

2022 FRTIB FEVS Results

Presented By

Gisile Goethe, Director, Office of Resource Management

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Agenda

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FRTIB Federal Employee Viewpoint Survey (FEVS)

- About the FEVS
 - Released annually across the federal government by the Office of Personnel Management (OPM) to measure employees' perceptions of their organization, workplace, and work content
 - FEVS data are subsequently analyzed by the Partnership for Public Service (PPS) to determine the “Best Places to Work in the Federal Government”
- FEVS 2022 Timeframe
 - Administered June 7 – July 22, 2022
- FRTIB 2022 Response Rate
 - 64.4% response rate for FRTIB (161/250 responded)

Employees' Perceptions Expressed Through Indicators

- OPM – FEVS Indicators
 - Performance Confidence
 - Diversity, Equity, Inclusion, and Accessibility (DEIA)
 - Employee Engagement
 - Global Satisfaction
- Employee Engagement Index
 - Leaders Lead
 - Supervisors
 - Intrinsic Work Experiences

Employees' Perceptions Expressed Through Indicators (cont'd)

- COVID-19 Pandemic Leaders
 - COVID-19 Pandemic: Supervisor supports my efforts to stay healthy and safe
 - COVID-19 Pandemic: Senior leaders support policies and procedures
 - COVID-19 Pandemic: Senior Leaders and Supervisors provides effective communication
 - COVID-19 Pandemic: Supervisor creates an environment to voice my concerns
- Agency Core Values Survey

