

2013

Federal Employee Viewpoint Survey Results

Employees Influencing Change

Pretrial Services Agency

1st Level Trend Report

Court Services and Offender Supervision Agency Pretrial Services Agency *1st Level Trend Report*

Response Summary

	Surveys Completed
2013 Governmentwide	376,577
2013 Court Services and Offender Supervision Agency	714
2013 Pretrial Services Agency	237
2012 Pretrial Services Agency	204
2011 Pretrial Services Agency	214
2010 Pretrial Services Agency	215
2008 Pretrial Services Agency	202
2006 Pretrial Services Agency	--

This 2013 Federal Employee Viewpoint Survey Report provides summary results for subagencies within your department or agency. 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* / *Very Satisfied* and *Satisfied* / *Very Good* and *Good*

Neutral: *Neither Agree nor Disagree* / *Neither Satisfied nor Dissatisfied* / *Fair*

Negative: *Disagree* and *Strongly Disagree* / *Dissatisfied* and *Very Dissatisfied* / *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)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Note: The report tables that follow do not include results for any subagency listed in the Response Summary table (above) that had fewer than 10 completed surveys.

My Work Experience

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

	N	Positive	Neutral	Negative
2013 Governmentwide	375,837	59.7%	17.6%	22.7%
2013 Court Services and Offender Supervision Agency	711	63.1%	15.2%	21.6%
2013 Pretrial Services Agency	236	65.6%	13.9%	20.4%
2012 Pretrial Services Agency	202	73.2%	14.1%	12.6%
2011 Pretrial Services Agency	214	79.5%	9.0%	11.5%
2010 Pretrial Services Agency	215	74.8%	12.0%	13.2%
2008 Pretrial Services Agency	202	83.6%	10.3%	6.1%
2006 Pretrial Services Agency	--	--	--	--

Court Services and Offender Supervision Agency Pretrial Services Agency *1st Level Trend Report*

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	372,941	70.0%	15.2%	14.8%
2013 Court Services and Offender Supervision Agency	702	75.9%	13.7%	10.4%
2013 Pretrial Services Agency	236	83.2%	10.6%	6.2%
2012 Pretrial Services Agency	202	88.6%	6.3%	5.1%
2011 Pretrial Services Agency	213	87.5%	7.9%	4.6%
2010 Pretrial Services Agency	215	86.5%	10.4%	3.1%
2008 Pretrial Services Agency	202	87.7%	8.6%	3.7%
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	370,376	55.7%	19.2%	25.2%
2013 Court Services and Offender Supervision Agency	705	55.1%	18.4%	26.6%
2013 Pretrial Services Agency	235	67.0%	14.9%	18.1%
2012 Pretrial Services Agency	199	69.0%	18.5%	12.5%
2011 Pretrial Services Agency	213	70.2%	13.4%	16.4%
2010 Pretrial Services Agency	213	68.9%	12.6%	18.4%
2008 Pretrial Services Agency	202	70.6%	15.4%	14.0%
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	373,824	70.3%	15.1%	14.6%
2013 Court Services and Offender Supervision Agency	706	72.1%	12.1%	15.8%
2013 Pretrial Services Agency	236	69.7%	12.7%	17.6%
2012 Pretrial Services Agency	203	73.4%	14.8%	11.8%
2011 Pretrial Services Agency	214	70.0%	16.4%	13.6%
2010 Pretrial Services Agency	215	73.6%	14.4%	12.0%
2008 Pretrial Services Agency	202	70.7%	19.0%	10.3%
2006 Pretrial Services Agency	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
2013 Governmentwide	369,988	82.8%	11.0%	6.2%
2013 Court Services and Offender Supervision Agency	699	81.2%	10.8%	8.0%
2013 Pretrial Services Agency	235	74.3%	14.9%	10.8%
2012 Pretrial Services Agency	202	82.0%	11.2%	6.8%
2011 Pretrial Services Agency	214	78.9%	10.5%	10.6%
2010 Pretrial Services Agency	215	81.8%	12.1%	6.1%
2008 Pretrial Services Agency	202	79.6%	14.0%	6.4%
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	372,218	79.2%	11.2%	9.5%
2013 Court Services and Offender Supervision Agency	707	83.1%	8.7%	8.2%
2013 Pretrial Services Agency	235	86.8%	7.5%	5.7%
2012 Pretrial Services Agency	201	89.3%	7.0%	3.7%
2011 Pretrial Services Agency	212	91.2%	4.5%	4.3%
2010 Pretrial Services Agency	215	90.3%	5.8%	4.0%
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	373,797	95.6%	2.8%	1.6%
2013 Court Services and Offender Supervision Agency	711	92.1%	6.0%	1.8%
2013 Pretrial Services Agency	235	92.7%	6.0%	1.3%
2012 Pretrial Services Agency	204	97.0%	2.2%	0.8%
2011 Pretrial Services Agency	214	96.8%	2.6%	0.6%
2010 Pretrial Services Agency	213	98.6%	1.0%	0.4%
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Work Experience (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	374,956	90.4%	7.8%	1.8%
2013 Court Services and Offender Supervision Agency	709	86.4%	11.5%	2.1%
2013 Pretrial Services Agency	235	83.1%	14.3%	2.7%
2012 Pretrial Services Agency	202	88.5%	9.6%	2.0%
2011 Pretrial Services Agency	214	89.0%	7.7%	3.3%
2010 Pretrial Services Agency	215	88.8%	9.7%	1.6%
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	374,731	43.8%	16.7%	39.5%	915
2013 Court Services and Offender Supervision Agency	710	57.2%	14.0%	28.8%	1
2013 Pretrial Services Agency	234	71.2%	9.4%	19.4%	1
2012 Pretrial Services Agency	203	77.2%	12.2%	10.6%	0
2011 Pretrial Services Agency	214	76.8%	12.3%	10.9%	0
2010 Pretrial Services Agency	215	76.7%	11.9%	11.4%	0
2008 Pretrial Services Agency	201	83.8%	7.5%	8.7%	1
2006 Pretrial Services Agency	--	--	--	--	--

