

Item	Item Text	Response Type	Percent Positive	Strongly Agree/ Very Good/ Very Satisfied %	Agree/ Good/ Satisfied %
1	*I am given a real opportunity to improve my skills in my organization.	Agree-disagree	70.4%	31.0%	39.4%
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	60.9%	37.9%	23.0%
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	82.7%	48.9%	33.8%
4	I know what is expected of me on the job.	Agree-disagree	76.8%	28.1%	48.7%
5	*My workload is reasonable.	Agree-disagree	66.7%	19.2%	47.5%
6	*My talents are used well in the workplace.	Agree-disagree	62.3%	18.9%	43.3%
7	*I know how my work relates to the agency's goals.	Agree-disagree	86.1%	40.6%	45.5%
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	63.2%	30.1%	33.0%
9	*The people I work with cooperate to get the job done.	Agree-disagree	84.1%	42.1%	42.0%
10	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	Agree-disagree	40.9%	7.3%	33.6%
12	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	57.1%	14.6%	42.5%
13	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	86.2%	21.4%	64.9%
14	Employees in my work unit meet the needs of our customers.	Always-never	92.5%	43.7%	48.8%

15	Employees in my work unit contribute positively to my agency's performance.	Always-never	92.2%	66.9%	25.3%
16	Employees in my work unit produce high-quality work.	Always-never	82.8%	43.9%	38.9%
17	Employees in my work unit adapt to changing priorities.	Always-never	77.9%	42.0%	35.9%
18	Employees in my work unit successfully collaborate.	Always-never	78.4%	36.3%	42.1%
19	Employees in my work unit achieve our goals.	Always-never	94.5%	43.8%	50.8%
20	Employees are recognized for providing high quality products and services.	Agree-disagree	71.9%	28.7%	43.2%
21	Employees are protected from health and safety hazards on the job.	Agree-disagree	88.8%	51.1%	37.7%
22	My agency is successful at accomplishing its mission.	Agree-disagree	87.0%	45.1%	41.9%
23	*I recommend my organization as a good place to work.	Agree-disagree	65.6%	35.6%	30.0%
24	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	29.4%	11.8%	17.6%
25	My supervisor supports my need to balance work and other life issues.	Agree-disagree	81.0%	56.0%	25.0%
26	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	82.1%	54.3%	27.7%
27	Supervisors in my work unit support employee development.	Agree-disagree	86.2%	43.7%	42.5%
28	My supervisor listens to what I have to say.	Agree-disagree	89.2%	48.0%	41.1%
29	My supervisor treats me with respect.	Agree-disagree	92.5%	60.7%	31.7%
30	I have trust and confidence in my supervisor.	Agree-disagree	81.8%	48.4%	33.4%
31	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	83.3%	38.2%	45.1%
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	41.4%	10.0%	31.4%

33	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	44.1%	11.4%	32.7%
34	*Managers communicate the goals of the organization.	Agree-disagree	51.8%	13.1%	38.7%
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	44.9%	12.4%	32.6%
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	58.4%	26.8%	31.7%
37	I have a high level of respect for my organization's senior leaders.	Agree-disagree	46.2%	17.4%	28.8%
38	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	57.4%	20.4%	37.0%
39	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	52.0%	26.1%	25.9%
40	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	46.5%	14.6%	31.9%
41	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	68.8%	28.9%	39.8%
42	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	69.6%	31.2%	38.3%
43	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	63.1%	18.5%	44.5%
44	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	67.7%	21.7%	46.0%

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

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

Percentages are weighted to represent the Agency's population.

Source: **American Battle Monuments Commission AES Report, 2021 OPM Federal Employee Viewpoint Survey**

Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Poor/ Dissatisfied %	Strongly Disagree/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Very Good/ Very Satisfied N	Agree/ Good/ Satisfied N	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Poor/ Dissatisfied N	Strongly Disagree/ Very Poor/ Very Dissatisfied N
16.2%	8.5%	4.9%	13.4%	13	17	7	3	2
23.1%	7.8%	8.2%	16.0%	16	10	9	3	3
12.2%	5.1%	0.0%	5.1%	21	14	4	3	0
14.8%	3.5%	4.9%	8.4%	13	20	5	2	2
13.3%	14.1%	5.9%	20.0%	9	18	6	7	2
16.5%	16.5%	4.7%	21.2%	9	18	7	6	2
7.5%	6.5%	0.0%	6.5%	16	18	3	3	0
15.8%	13.2%	7.9%	21.0%	12	13	6	6	3
5.1%	7.5%	3.3%	10.8%	18	18	2	3	1
39.6%	9.7%	9.7%	19.5%	4	12	15	4	4
25.1%	11.8%	6.0%	17.7%	7	17	10	4	2
13.8%	0.0%	0.0%	0.0%	10	26	5	0	0
4.7%	2.8%	0.0%	2.8%	18	19	2	1	0

