

2021 OPM FEVS Indices - Overall Employee Engagement Index Comparisons

Size Category	Agency	2017	2018	2019	2020	2021
Governmentwide	Governmentwide	67	68	68	72	71
Very Large	Department of Agriculture	68	65	65	69	70
Very Large	Department of Defense, Overall	68	69	70	74	71
Very Large	United States Department of the Air Force	68	68	70	74	72
Very Large	United States Department of the Army	68	68	70	73	70
Very Large	United States Department of the Navy	69	69	70	74	71
Very Large	OSD, Joint Staff, Defense Agencies, and Field Activities (DOD 4th Estate)	67	69	70	74	73
Very Large	Department of Health and Human Services	72	73	74	76	77
Very Large	Department of Homeland Security	60	60	62	66	65
Very Large	Department of Justice	68	67	67	69	65
Very Large	Department of the Treasury	68	68	69	75	74
Large	Department of Commerce	71	71	73	76	76
Large	Department of Energy	70	72	72	77	77
Large	Department of Labor	70	68	68	73	76
Large	Department of State	69	68	68	72	71
Large	Department of the Interior	66	65	66	69	70
Large	Department of Transportation	69	69	69	76	72
Large	Environmental Protection Agency	69	67	68	73	78
Large	General Services Administration	76	76	78	83	83
Large	Social Security Administration	67	67	67	68	69
Medium	Court Services and Offender Supervision Agency	69	69	66	70	70
Medium	Department of Education	67	63	62	70	76
Medium	Department of Housing and Urban Development	69	67	68	75	77
Medium	Equal Employment Opportunity Commission	71	70	72	77	80
Medium	Federal Communications Commission	69	71	71	78	79
Medium	Federal Energy Regulatory Commission	81	82	82	85	84
Medium	Federal Trade Commission	83	83	84	87	74
Medium	National Archives and Records Administration	69	67	67	76	77
Medium	National Credit Union Administration	69	67	69	76	77
Medium	National Labor Relations Board	72	67	63	67	73
Medium	National Science Foundation	75	76	77	83	84
Medium	Nuclear Regulatory Commission	75	77	74	78	76
Medium	Office of Personnel Management	71	72	74	76	77
Medium	Small Business Administration	67	69	70	73	76
Medium	U.S. Agency for Global Media	59	61	62	60	70
Medium	U.S. Agency for International Development	72	71	71	73	75
Small	Commodity Futures Trading Commission	67	68	66	70	72
Small	Consumer Product Safety Commission	73	69	66	75	71
Small	Corporation for National and Community Service	77	73	65	71	75
Small	Export-Import Bank of the United States	63	55	59	75	80
Small	Farm Credit Administration	75	78	79	84	82
Small	Federal Election Commission	56	63	65	77	72
Small	Federal Housing Finance Agency	66	68	68	79	75
Small	Federal Labor Relations Authority	77	60	64	73	78

Size Category	Agency	2017	2018	2019	2020	2021
Governmentwide	Governmentwide	67	68	68	72	71
Small	Federal Maritime Commission	72	73	76	83	81
Small	Federal Mediation and Conciliation Service	85	85	76	78	69
Small	Federal Retirement Thrift Investment Board	66	68	70	77	77
Small	International Boundary and Water Commission	63	64	62	61	61
Small	Merit Systems Protection Board	70	66	72	80	80
Small	National Endowment for the Arts	81	73	73	75	78
Small	National Endowment for the Humanities	79	70	68	65	80
Small	National Gallery of Art	65	66	66	67	66
Small	National Indian Gaming Commission	68	81	72	73	81
Small	National Transportation Safety Board	74	74	75	81	76
Small	Office of Management and Budget	74	72	72	70	80
Small	Office of the U.S. Trade Representative	68	66	70	67	74
Small	Pension Benefit Guaranty Corporation	75	79	80	84	84
Small	Railroad Retirement Board	69	68	69	71	72
Small	Selective Service System	57	62	71	82	84
Small	Surface Transportation Board	71	69	70	79	80
Small	U.S. International Development Finance Corporation	75	73	64	67	77
Small	U.S. International Trade Commission	79	83	84	87	84
Small	U.S. Office of Special Counsel	78	73	79	87	87
Very Small	AbilityOne Commission	65	42	47	70	65
Very Small	American Battle Monuments Commission	59	66	61	70	70
Very Small	Commission on Civil Rights	55	59	69	72	65
Very Small	Defense Nuclear Facilities Safety Board	56	57	61	73	82
Very Small	Farm Credit System Insurance Corporation	94	100	98	99	95
Very Small	Federal Mine Safety and Health Review Commission	.	76	74	87	82
Very Small	Institute of Museum and Library Services	56	55	52	78	83
Very Small	Inter-American Foundation	67	67	70	77	83
Very Small	John F. Kennedy Center for the Performing Arts	.	.	50	70	56
Very Small	Marine Mammal Commission	96	100	98	95	95
Very Small	National Capital Planning Commission	85	84	83	96	95
Very Small	National Mediation Board	68	62	57	77	80
Very Small	Occupational Safety and Health Review Commission	77	80	88	89	94
Very Small	Office of Navajo and Hopi Indian Relocation	73	72	71	77	67
Very Small	Postal Regulatory Commission	78	79	78	88	88
Very Small	U.S. Access Board	61	59	79	86	92
Very Small	U.S. Office of Government Ethics	83	89	88	88	89

