



**Department of Energy**  
Washington, DC 20585

MAR 19 2007

MEMORANDUM TO ALL DEPARTMENT OF ENERGY EMPLOYEES

FROM: JEFF T. H. PON   
CHIEF HUMAN CAPITAL OFFICER

SUBJECT: 2006 Federal Human Capital Survey Results

The Department of Energy has received our 2006 Federal Human Capital Survey (FHCS) results from the Office of Personnel Management (OPM). During the summer of 2006, over 220,000 full-time federal employees including 7,742 DOE employees participated in the survey. The FHCS measures employees' satisfaction with the performance of their leaders, how the Department addresses mission needs through recruiting, talent development, as well as, their jobs, pay, and benefits. I am very proud of Energy's 61% response rate for the survey and I thank you for your participation.

On January 30, 2007, OPM released the agency-wide results for the 2006 FHCS. The key themes of the FHCS are four Human Capital Assessment and Accountability Framework indices: Leadership and Knowledge Management, Results-Oriented Performance Culture, Talent Management, and Job Satisfaction. Overall, DOE's 2006 FHCS results are consistent with those of comparably sized agencies across the government. Out of the 36 agencies that participated in the 2006 FHCS, DOE ranks 14<sup>th</sup> on the Leadership & Knowledge Management Index, 20<sup>th</sup> on the Results-Oriented Performance Culture Index, 21<sup>st</sup> on the Talent Management Index, and 23<sup>rd</sup> on the Job Satisfaction Index.

I remain positive that you continue to give our organization very strong ratings in key areas which address your commitment to DOE and your dedication and accountability for achieving results. Additionally, the survey identified many opportunities for improvements which include how the Department treats and manages its people. It is important that I share with you that the DOE leadership is committed to continue efforts to improve your satisfaction in all key themes of the survey.

I have briefed the Senior Leadership on the department-wide results. Within the next few days, my staff will forward organizational specific data to the Departmental Elements. The Office of Human Capital Management will work with your organizations to analyze the strengths and challenges and to identify the root causes of our weaknesses. A corporate action plan will be developed to address the weaknesses and to outline DOE's improvement strategies.

Should you have questions regarding DOE's 2006 FHCS results, please contact Monica Neeley of my staff at 202-586-8503 or via email at [Monica.Neeley@hq.doe.gov](mailto:Monica.Neeley@hq.doe.gov).

