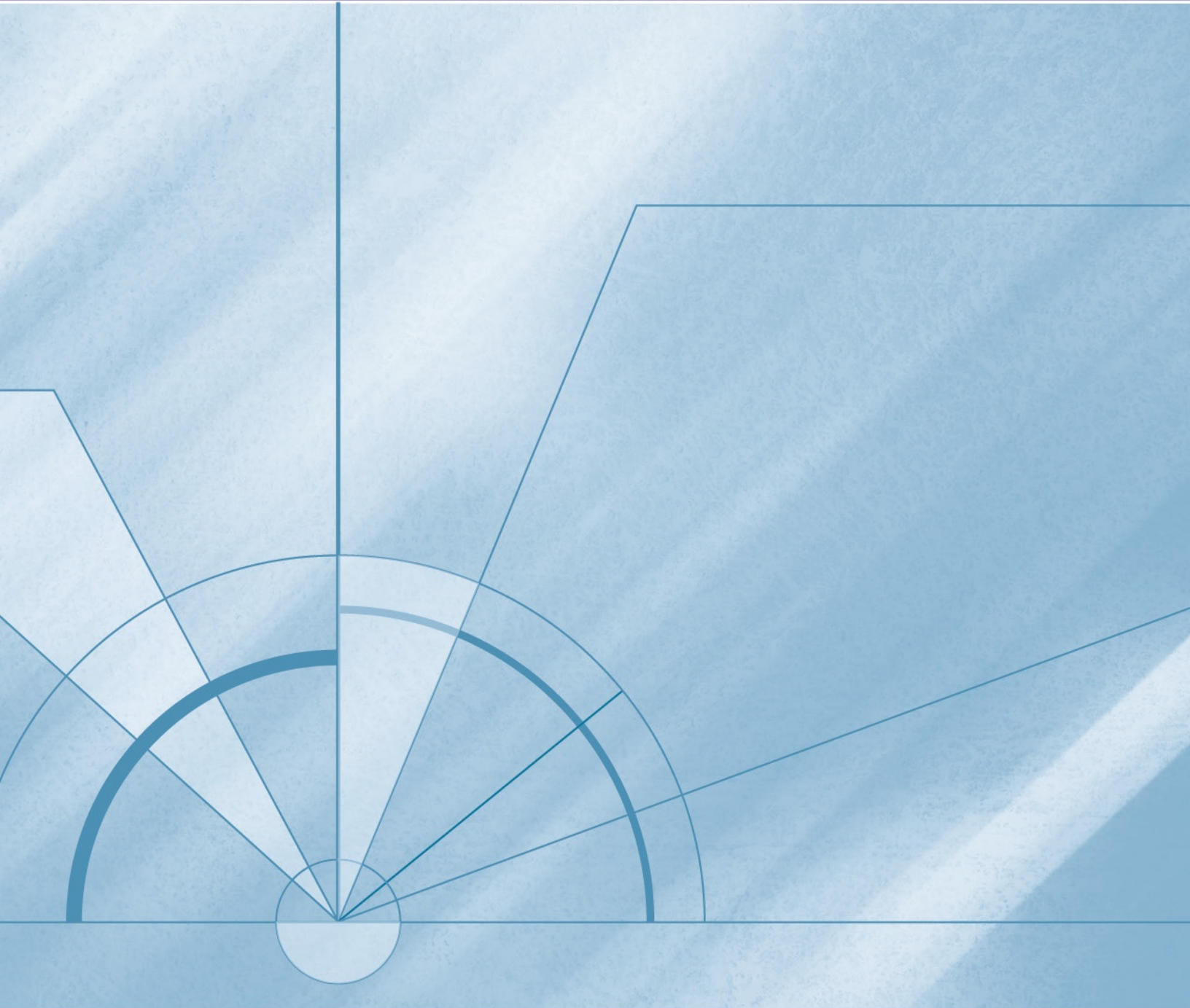


2020

Office of Personnel Management  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

1st Level  
Subagency  
Comparison  
Report

Court Services and Offender Supervision Agency



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

This 2020 OPM Federal Employee Viewpoint Survey Report provides summary results for the core FEVS, telework, work-life, and demographic items for your subagencies, including comparisons to your department or agency.

