Federal Employee Viewpoint Survey Results

Empowering employees. Inspiring change.

Small Agency Management Report
Commodity Futures Trading Commission

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About the 2024 FEVS

The 2024 Federal Employee Viewpoint Survey (FEVS) Small Agency Management Report (SAM) was designed to provide an overview of survey results, enabling agencies to easily identify issues and take action for improvement. The SAM can be helpful in providing a starting point for analysis of your agency's FEVS results, acting as an agency overview before drilling down into specific components of the agency for a more in-depth analysis. This report also highlights important agency successes, which should be acknowledged. We encourage you to share both successes and areas for improvement with employees.

2024 FEVS content includes both indices and dimensions, with the goal of supporting interpretation of results to help agencies get to action:

An index is a collection of items that statistically cluster together and can be combined into a single score for interpretation and/or analysis. Indices speak to an aspect of employee perspectives and experiences and are indicators of effectiveness. The Employee Engagement Index (EEI) and the Global Satisfaction Index (GSI) were introduced to the FEVS over a decade ago. Responding to priorities, new measures were introduced in recent years including the Performance Confidence Index (PCI), the Diversity, Equity, Inclusion, and Accessibility (DEIA) Index and the Employee Experience Index (EXI).

Dimensions are simply common characteristics of organizations defined by the way employees experience organizational policies and management practices. They support interpretation of results by combining employee perspectives on topics linked with work unit and organizational performance. Employee perceptions of management efforts as they relate to performance dimensions have been found to provide powerful insights for achieving effective actions to drive strategic workplace development. Four sets of dimensions appear on the FEVS, grouped under four categories labeled as: Employee-Focused, Agile, Goal-Oriented, and Foundations, providing agencies with additional key tools for assessing the workforce.

Understanding Your Results

When reviewing results, keep the guidelines below in mind. These guidelines were created to organize survey results in a way that is easier to digest and interpret.

Percent Positive is the sum of two positive categories (e.g., Strongly Agree/Agree)

Percent Negative is the sum of two negative categories (e.g., Strongly Disagree/Disagree)

Percent Neutral is the neutral category (e.g., Neither Agree nor Disagree)

Identifying Strengths, Challenges and Neutral Findings

65 percent positive or higher is considered a strength

35 percent negative or higher is considered a challenge

30 percent neutral or higher suggests uncertainty, presenting an opportunity for communication between managers and staff

Identifying Increases and Decreases

Movement up or down since the previous year is another important piece of information to consider when examining your results. Any increase or decrease in results can be important; however larger increases or decreases (generally 3 or more percentage points) may be a result of significant changes taking place within your agency and should be explored. Increases indicate positive change that should continue to be reinforced. Decreases, especially in areas considered mission critical, may call for appropriate action to initiate and support beneficial workplace improvements. The Decision Aid section of this report includes 89 core items (items 1-90, excluding item 16) that carried over from the 2023 FEVS.

Respondent Overview

The Unique Characteristics of Commodity Futures Trading Commission Respondents

The figures below show a comparison between your survey respondents and your agency's total workforce on selected demographics. Your agency's most frequently selected response choice for each demographic item is displayed.

	Survey Respondents	Total Workforce
Men	**57%**	**57%**
Federal Tenure of 11+ Years	**71%**	**71%**
Advanced Degrees (Post Bachelor's Degree)	**66%**	**62%**

Note: Results are suppressed when any single personal demographic category has fewer than 4 responses.

CFTC Response Rate

87% (592 out of 682 employees responded)

Field Period: May 21, 2024–July 5, 2024
Overall 2023 Response Rate: **58%**

Component Response Rates

96% MARKET PARTICIPANTS DIVISION
94% OFFICE OF INTERNATIONAL AFFAIRS
94% DIVISION OF MARKET OVERSIGHT
90% DIVISION OF ADMINISTRATION
85% DIVISION OF DATA
85% DIVISION OF ENFORCEMENT
84% OFFICE OF THE CHIEF ECONOMIST
82% DIVISION OF CLEARING AND RISK
82% OFFICE OF THE CHAIRMAN
81% OFFICE OF THE GENERAL COUNSEL

Agency results have a margin of error of +/- 3%

Employee Engagement Index

The Employee Engagement Index (EEI) measures aspects of engagement that lead to an engaged workforce (e.g., supporting employee development, communicating agency goals). The EEI is comprised of three subindices: Leaders Lead, Supervisors, and Intrinsic Work Experience. Each subindex is assessed through questions on the FEVS as listed below.

Leaders Lead

Reflects the employees' perceptions of the integrity of leadership, as well as leadership behaviors such as communication and workforce motivation. (Q. 57, 58, 59, 61, and 62)

Supervisors

Reflects the interpersonal relationship between worker and supervisor, including trust, respect, and support. (Q. 48, 50, 51, 52, and 54)

Intrinsic Work Experience

Reflects the employees' feelings of motivation and competency relating to their roles in the workplace. (Q. 2, 3, 4, 6, and 7)

Employee Engagement Index Component Scores and Trends

	EEI Index Trends				2024 EEI Subindices		
Agency	2021	2022	2023	**2024**	Leaders Lead	Supervisors	Intrinsic Work Experience
Small Agencies, Combined	76	75	74	75	63	85	77
Commodity Futures Trading Commission	72	71	71	73	58	85	77
OFFICE OF THE CHIEF ECONOMIST	93	84	91	82	64	96	87
DIVISION OF DATA	79	80	81	80	76	84	80
DIVISION OF CLEARING AND RISK	79	80	81	78	61	89	84
MARKET PARTICIPANTS DIVISION	72	72	69	77	66	92	73
OFFICE OF THE GENERAL COUNSEL	79	78	69	76	56	88	83
OFFICE OF THE CHAIRMAN	—	—	71	75	73	72	79
OFFICE OF INTERNATIONAL AFFAIRS	77	—	68	73	62	82	75

Note: A "—" indicates there was not enough data to calculate a score or no trending data available.

Employee Engagement Index (continued)

Agency	EEI Index Trends				2024 EEI Subindices		
	2021	2022	2023	**2024**	Leaders Lead	Supervisors	Intrinsic Work Experience
Commodity Futures Trading Commission	72	71	71	73	58	85	77
DIVISION OF ADMINISTRATION	66	71	67	72	59	82	76
DIVISION OF ENFORCEMENT	75	67	68	70	49	85	76
DIVISION OF MARKET OVERSIGHT	53	56	64	67	54	81	67

Global Satisfaction Index

The Global Satisfaction Index is a combination of employees' satisfaction with their jobs, their pay, and their organization, plus their willingness to recommend their organization as a good place to work. The Global Satisfaction Index is an average of the scores of the four items below:

Job Satisfaction
Considering everything, how satisfied are you with your job? (Q. 70)

Pay Satisfaction
Considering everything, how satisfied are you with your pay? (Q. 71)

Organizational Satisfaction
Considering everything, how satisfied are you with your organization? (Q. 72)

Recommend Organization
I recommend my organization as a good place to work. (Q. 46)

Global Satisfaction Index Component Scores and Trends

| Agency | GS Index Trends | | | | 2024 GS Index Items | | | |
	2021	2022	2023	**2024**	Job Satisfaction	Pay Satisfaction	Organization Satisfaction	Recommend Organization
Small Agencies, Combined	70	67	67	68	72	63	66	70
Commodity Futures Trading Commission	69	66	68	74	76	76	69	74
OFFICE OF THE CHIEF ECONOMIST	97	75	95	90	100	69	92	100
OFFICE OF THE GENERAL COUNSEL	77	80	66	81	87	84	73	80
DIVISION OF DATA	68	69	71	78	75	86	78	75
DIVISION OF CLEARING AND RISK	78	80	85	78	76	79	76	83
MARKET PARTICIPANTS DIVISION	68	67	66	76	74	73	75	84
OFFICE OF THE CHAIRMAN	—	—	70	75	79	80	76	67
DIVISION OF ADMINISTRATION	68	65	67	74	76	85	68	66

Note: A "—" indicates there was not enough data to calculate a score or no trending data available.

