



PARTNERSHIP FOR PUBLIC SERVICE

2014 BEST PLACES TO WORK IN THE FEDERAL GOVERNMENT® CONGRESSIONAL USER GUIDE

The 2014 *Best Places to Work in the Federal Government*® rankings, produced by the non-partisan, nonprofit Partnership for Public Service and Deloitte, are the most comprehensive measure of employee satisfaction and commitment across the federal government. The rankings help policymakers understand whether agencies are effectively managing, motivating and leading their employees and are a powerful mechanism to hold agency leaders accountable for their organizations.

The rankings provide a wealth of agency performance data,¹ including:

- Employee satisfaction data for 389 federal agencies and subcomponents – the most ever;
- The ten categories that contribute to high employee satisfaction (e.g., effective leadership, work/life balance, pay, employee skills/mission match);
- Demographic breakdowns across several categories, including age, race, gender, length of service, veterans status, employees with disabilities, and Senior Executive Service;
- Trend data over time, including a list of “Most Improved” agencies and subcomponents;
- Information on workforce size and trends for each ranked agency and subcomponent.

HOW CAN CONGRESS USE THE BEST PLACES TO WORK IN THE FEDERAL GOVERNMENT® RANKINGS?

- **Oversight** – *Best Places to Work* data can provide Members and staff with valuable information for oversight hearings. The rankings offer Members avenues of inquiry to agency leaders about poor morale, or opportunities to highlight best practices at high performing agencies. Agencies operate at their best when employees are engaged, and *Best Places to Work* enables Congress to hold agency leaders accountable for a high-performing workforce.
- **Legislation** – *Best Places to Work* serves as a benchmark by which to measure agency performance. The data highlight where resources, rewards or accountability mechanisms may be needed and help inform legislative priorities.
- **Confirmation hearings** – The confirmation process is a prime opportunity to evaluate nominees against current agency management needs. Prior to confirmation hearings, Members and staff can visit the *Best Places to Work* website to identify agency strengths, weaknesses and trends. The hearings present an opportunity to question nominees on their management priorities, their strengths as an executive, and their approach to improving employee engagement. Congressional attention to agency management challenges is a powerful incentive for presidential appointees to address those challenges and assume responsibility for achieving results.

¹ All data obtained from the 2014 Office of Personnel Management Federal Employee Viewpoint Survey.

HOW DO I LEARN MORE ABOUT THE BEST PLACES TO WORK IN THE FEDERAL GOVERNMENT® RANKINGS?

Visit bestplacestowork.org to access individual rankings or simply explore!

- Find data on 389 federal agencies and agency subcomponents.
- Compare up to three specific agencies or create custom reports.
- See the highest- and lowest-ranking agencies, trends, the key drivers of agency performance, and how the federal government compares with the private sector.

For more information and to schedule a briefing on the full rankings or on a particular agency, please contact Andrew Lobel at alobel@ourpublicservice.org or (202) 292-1015.

EXAMPLES OF BEST PLACES TO WORK IN THE FEDERAL GOVERNMENT® ON THE HILL

“I will say on NASA, because NASA Glenn is in my home state of Ohio...I'm very proud of the work that we've done there and I think it's an example of an agency that's managed, despite a decline in spending, to do very well in attracting and retaining people. Despite a decline of \$1 billion in funding between 2010 and 2014, NASA ranks number one out of the 19 large agencies on the Partnership for Public Service's *Best Places to Work* in their 2013 survey.”

-Statement of Sen. Robert Portman during the Senate Homeland Security and Governmental Affairs Committee entitled, “A More Efficient and Effective Government: Cultivating the Federal Workforce”, May 6, 2014

“The annual survey conducted by the ‘Partnership for Public Service’ consistently ranks the Broadcasting Board of Governors at or near the bottom of all Federal agencies in terms of ‘overall best places to work’ and ‘the extent to which employees feel their skills and talents are used effectively’. The consistency of these low scores point to structural, cultural, and functional problems at the Broadcasting Board of Governors”

- H.R. 4490, United States International Communications Reform Act of 2014, Section 2 – Findings and Declarations

“The Department of Labor in a recent survey finished second to last of all federal agencies in terms of employee morale. I know this is a source of concern for Secretary Perez, and if confirmed, I'd look forward to working with him on this issue. I believe, as someone who has come out of public service and has spent his life in public service, that the greatest asset we have are the federal employees.”

-Christopher P. Lu, deputy secretary of labor, responding to a question during his confirmation hearing before the Senate Committee on Health, Education, Labor and Pensions, February 11, 2014