

Federal Retirement Thrift Investment Board
Federal Employee Viewpoint Survey Results: 2022
Annual Employee Survey (AES) Summary Report

Agency-Specific Questions

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

| | N | % |
|------------------------------|----------|----------------|
| Very Well | 67 | 46.2% |
| Well | 52 | 35.4% |
| Poorly | 14 | 10.1% |
| Very Poorly | 12 | 8.2% |
| Don't Know/No Basis to Judge | 7 | — ^b |
| Total | 152 | 100.0% |

Note: "Don't Know/No Basis to Judge" responses are not included in percentage calculations.

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

| | N | % |
|------------------------------|----------|----------------|
| Very Well | 57 | 39.7% |
| Well | 57 | 40.6% |
| Poorly | 17 | 12.4% |
| Very Poorly | 11 | 7.3% |
| Don't Know/No Basis to Judge | 11 | — ^b |
| Total | 153 | 100.0% |

Note: "Don't Know/No Basis to Judge" responses are not included in percentage calculations.

3. How well does FRTIB demonstrate that it is trustworthy?

| | N | % |
|------------------------------|----------|----------------|
| Very Well | 59 | 41.8% |
| Well | 61 | 42.9% |
| Poorly | 13 | 9.4% |
| Very Poorly | 9 | 5.9% |
| Don't Know/No Basis to Judge | 11 | — ^b |
| Total | 153 | 100.0% |

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

| | N | % |
|------------------------------|------------|----------------|
| Very Well | 53 | 37.7% |
| Well | 59 | 40.4% |
| Poorly | 14 | 10.4% |
| Very Poorly | 17 | 11.5% |
| Don't Know/No Basis to Judge | 9 | — ^b |
| Total | 152 | 100.0% |

Note: "Don't Know/No Basis to Judge" responses are not included in percentage calculations.

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

| | N | % |
|------------------------------|------------|----------------|
| Very Well | 60 | 42.3% |
| Well | 57 | 38.9% |
| Poorly | 15 | 11.3% |
| Very Poorly | 11 | 7.5% |
| Don't Know/No Basis to Judge | 10 | — ^b |
| Total | 153 | 100.0% |

Note: "Don't Know/No Basis to Judge" responses are not included in percentage calculations.

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

| | N | % |
|------------------------------|------------|----------------|
| Very Well | 53 | 37.3% |
| Well | 58 | 41.4% |
| Poorly | 14 | 10.4% |
| Very Poorly | 15 | 10.9% |
| Don't Know/No Basis to Judge | 13 | — ^b |
| Total | 153 | 100.0% |

Note: "Don't Know/No Basis to Judge" responses are not included in percentage calculations.

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

| | N | % |
|------------------------------|------------|----------------|
| Very Well | 51 | 35.9% |
| Well | 55 | 38.0% |
| Poorly | 20 | 14.6% |
| Very Poorly | 17 | 11.6% |
| Don't Know/No Basis to Judge | 10 | — ^b |
| Total | 153 | 100.0% |

Note: "Don't Know/No Basis to Judge" responses are not included in percentage calculations.

8. How well does FRTIB build partnerships to achieve greater outcomes?

| | N | % |
|------------------------------|------------|----------------|
| Very Well | 50 | 37.3% |
| Well | 52 | 38.1% |
| Poorly | 15 | 11.9% |
| Very Poorly | 18 | 12.7% |
| Don't Know/No Basis to Judge | 18 | — ^b |
| Total | 153 | 100.0% |

Note: "Don't Know/No Basis to Judge" responses are not included in percentage calculations.

9. When answering the survey questions about your "senior leaders," who were you primarily thinking of?

| | N | % |
|-------------------|------------|---------------|
| Office Executives | 121 | 77.9% |
| HQ Division Heads | 23 | 15.2% |
| Branch Chiefs | 10 | 6.9% |
| Total | 154 | 100.0% |

10. When answering the survey questions about your "organization," which organization were you primarily thinking of?

| | N | % |
|-----------------|-----|--------|
| Bureau | 96 | 63.7% |
| Division Office | 48 | 31.2% |
| Branch | 8 | 5.1% |
| Total | 152 | 100.0% |

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Federal Retirement Thrift Investment Board AES Report, 2022**
OPM Federal Employee Viewpoint Survey