4.9%	2.9%	0.0%	2.9%	25	11	2	1	0
17.2%	0.0%	0.0%	0.0%	17	16	7	0	0
16.6%	5.5%	0.0%	5.5%	17	15	6	2	0
17.0%	1.9%	2.7%	4.6%	14	19	6	1	1
5.5%	0.0%	0.0%	0.0%	18	20	2	0	0
9.0%	13.1%	6.0%	19.1%	12	18	4	5	2
11.2%	0.0%	0.0%	0.0%	20	17	4	0	0
7.3%	2.6%	3.1%	5.7%	19	17	3	1	1
26.9%	7.5%	0.0%	7.5%	15	13	11	3	0
42.5%	16.6%	11.5%	28.1%	5	7	17	7	4
10.1%	8.9%	0.0%	8.9%	24	11	4	3	0
14.5%	3.5%	0.0%	3.5%	22	12	5	1	0
7.8%	6.0%	0.0%	6.0%	19	17	3	2	0
3.3%	7.5%	0.0%	7.5%	21	17	1	3	0
2.6%	4.9%	0.0%	4.9%	26	13	1	2	0
10.6%	1.6%	5.9%	7.5%	21	14	4	1	2
5.9%	10.8%	0.0%	10.8%	17	18	3	4	0
25.2%	21.5%	11.8%	33.4%	4	13	11	9	4

21.4%	17.8%	16.7%	34.5%	5	13	9	7	6
27.2%	12.3%	8.7%	21.0%	6	16	10	6	3
14.3%	27.6%	13.1%	40.7%	5	13	7	12	5
19.4%	7.4%	14.7%	22.1%	10	12	8	3	5
33.3%	6.9%	13.6%	20.5%	7	12	13	3	5
26.9%	5.1%	10.6%	15.7%	8	13	10	2	4
28.9%	15.8%	3.3%	19.1%	12	10	12	7	1
31.7%	15.7%	6.1%	21.8%	7	13	13	6	2
5.1%	22.8%	3.3%	26.1%	13	16	3	9	1
19.0%	11.4%	0.0%	11.4%	13	16	8	4	0
23.3%	7.8%	5.9%	13.7%	9	18	10	3	2
19.9%	12.4%	0.0%	12.4%	10	18	9	5	0

Item Response Total** N	Do Not Know/ No Basis to Judge N
42	N/A
41	N/A
42	N/A
42	N/A
42	0
42	0
40	0
40	2
42	N/A
39	3
40	2
41	1
40	2

39	2
40	2
40	2
41	1
40	1
41	1
41	1
41	1
41	1
42	N/A
40	2
42	0
40	2
41	1
42	N/A
42	N/A
42	N/A
42	N/A
41	1

40	2
41	0
42	0
38	4
40	1
37	5
42	N/A
41	N/A
42	N/A
41	N/A
42	N/A
42	N/A

11. In my work unit poor performers usually:

	2021 N	2021 %
Remain in the work unit and improve their performance over time	5	15.2%
Remain in the work unit and continue to underperform	18	56.5%
Leave the work unit - removed or transferred	1	2.3%
Leave the work unit - quit	2	5.4%
There are no poor performers in my work unit	7	20.6%
Do Not Know	9	— ^b
Total	42	100.0%

Percentages are weighted to represent the Agency's population.

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

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

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

Source: **American Battle Monuments Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

2020	2020	2019	2019
N	%	N	%
15	17.1%	4	16.2%
42	49.0%	16	72.5%
5	4.7%	1	3.2%
1	1.1%	0	0.0%
24	28.1%	2	8.1%
19	— ^b	8	— ^b
106	100.0%	31	100.0%

Core Q1-10, 12-44 Trend

Item	Year
1	2021
1	2020
1	2019
1	2018
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5	2021
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5	2019
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6	2021

Core Q1-10, 12-44 Trend

6	2020
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6	2016
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7	2021
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Core Q1-10, 12-44 Trend

13	2021
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Core Q1-10, 12-44 Trend

22	2021
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27	2021
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27	2017
27	2016

Core Q1-10, 12-44 Trend

27	2015
28	2021
28	2020
28	2019
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31	2015
32	2021
32	2020
32	2019
32	2018
32	2017
32	2016

Core Q1-10, 12-44 Trend

32	2015
33	2021
33	2020
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36	2021
36	2020
36	2019
36	2018
36	2017

Core Q1-10, 12-44 Trend

36	2016
36	2015
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37	2017
37	2016
37	2015
38	2021
38	2020
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41	2020

Core Q1-10, 12-44 Trend

41	2019
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** Unweighted cou

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Trending for Q14-Q

Q14-Q19 were not i

The rows above do

"—" ^a indicates that

Source: **American**

Item Text

*I am given a real opportunity to improve my skills in my organization.

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*I am given a real opportunity to improve my skills in my organization.

*I am given a real opportunity to improve my skills in my organization.

*I am given a real opportunity to improve my skills in my organization.

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

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My work gives me a feeling of personal accomplishment.

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I know what is expected of me on the job.

I know what is expected of me on the job.

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*My workload is reasonable.

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*My workload is reasonable.

*My talents are used well in the workplace.

Core Q1-10, 12-44 Trend

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*I know how my work relates to the agency's goals.

*I know how my work relates to the agency's goals.

*I know how my work relates to the agency's goals.

*I know how my work relates to the agency's goals.

*I know how my work relates to the agency's goals and priorities.

*I know how my work relates to the agency's goals and priorities.

*I know how my work relates to the agency's goals and priorities.

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

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*The people I work with cooperate to get the job done.

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

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*In my work unit, differences in performance are recognized in a meaningful way.

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*In my work unit, differences in performance are recognized in a meaningful way.

Core Q1-10, 12-44 Trend

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

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

*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

*The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

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

During the COVID-19 pandemic, my work unit has met the needs of our customers.

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

During the COVID-19 pandemic, my work unit has contributed positively to my agency's performance.

Employees in my work unit produce high-quality work.

During the COVID-19 pandemic, my work unit has produced high-quality work.

Employees in my work unit adapt to changing priorities.

