

**2008 Federal Human Capital Survey
Subagency Comparison Report
Number of Surveys Returned: 402**

This is a summary of your department's or agency's responses to the 2008 Federal Human Capital Survey. This summary displays results by Positive, Neutral, Negative and where applicable, Do Not Know or No Basis to Judge responses. As shown below, for each response scale two responses are categorized as "Positive", one response is categorized as "Neutral", and two responses are categorized as "Negative"

Positive Responses		Neutral Responses	Negative Responses		Do Not Know/No Basis to Judge
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>Do Not Know</i>
<i>Strongly Agree</i>	<i>Agree</i>	<i>Neither Agree nor Disagree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>	<i>No Basis to Judge</i>
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	
<i>Very Satisfied</i>	<i>Satisfied</i>	<i>Neither Satisfied nor Dissatisfied</i>	<i>Dissatisfied</i>	<i>Very Dissatisfied</i>	<i>No Basis to Judge</i>
<i>Very Good</i>	<i>Good</i>	<i>Fair</i>	<i>Poor</i>	<i>Very Poor</i>	

Subagency Comparison Report

Personal Work Experiences

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

	Positive	Neutral	Negative
Governmentwide	83.9%	8.4%	7.7%
Court Services and Offender Supervision Agency	83.0%	8.7%	8.3%
Court Services and Offender Supervision Agency - Other	80.8%	9.9%	9.3%

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

	Positive	Neutral	Negative
Governmentwide	64.0%	17.9%	18.1%
Court Services and Offender Supervision Agency	75.6%	12.1%	12.2%
Court Services and Offender Supervision Agency - Other	72.2%	12.9%	14.9%

03 I have enough information to do my job well.

	Positive	Neutral	Negative
Governmentwide	73.4%	15.2%	11.4%
Court Services and Offender Supervision Agency	81.4%	10.4%	8.3%
Court Services and Offender Supervision Agency - Other	78.6%	11.1%	10.2%

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

	Positive	Neutral	Negative
Governmentwide	60.7%	19.4%	19.9%
Court Services and Offender Supervision Agency	63.4%	17.4%	19.2%
Court Services and Offender Supervision Agency - Other	60.3%	18.3%	21.4%

05 My work gives me a feeling of personal accomplishment.

	Positive	Neutral	Negative
Governmentwide	73.4%	14.9%	11.7%
Court Services and Offender Supervision Agency	72.1%	15.9%	12.0%
Court Services and Offender Supervision Agency - Other	72.7%	14.5%	12.8%

Subagency Comparison Report

Personal Work Experiences

06 *I like the kind of work I do.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	83.8%	11.0%	5.2%
Court Services and Offender Supervision Agency	83.4%	11.7%	4.9%
Court Services and Offender Supervision Agency - Other	85.1%	10.7%	4.2%

07 *I have trust and confidence in my supervisor.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	64.2%	17.8%	18.0%
Court Services and Offender Supervision Agency	66.3%	18.8%	14.9%
Court Services and Offender Supervision Agency - Other	61.2%	21.3%	17.5%

08 *I recommend my organization as a good place to work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	65.5%	19.6%	14.9%
Court Services and Offender Supervision Agency	62.0%	21.7%	16.3%
Court Services and Offender Supervision Agency - Other	53.2%	25.7%	21.1%

09 *Overall, how good a job do you feel is being done by your immediate supervisor/team leader?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	66.2%	20.9%	12.9%
Court Services and Offender Supervision Agency	68.9%	23.0%	8.1%
Court Services and Offender Supervision Agency - Other	64.2%	25.6%	10.2%

10 *How would you rate the overall quality of work done by your work group?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	83.4%	13.5%	3.0%
Court Services and Offender Supervision Agency	83.1%	14.6%	2.3%
Court Services and Offender Supervision Agency - Other	81.9%	15.2%	2.8%

