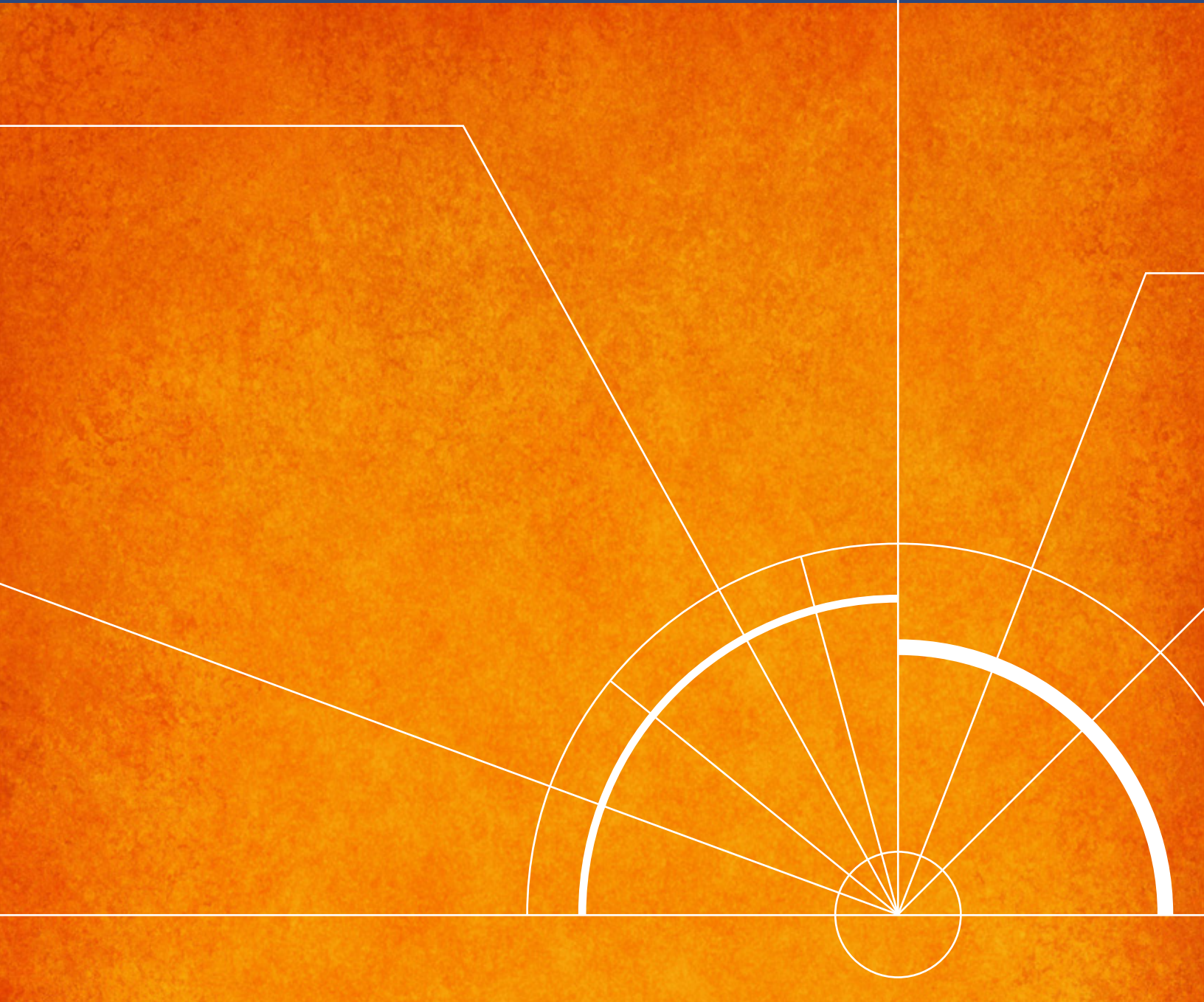




# Federal Employee **Viewpoint** Survey Results

*Employees Influencing Change*

## Report by Demographics



# 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY: REPORT BY DEMOGRAPHICS

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## 2015 FEDERAL EMPLOYEE VIEWPOINT SURVEY METHODS

The Federal Employee Viewpoint Survey (FEVS) measures employees' perceptions of conditions within their agencies which contribute to their organization's success. The survey provides general indicators of how well the Federal Government manages personnel. OPM and agency managers use these indicators in developing policy and planning actions to improve agency performance and evaluate individual agencies' progress towards long-term goals.

Federal employees have an intimate knowledge of the workings of the government at every level. The FEVS gives them the voice they need to point out inefficiencies and jobs well done. Senior managers can then use this information to make government more effective, and more responsive to the needs of the American people. Reports are offered to help managers at lower levels, resulting in a greater potential to celebrate successes and identify opportunities for change across each agency.

### Survey Items

The 98-item survey includes 84 items that measure Federal employees' perceptions about how effectively agencies manage their workforce, as well as 14 demographic questions. The survey is grouped into eight topic areas: (1) Personal Work Experiences, (2) Work Unit, (3) Agency, (4) Supervisor, (5) Leadership, (6) Satisfaction, (7) Work/Life Programs, and (8) Demographics.

### Who Participated?

Full-time and part-time, permanent, non-seasonal employees were eligible to participate in the survey. A total of 82 agencies (37 departments/large agencies and 45 small/independent agencies) participated in this year's survey. Of the 848,237 employees who received the FEVS, 421,748 completed the survey for a governmentwide response rate of 49.7 percent.

### How Was the Survey Administered?

The survey was a self-administered Web survey.

### When Were Employees Surveyed?

Agency launch dates were organized in two waves this year, with approximately 6-week administration periods beginning April 27th and May 4th.

### Data Weighting

Data collected from the 2015 survey respondents were weighted to produce survey estimates that accurately represent the survey population. Unweighted data could produce biased estimates of population statistics. The weights developed for the 2015 FEVS take into account the variable probabilities of selection across the sample domains, nonresponse, and known demographic characteristics of the survey population. Thus, the final data set reflects the agency composition and demographic makeup of the Federal workforce within plus or minus 1 percentage point.

## Data Analysis

In performing statistical analyses for this report, OPM employed a number of grouping procedures to simplify presentations. Most of the items had six response categories: Strongly Agree, Agree, Neither Agree nor Disagree, Disagree, Strongly Disagree, and No Basis to Judge/Do Not Know. In some instances, these responses are collapsed into one positive category (Strongly Agree and Agree), one negative category (Strongly Disagree and Disagree), and a neutral category (Neither Agree nor Disagree). We conducted analyses on all survey items for the various demographic categories. Responses of Do Not Know/No Basis to Judge were removed before calculation of percentages. More detailed survey statistics are available in the published Federal Employee Viewpoint Survey Data volumes for this survey and can be downloaded from OPM's Federal Employee Viewpoint Survey website: [www.opm.gov/FEVS](http://www.opm.gov/FEVS).

# Report by Demographics

(1) I am given a real opportunity to improve my skills in my organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>19.2%</b>	<b>17.6%</b>	<b>17.5%</b>	<b>42.0%</b>	<b>41.4%</b>	<b>42.2%</b>	<b>16.6%</b>	<b>17.4%</b>	<b>17.6%</b>	<b>15.1%</b>	<b>16.3%</b>	<b>15.9%</b>	<b>7.0%</b>	<b>7.3%</b>	<b>6.7%</b>	<b>420,841</b>	<b>391,977</b>	<b>375,837</b>
<b>Work Location</b>																		
Headquarters	21.9%	19.9%	19.3%	42.5%	41.7%	42.3%	15.5%	16.6%	16.9%	13.7%	14.9%	15.0%	6.4%	6.9%	6.4%	156,650	143,120	137,202
Field	18.1%	16.7%	16.8%	41.8%	41.4%	42.3%	17.0%	17.5%	17.6%	15.9%	16.9%	16.4%	7.3%	7.5%	6.9%	240,583	222,551	211,836
<b>Supervisory Status</b>																		
Non-Supervisor	17.4%	15.9%	15.8%	40.8%	40.3%	41.2%	17.6%	18.2%	18.3%	16.3%	17.4%	17.0%	8.0%	8.2%	7.6%	261,444	241,474	233,149
Team Leader	19.4%	18.5%	18.4%	44.2%	42.9%	43.9%	15.5%	16.5%	16.5%	14.7%	15.8%	15.3%	6.2%	6.4%	5.9%	53,415	49,649	47,521
Supervisor	23.5%	20.9%	21.0%	46.1%	45.6%	45.7%	14.6%	15.5%	15.9%	11.7%	13.2%	13.1%	4.2%	4.8%	4.4%	52,588	48,693	44,555
Manager	31.6%	28.2%	27.8%	44.2%	44.7%	45.1%	11.2%	12.7%	12.7%	9.6%	10.7%	10.8%	3.3%	3.7%	3.6%	24,395	21,635	21,336
Senior Leader	44.1%	40.1%	40.5%	36.8%	39.0%	38.0%	8.8%	9.6%	10.4%	6.9%	7.3%	8.0%	3.3%	4.0%	3.1%	8,067	7,061	5,405
<b>Sex</b>																		
Male	19.9%	18.0%	17.6%	42.3%	42.1%	42.6%	16.3%	16.9%	17.4%	14.5%	15.7%	15.6%	7.0%	7.2%	6.8%	205,556	189,055	179,394
Female	19.1%	17.7%	17.9%	41.9%	40.9%	42.0%	16.6%	17.5%	17.3%	15.7%	16.7%	16.2%	6.8%	7.3%	6.6%	189,053	175,223	168,845
<b>Hispanic or Latino</b>																		
Yes	19.5%	18.4%	18.6%	38.2%	37.7%	39.2%	16.8%	17.1%	17.4%	16.1%	17.0%	16.4%	9.4%	9.7%	8.4%	34,001	30,840	28,854
No	19.6%	17.9%	17.7%	42.6%	42.0%	42.8%	16.3%	17.2%	17.3%	14.9%	16.0%	15.7%	6.6%	6.9%	6.5%	356,781	329,658	315,997
<b>Race</b>																		
American Indian/ Alaska Native	17.0%	14.4%	15.2%	39.2%	38.9%	38.0%	17.9%	19.2%	18.3%	16.2%	17.6%	18.8%	9.7%	9.9%	9.6%	8,387	7,566	7,795
Asian	23.2%	22.4%	21.5%	45.3%	44.0%	46.4%	16.1%	17.1%	16.3%	9.9%	10.9%	10.8%	5.6%	5.5%	5.0%	18,723	17,126	16,289
Black/African American	21.7%	19.8%	20.2%	39.8%	40.0%	40.6%	15.6%	15.9%	15.7%	14.3%	14.9%	14.9%	8.5%	9.3%	8.6%	60,293	56,139	53,861
Native Hawaiian/ Pacific Islander	18.9%	18.3%	18.0%	40.1%	39.6%	41.6%	16.7%	17.9%	18.3%	17.6%	15.2%	14.1%	6.7%	9.0%	8.1%	2,477	2,338	2,356
White	19.3%	17.5%	17.3%	43.1%	42.5%	43.2%	16.2%	17.2%	17.5%	15.2%	16.4%	16.0%	6.2%	6.4%	6.0%	274,329	253,436	242,642
Two or more races (Not Hispanic/ Latino)	16.5%	15.7%	15.8%	36.9%	37.0%	37.1%	17.8%	18.0%	19.2%	18.9%	18.9%	18.3%	10.0%	10.4%	9.5%	14,482	13,074	11,617



# Report by Demographics

**(1) I am given a real opportunity to improve my skills in my organization.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>19.2%</b>	<b>17.6%</b>	<b>17.5%</b>	<b>42.0%</b>	<b>41.4%</b>	<b>42.2%</b>	<b>16.6%</b>	<b>17.4%</b>	<b>17.6%</b>	<b>15.1%</b>	<b>16.3%</b>	<b>15.9%</b>	<b>7.0%</b>	<b>7.3%</b>	<b>6.7%</b>	<b>420,841</b>	<b>391,977</b>	<b>375,837</b>
<b>Age Group</b>																		
25 and under	24.1%	22.0%	21.2%	46.9%	46.8%	46.5%	13.7%	13.5%	14.2%	10.5%	12.4%	13.8%	4.8%	5.4%	4.3%	2,774	2,802	3,465
26-29	20.3%	17.9%	16.9%	43.7%	43.9%	44.6%	14.7%	15.3%	15.7%	14.9%	15.6%	16.0%	6.4%	7.2%	6.8%	12,768	12,979	12,957
30-39	19.3%	17.6%	17.5%	42.1%	41.1%	42.8%	15.1%	15.9%	15.7%	15.7%	17.4%	16.8%	7.7%	8.0%	7.2%	74,945	67,549	58,667
40-49	19.5%	17.6%	17.9%	41.5%	41.4%	42.4%	15.9%	16.8%	16.7%	15.8%	16.7%	16.0%	7.3%	7.5%	7.1%	110,963	104,824	96,466
50-59	19.0%	17.5%	17.8%	42.0%	41.3%	41.9%	17.4%	18.2%	18.2%	14.9%	16.0%	15.6%	6.6%	7.0%	6.5%	152,615	142,346	124,791
60+	18.6%	17.6%	18.5%	41.8%	41.1%	42.3%	19.2%	19.8%	19.5%	14.0%	15.1%	14.0%	6.4%	6.5%	5.7%	65,000	58,701	47,924
<b>Level of Education</b>																		
Less than High School	25.9%	20.1%	---	43.0%	42.3%	---	15.7%	16.5%	---	7.9%	12.1%	---	7.4%	9.0%	---	411	397	---
H.S. Diploma/ GED or equiv	18.7%	17.5%	---	42.8%	43.5%	---	19.2%	19.6%	---	13.0%	13.1%	---	6.3%	6.3%	---	19,421	19,119	---
Trade/Technical Certificate	15.7%	14.5%	---	39.9%	39.9%	---	19.9%	20.2%	---	16.7%	17.4%	---	7.7%	8.0%	---	9,611	9,034	---
Some College (no degree)	17.3%	16.0%	---	39.6%	39.1%	---	18.6%	18.8%	---	16.3%	17.6%	---	8.1%	8.4%	---	60,339	58,058	---
Associate's Degree	17.6%	15.7%	---	40.0%	39.1%	---	18.0%	19.3%	---	16.6%	17.7%	---	7.8%	8.2%	---	31,416	29,554	---
Bachelor's Degree	18.7%	17.2%	---	43.4%	42.9%	---	16.0%	16.9%	---	15.1%	16.1%	---	6.8%	6.9%	---	136,033	125,230	---
Master's Degree	22.4%	20.2%	---	42.9%	42.4%	---	14.3%	15.2%	---	14.2%	15.5%	---	6.3%	6.7%	---	98,396	87,788	---
Doctoral/Professional Degree	24.3%	23.0%	---	42.9%	41.7%	---	14.1%	14.8%	---	12.9%	14.2%	---	5.8%	6.3%	---	41,101	36,727	---
<b>Pay Category</b>																		
Federal Wage System	16.0%	14.5%	15.7%	39.6%	39.3%	38.9%	19.0%	19.2%	19.6%	16.9%	17.8%	17.5%	8.6%	9.3%	8.3%	12,700	12,318	13,349
GS 1-6	16.0%	15.7%	16.1%	37.5%	36.5%	37.5%	19.3%	19.6%	19.3%	17.1%	18.2%	17.6%	10.1%	10.0%	9.6%	22,043	22,083	22,281
GS 7-12	17.9%	16.3%	16.3%	41.6%	41.0%	42.3%	16.8%	17.8%	17.9%	16.1%	17.1%	16.5%	7.5%	7.7%	7.0%	166,813	158,137	145,424
GS 13-15	23.2%	21.2%	20.8%	44.9%	44.4%	44.8%	14.2%	15.2%	15.5%	12.6%	13.8%	13.9%	5.1%	5.4%	5.0%	162,725	144,364	136,112
SES	50.4%	46.1%	43.0%	35.2%	36.9%	39.5%	7.3%	9.0%	8.7%	5.1%	5.9%	6.4%	2.1%	2.1%	2.3%	5,720	4,902	4,429
SL/ST	26.0%	27.0%	25.8%	42.8%	40.9%	43.6%	14.0%	15.0%	14.5%	12.8%	11.5%	11.1%	4.5%	5.5%	5.1%	1,546	1,387	1,226
Other	18.2%	16.8%	16.4%	41.1%	41.8%	42.7%	18.2%	17.5%	17.8%	15.7%	16.5%	16.3%	6.7%	7.3%	6.9%	25,688	23,113	26,476

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

# Report by Demographics

(1) I am given a real opportunity to improve my skills in my organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>19.2%</b>	<b>17.6%</b>	<b>17.5%</b>	<b>42.0%</b>	<b>41.4%</b>	<b>42.2%</b>	<b>16.6%</b>	<b>17.4%</b>	<b>17.6%</b>	<b>15.1%</b>	<b>16.3%</b>	<b>15.9%</b>	<b>7.0%</b>	<b>7.3%</b>	<b>6.7%</b>	<b>420,841</b>	<b>391,977</b>	<b>375,837</b>
<b>Time in Federal Government</b>																		
< 1 year	32.5%	29.1%	31.8%	44.9%	45.6%	43.0%	12.0%	12.7%	12.3%	7.8%	8.8%	9.5%	2.8%	3.8%	3.5%	6,055	3,166	4,705
1-3 years	23.7%	22.3%	21.5%	43.7%	43.2%	44.8%	14.7%	14.9%	15.4%	12.8%	14.1%	13.5%	5.1%	5.5%	4.9%	28,330	32,920	39,449
4-5 years	20.3%	18.3%	17.7%	42.9%	42.3%	42.7%	15.0%	15.9%	16.2%	15.2%	16.3%	16.6%	6.6%	7.1%	6.9%	41,192	43,396	39,430
6-10 years	18.5%	17.0%	16.4%	41.3%	40.2%	41.9%	16.3%	16.9%	17.0%	16.4%	17.6%	17.2%	7.6%	8.3%	7.4%	88,035	73,552	64,465
11-14 years	17.3%	15.8%	15.9%	41.1%	40.5%	41.5%	17.1%	18.3%	17.7%	16.4%	17.5%	17.2%	8.1%	7.8%	7.7%	56,901	51,471	44,864
15-20 years	17.8%	15.9%	15.8%	40.7%	40.8%	40.4%	16.9%	17.4%	18.6%	16.6%	17.4%	17.2%	8.0%	8.4%	8.0%	48,914	40,119	35,210
> 20 years	19.5%	17.7%	17.5%	42.7%	42.1%	42.3%	17.6%	18.6%	18.8%	13.8%	15.0%	15.0%	6.4%	6.7%	6.4%	128,644	122,372	121,669
<b>Time with Current Agency</b>																		
< 1 year	31.6%	28.4%	29.4%	43.9%	43.8%	42.4%	12.0%	13.8%	13.3%	8.9%	9.4%	10.7%	3.7%	4.5%	4.2%	11,933	6,524	8,800
1-3 years	23.1%	21.6%	20.3%	42.3%	41.5%	43.3%	14.5%	15.2%	15.6%	14.1%	15.0%	14.8%	6.0%	6.7%	6.0%	44,668	49,973	55,254
4-5 years	19.5%	17.4%	16.7%	41.9%	41.4%	42.0%	15.5%	16.2%	16.7%	15.6%	17.0%	17.1%	7.5%	7.9%	7.5%	50,049	51,907	47,773
6-10 years	17.7%	16.3%	16.0%	40.9%	40.1%	41.5%	16.8%	17.5%	17.6%	16.7%	17.8%	17.3%	8.0%	8.3%	7.5%	96,054	81,156	70,432
11-20 years	17.4%	15.9%	16.1%	41.3%	41.1%	41.4%	17.3%	18.2%	18.5%	16.2%	17.1%	16.6%	7.7%	7.7%	7.4%	99,264	86,586	77,037
> 20 years	19.7%	17.9%	17.9%	44.0%	43.5%	43.5%	17.6%	18.5%	18.5%	13.1%	14.3%	14.4%	5.7%	5.8%	5.7%	94,847	89,612	89,311
<b>Leaving</b>																		
No	24.4%	22.4%	21.9%	46.6%	46.5%	47.0%	15.1%	16.0%	16.3%	10.4%	11.4%	11.4%	3.4%	3.6%	3.5%	264,199	241,059	239,029
Yes, to retire	16.7%	15.1%	15.6%	42.6%	41.7%	41.9%	19.7%	20.6%	20.6%	14.9%	16.1%	15.6%	6.1%	6.5%	6.3%	24,190	23,145	21,530
Yes, to other job in Govt	10.0%	8.9%	8.6%	33.1%	31.8%	32.1%	18.4%	18.8%	19.2%	24.7%	26.0%	26.2%	13.8%	14.5%	13.8%	73,625	68,298	56,778
Yes, to other job outside Govt	7.7%	7.3%	7.3%	30.6%	29.3%	30.1%	17.5%	18.5%	17.9%	26.8%	28.0%	28.3%	17.3%	17.0%	16.4%	15,895	15,664	15,634
Yes, other	7.4%	7.2%	6.5%	28.5%	27.9%	28.6%	20.1%	20.6%	20.9%	26.3%	27.3%	27.6%	17.7%	17.0%	16.4%	19,372	18,105	16,459
<b>Retiring</b>																		
Within 1 year	16.4%	15.1%	15.7%	41.3%	40.0%	41.0%	18.7%	20.3%	19.5%	15.9%	17.0%	16.3%	7.7%	7.6%	7.5%	14,910	14,031	12,693
Between 1-3 years	17.2%	15.7%	15.6%	42.4%	42.0%	42.1%	19.5%	20.3%	20.6%	14.5%	15.6%	15.4%	6.4%	6.4%	6.2%	40,101	36,481	34,568
Between 3-5 years	17.5%	16.4%	16.3%	42.1%	42.1%	42.1%	18.8%	19.1%	19.6%	15.2%	15.8%	15.8%	6.4%	6.7%	6.3%	43,637	39,788	36,489
5 or more years	20.3%	18.5%	18.3%	42.2%	41.7%	42.6%	15.6%	16.4%	16.5%	15.0%	16.2%	15.8%	7.0%	7.3%	6.7%	295,473	272,454	261,403

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

(1) I am given a real opportunity to improve my skills in my organization.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>19.2%</b>	<b>17.6%</b>	<b>17.5%</b>	<b>42.0%</b>	<b>41.4%</b>	<b>42.2%</b>	<b>16.6%</b>	<b>17.4%</b>	<b>17.6%</b>	<b>15.1%</b>	<b>16.3%</b>	<b>15.9%</b>	<b>7.0%</b>	<b>7.3%</b>	<b>6.7%</b>	<b>420,841</b>	<b>391,977</b>	<b>375,837</b>
<b>Self-Identify as:</b>																		
Heterosexual	20.4%	18.5%	18.4%	42.8%	42.3%	43.1%	16.0%	16.9%	16.9%	14.4%	15.5%	15.2%	6.4%	6.8%	6.3%	318,734	295,000	282,009
LGBT*	20.3%	19.2%	19.5%	40.6%	38.6%	39.5%	14.3%	15.2%	15.4%	15.9%	17.7%	18.3%	8.9%	9.3%	7.2%	11,074	9,841	8,951
Prefer not to say	14.0%	13.4%	13.0%	38.1%	37.6%	38.2%	19.2%	19.6%	20.1%	18.6%	19.4%	19.6%	10.1%	10.0%	9.2%	48,276	43,942	41,093
<b>Military Service</b>																		
No Prior Military Service	19.5%	18.0%	---	43.1%	42.6%	---	16.3%	17.0%	---	14.6%	15.7%	---	6.4%	6.8%	---	282,169	258,600	---
Currently in Guard/Reserves	20.8%	18.7%	---	41.2%	42.6%	---	14.5%	15.2%	---	15.7%	15.8%	---	7.8%	7.8%	---	7,017	6,540	---
Retired Separated/Discharged	21.8%	20.2%	---	42.9%	41.6%	---	16.2%	17.6%	---	13.7%	14.8%	---	5.4%	5.9%	---	43,454	41,762	---
Discharged	18.0%	15.8%	---	38.3%	38.2%	---	17.3%	17.8%	---	17.1%	18.6%	---	9.3%	9.6%	---	59,792	55,284	---
<b>Disability</b>																		
Yes	18.4%	16.5%	16.9%	36.4%	36.1%	36.5%	17.3%	18.0%	18.5%	17.6%	18.6%	18.1%	10.3%	10.8%	10.1%	53,693	49,166	45,196
No	19.8%	18.1%	17.9%	43.2%	42.6%	43.5%	16.2%	17.0%	17.1%	14.5%	15.6%	15.4%	6.3%	6.6%	6.1%	339,934	313,992	302,182

## Report by Demographics

(2) I have enough information to do my job well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>18.6%</b>	<b>17.5%</b>	<b>17.6%</b>	<b>51.3%</b>	<b>51.7%</b>	<b>52.4%</b>	<b>15.0%</b>	<b>15.2%</b>	<b>15.2%</b>	<b>11.5%</b>	<b>11.9%</b>	<b>11.4%</b>	<b>3.7%</b>	<b>3.6%</b>	<b>3.4%</b>	<b>418,183</b>	<b>388,077</b>	<b>372,941</b>
<b>Work Location</b>																		
Headquarters	20.8%	19.3%	19.2%	50.7%	51.4%	51.9%	14.1%	14.4%	14.7%	10.8%	11.4%	10.8%	3.5%	3.5%	3.3%	155,650	141,766	136,144
Field	17.5%	16.6%	16.9%	51.7%	52.0%	52.6%	15.3%	15.4%	15.3%	11.7%	12.3%	11.8%	3.8%	3.7%	3.5%	239,123	220,352	210,257
<b>Supervisory Status</b>																		
Non-Supervisor	17.4%	16.4%	16.6%	51.0%	51.4%	52.0%	15.6%	15.7%	15.8%	12.0%	12.5%	11.9%	4.1%	3.9%	3.7%	259,760	239,033	231,302
Team Leader	18.6%	17.7%	17.9%	52.7%	52.7%	53.5%	14.2%	14.7%	14.5%	11.3%	11.6%	11.0%	3.2%	3.2%	3.1%	53,128	49,205	47,188
Supervisor	20.5%	19.0%	19.3%	52.9%	53.2%	53.5%	14.0%	14.0%	14.1%	10.0%	10.8%	10.3%	2.7%	3.0%	2.8%	52,265	48,228	44,253
Manager	26.5%	24.8%	24.6%	51.3%	52.4%	52.8%	11.2%	11.3%	11.0%	8.3%	9.1%	9.4%	2.6%	2.4%	2.3%	24,246	21,452	21,180
Senior Leader	41.0%	37.3%	40.8%	43.3%	46.2%	43.5%	7.4%	8.3%	7.7%	5.7%	5.8%	6.2%	2.5%	2.3%	1.8%	8,010	6,999	5,380
<b>Sex</b>																		
Male	19.1%	17.8%	17.8%	51.1%	51.9%	52.5%	15.0%	15.3%	15.2%	11.0%	11.4%	11.1%	3.8%	3.6%	3.4%	204,336	187,222	178,095
Female	18.3%	17.5%	17.9%	51.9%	51.8%	52.4%	14.5%	14.6%	14.7%	11.8%	12.5%	11.7%	3.6%	3.6%	3.4%	187,808	173,498	167,507
<b>Hispanic or Latino</b>																		
Yes	20.0%	18.9%	19.0%	48.4%	49.2%	50.8%	15.3%	15.4%	14.8%	11.7%	11.6%	11.3%	4.6%	4.8%	4.1%	33,772	30,451	28,618
No	18.7%	17.6%	17.7%	51.8%	52.2%	52.7%	14.7%	14.9%	15.0%	11.3%	11.9%	11.3%	3.5%	3.5%	3.3%	354,583	326,542	313,611
<b>Race</b>																		
American Indian/ Alaska Native	17.3%	15.1%	15.8%	49.2%	49.8%	48.9%	17.0%	17.1%	17.0%	11.8%	13.1%	13.7%	4.7%	4.9%	4.6%	8,308	7,462	7,706
Asian	21.8%	21.3%	20.8%	52.1%	52.4%	54.1%	14.8%	14.8%	14.0%	8.3%	8.7%	8.4%	3.0%	2.9%	2.7%	18,595	16,971	16,180
Black/African American	22.9%	21.8%	22.4%	50.0%	51.0%	51.4%	13.3%	13.3%	13.1%	9.9%	10.1%	9.2%	3.9%	3.9%	3.8%	59,740	55,407	53,294
Native Hawaiian/ Pacific Islander	20.0%	18.1%	18.3%	48.2%	49.3%	52.4%	15.7%	17.5%	15.9%	12.2%	10.3%	9.3%	3.9%	4.9%	4.1%	2,457	2,303	2,328
White	18.1%	16.9%	16.9%	52.1%	52.6%	53.1%	14.7%	14.9%	15.0%	11.6%	12.2%	11.8%	3.5%	3.4%	3.2%	272,832	251,188	240,957
Two or more races (Not Hispanic/ Latino)	15.3%	14.7%	15.1%	48.4%	47.7%	48.6%	17.4%	18.5%	17.9%	13.8%	14.0%	13.5%	5.1%	5.1%	4.8%	14,409	12,937	11,530

# Report by Demographics

## (2) I have enough information to do my job well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>18.6%</b>	<b>17.5%</b>	<b>17.6%</b>	<b>51.3%</b>	<b>51.7%</b>	<b>52.4%</b>	<b>15.0%</b>	<b>15.2%</b>	<b>15.2%</b>	<b>11.5%</b>	<b>11.9%</b>	<b>11.4%</b>	<b>3.7%</b>	<b>3.6%</b>	<b>3.4%</b>	<b>418,183</b>	<b>388,077</b>	<b>372,941</b>
<b>Age Group</b>																		
25 and under	18.4%	18.2%	21.7%	57.4%	55.5%	51.9%	12.7%	13.9%	14.3%	8.9%	10.0%	9.7%	2.6%	2.3%	2.4%	2,775	2,792	3,455
26-29	18.0%	16.3%	15.8%	53.0%	52.8%	54.6%	14.3%	15.7%	14.8%	10.8%	11.6%	11.0%	3.9%	3.6%	3.8%	12,741	12,925	12,918
30-39	16.9%	16.3%	16.4%	51.3%	51.4%	52.7%	15.4%	15.3%	15.2%	12.3%	12.8%	11.9%	4.2%	4.2%	3.9%	74,700	67,194	58,389
40-49	18.2%	16.9%	17.3%	50.9%	52.2%	52.5%	14.9%	15.0%	15.0%	11.9%	12.3%	11.6%	4.1%	3.7%	3.5%	110,481	104,013	95,891
50-59	19.2%	17.8%	18.1%	51.4%	51.5%	52.3%	14.9%	15.4%	15.0%	11.2%	11.8%	11.4%	3.3%	3.5%	3.2%	151,481	140,745	123,673
60+	20.7%	20.1%	21.0%	51.0%	51.3%	52.2%	14.9%	15.0%	14.1%	10.4%	10.5%	9.9%	3.0%	3.1%	2.7%	64,238	57,655	47,297
<b>Level of Education</b>																		
Less than High School	28.7%	19.7%	---	42.3%	50.8%	---	16.2%	17.0%	---	5.7%	7.3%	---	7.1%	5.1%	---	405	383	---
H.S. Diploma/ GED or equiv	21.0%	20.0%	---	52.6%	52.3%	---	14.3%	14.7%	---	8.8%	10.0%	---	3.3%	3.0%	---	19,258	18,850	---
Trade/Technical Certificate	17.7%	17.0%	---	50.1%	51.0%	---	16.8%	17.2%	---	11.5%	10.9%	---	3.9%	3.9%	---	9,497	8,893	---
Some College (no degree)	18.5%	17.9%	---	50.5%	50.6%	---	15.5%	15.7%	---	11.4%	11.9%	---	4.0%	3.8%	---	59,885	57,368	---
Associate's Degree	18.3%	16.8%	---	50.8%	51.4%	---	15.5%	15.7%	---	11.7%	12.2%	---	3.7%	3.9%	---	31,220	29,188	---
Bachelor's Degree	17.4%	16.4%	---	52.2%	52.8%	---	14.9%	15.1%	---	11.8%	12.1%	---	3.7%	3.5%	---	135,256	124,144	---
Master's Degree	19.4%	17.6%	---	51.3%	52.1%	---	14.3%	14.4%	---	11.4%	12.3%	---	3.6%	3.6%	---	97,851	87,040	---
Doctoral/Professional Degree	22.8%	22.3%	---	50.7%	50.8%	---	12.9%	12.7%	---	10.4%	10.9%	---	3.2%	3.2%	---	40,876	36,449	---
<b>Pay Category</b>																		
Federal Wage System	18.1%	16.4%	18.2%	50.9%	52.0%	51.0%	16.7%	16.2%	16.4%	10.6%	11.7%	11.0%	3.6%	3.7%	3.3%	12,586	12,173	13,234
GS 1-6	19.9%	19.9%	20.6%	49.7%	49.9%	49.7%	15.0%	15.0%	15.2%	11.0%	11.2%	10.7%	4.3%	3.9%	3.9%	21,794	21,738	22,030
GS 7-12	17.4%	16.2%	16.2%	51.2%	51.7%	52.8%	15.4%	15.8%	15.6%	12.0%	12.5%	11.8%	4.0%	3.8%	3.6%	165,735	156,495	144,256
GS 13-15	20.4%	19.3%	19.1%	52.2%	52.6%	53.1%	13.5%	13.6%	13.7%	10.9%	11.3%	11.2%	3.1%	3.2%	3.0%	161,843	143,161	135,183
SES	46.5%	43.8%	41.5%	41.1%	43.3%	44.3%	5.5%	5.7%	6.2%	5.1%	5.8%	6.4%	1.9%	1.5%	1.7%	5,701	4,862	4,414
SL/ST	25.2%	25.1%	26.8%	48.9%	50.1%	50.8%	11.5%	12.4%	11.9%	10.8%	8.9%	7.7%	3.6%	3.4%	2.9%	1,538	1,373	1,224
Other	16.9%	16.0%	16.1%	52.4%	52.7%	53.3%	16.0%	15.6%	15.7%	11.1%	11.9%	11.5%	3.6%	3.7%	3.5%	25,553	22,923	26,295

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

# Report by Demographics

## (2) I have enough information to do my job well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>18.6%</b>	<b>17.5%</b>	<b>17.6%</b>	<b>51.3%</b>	<b>51.7%</b>	<b>52.4%</b>	<b>15.0%</b>	<b>15.2%</b>	<b>15.2%</b>	<b>11.5%</b>	<b>11.9%</b>	<b>11.4%</b>	<b>3.7%</b>	<b>3.6%</b>	<b>3.4%</b>	<b>418,183</b>	<b>388,077</b>	<b>372,941</b>
<b>Time in Federal Government</b>																		
< 1 year	24.3%	21.5%	24.0%	50.6%	53.3%	49.9%	13.3%	12.0%	14.4%	9.1%	10.0%	9.6%	2.7%	3.2%	2.1%	6,031	3,145	4,689
1-3 years	20.6%	19.1%	19.3%	51.2%	52.3%	52.6%	14.6%	14.8%	14.7%	10.6%	11.0%	10.6%	3.0%	2.7%	2.9%	28,179	32,715	39,233
4-5 years	18.7%	16.8%	17.0%	51.8%	52.4%	52.7%	14.6%	14.9%	15.2%	11.5%	12.2%	11.5%	3.5%	3.6%	3.5%	40,978	43,070	39,169
6-10 years	17.4%	16.9%	16.8%	51.3%	51.2%	52.5%	15.2%	15.6%	15.1%	12.0%	12.3%	11.9%	4.1%	3.9%	3.7%	87,563	72,888	64,030
11-14 years	16.9%	16.2%	16.3%	51.3%	51.4%	52.2%	15.8%	15.9%	15.6%	11.8%	12.6%	12.3%	4.1%	3.9%	3.7%	56,612	51,038	44,534
15-20 years	17.8%	17.0%	16.8%	50.6%	51.2%	51.7%	15.0%	15.2%	15.6%	12.3%	12.5%	11.8%	4.4%	4.1%	4.0%	48,602	39,664	34,915
> 20 years	20.2%	18.7%	18.7%	51.8%	52.2%	52.7%	14.2%	14.4%	14.6%	10.6%	11.2%	10.9%	3.2%	3.4%	3.2%	127,602	120,887	120,550
<b>Time with Current Agency</b>																		
< 1 year	22.9%	20.2%	22.0%	49.5%	51.0%	48.6%	13.8%	13.4%	15.0%	10.3%	11.8%	11.1%	3.6%	3.6%	3.3%	11,876	6,478	8,751
1-3 years	19.9%	18.8%	18.5%	49.6%	50.4%	51.2%	14.9%	15.2%	15.2%	11.9%	12.0%	11.7%	3.7%	3.6%	3.5%	44,406	49,585	54,918
4-5 years	18.3%	16.2%	16.4%	51.2%	51.9%	52.4%	14.8%	15.3%	15.4%	11.8%	12.7%	12.1%	3.8%	3.8%	3.7%	49,784	51,460	47,435
6-10 years	17.2%	16.8%	16.7%	51.4%	51.4%	52.6%	15.3%	15.6%	15.3%	12.0%	12.2%	11.8%	4.1%	3.9%	3.7%	95,525	80,395	69,925
11-20 years	17.8%	16.9%	17.0%	51.4%	52.1%	52.9%	15.4%	15.2%	15.2%	11.5%	12.1%	11.4%	3.9%	3.8%	3.4%	98,647	85,720	76,399
> 20 years	20.5%	19.2%	19.2%	52.9%	53.2%	53.5%	13.7%	14.0%	14.1%	10.0%	10.6%	10.4%	2.8%	3.0%	2.8%	94,088	88,562	88,521
<b>Leaving</b>																		
No	22.5%	21.3%	21.0%	55.1%	55.7%	56.2%	12.7%	12.9%	13.0%	7.9%	8.3%	8.1%	1.8%	1.8%	1.7%	262,626	238,917	237,358
Yes, to retire	19.1%	17.2%	18.2%	52.0%	52.7%	52.0%	15.1%	15.0%	15.1%	10.6%	11.5%	11.4%	3.2%	3.6%	3.3%	23,934	22,746	21,265
Yes, to other job in Govt	11.2%	10.6%	10.7%	44.2%	44.5%	44.3%	18.6%	18.9%	19.2%	18.5%	18.9%	18.7%	7.5%	7.2%	7.0%	73,208	67,617	56,337
Yes, to other job outside Govt	8.5%	7.7%	8.2%	41.0%	41.1%	41.8%	19.4%	20.8%	20.4%	21.7%	22.0%	21.3%	9.4%	8.5%	8.3%	15,796	15,514	15,495
Yes, other	9.1%	8.5%	8.4%	40.5%	41.2%	41.2%	21.8%	21.2%	21.4%	19.4%	20.8%	20.1%	9.1%	8.3%	8.8%	19,231	17,907	16,296
<b>Retiring</b>																		
Within 1 year	18.7%	17.3%	18.4%	50.5%	50.4%	50.5%	15.0%	15.5%	14.8%	12.1%	12.5%	12.4%	3.7%	4.3%	4.0%	14,762	13,793	12,547
Between 1-3 years	18.9%	17.6%	17.9%	51.7%	52.7%	53.0%	15.4%	15.0%	15.1%	10.7%	11.5%	11.0%	3.3%	3.1%	3.0%	39,711	35,901	34,199
Between 3-5 years	18.5%	17.7%	17.6%	51.8%	52.2%	53.0%	15.1%	15.0%	15.2%	11.3%	11.7%	11.2%	3.3%	3.4%	3.0%	43,219	39,264	36,093
5 or more years	18.8%	17.7%	17.8%	51.4%	51.9%	52.5%	14.7%	14.9%	14.9%	11.4%	11.9%	11.3%	3.8%	3.6%	3.4%	293,972	270,267	259,668

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

### (2) I have enough information to do my job well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>18.6%</b>	<b>17.5%</b>	<b>17.6%</b>	<b>51.3%</b>	<b>51.7%</b>	<b>52.4%</b>	<b>15.0%</b>	<b>15.2%</b>	<b>15.2%</b>	<b>11.5%</b>	<b>11.9%</b>	<b>11.4%</b>	<b>3.7%</b>	<b>3.6%</b>	<b>3.4%</b>	<b>418,183</b>	<b>388,077</b>	<b>372,941</b>
<b>Self-Identify as:</b>																		
Heterosexual	19.7%	18.4%	18.5%	52.2%	52.7%	53.1%	14.1%	14.4%	14.4%	10.7%	11.2%	10.8%	3.3%	3.3%	3.1%	316,793	292,221	279,908
LGBT*	18.5%	17.7%	17.8%	49.9%	48.3%	49.2%	14.4%	15.4%	15.6%	12.1%	13.5%	13.1%	5.1%	5.0%	4.3%	11,020	9,739	8,866
Prefer not to say	13.4%	13.3%	13.2%	46.9%	47.5%	48.7%	19.0%	18.7%	18.4%	14.9%	15.4%	14.9%	5.8%	5.2%	4.9%	47,927	43,414	40,742
<b>Military Service</b>																		
No Prior Military Service	18.2%	17.3%	---	52.2%	52.5%	---	14.7%	14.9%	---	11.3%	11.9%	---	3.5%	3.5%	---	280,451	256,183	---
Currently in Guard/Reserves	19.9%	18.3%	---	49.9%	51.2%	---	14.7%	14.7%	---	11.1%	11.7%	---	4.4%	4.1%	---	6,999	6,505	---
Retired	22.9%	21.6%	---	51.4%	51.9%	---	13.6%	13.6%	---	9.5%	10.1%	---	2.7%	2.9%	---	43,156	41,278	---
Separated/Discharged	17.8%	16.3%	---	49.1%	49.9%	---	15.8%	16.3%	---	12.7%	13.1%	---	4.7%	4.4%	---	59,382	54,692	---
<b>Disability</b>																		
Yes	19.1%	17.8%	18.4%	46.9%	47.5%	47.6%	15.8%	15.9%	16.1%	13.1%	13.6%	12.9%	5.1%	5.2%	5.0%	53,250	48,565	44,777
No	18.7%	17.7%	17.7%	52.3%	52.7%	53.4%	14.6%	14.8%	14.7%	11.0%	11.5%	11.1%	3.4%	3.3%	3.1%	337,924	311,021	299,958

## Report by Demographics

### (3) I feel encouraged to come up with new and better ways of doing things.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>20.3%</b>	<b>19.1%</b>	<b>19.2%</b>	<b>36.2%</b>	<b>36.1%</b>	<b>36.5%</b>	<b>18.3%</b>	<b>19.0%</b>	<b>19.2%</b>	<b>16.2%</b>	<b>16.8%</b>	<b>16.7%</b>	<b>9.0%</b>	<b>9.1%</b>	<b>8.5%</b>	<b>414,872</b>	<b>385,690</b>	<b>370,376</b>
<b>Work Location</b>																		
Headquarters	<b>23.6%</b>	21.9%	21.9%	<b>37.2%</b>	37.3%	37.4%	<b>17.3%</b>	17.9%	18.2%	<b>14.2%</b>	15.0%	15.1%	<b>7.8%</b>	7.9%	7.4%	<b>154,494</b>	140,967	135,296
Field	<b>18.8%</b>	17.8%	18.0%	<b>35.5%</b>	35.4%	35.9%	<b>18.7%</b>	19.3%	19.4%	<b>17.2%</b>	17.7%	17.6%	<b>9.8%</b>	9.8%	9.2%	<b>237,177</b>	218,944	208,750
<b>Supervisory Status</b>																		
Non-Supervisor	<b>17.8%</b>	16.7%	17.0%	<b>34.9%</b>	35.0%	35.2%	<b>19.7%</b>	20.2%	20.4%	<b>17.4%</b>	17.9%	17.9%	<b>10.2%</b>	10.2%	9.5%	<b>257,722</b>	237,572	229,800
Team Leader	<b>21.7%</b>	20.7%	21.0%	<b>37.9%</b>	37.8%	38.6%	<b>16.6%</b>	17.4%	17.1%	<b>15.5%</b>	15.9%	15.8%	<b>8.3%</b>	8.3%	7.6%	<b>52,664</b>	48,930	46,850
Supervisor	<b>25.2%</b>	23.6%	23.4%	<b>40.5%</b>	39.8%	40.4%	<b>15.6%</b>	16.2%	16.8%	<b>12.8%</b>	14.1%	13.6%	<b>5.9%</b>	6.2%	5.8%	<b>51,871</b>	47,947	43,896
Manager	<b>34.4%</b>	32.2%	31.8%	<b>38.5%</b>	38.8%	39.2%	<b>12.2%</b>	12.9%	12.8%	<b>10.3%</b>	11.1%	11.2%	<b>4.6%</b>	5.0%	4.9%	<b>24,092</b>	21,286	21,047
Senior Leader	<b>48.0%</b>	45.7%	47.4%	<b>32.0%</b>	33.9%	31.2%	<b>8.9%</b>	9.7%	9.4%	<b>7.6%</b>	6.4%	7.6%	<b>3.5%</b>	4.4%	4.4%	<b>7,944</b>	6,963	5,340
<b>Sex</b>																		
Male	<b>20.8%</b>	19.3%	19.2%	<b>35.4%</b>	35.6%	36.0%	<b>18.2%</b>	19.0%	19.1%	<b>16.0%</b>	16.4%	16.7%	<b>9.7%</b>	9.6%	9.1%	<b>202,514</b>	185,752	176,546
Female	<b>20.4%</b>	19.3%	19.8%	<b>37.3%</b>	36.9%	37.3%	<b>18.2%</b>	18.5%	18.8%	<b>16.1%</b>	16.8%	16.4%	<b>8.1%</b>	8.4%	7.7%	<b>186,543</b>	172,753	166,715
<b>Hispanic or Latino</b>																		
Yes	<b>20.0%</b>	19.2%	19.7%	<b>33.6%</b>	33.0%	33.9%	<b>18.4%</b>	19.0%	20.1%	<b>16.7%</b>	17.5%	16.4%	<b>11.2%</b>	11.4%	10.0%	<b>33,489</b>	30,282	28,402
No	<b>20.7%</b>	19.4%	19.5%	<b>36.5%</b>	36.6%	36.9%	<b>18.1%</b>	18.7%	18.8%	<b>15.9%</b>	16.5%	16.6%	<b>8.7%</b>	8.8%	8.3%	<b>351,793</b>	324,520	311,512
<b>Race</b>																		
American Indian/ Alaska Native	<b>18.4%</b>	15.4%	16.5%	<b>34.5%</b>	36.7%	35.9%	<b>19.8%</b>	20.1%	20.4%	<b>16.6%</b>	17.0%	17.0%	<b>10.6%</b>	10.8%	10.1%	<b>8,215</b>	7,422	7,645
Asian	<b>23.2%</b>	22.1%	21.3%	<b>40.2%</b>	39.8%	41.3%	<b>18.8%</b>	19.6%	19.3%	<b>10.7%</b>	11.8%	11.7%	<b>7.1%</b>	6.8%	6.4%	<b>18,530</b>	16,909	16,104
Black/African American	<b>22.2%</b>	20.6%	21.2%	<b>37.3%</b>	37.5%	37.7%	<b>17.7%</b>	17.9%	18.5%	<b>14.2%</b>	15.1%	14.5%	<b>8.7%</b>	8.9%	8.1%	<b>59,256</b>	55,147	52,985
Native Hawaiian/ Pacific Islander	<b>20.5%</b>	20.1%	19.0%	<b>35.9%</b>	37.3%	39.7%	<b>18.3%</b>	18.6%	18.9%	<b>16.7%</b>	14.7%	13.7%	<b>8.5%</b>	9.3%	8.6%	<b>2,442</b>	2,292	2,316
White	<b>20.6%</b>	19.4%	19.4%	<b>36.1%</b>	36.1%	36.4%	<b>18.0%</b>	18.6%	18.8%	<b>16.5%</b>	17.1%	17.1%	<b>8.8%</b>	8.9%	8.3%	<b>270,660</b>	249,504	239,253
Two or more races (Not Hispanic/ Latino)	<b>17.8%</b>	17.1%	17.1%	<b>31.9%</b>	31.8%	32.6%	<b>19.4%</b>	20.0%	19.9%	<b>18.0%</b>	18.6%	18.9%	<b>12.9%</b>	12.5%	11.4%	<b>14,275</b>	12,870	11,464



## Report by Demographics

### (3) I feel encouraged to come up with new and better ways of doing things.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>20.3%</b>	<b>19.1%</b>	<b>19.2%</b>	<b>36.2%</b>	<b>36.1%</b>	<b>36.5%</b>	<b>18.3%</b>	<b>19.0%</b>	<b>19.2%</b>	<b>16.2%</b>	<b>16.8%</b>	<b>16.7%</b>	<b>9.0%</b>	<b>9.1%</b>	<b>8.5%</b>	<b>414,872</b>	<b>385,690</b>	<b>370,376</b>
<b>Age Group</b>																		
25 and under	19.9%	18.9%	18.9%	36.0%	34.3%	35.6%	20.8%	20.5%	20.5%	14.5%	17.7%	17.5%	8.8%	8.6%	7.5%	2,760	2,781	3,425
26-29	18.8%	17.4%	16.6%	33.9%	33.9%	34.1%	18.6%	19.2%	19.7%	18.2%	18.9%	19.0%	10.5%	10.7%	10.6%	12,682	12,875	12,842
30-39	19.0%	18.0%	18.5%	34.8%	34.6%	34.9%	18.1%	18.4%	18.4%	17.4%	18.2%	18.1%	10.8%	10.8%	10.0%	74,267	66,899	58,120
40-49	20.6%	19.4%	20.0%	36.4%	36.6%	37.1%	17.6%	18.4%	18.1%	16.1%	16.7%	16.2%	9.3%	9.0%	8.6%	109,555	103,349	95,200
50-59	21.0%	19.7%	20.0%	37.1%	36.9%	37.5%	18.3%	19.1%	19.1%	15.6%	16.0%	15.8%	8.0%	8.3%	7.6%	150,155	139,632	122,712
60+	20.5%	19.0%	20.5%	36.3%	36.5%	37.2%	20.1%	20.8%	20.2%	15.3%	15.7%	15.2%	7.8%	7.9%	6.8%	63,694	57,414	47,018
<b>Level of Education</b>																		
Less than High School	25.9%	22.3%	---	36.7%	42.8%	---	22.0%	15.9%	---	7.5%	8.6%	---	7.9%	10.4%	---	400	385	---
H.S. Diploma/ GED or equiv	20.4%	19.5%	---	39.2%	39.6%	---	19.1%	19.8%	---	13.9%	13.8%	---	7.4%	7.3%	---	19,051	18,741	---
Trade/Technical Certificate	18.0%	16.7%	---	35.8%	36.1%	---	20.3%	21.4%	---	16.2%	16.0%	---	9.7%	9.7%	---	9,411	8,861	---
Some College (no degree)	19.5%	18.5%	---	35.4%	35.2%	---	19.1%	19.5%	---	16.4%	17.0%	---	9.7%	9.7%	---	59,340	56,962	---
Associate's Degree	19.3%	17.9%	---	35.8%	35.2%	---	18.8%	19.6%	---	16.5%	17.8%	---	9.5%	9.4%	---	30,919	29,031	---
Bachelor's Degree	19.7%	18.6%	---	36.4%	36.5%	---	18.5%	19.0%	---	16.4%	16.9%	---	9.1%	9.0%	---	134,272	123,323	---
Master's Degree	22.9%	21.2%	---	36.8%	36.9%	---	16.7%	17.2%	---	15.4%	16.1%	---	8.2%	8.5%	---	97,167	86,542	---
Doctoral/Professional Degree	23.2%	21.7%	---	33.9%	33.7%	---	16.8%	17.8%	---	16.5%	17.0%	---	9.6%	9.8%	---	40,590	36,270	---
<b>Pay Category</b>																		
Federal Wage System	17.8%	16.9%	17.7%	35.0%	35.1%	34.5%	19.2%	19.6%	20.1%	17.3%	17.8%	18.3%	10.7%	10.6%	9.4%	12,447	12,068	13,102
GS 1-6	18.1%	17.7%	18.0%	35.4%	35.5%	35.9%	20.3%	20.0%	20.3%	16.2%	16.9%	16.2%	10.0%	9.9%	9.6%	21,597	21,683	21,891
GS 7-12	18.7%	17.5%	17.7%	36.1%	35.9%	36.6%	19.0%	19.8%	19.9%	16.7%	17.3%	17.1%	9.6%	9.5%	8.7%	164,370	155,575	143,273
GS 13-15	24.6%	23.1%	23.3%	37.4%	37.6%	37.8%	16.2%	16.8%	16.7%	14.4%	14.9%	15.0%	7.4%	7.6%	7.2%	160,657	142,234	134,332
SES	54.2%	52.4%	50.4%	29.3%	29.8%	30.9%	7.1%	8.1%	7.2%	6.3%	6.4%	8.0%	3.1%	3.3%	3.5%	5,647	4,842	4,383
SL/ST	28.6%	27.6%	28.2%	30.0%	32.0%	31.6%	18.5%	16.8%	15.8%	14.0%	16.2%	16.0%	9.0%	7.4%	8.5%	1,520	1,369	1,213
Other	17.6%	16.5%	16.4%	34.1%	34.6%	34.6%	19.1%	19.2%	19.8%	18.7%	19.0%	18.9%	10.5%	10.7%	10.2%	25,385	22,751	26,097

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

### (3) I feel encouraged to come up with new and better ways of doing things.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>20.3%</b>	<b>19.1%</b>	<b>19.2%</b>	<b>36.2%</b>	<b>36.1%</b>	<b>36.5%</b>	<b>18.3%</b>	<b>19.0%</b>	<b>19.2%</b>	<b>16.2%</b>	<b>16.8%</b>	<b>16.7%</b>	<b>9.0%</b>	<b>9.1%</b>	<b>8.5%</b>	<b>414,872</b>	<b>385,690</b>	<b>370,376</b>
<b>Time in Federal Government</b>																		
< 1 year	28.5%	27.0%	28.0%	37.6%	37.4%	35.9%	18.3%	17.8%	19.2%	10.8%	12.7%	11.3%	4.8%	5.1%	5.6%	5,985	3,132	4,651
1-3 years	22.4%	22.2%	22.0%	36.3%	36.5%	37.3%	18.3%	18.3%	18.3%	15.3%	15.2%	15.5%	7.8%	7.7%	6.9%	27,980	32,500	38,975
4-5 years	20.7%	18.7%	18.6%	36.0%	35.9%	35.1%	18.0%	18.5%	18.8%	16.2%	17.4%	18.1%	9.1%	9.5%	9.4%	40,703	42,838	38,944
6-10 years	19.3%	18.4%	18.3%	35.0%	34.5%	35.4%	18.2%	18.7%	18.9%	17.4%	18.0%	17.8%	10.2%	10.5%	9.7%	86,915	72,509	63,607
11-14 years	18.7%	17.7%	17.9%	35.6%	35.3%	35.8%	18.1%	18.8%	18.9%	17.1%	18.0%	17.8%	10.4%	10.2%	9.6%	56,173	50,658	44,188
15-20 years	19.5%	18.1%	17.9%	35.6%	35.7%	35.9%	18.3%	19.1%	19.6%	16.7%	17.2%	16.9%	10.0%	9.9%	9.7%	48,137	39,421	34,697
> 20 years	21.9%	20.0%	20.1%	37.6%	37.9%	38.1%	18.3%	19.2%	19.2%	14.7%	15.2%	15.3%	7.5%	7.7%	7.3%	126,563	120,136	119,721
<b>Time with Current Agency</b>																		
< 1 year	28.8%	27.2%	28.4%	37.7%	37.5%	36.2%	17.3%	17.5%	17.4%	11.0%	12.0%	11.9%	5.2%	5.8%	6.0%	11,786	6,444	8,703
1-3 years	22.4%	21.8%	21.2%	35.7%	35.8%	36.7%	17.9%	18.1%	18.2%	15.4%	15.6%	16.0%	8.5%	8.7%	7.9%	44,086	49,315	54,545
4-5 years	20.0%	18.2%	18.0%	35.7%	35.3%	34.9%	17.9%	18.8%	19.2%	16.7%	17.9%	18.3%	9.7%	9.9%	9.6%	49,407	51,205	47,154
6-10 years	18.7%	18.0%	17.8%	34.9%	34.7%	35.5%	18.5%	18.7%	19.2%	17.7%	18.1%	17.8%	10.3%	10.5%	9.7%	94,783	79,906	69,432
11-20 years	19.2%	17.9%	18.3%	35.8%	36.0%	36.3%	18.4%	19.2%	19.5%	16.7%	17.3%	16.9%	9.9%	9.6%	9.0%	97,816	85,140	75,861
> 20 years	22.2%	20.3%	20.4%	38.5%	38.6%	38.8%	18.2%	19.1%	18.8%	14.3%	14.8%	15.1%	6.8%	7.1%	6.9%	93,355	87,991	87,924
<b>Leaving</b>																		
No	25.4%	23.9%	23.6%	40.3%	40.4%	40.5%	17.5%	18.1%	18.4%	12.2%	12.7%	12.9%	4.7%	4.9%	4.7%	260,604	237,510	235,793
Yes, to retire	18.6%	16.9%	17.3%	36.8%	36.4%	37.0%	20.2%	21.6%	20.7%	16.6%	16.6%	17.0%	7.8%	8.5%	8.0%	23,737	22,609	21,107
Yes, to other job in Govt	11.2%	10.7%	10.6%	28.6%	28.5%	28.5%	19.7%	19.7%	20.2%	23.7%	24.5%	24.8%	16.8%	16.6%	15.9%	72,583	67,140	55,898
Yes, to other job outside Govt	8.1%	7.7%	8.3%	23.3%	24.0%	23.5%	17.9%	17.7%	17.9%	26.9%	27.7%	28.1%	23.7%	22.9%	22.2%	15,702	15,444	15,430
Yes, other	8.5%	8.3%	8.4%	24.2%	23.4%	23.8%	19.7%	21.3%	20.9%	25.8%	25.9%	26.2%	21.9%	21.1%	20.8%	19,079	17,795	16,184
<b>Retiring</b>																		
Within 1 year	18.3%	16.8%	17.2%	35.4%	34.5%	35.2%	18.9%	20.7%	20.0%	17.8%	17.6%	17.7%	9.6%	10.5%	9.9%	14,641	13,708	12,442
Between 1-3 years	19.1%	17.9%	18.1%	37.0%	37.0%	37.2%	19.9%	21.0%	20.2%	16.0%	16.3%	17.0%	8.1%	7.8%	7.5%	39,391	35,749	33,956
Between 3-5 years	20.1%	19.0%	18.6%	36.4%	36.8%	37.6%	19.4%	19.4%	19.9%	16.0%	16.5%	16.2%	8.1%	8.3%	7.6%	42,843	38,993	35,870
5 or more years	21.0%	19.7%	19.9%	36.2%	36.2%	36.5%	17.7%	18.3%	18.6%	16.0%	16.6%	16.5%	9.1%	9.2%	8.5%	291,705	268,595	257,928

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

### (3) I feel encouraged to come up with new and better ways of doing things.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>20.3%</b>	<b>19.1%</b>	<b>19.2%</b>	<b>36.2%</b>	<b>36.1%</b>	<b>36.5%</b>	<b>18.3%</b>	<b>19.0%</b>	<b>19.2%</b>	<b>16.2%</b>	<b>16.8%</b>	<b>16.7%</b>	<b>9.0%</b>	<b>9.1%</b>	<b>8.5%</b>	<b>414,872</b>	<b>385,690</b>	<b>370,376</b>
<b>Self-Identify as:</b>																		
Heterosexual	21.6%	20.1%	20.2%	36.9%	36.8%	37.2%	17.9%	18.5%	18.7%	15.4%	16.1%	16.0%	8.2%	8.4%	7.9%	314,296	290,390	277,967
LGBT*	21.8%	20.6%	20.6%	33.7%	32.4%	32.5%	16.1%	17.3%	16.9%	16.8%	18.1%	19.7%	11.7%	11.5%	10.4%	10,930	9,703	8,821
Prefer not to say	14.3%	14.2%	14.1%	32.4%	32.8%	33.4%	20.1%	20.7%	20.9%	20.0%	19.7%	20.0%	13.2%	12.7%	11.7%	47,518	43,192	40,454
<b>Military Service</b>																		
No Prior Military Service	20.2%	18.9%	---	36.8%	36.8%	---	18.5%	18.9%	---	16.0%	16.7%	---	8.6%	8.7%	---	278,441	254,845	---
Currently in Guard/Reserves	21.3%	20.9%	---	34.6%	36.3%	---	17.6%	17.0%	---	16.6%	15.7%	---	10.0%	10.1%	---	6,936	6,458	---
Retired	25.1%	23.9%	---	37.6%	37.2%	---	16.9%	17.5%	---	13.6%	14.4%	---	6.8%	7.1%	---	42,756	40,955	---
Separated/Discharged	18.9%	17.3%	---	33.6%	33.7%	---	18.1%	19.6%	---	17.7%	18.0%	---	11.7%	11.5%	---	58,791	54,228	---
<b>Disability</b>																		
Yes	20.2%	18.7%	19.4%	32.8%	32.7%	33.0%	18.2%	18.9%	18.6%	17.1%	17.6%	17.7%	11.6%	12.1%	11.2%	52,726	48,278	44,433
No	20.7%	19.5%	19.5%	36.9%	36.9%	37.2%	18.2%	18.7%	19.0%	15.8%	16.4%	16.4%	8.5%	8.5%	7.9%	335,348	309,138	297,977

## Report by Demographics

### (4) My work gives me a feeling of personal accomplishment.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>28.3%</b>	<b>26.8%</b>	<b>27.1%</b>	<b>42.2%</b>	<b>42.8%</b>	<b>43.2%</b>	<b>14.6%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>9.3%</b>	<b>9.8%</b>	<b>9.4%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>418,769</b>	<b>389,314</b>	<b>373,824</b>
<b>Work Location</b>																		
Headquarters	30.1%	28.0%	28.0%	41.8%	42.6%	42.9%	14.3%	14.8%	15.0%	8.7%	9.4%	9.2%	5.2%	5.2%	4.9%	155,884	142,219	136,461
Field	27.6%	26.5%	26.9%	42.3%	42.9%	43.4%	14.7%	14.8%	15.0%	9.5%	9.9%	9.4%	6.0%	5.9%	5.4%	239,441	220,977	210,730
<b>Supervisory Status</b>																		
Non-Supervisor	26.0%	24.6%	24.9%	42.1%	42.7%	43.2%	15.7%	15.9%	16.1%	9.9%	10.4%	10.0%	6.4%	6.4%	5.8%	260,125	239,856	231,874
Team Leader	29.7%	28.7%	29.1%	43.4%	43.9%	44.2%	13.4%	13.7%	13.9%	8.6%	9.1%	8.3%	4.9%	4.6%	4.5%	53,160	49,332	47,284
Supervisor	33.0%	31.0%	31.4%	43.3%	44.1%	44.2%	12.2%	12.8%	12.9%	7.6%	8.2%	7.8%	3.8%	3.9%	3.6%	52,332	48,337	44,337
Manager	40.9%	39.6%	39.0%	39.4%	40.3%	40.9%	10.0%	10.2%	10.4%	6.4%	6.9%	6.8%	3.3%	3.1%	2.9%	24,315	21,474	21,224
Senior Leader	55.4%	53.1%	56.2%	31.0%	32.8%	30.3%	6.2%	6.8%	6.9%	4.5%	4.1%	3.9%	2.8%	3.3%	2.8%	8,030	7,027	5,387
<b>Sex</b>																		
Male	28.0%	26.5%	26.6%	41.4%	42.3%	42.8%	14.9%	15.3%	15.5%	9.5%	10.0%	9.6%	6.2%	6.0%	5.5%	204,500	187,662	178,390
Female	29.5%	28.0%	28.4%	43.2%	43.6%	43.8%	13.9%	14.0%	14.2%	8.6%	9.2%	8.8%	4.9%	5.1%	4.7%	188,181	174,145	168,003
<b>Hispanic or Latino</b>																		
Yes	30.3%	28.7%	29.6%	38.7%	39.4%	40.1%	14.4%	14.7%	15.1%	9.4%	9.6%	9.0%	7.3%	7.5%	6.1%	33,813	30,601	28,677
No	28.5%	27.0%	27.2%	42.6%	43.2%	43.6%	14.4%	14.7%	14.9%	9.1%	9.6%	9.3%	5.4%	5.4%	5.0%	355,068	327,450	314,340
<b>Race</b>																		
American Indian/ Alaska Native	29.3%	26.5%	27.3%	39.8%	42.3%	42.6%	15.4%	15.6%	14.3%	9.3%	9.1%	9.5%	6.2%	6.5%	6.2%	8,309	7,504	7,727
Asian	31.5%	29.8%	30.0%	44.2%	44.9%	45.1%	14.1%	14.2%	14.7%	6.1%	6.9%	6.5%	4.1%	4.2%	3.7%	18,635	17,000	16,214
Black/African American	31.5%	29.7%	30.3%	41.2%	42.1%	42.2%	13.9%	14.0%	14.4%	7.8%	8.4%	8.0%	5.5%	5.7%	5.2%	59,940	55,683	53,494
Native Hawaiian/ Pacific Islander	28.2%	28.1%	28.7%	40.8%	39.4%	42.0%	14.4%	18.4%	15.8%	9.9%	7.8%	7.0%	6.7%	6.3%	6.5%	2,465	2,313	2,344
White	28.2%	26.7%	27.0%	42.7%	43.3%	43.6%	14.2%	14.5%	14.8%	9.5%	10.1%	9.6%	5.5%	5.4%	5.0%	273,103	251,804	241,435
Two or more races (Not Hispanic/ Latino)	25.5%	24.9%	23.9%	38.5%	39.4%	41.1%	16.7%	16.8%	17.5%	11.5%	10.9%	10.8%	7.8%	7.9%	6.6%	14,420	12,991	11,558

# Report by Demographics

## (4) My work gives me a feeling of personal accomplishment.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>28.3%</b>	<b>26.8%</b>	<b>27.1%</b>	<b>42.2%</b>	<b>42.8%</b>	<b>43.2%</b>	<b>14.6%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>9.3%</b>	<b>9.8%</b>	<b>9.4%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>418,769</b>	<b>389,314</b>	<b>373,824</b>
<b>Age Group</b>																		
25 and under	23.8%	21.2%	22.3%	45.0%	41.9%	41.8%	16.0%	19.1%	19.0%	10.3%	12.2%	10.8%	4.9%	5.7%	6.1%	2,764	2,790	3,450
26-29	22.8%	20.7%	20.4%	40.4%	41.3%	42.5%	17.4%	17.5%	18.0%	11.6%	12.5%	11.6%	7.8%	7.9%	7.5%	12,720	12,929	12,906
30-39	24.9%	23.6%	24.3%	41.7%	41.6%	42.5%	15.8%	16.2%	16.4%	10.6%	11.3%	10.5%	7.0%	7.3%	6.4%	74,686	67,261	58,443
40-49	27.8%	26.1%	27.1%	42.0%	43.1%	43.4%	14.7%	15.2%	14.8%	9.5%	9.8%	9.4%	6.0%	5.9%	5.3%	110,478	104,201	96,007
50-59	29.5%	28.3%	28.8%	42.6%	43.2%	43.8%	14.3%	14.4%	14.3%	8.7%	9.2%	8.7%	4.9%	4.9%	4.4%	151,809	141,268	124,070
60+	33.4%	31.7%	33.2%	42.4%	43.4%	43.4%	12.9%	13.3%	12.7%	7.3%	7.6%	7.1%	4.0%	4.0%	3.7%	64,546	58,103	47,542
<b>Level of Education</b>																		
Less than High School	33.1%	30.7%	---	41.7%	40.5%	---	13.9%	16.9%	---	5.8%	3.1%	---	5.5%	8.8%	---	407	392	---
H.S. Diploma/ GED or equiv	28.9%	28.2%	---	43.6%	44.4%	---	14.7%	14.8%	---	7.8%	7.9%	---	5.1%	4.7%	---	19,292	18,948	---
Trade/Technical Certificate	27.5%	26.7%	---	43.3%	43.6%	---	14.4%	15.3%	---	9.4%	8.9%	---	5.4%	5.5%	---	9,544	8,952	---
Some College (no degree)	28.2%	27.1%	---	41.2%	41.6%	---	14.9%	15.2%	---	9.4%	10.0%	---	6.3%	6.2%	---	60,030	57,599	---
Associate's Degree	27.8%	26.0%	---	41.5%	42.2%	---	15.1%	15.8%	---	9.4%	9.9%	---	6.2%	6.1%	---	31,244	29,330	---
Bachelor's Degree	26.8%	25.5%	---	42.8%	43.6%	---	15.0%	15.2%	---	9.7%	10.1%	---	5.8%	5.7%	---	135,422	124,476	---
Master's Degree	29.6%	27.5%	---	42.1%	42.8%	---	14.1%	14.3%	---	9.1%	9.9%	---	5.2%	5.5%	---	97,927	87,205	---
Doctoral/Professional Degree	35.5%	33.9%	---	41.5%	42.2%	---	11.4%	11.7%	---	7.1%	7.9%	---	4.4%	4.4%	---	40,933	36,515	---
<b>Pay Category</b>																		
Federal Wage System	26.6%	24.3%	26.1%	41.8%	42.3%	43.1%	16.2%	16.9%	15.7%	9.3%	10.2%	9.3%	6.1%	6.2%	5.7%	12,621	12,223	13,251
GS 1-6	26.8%	26.1%	26.4%	41.0%	41.5%	41.4%	15.7%	16.1%	16.4%	10.1%	9.8%	9.4%	6.5%	6.6%	6.3%	21,867	21,916	22,134
GS 7-12	26.8%	25.5%	25.7%	42.5%	42.9%	43.7%	15.1%	15.5%	15.8%	9.4%	10.1%	9.5%	6.1%	6.1%	5.3%	165,967	157,044	144,656
GS 13-15	31.6%	30.0%	30.1%	42.5%	43.4%	43.4%	12.9%	13.1%	13.3%	8.4%	8.9%	8.9%	4.6%	4.5%	4.3%	162,028	143,441	135,435
SES	63.5%	62.2%	59.6%	26.0%	27.7%	29.4%	4.9%	5.2%	5.1%	3.4%	3.3%	4.1%	2.2%	1.6%	1.8%	5,704	4,875	4,416
SL/ST	42.9%	39.0%	40.7%	40.0%	43.0%	40.4%	8.5%	10.7%	8.5%	6.4%	4.8%	5.7%	2.2%	2.4%	4.7%	1,536	1,383	1,225
Other	27.1%	25.7%	26.2%	41.4%	43.3%	43.3%	15.6%	14.8%	14.7%	9.8%	10.2%	9.8%	6.2%	6.1%	6.0%	25,574	22,943	26,327

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

# Report by Demographics

## (4) My work gives me a feeling of personal accomplishment.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>28.3%</b>	<b>26.8%</b>	<b>27.1%</b>	<b>42.2%</b>	<b>42.8%</b>	<b>43.2%</b>	<b>14.6%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>9.3%</b>	<b>9.8%</b>	<b>9.4%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>418,769</b>	<b>389,314</b>	<b>373,824</b>
<b>Time in Federal Government</b>																		
< 1 year	35.4%	34.5%	37.0%	43.8%	44.1%	41.1%	11.5%	11.9%	13.0%	6.3%	6.9%	5.7%	3.1%	2.6%	3.1%	6,028	3,155	4,695
1-3 years	30.6%	28.6%	28.5%	42.3%	42.7%	43.2%	14.5%	14.7%	15.0%	8.2%	9.3%	9.0%	4.5%	4.7%	4.3%	28,189	32,734	39,268
4-5 years	27.3%	25.0%	25.8%	41.7%	43.0%	43.1%	15.5%	15.7%	15.7%	9.8%	10.4%	9.7%	5.7%	5.9%	5.7%	41,027	43,162	39,263
6-10 years	26.8%	25.9%	25.5%	41.9%	41.9%	42.9%	15.0%	15.5%	15.8%	10.0%	10.2%	9.9%	6.4%	6.6%	6.0%	87,659	73,122	64,148
11-14 years	26.7%	25.3%	26.2%	41.7%	42.6%	43.1%	15.2%	15.3%	15.2%	9.9%	10.5%	9.9%	6.5%	6.3%	5.6%	56,633	51,156	44,615
15-20 years	27.8%	26.6%	26.8%	41.7%	42.5%	42.5%	14.8%	14.7%	15.2%	9.3%	10.0%	9.7%	6.5%	6.3%	5.8%	48,624	39,814	34,997
> 20 years	30.8%	29.1%	28.9%	42.8%	43.7%	44.0%	13.4%	13.8%	14.1%	8.3%	8.7%	8.6%	4.8%	4.7%	4.5%	127,968	121,376	120,944
<b>Time with Current Agency</b>																		
< 1 year	34.5%	32.6%	34.8%	42.4%	42.5%	41.3%	12.3%	13.8%	13.2%	6.8%	7.4%	6.7%	3.9%	3.6%	3.9%	11,882	6,487	8,776
1-3 years	29.3%	27.8%	27.4%	41.6%	41.5%	42.4%	14.7%	15.0%	15.4%	9.0%	10.0%	9.8%	5.4%	5.6%	5.0%	44,452	49,697	54,995
4-5 years	26.9%	24.4%	25.2%	41.4%	42.8%	42.9%	15.4%	15.8%	15.8%	10.1%	10.8%	10.0%	6.2%	6.2%	6.1%	49,832	51,599	47,538
6-10 years	26.6%	25.8%	25.3%	41.7%	42.2%	43.1%	15.2%	15.2%	15.8%	10.0%	10.2%	10.0%	6.5%	6.5%	5.8%	95,640	80,617	70,060
11-20 years	27.7%	26.4%	27.1%	42.0%	42.9%	43.2%	14.8%	14.9%	15.0%	9.4%	9.8%	9.4%	6.1%	5.9%	5.3%	98,733	85,975	76,590
> 20 years	31.6%	29.9%	29.9%	43.7%	44.4%	44.6%	12.8%	13.4%	13.4%	7.8%	8.2%	8.1%	4.2%	4.1%	4.0%	94,349	88,929	88,797
<b>Leaving</b>																		
No	34.7%	33.1%	32.8%	45.4%	46.3%	46.5%	12.0%	12.4%	12.7%	5.5%	5.8%	5.7%	2.3%	2.3%	2.2%	263,005	239,626	237,896
Yes, to retire	28.3%	25.6%	26.3%	42.5%	43.8%	43.4%	14.3%	15.6%	15.6%	9.8%	9.7%	9.7%	5.1%	5.2%	5.0%	24,023	22,913	21,367
Yes, to other job in Govt	16.1%	15.3%	15.3%	36.4%	36.5%	36.9%	19.7%	19.5%	20.1%	16.3%	17.2%	17.1%	11.5%	11.5%	10.6%	73,268	67,770	56,407
Yes, to other job outside Govt	12.7%	12.0%	12.2%	31.7%	32.3%	32.3%	19.4%	19.7%	19.3%	19.0%	19.9%	19.7%	17.1%	16.1%	16.6%	15,807	15,533	15,541
Yes, other	13.9%	12.5%	12.7%	31.1%	32.0%	32.0%	20.7%	20.7%	21.5%	18.3%	19.4%	19.1%	16.0%	15.3%	14.8%	19,247	17,956	16,355
<b>Retiring</b>																		
Within 1 year	27.7%	25.4%	26.3%	40.4%	41.5%	40.4%	13.8%	15.6%	15.7%	11.1%	10.4%	11.1%	7.0%	7.1%	6.5%	14,818	13,891	12,599
Between 1-3 years	28.6%	27.1%	27.1%	43.3%	44.1%	44.2%	14.1%	14.6%	14.6%	8.8%	9.2%	9.3%	5.2%	4.9%	4.7%	39,858	36,163	34,312
Between 3-5 years	29.3%	27.9%	28.3%	42.5%	43.4%	44.0%	14.5%	14.4%	14.6%	8.9%	9.5%	8.8%	4.9%	4.8%	4.3%	43,376	39,411	36,246
5 or more years	28.6%	27.1%	27.4%	42.1%	42.8%	43.2%	14.5%	14.8%	14.9%	9.1%	9.7%	9.2%	5.7%	5.7%	5.2%	294,155	270,844	260,158

## Report by Demographics

### (4) My work gives me a feeling of personal accomplishment.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>28.3%</b>	<b>26.8%</b>	<b>27.1%</b>	<b>42.2%</b>	<b>42.8%</b>	<b>43.2%</b>	<b>14.6%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>9.3%</b>	<b>9.8%</b>	<b>9.4%</b>	<b>5.7%</b>	<b>5.6%</b>	<b>5.2%</b>	<b>418,769</b>	<b>389,314</b>	<b>373,824</b>
<b>Self-Identify as:</b>																		
Heterosexual	29.8%	28.1%	28.3%	42.5%	43.2%	43.5%	13.9%	14.2%	14.5%	8.6%	9.3%	8.8%	5.2%	5.2%	4.8%	317,192	293,030	280,565
LGBT*	29.1%	28.4%	28.8%	39.9%	39.4%	40.1%	13.4%	14.5%	14.0%	10.2%	10.4%	11.0%	7.3%	7.3%	6.0%	11,028	9,777	8,890
Prefer not to say	21.4%	21.4%	21.2%	40.6%	40.8%	41.8%	18.0%	18.1%	18.1%	11.9%	11.9%	11.6%	8.1%	7.7%	7.3%	48,029	43,608	40,832
<b>Military Service</b>																		
No Prior Military Service	28.6%	27.2%	---	43.1%	43.7%	---	14.2%	14.5%	---	8.8%	9.3%	---	5.3%	5.3%	---	280,838	256,919	---
Currently in Guard/Reserves	25.6%	24.0%	---	40.7%	42.5%	---	16.2%	15.8%	---	11.1%	10.9%	---	6.3%	6.8%	---	6,985	6,506	---
Retired	32.0%	30.5%	---	41.7%	42.3%	---	13.9%	13.9%	---	8.2%	9.0%	---	4.2%	4.2%	---	43,231	41,467	---
Separated/Discharged	26.8%	24.9%	---	39.4%	40.4%	---	15.5%	16.1%	---	10.7%	11.1%	---	7.7%	7.6%	---	59,473	54,845	---
<b>Disability</b>																		
Yes	29.1%	27.4%	28.1%	38.4%	38.9%	39.5%	14.8%	15.3%	15.4%	10.3%	10.9%	10.3%	7.3%	7.5%	6.7%	53,349	48,801	44,863
No	28.6%	27.1%	27.3%	42.9%	43.6%	43.9%	14.3%	14.7%	14.9%	8.9%	9.4%	9.1%	5.3%	5.2%	4.9%	338,352	311,893	300,674

## Report by Demographics

### (5) I like the kind of work I do.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>39.0%</b>	<b>37.7%</b>	<b>38.4%</b>	<b>43.8%</b>	<b>44.4%</b>	<b>44.4%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>11.0%</b>	<b>4.1%</b>	<b>4.4%</b>	<b>4.2%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>414,001</b>	<b>384,679</b>	<b>369,988</b>
<b>Work Location</b>																		
Headquarters	39.3%	37.2%	37.6%	43.1%	44.2%	44.1%	11.1%	11.7%	11.7%	4.3%	4.7%	4.6%	2.2%	2.3%	2.1%	154,273	140,607	135,159
Field	39.2%	38.4%	39.1%	44.1%	44.4%	44.5%	10.6%	10.9%	10.4%	3.9%	4.1%	4.0%	2.2%	2.1%	2.0%	236,595	218,370	208,511
<b>Supervisory Status</b>																		
Non-Supervisor	36.8%	35.3%	36.1%	44.5%	44.9%	44.9%	11.8%	12.3%	12.0%	4.4%	4.8%	4.6%	2.5%	2.6%	2.4%	257,032	236,892	229,493
Team Leader	41.6%	41.0%	41.8%	43.7%	44.2%	43.9%	9.5%	9.7%	9.1%	3.5%	3.5%	3.6%	1.7%	1.5%	1.5%	52,609	48,845	46,794
Supervisor	43.3%	42.1%	42.4%	43.4%	44.3%	44.4%	8.9%	9.1%	8.7%	3.1%	3.3%	3.1%	1.3%	1.3%	1.4%	51,833	47,820	43,867
Manager	49.7%	48.6%	48.8%	39.6%	40.4%	39.7%	6.9%	7.1%	7.7%	2.7%	3.0%	2.7%	1.1%	0.9%	1.1%	24,059	21,265	21,043
Senior Leader	62.3%	60.6%	60.9%	29.2%	30.3%	31.5%	5.6%	6.1%	5.0%	1.7%	2.0%	1.6%	1.2%	1.0%	0.9%	7,968	6,956	5,349
<b>Sex</b>																		
Male	39.1%	37.8%	38.5%	43.3%	44.1%	44.1%	11.1%	11.5%	11.1%	4.1%	4.4%	4.3%	2.4%	2.2%	2.1%	202,030	185,250	176,322
Female	39.8%	38.5%	38.9%	44.4%	44.6%	44.6%	10.2%	10.6%	10.5%	3.8%	4.2%	4.0%	1.9%	2.1%	2.0%	186,233	172,365	166,559
<b>Hispanic or Latino</b>																		
Yes	45.0%	43.3%	45.0%	39.3%	40.1%	39.7%	9.4%	10.2%	9.6%	3.8%	3.7%	3.5%	2.6%	2.7%	2.2%	33,441	30,171	28,334
No	38.8%	37.5%	38.1%	44.3%	44.8%	44.8%	10.8%	11.2%	10.9%	4.0%	4.4%	4.2%	2.1%	2.1%	2.0%	351,052	323,737	311,201
<b>Race</b>																		
American Indian/ Alaska Native	44.0%	42.9%	43.4%	42.1%	42.9%	42.0%	9.5%	9.8%	9.5%	2.7%	3.0%	3.3%	1.7%	1.5%	1.9%	8,202	7,399	7,646
Asian	40.7%	38.5%	39.1%	43.9%	45.5%	45.2%	10.9%	11.2%	11.2%	2.9%	3.1%	3.0%	1.6%	1.7%	1.4%	18,506	16,899	16,123
Black/African American	41.3%	40.6%	41.0%	41.5%	41.9%	41.6%	10.8%	10.8%	10.8%	3.9%	3.9%	4.0%	2.5%	2.8%	2.6%	59,066	54,882	52,871
Native Hawaiian/ Pacific Islander	42.5%	41.7%	41.8%	42.9%	41.5%	43.3%	8.4%	11.5%	9.8%	2.3%	2.9%	2.9%	3.8%	2.4%	2.2%	2,445	2,293	2,305
White	39.0%	37.6%	38.2%	44.5%	45.0%	45.1%	10.4%	10.9%	10.6%	4.1%	4.5%	4.2%	2.0%	2.0%	1.9%	270,128	248,971	239,036
Two or more races (Not Hispanic/ Latino)	37.2%	35.5%	36.7%	42.2%	43.2%	43.6%	13.2%	13.1%	11.8%	4.6%	4.8%	5.1%	2.9%	3.3%	2.8%	14,262	12,837	11,441



# Report by Demographics

**(5) I like the kind of work I do.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>39.0%</b>	<b>37.7%</b>	<b>38.4%</b>	<b>43.8%</b>	<b>44.4%</b>	<b>44.4%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>11.0%</b>	<b>4.1%</b>	<b>4.4%</b>	<b>4.2%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>414,001</b>	<b>384,679</b>	<b>369,988</b>
<b>Age Group</b>																		
25 and under	28.5%	27.2%	29.1%	48.6%	47.7%	42.6%	13.8%	15.6%	17.7%	6.4%	6.8%	7.3%	2.6%	2.7%	3.4%	2,750	2,784	3,442
26-29	30.7%	28.5%	28.9%	43.7%	44.6%	45.5%	15.9%	16.4%	16.0%	6.0%	6.5%	6.5%	3.7%	3.9%	3.2%	12,670	12,842	12,829
30-39	34.7%	33.9%	35.4%	44.8%	44.9%	44.7%	12.8%	12.9%	12.2%	4.9%	5.5%	5.1%	2.8%	2.8%	2.5%	74,221	66,831	58,051
40-49	39.6%	37.8%	38.9%	43.7%	44.9%	44.7%	10.4%	11.0%	10.4%	4.0%	4.2%	4.0%	2.3%	2.1%	2.0%	109,440	103,169	95,147
50-59	40.5%	39.4%	40.5%	43.8%	44.2%	44.2%	10.1%	10.5%	10.0%	3.7%	3.9%	3.6%	1.8%	1.9%	1.8%	149,679	139,206	122,569
60+	44.4%	43.1%	44.3%	42.2%	43.0%	43.0%	8.9%	9.4%	8.4%	2.9%	3.0%	2.9%	1.5%	1.6%	1.2%	63,477	57,124	46,915
<b>Level of Education</b>																		
Less than High School	46.9%	45.1%	---	36.5%	36.3%	---	9.9%	12.7%	---	3.7%	1.7%	---	3.0%	4.2%	---	396	384	---
H.S. Diploma/ GED or equiv	41.6%	40.7%	---	44.2%	44.9%	---	9.9%	9.5%	---	2.4%	3.0%	---	1.9%	1.9%	---	19,014	18,661	---
Trade/Technical Certificate	43.5%	41.6%	---	43.0%	44.3%	---	9.3%	9.3%	---	2.6%	3.0%	---	1.6%	1.9%	---	9,393	8,825	---
Some College (no degree)	41.5%	40.8%	---	43.0%	43.1%	---	10.1%	10.4%	---	3.3%	3.5%	---	2.1%	2.1%	---	59,188	56,809	---
Associate's Degree	41.2%	40.3%	---	43.3%	43.2%	---	10.1%	10.8%	---	3.2%	3.6%	---	2.3%	2.1%	---	30,866	28,891	---
Bachelor's Degree	36.7%	35.2%	---	44.8%	45.4%	---	11.6%	12.3%	---	4.6%	4.8%	---	2.4%	2.3%	---	133,966	123,139	---
Master's Degree	38.3%	36.5%	---	43.8%	44.7%	---	11.0%	11.4%	---	4.8%	5.1%	---	2.1%	2.3%	---	96,933	86,334	---
Doctoral/Professional Degree	43.5%	42.1%	---	42.0%	42.6%	---	9.3%	9.5%	---	3.6%	4.0%	---	1.7%	1.8%	---	40,564	36,148	---
<b>Pay Category</b>																		
Federal Wage System	39.5%	37.7%	40.2%	45.2%	45.5%	44.8%	10.5%	11.1%	9.9%	2.9%	3.5%	3.2%	2.0%	2.3%	1.9%	12,389	12,010	13,018
GS 1-6	38.6%	38.3%	38.9%	43.4%	43.2%	42.7%	11.5%	11.8%	11.7%	4.0%	3.9%	4.1%	2.6%	2.8%	2.6%	21,527	21,550	21,849
GS 7-12	38.5%	37.1%	37.4%	44.0%	44.4%	44.6%	11.1%	11.6%	11.3%	4.2%	4.6%	4.4%	2.4%	2.3%	2.2%	163,973	155,185	143,093
GS 13-15	40.5%	38.9%	39.3%	43.6%	44.6%	44.6%	10.0%	10.3%	10.2%	4.1%	4.4%	4.3%	1.8%	1.9%	1.7%	160,463	141,973	134,306
SES	67.1%	65.4%	63.5%	26.2%	28.0%	30.0%	4.2%	4.1%	4.1%	1.7%	1.7%	1.8%	0.7%	0.8%	0.8%	5,663	4,827	4,394
SL/ST	51.9%	50.5%	47.7%	40.0%	37.5%	41.4%	5.5%	7.9%	6.7%	1.8%	2.7%	2.7%	0.8%	1.4%	1.4%	1,522	1,364	1,216
Other	38.2%	37.0%	39.3%	44.1%	45.2%	44.4%	11.7%	11.8%	10.7%	3.9%	3.8%	3.6%	2.2%	2.1%	2.0%	25,307	22,685	26,041

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

# Report by Demographics

## (5) I like the kind of work I do.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>39.0%</b>	<b>37.7%</b>	<b>38.4%</b>	<b>43.8%</b>	<b>44.4%</b>	<b>44.4%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>11.0%</b>	<b>4.1%</b>	<b>4.4%</b>	<b>4.2%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>414,001</b>	<b>384,679</b>	<b>369,988</b>
<b>Time in Federal Government</b>																		
< 1 year	44.4%	44.1%	47.4%	41.3%	41.3%	38.0%	9.7%	10.2%	10.3%	3.3%	3.6%	3.1%	1.3%	0.9%	1.2%	5,983	3,136	4,664
1-3 years	41.1%	39.1%	38.8%	42.0%	42.7%	43.1%	11.1%	11.7%	11.9%	3.9%	4.5%	4.4%	1.8%	2.0%	1.9%	27,960	32,425	38,911
4-5 years	37.3%	35.5%	37.2%	44.0%	44.6%	44.3%	11.8%	12.6%	11.6%	4.6%	4.9%	4.5%	2.2%	2.3%	2.4%	40,620	42,681	38,889
6-10 years	37.7%	36.9%	37.8%	44.2%	44.6%	44.3%	11.4%	11.4%	11.3%	4.3%	4.5%	4.5%	2.4%	2.5%	2.1%	86,735	72,334	63,551
11-14 years	38.6%	37.7%	38.2%	44.3%	44.9%	45.2%	10.7%	11.1%	10.3%	4.1%	4.2%	4.1%	2.3%	2.1%	2.1%	56,030	50,586	44,199
15-20 years	40.0%	38.4%	38.7%	43.4%	43.9%	44.5%	10.4%	11.2%	10.3%	3.8%	4.1%	4.1%	2.4%	2.3%	2.3%	48,117	39,323	34,610
> 20 years	40.7%	39.3%	39.5%	44.0%	44.6%	44.9%	9.8%	10.2%	10.1%	3.6%	3.9%	3.7%	1.9%	2.0%	1.8%	126,213	119,793	119,580
<b>Time with Current Agency</b>																		
< 1 year	43.2%	42.4%	44.5%	40.7%	40.7%	39.2%	10.4%	11.2%	10.5%	4.0%	4.0%	3.9%	1.8%	1.7%	2.0%	11,763	6,449	8,703
1-3 years	39.8%	37.9%	37.7%	42.0%	42.7%	43.1%	11.5%	11.9%	12.0%	4.4%	5.0%	4.9%	2.2%	2.5%	2.3%	44,035	49,202	54,486
4-5 years	37.2%	35.4%	37.0%	43.9%	44.6%	44.3%	11.9%	12.5%	11.8%	4.6%	5.1%	4.6%	2.4%	2.4%	2.4%	49,331	51,040	47,083
6-10 years	38.0%	37.2%	37.9%	44.3%	44.8%	44.6%	11.1%	11.4%	11.2%	4.2%	4.2%	4.3%	2.4%	2.4%	2.0%	94,614	79,738	69,373
11-20 years	39.6%	38.5%	38.8%	44.2%	44.7%	45.1%	10.2%	10.8%	10.2%	3.7%	4.0%	3.9%	2.2%	2.1%	2.0%	97,676	84,944	75,779
> 20 years	41.2%	39.9%	40.3%	44.3%	44.9%	45.1%	9.5%	9.8%	9.5%	3.4%	3.7%	3.5%	1.6%	1.8%	1.6%	93,028	87,711	87,816
<b>Leaving</b>																		
No	45.3%	43.9%	44.2%	43.9%	44.8%	44.7%	7.8%	8.3%	8.1%	2.1%	2.2%	2.2%	0.8%	0.8%	0.8%	260,298	237,040	235,701
Yes, to retire	37.3%	36.1%	36.8%	45.3%	45.8%	45.6%	11.1%	11.1%	11.3%	4.3%	4.6%	4.3%	2.1%	2.3%	1.9%	23,620	22,518	21,063
Yes, to other job in Govt	27.4%	26.5%	26.7%	44.1%	43.8%	43.8%	16.3%	16.6%	16.7%	7.7%	8.4%	8.2%	4.6%	4.7%	4.5%	72,370	66,959	55,740
Yes, to other job outside Govt	23.1%	22.4%	22.3%	41.8%	42.2%	41.3%	17.9%	17.9%	17.9%	10.2%	11.0%	11.4%	7.0%	6.6%	7.0%	15,626	15,361	15,369
Yes, other	26.2%	24.7%	23.9%	40.3%	41.0%	42.5%	18.9%	19.3%	18.8%	8.2%	9.2%	9.1%	6.5%	5.9%	5.7%	18,979	17,694	16,164
<b>Retiring</b>																		
Within 1 year	36.4%	36.4%	36.9%	43.9%	43.5%	43.7%	11.5%	11.8%	11.5%	5.2%	5.2%	5.2%	3.0%	3.1%	2.8%	14,557	13,621	12,422
Between 1-3 years	39.2%	37.5%	38.1%	44.0%	45.7%	45.5%	10.9%	10.8%	10.6%	3.9%	4.1%	3.9%	2.0%	2.0%	1.8%	39,210	35,571	33,873
Between 3-5 years	40.1%	39.1%	39.6%	44.5%	44.8%	45.3%	9.8%	10.3%	9.9%	3.7%	3.9%	3.7%	1.9%	1.9%	1.5%	42,722	38,859	35,803
5 or more years	39.5%	38.1%	38.8%	43.7%	44.2%	44.2%	10.7%	11.2%	10.9%	4.0%	4.3%	4.2%	2.1%	2.2%	2.1%	291,295	268,061	257,748