During the COVID-19 pandemic, my work unit has adapted to changing priorities.

Employees in my work unit successfully collaborate.

During the COVID-19 pandemic, my work unit has successfully collaborated.

Employees in my work unit achieve our goals.

During the COVID-19 pandemic, my work unit has achieved our goals.

Employees are recognized for providing high quality products and services.

Employees are recognized for providing high quality products and services.

Employees are recognized for providing high quality products and services.

Employees are recognized for providing high quality products and services.

Employees are recognized for providing high quality products and services.

Employees are recognized for providing high quality products and services.

Employees are recognized for providing high quality products and services.

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

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

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

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

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

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

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

Core Q1-10, 12-44 Trend

My agency is successful at accomplishing its mission.

My agency is successful at accomplishing its mission.

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My agency is successful at accomplishing its mission.

My agency is successful at accomplishing its mission.

My agency is successful at accomplishing its mission.

My agency is successful at accomplishing its mission.

*I recommend my organization as a good place to work.

*I recommend my organization as a good place to work.

*I recommend my organization as a good place to work.

*I recommend my organization as a good place to work.

*I recommend my organization as a good place to work.

*I recommend my organization as a good place to work.

*I recommend my organization as a good place to work.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Supervisors in my work unit support employee development.

Supervisors in my work unit support employee development.

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Supervisors in my work unit support employee development.

Supervisors in my work unit support employee development.

Supervisors in my work unit support employee development.

Core Q1-10, 12-44 Trend

Supervisors in my work unit support employee development.

My supervisor listens to what I have to say.

My supervisor listens to what I have to say.

My supervisor listens to what I have to say.

My supervisor listens to what I have to say.

My supervisor listens to what I have to say.

My supervisor listens to what I have to say.

My supervisor listens to what I have to say.

My supervisor treats me with respect.

My supervisor treats me with respect.

My supervisor treats me with respect.

My supervisor treats me with respect.

My supervisor treats me with respect.

My supervisor treats me with respect.

My supervisor treats me with respect.

I have trust and confidence in my supervisor.

I have trust and confidence in my supervisor.

I have trust and confidence in my supervisor.

I have trust and confidence in my supervisor.

I have trust and confidence in my supervisor.

I have trust and confidence in my supervisor.

I have trust and confidence in my supervisor.

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

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

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

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

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

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

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

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

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

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

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

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

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

Core Q1-10, 12-44 Trend

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

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

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

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

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

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

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

*Managers communicate the goals of the organization.

*Managers communicate the goals of the organization.

*Managers communicate the goals of the organization.

*Managers communicate the goals of the organization.

*Managers communicate the goals and priorities of the organization.

*Managers communicate the goals and priorities of the organization.

*Managers communicate the goals and priorities of the organization.

Managers promote communication among different work units (for example, about projects, goals, needed resources).

Managers promote communication among different work units (for example, about projects, goals, needed resources).

Managers promote communication among different work units (for example, about projects, goals, needed resources).

Managers promote communication among different work units (for example, about projects, goals, needed resources).

Managers promote communication among different work units (for example, about projects, goals, needed resources).

Managers promote communication among different work units (for example, about projects, goals, needed resources).

Managers promote communication among different work units (for example, about projects, goals, needed resources).

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

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

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

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

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

Core Q1-10, 12-44 Trend

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

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

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

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

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

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

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

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

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

Senior leaders demonstrate support for Work-Life programs.

Senior leaders demonstrate support for Work-Life programs.

Senior leaders demonstrate support for Work-Life programs.

Senior leaders demonstrate support for Work-Life programs.

Senior leaders demonstrate support for Work-Life programs.

Senior leaders demonstrate support for Work-Life programs.

Senior leaders demonstrate support for Work-Life programs.

*How satisfied are you with your involvement in decisions that affect your work?

*How satisfied are you with your involvement in decisions that affect your work?

*How satisfied are you with your involvement in decisions that affect your work?

*How satisfied are you with your involvement in decisions that affect your work?

*How satisfied are you with your involvement in decisions that affect your work?

*How satisfied are you with your involvement in decisions that affect your work?

*How satisfied are you with your involvement in decisions that affect your work?

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

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

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

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

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

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

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

*How satisfied are you with the recognition you receive for doing a good job?

*How satisfied are you with the recognition you receive for doing a good job?

Core Q1-10, 12-44 Trend

*How satisfied are you with the recognition you receive for doing a good job?
*How satisfied are you with the recognition you receive for doing a good job?
*How satisfied are you with the recognition you receive for doing a good job?
*How satisfied are you with the recognition you receive for doing a good job?
*How satisfied are you with the recognition you receive for doing a good job?
*Considering everything, how satisfied are you with your job?
*Considering everything, how satisfied are you with your job?
*Considering everything, how satisfied are you with your job?
*Considering everything, how satisfied are you with your job?
*Considering everything, how satisfied are you with your job?
*Considering everything, how satisfied are you with your job?
*Considering everything, how satisfied are you with your job?
*Considering everything, how satisfied are you with your job?
Considering everything, how satisfied are you with your pay?
Considering everything, how satisfied are you with your pay?
Considering everything, how satisfied are you with your pay?
Considering everything, how satisfied are you with your pay?
Considering everything, how satisfied are you with your pay?
Considering everything, how satisfied are you with your pay?
Considering everything, how satisfied are you with your pay?
*Considering everything, how satisfied are you with your organization?
*Considering everything, how satisfied are you with your organization?
*Considering everything, how satisfied are you with your organization?
*Considering everything, how satisfied are you with your organization?
*Considering everything, how satisfied are you with your organization?
*Considering everything, how satisfied are you with your organization?
*Considering everything, how satisfied are you with your organization?
*Considering everything, how satisfied are you with your organization?

