

PRETRIAL SERVICES AGENCY

As we strive for continuous improvement, feedback from the Federal Employee Viewpoint Survey (FEVS) continues to be critical in identifying our agency's strengths and challenges. Collectively, our voices provide a strong foundation with which change can and will occur.

This report highlights what employees have identified as our subagency's areas of strengths and challenges, along with areas of progress and opportunities for improvement. Our 2012 results are compared with our 2011 results as well as our overall agency results from 2012. Your input allows our leaders to work towards a common goal of building a better workplace.

RESPONSES: Our Subagency **204 completed surveys** Court Services and Offender Supervision Agency **569 completed surveys**

Our subagency's 5 highest percent positive ratings (strengths) and 5 highest percent negative ratings (challenges).

STRENGTHS	Subagency	CSOSA
When needed I am willing to put in the extra effort to get a job done. (Q. 7)	97	94
I know how my work relates to the agency's goals and priorities. (Q. 12)	94	90
My agency is successful at accomplishing its mission. (Q. 39)	93	79
The work I do is important. (Q. 13)	92	93
How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS) (Q. 80)	91	91

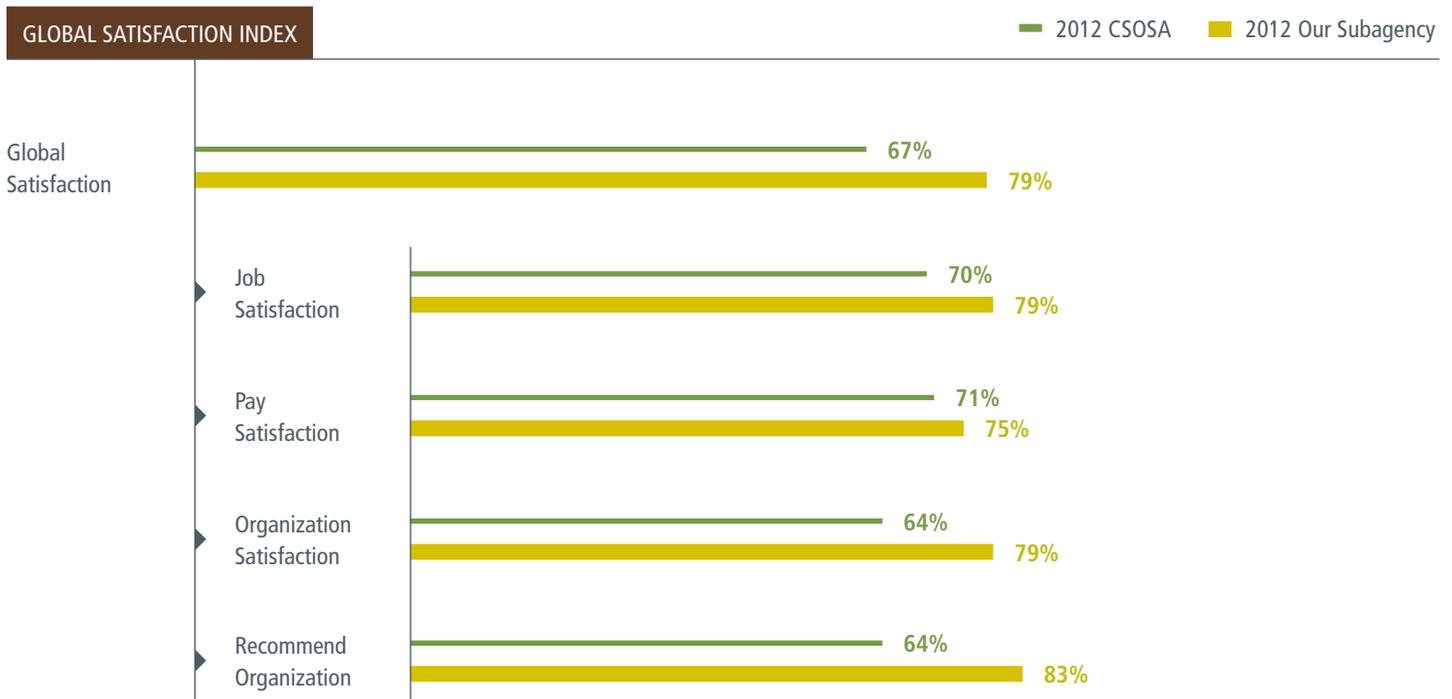
CHALLENGES	Subagency	CSOSA
In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q. 23)	40	38
How satisfied are you with your opportunity to get a better job in your organization? (Q. 67)	33	35
In my work unit, differences in performance are recognized in a meaningful way. (Q. 24)	32	36
Pay raises depend on how well employees perform their jobs. (Q. 33)	31	34
Awards in my work unit depend on how well employees perform their jobs. (Q. 25)	29	32

Below are the survey items that had the greatest changes in percent positive ratings for our subagency since the 2011 survey administration.