## Report by Demographics

**(5) I like the kind of work I do.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>39.0%</b>	<b>37.7%</b>	<b>38.4%</b>	<b>43.8%</b>	<b>44.4%</b>	<b>44.4%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>11.0%</b>	<b>4.1%</b>	<b>4.4%</b>	<b>4.2%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>2.0%</b>	<b>414,001</b>	<b>384,679</b>	<b>369,988</b>
<b>Self-Identify as:</b>																		
Heterosexual	40.5%	39.0%	39.6%	43.6%	44.2%	44.1%	10.2%	10.6%	10.4%	3.8%	4.1%	4.0%	2.0%	2.0%	1.9%	313,721	289,670	277,680
LGBT*	39.0%	38.6%	37.8%	42.3%	41.9%	42.8%	11.0%	11.4%	11.8%	4.8%	5.0%	5.1%	2.8%	3.2%	2.6%	10,902	9,672	8,827
Prefer not to say	33.3%	32.4%	32.9%	45.1%	45.5%	46.0%	13.5%	14.0%	13.5%	5.0%	5.1%	4.9%	3.1%	2.9%	2.7%	47,353	43,051	40,378
<b>Military Service</b>																		
No Prior Military Service	38.5%	37.3%	---	44.6%	45.1%	---	10.8%	11.2%	---	4.0%	4.3%	---	2.1%	2.1%	---	277,890	254,245	---
Currently in Guard/Reserves	37.9%	36.1%	---	43.2%	44.4%	---	12.2%	12.2%	---	4.0%	4.6%	---	2.8%	2.7%	---	6,927	6,453	---
Retired	44.2%	42.8%	---	41.9%	42.7%	---	9.0%	9.3%	---	3.5%	3.7%	---	1.5%	1.5%	---	42,644	40,814	---
Separated/Discharged	39.2%	37.7%	---	42.2%	42.7%	---	11.4%	12.2%	---	4.4%	4.7%	---	2.8%	2.7%	---	58,660	54,049	---
<b>Disability</b>																		
Yes	41.3%	40.0%	41.2%	40.5%	40.9%	40.5%	11.2%	11.5%	11.3%	4.1%	4.5%	4.2%	2.8%	3.0%	2.7%	52,556	48,052	44,269
No	39.1%	37.7%	38.3%	44.4%	45.0%	45.0%	10.6%	11.1%	10.7%	4.0%	4.2%	4.1%	2.0%	2.0%	1.9%	334,722	308,433	297,751

## Report by Demographics

### (6) I know what is expected of me on the job.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.9%</b>	<b>30.0%</b>	<b>30.2%</b>	<b>48.2%</b>	<b>48.8%</b>	<b>49.1%</b>	<b>11.2%</b>	<b>11.5%</b>	<b>11.2%</b>	<b>6.7%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>3.0%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>417,035</b>	<b>387,941</b>	<b>372,218</b>
<b>Work Location</b>																		
Headquarters	32.0%	30.8%	30.7%	47.0%	48.1%	48.2%	11.1%	11.3%	11.4%	6.8%	6.8%	6.9%	3.1%	3.0%	2.9%	155,175	141,633	135,810
Field	30.3%	29.7%	30.0%	48.7%	49.1%	49.4%	11.1%	11.5%	11.1%	6.7%	6.9%	6.7%	3.0%	3.0%	2.8%	238,545	220,349	209,958
<b>Supervisory Status</b>																		
Non-Supervisor	29.8%	29.0%	29.2%	48.7%	49.3%	49.5%	11.4%	11.6%	11.5%	6.8%	6.9%	6.9%	3.3%	3.2%	3.0%	259,065	238,975	230,938
Team Leader	31.1%	30.4%	31.0%	47.6%	48.2%	48.5%	11.3%	11.6%	11.0%	7.0%	7.2%	6.7%	2.9%	2.7%	2.8%	52,985	49,163	47,097
Supervisor	32.1%	30.9%	31.6%	48.3%	49.0%	48.8%	10.7%	11.0%	11.1%	6.5%	6.6%	6.3%	2.4%	2.5%	2.3%	52,127	48,244	44,154
Manager	38.0%	37.1%	36.2%	44.4%	44.7%	45.9%	9.0%	9.9%	9.5%	6.0%	5.9%	6.1%	2.6%	2.4%	2.3%	24,183	21,409	21,126
Senior Leader	52.1%	49.4%	50.8%	35.7%	36.8%	36.3%	6.5%	7.4%	6.8%	3.8%	4.2%	4.0%	2.0%	2.2%	2.2%	7,998	6,998	5,345
<b>Sex</b>																		
Male	30.5%	29.3%	29.4%	47.8%	48.7%	49.0%	11.6%	12.0%	11.7%	6.8%	6.8%	6.8%	3.3%	3.1%	3.0%	203,790	187,178	177,794
Female	32.0%	31.4%	31.6%	48.5%	48.8%	48.9%	10.3%	10.4%	10.4%	6.5%	6.7%	6.6%	2.7%	2.7%	2.5%	187,304	173,420	167,178
<b>Hispanic or Latino</b>																		
Yes	36.6%	34.9%	36.1%	44.0%	45.9%	45.2%	10.0%	10.2%	10.0%	5.9%	5.8%	5.7%	3.4%	3.2%	3.1%	33,677	30,480	28,595
No	30.5%	29.7%	29.8%	48.6%	49.1%	49.4%	11.1%	11.4%	11.2%	6.8%	6.9%	6.8%	3.0%	2.9%	2.8%	353,647	326,410	313,022
<b>Race</b>																		
American Indian/ Alaska Native	34.5%	32.4%	33.0%	45.2%	47.0%	46.8%	11.0%	11.3%	10.1%	6.1%	6.0%	6.5%	3.3%	3.3%	3.6%	8,301	7,473	7,723
Asian	37.2%	35.3%	36.1%	48.4%	49.6%	49.7%	8.6%	8.9%	8.5%	4.0%	4.2%	3.8%	1.9%	2.0%	1.9%	18,562	16,934	16,132
Black/African American	36.2%	35.6%	36.0%	46.1%	46.4%	46.4%	9.3%	9.6%	9.6%	5.2%	5.4%	5.2%	3.2%	3.0%	2.8%	59,659	55,407	53,201
Native Hawaiian/ Pacific Islander	36.6%	34.6%	35.9%	44.9%	46.1%	46.5%	9.5%	10.8%	9.1%	5.7%	5.6%	5.2%	3.2%	2.8%	3.2%	2,452	2,312	2,335
White	29.7%	28.8%	28.8%	48.8%	49.5%	49.8%	11.4%	11.6%	11.5%	7.1%	7.2%	7.1%	3.0%	2.8%	2.7%	272,000	251,079	240,513
Two or more races (Not Hispanic/ Latino)	28.3%	26.9%	27.3%	46.2%	46.0%	46.8%	12.9%	14.4%	13.7%	8.3%	8.4%	8.5%	4.3%	4.3%	3.6%	14,364	12,942	11,499

# Report by Demographics

## (6) I know what is expected of me on the job.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.9%</b>	<b>30.0%</b>	<b>30.2%</b>	<b>48.2%</b>	<b>48.8%</b>	<b>49.1%</b>	<b>11.2%</b>	<b>11.5%</b>	<b>11.2%</b>	<b>6.7%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>3.0%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>417,035</b>	<b>387,941</b>	<b>372,218</b>
<b>Age Group</b>																		
25 and under	31.8%	30.4%	32.6%	52.3%	52.4%	48.8%	8.9%	10.7%	10.5%	5.2%	5.1%	6.3%	1.8%	1.3%	1.9%	2,758	2,776	3,440
26-29	29.1%	27.0%	27.1%	50.3%	51.1%	51.7%	10.7%	12.3%	11.0%	6.9%	6.7%	7.3%	3.0%	2.9%	2.8%	12,694	12,890	12,885
30-39	28.1%	27.7%	28.0%	49.3%	49.3%	49.8%	11.8%	11.9%	11.4%	7.3%	7.7%	7.6%	3.5%	3.4%	3.2%	74,423	67,066	58,214
40-49	30.5%	29.5%	30.0%	48.0%	49.1%	49.3%	11.2%	11.4%	11.0%	7.0%	7.0%	6.7%	3.3%	3.0%	3.0%	110,076	103,878	95,706
50-59	31.7%	30.8%	31.2%	47.8%	48.2%	48.5%	11.1%	11.6%	11.1%	6.6%	6.6%	6.5%	2.8%	2.9%	2.7%	151,110	140,754	123,481
60+	34.5%	33.5%	34.7%	46.7%	47.8%	47.5%	10.8%	10.7%	10.6%	5.5%	5.6%	5.2%	2.4%	2.3%	2.0%	64,213	57,829	47,283
<b>Level of Education</b>																		
Less than High School	41.8%	41.4%	---	41.9%	41.6%	---	9.0%	9.2%	---	3.4%	1.8%	---	3.9%	6.1%	---	407	387	---
H.S. Diploma/ GED or equiv	36.6%	37.0%	---	48.4%	47.9%	---	8.9%	8.6%	---	4.0%	4.5%	---	2.1%	2.1%	---	19,198	18,908	---
Trade/Technical Certificate	33.6%	33.6%	---	47.5%	47.2%	---	10.3%	11.0%	---	5.8%	5.4%	---	2.9%	2.8%	---	9,506	8,915	---
Some College (no degree)	33.6%	33.3%	---	46.9%	46.8%	---	10.5%	10.8%	---	6.0%	6.1%	---	3.0%	3.0%	---	59,781	57,430	---
Associate's Degree	32.8%	31.3%	---	46.8%	48.2%	---	11.0%	11.2%	---	6.5%	6.3%	---	2.9%	2.9%	---	31,149	29,242	---
Bachelor's Degree	29.3%	28.0%	---	49.2%	50.3%	---	11.3%	11.7%	---	7.1%	7.1%	---	3.1%	2.9%	---	134,907	124,088	---
Master's Degree	29.2%	27.6%	---	48.5%	49.1%	---	11.6%	12.2%	---	7.5%	7.9%	---	3.2%	3.2%	---	97,522	86,871	---
Doctoral/Professional Degree	31.6%	31.2%	---	47.3%	47.8%	---	11.2%	11.1%	---	6.9%	7.1%	---	3.1%	2.9%	---	40,730	36,351	---
<b>Pay Category</b>																		
Federal Wage System	32.2%	31.6%	33.2%	48.5%	48.6%	48.3%	10.5%	10.5%	10.6%	6.0%	6.5%	5.4%	2.8%	2.8%	2.6%	12,562	12,169	13,218
GS 1-6	36.6%	36.5%	36.7%	46.5%	46.5%	47.0%	9.5%	9.7%	9.0%	4.9%	4.9%	5.0%	2.6%	2.4%	2.3%	21,769	21,811	21,995
GS 7-12	30.2%	29.2%	29.2%	48.7%	49.3%	49.7%	11.2%	11.5%	11.4%	6.8%	7.0%	6.9%	3.2%	3.0%	2.9%	165,355	156,571	144,076
GS 13-15	30.6%	29.5%	29.3%	47.4%	48.3%	48.5%	11.5%	11.7%	11.7%	7.3%	7.4%	7.5%	3.2%	3.1%	3.0%	161,318	142,955	134,875
SES	55.1%	53.5%	51.2%	35.2%	34.6%	36.3%	5.2%	6.6%	6.5%	2.9%	3.8%	4.5%	1.6%	1.5%	1.6%	5,679	4,860	4,389
SL/ST	35.1%	33.8%	34.0%	48.3%	46.8%	47.8%	8.2%	12.1%	9.0%	6.0%	4.3%	6.5%	2.4%	2.9%	2.7%	1,530	1,369	1,217
Other	29.3%	28.1%	29.6%	50.0%	50.7%	50.5%	11.3%	11.8%	10.9%	6.6%	6.5%	6.4%	2.8%	3.0%	2.6%	25,484	22,867	26,239

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

# Report by Demographics

## (6) I know what is expected of me on the job.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.9%</b>	<b>30.0%</b>	<b>30.2%</b>	<b>48.2%</b>	<b>48.8%</b>	<b>49.1%</b>	<b>11.2%</b>	<b>11.5%</b>	<b>11.2%</b>	<b>6.7%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>3.0%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>417,035</b>	<b>387,941</b>	<b>372,218</b>
<b>Time in Federal Government</b>																		
< 1 year	37.2%	34.2%	38.2%	46.3%	48.8%	45.8%	10.2%	9.2%	10.3%	4.6%	6.4%	4.2%	1.7%	1.4%	1.6%	6,013	3,140	4,680
1-3 years	33.6%	32.5%	32.3%	48.0%	48.4%	48.9%	9.9%	10.8%	10.5%	6.1%	6.0%	6.1%	2.4%	2.3%	2.2%	28,122	32,639	39,114
4-5 years	30.4%	28.7%	29.2%	48.7%	50.0%	49.6%	11.3%	11.6%	11.0%	6.9%	7.1%	7.4%	2.7%	2.7%	2.8%	40,840	43,058	39,103
6-10 years	29.5%	28.9%	29.1%	48.7%	48.8%	49.1%	11.5%	11.7%	11.6%	7.0%	7.1%	7.2%	3.3%	3.4%	3.0%	87,353	72,876	63,911
11-14 years	28.9%	28.8%	28.2%	48.5%	48.6%	49.2%	11.9%	12.0%	12.1%	7.3%	7.4%	7.3%	3.4%	3.3%	3.1%	56,423	50,998	44,464
15-20 years	30.1%	29.4%	29.4%	47.8%	48.0%	48.8%	11.3%	12.0%	11.5%	7.2%	7.3%	6.7%	3.7%	3.2%	3.5%	48,427	39,647	34,846
> 20 years	32.9%	31.7%	31.6%	47.5%	48.6%	48.8%	10.6%	10.7%	10.8%	6.2%	6.2%	6.2%	2.8%	2.8%	2.6%	127,345	120,941	120,376
<b>Time with Current Agency</b>																		
< 1 year	34.6%	32.0%	34.7%	46.1%	47.0%	45.5%	11.1%	11.2%	11.7%	5.7%	7.4%	5.7%	2.5%	2.5%	2.5%	11,838	6,459	8,742
1-3 years	32.0%	31.3%	30.8%	46.9%	47.4%	48.4%	11.0%	11.5%	11.0%	7.1%	6.9%	7.0%	3.0%	2.9%	2.8%	44,292	49,531	54,756
4-5 years	29.9%	28.3%	28.6%	48.3%	49.7%	49.4%	11.5%	11.7%	11.5%	7.1%	7.3%	7.4%	3.1%	2.9%	3.1%	49,617	51,456	47,368
6-10 years	29.6%	28.9%	29.3%	48.7%	48.9%	49.1%	11.3%	11.7%	11.6%	7.1%	7.2%	7.1%	3.4%	3.3%	2.9%	95,263	80,341	69,767
11-20 years	30.1%	29.8%	29.6%	48.3%	48.6%	49.3%	11.4%	11.7%	11.5%	6.9%	6.9%	6.7%	3.3%	3.1%	3.0%	98,360	85,658	76,290
> 20 years	33.3%	32.2%	32.2%	48.3%	49.2%	49.3%	10.1%	10.4%	10.3%	5.8%	5.7%	5.8%	2.5%	2.5%	2.4%	93,924	88,637	88,407
<b>Leaving</b>																		
No	36.3%	35.3%	35.0%	49.6%	50.3%	50.6%	8.7%	9.0%	8.9%	4.1%	4.2%	4.2%	1.3%	1.3%	1.2%	262,096	238,949	237,050
Yes, to retire	31.1%	30.2%	30.3%	49.3%	49.7%	49.2%	10.6%	11.5%	12.0%	6.4%	5.9%	6.1%	2.5%	2.7%	2.4%	23,879	22,789	21,228
Yes, to other job in Govt	20.7%	20.1%	20.0%	45.0%	45.4%	45.2%	15.8%	16.1%	16.0%	12.1%	12.1%	12.6%	6.4%	6.2%	6.3%	72,873	67,500	56,134
Yes, to other job outside Govt	16.2%	15.4%	16.1%	44.7%	45.5%	45.4%	16.7%	17.4%	16.6%	14.3%	14.5%	14.7%	8.1%	7.3%	7.2%	15,733	15,471	15,475
Yes, other	17.8%	17.7%	17.8%	43.8%	43.5%	43.8%	17.5%	17.4%	17.5%	12.7%	13.7%	13.3%	8.1%	7.7%	7.7%	19,175	17,860	16,244
<b>Retiring</b>																		
Within 1 year	29.9%	30.3%	30.3%	48.3%	48.2%	47.4%	11.2%	11.4%	12.4%	7.2%	6.5%	6.8%	3.4%	3.6%	3.1%	14,718	13,819	12,501
Between 1-3 years	31.6%	30.4%	30.3%	48.1%	49.6%	49.8%	11.4%	11.3%	11.3%	6.2%	6.2%	6.2%	2.7%	2.5%	2.5%	39,649	35,998	34,140
Between 3-5 years	31.1%	30.3%	30.9%	48.3%	48.9%	48.7%	11.5%	11.3%	11.5%	6.4%	6.6%	6.6%	2.8%	2.8%	2.3%	43,167	39,291	36,077
5 or more years	31.0%	30.1%	30.3%	48.2%	48.7%	49.1%	11.0%	11.3%	11.0%	6.8%	6.9%	6.8%	3.1%	2.9%	2.9%	293,094	269,982	259,180

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

### (6) I know what is expected of me on the job.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.9%</b>	<b>30.0%</b>	<b>30.2%</b>	<b>48.2%</b>	<b>48.8%</b>	<b>49.1%</b>	<b>11.2%</b>	<b>11.5%</b>	<b>11.2%</b>	<b>6.7%</b>	<b>6.8%</b>	<b>6.7%</b>	<b>3.0%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>417,035</b>	<b>387,941</b>	<b>372,218</b>
<b>Self-Identify as:</b>																		
Heterosexual	32.3%	31.3%	31.4%	48.3%	48.9%	49.1%	10.4%	10.8%	10.6%	6.2%	6.4%	6.3%	2.7%	2.7%	2.5%	315,923	292,109	279,406
LGBT*	30.2%	30.4%	29.3%	45.2%	46.0%	47.2%	12.1%	11.8%	11.3%	8.1%	7.4%	8.4%	4.4%	4.4%	3.8%	10,984	9,727	8,865
Prefer not to say	24.0%	24.1%	23.9%	47.4%	48.3%	48.4%	14.7%	14.4%	14.3%	9.2%	9.1%	9.1%	4.6%	4.2%	4.2%	47,808	43,426	40,640
<b>Military Service</b>																		
No Prior Military Service	30.6%	29.8%	---	49.3%	49.8%	---	10.8%	11.1%	---	6.5%	6.6%	---	2.8%	2.7%	---	279,679	256,017	---
Currently in Guard/Reserves	29.7%	29.4%	---	47.0%	48.6%	---	12.1%	11.1%	---	7.4%	7.3%	---	3.8%	3.5%	---	6,968	6,501	---
Retired	35.0%	34.1%	---	45.9%	45.9%	---	10.4%	11.0%	---	6.1%	6.2%	---	2.5%	2.8%	---	43,064	41,325	---
Separated/Discharged	30.2%	28.9%	---	46.2%	47.3%	---	12.1%	12.3%	---	7.6%	7.7%	---	3.9%	3.8%	---	59,247	54,693	---
<b>Disability</b>																		
Yes	32.0%	31.2%	31.7%	44.0%	44.2%	44.2%	12.1%	12.6%	12.2%	7.6%	7.7%	7.9%	4.2%	4.4%	4.0%	53,131	48,596	44,636
No	31.0%	30.1%	30.2%	48.9%	49.6%	49.9%	10.8%	11.1%	10.9%	6.5%	6.6%	6.5%	2.8%	2.6%	2.6%	337,020	310,901	299,477

# Report by Demographics

**(7) When needed I am willing to put in the extra effort to get a job done.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>62.5%</b>	<b>61.7%</b>	<b>61.7%</b>	<b>33.1%</b>	<b>33.9%</b>	<b>33.9%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.7%</b>	<b>418,594</b>	<b>389,516</b>	<b>373,797</b>
<b>Work Location</b>																		
Headquarters	64.3%	63.2%	63.1%	31.7%	32.8%	32.9%	2.6%	2.6%	2.6%	0.7%	0.8%	0.8%	0.7%	0.7%	0.6%	155,805	142,211	136,484
Field	61.8%	61.0%	61.1%	33.6%	34.4%	34.3%	2.9%	2.9%	2.9%	0.9%	0.9%	0.9%	0.9%	0.8%	0.8%	239,330	221,210	210,659
<b>Supervisory Status</b>																		
Non-Supervisor	59.9%	59.1%	59.3%	35.0%	35.9%	35.8%	3.2%	3.2%	3.1%	0.9%	1.0%	1.0%	0.9%	0.9%	0.8%	260,083	239,947	231,908
Team Leader	65.2%	64.8%	65.0%	31.2%	31.8%	31.6%	2.2%	2.1%	2.1%	0.7%	0.8%	0.6%	0.6%	0.5%	0.6%	53,157	49,378	47,259
Supervisor	67.9%	66.5%	65.7%	29.2%	30.3%	30.9%	1.7%	2.0%	2.1%	0.6%	0.6%	0.6%	0.6%	0.5%	0.6%	52,280	48,392	44,298
Manager	74.1%	73.5%	72.4%	23.7%	24.1%	25.1%	1.2%	1.4%	1.4%	0.5%	0.5%	0.7%	0.5%	0.5%	0.4%	24,246	21,505	21,230
Senior Leader	80.9%	79.1%	82.0%	17.2%	18.9%	16.4%	1.0%	1.1%	0.9%	0.1%	0.2%	0.3%	0.7%	0.7%	0.4%	8,015	7,025	5,357
<b>Sex</b>																		
Male	61.5%	60.6%	60.5%	33.3%	34.3%	34.5%	3.1%	3.2%	3.1%	1.0%	1.1%	1.0%	1.0%	0.9%	0.9%	204,360	187,767	178,314
Female	64.3%	63.4%	63.7%	32.4%	33.2%	32.9%	2.3%	2.2%	2.3%	0.6%	0.6%	0.6%	0.5%	0.5%	0.5%	188,146	174,249	168,034
<b>Hispanic or Latino</b>																		
Yes	65.6%	64.4%	65.4%	29.0%	30.2%	29.5%	3.2%	3.3%	3.1%	1.1%	1.0%	0.9%	1.2%	1.2%	1.1%	33,802	30,631	28,681
No	62.4%	61.6%	61.5%	33.4%	34.2%	34.3%	2.6%	2.7%	2.7%	0.8%	0.9%	0.8%	0.8%	0.7%	0.7%	354,901	327,644	314,286
<b>Race</b>																		
American Indian/ Alaska Native	59.5%	57.6%	58.6%	34.4%	37.2%	36.0%	4.3%	3.5%	3.1%	0.6%	0.7%	1.1%	1.2%	1.0%	1.2%	8,323	7,514	7,736
Asian	63.5%	62.0%	62.1%	32.5%	33.9%	34.0%	2.7%	2.5%	2.5%	0.6%	0.7%	0.7%	0.7%	0.8%	0.7%	18,625	17,015	16,200
Black/African American	63.1%	62.2%	62.3%	32.2%	33.4%	33.3%	2.8%	2.8%	2.7%	0.8%	0.8%	0.8%	1.0%	0.9%	0.8%	59,933	55,726	53,554
Native Hawaiian/ Pacific Islander	60.5%	58.8%	60.2%	34.0%	34.4%	34.7%	3.2%	4.7%	2.9%	1.1%	1.0%	0.8%	1.2%	1.1%	1.5%	2,474	2,322	2,335
White	62.9%	62.1%	62.0%	33.0%	33.8%	33.9%	2.5%	2.5%	2.6%	0.8%	0.9%	0.8%	0.7%	0.7%	0.7%	272,943	251,924	241,345
Two or more races (Not Hispanic/ Latino)	62.7%	61.6%	62.1%	31.5%	32.3%	32.2%	3.5%	3.9%	3.5%	0.9%	1.1%	1.1%	1.4%	1.1%	1.1%	14,391	12,999	11,552



# Report by Demographics

(7) When needed I am willing to put in the extra effort to get a job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>62.5%</b>	<b>61.7%</b>	<b>61.7%</b>	<b>33.1%</b>	<b>33.9%</b>	<b>33.9%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.7%</b>	<b>418,594</b>	<b>389,516</b>	<b>373,797</b>
<b>Age Group</b>																		
25 and under	62.0%	61.0%	61.9%	34.3%	34.3%	34.3%	2.5%	3.3%	2.4%	0.9%	0.9%	0.7%	0.3%	0.6%	0.7%	2,766	2,787	3,451
26-29	61.1%	60.6%	59.7%	33.9%	34.5%	35.7%	3.1%	3.0%	3.0%	0.6%	1.0%	1.0%	1.3%	0.8%	0.6%	12,728	12,926	12,910
30-39	61.8%	61.3%	62.1%	33.3%	33.8%	33.3%	3.0%	3.0%	2.8%	0.9%	1.0%	0.9%	0.9%	0.9%	0.8%	74,682	67,300	58,429
40-49	63.6%	62.5%	62.9%	31.7%	33.2%	32.9%	2.8%	2.7%	2.7%	0.9%	0.9%	0.8%	0.9%	0.8%	0.8%	110,452	104,286	96,005
50-59	62.7%	61.8%	61.8%	33.3%	34.0%	34.0%	2.6%	2.7%	2.7%	0.8%	0.8%	0.8%	0.7%	0.7%	0.7%	151,672	141,295	124,015
60+	61.6%	60.6%	60.6%	34.4%	35.3%	35.4%	2.6%	2.8%	2.7%	0.7%	0.7%	0.7%	0.7%	0.6%	0.6%	64,524	58,168	47,563
<b>Level of Education</b>																		
Less than High School	52.3%	50.9%	---	37.2%	37.1%	---	7.4%	9.1%	---	0.6%	0.2%	---	2.5%	2.7%	---	406	389	---
H.S. Diploma/ GED or equiv	58.5%	58.1%	---	36.3%	36.6%	---	3.5%	3.6%	---	0.7%	0.8%	---	1.0%	0.7%	---	19,302	19,005	---
Trade/Technical Certificate	59.5%	58.2%	---	35.0%	36.6%	---	3.6%	3.2%	---	1.1%	1.0%	---	0.8%	1.0%	---	9,552	8,959	---
Some College (no degree)	62.2%	61.5%	---	32.9%	33.7%	---	3.0%	3.0%	---	0.9%	1.0%	---	1.0%	0.9%	---	60,028	57,641	---
Associate's Degree	61.5%	60.6%	---	33.6%	34.7%	---	3.1%	2.9%	---	0.9%	1.0%	---	0.9%	0.9%	---	31,235	29,343	---
Bachelor's Degree	61.7%	60.8%	---	33.9%	34.9%	---	2.8%	2.8%	---	0.9%	0.8%	---	0.8%	0.7%	---	135,332	124,550	---
Master's Degree	64.8%	63.8%	---	31.5%	32.4%	---	2.2%	2.3%	---	0.8%	0.8%	---	0.7%	0.7%	---	97,856	87,218	---
Doctoral/Professional Degree	68.2%	67.4%	---	28.7%	29.4%	---	2.0%	1.9%	---	0.5%	0.7%	---	0.6%	0.6%	---	40,906	36,527	---
<b>Pay Category</b>																		
Federal Wage System	57.1%	55.6%	56.8%	36.8%	38.2%	37.7%	3.8%	3.9%	3.5%	1.2%	1.5%	1.0%	1.2%	0.9%	0.9%	12,608	12,212	13,271
GS 1-6	59.9%	59.9%	61.1%	34.8%	35.1%	34.1%	3.5%	3.4%	3.3%	0.9%	0.7%	0.7%	1.0%	1.0%	0.8%	21,902	21,907	22,111
GS 7-12	61.2%	60.2%	60.1%	34.1%	35.2%	35.3%	2.9%	2.9%	2.9%	0.9%	0.9%	0.9%	0.9%	0.8%	0.8%	165,947	157,179	144,627
GS 13-15	66.4%	65.8%	65.6%	30.3%	30.8%	31.0%	2.0%	2.1%	2.1%	0.7%	0.7%	0.8%	0.6%	0.6%	0.6%	161,856	143,485	135,430
SES	85.5%	84.4%	82.5%	13.1%	14.1%	16.4%	0.7%	1.0%	0.5%	0.4%	0.3%	0.2%	0.3%	0.2%	0.3%	5,694	4,880	4,403
SL/ST	72.7%	68.9%	65.3%	25.1%	28.3%	32.0%	1.7%	2.0%	2.2%	0.2%	0.1%	0.1%	0.3%	0.7%	0.5%	1,530	1,379	1,219
Other	61.8%	60.9%	62.0%	33.5%	34.5%	33.3%	2.9%	2.9%	2.9%	0.8%	0.9%	1.0%	0.9%	0.8%	0.8%	25,579	22,992	26,330

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

# Report by Demographics

(7) When needed I am willing to put in the extra effort to get a job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>62.5%</b>	<b>61.7%</b>	<b>61.7%</b>	<b>33.1%</b>	<b>33.9%</b>	<b>33.9%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.7%</b>	<b>418,594</b>	<b>389,516</b>	<b>373,797</b>
<b>Time in Federal Government</b>																		
< 1 year	71.1%	69.7%	70.3%	26.6%	28.0%	27.4%	1.9%	1.3%	1.6%	0.3%	0.5%	0.3%	0.2%	0.4%	0.4%	6,031	3,150	4,696
1-3 years	66.4%	66.4%	66.0%	30.6%	30.7%	31.2%	2.0%	2.0%	2.0%	0.6%	0.5%	0.5%	0.4%	0.4%	0.4%	28,183	32,734	39,251
4-5 years	63.8%	62.7%	63.1%	31.9%	33.1%	32.8%	2.8%	2.7%	2.6%	0.8%	0.8%	0.7%	0.8%	0.6%	0.7%	41,010	43,179	39,261
6-10 years	62.6%	61.7%	61.5%	32.8%	33.5%	34.0%	2.9%	2.8%	2.9%	0.9%	1.0%	0.9%	0.9%	0.9%	0.7%	87,615	73,162	64,141
11-14 years	61.4%	60.3%	60.7%	33.7%	34.9%	34.5%	3.0%	3.1%	3.0%	0.9%	0.9%	0.9%	1.0%	0.9%	0.9%	56,607	51,160	44,630
15-20 years	61.3%	60.8%	60.0%	33.8%	34.5%	34.8%	3.0%	2.8%	3.1%	0.9%	1.0%	1.0%	1.0%	0.9%	1.0%	48,637	39,853	34,993
> 20 years	61.6%	60.3%	60.2%	34.1%	35.1%	35.2%	2.7%	2.9%	2.9%	0.8%	0.9%	0.9%	0.8%	0.8%	0.8%	127,865	121,503	120,917
<b>Time with Current Agency</b>																		
< 1 year	68.7%	67.0%	67.9%	28.6%	29.7%	29.4%	1.9%	1.9%	1.7%	0.4%	0.7%	0.6%	0.4%	0.7%	0.5%	11,882	6,484	8,761
1-3 years	65.8%	65.3%	65.1%	30.8%	31.2%	31.5%	2.2%	2.4%	2.2%	0.6%	0.6%	0.6%	0.6%	0.5%	0.5%	44,422	49,673	54,969
4-5 years	63.3%	62.0%	62.3%	32.2%	33.6%	33.4%	2.9%	2.8%	2.7%	0.8%	0.8%	0.8%	0.8%	0.7%	0.8%	49,814	51,622	47,556
6-10 years	62.3%	61.5%	61.0%	32.9%	33.7%	34.3%	2.9%	2.8%	3.1%	0.9%	1.0%	0.9%	1.0%	0.9%	0.7%	95,578	80,675	70,077
11-20 years	61.1%	60.3%	60.4%	34.0%	35.0%	34.9%	3.0%	2.9%	2.9%	0.9%	1.0%	1.0%	1.0%	0.8%	0.9%	98,743	86,066	76,580
> 20 years	61.5%	60.3%	60.3%	34.4%	35.4%	35.2%	2.6%	2.8%	2.9%	0.8%	0.8%	0.9%	0.6%	0.7%	0.7%	94,277	88,990	88,770
<b>Leaving</b>																		
No	65.7%	64.6%	64.5%	31.6%	32.6%	32.8%	1.9%	1.9%	2.0%	0.4%	0.5%	0.5%	0.3%	0.4%	0.3%	262,927	239,774	237,823
Yes, to retire	54.4%	54.1%	53.9%	39.9%	39.8%	40.3%	3.7%	4.0%	3.8%	1.2%	1.2%	1.2%	0.7%	0.8%	0.8%	24,013	22,920	21,366
Yes, to other job in Govt	59.3%	58.9%	59.0%	33.9%	34.5%	34.3%	3.9%	3.7%	3.9%	1.4%	1.5%	1.5%	1.6%	1.4%	1.4%	73,205	67,782	56,423
Yes, to other job outside Govt	55.2%	55.8%	55.1%	35.4%	35.2%	35.8%	4.5%	4.9%	4.7%	2.6%	2.2%	2.2%	2.4%	1.8%	2.1%	15,776	15,560	15,542
Yes, other	53.5%	52.2%	53.0%	36.4%	37.5%	37.1%	5.8%	6.2%	5.8%	2.0%	2.0%	1.7%	2.3%	2.0%	2.4%	19,240	17,961	16,368
<b>Retiring</b>																		
Within 1 year	54.3%	54.5%	54.1%	39.2%	39.0%	39.6%	3.9%	4.0%	4.0%	1.3%	1.4%	1.3%	1.2%	1.1%	1.1%	14,803	13,906	12,607
Between 1-3 years	58.0%	56.6%	56.5%	37.1%	38.2%	38.1%	3.1%	3.4%	3.5%	1.0%	1.1%	1.1%	0.8%	0.7%	0.8%	39,835	36,186	34,306
Between 3-5 years	60.4%	59.5%	59.6%	34.9%	36.0%	35.8%	2.9%	2.8%	3.0%	0.9%	0.9%	0.9%	0.8%	0.8%	0.7%	43,346	39,459	36,236
5 or more years	64.0%	63.1%	63.2%	31.9%	32.7%	32.8%	2.6%	2.6%	2.5%	0.8%	0.8%	0.8%	0.8%	0.7%	0.7%	294,047	270,962	260,120

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

(7) When needed I am willing to put in the extra effort to get a job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>62.5%</b>	<b>61.7%</b>	<b>61.7%</b>	<b>33.1%</b>	<b>33.9%</b>	<b>33.9%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.8%</b>	<b>0.7%</b>	<b>418,594</b>	<b>389,516</b>	<b>373,797</b>
<b>Self-Identify as:</b>																		
Heterosexual	63.9%	63.0%	62.9%	32.2%	33.2%	33.2%	2.4%	2.4%	2.4%	0.8%	0.8%	0.8%	0.7%	0.7%	0.6%	317,066	293,218	280,506
LGBT*	62.5%	62.9%	61.5%	31.7%	31.2%	32.8%	3.5%	3.1%	3.2%	1.1%	1.4%	1.3%	1.1%	1.4%	1.1%	11,029	9,766	8,894
Prefer not to say	55.6%	54.7%	54.9%	37.2%	38.3%	37.8%	4.7%	4.6%	4.7%	1.2%	1.2%	1.3%	1.4%	1.2%	1.3%	47,956	43,631	40,819
<b>Military Service</b>																		
No Prior Military Service	62.9%	62.1%	---	33.2%	34.0%	---	2.5%	2.5%	---	0.7%	0.7%	---	0.7%	0.6%	---	280,729	257,095	---
Currently in Guard/Reserves	61.3%	60.1%	---	33.2%	34.4%	---	3.3%	3.7%	---	0.8%	1.0%	---	1.3%	0.8%	---	6,977	6,496	---
Retired	64.3%	63.4%	---	31.4%	32.1%	---	2.7%	2.7%	---	0.9%	1.0%	---	0.7%	0.8%	---	43,190	41,458	---
Separated/Discharged	61.6%	60.3%	---	32.7%	34.1%	---	3.4%	3.3%	---	1.1%	1.2%	---	1.2%	1.1%	---	59,455	54,892	---
<b>Disability</b>																		
Yes	63.2%	61.9%	62.5%	31.1%	32.0%	31.9%	3.4%	3.8%	3.4%	1.1%	1.1%	1.0%	1.2%	1.2%	1.2%	53,293	48,762	44,865
No	62.7%	61.8%	61.8%	33.2%	34.1%	34.2%	2.6%	2.5%	2.6%	0.8%	0.8%	0.8%	0.7%	0.7%	0.6%	338,238	312,132	300,631

## Report by Demographics

**(8) I am constantly looking for ways to do my job better.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>47.8%</b>	<b>46.9%</b>	<b>46.7%</b>	<b>42.6%</b>	<b>43.3%</b>	<b>43.7%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.6%</b>	<b>419,588</b>	<b>390,789</b>	<b>374,956</b>
<b>Work Location</b>																		
Headquarters	49.6%	48.3%	48.1%	41.7%	42.5%	43.0%	7.0%	7.5%	7.4%	1.1%	1.1%	1.0%	0.6%	0.6%	0.5%	156,161	142,638	136,854
Field	47.0%	46.1%	46.0%	43.0%	43.8%	44.1%	7.9%	8.1%	8.0%	1.3%	1.3%	1.3%	0.8%	0.7%	0.7%	239,892	221,949	211,344
<b>Supervisory Status</b>																		
Non-Supervisor	45.0%	44.0%	44.2%	43.9%	44.7%	44.8%	8.8%	9.1%	8.9%	1.4%	1.4%	1.4%	0.8%	0.8%	0.7%	260,663	240,745	232,594
Team Leader	50.6%	50.5%	49.9%	42.0%	41.8%	42.4%	5.9%	6.3%	6.3%	1.0%	1.0%	0.9%	0.5%	0.5%	0.5%	53,293	49,534	47,423
Supervisor	52.9%	51.6%	50.6%	40.8%	42.0%	42.9%	5.1%	5.3%	5.4%	0.7%	0.8%	0.7%	0.5%	0.4%	0.4%	52,399	48,554	44,436
Manager	60.5%	58.9%	58.7%	35.2%	36.4%	36.8%	3.4%	3.7%	3.8%	0.5%	0.5%	0.5%	0.4%	0.4%	0.2%	24,312	21,551	21,278
Senior Leader	70.4%	68.7%	70.1%	26.2%	27.9%	26.7%	2.4%	2.6%	2.5%	0.4%	0.3%	0.3%	0.5%	0.5%	0.4%	8,043	7,033	5,392
<b>Sex</b>																		
Male	46.9%	45.8%	45.6%	43.0%	43.9%	44.3%	7.8%	8.2%	8.0%	1.4%	1.4%	1.4%	0.9%	0.8%	0.8%	204,938	188,482	178,955
Female	49.5%	48.5%	48.5%	42.0%	42.6%	42.8%	7.2%	7.5%	7.3%	0.9%	0.9%	0.9%	0.5%	0.5%	0.4%	188,491	174,726	168,446
<b>Hispanic or Latino</b>																		
Yes	54.7%	52.5%	54.9%	36.5%	38.4%	36.5%	6.3%	7.1%	6.6%	1.4%	1.0%	1.1%	1.0%	1.0%	0.9%	33,897	30,729	28,779
No	47.3%	46.4%	46.0%	43.2%	43.8%	44.4%	7.6%	7.9%	7.8%	1.2%	1.2%	1.2%	0.7%	0.6%	0.6%	355,715	328,696	315,240
<b>Race</b>																		
American Indian/ Alaska Native	47.7%	46.7%	48.0%	42.5%	43.5%	42.3%	8.0%	7.7%	7.7%	1.0%	1.0%	1.3%	0.8%	1.1%	0.7%	8,355	7,529	7,761
Asian	53.5%	52.9%	52.3%	39.4%	40.1%	40.7%	5.6%	5.5%	5.6%	0.9%	0.9%	0.9%	0.5%	0.6%	0.5%	18,650	17,046	16,234
Black/African American	50.9%	49.5%	49.5%	40.4%	41.5%	41.7%	6.9%	7.2%	7.2%	1.0%	1.0%	1.0%	0.8%	0.7%	0.6%	60,065	55,925	53,706
Native Hawaiian/ Pacific Islander	51.8%	50.4%	51.9%	39.2%	39.3%	39.9%	6.4%	8.0%	6.2%	1.3%	1.3%	1.0%	1.3%	1.0%	1.0%	2,470	2,323	2,352
White	46.9%	45.8%	45.6%	43.5%	44.2%	44.7%	7.7%	8.1%	7.9%	1.2%	1.3%	1.2%	0.7%	0.6%	0.6%	273,557	252,746	242,085
Two or more races (Not Hispanic/ Latino)	49.4%	48.9%	48.8%	39.9%	40.3%	41.1%	8.1%	8.4%	7.9%	1.4%	1.3%	1.2%	1.2%	1.0%	1.0%	14,455	13,040	11,594

## Report by Demographics

### (8) I am constantly looking for ways to do my job better.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>47.8%</b>	<b>46.9%</b>	<b>46.7%</b>	<b>42.6%</b>	<b>43.3%</b>	<b>43.7%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.6%</b>	<b>419,588</b>	<b>390,789</b>	<b>374,956</b>
<b>Age Group</b>																		
25 and under	45.8%	47.0%	46.6%	44.2%	42.6%	42.9%	8.5%	9.0%	8.5%	1.2%	0.9%	1.5%	0.3%	0.4%	0.6%	2,768	2,788	3,460
26-29	46.7%	45.6%	44.4%	42.8%	43.8%	44.6%	8.2%	8.5%	8.7%	1.3%	1.4%	1.6%	1.0%	0.7%	0.6%	12,741	12,954	12,930
30-39	48.0%	47.6%	47.6%	42.3%	42.4%	42.9%	7.4%	7.8%	7.5%	1.4%	1.4%	1.3%	0.9%	0.8%	0.7%	74,797	67,413	58,554
40-49	49.5%	48.1%	48.3%	41.4%	42.9%	42.9%	7.1%	7.2%	7.0%	1.2%	1.1%	1.1%	0.8%	0.7%	0.6%	110,681	104,625	96,312
50-59	47.4%	46.6%	46.6%	43.1%	43.5%	43.9%	7.7%	8.1%	7.9%	1.1%	1.2%	1.1%	0.6%	0.6%	0.6%	152,127	141,871	124,445
60+	45.9%	44.4%	44.5%	44.2%	45.2%	45.5%	8.3%	8.7%	8.4%	1.0%	1.1%	1.0%	0.6%	0.6%	0.6%	64,708	58,378	47,723
<b>Level of Education</b>																		
Less than High School	45.7%	43.8%	---	39.9%	42.7%	---	10.0%	10.2%	---	2.2%	0.7%	---	2.3%	2.6%	---	408	390	---
H.S. Diploma/ GED or equiv	45.4%	44.3%	---	44.5%	45.5%	---	8.3%	8.5%	---	0.9%	1.0%	---	0.9%	0.8%	---	19,340	19,032	---
Trade/Technical Certificate	46.6%	45.1%	---	43.7%	44.8%	---	7.7%	8.1%	---	1.1%	1.0%	---	0.8%	0.9%	---	9,569	8,995	---
Some College (no degree)	48.6%	47.8%	---	41.8%	42.2%	---	7.5%	8.1%	---	1.2%	1.2%	---	0.9%	0.7%	---	60,150	57,907	---
Associate's Degree	48.2%	47.0%	---	42.3%	43.2%	---	7.7%	7.8%	---	1.0%	1.2%	---	0.8%	0.7%	---	31,345	29,461	---
Bachelor's Degree	46.3%	45.3%	---	43.7%	44.5%	---	8.0%	8.3%	---	1.4%	1.3%	---	0.7%	0.6%	---	135,660	124,884	---
Master's Degree	49.8%	48.5%	---	41.8%	42.6%	---	6.6%	7.0%	---	1.1%	1.3%	---	0.6%	0.6%	---	98,111	87,528	---
Doctoral/Professional Degree	50.6%	50.1%	---	40.5%	40.8%	---	7.3%	7.5%	---	1.1%	1.1%	---	0.5%	0.5%	---	40,963	36,610	---
<b>Pay Category</b>																		
Federal Wage System	45.0%	44.4%	44.6%	44.6%	45.1%	44.7%	8.1%	8.2%	8.6%	1.3%	1.7%	1.3%	1.0%	0.7%	0.8%	12,665	12,284	13,314
GS 1-6	48.8%	47.9%	48.3%	41.3%	41.9%	42.1%	7.9%	8.3%	7.9%	1.0%	1.0%	1.0%	0.9%	0.9%	0.7%	21,946	22,007	22,208
GS 7-12	47.0%	45.9%	45.9%	43.2%	44.0%	44.3%	7.7%	8.3%	8.0%	1.3%	1.2%	1.2%	0.8%	0.7%	0.6%	166,349	157,686	145,082
GS 13-15	49.4%	48.4%	47.9%	42.1%	42.8%	43.5%	6.8%	7.1%	7.0%	1.1%	1.2%	1.1%	0.5%	0.5%	0.5%	162,203	143,918	135,779
SES	73.6%	72.2%	70.6%	23.0%	25.3%	27.0%	2.8%	2.1%	1.9%	0.2%	0.2%	0.2%	0.4%	0.3%	0.3%	5,710	4,881	4,418
SL/ST	58.4%	55.7%	51.3%	36.1%	37.9%	38.8%	4.8%	5.0%	9.1%	0.3%	0.4%	0.6%	0.4%	1.0%	0.3%	1,544	1,383	1,226
Other	46.4%	45.9%	46.6%	42.5%	43.4%	43.0%	8.8%	8.6%	8.4%	1.4%	1.5%	1.2%	0.9%	0.7%	0.8%	25,625	23,048	26,421

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

### (8) I am constantly looking for ways to do my job better.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>47.8%</b>	<b>46.9%</b>	<b>46.7%</b>	<b>42.6%</b>	<b>43.3%</b>	<b>43.7%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.6%</b>	<b>419,588</b>	<b>390,789</b>	<b>374,956</b>
<b>Time in Federal Government</b>																		
< 1 year	59.2%	58.5%	59.4%	36.5%	36.6%	35.4%	3.7%	3.9%	4.2%	0.4%	0.6%	0.6%	0.3%	0.4%	0.4%	6,037	3,159	4,699
1-3 years	54.3%	53.7%	52.1%	38.9%	39.4%	41.1%	5.7%	5.7%	5.6%	0.7%	0.8%	0.9%	0.4%	0.4%	0.3%	28,247	32,843	39,345
4-5 years	49.9%	48.9%	48.9%	41.7%	42.4%	42.6%	6.5%	7.1%	6.9%	1.2%	1.1%	1.1%	0.6%	0.6%	0.6%	41,093	43,309	39,351
6-10 years	48.5%	47.6%	47.1%	42.1%	42.8%	43.1%	7.4%	7.6%	7.8%	1.2%	1.3%	1.2%	0.8%	0.7%	0.6%	87,825	73,387	64,364
11-14 years	46.5%	45.6%	45.9%	43.3%	43.9%	44.1%	7.9%	8.3%	8.0%	1.4%	1.4%	1.2%	0.9%	0.8%	0.8%	56,733	51,328	44,765
15-20 years	46.6%	45.7%	45.4%	43.4%	44.1%	44.2%	7.8%	8.2%	8.3%	1.4%	1.2%	1.3%	0.9%	0.8%	0.9%	48,756	39,984	35,103
> 20 years	45.0%	43.4%	43.4%	44.3%	45.4%	45.7%	8.8%	9.2%	8.9%	1.2%	1.3%	1.3%	0.7%	0.7%	0.6%	128,191	121,904	121,321
<b>Time with Current Agency</b>																		
< 1 year	58.5%	55.7%	58.2%	36.7%	37.7%	36.4%	4.1%	5.0%	4.2%	0.4%	1.0%	0.7%	0.3%	0.6%	0.4%	11,905	6,504	8,788
1-3 years	53.9%	52.8%	51.4%	39.0%	39.8%	41.3%	5.8%	6.1%	6.0%	0.9%	0.9%	0.9%	0.5%	0.5%	0.4%	44,556	49,853	55,119
4-5 years	49.2%	48.0%	48.0%	41.9%	43.0%	43.1%	6.9%	7.3%	7.1%	1.2%	1.1%	1.2%	0.7%	0.6%	0.7%	49,924	51,794	47,684
6-10 years	47.5%	47.1%	46.5%	42.7%	43.1%	43.3%	7.7%	7.8%	8.2%	1.3%	1.3%	1.2%	0.9%	0.7%	0.7%	95,796	80,970	70,302
11-20 years	45.9%	45.1%	44.6%	43.6%	44.3%	44.9%	8.2%	8.5%	8.4%	1.5%	1.3%	1.3%	0.9%	0.8%	0.8%	98,936	86,280	76,825
> 20 years	44.0%	42.6%	42.9%	45.2%	46.0%	46.1%	8.9%	9.4%	9.1%	1.2%	1.3%	1.3%	0.6%	0.6%	0.6%	94,523	89,278	89,063
<b>Leaving</b>																		
No	50.5%	49.4%	49.0%	42.2%	43.1%	43.5%	6.3%	6.5%	6.5%	0.8%	0.8%	0.8%	0.3%	0.3%	0.3%	263,338	240,349	238,449
Yes, to retire	38.2%	37.0%	37.7%	47.8%	48.1%	48.4%	11.6%	12.3%	11.4%	1.7%	1.6%	1.7%	0.6%	0.9%	0.8%	24,076	22,993	21,423
Yes, to other job in Govt	45.8%	45.4%	45.4%	42.3%	42.8%	43.0%	8.7%	8.9%	8.9%	1.8%	1.8%	1.7%	1.3%	1.1%	1.1%	73,494	68,149	56,680
Yes, to other job outside Govt	41.4%	41.1%	40.9%	42.7%	43.2%	43.1%	10.6%	11.0%	11.2%	3.2%	2.8%	2.9%	2.2%	1.9%	1.8%	15,863	15,626	15,610
Yes, other	41.3%	40.0%	40.2%	42.6%	42.8%	43.5%	11.6%	12.8%	11.9%	2.3%	2.7%	2.6%	2.3%	1.7%	1.9%	19,326	18,049	16,427
<b>Retiring</b>																		
Within 1 year	38.3%	36.7%	37.1%	47.0%	47.2%	48.3%	11.6%	12.8%	11.5%	2.1%	2.1%	2.1%	1.1%	1.1%	1.0%	14,848	13,941	12,627
Between 1-3 years	41.0%	40.0%	40.0%	46.9%	47.6%	47.7%	10.1%	10.2%	10.1%	1.3%	1.4%	1.6%	0.7%	0.7%	0.7%	39,943	36,311	34,435
Between 3-5 years	44.7%	43.4%	43.4%	44.8%	45.8%	45.9%	8.6%	8.9%	8.9%	1.2%	1.2%	1.2%	0.7%	0.7%	0.5%	43,465	39,641	36,386
5 or more years	49.6%	48.7%	48.5%	41.6%	42.3%	42.8%	6.9%	7.2%	7.1%	1.2%	1.1%	1.1%	0.7%	0.6%	0.6%	294,678	271,769	260,869

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

**(8) I am constantly looking for ways to do my job better.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>47.8%</b>	<b>46.9%</b>	<b>46.7%</b>	<b>42.6%</b>	<b>43.3%</b>	<b>43.7%</b>	<b>7.6%</b>	<b>7.9%</b>	<b>7.8%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>1.2%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.6%</b>	<b>419,588</b>	<b>390,789</b>	<b>374,956</b>
<b>Self-Identify as:</b>																		
Heterosexual	49.0%	47.8%	47.7%	42.2%	43.0%	43.4%	7.1%	7.5%	7.3%	1.1%	1.1%	1.1%	0.6%	0.6%	0.5%	317,804	294,119	281,337
LGBT*	46.6%	47.1%	45.5%	42.6%	41.0%	42.4%	8.2%	8.7%	9.6%	1.5%	1.8%	1.5%	1.1%	1.4%	1.0%	11,030	9,810	8,916
Prefer not to say	42.0%	41.4%	41.4%	44.7%	45.4%	45.6%	10.4%	10.4%	10.3%	1.7%	1.8%	1.6%	1.2%	1.1%	1.2%	48,108	43,784	41,000
<b>Military Service</b>																		
No Prior Military Service	47.1%	46.2%	---	43.2%	43.9%	---	7.8%	8.1%	---	1.2%	1.2%	---	0.6%	0.6%	---	281,281	257,811	---
Currently in Guard/Reserves	50.8%	48.7%	---	41.2%	42.4%	---	5.9%	7.1%	---	1.0%	1.1%	---	1.1%	0.7%	---	6,994	6,529	---
Retired	51.1%	50.4%	---	41.2%	41.8%	---	6.2%	6.2%	---	0.9%	1.0%	---	0.5%	0.6%	---	43,347	41,628	---
Separated/Discharged	48.5%	46.8%	---	41.4%	42.5%	---	7.7%	8.3%	---	1.4%	1.4%	---	1.0%	1.0%	---	59,636	55,136	---
<b>Disability</b>																		
Yes	51.2%	49.8%	50.7%	39.4%	40.1%	39.7%	7.2%	7.7%	7.5%	1.2%	1.4%	1.2%	1.0%	1.0%	0.9%	53,515	48,998	45,067
No	47.4%	46.4%	46.1%	43.2%	43.9%	44.4%	7.6%	7.9%	7.8%	1.2%	1.2%	1.2%	0.7%	0.6%	0.6%	338,932	313,058	301,477

# Report by Demographics

**(9) I have sufficient resources to get my job done.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.8%</b>	<b>9.8%</b>	<b>9.3%</b>	<b>35.3%</b>	<b>35.0%</b>	<b>34.5%</b>	<b>16.2%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>22.9%</b>	<b>23.7%</b>	<b>24.4%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>419,427</b>	<b>390,739</b>	<b>374,731</b>	1,039	935	915
<b>Work Location</b>																					
Headquarters	12.5%	11.6%	10.7%	37.0%	36.9%	36.2%	15.9%	16.0%	16.7%	21.5%	22.2%	23.3%	13.1%	13.4%	13.3%	156,086	142,651	136,767	391	340	344
Field	9.9%	8.9%	8.6%	34.3%	33.8%	33.5%	16.1%	16.5%	16.5%	23.8%	24.7%	25.0%	15.8%	16.2%	16.4%	239,835	221,931	211,278	550	482	465
<b>Supervisory Status</b>																					
Non-Supervisor	11.7%	10.6%	10.2%	37.5%	37.3%	36.8%	16.7%	16.9%	17.2%	20.8%	21.6%	22.3%	13.4%	13.7%	13.5%	260,386	240,579	232,328	779	657	678
Team Leader	8.8%	8.1%	7.6%	31.5%	31.2%	31.1%	15.9%	16.3%	16.8%	26.3%	26.9%	27.0%	17.4%	17.4%	17.5%	53,306	49,557	47,429	88	72	68
Supervisor	8.9%	7.8%	7.4%	31.0%	29.7%	28.7%	14.4%	15.1%	14.8%	27.9%	28.5%	29.7%	17.9%	18.9%	19.5%	52,497	48,620	44,489	50	67	55
Manager	9.4%	8.6%	7.1%	29.5%	27.9%	27.6%	13.3%	13.3%	13.7%	29.6%	30.4%	31.0%	18.3%	19.8%	20.6%	24,353	21,616	21,313	23	19	21
Senior Leader	15.2%	14.3%	13.3%	31.7%	34.6%	32.2%	13.2%	12.5%	13.2%	25.8%	24.6%	26.0%	14.1%	14.0%	15.3%	8,047	7,040	5,391	9	17	5
<b>Sex</b>																					
Male	10.5%	9.3%	8.6%	34.2%	33.7%	32.8%	16.6%	16.9%	17.3%	23.0%	24.0%	24.8%	15.7%	16.1%	16.5%	204,907	188,536	178,944	503	395	385
Female	11.4%	10.7%	10.4%	37.0%	36.8%	36.8%	15.3%	15.6%	15.7%	22.8%	23.2%	23.7%	13.5%	13.8%	13.3%	188,409	174,653	168,301	428	419	423
<b>Hispanic or Latino</b>																					
Yes	12.9%	11.6%	11.4%	34.2%	33.9%	33.6%	15.9%	16.3%	16.4%	20.8%	21.5%	22.5%	16.1%	16.7%	16.0%	33,876	30,721	28,730	107	91	92
No	10.7%	9.7%	9.2%	35.6%	35.3%	34.7%	16.1%	16.3%	16.6%	23.1%	23.9%	24.5%	14.5%	14.9%	15.0%	355,611	328,691	315,135	818	717	700
<b>Race</b>																					
American Indian/ Alaska Native	11.2%	9.9%	9.2%	34.1%	33.9%	31.9%	17.4%	17.7%	17.3%	21.0%	21.8%	23.6%	16.3%	16.7%	18.1%	8,342	7,522	7,752	21	31	35
Asian	14.5%	13.1%	13.1%	40.2%	40.1%	40.1%	17.9%	18.3%	18.9%	16.6%	17.6%	17.6%	10.7%	10.9%	10.2%	18,642	17,055	16,237	52	43	46
Black/African American	16.0%	14.9%	14.4%	39.6%	40.2%	40.1%	15.1%	15.3%	15.6%	17.9%	18.2%	18.9%	11.4%	11.4%	11.0%	60,026	55,857	53,596	198	194	202
Native Hawaiian/ Pacific Islander	12.8%	12.0%	10.2%	35.0%	35.4%	39.7%	19.2%	17.9%	18.2%	20.0%	18.5%	19.7%	13.0%	16.2%	12.2%	2,472	2,332	2,340	11	8	8
White	9.5%	8.6%	8.1%	34.6%	33.9%	33.2%	15.9%	16.2%	16.6%	24.6%	25.4%	26.1%	15.5%	15.9%	16.1%	273,578	252,832	242,113	524	466	417
Two or more races (Not Hispanic/ Latino)	9.7%	8.5%	8.7%	31.1%	31.0%	31.0%	16.4%	16.5%	16.4%	24.6%	25.0%	25.1%	18.1%	19.1%	18.8%	14,414	13,027	11,579	62	34	43



# Report by Demographics

**(9) I have sufficient resources to get my job done.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.8%</b>	<b>9.8%</b>	<b>9.3%</b>	<b>35.3%</b>	<b>35.0%</b>	<b>34.5%</b>	<b>16.2%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>22.9%</b>	<b>23.7%</b>	<b>24.4%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>419,427</b>	<b>390,739</b>	<b>374,731</b>	1,039	935	915
<b>Age Group</b>																					
25 and under	15.7%	15.0%	14.9%	42.5%	38.2%	39.2%	15.9%	16.9%	15.2%	17.3%	18.6%	19.6%	8.6%	11.3%	11.1%	2,766	2,790	3,456	10	10	8
26-29	12.7%	10.7%	10.1%	37.2%	36.4%	35.7%	15.3%	16.6%	17.3%	20.4%	22.3%	22.2%	14.5%	14.0%	14.7%	12,738	12,939	12,931	34	29	24
30-39	10.7%	9.5%	8.9%	34.5%	34.0%	33.6%	15.3%	16.1%	16.2%	23.4%	23.9%	24.9%	16.0%	16.6%	16.5%	74,736	67,393	58,545	171	141	117
40-49	10.7%	9.6%	9.1%	34.6%	34.8%	34.2%	15.7%	15.9%	16.0%	23.3%	24.0%	24.7%	15.6%	15.7%	16.0%	110,608	104,517	96,235	263	235	207
50-59	10.5%	9.6%	9.3%	35.4%	34.8%	34.3%	16.7%	16.8%	16.8%	23.1%	24.1%	24.9%	14.3%	14.7%	14.7%	152,075	141,886	124,367	371	340	310
60+	10.9%	10.5%	10.6%	36.7%	36.5%	37.0%	17.4%	17.4%	17.9%	22.1%	22.6%	22.2%	12.9%	13.0%	12.4%	64,729	58,449	47,745	186	176	124
<b>Level of Education</b>																					
Less than High School	19.2%	14.3%	---	40.2%	46.0%	---	20.8%	21.4%	---	10.4%	7.6%	---	9.5%	10.6%	---	405	384	---	5	10	---
H.S. Diploma/ GED or equiv	13.9%	12.8%	---	39.0%	39.4%	---	18.1%	18.0%	---	18.0%	18.5%	---	10.9%	11.3%	---	19,308	19,023	---	88	64	---
Trade/Technical Certificate	11.1%	11.0%	---	35.7%	35.2%	---	18.7%	18.5%	---	20.3%	21.3%	---	14.3%	14.0%	---	9,545	8,987	---	42	30	---
Some College (no degree)	11.6%	11.0%	---	36.1%	34.8%	---	16.9%	17.3%	---	21.0%	22.0%	---	14.5%	14.8%	---	60,117	57,877	---	173	157	---
Associate's Degree	11.9%	10.0%	---	35.4%	35.6%	---	16.4%	16.5%	---	22.0%	22.8%	---	14.3%	15.1%	---	31,318	29,459	---	81	76	---
Bachelor's Degree	10.3%	9.5%	---	35.7%	35.3%	---	15.8%	16.1%	---	23.3%	24.1%	---	14.9%	15.0%	---	135,631	124,932	---	285	248	---
Master's Degree	10.4%	8.9%	---	34.9%	34.4%	---	15.0%	15.3%	---	24.5%	25.6%	---	15.1%	15.7%	---	98,100	87,519	---	208	174	---
Doctoral/Professional Degree	9.6%	8.8%	---	31.8%	31.9%	---	15.1%	14.7%	---	26.6%	26.5%	---	16.8%	18.1%	---	41,001	36,634	---	58	64	---
<b>Pay Category</b>																					
Federal Wage System	9.6%	8.3%	8.4%	32.3%	32.0%	32.0%	18.3%	18.2%	19.4%	24.1%	24.9%	24.1%	15.7%	16.6%	16.1%	12,619	12,274	13,306	44	31	39
GS 1-6	14.6%	13.6%	13.8%	39.2%	39.7%	39.9%	17.5%	17.6%	17.6%	16.6%	17.4%	17.9%	12.1%	11.7%	10.8%	21,886	21,962	22,123	108	95	119
GS 7-12	11.6%	10.5%	9.9%	36.8%	36.4%	35.8%	16.0%	16.3%	16.7%	21.4%	22.3%	23.2%	14.2%	14.5%	14.5%	166,292	157,609	144,959	413	415	371
GS 13-15	9.4%	8.6%	7.7%	33.5%	32.7%	31.7%	15.1%	15.3%	15.5%	26.1%	26.9%	28.0%	15.9%	16.5%	17.1%	162,303	144,054	135,856	290	212	212
SES	15.9%	14.0%	11.6%	33.0%	34.7%	30.2%	12.8%	12.1%	13.3%	26.1%	26.7%	29.5%	12.3%	12.5%	15.5%	5,717	4,893	4,424	3	5	2
SL/ST	11.2%	9.7%	9.7%	29.1%	32.0%	28.0%	14.9%	14.6%	15.6%	26.4%	24.2%	27.3%	18.4%	19.5%	19.4%	1,538	1,385	1,225	4	3	1
Other	8.8%	8.1%	7.8%	33.1%	32.5%	34.4%	16.9%	17.2%	17.0%	25.0%	25.5%	25.0%	16.2%	16.7%	15.8%	25,575	23,033	26,406	78	65	66

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

## (9) I have sufficient resources to get my job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.8%</b>	<b>9.8%</b>	<b>9.3%</b>	<b>35.3%</b>	<b>35.0%</b>	<b>34.5%</b>	<b>16.2%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>22.9%</b>	<b>23.7%</b>	<b>24.4%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>419,427</b>	<b>390,739</b>	<b>374,731</b>	1,039	935	915
<b>Time in Federal Government</b>																					
< 1 year	21.0%	17.5%	15.8%	42.1%	42.7%	43.1%	16.2%	15.3%	16.6%	13.9%	17.1%	16.8%	6.8%	7.3%	7.7%	6,014	3,147	4,687	28	11	16
1-3 years	14.5%	12.7%	12.2%	38.7%	38.0%	38.1%	15.6%	16.6%	16.0%	19.8%	20.6%	21.8%	11.3%	12.1%	11.9%	28,256	32,819	39,343	54	70	84
4-5 years	11.5%	9.9%	9.6%	36.3%	36.2%	35.0%	15.6%	16.5%	17.0%	22.6%	23.0%	23.4%	14.1%	14.4%	15.1%	41,089	43,298	39,324	69	82	95
6-10 years	9.9%	9.6%	8.6%	34.7%	34.1%	33.3%	16.1%	16.2%	16.8%	23.4%	24.2%	25.1%	15.9%	16.0%	16.2%	87,754	73,365	64,325	201	159	128
11-14 years	9.3%	8.4%	7.9%	33.7%	33.0%	32.3%	16.5%	16.2%	16.7%	24.2%	25.1%	26.2%	16.4%	17.4%	16.8%	56,728	51,361	44,728	144	109	122
15-20 years	9.6%	8.6%	8.2%	33.9%	33.7%	32.6%	15.7%	16.5%	16.5%	24.0%	24.7%	25.4%	16.7%	16.5%	17.3%	48,742	39,972	35,089	122	102	94
> 20 years	10.7%	9.8%	9.2%	35.4%	35.1%	34.6%	16.3%	16.3%	16.6%	23.3%	24.1%	24.6%	14.3%	14.7%	15.0%	128,176	121,935	121,296	329	299	276
<b>Time with Current Agency</b>																					
< 1 year	20.2%	17.1%	15.5%	40.6%	40.9%	41.0%	15.6%	15.2%	16.1%	15.8%	18.0%	18.0%	7.9%	8.8%	9.5%	11,875	6,491	8,766	37	21	29
1-3 years	13.6%	12.2%	11.5%	37.6%	37.1%	37.1%	15.5%	16.4%	16.0%	20.5%	21.1%	22.4%	12.7%	13.1%	13.0%	44,553	49,822	55,082	103	108	142
4-5 years	11.0%	9.4%	9.4%	35.8%	35.8%	34.5%	15.8%	16.5%	17.0%	22.6%	23.3%	23.5%	14.8%	14.9%	15.7%	49,898	51,753	47,636	96	114	109
6-10 years	9.7%	9.5%	8.4%	34.5%	34.0%	33.3%	16.2%	16.1%	16.8%	23.7%	24.2%	25.3%	16.0%	16.2%	16.2%	95,734	80,929	70,278	228	177	141
11-20 years	9.5%	8.5%	8.1%	33.9%	33.5%	32.8%	16.2%	16.4%	16.7%	24.2%	25.0%	26.0%	16.2%	16.5%	16.3%	98,932	86,367	76,806	253	200	181
> 20 years	10.2%	9.5%	8.8%	35.4%	34.7%	34.4%	16.3%	16.2%	16.6%	23.8%	24.8%	25.1%	14.3%	14.8%	15.1%	94,529	89,314	89,051	221	199	201
<b>Leaving</b>																					
No	13.3%	12.2%	11.2%	39.4%	39.0%	38.3%	16.2%	16.5%	17.0%	21.1%	22.0%	22.8%	10.0%	10.4%	10.8%	263,479	240,483	238,498	452	394	393
Yes, to retire	9.7%	8.7%	8.7%	35.0%	34.9%	34.7%	17.2%	17.1%	17.0%	23.7%	24.8%	24.4%	14.4%	14.6%	15.2%	24,079	23,043	21,451	75	70	54
Yes, to other job in Govt	6.4%	5.8%	5.8%	28.1%	28.4%	26.9%	15.3%	15.5%	15.7%	26.8%	26.7%	28.1%	23.4%	23.6%	23.4%	73,321	68,038	56,568	262	213	204
Yes, to other job outside Govt	4.3%	3.7%	3.5%	21.6%	20.9%	21.5%	14.1%	14.2%	14.0%	27.8%	29.1%	28.5%	32.2%	32.1%	32.5%	15,838	15,596	15,568	54	56	64
Yes, other	4.8%	4.3%	4.2%	24.2%	23.7%	23.5%	16.8%	17.1%	16.9%	26.7%	27.7%	27.7%	27.6%	27.2%	27.8%	19,259	18,012	16,356	102	92	92
<b>Retiring</b>																					
Within 1 year	9.4%	8.7%	8.8%	33.4%	33.6%	33.9%	17.0%	16.4%	16.6%	23.7%	25.0%	24.1%	16.5%	16.3%	16.7%	14,840	13,972	12,632	53	44	41
Between 1-3 years	9.7%	8.9%	8.3%	35.9%	35.5%	35.2%	16.8%	17.0%	17.2%	23.4%	24.2%	24.7%	14.1%	14.4%	14.7%	39,957	36,349	34,461	99	86	83
Between 3-5 years	9.7%	9.1%	8.6%	35.0%	34.9%	34.2%	16.8%	16.7%	17.0%	24.0%	24.6%	25.4%	14.5%	14.7%	14.9%	43,476	39,662	36,369	103	93	89
5 or more years	11.2%	10.1%	9.6%	35.5%	35.1%	34.6%	15.8%	16.1%	16.5%	22.7%	23.5%	24.2%	14.8%	15.1%	15.1%	294,571	271,702	260,711	661	581	570

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(9) I have sufficient resources to get my job done.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.8%</b>	<b>9.8%</b>	<b>9.3%</b>	<b>35.3%</b>	<b>35.0%</b>	<b>34.5%</b>	<b>16.2%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>22.9%</b>	<b>23.7%</b>	<b>24.4%</b>	<b>14.8%</b>	<b>15.0%</b>	<b>15.1%</b>	<b>419,427</b>	<b>390,739</b>	<b>374,731</b>	1,039	935	915
<b>Self-Identify as:</b>																					
Heterosexual	11.4%	10.3%	9.8%	36.4%	35.8%	35.3%	15.8%	16.1%	16.5%	22.6%	23.4%	24.0%	13.8%	14.4%	14.4%	317,784	294,225	281,264	658	559	560
LGBT*	10.3%	8.8%	8.4%	32.6%	31.7%	31.1%	14.7%	15.0%	15.1%	23.7%	25.7%	26.8%	18.7%	18.8%	18.6%	11,041	9,794	8,913	29	32	25
Prefer not to say	7.6%	7.6%	6.8%	30.2%	30.3%	30.6%	17.5%	17.8%	17.4%	24.9%	25.4%	26.2%	19.8%	18.9%	19.0%	48,041	43,734	40,941	188	178	162
<b>Military Service</b>																					
No Prior Military Service	10.6%	9.8%	---	35.8%	35.5%	---	16.0%	16.3%	---	23.3%	23.7%	---	14.4%	14.8%	---	281,267	257,808	---	641	563	---
Currently in Guard/Reserves	11.9%	9.7%	---	34.1%	33.7%	---	13.5%	16.5%	---	22.6%	23.8%	---	17.9%	16.2%	---	7,001	6,524	---	13	14	---
Retired Separated/Discharged	12.4%	11.2%	---	37.2%	36.4%	---	16.0%	15.7%	---	22.1%	23.4%	---	12.4%	13.3%	---	43,341	41,679	---	72	73	---
Discharged	10.7%	9.2%	---	33.1%	32.8%	---	16.6%	16.8%	---	22.5%	23.9%	---	17.0%	17.3%	---	59,551	55,104	---	192	148	---
<b>Disability</b>																					
Yes	11.6%	10.2%	9.9%	32.6%	32.4%	31.9%	16.2%	16.5%	16.5%	22.3%	23.4%	23.8%	17.3%	17.5%	17.8%	53,402	48,940	44,974	226	194	193
No	10.8%	9.8%	9.3%	36.0%	35.6%	35.1%	16.0%	16.3%	16.6%	23.0%	23.7%	24.4%	14.2%	14.6%	14.6%	338,944	313,134	301,424	699	618	604

# Report by Demographics

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>11.5%</b>	<b>10.6%</b>	<b>10.4%</b>	<b>45.5%</b>	<b>45.9%</b>	<b>47.1%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>9.5%</b>	<b>417,538</b>	<b>388,209</b>	<b>372,621</b>	784	720	677
<b>Work Location</b>																					
Headquarters	12.7%	11.8%	11.4%	45.7%	46.2%	47.0%	16.3%	16.3%	16.6%	16.0%	16.2%	16.0%	9.4%	9.4%	9.0%	155,420	141,798	136,027	292	236	236
Field	10.9%	9.9%	9.9%	45.5%	45.9%	47.2%	16.5%	16.7%	16.6%	16.6%	17.0%	16.5%	10.5%	10.6%	9.8%	238,776	220,476	210,084	419	390	356
<b>Supervisory Status</b>																					
Non-Supervisor	12.3%	11.3%	11.2%	47.4%	47.9%	49.1%	16.3%	16.5%	16.5%	14.6%	14.9%	14.4%	9.4%	9.4%	8.8%	259,343	239,071	231,146	555	498	473
Team Leader	9.9%	9.2%	9.2%	42.7%	43.5%	44.9%	17.3%	17.3%	17.3%	18.8%	18.9%	18.4%	11.2%	11.2%	10.2%	53,048	49,266	47,146	76	47	61
Supervisor	9.2%	8.3%	8.3%	41.9%	41.0%	41.9%	16.4%	16.8%	16.7%	20.8%	22.0%	21.4%	11.8%	12.0%	11.7%	52,222	48,286	44,186	47	56	49
Manager	10.7%	9.3%	8.5%	40.2%	41.1%	41.2%	15.7%	15.4%	16.0%	21.6%	21.7%	22.5%	11.9%	12.4%	11.7%	24,236	21,459	21,165	27	19	15
Senior Leader	17.6%	15.8%	15.5%	40.7%	42.7%	43.1%	14.2%	15.0%	14.4%	18.5%	17.2%	18.1%	9.0%	9.3%	9.0%	7,991	6,994	5,361	8	13	3
<b>Sex</b>																					
Male	11.7%	10.5%	10.4%	46.5%	47.0%	47.9%	17.1%	17.4%	17.3%	15.3%	15.7%	15.5%	9.5%	9.4%	8.9%	204,039	187,319	177,957	394	306	276
Female	11.5%	10.8%	10.7%	44.5%	44.8%	46.3%	15.5%	15.5%	15.6%	17.7%	17.9%	17.3%	10.8%	11.0%	10.1%	187,556	173,547	167,358	301	317	298
<b>Hispanic or Latino</b>																					
Yes	13.4%	12.4%	12.8%	43.7%	43.9%	45.1%	16.6%	16.4%	16.4%	14.8%	15.8%	15.2%	11.5%	11.5%	10.4%	33,727	30,502	28,563	69	80	67
No	11.4%	10.4%	10.3%	45.9%	46.4%	47.5%	16.3%	16.5%	16.5%	16.5%	16.7%	16.4%	9.8%	9.9%	9.3%	354,075	326,636	313,403	614	534	495
<b>Race</b>																					
American Indian/ Alaska Native	12.7%	10.1%	10.7%	44.4%	44.8%	44.2%	17.3%	17.5%	17.4%	14.4%	16.2%	16.4%	11.2%	11.5%	11.3%	8,287	7,462	7,693	17	27	24
Asian	15.2%	13.7%	14.4%	47.2%	48.2%	49.1%	16.7%	17.6%	16.9%	12.8%	13.0%	12.7%	8.0%	7.6%	6.9%	18,549	16,949	16,127	38	28	27
Black/African American	15.4%	14.3%	14.3%	46.4%	47.7%	48.5%	14.9%	14.8%	15.2%	13.5%	13.8%	13.2%	9.7%	9.5%	8.7%	59,693	55,420	53,215	137	129	135
Native Hawaiian/ Pacific Islander	14.2%	11.9%	13.4%	45.5%	43.8%	47.7%	17.4%	20.8%	18.8%	12.2%	12.2%	12.0%	10.8%	11.4%	8.1%	2,452	2,299	2,323	9	7	9
White	10.5%	9.7%	9.5%	45.8%	46.2%	47.3%	16.4%	16.5%	16.6%	17.3%	17.5%	17.2%	9.9%	10.1%	9.4%	272,497	251,353	240,891	401	355	317
Two or more races (Not Hispanic/ Latino)	10.5%	9.5%	9.1%	41.5%	41.0%	43.0%	17.9%	18.9%	17.9%	17.4%	17.7%	17.7%	12.7%	12.9%	12.3%	14,351	12,926	11,509	50	41	35

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

## (10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>11.5%</b>	<b>10.6%</b>	<b>10.4%</b>	<b>45.5%</b>	<b>45.9%</b>	<b>47.1%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>9.5%</b>	<b>417,538</b>	<b>388,209</b>	<b>372,621</b>	<b>784</b>	<b>720</b>	<b>677</b>
<b>Age Group</b>																					
25 and under	18.5%	17.1%	14.9%	50.8%	51.1%	51.9%	14.7%	14.1%	16.4%	10.9%	11.4%	11.1%	5.1%	6.3%	5.6%	2,768	2,788	3,454	2	3	6
26-29	13.6%	12.3%	12.1%	47.5%	48.9%	50.0%	15.8%	16.0%	16.8%	14.7%	14.1%	13.4%	8.4%	8.8%	7.7%	12,711	12,899	12,885	26	19	19
30-39	11.6%	10.7%	10.8%	45.1%	45.4%	47.4%	16.5%	16.6%	16.3%	16.3%	16.5%	16.0%	10.6%	10.8%	9.5%	74,532	67,150	58,317	133	118	78
40-49	11.2%	10.3%	10.1%	44.9%	45.7%	46.9%	16.5%	16.3%	16.4%	16.7%	17.0%	16.6%	10.8%	10.7%	10.0%	110,176	103,973	95,804	236	179	150
50-59	10.9%	10.0%	10.0%	45.3%	45.3%	46.3%	16.5%	17.0%	16.6%	17.1%	17.5%	17.3%	10.2%	10.2%	9.8%	151,324	140,832	123,589	255	267	212
60+	11.9%	10.9%	11.6%	47.0%	47.4%	48.8%	17.0%	17.2%	16.9%	15.4%	15.8%	14.8%	8.7%	8.7%	7.9%	64,262	57,817	47,318	129	131	100
<b>Level of Education</b>																					
Less than High School	18.6%	13.3%	---	43.9%	46.0%	---	17.7%	19.9%	---	9.0%	9.9%	---	10.7%	11.0%	---	402	384	---	3	4	---
H.S. Diploma/ GED or equiv	14.6%	13.5%	---	49.1%	49.9%	---	15.9%	16.1%	---	12.8%	12.7%	---	7.6%	7.9%	---	19,209	18,897	---	49	45	---
Trade/Technical Certificate	12.1%	11.5%	---	47.4%	47.4%	---	17.6%	17.9%	---	13.2%	14.0%	---	9.7%	9.3%	---	9,509	8,914	---	23	18	---
Some College (no degree)	12.2%	11.6%	---	46.0%	45.5%	---	17.1%	17.0%	---	14.8%	15.8%	---	10.0%	10.1%	---	59,808	57,436	---	126	126	---
Associate's Degree	12.5%	11.0%	---	45.7%	46.4%	---	16.4%	16.9%	---	15.5%	15.6%	---	9.9%	10.2%	---	31,174	29,239	---	50	59	---
Bachelor's Degree	10.8%	10.0%	---	45.8%	46.4%	---	16.4%	16.4%	---	16.9%	17.2%	---	10.1%	10.0%	---	135,054	124,180	---	235	200	---
Master's Degree	11.2%	9.8%	---	44.9%	45.4%	---	15.9%	16.2%	---	17.7%	18.0%	---	10.3%	10.6%	---	97,680	87,032	---	169	120	---
Doctoral/Professional Degree	11.1%	10.3%	---	43.4%	44.2%	---	16.3%	16.3%	---	18.3%	18.4%	---	10.9%	10.8%	---	40,844	36,397	---	49	50	---
<b>Pay Category</b>																					
Federal Wage System	12.6%	10.5%	11.0%	49.1%	49.0%	51.0%	17.5%	18.2%	18.2%	12.5%	13.7%	12.7%	8.2%	8.6%	7.1%	12,572	12,171	13,217	25	19	28
GS 1-6	15.3%	14.3%	14.4%	46.1%	46.6%	47.9%	16.0%	16.6%	16.1%	13.1%	13.0%	12.8%	9.4%	9.6%	8.7%	21,745	21,786	22,013	68	72	67
GS 7-12	11.8%	10.8%	10.6%	45.7%	46.1%	47.1%	16.4%	16.3%	16.5%	15.7%	16.4%	15.9%	10.5%	10.4%	9.9%	165,437	156,571	144,113	361	338	293
GS 13-15	10.2%	9.6%	9.1%	44.8%	45.4%	46.4%	16.4%	16.5%	16.4%	18.7%	18.6%	18.6%	9.9%	10.0%	9.5%	161,731	143,188	135,102	195	149	148
SES	18.0%	16.0%	14.2%	41.2%	43.4%	43.3%	13.6%	14.3%	14.7%	18.9%	17.5%	18.5%	8.3%	8.9%	9.4%	5,678	4,862	4,405	3	5	1
SL/ST	14.1%	10.5%	11.7%	41.5%	43.5%	42.8%	16.8%	17.4%	15.2%	16.1%	18.6%	20.5%	11.4%	10.1%	9.8%	1,522	1,375	1,224	4	3	2
Other	10.2%	8.9%	9.8%	45.7%	45.7%	46.9%	16.4%	17.2%	16.8%	17.4%	17.5%	17.0%	10.3%	10.7%	9.5%	25,504	22,929	26,277	51	39	47

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(10) My workload is reasonable.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>11.5%</b>	<b>10.6%</b>	<b>10.4%</b>	<b>45.5%</b>	<b>45.9%</b>	<b>47.1%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>9.5%</b>	<b>417,538</b>	<b>388,209</b>	<b>372,621</b>	<b>784</b>	<b>720</b>	<b>677</b>
<b>Time in Federal Government</b>																					
< 1 year	23.4%	21.0%	18.5%	49.2%	51.5%	54.7%	13.2%	14.2%	13.6%	9.3%	9.2%	8.9%	4.9%	4.0%	4.3%	6,015	3,138	4,678	16	11	9
1-3 years	15.8%	14.6%	14.0%	48.0%	49.2%	50.8%	15.7%	15.1%	15.2%	12.9%	13.0%	13.1%	7.6%	8.0%	6.9%	28,164	32,683	39,187	52	54	49
4-5 years	12.4%	11.0%	10.7%	46.8%	47.5%	48.4%	16.0%	16.1%	16.1%	15.8%	16.1%	15.6%	9.0%	9.3%	9.2%	40,930	43,063	39,177	62	63	59
6-10 years	10.9%	10.3%	9.9%	45.5%	45.2%	46.6%	16.4%	16.9%	17.0%	16.6%	16.8%	16.6%	10.6%	10.8%	9.9%	87,431	72,984	63,986	152	111	94
11-14 years	10.0%	9.1%	9.1%	44.6%	44.9%	45.6%	17.2%	17.1%	17.4%	17.3%	18.0%	17.6%	10.8%	10.9%	10.2%	56,512	51,031	44,490	104	78	85
15-20 years	10.0%	9.3%	9.3%	44.3%	44.8%	45.1%	16.9%	16.9%	17.1%	17.2%	17.4%	17.3%	11.6%	11.6%	11.2%	48,488	39,662	34,885	97	82	69
> 20 years	10.9%	9.9%	9.8%	45.2%	45.5%	46.4%	16.5%	16.9%	16.8%	17.3%	17.6%	17.3%	10.1%	10.1%	9.8%	127,464	121,017	120,450	226	229	220
<b>Time with Current Agency</b>																					
< 1 year	21.8%	19.9%	18.3%	48.1%	50.2%	52.0%	14.1%	14.6%	13.9%	10.3%	9.9%	10.3%	5.7%	5.3%	5.5%	11,838	6,463	8,734	36	20	26
1-3 years	15.0%	13.8%	13.1%	46.4%	47.9%	49.5%	15.7%	15.4%	15.5%	14.1%	13.9%	14.0%	8.7%	9.0%	8.0%	44,379	49,573	54,848	86	89	72
4-5 years	11.8%	10.4%	10.4%	46.5%	47.1%	47.5%	16.1%	16.0%	16.3%	15.7%	16.5%	16.0%	9.9%	10.0%	9.8%	49,729	51,462	47,422	71	82	97
6-10 years	10.4%	10.0%	9.6%	45.1%	44.8%	46.2%	16.6%	17.1%	17.3%	17.0%	17.2%	16.7%	11.0%	10.9%	10.2%	95,368	80,457	69,889	186	142	106
11-20 years	9.9%	9.1%	9.0%	44.6%	44.8%	45.9%	17.1%	17.2%	17.2%	17.5%	17.8%	17.7%	10.9%	11.0%	10.2%	98,445	85,747	76,363	165	136	122
> 20 years	10.6%	9.7%	9.6%	45.8%	45.9%	46.7%	16.6%	16.9%	16.8%	17.4%	17.8%	17.4%	9.6%	9.7%	9.5%	94,023	88,654	88,424	155	153	155
<b>Leaving</b>																					
No	14.0%	12.9%	12.4%	49.7%	50.3%	51.1%	15.6%	15.9%	15.9%	14.4%	14.6%	14.3%	6.3%	6.3%	6.2%	262,386	239,064	237,283	296	282	273
Yes, to retire	10.2%	9.1%	9.3%	46.1%	46.1%	47.0%	17.0%	17.6%	16.8%	17.2%	17.4%	17.0%	9.5%	9.8%	9.9%	23,931	22,830	21,249	52	51	47
Yes, to other job in Govt	7.0%	6.4%	6.6%	37.9%	38.3%	38.7%	17.6%	17.4%	17.9%	20.1%	20.5%	20.6%	17.4%	17.3%	16.2%	73,028	67,614	56,224	216	172	141
Yes, to other job outside Govt	5.3%	5.2%	4.8%	33.2%	33.5%	36.2%	17.3%	17.2%	17.8%	22.5%	22.7%	21.2%	21.6%	21.5%	20.0%	15,761	15,484	15,476	51	41	54
Yes, other	5.7%	5.3%	5.3%	33.7%	33.7%	35.8%	19.8%	19.8%	18.9%	20.8%	21.3%	21.2%	20.1%	19.8%	18.7%	19,142	17,865	16,254	89	81	75
<b>Retiring</b>																					
Within 1 year	9.9%	9.4%	9.3%	45.2%	44.0%	46.4%	16.4%	17.3%	16.3%	17.5%	17.8%	16.9%	11.0%	11.5%	11.1%	14,736	13,834	12,519	36	36	34
Between 1-3 years	10.5%	9.2%	9.3%	45.8%	46.7%	47.1%	17.1%	17.2%	17.1%	16.9%	17.2%	17.1%	9.7%	9.7%	9.4%	39,721	36,024	34,176	57	68	64
Between 3-5 years	10.4%	9.5%	9.4%	45.6%	45.9%	46.5%	16.8%	17.1%	16.9%	17.3%	17.2%	17.8%	9.9%	10.3%	9.4%	43,226	39,332	36,114	57	81	62
5 or more years	11.9%	11.0%	10.9%	45.7%	46.2%	47.5%	16.3%	16.3%	16.4%	16.1%	16.5%	16.0%	10.0%	10.0%	9.3%	293,429	270,185	259,439	541	428	414

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(10) My workload is reasonable.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>11.5%</b>	<b>10.6%</b>	<b>10.4%</b>	<b>45.5%</b>	<b>45.9%</b>	<b>47.1%</b>	<b>16.5%</b>	<b>16.7%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>16.7%</b>	<b>16.4%</b>	<b>10.1%</b>	<b>10.2%</b>	<b>9.5%</b>	<b>417,538</b>	<b>388,209</b>	<b>372,621</b>	784	720	677
<b>Self-Identify as:</b>																					
Heterosexual	12.1%	11.1%	11.0%	46.5%	46.8%	48.0%	15.9%	16.2%	16.2%	16.0%	16.3%	15.8%	9.4%	9.6%	8.9%	316,470	292,376	279,702	471	429	409
LGBT*	11.4%	10.3%	9.6%	42.9%	42.6%	45.0%	15.7%	16.1%	13.9%	17.2%	18.1%	19.0%	12.8%	12.9%	12.4%	10,983	9,756	8,870	30	18	8
Prefer not to say	8.3%	8.3%	7.7%	41.0%	41.8%	42.4%	19.2%	19.1%	19.3%	18.3%	18.2%	18.3%	13.2%	12.6%	12.3%	47,795	43,402	40,697	154	134	125
<b>Military Service</b>																					
No Prior Military Service	11.0%	10.3%	---	45.6%	46.0%	---	16.4%	16.5%	---	16.9%	17.1%	---	10.1%	10.1%	---	280,078	256,241	---	443	431	---
Currently in Guard/Reserves	13.5%	11.5%	---	44.7%	46.0%	---	14.8%	15.6%	---	15.5%	15.7%	---	11.4%	11.3%	---	6,976	6,498	---	13	14	---
Retired Separated/Discharged	13.9%	12.7%	---	48.0%	48.4%	---	15.3%	15.3%	---	14.6%	15.1%	---	8.1%	8.5%	---	43,119	41,359	---	63	49	---
Discharged	11.7%	10.2%	---	44.3%	44.9%	---	17.4%	17.7%	---	15.7%	16.2%	---	10.9%	11.0%	---	59,280	54,718	---	169	112	---
<b>Disability</b>																					
Yes	12.4%	10.9%	11.0%	42.1%	42.6%	43.0%	16.5%	17.0%	17.1%	16.5%	17.1%	16.8%	12.5%	12.5%	12.0%	53,106	48,575	44,670	157	136	143
No	11.4%	10.6%	10.4%	46.4%	46.7%	48.0%	16.4%	16.5%	16.4%	16.3%	16.6%	16.1%	9.5%	9.6%	9.0%	337,522	311,189	299,802	533	481	437