Subagency Comparison Report

Recruitment, Development, & Retention

11 *The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	73.8%	15.1%	10.4%	0.7%
Court Services and Offender Supervision Agency	82.5%	11.4%	5.6%	0.5%
Court Services and Offender Supervision Agency - Other	79.8%	12.6%	6.9%	0.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	75.3%	13.4%	10.6%	0.6%
Court Services and Offender Supervision Agency	79.1%	13.1%	7.5%	0.3%
Court Services and Offender Supervision Agency - Other	75.8%	14.1%	9.8%	0.3%

13 *Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	60.6%	21.0%	17.4%	1.0%
Court Services and Offender Supervision Agency	68.7%	16.3%	14.7%	0.4%
Court Services and Offender Supervision Agency - Other	64.1%	17.5%	17.9%	0.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	44.9%	27.8%	24.5%	2.8%
Court Services and Offender Supervision Agency	52.7%	26.9%	17.2%	3.2%
Court Services and Offender Supervision Agency - Other	46.4%	29.6%	20.4%	3.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	52.7%	27.2%	17.4%	2.6%
Court Services and Offender Supervision Agency	67.0%	20.2%	9.9%	2.8%
Court Services and Offender Supervision Agency - Other	64.1%	21.7%	11.2%	3.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	51.2%	18.1%	29.9%	0.8%
Court Services and Offender Supervision Agency	69.5%	12.0%	17.8%	0.7%
Court Services and Offender Supervision Agency - Other	63.5%	14.0%	21.7%	0.8%

17 *My workload is reasonable.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	60.0%	16.2%	23.3%	0.5%
Court Services and Offender Supervision Agency	63.9%	10.4%	24.8%	1.0%
Court Services and Offender Supervision Agency - Other	57.2%	11.9%	29.7%	1.2%

18 *My talents are used well in the workplace.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	62.3%	17.0%	19.8%	0.9%
Court Services and Offender Supervision Agency	64.9%	15.9%	18.4%	0.7%
Court Services and Offender Supervision Agency - Other	64.1%	14.5%	20.7%	0.6%

Subagency Comparison Report

Recruitment, Development, & Retention

19 *I know how my work relates to the agency's goals and priorities.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	83.9%	10.3%	5.1%	0.6%
Court Services and Offender Supervision Agency	91.5%	4.8%	3.4%	0.3%
Court Services and Offender Supervision Agency - Other	89.5%	5.8%	4.2%	0.5%

20 *The work I do is important.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	90.8%	6.3%	2.6%	0.2%
Court Services and Offender Supervision Agency	94.8%	3.6%	1.6%	0.0%
Court Services and Offender Supervision Agency - Other	95.2%	3.1%	1.7%	0.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	67.2%	14.6%	17.7%	0.5%
Court Services and Offender Supervision Agency	75.2%	9.1%	15.1%	0.7%
Court Services and Offender Supervision Agency - Other	71.7%	10.1%	17.5%	0.7%

Subagency Comparison Report

Performance Culture

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	35.2%	26.2%	34.0%	4.6%
Court Services and Offender Supervision Agency	43.5%	24.7%	23.8%	8.0%
Court Services and Offender Supervision Agency - Other	40.1%	24.3%	26.9%	8.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	29.6%	26.5%	37.3%	6.5%
Court Services and Offender Supervision Agency	45.6%	23.4%	23.4%	7.7%
Court Services and Offender Supervision Agency - Other	46.6%	22.0%	23.3%	8.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	43.8%	28.5%	25.4%	2.3%
Court Services and Offender Supervision Agency	46.8%	26.9%	24.3%	2.0%
Court Services and Offender Supervision Agency - Other	41.3%	27.6%	28.5%	2.7%

25 *Employees are rewarded for providing high quality products and services to customers.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	46.1%	23.6%	28.0%	2.2%
Court Services and Offender Supervision Agency	55.1%	18.7%	24.2%	2.0%
Court Services and Offender Supervision Agency - Other	50.6%	19.1%	27.7%	2.6%

26 *Creativity and innovation are rewarded.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	40.0%	28.1%	29.3%	2.5%
Court Services and Offender Supervision Agency	47.8%	23.6%	26.9%	1.7%
Court Services and Offender Supervision Agency - Other	45.3%	22.1%	30.5%	2.1%

