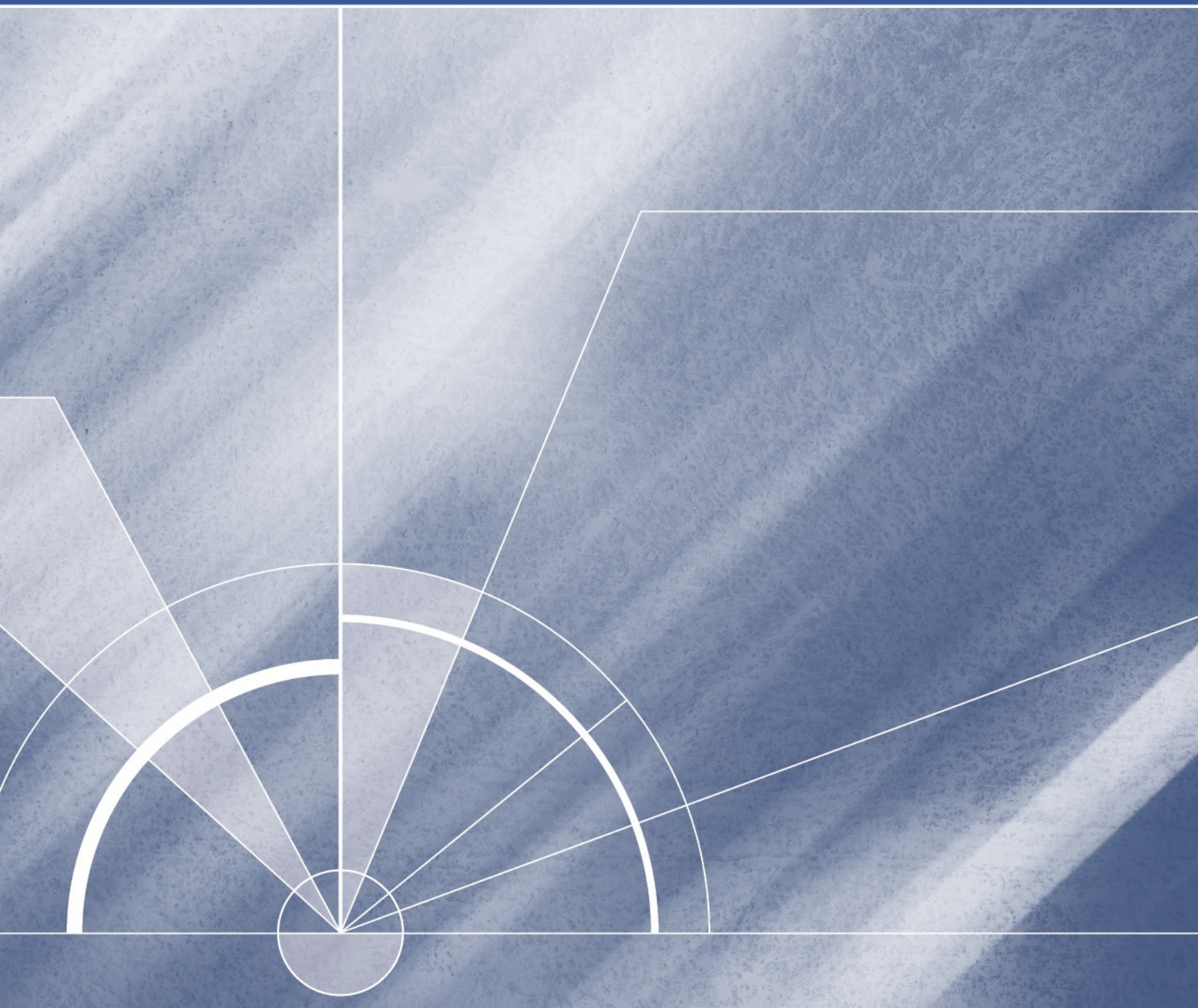


2019

1st Level
Subagency
Comparison
Report

Court Services and Offender Supervision Agency





Court Services and Offender Supervision Agency *1st Level Subagency Comparison Report*

This 2019 OPM Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	615,395	42.6%
Court Services and Offender Supervision Agency	528	48.7%
Community Supervision Program	410	53.3%
Pretrial Services Agency	118	37.3%

Your Data

A Microsoft® Excel® file containing your results is embedded in this document. To access the workbook, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)*, *No Basis to Judge (NBJ)*, *Choose Not to Participate*, *Not Available to Me*, *Unaware of Programs*, or *No Support Required* responses, where applicable, is listed separately.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	611,219	67.2%	15.0%	17.8%
Court Services and Offender Supervision Agency	525	64.3%	16.2%	19.6%
Community Supervision Program	408	62.5%	18.5%	19.0%
Pretrial Services Agency	117	68.7%	10.4%	20.8%