# Report by Demographics

(11) My talents are used well in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.5%</b>	<b>15.5%</b>	<b>15.4%</b>	<b>41.2%</b>	<b>41.0%</b>	<b>41.9%</b>	<b>16.7%</b>	<b>17.2%</b>	<b>17.3%</b>	<b>15.0%</b>	<b>15.6%</b>	<b>15.4%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>10.0%</b>	<b>406,246</b>	<b>377,178</b>	<b>362,841</b>	1,945	1,880	1,905
<b>Work Location</b>																					
Headquarters	18.2%	16.9%	16.7%	41.2%	40.9%	41.6%	16.1%	16.5%	16.7%	14.4%	15.1%	15.1%	10.1%	10.5%	9.9%	151,379	137,935	132,659	667	687	690
Field	15.7%	14.9%	14.9%	41.2%	41.1%	42.2%	16.9%	17.2%	17.3%	15.3%	15.8%	15.5%	10.9%	11.0%	10.2%	232,263	214,101	204,504	1,105	1,019	1,027
<b>Supervisory Status</b>																					
Non-Supervisor	14.9%	14.0%	14.1%	39.6%	39.5%	40.4%	17.8%	18.1%	18.1%	15.9%	16.5%	16.3%	11.8%	12.0%	11.2%	252,439	232,459	225,211	1,378	1,344	1,389
Team Leader	17.4%	17.0%	16.6%	43.1%	42.4%	43.6%	14.8%	15.5%	15.8%	14.7%	15.4%	14.9%	9.9%	9.7%	9.1%	51,638	47,867	45,912	187	166	176
Supervisor	18.9%	17.5%	17.7%	46.2%	46.2%	47.0%	15.2%	15.4%	15.4%	12.4%	13.0%	12.8%	7.3%	7.9%	7.1%	50,821	46,836	43,034	143	135	114
Manager	25.5%	23.8%	23.4%	45.9%	46.4%	47.0%	11.5%	12.8%	12.6%	10.7%	10.7%	10.8%	6.3%	6.4%	6.2%	23,571	20,781	20,619	53	57	49
Senior Leader	38.4%	36.9%	37.4%	40.3%	40.6%	39.6%	9.5%	8.6%	9.8%	7.4%	7.9%	7.9%	4.4%	6.1%	5.3%	7,761	6,800	5,208	19	18	11
<b>Sex</b>																					
Male	16.5%	15.5%	15.3%	41.0%	41.0%	41.7%	16.5%	17.2%	17.4%	14.9%	15.2%	15.3%	11.1%	11.2%	10.4%	198,303	181,624	172,760	966	901	907
Female	16.9%	16.1%	16.1%	41.8%	41.4%	42.5%	16.5%	16.5%	16.6%	14.9%	15.8%	15.3%	9.9%	10.2%	9.5%	182,835	169,079	163,624	780	794	793
<b>Hispanic or Latino</b>																					
Yes	18.5%	17.4%	17.7%	37.7%	38.5%	39.0%	16.6%	16.6%	17.6%	14.2%	14.5%	14.4%	13.0%	13.0%	11.3%	32,751	29,588	27,819	203	185	168
No	16.5%	15.6%	15.5%	41.8%	41.5%	42.4%	16.5%	16.9%	16.9%	15.0%	15.5%	15.4%	10.2%	10.5%	9.8%	344,705	317,473	305,327	1,536	1,494	1,511
<b>Race</b>																					
American Indian/ Alaska Native	17.2%	16.3%	16.2%	40.0%	40.0%	41.3%	17.2%	17.9%	17.5%	13.7%	14.1%	13.9%	11.8%	11.7%	11.0%	8,011	7,241	7,473	45	49	50
Asian	21.2%	20.8%	20.4%	43.3%	43.8%	44.7%	17.4%	16.5%	16.6%	10.3%	11.1%	11.3%	7.7%	7.8%	6.9%	18,236	16,650	15,857	69	77	71
Black/African American	18.7%	17.6%	17.9%	39.1%	39.4%	40.5%	16.8%	17.1%	16.9%	14.0%	14.5%	14.2%	11.5%	11.5%	10.6%	58,003	53,879	51,701	330	322	349
Native Hawaiian/ Pacific Islander	21.6%	18.3%	20.3%	39.0%	39.7%	42.1%	18.0%	20.5%	16.1%	12.0%	11.1%	11.1%	9.4%	10.4%	10.4%	2,401	2,245	2,254	19	16	14
White	16.2%	15.2%	15.0%	42.4%	42.1%	42.9%	16.0%	16.5%	16.7%	15.3%	15.9%	15.7%	10.1%	10.4%	9.7%	265,193	244,094	234,648	1,089	1,058	1,058
Two or more races (Not Hispanic/ Latino)	13.7%	13.0%	13.1%	35.5%	35.3%	35.9%	18.1%	19.2%	19.1%	17.8%	17.7%	17.5%	14.9%	14.8%	14.4%	13,909	12,565	11,224	112	82	74

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'



# Report by Demographics

## (11) My talents are used well in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.5%</b>	<b>15.5%</b>	<b>15.4%</b>	<b>41.2%</b>	<b>41.0%</b>	<b>41.9%</b>	<b>16.7%</b>	<b>17.2%</b>	<b>17.3%</b>	<b>15.0%</b>	<b>15.6%</b>	<b>15.4%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>10.0%</b>	<b>406,246</b>	<b>377,178</b>	<b>362,841</b>	1,945	1,880	1,905
<b>Age Group</b>																					
25 and under	15.0%	15.1%	14.1%	44.0%	40.7%	41.0%	18.1%	20.1%	18.8%	12.8%	15.3%	17.6%	10.1%	8.9%	8.6%	2,733	2,753	3,399	6	8	12
26-29	15.0%	12.7%	11.9%	39.7%	39.8%	39.6%	17.6%	18.6%	19.1%	16.4%	16.5%	17.7%	11.3%	12.4%	11.7%	12,566	12,724	12,721	42	48	56
30-39	14.6%	13.7%	13.9%	40.7%	39.5%	40.9%	17.0%	17.5%	17.2%	16.1%	16.8%	16.8%	11.7%	12.5%	11.2%	73,378	66,126	57,494	275	298	234
40-49	16.3%	15.3%	15.6%	41.2%	41.6%	42.7%	16.3%	16.6%	16.3%	15.0%	15.7%	15.1%	11.1%	10.9%	10.3%	107,623	101,357	93,570	509	482	411
50-59	17.3%	16.4%	16.6%	41.9%	41.5%	42.6%	16.5%	17.0%	16.8%	14.6%	15.1%	14.7%	9.8%	10.0%	9.3%	146,362	136,018	119,720	733	699	660
60+	18.1%	17.3%	18.2%	41.0%	41.5%	42.8%	17.3%	17.6%	17.4%	14.1%	14.3%	13.3%	9.4%	9.3%	8.3%	61,859	55,516	45,616	368	334	290
<b>Level of Education</b>																					
Less than High School	27.9%	20.4%	---	40.5%	50.3%	---	17.4%	18.1%	---	7.9%	5.8%	---	6.4%	5.5%	---	388	371	---	6	5	---
H.S. Diploma/ GED or equiv	20.3%	20.0%	---	44.9%	45.5%	---	16.9%	16.9%	---	11.2%	10.9%	---	6.7%	6.7%	---	18,637	18,227	---	99	91	---
Trade/Technical Certificate	18.0%	17.3%	---	42.3%	43.1%	---	17.4%	17.8%	---	13.2%	13.1%	---	9.1%	8.8%	---	9,154	8,576	---	58	45	---
Some College (no degree)	17.3%	16.4%	---	40.5%	40.3%	---	17.6%	17.8%	---	14.1%	14.9%	---	10.6%	10.6%	---	57,948	55,569	---	298	298	---
Associate's Degree	17.5%	15.8%	---	41.0%	40.9%	---	16.8%	17.5%	---	14.7%	15.0%	---	10.0%	10.8%	---	30,273	28,312	---	145	143	---
Bachelor's Degree	15.3%	14.4%	---	41.9%	41.8%	---	16.8%	17.3%	---	15.3%	15.9%	---	10.7%	10.6%	---	131,525	120,861	---	581	585	---
Master's Degree	16.3%	15.2%	---	40.4%	39.6%	---	15.6%	16.1%	---	16.2%	16.8%	---	11.6%	12.3%	---	95,325	84,759	---	427	395	---
Doctoral/Professional Degree	17.9%	17.2%	---	41.2%	40.7%	---	14.7%	14.6%	---	15.1%	16.2%	---	11.1%	11.3%	---	39,869	35,580	---	146	135	---
<b>Pay Category</b>																					
Federal Wage System	17.2%	15.7%	16.7%	40.8%	41.9%	40.9%	16.9%	17.8%	17.6%	14.4%	14.0%	14.3%	10.6%	10.7%	10.5%	12,152	11,724	12,721	67	69	75
GS 1-6	17.9%	17.3%	17.2%	37.8%	37.6%	38.7%	17.6%	17.6%	17.6%	14.8%	15.2%	15.3%	11.8%	12.3%	11.2%	20,997	21,066	21,276	173	157	219
GS 7-12	15.5%	14.6%	14.5%	40.5%	40.3%	41.7%	17.4%	17.8%	18.0%	15.4%	16.0%	15.6%	11.2%	11.3%	10.2%	160,933	152,167	140,487	856	857	748
GS 13-15	17.9%	17.0%	16.6%	43.7%	43.3%	44.2%	14.8%	15.4%	15.4%	14.3%	14.7%	14.7%	9.3%	9.5%	9.0%	157,680	139,389	131,871	560	511	513
SES	43.3%	41.4%	38.9%	38.2%	38.9%	40.6%	7.3%	8.5%	8.6%	6.7%	7.1%	7.4%	4.5%	4.1%	4.4%	5,528	4,743	4,264	9	7	8
SL/ST	22.3%	21.5%	21.6%	42.3%	41.9%	43.6%	13.7%	13.8%	14.1%	14.3%	13.7%	11.9%	7.4%	9.2%	8.8%	1,494	1,336	1,183	5	3	1
Other	14.7%	13.2%	13.6%	40.5%	40.6%	41.4%	17.6%	17.3%	17.2%	15.9%	17.2%	16.8%	11.4%	11.6%	11.0%	24,839	22,215	25,564	106	97	150

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

## (11) My talents are used well in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.5%</b>	<b>15.5%</b>	<b>15.4%</b>	<b>41.2%</b>	<b>41.0%</b>	<b>41.9%</b>	<b>16.7%</b>	<b>17.2%</b>	<b>17.3%</b>	<b>15.0%</b>	<b>15.6%</b>	<b>15.4%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>10.0%</b>	<b>406,246</b>	<b>377,178</b>	<b>362,841</b>	1,945	1,880	1,905
<b>Time in Federal Government</b>																					
< 1 year	24.2%	21.5%	24.1%	43.6%	44.5%	43.7%	15.4%	15.0%	15.3%	10.5%	11.6%	11.1%	6.4%	7.4%	5.8%	5,916	3,091	4,603	12	17	20
1-3 years	18.5%	17.7%	16.7%	41.6%	41.0%	41.9%	16.5%	16.8%	16.8%	14.0%	14.4%	15.6%	9.4%	10.1%	9.0%	27,587	31,971	38,409	88	129	161
4-5 years	16.2%	14.5%	14.6%	40.1%	40.0%	40.4%	16.5%	17.1%	17.4%	16.1%	17.1%	16.3%	11.1%	11.4%	11.2%	40,035	42,094	38,257	177	178	197
6-10 years	15.5%	14.8%	14.4%	40.1%	39.6%	41.4%	16.6%	17.1%	17.2%	16.2%	16.4%	15.8%	11.7%	12.1%	11.1%	85,296	71,074	62,545	408	357	310
11-14 years	15.0%	14.4%	14.0%	40.8%	40.4%	41.7%	17.0%	17.1%	17.3%	15.7%	16.2%	16.1%	11.6%	12.0%	10.9%	55,051	49,605	43,325	254	235	232
15-20 years	15.7%	15.2%	15.0%	41.1%	40.6%	41.7%	16.7%	17.2%	17.2%	15.1%	15.5%	15.2%	11.5%	11.5%	10.9%	47,157	38,494	33,861	246	235	210
> 20 years	17.9%	16.7%	16.8%	42.9%	43.2%	43.4%	16.4%	16.8%	16.9%	13.6%	14.3%	14.1%	9.2%	9.1%	8.8%	123,378	116,962	116,844	591	559	587
<b>Time with Current Agency</b>																					
< 1 year	23.4%	21.6%	22.1%	42.3%	42.0%	43.5%	15.4%	16.4%	15.4%	11.6%	11.7%	11.6%	7.3%	8.2%	7.5%	11,606	6,340	8,570	41	30	46
1-3 years	18.0%	17.1%	16.1%	40.5%	39.6%	40.7%	16.5%	16.7%	16.8%	14.5%	15.3%	16.1%	10.4%	11.4%	10.3%	43,350	48,455	53,688	184	227	250
4-5 years	15.8%	14.1%	14.2%	39.8%	39.6%	40.3%	16.3%	17.2%	17.6%	16.3%	17.1%	16.4%	11.8%	12.0%	11.6%	48,563	50,202	46,223	223	242	272
6-10 years	15.2%	14.6%	14.3%	39.9%	40.0%	41.3%	16.7%	17.0%	17.3%	16.2%	16.3%	16.0%	11.9%	12.0%	11.0%	92,937	78,298	68,204	479	397	360
11-20 years	15.5%	15.1%	15.0%	41.2%	41.1%	42.3%	17.1%	17.2%	17.3%	15.2%	15.6%	15.3%	11.0%	11.0%	10.1%	95,804	83,189	74,266	475	431	379
> 20 years	18.1%	16.9%	17.0%	44.4%	44.4%	44.7%	16.2%	16.8%	16.7%	13.1%	13.8%	13.6%	8.2%	8.1%	8.0%	90,953	85,657	85,783	365	371	397
<b>Leaving</b>																					
No	20.9%	19.6%	19.2%	47.6%	47.7%	48.1%	15.8%	16.2%	16.4%	10.7%	11.4%	11.3%	4.9%	5.0%	4.9%	255,905	232,882	231,690	635	635	643
Yes, to retire	16.3%	14.9%	15.3%	41.1%	41.5%	42.4%	18.0%	18.4%	18.1%	15.3%	15.7%	14.6%	9.2%	9.6%	9.6%	23,040	21,906	20,488	147	145	137
Yes, to other job in Govt	7.9%	7.7%	7.3%	28.5%	27.7%	28.1%	18.1%	18.4%	18.5%	23.9%	24.0%	25.1%	21.5%	22.2%	21.1%	70,892	65,538	54,547	603	581	550
Yes, to other job outside Govt	5.2%	5.6%	5.7%	25.1%	24.2%	24.2%	14.9%	16.3%	16.7%	25.7%	25.6%	26.4%	29.2%	28.3%	27.0%	15,281	15,023	15,047	158	145	171
Yes, other	6.5%	6.6%	6.4%	24.6%	24.4%	25.7%	19.1%	19.2%	19.3%	23.8%	24.6%	24.0%	25.9%	25.2%	24.6%	18,536	17,239	15,743	236	196	212
<b>Retiring</b>																					
Within 1 year	16.0%	14.8%	14.8%	39.5%	39.7%	41.0%	16.3%	17.0%	17.0%	16.2%	16.4%	15.2%	12.0%	12.0%	12.1%	14,164	13,271	12,048	120	90	103
Between 1-3 years	16.4%	15.7%	15.6%	41.9%	42.3%	42.4%	17.8%	17.9%	18.2%	14.4%	14.8%	14.8%	9.5%	9.4%	9.0%	38,346	34,664	33,002	203	175	175
Between 3-5 years	16.5%	16.1%	16.1%	41.9%	41.9%	42.9%	17.3%	17.3%	17.3%	14.5%	15.1%	14.7%	9.7%	9.5%	9.0%	41,773	37,893	34,880	198	199	195
5 or more years	16.7%	15.7%	15.6%	41.3%	41.1%	42.1%	16.3%	16.8%	16.9%	14.9%	15.5%	15.3%	10.7%	11.0%	10.1%	286,339	263,405	253,432	1,229	1,203	1,198

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(11) My talents are used well in the workplace.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.5%</b>	<b>15.5%</b>	<b>15.4%</b>	<b>41.2%</b>	<b>41.0%</b>	<b>41.9%</b>	<b>16.7%</b>	<b>17.2%</b>	<b>17.3%</b>	<b>15.0%</b>	<b>15.6%</b>	<b>15.4%</b>	<b>10.5%</b>	<b>10.7%</b>	<b>10.0%</b>	<b>406,246</b>	<b>377,178</b>	<b>362,841</b>	1,945	1,880	1,905
<b>Self-Identify as:</b>																					
Heterosexual	17.4%	16.3%	16.2%	42.1%	41.9%	42.9%	16.2%	16.6%	16.7%	14.4%	15.1%	14.8%	9.8%	10.2%	9.4%	308,138	284,291	272,585	1,292	1,243	1,259
LGBT*	16.4%	16.1%	16.2%	38.9%	37.3%	38.3%	14.9%	15.9%	15.4%	15.6%	16.6%	17.2%	14.3%	14.1%	13.0%	10,727	9,485	8,654	52	49	47
Prefer not to say	12.2%	12.2%	11.9%	36.7%	36.7%	37.5%	19.3%	19.5%	19.5%	17.6%	17.9%	18.0%	14.3%	13.7%	13.1%	46,342	42,012	39,496	324	313	295
<b>Military Service</b>																					
No Prior Military Service	16.1%	15.2%	---	42.2%	42.0%	---	16.8%	17.1%	---	14.8%	15.5%	---	10.0%	10.2%	---	272,949	249,443	---	1,104	1,114	---
Currently in Guard/Reserves	17.5%	15.8%	---	39.4%	40.8%	---	16.4%	16.4%	---	14.7%	15.1%	---	12.0%	11.9%	---	6,843	6,345	---	26	37	---
Retired Separated/Discharged	20.9%	20.1%	---	42.2%	41.5%	---	14.8%	15.6%	---	13.4%	13.7%	---	8.6%	9.1%	---	41,802	39,933	---	196	176	---
Discharged	15.5%	14.5%	---	38.0%	38.1%	---	17.0%	17.4%	---	16.2%	16.5%	---	13.3%	13.5%	---	57,442	52,974	---	411	343	---
<b>Disability</b>																					
Yes	17.4%	16.7%	17.0%	36.0%	35.4%	36.4%	16.3%	16.8%	16.8%	16.1%	16.5%	16.4%	14.1%	14.6%	13.5%	51,413	46,869	43,201	376	365	358
No	16.6%	15.6%	15.4%	42.3%	42.2%	43.1%	16.6%	17.0%	17.1%	14.7%	15.3%	15.1%	9.8%	10.0%	9.4%	328,740	302,746	292,345	1,375	1,318	1,335

# Report by Demographics

(12) I know how my work relates to the agency's goals and priorities.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.3%</b>	<b>28.9%</b>	<b>28.9%</b>	<b>52.2%</b>	<b>53.0%</b>	<b>53.6%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.5%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.4%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>2.6%</b>	<b>416,802</b>	<b>388,298</b>	<b>372,620</b>	1,495	1,540	1,411
<b>Work Location</b>																					
Headquarters	32.8%	31.2%	30.9%	51.1%	51.9%	52.6%	9.7%	9.9%	10.0%	4.0%	4.4%	4.3%	2.4%	2.5%	2.3%	155,205	141,836	136,092	480	506	480
Field	29.2%	27.9%	28.2%	52.5%	53.4%	54.0%	10.5%	10.9%	10.5%	4.7%	4.8%	4.6%	3.1%	3.0%	2.8%	238,286	220,520	210,068	902	892	778
<b>Supervisory Status</b>																					
Non-Supervisor	27.6%	26.5%	26.7%	53.3%	53.9%	54.5%	11.1%	11.5%	11.2%	4.7%	4.9%	4.7%	3.2%	3.1%	2.8%	258,713	238,978	231,007	1,117	1,149	1,023
Team Leader	31.5%	30.1%	30.2%	51.3%	52.3%	52.9%	9.9%	10.1%	9.9%	4.6%	4.9%	4.6%	2.7%	2.6%	2.4%	52,966	49,287	47,163	141	132	147
Supervisor	35.7%	33.7%	33.8%	50.7%	52.6%	52.6%	8.2%	8.1%	8.1%	3.5%	3.6%	3.7%	2.0%	2.0%	1.8%	52,204	48,375	44,269	82	94	73
Manager	45.6%	43.4%	42.7%	44.2%	46.0%	46.5%	5.6%	6.1%	6.2%	2.9%	2.9%	2.9%	1.7%	1.5%	1.7%	24,236	21,507	21,238	37	28	33
Senior Leader	59.4%	56.5%	59.0%	34.5%	35.3%	33.8%	3.5%	5.2%	3.7%	1.5%	1.7%	2.0%	1.1%	1.3%	1.4%	8,009	7,017	5,366	11	15	7
<b>Sex</b>																					
Male	29.7%	28.2%	28.0%	50.7%	51.9%	52.5%	11.1%	11.5%	11.2%	5.1%	5.2%	5.1%	3.5%	3.3%	3.1%	203,467	187,240	177,813	849	799	731
Female	31.8%	30.6%	30.8%	53.8%	54.3%	54.7%	8.9%	9.3%	9.1%	3.5%	3.8%	3.5%	2.0%	2.1%	1.9%	187,426	173,733	167,558	508	587	514
<b>Hispanic or Latino</b>																					
Yes	33.5%	31.6%	32.8%	48.4%	50.4%	50.2%	10.1%	10.3%	10.0%	4.4%	4.2%	4.0%	3.6%	3.6%	3.0%	33,645	30,490	28,581	150	159	125
No	30.3%	29.0%	28.9%	52.5%	53.2%	53.9%	10.1%	10.5%	10.3%	4.4%	4.6%	4.4%	2.7%	2.7%	2.5%	353,462	326,731	313,442	1,188	1,214	1,100
<b>Race</b>																					
American Indian/ Alaska Native	29.6%	28.6%	28.6%	51.0%	52.8%	53.6%	11.4%	11.5%	10.8%	4.5%	3.7%	4.3%	3.6%	3.5%	2.7%	8,282	7,476	7,698	34	48	39
Asian	35.5%	34.1%	34.7%	52.3%	53.2%	53.3%	7.9%	8.3%	8.0%	2.6%	2.6%	2.3%	1.7%	1.9%	1.7%	18,555	16,940	16,155	52	61	48
Black/African American	34.6%	33.4%	33.6%	51.6%	52.2%	52.9%	8.2%	8.8%	8.4%	3.2%	3.2%	3.0%	2.3%	2.4%	2.1%	59,605	55,509	53,312	201	234	197
Native Hawaiian/ Pacific Islander	33.5%	31.7%	33.2%	50.6%	50.8%	51.5%	10.1%	10.5%	8.8%	2.5%	3.1%	3.2%	3.4%	3.9%	3.3%	2,452	2,308	2,327	13	10	14
White	29.6%	28.2%	28.0%	52.3%	53.1%	53.9%	10.5%	10.8%	10.7%	4.8%	5.0%	4.8%	2.9%	2.8%	2.6%	271,965	251,351	240,846	876	881	815
Two or more races (Not Hispanic/ Latino)	29.2%	27.7%	28.2%	50.6%	51.4%	50.9%	11.6%	11.9%	12.0%	4.9%	5.1%	5.0%	3.8%	3.9%	3.8%	14,290	12,918	11,489	95	72	62

# Report by Demographics

(12) I know how my work relates to the agency's goals and priorities.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.3%</b>	<b>28.9%</b>	<b>28.9%</b>	<b>52.2%</b>	<b>53.0%</b>	<b>53.6%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.5%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.4%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>2.6%</b>	<b>416,802</b>	<b>388,298</b>	<b>372,620</b>	1,495	1,540	1,411
<b>Age Group</b>																					
25 and under	28.0%	28.7%	29.9%	56.0%	55.8%	54.4%	9.5%	8.5%	9.9%	4.3%	5.2%	3.6%	2.1%	1.7%	2.2%	2,761	2,787	3,447	6	10	10
26-29	27.5%	25.9%	24.5%	53.4%	53.7%	56.2%	10.5%	11.2%	11.0%	5.0%	5.5%	5.1%	3.6%	3.7%	3.3%	12,681	12,886	12,845	31	36	43
30-39	27.7%	26.5%	27.0%	53.2%	53.5%	54.3%	10.3%	11.0%	10.2%	5.3%	5.4%	5.2%	3.5%	3.7%	3.2%	74,397	67,056	58,284	206	235	188
40-49	30.4%	28.7%	29.4%	51.8%	53.3%	53.4%	10.1%	10.4%	10.1%	4.5%	4.6%	4.4%	3.2%	2.9%	2.7%	110,002	103,947	95,779	406	407	321
50-59	31.6%	30.4%	30.6%	52.0%	52.6%	53.0%	10.1%	10.5%	10.2%	4.0%	4.2%	4.0%	2.4%	2.3%	2.2%	151,065	140,919	123,704	519	562	447
60+	31.6%	30.3%	31.2%	51.4%	52.6%	52.6%	10.9%	11.1%	10.6%	3.8%	4.0%	3.7%	2.3%	2.1%	1.9%	64,125	57,950	47,375	326	283	204
<b>Level of Education</b>																					
Less than High School	33.6%	26.5%	---	47.1%	51.0%	---	13.1%	15.5%	---	2.5%	1.2%	---	3.7%	5.7%	---	396	382	---	8	10	---
H.S. Diploma/ GED or equiv	29.5%	28.8%	---	54.0%	54.4%	---	11.0%	11.3%	---	3.1%	3.4%	---	2.3%	2.1%	---	19,158	18,897	---	96	97	---
Trade/Technical Certificate	28.3%	27.1%	---	52.9%	54.1%	---	12.0%	11.6%	---	4.0%	4.4%	---	2.8%	2.7%	---	9,484	8,940	---	33	43	---
Some College (no degree)	30.2%	29.5%	---	52.1%	52.4%	---	10.8%	11.1%	---	4.0%	4.2%	---	2.9%	2.9%	---	59,660	57,427	---	279	273	---
Associate's Degree	29.5%	27.7%	---	52.1%	53.8%	---	11.4%	11.3%	---	4.2%	4.3%	---	2.8%	2.8%	---	31,091	29,263	---	132	131	---
Bachelor's Degree	29.1%	28.0%	---	53.2%	54.0%	---	10.0%	10.4%	---	4.7%	4.8%	---	3.0%	2.8%	---	134,846	124,161	---	453	478	---
Master's Degree	32.7%	30.5%	---	50.7%	52.0%	---	9.1%	9.8%	---	4.6%	4.8%	---	2.8%	2.9%	---	97,539	87,065	---	270	274	---
Doctoral/Professional Degree	34.6%	33.1%	---	49.2%	49.7%	---	9.1%	9.4%	---	4.6%	5.0%	---	2.6%	2.8%	---	40,802	36,434	---	102	97	---
<b>Pay Category</b>																					
Federal Wage System	27.3%	25.7%	27.2%	53.0%	53.9%	53.3%	12.5%	12.9%	12.3%	4.4%	4.5%	4.4%	2.8%	3.0%	2.7%	12,535	12,177	13,182	68	73	84
GS 1-6	29.2%	29.0%	29.0%	53.2%	53.1%	54.3%	11.3%	11.8%	10.8%	3.7%	3.6%	3.4%	2.6%	2.5%	2.5%	21,687	21,807	21,997	119	117	136
GS 7-12	28.9%	27.6%	27.6%	53.3%	54.2%	55.0%	10.3%	10.6%	10.5%	4.4%	4.6%	4.4%	3.0%	2.9%	2.5%	165,082	156,559	144,139	688	715	585
GS 13-15	33.7%	32.2%	32.0%	50.0%	50.9%	51.2%	9.0%	9.4%	9.3%	4.6%	4.8%	4.8%	2.7%	2.8%	2.6%	161,516	143,262	135,210	404	402	346
SES	67.1%	64.7%	62.3%	27.3%	29.5%	30.7%	3.3%	3.5%	3.6%	1.4%	1.6%	2.3%	0.8%	0.8%	1.1%	5,694	4,880	4,406	3	4	3
SL/ST	37.9%	36.3%	37.8%	48.5%	48.5%	44.2%	7.0%	8.6%	12.1%	4.3%	5.0%	3.4%	2.3%	1.6%	2.5%	1,527	1,383	1,215	3	3	2
Other	28.2%	26.7%	28.0%	52.6%	53.6%	54.0%	11.3%	11.7%	10.8%	4.9%	5.3%	4.5%	3.1%	2.7%	2.7%	25,433	22,896	26,260	100	90	95

SOURCE: Federal Employee Viewpoint Survey

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\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(12) I know how my work relates to the agency's goals and priorities.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.3%</b>	<b>28.9%</b>	<b>28.9%</b>	<b>52.2%</b>	<b>53.0%</b>	<b>53.6%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.5%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.4%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>2.6%</b>	<b>416,802</b>	<b>388,298</b>	<b>372,620</b>	1,495	1,540	1,411
<b>Time in Federal Government</b>																					
< 1 year	39.1%	34.9%	38.1%	48.7%	53.2%	49.6%	8.4%	7.8%	8.4%	2.3%	3.0%	2.9%	1.5%	1.1%	0.9%	6,009	3,143	4,686	10	9	10
1-3 years	32.2%	31.5%	30.8%	52.9%	52.6%	54.2%	9.2%	9.6%	9.2%	3.7%	4.1%	4.0%	2.0%	2.2%	1.9%	28,110	32,646	39,165	73	110	116
4-5 years	30.1%	27.7%	27.7%	52.2%	53.7%	54.0%	10.3%	10.8%	10.6%	4.8%	5.0%	4.7%	2.6%	2.8%	2.9%	40,846	43,066	39,112	117	135	142
6-10 years	28.9%	28.2%	28.0%	52.6%	52.7%	53.9%	10.3%	10.7%	10.4%	4.9%	5.1%	4.8%	3.3%	3.3%	2.9%	87,279	72,925	63,984	288	282	220
11-14 years	29.1%	28.1%	27.9%	52.0%	52.9%	53.0%	10.7%	10.9%	11.2%	4.8%	5.0%	4.9%	3.4%	3.1%	3.1%	56,372	50,988	44,480	197	207	166
15-20 years	29.5%	28.3%	28.5%	52.0%	52.9%	53.2%	10.3%	10.6%	10.8%	4.7%	4.8%	4.5%	3.5%	3.4%	3.0%	48,405	39,698	34,875	188	191	155
> 20 years	32.1%	30.2%	30.3%	51.5%	52.9%	53.1%	10.1%	10.6%	10.3%	3.9%	4.1%	4.1%	2.4%	2.3%	2.3%	127,277	121,194	120,592	513	472	448
<b>Time with Current Agency</b>																					
< 1 year	37.2%	33.5%	35.9%	49.4%	52.7%	50.2%	8.6%	8.6%	9.0%	3.0%	3.4%	3.2%	1.8%	1.8%	1.7%	11,822	6,465	8,757	29	25	22
1-3 years	31.9%	30.9%	30.0%	52.0%	52.1%	53.8%	9.6%	9.9%	9.7%	4.1%	4.4%	4.3%	2.4%	2.6%	2.3%	44,315	49,546	54,830	141	180	188
4-5 years	29.6%	27.1%	27.2%	52.2%	53.6%	54.3%	10.2%	11.1%	10.6%	5.0%	5.1%	4.9%	3.0%	3.1%	3.0%	49,611	51,462	47,373	148	179	183
6-10 years	28.7%	28.1%	28.1%	52.6%	52.9%	53.7%	10.5%	10.7%	10.7%	4.8%	5.1%	4.7%	3.4%	3.2%	2.9%	95,200	80,409	69,858	320	327	251
11-20 years	29.9%	28.7%	28.7%	51.8%	53.0%	53.2%	10.5%	10.6%	10.7%	4.6%	4.6%	4.5%	3.2%	3.0%	2.8%	98,254	85,736	76,363	374	365	289
> 20 years	32.2%	30.5%	30.6%	51.9%	53.0%	53.0%	10.0%	10.5%	10.2%	3.7%	3.9%	4.0%	2.2%	2.1%	2.1%	93,868	88,825	88,552	366	317	314
<b>Leaving</b>																					
No	34.8%	33.4%	33.1%	52.6%	53.7%	54.3%	8.3%	8.5%	8.5%	2.9%	3.1%	2.9%	1.4%	1.3%	1.3%	262,123	239,265	237,478	591	621	572
Yes, to retire	27.9%	26.6%	27.0%	52.9%	53.8%	53.2%	12.0%	12.5%	12.4%	4.3%	4.4%	4.8%	2.8%	2.6%	2.6%	23,873	22,829	21,264	120	116	100
Yes, to other job in Govt	23.2%	21.9%	21.8%	51.1%	51.8%	52.6%	13.0%	13.4%	13.4%	7.2%	7.4%	7.3%	5.5%	5.6%	4.9%	72,744	67,559	56,140	409	375	323
Yes, to other job outside Govt	17.7%	17.3%	17.2%	49.5%	48.5%	49.5%	14.9%	16.2%	15.3%	10.1%	10.1%	10.2%	7.9%	8.0%	7.8%	15,710	15,443	15,425	98	127	127
Yes, other	19.1%	17.6%	18.2%	48.7%	49.8%	49.4%	16.2%	16.8%	16.2%	8.3%	8.8%	9.1%	7.6%	7.0%	7.1%	19,079	17,831	16,240	156	160	132
<b>Retiring</b>																					
Within 1 year	27.8%	26.8%	26.8%	51.5%	52.3%	52.4%	12.1%	12.2%	12.6%	5.1%	5.1%	4.8%	3.5%	3.6%	3.4%	14,702	13,835	12,541	95	70	63
Between 1-3 years	29.0%	27.7%	27.9%	52.9%	54.0%	53.6%	11.3%	11.6%	11.6%	4.1%	4.5%	4.6%	2.7%	2.2%	2.3%	39,618	36,081	34,213	176	166	146
Between 3-5 years	30.3%	29.5%	29.3%	52.1%	53.1%	53.2%	10.9%	10.7%	11.1%	4.2%	4.1%	4.1%	2.5%	2.6%	2.4%	43,169	39,367	36,139	161	166	125
5 or more years	30.9%	29.5%	29.5%	52.0%	52.8%	53.6%	9.8%	10.2%	9.9%	4.4%	4.7%	4.4%	2.9%	2.8%	2.6%	292,935	270,189	259,441	918	980	883

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(12) I know how my work relates to the agency's goals and priorities.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>30.3%</b>	<b>28.9%</b>	<b>28.9%</b>	<b>52.2%</b>	<b>53.0%</b>	<b>53.6%</b>	<b>10.3%</b>	<b>10.7%</b>	<b>10.5%</b>	<b>4.4%</b>	<b>4.6%</b>	<b>4.4%</b>	<b>2.9%</b>	<b>2.8%</b>	<b>2.6%</b>	<b>416,802</b>	<b>388,298</b>	<b>372,620</b>	1,495	1,540	1,411
<b>Self-Identify as:</b>																					
Heterosexual	31.6%	30.0%	30.1%	52.2%	53.1%	53.7%	9.6%	10.0%	9.8%	4.1%	4.3%	4.1%	2.5%	2.5%	2.3%	315,913	292,474	279,849	926	977	873
LGBT*	31.8%	31.5%	31.4%	49.8%	49.9%	50.6%	9.6%	9.7%	9.7%	4.9%	5.0%	4.8%	3.8%	3.9%	3.5%	10,993	9,759	8,868	31	39	31
Prefer not to say	24.0%	23.6%	23.6%	51.8%	52.4%	52.6%	13.5%	13.6%	13.6%	6.2%	6.1%	6.2%	4.5%	4.2%	4.0%	47,648	43,375	40,625	318	292	249
<b>Military Service</b>																					
No Prior Military Service	30.2%	28.9%	---	53.0%	53.7%	---	10.0%	10.3%	---	4.2%	4.5%	---	2.7%	2.6%	---	279,665	256,305	---	859	927	---
Currently in Guard/Reserves	29.9%	28.3%	---	51.9%	52.9%	---	10.1%	10.9%	---	4.9%	4.4%	---	3.2%	3.5%	---	6,950	6,490	---	26	26	---
Retired	35.5%	34.5%	---	50.1%	50.4%	---	8.7%	9.4%	---	3.6%	3.7%	---	2.1%	2.0%	---	43,067	41,399	---	131	144	---
Separated/Discharged	28.6%	26.7%	---	50.4%	51.9%	---	11.7%	12.0%	---	5.5%	5.5%	---	3.9%	3.9%	---	59,056	54,719	---	334	272	---
<b>Disability</b>																					
Yes	32.0%	30.5%	31.4%	49.0%	49.5%	49.8%	10.6%	11.7%	11.1%	4.7%	4.7%	4.4%	3.6%	3.5%	3.3%	52,999	48,571	44,654	276	282	243
No	30.3%	29.0%	28.9%	52.6%	53.5%	54.2%	10.0%	10.3%	10.2%	4.3%	4.6%	4.4%	2.7%	2.6%	2.4%	336,926	311,282	299,867	1,075	1,100	995

# Report by Demographics

## (13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>49.6%</b>	<b>48.2%</b>	<b>48.3%</b>	<b>40.4%</b>	<b>41.4%</b>	<b>41.7%</b>	<b>6.8%</b>	<b>7.1%</b>	<b>6.9%</b>	<b>1.8%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>413,090</b>	<b>384,209</b>	<b>369,703</b>	1,176	1,147	1,092
<b>Work Location</b>																					
Headquarters	49.2%	47.3%	47.2%	40.3%	41.9%	42.2%	7.2%	7.4%	7.4%	2.0%	2.0%	2.0%	1.3%	1.4%	1.2%	153,711	140,210	134,949	440	406	423
Field	50.0%	48.8%	49.0%	40.2%	41.0%	41.4%	6.6%	6.9%	6.5%	1.8%	1.9%	1.8%	1.4%	1.3%	1.3%	236,320	218,344	208,479	661	631	555
<b>Supervisory Status</b>																					
Non-Supervisor	46.7%	45.3%	45.6%	42.0%	43.0%	43.1%	7.6%	8.0%	7.8%	2.1%	2.2%	2.1%	1.6%	1.6%	1.5%	256,500	236,549	229,268	888	812	791
Team Leader	52.9%	51.0%	51.2%	38.5%	40.2%	40.6%	5.8%	6.1%	5.7%	1.7%	1.6%	1.6%	1.1%	1.1%	0.9%	52,492	48,789	46,794	119	114	101
Supervisor	55.0%	53.7%	53.2%	37.9%	39.3%	39.8%	4.9%	5.1%	4.9%	1.3%	1.2%	1.2%	0.9%	0.8%	0.9%	51,692	47,821	43,887	72	88	67
Manager	62.6%	62.2%	61.2%	32.4%	32.4%	33.6%	3.3%	3.8%	3.4%	0.9%	0.9%	1.0%	0.7%	0.7%	0.7%	24,005	21,268	21,022	25	21	25
Senior Leader	72.4%	69.8%	72.4%	24.2%	25.5%	24.0%	2.2%	3.3%	2.2%	0.7%	0.7%	0.7%	0.5%	0.6%	0.6%	7,924	6,898	5,332	6	10	3
<b>Sex</b>																					
Male	49.0%	47.7%	47.7%	39.9%	41.1%	41.5%	7.4%	7.6%	7.3%	2.1%	2.1%	2.0%	1.7%	1.6%	1.5%	201,859	185,245	176,348	623	584	560
Female	51.1%	49.4%	49.4%	40.6%	41.6%	41.9%	5.8%	6.3%	6.2%	1.5%	1.6%	1.5%	1.0%	1.1%	1.0%	185,591	171,964	166,280	452	426	397
<b>Hispanic or Latino</b>																					
Yes	55.8%	54.1%	54.7%	34.9%	36.5%	36.5%	6.0%	6.2%	6.0%	1.6%	1.6%	1.4%	1.7%	1.6%	1.4%	33,315	30,179	28,335	119	111	80
No	49.3%	47.8%	47.9%	40.8%	41.8%	42.2%	6.8%	7.1%	6.9%	1.9%	1.9%	1.9%	1.3%	1.3%	1.2%	350,386	323,330	310,992	939	884	847
<b>Race</b>																					
American Indian/ Alaska Native	53.4%	51.5%	52.2%	38.6%	39.8%	38.4%	5.0%	5.9%	6.7%	1.5%	1.3%	1.3%	1.5%	1.4%	1.4%	8,182	7,406	7,634	19	26	20
Asian	52.0%	50.0%	50.8%	40.5%	41.7%	41.5%	5.4%	5.9%	5.6%	1.2%	1.4%	1.1%	0.9%	0.9%	1.1%	18,446	16,816	16,093	35	50	26
Black/African American	55.4%	53.8%	54.5%	37.3%	38.6%	38.3%	5.1%	5.4%	5.1%	1.0%	1.1%	1.1%	1.2%	1.1%	1.0%	58,967	54,825	52,815	178	148	167
Native Hawaiian/ Pacific Islander	54.1%	55.0%	54.2%	38.7%	36.4%	38.3%	4.3%	5.9%	5.0%	1.3%	1.6%	1.4%	1.6%	1.0%	1.2%	2,432	2,281	2,310	10	10	8
White	48.5%	47.0%	46.8%	41.0%	42.2%	42.7%	7.0%	7.4%	7.2%	2.1%	2.1%	2.1%	1.4%	1.4%	1.3%	269,640	248,846	238,958	680	640	613
Two or more races (Not Hispanic/ Latino)	49.4%	48.9%	48.2%	38.7%	39.1%	39.8%	8.0%	8.1%	8.0%	2.0%	2.0%	2.2%	1.8%	2.0%	1.9%	14,197	12,751	11,400	88	57	60



# Report by Demographics

## (13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>49.6%</b>	<b>48.2%</b>	<b>48.3%</b>	<b>40.4%</b>	<b>41.4%</b>	<b>41.7%</b>	<b>6.8%</b>	<b>7.1%</b>	<b>6.9%</b>	<b>1.8%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>413,090</b>	<b>384,209</b>	<b>369,703</b>	1,176	1,147	1,092
<b>Age Group</b>																					
25 and under	45.0%	41.2%	41.3%	42.5%	43.3%	42.4%	8.3%	10.8%	10.7%	2.4%	3.4%	3.6%	1.9%	1.4%	2.0%	2,744	2,778	3,428	7	0	9
26-29	43.5%	41.6%	40.4%	42.4%	42.9%	44.9%	8.9%	9.9%	9.7%	3.0%	3.2%	3.1%	2.2%	2.3%	2.0%	12,646	12,842	12,822	26	35	41
30-39	46.9%	45.6%	46.4%	41.4%	41.6%	42.2%	7.6%	8.4%	7.5%	2.3%	2.5%	2.3%	1.8%	1.8%	1.5%	73,990	66,700	58,031	213	203	148
40-49	50.3%	48.5%	49.0%	40.0%	41.8%	41.5%	6.5%	6.7%	6.5%	1.8%	1.8%	1.7%	1.5%	1.3%	1.3%	109,092	102,879	95,091	335	326	234
50-59	50.9%	49.8%	50.2%	40.0%	41.0%	41.1%	6.3%	6.4%	6.2%	1.6%	1.6%	1.5%	1.1%	1.1%	1.0%	149,377	139,164	122,492	419	415	363
60+	51.6%	50.4%	50.6%	39.8%	40.7%	41.0%	6.2%	6.4%	6.2%	1.4%	1.5%	1.3%	1.0%	1.0%	0.9%	63,504	57,128	46,865	172	159	128
<b>Level of Education</b>																					
Less than High School	49.2%	50.8%	---	37.4%	38.2%	---	11.2%	8.2%	---	0.5%	0.3%	---	1.6%	2.5%	---	399	383	---	3	3	---
H.S. Diploma/ GED or equiv	51.6%	50.0%	---	40.6%	42.3%	---	5.7%	6.0%	---	1.1%	0.8%	---	1.0%	0.9%	---	18,979	18,690	---	63	61	---
Trade/Technical Certificate	51.5%	50.9%	---	40.9%	41.6%	---	5.7%	5.6%	---	1.0%	1.1%	---	0.9%	0.9%	---	9,410	8,831	---	18	27	---
Some College (no degree)	52.1%	51.2%	---	39.2%	40.1%	---	6.0%	6.2%	---	1.4%	1.3%	---	1.3%	1.2%	---	59,165	56,706	---	162	184	---
Associate's Degree	51.5%	49.6%	---	39.9%	41.6%	---	6.2%	6.4%	---	1.3%	1.3%	---	1.2%	1.2%	---	30,788	28,955	---	106	74	---
Bachelor's Degree	47.8%	46.3%	---	41.5%	42.3%	---	7.1%	7.8%	---	2.1%	2.2%	---	1.5%	1.4%	---	133,694	122,996	---	369	343	---
Master's Degree	48.5%	46.5%	---	40.2%	41.5%	---	7.4%	7.8%	---	2.3%	2.6%	---	1.5%	1.6%	---	96,641	86,141	---	265	252	---
Doctoral/Professional Degree	53.8%	52.5%	---	37.2%	38.1%	---	5.9%	6.1%	---	1.8%	2.0%	---	1.2%	1.3%	---	40,431	36,064	---	101	86	---
<b>Pay Category</b>																					
Federal Wage System	49.1%	47.9%	49.3%	42.6%	43.4%	42.4%	6.3%	6.7%	6.3%	1.1%	1.0%	1.0%	1.0%	1.0%	1.0%	12,411	12,059	13,093	32	30	43
GS 1-6	51.3%	50.2%	49.9%	40.1%	40.8%	41.0%	6.2%	6.7%	6.6%	1.3%	1.3%	1.3%	1.1%	1.1%	1.2%	21,518	21,571	21,828	85	68	82
GS 7-12	49.0%	47.4%	47.2%	40.7%	41.9%	42.7%	6.9%	7.2%	6.9%	1.9%	2.0%	1.9%	1.5%	1.4%	1.3%	163,719	155,060	143,078	528	488	404
GS 13-15	49.3%	47.8%	47.5%	39.9%	41.1%	41.6%	7.1%	7.3%	7.4%	2.2%	2.3%	2.2%	1.4%	1.4%	1.4%	159,935	141,652	134,033	385	391	355
SES	77.5%	75.8%	75.1%	18.7%	20.1%	21.8%	2.4%	2.9%	1.9%	1.0%	0.8%	0.8%	0.4%	0.3%	0.5%	5,635	4,802	4,371	3	4	2
SL/ST	64.0%	60.1%	63.4%	32.3%	35.3%	31.0%	2.6%	3.3%	4.2%	0.8%	0.7%	0.6%	0.3%	0.5%	0.8%	1,521	1,357	1,212	2	4	2
Other	52.6%	51.0%	53.3%	38.9%	39.8%	38.5%	5.6%	6.3%	5.6%	1.6%	1.7%	1.5%	1.3%	1.1%	1.1%	25,254	22,666	26,063	69	44	71

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

## (13) The work I do is important.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>49.6%</b>	<b>48.2%</b>	<b>48.3%</b>	<b>40.4%</b>	<b>41.4%</b>	<b>41.7%</b>	<b>6.8%</b>	<b>7.1%</b>	<b>6.9%</b>	<b>1.8%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>413,090</b>	<b>384,209</b>	<b>369,703</b>	<b>1,176</b>	<b>1,147</b>	<b>1,092</b>
<b>Time in Federal Government</b>																					
< 1 year	58.2%	55.6%	58.8%	35.0%	37.1%	33.8%	5.2%	5.5%	5.6%	1.1%	1.4%	1.1%	0.5%	0.4%	0.7%	5,984	3,126	4,653	9	5	7
1-3 years	53.5%	50.9%	49.0%	38.0%	39.5%	41.3%	6.0%	6.8%	6.7%	1.5%	1.8%	2.0%	0.9%	1.0%	0.9%	27,862	32,408	38,937	57	70	91
4-5 years	48.3%	45.8%	48.0%	40.9%	42.6%	41.7%	7.0%	7.7%	6.9%	2.2%	2.4%	2.1%	1.5%	1.5%	1.3%	40,556	42,688	38,910	99	106	99
6-10 years	49.0%	48.3%	48.6%	40.6%	40.9%	41.4%	6.8%	7.2%	6.8%	2.0%	2.1%	1.8%	1.6%	1.5%	1.4%	86,654	72,330	63,531	240	199	162
11-14 years	49.4%	49.1%	48.1%	40.3%	40.5%	41.6%	6.8%	7.1%	7.0%	1.9%	1.9%	1.9%	1.5%	1.5%	1.4%	55,949	50,483	44,158	171	154	140
15-20 years	49.4%	47.8%	48.2%	40.1%	41.5%	41.7%	7.0%	7.3%	6.7%	1.9%	1.8%	2.0%	1.7%	1.5%	1.5%	47,928	39,241	34,565	157	155	109
> 20 years	49.7%	48.1%	47.9%	40.8%	42.4%	42.5%	6.7%	6.7%	6.9%	1.7%	1.6%	1.6%	1.2%	1.2%	1.1%	125,862	119,571	119,428	368	343	354
<b>Time with Current Agency</b>																					
< 1 year	55.5%	52.4%	54.3%	36.9%	39.0%	36.9%	5.7%	6.4%	6.3%	1.2%	1.4%	1.5%	0.9%	0.8%	1.0%	11,755	6,439	8,684	25	13	19
1-3 years	51.8%	49.3%	47.9%	38.7%	40.0%	41.5%	6.5%	7.4%	7.2%	1.8%	2.1%	2.2%	1.2%	1.3%	1.2%	43,896	49,140	54,479	114	123	145
4-5 years	47.9%	45.4%	47.2%	41.1%	42.8%	42.3%	7.2%	7.8%	6.9%	2.3%	2.4%	2.1%	1.6%	1.6%	1.5%	49,207	50,976	47,084	136	133	150
6-10 years	48.8%	48.7%	48.7%	40.7%	40.7%	41.3%	6.9%	7.2%	6.9%	1.9%	2.0%	1.8%	1.6%	1.5%	1.4%	94,443	79,680	69,296	276	238	197
11-20 years	49.8%	48.9%	48.5%	40.1%	41.1%	41.8%	6.7%	6.8%	6.7%	1.8%	1.8%	1.8%	1.5%	1.4%	1.3%	97,440	84,740	75,760	293	284	201
> 20 years	49.9%	48.3%	48.5%	41.0%	42.5%	42.3%	6.5%	6.5%	6.6%	1.6%	1.5%	1.6%	1.0%	1.1%	1.0%	92,834	87,671	87,705	257	231	250
<b>Leaving</b>																					
No	54.4%	52.8%	52.7%	39.2%	40.6%	40.8%	4.8%	5.0%	5.0%	1.0%	1.0%	1.0%	0.6%	0.5%	0.5%	259,775	236,887	235,673	431	391	386
Yes, to retire	46.1%	44.5%	45.1%	42.8%	44.2%	43.6%	7.7%	8.0%	8.0%	1.9%	2.0%	1.9%	1.4%	1.3%	1.4%	23,646	22,548	21,030	64	66	63
Yes, to other job in Govt	41.5%	40.5%	40.0%	42.5%	42.7%	43.8%	9.9%	10.6%	10.3%	3.4%	3.5%	3.4%	2.7%	2.7%	2.5%	72,158	66,754	55,686	361	318	280
Yes, to other job outside Govt	38.0%	36.2%	35.0%	39.9%	41.4%	41.9%	12.2%	12.2%	12.7%	5.5%	5.5%	5.6%	4.4%	4.6%	4.8%	15,594	15,311	15,343	86	113	103
Yes, other	39.2%	38.1%	37.4%	40.9%	41.6%	42.8%	12.3%	13.1%	12.3%	3.8%	3.6%	4.0%	3.8%	3.6%	3.5%	18,881	17,637	16,092	151	144	130
<b>Retiring</b>																					
Within 1 year	45.2%	45.0%	45.0%	42.0%	43.0%	42.5%	8.3%	8.1%	8.3%	2.6%	2.0%	2.2%	2.0%	2.0%	2.0%	14,575	13,646	12,385	47	49	43
Between 1-3 years	47.6%	46.3%	46.5%	42.2%	43.2%	43.1%	7.2%	7.3%	7.3%	1.8%	2.0%	1.9%	1.2%	1.2%	1.1%	39,172	35,595	33,850	132	120	109
Between 3-5 years	50.1%	48.3%	48.5%	40.3%	42.3%	42.2%	6.8%	6.6%	6.6%	1.7%	1.6%	1.6%	1.1%	1.2%	1.0%	42,680	38,889	35,790	117	101	104
5 or more years	50.3%	48.8%	48.9%	39.9%	41.0%	41.4%	6.5%	7.0%	6.7%	1.8%	1.9%	1.8%	1.4%	1.3%	1.2%	290,526	267,583	257,580	783	735	678

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(13) The work I do is important.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>49.6%</b>	<b>48.2%</b>	<b>48.3%</b>	<b>40.4%</b>	<b>41.4%</b>	<b>41.7%</b>	<b>6.8%</b>	<b>7.1%</b>	<b>6.9%</b>	<b>1.8%</b>	<b>1.9%</b>	<b>1.8%</b>	<b>1.4%</b>	<b>1.3%</b>	<b>1.3%</b>	<b>413,090</b>	<b>384,209</b>	<b>369,703</b>	1,176	1,147	1,092
<b>Self-Identify as:</b>																					
Heterosexual	51.0%	49.4%	49.5%	39.9%	41.0%	41.3%	6.2%	6.6%	6.4%	1.7%	1.8%	1.7%	1.2%	1.2%	1.1%	313,105	289,495	277,620	736	707	644
LGBT*	51.4%	49.9%	49.8%	37.2%	38.7%	38.1%	6.9%	7.0%	7.3%	2.7%	2.3%	2.7%	1.8%	2.2%	2.0%	10,881	9,639	8,820	36	26	22
Prefer not to say	43.7%	42.3%	42.3%	42.3%	43.5%	43.8%	9.3%	9.5%	9.4%	2.4%	2.6%	2.5%	2.3%	2.0%	2.0%	47,248	42,889	40,320	239	200	210
<b>Military Service</b>																					
No Prior Military Service	49.4%	48.1%	---	40.8%	41.7%	---	6.7%	7.0%	---	1.8%	1.9%	---	1.3%	1.3%	---	277,151	253,748	---	722	680	---
Currently in Guard/Reserves	47.5%	45.5%	---	41.4%	43.3%	---	7.4%	7.1%	---	1.9%	2.3%	---	1.8%	1.8%	---	6,917	6,438	---	21	21	---
Retired Separated/Discharged	53.0%	51.9%	---	38.9%	40.0%	---	5.8%	5.9%	---	1.4%	1.4%	---	0.9%	0.9%	---	42,637	40,879	---	89	95	---
Discharged	49.9%	47.6%	---	38.9%	40.6%	---	7.2%	7.9%	---	2.2%	2.0%	---	1.8%	1.9%	---	58,599	54,097	---	236	201	---
<b>Disability</b>																					
Yes	52.5%	51.0%	51.8%	37.1%	38.3%	38.3%	6.7%	7.1%	6.7%	1.9%	1.8%	1.7%	1.7%	1.7%	1.6%	52,510	47,886	44,286	207	204	184
No	49.4%	47.9%	47.9%	40.8%	41.9%	42.3%	6.7%	7.0%	6.8%	1.8%	1.9%	1.9%	1.3%	1.3%	1.2%	333,961	308,195	297,510	862	804	769

# Report by Demographics

## (14) Physical conditions allow employees to perform their jobs well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.7%</b>	<b>22.0%</b>	<b>22.0%</b>	<b>43.1%</b>	<b>43.6%</b>	<b>44.2%</b>	<b>14.1%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>12.2%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>7.3%</b>	<b>417,770</b>	<b>389,314</b>	<b>373,712</b>	1,841	1,736	1,514
<b>Work Location</b>																					
Headquarters	24.1%	22.9%	22.9%	42.7%	43.1%	43.5%	13.6%	14.1%	13.8%	12.1%	12.4%	12.4%	7.5%	7.5%	7.3%	155,564	142,226	136,427	601	539	517
Field	21.9%	21.6%	21.5%	43.3%	44.0%	44.7%	14.4%	14.4%	14.5%	12.4%	12.4%	12.1%	8.0%	7.7%	7.2%	238,800	221,040	210,694	1,111	1,043	829
<b>Supervisory Status</b>																					
Non-Supervisor	21.6%	21.0%	21.0%	43.0%	43.5%	43.9%	14.6%	14.8%	14.7%	12.6%	12.6%	12.6%	8.3%	8.1%	7.8%	259,347	239,646	231,727	1,353	1,264	1,049
Team Leader	21.1%	20.7%	20.6%	41.8%	42.5%	43.5%	14.8%	14.7%	14.8%	13.7%	13.8%	13.5%	8.5%	8.4%	7.6%	53,065	49,362	47,263	191	180	171
Supervisor	25.6%	24.4%	24.1%	45.6%	45.8%	47.0%	12.5%	13.1%	13.2%	10.6%	11.0%	10.4%	5.7%	5.7%	5.3%	52,290	48,500	44,369	123	107	102
Manager	31.5%	30.3%	29.9%	43.5%	44.9%	45.7%	10.3%	10.4%	11.0%	9.8%	9.7%	9.0%	4.9%	4.7%	4.4%	24,285	21,555	21,281	43	31	32
Senior Leader	38.9%	38.9%	41.0%	39.3%	40.5%	39.9%	9.6%	9.1%	8.5%	8.1%	7.5%	7.0%	4.1%	4.0%	3.6%	8,022	7,024	5,383	16	15	9
<b>Sex</b>																					
Male	23.6%	22.9%	22.6%	44.1%	44.8%	45.5%	14.3%	14.5%	14.5%	10.9%	11.0%	10.9%	7.0%	6.9%	6.5%	204,140	187,910	178,507	824	744	629
Female	21.7%	21.1%	21.3%	41.8%	42.2%	42.7%	13.7%	14.0%	13.8%	14.0%	14.2%	13.9%	8.7%	8.5%	8.2%	187,631	173,971	167,816	849	822	699
<b>Hispanic or Latino</b>																					
Yes	25.9%	25.1%	25.7%	40.2%	40.8%	41.4%	14.1%	14.1%	13.7%	10.9%	11.4%	11.3%	8.9%	8.7%	7.8%	33,694	30,600	28,646	190	160	138
No	22.5%	21.8%	21.7%	43.5%	44.0%	44.6%	14.0%	14.3%	14.2%	12.4%	12.5%	12.3%	7.6%	7.4%	7.2%	354,286	327,534	314,315	1,457	1,378	1,165
<b>Race</b>																					
American Indian/ Alaska Native	22.1%	21.2%	20.7%	42.1%	42.9%	42.9%	14.1%	14.9%	15.0%	12.9%	11.9%	12.8%	8.9%	9.1%	8.7%	8,292	7,490	7,724	42	45	34
Asian	26.1%	24.9%	24.5%	45.1%	46.1%	46.4%	13.9%	13.9%	14.6%	9.1%	9.2%	8.9%	5.7%	5.9%	5.7%	18,598	17,006	16,212	62	56	47
Black/African American	27.5%	26.6%	26.8%	43.6%	45.2%	45.5%	12.7%	12.2%	12.2%	9.7%	9.6%	9.5%	6.5%	6.3%	5.9%	59,843	55,736	53,540	265	245	222
Native Hawaiian/ Pacific Islander	25.4%	24.1%	23.0%	42.4%	40.8%	44.6%	14.5%	16.7%	14.7%	9.8%	10.3%	10.0%	7.9%	8.2%	7.7%	2,455	2,322	2,337	18	9	8
White	21.7%	21.1%	21.0%	43.2%	43.6%	44.3%	14.2%	14.5%	14.5%	13.0%	13.2%	12.9%	8.0%	7.7%	7.4%	272,464	251,855	241,395	1,094	1,056	869
Two or more races (Not Hispanic/ Latino)	21.4%	20.0%	20.8%	39.2%	39.5%	40.2%	15.2%	16.2%	15.2%	14.3%	14.4%	14.0%	9.9%	9.9%	9.8%	14,361	12,979	11,539	91	64	69

# Report by Demographics

**(14) Physical conditions allow employees to perform their jobs well.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.7%</b>	<b>22.0%</b>	<b>22.0%</b>	<b>43.1%</b>	<b>43.6%</b>	<b>44.2%</b>	<b>14.1%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>12.2%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>7.3%</b>	<b>417,770</b>	<b>389,314</b>	<b>373,712</b>	<b>1,841</b>	<b>1,736</b>	<b>1,514</b>
<b>Age Group</b>																					
25 and under	26.1%	23.4%	25.0%	40.4%	42.2%	40.3%	14.2%	14.0%	15.1%	12.0%	12.1%	11.9%	7.3%	8.4%	7.8%	2,756	2,791	3,445	12	10	11
26-29	21.8%	20.7%	20.7%	40.4%	42.2%	41.4%	14.7%	14.6%	15.1%	13.8%	13.4%	13.6%	9.2%	9.2%	9.1%	12,686	12,904	12,872	50	50	55
30-39	22.7%	22.0%	22.2%	41.7%	42.1%	43.3%	13.8%	14.3%	13.7%	12.9%	12.8%	12.7%	8.8%	8.7%	8.1%	74,512	67,180	58,431	274	255	176
40-49	23.5%	22.6%	22.8%	43.1%	44.1%	44.8%	13.7%	13.8%	13.6%	11.9%	12.1%	11.8%	7.8%	7.3%	6.9%	110,241	104,217	96,027	450	412	326
50-59	22.4%	21.7%	21.8%	43.9%	44.1%	44.8%	14.1%	14.3%	14.3%	12.2%	12.5%	12.1%	7.3%	7.3%	6.9%	151,441	141,364	124,053	673	660	490
60+	21.5%	21.3%	21.6%	44.2%	44.4%	45.2%	15.1%	15.4%	15.3%	12.0%	12.2%	11.6%	7.1%	6.9%	6.3%	64,367	58,100	47,550	374	341	237
<b>Level of Education</b>																					
Less than High School	28.6%	25.5%	---	39.5%	45.0%	---	17.8%	14.3%	---	6.1%	7.6%	---	8.0%	7.7%	---	399	385	---	7	9	---
H.S. Diploma/ GED or equiv	22.9%	22.9%	---	43.7%	44.6%	---	15.3%	14.8%	---	10.9%	10.9%	---	7.2%	6.7%	---	19,236	18,966	---	108	90	---
Trade/Technical Certificate	20.9%	21.0%	---	43.4%	44.5%	---	16.0%	15.3%	---	11.0%	11.1%	---	8.7%	8.1%	---	9,513	8,964	---	53	42	---
Some College (no degree)	22.6%	22.1%	---	42.3%	42.6%	---	14.9%	15.3%	---	12.0%	12.3%	---	8.2%	7.8%	---	59,867	57,644	---	302	288	---
Associate's Degree	22.0%	20.7%	---	42.5%	43.8%	---	14.8%	14.9%	---	12.3%	12.3%	---	8.4%	8.3%	---	31,205	29,353	---	147	141	---
Bachelor's Degree	22.6%	21.8%	---	43.8%	44.2%	---	13.5%	14.2%	---	12.5%	12.3%	---	7.6%	7.5%	---	135,086	124,481	---	564	532	---
Master's Degree	23.4%	22.6%	---	43.1%	43.6%	---	13.5%	13.3%	---	12.4%	12.9%	---	7.5%	7.5%	---	97,727	87,225	---	381	332	---
Doctoral/Professional Degree	24.0%	23.4%	---	42.2%	42.6%	---	13.4%	13.6%	---	13.1%	13.2%	---	7.3%	7.2%	---	40,832	36,490	---	127	134	---
<b>Pay Category</b>																					
Federal Wage System	20.0%	19.1%	20.0%	44.8%	44.9%	44.9%	16.8%	16.5%	17.7%	10.9%	12.1%	11.1%	7.5%	7.4%	6.2%	12,602	12,237	13,281	47	50	47
GS 1-6	23.3%	22.8%	22.5%	40.4%	41.2%	42.0%	15.0%	15.3%	14.8%	12.1%	12.4%	12.1%	9.2%	8.3%	8.6%	21,759	21,853	22,038	173	170	180
GS 7-12	21.8%	21.1%	21.2%	43.2%	43.9%	44.7%	14.5%	14.6%	14.4%	12.5%	12.6%	12.4%	8.0%	7.8%	7.4%	165,611	157,075	144,616	795	757	579
GS 13-15	25.0%	24.4%	24.3%	44.4%	44.7%	45.6%	12.6%	12.9%	12.7%	11.5%	11.5%	11.2%	6.5%	6.4%	6.1%	161,675	143,526	135,465	560	506	418
SES	43.2%	42.9%	41.5%	37.2%	38.3%	39.6%	8.4%	9.0%	9.0%	7.9%	6.9%	7.3%	3.2%	2.9%	2.6%	5,693	4,879	4,421	6	5	3
SL/ST	25.5%	25.1%	23.9%	39.5%	40.8%	41.7%	15.0%	13.1%	13.6%	13.7%	13.6%	12.2%	6.3%	7.4%	8.5%	1,525	1,380	1,222	10	3	2
Other	19.3%	18.6%	18.7%	39.8%	40.8%	40.4%	14.7%	15.2%	15.5%	15.8%	15.1%	15.4%	10.4%	10.3%	9.9%	25,505	22,938	26,319	106	92	109

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

## (14) Physical conditions allow employees to perform their jobs well.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.7%</b>	<b>22.0%</b>	<b>22.0%</b>	<b>43.1%</b>	<b>43.6%</b>	<b>44.2%</b>	<b>14.1%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>12.2%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>7.3%</b>	<b>417,770</b>	<b>389,314</b>	<b>373,712</b>	<b>1,841</b>	<b>1,736</b>	<b>1,514</b>
<b>Time in Federal Government</b>																					
< 1 year	32.1%	27.7%	32.3%	41.3%	44.2%	41.3%	12.3%	12.5%	13.0%	9.9%	10.7%	9.1%	4.4%	5.0%	4.3%	6,025	3,146	4,684	15	12	17
1-3 years	25.5%	24.6%	24.4%	41.0%	43.1%	43.4%	14.2%	13.4%	13.7%	12.3%	12.2%	12.0%	7.0%	6.7%	6.5%	28,156	32,758	39,281	98	94	104
4-5 years	22.8%	22.2%	21.8%	42.3%	42.8%	42.8%	14.0%	14.5%	14.1%	13.0%	12.6%	13.3%	7.9%	7.9%	8.0%	40,934	43,159	39,247	163	166	137
6-10 years	21.8%	21.3%	21.2%	42.5%	42.4%	43.3%	14.0%	14.6%	14.3%	13.1%	12.9%	13.0%	8.8%	8.7%	8.3%	87,435	73,119	64,128	356	306	259
11-14 years	21.4%	21.2%	20.9%	42.9%	42.9%	43.9%	14.2%	14.8%	14.9%	12.7%	12.9%	12.7%	8.8%	8.2%	7.6%	56,490	51,117	44,622	259	251	178
15-20 years	22.1%	21.6%	21.4%	43.4%	44.4%	45.1%	14.3%	14.4%	14.4%	12.1%	12.0%	11.9%	8.1%	7.6%	7.1%	48,528	39,794	34,974	227	207	157
> 20 years	22.9%	21.9%	21.7%	44.8%	45.2%	46.0%	14.2%	14.2%	14.3%	11.4%	12.0%	11.3%	6.8%	6.7%	6.6%	127,621	121,484	120,920	584	550	495
<b>Time with Current Agency</b>																					
< 1 year	31.0%	27.4%	31.0%	41.3%	43.9%	41.7%	12.4%	12.3%	12.6%	9.8%	10.7%	9.7%	5.4%	5.8%	5.0%	11,862	6,485	8,770	33	27	27
1-3 years	25.2%	24.5%	23.9%	41.5%	42.9%	43.5%	13.9%	13.5%	13.5%	12.2%	12.0%	12.3%	7.3%	7.1%	6.8%	44,411	49,716	55,010	155	155	164
4-5 years	22.6%	21.4%	21.5%	42.5%	43.2%	43.4%	14.2%	14.5%	14.2%	12.7%	12.9%	12.9%	8.1%	8.0%	8.1%	49,704	51,582	47,522	215	210	176
6-10 years	21.7%	21.3%	20.8%	42.6%	42.6%	43.5%	14.0%	14.7%	14.6%	12.9%	12.8%	13.0%	8.8%	8.7%	8.1%	95,358	80,619	70,019	413	380	300
11-20 years	21.5%	21.2%	21.2%	43.4%	44.0%	44.7%	14.4%	14.6%	14.7%	12.6%	12.5%	12.1%	8.2%	7.7%	7.3%	98,528	85,965	76,584	444	414	314
> 20 years	22.4%	21.8%	21.6%	45.2%	45.3%	46.3%	14.2%	14.2%	14.3%	11.5%	12.1%	11.4%	6.6%	6.6%	6.5%	94,095	88,987	88,780	430	389	354
<b>Leaving</b>																					
No	25.8%	25.0%	24.7%	44.4%	45.0%	45.7%	13.3%	13.4%	13.5%	11.0%	11.1%	10.9%	5.5%	5.5%	5.3%	262,527	239,679	237,887	900	820	731
Yes, to retire	20.1%	18.5%	19.3%	44.5%	45.4%	45.4%	15.4%	15.9%	15.7%	12.4%	12.9%	12.1%	7.7%	7.3%	7.5%	23,984	22,921	21,365	115	133	115
Yes, to other job in Govt	17.6%	17.7%	17.4%	41.3%	41.4%	41.6%	14.9%	15.5%	15.1%	14.4%	14.5%	14.9%	11.7%	10.9%	10.9%	73,058	67,807	56,438	392	369	262
Yes, to other job outside Govt	13.8%	13.9%	13.6%	36.7%	38.4%	39.4%	15.8%	15.5%	15.6%	17.5%	16.8%	16.9%	16.2%	15.5%	14.5%	15,714	15,538	15,504	118	92	103
Yes, other	14.1%	13.6%	14.6%	36.8%	38.1%	38.1%	17.5%	17.6%	18.0%	16.4%	16.2%	15.3%	15.1%	14.4%	14.0%	19,125	17,904	16,304	181	164	129
<b>Retiring</b>																					
Within 1 year	20.2%	19.0%	19.5%	43.9%	45.1%	44.4%	15.4%	15.5%	16.0%	12.2%	12.8%	11.8%	8.3%	7.7%	8.3%	14,781	13,895	12,579	83	81	80
Between 1-3 years	20.5%	19.7%	20.0%	44.6%	45.3%	46.1%	14.9%	15.5%	14.8%	12.3%	12.4%	12.1%	7.6%	7.1%	7.0%	39,761	36,151	34,369	192	204	152
Between 3-5 years	21.5%	20.7%	20.5%	44.1%	44.5%	45.6%	14.7%	14.8%	14.7%	12.5%	12.7%	12.4%	7.2%	7.3%	6.9%	43,242	39,514	36,208	214	174	174
5 or more years	23.3%	22.7%	22.6%	42.8%	43.3%	43.9%	13.8%	14.0%	14.0%	12.3%	12.3%	12.2%	7.8%	7.7%	7.2%	293,494	270,821	260,105	1,191	1,092	900

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(14) Physical conditions allow employees to perform their jobs well.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.7%</b>	<b>22.0%</b>	<b>22.0%</b>	<b>43.1%</b>	<b>43.6%</b>	<b>44.2%</b>	<b>14.1%</b>	<b>14.3%</b>	<b>14.3%</b>	<b>12.3%</b>	<b>12.5%</b>	<b>12.2%</b>	<b>7.8%</b>	<b>7.6%</b>	<b>7.3%</b>	<b>417,770</b>	<b>389,314</b>	<b>373,712</b>	<b>1,841</b>	<b>1,736</b>	<b>1,514</b>
<b>Self-Identify as:</b>																					
Heterosexual	23.6%	23.0%	22.9%	43.7%	44.2%	44.7%	13.7%	13.8%	13.8%	11.9%	12.0%	11.8%	7.1%	7.0%	6.8%	316,596	293,221	280,587	1,187	1,125	936
LGBT*	22.9%	20.9%	21.5%	39.4%	38.0%	40.5%	12.9%	14.9%	14.0%	13.9%	15.2%	14.9%	10.9%	11.1%	9.1%	10,998	9,757	8,879	64	47	47
Prefer not to say	17.8%	17.0%	17.0%	39.9%	41.0%	42.3%	16.5%	17.1%	17.0%	14.6%	14.6%	14.1%	11.3%	10.2%	9.6%	47,809	43,522	40,770	335	302	263
<b>Military Service</b>																					
No Prior Military Service	22.2%	21.7%	---	42.7%	43.2%	---	14.0%	14.2%	---	12.9%	12.9%	---	8.2%	7.9%	---	280,107	256,837	---	1,205	1,103	---
Currently in Guard/Reserves	25.1%	24.2%	---	44.9%	45.0%	---	13.2%	14.1%	---	9.7%	10.4%	---	7.1%	6.3%	---	6,983	6,509	---	15	21	---
Retired Separated/Discharged	25.1%	24.2%	---	45.1%	45.5%	---	13.2%	13.2%	---	10.7%	11.2%	---	5.8%	6.0%	---	43,208	41,545	---	142	150	---
Discharged	22.7%	21.6%	---	42.6%	43.6%	---	15.0%	15.2%	---	11.8%	12.0%	---	7.8%	7.6%	---	59,333	54,921	---	298	274	---
<b>Disability</b>																					
Yes	22.5%	21.7%	21.8%	40.3%	40.5%	41.1%	14.9%	15.2%	14.9%	12.8%	13.3%	12.8%	9.5%	9.3%	9.5%	53,157	48,739	44,819	364	318	307
No	22.9%	22.2%	22.1%	43.6%	44.3%	44.9%	13.9%	14.1%	14.1%	12.2%	12.2%	12.1%	7.4%	7.2%	6.8%	337,648	312,036	300,657	1,301	1,235	1,019

# Report by Demographics

(15) My performance appraisal is a fair reflection of my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>26.1%</b>	<b>24.8%</b>	<b>24.2%</b>	<b>43.1%</b>	<b>43.4%</b>	<b>44.3%</b>	<b>14.4%</b>	<b>14.9%</b>	<b>15.2%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>7.6%</b>	<b>7.8%</b>	<b>7.2%</b>	<b>413,321</b>	<b>385,888</b>	<b>369,528</b>	5,987	4,845	5,283
<b>Work Location</b>																					
Headquarters	28.6%	27.1%	26.3%	43.0%	43.4%	44.5%	13.7%	14.1%	14.3%	8.1%	8.5%	8.3%	6.6%	7.0%	6.6%	153,418	140,732	134,634	2,628	1,921	2,198
Field	25.0%	23.7%	23.1%	43.0%	43.3%	44.2%	14.6%	15.2%	15.5%	9.2%	9.5%	9.5%	8.2%	8.3%	7.7%	236,839	219,435	208,716	2,929	2,476	2,594
<b>Supervisory Status</b>																					
Non-Supervisor	24.6%	23.4%	22.9%	43.0%	43.4%	44.1%	14.9%	15.4%	15.8%	9.3%	9.5%	9.4%	8.2%	8.4%	7.8%	256,429	237,550	228,981	4,086	3,161	3,550
Team Leader	27.8%	26.9%	26.2%	43.3%	43.6%	44.4%	13.4%	13.5%	13.8%	8.3%	8.6%	8.8%	7.2%	7.3%	6.8%	52,628	49,030	46,899	596	487	500
Supervisor	28.6%	26.7%	25.7%	44.2%	44.2%	45.8%	13.4%	14.2%	14.4%	7.8%	8.5%	8.3%	6.0%	6.4%	5.9%	51,863	48,093	43,980	547	479	468
Manager	34.1%	32.0%	31.3%	41.3%	42.7%	43.7%	11.9%	12.5%	12.1%	7.1%	7.3%	7.7%	5.5%	5.4%	5.2%	24,060	21,359	21,083	244	204	211
Senior Leader	42.4%	39.5%	39.9%	35.6%	36.9%	36.6%	11.0%	11.0%	11.3%	6.1%	7.0%	7.3%	5.0%	5.6%	5.0%	7,928	6,955	5,284	106	89	100
<b>Sex</b>																					
Male	25.9%	24.6%	23.5%	43.2%	43.7%	44.6%	14.8%	15.2%	15.7%	8.4%	8.6%	8.7%	7.7%	7.8%	7.4%	202,087	186,240	176,557	2,775	2,229	2,383
Female	27.0%	25.6%	25.5%	42.8%	43.0%	43.9%	13.4%	14.1%	14.1%	9.3%	9.6%	9.5%	7.5%	7.7%	7.0%	185,645	172,572	166,020	2,720	2,125	2,364
<b>Hispanic or Latino</b>																					
Yes	27.3%	26.2%	26.6%	40.1%	40.1%	41.3%	14.5%	15.1%	15.1%	9.1%	9.1%	9.0%	9.1%	9.6%	8.0%	33,394	30,309	28,343	480	401	408
No	26.3%	24.9%	24.2%	43.4%	43.8%	44.6%	14.1%	14.7%	15.0%	8.8%	9.1%	9.1%	7.4%	7.5%	7.1%	350,554	324,780	310,898	4,973	3,915	4,289
<b>Race</b>																					
American Indian/ Alaska Native	23.6%	21.5%	21.8%	40.3%	40.6%	40.2%	15.0%	16.9%	16.7%	10.3%	9.9%	10.7%	10.8%	11.1%	10.6%	8,203	7,437	7,646	114	104	114
Asian	27.3%	26.0%	24.9%	46.2%	45.7%	47.0%	14.5%	15.2%	15.7%	6.4%	7.1%	7.0%	5.6%	6.0%	5.5%	18,393	16,854	16,069	252	200	192
Black/African American	27.9%	26.5%	26.4%	40.2%	40.9%	41.1%	13.2%	13.9%	14.6%	9.2%	9.5%	9.1%	9.5%	9.1%	8.9%	59,149	55,230	52,919	891	672	761
Native Hawaiian/ Pacific Islander	26.5%	24.7%	24.7%	40.9%	41.6%	43.0%	15.9%	16.8%	16.8%	8.2%	8.2%	7.8%	8.5%	8.8%	7.8%	2,442	2,303	2,298	34	25	45
White	26.5%	25.1%	24.3%	43.9%	44.3%	45.4%	14.1%	14.5%	14.7%	8.6%	9.0%	9.0%	6.8%	7.1%	6.6%	269,823	249,784	238,835	3,627	2,966	3,205
Two or more races (Not Hispanic/ Latino)	23.4%	22.3%	21.8%	39.9%	40.2%	40.8%	16.0%	16.9%	17.0%	10.1%	9.9%	10.3%	10.5%	10.7%	10.1%	14,144	12,826	11,392	286	204	196



# Report by Demographics

(15) My performance appraisal is a fair reflection of my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>26.1%</b>	<b>24.8%</b>	<b>24.2%</b>	<b>43.1%</b>	<b>43.4%</b>	<b>44.3%</b>	<b>14.4%</b>	<b>14.9%</b>	<b>15.2%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>7.6%</b>	<b>7.8%</b>	<b>7.2%</b>	<b>413,321</b>	<b>385,888</b>	<b>369,528</b>	5,987	4,845	5,283
<b>Age Group</b>																					
25 and under	28.4%	27.7%	28.3%	44.3%	43.9%	47.0%	13.6%	15.2%	13.0%	7.1%	7.8%	7.8%	6.5%	5.3%	3.9%	2,688	2,728	3,342	83	71	111
26-29	27.1%	25.8%	24.0%	43.6%	46.0%	45.4%	13.2%	12.9%	16.2%	8.2%	7.4%	8.2%	8.0%	7.9%	6.2%	12,439	12,714	12,661	304	231	269
30-39	26.6%	25.4%	24.7%	43.0%	43.3%	44.8%	14.2%	14.4%	14.5%	8.6%	8.9%	8.9%	7.6%	8.0%	7.1%	73,256	66,401	57,607	1,484	1,001	949
40-49	26.5%	25.3%	25.1%	42.8%	43.6%	44.2%	14.1%	14.4%	14.3%	8.8%	9.0%	8.9%	7.8%	7.8%	7.5%	109,057	103,279	95,014	1,560	1,250	1,231
50-59	25.8%	24.3%	23.9%	43.1%	43.2%	43.9%	14.5%	15.4%	15.3%	9.1%	9.4%	9.4%	7.6%	7.7%	7.5%	150,143	140,277	122,847	1,816	1,589	1,566
60+	24.7%	23.6%	24.0%	43.3%	43.0%	44.4%	15.5%	16.3%	15.8%	9.2%	9.7%	9.1%	7.3%	7.5%	6.7%	63,990	57,784	47,218	714	647	540
<b>Level of Education</b>																					
Less than High School	25.6%	26.3%	---	44.1%	43.4%	---	15.6%	17.6%	---	6.9%	6.0%	---	7.8%	6.6%	---	401	384	---	6	9	---
H.S. Diploma/ GED or equiv	27.1%	26.0%	---	43.0%	43.4%	---	13.7%	14.8%	---	8.6%	8.2%	---	7.6%	7.5%	---	19,113	18,887	---	199	156	---
Trade/Technical Certificate	24.9%	23.8%	---	41.5%	40.6%	---	15.6%	15.9%	---	9.3%	10.5%	---	8.7%	9.2%	---	9,443	8,909	---	101	91	---
Some College (no degree)	26.0%	25.3%	---	40.8%	40.9%	---	14.6%	14.9%	---	9.3%	9.7%	---	9.3%	9.2%	---	59,411	57,262	---	711	613	---
Associate's Degree	26.2%	24.4%	---	41.4%	42.3%	---	14.6%	15.3%	---	9.3%	9.1%	---	8.6%	8.9%	---	30,911	29,086	---	395	357	---
Bachelor's Degree	25.5%	24.2%	---	44.4%	44.9%	---	14.1%	14.7%	---	8.7%	8.9%	---	7.3%	7.3%	---	133,911	123,549	---	1,704	1,356	---
Master's Degree	27.6%	25.7%	---	43.7%	44.3%	---	13.7%	14.3%	---	8.3%	8.8%	---	6.7%	7.0%	---	96,404	86,347	---	1,644	1,191	---
Doctoral/Professional Degree	27.7%	26.3%	---	43.0%	43.5%	---	14.6%	14.6%	---	8.5%	8.9%	---	6.2%	6.7%	---	40,185	35,990	---	770	608	---
<b>Pay Category</b>																					
Federal Wage System	23.3%	22.1%	22.5%	41.2%	41.2%	40.2%	14.9%	15.6%	17.2%	10.4%	10.3%	10.4%	10.2%	10.8%	9.8%	12,446	12,091	13,132	171	176	174
GS 1-6	26.5%	25.7%	25.6%	39.8%	39.3%	41.4%	14.8%	15.3%	14.8%	9.7%	9.9%	9.6%	9.3%	9.7%	8.6%	21,449	21,670	21,736	446	335	435
GS 7-12	26.0%	24.5%	23.8%	43.4%	43.9%	45.0%	14.3%	14.9%	15.0%	8.7%	9.1%	9.1%	7.5%	7.6%	7.1%	163,900	155,804	143,082	2,393	1,859	1,957
GS 13-15	28.6%	27.3%	26.4%	45.0%	45.2%	46.2%	13.3%	13.8%	13.9%	7.5%	7.9%	7.8%	5.6%	5.8%	5.7%	160,290	142,471	134,296	1,940	1,501	1,541
SES	44.9%	41.8%	40.4%	34.7%	36.5%	36.6%	9.5%	10.1%	11.2%	6.2%	6.8%	7.7%	4.7%	4.9%	4.0%	5,639	4,831	4,365	66	55	50
SL/ST	29.7%	26.1%	27.4%	43.7%	43.4%	40.5%	12.8%	13.8%	16.3%	6.8%	10.0%	9.1%	7.1%	6.7%	6.8%	1,497	1,360	1,195	34	27	26
Other	20.0%	19.4%	19.4%	39.1%	40.8%	41.5%	16.2%	16.8%	17.8%	12.1%	11.6%	11.3%	12.7%	11.5%	10.1%	25,057	22,594	25,812	509	424	570

SOURCE: Federal Employee Viewpoint Survey

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\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(15) My performance appraisal is a fair reflection of my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>26.1%</b>	<b>24.8%</b>	<b>24.2%</b>	<b>43.1%</b>	<b>43.4%</b>	<b>44.3%</b>	<b>14.4%</b>	<b>14.9%</b>	<b>15.2%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>7.6%</b>	<b>7.8%</b>	<b>7.2%</b>	<b>413,321</b>	<b>385,888</b>	<b>369,528</b>	5,987	4,845	5,283
<b>Time in Federal Government</b>																					
< 1 year	30.0%	28.4%	30.1%	42.8%	43.4%	42.7%	19.4%	20.2%	20.6%	4.8%	4.1%	3.9%	3.0%	3.9%	2.8%	5,378	2,780	4,193	656	371	488
1-3 years	29.6%	28.8%	27.7%	42.9%	43.9%	45.7%	13.5%	13.8%	14.2%	7.9%	7.5%	7.5%	6.1%	6.0%	4.8%	27,670	32,295	38,656	576	539	697
4-5 years	27.9%	26.3%	25.1%	43.7%	44.2%	44.7%	13.2%	14.0%	14.5%	8.3%	8.7%	9.0%	6.9%	6.8%	6.8%	40,440	42,739	38,801	602	542	543
6-10 years	26.3%	24.7%	23.8%	42.7%	42.8%	43.9%	13.9%	14.6%	15.2%	9.1%	9.5%	9.2%	8.0%	8.5%	7.9%	86,502	72,500	63,466	1,251	849	855
11-14 years	24.3%	23.1%	22.3%	42.4%	42.8%	43.6%	14.6%	15.1%	15.8%	9.6%	9.9%	9.8%	9.0%	9.1%	8.5%	56,031	50,790	44,248	698	539	510
15-20 years	24.6%	23.6%	23.2%	42.7%	43.1%	43.5%	15.2%	15.1%	15.0%	9.3%	9.7%	9.8%	8.2%	8.5%	8.5%	48,117	39,536	34,650	590	453	439
> 20 years	26.0%	24.3%	23.8%	43.6%	43.7%	44.3%	14.3%	15.2%	15.0%	8.7%	9.2%	9.4%	7.4%	7.6%	7.5%	126,972	120,857	120,095	1,173	1,106	1,228
<b>Time with Current Agency</b>																					
< 1 year	29.8%	27.0%	28.1%	41.5%	43.1%	41.6%	20.1%	21.3%	22.0%	5.0%	4.5%	4.6%	3.7%	4.0%	3.8%	10,498	5,705	7,757	1,387	795	1,010
1-3 years	29.3%	28.2%	27.1%	42.5%	43.2%	45.0%	13.5%	14.0%	14.3%	8.3%	7.9%	8.0%	6.4%	6.6%	5.7%	43,771	49,126	54,275	765	709	839
4-5 years	27.4%	25.5%	24.5%	43.4%	44.0%	44.5%	13.4%	14.1%	14.5%	8.4%	8.9%	9.3%	7.4%	7.5%	7.1%	49,261	51,195	47,100	581	557	565
6-10 years	25.9%	24.6%	23.5%	42.8%	42.4%	43.8%	13.7%	14.6%	15.0%	9.2%	9.7%	9.4%	8.4%	8.7%	8.2%	94,668	80,110	69,465	1,077	787	780
11-20 years	24.3%	23.1%	22.7%	42.6%	43.0%	43.7%	14.8%	15.2%	15.3%	9.6%	9.8%	9.9%	8.8%	8.9%	8.5%	97,936	85,512	76,059	960	834	779
> 20 years	26.0%	24.4%	23.9%	44.2%	44.5%	44.9%	14.3%	15.0%	15.0%	8.6%	9.1%	9.2%	6.8%	7.0%	7.0%	93,749	88,626	88,295	760	710	760
<b>Leaving</b>																					
No	30.4%	29.0%	27.8%	45.2%	45.6%	46.7%	12.8%	13.3%	13.6%	7.0%	7.3%	7.3%	4.6%	4.8%	4.6%	260,154	238,030	235,720	3,085	2,335	2,691
Yes, to retire	23.0%	21.1%	21.3%	44.4%	44.2%	44.6%	15.5%	16.7%	16.3%	9.4%	10.2%	10.0%	7.6%	7.8%	7.9%	23,838	22,833	21,217	239	219	246
Yes, to other job in Govt	19.4%	18.4%	17.6%	38.9%	39.0%	38.9%	16.6%	16.8%	17.6%	12.2%	12.5%	13.1%	12.9%	13.3%	12.7%	71,961	66,925	55,535	1,442	1,173	1,107
Yes, to other job outside Govt	15.0%	14.6%	14.5%	36.6%	37.7%	38.2%	17.8%	17.2%	18.6%	13.9%	14.1%	13.8%	16.7%	16.3%	14.9%	15,531	15,316	15,292	321	285	304
Yes, other	14.7%	14.0%	14.5%	35.5%	35.9%	36.0%	18.4%	20.3%	20.4%	13.9%	13.0%	13.3%	17.4%	16.8%	15.9%	18,824	17,679	15,994	479	368	411
<b>Retiring</b>																					
Within 1 year	22.6%	21.3%	21.8%	43.7%	42.9%	43.5%	15.4%	15.8%	15.5%	9.6%	10.6%	9.9%	8.7%	9.3%	9.3%	14,679	13,824	12,486	162	148	172
Between 1-3 years	23.9%	22.2%	21.7%	43.6%	44.1%	45.1%	15.5%	16.4%	15.9%	9.5%	9.7%	9.8%	7.6%	7.6%	7.6%	39,572	35,994	34,092	369	352	353
Between 3-5 years	24.4%	23.5%	22.4%	43.3%	43.1%	44.6%	15.2%	15.7%	16.0%	9.4%	10.0%	9.4%	7.6%	7.6%	7.6%	43,003	39,243	35,996	460	408	367
5 or more years	27.1%	25.8%	25.1%	43.0%	43.4%	44.3%	13.8%	14.3%	14.7%	8.6%	8.8%	8.9%	7.5%	7.7%	7.0%	290,012	268,270	257,003	4,466	3,415	3,774

