

2022 OFFICE OF PERSONNEL MANAGEMENT

Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

Small Agency Management Report

Advisory Council on Historic Preservation

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About the 2022 OPM FEVS

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

ACHP Response Rate

52% (17 out of 33 employees responded)

Field Period: June 7, 2022–July 22, 2022
Overall 2021 Response Rate: —

Agency results have a margin of error of +/- 20%

Changes to the 2022 Survey

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

Understanding Your Results

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

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

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

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

Identifying Strengths, Challenges and Neutral Findings

65 percent positive or higher is considered a strength

35 percent negative or higher is considered a challenge

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

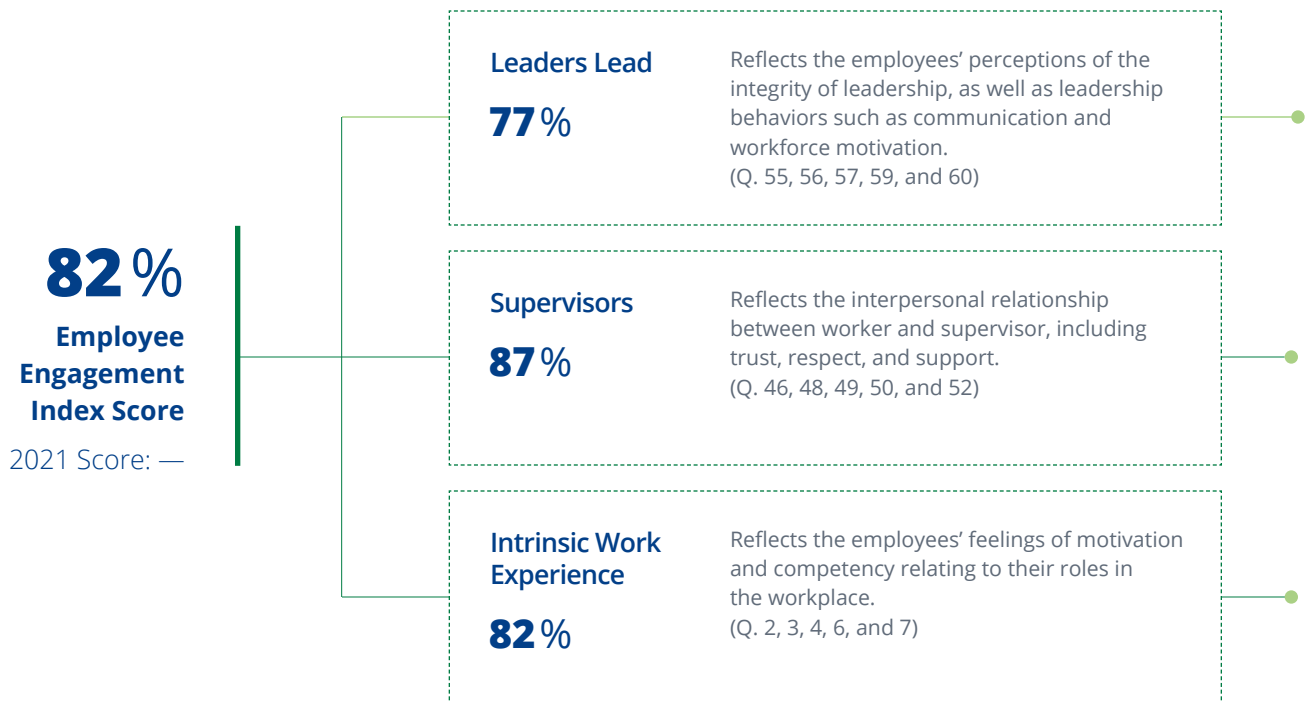
Identifying Increases and Decreases

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

Employee Engagement Index

The Employee Engagement Index (EEI) measures aspects of engagement that lead to an engaged workforce (e.g., supporting employee development, communicating agency goals). The EEI is comprised of three subindices: Leaders Lead, Supervisors, and Intrinsic Work Experience. Each subindex is assessed through questions on the OPM FEVS as listed below.