Global Satisfaction Index (continued)

Agency	GS Index Trends				2024 GS Index Items			
	2021	2022	2023	**2024**	Job Satisfaction	Pay Satisfaction	Organization Satisfaction	Recommend Organization
Commodity Futures Trading Commission	69	66	68	74	76	76	69	74
OFFICE OF INTERNATIONAL AFFAIRS	68	—	49	71	79	68	65	71
DIVISION OF ENFORCEMENT	72	62	62	69	72	70	60	73
DIVISION OF MARKET OVERSIGHT	50	53	58	66	73	65	64	63

Note: A "—" indicates there was not enough data to calculate a score or no trending data available.

Performance Confidence Index

The Performance Confidence Index is a combination of items assessing employees' perception of their work unit's ability to achieve goals and produce work at a high level, or workplace effectiveness. The Performance Confidence Index is an average of the responses for the four items below:

Met Needs of Customers

Employees in my work unit meet the needs of our customers. (Q. 20)

Contributed Positively to Agency Performance

Employees in my work unit contribute positively to my agency's performance. (Q. 21)

Produced High Quality Work

Employees in my work unit produce high-quality work. (Q. 22)

Adapted to Changing Priorities

Employees in my work unit adapt to changing priorities. (Q. 23)

Performance Confidence Index Component Scores and Trends

	PC Index Trends				2024 PC Index Items			
Agency	2021	2022	2023	**2024**	Met Needs	Contributed Positively	Quality Work	Adapted to Change
Small Agencies, Combined	91	90	90	90	92	92	90	87
Commodity Futures Trading Commission	88	88	87	90	90	91	90	89
OFFICE OF THE CHIEF ECONOMIST	98	91	95	97	100	100	100	87
MARKET PARTICIPANTS DIVISION	90	90	90	96	98	97	94	95
OFFICE OF THE CHAIRMAN	—	—	85	95	100	100	92	88
DIVISION OF DATA	90	95	94	94	93	96	93	93
OFFICE OF INTERNATIONAL AFFAIRS	94	—	93	93	100	93	88	93
OFFICE OF THE GENERAL COUNSEL	95	94	91	92	88	90	94	95
DIVISION OF ENFORCEMENT	90	89	90	90	88	92	91	88

Note: A "—" indicates there was not enough data to calculate a score or no trending data available.

Performance Confidence Index (continued)

Agency	PC Index Trends				2024 PC Index Items			
	2021	2022	2023	**2024**	Met Needs	Contributed Positively	Quality Work	Adapted to Change
Commodity Futures Trading Commission	88	88	87	90	90	91	90	89
DIVISION OF ADMINISTRATION	86	85	84	90	91	91	88	88
DIVISION OF CLEARING AND RISK	90	89	86	88	89	89	89	86
DIVISION OF MARKET OVERSIGHT	78	84	77	82	80	84	84	82

Diversity, Equity, Inclusion, and Accessibility (DEIA) Index

This measure was specifically designed to align with Executive Order 14035 which features four distinct factors: diversity, equity, inclusion, and accessibility, included as subindices in the survey.

Diversity

The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people, including underserved communities. (Q. 73 and 74)

Equity

The consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment. (Q. 75, 76, and 77)

Inclusion

The recognition, appreciation, and use of the talents and skills of employees of all backgrounds. (Q. 78, 79, 80, 81, and 82)

Accessibility

The design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. (Q. 83, 84, and 85)

DEIA Index Component Scores and Trends

Agency	DEIA Index Trends			2024 DEIA Subindices			
	2022	2023	**2024**	Diversity	Equity	Inclusion	Accessibility
Small Agencies, Combined	75	75	77	77	72	82	76
Commodity Futures Trading Commission	67	71	75	77	69	82	73
MARKET PARTICIPANTS DIVISION	77	78	86	84	75	88	99
OFFICE OF THE CHIEF ECONOMIST	66	89	82	73	89	88	77
OFFICE OF THE GENERAL COUNSEL	73	68	81	75	74	85	91
DIVISION OF DATA	68	71	77	74	67	77	90

Diversity, Equity, Inclusion, and Accessibility Index (continued)

Agency	DEIA Index Trends			2024 DEIA Subindices			
	2022	2023	**2024**	Diversity	Equity	Inclusion	Accessibility
Commodity Futures Trading Commission	67	71	75	77	69	82	73
DIVISION OF ADMINISTRATION	73	74	77	80	70	81	75
DIVISION OF CLEARING AND RISK	73	77	76	76	71	85	74
OFFICE OF THE CHAIRMAN	—	73	76	78	64	77	85
DIVISION OF MARKET OVERSIGHT	56	63	72	76	72	78	60
OFFICE OF INTERNATIONAL AFFAIRS	—	55	70	79	80	88	33
DIVISION OF ENFORCEMENT	63	67	67	73	60	79	55

Note: A "—" indicates there was not enough data to calculate a score or no trending data available.

Employee Experience Index

The Employee Experience Index (EXI) is an outcome measure of employee engagement initially included on the 2022 FEVS.[1] It measures the extent to which employees are engaged by their work and their organization. The long-standing Employee Engagement Index (EEI), is a measure of the conditions for engagement, e.g., whether a workplace has the right environment to foster engaged employees. The new measure assesses whether employees actually experience the state of engagement and gives agencies another tool for assessing whether actions to improve engagement have had the intended effect.

The EXI is comprised of five items that measure work engagement (2 items), organizational engagement (2 items), and public service motivation (1 item). Work engagement measures the relationship between an employee and their specific job, while organizational engagement measures the relationship between an employee and their workplace.[2] Public service motivation was also found to be a key component of engagement for public sector employees.

Work Engagement

My job inspires me. (Q. 86)
The work I do gives me a sense of accomplishment. (Q. 87)

Organizational Engagement

I feel a strong personal attachment to my organization. (Q. 88)
I identify with the mission of my organization. (Q. 89)

Public Service Motivation

It is important to me that my work contribute to the common good. (Q. 90)

Employee Experience Index Component Scores

Agency	EXI Index Trends 2023	EXI Index Trends 2024	2024 EXI Index Items Q. 86	Q. 87	Q. 88	Q. 89	Q. 90
Small Agencies, Combined	77	77	67	79	65	83	94
Commodity Futures Trading Commission	73	76	66	80	62	80	93
OFFICE OF THE CHIEF ECONOMIST	90	84	70	92	72	86	100
OFFICE OF INTERNATIONAL AFFAIRS	73	83	80	94	66	72	100

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1   Included on the survey under a section heading of Employee Experience in 2022 these were items 85-89. In 2023 the survey section had the same heading and these were items 86-90.
2   Government at a Glance 2023 https://doi.org/10.1787/3d5c5d31-en.