### Response Summary

Organizations	Surveys Completed	Response Rate
Governmentwide	624,800	44.3%
<b>Court Services and Offender Supervision Agency</b>	<b>523</b>	<b>49.8%</b>
Community Supervision Program	402	54.6%
Pretrial Services Agency	121	38.7%

### 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)*, *Choose Not to Participate*, *Not Available to me*, or *Unaware of Programs* 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.

Organizations	N	Positive	Neutral	Negative
Governmentwide	619,947	69.9%	15.2%	14.8%
<b>Court Services and Offender Supervision Agency</b>	<b>522</b>	<b>66.9%</b>	<b>17.6%</b>	<b>15.5%</b>
Community Supervision Program	402	67.7%	17.8%	14.4%
Pretrial Services Agency	120	65.0%	17.1%	17.9%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,099	66.6%	15.9%	17.5%
<b>Court Services and Offender Supervision Agency</b>	<b>509</b>	<b>61.9%</b>	<b>17.6%</b>	<b>20.5%</b>
Community Supervision Program	395	59.4%	18.9%	21.7%
Pretrial Services Agency	114	67.9%	14.4%	17.7%

### 3. My work gives me a feeling of personal accomplishment.

Organizations	N	Positive	Neutral	Negative
Governmentwide	618,334	74.6%	13.7%	11.7%
<b>Court Services and Offender Supervision Agency</b>	<b>517</b>	<b>73.7%</b>	<b>16.8%</b>	<b>9.6%</b>
Community Supervision Program	397	73.3%	16.6%	10.1%
Pretrial Services Agency	120	74.5%	17.1%	8.3%

### 4. I know what is expected of me on the job.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,862	83.5%	9.2%	7.3%
<b>Court Services and Offender Supervision Agency</b>	<b>521</b>	<b>83.1%</b>	<b>8.8%</b>	<b>8.1%</b>
Community Supervision Program	400	82.0%	9.1%	8.9%
Pretrial Services Agency	121	85.7%	8.1%	6.2%

### 5. My workload is reasonable.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	619,493	66.7%	12.7%	20.6%	931
<b>Court Services and Offender Supervision Agency</b>	<b>513</b>	<b>72.6%</b>	<b>12.1%</b>	<b>15.3%</b>	<b>2</b>
Community Supervision Program	394	69.7%	14.6%	15.8%	2
Pretrial Services Agency	119	79.6%	6.3%	14.1%	0

## My Work Experience (continued)

### 6. My talents are used well in the workplace.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	611,287	65.9%	15.3%	18.8%	1,541
<b>Court Services and Offender Supervision Agency</b>	<b>508</b>	<b>60.7%</b>	<b>16.0%</b>	<b>23.3%</b>	<b>0</b>
Community Supervision Program	391	60.6%	17.0%	22.4%	0
Pretrial Services Agency	117	61.0%	13.7%	25.3%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	618,591	87.1%	7.9%	5.0%	1,479
<b>Court Services and Offender Supervision Agency</b>	<b>517</b>	<b>91.7%</b>	<b>5.6%</b>	<b>2.7%</b>	<b>1</b>
Community Supervision Program	397	89.6%	6.9%	3.6%	1
Pretrial Services Agency	120	96.5%	2.6%	0.8%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	604,744	68.5%	16.1%	15.4%	18,046
<b>Court Services and Offender Supervision Agency</b>	<b>503</b>	<b>57.1%</b>	<b>24.7%</b>	<b>18.2%</b>	<b>16</b>
Community Supervision Program	388	52.9%	27.1%	19.9%	10
Pretrial Services Agency	115	66.8%	19.0%	14.2%	6