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
Governmentwide	611,571	71.7%	14.2%	14.1%
Court Services and Offender Supervision Agency	524	71.2%	13.3%	15.5%
Community Supervision Program	406	68.5%	14.5%	17.1%
Pretrial Services Agency	118	77.8%	10.4%	11.7%

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

	N	Positive	Neutral	Negative
Governmentwide	609,335	61.8%	17.2%	21.0%
Court Services and Offender Supervision Agency	520	59.3%	16.7%	24.0%
Community Supervision Program	403	57.5%	17.0%	25.6%
Pretrial Services Agency	117	63.8%	16.0%	20.2%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
Governmentwide	612,601	72.1%	14.5%	13.4%
Court Services and Offender Supervision Agency	525	73.4%	14.1%	12.5%
Community Supervision Program	407	73.9%	13.5%	12.7%
Pretrial Services Agency	118	72.4%	15.6%	12.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	612,232	82.7%	11.2%	6.1%
Court Services and Offender Supervision Agency	524	84.8%	10.8%	4.4%
Community Supervision Program	407	85.1%	10.0%	5.0%
Pretrial Services Agency	117	84.1%	12.8%	3.1%

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
Governmentwide	612,111	80.6%	10.6%	8.8%
Court Services and Offender Supervision Agency	521	80.5%	8.2%	11.4%
Community Supervision Program	403	77.0%	8.8%	14.2%
Pretrial Services Agency	118	88.8%	6.5%	4.6%

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Work Experience (continued)

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
Governmentwide	612,974	95.6%	2.9%	1.6%
Court Services and Offender Supervision Agency	525	90.5%	5.7%	3.8%
Community Supervision Program	407	89.9%	6.1%	4.0%
Pretrial Services Agency	118	92.1%	4.6%	3.3%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
Governmentwide	613,544	90.9%	7.3%	1.8%
Court Services and Offender Supervision Agency	525	87.1%	10.3%	2.6%
Community Supervision Program	407	88.9%	8.5%	2.7%
Pretrial Services Agency	118	82.8%	14.8%	2.4%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
Governmentwide	608,706	48.9%	15.7%	35.3%	1,283
Court Services and Offender Supervision Agency	523	53.6%	17.7%	28.7%	0
Community Supervision Program	406	50.8%	19.3%	29.9%	0
Pretrial Services Agency	117	60.6%	13.9%	25.6%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,883	59.2%	15.8%	24.9%	1,025
Court Services and Offender Supervision Agency	522	64.1%	14.2%	21.7%	0
Community Supervision Program	404	60.2%	15.7%	24.1%	0
Pretrial Services Agency	118	73.4%	10.7%	15.9%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,029	61.1%	16.4%	22.5%	2,511
Court Services and Offender Supervision Agency	521	56.6%	15.7%	27.7%	2
Community Supervision Program	404	54.9%	16.5%	28.6%	1
Pretrial Services Agency	117	60.9%	13.7%	25.4%	1

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,249	85.1%	9.0%	6.0%	1,793
Court Services and Offender Supervision Agency	524	89.7%	5.5%	4.8%	0
Community Supervision Program	408	87.7%	6.3%	6.1%	0
Pretrial Services Agency	116	94.7%	3.7%	1.6%	0

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,355	90.0%	6.8%	3.2%	1,426
Court Services and Offender Supervision Agency	524	94.1%	4.3%	1.5%	1
Community Supervision Program	406	93.7%	4.4%	1.9%	1
Pretrial Services Agency	118	95.2%	4.1%	0.7%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
Governmentwide	610,747	66.4%	14.0%	19.5%	2,784
Court Services and Offender Supervision Agency	523	66.3%	13.3%	20.4%	2
Community Supervision Program	405	64.0%	13.9%	22.0%	2
Pretrial Services Agency	118	71.7%	11.8%	16.4%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,420	71.2%	13.8%	14.9%	7,312
Court Services and Offender Supervision Agency	522	66.8%	15.1%	18.1%	3
Community Supervision Program	404	61.2%	16.8%	22.0%	3
Pretrial Services Agency	118	80.2%	11.1%	8.7%	0

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	609,583	83.1%	11.3%	5.6%	2,493
Court Services and Offender Supervision Agency	522	85.4%	10.4%	4.2%	2
Community Supervision Program	404	85.0%	10.8%	4.2%	2
Pretrial Services Agency	118	86.2%	9.4%	4.3%	0

