

2024 FRTIB FEVS Results

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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 2024 Timeframe
 - Administered May 20 – July 5, 2024
- FRTIB 2024 Response Rate
 - 75% response rate for FRTIB (169/224 responded)

Employees' Perceptions Expressed Through Indicators

- OPM – FEVS Indicators
 - Performance Confidence
 - Employee Experience
 - Employee Engagement
 - Global Satisfaction
- Employee Engagement Index
 - Leaders Lead
 - Supervisors
 - Intrinsic Work Experiences
- Agency Core Values Survey

2024 FEVS – FRTIB Respondents Profile

75%

Response rate



44%

Female



63%

Federal tenure more than 10 years

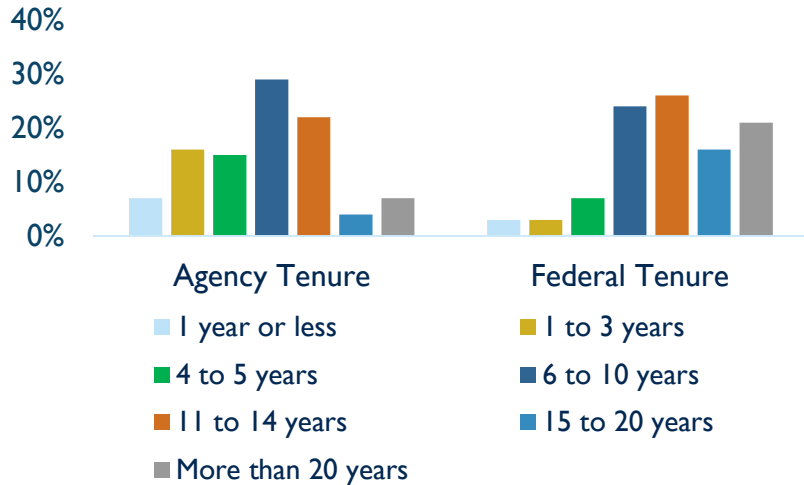


25%

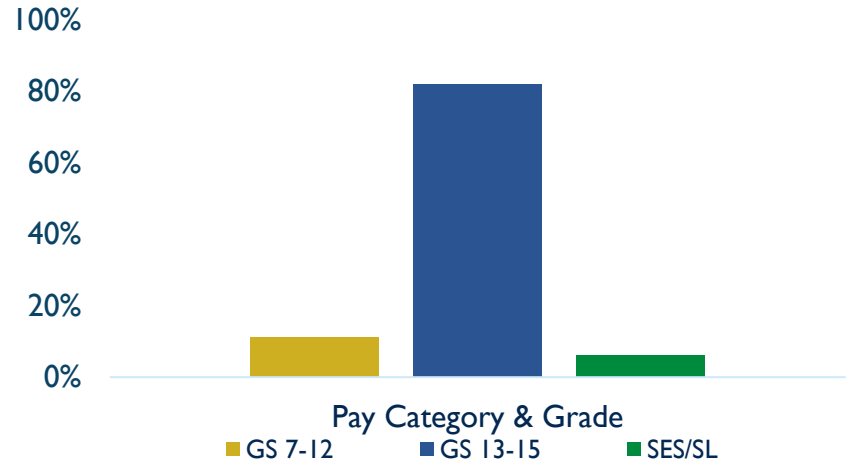
Military Service



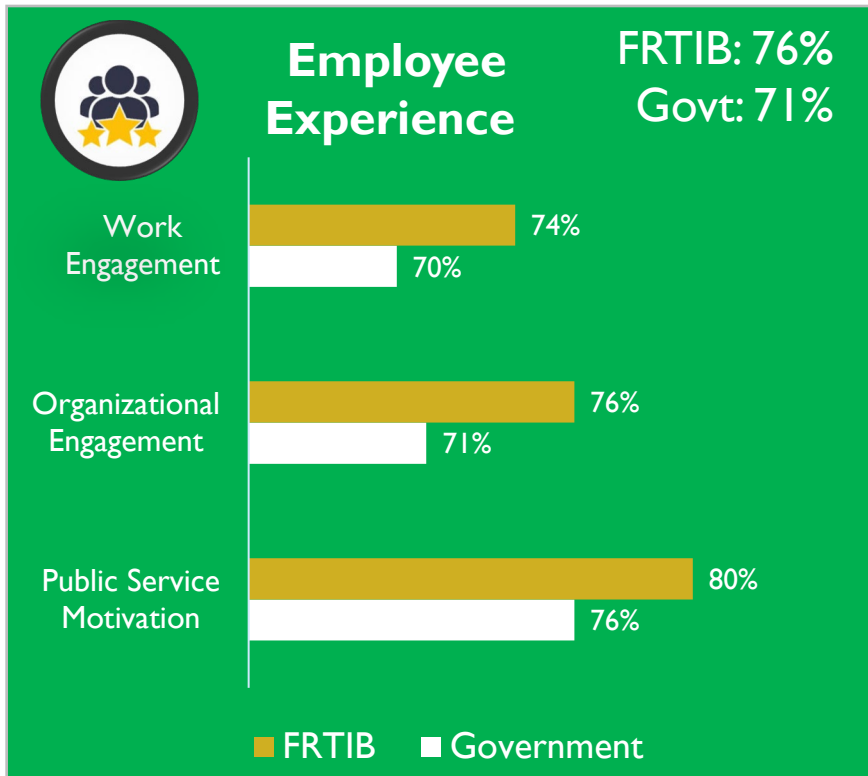
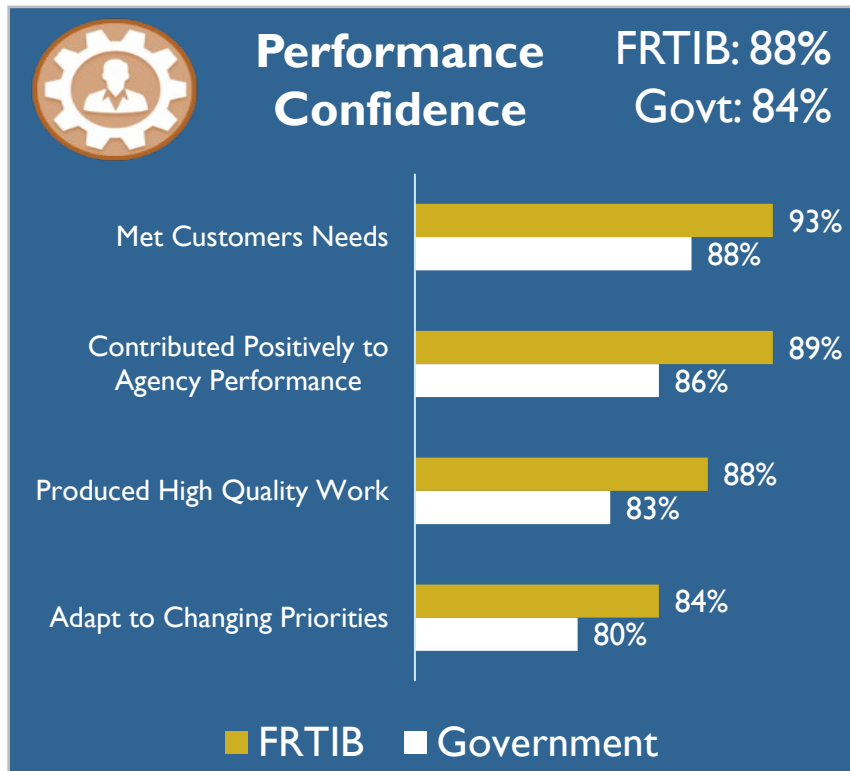
Employment