27 *Pay raises depend on how well employees perform their jobs.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	25.6%	26.7%	42.5%	5.2%
Court Services and Offender Supervision Agency	45.2%	25.1%	24.5%	5.1%
Court Services and Offender Supervision Agency - Other	43.6%	25.5%	24.9%	6.0%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	41.4%	23.2%	30.9%	4.4%
Court Services and Offender Supervision Agency	56.9%	18.5%	19.9%	4.7%
Court Services and Offender Supervision Agency - Other	54.8%	19.1%	20.7%	5.4%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	31.4%	30.5%	33.8%	4.2%
Court Services and Offender Supervision Agency	42.4%	26.6%	26.1%	4.9%
Court Services and Offender Supervision Agency - Other	39.9%	27.6%	27.0%	5.6%

Subagency Comparison Report

Performance Culture

30 *My performance appraisal is a fair reflection of my performance.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	63.2%	18.0%	16.7%	2.2%
Court Services and Offender Supervision Agency	69.0%	13.3%	16.0%	1.7%
Court Services and Offender Supervision Agency - Other	63.1%	15.2%	19.3%	2.4%

31 *Discussions with my supervisor/team leader about my performance are worthwhile.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	56.2%	23.1%	19.0%	1.8%
Court Services and Offender Supervision Agency	68.4%	17.8%	12.8%	1.0%
Court Services and Offender Supervision Agency - Other	64.4%	19.0%	15.3%	1.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	64.3%	15.9%	16.2%	3.6%
Court Services and Offender Supervision Agency	76.5%	10.1%	11.4%	2.0%
Court Services and Offender Supervision Agency - Other	71.6%	11.1%	14.6%	2.7%

33 *I am held accountable for achieving results.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	81.8%	12.7%	4.8%	0.8%
Court Services and Offender Supervision Agency	89.4%	8.3%	2.0%	0.3%
Court Services and Offender Supervision Agency - Other	89.4%	8.4%	1.7%	0.5%

34 *Supervisors/team leaders in my work unit are committed to a workforce representative of all segments of society.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	56.8%	25.7%	11.0%	6.5%
Court Services and Offender Supervision Agency	66.6%	22.1%	7.6%	3.7%
Court Services and Offender Supervision Agency - Other	63.5%	23.7%	8.7%	4.1%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	59.7%	23.8%	10.6%	5.9%
Court Services and Offender Supervision Agency	70.4%	18.0%	6.9%	4.7%
Court Services and Offender Supervision Agency - Other	66.8%	19.9%	7.9%	5.4%

36 *Managers/supervisors/team leaders work well with employees of different backgrounds.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	65.2%	19.4%	12.2%	3.3%
Court Services and Offender Supervision Agency	65.4%	20.2%	10.5%	3.9%
Court Services and Offender Supervision Agency - Other	61.1%	22.0%	12.1%	4.7%

Subagency Comparison Report

Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	51.8%	22.7%	24.9%	0.6%
Court Services and Offender Supervision Agency	63.0%	19.2%	17.4%	0.3%
Court Services and Offender Supervision Agency - Other	56.5%	21.8%	21.3%	0.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	39.9%	28.0%	31.3%	0.9%
Court Services and Offender Supervision Agency	49.7%	23.3%	25.4%	1.6%
Court Services and Offender Supervision Agency - Other	41.5%	26.1%	30.7%	1.7%

39 *My organization's leaders maintain high standards of honesty and integrity.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	49.5%	25.7%	21.6%	3.1%
Court Services and Offender Supervision Agency	53.2%	24.3%	19.3%	3.2%
Court Services and Offender Supervision Agency - Other	45.5%	27.0%	23.7%	3.8%

40 *Managers communicate the goals and priorities of the organization.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	59.7%	21.4%	18.1%	0.8%
Court Services and Offender Supervision Agency	71.5%	16.5%	11.1%	0.8%
Court Services and Offender Supervision Agency - Other	67.4%	18.1%	13.3%	1.2%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	57.5%	23.6%	13.7%	5.1%
Court Services and Offender Supervision Agency	69.6%	16.5%	10.1%	3.8%
Court Services and Offender Supervision Agency - Other	65.7%	18.3%	12.2%	3.8%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	76.2%	13.2%	9.6%	1.1%
Court Services and Offender Supervision Agency	66.3%	15.2%	17.3%	1.2%
Court Services and Offender Supervision Agency - Other	60.3%	17.7%	20.5%	1.5%

