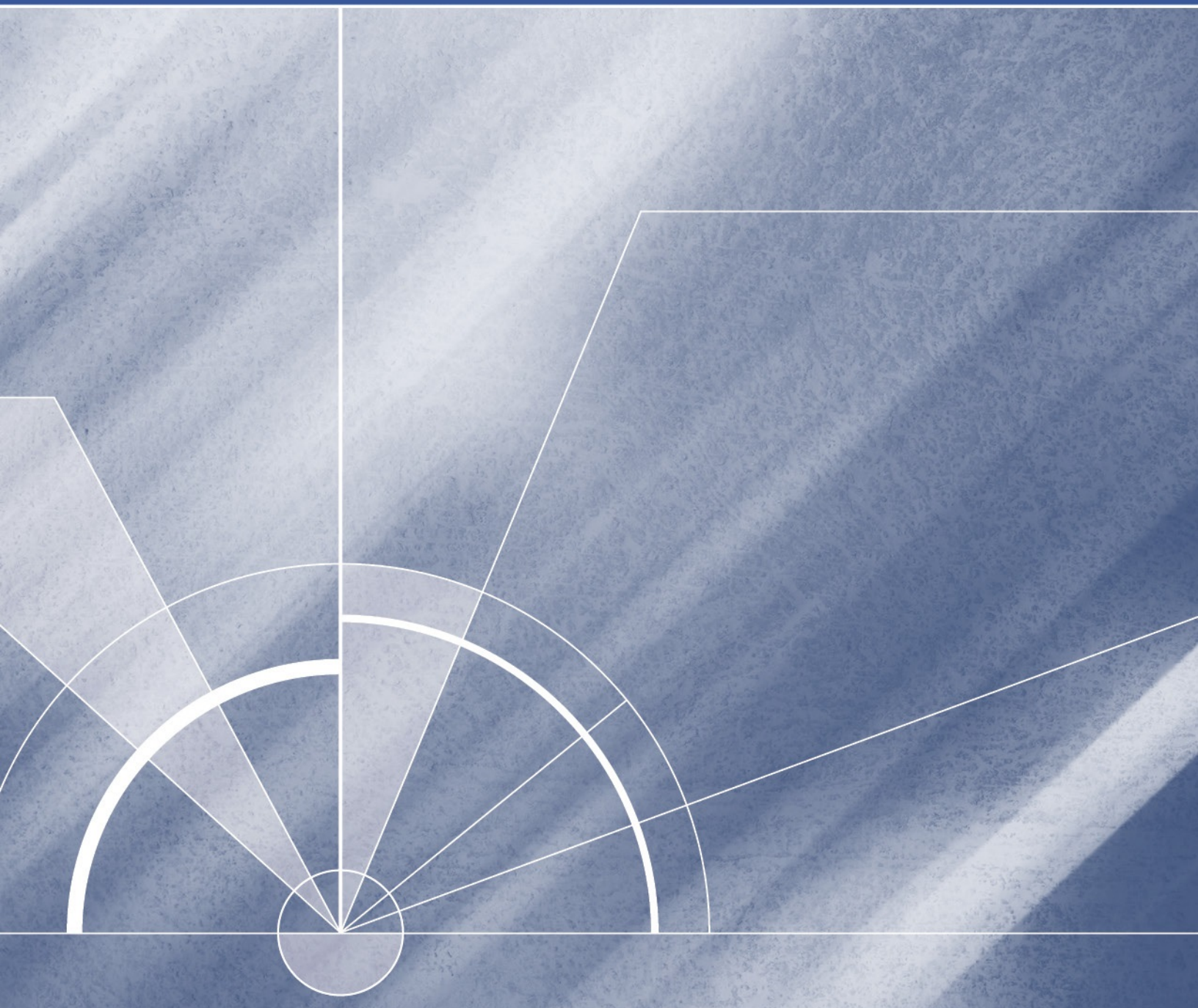


2018


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Report

Court Services and Offender Supervision Agency
Community Supervision Program





Court Services and Offender Supervision Agency

Community Supervision Program

1st Level Subagency Report

This 2018 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	598,003	40.6%
Court Services and Offender Supervision Agency	470	41.4%
Community Supervision Program	342	42.5%

Your Data

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

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group

These sections provide high level information on how your subagency is doing.