## My Work Unit

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,646	84.1%	8.5%	7.4%
<b>Court Services and Offender Supervision Agency</b>	<b>522</b>	<b>83.3%</b>	<b>9.8%</b>	<b>7.0%</b>
Community Supervision Program	401	80.9%	11.4%	7.7%
Pretrial Services Agency	121	88.7%	6.1%	5.2%

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	540,222	42.3%	27.5%	30.2%	83,418
<b>Court Services and Offender Supervision Agency</b>	<b>446</b>	<b>45.9%</b>	<b>29.0%</b>	<b>25.1%</b>	<b>77</b>
Community Supervision Program	347	46.1%	28.3%	25.7%	55
Pretrial Services Agency	99	45.3%	30.8%	23.9%	22

## My Work Unit (continued)

### 11. In my work unit poor performers usually:

Organizations	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 (N)
Governmentwide	479,951	18.6%	49.3%	9.3%	2.0%	20.8%	143,690
<b>Court Services and Offender Supervision Agency</b>	<b>384</b>	<b>18.1%</b>	<b>44.4%</b>	<b>11.2%</b>	<b>2.1%</b>	<b>24.2%</b>	<b>136</b>
Community Supervision Program	295	16.8%	44.5%	11.0%	2.2%	25.5%	105
Pretrial Services Agency	89	20.9%	44.3%	11.6%	2.1%	21.2%	31

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	574,692	50.9%	25.0%	24.1%	48,809
<b>Court Services and Offender Supervision Agency</b>	<b>467</b>	<b>54.3%</b>	<b>24.4%</b>	<b>21.2%</b>	<b>55</b>
Community Supervision Program	361	51.0%	26.8%	22.2%	40
Pretrial Services Agency	106	62.3%	18.8%	18.9%	15

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	618,137	81.9%	10.5%	7.6%	5,585
<b>Court Services and Offender Supervision Agency</b>	<b>521</b>	<b>83.2%</b>	<b>11.7%</b>	<b>5.1%</b>	<b>2</b>
Community Supervision Program	400	81.8%	12.5%	5.7%	2
Pretrial Services Agency	121	86.5%	9.9%	3.6%	0

## My Agency

### 14. Employees are recognized for providing high quality products and services.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	614,057	64.3%	17.0%	18.8%	7,882
<b>Court Services and Offender Supervision Agency</b>	<b>509</b>	<b>65.4%</b>	<b>16.7%</b>	<b>18.0%</b>	<b>6</b>
Community Supervision Program	390	64.5%	15.8%	19.7%	6
Pretrial Services Agency	119	67.5%	18.7%	13.8%	0

## My Agency (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	615,590	77.3%	11.3%	11.4%	6,144
<b>Court Services and Offender Supervision Agency</b>	<b>511</b>	<b>63.4%</b>	<b>17.1%</b>	<b>19.5%</b>	<b>8</b>
Community Supervision Program	391	54.5%	20.5%	25.0%	7
Pretrial Services Agency	120	83.9%	9.3%	6.8%	1

### 16. My agency is successful at accomplishing its mission.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	614,969	81.4%	12.5%	6.1%	7,377
<b>Court Services and Offender Supervision Agency</b>	<b>508</b>	<b>81.0%</b>	<b>13.9%</b>	<b>5.1%</b>	<b>7</b>
Community Supervision Program	387	75.6%	18.1%	6.4%	7
Pretrial Services Agency	121	93.2%	4.6%	2.3%	0

### 17. I recommend my organization as a good place to work.

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,730	70.7%	17.2%	12.1%
<b>Court Services and Offender Supervision Agency</b>	<b>522</b>	<b>61.1%</b>	<b>27.1%</b>	<b>11.8%</b>
Community Supervision Program	401	56.1%	30.7%	13.2%
Pretrial Services Agency	121	72.8%	18.6%	8.6%

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	580,828	42.9%	28.2%	28.8%	43,177
<b>Court Services and Offender Supervision Agency</b>	<b>478</b>	<b>47.0%</b>	<b>27.5%</b>	<b>25.5%</b>	<b>44</b>
Community Supervision Program	366	42.0%	28.8%	29.2%	35
Pretrial Services Agency	112	58.4%	24.7%	16.9%	9

