

Department of Homeland Security

Federal Employee Viewpoint Survey Results: 2021

Annual Employee Survey (AES) Report

Core Survey Questions
Q1-10, 12 - 44

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	60.1%	21.9%	38.2%	16.3%	13.9%	9.6%	23.5%	6,389	10,022	3,963	3,151	1,959	25,484	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	53.3%	22.0%	31.2%	17.2%	16.4%	13.1%	29.5%	6,638	8,416	3,951	3,646	2,606	25,257	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	63.4%	26.7%	36.7%	15.1%	10.6%	10.9%	21.5%	7,706	9,607	3,542	2,417	2,143	25,415	N/A
4	I know what is expected of me on the job.	Agree-disagree	79.8%	34.4%	45.4%	9.9%	5.6%	4.8%	10.3%	8,921	11,512	2,551	1,463	1,101	25,548	N/A
5	*My workload is reasonable.	Agree-disagree	62.9%	17.7%	45.2%	13.5%	12.0%	11.6%	23.6%	4,554	11,429	3,249	3,234	2,949	25,415	54
6	*My talents are used well in the workplace.	Agree-disagree	54.8%	18.1%	36.7%	17.0%	14.5%	13.7%	28.2%	5,090	9,680	3,895	3,411	2,894	24,970	103
7	*I know how my work relates to the agency's goals.	Agree-disagree	79.6%	32.5%	47.2%	9.5%	4.5%	6.3%	10.8%	8,892	11,890	2,229	1,059	1,287	25,357	92
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	61.6%	28.1%	33.5%	16.5%	9.9%	12.0%	21.9%	7,821	8,332	3,863	2,289	2,604	24,909	635
9	*The people I work with cooperate to get the job done.	Agree-disagree	81.0%	38.1%	42.9%	9.4%	6.4%	3.2%	9.6%	10,847	10,557	2,073	1,448	671	25,596	N/A
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	38.4%	12.5%	25.9%	24.2%	17.9%	19.5%	37.4%	3,200	6,459	5,551	3,827	3,682	22,719	2,883
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	44.2%	13.4%	30.7%	24.2%	18.3%	13.4%	31.6%	3,663	8,082	5,529	3,968	2,653	23,895	1,679
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	77.3%	28.3%	48.9%	12.4%	6.4%	4.0%	10.3%	7,789	12,378	2,777	1,565	866	25,375	210
14	Employees in my work unit meet the needs of our customers.	Always-never	85.1%	39.4%	45.8%	11.6%	2.2%	1.2%	3.3%	9,944	11,220	2,420	424	202	24,210	1,299
15	Employees in my work unit contribute positively to my agency's performance.	Always-never	81.1%	42.3%	38.7%	13.7%	3.7%	1.5%	5.2%	11,487	9,385	2,776	687	275	24,610	605
16	Employees in my work unit produce high-quality work.	Always-never	78.5%	39.1%	39.4%	16.1%	3.9%	1.5%	5.4%	10,501	9,874	3,426	775	255	24,831	580
17	Employees in my work unit adapt to changing priorities.	Always-never	77.5%	42.6%	34.9%	16.0%	4.7%	1.7%	6.5%	11,516	8,657	3,495	964	319	24,951	495
18	Employees in my work unit successfully collaborate.	Always-never	72.7%	37.7%	35.0%	18.5%	6.3%	2.5%	8.8%	10,373	8,795	4,140	1,376	470	25,154	373
19	Employees in my work unit achieve our goals.	Always-never	83.2%	41.3%	41.8%	12.4%	2.6%	1.8%	4.4%	10,828	10,500	2,729	564	307	24,928	629
20	Employees are recognized for providing high quality products and services.	Agree-disagree	54.0%	20.1%	33.9%	18.2%	14.8%	13.0%	27.8%	5,822	9,215	4,161	3,276	2,534	25,008	403
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	63.8%	27.6%	36.2%	15.0%	9.5%	11.7%	21.2%	8,390	9,303	3,321	1,895	2,024	24,933	474
22	My agency is successful at accomplishing its mission.	Agree-disagree	71.9%	28.7%	43.2%	13.9%	5.8%	8.5%	14.2%	7,880	11,059	3,221	1,345	1,589	25,094	351
23	*I recommend my organization as a good place to work.	Agree-disagree	57.5%	23.3%	34.2%	19.0%	12.1%	11.4%	23.5%	6,653	9,054	4,552	2,791	2,363	25,413	N/A

Core Survey Questions
Q1-10, 12 - 44

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge N
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	39.3%	16.0%	23.3%	22.0%	15.8%	22.9%	38.7%	4,050	6,070	5,460	3,747	4,683	24,010	1,421
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	78.0%	46.2%	31.8%	10.2%	5.4%	6.4%	11.8%	13,023	7,689	2,107	1,160	1,241	25,220	119
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	75.0%	42.5%	32.5%	16.2%	3.9%	5.0%	8.8%	11,419	7,415	3,331	788	954	23,907	1,406
27	Supervisors in my work unit support employee development.	Agree-disagree	71.1%	38.8%	32.3%	14.7%	7.1%	7.1%	14.1%	10,948	7,958	3,142	1,545	1,450	25,043	271
28	My supervisor listens to what I have to say.	Agree-disagree	79.3%	45.6%	33.8%	10.4%	6.4%	3.8%	10.2%	12,519	8,030	2,281	1,486	855	25,171	N/A
29	My supervisor treats me with respect.	Agree-disagree	84.4%	51.6%	32.8%	8.7%	3.7%	3.1%	6.8%	14,061	7,569	1,918	918	704	25,170	N/A
30	I have trust and confidence in my supervisor.	Agree-disagree	72.8%	44.7%	28.0%	13.6%	7.6%	6.1%	13.7%	12,233	6,747	3,025	1,756	1,396	25,157	N/A
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	75.4%	47.7%	27.7%	15.0%	5.4%	4.2%	9.6%	12,899	6,720	3,372	1,264	973	25,228	N/A
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	41.8%	14.8%	27.1%	19.9%	15.9%	22.3%	38.2%	4,105	7,335	4,962	3,848	4,498	24,748	330
33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	51.5%	20.6%	30.9%	20.8%	10.1%	17.6%	27.7%	5,567	7,855	4,797	2,312	3,418	23,949	1,009
34	*Managers communicate the goals of the organization.	Agree-disagree	58.2%	19.9%	38.3%	17.5%	11.0%	13.3%	24.3%	5,537	10,080	4,051	2,535	2,625	24,828	170
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	50.7%	18.5%	32.2%	19.3%	13.9%	16.1%	30.0%	5,117	8,504	4,548	3,233	3,186	24,588	445
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	59.9%	29.2%	30.7%	20.6%	9.0%	10.4%	19.5%	7,673	7,592	4,611	1,917	2,074	23,867	1,095
37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	52.5%	22.8%	29.7%	19.9%	11.7%	15.9%	27.6%	6,171	7,677	4,840	2,749	3,270	24,707	267
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	52.0%	22.4%	29.5%	22.8%	10.6%	14.7%	25.3%	6,228	7,670	4,878	2,137	2,607	23,520	1,458
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	47.4%	16.0%	31.3%	23.3%	18.7%	10.7%	29.4%	4,590	8,218	5,381	4,376	2,222	24,787	N/A
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	48.6%	15.9%	32.7%	20.5%	18.8%	12.2%	30.9%	4,543	8,592	4,834	4,318	2,416	24,703	N/A
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	50.0%	18.8%	31.3%	21.3%	16.0%	12.7%	28.7%	5,443	8,188	4,997	3,534	2,510	24,672	N/A