43 *My organization has prepared employees for potential security threats.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	74.1%	15.6%	8.9%	1.4%
Court Services and Offender Supervision Agency	59.9%	19.9%	17.8%	2.5%
Court Services and Offender Supervision Agency - Other	53.0%	22.8%	21.5%	2.7%

44 *Complaints, disputes or grievances are resolved fairly in my work unit.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	39.4%	27.5%	20.8%	12.2%
Court Services and Offender Supervision Agency	41.0%	27.1%	19.4%	12.5%
Court Services and Offender Supervision Agency - Other	34.6%	28.8%	23.5%	13.1%

Subagency Comparison Report

Leadership

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	47.7%	23.4%	21.5%	7.4%
Court Services and Offender Supervision Agency	47.5%	23.1%	17.8%	11.7%
Court Services and Offender Supervision Agency - Other	42.9%	24.8%	20.0%	12.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	60.1%	19.2%	11.5%	9.2%
Court Services and Offender Supervision Agency	59.5%	18.4%	10.4%	11.7%
Court Services and Offender Supervision Agency - Other	56.0%	18.8%	12.5%	12.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	50.5%	22.6%	19.0%	7.9%
Court Services and Offender Supervision Agency	46.5%	24.2%	18.0%	11.3%
Court Services and Offender Supervision Agency - Other	39.4%	27.4%	21.4%	11.8%

Subagency Comparison Report

Learning (Knowledge Management)

48 *Supervisors/team leaders provide employees with constructive suggestions to improve their job performance.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	58.3%	22.3%	18.2%	1.3%
Court Services and Offender Supervision Agency	72.3%	15.9%	10.8%	1.0%
Court Services and Offender Supervision Agency - Other	70.2%	16.8%	12.2%	0.9%

49 *Supervisors/team leaders in my work unit support employee development.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	64.5%	19.1%	15.6%	0.8%
Court Services and Offender Supervision Agency	75.6%	13.9%	10.2%	0.3%
Court Services and Offender Supervision Agency - Other	72.4%	15.0%	12.2%	0.4%

50 *Employees have electronic access to learning and training programs readily available at their desk.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	78.6%	11.9%	7.8%	1.6%
Court Services and Offender Supervision Agency	62.2%	15.6%	18.3%	4.0%
Court Services and Offender Supervision Agency - Other	56.3%	15.6%	23.1%	5.0%

51 *My training needs are assessed.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	53.4%	24.7%	20.4%	1.6%
Court Services and Offender Supervision Agency	63.8%	17.1%	17.2%	1.9%
Court Services and Offender Supervision Agency - Other	57.7%	17.4%	22.2%	2.7%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	54.5%	23.1%	19.6%	2.8%
Court Services and Offender Supervision Agency	61.1%	20.3%	16.5%	2.0%
Court Services and Offender Supervision Agency - Other	56.3%	23.1%	18.1%	2.5%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	75.4%	12.8%	11.3%	0.5%
Court Services and Offender Supervision Agency	79.5%	10.4%	9.6%	0.6%
Court Services and Offender Supervision Agency - Other	77.4%	11.5%	10.3%	0.8%

54 *Employees use information technology (for example, intranet, shared networks) to perform work.*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>Do Not Know</i>
Governmentwide	87.3%	8.2%	3.8%	0.8%
Court Services and Offender Supervision Agency	91.3%	5.4%	2.2%	1.0%
Court Services and Offender Supervision Agency - Other	90.3%	6.4%	2.2%	1.0%

Subagency Comparison Report

Job Satisfaction

55 *How satisfied are you with your involvement in decisions that affect your work?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	53.4%	22.8%	23.9%
Court Services and Offender Supervision Agency	54.8%	20.1%	25.2%
Court Services and Offender Supervision Agency - Other	52.2%	18.5%	29.3%

