432 |
| USACE | 22.3 % | 40.9 % | 20.7 % | 11.0 % | 5.1 % | 15,047 |
| Air Force | 21.8 % | 34.5 % | 22.6 % | 12.7 % | 8.4 % | 13,132 |
| †Army | 18.8 % | 34.0 % | 22.1 % | 15.5 % | 9.6 % | 19,588 |
| †Navy | 19.5 % | 37.8 % | 22.6 % | 13.1 % | 6.9 % | 15,707 |
| Marine Corps | 21.0 % | 32.5 % | 24.2 % | 13.8 % | 8.6 % | 4,440 |
| DOD 4thEstate | 24.7 % | 34.7 % | 20.2 % | 12.9 % | 7.5 % | 16,518 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q42) Considering everything, how satisfied are you with your job?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 25.4 % | 41.3 % | 16.3 % | 11.1 % | 5.8 % | 281,587 |
| CSOSA | 25.1 % | 42.9 % | 20.1 % | 7.6 % | 4.3 % | 217 |
| DHS | 22.7 % | 37.5 % | 17.0 % | 13.0 % | 9.8 % | 24,586 |
| DOC | 30.0 % | 43.7 % | 13.9 % | 8.8 % | 3.6 % | 9,294 |
| DOE | 32.2 % | 41.6 % | 13.9 % | 8.0 % | 4.3 % | 7,831 |
| DOI | 25.3 % | 44.1 % | 15.4 % | 10.4 % | 4.8 % | 13,444 |
| DOJ | 23.5 % | 38.8 % | 17.6 % | 12.3 % | 7.8 % | 14,673 |
| DOL | 31.7 % | 40.8 % | 14.1 % | 8.7 % | 4.7 % | 6,684 |
| DOT | 28.7 % | 41.1 % | 14.5 % | 10.6 % | 5.1 % | 8,186 |
| ED | 29.3 % | 44.0 % | 13.6 % | 8.3 % | 4.8 % | 2,164 |
| EEOC | 38.1 % | 41.1 % | 11.3 % | 5.5 % | 4.1 % | 931 |
| EPA | 29.4 % | 45.8 % | 14.0 % | 8.2 % | 2.7 % | 6,467 |
| FCC | 32.9 % | 43.5 % | 12.8 % | 8.0 % | 2.8 % | 550 |
| FERC | 42.4 % | 39.3 % | 10.6 % | 5.6 % | 2.2 % | 1,055 |
| FTC | 32.5 % | 34.4 % | 10.7 % | 16.3 % | 6.1 % | 537 |
| GSA | 40.8 % | 40.3 % | 10.5 % | 5.9 % | 2.4 % | 6,457 |
| HHS | 31.3 % | 43.3 % | 14.0 % | 8.2 % | 3.3 % | 18,461 |
| HUD | 33.6 % | 42.6 % | 12.8 % | 7.4 % | 3.7 % | 4,234 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q42) Considering everything, how satisfied are you with your job?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|----------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 25.4 % | 41.3 % | 16.3 % | 11.1 % | 5.8 % | 281,587 |
| NARA | 31.6 % | 41.8 % | 15.3 % | 6.8 % | 4.5 % | 1,270 |
| NCUA | 29.8 % | 44.6 % | 13.6 % | 7.9 % | 4.1 % | 853 |
| NLRB | 28.4 % | 36.8 % | 14.8 % | 14.3 % | 5.7 % | 595 |
| NRC | 29.2 % | 40.2 % | 16.2 % | 9.1 % | 5.3 % | 1,806 |
| NSF | 46.1 % | 37.2 % | 9.4 % | 5.3 % | 1.8 % | 880 |
| OMB | 28.4 % | 42.4 % | 15.9 % | 10.4 % | 2.9 % | 415 |
| OPM | 32.4 % | 40.3 % | 15.5 % | 7.1 % | 4.6 % | 1,209 |
| PBGC | 43.6 % | 41.2 % | 7.7 % | 5.0 % | 2.5 % | 567 |
| RRB | 25.5 % | 41.4 % | 13.7 % | 15.1 % | 4.3 % | 258 |
| SBA | 32.2 % | 42.7 % | 14.2 % | 7.6 % | 3.3 % | 1,349 |
| SSA | 21.1 % | 40.4 % | 18.2 % | 13.3 % | 6.9 % | 11,018 |
| State | 21.8 % | 42.0 % | 17.7 % | 13.2 % | 5.3 % | 8,929 |
| USAGM | 24.3 % | 49.0 % | 15.2 % | 5.9 % | 5.6 % | 764 |
| USAID | 21.0 % | 47.6 % | 16.1 % | 11.7 % | 3.5 % | 1,564 |
| USDA | 21.3 % | 43.4 % | 17.7 % | 12.0 % | 5.6 % | 19,915 |
| USDT | 29.2 % | 42.0 % | 14.9 % | 9.2 % | 4.8 % | 15,217 |
| Small Agencies | 29.9 % | 42.8 % | 14.2 % | 8.8 % | 4.3 % | 5,002 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q42) Considering everything, how satisfied are you with your job?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 25.4 % | 41.3 % | 16.3 % | 11.1 % | 5.8 % | 281,587 |
| DOD | 24.9 % | 41.6 % | 16.7 % | 11.4 % | 5.4 % | 84,205 |
| USACE | 27.3 % | 45.3 % | 14.9 % | 8.8 % | 3.7 % | 14,990 |
| Air Force | 25.6 % | 40.6 % | 16.2 % | 11.7 % | 5.9 % | 13,105 |
| †Army | 23.9 % | 41.4 % | 17.3 % | 11.4 % | 6.0 % | 19,523 |
| †Navy | 23.3 % | 42.4 % | 17.2 % | 12.3 % | 4.8 % | 15,686 |
| Marine Corps | 24.5 % | 39.9 % | 17.9 % | 11.8 % | 5.9 % | 4,423 |
| DOD 4thEstate | 28.1 % | 41.7 % | 15.8 % | 9.9 % | 4.5 % | 16,478 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q43) Considering everything, how satisfied are you with your pay?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 20.3 % | 40.9 % | 16.2 % | 14.5 % | 8.1 % | 282,840 |
| CSOSA | 26.8 % | 47.2 % | 12.0 % | 9.3 % | 4.6 % | 218 |
| DHS | 20.9 % | 35.8 % | 14.9 % | 15.1 % | 13.4 % | 24,746 |
| DOC | 23.0 % | 40.2 % | 15.1 % | 14.6 % | 7.1 % | 9,330 |
| DOE | 27.9 % | 41.8 % | 14.8 % | 10.3 % | 5.2 % | 7,856 |
| DOI | 20.0 % | 40.6 % | 15.8 % | 16.1 % | 7.5 % | 13,508 |
| DOJ | 19.1 % | 40.3 % | 16.2 % | 15.1 % | 9.2 % | 14,730 |
| DOL | 24.8 % | 42.2 % | 15.8 % | 11.9 % | 5.3 % | 6,711 |
| DOT | 23.8 % | 41.9 % | 14.4 % | 13.7 % | 6.2 % | 8,229 |
| ED | 25.2 % | 44.0 % | 12.0 % | 12.8 % | 5.9 % | 2,165 |
| EEOC | 28.1 % | 41.5 % | 13.0 % | 11.4 % | 6.0 % | 931 |
| EPA | 26.0 % | 45.2 % | 13.7 % | 11.5 % | 3.7 % | 6,490 |
| FCC | 24.6 % | 38.1 % | 18.2 % | 12.8 % | 6.3 % | 551 |
| FERC | 25.8 % | 44.0 % | 15.8 % | 10.3 % | 4.2 % | 1,056 |
| FTC | 14.9 % | 29.6 % | 17.6 % | 23.1 % | 14.9 % | 537 |
| GSA | 31.2 % | 43.2 % | 13.3 % | 8.8 % | 3.4 % | 6,484 |
| HHS | 24.1 % | 42.4 % | 15.6 % | 12.5 % | 5.4 % | 18,525 |
| HUD | 29.5 % | 42.9 % | 13.7 % | 9.6 % | 4.4 % | 4,251 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q43) Considering everything, how satisfied are you with your pay?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|----------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 20.3 % | 40.9 % | 16.2 % | 14.5 % | 8.1 % | 282,840 |
| NARA | 25.8 % | 38.0 % | 14.7 % | 12.2 % | 9.3 % | 1,275 |
| NCUA | 24.3 % | 40.0 % | 17.0 % | 12.8 % | 6.0 % | 858 |
| NLRB | 23.8 % | 38.7 % | 14.7 % | 13.3 % | 9.4 % | 598 |
| NRC | 27.5 % | 45.8 % | 13.2 % | 9.0 % | 4.5 % | 1,811 |
| NSF | 36.7 % | 40.4 % | 11.4 % | 8.6 % | 3.0 % | 888 |
| OMB | 24.5 % | 39.3 % | 17.6 % | 13.5 % | 5.0 % | 417 |
| OPM | 26.4 % | 43.8 % | 14.0 % | 11.5 % | 4.4 % | 1,212 |
| PBGC | 29.0 % | 42.2 % | 13.8 % | 10.8 % | 4.1 % | 568 |
| RRB | 20.0 % | 43.8 % | 16.7 % | 10.9 % | 8.7 % | 260 |
| SBA | 25.3 % | 43.4 % | 14.5 % | 12.9 % | 3.9 % | 1,353 |
| SSA | 19.6 % | 41.2 % | 16.9 % | 15.1 % | 7.2 % | 11,085 |
| State | 19.7 % | 43.0 % | 17.1 % | 14.2 % | 6.0 % | 8,977 |
| USAGM | 24.7 % | 43.3 % | 17.1 % | 8.7 % | 6.1 % | 758 |
| USAID | 20.0 % | 45.4 % | 15.9 % | 14.2 % | 4.5 % | 1,566 |
| USDA | 15.4 % | 37.5 % | 17.6 % | 18.4 % | 11.0 % | 19,975 |
| USDT | 21.0 % | 39.4 % | 15.9 % | 15.8 % | 7.9 % | 15,289 |
| Small Agencies | 25.7 % | 39.6 % | 14.9 % | 13.5 % | 6.3 % | 5,011 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q43) Considering everything, how satisfied are you with your pay?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 20.3 % | 40.9 % | 16.2 % | 14.5 % | 8.1 % | 282,840 |
| DOD | 19.2 % | 42.5 % | 16.8 % | 14.1 % | 7.4 % | 84,621 |
| USACE | 19.2 % | 44.0 % | 17.7 % | 13.5 % | 5.5 % | 15,074 |
| Air Force | 17.8 % | 40.1 % | 17.5 % | 15.9 % | 8.6 % | 13,168 |
| †Army | 18.1 % | 42.8 % | 16.8 % | 14.4 % | 8.0 % | 19,632 |
| †Navy | 18.9 % | 44.0 % | 17.2 % | 13.4 % | 6.5 % | 15,747 |
| Marine Corps | 16.9 % | 37.5 % | 18.9 % | 16.9 % | 9.8 % | 4,454 |
| DOD 4thEstate | 25.0 % | 44.0 % | 14.2 % | 11.3 % | 5.4 % | 16,546 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q44) Considering everything, how satisfied are you with your organization?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 20.4 % | 40.5 % | 19.4 % | 12.6 % | 7.1 % | 283,310 |
| CSOSA | 18.7 % | 42.5 % | 19.3 % | 13.8 % | 5.7 % | 220 |
| DHS | 17.4 % | 35.4 % | 19.0 % | 15.2 % | 12.9 % | 24,781 |
| DOC | 25.1 % | 45.7 % | 16.7 % | 8.6 % | 3.9 % | 9,332 |
| DOE | 28.3 % | 42.0 % | 15.0 % | 9.0 % | 5.6 % | 7,863 |
| DOI | 18.8 % | 42.9 % | 19.9 % | 12.9 % | 5.5 % | 13,515 |
| DOJ | 18.4 % | 37.0 % | 19.9 % | 14.8 % | 9.9 % | 14,754 |
| DOL | 27.3 % | 41.2 % | 16.6 % | 9.7 % | 5.2 % | 6,714 |
| DOT | 22.7 % | 40.8 % | 17.7 % | 12.1 % | 6.7 % | 8,234 |
| ED | 22.9 % | 45.4 % | 17.5 % | 9.2 % | 5.0 % | 2,179 |
| EEOC | 33.8 % | 42.6 % | 12.9 % | 6.1 % | 4.6 % | 937 |
| EPA | 24.8 % | 47.7 % | 15.5 % | 8.4 % | 3.5 % | 6,492 |
| FCC | 28.3 % | 44.7 % | 15.2 % | 9.1 % | 2.7 % | 555 |
| FERC | 40.4 % | 41.8 % | 10.6 % | 5.7 % | 1.5 % | 1,057 |
| FTC | 29.6 % | 30.6 % | 13.3 % | 15.9 % | 10.6 % | 539 |
| GSA | 39.0 % | 42.0 % | 11.6 % | 5.1 % | 2.3 % | 6,487 |
| HHS | 27.6 % | 44.7 % | 16.1 % | 8.2 % | 3.3 % | 18,547 |
| HUD | 27.1 % | 44.4 % | 16.1 % | 8.0 % | 4.5 % | 4,258 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q44) Considering everything, how satisfied are you with your organization?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|----------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 20.4 % | 40.5 % | 19.4 % | 12.6 % | 7.1 % | 283,310 |
| NARA | 24.6 % | 44.6 % | 17.5 % | 8.2 % | 5.1 % | 1,280 |
| NCUA | 28.1 % | 46.0 % | 14.6 % | 7.6 % | 3.7 % | 859 |
| NLRB | 22.0 % | 35.1 % | 14.8 % | 15.4 % | 12.6 % | 600 |
| NRC | 24.6 % | 42.6 % | 15.9 % | 10.6 % | 6.3 % | 1,810 |
| NSF | 47.6 % | 37.7 % | 8.5 % | 5.0 % | 1.3 % | 890 |
| OMB | 26.1 % | 40.6 % | 18.7 % | 10.5 % | 4.2 % | 417 |
| OPM | 26.7 % | 42.5 % | 17.0 % | 9.0 % | 4.7 % | 1,213 |
| PBGC | 41.3 % | 43.9 % | 8.7 % | 3.6 % | 2.4 % | 565 |
| RRB | 23.0 % | 41.7 % | 16.9 % | 13.3 % | 5.0 % | 260 |
| SBA | 26.5 % | 43.0 % | 17.1 % | 8.7 % | 4.7 % | 1,347 |
| SSA | 16.7 % | 40.7 % | 20.8 % | 14.0 % | 7.7 % | 11,115 |
| State | 16.3 % | 42.2 % | 21.9 % | 14.0 % | 5.6 % | 8,992 |
| USAGM | 19.7 % | 44.6 % | 19.3 % | 9.3 % | 7.1 % | 762 |
| USAID | 19.8 % | 47.5 % | 18.6 % | 10.1 % | 4.0 % | 1,569 |
| USDA | 14.9 % | 40.6 % | 22.3 % | 14.5 % | 7.7 % | 20,036 |
| USDT | 23.4 % | 42.8 % | 18.5 % | 9.9 % | 5.4 % | 15,302 |
| Small Agencies | 26.2 % | 42.7 % | 16.5 % | 9.1 % | 5.5 % | 5,013 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q44) Considering everything, how satisfied are you with your organization?