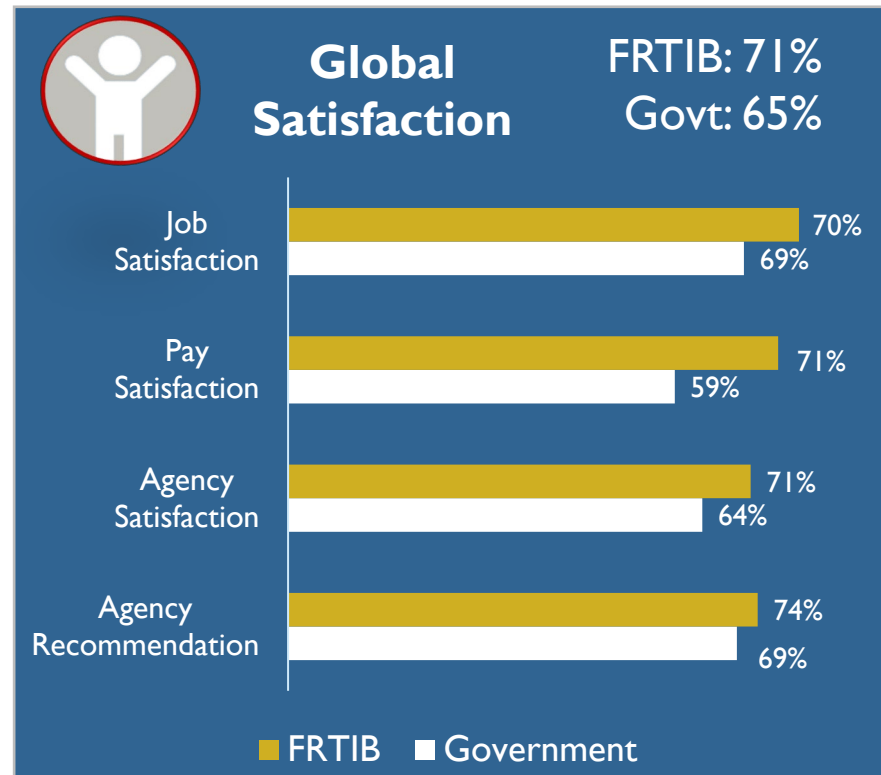
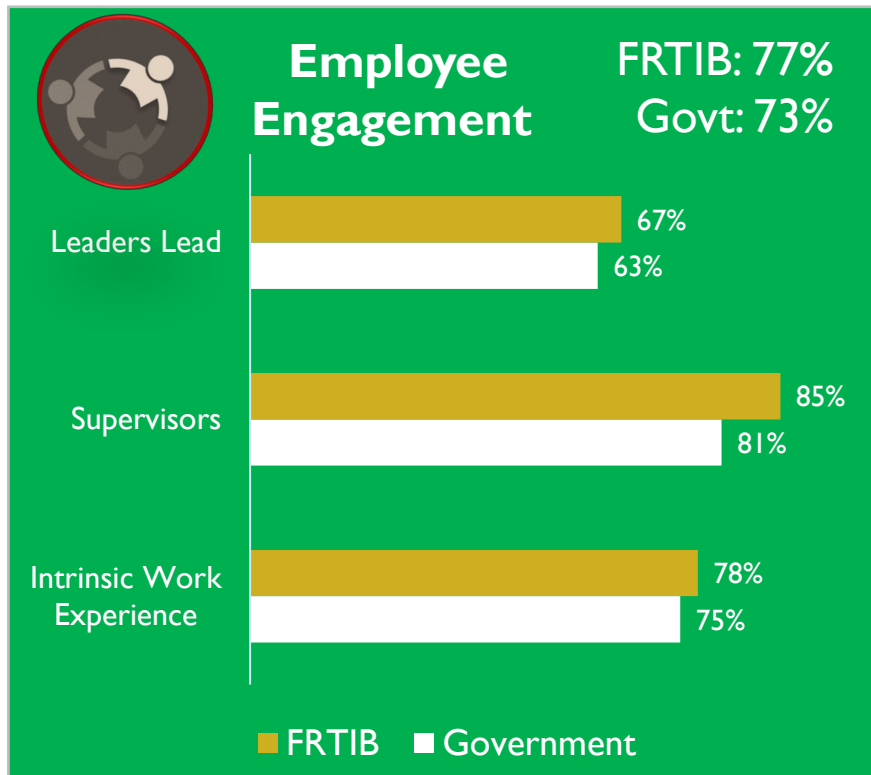
Pay Category & Grade



2024 FEVS Indicators

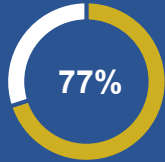


2024 FEVS Indicators, cont'd

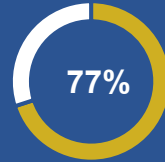


Engagement Index

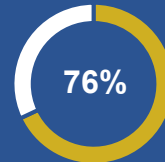
2024



2023



2022



Leaders Lead (% positive)

	2022	2023	2024	Govt
Generates high levels of motivation/commitment	52%	51%	54%	52%
Maintains high standards of honesty/integrity	58%	58%	64%	63%
Communicates agency goals/priorities	74%	79%	81%	68%
How good a job do you feel is being done by the manager directly above your supervisor	73%	75%	72%	67%
I have high level of respect for my Agency's senior leaders	59%	63%	63%	64%

Supervisors (% positive)

	2022	2023	2024	Govt
Supports employee development	91%	88%	83%	79%
Listens to what I have to say	92%	90%	88%	83%
Treats me with respect	94%	91%	89%	87%
I have trust and confidence in my supervisor	84%	86%	82%	78%
Overall, how good a job do you feel is being done by your immediate supervisor	86%	88%	83%	79%

Intrinsic Work Experiences (% positive)

	2022	2023	2024	Govt
Feel encouraged to come up with new and better ways to do things	73%	75%	73%	67%
Work gives me a feeling of personal accomplishment	72%	72%	74%	74%
I know what is expected of me on the job	79%	84%	85%	82%
My talents are used well in the workplace	72%	73%	71%	66%
I know how my work relates to the Agency's goals	85%	85%	88%	86%

