

2023 FRTIB Federal Employee Viewpoint Survey (FEVS)

Presented By
Gisile Goethe
Director, ORM
February 27, 2024

Agenda

Topic	Slide
FEVS Overview	3
FRTIB Core Values Survey Results	10

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 2023 Timeframe
 - Administered May 16 – July 14, 2023
- FRTIB 2023 Response Rate
 - 74.4% response rate for FRTIB (177/238 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
- Agency Core Values Survey

2023 FEVS – FRTIB Employee Profile

74.4%

Response rate



47%

Female



58%

Federal tenure more than 10 years

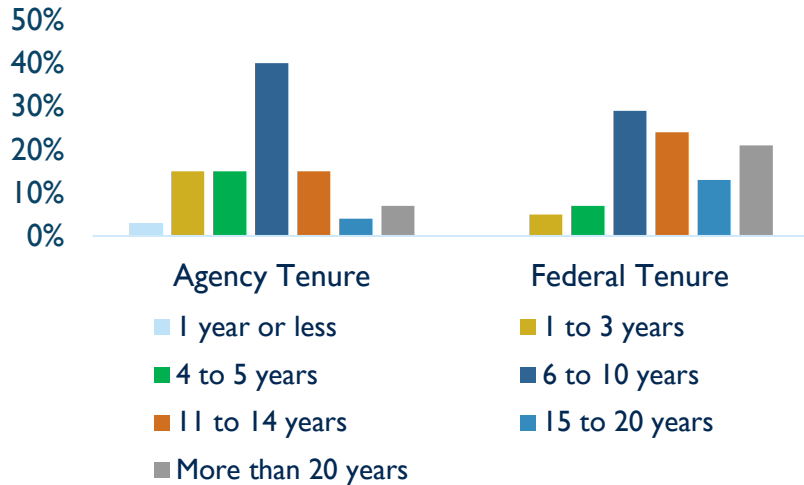


24%

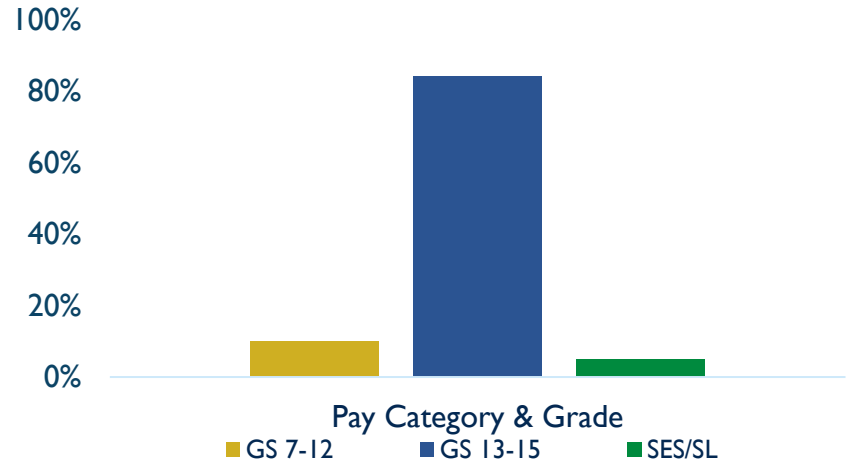
Military Service



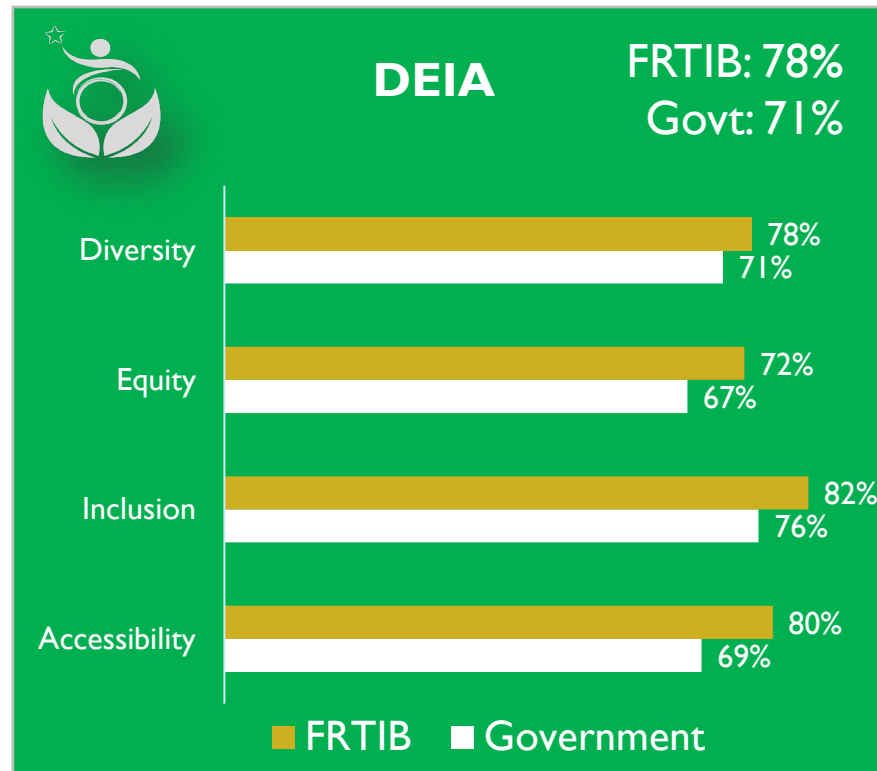
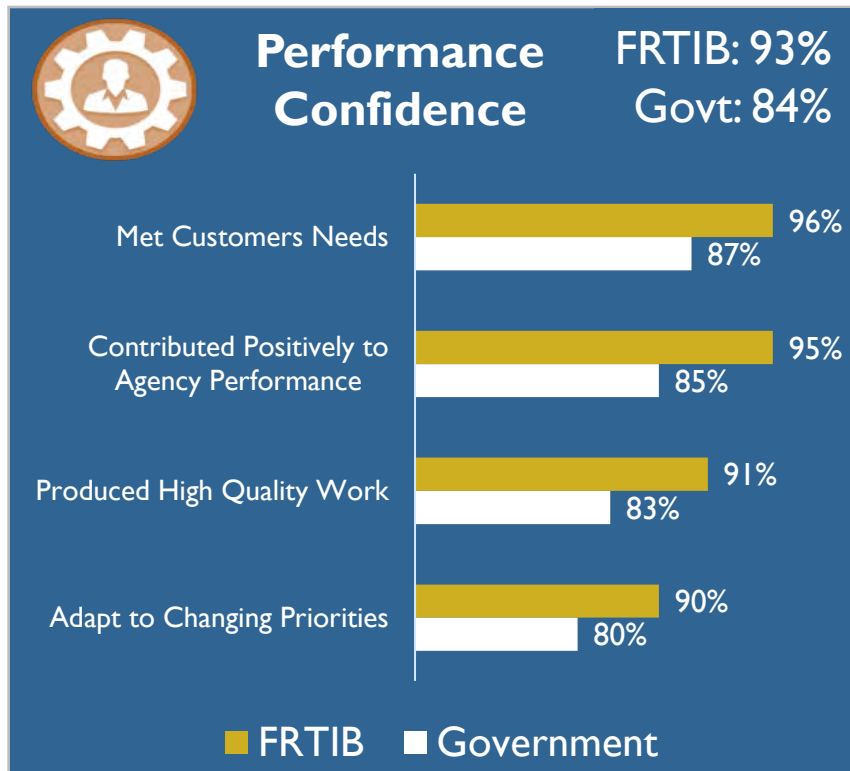
Employment



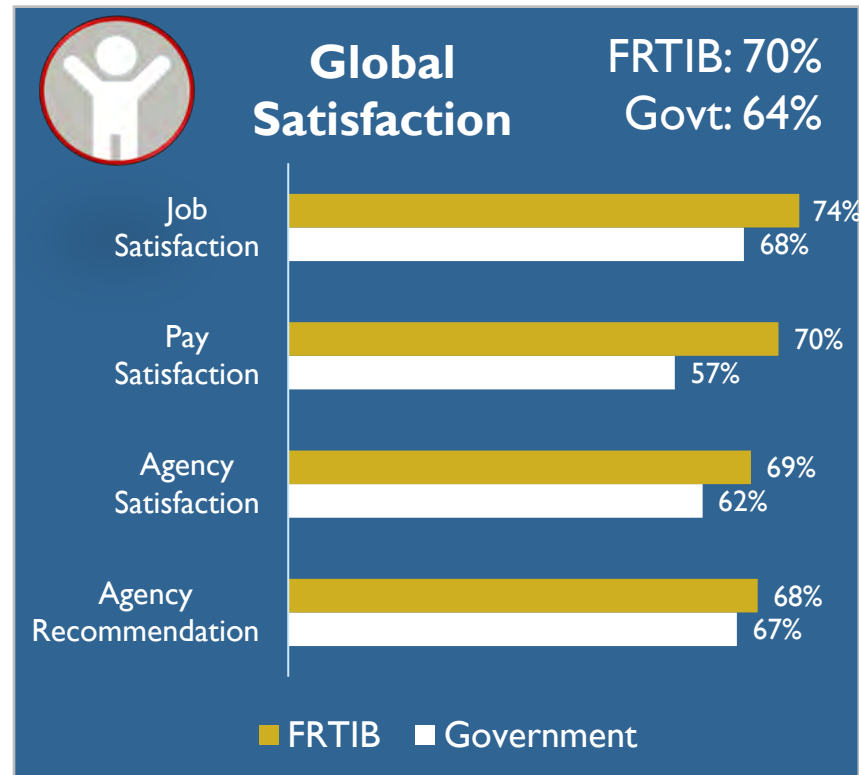
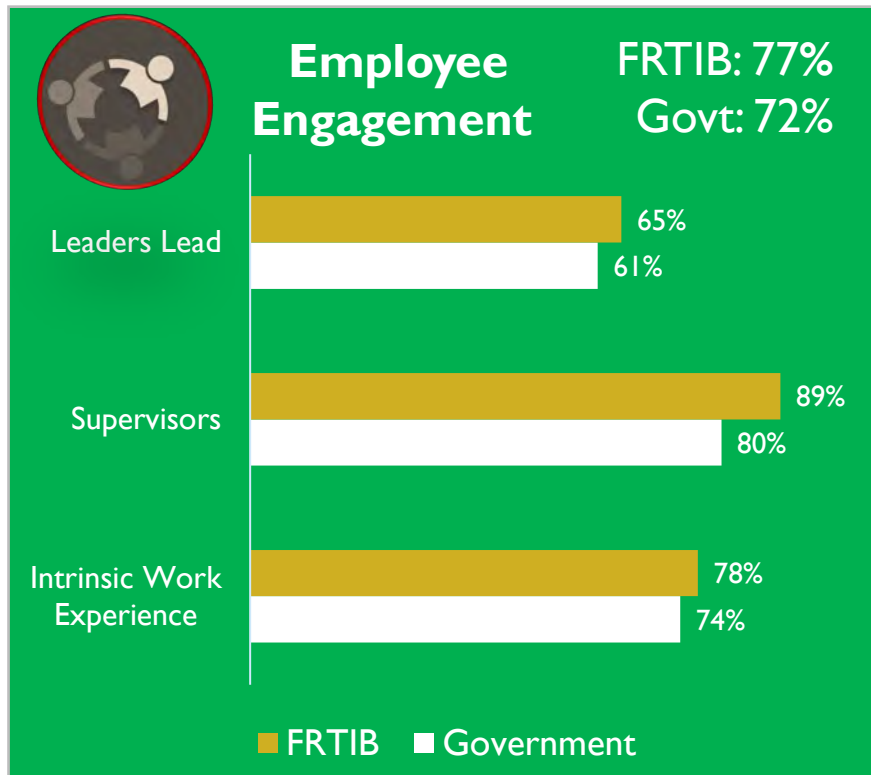
Pay Category & Grade