Main Report Results

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

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

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

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

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

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

- 94.1% When needed I am willing to put in the extra effort to get a job done. (Q.7)
- 93.9% The work I do is important. (Q.13)
- 90.5% I am constantly looking for ways to do my job better. (Q.8)
- 89.4% I am held accountable for achieving results. (Q.16)
- 89.2% I know how my work relates to the agency's goals. (Q.12)
- 88.8% I like the kind of work I do. (Q.5)
- 85.6% My supervisor treats me with respect. (Q.49)
- 84.4% My supervisor supports my need to balance work and other life issues. (Q.42)
- 83.7% In the last six months, my supervisor has talked with me about my performance. (Q.50)
- 83.6% I know what is expected of me on the job. (Q.6)

Highest Percent Negative

- 37.0% How satisfied are you with your opportunity to get a better job in your organization? (Q.67)
- 33.8% How satisfied are you with the information you receive from management on what's going on in your organization? (Q.64)
- 32.0% In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
- 31.6% Pay raises depend on how well employees perform their jobs. (Q.33)
- 30.0% Promotions in my work unit are based on merit. (Q.22)
- 29.6% Creativity and innovation are rewarded. (Q.32)
- 27.8% In my organization, senior leaders generate high levels of motivation and commitment in the workforce. (Q.53)
- 27.5% In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
- 27.2% How satisfied are you with your involvement in decisions that affect your work? (Q.63)
- 27.1% Employees are protected from health and safety hazards on the job. (Q.35)

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (Court Services and Offender Supervision Agency) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.

 Community Supervision Program
 Court Services and Offender Supervision Agency

<i>Survey Item</i>	<i>% Positive Response</i>	<i>Difference</i>
--------------------	----------------------------	-------------------