Core Values Survey Results



MISSION

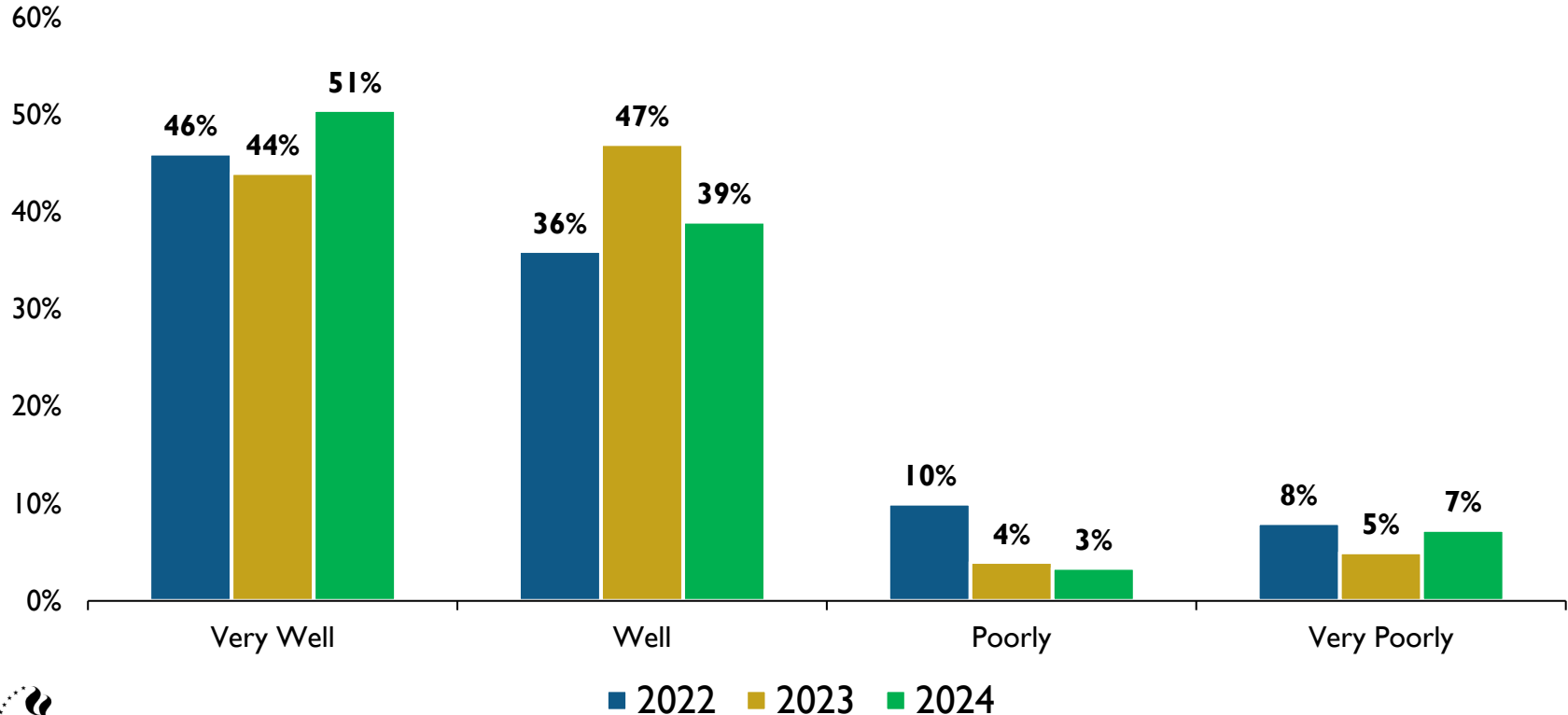


VISION

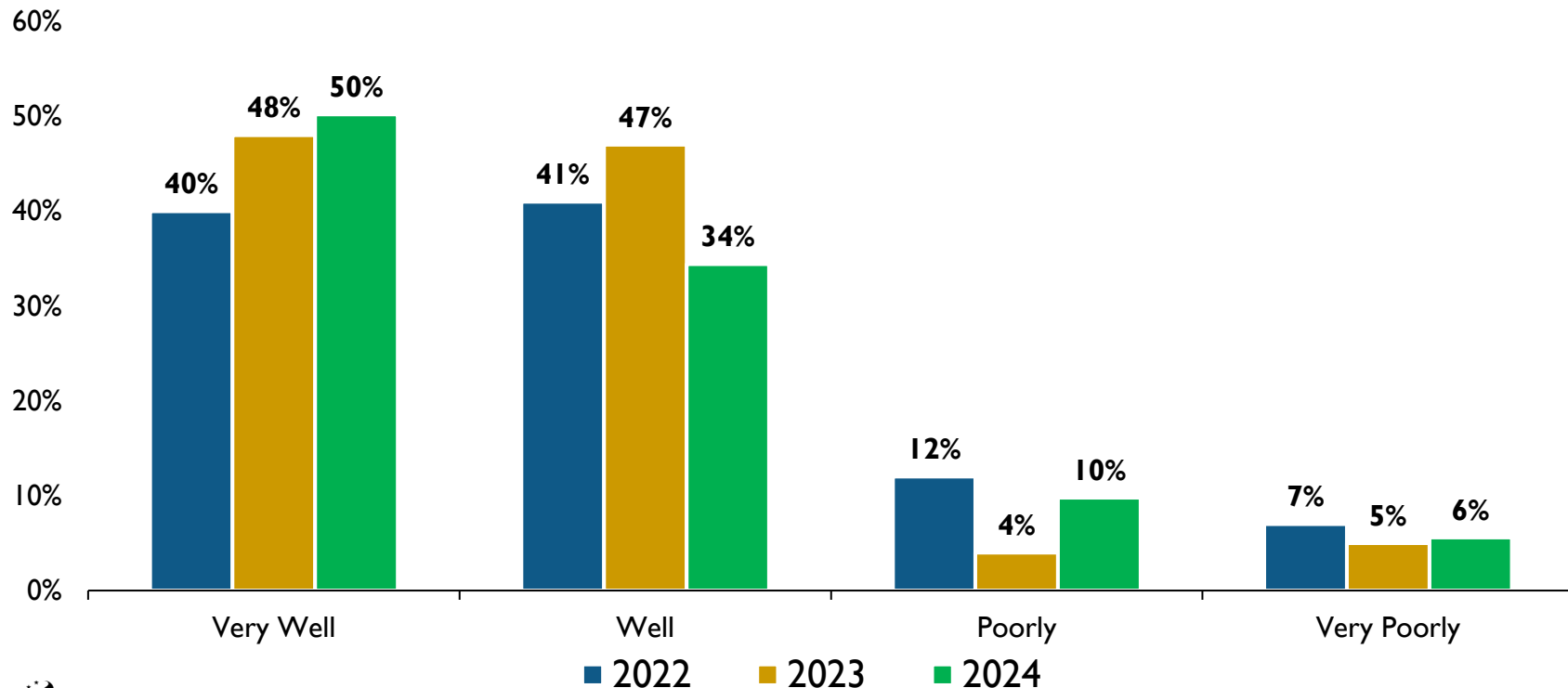


VALUES