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(15) My performance appraisal is a fair reflection of my performance.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>26.1%</b>	<b>24.8%</b>	<b>24.2%</b>	<b>43.1%</b>	<b>43.4%</b>	<b>44.3%</b>	<b>14.4%</b>	<b>14.9%</b>	<b>15.2%</b>	<b>8.8%</b>	<b>9.1%</b>	<b>9.1%</b>	<b>7.6%</b>	<b>7.8%</b>	<b>7.2%</b>	<b>413,321</b>	<b>385,888</b>	<b>369,528</b>	5,987	4,845	5,283
<b>Self-Identify as:</b>																					
Heterosexual	27.3%	25.9%	25.2%	43.3%	43.7%	44.6%	13.7%	14.1%	14.5%	8.5%	8.9%	8.8%	7.2%	7.4%	6.9%	313,454	290,791	277,618	4,174	3,329	3,630
LGBT*	28.2%	26.2%	26.0%	40.1%	40.9%	40.9%	13.0%	14.1%	14.5%	9.8%	9.4%	10.9%	8.8%	9.4%	7.7%	10,823	9,665	8,774	225	137	156
Prefer not to say	19.9%	19.3%	18.7%	41.8%	41.9%	42.7%	17.6%	18.5%	18.6%	10.4%	10.2%	10.5%	10.2%	10.2%	9.5%	47,269	43,150	40,318	819	653	690
<b>Military Service</b>																					
No Prior Military Service	25.8%	24.6%	---	43.7%	44.0%	---	14.0%	14.4%	---	9.0%	9.3%	---	7.5%	7.7%	---	277,560	254,925	---	3,622	2,878	---
Currently in Guard/Reserves	27.6%	26.4%	---	42.5%	43.2%	---	14.7%	15.5%	---	8.0%	7.8%	---	7.3%	7.1%	---	6,821	6,384	---	169	145	---
Retired	30.5%	29.1%	---	44.0%	44.1%	---	13.1%	13.8%	---	6.8%	7.1%	---	5.7%	5.8%	---	42,637	41,115	---	647	531	---
Separated/Discharged	25.4%	23.5%	---	40.4%	41.2%	---	15.5%	16.2%	---	9.6%	9.7%	---	9.1%	9.5%	---	58,574	54,341	---	1,020	767	---
<b>Disability</b>																					
Yes	26.1%	24.8%	24.6%	38.9%	38.9%	39.3%	15.0%	15.7%	15.7%	9.7%	10.1%	10.3%	10.2%	10.5%	10.1%	52,463	48,171	44,239	997	817	806
No	26.4%	25.1%	24.4%	43.8%	44.3%	45.2%	14.0%	14.5%	14.8%	8.6%	8.9%	8.8%	7.1%	7.2%	6.7%	334,308	309,529	297,519	4,481	3,528	3,911

# Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>29.3%</b>	<b>28.3%</b>	<b>28.1%</b>	<b>51.9%</b>	<b>52.8%</b>	<b>53.4%</b>	<b>12.2%</b>	<b>12.5%</b>	<b>12.4%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>416,218</b>	<b>387,980</b>	<b>372,151</b>	2,077	1,810	1,767
<b>Work Location</b>																					
Headquarters	31.4%	30.1%	29.8%	51.7%	52.3%	53.1%	11.4%	11.8%	11.6%	3.5%	3.8%	3.7%	2.0%	2.0%	1.8%	154,872	141,676	135,850	759	609	635
Field	28.5%	27.6%	27.3%	51.8%	52.8%	53.4%	12.6%	12.8%	12.7%	4.3%	4.3%	4.2%	2.8%	2.6%	2.4%	238,087	220,444	209,886	1,157	1,013	939
<b>Supervisory Status</b>																					
Non-Supervisor	27.0%	25.8%	25.8%	52.5%	53.5%	54.0%	13.5%	13.6%	13.6%	4.3%	4.4%	4.3%	2.8%	2.6%	2.4%	258,322	238,821	230,719	1,517	1,287	1,272
Team Leader	30.1%	29.7%	29.8%	51.9%	52.0%	53.0%	11.2%	11.8%	10.8%	4.3%	4.2%	4.1%	2.5%	2.3%	2.3%	52,939	49,266	47,142	201	159	156
Supervisor	34.9%	33.7%	32.9%	51.7%	52.6%	53.2%	8.8%	9.2%	9.5%	3.1%	3.0%	2.9%	1.5%	1.6%	1.4%	52,144	48,319	44,223	138	136	121
Manager	42.4%	41.9%	40.7%	46.3%	46.8%	48.5%	7.7%	7.4%	7.1%	2.4%	2.6%	2.7%	1.2%	1.3%	1.0%	24,208	21,504	21,196	50	39	30
Senior Leader	54.0%	51.9%	52.9%	37.4%	38.7%	37.9%	6.2%	6.5%	5.7%	1.3%	1.5%	2.3%	1.1%	1.4%	1.2%	7,991	7,009	5,342	19	18	20
<b>Sex</b>																					
Male	28.3%	27.3%	26.8%	51.2%	52.1%	53.0%	12.9%	13.1%	13.0%	4.6%	4.7%	4.6%	3.0%	2.8%	2.6%	203,467	187,274	177,858	998	824	775
Female	31.3%	30.1%	30.2%	52.6%	53.3%	53.7%	11.1%	11.5%	11.3%	3.2%	3.3%	3.2%	1.9%	1.8%	1.6%	186,908	173,460	167,075	884	789	790
<b>Hispanic or Latino</b>																					
Yes	32.4%	30.7%	31.3%	47.5%	48.8%	49.7%	12.6%	13.3%	12.6%	4.1%	4.0%	3.7%	3.3%	3.3%	2.7%	33,566	30,482	28,535	202	187	167
No	29.3%	28.3%	28.0%	52.3%	53.1%	53.7%	12.1%	12.3%	12.2%	4.0%	4.1%	4.0%	2.4%	2.2%	2.1%	353,051	326,511	313,060	1,653	1,404	1,374
<b>Race</b>																					
American Indian/ Alaska Native	28.9%	27.1%	28.6%	49.2%	51.2%	50.5%	14.6%	14.1%	14.2%	3.5%	4.0%	3.9%	3.9%	3.6%	2.9%	8,239	7,440	7,692	51	51	51
Asian	32.6%	31.4%	31.1%	53.2%	54.3%	54.4%	10.0%	10.2%	10.4%	2.6%	2.6%	2.8%	1.6%	1.6%	1.3%	18,494	16,917	16,113	94	73	77
Black/African American	33.7%	32.5%	32.5%	51.1%	52.0%	52.4%	10.5%	10.7%	10.8%	2.5%	2.6%	2.6%	2.2%	2.2%	1.8%	59,568	55,483	53,196	276	255	284
Native Hawaiian/ Pacific Islander	32.1%	29.8%	30.1%	51.0%	50.7%	52.8%	11.0%	12.7%	11.1%	2.8%	3.8%	4.3%	3.1%	3.0%	1.7%	2,445	2,299	2,329	15	21	14
White	28.6%	27.6%	27.2%	52.1%	52.9%	53.7%	12.4%	12.7%	12.5%	4.4%	4.5%	4.4%	2.5%	2.3%	2.2%	271,664	251,253	240,611	1,221	1,013	967
Two or more races (Not Hispanic/ Latino)	29.0%	28.3%	26.9%	49.3%	50.9%	51.9%	13.3%	13.1%	13.9%	5.0%	4.3%	4.1%	3.4%	3.4%	3.1%	14,291	12,916	11,486	114	98	83

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>29.3%</b>	<b>28.3%</b>	<b>28.1%</b>	<b>51.9%</b>	<b>52.8%</b>	<b>53.4%</b>	<b>12.2%</b>	<b>12.5%</b>	<b>12.4%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>416,218</b>	<b>387,980</b>	<b>372,151</b>	2,077	1,810	1,767
<b>Age Group</b>																					
25 and under	29.3%	28.3%	28.0%	52.9%	52.7%	52.6%	12.3%	11.0%	11.6%	4.0%	5.5%	5.5%	1.5%	2.4%	2.3%	2,754	2,780	3,421	7	9	29
26-29	26.8%	24.9%	23.1%	50.7%	51.8%	53.0%	12.4%	13.3%	14.1%	5.4%	6.2%	6.1%	4.7%	3.8%	3.7%	12,647	12,855	12,839	81	77	68
30-39	26.8%	25.9%	25.9%	50.4%	51.1%	51.6%	13.4%	13.6%	13.7%	5.8%	6.1%	5.6%	3.6%	3.4%	3.2%	74,215	66,978	58,213	391	338	260
40-49	29.6%	28.4%	28.7%	51.2%	52.4%	52.9%	12.4%	12.7%	12.2%	4.1%	4.1%	4.0%	2.7%	2.4%	2.2%	109,800	103,881	95,595	579	504	439
50-59	30.6%	29.7%	29.7%	52.7%	53.5%	54.0%	11.7%	11.9%	11.6%	3.2%	3.1%	3.1%	1.9%	1.8%	1.6%	150,914	140,878	123,606	704	599	521
60+	30.3%	29.7%	29.9%	54.3%	54.5%	55.4%	11.5%	11.7%	10.9%	2.5%	2.5%	2.6%	1.5%	1.6%	1.3%	64,124	57,867	47,330	307	268	215
<b>Level of Education</b>																					
Less than High School	30.8%	27.8%	---	49.7%	51.9%	---	13.1%	12.1%	---	1.7%	4.0%	---	4.7%	4.2%	---	393	381	---	10	5	---
H.S. Diploma/ GED or equiv	28.5%	27.9%	---	53.1%	53.9%	---	13.0%	13.0%	---	3.0%	3.1%	---	2.4%	2.1%	---	19,113	18,888	---	139	95	---
Trade/Technical Certificate	26.3%	27.2%	---	51.3%	51.3%	---	14.8%	14.7%	---	4.6%	4.1%	---	3.0%	2.8%	---	9,482	8,910	---	41	53	---
Some College (no degree)	29.7%	29.2%	---	50.6%	51.2%	---	13.1%	13.3%	---	3.8%	3.8%	---	2.8%	2.6%	---	59,645	57,502	---	290	257	---
Associate's Degree	29.9%	28.3%	---	50.4%	51.5%	---	12.8%	13.3%	---	4.1%	4.2%	---	2.8%	2.7%	---	31,092	29,259	---	151	134	---
Bachelor's Degree	28.6%	27.5%	---	52.7%	53.7%	---	11.9%	12.0%	---	4.2%	4.4%	---	2.6%	2.4%	---	134,711	124,119	---	602	537	---
Master's Degree	30.8%	29.1%	---	51.9%	52.9%	---	11.2%	11.7%	---	4.0%	4.1%	---	2.1%	2.2%	---	97,385	86,939	---	434	361	---
Doctoral/Professional Degree	31.5%	30.9%	---	51.4%	52.1%	---	11.0%	11.3%	---	4.1%	3.9%	---	2.0%	1.8%	---	40,636	36,333	---	229	185	---
<b>Pay Category</b>																					
Federal Wage System	25.4%	25.7%	25.5%	50.3%	50.7%	50.5%	15.0%	15.1%	15.7%	5.2%	5.1%	4.9%	4.0%	3.4%	3.3%	12,548	12,180	13,205	59	60	58
GS 1-6	29.1%	28.5%	28.1%	50.1%	50.6%	51.6%	14.3%	14.7%	14.4%	3.8%	3.6%	3.7%	2.7%	2.7%	2.4%	21,640	21,747	21,918	176	156	187
GS 7-12	28.7%	27.5%	27.3%	52.5%	53.6%	54.3%	12.2%	12.4%	12.4%	4.0%	4.1%	3.8%	2.7%	2.4%	2.2%	164,966	156,565	144,043	903	761	659
GS 13-15	31.9%	30.7%	30.6%	51.6%	52.6%	53.3%	10.7%	11.0%	10.4%	3.8%	3.8%	3.9%	1.9%	1.9%	1.8%	161,251	143,154	135,035	609	499	484
SES	58.7%	56.6%	55.1%	34.2%	34.9%	37.6%	4.6%	5.7%	4.8%	1.9%	1.8%	2.0%	0.6%	0.9%	0.6%	5,672	4,868	4,383	7	10	9
SL/ST	34.3%	36.4%	35.0%	49.4%	50.1%	50.7%	11.6%	9.4%	9.5%	3.4%	2.9%	3.6%	1.3%	1.3%	1.3%	1,522	1,371	1,215	9	9	3
Other	26.3%	25.9%	25.9%	52.7%	52.8%	53.1%	13.6%	13.9%	13.6%	4.5%	4.6%	4.9%	3.0%	2.8%	2.5%	25,360	22,861	26,176	154	126	169

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(16) I am held accountable for achieving results.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>29.3%</b>	<b>28.3%</b>	<b>28.1%</b>	<b>51.9%</b>	<b>52.8%</b>	<b>53.4%</b>	<b>12.2%</b>	<b>12.5%</b>	<b>12.4%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>416,218</b>	<b>387,980</b>	<b>372,151</b>	<b>2,077</b>	<b>1,810</b>	<b>1,767</b>
<b>Time in Federal Government</b>																					
< 1 year	34.7%	32.2%	34.9%	51.5%	52.8%	52.1%	10.6%	10.5%	9.8%	2.0%	2.8%	2.4%	1.1%	1.7%	0.9%	5,925	3,091	4,618	97	49	69
1-3 years	31.7%	30.9%	29.9%	50.9%	51.6%	52.3%	11.5%	11.4%	11.8%	3.7%	3.9%	4.0%	2.1%	2.1%	1.9%	28,059	32,645	39,108	132	128	155
4-5 years	29.0%	27.4%	26.9%	51.0%	52.1%	53.2%	12.3%	12.8%	12.5%	4.8%	5.0%	4.7%	2.8%	2.6%	2.7%	40,820	43,008	39,087	171	185	181
6-10 years	28.4%	27.5%	26.9%	51.2%	51.5%	52.5%	12.7%	13.0%	13.2%	4.7%	5.0%	4.7%	3.0%	2.9%	2.7%	87,148	72,873	63,923	425	362	294
11-14 years	28.2%	27.2%	27.2%	51.3%	52.6%	52.9%	12.8%	13.1%	13.0%	4.4%	4.5%	4.4%	3.2%	2.6%	2.5%	56,308	51,027	44,428	287	210	203
15-20 years	29.0%	27.8%	28.2%	51.8%	53.0%	53.4%	12.6%	12.9%	12.4%	4.1%	3.9%	3.9%	2.6%	2.4%	2.2%	48,367	39,708	34,854	224	197	157
> 20 years	30.6%	29.5%	29.1%	53.2%	54.0%	54.6%	11.4%	11.7%	11.6%	3.0%	2.9%	3.1%	1.8%	1.8%	1.6%	127,145	121,063	120,442	588	495	525
<b>Time with Current Agency</b>																					
< 1 year	34.1%	31.3%	33.9%	51.6%	53.1%	51.5%	10.8%	10.8%	10.8%	2.2%	3.0%	2.6%	1.3%	1.9%	1.3%	11,672	6,388	8,631	177	97	135
1-3 years	31.6%	30.5%	29.4%	50.8%	51.5%	52.5%	11.6%	11.7%	11.9%	3.7%	4.0%	4.2%	2.3%	2.2%	2.0%	44,237	49,541	54,794	211	199	212
4-5 years	29.0%	27.1%	26.9%	51.0%	52.4%	53.1%	12.4%	13.0%	12.6%	4.7%	4.9%	4.5%	2.9%	2.7%	2.8%	49,536	51,427	47,355	211	213	215
6-10 years	28.2%	27.8%	27.0%	51.3%	51.6%	52.5%	12.7%	12.9%	13.3%	4.7%	4.8%	4.6%	3.1%	2.9%	2.6%	95,098	80,364	69,803	453	390	315
11-20 years	28.7%	27.6%	27.9%	51.6%	53.1%	53.5%	12.8%	13.0%	12.5%	4.2%	4.0%	4.0%	2.8%	2.4%	2.2%	98,224	85,782	76,250	443	378	343
> 20 years	30.3%	29.5%	28.9%	53.9%	54.4%	55.1%	11.2%	11.5%	11.4%	3.0%	3.0%	3.1%	1.6%	1.7%	1.6%	93,778	88,708	88,472	421	342	343
<b>Leaving</b>																					
No	33.0%	32.0%	31.3%	52.9%	53.7%	54.4%	10.0%	10.3%	10.3%	2.7%	2.8%	2.8%	1.3%	1.2%	1.2%	261,750	239,020	237,052	926	810	791
Yes, to retire	26.9%	25.5%	25.8%	54.5%	55.8%	55.7%	13.5%	13.4%	12.8%	3.3%	3.2%	3.9%	1.9%	2.1%	1.8%	23,885	22,810	21,257	120	110	101
Yes, to other job in Govt	23.7%	22.6%	22.6%	49.7%	50.8%	51.0%	15.7%	15.8%	16.1%	6.4%	6.5%	6.3%	4.6%	4.3%	4.0%	72,700	67,561	56,161	516	414	398
Yes, to other job outside Govt	19.2%	19.8%	19.1%	45.6%	46.7%	47.7%	17.9%	17.6%	17.6%	10.0%	9.3%	9.2%	7.3%	6.7%	6.4%	15,666	15,454	15,447	142	125	120
Yes, other	20.2%	19.4%	19.5%	47.5%	48.2%	48.2%	19.3%	20.1%	19.8%	6.9%	6.9%	6.9%	6.1%	5.4%	5.5%	19,024	17,845	16,185	205	173	171
<b>Retiring</b>																					
Within 1 year	26.5%	25.7%	26.3%	53.3%	54.4%	54.0%	13.8%	13.5%	13.2%	3.7%	3.6%	4.1%	2.7%	2.8%	2.4%	14,708	13,821	12,510	96	78	70
Between 1-3 years	28.2%	27.3%	27.1%	54.2%	55.7%	55.9%	12.5%	12.3%	12.2%	3.2%	3.0%	3.3%	1.8%	1.7%	1.4%	39,654	36,043	34,223	150	143	128
Between 3-5 years	29.4%	28.6%	28.4%	53.1%	54.2%	54.8%	12.4%	12.2%	12.0%	3.4%	3.0%	3.3%	1.8%	1.9%	1.5%	43,144	39,351	36,100	202	186	139
5 or more years	29.9%	28.8%	28.5%	51.3%	52.0%	52.8%	12.0%	12.4%	12.2%	4.2%	4.4%	4.1%	2.7%	2.5%	2.3%	292,410	270,024	259,055	1,425	1,182	1,200

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(16) I am held accountable for achieving results.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>29.3%</b>	<b>28.3%</b>	<b>28.1%</b>	<b>51.9%</b>	<b>52.8%</b>	<b>53.4%</b>	<b>12.2%</b>	<b>12.5%</b>	<b>12.4%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>4.0%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>2.2%</b>	<b>416,218</b>	<b>387,980</b>	<b>372,151</b>	<b>2,077</b>	<b>1,810</b>	<b>1,767</b>
<b>Self-Identify as:</b>																					
Heterosexual	30.6%	29.4%	29.1%	51.8%	52.7%	53.5%	11.5%	11.8%	11.6%	3.8%	3.9%	3.8%	2.3%	2.1%	2.0%	315,600	292,373	279,543	1,306	1,153	1,098
LGBT*	29.8%	29.5%	28.6%	49.7%	49.6%	49.3%	12.3%	12.1%	13.3%	5.1%	5.1%	5.9%	3.1%	3.8%	3.0%	10,942	9,731	8,854	66	48	55
Prefer not to say	23.8%	23.3%	23.2%	51.6%	52.4%	52.9%	15.9%	16.0%	16.1%	5.0%	4.9%	4.9%	3.7%	3.4%	3.0%	47,526	43,334	40,547	411	310	301
<b>Military Service</b>																					
No Prior Military Service	29.0%	28.0%	---	52.7%	53.5%	---	12.0%	12.2%	---	4.0%	4.0%	---	2.3%	2.2%	---	279,159	256,064	---	1,324	1,159	---
Currently in Guard/Reserves	29.1%	29.0%	---	50.2%	50.6%	---	12.3%	13.0%	---	4.5%	4.1%	---	3.8%	3.2%	---	6,951	6,491	---	29	26	---
Retired	33.9%	33.0%	---	50.7%	51.5%	---	10.7%	10.8%	---	3.0%	2.9%	---	1.7%	1.8%	---	43,049	41,432	---	163	134	---
Separated/Discharged	28.6%	27.1%	---	49.7%	50.7%	---	13.5%	13.9%	---	4.7%	5.1%	---	3.5%	3.2%	---	59,107	54,709	---	340	269	---
<b>Disability</b>																					
Yes	32.0%	30.7%	30.8%	48.5%	49.3%	50.1%	12.7%	12.9%	12.4%	3.7%	4.0%	3.8%	3.2%	3.0%	2.8%	52,949	48,583	44,659	341	279	272
No	29.1%	28.1%	27.8%	52.4%	53.3%	53.9%	12.0%	12.3%	12.2%	4.1%	4.1%	4.0%	2.4%	2.2%	2.1%	336,485	311,040	299,433	1,518	1,315	1,279

# Report by Demographics

(17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>24.3%</b>	<b>23.0%</b>	<b>23.0%</b>	<b>36.9%</b>	<b>37.3%</b>	<b>38.2%</b>	<b>18.7%</b>	<b>19.3%</b>	<b>19.4%</b>	<b>9.4%</b>	<b>9.8%</b>	<b>9.6%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>9.9%</b>	<b>400,156</b>	<b>373,094</b>	<b>357,689</b>	18,409	16,950	16,155
<b>Work Location</b>																					
Headquarters	26.6%	24.9%	24.8%	36.7%	37.2%	38.4%	18.3%	19.0%	18.9%	8.6%	9.0%	8.8%	9.8%	9.9%	9.1%	147,522	134,905	129,387	8,251	7,491	7,095
Field	23.5%	22.3%	22.4%	36.9%	37.2%	38.0%	18.6%	19.0%	19.2%	9.9%	10.3%	10.0%	11.2%	11.2%	10.5%	230,339	213,347	202,988	9,069	8,218	7,805
<b>Supervisory Status</b>																					
Non-Supervisor	21.7%	20.5%	20.6%	36.7%	37.1%	38.0%	20.1%	20.5%	20.7%	9.8%	10.2%	10.0%	11.7%	11.6%	10.8%	246,886	228,255	220,555	13,155	12,001	11,359
Team Leader	24.3%	23.3%	23.8%	37.0%	37.0%	38.1%	17.9%	18.6%	18.3%	10.1%	10.3%	10.1%	10.6%	10.8%	9.7%	50,864	47,374	45,298	2,307	2,065	2,010
Supervisor	30.3%	28.5%	28.1%	39.0%	39.1%	40.1%	15.2%	15.8%	15.9%	7.9%	8.5%	8.1%	7.6%	8.1%	7.7%	50,879	47,197	43,101	1,441	1,304	1,234
Manager	41.0%	38.8%	38.3%	35.7%	36.3%	37.6%	10.3%	11.5%	11.1%	6.6%	6.7%	6.6%	6.4%	6.7%	6.3%	23,837	21,197	20,908	427	353	344
Senior Leader	53.3%	51.2%	54.5%	28.8%	30.6%	26.7%	8.3%	9.3%	9.9%	4.5%	4.4%	4.1%	5.0%	4.6%	4.6%	7,936	6,954	5,298	91	85	69
<b>Sex</b>																					
Male	26.4%	24.8%	24.5%	37.0%	37.8%	38.8%	17.9%	18.4%	18.4%	8.6%	9.1%	8.9%	10.2%	10.0%	9.4%	195,868	180,438	171,246	8,734	7,800	7,327
Female	22.4%	21.3%	21.7%	36.8%	36.7%	37.6%	19.3%	19.9%	20.0%	10.3%	10.6%	10.2%	11.2%	11.5%	10.6%	179,678	166,570	160,436	8,276	7,742	7,450
<b>Hispanic or Latino</b>																					
Yes	25.0%	23.7%	24.3%	34.8%	34.3%	35.4%	18.1%	18.7%	19.3%	9.5%	10.1%	9.6%	12.6%	13.2%	11.5%	32,597	29,693	27,696	1,151	961	968
No	24.7%	23.3%	23.3%	37.2%	37.7%	38.6%	18.5%	19.0%	19.0%	9.3%	9.7%	9.5%	10.3%	10.4%	9.7%	339,351	313,781	300,838	15,647	14,351	13,599
<b>Race</b>																					
American Indian/ Alaska Native	19.0%	17.9%	18.1%	33.6%	33.4%	33.4%	20.9%	21.6%	20.8%	10.3%	10.8%	11.5%	16.0%	16.3%	16.2%	8,096	7,308	7,498	216	204	230
Asian	25.7%	23.5%	24.2%	42.7%	42.0%	43.2%	18.3%	20.3%	19.3%	6.0%	6.4%	6.7%	7.3%	7.7%	6.6%	17,787	16,265	15,505	804	725	675
Black/African American	22.7%	21.6%	21.9%	35.4%	36.1%	36.0%	21.1%	21.3%	21.9%	9.0%	9.3%	9.0%	11.8%	11.8%	11.1%	57,565	53,474	51,384	2,296	2,204	2,008
Native Hawaiian/ Pacific Islander	24.9%	23.3%	22.4%	34.8%	36.6%	37.5%	20.0%	19.8%	21.1%	9.3%	9.0%	8.9%	11.0%	11.3%	10.1%	2,408	2,263	2,273	56	63	63
White	25.8%	24.3%	24.2%	37.5%	38.0%	39.1%	17.4%	18.0%	18.0%	9.4%	9.8%	9.5%	9.9%	9.9%	9.2%	261,069	241,524	231,243	12,055	10,957	10,414
Two or more races (Not Hispanic/ Latino)	21.2%	20.2%	19.3%	31.9%	31.1%	33.7%	19.7%	20.9%	20.4%	11.8%	11.8%	11.8%	15.5%	15.9%	14.8%	13,748	12,440	11,028	670	583	542



# Report by Demographics

(17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>24.3%</b>	<b>23.0%</b>	<b>23.0%</b>	<b>36.9%</b>	<b>37.3%</b>	<b>38.2%</b>	<b>18.7%</b>	<b>19.3%</b>	<b>19.4%</b>	<b>9.4%</b>	<b>9.8%</b>	<b>9.6%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>9.9%</b>	<b>400,156</b>	<b>373,094</b>	<b>357,689</b>	18,409	16,950	16,155
<b>Age Group</b>																					
25 and under	27.2%	25.9%	26.3%	43.1%	42.6%	43.7%	17.8%	16.1%	16.5%	5.9%	8.1%	6.6%	6.0%	7.2%	6.9%	2,623	2,639	3,263	140	156	186
26-29	26.1%	23.4%	23.6%	39.3%	41.7%	42.0%	16.4%	16.9%	17.6%	8.8%	9.0%	8.7%	9.5%	9.0%	8.2%	11,997	12,211	12,195	728	716	724
30-39	24.8%	23.1%	23.5%	38.0%	38.6%	39.2%	16.9%	17.5%	17.7%	9.7%	10.0%	9.7%	10.7%	10.8%	9.9%	70,632	63,920	55,574	3,975	3,437	2,913
40-49	24.4%	22.9%	23.5%	36.1%	36.9%	37.6%	18.4%	19.0%	18.2%	9.4%	10.0%	9.9%	11.7%	11.3%	10.9%	105,636	99,929	92,043	4,750	4,404	3,972
50-59	24.0%	22.8%	22.9%	36.0%	36.0%	37.2%	19.6%	20.3%	20.1%	9.6%	9.9%	9.7%	10.8%	11.0%	10.1%	145,634	135,938	119,226	6,092	5,628	4,805
60+	23.8%	22.9%	24.0%	37.7%	37.4%	39.4%	20.5%	21.3%	20.5%	9.0%	9.3%	8.3%	9.0%	9.2%	7.8%	61,967	55,900	45,725	2,617	2,405	1,864
<b>Level of Education</b>																					
Less than High School	21.6%	15.7%	---	35.6%	43.6%	---	20.5%	25.8%	---	7.0%	4.8%	---	15.3%	10.2%	---	388	368	---	21	23	---
H.S. Diploma/ GED or equiv	21.9%	21.3%	---	38.6%	39.2%	---	21.9%	21.3%	---	8.4%	9.3%	---	9.1%	8.9%	---	18,713	18,425	---	550	521	---
Trade/Technical Certificate	19.3%	18.1%	---	36.1%	35.9%	---	21.3%	23.0%	---	11.0%	10.6%	---	12.2%	12.4%	---	9,250	8,723	---	277	241	---
Some College (no degree)	22.5%	21.6%	---	35.2%	34.8%	---	20.2%	20.7%	---	10.1%	11.0%	---	12.0%	11.8%	---	58,113	55,999	---	1,861	1,751	---
Associate's Degree	22.3%	21.0%	---	36.5%	35.5%	---	19.2%	20.5%	---	9.9%	10.6%	---	12.1%	12.4%	---	30,257	28,532	---	1,000	888	---
Bachelor's Degree	24.4%	23.3%	---	38.1%	38.8%	---	18.2%	18.5%	---	9.3%	9.4%	---	10.0%	10.0%	---	129,551	119,413	---	5,823	5,299	---
Master's Degree	27.6%	25.5%	---	36.7%	37.8%	---	16.8%	17.2%	---	8.7%	9.2%	---	10.2%	10.3%	---	92,972	82,952	---	4,957	4,456	---
Doctoral/Professional Degree	29.2%	27.6%	---	35.7%	36.4%	---	16.3%	17.0%	---	8.8%	8.8%	---	9.9%	10.3%	---	38,260	34,166	---	2,657	2,420	---
<b>Pay Category</b>																					
Federal Wage System	19.2%	17.8%	18.5%	35.4%	34.6%	35.8%	20.8%	21.6%	21.6%	11.1%	12.5%	11.3%	13.4%	13.4%	12.8%	12,291	11,940	12,930	310	312	305
GS 1-6	21.0%	20.2%	20.5%	36.5%	35.9%	37.3%	21.1%	21.7%	21.3%	9.4%	10.1%	9.7%	12.0%	12.1%	11.2%	21,048	21,164	21,215	781	755	834
GS 7-12	22.7%	21.5%	21.6%	37.2%	37.9%	38.8%	19.4%	19.8%	19.8%	9.6%	9.9%	9.6%	11.1%	10.9%	10.1%	158,952	150,905	138,610	6,989	6,451	6,040
GS 13-15	29.6%	27.9%	28.1%	37.2%	38.0%	38.7%	16.1%	16.9%	16.6%	8.4%	8.4%	8.3%	8.7%	8.9%	8.3%	153,962	136,681	129,039	8,053	7,097	6,546
SES	61.8%	59.7%	59.5%	24.9%	26.4%	25.7%	6.6%	6.8%	8.0%	3.3%	3.6%	3.8%	3.4%	3.5%	2.9%	5,627	4,839	4,346	59	50	52
SL/ST	34.2%	30.4%	28.8%	32.4%	33.6%	38.3%	16.4%	16.6%	16.5%	8.5%	9.3%	7.1%	8.5%	10.1%	9.4%	1,485	1,342	1,178	53	43	45
Other	21.4%	21.0%	20.5%	36.1%	35.4%	37.1%	18.4%	18.8%	19.3%	11.2%	11.8%	11.9%	12.8%	13.0%	11.3%	24,533	22,063	25,341	1,015	936	1,018

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>24.3%</b>	<b>23.0%</b>	<b>23.0%</b>	<b>36.9%</b>	<b>37.3%</b>	<b>38.2%</b>	<b>18.7%</b>	<b>19.3%</b>	<b>19.4%</b>	<b>9.4%</b>	<b>9.8%</b>	<b>9.6%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>9.9%</b>	<b>400,156</b>	<b>373,094</b>	<b>357,689</b>	18,409	16,950	16,155
<b>Time in Federal Government</b>																					
< 1 year	35.2%	29.3%	33.1%	40.7%	42.1%	41.0%	15.1%	18.4%	17.0%	4.8%	5.8%	5.4%	4.3%	4.3%	3.6%	5,617	2,904	4,350	408	245	333
1-3 years	28.6%	28.1%	27.7%	38.5%	39.4%	41.1%	17.7%	17.0%	17.2%	7.6%	8.0%	7.3%	7.6%	7.5%	6.7%	26,887	31,279	37,494	1,320	1,521	1,801
4-5 years	26.3%	24.6%	23.9%	38.5%	39.0%	38.9%	17.2%	18.0%	18.3%	8.8%	8.9%	9.7%	9.2%	9.6%	9.3%	39,072	41,201	37,466	1,932	2,028	1,806
6-10 years	23.9%	22.3%	22.2%	36.8%	36.9%	37.9%	18.2%	18.7%	18.7%	9.7%	10.3%	10.4%	11.4%	11.8%	10.8%	83,627	70,081	61,405	3,986	3,186	2,798
11-14 years	23.1%	21.4%	21.5%	35.7%	36.1%	36.9%	18.2%	19.2%	19.5%	10.3%	10.8%	10.3%	12.7%	12.4%	11.8%	54,204	49,066	42,654	2,423	2,180	1,976
15-20 years	22.6%	21.3%	21.1%	35.0%	35.8%	36.5%	19.2%	19.4%	19.7%	10.4%	10.9%	10.3%	12.7%	12.5%	12.4%	46,592	38,249	33,611	2,023	1,646	1,405
> 20 years	24.0%	22.7%	22.6%	36.8%	36.8%	37.7%	19.7%	20.5%	20.3%	9.3%	9.6%	9.5%	10.2%	10.4%	9.9%	122,723	116,779	116,165	5,180	4,888	4,740
<b>Time with Current Agency</b>																					
< 1 year	33.9%	29.1%	31.4%	39.0%	40.7%	40.3%	16.4%	18.8%	17.1%	4.9%	5.8%	6.1%	5.7%	5.6%	5.1%	10,996	6,010	8,112	854	485	649
1-3 years	27.6%	26.9%	26.2%	38.0%	38.3%	39.7%	17.4%	17.4%	17.8%	8.1%	8.5%	8.2%	8.8%	8.9%	8.1%	42,437	47,536	52,442	2,052	2,250	2,577
4-5 years	25.3%	23.4%	23.0%	37.5%	38.2%	38.6%	17.3%	18.5%	18.7%	9.3%	9.3%	9.7%	10.6%	10.6%	10.1%	47,540	49,351	45,459	2,273	2,338	2,100
6-10 years	23.2%	22.0%	21.9%	36.3%	36.3%	37.2%	18.7%	19.0%	19.0%	10.1%	10.6%	10.6%	11.8%	12.1%	11.3%	91,322	77,274	67,149	4,266	3,541	2,951
11-20 years	22.8%	21.2%	21.4%	35.5%	36.1%	36.8%	19.1%	19.6%	19.8%	10.3%	10.9%	10.4%	12.4%	12.2%	11.6%	94,610	82,681	73,477	4,069	3,466	3,162
> 20 years	24.5%	23.3%	23.2%	37.7%	37.6%	38.7%	19.4%	20.2%	19.9%	9.1%	9.3%	9.1%	9.3%	9.5%	9.1%	90,648	85,580	85,415	3,693	3,533	3,352
<b>Leaving</b>																					
No	29.0%	27.4%	26.9%	40.0%	40.4%	41.2%	17.7%	18.4%	18.5%	7.1%	7.6%	7.4%	6.1%	6.2%	6.0%	252,123	230,396	228,466	10,669	9,567	9,333
Yes, to retire	22.2%	20.8%	21.0%	38.5%	37.9%	39.7%	20.2%	21.7%	20.3%	9.7%	10.1%	9.7%	9.4%	9.6%	9.4%	23,126	22,090	20,548	920	896	816
Yes, to other job in Govt	16.1%	15.4%	15.2%	30.3%	30.9%	30.8%	20.0%	20.2%	20.5%	13.8%	14.2%	14.6%	19.7%	19.2%	18.9%	69,587	64,653	53,695	3,691	3,311	2,830
Yes, to other job outside Govt	15.8%	14.4%	15.8%	28.6%	30.3%	31.2%	17.8%	17.5%	17.6%	15.1%	14.5%	15.1%	22.7%	23.3%	20.3%	14,923	14,697	14,621	914	901	948
Yes, other	12.5%	12.1%	12.5%	27.2%	27.5%	28.5%	20.3%	20.9%	21.3%	15.3%	15.4%	15.0%	24.7%	24.1%	22.6%	18,213	17,058	15,461	1,054	974	919
<b>Retiring</b>																					
Within 1 year	22.2%	20.8%	21.6%	38.7%	36.3%	38.3%	18.5%	20.9%	18.9%	10.0%	10.2%	9.9%	10.6%	11.7%	11.3%	14,214	13,373	12,093	610	565	515
Between 1-3 years	22.8%	21.8%	21.5%	37.2%	37.9%	38.7%	20.3%	20.7%	20.6%	9.6%	9.8%	9.8%	10.1%	9.7%	9.4%	38,421	34,909	33,026	1,455	1,364	1,295
Between 3-5 years	23.3%	22.4%	22.2%	36.2%	36.5%	37.3%	19.9%	20.3%	21.0%	10.1%	10.2%	9.7%	10.5%	10.5%	9.9%	41,763	38,061	34,951	1,628	1,500	1,306
5 or more years	25.2%	23.7%	23.8%	36.9%	37.4%	38.4%	18.0%	18.5%	18.6%	9.2%	9.6%	9.4%	10.7%	10.7%	9.8%	280,627	259,248	248,715	13,365	12,031	11,502

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(17) I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>24.3%</b>	<b>23.0%</b>	<b>23.0%</b>	<b>36.9%</b>	<b>37.3%</b>	<b>38.2%</b>	<b>18.7%</b>	<b>19.3%</b>	<b>19.4%</b>	<b>9.4%</b>	<b>9.8%</b>	<b>9.6%</b>	<b>10.6%</b>	<b>10.6%</b>	<b>9.9%</b>	<b>400,156</b>	<b>373,094</b>	<b>357,689</b>	18,409	16,950	16,155
<b>Self-Identify as:</b>																					
Heterosexual	25.8%	24.2%	24.2%	37.5%	37.9%	38.8%	17.9%	18.6%	18.6%	8.9%	9.4%	9.1%	9.8%	9.9%	9.3%	304,168	281,885	269,468	12,950	11,777	11,142
LGBT*	25.1%	23.6%	24.0%	33.8%	34.0%	34.7%	16.7%	17.1%	16.7%	10.3%	11.1%	11.9%	14.1%	14.2%	12.7%	10,467	9,278	8,408	566	510	501
Prefer not to say	17.2%	17.5%	17.5%	33.3%	33.4%	34.8%	22.0%	22.1%	22.2%	12.0%	12.0%	11.9%	15.5%	15.1%	13.6%	45,382	41,384	38,713	2,608	2,315	2,152
<b>Military Service</b>																					
No Prior Military Service	23.5%	22.4%	---	37.8%	38.1%	---	19.0%	19.4%	---	9.6%	9.8%	---	10.1%	10.3%	---	267,260	245,146	---	13,462	12,205	---
Currently in Guard/Reserves	28.3%	26.4%	---	36.9%	38.5%	---	15.1%	15.5%	---	8.3%	8.8%	---	11.4%	10.9%	---	6,782	6,332	---	194	183	---
Retired	30.9%	29.3%	---	37.2%	37.1%	---	16.3%	17.0%	---	7.3%	8.1%	---	8.3%	8.5%	---	42,095	40,528	---	1,144	1,083	---
Separated/Discharged	23.5%	21.8%	---	34.0%	34.7%	---	18.7%	19.5%	---	10.2%	10.7%	---	13.6%	13.3%	---	57,331	53,102	---	2,140	1,910	---
<b>Disability</b>																					
Yes	24.0%	22.4%	23.0%	31.6%	31.9%	32.7%	18.7%	19.4%	19.0%	10.1%	10.8%	10.7%	15.5%	15.5%	14.7%	51,427	47,138	43,249	1,923	1,771	1,633
No	24.8%	23.5%	23.4%	38.0%	38.3%	39.3%	18.4%	19.0%	19.1%	9.2%	9.5%	9.3%	9.6%	9.7%	9.0%	323,216	298,872	287,647	15,022	13,649	13,063

# Report by Demographics

(18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.0%</b>	<b>12.5%</b>	<b>12.3%</b>	<b>37.8%</b>	<b>37.1%</b>	<b>37.5%</b>	<b>23.1%</b>	<b>23.8%</b>	<b>24.1%</b>	<b>15.6%</b>	<b>16.5%</b>	<b>16.3%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>9.8%</b>	<b>414,506</b>	<b>385,903</b>	<b>370,252</b>	4,422	4,288	4,271
<b>Work Location</b>																					
Headquarters	15.3%	13.5%	13.3%	37.6%	36.7%	36.9%	22.6%	23.2%	23.8%	15.3%	16.4%	16.2%	9.3%	10.1%	9.8%	154,310	140,923	135,130	1,601	1,535	1,597
Field	13.3%	12.1%	11.8%	37.8%	37.1%	37.8%	23.2%	23.8%	24.0%	15.8%	16.6%	16.4%	9.9%	10.3%	10.0%	237,081	219,298	208,889	2,483	2,347	2,260
<b>Supervisory Status</b>																					
Non-Supervisor	13.1%	11.9%	11.7%	37.5%	36.8%	37.2%	23.3%	24.0%	24.3%	15.8%	16.5%	16.4%	10.2%	10.7%	10.4%	257,128	237,350	229,397	3,149	3,020	2,963
Team Leader	13.4%	12.1%	12.2%	37.9%	37.1%	37.6%	22.8%	23.3%	23.4%	16.2%	17.2%	16.9%	9.8%	10.4%	9.9%	52,774	49,013	46,956	442	458	438
Supervisor	15.6%	13.7%	13.2%	39.6%	38.6%	39.1%	22.2%	23.2%	23.7%	14.9%	16.2%	15.8%	7.7%	8.3%	8.3%	52,020	48,195	44,067	327	305	321
Manager	20.0%	17.5%	16.6%	37.3%	37.5%	38.0%	21.1%	21.4%	22.1%	14.5%	15.9%	15.4%	7.0%	7.7%	7.9%	24,129	21,450	21,129	146	117	127
Senior Leader	28.9%	25.5%	25.1%	33.5%	35.1%	34.2%	20.3%	20.9%	20.2%	11.1%	11.4%	13.5%	6.1%	7.2%	7.0%	7,955	6,983	5,332	60	46	43
<b>Sex</b>																					
Male	14.0%	12.3%	12.0%	37.4%	36.8%	37.2%	23.3%	24.1%	24.4%	15.2%	16.2%	16.1%	10.1%	10.5%	10.2%	202,517	186,239	176,870	2,107	1,988	1,898
Female	14.2%	13.1%	13.0%	38.4%	37.5%	38.0%	22.4%	22.9%	23.2%	16.0%	16.8%	16.4%	9.0%	9.7%	9.3%	186,305	172,588	166,378	1,914	1,873	1,919
<b>Hispanic or Latino</b>																					
Yes	14.9%	14.1%	14.1%	36.3%	35.8%	36.7%	22.9%	23.0%	23.9%	14.6%	15.3%	14.6%	11.3%	11.8%	10.6%	33,456	30,377	28,375	377	324	352
No	14.0%	12.5%	12.3%	38.1%	37.3%	37.7%	22.9%	23.6%	23.9%	15.7%	16.6%	16.4%	9.4%	9.9%	9.7%	351,607	324,776	311,551	3,597	3,465	3,418
<b>Race</b>																					
American Indian/ Alaska Native	13.2%	11.0%	10.5%	33.7%	33.7%	33.4%	24.7%	24.9%	25.4%	16.1%	16.8%	17.0%	12.2%	13.7%	13.7%	8,214	7,413	7,650	94	102	101
Asian	17.1%	15.2%	14.9%	42.7%	42.8%	42.7%	22.6%	23.8%	24.4%	10.8%	10.9%	11.4%	6.8%	7.2%	6.6%	18,448	16,831	16,043	190	180	184
Black/African American	16.2%	15.0%	14.9%	39.2%	39.4%	39.5%	21.7%	21.9%	22.1%	13.2%	13.9%	13.9%	9.7%	9.8%	9.5%	59,260	55,151	52,983	607	601	610
Native Hawaiian/ Pacific Islander	15.2%	14.8%	14.1%	39.3%	36.6%	38.6%	24.3%	25.3%	25.6%	13.1%	12.6%	12.7%	8.0%	10.7%	9.1%	2,442	2,292	2,304	26	33	34
White	13.7%	12.2%	11.9%	37.7%	36.8%	37.3%	22.9%	23.7%	24.1%	16.3%	17.4%	17.0%	9.4%	10.0%	9.7%	270,620	249,975	239,432	2,680	2,535	2,515
Two or more races (Not Hispanic/ Latino)	12.6%	11.1%	10.6%	33.2%	32.3%	33.3%	24.3%	24.6%	24.2%	17.5%	18.0%	18.3%	12.5%	14.0%	13.6%	14,240	12,839	11,436	196	191	155

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

**(18) My training needs are assessed.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.0%</b>	<b>12.5%</b>	<b>12.3%</b>	<b>37.8%</b>	<b>37.1%</b>	<b>37.5%</b>	<b>23.1%</b>	<b>23.8%</b>	<b>24.1%</b>	<b>15.6%</b>	<b>16.5%</b>	<b>16.3%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>9.8%</b>	<b>414,506</b>	<b>385,903</b>	<b>370,252</b>	4,422	4,288	4,271
<b>Age Group</b>																					
25 and under	19.1%	19.4%	17.7%	45.8%	42.4%	42.7%	19.1%	20.2%	19.8%	10.6%	11.2%	12.9%	5.3%	6.9%	7.0%	2,749	2,769	3,417	19	26	37
26-29	16.4%	13.6%	12.7%	40.6%	39.4%	39.3%	20.1%	21.4%	22.5%	13.3%	15.8%	16.1%	9.5%	9.8%	9.3%	12,620	12,816	12,824	111	131	111
30-39	13.9%	12.5%	12.6%	37.4%	36.9%	37.0%	21.6%	21.9%	22.3%	16.7%	17.7%	17.2%	10.4%	11.1%	11.0%	74,044	66,790	57,975	707	621	579
40-49	14.1%	12.5%	12.3%	36.9%	36.6%	37.2%	22.7%	23.0%	23.3%	16.1%	17.2%	16.7%	10.2%	10.8%	10.6%	109,526	103,386	95,276	1,063	1,097	967
50-59	13.6%	12.3%	12.1%	37.8%	36.9%	37.3%	23.9%	24.9%	24.8%	15.5%	16.1%	16.3%	9.2%	9.9%	9.5%	150,168	140,041	122,894	1,658	1,583	1,405
60+	13.6%	12.5%	12.9%	38.4%	37.7%	39.5%	25.6%	26.8%	26.0%	14.2%	14.9%	13.9%	8.2%	8.1%	7.6%	63,643	57,378	46,958	849	788	649
<b>Level of Education</b>																					
Less than High School	22.0%	12.0%	---	40.4%	50.7%	---	22.2%	19.5%	---	7.8%	7.7%	---	7.6%	10.0%	---	393	375	---	6	13	---
H.S. Diploma/ GED or equiv	15.6%	14.2%	---	43.4%	43.7%	---	23.9%	24.4%	---	10.5%	11.3%	---	6.6%	6.4%	---	19,046	18,786	---	206	185	---
Trade/Technical Certificate	13.4%	12.8%	---	39.0%	39.2%	---	25.4%	24.7%	---	13.8%	14.3%	---	8.5%	8.9%	---	9,419	8,873	---	102	97	---
Some College (no degree)	13.9%	13.1%	---	37.9%	37.1%	---	24.5%	24.6%	---	14.1%	15.1%	---	9.6%	10.1%	---	59,366	57,104	---	649	673	---
Associate's Degree	14.6%	12.7%	---	38.3%	37.6%	---	22.9%	24.4%	---	14.6%	14.9%	---	9.7%	10.4%	---	30,942	29,097	---	330	302	---
Bachelor's Degree	13.5%	12.0%	---	38.3%	37.5%	---	22.6%	23.4%	---	16.0%	17.0%	---	9.6%	10.1%	---	134,176	123,473	---	1,333	1,289	---
Master's Degree	14.4%	12.5%	---	36.2%	35.3%	---	21.6%	22.2%	---	17.3%	18.6%	---	10.4%	11.4%	---	97,118	86,639	---	907	830	---
Doctoral/Professional Degree	14.8%	13.4%	---	35.3%	34.4%	---	23.3%	24.2%	---	17.4%	18.1%	---	9.3%	9.8%	---	40,425	36,083	---	523	487	---
<b>Pay Category</b>																					
Federal Wage System	13.1%	11.6%	12.6%	37.9%	37.5%	37.7%	24.7%	25.6%	25.5%	14.4%	14.6%	14.5%	9.9%	10.7%	9.6%	12,496	12,106	13,138	115	155	146
GS 1-6	15.7%	15.2%	14.8%	39.8%	39.8%	40.3%	23.6%	24.1%	23.8%	12.5%	12.4%	12.3%	8.5%	8.5%	8.7%	21,504	21,622	21,780	364	312	360
GS 7-12	13.4%	12.0%	11.8%	37.6%	37.0%	37.6%	23.1%	23.9%	24.0%	15.6%	16.6%	16.4%	10.2%	10.6%	10.2%	164,222	155,671	143,267	1,853	1,759	1,658
GS 13-15	14.7%	12.8%	12.4%	36.8%	36.1%	36.2%	22.2%	22.8%	23.6%	16.8%	18.1%	17.8%	9.5%	10.2%	10.0%	160,719	142,426	134,383	1,411	1,370	1,354
SES	30.2%	27.6%	24.9%	32.2%	31.3%	33.4%	19.9%	21.1%	19.7%	12.2%	13.7%	15.6%	5.6%	6.2%	6.5%	5,668	4,861	4,379	21	28	26
SL/ST	17.2%	13.7%	15.9%	36.4%	41.3%	36.3%	21.8%	22.2%	25.7%	15.4%	14.1%	14.4%	9.1%	8.7%	7.7%	1,511	1,368	1,208	26	15	15
Other	12.9%	12.4%	11.9%	40.5%	38.7%	39.3%	23.0%	23.6%	23.4%	15.3%	15.9%	16.1%	8.3%	9.3%	9.3%	25,246	22,768	26,086	309	257	300

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

## (18) My training needs are assessed.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.0%</b>	<b>12.5%</b>	<b>12.3%</b>	<b>37.8%</b>	<b>37.1%</b>	<b>37.5%</b>	<b>23.1%</b>	<b>23.8%</b>	<b>24.1%</b>	<b>15.6%</b>	<b>16.5%</b>	<b>16.3%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>9.8%</b>	<b>414,506</b>	<b>385,903</b>	<b>370,252</b>	4,422	4,288	4,271
<b>Time in Federal Government</b>																					
< 1 year	23.4%	20.0%	22.0%	44.2%	46.9%	43.0%	18.2%	18.7%	20.4%	9.9%	9.8%	9.7%	4.3%	4.7%	4.9%	5,946	3,088	4,608	88	70	88
1-3 years	18.3%	16.3%	15.6%	40.4%	40.2%	40.3%	20.9%	21.5%	21.8%	13.1%	14.0%	14.5%	7.2%	7.9%	7.8%	27,948	32,496	38,988	274	315	366
4-5 years	14.3%	12.9%	12.7%	38.2%	37.2%	37.3%	22.0%	22.4%	23.3%	15.8%	17.3%	16.6%	9.7%	10.2%	10.1%	40,652	42,843	38,936	423	428	411
6-10 years	13.2%	12.1%	11.7%	37.0%	36.0%	36.9%	22.6%	23.5%	23.3%	16.7%	17.2%	17.5%	10.6%	11.3%	10.7%	86,852	72,570	63,581	868	746	710
11-14 years	12.7%	11.1%	10.9%	36.6%	35.7%	36.3%	23.6%	24.4%	24.5%	16.5%	17.7%	17.3%	10.7%	11.2%	11.0%	56,099	50,717	44,250	559	530	476
15-20 years	12.5%	11.6%	10.8%	36.3%	35.7%	36.5%	23.5%	23.9%	24.3%	16.7%	17.3%	16.8%	11.0%	11.4%	11.6%	48,132	39,451	34,624	550	469	431
> 20 years	13.9%	12.2%	11.9%	38.2%	37.5%	37.6%	24.2%	24.9%	25.4%	14.9%	15.9%	15.9%	8.9%	9.5%	9.3%	126,559	120,316	119,738	1,335	1,353	1,389
<b>Time with Current Agency</b>																					
< 1 year	22.8%	19.8%	20.5%	42.1%	43.3%	41.5%	18.7%	19.7%	20.3%	10.9%	11.0%	11.0%	5.6%	6.2%	6.7%	11,718	6,385	8,607	169	112	169
1-3 years	17.5%	15.7%	14.6%	38.9%	38.3%	39.0%	21.1%	21.6%	21.8%	13.9%	15.0%	15.4%	8.6%	9.4%	9.2%	44,076	49,336	54,536	430	464	587
4-5 years	13.8%	12.1%	12.1%	37.5%	36.5%	36.6%	22.0%	22.5%	23.6%	16.2%	17.7%	17.0%	10.6%	11.2%	10.8%	49,352	51,200	47,161	519	520	489
6-10 years	12.8%	11.9%	11.4%	36.4%	36.0%	36.7%	23.0%	23.5%	23.7%	16.8%	17.2%	17.5%	10.9%	11.4%	10.7%	94,740	79,986	69,435	958	879	773
11-20 years	12.5%	11.3%	11.0%	36.8%	36.2%	36.8%	23.9%	24.6%	24.8%	16.5%	17.4%	16.7%	10.3%	10.5%	10.7%	97,767	85,214	75,915	1,015	953	827
> 20 years	13.7%	12.2%	11.9%	39.1%	38.0%	38.2%	24.5%	25.5%	25.7%	14.6%	15.6%	15.7%	8.0%	8.7%	8.6%	93,331	88,164	87,923	973	960	1,006
<b>Leaving</b>																					
No	17.4%	15.7%	15.1%	42.5%	42.0%	42.2%	22.1%	22.9%	23.5%	12.6%	13.5%	13.4%	5.4%	5.9%	5.9%	260,831	237,931	236,081	2,131	2,057	2,126
Yes, to retire	12.3%	10.4%	10.4%	38.0%	37.5%	38.3%	26.6%	27.7%	26.6%	14.8%	15.4%	15.6%	8.3%	8.9%	9.1%	23,710	22,644	21,095	301	303	277
Yes, to other job in Govt	7.6%	6.9%	6.7%	28.0%	26.8%	26.6%	23.7%	24.0%	24.1%	22.3%	23.0%	23.4%	18.5%	19.3%	19.1%	72,369	67,165	55,762	1,020	923	881
Yes, to other job outside Govt	5.8%	5.1%	4.9%	25.1%	25.5%	25.4%	22.6%	22.1%	22.8%	24.9%	24.7%	24.7%	21.7%	22.5%	22.2%	15,603	15,345	15,343	252	270	262
Yes, other	5.6%	5.6%	5.2%	26.7%	25.3%	25.1%	26.2%	26.8%	26.4%	21.4%	22.3%	23.1%	20.1%	20.0%	20.3%	18,916	17,706	16,095	388	347	317
<b>Retiring</b>																					
Within 1 year	11.8%	10.4%	10.0%	37.0%	36.1%	37.3%	26.0%	27.2%	26.0%	14.8%	15.7%	15.7%	10.3%	10.6%	11.0%	14,602	13,727	12,404	207	188	189
Between 1-3 years	12.4%	11.2%	11.0%	38.5%	37.6%	38.0%	25.7%	26.6%	26.8%	14.7%	15.9%	15.6%	8.7%	8.7%	8.7%	39,378	35,798	34,012	455	437	385
Between 3-5 years	12.9%	11.6%	11.5%	37.6%	37.5%	38.0%	24.8%	25.4%	25.9%	15.8%	16.1%	16.0%	8.9%	9.5%	8.7%	42,899	39,098	35,856	461	439	448
5 or more years	14.5%	13.1%	12.8%	37.8%	37.1%	37.5%	22.2%	22.8%	23.2%	15.7%	16.6%	16.4%	9.8%	10.3%	10.0%	291,480	268,751	257,935	2,887	2,758	2,750

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(18) My training needs are assessed.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.0%</b>	<b>12.5%</b>	<b>12.3%</b>	<b>37.8%</b>	<b>37.1%</b>	<b>37.5%</b>	<b>23.1%</b>	<b>23.8%</b>	<b>24.1%</b>	<b>15.6%</b>	<b>16.5%</b>	<b>16.3%</b>	<b>9.6%</b>	<b>10.1%</b>	<b>9.8%</b>	<b>414,506</b>	<b>385,903</b>	<b>370,252</b>	4,422	4,288	4,271
<b>Self-Identify as:</b>																					
Heterosexual	14.8%	13.2%	12.9%	38.6%	37.9%	38.4%	22.6%	23.4%	23.7%	15.1%	16.1%	15.8%	8.9%	9.5%	9.2%	314,386	290,863	278,247	2,971	2,870	2,837
LGBT*	14.7%	13.2%	13.0%	34.6%	33.3%	33.6%	21.0%	21.8%	21.1%	17.4%	17.9%	19.5%	12.3%	13.9%	12.8%	10,899	9,677	8,803	126	123	120
Prefer not to say	9.7%	9.3%	8.9%	33.7%	33.3%	33.6%	25.4%	25.5%	25.7%	18.0%	18.4%	18.5%	13.2%	13.4%	13.3%	47,292	43,092	40,297	729	653	633
<b>Military Service</b>																					
No Prior Military Service	13.7%	12.4%	---	38.8%	37.9%	---	22.9%	23.5%	---	15.6%	16.6%	---	9.0%	9.6%	---	278,151	254,755	---	2,814	2,738	---
Currently in Guard/Reserves	15.3%	13.7%	---	38.3%	38.4%	---	20.8%	21.0%	---	14.9%	16.7%	---	10.7%	10.2%	---	6,923	6,467	---	59	59	---
Retired Separated/Discharged	16.4%	14.7%	---	37.7%	36.8%	---	22.4%	23.9%	---	15.0%	15.3%	---	8.5%	9.3%	---	42,866	41,216	---	390	354	---
Discharged	13.6%	11.8%	---	34.8%	34.7%	---	23.6%	24.1%	---	16.0%	16.8%	---	11.9%	12.6%	---	58,751	54,386	---	741	661	---
<b>Disability</b>																					
Yes	14.7%	13.1%	13.2%	33.9%	33.1%	33.4%	22.8%	23.9%	24.1%	15.8%	16.4%	16.4%	12.8%	13.4%	12.9%	52,707	48,179	44,330	683	713	665
No	14.0%	12.6%	12.3%	38.6%	37.9%	38.4%	22.9%	23.5%	23.9%	15.5%	16.5%	16.2%	8.9%	9.5%	9.3%	335,142	309,569	298,048	3,329	3,120	3,162

# Report by Demographics

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>27.6%</b>	<b>26.4%</b>	<b>25.8%</b>	<b>40.5%</b>	<b>41.1%</b>	<b>41.9%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.6%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.2%</b>	<b>410,220</b>	<b>382,953</b>	<b>366,770</b>	10,590	8,987	9,032
<b>Work Location</b>																					
Headquarters	29.7%	28.2%	27.5%	39.8%	40.3%	41.1%	13.4%	13.9%	14.1%	10.0%	10.4%	10.3%	7.1%	7.3%	7.0%	152,158	139,548	133,498	4,477	3,576	3,722
Field	26.6%	25.6%	24.9%	40.8%	41.3%	42.3%	14.2%	14.7%	14.6%	10.6%	10.6%	10.7%	7.8%	7.7%	7.4%	235,255	217,971	207,327	5,327	4,578	4,470
<b>Supervisory Status</b>																					
Non-Supervisor	26.1%	25.2%	24.5%	41.0%	41.2%	42.0%	14.3%	14.8%	15.0%	10.6%	10.8%	10.9%	7.9%	8.0%	7.6%	254,434	235,764	227,247	7,019	5,705	5,889
Team Leader	28.6%	27.6%	27.3%	39.7%	41.0%	41.7%	13.9%	13.7%	13.5%	10.4%	10.5%	10.4%	7.4%	7.2%	7.0%	52,234	48,630	46,542	1,187	1,037	973
Supervisor	30.3%	28.2%	27.7%	40.9%	41.4%	42.7%	13.0%	14.2%	13.9%	9.5%	9.7%	9.6%	6.3%	6.6%	6.2%	51,501	47,768	43,709	1,065	915	842
Manager	35.6%	33.7%	33.7%	36.5%	38.5%	39.3%	12.6%	12.6%	12.1%	9.4%	9.2%	9.2%	5.9%	6.0%	5.7%	23,973	21,247	20,963	413	384	380
Senior Leader	43.4%	41.7%	39.1%	33.2%	33.2%	34.8%	10.1%	11.5%	11.0%	7.0%	7.6%	9.0%	6.3%	6.0%	6.1%	7,859	6,872	5,213	196	180	186
<b>Sex</b>																					
Male	26.8%	25.4%	24.7%	40.9%	41.7%	42.6%	14.6%	15.1%	15.2%	10.1%	10.3%	10.3%	7.7%	7.6%	7.3%	200,826	185,142	175,518	4,659	3,868	3,854
Female	29.2%	28.3%	27.7%	40.0%	40.1%	41.0%	12.9%	13.4%	13.3%	10.6%	10.7%	10.9%	7.3%	7.5%	7.2%	184,031	171,010	164,529	5,067	4,244	4,301
<b>Hispanic or Latino</b>																					
Yes	29.2%	28.6%	28.4%	38.9%	39.4%	41.0%	14.4%	14.6%	14.1%	9.4%	9.5%	9.1%	8.1%	8.0%	7.4%	33,179	30,149	28,211	819	676	635
No	27.7%	26.5%	25.8%	40.7%	41.2%	42.0%	13.8%	14.3%	14.4%	10.4%	10.6%	10.7%	7.4%	7.5%	7.2%	347,961	322,319	308,532	8,798	7,340	7,418
<b>Race</b>																					
American Indian/ Alaska Native	26.8%	24.4%	24.8%	40.2%	41.3%	42.1%	14.5%	15.5%	14.4%	9.2%	9.8%	9.6%	9.3%	9.1%	9.1%	8,205	7,398	7,645	175	162	135
Asian	29.2%	28.3%	27.4%	44.9%	44.1%	44.5%	14.6%	16.1%	16.4%	6.6%	6.8%	6.9%	4.7%	4.8%	4.8%	18,220	16,705	15,890	487	393	380
Black/African American	31.3%	29.8%	29.5%	39.2%	40.3%	40.5%	12.4%	12.8%	12.9%	8.9%	9.2%	9.4%	8.2%	8.0%	7.7%	58,823	54,961	52,628	1,489	1,193	1,240
Native Hawaiian/ Pacific Islander	27.4%	28.0%	26.9%	43.0%	41.0%	41.9%	15.1%	16.7%	15.4%	8.2%	7.5%	9.2%	6.2%	6.8%	6.7%	2,437	2,303	2,304	43	35	46
White	27.3%	26.2%	25.4%	40.7%	41.2%	42.2%	13.9%	14.2%	14.3%	10.8%	11.0%	11.0%	7.2%	7.4%	7.0%	267,682	247,820	236,995	6,623	5,588	5,621
Two or more races (Not Hispanic/ Latino)	25.6%	24.0%	23.4%	37.1%	38.6%	39.3%	15.7%	15.9%	16.2%	11.9%	11.3%	11.7%	9.7%	10.1%	9.5%	14,061	12,708	11,317	426	372	304



# Report by Demographics

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>27.6%</b>	<b>26.4%</b>	<b>25.8%</b>	<b>40.5%</b>	<b>41.1%</b>	<b>41.9%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.6%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.2%</b>	<b>410,220</b>	<b>382,953</b>	<b>366,770</b>	10,590	8,987	9,032
<b>Age Group</b>																					
25 and under	29.0%	30.1%	29.3%	44.1%	43.2%	45.1%	13.2%	12.6%	13.1%	8.7%	9.1%	8.2%	5.1%	5.0%	4.3%	2,620	2,663	3,298	155	140	167
26-29	27.6%	27.4%	26.3%	41.3%	41.7%	41.9%	12.3%	13.0%	13.9%	11.7%	10.6%	11.4%	7.1%	7.3%	6.6%	12,368	12,613	12,560	408	359	394
30-39	26.8%	26.4%	25.3%	40.5%	40.6%	42.0%	13.5%	13.5%	13.9%	11.3%	11.4%	11.2%	8.0%	8.1%	7.6%	72,756	66,094	57,273	2,217	1,486	1,408
40-49	28.1%	26.4%	26.6%	40.3%	41.0%	41.6%	13.7%	14.3%	13.7%	10.3%	10.6%	10.6%	7.7%	7.6%	7.5%	108,295	102,544	94,341	2,695	2,298	2,163
50-59	27.8%	26.3%	26.1%	40.3%	40.7%	41.4%	14.5%	15.1%	14.8%	10.1%	10.3%	10.4%	7.4%	7.6%	7.3%	149,140	139,211	122,006	3,437	3,115	2,747
60+	27.3%	26.0%	25.7%	41.4%	42.3%	43.7%	15.3%	15.9%	15.4%	9.4%	9.5%	9.2%	6.6%	6.4%	6.0%	63,331	57,162	46,722	1,609	1,485	1,131
<b>Level of Education</b>																					
Less than High School	35.0%	29.0%	---	39.1%	44.8%	---	14.5%	13.8%	---	4.1%	4.5%	---	7.2%	7.9%	---	398	387	---	14	10	---
H.S. Diploma/ GED or equiv	29.8%	29.6%	---	43.9%	42.7%	---	13.2%	14.0%	---	7.2%	7.8%	---	5.9%	5.8%	---	18,997	18,683	---	412	412	---
Trade/Technical Certificate	26.9%	26.0%	---	41.5%	40.9%	---	15.1%	15.1%	---	9.3%	10.2%	---	7.2%	7.8%	---	9,384	8,815	---	212	216	---
Some College (no degree)	28.3%	27.6%	---	40.0%	40.6%	---	14.0%	14.3%	---	9.6%	9.8%	---	8.1%	7.7%	---	58,974	56,804	---	1,363	1,260	---
Associate's Degree	27.9%	26.7%	---	40.6%	40.9%	---	14.2%	15.0%	---	9.7%	9.5%	---	7.7%	7.9%	---	30,695	28,939	---	745	617	---
Bachelor's Degree	27.0%	25.8%	---	41.2%	41.8%	---	14.1%	14.4%	---	10.5%	10.7%	---	7.3%	7.2%	---	133,042	122,754	---	2,986	2,522	---
Master's Degree	28.2%	26.3%	---	39.1%	40.1%	---	13.5%	14.0%	---	11.4%	11.6%	---	7.8%	8.0%	---	95,771	85,826	---	2,604	1,946	---
Doctoral/Professional Degree	27.6%	26.6%	---	39.9%	39.9%	---	13.6%	14.3%	---	11.5%	11.3%	---	7.4%	7.8%	---	39,670	35,539	---	1,428	1,173	---
<b>Pay Category</b>																					
Federal Wage System	24.2%	24.0%	23.0%	41.7%	40.7%	42.0%	15.2%	15.9%	16.5%	9.8%	10.4%	10.3%	9.1%	8.9%	8.3%	12,391	12,047	13,008	303	273	324
GS 1-6	29.6%	29.0%	29.0%	41.3%	40.4%	41.5%	13.3%	13.6%	13.6%	8.7%	9.2%	9.0%	7.1%	7.9%	6.8%	21,249	21,498	21,605	775	592	647
GS 7-12	27.6%	26.3%	25.7%	41.0%	41.8%	42.6%	14.0%	14.3%	14.3%	10.1%	10.4%	10.4%	7.2%	7.3%	7.1%	162,750	154,725	142,125	4,074	3,427	3,297
GS 13-15	29.4%	27.7%	27.3%	39.6%	40.3%	41.0%	13.5%	14.1%	13.9%	10.6%	10.9%	11.0%	6.9%	7.0%	6.8%	159,222	141,455	133,353	3,509	2,893	2,788
SES	43.6%	41.2%	38.7%	32.2%	34.2%	35.1%	9.7%	11.0%	11.4%	8.0%	7.6%	9.0%	6.5%	6.0%	5.8%	5,582	4,803	4,320	133	98	105
SL/ST	30.0%	29.9%	27.2%	37.5%	38.0%	40.3%	14.2%	12.7%	14.5%	10.7%	11.7%	9.5%	7.6%	7.8%	8.5%	1,489	1,340	1,179	54	47	50
Other	21.8%	22.2%	21.2%	39.5%	40.5%	41.8%	15.0%	16.0%	16.3%	12.8%	11.4%	11.8%	10.8%	9.9%	8.9%	24,720	22,268	25,504	956	829	964

SOURCE: Federal Employee Viewpoint Survey

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\*\*Unweighted count of responses to a question, not including 'No Basis to Judge.'

# Report by Demographics

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>27.6%</b>	<b>26.4%</b>	<b>25.8%</b>	<b>40.5%</b>	<b>41.1%</b>	<b>41.9%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.6%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.2%</b>	<b>410,220</b>	<b>382,953</b>	<b>366,770</b>	10,590	8,987	9,032
<b>Time in Federal Government</b>																					
< 1 year	29.1%	27.4%	29.5%	44.3%	46.0%	44.3%	16.8%	14.8%	18.1%	7.0%	7.2%	5.4%	2.7%	4.5%	2.7%	4,921	2,555	3,804	1,132	607	906
1-3 years	29.3%	28.3%	27.7%	41.4%	42.2%	43.6%	13.3%	13.2%	13.3%	9.8%	9.9%	10.1%	6.1%	6.4%	5.3%	27,442	32,055	38,384	884	856	1,063
4-5 years	28.1%	27.1%	26.2%	41.2%	41.2%	41.5%	12.8%	13.6%	14.0%	10.8%	10.8%	11.0%	7.1%	7.4%	7.2%	40,274	42,633	38,641	923	773	803
6-10 years	27.5%	26.3%	25.3%	40.0%	40.4%	41.7%	13.6%	14.1%	14.5%	10.9%	11.1%	10.9%	8.0%	8.0%	7.6%	86,026	72,112	63,191	1,999	1,448	1,287
11-14 years	26.1%	24.9%	24.5%	40.4%	41.0%	41.6%	14.1%	14.8%	14.7%	10.7%	11.0%	11.0%	8.7%	8.3%	8.2%	55,711	50,471	44,001	1,192	1,008	868
15-20 years	27.0%	26.2%	25.7%	40.0%	40.9%	41.6%	14.3%	14.2%	14.3%	10.6%	10.6%	10.3%	8.1%	8.1%	8.1%	47,893	39,256	34,443	1,020	864	760
> 20 years	28.3%	26.7%	26.0%	40.4%	40.8%	41.6%	14.5%	15.2%	14.8%	9.6%	10.0%	10.3%	7.2%	7.3%	7.3%	125,933	119,702	119,091	2,691	2,650	2,522
<b>Time with Current Agency</b>																					
< 1 year	30.1%	28.0%	28.4%	42.1%	43.1%	43.0%	16.4%	16.1%	17.2%	7.2%	7.5%	7.6%	4.2%	5.3%	3.9%	9,773	5,357	7,187	2,156	1,162	1,622
1-3 years	29.3%	28.3%	27.4%	40.4%	40.9%	42.6%	13.2%	13.5%	13.6%	10.2%	10.2%	10.3%	6.8%	7.1%	6.1%	43,530	48,891	53,996	1,140	1,073	1,256
4-5 years	28.2%	26.6%	26.0%	40.7%	41.1%	41.5%	12.7%	13.6%	13.9%	10.7%	10.8%	10.9%	7.7%	7.9%	7.7%	49,155	51,060	46,922	906	862	866
6-10 years	27.3%	26.3%	25.3%	40.0%	40.4%	41.5%	13.7%	14.1%	14.5%	10.9%	11.0%	11.0%	8.2%	8.1%	7.7%	94,208	79,674	69,204	1,840	1,487	1,236
11-20 years	26.4%	25.3%	25.1%	40.3%	41.0%	41.6%	14.3%	14.8%	14.6%	10.7%	10.8%	10.7%	8.3%	8.1%	8.0%	97,402	84,859	75,591	1,863	1,740	1,434
> 20 years	28.2%	26.7%	25.8%	41.0%	41.4%	42.2%	14.6%	15.3%	14.8%	9.5%	9.9%	10.2%	6.7%	6.8%	7.0%	92,922	87,724	87,505	1,894	1,860	1,759
<b>Leaving</b>																					
No	31.3%	30.2%	29.1%	42.7%	43.1%	44.0%	13.1%	13.4%	13.6%	8.3%	8.6%	8.6%	4.7%	4.7%	4.7%	257,804	235,873	233,565	6,293	5,145	5,413
Yes, to retire	26.4%	24.6%	24.7%	42.3%	42.4%	42.6%	15.2%	16.6%	15.5%	9.5%	9.5%	10.0%	6.7%	6.9%	7.2%	23,645	22,576	21,047	527	541	452
Yes, to other job in Govt	21.4%	20.0%	19.5%	35.9%	36.8%	37.1%	15.0%	15.5%	15.6%	14.6%	14.7%	15.1%	13.1%	13.1%	12.7%	71,723	66,738	55,342	1,974	1,593	1,478
Yes, to other job outside Govt	17.0%	16.7%	16.6%	33.9%	34.3%	35.6%	15.6%	15.6%	15.6%	17.0%	16.8%	17.1%	16.5%	16.6%	15.1%	15,457	15,306	15,251	443	353	387
Yes, other	18.0%	17.4%	16.7%	34.4%	35.7%	36.0%	17.5%	18.0%	17.9%	14.8%	14.4%	14.7%	15.4%	14.4%	14.7%	18,803	17,590	16,004	578	533	462
<b>Retiring</b>																					
Within 1 year	26.6%	24.8%	24.9%	41.0%	41.5%	41.0%	14.4%	16.1%	15.1%	9.8%	9.5%	10.5%	8.2%	8.1%	8.6%	14,581	13,661	12,393	335	353	289
Between 1-3 years	26.7%	25.4%	24.5%	41.6%	42.0%	42.7%	15.1%	16.1%	15.6%	9.9%	9.8%	10.0%	6.7%	6.8%	7.1%	39,231	35,666	33,833	847	793	700
Between 3-5 years	26.9%	25.7%	24.6%	40.9%	41.7%	42.8%	14.8%	15.1%	15.3%	10.0%	10.2%	10.4%	7.4%	7.3%	6.9%	42,670	38,908	35,668	935	872	798
5 or more years	28.1%	27.0%	26.4%	40.4%	40.8%	41.8%	13.6%	13.9%	14.1%	10.4%	10.7%	10.6%	7.6%	7.6%	7.2%	287,920	266,414	255,194	7,565	6,061	6,244

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'No Basis to Judge.'

## Report by Demographics

(19) In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			No Basis to Judge		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>27.6%</b>	<b>26.4%</b>	<b>25.8%</b>	<b>40.5%</b>	<b>41.1%</b>	<b>41.9%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.6%</b>	<b>10.3%</b>	<b>10.5%</b>	<b>10.5%</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.2%</b>	<b>410,220</b>	<b>382,953</b>	<b>366,770</b>	10,590	8,987	9,032
<b>Self-Identify as:</b>																					
Heterosexual	28.8%	27.5%	26.7%	40.8%	41.3%	42.2%	13.5%	13.9%	14.1%	9.9%	10.2%	10.2%	7.1%	7.2%	6.8%	311,170	288,684	275,581	7,542	6,286	6,380
LGBT*	27.9%	26.8%	26.8%	37.2%	38.0%	38.2%	12.5%	13.8%	13.2%	13.0%	12.5%	13.2%	9.5%	8.9%	8.6%	10,767	9,610	8,723	310	233	224
Prefer not to say	22.1%	21.6%	21.2%	39.2%	39.6%	40.5%	16.5%	17.3%	16.8%	12.4%	11.9%	12.1%	9.7%	9.6%	9.3%	46,890	42,764	40,015	1,397	1,187	1,095
<b>Military Service</b>																					
No Prior Military Service	27.2%	26.3%	---	41.2%	41.4%	---	13.8%	14.2%	---	10.6%	10.7%	---	7.3%	7.4%	---	275,459	252,953	---	6,712	5,637	---
Currently in Guard/Reserves	27.5%	26.2%	---	41.3%	41.6%	---	13.4%	13.8%	---	9.9%	10.2%	---	7.9%	8.2%	---	6,759	6,348	---	254	194	---
Retired	31.8%	30.1%	---	39.7%	40.7%	---	13.8%	14.0%	---	8.6%	8.8%	---	6.2%	6.5%	---	42,300	40,755	---	1,154	994	---
Separated/Discharged	27.1%	25.2%	---	38.8%	39.9%	---	14.6%	15.0%	---	10.5%	11.0%	---	8.9%	8.9%	---	58,245	54,061	---	1,526	1,228	---
<b>Disability</b>																					
Yes	28.3%	26.7%	26.1%	37.2%	37.9%	38.4%	14.0%	14.6%	14.5%	10.5%	10.6%	11.1%	10.0%	10.3%	9.8%	52,163	47,965	44,018	1,529	1,201	1,168
No	27.7%	26.6%	26.0%	41.2%	41.6%	42.6%	13.9%	14.3%	14.4%	10.2%	10.5%	10.4%	7.0%	7.0%	6.7%	331,738	307,068	295,209	8,166	6,898	6,949

## Report by Demographics

(20) The people I work with cooperate to get the job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>25.9%</b>	<b>25.1%</b>	<b>24.9%</b>	<b>46.8%</b>	<b>47.0%</b>	<b>47.6%</b>	<b>14.0%</b>	<b>14.2%</b>	<b>14.3%</b>	<b>9.5%</b>	<b>9.9%</b>	<b>9.6%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>3.6%</b>	<b>420,499</b>	<b>391,426</b>	<b>375,451</b>
<b>Work Location</b>																		
Headquarters	28.4%	27.2%	26.9%	46.3%	46.6%	47.3%	13.1%	13.2%	13.6%	8.8%	9.2%	8.8%	3.5%	3.7%	3.4%	156,553	142,957	137,104
Field	25.1%	24.4%	24.2%	47.0%	47.1%	47.8%	14.1%	14.3%	14.3%	9.8%	10.2%	9.9%	4.0%	4.0%	3.8%	240,380	222,266	211,586
<b>Supervisory Status</b>																		
Non-Supervisor	25.4%	24.6%	24.4%	46.1%	46.3%	46.9%	14.5%	14.5%	14.7%	9.8%	10.3%	10.0%	4.3%	4.3%	4.0%	261,260	241,133	232,915
Team Leader	24.5%	24.6%	24.2%	47.4%	47.1%	47.8%	14.1%	14.1%	14.4%	10.3%	10.4%	10.0%	3.6%	3.8%	3.6%	53,392	49,624	47,486
Supervisor	29.0%	27.3%	27.2%	49.2%	49.9%	50.4%	11.4%	11.9%	12.0%	7.9%	8.2%	7.9%	2.5%	2.7%	2.5%	52,519	48,635	44,518
Manager	32.4%	30.9%	31.0%	48.3%	49.2%	49.6%	10.1%	10.7%	10.2%	6.8%	7.1%	6.9%	2.3%	2.1%	2.3%	24,375	21,615	21,323
Senior Leader	41.6%	39.9%	42.5%	43.4%	43.4%	44.3%	7.4%	9.2%	7.1%	5.8%	5.4%	4.4%	1.8%	2.1%	1.7%	8,054	7,046	5,387
<b>Sex</b>																		
Male	27.2%	26.3%	26.0%	47.3%	47.8%	48.4%	13.5%	13.7%	13.8%	8.6%	8.8%	8.6%	3.5%	3.5%	3.2%	205,408	188,818	179,234
Female	25.1%	24.4%	24.3%	46.0%	45.9%	46.5%	14.1%	14.2%	14.3%	10.6%	11.1%	10.7%	4.2%	4.5%	4.1%	188,894	174,987	168,664
<b>Hispanic or Latino</b>																		
Yes	24.8%	24.2%	24.7%	43.6%	44.1%	44.8%	15.5%	15.3%	15.2%	10.7%	11.2%	10.5%	5.4%	5.2%	4.8%	33,980	30,779	28,816
No	26.5%	25.6%	25.3%	47.1%	47.3%	47.9%	13.5%	13.7%	13.9%	9.3%	9.6%	9.4%	3.6%	3.7%	3.5%	356,487	329,241	315,675
<b>Race</b>																		
American Indian/ Alaska Native	21.6%	21.5%	20.9%	42.0%	41.3%	42.0%	17.8%	18.0%	17.5%	12.1%	12.9%	12.9%	6.6%	6.4%	6.7%	8,353	7,525	7,751
Asian	26.2%	24.8%	25.3%	49.4%	50.6%	50.1%	14.9%	14.6%	14.8%	6.6%	6.8%	7.0%	2.9%	3.2%	2.8%	18,685	17,085	16,270
Black/African American	27.3%	26.6%	26.2%	45.9%	46.2%	46.7%	14.0%	13.8%	14.1%	8.6%	9.0%	8.8%	4.3%	4.4%	4.1%	60,259	56,029	53,814
Native Hawaiian/ Pacific Islander	25.7%	23.5%	23.0%	42.7%	42.2%	47.5%	16.7%	18.6%	15.9%	10.5%	10.5%	9.1%	4.4%	5.2%	4.5%	2,477	2,335	2,341
White	26.6%	25.8%	25.5%	47.2%	47.3%	48.1%	13.0%	13.4%	13.5%	9.6%	9.9%	9.6%	3.5%	3.6%	3.3%	274,144	253,154	242,411
Two or more races (Not Hispanic/ Latino)	23.2%	22.5%	22.5%	44.3%	44.1%	45.4%	15.9%	16.1%	16.1%	11.4%	11.8%	11.1%	5.2%	5.5%	5.0%	14,484	13,061	11,611

# Report by Demographics

(20) The people I work with cooperate to get the job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>25.9%</b>	<b>25.1%</b>	<b>24.9%</b>	<b>46.8%</b>	<b>47.0%</b>	<b>47.6%</b>	<b>14.0%</b>	<b>14.2%</b>	<b>14.3%</b>	<b>9.5%</b>	<b>9.9%</b>	<b>9.6%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>3.6%</b>	<b>420,499</b>	<b>391,426</b>	<b>375,451</b>
<b>Age Group</b>																		
25 and under	25.2%	25.5%	21.9%	47.7%	45.4%	49.4%	13.3%	14.6%	16.2%	9.9%	10.1%	8.6%	4.0%	4.5%	4.0%	2,776	2,801	3,465
26-29	23.4%	21.8%	21.2%	46.9%	47.7%	48.1%	14.9%	15.3%	15.6%	10.1%	11.0%	11.0%	4.7%	4.2%	4.1%	12,771	12,974	12,956
30-39	23.4%	22.3%	22.4%	46.8%	46.8%	47.7%	14.5%	14.7%	14.5%	10.7%	11.3%	10.9%	4.6%	4.9%	4.5%	74,941	67,568	58,684
40-49	25.0%	24.4%	24.9%	46.6%	47.2%	47.4%	14.1%	14.1%	13.8%	10.1%	10.2%	9.9%	4.1%	4.1%	3.9%	110,930	104,764	96,419
50-59	27.0%	26.0%	26.5%	46.9%	47.0%	47.6%	13.7%	14.0%	13.8%	9.0%	9.4%	8.9%	3.4%	3.5%	3.2%	152,485	142,111	124,628
60+	29.7%	29.1%	29.7%	46.7%	46.7%	47.6%	13.1%	13.5%	12.9%	7.6%	7.9%	7.3%	2.9%	2.8%	2.5%	64,821	58,441	47,747
<b>Level of Education</b>																		
Less than High School	27.6%	23.5%	---	43.5%	37.4%	---	14.3%	21.1%	---	9.1%	10.8%	---	5.4%	7.1%	---	410	393	---
H.S. Diploma/ GED or equiv	24.4%	24.0%	---	44.4%	45.2%	---	16.7%	16.4%	---	10.1%	10.0%	---	4.5%	4.4%	---	19,370	19,038	---
Trade/Technical Certificate	21.9%	21.1%	---	44.8%	44.9%	---	16.8%	16.9%	---	12.0%	12.1%	---	4.5%	5.0%	---	9,585	8,999	---
Some College (no degree)	23.6%	23.0%	---	44.9%	44.9%	---	16.1%	15.9%	---	10.7%	11.1%	---	4.7%	5.0%	---	60,272	57,974	---
Associate's Degree	23.4%	23.0%	---	45.5%	44.8%	---	15.1%	15.5%	---	11.1%	12.0%	---	4.9%	4.7%	---	31,416	29,493	---
Bachelor's Degree	26.3%	25.6%	---	48.1%	48.4%	---	13.2%	13.3%	---	8.9%	9.3%	---	3.5%	3.5%	---	135,951	125,110	---
Master's Degree	28.8%	27.4%	---	47.6%	48.2%	---	11.8%	12.3%	---	8.5%	8.8%	---	3.2%	3.3%	---	98,334	87,727	---
Doctoral/Professional Degree	31.8%	31.2%	---	46.7%	47.4%	---	11.3%	11.0%	---	7.5%	7.7%	---	2.6%	2.7%	---	41,078	36,701	---
<b>Pay Category</b>																		
Federal Wage System	19.9%	19.3%	19.6%	46.6%	45.7%	46.0%	17.1%	17.2%	17.9%	10.9%	12.6%	11.6%	5.5%	5.1%	4.9%	12,682	12,262	13,314
GS 1-6	22.1%	21.8%	22.3%	42.3%	42.4%	42.4%	17.5%	16.6%	16.7%	12.2%	12.5%	12.6%	6.0%	6.6%	6.0%	21,962	22,013	22,213
GS 7-12	24.8%	24.2%	24.0%	46.5%	46.9%	47.8%	14.5%	14.6%	14.7%	10.0%	10.3%	9.9%	4.1%	4.0%	3.7%	166,718	157,948	145,286
GS 13-15	30.9%	29.7%	29.7%	48.0%	48.7%	49.2%	11.1%	11.4%	11.3%	7.4%	7.6%	7.4%	2.6%	2.7%	2.4%	162,650	144,244	136,059
SES	50.2%	47.7%	45.2%	40.6%	42.5%	44.0%	4.7%	5.6%	6.1%	3.3%	3.0%	3.6%	1.2%	1.1%	1.2%	5,714	4,899	4,421
SL/ST	29.0%	32.2%	29.0%	47.4%	47.5%	46.5%	12.7%	9.4%	13.0%	7.9%	8.2%	6.7%	2.9%	2.6%	4.8%	1,542	1,383	1,220
Other	24.1%	23.6%	23.2%	48.3%	47.6%	48.6%	13.9%	14.2%	14.3%	10.2%	10.7%	10.0%	3.5%	3.9%	3.9%	25,658	23,087	26,430

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

# Report by Demographics

(20) The people I work with cooperate to get the job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>25.9%</b>	<b>25.1%</b>	<b>24.9%</b>	<b>46.8%</b>	<b>47.0%</b>	<b>47.6%</b>	<b>14.0%</b>	<b>14.2%</b>	<b>14.3%</b>	<b>9.5%</b>	<b>9.9%</b>	<b>9.6%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>3.6%</b>	<b>420,499</b>	<b>391,426</b>	<b>375,451</b>
<b>Time in Federal Government</b>																		
< 1 year	33.3%	31.1%	30.1%	45.3%	46.0%	47.2%	11.8%	11.7%	11.7%	7.2%	8.9%	7.8%	2.4%	2.3%	3.1%	6,050	3,160	4,709
1-3 years	26.8%	26.4%	26.0%	45.7%	46.1%	46.7%	14.1%	13.5%	14.3%	9.5%	10.1%	9.8%	3.9%	3.9%	3.1%	28,317	32,893	39,432
4-5 years	25.3%	23.9%	23.2%	46.4%	46.6%	47.8%	13.9%	14.8%	14.5%	10.2%	10.4%	10.4%	4.2%	4.2%	4.1%	41,159	43,376	39,404
6-10 years	24.2%	23.5%	23.1%	46.6%	46.5%	47.2%	14.7%	14.4%	15.0%	10.2%	11.0%	10.5%	4.4%	4.6%	4.2%	88,004	73,493	64,432
11-14 years	24.5%	23.7%	23.6%	47.6%	47.1%	48.0%	13.8%	15.0%	14.5%	10.1%	10.1%	9.9%	4.1%	4.0%	4.0%	56,876	51,420	44,829
15-20 years	25.5%	24.5%	24.4%	46.3%	47.0%	47.4%	14.1%	14.3%	14.2%	10.0%	10.1%	10.0%	4.0%	4.1%	4.0%	48,861	40,046	35,180
> 20 years	29.1%	28.2%	27.8%	47.2%	47.7%	48.1%	12.7%	12.7%	13.0%	8.0%	8.3%	8.1%	3.0%	3.2%	3.0%	128,495	122,143	121,461
<b>Time with Current Agency</b>																		
< 1 year	32.8%	31.8%	29.9%	44.9%	44.8%	47.1%	11.5%	12.1%	11.6%	7.3%	8.1%	8.0%	3.4%	3.2%	3.4%	11,927	6,515	8,804
1-3 years	26.3%	25.9%	25.2%	45.1%	45.3%	46.5%	14.2%	14.1%	14.3%	10.1%	10.5%	10.2%	4.3%	4.2%	3.7%	44,652	49,917	55,233
4-5 years	24.9%	23.5%	23.2%	46.4%	46.7%	47.5%	14.0%	14.7%	14.5%	10.2%	10.6%	10.5%	4.4%	4.5%	4.3%	50,009	51,868	47,745
6-10 years	24.1%	23.7%	23.2%	46.6%	46.6%	47.3%	14.7%	14.5%	14.9%	10.3%	10.7%	10.5%	4.3%	4.5%	4.1%	96,024	81,081	70,387
11-20 years	25.3%	24.5%	24.5%	47.3%	47.5%	48.0%	13.9%	14.3%	14.4%	9.7%	9.9%	9.4%	3.8%	3.8%	3.6%	99,184	86,479	76,937
> 20 years	29.8%	28.7%	28.5%	47.9%	48.4%	48.6%	12.2%	12.3%	12.6%	7.5%	7.8%	7.6%	2.7%	2.8%	2.7%	94,726	89,440	89,156
<b>Leaving</b>																		
No	30.5%	29.5%	28.8%	48.7%	48.9%	49.6%	12.0%	12.2%	12.4%	6.7%	7.2%	7.1%	2.1%	2.2%	2.1%	263,947	240,687	238,721
Yes, to retire	27.7%	26.8%	26.8%	46.8%	47.3%	47.6%	13.6%	13.4%	14.3%	8.9%	9.3%	8.3%	3.0%	3.2%	3.1%	24,135	23,075	21,454
Yes, to other job in Govt	17.2%	17.0%	16.7%	43.3%	43.5%	43.2%	17.3%	17.1%	17.9%	14.9%	15.0%	15.4%	7.3%	7.3%	6.9%	73,643	68,272	56,798
Yes, to other job outside Govt	16.3%	16.1%	16.4%	42.0%	41.7%	42.5%	16.2%	17.1%	16.7%	17.1%	17.0%	16.7%	8.3%	8.1%	7.7%	15,889	15,650	15,636
Yes, other	14.9%	14.5%	14.7%	39.5%	40.3%	41.0%	19.7%	19.5%	19.1%	16.4%	16.6%	16.5%	9.5%	9.1%	8.7%	19,368	18,104	16,463
<b>Retiring</b>																		
Within 1 year	27.4%	26.5%	26.8%	46.0%	46.4%	46.4%	13.3%	13.4%	14.1%	9.7%	9.7%	9.0%	3.7%	4.0%	3.7%	14,884	13,987	12,650
Between 1-3 years	28.3%	27.6%	27.2%	46.7%	47.2%	48.1%	13.5%	13.5%	13.8%	8.5%	8.7%	8.1%	2.9%	2.9%	2.8%	40,012	36,373	34,479
Between 3-5 years	27.8%	26.7%	26.3%	47.0%	47.8%	48.5%	13.5%	13.4%	13.4%	8.6%	9.0%	8.9%	3.1%	3.2%	2.9%	43,559	39,692	36,416
5 or more years	25.8%	25.0%	24.8%	46.8%	46.9%	47.6%	13.8%	14.0%	14.1%	9.6%	10.0%	9.7%	4.0%	4.1%	3.8%	295,360	272,228	261,246