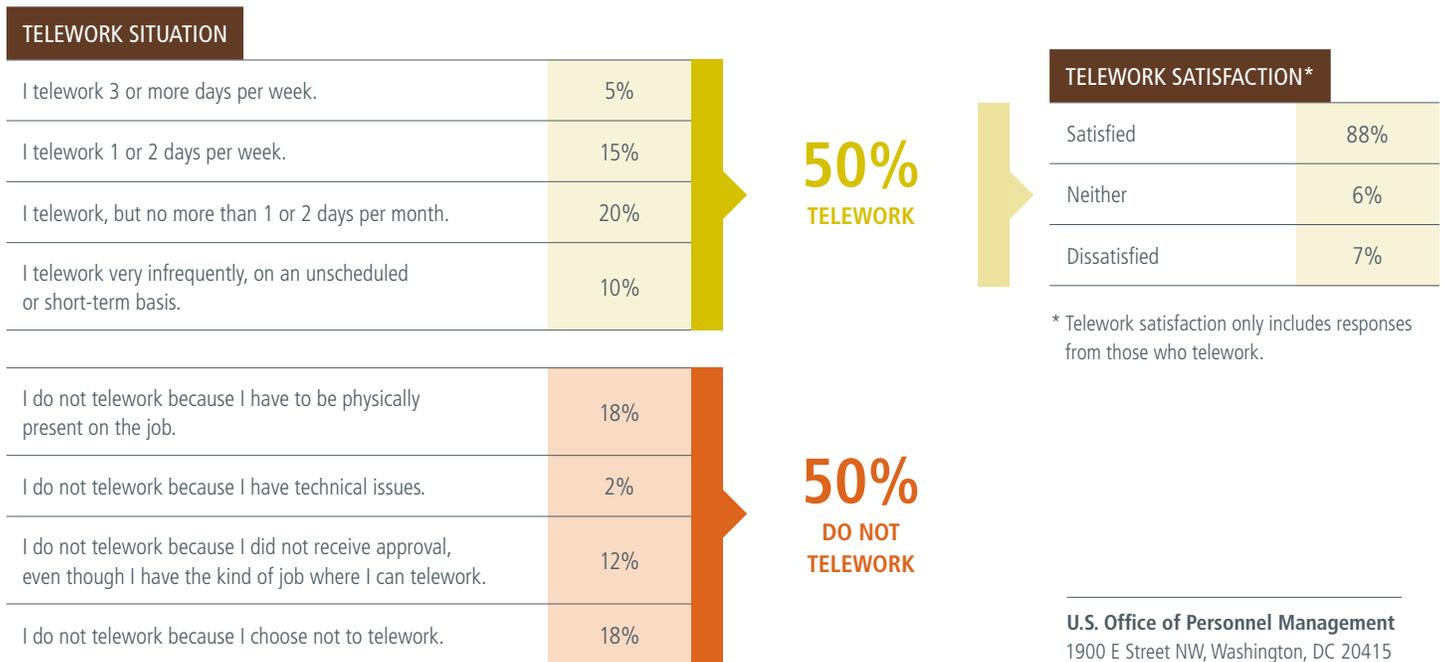
INCREASES	2011	2012	Diff.
My workload is reasonable. (Q. 10)	70	84	+14
My supervisor/team leader provides me with opportunities to demonstrate my leadership skills. (Q. 43)	72	78	+6
How would you rate the overall quality of work done by your work unit? (Q. 28)	82	87	+5

DECREASES	2011	2012	Diff.
Managers promote communication among different work units (for example, about projects, goals, needed resources). (Q. 58)	69	57	-12
Managers support collaboration across work units to accomplish work objectives. (Q. 59)	71	60	-11
My organization's leaders maintain high standards of honesty and integrity. (Q. 54)	76	69	-7
In my organization, leaders generate high levels of motivation and commitment in the workforce. (Q. 53)	68	61	-7
Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader? (Q. 60)	73	66	-7

The Global Satisfaction Index provides a more comprehensive indicator of employees' overall work satisfaction. Global satisfaction is a combination of employees' satisfaction with their job, their pay, and their organization, plus their willingness to recommend their organization as a good place to work.



Since the Telework Enhancement Act of 2010, more Federal employees than ever are teleworking. How is our subagency doing?



Note: The sum of percentages may not add to 100 due to rounding.

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