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,502	67.2%	16.6%	16.2%	23,195
Court Services and Offender Supervision Agency	511	58.7%	21.6%	19.7%	13
Community Supervision Program	394	54.1%	21.8%	24.1%	13
Pretrial Services Agency	117	69.6%	21.1%	9.3%	0

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	607,831	56.5%	22.0%	21.4%	5,336
Court Services and Offender Supervision Agency	519	55.0%	23.5%	21.6%	4
Community Supervision Program	402	52.0%	25.0%	22.9%	4
Pretrial Services Agency	117	62.1%	19.6%	18.3%	0

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
Governmentwide	601,212	72.0%	12.7%	15.3%	11,466
Court Services and Offender Supervision Agency	517	76.3%	11.4%	12.3%	4
Community Supervision Program	401	73.5%	11.8%	14.7%	4
Pretrial Services Agency	116	83.2%	10.4%	6.3%	0

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	611,209	77.3%	12.1%	10.6%
Court Services and Offender Supervision Agency	523	71.7%	15.0%	13.3%
Community Supervision Program	405	67.8%	16.9%	15.2%
Pretrial Services Agency	118	81.1%	10.3%	8.6%

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,463	43.9%	25.2%	30.8%	20,037
Court Services and Offender Supervision Agency	510	43.5%	27.1%	29.4%	13
Community Supervision Program	395	42.3%	26.7%	31.0%	10
Pretrial Services Agency	115	46.2%	28.1%	25.7%	3

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Work Unit (continued)

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,300	39.2%	27.7%	33.1%	38,099
Court Services and Offender Supervision Agency	486	35.8%	31.0%	33.2%	34
Community Supervision Program	376	32.5%	28.0%	39.5%	26
Pretrial Services Agency	110	43.8%	38.3%	18.0%	8

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	548,546	33.7%	28.1%	38.2%	58,203
Court Services and Offender Supervision Agency	471	31.9%	30.8%	37.3%	48
Community Supervision Program	371	31.4%	29.0%	39.6%	31
Pretrial Services Agency	100	33.1%	35.4%	31.5%	17

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,950	39.2%	28.0%	32.8%	35,377
Court Services and Offender Supervision Agency	494	37.0%	28.8%	34.1%	24
Community Supervision Program	385	34.8%	26.9%	38.3%	16
Pretrial Services Agency	109	42.5%	33.7%	23.8%	8

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	568,785	47.8%	24.3%	28.0%	38,317
Court Services and Offender Supervision Agency	491	48.5%	25.6%	25.9%	25
Community Supervision Program	380	46.2%	25.6%	28.2%	18
Pretrial Services Agency	111	54.1%	25.4%	20.5%	7

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
Governmentwide	605,075	76.9%	12.4%	10.6%	2,503
Court Services and Offender Supervision Agency	517	76.0%	13.7%	10.2%	1
Community Supervision Program	399	73.3%	14.5%	12.2%	1
Pretrial Services Agency	118	82.6%	11.9%	5.5%	0

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Work Unit (continued)

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
Governmentwide	584,115	57.6%	27.0%	15.4%	22,586
Court Services and Offender Supervision Agency	495	56.7%	29.3%	13.9%	23
Community Supervision Program	382	53.3%	31.1%	15.6%	18
Pretrial Services Agency	113	64.9%	25.1%	10.0%	5

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
Governmentwide	606,946	84.0%	12.9%	3.1%
Court Services and Offender Supervision Agency	520	83.2%	14.4%	2.4%
Community Supervision Program	402	81.1%	15.9%	3.0%
Pretrial Services Agency	118	88.2%	10.8%	0.9%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	602,007	80.6%	11.9%	7.5%	5,196
Court Services and Offender Supervision Agency	514	82.7%	10.3%	7.0%	6
Community Supervision Program	396	82.7%	11.3%	6.0%	6
Pretrial Services Agency	118	82.8%	7.9%	9.3%	0

My Agency

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
Governmentwide	585,857	49.8%	23.7%	26.4%	12,699
Court Services and Offender Supervision Agency	494	43.4%	25.2%	31.4%	11
Community Supervision Program	382	40.3%	25.4%	34.3%	9
Pretrial Services Agency	112	50.8%	24.6%	24.6%	2

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,391	54.4%	21.2%	24.5%	11,018
Court Services and Offender Supervision Agency	495	51.3%	23.4%	25.4%	12
Community Supervision Program	380	44.9%	25.3%	29.7%	11
Pretrial Services Agency	115	66.0%	18.8%	15.1%	1

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,843	44.3%	27.4%	28.2%	17,984
Court Services and Offender Supervision Agency	491	39.5%	29.3%	31.1%	15
Community Supervision Program	376	37.5%	28.1%	34.4%	15
Pretrial Services Agency	115	44.1%	32.3%	23.7%	0