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42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	60.2%	22.7%	37.5%	17.0%	13.0%	9.8%	22.8%	6,270	9,477	3,924	2,971	1,944	24,586	N/A
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	56.7%	20.9%	35.8%	14.9%	15.1%	13.4%	28.4%	5,980	9,644	3,478	3,270	2,374	24,746	N/A
44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	52.9%	17.4%	35.4%	19.0%	15.2%	12.9%	28.2%	4,964	9,336	4,474	3,435	2,572	24,781	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Source: **Department of Homeland Security AES Report, 2021 OPM Federal Employee Viewpoint Survey**

Core Performance Q11 Trend

11. In my work unit poor performers usually:

	2021 N	2021 %	2020 N	2020 %	2019 N	2019 %
Remain in the work unit and improve their performance over time	3,905	17.9%	13,661	18.9%	10,475	16.2%
Remain in the work unit and continue to underperform	10,703	57.1%	38,368	57.7%	36,665	63.3%
Leave the work unit - removed or transferred	1,598	6.4%	4,784	6.4%	4,315	6.4%
Leave the work unit - quit	436	1.8%	1,221	1.6%	1,398	2.1%
There are no poor performers in my work unit	3,915	16.9%	11,121	15.4%	7,541	12.0%
Do Not Know	5,040	— ^b	15,406	— ^b	12,246	— ^b
Total	25,597	100.0%	84,561	100.0%	72,640	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "Do Not Know" responses are not included in percentage calculations.

Source: **Department of Homeland Security AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Item	Year	Item Text	Percent Positive	Percent Neutral	Percent Negative	Item Response Total** N	Do Not Know/ No Basis to Judge N
1	2021	*I am given a real opportunity to improve my skills in my organization.	60.1%	16.3%	23.5%	25,484	N/A
1	2020	*I am given a real opportunity to improve my skills in my organization.	61.1%	18.0%	20.9%	83,790	N/A
1	2019	*I am given a real opportunity to improve my skills in my organization.	57.6%	17.1%	25.2%	76,199	N/A
1	2018	*I am given a real opportunity to improve my skills in my organization.	55.7%	17.8%	26.4%	73,112	N/A
1	2017	*I am given a real opportunity to improve my skills in my organization.	54.7%	17.7%	27.6%	47,329	N/A
1	2016	*I am given a real opportunity to improve my skills in my organization.	50.4%	17.7%	32.0%	46,913	N/A
1	2015	*I am given a real opportunity to improve my skills in my organization.	46.3%	18.9%	34.8%	42,999	N/A
2	2021	I feel encouraged to come up with new and better ways of doing things.	53.3%	17.2%	29.5%	25,257	N/A
2	2020	I feel encouraged to come up with new and better ways of doing things.	54.2%	19.4%	26.4%	83,259	N/A
2	2019	I feel encouraged to come up with new and better ways of doing things.	49.9%	19.3%	30.9%	75,965	N/A
2	2018	I feel encouraged to come up with new and better ways of doing things.	47.9%	19.5%	32.6%	73,087	N/A
2	2017	I feel encouraged to come up with new and better ways of doing things.	47.2%	19.4%	33.4%	46,968	N/A
2	2016	I feel encouraged to come up with new and better ways of doing things.	42.8%	18.8%	38.3%	46,131	N/A
2	2015	I feel encouraged to come up with new and better ways of doing things.	39.4%	18.6%	42.0%	42,911	N/A
3	2021	My work gives me a feeling of personal accomplishment.	63.4%	15.1%	21.5%	25,415	N/A
3	2020	My work gives me a feeling of personal accomplishment.	66.7%	16.6%	16.7%	83,543	N/A
3	2019	My work gives me a feeling of personal accomplishment.	62.5%	16.9%	20.5%	76,462	N/A
3	2018	My work gives me a feeling of personal accomplishment.	62.7%	17.4%	20.0%	73,530	N/A
3	2017	My work gives me a feeling of personal accomplishment.	63.2%	17.1%	19.7%	47,111	N/A
3	2016	My work gives me a feeling of personal accomplishment.	59.6%	16.8%	23.6%	46,541	N/A
3	2015	My work gives me a feeling of personal accomplishment.	56.0%	17.4%	26.6%	42,922	N/A
4	2021	I know what is expected of me on the job.	79.8%	9.9%	10.3%	25,548	N/A
4	2020	I know what is expected of me on the job.	83.6%	8.9%	7.5%	84,257	N/A
4	2019	I know what is expected of me on the job.	79.3%	10.7%	10.0%	76,478	N/A
4	2018	I know what is expected of me on the job.	78.6%	11.1%	10.3%	73,485	N/A
4	2017	I know what is expected of me on the job.	78.3%	11.0%	10.8%	47,008	N/A
4	2016	I know what is expected of me on the job.	75.5%	11.8%	12.7%	46,421	N/A
4	2015	I know what is expected of me on the job.	73.0%	12.7%	14.3%	42,780	N/A
5	2021	*My workload is reasonable.	62.9%	13.5%	23.6%	25,415	54
5	2020	*My workload is reasonable.	70.0%	12.9%	17.1%	83,820	154
5	2019	*My workload is reasonable.	55.5%	16.4%	28.1%	76,110	145
5	2018	*My workload is reasonable.	55.7%	16.6%	27.7%	73,118	177
5	2017	*My workload is reasonable.	57.4%	16.3%	26.3%	47,109	64
5	2016	*My workload is reasonable.	52.8%	16.7%	30.5%	46,457	110
5	2015	*My workload is reasonable.	54.6%	17.2%	28.2%	42,783	118
6	2021	*My talents are used well in the workplace.	54.8%	17.0%	28.2%	24,970	103
6	2020	*My talents are used well in the workplace.	57.1%	17.8%	25.0%	82,664	373
6	2019	*My talents are used well in the workplace.	51.7%	18.1%	30.2%	75,434	409
6	2018	*My talents are used well in the workplace.	50.6%	18.3%	31.1%	72,486	397
6	2017	*My talents are used well in the workplace.	49.7%	18.2%	32.1%	46,437	236
6	2016	*My talents are used well in the workplace.	46.2%	18.2%	35.6%	45,478	268
6	2015	*My talents are used well in the workplace.	43.2%	18.0%	38.7%	42,376	369
7	2021	*I know how my work relates to the agency's goals.	79.6%	9.5%	10.8%	25,357	92
7	2020	*I know how my work relates to the agency's goals.	83.7%	9.4%	6.9%	83,740	282
7	2019	*I know how my work relates to the agency's goals.	79.9%	10.6%	9.5%	76,095	293
7	2018	*I know how my work relates to the agency's goals.	80.0%	10.8%	9.1%	73,163	280
7	2017	*I know how my work relates to the agency's goals and priorities.	79.3%	11.1%	9.6%	46,905	141
7	2016	*I know how my work relates to the agency's goals and priorities.	75.3%	11.9%	12.9%	46,308	230
7	2015	*I know how my work relates to the agency's goals and priorities.	72.5%	12.6%	14.9%	42,537	273
8	2021	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	61.6%	16.5%	21.9%	24,909	635
8	2020	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	62.7%	18.0%	19.3%	82,452	1,974
8	2019	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	60.0%	18.0%	22.0%	74,124	2,415
8	2018	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	57.9%	18.7%	23.4%	71,196	2,368
8	2017	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	56.6%	19.1%	24.2%	45,372	1,693
8	2016	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	51.4%	19.9%	28.7%	44,936	1,715
8	2015	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	50.2%	20.0%	29.8%	41,186	1,687
9	2021	*The people I work with cooperate to get the job done.	81.0%	9.4%	9.6%	25,596	N/A
9	2020	*The people I work with cooperate to get the job done.	80.1%	10.5%	9.5%	84,560	N/A
9	2019	*The people I work with cooperate to get the job done.	71.9%	14.1%	14.0%	76,324	N/A
9	2018	*The people I work with cooperate to get the job done.	70.8%	14.8%	14.4%	73,618	N/A
9	2017	*The people I work with cooperate to get the job done.	71.1%	14.2%	14.7%	47,295	N/A
9	2016	*The people I work with cooperate to get the job done.	68.5%	14.9%	16.5%	46,881	N/A
9	2015	*The people I work with cooperate to get the job done.	65.7%	15.5%	18.7%	42,977	N/A