| Agency | Very Satisfied | Satisfied | Neither Satisfied nor Dissatisfied | Dissatisfied | Very Dissatisfied | Item Response Total** |
|---------------|----------------|-----------|------------------------------------|--------------|-------------------|-----------------------|
| All Responses | 20.4 % | 40.5 % | 19.4 % | 12.6 % | 7.1 % | 283,310 |
| DOD | 20.1 % | 40.7 % | 20.1 % | 12.8 % | 6.3 % | 84,816 |
| USACE | 22.9 % | 46.5 % | 17.4 % | 9.0 % | 4.2 % | 15,091 |
| Air Force | 21.3 % | 40.4 % | 19.3 % | 12.5 % | 6.6 % | 13,200 |
| †Army | 18.6 % | 40.3 % | 21.3 % | 13.2 % | 6.6 % | 19,698 |
| †Navy | 18.2 % | 40.9 % | 20.8 % | 13.9 % | 6.3 % | 15,775 |
| Marine Corps | 19.1 % | 37.0 % | 22.2 % | 14.5 % | 7.2 % | 4,465 |
| DOD 4thEstate | 24.1 % | 40.8 % | 18.3 % | 11.1 % | 5.7 % | 16,587 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question, not including 'Choose Not To Participate', 'Not Available To Me', and 'Unaware of Program'.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q45) Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency work

| Agency | 100% of my work time | At least 75% but less than 100% | At least 50% but less than 75% | At least 25% but less than 50% | Less than 25% | I have not been physically present at my agency worksite | Item Response Total** |
|---------------|----------------------|---------------------------------|--------------------------------|--------------------------------|---------------|----------------------------------------------------------|-----------------------|
| All Responses | 28.7 % | 16.6 % | 6.8 % | 6.3 % | 20.0 % | 21.6 % | 283,136 |
| CSOSA | 5.2 % | 5.3 % | 8.5 % | 19.1 % | 33.3 % | 28.7 % | 220 |
| DHS | 42.8 % | 16.2 % | 6.2 % | 5.3 % | 15.2 % | 14.3 % | 24,750 |
| DOC | 5.9 % | 5.7 % | 3.2 % | 3.5 % | 19.9 % | 61.9 % | 9,331 |
| DOE | 9.5 % | 7.7 % | 4.0 % | 5.1 % | 28.7 % | 45.1 % | 7,864 |
| DOI | 20.4 % | 16.5 % | 6.6 % | 7.3 % | 27.5 % | 21.8 % | 13,508 |
| DOJ | 51.7 % | 18.4 % | 7.1 % | 5.7 % | 11.7 % | 5.5 % | 14,741 |
| DOL | 3.9 % | 2.9 % | 1.9 % | 4.9 % | 32.0 % | 54.4 % | 6,724 |
| DOT | 13.7 % | 9.5 % | 4.6 % | 5.1 % | 26.9 % | 40.1 % | 8,224 |
| ED | 3.6 % | 1.4 % | 0.6 % | 1.7 % | 27.1 % | 65.5 % | 2,178 |
| EEOC | 5.2 % | 0.6 % | 1.2 % | 2.1 % | 28.4 % | 62.4 % | 938 |
| EPA | 2.9 % | 2.6 % | 1.9 % | 3.3 % | 36.7 % | 52.7 % | 6,499 |
| FCC | 3.2 % | 1.0 % | 0.8 % | 1.6 % | 10.6 % | 82.7 % | 556 |
| FERC | 2.1 % | 0.3 % | 0.4 % | 1.0 % | 18.0 % | 78.3 % | 1,058 |
| FTC | 1.2 % | 0.8 % | 0.7 % | 2.4 % | 44.6 % | 50.2 % | 540 |
| GSA | 3.6 % | 2.5 % | 2.1 % | 3.8 % | 17.1 % | 70.8 % | 6,489 |
| HHS | 13.9 % | 6.1 % | 2.6 % | 3.8 % | 19.2 % | 54.5 % | 18,556 |
| HUD | 3.1 % | 1.5 % | 1.2 % | 2.7 % | 29.6 % | 62.0 % | 4,267 |
| NARA | 4.3 % | 9.0 % | 11.3 % | 14.0 % | 33.4 % | 28.0 % | 1,276 |
| NCUA | 2.0 % | 0.8 % | 0.9 % | 0.7 % | 15.6 % | 80.1 % | 854 |
| NLRB | 5.0 % | 1.1 % | 0.9 % | 3.3 % | 39.5 % | 50.2 % | 600 |
| NRC | 2.2 % | 5.2 % | 2.3 % | 6.8 % | 44.7 % | 38.9 % | 1,811 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q45) Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency work

| Agency | 100% of my work time | At least 75% but less than 100% | At least 50% but less than 75% | At least 25% but less than 50% | Less than 25% | I have not been physically present at my agency worksite | Item Response Total** |
|----------------|----------------------|---------------------------------|--------------------------------|--------------------------------|---------------|----------------------------------------------------------|-----------------------|
| All Responses | 28.7 % | 16.6 % | 6.8 % | 6.3 % | 20.0 % | 21.6 % | 283,136 |
| NSF | 1.8 % | 1.3 % | 0.9 % | 1.9 % | 38.3 % | 55.9 % | 887 |
| OMB | 2.9 % | 3.9 % | 1.1 % | 6.7 % | 44.8 % | 40.7 % | 415 |
| OPM | 8.0 % | 5.6 % | 2.7 % | 9.3 % | 25.1 % | 49.2 % | 1,222 |
| PBGC | 4.5 % | 1.0 % | 0.0% | 1.9 % | 32.7 % | 59.9 % | 566 |
| RRB | 7.3 % | 10.4 % | 6.7 % | 9.0 % | 33.6 % | 33.0 % | 259 |
| SBA | 5.1 % | 3.7 % | 2.3 % | 3.4 % | 29.2 % | 56.3 % | 1,351 |
| SSA | 6.6 % | 6.2 % | 3.5 % | 6.2 % | 23.5 % | 54.1 % | 11,100 |
| State | 19.7 % | 24.9 % | 12.9 % | 10.5 % | 20.3 % | 11.8 % | 8,989 |
| USAGM | 7.8 % | 8.3 % | 5.6 % | 7.8 % | 26.3 % | 44.2 % | 769 |
| USAID | 2.3 % | 6.8 % | 7.2 % | 9.3 % | 29.8 % | 44.6 % | 1,562 |
| USDA | 22.0 % | 25.9 % | 7.1 % | 6.5 % | 18.3 % | 20.0 % | 20,026 |
| USDT | 12.1 % | 5.5 % | 3.0 % | 5.1 % | 32.2 % | 42.1 % | 15,299 |
| Small Agencies | 6.9 % | 4.5 % | 3.5 % | 4.7 % | 31.6 % | 48.8 % | 5,018 |
| DOD | 34.5 % | 21.3 % | 8.7 % | 7.3 % | 18.7 % | 9.5 % | 84,689 |
| USACE | 18.0 % | 17.0 % | 8.9 % | 11.9 % | 33.3 % | 10.9 % | 15,092 |
| Air Force | 39.1 % | 25.2 % | 8.5 % | 6.1 % | 15.8 % | 5.2 % | 13,173 |
| †Army | 39.4 % | 22.0 % | 9.5 % | 6.6 % | 14.2 % | 8.3 % | 19,630 |
| †Navy | 33.0 % | 21.7 % | 9.8 % | 9.0 % | 20.1 % | 6.5 % | 15,757 |
| Marine Corps | 41.2 % | 26.6 % | 10.0 % | 8.1 % | 10.8 % | 3.3 % | 4,474 |
| DOD 4th Estate | 23.3 % | 12.4 % | 5.2 % | 6.2 % | 27.2 % | 25.7 % | 16,563 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q46) Please select the response that BEST describes your current teleworking schedule.

| Agency | I telework every work day | I telework 3 or 4 days per week | I telework 1 or 2 days per week | I telework, but only about 1 or 2 days per month | I telework very infrequently, on an unscheduled or short-term basis | I do not telework because I have to be physically present on the job | I do not telework because of technical issues | I do not telework because I did not receive approval to do so | I do not telework because I choose not to telework | Item Response Total** |
|---------------|---------------------------|---------------------------------|---------------------------------|--------------------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------|----------------------------------------------------|-----------------------|
| All Responses | 36.2 % | 11.1 % | 9.6 % | 2.8 % | 9.2 % | 20.1 % | 1.4 % | 6.0 % | 3.7 % | 282,920 |
| CSOSA | 37.8 % | 42.5 % | 15.5 % | 1.2 % | 1.0 % | 2.0 % | 0.0% | 0.0% | 0.0% | 216 |
| DHS | 25.8 % | 8.7 % | 8.4 % | 2.7 % | 5.3 % | 42.9 % | 0.4 % | 3.3 % | 2.6 % | 24,716 |
| DOC | 76.1 % | 8.9 % | 5.0 % | 2.4 % | 2.8 % | 2.7 % | 0.2 % | 0.6 % | 1.3 % | 9,330 |
| DOE | 69.0 % | 10.2 % | 6.6 % | 1.9 % | 4.3 % | 6.5 % | 0.2 % | 0.7 % | 0.6 % | 7,862 |
| DOI | 41.7 % | 13.7 % | 9.5 % | 3.6 % | 11.0 % | 13.9 % | 1.1 % | 1.8 % | 3.6 % | 13,485 |
| DOJ | 12.1 % | 8.7 % | 9.0 % | 2.7 % | 7.0 % | 45.2 % | 2.6 % | 8.5 % | 4.1 % | 14,714 |
| DOL | 79.5 % | 12.7 % | 3.5 % | 0.8 % | 2.0 % | 0.9 % | 0.1 % | 0.1 % | 0.5 % | 6,725 |
| DOT | 62.3 % | 10.3 % | 6.9 % | 2.8 % | 4.4 % | 10.0 % | 0.7 % | 1.1 % | 1.5 % | 8,225 |
| ED | 86.5 % | 8.1 % | 3.0 % | 0.6 % | 0.6 % | 0.2 % | 0.0% | 0.1 % | 0.8 % | 2,179 |
| EEOC | 91.1 % | 5.5 % | 2.0 % | 0.1 % | 0.4 % | 0.0% | 0.0% | 0.1 % | 0.7 % | 937 |
| EPA | 84.1 % | 8.3 % | 3.9 % | 1.1 % | 1.6 % | 0.5 % | 0.1 % | 0.1 % | 0.4 % | 6,490 |
| FCC | 92.8 % | 3.4 % | 0.8 % | 0.4 % | 1.2 % | 1.0 % | 0.0% | 0.3 % | 0.0% | 557 |
| FERC | 92.0 % | 2.4 % | 4.3 % | 0.4 % | 0.2 % | 0.0% | 0.0% | 0.2 % | 0.5 % | 1,058 |
| FTC | 90.0 % | 6.8 % | 1.5 % | 0.6 % | 0.7 % | 0.0% | 0.0% | 0.0% | 0.4 % | 540 |
| GSA | 86.3 % | 8.0 % | 3.8 % | 0.7 % | 0.6 % | 0.3 % | 0.1 % | 0.1 % | 0.2 % | 6,493 |
| HHS | 70.8 % | 7.6 % | 4.9 % | 1.3 % | 3.3 % | 7.9 % | 0.6 % | 2.0 % | 1.6 % | 18,544 |
| HUD | 87.3 % | 8.5 % | 3.1 % | 0.2 % | 0.4 % | 0.1 % | 0.0% | 0.1 % | 0.3 % | 4,266 |
| NARA | 43.1 % | 16.2 % | 15.6 % | 2.4 % | 8.1 % | 8.2 % | 1.5 % | 1.5 % | 3.4 % | 1,270 |
| NCUA | 93.9 % | 2.2 % | 1.0 % | 0.1 % | 0.5 % | 0.5 % | 0.0% | 0.9 % | 1.0 % | 851 |
| NLRB | 83.9 % | 9.6 % | 2.8 % | 0.5 % | 0.4 % | 0.8 % | 0.3 % | 0.6 % | 1.1 % | 600 |
| NRC | 34.7 % | 38.6 % | 19.5 % | 1.7 % | 2.6 % | 0.9 % | 0.1 % | 0.8 % | 1.2 % | 1,807 |
| NSF | 86.5 % | 8.1 % | 3.6 % | 0.5 % | 0.8 % | 0.0% | 0.0% | 0.0% | 0.5 % | 885 |
| OMB | 74.9 % | 14.8 % | 6.0 % | 2.7 % | 1.5 % | 0.2 % | 0.0% | 0.0% | 0.0% | 414 |
| OPM | 69.0 % | 17.2 % | 6.6 % | 0.6 % | 1.8 % | 2.7 % | 0.6 % | 0.4 % | 1.2 % | 1,222 |
| PBGC | 92.2 % | 4.9 % | 1.3 % | 0.0% | 0.0% | 0.2 % | 0.2 % | 0.0% | 1.2 % | 568 |
| RRB | 60.3 % | 18.7 % | 11.1 % | 2.6 % | 2.3 % | 1.5 % | 0.0% | 1.0 % | 2.5 % | 259 |
| SBA | 83.5 % | 10.4 % | 3.0 % | 0.4 % | 1.3 % | 0.3 % | 0.1 % | 0.1 % | 0.9 % | 1,354 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q46) Please select the response that BEST describes your current teleworking schedule.

| Agency | I telework every work day | I telework 3 or 4 days per week | I telework 1 or 2 days per week | I telework, but only about 1 or 2 days per month | I telework very infrequently, on an unscheduled or short-term basis | I do not telework because I have to be physically present on the job | I do not telework because of technical issues | I do not telework because I did not receive approval to do so | I do not telework because I choose not to telework | Item Response Total** |
|----------------|---------------------------|---------------------------------|---------------------------------|--------------------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------|----------------------------------------------------|-----------------------|
| All Responses | 36.2 % | 11.1 % | 9.6 % | 2.8 % | 9.2 % | 20.1 % | 1.4 % | 6.0 % | 3.7 % | 282,920 |
| SSA | 74.3 % | 14.0 % | 4.9 % | 1.1 % | 2.1 % | 1.1 % | 0.2 % | 0.8 % | 1.4 % | 11,099 |
| State | 24.7 % | 15.1 % | 14.9 % | 5.8 % | 14.4 % | 15.4 % | 2.4 % | 4.0 % | 3.1 % | 8,973 |
| USAGM | 65.5 % | 14.5 % | 7.2 % | 1.5 % | 3.4 % | 5.5 % | 0.8 % | 0.7 % | 0.9 % | 766 |
| USAID | 63.3 % | 14.8 % | 11.2 % | 2.1 % | 5.3 % | 0.5 % | 0.1 % | 1.0 % | 1.7 % | 1,562 |
| USDA | 33.3 % | 11.8 % | 10.3 % | 4.6 % | 18.0 % | 14.4 % | 1.0 % | 2.2 % | 4.3 % | 19,994 |
| USDT | 70.1 % | 12.6 % | 3.2 % | 0.8 % | 1.7 % | 5.8 % | 1.1 % | 2.4 % | 2.2 % | 15,297 |
| Small Agencies | 71.2 % | 10.3 % | 9.1 % | 0.7 % | 1.7 % | 4.8 % | 0.3 % | 0.6 % | 1.2 % | 5,017 |
| DOD | 21.9 % | 11.9 % | 12.3 % | 3.3 % | 12.8 % | 20.6 % | 2.1 % | 9.9 % | 5.2 % | 84,645 |
| USACE | 31.5 % | 20.6 % | 15.1 % | 3.8 % | 11.1 % | 10.7 % | 0.7 % | 2.1 % | 4.5 % | 15,084 |
| Air Force | 15.3 % | 11.1 % | 11.3 % | 4.1 % | 16.4 % | 22.2 % | 2.9 % | 10.9 % | 5.9 % | 13,159 |
| †Army | 18.1 % | 9.3 % | 11.5 % | 2.6 % | 12.4 % | 23.7 % | 2.2 % | 14.4 % | 5.6 % | 19,614 |
| †Navy | 18.6 % | 13.6 % | 15.7 % | 3.9 % | 13.6 % | 18.6 % | 2.3 % | 8.3 % | 5.5 % | 15,764 |
| Marine Corps | 8.9 % | 11.9 % | 13.5 % | 3.2 % | 16.3 % | 24.0 % | 1.6 % | 14.2 % | 6.4 % | 4,463 |
| DOD 4thEstate | 47.2 % | 12.3 % | 8.1 % | 1.8 % | 5.6 % | 17.8 % | 0.6 % | 4.0 % | 2.7 % | 16,561 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_1) How has your organization supported you during the COVID-19 pandemic?