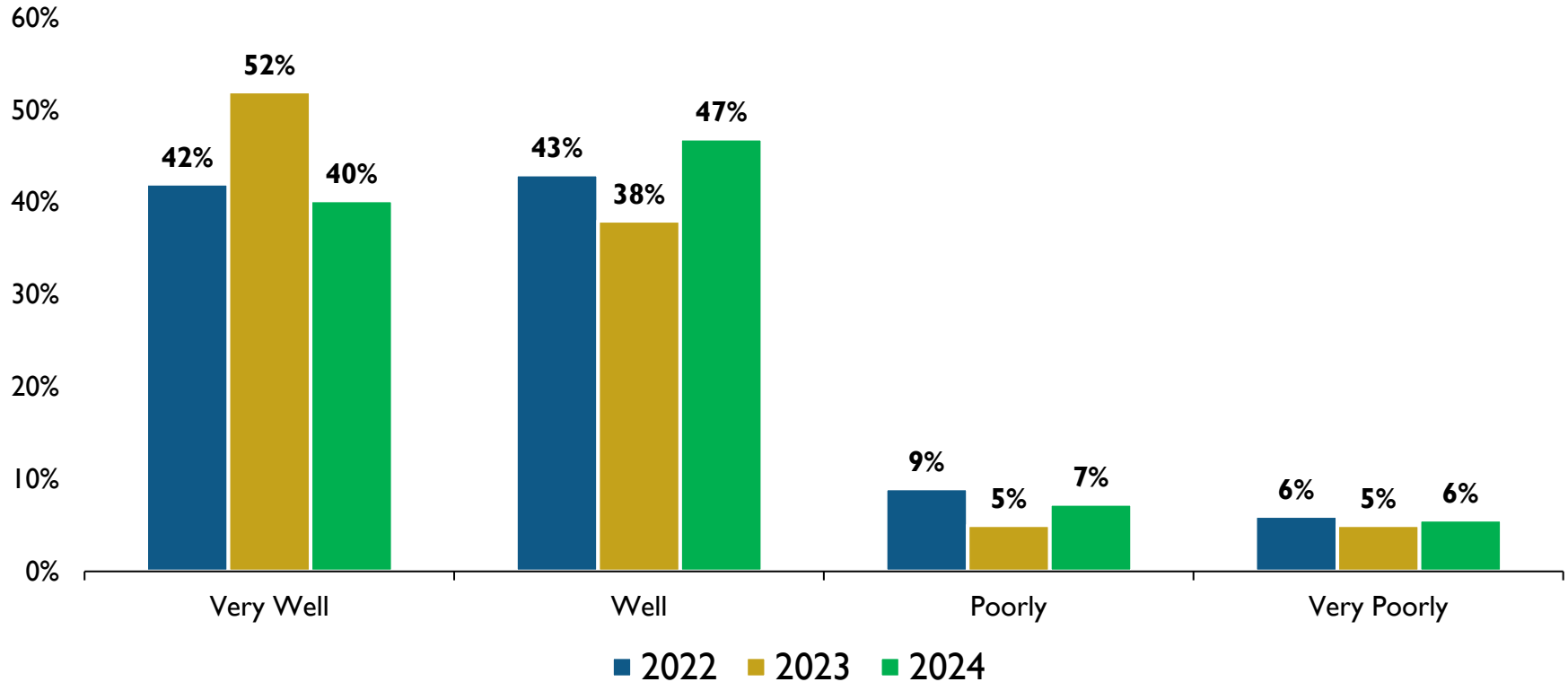
How well does FRTIB demonstrate that it is passionate about delivering services that improve financial outcomes for participants?