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

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	48.1%	24.4%	27.4%
Court Services and Offender Supervision Agency	52.1%	23.3%	24.6%
Court Services and Offender Supervision Agency - Other	47.4%	23.9%	28.8%

57 *How satisfied are you with the recognition you receive for doing a good job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	50.3%	22.8%	26.9%
Court Services and Offender Supervision Agency	55.5%	20.4%	24.2%
Court Services and Offender Supervision Agency - Other	51.5%	19.7%	28.8%

58 *How satisfied are you with the policies and practices of your senior leaders?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	42.3%	28.8%	28.9%
Court Services and Offender Supervision Agency	50.6%	26.2%	23.2%
Court Services and Offender Supervision Agency - Other	44.1%	28.3%	27.6%

59 *How satisfied are you with your opportunity to get a better job in your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	39.0%	28.2%	32.8%
Court Services and Offender Supervision Agency	41.5%	27.8%	30.7%
Court Services and Offender Supervision Agency - Other	37.2%	29.6%	33.1%

60 *How satisfied are you with the training you receive for your present job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	55.3%	24.5%	20.2%
Court Services and Offender Supervision Agency	73.6%	16.4%	10.0%
Court Services and Offender Supervision Agency - Other	70.4%	17.2%	12.4%

61 *Considering everything, how satisfied are you with your job?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	68.5%	17.5%	14.1%
Court Services and Offender Supervision Agency	68.7%	17.4%	13.9%
Court Services and Offender Supervision Agency - Other	66.1%	17.9%	16.0%

62 *Considering everything, how satisfied are you with your pay?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	60.4%	17.4%	22.2%
Court Services and Offender Supervision Agency	71.8%	11.8%	16.4%
Court Services and Offender Supervision Agency - Other	69.0%	12.4%	18.6%

Subagency Comparison Report

Job Satisfaction

63 *Considering everything, how satisfied are you with your organization?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	57.5%	22.2%	20.3%
Court Services and Offender Supervision Agency	62.6%	20.8%	16.6%
Court Services and Offender Supervision Agency - Other	56.0%	23.8%	20.2%

Subagency Comparison Report

Satisfaction with Benefits

64 *How satisfied are you with retirement benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	60.9%	19.4%	12.5%	7.3%
Court Services and Offender Supervision Agency	68.5%	17.1%	8.6%	5.7%
Court Services and Offender Supervision Agency - Other	66.5%	17.3%	9.3%	6.9%

65 *How satisfied are you with health insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	62.0%	17.2%	15.8%	5.0%
Court Services and Offender Supervision Agency	72.0%	13.4%	12.0%	2.6%
Court Services and Offender Supervision Agency - Other	70.0%	14.3%	12.4%	3.3%

66 *How satisfied are you with life insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	60.2%	21.7%	9.5%	8.6%
Court Services and Offender Supervision Agency	72.3%	16.9%	6.8%	4.0%
Court Services and Offender Supervision Agency - Other	71.5%	18.1%	5.7%	4.7%

67 *How satisfied are you with long term care insurance benefits?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	32.0%	28.4%	9.6%	30.0%
Court Services and Offender Supervision Agency	48.6%	24.2%	6.5%	20.8%
Court Services and Offender Supervision Agency - Other	48.5%	24.9%	6.1%	20.5%

68 *How satisfied are you with the flexible spending account (FSA) program?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	34.8%	27.0%	3.7%	34.5%
Court Services and Offender Supervision Agency	46.6%	24.2%	2.6%	26.7%
Court Services and Offender Supervision Agency - Other	47.0%	23.4%	2.9%	26.8%

69 *How satisfied are you with paid vacation time?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	87.7%	7.7%	4.7%
Court Services and Offender Supervision Agency	86.7%	9.3%	4.0%
Court Services and Offender Supervision Agency - Other	87.7%	8.9%	3.5%