2022 FEVS – FRTIB Employee Profile

64.4%

Response rate



48%

Female



56%

Federal tenure more than 10 years

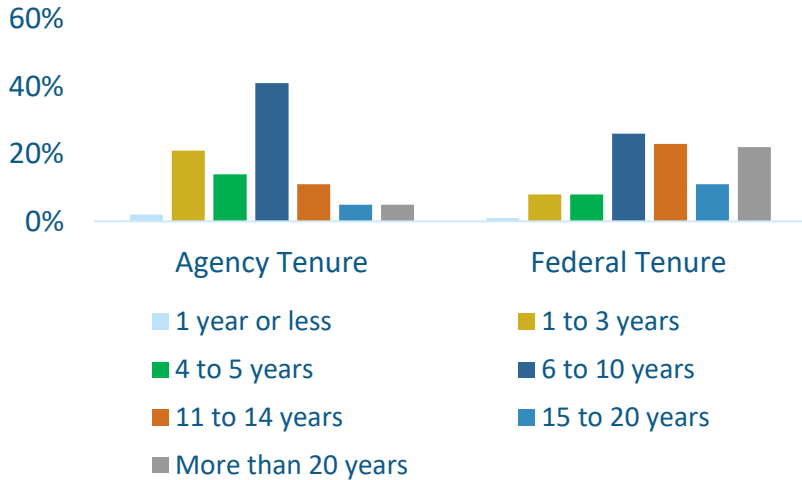


28%

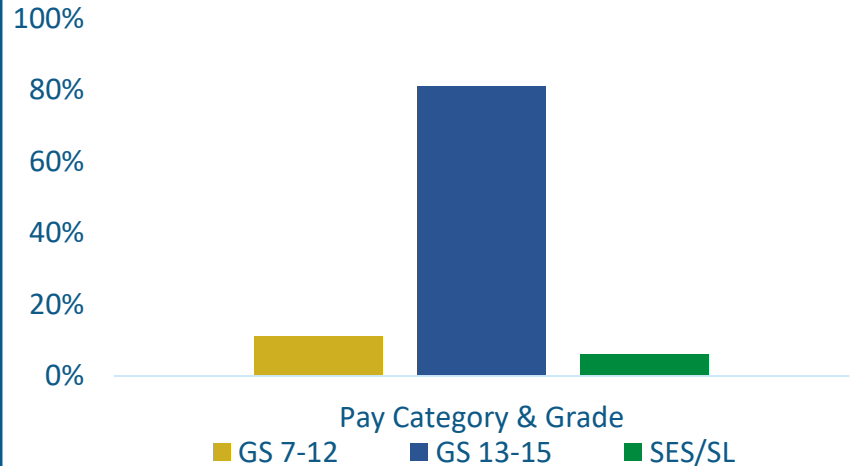
Military Service



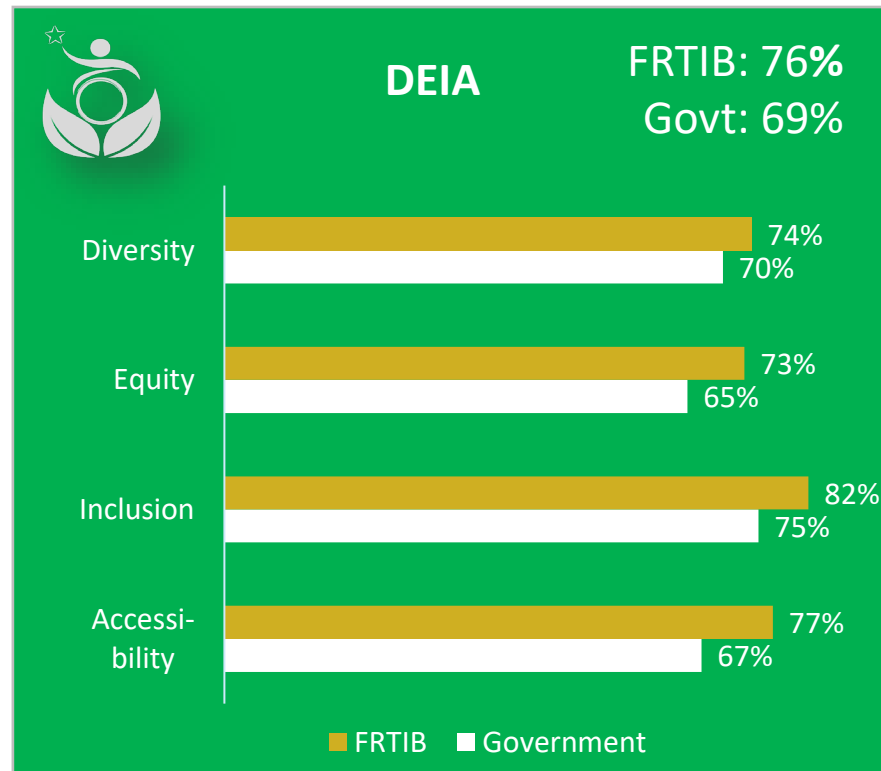
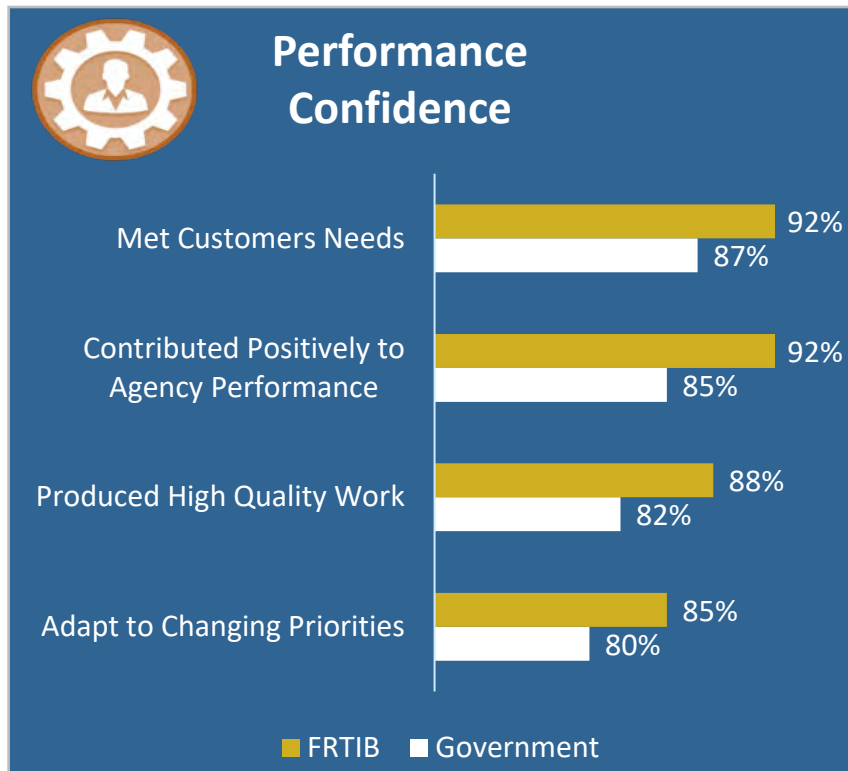
Employment



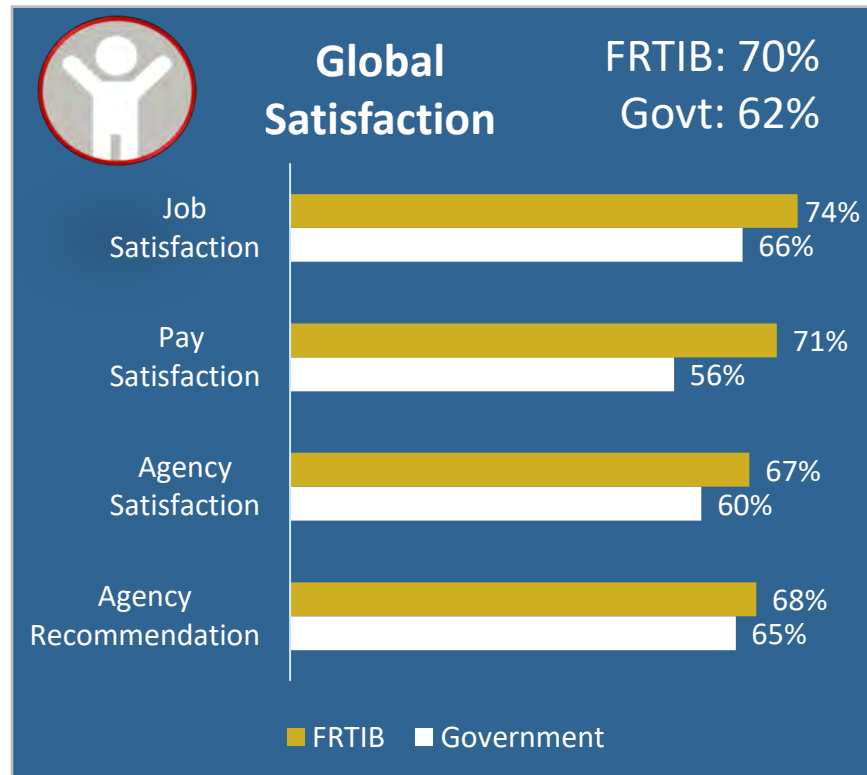
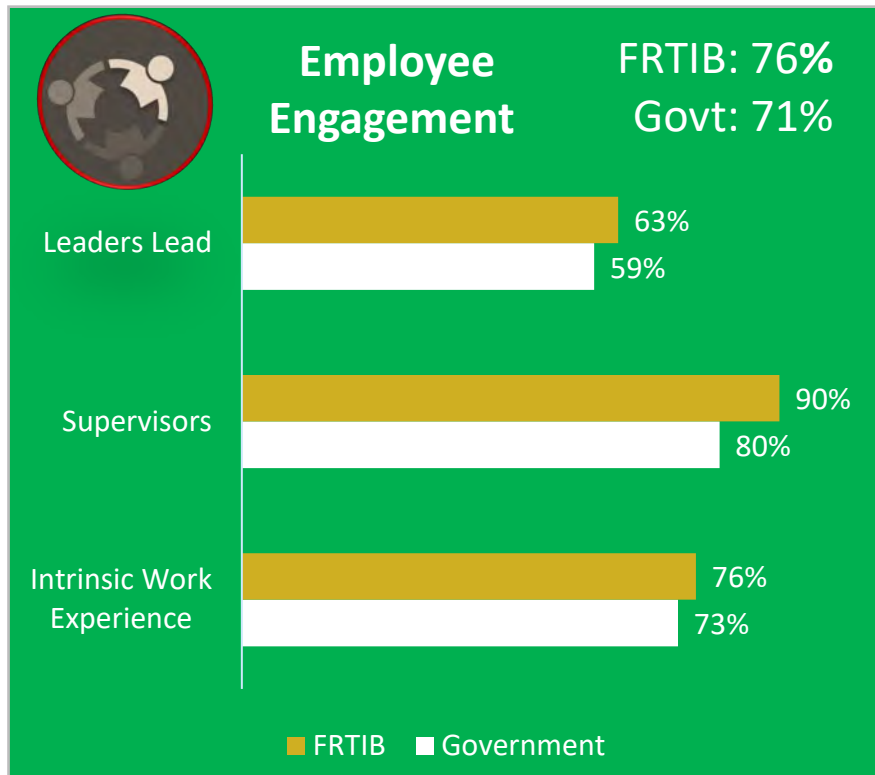
Pay Category & Grade