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,621	57.5%	16.7%	25.8%	677
2013 Court Services and Offender Supervision Agency	701	64.4%	14.1%	21.6%	0
2013 Pretrial Services Agency	232	76.1%	9.5%	14.4%	0
2012 Pretrial Services Agency	202	83.6%	11.3%	5.1%	0
2011 Pretrial Services Agency	213	69.6%	17.4%	13.0%	1
2010 Pretrial Services Agency	215	72.4%	10.8%	16.8%	0
2008 Pretrial Services Agency	201	79.7%	6.9%	13.4%	1
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,841	57.3%	17.3%	25.4%	1,905
2013 Court Services and Offender Supervision Agency	687	54.2%	16.3%	29.5%	4
2013 Pretrial Services Agency	230	58.6%	15.5%	26.0%	0
2012 Pretrial Services Agency	202	61.8%	18.4%	19.8%	0
2011 Pretrial Services Agency	211	58.5%	18.8%	22.7%	1
2010 Pretrial Services Agency	215	56.6%	19.0%	24.4%	0
2008 Pretrial Services Agency	200	67.4%	19.4%	13.2%	2
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,620	82.5%	10.5%	7.0%	1,411
2013 Court Services and Offender Supervision Agency	708	89.0%	6.3%	4.7%	0
2013 Pretrial Services Agency	233	91.6%	5.2%	3.2%	0
2012 Pretrial Services Agency	203	93.6%	4.5%	1.9%	0
2011 Pretrial Services Agency	214	96.6%	2.1%	1.3%	0
2010 Pretrial Services Agency	215	95.2%	2.2%	2.7%	0
2008 Pretrial Services Agency	202	95.9%	2.7%	1.4%	0
2006 Pretrial Services Agency	--	--	--	--	--

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	369,703	90.0%	6.9%	3.1%	1,092
2013 Court Services and Offender Supervision Agency	698	91.9%	5.5%	2.7%	0
2013 Pretrial Services Agency	233	90.8%	5.8%	3.4%	0
2012 Pretrial Services Agency	201	92.3%	4.7%	3.0%	1
2011 Pretrial Services Agency	214	93.9%	5.3%	0.8%	0
2010 Pretrial Services Agency	213	95.0%	4.6%	0.4%	0
2008 Pretrial Services Agency	202	93.9%	4.7%	1.4%	0
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Work Experience (continued)

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
2013 Governmentwide	373,712	66.1%	14.3%	19.5%	1,514
2013 Court Services and Offender Supervision Agency	707	68.6%	12.6%	18.8%	3
2013 Pretrial Services Agency	234	76.8%	9.7%	13.4%	1
2012 Pretrial Services Agency	202	80.1%	6.0%	13.9%	1
2011 Pretrial Services Agency	211	76.1%	10.4%	13.5%	2
2010 Pretrial Services Agency	215	70.0%	11.4%	18.6%	0
2008 Pretrial Services Agency	201	83.7%	6.7%	9.5%	1
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	369,528	68.4%	15.2%	16.4%	5,283
2013 Court Services and Offender Supervision Agency	700	64.6%	13.2%	22.2%	8
2013 Pretrial Services Agency	233	71.5%	10.7%	17.7%	1
2012 Pretrial Services Agency	202	74.6%	13.4%	12.0%	0
2011 Pretrial Services Agency	210	76.5%	10.5%	13.0%	4
2010 Pretrial Services Agency	214	76.1%	12.6%	11.3%	1
2008 Pretrial Services Agency	202	82.8%	8.8%	8.4%	0
2006 Pretrial Services Agency	--	--	--	--	--

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	372,151	81.5%	12.4%	6.1%	1,767
2013 Court Services and Offender Supervision Agency	704	81.7%	11.8%	6.4%	3
2013 Pretrial Services Agency	236	83.0%	10.0%	6.9%	0
2012 Pretrial Services Agency	200	87.3%	8.6%	4.2%	0
2011 Pretrial Services Agency	214	85.3%	9.0%	5.7%	0
2010 Pretrial Services Agency	214	85.7%	10.0%	4.2%	0
2008 Pretrial Services Agency	202	89.4%	8.0%	2.6%	0
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	357,689	61.2%	19.4%	19.5%	16,155
2013 Court Services and Offender Supervision Agency	676	49.2%	24.6%	26.2%	32
2013 Pretrial Services Agency	226	61.7%	21.6%	16.7%	7
2012 Pretrial Services Agency	196	67.5%	16.4%	16.1%	4
2011 Pretrial Services Agency	202	65.9%	22.3%	11.9%	11
2010 Pretrial Services Agency	209	67.5%	19.0%	13.5%	5
2008 Pretrial Services Agency	182	70.0%	18.7%	11.3%	20
2006 Pretrial Services Agency	--	--	--	--	--

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	370,252	49.8%	24.1%	26.1%	4,271
2013 Court Services and Offender Supervision Agency	698	54.4%	22.2%	23.4%	10
2013 Pretrial Services Agency	234	64.8%	15.3%	19.9%	0
2012 Pretrial Services Agency	200	74.8%	11.8%	13.3%	0
2011 Pretrial Services Agency	212	72.3%	17.1%	10.6%	1
2010 Pretrial Services Agency	214	75.0%	14.7%	10.2%	0
2008 Pretrial Services Agency	202	78.1%	16.5%	5.4%	0
2006 Pretrial Services Agency	--	--	--	--	--

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
2013 Governmentwide	366,770	67.7%	14.6%	17.7%	9,032
2013 Court Services and Offender Supervision Agency	700	74.7%	10.5%	14.9%	13
2013 Pretrial Services Agency	235	76.3%	12.2%	11.5%	1
2012 Pretrial Services Agency	203	83.3%	8.3%	8.3%	1
2011 Pretrial Services Agency	211	84.5%	6.7%	8.8%	3
2010 Pretrial Services Agency	212	75.1%	14.8%	10.1%	2
2008 Pretrial Services Agency	201	88.1%	7.7%	4.2%	1
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Work Unit