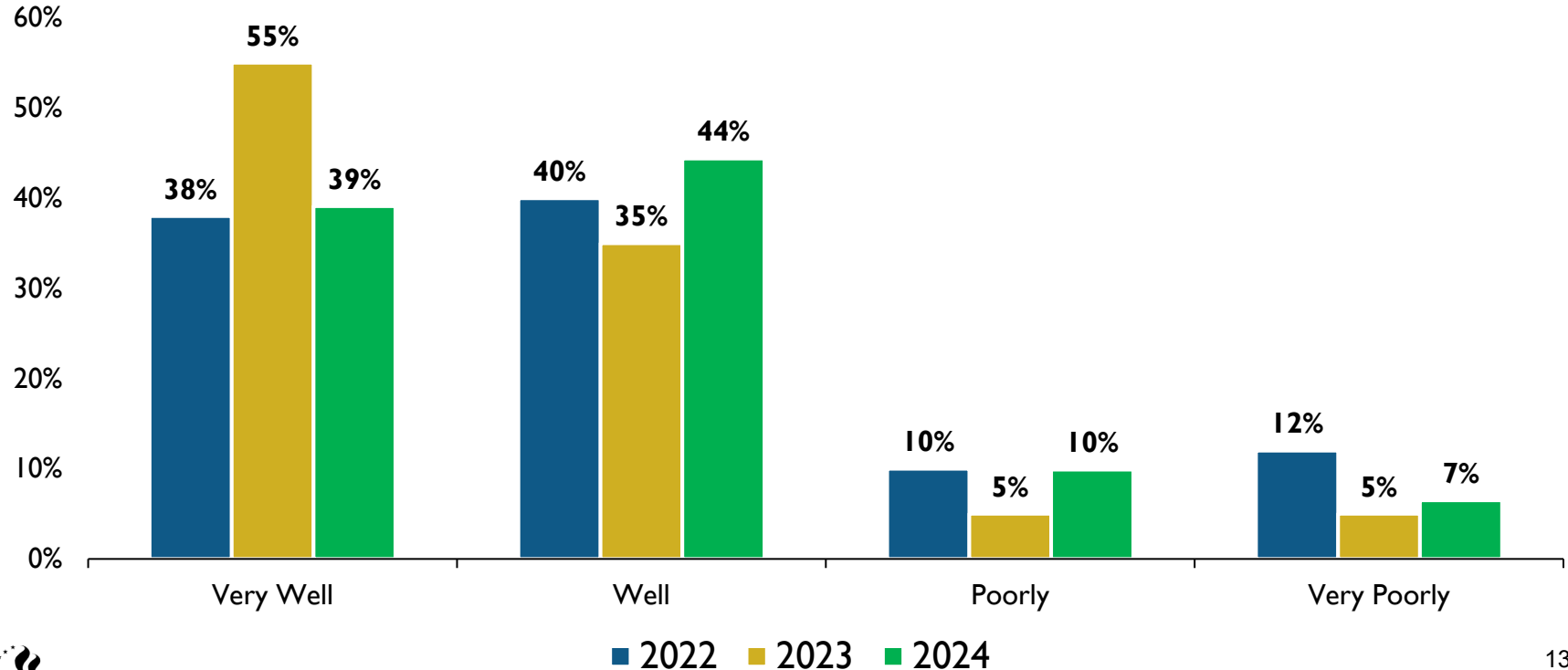
How well does FRTIB listen to, respect, and carefully consider the needs of participants?



