

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

File Index

Report Navigation Notes:

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

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

Survey Items

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

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Survey Items

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

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Survey Items

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

(5) My workload is reasonable.

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

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

(5) My workload is reasonable.

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

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

(5) My workload is reasonable.

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

(11) In my work unit poor performers usually:

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

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

(11) In my work unit poor performers usually:

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

(18) Employees in my work unit successfully collaborate.

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

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

(18) Employees in my work unit successfully collaborate.

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

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

(18) Employees in my work unit successfully collaborate.

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

(29) My supervisor treats me with respect.

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

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

(29) My supervisor treats me with respect.

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

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

(29) My supervisor treats me with respect.

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

(34) Managers communicate the goals of the organization.

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

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

(34) Managers communicate the goals of the organization.

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

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

(34) Managers communicate the goals of the organization.

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

(35) Managers promote communication among different work units.

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

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

(35) Managers promote communication among different work units.

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

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

(35) Managers promote communication among different work units.

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

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

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

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

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

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

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

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

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

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

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

Expanded Telework

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

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

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

Expanded Telework

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

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

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

Expanded Telework

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

Expanded work schedule flexibilities

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

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

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

Expanded work schedule flexibilities

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

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

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

Expanded work schedule flexibilities

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

Expanded leave policies

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

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

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

Expanded leave policies

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

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

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

Expanded leave policies

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

Clear guidance on COVID-19 vaccination protocols

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

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

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

Clear guidance on COVID-19 vaccination protocols

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

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

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

Clear guidance on COVID-19 vaccination protocols

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

Appropriate physical health resources at my agency worksite

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

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

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

Appropriate physical health resources at my agency worksite

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

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

**(Q47_5) How has your organization supported you during the COVID-19 pandemic?
Appropriate physical health resources at my agency worksite**

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

**(Q47_6) How has your organization supported you during the COVID-19 pandemic?
Timely communication about possible COVID-19 exposure at my agency worksite**

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

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

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

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

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

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

**(Q47_6) How has your organization supported you during the COVID-19 pandemic?
Timely communication about possible COVID-19 exposure at my agency worksite**

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

Social distancing in my agency worksite

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

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

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

Social distancing in my agency worksite

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

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

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

Social distancing in my agency worksite

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

**(Q47_8) How has your organization supported you during the COVID-19 pandemic?
Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite**

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

A well-ventilated worksite

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

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

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

A well-ventilated worksite

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

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

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

A well-ventilated worksite

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

Clear guidance on quarantine requirements after any COVID-19 exposure

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

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

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

Clear guidance on quarantine requirements after any COVID-19 exposure

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

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

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

Clear guidance on quarantine requirements after any COVID-19 exposure

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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

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

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

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

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

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

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

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

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

SOURCE: Federal Employee Viewpoint Survey

**Unweighted count of responses to a question.

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

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