



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Friday, January 20, 2012

**MEMORANDUM FOR: Heads Of Executive Departments And Agencies**

FROM: John Berry, Director

Subject: 2012 Federal Employee Viewpoint Survey - Employees Influencing Change

As you know, the annual Federal Employee Viewpoint Survey (FEVS) is an important management tool for Federal leaders. This Governmentwide survey initiative has been in place since 2002. In 2011, as in many years past, the opinions and concerns voiced by over 266,000 employees provided the basis for positive change.

This year will be the first time in the history of the survey that OPM will conduct a full census of the Federal workforce including all permanent, full and part-time employees. OPM, responding to the agencies' increased interest in survey results at all organizational levels, will invite over 1.8 million employees to give their opinions, over triple the number of employees surveyed in 2011. While a Governmentwide census will not be conducted every year, having large numbers of respondents will allow agencies the opportunity to analyze results and develop action plans at lower levels in the organization this year.

This initiative requires the dedicated effort and close coordination of agency representatives and OPM staff. OPM's Office of Planning and Policy Analysis – Survey Analysis group is already coordinating with each agency's survey point of contact to ensure a seamless implementation.

The success of the 2012 FEVS depends on the high-level and visible support of senior agency leadership. This year more than ever, the information provided by the FEVS comes directly from many thousands of employees and provides feedback essential for leadership which helps to drive the continuous improvement process.

Administration of the next FEVS is scheduled to begin in April, 2012. Your assistance to endorse, promote, and champion the 2012 survey effort in your agency will ensure that your employees feel their voices are heard and their opinions will drive continuing improvement in the culture in their agency.

If you have any questions about the upcoming survey, please contact Dr. Kimya Lee, Manager, Survey Analysis, [atKimya.Lee@opm.gov](mailto:atKimya.Lee@opm.gov) or (202) 606-6428.

cc: Chiefs of Staff  
Chief Human Capital Officers