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,080	27.8%	28.7%	43.5%	40,868
Court Services and Offender Supervision Agency	471	36.8%	29.4%	33.8%	37
Community Supervision Program	363	34.4%	28.0%	37.6%	29
Pretrial Services Agency	108	42.6%	32.7%	24.7%	8

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,893	58.7%	27.2%	14.2%	44,578
Court Services and Offender Supervision Agency	492	61.9%	23.3%	14.7%	14
Community Supervision Program	377	54.3%	27.3%	18.5%	13
Pretrial Services Agency	115	79.6%	14.3%	6.1%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,760	76.7%	13.0%	10.4%	8,514
Court Services and Offender Supervision Agency	500	61.3%	18.5%	20.3%	7
Community Supervision Program	384	53.3%	20.7%	26.1%	7
Pretrial Services Agency	116	79.9%	13.4%	6.7%	0

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,468	79.9%	12.2%	7.9%	5,683
Court Services and Offender Supervision Agency	499	67.7%	13.4%	18.8%	7
Community Supervision Program	385	64.3%	12.3%	23.4%	6
Pretrial Services Agency	114	75.9%	16.1%	8.0%	1

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Agency (continued)

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,071	56.2%	21.2%	22.5%	32,457
Court Services and Offender Supervision Agency	476	48.6%	25.1%	26.4%	29
Community Supervision Program	369	42.1%	26.5%	31.3%	22
Pretrial Services Agency	107	64.1%	21.5%	14.3%	7

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
Governmentwide	548,380	70.3%	17.5%	12.1%	48,839
Court Services and Offender Supervision Agency	464	61.4%	24.9%	13.7%	40
Community Supervision Program	354	55.4%	26.8%	17.7%	35
Pretrial Services Agency	110	74.9%	20.5%	4.6%	5

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,036	77.3%	15.2%	7.4%	9,565
Court Services and Offender Supervision Agency	501	75.5%	18.5%	6.0%	6
Community Supervision Program	387	68.3%	24.0%	7.8%	4
Pretrial Services Agency	114	92.7%	5.4%	1.9%	2

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

	N	Positive	Neutral	Negative
Governmentwide	598,080	66.8%	18.8%	14.4%
Court Services and Offender Supervision Agency	507	60.2%	24.9%	14.9%
Community Supervision Program	391	54.0%	28.5%	17.4%
Pretrial Services Agency	116	74.7%	16.4%	8.9%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,743	41.3%	26.9%	31.7%	41,714
Court Services and Offender Supervision Agency	487	47.8%	23.5%	28.7%	19
Community Supervision Program	373	41.3%	24.9%	33.8%	17
Pretrial Services Agency	114	62.5%	20.4%	17.0%	2

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,388	82.1%	9.0%	8.9%	2,930
Court Services and Offender Supervision Agency	505	82.9%	7.1%	10.1%	3
Community Supervision Program	389	79.3%	8.2%	12.5%	3
Pretrial Services Agency	116	91.3%	4.4%	4.3%	0

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,721	70.9%	15.1%	14.0%	3,093
Court Services and Offender Supervision Agency	503	72.9%	12.7%	14.4%	1
Community Supervision Program	387	70.9%	12.0%	17.1%	1
Pretrial Services Agency	116	77.7%	14.2%	8.1%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
Governmentwide	589,625	68.1%	16.2%	15.7%	5,679
Court Services and Offender Supervision Agency	497	68.6%	15.7%	15.7%	7
Community Supervision Program	381	66.2%	16.1%	17.6%	7
Pretrial Services Agency	116	74.1%	14.7%	11.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	552,306	71.9%	19.5%	8.6%	43,178
Court Services and Offender Supervision Agency	478	74.3%	14.9%	10.8%	27
Community Supervision Program	368	70.1%	16.9%	12.9%	22
Pretrial Services Agency	110	83.9%	10.2%	5.9%	5

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,663	67.1%	17.3%	15.6%	3,241
Court Services and Offender Supervision Agency	502	68.5%	16.1%	15.4%	2
Community Supervision Program	388	66.3%	15.0%	18.7%	2
Pretrial Services Agency	114	73.8%	18.8%	7.3%	0

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,801	71.0%	15.6%	13.4%	8,065
Court Services and Offender Supervision Agency	499	71.3%	13.8%	14.8%	6
Community Supervision Program	384	68.0%	14.5%	17.5%	6
Pretrial Services Agency	115	79.2%	12.3%	8.5%	0