Employee Engagement Index Subindex Scores



Employee Engagement Index Subindex Trends

Agency	EEI Index Trends			
	2019	2020	2021	2022
Small Agencies, Combined	69	75	76	75
Advisory Council on Historic Preservation	—	—	—	82
Leaders Lead	—	—	—	77
Supervisors	—	—	—	87
Intrinsic Work Experience	—	—	—	82

Global Satisfaction Index

The Global Satisfaction Index is a combination of employees' satisfaction with their jobs, their pay, and their organization, plus their willingness to recommend their organization as a good place to work. The Global Satisfaction Index is an average of the scores of the four items below:

Global Satisfaction Index Item Scores



Global Satisfaction Index (continued)

Global Satisfaction Index Item Trends

Agency	GS Index Trends			
	2019	2020	2021	2022
Small Agencies, Combined	65	72	70	67
Advisory Council on Historic Preservation	—	—	—	76
Job Satisfaction	—	—	—	76
Pay Satisfaction	—	—	—	63
Organization Satisfaction	—	—	—	77
Recommend Organization	—	—	—	88

Performance Confidence Index

The Performance Confidence Index is a combination of items assessing employees' perception of their work unit's ability to achieve goals and produce work at a high level, or workplace effectiveness. The Performance Confidence Index is an average of the responses for the four items below:

Performance Confidence Index Item Scores

100 %

**Performance
Confidence
Index Score**

2021 Score: —

**Met Needs
of Customers**

Employees in my work unit meet the needs of our customers. (Q. 19)

100 %

**Contributed Positively
to Agency Performance**

Employees in my work unit contribute positively to my agency's performance. (Q. 20)

100 %

**Produced High
Quality Work**

Employees in my work unit produce high-quality work. (Q. 21)

100 %

**Adapted to
Changing Priorities**

Employees in my work unit adapt to changing priorities. (Q. 22)

100 %

Performance Confidence Index (continued)

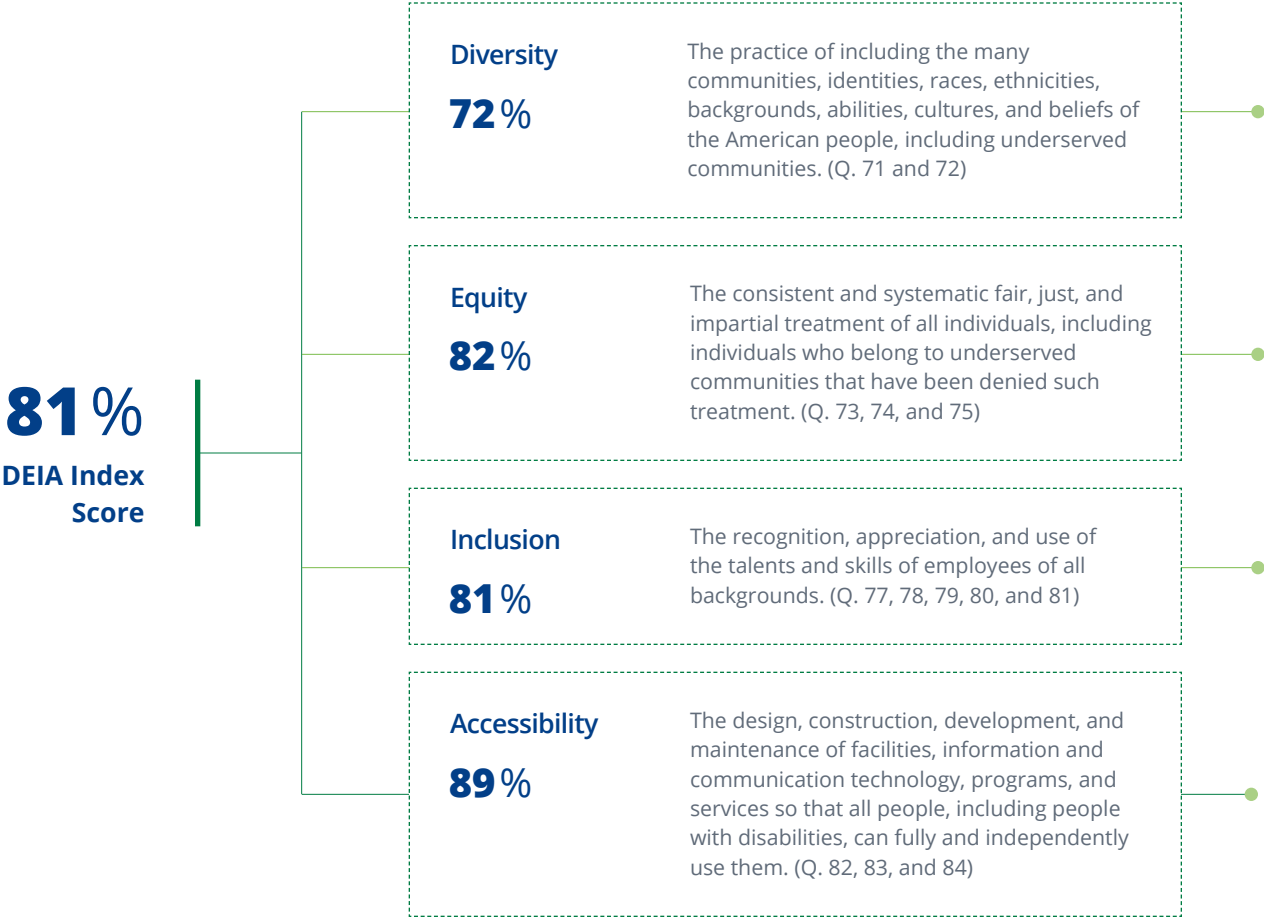
Performance Confidence Index Item Trends