You have no items in this category

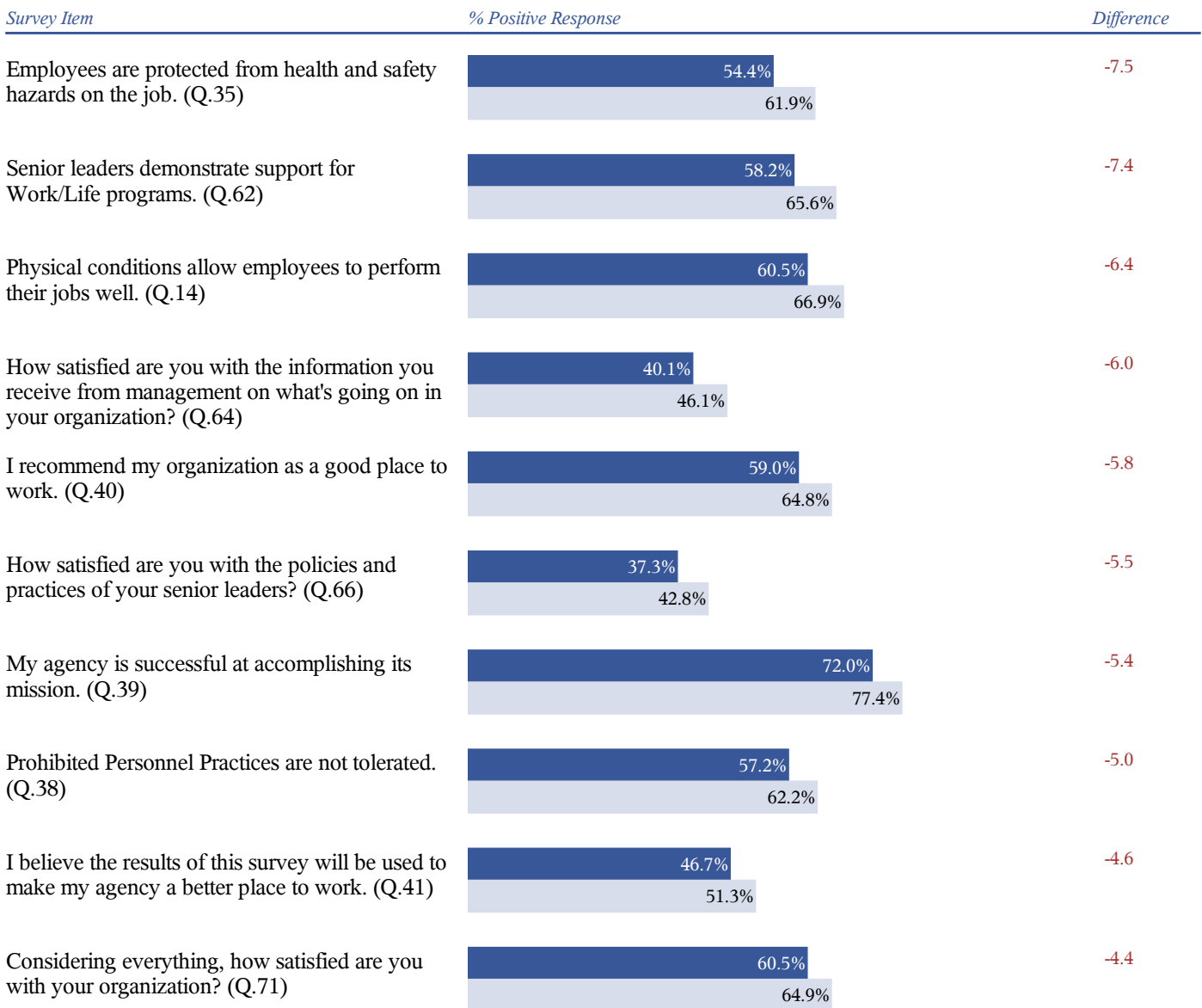
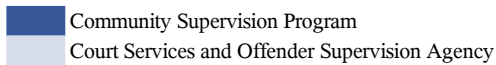
Court Services and Offender Supervision Agency

Community Supervision Program

1st Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (Court Services and Offender Supervision Agency) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown. An '*' in % Positive Response represents a percentage less than 8.



Court Services and Offender Supervision Agency

Community Supervision Program

1st Level Subagency Report

My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	593,452	65.8%	15.5%	18.7%
Court Services and Offender Supervision Agency	468	68.4%	12.6%	19.0%
Community Supervision Program	342	67.6%	14.5%	17.9%

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

	N	Positive	Neutral	Negative
Governmentwide	594,618	71.3%	14.4%	14.3%
Court Services and Offender Supervision Agency	467	78.7%	11.2%	10.1%
Community Supervision Program	340	77.9%	11.9%	10.2%

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

	N	Positive	Neutral	Negative
Governmentwide	592,301	60.8%	17.5%	21.7%
Court Services and Offender Supervision Agency	464	62.4%	17.8%	19.8%
Community Supervision Program	339	62.6%	20.2%	17.2%

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

	N	Positive	Neutral	Negative
Governmentwide	595,361	71.7%	14.6%	13.7%
Court Services and Offender Supervision Agency	468	78.5%	12.3%	9.2%
Community Supervision Program	341	80.3%	11.0%	8.8%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	594,820	82.8%	11.2%	6.0%
Court Services and Offender Supervision Agency	469	87.5%	8.0%	4.4%
Community Supervision Program	342	88.8%	6.2%	4.9%

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

	N	Positive	Neutral	Negative
Governmentwide	594,967	80.3%	10.7%	9.0%
Court Services and Offender Supervision Agency	468	86.1%	7.1%	6.8%
Community Supervision Program	340	83.6%	8.0%	8.4%

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	595,789	95.7%	2.8%	1.5%
Court Services and Offender Supervision Agency	466	94.1%	3.6%	2.3%
Community Supervision Program	339	94.1%	2.7%	3.2%