Items as of 2017 (5 CFR Part 250, Subpart C)

Percent of responses excluding "Do Not Know" or "No Basis to Judge"

Weighted to represent the Agency's population.

2019 is based on the "During the COVID-19 Pandemic" responses in 2020.

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

Do not include results for any year when there were fewer than 4 completed surveys.

There are no trending results available for the year.

Core Q1-10, 12-44 Trend

Percent Positive	Percent Neutral	Percent Negative	Item Response Total** N	Do Not Know/ No Basis to Judge N
70.4%	16.2%	13.4%	42	N/A
72.7%	11.4%	15.8%	106	N/A
53.3%	26.1%	20.5%	31	N/A
54.5%	26.1%	19.4%	33	N/A
63.4%	24.6%	12.1%	8	N/A
72.1%	18.0%	9.8%	11	N/A
73.3%	26.7%	0.0%	14	N/A
60.9%	23.1%	16.0%	41	N/A
65.3%	19.7%	15.0%	104	N/A
51.9%	13.7%	34.4%	31	N/A
60.3%	24.5%	15.2%	33	N/A
51.3%	0.0%	48.7%	8	N/A
58.5%	21.6%	19.9%	10	N/A
77.3%	8.3%	14.4%	13	N/A
82.7%	12.2%	5.1%	42	N/A
75.5%	13.2%	11.3%	106	N/A
91.2%	2.3%	6.5%	31	N/A
88.7%	3.1%	8.3%	33	N/A
87.9%	0.0%	12.1%	8	N/A
100.0%	0.0%	0.0%	11	N/A
85.5%	14.5%	0.0%	14	N/A
76.8%	14.8%	8.4%	42	N/A
79.6%	14.3%	6.1%	106	N/A
72.0%	15.9%	12.1%	30	N/A
68.0%	15.0%	17.0%	33	N/A
75.4%	12.5%	12.1%	8	N/A
82.0%	0.0%	18.0%	11	N/A
72.1%	21.2%	6.7%	14	N/A
66.7%	13.3%	20.0%	42	0
72.9%	15.9%	11.2%	105	1
71.9%	19.5%	8.7%	30	0
65.6%	15.8%	18.6%	32	0
87.9%	0.0%	12.1%	8	0
54.9%	18.9%	26.2%	11	0
77.3%	15.5%	7.2%	13	0
62.3%	16.5%	21.2%	42	0

Core Q1-10, 12-44 Trend

59.0%	20.5%	20.4%	106	0
49.3%	14.1%	36.6%	31	0
56.2%	24.5%	19.3%	33	0
75.9%	12.1%	12.1%	8	0
63.9%	18.9%	17.2%	11	0
58.7%	14.5%	26.9%	14	0
86.1%	7.5%	6.5%	40	0
82.4%	13.0%	4.5%	106	0
84.1%	6.8%	9.1%	31	0
89.4%	8.2%	2.4%	33	0
75.9%	12.1%	12.1%	8	0
91.8%	8.2%	0.0%	11	0
58.9%	41.1%	0.0%	14	0
63.2%	15.8%	21.0%	40	2
57.6%	23.2%	19.1%	103	3
42.4%	21.4%	36.2%	29	2
60.5%	20.9%	18.7%	33	0
36.6%	0.0%	63.4%	8	0
72.1%	9.0%	18.9%	11	0
53.2%	26.9%	19.9%	14	0
84.1%	5.1%	10.8%	42	N/A
76.8%	13.4%	9.9%	105	N/A
72.7%	17.3%	9.9%	31	N/A
77.4%	8.4%	14.3%	33	N/A
62.9%	37.1%	0.0%	8	N/A
81.1%	0.0%	18.9%	11	N/A
73.3%	26.7%	0.0%	14	N/A
40.9%	39.6%	19.5%	39	3
40.5%	31.6%	27.9%	98	7
26.7%	52.6%	20.7%	29	2
29.8%	31.1%	39.2%	32	1
38.8%	48.7%	12.5%	8	0
55.7%	18.9%	25.4%	11	0
30.7%	49.4%	19.9%	14	0
57.1%	25.1%	17.7%	40	2
54.0%	24.8%	21.3%	100	6
35.3%	26.4%	38.3%	30	1
41.2%	27.3%	31.5%	33	0
50.8%	36.6%	12.5%	8	0
55.7%	8.1%	36.1%	11	0
45.4%	47.9%	6.7%	14	0

Core Q1-10, 12-44 Trend

86.2%	13.8%	0.0%	41	1
80.9%	10.1%	9.1%	106	0
87.0%	6.8%	6.2%	29	2
73.5%	20.4%	6.1%	33	0
87.9%	0.0%	12.1%	8	0
63.1%	36.9%	0.0%	11	0
79.0%	14.3%	6.7%	14	0
92.5%	4.7%	2.8%	40	2
80.7%	12.9%	6.4%	94	8
92.2%	4.9%	2.9%	39	2
86.0%	6.4%	7.6%	98	3
82.8%	17.2%	0.0%	40	2
82.1%	11.0%	6.9%	99	3
77.9%	16.6%	5.5%	40	2
86.7%	6.6%	6.7%	99	4
78.4%	17.0%	4.6%	41	1
84.4%	8.2%	7.4%	99	3
94.5%	5.5%	0.0%	40	1
81.3%	10.0%	8.7%	93	9
71.9%	9.0%	19.1%	41	1
65.3%	22.0%	12.7%	106	0
40.1%	30.6%	29.3%	31	0
53.9%	13.6%	32.5%	33	0
51.3%	12.1%	36.6%	8	0
62.3%	37.7%	0.0%	11	0
55.8%	29.9%	14.4%	13	0
88.8%	11.2%	0.0%	41	1
90.3%	8.0%	1.7%	105	1
71.0%	29.0%	0.0%	30	1
91.2%	8.8%	0.0%	33	0
100.0%	0.0%	0.0%	8	0
72.9%	18.9%	8.2%	11	0
100.0%	0.0%	0.0%	14	0