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

(20) The people I work with cooperate to get the job done.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>25.9%</b>	<b>25.1%</b>	<b>24.9%</b>	<b>46.8%</b>	<b>47.0%</b>	<b>47.6%</b>	<b>14.0%</b>	<b>14.2%</b>	<b>14.3%</b>	<b>9.5%</b>	<b>9.9%</b>	<b>9.6%</b>	<b>3.8%</b>	<b>3.9%</b>	<b>3.6%</b>	<b>420,499</b>	<b>391,426</b>	<b>375,451</b>
<b>Self-Identify as:</b>																		
Heterosexual	27.0%	26.1%	25.8%	47.2%	47.3%	47.9%	13.2%	13.5%	13.7%	9.1%	9.5%	9.2%	3.5%	3.7%	3.4%	318,463	294,624	281,713
LGBT*	26.3%	25.7%	24.8%	44.0%	43.6%	44.8%	13.0%	14.0%	13.3%	11.6%	11.6%	11.8%	5.2%	5.0%	5.3%	11,079	9,827	8,938
Prefer not to say	21.8%	21.4%	21.6%	44.5%	44.9%	46.0%	17.1%	16.7%	16.4%	11.3%	11.7%	11.3%	5.3%	5.4%	4.8%	48,242	43,868	41,057
<b>Military Service</b>																		
No Prior Military Service	26.2%	25.5%	---	47.3%	47.3%	---	13.5%	13.7%	---	9.3%	9.7%	---	3.7%	3.8%	---	281,956	258,258	---
Currently in Guard/Reserves	26.0%	24.2%	---	46.4%	47.9%	---	14.1%	14.4%	---	8.9%	9.6%	---	4.6%	4.0%	---	7,011	6,538	---
Retired	30.1%	28.8%	---	46.4%	46.8%	---	13.0%	13.1%	---	7.8%	8.3%	---	2.7%	3.1%	---	43,426	41,698	---
Separated/Discharged	24.1%	23.2%	---	45.2%	45.8%	---	14.9%	15.0%	---	11.0%	11.1%	---	4.8%	4.9%	---	59,737	55,215	---
<b>Disability</b>																		
Yes	25.1%	24.4%	24.0%	43.0%	43.4%	44.0%	15.6%	15.2%	15.7%	11.0%	11.6%	11.3%	5.3%	5.4%	5.0%	53,643	49,069	45,126
No	26.5%	25.7%	25.5%	47.5%	47.6%	48.3%	13.4%	13.6%	13.7%	9.1%	9.4%	9.2%	3.5%	3.6%	3.4%	339,678	313,607	301,901

# Report by Demographics

(21) My work unit is able to recruit people with the right skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.5%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>33.0%</b>	<b>32.6%</b>	<b>32.4%</b>	<b>25.7%</b>	<b>26.4%</b>	<b>26.7%</b>	<b>20.5%</b>	<b>20.8%</b>	<b>21.1%</b>	<b>12.3%</b>	<b>12.2%</b>	<b>12.0%</b>	<b>405,630</b>	<b>376,727</b>	<b>362,026</b>	15,085	14,985	13,660
<b>Work Location</b>																					
Headquarters	10.3%	9.8%	9.2%	35.4%	34.6%	34.3%	24.4%	25.0%	25.3%	18.9%	19.6%	20.1%	10.9%	11.0%	11.1%	151,441	137,878	132,581	5,162	5,168	4,579
Field	7.5%	7.2%	7.0%	31.6%	31.3%	31.4%	26.1%	26.7%	26.9%	21.4%	21.6%	21.8%	13.3%	13.2%	12.9%	231,680	213,839	203,925	8,874	8,631	7,881
<b>Supervisory Status</b>																					
Non-Supervisor	8.5%	8.2%	7.9%	32.7%	32.4%	32.5%	27.1%	27.7%	28.0%	19.5%	19.7%	20.1%	12.1%	12.0%	11.6%	249,114	229,330	222,112	12,278	12,002	10,968
Team Leader	6.9%	6.8%	6.6%	30.4%	30.0%	30.7%	24.7%	24.9%	25.0%	23.5%	24.3%	23.8%	14.5%	14.0%	13.9%	52,353	48,536	46,562	1,071	1,126	945
Supervisor	8.6%	7.9%	7.5%	35.3%	33.9%	32.5%	22.2%	22.6%	23.5%	21.7%	22.7%	23.0%	12.2%	12.9%	13.5%	51,955	48,006	43,999	612	660	549
Manager	11.4%	10.0%	9.2%	36.9%	36.1%	35.0%	18.5%	19.9%	19.4%	22.0%	22.0%	23.4%	11.3%	12.0%	12.9%	24,229	21,502	21,210	150	125	131
Senior Leader	18.2%	17.7%	19.3%	39.9%	38.3%	39.8%	15.9%	17.0%	14.8%	17.1%	17.9%	17.6%	8.9%	9.2%	8.5%	8,010	7,012	5,362	45	48	37
<b>Sex</b>																					
Male	8.3%	7.8%	7.5%	31.9%	31.6%	31.4%	25.8%	26.3%	26.5%	20.8%	21.2%	21.4%	13.3%	13.1%	13.2%	199,326	182,897	173,883	6,190	6,101	5,489
Female	9.0%	8.7%	8.3%	34.7%	33.9%	34.0%	25.2%	25.8%	26.2%	20.0%	20.4%	20.7%	11.1%	11.3%	10.8%	181,351	167,548	161,867	7,660	7,571	6,915
<b>Hispanic or Latino</b>																					
Yes	9.5%	9.1%	9.4%	31.5%	31.2%	31.6%	25.8%	26.1%	26.8%	19.1%	19.6%	18.9%	14.1%	13.9%	13.3%	32,860	29,744	27,902	1,133	1,069	950
No	8.5%	8.1%	7.7%	33.3%	32.8%	32.7%	25.5%	26.1%	26.3%	20.6%	20.9%	21.3%	12.1%	12.1%	12.0%	344,229	317,146	304,624	12,487	12,373	11,283
<b>Race</b>																					
American Indian/ Alaska Native	7.9%	7.4%	7.5%	30.0%	30.4%	28.9%	27.7%	26.9%	27.8%	19.4%	20.4%	21.2%	15.0%	14.8%	14.6%	8,119	7,317	7,556	263	245	236
Asian	11.4%	10.6%	10.1%	37.9%	37.6%	38.3%	25.3%	25.9%	25.9%	15.5%	15.9%	16.1%	9.8%	10.0%	9.5%	18,081	16,475	15,712	648	627	577
Black/African American	10.8%	10.1%	9.7%	35.6%	35.4%	35.6%	27.7%	28.3%	29.0%	15.5%	16.0%	16.1%	10.5%	10.2%	9.7%	57,392	53,312	51,334	2,877	2,786	2,514
Native Hawaiian/ Pacific Islander	10.0%	8.8%	7.8%	30.5%	30.1%	32.8%	30.0%	27.6%	27.7%	15.1%	19.5%	18.2%	14.4%	14.0%	13.5%	2,394	2,260	2,278	80	76	76
White	8.1%	7.7%	7.4%	32.8%	32.2%	31.9%	24.7%	25.2%	25.6%	21.9%	22.3%	22.6%	12.5%	12.5%	12.5%	265,664	244,781	234,775	8,605	8,564	7,810
Two or more races (Not Hispanic/ Latino)	7.5%	7.0%	6.7%	28.5%	27.9%	28.4%	26.1%	26.5%	27.3%	22.4%	22.3%	21.9%	15.6%	16.3%	15.7%	13,940	12,516	11,146	553	553	475



# Report by Demographics

(21) My work unit is able to recruit people with the right skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.5%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>33.0%</b>	<b>32.6%</b>	<b>32.4%</b>	<b>25.7%</b>	<b>26.4%</b>	<b>26.7%</b>	<b>20.5%</b>	<b>20.8%</b>	<b>21.1%</b>	<b>12.3%</b>	<b>12.2%</b>	<b>12.0%</b>	<b>405,630</b>	<b>376,727</b>	<b>362,026</b>	15,085	14,985	13,660
<b>Age Group</b>																					
25 and under	12.0%	11.3%	9.8%	39.4%	36.2%	36.5%	24.5%	26.0%	26.0%	15.4%	17.0%	18.2%	8.7%	9.5%	9.5%	2,674	2,692	3,345	101	109	120
26-29	8.8%	9.2%	7.9%	33.7%	33.1%	32.6%	24.0%	24.4%	24.5%	20.5%	20.8%	22.1%	13.0%	12.5%	12.9%	12,342	12,486	12,488	426	485	464
30-39	8.6%	8.4%	7.8%	32.5%	32.0%	32.5%	23.3%	24.8%	24.4%	21.6%	21.3%	21.9%	14.0%	13.4%	13.3%	72,593	65,191	56,733	2,336	2,351	1,939
40-49	8.4%	8.0%	7.8%	33.1%	32.8%	32.9%	25.4%	25.9%	26.1%	20.5%	20.9%	20.8%	12.6%	12.4%	12.3%	107,196	100,963	93,239	3,713	3,772	3,227
50-59	8.3%	7.6%	7.7%	33.2%	32.3%	32.0%	26.6%	27.2%	27.2%	20.4%	20.9%	21.3%	11.5%	11.9%	11.9%	146,836	136,715	120,261	5,730	5,517	4,466
60+	8.7%	8.1%	8.4%	32.7%	32.8%	33.1%	28.5%	28.4%	28.6%	19.2%	19.8%	19.5%	10.8%	10.8%	10.4%	62,261	56,030	45,957	2,730	2,630	1,930
<b>Level of Education</b>																					
Less than High School	18.5%	10.5%	---	27.8%	37.6%	---	28.1%	28.8%	---	13.5%	13.7%	---	12.1%	9.4%	---	394	388	---	19	9	---
H.S. Diploma/ GED or equiv	8.8%	8.6%	---	32.6%	32.4%	---	29.9%	30.5%	---	17.9%	18.0%	---	11.0%	10.5%	---	18,751	18,423	---	646	677	---
Trade/Technical Certificate	6.6%	6.6%	---	30.6%	30.1%	---	28.8%	29.9%	---	20.3%	20.3%	---	13.7%	13.1%	---	9,313	8,709	---	289	311	---
Some College (no degree)	7.7%	7.3%	---	29.7%	29.4%	---	29.4%	29.4%	---	20.0%	20.9%	---	13.2%	13.1%	---	58,037	55,793	---	2,311	2,251	---
Associate's Degree	8.0%	7.2%	---	31.1%	30.6%	---	27.5%	28.2%	---	20.6%	21.1%	---	12.8%	12.9%	---	30,252	28,386	---	1,174	1,156	---
Bachelor's Degree	8.0%	7.8%	---	32.9%	32.8%	---	25.3%	26.0%	---	21.1%	21.3%	---	12.6%	12.1%	---	130,916	120,132	---	5,085	5,053	---
Master's Degree	9.4%	8.6%	---	35.8%	34.9%	---	22.3%	23.1%	---	20.6%	21.2%	---	11.9%	12.2%	---	95,146	84,650	---	3,219	3,100	---
Doctoral/Professional Degree	12.1%	11.9%	---	37.2%	36.2%	---	20.3%	19.9%	---	19.6%	19.9%	---	10.8%	12.0%	---	39,912	35,528	---	1,188	1,179	---
<b>Pay Category</b>																					
Federal Wage System	6.3%	5.6%	5.7%	26.5%	26.7%	27.3%	27.5%	27.8%	28.5%	23.5%	23.7%	24.0%	16.2%	16.2%	14.5%	12,427	12,071	13,106	262	244	252
GS 1-6	9.3%	9.3%	9.0%	33.7%	32.7%	33.6%	28.7%	29.5%	29.9%	16.9%	17.2%	16.9%	11.4%	11.4%	10.6%	21,069	21,089	21,236	955	980	1,012
GS 7-12	8.1%	7.6%	7.4%	32.2%	32.0%	31.9%	27.1%	27.7%	28.0%	20.0%	20.4%	20.6%	12.6%	12.3%	12.0%	159,510	150,800	138,975	7,288	7,275	6,394
GS 13-15	9.4%	8.8%	8.6%	35.1%	34.4%	33.9%	22.4%	23.0%	22.7%	21.4%	21.9%	22.5%	11.8%	12.0%	12.3%	157,962	139,699	132,151	4,741	4,594	3,961
SES	22.9%	22.7%	20.4%	41.9%	41.8%	39.7%	12.9%	13.8%	13.1%	15.6%	15.0%	18.4%	6.7%	6.7%	8.4%	5,694	4,877	4,410	20	22	17
SL/ST	11.0%	11.3%	12.1%	37.2%	38.2%	35.6%	19.9%	18.2%	18.4%	19.6%	20.0%	23.6%	12.2%	12.3%	10.4%	1,523	1,371	1,202	18	18	23
Other	8.1%	8.0%	7.0%	32.8%	32.4%	33.1%	25.3%	25.0%	26.0%	21.4%	22.0%	21.2%	12.5%	12.6%	12.7%	24,972	22,442	25,671	711	668	797

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(21) My work unit is able to recruit people with the right skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.5%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>33.0%</b>	<b>32.6%</b>	<b>32.4%</b>	<b>25.7%</b>	<b>26.4%</b>	<b>26.7%</b>	<b>20.5%</b>	<b>20.8%</b>	<b>21.1%</b>	<b>12.3%</b>	<b>12.2%</b>	<b>12.0%</b>	<b>405,630</b>	<b>376,727</b>	<b>362,026</b>	15,085	14,985	13,660
<b>Time in Federal Government</b>																					
< 1 year	17.3%	16.3%	15.4%	43.7%	44.6%	44.2%	22.8%	22.0%	21.5%	11.0%	12.0%	14.4%	5.3%	5.0%	4.6%	5,639	2,955	4,386	409	207	323
1-3 years	11.3%	11.4%	10.0%	37.8%	36.9%	36.7%	24.4%	25.0%	25.6%	17.0%	17.1%	18.3%	9.5%	9.5%	9.4%	27,320	31,599	37,813	1,000	1,304	1,635
4-5 years	8.9%	7.9%	7.8%	33.3%	33.1%	33.0%	25.1%	26.3%	26.1%	20.4%	20.6%	20.8%	12.3%	12.2%	12.4%	39,672	41,671	38,014	1,508	1,719	1,408
6-10 years	7.8%	7.8%	7.3%	31.9%	31.6%	31.6%	25.4%	25.9%	26.4%	21.5%	21.6%	21.9%	13.5%	13.2%	12.8%	85,006	70,863	62,328	3,031	2,684	2,139
11-14 years	7.6%	7.0%	7.0%	31.0%	30.4%	31.0%	25.8%	26.5%	26.5%	22.0%	22.3%	21.9%	13.6%	13.8%	13.5%	55,052	49,701	43,452	1,841	1,763	1,409
15-20 years	7.8%	7.5%	7.1%	32.1%	31.2%	31.3%	25.7%	26.6%	26.9%	20.8%	21.6%	21.7%	13.5%	13.1%	13.0%	47,299	38,626	33,993	1,594	1,443	1,189
> 20 years	8.4%	7.7%	7.4%	32.9%	32.3%	31.4%	26.2%	26.5%	26.9%	20.5%	21.2%	21.8%	11.9%	12.3%	12.4%	123,963	117,596	117,249	4,658	4,711	4,365
<b>Time with Current Agency</b>																					
< 1 year	17.4%	16.1%	15.6%	42.7%	42.4%	42.2%	22.1%	23.8%	22.7%	11.9%	11.8%	13.6%	5.9%	6.0%	5.8%	11,159	6,074	8,221	770	441	584
1-3 years	11.1%	10.9%	9.7%	36.7%	35.7%	35.5%	24.3%	25.4%	25.7%	17.6%	17.7%	18.8%	10.3%	10.3%	10.4%	43,079	47,945	53,000	1,570	2,002	2,244
4-5 years	8.4%	7.5%	7.4%	32.7%	32.3%	32.4%	25.4%	26.3%	26.4%	20.6%	21.1%	21.1%	12.8%	12.9%	12.7%	48,222	49,842	46,139	1,807	2,050	1,631
6-10 years	7.4%	7.6%	6.9%	31.5%	31.2%	31.2%	25.8%	26.1%	26.5%	21.6%	21.7%	22.1%	13.7%	13.4%	13.2%	92,740	78,167	68,120	3,315	2,964	2,294
11-20 years	7.5%	7.0%	7.0%	31.4%	30.9%	31.0%	25.9%	26.6%	27.0%	21.6%	22.1%	22.0%	13.5%	13.4%	13.0%	96,058	83,574	74,444	3,202	2,986	2,571
> 20 years	8.1%	7.6%	7.3%	32.8%	32.3%	31.5%	26.3%	26.2%	26.6%	21.1%	21.8%	22.2%	11.6%	12.1%	12.4%	91,491	86,213	86,177	3,329	3,345	3,092
<b>Leaving</b>																					
No	10.8%	10.3%	9.7%	37.7%	37.3%	36.8%	26.0%	26.4%	27.0%	17.5%	17.9%	18.3%	7.9%	8.0%	8.2%	254,750	231,921	230,364	9,348	9,014	8,578
Yes, to retire	7.2%	6.4%	6.1%	31.6%	30.5%	30.6%	27.6%	27.9%	27.4%	21.4%	22.4%	22.8%	12.2%	12.7%	13.1%	23,306	22,233	20,740	888	903	761
Yes, to other job in Govt	4.1%	4.1%	4.0%	24.3%	23.7%	23.7%	24.6%	25.7%	25.3%	26.4%	26.5%	27.2%	20.5%	20.1%	19.8%	71,118	65,716	54,815	2,528	2,561	1,985
Yes, to other job outside Govt	3.4%	3.2%	3.1%	20.2%	19.5%	20.2%	19.7%	20.3%	20.1%	28.3%	29.8%	29.9%	28.3%	27.2%	26.6%	15,451	15,178	15,187	448	481	451
Yes, other	3.4%	3.0%	3.0%	20.2%	20.3%	20.4%	25.2%	26.2%	26.2%	27.1%	27.1%	27.1%	24.1%	23.4%	23.3%	18,574	17,290	15,791	797	812	672
<b>Retiring</b>																					
Within 1 year	6.9%	6.4%	6.5%	30.9%	30.3%	29.6%	26.8%	26.8%	26.0%	21.7%	21.9%	22.8%	13.8%	14.6%	15.0%	14,384	13,459	12,231	524	574	451
Between 1-3 years	7.7%	6.9%	6.6%	31.7%	32.1%	31.2%	27.7%	27.6%	28.3%	21.0%	21.8%	21.9%	11.8%	11.6%	12.0%	38,594	35,043	33,345	1,510	1,409	1,194
Between 3-5 years	7.8%	7.3%	7.0%	32.7%	31.9%	31.4%	26.8%	27.4%	27.4%	21.1%	21.4%	22.4%	11.6%	12.0%	11.7%	41,988	38,269	35,176	1,642	1,491	1,294
5 or more years	8.9%	8.5%	8.2%	33.4%	32.9%	33.0%	25.0%	25.6%	26.0%	20.3%	20.7%	20.8%	12.4%	12.3%	12.1%	285,244	262,241	252,105	10,161	10,112	9,271

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(21) My work unit is able to recruit people with the right skills.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.5%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>33.0%</b>	<b>32.6%</b>	<b>32.4%</b>	<b>25.7%</b>	<b>26.4%</b>	<b>26.7%</b>	<b>20.5%</b>	<b>20.8%</b>	<b>21.1%</b>	<b>12.3%</b>	<b>12.2%</b>	<b>12.0%</b>	<b>405,630</b>	<b>376,727</b>	<b>362,026</b>	15,085	14,985	13,660
<b>Self-Identify as:</b>																					
Heterosexual	8.9%	8.4%	8.1%	34.0%	33.3%	33.2%	25.5%	26.1%	26.3%	20.0%	20.5%	20.8%	11.6%	11.6%	11.6%	308,041	284,354	272,401	10,637	10,503	9,532
LGBT*	9.9%	9.0%	8.2%	30.7%	31.9%	31.3%	22.1%	21.4%	22.4%	21.5%	22.6%	23.0%	15.7%	15.2%	15.1%	10,739	9,509	8,663	338	332	286
Prefer not to say	6.4%	6.2%	5.9%	27.7%	27.8%	28.0%	26.4%	26.9%	27.8%	22.8%	22.8%	23.1%	16.7%	16.3%	15.2%	46,127	41,863	39,281	2,135	2,075	1,819
<b>Military Service</b>																					
No Prior Military Service	8.6%	8.3%	---	33.8%	33.2%	---	25.0%	25.5%	---	20.5%	20.9%	---	12.0%	12.0%	---	272,103	248,588	---	10,022	9,878	---
Currently in Guard/Reserves	9.1%	8.5%	---	34.4%	33.8%	---	23.5%	25.4%	---	19.5%	19.7%	---	13.6%	12.5%	---	6,864	6,370	---	151	170	---
Retired Separated/Discharged	9.6%	8.8%	---	34.9%	34.0%	---	26.8%	27.5%	---	18.9%	19.1%	---	9.9%	10.5%	---	41,950	40,311	---	1,500	1,441	---
Discharged	7.8%	7.1%	---	29.1%	29.2%	---	26.7%	27.1%	---	21.5%	21.9%	---	14.9%	14.6%	---	57,676	53,202	---	2,093	2,060	---
<b>Disability</b>																					
Yes	8.8%	8.0%	8.0%	29.8%	29.5%	29.3%	26.6%	27.1%	27.1%	20.1%	20.7%	21.0%	14.7%	14.7%	14.6%	51,430	47,104	43,326	2,253	2,048	1,862
No	8.6%	8.2%	7.8%	33.7%	33.2%	33.1%	25.3%	25.9%	26.2%	20.5%	20.9%	21.1%	11.9%	11.9%	11.7%	328,317	302,294	291,636	11,548	11,542	10,481

# Report by Demographics

(22) Promotions in my work unit are based on merit.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.2%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>24.7%</b>	<b>24.3%</b>	<b>24.2%</b>	<b>27.9%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>19.0%</b>	<b>19.1%</b>	<b>19.6%</b>	<b>20.2%</b>	<b>20.2%</b>	<b>19.4%</b>	<b>391,579</b>	<b>362,631</b>	<b>349,090</b>	27,063	26,462	24,611
<b>Work Location</b>																					
Headquarters	9.9%	9.3%	8.7%	26.4%	25.8%	25.7%	27.8%	28.6%	29.5%	17.7%	17.8%	18.4%	18.2%	18.5%	17.7%	144,920	131,737	126,823	10,958	10,398	9,620
Field	7.5%	7.1%	6.8%	24.0%	23.8%	23.7%	27.4%	28.2%	28.9%	19.6%	19.6%	20.1%	21.5%	21.3%	20.6%	225,133	207,051	197,875	14,282	13,954	12,842
<b>Supervisory Status</b>																					
Non-Supervisor	6.6%	6.3%	6.1%	21.7%	21.3%	21.2%	29.1%	29.9%	30.7%	19.9%	19.9%	20.5%	22.6%	22.6%	21.6%	239,103	219,558	212,985	21,081	20,202	18,848
Team Leader	6.9%	6.7%	6.6%	24.7%	24.7%	24.5%	27.1%	27.6%	28.3%	20.1%	20.1%	20.5%	21.3%	20.8%	20.1%	50,533	46,690	44,968	2,642	2,681	2,324
Supervisor	11.3%	10.7%	9.7%	34.0%	33.2%	33.2%	25.4%	26.1%	27.0%	16.2%	16.8%	16.9%	13.2%	13.3%	13.3%	50,991	47,018	43,138	1,300	1,299	1,189
Manager	20.6%	18.9%	17.2%	40.0%	39.9%	40.4%	18.9%	20.1%	21.0%	11.5%	12.0%	12.3%	9.0%	9.1%	9.1%	23,941	21,158	20,953	320	333	277
Senior Leader	31.5%	29.9%	32.5%	38.1%	38.2%	39.2%	15.2%	16.7%	16.2%	7.9%	7.8%	6.8%	7.2%	7.4%	5.3%	7,908	6,925	5,284	114	91	93
<b>Sex</b>																					
Male	8.6%	8.2%	7.6%	25.2%	24.8%	24.7%	27.1%	28.1%	28.8%	18.0%	18.1%	18.7%	21.1%	20.8%	20.2%	193,536	177,010	168,707	11,043	10,802	9,777
Female	8.0%	7.6%	7.3%	24.6%	24.2%	24.2%	28.2%	28.7%	29.7%	20.1%	20.1%	20.4%	19.1%	19.5%	18.4%	174,162	160,550	155,253	13,917	13,381	12,613
<b>Hispanic or Latino</b>																					
Yes	8.3%	8.2%	8.0%	22.4%	22.0%	22.2%	26.2%	26.8%	28.5%	18.6%	18.6%	18.8%	24.5%	24.4%	22.5%	31,900	28,846	27,034	1,937	1,745	1,675
No	8.4%	7.9%	7.5%	25.3%	24.9%	24.8%	27.7%	28.5%	29.2%	18.9%	18.9%	19.5%	19.7%	19.7%	19.0%	332,296	305,289	293,793	22,722	22,104	20,475
<b>Race</b>																					
American Indian/ Alaska Native	7.3%	5.9%	6.6%	21.8%	22.8%	21.1%	29.7%	29.4%	29.0%	18.3%	19.4%	20.0%	23.0%	22.5%	23.3%	7,815	7,069	7,251	500	441	494
Asian	10.9%	10.6%	10.2%	30.9%	30.5%	30.3%	28.9%	29.0%	30.0%	14.0%	14.1%	14.5%	15.4%	15.7%	15.0%	17,350	15,767	15,096	1,282	1,219	1,101
Black/African American	8.0%	7.6%	7.2%	22.7%	22.7%	23.1%	29.8%	30.2%	31.3%	18.0%	17.8%	18.3%	21.5%	21.7%	20.2%	55,651	51,556	49,631	4,236	4,091	3,846
Native Hawaiian/ Pacific Islander	8.9%	7.7%	7.1%	22.4%	22.8%	23.0%	32.0%	28.4%	32.2%	16.1%	18.3%	16.9%	20.7%	22.7%	20.8%	2,338	2,180	2,217	124	124	125
White	8.5%	8.1%	7.6%	25.8%	25.2%	25.0%	26.8%	27.8%	28.7%	19.4%	19.4%	19.9%	19.6%	19.5%	18.8%	256,627	235,656	226,511	16,466	16,145	14,882
Two or more races (Not Hispanic/ Latino)	6.6%	6.3%	6.1%	19.5%	19.3%	19.7%	27.2%	28.1%	28.5%	19.2%	20.1%	20.3%	27.5%	26.2%	25.4%	13,399	12,051	10,723	1,026	928	845

# Report by Demographics

(22) Promotions in my work unit are based on merit.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.2%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>24.7%</b>	<b>24.3%</b>	<b>24.2%</b>	<b>27.9%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>19.0%</b>	<b>19.1%</b>	<b>19.6%</b>	<b>20.2%</b>	<b>20.2%</b>	<b>19.4%</b>	<b>391,579</b>	<b>362,631</b>	<b>349,090</b>	27,063	26,462	24,611
<b>Age Group</b>																					
25 and under	8.3%	10.0%	8.3%	28.9%	27.0%	27.0%	30.8%	28.7%	29.7%	16.2%	17.7%	18.4%	15.8%	16.6%	16.5%	2,445	2,481	3,088	322	313	365
26-29	8.0%	8.0%	7.4%	26.4%	24.5%	24.2%	25.5%	26.5%	26.5%	19.3%	19.1%	20.2%	20.8%	21.9%	21.8%	11,715	11,826	11,832	1,023	1,117	1,079
30-39	7.9%	7.8%	7.5%	24.3%	24.1%	24.0%	25.7%	25.7%	26.9%	19.5%	19.5%	20.2%	22.5%	22.8%	21.5%	69,388	62,173	54,325	5,336	5,123	4,182
40-49	8.3%	7.6%	7.4%	24.4%	24.4%	24.6%	27.0%	28.1%	28.8%	18.8%	19.1%	19.2%	21.4%	20.9%	20.0%	103,447	97,181	89,776	7,022	6,974	6,198
50-59	8.3%	7.6%	7.4%	24.8%	24.2%	24.5%	28.9%	29.9%	30.1%	18.8%	19.0%	19.4%	19.3%	19.3%	18.6%	142,428	132,190	116,653	9,251	8,946	7,409
60+	8.2%	7.9%	7.9%	25.0%	24.5%	25.3%	30.8%	31.7%	32.3%	19.0%	18.8%	18.6%	16.9%	17.1%	16.0%	60,542	54,281	44,695	3,962	3,733	2,779
<b>Level of Education</b>																					
Less than High School	12.3%	8.5%	---	29.2%	26.2%	---	27.7%	34.6%	---	11.4%	13.7%	---	19.4%	16.9%	---	375	362	---	29	24	---
H.S. Diploma/ GED or equiv	7.5%	6.9%	---	23.2%	23.0%	---	30.2%	31.9%	---	18.8%	19.0%	---	20.2%	19.2%	---	18,245	17,848	---	1,020	1,073	---
Trade/Technical Certificate	5.3%	5.1%	---	19.5%	18.9%	---	30.0%	30.7%	---	20.8%	21.0%	---	24.4%	24.3%	---	8,998	8,415	---	541	507	---
Some College (no degree)	6.8%	6.4%	---	20.7%	19.9%	---	28.8%	29.5%	---	20.0%	20.4%	---	23.6%	23.8%	---	56,591	54,340	---	3,403	3,276	---
Associate's Degree	6.7%	6.2%	---	21.2%	20.5%	---	28.6%	29.3%	---	19.8%	19.7%	---	23.7%	24.3%	---	29,386	27,574	---	1,876	1,735	---
Bachelor's Degree	8.2%	8.0%	---	25.8%	25.7%	---	27.4%	28.2%	---	19.0%	18.8%	---	19.6%	19.4%	---	126,945	115,984	---	8,488	8,454	---
Master's Degree	9.9%	9.0%	---	27.8%	27.9%	---	26.1%	27.0%	---	18.0%	18.0%	---	18.2%	18.1%	---	91,284	81,005	---	6,671	6,250	---
Doctoral/Professional Degree	12.3%	12.3%	---	30.2%	30.0%	---	25.6%	25.6%	---	16.6%	16.7%	---	15.3%	15.4%	---	37,826	33,497	---	3,093	3,003	---
<b>Pay Category</b>																					
Federal Wage System	4.9%	4.9%	5.4%	18.4%	16.7%	16.8%	26.9%	27.7%	27.5%	21.3%	22.5%	23.3%	28.6%	28.2%	26.9%	12,083	11,827	12,817	520	388	456
GS 1-6	6.6%	6.4%	6.0%	19.1%	18.6%	18.6%	30.9%	31.0%	32.1%	19.5%	19.8%	20.4%	23.8%	24.3%	22.9%	20,021	20,057	20,321	1,843	1,817	1,774
GS 7-12	6.7%	6.3%	6.0%	22.4%	22.2%	22.3%	28.7%	29.6%	30.6%	19.9%	20.0%	20.4%	22.3%	21.9%	20.7%	154,775	145,738	134,440	11,278	11,271	10,150
GS 13-15	11.6%	11.1%	10.6%	31.4%	31.5%	31.8%	25.6%	26.6%	27.2%	16.7%	16.4%	16.6%	14.7%	14.4%	13.8%	152,134	134,169	127,108	9,849	9,299	8,339
SES	41.3%	40.6%	37.8%	38.6%	39.7%	40.6%	10.4%	10.5%	12.7%	5.8%	5.4%	6.0%	3.9%	3.8%	2.9%	5,649	4,831	4,364	49	45	50
SL/ST	15.2%	12.6%	13.3%	36.5%	36.4%	32.7%	22.9%	23.0%	26.9%	13.7%	15.2%	15.5%	11.8%	12.8%	11.5%	1,452	1,312	1,156	79	64	65
Other	6.7%	6.5%	6.0%	23.2%	22.9%	22.1%	27.0%	26.8%	27.5%	20.5%	20.0%	20.8%	22.6%	23.8%	23.6%	23,994	21,476	24,744	1,546	1,481	1,615

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(22) Promotions in my work unit are based on merit.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.2%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>24.7%</b>	<b>24.3%</b>	<b>24.2%</b>	<b>27.9%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>19.0%</b>	<b>19.1%</b>	<b>19.6%</b>	<b>20.2%</b>	<b>20.2%</b>	<b>19.4%</b>	<b>391,579</b>	<b>362,631</b>	<b>349,090</b>	27,063	26,462	24,611
<b>Time in Federal Government</b>																					
< 1 year	12.7%	12.7%	15.9%	31.8%	30.0%	29.4%	35.4%	36.9%	33.7%	11.8%	11.8%	13.5%	8.3%	8.5%	7.7%	4,614	2,329	3,580	1,418	817	1,102
1-3 years	10.0%	9.6%	8.3%	26.4%	25.8%	25.6%	30.1%	30.8%	32.2%	17.3%	17.4%	18.1%	16.2%	16.4%	15.8%	25,462	29,396	35,402	2,750	3,356	3,879
4-5 years	7.8%	7.4%	7.1%	24.2%	23.5%	23.0%	28.3%	29.2%	29.2%	19.2%	19.4%	19.9%	20.5%	20.6%	20.8%	38,076	39,887	36,396	2,974	3,307	2,866
6-10 years	7.4%	7.1%	6.5%	22.8%	22.8%	22.9%	26.9%	26.9%	27.9%	20.1%	20.1%	20.7%	22.9%	23.1%	22.0%	82,219	68,346	60,288	5,449	4,770	3,877
11-14 years	7.5%	6.9%	6.5%	23.1%	22.9%	23.0%	26.3%	26.9%	27.9%	19.8%	20.2%	20.3%	23.3%	23.1%	22.3%	53,592	48,190	42,153	3,065	2,946	2,487
15-20 years	7.7%	7.4%	7.1%	24.1%	23.7%	23.6%	26.5%	27.7%	28.3%	19.7%	19.3%	19.9%	22.1%	21.8%	21.2%	46,170	37,600	33,070	2,516	2,189	1,915
> 20 years	9.3%	8.6%	8.1%	27.3%	26.6%	26.3%	27.8%	28.9%	29.3%	17.8%	18.0%	18.8%	17.7%	17.9%	17.5%	120,699	114,232	114,490	7,093	7,079	6,382
<b>Time with Current Agency</b>																					
< 1 year	13.2%	13.2%	14.4%	30.1%	28.6%	28.5%	34.1%	35.9%	34.7%	12.7%	12.7%	13.1%	9.9%	9.7%	9.3%	9,255	5,004	6,778	2,624	1,488	1,970
1-3 years	9.8%	9.2%	8.1%	25.8%	25.1%	24.8%	29.4%	30.4%	31.3%	17.7%	17.7%	18.6%	17.3%	17.6%	17.3%	40,470	44,865	49,781	4,010	4,824	5,227
4-5 years	7.7%	7.0%	6.7%	23.7%	23.1%	22.8%	27.7%	28.5%	29.0%	19.2%	19.7%	20.1%	21.7%	21.6%	21.4%	46,564	48,035	44,424	3,302	3,615	3,143
6-10 years	7.2%	7.1%	6.4%	22.6%	22.7%	22.7%	26.7%	26.9%	28.0%	20.3%	20.1%	20.6%	23.3%	23.3%	22.2%	90,245	75,769	66,242	5,421	4,862	3,834
11-20 years	7.5%	7.2%	6.9%	23.9%	23.4%	23.6%	26.5%	27.2%	28.1%	19.7%	19.7%	20.1%	22.4%	22.5%	21.3%	93,961	81,372	72,743	4,830	4,568	3,853
> 20 years	9.4%	8.8%	8.3%	28.4%	27.8%	27.2%	27.8%	28.8%	29.1%	17.8%	17.9%	18.7%	16.6%	16.7%	16.6%	89,215	83,828	84,333	4,973	5,003	4,398
<b>Leaving</b>																					
No	10.8%	10.2%	9.4%	29.8%	29.4%	29.0%	29.8%	30.4%	31.3%	16.7%	17.0%	17.4%	12.9%	13.0%	12.9%	245,384	222,665	221,594	17,445	16,686	16,116
Yes, to retire	8.0%	7.0%	6.8%	25.1%	24.6%	24.0%	29.3%	30.3%	30.4%	19.9%	19.2%	20.1%	17.6%	18.9%	18.8%	22,702	21,670	20,335	1,294	1,219	1,012
Yes, to other job in Govt	3.2%	3.1%	3.0%	14.8%	14.2%	13.9%	23.3%	24.4%	24.4%	23.4%	23.1%	24.5%	35.4%	35.1%	34.2%	69,074	63,628	53,115	4,282	4,302	3,407
Yes, to other job outside Govt	3.3%	3.2%	3.1%	13.4%	14.4%	14.0%	19.1%	19.9%	20.8%	23.3%	23.3%	24.8%	40.8%	39.2%	37.2%	14,933	14,619	14,696	913	941	872
Yes, other	2.4%	2.6%	2.5%	12.1%	12.4%	11.8%	22.3%	23.2%	24.1%	23.4%	23.1%	23.2%	39.8%	38.6%	38.4%	18,037	16,767	15,327	1,260	1,228	1,066
<b>Retiring</b>																					
Within 1 year	7.8%	7.2%	7.2%	24.8%	24.5%	23.4%	28.0%	28.5%	29.5%	19.1%	18.8%	19.2%	20.2%	21.0%	20.7%	14,018	13,137	11,978	769	736	612
Between 1-3 years	7.8%	7.2%	6.9%	25.3%	25.1%	24.6%	29.2%	30.7%	30.5%	19.8%	19.3%	19.9%	17.9%	17.7%	18.0%	37,576	34,064	32,539	2,249	2,094	1,761
Between 3-5 years	7.7%	7.3%	6.8%	24.8%	24.6%	24.7%	29.0%	29.5%	30.3%	19.4%	19.9%	20.1%	19.1%	18.7%	18.0%	40,958	37,150	34,312	2,392	2,262	1,934
5 or more years	8.6%	8.1%	7.7%	25.0%	24.5%	24.5%	27.2%	27.9%	28.9%	18.7%	18.8%	19.3%	20.6%	20.7%	19.6%	274,722	251,844	242,358	19,503	18,936	17,791

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(22) Promotions in my work unit are based on merit.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>8.2%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>24.7%</b>	<b>24.3%</b>	<b>24.2%</b>	<b>27.9%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>19.0%</b>	<b>19.1%</b>	<b>19.6%</b>	<b>20.2%</b>	<b>20.2%</b>	<b>19.4%</b>	<b>391,579</b>	<b>362,631</b>	<b>349,090</b>	27,063	26,462	24,611
<b>Self-Identify as:</b>																					
Heterosexual	8.7%	8.2%	7.7%	25.6%	25.1%	25.0%	27.7%	28.5%	29.3%	18.6%	18.8%	19.2%	19.4%	19.5%	18.8%	297,586	274,158	262,975	19,555	18,849	17,515
LGBT*	9.4%	8.2%	8.3%	24.5%	25.4%	24.0%	23.9%	24.1%	25.4%	19.2%	18.6%	20.4%	22.9%	23.7%	22.0%	10,330	9,069	8,303	709	716	585
Prefer not to say	5.9%	6.1%	5.5%	20.4%	20.5%	20.5%	27.9%	28.3%	29.5%	20.2%	20.3%	20.9%	25.5%	24.9%	23.5%	44,687	40,268	37,895	3,361	3,305	2,981
<b>Military Service</b>																					
No Prior Military Service	8.6%	8.2%	---	26.4%	26.1%	---	27.1%	27.7%	---	18.9%	18.8%	---	19.1%	19.2%	---	262,377	238,940	---	18,407	17,929	---
Currently in Guard/Reserves	9.0%	7.3%	---	25.5%	24.7%	---	25.8%	27.9%	---	17.9%	20.0%	---	21.8%	20.2%	---	6,657	6,148	---	342	358	---
Retired Separated/Discharged	9.2%	8.6%	---	24.5%	24.0%	---	30.7%	31.9%	---	17.8%	17.9%	---	17.8%	17.6%	---	40,680	38,976	---	2,560	2,476	---
Discharged	7.0%	6.4%	---	20.4%	19.8%	---	27.3%	28.2%	---	19.7%	19.9%	---	25.5%	25.6%	---	55,950	51,616	---	3,517	3,246	---
<b>Disability</b>																					
Yes	7.6%	6.8%	6.9%	19.3%	19.2%	19.0%	28.2%	28.4%	28.8%	19.0%	19.6%	19.9%	25.9%	26.0%	25.4%	49,985	45,626	42,095	3,418	3,139	2,826
No	8.5%	8.1%	7.6%	26.0%	25.5%	25.5%	27.5%	28.3%	29.3%	18.8%	18.8%	19.4%	19.1%	19.2%	18.3%	316,831	290,947	281,118	21,446	20,918	19,465

## Report by Demographics

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.8%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>22.4%</b>	<b>22.7%</b>	<b>22.6%</b>	<b>27.0%</b>	<b>26.9%</b>	<b>27.5%</b>	<b>22.3%</b>	<b>22.6%</b>	<b>22.7%</b>	<b>22.5%</b>	<b>22.3%</b>	<b>21.8%</b>	<b>379,304</b>	<b>354,178</b>	<b>341,154</b>	39,603	35,600	32,879
<b>Work Location</b>																					
Headquarters	6.8%	6.4%	5.9%	23.5%	23.5%	23.5%	27.7%	27.5%	28.4%	21.3%	21.6%	21.9%	20.7%	20.9%	20.3%	139,448	127,968	123,301	16,521	14,461	13,332
Field	5.3%	5.2%	5.1%	21.9%	22.3%	22.3%	26.2%	26.1%	26.6%	22.8%	23.1%	23.1%	23.7%	23.2%	22.9%	218,883	202,819	193,953	20,763	18,668	17,017
<b>Supervisory Status</b>																					
Non-Supervisor	5.0%	4.8%	4.6%	19.2%	19.5%	19.4%	28.6%	28.5%	29.1%	22.7%	22.8%	23.1%	24.5%	24.4%	23.9%	228,246	211,672	205,746	32,133	28,602	26,420
Team Leader	4.2%	4.2%	4.2%	19.7%	19.8%	20.2%	24.6%	24.5%	25.1%	25.3%	26.2%	25.5%	26.3%	25.2%	24.9%	49,692	46,245	44,500	3,524	3,204	2,820
Supervisor	7.8%	7.5%	7.0%	33.5%	33.8%	34.0%	23.8%	23.7%	24.2%	19.9%	20.6%	20.6%	14.8%	14.5%	14.2%	50,939	47,215	43,293	1,427	1,238	1,073
Manager	12.9%	12.0%	11.7%	40.3%	41.0%	40.9%	19.9%	19.8%	20.1%	16.6%	16.8%	16.5%	10.4%	10.4%	10.8%	23,949	21,261	21,017	346	272	254
Senior Leader	20.3%	20.1%	19.9%	39.2%	40.8%	42.0%	17.8%	16.7%	17.5%	13.8%	12.8%	14.0%	8.9%	9.6%	6.6%	7,872	6,887	5,276	156	132	105
<b>Sex</b>																					
Male	6.0%	5.7%	5.5%	23.2%	23.6%	23.4%	27.1%	27.1%	27.7%	21.2%	21.9%	21.8%	22.4%	21.7%	21.6%	187,945	173,258	165,049	16,774	14,853	13,563
Female	5.7%	5.5%	5.3%	21.7%	21.7%	22.0%	26.2%	26.2%	26.6%	23.7%	23.4%	23.8%	22.7%	23.3%	22.2%	168,273	156,469	151,611	20,016	17,925	16,572
<b>Hispanic or Latino</b>																					
Yes	6.6%	6.6%	6.6%	21.2%	21.0%	23.0%	25.8%	26.1%	26.5%	20.4%	21.3%	20.7%	25.9%	25.0%	23.2%	31,128	28,330	26,572	2,742	2,308	2,146
No	5.8%	5.5%	5.3%	22.8%	23.0%	22.8%	26.8%	26.7%	27.3%	22.5%	22.7%	22.9%	22.1%	22.0%	21.7%	321,740	298,104	287,062	33,588	30,020	27,625
<b>Race</b>																					
American Indian/ Alaska Native	5.9%	4.9%	6.0%	20.9%	21.2%	21.4%	27.3%	26.5%	25.5%	19.6%	22.9%	22.3%	26.3%	24.4%	24.8%	7,830	7,080	7,297	511	444	457
Asian	8.3%	7.8%	7.7%	27.8%	28.0%	27.4%	30.8%	30.8%	30.4%	17.0%	16.5%	17.8%	16.2%	16.9%	16.7%	16,599	15,197	14,602	2,050	1,829	1,636
Black/African American	7.3%	7.0%	6.8%	24.8%	25.1%	25.4%	30.6%	29.9%	31.0%	18.0%	18.4%	18.5%	19.3%	19.6%	18.3%	53,427	49,928	48,067	6,589	5,882	5,483
Native Hawaiian/ Pacific Islander	7.3%	6.3%	6.2%	24.6%	24.3%	23.6%	28.9%	25.6%	29.4%	17.2%	19.8%	20.7%	21.9%	24.0%	20.2%	2,288	2,180	2,185	179	146	157
White	5.5%	5.2%	5.0%	22.1%	22.3%	22.2%	25.5%	25.5%	26.1%	23.8%	24.1%	24.1%	23.1%	22.9%	22.5%	249,175	230,746	221,875	24,066	21,510	19,813
Two or more races (Not Hispanic/ Latino)	5.1%	5.3%	4.5%	19.5%	19.4%	19.9%	25.9%	26.0%	27.2%	21.6%	22.7%	21.3%	28.0%	26.6%	27.0%	12,997	11,775	10,557	1,444	1,252	1,034



# Report by Demographics

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.8%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>22.4%</b>	<b>22.7%</b>	<b>22.6%</b>	<b>27.0%</b>	<b>26.9%</b>	<b>27.5%</b>	<b>22.3%</b>	<b>22.6%</b>	<b>22.7%</b>	<b>22.5%</b>	<b>22.3%</b>	<b>21.8%</b>	<b>379,304</b>	<b>354,178</b>	<b>341,154</b>	39,603	35,600	32,879
<b>Age Group</b>																					
25 and under	6.6%	8.4%	4.6%	22.8%	21.7%	21.4%	24.2%	22.2%	23.1%	24.7%	22.9%	25.0%	21.7%	24.9%	25.9%	2,395	2,456	3,052	365	331	394
26-29	5.4%	5.3%	4.6%	18.7%	18.4%	18.7%	22.1%	22.4%	22.1%	25.3%	24.6%	24.9%	28.5%	29.4%	29.7%	11,276	11,472	11,540	1,442	1,460	1,386
30-39	5.3%	5.1%	5.1%	18.8%	19.4%	19.0%	22.8%	22.8%	23.5%	24.8%	24.7%	25.1%	28.3%	27.9%	27.3%	67,044	60,676	53,096	7,646	6,612	5,430
40-49	5.6%	5.5%	5.4%	21.9%	22.4%	22.9%	26.2%	25.8%	26.4%	22.4%	23.1%	22.7%	23.9%	23.1%	22.7%	100,654	95,190	88,167	9,870	9,115	7,967
50-59	6.0%	5.6%	5.6%	24.1%	24.1%	24.5%	29.0%	29.0%	29.2%	21.3%	21.7%	21.9%	19.6%	19.6%	18.9%	137,989	129,123	113,911	13,829	12,298	10,251
60+	6.2%	5.9%	5.9%	26.0%	26.0%	26.4%	31.6%	31.4%	32.4%	19.9%	20.1%	19.8%	16.3%	16.6%	15.5%	58,419	52,852	43,487	6,210	5,437	4,129
<b>Level of Education</b>																					
Less than High School	13.1%	9.0%	---	29.6%	32.4%	---	26.9%	31.4%	---	12.0%	9.7%	---	18.4%	17.5%	---	377	370	---	31	21	---
H.S. Diploma/ GED or equiv	6.5%	6.6%	---	23.4%	23.0%	---	27.7%	28.4%	---	20.5%	21.3%	---	21.9%	20.6%	---	18,002	17,748	---	1,289	1,230	---
Trade/Technical Certificate	4.4%	4.4%	---	19.8%	18.5%	---	27.9%	27.4%	---	21.8%	23.7%	---	26.0%	25.9%	---	8,942	8,418	---	608	552	---
Some College (no degree)	5.6%	5.3%	---	20.7%	20.7%	---	27.0%	27.3%	---	22.1%	22.3%	---	24.6%	24.4%	---	55,609	53,595	---	4,467	4,135	---
Associate's Degree	5.6%	5.1%	---	20.9%	20.5%	---	26.6%	26.4%	---	22.2%	22.7%	---	24.7%	25.2%	---	28,889	27,286	---	2,407	2,121	---
Bachelor's Degree	5.6%	5.4%	---	22.6%	23.4%	---	26.6%	26.7%	---	22.6%	22.5%	---	22.6%	22.0%	---	122,566	112,940	---	12,979	11,749	---
Master's Degree	6.3%	6.0%	---	23.8%	24.1%	---	26.5%	25.8%	---	22.5%	23.2%	---	20.8%	20.9%	---	87,944	78,826	---	10,068	8,591	---
Doctoral/Professional Degree	6.8%	6.5%	---	25.5%	26.2%	---	26.7%	26.3%	---	22.3%	22.1%	---	18.7%	18.8%	---	35,752	31,961	---	5,182	4,592	---
<b>Pay Category</b>																					
Federal Wage System	4.6%	4.5%	4.9%	18.3%	18.0%	17.7%	24.1%	23.6%	24.4%	24.1%	24.5%	24.5%	29.0%	29.3%	28.6%	12,178	11,887	12,863	460	345	421
GS 1-6	6.5%	6.2%	5.9%	21.1%	21.2%	21.2%	27.1%	27.4%	28.3%	20.7%	20.5%	20.6%	24.6%	24.8%	24.0%	19,964	20,157	20,418	1,926	1,790	1,741
GS 7-12	5.2%	4.9%	4.7%	20.7%	20.8%	21.1%	27.8%	27.7%	28.3%	22.2%	23.0%	22.8%	24.2%	23.7%	23.1%	149,581	142,264	131,343	16,576	15,101	13,412
GS 13-15	6.9%	6.6%	6.3%	26.1%	26.9%	27.1%	26.4%	26.5%	27.0%	22.1%	22.1%	22.2%	18.5%	17.9%	17.3%	145,998	129,732	122,854	16,119	13,983	12,786
SES	25.2%	25.0%	22.1%	43.3%	44.0%	45.7%	15.8%	14.8%	14.8%	10.5%	10.6%	12.2%	5.2%	5.5%	5.2%	5,630	4,814	4,363	71	68	51
SL/ST	8.3%	6.1%	8.4%	27.7%	33.9%	26.8%	25.0%	22.3%	27.3%	23.2%	20.8%	20.5%	15.9%	17.0%	17.1%	1,444	1,289	1,147	90	89	77
Other	4.7%	5.1%	4.9%	22.3%	22.3%	21.6%	24.9%	24.6%	24.5%	24.1%	23.7%	24.9%	24.0%	24.3%	24.1%	23,667	21,327	24,596	1,912	1,683	1,764

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.8%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>22.4%</b>	<b>22.7%</b>	<b>22.6%</b>	<b>27.0%</b>	<b>26.9%</b>	<b>27.5%</b>	<b>22.3%</b>	<b>22.6%</b>	<b>22.7%</b>	<b>22.5%</b>	<b>22.3%</b>	<b>21.8%</b>	<b>379,304</b>	<b>354,178</b>	<b>341,154</b>	39,603	35,600	32,879
<b>Time in Federal Government</b>																					
< 1 year	10.0%	9.2%	13.0%	27.6%	25.8%	25.7%	29.4%	31.3%	29.9%	18.5%	20.0%	17.3%	14.6%	13.8%	14.1%	4,637	2,389	3,677	1,380	754	1,012
1-3 years	6.8%	6.9%	5.7%	21.5%	22.5%	22.1%	27.6%	26.6%	27.0%	22.7%	22.1%	23.0%	21.3%	21.9%	22.1%	24,696	28,935	34,808	3,524	3,847	4,461
4-5 years	5.1%	5.0%	4.9%	20.4%	20.3%	19.7%	25.8%	25.4%	25.7%	23.4%	24.1%	23.6%	25.3%	25.3%	26.1%	36,818	38,980	35,782	4,232	4,236	3,544
6-10 years	5.1%	5.1%	4.5%	20.0%	20.7%	21.0%	24.9%	24.7%	25.3%	23.5%	23.5%	23.9%	26.4%	26.0%	25.2%	79,764	66,874	59,094	7,967	6,357	5,140
11-14 years	5.3%	5.0%	4.9%	21.5%	21.8%	21.6%	25.4%	25.9%	26.4%	23.1%	23.4%	24.2%	24.6%	23.9%	22.9%	52,076	47,323	41,237	4,624	3,946	3,473
15-20 years	5.6%	5.4%	5.4%	22.9%	23.2%	23.1%	26.6%	26.4%	27.2%	22.3%	22.7%	22.2%	22.6%	22.3%	22.1%	44,873	36,853	32,461	3,817	3,062	2,584
> 20 years	6.7%	6.1%	5.9%	26.1%	25.8%	25.8%	29.1%	29.2%	29.5%	20.2%	20.9%	21.1%	17.9%	17.9%	17.6%	116,297	110,689	110,931	11,735	10,963	10,124
<b>Time with Current Agency</b>																					
< 1 year	10.5%	9.9%	11.5%	26.7%	25.3%	26.9%	31.2%	30.7%	29.7%	16.8%	18.7%	17.6%	14.8%	15.3%	14.3%	9,186	5,085	6,908	2,692	1,397	1,859
1-3 years	6.8%	6.6%	5.6%	21.4%	22.1%	21.8%	27.2%	26.7%	27.2%	22.4%	22.2%	22.8%	22.2%	22.4%	22.7%	39,181	44,051	48,820	5,325	5,725	6,195
4-5 years	5.1%	4.9%	4.7%	20.3%	20.2%	19.9%	25.6%	25.5%	26.2%	23.3%	24.0%	23.4%	25.7%	25.4%	25.9%	45,105	46,809	43,622	4,751	4,864	4,010
6-10 years	5.1%	5.1%	4.6%	20.1%	21.0%	21.3%	25.3%	25.1%	25.6%	23.4%	23.2%	23.8%	26.1%	25.7%	24.8%	87,591	74,162	64,797	8,120	6,631	5,362
11-20 years	5.4%	5.2%	5.2%	22.7%	23.0%	22.9%	26.2%	26.5%	27.0%	22.7%	23.0%	23.3%	23.0%	22.4%	21.6%	91,179	79,709	71,159	7,689	6,467	5,549
> 20 years	6.6%	6.1%	6.1%	26.9%	26.5%	26.3%	29.0%	29.1%	29.5%	20.4%	21.1%	21.2%	17.1%	17.2%	16.9%	85,811	81,145	81,599	8,572	7,953	7,269
<b>Leaving</b>																					
No	7.4%	7.1%	6.7%	26.3%	26.7%	26.2%	28.8%	28.5%	29.2%	21.2%	21.5%	21.6%	16.3%	16.2%	16.3%	236,688	216,711	215,856	26,354	23,144	22,124
Yes, to retire	5.2%	4.9%	4.9%	25.1%	24.2%	24.2%	29.9%	30.4%	30.2%	21.7%	21.6%	22.2%	18.0%	18.9%	18.5%	22,104	21,221	19,839	1,964	1,757	1,552
Yes, to other job in Govt	2.9%	2.7%	2.6%	14.3%	14.5%	14.7%	22.5%	22.7%	22.7%	24.7%	25.3%	25.6%	35.7%	34.9%	34.3%	67,359	62,649	52,395	6,055	5,370	4,209
Yes, to other job outside Govt	2.1%	2.1%	2.2%	13.1%	13.0%	13.8%	17.5%	18.0%	18.2%	25.1%	25.4%	25.3%	42.2%	41.5%	40.5%	14,656	14,403	14,511	1,189	1,203	1,092
Yes, other	2.3%	2.4%	2.2%	13.3%	13.0%	13.0%	21.7%	23.0%	22.5%	23.9%	24.3%	24.4%	38.7%	37.3%	37.9%	17,702	16,479	15,119	1,589	1,548	1,282
<b>Retiring</b>																					
Within 1 year	5.2%	5.1%	5.2%	24.4%	23.7%	24.1%	28.9%	29.2%	28.6%	21.5%	21.1%	21.1%	20.1%	21.0%	21.1%	13,655	12,857	11,706	1,180	1,072	908
Between 1-3 years	5.8%	5.0%	5.1%	25.9%	25.2%	24.9%	29.4%	30.3%	30.4%	21.0%	21.5%	22.1%	18.0%	18.0%	17.4%	36,416	33,210	31,612	3,463	3,025	2,739
Between 3-5 years	5.6%	5.5%	5.2%	24.5%	24.7%	25.0%	28.9%	29.2%	29.9%	21.9%	22.0%	21.7%	19.1%	18.7%	18.2%	39,696	36,326	33,495	3,748	3,243	2,816
5 or more years	5.9%	5.7%	5.5%	21.8%	22.2%	22.2%	26.0%	25.8%	26.4%	22.6%	22.9%	23.0%	23.6%	23.4%	22.9%	266,005	245,985	237,091	28,363	25,271	23,344

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(23) In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.8%</b>	<b>5.5%</b>	<b>5.4%</b>	<b>22.4%</b>	<b>22.7%</b>	<b>22.6%</b>	<b>27.0%</b>	<b>26.9%</b>	<b>27.5%</b>	<b>22.3%</b>	<b>22.6%</b>	<b>22.7%</b>	<b>22.5%</b>	<b>22.3%</b>	<b>21.8%</b>	<b>379,304</b>	<b>354,178</b>	<b>341,154</b>	39,603	35,600	32,879
<b>Self-Identify as:</b>																					
Heterosexual	6.1%	5.8%	5.6%	23.2%	23.4%	23.3%	26.8%	26.8%	27.3%	22.2%	22.5%	22.6%	21.7%	21.5%	21.2%	288,475	267,788	257,221	28,989	25,799	23,631
LGBT*	6.2%	6.2%	5.6%	21.2%	20.9%	19.8%	22.0%	20.6%	23.6%	23.9%	24.2%	23.8%	26.7%	28.1%	27.2%	9,993	8,908	8,141	1,042	883	761
Prefer not to say	4.4%	4.7%	4.1%	19.1%	19.2%	20.0%	27.1%	26.6%	27.6%	22.4%	22.9%	23.2%	26.9%	26.5%	25.1%	43,196	39,306	36,962	4,883	4,403	3,974
<b>Military Service</b>																					
No Prior Military Service	5.8%	5.6%	---	22.9%	22.9%	---	26.5%	26.4%	---	22.7%	22.9%	---	22.2%	22.2%	---	252,890	232,198	---	28,151	25,159	---
Currently in Guard/Reserves	7.4%	5.7%	---	22.6%	24.4%	---	25.0%	26.0%	---	21.4%	22.0%	---	23.6%	22.0%	---	6,554	6,126	---	442	388	---
Retired	6.9%	6.5%	---	25.3%	25.6%	---	29.4%	29.2%	---	20.3%	21.0%	---	18.1%	17.8%	---	40,033	38,669	---	3,249	2,876	---
Separated/Discharged	5.2%	5.1%	---	19.6%	20.2%	---	26.1%	26.0%	---	22.5%	22.6%	---	26.6%	26.1%	---	54,743	50,850	---	4,790	4,153	---
<b>Disability</b>																					
Yes	6.2%	5.8%	6.2%	20.7%	21.0%	20.8%	27.5%	27.2%	27.4%	20.1%	20.7%	20.5%	25.5%	25.3%	25.1%	48,725	44,819	41,378	4,710	4,085	3,592
No	5.8%	5.6%	5.3%	22.9%	23.1%	23.2%	26.6%	26.6%	27.2%	22.7%	22.9%	23.1%	21.9%	21.8%	21.3%	306,606	283,919	274,554	31,983	28,556	26,422

# Report by Demographics

(24) In my work unit, differences in performance are recognized in a meaningful way.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>6.8%</b>	<b>6.4%</b>	<b>6.0%</b>	<b>26.0%</b>	<b>25.1%</b>	<b>25.5%</b>	<b>27.9%</b>	<b>28.4%</b>	<b>29.0%</b>	<b>22.1%</b>	<b>22.6%</b>	<b>22.9%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>16.6%</b>	<b>395,142</b>	<b>368,267</b>	<b>353,920</b>	24,411	22,310	20,703
<b>Work Location</b>																					
Headquarters	8.1%	7.4%	6.8%	27.5%	26.2%	26.8%	27.5%	28.1%	28.7%	21.0%	21.8%	22.0%	15.9%	16.4%	15.6%	146,219	133,878	128,722	10,025	8,860	8,179
Field	6.3%	5.9%	5.6%	25.2%	24.7%	24.9%	27.7%	28.0%	28.7%	22.7%	23.0%	23.4%	18.1%	18.4%	17.3%	227,262	210,209	200,629	12,800	11,781	10,751
<b>Supervisory Status</b>																					
Non-Supervisor	6.1%	5.7%	5.4%	22.9%	22.3%	22.9%	29.1%	29.4%	29.9%	22.7%	23.0%	23.4%	19.2%	19.6%	18.4%	241,254	223,081	216,285	19,594	17,762	16,323
Team Leader	5.6%	5.4%	5.2%	24.5%	23.7%	24.0%	26.9%	27.4%	27.9%	24.3%	25.0%	25.2%	18.7%	18.6%	17.7%	51,092	47,507	45,558	2,190	2,031	1,870
Supervisor	8.6%	8.0%	7.6%	36.3%	34.9%	34.6%	25.2%	25.8%	26.8%	19.2%	20.3%	20.3%	10.7%	11.0%	10.8%	51,571	47,779	43,770	874	787	707
Manager	13.7%	12.0%	10.9%	41.3%	40.3%	40.4%	21.2%	22.1%	23.0%	15.8%	17.4%	17.2%	8.0%	8.2%	8.5%	24,099	21,349	21,127	241	227	169
Senior Leader	22.7%	20.6%	20.4%	41.2%	41.6%	41.8%	17.4%	18.6%	19.6%	13.0%	11.8%	12.7%	5.8%	7.3%	5.6%	7,931	6,967	5,309	114	77	74
<b>Sex</b>																					
Male	7.1%	6.6%	6.1%	26.9%	26.1%	26.4%	28.0%	28.6%	29.3%	20.9%	21.7%	22.1%	17.0%	17.0%	16.2%	195,404	179,742	171,080	9,680	8,843	7,974
Female	6.8%	6.4%	6.0%	25.1%	24.2%	24.8%	27.2%	27.5%	28.1%	23.4%	23.6%	23.9%	17.5%	18.4%	17.2%	175,722	163,165	157,573	12,863	11,589	10,856
<b>Hispanic or Latino</b>																					
Yes	8.1%	7.4%	7.3%	24.4%	24.0%	25.3%	26.8%	27.2%	28.1%	20.0%	20.6%	20.6%	20.8%	20.7%	18.6%	32,177	29,284	27,353	1,730	1,473	1,413
No	6.9%	6.4%	6.0%	26.3%	25.5%	25.8%	27.8%	28.2%	28.8%	22.2%	22.7%	23.1%	16.8%	17.2%	16.4%	335,486	310,135	298,125	20,474	18,679	17,194
<b>Race</b>																					
American Indian/ Alaska Native	7.0%	5.8%	5.9%	24.6%	24.3%	23.8%	27.3%	26.7%	28.0%	20.6%	23.0%	22.2%	20.5%	20.3%	20.2%	7,975	7,233	7,477	374	308	287
Asian	9.5%	9.3%	8.8%	33.1%	31.9%	32.5%	28.8%	29.5%	29.2%	15.7%	15.9%	16.9%	12.9%	13.5%	12.7%	17,461	16,003	15,294	1,211	1,063	952
Black/African American	8.1%	7.5%	7.3%	27.4%	26.9%	28.3%	28.5%	29.1%	29.3%	18.6%	19.0%	19.0%	17.3%	17.5%	16.1%	56,248	52,345	50,333	3,921	3,634	3,399
Native Hawaiian/ Pacific Islander	9.0%	7.2%	7.4%	27.4%	27.0%	25.8%	28.5%	29.4%	30.5%	17.7%	17.5%	19.1%	17.4%	19.0%	17.2%	2,376	2,233	2,253	101	96	95
White	6.7%	6.2%	5.7%	25.8%	24.9%	25.1%	27.4%	27.6%	28.6%	23.3%	23.9%	24.2%	16.9%	17.3%	16.4%	258,895	239,243	229,624	14,781	13,553	12,512
Two or more races (Not Hispanic/ Latino)	6.1%	5.5%	5.1%	21.9%	20.8%	21.8%	26.4%	28.5%	28.3%	23.0%	22.5%	23.4%	22.6%	22.6%	21.4%	13,603	12,325	10,971	860	729	633

## Report by Demographics

**(24) In my work unit, differences in performance are recognized in a meaningful way.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>6.8%</b>	<b>6.4%</b>	<b>6.0%</b>	<b>26.0%</b>	<b>25.1%</b>	<b>25.5%</b>	<b>27.9%</b>	<b>28.4%</b>	<b>29.0%</b>	<b>22.1%</b>	<b>22.6%</b>	<b>22.9%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>16.6%</b>	<b>395,142</b>	<b>368,267</b>	<b>353,920</b>	24,411	22,310	20,703
<b>Age Group</b>																					
25 and under	8.5%	7.9%	6.5%	29.3%	28.2%	27.9%	26.4%	26.6%	26.3%	21.1%	20.8%	25.4%	14.6%	16.6%	13.9%	2,570	2,599	3,254	193	189	203
26-29	6.8%	6.4%	5.2%	23.7%	21.8%	22.8%	25.7%	25.8%	26.2%	23.6%	25.3%	26.1%	20.2%	20.7%	19.7%	12,009	12,187	12,191	713	752	732
30-39	6.3%	6.0%	5.7%	22.8%	22.7%	22.9%	25.7%	25.5%	26.6%	24.7%	25.0%	25.2%	20.5%	20.8%	19.7%	70,353	63,462	55,353	4,387	3,895	3,229
40-49	6.7%	6.3%	6.1%	25.5%	25.0%	25.8%	27.2%	27.7%	27.8%	22.2%	22.8%	22.9%	18.4%	18.3%	17.4%	104,334	98,677	91,182	6,311	5,768	5,123
50-59	7.0%	6.4%	6.2%	27.3%	26.1%	26.7%	29.0%	29.8%	30.0%	21.0%	21.7%	21.8%	15.7%	16.1%	15.3%	143,290	133,894	117,892	8,832	7,927	6,576
60+	7.2%	6.9%	7.0%	28.6%	27.6%	28.8%	31.1%	31.5%	32.0%	20.0%	20.4%	19.9%	13.0%	13.5%	12.3%	60,969	54,903	45,177	3,820	3,567	2,596
<b>Level of Education</b>																					
Less than High School	13.7%	10.9%	---	30.5%	33.2%	---	25.9%	28.5%	---	10.3%	15.7%	---	19.7%	11.8%	---	385	373	---	22	19	---
H.S. Diploma/ GED or equiv	7.7%	7.6%	---	28.2%	27.4%	---	29.8%	30.1%	---	18.6%	19.2%	---	15.7%	15.7%	---	18,497	18,197	---	858	850	---
Trade/Technical Certificate	5.9%	5.4%	---	23.9%	22.3%	---	28.8%	29.7%	---	21.4%	22.4%	---	20.0%	20.2%	---	9,192	8,645	---	393	351	---
Some College (no degree)	6.9%	6.2%	---	24.3%	23.2%	---	28.4%	29.3%	---	21.4%	21.6%	---	19.1%	19.7%	---	57,243	55,248	---	2,949	2,646	---
Associate's Degree	6.4%	6.0%	---	24.4%	23.6%	---	28.4%	28.1%	---	21.9%	22.5%	---	18.9%	19.7%	---	29,837	28,102	---	1,507	1,384	---
Bachelor's Degree	6.6%	6.2%	---	26.2%	25.8%	---	27.8%	27.9%	---	22.4%	23.0%	---	17.0%	17.0%	---	127,973	117,737	---	7,800	7,202	---
Master's Degree	7.5%	6.8%	---	27.5%	26.4%	---	26.4%	27.0%	---	22.4%	23.4%	---	16.1%	16.5%	---	92,164	82,303	---	5,967	5,277	---
Doctoral/Professional Degree	7.8%	7.5%	---	27.4%	26.9%	---	26.4%	26.9%	---	23.4%	22.9%	---	15.0%	15.8%	---	37,840	33,781	---	3,166	2,852	---
<b>Pay Category</b>																					
Federal Wage System	5.5%	5.1%	5.5%	22.4%	21.5%	22.0%	26.9%	27.3%	27.8%	23.3%	23.8%	23.4%	21.8%	22.3%	21.3%	12,329	12,039	13,037	329	256	288
GS 1-6	7.6%	7.1%	6.6%	24.5%	24.1%	25.2%	28.7%	28.9%	29.2%	19.7%	20.2%	20.2%	19.5%	19.7%	18.7%	20,644	20,780	21,070	1,305	1,206	1,111
GS 7-12	6.2%	5.8%	5.4%	24.4%	23.4%	24.2%	28.6%	28.9%	29.5%	22.2%	23.0%	23.3%	18.6%	18.9%	17.6%	156,576	148,583	136,805	9,869	9,156	8,307
GS 13-15	8.1%	7.5%	7.1%	29.7%	29.4%	29.6%	26.7%	27.3%	27.8%	21.8%	22.0%	22.3%	13.7%	13.9%	13.1%	152,425	135,210	127,972	9,932	8,791	7,889
SES	27.7%	25.2%	22.2%	43.3%	44.7%	44.5%	15.3%	15.1%	17.0%	9.5%	10.7%	11.7%	4.1%	4.3%	4.6%	5,636	4,842	4,370	68	52	42
SL/ST	9.5%	8.7%	9.7%	33.0%	32.1%	28.0%	22.4%	25.4%	29.5%	23.9%	19.0%	19.7%	11.2%	14.9%	13.1%	1,480	1,332	1,174	59	52	49
Other	5.4%	5.1%	4.9%	24.3%	23.9%	22.6%	26.9%	27.2%	28.5%	24.2%	24.3%	25.7%	19.3%	19.5%	18.3%	24,448	21,967	25,230	1,197	1,106	1,182

SOURCE: Federal Employee Viewpoint Survey

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\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(24) In my work unit, differences in performance are recognized in a meaningful way.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>6.8%</b>	<b>6.4%</b>	<b>6.0%</b>	<b>26.0%</b>	<b>25.1%</b>	<b>25.5%</b>	<b>27.9%</b>	<b>28.4%</b>	<b>29.0%</b>	<b>22.1%</b>	<b>22.6%</b>	<b>22.9%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>16.6%</b>	<b>395,142</b>	<b>368,267</b>	<b>353,920</b>	24,411	22,310	20,703
<b>Time in Federal Government</b>																					
< 1 year	11.2%	10.4%	13.2%	33.6%	33.2%	31.8%	31.0%	31.9%	30.5%	15.9%	16.4%	15.9%	8.3%	8.1%	8.7%	5,075	2,626	3,943	957	529	754
1-3 years	8.5%	8.2%	6.9%	27.0%	26.7%	26.9%	28.7%	28.2%	29.1%	21.0%	21.3%	22.4%	14.8%	15.5%	14.7%	26,251	30,504	36,711	2,016	2,333	2,658
4-5 years	6.7%	6.0%	5.6%	24.5%	23.3%	23.4%	27.7%	28.2%	28.2%	22.5%	23.8%	24.2%	18.6%	18.7%	18.6%	38,678	40,791	37,235	2,423	2,530	2,123
6-10 years	6.2%	5.9%	5.3%	23.5%	23.2%	23.6%	26.4%	26.6%	27.6%	23.8%	23.9%	24.6%	20.0%	20.4%	18.8%	83,139	69,522	61,133	4,718	3,877	3,211
11-14 years	6.1%	5.7%	5.2%	24.3%	23.8%	24.0%	27.0%	27.3%	28.1%	23.1%	23.9%	24.1%	19.5%	19.3%	18.6%	53,949	48,920	42,677	2,855	2,440	2,107
15-20 years	6.4%	6.0%	6.0%	25.9%	24.5%	25.1%	27.4%	28.2%	28.4%	22.4%	22.7%	23.0%	17.9%	18.5%	17.5%	46,326	38,015	33,478	2,464	1,959	1,636
> 20 years	7.6%	6.8%	6.4%	29.2%	27.9%	28.1%	28.7%	29.4%	29.9%	20.2%	20.9%	21.1%	14.2%	15.0%	14.5%	120,888	114,964	114,906	7,391	7,038	6,454
<b>Time with Current Agency</b>																					
< 1 year	12.1%	11.4%	12.0%	31.8%	30.9%	31.1%	31.3%	31.9%	31.2%	15.1%	15.7%	16.3%	9.7%	10.1%	9.4%	9,931	5,455	7,331	1,958	1,046	1,450
1-3 years	8.3%	8.0%	6.7%	26.5%	25.8%	26.1%	28.0%	28.1%	28.9%	20.9%	21.6%	22.5%	16.2%	16.5%	15.8%	41,455	46,380	51,449	3,117	3,482	3,686
4-5 years	6.7%	5.7%	5.4%	24.0%	23.1%	23.3%	27.3%	27.8%	27.9%	22.7%	24.0%	24.3%	19.3%	19.4%	19.1%	47,233	48,923	45,249	2,712	2,877	2,420
6-10 years	6.1%	5.9%	5.2%	23.4%	23.3%	23.5%	26.6%	26.7%	28.0%	23.9%	23.7%	24.2%	20.1%	20.4%	19.0%	91,063	76,877	67,062	4,793	4,103	3,244
11-20 years	6.2%	5.8%	5.6%	25.5%	24.5%	25.0%	27.1%	28.0%	28.5%	22.8%	23.3%	23.5%	18.3%	18.4%	17.4%	94,300	82,313	73,320	4,774	4,024	3,539
> 20 years	7.4%	6.7%	6.5%	30.2%	28.8%	28.8%	29.2%	29.6%	29.9%	20.1%	20.9%	21.2%	13.1%	14.0%	13.6%	89,179	84,234	84,569	5,378	5,105	4,531
<b>Leaving</b>																					
No	9.0%	8.4%	7.7%	31.1%	30.2%	30.3%	29.5%	29.9%	30.6%	19.5%	20.1%	20.5%	11.0%	11.4%	11.0%	247,337	225,963	224,628	16,125	14,421	13,839
Yes, to retire	6.4%	5.5%	5.3%	28.0%	26.8%	27.4%	30.5%	30.9%	30.7%	21.3%	22.0%	21.7%	13.7%	14.8%	14.9%	22,827	21,837	20,492	1,302	1,228	979
Yes, to other job in Govt	3.0%	2.7%	2.6%	15.7%	15.0%	14.9%	23.8%	24.2%	24.7%	27.5%	27.8%	28.4%	30.0%	30.4%	29.4%	69,908	64,892	54,081	3,630	3,289	2,616
Yes, to other job outside Govt	2.1%	1.9%	1.8%	12.7%	12.3%	12.4%	19.1%	19.9%	20.1%	29.6%	30.0%	31.8%	36.6%	35.9%	33.8%	15,170	14,947	14,941	694	691	677
Yes, other	2.1%	2.2%	2.0%	13.2%	13.2%	13.2%	23.5%	23.9%	23.9%	27.3%	27.3%	28.1%	34.0%	33.3%	32.8%	18,354	17,087	15,631	1,009	975	789
<b>Retiring</b>																					
Within 1 year	6.5%	5.4%	5.8%	26.7%	25.8%	26.3%	29.3%	29.7%	29.6%	21.8%	22.6%	21.4%	15.7%	16.5%	17.0%	14,104	13,220	12,075	776	756	583
Between 1-3 years	6.4%	5.9%	5.5%	28.7%	27.4%	27.3%	30.2%	30.5%	31.2%	20.5%	21.8%	22.0%	14.2%	14.4%	14.0%	37,823	34,395	32,764	2,172	1,970	1,702
Between 3-5 years	6.6%	6.3%	5.8%	27.7%	26.5%	27.2%	29.1%	30.1%	30.1%	21.5%	21.8%	22.2%	15.1%	15.4%	14.6%	41,172	37,619	34,616	2,334	2,068	1,770
5 or more years	7.1%	6.6%	6.2%	25.6%	24.9%	25.3%	27.1%	27.5%	28.2%	22.3%	22.7%	23.1%	17.9%	18.3%	17.1%	277,595	256,234	246,379	17,218	15,546	14,514

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(24) In my work unit, differences in performance are recognized in a meaningful way.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>6.8%</b>	<b>6.4%</b>	<b>6.0%</b>	<b>26.0%</b>	<b>25.1%</b>	<b>25.5%</b>	<b>27.9%</b>	<b>28.4%</b>	<b>29.0%</b>	<b>22.1%</b>	<b>22.6%</b>	<b>22.9%</b>	<b>17.2%</b>	<b>17.5%</b>	<b>16.6%</b>	<b>395,142</b>	<b>368,267</b>	<b>353,920</b>	24,411	22,310	20,703
<b>Self-Identify as:</b>																					
Heterosexual	7.3%	6.7%	6.3%	26.8%	25.9%	26.3%	27.8%	28.2%	28.8%	21.7%	22.3%	22.5%	16.4%	16.9%	16.0%	300,310	278,262	266,739	17,666	16,023	14,679
LGBT*	7.1%	6.4%	6.0%	24.0%	23.9%	23.4%	24.1%	24.5%	26.1%	24.4%	23.3%	24.4%	20.3%	21.8%	20.1%	10,404	9,273	8,456	631	552	472
Prefer not to say	5.0%	5.0%	4.5%	21.7%	21.4%	22.2%	28.0%	27.9%	28.6%	23.5%	23.9%	24.6%	21.8%	21.7%	20.2%	45,170	41,020	38,448	3,019	2,787	2,553
<b>Military Service</b>																					
No Prior Military Service	6.8%	6.4%	---	26.3%	25.5%	---	27.5%	27.7%	---	22.5%	23.0%	---	16.9%	17.3%	---	264,277	242,241	---	17,226	15,672	---
Currently in Guard/Reserves	8.2%	6.7%	---	27.4%	26.3%	---	26.3%	28.6%	---	20.7%	20.8%	---	17.4%	17.6%	---	6,744	6,294	---	261	235	---
Retired Separated/Discharged	8.5%	7.8%	---	29.4%	28.7%	---	29.8%	29.8%	---	18.9%	19.8%	---	13.4%	13.8%	---	41,427	39,858	---	1,940	1,813	---
Discharged	6.3%	5.6%	---	22.9%	22.2%	---	27.0%	28.1%	---	22.8%	23.0%	---	21.0%	21.1%	---	56,676	52,565	---	2,966	2,586	---
<b>Disability</b>																					
Yes	7.2%	6.6%	6.8%	23.4%	22.7%	23.2%	27.4%	27.9%	27.9%	21.0%	21.7%	21.6%	20.9%	21.1%	20.5%	50,659	46,554	42,912	2,888	2,494	2,188
No	6.9%	6.5%	5.9%	26.6%	25.8%	26.2%	27.8%	28.1%	28.9%	22.2%	22.7%	23.1%	16.5%	16.9%	15.9%	319,600	295,324	284,954	19,553	17,846	16,585

# Report by Demographics

(25) Awards in my work unit depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.6%</b>	<b>8.9%</b>	<b>8.4%</b>	<b>30.5%</b>	<b>29.1%</b>	<b>29.3%</b>	<b>25.0%</b>	<b>25.7%</b>	<b>26.3%</b>	<b>17.4%</b>	<b>17.9%</b>	<b>18.2%</b>	<b>17.5%</b>	<b>18.4%</b>	<b>17.8%</b>	<b>390,970</b>	<b>364,099</b>	<b>350,157</b>	27,677	25,833	23,879
<b>Work Location</b>																					
Headquarters	11.2%	10.3%	9.5%	31.6%	30.1%	30.5%	24.7%	25.6%	26.0%	16.3%	17.0%	17.3%	16.2%	17.0%	16.7%	144,395	132,119	127,039	11,491	10,348	9,605
Field	8.9%	8.3%	8.0%	29.9%	28.8%	28.7%	24.8%	25.3%	25.9%	17.9%	18.2%	18.6%	18.4%	19.4%	18.8%	225,185	208,189	198,819	14,399	13,511	12,276
<b>Supervisory Status</b>																					
Non-Supervisor	8.4%	7.8%	7.5%	27.8%	26.3%	26.8%	26.2%	26.8%	27.1%	18.1%	18.4%	18.8%	19.6%	20.6%	19.8%	238,740	220,558	213,955	21,586	19,932	18,338
Team Leader	8.2%	7.9%	7.5%	29.0%	28.4%	28.1%	25.1%	25.5%	26.2%	18.9%	19.3%	19.5%	18.9%	19.0%	18.6%	50,218	46,719	44,945	2,934	2,765	2,394
Supervisor	12.7%	11.7%	10.8%	40.1%	38.9%	38.0%	21.4%	22.0%	23.3%	14.9%	15.5%	15.9%	10.9%	11.9%	12.0%	51,246	47,421	43,418	1,098	1,029	985
Manager	19.5%	17.3%	15.5%	44.1%	42.9%	42.6%	17.6%	18.1%	19.8%	10.8%	12.7%	12.6%	7.9%	8.9%	9.5%	23,968	21,287	21,003	300	260	251
Senior Leader	28.9%	25.5%	27.6%	41.2%	41.3%	40.5%	15.3%	14.9%	16.5%	8.5%	9.4%	9.6%	6.1%	8.8%	5.8%	7,887	6,921	5,265	139	99	99
<b>Sex</b>																					
Male	10.1%	9.2%	8.6%	31.1%	30.0%	30.0%	24.8%	25.5%	26.3%	16.3%	17.0%	17.3%	17.6%	18.2%	17.8%	193,581	177,823	169,231	11,123	10,472	9,541
Female	9.4%	8.8%	8.4%	29.9%	28.3%	28.8%	24.7%	25.2%	25.6%	18.6%	18.7%	19.1%	17.4%	19.0%	18.0%	173,759	161,359	156,032	14,376	13,110	12,136
<b>Hispanic or Latino</b>																					
Yes	10.7%	9.8%	9.9%	27.9%	26.7%	27.7%	23.9%	25.0%	25.2%	16.3%	16.5%	16.9%	21.2%	22.0%	20.3%	31,874	28,963	27,138	1,976	1,716	1,579
No	9.7%	9.0%	8.4%	30.9%	29.7%	29.7%	24.9%	25.4%	26.0%	17.4%	17.9%	18.2%	17.1%	18.0%	17.6%	331,981	306,762	295,023	23,213	21,541	19,816
<b>Race</b>																					
American Indian/ Alaska Native	9.3%	8.1%	7.9%	26.4%	26.1%	26.5%	24.3%	24.7%	24.5%	17.9%	17.9%	18.0%	22.2%	23.2%	23.1%	7,923	7,162	7,382	424	364	378
Asian	13.5%	12.8%	12.0%	35.6%	34.1%	34.5%	25.8%	26.6%	26.6%	12.5%	13.0%	13.7%	12.6%	13.4%	13.2%	17,410	15,918	15,229	1,214	1,121	997
Black/African American	10.7%	10.2%	9.7%	30.7%	29.1%	30.5%	25.0%	25.5%	25.2%	15.6%	16.1%	16.5%	18.0%	19.1%	18.0%	56,202	52,383	50,516	3,802	3,496	3,100
Native Hawaiian/ Pacific Islander	10.6%	8.4%	9.7%	30.3%	29.1%	28.9%	27.0%	27.2%	25.7%	14.8%	14.4%	16.1%	17.3%	20.9%	19.6%	2,356	2,236	2,250	111	97	91
White	9.5%	8.7%	8.2%	30.9%	29.7%	29.5%	24.5%	25.1%	26.1%	18.0%	18.5%	18.7%	17.1%	17.9%	17.5%	255,525	235,945	226,576	17,617	16,465	15,184
Two or more races (Not Hispanic/ Latino)	8.6%	7.8%	7.1%	24.7%	23.9%	24.1%	24.9%	25.2%	27.0%	18.1%	18.5%	18.7%	23.7%	24.5%	23.0%	13,450	12,120	10,783	975	896	817



# Report by Demographics

(25) Awards in my work unit depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.6%</b>	<b>8.9%</b>	<b>8.4%</b>	<b>30.5%</b>	<b>29.1%</b>	<b>29.3%</b>	<b>25.0%</b>	<b>25.7%</b>	<b>26.3%</b>	<b>17.4%</b>	<b>17.9%</b>	<b>18.2%</b>	<b>17.5%</b>	<b>18.4%</b>	<b>17.8%</b>	<b>390,970</b>	<b>364,099</b>	<b>350,157</b>	27,677	25,833	23,879
<b>Age Group</b>																					
25 and under	11.5%	10.8%	10.7%	35.4%	34.4%	32.1%	23.2%	23.0%	26.1%	16.4%	16.2%	16.3%	13.4%	15.6%	14.8%	2,486	2,499	3,141	276	284	313
26-29	9.0%	8.8%	7.5%	30.0%	26.8%	28.7%	24.0%	26.6%	24.6%	18.1%	16.9%	18.9%	18.9%	20.8%	20.2%	11,612	11,732	11,758	1,099	1,173	1,146
30-39	8.7%	8.3%	7.9%	28.0%	27.1%	27.5%	24.7%	24.7%	25.6%	18.4%	18.4%	18.6%	20.2%	21.4%	20.5%	68,488	61,661	53,945	6,076	5,596	4,525
40-49	9.5%	8.6%	8.5%	30.3%	29.1%	29.6%	24.2%	25.0%	25.1%	17.5%	18.3%	18.4%	18.6%	19.1%	18.4%	103,171	97,422	90,159	7,255	6,845	5,959
50-59	10.0%	9.1%	8.7%	31.3%	29.7%	29.9%	25.4%	26.3%	26.4%	17.1%	17.7%	17.9%	16.4%	17.3%	17.0%	142,666	133,387	117,457	9,090	8,192	6,808
60+	10.2%	9.5%	9.7%	32.4%	31.1%	31.7%	26.8%	27.0%	27.9%	16.5%	17.5%	16.7%	14.2%	14.8%	14.0%	60,962	54,935	45,224	3,699	3,456	2,529
<b>Level of Education</b>																					
Less than High School	16.3%	16.4%	---	33.8%	30.1%	---	21.7%	23.9%	---	10.3%	14.2%	---	18.0%	15.4%	---	388	371	---	21	23	---
H.S. Diploma/ GED or equiv	10.1%	9.8%	---	31.1%	29.7%	---	24.9%	25.5%	---	16.3%	17.0%	---	17.6%	18.0%	---	18,531	18,250	---	796	779	---
Trade/Technical Certificate	8.1%	7.4%	---	26.2%	24.6%	---	25.6%	26.0%	---	18.4%	19.1%	---	21.7%	22.8%	---	9,119	8,611	---	458	381	---
Some College (no degree)	9.2%	8.5%	---	27.5%	25.7%	---	24.8%	25.7%	---	17.7%	18.1%	---	20.8%	22.0%	---	57,076	55,012	---	3,045	2,828	---
Associate's Degree	9.0%	8.1%	---	27.4%	26.0%	---	25.3%	25.5%	---	18.3%	18.8%	---	20.0%	21.7%	---	29,676	27,876	---	1,627	1,580	---
Bachelor's Degree	9.5%	8.8%	---	31.6%	30.6%	---	24.8%	25.5%	---	17.3%	17.7%	---	16.8%	17.4%	---	126,604	116,442	---	8,838	8,292	---
Master's Degree	10.6%	9.6%	---	32.7%	31.5%	---	24.2%	25.0%	---	16.8%	17.3%	---	15.7%	16.6%	---	90,713	80,980	---	7,182	6,429	---
Doctoral/Professional Degree	11.5%	11.1%	---	32.9%	32.6%	---	25.2%	25.2%	---	16.6%	16.8%	---	13.8%	14.3%	---	37,170	33,062	---	3,704	3,469	---
<b>Pay Category</b>																					
Federal Wage System	7.2%	6.5%	6.3%	24.8%	23.7%	22.5%	24.4%	24.2%	27.1%	18.7%	20.1%	20.0%	24.9%	25.5%	24.1%	12,245	11,907	12,880	410	379	434
GS 1-6	10.0%	9.8%	9.5%	27.0%	25.6%	26.4%	25.9%	26.2%	26.3%	17.0%	16.6%	17.0%	20.2%	21.9%	20.8%	20,464	20,646	20,928	1,489	1,344	1,259
GS 7-12	8.8%	8.0%	7.7%	29.1%	27.7%	28.4%	25.5%	26.4%	26.5%	17.7%	18.2%	18.7%	19.0%	19.7%	18.7%	154,966	146,926	135,445	11,193	10,634	9,462
GS 13-15	11.8%	11.0%	10.3%	35.3%	34.7%	34.7%	23.8%	24.0%	24.7%	16.0%	16.6%	16.6%	13.1%	13.7%	13.6%	150,935	133,735	126,616	10,977	9,972	8,959
SES	36.8%	35.0%	30.6%	41.3%	41.7%	43.0%	11.9%	12.0%	13.4%	5.9%	7.0%	8.1%	4.1%	4.3%	4.9%	5,627	4,806	4,337	71	62	64
SL/ST	12.4%	11.5%	12.2%	38.3%	34.9%	32.7%	22.7%	25.6%	26.4%	16.2%	14.5%	16.4%	10.3%	13.5%	12.3%	1,454	1,311	1,159	80	68	61
Other	7.3%	6.9%	6.4%	27.6%	26.0%	25.1%	25.1%	25.7%	27.0%	20.2%	19.6%	20.5%	19.7%	21.8%	21.0%	24,043	21,653	24,874	1,508	1,355	1,512