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

	N	Positive	Neutral	Negative
Governmentwide	596,179	91.0%	7.3%	1.7%
Court Services and Offender Supervision Agency	468	89.4%	7.3%	3.2%
Community Supervision Program	341	90.5%	7.1%	2.4%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	591,167	47.4%	16.0%	36.6%	1,282
Court Services and Offender Supervision Agency	466	60.9%	14.7%	24.4%	0
Community Supervision Program	339	60.0%	18.1%	21.9%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,960	58.9%	16.0%	25.1%	962
Court Services and Offender Supervision Agency	468	69.3%	14.1%	16.7%	0
Community Supervision Program	340	67.0%	15.8%	17.2%	0

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,043	60.3%	16.6%	23.1%	2,392
Court Services and Offender Supervision Agency	463	55.5%	19.0%	25.5%	1
Community Supervision Program	336	53.6%	20.9%	25.5%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,215	84.9%	9.1%	6.1%	1,706
Court Services and Offender Supervision Agency	467	90.6%	5.6%	3.8%	0
Community Supervision Program	339	89.2%	6.6%	4.2%	0

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,152	90.0%	6.8%	3.1%	1,432
Court Services and Offender Supervision Agency	468	94.7%	3.3%	2.0%	0
Community Supervision Program	341	93.9%	3.5%	2.6%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,484	66.4%	14.2%	19.4%	2,668
Court Services and Offender Supervision Agency	468	66.9%	11.7%	21.4%	1
Community Supervision Program	341	60.5%	14.8%	24.7%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	588,120	71.2%	14.3%	14.5%	7,286
Court Services and Offender Supervision Agency	462	68.8%	15.7%	15.5%	6
Community Supervision Program	336	65.0%	17.3%	17.7%	4

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	592,755	83.0%	11.4%	5.6%	2,295
Court Services and Offender Supervision Agency	467	88.1%	7.8%	4.0%	1
Community Supervision Program	339	89.4%	7.2%	3.4%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	572,729	66.1%	16.9%	17.0%	22,712
Court Services and Offender Supervision Agency	444	56.4%	25.0%	18.7%	22
Community Supervision Program	321	54.9%	26.4%	18.8%	18

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,634	55.3%	22.5%	22.3%	5,274
Court Services and Offender Supervision Agency	464	54.4%	25.6%	20.0%	4
Community Supervision Program	336	52.7%	29.7%	17.6%	4

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	584,495	71.2%	13.3%	15.5%	12,078
Court Services and Offender Supervision Agency	459	76.0%	11.6%	12.3%	9
Community Supervision Program	331	73.3%	13.9%	12.8%	9

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	596,010	76.3%	12.5%	11.2%
Court Services and Offender Supervision Agency	467	75.3%	13.9%	10.9%
Community Supervision Program	339	75.2%	14.8%	10.0%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	575,379	42.1%	25.9%	32.1%	20,045
Court Services and Offender Supervision Agency	453	49.9%	27.6%	22.6%	16
Community Supervision Program	331	49.5%	27.6%	22.8%	11

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	556,796	37.5%	28.3%	34.3%	37,646
Court Services and Offender Supervision Agency	425	37.3%	32.0%	30.7%	44
Community Supervision Program	309	35.5%	34.5%	30.0%	32

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	538,448	32.4%	28.2%	39.4%	56,413
Court Services and Offender Supervision Agency	423	36.6%	31.5%	31.9%	42
Community Supervision Program	310	37.5%	30.5%	32.0%	28

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	561,187	37.6%	28.5%	33.9%	34,106
Court Services and Offender Supervision Agency	444	39.3%	31.4%	29.3%	26
Community Supervision Program	323	38.3%	34.2%	27.5%	19

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,999	46.1%	24.7%	29.2%	37,127
Court Services and Offender Supervision Agency	444	49.7%	28.4%	21.9%	25
Community Supervision Program	321	49.7%	29.7%	20.6%	21

