



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

September 19, 2023

MEMORANDUM FOR HEADS OF EXECUTIVE DEPARTMENTS AND AGENCIES

FROM: Kiran A. Ahuja, Director *Kiran A. Ahuja*

SUBJECT: 2023 Federal Employee Benefits Survey

This fall, the U.S. Office of Personnel Management (OPM) will administer the 2023 Federal Employee Benefits Survey (FEBS) to Federal employees across the Government. The FEBS is a powerful platform for Federal employees to provide input on the benefits available to them. The survey is administered every other year and was last administered in 2021.

The purpose of the FEBS is to measure the importance, adequacy and value of employee benefits to assess if employees believe the available benefits meet their needs. The FEBS will also help us to evaluate whether Federal employees understand the flexibilities and benefits available to them. In addition to ratings of the core benefit programs, the survey also features new content focused on current Administration priorities, including access to behavioral and mental health care, treatment of long-term impacts of COVID-19 infections, fertility benefits, gender-affirming care, and obesity treatment.

For the first time in the administration of the FEBS, reporting will be expanded to include some agency-level results. Historically, FEBS results have only been reported at the Governmentwide level. This additional reporting will allow more in-depth analyses to better meet the needs of Federal employees.

The 2023 FEBS will be administered by email to a random sample of approximately 100,000 Federal employees. The survey will be available online for approximately four to six weeks, with periodic reminders emailed to non-respondents. Survey responses are confidential, and results of the survey will be available on OPM's website at a future date along with [results from previous surveys](#).

cc: Chiefs of Staff, Chief Human Capital Officers (CHCO), Deputy CHCOs