70 *How satisfied are you with paid leave for illness (for example, personal), including family care situations (for example, childbirth/adoption or eldercare)?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>
Governmentwide	84.3%	9.4%	6.3%
Court Services and Offender Supervision Agency	85.2%	8.3%	6.5%
Court Services and Offender Supervision Agency - Other	86.0%	7.8%	6.2%

71 *How satisfied are you with child care subsidies?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	9.1%	23.0%	4.2%	63.7%
Court Services and Offender Supervision Agency	14.1%	22.9%	8.6%	54.5%
Court Services and Offender Supervision Agency - Other	12.6%	22.7%	9.8%	54.9%

Subagency Comparison Report

Satisfaction with Benefits

72 *How satisfied are you with work/life programs (for example, health and wellness, employee assistance, eldercare, and support groups)?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	28.5%	24.4%	7.4%	39.7%
Court Services and Offender Supervision Agency	33.7%	26.4%	5.9%	33.9%
Court Services and Offender Supervision Agency - Other	30.5%	25.8%	6.4%	37.3%

73 *How satisfied are you with telework/telecommuting?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	22.6%	20.3%	13.7%	43.3%
Court Services and Offender Supervision Agency	37.6%	19.2%	14.6%	28.5%
Court Services and Offender Supervision Agency - Other	40.8%	17.8%	15.4%	26.0%

74 *How satisfied are you with alternative work schedules?*

	<i>Positive</i>	<i>Neutral</i>	<i>Negative</i>	<i>No Basis to Judge</i>
Governmentwide	46.9%	17.0%	12.7%	23.4%
Court Services and Offender Supervision Agency	63.3%	12.2%	10.8%	13.6%
Court Services and Offender Supervision Agency - Other	64.0%	11.3%	11.5%	13.2%

Subagency Comparison Report

Demographics

75. Where do you work?

<i>Headquarters</i>	33%
<i>Field</i>	67%

76. What is your supervisory status?

<i>Non-Supervisor</i>	67%
<i>Team Leader</i>	10%
<i>Supervisor</i>	14%
<i>Manager</i>	6%
<i>Executive</i>	1%

77. Are you:

<i>Male</i>	33%
<i>Female</i>	67%

78. Are you Hispanic or Latino?

<i>Yes</i>	4%
<i>No</i>	96%

79. Are you:

<i>American Indian or Alaska Native</i>	1%
<i>Asian</i>	1%
<i>Black or African American</i>	83%
<i>Native Hawaiian or Other Pacific Islander</i>	< 1%
<i>White</i>	12%
<i>Two or more races</i>	4%

80. What is your age group?

<i>25 and under</i>	2%
<i>26 - 29</i>	7%
<i>30 - 39</i>	35%
<i>40 - 49</i>	32%
<i>50 - 59</i>	22%
<i>60 or older</i>	2%

81. What is your pay category/grade?

<i>Federal Wage System</i>	< 1%
<i>GS 1-6</i>	2%
<i>GS 7-12</i>	66%
<i>GS 13-15</i>	29%
<i>Senior Executive Service</i>	1%
<i>Senior Level (SL) or Scientific or Professional (ST)</i>	< 1%
<i>Other</i>	2%

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

<i>Less than 1 year</i>	4%
<i>1 to 3 years</i>	19%
<i>4 to 5 years</i>	10%
<i>6 to 10 years</i>	26%
<i>11 to 14 years</i>	13%
<i>15 to 20 years</i>	11%
<i>More than 20 years</i>	16%

83. How long have you been with your current agency?

<i>Less than 1 year</i>	5%
<i>1 to 3 years</i>	26%
<i>4 to 5 years</i>	14%
<i>6 to 10 years</i>	43%
<i>11 to 20 years</i>	10%
<i>More than 20 years</i>	2%

84. Are you considering leaving your organization within the next year?

<i>No</i>	52%
<i>Yes, to retire</i>	4%
<i>Yes, to take another job in the Federal Government</i>	37%
<i>Yes, to take another job outside the Federal Government</i>	< 1%
<i>Yes, other</i>	5%

85. I am planning to retire:

<i>Within one year</i>	3%
<i>Between one and three years</i>	5%
<i>Between three and five years</i>	8%
<i>Five or more years</i>	84%