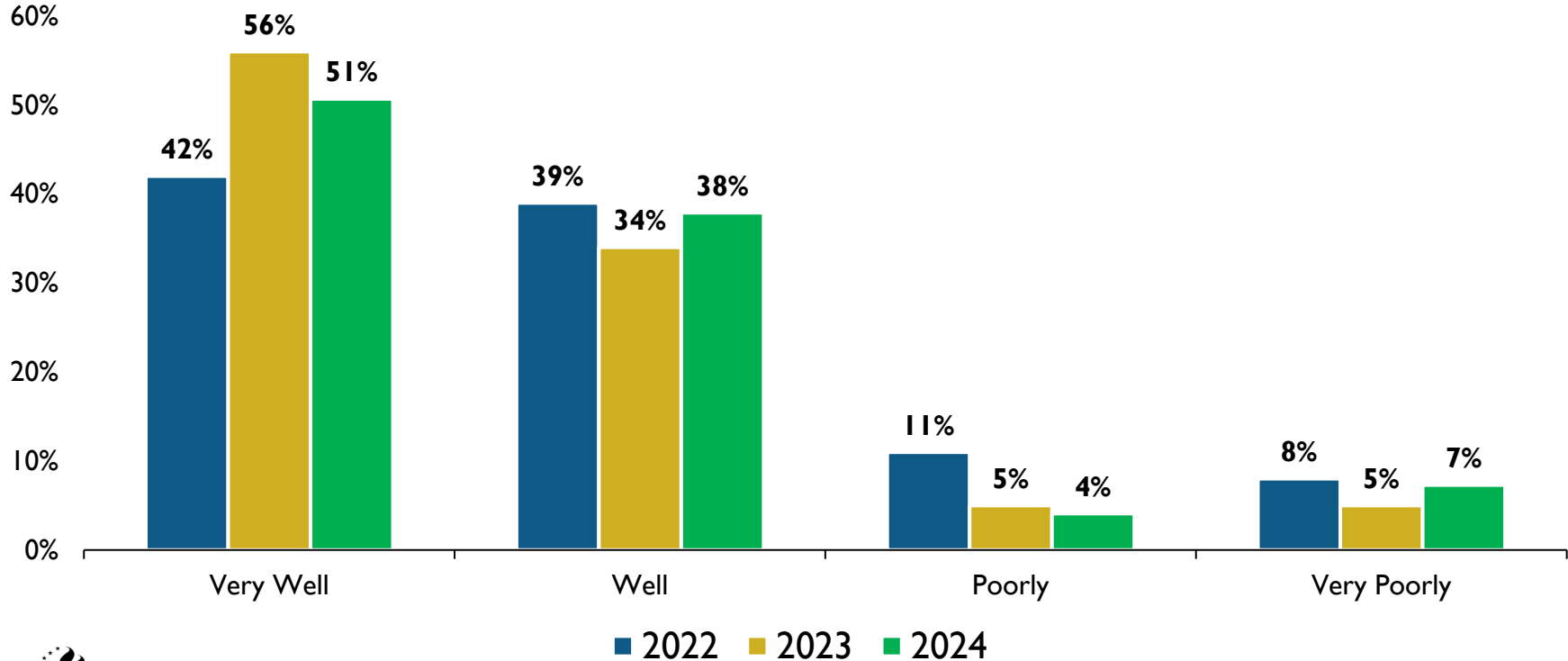
How well does FRTIB demonstrate that it is trustworthy?



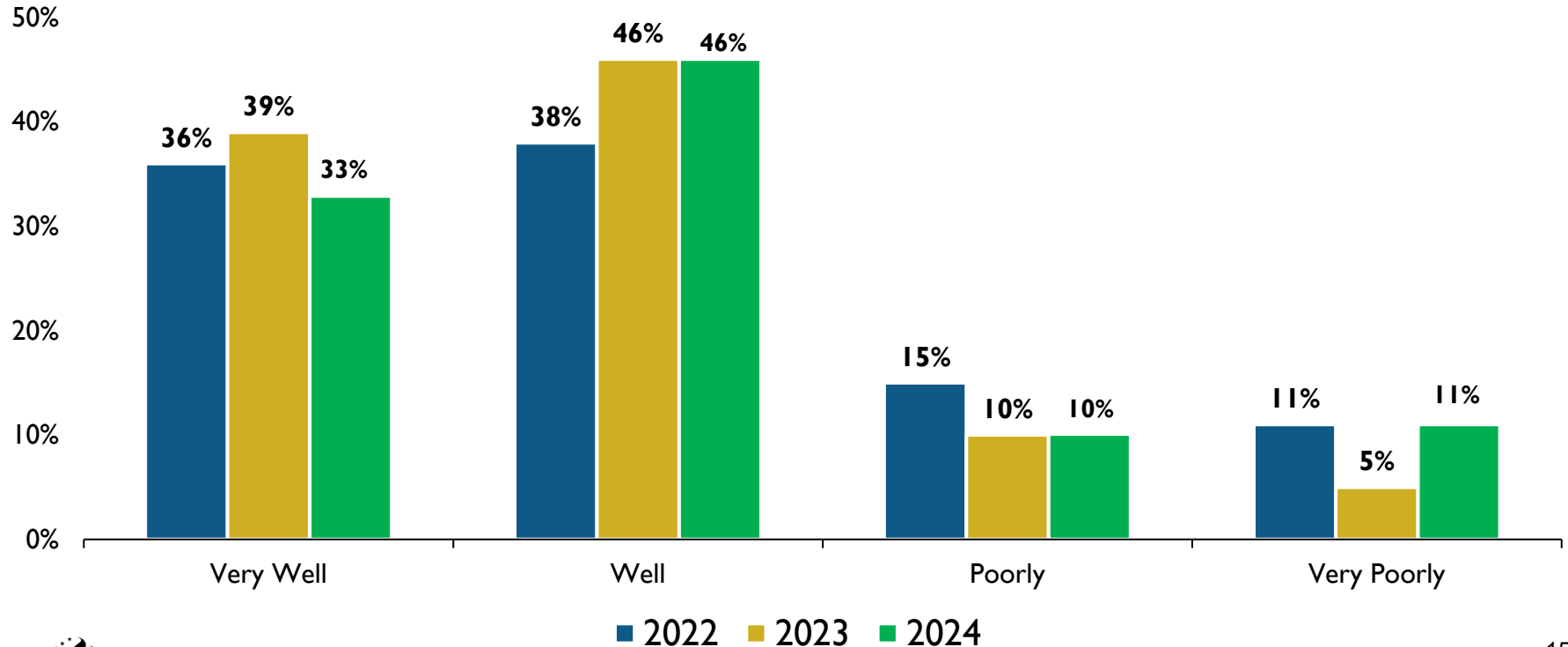
How well does FRTIB demonstrate that it values individual and organizational honesty, consistency, and credibility?