2021 OPM FEVS Indices - Employee Engagement Index Comparisons - Intrinsic Work Experience

Size Category	Agency	2017	2018	2019	2020	2021
Governmentwide	Governmentwide	71	72	72	76	73
Very Large	Department of Agriculture	73	71	70	74	73
Very Large	Department of Defense, Overall	72	72	73	77	74
Very Large	United States Department of the Air Force	72	72	73	77	74
Very Large	United States Department of the Army	72	73	74	76	73
Very Large	United States Department of the Navy	73	73	73	77	74
Very Large	OSD, Joint Staff, Defense Agencies, and Field Activities (DOD 4th Estate)	71	72	73	77	75
Very Large	Department of Health and Human Services	76	77	77	80	79
Very Large	Department of Homeland Security	64	64	65	69	66
Very Large	Department of Justice	71	71	71	73	68
Very Large	Department of the Treasury	70	70	71	77	75
Large	Department of Commerce	74	74	75	78	78
Large	Department of Energy	73	75	75	80	79
Large	Department of Labor	73	72	71	75	76
Large	Department of State	73	72	72	76	71
Large	Department of the Interior	72	73	73	76	75
Large	Department of Transportation	73	73	72	79	74
Large	Environmental Protection Agency	73	72	73	78	80
Large	General Services Administration	77	77	79	83	83
Large	Social Security Administration	72	71	70	72	70
Medium	Court Services and Offender Supervision Agency	73	75	72	74	75
Medium	Department of Education	70	67	66	73	77
Medium	Department of Housing and Urban Development	72	72	73	78	78
Medium	Equal Employment Opportunity Commission	74	74	76	80	81
Medium	Federal Communications Commission	69	72	73	79	79
Medium	Federal Energy Regulatory Commission	79	80	81	84	82
Medium	Federal Trade Commission	84	85	84	89	75
Medium	National Archives and Records Administration	74	71	71	79	78
Medium	National Credit Union Administration	72	70	70	77	76
Medium	National Labor Relations Board	73	72	65	68	74
Medium	National Science Foundation	78	79	80	84	86
Medium	Nuclear Regulatory Commission	76	78	76	79	78
Medium	Office of Personnel Management	73	74	76	79	78
Medium	Small Business Administration	72	73	74	79	78
Medium	U.S. Agency for Global Media	66	67	69	69	75
Medium	U.S. Agency for International Development	75	74	73	77	74
Small	Commodity Futures Trading Commission	68	67	67	71	73
Small	Consumer Product Safety Commission	75	72	70	78	74
Small	Corporation for National and Community Service	79	78	69	74	76
Small	Export-Import Bank of the United States	71	65	69	81	86
Small	Farm Credit Administration	76	78	79	84	82
Small	Federal Election Commission	61	69	71	83	74
Small	Federal Housing Finance Agency	69	71	72	79	76
Small	Federal Labor Relations Authority	79	62	67	76	84