2022 FEVS Indicators



2022 FEVS Indicators, cont'd



Engagement Index

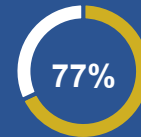
2022



2021



2020

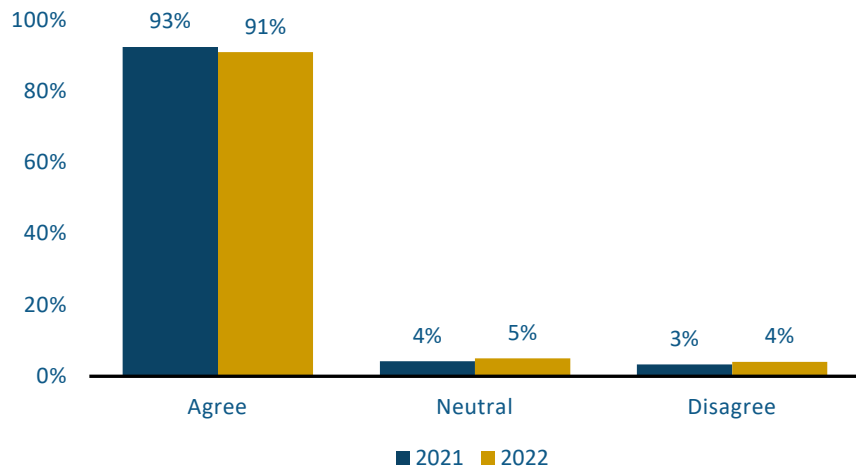


Leaders Lead (% positive)	2020	2021	2022	Govt
Generates high levels of motivation/commitment	54%	47%	52%	48%
Maintains high standards of honesty/integrity	62%	54%	58%	60%
Communicates agency goals/priorities	83%	76%	74%	64%
How good a job do you feel is being done by the manager directly above your supervisor	78%	75%	73%	63%
I have high level of respect for my Agency's senior leaders	61%	58%	59%	61%
Supervisors (% positive)	2020	2021	2022	Govt
Supports employee development	88%	92%	91%	77%
Listens to what I have to say	87%	93%	92%	82%
Treats me with respect	88%	95%	94%	86%
I have trust and confidence in my supervisor	79%	88%	84%	76%
Overall, how good a job do you feel is being done by your immediate supervisor	82%	90%	86%	78%
Intrinsic Work Experiences (% positive)	2020	2021	2022	Govt
Feel encouraged to come up with new and better ways to do things	71%	74%	73%	64%
Work gives me a feeling of personal accomplishment	77%	72%	72%	71%
I know what is expected of me on the job	83%	82%	79%	81%
My talents are used well in the workplace	67%	71%	72%	63%
I know how my work relates to the Agency's goals	90%	87%	85%	84%

COVID-19 Responses

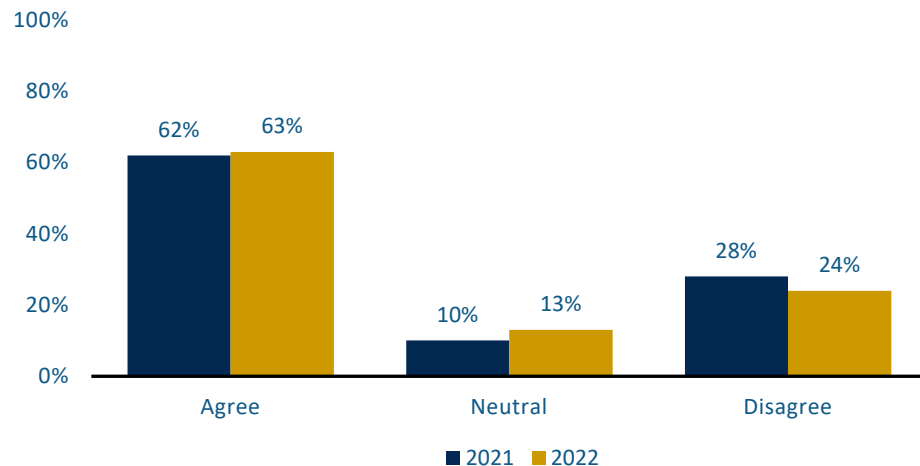
COVID-19 Responses

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



Governmentwide Positive Response: 84%

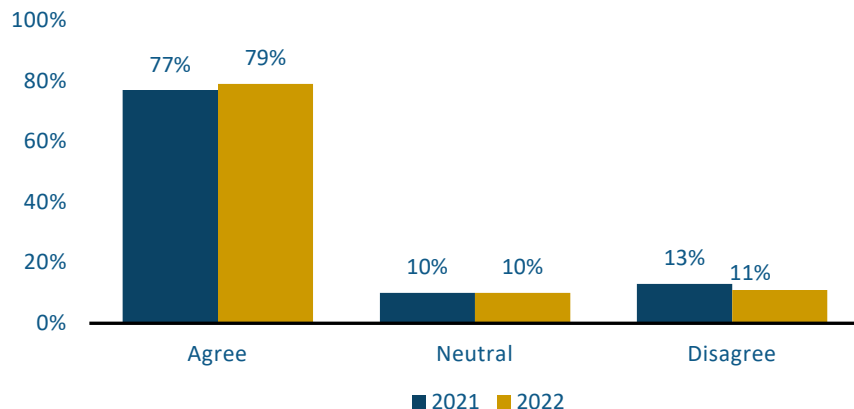
My organization's senior leaders support policies and procedures to protect employee health and safety.