Item	Year	Item Text	Percent Positive	Percent Neutral	Percent Negative	Item Response Total** N	Do Not Know/ No Basis to Judge N
10	2021	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.4%	24.2%	37.4%	22,719	2,883
10	2020	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	38.1%	24.7%	37.1%	77,260	7,300
10	2019	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	29.5%	24.2%	46.4%	71,104	4,568
10	2018	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	28.3%	24.1%	47.6%	69,141	4,324
10	2017	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	25.8%	24.0%	50.3%	43,968	3,205
10	2016	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	22.8%	22.3%	54.9%	43,778	2,902
10	2015	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	20.4%	22.1%	57.5%	40,527	2,416
12	2021	*In my work unit, differences in performance are recognized in a meaningful way.	44.2%	24.2%	31.6%	23,895	1,679
12	2020	*In my work unit, differences in performance are recognized in a meaningful way.	43.6%	25.4%	31.0%	80,127	4,405
12	2019	*In my work unit, differences in performance are recognized in a meaningful way.	32.7%	25.8%	41.5%	73,015	2,739
12	2018	*In my work unit, differences in performance are recognized in a meaningful way.	31.0%	26.2%	42.8%	70,844	2,691
12	2017	*In my work unit, differences in performance are recognized in a meaningful way.	29.3%	25.8%	44.9%	45,318	1,872
12	2016	*In my work unit, differences in performance are recognized in a meaningful way.	25.7%	24.0%	50.4%	44,955	1,777
12	2015	*In my work unit, differences in performance are recognized in a meaningful way.	23.4%	23.9%	52.7%	41,459	1,484
13	2021	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77.3%	12.4%	10.3%	25,375	210
13	2020	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	78.6%	12.5%	8.9%	83,927	623
13	2019	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	76.7%	13.7%	9.6%	75,196	507
13	2018	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	75.8%	14.3%	9.9%	72,933	507
13	2017	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	65.2%	18.2%	16.6%	45,923	521
13	2016	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	62.1%	18.5%	19.4%	45,602	544
13	2015	*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	61.2%	19.1%	19.7%	41,653	524
14	2021	Employees in my work unit meet the needs of our customers.	85.1%	11.6%	3.3%	24,210	1,299
14	2020	During the COVID-19 pandemic, my work unit has met the needs of our customers.	83.0%	12.5%	4.6%	75,468	5,030
15	2021	Employees in my work unit contribute positively to my agency's performance.	81.1%	13.7%	5.2%	24,610	605
15	2020	During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.	82.8%	11.8%	5.4%	77,675	2,583
16	2021	Employees in my work unit produce high-quality work.	78.5%	16.1%	5.4%	24,831	580
16	2020	During the COVID-19 pandemic, my work unit has produced high-quality work.	81.9%	12.8%	5.4%	78,231	2,471
17	2021	Employees in my work unit adapt to changing priorities.	77.5%	16.0%	6.5%	24,951	495
17	2020	During the COVID-19 pandemic, my work unit has adapted to changing priorities.	82.1%	12.2%	5.8%	78,650	2,057
18	2021	Employees in my work unit successfully collaborate.	72.7%	18.5%	8.8%	25,154	373
18	2020	During the COVID-19 pandemic, my work unit has successfully collaborated.	77.9%	14.5%	7.6%	78,403	2,349
19	2021	Employees in my work unit achieve our goals.	83.2%	12.4%	4.4%	24,928	629
19	2020	During the COVID-19 pandemic, my work unit has achieved our goals.	82.1%	12.8%	5.1%	77,707	3,018
20	2021	Employees are recognized for providing high quality products and services.	54.0%	18.2%	27.8%	25,008	403
20	2020	Employees are recognized for providing high quality products and services.	53.3%	20.1%	26.5%	83,438	892
20	2019	Employees are recognized for providing high quality products and services.	43.2%	21.8%	35.0%	73,384	1,151
20	2018	Employees are recognized for providing high quality products and services.	41.3%	22.7%	36.1%	71,308	1,099
20	2017	Employees are recognized for providing high quality products and services.	39.6%	23.4%	37.0%	45,586	761
20	2016	Employees are recognized for providing high quality products and services.	34.0%	22.6%	43.4%	45,287	783
20	2015	Employees are recognized for providing high quality products and services.	30.7%	23.3%	46.0%	41,486	660
21	2021	Employees are protected from health and safety hazards on the job.	63.8%	15.0%	21.2%	24,933	474
21	2020	Employees are protected from health and safety hazards on the job.	63.2%	15.5%	21.3%	83,775	493
21	2019	Employees are protected from health and safety hazards on the job.	61.0%	16.9%	22.1%	73,777	894
21	2018	Employees are protected from health and safety hazards on the job.	61.5%	17.9%	20.6%	71,653	863

