



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Tuesday, July 19, 2011

MEMORANDUM FOR: Chief Human Capital Officers

FROM: John Berry, Director

Subject: 2011 Federal Employee Benefits Survey

During the month of July, the Office of Personnel Management will administer the 2011 Federal Employee Benefits Survey (FEBS) to a sample of Federal Government employees. This is the first time the survey will be administered since 2006. Comprehensive information about Federal employee benefits has not been recently captured in a single survey. In 2010, the benefits questions were removed from the Federal Employee Viewpoint survey based on the assumption that the information could be captured during the next administration of the FEBS.

The purpose of the survey is to measure the importance, adequacy and value of employee benefits to ensure that available benefits align with best practices and employee needs. The FEBS will also help to evaluate whether or not federal employees understand the flexibilities and benefits available to them. Additionally, with a renewed focus on health and wellness programs across all federal agencies, the survey will capture information regarding employee health status as well as health demographics. The 2011 FEBS will also contain a section about the fully covered tobacco cessation benefit, now offered by all Federal Employee Health Benefit (FEHB) Plans.

The 2011 FEBS will be administered confidentially via e-mail to a nationwide, random sample of 3,000 Federal Government employees. The survey will be available online for a period of four weeks, with periodic reminders e-mailed to respondents. As done with previous administrations of the FEBS, the results will be reported government-wide in order to guide benefits policy.