Employee Experience Index (continued)

Agency	EXI Index Trends		2024 EXI Index Items				
	2023	2024	Q. 86	Q. 87	Q. 88	Q. 89	Q. 90
Commodity Futures Trading Commission	73	76	66	80	62	80	93
DIVISION OF DATA	85	82	75	82	64	89	100
DIVISION OF CLEARING AND RISK	79	79	66	83	69	84	94
OFFICE OF THE CHAIRMAN	77	79	81	76	61	79	100
DIVISION OF ENFORCEMENT	76	78	67	85	57	89	91
OFFICE OF THE GENERAL COUNSEL	67	76	67	80	60	76	96
DIVISION OF ADMINISTRATION	67	73	64	78	62	69	90
MARKET PARTICIPANTS DIVISION	69	71	55	73	60	77	92
DIVISION OF MARKET OVERSIGHT	62	70	60	67	62	73	90

Employee-Focused Performance Dimensions

Organizations are effective when policies and programs support the workforce. Hallmark dimensions assess whether workplace conditions include employee development, opportunities for employee voice in decision-making, and a focus on employee welfare and work-life needs. Characteristic dimensions assessed in the FEVS include:

Employee Development

The organization supports the development of employee skills through training, new assignments, etc. to encourage and strengthen high performance. (Q. 1, 10)

Employee Voice

Employee input is sought to influence decisions, management practices and, in general, to feel heard in decision-making. (Q. 25, 66, 67)

Employee Welfare

The organization ensures the safety and security of its employees. (Q. 36, 43, 44)

Work-Life Support

The organization supports a healthy balance of job and life responsibilities. (Q. 5, 34, 49, 63)

Employee-Focused Performance Dimension Scores

Agency	2024 Employee-Focused Dimensions			
	Employee Development	Employee Voice	Employee Welfare	Work-Life Support
Small Agencies, Combined	72	61	80	75
Commodity Futures Trading Commission	66	62	78	77
DIVISION OF ADMINISTRATION	63	68	81	74
DIVISION OF CLEARING AND RISK	78	69	78	86
DIVISION OF DATA	64	62	83	77
DIVISION OF ENFORCEMENT	61	51	74	75
DIVISION OF MARKET OVERSIGHT	61	58	71	68
MARKET PARTICIPANTS DIVISION	69	63	78	88

Employee-Focused Performance Dimensions (continued)

| Agency | 2024 Employee-Focused Dimensions | | | |
	Employee Development	Employee Voice	Employee Welfare	Work-Life Support
Commodity Futures Trading Commission	66	62	78	77
OFFICE OF INTERNATIONAL AFFAIRS	80	61	86	83
OFFICE OF THE CHAIRMAN	55	68	83	70
OFFICE OF THE CHIEF ECONOMIST	81	81	80	87
OFFICE OF THE GENERAL COUNSEL	74	65	85	80

Agile Performance Dimensions

Effective organizations sense and adapt rapidly to new information, requirements, or strategically relevant conditions. Agile workplaces are capable of pivoting to meet evolving priorities, respond effectively to disruptions, plus take advantage of emerging opportunities to perform. Agility has become particularly relevant to performance post-Covid and to the future of work. Characteristic dimensions are resilience, innovation, and employee autonomy.

Autonomy

Employees are provided with the freedom to make decisions about how to accomplish their work. (Q. 13, 14)

Innovation

The organization supports the development and implementation of new ideas and approaches. (Q. 27, 29, 30, 64)

Resilience

Individuals, work units, and the entire organization responds effectively to challenges confronting them, as well as adapt and take advantage of opportunities. (Q. 28, 31, 42, 65)

Agile Performance Dimension Scores

Agency	2024 Agile Dimensions		
	Autonomy	Innovation	Resilience
Small Agencies, Combined	70	69	66
Commodity Futures Trading Commission	71	64	65
DIVISION OF ADMINISTRATION	75	71	69
DIVISION OF CLEARING AND RISK	82	64	65
DIVISION OF DATA	74	76	77
DIVISION OF ENFORCEMENT	61	57	55
DIVISION OF MARKET OVERSIGHT	65	59	59
MARKET PARTICIPANTS DIVISION	71	67	72
OFFICE OF INTERNATIONAL AFFAIRS	51	56	78

Agile Performance Dimensions (continued)

Agency	2024 Agile Dimensions		
	Autonomy	Innovation	Resilience
Commodity Futures Trading Commission	71	64	65
OFFICE OF THE CHAIRMAN	70	69	72
OFFICE OF THE CHIEF ECONOMIST	80	72	73
OFFICE OF THE GENERAL COUNSEL	81	61	71

Goal-Oriented Performance Dimensions

Organizations are effective when focused on well-defined objectives with practices and policies that emphasize productivity, goal fulfillment, and performance management. Key dimensions include accountability, clarity about goals, performance feedback, and recognition.

Accountability

The organization emphasizes employee responsibility for their performance. (Q. 11, 16, 53)

Goal Clarity

The organization clearly defines its goals and priorities, and communicates them to employees. (Q. 26, 38)

Performance Feedback

Employees participate in constructive discussions to guide and motivate goal achievement. (Q. 12, 55, 56)

Recognition

Employees are acknowledged for their performance and contributions to the organization's mission. (Q. 17, 35, 69)

Goal-Oriented Performance Dimension Scores

2024 Goal-Oriented Dimensions

Agency	Accountability	Goal Clarity	Performance Feedback	Recognition
Small Agencies, Combined	90	81	79	60
Commodity Futures Trading Commission	88	81	80	53
DIVISION OF ADMINISTRATION	90	82	81	55
DIVISION OF CLEARING AND RISK	83	85	80	46
DIVISION OF DATA	89	91	74	56
DIVISION OF ENFORCEMENT	86	76	76	46
DIVISION OF MARKET OVERSIGHT	88	73	76	53
MARKET PARTICIPANTS DIVISION	93	83	82	51

Note: Q16 is not included in the calculation of the Accountability performance dimension score because it has a different response scale.

Goal-Oriented Performance Dimensions (continued)

2024 Goal-Oriented Dimensions

Agency	Accountability	Goal Clarity	Performance Feedback	Recognition
Commodity Futures Trading Commission	88	81	80	53
OFFICE OF INTERNATIONAL AFFAIRS	93	72	84	58
OFFICE OF THE CHAIRMAN	89	95	70	71
OFFICE OF THE CHIEF ECONOMIST	92	94	91	62
OFFICE OF THE GENERAL COUNSEL	89	83	89	63

Note: Q16 is not included in the calculation of the Accountability performance dimension score because it has a different response scale.

Foundations Performance Dimensions

Organizations are effective when policies and programs support the workforce. Hallmark dimensions assess whether workplace conditions include employee development, opportunities for employee voice in decision-making, and a focus on employee welfare and work-life needs. Characteristic dimensions assessed in the FEVS include:

Communication

Management conveys relevant information to its employees. (Q. 40, 60, 68)

Cooperation

Employees work together to achieve collective goals. (Q. 15, 18)

Customer Responsiveness

The work unit prioritizes understanding and responding to customer needs. (Q. 32, 33)

Merit Principles

The organization ensures that Federal personnel management practices support fairness and protect employees. (Q. 8, 45)

Performance Resources

The organization supports employees with the necessary resources (i.e., information, staff, skills) required for successful job performance. (Q. 9, 19, 24)

Foundations Performance Dimension Scores

2024 Foundations Dimensions

Agency	Communication	Cooperation	Customer Responsiveness	Merit Principles	Performance Resources
Small Agencies, Combined	59	86	80	64	79
Commodity Futures Trading Commission	55	85	72	64	76
DIVISION OF ADMINISTRATION	63	84	84	59	74
DIVISION OF CLEARING AND RISK	59	84	67	68	80
DIVISION OF DATA	72	86	82	73	83

Foundations Performance Dimensions (continued)

2024 Foundations Dimensions

Agency	Communication	Cooperation	Customer Responsiveness	Merit Principles	Performance Resources
Commodity Futures Trading Commission	55	85	72	64	76
DIVISION OF ENFORCEMENT	40	82	61	57	71
DIVISION OF MARKET OVERSIGHT	49	82	62	65	68
MARKET PARTICIPANTS DIVISION	62	93	72	78	81
OFFICE OF INTERNATIONAL AFFAIRS	62	89	74	67	61
OFFICE OF THE CHAIRMAN	71	84	79	71	82
OFFICE OF THE CHIEF ECONOMIST	67	97	79	77	91
OFFICE OF THE GENERAL COUNSEL	53	85	84	64	82

Telework & Remote Work Item Results

OPM distinguishes between telework and remote work with telework defined as "a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position…from an approved worksite other than the location from which the employee would otherwise work" codified at 5 U.S.C. 6501(3). Remote work is defined in OPM guidance as "an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis."