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
Governmentwide	594,429	79.6%	10.5%	9.9%
Court Services and Offender Supervision Agency	505	78.7%	10.3%	11.0%
Community Supervision Program	390	76.0%	10.4%	13.7%
Pretrial Services Agency	115	85.1%	10.2%	4.7%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	594,280	84.3%	8.5%	7.1%
Court Services and Offender Supervision Agency	505	84.1%	8.3%	7.6%
Community Supervision Program	390	81.6%	9.0%	9.4%
Pretrial Services Agency	115	89.9%	6.6%	3.4%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
Governmentwide	594,433	82.0%	8.6%	9.4%
Court Services and Offender Supervision Agency	504	79.3%	9.9%	10.8%
Community Supervision Program	389	75.4%	11.2%	13.3%
Pretrial Services Agency	115	88.4%	6.9%	4.7%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	594,262	72.0%	14.2%	13.8%
Court Services and Offender Supervision Agency	503	67.4%	15.7%	16.9%
Community Supervision Program	388	65.5%	15.0%	19.5%
Pretrial Services Agency	115	72.0%	17.4%	10.6%

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	594,144	74.1%	15.8%	10.1%
Court Services and Offender Supervision Agency	501	70.9%	18.2%	10.9%
Community Supervision Program	387	68.0%	19.7%	12.3%
Pretrial Services Agency	114	77.8%	14.7%	7.6%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,889	45.0%	24.0%	31.1%	13,376
Court Services and Offender Supervision Agency	493	42.2%	26.1%	31.7%	10
Community Supervision Program	379	37.6%	27.6%	34.8%	10
Pretrial Services Agency	114	53.0%	22.6%	24.4%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,779	56.1%	23.1%	20.8%	36,043
Court Services and Offender Supervision Agency	485	47.3%	27.3%	25.4%	18
Community Supervision Program	371	39.9%	32.3%	27.9%	17
Pretrial Services Agency	114	64.3%	16.0%	19.7%	1

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	558,822	70.2%	18.6%	11.2%	28,605
Court Services and Offender Supervision Agency	475	62.4%	22.3%	15.3%	24
Community Supervision Program	365	57.4%	24.2%	18.3%	21
Pretrial Services Agency	110	73.9%	17.9%	8.3%	3

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,748	64.6%	18.6%	16.8%	7,863
Court Services and Offender Supervision Agency	497	61.3%	20.4%	18.3%	5
Community Supervision Program	382	58.5%	20.6%	20.9%	5
Pretrial Services Agency	115	67.9%	19.9%	12.2%	0

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

Leadership (continued)

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	553,057	63.9%	21.6%	14.5%	36,249
Court Services and Offender Supervision Agency	479	60.1%	23.1%	16.8%	22
Community Supervision Program	367	54.4%	25.2%	20.4%	19
Pretrial Services Agency	112	73.2%	18.3%	8.6%	3

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,161	57.7%	20.5%	21.8%	19,711
Court Services and Offender Supervision Agency	490	49.6%	23.9%	26.5%	13
Community Supervision Program	375	46.1%	24.8%	29.1%	13
Pretrial Services Agency	115	57.5%	21.8%	20.6%	0

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
Governmentwide	566,154	61.3%	20.3%	18.4%	20,010
Court Services and Offender Supervision Agency	493	54.0%	22.1%	23.8%	9
Community Supervision Program	379	49.8%	22.8%	27.4%	9
Pretrial Services Agency	114	64.0%	20.6%	15.4%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,336	62.5%	21.4%	16.1%	31,586
Court Services and Offender Supervision Agency	465	56.1%	27.1%	16.8%	39
Community Supervision Program	363	55.6%	28.2%	16.2%	26
Pretrial Services Agency	102	57.2%	24.5%	18.3%	13

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,632	57.2%	22.6%	20.2%	8,840
Court Services and Offender Supervision Agency	497	58.3%	24.4%	17.3%	8
Community Supervision Program	383	53.9%	27.4%	18.8%	7
Pretrial Services Agency	114	68.6%	17.6%	13.8%	1

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

Leadership (continued)

62. Senior leaders demonstrate support for Work-Life programs.

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,505	58.8%	24.0%	17.2%	46,639
Court Services and Offender Supervision Agency	483	62.9%	19.3%	17.8%	22
Community Supervision Program	373	53.5%	23.7%	22.8%	17
Pretrial Services Agency	110	85.6%	8.9%	5.6%	5

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	585,087	54.8%	21.9%	23.3%
Court Services and Offender Supervision Agency	502	47.2%	20.7%	32.2%
Community Supervision Program	389	43.9%	21.5%	34.6%
Pretrial Services Agency	113	55.1%	18.6%	26.3%