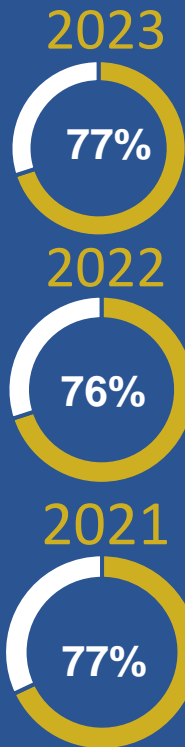
2023 FEVS Indicators



2023 FEVS Indicators, cont'd



Engagement Index



Leaders Lead (% positive)	2021	2022	2023	Govt
Generates high levels of motivation/commitment	47%	52%	51%	50%
Maintains high standards of honesty/integrity	54%	58%	58%	62%
Communicates agency goals/priorities	76%	74%	79%	66%
How good a job do you feel is being done by the manager directly above your supervisor	75%	73%	75%	66%
I have high level of respect for my Agency's senior leaders	58%	59%	63%	63%
Supervisors (% positive)	2021	2022	2023	Govt
Supports employee development	92%	91%	88%	78%
Listens to what I have to say	93%	92%	90%	82%
Treats me with respect	95%	94%	91%	86%
I have trust and confidence in my supervisor	88%	84%	86%	77%
Overall, how good a job do you feel is being done by your immediate supervisor	90%	86%	88%	78%
Intrinsic Work Experiences (% positive)	2021	2022	2023	Govt
Feel encouraged to come up with new and better ways to do things	74%	73%	75%	65%
Work gives me a feeling of personal accomplishment	72%	72%	72%	73%
I know what is expected of me on the job	82%	79%	84%	82%
My talents are used well in the workplace	71%	72%	73%	64%
I know how my work relates to the Agency's goals	87%	85%	85%	85%