Expanded Telework

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|---------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 58.6 % | 13.5 % | 27.9 % | 279,206 |
| CSOSA | 84.6 % | 7.2 % | 8.2 % | 217 |
| DHS | 43.8 % | 17.3 % | 38.8 % | 24,334 |
| DOC | 79.4 % | 3.6 % | 17.0 % | 9,238 |
| DOE | 81.9 % | 4.5 % | 13.6 % | 7,794 |
| DOI | 69.1 % | 7.0 % | 23.9 % | 13,338 |
| DOJ | 34.5 % | 24.0 % | 41.5 % | 14,512 |
| DOL | 89.5 % | 2.0 % | 8.5 % | 6,644 |
| DOT | 75.7 % | 7.7 % | 16.6 % | 8,126 |
| ED | 94.0 % | 1.3 % | 4.8 % | 2,155 |
| EEOC | 89.2 % | 1.4 % | 9.3 % | 924 |
| EPA | 91.9 % | 2.2 % | 5.9 % | 6,432 |
| FCC | 91.4 % | 2.2 % | 6.4 % | 546 |
| FERC | 90.9 % | 4.6 % | 4.5 % | 1,047 |
| FTC | 93.8 % | 0.8 % | 5.4 % | 529 |
| GSA | 89.1 % | 2.4 % | 8.5 % | 6,418 |
| HHS | 80.4 % | 5.8 % | 13.8 % | 18,353 |
| HUD | 90.3 % | 3.5 % | 6.2 % | 4,219 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_1) How has your organization supported you during the COVID-19 pandemic?

Expanded Telework

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 58.6 % | 13.5 % | 27.9 % | 279,206 |
| NARA | 75.6 % | 7.6 % | 16.8 % | 1,255 |
| NCUA | 86.3 % | 1.2 % | 12.5 % | 849 |
| NLRB | 85.8 % | 7.7 % | 6.6 % | 592 |
| NRC | 82.2 % | 9.9 % | 7.9 % | 1,782 |
| NSF | 93.0 % | 0.9 % | 6.2 % | 876 |
| OMB | 94.2 % | 2.1 % | 3.7 % | 413 |
| OPM | 85.3 % | 2.6 % | 12.1 % | 1,192 |
| PBGC | 95.5 % | 0.7 % | 3.8 % | 560 |
| RRB | 87.0 % | 4.3 % | 8.7 % | 259 |
| SBA | 90.6 % | 2.9 % | 6.5 % | 1,332 |
| SSA | 84.6 % | 5.6 % | 9.9 % | 10,955 |
| State | 60.8 % | 17.5 % | 21.8 % | 8,795 |
| USAGM | 75.6 % | 9.4 % | 15.0 % | 745 |
| USAID | 87.0 % | 4.7 % | 8.3 % | 1,547 |
| USDA | 64.8 % | 8.5 % | 26.7 % | 19,730 |
| USDT | 79.8 % | 7.0 % | 13.2 % | 15,075 |
| Small Agencies | 83.3 % | 5.1 % | 11.7 % | 4,981 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_1) How has your organization supported you during the COVID-19 pandemic?

Expanded Telework

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 58.6 % | 13.5 % | 27.9 % | 279,206 |
| DOD | 50.8 % | 16.6 % | 32.6 % | 83,442 |
| USACE | 69.6 % | 7.4 % | 23.0 % | 14,936 |
| Air Force | 45.8 % | 17.2 % | 37.0 % | 12,950 |
| †Army | 44.2 % | 20.9 % | 34.9 % | 19,301 |
| †Navy | 52.0 % | 16.5 % | 31.5 % | 15,535 |
| Marine Corps | 41.5 % | 21.3 % | 37.2 % | 4,370 |
| DOD 4th Estate | 66.2 % | 9.3 % | 24.5 % | 16,350 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_2) How has your organization supported you during the COVID-19 pandemic?

Expanded work schedule flexibilities

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|---------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 55.8 % | 15.7 % | 28.4 % | 277,687 |
| CSOSA | 66.9 % | 13.6 % | 19.5 % | 216 |
| DHS | 44.4 % | 24.8 % | 30.8 % | 24,212 |
| DOC | 73.9 % | 5.8 % | 20.4 % | 9,183 |
| DOE | 73.7 % | 6.0 % | 20.3 % | 7,760 |
| DOI | 65.5 % | 9.7 % | 24.8 % | 13,260 |
| DOJ | 40.8 % | 23.8 % | 35.4 % | 14,405 |
| DOL | 82.0 % | 3.3 % | 14.7 % | 6,619 |
| DOT | 69.6 % | 9.5 % | 20.9 % | 8,076 |
| ED | 82.3 % | 2.8 % | 15.0 % | 2,144 |
| EEOC | 78.9 % | 2.5 % | 18.6 % | 926 |
| EPA | 75.7 % | 3.7 % | 20.5 % | 6,368 |
| FCC | 76.2 % | 2.8 % | 21.0 % | 548 |
| FERC | 72.6 % | 7.4 % | 20.0 % | 1,038 |
| FTC | 86.9 % | 0.8 % | 12.3 % | 526 |
| GSA | 77.2 % | 4.4 % | 18.4 % | 6,381 |
| HHS | 69.1 % | 9.2 % | 21.7 % | 18,230 |
| HUD | 75.7 % | 7.1 % | 17.2 % | 4,190 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_2) How has your organization supported you during the COVID-19 pandemic?

Expanded work schedule flexibilities

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 55.8 % | 15.7 % | 28.4 % | 277,687 |
| NARA | 70.2 % | 9.3 % | 20.5 % | 1,245 |
| NCUA | 80.5 % | 3.1 % | 16.4 % | 851 |
| NLRB | 78.0 % | 8.3 % | 13.7 % | 589 |
| NRC | 77.1 % | 8.0 % | 14.9 % | 1,774 |
| NSF | 83.9 % | 1.8 % | 14.3 % | 876 |
| OMB | 72.2 % | 8.6 % | 19.3 % | 409 |
| OPM | 77.6 % | 4.3 % | 18.1 % | 1,189 |
| PBGC | 83.6 % | 1.9 % | 14.6 % | 554 |
| RRB | 70.7 % | 14.0 % | 15.3 % | 255 |
| SBA | 80.9 % | 4.8 % | 14.3 % | 1,333 |
| SSA | 63.0 % | 11.9 % | 25.1 % | 10,866 |
| State | 58.1 % | 18.2 % | 23.6 % | 8,806 |
| USAGM | 62.4 % | 15.3 % | 22.2 % | 738 |
| USAID | 77.8 % | 8.7 % | 13.5 % | 1,534 |
| USDA | 63.5 % | 10.6 % | 25.9 % | 19,623 |
| USDT | 64.4 % | 9.9 % | 25.7 % | 14,989 |
| Small Agencies | 74.2 % | 7.1 % | 18.7 % | 4,928 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_2) How has your organization supported you during the COVID-19 pandemic?

Expanded work schedule flexibilities

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 55.8 % | 15.7 % | 28.4 % | 277,687 |
| DOD | 51.2 % | 17.4 % | 31.4 % | 83,046 |
| USACE | 64.2 % | 9.4 % | 26.5 % | 14,863 |
| Air Force | 48.5 % | 17.9 % | 33.6 % | 12,866 |
| †Army | 43.6 % | 22.8 % | 33.6 % | 19,214 |
| †Navy | 55.9 % | 14.8 % | 29.3 % | 15,486 |
| Marine Corps | 44.0 % | 21.1 % | 34.9 % | 4,363 |
| DOD 4th Estate | 59.2 % | 12.5 % | 28.2 % | 16,254 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_3) How has your organization supported you during the COVID-19 pandemic?

Expanded leave policies

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|---------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 44.1 % | 13.2 % | 42.7 % | 276,577 |
| CSOSA | 55.9 % | 9.2 % | 34.9 % | 212 |
| DHS | 39.4 % | 20.5 % | 40.1 % | 24,111 |
| DOC | 52.9 % | 8.2 % | 38.9 % | 9,159 |
| DOE | 54.0 % | 6.9 % | 39.1 % | 7,732 |
| DOI | 48.0 % | 8.9 % | 43.1 % | 13,227 |
| DOJ | 32.3 % | 20.2 % | 47.5 % | 14,347 |
| DOL | 63.9 % | 4.6 % | 31.4 % | 6,602 |
| DOT | 50.4 % | 9.7 % | 39.9 % | 8,064 |
| ED | 61.1 % | 5.2 % | 33.6 % | 2,139 |
| EEOC | 57.8 % | 4.2 % | 37.9 % | 923 |
| EPA | 53.2 % | 4.6 % | 42.2 % | 6,378 |
| FCC | 65.5 % | 3.6 % | 30.9 % | 545 |
| FERC | 53.7 % | 7.6 % | 38.7 % | 1,042 |
| FTC | 64.7 % | 3.0 % | 32.3 % | 533 |
| GSA | 58.8 % | 3.9 % | 37.3 % | 6,384 |
| HHS | 50.6 % | 8.5 % | 40.9 % | 18,227 |
| HUD | 55.2 % | 7.2 % | 37.6 % | 4,191 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_3) How has your organization supported you during the COVID-19 pandemic?

Expanded leave policies

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 44.1 % | 13.2 % | 42.7 % | 276,577 |
| NARA | 63.4 % | 4.0 % | 32.7 % | 1,244 |
| NCUA | 70.1 % | 4.9 % | 25.0 % | 846 |
| NLRB | 51.7 % | 10.3 % | 38.0 % | 590 |
| NRC | 50.1 % | 7.9 % | 42.0 % | 1,768 |
| NSF | 57.6 % | 3.6 % | 38.8 % | 874 |
| OMB | 48.8 % | 8.0 % | 43.2 % | 406 |
| OPM | 59.6 % | 6.0 % | 34.4 % | 1,183 |
| PBGC | 56.4 % | 4.4 % | 39.2 % | 558 |
| RRB | 56.8 % | 7.0 % | 36.2 % | 254 |
| SBA | 61.6 % | 5.4 % | 32.9 % | 1,329 |
| SSA | 56.0 % | 10.6 % | 33.4 % | 10,845 |
| State | 44.2 % | 16.3 % | 39.5 % | 8,756 |
| USAGM | 47.3 % | 14.3 % | 38.4 % | 740 |
| USAID | 61.6 % | 10.3 % | 28.1 % | 1,535 |
| USDA | 48.6 % | 10.2 % | 41.2 % | 19,509 |
| USDT | 54.4 % | 8.9 % | 36.6 % | 14,947 |
| Small Agencies | 52.5 % | 8.3 % | 39.2 % | 4,924 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_3) How has your organization supported you during the COVID-19 pandemic?

Expanded leave policies

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 44.1 % | 13.2 % | 42.7 % | 276,577 |
| DOD | 40.5 % | 13.7 % | 45.8 % | 82,453 |
| USACE | 47.3 % | 8.0 % | 44.7 % | 14,801 |
| Air Force | 38.4 % | 13.9 % | 47.7 % | 12,715 |
| †Army | 37.6 % | 16.7 % | 45.7 % | 19,048 |
| †Navy | 41.3 % | 12.0 % | 46.7 % | 15,383 |
| Marine Corps | 38.7 % | 16.1 % | 45.2 % | 4,336 |
| DOD 4th Estate | 46.7 % | 11.6 % | 41.7 % | 16,170 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_4) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on COVID-19 vaccination protocols

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|---------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 68.2 % | 13.7 % | 18.2 % | 277,660 |
| CSOSA | 79.3 % | 8.6 % | 12.2 % | 213 |
| DHS | 62.8 % | 14.1 % | 23.1 % | 24,234 |
| DOC | 80.1 % | 4.2 % | 15.7 % | 9,178 |
| DOE | 76.5 % | 8.1 % | 15.4 % | 7,749 |
| DOI | 72.7 % | 10.6 % | 16.6 % | 13,232 |
| DOJ | 56.6 % | 18.4 % | 25.0 % | 14,409 |
| DOL | 81.1 % | 4.5 % | 14.4 % | 6,602 |
| DOT | 71.9 % | 11.1 % | 17.1 % | 8,068 |
| ED | 84.1 % | 5.0 % | 11.0 % | 2,139 |
| EEOC | 84.6 % | 2.8 % | 12.6 % | 928 |
| EPA | 84.4 % | 4.2 % | 11.4 % | 6,388 |
| FCC | 87.3 % | 2.1 % | 10.6 % | 546 |
| FERC | 89.0 % | 1.7 % | 9.3 % | 1,043 |
| FTC | 86.0 % | 3.9 % | 10.1 % | 531 |
| GSA | 80.4 % | 4.7 % | 14.9 % | 6,373 |
| HHS | 82.3 % | 4.7 % | 12.9 % | 18,231 |
| HUD | 79.4 % | 6.8 % | 13.9 % | 4,175 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_4) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on COVID-19 vaccination protocols

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 68.2 % | 13.7 % | 18.2 % | 277,660 |
| NARA | 83.6 % | 4.7 % | 11.7 % | 1,250 |
| NCUA | 81.4 % | 4.8 % | 13.8 % | 846 |
| NLRB | 82.3 % | 8.5 % | 9.2 % | 577 |
| NRC | 75.5 % | 11.1 % | 13.4 % | 1,778 |
| NSF | 90.2 % | 1.7 % | 8.1 % | 873 |
| OMB | 85.5 % | 5.7 % | 8.8 % | 411 |
| OPM | 78.4 % | 5.8 % | 15.8 % | 1,182 |
| PBGC | 88.6 % | 2.5 % | 8.9 % | 557 |
| RRB | 81.4 % | 5.0 % | 13.6 % | 256 |
| SBA | 83.0 % | 4.4 % | 12.6 % | 1,328 |
| SSA | 76.4 % | 8.2 % | 15.4 % | 10,868 |
| State | 78.3 % | 8.2 % | 13.5 % | 8,804 |
| USAGM | 76.2 % | 9.1 % | 14.7 % | 749 |
| USAID | 87.4 % | 3.8 % | 8.8 % | 1,531 |
| USDA | 69.2 % | 13.0 % | 17.8 % | 19,610 |
| USDT | 77.4 % | 6.6 % | 16.0 % | 14,946 |
| Small Agencies | 82.9 % | 5.3 % | 11.9 % | 4,939 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_4) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on COVID-19 vaccination protocols

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 68.2 % | 13.7 % | 18.2 % | 277,660 |
| DOD | 64.3 % | 17.5 % | 18.2 % | 83,116 |
| USACE | 60.0 % | 22.2 % | 17.9 % | 14,849 |
| Air Force | 60.4 % | 19.3 % | 20.3 % | 12,885 |
| †Army | 60.9 % | 20.4 % | 18.7 % | 19,232 |
| †Navy | 66.5 % | 16.3 % | 17.2 % | 15,500 |
| Marine Corps | 64.4 % | 15.6 % | 20.0 % | 4,374 |
| DOD 4th Estate | 74.6 % | 10.3 % | 15.1 % | 16,276 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_5) How has your organization supported you during the COVID-19 pandemic?

Appropriate physical health resources at my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|---------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 37.6 % | 20.4 % | 42.0 % | 279,221 |
| CSOSA | 41.0 % | 25.3 % | 33.7 % | 215 |
| DHS | 35.1 % | 27.7 % | 37.2 % | 24,397 |
| DOC | 27.5 % | 13.1 % | 59.4 % | 9,205 |
| DOE | 32.5 % | 14.5 % | 53.0 % | 7,790 |
| DOI | 30.5 % | 22.8 % | 46.7 % | 13,309 |
| DOJ | 30.9 % | 30.8 % | 38.3 % | 14,508 |
| DOL | 30.2 % | 13.2 % | 56.7 % | 6,632 |
| DOT | 29.3 % | 18.2 % | 52.4 % | 8,133 |
| ED | 32.2 % | 11.9 % | 55.9 % | 2,141 |
| EEOC | 25.1 % | 11.4 % | 63.5 % | 920 |
| EPA | 23.4 % | 16.4 % | 60.2 % | 6,415 |
| FCC | 23.7 % | 6.9 % | 69.4 % | 542 |
| FERC | 25.3 % | 7.7 % | 67.1 % | 1,047 |
| FTC | 26.5 % | 11.5 % | 62.0 % | 530 |
| GSA | 30.6 % | 8.4 % | 60.9 % | 6,414 |
| HHS | 48.6 % | 9.7 % | 41.7 % | 18,338 |
| HUD | 27.6 % | 13.6 % | 58.8 % | 4,203 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_5) How has your organization supported you during the COVID-19 pandemic?