Agency	PC Index Trends		
	2020	2021	2022
Small Agencies, Combined	92	91	90
Advisory Council on Historic Preservation	—	—	100
Met Needs of Customers	—	—	100
Contributed Positively to Agency Performance	—	—	100
Produced High Quality Work	—	—	100
Adapted to Changing Priorities	—	—	100

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

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

DEIA Index Subindex Scores



Decision Aid: Increases

Identifying Increases Since 2021

The items in this section are sorted by greatest to smallest increase in percent positive results. The items are sorted to allow you to quickly and easily identify where your agency has made the greatest improvements since last year.

Using the Legend Icons

The legend icons provide context for interpreting these results. While these items have improved, some may still be considered challenges (35% or more negative) or others may have reached the 65% or more positive mark and become new strengths this year. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

0 Items Increased Since 2021

Decision aid results could not be produced because your agency did not participate in the 2021 OPM Federal Employee Viewpoint Survey.

Decision Aid: Decreases

Identifying Decreases Since 2021

The items in this section are sorted by greatest to smallest decrease in percent positive results. The items are sorted to allow you to quickly and easily identify where results have dropped since last year.

Using the Legend Icons

The legend icons provide context for interpreting these results. When identifying the most critical decreases to focus on, it is important to check if these decreases are also identified as challenges (35% or more negative) or if they were previously identified as strengths that have fallen below the 65% or more positive threshold. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

0 Items Decreased Since 2021

Decision aid results could not be produced because your agency did not participate in the 2021 OPM Federal Employee Viewpoint Survey.

Decision Aid: No Change

Identifying Items That Have Not Changed Since 2021

Your percent positive results for these items have not changed since last year. These are items that your agency is maintaining, which can be either a positive, neutral, or negative finding. For example, an item with low percent positive results over several years is a strong indication of a need for focused action. You may also want to consider changing or updating your approach to addressing these issues if the item has been the focus of attention in the past. On the other hand, a trend of stable, high percent positive results is a finding that should be celebrated. Review each item carefully to determine whether there may be areas of concern for your agency.