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

	N	Positive	Neutral	Negative
Governmentwide	584,983	52.3%	22.4%	25.3%
Court Services and Offender Supervision Agency	502	42.7%	23.6%	33.7%
Community Supervision Program	389	37.3%	23.6%	39.1%
Pretrial Services Agency	113	55.8%	23.6%	20.6%

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

	N	Positive	Neutral	Negative
Governmentwide	584,700	53.4%	22.5%	24.1%
Court Services and Offender Supervision Agency	500	51.6%	24.5%	23.8%
Community Supervision Program	386	45.4%	26.7%	27.9%
Pretrial Services Agency	114	66.5%	19.3%	14.1%

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
Governmentwide	584,390	46.8%	28.4%	24.8%
Court Services and Offender Supervision Agency	501	45.2%	29.1%	25.8%
Community Supervision Program	387	38.2%	31.7%	30.1%
Pretrial Services Agency	114	61.7%	22.8%	15.5%

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Satisfaction (continued)

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
Governmentwide	584,169	40.7%	27.0%	32.3%
Court Services and Offender Supervision Agency	500	32.8%	30.0%	37.2%
Community Supervision Program	386	29.2%	30.6%	40.3%
Pretrial Services Agency	114	41.5%	28.8%	29.7%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
Governmentwide	584,592	56.7%	22.3%	21.1%
Court Services and Offender Supervision Agency	501	56.6%	23.5%	19.8%
Community Supervision Program	388	56.5%	24.6%	18.9%
Pretrial Services Agency	113	57.0%	21.0%	22.0%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
Governmentwide	584,624	68.6%	16.5%	14.9%
Court Services and Offender Supervision Agency	503	66.8%	20.0%	13.2%
Community Supervision Program	389	64.0%	21.9%	14.1%
Pretrial Services Agency	114	73.6%	15.2%	11.2%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
Governmentwide	584,219	63.3%	16.2%	20.5%
Court Services and Offender Supervision Agency	503	73.6%	13.3%	13.1%
Community Supervision Program	389	70.8%	14.5%	14.7%
Pretrial Services Agency	114	80.5%	10.4%	9.2%

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
Governmentwide	581,919	61.0%	20.1%	18.9%
Court Services and Offender Supervision Agency	500	60.1%	22.5%	17.4%
Community Supervision Program	386	55.8%	24.8%	19.4%
Pretrial Services Agency	114	70.3%	16.9%	12.8%

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

Performance

72. Currently, in my work unit poor performers usually:

	N	Remain In Work Unit And Improve Over Time	Remain In Work Unit And Continue To Under-perform	Leave Work Unit - Removed or Transferred	Leave Work Unit - Quit	No Poor Performers In Work Unit	Do Not Know
Governmentwide	461,560	17.1%	55.5%	8.1%	2.1%	17.1%	123,151
Court Services and Offender Supervision Agency	390	19.2%	51.4%	13.0%	0.8%	15.5%	109
Community Supervision Program	301	17.7%	51.1%	14.2%	0.7%	16.2%	85
Pretrial Services Agency	89	22.8%	52.0%	10.2%	1.2%	13.8%	24

Partial Government Shutdown

73. Which of the following best describes the impact of the partial government shutdown (December 22, 2018 - January 25, 2019) on your working/pay status?

	N	No Impact On Working/Pay Status	No Work And No Pay Until After Shutdown	Worked Some But No Pay Until After Shutdown	Worked Entire Shutdown But No Pay Until After	Other
Governmentwide	583,875	53.7%	18.2%	6.7%	17.3%	4.1%
Court Services and Offender Supervision Agency	502	2.5%	13.4%	8.8%	72.5%	2.7%
Community Supervision Program	388	2.4%	10.9%	5.2%	79.6%	1.9%
Pretrial Services Agency	114	2.9%	19.5%	17.4%	55.6%	4.7%

74. How was your everyday work impacted during (if you worked) or after the partial government shutdown?

	N	No Impact	Slightly Negative Impact	Moderately Negative Impact	Very Negative Impact	Extremely Negative Impact
Governmentwide	576,262	44.9%	16.0%	16.7%	12.1%	10.3%
Court Services and Offender Supervision Agency	497	13.6%	14.8%	22.6%	21.9%	27.1%
Community Supervision Program	386	13.8%	14.4%	22.3%	23.4%	26.0%
Pretrial Services Agency	111	12.9%	15.9%	23.2%	18.4%	29.7%

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

Partial Government Shutdown (continued)

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply)

	N	Unmanage-able Workload	Missed Deadlines	Unrecover-able Loss of Work	Reduced Customer Service	Delayed Work
Governmentwide	324,309	29.6%	45.8%	20.7%	47.9%	66.7%
Court Services and Offender Supervision Agency	421	24.0%	30.3%	13.6%	42.1%	52.1%
Community Supervision Program	325	23.5%	26.4%	12.8%	42.8%	48.5%
Pretrial Services Agency	96	25.2%	39.9%	15.8%	40.4%	60.9%

If the response to item 74 was "It had no impact", item 75 was skipped.