Appropriate physical health resources at my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 37.6 % | 20.4 % | 42.0 % | 279,221 |
| NARA | 38.0 % | 15.7 % | 46.2 % | 1,258 |
| NCUA | 30.4 % | 8.2 % | 61.4 % | 851 |
| NLRB | 17.3 % | 34.6 % | 48.2 % | 589 |
| NRC | 27.3 % | 26.3 % | 46.5 % | 1,783 |
| NSF | 27.1 % | 12.8 % | 60.1 % | 878 |
| OMB | 48.5 % | 14.6 % | 37.0 % | 412 |
| OPM | 26.4 % | 14.1 % | 59.4 % | 1,193 |
| PBGC | 31.6 % | 8.5 % | 59.9 % | 561 |
| RRB | 35.5 % | 22.0 % | 42.6 % | 256 |
| SBA | 32.6 % | 12.2 % | 55.2 % | 1,344 |
| SSA | 25.3 % | 17.2 % | 57.5 % | 10,932 |
| State | 54.8 % | 19.8 % | 25.3 % | 8,856 |
| USAGM | 33.2 % | 20.6 % | 46.2 % | 743 |
| USAID | 44.2 % | 16.7 % | 39.1 % | 1,542 |
| USDA | 30.1 % | 23.5 % | 46.4 % | 19,738 |
| USDT | 31.0 % | 17.2 % | 51.8 % | 15,066 |
| Small Agencies | 29.3 % | 14.3 % | 56.4 % | 4,963 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_5) How has your organization supported you during the COVID-19 pandemic?

Appropriate physical health resources at my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 37.6 % | 20.4 % | 42.0 % | 279,221 |
| DOD | 42.8 % | 19.7 % | 37.5 % | 83,517 |
| USACE | 31.1 % | 23.7 % | 45.2 % | 14,922 |
| Air Force | 44.4 % | 19.3 % | 36.3 % | 12,939 |
| †Army | 43.8 % | 20.6 % | 35.6 % | 19,333 |
| †Navy | 43.1 % | 19.8 % | 37.1 % | 15,566 |
| Marine Corps | 44.3 % | 21.6 % | 34.0 % | 4,392 |
| DOD 4th Estate | 41.0 % | 16.7 % | 42.3 % | 16,365 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_6) How has your organization supported you during the COVID-19 pandemic?

Timely communication about possible COVID-19 exposure at my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|---------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 57.1 % | 19.0 % | 23.9 % | 278,977 |
| CSOSA | 66.7 % | 22.1 % | 11.2 % | 214 |
| DHS | 52.5 % | 24.4 % | 23.1 % | 24,372 |
| DOC | 50.8 % | 7.3 % | 41.9 % | 9,203 |
| DOE | 61.0 % | 10.1 % | 29.0 % | 7,784 |
| DOI | 57.8 % | 18.2 % | 24.1 % | 13,306 |
| DOJ | 54.6 % | 24.5 % | 20.9 % | 14,478 |
| DOL | 55.4 % | 7.8 % | 36.8 % | 6,626 |
| DOT | 59.4 % | 12.3 % | 28.2 % | 8,108 |
| ED | 76.4 % | 4.3 % | 19.3 % | 2,158 |
| EEOC | 59.2 % | 5.6 % | 35.2 % | 930 |
| EPA | 74.7 % | 5.1 % | 20.1 % | 6,422 |
| FCC | 45.7 % | 5.5 % | 48.7 % | 545 |
| FERC | 68.9 % | 2.3 % | 28.8 % | 1,046 |
| FTC | 57.3 % | 5.6 % | 37.1 % | 532 |
| GSA | 65.6 % | 3.4 % | 31.0 % | 6,407 |
| HHS | 54.7 % | 11.0 % | 34.3 % | 18,290 |
| HUD | 50.4 % | 12.5 % | 37.1 % | 4,190 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_6) How has your organization supported you during the COVID-19 pandemic?

Timely communication about possible COVID-19 exposure at my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 57.1 % | 19.0 % | 23.9 % | 278,977 |
| NARA | 79.8 % | 4.8 % | 15.4 % | 1,259 |
| NCUA | 43.1 % | 5.4 % | 51.4 % | 848 |
| NLRB | 71.1 % | 11.2 % | 17.7 % | 590 |
| NRC | 80.3 % | 7.4 % | 12.3 % | 1,787 |
| NSF | 82.5 % | 2.3 % | 15.2 % | 881 |
| OMB | 37.8 % | 29.9 % | 32.3 % | 411 |
| OPM | 59.7 % | 9.6 % | 30.7 % | 1,195 |
| PBGC | 57.1 % | 13.4 % | 29.5 % | 554 |
| RRB | 52.7 % | 19.3 % | 28.0 % | 256 |
| SBA | 59.8 % | 8.5 % | 31.7 % | 1,339 |
| SSA | 36.3 % | 15.2 % | 48.6 % | 10,906 |
| State | 70.4 % | 16.3 % | 13.3 % | 8,842 |
| USAGM | 73.7 % | 11.0 % | 15.3 % | 754 |
| USAID | 63.8 % | 13.0 % | 23.2 % | 1,544 |
| USDA | 59.0 % | 14.8 % | 26.1 % | 19,716 |
| USDT | 69.5 % | 9.9 % | 20.6 % | 15,081 |
| Small Agencies | 54.4 % | 11.3 % | 34.3 % | 4,951 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_6) How has your organization supported you during the COVID-19 pandemic?

Timely communication about possible COVID-19 exposure at my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 57.1 % | 19.0 % | 23.9 % | 278,977 |
| DOD | 57.7 % | 22.5 % | 19.8 % | 83,452 |
| USACE | 60.8 % | 18.3 % | 20.9 % | 14,889 |
| Air Force | 56.4 % | 23.6 % | 20.0 % | 12,935 |
| †Army | 54.0 % | 26.1 % | 19.9 % | 19,327 |
| †Navy | 61.4 % | 20.7 % | 17.9 % | 15,571 |
| Marine Corps | 53.5 % | 28.5 % | 18.0 % | 4,387 |
| DOD 4th Estate | 60.2 % | 17.2 % | 22.6 % | 16,343 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_7) How has your organization supported you during the COVID-19 pandemic?

Social distancing in my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|---------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 56.5 % | 11.4 % | 32.2 % | 279,162 |
| CSOSA | 77.2 % | 8.6 % | 14.2 % | 212 |
| DHS | 51.1 % | 19.1 % | 29.8 % | 24,357 |
| DOC | 39.3 % | 2.8 % | 58.0 % | 9,216 |
| DOE | 51.6 % | 3.6 % | 44.9 % | 7,786 |
| DOI | 62.1 % | 8.2 % | 29.7 % | 13,330 |
| DOJ | 54.9 % | 17.5 % | 27.6 % | 14,495 |
| DOL | 44.4 % | 3.1 % | 52.5 % | 6,631 |
| DOT | 47.2 % | 8.4 % | 44.4 % | 8,110 |
| ED | 42.9 % | 4.9 % | 52.2 % | 2,138 |
| EEOC | 35.4 % | 2.9 % | 61.8 % | 921 |
| EPA | 48.1 % | 4.2 % | 47.7 % | 6,404 |
| FCC | 28.1 % | 2.3 % | 69.7 % | 545 |
| FERC | 28.6 % | 2.3 % | 69.1 % | 1,044 |
| FTC | 48.0 % | 1.8 % | 50.2 % | 534 |
| GSA | 34.8 % | 3.3 % | 61.9 % | 6,405 |
| HHS | 44.5 % | 6.9 % | 48.6 % | 18,289 |
| HUD | 36.3 % | 7.3 % | 56.5 % | 4,201 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_7) How has your organization supported you during the COVID-19 pandemic?

Social distancing in my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 56.5 % | 11.4 % | 32.2 % | 279,162 |
| NARA | 71.2 % | 4.5 % | 24.3 % | 1,261 |
| NCUA | 29.0 % | 1.4 % | 69.5 % | 850 |
| NLRB | 44.7 % | 10.3 % | 45.1 % | 587 |
| NRC | 67.4 % | 10.5 % | 22.1 % | 1,784 |
| NSF | 60.4 % | 1.4 % | 38.3 % | 882 |
| OMB | 47.8 % | 10.8 % | 41.3 % | 410 |
| OPM | 47.2 % | 4.8 % | 48.0 % | 1,193 |
| PBGC | 54.6 % | 1.8 % | 43.6 % | 565 |
| RRB | 62.2 % | 5.7 % | 32.1 % | 256 |
| SBA | 44.6 % | 3.6 % | 51.8 % | 1,341 |
| SSA | 40.1 % | 6.1 % | 53.9 % | 10,924 |
| State | 64.6 % | 13.0 % | 22.5 % | 8,832 |
| USAGM | 52.5 % | 7.2 % | 40.3 % | 744 |
| USAID | 46.9 % | 12.6 % | 40.5 % | 1,540 |
| USDA | 60.6 % | 7.9 % | 31.5 % | 19,738 |
| USDT | 50.6 % | 6.8 % | 42.6 % | 15,069 |
| Small Agencies | 48.6 % | 6.0 % | 45.4 % | 4,972 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_7) How has your organization supported you during the COVID-19 pandemic?

Social distancing in my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 56.5 % | 11.4 % | 32.2 % | 279,162 |
| DOD | 63.3 % | 12.2 % | 24.4 % | 83,596 |
| USACE | 66.2 % | 7.7 % | 26.1 % | 14,945 |
| Air Force | 62.3 % | 12.4 % | 25.2 % | 12,963 |
| †Army | 62.6 % | 13.9 % | 23.5 % | 19,358 |
| †Navy | 66.5 % | 12.2 % | 21.4 % | 15,577 |
| Marine Corps | 62.6 % | 15.3 % | 22.1 % | 4,399 |
| DOD 4th Estate | 60.0 % | 9.3 % | 30.7 % | 16,354 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_8) How has your organization supported you during the COVID-19 pandemic?

Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|---------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 65.1 % | 6.2 % | 28.7 % | 279,571 |
| CSOSA | 72.9 % | 11.6 % | 15.5 % | 215 |
| DHS | 67.5 % | 7.4 % | 25.2 % | 24,403 |
| DOC | 47.4 % | 2.5 % | 50.1 % | 9,228 |
| DOE | 57.6 % | 2.3 % | 40.1 % | 7,803 |
| DOI | 71.0 % | 5.3 % | 23.7 % | 13,351 |
| DOJ | 65.6 % | 10.2 % | 24.2 % | 14,516 |
| DOL | 49.4 % | 2.6 % | 48.0 % | 6,656 |
| DOT | 57.7 % | 3.6 % | 38.6 % | 8,132 |
| ED | 49.6 % | 3.4 % | 47.0 % | 2,146 |
| EEOC | 40.0 % | 3.7 % | 56.3 % | 927 |
| EPA | 50.9 % | 3.7 % | 45.4 % | 6,406 |
| FCC | 29.1 % | 1.7 % | 69.2 % | 546 |
| FERC | 37.1 % | 2.1 % | 60.8 % | 1,043 |
| FTC | 55.9 % | 0.7 % | 43.4 % | 530 |
| GSA | 39.7 % | 2.6 % | 57.7 % | 6,418 |
| HHS | 50.1 % | 3.9 % | 46.0 % | 18,322 |
| HUD | 42.3 % | 5.9 % | 51.9 % | 4,198 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_8) How has your organization supported you during the COVID-19 pandemic?

Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 65.1 % | 6.2 % | 28.7 % | 279,571 |
| NARA | 74.1 % | 3.7 % | 22.2 % | 1,263 |
| NCUA | 37.8 % | 1.8 % | 60.4 % | 848 |
| NLRB | 51.6 % | 9.6 % | 38.8 % | 584 |
| NRC | 74.4 % | 6.1 % | 19.5 % | 1,786 |
| NSF | 59.1 % | 2.2 % | 38.7 % | 880 |
| OMB | 59.6 % | 6.0 % | 34.4 % | 413 |
| OPM | 50.7 % | 4.0 % | 45.3 % | 1,189 |
| PBGC | 58.8 % | 2.0 % | 39.2 % | 564 |
| RRB | 64.6 % | 2.9 % | 32.5 % | 257 |
| SBA | 50.1 % | 3.4 % | 46.5 % | 1,341 |
| SSA | 44.8 % | 5.1 % | 50.1 % | 10,939 |
| State | 72.2 % | 5.7 % | 22.2 % | 8,846 |
| USAGM | 55.6 % | 7.8 % | 36.6 % | 757 |
| USAID | 55.0 % | 6.6 % | 38.4 % | 1,539 |
| USDA | 68.6 % | 4.7 % | 26.6 % | 19,771 |
| USDT | 55.5 % | 5.3 % | 39.2 % | 15,090 |
| Small Agencies | 56.6 % | 3.3 % | 40.1 % | 4,981 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_8) How has your organization supported you during the COVID-19 pandemic?

Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 65.1 % | 6.2 % | 28.7 % | 279,571 |
| DOD | 71.2 % | 6.7 % | 22.1 % | 83,683 |
| USACE | 73.1 % | 5.3 % | 21.6 % | 14,939 |
| Air Force | 70.0 % | 7.0 % | 23.0 % | 12,971 |
| †Army | 70.5 % | 8.0 % | 21.4 % | 19,390 |
| †Navy | 74.8 % | 6.0 % | 19.2 % | 15,593 |
| Marine Corps | 70.8 % | 9.4 % | 19.8 % | 4,409 |
| DOD 4th Estate | 67.5 % | 4.8 % | 27.7 % | 16,381 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_9) How has your organization supported you during the COVID-19 pandemic?

Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|---------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 57.7 % | 13.3 % | 29.1 % | 279,786 |
| CSOSA | 69.8 % | 18.2 % | 12.0 % | 214 |
| DHS | 57.9 % | 17.5 % | 24.6 % | 24,444 |
| DOC | 38.4 % | 4.2 % | 57.5 % | 9,238 |
| DOE | 49.4 % | 5.6 % | 45.0 % | 7,812 |
| DOI | 62.5 % | 10.9 % | 26.6 % | 13,366 |
| DOJ | 61.4 % | 16.6 % | 22.0 % | 14,520 |
| DOL | 41.8 % | 4.8 % | 53.4 % | 6,643 |
| DOT | 54.5 % | 5.3 % | 40.2 % | 8,123 |
| ED | 45.7 % | 4.4 % | 49.8 % | 2,145 |
| EEOC | 32.7 % | 4.9 % | 62.4 % | 925 |
| EPA | 48.1 % | 5.1 % | 46.8 % | 6,417 |
| FCC | 24.4 % | 2.5 % | 73.1 % | 544 |
| FERC | 28.8 % | 2.1 % | 69.1 % | 1,045 |
| FTC | 49.2 % | 1.8 % | 49.0 % | 530 |
| GSA | 36.9 % | 2.9 % | 60.2 % | 6,422 |
| HHS | 45.4 % | 6.3 % | 48.2 % | 18,330 |
| HUD | 37.0 % | 7.8 % | 55.2 % | 4,214 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_9) How has your organization supported you during the COVID-19 pandemic?

Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 57.7 % | 13.3 % | 29.1 % | 279,786 |
| NARA | 72.6 % | 4.5 % | 22.8 % | 1,261 |
| NCUA | 27.7 % | 1.6 % | 70.7 % | 852 |
| NLRB | 43.1 % | 13.5 % | 43.4 % | 585 |
| NRC | 75.3 % | 7.4 % | 17.3 % | 1,786 |
| NSF | 63.1 % | 1.2 % | 35.7 % | 879 |
| OMB | 53.8 % | 7.4 % | 38.8 % | 412 |
| OPM | 48.0 % | 6.0 % | 46.0 % | 1,196 |
| PBGC | 54.7 % | 2.3 % | 43.0 % | 562 |
| RRB | 55.9 % | 11.8 % | 32.3 % | 256 |
| SBA | 44.8 % | 5.4 % | 49.8 % | 1,343 |
| SSA | 38.1 % | 8.1 % | 53.8 % | 10,965 |
| State | 68.9 % | 11.4 % | 19.6 % | 8,867 |
| USAGM | 52.3 % | 10.6 % | 37.1 % | 750 |
| USAID | 48.8 % | 9.5 % | 41.7 % | 1,546 |
| USDA | 60.5 % | 11.2 % | 28.3 % | 19,786 |
| USDT | 48.6 % | 10.6 % | 40.8 % | 15,092 |
| Small Agencies | 52.2 % | 5.0 % | 42.8 % | 4,977 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_9) How has your organization supported you during the COVID-19 pandemic?

Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 57.7 % | 13.3 % | 29.1 % | 279,786 |
| DOD | 62.9 % | 15.9 % | 21.2 % | 83,739 |
| USACE | 67.1 % | 10.8 % | 22.2 % | 14,945 |
| Air Force | 63.0 % | 15.9 % | 21.0 % | 12,987 |
| †Army | 62.9 % | 17.5 % | 19.7 % | 19,399 |
| †Navy | 63.7 % | 17.5 % | 18.8 % | 15,602 |
| Marine Corps | 61.9 % | 21.1 % | 17.0 % | 4,410 |
| DOD 4th Estate | 60.4 % | 10.0 % | 29.6 % | 16,396 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_10) How has your organization supported you during the COVID-19 pandemic?

A well-ventilated worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|---------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 52.2 % | 19.8 % | 28.0 % | 278,113 |
| CSOSA | 53.2 % | 34.1 % | 12.7 % | 210 |
| DHS | 51.7 % | 24.2 % | 24.0 % | 24,295 |
| DOC | 33.6 % | 7.8 % | 58.6 % | 9,176 |
| DOE | 43.8 % | 10.9 % | 45.3 % | 7,748 |
| DOI | 55.9 % | 18.0 % | 26.0 % | 13,293 |
| DOJ | 53.5 % | 26.2 % | 20.3 % | 14,424 |
| DOL | 37.9 % | 9.6 % | 52.5 % | 6,590 |
| DOT | 47.1 % | 13.0 % | 39.9 % | 8,082 |
| ED | 36.0 % | 13.6 % | 50.4 % | 2,124 |
| EEOC | 29.4 % | 10.0 % | 60.6 % | 920 |
| EPA | 38.9 % | 15.2 % | 45.9 % | 6,377 |
| FCC | 24.0 % | 4.2 % | 71.9 % | 539 |
| FERC | 23.9 % | 7.1 % | 69.0 % | 1,039 |
| FTC | 37.7 % | 12.8 % | 49.5 % | 527 |
| GSA | 32.5 % | 6.7 % | 60.8 % | 6,384 |
| HHS | 39.8 % | 12.2 % | 48.0 % | 18,219 |
| HUD | 29.7 % | 16.7 % | 53.6 % | 4,165 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_10) How has your organization supported you during the COVID-19 pandemic?

A well-ventilated worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 52.2 % | 19.8 % | 28.0 % | 278,113 |
| NARA | 68.0 % | 8.3 % | 23.8 % | 1,262 |
| NCUA | 25.1 % | 3.4 % | 71.5 % | 848 |
| NLRB | 30.9 % | 27.0 % | 42.1 % | 579 |
| NRC | 66.4 % | 16.7 % | 16.9 % | 1,773 |
| NSF | 55.2 % | 3.5 % | 41.2 % | 878 |
| OMB | 40.9 % | 25.4 % | 33.6 % | 406 |
| OPM | 37.3 % | 16.4 % | 46.3 % | 1,180 |
| PBGC | 43.9 % | 10.2 % | 45.9 % | 556 |
| RRB | 44.6 % | 22.3 % | 33.1 % | 257 |
| SBA | 39.8 % | 12.3 % | 47.9 % | 1,333 |
| SSA | 33.3 % | 14.3 % | 52.3 % | 10,914 |
| State | 56.5 % | 26.6 % | 16.9 % | 8,812 |
| USAGM | 38.9 % | 25.0 % | 36.1 % | 746 |
| USAID | 38.0 % | 24.5 % | 37.5 % | 1,532 |
| USDA | 54.7 % | 17.8 % | 27.4 % | 19,660 |
| USDT | 42.1 % | 16.0 % | 41.9 % | 14,981 |
| Small Agencies | 45.9 % | 11.8 % | 42.3 % | 4,936 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_10) How has your organization supported you during the COVID-19 pandemic?

A well-ventilated worksite

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 52.2 % | 19.8 % | 28.0 % | 278,113 |
| DOD | 58.7 % | 21.8 % | 19.5 % | 83,348 |
| USACE | 62.2 % | 16.7 % | 21.1 % | 14,892 |
| Air Force | 59.2 % | 22.2 % | 18.7 % | 12,917 |
| †Army | 58.8 % | 22.4 % | 18.8 % | 19,319 |
| †Navy | 58.6 % | 25.0 % | 16.4 % | 15,528 |
| Marine Corps | 59.7 % | 25.0 % | 15.3 % | 4,391 |
| DOD 4th Estate | 56.5 % | 15.0 % | 28.4 % | 16,301 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_11) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on quarantine requirements after any COVID-19 exposure

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|---------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 57.9 % | 16.3 % | 25.8 % | 277,685 |
| CSOSA | 68.3 % | 19.3 % | 12.4 % | 212 |
| DHS | 54.8 % | 20.6 % | 24.6 % | 24,183 |
| DOC | 48.6 % | 6.6 % | 44.8 % | 9,181 |
| DOE | 59.3 % | 8.0 % | 32.7 % | 7,769 |
| DOI | 60.1 % | 15.5 % | 24.4 % | 13,275 |
| DOJ | 54.5 % | 23.2 % | 22.4 % | 14,439 |
| DOL | 52.2 % | 7.4 % | 40.3 % | 6,577 |
| DOT | 55.6 % | 11.6 % | 32.8 % | 8,084 |
| ED | 53.4 % | 8.7 % | 37.9 % | 2,133 |
| EEOC | 44.5 % | 7.4 % | 48.1 % | 911 |
| EPA | 56.8 % | 8.0 % | 35.3 % | 6,397 |
| FCC | 36.0 % | 4.8 % | 59.1 % | 536 |
| FERC | 49.2 % | 3.8 % | 47.0 % | 1,041 |
| FTC | 48.2 % | 5.7 % | 46.1 % | 530 |
| GSA | 50.9 % | 5.2 % | 44.0 % | 6,369 |
| HHS | 51.0 % | 9.4 % | 39.6 % | 18,241 |
| HUD | 41.9 % | 11.8 % | 46.3 % | 4,177 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_11) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on quarantine requirements after any COVID-19 exposure

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 57.9 % | 16.3 % | 25.8 % | 277,685 |
| NARA | 74.8 % | 6.3 % | 18.9 % | 1,243 |
| NCUA | 47.8 % | 4.4 % | 47.8 % | 846 |
| NLRB | 53.5 % | 14.9 % | 31.6 % | 584 |
| NRC | 69.4 % | 13.7 % | 16.9 % | 1,778 |
| NSF | 61.9 % | 3.8 % | 34.3 % | 873 |
| OMB | 49.3 % | 19.8 % | 30.9 % | 410 |
| OPM | 52.1 % | 9.1 % | 38.8 % | 1,186 |
| PBGC | 52.2 % | 8.4 % | 39.4 % | 558 |
| RRB | 59.2 % | 11.7 % | 29.1 % | 257 |
| SBA | 58.5 % | 6.9 % | 34.6 % | 1,326 |
| SSA | 44.5 % | 10.1 % | 45.4 % | 10,849 |
| State | 64.9 % | 15.7 % | 19.4 % | 8,793 |
| USAGM | 61.7 % | 9.5 % | 28.8 % | 741 |
| USAID | 56.6 % | 10.9 % | 32.5 % | 1,542 |
| USDA | 60.0 % | 15.0 % | 25.0 % | 19,625 |
| USDT | 57.4 % | 9.8 % | 32.8 % | 14,966 |
| Small Agencies | 52.5 % | 9.5 % | 38.1 % | 4,942 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q47_11) How has your organization supported you during the COVID-19 pandemic?