Senior Leaders and Support

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

| | 2022 N | 2022 % | 2021 N | 2021 % | 2020 N | 2020 % |
|----------------------------|-----------|----------------|-----------|----------------|-----------|----------------|
| Strongly Agree | 41 | 26.6% | 61 | 37.0% | 136 | |
| Agree | 55 | 35.9% | 41 | 25.1% | 38 | 22.2% |
| Neither Agree nor Disagree | 20 | 13.5% | 16 | 9.7% | 3 | 1.8% |
| Disagree | 15 | 10.7% | 18 | 10.7% | 0 | 0.0% |
| Strongly Disagree | 21 | 13.3% | 32 | 17.5% | 0 | 0.0% |
| No Basis to Judge | 2 | — ^b | 2 | — ^b | 3 | — ^b |
| Total | 154 | 100.0% | 170 | 100.0% | 180 | 100.0% |

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

| | 2022 | 2022 | 2021 | 2021 |
|----------------------------|-------------|----------------|-------------|----------------|
| | N | % | N | % |
| Strongly Agree | 59 | 38.8% | 78 | 45.6% |
| Agree | 63 | 40.3% | 53 | 31.2% |
| Neither Agree nor Disagree | 14 | 9.6% | 18 | 10.4% |
| Disagree | 7 | 5.0% | 5 | 3.3% |
| Strongly Disagree | 10 | 6.3% | 17 | 9.5% |
| No Basis to Judge | 1 | — ^b | 0 | — ^b |
| Total | 154 | 100.0% | 171 | 100.0% |

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

| | 2022 | 2022 | 2021 | 2021 | 2020 | 2020 |
|----------------------------|-------------|----------------|-------------|----------------|-------------|----------------|
| | N | % | N | % | N | % |
| Strongly Agree | 93 | 59.2% | 117 | 69.5% | 127 | 70.5% |
| Agree | 49 | 32.1% | 39 | 23.0% | 36 | 21.3% |
| Neither Agree nor Disagree | 7 | 4.5% | 7 | 4.2% | 10 | 5.7% |
| Disagree | 3 | 2.7% | 2 | 1.2% | 2 | 1.3% |
| Strongly Disagree | 3 | 1.5% | 4 | 2.1% | 2 | 1.3% |
| No Basis to Judge | 0 | — ^b | 1 | — ^b | 2 | — ^b |
| Total | 155 | 100.0% | 170 | 100.0% | 179 | 100.0% |

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

| | 2022 | 2022 | 2021 | 2021 | 2020 | 2020 |
|----------------------------|-------------|----------------|-------------|----------------|-------------|----------------|
| | N | % | N | % | N | % |
| Strongly Agree | 95 | 62.3% | 111 | 66.3% | 123 | 68.6% |
| Agree | 41 | 26.8% | 37 | 22.5% | 35 | 20.2% |
| Neither Agree nor Disagree | 7 | 4.8% | 10 | 6.2% | 10 | 5.9% |
| Disagree | 6 | 4.6% | 3 | 1.2% | 5 | 3.2% |
| Strongly Disagree | 3 | 1.5% | 6 | 3.7% | 3 | 2.1% |
| No Basis to Judge | 2 | — ^b | 4 | — ^b | 4 | — ^b |
| Total | 154 | 100.0% | 171 | 100.0% | 180 | 100.0% |

Percentages are weighted to represent the Agency's population.

Note: Trending for Q96, Q98-Q99 are based on the "During the COVID-19 Pandemic" responses in 2020.

"—^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: **Federal Retirement Thrift Investment Board AES Report, 2022 OPM Federal Employee Viewpoint Survey**

| Federal Retirement Thrift Investment Board OPM FEVS AES Report | Agency Information |
|---|---------------------------|
| Field Period | Jun 7 - Jul 22, 2022 |
| Sample or Census | Census |
| Number of Surveys Completed | 161 |
| Number of Surveys Administered | 250 |
| Response Rate | 64.4% |
| Number of items identified as Strengths (65% positive or higher) | 71 |
| Number of items identified as challenges (35% negative or higher) | 0 |
| 2022 Engagement Index | 76% |
| Leaders Lead Subindex | 63% |
| Supervisors Subindex | 90% |
| Intrinsic Work Experience Subindex | 76% |

Notes: Number of items identified as strengths and challenges are based on items 1-89, excluding items 12, 15, and 34. Items 12 and 34 are negatively worded and while the results for these items are shown in the Core Q1-14, 16-89 tab, they should be interpreted with caution as these items have been flagged for review for 2023.