Using the Legend Icons

The legend icons provide context for interpreting results. While these items have not increased or decreased, they still may be causes for celebration or concern depending on the percent positive, negative, and neutral results. The “Top Pos/Neg” icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

0 Items Did Not Change Since 2021

Decision aid results could not be produced because your agency did not participate in the 2021 OPM Federal Employee Viewpoint Survey.

Appendix A: Item Results and Benchmarks

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

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

My Work Experience

Item	0	Low	ACHP	High	100	2022 Small Agencies, Combined
‡1. I am given a real opportunity to improve my skills in my organization.			63%			74%
2. I feel encouraged to come up with new and better ways of doing things.			77%			70%
3. My work gives me a feeling of personal accomplishment.			72%			76%
4. I know what is expected of me on the job.			89%			82%
‡5. My workload is reasonable.			66%			63%
‡6. My talents are used well in the workplace.			77%			68%
‡7. I know how my work relates to the agency's goals.			94%			87%
‡8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.			87%			73%
9. I have enough information to do my job well.			100%			77%

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

Appendix A: Item Results and Benchmarks (continued)

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

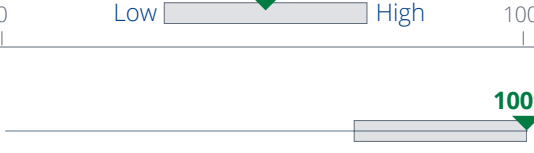





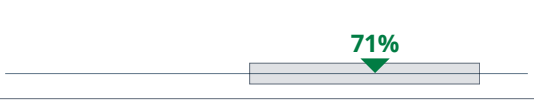

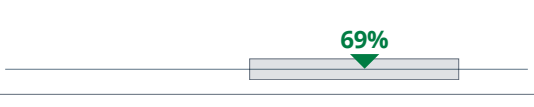



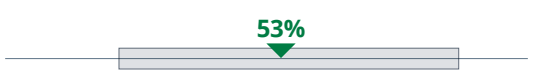
* Item 12 is negatively worded, so percent positive scores include “Strongly Disagree” or “Disagree” responses and percent negative scores include “Strongly Agree” or “Agree” responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce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

My Work Unit

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

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

Appendix A: Item Results and Benchmarks (continued)

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

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

Appendix A: Item Results and Benchmarks (continued)

Performance

Item	2022 Agency	2022 Small Agencies, Combined
15. In my work unit, poor performers usually (select all that apply):		
Remain in the work unit and improve their performance over time	13%	16%
Remain in the work unit and continue to underperform	39%	28%
Leave the work unit — removed or transferred	0%	7%
Leave the work unit — quit	0%	6%
There are no poor performers in my work unit	49%	31%
Do Not Know	0%	23%

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

My Organization

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

Appendix A: Item Results and Benchmarks (continued)

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

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

My Supervisor

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

Appendix A: Item Results and Benchmarks (continued)