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

	N	Positive	Neutral	Negative
2013 Governmentwide	375,451	72.5%	14.3%	13.2%
2013 Court Services and Offender Supervision Agency	713	62.1%	17.7%	20.2%
2013 Pretrial Services Agency	237	64.6%	17.3%	18.1%
2012 Pretrial Services Agency	203	71.0%	13.2%	15.7%
2011 Pretrial Services Agency	208	69.2%	19.8%	11.0%
2010 Pretrial Services Agency	207	82.1%	10.4%	7.5%
2008 Pretrial Services Agency	202	88.3%	5.8%	5.9%
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,026	40.2%	26.7%	33.1%	13,660
2013 Court Services and Offender Supervision Agency	678	44.7%	27.9%	27.4%	31
2013 Pretrial Services Agency	228	54.0%	26.7%	19.3%	9
2012 Pretrial Services Agency	198	62.2%	24.4%	13.4%	5
2011 Pretrial Services Agency	211	60.0%	22.6%	17.4%	3
2010 Pretrial Services Agency	209	62.7%	21.8%	15.5%	4
2008 Pretrial Services Agency	198	68.8%	21.2%	10.0%	4
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	349,090	31.6%	29.5%	39.0%	24,611
2013 Court Services and Offender Supervision Agency	651	30.1%	32.7%	37.2%	52
2013 Pretrial Services Agency	220	36.9%	33.5%	29.6%	15
2012 Pretrial Services Agency	190	40.8%	33.5%	25.8%	12
2011 Pretrial Services Agency	198	42.6%	29.4%	28.0%	16
2010 Pretrial Services Agency	202	43.7%	27.5%	28.8%	13
2008 Pretrial Services Agency	190	54.8%	27.3%	17.9%	12
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Work Unit (continued)

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
2013 Governmentwide	341,154	28.0%	27.5%	44.6%	32,879
2013 Court Services and Offender Supervision Agency	648	29.5%	27.3%	43.2%	54
2013 Pretrial Services Agency	212	33.8%	25.4%	40.8%	21
2012 Pretrial Services Agency	187	33.0%	26.6%	40.3%	16
2011 Pretrial Services Agency	203	34.7%	24.1%	41.2%	11
2010 Pretrial Services Agency	200	37.3%	25.0%	37.8%	14
2008 Pretrial Services Agency	189	46.3%	28.5%	25.2%	13
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	353,920	31.4%	29.0%	39.5%	20,703
2013 Court Services and Offender Supervision Agency	677	32.0%	27.8%	40.1%	33
2013 Pretrial Services Agency	226	38.6%	24.0%	37.4%	10
2012 Pretrial Services Agency	190	37.5%	30.8%	31.7%	11
2011 Pretrial Services Agency	207	41.3%	26.8%	31.9%	7
2010 Pretrial Services Agency	204	46.0%	27.8%	26.3%	10
2008 Pretrial Services Agency	195	49.9%	25.2%	24.9%	7
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,157	37.7%	26.3%	36.1%	23,879
2013 Court Services and Offender Supervision Agency	680	38.8%	23.5%	37.7%	30
2013 Pretrial Services Agency	228	43.5%	22.2%	34.3%	7
2012 Pretrial Services Agency	198	46.5%	24.9%	28.6%	4
2011 Pretrial Services Agency	208	51.2%	19.6%	29.3%	5
2010 Pretrial Services Agency	206	52.1%	24.3%	23.6%	7
2008 Pretrial Services Agency	196	63.8%	17.7%	18.6%	6
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	373,151	71.8%	14.8%	13.4%	1,576
2013 Court Services and Offender Supervision Agency	704	67.5%	15.3%	17.2%	2
2013 Pretrial Services Agency	235	72.4%	9.6%	17.9%	1
2012 Pretrial Services Agency	202	75.2%	11.4%	13.3%	0
2011 Pretrial Services Agency	214	75.1%	12.8%	12.1%	0
2010 Pretrial Services Agency	211	76.4%	17.7%	5.9%	0
2008 Pretrial Services Agency	202	84.4%	7.8%	7.9%	0
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,810	52.3%	29.6%	18.1%	14,051
2013 Court Services and Offender Supervision Agency	685	49.6%	30.8%	19.6%	25
2013 Pretrial Services Agency	231	50.8%	32.4%	16.8%	5
2012 Pretrial Services Agency	199	55.7%	30.8%	13.5%	4
2011 Pretrial Services Agency	208	59.5%	28.8%	11.7%	5
2010 Pretrial Services Agency	203	63.1%	23.1%	13.8%	10
2008 Pretrial Services Agency	197	75.6%	17.3%	7.1%	5
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	374,621	82.5%	14.3%	3.2%
2013 Court Services and Offender Supervision Agency	713	77.7%	18.3%	4.0%
2013 Pretrial Services Agency	237	80.1%	16.1%	3.8%
2012 Pretrial Services Agency	203	87.5%	10.4%	2.2%
2011 Pretrial Services Agency	212	82.1%	16.8%	1.1%
2010 Pretrial Services Agency	213	87.8%	11.2%	1.0%
2008 Pretrial Services Agency	202	85.9%	13.1%	1.0%
2006 Pretrial Services Agency	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,785	69.7%	18.1%	12.2%	5,883
2013 Court Services and Offender Supervision Agency	690	76.8%	15.2%	8.0%	11
2013 Pretrial Services Agency	235	83.7%	13.1%	3.2%	1
2012 Pretrial Services Agency	201	85.8%	11.1%	3.1%	1
2011 Pretrial Services Agency	207	83.5%	12.3%	4.2%	1
2010 Pretrial Services Agency	211	84.6%	12.6%	2.8%	0
2008 Pretrial Services Agency	202	88.7%	8.5%	2.8%	0
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,361	42.9%	26.0%	31.1%	8,232
2013 Court Services and Offender Supervision Agency	685	42.4%	26.3%	31.3%	16
2013 Pretrial Services Agency	228	56.8%	24.8%	18.4%	7
2012 Pretrial Services Agency	199	58.1%	25.8%	16.0%	3
2011 Pretrial Services Agency	204	59.4%	25.8%	14.8%	3
2010 Pretrial Services Agency	208	57.8%	26.6%	15.5%	4
2008 Pretrial Services Agency	201	59.9%	25.5%	14.6%	1
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,183	45.6%	24.5%	29.9%	7,290
2013 Court Services and Offender Supervision Agency	690	48.9%	23.6%	27.5%	7
2013 Pretrial Services Agency	235	67.4%	16.0%	16.6%	2
2012 Pretrial Services Agency	199	63.8%	22.5%	13.7%	0
2011 Pretrial Services Agency	208	65.3%	19.1%	15.7%	1
2010 Pretrial Services Agency	209	65.5%	17.4%	17.1%	3
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	355,365	35.5%	29.9%	34.7%	11,534
2013 Court Services and Offender Supervision Agency	677	39.1%	28.7%	32.2%	17
2013 Pretrial Services Agency	227	53.2%	26.5%	20.3%	6
2012 Pretrial Services Agency	199	56.6%	25.7%	17.7%	2
2011 Pretrial Services Agency	206	53.1%	27.9%	19.0%	2
2010 Pretrial Services Agency	206	48.3%	27.8%	23.9%	6
2008 Pretrial Services Agency	200	53.9%	27.3%	18.8%	2
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	341,941	18.6%	26.7%	54.7%	24,285
2013 Court Services and Offender Supervision Agency	657	26.6%	30.0%	43.5%	35
2013 Pretrial Services Agency	219	31.0%	32.2%	36.8%	14
2012 Pretrial Services Agency	187	39.1%	29.4%	31.5%	11
2011 Pretrial Services Agency	197	39.1%	29.7%	31.2%	11
2010 Pretrial Services Agency	198	38.2%	29.0%	32.8%	13
2008 Pretrial Services Agency	196	50.6%	25.1%	24.3%	6
2006 Pretrial Services Agency	--	--	--	--	--