FRTIB Core Values Survey Results



MISSION

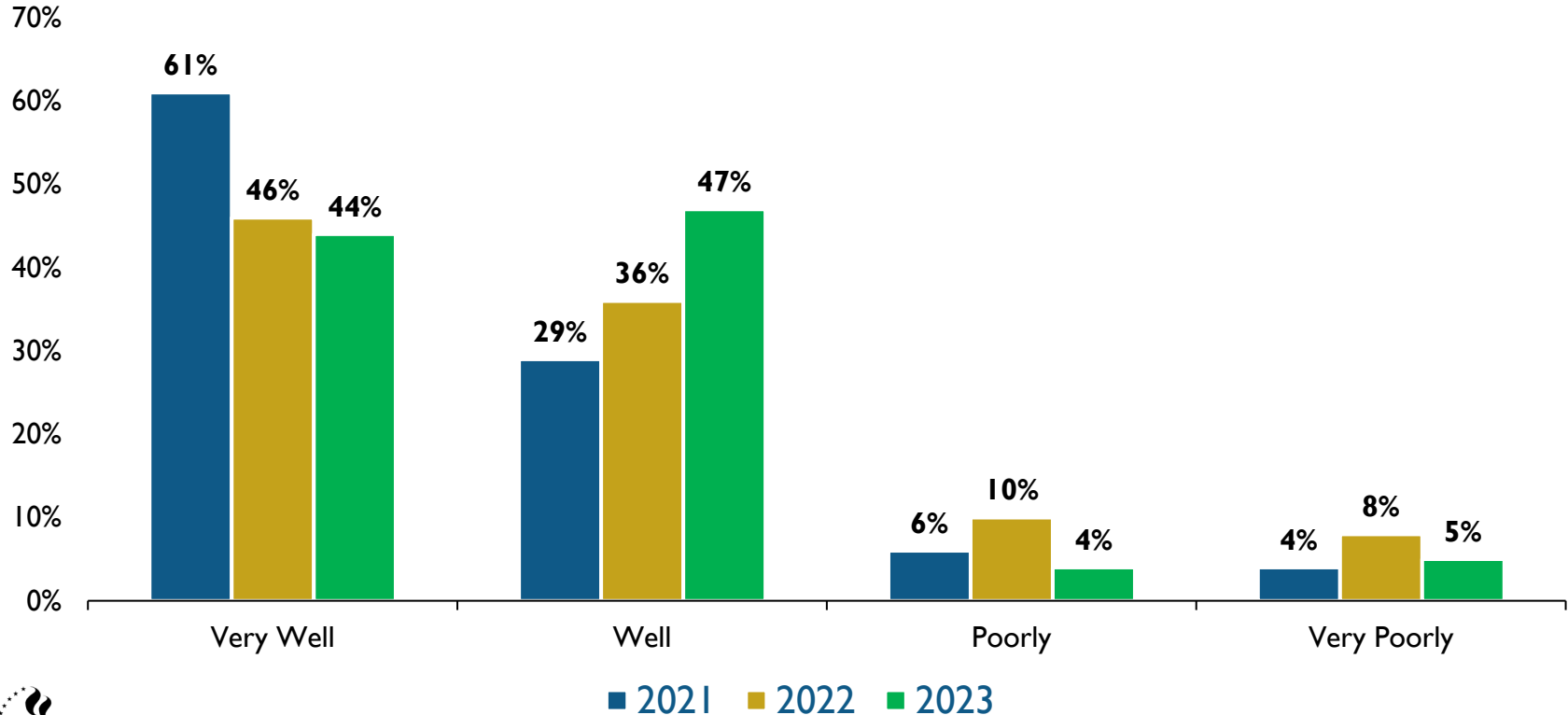


VISION

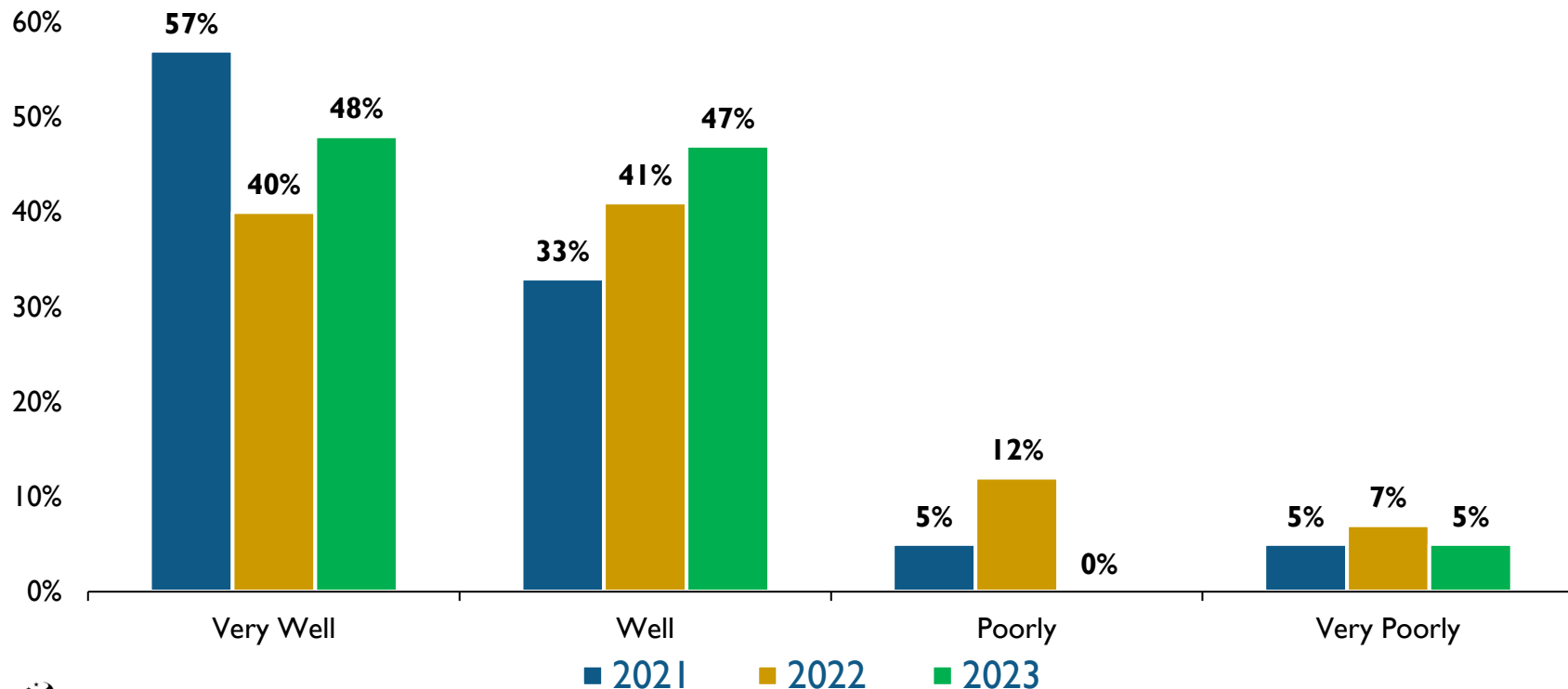


VALUES