A "—^d" indicates that there were no responses to the item.

Employment Demographics

Where do you work?

| | % |
|--|----------|
| Headquarters | 96.7% |
| Field | 0.0% |
| Full-time telework (e.g., home office, telecenter) | 3.3% |
| Total | 100.0% |

What is your supervisory status?

| | % |
|----------------|----------|
| Senior Leader | 7.9% |
| Manager | 10.6% |
| Supervisor | 19.2% |
| Team Leader | 4.0% |
| Non-Supervisor | 58.3% |
| Total | 100.0% |

What is your pay category/grade?

| | % |
|---|----------|
| Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY) | 0.0% |
| GS 1-6 | 0.7% |
| GS 7-12 | 11.3% |
| GS 13-15 | 81.5% |
| Senior Executive Service | 4.0% |
| Senior Level (SL) or Scientific or Professional (ST) | 1.3% |
| Other | 1.3% |
| Total | 100.0% |

What is your US military service status?

| | % |
|---|----------|
| No Prior Military Service | 71.6% |
| Currently in National Guard or Reserves | 0.0% |
| Retired | 10.8% |
| Separated or Discharged | 17.6% |
| Total | 100.0% |

| Are you: | |
|---|---------------|
| | % |
| The spouse of a current active duty service member of the U.S. Armed Forces | 0.7% |
| 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 | 2.0% |
| The widow(er) of a service member killed while on active duty in the U.S. Armed Forces | 0.0% |
| None of the categories listed | 97.3% |
| Total | 100.0% |

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 | 25.0% |
| No | 75.0% |
| Total | 100.0% |

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

| | % |
|--------------------|---------------|
| Less than 1 year | 1.3% |
| 1 to 3 years | 8.1% |
| 4 to 5 years | 8.1% |
| 6 to 10 years | 25.5% |
| 11 to 14 years | 23.5% |
| 15 to 20 years | 11.4% |
| More than 20 years | 22.1% |
| Total | 100.0% |

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

| | % |
|--------------------|----------|
| Less than 1 year | 2.0% |
| 1 to 3 years | 21.3% |
| 4 to 5 years | 14.0% |
| 6 to 10 years | 41.3% |
| 11 to 14 years | 10.7% |
| 15 to 20 years | 5.3% |
| More than 20 years | 5.3% |
| Total | 100.0% |

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

| | % |
|---|----------|
| No | 54.1% |
| Yes, to retire | 7.4% |
| Yes, to take another job within the Federal Government | 27.7% |
| Yes, to take another job outside the Federal Government | 5.4% |
| Yes, other | 5.4% |
| Total | 100.0% |

I am planning to retire:

| | % |
|-------------------|----------|
| Less than 1 year | 2.0% |
| 1 year | 4.1% |
| 2 years | 5.4% |
| 3 years | 4.7% |
| 4 years | 4.1% |
| 5 years | 6.1% |
| More than 5 years | 73.6% |
| Total | 100.0% |

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

| | % |
|-------|----------|
| Yes | 6.3% |
| No | 93.8% |
| Total | 100.0% |

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

| | % |
|---------------------------|----------|
| White | 43.7% |
| Black or African American | 40.0% |
| All other races | 16.3% |
| Total | 100.0% |

What is your age group?

| | % |
|--------------------|----------|
| 29 years and under | 0.0% |
| 30-39 years old | 12.8% |
| 40-49 years old | 31.9% |
| 50-59 years old | 39.7% |
| 60 years or older | 15.6% |
| Total | 100.0% |

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

| | % |
|---|----------------|
| Less than High School/ High School Diploma/ GED | — ^c |
| Certification/ Some College/ associate degree | — ^c |
| Bachelor's Degree | — ^c |
| Advanced Degrees (Post Bachelor's Degree) | — ^c |
| Total | — ^c |

Are you an individual with a disability?

| | % |
|-------|----------|
| Yes | 15.4% |
| No | 84.6% |
| Total | 100.0% |

Are you:

| | % |
|--------|--------|
| Male | 52.1% |
| Female | 47.9% |
| Total | 100.0% |

Are you transgender?

| | % |
|-------|--------|
| Yes | 0.0% |
| No | 100.0% |
| Total | 100.0% |

Which one of the following best represents how you think of yourself?

| | % |
|--------------------------------------|----------------|
| Straight, that is not gay or lesbian | — ^c |
| Gay or Lesbian | — ^c |
| Bisexual | — ^c |
| I use a different term | — ^c |
| Total | — ^c |

Percentages for demographic questions are unweighted.