Telework and Remote Work Status

Item	2023	2024
Please select the response that BEST describes your current teleworking schedule. (Q. 91)		
I telework every work day (i.e., remote work agreement)	57%	**55%**
I telework 3 or 4 days per week	31%	**35%**
I telework 1 or 2 days per week	9%	**7%**
I telework, but only about 1 or 2 days per month	1%	**1%**
I telework very infrequently, on an unscheduled or short-term basis	<1%	**1%**
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0%	**0%**
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0%	**0%**
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	1%	**<1%**
I do not telework because I choose not to telework	1%	**1%**
Only those who responded "I telework every work day," to Question 91 received Question 91a. What is your current remote work status? (Q. 91a)		
I do not have an approved remote work agreement	21%	**18%**
I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away)	5%	**5%**
I have an approved remote work agreement and live **inside** the local commuting area (less than 50 miles away)	57%	**62%**
I do not know	17%	**15%**

Decision Aid: Increases

Identifying Increases Since 2023

The items in this section are sorted by greatest to smallest increase in percent positive results. The items are sorted to allow you to quickly and easily identify where your agency has made the greatest improvements since last year.

Using the Legend Icons

The legend icons provide context for interpreting these results. While these items have improved, some may still be considered challenges (35% or more negative) or others may have reached the 65% or more positive mark and become new strengths this year. The "Top Pos/Neg" icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

75 Items Increased Since 2023

Strength These items are 65 percent positive or higher

Caution These items are 30 percent neutral or higher

Challenge These items are 35 percent negative or higher

New Strength These items became a new strength in 2024

Top Pos/Neg These items are in your top positive or top negative

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Increase Since 2023
I believe the results of this survey will be used to make my agency a better place to work. (Q. 47)	35	49	22	▬ 29	**+14**
Management involves employees in decisions that affect their work. (Q. 66)	38	49	24	▬ 28	**+11**
Managers communicate the goals of the organization. (Q. 59)	54	(65)	15	20	**+11**
How satisfied are you with the recognition you receive for doing a good job? (Q. 69)	51	62	21	17	**+11**
I can easily make a request of my organization to meet my accessibility needs. (Q. 83)	64	(74)	14	11	**+10**
Considering everything, how satisfied are you with your pay? (Q. 71)	67	(76)	12	11	**+9**
How satisfied are you with the information you receive from management on what's going on in your organization? (Q. 68)	44	53	23	▬ 25	**+9**
My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities). (Q. 73)	66	(74)	14	12	**+8**
Information is openly shared in my organization. (Q. 40)	44	52	23	▬ 25	**+8**

Note: Only items that can be trended were included in the Decision Aid. For a full listing of item numbers, see 'Identifying Increases and Decreases' on Page 1.

Decision Aid: Increases (continued)

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Increase Since 2023
I am given a real opportunity to improve my skills in my organization. (Q. 1)	65	73	13	14	**+8**
The approval process in my organization allows timely delivery of my work. (Q. 41)	46	54	20	▬ 26	**+8**
Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 60)	53	61	17	▬ 22	**+8**
I recommend my organization as a good place to work. (Q. 46)	67	74	14	12	**+7**
I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal. (Q. 8)	66	73	13	14	**+7**
My organization effectively adapts to changing government priorities. (Q. 42)	61	68	22	10	**+7**
How satisfied are you with your involvement in decisions that affect your work? (Q. 67)	53	60	20	20	**+7**
I have a good understanding of my organization's priorities. (Q. 38)	72	79	10	11	**+7**
In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated. (Q. 45)	49	55	23	22	**+6**
The work I do gives me a sense of accomplishment. (Q. 87)	74	80	12	9	**+6**
In my work unit, differences in performance are recognized in a meaningful way. (Q. 17)	29	35	34	▬ 31	**+6**
My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS). (Q. 39)	75	81	8	11	**+6**
I can influence decisions in my work unit. (Q. 25)	71	77	12	11	**+6**
Employees are recognized for providing high quality products and services. (Q. 35)	55	61	20	19	**+6**
My organization meets my accessibility needs. (Q. 85)	68	74	18	8	**+6**
Employees in my work unit adapt to changing priorities. (Q. 23)	83	+ 89	7	4	**+6**
My work gives me a feeling of personal accomplishment. (Q. 3)	73	79	13	9	**+6**
I have the autonomy to decide how I do my job. (Q. 13)	73	79	10	11	**+6**

Decision Aid: Increases (continued)

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Increase Since 2023
In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements). (Q. 77)	61	66	17	17	**+5**
Management makes effective changes to address challenges facing our organization. (Q. 65)	46	51	27	▬ 22	**+5**
Employees are protected from health and safety hazards on the job. (Q. 36)	79	84	11	5	**+5**
Considering everything, how satisfied are you with your organization? (Q. 72)	64	69	15	16	**+5**
My talents are used well in the workplace. (Q. 6)	66	71	14	15	**+5**
I feel encouraged to come up with new and better ways of doing things. (Q. 2)	65	70	13	17	**+5**
Management encourages innovation. (Q. 64)	50	54	25	21	**+4**
My organization responds to my accessibility needs in a timely manner. (Q. 84)	66	70	21	9	**+4**
I have a clear idea of how well I am doing my job. (Q. 12)	78	82	10	8	**+4**
Considering everything, how satisfied are you with your job? (Q. 70)	72	76	10	13	**+4**
In my work unit, people's differences are respected. (Q. 81)	79	83	9	8	**+4**
I feel a strong personal attachment to my organization. (Q. 88)	58	62	25	13	**+4**
I identify with the mission of my organization. (Q. 89)	76	80	14	7	**+4**
I am held accountable for the quality of work I produce. (Q. 11)	84	➕ 87	7	5	**+3**
Employees in my work unit incorporate new ideas into their work. (Q. 30)	73	76	14	10	**+3**
Senior leaders demonstrate support for Work-Life programs. (Q. 63)	57	60	22	18	**+3**
I receive the training I need to do my job well. (Q. 10)	57	60	20	21	**+3**
My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments). (Q. 76)	73	76	14	10	**+3**
Employees in my work unit consistently look for new ways to improve how they do their work. (Q. 29)	69	72	18	10	**+3**

Decision Aid: Increases (continued)

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Increase Since 2023
My organization has prepared me for potential physical security threats. (Q. 43)	57	60	25	14	**+3**
My supervisor provides me with performance feedback throughout the year. (Q. 56)	77	80	11	9	**+3**
My job inspires me. (Q. 86)	63	66	22	13	**+3**
I have a high level of respect for my organization's senior leaders. (Q. 62)	50	53	24	▬ 24	**+3**
I can be successful in my organization being myself. (Q. 82)	77	80	10	10	**+3**
My supervisor supports my need to balance work and other life issues. (Q. 49)	90	＋ 93	4	3	**+3**
Overall, how good a job do you feel is being done by your immediate supervisor? (Q. 54)	81	84	9	8	**+3**
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? (Q. 61)	67	69	19	12	**+2**
Employees in my work unit produce high-quality work. (Q. 22)	88	＋ 90	7	2	**+2**
My organization has prepared me for potential cybersecurity threats. (Q. 44)	88	＋ 90	6	3	**+2**
Employees in my work unit contribute positively to my agency's performance. (Q. 21)	89	＋ 91	6	2	**+2**
Employees in my work unit approach change as an opportunity. (Q. 31)	63	65	24	11	**+2**
I know what my work unit's goals are. (Q. 26)	82	84	8	8	**+2**
In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q. 57)	43	45	24	▬ 31	**+2**
My supervisor provides me with constructive suggestions to improve my job performance. (Q. 55)	74	76	13	10	**+2**
I have trust and confidence in my supervisor. (Q. 52)	81	83	8	10	**+2**
My supervisor listens to what I have to say. (Q. 50)	85	87	4	9	**+2**
I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit. (Q. 75)	63	65	15	19	**+2**