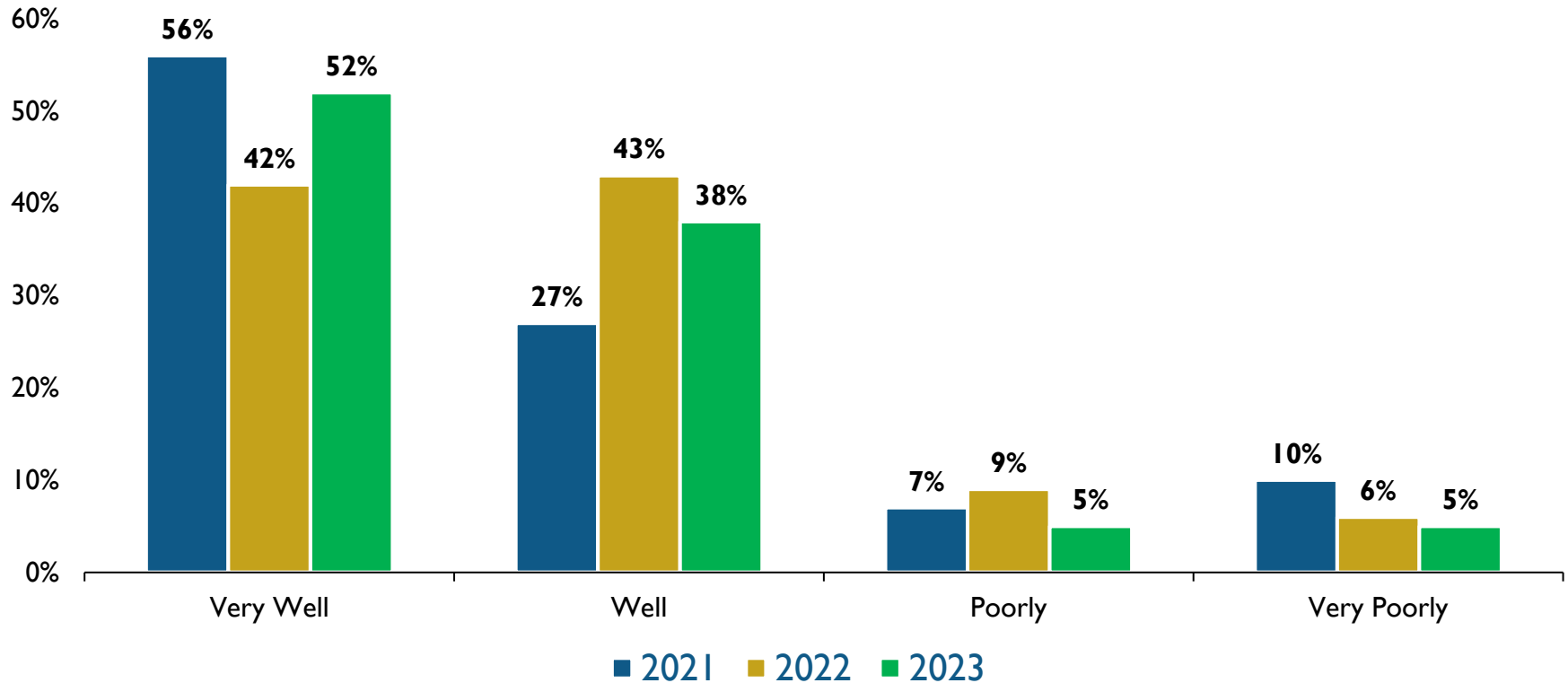
How well does FRTIB demonstrate that it is passionate about delivering services that improve financial outcomes for participants?