## My Supervisor

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	620,352	84.8%	8.1%	7.1%	3,002
<b>Court Services and Offender Supervision Agency</b>	<b>516</b>	<b>85.6%</b>	<b>6.8%</b>	<b>7.6%</b>	<b>3</b>
Community Supervision Program	396	84.1%	6.6%	9.4%	3
Pretrial Services Agency	120	89.1%	7.4%	3.5%	0

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	590,535	78.9%	14.7%	6.4%	32,108
<b>Court Services and Offender Supervision Agency</b>	<b>490</b>	<b>78.6%</b>	<b>14.4%</b>	<b>6.9%</b>	<b>25</b>
Community Supervision Program	377	77.3%	14.1%	8.6%	17
Pretrial Services Agency	113	81.7%	15.3%	3.0%	8

### 21. Supervisors in my work unit support employee development.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	616,623	77.8%	12.5%	9.7%	6,265
<b>Court Services and Offender Supervision Agency</b>	<b>512</b>	<b>79.1%</b>	<b>11.3%</b>	<b>9.5%</b>	<b>10</b>
Community Supervision Program	392	79.9%	9.7%	10.4%	9
Pretrial Services Agency	120	77.5%	15.0%	7.5%	1

### 22. My supervisor listens to what I have to say.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,769	82.7%	9.1%	8.1%
<b>Court Services and Offender Supervision Agency</b>	<b>519</b>	<b>82.7%</b>	<b>8.5%</b>	<b>8.8%</b>
Community Supervision Program	399	81.0%	8.9%	10.2%
Pretrial Services Agency	120	86.6%	7.6%	5.8%

## My Supervisor (continued)

### 23. My supervisor treats me with respect.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,647	86.5%	7.6%	5.9%
<b>Court Services and Offender Supervision Agency</b>	<b>519</b>	<b>86.6%</b>	<b>6.7%</b>	<b>6.7%</b>
Community Supervision Program	398	85.3%	6.6%	8.1%
Pretrial Services Agency	121	89.6%	6.8%	3.6%

### 24. I have trust and confidence in my supervisor.

Organizations	N	Positive	Neutral	Negative
Governmentwide	621,453	76.0%	12.6%	11.3%
<b>Court Services and Offender Supervision Agency</b>	<b>517</b>	<b>74.3%</b>	<b>11.4%</b>	<b>14.3%</b>
Community Supervision Program	397	73.6%	12.5%	13.9%
Pretrial Services Agency	120	76.0%	8.7%	15.3%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	623,361	78.1%	14.0%	7.8%
<b>Court Services and Offender Supervision Agency</b>	<b>522</b>	<b>76.7%</b>	<b>15.2%</b>	<b>8.1%</b>
Community Supervision Program	401	77.0%	14.4%	8.6%
Pretrial Services Agency	121	76.0%	17.0%	7.0%

## Leadership

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	610,089	50.7%	23.6%	25.7%	10,495
<b>Court Services and Offender Supervision Agency</b>	<b>508</b>	<b>43.6%</b>	<b>29.7%</b>	<b>26.7%</b>	<b>10</b>
Community Supervision Program	389	40.0%	31.6%	28.5%	9
Pretrial Services Agency	119	52.0%	25.5%	22.5%	1



## Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	589,211	61.0%	21.5%	17.5%	28,542
<b>Court Services and Offender Supervision Agency</b>	<b>498</b>	<b>51.1%</b>	<b>28.5%</b>	<b>20.4%</b>	<b>19</b>
Community Supervision Program	380	44.7%	32.0%	23.3%	17
Pretrial Services Agency	118	65.5%	20.8%	13.8%	2