Decision Aid: Increases (continued)

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Increase Since 2023
I have enough information to do my job well. (Q. 9)	72	74	12	14	**+2**
My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q. 19)	81	83	10	7	**+2**
Employees in my work unit share job knowledge. (Q. 18)	81	82	8	10	**+1**
The people I work with cooperate to get the job done. (Q. 15)	86	87	6	6	**+1**
I know how my work relates to the agency's goals. (Q. 7)	84	85	9	6	**+1**
My supervisor holds me accountable for achieving results. (Q. 53)	88	+ 89	9	3	**+1**
I know what is expected of me on the job. (Q. 4)	80	81	10	9	**+1**
My organization's senior leaders maintain high standards of honesty and integrity. (Q. 58)	58	59	20	20	**+1**
It is important to me that my work contribute to the common good. (Q. 90)	92	+ 93	6	2	**+1**
My work unit successfully manages disruptions to our work. (Q. 28)	77	78	12	10	**+1**
Employees in my work unit make me feel I belong. (Q. 78)	82	83	10	7	**+1**

Decision Aid: Decreases

Identifying Decreases Since 2023

The items in this section are sorted by greatest to smallest decrease in percent positive results. The items are sorted to allow you to quickly and easily identify where results have dropped since last year.

Using the Legend Icons

The legend icons provide context for interpreting these results. When identifying the most critical decreases to focus on, it is important to check if these decreases are also identified as challenges (35% or more negative) or if they were previously identified as strengths that have fallen below the 65% or more positive threshold. The "Top Pos/Neg" icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

8 Items Decreased Since 2023

Icon	Label	Description
○	**Strength**	These items are 65 percent positive or higher
○	**Caution**	These items are 30 percent neutral or higher
○	**Challenge**	These items are 35 percent negative or higher
▢	**Past Strength**	These items are no longer a strength in 2024
⊟	**Top Pos/Neg**	These items are in your top positive or top negative

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Decrease Since 2023
My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). (Q. 27)	57	54	24	22	**-3**
New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs. (Q. 24)	72	(70)	19	11	**-2**
My workload is reasonable. (Q. 5)	73	(71)	13	16	**-2**
I can make decisions about my work without getting permission first. (Q. 14)	65	63	19	18	**-2**
Supervisors in my work unit support employee development. (Q. 48)	84	(83)	8	10	**-1**
I am comfortable expressing opinions that are different from other employees in my work unit. (Q. 80)	81	(80)	10	10	**-1**
Employees in my work unit consistently look for ways to improve customer service. (Q. 33)	67	(66)	25	9	**-1**
My organization is successful at accomplishing its mission. (Q. 37)	84	(83)	11	5	**-1**

Note: Only items that can be trended were included in the Decision Aid. For a full listing of item numbers, see 'Identifying Increases and Decreases' on Page 1.

Decision Aid: No Change

Identifying Items That Have Not Changed Since 2023

Your percent positive results for these items have not changed since last year. These are items that your agency is maintaining, which can be either a positive, neutral, or negative finding. For example, an item with low percent positive results over several years is a strong indication of a need for focused action. You may also want to consider changing or updating your approach to addressing these issues if the item has been the focus of attention in the past. On the other hand, a trend of stable, high percent positive results is a finding that should be celebrated. Review each item carefully to determine whether there may be areas of concern for your agency.

Using the Legend Icons

The legend icons provide context for interpreting results. While these items have not increased or decreased, they still may be causes for celebration or concern depending on the percent positive, negative, and neutral results. The "Top Pos/Neg" icons highlight where an item is either in the top 10 positive items or top 10 negative items for your agency.

6 Items Did Not Change Since 2023

Strength
These items are 65 percent positive or higher

Caution
These items are 30 percent neutral or higher

Challenge
These items are 35 percent negative or higher

Top Pos/Neg
These items are in your top positive or top negative

Item	2023 Positive	2024 Positive	2024 Neutral	2024 Negative	Change Since 2023
Employees in my work unit meet the needs of our customers. (Q. 20)	90	+ 90	8	2	**0**
Employees in my work unit support my need to balance my work and personal responsibilities. (Q. 34)	86	86	8	5	**0**
My supervisor treats me with respect. (Q. 51)	89	+ 89	4	7	**0**
Employees in my work unit consider customer needs a top priority. (Q. 32)	79	79	16	6	**0**
Employees in my work unit care about me as a person. (Q. 79)	83	83	10	7	**0**
My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development). (Q. 74)	80	80	15	6	**0**

Note: Only items that can be trended were included in the Decision Aid. For a full listing of item numbers, see 'Identifying Increases and Decreases' on Page 1.

Appendix A: Item Results and Benchmarks

For each item, your agency's percent positive results are shown on a 0 to 100 scale, with the triangular arrow indicating where your agency falls. The gray bars represent the range of scores for the 44 small agencies surveyed that had 10 or more respondents.

To understand how well your agency performed compared to others, focus on the location of the triangle within the gray bar. If the triangle is toward the right side of the bar, then your agency was above average on that item. If it is at the right edge of the bar, then you had the highest percent positive results for that item. Additionally, you can numerically compare your percent positive results to the combined small agency average listed to the right of each item.

My Work Experience

Item	CFTC	2024 Small Agencies, Combined
‡1. I am given a real opportunity to improve my skills in my organization.	73%	75%
2. I feel encouraged to come up with new and better ways of doing things.	70%	71%
3. My work gives me a feeling of personal accomplishment.	79%	78%
4. I know what is expected of me on the job.	81%	82%
‡5. My workload is reasonable.	71%	62%
‡6. My talents are used well in the workplace.	71%	68%
‡7. I know how my work relates to the agency's goals.	85%	87%
‡8. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	73%	72%
9. I have enough information to do my job well.	74%	75%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

Appendix A: Item Results and Benchmarks (continued)

Item	0	CFTC Low ⬇ High	100	2024 Small Agencies, Combined
10. I receive the training I need to do my job well.		**60%** ⬇		**68%**
11. I am held accountable for the quality of work I produce.		**87%** ⬇		**89%**
12. I have a clear idea of how well I am doing my job.		**82%** ⬇		**80%**
13. I have the autonomy to decide how I do my job.		**79%** ⬇		**74%**
14. I can make decisions about my work without getting permission first.		**63%** ⬇		**65%**

My Work Unit

Item	0	CFTC Low ⬇ High	100	2024 Small Agencies, Combined
‡15. The people I work with cooperate to get the job done.		**87%** ⬇		**87%**
16. See Performance Section.				
‡17. In my work unit, differences in performance are recognized in a meaningful way.		**35%** ⬇		**52%**
18. Employees in my work unit share job knowledge.		**82%** ⬇		**85%**
‡19. My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.		**83%** ⬇		**86%**
20. Employees in my work unit meet the needs of our customers.		**90%** ⬇		**92%**
21. Employees in my work unit contribute positively to my agency's performance.		**91%** ⬇		**92%**
22. Employees in my work unit produce high-quality work.		**90%** ⬇		**90%**

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

Item		CFTC 0 Low ▬▬ High 100	2024 Small Agencies, Combined
23.	Employees in my work unit adapt to changing priorities.	89%	87%
24.	New hires in my work unit (i.e., hired in the past year) have the right skills to do their jobs.	70%	77%
25.	I can influence decisions in my work unit.	77%	77%
26.	I know what my work unit's goals are.	84%	85%
27.	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	54%	65%
28.	My work unit successfully manages disruptions to our work.	78%	77%
29.	Employees in my work unit consistently look for new ways to improve how they do their work.	72%	76%
30.	Employees in my work unit incorporate new ideas into their work.	76%	77%
31.	Employees in my work unit approach change as an opportunity.	65%	67%
32.	Employees in my work unit consider customer needs a top priority.	79%	84%
33.	Employees in my work unit consistently look for ways to improve customer service.	66%	75%
34.	Employees in my work unit support my need to balance my work and personal responsibilities.	86%	83%

Appendix A: Item Results and Benchmarks (continued)

Performance

Item		2024 Agency	2024 Small Agencies, Combined
16. In my work unit, poor performers usually (select all that apply):			
	Remain in the work unit and improve their performance over time	13%	**16%**
	Remain in the work unit and continue to underperform	31%	**27%**
	Leave the work unit — removed or transferred	5%	**8%**
	Leave the work unit — quit	3%	**6%**
	There are no poor performers in my work unit	31%	**31%**
	Do not know	26%	**22%**

Note: The sum of the percentages might not equal 100 because respondents could select more than one response.