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
2013 Governmentwide	340,531	55.2%	29.8%	15.0%	27,416
2013 Court Services and Offender Supervision Agency	670	63.1%	23.6%	13.2%	32
2013 Pretrial Services Agency	226	75.8%	18.1%	6.1%	9
2012 Pretrial Services Agency	195	73.8%	17.8%	8.5%	5
2011 Pretrial Services Agency	205	73.4%	18.3%	8.2%	3
2010 Pretrial Services Agency	206	76.0%	17.6%	6.4%	5
2008 Pretrial Services Agency	196	81.3%	14.1%	4.6%	6
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	362,330	76.1%	13.9%	10.0%	5,220
2013 Court Services and Offender Supervision Agency	695	55.7%	19.1%	25.2%	7
2013 Pretrial Services Agency	237	74.1%	16.4%	9.5%	0
2012 Pretrial Services Agency	201	72.1%	14.9%	13.0%	1
2011 Pretrial Services Agency	207	71.6%	18.5%	10.0%	1
2010 Pretrial Services Agency	212	74.8%	13.6%	11.6%	0
2008 Pretrial Services Agency	201	80.5%	9.5%	10.0%	1
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	361,939	75.9%	14.7%	9.4%	5,179
2013 Court Services and Offender Supervision Agency	689	61.0%	19.2%	19.8%	11
2013 Pretrial Services Agency	234	71.8%	16.8%	11.5%	2
2012 Pretrial Services Agency	200	71.1%	19.2%	9.7%	1
2011 Pretrial Services Agency	204	73.7%	14.9%	11.4%	3
2010 Pretrial Services Agency	206	64.5%	20.2%	15.3%	3
2008 Pretrial Services Agency	198	77.5%	13.3%	9.2%	4
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	346,836	50.7%	23.4%	25.9%	20,370
2013 Court Services and Offender Supervision Agency	656	42.8%	25.0%	32.1%	40
2013 Pretrial Services Agency	222	55.7%	26.1%	18.3%	13
2012 Pretrial Services Agency	192	59.6%	20.7%	19.7%	9
2011 Pretrial Services Agency	205	61.3%	22.8%	15.9%	3
2010 Pretrial Services Agency	203	63.8%	17.9%	18.3%	5
2008 Pretrial Services Agency	182	64.8%	21.2%	14.1%	20
2006 Pretrial Services Agency	--	--	--	--	--

Court Services and Offender Supervision Agency Pretrial Services Agency *1st Level Trend Report*

My Agency (continued)

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
2013 Governmentwide	334,239	65.4%	20.4%	14.3%	31,656
2013 Court Services and Offender Supervision Agency	624	59.1%	25.1%	15.7%	68
2013 Pretrial Services Agency	219	74.4%	16.7%	8.8%	13
2012 Pretrial Services Agency	192	77.1%	17.8%	5.1%	10
2011 Pretrial Services Agency	200	80.2%	14.5%	5.2%	7
2010 Pretrial Services Agency	203	76.3%	15.1%	8.6%	9
2008 Pretrial Services Agency	183	74.5%	19.3%	6.2%	19
2006 Pretrial Services Agency	--	--	--	--	--

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,459	74.4%	17.6%	8.0%	6,811
2013 Court Services and Offender Supervision Agency	682	74.3%	18.8%	6.9%	11
2013 Pretrial Services Agency	230	84.8%	13.3%	2.0%	2
2012 Pretrial Services Agency	199	92.6%	5.8%	1.6%	0
2011 Pretrial Services Agency	206	90.0%	9.5%	0.5%	0
2010 Pretrial Services Agency	210	91.3%	7.3%	1.4%	1
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	367,707	63.2%	21.4%	15.4%
2013 Court Services and Offender Supervision Agency	703	58.6%	24.3%	17.0%
2013 Pretrial Services Agency	235	76.6%	14.7%	8.7%
2012 Pretrial Services Agency	200	83.5%	11.8%	4.7%
2011 Pretrial Services Agency	206	82.6%	11.7%	5.8%
2010 Pretrial Services Agency	212	85.6%	8.6%	5.8%
2008 Pretrial Services Agency	202	82.4%	12.2%	5.4%
2006 Pretrial Services Agency	--	--	--	--

Court Services and Offender Supervision Agency Pretrial Services Agency *1st Level Trend Report*

My Agency (continued)

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
2013 Governmentwide	335,303	38.3%	28.8%	33.0%	32,630
2013 Court Services and Offender Supervision Agency	646	55.7%	21.5%	22.8%	54
2013 Pretrial Services Agency	226	70.4%	15.4%	14.2%	9
2012 Pretrial Services Agency	193	67.2%	20.5%	12.3%	7
2011 Pretrial Services Agency	194	64.1%	26.6%	9.3%	11
2010 Pretrial Services Agency	200	60.0%	26.8%	13.2%	12
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