### 28. Managers communicate the goals of the organization.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	613,083	67.6%	17.3%	15.1%	5,087
<b>Court Services and Offender Supervision Agency</b>	<b>510</b>	<b>61.8%</b>	<b>19.4%</b>	<b>18.8%</b>	<b>5</b>
Community Supervision Program	391	57.1%	21.4%	21.5%	4
Pretrial Services Agency	119	72.6%	14.8%	12.7%	1

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	608,353	60.1%	19.8%	20.1%	11,890
<b>Court Services and Offender Supervision Agency</b>	<b>508</b>	<b>50.2%</b>	<b>22.5%</b>	<b>27.4%</b>	<b>11</b>
Community Supervision Program	389	46.3%	25.1%	28.5%	9
Pretrial Services Agency	119	59.0%	16.4%	24.6%	2

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	584,531	66.8%	20.0%	13.2%	34,681
<b>Court Services and Offender Supervision Agency</b>	<b>482</b>	<b>59.2%</b>	<b>25.4%</b>	<b>15.4%</b>	<b>38</b>
Community Supervision Program	369	59.0%	23.6%	17.4%	30
Pretrial Services Agency	113	59.6%	29.6%	10.8%	8

## Leadership (continued)

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

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	610,973	61.8%	21.2%	17.0%	8,107
<b>Court Services and Offender Supervision Agency</b>	<b>510</b>	<b>60.0%</b>	<b>25.7%</b>	<b>14.3%</b>	<b>11</b>
Community Supervision Program	391	56.9%	28.0%	15.0%	9
Pretrial Services Agency	119	67.0%	20.3%	12.6%	2

### 32. Senior leaders demonstrate support for Work-Life programs.

Organizations	N	Positive	Neutral	Negative	DNK (N)
Governmentwide	574,976	64.2%	22.0%	13.8%	43,872
<b>Court Services and Offender Supervision Agency</b>	<b>487</b>	<b>67.5%</b>	<b>22.0%</b>	<b>10.6%</b>	<b>31</b>
Community Supervision Program	374	59.4%	27.2%	13.4%	24
Pretrial Services Agency	113	86.1%	9.9%	4.1%	7

## My Satisfaction

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,320	57.9%	21.8%	20.2%
<b>Court Services and Offender Supervision Agency</b>	<b>509</b>	<b>47.6%</b>	<b>25.6%</b>	<b>26.7%</b>
Community Supervision Program	391	46.0%	25.9%	28.1%
Pretrial Services Agency	118	51.5%	25.1%	23.5%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	613,053	57.8%	20.6%	21.6%
<b>Court Services and Offender Supervision Agency</b>	<b>504</b>	<b>47.7%</b>	<b>26.8%</b>	<b>25.5%</b>
Community Supervision Program	387	40.6%	31.1%	28.3%
Pretrial Services Agency	117	64.2%	16.9%	18.9%

## My Satisfaction (continued)

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	612,519	58.7%	21.0%	20.2%
<b>Court Services and Offender Supervision Agency</b>	<b>511</b>	<b>57.9%</b>	<b>20.7%</b>	<b>21.5%</b>
Community Supervision Program	392	56.5%	21.3%	22.2%
Pretrial Services Agency	119	60.9%	19.4%	19.7%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	611,647	71.6%	15.4%	13.0%
<b>Court Services and Offender Supervision Agency</b>	<b>504</b>	<b>72.7%</b>	<b>16.6%</b>	<b>10.7%</b>
Community Supervision Program	388	70.2%	18.9%	10.8%
Pretrial Services Agency	116	78.7%	10.9%	10.4%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	614,373	67.0%	15.0%	18.0%
<b>Court Services and Offender Supervision Agency</b>	<b>505</b>	<b>76.4%</b>	<b>11.6%</b>	<b>12.0%</b>
Community Supervision Program	388	73.2%	12.4%	14.4%
Pretrial Services Agency	117	83.7%	9.8%	6.5%