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	593,011	75.7%	12.9%	11.4%	2,454
Court Services and Offender Supervision Agency	466	74.9%	15.8%	9.3%	2
Community Supervision Program	338	75.0%	15.1%	9.9%	2

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	573,295	56.5%	27.6%	16.0%	21,143
Court Services and Offender Supervision Agency	454	57.7%	29.0%	13.3%	15
Community Supervision Program	329	60.0%	27.2%	12.8%	12

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

	N	Positive	Neutral	Negative
Governmentwide	594,870	83.7%	13.2%	3.1%
Court Services and Offender Supervision Agency	465	84.3%	13.0%	2.7%
Community Supervision Program	337	83.3%	13.5%	3.2%

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	590,167	80.1%	12.2%	7.7%	4,925
Court Services and Offender Supervision Agency	463	82.1%	11.5%	6.4%	2
Community Supervision Program	335	83.6%	11.0%	5.3%	2

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	574,941	48.6%	24.1%	27.3%	12,568
Court Services and Offender Supervision Agency	438	47.4%	26.1%	26.6%	21
Community Supervision Program	316	44.7%	29.2%	26.1%	16

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	576,931	52.9%	21.6%	25.4%	10,616
Court Services and Offender Supervision Agency	445	50.5%	24.2%	25.3%	11
Community Supervision Program	323	48.4%	26.4%	25.2%	8

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,767	42.6%	28.0%	29.4%	17,382
Court Services and Offender Supervision Agency	440	39.3%	30.0%	30.7%	15
Community Supervision Program	319	38.0%	32.4%	29.6%	11

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	546,809	26.5%	29.0%	44.6%	40,162
Court Services and Offender Supervision Agency	419	37.4%	28.9%	33.7%	39
Community Supervision Program	304	39.5%	28.9%	31.6%	27

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	544,654	58.2%	27.5%	14.3%	42,678
Court Services and Offender Supervision Agency	442	65.2%	20.2%	14.5%	18
Community Supervision Program	317	62.6%	22.0%	15.4%	16

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,210	77.1%	13.0%	9.9%	8,065
Court Services and Offender Supervision Agency	456	61.9%	16.5%	21.6%	4
Community Supervision Program	329	54.4%	18.6%	27.1%	4

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	580,765	79.7%	12.4%	7.9%	5,675
Court Services and Offender Supervision Agency	452	74.9%	12.4%	12.7%	5
Community Supervision Program	326	73.7%	12.9%	13.4%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	555,270	55.8%	21.6%	22.7%	32,366
Court Services and Offender Supervision Agency	425	48.6%	26.5%	24.9%	32
Community Supervision Program	305	44.4%	29.6%	26.0%	25

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	537,812	69.8%	17.8%	12.3%	48,230
Court Services and Offender Supervision Agency	415	62.2%	23.0%	14.8%	40
Community Supervision Program	296	57.2%	26.1%	16.7%	32

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	578,380	77.1%	15.5%	7.3%	9,212
Court Services and Offender Supervision Agency	450	77.4%	17.5%	5.1%	9
Community Supervision Program	324	72.0%	21.0%	6.9%	8

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	587,300	66.3%	19.2%	14.5%	
Court Services and Offender Supervision Agency	453	64.8%	24.3%	10.9%	
Community Supervision Program	326	59.0%	29.0%	12.0%	

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	544,742	41.0%	27.6%	31.4%	42,737
Court Services and Offender Supervision Agency	427	51.3%	25.6%	23.2%	26
Community Supervision Program	303	46.7%	26.7%	26.6%	23

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,867	81.4%	9.5%	9.1%	2,968
Court Services and Offender Supervision Agency	451	85.4%	8.0%	6.6%	1
Community Supervision Program	325	84.4%	8.3%	7.3%	0

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,607	69.7%	15.7%	14.6%	2,971
Court Services and Offender Supervision Agency	451	72.8%	11.8%	15.5%	2
Community Supervision Program	325	70.3%	14.6%	15.1%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	579,577	66.9%	16.9%	16.2%	5,597
Court Services and Offender Supervision Agency	449	71.8%	13.8%	14.4%	2
Community Supervision Program	323	71.2%	14.1%	14.6%	1