SOURCE: Federal Employee Viewpoint Survey

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\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(25) Awards in my work unit depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.6%</b>	<b>8.9%</b>	<b>8.4%</b>	<b>30.5%</b>	<b>29.1%</b>	<b>29.3%</b>	<b>25.0%</b>	<b>25.7%</b>	<b>26.3%</b>	<b>17.4%</b>	<b>17.9%</b>	<b>18.2%</b>	<b>17.5%</b>	<b>18.4%</b>	<b>17.8%</b>	<b>390,970</b>	<b>364,099</b>	<b>350,157</b>	27,677	25,833	23,879
<b>Time in Federal Government</b>																					
< 1 year	14.6%	12.9%	12.4%	36.2%	35.7%	33.4%	32.0%	31.7%	35.3%	10.2%	11.2%	10.4%	7.0%	8.4%	8.4%	4,700	2,434	3,617	1,322	710	1,073
1-3 years	11.5%	11.1%	9.8%	31.5%	30.5%	31.0%	26.9%	27.2%	27.9%	15.6%	15.9%	16.6%	14.4%	15.3%	14.7%	25,560	29,594	35,769	2,648	3,179	3,511
4-5 years	9.4%	8.2%	8.0%	30.2%	28.1%	28.0%	25.2%	26.7%	26.3%	17.2%	17.9%	18.4%	18.0%	19.1%	19.4%	37,990	39,948	36,599	3,033	3,285	2,699
6-10 years	8.7%	8.2%	7.6%	28.0%	26.9%	27.3%	24.7%	25.1%	25.4%	18.6%	18.6%	19.4%	20.0%	21.3%	20.3%	81,810	68,331	60,199	5,842	4,975	4,059
11-14 years	8.4%	7.9%	7.5%	28.6%	27.4%	27.8%	24.3%	24.5%	25.6%	18.3%	19.3%	19.0%	20.3%	20.9%	20.1%	53,319	48,300	42,179	3,369	2,978	2,528
15-20 years	9.0%	8.5%	8.2%	30.0%	28.5%	28.7%	24.2%	25.0%	24.8%	17.9%	18.4%	18.5%	18.9%	19.6%	19.8%	46,031	37,739	33,242	2,663	2,179	1,828
> 20 years	10.9%	9.8%	9.2%	33.5%	32.2%	31.6%	24.1%	24.8%	25.6%	16.4%	17.0%	17.6%	15.0%	16.3%	16.1%	121,069	115,231	115,050	6,935	6,589	6,127
<b>Time with Current Agency</b>																					
< 1 year	15.0%	13.1%	12.7%	34.4%	33.7%	32.0%	31.5%	31.5%	34.0%	10.4%	11.1%	11.4%	8.7%	10.6%	9.9%	9,276	5,085	6,751	2,595	1,396	2,009
1-3 years	11.4%	10.6%	9.5%	30.8%	29.5%	29.9%	25.9%	27.0%	27.5%	16.1%	16.2%	17.1%	15.8%	16.7%	16.0%	40,597	45,164	50,364	3,872	4,604	4,667
4-5 years	9.2%	8.0%	7.8%	29.2%	27.7%	27.8%	24.8%	26.0%	25.7%	17.7%	18.4%	18.6%	19.0%	19.9%	20.2%	46,486	48,072	44,631	3,357	3,646	2,985
6-10 years	8.4%	8.2%	7.5%	28.1%	26.8%	27.3%	24.4%	25.0%	25.4%	18.8%	18.8%	19.3%	20.4%	21.2%	20.6%	89,909	75,890	66,278	5,716	4,979	3,924
11-20 years	8.8%	8.2%	7.9%	29.8%	28.4%	28.9%	24.2%	24.4%	25.1%	18.0%	19.0%	18.9%	19.2%	20.0%	19.2%	93,637	81,759	72,849	5,203	4,455	3,897
> 20 years	11.0%	10.0%	9.5%	34.7%	33.5%	32.5%	24.2%	24.8%	25.5%	16.2%	16.7%	17.4%	13.8%	15.1%	15.1%	89,421	84,474	84,672	4,972	4,727	4,279
<b>Leaving</b>																					
No	12.3%	11.5%	10.6%	35.3%	34.1%	33.8%	25.7%	26.5%	27.1%	15.2%	15.8%	16.2%	11.4%	12.3%	12.2%	245,531	224,106	222,843	17,419	15,917	15,277
Yes, to retire	9.3%	8.2%	7.7%	32.5%	30.6%	30.8%	25.6%	26.0%	26.3%	17.4%	18.4%	18.5%	15.3%	16.9%	16.7%	22,873	21,908	20,546	1,188	1,122	881
Yes, to other job in Govt	4.6%	4.2%	4.1%	20.6%	19.4%	19.2%	23.1%	23.3%	23.6%	21.6%	22.0%	22.6%	30.1%	31.1%	30.6%	68,688	63,707	53,131	4,706	4,358	3,463
Yes, to other job outside Govt	3.7%	3.4%	3.0%	17.8%	17.3%	17.2%	20.0%	20.2%	21.5%	23.0%	22.8%	23.7%	35.5%	36.2%	34.6%	14,736	14,521	14,578	1,085	1,086	1,012
Yes, other	3.2%	3.3%	3.3%	18.0%	16.8%	17.0%	22.4%	23.8%	22.9%	22.0%	21.3%	21.9%	34.4%	34.7%	34.9%	17,934	16,719	15,282	1,357	1,312	1,122
<b>Retiring</b>																					
Within 1 year	9.1%	8.4%	8.0%	31.8%	29.7%	29.7%	24.1%	25.0%	25.7%	17.8%	18.0%	17.9%	17.2%	18.9%	18.7%	14,077	13,233	12,116	743	718	517
Between 1-3 years	9.3%	8.5%	8.1%	32.6%	31.5%	30.6%	26.0%	25.9%	26.7%	17.1%	18.4%	18.4%	15.0%	15.8%	16.3%	37,848	34,443	32,783	2,081	1,873	1,663
Between 3-5 years	9.7%	8.8%	8.4%	31.5%	30.4%	30.5%	25.1%	26.0%	26.1%	17.4%	17.9%	18.6%	16.3%	16.8%	16.4%	41,158	37,550	34,530	2,248	2,065	1,825
5 or more years	9.9%	9.2%	8.7%	30.2%	29.0%	29.2%	24.6%	25.3%	25.9%	17.3%	17.7%	18.0%	18.0%	18.9%	18.2%	273,804	252,539	243,032	20,406	18,828	17,403

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(25) Awards in my work unit depend on how well employees perform their jobs.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.6%</b>	<b>8.9%</b>	<b>8.4%</b>	<b>30.5%</b>	<b>29.1%</b>	<b>29.3%</b>	<b>25.0%</b>	<b>25.7%</b>	<b>26.3%</b>	<b>17.4%</b>	<b>17.9%</b>	<b>18.2%</b>	<b>17.5%</b>	<b>18.4%</b>	<b>17.8%</b>	<b>390,970</b>	<b>364,099</b>	<b>350,157</b>	27,677	25,833	23,879
<b>Self-Identify as:</b>																					
Heterosexual	<b>10.2%</b>	9.4%	8.9%	<b>31.4%</b>	30.0%	30.1%	<b>24.6%</b>	25.4%	25.8%	<b>17.0%</b>	17.6%	17.9%	<b>16.8%</b>	17.8%	17.2%	<b>297,511</b>	275,399	264,221	19,820	18,403	16,771
LGBT*	<b>9.7%</b>	9.2%	8.8%	<b>28.3%</b>	28.4%	27.8%	<b>23.0%</b>	22.0%	23.4%	<b>18.4%</b>	18.8%	18.7%	<b>20.6%</b>	21.7%	21.3%	<b>10,240</b>	9,077	8,278	779	723	623
Prefer not to say	<b>7.2%</b>	7.0%	6.3%	<b>26.0%</b>	25.3%	25.4%	<b>25.9%</b>	26.1%	27.2%	<b>18.7%</b>	18.9%	19.4%	<b>22.1%</b>	22.8%	21.7%	<b>44,613</b>	40,548	37,980	3,442	3,190	2,960
<b>Military Service</b>																					
No Prior Military Service	<b>9.7%</b>	9.2%	---	<b>31.4%</b>	30.1%	---	<b>24.5%</b>	25.0%	---	<b>17.5%</b>	17.9%	---	<b>16.9%</b>	17.9%	---	<b>261,484</b>	239,453	---	19,395	18,042	---
Currently in Guard/Reserves	<b>11.0%</b>	8.6%	---	<b>29.9%</b>	30.0%	---	<b>25.5%</b>	25.5%	---	<b>15.5%</b>	16.9%	---	<b>18.2%</b>	19.0%	---	<b>6,604</b>	6,151	---	380	353	---
Retired Separated/Discharged	<b>11.4%</b>	10.5%	---	<b>33.0%</b>	31.5%	---	<b>25.6%</b>	26.2%	---	<b>15.4%</b>	16.7%	---	<b>14.5%</b>	15.1%	---	<b>41,225</b>	39,654	---	2,064	1,955	---
	<b>8.7%</b>	7.6%	---	<b>26.5%</b>	25.1%	---	<b>25.1%</b>	26.2%	---	<b>18.0%</b>	18.2%	---	<b>21.8%</b>	22.8%	---	<b>56,029</b>	51,967	---	3,494	3,107	---
<b>Disability</b>																					
Yes	<b>9.7%</b>	8.7%	8.5%	<b>26.3%</b>	25.0%	25.3%	<b>24.7%</b>	25.1%	25.6%	<b>17.0%</b>	17.9%	17.8%	<b>22.2%</b>	23.2%	22.8%	<b>50,189</b>	46,137	42,512	3,285	2,844	2,527
No	<b>9.8%</b>	9.1%	8.6%	<b>31.4%</b>	30.2%	30.3%	<b>24.8%</b>	25.5%	26.0%	<b>17.4%</b>	17.7%	18.2%	<b>16.6%</b>	17.6%	17.0%	<b>316,317</b>	292,008	281,978	<b>22,081</b>	20,652	19,073

# Report by Demographics

(26) Employees in my work unit share job knowledge with each other.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.9%</b>	<b>21.0%</b>	<b>20.5%</b>	<b>50.8%</b>	<b>50.9%</b>	<b>51.3%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.8%</b>	<b>7.8%</b>	<b>8.0%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>5.3%</b>	<b>417,688</b>	<b>389,041</b>	<b>373,151</b>	1,762	1,704	1,576
<b>Work Location</b>																					
Headquarters	23.3%	22.2%	21.3%	49.8%	49.4%	50.5%	13.6%	14.3%	14.4%	7.9%	8.4%	8.3%	5.4%	5.6%	5.5%	155,530	142,177	136,381	668	624	570
Field	21.6%	20.8%	20.5%	51.4%	51.7%	51.8%	14.1%	14.4%	14.6%	7.6%	7.8%	7.9%	5.4%	5.3%	5.2%	239,130	221,236	210,653	913	875	802
<b>Supervisory Status</b>																					
Non-Supervisor	21.3%	20.4%	19.9%	49.4%	49.5%	50.0%	14.7%	15.2%	15.3%	8.4%	8.6%	8.6%	6.2%	6.3%	6.1%	259,536	239,738	231,544	1,315	1,247	1,163
Team Leader	21.1%	20.9%	20.3%	52.8%	52.7%	52.6%	13.8%	14.0%	14.5%	7.5%	7.9%	7.8%	4.8%	4.6%	4.9%	53,157	49,423	47,335	129	133	115
Supervisor	24.9%	23.2%	22.9%	54.6%	55.0%	55.4%	11.7%	12.5%	12.4%	5.7%	6.0%	6.2%	3.1%	3.3%	3.1%	52,329	48,489	44,385	83	88	87
Manager	27.6%	26.0%	25.4%	54.6%	55.5%	55.9%	10.0%	10.9%	11.0%	5.1%	5.3%	5.3%	2.6%	2.3%	2.4%	24,276	21,553	21,273	44	36	24
Senior Leader	36.2%	34.2%	36.8%	48.6%	48.9%	48.6%	8.7%	8.7%	8.0%	4.4%	5.2%	4.2%	2.2%	3.0%	2.5%	8,016	7,025	5,372	17	22	17
<b>Sex</b>																					
Male	22.7%	21.7%	21.2%	51.8%	52.2%	52.4%	13.8%	14.3%	14.6%	6.9%	7.1%	7.1%	4.7%	4.7%	4.6%	204,404	188,120	178,504	615	554	568
Female	21.6%	20.7%	20.2%	49.4%	49.3%	49.9%	14.0%	14.4%	14.5%	8.7%	9.1%	9.1%	6.2%	6.5%	6.3%	187,657	173,899	167,697	929	935	818
<b>Hispanic or Latino</b>																					
Yes	20.8%	20.1%	20.1%	47.3%	47.7%	47.9%	15.7%	16.2%	16.0%	8.8%	8.8%	9.0%	7.3%	7.1%	7.1%	33,759	30,602	28,642	156	146	137
No	22.4%	21.4%	20.9%	51.2%	51.3%	51.7%	13.7%	14.1%	14.4%	7.6%	7.9%	7.9%	5.1%	5.2%	5.1%	354,517	327,667	314,213	1,351	1,322	1,219
<b>Race</b>																					
American Indian/ Alaska Native	16.9%	15.0%	15.1%	44.5%	44.2%	43.7%	17.8%	19.1%	19.3%	11.1%	12.0%	11.9%	9.7%	9.7%	10.0%	8,290	7,490	7,722	67	56	48
Asian	21.0%	19.6%	19.5%	50.8%	51.9%	51.7%	17.4%	17.6%	17.8%	6.6%	6.6%	6.7%	4.3%	4.4%	4.4%	18,574	16,982	16,168	82	92	78
Black/African American	21.1%	20.5%	19.9%	49.0%	48.5%	49.0%	14.8%	15.4%	15.5%	8.3%	8.4%	8.7%	6.8%	7.2%	7.0%	59,752	55,615	53,439	383	366	319
Native Hawaiian/ Pacific Islander	20.6%	18.8%	17.5%	45.3%	46.7%	48.0%	18.2%	18.7%	18.4%	9.0%	7.6%	8.8%	6.9%	8.2%	7.2%	2,466	2,307	2,335	8	15	12
White	23.1%	22.1%	21.6%	51.9%	52.1%	52.5%	12.9%	13.4%	13.7%	7.3%	7.7%	7.6%	4.7%	4.7%	4.7%	272,860	252,156	241,423	807	790	783
Two or more races (Not Hispanic/ Latino)	19.8%	19.9%	18.9%	47.1%	46.5%	48.6%	16.2%	16.3%	16.1%	9.6%	9.4%	9.6%	7.4%	7.9%	6.8%	14,380	12,970	11,529	75	75	63

# Report by Demographics

(26) Employees in my work unit share job knowledge with each other.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.9%</b>	<b>21.0%</b>	<b>20.5%</b>	<b>50.8%</b>	<b>50.9%</b>	<b>51.3%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.8%</b>	<b>7.8%</b>	<b>8.0%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>5.3%</b>	<b>417,688</b>	<b>389,041</b>	<b>373,151</b>	1,762	1,704	1,576
<b>Age Group</b>																					
25 and under	28.1%	29.1%	25.5%	51.2%	48.9%	53.9%	11.7%	11.6%	11.6%	5.0%	6.7%	5.5%	3.9%	3.7%	3.6%	2,759	2,775	3,443	7	18	16
26-29	25.1%	25.0%	23.2%	51.9%	51.6%	53.3%	11.6%	12.5%	11.2%	6.6%	6.3%	7.2%	4.9%	4.6%	5.1%	12,689	12,882	12,871	42	39	38
30-39	22.6%	21.4%	21.4%	51.6%	51.8%	51.8%	12.8%	13.2%	13.3%	7.7%	7.8%	8.0%	5.4%	5.7%	5.6%	74,484	67,151	58,444	215	218	149
40-49	21.3%	20.3%	20.1%	50.4%	51.0%	51.3%	14.1%	14.5%	14.5%	8.1%	8.4%	8.2%	6.1%	5.8%	5.8%	110,196	104,125	95,943	421	398	379
50-59	21.3%	20.4%	20.1%	50.6%	50.4%	51.0%	14.7%	15.3%	15.5%	8.0%	8.3%	8.2%	5.4%	5.5%	5.2%	151,379	141,262	124,030	699	636	489
60+	22.2%	21.1%	21.9%	50.4%	50.7%	50.9%	15.4%	15.7%	15.5%	7.3%	7.7%	7.4%	4.6%	4.8%	4.3%	64,416	58,092	47,542	368	381	271
<b>Level of Education</b>																					
Less than High School	20.5%	19.0%	---	45.5%	39.6%	---	18.3%	20.2%	---	4.9%	11.2%	---	10.9%	9.9%	---	401	385	---	8	8	---
H.S. Diploma/ GED or equiv	18.6%	18.5%	---	49.6%	49.3%	---	17.3%	17.4%	---	8.0%	8.8%	---	6.5%	6.0%	---	19,226	18,956	---	127	116	---
Trade/Technical Certificate	17.6%	17.2%	---	50.4%	49.4%	---	16.8%	17.3%	---	8.4%	9.2%	---	6.7%	6.9%	---	9,538	8,936	---	40	55	---
Some College (no degree)	19.2%	18.3%	---	49.1%	49.1%	---	16.3%	17.0%	---	8.7%	8.7%	---	6.6%	6.8%	---	59,897	57,667	---	308	283	---
Associate's Degree	19.5%	18.4%	---	49.7%	49.3%	---	15.7%	16.5%	---	8.8%	9.1%	---	6.4%	6.7%	---	31,158	29,318	---	185	162	---
Bachelor's Degree	22.6%	21.8%	---	52.0%	52.5%	---	13.0%	13.4%	---	7.4%	7.6%	---	4.9%	4.7%	---	135,261	124,566	---	451	439	---
Master's Degree	24.0%	23.0%	---	51.5%	51.7%	---	12.3%	12.6%	---	7.4%	7.7%	---	4.8%	5.0%	---	97,842	87,297	---	284	294	---
Doctoral/Professional Degree	29.9%	28.9%	---	50.1%	50.9%	---	10.8%	10.8%	---	5.7%	5.9%	---	3.5%	3.6%	---	40,841	36,521	---	157	140	---
<b>Pay Category</b>																					
Federal Wage System	16.8%	16.2%	16.5%	51.5%	51.1%	50.0%	16.7%	17.2%	18.4%	8.3%	8.9%	9.2%	6.6%	6.6%	5.9%	12,613	12,259	13,296	48	35	42
GS 1-6	17.8%	17.5%	17.1%	46.8%	46.4%	46.0%	17.4%	17.8%	18.2%	9.8%	10.0%	10.2%	8.2%	8.3%	8.6%	21,751	21,802	22,011	210	213	197
GS 7-12	21.2%	20.4%	19.9%	50.1%	50.1%	51.0%	14.5%	15.0%	15.0%	8.2%	8.5%	8.4%	6.0%	6.0%	5.8%	165,681	157,096	144,490	787	725	667
GS 13-15	25.8%	24.7%	24.2%	52.1%	52.7%	53.2%	11.7%	12.0%	12.0%	6.6%	6.7%	6.9%	3.8%	3.8%	3.7%	161,878	143,650	135,531	411	424	347
SES	46.3%	45.0%	39.8%	44.2%	44.2%	49.8%	5.6%	6.6%	6.0%	2.7%	3.1%	3.1%	1.1%	1.1%	1.3%	5,685	4,885	4,415	7	10	2
SL/ST	28.2%	25.5%	27.5%	54.5%	54.5%	54.5%	10.8%	9.2%	10.3%	4.2%	6.8%	3.5%	2.3%	4.0%	4.1%	1,531	1,373	1,219	4	10	4
Other	20.9%	20.1%	20.1%	53.9%	54.0%	53.8%	13.7%	14.2%	14.8%	7.1%	7.3%	6.7%	4.4%	4.4%	4.7%	25,521	22,987	26,313	105	80	119

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

**(26) Employees in my work unit share job knowledge with each other.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.9%</b>	<b>21.0%</b>	<b>20.5%</b>	<b>50.8%</b>	<b>50.9%</b>	<b>51.3%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.8%</b>	<b>7.8%</b>	<b>8.0%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>5.3%</b>	<b>417,688</b>	<b>389,041</b>	<b>373,151</b>	1,762	1,704	1,576
<b>Time in Federal Government</b>																					
< 1 year	33.6%	30.3%	33.0%	49.7%	50.1%	48.1%	9.2%	10.8%	9.9%	5.0%	5.7%	5.5%	2.5%	3.0%	3.7%	5,999	3,122	4,681	38	34	23
1-3 years	25.9%	25.5%	23.9%	50.0%	50.3%	51.3%	12.9%	12.6%	13.1%	6.8%	7.1%	7.2%	4.4%	4.6%	4.5%	28,140	32,710	39,240	107	125	122
4-5 years	22.8%	21.9%	20.8%	50.2%	50.8%	52.2%	13.5%	14.0%	13.5%	8.0%	8.1%	8.2%	5.5%	5.2%	5.2%	40,979	43,179	39,215	122	141	136
6-10 years	21.1%	20.2%	19.5%	50.9%	50.7%	51.3%	14.2%	14.7%	14.8%	8.1%	8.3%	8.5%	5.7%	6.1%	5.9%	87,563	73,166	64,150	283	244	224
11-14 years	20.3%	19.6%	19.3%	51.3%	51.6%	51.3%	14.7%	14.8%	15.4%	7.9%	8.4%	8.2%	5.8%	5.7%	5.9%	56,583	51,201	44,647	198	182	167
15-20 years	20.5%	19.4%	18.9%	50.7%	50.7%	50.1%	14.3%	15.2%	15.9%	8.2%	8.7%	8.8%	6.3%	6.1%	6.2%	48,572	39,821	34,992	211	169	149
> 20 years	22.6%	21.3%	20.8%	51.0%	51.2%	51.5%	14.0%	14.6%	15.0%	7.5%	7.7%	7.7%	4.9%	5.2%	4.9%	127,647	121,526	120,840	623	612	562
<b>Time with Current Agency</b>																					
< 1 year	31.5%	29.4%	29.7%	48.8%	47.8%	48.2%	10.2%	12.0%	11.2%	5.9%	6.4%	6.4%	3.6%	4.4%	4.4%	11,802	6,437	8,720	94	67	66
1-3 years	24.6%	23.9%	22.6%	48.8%	49.3%	50.4%	13.5%	13.3%	13.5%	7.6%	7.9%	8.1%	5.5%	5.6%	5.4%	44,384	49,656	54,948	161	203	191
4-5 years	21.9%	20.9%	20.1%	50.0%	50.7%	51.5%	13.8%	14.2%	14.0%	8.3%	8.5%	8.6%	6.0%	5.7%	5.8%	49,774	51,630	47,527	177	179	168
6-10 years	20.6%	20.0%	19.2%	50.9%	50.6%	51.2%	14.3%	14.9%	15.2%	8.2%	8.5%	8.4%	6.0%	6.0%	6.0%	95,527	80,720	70,071	315	285	239
11-20 years	20.5%	19.7%	19.2%	51.5%	51.6%	51.4%	14.6%	15.1%	15.6%	7.8%	8.1%	8.2%	5.6%	5.5%	5.6%	98,627	86,043	76,621	395	357	298
> 20 years	23.3%	22.0%	21.7%	52.0%	52.3%	52.4%	13.6%	14.0%	14.5%	6.9%	7.2%	7.2%	4.2%	4.5%	4.2%	94,143	89,023	88,711	424	403	410
<b>Leaving</b>																					
No	26.2%	24.9%	24.0%	52.6%	52.8%	53.3%	12.3%	12.9%	13.3%	5.8%	6.2%	6.3%	3.1%	3.2%	3.2%	262,591	239,647	237,707	900	881	861
Yes, to retire	20.6%	18.8%	18.9%	51.2%	51.9%	51.7%	15.4%	16.2%	15.9%	7.9%	8.1%	8.2%	4.9%	5.1%	5.2%	24,002	22,920	21,360	123	142	98
Yes, to other job in Govt	14.0%	14.1%	13.2%	46.9%	46.7%	46.4%	17.0%	17.0%	17.4%	11.9%	12.2%	12.4%	10.3%	10.1%	10.6%	73,137	67,933	56,447	352	282	251
Yes, to other job outside Govt	14.7%	15.3%	14.7%	48.1%	48.1%	47.9%	16.0%	15.7%	16.1%	11.1%	10.4%	11.5%	10.2%	10.4%	9.9%	15,805	15,569	15,556	50	65	63
Yes, other	12.1%	12.4%	12.7%	45.1%	45.3%	45.3%	18.9%	19.1%	18.7%	12.0%	12.0%	12.0%	11.9%	11.3%	11.3%	19,173	17,929	16,334	153	128	104
<b>Retiring</b>																					
Within 1 year	20.5%	19.4%	19.7%	51.0%	51.4%	50.6%	14.9%	15.1%	15.0%	8.1%	8.2%	8.5%	5.5%	5.9%	6.1%	14,784	13,900	12,595	85	83	59
Between 1-3 years	21.2%	20.0%	19.5%	51.5%	51.8%	51.6%	15.0%	15.9%	16.1%	7.3%	7.8%	7.9%	4.9%	4.5%	4.8%	39,800	36,168	34,340	183	187	147
Between 3-5 years	20.9%	19.9%	20.2%	51.5%	51.4%	51.4%	15.0%	15.2%	15.9%	7.6%	8.3%	8.0%	5.0%	5.2%	4.6%	43,305	39,509	36,236	208	185	165
5 or more years	22.7%	21.8%	21.2%	50.7%	50.9%	51.4%	13.5%	14.0%	14.1%	7.7%	7.9%	7.9%	5.4%	5.5%	5.4%	293,689	270,943	259,985	1,071	1,001	976

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(26) Employees in my work unit share job knowledge with each other.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.9%</b>	<b>21.0%</b>	<b>20.5%</b>	<b>50.8%</b>	<b>50.9%</b>	<b>51.3%</b>	<b>14.1%</b>	<b>14.6%</b>	<b>14.8%</b>	<b>7.8%</b>	<b>8.0%</b>	<b>8.1%</b>	<b>5.4%</b>	<b>5.5%</b>	<b>5.3%</b>	<b>417,688</b>	<b>389,041</b>	<b>373,151</b>	1,762	1,704	1,576
<b>Self-Identify as:</b>																					
Heterosexual	22.9%	21.8%	21.3%	51.1%	51.3%	51.7%	13.5%	14.1%	14.2%	7.5%	7.7%	7.8%	5.0%	5.1%	5.0%	316,821	293,301	280,489	1,102	1,087	992
LGBT*	23.8%	24.1%	22.5%	48.7%	48.5%	48.4%	12.3%	12.6%	13.1%	8.2%	8.7%	9.2%	7.0%	6.0%	6.8%	11,010	9,787	8,894	41	33	30
Prefer not to say	17.9%	17.7%	17.2%	48.9%	48.8%	49.4%	16.7%	16.6%	17.0%	9.0%	9.4%	9.4%	7.4%	7.6%	7.0%	47,839	43,561	40,773	314	275	255
<b>Military Service</b>																					
No Prior Military Service	22.8%	22.0%	---	51.4%	51.4%	---	13.3%	13.7%	---	7.5%	7.7%	---	5.0%	5.1%	---	280,346	257,002	---	1,120	1,077	---
Currently in Guard/Reserves	22.3%	21.1%	---	50.5%	52.0%	---	13.6%	13.6%	---	7.7%	7.7%	---	5.9%	5.6%	---	6,972	6,508	---	21	18	---
Retired Separated/Discharged	22.8%	21.8%	---	50.9%	50.4%	---	14.5%	15.3%	---	7.2%	7.7%	---	4.5%	4.8%	---	43,204	41,513	---	156	143	---
Discharged	20.1%	18.8%	---	49.1%	49.7%	---	15.2%	15.7%	---	8.7%	8.8%	---	7.0%	6.9%	---	59,391	54,942	---	240	222	---
<b>Disability</b>																					
Yes	21.0%	19.9%	19.7%	46.4%	46.4%	46.4%	15.7%	16.3%	16.6%	9.2%	9.5%	9.4%	7.8%	7.9%	7.9%	53,227	48,739	44,842	336	288	254
No	22.5%	21.6%	21.0%	51.7%	51.8%	52.2%	13.5%	14.0%	14.2%	7.4%	7.7%	7.8%	4.9%	5.0%	4.8%	337,864	312,181	300,523	1,203	1,178	1,120

# Report by Demographics

(27) The skill level in my work unit has improved in the past year.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.4%</b>	<b>14.0%</b>	<b>14.4%</b>	<b>37.1%</b>	<b>36.8%</b>	<b>37.9%</b>	<b>29.1%</b>	<b>30.2%</b>	<b>29.6%</b>	<b>10.9%</b>	<b>11.4%</b>	<b>11.1%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>7.0%</b>	<b>403,364</b>	<b>375,813</b>	<b>360,810</b>	16,549	15,161	14,051
<b>Work Location</b>																					
Headquarters	17.1%	15.2%	15.5%	37.7%	37.1%	38.5%	28.0%	29.4%	28.8%	10.4%	11.0%	10.6%	6.8%	7.3%	6.6%	149,916	137,288	131,693	6,480	5,638	5,318
Field	14.7%	13.5%	13.9%	36.7%	36.6%	37.6%	29.4%	30.3%	29.7%	11.3%	11.7%	11.4%	7.8%	7.9%	7.4%	231,369	213,975	203,998	8,930	8,289	7,541
<b>Supervisory Status</b>																					
Non-Supervisor	14.3%	12.9%	13.4%	35.4%	35.1%	36.5%	30.7%	31.8%	31.1%	11.4%	11.8%	11.4%	8.2%	8.4%	7.7%	247,796	229,174	221,584	13,307	11,996	11,221
Team Leader	14.1%	13.2%	13.8%	37.2%	36.9%	37.5%	28.3%	29.0%	28.6%	12.4%	13.1%	12.5%	7.9%	7.9%	7.6%	52,182	48,494	46,496	1,181	1,115	955
Supervisor	18.8%	17.1%	16.9%	42.8%	42.6%	43.5%	24.6%	25.5%	25.3%	9.0%	9.6%	9.5%	4.8%	5.2%	4.9%	51,776	47,949	43,943	723	647	565
Manager	23.2%	21.0%	21.3%	43.7%	43.1%	44.5%	21.5%	23.3%	21.7%	7.7%	8.5%	8.7%	4.0%	4.0%	3.9%	24,098	21,335	21,098	252	258	220
Senior Leader	33.5%	30.8%	31.9%	38.8%	39.4%	39.2%	18.5%	19.8%	19.9%	6.0%	6.5%	6.5%	3.1%	3.5%	2.5%	7,939	6,958	5,316	98	86	65
<b>Sex</b>																					
Male	15.8%	14.3%	14.6%	37.4%	37.5%	38.5%	28.4%	29.4%	28.9%	11.0%	11.4%	11.2%	7.4%	7.4%	6.9%	199,405	183,554	174,248	5,864	5,248	4,904
Female	15.3%	13.9%	14.4%	36.7%	35.9%	37.4%	29.6%	30.7%	30.0%	10.9%	11.5%	11.0%	7.5%	7.9%	7.2%	179,496	166,420	160,739	9,300	8,549	7,843
<b>Hispanic or Latino</b>																					
Yes	17.0%	15.4%	16.8%	36.0%	36.0%	37.3%	27.4%	28.7%	28.3%	10.4%	10.3%	9.6%	9.2%	9.5%	8.1%	32,754	29,764	27,841	1,179	1,021	964
No	15.5%	14.0%	14.3%	37.3%	36.9%	38.1%	29.0%	30.1%	29.4%	11.0%	11.6%	11.2%	7.2%	7.4%	6.9%	342,551	316,636	303,918	13,769	12,585	11,625
<b>Race</b>																					
American Indian/ Alaska Native	15.4%	13.2%	14.4%	35.5%	35.8%	36.8%	27.8%	28.9%	27.5%	10.7%	11.5%	11.7%	10.6%	10.6%	9.5%	8,165	7,328	7,567	208	222	198
Asian	17.2%	15.7%	16.3%	41.5%	41.5%	43.8%	27.9%	29.0%	26.9%	7.8%	7.9%	7.6%	5.6%	6.0%	5.3%	17,856	16,263	15,564	831	816	695
Black/African American	16.9%	15.6%	15.7%	37.5%	37.2%	38.4%	28.1%	29.1%	28.7%	9.6%	9.7%	9.5%	7.9%	8.5%	7.6%	57,149	53,464	51,312	3,065	2,574	2,430
Native Hawaiian/ Pacific Islander	17.7%	15.1%	15.7%	33.8%	38.4%	39.3%	31.0%	27.8%	27.1%	9.8%	8.8%	10.6%	7.7%	10.0%	7.3%	2,416	2,274	2,294	64	64	55
White	15.4%	13.8%	14.2%	37.1%	36.8%	37.8%	29.0%	30.1%	29.6%	11.4%	12.1%	11.7%	7.1%	7.2%	6.7%	264,508	244,336	234,202	9,462	8,768	8,157
Two or more races (Not Hispanic/ Latino)	14.4%	14.0%	13.5%	34.3%	33.7%	35.6%	29.7%	29.6%	30.3%	11.8%	12.4%	11.2%	9.9%	10.2%	9.4%	13,846	12,509	11,136	622	546	468



# Report by Demographics

(27) The skill level in my work unit has improved in the past year.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.4%</b>	<b>14.0%</b>	<b>14.4%</b>	<b>37.1%</b>	<b>36.8%</b>	<b>37.9%</b>	<b>29.1%</b>	<b>30.2%</b>	<b>29.6%</b>	<b>10.9%</b>	<b>11.4%</b>	<b>11.1%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>7.0%</b>	<b>403,364</b>	<b>375,813</b>	<b>360,810</b>	16,549	15,161	14,051
<b>Age Group</b>																					
25 and under	26.1%	22.5%	21.8%	43.6%	41.1%	41.5%	21.3%	23.9%	25.3%	6.0%	8.0%	6.7%	3.0%	4.4%	4.7%	2,582	2,604	3,253	187	192	206
26-29	19.1%	17.4%	17.2%	39.4%	38.5%	40.6%	24.2%	26.4%	25.7%	10.3%	9.9%	9.9%	7.0%	7.9%	6.6%	12,069	12,320	12,327	663	619	620
30-39	16.1%	14.7%	15.0%	37.3%	36.5%	37.8%	27.5%	29.0%	28.2%	11.1%	11.4%	11.2%	8.0%	8.4%	7.7%	71,351	64,458	56,184	3,433	2,929	2,425
40-49	15.3%	13.7%	14.3%	36.2%	36.5%	37.7%	29.3%	30.0%	29.1%	11.0%	11.8%	11.4%	8.2%	8.1%	7.6%	106,584	100,693	93,000	4,136	3,861	3,351
50-59	14.7%	13.4%	13.9%	37.0%	36.5%	37.6%	30.0%	31.2%	30.3%	11.3%	11.5%	11.4%	7.0%	7.3%	6.9%	146,699	136,883	120,407	5,594	5,105	4,170
60+	14.5%	13.2%	14.2%	37.7%	37.9%	39.1%	31.1%	31.6%	31.0%	10.3%	11.2%	10.3%	6.3%	6.1%	5.5%	62,377	56,209	46,142	2,462	2,338	1,672
<b>Level of Education</b>																					
Less than High School	18.7%	17.7%	---	35.9%	38.3%	---	29.0%	26.4%	---	4.9%	10.7%	---	11.5%	6.9%	---	394	380	---	17	16	---
H.S. Diploma/ GED or equiv	14.6%	14.3%	---	37.2%	35.5%	---	29.4%	31.6%	---	10.4%	10.6%	---	8.4%	8.0%	---	18,804	18,515	---	573	557	---
Trade/Technical Certificate	12.8%	12.7%	---	34.0%	34.2%	---	31.1%	30.7%	---	12.5%	12.5%	---	9.6%	9.9%	---	9,323	8,775	---	267	234	---
Some College (no degree)	14.6%	13.2%	---	35.2%	34.8%	---	30.3%	30.9%	---	11.2%	11.8%	---	8.7%	9.3%	---	58,275	56,187	---	1,983	1,783	---
Associate's Degree	14.5%	13.2%	---	35.6%	35.3%	---	29.8%	30.5%	---	11.3%	12.0%	---	8.8%	9.0%	---	30,322	28,570	---	1,080	931	---
Bachelor's Degree	15.5%	14.1%	---	37.8%	38.3%	---	28.4%	29.4%	---	11.1%	11.2%	---	7.1%	7.0%	---	130,530	120,222	---	5,326	4,923	---
Master's Degree	16.7%	14.9%	---	38.8%	38.0%	---	27.4%	28.9%	---	10.7%	11.4%	---	6.4%	6.7%	---	94,290	84,123	---	3,969	3,512	---
Doctoral/Professional Degree	17.9%	16.1%	---	36.7%	35.9%	---	30.1%	31.0%	---	9.9%	11.0%	---	5.4%	6.0%	---	38,977	34,757	---	2,058	1,912	---
<b>Pay Category</b>																					
Federal Wage System	12.8%	12.0%	12.2%	33.4%	33.6%	34.2%	29.8%	30.0%	30.5%	13.0%	13.8%	13.3%	10.9%	10.6%	9.9%	12,451	12,115	13,083	235	180	234
GS 1-6	15.6%	14.3%	15.0%	34.4%	34.1%	35.1%	30.0%	30.8%	29.9%	10.8%	11.0%	10.7%	9.2%	9.9%	9.3%	20,894	21,038	21,246	1,112	1,008	967
GS 7-12	15.0%	13.6%	14.1%	36.9%	36.7%	38.1%	29.2%	30.3%	29.8%	10.9%	11.4%	11.0%	8.0%	8.0%	7.1%	159,470	151,457	139,421	7,162	6,465	5,818
GS 13-15	16.7%	15.2%	15.4%	38.9%	38.6%	39.8%	28.0%	29.3%	28.3%	10.7%	11.2%	10.9%	5.6%	5.8%	5.5%	156,569	138,845	131,123	5,899	5,333	4,813
SES	40.2%	36.9%	33.9%	37.5%	38.9%	40.6%	15.8%	16.8%	17.8%	4.2%	5.1%	6.0%	2.3%	2.3%	1.7%	5,645	4,830	4,376	62	62	38
SL/ST	19.3%	17.9%	16.5%	38.7%	37.3%	41.7%	28.2%	30.8%	26.6%	9.1%	7.7%	9.5%	4.6%	6.2%	5.7%	1,508	1,348	1,193	31	37	33
Other	14.1%	13.2%	13.5%	36.6%	36.4%	37.0%	30.3%	30.8%	30.4%	11.3%	11.7%	11.6%	7.8%	8.0%	7.5%	24,783	22,259	25,552	863	833	892

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

**(27) The skill level in my work unit has improved in the past year.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.4%</b>	<b>14.0%</b>	<b>14.4%</b>	<b>37.1%</b>	<b>36.8%</b>	<b>37.9%</b>	<b>29.1%</b>	<b>30.2%</b>	<b>29.6%</b>	<b>10.9%</b>	<b>11.4%</b>	<b>11.1%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>7.0%</b>	<b>403,364</b>	<b>375,813</b>	<b>360,810</b>	16,549	15,161	14,051
<b>Time in Federal Government</b>																					
< 1 year	29.0%	23.9%	24.6%	39.1%	41.8%	42.6%	24.5%	27.1%	25.7%	4.8%	4.3%	4.4%	2.7%	3.0%	2.7%	5,071	2,613	3,944	970	548	762
1-3 years	21.1%	19.4%	19.3%	40.2%	39.7%	41.4%	25.1%	26.2%	25.8%	8.5%	9.1%	8.6%	5.2%	5.6%	4.9%	27,021	31,465	37,772	1,266	1,397	1,625
4-5 years	16.7%	14.9%	15.3%	38.3%	37.6%	38.4%	27.1%	29.3%	28.7%	10.7%	11.0%	10.6%	7.1%	7.2%	7.0%	39,602	41,705	37,967	1,543	1,658	1,418
6-10 years	14.8%	13.5%	13.7%	36.8%	36.2%	37.8%	28.6%	29.7%	29.0%	11.5%	11.8%	11.7%	8.3%	8.6%	7.8%	84,584	70,772	62,200	3,359	2,700	2,196
11-14 years	13.9%	12.8%	12.9%	35.7%	35.3%	36.8%	30.2%	30.9%	30.0%	11.8%	12.3%	12.3%	8.4%	8.7%	8.0%	54,930	49,707	43,326	1,910	1,705	1,480
15-20 years	14.1%	12.3%	12.8%	35.7%	35.7%	36.4%	30.2%	30.8%	30.7%	11.3%	12.7%	11.8%	8.7%	8.5%	8.3%	47,203	38,631	34,023	1,621	1,399	1,114
> 20 years	14.4%	13.0%	13.2%	37.0%	36.6%	37.2%	30.5%	31.3%	31.0%	11.1%	11.7%	11.6%	7.0%	7.3%	6.9%	123,721	117,647	117,201	4,719	4,540	4,253
<b>Time with Current Agency</b>																					
< 1 year	27.0%	22.7%	22.4%	38.3%	39.9%	41.0%	25.9%	28.2%	28.2%	5.1%	5.3%	5.1%	3.8%	4.0%	3.2%	9,951	5,411	7,337	1,953	1,099	1,453
1-3 years	20.3%	18.6%	18.2%	39.5%	38.6%	40.4%	25.2%	26.8%	26.4%	8.9%	9.5%	9.2%	6.1%	6.5%	5.8%	42,887	47,977	53,108	1,738	1,937	2,074
4-5 years	15.9%	14.3%	14.7%	37.7%	37.2%	38.0%	27.7%	29.3%	28.8%	11.1%	11.4%	11.0%	7.6%	7.8%	7.5%	48,311	49,992	46,156	1,682	1,866	1,567
6-10 years	14.2%	13.0%	13.2%	36.1%	35.9%	37.3%	29.3%	30.2%	29.5%	11.8%	12.2%	11.9%	8.6%	8.7%	8.1%	92,637	78,188	68,120	3,310	2,853	2,227
11-20 years	13.7%	12.4%	12.7%	35.6%	35.6%	36.5%	30.7%	31.2%	30.8%	11.8%	12.5%	12.1%	8.3%	8.4%	7.9%	95,948	83,654	74,501	3,181	2,801	2,396
> 20 years	14.3%	12.9%	13.3%	37.8%	37.1%	37.7%	30.5%	31.6%	31.0%	11.1%	11.6%	11.6%	6.3%	6.8%	6.4%	91,217	86,140	86,100	3,462	3,345	3,075
<b>Leaving</b>																					
No	18.8%	17.2%	17.2%	40.9%	40.6%	41.5%	27.9%	29.1%	28.6%	8.2%	8.8%	8.7%	4.1%	4.2%	4.0%	253,339	231,249	229,606	10,449	9,447	9,007
Yes, to retire	12.8%	10.9%	11.5%	35.4%	36.2%	36.3%	31.9%	32.2%	31.8%	12.2%	12.9%	12.9%	7.7%	7.7%	7.6%	23,359	22,343	20,856	780	745	631
Yes, to other job in Govt	9.5%	8.6%	9.0%	29.9%	29.7%	30.7%	30.3%	31.2%	31.1%	16.4%	16.3%	16.1%	13.9%	14.2%	13.1%	70,883	65,910	54,710	2,702	2,353	2,038
Yes, to other job outside Govt	7.7%	7.2%	8.4%	27.7%	27.3%	28.2%	29.2%	30.0%	28.8%	19.0%	18.5%	18.3%	16.4%	17.1%	16.4%	15,283	15,060	15,115	588	571	514
Yes, other	7.9%	7.2%	7.4%	26.2%	25.6%	28.4%	32.5%	33.1%	31.5%	16.3%	17.5%	16.5%	17.1%	16.7%	16.2%	18,527	17,326	15,812	835	768	632
<b>Retiring</b>																					
Within 1 year	12.1%	11.2%	11.9%	34.6%	34.8%	35.6%	30.8%	31.6%	29.9%	13.0%	13.3%	13.5%	9.5%	9.1%	9.2%	14,409	13,530	12,320	476	470	359
Between 1-3 years	13.1%	11.8%	11.8%	37.0%	37.2%	36.6%	31.7%	32.0%	32.7%	11.5%	12.2%	12.2%	6.6%	6.8%	6.7%	38,582	35,182	33,360	1,435	1,227	1,133
Between 3-5 years	13.6%	12.4%	12.8%	37.2%	36.9%	38.5%	31.0%	31.7%	30.6%	11.3%	11.8%	11.4%	6.9%	7.2%	6.7%	42,127	38,369	35,206	1,431	1,374	1,215
5 or more years	16.3%	14.8%	15.2%	37.3%	36.9%	38.3%	28.2%	29.4%	28.7%	10.7%	11.2%	10.8%	7.5%	7.7%	7.0%	283,340	261,523	251,220	11,774	10,579	9,847

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(27) The skill level in my work unit has improved in the past year.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.4%</b>	<b>14.0%</b>	<b>14.4%</b>	<b>37.1%</b>	<b>36.8%</b>	<b>37.9%</b>	<b>29.1%</b>	<b>30.2%</b>	<b>29.6%</b>	<b>10.9%</b>	<b>11.4%</b>	<b>11.1%</b>	<b>7.4%</b>	<b>7.6%</b>	<b>7.0%</b>	<b>403,364</b>	<b>375,813</b>	<b>360,810</b>	16,549	15,161	14,051
<b>Self-Identify as:</b>																					
Heterosexual	16.1%	14.6%	15.0%	37.7%	37.5%	38.6%	28.6%	29.6%	29.0%	10.6%	11.2%	10.8%	7.0%	7.2%	6.6%	306,590	284,012	271,758	11,725	10,576	9,848
LGBT*	17.1%	15.8%	15.7%	35.3%	35.1%	36.3%	26.2%	28.6%	27.0%	12.3%	11.4%	12.0%	9.1%	9.0%	8.9%	10,617	9,421	8,580	441	404	349
Prefer not to say	12.2%	11.2%	11.2%	33.5%	32.9%	34.7%	31.5%	32.3%	32.2%	12.6%	13.3%	12.4%	10.3%	10.3%	9.6%	46,024	41,876	39,296	2,182	2,001	1,768
<b>Military Service</b>																					
No Prior Military Service	15.6%	14.2%	---	37.7%	37.1%	---	29.0%	30.2%	---	10.7%	11.3%	---	7.0%	7.2%	---	270,057	247,460	---	11,713	10,749	---
Currently in Guard/Reserves	17.3%	15.0%	---	37.1%	38.1%	---	25.6%	28.1%	---	11.5%	10.5%	---	8.5%	8.2%	---	6,805	6,363	---	203	170	---
Retired Separated/Discharged	16.4%	15.2%	---	38.2%	38.2%	---	29.1%	29.5%	---	10.4%	10.7%	---	5.8%	6.4%	---	42,328	40,773	---	1,075	960	---
Discharged	14.8%	13.1%	---	34.4%	34.9%	---	29.1%	29.7%	---	12.0%	12.6%	---	9.7%	9.7%	---	57,652	53,441	---	2,056	1,762	---
<b>Disability</b>																					
Yes	16.1%	14.7%	15.0%	34.7%	34.0%	35.1%	28.2%	29.1%	28.7%	11.2%	12.1%	11.7%	9.8%	10.1%	9.6%	51,608	47,355	43,463	2,005	1,732	1,643
No	15.5%	14.0%	14.4%	37.6%	37.4%	38.6%	29.1%	30.1%	29.5%	10.9%	11.3%	11.0%	7.0%	7.2%	6.6%	326,388	301,603	290,733	13,097	11,956	11,047

## Report by Demographics

### (28) How would you rate the overall quality of work done by your work unit?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>40.4%</b>	<b>39.7%</b>	<b>40.2%</b>	<b>41.6%</b>	<b>42.0%</b>	<b>42.3%</b>	<b>14.5%</b>	<b>14.6%</b>	<b>14.3%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.3%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>419,817</b>	<b>390,716</b>	<b>374,621</b>
<b>Work Location</b>																		
Headquarters	43.7%	42.8%	42.8%	40.2%	40.3%	41.3%	13.0%	13.6%	13.1%	2.1%	2.3%	2.0%	0.9%	1.0%	0.8%	156,712	143,143	137,220
Field	38.9%	38.4%	39.2%	42.1%	42.6%	42.5%	15.3%	15.1%	14.9%	2.7%	2.8%	2.4%	1.1%	1.1%	1.0%	240,576	222,493	211,775
<b>Supervisory Status</b>																		
Non-Supervisor	38.7%	38.1%	38.6%	42.1%	42.2%	42.6%	15.3%	15.7%	15.2%	2.7%	2.9%	2.5%	1.2%	1.2%	1.0%	261,458	241,389	233,075
Team Leader	39.3%	39.3%	40.1%	41.5%	42.3%	42.0%	15.6%	14.8%	14.9%	2.6%	2.6%	2.2%	0.9%	1.0%	0.8%	53,438	49,666	47,532
Supervisor	46.3%	45.2%	45.5%	40.4%	41.3%	41.5%	11.2%	11.3%	11.0%	1.5%	1.7%	1.5%	0.6%	0.5%	0.6%	52,599	48,701	44,568
Manager	51.3%	51.1%	51.2%	38.1%	38.3%	38.4%	8.7%	8.9%	8.9%	1.3%	1.1%	1.1%	0.5%	0.5%	0.3%	24,394	21,640	21,348
Senior Leader	62.5%	58.2%	63.6%	28.5%	32.7%	29.3%	7.7%	7.4%	5.7%	0.8%	1.1%	0.9%	0.6%	0.7%	0.6%	8,062	7,056	5,394
<b>Sex</b>																		
Male	39.9%	39.4%	39.8%	41.3%	41.8%	42.0%	15.0%	14.9%	14.7%	2.7%	2.7%	2.5%	1.1%	1.1%	1.0%	205,551	189,050	179,383
Female	41.7%	40.9%	41.6%	41.6%	41.7%	42.0%	13.7%	14.1%	13.5%	2.1%	2.4%	2.0%	0.9%	0.9%	0.8%	189,127	175,197	168,830
<b>Hispanic or Latino</b>																		
Yes	36.8%	36.3%	37.7%	40.3%	40.9%	41.3%	17.5%	17.5%	16.6%	3.7%	3.8%	2.9%	1.7%	1.6%	1.5%	34,005	30,829	28,845
No	41.2%	40.5%	41.0%	41.5%	41.9%	42.1%	14.1%	14.2%	13.9%	2.3%	2.4%	2.2%	0.9%	1.0%	0.8%	356,861	329,628	315,973
<b>Race</b>																		
American Indian/ Alaska Native	35.9%	33.8%	34.9%	38.6%	40.6%	40.4%	19.2%	19.5%	19.3%	4.5%	4.3%	3.5%	1.8%	1.9%	1.9%	8,379	7,561	7,787
Asian	37.0%	36.0%	36.2%	43.1%	42.9%	43.6%	16.1%	17.1%	16.3%	2.8%	2.8%	2.8%	0.9%	1.2%	1.0%	18,726	17,118	16,280
Black/African American	40.8%	40.1%	40.7%	41.2%	41.2%	41.6%	14.7%	15.0%	14.4%	2.2%	2.4%	2.1%	1.1%	1.3%	1.1%	60,345	56,147	53,882
Native Hawaiian/ Pacific Islander	33.2%	35.1%	36.7%	42.2%	38.8%	38.9%	18.8%	18.7%	18.9%	4.2%	4.8%	3.4%	1.5%	2.6%	2.0%	2,480	2,337	2,343
White	41.8%	41.2%	41.6%	41.4%	41.9%	42.0%	13.6%	13.6%	13.5%	2.3%	2.4%	2.1%	0.9%	0.8%	0.7%	274,370	253,406	242,623
Two or more races (Not Hispanic/ Latino)	36.9%	35.9%	37.1%	40.1%	41.2%	41.9%	17.9%	17.7%	16.6%	3.6%	3.5%	2.9%	1.5%	1.7%	1.5%	14,501	13,072	11,623

## Report by Demographics

### (28) How would you rate the overall quality of work done by your work unit?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>40.4%</b>	<b>39.7%</b>	<b>40.2%</b>	<b>41.6%</b>	<b>42.0%</b>	<b>42.3%</b>	<b>14.5%</b>	<b>14.6%</b>	<b>14.3%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.3%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>419,817</b>	<b>390,716</b>	<b>374,621</b>
<b>Age Group</b>																		
25 and under	35.6%	34.0%	32.3%	47.3%	45.3%	49.7%	14.1%	16.6%	15.1%	2.1%	3.1%	1.9%	0.9%	1.1%	1.0%	2,767	2,791	3,468
26-29	33.4%	31.7%	31.1%	45.3%	47.0%	47.6%	17.0%	17.1%	17.7%	3.0%	3.0%	2.6%	1.4%	1.2%	1.0%	12,731	12,931	12,964
30-39	33.8%	33.5%	34.7%	44.7%	44.4%	44.5%	17.4%	17.7%	16.8%	2.9%	3.1%	2.8%	1.3%	1.3%	1.2%	74,774	67,360	58,689
40-49	39.0%	38.6%	39.8%	41.9%	42.5%	42.4%	15.2%	15.0%	14.4%	2.6%	2.8%	2.3%	1.2%	1.1%	1.0%	110,660	104,490	96,492
50-59	43.6%	42.7%	43.8%	40.2%	40.9%	40.4%	13.1%	13.3%	13.0%	2.3%	2.2%	2.0%	0.8%	0.9%	0.7%	152,250	141,866	124,766
60+	47.4%	46.9%	48.2%	38.3%	38.5%	38.3%	11.7%	12.0%	11.2%	1.8%	1.9%	1.7%	0.7%	0.8%	0.6%	64,857	58,508	47,875
<b>Level of Education</b>																		
Less than High School	42.4%	36.0%	---	34.1%	40.1%	---	15.3%	18.2%	---	3.2%	3.0%	---	4.9%	2.7%	---	412	397	---
H.S. Diploma/ GED or equiv	41.1%	40.5%	---	38.9%	40.1%	---	15.9%	15.1%	---	2.6%	2.9%	---	1.5%	1.4%	---	19,421	19,131	---
Trade/Technical Certificate	39.4%	38.2%	---	40.3%	40.5%	---	16.3%	16.1%	---	3.1%	3.8%	---	0.9%	1.4%	---	9,604	9,029	---
Some College (no degree)	39.0%	38.8%	---	40.7%	40.9%	---	15.9%	16.0%	---	3.1%	2.9%	---	1.3%	1.4%	---	60,360	58,061	---
Associate's Degree	39.0%	37.8%	---	41.0%	41.5%	---	15.8%	16.4%	---	2.8%	3.1%	---	1.4%	1.2%	---	31,456	29,562	---
Bachelor's Degree	39.1%	39.1%	---	43.0%	43.2%	---	14.6%	14.4%	---	2.4%	2.4%	---	0.9%	0.9%	---	136,038	125,203	---
Master's Degree	42.0%	40.6%	---	41.8%	42.7%	---	13.2%	13.7%	---	2.1%	2.2%	---	0.9%	0.8%	---	98,414	87,766	---
Doctoral/Professional Degree	49.7%	48.8%	---	37.4%	38.1%	---	10.7%	10.6%	---	1.5%	1.8%	---	0.7%	0.6%	---	41,087	36,712	---
<b>Pay Category</b>																		
Federal Wage System	36.0%	35.3%	36.8%	41.2%	41.9%	42.0%	17.6%	17.8%	17.0%	3.9%	3.4%	3.0%	1.4%	1.6%	1.2%	12,699	12,326	13,347
GS 1-6	36.3%	36.9%	37.4%	41.2%	40.5%	40.8%	17.5%	17.0%	16.9%	3.3%	3.7%	3.3%	1.7%	1.9%	1.5%	22,034	22,085	22,260
GS 7-12	38.0%	37.5%	38.4%	42.8%	43.1%	43.4%	15.4%	15.5%	15.0%	2.7%	2.8%	2.3%	1.1%	1.0%	0.9%	166,884	158,156	145,419
GS 13-15	46.3%	45.6%	46.1%	39.7%	40.4%	40.4%	11.6%	11.6%	11.2%	1.7%	1.8%	1.7%	0.6%	0.6%	0.6%	162,736	144,312	136,125
SES	71.9%	69.4%	68.7%	23.3%	25.6%	26.2%	3.7%	4.2%	4.5%	0.7%	0.6%	0.5%	0.4%	0.1%	0.1%	5,720	4,900	4,427
SL/ST	53.5%	53.5%	54.4%	35.3%	35.4%	31.3%	9.1%	9.6%	11.3%	1.4%	1.0%	2.1%	0.7%	0.5%	1.0%	1,545	1,388	1,226
Other	39.2%	38.4%	37.9%	41.7%	42.3%	42.8%	15.4%	15.7%	15.9%	2.5%	2.6%	2.5%	1.2%	1.0%	0.9%	25,685	23,097	26,461

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

# Report by Demographics

## (28) How would you rate the overall quality of work done by your work unit?

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>40.4%</b>	<b>39.7%</b>	<b>40.2%</b>	<b>41.6%</b>	<b>42.0%</b>	<b>42.3%</b>	<b>14.5%</b>	<b>14.6%</b>	<b>14.3%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.3%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>419,817</b>	<b>390,716</b>	<b>374,621</b>
<b>Time in Federal Government</b>																		
< 1 year	45.6%	43.0%	47.3%	41.2%	43.2%	39.6%	10.9%	11.8%	10.5%	1.7%	1.3%	1.5%	0.5%	0.8%	1.1%	6,053	3,161	4,709
1-3 years	39.5%	38.8%	39.2%	42.9%	43.0%	43.6%	14.4%	14.8%	14.3%	2.4%	2.6%	2.2%	0.9%	0.8%	0.7%	28,332	32,909	39,443
4-5 years	37.6%	36.2%	37.0%	42.9%	44.0%	43.8%	15.7%	16.0%	15.6%	2.7%	2.8%	2.6%	1.1%	1.0%	1.0%	41,203	43,404	39,437
6-10 years	37.3%	37.1%	36.8%	42.8%	42.7%	43.4%	15.8%	16.1%	16.0%	2.9%	2.9%	2.6%	1.2%	1.3%	1.1%	88,050	73,557	64,476
11-14 years	38.8%	38.6%	39.1%	42.0%	41.7%	42.4%	15.4%	15.8%	15.0%	2.7%	2.8%	2.4%	1.2%	1.1%	1.0%	56,918	51,479	44,862
15-20 years	40.6%	39.6%	40.7%	40.4%	41.6%	41.0%	15.0%	14.6%	14.9%	2.7%	3.0%	2.3%	1.2%	1.2%	1.1%	48,906	40,096	35,199
> 20 years	46.0%	45.3%	45.4%	39.1%	39.7%	39.9%	12.1%	12.1%	12.0%	1.9%	2.1%	1.9%	0.8%	0.8%	0.7%	128,664	122,342	121,641
<b>Time with Current Agency</b>																		
< 1 year	44.8%	42.3%	44.9%	40.6%	42.4%	40.2%	12.1%	12.6%	12.1%	1.8%	1.8%	1.9%	0.7%	1.0%	0.9%	11,929	6,516	8,805
1-3 years	39.0%	38.1%	38.4%	42.3%	42.5%	43.3%	15.1%	15.5%	15.1%	2.6%	2.9%	2.4%	1.0%	0.9%	0.9%	44,671	49,974	55,254
4-5 years	37.6%	36.5%	37.0%	42.8%	43.4%	43.6%	15.8%	16.2%	15.8%	2.7%	2.8%	2.6%	1.1%	1.1%	1.1%	50,067	51,911	47,774
6-10 years	37.6%	37.6%	37.8%	42.6%	42.6%	43.0%	15.7%	15.7%	15.5%	2.9%	2.8%	2.6%	1.2%	1.2%	1.1%	96,072	81,157	70,443
11-20 years	40.6%	40.3%	41.2%	41.0%	41.3%	41.4%	14.8%	14.7%	14.4%	2.5%	2.6%	2.2%	1.2%	1.1%	0.9%	99,295	86,584	77,023
> 20 years	47.2%	46.3%	46.3%	39.0%	39.6%	39.9%	11.4%	11.5%	11.3%	1.7%	1.9%	1.7%	0.7%	0.7%	0.7%	94,847	89,574	89,280
<b>Leaving</b>																		
No	47.1%	46.2%	46.2%	40.9%	41.3%	41.5%	10.3%	10.6%	10.6%	1.3%	1.4%	1.3%	0.5%	0.5%	0.4%	264,191	241,021	239,011
Yes, to retire	43.1%	42.9%	43.3%	40.1%	40.3%	39.8%	13.7%	13.4%	13.9%	2.2%	2.5%	2.3%	0.8%	0.9%	0.7%	24,209	23,119	21,504
Yes, to other job in Govt	26.4%	26.7%	26.7%	43.7%	43.9%	44.9%	23.1%	22.7%	22.3%	4.7%	4.8%	4.2%	2.1%	2.0%	1.9%	73,678	68,329	56,797
Yes, to other job outside Govt	24.8%	25.1%	24.9%	41.0%	41.7%	41.8%	25.1%	24.2%	25.0%	6.2%	6.3%	5.8%	3.0%	2.8%	2.5%	15,900	15,661	15,632
Yes, other	25.4%	24.8%	25.7%	40.8%	41.6%	42.0%	24.9%	24.7%	23.9%	5.8%	5.9%	5.3%	3.0%	2.9%	3.0%	19,367	18,105	16,455
<b>Retiring</b>																		
Within 1 year	42.0%	42.7%	42.4%	39.4%	39.2%	38.8%	14.7%	14.4%	14.7%	2.6%	2.7%	3.1%	1.3%	1.0%	0.9%	14,926	14,011	12,679
Between 1-3 years	45.1%	44.3%	44.3%	39.1%	40.2%	40.2%	12.9%	12.5%	12.9%	2.1%	2.2%	2.0%	0.8%	0.7%	0.6%	40,117	36,467	34,555
Between 3-5 years	43.9%	43.4%	44.2%	40.3%	40.4%	40.1%	12.9%	13.1%	13.1%	2.2%	2.3%	1.9%	0.8%	0.8%	0.7%	43,637	39,776	36,480
5 or more years	39.7%	39.1%	39.7%	41.9%	42.3%	42.7%	14.7%	14.9%	14.4%	2.5%	2.6%	2.3%	1.1%	1.1%	1.0%	295,530	272,473	261,413

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question.

## Report by Demographics

**(28) How would you rate the overall quality of work done by your work unit?**

	Very Good			Good			Fair			Poor			Very Poor			Item Response Total**		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>40.4%</b>	<b>39.7%</b>	<b>40.2%</b>	<b>41.6%</b>	<b>42.0%</b>	<b>42.3%</b>	<b>14.5%</b>	<b>14.6%</b>	<b>14.3%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.3%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>0.9%</b>	<b>419,817</b>	<b>390,716</b>	<b>374,621</b>
<b>Self-Identify as:</b>																		
Heterosexual	41.6%	40.9%	41.4%	41.4%	41.7%	41.9%	13.8%	14.0%	13.7%	2.3%	2.4%	2.2%	0.9%	0.9%	0.8%	318,799	294,997	282,007
LGBT*	38.9%	38.1%	39.4%	41.1%	41.2%	40.9%	15.7%	16.0%	16.0%	2.8%	3.0%	2.5%	1.4%	1.7%	1.3%	11,077	9,841	8,941
Prefer not to say	35.2%	34.9%	35.6%	41.4%	42.2%	42.7%	18.3%	17.8%	17.3%	3.4%	3.6%	2.9%	1.6%	1.5%	1.4%	48,286	43,929	41,099
<b>Military Service</b>																		
No Prior Military Service	41.6%	40.8%	---	41.6%	42.0%	---	13.7%	14.0%	---	2.2%	2.3%	---	0.9%	0.9%	---	282,234	258,553	---
Currently in Guard/Reserves	34.4%	33.8%	---	43.6%	45.0%	---	17.0%	16.6%	---	3.8%	3.3%	---	1.2%	1.3%	---	7,019	6,542	---
Retired	43.9%	43.5%	---	40.6%	40.7%	---	12.7%	12.8%	---	2.1%	2.2%	---	0.6%	0.8%	---	43,481	41,757	---
Separated/Discharged	36.4%	36.3%	---	41.1%	41.4%	---	17.5%	17.2%	---	3.4%	3.6%	---	1.5%	1.5%	---	59,764	55,291	---
<b>Disability</b>																		
Yes	38.8%	38.5%	38.8%	39.9%	39.7%	40.2%	16.2%	16.7%	16.5%	3.4%	3.4%	2.9%	1.6%	1.7%	1.5%	53,708	49,158	45,181
No	41.1%	40.4%	40.9%	41.7%	42.2%	42.3%	14.1%	14.1%	13.8%	2.3%	2.4%	2.1%	0.9%	0.9%	0.8%	339,988	313,958	302,180

# Report by Demographics

(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.6%</b>	<b>13.8%</b>	<b>14.1%</b>	<b>54.4%</b>	<b>54.7%</b>	<b>55.5%</b>	<b>17.8%</b>	<b>18.3%</b>	<b>18.1%</b>	<b>9.5%</b>	<b>9.7%</b>	<b>9.1%</b>	<b>3.7%</b>	<b>3.5%</b>	<b>3.2%</b>	<b>406,662</b>	<b>377,647</b>	<b>362,785</b>	7,091	7,045	5,883
<b>Work Location</b>																					
Headquarters	16.4%	15.6%	15.5%	54.4%	54.2%	55.4%	16.9%	17.6%	17.4%	8.9%	9.1%	8.6%	3.4%	3.4%	3.0%	153,394	139,980	134,528	2,914	2,818	2,381
Field	13.6%	13.0%	13.5%	54.5%	54.9%	55.6%	18.0%	18.4%	18.2%	9.9%	10.1%	9.4%	3.9%	3.6%	3.3%	236,315	218,403	208,345	3,758	3,740	3,075
<b>Supervisory Status</b>																					
Non-Supervisor	14.2%	13.6%	14.0%	54.1%	54.0%	55.2%	18.5%	19.2%	18.7%	9.2%	9.4%	8.8%	3.9%	3.7%	3.3%	255,184	235,270	227,890	5,676	5,660	4,711
Team Leader	13.5%	12.5%	13.0%	53.6%	54.8%	55.0%	17.9%	17.9%	18.1%	11.1%	11.0%	10.4%	3.9%	3.8%	3.5%	52,648	48,972	46,938	665	604	512
Supervisor	15.4%	14.7%	14.3%	57.0%	57.0%	57.6%	15.5%	15.7%	15.9%	9.3%	9.8%	9.3%	2.8%	2.9%	2.8%	52,187	48,317	44,246	281	291	244
Manager	18.4%	17.8%	17.5%	56.2%	57.6%	57.4%	13.1%	12.7%	13.5%	9.5%	9.6%	9.2%	2.8%	2.3%	2.4%	24,259	21,539	21,240	82	65	65
Senior Leader	28.3%	26.1%	28.3%	51.4%	53.2%	53.4%	10.4%	10.8%	9.9%	7.7%	7.7%	6.7%	2.2%	2.1%	1.7%	8,022	7,016	5,367	29	27	18
<b>Sex</b>																					
Male	15.2%	14.4%	14.7%	54.2%	54.7%	55.5%	17.3%	17.7%	17.5%	9.5%	9.7%	9.1%	3.8%	3.6%	3.2%	202,621	186,313	177,060	2,590	2,466	2,082
Female	14.0%	13.5%	13.8%	54.9%	54.7%	55.7%	18.0%	18.7%	18.4%	9.6%	9.7%	9.0%	3.6%	3.4%	3.2%	184,651	170,784	165,088	3,915	3,988	3,296
<b>Hispanic or Latino</b>																					
Yes	15.8%	14.7%	14.9%	51.7%	51.8%	53.5%	17.9%	18.5%	18.6%	9.8%	10.0%	9.0%	4.8%	5.0%	3.9%	33,397	30,320	28,385	516	463	406
No	14.6%	14.0%	14.2%	54.9%	55.1%	55.9%	17.6%	18.0%	17.7%	9.4%	9.6%	9.1%	3.6%	3.3%	3.1%	350,188	323,137	310,471	5,860	5,875	4,877
<b>Race</b>																					
American Indian/ Alaska Native	12.3%	11.0%	12.9%	51.3%	50.4%	50.9%	20.7%	22.3%	21.0%	10.7%	10.6%	10.2%	5.0%	5.8%	5.0%	8,237	7,399	7,642	135	151	126
Asian	16.6%	16.0%	15.9%	55.3%	55.0%	57.2%	16.9%	17.9%	16.3%	7.9%	7.7%	7.6%	3.3%	3.5%	3.0%	18,425	16,840	16,039	264	249	228
Black/African American	17.2%	16.8%	16.8%	55.0%	55.7%	56.7%	17.0%	16.9%	16.6%	7.2%	7.0%	6.7%	3.6%	3.6%	3.2%	58,950	54,780	52,665	1,187	1,206	1,022
Native Hawaiian/ Pacific Islander	14.0%	13.8%	12.7%	50.5%	49.6%	53.7%	20.6%	23.1%	20.9%	10.4%	8.9%	8.9%	4.5%	4.6%	3.7%	2,441	2,304	2,322	30	28	29
White	14.3%	13.5%	13.8%	55.0%	55.1%	55.9%	17.3%	17.8%	17.8%	9.9%	10.3%	9.5%	3.5%	3.2%	3.0%	269,698	248,902	238,885	4,111	4,082	3,337
Two or more races (Not Hispanic/ Latino)	13.8%	12.8%	13.3%	49.7%	50.1%	51.5%	20.1%	20.4%	19.7%	11.3%	11.5%	10.5%	5.1%	5.2%	5.0%	14,154	12,753	11,347	299	290	251



# Report by Demographics

**(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.6%</b>	<b>13.8%</b>	<b>14.1%</b>	<b>54.4%</b>	<b>54.7%</b>	<b>55.5%</b>	<b>17.8%</b>	<b>18.3%</b>	<b>18.1%</b>	<b>9.5%</b>	<b>9.7%</b>	<b>9.1%</b>	<b>3.7%</b>	<b>3.5%</b>	<b>3.2%</b>	<b>406,662</b>	<b>377,647</b>	<b>362,785</b>	7,091	7,045	5,883
<b>Age Group</b>																					
25 and under	20.6%	17.4%	17.3%	58.7%	59.2%	59.6%	11.7%	14.1%	14.4%	6.8%	7.1%	6.6%	2.2%	2.3%	2.2%	2,643	2,643	3,412	37	47	43
26-29	15.1%	13.8%	13.9%	56.3%	56.3%	57.4%	15.9%	17.1%	17.0%	8.9%	9.0%	8.7%	3.7%	3.8%	3.1%	12,267	12,342	12,786	140	203	146
30-39	13.8%	13.0%	13.5%	54.7%	54.7%	56.0%	17.5%	18.1%	17.3%	9.9%	10.2%	9.6%	4.1%	4.0%	3.5%	72,183	64,789	57,726	1,047	1,029	808
40-49	14.3%	13.5%	13.8%	54.1%	54.8%	55.7%	17.8%	18.3%	17.8%	9.8%	9.8%	9.2%	4.1%	3.6%	3.4%	107,150	100,971	94,860	1,755	1,740	1,413
50-59	14.6%	13.9%	14.4%	54.3%	54.3%	55.2%	18.1%	18.7%	18.1%	9.5%	9.7%	9.2%	3.4%	3.4%	3.1%	147,735	137,463	122,560	2,716	2,679	1,969
60+	15.6%	15.3%	16.3%	54.1%	54.4%	55.2%	18.6%	18.7%	18.3%	8.7%	8.8%	7.6%	3.0%	2.8%	2.5%	62,948	56,755	47,010	1,367	1,292	822
<b>Level of Education</b>																					
Less than High School	19.1%	14.3%	---	49.1%	53.1%	---	19.5%	23.0%	---	6.7%	3.4%	---	5.6%	6.1%	---	399	385	---	12	11	---
H.S. Diploma/ GED or equiv	13.9%	13.9%	---	54.8%	54.6%	---	20.8%	21.1%	---	7.6%	7.6%	---	2.9%	2.8%	---	19,021	18,722	---	344	347	---
Trade/Technical Certificate	13.2%	12.4%	---	53.0%	53.8%	---	21.1%	21.8%	---	9.1%	9.0%	---	3.5%	3.1%	---	9,438	8,854	---	139	159	---
Some College (no degree)	14.0%	13.5%	---	53.3%	53.0%	---	19.8%	20.1%	---	8.9%	9.6%	---	4.0%	3.8%	---	59,169	56,954	---	1,029	1,006	---
Associate's Degree	14.1%	13.3%	---	54.7%	53.9%	---	18.5%	19.9%	---	8.9%	9.2%	---	3.9%	3.6%	---	30,838	28,956	---	536	537	---
Bachelor's Degree	14.0%	13.2%	---	54.9%	55.6%	---	17.4%	17.6%	---	10.0%	10.1%	---	3.7%	3.5%	---	133,513	122,730	---	2,240	2,269	---
Master's Degree	15.3%	14.4%	---	55.1%	55.5%	---	16.0%	16.4%	---	10.1%	10.1%	---	3.6%	3.6%	---	96,630	86,058	---	1,547	1,526	---
Doctoral/Professional Degree	19.1%	18.6%	---	54.2%	54.2%	---	14.1%	14.5%	---	9.1%	9.4%	---	3.5%	3.3%	---	40,326	36,006	---	693	648	---
<b>Pay Category</b>																					
Federal Wage System	12.7%	12.3%	13.9%	53.6%	53.6%	53.8%	19.9%	20.6%	20.3%	9.7%	9.7%	8.8%	4.1%	3.9%	3.1%	12,564	12,181	13,221	120	117	123
GS 1-6	14.8%	14.5%	14.4%	52.9%	53.1%	54.8%	20.7%	21.2%	20.1%	7.5%	7.7%	7.3%	4.0%	3.5%	3.4%	21,514	21,488	21,729	464	537	482
GS 7-12	13.9%	13.3%	13.4%	54.4%	54.6%	55.9%	18.3%	18.8%	18.5%	9.5%	9.7%	9.0%	3.8%	3.6%	3.3%	163,316	154,607	142,506	3,087	3,184	2,547
GS 13-15	15.8%	14.9%	15.4%	55.0%	55.4%	55.6%	15.7%	15.9%	15.9%	10.2%	10.5%	10.0%	3.4%	3.3%	3.1%	159,840	141,755	133,972	2,575	2,346	1,922
SES	33.5%	32.1%	29.0%	50.3%	51.3%	54.2%	8.5%	9.1%	8.0%	5.9%	6.3%	7.1%	1.7%	1.2%	1.7%	5,703	4,878	4,409	12	11	8
SL/ST	21.0%	19.0%	21.7%	51.3%	57.4%	48.6%	14.7%	10.8%	14.4%	8.8%	9.0%	12.3%	4.1%	3.8%	2.9%	1,531	1,369	1,218	12	14	8
Other	14.1%	13.2%	13.8%	55.8%	55.8%	56.5%	17.2%	17.9%	17.8%	9.3%	9.5%	8.9%	3.5%	3.6%	3.0%	25,317	22,766	26,122	336	317	310

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.6%</b>	<b>13.8%</b>	<b>14.1%</b>	<b>54.4%</b>	<b>54.7%</b>	<b>55.5%</b>	<b>17.8%</b>	<b>18.3%</b>	<b>18.1%</b>	<b>9.5%</b>	<b>9.7%</b>	<b>9.1%</b>	<b>3.7%</b>	<b>3.5%</b>	<b>3.2%</b>	<b>406,662</b>	<b>377,647</b>	<b>362,785</b>	7,091	7,045	5,883
<b>Time in Federal Government</b>																					
< 1 year	25.3%	22.4%	25.9%	56.9%	57.9%	55.8%	11.7%	12.8%	11.8%	4.7%	5.5%	5.0%	1.4%	1.3%	1.5%	5,955	3,073	4,618	86	87	82
1-3 years	18.8%	17.5%	17.2%	56.1%	56.5%	58.2%	15.4%	15.6%	15.2%	7.0%	7.8%	7.2%	2.7%	2.6%	2.3%	27,912	32,363	38,842	361	475	520
4-5 years	15.1%	13.9%	14.1%	55.4%	55.9%	56.0%	16.7%	17.5%	17.9%	9.5%	9.3%	9.1%	3.3%	3.3%	3.0%	40,460	42,575	38,798	632	739	548
6-10 years	13.5%	13.2%	13.3%	54.5%	54.6%	55.5%	18.0%	18.5%	18.2%	9.9%	9.9%	9.6%	4.0%	3.8%	3.4%	86,498	72,144	63,429	1,347	1,266	940
11-14 years	13.1%	12.6%	12.7%	53.9%	54.0%	55.7%	18.9%	18.8%	18.7%	9.9%	10.7%	9.6%	4.2%	3.9%	3.4%	55,907	50,553	44,101	879	824	695
15-20 years	13.6%	13.0%	13.2%	53.2%	53.7%	54.5%	18.2%	19.1%	19.2%	10.7%	10.0%	9.4%	4.4%	4.2%	3.8%	47,978	39,321	34,567	817	676	560
> 20 years	14.5%	13.8%	14.0%	54.1%	54.1%	54.7%	18.1%	18.7%	18.6%	9.7%	10.0%	9.5%	3.6%	3.4%	3.3%	125,869	119,657	119,290	2,504	2,496	2,076
<b>Time with Current Agency</b>																					
< 1 year	24.6%	22.0%	23.5%	55.3%	56.2%	55.4%	12.9%	13.6%	13.2%	5.0%	6.0%	5.8%	2.2%	2.2%	2.2%	11,681	6,336	8,603	223	172	178
1-3 years	17.8%	16.6%	16.1%	54.8%	55.3%	56.9%	16.1%	16.2%	16.0%	8.1%	8.7%	8.2%	3.3%	3.1%	2.7%	43,918	49,033	54,354	656	835	793
4-5 years	14.3%	13.2%	13.8%	55.1%	55.3%	55.3%	17.2%	17.9%	18.3%	9.7%	9.8%	9.3%	3.7%	3.7%	3.3%	49,141	50,869	46,941	798	919	729
6-10 years	13.3%	13.0%	13.1%	54.2%	54.3%	55.5%	18.3%	18.8%	18.4%	10.2%	10.1%	9.5%	4.1%	3.8%	3.5%	94,292	79,550	69,262	1,551	1,435	1,049
11-20 years	13.3%	12.9%	13.1%	53.8%	54.3%	55.3%	18.6%	18.9%	18.9%	10.1%	10.0%	9.3%	4.1%	3.8%	3.4%	97,479	84,991	75,690	1,580	1,417	1,172
> 20 years	14.4%	13.8%	14.0%	54.8%	54.5%	55.2%	17.9%	18.6%	18.2%	9.6%	10.0%	9.5%	3.3%	3.1%	3.1%	92,853	87,718	87,648	1,794	1,747	1,476
<b>Leaving</b>																					
No	17.9%	16.8%	16.9%	58.2%	58.5%	59.0%	15.4%	15.9%	15.8%	6.7%	7.0%	6.5%	1.8%	1.8%	1.7%	259,769	236,752	235,243	3,895	3,808	3,316
Yes, to retire	13.3%	12.2%	12.5%	53.3%	53.5%	53.5%	19.7%	20.1%	20.0%	10.0%	10.8%	10.3%	3.7%	3.3%	3.6%	23,691	22,647	21,130	449	462	357
Yes, to other job in Govt	8.3%	8.5%	8.6%	48.2%	48.4%	49.0%	21.7%	22.1%	22.0%	14.8%	14.5%	14.3%	7.1%	6.6%	6.0%	72,027	66,753	55,573	1,446	1,405	1,079
Yes, to other job outside Govt	6.4%	7.5%	7.1%	42.4%	42.9%	44.9%	22.2%	21.3%	21.9%	18.8%	18.8%	17.9%	10.3%	9.5%	8.1%	15,559	15,308	15,340	293	322	267
Yes, other	7.2%	7.0%	7.1%	42.8%	43.1%	45.5%	24.6%	25.4%	24.3%	16.4%	16.2%	15.4%	8.9%	8.3%	7.7%	18,791	17,562	16,024	509	507	393
<b>Retiring</b>																					
Within 1 year	12.9%	12.7%	12.9%	52.1%	52.0%	52.2%	19.5%	20.1%	19.5%	11.1%	11.0%	10.9%	4.4%	4.2%	4.5%	14,608	13,741	12,450	288	268	211
Between 1-3 years	13.7%	13.1%	13.5%	54.5%	54.3%	54.7%	18.8%	19.3%	19.3%	9.6%	10.2%	9.4%	3.4%	3.1%	3.2%	39,271	35,668	33,944	751	764	577
Between 3-5 years	13.9%	13.5%	13.7%	54.3%	54.5%	55.3%	18.7%	18.8%	18.7%	9.6%	10.0%	9.3%	3.5%	3.3%	3.0%	42,799	38,992	35,839	748	702	556
5 or more years	15.0%	14.2%	14.5%	54.7%	55.0%	56.0%	17.2%	17.7%	17.5%	9.4%	9.5%	8.9%	3.7%	3.5%	3.1%	290,118	267,216	256,935	4,702	4,689	3,951

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>14.6%</b>	<b>13.8%</b>	<b>14.1%</b>	<b>54.4%</b>	<b>54.7%</b>	<b>55.5%</b>	<b>17.8%</b>	<b>18.3%</b>	<b>18.1%</b>	<b>9.5%</b>	<b>9.7%</b>	<b>9.1%</b>	<b>3.7%</b>	<b>3.5%</b>	<b>3.2%</b>	<b>406,662</b>	<b>377,647</b>	<b>362,785</b>	7,091	7,045	5,883
<b>Self-Identify as:</b>																					
Heterosexual	15.3%	14.6%	14.9%	55.4%	55.7%	56.4%	17.0%	17.4%	17.1%	9.0%	9.2%	8.7%	3.3%	3.2%	2.9%	313,445	289,795	277,561	4,668	4,650	3,901
LGBT*	15.4%	13.8%	13.6%	51.2%	52.4%	53.1%	17.0%	17.0%	17.6%	11.5%	12.0%	11.5%	4.9%	4.8%	4.3%	10,869	9,636	8,810	178	190	120
Prefer not to say	10.6%	10.3%	10.5%	49.6%	49.2%	50.8%	21.7%	22.8%	22.6%	12.4%	12.2%	11.2%	5.6%	5.4%	4.9%	46,869	42,680	40,055	1,263	1,183	960
<b>Military Service</b>																					
No Prior Military Service	14.2%	13.6%	---	54.9%	55.0%	---	17.7%	18.2%	---	9.6%	9.7%	---	3.6%	3.4%	---	276,561	253,062	---	4,998	4,953	---
Currently in Guard/Reserves	16.4%	15.0%	---	55.5%	57.1%	---	15.3%	15.5%	---	8.8%	9.0%	---	4.0%	3.4%	---	6,938	6,457	---	64	66	---
Retired Separated/Discharged	17.8%	17.0%	---	56.2%	56.3%	---	15.6%	16.0%	---	7.7%	8.0%	---	2.6%	2.7%	---	42,963	41,260	---	430	456	---
Discharged	14.0%	13.2%	---	52.0%	52.6%	---	18.9%	19.3%	---	10.4%	10.7%	---	4.7%	4.3%	---	58,700	54,297	---	949	913	---
<b>Disability</b>																					
Yes	15.5%	14.8%	15.4%	51.1%	51.1%	51.9%	18.5%	18.9%	18.6%	10.1%	10.5%	9.8%	4.7%	4.7%	4.4%	52,587	48,174	44,324	994	928	802
No	14.5%	13.9%	14.1%	55.2%	55.4%	56.3%	17.4%	17.9%	17.7%	9.4%	9.5%	8.9%	3.5%	3.3%	3.0%	333,750	307,861	297,025	5,455	5,471	4,543

# Report by Demographics

## (30) Employees have a feeling of personal empowerment with respect to work processes.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>33.8%</b>	<b>33.4%</b>	<b>34.4%</b>	<b>25.2%</b>	<b>25.7%</b>	<b>26.0%</b>	<b>20.7%</b>	<b>21.2%</b>	<b>20.8%</b>	<b>11.1%</b>	<b>11.2%</b>	<b>10.3%</b>	<b>404,200</b>	<b>375,805</b>	<b>360,361</b>	9,417	8,728	8,232
<b>Work Location</b>																					
Headquarters	10.7%	9.8%	9.7%	35.5%	35.0%	35.7%	24.6%	25.0%	25.5%	19.1%	19.8%	19.4%	10.0%	10.4%	9.6%	152,382	139,167	133,561	3,885	3,609	3,387
Field	8.4%	7.9%	8.0%	32.8%	32.5%	33.6%	25.3%	25.7%	26.0%	21.7%	22.0%	21.5%	11.8%	11.9%	10.9%	235,054	217,565	207,138	5,001	4,528	4,274
<b>Supervisory Status</b>																					
Non-Supervisor	8.6%	8.0%	8.2%	32.1%	31.7%	32.7%	25.9%	26.2%	26.7%	21.2%	21.8%	21.1%	12.2%	12.3%	11.3%	253,523	234,210	226,315	7,324	6,732	6,365
Team Leader	8.1%	7.8%	7.8%	33.0%	32.6%	33.7%	25.2%	25.6%	25.9%	22.2%	22.3%	22.0%	11.5%	11.6%	10.6%	52,387	48,717	46,671	919	835	767
Supervisor	10.5%	9.6%	9.2%	39.5%	39.0%	40.0%	23.4%	23.8%	23.9%	18.9%	19.6%	19.5%	7.7%	8.0%	7.5%	51,950	48,085	44,039	511	488	431
Manager	13.6%	12.5%	12.3%	42.6%	43.1%	43.7%	21.0%	21.1%	21.2%	16.5%	16.7%	16.3%	6.3%	6.6%	6.5%	24,166	21,449	21,134	155	138	152
Senior Leader	22.9%	21.1%	22.1%	44.9%	44.2%	44.0%	15.7%	18.1%	16.9%	12.2%	10.8%	12.6%	4.4%	5.8%	4.4%	7,986	7,009	5,358	49	38	32
<b>Sex</b>																					
Male	9.7%	9.0%	8.9%	34.7%	34.3%	35.2%	25.1%	25.8%	26.1%	19.7%	20.0%	19.7%	10.9%	10.9%	10.1%	201,559	185,352	175,992	3,565	3,286	3,048
Female	8.7%	8.1%	8.4%	33.0%	32.5%	33.6%	25.1%	25.0%	25.6%	22.0%	22.7%	21.9%	11.3%	11.7%	10.6%	183,410	170,069	163,954	5,171	4,777	4,549
<b>Hispanic or Latino</b>																					
Yes	10.0%	9.4%	9.5%	32.3%	32.6%	34.8%	26.2%	25.5%	26.3%	18.8%	19.7%	18.5%	12.7%	12.8%	10.9%	33,150	30,067	28,139	756	697	617
No	9.2%	8.6%	8.6%	34.2%	33.7%	34.6%	25.0%	25.4%	25.7%	20.8%	21.3%	20.9%	10.8%	11.0%	10.2%	348,194	321,721	308,538	7,801	7,237	6,868
<b>Race</b>																					
American Indian/ Alaska Native	8.7%	7.2%	8.2%	31.1%	32.5%	31.9%	27.0%	26.7%	28.2%	20.1%	19.8%	20.1%	13.1%	13.8%	11.6%	8,162	7,357	7,580	195	173	182
Asian	12.6%	12.1%	11.9%	41.2%	40.9%	43.3%	24.4%	25.4%	24.6%	13.6%	13.5%	12.8%	8.2%	8.1%	7.4%	18,277	16,714	15,892	395	352	359
Black/African American	10.7%	9.9%	10.0%	36.1%	37.0%	37.6%	25.4%	24.9%	26.0%	17.7%	17.6%	16.9%	10.1%	10.6%	9.5%	58,440	54,349	52,169	1,715	1,643	1,546
Native Hawaiian/ Pacific Islander	10.7%	10.0%	9.3%	34.8%	34.8%	37.5%	27.0%	28.1%	27.1%	17.8%	17.4%	15.8%	9.7%	9.7%	10.4%	2,426	2,290	2,309	45	34	38
White	8.9%	8.3%	8.3%	33.6%	32.8%	33.8%	24.8%	25.3%	25.7%	21.7%	22.4%	21.9%	11.0%	11.1%	10.3%	268,277	247,910	237,500	5,450	5,042	4,713
Two or more races (Not Hispanic/ Latino)	7.8%	7.1%	7.3%	28.1%	28.3%	29.0%	26.3%	25.9%	26.9%	22.9%	23.8%	22.6%	15.0%	14.9%	14.3%	14,112	12,742	11,331	358	309	285

# Report by Demographics

## (30) Employees have a feeling of personal empowerment with respect to work processes.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>33.8%</b>	<b>33.4%</b>	<b>34.4%</b>	<b>25.2%</b>	<b>25.7%</b>	<b>26.0%</b>	<b>20.7%</b>	<b>21.2%</b>	<b>20.8%</b>	<b>11.1%</b>	<b>11.2%</b>	<b>10.3%</b>	<b>404,200</b>	<b>375,805</b>	<b>360,361</b>	9,417	8,728	8,232
<b>Age Group</b>																					
25 and under	11.3%	11.7%	9.9%	37.7%	35.8%	38.0%	24.4%	25.4%	25.6%	18.1%	19.1%	17.9%	8.5%	8.1%	8.7%	2,598	2,636	3,364	83	58	95
26-29	9.8%	8.4%	7.9%	33.6%	32.0%	33.6%	24.5%	24.9%	25.8%	21.2%	22.5%	21.7%	10.8%	12.1%	11.0%	12,164	12,273	12,593	236	268	327
30-39	8.6%	8.0%	8.1%	32.0%	31.9%	33.1%	24.5%	24.8%	24.9%	22.4%	22.5%	22.4%	12.5%	12.8%	11.5%	71,667	64,465	57,388	1,532	1,370	1,175
40-49	8.9%	8.2%	8.4%	33.4%	33.1%	34.6%	24.6%	25.2%	25.5%	21.3%	21.7%	20.7%	11.8%	11.7%	10.9%	106,596	100,471	94,362	2,321	2,219	1,957
50-59	9.3%	8.6%	8.9%	34.7%	34.0%	35.1%	25.6%	26.0%	26.1%	20.0%	20.7%	20.2%	10.4%	10.6%	9.7%	146,946	136,888	121,887	3,430	3,178	2,633
60+	9.7%	9.1%	9.9%	34.8%	34.9%	36.0%	27.1%	27.2%	27.4%	19.1%	19.5%	18.5%	9.3%	9.3%	8.3%	62,518	56,402	46,584	1,758	1,566	1,206
<b>Level of Education</b>																					
Less than High School	12.0%	9.9%	---	39.7%	39.8%	---	26.5%	32.8%	---	10.4%	10.0%	---	11.5%	7.5%	---	400	378	---	8	15	---
H.S. Diploma/ GED or equiv	9.4%	9.0%	---	36.9%	37.5%	---	28.7%	29.3%	---	16.6%	16.5%	---	8.3%	7.7%	---	18,885	18,601	---	472	467	---
Trade/Technical Certificate	7.5%	6.6%	---	33.2%	33.3%	---	30.0%	30.6%	---	18.9%	19.3%	---	10.4%	10.2%	---	9,362	8,812	---	197	189	---
Some College (no degree)	8.8%	8.4%	---	32.9%	32.2%	---	27.5%	27.5%	---	19.8%	20.5%	---	11.0%	11.4%	---	58,848	56,613	---	1,380	1,318	---
Associate's Degree	9.0%	8.4%	---	33.6%	33.1%	---	26.7%	27.0%	---	20.1%	20.5%	---	10.7%	11.2%	---	30,602	28,786	---	763	708	---
Bachelor's Degree	8.8%	8.3%	---	34.0%	33.7%	---	24.7%	25.0%	---	21.4%	21.8%	---	11.0%	11.2%	---	132,783	122,280	---	2,920	2,715	---
Master's Degree	10.1%	9.0%	---	34.8%	34.0%	---	22.8%	23.2%	---	21.1%	22.1%	---	11.2%	11.7%	---	96,198	85,871	---	1,982	1,714	---
Doctoral/Professional Degree	10.9%	10.2%	---	32.0%	32.1%	---	21.5%	21.9%	---	22.4%	22.5%	---	13.1%	13.2%	---	39,977	35,656	---	1,031	983	---
<b>Pay Category</b>																					
Federal Wage System	7.4%	7.2%	8.0%	33.2%	31.7%	32.2%	27.8%	29.3%	29.9%	20.6%	21.1%	20.1%	11.1%	10.6%	9.8%	12,517	12,149	13,163	153	145	165
GS 1-6	9.7%	9.5%	9.1%	32.8%	33.1%	34.4%	27.7%	27.4%	27.5%	18.6%	18.9%	18.3%	11.2%	11.1%	10.7%	21,320	21,397	21,602	654	632	602
GS 7-12	8.7%	8.0%	7.9%	33.1%	32.7%	34.3%	25.9%	26.3%	26.6%	20.8%	21.4%	20.7%	11.4%	11.7%	10.4%	162,302	153,905	141,475	4,121	3,898	3,603
GS 13-15	10.3%	9.6%	9.7%	36.0%	35.9%	36.3%	22.9%	23.2%	23.4%	20.5%	21.0%	20.8%	10.3%	10.4%	9.8%	159,040	141,074	133,201	3,340	2,945	2,691
SES	28.3%	25.5%	23.5%	43.3%	44.6%	45.8%	14.0%	14.4%	14.3%	10.5%	11.7%	12.0%	4.0%	3.9%	4.5%	5,668	4,860	4,408	38	28	15
SL/ST	13.4%	11.3%	13.4%	35.7%	36.3%	32.5%	16.1%	19.2%	20.6%	22.0%	22.2%	21.8%	12.8%	11.0%	11.7%	1,517	1,365	1,210	25	20	16
Other	7.5%	6.9%	7.3%	31.0%	30.5%	31.2%	25.4%	25.3%	25.7%	23.7%	23.8%	23.9%	12.4%	13.5%	11.9%	25,125	22,635	25,939	497	444	502