Core Q1-10, 12-44 Trend

87.0%	7.3%	5.7%	41	1
84.0%	13.4%	2.6%	106	0
77.3%	19.4%	3.3%	31	0
89.4%	7.5%	3.1%	33	0
87.9%	0.0%	12.1%	8	0
71.3%	28.7%	0.0%	11	0
86.6%	13.4%	0.0%	14	0
65.6%	26.9%	7.5%	42	N/A
78.5%	15.6%	5.8%	106	N/A
63.4%	17.0%	19.5%	31	N/A
70.0%	18.7%	11.2%	33	N/A
63.4%	12.1%	24.6%	8	N/A
81.9%	9.0%	9.0%	11	N/A
58.9%	34.4%	6.7%	14	N/A
29.4%	42.5%	28.1%	40	2
57.2%	27.9%	14.9%	99	7
26.2%	31.8%	42.0%	29	2
47.7%	26.9%	25.4%	32	1
27.5%	14.2%	58.3%	7	1
35.2%	36.1%	28.7%	11	0
52.1%	13.4%	34.4%	14	0
81.0%	10.1%	8.9%	42	0
80.8%	9.6%	9.6%	105	1
65.8%	27.4%	6.8%	31	0
74.5%	14.3%	11.2%	33	0
63.4%	12.5%	24.1%	8	0
60.8%	39.2%	0.0%	10	1
80.1%	13.2%	6.7%	14	0
82.1%	14.5%	3.5%	40	2
72.2%	20.1%	7.7%	102	4
62.5%	37.5%	0.0%	26	5
70.5%	22.3%	7.2%	27	6
60.8%	39.2%	0.0%	8	0
72.9%	27.1%	0.0%	11	0
66.6%	19.9%	13.4%	14	0
86.2%	7.8%	6.0%	41	1
77.8%	13.8%	8.4%	105	1
58.6%	20.6%	20.8%	31	0
67.2%	16.1%	16.7%	32	1
75.4%	12.5%	12.1%	8	0
81.9%	18.1%	0.0%	11	0

Core Q1-10, 12-44 Trend

73.3%	19.9%	6.7%	14	0
89.2%	3.3%	7.5%	42	N/A
79.4%	13.1%	7.5%	104	N/A
59.1%	24.0%	16.9%	31	N/A
78.9%	9.9%	11.2%	33	N/A
63.4%	36.6%	0.0%	8	N/A
72.9%	27.1%	0.0%	11	N/A
73.3%	6.7%	19.9%	14	N/A
92.5%	2.6%	4.9%	42	N/A
83.0%	10.5%	6.5%	104	N/A
72.6%	12.7%	14.7%	31	N/A
79.2%	7.2%	13.6%	33	N/A
63.4%	24.6%	12.1%	8	N/A
89.2%	10.8%	0.0%	10	N/A
86.8%	6.5%	6.7%	14	N/A
81.8%	10.6%	7.5%	42	N/A
71.1%	19.6%	9.2%	104	N/A
61.8%	16.3%	21.8%	31	N/A
73.4%	7.9%	18.7%	33	N/A
63.4%	0.0%	36.6%	8	N/A
54.8%	45.2%	0.0%	11	N/A
73.3%	6.5%	20.1%	14	N/A
83.3%	5.9%	10.8%	42	N/A
74.5%	17.4%	8.1%	106	N/A
65.9%	20.4%	13.7%	31	N/A
73.8%	7.5%	18.7%	33	N/A
63.4%	12.5%	24.1%	8	N/A
81.9%	18.1%	0.0%	11	N/A
73.3%	19.9%	6.7%	14	N/A
41.4%	25.2%	33.4%	41	1
51.0%	32.3%	16.7%	104	0
36.0%	29.2%	34.8%	31	0
46.2%	22.3%	31.5%	32	1
24.1%	12.5%	63.4%	8	0
43.4%	18.9%	37.7%	11	0

Core Q1-10, 12-44 Trend

59.9%	6.7%	33.4%	14	0
44.1%	21.4%	34.5%	40	2
54.4%	30.5%	15.1%	101	3
51.0%	15.7%	33.4%	29	2
41.4%	29.8%	28.8%	32	0
24.1%	12.5%	63.4%	8	0
43.4%	28.7%	27.9%	11	0
59.9%	19.9%	20.1%	14	0
51.8%	27.2%	21.0%	41	0
67.3%	16.5%	16.2%	104	1
59.4%	26.9%	13.7%	31	0
57.4%	13.4%	29.2%	33	0
72.9%	27.1%	0.0%	8	0
71.3%	9.8%	18.9%	11	0
52.1%	34.6%	13.2%	14	0
44.9%	14.3%	40.7%	42	0
55.7%	18.0%	26.3%	104	1
42.7%	32.5%	24.7%	31	0
45.7%	11.9%	42.3%	31	2
72.9%	0.0%	27.1%	8	0
61.4%	18.9%	19.7%	11	0
59.9%	26.9%	13.2%	14	0
58.4%	19.4%	22.1%	38	4
62.5%	26.0%	11.5%	103	2
57.3%	21.7%	21.0%	29	2
61.7%	17.8%	20.5%	33	0
36.6%	12.1%	51.3%	8	0