Size Category	Agency	2017	2018	2019	2020	2021
Governmentwide	Governmentwide	71	72	72	76	73
Small	Federal Maritime Commission	75	76	76	86	82
Small	Federal Mediation and Conciliation Service	90	89	81	83	73
Small	Federal Retirement Thrift Investment Board	67	70	73	78	77
Small	International Boundary and Water Commission	69	77	72	72	70
Small	Merit Systems Protection Board	76	72	75	85	82
Small	National Endowment for the Arts	86	79	81	83	79
Small	National Endowment for the Humanities	83	78	75	76	84
Small	National Gallery of Art	71	73	72	72	70
Small	National Indian Gaming Commission	69	82	76	73	75
Small	National Transportation Safety Board	79	78	79	82	79
Small	Office of Management and Budget	78	78	79	76	79
Small	Office of the U.S. Trade Representative	73	66	72	75	72
Small	Pension Benefit Guaranty Corporation	79	81	82	86	86
Small	Railroad Retirement Board	71	71	72	73	72
Small	Selective Service System	62	66	75	84	81
Small	Surface Transportation Board	76	71	69	79	78
Small	U.S. International Development Finance Corporation	78	77	66	70	77
Small	U.S. International Trade Commission	81	85	88	88	84
Small	U.S. Office of Special Counsel	77	73	76	88	89
Very Small	AbilityOne Commission	68	50	51	74	72
Very Small	American Battle Monuments Commission	73	73	70	72	74
Very Small	Commission on Civil Rights	62	74	77	81	69
Very Small	Defense Nuclear Facilities Safety Board	57	55	62	74	81
Very Small	Farm Credit System Insurance Corporation	90	100	100	98	90
Very Small	Federal Mine Safety and Health Review Commission	.	75	77	86	86
Very Small	Institute of Museum and Library Services	62	63	61	82	83
Very Small	Inter-American Foundation	69	72	68	78	77
Very Small	John F. Kennedy Center for the Performing Arts	.	.	55	72	61
Very Small	Marine Mammal Commission	97	100	97	93	93
Very Small	National Capital Planning Commission	89	83	81	94	95
Very Small	National Mediation Board	70	64	73	83	82
Very Small	Occupational Safety and Health Review Commission	82	88	92	93	96
Very Small	Office of Navajo and Hopi Indian Relocation	86	81	83	85	73
Very Small	Postal Regulatory Commission	75	80	74	89	87
Very Small	U.S. Access Board	69	67	85	90	98
Very Small	U.S. Office of Government Ethics	87	90	89	91	89

2021 OPM FEVS Indices - Employee Engagement Index Comparisons - Leaders Lead

Size Category	Agency	2017	2018	2019	2020	2021
Governmentwide	Governmentwide	55	56	57	62	60
Very Large	Department of Agriculture	54	49	49	55	55
Very Large	Department of Defense, Overall	58	58	60	64	61
Very Large	United States Department of the Air Force	60	59	61	66	63
Very Large	United States Department of the Army	57	57	59	63	60
Very Large	United States Department of the Navy	59	59	59	64	60
Very Large	OSD, Joint Staff, Defense Agencies, and Field Activities (DOD 4th Estate)	57	59	60	64	63
Very Large	Department of Health and Human Services	63	64	64	68	70
Very Large	Department of Homeland Security	45	47	49	54	53
Very Large	Department of Justice	58	55	56	57	52
Very Large	Department of the Treasury	56	56	58	65	66
Large	Department of Commerce	58	60	62	65	67
Large	Department of Energy	58	59	60	67	67
Large	Department of Labor	60	57	56	62	66
Large	Department of State	54	53	54	56	62
Large	Department of the Interior	51	49	48	53	55
Large	Department of Transportation	55	56	55	65	59
Large	Environmental Protection Agency	54	48	50	56	68
Large	General Services Administration	67	67	69	78	77
Large	Social Security Administration	58	57	57	59	59
Medium	Court Services and Offender Supervision Agency	55	56	53	55	54
Medium	Department of Education	53	46	43	53	65
Medium	Department of Housing and Urban Development	56	53	54	64	69
Medium	Equal Employment Opportunity Commission	62	61	62	68	74
Medium	Federal Communications Commission	59	59	59	71	72
Medium	Federal Energy Regulatory Commission	76	78	76	81	79
Medium	Federal Trade Commission	76	77	80	85	56
Medium	National Archives and Records Administration	56	52	52	65	66
Medium	National Credit Union Administration	58	56	57	68	69
Medium	National Labor Relations Board	65	49	46	51	62
Medium	National Science Foundation	66	66	70	77	79
Medium	Nuclear Regulatory Commission	66	68	65	69	64
Medium	Office of Personnel Management	59	59	61	64	69
Medium	Small Business Administration	56	59	59	62	66
Medium	U.S. Agency for Global Media	44	48	49	42	58
Medium	U.S. Agency for International Development	63	61	60	58	66
Small	Commodity Futures Trading Commission	54	56	52	58	59
Small	Consumer Product Safety Commission	64	57	51	62	56
Small	Corporation for National and Community Service	67	59	43	57	67
Small	Export-Import Bank of the United States	46	34	39	62	66
Small	Farm Credit Administration	66	70	70	77	72
Small	Federal Election Commission	34	41	45	61	57
Small	Federal Housing Finance Agency	51	57	54	71	66
Small	Federal Labor Relations Authority	70	41	40	54	69