Leadership

Item	0 Low ACHP High 100	2022 Small Agencies, Combined
55. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	<p>A horizontal bar chart with a scale from 0 to 100. The ACHP value is 69%, indicated by a green downward-pointing triangle above the bar. The benchmark value is 52%, indicated by a vertical line to the right of the bar.</p>	52%
56. My organization's senior leaders maintain high standards of honesty and integrity.	<p>A horizontal bar chart with a scale from 0 to 100. The ACHP value is 76%, indicated by a green downward-pointing triangle above the bar. The benchmark value is 65%, indicated by a vertical line to the right of the bar.</p>	65%
#57. Managers communicate the goals of the organization.	<p>A horizontal bar chart with a scale from 0 to 100. The ACHP value is 82%, indicated by a green downward-pointing triangle above the bar. The benchmark value is 69%, indicated by a vertical line to the right of the bar.</p>	69%
58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	<p>A horizontal bar chart with a scale from 0 to 100. The ACHP value is 80%, indicated by a green downward-pointing triangle above the bar. The benchmark value is 60%, indicated by a vertical line to the right of the bar.</p>	60%
59. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	<p>A horizontal bar chart with a scale from 0 to 100. The ACHP value is 70%, indicated by a green downward-pointing triangle above the bar. The benchmark value is 68%, indicated by a vertical line to the right of the bar.</p>	68%
60. I have a high level of respect for my organization's senior leaders.	<p>A horizontal bar chart with a scale from 0 to 100. The ACHP value is 88%, indicated by a green downward-pointing triangle above the bar. The benchmark value is 63%, indicated by a vertical line to the right of the bar.</p>	63%
61. Senior leaders demonstrate support for Work-Life programs.	<p>A horizontal bar chart with a scale from 0 to 100. The ACHP value is 88%, indicated by a green downward-pointing triangle above the bar. The benchmark value is 68%, indicated by a vertical line to the right of the bar.</p>	68%
62. Management encourages innovation.	<p>A horizontal bar chart with a scale from 0 to 100. The ACHP value is 76%, indicated by a green downward-pointing triangle above the bar. The benchmark value is 59%, indicated by a vertical line to the right of the bar.</p>	59%
63. Management makes effective changes to address challenges facing our organization.	<p>A horizontal bar chart with a scale from 0 to 100. The ACHP value is 76%, indicated by a green downward-pointing triangle above the bar. The benchmark value is 56%, indicated by a vertical line to the right of the bar.</p>	56%
64. Management involves employees in decisions that affect their work.	<p>A horizontal bar chart with a scale from 0 to 100. The ACHP value is 67%, indicated by a green downward-pointing triangle above the bar. The benchmark value is 49%, indicated by a vertical line to the right of the bar.</p>	49%

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

Appendix A: Item Results and Benchmarks (continued)

My Satisfaction

Item	0 Low ACHP High 100	2022 Small Agencies, Combined
‡65. How satisfied are you with your involvement in decisions that affect your work?	<p>A horizontal bar chart for item 65. The scale ranges from 0 to 100. A grey bar represents the ACHP result at 82%, with a green downward-pointing triangle above it. A vertical line marks the benchmark at 56%.</p>	56%
‡66. How satisfied are you with the information you receive from management on what's going on in your organization?	<p>A horizontal bar chart for item 66. The scale ranges from 0 to 100. A grey bar represents the ACHP result at 82%, with a green downward-pointing triangle above it. A vertical line marks the benchmark at 59%.</p>	59%
‡67. How satisfied are you with the recognition you receive for doing a good job?	<p>A horizontal bar chart for item 67. The scale ranges from 0 to 100. A grey bar represents the ACHP result at 62%, with a green downward-pointing triangle above it. A vertical line marks the benchmark at 61%.</p>	61%
‡68. Considering everything, how satisfied are you with your job?	<p>A horizontal bar chart for item 68. The scale ranges from 0 to 100. A grey bar represents the ACHP result at 76%, with a green downward-pointing triangle above it. A vertical line marks the benchmark at 71%.</p>	71%
69. Considering everything, how satisfied are you with your pay?	<p>A horizontal bar chart for item 69. The scale ranges from 0 to 100. A grey bar represents the ACHP result at 63%, with a green downward-pointing triangle above it. A vertical line marks the benchmark at 62%.</p>	62%
‡70. Considering everything, how satisfied are you with your organization?	<p>A horizontal bar chart for item 70. The scale ranges from 0 to 100. A grey bar represents the ACHP result at 77%, with a green downward-pointing triangle above it. A vertical line marks the benchmark at 66%.</p>	66%

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

Appendix A: Item Results and Benchmarks (continued)