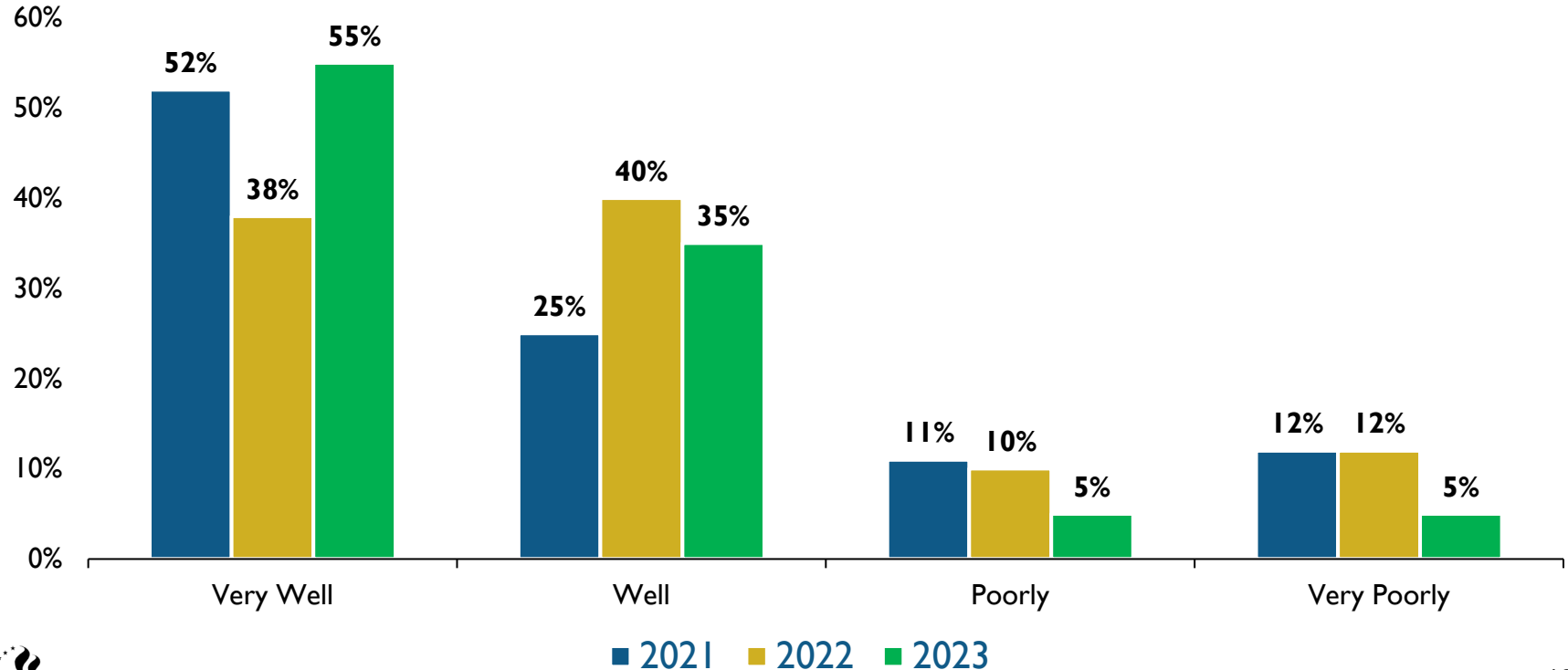
How well does FRTIB listen to, respect, and carefully consider the needs of participants?



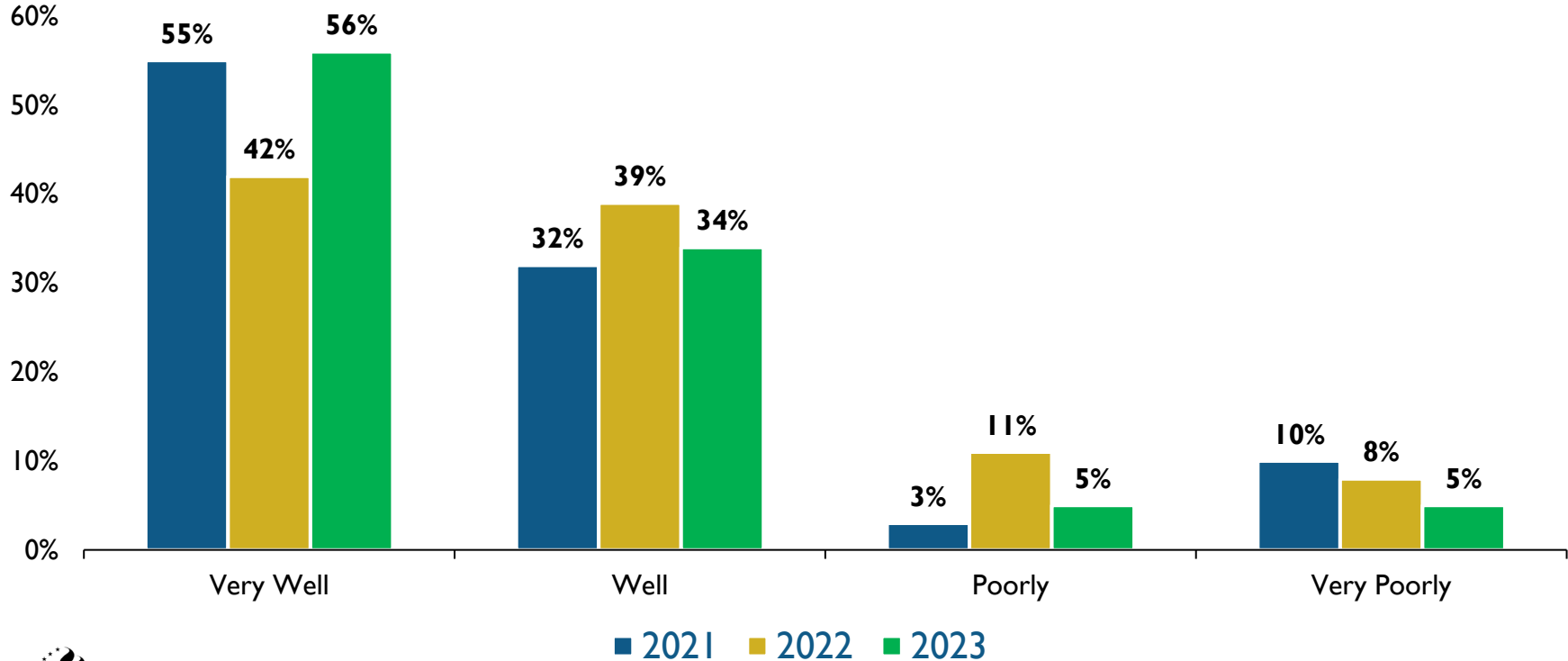
How well does FRTIB demonstrate that it is trustworthy?