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

Organizations	N	Positive	Neutral	Negative
Governmentwide	615,661	65.6%	18.9%	15.5%
<b>Court Services and Offender Supervision Agency</b>	<b>512</b>	<b>66.8%</b>	<b>19.0%</b>	<b>14.2%</b>
Community Supervision Program	393	62.5%	23.0%	14.5%
Pretrial Services Agency	119	76.8%	9.6%	13.6%

## Telework

**40A. Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic.**

Organizations	N	Telework					Very Infrequently
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month		
Governmentwide	606,230	3.2%	5.3%	15.5%	5.0%	12.8%	
<b>Court Services and Offender Supervision Agency</b>	<b>506</b>	<b>3.1%</b>	<b>7.3%</b>	<b>29.8%</b>	<b>28.8%</b>	<b>8.6%</b>	
Community Supervision Program	389	4.4%	8.7%	26.0%	30.6%	8.8%	
Pretrial Services Agency	117	0.0%	3.9%	38.6%	24.5%	8.1%	

**40A. Please select the response that BEST describes your teleworking schedule (1) BEFORE the COVID-19 pandemic. (continued)**

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	606,230	23.7%	3.4%	19.1%	11.8%
<b>Court Services and Offender Supervision Agency</b>	<b>506</b>	<b>8.3%</b>	<b>0.4%</b>	<b>6.2%</b>	<b>7.6%</b>
Community Supervision Program	389	7.8%	0.2%	5.0%	8.4%
Pretrial Services Agency	117	9.4%	0.9%	9.0%	5.7%

**40B. Please select the response that BEST describes your teleworking schedule (2) DURING the PEAK of the pandemic.**

Organizations	N	Telework					Very Infrequently
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month		
Governmentwide	608,111	59.0%	9.5%	5.2%	1.0%	3.3%	
<b>Court Services and Offender Supervision Agency</b>	<b>503</b>	<b>79.1%</b>	<b>11.6%</b>	<b>1.8%</b>	<b>0.5%</b>	<b>2.4%</b>	
Community Supervision Program	386	82.1%	10.2%	2.5%	0.8%	1.8%	
Pretrial Services Agency	117	72.1%	14.7%	0.0%	0.0%	3.8%	

**40B. Please select the response that BEST describes your teleworking schedule (2) DURING the PEAK of the pandemic. (continued)**

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	608,111	16.0%	1.6%	2.2%	2.2%
<b>Court Services and Offender Supervision Agency</b>	<b>503</b>	<b>1.3%</b>	<b>0.7%</b>	<b>0.8%</b>	<b>1.9%</b>
Community Supervision Program	386	1.0%	0.5%	0.2%	0.8%
Pretrial Services Agency	117	2.0%	1.0%	2.0%	4.4%

## Telework (continued)

40C. Please select the response that BEST describes your teleworking schedule (3) AS OF the date you responded to this survey.

Organizations	N	Telework				
		Every Work Day	3-4 Days Per Week	1-2 Days Per Week	Only 1-2 Days Per Month	Very Infrequently
Governmentwide	604,562	47.3%	11.6%	8.0%	1.7%	3.9%
<b>Court Services and Offender Supervision Agency</b>	<b>501</b>	<b>71.5%</b>	<b>19.3%</b>	<b>3.5%</b>	<b>1.6%</b>	<b>1.7%</b>
Community Supervision Program	383	72.8%	19.5%	3.3%	1.9%	0.7%
Pretrial Services Agency	118	68.5%	18.9%	4.1%	0.9%	3.9%

40C. Please select the response that BEST describes your teleworking schedule (3) AS OF the date you responded to this survey. (continued)

Organizations	N	Do Not Telework			
		Must Be Physically Present	Technical Issues	Not Approved to Telework	Choose Not to Telework
Governmentwide	604,562	18.3%	1.7%	3.9%	3.5%
<b>Court Services and Offender Supervision Agency</b>	<b>501</b>	<b>1.5%</b>	<b>0.3%</b>	<b>0.0%</b>	<b>0.6%</b>
Community Supervision Program	383	1.3%	0.0%	0.0%	0.5%
Pretrial Services Agency	118	2.0%	1.0%	0.0%	0.9%