Diversity, Equity, Inclusion, and Accessibility

Item	0 Low High 100	2022 Small Agencies, Combined
71. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	<p style="text-align: center;">ACHP ▼ 62%</p>	72%
72. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	<p style="text-align: center;">82%</p>	79%
73. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	<p style="text-align: center;">87%</p>	69%
74. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	<p style="text-align: center;">82%</p>	74%
75. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	<p style="text-align: center;">75%</p>	68%
76. Employees in my work unit treat me as a valued member of the team.	<p style="text-align: center;">88%</p>	87%
77. Employees in my work unit make me feel I belong.	<p style="text-align: center;">88%</p>	83%
78. Employees in my work unit care about me as a person.	<p style="text-align: center;">88%</p>	82%
79. I am comfortable expressing opinions that are different from other employees in my work unit.	<p style="text-align: center;">70%</p>	78%
80. In my work unit, people's differences are respected.	<p style="text-align: center;">76%</p>	80%
81. I can be successful in my organization being myself.	<p style="text-align: center;">82%</p>	76%

Appendix A: Item Results and Benchmarks (continued)

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

Employee Experience

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

Appendix A: Item Results and Benchmarks (continued)

Pandemic, Transition to the Worksite, Workplace Flexibilities

Item	2022 Agency	2022 Small Agencies, Combined
90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?		
100% of my work time	0%	8%
At least 75% but less than 100%	0%	7%
At least 50% but less than 75%	0%	7%
At least 25% but less than 50%	6%	20%
Less than 25%	6%	26%
I am not currently required to be physically present at my agency worksite	88%	32%
91. Please select the response that BEST describes your current remote work or teleworking schedule.		
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	37%	24%
I telework 3 or more days per week	63%	46%
I telework 1 or 2 days per week	0%	19%
I telework, but only about 1 or 2 days per month	0%	1%
I telework very infrequently, on an unscheduled or short-term basis	0%	2%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0%	4%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0%	<1%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	0%	1%
I do not telework because I choose not to telework	0%	2%
<i>Only those who responded "I have an approved remote work agreement," to Question 91 received Question 91a.</i>		
91a. What is your current remote work status?		
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	34%	32%
I have an approved remote work agreement and live within the local commuting area (less than 50 miles away)	66%	68%
92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?		
Yes	18%	35%
No	82%	65%

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

Appendix A: Item Results and Benchmarks (continued)

Item	2022 Agency	2022 Small Agencies, Combined
93. Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so why?		
No	87%	78%
Yes, to retire	7%	4%
Yes, to take another job within my Agency	0%	1%
Yes, to take another job within the Federal Government	6%	11%
Yes, to take another job outside the Federal Government	0%	3%
Yes, other	0%	5%
94. My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.		
Strongly Agree	67%	25%
Agree	20%	33%
Neither Agree nor Disagree	0%	22%
Disagree	6%	10%
Strongly Disagree	6%	10%
95. Please select the response that BEST describes how employees in your work unit currently report to work:		
All employees in my work unit are physically present on the worksite	0%	8%
Some employees are physically present on the worksite and others telework or work remotely	17%	70%
No employees in my work unit are physically present on the worksite, we all work remotely	71%	16%
Other	12%	5%

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

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

Appendix A: Item Results and Benchmarks (continued)

Paid Parental Leave

Item	2022 Agency	2022 Small Agencies, Combined
100. Have you used the Paid Parental Leave benefit at any point from October 1, 2020 to today?		
Yes	6%	4%
No, did not have a qualifying event	94%	93%
No, I was not aware of the leave although I had a qualifying event	0%	1%
No, I chose not to use the leave although I had a qualifying event	0%	1%
No, I had a qualifying event (e.g., birth of a child), but was not eligible to use the leave	0%	1%
No, I had a qualifying event, but I used all my FMLA leave previously	0%	<1%
<i>Only those who answered "Yes" to Question 100 received Questions 100a and 100b.</i>		
100a. For what purpose did you use Paid Parental Leave?		
Birth of a child	100%	97%
Placement of a child for adoption	0%	3%
Placement of a child for foster care	0%	1%
100b. How many weeks of Paid Parental Leave did you use during the 12-month period following a qualifying event (use can be either continuous or intermittent)? Note: If you are still using your leave when taking this survey, respond with how many weeks of Paid Parental Leave you expect to take in total.		
Full 12 weeks	100%	86%
At least 8 weeks but less than 12 weeks	0%	11%
At least 6 weeks but less than 8 weeks	0%	1%
At least 3 weeks but less than 6 weeks	0%	2%
Less than 3 weeks	0%	<1%
<i>If the response to Question 100b was "Full 12 weeks" then Question 100c was skipped.</i>		
100c. What are the primary reasons you used (or expect to use) less than 12 weeks of Paid Parental Leave? Choose all that apply.		
Did not need to use the full 12 weeks of leave	—	28%
Previous use of FMLA leave reduced the amount of Paid Parental Leave available to me	—	0%
Meeting FMLA eligibility requirements limited the amount of FMLA leave available to use within my FMLA 12-month period	—	3%
Did not feel I could be away from job responsibilities for a full 12 weeks	—	71%
Concerned about the impact using the leave would have on my career advancement	—	53%
Did not feel that my coworkers supported my use of all 12 weeks of the leave	—	13%
Did not feel that my supervisor supported my use of all 12 weeks of the leave	—	22%
Other reason	—	15%