Size Category	Agency	2017	2018	2019	2020	2021
Governmentwide	Governmentwide	55	56	57	62	60
Small	Federal Maritime Commission	63	68	72	78	74
Small	Federal Mediation and Conciliation Service	80	80	61	63	47
Small	Federal Retirement Thrift Investment Board	51	52	57	68	62
Small	International Boundary and Water Commission	53	46	45	43	44
Small	Merit Systems Protection Board	57	54	61	74	72
Small	National Endowment for the Arts	76	60	54	57	69
Small	National Endowment for the Humanities	68	52	46	43	70
Small	National Gallery of Art	53	52	53	54	52
Small	National Indian Gaming Commission	57	75	63	65	78
Small	National Transportation Safety Board	62	62	64	74	68
Small	Office of Management and Budget	56	52	52	44	74
Small	Office of the U.S. Trade Representative	52	51	56	47	70
Small	Pension Benefit Guaranty Corporation	65	71	74	78	78
Small	Railroad Retirement Board	62	60	60	65	64
Small	Selective Service System	49	51	58	76	83
Small	Surface Transportation Board	61	59	60	69	75
Small	U.S. International Development Finance Corporation	67	63	50	47	70
Small	U.S. International Trade Commission	71	77	78	81	77
Small	U.S. Office of Special Counsel	71	66	72	82	84
Very Small	AbilityOne Commission	59	37	46	65	55
Very Small	American Battle Monuments Commission	39	52	50	62	48
Very Small	Commission on Civil Rights	27	36	43	49	50
Very Small	Defense Nuclear Facilities Safety Board	29	33	35	57	72
Very Small	Farm Credit System Insurance Corporation	100	100	95	100	100
Very Small	Federal Mine Safety and Health Review Commission	.	63	66	87	74
Very Small	Institute of Museum and Library Services	34	30	27	67	80
Very Small	Inter-American Foundation	59	64	70	81	85
Very Small	John F. Kennedy Center for the Performing Arts	.	.	39	48	35
Very Small	Marine Mammal Commission	97	100	98	95	96
Very Small	National Capital Planning Commission	82	86	76	95	94
Very Small	National Mediation Board	60	49	45	76	69
Very Small	Occupational Safety and Health Review Commission	70	67	79	83	88
Very Small	Office of Navajo and Hopi Indian Relocation	64	65	61	62	63
Very Small	Postal Regulatory Commission	74	71	71	84	82
Very Small	U.S. Access Board	48	51	67	79	87
Very Small	U.S. Office of Government Ethics	78	86	85	84	83