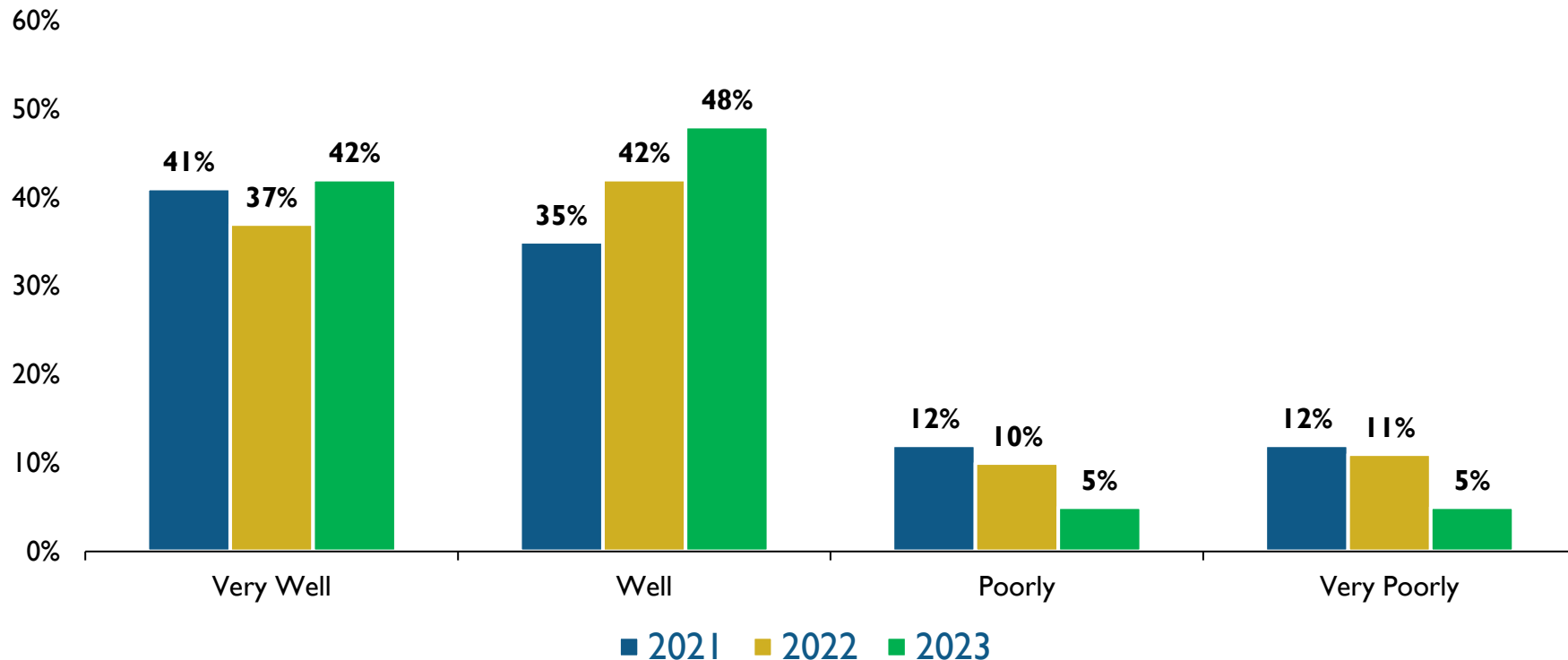
How well does FRTIB demonstrate that it values individual and organizational honesty, consistency, and credibility?