(continued)

75. In what ways did the partial government shutdown negatively affect your work? (Check all that apply) (continued)

	N	Reduced Work Quality	Cutback Of Critical Work	Time Lost Restarting Work	Unmet Statutory Requirements	Other
Governmentwide	324,309	31.9%	25.4%	42.0%	12.4%	27.3%
Court Services and Offender Supervision Agency	421	37.6%	24.7%	28.1%	11.9%	32.3%
Community Supervision Program	325	38.8%	24.9%	24.9%	13.7%	33.5%
Pretrial Services Agency	96	34.6%	24.3%	35.7%	7.6%	29.4%

If the response to item 74 was "It had no impact", item 75 was skipped.

76. Are you looking for another job because of the partial government shutdown?

	N	Looking Specifically Because Of Shutdown	Looking But Shutdown Is Only One Of The Reasons	Looking But Shutdown Had No Influence	Not Looking Currently
Governmentwide	579,912	1.5%	8.0%	19.8%	70.7%
Court Services and Offender Supervision Agency	497	1.3%	13.7%	16.7%	68.4%
Community Supervision Program	384	1.4%	14.3%	16.6%	67.7%
Pretrial Services Agency	113	0.9%	12.3%	16.8%	69.9%

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

Partial Government Shutdown (continued)

77. My agency provided the support (e.g., communication, assistance, guidance) I needed during the partial government shutdown.

	N	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Support Required
Governmentwide	464,251	23.9%	40.3%	22.0%	7.7%	6.1%	117,730
Court Services and Offender Supervision Agency	497	23.1%	32.6%	18.5%	15.1%	10.7%	2
Community Supervision Program	385	14.7%	30.4%	21.3%	18.6%	15.1%	1
Pretrial Services Agency	112	43.6%	38.1%	11.7%	6.6%	0.0%	1

Work-Life

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

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	579,351	14.5%	5.9%	15.9%	5.2%	2.0%
Court Services and Offender Supervision Agency	495	10.6%	27.4%	27.5%	10.1%	0.2%
Community Supervision Program	384	11.5%	31.3%	24.9%	8.8%	0.2%
Pretrial Services Agency	111	8.5%	18.0%	33.8%	13.4%	0.0%

(continued)

78. Please select the response below that BEST describes your current teleworking schedule. (continued)

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	579,351	27.0%	3.5%	13.5%	12.5%
Court Services and Offender Supervision Agency	495	10.6%	1.6%	4.2%	7.8%
Community Supervision Program	384	11.4%	1.4%	5.0%	5.5%
Pretrial Services Agency	111	8.8%	1.9%	2.2%	13.3%

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

Work-Life (continued)

79. How satisfied are you with the Telework program in your agency?

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	380,622	60.1%	20.8%	19.1%	32,942	144,715	22,910
Court Services and Offender Supervision Agency	424	61.6%	14.6%	23.8%	22	47	3
Community Supervision Program	329	56.6%	15.3%	28.1%	16	38	2
Pretrial Services Agency	95	73.8%	12.9%	13.3%	6	9	1

80. Which of the following Work-Life programs have you participated in or used at your agency within the last 12 months? (Mark all that apply):

	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
Governmentwide	577,815	45.1%	27.7%	7.0%	3.2%	0.4%	39.5%
Court Services and Offender Supervision Agency	495	61.2%	31.5%	10.7%	6.2%	0.2%	27.2%
Community Supervision Program	384	58.8%	23.4%	9.9%	6.1%	0.3%	30.4%
Pretrial Services Agency	111	67.2%	51.5%	12.7%	6.5%	0.0%	19.5%

81. How satisfied are you with the following Work-Life programs in your agency? Alternative Work Schedules (for example, compressed work schedule, flexible work schedule)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	410,019	77.9%	15.2%	6.9%	71,628	75,146	22,071
Court Services and Offender Supervision Agency	395	77.9%	14.4%	7.7%	63	32	3
Community Supervision Program	302	73.3%	16.5%	10.2%	48	30	3
Pretrial Services Agency	93	88.3%	9.8%	2.0%	15	2	0