2021 OPM FEVS Indices - Employee Engagement Index Comparisons - Supervisors

Size Category	Agency	2017	2018	2019	2020	2021
Governmentwide	Governmentwide	74	75	76	80	80
Very Large	Department of Agriculture	77	76	76	79	82
Very Large	Department of Defense, Overall	74	75	76	80	79
Very Large	United States Department of the Air Force	73	74	75	81	80
Very Large	United States Department of the Army	73	74	76	79	78
Very Large	United States Department of the Navy	77	76	77	82	81
Very Large	OSD, Joint Staff, Defense Agencies, and Field Activities (DOD 4th Estate)	73	75	76	80	80
Very Large	Department of Health and Human Services	77	78	79	82	83
Very Large	Department of Homeland Security	70	70	72	77	77
Very Large	Department of Justice	74	74	74	77	75
Very Large	Department of the Treasury	78	78	79	83	82
Large	Department of Commerce	80	80	81	84	85
Large	Department of Energy	80	81	81	85	86
Large	Department of Labor	76	76	76	80	84
Large	Department of State	79	77	78	83	80
Large	Department of the Interior	75	75	76	80	80
Large	Department of Transportation	77	78	78	84	82
Large	Environmental Protection Agency	81	81	81	86	86
Large	General Services Administration	83	84	85	89	90
Large	Social Security Administration	72	73	72	75	76
Medium	Court Services and Offender Supervision Agency	78	77	74	80	81
Medium	Department of Education	78	78	77	83	85
Medium	Department of Housing and Urban Development	77	76	77	83	85
Medium	Equal Employment Opportunity Commission	76	76	77	83	84
Medium	Federal Communications Commission	79	82	80	85	85
Medium	Federal Energy Regulatory Commission	87	87	88	91	92
Medium	Federal Trade Commission	87	87	88	88	91
Medium	National Archives and Records Administration	78	78	77	85	86
Medium	National Credit Union Administration	77	77	79	84	85
Medium	National Labor Relations Board	79	79	79	82	84
Medium	National Science Foundation	81	81	82	87	89
Medium	Nuclear Regulatory Commission	83	84	82	85	87
Medium	Office of Personnel Management	81	81	84	86	86
Medium	Small Business Administration	73	74	76	80	83
Medium	U.S. Agency for Global Media	66	68	69	70	78
Medium	U.S. Agency for International Development	78	77	79	83	84
Small	Commodity Futures Trading Commission	79	80	78	81	83
Small	Consumer Product Safety Commission	80	77	77	84	83
Small	Corporation for National and Community Service	84	83	82	83	83
Small	Export-Import Bank of the United States	71	66	70	82	88
Small	Farm Credit Administration	83	87	89	93	92
Small	Federal Election Commission	74	80	80	89	85
Small	Federal Housing Finance Agency	76	76	78	85	84
Small	Federal Labor Relations Authority	82	78	84	88	82

Size Category	Agency	2017	2018	2019	2020	2021
Governmentwide	Governmentwide	74	75	76	80	80
Small	Federal Maritime Commission	78	76	80	85	86
Small	Federal Mediation and Conciliation Service	86	87	86	88	85
Small	Federal Retirement Thrift Investment Board	79	80	79	85	91
Small	International Boundary and Water Commission	68	70	68	69	67
Small	Merit Systems Protection Board	77	71	79	83	86
Small	National Endowment for the Arts	81	80	83	86	86
Small	National Endowment for the Humanities	87	81	83	76	87
Small	National Gallery of Art	73	74	72	74	75
Small	National Indian Gaming Commission	77	85	76	82	89
Small	National Transportation Safety Board	81	83	81	85	82
Small	Office of Management and Budget	88	86	84	91	86
Small	Office of the U.S. Trade Representative	80	81	82	79	80
Small	Pension Benefit Guaranty Corporation	82	84	83	88	89
Small	Railroad Retirement Board	75	72	75	76	80
Small	Selective Service System	62	69	80	86	90
Small	Surface Transportation Board	77	78	81	89	89
Small	U.S. International Development Finance Corporation	81	80	76	84	83
Small	U.S. International Trade Commission	83	87	88	91	89
Small	U.S. Office of Special Counsel	86	78	88	92	90
Very Small	AbilityOne Commission	68	39	44	71	67
Very Small	American Battle Monuments Commission	66	75	64	77	87
Very Small	Commission on Civil Rights	76	66	86	87	75
Very Small	Defense Nuclear Facilities Safety Board	81	81	84	88	92
Very Small	Farm Credit System Insurance Corporation	92	100	100	100	96
Very Small	Federal Mine Safety and Health Review Commission	.	89	79	88	87
Very Small	Institute of Museum and Library Services	70	71	69	86	87
Very Small	Inter-American Foundation	72	66	71	73	88
Very Small	John F. Kennedy Center for the Performing Arts	.	.	57	91	72
Very Small	Marine Mammal Commission	95	100	100	97	97
Very Small	National Capital Planning Commission	86	83	92	99	94
Very Small	National Mediation Board	74	73	54	72	88
Very Small	Occupational Safety and Health Review Commission	79	86	93	92	98
Very Small	Office of Navajo and Hopi Indian Relocation	69	71	70	85	67
Very Small	Postal Regulatory Commission	85	86	88	92	94
Very Small	U.S. Access Board	66	57	87	90	91
Very Small	U.S. Office of Government Ethics	85	91	91	89	94