Item	Year	Item Text	Percent Positive	Percent Neutral	Percent Negative	Item Response Total** N	Do Not Know/ No Basis to Judge N
21	2017	Employees are protected from health and safety hazards on the job.	61.9%	17.8%	20.3%	45,722	639
21	2016	Employees are protected from health and safety hazards on the job.	59.3%	17.9%	22.8%	45,397	635
21	2015	Employees are protected from health and safety hazards on the job.	58.7%	17.9%	23.3%	41,572	585
22	2021	My agency is successful at accomplishing its mission.	71.9%	13.9%	14.2%	25,094	351
22	2020	My agency is successful at accomplishing its mission.	74.9%	15.7%	9.4%	83,559	802
22	2019	My agency is successful at accomplishing its mission.	68.7%	17.7%	13.6%	73,679	915
22	2018	My agency is successful at accomplishing its mission.	68.8%	18.7%	12.4%	71,521	937
22	2017	My agency is successful at accomplishing its mission.	68.8%	19.5%	11.7%	45,793	587
22	2016	My agency is successful at accomplishing its mission.	60.8%	20.6%	18.6%	45,379	706
22	2015	My agency is successful at accomplishing its mission.	59.8%	20.8%	19.3%	41,397	668
23	2021	*I recommend my organization as a good place to work.	57.5%	19.0%	23.5%	25,413	N/A
23	2020	*I recommend my organization as a good place to work.	62.0%	20.8%	17.2%	84,579	N/A
23	2019	*I recommend my organization as a good place to work.	56.1%	21.6%	22.3%	74,505	N/A
23	2018	*I recommend my organization as a good place to work.	56.3%	22.1%	21.6%	72,382	N/A
23	2017	*I recommend my organization as a good place to work.	55.7%	21.8%	22.4%	46,313	N/A
23	2016	*I recommend my organization as a good place to work.	48.6%	22.9%	28.5%	46,077	N/A
23	2015	*I recommend my organization as a good place to work.	45.8%	24.2%	30.0%	42,097	N/A
24	2021	*I believe the results of this survey will be used to make my agency a better place to work.	39.3%	22.0%	38.7%	24,010	1,421
24	2020	*I believe the results of this survey will be used to make my agency a better place to work.	41.4%	25.2%	33.4%	79,828	4,769
24	2019	*I believe the results of this survey will be used to make my agency a better place to work.	39.6%	22.9%	37.5%	69,702	4,832
24	2018	*I believe the results of this survey will be used to make my agency a better place to work.	38.7%	24.2%	37.1%	67,510	4,867
24	2017	*I believe the results of this survey will be used to make my agency a better place to work.	39.0%	23.3%	37.7%	43,017	3,330
24	2016	*I believe the results of this survey will be used to make my agency a better place to work.	35.3%	22.4%	42.3%	42,768	3,364
24	2015	*I believe the results of this survey will be used to make my agency a better place to work.	32.1%	22.8%	45.1%	38,920	3,199
25	2021	My supervisor supports my need to balance work and other life issues.	78.0%	10.2%	11.8%	25,220	119
25	2020	My supervisor supports my need to balance work and other life issues.	78.4%	11.3%	10.3%	84,006	489
25	2019	My supervisor supports my need to balance work and other life issues.	72.9%	12.2%	14.9%	73,744	473
25	2018	My supervisor supports my need to balance work and other life issues.	71.9%	12.9%	15.2%	71,685	454
25	2017	My supervisor supports my need to balance work and other life issues.	71.7%	12.7%	15.6%	46,008	218
25	2016	My supervisor supports my need to balance work and other life issues.	68.7%	13.1%	18.2%	45,772	255
25	2015	My supervisor supports my need to balance work and other life issues.	67.0%	14.4%	18.6%	41,792	225
26	2021	My supervisor is committed to a workforce representative of all segments of society.	75.0%	16.2%	8.8%	23,907	1,406
26	2020	My supervisor is committed to a workforce representative of all segments of society.	73.5%	18.5%	8.0%	80,329	4,068
26	2019	My supervisor is committed to a workforce representative of all segments of society.	65.9%	22.6%	11.5%	68,994	5,138
26	2018	My supervisor is committed to a workforce representative of all segments of society.	64.2%	23.8%	12.0%	66,828	5,305
26	2017	My supervisor is committed to a workforce representative of all segments of society.	63.4%	24.5%	12.1%	42,546	3,500
26	2016	My supervisor is committed to a workforce representative of all segments of society.	59.5%	26.0%	14.6%	41,927	3,891
26	2015	My supervisor is committed to a workforce representative of all segments of society.	56.7%	27.3%	15.9%	38,314	3,550
27	2021	Supervisors in my work unit support employee development.	71.1%	14.7%	14.1%	25,043	271
27	2020	Supervisors in my work unit support employee development.	70.1%	16.4%	13.4%	83,634	822
27	2019	Supervisors in my work unit support employee development.	63.0%	18.2%	18.9%	73,281	906
27	2018	Supervisors in my work unit support employee development.	60.9%	19.3%	19.8%	71,224	959
27	2017	Supervisors in my work unit support employee development.	60.2%	19.6%	20.2%	45,548	546
27	2016	Supervisors in my work unit support employee development.	55.8%	20.7%	23.5%	45,288	597
27	2015	Supervisors in my work unit support employee development.	52.6%	21.8%	25.6%	41,372	516
28	2021	My supervisor listens to what I have to say.	79.3%	10.4%	10.2%	25,171	N/A
28	2020	My supervisor listens to what I have to say.	79.5%	11.0%	9.5%	84,260	N/A
28	2019	My supervisor listens to what I have to say.	75.3%	12.4%	12.3%	73,987	N/A
28	2018	My supervisor listens to what I have to say.	74.1%	13.0%	12.9%	72,010	N/A
28	2017	My supervisor listens to what I have to say.	74.2%	12.7%	13.2%	46,106	N/A
28	2016	My supervisor listens to what I have to say.	71.4%	14.1%	14.5%	45,930	N/A
28	2015	My supervisor listens to what I have to say.	70.0%	14.2%	15.8%	41,919	N/A
29	2021	My supervisor treats me with respect.	84.4%	8.7%	6.8%	25,170	N/A
29	2020	My supervisor treats me with respect.	84.8%	8.6%	6.6%	84,257	N/A
29	2019	My supervisor treats me with respect.	81.7%	9.7%	8.6%	73,935	N/A
29	2018	My supervisor treats me with respect.	80.6%	10.4%	9.0%	72,004	N/A
29	2017	My supervisor treats me with respect.	80.2%	10.6%	9.1%	45,988	N/A
29	2016	My supervisor treats me with respect.	78.3%	11.5%	10.2%	45,774	N/A