The "I use a different term" response option for the sexual orientation item was worded as "Something else" in 2021.

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

A "—^d" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Federal Retirement Thrift Investment Board AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Core Survey Questions
Q1-14, 16-89

| Item | Item Text | 2019 Percent Positive | 2020 Percent Positive | 2021 Percent Positive | 2022 Percent Positive | Difference 2022-2019 | Difference 2022-2020 | Difference 2022-2021 | Sort for Largest Differences 2022-2019 | Sort for Largest Differences 2022-2020 | Sort for Largest Differences 2022-2021 |
|------|---|-----------------------|-----------------------|-----------------------|-----------------------|----------------------|----------------------|----------------------|--|--|--|
| 1 | *I am given a real opportunity to improve my skills in my organization. | 74% | 76% | 83% | 82% | 8% | 6% | -1% | 12 | 2 | 19 |
| 2 | I feel encouraged to come up with new and better ways of doing things. | 66% | 71% | 74% | 73% | 7% | 2% | -1% | 17 | 13 | 23 |
| 3 | My work gives me a feeling of personal accomplishment. | 74% | 77% | 72% | 72% | -2% | -5% | 0% | 30 | 25 | 12 |
| 4 | I know what is expected of me on the job. | 79% | 83% | 82% | 79% | 0% | -4% | -3% | 27 | 24 | 28 |
| 5 | *My workload is reasonable. | 62% | 69% | 76% | 74% | 12% | 5% | -2% | 5 | 7 | 25 |
| 6 | *My talents are used well in the workplace. | 60% | 67% | 71% | 72% | 12% | 5% | 1% | 4 | 5 | 9 |
| 7 | *I know how my work relates to the agency's goals. | 87% | 90% | 87% | 85% | -2% | -5% | -2% | 31 | 26 | 27 |
| 8 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 66% | 66% | 71% | 71% | 5% | 5% | 0% | 20 | 4 | 13 |
| 14 | *The people I work with cooperate to get the job done. | 76% | 86% | 90% | 90% | 14% | 4% | 0% | 2 | 8 | 15 |
| 16 | *In my work unit, differences in performance are recognized in a meaningful way. | 38% | 57% | 68% | 55% | 17% | -2% | -13% | 1 | 17 | 40 |
| 18 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 83% | 85% | 89% | 82% | -1% | -3% | -7% | 29 | 22 | 35 |
| 19 | Employees in my work unit meet the needs of our customers. | — ^a | 99% | 92% | 92% | — ^a | -7% | 0% | — ^a | 30 | 16 |
| 20 | Employees in my work unit contribute positively to my agency's performance. | — ^a | 100% | 93% | 92% | — ^a | -8% | -1% | — ^a | 31 | 22 |
| 21 | Employees in my work unit produce high-quality work. | — ^a | 97% | 91% | 88% | — ^a | -9% | -3% | — ^a | 32 | 29 |
| 22 | Employees in my work unit adapt to changing priorities. | — ^a | 97% | 86% | 85% | — ^a | -12% | -1% | — ^a | 35 | 17 |
| 35 | Employees are recognized for providing high quality products and services. | 57% | 72% | 72% | 66% | 9% | -6% | -6% | 10 | 29 | 33 |
| 36 | Employees are protected from health and safety hazards on the job. | 87% | 92% | 66% | 67% | -20% | -25% | 1% | 36 | 40 | 10 |
| 37 | My organization is successful at accomplishing its mission. | 78% | 88% | 84% | 74% | -4% | -14% | -10% | 33 | 38 | 39 |
| 43 | *I recommend my organization as a good place to work. | 65% | 70% | 65% | 68% | 3% | -2% | 3% | 24 | 20 | 6 |
| 44 | *I believe the results of this survey will be used to make my agency a better place to work. | 51% | 53% | 51% | 52% | 1% | -1% | 1% | 26 | 15 | 7 |
| 45 | My supervisor is committed to a workforce representative of all segments of society. | 81% | 87% | 89% | 89% | 8% | 2% | 0% | 15 | 12 | 14 |
| 46 | Supervisors in my work unit support employee development. | 80% | 88% | 92% | 91% | 11% | 3% | -1% | 7 | 11 | 21 |
| 47 | My supervisor supports my need to balance work and other life issues. | 86% | 90% | 96% | 93% | 7% | 3% | -3% | 16 | 10 | 30 |
| 48 | My supervisor listens to what I have to say. | 81% | 87% | 93% | 92% | 11% | 5% | -1% | 8 | 6 | 20 |
| 49 | My supervisor treats me with respect. | 86% | 88% | 95% | 94% | 8% | 6% | -1% | 13 | 1 | 18 |
| 50 | I have trust and confidence in my supervisor. | 73% | 79% | 88% | 84% | 11% | 5% | -4% | 6 | 3 | 31 |