Core Q1-10, 12-44 Trend

54.8%	18.9%	26.3%	11	0
49.7%	21.5%	28.7%	13	1
46.2%	33.3%	20.5%	40	1
73.0%	15.2%	11.8%	104	1
46.9%	20.8%	32.3%	30	1
55.1%	21.0%	23.9%	33	0
36.6%	12.1%	51.3%	8	0
44.2%	27.9%	27.9%	11	0
59.9%	6.7%	33.4%	14	0
57.4%	26.9%	15.7%	37	5
69.8%	21.6%	8.6%	96	9
45.8%	37.7%	16.5%	27	4
43.7%	43.5%	12.8%	30	3
32.4%	51.7%	15.9%	6	2
53.5%	35.4%	11.1%	9	2
57.0%	35.8%	7.2%	13	1
52.0%	28.9%	19.1%	42	N/A
54.1%	23.3%	22.6%	105	N/A
54.5%	14.3%	31.1%	31	N/A
47.6%	17.6%	34.7%	33	N/A
63.4%	12.1%	24.6%	8	N/A
63.9%	18.1%	18.0%	11	N/A
66.6%	19.9%	13.4%	14	N/A
46.5%	31.7%	21.8%	41	N/A
55.5%	19.7%	24.8%	104	N/A
49.5%	15.8%	34.7%	31	N/A
45.3%	21.9%	32.7%	33	N/A
48.7%	12.1%	39.2%	8	N/A
63.9%	27.9%	8.2%	11	N/A
47.1%	23.4%	29.4%	13	N/A
68.8%	5.1%	26.1%	42	N/A
65.8%	15.4%	18.9%	104	N/A

Core Q1-10, 12-44 Trend

50.4%	21.7%	27.9%	31	N/A
46.1%	26.5%	27.4%	33	N/A
36.6%	26.7%	36.6%	8	N/A
63.1%	9.0%	27.9%	11	N/A
78.5%	7.2%	14.4%	13	N/A
69.6%	19.0%	11.4%	41	N/A
76.7%	12.1%	11.2%	103	N/A
64.1%	17.0%	18.9%	31	N/A
70.6%	7.6%	21.8%	32	N/A
63.4%	24.1%	12.5%	8	N/A
82.8%	8.2%	9.0%	11	N/A
79.9%	13.4%	6.7%	14	N/A
63.1%	23.3%	13.7%	42	N/A
76.2%	12.7%	11.2%	105	N/A
65.9%	19.1%	15.0%	31	N/A
45.6%	28.0%	26.4%	32	N/A
49.2%	12.1%	38.8%	8	N/A
63.1%	9.8%	27.0%	11	N/A
64.0%	28.2%	7.8%	14	N/A
67.7%	19.9%	12.4%	42	N/A
72.8%	13.8%	13.4%	105	N/A
54.3%	15.7%	30.0%	31	N/A
55.2%	11.7%	33.1%	32	N/A
48.7%	0.0%	51.3%	8	N/A
71.3%	9.8%	18.9%	11	N/A
66.6%	13.4%	19.9%	14	N/A

Agency Pandemic Response: Physically Present

45. Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have your agency worksite (including headquarters, bureau, field offices, etc.)?

	2021 N	2021 %
100% of my work time	16	39.3%
At least 75% but less than 100%	8	18.7%
At least 50% but less than 75%	0	0.0%
At least 25% but less than 50%	4	10.1%
Less than 25%	9	18.2%
I have not been physically present at my agency worksite during the pandemic	5	13.6%
Total	42	100.0%

Percentages are weighted to represent the Agency's population.

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

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

Source: **American Battle Monuments Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

you been physically present at

2020 N	2020 %
19	18.2%
18	18.4%
14	14.2%
18	18.2%
26	23.8%
8	7.2%
103	100.0%

Telework Trends

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

	2021 N	2021 %
I telework every work day	7	17.1%
I telework 3 or 4 days per week	6	13.1%
I telework 1 or 2 days per week	5	11.0%
I telework, but only about 1 or 2 days per month	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	4	10.0%
I <u>do not</u> telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	14	32.8%
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%
I <u>do not</u> telework because I did not receive approval to do so, even though I have the kind of job where I can telework	2	6.1%
I <u>do not</u> telework because I choose not to telework	4	9.8%
Total	42	100.0%

Percentages are weighted to represent the Agency's population.