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29	2015	My supervisor treats me with respect.	77.1%	11.7%	11.1%	41,869	N/A
30	2021	I have trust and confidence in my supervisor.	72.8%	13.6%	13.7%	25,157	N/A
30	2020	I have trust and confidence in my supervisor.	73.0%	14.2%	12.7%	84,214	N/A
30	2019	I have trust and confidence in my supervisor.	68.0%	16.0%	16.0%	73,982	N/A
30	2018	I have trust and confidence in my supervisor.	66.5%	16.7%	16.8%	72,035	N/A
30	2017	I have trust and confidence in my supervisor.	66.0%	17.0%	17.0%	46,026	N/A
30	2016	I have trust and confidence in my supervisor.	62.4%	17.7%	19.8%	45,823	N/A
30	2015	I have trust and confidence in my supervisor.	59.8%	18.6%	21.6%	41,860	N/A
31	2021	Overall, how good a job do you feel is being done by your immediate supervisor?	75.4%	15.0%	9.6%	25,228	N/A
31	2020	Overall, how good a job do you feel is being done by your immediate supervisor?	75.3%	16.0%	8.7%	84,541	N/A
31	2019	Overall, how good a job do you feel is being done by your immediate supervisor?	70.4%	18.0%	11.6%	73,992	N/A
31	2018	Overall, how good a job do you feel is being done by your immediate supervisor?	69.3%	18.4%	12.3%	71,993	N/A
31	2017	Overall, how good a job do you feel is being done by your immediate supervisor?	68.9%	18.6%	12.5%	46,061	N/A
31	2016	Overall, how good a job do you feel is being done by your immediate supervisor?	65.5%	20.3%	14.2%	45,867	N/A
31	2015	Overall, how good a job do you feel is being done by your immediate supervisor?	63.3%	21.1%	15.6%	41,887	N/A
32	2021	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	41.8%	19.9%	38.2%	24,748	330
32	2020	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	42.2%	23.5%	34.4%	83,056	1,084
32	2019	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	36.3%	22.0%	41.7%	72,109	1,310
32	2018	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	34.6%	22.2%	43.3%	70,242	1,321
32	2017	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	33.3%	22.1%	44.6%	44,882	941
32	2016	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	27.8%	20.1%	52.1%	45,051	641
32	2015	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	25.3%	20.4%	54.3%	41,128	525
33	2021	My organization's senior leaders maintain high standards of honesty and integrity.	51.5%	20.8%	27.7%	23,949	1,009
33	2020	My organization's senior leaders maintain high standards of honesty and integrity.	52.7%	23.3%	23.9%	80,646	3,161
33	2019	My organization's senior leaders maintain high standards of honesty and integrity.	47.9%	23.4%	28.7%	69,400	3,991
33	2018	My organization's senior leaders maintain high standards of honesty and integrity.	45.7%	23.8%	30.5%	67,660	3,895
33	2017	My organization's senior leaders maintain high standards of honesty and integrity.	44.2%	24.5%	31.3%	43,026	2,725
33	2016	My organization's senior leaders maintain high standards of honesty and integrity.	39.3%	23.0%	37.7%	43,219	2,395
33	2015	My organization's senior leaders maintain high standards of honesty and integrity.	36.8%	23.7%	39.4%	39,519	2,103
34	2021	*Managers communicate the goals of the organization.	58.2%	17.5%	24.3%	24,828	170
34	2020	*Managers communicate the goals of the organization.	59.3%	19.4%	21.3%	83,266	575
34	2019	*Managers communicate the goals of the organization.	54.7%	19.9%	25.4%	72,317	913
34	2018	*Managers communicate the goals of the organization.	53.0%	21.1%	26.0%	70,477	926
34	2017	*Managers communicate the goals and priorities of the organization.	51.7%	20.4%	27.9%	44,989	573
34	2016	*Managers communicate the goals and priorities of the organization.	47.4%	21.4%	31.2%	44,861	541
34	2015	*Managers communicate the goals and priorities of the organization.	44.5%	22.0%	33.5%	40,988	493
35	2021	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50.7%	19.3%	30.0%	24,588	445
35	2020	Managers promote communication among different work units (for example, about projects, goals, needed resources).	50.7%	21.3%	27.9%	82,706	1,419
35	2019	Managers promote communication among different work units (for example, about projects, goals, needed resources).	47.3%	21.0%	31.7%	70,762	2,652
35	2018	Managers promote communication among different work units (for example, about projects, goals, needed resources).	44.7%	22.5%	32.8%	69,089	2,465
35	2017	Managers promote communication among different work units (for example, about projects, goals, needed resources).	43.9%	22.5%	33.5%	44,167	1,444
35	2016	Managers promote communication among different work units (for example, about projects, goals, needed resources).	38.2%	23.0%	38.8%	43,880	1,629