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	541,790	70.9%	20.2%	8.9%	43,452
Court Services and Offender Supervision Agency	426	74.4%	16.0%	9.6%	24
Community Supervision Program	306	73.1%	16.7%	10.2%	17

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	582,583	65.8%	18.0%	16.1%	3,047
Court Services and Offender Supervision Agency	448	69.8%	15.5%	14.7%	2
Community Supervision Program	322	68.1%	17.6%	14.2%	1

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	577,503	69.6%	16.3%	14.1%	8,068
Court Services and Offender Supervision Agency	446	73.8%	15.7%	10.5%	5
Community Supervision Program	321	71.4%	18.3%	10.3%	3

Court Services and Offender Supervision Agency

Community Supervision Program

1st Level Subagency Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	584,389	78.8%	10.9%	10.3%
Court Services and Offender Supervision Agency	450	80.2%	9.7%	10.1%
Community Supervision Program	323	80.0%	10.1%	10.0%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	584,328	83.7%	8.8%	7.5%
Court Services and Offender Supervision Agency	451	86.4%	7.6%	6.0%
Community Supervision Program	324	85.6%	8.2%	6.2%

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

	N	Positive	Neutral	Negative
Governmentwide	584,446	81.3%	8.8%	9.9%
Court Services and Offender Supervision Agency	451	85.3%	7.1%	7.6%
Community Supervision Program	324	83.7%	7.8%	8.5%

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	584,288	70.9%	14.8%	14.3%
Court Services and Offender Supervision Agency	450	71.8%	15.0%	13.2%
Community Supervision Program	323	72.3%	16.4%	11.3%

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

	N	Positive	Neutral	Negative
Governmentwide	583,956	73.2%	16.3%	10.5%
Court Services and Offender Supervision Agency	451	72.0%	19.3%	8.7%
Community Supervision Program	325	72.1%	19.0%	8.8%

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	567,230	43.8%	24.4%	31.8%	13,636
Court Services and Offender Supervision Agency	437	46.4%	26.1%	27.6%	12
Community Supervision Program	312	43.2%	29.0%	27.8%	10

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	544,502	55.2%	23.5%	21.3%	36,194
Court Services and Offender Supervision Agency	425	51.1%	25.4%	23.5%	24
Community Supervision Program	301	48.8%	27.7%	23.6%	21

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	550,669	69.5%	19.0%	11.5%	27,951
Court Services and Offender Supervision Agency	420	65.3%	20.7%	13.9%	26
Community Supervision Program	301	61.8%	24.4%	13.8%	18

56. Managers communicate the goals of the organization.

	N	Positive	Neutral	Negative	DNK
Governmentwide	571,368	63.5%	19.2%	17.2%	8,104
Court Services and Offender Supervision Agency	441	63.5%	19.9%	16.7%	7
Community Supervision Program	318	61.8%	21.8%	16.4%	4

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	543,193	62.7%	22.5%	14.8%	37,034
Court Services and Offender Supervision Agency	419	64.6%	22.0%	13.3%	30
Community Supervision Program	300	63.5%	22.6%	14.0%	23

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	560,913	56.2%	21.3%	22.5%	19,879
Court Services and Offender Supervision Agency	436	50.6%	25.6%	23.7%	14
Community Supervision Program	312	53.4%	24.9%	21.7%	11

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	557,064	59.9%	21.1%	19.0%	19,964
Court Services and Offender Supervision Agency	429	57.0%	20.5%	22.5%	14
Community Supervision Program	306	59.7%	19.3%	21.0%	11

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	548,557	61.5%	22.1%	16.4%	31,186
Court Services and Offender Supervision Agency	403	58.1%	27.4%	14.5%	43
Community Supervision Program	293	58.9%	27.2%	13.9%	28