My Supervisor/Team Leader

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	364,464	77.2%	11.8%	11.0%	2,159
2013 Court Services and Offender Supervision Agency	695	74.6%	11.8%	13.7%	4
2013 Pretrial Services Agency	231	82.3%	8.0%	9.7%	2
2012 Pretrial Services Agency	199	86.1%	7.5%	6.3%	0
2011 Pretrial Services Agency	204	82.2%	12.8%	5.0%	2
2010 Pretrial Services Agency	209	81.1%	11.7%	7.2%	1
2008 Pretrial Services Agency	201	87.0%	11.0%	2.0%	1
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	364,224	64.7%	17.9%	17.4%	1,703
2013 Court Services and Offender Supervision Agency	696	64.8%	13.7%	21.6%	2
2013 Pretrial Services Agency	233	71.8%	13.2%	15.0%	1
2012 Pretrial Services Agency	200	77.8%	10.5%	11.7%	0
2011 Pretrial Services Agency	206	72.0%	19.2%	8.8%	0
2010 Pretrial Services Agency	210	73.7%	13.9%	12.4%	1
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	360,838	61.4%	19.7%	19.0%	3,744
2013 Court Services and Offender Supervision Agency	691	62.5%	16.6%	20.9%	5
2013 Pretrial Services Agency	231	69.1%	16.1%	14.8%	1
2012 Pretrial Services Agency	199	77.4%	8.4%	14.2%	1
2011 Pretrial Services Agency	205	73.5%	16.4%	10.1%	0
2010 Pretrial Services Agency	210	73.2%	13.1%	13.7%	1
2008 Pretrial Services Agency	201	78.0%	15.0%	7.0%	1
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	335,808	64.6%	24.5%	11.0%	29,552
2013 Court Services and Offender Supervision Agency	662	64.2%	21.8%	14.0%	35
2013 Pretrial Services Agency	227	74.2%	16.8%	9.1%	7
2012 Pretrial Services Agency	195	72.2%	18.2%	9.6%	5
2011 Pretrial Services Agency	196	76.0%	17.3%	6.7%	8
2010 Pretrial Services Agency	202	74.0%	19.5%	6.4%	10
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	363,407	60.3%	20.8%	18.8%	1,849
2013 Court Services and Offender Supervision Agency	691	62.4%	16.0%	21.6%	2
2013 Pretrial Services Agency	233	69.7%	14.3%	16.0%	0
2012 Pretrial Services Agency	198	77.5%	9.5%	13.0%	0
2011 Pretrial Services Agency	204	76.1%	12.8%	11.2%	1
2010 Pretrial Services Agency	211	68.0%	17.6%	14.4%	0
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	361,042	64.0%	19.0%	17.0%	4,398
2013 Court Services and Offender Supervision Agency	691	67.1%	15.1%	17.8%	5
2013 Pretrial Services Agency	231	72.4%	11.0%	16.6%	1
2012 Pretrial Services Agency	196	77.8%	11.0%	11.1%	2
2011 Pretrial Services Agency	204	80.2%	11.8%	7.9%	1
2010 Pretrial Services Agency	211	73.8%	13.5%	12.7%	0
2008 Pretrial Services Agency	202	83.1%	11.3%	5.6%	0
2006 Pretrial Services Agency	--	--	--	--	--

48. My supervisor/team leader listens to what I have to say.

	N	Positive	Neutral	Negative
2013 Governmentwide	365,387	74.4%	13.1%	12.5%
2013 Court Services and Offender Supervision Agency	697	73.7%	11.8%	14.5%
2013 Pretrial Services Agency	233	81.6%	8.6%	9.8%
2012 Pretrial Services Agency	200	85.3%	7.5%	7.3%
2011 Pretrial Services Agency	206	85.3%	9.3%	5.4%
2010 Pretrial Services Agency	212	82.7%	8.6%	8.6%
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

49. My supervisor/team leader treats me with respect.

	N	Positive	Neutral	Negative
2013 Governmentwide	364,519	79.7%	11.0%	9.4%
2013 Court Services and Offender Supervision Agency	690	78.6%	11.2%	10.2%
2013 Pretrial Services Agency	232	84.3%	10.1%	5.6%
2012 Pretrial Services Agency	199	84.2%	8.7%	7.1%
2011 Pretrial Services Agency	204	90.5%	5.5%	3.9%
2010 Pretrial Services Agency	210	85.0%	9.7%	5.2%
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Supervisor/Team Leader (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	364,501	76.7%	10.5%	12.8%
2013 Court Services and Offender Supervision Agency	695	80.8%	10.2%	9.0%
2013 Pretrial Services Agency	232	84.6%	8.0%	7.4%
2012 Pretrial Services Agency	200	90.5%	4.0%	5.5%
2011 Pretrial Services Agency	206	87.3%	7.8%	4.9%
2010 Pretrial Services Agency	210	80.7%	8.8%	10.4%
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
2013 Governmentwide	364,718	65.8%	17.2%	17.0%
2013 Court Services and Offender Supervision Agency	693	59.5%	18.0%	22.5%
2013 Pretrial Services Agency	231	70.1%	12.1%	17.8%
2012 Pretrial Services Agency	198	73.1%	11.1%	15.8%
2011 Pretrial Services Agency	205	73.1%	15.1%	11.8%
2010 Pretrial Services Agency	211	71.3%	14.2%	14.5%
2008 Pretrial Services Agency	202	78.2%	13.0%	8.9%
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	364,643	68.4%	18.8%	12.7%
2013 Court Services and Offender Supervision Agency	694	64.2%	20.7%	15.1%
2013 Pretrial Services Agency	234	71.0%	17.4%	11.5%
2012 Pretrial Services Agency	198	75.0%	15.7%	9.3%
2011 Pretrial Services Agency	204	76.7%	15.6%	7.7%
2010 Pretrial Services Agency	212	72.4%	18.7%	8.9%
2008 Pretrial Services Agency	202	79.7%	16.9%	3.3%
2006 Pretrial Services Agency	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