My Organization

Item	CFTC 0 Low ▬ ▼ ▬ High 100	2024 Small Agencies, Combined
35. Employees are recognized for providing high quality products and services.	61%	**66%**
36. Employees are protected from health and safety hazards on the job.	84%	**84%**
37. My organization is successful at accomplishing its mission.	83%	**80%**
38. I have a good understanding of my organization's priorities.	79%	**77%**
39. My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	81%	**82%**
40. Information is openly shared in my organization.	52%	**57%**
41. The approval process in my organization allows timely delivery of my work.	54%	**55%**
42. My organization effectively adapts to changing government priorities.	68%	**66%**

Appendix A: Item Results and Benchmarks (continued)

Item		CFTC Low — High (0–100)	2024 Small Agencies, Combined
43.	My organization has prepared me for potential physical security threats.	60%	69%
44.	My organization has prepared me for potential cybersecurity threats.	90%	86%
45.	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	55%	56%
‡46.	I recommend my organization as a good place to work.	74%	70%
‡47.	I believe the results of this survey will be used to make my agency a better place to work.	49%	54%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

My Supervisor

Item		CFTC Low — High (0–100)	2024 Small Agencies, Combined
48.	Supervisors in my work unit support employee development.	83%	84%
49.	My supervisor supports my need to balance work and other life issues.	93%	90%
50.	My supervisor listens to what I have to say.	87%	87%
51.	My supervisor treats me with respect.	89%	89%
52.	I have trust and confidence in my supervisor.	83%	81%
53.	My supervisor holds me accountable for achieving results.	89%	91%
54.	Overall, how good a job do you feel is being done by your immediate supervisor?	84%	82%

Appendix A: Item Results and Benchmarks (continued)

Item		CFTC Low [High] 0 ──── 100	2024 Small Agencies, Combined
55.	My supervisor provides me with constructive suggestions to improve my job performance.	76%	77%
56.	My supervisor provides me with performance feedback throughout the year.	80%	79%

Leadership

Item		CFTC Low [High] 0 ──── 100	2024 Small Agencies, Combined
57.	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	45%	51%
58.	My organization's senior leaders maintain high standards of honesty and integrity.	59%	62%
‡59.	Managers communicate the goals of the organization.	65%	70%
60.	Managers promote communication among different work units (for example, about projects, goals, needed resources).	61%	62%
61.	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	69%	69%
62.	I have a high level of respect for my organization's senior leaders.	53%	62%
63.	Senior leaders demonstrate support for Work-Life programs.	60%	66%
64.	Management encourages innovation.	54%	60%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

Item		CFTC Low–High (0–100)	2024 Small Agencies, Combined
65.	Management makes effective changes to address challenges facing our organization.	51%	55%
66.	Management involves employees in decisions that affect their work.	49%	49%

My Satisfaction

Item		CFTC Low–High (0–100)	2024 Small Agencies, Combined
‡67.	How satisfied are you with your involvement in decisions that affect your work?	60%	57%
‡68.	How satisfied are you with the information you receive from management on what's going on in your organization?	53%	58%
‡69.	How satisfied are you with the recognition you receive for doing a good job?	62%	63%
‡70.	Considering everything, how satisfied are you with your job?	76%	72%
71.	Considering everything, how satisfied are you with your pay?	76%	63%
‡72.	Considering everything, how satisfied are you with your organization?	69%	66%

Note: Items included on the Annual Employee Survey are noted by a double dagger (‡).

Appendix A: Item Results and Benchmarks (continued)

Diversity, Equity, Inclusion, and Accessibility

Item	0 — CFTC (Low–High) — 100	2024 Small Agencies, Combined
73. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	74%	74%
74. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	80%	80%
75. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	65%	70%
76. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	76%	76%
77. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	66%	71%
78. Employees in my work make me feel I belong.	83%	84%
79. Employees in my work unit care about me as a person.	83%	84%
80. I am comfortable expressing opinions that are different from other employees in my work unit.	80%	81%
81. In my work unit, people's differences are respected.	83%	83%
82. I can be successful in my organization being myself.	80%	78%
83. I can easily make a request of my organization to meet my accessibility needs.	74%	78%

Appendix A: Item Results and Benchmarks (continued)

Item		CFTC 0 Low High 100	2024 Small Agencies, Combined
84.	My organization responds to my accessibility needs in a timely manner.	70%	74%
85.	My organization meets my accessibility needs.	74%	77%

Employee Experience

Item		CFTC 0 Low High 100	2024 Small Agencies, Combined
86.	My job inspires me.	66%	67%
87.	The work I do gives me a sense of accomplishment.	80%	79%
88.	I feel a strong personal attachment to my organization.	62%	65%
89.	I identify with the mission of my organization.	80%	83%
90.	It is important to me that my work contribute to the common good.	93%	94%

Appendix A: Item Results and Benchmarks (continued)

Workplace Flexibilities

Item	2024 Agency	2024 Small Agencies, Combined
91. Please select the response that BEST describes your current teleworking schedule.		
I telework every work day (i.e., remote work agreement)	55%	**28%**
I telework 3 or 4 days per week	35%	**41%**
I telework 1 or 2 days per week	7%	**20%**
I telework, but only about 1 or 2 days per month	1%	**2%**
I telework very infrequently, on an unscheduled or short-term basis	1%	**3%**
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	0%	**4%**
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0%	**<1%**
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	<1%	**1%**
I do not telework because I choose not to telework	1%	**2%**
Only those who responded "I telework every work day," to Question 91 received Question 91a. 91a. What is your current remote work status?		
I do not have an approved remote work agreement	18%	**5%**
I have an approved remote work agreement and live **outside** the local commuting area (more than 50 miles away)	5%	**45%**
I have an approved remote work agreement and live **inside** the local commuting area (less than 50 miles away)	62%	**46%**
I do not know	15%	**5%**

Note: The sum of percentages might not equal 100 due to rounding.

Appendix B: Index Benchmarks

Employee Engagement Index

Below, you can see where your agency's EEI score ranks (out of 44 small agencies with 10 or more respondents) and how it compares to the combined small agency average. The names of agencies with the highest EEI scores are listed to facilitate the sharing of information, such as best practices.

Employee Engagement Index Benchmarks: Small Agencies, Combined

Rank		Score	Agency
1		98%	MMC
2		95%	OSHRC
3		90%	OGE
25	CFTC	73%	
		75%	Small Agencies, Combined

In addition to looking at your agency's EEI results from a combined small agency perspective, the figure below allows you to compare your EEI results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

Employee Engagement Index Benchmarks: Small Agencies (100–999 employees)

Rank		Score	Agency
1		89%	PBGC, NIGC
3		86%	NEH, OSC
5		85%	FLRA
19	CFTC	73%	
		77%	Small Agencies

Global Satisfaction Index

The Global Satisfaction Index score for your agency, the highest scoring agencies, and the combined small agency average are displayed below, along with your agency ranking (out of 44 small agencies with 10 or more respondents).