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	570,532	56.4%	23.1%	20.5%	8,837
Court Services and Offender Supervision Agency	437	62.5%	21.9%	15.7%	8
Community Supervision Program	314	60.0%	23.6%	16.4%	7

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	530,819	57.8%	24.9%	17.3%	48,407
Court Services and Offender Supervision Agency	420	65.6%	21.9%	12.4%	27
Community Supervision Program	298	58.2%	26.6%	15.1%	24

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	577,168	54.1%	22.2%	23.7%
Court Services and Offender Supervision Agency	441	49.0%	24.4%	26.6%
Community Supervision Program	317	46.2%	26.6%	27.2%

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

	N	Positive	Neutral	Negative
Governmentwide	577,134	51.0%	22.9%	26.1%
Court Services and Offender Supervision Agency	444	46.1%	25.0%	28.8%
Community Supervision Program	319	40.1%	26.1%	33.8%

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

	N	Positive	Neutral	Negative
Governmentwide	576,832	52.1%	23.0%	24.9%
Court Services and Offender Supervision Agency	445	46.4%	30.1%	23.6%
Community Supervision Program	320	43.0%	32.1%	24.9%

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	576,502	45.7%	29.0%	25.3%
Court Services and Offender Supervision Agency	443	42.8%	34.1%	23.1%
Community Supervision Program	319	37.3%	37.9%	24.8%

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

	N	Positive	Neutral	Negative
Governmentwide	576,188	38.4%	27.6%	34.1%
Court Services and Offender Supervision Agency	441	32.2%	30.5%	37.3%
Community Supervision Program	318	30.0%	33.0%	37.0%

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

	N	Positive	Neutral	Negative
Governmentwide	576,705	55.7%	22.7%	21.6%
Court Services and Offender Supervision Agency	444	60.7%	21.2%	18.1%
Community Supervision Program	321	60.4%	24.0%	15.7%

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

	N	Positive	Neutral	Negative
Governmentwide	576,774	68.3%	16.8%	14.9%
Court Services and Offender Supervision Agency	445	71.8%	18.5%	9.8%
Community Supervision Program	321	70.5%	20.9%	8.6%

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

	N	Positive	Neutral	Negative
Governmentwide	576,483	62.6%	16.5%	20.9%
Court Services and Offender Supervision Agency	444	72.2%	15.4%	12.5%
Community Supervision Program	320	68.0%	17.3%	14.7%

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

	N	Positive	Neutral	Negative
Governmentwide	574,352	60.4%	20.6%	19.1%
Court Services and Offender Supervision Agency	443	64.9%	22.0%	13.2%
Community Supervision Program	319	60.5%	25.0%	14.5%

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

Work/Life

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

	Telework					
	N	Very Infrequently	Only 1-2 Days Per Month	1-2 Days Per Week	3-4 Days Per Week	Every Work Day
Governmentwide	574,372	14.9%	5.9%	15.2%	4.6%	2.0%
Court Services and Offender Supervision Agency	442	12.8%	24.5%	28.1%	6.8%	0.0%
Community Supervision Program	317	13.1%	26.5%	25.3%	6.7%	0.0%

(continued)

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

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Approved To Telework	Choose Not To Telework
Governmentwide	574,372	28.6%	3.9%	13.2%	11.6%
Court Services and Offender Supervision Agency	442	11.5%	0.2%	6.2%	9.9%
Community Supervision Program	317	10.5%	0.3%	7.6%	10.0%

73. How satisfied are you with the following Work/Life programs in your agency? Telework

					Choose Not to Participate	Not Available to Me	Unaware of Programs
	N	Positive	Neutral	Negative			
Governmentwide	369,986	62.0%	22.6%	15.4%	37,643	143,877	14,641
Court Services and Offender Supervision Agency	364	71.4%	12.9%	15.6%	26	41	1
Community Supervision Program	262	67.6%	16.3%	16.1%	15	33	1