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

Appendix B: Index Benchmarks

Employee Engagement Index

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

Employee Engagement Index Benchmarks: Small Agencies, Combined



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

Employee Engagement Index Benchmarks: Very Small Agencies (< 100 employees)



Appendix B: Index Benchmarks (continued)

Global Satisfaction Index

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

Global Satisfaction Index Benchmarks: Small Agencies, Combined



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

Global Satisfaction Index Benchmarks: Very Small Agencies (<100 employees)



Appendix B: Index Benchmarks (continued)

Performance Confidence Index

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

Performance Confidence Index Benchmarks: Small Agencies, Combined



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

Performance Confidence Index Benchmarks: Very Small Agencies (<100 employees)



Appendix B: Index Benchmarks (continued)

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

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

DEIA Benchmarks: Small Agencies, Combined



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

DEIA Benchmarks: Very Small Agencies (<100 employees)



Appendix B: Index Benchmarks (continued)

Diversity Subindex

Diversity Benchmarks: Small Agencies, Combined



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

Diversity Benchmarks: Very Small Agencies (<100 employees)



Appendix B: Index Benchmarks (continued)

Equity Subindex

Equity Benchmarks: Small Agencies, Combined



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

Equity Benchmarks: Very Small Agencies (<100 employees)



Appendix B: Index Benchmarks (continued)

Inclusion Subindex

Inclusion Benchmarks: Small Agencies, Combined



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

Inclusion Benchmarks: Very Small Agencies (<100 employees)



Appendix B: Index Benchmarks (continued)

Accessibility Subindex

Accessibility Benchmarks: Small Agencies, Combined



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

Accessibility Benchmarks: Very Small Agencies (<100 employees)



Appendix C: Participating Agencies by Employee Population Size Categories

Very Large Agencies (≥75,000 employees)

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

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

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

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

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

Small Agencies (100–999 employees)

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

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

Very Small Agencies (<100 employees)

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

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

Appendix D: Additional OPM FEVS Resources

Other Reports

Governmentwide Management Report

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

All Levels, All Indices, All Items Report

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

Subagency Comparison Report

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

Subagency Breakout Report

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

Occupational Series Reports

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

Annual Employee Survey (AES) Report

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

Websites

OPM FEVS website

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

Public Release Data File (PRDF)

A public use data set is available for the OPM FEVS and can be requested by completing the form available at: www.opm.gov/fevs/public-data-file. Note: The 2022 PRDF will be available in the spring of 2023.

FedScope

OPM’s FedScope is an online publicly available tool which allows users to access and analyze HR data from OPM’s Enterprise Human Resources Integration (EHRI). Access this site using the following link: www.fedscope.opm.gov.

OPM FEVS Online Reporting and Analysis Tool

A password protected tool for agency points of contact to access agency-specific and governmentwide reports. In addition, agency users can develop customized reports that may be useful for data analysis and action planning. Questions and feedback for this online tool can be sent to EVS@opm.gov.



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