Governmentwide Positive Response: 74%

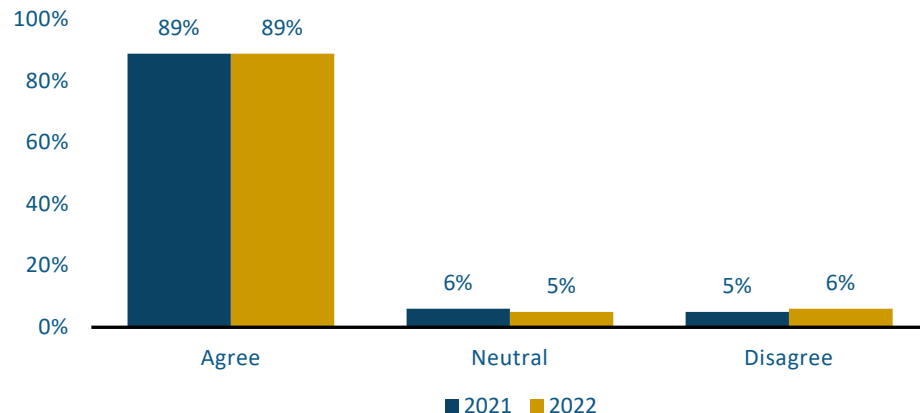
COVID-19 Responses

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



Governmentwide Positive Response: 68%

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



Governmentwide Positive Response: 80%