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

					Choose Not to Participate	Not Available to Me	Unaware of Programs
	N	Positive	Neutral	Negative			
Governmentwide	415,309	76.6%	15.1%	8.3%	59,915	78,301	14,950
Court Services and Offender Supervision Agency	343	81.7%	12.9%	5.5%	61	30	3
Community Supervision Program	239	77.5%	15.4%	7.1%	47	28	3

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	456,532	65.3%	24.4%	10.3%	43,322	42,843	31,923
Court Services and Offender Supervision Agency	383	76.6%	17.3%	6.1%	45	5	8
Community Supervision Program	272	71.6%	20.7%	7.7%	34	3	7

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	383,295	52.7%	41.2%	6.1%	130,354	12,016	49,569
Court Services and Offender Supervision Agency	340	64.1%	32.6%	3.3%	83	4	15
Community Supervision Program	247	63.2%	33.2%	3.6%	56	2	13

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	238,481	34.3%	57.5%	8.2%	184,554	75,622	76,697
Court Services and Offender Supervision Agency	205	41.9%	51.2%	6.9%	129	58	48
Community Supervision Program	152	38.8%	54.3%	6.9%	85	42	37

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

	N	Positive	Neutral	Negative	Choose Not to Participate	Not Available to Me	Unaware of Programs
Governmentwide	199,899	25.3%	68.2%	6.5%	175,184	69,762	130,111
Court Services and Offender Supervision Agency	172	29.6%	66.0%	4.3%	128	44	98
Community Supervision Program	128	25.7%	69.3%	5.0%	84	32	73

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

Demographic Questions

Where do you work?

	%
Headquarters	34.3%
Field	65.7%

What is your supervisory status?

	%
Non-Supervisor	70.6%
Team Leader	7.3%
Supervisor	14.7%
Manager	3.2%
Senior Leader	4.2%

Are you:

	%
Male	33.1%
Female	66.9%

Are you Hispanic or Latino?

	%
Yes	6.7%
No	93.3%

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

	%
American Indian or Alaska Native	--
Asian	--
Black or African American	--
Native Hawaiian or Other Pacific Islander	--
White	--
Two or more races	--

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

Note: Percentages for demographic questions are unweighted.

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

Demographic Questions (continued)

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

	%
Less than High School	--
High School Diploma/GED or equivalent	--
Trade or Technical Certificate	--
Some College (no degree)	--
Associate's Degree (e.g., AA, AS)	--
Bachelor's Degree (e.g., BA, BS)	--
Master's Degree (e.g., MA, MS, MBA)	--
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	--

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

What is your pay category/grade?

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

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

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

	%
Less than 1 year	1.6%
1 to 3 years	13.7%
4 to 5 years	6.1%
6 to 10 years	23.9%
11 to 14 years	16.2%
15 to 20 years	22.3%
More than 20 years	16.2%

Note: Percentages for demographic questions are unweighted.

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

Demographic Questions (continued)

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

	%
Less than 1 year	2.6%
1 to 3 years	18.6%
4 to 5 years	7.1%
6 to 10 years	23.2%
11 to 20 years	44.1%
More than 20 years	4.5%

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

	%
No	--
Yes, to retire	--
Yes, to take another job within the Federal Government	--
Yes, to take another job outside the Federal Government	--
Yes, other	--

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

I am planning to retire:

	%
Within one year	1.6%
Between one and three years	6.8%
Between three and five years	9.6%
Five or more years	82.0%

Are you transgender?

	%
Yes	--
No	--

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

Note: Percentages for demographic questions are unweighted.

Court Services and Offender Supervision Agency
Community Supervision Program
1st Level Subagency Report

Demographic Questions (continued)

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

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

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

What is your US military service status?

	%
No Prior Military Service	--
Currently in National Guard or Reserves	--
Retired	--
Separated or Discharged	--

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

Are you an individual with a disability?

	%
Yes	11.9%
No	88.1%

What is your age group?

	%
25 and under	1.3%
26-29	3.5%
30-39	28.0%
40-49	35.0%
50-59	22.5%
60 or older	9.6%

Note: Percentages for demographic questions are unweighted.