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

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

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

Source: **American Battle Monuments Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

2020	2020	2019	2019
N	%	N	%
9	8.0%	0	0.0%
18	15.8%	0	0.0%
7	6.8%	2	10.5%
2	1.6%	1	2.5%
3	2.8%	6	19.2%
43	44.9%	17	50.2%
1	1.1%	0	0.0%
10	10.2%	1	3.6%
9	8.9%	4	14.0%
102	100.0%	31	100.0%

Pandemic: Employee Supports

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

For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and h

	2021 Needed and <u>available to me</u> N	2021 Needed and <u>available to me</u> %
47A. Expanded telework	20	48.7%
47B. Expanded work schedule flexibilities	21	50.1%
47C. Expanded leave policies	11	24.5%
47D. Clear guidance on COVID-19 vaccination protocols	34	84.6%
47E. Appropriate physical health resources (e.g., access to COVID-19 testing) at my agency worksite	20	48.5%
47F. Timely communication about possible COVID-19 exposure at my agency worksite	31	77.4%
47G. Social distancing in my agency worksite	32	81.2%
47H. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	36	93.4%
47I. Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness	34	86.6%
47J. A well-ventilated worksite	36	90.5%
47K. Clear guidance on quarantine requirements after any COVID-19 exposure	33	85.2%

Percentages are weighted to represent the Agency's population.

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

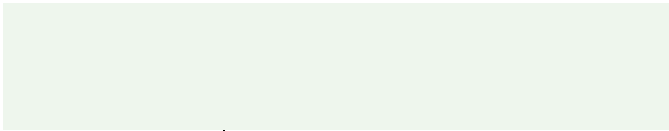
"—" indicates that there are no trending results available for the year.

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

Source: **American Battle Monuments Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

ave been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.

2021 Needed, but <u>not available</u> to me N	2021 Needed, but <u>not available</u> to me %	2021 Not needed by me now N	2021 Not needed by me now %	2020 Needed and <u>available</u> to me N	2020 Needed and <u>available</u> to me %	2020 Needed, but <u>not available</u> to me N
4	10.7%	17	40.6%	57	52.4%	18
5	14.0%	15	35.9%	56	55.1%	11
5	12.8%	25	62.7%	34	33.3%	13
1	2.7%	5	12.7%	— ^a	— ^a	— ^a
3	7.1%	17	44.3%	— ^a	— ^a	— ^a
0	0.0%	8	22.6%	80	77.5%	12
2	4.4%	6	14.4%	95	90.5%	6
1	1.8%	2	4.8%	95	92.0%	4
0	0.0%	6	13.4%	— ^a	— ^a	— ^a
1	2.9%	3	6.6%	— ^a	— ^a	— ^a
0	0.0%	7	14.8%	— ^a	— ^a	— ^a



2020 Needed, but not available to me %	2020 Not needed by me now N	2020 Not needed by me now %
18.1%	30	29.6%
11.0%	34	33.9%
12.1%	58	54.6%
— ^a	— ^a	— ^a
— ^a	— ^a	— ^a
11.6%	11	10.8%
5.6%	4	3.9%
4.0%	4	4.0%
— ^a	— ^a	— ^a
— ^a	— ^a	— ^a
— ^a	— ^a	— ^a

Pandemic Response: Senior Leaders and Supervisors

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

	2021 N	2021 %
Strongly Agree	14	35.4%
Agree	18	46.1%
Neither Agree nor Disagree	5	10.7%
Disagree	2	6.1%
Strongly Disagree	1	1.7%
No Basis to Judge	1	— ^b
Total	41	100.0%

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

	2021 N	2021 %
Strongly Agree	15	37.5%
Agree	20	48.6%
Neither Agree nor Disagree	4	7.9%
Disagree	2	6.0%
Strongly Disagree	0	0.0%
No Basis to Judge	0	— ^b
Total	41	100.0%

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

	2021 N	2021 %
Strongly Agree	13	32.4%
Agree	16	39.8%
Neither Agree nor Disagree	6	13.8%
Disagree	4	11.3%
Strongly Disagree	1	2.7%
No Basis to Judge	0	— ^b
Total	40	100.0%

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

	2021 N	2021 %
--	-------------------	-------------------

Strongly Agree	25	57.3%
Agree	11	29.8%
Neither Agree nor Disagree	4	10.3%
Disagree	1	2.6%
Strongly Disagree	0	0.0%
No Basis to Judge	0	— ^b
Total	41	100.0%

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

	2021 N	2021 %
Strongly Agree	25	57.6%
Agree	10	26.5%
Neither Agree nor Disagree	4	10.3%
Disagree	2	5.7%
Strongly Disagree	0	0.0%
No Basis to Judge	0	— ^b
Total	41	100.0%

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

	2021 N	2021 %
Strongly Agree	24	56.1%
Agree	10	27.5%
Neither Agree nor Disagree	2	6.9%
Disagree	3	7.6%
Strongly Disagree	1	1.9%
No Basis to Judge	0	— ^b
Total	40	100.0%

Percentages are weighted to represent the Agency's population.

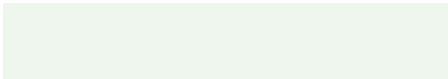
Trending for Q48, Q49, Q51-Q53 is based on the "During the COVID-19 Pandemic" responses in 2020.

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

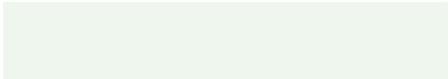
"—^a" indicates that there are no trending results available for the year.

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

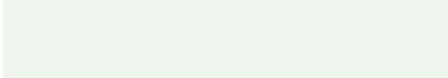
Source: **American Battle Monuments Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey



2020 N	2020 %
47	45.1%
38	38.0%
14	13.2%
4	3.7%
0	0.0%
1	— ^b
104	100.0%



2020 N	2020 %
49	47.6%
40	40.1%
10	9.7%
3	2.6%
0	0.0%
1	— ^b
103	100.0%



2020 N	2020 %
-------------------	-------------------

62	59.2%
27	27.9%
8	7.5%
4	3.7%
2	1.7%
1	— ^b
104	100.0%

2020 N	2020 %
59	56.6%
34	35.0%
4	3.8%
3	2.9%
2	1.7%
1	— ^b
103	100.0%

2020 N	2020 %
58	54.9%
26	27.0%
12	11.8%
2	2.2%
5	4.2%
1	— ^b
104	100.0%

Pandemic: Type of Work

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

	2021	2021
	N	%
Yes	21	52.1%
No	19	44.5%
Other	1	3.4%
Total	41	100.0%

Percentages are weighted to represent the Agency's population.