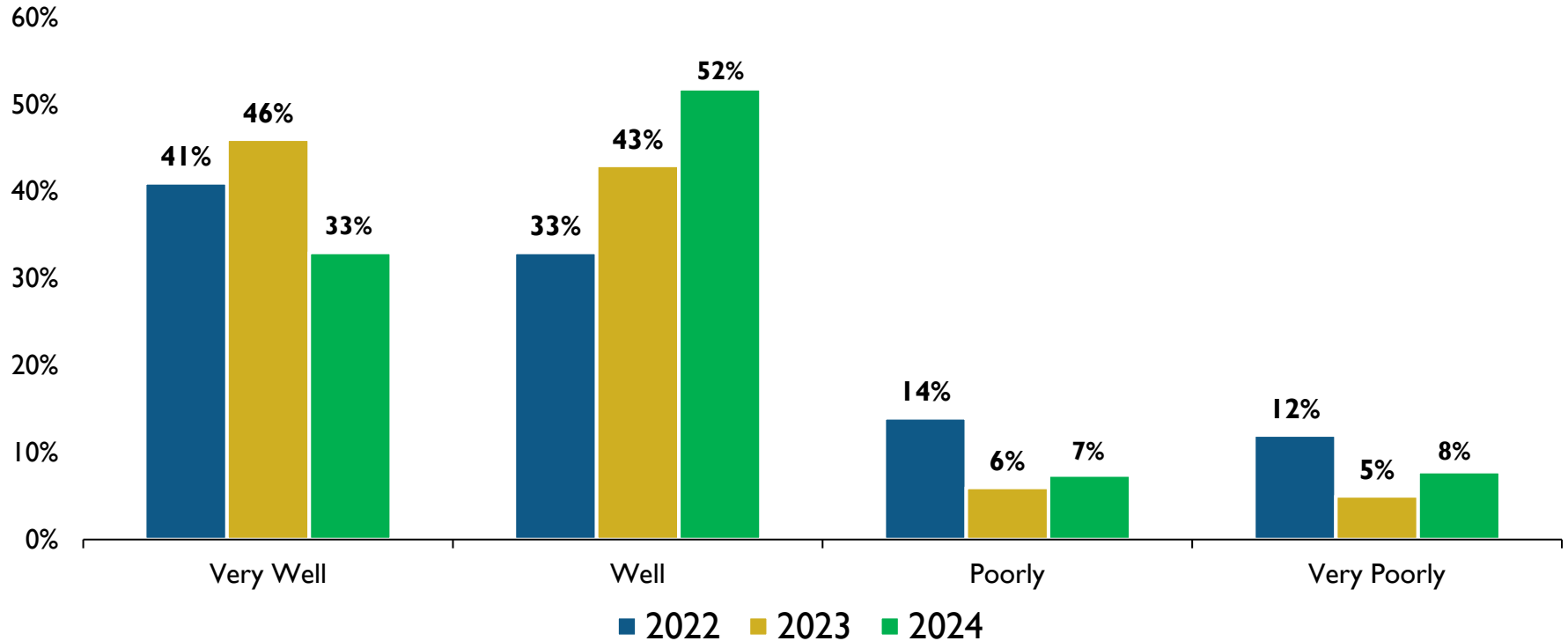
How well does FRTIB operate with independence and act ethically to carry out its fiduciary responsibility?



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



How well does FRTIB build partnerships to achieve greater outcomes?



FEVS – What's Happened to Next Steps

- The Government wide results were announced by OPM on October 17th
- OPM posted Government wide FEVS results on the opm.gov website on December 10th
- FRTIB Employees briefed on 2024 FEVS results December 12th
- FRTIB FEVS responses and an analysis of 2024 results posted on the frtib.gov website on December 30th

FEVS – What’s Happened to Next Steps, cont’d

- FEVS data analyzed by the Partnership for Public Service (PPS) to determine the “Best Places to Work in the Federal Government” released March 6th
- Leadership will continue to identify potential challenges and determine what information, training, or communication can better address those areas
- OPM delayed this year’s FEVS until fall 2025
- FRTIB will continue to gauge employee perceptions through its internal surveys of staff