Leadership

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	358,319	40.8%	26.2%	33.0%	3,649
2013 Court Services and Offender Supervision Agency	678	44.6%	24.5%	30.9%	9
2013 Pretrial Services Agency	227	56.4%	25.9%	17.7%	3
2012 Pretrial Services Agency	195	60.8%	27.3%	11.9%	0
2011 Pretrial Services Agency	204	68.0%	20.1%	11.9%	0
2010 Pretrial Services Agency	207	58.4%	26.2%	15.4%	2
2008 Pretrial Services Agency	199	69.8%	16.9%	13.3%	3
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	349,438	53.6%	23.6%	22.8%	12,164
2013 Court Services and Offender Supervision Agency	670	45.2%	26.5%	28.3%	17
2013 Pretrial Services Agency	227	63.1%	22.2%	14.7%	3
2012 Pretrial Services Agency	197	68.6%	23.3%	8.1%	1
2011 Pretrial Services Agency	203	76.0%	16.4%	7.6%	1
2010 Pretrial Services Agency	207	66.9%	19.4%	13.7%	3
2008 Pretrial Services Agency	198	72.4%	18.2%	9.3%	4
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	344,622	62.8%	22.6%	14.6%	15,793
2013 Court Services and Offender Supervision Agency	652	56.8%	24.2%	19.1%	30
2013 Pretrial Services Agency	225	65.7%	21.8%	12.5%	4
2012 Pretrial Services Agency	196	70.8%	19.7%	9.5%	2
2011 Pretrial Services Agency	202	74.5%	17.5%	8.0%	3
2010 Pretrial Services Agency	201	74.4%	16.8%	8.8%	9
2008 Pretrial Services Agency	198	76.8%	16.3%	6.9%	4
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	357,806	61.2%	20.3%	18.6%	3,047
2013 Court Services and Offender Supervision Agency	681	64.5%	17.7%	17.8%	6
2013 Pretrial Services Agency	229	71.6%	15.1%	13.3%	2
2012 Pretrial Services Agency	195	71.8%	18.7%	9.5%	1
2011 Pretrial Services Agency	203	76.3%	14.0%	9.7%	0
2010 Pretrial Services Agency	207	73.2%	16.8%	10.0%	3
2008 Pretrial Services Agency	202	81.2%	12.6%	6.2%	0
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	340,114	60.7%	23.8%	15.5%	20,067
2013 Court Services and Offender Supervision Agency	653	59.9%	24.2%	15.9%	28
2013 Pretrial Services Agency	217	67.6%	20.2%	12.2%	10
2012 Pretrial Services Agency	193	75.1%	19.1%	5.8%	5
2011 Pretrial Services Agency	192	75.4%	20.9%	3.7%	11
2010 Pretrial Services Agency	203	68.9%	20.7%	10.3%	5
2008 Pretrial Services Agency	194	81.7%	13.0%	5.4%	8
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,863	52.3%	23.0%	24.7%	9,912
2013 Court Services and Offender Supervision Agency	661	49.9%	23.6%	26.5%	20
2013 Pretrial Services Agency	225	56.9%	22.5%	20.6%	6
2012 Pretrial Services Agency	194	57.4%	25.9%	16.7%	3
2011 Pretrial Services Agency	204	69.1%	18.5%	12.5%	1
2010 Pretrial Services Agency	207	64.5%	19.8%	15.6%	2
2008 Pretrial Services Agency	200	72.9%	14.0%	13.1%	2
2006 Pretrial Services Agency	--	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	350,160	56.1%	23.0%	20.9%	10,380
2013 Court Services and Offender Supervision Agency	663	52.4%	23.3%	24.3%	16
2013 Pretrial Services Agency	219	57.0%	23.7%	19.2%	7
2012 Pretrial Services Agency	193	60.4%	24.7%	15.0%	2
2011 Pretrial Services Agency	200	70.8%	19.3%	9.9%	4
2010 Pretrial Services Agency	208	63.6%	20.4%	16.0%	2
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	342,315	57.0%	24.3%	18.6%	18,440
2013 Court Services and Offender Supervision Agency	642	57.2%	24.6%	18.2%	44
2013 Pretrial Services Agency	219	63.5%	21.5%	15.0%	11
2012 Pretrial Services Agency	190	66.0%	25.2%	8.8%	7
2011 Pretrial Services Agency	198	72.8%	19.3%	7.9%	6
2010 Pretrial Services Agency	205	64.3%	27.8%	7.9%	5
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	356,566	52.3%	23.8%	23.9%	4,307
2013 Court Services and Offender Supervision Agency	678	60.3%	20.5%	19.3%	7
2013 Pretrial Services Agency	230	72.1%	14.8%	13.0%	1
2012 Pretrial Services Agency	196	80.2%	14.2%	5.5%	1
2011 Pretrial Services Agency	204	81.4%	13.9%	4.7%	0
2010 Pretrial Services Agency	208	71.9%	20.1%	8.0%	0
2008 Pretrial Services Agency	202	78.2%	13.4%	8.4%	0
2006 Pretrial Services Agency	--	--	--	--	--

Court Services and Offender Supervision Agency Pretrial Services Agency *1st Level Trend Report*

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
2013 Governmentwide	328,520	53.7%	27.6%	18.7%	32,091
2013 Court Services and Offender Supervision Agency	637	60.8%	23.6%	15.6%	44
2013 Pretrial Services Agency	217	74.4%	15.9%	9.7%	14
2012 Pretrial Services Agency	193	74.8%	16.5%	8.7%	3
2011 Pretrial Services Agency	196	78.8%	14.7%	6.6%	9
2010 Pretrial Services Agency	200	73.7%	20.8%	5.5%	9
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

My Satisfaction

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

	N	Positive	Neutral	Negative
2013 Governmentwide	358,999	49.5%	24.2%	26.3%
2013 Court Services and Offender Supervision Agency	684	45.5%	24.9%	29.6%
2013 Pretrial Services Agency	230	55.5%	21.5%	23.0%
2012 Pretrial Services Agency	197	60.1%	21.4%	18.5%
2011 Pretrial Services Agency	204	61.6%	22.6%	15.8%
2010 Pretrial Services Agency	208	56.8%	22.8%	20.4%
2008 Pretrial Services Agency	202	60.6%	23.7%	15.8%
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	358,403	47.6%	23.9%	28.5%
2013 Court Services and Offender Supervision Agency	683	49.5%	21.1%	29.4%
2013 Pretrial Services Agency	229	60.4%	17.8%	21.9%
2012 Pretrial Services Agency	197	62.8%	21.7%	15.4%
2011 Pretrial Services Agency	205	66.4%	22.9%	10.7%
2010 Pretrial Services Agency	208	60.3%	18.8%	20.9%
2008 Pretrial Services Agency	202	63.0%	22.1%	14.8%
2006 Pretrial Services Agency	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,371	45.4%	24.7%	29.9%
2013 Court Services and Offender Supervision Agency	678	45.4%	24.5%	30.1%
2013 Pretrial Services Agency	229	51.8%	22.5%	25.7%
2012 Pretrial Services Agency	196	52.8%	23.7%	23.5%
2011 Pretrial Services Agency	204	53.5%	24.4%	22.1%
2010 Pretrial Services Agency	208	60.2%	17.2%	22.6%
2008 Pretrial Services Agency	202	64.7%	22.0%	13.3%
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,560	41.3%	29.7%	28.9%
2013 Court Services and Offender Supervision Agency	679	43.5%	28.3%	28.2%
2013 Pretrial Services Agency	228	56.9%	25.6%	17.5%
2012 Pretrial Services Agency	196	64.0%	26.1%	9.9%
2011 Pretrial Services Agency	205	66.0%	24.0%	9.9%
2010 Pretrial Services Agency	208	57.1%	24.2%	18.7%
2008 Pretrial Services Agency	202	65.6%	21.3%	13.2%
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,563	33.6%	28.7%	37.7%
2013 Court Services and Offender Supervision Agency	678	31.4%	28.4%	40.2%
2013 Pretrial Services Agency	229	36.2%	24.9%	39.0%
2012 Pretrial Services Agency	194	40.3%	26.4%	33.2%
2011 Pretrial Services Agency	204	43.4%	26.1%	30.5%
2010 Pretrial Services Agency	209	42.9%	23.4%	33.6%
2008 Pretrial Services Agency	202	51.3%	23.6%	25.1%
2006 Pretrial Services Agency	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,694	49.7%	24.6%	25.7%
2013 Court Services and Offender Supervision Agency	679	58.2%	23.4%	18.4%
2013 Pretrial Services Agency	230	65.2%	19.4%	15.4%
2012 Pretrial Services Agency	195	69.8%	17.9%	12.3%
2011 Pretrial Services Agency	204	73.3%	14.4%	12.3%
2010 Pretrial Services Agency	207	70.4%	16.3%	13.4%
2008 Pretrial Services Agency	202	81.0%	14.4%	4.5%
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,338	64.9%	18.5%	16.5%
2013 Court Services and Offender Supervision Agency	681	64.2%	18.4%	17.4%
2013 Pretrial Services Agency	229	72.4%	11.4%	16.3%
2012 Pretrial Services Agency	195	79.1%	8.5%	12.4%
2011 Pretrial Services Agency	205	78.7%	9.9%	11.3%
2010 Pretrial Services Agency	209	75.6%	11.8%	12.6%
2008 Pretrial Services Agency	202	74.9%	16.2%	8.9%
2006 Pretrial Services Agency	--	--	--	--