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

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

Source: **American Battle Monuments Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

agent, meat inspector)?

2020	2020
N	%
43	46.2%
37	34.4%
19	19.4%
99	100.0%

Pandemic Response

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

	2021	2021
	N	%
Strongly Agree	11	27.5%
Agree	21	52.6%
Neither Agree nor Disagree	6	14.1%
Disagree	2	5.8%
Strongly Disagree	0	0.0%
Do Not Know	1	— ^b
Total	41	100.0%

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

	2021	2021
	N	%
Strongly Agree	12	29.7%
Agree	22	57.3%
Neither Agree nor Disagree	2	6.7%
Disagree	3	6.2%
Strongly Disagree	0	0.0%
Do Not Know	2	— ^b
Total	41	100.0%

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

	2021	2021
	N	%
Strongly Agree	13	30.6%
Agree	23	58.5%
Neither Agree nor Disagree	3	8.2%
Disagree	0	0.0%
Strongly Disagree	1	2.7%
Do Not Know	1	— ^b
Total	41	100.0%

Percentages are weighted to represent the Agency's population.

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

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

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

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

Source: **American Battle Monuments Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

ively to future emergencies.

2020	2020
N	%
42	40.7%
42	41.0%
12	12.2%
4	3.5%
3	2.6%
0	— ^b
103	100.0%

Employment Demographics

Where do you work?

Headquarters

Field

Full-time telework (e.g., home office, telecenter)

Total

What is your supervisory status?

Senior Leader

Manager

Supervisor

Team Leader

Non-Supervisor

Total

What is your pay category/grade?

Federal Wage System

GS 1-6

GS 7-12

GS 13-15

Senior Executive Service

Senior Level (SL) or Scientific or Professional (ST)

Other

Total

What is your US military service status?

No Prior Military Service

Currently in National Guard or Reserves

Retired

Separated or Discharged

Total

Are you:

The spouse of a current active duty service member of the U.S. Armed Forces

The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent

The widow(er) of a service member killed while on active duty in the U.S. Armed Forces

None of the categories listed

Total

If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped. Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

Yes

No

Total

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

Less than 1 year

1 to 3 years

4 to 5 years

6 to 10 years

11 to 14 years

15 to 20 years

More than 20 years

Total

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

Less than 1 year

1 to 3 years

4 to 5 years

6 to 10 years

11 to 14 years

15 to 20 years

More than 20 years

Total

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

No

Yes, to retire

Yes, to take another job within the Federal Government

Yes, to take another job outside the Federal Government

Yes, other

Total

I am planning to retire:

Less than 1 year

1 year

2 years

3 years

4 years

5 years

More than 5 years

Total

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

Yes

No

Total

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

White

Black or African American

All other races

Total

What is your age group?

29 years and under

30-39 years old

40-49 years old

50-59 years old

60 years or older

Total

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

Less than High School/ High School Diploma/ GED

Certification/ Some College/ Associate's Degree

Bachelor's Degree

Advanced Degrees (Post Bachelor's Degree)

Total

Are you an individual with a disability?

Yes

No

Total

Are you:

Male

Female

Total

Are you transgender?

Yes

No

Total

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

Straight, that is not gay or lesbian

Gay or Lesbian

Bisexual

Something else

Total

Percentages for demographic questions are unweighted.

No suppression was applied to Employment Demographics.

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

Source: **American Battle Monuments Commission AES Report**, 2021 OPM Federal Employee Viewpoint Survey

Core Q1-10, 12-44 Trend

%

46.2%

46.2%

7.7%

100.0%

%

10.0%

32.5%

37.5%

5.0%

15.0%

100.0%

%

0.0%

0.0%

40.0%

57.5%

2.5%

0.0%

0.0%

100.0%

%

23.7%

2.6%

44.7%

28.9%

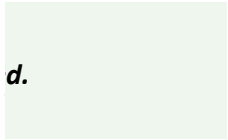
100.0%

%

0.0%

Core Q1-10, 12-44 Trend

2.5%
0.0%
97.5%
100.0%



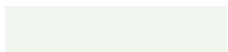
%

0.0%
100.0%
100.0%



%

0.0%
5.0%
7.5%
17.5%
27.5%
12.5%
30.0%
100.0%



%

2.6%
33.3%
12.8%
17.9%
17.9%
7.7%
7.7%
100.0%



%

77.5%
2.5%
17.5%
2.5%

Core Q1-10, 12-44 Trend

0.0%

100.0%

%

0.0%

2.6%

15.4%

5.1%

7.7%

5.1%

64.1%

100.0%

%

12.5%

87.5%

100.0%

%

88.6%

—^c

—^c

100.0%

%

—^c

—^c

28.9%

28.9%

31.6%

100.0%

%

—^c

—^c

—^c

Core Q1-10, 12-44 Trend

—^c
—^c

%

20.0%

80.0%

100.0%

%

69.2%

30.8%

100.0%

%

0.0%

100.0%

100.0%

%

—^c

—^c

—^c

—^c

—^c

er than 4