Core Values Survey Results



MISSION

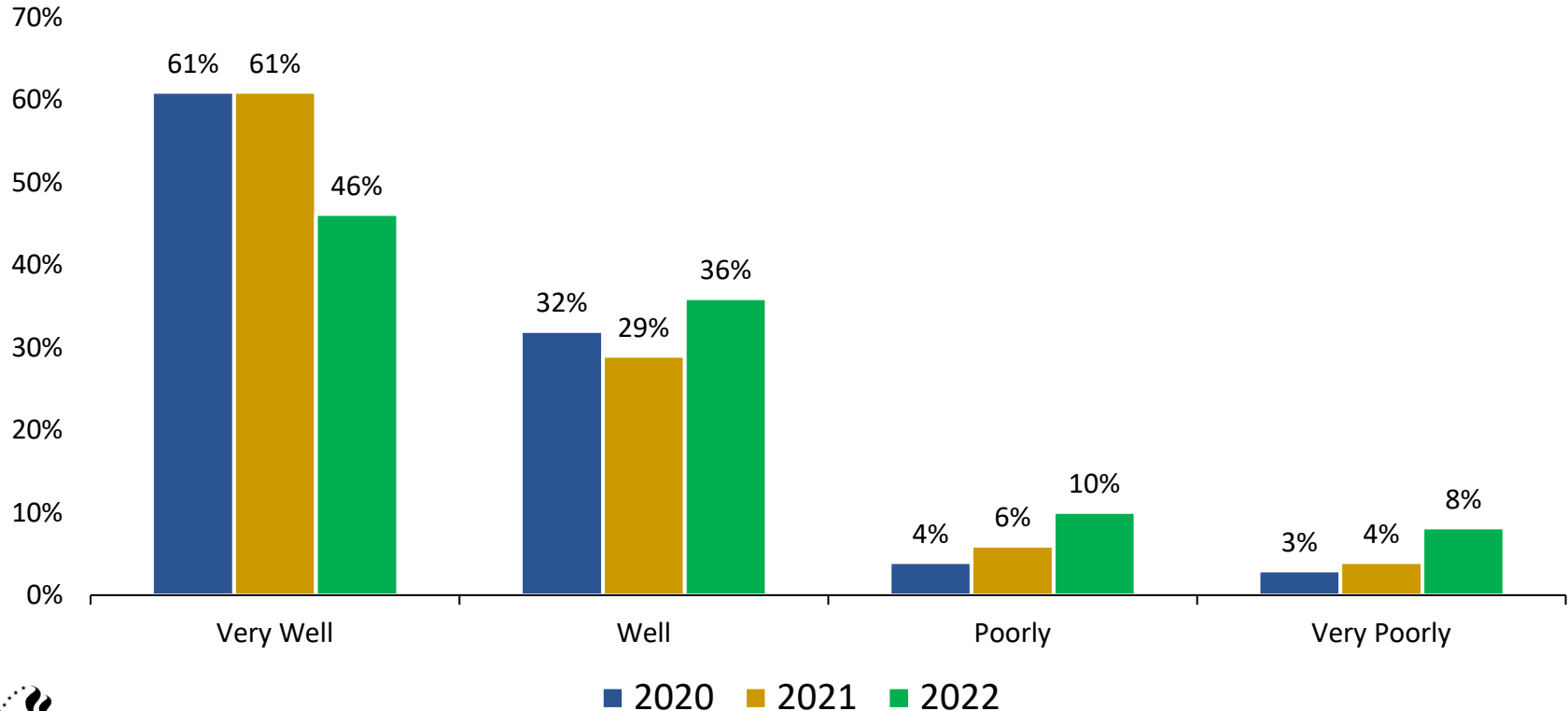


VISION

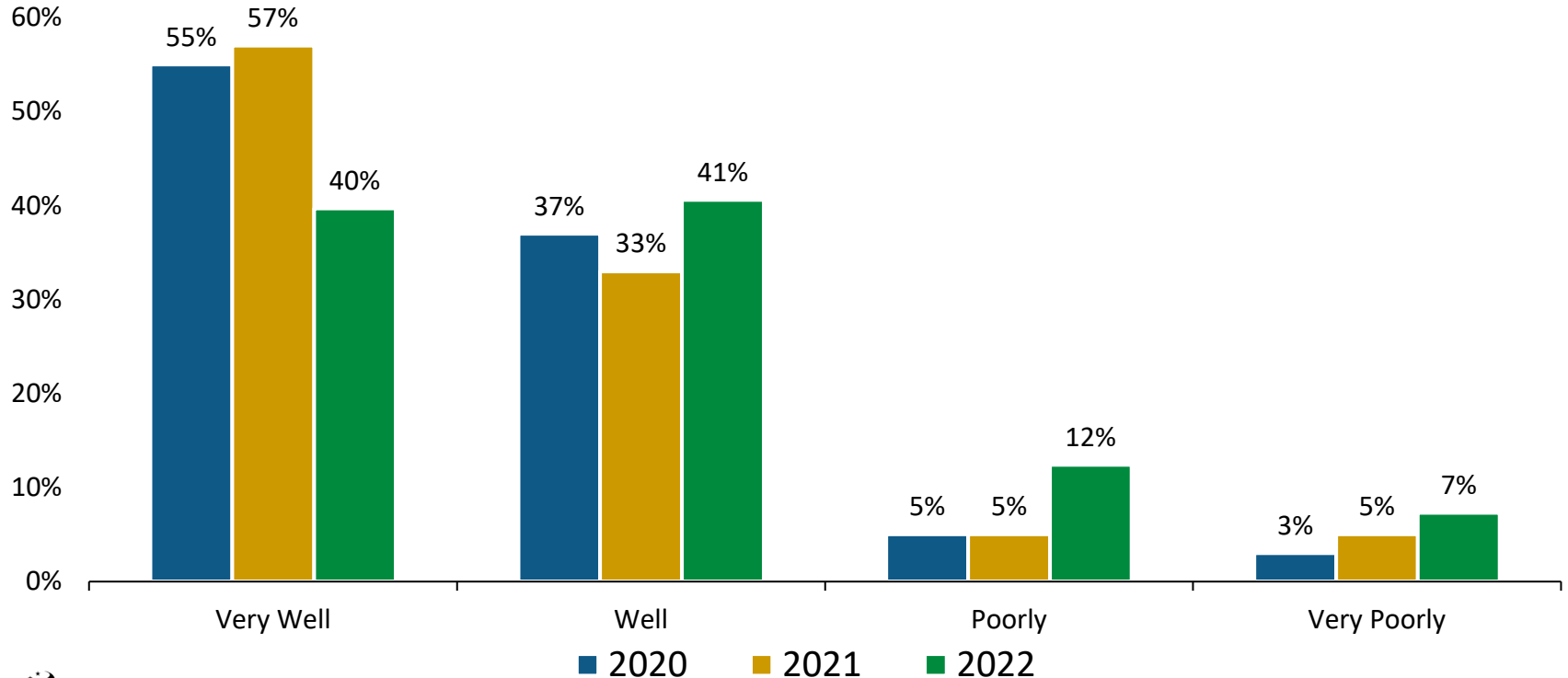


VALUES

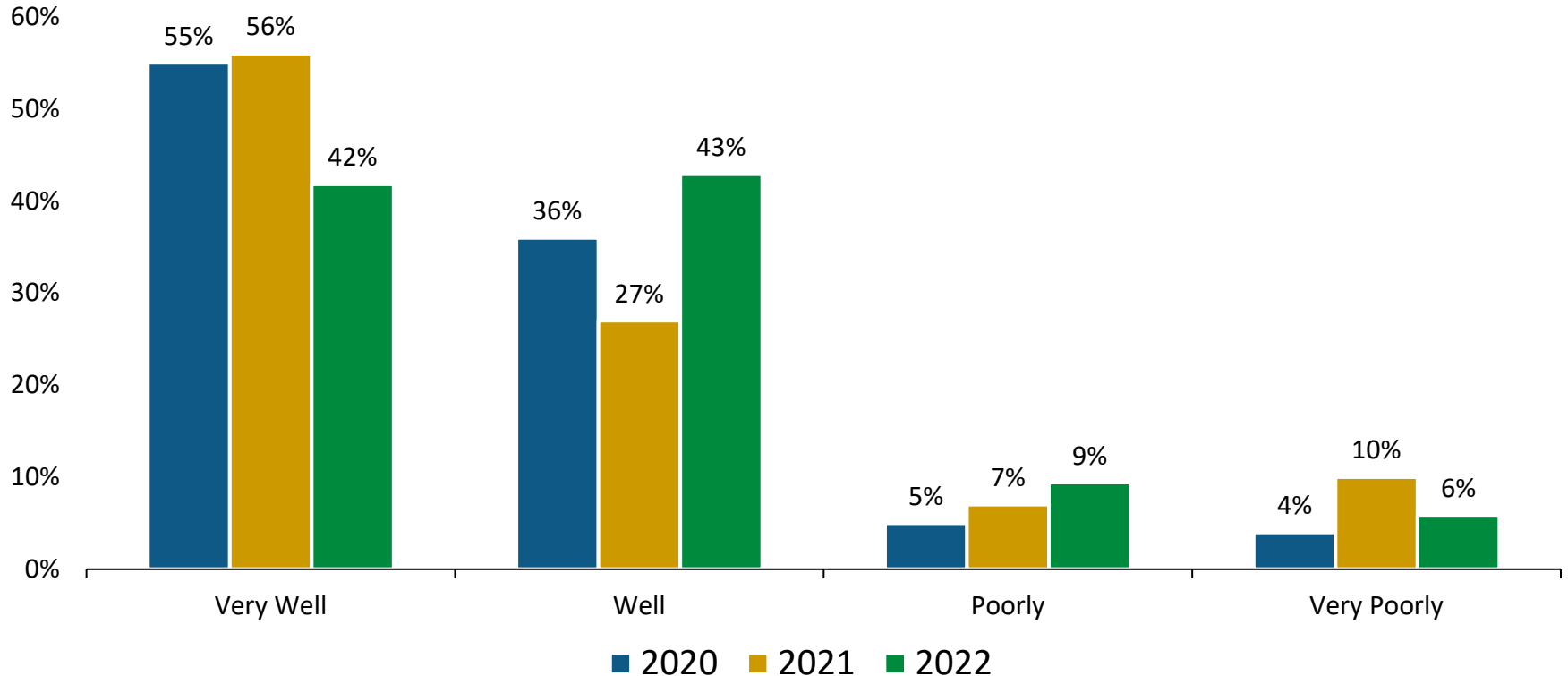
How well does FRTIB demonstrate that it is passionate about delivering services that improve financial outcomes for participants?