## Work-Life

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

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Program (N)
<b>Court Services and Offender Supervision Agency</b>	<b>481</b>	<b>84.6%</b>	<b>7.2%</b>	<b>8.3%</b>	<b>4</b>	<b>12</b>	<b>0</b>
Community Supervision Program	370	81.1%	9.5%	9.3%	2	8	0
Pretrial Services Agency	111	92.5%	1.6%	5.9%	2	4	0

59. 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)

Organizations	N	Alternative Work Schedules	Health and Wellness Programs	Employee Assistance Program - EAP	Child Care Programs	Elder Care Programs	None Listed
<b>Court Services and Offender Supervision Agency</b>	<b>494</b>	<b>65.1%</b>	<b>28.1%</b>	<b>9.5%</b>	<b>4.3%</b>	<b>1.0%</b>	<b>25.4%</b>
Community Supervision Program	377	60.9%	20.4%	10.4%	4.2%	0.3%	29.7%
Pretrial Services Agency	117	74.5%	45.3%	7.6%	4.5%	2.7%	15.7%

## Work-Life (continued)

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

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	420,768	82.5%	12.1%	5.4%	92,389	67,807	14,558
<b>Court Services and Offender Supervision Agency</b>	<b>394</b>	<b>87.1%</b>	<b>7.2%</b>	<b>5.6%</b>	<b>63</b>	<b>33</b>	<b>5</b>
Community Supervision Program	293	85.2%	8.6%	6.2%	50	32	4
Pretrial Services Agency	101	91.1%	4.5%	4.4%	13	1	1

**61. 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)**

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	366,652	63.8%	27.1%	9.1%	125,421	54,613	44,877
<b>Court Services and Offender Supervision Agency</b>	<b>369</b>	<b>69.0%</b>	<b>25.1%</b>	<b>5.9%</b>	<b>81</b>	<b>17</b>	<b>24</b>
Community Supervision Program	274	64.3%	29.4%	6.4%	67	14	21
Pretrial Services Agency	95	78.7%	16.4%	4.9%	14	3	3

**62. 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, education services)**

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	270,883	51.1%	42.7%	6.3%	266,695	13,796	42,632
<b>Court Services and Offender Supervision Agency</b>	<b>305</b>	<b>62.4%</b>	<b>35.4%</b>	<b>2.2%</b>	<b>173</b>	<b>4</b>	<b>9</b>
Community Supervision Program	236	59.1%	38.4%	2.5%	132	2	7
Pretrial Services Agency	69	70.2%	28.4%	1.4%	41	2	2

**63. 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)**

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	174,140	36.9%	55.6%	7.5%	300,375	55,448	63,609
<b>Court Services and Offender Supervision Agency</b>	<b>180</b>	<b>40.9%</b>	<b>54.8%</b>	<b>4.3%</b>	<b>199</b>	<b>50</b>	<b>65</b>
Community Supervision Program	139	36.6%	58.2%	5.1%	146	39	54
Pretrial Services Agency	41	50.7%	47.0%	2.3%	53	11	11

## Work-Life (continued)

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

Organizations	N	Positive	Neutral	Negative	Choose Not to Participate (N)	Not Available to Me (N)	Unaware of Programs (N)
Governmentwide	140,850	28.5%	66.2%	5.3%	298,503	49,768	101,189
<b>Court Services and Offender Supervision Agency</b>	<b>141</b>	<b>27.9%</b>	<b>67.6%</b>	<b>4.5%</b>	<b>199</b>	<b>47</b>	<b>102</b>
Community Supervision Program	112	22.6%	71.2%	6.2%	144	36	83
Pretrial Services Agency	29	41.4%	58.6%	0.0%	55	11	19

## My Employment Demographics

### *Where do you work?*

Response	%
Headquarters	37.3%
Field	40.4%
Full-time telework (e.g., home office, telecenter)	22.3%