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35	2015	Managers promote communication among different work units (for example, about projects, goals, needed resources).	35.7%	23.4%	40.9%	40,055	1,469
36	2021	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	59.9%	20.6%	19.5%	23,867	1,095
36	2020	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	59.8%	22.2%	17.9%	80,321	3,726
36	2019	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	54.7%	23.1%	22.2%	69,923	3,386
36	2018	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	52.2%	24.3%	23.5%	68,282	3,126
36	2017	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	51.3%	24.7%	24.0%	43,687	1,978
36	2016	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	46.9%	25.5%	27.6%	43,505	2,052
36	2015	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	44.7%	26.6%	28.7%	39,671	1,837
37	2021	I have a high level of respect for my organization's senior leaders.	52.5%	19.9%	27.6%	24,707	267
37	2020	I have a high level of respect for my organization's senior leaders.	54.9%	22.9%	22.3%	83,057	975
37	2019	I have a high level of respect for my organization's senior leaders.	49.4%	23.1%	27.4%	72,286	977
37	2018	I have a high level of respect for my organization's senior leaders.	47.7%	23.7%	28.6%	70,409	931
37	2017	I have a high level of respect for my organization's senior leaders.	46.2%	23.8%	30.0%	45,001	665
37	2016	I have a high level of respect for my organization's senior leaders.	40.4%	23.6%	36.0%	45,120	439
37	2015	I have a high level of respect for my organization's senior leaders.	38.1%	24.0%	37.9%	41,075	462
38	2021	Senior leaders demonstrate support for Work-Life programs.	52.0%	22.8%	25.3%	23,520	1,458
38	2020	Senior leaders demonstrate support for Work-Life programs.	54.4%	25.6%	20.0%	78,268	5,714
38	2019	Senior leaders demonstrate support for Work-Life programs.	47.2%	25.5%	27.3%	67,725	5,472
38	2018	Senior leaders demonstrate support for Work-Life programs.	44.8%	26.7%	28.5%	65,593	5,716
38	2017	Senior leaders demonstrate support for Work-Life programs.	43.9%	26.4%	29.7%	41,826	3,850
38	2016	Senior leaders demonstrate support for Work-Life programs.	39.7%	27.1%	33.2%	41,729	3,843
38	2015	Senior leaders demonstrate support for Work-Life programs.	37.1%	28.5%	34.4%	37,698	3,828
39	2021	*How satisfied are you with your involvement in decisions that affect your work?	47.4%	23.3%	29.4%	24,787	N/A
39	2020	*How satisfied are you with your involvement in decisions that affect your work?	49.1%	24.9%	26.0%	83,452	N/A
39	2019	*How satisfied are you with your involvement in decisions that affect your work?	45.6%	23.9%	30.5%	72,753	N/A
39	2018	*How satisfied are you with your involvement in decisions that affect your work?	44.0%	24.7%	31.3%	70,969	N/A
39	2017	*How satisfied are you with your involvement in decisions that affect your work?	43.5%	24.4%	32.1%	45,481	N/A
39	2016	*How satisfied are you with your involvement in decisions that affect your work?	39.1%	24.2%	36.6%	45,390	N/A
39	2015	*How satisfied are you with your involvement in decisions that affect your work?	36.8%	24.8%	38.4%	41,358	N/A
40	2021	*How satisfied are you with the information you receive from management on what's going on in your organization?	48.6%	20.5%	30.9%	24,703	N/A
40	2020	*How satisfied are you with the information you receive from management on what's going on in your organization?	49.4%	22.3%	28.2%	83,153	N/A
40	2019	*How satisfied are you with the information you receive from management on what's going on in your organization?	44.3%	22.7%	33.0%	72,759	N/A
40	2018	*How satisfied are you with the information you receive from management on what's going on in your organization?	41.9%	23.8%	34.3%	71,015	N/A
40	2017	*How satisfied are you with the information you receive from management on what's going on in your organization?	40.6%	23.8%	35.6%	45,387	N/A
40	2016	*How satisfied are you with the information you receive from management on what's going on in your organization?	36.8%	23.3%	39.9%	45,302	N/A
40	2015	*How satisfied are you with the information you receive from management on what's going on in your organization?	34.1%	23.7%	42.3%	41,341	N/A
41	2021	*How satisfied are you with the recognition you receive for doing a good job?	50.0%	21.3%	28.7%	24,672	N/A
41	2020	*How satisfied are you with the recognition you receive for doing a good job?	49.6%	23.2%	27.2%	83,052	N/A
41	2019	*How satisfied are you with the recognition you receive for doing a good job?	44.5%	23.3%	32.2%	72,727	N/A
41	2018	*How satisfied are you with the recognition you receive for doing a good job?	43.0%	24.2%	32.8%	70,977	N/A
41	2017	*How satisfied are you with the recognition you receive for doing a good job?	42.0%	24.0%	33.9%	45,367	N/A
41	2016	*How satisfied are you with the recognition you receive for doing a good job?	36.7%	24.2%	39.1%	45,219	N/A
41	2015	*How satisfied are you with the recognition you receive for doing a good job?	34.1%	23.8%	42.1%	41,300	N/A
42	2021	*Considering everything, how satisfied are you with your job?	60.2%	17.0%	22.8%	24,586	N/A
42	2020	*Considering everything, how satisfied are you with your job?	65.3%	18.3%	16.3%	82,929	N/A
42	2019	*Considering everything, how satisfied are you with your job?	60.4%	18.8%	20.8%	72,678	N/A
42	2018	*Considering everything, how satisfied are you with your job?	60.4%	19.3%	20.3%	70,955	N/A
42	2017	*Considering everything, how satisfied are you with your job?	60.7%	19.0%	20.3%	45,343	N/A
42	2016	*Considering everything, how satisfied are you with your job?	54.7%	20.4%	25.0%	45,248	N/A
42	2015	*Considering everything, how satisfied are you with your job?	52.1%	20.6%	27.3%	41,254	N/A
43	2021	Considering everything, how satisfied are you with your pay?	56.7%	14.9%	28.4%	24,746	N/A
43	2020	Considering everything, how satisfied are you with your pay?	59.9%	14.9%	25.1%	83,360	N/A
43	2019	Considering everything, how satisfied are you with your pay?	56.1%	14.9%	29.0%	72,630	N/A
43	2018	Considering everything, how satisfied are you with your pay?	55.3%	15.9%	28.8%	70,889	N/A
43	2017	Considering everything, how satisfied are you with your pay?	54.9%	16.1%	29.1%	45,381	N/A
43	2016	Considering everything, how satisfied are you with your pay?	51.4%	15.7%	32.9%	45,349	N/A

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43	2015	Considering everything, how satisfied are you with your pay?	49.6%	16.4%	34.0%	41,274	N/A
44	2021	*Considering everything, how satisfied are you with your organization?	52.9%	19.0%	28.2%	24,781	N/A
44	2020	*Considering everything, how satisfied are you with your organization?	57.2%	21.8%	21.0%	83,575	N/A
44	2019	*Considering everything, how satisfied are you with your organization?	51.0%	21.6%	27.4%	72,239	N/A
44	2018	*Considering everything, how satisfied are you with your organization?	50.6%	22.2%	27.1%	70,527	N/A
44	2017	*Considering everything, how satisfied are you with your organization?	49.8%	21.9%	28.3%	45,411	N/A
44	2016	*Considering everything, how satisfied are you with your organization?	42.0%	22.2%	35.8%	45,345	N/A
44	2015	*Considering everything, how satisfied are you with your organization?	39.4%	22.7%	37.9%	41,273	N/A

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

** Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

Trending for Q14-Q19 is based on the "During the COVID-19 Pandemic" responses in 2020.

Q14-Q19 were not included in the 2015-2019 OPM FEVS and therefore not shown for those years.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—a" indicates that there are no trending results available for the year.

Source: **Department of Homeland Security AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Agency Pandemic Response: Physically Present

45. 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 (including headquarters, bureau, field offices, etc.)?

	2021 N	2021 %	2020 N	2020 %
100% of my work time	7,490	42.8%	20,728	29.6%
At least 75% but less than 100%	3,799	16.2%	16,702	21.0%
At least 50% but less than 75%	1,681	6.2%	9,334	11.3%
At least 25% but less than 50%	1,542	5.3%	7,001	8.2%
Less than 25%	5,284	15.2%	15,931	16.8%
I have not been physically present at my agency worksite during the pandemic	4,954	14.3%	12,785	13.0%
Total	24,750	100.0%	82,481	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **Department of Homeland Security AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Telework Trends

46. Please select the response that BEST describes your current teleworking schedule.

	2021 N	2021 %	2020 N	2020 %	2019 N	2019 %
I telework every work day	9,066	25.8%	23,022	24.0%	781	1.0%
I telework 3 or 4 days per week	2,773	8.7%	9,109	10.2%	4,579	5.1%
I telework 1 or 2 days per week	2,397	8.4%	7,054	8.1%	8,208	9.8%
I telework, but only about 1 or 2 days per month	767	2.7%	1,461	1.7%	2,848	3.4%
I telework very infrequently, on an unscheduled or short-term basis	1,529	5.3%	2,496	2.9%	6,385	7.6%
I <u>do not</u> telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	6,805	42.9%	32,847	46.7%	34,651	53.6%
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	95	0.4%	501	0.6%	902	1.3%
I <u>do not</u> telework because I did not receive approval to do so, even though I have the kind of job where I can telework	644	3.3%	1,870	2.5%	5,744	8.0%
I <u>do not</u> telework because I choose not to telework	640	2.6%	2,664	3.3%	7,782	10.3%
Total	24,716	100.0%	81,024	100.0%	71,880	100.0%

Percentages are weighted to represent the Agency's population.