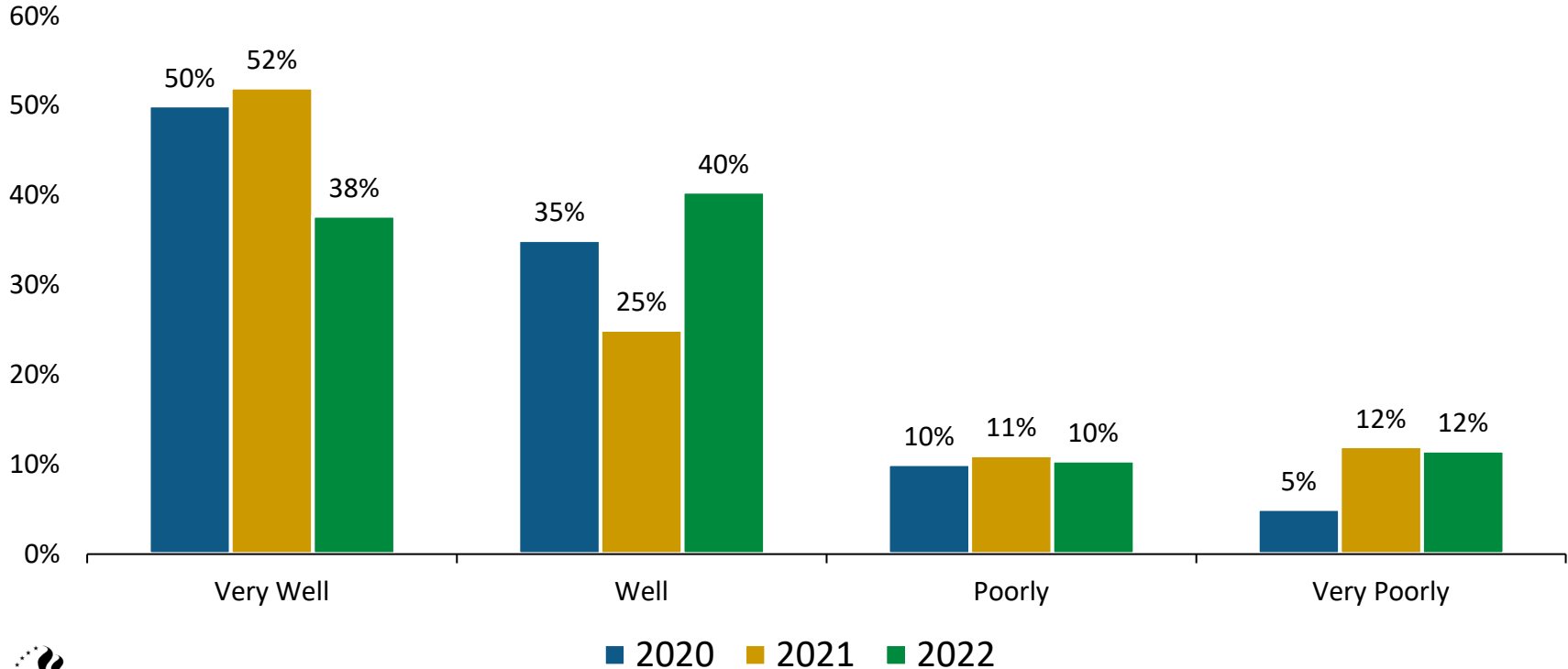
How well does FRTIB listen to, respect, and carefully consider the needs of participants?