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

	N	Positive	Neutral	Negative
2013 Governmentwide	357,967	53.5%	18.2%	28.3%
2013 Court Services and Offender Supervision Agency	680	62.6%	17.8%	19.6%
2013 Pretrial Services Agency	229	65.5%	15.3%	19.2%
2012 Pretrial Services Agency	194	74.8%	11.7%	13.4%
2011 Pretrial Services Agency	203	76.7%	10.2%	13.0%
2010 Pretrial Services Agency	208	85.3%	6.5%	8.1%
2008 Pretrial Services Agency	202	78.5%	10.3%	11.3%
2006 Pretrial Services Agency	--	--	--	--

Court Services and Offender Supervision Agency Pretrial Services Agency *1st Level Trend Report*

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
2013 Governmentwide	358,271	55.6%	22.7%	21.7%
2013 Court Services and Offender Supervision Agency	683	60.1%	21.7%	18.2%
2013 Pretrial Services Agency	230	76.0%	13.8%	10.2%
2012 Pretrial Services Agency	195	79.1%	12.4%	8.4%
2011 Pretrial Services Agency	204	78.3%	14.3%	7.4%
2010 Pretrial Services Agency	209	77.2%	15.2%	7.7%
2008 Pretrial Services Agency	202	78.0%	13.7%	8.3%
2006 Pretrial Services Agency	--	--	--	--

Work/Life

72. *Have you been notified that you are eligible to telework? Telework means working at a location other than your normal work site during your regular work hours (excludes travel).*

	N	Yes	No	Not Sure
2013 Governmentwide	358,004	39.1%	55.8%	5.0%
2013 Court Services and Offender Supervision Agency	683	84.7%	13.6%	1.6%
2013 Pretrial Services Agency	228	87.1%	10.6%	2.2%
2012 Pretrial Services Agency	196	80.2%	17.6%	2.2%
2011 Pretrial Services Agency	201	66.9%	30.6%	2.5%
2010 Pretrial Services Agency	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

73. *Please select the response below that BEST describes your current teleworking situation:*

	N	Telework			
		3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2013 Governmentwide	351,757	3.3%	9.2%	4.0%	10.2%
2013 Court Services and Offender Supervision Agency	681	2.5%	20.7%	28.3%	11.2%
2013 Pretrial Services Agency	229	5.0%	20.1%	24.1%	10.0%
2012 Pretrial Services Agency	197	5.4%	15.3%	19.7%	10.3%
2011 Pretrial Services Agency	202	2.4%	12.0%	18.1%	9.7%
2010 Pretrial Services Agency	--	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

(continued)

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation: (continued)

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
2013 Governmentwide	351,757	34.1%	5.5%	21.2%	12.5%
2013 Court Services and Offender Supervision Agency	681	10.3%	2.0%	9.7%	15.3%
2013 Pretrial Services Agency	229	12.3%	1.7%	8.7%	18.2%
2012 Pretrial Services Agency	197	17.9%	2.0%	11.5%	17.9%
2011 Pretrial Services Agency	202	25.2%	2.4%	14.0%	16.2%
2010 Pretrial Services Agency	--	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2013 Court Services and Offender Supervision Agency	677	53.8%	33.5%	12.8%
2013 Pretrial Services Agency	230	59.4%	33.6%	7.0%
2012 Pretrial Services Agency	194	60.8%	32.4%	6.8%
2011 Pretrial Services Agency	202	52.4%	42.0%	5.6%
2010 Pretrial Services Agency	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2013 Court Services and Offender Supervision Agency	675	37.1%	57.8%	5.1%
2013 Pretrial Services Agency	227	27.8%	64.5%	7.7%
2012 Pretrial Services Agency	196	26.5%	63.0%	10.6%
2011 Pretrial Services Agency	203	20.7%	66.9%	12.4%
2010 Pretrial Services Agency	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

Work/Life (continued)