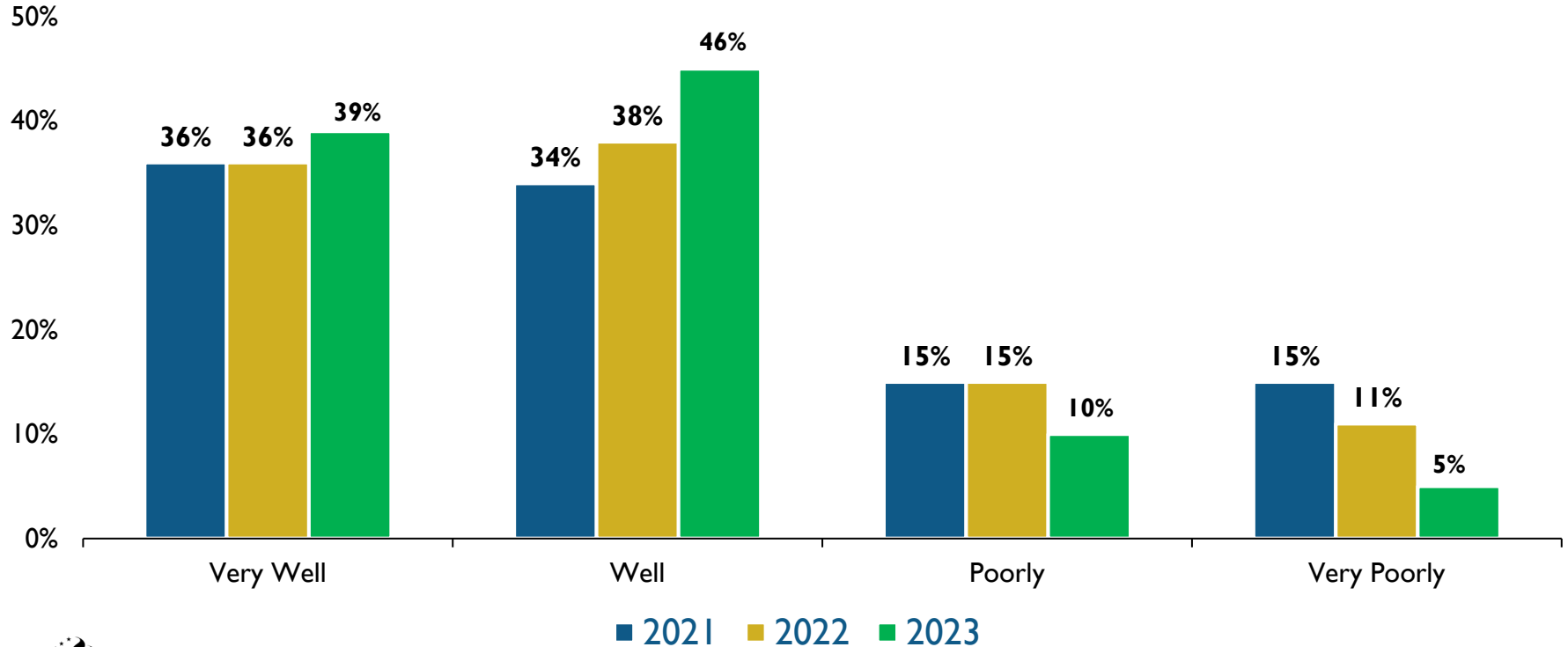
How well does FRTIB operate with independence and act ethically to carry out its fiduciary responsibility?



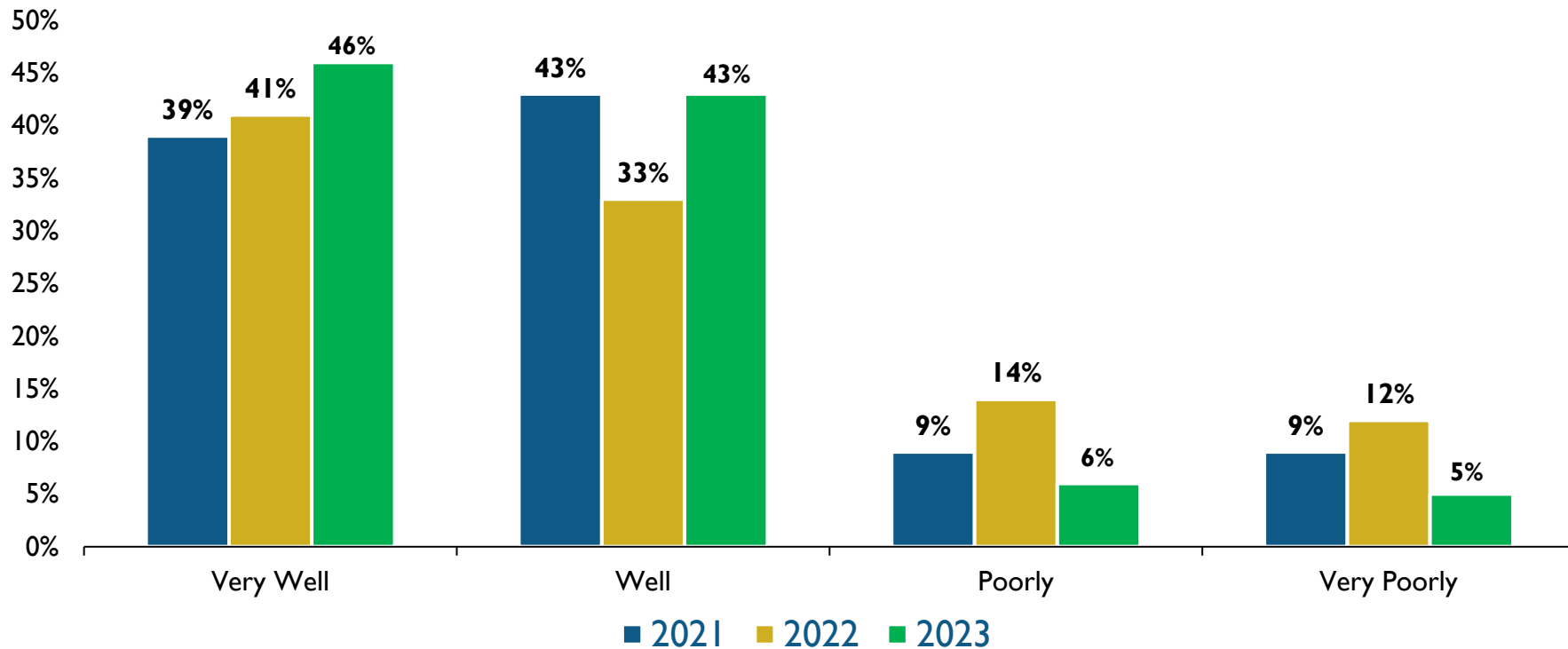
How well does FRTIB value diversity and ensure everyone's ideas and contributions are respected?



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?