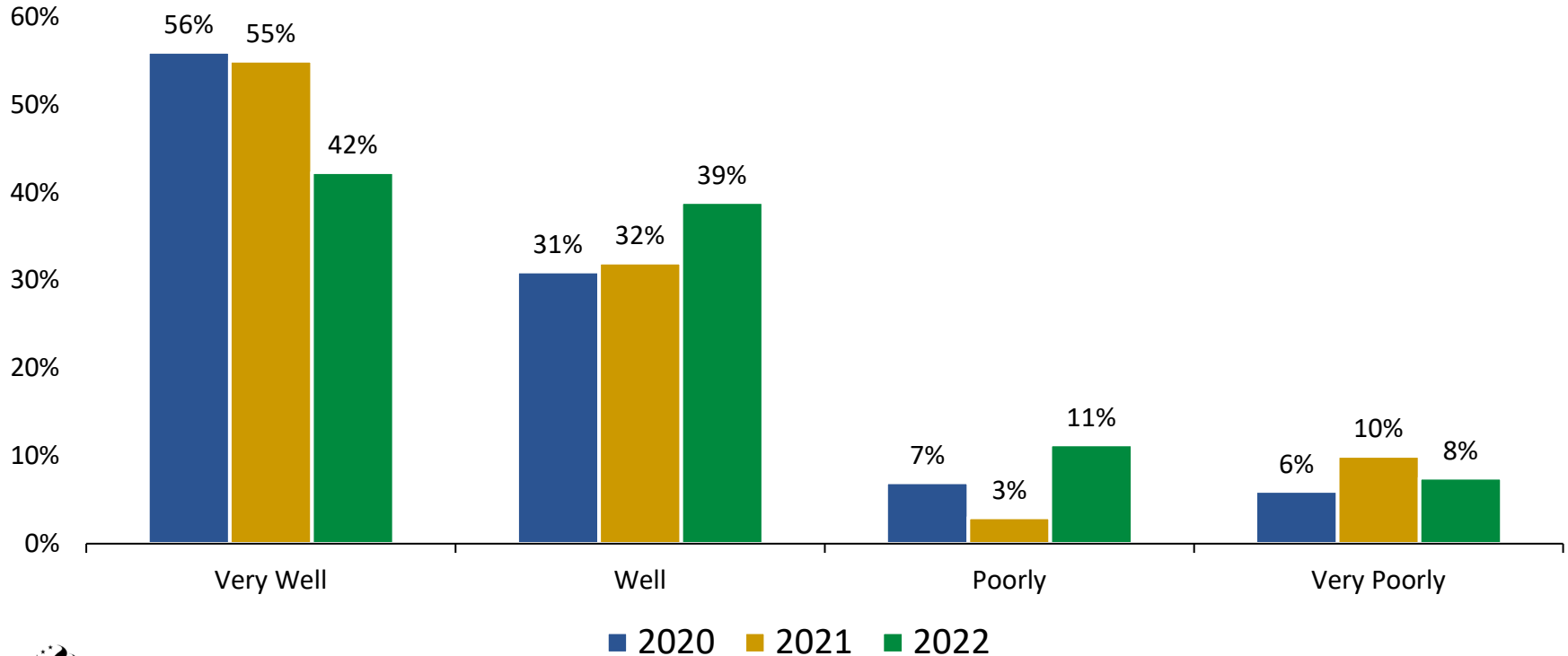
How well does FRTIB demonstrate that it is trustworthy?



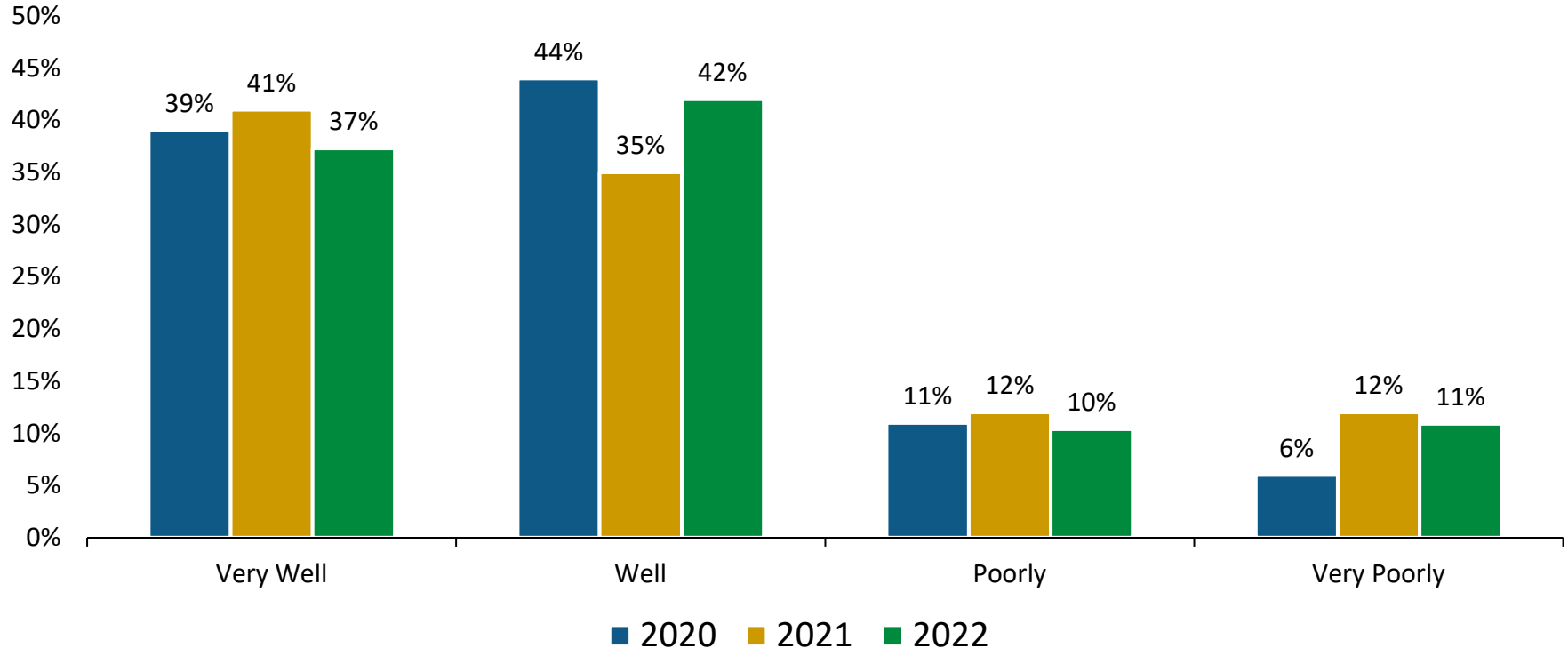
How well does FRTIB demonstrate that it values individual and organizational honesty, consistency, and credibility?