Clear guidance on quarantine requirements after any COVID-19 exposure

| Agency | Needed and available to me | Needed but not available to me | Not needed by me now | Item Response Total** |
|----------------|----------------------------|--------------------------------|----------------------|-----------------------|
| All Responses | 57.9 % | 16.3 % | 25.8 % | 277,685 |
| DOD | 61.7 % | 18.6 % | 19.7 % | 83,111 |
| USACE | 61.4 % | 15.6 % | 23.0 % | 14,912 |
| Air Force | 59.2 % | 21.2 % | 19.5 % | 12,886 |
| †Army | 58.7 % | 21.1 % | 20.1 % | 19,204 |
| †Navy | 65.7 % | 17.0 % | 17.3 % | 15,470 |
| Marine Corps | 61.2 % | 20.6 % | 18.2 % | 4,364 |
| DOD 4th Estate | 64.2 % | 12.6 % | 23.2 % | 16,275 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(48) My organization's senior leaders demonstrate commitment to employee health and safety.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|--------|-----------------------|-------------------|
| All Responses | 36.1 % | 38.0 % | 13.5 % | 6.2 % | 6.1 % | 274,064 | 6,292 |
| CSOSA | 35.6 % | 39.9 % | 8.6 % | 10.8 % | 5.1 % | 211 | 3 |
| DHS | 28.4 % | 35.5 % | 15.3 % | 8.3 % | 12.5 % | 23,955 | 489 |
| DOC | 49.0 % | 37.2 % | 8.6 % | 2.8 % | 2.4 % | 9,007 | 264 |
| DOE | 52.1 % | 32.6 % | 7.3 % | 3.4 % | 4.6 % | 7,721 | 114 |
| DOI | 34.3 % | 41.1 % | 13.8 % | 6.3 % | 4.5 % | 13,094 | 296 |
| DOJ | 26.8 % | 35.4 % | 18.3 % | 9.7 % | 9.7 % | 14,248 | 320 |
| DOL | 47.6 % | 34.9 % | 10.6 % | 3.4 % | 3.5 % | 6,450 | 217 |
| DOT | 37.3 % | 38.3 % | 12.9 % | 6.0 % | 5.6 % | 7,966 | 194 |
| ED | 44.7 % | 41.4 % | 10.1 % | 2.1 % | 1.8 % | 2,071 | 93 |
| EEOC | 56.4 % | 31.2 % | 8.5 % | 2.1 % | 1.8 % | 915 | 21 |
| EPA | 45.4 % | 41.9 % | 8.5 % | 2.2 % | 1.9 % | 6,339 | 107 |
| FCC | 58.7 % | 30.3 % | 8.6 % | 1.7 % | 0.6 % | 533 | 15 |
| FERC | 65.2 % | 26.8 % | 5.6 % | 1.2 % | 1.2 % | 1,031 | 22 |
| FTC | 62.2 % | 29.0 % | 5.9 % | 1.4 % | 1.5 % | 525 | 10 |
| GSA | 59.9 % | 30.2 % | 6.4 % | 2.0 % | 1.6 % | 6,335 | 93 |
| HHS | 49.8 % | 36.0 % | 8.9 % | 2.9 % | 2.3 % | 18,039 | 382 |
| HUD | 44.0 % | 38.4 % | 12.3 % | 3.0 % | 2.4 % | 4,054 | 170 |
| NARA | 56.8 % | 29.3 % | 8.5 % | 2.6 % | 2.9 % | 1,251 | 18 |
| NCUA | 60.1 % | 29.8 % | 6.7 % | 1.7 % | 1.7 % | 847 | 6 |
| NLRB | 33.2 % | 28.2 % | 10.8 % | 8.2 % | 19.6 % | 584 | 12 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(48) My organization's senior leaders demonstrate commitment to employee health and safety.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|--------|-----------------------|-------------------|
| All Responses | 36.1 % | 38.0 % | 13.5 % | 6.2 % | 6.1 % | 274,064 | 6,292 |
| NRC | 32.5 % | 35.3 % | 10.7 % | 10.3 % | 11.2 % | 1,787 | 16 |
| NSF | 75.1 % | 19.9 % | 2.9 % | 1.5 % | 0.6 % | 875 | 4 |
| OMB | 45.5 % | 35.7 % | 8.9 % | 5.5 % | 4.4 % | 411 | 3 |
| OPM | 49.5 % | 34.3 % | 10.1 % | 3.2 % | 2.9 % | 1,170 | 42 |
| PBGC | 61.3 % | 32.5 % | 4.9 % | 0.3 % | 0.9 % | 541 | 21 |
| RRB | 41.8 % | 38.0 % | 12.9 % | 5.0 % | 2.4 % | 246 | 14 |
| SBA | 44.7 % | 40.9 % | 9.9 % | 2.4 % | 2.1 % | 1,307 | 39 |
| SSA | 32.5 % | 40.6 % | 16.1 % | 5.7 % | 5.1 % | 10,379 | 557 |
| State | 34.0 % | 41.2 % | 13.2 % | 7.0 % | 4.6 % | 8,720 | 118 |
| USAGM | 36.6 % | 40.4 % | 13.6 % | 4.1 % | 5.3 % | 749 | 13 |
| USAID | 41.2 % | 44.1 % | 9.1 % | 4.0 % | 1.7 % | 1,513 | 34 |
| USDA | 31.2 % | 41.2 % | 15.8 % | 5.9 % | 5.9 % | 19,345 | 484 |
| USDT | 41.4 % | 37.6 % | 11.9 % | 4.6 % | 4.6 % | 14,649 | 511 |
| Small Agencies | 52.1 % | 32.8 % | 7.8 % | 3.6 % | 3.8 % | 4,929 | 81 |
| DOD | 35.7 % | 38.8 % | 13.6 % | 6.4 % | 5.5 % | 82,267 | 1,509 |
| USACE | 38.7 % | 40.5 % | 12.2 % | 4.6 % | 4.0 % | 14,774 | 223 |
| Air Force | 36.5 % | 37.5 % | 14.1 % | 6.5 % | 5.3 % | 12,713 | 261 |
| †Army | 34.1 % | 38.3 % | 14.9 % | 6.8 % | 5.9 % | 19,049 | 345 |
| †Navy | 33.9 % | 41.3 % | 12.9 % | 6.6 % | 5.4 % | 15,339 | 237 |
| Marine Corps | 30.6 % | 36.3 % | 17.6 % | 8.3 % | 7.1 % | 4,328 | 90 |
| DOD 4thEstate | 41.2 % | 37.3 % | 11.1 % | 5.3 % | 5.1 % | 16,064 | 353 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(49) My organization's senior leaders support policies and procedures to protect employee health and safety.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|--------|-----------------------|-------------------|
| All Responses | 36.2 % | 38.4 % | 13.5 % | 5.9 % | 6.0 % | 272,935 | 6,400 |
| CSOSA | 35.5 % | 40.5 % | 9.4 % | 9.9 % | 4.7 % | 209 | 3 |
| DHS | 28.8 % | 36.1 % | 15.6 % | 7.6 % | 11.9 % | 23,831 | 507 |
| DOC | 48.8 % | 37.9 % | 8.0 % | 2.8 % | 2.4 % | 8,974 | 263 |
| DOE | 52.0 % | 32.4 % | 7.7 % | 3.2 % | 4.8 % | 7,671 | 119 |
| DOI | 34.3 % | 42.0 % | 13.6 % | 5.8 % | 4.3 % | 13,044 | 305 |
| DOJ | 26.5 % | 35.5 % | 18.6 % | 9.8 % | 9.6 % | 14,191 | 318 |
| DOL | 47.6 % | 35.6 % | 10.5 % | 3.1 % | 3.3 % | 6,446 | 205 |
| DOT | 37.4 % | 38.5 % | 12.4 % | 5.9 % | 5.8 % | 7,946 | 182 |
| ED | 44.5 % | 41.3 % | 9.8 % | 2.6 % | 1.8 % | 2,069 | 89 |
| EEOC | 56.7 % | 31.5 % | 8.0 % | 2.3 % | 1.5 % | 903 | 30 |
| EPA | 45.3 % | 41.9 % | 8.5 % | 2.5 % | 1.7 % | 6,294 | 124 |
| FCC | 59.1 % | 30.1 % | 8.3 % | 2.0 % | 0.5 % | 527 | 19 |
| FERC | 64.4 % | 27.6 % | 5.2 % | 1.4 % | 1.3 % | 1,032 | 23 |
| FTC | 61.1 % | 29.7 % | 6.6 % | 1.3 % | 1.3 % | 524 | 11 |
| GSA | 59.5 % | 30.2 % | 6.3 % | 2.2 % | 1.8 % | 6,325 | 87 |
| HHS | 49.6 % | 36.3 % | 9.0 % | 3.0 % | 2.1 % | 17,957 | 411 |
| HUD | 43.5 % | 38.3 % | 12.5 % | 3.1 % | 2.6 % | 4,022 | 181 |
| NARA | 56.3 % | 30.4 % | 7.9 % | 2.5 % | 2.9 % | 1,249 | 19 |
| NCUA | 59.5 % | 31.0 % | 5.1 % | 2.0 % | 2.4 % | 848 | 4 |
| NLRB | 32.8 % | 28.3 % | 10.1 % | 8.7 % | 20.2 % | 585 | 10 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(49) My organization's senior leaders support policies and procedures to protect employee health and safety.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|--------|-----------------------|-------------------|
| All Responses | 36.2 % | 38.4 % | 13.5 % | 5.9 % | 6.0 % | 272,935 | 6,400 |
| NRC | 32.2 % | 34.7 % | 12.6 % | 10.5 % | 10.1 % | 1,776 | 15 |
| NSF | 75.6 % | 19.5 % | 2.7 % | 1.4 % | 0.7 % | 874 | 6 |
| OMB | 44.8 % | 36.1 % | 9.5 % | 5.8 % | 3.8 % | 411 | 3 |
| OPM | 49.4 % | 34.9 % | 9.0 % | 3.6 % | 3.1 % | 1,160 | 47 |
| PBGC | 60.2 % | 33.4 % | 5.0 % | 0.5 % | 0.9 % | 540 | 21 |
| RRB | 40.6 % | 38.3 % | 12.6 % | 5.1 % | 3.4 % | 243 | 14 |
| SBA | 44.9 % | 40.6 % | 9.8 % | 2.7 % | 2.0 % | 1,296 | 41 |
| SSA | 32.4 % | 41.5 % | 16.0 % | 5.2 % | 4.8 % | 10,304 | 567 |
| State | 33.8 % | 42.4 % | 12.7 % | 6.8 % | 4.3 % | 8,694 | 104 |
| USAGM | 36.3 % | 42.3 % | 12.0 % | 4.1 % | 5.3 % | 749 | 11 |
| USAID | 40.7 % | 44.7 % | 9.6 % | 3.0 % | 2.0 % | 1,502 | 38 |
| USDA | 31.1 % | 41.6 % | 15.7 % | 5.7 % | 5.9 % | 19,268 | 496 |
| USDT | 41.6 % | 38.0 % | 11.4 % | 4.4 % | 4.6 % | 14,578 | 524 |
| Small Agencies | 51.8 % | 32.5 % | 8.0 % | 4.0 % | 3.7 % | 4,910 | 88 |
| DOD | 35.9 % | 39.1 % | 13.6 % | 6.1 % | 5.3 % | 81,983 | 1,515 |
| USACE | 38.7 % | 40.6 % | 12.1 % | 4.6 % | 4.1 % | 14,704 | 241 |
| Air Force | 36.6 % | 37.6 % | 14.4 % | 6.0 % | 5.4 % | 12,674 | 263 |
| †Army | 34.3 % | 38.9 % | 14.4 % | 6.8 % | 5.5 % | 18,992 | 328 |
| †Navy | 34.1 % | 41.2 % | 13.3 % | 6.0 % | 5.5 % | 15,297 | 237 |
| Marine Corps | 31.1 % | 37.4 % | 16.6 % | 8.0 % | 6.9 % | 4,321 | 86 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(49) My organization's senior leaders support policies and procedures to protect employee health and safety.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 36.2 % | 38.4 % | 13.5 % | 5.9 % | 6.0 % | 272,935 | 6,400 |
| DOD 4th Estate | 41.6 % | 37.8 % | 11.0 % | 5.1 % | 4.6 % | 15,995 | 360 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(50) My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|--------|-----------------------|-------------------|
| All Responses | 28.8 % | 33.5 % | 18.7 % | 10.8 % | 8.2 % | 266,239 | 12,659 |
| CSOSA | 34.1 % | 36.0 % | 13.2 % | 10.3 % | 6.4 % | 211 | 2 |
| DHS | 24.8 % | 32.3 % | 19.9 % | 10.6 % | 12.4 % | 22,923 | 1,371 |
| DOC | 36.9 % | 35.6 % | 15.2 % | 7.7 % | 4.5 % | 8,558 | 660 |
| DOE | 34.5 % | 29.8 % | 16.6 % | 10.3 % | 8.8 % | 7,387 | 405 |
| DOI | 23.4 % | 33.7 % | 21.2 % | 13.4 % | 8.3 % | 12,772 | 555 |
| DOJ | 23.3 % | 32.4 % | 20.7 % | 13.2 % | 10.5 % | 13,752 | 706 |
| DOL | 38.1 % | 33.0 % | 15.1 % | 8.7 % | 5.1 % | 6,418 | 220 |
| DOT | 25.7 % | 31.0 % | 19.2 % | 13.0 % | 11.1 % | 7,836 | 283 |
| ED | 30.7 % | 32.9 % | 16.4 % | 12.1 % | 7.9 % | 2,102 | 57 |
| EEOC | 45.2 % | 28.5 % | 13.7 % | 7.1 % | 5.5 % | 855 | 77 |
| EPA | 29.7 % | 33.9 % | 18.2 % | 11.6 % | 6.6 % | 6,175 | 259 |
| FCC | 38.2 % | 29.9 % | 16.1 % | 12.1 % | 3.7 % | 522 | 22 |
| FERC | 49.8 % | 24.7 % | 12.8 % | 7.2 % | 5.5 % | 1,009 | 44 |
| FTC | 37.5 % | 22.7 % | 14.6 % | 13.8 % | 11.4 % | 515 | 16 |
| GSA | 51.9 % | 31.5 % | 9.3 % | 4.9 % | 2.5 % | 6,299 | 109 |
| HHS | 35.7 % | 33.0 % | 15.5 % | 9.9 % | 5.9 % | 17,901 | 435 |
| HUD | 31.4 % | 30.2 % | 19.2 % | 11.7 % | 7.5 % | 4,003 | 199 |
| NARA | 50.6 % | 29.5 % | 10.3 % | 5.3 % | 4.2 % | 1,245 | 15 |
| NCUA | 45.4 % | 31.0 % | 11.0 % | 7.7 % | 4.9 % | 826 | 22 |
| NLRB | 26.3 % | 27.9 % | 10.4 % | 10.2 % | 25.3 % | 587 | 8 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(50) My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|--------|-----------------------|-------------------|
| All Responses | 28.8 % | 33.5 % | 18.7 % | 10.8 % | 8.2 % | 266,239 | 12,659 |
| NRC | 31.4 % | 37.2 % | 12.4 % | 10.4 % | 8.5 % | 1,789 | 8 |
| NSF | 55.9 % | 22.8 % | 10.3 % | 7.0 % | 4.0 % | 852 | 27 |
| OMB | 38.8 % | 32.8 % | 14.1 % | 9.0 % | 5.4 % | 405 | 7 |
| OPM | 37.3 % | 29.1 % | 17.8 % | 9.3 % | 6.5 % | 1,096 | 103 |
| PBGC | 44.5 % | 30.2 % | 13.2 % | 7.5 % | 4.5 % | 532 | 27 |
| RRB | 34.7 % | 34.4 % | 16.5 % | 9.2 % | 5.1 % | 250 | 7 |
| SBA | 34.6 % | 32.5 % | 17.9 % | 8.4 % | 6.6 % | 1,284 | 52 |
| SSA | 23.0 % | 30.5 % | 20.5 % | 14.7 % | 11.3 % | 10,149 | 716 |
| State | 27.5 % | 37.4 % | 17.2 % | 11.8 % | 6.1 % | 8,539 | 234 |
| USAGM | 31.6 % | 39.3 % | 15.9 % | 6.6 % | 6.7 % | 744 | 14 |
| USAID | 26.5 % | 33.9 % | 16.6 % | 15.0 % | 8.0 % | 1,486 | 56 |
| USDA | 23.6 % | 35.3 % | 21.7 % | 11.3 % | 8.1 % | 18,780 | 967 |
| USDT | 30.9 % | 30.8 % | 19.3 % | 10.6 % | 8.5 % | 13,903 | 1,179 |
| Small Agencies | 39.8 % | 30.6 % | 13.4 % | 9.4 % | 6.7 % | 4,838 | 138 |
| DOD | 29.7 % | 34.4 % | 18.4 % | 10.2 % | 7.2 % | 79,696 | 3,659 |
| USACE | 30.7 % | 35.6 % | 18.0 % | 9.6 % | 6.1 % | 14,417 | 512 |
| Air Force | 30.9 % | 34.1 % | 18.9 % | 9.4 % | 6.8 % | 12,249 | 655 |
| †Army | 28.8 % | 34.5 % | 18.2 % | 10.9 % | 7.6 % | 18,401 | 893 |
| †Navy | 27.9 % | 35.8 % | 18.5 % | 10.3 % | 7.4 % | 14,931 | 560 |
| Marine Corps | 26.9 % | 33.2 % | 20.7 % | 11.0 % | 8.3 % | 4,194 | 200 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(50) My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 28.8 % | 33.5 % | 18.7 % | 10.8 % | 8.2 % | 266,239 | 12,659 |
| DOD 4th Estate | 33.3 % | 32.4 % | 17.3 % | 9.8 % | 7.1 % | 15,504 | 839 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(51) My supervisor shows concern for my health and safety.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 50.1 % | 34.0 % | 9.2 % | 3.2 % | 3.4 % | 276,966 | 3,216 |
| CSOSA | 52.7 % | 37.7 % | 4.0 % | 3.4 % | 2.2 % | 214 | 1 |
| DHS | 43.5 % | 34.4 % | 11.5 % | 4.4 % | 6.2 % | 24,153 | 268 |
| DOC | 60.1 % | 29.6 % | 6.8 % | 1.9 % | 1.6 % | 9,122 | 142 |
| DOE | 64.6 % | 26.7 % | 5.1 % | 1.6 % | 2.0 % | 7,751 | 74 |
| DOI | 52.8 % | 34.2 % | 7.5 % | 3.0 % | 2.4 % | 13,277 | 107 |
| DOJ | 42.5 % | 35.2 % | 11.3 % | 5.3 % | 5.7 % | 14,415 | 137 |
| DOL | 61.1 % | 28.5 % | 6.6 % | 1.9 % | 2.0 % | 6,529 | 125 |
| DOT | 53.9 % | 32.4 % | 8.4 % | 2.5 % | 2.7 % | 8,083 | 76 |
| ED | 66.2 % | 26.5 % | 4.9 % | 0.9 % | 1.6 % | 2,131 | 35 |
| EEOC | 64.7 % | 25.3 % | 6.9 % | 1.7 % | 1.4 % | 911 | 23 |
| EPA | 62.8 % | 30.3 % | 4.7 % | 1.2 % | 0.9 % | 6,383 | 66 |
| FCC | 64.9 % | 25.7 % | 7.4 % | 0.7 % | 1.3 % | 532 | 12 |
| FERC | 76.1 % | 18.6 % | 3.9 % | 0.6 % | 0.9 % | 1,033 | 23 |
| FTC | 80.8 % | 14.9 % | 2.6 % | 0.7 % | 1.1 % | 530 | 4 |
| GSA | 69.8 % | 23.3 % | 4.8 % | 1.1 % | 1.0 % | 6,373 | 55 |
| HHS | 60.6 % | 28.8 % | 6.7 % | 1.9 % | 2.0 % | 18,132 | 276 |
| HUD | 61.4 % | 28.5 % | 6.9 % | 1.3 % | 1.9 % | 4,132 | 93 |
| NARA | 67.2 % | 24.5 % | 5.4 % | 1.0 % | 1.9 % | 1,253 | 14 |
| NCUA | 63.9 % | 26.7 % | 5.2 % | 2.1 % | 2.1 % | 839 | 14 |
| NLRB | 59.6 % | 30.0 % | 5.6 % | 1.6 % | 3.2 % | 585 | 10 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(51) My supervisor shows concern for my health and safety.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 50.1 % | 34.0 % | 9.2 % | 3.2 % | 3.4 % | 276,966 | 3,216 |
| NRC | 57.3 % | 30.6 % | 7.0 % | 2.7 % | 2.5 % | 1,792 | 9 |
| NSF | 75.5 % | 19.1 % | 3.4 % | 1.0 % | 1.0 % | 877 | 6 |
| OMB | 70.9 % | 24.4 % | 3.6 % | 0.4 % | 0.6 % | 410 | 4 |
| OPM | 63.1 % | 27.9 % | 5.5 % | 1.9 % | 1.5 % | 1,193 | 19 |
| PBGC | 73.5 % | 21.6 % | 3.0 % | 0.5 % | 1.4 % | 556 | 7 |
| RRB | 48.3 % | 38.3 % | 8.3 % | 2.4 % | 2.7 % | 251 | 8 |
| SBA | 62.0 % | 29.3 % | 6.0 % | 1.2 % | 1.5 % | 1,329 | 17 |
| SSA | 44.8 % | 36.5 % | 11.6 % | 3.3 % | 3.9 % | 10,648 | 303 |
| State | 51.1 % | 34.5 % | 8.5 % | 3.5 % | 2.4 % | 8,754 | 81 |
| USAGM | 48.3 % | 36.4 % | 8.6 % | 3.5 % | 3.2 % | 751 | 13 |
| USAID | 55.5 % | 35.5 % | 5.7 % | 1.8 % | 1.5 % | 1,527 | 18 |
| USDA | 49.0 % | 37.2 % | 8.4 % | 2.8 % | 2.5 % | 19,610 | 209 |
| USDT | 55.0 % | 31.8 % | 8.2 % | 2.1 % | 3.0 % | 14,860 | 282 |
| Small Agencies | 65.5 % | 25.1 % | 5.6 % | 1.6 % | 2.2 % | 4,939 | 66 |
| DOD | 48.7 % | 35.2 % | 9.5 % | 3.3 % | 3.2 % | 83,091 | 619 |
| USACE | 53.3 % | 35.3 % | 7.0 % | 2.4 % | 1.9 % | 14,906 | 87 |
| Air Force | 49.2 % | 34.1 % | 10.2 % | 3.4 % | 3.1 % | 12,885 | 89 |
| †Army | 45.8 % | 35.9 % | 10.5 % | 3.8 % | 4.0 % | 19,238 | 140 |
| †Navy | 48.1 % | 37.4 % | 8.7 % | 3.0 % | 2.8 % | 15,454 | 109 |
| MarineCorps | 44.2 % | 35.7 % | 11.4 % | 4.6 % | 4.1 % | 4,381 | 30 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(51) My supervisor shows concern for my health and safety.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 50.1 % | 34.0 % | 9.2 % | 3.2 % | 3.4 % | 276,966 | 3,216 |
| DOD 4thEstate | 54.0 % | 31.8 % | 8.4 % | 2.9 % | 2.9 % | 16,227 | 164 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(52) My supervisor supports my efforts to stay healthy and safe while working.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 50.4 % | 33.8 % | 9.6 % | 3.0 % | 3.2 % | 275,389 | 4,383 |
| CSOSA | 51.7 % | 37.8 % | 5.2 % | 3.9 % | 1.4 % | 211 | 3 |
| DHS | 43.8 % | 34.3 % | 12.2 % | 4.0 % | 5.8 % | 24,035 | 350 |
| DOC | 60.3 % | 29.3 % | 7.2 % | 1.7 % | 1.4 % | 9,070 | 182 |
| DOE | 65.0 % | 26.8 % | 5.0 % | 1.3 % | 1.9 % | 7,707 | 105 |
| DOI | 53.8 % | 33.6 % | 7.7 % | 2.8 % | 2.1 % | 13,231 | 144 |
| DOJ | 43.0 % | 34.8 % | 12.2 % | 4.7 % | 5.3 % | 14,349 | 176 |
| DOL | 61.5 % | 28.4 % | 6.9 % | 1.5 % | 1.8 % | 6,498 | 153 |
| DOT | 54.5 % | 32.1 % | 8.4 % | 2.5 % | 2.5 % | 8,020 | 119 |
| ED | 66.6 % | 26.6 % | 4.7 % | 0.9 % | 1.2 % | 2,112 | 51 |
| EEOC | 65.6 % | 25.5 % | 6.4 % | 1.4 % | 1.2 % | 901 | 35 |
| EPA | 63.6 % | 30.2 % | 4.4 % | 1.0 % | 0.9 % | 6,342 | 101 |
| FCC | 67.6 % | 23.9 % | 7.2 % | 0.4 % | 0.9 % | 529 | 17 |
| FERC | 75.9 % | 19.6 % | 3.1 % | 0.6 % | 0.9 % | 1,028 | 24 |
| FTC | 80.7 % | 14.9 % | 2.3 % | 1.0 % | 1.1 % | 529 | 5 |
| GSA | 70.1 % | 23.0 % | 5.1 % | 0.8 % | 0.9 % | 6,305 | 112 |
| HHS | 61.3 % | 28.2 % | 7.0 % | 1.7 % | 1.7 % | 17,976 | 399 |
| HUD | 62.0 % | 28.2 % | 7.0 % | 1.2 % | 1.6 % | 4,082 | 134 |
| NARA | 67.7 % | 24.9 % | 4.5 % | 1.1 % | 1.8 % | 1,245 | 17 |
| NCUA | 64.5 % | 26.9 % | 5.0 % | 2.0 % | 1.5 % | 834 | 17 |
| NLRB | 59.2 % | 30.6 % | 5.6 % | 1.3 % | 3.3 % | 576 | 18 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(52) My supervisor supports my efforts to stay healthy and safe while working.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 50.4 % | 33.8 % | 9.6 % | 3.0 % | 3.2 % | 275,389 | 4,383 |
| NRC | 57.6 % | 30.8 % | 6.6 % | 2.6 % | 2.4 % | 1,787 | 11 |
| NSF | 76.7 % | 18.2 % | 2.8 % | 1.2 % | 1.1 % | 874 | 9 |
| OMB | 70.5 % | 24.9 % | 4.0 % | 0.2 % | 0.4 % | 409 | 5 |
| OPM | 63.8 % | 26.7 % | 7.0 % | 1.4 % | 1.1 % | 1,179 | 29 |
| PBGC | 73.7 % | 21.6 % | 3.2 % | 0.3 % | 1.2 % | 556 | 8 |
| RRB | 48.3 % | 35.8 % | 10.4 % | 2.2 % | 3.3 % | 251 | 8 |
| SBA | 62.4 % | 28.7 % | 6.6 % | 1.0 % | 1.3 % | 1,318 | 25 |
| SSA | 44.9 % | 36.3 % | 12.3 % | 3.1 % | 3.5 % | 10,476 | 438 |
| State | 51.1 % | 34.2 % | 9.1 % | 3.2 % | 2.3 % | 8,737 | 92 |
| USAGM | 49.1 % | 36.0 % | 8.4 % | 3.7 % | 2.9 % | 743 | 18 |
| USAID | 55.7 % | 34.6 % | 6.7 % | 1.5 % | 1.5 % | 1,515 | 26 |
| USDA | 49.6 % | 37.3 % | 8.5 % | 2.4 % | 2.3 % | 19,500 | 284 |
| USDT | 55.6 % | 31.6 % | 8.1 % | 2.0 % | 2.7 % | 14,754 | 380 |
| Small Agencies | 65.7 % | 25.5 % | 5.6 % | 1.3 % | 1.9 % | 4,893 | 97 |
| DOD | 49.0 % | 35.0 % | 9.9 % | 3.2 % | 3.0 % | 82,817 | 791 |
| USACE | 53.9 % | 35.3 % | 7.1 % | 1.9 % | 1.8 % | 14,867 | 111 |
| Air Force | 49.4 % | 33.8 % | 10.5 % | 3.3 % | 2.9 % | 12,837 | 117 |
| †Army | 46.0 % | 35.4 % | 11.1 % | 3.8 % | 3.7 % | 19,169 | 181 |
| †Navy | 48.5 % | 37.2 % | 8.8 % | 2.8 % | 2.7 % | 15,419 | 139 |
| MarineCorps | 44.4 % | 35.1 % | 12.6 % | 4.2 % | 3.7 % | 4,380 | 29 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(52) My supervisor supports my efforts to stay healthy and safe while working.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 50.4 % | 33.8 % | 9.6 % | 3.0 % | 3.2 % | 275,389 | 4,383 |
| DOD 4thEstate | 54.4 % | 31.7 % | 8.6 % | 2.6 % | 2.7 % | 16,145 | 214 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(53) My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|---------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 48.3 % | 31.2 % | 11.1 % | 4.6 % | 4.8 % | 274,562 | 5,140 |
| CSOSA | 52.9 % | 34.3 % | 5.6 % | 5.2 % | 2.0 % | 211 | 3 |
| DHS | 42.1 % | 30.9 % | 13.6 % | 5.8 % | 7.7 % | 23,980 | 401 |
| DOC | 57.4 % | 28.7 % | 8.7 % | 2.6 % | 2.6 % | 8,979 | 266 |
| DOE | 62.0 % | 25.8 % | 7.0 % | 2.2 % | 3.0 % | 7,694 | 116 |
| DOI | 50.8 % | 31.7 % | 9.2 % | 4.3 % | 3.9 % | 13,186 | 177 |
| DOJ | 41.3 % | 30.6 % | 13.3 % | 7.3 % | 7.5 % | 14,290 | 221 |
| DOL | 58.9 % | 27.3 % | 8.4 % | 2.7 % | 2.7 % | 6,469 | 184 |
| DOT | 51.8 % | 30.6 % | 10.2 % | 3.8 % | 3.7 % | 8,027 | 122 |
| ED | 63.4 % | 26.2 % | 7.0 % | 1.5 % | 1.9 % | 2,109 | 50 |
| EEOC | 62.2 % | 24.5 % | 7.9 % | 3.1 % | 2.3 % | 893 | 38 |
| EPA | 60.1 % | 29.4 % | 6.8 % | 2.0 % | 1.7 % | 6,337 | 102 |
| FCC | 62.0 % | 24.2 % | 10.2 % | 2.2 % | 1.4 % | 529 | 16 |
| FERC | 73.9 % | 19.2 % | 4.3 % | 1.6 % | 1.1 % | 1,022 | 32 |
| FTC | 76.7 % | 16.3 % | 4.0 % | 1.4 % | 1.6 % | 529 | 5 |
| GSA | 68.3 % | 22.7 % | 5.9 % | 1.7 % | 1.5 % | 6,283 | 117 |
| HHS | 58.3 % | 26.9 % | 9.0 % | 3.0 % | 2.8 % | 17,993 | 383 |
| HUD | 59.8 % | 26.6 % | 8.4 % | 2.6 % | 2.7 % | 4,066 | 152 |
| NARA | 64.5 % | 23.5 % | 7.4 % | 1.9 % | 2.7 % | 1,249 | 18 |
| NCUA | 61.0 % | 26.3 % | 7.0 % | 2.1 % | 3.6 % | 826 | 27 |
| NLRB | 55.3 % | 29.5 % | 7.6 % | 3.0 % | 4.6 % | 571 | 21 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(53) My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 48.3 % | 31.2 % | 11.1 % | 4.6 % | 4.8 % | 274,562 | 5,140 |
| NRC | 56.5 % | 29.4 % | 7.2 % | 3.4 % | 3.4 % | 1,784 | 14 |
| NSF | 73.0 % | 16.9 % | 7.3 % | 1.6 % | 1.3 % | 865 | 14 |
| OMB | 70.4 % | 22.1 % | 4.7 % | 1.0 % | 1.7 % | 409 | 5 |
| OPM | 61.7 % | 25.9 % | 7.7 % | 2.5 % | 2.2 % | 1,165 | 47 |
| PBGC | 68.5 % | 22.0 % | 7.4 % | 0.6 % | 1.5 % | 553 | 10 |
| RRB | 43.7 % | 35.4 % | 12.4 % | 5.3 % | 3.2 % | 247 | 13 |
| SBA | 59.7 % | 26.6 % | 9.0 % | 2.8 % | 1.8 % | 1,314 | 29 |
| SSA | 42.4 % | 33.2 % | 14.0 % | 5.1 % | 5.4 % | 10,450 | 468 |
| State | 49.2 % | 31.9 % | 10.2 % | 4.9 % | 3.8 % | 8,693 | 114 |
| USAGM | 46.0 % | 34.8 % | 10.9 % | 4.3 % | 4.0 % | 738 | 22 |
| USAID | 54.3 % | 31.5 % | 8.4 % | 3.3 % | 2.6 % | 1,514 | 31 |
| USDA | 47.0 % | 34.8 % | 10.2 % | 4.1 % | 3.9 % | 19,473 | 338 |
| USDT | 53.2 % | 29.6 % | 9.9 % | 3.5 % | 3.8 % | 14,688 | 444 |
| Small Agencies | 62.9 % | 24.6 % | 7.5 % | 2.3 % | 2.8 % | 4,874 | 120 |
| DOD | 47.1 % | 32.1 % | 11.4 % | 4.8 % | 4.6 % | 82,552 | 1,020 |
| USACE | 51.5 % | 33.1 % | 9.3 % | 3.4 % | 2.8 % | 14,826 | 145 |
| Air Force | 47.6 % | 30.9 % | 11.9 % | 5.0 % | 4.7 % | 12,801 | 142 |
| †Army | 44.3 % | 32.5 % | 12.4 % | 5.5 % | 5.4 % | 19,146 | 208 |
| †Navy | 46.5 % | 34.6 % | 10.5 % | 4.3 % | 4.1 % | 15,371 | 168 |
| Marine Corps | 42.9 % | 31.8 % | 13.9 % | 5.6 % | 5.8 % | 4,351 | 53 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(53) My supervisor creates an environment where I can voice my concerns about staying healthy and safe.