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(30) Employees have a feeling of personal empowerment with respect to work processes.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>33.8%</b>	<b>33.4%</b>	<b>34.4%</b>	<b>25.2%</b>	<b>25.7%</b>	<b>26.0%</b>	<b>20.7%</b>	<b>21.2%</b>	<b>20.8%</b>	<b>11.1%</b>	<b>11.2%</b>	<b>10.3%</b>	<b>404,200</b>	<b>375,805</b>	<b>360,361</b>	9,417	8,728	8,232
<b>Time in Federal Government</b>																					
< 1 year	17.1%	15.7%	17.7%	41.5%	40.5%	42.0%	23.2%	25.2%	21.7%	12.7%	13.2%	13.2%	5.5%	5.4%	5.4%	5,819	3,045	4,542	218	116	165
1-3 years	12.2%	11.1%	10.4%	35.7%	35.8%	38.0%	24.4%	25.2%	24.6%	18.4%	18.8%	18.8%	9.3%	9.1%	8.3%	27,617	32,136	38,506	643	713	856
4-5 years	9.3%	8.4%	8.3%	34.1%	33.3%	33.5%	24.7%	25.3%	25.7%	21.2%	21.6%	21.4%	10.7%	11.4%	11.0%	40,297	42,421	38,555	812	899	802
6-10 years	8.3%	8.2%	7.9%	32.4%	32.1%	32.8%	25.1%	24.8%	25.6%	21.8%	22.2%	22.2%	12.4%	12.8%	11.5%	86,017	71,936	63,040	1,808	1,511	1,310
11-14 years	7.9%	7.3%	7.5%	32.2%	31.7%	32.3%	25.2%	25.7%	26.6%	22.1%	22.7%	22.0%	12.5%	12.6%	11.7%	55,625	50,291	43,874	1,152	1,073	907
15-20 years	8.4%	7.9%	7.9%	33.0%	31.8%	32.5%	24.6%	25.7%	26.4%	21.7%	22.0%	21.5%	12.3%	12.6%	11.8%	47,769	39,171	34,393	1,056	850	730
> 20 years	9.5%	8.6%	8.7%	35.3%	35.0%	35.6%	25.8%	26.1%	26.4%	19.6%	20.3%	19.8%	9.8%	10.0%	9.5%	125,128	119,031	118,572	3,179	2,992	2,851
<b>Time with Current Agency</b>																					
< 1 year	17.5%	15.7%	16.5%	40.6%	41.0%	40.8%	22.1%	23.3%	22.1%	13.3%	13.9%	13.7%	6.4%	6.2%	6.9%	11,478	6,243	8,472	431	262	320
1-3 years	11.6%	10.7%	9.9%	34.7%	34.8%	36.5%	24.3%	24.8%	24.8%	19.2%	19.6%	19.5%	10.2%	10.1%	9.3%	43,555	48,760	53,917	1,002	1,122	1,228
4-5 years	8.8%	7.9%	8.1%	33.4%	32.4%	33.0%	24.7%	25.6%	25.7%	21.6%	22.0%	21.7%	11.5%	12.1%	11.5%	48,970	50,694	46,703	971	1,116	983
6-10 years	8.1%	8.0%	7.7%	31.9%	32.0%	32.7%	25.3%	24.9%	25.8%	22.1%	22.4%	22.2%	12.6%	12.8%	11.6%	93,829	79,281	68,854	2,005	1,730	1,438
11-20 years	8.1%	7.6%	7.7%	32.8%	32.2%	33.1%	25.4%	25.9%	26.7%	21.6%	22.2%	21.4%	12.1%	12.1%	11.1%	96,978	84,584	75,276	2,099	1,813	1,593
> 20 years	9.3%	8.6%	8.7%	36.1%	35.3%	36.0%	26.0%	26.3%	26.5%	19.6%	20.3%	19.9%	9.0%	9.5%	8.9%	92,279	87,266	87,094	2,308	2,083	2,042
<b>Leaving</b>																					
No	11.9%	11.1%	10.9%	39.9%	39.5%	40.0%	25.5%	25.8%	26.2%	16.6%	17.3%	16.9%	6.1%	6.4%	6.0%	257,423	235,014	233,178	6,073	5,482	5,342
Yes, to retire	8.3%	7.0%	7.5%	33.8%	33.8%	33.8%	27.2%	27.7%	27.4%	21.0%	21.7%	21.6%	9.6%	9.8%	9.7%	23,577	22,524	20,966	564	542	488
Yes, to other job in Govt	3.9%	3.8%	3.7%	22.4%	22.1%	22.7%	24.5%	24.9%	25.4%	29.1%	28.8%	29.0%	20.1%	20.5%	19.2%	72,062	66,784	55,577	1,470	1,400	1,123
Yes, to other job outside Govt	2.8%	2.8%	2.8%	16.7%	16.8%	17.5%	20.1%	20.9%	21.5%	32.5%	32.0%	32.1%	27.9%	27.5%	26.0%	15,642	15,389	15,343	231	241	278
Yes, other	3.0%	3.2%	3.1%	17.9%	17.2%	18.9%	23.5%	24.7%	24.9%	29.6%	30.0%	29.4%	26.0%	24.8%	23.7%	18,846	17,641	16,066	479	442	384
<b>Retiring</b>																					
Within 1 year	7.9%	7.2%	7.6%	32.6%	31.7%	32.6%	25.6%	27.0%	26.7%	21.7%	22.5%	21.4%	12.1%	11.6%	11.6%	14,520	13,669	12,369	352	306	286
Between 1-3 years	8.7%	8.1%	7.8%	33.9%	34.8%	34.4%	27.2%	26.7%	27.4%	20.5%	20.9%	21.0%	9.7%	9.6%	9.4%	39,074	35,517	33,702	936	873	779
Between 3-5 years	8.7%	8.3%	8.5%	34.3%	33.7%	34.6%	26.1%	26.6%	26.7%	20.4%	21.1%	20.7%	10.4%	10.4%	9.6%	42,501	38,795	35,622	1,011	903	787
5 or more years	9.5%	8.8%	8.8%	34.0%	33.5%	34.7%	24.7%	25.1%	25.5%	20.7%	21.1%	20.6%	11.2%	11.5%	10.4%	288,430	265,954	255,294	6,387	5,938	5,628

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(30) Employees have a feeling of personal empowerment with respect to work processes.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.5%</b>	<b>8.5%</b>	<b>33.8%</b>	<b>33.4%</b>	<b>34.4%</b>	<b>25.2%</b>	<b>25.7%</b>	<b>26.0%</b>	<b>20.7%</b>	<b>21.2%</b>	<b>20.8%</b>	<b>11.1%</b>	<b>11.2%</b>	<b>10.3%</b>	<b>404,200</b>	<b>375,805</b>	<b>360,361</b>	9,417	8,728	8,232
<b>Self-Identify as:</b>																					
Heterosexual	9.7%	9.0%	9.1%	35.1%	34.6%	35.5%	25.0%	25.4%	25.8%	20.0%	20.5%	20.1%	10.1%	10.5%	9.5%	311,447	288,272	275,617	6,572	6,132	5,838
LGBT*	9.3%	8.8%	8.1%	29.4%	29.2%	30.6%	22.6%	22.4%	22.1%	23.2%	23.6%	24.1%	15.5%	16.1%	15.1%	10,829	9,609	8,764	224	212	178
Prefer not to say	6.3%	6.1%	6.0%	27.4%	27.5%	28.4%	26.2%	26.3%	26.9%	24.3%	24.6%	24.0%	15.8%	15.5%	14.6%	46,774	42,583	39,953	1,396	1,251	1,073
<b>Military Service</b>																					
No Prior Military Service	8.7%	8.3%	---	33.9%	33.3%	---	25.1%	25.4%	---	21.2%	21.7%	---	11.1%	11.3%	---	274,843	251,895	---	6,672	6,136	---
Currently in Guard/Reserves	10.7%	9.4%	---	36.8%	36.3%	---	22.5%	24.3%	---	19.0%	18.8%	---	11.0%	11.1%	---	6,908	6,436	---	91	96	---
Retired Separated/Discharged	12.3%	11.2%	---	38.6%	38.5%	---	24.5%	24.9%	---	17.0%	17.4%	---	7.7%	8.0%	---	42,730	41,024	---	642	667	---
Discharged	8.7%	7.8%	---	30.5%	30.5%	---	25.8%	26.3%	---	21.7%	22.3%	---	13.2%	13.2%	---	58,373	54,027	---	1,283	1,118	---
<b>Disability</b>																					
Yes	10.0%	9.1%	9.6%	31.4%	31.0%	32.1%	24.7%	25.1%	25.4%	20.2%	20.8%	20.1%	13.7%	13.8%	12.8%	52,402	48,014	44,165	1,164	1,047	947
No	9.1%	8.5%	8.5%	34.4%	34.0%	35.0%	25.2%	25.5%	25.9%	20.8%	21.2%	20.7%	10.5%	10.7%	9.8%	331,652	306,332	295,010	7,499	6,963	6,574

# Report by Demographics

(31) Employees are recognized for providing high quality products and services.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.9%</b>	<b>10.0%</b>	<b>10.0%</b>	<b>35.6%</b>	<b>34.5%</b>	<b>35.5%</b>	<b>23.5%</b>	<b>24.2%</b>	<b>24.5%</b>	<b>18.7%</b>	<b>19.5%</b>	<b>19.0%</b>	<b>11.3%</b>	<b>11.7%</b>	<b>10.9%</b>	<b>403,880</b>	<b>375,902</b>	<b>360,183</b>	8,603	7,530	7,290
<b>Work Location</b>																					
Headquarters	12.8%	11.8%	11.5%	37.6%	36.5%	37.4%	22.6%	23.2%	23.7%	17.0%	17.9%	17.5%	10.0%	10.6%	9.9%	152,417	139,414	133,632	3,404	3,014	2,908
Field	10.1%	9.2%	9.3%	34.5%	33.4%	34.6%	23.7%	24.5%	24.7%	19.6%	20.4%	19.8%	12.1%	12.5%	11.6%	234,776	217,521	207,016	4,744	3,984	3,838
<b>Supervisory Status</b>																					
Non-Supervisor	9.9%	9.1%	9.3%	33.2%	32.2%	33.4%	24.4%	24.9%	25.2%	19.8%	20.6%	19.9%	12.7%	13.1%	12.1%	253,195	234,252	226,237	7,008	6,059	5,771
Team Leader	9.7%	9.2%	9.2%	35.0%	33.7%	34.8%	23.4%	24.4%	24.7%	20.0%	20.7%	20.0%	11.8%	11.9%	11.3%	52,439	48,772	46,674	734	645	649
Supervisor	13.3%	12.2%	11.8%	43.5%	42.3%	43.0%	21.4%	22.5%	22.3%	15.1%	15.7%	15.9%	6.6%	7.4%	7.1%	51,956	48,136	44,051	347	311	297
Manager	19.5%	17.3%	16.4%	47.3%	46.3%	47.2%	17.0%	17.7%	18.5%	11.3%	13.0%	12.3%	4.9%	5.6%	5.7%	24,196	21,468	21,169	79	60	76
Senior Leader	30.5%	28.9%	29.3%	45.1%	43.7%	44.8%	12.9%	13.7%	13.4%	7.6%	8.2%	8.5%	4.0%	5.5%	3.9%	7,992	7,003	5,344	38	18	25
<b>Sex</b>																					
Male	11.5%	10.6%	10.4%	36.1%	35.0%	36.3%	23.6%	24.5%	24.7%	17.6%	18.5%	17.9%	11.2%	11.4%	10.7%	201,407	185,308	175,891	3,100	2,768	2,648
Female	10.5%	9.6%	9.9%	35.1%	34.1%	34.9%	23.0%	23.4%	23.8%	19.9%	20.8%	20.3%	11.5%	12.2%	11.1%	183,314	170,282	164,017	4,893	4,166	4,034
<b>Hispanic or Latino</b>																					
Yes	11.4%	10.2%	10.8%	32.2%	31.1%	33.1%	23.0%	23.8%	24.8%	18.9%	19.8%	18.4%	14.5%	15.2%	12.9%	33,149	30,025	28,139	676	630	548
No	11.1%	10.2%	10.2%	36.1%	35.1%	36.0%	23.3%	24.0%	24.2%	18.5%	19.4%	19.0%	10.9%	11.3%	10.7%	347,908	321,923	308,496	7,174	6,187	6,039
<b>Race</b>																					
American Indian/ Alaska Native	9.0%	8.2%	8.5%	29.0%	29.2%	29.4%	25.9%	26.0%	24.6%	20.5%	20.7%	22.3%	15.6%	15.9%	15.2%	8,154	7,372	7,573	181	147	160
Asian	14.8%	14.1%	13.6%	41.1%	39.7%	41.5%	22.5%	23.6%	23.5%	12.9%	13.5%	13.0%	8.7%	9.1%	8.4%	18,247	16,709	15,897	405	329	309
Black/African American	12.4%	11.3%	11.6%	36.6%	36.3%	37.8%	23.4%	23.7%	23.8%	16.5%	17.1%	16.4%	11.1%	11.7%	10.4%	58,345	54,393	52,205	1,566	1,424	1,368
Native Hawaiian/ Pacific Islander	11.4%	10.8%	10.9%	34.3%	32.6%	33.6%	24.7%	25.5%	27.0%	18.0%	18.8%	16.8%	11.6%	12.3%	11.8%	2,412	2,284	2,300	55	34	38
White	10.9%	10.0%	9.9%	35.9%	34.6%	35.6%	23.2%	23.8%	24.2%	19.2%	20.2%	19.6%	10.9%	11.4%	10.6%	268,176	248,007	237,455	4,938	4,285	4,105
Two or more races (Not Hispanic/ Latino)	9.3%	8.4%	8.6%	30.1%	29.0%	30.9%	23.8%	25.1%	25.4%	20.9%	22.0%	20.6%	15.9%	15.5%	14.5%	14,095	12,742	11,298	333	269	287



# Report by Demographics

(31) Employees are recognized for providing high quality products and services.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.9%</b>	<b>10.0%</b>	<b>10.0%</b>	<b>35.6%</b>	<b>34.5%</b>	<b>35.5%</b>	<b>23.5%</b>	<b>24.2%</b>	<b>24.5%</b>	<b>18.7%</b>	<b>19.5%</b>	<b>19.0%</b>	<b>11.3%</b>	<b>11.7%</b>	<b>10.9%</b>	<b>403,880</b>	<b>375,902</b>	<b>360,183</b>	8,603	7,530	7,290
<b>Age Group</b>																					
25 and under	15.0%	12.8%	12.2%	39.2%	37.0%	40.7%	20.9%	22.3%	21.4%	17.1%	18.5%	17.8%	7.9%	9.4%	7.8%	2,619	2,645	3,398	55	38	49
26-29	11.2%	10.1%	9.4%	35.6%	34.3%	36.1%	22.0%	22.1%	22.1%	19.2%	20.8%	20.3%	11.9%	12.6%	12.1%	12,193	12,325	12,719	165	180	193
30-39	10.1%	9.2%	9.4%	34.1%	33.1%	34.4%	22.3%	22.9%	23.7%	20.2%	20.9%	20.2%	13.3%	13.9%	12.3%	71,776	64,607	57,468	1,273	1,046	923
40-49	10.7%	9.7%	10.0%	35.3%	34.5%	35.5%	23.2%	23.9%	23.9%	18.8%	19.7%	19.2%	12.0%	12.2%	11.4%	106,444	100,426	94,293	2,169	1,973	1,769
50-59	11.2%	10.2%	10.4%	36.1%	35.0%	36.1%	24.2%	24.9%	24.8%	18.1%	18.9%	18.4%	10.4%	10.9%	10.2%	146,655	136,782	121,576	3,302	2,875	2,550
60+	11.6%	11.0%	11.6%	36.8%	35.2%	37.1%	25.0%	26.0%	25.8%	17.3%	18.3%	16.8%	9.3%	9.5%	8.7%	62,469	56,444	46,657	1,600	1,359	1,021
<b>Level of Education</b>																					
Less than High School	14.1%	12.6%	---	36.0%	37.3%	---	25.5%	27.3%	---	10.9%	11.3%	---	13.5%	11.4%	---	394	375	---	13	14	---
H.S. Diploma/ GED or equiv	10.8%	10.4%	---	35.4%	34.4%	---	25.4%	26.2%	---	17.7%	18.6%	---	10.7%	10.4%	---	18,853	18,624	---	424	367	---
Trade/Technical Certificate	9.4%	8.5%	---	31.3%	29.6%	---	26.7%	27.0%	---	19.9%	21.4%	---	12.8%	13.5%	---	9,373	8,841	---	176	141	---
Some College (no degree)	10.1%	9.4%	---	32.3%	30.7%	---	24.6%	25.5%	---	19.9%	20.8%	---	13.0%	13.5%	---	58,766	56,607	---	1,271	1,174	---
Associate's Degree	10.3%	9.1%	---	32.9%	31.5%	---	24.3%	25.3%	---	19.9%	20.4%	---	12.5%	13.6%	---	30,597	28,812	---	680	588	---
Bachelor's Degree	10.7%	9.8%	---	36.3%	35.7%	---	23.3%	23.8%	---	18.6%	19.4%	---	11.1%	11.3%	---	132,703	122,261	---	2,739	2,395	---
Master's Degree	12.2%	11.2%	---	38.7%	37.4%	---	21.8%	22.4%	---	17.3%	18.6%	---	10.0%	10.5%	---	96,006	85,816	---	1,908	1,566	---
Doctoral/Professional Degree	13.4%	12.6%	---	37.4%	36.9%	---	21.3%	21.5%	---	17.6%	18.1%	---	10.2%	10.8%	---	40,112	35,819	---	809	742	---
<b>Pay Category</b>																					
Federal Wage System	8.6%	7.9%	8.8%	29.9%	28.4%	30.0%	25.3%	26.3%	26.3%	21.5%	22.5%	20.9%	14.6%	14.9%	14.0%	12,495	12,159	13,146	136	87	143
GS 1-6	10.6%	10.5%	10.3%	31.3%	30.4%	32.2%	24.9%	25.1%	24.3%	19.3%	20.0%	19.7%	13.9%	14.0%	13.5%	21,332	21,389	21,586	573	571	544
GS 7-12	10.1%	9.2%	9.3%	34.5%	33.2%	34.7%	24.0%	24.8%	25.3%	19.3%	20.3%	19.5%	12.1%	12.5%	11.2%	162,126	154,011	141,608	3,880	3,386	3,109
GS 13-15	13.1%	12.1%	12.0%	40.4%	39.9%	40.6%	21.8%	22.3%	22.4%	16.3%	17.0%	16.6%	8.4%	8.7%	8.3%	158,963	141,097	133,048	3,004	2,578	2,422
SES	38.2%	35.6%	31.2%	42.3%	44.1%	47.1%	10.9%	9.9%	11.3%	5.8%	7.4%	7.5%	2.8%	3.1%	3.0%	5,677	4,870	4,397	23	6	8
SL/ST	14.9%	14.3%	15.7%	40.1%	38.9%	36.7%	20.3%	19.8%	19.9%	16.0%	17.2%	18.6%	8.7%	9.9%	9.2%	1,522	1,363	1,207	21	16	14
Other	9.0%	8.1%	8.0%	32.2%	31.5%	32.1%	23.7%	24.0%	25.0%	21.6%	21.8%	21.6%	13.5%	14.6%	13.3%	25,135	22,654	25,940	444	355	457

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(31) Employees are recognized for providing high quality products and services.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.9%</b>	<b>10.0%</b>	<b>10.0%</b>	<b>35.6%</b>	<b>34.5%</b>	<b>35.5%</b>	<b>23.5%</b>	<b>24.2%</b>	<b>24.5%</b>	<b>18.7%</b>	<b>19.5%</b>	<b>19.0%</b>	<b>11.3%</b>	<b>11.7%</b>	<b>10.9%</b>	<b>403,880</b>	<b>375,902</b>	<b>360,183</b>	8,603	7,530	7,290
<b>Time in Federal Government</b>																					
< 1 year	19.2%	17.7%	19.7%	42.5%	42.1%	42.0%	22.0%	22.0%	21.9%	11.8%	12.1%	11.9%	4.5%	6.1%	4.5%	5,694	2,956	4,410	322	187	276
1-3 years	13.6%	12.9%	12.5%	37.2%	36.4%	38.4%	22.9%	23.1%	23.3%	16.8%	18.1%	17.1%	9.5%	9.5%	8.8%	27,543	32,089	38,465	638	671	813
4-5 years	11.1%	9.9%	9.5%	35.9%	34.3%	34.9%	22.9%	24.5%	23.9%	18.9%	19.6%	19.8%	11.2%	11.8%	11.9%	40,230	42,448	38,576	756	752	687
6-10 years	9.9%	9.3%	9.2%	33.5%	32.4%	33.5%	23.4%	23.4%	24.3%	20.1%	21.1%	20.5%	13.1%	13.8%	12.5%	86,094	71,952	63,055	1,551	1,270	1,110
11-14 years	9.7%	8.7%	8.9%	33.4%	32.7%	33.6%	24.0%	24.5%	24.8%	20.2%	20.6%	20.5%	12.8%	13.5%	12.1%	55,605	50,401	43,900	1,052	843	731
15-20 years	10.3%	9.2%	9.2%	34.4%	33.3%	34.2%	23.3%	24.1%	24.4%	19.5%	20.4%	19.6%	12.4%	13.0%	12.6%	47,738	39,182	34,442	945	725	621
> 20 years	11.6%	10.5%	10.4%	38.1%	36.7%	37.2%	23.5%	24.5%	24.9%	17.1%	18.2%	17.7%	9.7%	10.1%	9.7%	125,144	119,166	118,549	2,846	2,578	2,485
<b>Time with Current Agency</b>																					
< 1 year	19.4%	18.0%	18.5%	41.0%	40.4%	40.5%	21.9%	22.4%	22.2%	12.1%	12.1%	12.7%	5.6%	7.1%	6.2%	11,093	6,082	8,161	772	399	598
1-3 years	13.1%	12.3%	11.8%	36.6%	35.6%	37.1%	22.7%	23.3%	23.6%	17.2%	18.3%	17.7%	10.4%	10.5%	9.8%	43,455	48,660	53,870	987	1,072	1,138
4-5 years	10.7%	9.2%	9.2%	34.8%	33.7%	34.4%	23.0%	24.5%	24.1%	19.5%	20.2%	20.0%	12.0%	12.4%	12.3%	48,924	50,768	46,735	869	908	836
6-10 years	9.6%	9.2%	9.0%	33.2%	32.4%	33.3%	23.6%	23.5%	24.6%	20.2%	21.1%	20.6%	13.4%	13.8%	12.5%	94,004	79,372	68,955	1,662	1,407	1,150
11-20 years	9.9%	9.0%	9.1%	34.4%	33.3%	34.6%	23.7%	24.3%	24.8%	19.7%	20.6%	19.8%	12.2%	12.8%	11.7%	97,016	84,754	75,369	1,819	1,427	1,283
> 20 years	11.6%	10.6%	10.6%	39.2%	37.6%	38.0%	23.5%	24.6%	24.6%	16.8%	17.9%	17.6%	8.8%	9.3%	9.2%	92,375	87,388	87,158	1,954	1,764	1,698
<b>Leaving</b>																					
No	14.2%	13.1%	12.8%	41.0%	40.0%	40.7%	23.2%	23.9%	24.2%	15.1%	16.1%	15.8%	6.4%	6.9%	6.6%	257,529	235,234	233,234	5,346	4,622	4,600
Yes, to retire	10.3%	8.8%	8.9%	36.6%	36.0%	35.9%	24.9%	25.5%	25.9%	18.8%	19.8%	18.7%	9.3%	9.9%	10.6%	23,559	22,539	21,006	502	475	406
Yes, to other job in Govt	4.7%	4.5%	4.5%	25.1%	23.7%	24.5%	23.7%	24.1%	24.6%	25.7%	26.5%	26.7%	20.8%	21.2%	19.8%	71,861	66,698	55,479	1,487	1,290	1,101
Yes, to other job outside Govt	3.7%	3.3%	3.3%	20.5%	20.0%	21.4%	21.5%	21.6%	22.4%	27.6%	28.7%	27.8%	26.7%	26.4%	25.1%	15,580	15,383	15,322	253	213	242
Yes, other	3.5%	3.6%	3.7%	20.7%	20.0%	20.7%	23.1%	25.0%	24.8%	27.2%	26.1%	26.0%	25.4%	25.2%	24.8%	18,810	17,659	16,029	458	381	350
<b>Retiring</b>																					
Within 1 year	10.0%	8.9%	8.9%	35.4%	34.9%	35.4%	23.7%	24.4%	25.1%	19.5%	20.0%	18.1%	11.3%	11.7%	12.4%	14,498	13,647	12,357	332	292	259
Between 1-3 years	10.5%	9.8%	9.4%	37.0%	35.2%	35.8%	24.8%	25.9%	26.0%	18.0%	19.4%	18.8%	9.6%	9.8%	10.0%	39,032	35,494	33,738	855	763	686
Between 3-5 years	10.6%	9.8%	10.0%	36.0%	34.8%	35.7%	24.5%	25.6%	25.7%	18.5%	19.5%	18.9%	10.4%	10.3%	9.7%	42,479	38,816	35,619	942	779	687
5 or more years	11.3%	10.3%	10.4%	35.6%	34.6%	35.8%	23.0%	23.5%	23.9%	18.6%	19.5%	18.9%	11.6%	12.1%	11.0%	288,268	266,166	255,236	5,847	5,046	4,941

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(31) Employees are recognized for providing high quality products and services.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>10.9%</b>	<b>10.0%</b>	<b>10.0%</b>	<b>35.6%</b>	<b>34.5%</b>	<b>35.5%</b>	<b>23.5%</b>	<b>24.2%</b>	<b>24.5%</b>	<b>18.7%</b>	<b>19.5%</b>	<b>19.0%</b>	<b>11.3%</b>	<b>11.7%</b>	<b>10.9%</b>	<b>403,880</b>	<b>375,902</b>	<b>360,183</b>	8,603	7,530	7,290
<b>Self-Identify as:</b>																					
Heterosexual	11.6%	10.6%	10.6%	36.6%	35.4%	36.4%	23.1%	23.8%	24.1%	18.1%	19.0%	18.5%	10.5%	11.1%	10.3%	311,191	288,343	275,671	6,050	5,223	5,057
LGBT*	11.5%	10.5%	9.7%	33.6%	32.1%	34.1%	20.5%	21.8%	20.6%	20.2%	20.9%	21.9%	14.2%	14.8%	13.7%	10,809	9,607	8,759	207	190	151
Prefer not to say	7.7%	7.2%	7.2%	29.9%	29.7%	30.8%	25.5%	25.7%	26.3%	21.3%	22.0%	21.1%	15.6%	15.5%	14.5%	46,779	42,628	39,806	1,256	1,122	1,069
<b>Military Service</b>																					
No Prior Military Service	10.8%	10.0%	---	36.4%	35.3%	---	23.0%	23.5%	---	18.7%	19.6%	---	11.1%	11.6%	---	274,999	252,270	---	5,874	5,147	---
Currently in Guard/Reserves	12.0%	10.5%	---	35.6%	35.0%	---	21.8%	24.1%	---	18.5%	18.5%	---	12.1%	11.9%	---	6,884	6,426	---	101	68	---
Retired Separated/Discharged	13.8%	12.8%	---	38.5%	36.9%	---	23.6%	24.8%	---	15.8%	16.5%	---	8.3%	9.0%	---	42,490	40,890	---	741	650	---
Discharged	10.0%	8.7%	---	31.5%	30.8%	---	24.4%	25.1%	---	20.2%	21.2%	---	13.9%	14.2%	---	58,243	53,969	---	1,220	1,020	---
<b>Disability</b>																					
Yes	11.5%	10.3%	10.8%	30.8%	30.1%	31.1%	23.4%	24.4%	24.1%	19.6%	20.3%	19.6%	14.7%	15.0%	14.4%	52,263	47,899	44,038	1,147	1,008	928
No	11.0%	10.2%	10.1%	36.7%	35.5%	36.6%	23.3%	23.9%	24.3%	18.4%	19.3%	18.8%	10.6%	11.1%	10.3%	331,566	306,618	295,053	6,768	5,875	5,712

# Report by Demographics

## (32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.3%</b>	<b>8.3%</b>	<b>27.6%</b>	<b>26.5%</b>	<b>27.2%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>29.9%</b>	<b>20.7%</b>	<b>21.5%</b>	<b>21.2%</b>	<b>13.8%</b>	<b>14.2%</b>	<b>13.5%</b>	<b>398,504</b>	<b>371,008</b>	<b>355,365</b>	13,352	12,026	11,534
<b>Work Location</b>																					
Headquarters	10.8%	9.8%	9.6%	29.9%	28.4%	29.3%	28.0%	28.9%	29.4%	18.8%	20.0%	19.5%	12.4%	12.9%	12.2%	150,451	137,695	131,806	5,179	4,606	4,538
Field	8.3%	7.6%	7.6%	26.4%	25.5%	26.2%	28.8%	29.4%	29.8%	21.7%	22.3%	22.0%	14.7%	15.2%	14.4%	231,729	214,708	204,334	7,452	6,587	6,197
<b>Supervisory Status</b>																					
Non-Supervisor	8.1%	7.3%	7.5%	25.2%	24.2%	25.0%	29.6%	30.1%	30.4%	21.7%	22.6%	22.1%	15.4%	15.8%	15.0%	249,008	230,487	222,543	10,813	9,588	9,179
Team Leader	8.2%	7.8%	7.8%	27.5%	26.5%	27.3%	28.2%	29.3%	29.6%	22.0%	22.0%	21.8%	14.2%	14.3%	13.5%	51,984	48,372	46,204	1,131	1,049	1,027
Supervisor	11.3%	10.1%	9.9%	35.0%	33.5%	33.8%	27.2%	28.4%	29.0%	17.7%	18.5%	18.1%	8.8%	9.6%	9.3%	51,658	47,851	43,748	602	546	496
Manager	16.6%	15.2%	14.2%	39.3%	38.2%	39.2%	23.3%	23.9%	24.6%	14.0%	15.1%	14.7%	6.8%	7.6%	7.4%	24,112	21,366	21,063	136	131	135
Senior Leader	28.0%	26.0%	26.0%	39.2%	39.3%	39.7%	17.2%	17.6%	17.4%	10.1%	10.4%	11.3%	5.6%	6.7%	5.6%	7,938	7,001	5,334	55	24	34
<b>Sex</b>																					
Male	9.4%	8.6%	8.4%	27.7%	26.5%	27.3%	28.5%	29.4%	30.0%	20.0%	20.9%	20.3%	14.3%	14.5%	13.9%	199,543	183,734	174,157	4,761	4,296	4,169
Female	9.0%	8.2%	8.3%	27.8%	26.8%	27.6%	28.6%	29.0%	29.3%	21.5%	22.1%	21.9%	13.1%	13.9%	13.0%	180,172	167,379	161,269	7,695	6,811	6,502
<b>Hispanic or Latino</b>																					
Yes	9.8%	8.6%	8.8%	24.8%	23.9%	25.5%	27.9%	28.5%	29.7%	20.4%	21.4%	20.2%	17.1%	17.6%	15.8%	32,635	29,617	27,735	1,135	1,020	934
No	9.2%	8.4%	8.4%	28.1%	27.0%	27.6%	28.6%	29.4%	29.6%	20.6%	21.4%	21.1%	13.4%	13.8%	13.2%	343,471	317,900	304,454	11,137	9,929	9,590
<b>Race</b>																					
American Indian/ Alaska Native	8.0%	6.2%	6.9%	22.5%	22.3%	21.9%	28.4%	29.4%	30.0%	23.3%	22.7%	23.7%	17.8%	19.3%	17.6%	8,028	7,259	7,465	303	241	252
Asian	12.0%	11.0%	10.7%	32.9%	31.0%	32.8%	29.4%	31.5%	31.1%	15.0%	15.3%	15.3%	10.8%	11.1%	10.1%	17,832	16,342	15,542	794	680	647
Black/African American	10.2%	9.3%	9.5%	29.6%	28.8%	29.9%	28.9%	29.7%	30.1%	18.3%	18.8%	18.0%	13.0%	13.4%	12.6%	57,187	53,225	51,053	2,624	2,441	2,328
Native Hawaiian/ Pacific Islander	9.5%	7.9%	9.3%	28.7%	25.8%	26.1%	29.5%	31.2%	30.6%	19.1%	20.2%	18.8%	13.2%	15.0%	15.2%	2,380	2,249	2,281	86	71	61
White	9.1%	8.3%	8.2%	27.8%	26.5%	27.1%	28.4%	28.8%	29.4%	21.3%	22.3%	21.9%	13.5%	14.0%	13.3%	265,374	245,595	234,978	7,384	6,587	6,322
Two or more races (Not Hispanic/ Latino)	8.0%	7.0%	7.3%	21.8%	21.8%	22.5%	27.6%	29.0%	30.2%	23.0%	23.0%	22.3%	19.5%	19.3%	17.7%	13,916	12,565	11,158	486	436	414

# Report by Demographics

## (32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.3%</b>	<b>8.3%</b>	<b>27.6%</b>	<b>26.5%</b>	<b>27.2%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>29.9%</b>	<b>20.7%</b>	<b>21.5%</b>	<b>21.2%</b>	<b>13.8%</b>	<b>14.2%</b>	<b>13.5%</b>	<b>398,504</b>	<b>371,008</b>	<b>355,365</b>	13,352	12,026	11,534
<b>Age Group</b>																					
25 and under	11.8%	10.6%	9.7%	29.3%	27.3%	29.9%	27.4%	28.2%	27.2%	20.1%	20.1%	22.0%	11.3%	13.8%	11.2%	2,595	2,615	3,344	74	80	99
26-29	9.1%	8.0%	7.6%	27.0%	24.1%	26.6%	26.8%	28.6%	27.2%	21.8%	22.9%	23.1%	15.3%	16.3%	15.4%	12,047	12,247	12,578	310	273	327
30-39	8.6%	7.7%	8.0%	26.3%	25.5%	26.1%	26.7%	27.2%	28.4%	22.5%	23.2%	22.3%	15.9%	16.4%	15.2%	70,998	63,915	56,872	2,001	1,769	1,563
40-49	9.0%	8.0%	8.4%	27.5%	26.8%	27.6%	28.2%	28.8%	29.0%	20.9%	21.6%	21.0%	14.5%	14.7%	14.0%	105,067	99,072	93,124	3,421	3,252	2,860
50-59	9.4%	8.4%	8.5%	28.2%	26.9%	27.7%	29.8%	30.6%	30.6%	20.0%	20.8%	20.6%	12.7%	13.2%	12.6%	144,521	134,965	119,903	5,171	4,493	3,946
60+	9.4%	8.9%	9.3%	28.4%	27.2%	28.6%	31.1%	31.6%	32.1%	19.4%	20.2%	18.8%	11.8%	12.1%	11.2%	61,583	55,565	45,868	2,312	2,061	1,635
<b>Level of Education</b>																					
Less than High School	12.1%	11.2%	---	29.5%	33.9%	---	31.4%	30.7%	---	14.0%	11.5%	---	12.9%	12.8%	---	383	371	---	17	17	---
H.S. Diploma/ GED or equiv	8.9%	8.4%	---	27.8%	26.7%	---	31.6%	32.9%	---	19.1%	20.5%	---	12.5%	11.5%	---	18,541	18,300	---	676	656	---
Trade/Technical Certificate	7.0%	6.5%	---	24.6%	23.0%	---	31.5%	31.5%	---	21.7%	23.1%	---	15.2%	15.9%	---	9,235	8,725	---	294	252	---
Some College (no degree)	8.4%	7.7%	---	25.3%	24.0%	---	30.1%	30.6%	---	21.2%	22.2%	---	15.0%	15.5%	---	57,824	55,761	---	2,099	1,946	---
Associate's Degree	8.6%	7.6%	---	25.9%	24.5%	---	29.2%	29.7%	---	21.7%	22.7%	---	14.5%	15.6%	---	30,048	28,360	---	1,146	1,024	---
Bachelor's Degree	8.8%	8.1%	---	28.2%	27.0%	---	28.8%	29.7%	---	20.7%	21.3%	---	13.5%	13.9%	---	130,948	120,696	---	4,319	3,867	---
Master's Degree	10.4%	9.4%	---	29.8%	29.1%	---	26.7%	27.2%	---	20.0%	20.9%	---	13.1%	13.5%	---	95,016	84,954	---	2,858	2,397	---
Doctoral/Professional Degree	11.4%	10.4%	---	28.9%	28.4%	---	25.5%	26.1%	---	20.0%	20.4%	---	14.1%	14.7%	---	39,743	35,475	---	1,129	1,027	---
<b>Pay Category</b>																					
Federal Wage System	6.7%	6.5%	7.0%	22.6%	21.1%	21.9%	29.8%	29.4%	30.5%	23.3%	25.1%	23.5%	17.7%	17.9%	17.1%	12,388	12,047	13,016	225	191	253
GS 1-6	8.6%	8.4%	8.0%	24.4%	23.1%	24.8%	30.0%	30.1%	30.2%	20.8%	21.9%	21.5%	16.2%	16.4%	15.5%	20,875	20,971	21,176	961	942	923
GS 7-12	8.4%	7.5%	7.6%	26.4%	25.1%	26.4%	29.5%	30.6%	30.8%	21.3%	22.0%	21.5%	14.5%	14.8%	13.8%	159,449	151,605	139,323	6,284	5,628	5,162
GS 13-15	11.0%	10.1%	10.0%	31.9%	31.2%	31.8%	27.2%	27.8%	28.0%	18.7%	19.4%	19.2%	11.2%	11.5%	11.0%	157,424	139,729	131,718	4,406	3,855	3,609
SES	34.9%	31.8%	28.2%	39.1%	40.2%	42.0%	14.0%	15.1%	15.9%	7.8%	8.4%	8.8%	4.2%	4.4%	5.0%	5,645	4,870	4,383	30	10	18
SL/ST	13.6%	12.6%	13.3%	32.1%	32.5%	29.5%	21.1%	21.3%	22.7%	19.3%	20.1%	21.8%	13.9%	13.5%	12.7%	1,510	1,358	1,206	20	21	18
Other	7.5%	6.8%	7.0%	25.5%	25.0%	24.2%	27.7%	27.8%	29.6%	23.3%	22.9%	23.0%	16.0%	17.4%	16.2%	24,891	22,427	25,617	671	570	704

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

## (32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.3%</b>	<b>8.3%</b>	<b>27.6%</b>	<b>26.5%</b>	<b>27.2%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>29.9%</b>	<b>20.7%</b>	<b>21.5%</b>	<b>21.2%</b>	<b>13.8%</b>	<b>14.2%</b>	<b>13.5%</b>	<b>398,504</b>	<b>371,008</b>	<b>355,365</b>	13,352	12,026	11,534
<b>Time in Federal Government</b>																					
< 1 year	16.6%	14.4%	16.7%	33.1%	31.4%	31.4%	28.9%	30.2%	29.5%	14.7%	15.6%	15.2%	6.7%	8.4%	7.2%	5,497	2,886	4,274	521	264	421
1-3 years	11.7%	10.6%	10.1%	28.2%	27.8%	29.3%	28.5%	29.2%	29.9%	19.6%	20.2%	19.6%	12.0%	12.1%	11.2%	27,163	31,632	37,846	1,009	1,120	1,392
4-5 years	9.0%	8.0%	8.1%	27.8%	25.9%	25.8%	28.3%	29.4%	29.2%	20.8%	21.9%	21.9%	14.0%	14.8%	15.0%	39,764	41,943	38,119	1,186	1,247	1,115
6-10 years	8.0%	7.7%	7.5%	25.9%	24.9%	25.9%	28.0%	28.1%	28.6%	22.1%	23.0%	22.7%	15.9%	16.4%	15.3%	85,007	71,123	62,356	2,561	2,068	1,781
11-14 years	8.1%	7.2%	7.3%	26.0%	25.4%	25.8%	28.2%	28.6%	29.9%	22.0%	22.7%	22.0%	15.7%	16.2%	15.1%	55,037	49,807	43,392	1,542	1,413	1,193
15-20 years	8.7%	7.5%	7.7%	27.0%	25.8%	26.6%	28.2%	28.9%	29.2%	21.1%	22.2%	21.3%	15.0%	15.6%	15.3%	47,191	38,761	34,017	1,408	1,105	981
> 20 years	9.8%	8.8%	8.6%	29.9%	28.4%	28.9%	29.6%	30.7%	30.7%	19.1%	19.9%	20.0%	11.6%	12.1%	11.8%	123,298	117,488	116,877	4,425	4,050	3,846
<b>Time with Current Agency</b>																					
< 1 year	16.8%	15.0%	15.9%	32.0%	31.2%	30.9%	28.7%	29.1%	29.9%	14.7%	15.8%	14.8%	7.7%	8.9%	8.4%	10,731	5,918	7,886	1,119	578	864
1-3 years	11.3%	10.3%	9.6%	28.0%	27.2%	28.3%	28.2%	28.9%	29.5%	19.6%	20.3%	20.1%	13.0%	13.2%	12.5%	42,859	47,939	53,024	1,559	1,787	1,918
4-5 years	8.7%	7.5%	7.7%	27.3%	25.5%	25.4%	27.9%	29.1%	29.4%	21.3%	22.4%	22.2%	14.8%	15.5%	15.2%	48,418	50,193	46,178	1,357	1,459	1,350
6-10 years	7.9%	7.6%	7.3%	25.4%	24.7%	25.7%	28.3%	28.4%	29.1%	22.3%	22.9%	22.5%	16.1%	16.4%	15.4%	92,808	78,488	68,226	2,696	2,248	1,829
11-20 years	8.3%	7.3%	7.5%	27.0%	26.1%	26.8%	28.3%	28.9%	29.8%	21.5%	22.3%	21.5%	14.9%	15.4%	14.4%	95,887	83,744	74,481	2,775	2,345	2,063
> 20 years	9.7%	8.9%	8.7%	30.8%	29.1%	29.5%	29.9%	31.0%	30.7%	19.0%	19.7%	19.9%	10.6%	11.3%	11.2%	91,093	86,198	85,974	3,083	2,786	2,659
<b>Leaving</b>																					
No	11.9%	10.9%	10.6%	32.9%	31.6%	32.2%	29.8%	30.6%	31.0%	17.3%	18.2%	18.0%	8.1%	8.6%	8.3%	253,792	231,919	229,875	8,720	7,724	7,631
Yes, to retire	8.2%	7.0%	7.2%	28.4%	27.0%	26.7%	31.1%	31.6%	32.0%	21.0%	21.7%	21.2%	11.4%	12.7%	12.9%	23,197	22,235	20,680	775	713	658
Yes, to other job in Govt	3.8%	3.4%	3.5%	17.5%	16.6%	17.1%	26.3%	26.7%	27.1%	27.9%	28.2%	28.2%	24.5%	25.1%	24.2%	71,115	66,057	54,858	2,143	1,921	1,608
Yes, to other job outside Govt	2.9%	2.6%	2.6%	13.7%	13.2%	13.8%	21.5%	21.6%	22.5%	28.7%	29.9%	29.6%	33.2%	32.7%	31.5%	15,519	15,307	15,279	295	278	291
Yes, other	2.6%	2.6%	2.7%	13.9%	14.2%	13.7%	25.0%	26.2%	26.5%	27.8%	27.4%	27.7%	30.6%	29.6%	29.3%	18,639	17,462	15,850	624	566	527
<b>Retiring</b>																					
Within 1 year	7.9%	7.1%	7.3%	27.7%	26.0%	26.0%	29.4%	30.7%	31.3%	20.9%	21.2%	20.6%	14.1%	15.0%	14.8%	14,301	13,491	12,203	480	417	386
Between 1-3 years	8.5%	7.9%	7.5%	28.6%	27.1%	27.5%	30.7%	31.8%	31.1%	20.2%	21.3%	21.3%	12.1%	11.9%	12.6%	38,470	35,057	33,244	1,315	1,160	1,039
Between 3-5 years	9.0%	8.2%	8.1%	27.4%	27.0%	27.6%	30.6%	30.4%	31.1%	20.2%	21.5%	21.3%	12.9%	13.0%	11.9%	41,976	38,332	35,139	1,369	1,194	1,077
5 or more years	9.4%	8.5%	8.6%	27.7%	26.7%	27.5%	28.0%	28.7%	29.3%	20.7%	21.4%	20.9%	14.1%	14.6%	13.7%	284,514	262,759	251,909	9,260	8,280	8,005

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

### (32) Creativity and innovation are rewarded.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>9.1%</b>	<b>8.3%</b>	<b>8.3%</b>	<b>27.6%</b>	<b>26.5%</b>	<b>27.2%</b>	<b>28.7%</b>	<b>29.5%</b>	<b>29.9%</b>	<b>20.7%</b>	<b>21.5%</b>	<b>21.2%</b>	<b>13.8%</b>	<b>14.2%</b>	<b>13.5%</b>	<b>398,504</b>	<b>371,008</b>	<b>355,365</b>	13,352	12,026	11,534
<b>Self-Identify as:</b>																					
Heterosexual	9.7%	8.8%	8.8%	28.6%	27.4%	28.1%	28.7%	29.4%	29.8%	20.1%	21.0%	20.6%	12.8%	13.4%	12.7%	307,082	284,667	271,991	9,690	8,703	8,308
LGBT*	9.8%	9.3%	8.4%	26.2%	24.0%	25.0%	23.2%	24.9%	24.2%	23.1%	23.0%	24.5%	17.6%	18.8%	17.9%	10,742	9,525	8,671	260	251	224
Prefer not to say	6.4%	6.0%	5.6%	22.2%	22.3%	22.8%	28.8%	29.2%	29.7%	23.3%	23.6%	23.7%	19.3%	19.0%	18.2%	46,119	42,069	39,314	1,847	1,615	1,511
<b>Military Service</b>																					
No Prior Military Service	9.1%	8.3%	---	28.3%	27.3%	---	28.3%	28.9%	---	20.9%	21.5%	---	13.4%	14.0%	---	271,222	248,930	---	9,230	8,194	---
Currently in Guard/Reserves	10.3%	8.3%	---	27.8%	28.5%	---	27.5%	27.9%	---	19.6%	21.0%	---	14.8%	14.3%	---	6,832	6,363	---	144	142	---
Retired Separated/Discharged	11.5%	10.5%	---	30.8%	29.3%	---	29.9%	30.6%	---	17.7%	18.6%	---	10.2%	10.9%	---	41,988	40,441	---	1,183	1,085	---
Discharged	8.2%	7.2%	---	23.8%	22.5%	---	28.7%	29.8%	---	22.0%	23.1%	---	17.3%	17.4%	---	57,581	53,360	---	1,839	1,628	---
<b>Disability</b>																					
Yes	9.4%	8.3%	8.9%	23.9%	22.9%	23.7%	28.0%	28.5%	28.4%	21.0%	22.3%	21.7%	17.7%	18.0%	17.3%	51,549	47,299	43,389	1,757	1,534	1,450
No	9.2%	8.4%	8.3%	28.5%	27.4%	28.1%	28.7%	29.4%	29.9%	20.5%	21.2%	20.9%	13.0%	13.5%	12.8%	327,235	302,703	291,212	10,640	9,544	9,181

# Report by Demographics

## (33) Pay raises depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.0%</b>	<b>4.5%</b>	<b>4.2%</b>	<b>16.1%</b>	<b>15.1%</b>	<b>14.4%</b>	<b>26.5%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>25.8%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>26.6%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>383,014</b>	<b>356,757</b>	<b>341,941</b>	27,671	25,095	24,285
<b>Work Location</b>																					
Headquarters	6.2%	5.6%	5.1%	18.3%	16.8%	16.2%	27.3%	27.3%	27.8%	24.5%	25.4%	25.3%	23.7%	24.8%	25.6%	143,087	131,059	125,730	12,042	10,848	10,336
Field	4.4%	3.9%	3.7%	14.8%	14.1%	13.4%	25.9%	25.8%	25.9%	26.5%	27.0%	27.4%	28.4%	29.1%	29.7%	224,240	207,824	197,787	14,321	12,787	12,412
<b>Supervisory Status</b>																					
Non-Supervisor	4.8%	4.3%	4.1%	15.4%	14.3%	13.9%	26.5%	26.7%	26.9%	25.6%	26.2%	26.4%	27.6%	28.4%	28.7%	237,662	220,276	212,903	21,391	19,063	18,416
Team Leader	4.1%	3.9%	3.8%	15.3%	14.5%	13.7%	25.6%	25.0%	25.4%	25.7%	27.0%	27.1%	29.2%	29.6%	30.0%	49,871	46,244	44,425	3,100	3,003	2,748
Supervisor	5.5%	4.8%	4.4%	18.2%	17.8%	16.3%	27.1%	26.3%	26.6%	26.8%	27.5%	27.6%	22.5%	23.6%	25.1%	50,633	46,983	42,890	1,479	1,291	1,264
Manager	7.1%	6.1%	5.2%	19.6%	18.2%	16.8%	26.1%	26.1%	26.2%	26.7%	26.9%	26.9%	20.5%	22.6%	24.9%	23,770	21,070	20,735	421	382	414
Senior Leader	13.8%	11.8%	11.6%	25.4%	23.1%	21.4%	25.0%	26.2%	27.0%	21.0%	21.6%	21.6%	14.8%	17.3%	18.4%	7,834	6,885	5,231	149	115	119
<b>Sex</b>																					
Male	5.1%	4.5%	4.2%	15.7%	14.8%	14.0%	26.6%	26.6%	26.6%	24.6%	25.2%	25.4%	28.1%	28.9%	29.7%	192,366	177,261	168,032	11,454	10,223	9,918
Female	5.0%	4.6%	4.3%	16.8%	15.7%	15.0%	26.2%	26.1%	26.6%	27.4%	28.0%	28.2%	24.6%	25.6%	25.9%	172,640	160,382	154,792	14,609	13,237	12,719
<b>Hispanic or Latino</b>																					
Yes	5.8%	5.5%	5.3%	15.7%	15.2%	14.8%	26.6%	26.2%	27.7%	23.6%	24.4%	24.4%	28.3%	28.6%	27.9%	31,473	28,595	26,746	2,211	1,927	1,878
No	5.0%	4.5%	4.2%	16.2%	15.2%	14.5%	26.4%	26.4%	26.5%	26.0%	26.7%	26.9%	26.3%	27.3%	28.0%	330,071	305,662	292,970	23,556	21,205	20,514
<b>Race</b>																					
American Indian/ Alaska Native	5.7%	4.9%	4.8%	16.7%	16.0%	15.5%	26.2%	26.1%	26.8%	23.4%	24.1%	23.3%	28.0%	29.0%	29.5%	7,787	7,071	7,268	518	433	467
Asian	8.5%	8.0%	7.8%	23.9%	22.5%	21.6%	30.2%	30.4%	30.6%	18.7%	19.7%	20.2%	18.8%	19.4%	19.8%	17,128	15,714	14,978	1,429	1,273	1,208
Black/African American	6.5%	5.9%	5.6%	19.5%	18.3%	17.8%	28.5%	28.7%	29.7%	23.3%	24.4%	24.6%	22.2%	22.7%	22.4%	55,180	51,553	49,526	4,407	3,983	3,808
Native Hawaiian/ Pacific Islander	6.4%	6.0%	4.9%	19.5%	16.7%	17.1%	30.7%	27.9%	32.0%	20.1%	23.9%	21.7%	23.3%	25.4%	24.4%	2,320	2,195	2,188	147	123	139
White	4.6%	4.0%	3.7%	15.1%	14.1%	13.3%	25.7%	25.6%	25.7%	27.1%	27.6%	27.8%	27.6%	28.7%	29.5%	254,911	235,833	225,721	17,183	15,528	15,055
Two or more races (Not Hispanic/ Latino)	4.9%	4.0%	3.7%	12.5%	12.4%	12.5%	25.0%	24.9%	24.7%	24.8%	25.8%	25.1%	32.8%	32.9%	33.9%	13,323	12,050	10,704	1,025	906	840



# Report by Demographics

**(33) Pay raises depend on how well employees perform their jobs.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.0%</b>	<b>4.5%</b>	<b>4.2%</b>	<b>16.1%</b>	<b>15.1%</b>	<b>14.4%</b>	<b>26.5%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>25.8%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>26.6%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>383,014</b>	<b>356,757</b>	<b>341,941</b>	27,671	25,095	24,285
<b>Age Group</b>																					
25 and under	9.3%	7.7%	6.3%	23.5%	21.1%	20.3%	25.0%	24.1%	27.3%	21.4%	25.4%	23.1%	20.8%	21.8%	23.1%	2,382	2,423	3,108	290	258	336
26-29	6.2%	5.7%	4.8%	18.2%	16.8%	16.8%	22.8%	22.2%	22.9%	24.4%	25.3%	25.1%	28.3%	30.0%	30.4%	11,436	11,568	11,831	912	925	1,059
30-39	5.2%	4.8%	4.5%	15.4%	14.8%	14.5%	22.9%	22.8%	23.5%	25.2%	25.7%	26.4%	31.3%	31.9%	31.1%	67,549	60,788	54,124	5,332	4,739	4,224
40-49	4.9%	4.3%	4.2%	15.7%	15.1%	14.4%	25.8%	25.8%	26.2%	25.9%	26.7%	26.8%	27.7%	28.1%	28.4%	100,920	95,419	89,735	7,258	6,603	6,020
50-59	4.8%	4.2%	4.0%	16.0%	14.7%	13.9%	28.2%	28.2%	27.8%	26.2%	26.9%	27.1%	24.8%	26.0%	27.2%	139,663	130,547	116,022	9,504	8,411	7,598
60+	4.7%	4.6%	4.3%	16.9%	15.4%	14.7%	30.3%	30.2%	30.8%	26.5%	26.9%	26.4%	21.6%	22.9%	23.9%	59,479	53,552	44,420	4,208	3,897	3,028
<b>Level of Education</b>																					
Less than High School	13.1%	10.2%	---	11.2%	20.6%	---	36.1%	31.2%	---	18.8%	13.1%	---	20.7%	24.8%	---	381	370	---	19	25	---
H.S. Diploma/ GED or equiv	5.9%	5.0%	---	16.8%	15.5%	---	27.8%	28.9%	---	25.3%	25.5%	---	24.2%	25.0%	---	18,172	17,933	---	1,043	987	---
Trade/Technical Certificate	4.0%	3.8%	---	13.7%	12.2%	---	25.6%	25.6%	---	25.9%	26.5%	---	30.9%	31.9%	---	9,025	8,488	---	485	462	---
Some College (no degree)	4.8%	4.2%	---	14.3%	13.1%	---	26.5%	26.5%	---	25.4%	26.4%	---	29.0%	29.9%	---	56,411	54,308	---	3,381	3,236	---
Associate's Degree	4.9%	4.1%	---	14.9%	13.7%	---	26.1%	25.7%	---	25.0%	26.2%	---	29.2%	30.3%	---	29,220	27,608	---	1,926	1,717	---
Bachelor's Degree	4.9%	4.5%	---	16.2%	15.6%	---	26.5%	26.4%	---	26.0%	26.5%	---	26.3%	27.0%	---	126,401	116,554	---	8,436	7,638	---
Master's Degree	5.3%	4.7%	---	17.5%	16.3%	---	26.1%	26.1%	---	26.2%	26.9%	---	24.9%	26.0%	---	90,470	80,881	---	7,060	6,103	---
Doctoral/Professional Degree	5.7%	5.4%	---	18.4%	17.7%	---	26.6%	26.4%	---	25.5%	26.1%	---	23.8%	24.4%	---	36,895	33,002	---	3,848	3,414	---
<b>Pay Category</b>																					
Federal Wage System	3.5%	3.1%	3.1%	10.1%	8.9%	9.0%	22.9%	22.4%	22.1%	26.7%	27.5%	27.5%	36.9%	38.1%	38.4%	12,068	11,737	12,713	504	485	530
GS 1-6	6.4%	6.0%	5.7%	16.9%	15.0%	15.1%	24.7%	25.3%	26.0%	23.8%	24.6%	24.2%	28.1%	29.1%	28.9%	20,157	20,372	20,489	1,681	1,519	1,578
GS 7-12	4.7%	4.1%	3.9%	15.2%	14.2%	13.9%	27.1%	26.9%	27.5%	25.8%	26.7%	26.8%	27.3%	28.0%	28.0%	153,901	146,396	134,438	11,416	10,417	9,826
GS 13-15	5.4%	4.9%	4.5%	17.8%	17.2%	16.2%	27.6%	27.6%	27.5%	26.5%	26.8%	27.1%	22.9%	23.5%	24.7%	150,366	133,372	126,026	10,957	9,665	9,018
SES	17.1%	14.3%	12.1%	27.6%	25.6%	22.4%	24.4%	26.2%	26.4%	20.2%	20.3%	21.0%	10.7%	13.7%	18.1%	5,578	4,785	4,319	85	79	72
SL/ST	8.0%	6.0%	5.9%	24.7%	20.7%	18.7%	24.6%	28.4%	27.8%	24.9%	25.5%	25.6%	17.8%	19.4%	22.0%	1,423	1,292	1,139	98	81	78
Other	4.7%	4.2%	4.0%	17.4%	16.6%	14.6%	22.9%	23.0%	23.1%	25.1%	25.2%	26.6%	29.9%	31.0%	31.7%	23,904	21,566	24,712	1,534	1,363	1,569

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

## (33) Pay raises depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.0%</b>	<b>4.5%</b>	<b>4.2%</b>	<b>16.1%</b>	<b>15.1%</b>	<b>14.4%</b>	<b>26.5%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>25.8%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>26.6%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>383,014</b>	<b>356,757</b>	<b>341,941</b>	27,671	25,095	24,285
<b>Time in Federal Government</b>																					
< 1 year	11.2%	8.7%	10.0%	26.3%	26.4%	23.9%	31.5%	32.8%	35.1%	18.6%	19.1%	18.2%	12.4%	13.0%	12.8%	4,460	2,287	3,440	1,538	852	1,238
1-3 years	7.9%	7.0%	5.9%	21.0%	19.2%	18.2%	26.7%	27.1%	27.5%	22.2%	23.5%	24.7%	22.2%	23.2%	23.7%	25,255	29,438	35,282	2,829	3,246	3,901
4-5 years	5.5%	4.7%	4.4%	16.9%	15.4%	15.2%	25.4%	25.8%	25.1%	25.2%	25.6%	25.8%	27.0%	28.5%	29.6%	37,916	39,970	36,464	2,980	3,084	2,705
6-10 years	4.6%	4.5%	4.0%	15.1%	14.2%	13.6%	24.5%	24.2%	25.1%	25.7%	26.5%	26.6%	30.1%	30.7%	30.8%	81,710	68,456	60,118	5,582	4,555	3,897
11-14 years	4.1%	3.7%	3.5%	14.5%	13.9%	13.0%	25.2%	24.7%	25.1%	26.2%	27.1%	27.5%	30.0%	30.6%	30.9%	53,104	48,185	41,976	3,350	2,883	2,508
15-20 years	4.3%	3.8%	3.8%	14.2%	13.4%	12.4%	26.5%	26.2%	26.2%	27.0%	27.5%	27.6%	28.0%	29.2%	30.0%	45,686	37,485	32,937	2,799	2,248	1,948
> 20 years	4.7%	4.1%	3.9%	16.2%	15.1%	13.9%	28.8%	28.7%	28.3%	26.9%	27.4%	27.5%	23.4%	24.7%	26.4%	120,014	114,272	114,048	7,275	6,847	6,525
<b>Time with Current Agency</b>																					
< 1 year	11.2%	9.8%	9.6%	23.5%	22.1%	21.1%	32.0%	31.9%	33.3%	19.0%	19.9%	19.2%	14.3%	16.2%	16.9%	9,001	4,935	6,648	2,807	1,530	2,102
1-3 years	7.4%	6.5%	5.5%	19.7%	18.3%	17.1%	26.9%	27.1%	27.6%	22.9%	24.0%	24.8%	23.2%	24.1%	24.9%	40,093	44,909	49,652	4,185	4,695	5,200
4-5 years	5.1%	4.3%	4.1%	16.4%	15.0%	14.7%	25.3%	25.4%	25.1%	25.5%	26.1%	26.1%	27.7%	29.2%	29.9%	46,319	48,055	44,376	3,338	3,444	3,057
6-10 years	4.3%	4.3%	3.8%	14.6%	13.9%	13.1%	24.7%	24.5%	25.3%	26.0%	26.6%	27.0%	30.3%	30.7%	30.8%	89,764	75,789	66,027	5,488	4,708	3,881
11-20 years	4.1%	3.7%	3.5%	14.4%	13.7%	12.9%	25.9%	25.5%	25.9%	26.9%	27.5%	27.9%	28.7%	29.5%	29.9%	93,022	81,244	72,301	5,435	4,566	4,052
> 20 years	4.6%	3.9%	3.8%	16.3%	15.1%	14.0%	28.8%	28.9%	28.1%	27.3%	27.7%	27.7%	23.0%	24.4%	26.4%	88,826	84,050	84,137	5,005	4,672	4,381
<b>Leaving</b>																					
No	6.6%	5.9%	5.4%	19.3%	18.4%	17.3%	29.1%	29.2%	29.3%	25.1%	25.8%	26.2%	19.9%	20.7%	21.9%	243,478	222,662	220,780	18,307	16,279	16,364
Yes, to retire	4.1%	3.4%	3.2%	15.7%	13.7%	12.7%	28.9%	29.1%	28.0%	28.6%	28.6%	29.1%	22.7%	25.1%	26.9%	22,647	21,621	20,255	1,297	1,273	1,060
Yes, to other job in Govt	2.0%	1.9%	1.9%	10.2%	8.9%	8.4%	21.2%	20.9%	21.3%	27.1%	27.7%	28.1%	39.6%	40.6%	40.3%	68,452	63,639	52,949	4,575	4,089	3,393
Yes, to other job outside Govt	1.6%	1.4%	1.1%	6.9%	6.5%	6.7%	15.2%	14.6%	14.8%	25.5%	26.5%	25.6%	50.8%	51.1%	51.7%	14,948	14,769	14,753	827	784	776
Yes, other	1.7%	1.6%	1.5%	7.7%	7.7%	7.1%	20.3%	19.7%	19.6%	26.0%	26.6%	25.7%	44.3%	44.4%	46.0%	17,938	16,771	15,253	1,256	1,202	1,057
<b>Retiring</b>																					
Within 1 year	3.7%	3.2%	3.3%	15.1%	13.6%	12.0%	28.7%	27.6%	27.8%	27.8%	28.2%	28.5%	24.7%	27.5%	28.4%	13,955	13,115	11,932	808	777	631
Between 1-3 years	4.1%	3.5%	3.2%	15.9%	14.3%	13.1%	29.0%	29.8%	28.3%	27.6%	27.9%	28.3%	23.4%	24.4%	27.1%	37,450	34,002	32,374	2,225	2,063	1,881
Between 3-5 years	4.3%	3.6%	3.6%	15.2%	14.0%	13.4%	28.9%	28.7%	28.7%	27.3%	28.3%	27.4%	24.3%	25.5%	26.9%	40,598	37,212	34,101	2,579	2,160	2,025
5 or more years	5.3%	4.8%	4.5%	16.3%	15.5%	14.9%	25.7%	25.6%	26.1%	25.3%	26.0%	26.3%	27.4%	28.1%	28.3%	272,657	252,003	241,710	20,355	18,282	17,752

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(33) Pay raises depend on how well employees perform their jobs.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>5.0%</b>	<b>4.5%</b>	<b>4.2%</b>	<b>16.1%</b>	<b>15.1%</b>	<b>14.4%</b>	<b>26.5%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>25.8%</b>	<b>26.5%</b>	<b>26.7%</b>	<b>26.6%</b>	<b>27.5%</b>	<b>28.1%</b>	<b>383,014</b>	<b>356,757</b>	<b>341,941</b>	27,671	25,095	24,285
<b>Self-Identify as:</b>																					
Heterosexual	5.3%	4.7%	4.4%	16.6%	15.6%	14.8%	26.8%	26.6%	26.9%	25.7%	26.5%	26.7%	25.6%	26.6%	27.2%	295,554	274,132	261,999	20,399	18,384	17,830
LGBT*	5.5%	4.6%	4.3%	15.7%	13.4%	13.4%	21.5%	22.9%	23.0%	25.9%	26.4%	26.6%	31.4%	32.7%	32.6%	10,214	9,088	8,276	775	679	589
Prefer not to say	3.7%	3.5%	3.2%	13.2%	12.5%	12.1%	25.2%	25.3%	25.7%	26.0%	26.3%	26.5%	31.8%	32.4%	32.5%	44,263	40,333	37,878	3,537	3,195	2,874
<b>Military Service</b>																					
No Prior Military Service	5.0%	4.6%	---	16.8%	16.1%	---	26.0%	25.8%	---	26.4%	26.8%	---	25.8%	26.7%	---	260,678	239,208	---	19,020	17,151	---
Currently in Guard/Reserves	5.7%	4.8%	---	16.2%	13.8%	---	26.0%	26.7%	---	23.9%	25.9%	---	28.1%	28.7%	---	6,511	6,094	---	455	409	---
Retired	5.9%	5.1%	---	17.4%	15.8%	---	30.5%	30.6%	---	24.0%	25.1%	---	22.2%	23.5%	---	40,277	38,826	---	2,789	2,556	---
Separated/Discharged	4.4%	3.8%	---	13.1%	11.6%	---	25.1%	25.1%	---	25.4%	26.5%	---	32.1%	33.0%	---	55,624	51,617	---	3,612	3,197	---
<b>Disability</b>																					
Yes	5.4%	4.7%	4.7%	14.3%	12.8%	12.9%	26.0%	26.3%	25.6%	24.0%	24.6%	24.7%	30.3%	31.5%	32.2%	49,694	45,710	41,966	3,465	3,018	2,843
No	5.0%	4.5%	4.2%	16.5%	15.6%	14.7%	26.5%	26.4%	26.8%	26.1%	26.8%	27.0%	25.8%	26.7%	27.3%	314,464	290,914	280,110	22,507	20,365	19,693

# Report by Demographics

## (34) Policies and programs promote diversity in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.9%</b>	<b>15.0%</b>	<b>14.6%</b>	<b>40.6%</b>	<b>40.5%</b>	<b>40.6%</b>	<b>28.1%</b>	<b>29.2%</b>	<b>29.8%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>381,978</b>	<b>354,225</b>	<b>340,531</b>	30,877	29,633	27,416
<b>Work Location</b>																					
Headquarters	17.5%	16.2%	15.6%	41.2%	41.0%	41.4%	26.7%	27.7%	28.6%	7.4%	7.7%	7.5%	7.3%	7.4%	6.9%	144,929	132,014	126,823	11,201	10,684	10,006
Field	15.3%	14.6%	14.3%	40.2%	40.3%	40.3%	28.7%	29.6%	30.1%	7.9%	7.7%	7.8%	7.9%	7.8%	7.5%	221,527	204,566	195,477	18,265	17,306	15,780
<b>Supervisory Status</b>																					
Non-Supervisor	14.7%	13.8%	13.5%	39.3%	39.1%	39.2%	29.3%	30.3%	31.0%	8.1%	8.2%	8.1%	8.6%	8.6%	8.1%	236,937	218,463	211,728	23,599	22,295	20,762
Team Leader	15.8%	15.0%	14.6%	40.9%	41.1%	41.3%	28.5%	29.7%	30.2%	7.5%	7.4%	7.3%	7.3%	6.9%	6.7%	49,544	45,841	44,216	3,721	3,690	3,166
Supervisor	18.0%	17.3%	17.0%	45.1%	45.3%	45.0%	24.9%	25.5%	26.2%	6.7%	6.4%	6.6%	5.3%	5.5%	5.2%	50,572	46,746	42,829	1,834	1,758	1,626
Manager	24.0%	22.5%	21.6%	44.6%	46.2%	46.5%	21.1%	20.8%	21.4%	6.0%	6.1%	6.0%	4.4%	4.4%	4.4%	23,859	21,128	20,842	465	445	423
Senior Leader	34.1%	30.3%	31.6%	41.9%	42.6%	46.0%	15.4%	18.1%	14.7%	4.9%	5.1%	4.7%	3.7%	3.9%	3.0%	7,952	6,958	5,327	91	80	61
<b>Sex</b>																					
Male	17.8%	16.6%	16.2%	40.7%	40.8%	40.7%	28.3%	29.4%	30.0%	6.4%	6.4%	6.6%	6.8%	6.7%	6.5%	189,535	173,911	165,465	15,436	14,614	13,462
Female	13.8%	13.2%	12.9%	40.6%	40.4%	40.8%	27.5%	28.3%	29.1%	9.3%	9.3%	9.0%	8.8%	8.8%	8.2%	174,774	161,608	156,274	13,585	13,060	12,095
<b>Hispanic or Latino</b>																					
Yes	15.5%	14.9%	14.3%	36.5%	36.1%	37.7%	27.5%	28.2%	29.1%	9.3%	9.3%	8.9%	11.3%	11.4%	10.0%	31,720	28,688	26,992	2,156	2,051	1,797
No	16.1%	15.2%	14.8%	41.3%	41.2%	41.2%	28.0%	29.0%	29.6%	7.5%	7.5%	7.5%	7.2%	7.2%	6.9%	329,228	303,521	291,794	26,440	25,182	23,340
<b>Race</b>																					
American Indian/ Alaska Native	12.6%	10.7%	11.7%	33.4%	34.9%	33.7%	31.0%	31.6%	32.2%	10.6%	10.7%	10.5%	12.4%	12.1%	11.9%	7,878	7,079	7,301	470	457	467
Asian	16.4%	15.1%	15.7%	43.5%	43.9%	44.0%	26.1%	26.8%	26.5%	6.9%	7.2%	7.5%	7.2%	7.0%	6.3%	17,451	15,897	15,180	1,213	1,149	1,048
Black/African American	13.3%	12.8%	12.6%	37.2%	37.1%	37.9%	25.5%	26.2%	26.5%	11.4%	11.3%	11.2%	12.6%	12.7%	11.8%	56,805	52,839	50,798	3,260	3,129	2,930
Native Hawaiian/ Pacific Islander	13.6%	12.7%	10.8%	36.5%	35.6%	37.4%	31.8%	30.0%	32.1%	9.1%	9.9%	9.2%	8.9%	11.7%	10.4%	2,303	2,187	2,213	159	137	135
White	17.0%	16.0%	15.5%	42.4%	42.3%	42.2%	28.3%	29.5%	30.3%	6.4%	6.5%	6.5%	5.8%	5.8%	5.5%	252,260	232,448	223,309	21,273	20,286	18,685
Two or more races (Not Hispanic/ Latino)	15.2%	14.7%	13.9%	33.9%	33.7%	34.7%	28.5%	29.6%	30.0%	9.9%	10.0%	10.0%	12.5%	12.1%	11.4%	13,382	12,014	10,717	1,055	1,032	885

# Report by Demographics

## (34) Policies and programs promote diversity in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.9%</b>	<b>15.0%</b>	<b>14.6%</b>	<b>40.6%</b>	<b>40.5%</b>	<b>40.6%</b>	<b>28.1%</b>	<b>29.2%</b>	<b>29.8%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>381,978</b>	<b>354,225</b>	<b>340,531</b>	30,877	29,633	27,416
<b>Age Group</b>																					
25 and under	19.9%	20.4%	17.6%	45.6%	45.3%	45.4%	22.2%	23.6%	25.5%	7.0%	5.7%	6.5%	5.3%	5.0%	5.0%	2,489	2,478	3,168	187	210	289
26-29	17.9%	17.2%	16.6%	42.2%	40.7%	42.9%	24.1%	27.8%	26.2%	8.0%	7.1%	7.3%	7.8%	7.1%	6.9%	11,188	11,197	11,588	1,191	1,322	1,336
30-39	16.2%	15.4%	15.0%	39.6%	39.9%	40.4%	27.5%	28.4%	29.1%	8.1%	7.8%	7.7%	8.5%	8.5%	7.7%	66,226	59,200	52,973	6,843	6,524	5,552
40-49	16.1%	14.9%	14.7%	40.2%	40.4%	40.3%	27.9%	28.8%	29.4%	7.6%	7.8%	7.6%	8.3%	8.2%	7.9%	100,367	94,500	89,114	8,367	8,016	7,127
50-59	15.7%	14.6%	14.4%	40.6%	40.2%	40.6%	28.6%	29.7%	30.0%	7.7%	7.9%	7.8%	7.4%	7.6%	7.1%	139,949	130,456	116,524	10,138	9,350	7,872
60+	14.8%	14.2%	14.5%	41.8%	41.8%	42.0%	29.7%	30.5%	30.7%	7.6%	7.5%	7.3%	6.1%	6.0%	5.5%	60,120	53,875	44,921	4,033	3,996	2,859
<b>Level of Education</b>																					
Less than High School	14.7%	13.7%	---	40.9%	36.5%	---	26.1%	33.2%	---	6.3%	8.6%	---	12.0%	8.0%	---	381	366	---	28	28	---
H.S. Diploma/ GED or equiv	13.1%	12.5%	---	39.6%	39.6%	---	32.8%	33.9%	---	7.6%	7.3%	---	6.9%	6.7%	---	18,073	17,792	---	1,256	1,240	---
Trade/Technical Certificate	12.5%	11.1%	---	36.3%	36.1%	---	34.6%	35.4%	---	8.2%	8.1%	---	8.4%	9.2%	---	8,891	8,340	---	679	655	---
Some College (no degree)	13.6%	13.0%	---	37.4%	37.1%	---	31.8%	32.9%	---	8.3%	8.2%	---	8.8%	8.8%	---	55,883	53,754	---	4,242	4,131	---
Associate's Degree	14.0%	12.9%	---	39.2%	38.5%	---	30.1%	31.7%	---	8.2%	8.0%	---	8.5%	8.9%	---	28,994	27,301	---	2,318	2,180	---
Bachelor's Degree	16.9%	16.0%	---	41.8%	42.1%	---	26.9%	27.7%	---	7.2%	7.2%	---	7.2%	6.9%	---	125,318	114,867	---	10,332	9,991	---
Master's Degree	17.9%	16.7%	---	42.2%	42.3%	---	24.7%	25.4%	---	7.6%	7.9%	---	7.5%	7.7%	---	90,993	81,022	---	7,063	6,524	---
Doctoral/Professional Degree	18.8%	18.4%	---	42.8%	43.3%	---	24.4%	24.7%	---	7.7%	7.4%	---	6.3%	6.2%	---	37,665	33,499	---	3,306	3,099	---
<b>Pay Category</b>																					
Federal Wage System	11.7%	10.0%	11.3%	35.0%	35.2%	34.4%	34.1%	34.9%	35.5%	9.0%	9.5%	9.5%	10.1%	10.4%	9.4%	11,822	11,537	12,562	854	751	761
GS 1-6	13.7%	13.0%	12.4%	37.8%	37.4%	38.1%	30.7%	31.9%	32.3%	8.4%	7.9%	8.1%	9.3%	9.7%	9.2%	20,268	20,205	20,518	1,673	1,802	1,669
GS 7-12	14.9%	14.0%	13.7%	40.1%	39.8%	40.2%	28.8%	30.1%	30.6%	8.0%	8.0%	7.9%	8.2%	8.0%	7.7%	152,801	144,519	133,433	13,440	13,173	11,550
GS 13-15	19.0%	18.4%	17.9%	43.3%	43.5%	43.9%	25.0%	25.4%	26.0%	6.7%	6.9%	6.7%	5.9%	5.9%	5.4%	150,737	133,439	126,109	11,485	10,453	9,656
SES	39.7%	37.3%	34.4%	40.5%	42.0%	46.6%	13.1%	13.8%	12.7%	4.4%	4.6%	4.1%	2.3%	2.4%	2.2%	5,664	4,845	4,393	44	45	28
SL/ST	24.5%	21.9%	20.6%	44.4%	45.3%	44.4%	20.0%	22.7%	22.6%	6.7%	5.7%	6.5%	4.4%	4.4%	5.9%	1,474	1,329	1,174	63	51	49
Other	14.7%	14.0%	13.7%	40.3%	41.6%	41.1%	28.4%	28.8%	29.8%	8.1%	7.2%	7.9%	8.4%	8.3%	7.5%	23,762	21,361	24,414	1,844	1,675	2,003

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

## (34) Policies and programs promote diversity in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.9%</b>	<b>15.0%</b>	<b>14.6%</b>	<b>40.6%</b>	<b>40.5%</b>	<b>40.6%</b>	<b>28.1%</b>	<b>29.2%</b>	<b>29.8%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>381,978</b>	<b>354,225</b>	<b>340,531</b>	30,877	29,633	27,416
<b>Time in Federal Government</b>																					
< 1 year	24.6%	22.1%	25.8%	46.9%	47.1%	43.6%	20.6%	23.0%	23.9%	4.8%	4.3%	3.5%	3.1%	3.6%	3.2%	5,342	2,783	4,140	695	375	563
1-3 years	19.0%	18.2%	16.9%	42.3%	42.6%	43.3%	26.3%	27.0%	28.3%	6.6%	6.5%	6.5%	5.9%	5.6%	5.0%	25,833	29,798	35,712	2,404	3,024	3,623
4-5 years	16.3%	15.2%	14.7%	41.0%	40.8%	40.3%	28.0%	29.5%	30.4%	7.5%	7.4%	7.4%	7.2%	7.0%	7.2%	37,472	39,224	35,862	3,568	4,068	3,471
6-10 years	15.2%	14.6%	13.8%	39.7%	39.7%	40.0%	28.9%	29.4%	30.2%	7.9%	7.9%	8.0%	8.3%	8.4%	8.0%	80,529	67,145	59,122	7,263	6,222	5,189
11-14 years	14.9%	13.9%	13.9%	39.5%	39.3%	39.8%	28.9%	29.8%	29.9%	8.0%	8.1%	8.2%	8.7%	8.7%	8.3%	52,545	47,482	41,576	4,204	3,849	3,171
15-20 years	15.2%	13.9%	14.1%	39.4%	39.4%	38.8%	28.3%	29.6%	30.7%	8.4%	8.2%	8.0%	8.8%	8.9%	8.4%	45,383	37,184	32,797	3,375	2,779	2,300
> 20 years	16.1%	15.0%	14.4%	41.3%	41.1%	41.2%	27.7%	28.7%	29.3%	7.7%	7.8%	7.8%	7.3%	7.4%	7.2%	120,143	114,217	113,843	7,989	7,707	7,444
<b>Time with Current Agency</b>																					
< 1 year	24.0%	22.0%	23.3%	44.0%	44.1%	42.8%	22.2%	24.3%	24.9%	5.4%	4.7%	4.6%	4.4%	5.0%	4.3%	10,531	5,733	7,797	1,363	771	990
1-3 years	18.2%	17.2%	16.1%	41.4%	41.5%	41.7%	26.5%	27.3%	28.8%	7.1%	7.1%	7.1%	6.8%	6.8%	6.3%	40,758	45,420	50,182	3,754	4,418	4,923
4-5 years	15.7%	14.4%	14.0%	40.2%	39.7%	39.6%	28.0%	30.0%	30.5%	7.9%	7.9%	7.9%	8.2%	8.0%	8.0%	45,815	47,123	43,652	4,076	4,648	4,009
6-10 years	14.8%	14.4%	13.4%	39.2%	39.5%	39.6%	29.2%	29.6%	30.6%	8.2%	8.0%	8.3%	8.6%	8.5%	8.2%	88,201	74,424	64,949	7,588	6,509	5,290
11-20 years	15.0%	14.0%	14.0%	39.7%	39.7%	39.9%	28.8%	29.8%	30.2%	8.0%	8.0%	8.0%	8.5%	8.4%	8.0%	92,130	80,316	71,705	6,839	6,006	5,108
> 20 years	16.4%	15.4%	15.1%	42.6%	42.2%	42.4%	27.4%	28.4%	28.8%	7.2%	7.5%	7.4%	6.3%	6.5%	6.3%	88,700	83,709	83,656	5,772	5,563	5,380
<b>Leaving</b>																					
No	18.6%	17.5%	16.8%	44.2%	44.2%	44.0%	26.8%	27.7%	28.6%	6.1%	6.1%	6.1%	4.4%	4.5%	4.3%	244,837	223,060	221,509	18,438	17,235	16,831
Yes, to retire	14.1%	12.2%	12.5%	40.8%	41.1%	40.5%	30.3%	31.6%	31.7%	8.3%	8.0%	8.1%	6.5%	7.0%	7.2%	22,599	21,562	20,149	1,506	1,474	1,300
Yes, to other job in Govt	10.9%	10.5%	9.9%	33.2%	33.1%	33.1%	30.0%	30.9%	31.3%	11.4%	11.2%	11.6%	14.6%	14.4%	14.1%	67,312	62,303	52,111	6,137	5,843	4,557
Yes, to other job outside Govt	12.2%	13.0%	11.6%	32.8%	33.1%	33.7%	28.8%	29.6%	30.1%	10.6%	9.8%	10.4%	15.8%	14.6%	14.2%	14,388	14,102	14,127	1,452	1,517	1,471
Yes, other	9.6%	9.0%	9.4%	30.2%	29.4%	30.2%	31.9%	33.4%	33.1%	11.1%	11.2%	11.1%	17.3%	17.0%	16.2%	17,401	16,183	14,823	1,907	1,863	1,589
<b>Retiring</b>																					
Within 1 year	14.0%	12.9%	12.8%	41.6%	40.4%	40.1%	29.0%	30.5%	31.1%	7.9%	8.2%	7.9%	7.5%	8.0%	8.2%	13,911	13,054	11,852	950	904	784
Between 1-3 years	14.5%	13.6%	13.2%	40.8%	41.5%	40.9%	30.1%	31.0%	31.4%	7.9%	7.6%	8.0%	6.8%	6.2%	6.6%	37,461	33,968	32,406	2,496	2,375	2,091
Between 3-5 years	14.5%	13.9%	13.9%	41.2%	40.6%	41.0%	29.3%	30.4%	30.6%	7.9%	7.9%	8.1%	7.1%	7.1%	6.4%	40,807	37,130	34,182	2,658	2,521	2,183
5 or more years	16.6%	15.6%	15.2%	40.6%	40.6%	40.9%	27.5%	28.4%	29.2%	7.6%	7.6%	7.5%	7.8%	7.8%	7.3%	271,577	249,916	240,454	22,975	21,782	20,259

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

### (34) Policies and programs promote diversity in the workplace.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>15.9%</b>	<b>15.0%</b>	<b>14.6%</b>	<b>40.6%</b>	<b>40.5%</b>	<b>40.6%</b>	<b>28.1%</b>	<b>29.2%</b>	<b>29.8%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.7%</b>	<b>7.3%</b>	<b>381,978</b>	<b>354,225</b>	<b>340,531</b>	30,877	29,633	27,416
<b>Self-Identify as:</b>																					
Heterosexual	16.4%	15.5%	15.1%	41.6%	41.6%	41.6%	27.4%	28.3%	29.1%	7.5%	7.4%	7.4%	7.1%	7.2%	6.8%	295,776	273,107	261,803	21,980	21,063	19,476
LGBT*	16.1%	16.0%	15.3%	37.8%	36.3%	38.6%	23.7%	25.6%	25.0%	10.5%	10.5%	10.4%	11.9%	11.6%	10.6%	10,300	9,194	8,368	744	620	556
Prefer not to say	13.3%	12.7%	12.3%	35.4%	35.0%	36.0%	32.1%	33.3%	33.3%	8.3%	9.0%	8.9%	10.9%	10.0%	9.5%	43,519	39,448	37,119	4,583	4,372	3,864
<b>Military Service</b>																					
No Prior Military Service	15.9%	15.2%	---	41.8%	41.8%	---	27.1%	28.0%	---	7.8%	7.7%	---	7.4%	7.3%	---	260,321	237,973	---	20,866	19,815	---
Currently in Guard/Reserves	18.3%	17.1%	---	40.3%	39.6%	---	27.2%	29.8%	---	6.2%	6.3%	---	8.0%	7.2%	---	6,495	6,087	---	500	443	---
Retired Separated/Discharged	17.5%	15.8%	---	40.9%	40.6%	---	29.1%	30.7%	---	6.5%	6.8%	---	6.1%	6.1%	---	40,530	38,770	---	2,827	2,893	---
Discharged	15.3%	14.2%	---	37.0%	36.9%	---	30.1%	30.8%	---	8.1%	8.3%	---	9.4%	9.7%	---	54,940	50,792	---	4,677	4,324	---
<b>Disability</b>																					
Yes	16.0%	14.6%	14.8%	35.7%	35.4%	35.1%	28.5%	30.0%	30.3%	8.7%	8.8%	9.0%	11.2%	11.2%	10.8%	49,804	45,572	42,041	3,705	3,454	3,009
No	16.1%	15.2%	14.7%	41.7%	41.7%	41.9%	27.8%	28.7%	29.4%	7.5%	7.5%	7.4%	6.9%	7.0%	6.6%	313,671	288,992	278,967	25,164	24,047	22,437

# Report by Demographics

(35) Employees are protected from health and safety hazards on the job.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.6%</b>	<b>21.8%</b>	<b>21.4%</b>	<b>53.4%</b>	<b>54.1%</b>	<b>54.7%</b>	<b>13.6%</b>	<b>13.7%</b>	<b>13.9%</b>	<b>6.3%</b>	<b>6.2%</b>	<b>6.1%</b>	<b>4.2%</b>	<b>4.2%</b>	<b>3.9%</b>	<b>406,232</b>	<b>377,670</b>	<b>362,330</b>	6,356	5,777	5,220
<b>Work Location</b>																					
Headquarters	24.6%	23.7%	23.1%	53.9%	54.3%	55.1%	13.1%	13.3%	13.4%	5.1%	5.3%	5.3%	3.2%	3.4%	3.1%	152,801	139,612	134,091	3,188	2,893	2,566
Field	21.7%	21.1%	20.6%	53.0%	54.0%	54.6%	13.7%	13.7%	14.0%	6.9%	6.6%	6.5%	4.8%	4.7%	4.4%	236,821	219,156	208,734	2,839	2,512	2,288
<b>Supervisory Status</b>																					
Non-Supervisor	20.4%	19.8%	19.5%	53.2%	53.9%	54.4%	14.7%	14.8%	15.0%	6.8%	6.7%	6.6%	4.8%	4.8%	4.5%	255,570	236,191	228,362	4,824	4,310	3,867
Team Leader	22.2%	21.8%	21.2%	53.3%	54.2%	55.3%	13.6%	13.3%	13.4%	6.9%	6.4%	6.3%	4.1%	4.3%	3.8%	52,524	48,826	46,765	702	639	584
Supervisor	27.8%	27.0%	26.1%	56.0%	56.2%	56.8%	10.0%	10.2%	10.8%	4.0%	4.3%	4.0%	2.2%	2.3%	2.3%	51,965	48,089	44,047	396	374	324
Manager	36.1%	34.9%	33.6%	52.0%	53.7%	54.8%	7.2%	7.4%	7.2%	3.2%	2.6%	2.8%	1.6%	1.4%	1.5%	24,204	21,435	21,169	95	102	94
Senior Leader	45.3%	43.3%	44.1%	44.6%	45.9%	44.8%	6.4%	6.7%	7.3%	2.3%	2.5%	2.5%	1.4%	1.5%	1.2%	7,989	6,999	5,348	36	37	31
<b>Sex</b>																					
Male	24.4%	23.6%	22.8%	53.0%	53.8%	54.6%	13.0%	13.0%	13.3%	5.7%	5.6%	5.6%	4.0%	3.9%	3.7%	202,294	186,094	176,725	2,454	2,194	1,991
Female	20.7%	20.0%	19.9%	53.8%	54.6%	55.0%	14.1%	14.1%	14.4%	7.0%	6.7%	6.6%	4.5%	4.6%	4.1%	184,885	171,374	165,412	3,407	3,117	2,772
<b>Hispanic or Latino</b>																					
Yes	21.8%	21.3%	21.5%	48.5%	49.1%	50.0%	15.0%	15.4%	15.4%	7.9%	7.7%	7.6%	6.7%	6.5%	5.6%	33,308	30,225	28,344	515	457	368
No	22.9%	22.2%	21.6%	54.0%	54.7%	55.3%	13.2%	13.2%	13.5%	6.0%	5.9%	5.8%	3.9%	3.9%	3.7%	350,147	323,563	310,492	5,263	4,766	4,316
<b>Race</b>																					
American Indian/ Alaska Native	19.2%	16.9%	17.6%	49.7%	52.6%	51.9%	17.6%	17.5%	17.3%	7.0%	7.1%	7.7%	6.6%	5.8%	5.5%	8,235	7,421	7,657	108	105	97
Asian	23.9%	23.6%	23.5%	55.2%	54.9%	56.4%	13.0%	13.7%	13.4%	4.4%	4.4%	3.7%	3.4%	3.4%	3.0%	18,342	16,735	15,997	323	305	240
Black/African American	21.7%	21.0%	20.8%	53.1%	54.3%	54.6%	14.0%	13.6%	14.0%	6.3%	6.0%	6.1%	4.9%	5.1%	4.6%	58,957	54,831	52,712	1,056	1,010	881
Native Hawaiian/ Pacific Islander	18.9%	18.9%	18.8%	50.7%	50.5%	52.1%	17.4%	18.4%	16.8%	6.5%	6.5%	6.9%	6.5%	5.7%	5.4%	2,434	2,292	2,325	32	27	16
White	23.5%	22.8%	22.1%	53.9%	54.6%	55.3%	12.8%	12.9%	13.2%	6.1%	6.0%	5.9%	3.7%	3.7%	3.5%	269,633	249,199	238,811	3,655	3,277	2,984
Two or more races (Not Hispanic/ Latino)	20.2%	19.6%	19.4%	48.3%	50.2%	49.0%	16.1%	16.1%	17.4%	8.5%	7.7%	7.9%	6.9%	6.5%	6.2%	14,154	12,774	11,387	295	247	183

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'