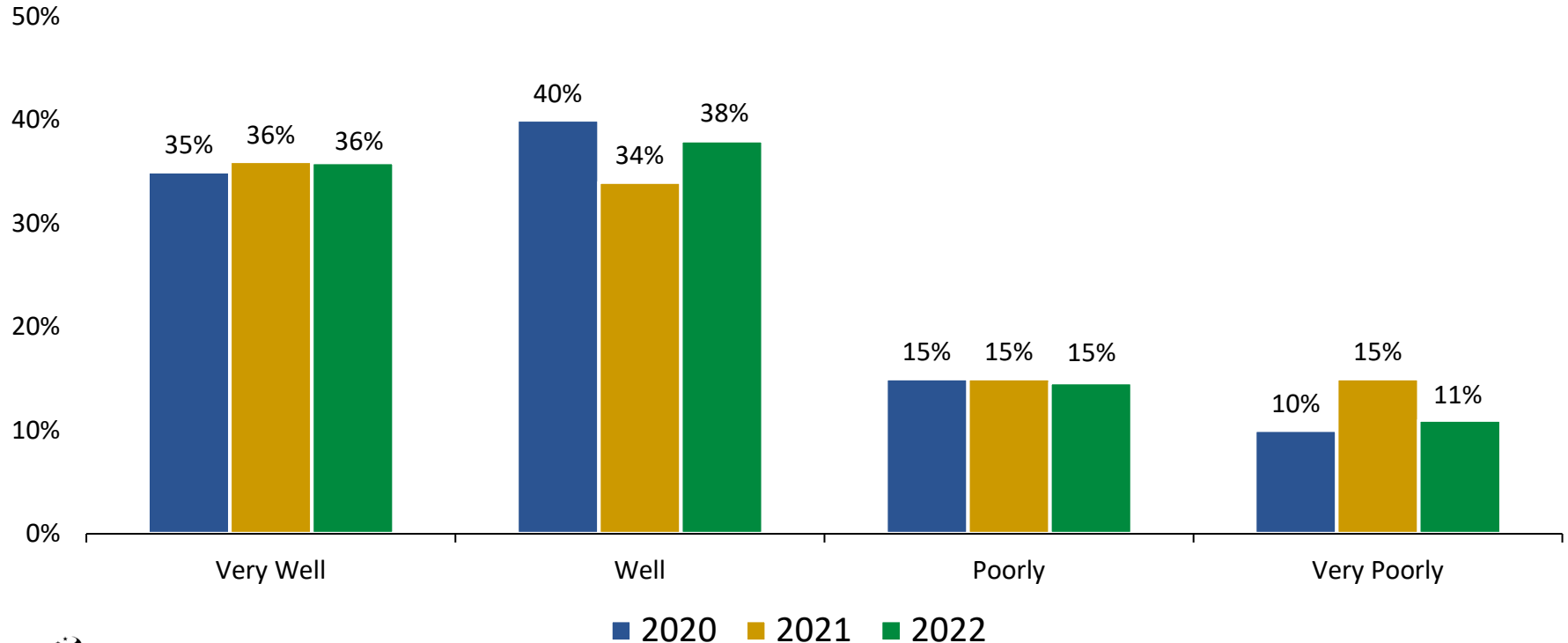
How well does FRTIB operate with independence and act ethically to carry out its fiduciary responsibility?



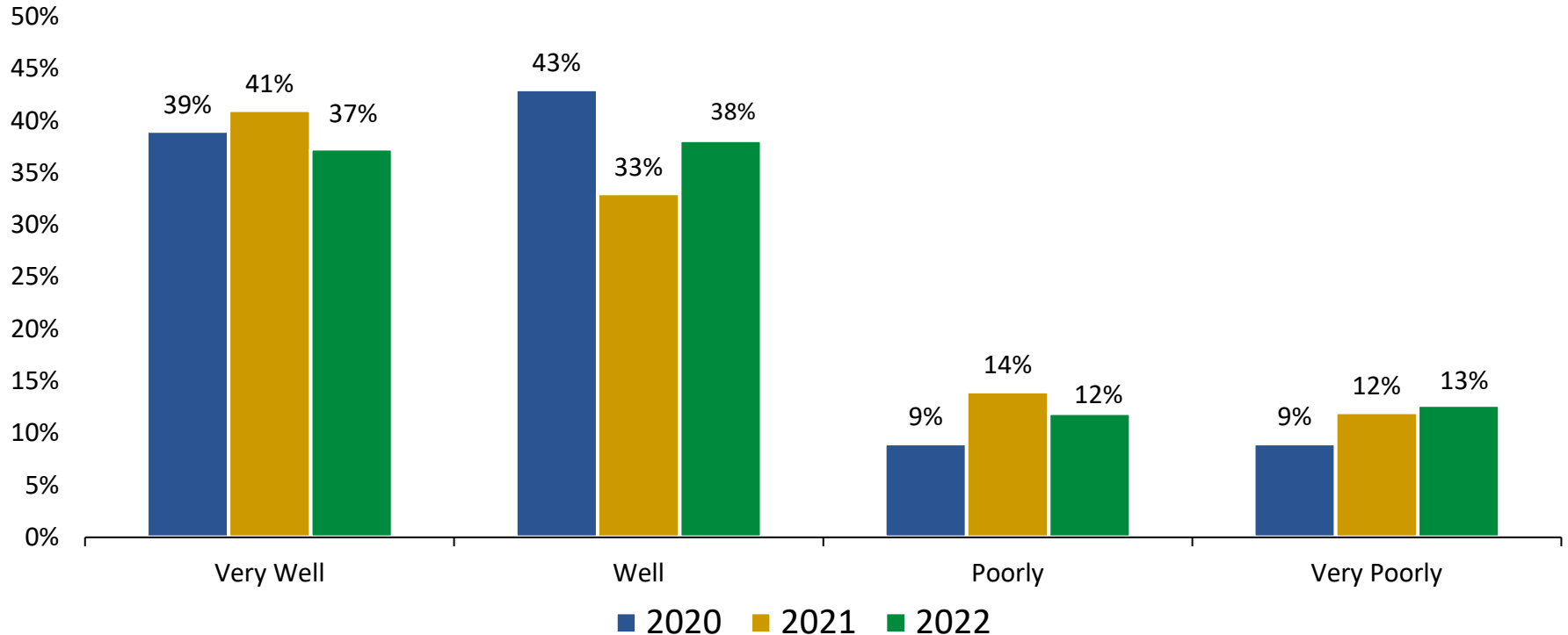
How well does FRTIB value diversity and ensure everyone's ideas and contributions are respected?



How well does FRTIB encourage open, candid dialogue and foster relationships based on trust and shared objectives?



How well does FRTIB build partnerships to achieve greater outcomes?



Questions?