| Agency | Always | Most of the time | Sometimes | Rarely | Never | Item Response Total** | No Basis to Judge |
|----------------|--------|------------------|-----------|--------|-------|-----------------------|-------------------|
| All Responses | 48.3 % | 31.2 % | 11.1 % | 4.6 % | 4.8 % | 274,562 | 5,140 |
| DOD 4th Estate | 52.4 % | 28.9 % | 10.3 % | 4.1 % | 4.3 % | 16,057 | 304 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q54) Does the type of work you do require you to be physically present at a worksite?

| Agency | Yes | No | Other | Item Response Total** |
|---------------|--------|--------|--------|-----------------------|
| All Responses | 32.4 % | 58.9 % | 8.7 % | 280,570 |
| CSOSA | 18.7 % | 71.3 % | 10.1 % | 215 |
| DHS | 54.5 % | 39.1 % | 6.4 % | 24,446 |
| DOC | 12.1 % | 81.7 % | 6.3 % | 9,271 |
| DOE | 19.6 % | 72.5 % | 7.9 % | 7,828 |
| DOI | 31.1 % | 58.0 % | 10.8 % | 13,392 |
| DOJ | 54.3 % | 37.6 % | 8.0 % | 14,578 |
| DOL | 13.0 % | 80.7 % | 6.3 % | 6,668 |
| DOT | 25.7 % | 65.7 % | 8.5 % | 8,165 |
| ED | 2.4 % | 96.0 % | 1.6 % | 2,168 |
| EEOC | 1.4 % | 95.7 % | 2.9 % | 933 |
| EPA | 7.5 % | 87.7 % | 4.8 % | 6,460 |
| FCC | 5.0 % | 90.1 % | 4.9 % | 549 |
| FERC | 2.4 % | 94.1 % | 3.5 % | 1,058 |
| FTC | 1.1 % | 96.0 % | 2.9 % | 536 |
| GSA | 7.8 % | 86.5 % | 5.7 % | 6,429 |
| HHS | 16.9 % | 78.4 % | 4.7 % | 18,437 |
| HUD | 2.5 % | 95.0 % | 2.5 % | 4,227 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q54) Does the type of work you do require you to be physically present at a worksite?

| Agency | Yes | No | Other | Item Response Total** |
|----------------|--------|--------|--------|-----------------------|
| All Responses | 32.4 % | 58.9 % | 8.7 % | 280,570 |
| NARA | 35.1 % | 47.1 % | 17.8 % | 1,270 |
| NCUA | 5.2 % | 86.9 % | 7.9 % | 852 |
| NLRB | 4.1 % | 90.5 % | 5.4 % | 594 |
| NRC | 14.8 % | 78.4 % | 6.8 % | 1,800 |
| NSF | 1.1 % | 97.0 % | 1.9 % | 884 |
| OMB | 5.7 % | 91.1 % | 3.2 % | 415 |
| OPM | 6.9 % | 87.4 % | 5.7 % | 1,214 |
| PBGC | 0.9 % | 98.1 % | 0.9 % | 565 |
| RRB | 13.9 % | 79.3 % | 6.8 % | 259 |
| SBA | 2.9 % | 94.3 % | 2.8 % | 1,347 |
| SSA | 8.3 % | 86.8 % | 4.9 % | 10,955 |
| State | 36.7 % | 51.7 % | 11.6 % | 8,853 |
| USAGM | 18.7 % | 72.5 % | 8.8 % | 766 |
| USAID | 6.9 % | 87.6 % | 5.5 % | 1,546 |
| USDA | 35.7 % | 53.0 % | 11.3 % | 19,857 |
| USDT | 11.2 % | 83.5 % | 5.3 % | 15,171 |
| Small Agencies | 12.0 % | 82.5 % | 5.6 % | 5,007 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(Q54) Does the type of work you do require you to be physically present at a worksite?