Global Satisfaction Index Benchmarks: Small Agencies, Combined

Rank	Agency	Score
1	MMC	98%
2	NIGC, OSHRC	89%
4	NEH	88%
15	CFTC	74%
	Small Agencies, Combined	68%

In addition to looking at your agency's Global Satisfaction Index results from a combined small agency perspective, the figure below allows you to compare your Global Satisfaction Index results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

Global Satisfaction Index Benchmarks: Small Agencies (100–999 employees)

Rank	Agency	Score
1	NIGC	89%
2	NEH	88%
3	PBGC	87%
10	CFTC	74%
	Small Agencies	70%

Performance Confidence Index

The Performance Confidence Index score for your agency, the highest scoring agencies, and the combined small agency average are displayed below, along with your agency ranking (out of 44 small agencies with 10 or more respondents).

Performance Confidence Index Benchmarks: Small Agencies, Combined

Rank	Agency	Score	
1		100%	MMC
2		99%	OSHRC, NCPC
4		98%	ACHP, USTDA, OSC
27	CFTC	90%	
		90%	Small Agencies, Combined

In addition to looking at your agency's Performance Confidence Index results from a combined small agency perspective, the figure below allows you to compare your Performance Confidence Index results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

Performance Confidence Index Benchmarks: Small Agencies (100–999 employees)

Rank	Agency	Score	
1		98%	OSC
2		97%	PBGC
3		96%	STB
18	CFTC	90%	
		91%	Small Agencies

Diversity, Equity, Inclusion, and Accessibility (DEIA) Index

The DEIA Index score for your agency, the highest scoring agencies, and the combined small agency average are displayed below, along with your agency ranking (out of 44 small agencies with 10 or more respondents).

DEIA Index Benchmarks: Small Agencies, Combined

Rank	Agency	Score
1	MMC	99%
2	OSC, OSHRC, PRC	88%
5	USADF	87%
28	CFTC	75%
	Small Agencies, Combined	77%

In addition to looking at your agency's DEIA Index results from a combined small agency perspective, the figure below allows you to compare your DEIA Index results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

DEIA Index Benchmarks: Small Agencies (100–999 employees)

Rank	Agency	Score
1	OSC, PBGC	88%
3	NEH	85%
4	FCA, NIGC	84%
21	CFTC	75%
	Small Agencies	78%

Diversity Subindex

Diversity Subindex Benchmarks: Small Agencies, Combined

1	97%	MMC
2	91%	OSHRC
3	89%	USTDA, OGE
24	CFTC 77%	
	77%	Small Agencies, Combined

In addition to looking at your agency's Diversity Subindex results from a combined small agency perspective, the figure below allows you to compare your Diversity Subindex results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

Diversity Subindex Benchmarks: Small Agencies (100–999 employees)

1	87%	PBGC
2	86%	FCA
3	84%	CNCS, NEH
16	CFTC 77%	
	78%	Small Agencies

Equity Subindex

Equity Subindex Benchmarks: Small Agencies, Combined

1	100%	MMC
2	93%	OSHRC
3	85%	OSC, DNFSB
29	CFTC 69%	
	72%	Small Agencies, Combined

In addition to looking at your agency's Equity Subindex results from a combined small agency perspective, the figure below allows you to compare your Equity Subindex results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

Equity Subindex Benchmarks: Small Agencies (100–999 employees)

1	87%	PBGC
2	85%	OSC, DNFSB
4	82%	NIGC, FLRA, USITC
22	CFTC 69%	
	74%	Small Agencies

Inclusion Subindex

Inclusion Subindex Benchmarks: Small Agencies, Combined

1	100%	MMC
2	97%	PCLOB
3	95%	NCPC
24	CFTC 82%	
	82%	Small Agencies, Combined

In addition to looking at your agency's Inclusion Subindex results from a combined small agency perspective, the figure below allows you to compare your Inclusion Subindex results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

Inclusion Subindex Benchmarks: Small Agencies (100–999 employees)

1	93%	OSC
2	90%	NEH, PBGC
4	88%	NIGC
19	CFTC 82%	
	83%	Small Agencies

Accessibility Subindex

Accessibility Subindex Benchmarks: Small Agencies, Combined

Rank	Agency	Percent	Label
1		100%	MMC
2		93%	PRC, OSC
4		92%	USTDA, AOC
29	CFTC	73%	
		76%	Small Agencies, Combined

In addition to looking at your agency's Accessibility Subindex results from a combined small agency perspective, the figure below allows you to compare your Accessibility Subindex results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

Accessibility Subindex Benchmarks: Small Agencies (100–999 employees)

Rank	Agency	Percent	Label
1		93%	OSC
2		89%	PBGC
3		86%	FEC, NEH, STB
22	CFTC	73%	
		77%	Small Agencies

Employee Experience Index

The Employee Experience Index score for your agency, the highest scoring agencies, and the combined small agency average are displayed below, along with your agency ranking (out of 44 small agencies with 10 or more respondents).

Employee Experience Index Benchmarks: Small Agencies, Combined

Rank	Agency	Score
1	OSHRC	96%
2	MMC	94%
3	OSC	91%
26	CFTC	76%
	Small Agencies, Combined	77%

In addition to looking at your agency's Employee Experience Index results from a combined small agency perspective, the figure below allows you to compare your Employee Experience Index results to those from similar sized agencies. Appendix D contains a list of agencies by size category for your reference.

Employee Experience Index Benchmarks: Small Agencies (100–999 employees)

Rank	Agency	Score
1	OSC	91%
2	NEH	90%
3	NIGC, OMB, PBGC	87%
17	CFTC	76%
	Small Agencies	79%

Appendix C: Demographic Item Results

Appendix C displays the demographic characteristics of your agency's survey respondents.

Employment Demographics

Item	2024 Percentages
Where do you work?	
Headquarters	56
Field	22
Full-time telework (e.g., home office, telecenter)	22
What is your supervisory status?	
Senior Leader	3
Manager	6
Supervisor	15
Team Leader	7
Non-Supervisor	69
What is your pay category/grade?	
Federal Wage System	1
GS 1-6	0
GS 7-12	3
GS 13-15	53
Senior Executive Service	2
Senior Level (SL) or Scientific or Professional (ST)	0
Other	41
What is your US military service status?	
No Prior Military Service	90
Currently in National Guard or Reserves	1
Retired	2
Separated or Discharged	7

Note: Demographic results are unweighted. The sum of percentages might not equal 100 due to rounding.

Appendix C: Demographic Item Results (continued)

Item	2024 Percentages
Are you the spouse... *(select all that apply)*	
of a current active-duty service member of the U.S. Armed Forces (to include active national guard and reserve duty).	<1
of a Veteran of the U.S. Armed Forces and married to them before or during their active service.	1
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	1
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	<1
of a service member who died (i.e., widow or widower) as a result of their service to the U.S. Armed Forces.	0
None of the spouse categories listed.	98

If the response to the previous question on if you are a military spouse was "None of the spouse categories listed," this item was skipped.
Have you been hired under the Military Spouse Non-Competitive Hiring Authority?

	2024 Percentages
Yes	15
No	85

Item	2024 Percentages
Are you the child, parent, or next of kin (excluding spouse)... *(select all that apply)*	
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	3
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	<1
of a service member who died as a result of their service to the U.S. Armed Forces.	1
None of the child, parent, or next of kin categories listed	96

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

	2024 Percentages
Less than 1 year	1
1 to 3 years	7
4 to 5 years	6
6 to 10 years	15
11 to 14 years	24
15 to 20 years	19
More than 20 years	29

Note: Demographic results are unweighted. The sum of percentages may not equal 100 due to rounding. Percentages to military spouse and next of kin items may add to more than 100 because respondents could choose more than one response option.