### *What is your supervisory status?*

Response	%
Senior Leader	3.1%
Manager	7.6%
Supervisor	12.9%
Team Leader	6.9%
Non-Supervisor	69.6%

### *What is your pay category/grade?*

Response	%
Federal Wage System	0.0%
GS 1-6	0.6%
GS 7-12	61.9%
GS 13-15	34.0%
Senior Executive Service	2.1%
Senior Level (SL) or Scientific or Professional (ST)	0.2%
Other	1.2%

### *What is your US military service status?*

Response	%
No Prior Military Service	89.0%
Currently in National Guard or Reserves	0.4%
Retired	3.3%
Separated or Discharged	7.4%

Note: Percentages for demographic questions are unweighted.



## My Employment Demographics (continued)

### ***Are you:***

Response	%
The spouse of a current active duty service member of the U.S. Armed Forces	1.0%
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	0.8%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.2%
None of the categories listed	97.9%

### ***Have you been hired under the Military Spouse Non-Competitive Hiring Authority?***

Response	%
Yes	10.0%
No	90.0%

*Note: If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.*

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

Response	%
Less than 1 year	0.0%
1 to 3 years	3.5%
4 to 5 years	7.0%
6 to 10 years	12.5%
11 to 14 years	23.4%
15 to 20 years	27.1%
More than 20 years	26.5%

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

Response	%
Less than 1 year	0.2%
1 to 3 years	8.4%
4 to 5 years	9.0%
6 to 10 years	14.1%
11 to 14 years	24.2%
15 to 20 years	29.1%
More than 20 years	15.0%

Note: Percentages for demographic questions are unweighted.

## My Employment Demographics (continued)

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

Response	Before the COVID-19 pandemic %	Today %
No	73.4%	68.8%
Yes, to retire	5.0%	5.2%
Yes, to take another job within the Federal Government	19.7%	21.1%
Yes, to take another job outside the Federal Government	1.0%	1.7%
Yes, other	0.8%	3.1%

### *Has your intention to leave your organization within the next year changed because of the COVID-19 pandemic?*

Response	%
Yes	19.2%
No	80.8%

*Note: If the response to your considering leaving your organization did not differ between "Before the COVID-19 Pandemic" and "Today," this item was skipped.*

### *I am planning to retire:*

Response	Before the COVID-19 pandemic %	Today %
Less than 1 year	1.7%	1.8%
1 year	2.9%	4.2%
2 years	4.8%	3.7%
3 years	5.9%	5.0%
4 years	3.6%	3.9%
5 years	8.0%	9.0%
More than 5 years	73.2%	72.4%

### *Has your retirement plan changed because of the COVID-19 pandemic?*

Response	%
Yes	26.1%
No	73.9%

*Note: If the response to your retirement plans did not differ between "Before the COVID-19 Pandemic" and "Today," this item was skipped.*

Note: Percentages for demographic questions are unweighted.

## My Personal Demographics

### *Are you of Hispanic, Latino, or Spanish origin?*

Response	%
Yes	7.7%
No	92.3%

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

Response	%
White	18.5%
Black or African American	71.6%
All other races	9.9%

### *What is your age group?*

Response	%
29 years and under	0.8%
30-39 years old	18.8%
40-49 years old	40.4%
50-59 years old	26.8%
60 years or older	13.2%

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

Response	%
Less than High School/ High School Diploma/ GED	4.3%
Certification/ Some College/ Associate's Degree	13.6%
Bachelor's Degree	37.7%
Advanced Degrees (Post Bachelor's Degree)	44.3%

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.

## My Personal Demographics (continued)

### *Are you an individual with a disability?*

Response	%
Yes	11.2%
No	88.8%

### *Are you:*

Response	%
Male	34.8%
Female	65.2%

### *Are you transgender?*

Response	%
Yes	--
No	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

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

Response	%
Straight, that is not gay or lesbian	--
Gay or Lesbian	--
Bisexual	--
Something else	--

*Note: All results are suppressed when any single demographic category has fewer than 4 responses.*

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.