82. How satisfied are you with the following Work-Life programs in your agency? Health and Wellness Programs (for example, onsite exercise, flu vaccination, medical screening, CPR training, health and wellness fair)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	387,606	65.8%	26.8%	7.4%	98,937	44,796	45,335
Court Services and Offender Supervision Agency	359	69.5%	23.9%	6.5%	101	9	21
Community Supervision Program	275	64.1%	28.2%	7.7%	84	7	14
Pretrial Services Agency	84	82.1%	14.1%	3.8%	17	2	7

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

Work-Life (continued)

83. How satisfied are you with the following Work-Life programs in your agency? Employee Assistance Program - EAP (for example, short-term counseling, referral services, legal services, information services)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	282,014	45.4%	49.0%	5.7%	221,222	15,633	56,971
Court Services and Offender Supervision Agency	328	57.7%	37.6%	4.7%	148	4	13
Community Supervision Program	261	54.4%	41.4%	4.2%	111	2	10
Pretrial Services Agency	67	66.5%	27.5%	5.9%	37	2	3

84. How satisfied are you with the following Work-Life programs in your agency? Child Care Programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	190,221	31.2%	62.6%	6.2%	248,558	65,987	70,671
Court Services and Offender Supervision Agency	198	38.5%	54.6%	6.8%	169	66	57
Community Supervision Program	160	36.3%	57.3%	6.4%	121	53	47
Pretrial Services Agency	38	45.0%	46.9%	8.1%	48	13	10

85. How satisfied are you with the following Work-Life programs in your agency? Elder Care Programs (for example, elder/adult care, support groups, resources)

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	158,590	21.6%	74.1%	4.3%	244,230	59,125	111,402
Court Services and Offender Supervision Agency	163	20.9%	74.1%	5.0%	158	58	109
Community Supervision Program	130	18.4%	75.6%	6.0%	116	46	87
Pretrial Services Agency	33	27.7%	70.0%	2.3%	42	12	22

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Employment Demographics

Where do you work?

	%
Headquarters	42.6%
Field	57.4%

What is your supervisory status?

	%
Senior Leader	3.2%
Manager	6.3%
Supervisor	12.6%
Team Leader	7.5%
Non-Supervisor	70.4%

What is your pay category/grade?

	%
Federal Wage System	0.0%
GS 1-6	0.8%
GS 7-12	59.2%
GS 13-15	36.5%
Senior Executive Service	1.6%
Senior Level (SL) or Scientific or Professional (ST)	0.0%
Other	1.8%

What is your US military service status?

	%
No Prior Military Service	85.4%
Currently in National Guard or Reserves	1.4%
Retired	3.0%
Separated or Discharged	10.1%

Note: Percentages for demographic questions are unweighted.

Court Services and Offender Supervision Agency 1st Level Subagency Comparison Report

My Employment Demographics (continued)

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

	%
Less than 1 year	0.0%
1 to 3 years	8.4%
4 to 5 years	4.3%
6 to 10 years	18.6%
11 to 14 years	21.9%
15 to 20 years	26.4%
More than 20 years	20.4%

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

	%
Less than 1 year	0.6%
1 to 3 years	13.6%
4 to 5 years	6.9%
6 to 10 years	19.1%
11 to 14 years	23.9%
15 to 20 years	27.6%
More than 20 years	8.3%

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

	%
No	64.9%
Yes, to retire	3.3%
Yes, to take another job within the Federal Government	25.7%
Yes, to take another job outside the Federal Government	2.4%
Yes, other	3.7%

I am planning to retire:

	%
Within one year	2.2%
Between one and three years	7.4%
Between three and five years	11.9%
Five or more years	78.5%

Note: Percentages for demographic questions are unweighted.

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	7.2%
No	92.8%

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

	%
White	18.3%
Black or African American	72.4%
All other races	9.3%

What is your age group?

	%
29 years and under	1.6%
30-39 years old	23.9%
40-49 years old	38.4%
50-59 years old	24.9%
60 years or older	11.0%

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

	%
Less than High School/ High School Diploma/ GED	3.1%
Certification/ Some College/ Associate's Degree	14.1%
Bachelor's Degree	37.1%
Advanced Degrees (Post Bachelor's Degree)	45.7%

Are you an individual with a disability?

	%
Yes	9.8%
No	90.2%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.

Court Services and Offender Supervision Agency

1st Level Subagency Comparison Report

My Personal Demographics (continued)

Are you:

	%
Male	33.5%
Female	66.5%

Are you transgender?

	%
Yes	0.0%
No	100.0%

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

	%
Straight, that is not gay or lesbian	92.9%
Gay or Lesbian	4.4%
Bisexual	1.5%
Something else	1.3%

Note: Percentages for demographic questions are unweighted. For confidentiality reasons, percentages for the 'My Personal Demographics' questions may be suppressed. Any suppressed percentages are noted.