Core Survey Questions

Q1-14, 16-89

| Item | Item Text | 2019 Percent Positive | 2020 Percent Positive | 2021 Percent Positive | 2022 Percent Positive | Difference 2022-2019 | Difference 2022-2020 | Difference 2022-2021 | Sort for Largest Differences 2022-2019 | Sort for Largest Differences 2022-2020 | Sort for Largest Differences 2022-2021 |
|------|---|-----------------------|-----------------------|-----------------------|-----------------------|----------------------|----------------------|----------------------|--|--|--|
| 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | 75% | 82% | 90% | 86% | 11% | 4% | -4% | 9 | 9 | 32 |
| 55 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 40% | 54% | 47% | 52% | 12% | -2% | 5% | 3 | 18 | 2 |
| 56 | My organization's senior leaders maintain high standards of honesty and integrity. | 49% | 62% | 54% | 58% | 9% | -4% | 4% | 11 | 23 | 3 |
| 57 | *Managers communicate the goals of the organization. | 73% | 83% | 76% | 74% | 1% | -9% | -2% | 25 | 33 | 26 |
| 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 63% | 73% | 70% | 63% | 0% | -10% | -7% | 28 | 34 | 36 |
| 59 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 67% | 78% | 74% | 73% | 6% | -5% | -1% | 18 | 27 | 24 |
| 60 | I have a high level of respect for my organization's senior leaders. | 55% | 61% | 58% | 59% | 4% | -2% | 1% | 21 | 19 | 8 |
| 61 | Senior leaders demonstrate support for Work-Life programs. | 70% | 79% | 54% | 66% | -4% | -13% | 12% | 32 | 36 | 1 |
| 65 | *How satisfied are you with your involvement in decisions that affect your work? | 61% | 67% | 61% | 54% | -7% | -13% | -7% | 34 | 37 | 37 |
| 66 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 67% | 69% | 63% | 54% | -13% | -15% | -9% | 35 | 39 | 38 |
| 67 | *How satisfied are you with the recognition you receive for doing a good job? | 54% | 65% | 69% | 62% | 8% | -3% | -7% | 14 | 21 | 34 |
| 68 | *Considering everything, how satisfied are you with your job? | 68% | 75% | 70% | 74% | 6% | -1% | 4% | 19 | 16 | 4 |
| 69 | Considering everything, how satisfied are you with your pay? | 68% | 71% | 70% | 71% | 3% | 0% | 1% | 23 | 14 | 11 |
| 70 | *Considering everything, how satisfied are you with your organization? | 64% | 73% | 64% | 67% | 3% | -6% | 3% | 22 | 28 | 5 |

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

Percentages are weighted to represent the Agency's population.

Only items 1-8, 14, 16, 18-22, 35-37, 43-50, 52, 55-61, 65-70 that carried over from the 2021 OPM FEVS are included on this tab.

Q19-Q22 were not included in the 2019 OPM FEVS.

Item text for Q37 has changed from "My agency" to "My organization" in the 2022 OPM FEVS.

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

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: **Federal Retirement Thrift Investment Board AES Report, 2022 OPM Federal Employee Viewpoint Survey**