# Report by Demographics

**(35) Employees are protected from health and safety hazards on the job.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.6%</b>	<b>21.8%</b>	<b>21.4%</b>	<b>53.4%</b>	<b>54.1%</b>	<b>54.7%</b>	<b>13.6%</b>	<b>13.7%</b>	<b>13.9%</b>	<b>6.3%</b>	<b>6.2%</b>	<b>6.1%</b>	<b>4.2%</b>	<b>4.2%</b>	<b>3.9%</b>	<b>406,232</b>	<b>377,670</b>	<b>362,330</b>	6,356	5,777	5,220
<b>Age Group</b>																					
25 and under	28.5%	29.9%	26.8%	48.5%	50.7%	52.1%	12.1%	9.8%	11.9%	6.5%	5.0%	5.8%	4.4%	4.7%	3.5%	2,631	2,642	3,411	40	47	44
26-29	25.0%	23.9%	23.0%	49.4%	50.8%	51.9%	12.8%	13.0%	13.0%	7.7%	6.8%	7.0%	5.2%	5.4%	5.1%	12,156	12,289	12,684	207	222	234
30-39	22.8%	22.0%	21.6%	51.8%	52.3%	53.5%	13.0%	13.5%	13.4%	7.1%	7.1%	6.7%	5.3%	5.1%	4.8%	71,769	64,520	57,556	1,301	1,169	928
40-49	22.1%	21.3%	21.3%	53.3%	54.7%	55.2%	13.8%	13.4%	13.8%	6.2%	6.2%	5.8%	4.6%	4.4%	3.9%	106,827	100,780	94,775	1,776	1,647	1,348
50-59	22.6%	21.9%	21.4%	54.5%	54.9%	55.7%	13.7%	13.8%	13.8%	5.7%	5.7%	5.7%	3.5%	3.7%	3.4%	147,867	137,756	122,728	2,113	1,837	1,486
60+	21.7%	21.1%	21.9%	54.6%	55.3%	55.4%	14.3%	14.4%	14.2%	6.1%	5.8%	5.4%	3.4%	3.4%	3.1%	63,261	57,012	47,143	881	796	583
<b>Level of Education</b>																					
Less than High School	24.8%	24.3%	---	44.6%	45.6%	---	18.9%	17.9%	---	6.6%	6.9%	---	5.1%	5.3%	---	399	383	---	10	14	---
H.S. Diploma/ GED or equiv	19.3%	19.7%	---	53.7%	53.8%	---	15.7%	15.6%	---	6.5%	6.3%	---	4.8%	4.6%	---	19,084	18,823	---	209	200	---
Trade/Technical Certificate	18.8%	18.1%	---	52.8%	54.0%	---	15.5%	16.0%	---	7.1%	6.5%	---	5.7%	5.4%	---	9,473	8,914	---	81	79	---
Some College (no degree)	19.6%	19.1%	---	52.1%	53.0%	---	15.7%	15.3%	---	7.5%	7.3%	---	5.2%	5.3%	---	59,438	57,212	---	655	623	---
Associate's Degree	20.5%	19.4%	---	53.5%	53.7%	---	14.1%	14.8%	---	6.8%	6.9%	---	5.1%	5.2%	---	30,912	29,125	---	368	292	---
Bachelor's Degree	23.0%	22.3%	---	53.8%	54.8%	---	13.1%	12.9%	---	6.1%	6.0%	---	4.1%	3.9%	---	133,603	122,972	---	1,934	1,758	---
Master's Degree	25.7%	24.9%	---	54.0%	54.7%	---	11.7%	12.0%	---	5.3%	5.0%	---	3.2%	3.4%	---	96,390	85,943	---	1,631	1,451	---
Doctoral/Professional Degree	27.4%	27.0%	---	52.3%	53.3%	---	12.1%	11.7%	---	5.2%	5.2%	---	3.0%	2.8%	---	39,919	35,651	---	1,041	946	---
<b>Pay Category</b>																					
Federal Wage System	19.1%	18.1%	19.5%	52.4%	52.7%	53.5%	15.3%	15.4%	15.1%	7.3%	7.6%	6.7%	5.8%	6.1%	5.1%	12,598	12,232	13,242	45	43	45
GS 1-6	19.6%	19.5%	19.3%	51.0%	51.7%	52.2%	15.9%	15.8%	16.1%	7.4%	7.3%	7.1%	6.0%	5.7%	5.3%	21,649	21,735	21,899	253	249	267
GS 7-12	21.1%	20.6%	20.2%	53.7%	54.4%	55.1%	13.9%	14.0%	14.2%	6.7%	6.5%	6.3%	4.6%	4.5%	4.2%	163,818	155,340	142,990	2,304	2,146	1,850
GS 13-15	27.1%	26.4%	25.7%	54.6%	55.5%	56.5%	11.7%	11.5%	11.6%	4.3%	4.3%	4.0%	2.3%	2.2%	2.2%	159,156	141,130	133,315	2,999	2,647	2,315
SES	50.2%	49.2%	46.2%	41.1%	41.4%	45.1%	5.9%	5.6%	6.2%	1.9%	2.2%	1.5%	0.9%	1.5%	1.0%	5,665	4,863	4,394	25	16	18
SL/ST	30.0%	27.3%	27.1%	50.4%	55.8%	50.9%	11.3%	9.0%	11.8%	5.3%	4.2%	6.7%	2.9%	3.7%	3.5%	1,517	1,365	1,215	19	12	10
Other	18.9%	18.1%	17.5%	50.9%	52.2%	51.8%	14.5%	14.7%	15.7%	9.3%	8.4%	9.4%	6.4%	6.5%	5.6%	25,273	22,755	26,095	328	262	280

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

**(35) Employees are protected from health and safety hazards on the job.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.6%</b>	<b>21.8%</b>	<b>21.4%</b>	<b>53.4%</b>	<b>54.1%</b>	<b>54.7%</b>	<b>13.6%</b>	<b>13.7%</b>	<b>13.9%</b>	<b>6.3%</b>	<b>6.2%</b>	<b>6.1%</b>	<b>4.2%</b>	<b>4.2%</b>	<b>3.9%</b>	<b>406,232</b>	<b>377,670</b>	<b>362,330</b>	6,356	5,777	5,220
<b>Time in Federal Government</b>																					
< 1 year	31.3%	29.2%	31.4%	53.2%	53.8%	52.7%	9.6%	11.2%	10.4%	4.2%	3.8%	3.8%	1.7%	2.0%	1.7%	5,918	3,086	4,620	113	63	74
1-3 years	26.3%	25.7%	24.8%	52.1%	53.0%	55.1%	12.1%	12.1%	11.9%	6.0%	5.7%	5.2%	3.6%	3.5%	3.0%	27,779	32,327	38,734	421	474	560
4-5 years	23.6%	22.9%	21.5%	53.1%	54.3%	54.2%	12.9%	12.9%	13.5%	6.0%	5.9%	6.5%	4.3%	4.0%	4.3%	40,392	42,586	38,677	659	673	596
6-10 years	22.1%	21.2%	20.5%	52.2%	52.9%	53.7%	13.9%	13.9%	14.0%	6.9%	7.0%	7.0%	4.9%	5.0%	4.8%	86,346	72,149	63,333	1,323	1,107	911
11-14 years	20.8%	20.2%	19.6%	52.9%	53.6%	54.5%	13.8%	14.1%	14.9%	7.2%	7.1%	6.6%	5.3%	5.0%	4.4%	55,883	50,507	44,066	824	748	618
15-20 years	20.4%	20.1%	20.1%	53.9%	54.4%	54.0%	14.5%	14.5%	14.9%	6.6%	6.3%	6.6%	4.6%	4.7%	4.5%	47,941	39,328	34,569	763	603	488
> 20 years	23.0%	22.1%	21.5%	54.9%	55.7%	56.1%	13.6%	13.6%	13.9%	5.3%	5.3%	5.2%	3.2%	3.4%	3.3%	126,231	120,097	119,633	1,873	1,731	1,553
<b>Time with Current Agency</b>																					
< 1 year	31.0%	28.9%	29.9%	52.1%	53.3%	52.5%	10.3%	11.5%	11.3%	4.4%	3.9%	4.1%	2.2%	2.4%	2.2%	11,639	6,335	8,589	244	154	182
1-3 years	25.5%	24.9%	23.8%	52.3%	53.1%	54.9%	12.5%	12.4%	12.5%	5.9%	5.8%	5.4%	3.9%	3.8%	3.4%	43,760	48,958	54,161	731	828	879
4-5 years	23.0%	22.0%	20.9%	53.2%	54.3%	54.3%	13.3%	13.4%	13.9%	6.1%	6.1%	6.5%	4.3%	4.1%	4.3%	49,038	50,911	46,827	814	813	748
6-10 years	21.5%	20.9%	20.0%	52.4%	52.9%	53.8%	14.1%	14.2%	14.6%	7.0%	6.9%	6.9%	5.0%	5.1%	4.8%	94,170	79,569	69,169	1,476	1,254	983
11-20 years	20.7%	20.1%	19.8%	53.4%	54.2%	54.8%	14.2%	14.4%	14.7%	6.9%	6.6%	6.4%	4.8%	4.7%	4.3%	97,493	85,058	75,805	1,395	1,160	951
> 20 years	23.3%	22.5%	22.2%	55.5%	56.1%	56.3%	13.1%	13.0%	13.4%	5.2%	5.1%	5.1%	3.0%	3.2%	3.1%	93,172	88,056	87,928	1,298	1,174	1,039
<b>Leaving</b>																					
No	25.9%	25.0%	24.2%	54.7%	55.7%	56.2%	11.9%	11.8%	12.4%	4.9%	4.9%	4.8%	2.5%	2.6%	2.5%	259,857	237,163	235,369	3,280	2,938	2,732
Yes, to retire	20.1%	18.6%	19.1%	55.1%	56.0%	55.4%	14.7%	15.8%	15.2%	6.4%	5.8%	6.3%	3.7%	3.8%	4.0%	23,781	22,726	21,151	308	284	277
Yes, to other job in Govt	17.1%	17.1%	16.3%	51.1%	51.6%	52.3%	16.2%	16.4%	16.6%	8.4%	8.1%	8.3%	7.2%	6.8%	6.6%	71,823	66,587	55,507	1,522	1,420	1,072
Yes, to other job outside Govt	16.0%	16.9%	15.6%	48.4%	49.0%	50.2%	15.8%	15.5%	16.0%	10.6%	9.8%	9.9%	9.3%	8.8%	8.4%	15,502	15,277	15,250	343	321	323
Yes, other	13.1%	13.0%	13.5%	47.1%	47.5%	48.8%	19.3%	19.5%	18.8%	10.5%	10.1%	9.6%	10.0%	9.9%	9.3%	18,783	17,646	16,002	497	393	385
<b>Retiring</b>																					
Within 1 year	20.0%	18.7%	19.4%	54.6%	56.3%	54.7%	15.0%	14.5%	15.0%	6.4%	6.1%	6.3%	4.0%	4.3%	4.6%	14,651	13,771	12,455	199	175	184
Between 1-3 years	20.7%	20.0%	19.9%	55.1%	56.1%	55.6%	14.2%	14.6%	14.6%	6.4%	5.8%	6.2%	3.7%	3.5%	3.7%	39,415	35,843	34,044	539	464	395
Between 3-5 years	21.2%	20.8%	20.4%	54.7%	55.3%	55.9%	14.5%	14.1%	14.5%	6.1%	6.4%	6.0%	3.4%	3.5%	3.2%	42,899	39,102	35,933	551	478	404
5 or more years	23.4%	22.7%	22.1%	53.0%	53.7%	54.6%	13.1%	13.2%	13.4%	6.2%	6.1%	5.9%	4.3%	4.3%	3.9%	289,721	267,284	256,714	4,587	4,118	3,688

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(35) Employees are protected from health and safety hazards on the job.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>22.6%</b>	<b>21.8%</b>	<b>21.4%</b>	<b>53.4%</b>	<b>54.1%</b>	<b>54.7%</b>	<b>13.6%</b>	<b>13.7%</b>	<b>13.9%</b>	<b>6.3%</b>	<b>6.2%</b>	<b>6.1%</b>	<b>4.2%</b>	<b>4.2%</b>	<b>3.9%</b>	<b>406,232</b>	<b>377,670</b>	<b>362,330</b>	6,356	5,777	5,220
<b>Self-Identify as:</b>																					
Heterosexual	23.6%	22.8%	22.3%	53.9%	54.6%	55.2%	12.8%	12.9%	13.1%	5.9%	5.8%	5.8%	3.8%	3.9%	3.6%	313,186	289,876	277,553	4,284	3,915	3,416
LGBT*	24.8%	23.5%	22.5%	49.5%	48.8%	51.7%	12.6%	13.8%	13.4%	7.5%	7.5%	6.9%	5.5%	6.3%	5.5%	10,825	9,638	8,751	215	173	155
Prefer not to say	17.3%	17.0%	16.8%	50.4%	52.0%	52.5%	17.7%	17.4%	17.7%	8.2%	8.0%	7.6%	6.4%	5.6%	5.5%	47,053	42,878	40,072	1,036	891	851
<b>Military Service</b>																					
No Prior Military Service	22.4%	21.9%	---	53.4%	54.1%	---	13.5%	13.5%	---	6.4%	6.2%	---	4.2%	4.2%	---	276,406	253,391	---	4,655	4,204	---
Currently in Guard/Reserves	26.6%	24.9%	---	52.1%	54.1%	---	11.4%	11.0%	---	5.5%	6.0%	---	4.4%	4.0%	---	6,932	6,469	---	66	54	---
Retired Separated/Discharged	26.2%	25.3%	---	55.4%	55.7%	---	11.4%	11.7%	---	4.5%	4.4%	---	2.4%	3.0%	---	42,926	41,226	---	360	337	---
Discharged	21.1%	20.0%	---	51.9%	53.1%	---	14.9%	15.0%	---	6.8%	6.9%	---	5.3%	5.0%	---	58,826	54,378	---	711	647	---
<b>Disability</b>																					
Yes	22.1%	21.1%	21.0%	49.1%	49.9%	50.2%	15.2%	15.1%	15.3%	7.3%	7.4%	7.4%	6.2%	6.5%	6.0%	52,702	48,259	44,394	759	678	589
No	22.9%	22.3%	21.7%	54.2%	55.0%	55.6%	13.1%	13.2%	13.4%	6.0%	5.8%	5.7%	3.8%	3.8%	3.5%	333,557	308,137	296,943	5,046	4,591	4,117

# Report by Demographics

(36) My organization has prepared employees for potential security threats.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.5%</b>	<b>20.8%</b>	<b>20.4%</b>	<b>54.4%</b>	<b>55.3%</b>	<b>55.5%</b>	<b>14.1%</b>	<b>14.4%</b>	<b>14.7%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>6.0%</b>	<b>3.8%</b>	<b>3.6%</b>	<b>3.3%</b>	<b>406,396</b>	<b>377,944</b>	<b>361,939</b>	5,444	5,237	5,179
<b>Work Location</b>																					
Headquarters	23.5%	22.8%	22.0%	54.5%	55.1%	55.3%	13.5%	13.7%	14.3%	5.5%	5.4%	5.6%	3.0%	3.0%	2.8%	153,363	140,076	134,312	2,349	2,336	2,243
Field	20.6%	19.8%	19.7%	54.2%	55.3%	55.5%	14.4%	14.6%	14.8%	6.5%	6.3%	6.3%	4.3%	4.0%	3.7%	236,491	219,012	208,251	2,774	2,521	2,532
<b>Supervisory Status</b>																					
Non-Supervisor	20.4%	19.7%	19.5%	54.1%	55.1%	55.2%	14.8%	15.0%	15.3%	6.4%	6.2%	6.3%	4.2%	4.0%	3.7%	255,874	236,464	228,158	4,017	3,801	3,790
Team Leader	21.1%	20.8%	20.8%	55.1%	55.5%	55.9%	13.9%	14.0%	14.0%	6.4%	6.1%	6.1%	3.6%	3.5%	3.2%	52,535	48,911	46,768	618	553	563
Supervisor	23.5%	22.9%	21.9%	55.8%	56.6%	57.0%	12.6%	12.9%	13.4%	5.6%	5.3%	5.4%	2.5%	2.4%	2.3%	51,912	48,069	43,988	380	403	361
Manager	29.6%	28.2%	27.1%	53.6%	55.0%	56.2%	10.1%	10.5%	10.7%	4.6%	4.5%	4.3%	2.0%	1.7%	1.6%	24,159	21,434	21,147	118	113	90
Senior Leader	39.0%	37.1%	37.3%	47.5%	48.5%	48.6%	8.2%	8.9%	8.7%	3.2%	3.9%	3.5%	2.0%	1.7%	1.8%	7,987	6,994	5,353	29	29	24
<b>Sex</b>																					
Male	21.7%	21.0%	20.4%	53.5%	54.6%	55.0%	14.5%	14.8%	15.0%	6.3%	5.8%	6.0%	4.1%	3.8%	3.5%	202,207	186,037	176,425	2,293	2,159	2,143
Female	21.7%	21.0%	20.8%	55.6%	56.2%	56.2%	13.4%	13.5%	14.0%	5.9%	6.0%	6.0%	3.4%	3.4%	3.0%	185,139	171,702	165,373	2,726	2,636	2,589
<b>Hispanic or Latino</b>																					
Yes	21.8%	21.0%	21.3%	50.2%	51.0%	51.3%	15.1%	15.6%	15.5%	7.0%	6.9%	7.1%	5.9%	5.6%	4.8%	33,303	30,213	28,312	464	427	372
No	21.7%	21.0%	20.6%	54.9%	55.8%	56.0%	13.8%	14.0%	14.4%	6.0%	5.8%	5.9%	3.5%	3.4%	3.1%	350,337	323,876	310,191	4,467	4,265	4,279
<b>Race</b>																					
American Indian/ Alaska Native	18.8%	16.3%	17.2%	48.4%	51.5%	50.3%	18.7%	17.9%	18.3%	8.0%	8.7%	8.4%	6.2%	5.6%	5.9%	8,158	7,377	7,621	160	122	112
Asian	23.3%	22.1%	22.6%	56.1%	57.7%	57.0%	13.7%	13.8%	14.0%	4.2%	3.5%	3.9%	2.7%	2.8%	2.5%	18,269	16,652	15,900	332	365	291
Black/African American	23.5%	23.2%	22.9%	54.3%	55.4%	55.3%	13.5%	12.7%	13.5%	5.0%	5.0%	5.2%	3.7%	3.6%	3.1%	59,078	54,992	52,714	774	777	809
Native Hawaiian/ Pacific Islander	20.6%	20.4%	20.4%	52.5%	51.9%	53.1%	16.2%	17.3%	16.1%	5.4%	6.1%	6.3%	5.4%	4.2%	4.2%	2,445	2,295	2,314	19	23	31
White	21.6%	20.8%	20.3%	54.8%	55.6%	56.1%	13.7%	14.1%	14.4%	6.3%	6.1%	6.1%	3.6%	3.4%	3.1%	269,796	249,431	238,588	3,149	2,964	2,984
Two or more races (Not Hispanic/ Latino)	20.0%	18.6%	18.9%	50.3%	51.9%	50.9%	15.8%	16.2%	16.9%	8.0%	7.5%	7.8%	6.0%	5.8%	5.4%	14,146	12,817	11,364	248	214	198

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(36) My organization has prepared employees for potential security threats.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.5%</b>	<b>20.8%</b>	<b>20.4%</b>	<b>54.4%</b>	<b>55.3%</b>	<b>55.5%</b>	<b>14.1%</b>	<b>14.4%</b>	<b>14.7%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>6.0%</b>	<b>3.8%</b>	<b>3.6%</b>	<b>3.3%</b>	<b>406,396</b>	<b>377,944</b>	<b>361,939</b>	5,444	5,237	5,179
<b>Age Group</b>																					
25 and under	27.5%	26.4%	26.1%	51.2%	51.9%	53.8%	11.9%	12.1%	13.1%	5.4%	6.0%	4.6%	4.0%	3.6%	2.5%	2,615	2,631	3,387	45	54	55
26-29	23.6%	21.9%	21.8%	52.4%	53.1%	52.7%	12.6%	13.5%	14.3%	6.7%	6.7%	6.8%	4.8%	4.7%	4.4%	12,163	12,312	12,682	176	185	212
30-39	21.1%	20.5%	20.0%	52.2%	53.3%	53.8%	14.4%	14.4%	14.9%	7.3%	7.0%	7.1%	5.1%	4.9%	4.3%	71,886	64,617	57,487	1,051	995	916
40-49	21.1%	20.1%	20.4%	53.7%	55.1%	55.4%	14.4%	14.5%	14.1%	6.6%	6.4%	6.3%	4.2%	3.9%	3.7%	106,974	100,951	94,719	1,491	1,383	1,289
50-59	21.6%	21.1%	20.7%	55.9%	56.3%	56.7%	13.9%	14.3%	14.6%	5.5%	5.3%	5.4%	3.1%	3.0%	2.6%	147,886	137,838	122,635	1,826	1,742	1,508
60+	21.5%	21.0%	21.2%	56.5%	57.0%	57.1%	14.4%	14.5%	14.5%	5.1%	5.0%	4.9%	2.6%	2.5%	2.2%	63,176	56,937	47,044	798	808	635
<b>Level of Education</b>																					
Less than High School	21.4%	19.7%	---	49.1%	51.3%	---	17.3%	22.2%	---	6.4%	3.6%	---	5.8%	3.2%	---	393	379	---	13	12	---
H.S. Diploma/ GED or equiv	21.2%	20.8%	---	55.5%	56.2%	---	14.5%	14.6%	---	5.1%	5.2%	---	3.7%	3.2%	---	19,084	18,798	---	195	202	---
Trade/Technical Certificate	18.4%	19.0%	---	54.6%	53.9%	---	16.1%	17.0%	---	6.3%	6.2%	---	4.7%	3.9%	---	9,447	8,878	---	98	107	---
Some College (no degree)	20.7%	20.4%	---	53.9%	54.5%	---	14.7%	14.7%	---	6.4%	6.2%	---	4.3%	4.1%	---	59,376	57,155	---	614	606	---
Associate's Degree	21.3%	19.5%	---	53.6%	55.0%	---	14.7%	15.1%	---	6.3%	6.0%	---	4.1%	4.4%	---	30,915	29,118	---	333	284	---
Bachelor's Degree	21.3%	20.7%	---	54.8%	56.1%	---	13.8%	13.7%	---	6.3%	6.0%	---	3.8%	3.5%	---	133,749	123,173	---	1,570	1,497	---
Master's Degree	23.4%	22.3%	---	54.6%	55.4%	---	12.9%	13.3%	---	5.9%	5.7%	---	3.2%	3.2%	---	96,443	86,111	---	1,387	1,282	---
Doctoral/Professional Degree	22.2%	22.3%	---	53.6%	54.0%	---	14.6%	14.8%	---	6.4%	5.9%	---	3.2%	3.0%	---	40,013	35,721	---	843	839	---
<b>Pay Category</b>																					
Federal Wage System	18.4%	16.3%	18.4%	53.3%	55.6%	53.7%	16.7%	17.4%	17.5%	7.0%	6.3%	6.5%	4.7%	4.4%	3.9%	12,475	12,148	13,146	138	115	134
GS 1-6	20.9%	20.6%	20.9%	53.0%	52.3%	52.9%	14.8%	15.7%	15.2%	6.4%	6.5%	6.6%	5.0%	4.9%	4.4%	21,524	21,605	21,781	328	326	350
GS 7-12	21.2%	20.7%	20.3%	54.6%	55.6%	55.8%	14.0%	13.9%	14.5%	6.2%	6.0%	6.0%	4.0%	3.8%	3.5%	163,762	155,358	142,606	2,085	2,006	2,012
GS 13-15	23.5%	22.8%	22.1%	55.0%	56.2%	56.6%	13.2%	13.3%	13.5%	5.6%	5.2%	5.5%	2.7%	2.4%	2.3%	159,704	141,680	133,625	2,189	2,061	1,930
SES	41.7%	40.9%	37.6%	45.7%	45.6%	49.1%	8.0%	8.4%	8.9%	3.2%	3.5%	3.3%	1.3%	1.5%	1.2%	5,673	4,866	4,395	18	11	11
SL/ST	23.8%	22.6%	21.5%	53.3%	55.3%	55.2%	13.5%	13.1%	12.8%	5.0%	5.0%	6.5%	4.3%	4.0%	4.0%	1,507	1,373	1,219	19	7	6
Other	18.9%	18.0%	17.5%	53.6%	54.0%	55.3%	15.3%	15.8%	15.9%	7.4%	7.4%	7.0%	4.8%	4.8%	4.4%	25,237	22,702	26,038	312	312	314

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(36) My organization has prepared employees for potential security threats.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.5%</b>	<b>20.8%</b>	<b>20.4%</b>	<b>54.4%</b>	<b>55.3%</b>	<b>55.5%</b>	<b>14.1%</b>	<b>14.4%</b>	<b>14.7%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>6.0%</b>	<b>3.8%</b>	<b>3.6%</b>	<b>3.3%</b>	<b>406,396</b>	<b>377,944</b>	<b>361,939</b>	5,444	5,237	5,179
<b>Time in Federal Government</b>																					
< 1 year	30.1%	25.9%	29.1%	52.1%	52.0%	50.7%	11.0%	13.4%	12.7%	5.0%	6.5%	4.9%	1.8%	2.2%	2.6%	5,877	3,046	4,580	154	104	109
1-3 years	24.7%	24.3%	23.8%	52.0%	53.5%	54.6%	13.5%	13.0%	13.3%	6.0%	5.8%	5.6%	3.8%	3.4%	2.8%	27,738	32,283	38,648	425	492	595
4-5 years	22.8%	21.7%	20.8%	53.9%	55.1%	54.6%	13.3%	13.4%	14.4%	6.1%	6.0%	6.5%	3.8%	3.8%	3.8%	40,443	42,608	38,647	522	608	602
6-10 years	20.6%	20.0%	19.4%	53.9%	54.1%	55.0%	14.0%	14.6%	14.9%	6.9%	6.8%	6.7%	4.6%	4.5%	4.1%	86,459	72,280	63,319	1,105	954	877
11-14 years	19.7%	19.2%	18.6%	54.0%	54.6%	55.0%	15.1%	15.4%	15.9%	6.9%	6.5%	6.7%	4.4%	4.3%	3.9%	55,963	50,573	44,040	673	676	608
15-20 years	19.8%	19.3%	18.9%	54.1%	55.3%	55.2%	15.3%	15.1%	15.6%	6.6%	6.4%	6.5%	4.1%	3.9%	3.8%	47,943	39,373	34,535	660	528	464
> 20 years	22.1%	21.2%	20.7%	56.3%	57.4%	57.3%	13.8%	14.0%	14.3%	5.1%	4.8%	5.2%	2.7%	2.6%	2.5%	126,272	120,240	119,539	1,560	1,489	1,506
<b>Time with Current Agency</b>																					
< 1 year	29.2%	26.2%	27.7%	51.9%	51.5%	51.6%	11.5%	13.5%	12.7%	5.0%	6.4%	5.4%	2.5%	2.5%	2.7%	11,537	6,298	8,499	341	201	260
1-3 years	23.9%	23.3%	22.7%	52.4%	53.4%	54.3%	13.5%	13.4%	13.9%	6.2%	6.1%	5.9%	4.0%	3.8%	3.1%	43,747	48,973	54,089	681	772	891
4-5 years	22.3%	20.8%	20.2%	53.6%	55.2%	54.7%	13.6%	13.9%	14.7%	6.5%	6.0%	6.5%	4.0%	4.0%	3.9%	49,127	50,967	46,825	621	703	715
6-10 years	20.3%	20.0%	19.2%	53.9%	54.4%	55.1%	14.4%	14.6%	15.1%	6.8%	6.7%	6.6%	4.6%	4.4%	4.0%	94,392	79,726	69,222	1,165	1,084	895
11-20 years	20.0%	19.5%	19.1%	54.5%	55.6%	55.8%	15.1%	15.1%	15.3%	6.5%	6.1%	6.3%	4.0%	3.7%	3.5%	97,499	85,104	75,682	1,209	1,060	945
> 20 years	22.0%	21.1%	20.8%	57.1%	58.0%	57.7%	13.6%	13.8%	14.1%	5.0%	4.7%	5.1%	2.4%	2.4%	2.3%	93,188	88,138	87,839	1,062	1,006	1,030
<b>Leaving</b>																					
No	24.7%	24.0%	23.2%	55.7%	56.6%	56.9%	12.5%	12.5%	13.0%	4.8%	4.7%	4.8%	2.2%	2.2%	2.0%	259,798	237,179	235,111	2,934	2,755	2,783
Yes, to retire	20.0%	18.2%	18.8%	57.4%	58.9%	57.2%	14.4%	15.1%	15.9%	5.3%	5.2%	5.5%	2.9%	2.6%	2.5%	23,766	22,703	21,118	262	294	264
Yes, to other job in Govt	16.1%	15.6%	15.1%	51.5%	52.5%	52.8%	16.9%	16.9%	17.4%	8.8%	8.5%	8.8%	6.8%	6.4%	5.9%	72,060	66,920	55,474	1,175	1,049	1,033
Yes, to other job outside Govt	14.6%	14.1%	14.2%	49.2%	50.8%	49.6%	17.2%	17.5%	17.7%	10.6%	9.5%	10.7%	8.4%	8.2%	7.8%	15,484	15,265	15,242	314	324	304
Yes, other	12.2%	12.2%	12.7%	49.7%	49.4%	49.9%	19.4%	21.1%	19.8%	10.1%	9.5%	9.4%	8.6%	7.9%	8.1%	18,847	17,626	16,025	393	403	357
<b>Retiring</b>																					
Within 1 year	19.8%	18.3%	19.2%	56.8%	57.2%	56.2%	14.7%	15.4%	15.7%	5.4%	5.7%	5.5%	3.3%	3.4%	3.3%	14,642	13,760	12,453	169	172	160
Between 1-3 years	20.4%	19.6%	19.3%	56.8%	58.0%	57.6%	14.3%	14.8%	15.1%	5.5%	5.1%	5.4%	3.0%	2.5%	2.6%	39,400	35,870	34,009	431	419	393
Between 3-5 years	20.4%	20.4%	19.5%	56.2%	56.9%	57.9%	14.7%	14.5%	14.5%	5.9%	5.4%	5.6%	2.9%	2.8%	2.5%	42,894	39,112	35,879	491	470	417
5 or more years	22.1%	21.3%	21.0%	53.7%	54.8%	55.0%	13.9%	14.0%	14.4%	6.3%	6.1%	6.1%	4.0%	3.8%	3.5%	289,951	267,568	256,516	3,909	3,650	3,644

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(36) My organization has prepared employees for potential security threats.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.5%</b>	<b>20.8%</b>	<b>20.4%</b>	<b>54.4%</b>	<b>55.3%</b>	<b>55.5%</b>	<b>14.1%</b>	<b>14.4%</b>	<b>14.7%</b>	<b>6.2%</b>	<b>6.0%</b>	<b>6.0%</b>	<b>3.8%</b>	<b>3.6%</b>	<b>3.3%</b>	<b>406,396</b>	<b>377,944</b>	<b>361,939</b>	5,444	5,237	5,179
<b>Self-Identify as:</b>																					
Heterosexual	22.5%	21.7%	21.4%	55.0%	55.8%	56.0%	13.3%	13.5%	13.9%	5.8%	5.6%	5.7%	3.4%	3.3%	3.0%	313,307	290,144	277,201	3,644	3,473	3,436
LGBT*	22.1%	21.8%	20.8%	50.5%	50.8%	51.9%	14.2%	14.4%	14.8%	7.7%	7.4%	7.7%	5.5%	5.6%	4.9%	10,844	9,653	8,776	167	149	136
Prefer not to say	16.4%	16.1%	15.3%	51.3%	52.8%	53.6%	18.4%	18.4%	18.2%	7.9%	7.5%	7.8%	5.9%	5.2%	5.1%	47,069	42,856	40,066	909	882	831
<b>Military Service</b>																					
No Prior Military Service	21.7%	21.0%	---	55.2%	56.1%	---	13.7%	13.8%	---	6.0%	5.8%	---	3.4%	3.3%	---	276,726	253,746	---	3,792	3,654	---
Currently in Guard/Reserves	22.0%	21.0%	---	52.0%	53.6%	---	13.6%	13.9%	---	6.6%	6.5%	---	5.8%	5.0%	---	6,904	6,468	---	70	52	---
Retired	24.4%	23.7%	---	54.9%	55.3%	---	12.9%	13.1%	---	5.0%	5.0%	---	2.7%	2.9%	---	42,867	41,221	---	367	348	---
Separated/Discharged	19.8%	19.0%	---	51.8%	53.1%	---	15.8%	16.1%	---	7.2%	7.0%	---	5.3%	4.8%	---	58,758	54,341	---	720	656	---
<b>Disability</b>																					
Yes	21.7%	20.8%	21.1%	50.0%	51.1%	51.0%	15.4%	15.6%	15.8%	7.2%	7.0%	7.1%	5.7%	5.6%	5.0%	52,632	48,267	44,305	702	627	648
No	21.7%	21.0%	20.5%	55.3%	56.1%	56.4%	13.7%	13.9%	14.3%	5.9%	5.7%	5.8%	3.4%	3.2%	3.0%	333,794	308,424	296,682	4,247	4,108	4,047

# Report by Demographics

**(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.4%</b>	<b>15.7%</b>	<b>15.6%</b>	<b>34.3%</b>	<b>34.6%</b>	<b>35.1%</b>	<b>22.8%</b>	<b>23.1%</b>	<b>23.4%</b>	<b>12.6%</b>	<b>12.7%</b>	<b>12.6%</b>	<b>14.0%</b>	<b>13.9%</b>	<b>13.4%</b>	<b>387,840</b>	<b>361,372</b>	<b>346,836</b>	24,090	21,762	20,370
<b>Work Location</b>																					
Headquarters	18.0%	17.0%	16.6%	34.9%	34.9%	35.9%	22.5%	22.9%	23.1%	11.8%	12.0%	12.0%	12.8%	13.1%	12.4%	145,935	133,545	128,313	9,828	8,873	8,266
Field	15.8%	15.3%	15.3%	34.0%	34.5%	34.8%	22.6%	22.8%	23.1%	12.9%	13.0%	12.8%	14.7%	14.4%	14.0%	226,288	209,935	200,125	13,095	11,670	10,804
<b>Supervisory Status</b>																					
Non-Supervisor	14.1%	13.6%	13.5%	32.9%	33.1%	33.7%	24.1%	24.4%	24.6%	13.3%	13.3%	13.3%	15.6%	15.6%	14.9%	241,632	223,896	216,713	18,439	16,446	15,366
Team Leader	15.3%	14.6%	15.0%	34.3%	35.2%	35.4%	23.1%	23.1%	23.1%	13.4%	13.5%	13.1%	13.9%	13.6%	13.4%	50,446	46,924	45,030	2,696	2,545	2,314
Supervisor	22.1%	21.4%	20.8%	40.0%	39.9%	40.5%	19.0%	19.1%	19.9%	9.9%	10.3%	9.9%	9.1%	9.2%	9.0%	50,767	47,089	43,152	1,529	1,371	1,220
Manager	31.9%	29.8%	29.6%	38.8%	40.4%	40.9%	14.2%	14.3%	14.4%	7.8%	8.3%	8.1%	7.3%	7.2%	7.0%	23,902	21,257	20,941	360	287	299
Senior Leader	41.4%	40.3%	43.2%	35.7%	35.7%	33.9%	11.5%	12.0%	11.4%	6.0%	6.2%	6.1%	5.4%	5.8%	5.4%	7,914	6,946	5,312	97	67	60
<b>Sex</b>																					
Male	17.6%	16.9%	16.5%	34.9%	35.4%	35.8%	22.3%	22.6%	23.0%	11.8%	11.9%	11.9%	13.4%	13.2%	12.8%	193,950	178,757	169,953	10,701	9,488	8,741
Female	15.3%	14.7%	14.9%	33.8%	33.8%	34.6%	22.9%	23.2%	23.2%	13.4%	13.4%	13.2%	14.6%	14.8%	14.0%	176,016	163,564	157,860	11,881	10,792	10,153
<b>Hispanic or Latino</b>																					
Yes	16.4%	16.1%	15.9%	30.8%	31.1%	32.1%	23.4%	23.1%	24.1%	12.2%	12.7%	12.2%	17.1%	16.9%	15.7%	31,965	29,084	27,203	1,825	1,603	1,516
No	16.6%	16.0%	15.9%	34.9%	35.2%	35.6%	22.5%	22.8%	23.0%	12.5%	12.5%	12.5%	13.5%	13.5%	13.1%	334,533	309,800	297,507	20,431	18,362	17,102
<b>Race</b>																					
American Indian/ Alaska Native	12.1%	11.2%	11.8%	27.6%	29.6%	28.5%	25.1%	24.8%	24.6%	15.0%	14.5%	15.7%	20.1%	19.9%	19.4%	7,980	7,228	7,431	363	301	309
Asian	17.5%	16.1%	16.5%	39.1%	39.1%	39.9%	24.2%	24.9%	24.0%	9.2%	9.4%	9.6%	10.0%	10.5%	10.0%	17,392	15,891	15,125	1,223	1,109	1,052
Black/African American	14.6%	14.4%	14.6%	32.5%	32.8%	33.4%	25.3%	24.9%	25.6%	12.2%	12.1%	11.5%	15.4%	15.8%	14.9%	56,267	52,455	50,414	3,632	3,352	3,126
Native Hawaiian/ Pacific Islander	15.7%	12.4%	13.1%	32.3%	33.2%	33.6%	26.1%	26.3%	26.0%	11.8%	12.0%	11.8%	14.1%	16.1%	15.4%	2,370	2,230	2,248	97	93	95
White	17.6%	16.9%	16.6%	35.5%	35.7%	36.3%	21.6%	21.8%	22.1%	12.4%	12.6%	12.6%	13.0%	12.9%	12.5%	257,993	238,934	229,324	15,025	13,472	12,389
Two or more races (Not Hispanic/ Latino)	14.2%	13.3%	13.3%	27.5%	27.9%	28.9%	22.7%	24.4%	24.1%	15.1%	15.0%	14.3%	20.5%	19.4%	19.3%	13,495	12,251	10,814	898	759	762



# Report by Demographics

**(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.4%</b>	<b>15.7%</b>	<b>15.6%</b>	<b>34.3%</b>	<b>34.6%</b>	<b>35.1%</b>	<b>22.8%</b>	<b>23.1%</b>	<b>23.4%</b>	<b>12.6%</b>	<b>12.7%</b>	<b>12.6%</b>	<b>14.0%</b>	<b>13.9%</b>	<b>13.4%</b>	<b>387,840</b>	<b>361,372</b>	<b>346,836</b>	24,090	21,762	20,370
<b>Age Group</b>																					
25 and under	19.7%	17.9%	18.9%	37.8%	35.6%	38.4%	18.4%	20.5%	20.2%	11.3%	13.2%	12.4%	12.7%	12.8%	10.1%	2,485	2,505	3,242	173	180	211
26-29	17.0%	15.9%	14.8%	34.2%	33.8%	34.6%	20.4%	21.1%	21.2%	13.4%	13.7%	14.2%	15.1%	15.5%	15.1%	11,525	11,602	11,967	810	884	934
30-39	15.6%	15.1%	15.1%	32.8%	33.9%	34.3%	21.9%	21.5%	21.9%	13.7%	13.3%	13.4%	16.0%	16.1%	15.3%	67,960	61,276	54,735	4,958	4,337	3,680
40-49	16.2%	15.3%	15.7%	33.7%	34.4%	35.0%	22.3%	22.9%	22.8%	12.8%	12.9%	12.6%	15.0%	14.6%	13.9%	102,027	96,582	90,900	6,407	5,754	5,182
50-59	16.7%	15.9%	16.0%	35.0%	34.8%	35.7%	23.5%	24.1%	23.8%	11.9%	12.1%	12.0%	13.0%	13.1%	12.6%	141,583	132,196	118,001	8,223	7,342	6,225
60+	17.1%	16.5%	17.1%	35.9%	35.9%	36.8%	24.1%	24.4%	24.6%	11.7%	12.2%	11.0%	11.2%	11.0%	10.4%	60,628	54,706	45,429	3,398	3,050	2,242
<b>Level of Education</b>																					
Less than High School	16.5%	14.1%	---	33.4%	39.0%	---	27.4%	25.2%	---	8.1%	10.8%	---	14.6%	10.8%	---	381	368	---	26	25	---
H.S. Diploma/ GED or equiv	14.1%	14.5%	---	35.6%	35.6%	---	25.7%	26.2%	---	11.3%	11.7%	---	13.4%	12.0%	---	18,364	18,122	---	910	870	---
Trade/Technical Certificate	12.7%	11.6%	---	31.5%	30.0%	---	26.2%	28.3%	---	14.5%	13.6%	---	15.1%	16.5%	---	9,096	8,567	---	451	433	---
Some College (no degree)	14.3%	13.9%	---	31.5%	31.6%	---	25.2%	25.5%	---	12.9%	13.3%	---	16.1%	15.7%	---	57,050	55,001	---	2,991	2,793	---
Associate's Degree	14.8%	13.4%	---	32.2%	32.0%	---	24.3%	24.9%	---	13.1%	13.9%	---	15.6%	15.8%	---	29,610	27,954	---	1,652	1,469	---
Bachelor's Degree	16.4%	15.9%	---	35.4%	36.1%	---	22.3%	22.4%	---	12.4%	12.4%	---	13.5%	13.3%	---	127,280	117,399	---	8,094	7,273	---
Master's Degree	18.8%	18.0%	---	35.7%	36.2%	---	20.4%	20.5%	---	12.1%	12.2%	---	12.9%	13.1%	---	91,835	82,129	---	6,008	5,237	---
Doctoral/Professional Degree	22.1%	21.4%	---	36.5%	37.1%	---	18.3%	18.2%	---	11.7%	11.3%	---	11.4%	12.0%	---	38,293	34,257	---	2,596	2,315	---
<b>Pay Category</b>																					
Federal Wage System	11.9%	11.1%	12.3%	29.6%	29.5%	29.1%	25.4%	25.4%	26.4%	15.0%	15.4%	14.0%	18.1%	18.6%	18.2%	12,153	11,881	12,830	484	390	449
GS 1-6	14.0%	13.6%	13.9%	32.0%	31.6%	32.6%	25.0%	25.1%	24.6%	12.7%	13.1%	12.9%	16.3%	16.5%	16.1%	20,675	20,770	21,059	1,205	1,185	1,083
GS 7-12	14.9%	14.3%	14.2%	33.9%	34.4%	35.1%	23.6%	24.2%	24.3%	12.8%	12.8%	12.6%	14.8%	14.3%	13.7%	155,916	148,015	136,377	10,053	9,439	8,389
GS 13-15	20.4%	19.9%	19.7%	37.1%	37.7%	38.5%	20.3%	20.1%	20.3%	11.2%	11.2%	11.2%	10.9%	11.0%	10.3%	152,312	135,462	127,865	9,577	8,187	7,681
SES	50.4%	49.8%	47.2%	31.7%	32.4%	34.3%	8.9%	8.7%	9.5%	4.8%	4.7%	5.2%	4.2%	4.4%	3.8%	5,614	4,847	4,377	54	36	27
SL/ST	24.7%	25.5%	22.6%	40.9%	38.8%	37.9%	14.5%	16.3%	18.0%	10.7%	8.7%	11.0%	9.2%	10.7%	10.5%	1,478	1,339	1,188	58	42	37
Other	14.3%	13.6%	13.5%	33.0%	33.1%	32.9%	22.4%	22.5%	23.2%	14.2%	14.2%	14.8%	16.0%	16.5%	15.5%	24,171	21,837	25,060	1,405	1,187	1,328

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.4%</b>	<b>15.7%</b>	<b>15.6%</b>	<b>34.3%</b>	<b>34.6%</b>	<b>35.1%</b>	<b>22.8%</b>	<b>23.1%</b>	<b>23.4%</b>	<b>12.6%</b>	<b>12.7%</b>	<b>12.6%</b>	<b>14.0%</b>	<b>13.9%</b>	<b>13.4%</b>	<b>387,840</b>	<b>361,372</b>	<b>346,836</b>	24,090	21,762	20,370
<b>Time in Federal Government</b>																					
< 1 year	25.5%	22.2%	25.9%	41.3%	43.0%	40.3%	18.8%	20.2%	19.3%	8.0%	8.0%	8.0%	6.5%	6.7%	6.3%	5,366	2,793	4,244	658	358	445
1-3 years	19.4%	19.0%	18.7%	36.3%	36.4%	37.5%	22.3%	21.6%	22.2%	10.9%	11.8%	10.9%	11.1%	11.2%	10.7%	26,355	30,628	36,749	1,838	2,135	2,530
4-5 years	16.8%	16.0%	15.3%	35.1%	34.9%	34.8%	22.2%	22.7%	22.5%	12.3%	12.5%	13.0%	13.6%	13.9%	14.3%	38,384	40,574	36,961	2,596	2,661	2,324
6-10 years	15.4%	14.8%	14.2%	33.2%	33.2%	33.7%	22.2%	22.6%	22.9%	13.5%	13.4%	14.2%	15.6%	16.0%	15.1%	82,382	69,028	60,710	5,202	4,208	3,511
11-14 years	15.1%	14.3%	14.5%	32.3%	32.9%	33.4%	22.5%	23.0%	23.5%	13.6%	13.5%	13.3%	16.5%	16.4%	15.3%	53,604	48,612	42,355	3,034	2,651	2,298
15-20 years	15.2%	14.3%	14.8%	33.2%	33.4%	34.0%	22.8%	23.4%	23.0%	13.1%	13.3%	12.8%	15.7%	15.6%	15.4%	46,056	37,846	33,360	2,595	2,067	1,678
> 20 years	17.2%	16.6%	16.1%	35.6%	36.1%	36.3%	23.4%	23.6%	24.1%	11.6%	11.8%	11.6%	12.1%	11.9%	11.9%	120,882	115,282	114,828	7,009	6,449	6,243
<b>Time with Current Agency</b>																					
< 1 year	24.3%	21.9%	23.7%	39.6%	40.4%	39.6%	19.8%	21.0%	20.5%	8.9%	8.8%	8.4%	7.4%	7.9%	7.8%	10,553	5,771	7,859	1,314	727	904
1-3 years	18.7%	18.2%	17.4%	35.1%	35.2%	36.5%	22.3%	22.0%	22.5%	11.4%	11.9%	11.6%	12.5%	12.6%	12.0%	41,537	46,477	51,469	2,891	3,272	3,545
4-5 years	16.0%	14.9%	14.7%	33.9%	34.2%	34.2%	22.6%	23.2%	22.7%	12.8%	12.9%	13.3%	14.7%	14.8%	15.1%	46,787	48,654	44,895	2,995	3,047	2,689
6-10 years	15.0%	14.6%	14.0%	32.7%	33.1%	33.2%	22.6%	22.8%	23.2%	13.6%	13.5%	14.1%	16.1%	16.1%	15.4%	90,041	76,258	66,504	5,551	4,531	3,631
11-20 years	15.3%	14.6%	14.9%	33.0%	33.3%	34.3%	22.8%	23.2%	23.6%	13.3%	13.5%	12.8%	15.6%	15.5%	14.5%	93,719	81,950	72,965	5,060	4,248	3,710
> 20 years	17.8%	17.3%	16.9%	37.2%	37.3%	37.1%	23.0%	23.3%	23.6%	11.2%	11.4%	11.3%	10.9%	10.8%	11.0%	89,261	84,525	84,404	5,034	4,626	4,492
<b>Leaving</b>																					
No	20.2%	19.4%	18.9%	38.8%	39.3%	39.4%	22.3%	22.5%	22.8%	10.3%	10.3%	10.5%	8.4%	8.5%	8.4%	247,924	226,763	225,188	14,815	13,142	12,762
Yes, to retire	15.7%	13.9%	14.0%	36.4%	35.8%	36.0%	24.3%	25.6%	25.3%	12.4%	13.2%	12.3%	11.2%	11.6%	12.4%	22,872	21,906	20,450	1,205	1,116	959
Yes, to other job in Govt	8.9%	9.0%	8.6%	24.7%	24.9%	24.8%	23.3%	23.5%	23.9%	17.5%	17.2%	17.5%	25.6%	25.3%	25.2%	68,859	64,004	53,295	4,426	4,015	3,275
Yes, to other job outside Govt	9.4%	9.2%	9.1%	24.1%	24.7%	25.8%	20.3%	20.7%	21.6%	17.6%	17.4%	17.0%	28.6%	27.9%	26.5%	14,781	14,660	14,640	1,039	937	935
Yes, other	7.3%	7.0%	7.6%	22.2%	22.2%	23.8%	23.2%	24.0%	23.9%	17.2%	18.1%	17.2%	30.2%	28.7%	27.5%	17,941	16,798	15,321	1,335	1,245	1,066
<b>Retiring</b>																					
Within 1 year	15.2%	14.1%	14.4%	36.3%	34.5%	34.9%	22.8%	24.4%	24.3%	12.4%	13.5%	11.9%	13.3%	13.5%	14.4%	14,077	13,281	12,053	761	677	558
Between 1-3 years	16.1%	15.2%	14.9%	35.3%	36.2%	36.0%	24.3%	24.6%	25.2%	12.4%	12.8%	12.0%	12.0%	11.3%	11.9%	37,909	34,468	32,750	1,971	1,810	1,640
Between 3-5 years	16.0%	15.7%	15.5%	34.8%	35.0%	35.2%	23.9%	24.1%	24.5%	12.5%	12.4%	13.0%	12.7%	12.8%	11.8%	41,170	37,668	34,600	2,212	1,927	1,720
5 or more years	16.8%	16.2%	16.1%	34.2%	34.6%	35.3%	22.2%	22.4%	22.6%	12.5%	12.5%	12.5%	14.3%	14.3%	13.6%	276,359	255,460	245,549	17,606	15,791	14,767

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(37) Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>16.4%</b>	<b>15.7%</b>	<b>15.6%</b>	<b>34.3%</b>	<b>34.6%</b>	<b>35.1%</b>	<b>22.8%</b>	<b>23.1%</b>	<b>23.4%</b>	<b>12.6%</b>	<b>12.7%</b>	<b>12.6%</b>	<b>14.0%</b>	<b>13.9%</b>	<b>13.4%</b>	<b>387,840</b>	<b>361,372</b>	<b>346,836</b>	24,090	21,762	20,370
<b>Self-Identify as:</b>																					
Heterosexual	17.3%	16.5%	16.4%	35.3%	35.5%	36.0%	22.3%	22.6%	22.8%	12.1%	12.2%	12.2%	13.1%	13.2%	12.7%	299,904	278,166	266,498	17,221	15,505	14,312
LGBT*	17.3%	17.4%	16.0%	30.7%	30.4%	32.7%	20.3%	19.5%	20.1%	14.5%	15.2%	14.2%	17.2%	17.5%	16.9%	10,382	9,287	8,430	636	513	479
Prefer not to say	12.0%	11.9%	11.8%	29.4%	30.1%	31.0%	25.0%	25.5%	25.8%	14.7%	14.3%	14.1%	18.9%	18.1%	17.4%	44,576	40,674	38,009	3,437	3,072	2,896
<b>Military Service</b>																					
No Prior Military Service	16.4%	15.9%	---	35.0%	35.4%	---	22.5%	22.5%	---	12.6%	12.6%	---	13.5%	13.6%	---	263,633	242,143	---	17,006	15,235	---
Currently in Guard/Reserves	18.6%	16.5%	---	34.5%	34.3%	---	21.2%	22.3%	---	11.2%	13.1%	---	14.5%	13.8%	---	6,672	6,243	---	313	261	---
Retired	20.1%	18.8%	---	37.1%	36.7%	---	22.2%	23.4%	---	10.3%	10.8%	---	10.3%	10.4%	---	41,380	39,827	---	1,880	1,778	---
Separated/Discharged	14.7%	14.0%	---	30.7%	31.3%	---	23.4%	23.9%	---	13.7%	13.6%	---	17.5%	17.3%	---	56,283	52,225	---	3,243	2,824	---
<b>Disability</b>																					
Yes	16.0%	14.8%	15.3%	29.3%	30.1%	29.5%	23.4%	23.2%	23.9%	13.2%	13.8%	13.1%	18.2%	18.1%	18.4%	50,673	46,457	42,810	2,710	2,488	2,180
No	16.7%	16.2%	15.9%	35.5%	35.6%	36.3%	22.4%	22.8%	22.9%	12.3%	12.3%	12.4%	13.0%	13.0%	12.4%	318,414	294,877	284,246	19,772	17,655	16,627

# Report by Demographics

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>23.6%</b>	<b>22.8%</b>	<b>22.4%</b>	<b>41.9%</b>	<b>42.3%</b>	<b>43.0%</b>	<b>19.5%</b>	<b>20.2%</b>	<b>20.4%</b>	<b>6.6%</b>	<b>6.5%</b>	<b>6.5%</b>	<b>8.3%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>374,659</b>	<b>347,433</b>	<b>334,239</b>	36,134	33,840	31,656
<b>Work Location</b>																					
Headquarters	<b>25.4%</b>	24.3%	23.7%	<b>41.8%</b>	42.1%	43.0%	<b>18.5%</b>	19.4%	19.6%	<b>6.3%</b>	6.4%	6.2%	<b>8.0%</b>	7.8%	7.6%	<b>141,514</b>	128,801	123,967	13,842	12,992	12,138
Field	<b>23.0%</b>	22.4%	22.0%	<b>42.0%</b>	42.3%	43.0%	<b>19.7%</b>	20.3%	20.4%	<b>6.8%</b>	6.6%	6.6%	<b>8.6%</b>	8.4%	8.0%	<b>218,112</b>	201,524	192,621	20,658	19,012	17,644
<b>Supervisory Status</b>																					
Non-Supervisor	<b>20.6%</b>	19.8%	19.6%	<b>41.4%</b>	41.6%	42.3%	<b>21.4%</b>	22.3%	22.3%	<b>7.1%</b>	7.0%	7.0%	<b>9.5%</b>	9.3%	8.8%	<b>231,306</b>	213,338	207,049	28,008	25,842	24,221
Team Leader	<b>22.9%</b>	22.7%	22.2%	<b>42.7%</b>	43.4%	43.7%	<b>19.2%</b>	19.4%	19.8%	<b>7.1%</b>	6.8%	6.6%	<b>8.1%</b>	7.8%	7.7%	<b>48,618</b>	45,005	43,378	4,398	4,193	3,792
Supervisor	<b>31.2%</b>	30.2%	29.3%	<b>45.1%</b>	45.5%	46.5%	<b>13.8%</b>	14.5%	14.7%	<b>4.9%</b>	4.9%	4.7%	<b>5.0%</b>	5.0%	4.9%	<b>50,323</b>	46,463	42,617	1,863	1,830	1,617
Manager	<b>41.8%</b>	41.0%	39.0%	<b>41.1%</b>	41.8%	43.2%	<b>9.1%</b>	9.2%	10.0%	<b>3.6%</b>	3.7%	3.8%	<b>4.4%</b>	4.2%	4.0%	<b>23,824</b>	21,100	20,855	396	356	363
Senior Leader	<b>50.8%</b>	48.9%	53.5%	<b>34.2%</b>	34.6%	33.5%	<b>8.4%</b>	9.1%	7.1%	<b>3.0%</b>	3.3%	2.8%	<b>3.6%</b>	4.1%	3.0%	<b>7,902</b>	6,936	5,291	102	70	78
<b>Sex</b>																					
Male	<b>25.8%</b>	25.1%	24.2%	<b>41.7%</b>	42.1%	43.0%	<b>18.3%</b>	19.0%	19.3%	<b>6.2%</b>	6.1%	6.2%	<b>7.9%</b>	7.7%	7.4%	<b>188,084</b>	172,561	164,203	15,914	14,768	13,861
Female	<b>21.3%</b>	20.5%	20.5%	<b>42.4%</b>	42.7%	43.2%	<b>20.5%</b>	21.2%	21.2%	<b>7.0%</b>	7.0%	6.7%	<b>8.9%</b>	8.7%	8.4%	<b>169,540</b>	156,788	151,901	17,972	16,812	15,606
<b>Hispanic or Latino</b>																					
Yes	<b>22.9%</b>	22.3%	22.6%	<b>38.4%</b>	38.4%	39.4%	<b>20.5%</b>	21.4%	21.2%	<b>7.3%</b>	7.2%	7.0%	<b>10.9%</b>	10.6%	9.8%	<b>31,065</b>	28,101	26,336	2,613	2,446	2,261
No	<b>24.0%</b>	23.2%	22.7%	<b>42.5%</b>	42.9%	43.5%	<b>19.1%</b>	19.7%	19.9%	<b>6.5%</b>	6.3%	6.3%	<b>8.0%</b>	7.8%	7.5%	<b>323,249</b>	298,058	286,825	30,805	28,603	26,791
<b>Race</b>																					
American Indian/ Alaska Native	<b>16.3%</b>	15.2%	16.2%	<b>36.5%</b>	38.7%	36.6%	<b>24.6%</b>	24.6%	25.1%	<b>8.8%</b>	8.8%	9.8%	<b>13.7%</b>	12.8%	12.2%	<b>7,719</b>	6,957	7,193	594	518	529
Asian	<b>23.0%</b>	22.1%	21.2%	<b>46.7%</b>	46.1%	48.2%	<b>19.6%</b>	20.2%	20.0%	<b>4.7%</b>	5.2%	4.7%	<b>6.0%</b>	6.4%	5.8%	<b>17,110</b>	15,613	14,844	1,482	1,344	1,303
Black/African American	<b>19.4%</b>	18.8%	19.0%	<b>38.2%</b>	38.9%	39.3%	<b>22.7%</b>	23.1%	23.2%	<b>8.2%</b>	7.7%	7.6%	<b>11.5%</b>	11.5%	11.0%	<b>54,614</b>	50,653	48,915	5,015	4,768	4,354
Native Hawaiian/ Pacific Islander	<b>19.1%</b>	18.7%	18.4%	<b>39.1%</b>	40.0%	38.3%	<b>24.7%</b>	25.0%	25.5%	<b>7.1%</b>	6.1%	7.6%	<b>10.0%</b>	10.2%	10.1%	<b>2,298</b>	2,132	2,191	162	178	138
White	<b>25.8%</b>	25.0%	24.3%	<b>43.4%</b>	43.6%	44.5%	<b>17.7%</b>	18.5%	18.6%	<b>6.0%</b>	6.0%	5.9%	<b>7.0%</b>	6.9%	6.6%	<b>249,208</b>	229,664	220,805	23,209	21,641	20,221
Two or more races (Not Hispanic/ Latino)	<b>20.8%</b>	20.0%	19.6%	<b>34.6%</b>	35.5%	36.6%	<b>21.7%</b>	23.1%	22.7%	<b>9.3%</b>	8.8%	9.3%	<b>13.6%</b>	12.5%	11.8%	<b>12,988</b>	11,701	10,391	1,380	1,278	1,148

# Report by Demographics

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>23.6%</b>	<b>22.8%</b>	<b>22.4%</b>	<b>41.9%</b>	<b>42.3%</b>	<b>43.0%</b>	<b>19.5%</b>	<b>20.2%</b>	<b>20.4%</b>	<b>6.6%</b>	<b>6.5%</b>	<b>6.5%</b>	<b>8.3%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>374,659</b>	<b>347,433</b>	<b>334,239</b>	36,134	33,840	31,656
<b>Age Group</b>																					
25 and under	32.2%	31.0%	30.5%	46.8%	46.3%	47.1%	12.6%	14.1%	13.9%	4.7%	4.6%	4.0%	3.7%	4.0%	4.5%	2,488	2,450	3,160	188	238	293
26-29	28.7%	26.2%	26.0%	44.5%	45.9%	46.2%	14.3%	16.0%	16.0%	5.9%	5.0%	5.5%	6.6%	6.9%	6.3%	11,128	11,095	11,486	1,230	1,392	1,429
30-39	24.5%	23.7%	23.4%	43.0%	43.7%	44.0%	17.8%	18.1%	18.3%	6.4%	6.2%	6.3%	8.4%	8.3%	7.9%	65,270	58,551	52,418	7,671	6,990	5,955
40-49	23.5%	22.4%	22.3%	41.3%	41.9%	42.6%	19.4%	20.1%	19.9%	6.5%	6.7%	6.6%	9.3%	8.8%	8.6%	98,644	92,948	87,675	9,594	9,020	8,082
50-59	22.9%	22.3%	21.8%	41.3%	41.3%	42.5%	20.5%	21.6%	21.3%	6.9%	6.6%	6.6%	8.4%	8.3%	7.8%	136,837	127,189	114,115	12,377	11,414	9,575
60+	22.4%	22.0%	22.5%	42.2%	42.3%	42.9%	21.6%	22.0%	21.9%	6.8%	6.6%	6.1%	7.1%	7.1%	6.6%	58,703	52,802	43,977	4,904	4,456	3,461
<b>Level of Education</b>																					
Less than High School	20.8%	19.4%	---	37.8%	38.6%	---	30.4%	27.5%	---	3.8%	5.7%	---	7.2%	8.8%	---	373	363	---	28	25	---
H.S. Diploma/ GED or equiv	19.6%	19.6%	---	43.5%	43.4%	---	23.4%	24.6%	---	6.0%	5.6%	---	7.5%	6.8%	---	17,791	17,474	---	1,383	1,389	---
Trade/Technical Certificate	17.6%	16.7%	---	40.3%	39.2%	---	24.6%	27.0%	---	7.7%	7.4%	---	9.8%	9.6%	---	8,789	8,259	---	732	689	---
Some College (no degree)	20.3%	19.9%	---	39.4%	39.3%	---	23.5%	23.8%	---	7.1%	7.4%	---	9.8%	9.6%	---	54,999	52,769	---	4,796	4,612	---
Associate's Degree	21.3%	19.6%	---	39.8%	40.0%	---	22.0%	23.3%	---	7.4%	7.1%	---	9.5%	10.0%	---	28,570	26,942	---	2,565	2,304	---
Bachelor's Degree	24.1%	23.6%	---	43.2%	44.1%	---	18.3%	18.7%	---	6.5%	6.1%	---	7.9%	7.4%	---	122,957	112,775	---	12,122	11,416	---
Master's Degree	27.0%	26.0%	---	42.5%	43.1%	---	16.1%	16.8%	---	6.4%	6.3%	---	8.0%	7.9%	---	89,037	79,230	---	8,636	7,837	---
Doctoral/Professional Degree	30.4%	30.2%	---	43.7%	43.3%	---	14.2%	14.3%	---	5.1%	5.7%	---	6.5%	6.5%	---	36,993	32,952	---	3,831	3,499	---
<b>Pay Category</b>																					
Federal Wage System	17.3%	16.7%	17.3%	38.7%	37.8%	38.3%	23.8%	24.9%	24.8%	8.5%	8.7%	8.0%	11.6%	11.9%	11.6%	11,744	11,441	12,447	835	756	782
GS 1-6	19.3%	18.9%	18.4%	39.6%	39.1%	39.9%	22.9%	24.2%	23.6%	7.4%	7.1%	7.8%	10.8%	10.7%	10.3%	20,031	20,040	20,373	1,770	1,788	1,694
GS 7-12	21.5%	20.9%	20.6%	41.6%	42.4%	43.1%	20.8%	21.4%	21.4%	7.1%	6.7%	6.8%	9.0%	8.6%	8.1%	149,749	141,608	130,815	15,754	15,021	13,424
GS 13-15	29.4%	28.8%	28.1%	43.7%	44.1%	45.1%	15.3%	15.7%	15.9%	5.4%	5.5%	5.1%	6.2%	6.0%	5.7%	147,807	130,888	123,787	13,663	12,223	11,385
SES	59.8%	59.4%	58.2%	31.1%	29.6%	33.3%	5.3%	6.6%	4.9%	1.9%	2.1%	1.6%	1.9%	2.3%	2.0%	5,651	4,833	4,361	45	31	40
SL/ST	35.4%	31.0%	32.4%	43.3%	44.3%	46.3%	11.8%	14.0%	13.1%	3.8%	6.0%	3.8%	5.8%	4.8%	4.3%	1,464	1,321	1,161	64	60	58
Other	21.8%	21.4%	20.8%	42.8%	43.3%	43.7%	20.3%	20.5%	20.7%	6.6%	6.3%	6.8%	8.5%	8.6%	8.0%	23,311	20,914	24,017	2,207	2,027	2,270

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>23.6%</b>	<b>22.8%</b>	<b>22.4%</b>	<b>41.9%</b>	<b>42.3%</b>	<b>43.0%</b>	<b>19.5%</b>	<b>20.2%</b>	<b>20.4%</b>	<b>6.6%</b>	<b>6.5%</b>	<b>6.5%</b>	<b>8.3%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>374,659</b>	<b>347,433</b>	<b>334,239</b>	36,134	33,840	31,656
<b>Time in Federal Government</b>																					
< 1 year	37.3%	31.8%	35.5%	45.0%	48.3%	46.4%	12.1%	14.5%	12.6%	3.3%	2.6%	2.9%	2.3%	2.8%	2.6%	5,342	2,777	4,167	675	372	521
1-3 years	28.2%	28.1%	27.3%	44.4%	44.5%	45.9%	16.7%	16.9%	16.9%	5.1%	5.1%	4.6%	5.6%	5.5%	5.3%	25,572	29,658	35,436	2,581	3,037	3,758
4-5 years	25.4%	24.0%	23.0%	42.8%	43.8%	43.7%	18.1%	18.9%	19.4%	6.1%	5.8%	6.4%	7.6%	7.5%	7.5%	37,071	38,713	35,427	3,887	4,371	3,770
6-10 years	22.8%	22.0%	21.0%	41.8%	41.8%	42.7%	19.4%	20.3%	20.8%	7.1%	7.1%	7.0%	8.9%	8.8%	8.6%	79,171	66,075	58,169	8,247	6,917	5,839
11-14 years	22.1%	21.1%	20.9%	41.0%	41.0%	42.0%	20.0%	20.8%	20.9%	7.0%	7.2%	6.9%	9.9%	9.8%	9.3%	51,606	46,649	40,743	4,919	4,398	3,782
15-20 years	21.8%	20.8%	20.9%	40.8%	41.1%	41.4%	20.2%	21.1%	20.5%	7.1%	7.1%	7.5%	10.2%	9.9%	9.8%	44,567	36,391	32,203	3,976	3,313	2,721
> 20 years	23.4%	22.9%	22.0%	41.6%	42.0%	42.6%	20.3%	20.9%	21.4%	6.6%	6.4%	6.5%	8.0%	7.8%	7.6%	117,127	111,368	111,269	10,178	9,583	9,294
<b>Time with Current Agency</b>																					
< 1 year	34.2%	30.5%	32.2%	43.3%	45.8%	45.3%	14.5%	16.7%	14.6%	4.0%	3.4%	3.5%	4.0%	3.7%	4.4%	10,470	5,692	7,754	1,378	783	1,004
1-3 years	26.9%	26.4%	25.5%	42.9%	42.9%	44.5%	17.5%	18.0%	18.1%	5.8%	5.8%	5.5%	7.0%	6.9%	6.5%	40,342	44,941	49,623	4,046	4,667	5,251
4-5 years	24.1%	22.5%	21.8%	41.8%	43.2%	43.0%	18.7%	19.7%	20.2%	6.8%	6.2%	6.7%	8.7%	8.3%	8.2%	45,108	46,441	43,033	4,619	5,039	4,415
6-10 years	22.0%	21.6%	20.5%	41.2%	41.4%	42.4%	20.1%	20.6%	21.1%	7.2%	7.2%	7.1%	9.5%	9.3%	9.0%	86,636	73,075	63,809	8,734	7,423	6,083
11-20 years	22.0%	21.3%	21.1%	41.3%	41.0%	41.9%	20.3%	21.2%	21.0%	6.9%	7.0%	7.0%	9.5%	9.5%	9.0%	90,352	78,738	70,332	8,152	7,028	6,107
> 20 years	24.5%	23.8%	23.0%	43.0%	43.1%	43.4%	19.3%	20.1%	20.5%	6.2%	6.1%	6.3%	7.0%	6.9%	6.8%	86,481	81,647	81,780	7,400	6,935	6,746
<b>Leaving</b>																					
No	28.2%	27.3%	26.3%	45.3%	45.6%	46.3%	17.4%	18.0%	18.3%	4.6%	4.6%	4.7%	4.5%	4.5%	4.3%	241,104	219,814	218,379	21,120	19,170	18,865
Yes, to retire	21.3%	19.3%	19.4%	42.6%	43.7%	42.6%	21.6%	23.0%	23.4%	7.2%	6.7%	7.0%	7.3%	7.4%	7.6%	22,137	21,049	19,789	1,766	1,737	1,537
Yes, to other job in Govt	14.9%	14.6%	13.8%	34.7%	35.3%	35.0%	22.8%	23.5%	24.3%	11.0%	10.6%	10.8%	16.6%	16.0%	16.1%	65,530	60,505	50,684	7,506	7,168	5,642
Yes, to other job outside Govt	16.1%	16.6%	16.3%	35.4%	35.3%	36.6%	20.7%	20.8%	20.9%	10.9%	10.8%	9.9%	16.9%	16.6%	16.3%	14,043	13,807	13,821	1,749	1,733	1,733
Yes, other	11.8%	11.4%	12.1%	31.9%	31.7%	33.2%	25.8%	27.1%	25.7%	10.5%	11.2%	10.3%	20.1%	18.5%	18.6%	17,000	15,879	14,451	2,205	2,047	1,859
<b>Retiring</b>																					
Within 1 year	21.3%	19.3%	20.4%	41.8%	42.1%	41.1%	20.5%	22.5%	22.6%	7.7%	7.3%	7.1%	8.6%	8.8%	8.9%	13,649	12,760	11,642	1,086	1,059	909
Between 1-3 years	21.7%	21.2%	20.3%	42.4%	42.8%	43.1%	21.6%	22.1%	22.4%	6.6%	6.8%	6.8%	7.7%	7.0%	7.3%	36,661	33,270	31,699	2,999	2,735	2,569
Between 3-5 years	21.9%	21.8%	21.0%	41.7%	41.3%	42.8%	21.2%	21.9%	21.9%	7.1%	6.9%	7.0%	8.2%	8.1%	7.2%	39,845	36,313	33,412	3,346	2,973	2,728
5 or more years	24.6%	23.7%	23.3%	42.0%	42.5%	43.3%	18.6%	19.2%	19.4%	6.5%	6.3%	6.2%	8.4%	8.2%	7.8%	266,960	245,616	236,588	26,484	24,707	22,986

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

**(38) Prohibited Personnel Practices are not tolerated.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>23.6%</b>	<b>22.8%</b>	<b>22.4%</b>	<b>41.9%</b>	<b>42.3%</b>	<b>43.0%</b>	<b>19.5%</b>	<b>20.2%</b>	<b>20.4%</b>	<b>6.6%</b>	<b>6.5%</b>	<b>6.5%</b>	<b>8.3%</b>	<b>8.1%</b>	<b>7.8%</b>	<b>374,659</b>	<b>347,433</b>	<b>334,239</b>	36,134	33,840	31,656
<b>Self-Identify as:</b>																					
Heterosexual	24.7%	23.8%	23.3%	42.6%	43.0%	43.7%	18.5%	19.2%	19.5%	6.3%	6.2%	6.2%	7.8%	7.7%	7.4%	290,679	268,415	257,537	25,622	23,898	22,337
LGBT*	25.2%	24.1%	23.3%	38.6%	38.5%	40.7%	17.6%	18.5%	18.1%	7.7%	7.6%	8.1%	10.8%	11.3%	9.9%	10,072	8,876	8,079	947	899	795
Prefer not to say	17.9%	18.1%	17.3%	38.2%	38.4%	39.7%	24.3%	24.9%	24.5%	7.9%	7.9%	7.9%	11.8%	10.7%	10.7%	42,430	38,543	36,272	5,413	4,986	4,518
<b>Military Service</b>																					
No Prior Military Service	23.8%	23.2%	---	43.6%	43.8%	---	19.0%	19.5%	---	6.1%	6.1%	---	7.5%	7.3%	---	254,433	232,751	---	25,528	23,572	---
Currently in Guard/Reserves	27.0%	24.9%	---	40.9%	42.9%	---	16.6%	17.1%	---	6.3%	6.6%	---	9.2%	8.5%	---	6,516	6,086	---	459	406	---
Retired	27.3%	26.1%	---	41.4%	41.4%	---	17.9%	19.5%	---	6.4%	6.0%	---	7.0%	7.0%	---	40,360	38,614	---	2,766	2,699	---
Separated/Discharged	21.3%	20.4%	---	37.3%	38.2%	---	21.2%	21.9%	---	8.3%	7.9%	---	11.9%	11.6%	---	54,388	50,124	---	4,923	4,639	---
<b>Disability</b>																					
Yes	21.5%	20.6%	20.4%	34.3%	34.7%	34.7%	21.0%	22.0%	22.3%	9.1%	9.0%	9.0%	14.1%	13.7%	13.6%	48,990	44,793	41,329	4,213	3,866	3,450
No	24.4%	23.6%	23.0%	43.5%	43.8%	44.6%	18.9%	19.5%	19.7%	6.1%	6.0%	5.9%	7.2%	7.1%	6.7%	307,841	283,674	274,042	29,492	27,493	25,904

# Report by Demographics

(39) My agency is successful at accomplishing its mission.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.0%</b>	<b>20.1%</b>	<b>20.7%</b>	<b>52.2%</b>	<b>52.9%</b>	<b>53.7%</b>	<b>17.8%</b>	<b>18.2%</b>	<b>17.6%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.0%</b>	<b>3.5%</b>	<b>3.3%</b>	<b>3.0%</b>	<b>404,808</b>	<b>375,864</b>	<b>360,459</b>	7,655	7,407	6,811
<b>Work Location</b>																					
Headquarters	23.7%	22.7%	23.0%	52.8%	53.0%	53.7%	16.3%	17.1%	16.5%	4.6%	4.6%	4.4%	2.6%	2.6%	2.5%	153,090	139,806	134,093	2,894	2,706	2,548
Field	19.6%	18.9%	19.6%	51.9%	52.8%	53.6%	18.5%	18.6%	18.0%	6.0%	6.0%	5.4%	3.9%	3.7%	3.3%	235,362	217,439	207,189	4,329	4,197	3,762
<b>Supervisory Status</b>																					
Non-Supervisor	19.5%	18.7%	19.4%	52.1%	52.6%	53.6%	18.9%	19.4%	18.6%	5.6%	5.6%	5.1%	3.9%	3.7%	3.3%	254,325	234,636	226,771	6,031	5,821	5,359
Team Leader	20.0%	19.5%	20.3%	52.7%	53.8%	54.0%	17.8%	17.8%	17.4%	6.2%	5.8%	5.5%	3.3%	3.1%	2.8%	52,531	48,792	46,732	714	687	629
Supervisor	24.2%	23.4%	23.5%	54.1%	54.4%	54.8%	14.6%	14.8%	14.6%	4.8%	4.9%	4.7%	2.3%	2.4%	2.4%	51,948	48,080	44,034	404	392	347
Manager	31.1%	29.5%	30.0%	50.6%	52.2%	52.6%	11.8%	12.1%	11.7%	4.2%	4.3%	3.7%	2.2%	1.9%	2.1%	24,213	21,452	21,173	99	80	73
Senior Leader	44.4%	42.7%	44.5%	42.6%	43.6%	43.7%	8.3%	9.2%	7.5%	3.4%	3.0%	3.1%	1.3%	1.5%	1.3%	8,015	6,988	5,357	28	27	22
<b>Sex</b>																					
Male	21.8%	20.8%	21.4%	51.5%	52.5%	53.1%	17.0%	17.4%	16.9%	5.9%	5.8%	5.4%	3.8%	3.6%	3.2%	201,828	185,538	176,097	2,987	2,760	2,604
Female	20.4%	19.6%	20.2%	53.2%	53.5%	54.4%	18.5%	18.9%	18.2%	4.9%	5.0%	4.6%	3.0%	2.9%	2.7%	184,178	170,389	164,446	4,057	4,064	3,638
<b>Hispanic or Latino</b>																					
Yes	21.5%	20.8%	21.6%	48.2%	49.1%	50.3%	18.6%	19.5%	19.0%	6.6%	5.9%	4.9%	5.1%	4.8%	4.2%	33,216	30,094	28,188	604	560	509
No	21.2%	20.3%	20.9%	52.8%	53.4%	54.1%	17.5%	17.8%	17.2%	5.3%	5.4%	5.0%	3.2%	3.1%	2.8%	349,120	322,176	309,075	6,314	6,144	5,635
<b>Race</b>																					
American Indian/ Alaska Native	17.8%	16.4%	16.6%	45.9%	47.1%	48.2%	23.9%	23.9%	23.4%	7.1%	7.4%	6.8%	5.2%	5.2%	5.0%	8,164	7,349	7,566	178	165	160
Asian	22.1%	20.9%	21.8%	53.7%	54.0%	55.2%	17.7%	18.2%	16.2%	3.7%	4.1%	4.3%	2.7%	2.9%	2.5%	18,279	16,697	15,885	350	320	303
Black/African American	22.2%	21.4%	22.1%	51.4%	52.3%	53.1%	18.6%	18.6%	18.0%	4.2%	4.2%	3.8%	3.6%	3.5%	3.0%	58,601	54,476	52,303	1,318	1,331	1,244
Native Hawaiian/ Pacific Islander	20.2%	18.3%	20.1%	48.9%	49.1%	51.0%	20.2%	23.5%	19.9%	6.4%	4.2%	4.9%	4.2%	4.9%	4.1%	2,416	2,282	2,301	50	41	40
White	21.4%	20.5%	21.0%	53.0%	53.6%	54.3%	16.7%	17.2%	16.7%	5.7%	5.7%	5.2%	3.2%	3.0%	2.8%	269,167	248,350	238,081	4,277	4,155	3,703
Two or more races (Not Hispanic/ Latino)	18.6%	18.3%	18.7%	48.5%	48.7%	49.8%	20.8%	21.2%	21.0%	6.8%	7.0%	6.1%	5.3%	4.9%	4.5%	14,058	12,699	11,272	370	323	302



# Report by Demographics

**(39) My agency is successful at accomplishing its mission.**

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.0%</b>	<b>20.1%</b>	<b>20.7%</b>	<b>52.2%</b>	<b>52.9%</b>	<b>53.7%</b>	<b>17.8%</b>	<b>18.2%</b>	<b>17.6%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.0%</b>	<b>3.5%</b>	<b>3.3%</b>	<b>3.0%</b>	<b>404,808</b>	<b>375,864</b>	<b>360,459</b>	7,655	7,407	6,811
<b>Age Group</b>																					
25 and under	26.7%	25.1%	25.2%	54.1%	55.3%	56.7%	12.9%	13.1%	12.9%	3.5%	5.1%	3.1%	2.9%	1.5%	2.0%	2,650	2,653	3,409	25	40	40
26-29	21.5%	20.3%	20.0%	53.6%	53.6%	55.1%	15.2%	17.1%	16.4%	5.8%	5.1%	5.1%	3.9%	3.9%	3.4%	12,196	12,276	12,717	180	219	209
30-39	19.5%	18.7%	19.5%	52.6%	53.2%	54.2%	17.5%	18.2%	17.1%	6.2%	6.1%	5.5%	4.2%	3.8%	3.7%	71,818	64,515	57,514	1,255	1,166	1,005
40-49	20.5%	19.7%	20.7%	52.0%	53.1%	53.5%	18.0%	18.0%	17.4%	5.7%	5.7%	5.2%	3.9%	3.5%	3.2%	106,636	100,561	94,427	1,981	1,850	1,680
50-59	21.6%	20.7%	21.4%	52.4%	52.8%	53.6%	18.0%	18.3%	17.6%	5.1%	5.2%	4.8%	2.9%	3.0%	2.6%	147,157	136,725	122,053	2,759	2,791	2,146
60+	21.8%	21.1%	22.7%	51.5%	51.9%	52.9%	18.9%	19.3%	17.8%	5.0%	5.0%	4.2%	2.8%	2.7%	2.3%	62,625	56,438	46,660	1,420	1,295	960
<b>Level of Education</b>																					
Less than High School	20.2%	19.4%	---	42.7%	48.4%	---	24.1%	24.1%	---	6.2%	2.9%	---	6.7%	5.2%	---	393	378	---	15	15	---
H.S. Diploma/ GED or equiv	21.0%	20.8%	---	51.9%	52.6%	---	18.9%	18.8%	---	4.4%	4.6%	---	3.7%	3.2%	---	18,891	18,586	---	380	400	---
Trade/Technical Certificate	18.8%	18.4%	---	50.4%	50.8%	---	21.2%	22.4%	---	6.2%	4.8%	---	3.4%	3.6%	---	9,374	8,803	---	171	184	---
Some College (no degree)	20.6%	19.9%	---	50.7%	51.4%	---	19.4%	19.5%	---	5.3%	5.4%	---	4.0%	3.8%	---	58,868	56,601	---	1,194	1,219	---
Associate's Degree	20.4%	19.3%	---	51.2%	52.2%	---	19.0%	19.6%	---	5.6%	5.4%	---	3.8%	3.6%	---	30,633	28,855	---	651	546	---
Bachelor's Degree	20.7%	19.9%	---	52.9%	53.7%	---	17.3%	17.5%	---	5.6%	5.7%	---	3.5%	3.2%	---	133,062	122,372	---	2,498	2,398	---
Master's Degree	22.3%	21.3%	---	53.5%	54.0%	---	16.0%	16.6%	---	5.4%	5.3%	---	2.8%	2.9%	---	96,442	85,865	---	1,576	1,540	---
Doctoral/Professional Degree	23.1%	22.0%	---	51.7%	52.2%	---	15.9%	16.7%	---	6.0%	6.2%	---	3.2%	3.0%	---	40,384	36,018	---	616	580	---
<b>Pay Category</b>																					
Federal Wage System	18.0%	17.7%	19.6%	51.3%	51.1%	52.8%	21.3%	21.6%	19.6%	5.8%	5.9%	5.0%	3.7%	3.7%	2.9%	12,436	12,053	13,063	207	191	213
GS 1-6	19.7%	19.6%	19.6%	49.2%	49.6%	50.9%	21.1%	21.8%	21.1%	5.7%	5.4%	4.8%	4.3%	3.7%	3.7%	21,356	21,380	21,595	533	584	541
GS 7-12	20.1%	19.3%	19.9%	52.2%	53.2%	54.1%	18.2%	18.3%	17.7%	5.6%	5.6%	5.0%	3.9%	3.6%	3.2%	162,451	153,950	141,584	3,673	3,554	3,175
GS 13-15	23.7%	22.8%	23.3%	53.4%	53.9%	54.1%	14.9%	15.6%	15.1%	5.2%	5.2%	5.0%	2.7%	2.6%	2.5%	159,814	141,580	133,670	2,362	2,195	1,987
SES	52.1%	50.4%	47.6%	38.2%	38.9%	41.3%	6.6%	7.0%	7.0%	2.1%	2.6%	2.9%	1.0%	1.0%	1.3%	5,705	4,867	4,403	8	7	5
SL/ST	25.6%	21.3%	23.9%	46.8%	53.0%	51.8%	16.8%	15.8%	13.6%	7.4%	5.2%	8.2%	3.4%	4.7%	2.6%	1,529	1,368	1,215	11	11	10
Other	18.3%	17.6%	18.1%	52.9%	53.2%	54.4%	19.7%	20.0%	19.1%	5.7%	6.0%	5.2%	3.4%	3.3%	3.1%	25,198	22,665	26,013	373	363	361

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

# Report by Demographics

(39) My agency is successful at accomplishing its mission.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.0%</b>	<b>20.1%</b>	<b>20.7%</b>	<b>52.2%</b>	<b>52.9%</b>	<b>53.7%</b>	<b>17.8%</b>	<b>18.2%</b>	<b>17.6%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.0%</b>	<b>3.5%</b>	<b>3.3%</b>	<b>3.0%</b>	<b>404,808</b>	<b>375,864</b>	<b>360,459</b>	7,655	7,407	6,811
<b>Time in Federal Government</b>																					
< 1 year	31.9%	27.2%	31.2%	52.2%	55.2%	51.9%	11.4%	13.1%	12.4%	3.1%	3.1%	3.0%	1.3%	1.3%	1.6%	5,930	3,075	4,600	96	75	89
1-3 years	24.6%	24.0%	24.4%	52.9%	53.9%	55.3%	15.1%	15.5%	14.4%	4.8%	4.5%	3.9%	2.5%	2.1%	2.0%	27,816	32,309	38,662	411	494	627
4-5 years	21.6%	20.7%	20.5%	53.0%	53.6%	54.2%	17.2%	17.2%	17.1%	5.3%	5.4%	5.2%	3.0%	3.1%	3.1%	40,366	42,411	38,603	678	838	700
6-10 years	19.6%	19.1%	19.4%	52.4%	52.7%	53.7%	18.2%	18.7%	18.2%	5.9%	5.8%	5.3%	3.9%	3.8%	3.5%	86,158	71,930	63,090	1,558	1,373	1,168
11-14 years	19.2%	18.4%	19.0%	52.1%	52.1%	53.5%	18.7%	19.5%	18.7%	5.9%	6.1%	5.4%	4.1%	3.8%	3.4%	55,632	50,374	43,860	1,045	899	820
15-20 years	19.6%	19.0%	19.2%	50.6%	52.0%	52.4%	19.0%	18.9%	18.6%	6.3%	6.0%	5.9%	4.5%	4.1%	3.9%	47,725	39,122	34,426	968	776	611
> 20 years	21.8%	20.6%	21.2%	52.3%	52.9%	53.3%	17.8%	18.2%	17.9%	5.2%	5.2%	4.9%	3.0%	3.0%	2.7%	125,661	119,291	118,765	2,428	2,479	2,296
<b>Time with Current Agency</b>																					
< 1 year	30.7%	26.9%	29.5%	51.4%	54.8%	51.6%	12.8%	13.5%	13.7%	3.4%	3.0%	3.4%	1.7%	1.9%	1.9%	11,645	6,348	8,573	230	146	191
1-3 years	23.7%	23.1%	23.1%	52.4%	52.9%	54.6%	16.1%	16.6%	15.7%	4.9%	4.9%	4.2%	2.9%	2.6%	2.3%	43,783	48,873	54,058	726	906	978
4-5 years	20.9%	19.7%	19.9%	52.6%	53.4%	54.0%	17.6%	17.8%	17.5%	5.7%	5.7%	5.4%	3.2%	3.3%	3.3%	48,961	50,712	46,709	909	1,016	910
6-10 years	19.2%	19.1%	19.2%	52.3%	52.3%	53.6%	18.4%	18.9%	18.3%	5.9%	5.8%	5.4%	4.1%	3.8%	3.5%	93,929	79,272	68,900	1,764	1,576	1,273
11-20 years	19.8%	18.9%	19.7%	51.3%	52.5%	53.1%	18.8%	19.0%	18.6%	5.9%	5.8%	5.3%	4.1%	3.7%	3.4%	97,072	84,661	75,340	1,793	1,539	1,340
> 20 years	21.8%	20.6%	21.3%	52.9%	53.3%	53.5%	17.3%	18.0%	17.4%	5.2%	5.2%	5.1%	2.8%	2.9%	2.6%	92,732	87,475	87,300	1,721	1,708	1,586
<b>Leaving</b>																					
No	25.7%	24.6%	24.8%	54.9%	55.4%	56.2%	14.1%	14.5%	14.0%	3.6%	3.7%	3.3%	1.8%	1.8%	1.7%	259,344	236,420	234,521	3,696	3,590	3,450
Yes, to retire	19.2%	18.1%	18.7%	51.1%	52.3%	52.4%	20.2%	20.5%	20.5%	6.0%	5.9%	5.3%	3.5%	3.2%	3.2%	23,605	22,509	20,987	471	476	409
Yes, to other job in Govt	12.4%	12.2%	12.6%	48.5%	49.6%	49.8%	24.2%	24.3%	24.4%	8.8%	8.2%	8.1%	6.1%	5.8%	5.1%	71,525	66,295	55,067	1,916	1,783	1,543
Yes, to other job outside Govt	9.1%	9.0%	9.7%	43.1%	43.7%	44.1%	25.6%	25.8%	26.0%	12.7%	12.6%	12.0%	9.5%	8.8%	8.2%	15,446	15,221	15,205	411	399	382
Yes, other	9.3%	9.1%	10.0%	42.5%	43.1%	44.4%	27.9%	29.5%	27.4%	11.1%	10.2%	10.0%	9.1%	8.1%	8.2%	18,638	17,395	15,877	641	635	518
<b>Retiring</b>																					
Within 1 year	19.4%	17.6%	18.8%	50.3%	51.5%	51.1%	19.9%	20.2%	20.2%	6.2%	6.7%	6.1%	4.2%	4.0%	3.8%	14,549	13,629	12,349	298	291	261
Between 1-3 years	20.0%	19.5%	19.8%	51.8%	52.6%	53.0%	19.5%	19.7%	19.2%	5.4%	5.2%	5.1%	3.3%	2.9%	2.8%	39,112	35,537	33,777	773	752	615
Between 3-5 years	21.1%	20.0%	20.2%	51.5%	52.4%	53.8%	19.0%	18.9%	18.5%	5.4%	5.6%	4.9%	3.1%	3.1%	2.7%	42,692	38,752	35,627	739	791	664
5 or more years	21.4%	20.6%	21.2%	52.6%	53.2%	54.0%	17.1%	17.6%	16.9%	5.5%	5.4%	4.9%	3.5%	3.3%	3.0%	289,199	266,544	255,839	5,193	4,913	4,588

SOURCE: Federal Employee Viewpoint Survey

\*\*Unweighted count of responses to a question, not including 'Do Not Know.'

## Report by Demographics

(39) My agency is successful at accomplishing its mission.

	Strongly Agree			Agree			Neither Agree nor Disagree			Disagree			Strongly Disagree			Item Response Total**			Do Not Know		
	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013	2015	2014	2013
<b>All Responses</b>	<b>21.0%</b>	<b>20.1%</b>	<b>20.7%</b>	<b>52.2%</b>	<b>52.9%</b>	<b>53.7%</b>	<b>17.8%</b>	<b>18.2%</b>	<b>17.6%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.0%</b>	<b>3.5%</b>	<b>3.3%</b>	<b>3.0%</b>	<b>404,808</b>	<b>375,864</b>	<b>360,459</b>	7,655	7,407	6,811
<b>Self-Identify as:</b>																					
Heterosexual	22.1%	21.2%	21.8%	52.9%	53.6%	54.2%	16.7%	17.2%	16.6%	5.1%	5.1%	4.7%	3.1%	3.0%	2.7%	312,421	288,989	276,407	5,039	4,818	4,442
LGBT*	20.6%	20.0%	20.2%	50.3%	50.4%	51.8%	17.9%	18.6%	17.6%	6.5%	6.8%	6.3%	4.7%	4.1%	4.1%	10,855	9,610	8,745	184	191	170
Prefer not to say	14.9%	14.9%	15.0%	48.5%	49.1%	50.4%	23.5%	23.6%	23.1%	7.5%	7.4%	6.7%	5.6%	5.0%	4.8%	46,682	42,349	39,736	1,418	1,382	1,171
<b>Military Service</b>																					
No Prior Military Service	20.3%	19.5%	---	52.6%	53.3%	---	18.1%	18.4%	---	5.6%	5.5%	---	3.5%	3.3%	---	275,684	252,315	---	5,344	5,207	---
Currently in Guard/Reserves	23.9%	23.0%	---	52.5%	52.9%	---	14.4%	15.9%	---	5.3%	4.8%	---	3.9%	3.3%	---	6,914	6,434	---	79	76	---
Retired	26.7%	25.6%	---	54.1%	54.3%	---	13.7%	14.2%	---	3.8%	3.8%	---	1.7%	2.1%	---	42,867	41,155	---	420	431	---
Separated/Discharged	19.6%	18.9%	---	50.1%	50.8%	---	19.3%	19.6%	---	6.4%	6.5%	---	4.6%	4.2%	---	58,451	54,043	---	1,118	1,002	---
<b>Disability</b>																					
Yes	21.8%	20.7%	21.7%	48.6%	49.2%	50.0%	19.0%	19.5%	19.0%	6.2%	6.1%	5.6%	4.4%	4.4%	3.7%	52,323	47,907	44,014	1,152	1,037	948
No	21.0%	20.2%	20.8%	53.0%	53.7%	54.4%	17.3%	17.7%	17.1%	5.4%	5.3%	4.9%	3.3%	3.1%	2.8%	332,752	306,957	295,733	5,825	5,721	5,244