| Agency | Yes | No | Other | Item Response Total** |
|----------------|--------|--------|--------|-----------------------|
| All Responses | 32.4 % | 58.9 % | 8.7 % | 280,570 |
| DOD | 33.8 % | 55.8 % | 10.5 % | 83,855 |
| USACE | 23.5 % | 67.7 % | 8.8 % | 15,022 |
| Air Force | 35.9 % | 53.1 % | 11.0 % | 12,995 |
| †Army | 35.0 % | 54.7 % | 10.3 % | 19,411 |
| †Navy | 35.1 % | 53.2 % | 11.8 % | 15,592 |
| Marine Corps | 37.2 % | 51.3 % | 11.5 % | 4,420 |
| DOD 4th Estate | 27.6 % | 64.5 % | 7.8 % | 16,415 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(55) My agency's leadership updates employees about return to the worksite planning.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 24.6 % | 40.0 % | 19.2 % | 10.4 % | 5.8 % | 269,767 | 10,053 |
| CSOSA | 34.6 % | 48.2 % | 7.9 % | 6.2 % | 3.1 % | 214 | 1 |
| DHS | 20.9 % | 36.0 % | 22.7 % | 11.5 % | 8.9 % | 22,644 | 1,736 |
| DOC | 32.1 % | 43.8 % | 14.1 % | 6.5 % | 3.5 % | 8,835 | 411 |
| DOE | 28.9 % | 40.0 % | 14.6 % | 10.3 % | 6.2 % | 7,686 | 131 |
| DOI | 20.9 % | 43.1 % | 19.3 % | 11.5 % | 5.2 % | 12,956 | 414 |
| DOJ | 19.7 % | 37.4 % | 23.3 % | 12.5 % | 7.1 % | 13,798 | 712 |
| DOL | 37.9 % | 44.6 % | 9.4 % | 5.5 % | 2.6 % | 6,621 | 49 |
| DOT | 22.6 % | 41.3 % | 17.3 % | 12.3 % | 6.6 % | 7,951 | 196 |
| ED | 25.5 % | 46.8 % | 12.5 % | 10.8 % | 4.3 % | 2,147 | 14 |
| EEOC | 38.3 % | 41.9 % | 11.0 % | 4.8 % | 3.9 % | 930 | 6 |
| EPA | 27.8 % | 46.7 % | 13.3 % | 8.2 % | 4.0 % | 6,404 | 48 |
| FCC | 40.4 % | 43.0 % | 7.0 % | 8.5 % | 1.1 % | 543 | 3 |
| FERC | 51.3 % | 34.5 % | 6.8 % | 5.0 % | 2.4 % | 1,047 | 8 |
| FTC | 37.7 % | 37.0 % | 11.2 % | 8.5 % | 5.6 % | 530 | 4 |
| GSA | 56.8 % | 36.1 % | 4.6 % | 1.6 % | 1.0 % | 6,416 | 14 |
| HHS | 36.9 % | 43.7 % | 10.7 % | 6.0 % | 2.8 % | 18,164 | 246 |
| HUD | 28.6 % | 44.1 % | 14.3 % | 9.0 % | 4.0 % | 4,173 | 48 |
| NARA | 48.8 % | 39.2 % | 7.3 % | 3.1 % | 1.6 % | 1,263 | 2 |
| NCUA | 43.0 % | 40.1 % | 9.2 % | 4.9 % | 2.9 % | 850 | 1 |
| NLRB | 30.6 % | 42.0 % | 6.0 % | 6.6 % | 14.8 % | 592 | 2 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(55) My agency's leadership updates employees about return to the worksite planning.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 24.6 % | 40.0 % | 19.2 % | 10.4 % | 5.8 % | 269,767 | 10,053 |
| NRC | 37.5 % | 48.5 % | 7.7 % | 3.9 % | 2.3 % | 1,796 | 1 |
| NSF | 52.3 % | 33.3 % | 6.6 % | 5.2 % | 2.6 % | 875 | 3 |
| OMB | 53.5 % | 41.0 % | 2.6 % | 1.5 % | 1.3 % | 415 | 0 |
| OPM | 28.6 % | 38.8 % | 17.4 % | 8.8 % | 6.3 % | 1,169 | 38 |
| PBGC | 38.7 % | 41.2 % | 9.2 % | 8.3 % | 2.7 % | 557 | 6 |
| RRB | 32.6 % | 51.4 % | 7.5 % | 5.4 % | 3.2 % | 256 | 2 |
| SBA | 28.0 % | 39.6 % | 15.9 % | 10.7 % | 5.8 % | 1,329 | 17 |
| SSA | 20.9 % | 46.1 % | 15.6 % | 10.7 % | 6.6 % | 10,787 | 143 |
| State | 29.4 % | 49.4 % | 12.2 % | 6.8 % | 2.2 % | 8,636 | 172 |
| USAGM | 32.3 % | 52.2 % | 8.6 % | 4.5 % | 2.4 % | 757 | 6 |
| USAID | 21.9 % | 44.6 % | 15.4 % | 12.6 % | 5.5 % | 1,524 | 20 |
| USDA | 21.9 % | 45.2 % | 19.6 % | 9.4 % | 3.9 % | 19,063 | 750 |
| USDT | 23.5 % | 35.2 % | 19.2 % | 13.5 % | 8.6 % | 14,422 | 699 |
| Small Agencies | 39.4 % | 40.4 % | 9.2 % | 6.8 % | 4.1 % | 4,974 | 28 |
| DOD | 23.7 % | 39.1 % | 20.9 % | 10.8 % | 5.6 % | 79,443 | 4,122 |
| USACE | 26.0 % | 44.4 % | 16.8 % | 8.9 % | 4.0 % | 14,507 | 478 |
| Air Force | 24.5 % | 37.7 % | 22.4 % | 10.1 % | 5.4 % | 11,997 | 931 |
| †Army | 22.7 % | 37.5 % | 21.9 % | 11.7 % | 6.1 % | 18,156 | 1,174 |
| †Navy | 22.3 % | 41.8 % | 19.8 % | 10.6 % | 5.5 % | 14,891 | 653 |
| Marine Corps | 21.8 % | 36.8 % | 23.6 % | 12.1 % | 5.7 % | 4,129 | 268 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(55) My agency's leadership updates employees about return to the worksite planning.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 24.6 % | 40.0 % | 19.2 % | 10.4 % | 5.8 % | 269,767 | 10,053 |
| DOD 4thEstate | 26.5 % | 38.0 % | 19.5 % | 10.7 % | 5.4 % | 15,763 | 618 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(56) In plans to return more employees to the worksite, my organization has made employee safety a top priority.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 28.1 % | 34.1 % | 23.6 % | 8.1 % | 6.1 % | 256,567 | 22,914 |
| CSOSA | 31.8 % | 33.2 % | 18.1 % | 8.7 % | 8.2 % | 206 | 7 |
| DHS | 22.5 % | 31.1 % | 25.5 % | 10.6 % | 10.3 % | 21,904 | 2,461 |
| DOC | 41.8 % | 37.6 % | 15.5 % | 3.0 % | 2.0 % | 8,261 | 977 |
| DOE | 40.8 % | 35.3 % | 15.8 % | 3.8 % | 4.4 % | 7,119 | 691 |
| DOI | 25.6 % | 38.3 % | 24.4 % | 7.4 % | 4.3 % | 12,220 | 1,125 |
| DOJ | 21.5 % | 29.2 % | 28.5 % | 11.3 % | 9.6 % | 13,202 | 1,292 |
| DOL | 41.3 % | 35.0 % | 16.8 % | 3.9 % | 3.0 % | 6,157 | 504 |
| DOT | 28.4 % | 35.6 % | 21.6 % | 8.1 % | 6.3 % | 7,576 | 568 |
| ED | 30.1 % | 39.9 % | 21.1 % | 6.0 % | 2.9 % | 1,984 | 174 |
| EEOC | 42.0 % | 34.6 % | 16.0 % | 4.0 % | 3.4 % | 845 | 90 |
| EPA | 32.6 % | 40.7 % | 18.7 % | 5.1 % | 3.0 % | 5,902 | 542 |
| FCC | 45.8 % | 31.6 % | 15.3 % | 5.4 % | 1.9 % | 496 | 50 |
| FERC | 60.9 % | 24.4 % | 10.1 % | 3.0 % | 1.6 % | 994 | 60 |
| FTC | 59.4 % | 28.9 % | 9.8 % | 0.8 % | 1.1 % | 475 | 56 |
| GSA | 55.5 % | 29.2 % | 9.8 % | 3.3 % | 2.2 % | 6,251 | 170 |
| HHS | 39.7 % | 35.4 % | 17.1 % | 4.7 % | 3.1 % | 17,093 | 1,297 |
| HUD | 31.5 % | 33.6 % | 24.5 % | 5.8 % | 4.6 % | 3,706 | 507 |
| NARA | 53.2 % | 29.7 % | 11.2 % | 3.1 % | 2.7 % | 1,249 | 15 |
| NCUA | 53.2 % | 34.9 % | 8.0 % | 1.8 % | 2.1 % | 819 | 32 |
| NLRB | 23.5 % | 25.0 % | 14.7 % | 10.1 % | 26.8 % | 567 | 24 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(56) In plans to return more employees to the worksite, my organization has made employee safety a top priority.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 28.1 % | 34.1 % | 23.6 % | 8.1 % | 6.1 % | 256,567 | 22,914 |
| NRC | 24.9 % | 29.8 % | 15.4 % | 14.8 % | 15.2 % | 1,774 | 20 |
| NSF | 67.6 % | 23.3 % | 6.6 % | 1.5 % | 0.9 % | 848 | 34 |
| OMB | 38.4 % | 33.8 % | 13.6 % | 9.2 % | 5.0 % | 407 | 7 |
| OPM | 36.2 % | 34.3 % | 21.1 % | 4.0 % | 4.3 % | 1,051 | 153 |
| PBGC | 45.6 % | 35.0 % | 13.4 % | 4.3 % | 1.7 % | 505 | 58 |
| RRB | 32.1 % | 38.6 % | 18.5 % | 5.6 % | 5.1 % | 243 | 15 |
| SBA | 34.1 % | 37.1 % | 21.7 % | 4.3 % | 2.8 % | 1,239 | 104 |
| SSA | 24.6 % | 34.3 % | 26.9 % | 7.7 % | 6.5 % | 9,419 | 1,496 |
| State | 28.3 % | 36.9 % | 20.0 % | 9.9 % | 4.8 % | 8,484 | 308 |
| USAGM | 30.8 % | 38.4 % | 17.8 % | 7.4 % | 5.6 % | 733 | 31 |
| USAID | 28.2 % | 42.3 % | 20.9 % | 6.1 % | 2.5 % | 1,382 | 160 |
| USDA | 24.9 % | 39.0 % | 25.2 % | 6.4 % | 4.5 % | 18,260 | 1,528 |
| USDT | 29.6 % | 33.8 % | 23.1 % | 7.0 % | 6.5 % | 13,181 | 1,918 |
| Small Agencies | 43.4 % | 32.4 % | 14.3 % | 5.1 % | 4.8 % | 4,744 | 252 |
| DOD | 27.2 % | 34.1 % | 24.5 % | 8.6 % | 5.7 % | 77,271 | 6,188 |
| USACE | 30.3 % | 38.4 % | 20.9 % | 6.3 % | 4.1 % | 14,124 | 843 |
| Air Force | 27.4 % | 33.3 % | 25.1 % | 9.0 % | 5.1 % | 11,894 | 1,028 |
| †Army | 26.4 % | 32.7 % | 26.1 % | 8.7 % | 6.1 % | 17,781 | 1,522 |
| †Navy | 25.0 % | 35.8 % | 23.7 % | 9.2 % | 6.2 % | 14,635 | 898 |
| Marine Corps | 23.5 % | 30.7 % | 27.9 % | 10.9 % | 7.0 % | 4,047 | 338 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(56) In plans to return more employees to the worksite, my organization has made employee safety a top priority.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 28.1 % | 34.1 % | 23.6 % | 8.1 % | 6.1 % | 256,567 | 22,914 |
| DOD 4th Estate | 32.5 % | 33.8 % | 22.1 % | 6.7 % | 4.8 % | 14,790 | 1,559 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|---------------|----------------|--------|-------------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 28.5 % | 36.0 % | 18.0 % | 8.4 % | 9.1 % | 271,802 | 7,805 |
| CSOSA | 35.3 % | 33.9 % | 17.3 % | 4.9 % | 8.7 % | 212 | 2 |
| DHS | 22.9 % | 32.2 % | 18.8 % | 10.3 % | 15.7 % | 23,639 | 733 |
| DOC | 39.8 % | 40.7 % | 12.1 % | 4.0 % | 3.4 % | 8,938 | 301 |
| DOE | 39.3 % | 37.4 % | 11.9 % | 4.4 % | 7.0 % | 7,620 | 192 |
| DOI | 24.2 % | 38.4 % | 20.5 % | 8.6 % | 8.3 % | 12,956 | 392 |
| DOJ | 21.2 % | 31.3 % | 20.6 % | 12.2 % | 14.8 % | 14,067 | 436 |
| DOL | 41.4 % | 37.3 % | 12.9 % | 4.2 % | 4.2 % | 6,469 | 193 |
| DOT | 27.7 % | 37.3 % | 16.7 % | 7.8 % | 10.5 % | 7,913 | 231 |
| ED | 32.0 % | 46.4 % | 14.7 % | 4.2 % | 2.8 % | 2,087 | 74 |
| EEOC | 46.7 % | 39.4 % | 9.4 % | 2.2 % | 2.3 % | 900 | 34 |
| EPA | 32.4 % | 44.6 % | 16.1 % | 4.1 % | 2.8 % | 6,229 | 220 |
| FCC | 46.4 % | 39.9 % | 8.6 % | 3.8 % | 1.3 % | 521 | 23 |
| FERC | 60.6 % | 30.6 % | 6.8 % | 0.8 % | 1.2 % | 1,039 | 15 |
| FTC | 57.9 % | 30.9 % | 8.8 % | 1.0 % | 1.4 % | 521 | 12 |
| GSA | 57.4 % | 31.0 % | 7.8 % | 2.0 % | 1.8 % | 6,335 | 92 |
| HHS | 40.6 % | 39.2 % | 12.9 % | 4.1 % | 3.2 % | 17,949 | 440 |
| HUD | 32.1 % | 41.8 % | 17.1 % | 4.7 % | 4.3 % | 4,011 | 210 |
| NARA | 48.3 % | 29.9 % | 12.2 % | 4.6 % | 5.0 % | 1,246 | 14 |
| NCUA | 52.4 % | 33.8 % | 8.5 % | 2.9 % | 2.4 % | 836 | 13 |
| NLRB | 28.0 % | 33.9 % | 14.1 % | 5.4 % | 18.6 % | 584 | 10 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 28.5 % | 36.0 % | 18.0 % | 8.4 % | 9.1 % | 271,802 | 7,805 |
| NRC | 28.8 % | 37.7 % | 16.1 % | 8.3 % | 9.1 % | 1,767 | 31 |
| NSF | 68.9 % | 24.7 % | 4.4 % | 1.2 % | 0.8 % | 868 | 11 |
| OMB | 33.4 % | 36.3 % | 14.6 % | 8.9 % | 6.7 % | 406 | 9 |
| OPM | 35.6 % | 38.9 % | 15.7 % | 4.6 % | 5.2 % | 1,163 | 43 |
| PBGC | 48.2 % | 38.4 % | 9.2 % | 3.0 % | 1.2 % | 553 | 12 |
| RRB | 34.4 % | 41.9 % | 14.7 % | 4.6 % | 4.3 % | 247 | 12 |
| SBA | 36.3 % | 41.0 % | 15.5 % | 4.5 % | 2.8 % | 1,307 | 37 |
| SSA | 25.5 % | 41.1 % | 18.5 % | 7.5 % | 7.4 % | 10,485 | 441 |
| State | 25.1 % | 35.9 % | 20.3 % | 11.6 % | 7.0 % | 8,669 | 132 |
| USAGM | 31.1 % | 42.7 % | 16.1 % | 4.7 % | 5.3 % | 735 | 24 |
| USAID | 29.1 % | 46.5 % | 16.0 % | 5.5 % | 2.9 % | 1,490 | 53 |
| USDA | 23.3 % | 36.6 % | 20.9 % | 9.0 % | 10.2 % | 19,140 | 656 |
| USDT | 31.2 % | 39.4 % | 16.1 % | 6.0 % | 7.3 % | 14,572 | 536 |
| Small Agencies | 42.9 % | 37.3 % | 12.1 % | 3.7 % | 3.9 % | 4,890 | 107 |
| DOD | 28.4 % | 35.6 % | 18.6 % | 8.9 % | 8.5 % | 81,438 | 2,064 |
| USACE | 30.6 % | 39.7 % | 16.6 % | 6.4 % | 6.7 % | 14,668 | 301 |
| Air Force | 28.3 % | 34.6 % | 18.5 % | 9.7 % | 8.8 % | 12,554 | 381 |
| †Army | 28.0 % | 34.2 % | 19.7 % | 9.5 % | 8.6 % | 18,783 | 525 |
| †Navy | 25.6 % | 36.4 % | 19.1 % | 9.2 % | 9.7 % | 15,235 | 300 |
| Marine Corps | 24.7 % | 34.1 % | 21.2 % | 10.3 % | 9.7 % | 4,275 | 118 |

2021 Office of Personnel Management Federal Employee Viewpoint Survey: Report by Agency

(57) Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

| Agency | Strongly Agree | Agree | Neither Agree nor Disagree | Disagree | Strongly Disagree | Item Response Total** | Do Not Know |
|----------------|----------------|--------|----------------------------|----------|-------------------|-----------------------|-------------|
| All Responses | 28.5 % | 36.0 % | 18.0 % | 8.4 % | 9.1 % | 271,802 | 7,805 |
| DOD 4th Estate | 34.7 % | 37.5 % | 15.8 % | 6.4 % | 5.7 % | 15,923 | 439 |

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

†In this report, Army results do not include U.S. Army Corps of Engineers and Navy results do not include U.S. Marine Corps.

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