Trending for Q46 is based on the "As of now" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: Department of Homeland Security AES Report, 2021 OPM Federal Employee Viewpoint Survey

Pandemic: Employee Supports

47. How has your organization supported you during the COVID-19 pandemic?

For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.

	2021 Needed and <u>available</u> to me		2021 Needed, but <u>not available</u> to me		2021 Not needed by me now		2020 Needed and <u>available</u> to me		2020 Needed, but <u>not available</u> to me		2020 Not needed by me now	
	N	%	N	%	N	%	N	%	N	%	N	%
47A. Expanded telework	13,927	43.8%	3,202	17.3%	7,205	38.8%	39,053	42.4%	11,663	16.3%	30,948	41.2%
47B. Expanded work schedule flexibilities	13,141	44.4%	4,373	24.8%	6,698	30.8%	35,150	39.9%	14,306	20.3%	31,530	39.8%
47C. Expanded leave policies	10,516	39.4%	3,590	20.5%	10,005	40.1%	25,044	29.8%	13,315	18.9%	42,731	51.4%
47D. Clear guidance on COVID-19 vaccination protocols	16,477	62.8%	2,699	14.1%	5,058	23.1%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a
47E. Appropriate physical health resources (e.g., access to COVID-19 testing) at my agency worksite	9,000	35.1%	5,534	27.7%	9,863	37.2%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a
47F. Timely communication about possible COVID-19 exposure at my agency worksite	13,545	52.5%	4,740	24.4%	6,087	23.1%	40,242	46.8%	21,288	28.5%	20,388	24.7%
47G. Social distancing in my agency worksite	13,175	51.1%	3,308	19.1%	7,874	29.8%	45,639	53.7%	14,208	19.8%	22,214	26.5%
47H. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	16,175	67.5%	1,423	7.4%	6,805	25.2%	59,273	72.5%	5,191	7.1%	17,496	20.4%
47I. Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness	14,161	57.9%	3,297	17.5%	6,986	24.6%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a
47J. A well-ventilated worksite	12,722	51.7%	4,744	24.2%	6,829	24.0%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a
47K. Clear guidance on quarantine requirements after any COVID-19 exposure	13,843	54.8%	3,884	20.6%	6,456	24.6%	— ^a	— ^a	— ^a	— ^a	— ^a	— ^a

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—^a" indicates that there are no trending results available for the year.

Items Q47D-E and Q47I-K are new and do not trend. Item text for Q47F and Q47G has changed from the 2020 FEVS.

Source: Department of Homeland Security AES Report, 2021 OPM Federal Employee Viewpoint Survey

Pandemic Response: Senior Leaders and Supervisors

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

	2021	2021	2020	2020
	N	%	N	%
Strongly Agree	8,234	28.4%	29,911	33.9%
Agree	8,759	35.5%	29,263	36.0%
Neither Agree nor Disagree	3,245	15.3%	10,158	13.5%
Disagree	1,593	8.3%	6,064	8.2%
Strongly Disagree	2,124	12.5%	5,900	8.4%
No Basis to Judge	489	— ^b	845	— ^b
Total	24,444	100.0%	82,141	100.0%

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

	2021	2021	2020	2020
	N	%	N	%
Strongly Agree	8,277	28.8%	29,892	34.0%
Agree	8,808	36.1%	30,426	37.7%
Neither Agree nor Disagree	3,239	15.6%	9,989	13.4%
Disagree	1,478	7.6%	5,456	7.5%
Strongly Disagree	2,029	11.9%	5,201	7.4%
No Basis to Judge	507	— ^b	906	— ^b
Total	24,338	100.0%	81,870	100.0%

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

	2021	2021
	N	%
Strongly Agree	6,615	24.8%
Agree	7,413	32.3%
Neither Agree nor Disagree	4,226	19.9%

Pandemic Response: Senior Leaders and Supervisors

Disagree	2,369	10.6%
Strongly Disagree	2,300	12.4%
No Basis to Judge	1,371	— ^b
Total	24,294	100.0%

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

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	12,049	43.5%	36,120	41.4%
Agree	7,896	34.4%	27,829	34.8%
Neither Agree nor Disagree	2,304	11.5%	9,206	12.2%
Disagree	828	4.4%	4,188	5.7%
Strongly Disagree	1,076	6.2%	4,126	5.8%
No Basis to Judge	268	— ^b	601	— ^b
Total	24,421	100.0%	82,070	100.0%

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

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	12,071	43.8%	36,408	41.9%
Agree	7,780	34.3%	28,262	35.6%
Neither Agree nor Disagree	2,439	12.2%	9,240	12.3%
Disagree	749	4.0%	3,558	4.9%
Strongly Disagree	996	5.8%	3,675	5.2%
No Basis to Judge	350	— ^b	767	— ^b
Total	24,385	100.0%	81,910	100.0%

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

Pandemic Response: Senior Leaders and Supervisors

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	11,539	42.1%	34,106	39.3%
Agree	7,116	30.9%	25,168	31.6%
Neither Agree nor Disagree	2,766	13.6%	11,527	15.2%
Disagree	1,147	5.8%	5,063	6.9%
Strongly Disagree	1,412	7.7%	4,961	7.0%
No Basis to Judge	401	— ^b	1,045	— ^b
Total	24,381	100.0%	81,870	100.0%

Percentages are weighted to represent the Agency's population.

Trending for Q48, Q49, Q51-Q53 is based on the "During the COVID-19 Pandemic" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: **Department of Homeland Security AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic: Type of Work

54. Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?

	2021	2021	2020	2020
	N	%	N	%
Yes	9,863	54.5%	40,596	57.6%
No	12,789	39.1%	31,986	35.2%
Other	1,794	6.4%	6,005	7.2%
Total	24,446	100.0%	78,587	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **Department of Homeland Security AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Pandemic Response

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

	2021 N	2021 %
Strongly Agree	5,452	20.9%
Agree	8,560	36.0%
Neither Agree nor Disagree	4,447	22.7%
Disagree	2,515	11.5%
Strongly Disagree	1,670	8.9%
Do Not Know	1,736	— ^b
Total	24,380	100.0%

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

	2021 N	2021 %
Strongly Agree	5,879	22.5%
Agree	7,161	31.1%
Neither Agree nor Disagree	5,213	25.5%
Disagree	1,930	10.6%
Strongly Disagree	1,721	10.3%
Do Not Know	2,461	— ^b
Total	24,365	100.0%

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

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	6,545	22.9%	22,546	26.3%
Agree	8,217	32.2%	28,397	35.0%
Neither Agree nor Disagree	4,134	18.8%	14,804	19.5%
Disagree	2,025	10.3%	7,118	9.7%
Strongly Disagree	2,718	15.7%	6,627	9.4%
Do Not Know	733	— ^b	1,439	— ^b
Total	24,372	100.0%	80,931	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—^a" indicates that there are no trending results available for the year.