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2013 Governmentwide	351,827	14.3%	80.0%	5.7%
2013 Court Services and Offender Supervision Agency	669	26.8%	72.1%	1.1%
2013 Pretrial Services Agency	227	28.6%	69.5%	1.9%
2012 Pretrial Services Agency	193	24.8%	73.7%	1.6%
2011 Pretrial Services Agency	203	25.9%	71.7%	2.5%
2010 Pretrial Services Agency	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
2013 Governmentwide	356,035	3.9%	78.7%	17.4%
2013 Court Services and Offender Supervision Agency	673	6.1%	73.4%	20.5%
2013 Pretrial Services Agency	228	9.5%	73.7%	16.8%
2012 Pretrial Services Agency	194	4.0%	71.7%	24.3%
2011 Pretrial Services Agency	203	2.0%	69.2%	28.8%
2010 Pretrial Services Agency	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
2013 Governmentwide	356,650	2.6%	79.7%	17.7%
2013 Court Services and Offender Supervision Agency	681	3.5%	73.4%	23.1%
2013 Pretrial Services Agency	228	4.8%	73.5%	21.6%
2012 Pretrial Services Agency	195	3.3%	74.7%	22.0%
2011 Pretrial Services Agency	204	0.9%	71.5%	27.6%
2010 Pretrial Services Agency	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	147,505	75.6%	15.3%	9.1%	8,017
2013 Court Services and Offender Supervision Agency	435	75.3%	9.1%	15.6%	5
2013 Pretrial Services Agency	140	89.0%	4.5%	6.4%	0
2012 Pretrial Services Agency	101	87.8%	5.6%	6.6%	1
2011 Pretrial Services Agency	88	81.3%	5.7%	13.0%	2
2010 Pretrial Services Agency	--	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	134,642	88.7%	7.9%	3.4%	3,316
2013 Court Services and Offender Supervision Agency	353	92.4%	5.0%	2.6%	11
2013 Pretrial Services Agency	132	94.3%	3.1%	2.6%	2
2012 Pretrial Services Agency	117	91.5%	4.0%	4.5%	1
2011 Pretrial Services Agency	105	93.0%	1.9%	5.1%	0
2010 Pretrial Services Agency	--	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	95,574	79.6%	16.9%	3.6%	7,496
2013 Court Services and Offender Supervision Agency	236	81.8%	14.6%	3.5%	24
2013 Pretrial Services Agency	57	78.4%	13.9%	7.7%	9
2012 Pretrial Services Agency	49	85.0%	9.4%	5.6%	2
2011 Pretrial Services Agency	36	70.5%	24.6%	4.9%	6
2010 Pretrial Services Agency	--	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

**Court Services and Offender Supervision Agency
Pretrial Services Agency
1st Level Trend Report**

Work/Life (continued)

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	50,775	74.1%	21.8%	4.1%	8,526
2013 Court Services and Offender Supervision Agency	164	81.5%	15.6%	2.9%	28
2013 Pretrial Services Agency	56	86.7%	11.7%	1.7%	10
2012 Pretrial Services Agency	44	80.0%	17.2%	2.8%	5
2011 Pretrial Services Agency	43	82.6%	17.4%	0.0%	7
2010 Pretrial Services Agency	--	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	10,108	70.3%	25.9%	3.8%	4,459
2013 Court Services and Offender Supervision Agency	34	67.7%	32.3%	0.0%	19
2013 Pretrial Services Agency	15	65.5%	34.5%	0.0%	9
2012 Pretrial Services Agency	6	81.6%	18.4%	0.0%	3
2011 Pretrial Services Agency	3	63.0%	0.0%	37.0%	2
2010 Pretrial Services Agency	--	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

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

	N	Positive	Neutral	Negative	NBJ
2013 Governmentwide	7,391	66.3%	31.3%	2.3%	3,445
2013 Court Services and Offender Supervision Agency	25	64.3%	31.3%	4.4%	3
2013 Pretrial Services Agency	11	81.9%	18.1%	0.0%	2
2012 Pretrial Services Agency	4	61.0%	39.0%	0.0%	3
2011 Pretrial Services Agency	0	--	--	--	2
2010 Pretrial Services Agency	--	--	--	--	--
2008 Pretrial Services Agency	--	--	--	--	--
2006 Pretrial Services Agency	--	--	--	--	--

**The results for this item only include employees who indicated that they participated in this program.*

**Court Services and Offender Supervision Agency
Pretrial Services Agency
*1st Level Trend Report***

Demographic Questions

85. *Where do you work?*

	N	%
Headquarters	167	72.9%
Field	62	27.1%

86. *What is your supervisory status?*

	N	%
Non-Supervisor	170	74.6%
Team Leader	19	8.3%
Supervisor	27	11.8%
Manager	9	3.9%
Executive	3	1.3%

87. *Are you:*

	N	%
Male	87	38.0%
Female	142	62.0%

88. *Are you Hispanic or Latino?*

	N	%
Yes	14	6.1%
No	214	93.9%

89. *Race*

	N	%
American Indian or Alaska Native	1	0.4%
Asian	6	2.7%
Black or African American	159	70.4%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	53	23.5%
Two or more races (Not Hispanic or Latino)	7	3.1%

**Court Services and Offender Supervision Agency
Pretrial Services Agency
*1st Level Trend Report***

Demographic Questions (continued)

90. What is your age group?

	N	%
25 and under	1	0.4%
26-29	12	5.3%
30-39	85	37.3%
40-49	88	38.6%
50-59	34	14.9%
60 or older	8	3.5%

91. What is your pay category/grade?

	N	%
Federal Wage System	1	0.4%
GS 1-6	0	0.0%
GS 7-12	147	64.5%
GS 13-15	68	29.8%
Senior Executive Service	2	0.9%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	10	4.4%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	14	6.1%
4 to 5 years	21	9.2%
6 to 10 years	58	25.4%
11 to 14 years	62	27.2%
15 to 20 years	36	15.8%
More than 20 years	37	16.2%

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

	N	%
Less than 1 year	0	0.0%
1 to 3 years	22	9.6%
4 to 5 years	31	13.5%
6 to 10 years	65	28.4%
11 to 20 years	95	41.5%
More than 20 years	16	7.0%

**Court Services and Offender Supervision Agency
Pretrial Services Agency
*1st Level Trend Report***

Demographic Questions (continued)

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

	N	%
No	149	65.6%
Yes, to retire	7	3.1%
Yes, to take another job within the Federal Government	63	27.8%
Yes, to take another job outside the Federal Government	0	0.0%
Yes, other	8	3.5%

95. *I am planning to retire:*

	N	%
Within one year	5	2.2%
Between one and three years	7	3.1%
Between three and five years	13	5.8%
Five or more years	200	88.9%

96. *Self-Identify as:*

	N	%
Heterosexual or Straight	198	88.0%
Gay, Lesbian, Bisexual, or Transgender	11	4.9%
I prefer not to say	16	7.1%

97. *Have you ever served on Active Duty in the US Armed Forces (Air Force, Army, Coast Guard, Marine Corps or Navy)?*

	N	%
Yes	30	13.1%
No	199	86.9%

98. *Are you an individual with a disability?*

	N	%
Yes	20	8.7%
No	210	91.3%