Appendix C: Demographic Item Results (continued)

Item	2024 Percentages
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	
Less than 1 year	4
1 to 3 years	16
4 to 5 years	9
6 to 10 years	18
11 to 14 years	25
15 to 20 years	10
More than 20 years	18
Are you considering leaving your organization within the next year, and if so, why?	
No	78
Yes, to retire	5
Yes, to take another job within the Federal Government	9
Yes, to take another job outside the Federal Government	3
Yes, other	4
If the response to the previous question on your intent to leave was "No," this item was skipped. **Has your work unit's telework or remote work options influenced your intent to leave?**	
Yes	42
No	58
I am planning to retire in:	
Less than 1 year	2
1 year	2
2 years	6
3 years	4
4 years	3
5 years	6
More than 5 years	76

Appendix C: Demographic Item Results (continued)

Personal Demographics

Item	2024 Percentages
Are you of Hispanic, Latino, or Spanish origin?	
Yes	6
No	94
Are you:	
White	70
Black or African American	16
All other races	14
What is your age group?	
29 years and under	—
30-39 years old	—
40-49 years old	—
50-59 years old	—
60 years or older	—
What is the highest degree or level of education you have completed?	
Less than High School/ High School Diploma/ GED	1
Certification/ Some College/ Associate's Degree	5
Bachelor's Degree	27
Advanced Degrees (Post Bachelor's Degree)	66
Are you an individual with a disability?	
Yes	8
No	92
What is your gender?	
Male	—
Female	—
Non-binary	—
I use a different term	—
Are you transgender?	
Yes	—
No	—

Note: Demographic results are unweighted. The sum of percentages may not equal 100 due to rounding. For confidentiality purposes, if there are fewer than 4 responses to a **single** personal demographic category, all results for that question are suppressed. If there are fewer than 4 responses in **multiple** personal demographic categories, only those are suppressed, and remaining data are displayed.

Appendix C: Demographic Item Results (continued)

Item	2024 Percentages
Which one of the following best represents how you think of yourself?	
Lesbian or gay	3
Straight, that is, not lesbian or gay	94
Bisexual	1
I use a different term	3

Note: Demographic results are unweighted. The sum of percentages may not equal 100 due to rounding. For confidentiality purposes, if there are fewer than 4 responses to a **single** personal demographic category, all results for that question are suppressed. If there are fewer than 4 responses in **multiple** personal demographic categories, only those are suppressed, and remaining data are displayed.

Appendix D: Participating Agencies by Employee Population Size Categories

Very Large Agencies (≥75,000 employees)

Department of Agriculture
Department of Defense
> Department of the Army
> Department of the Navy
> Department of the Air Force
> OSD, Joint Staff, Defense Agencies, and Field Activities (DOD 4th Estate)

Department of Health and Human Services
Department of Homeland Security
Department of Justice
Department of the Treasury

Large Agencies (10,000–74,999 employees)

Department of Commerce
Department of Energy
Department of Labor
Department of State
Department of the Interior
Department of Transportation
Environmental Protection Agency
General Services Administration
Social Security Administration

Medium Agencies (1,000–9,999 employees)

Court Services and Offender Supervision Agency
Department of Education
Department of Housing and Urban Development
Equal Employment Opportunity Commission
Federal Communications Commission
Federal Energy Regulatory Commission
Federal Trade Commission
National Archives and Records Administration
National Credit Union Administration
National Labor Relations Board
National Science Foundation
Nuclear Regulatory Commission
Office of Personnel Management
Small Business Administration
U.S. Agency for Global Media
U.S. Agency for International Development

Small Agencies (100–999 employees)

Commodity Futures Trading Commission
Consumer Product Safety Commission
Corporation for National and Community Service
Defense Nuclear Facilities Safety Board
Export-Import Bank of the United States

Farm Credit Administration
Federal Election Commission
Federal Housing Finance Agency
Federal Labor Relations Authority
Federal Maritime Commission
Federal Mediation and Conciliation Service
Federal Retirement Thrift Investment Board
International Boundary and Water Commission
Merit Systems Protection Board
National Endowment for the Arts
National Endowment for the Humanities
National Gallery of Art
National Indian Gaming Commission
National Transportation Safety Board
Office of Management and Budget
Office of the U.S. Trade Representative
Peace Corps
Pension Benefit Guaranty Corporation
Railroad Retirement Board
Selective Service System
Surface Transportation Board
U.S. International Development Finance Corporation
U.S. International Trade Commission
U.S. Office of Special Counsel

Very Small Agencies (<100 employees)

AbilityOne Commission
Advisory Council on Historic Preservation
African Development Foundation
American Battle Monuments Commission
Commission on Civil Rights
Farm Credit System Insurance Corporation
Federal Permitting Improvement Steering Council
Institute of Museum and Library Services
Inter-American Foundation
John F. Kennedy Center for the Performing Arts
Marine Mammal Commission
National Capital Planning Commission
National Council on Disability
National Mediation Board
Occupational Safety and Health Review Commission
Office of Navajo and Hopi Indian Relocation
Postal Regulatory Commission
Privacy and Civil Liberties Oversight Board
U.S. Access Board
U.S. Chemical Safety and Hazard Investigation Board
U.S. Office of Government Ethics
U.S. Trade and Development Agency

Note: All agencies listed in the Small and Very Small categories make up the Small Agencies, Combined benchmark category, with the exception of the Office of Management and Budget, Pension Benefit Guaranty Corporation, and Railroad Retirement Board.

Appendix E: Additional FEVS Resources

Other Reports

Governmentwide Management Report

This report provides an overview of the governmentwide results. The report includes item results, index scores, information on who responded to the survey, survey updates, and other special topics.

All Levels, All Indices, All Items Report

The purpose of this report is to provide a comprehensive summary of all FEVS items and index scores for subagencies with at least 10 respondents in a Microsoft® Excel® spreadsheet.

Subagency Comparison Report

This report provides the results of all the offices that report to the same "parent" office. This report is only created when there are two or more sub-offices that both have at least 10 responses. Note: Subagency reports are only available for agencies that included organizational breakouts in 2024.

Subagency Breakout Report

This report displays survey results for a single office so long as it has at least 10 responses. Note: Subagency reports are only available for agencies that included organizational breakouts in 2024.

Occupational Series Reports

This report allows for the comparison of occupational series and families at the agency and first level.

Demographic Comparison Reports

This report allows for the comparison of demographic subgroups at the agency and first level.

Annual Employee Survey (AES) Report

This report is a Microsoft® Excel® spreadsheet with a breakdown of agency and first level results. It also includes trends from previous FEVS administrations.

Websites

FEVS Website

Agencies and the general public can access governmentwide data reports, as well as special topic reports produced from the FEVS. This website includes results from the 2015 administration of the survey to the present. Access the FEVS website at www.opm.gov/FEVS.

Public Release Data File (PRDF)

A public use data set is available for the FEVS and can be requested by completing the form available at: www.opm.gov/fevs/public-data-file. Note: The 2024 PRDF will be available in the spring of 2025.

FedScope

OPM's FedScope is an online publicly available tool which allows users to access and analyze HR data from OPM's Enterprise Human Resources Integration (EHRI). Access this site using the following link: www.fedscope.opm.gov.

FEVS Online Reporting and Analysis Tool

A password protected tool for agency points of contact to access agency-specific and governmentwide reports. In addition, agency users can develop customized reports that may be useful for data analysis and action planning. Questions and feedback for this online tool can be sent to EVS@opm.gov.

United States Office of Personnel Management
Workforce Policy and Innovation/Strategic Workforce Planning

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