"—^b" indicates that the "Do Not Know" responses are not included in percentage calculations.

The "Do Not Know" response option for Q57 was worded as "No Basis to Judge" in 2020.

Source: **Department of Homeland Security AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?

	%
Headquarters	21.2%
Field	57.5%
Full-time telework (e.g., home office, telecenter)	21.3%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	2.4%
Manager	10.8%
Supervisor	20.6%
Team Leader	11.2%
Non-Supervisor	54.9%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System	2.9%
GS 1-6	1.4%
GS 7-12	30.3%
GS 13-15	49.3%
Senior Executive Service	1.8%
Senior Level (SL) or Scientific or Professional (ST)	0.2%
Other	14.2%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	67.2%
Currently in National Guard or Reserves	1.8%
Retired	12.7%
Separated or Discharged	18.4%
Total	100.0%

Are you:

	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.8%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	1.6%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.1%
None of the categories listed	97.5%
Total	100.0%

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.

Employment Demographics

Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

	<u>%</u>
Yes	5.6%
No	94.4%
Total	100.0%

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

	<u>%</u>
Less than 1 year	1.4%
1 to 3 years	11.6%
4 to 5 years	8.8%
6 to 10 years	15.2%
11 to 14 years	19.7%
15 to 20 years	23.3%
More than 20 years	20.1%
Total	100.0%

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

	<u>%</u>
Less than 1 year	2.6%
1 to 3 years	18.3%
4 to 5 years	11.7%
6 to 10 years	16.2%
11 to 14 years	18.6%
15 to 20 years	21.0%
More than 20 years	11.5%
Total	100.0%

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

	<u>%</u>
No	63.9%
Yes, to retire	7.1%
Yes, to take another job within the Federal Government	18.0%
Yes, to take another job outside the Federal Government	4.5%
Yes, other	6.5%
Total	100.0%

I am planning to retire:

	<u>%</u>
Less than 1 year	3.9%
1 year	3.2%
2 years	5.4%
3 years	5.4%
4 years	3.7%
5 years	8.0%
More than 5 years	70.4%

Employment Demographics

Total	100.0%
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Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	<u>%</u>
Yes	16.7%
No	83.3%
Total	100.0%

Please select the racial category or categories with which you most closely identify.

	<u>%</u>
White	74.5%
Black or African American	13.6%
All other races	12.0%
Total	100.0%

What is your age group?

	<u>%</u>
29 years and under	3.9%
30-39 years old	19.9%
40-49 years old	30.7%
50-59 years old	31.5%
60 years or older	14.0%
Total	100.0%

What is the highest degree or level of education you have completed?

	<u>%</u>
Less than High School/ High School Diploma/ GED	4.4%
Certification/ Some College/ Associate's Degree	26.5%
Bachelor's Degree	36.5%
Advanced Degrees (Post Bachelor's Degree)	32.6%
Total	100.0%

Are you an individual with a disability?

	<u>%</u>
Yes	15.4%
No	84.6%
Total	100.0%

Are you:

	<u>%</u>
Male	60.7%
Female	39.3%
Total	100.0%

Are you transgender?

Employment Demographics

	<u>%</u>
Yes	0.4%
No	99.6%
Total	100.0%

Which one of the following do you consider yourself to be?

	<u>%</u>
Straight, that is not gay or lesbian	93.4%
Gay or Lesbian	2.8%
Bisexual	1.6%
Something else	2.2%
Total	100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to Employment Demographics.

Note: For confidentiality purposes, "^c" indicated that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

Source: **Department of Homeland Security AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Agency-Specific Questions

1. In my work unit, I trust that my teammates will be vocal/speak up when they view behavior (disrespect, lack of integrity) that does not align with organizational values.

	<u>N</u>	<u>%</u>
Strongly Agree	7,149	27.2%
Agree	9,749	40.0%
Neither Agree nor Disagree	3,606	15.7%
Disagree	2,505	11.2%
Strongly Disagree	1,229	5.9%
Total	24,238	100.0%

2. In my work unit, our day-to-day behavior positively exemplifies our organizational values.

	<u>N</u>	<u>%</u>
Strongly Agree	7,990	29.6%
Agree	10,614	43.9%
Neither Agree nor Disagree	3,459	16.1%
Disagree	1,348	6.6%
Strongly Disagree	742	3.8%
Total	24,153	100.0%

3. My workplace has an atmosphere where employees feel comfortable challenging the status quo and bringing up different perspectives.

	<u>N</u>	<u>%</u>
Strongly Agree	5,919	21.7%
Agree	7,946	31.7%
Neither Agree nor Disagree	4,107	17.6%
Disagree	3,749	16.9%
Strongly Disagree	2,494	12.1%
Total	24,215	100.0%

4. My supervisor cares about me.

	<u>N</u>	<u>%</u>
Strongly Agree	6,916	26.1%
Agree	8,158	33.1%
Neither Agree nor Disagree	3,304	14.0%
Disagree	3,162	13.9%
Strongly Disagree	2,621	12.9%
Total	24,161	100.0%

5. We are all held to the same standards of exhibiting Department values (vigilance, integrity, respect) and conduct regardless of our performance or seniority.

	<u>N</u>	<u>%</u>
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Agency-Specific Questions

Strongly Agree	10,003	36.6%
Agree	8,363	35.2%
Neither Agree nor Disagree	3,484	16.8%
Disagree	1,207	5.8%
Strongly Disagree	1,128	5.6%
Total	24,185	100.0%

6. I have a friend(s) at work.

	N	%
Strongly Agree	8,521	33.5%
Agree	10,718	45.7%
Neither Agree nor Disagree	3,457	14.5%
Disagree	992	4.1%
Strongly Disagree	461	2.2%
Total	24,149	100.0%

7. I feel connected to my colleagues.

	N	%
Strongly Agree	7,156	27.4%
Agree	10,554	44.2%
Neither Agree nor Disagree	4,253	19.1%
Disagree	1,558	6.3%
Strongly Disagree	648	3.0%
Total	24,169	100.0%

8. I am provided opportunities beyond this survey to provide ideas and feedback to my leaders.

	N	%
Strongly Agree	6,486	23.0%
Agree	8,065	32.0%
Neither Agree nor Disagree	4,270	19.4%
Disagree	2,937	13.4%
Strongly Disagree	2,443	12.2%
Total	24,201	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Department of Homeland Security AES Report**, 2021 OPM Federal Employee Viewpoint Survey